

平成25年度 介護労働実態調査  
[介護労働者の就業実態と就業意識調査]

(付) 労働者統計表 目次

| ページ<br>番号 |                                        | 調査票<br>問番号   |
|-----------|----------------------------------------|--------------|
| 2         | ◎ 有効回答のあった介護労働者の基本属性(性別)               | 問31(1)       |
| 3         | ◎ 有効回答のあった介護労働者の基本属性(年齢)               | 問31(2)       |
| 4         | I-1(1)② 勤務先事業所の介護保険サービス系型区分            | 問26          |
| 5         | I-3(2) 主な仕事(職種)                        | 問1(2)        |
| 6         | I-3(3) 主な仕事(職種)での経験年数                  | 問1(3)        |
| 7         | I-3(4) 今働いている法人の勤続年数                   | 問2           |
| 8         | I-3(5)① 就業・勤務形態                        | 問3(1)(2)①    |
| 9         | I-3(5)② 正規職員の希望、希望とする1週間の労働日数          | 問3(2)②④      |
| 10        | I-3(5)③希望とする1週間の労働時間                   | 問3(2)③       |
| 11        | II-1 採用時における労働条件等の説明(受けたもの)            | 問5           |
| 12        | II-2 1週間の労働日数                          | 問6(1)①       |
| 13        | II-3 1週間の労働時間数                         | 問6(1)②       |
| 14        | II-6① 深夜勤務の有無、深夜勤務の回数                  | 問7           |
| 15        | III-1 賃金支払い形態                          | 問9(1)        |
| 16        | III-2 時間給                              | 問9(2)        |
| 17,18     | III-4①、② 通常月の税込み月収                     | 問10          |
| 19,20     | III-6①、② 賃金や手当等の希望                     | 問12          |
| 21        | IV-3 過去1年間の研修受講回数                      | 問13(4)       |
| 22        | V-1 現在の仕事を選んだ理由                        | 問15          |
| 23        | V-2 今の仕事や職場に対する考え方                     | 問16          |
| 24        | V-3 現在の仕事の満足度総括表                       | 問17          |
| 25        | V-4(1) 今の仕事の継続意志                       | 問18(1)       |
| 26,27     | VI-1 労働条件等の悩み、不安、不満等                   | 問20(1)       |
| 28        | VI-2 職場での人間関係等の悩み、不安、不満等               | 問20(2)       |
| 29        | VII-2 現在の法人に就職した理由                     | 問27          |
| 30        | VII-3 現在の法人に就職したきっかけ                   | 問28          |
| 31        | VII-5(1) 前職の有無、介護サービスの経験、直前の仕事         | 問30(1)①②     |
| 32        | VII-5(3) 直前の仕事の就業形態、勤続年数               | 問30(2)①②     |
| 33        | VII-6 直前の介護の仕事をやめた理由                   | 問30(2)③      |
|           |                                        |              |
|           | <都道府県別>                                |              |
| 34        | ◎ 有効回答のあった介護労働者の基本属性(性別、年齢)            | 問31(1)(2)    |
| 35        | ◎ 有効回答のあった介護労働者の基本属性(配偶関係、生計維持者、家族の介護) | 問31(4)(5)(6) |
| 36        | I-1(1)② 勤務先事業所の介護保険サービス系型区分            | 問26          |
| 37        | I-3(2) 主な仕事(職種)                        | 問1(2)        |
| 38        | I-3(3) 主な仕事(職種)での経験年数                  | 問1(3)        |
| 39        | I-3(5)① 就業・勤務形態                        | 問3(1)(2)①    |
| 40        | III-4 通常月の税込み月収                        | 問10          |
| 41        | III-6 賃金や手当等の希望                        | 問12          |
| 42        | V-1 現在の仕事を選んだ理由                        | 問15          |
| 43        | VII-2 現在の法人に就職した理由                     | 問27          |
| 44        | VII-5(1) 前職の有無、介護サービスの経験、直前の仕事         | 問30(1)①②     |
| 45        | VII-5(3) 直前の仕事の就業形態、勤続年数               | 問30(2)①②     |
| 46        | VII-6 直前の介護の仕事をやめた理由                   | 問30(2)③      |

◎有効回答のあった介護労働者の基本属性(性別) (%)

|              |                  | 回答労働者数        | 性別            |                |            |      |       |   |     |
|--------------|------------------|---------------|---------------|----------------|------------|------|-------|---|-----|
|              |                  |               | 男             | 女              | 無回答        |      |       |   |     |
| 全 体          |                  | 18,881<br>100 | 3,952<br>20.9 | 14,498<br>76.8 | 431<br>2.3 |      |       |   |     |
| 事業所規模別       | 5人未満             |               | 1,522         | 17.3           | 79.5       | 3.2  |       |   |     |
|              | 5人以上10人未満        |               | 3,922         | 16.7           | 81.3       | 2.1  |       |   |     |
|              | 10人以上20人未満       |               | 4,923         | 20.9           | 77.2       | 1.8  |       |   |     |
|              | 20人以上50人未満       |               | 4,288         | 21.6           | 76.5       | 1.8  |       |   |     |
|              | 50人以上100人未満      |               | 2,034         | 29.9           | 67.9       | 2.2  |       |   |     |
|              | 100人以上           |               | 1,408         | 24.7           | 73.2       | 2.2  |       |   |     |
|              | わからない            |               | 403           | 16.9           | 80.4       | 2.7  |       |   |     |
| 無回答          |                  | 381           | 14.2          | 73.5           | 12.3       |      |       |   |     |
| 介護保険サービス系型別  | 従来区分             | 訪問系           | 7,963         | 13.8           | 83.7       | 2.5  |       |   |     |
|              |                  | 施設系（入所+通所）    | 10,265        | 26.3           | 72.0       | 1.7  |       |   |     |
|              |                  | 入所型           | 4,608         | 28.1           | 70.0       | 1.9  |       |   |     |
|              |                  | 通所型           | 5,657         | 24.7           | 73.6       | 1.6  |       |   |     |
|              |                  | その他           | 296           | 36.8           | 60.1       | 3.0  |       |   |     |
|              | 無回答              |               | 357           | 13.7           | 72.8       | 13.4 |       |   |     |
|              | 新区分              | 訪問系           | 6,553         | 13.2           | 84.3       | 2.4  |       |   |     |
|              |                  | 施設系（入所+通所）    | 8,048         | 26.5           | 71.9       | 1.5  |       |   |     |
|              |                  | 入所型           | 2,391         | 30.8           | 68.0       | 1.3  |       |   |     |
|              |                  | 通所型           | 5,657         | 24.7           | 73.6       | 1.6  |       |   |     |
| 居住系          |                  | 2,217         | 25.2          | 72.3           | 2.5        |      |       |   |     |
| 居宅介護支援       |                  | 1,410         | 16.5          | 80.9           | 2.6        |      |       |   |     |
| 主な介護サービスの種類別 | 訪問介護             |               | 5,283         | 13.3           | 84.1       | 2.5  |       |   |     |
|              | 訪問入浴介護           |               | 152           | 32.9           | 65.1       | 2.0  |       |   |     |
|              | 訪問看護             |               | 997           | 8.0            | 89.9       | 2.1  |       |   |     |
|              | 訪問リハビリテーション      |               | 62            | 37.1           | 62.9       | -    |       |   |     |
|              | 居宅療養管理指導         |               | 43            | 18.6           | 76.7       | 4.7  |       |   |     |
|              | 通所介護             |               | 4,281         | 24.5           | 73.9       | 1.6  |       |   |     |
|              | 通所リハビリテーション      |               | 498           | 31.5           | 66.9       | 1.6  |       |   |     |
|              | 短期入所生活介護         |               | 400           | 34.0           | 64.8       | 1.3  |       |   |     |
|              | 短期入所療養介護         |               | *             | 17             | 29.4       | *    | 70.6  | - |     |
|              | 特定施設入居者生活介護      |               | 521           | 32.4           | 63.0       | 4.6  |       |   |     |
|              | 福祉用具貸与・特定福祉用具販売  |               | 75            | 54.7           | 42.7       | 2.7  |       |   |     |
|              | 居宅介護支援           |               | 1,410         | 16.5           | 80.9       | 2.6  |       |   |     |
|              | 定期巡回・随時対応型訪問介護看護 |               | *             | 13             | -          | *    | 100.0 | - |     |
|              | 夜間対応型訪問介護        |               | *             | 3              | -          | *    | 100.0 | - |     |
|              | 認知症対応型通所介護       |               | 312           | 19.6           | 78.5       | 1.9  |       |   |     |
|              | 小規模多機能型居宅介護      |               | 537           | 23.6           | 74.7       | 1.7  |       |   |     |
|              | 複合型サービス          |               | *             | 29             | 24.1       | *    | 72.4  | * | 3.4 |
|              | 認知症対応型共同生活介護     |               | 1,591         | 22.8           | 75.4       | 1.8  |       |   |     |
|              | 地域密着型特定施設入居者生活介護 |               | 105           | 25.7           | 71.4       | 2.9  |       |   |     |
|              | 地域密着型介護老人福祉施設    |               | 122           | 29.5           | 67.2       | 3.3  |       |   |     |
|              | 介護老人福祉施設         |               | 1,319         | 30.5           | 68.5       | 1.0  |       |   |     |
|              | 介護老人保健施設         |               | 430           | 30.7           | 67.4       | 1.9  |       |   |     |
|              | 介護療養型医療施設        |               | 103           | 24.3           | 75.7       | -    |       |   |     |
|              | 介護保険以外のサービス      |               | 55            | 41.8           | 54.5       | 3.6  |       |   |     |
|              | その他（わからない）       |               | 166           | 27.1           | 69.9       | 3.0  |       |   |     |
| 主な職種別        | 訪問介護員            |               | 2,919         | 10.7           | 86.4       | 2.9  |       |   |     |
|              | サービス提供責任者        |               | 1,765         | 15.2           | 82.4       | 2.4  |       |   |     |
|              | 看護職員             |               | 1,921         | 5.7            | 91.5       | 2.9  |       |   |     |
|              | 介護職員             |               | 8,017         | 25.2           | 73.0       | 1.8  |       |   |     |
|              | 生活相談員            |               | 1,226         | 38.9           | 59.2       | 1.9  |       |   |     |
|              | 介護支援専門員          |               | 2,097         | 18.5           | 78.7       | 2.8  |       |   |     |
|              | PT・OT・ST等        |               | 266           | 52.3           | 46.6       | 1.1  |       |   |     |
|              | その他              |               | 463           | 44.3           | 54.4       | 1.3  |       |   |     |
|              | 無回答              |               | 207           | 16.9           | 78.3       | 4.8  |       |   |     |
| 就業形態・勤務      | 正規職員             |               | 12,768        | 27.1           | 71.0       | 1.9  |       |   |     |
|              | 非正規職員            |               | 5,465         | 7.4            | 90.0       | 2.7  |       |   |     |
|              | 正規職員と同じ          |               | 1,835         | 12.8           | 84.4       | 2.8  |       |   |     |
|              | 正規職員より短い         |               | 3,159         | 4.0            | 93.8       | 2.2  |       |   |     |
|              | わからない            |               | 306           | 9.8            | 85.3       | 4.9  |       |   |     |
|              | 無回答              |               | 165           | 7.3            | 87.3       | 5.5  |       |   |     |
|              | 無回答              |               | 648           | 13.3           | 80.1       | 6.6  |       |   |     |
| 勤続年数別        | 1年未満             |               | 2,034         | 23.3           | 73.9       | 2.9  |       |   |     |
|              | 1年以上2年未満         |               | 2,680         | 22.2           | 76.0       | 1.8  |       |   |     |
|              | 2年以上3年未満         |               | 2,208         | 23.4           | 73.8       | 2.8  |       |   |     |
|              | 3年以上4年未満         |               | 1,888         | 23.6           | 73.7       | 2.8  |       |   |     |
|              | 4年以上5年未満         |               | 1,444         | 22.2           | 75.8       | 2.0  |       |   |     |
|              | 5年以上7年未満         |               | 1,340         | 20.4           | 77.4       | 2.2  |       |   |     |
|              | 7年以上10年未満        |               | 3,747         | 18.9           | 78.9       | 2.2  |       |   |     |
|              | 10年以上15年未満       |               | 1,770         | 17.6           | 80.6       | 1.9  |       |   |     |
|              | 15年以上20年未満       |               | 1,196         | 17.4           | 81.4       | 1.3  |       |   |     |
|              | 20年以上            |               | 330           | 17.9           | 78.2       | 3.9  |       |   |     |
|              | 無回答              |               | 244           | 15.6           | 79.5       | 4.9  |       |   |     |

◎有効回答のあった介護労働者の基本属性(年齢)

(%)

|              |                  | 回答労働者数        | 年齢        |            |              |               |               |               |               |               |               |              |            |        | 平均年齢（歳） |
|--------------|------------------|---------------|-----------|------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|------------|--------|---------|
|              |                  |               | 20歳未満     | 20歳以上25歳未満 | 25歳以上30歳未満   | 30歳以上35歳未満    | 35歳以上40歳未満    | 40歳以上45歳未満    | 45歳以上50歳未満    | 50歳以上55歳未満    | 55歳以上60歳未満    | 60歳以上        | 無回答        |        |         |
| 全 体          |                  | 18,881<br>100 | 63<br>0.3 | 661<br>3.5 | 1,527<br>8.1 | 2,057<br>10.9 | 2,620<br>13.9 | 2,564<br>13.6 | 2,473<br>13.1 | 2,564<br>13.6 | 1,993<br>10.6 | 1,864<br>9.9 | 495<br>2.6 | 44.0   |         |
| 事業所規模別       | 5人未満             | 1,522         | 0.1       | 1.9        | 3.7          | 7.3           | 12.0          | 12.9          | 15.0          | 15.5          | 12.7          | 14.8         | 4.1        | 47.4   |         |
|              | 5人以上10人未満        | 3,922         | 0.3       | 2.9        | 7.1          | 9.8           | 13.9          | 14.1          | 14.2          | 13.5          | 10.4          | 11.6         | 2.3        | 44.4   |         |
|              | 10人以上20人未満       | 4,923         | 0.3       | 3.8        | 8.9          | 11.4          | 14.1          | 13.4          | 12.8          | 13.1          | 10.3          | 9.8          | 2.0        | 43.7   |         |
|              | 20人以上50人未満       | 4,288         | 0.4       | 3.6        | 8.8          | 11.0          | 13.4          | 13.8          | 13.5          | 13.5          | 10.4          | 9.4          | 2.2        | 43.7   |         |
|              | 50人以上100人未満      | 2,034         | 0.3       | 4.6        | 8.9          | 13.7          | 16.6          | 13.2          | 10.6          | 13.0          | 10.0          | 6.6          | 2.6        | 42.2   |         |
|              | 100人以上           | 1,408         | 0.1       | 2.8        | 9.0          | 12.4          | 14.5          | 12.4          | 12.9          | 15.1          | 11.8          | 6.5          | 2.3        | 43.4   |         |
|              | わからない            | 403           | 1.0       | 6.5        | 12.4         | 10.7          | 12.2          | 15.4          | 12.4          | 11.7          | 7.2           | 7.4          | 3.2        | 41.3   |         |
|              | 無回答              | 381           | 0.8       | 3.7        | 4.7          | 8.7           | 8.9           | 15.5          | 8.9           | 13.4          | 9.7           | 12.1         | 13.6       | 45.5   |         |
| 介護保険サービス系型別  | 従来区分             | 訪問系           | 7,963     | 0.2        | 1.4          | 4.7           | 7.8           | 11.8          | 13.6          | 15.4          | 16.5          | 13.0         | 12.9       | 2.8    | 46.9    |
|              |                  | 施設系（入所+通所）    | 10,265    | 0.4        | 5.0          | 10.7          | 13.3          | 15.7          | 13.6          | 11.4          | 11.4          | 8.8          | 7.5        | 2.0    | 41.9    |
|              |                  | 入所型           | 4,608     | 0.8        | 6.1          | 11.4          | 14.0          | 15.4          | 12.4          | 9.8           | 12.0          | 9.0          | 7.0        | 2.2    | 41.2    |
|              |                  | 通所型           | 5,657     | 0.2        | 4.2          | 10.1          | 12.7          | 15.9          | 14.6          | 12.8          | 10.9          | 8.7          | 8.0        | 1.9    | 42.4    |
|              |                  | その他           | 296       | 0.3        | 7.8          | 12.8          | 12.5          | 14.9          | 13.2          | 13.5          | 9.8           | 6.1          | 6.4        | 2.7    | 40.3    |
|              |                  | 無回答           | 357       | 1.1        | 4.2          | 4.5           | 9.0           | 7.8           | 11.8          | 9.5           | 13.7          | 10.1         | 12.9       | 15.4   | 45.7    |
|              | 新区分              | 訪問系           | 6,553     | 0.2        | 1.6          | 5.5           | 8.2           | 11.5          | 14.0          | 15.5          | 16.1          | 12.7         | 12.0       | 2.7    | 46.4    |
|              |                  | 施設系（入所+通所）    | 8,048     | 0.4        | 5.2          | 10.9          | 13.4          | 16.2          | 13.9          | 12.0          | 10.9          | 8.2          | 7.1        | 1.8    |         |
|              |                  | 入所型           | 2,391     | 0.9        | 7.5          | 12.9          | 15.1          | 17.0          | 12.2          | 10.0          | 10.8          | 7.2          | 4.9        | 1.4    | 39.6    |
|              |                  | 通所型           | 5,657     | 0.2        | 4.2          | 10.1          | 12.7          | 15.9          | 14.6          | 12.8          | 10.9          | 8.7          | 8.0        | 1.9    | 42.4    |
|              |                  | 居住系           | 2,217     | 0.6        | 4.5          | 9.8           | 12.9          | 13.7          | 12.6          | 9.6           | 13.3          | 10.9         | 9.2        | 3.0    | 42.9    |
|              |                  | 居宅介護支援        | 1,410     | 0.1        | 0.2          | 0.9           | 6.0           | 13.0          | 11.8          | 14.9          | 18.7          | 14.3         | 16.7       | 3.3    | 49.1    |
|              |                  | 訪問介護          | 5,283     | 0.2        | 1.7          | 5.3           | 7.8           | 10.3          | 13.3          | 14.4          | 16.4          | 13.6         | 14.1       | 2.8    | 47.1    |
|              |                  | 訪問入浴介護        | 152       | 0.7        | 4.6          | 19.1          | 17.8          | 17.1          | 9.9           | 9.2           | 9.9           | 7.2          | 2.6        | 2.0    | 38.3    |
| 訪問看護         |                  | 997           | -         | 0.6        | 3.6          | 8.0           | 16.3          | 18.5          | 22.2          | 15.7          | 9.7           | 2.9          | 2.4        | 44.6   |         |
| 主な介護サービスの種類別 | 訪問リハビリテーション      | 62            | -         | 1.6        | 22.6         | 16.1          | 19.4          | 9.7           | 16.1          | 11.3          | 1.6           | 1.6          | -          | 38.3   |         |
|              | 居宅療養管理指導         | 43            | -         | -          | 4.7          | 16.3          | 16.3          | 7.0           | 16.3          | 11.6          | 9.3           | 14.0         | 4.7        | 45.7   |         |
|              | 通所介護             | 4,281         | 0.1       | 4.2        | 9.6          | 12.9          | 16.4          | 14.6          | 12.7          | 11.5          | 8.5           | 7.8          | 1.8        | 42.4   |         |
|              | 通所リハビリテーション      | 498           | 0.4       | 4.8        | 11.6         | 14.5          | 17.7          | 16.7          | 11.8          | 8.6           | 6.4           | 5.4          | 2.0        | 40.5   |         |
|              | 短期入所生活介護         | 400           | 0.5       | 8.3        | 15.8         | 17.5          | 15.3          | 12.0          | 8.3           | 12.0          | 4.0           | 4.5          | 2.0        | 38.4   |         |
|              | 短期入所療養介護         | * 17          | -         | -          | * 5.9        | -             | * 35.3        | * 17.6        | * 11.8        | * 11.8        | * 5.9         | * 11.8       | -          | * 44.2 |         |
|              | 特定施設入居者生活介護      | 521           | 0.6       | 5.6        | 10.9         | 12.7          | 15.2          | 13.4          | 8.6           | 13.6          | 9.6           | 4.2          | 5.6        | 41.1   |         |
|              | 福祉用具貸与・特定福祉用具販売  | 75            | -         | 4.0        | 13.3         | 10.7          | 17.3          | 6.7           | 18.7          | 16.0          | 6.7           | 4.0          | 2.7        | 41.7   |         |
|              | 居宅介護支援           | 1,410         | 0.1       | 0.2        | 0.9          | 6.0           | 13.0          | 11.8          | 14.9          | 18.7          | 14.3          | 16.7         | 3.3        | 49.1   |         |
|              | 定期巡回・随時対応型訪問介護看護 | * 13          | -         | -          | * 7.7        | * 7.7         | -             | * 15.4        | * 23.1        | * 15.4        | * 7.7         | * 23.1       | -          | * 48.7 |         |
|              | 夜間対応型訪問介護        | * 3           | -         | -          | -            | -             | * 33.3        | * 66.7        | -             | -             | -             | -            | -          | * 40.3 |         |
|              | 認知症対応型通所介護       | 312           | 0.3       | 2.6        | 10.3         | 9.9           | 14.4          | 14.4          | 15.1          | 9.3           | 10.9          | 10.3         | 2.6        | 43.9   |         |
|              | 小規模多機能型居宅介護      | 537           | 0.2       | 4.3        | 12.8         | 11.7          | 11.0          | 13.6          | 12.8          | 9.1           | 11.7          | 10.8         | 1.9        | 43.1   |         |
|              | 複合型サービス          | * 29          | -         | * 10.3     | * 10.3       | * 10.3        | * 24.1        | * 13.8        | * 13.8        | * 3.4         | * 3.4         | * 6.9        | * 3.4      | * 39.0 |         |
|              | 認知症対応型共同生活介護     | 1,591         | 0.7       | 4.3        | 9.6          | 13.1          | 13.1          | 12.1          | 10.1          | 13.3          | 11.4          | 10.4         | 2.1        | 43.4   |         |
|              | 地域密着型特定施設入居者生活介護 | 105           | -         | 2.9        | 8.6          | 10.5          | 16.2          | 16.2          | 6.7           | 11.4          | 9.5           | 15.2         | 2.9        | 44.5   |         |
|              | 地域密着型介護老人福祉施設    | 122           | 0.8       | 9.8        | 10.7         | 9.8           | 21.3          | 7.4           | 10.7          | 13.9          | 6.6           | 6.6          | 2.5        | 40.2   |         |
|              | 介護老人福祉施設         | 1,319         | 1.0       | 8.0        | 13.7         | 15.5          | 15.9          | 12.0          | 9.7           | 9.6           | 8.0           | 5.5          | 1.1        | 39.5   |         |
|              | 介護老人保健施設         | 430           | 1.2       | 5.8        | 10.2         | 14.4          | 20.2          | 12.3          | 12.6          | 11.9          | 7.0           | 2.6          | 1.9        | 39.9   |         |
|              | 介護療養型医療施設        | 103           | -         | 2.9        | 6.8          | 12.6          | 15.5          | 20.4          | 9.7           | 14.6          | 10.7          | 5.8          | 1.0        | 43.0   |         |
|              | 介護保険以外のサービス      | 55            | -         | 9.1        | 7.3          | 10.9          | 20.0          | 10.9          | 12.7          | 9.1           | 3.6           | 12.7         | 3.6        | 41.9   |         |
|              | その他（わからない）       | 166           | 0.6       | 9.0        | 14.5         | 13.9          | 12.0          | 16.9          | 11.4          | 7.2           | 6.6           | 5.4          | 2.4        | 39.1   |         |
|              | 主な職種別            | 訪問介護員         | 2,919     | 0.2        | 1.8          | 5.4           | 7.1           | 9.6           | 13.8          | 13.3          | 14.7          | 13.2         | 17.6       | 3.1    | 47.7    |
|              |                  | サービス提供責任者     | 1,765     | 0.1        | 0.9          | 5.0           | 9.0           | 11.2          | 12.2          | 16.3          | 18.3          | 14.6         | 9.4        | 3.1    | 46.6    |
|              |                  | 看護職員          | 1,921     | 0.1        | 1.0          | 3.0           | 7.0           | 14.4          | 16.8          | 18.8          | 16.6          | 11.2         | 7.9        | 3.1    | 46.1    |
|              |                  | 介護職員          | 8,017     | 0.6        | 6.4          | 11.5          | 13.0          | 14.9          | 13.5          | 11.2          | 11.2          | 8.6          | 6.8        | 2.2    | 41.2    |
|              |                  | 生活相談員         | 1,226     | -          | 3.1          | 13.2          | 18.5          | 20.1          | 13.1          | 10.5          | 9.0           | 5.3          | 5.1        | 2.1    | 39.9    |
|              |                  | 介護支援専門員       | 2,097     | 0.0        | -            | 0.8           | 6.7           | 13.3          | 12.3          | 15.1          | 18.3          | 14.4         | 15.7       | 3.4    | 48.9    |
|              |                  | PT・OT・ST等     | 266       | -          | 4.9          | 23.3          | 23.7          | 20.3          | 13.5          | 6.0           | 3.4           | 0.8          | 3.0        | 1.1    | 35.4    |
| その他          |                  | 463           | 0.2       | 1.3        | 11.4         | 13.2          | 13.4          | 14.5          | 11.7          | 13.8          | 10.8          | 8.4          | 1.3        | 43.4   |         |
|              |                  | 無回答           | 207       | -          | 1.0          | 3.9           | 9.2           | 12.6          | 9.7           | 10.6          | 13.5          | 13.5         | 21.3       | 4.8    | 48.4    |
| 就業形態・別勤務     |                  | 正規職員          | 12,768    | 0.3        | 4.2          | 9.7           | 12.7          | 14.8          | 13.3          | 13.0          | 13.4          | 10.0         | 6.2        | 2.3    | 42.4    |
|              | 非正規職員            | 5,465         | 0.3       | 2.2        | 4.7          | 7.4           | 12.1          | 14.3          | 13.6          | 13.8          | 11.3          | 17.4         | 2.9        | 47.2   |         |
|              | 正規職員と同じ          | 1,835         | 0.7       | 3.8        | 6.3          | 8.1           | 10.6          | 12.3          | 13.1          | 14.7          | 12.5          | 14.9         | 3.2        | 46.2   |         |
|              | 正規職員より短い         | 3,159         | 0.2       | 1.0        | 3.5          | 7.0           | 13.2          | 15.5          | 14.2          | 13.6          | 11.0          | 18.5         | 2.3        | 47.8   |         |
|              | わからない            | 306           | -         | 3.9        | 7.2          | 8.5           | 10.5          | 14.4          | 12.1          | 10.1          | 10.1          | 18.0         | 5.2        | 46.0   |         |
|              | 無回答              | 165           | -         | 1.8        | 4.2          | 7.3           | 10.9          | 13.3          | 10.3          | 13.9          | 6.7           | 24.2         | 7.3        | 48.5   |         |
|              |                  | 無回答           | 648       | 0.2        | 1.4          | 4.0           | 5.1           | 10.3          | 12.5          | 10.3          | 15.9          | 14.7         | 18.8       | 6.8    | 49.0    |
|              | 勤続年数別            | 1年未満          | 2,034     | 1.6        | 7.7          | 10.3          | 12.4          | 14.2          | 14.3          | 13.0          | 10.2          | 7.2          | 6.1        | 3.0    | 40.6    |
| 1年以上2年未満     |                  | 2,680         | 0.7       | 8.2        | 9.5          | 12.2          | 14.7          | 13.8          | 11.5          | 11.8          | 7.6           | 7.8          | 2.2        | 41.4   |         |
| 2年以上3年未満     |                  | 2,208         | 0.0       | 5.7        | 11.3         | 13.3          | 14.1          | 13.0          | 12.3          | 10.6          | 7.9           | 8.6          | 3.1        | 41.8   |         |
| 3年以上4年未満     |                  | 1,888         | 0.1       | 3.9        | 11.3         | 9.9           | 15.0          | 16.1          | 11.5          | 12.3          | 8.8           | 8.1          | 3.1        | 42.6   |         |
| 4年以上5年未満     |                  | 1,444         | 0.1       | 3.5        | 10.3         | 12.3          | 13.6          | 13.3          | 12.7          | 12.5          | 9.1           | 10.5         | 2.1        | 43.4   |         |
| 5年以上7年未満     |                  | 1,340         | -         | 1.1        | 10.7         | 9.3           | 14.6          | 13.8          | 14.2          | 13.2          | 9.4           | 11.1         | 2.6        | 44.4   |         |
| 7年以上10年未満    |                  | 3,747         | -         | 0.4        | 7.1          | 11.3          | 12.4          | 13.9          | 13.8          | 15.1          | 12.1          | 11.3         | 2.6        | 45.7   |         |
| 10年以上15年未満   |                  | 1,770         | -         | -          | 1.1          | 11.7          | 12.8          | 10.6          | 15.0          | 17.5          | 14.5          | 14.9         | 2.0        | 48.1   |         |
| 15年以上20年未満   |                  | 1,196         | -         | -          | -            | 4.1           | 19.7          | 13.1          | 13.5          | 18.7          | 18.9          | 10.0         | 1.8        | 48.3   |         |
| 20年以上        |                  | 330           | -         | -          | -            | -             | 2.1           | 12.7          | 19.1          | 24.5          | 22.1          | 15.2         | 4.2        | 52.2   |         |
|              |                  | 無回答           | 244       | 3.7        | 2.5          | 9.0           | 5.3           | 6.6           | 11.5          | 12.3          | 15.6          | 14.3         | 13.5       | 5.7    | 45.8    |
| 性別           | 男                | 3,952         | 0.3       | 5.7        | 16.2         | 20.0          | 21.4          | 13.2          | 7.2           | 6.2           | 4.7           | 4.8          | 0.4        | 38.0   |         |
|              | 女                | 14,498        | 0.3       | 3.0        | 6.1          | 8.7           | 12.2          | 14.1          | 15.1          | 16.0          | 12.4          | 11.5         | 0.5        | 45.7   |         |
|              | 無回答              | 431           | 0.2       | -          | 0.7          | -             | -             | 0.9           | 0.2           | 0.5           | -             | 1.2          | 0.7        | 95.6   | 45.2    |

表Ⅰ－１(１)② 勤務先事業所の介護保険サービス系型区分

(%)

|        |                | 回答労働者数          | 従来区分          |                |               |               |            |            |
|--------|----------------|-----------------|---------------|----------------|---------------|---------------|------------|------------|
|        |                |                 | 訪問系           | 施設系            |               |               | その他        | 無回答        |
|        |                |                 |               | (入所＋通所)        | 入所型           | 通所型           |            |            |
| 全 体    |                | 18,881<br>100.0 | 7,963<br>42.2 | 10,265<br>54.4 | 4,608<br>24.4 | 5,657<br>30.0 | 296<br>1.6 | 357<br>1.9 |
| 法人格別   | 民間企業(個人・株式会社等) | 8,914           | 46.6          | 50.7           | 18.3          | 32.4          | 1.7        | 1.0        |
|        | 社会福祉協議会        | 1,307           | 59.2          | 38.6           | 7.6           | 31.0          | 1.0        | 1.2        |
|        | 社会福祉法人         | 2,898           | 20.5          | 77.3           | 50.3          | 27.0          | 1.2        | 1.1        |
|        | 医療法人           | 2,066           | 38.1          | 59.9           | 33.3          | 26.6          | 1.1        | 0.9        |
|        | NPO            | 994             | 45.4          | 52.4           | 12.8          | 39.6          | 1.4        | 0.8        |
|        | 社団法人・財団法人      | 867             | 47.3          | 49.8           | 28.7          | 21.1          | 1.4        | 1.4        |
|        | 協同組合           | 461             | 69.6          | 28.9           | 6.1           | 22.8          | 1.3        | 0.2        |
|        | 地方自治体          | 194             | 38.1          | 58.8           | 40.7          | 18.0          | 1.0        | 2.1        |
|        | その他            | 311             | 54.3          | 42.1           | 16.7          | 25.4          | 1.6        | 1.3        |
|        | わからない          | 353             | 28.9          | 61.5           | 27.5          | 34.0          | 7.4        | 2.3        |
|        | 無回答            | 516             | 24.6          | 41.9           | 19.6          | 22.3          | 1.4        | 32.8       |
| 事業所規模別 | 5人未満           | 1,522           | 76.7          | 21.2           | 0.7           | 20.5          | 1.3        | 0.9        |
|        | 5人以上10人未満      | 3,922           | 44.0          | 53.8           | 9.9           | 43.9          | 1.4        | 0.8        |
|        | 10人以上20人未満     | 4,923           | 37.6          | 60.3           | 22.7          | 37.6          | 1.1        | 1.0        |
|        | 20人以上50人未満     | 4,288           | 43.0          | 54.2           | 32.3          | 21.9          | 2.0        | 0.9        |
|        | 50人以上100人未満    | 2,034           | 27.6          | 69.5           | 49.8          | 19.7          | 1.5        | 1.4        |
|        | 100人以上         | 1,408           | 38.8          | 58.0           | 36.6          | 21.4          | 2.1        | 1.1        |
|        | わからない          | 403             | 41.7          | 50.6           | 29.8          | 20.8          | 5.0        | 2.7        |
|        | 無回答            | 381             | 26.8          | 28.9           | 15.7          | 13.1          | 0.5        | 43.8       |

|        |                | 回答労働者数          | 新区分           |               |               |               |               |              |            |            |
|--------|----------------|-----------------|---------------|---------------|---------------|---------------|---------------|--------------|------------|------------|
|        |                |                 | 訪問系           | 施設系           |               |               | 居住系           | 居宅介護支援       | その他        | 無回答        |
|        |                |                 |               | (入所＋通所)       | 入所型           | 通所型           |               |              |            |            |
| 全 体    |                | 18,881<br>100.0 | 6,553<br>34.7 | 8,048<br>42.6 | 2,391<br>12.7 | 5,657<br>30.0 | 2,217<br>11.7 | 1,410<br>7.5 | 296<br>1.6 | 357<br>1.9 |
| 法人格別   | 民間企業(個人・株式会社等) | 9,003           | 38.5          | 36.7          | 4.3           | 32.5          | 14.0          | 8.1          | 1.7        | 1.0        |
|        | 社会福祉協議会        | 1,307           | 48.7          | 36.2          | 5.2           | 31.0          | 2.4           | 10.5         | 1.0        | 1.2        |
|        | 社会福祉法人         | 2,918           | 14.9          | 64.4          | 37.4          | 27.0          | 12.7          | 5.7          | 1.2        | 1.1        |
|        | 医療法人           | 2,066           | 29.5          | 47.9          | 21.3          | 26.6          | 12.0          | 8.6          | 1.1        | 0.9        |
|        | NPO            | 995             | 37.5          | 40.1          | 0.5           | 39.6          | 12.3          | 7.9          | 1.4        | 0.8        |
|        | 社団法人・財団法人      | 905             | 43.8          | 42.2          | 21.3          | 20.9          | 7.0           | 4.3          | 1.3        | 1.4        |
|        | 協同組合           | 475             | 61.3          | 28.2          | 5.5           | 22.7          | 1.3           | 7.8          | 1.3        | 0.2        |
|        | 地方自治体          | 194             | 28.9          | 53.1          | 35.1          | 18.0          | 5.7           | 9.3          | 1.0        | 2.1        |
|        | その他            | 159             | 49.1          | 27.0          | 5.7           | 21.4          | 11.3          | 9.4          | 1.9        | 1.3        |
|        | わからない          | 353             | 28.0          | 49.0          | 15.0          | 34.0          | 12.5          | 0.8          | 7.4        | 2.3        |
|        | 無回答            | 506             | 22.5          | 32.6          | 10.5          | 22.1          | 9.1           | 1.6          | 1.4        | 32.8       |
| 事業所規模別 | 5人未満           | 1,522           | 29.9          | 21.0          | 0.5           | 20.5          | 0.1           | 46.8         | 1.3        | 0.9        |
|        | 5人以上10人未満      | 3,922           | 38.6          | 45.2          | 1.3           | 43.9          | 8.6           | 5.4          | 1.4        | 0.8        |
|        | 10人以上20人未満     | 4,923           | 35.1          | 41.8          | 4.2           | 37.6          | 18.5          | 2.5          | 1.1        | 1.0        |
|        | 20人以上50人未満     | 4,288           | 39.3          | 39.6          | 17.7          | 21.9          | 14.6          | 3.7          | 2.0        | 0.9        |
|        | 50人以上100人未満    | 2,034           | 23.1          | 62.2          | 42.5          | 19.7          | 7.2           | 4.6          | 1.5        | 1.4        |
|        | 100人以上         | 1,408           | 32.6          | 49.6          | 28.1          | 21.4          | 8.5           | 6.2          | 2.1        | 1.1        |
|        | わからない          | 403             | 38.7          | 37.0          | 16.1          | 20.8          | 13.6          | 3.0          | 5.0        | 2.7        |
|        | 無回答            | 381             | 23.1          | 23.6          | 10.5          | 13.1          | 5.2           | 3.7          | 0.5        | 43.8       |

(注)「介護保険サービス系型区分」については、「第一章Ⅹ主な用語の定義」参照。以下同じ。

表Ⅰ－３（２） 主な仕事（職種）

（％）

|                                                          |                  | 回答<br>労働者数      | 訪問<br>介護員     | サ<br>ー<br>ビ<br>ス<br>提<br>供<br>責<br>任<br>者 | 看<br>護<br>職<br>員 | 介<br>護<br>職<br>員 | 生<br>活<br>相<br>談<br>員 | 介<br>護<br>支<br>援<br>専<br>門<br>員<br>（<br>ヘ<br>ケ<br>ア<br>マ<br>ネ<br>ー<br>ジ<br>ャ<br>ー<br>） | P<br>T<br>・<br>O<br>T<br>・<br>S<br>T<br>等 | そ<br>の<br>他 | 無<br>回<br>答 |
|----------------------------------------------------------|------------------|-----------------|---------------|-------------------------------------------|------------------|------------------|-----------------------|----------------------------------------------------------------------------------------|-------------------------------------------|-------------|-------------|
| 全 体                                                      |                  | 18,881<br>100.0 | 2,919<br>15.5 | 1,765<br>9.3                              | 1,921<br>10.2    | 8,017<br>42.5    | 1,226<br>6.5          | 2,097<br>11.1                                                                          | 266<br>1.4                                | 463<br>2.5  | 207<br>1.1  |
| 事業<br>所<br>規<br>模<br>別                                   | 5人未満             | 1,522           | 10.0          | 4.7                                       | 11.7             | 13.6             | 4.2                   | 52.2                                                                                   | 0.7                                       | 1.8         | 1.1         |
|                                                          | 5人以上10人未満        | 3,922           | 16.3          | 8.3                                       | 15.6             | 38.8             | 7.9                   | 7.5                                                                                    | 1.8                                       | 2.4         | 1.4         |
|                                                          | 10人以上20人未満       | 4,923           | 16.8          | 10.1                                      | 8.5              | 47.3             | 6.5                   | 5.9                                                                                    | 1.5                                       | 2.4         | 1.1         |
|                                                          | 20人以上50人未満       | 4,288           | 19.2          | 12.4                                      | 6.6              | 43.3             | 6.4                   | 7.4                                                                                    | 1.0                                       | 2.7         | 1.0         |
|                                                          | 50人以上100人未満      | 2,034           | 8.6           | 6.8                                       | 9.2              | 54.3             | 6.8                   | 9.4                                                                                    | 1.7                                       | 2.5         | 0.8         |
|                                                          | 100人以上           | 1,408           | 9.7           | 9.9                                       | 11.7             | 45.2             | 7.0                   | 10.9                                                                                   | 1.9                                       | 2.9         | 0.7         |
|                                                          | わからない            | 403             | 24.8          | 6.0                                       | 6.7              | 52.1             | 2.0                   | 4.2                                                                                    | 1.7                                       | 1.5         | 1.0         |
|                                                          | 無回答              | 381             | 16.3          | 11.0                                      | 13.6             | 40.2             | 3.7                   | 9.7                                                                                    | 1.0                                       | 2.1         | 2.4         |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 訪問介護             | 5,283           | 50.4          | 29.5                                      | 1.6              | 8.9              | 1.2                   | 5.1                                                                                    | 0.2                                       | 2.3         | 0.9         |
|                                                          | 訪問入浴介護           | 152             | 36.2          | 2.6                                       | 19.7             | 33.6             | 0.7                   | 2.0                                                                                    | -                                         | 3.3         | 2.0         |
|                                                          | 訪問看護             | 997             | 1.2           | 0.6                                       | 84.3             | 2.4              | 0.2                   | 3.6                                                                                    | 6.4                                       | 0.4         | 0.9         |
|                                                          | 訪問リハビリテーション      | 62              | -             | -                                         | 24.2             | 21.0             | 3.2                   | 8.1                                                                                    | 38.7                                      | 4.8         | -           |
|                                                          | 居宅療養管理指導         | 43              | -             | -                                         | 16.3             | 37.2             | 18.6                  | 20.9                                                                                   | -                                         | 2.3         | 4.7         |
|                                                          | 通所介護             | 4,281           | 0.9           | 1.8                                       | 9.7              | 60.7             | 19.5                  | 2.2                                                                                    | 1.6                                       | 2.5         | 1.1         |
|                                                          | 通所リハビリテーション      | 498             | 0.4           | 1.4                                       | 11.6             | 62.2             | 4.6                   | 3.8                                                                                    | 11.6                                      | 3.0         | 1.2         |
|                                                          | 短期入所生活介護         | 400             | -             | 1.5                                       | 7.0              | 73.0             | 14.3                  | 2.0                                                                                    | -                                         | 1.5         | 0.8         |
|                                                          | 短期入所療養介護         | * 17            | -             | * 12                                      | * 6              | * 76             | -                     | * 6                                                                                    | -                                         | -           | -           |
|                                                          | 特定施設入居者生活介護      | 521             | 1.0           | 1.5                                       | 7.5              | 63.9             | 9.6                   | 12.7                                                                                   | 0.2                                       | 2.7         | 1.0         |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75              | 2.7           | -                                         | 1.3              | 8.0              | 1.3                   | 16.0                                                                                   | -                                         | 66.7        | 4.0         |
|                                                          | 居宅介護支援           | 1,410           | 2.3           | 0.6                                       | 0.6              | 2.8              | 0.3                   | 91.8                                                                                   | 0.1                                       | 0.6         | 0.7         |
|                                                          | 定期巡回・随時対応型訪問介護看護 | * 13            | * 54          | -                                         | * 8              | * 23             | -                     | * 15                                                                                   | -                                         | -           | -           |
|                                                          | 夜間対応型訪問介護        | * 3             | * 33          | -                                         | -                | * 67             | -                     | -                                                                                      | -                                         | -           | -           |
|                                                          | 認知症対応型通所介護       | 312             | 0.6           | 1.0                                       | 6.1              | 71.5             | 13.5                  | 1.6                                                                                    | 0.3                                       | 3.8         | 1.6         |
|                                                          | 小規模多機能型居宅介護      | 537             | 1.1           | 0.9                                       | 7.3              | 76.7             | 2.2                   | 8.6                                                                                    | 0.2                                       | 1.9         | 1.1         |
|                                                          | 複合型サービス          | * 29            | * 10          | -                                         | * 7              | * 72             | -                     | -                                                                                      | * 3                                       | * 3         | * 3         |
|                                                          | 認知症対応型共同生活介護     | 1,591           | 0.5           | 1.9                                       | 3.2              | 82.7             | 0.6                   | 6.9                                                                                    | 0.1                                       | 2.3         | 1.8         |
|                                                          | 地域密着型特定施設入居者生活介護 | 105             | 1.9           | -                                         | 6.7              | 73.3             | 1.0                   | 8.6                                                                                    | -                                         | 5.7         | 2.9         |
|                                                          | 地域密着型介護老人福祉施設    | 122             | 1.6           | 0.8                                       | 6.6              | 75.4             | 5.7                   | 6.6                                                                                    | -                                         | 3.3         | -           |
|                                                          | 介護老人福祉施設         | 1,319           | 1.1           | 1.1                                       | 5.3              | 80.4             | 5.8                   | 3.5                                                                                    | 0.4                                       | 1.5         | 1.1         |
|                                                          | 介護老人保健施設         | 430             | 0.2           | -                                         | 24.4             | 63.0             | 2.3                   | 3.5                                                                                    | 4.7                                       | 1.6         | 0.2         |
|                                                          | 介護療養型医療施設        | 103             | -             | 1.0                                       | 25.2             | 68.0             | 2.9                   | 1.9                                                                                    | -                                         | -           | 1.0         |
|                                                          | 介護保険以外のサービス      | 55              | 14.5          | 3.6                                       | 7.3              | 41.8             | 9.1                   | 5.5                                                                                    | 1.8                                       | 16.4        | -           |
|                                                          | その他（わからない）       | 166             | 4.8           | 1.2                                       | 12.0             | 65.7             | 3.0                   | 2.4                                                                                    | 0.6                                       | 7.2         | 3.0         |
| 就<br>業<br>態<br>・<br>別<br>勤<br>務                          | 正規職員             | 12,768          | 9.3           | 11.3                                      | 10.2             | 41.6             | 8.3                   | 13.6                                                                                   | 1.9                                       | 2.9         | 1.0         |
|                                                          | 非正規職員            | 5,465           | 28.9          | 4.7                                       | 10.3             | 45.2             | 2.5                   | 5.3                                                                                    | 0.4                                       | 1.4         | 1.1         |
|                                                          | 正規職員と同じ          | 1,835           | 15.8          | 8.4                                       | 6.2              | 56.5             | 3.9                   | 6.3                                                                                    | 0.3                                       | 1.0         | 1.7         |
|                                                          | 正規職員より短い         | 3,159           | 34.1          | 2.6                                       | 13.3             | 40.3             | 1.9                   | 5.1                                                                                    | 0.5                                       | 1.6         | 0.7         |
|                                                          | わからない            | 306             | 52.9          | 5.2                                       | 4.6              | 31.4             | 1.3                   | 1.6                                                                                    | -                                         | 2.3         | 0.7         |
|                                                          | 無回答              | 165             | 32.1          | 4.2                                       | 9.1              | 40.6             | 3.0                   | 5.5                                                                                    | 1.2                                       | 0.6         | 3.6         |
| 性<br>別                                                   | 男                | 3,952           | 7.9           | 6.8                                       | 2.8              | 51.1             | 12.1                  | 9.8                                                                                    | 3.5                                       | 5.2         | 0.9         |
|                                                          | 女                | 14,498          | 17.4          | 10.0                                      | 12.1             | 40.3             | 5.0                   | 11.4                                                                                   | 0.9                                       | 1.7         | 1.1         |
|                                                          | 無回答              | 431             | 19.7          | 10.0                                      | 12.8             | 34.1             | 5.3                   | 13.7                                                                                   | 0.7                                       | 1.4         | 2.3         |
| 年<br>齢<br>階<br>級<br>別                                    | 20歳未満            | 63              | 11.1          | 1.6                                       | 3.2              | 81.0             | -                     | 1.6                                                                                    | -                                         | 1.6         | -           |
|                                                          | 20歳以上25歳未満       | 661             | 8.0           | 2.4                                       | 3.0              | 77.6             | 5.7                   | -                                                                                      | 2.0                                       | 0.9         | 0.3         |
|                                                          | 25歳以上30歳未満       | 1,527           | 10.4          | 5.8                                       | 3.8              | 60.2             | 10.6                  | 1.0                                                                                    | 4.1                                       | 3.5         | 0.5         |
|                                                          | 30歳以上35歳未満       | 2,057           | 10.1          | 7.7                                       | 6.6              | 50.8             | 11.0                  | 6.9                                                                                    | 3.1                                       | 3.0         | 0.9         |
|                                                          | 35歳以上40歳未満       | 2,620           | 10.7          | 7.6                                       | 10.6             | 45.7             | 9.4                   | 10.6                                                                                   | 2.1                                       | 2.4         | 1.0         |
|                                                          | 40歳以上45歳未満       | 2,564           | 15.7          | 8.4                                       | 12.6             | 42.2             | 6.3                   | 10.0                                                                                   | 1.4                                       | 2.6         | 0.8         |
|                                                          | 45歳以上50歳未満       | 2,473           | 15.7          | 11.6                                      | 14.6             | 36.2             | 5.2                   | 12.8                                                                                   | 0.6                                       | 2.2         | 0.9         |
|                                                          | 50歳以上55歳未満       | 2,564           | 16.7          | 12.6                                      | 12.4             | 35.1             | 4.3                   | 15.0                                                                                   | 0.4                                       | 2.5         | 1.1         |
|                                                          | 55歳以上60歳未満       | 1,993           | 19.3          | 12.9                                      | 10.8             | 34.6             | 3.3                   | 15.2                                                                                   | 0.1                                       | 2.5         | 1.4         |
|                                                          | 60歳以上            | 1,864           | 27.6          | 8.9                                       | 8.2              | 29.5             | 3.3                   | 17.7                                                                                   | 0.4                                       | 2.1         | 2.4         |
|                                                          | 無回答              | 495             | 18.2          | 10.9                                      | 12.1             | 35.2             | 5.3                   | 14.5                                                                                   | 0.6                                       | 1.2         | 2.0         |

表Ⅰ－３（３） 主な仕事（職種）での経験年数

（％）

|                                          |                  | 回答<br>労働者<br>数 | 1<br>年<br>未<br>満 | 2<br>1<br>年<br>未<br>満<br>上 | 3<br>2<br>年<br>未<br>満<br>上 | 4<br>3<br>年<br>未<br>満<br>上 | 5<br>4<br>年<br>未<br>満<br>上 | 7<br>5<br>年<br>未<br>満<br>上 | 1<br>7<br>0<br>年<br>未<br>満<br>上 | 1<br>1<br>0<br>年<br>未<br>満<br>上 | 2<br>0<br>5<br>年<br>未<br>満<br>上 | 2<br>0<br>年<br>以<br>上 | 無<br>回<br>答 | (平<br>均)<br>経<br>験<br>年<br>数 |     |
|------------------------------------------|------------------|----------------|------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---------------------------------|---------------------------------|---------------------------------|-----------------------|-------------|------------------------------|-----|
| 全 体                                      |                  |                | 18,881<br>100.0  | 1,251<br>6.6               | 1,614<br>8.5               | 1,556<br>8.2               | 1,537<br>8.1               | 1,282<br>6.8               | 1,203<br>6.4                    | 4,066<br>21.5                   | 2,654<br>14.1                   | 1,832<br>9.7          | 987<br>5.2  | 899<br>4.8                   | 7.8 |
| 法人<br>格 別                                | 民間企業（個人・株式会社等）   | 9,003          | 8.1              | 10.3                       | 9.9                        | 9.5                        | 7.6                        | 6.5                        | 21.3                            | 12.9                            | 6.2                             | 3.3                   | 4.4         | 6.6                          |     |
|                                          | 社会福祉協議会          | 1,307          | 5.3              | 6.2                        | 6.4                        | 7.6                        | 6.1                        | 6.3                        | 20.9                            | 15.7                            | 14.5                            | 5.5                   | 5.7         | 8.6                          |     |
|                                          | 社会福祉法人           | 2,918          | 5.4              | 7.8                        | 6.7                        | 7.0                        | 5.4                        | 6.6                        | 23.5                            | 15.5                            | 13.8                            | 4.5                   | 3.7         | 8.4                          |     |
|                                          | 医療法人             | 2,066          | 4.3              | 4.5                        | 5.3                        | 6.2                        | 5.2                        | 5.2                        | 21.9                            | 16.7                            | 15.3                            | 10.6                  | 4.9         | 10.2                         |     |
|                                          | NPO              | 995            | 4.3              | 8.7                        | 10.6                       | 8.5                        | 8.0                        | 7.7                        | 23.6                            | 13.9                            | 5.8                             | 3.4                   | 5.3         | 7.0                          |     |
|                                          | 社団法人・財団法人        | 905            | 3.6              | 5.7                        | 5.5                        | 4.9                        | 5.9                        | 4.9                        | 20.1                            | 15.1                            | 15.4                            | 12.9                  | 6.0         | 10.6                         |     |
|                                          | 協同組合             | 475            | 4.2              | 7.2                        | 4.2                        | 6.9                        | 8.2                        | 7.6                        | 21.7                            | 15.8                            | 12.4                            | 7.6                   | 4.2         | 9.0                          |     |
|                                          | 地方自治体            | 194            | 5.2              | 3.1                        | 3.1                        | 5.2                        | 6.7                        | 4.1                        | 21.1                            | 12.9                            | 19.6                            | 13.9                  | 5.2         | 11.5                         |     |
|                                          | その他              | 159            | 3.1              | 6.3                        | 5.7                        | 6.3                        | 6.3                        | 8.8                        | 20.1                            | 16.4                            | 9.4                             | 12.6                  | 5.0         | 9.8                          |     |
|                                          | わからない            | 353            | 14.2             | 14.7                       | 12.2                       | 9.3                        | 6.5                        | 5.4                        | 16.7                            | 8.5                             | 4.0                             | 3.1                   | 5.4         | 5.5                          |     |
| 無回答                                      | 506              | 8.5            | 8.5              | 8.7                        | 7.5                        | 6.3                        | 6.5                        | 16.8                       | 12.5                            | 8.1                             | 5.7                             | 10.9                  | 7.6         |                              |     |
| 介護保<br>険サ<br>ービ<br>ス系<br>型別              | 従来<br>区分         | 訪問系            | 7,963            | 6.7                        | 7.8                        | 8.1                        | 8.1                        | 6.3                        | 6.6                             | 21.9                            | 15.0                            | 9.2                   | 5.8         | 4.5                          | 7.9 |
|                                          |                  | 施設系（入所+通所）     | 10,265           | 6.4                        | 9.0                        | 8.2                        | 8.2                        | 7.2                        | 6.3                             | 21.5                            | 13.5                            | 10.2                  | 4.9         | 4.7                          | 7.8 |
|                                          |                  | 入所型            | 4,608            | 4.5                        | 7.8                        | 7.4                        | 7.9                        | 6.8                        | 5.8                             | 23.4                            | 15.0                            | 11.2                  | 5.3         | 4.8                          | 8.3 |
|                                          |                  | 通所型            | 5,657            | 7.9                        | 10.0                       | 9.0                        | 8.4                        | 7.5                        | 6.7                             | 19.9                            | 12.3                            | 9.4                   | 4.5         | 4.7                          | 7.3 |
|                                          |                  | その他            | 296              | 9.8                        | 12.2                       | 10.5                       | 9.1                        | 7.1                        | 4.4                             | 18.9                            | 11.1                            | 7.8                   | 4.1         | 5.1                          | 6.4 |
|                                          |                  | 無回答            | 357              | 9.5                        | 9.8                        | 10.1                       | 6.7                        | 5.3                        | 5.3                             | 17.4                            | 11.2                            | 7.8                   | 5.3         | 11.5                         | 7.4 |
|                                          | 新区<br>分          | 訪問系            | 6,553            | 6.5                        | 7.9                        | 8.0                        | 8.3                        | 6.0                        | 6.3                             | 20.9                            | 14.7                            | 9.7                   | 6.9         | 4.9                          | 8.2 |
|                                          |                  | 施設系（入所+通所）     | 8,048            | 6.8                        | 9.3                        | 8.3                        | 8.1                        | 7.0                        | 6.5                             | 20.6                            | 12.9                            | 10.7                  | 5.3         | 4.5                          | 7.8 |
|                                          |                  | 入所型            | 2,391            | 4.4                        | 7.7                        | 6.6                        | 7.5                        | 5.7                        | 6.1                             | 22.2                            | 14.3                            | 14.0                  | 7.2         | 4.3                          | 9.0 |
|                                          |                  | 通所型            | 5,657            | 7.9                        | 10.0                       | 9.0                        | 8.4                        | 7.5                        | 6.7                             | 19.9                            | 12.3                            | 9.4                   | 4.5         | 4.7                          | 7.3 |
|                                          |                  | 居住系            | 2,217            | 4.6                        | 7.8                        | 8.2                        | 8.4                        | 8.1                        | 5.5                             | 24.7                            | 15.7                            | 8.2                   | 3.3         | 5.4                          | 7.5 |
|                                          |                  | 居宅介護支援         | 1,410            | 7.4                        | 7.4                        | 8.4                        | 7.3                        | 7.7                        | 7.9                             | 26.5                            | 16.7                            | 7.2                   | 0.6         | 2.6                          | 6.7 |
| 主な<br>介護<br>サ<br>ービ<br>スの<br>種<br>類<br>別 | 訪問介護             | 5,283          | 7.2              | 9.2                        | 9.2                        | 9.3                        | 6.6                        | 6.7                        | 22.4                            | 15.2                            | 7.1                             | 2.4                   | 4.9         | 6.8                          |     |
|                                          | 訪問入浴介護           | 152            | 11.2             | 9.2                        | 9.9                        | 11.8                       | 7.9                        | 7.2                        | 15.1                            | 10.5                            | 7.9                             | 2.6                   | 6.6         | 6.3                          |     |
|                                          | 訪問看護             | 997            | 2.1              | 1.4                        | 1.6                        | 2.6                        | 2.3                        | 3.9                        | 14.5                            | 12.5                            | 23.2                            | 31.2                  | 4.6         | 15.6                         |     |
|                                          | 訪問リハビリテーション      | 62             | 1.6              | 1.6                        | 4.8                        | 9.7                        | 4.8                        | 8.1                        | 21.0                            | 17.7                            | 21.0                            | 8.1                   | 1.6         | 10.3                         |     |
|                                          | 居宅療養管理指導         | 43             | 14.0             | 7.0                        | 9.3                        | 4.7                        | 11.6                       | 4.7                        | 14.0                            | 7.0                             | 9.3                             | 7.0                   | 11.6        | 7.3                          |     |
|                                          | 通所介護             | 4,281          | 8.0              | 10.5                       | 9.2                        | 8.5                        | 7.5                        | 6.7                        | 19.7                            | 11.9                            | 8.9                             | 4.4                   | 4.7         | 7.2                          |     |
|                                          | 通所リハビリテーション      | 498            | 8.0              | 8.6                        | 7.6                        | 5.8                        | 4.0                        | 5.6                        | 19.9                            | 14.9                            | 14.3                            | 6.2                   | 5.0         | 8.6                          |     |
|                                          | 短期入所生活介護         | 400            | 4.5              | 12.3                       | 8.0                        | 9.3                        | 6.0                        | 6.0                        | 22.3                            | 12.0                            | 11.8                            | 5.0                   | 3.0         | 7.9                          |     |
|                                          | 短期入所療養介護         | * 17           | -                | -                          | * 11.8                     | -                          | * 17.6                     | -                          | * 29.4                          | * 29.4                          | -                               | * 5.9                 | * 5.9       | * 9.0                        |     |
|                                          | 特定施設入居者生活介護      | 521            | 5.6              | 10.0                       | 8.6                        | 8.3                        | 7.5                        | 5.2                        | 25.3                            | 13.1                            | 7.7                             | 4.4                   | 4.4         | 7.4                          |     |
|                                          | 福祉用具貸与・特定福祉用具販売  | 75             | 10.7             | 14.7                       | 8.0                        | 10.7                       | 6.7                        | 2.7                        | 21.3                            | 12.0                            | 8.0                             | -                     | 5.3         | 5.8                          |     |
|                                          | 居宅介護支援           | 1,410          | 7.4              | 7.4                        | 8.4                        | 7.3                        | 7.7                        | 7.9                        | 26.5                            | 16.7                            | 7.2                             | 0.6                   | 2.6         | 6.7                          |     |
|                                          | 定期巡回・随時対応型訪問介護看護 | * 13           | * 15.4           | -                          | * 7.7                      | * 7.7                      | * 15.4                     | -                          | * 15.4                          | * 30.8                          | -                               | * 7.7                 | -           | * 9.0                        |     |
|                                          | 夜間対応型訪問介護        | * 3            | * 33.3           | -                          | -                          | -                          | -                          | -                          | * 66.7                          | -                               | -                               | -                     | -           | * 5.5                        |     |
|                                          | 認知症対応型通所介護       | 312            | 7.7              | 6.4                        | 7.7                        | 9.3                        | 9.9                        | 7.1                        | 21.8                            | 11.2                            | 9.9                             | 2.6                   | 6.4         | 7.2                          |     |
|                                          | 小規模多機能型居宅介護      | 537            | 6.7              | 8.9                        | 8.8                        | 9.7                        | 9.3                        | 7.3                        | 20.3                            | 13.0                            | 8.2                             | 4.5                   | 3.4         | 7.2                          |     |
|                                          | 複合型サービス          | * 29           | * 10.3           | * 13.8                     | * 17.2                     | * 6.9                      | * 3.4                      | * 10.3                     | * 17.2                          | * 10.3                          | * 10.3                          | -                     | -           | * 5.7                        |     |
|                                          | 認知症対応型共同生活介護     | 1,591          | 4.3              | 7.2                        | 7.7                        | 8.7                        | 8.4                        | 5.6                        | 24.6                            | 16.5                            | 8.4                             | 2.9                   | 5.8         | 7.6                          |     |
|                                          | 地域密着型特定施設入居者生活介護 | 105            | 4.8              | 7.6                        | 13.3                       | 3.8                        | 6.7                        | 5.7                        | 23.8                            | 16.2                            | 8.6                             | 4.8                   | 4.8         | 7.7                          |     |
|                                          | 地域密着型介護老人福祉施設    | 122            | 4.9              | 9.8                        | 7.4                        | 4.9                        | 10.7                       | 6.6                        | 23.8                            | 12.3                            | 11.5                            | 2.5                   | 5.7         | 7.4                          |     |
|                                          | 介護老人福祉施設         | 1,319          | 5.4              | 8.0                        | 6.9                        | 8.3                        | 5.5                        | 7.2                        | 23.0                            | 13.9                            | 12.1                            | 4.9                   | 4.9         | 8.1                          |     |
|                                          | 介護老人保健施設         | 430            | 2.1              | 3.5                        | 3.7                        | 4.7                        | 4.2                        | 4.7                        | 18.8                            | 17.2                            | 22.1                            | 15.3                  | 3.7         | 12.5                         |     |
|                                          | 介護療養型医療施設        | 103            | 1.0              | 1.9                        | 7.8                        | 5.8                        | 5.8                        | -                          | 22.3                            | 17.5                            | 18.4                            | 17.5                  | 1.9         | 12.4                         |     |
|                                          | 介護保険以外のサービス      | 55             | 7.3              | 3.6                        | 18.2                       | 3.6                        | 10.9                       | 5.5                        | 25.5                            | 14.5                            | 5.5                             | 3.6                   | 1.8         | 6.8                          |     |
|                                          | その他（わからない）       | 166            | 10.2             | 13.9                       | 9.0                        | 10.2                       | 6.0                        | 4.8                        | 15.7                            | 9.6                             | 8.4                             | 6.0                   | 6.0         | 6.6                          |     |
| 主な<br>職<br>種<br>別                        | 訪問介護員            | 2,919          | 6.4              | 8.8                        | 9.5                        | 10.3                       | 6.6                        | 6.6                        | 21.3                            | 16.2                            | 6.9                             | 1.6                   | 5.8         | 6.7                          |     |
|                                          | サービス提供責任者        | 1,765          | 10.0             | 11.5                       | 9.5                        | 8.0                        | 7.8                        | 6.9                        | 22.5                            | 13.7                            | 6.3                             | 1.5                   | 2.4         | 6.2                          |     |
|                                          | 看護職員             | 1,921          | 1.9              | 2.7                        | 2.3                        | 2.8                        | 2.3                        | 3.5                        | 11.8                            | 12.9                            | 21.1                            | 33.2                  | 5.6         | 16.2                         |     |
|                                          | 介護職員             | 8,017          | 5.8              | 8.7                        | 8.5                        | 8.6                        | 7.5                        | 6.6                        | 22.9                            | 14.2                            | 10.0                            | 2.4                   | 4.8         | 7.2                          |     |
|                                          | 生活相談員            | 1,226          | 12.5             | 12.8                       | 10.9                       | 9.7                        | 6.7                        | 6.9                        | 19.7                            | 10.4                            | 6.0                             | 1.9                   | 2.6         | 5.7                          |     |
|                                          | 介護支援専門員          | 2,097          | 7.5              | 8.1                        | 9.3                        | 7.7                        | 7.5                        | 7.8                        | 26.6                            | 15.5                            | 7.1                             | 1.0                   | 1.9         | 6.6                          |     |
|                                          | PT・OT・ST等        | 266            | 5.3              | 7.1                        | 7.1                        | 7.9                        | 8.3                        | 5.6                        | 26.3                            | 11.3                            | 13.5                            | 6.8                   | 0.8         | 8.6                          |     |
|                                          | その他              | 463            | 11.4             | 11.0                       | 7.6                        | 9.1                        | 5.8                        | 5.4                        | 19.7                            | 11.4                            | 8.0                             | 4.1                   | 6.5         | 6.7                          |     |
|                                          | 無回答              | 207            | 2.9              | 4.3                        | 3.9                        | 3.4                        | 6.8                        | 3.4                        | 11.6                            | 9.7                             | 8.7                             | 1.9                   | 43.5        | 8.3                          |     |
|                                          | 無回答              | 207            | 2.9              | 4.3                        | 3.9                        | 3.4                        | 6.8                        | 3.4                        | 11.6                            | 9.7                             | 8.7                             | 1.9                   | 43.5        | 8.3                          |     |
| 就<br>業<br>態<br>・<br>別<br>勤<br>務          | 正規職員             | 12,768         | 6.1              | 8.1                        | 8.1                        | 7.7                        | 6.8                        | 6.2                        | 22.4                            | 14.6                            | 10.5                            | 5.7                   | 3.8         | 8.1                          |     |
|                                          | 非正規職員            | 5,465          | 7.8              | 9.8                        | 8.5                        | 9.0                        | 6.8                        | 6.8                        | 19.9                            | 13.1                            | 7.9                             | 4.0                   | 6.3         | 7.1                          |     |
|                                          | 正規職員と同じ          | 1,835          | 8.6              | 10.9                       | 9.1                        | 10.6                       | 7.4                        | 5.9                        | 18.1                            | 11.7                            | 8.3                             | 3.5                   | 5.8         | 6.8                          |     |
|                                          | 正規職員より短い         | 3,159          | 7.4              | 9.0                        | 8.4                        | 8.0                        | 6.6                        | 7.3                        | 20.4                            | 13.9                            | 8.1                             | 4.5                   | 6.5         | 7.4                          |     |
|                                          | わからない            | 306            | 9.8              | 11.1                       | 7.8                        | 10.8                       | 5.6                        | 7.2                        | 22.9                            | 14.4                            | 3.3                             | 1.6                   | 5.6         | 6.0                          |     |
|                                          | 無回答              | 165            | 4.8              | 12.7                       | 5.5                        | 6.1                        | 5.5                        | 5.5                        | 25.5                            | 10.3                            | 8.5                             | 4.8                   | 10.9        | 7.4                          |     |
| 無回答                                      | 648              | 7.3            | 7.3              | 8.5                        | 8.8                        | 5.9                        | 6.5                        | 18.4                       | 12.2                            | 9.6                             | 5.6                             | 10.2                  | 7.7         |                              |     |
| 性<br>別                                   | 男                | 3,952          | 9.0              | 11.2                       | 10.4                       | 10.4                       | 7.5                        | 6.6                        | 20.7                            | 11.8                            | 7.9                             | 1.5                   | 3.0         | 6.3                          |     |
|                                          | 女                | 14,498         | 6.0              | 7.9                        | 7.6                        | 7.5                        | 6.7                        | 6.3                        | 21.8                            | 14.6                            | 10.2                            | 6.2                   | 5.1         | 8.2                          |     |
|                                          | 無回答              | 431            | 7.0              | 6.3                        | 10.2                       | 9.5                        | 3.5                        | 5.6                        | 19.5                            | 15.3                            | 8.1                             | 6.3                   | 8.8         | 8.1                          |     |
| 年<br>齢<br>階<br>級<br>別                    | 20歳未満            | 63             | 47.6             | 33.3                       | 1.6                        | 1.6                        | 1.6                        | -                          | -                               | -                               | -                               | -                     | 14.3        | 1.0                          |     |
|                                          | 20歳以上25歳未満       | 661            | 20.9             | 28.4                       | 19.1                       | 12.9                       | 9.4                        | 3.8                        | 3.3                             | -                               | -                               | -                     | 2.3         | 2.3                          |     |
|                                          | 25歳以上30歳未満       | 1,527          | 9.3              | 11.2                       | 12.6                       | 12.2                       | 10.5                       | 11.7                       | 27.9                            | 2.3                             | -                               | -                     | 2.4         | 4.5                          |     |
|                                          | 30歳以上35歳未満       | 2,057          | 7.8              | 9.6                        | 10.1                       | 8.1                        | 7.1                        | 5.3                        | 25.4                            | 19.3                            | 5.1                             | -                     | 2.2         | 6.3                          |     |
|                                          | 35歳以上40歳未満       | 2,620          | 6.5              | 8.0                        | 8.4                        | 8.4                        | 6.8                        | 6.6                        | 20.2                            | 12.7                            | 18.4                            | 0.8                   | 3.3         | 7.6                          |     |
|                                          | 40歳以上45歳未満       | 2,564          | 6.6              | 8.9                        | 7.0                        | 9.5                        | 6.5                        | 5.6                        | 21.2                            | 13.2                            | 12.1                            | 6.0                   | 3.3         | 7.9                          |     |
|                                          | 45歳以上50歳未満       | 2,473          | 5.9              | 6.9                        | 8.9                        | 7.8                        | 6.5                        | 6.2                        | 22.0                            | 15.2                            | 8.0                             | 8.4                   | 4.2         | 8.3                          |     |
|                                          | 50歳以上55歳未満       | 2,564          | 5.3              | 6.8                        | 6.8                        | 6.8                        | 6.8                        | 6.6                        | 21.9                            | 15.9                            | 9.4                             | 8.7                   | 5.0         | 8.9                          |     |
|                                          | 55歳以上60歳未満       | 1,993          | 3.8              | 6.7                        | 5.1                        | 6.1                        | 6.6                        | 5.7                        | 20.9                            | 16.3                            | 13.0                            | 8.2                   | 7.5         | 9.7                          |     |
|                                          | 60歳以上            | 1,864          | 2.7              | 4.7                        | 4.7                        | 5.2                        | 4.8                        | 6.0                        | 21.5                            | 19.7                            | 10.4                            | 10.2                  | 10.3        | 10.5                         |     |
|                                          | 無回答              | 495            | 6.5              | 6.1                        | 9.9                        | 10.5                       | 3.2                        | 5.3                        | 20.2                            | 14.7                            | 8.3                             | 5.5                   | 9.9         | 8.0                          |     |

表Ⅰ－３(４) 今働いている法人の勤続年数

(%)

|                                                          |                  | 回答<br>労働者<br>数  | 1<br>年<br>未<br>満 | 2<br>1<br>年<br>未<br>以<br>上 | 3<br>2<br>年<br>未<br>以<br>上 | 4<br>3<br>年<br>未<br>以<br>上 | 5<br>4<br>年<br>未<br>以<br>上 | 7<br>5<br>年<br>未<br>以<br>上 | 1<br>7<br>0<br>年<br>未<br>以<br>上<br>満 | 1<br>1<br>5<br>0<br>年<br>未<br>以<br>上 | 2<br>1<br>0<br>5<br>年<br>未<br>以<br>上 | 2<br>0<br>年<br>以<br>上 | 無<br>回<br>答 | (平<br>均)<br>勤<br>続<br>年<br>数 |     |
|----------------------------------------------------------|------------------|-----------------|------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|--------------------------------------|--------------------------------------|--------------------------------------|-----------------------|-------------|------------------------------|-----|
| 全 体                                                      |                  | 18,881<br>100.0 | 2,034<br>10.8    | 2,680<br>14.2              | 2,208<br>11.7              | 1,888<br>10.0              | 1,444<br>7.6               | 1,340<br>7.1               | 3,747<br>19.8                        | 1,770<br>9.4                         | 1,196<br>6.3                         | 330<br>1.7            | 244<br>1.3  | 5.7                          |     |
| 法人<br>格<br>別                                             | 民間企業(個人・株式会社等)   | 9,003           | 13.4             | 17.5                       | 14.4                       | 11.9                       | 8.5                        | 7.1                        | 18.2                                 | 6.1                                  | 1.3                                  | 0.2                   | 1.4         | 4.2                          |     |
|                                                          | 社会福祉協議会          | 1,307           | 3.9              | 6.9                        | 6.5                        | 7.6                        | 4.4                        | 5.3                        | 19.9                                 | 17.4                                 | 21.9                                 | 4.7                   | 1.6         | 9.3                          |     |
|                                                          | 社会福祉法人           | 2,918           | 7.2              | 10.4                       | 8.6                        | 8.1                        | 6.8                        | 7.6                        | 23.5                                 | 12.6                                 | 11.0                                 | 3.5                   | 0.7         | 7.3                          |     |
|                                                          | 医療法人             | 2,066           | 8.7              | 10.8                       | 8.4                        | 8.7                        | 7.2                        | 7.6                        | 22.4                                 | 11.6                                 | 11.0                                 | 2.9                   | 0.6         | 7.0                          |     |
|                                                          | NPO              | 995             | 9.5              | 13.6                       | 12.6                       | 9.8                        | 8.6                        | 9.7                        | 21.9                                 | 8.5                                  | 3.5                                  | 0.6                   | 1.5         | 5.2                          |     |
|                                                          | 社団法人・財団法人        | 905             | 7.6              | 11.3                       | 9.7                        | 7.1                        | 7.0                        | 5.7                        | 21.2                                 | 14.5                                 | 11.3                                 | 3.3                   | 1.3         | 7.3                          |     |
|                                                          | 協同組合             | 475             | 8.6              | 10.3                       | 7.4                        | 7.8                        | 8.4                        | 6.1                        | 20.6                                 | 16.8                                 | 8.8                                  | 3.8                   | 1.3         | 7.3                          |     |
|                                                          | 地方自治体            | 194             | 5.7              | 9.3                        | 4.6                        | 6.2                        | 5.7                        | 4.6                        | 19.6                                 | 8.8                                  | 20.6                                 | 13.4                  | 1.5         | 10.3                         |     |
|                                                          | その他              | 159             | 6.3              | 12.6                       | 15.7                       | 8.8                        | 6.3                        | 10.7                       | 18.2                                 | 11.3                                 | 3.8                                  | 3.1                   | 3.1         | 6.0                          |     |
|                                                          | わからない            | 353             | 25.2             | 22.1                       | 16.7                       | 9.1                        | 5.9                        | 4.2                        | 11.6                                 | 2.3                                  | 1.1                                  | 0.3                   | 1.4         | 3.0                          |     |
| 無回答                                                      | 506              | 14.6            | 15.8             | 11.9                       | 9.3                        | 8.3                        | 5.9                        | 15.8                       | 9.9                                  | 4.0                                  | 1.2                                  | 3.4                   | 5.0         |                              |     |
| 介護<br>保<br>険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別          | 従来<br>区分         | 訪問系             | 7,963            | 10.3                       | 13.0                       | 10.3                       | 9.4                        | 7.0                        | 7.1                                  | 20.4                                 | 11.5                                 | 7.6                   | 2.0         | 1.5                          | 6.1 |
|                                                          |                  | 施設系(入所+通所)      | 10,265           | 10.9                       | 14.8                       | 12.6                       | 10.5                       | 8.2                        | 7.2                                  | 19.8                                 | 7.8                                  | 5.5                   | 1.6         | 1.1                          | 5.4 |
|                                                          |                  | 入所型             | 4,608            | 8.1                        | 12.7                       | 11.3                       | 10.0                       | 8.4                        | 7.4                                  | 23.1                                 | 9.4                                  | 6.7                   | 2.1         | 0.8                          | 6.1 |
|                                                          |                  | 通所型             | 5,657            | 13.1                       | 16.5                       | 13.6                       | 10.9                       | 8.1                        | 7.1                                  | 17.1                                 | 6.6                                  | 4.5                   | 1.2         | 1.3                          | 4.9 |
|                                                          |                  | その他             | 296              | 17.6                       | 20.9                       | 15.2                       | 10.5                       | 7.8                        | 5.1                                  | 10.8                                 | 5.7                                  | 3.4                   | 1.4         | 1.7                          | 4.1 |
|                                                          | 無回答              | 357             | 13.2             | 17.9                       | 12.9                       | 8.7                        | 6.2                        | 5.9                        | 16.2                                 | 9.8                                  | 4.5                                  | 1.7                   | 3.1         | 5.1                          |     |
|                                                          | 新<br>区<br>分      | 訪問系             | 6,553            | 10.2                       | 13.3                       | 10.2                       | 9.6                        | 6.7                        | 7.2                                  | 20.2                                 | 11.6                                 | 7.5                   | 1.8         | 1.6                          | 6.1 |
|                                                          |                  | 施設系(入所+通所)      | 8,048            | 11.4                       | 15.3                       | 12.6                       | 10.5                       | 7.9                        | 7.2                                  | 18.2                                 | 7.7                                  | 6.3                   | 1.8         | 1.1                          | 5.5 |
|                                                          |                  | 入所型             | 2,391            | 7.3                        | 12.5                       | 10.1                       | 9.5                        | 7.5                        | 7.5                                  | 20.9                                 | 10.3                                 | 10.5                  | 3.2         | 0.7                          | 6.8 |
|                                                          |                  | 通所型             | 5,657            | 13.1                       | 16.5                       | 13.6                       | 10.9                       | 8.1                        | 7.1                                  | 17.1                                 | 6.6                                  | 4.5                   | 1.2         | 1.3                          | 4.9 |
| 居住系                                                      |                  | 2,217           | 8.9              | 13.0                       | 12.7                       | 10.5                       | 9.4                        | 7.2                        | 25.4                                 | 8.4                                  | 2.7                                  | 0.9                   | 0.9         | 5.3                          |     |
| 居宅介護支援                                                   | 1,410            | 10.7            | 11.6             | 10.8                       | 8.7                        | 8.1                        | 6.6                        | 21.5                       | 10.8                                 | 7.7                                  | 2.8                                  | 0.8                   | 6.3         |                              |     |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 訪問介護             | 5,283           | 9.4              | 13.5                       | 10.3                       | 9.7                        | 6.7                        | 7.2                        | 21.2                                 | 11.9                                 | 6.9                                  | 1.2                   | 1.8         | 6.0                          |     |
|                                                          | 訪問入浴介護           | 152             | 16.4             | 12.5                       | 14.5                       | 15.8                       | 5.9                        | 5.9                        | 13.2                                 | 9.2                                  | 3.9                                  | 2.0                   | 0.7         | 4.9                          |     |
|                                                          | 訪問看護             | 997             | 13.1             | 13.2                       | 9.1                        | 6.9                        | 6.6                        | 7.1                        | 16.2                                 | 10.6                                 | 11.3                                 | 4.5                   | 1.1         | 6.9                          |     |
|                                                          | 訪問リハビリテーション      | 62              | 12.9             | 8.1                        | 6.5                        | 16.1                       | 8.1                        | 9.7                        | 14.5                                 | 12.9                                 | 9.7                                  | 1.6                   | -           | 6.3                          |     |
|                                                          | 居宅療養管理指導         | 43              | 9.3              | 2.3                        | 14.0                       | 18.6                       | 16.3                       | 9.3                        | 14.0                                 | 7.0                                  | 4.7                                  | 4.7                   | -           | 6.0                          |     |
|                                                          | 通所介護             | 4,281           | 12.7             | 16.7                       | 14.3                       | 11.1                       | 8.1                        | 6.8                        | 16.9                                 | 6.6                                  | 4.3                                  | 1.1                   | 1.3         | 4.8                          |     |
|                                                          | 通所リハビリテーション      | 498             | 15.5             | 15.7                       | 8.8                        | 7.0                        | 5.6                        | 6.8                        | 18.7                                 | 9.2                                  | 8.6                                  | 3.2                   | 0.8         | 6.1                          |     |
|                                                          | 短期入所生活介護         | 400             | 7.0              | 17.0                       | 11.8                       | 11.8                       | 7.8                        | 9.3                        | 19.8                                 | 7.0                                  | 5.5                                  | 2.8                   | 0.5         | 5.8                          |     |
|                                                          | 短期入所療養介護         | * 17            | * 5.9            | * 11.8                     | * 11.8                     | * 11.8                     | * 23.5                     | -                          | * 23.5                               | * 11.8                               | -                                    | -                     | -           | * 5.2                        |     |
|                                                          | 特定施設入居者生活介護      | 521             | 9.0              | 13.8                       | 13.2                       | 11.3                       | 8.4                        | 7.9                        | 23.0                                 | 7.3                                  | 3.5                                  | 1.5                   | 1.0         | 5.3                          |     |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75              | 13.3             | 17.3                       | 9.3                        | 16.0                       | 9.3                        | 2.7                        | 14.7                                 | 13.3                                 | 2.7                                  | -                     | 1.3         | 4.7                          |     |
|                                                          | 居宅介護支援           | 1,410           | 10.7             | 11.6                       | 10.8                       | 8.7                        | 8.1                        | 6.6                        | 21.5                                 | 10.8                                 | 7.7                                  | 2.8                   | 0.8         | 6.3                          |     |
|                                                          | 定期巡回・随時対応型訪問介護看護 | * 13            | * 30.8           | * 15.4                     | * 7.7                      | * 15.4                     | -                          | -                          | * 15.4                               | * 15.4                               | -                                    | -                     | -           | * 3.9                        |     |
|                                                          | 夜間対応型訪問介護        | * 3             | * 33.3           | -                          | -                          | * 33.3                     | -                          | -                          | * 33.3                               | -                                    | -                                    | -                     | -           | * 3.5                        |     |
|                                                          | 認知症対応型通所介護       | 312             | 14.1             | 13.5                       | 11.5                       | 11.2                       | 9.9                        | 7.1                        | 19.9                                 | 6.4                                  | 5.4                                  | 0.3                   | 0.6         | 4.9                          |     |
|                                                          | 小規模多機能型居宅介護      | 537             | 12.5             | 17.7                       | 14.2                       | 12.7                       | 9.1                        | 9.3                        | 16.0                                 | 4.1                                  | 2.2                                  | 0.7                   | 1.5         | 4.2                          |     |
|                                                          | 複合型サービス          | * 29            | * 31.0           | * 17.2                     | * 10.3                     | * 6.9                      | * 6.9                      | * 10.3                     | * 10.3                               | * 6.9                                | -                                    | -                     | -           | * 3.4                        |     |
|                                                          | 認知症対応型共同生活介護     | 1,591           | 9.2              | 12.5                       | 12.1                       | 10.2                       | 9.7                        | 6.8                        | 26.5                                 | 9.0                                  | 2.4                                  | 0.7                   | 1.0         | 5.3                          |     |
|                                                          | 地域密着型特定施設入居者生活介護 | 105             | 3.8              | 16.2                       | 19.0                       | 11.4                       | 9.5                        | 9.5                        | 21.9                                 | 5.7                                  | 2.9                                  | -                     | -           | 4.8                          |     |
|                                                          | 地域密着型介護老人福祉施設    | 122             | 5.7              | 24.6                       | 13.9                       | 9.8                        | 11.5                       | 10.7                       | 10.7                                 | 5.7                                  | 5.7                                  | 1.6                   | -           | 4.8                          |     |
|                                                          | 介護老人福祉施設         | 1,319           | 8.5              | 11.7                       | 10.2                       | 9.9                        | 7.0                        | 6.9                        | 21.2                                 | 10.4                                 | 10.3                                 | 3.2                   | 0.8         | 6.7                          |     |
|                                                          | 介護老人保健施設         | 430             | 5.3              | 8.6                        | 6.3                        | 6.3                        | 7.7                        | 7.9                        | 22.6                                 | 13.7                                 | 17.0                                 | 3.7                   | 0.9         | 8.4                          |     |
|                                                          | 介護療養型医療施設        | 103             | 2.9              | 6.8                        | 13.6                       | 8.7                        | 4.9                        | 4.9                        | 27.2                                 | 12.6                                 | 13.6                                 | 4.9                   | -           | 8.2                          |     |
|                                                          | 介護保険以外のサービス      | 55              | 16.4             | 14.5                       | 20.0                       | 3.6                        | 7.3                        | 10.9                       | 10.9                                 | 5.5                                  | 5.5                                  | 3.6                   | 1.8         | 5.3                          |     |
| その他(わからない)                                               | 166              | 19.9            | 24.7             | 16.3                       | 10.2                       | 7.2                        | 4.2                        | 9.0                        | 2.4                                  | 3.0                                  | 1.2                                  | 1.8                   | 3.5         |                              |     |
| 主<br>な<br>職<br>種<br>別                                    | 訪問介護員            | 2,919           | 10.7             | 14.8                       | 11.5                       | 11.6                       | 6.8                        | 6.7                        | 19.8                                 | 10.4                                 | 4.9                                  | 0.8                   | 2.0         | 5.3                          |     |
|                                                          | サービス提供責任者        | 1,765           | 7.5              | 10.4                       | 7.8                        | 7.9                        | 7.9                        | 8.2                        | 23.7                                 | 15.9                                 | 7.5                                  | 1.6                   | 1.4         | 6.7                          |     |
|                                                          | 看護職員             | 1,921           | 12.5             | 14.7                       | 10.8                       | 8.0                        | 6.6                        | 6.4                        | 17.8                                 | 9.0                                  | 9.5                                  | 3.5                   | 1.2         | 6.3                          |     |
|                                                          | 介護職員             | 8,017           | 11.4             | 15.5                       | 13.0                       | 10.8                       | 8.4                        | 7.3                        | 18.9                                 | 7.4                                  | 4.9                                  | 1.2                   | 1.1         | 5.1                          |     |
|                                                          | 生活相談員            | 1,226           | 7.9              | 14.3                       | 12.6                       | 10.0                       | 7.0                        | 7.3                        | 19.9                                 | 9.3                                  | 8.2                                  | 2.5                   | 1.1         | 6.1                          |     |
|                                                          | 介護支援専門員          | 2,097           | 10.4             | 10.7                       | 10.5                       | 8.2                        | 7.4                        | 6.5                        | 22.7                                 | 11.2                                 | 8.8                                  | 3.0                   | 0.6         | 6.6                          |     |
|                                                          | PT・OT・ST等        | 266             | 15.8             | 17.3                       | 13.5                       | 10.9                       | 7.9                        | 6.0                        | 17.7                                 | 3.4                                  | 5.6                                  | 1.5                   | 0.4         | 4.6                          |     |
|                                                          | その他              | 463             | 12.1             | 15.1                       | 11.0                       | 9.5                        | 5.8                        | 8.0                        | 19.4                                 | 9.7                                  | 5.8                                  | 2.6                   | 0.9         | 5.8                          |     |
|                                                          | 無回答              | 207             | 10.1             | 11.6                       | 9.7                        | 9.7                        | 7.2                        | 6.3                        | 17.9                                 | 10.1                                 | 8.2                                  | 1.4                   | 7.7         | 6.1                          |     |
|                                                          | 無回答              | 648             | 14.2             | 13.3                       | 10.6                       | 9.6                        | 6.8                        | 6.6                        | 18.1                                 | 8.3                                  | 5.7                                  | 1.4                   | 5.4         | 5.3                          |     |
| 就<br>業<br>態<br>・<br>別<br>勤<br>務                          | 正規職員             | 12,768          | 9.4              | 13.2                       | 11.2                       | 9.5                        | 7.7                        | 7.2                        | 21.2                                 | 10.0                                 | 7.4                                  | 2.2                   | 1.0         | 6.1                          |     |
|                                                          | 非正規職員            | 5,465           | 13.5             | 16.6                       | 13.0                       | 11.2                       | 7.6                        | 7.0                        | 16.8                                 | 8.0                                  | 4.0                                  | 0.8                   | 1.6         | 4.8                          |     |
|                                                          | 正規職員と同じ          | 1,835           | 12.4             | 15.9                       | 12.8                       | 11.3                       | 7.4                        | 6.1                        | 16.8                                 | 8.9                                  | 5.7                                  | 1.4                   | 1.5         | 5.3                          |     |
|                                                          | 正規職員より短い         | 3,159           | 14.3             | 16.9                       | 13.6                       | 11.0                       | 7.8                        | 7.4                        | 16.4                                 | 7.4                                  | 3.2                                  | 0.5                   | 1.4         | 4.5                          |     |
|                                                          | わからない            | 306             | 14.1             | 16.3                       | 10.5                       | 12.1                       | 6.2                        | 8.2                        | 20.6                                 | 7.5                                  | 1.0                                  | 0.7                   | 2.9         | 4.6                          |     |
|                                                          | 無回答              | 165             | 10.9             | 18.8                       | 7.9                        | 10.3                       | 7.3                        | 7.3                        | 17.6                                 | 9.1                                  | 6.1                                  | 1.2                   | 3.6         | 5.2                          |     |
|                                                          | 無回答              | 648             | 14.2             | 13.3                       | 10.6                       | 9.6                        | 6.8                        | 6.6                        | 18.1                                 | 8.3                                  | 5.7                                  | 1.4                   | 5.4         | 5.3                          |     |
| 性<br>別                                                   | 男                | 3,952           | 12.0             | 15.1                       | 13.1                       | 11.3                       | 8.1                        | 6.9                        | 18.0                                 | 7.9                                  | 5.3                                  | 1.5                   | 1.0         | 5.2                          |     |
|                                                          | 女                | 14,498          | 10.4             | 14.0                       | 11.2                       | 9.6                        | 7.5                        | 7.2                        | 20.4                                 | 9.8                                  | 6.7                                  | 1.8                   | 1.3         | 5.8                          |     |
| 無回答                                                      | 431              | 13.5            | 11.1             | 14.2                       | 12.1                       | 6.7                        | 6.7                        | 18.8                       | 7.7                                  | 3.5                                  | 3.0                                  | 2.8                   | 5.4         |                              |     |
| 年<br>齢<br>階<br>級<br>別                                    | 2 0歳未満           | 63              | 50.8             | 30.2                       | 1.6                        | 1.6                        | 1.6                        | -                          | -                                    | -                                    | -                                    | -                     | 14.3        | 1.0                          |     |
|                                                          | 2 0歳以上2 5歳未満     | 661             | 23.6             | 33.1                       | 18.9                       | 11.0                       | 7.7                        | 2.3                        | 2.4                                  | -                                    | -                                    | -                     | 0.9         | 2.1                          |     |
|                                                          | 2 5歳以上3 0歳未満     | 1,527           | 13.7             | 16.7                       | 16.4                       | 13.9                       | 9.8                        | 9.4                        | 17.4                                 | 1.3                                  | -                                    | -                     | 1.4         | 3.6                          |     |
|                                                          | 3 0歳以上3 5歳未満     | 2,057           | 12.3             | 15.9                       | 14.3                       | 9.1                        | 8.7                        | 6.0                        | 20.7                                 | 10.1                                 | 2.4                                  | -                     | 0.6         | 4.8                          |     |
|                                                          | 3 5歳以上4 0歳未満     | 2,620           | 11.0             | 15.0                       | 11.9                       | 10.8                       | 7.5                        | 7.4                        | 17.7                                 | 8.6                                  | 9.0                                  | 0.3                   | 0.6         | 5.5                          |     |
|                                                          | 4 0歳以上4 5歳未満     | 2,564           | 11.3             | 14.5                       | 11.2                       | 11.9                       | 7.5                        | 7.2                        | 20.3                                 | 7.3                                  | 6.1                                  | 1.6                   | 1.1         | 5.4                          |     |
|                                                          | 4 5歳以上5 0歳未満     | 2,473           | 10.7             | 12.5                       | 11.0                       | 8.8                        | 7.4                        | 7.7                        | 20.9                                 | 10.8                                 | 6.6                                  | 2.5                   | 1.2         | 6.1                          |     |
|                                                          | 5 0歳以上5 5歳未満     | 2,564           | 8.1              | 12.3                       | 9.2                        | 9.0                        | 7.0                        | 6.9                        | 22.0                                 | 12.1                                 | 8.7                                  | 3.2                   | 1.5         | 6.8                          |     |
|                                                          | 5 5歳以上6 0歳未満     | 1,993           | 7.3              | 10.3                       | 8.8                        | 8.3                        | 6.6                        | 6.3                        | 22.7                                 | 12.8                                 | 11.3                                 | 3.7                   | 1.8         | 7.4                          |     |
|                                                          | 6 0歳以上           | 1,864           | 6.7              | 11.2                       | 10.1                       | 8.2                        | 8.1                        | 8.0                        | 22.8                                 | 14.1                                 | 6.4                                  | 2.7                   | 1.8         | 6.6                          |     |
|                                                          | 無回答              | 495             | 12.3             | 11.7                       | 13.7                       | 11.7                       | 6.1                        | 7.1                        | 20.0                                 | 7.3                                  | 4.4                                  | 2.8                   | 2.8         | 5.5                          |     |

表Ⅰ－3(5)① 就業・勤務形態

(%)

|                                                     |                  |            | 回答<br>労働者数      | 正<br>規<br>職<br>員 | 非<br>正<br>規<br>職<br>員 | 非正規職員の内訳（所定労働時間）                |                                      |                       |             | 無<br>回<br>答 |
|-----------------------------------------------------|------------------|------------|-----------------|------------------|-----------------------|---------------------------------|--------------------------------------|-----------------------|-------------|-------------|
|                                                     |                  |            |                 |                  |                       | 正<br>規<br>職<br>員<br>と<br>同<br>じ | 正<br>規<br>職<br>員<br>よ<br>り<br>短<br>い | わ<br>か<br>ら<br>な<br>い | 無<br>回<br>答 |             |
| 全 体                                                 |                  |            | 18,881<br>100.0 | 12,768<br>67.6   | 5,465<br>28.9         | 1,835<br>33.6                   | 3,159<br>57.8                        | 306<br>5.6            | 165<br>3.0  | 648<br>3.4  |
| 介護保険サ<br>ービス系<br>型別                                 | 従来<br>区分         | 訪問系        | 7,963           | 64.2             | 31.6                  | 26.4                            | 62.3                                 | 8.3                   | 3.0         | 4.1         |
|                                                     |                  | 施設系（入所+通所） | 10,265          | 70.6             | 26.8                  | 40.1                            | 53.9                                 | 3.1                   | 2.9         | 2.7         |
|                                                     |                  | 入所型        | 4,608           | 78.4             | 18.8                  | 50.3                            | 42.5                                 | 3.7                   | 3.5         | 2.8         |
|                                                     |                  | 通所型        | 5,657           | 64.2             | 33.2                  | 35.4                            | 59.2                                 | 2.8                   | 2.7         | 2.6         |
|                                                     |                  | その他        | 296             | 68.2             | 28.0                  | 33.7                            | 51.8                                 | 12.0                  | 2.4         | 3.7         |
|                                                     |                  | 無回答        | 357             | 58.0             | 33.1                  | 33.9                            | 56.8                                 | 3.4                   | 5.9         | 9.0         |
|                                                     | 新<br>区<br>分      | 訪問系        | 6,553           | 60.8             | 34.9                  | 25.4                            | 62.8                                 | 8.6                   | 3.1         | 4.2         |
|                                                     |                  | 施設系（入所+通所） | 8,048           | 69.1             | 28.4                  | 38.4                            | 56.3                                 | 2.7                   | 2.7         | 2.5         |
|                                                     |                  | 入所型        | 2,391           | 80.6             | 17.0                  | 52.0                            | 43.1                                 | 2.2                   | 2.7         | 2.4         |
|                                                     |                  | 通所型        | 5,657           | 64.2             | 33.2                  | 35.4                            | 59.2                                 | 2.8                   | 2.7         | 2.6         |
|                                                     |                  | 居住系        | 2,217           | 76.0             | 20.8                  | 48.9                            | 42.0                                 | 5.0                   | 4.1         | 3.2         |
|                                                     |                  | 居宅介護支援     | 1,410           | 80.1             | 16.2                  | 36.4                            | 57.0                                 | 4.4                   | 2.2         | 3.7         |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>別 | 訪問介護             |            | 5,283           | 58.4             | 37.0                  | 26.3                            | 60.8                                 | 9.6                   | 3.3         | 4.6         |
|                                                     | 訪問入浴介護           |            | 152             | 61.8             | 33.6                  | 41.2                            | 52.9                                 | 5.9                   | -           | 4.6         |
|                                                     | 訪問看護             |            | 997             | 71.5             | 26.1                  | 13.8                            | 81.9                                 | 1.9                   | 2.3         | 2.4         |
|                                                     | 訪問リハビリテーション      |            | 62              | 90.3             | 8.1                   | 20.0                            | 80.0                                 | -                     | -           | 1.6         |
|                                                     | 居宅療養管理指導         |            | 43              | 67.4             | 27.9                  | 58.3                            | 33.3                                 | 8.3                   | -           | 4.7         |
|                                                     | 通所介護             |            | 4,281           | 63.3             | 34.3                  | 34.4                            | 60.1                                 | 2.7                   | 2.8         | 2.4         |
|                                                     | 通所リハビリテーション      |            | 498             | 70.5             | 26.1                  | 33.1                            | 60.0                                 | 3.8                   | 3.1         | 3.4         |
|                                                     | 短期入所生活介護         |            | 400             | 81.3             | 16.5                  | 53.0                            | 40.9                                 | 4.5                   | 1.5         | 2.3         |
|                                                     | 短期入所療養介護         |            | * 17            | * 88.2           | * 5.9                 | * 100.0                         | -                                    | -                     | -           | * 5.9       |
|                                                     | 特定施設入居者生活介護      |            | 521             | 83.1             | 14.0                  | 45.2                            | 50.7                                 | 2.7                   | 1.4         | 2.9         |
|                                                     | 福祉用具貸与・特定福祉用具販売  |            | 75              | 80.0             | 16.0                  | 41.7                            | 50.0                                 | 8.3                   | -           | 4.0         |
|                                                     | 居宅介護支援           |            | 1,410           | 80.1             | 16.2                  | 36.4                            | 57.0                                 | 4.4                   | 2.2         | 3.7         |
|                                                     | 定期巡回・随時対応型訪問介護看護 |            | * 13            | * 69.2           | * 30.8                | * 50.0                          | * 50.0                               | -                     | -           | -           |
|                                                     | 夜間対応型訪問介護        |            | * 3             | * 33.3           | * 66.7                | * 50.0                          | -                                    | * 50.0                | -           | -           |
|                                                     | 認知症対応型通所介護       |            | 312             | 62.8             | 34.0                  | 34.9                            | 57.5                                 | 3.8                   | 3.8         | 3.2         |
|                                                     | 小規模多機能型居宅介護      |            | 537             | 66.9             | 30.4                  | 47.2                            | 49.7                                 | 2.5                   | 0.6         | 2.8         |
|                                                     | 複合型サービス          |            | * 29            | * 62.1           | * 34.5                | * 20.0                          | * 80.0                               | -                     | -           | * 3.4       |
|                                                     | 認知症対応型共同生活介護     |            | 1,591           | 73.9             | 22.9                  | 50.0                            | 39.6                                 | 5.8                   | 4.7         | 3.3         |
|                                                     | 地域密着型特定施設入居者生活介護 |            | 105             | 73.3             | 23.8                  | 44.0                            | 52.0                                 | -                     | 4.0         | 2.9         |
|                                                     | 地域密着型介護老人福祉施設    |            | 122             | 75.4             | 22.1                  | 51.9                            | 40.7                                 | -                     | 7.4         | 2.5         |
|                                                     | 介護老人福祉施設         |            | 1,319           | 76.5             | 20.8                  | 49.1                            | 46.9                                 | 1.8                   | 2.2         | 2.7         |
|                                                     | 介護老人保健施設         |            | 430             | 91.9             | 6.0                   | 73.1                            | 15.4                                 | 3.8                   | 7.7         | 2.1         |
|                                                     | 介護療養型医療施設        |            | 103             | 88.3             | 10.7                  | 63.6                            | 36.4                                 | -                     | -           | 1.0         |
|                                                     | 介護保険以外のサービス      |            | 55              | 70.9             | 23.6                  | 30.8                            | 46.2                                 | 23.1                  | -           | 5.5         |
|                                                     | その他（わからない）       |            | 166             | 62.0             | 34.9                  | 32.8                            | 53.4                                 | 10.3                  | 3.4         | 3.0         |
| 主<br>な<br>職<br>種<br>別                               | 訪問介護員            |            | 2,919           | 40.5             | 54.2                  | 18.3                            | 68.1                                 | 10.2                  | 3.4         | 5.3         |
|                                                     | サービス提供責任者        |            | 1,765           | 82.0             | 14.7                  | 59.8                            | 31.3                                 | 6.2                   | 2.7         | 3.3         |
|                                                     | 看護職員             |            | 1,921           | 67.6             | 29.2                  | 20.1                            | 74.7                                 | 2.5                   | 2.7         | 3.2         |
|                                                     | 介護職員             |            | 8,017           | 66.2             | 30.8                  | 41.9                            | 51.5                                 | 3.9                   | 2.7         | 3.0         |
|                                                     | 生活相談員            |            | 1,226           | 86.2             | 11.3                  | 51.1                            | 42.4                                 | 2.9                   | 3.6         | 2.4         |
|                                                     | 介護支援専門員          |            | 2,097           | 82.8             | 13.8                  | 39.8                            | 55.4                                 | 1.7                   | 3.1         | 3.4         |
|                                                     | PT・OT・ST等        |            | 266             | 90.2             | 8.6                   | 21.7                            | 69.6                                 | -                     | 8.7         | 1.1         |
|                                                     | その他              |            | 463             | 79.7             | 16.8                  | 23.1                            | 66.7                                 | 9.0                   | 1.3         | 3.5         |
|                                                     | 無回答              |            | 207             | 62.3             | 30.0                  | 50.0                            | 37.1                                 | 3.2                   | 9.7         | 7.7         |
| 性<br>別                                              | 男                |            | 3,952           | 87.6             | 10.2                  | 58.3                            | 31.3                                 | 7.4                   | 3.0         | 2.2         |
|                                                     | 女                |            | 14,498          | 62.5             | 33.9                  | 31.5                            | 60.3                                 | 5.3                   | 2.9         | 3.6         |
|                                                     | 無回答              |            | 431             | 56.4             | 33.6                  | 35.9                            | 47.6                                 | 10.3                  | 6.2         | 10.0        |
| 年<br>齢<br>階<br>級<br>別                               | 20歳未満            |            | 63              | 68.3             | 30.2                  | 68.4                            | 31.6                                 | -                     | -           | 1.6         |
|                                                     | 20歳以上25歳未満       |            | 661             | 80.8             | 17.9                  | 59.3                            | 28.0                                 | 10.2                  | 2.5         | 1.4         |
|                                                     | 25歳以上30歳未満       |            | 1,527           | 81.5             | 16.8                  | 45.1                            | 43.6                                 | 8.6                   | 2.7         | 1.7         |
|                                                     | 30歳以上35歳未満       |            | 2,057           | 78.6             | 19.8                  | 36.4                            | 54.3                                 | 6.4                   | 2.9         | 1.6         |
|                                                     | 35歳以上40歳未満       |            | 2,620           | 72.2             | 25.3                  | 29.3                            | 63.1                                 | 4.8                   | 2.7         | 2.6         |
|                                                     | 40歳以上45歳未満       |            | 2,564           | 66.4             | 30.5                  | 28.8                            | 62.7                                 | 5.6                   | 2.8         | 3.2         |
|                                                     | 45歳以上50歳未満       |            | 2,473           | 67.3             | 30.0                  | 32.4                            | 60.3                                 | 5.0                   | 2.3         | 2.7         |
|                                                     | 50歳以上55歳未満       |            | 2,564           | 66.7             | 29.3                  | 35.8                            | 57.0                                 | 4.1                   | 3.1         | 4.0         |
|                                                     | 55歳以上60歳未満       |            | 1,993           | 64.3             | 31.0                  | 37.1                            | 56.1                                 | 5.0                   | 1.8         | 4.8         |
|                                                     | 60歳以上            |            | 1,864           | 42.4             | 51.1                  | 28.7                            | 61.3                                 | 5.8                   | 4.2         | 6.5         |
|                                                     | 無回答              |            | 495             | 59.0             | 32.1                  | 36.5                            | 45.9                                 | 10.1                  | 7.5         | 8.9         |

(注)「非正規職員内訳（所定労働時間）」は、非正規職員を100とした数値。

表Ⅰ－３(５)② 正規職員の希望、希望とする１週間の労働日数

(%)

|                             |                                                          | 回答<br>労働者<br>数 | 正規職員の希望       |               |            |           | 希望とする１週間の労働日数 |             |               |               |            |            |            |         |     |  |
|-----------------------------|----------------------------------------------------------|----------------|---------------|---------------|------------|-----------|---------------|-------------|---------------|---------------|------------|------------|------------|---------|-----|--|
|                             |                                                          |                | はい            | いいえ           | 無回答        | １日        | ２日            | ３日          | ４日            | ５日            | ６日         | ７日         | 無回答        | (日)平均日数 |     |  |
| 全 体                         |                                                          | 5,465<br>100.0 | 1,604<br>29.4 | 3,621<br>66.3 | 240<br>4.4 | 21<br>0.4 | 116<br>2.1    | 660<br>12.1 | 1,044<br>19.1 | 2,991<br>54.7 | 248<br>4.5 | 195<br>3.6 | 190<br>3.5 | 4.6     |     |  |
| 事業<br>所規<br>模別              | ５人未満                                                     | 307            | 28.7          | 67.8          | 3.6        | 1.6       | 3.6           | 15.0        | 19.9          | 51.8          | 2.3        | 2.9        | 2.9        | 4.4     |     |  |
|                             | ５人以上１０人未満                                                | 1,376          | 25.4          | 70.0          | 4.6        | 0.6       | 3.3           | 14.2        | 19.5          | 49.1          | 4.8        | 4.6        | 3.9        | 4.5     |     |  |
|                             | １０人以上２０人未満                                               | 1,561          | 29.7          | 65.3          | 5.0        | 0.3       | 2.2           | 12.8        | 18.6          | 54.4          | 4.5        | 3.2        | 4.0        | 4.6     |     |  |
|                             | ２０人以上５０人未満                                               | 1,233          | 30.3          | 65.9          | 3.8        | 0.1       | 0.9           | 10.5        | 20.5          | 57.4          | 4.9        | 3.2        | 2.6        | 4.7     |     |  |
|                             | ５０人以上１００人未満                                              | 388            | 32.5          | 62.6          | 4.9        | 0.3       | 1.5           | 8.2         | 18.0          | 61.9          | 4.6        | 2.8        | 2.6        | 4.7     |     |  |
|                             | １００人以上                                                   | 282            | 35.8          | 61.3          | 2.8        | -         | 2.1           | 8.5         | 17.4          | 62.8          | 3.2        | 2.8        | 3.2        | 4.7     |     |  |
|                             | わからない                                                    | 202            | 33.2          | 61.4          | 5.4        | -         | 1.5           | 8.9         | 15.8          | 58.4          | 6.4        | 4.5        | 4.5        | 4.8     |     |  |
| 介護保<br>険サ<br>ービ<br>ス系<br>型別 | 無回答                                                      | 116            | 29.3          | 68.1          | 2.6        | 0.9       | -             | 12.9        | 16.4          | 56.0          | 4.3        | 5.2        | 4.3        | 4.7     |     |  |
|                             | 従来<br>区分                                                 | 訪問系            | 2,518         | 24.9          | 70.5       | 4.7       | 0.4           | 2.1         | 8.7           | 17.0          | 57.6       | 7.3        | 3.4        | 3.5     | 4.7 |  |
|                             |                                                          | 施設系（入所+通所）     | 2,746         | 33.4          | 62.5       | 4.1       | 0.3           | 2.2         | 15.3          | 21.2          | 52.2       | 1.9        | 3.4        | 3.5     | 4.5 |  |
|                             |                                                          | 入所型            | 868           | 38.4          | 56.5       | 5.2       | -             | 1.3         | 10.9          | 19.6          | 58.2       | 2.3        | 2.9        | 4.8     | 4.6 |  |
|                             |                                                          | 通所型            | 1,878         | 31.2          | 65.3       | 3.6       | 0.5           | 2.7         | 17.3          | 21.9          | 49.4       | 1.8        | 3.7        | 2.9     | 4.4 |  |
|                             | 新区<br>分                                                  | その他            | 83            | 33.7          | 63.9       | 2.4       | -             | -           | 10.8          | 20.5          | 55.4       | 4.8        | 7.2        | 1.2     | 4.8 |  |
|                             |                                                          | 無回答            | 118           | 27.1          | 66.1       | 6.8       | 0.8           | 2.5         | 11.0          | 16.1          | 51.7       | 5.9        | 7.6        | 4.2     | 4.7 |  |
|                             |                                                          | 訪問系            | 2,290         | 24.4          | 70.8       | 4.8       | 0.4           | 2.1         | 8.2           | 16.8          | 57.6       | 7.9        | 3.4        | 3.6     | 4.7 |  |
|                             |                                                          | 施設系（入所+通所）     | 2,284         | 32.7          | 63.6       | 3.7       | 0.4           | 2.3         | 16.0          | 21.5          | 51.5       | 1.8        | 3.4        | 3.2     | 4.4 |  |
|                             |                                                          | 入所型            | 406           | 39.7          | 55.9       | 4.4       | -             | 0.7         | 10.1          | 19.7          | 61.1       | 1.7        | 2.2        | 4.4     | 4.6 |  |
|                             |                                                          | 通所型            | 1,878         | 31.2          | 65.3       | 3.6       | 0.5           | 2.7         | 17.3          | 21.9          | 49.4       | 1.8        | 3.7        | 2.9     | 4.4 |  |
|                             | 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 居住系            | 462           | 37.2          | 56.9       | 5.8       | -             | 1.7         | 11.7          | 19.5          | 55.6       | 2.8        | 3.5        | 5.2     | 4.6 |  |
|                             |                                                          | 居宅介護支援         | 228           | 29.8          | 67.1       | 3.1       | 0.9           | 1.3         | 13.6          | 18.4          | 57.9       | 1.3        | 3.9        | 2.6     | 4.5 |  |
|                             |                                                          | 訪問介護           | 1,956         | 24.7          | 70.4       | 4.9       | 0.4           | 1.6         | 7.4           | 15.7          | 58.7       | 8.9        | 3.5        | 3.7     | 4.8 |  |
| 訪問入浴介護                      |                                                          | 51             | 29.4          | 66.7          | 3.9        | -         | 2.0           | 13.7        | 23.5          | 47.1          | 7.8        | 5.9        | -          | 4.6     |     |  |
| 訪問看護                        |                                                          | 260            | 20.4          | 75.0          | 4.6        | 0.4       | 5.8           | 13.1        | 23.1          | 51.2          | 0.8        | 2.3        | 3.5        | 4.4     |     |  |
| 訪問リハビリテーション                 |                                                          | * 5            | -             | * 100.0       | -          | -         | * 20.0        | * 20.0      | * 20.0        | * 40.0        | -          | -          | -          | * 3.8   |     |  |
| 居宅療養管理指導                    |                                                          | * 12           | * 33.3        | * 58.3        | * 8.3      | -         | -             | * 8.3       | * 25.0        | * 58.3        | * 8.3      | -          | -          | * 4.7   |     |  |
| 通所介護                        |                                                          | 1,469          | 30.6          | 66.1          | 3.3        | 0.5       | 2.5           | 17.9        | 22.3          | 49.0          | 1.4        | 3.8        | 2.7        | 4.4     |     |  |
| 通所リハビリテーション                 |                                                          | 130            | 28.5          | 66.2          | 5.4        | 0.8       | 4.6           | 17.7        | 20.0          | 45.4          | 1.5        | 5.4        | 4.6        | 4.4     |     |  |
| 短期入所生活介護                    |                                                          | 66             | 43.9          | 53.0          | 3.0        | -         | 1.5           | 9.1         | 19.7          | 65.2          | -          | -          | 4.5        | 4.6     |     |  |
| 短期入所療養介護                    |                                                          | * 1            | -             | * 100.0       | -          | -         | -             | -           | -             | * 100.0       | -          | -          | -          | * 5.0   |     |  |
| 特定施設入居者生活介護                 |                                                          | 73             | 35.6          | 58.9          | 5.5        | -         | -             | 5.5         | 27.4          | 56.2          | 2.7        | 5.5        | 2.7        | 4.7     |     |  |
| 福祉用具貸与・特定福祉用具販売             |                                                          | * 12           | * 25.0        | * 75.0        | -          | -         | -             | * 8.3       | * 16.7        | * 66.7        | -          | * 8.3      | -          | * 4.8   |     |  |
| 居宅介護支援                      |                                                          | 228            | 29.8          | 67.1          | 3.1        | 0.9       | 1.3           | 13.6        | 18.4          | 57.9          | 1.3        | 3.9        | 2.6        | 4.5     |     |  |
| 定期巡回・随時対応型訪問介護看護            |                                                          | * 4            | * 25.0        | * 50.0        | * 25.0     | -         | -             | -           | * 25.0        | * 75.0        | -          | -          | -          | * 4.8   |     |  |
| 夜間対応型訪問介護                   |                                                          | * 2            | * 50.0        | * 50.0        | -          | -         | -             | -           | * 50.0        | * 50.0        | -          | -          | -          | * 4.5   |     |  |
| 認知症対応型通所介護                  |                                                          | 106            | 32.1          | 62.3          | 5.7        | -         | 3.8           | 16.0        | 22.6          | 49.1          | 1.9        | 1.9        | 4.7        | 4.4     |     |  |
| 小規模多機能型居宅介護                 |                                                          | 163            | 38.0          | 58.9          | 3.1        | -         | 1.8           | 11.0        | 19.6          | 57.1          | 5.5        | 2.5        | 2.5        | 4.6     |     |  |
| 複合型サービス                     |                                                          | * 10           | * 30.0        | * 70.0        | -          | * 10.0    | -             | * 30.0      | * 20.0        | * 40.0        | -          | -          | -          | * 3.8   |     |  |
| 認知症対応型共同生活介護                |                                                          | 364            | 38.5          | 55.2          | 6.3        | -         | 1.6           | 12.4        | 19.0          | 55.2          | 2.7        | 3.0        | 6.0        | 4.6     |     |  |
| 地域密着型特定施設入居者生活介護            |                                                          | * 25           | * 24.0        | * 76.0        | -          | -         | * 8.0         | * 20.0      | * 4.0         | * 60.0        | * 4.0      | * 4.0      | -          | * 4.4   |     |  |
| 地域密着型介護老人福祉施設               |                                                          | * 27           | * 55.6        | * 40.7        | * 3.7      | -         | -             | * 7.4       | * 14.8        | * 70.4        | * 3.7      | -          | * 3.7      | * 4.7   |     |  |
| 介護老人福祉施設                    |                                                          | 275            | 36.0          | 59.6          | 4.4        | -         | 0.7           | 11.3        | 21.1          | 58.2          | 1.8        | 2.9        | 4.0        | 4.6     |     |  |
| 介護老人保健施設                    | * 26                                                     | * 53.8         | * 34.6        | * 11.5        | -          | -         | * 3.8         | * 11.5      | * 69.2        | * 3.8         | -          | * 11.5     | * 4.8      |         |     |  |
| 介護療養型医療施設                   | * 11                                                     | * 36.4         | * 63.6        | -             | -          | -         | * 9.1         | * 18.2      | * 63.6        | -             | * 9.1      | -          | * 4.8      |         |     |  |
| 介護保険以外のサービス                 | * 13                                                     | * 30.8         | * 69.2        | -             | -          | -         | * 7.7         | * 15.4      | * 53.8        | * 15.4        | * 7.7      | -          | * 5.0      |         |     |  |
| その他（わからない）                  | 58                                                       | 36.2           | 60.3          | 3.4           | -          | -         | 12.1          | 22.4        | 53.4          | 3.4           | 6.9        | 1.7        | 4.7        |         |     |  |
| 主<br>な<br>職<br>種<br>別       | 訪問介護員                                                    | 1,582          | 21.3          | 74.0          | 4.7        | 0.4       | 2.0           | 7.8         | 16.6          | 55.8          | 10.0       | 3.4        | 4.0        | 4.8     |     |  |
|                             | サービス提供責任者                                                | 259            | 39.8          | 53.7          | 6.6        | -         | 0.4           | 2.3         | 8.1           | 78.4          | 2.7        | 3.9        | 4.2        | 5.0     |     |  |
|                             | 看護職員                                                     | 561            | 18.4          | 77.5          | 4.1        | 0.4       | 5.9           | 16.6        | 24.8          | 44.0          | 1.6        | 4.1        | 2.7        | 4.3     |     |  |
|                             | 介護職員                                                     | 2,472          | 36.0          | 60.1          | 3.9        | 0.2       | 1.6           | 14.6        | 20.8          | 53.7          | 2.5        | 3.4        | 3.1        | 4.5     |     |  |
|                             | 生活相談員                                                    | 139            | 36.0          | 59.0          | 5.0        | -         | 0.7           | 10.8        | 19.4          | 59.7          | 2.2        | 4.3        | 2.9        | 4.7     |     |  |
|                             | 介護支援専門員                                                  | 289            | 27.7          | 67.5          | 4.8        | 0.7       | 1.7           | 14.2        | 17.3          | 56.7          | 0.7        | 5.5        | 3.1        | 4.6     |     |  |
|                             | PT・OT・ST等                                                | * 23           | * 17.4        | * 73.9        | * 8.7      | * 4.3     | * 8.7         | * 13.0      | * 13.0        | * 52.2        | -          | -          | * 8.7      | * 4.1   |     |  |
|                             | その他                                                      | 78             | 26.9          | 71.8          | 1.3        | 3.8       | 1.3           | 12.8        | 19.2          | 48.7          | 7.7        | -          | 6.4        | 4.4     |     |  |
| 就<br>業<br>態・<br>別<br>勤<br>務 | 無回答                                                      | 62             | 25.8          | 67.7          | 6.5        | -         | 3.2           | 12.9        | 17.7          | 54.8          | 1.6        | 3.2        | 6.5        | 4.5     |     |  |
|                             | 正規職員                                                     | -              | -             | -             | -          | -         | -             | -           | -             | -             | -          | -          | -          | -       |     |  |
|                             | 非正規職員                                                    | 5,465          | 29.4          | 66.3          | 4.4        | 0.4       | 2.1           | 12.1        | 19.1          | 54.7          | 4.5        | 3.6        | 3.5        | 4.6     |     |  |
|                             | 正規職員と同じ                                                  | 1,835          | 49.8          | 46.4          | 3.8        | 0.1       | 0.7           | 3.1         | 8.1           | 77.8          | 3.9        | 4.3        | 2.1        | 5.0     |     |  |
|                             | 正規職員より短い                                                 | 3,159          | 18.5          | 79.5          | 2.0        | 0.5       | 3.0           | 18.0        | 26.6          | 42.8          | 4.2        | 3.3        | 1.7        | 4.4     |     |  |
|                             | わからない                                                    | 306            | 30.4          | 67.0          | 2.6        | 1.0       | 1.0           | 6.9         | 14.7          | 57.5          | 12.4       | 3.9        | 2.6        | 4.8     |     |  |
| 勤<br>続<br>年<br>数<br>別       | 無回答                                                      | 165            | 8.5           | 32.1          | 59.4       | 0.6       | 2.4           | 8.5         | 7.3           | 22.4          | 3.6        | 0.6        | 54.5       | 4.4     |     |  |
|                             | 無回答                                                      | -              | -             | -             | -          | -         | -             | -           | -             | -             | -          | -          | -          | -       |     |  |
|                             | １年未満                                                     | 739            | 38.4          | 58.1          | 3.5        | 1.2       | 2.2           | 15.4        | 18.1          | 54.3          | 3.0        | 3.0        | 2.8        | 4.5     |     |  |
|                             | １年以上２年未満                                                 | 907            | 34.3          | 61.1          | 4.6        | 0.2       | 3.0           | 11.1        | 19.6          | 55.3          | 3.5        | 3.6        | 3.5        | 4.6     |     |  |
|                             | ２年以上３年未満                                                 | 709            | 32.3          | 64.0          | 3.7        | 0.1       | 1.7           | 11.7        | 23.7          | 52.5          | 4.2        | 3.7        | 2.4        | 4.6     |     |  |
|                             | ３年以上４年未満                                                 | 610            | 33.4          | 61.8          | 4.8        | -         | 1.6           | 11.5        | 20.2          | 55.4          | 4.1        | 3.4        | 3.8        | 4.6     |     |  |
|                             | ４年以上５年未満                                                 | 413            | 30.5          | 65.9          | 3.6        | 0.5       | 2.4           | 15.0        | 18.2          | 55.0          | 3.9        | 2.7        | 2.4        | 4.5     |     |  |
|                             | ５年以上７年未満                                                 | 384            | 22.1          | 73.4          | 4.4        | -         | 2.9           | 13.0        | 19.8          | 52.1          | 4.7        | 3.9        | 3.6        | 4.6     |     |  |
|                             | ７年以上１０年未満                                                | 918            | 22.5          | 73.3          | 4.1        | 0.4       | 1.3           | 11.2        | 18.5          | 55.6          | 6.1        | 3.6        | 3.3        | 4.7     |     |  |
|                             | １０年以上１５年未満                                               | 435            | 20.5          | 74.7          | 4.8        | 0.2       | 3.0           | 10.3        | 16.1          | 55.9          | 6.9        | 3.9        | 3.7        | 4.7     |     |  |
|                             | １５年以上２０年未満                                               | 219            | 19.6          | 73.1          | 7.3        | 0.5       | 1.8           | 7.3         | 14.6          | 61.2          | 5.5        | 4.1        | 5.0        | 4.8     |     |  |
|                             | ２０年以上                                                    | 45             | 17.8          | 73.3          | 8.9        | -         | -             | 13.3        | 17.8          | 46.7          | -          | 8.9        | 13.3       | 4.7     |     |  |
| 性<br>別                      | 無回答                                                      | 86             | 20.9          | 72.1          | 7.0        | 1.2       | 1.2           | 11.6        | 11.6          | 50.0          | 8.1        | 4.7        | 11.6       | 4.7     |     |  |
|                             | 男                                                        | 403            | 55.8          | 40.9          | 3.2        | 1.0       | 2.0           | 7.2         | 8.2           | 67.5          | 7.7        | 3.7        | 2.7        | 4.8     |     |  |
| 年<br>齢<br>階<br>級<br>別       | 女                                                        | 4,917          | 27.3          | 68.3          | 4.4        | 0.3       | 2.1           | 12.5        | 20.0          | 53.9          | 4.2        | 3.6        | 3.5        | 4.6     |     |  |
|                             | 無回答                                                      | 145            | 24.1          | 68.3          | 7.6        | 1.4       | 3.4           | 11.7        | 20.0          | 47.6          | 8.3        | 2.8        | 4.8        | 4.5     |     |  |
| 年<br>齢<br>階<br>級<br>別       | ２０歳未満                                                    | * 19           | * 63.2        | * 31.6        | * 5.3      | -         | -             | * 15.8      | * 5.3         | * 57.9        | * 10.5     | -          | * 10.5     | * 4.7   |     |  |
|                             | ２０歳以上２５歳未満                                               | 118            | 68.6          | 25.4          | 5.9        | -         | 2.5           | 5.9         | 9.3           | 70.3          | 4.2        | 5.1        | 2.5        | 4.9     |     |  |
|                             | ２５歳以上３０歳未満                                               | 257            | 50.6          | 45.5          | 3.9        | -         | 0.4           | 6.2         | 13.2          | 72.8          | 3.1        | 1.6        | 2.7        | 4.8     |     |  |
|                             | ３０歳以上３５歳未満                                               | 407            | 45.7          | 49.4          | 4.9        | 0.2       | 1.5           | 7.4         | 17.4          | 62.2          | 4.4        | 3.4        | 3.4        | 4.7     |     |  |
|                             | ３５歳以上４０歳未満                                               | 662            | 40.5          | 55.4          | 4.1        | 0.3       | 0.9           | 12.1        | 21.9          | 55.1          | 3.2        | 3.6        | 2.9        | 4.6     |     |  |
|                             | ４０歳以上４５歳未満                                               | 781            | 33.3          | 61.7          | 5.0        | 0.3       | 1.5           | 12.4        | 20.0          | 56.2          | 2.8        | 3.2        | 3.6        | 4.6     |     |  |
|                             | ４５歳以上５０歳未満                                               | 741            | 33.2          | 63.0          | 3.8        | 0.1       | 1.9           | 10.8        | 18.8          | 58.0          | 4.2        | 3.8        | 2.4        | 4.6     |     |  |
|                             | ５０歳以上５５歳未満                                               | 752            | 27.0          | 68.6          | 4.4        | 0.7       | 2.4           | 10.9        | 17.6          | 57.6          | 4.8        | 2.9        | 3.2        | 4.6     |     |  |
|                             | ５５歳以上６０歳未満                                               | 617            | 19.1          | 77.5          | 3.4        | 0.2       | 1.8           | 13.6        | 18.0          | 54.0          | 6.3        | 3.1        | 3.1        | 4.6     |     |  |
|                             | ６０歳以上                                                    | 952            | 6.8           | 88.7          | 4.5        | 0.7       | 4.2           | 17.2        | 22.4          | 40.1          | 5.7        | 4.9        | 4.7        | 4.4     |     |  |
|                             | 無回答                                                      | 159            | 22.0          | 71.1          | 6.9        | 1.3       | 3.1           | 10.7        | 19.5          | 47.2          | 7.5        | 3.8        | 6.9        | 4.6     |     |  |

表Ⅰ－３(５)③ 希望とする１週間の労働時間

(%)

|              |                  | 回答労働者数         | 正規職員の希望       |               |            | 希望とする1週間の労働時間 |            |            |             |            |             |            |               |            |      |      | 無回答 | (平均時間) |
|--------------|------------------|----------------|---------------|---------------|------------|---------------|------------|------------|-------------|------------|-------------|------------|---------------|------------|------|------|-----|--------|
|              |                  |                | はい            | いいえ           | 無回答        | 10時間未満        | 1150時間未満以上 | 2105時間未満以上 | 2250時間未満以上  | 305時間未満以上  | 3350時間未満以上  | 405時間未満以上  | 40時間以上        |            |      |      |     |        |
| 全 体          |                  | 5,465<br>100.0 | 1,604<br>29.4 | 3,621<br>66.3 | 240<br>4.4 | 462<br>8.5    | 181<br>3.3 | 369<br>6.8 | 902<br>16.5 | 327<br>6.0 | 706<br>12.9 | 394<br>7.2 | 1,858<br>34.0 | 266<br>4.9 | 29.1 |      |     |        |
| 事業所規模別       | 5人未満             | 307            | 28.7          | 67.8          | 3.6        | 13.7          | 4.9        | 5.5        | 16.3        | 7.5        | 15.3        | 6.5        | 26.1          | 4.2        | 26.4 |      |     |        |
|              | 5人以上10人未満        | 1,376          | 25.4          | 70.0          | 4.6        | 9.3           | 3.9        | 8.6        | 18.8        | 6.3        | 13.9        | 6.5        | 27.3          | 5.4        | 27.4 |      |     |        |
|              | 10人以上20人未満       | 1,561          | 29.7          | 65.3          | 5.0        | 7.5           | 2.9        | 6.5        | 16.8        | 6.0        | 13.8        | 6.7        | 34.8          | 5.1        | 29.5 |      |     |        |
|              | 20人以上50人未満       | 1,233          | 30.3          | 65.9          | 3.8        | 7.3           | 3.2        | 6.6        | 16.0        | 5.5        | 13.0        | 7.4        | 37.6          | 3.6        | 29.9 |      |     |        |
|              | 50人以上100人未満      | 388            | 32.5          | 62.6          | 4.9        | 8.2           | 2.3        | 5.9        | 12.9        | 5.4        | 9.5         | 9.3        | 42.5          | 3.9        | 31.0 |      |     |        |
|              | 100人以上           | 282            | 35.8          | 61.3          | 2.8        | 7.8           | 1.4        | 5.0        | 12.4        | 6.0        | 10.3        | 12.4       | 40.1          | 4.6        | 31.3 |      |     |        |
|              | わからない            | 202            | 33.2          | 61.4          | 5.4        | 11.4          | 4.0        | 5.4        | 15.3        | 4.0        | 7.9         | 5.4        | 40.1          | 6.4        | 29.2 |      |     |        |
| 介護保険サービス系型別  | 無回答              | 116            | 29.3          | 68.1          | 2.6        | 6.9           | 6.0        | 2.6        | 16.4        | 8.6        | 9.5         | 6.0        | 31.0          | 12.9       | 28.8 |      |     |        |
|              | 訪問系              | 2,518          | 24.9          | 70.5          | 4.7        | 10.3          | 5.5        | 10.2       | 15.4        | 5.6        | 12.0        | 7.4        | 28.8          | 4.6        | 26.9 |      |     |        |
|              | 施設系（入所+通所）       | 2,746          | 33.4          | 62.5          | 4.1        | 6.5           | 1.4        | 3.9        | 17.6        | 6.2        | 13.8        | 7.0        | 38.7          | 4.8        | 31.0 |      |     |        |
|              | 入所型              | 868            | 38.4          | 56.5          | 5.2        | 4.0           | 0.5        | 3.1        | 13.0        | 4.8        | 12.6        | 6.7        | 49.0          | 6.3        | 33.6 |      |     |        |
|              | 通所型              | 1,878          | 31.2          | 65.3          | 3.6        | 7.7           | 1.9        | 4.2        | 19.6        | 6.9        | 14.4        | 7.2        | 34.0          | 4.1        | 29.8 |      |     |        |
|              | その他              | 83             | 33.7          | 63.9          | 2.4        | 9.6           | 2.4        | 1.2        | 16.9        | 4.8        | 14.5        | 8.4        | 39.8          | 2.4        | 31.2 |      |     |        |
|              | 無回答              | 118            | 27.1          | 66.1          | 6.8        | 12.7          | 0.8        | 4.2        | 14.4        | 8.5        | 10.2        | 5.9        | 30.5          | 12.7       | 28.6 |      |     |        |
| 新区分          | 訪問系              | 2,290          | 24.4          | 70.8          | 4.8        | 10.6          | 5.8        | 10.6       | 15.6        | 5.5        | 11.5        | 7.4        | 28.2          | 4.8        | 26.7 |      |     |        |
|              | 施設系（入所+通所）       | 2,284          | 32.7          | 63.6          | 3.7        | 7.3           | 1.6        | 3.9        | 18.8        | 6.5        | 13.6        | 7.4        | 36.3          | 4.5        | 30.4 |      |     |        |
|              | 入所型              | 406            | 39.7          | 55.9          | 4.4        | 5.7           | 0.2        | 2.5        | 15.0        | 4.9        | 9.9         | 8.6        | 46.8          | 6.4        | 33.0 |      |     |        |
|              | 通所型              | 1,878          | 31.2          | 65.3          | 3.6        | 7.7           | 1.9        | 4.2        | 19.6        | 6.9        | 14.4        | 7.2        | 34.0          | 4.1        | 29.8 |      |     |        |
|              | 居住系              | 462            | 37.2          | 56.9          | 5.8        | 2.6           | 0.6        | 3.7        | 11.3        | 4.8        | 14.9        | 5.0        | 50.9          | 6.3        | 34.2 |      |     |        |
|              | 居宅介護支援           | 228            | 29.8          | 67.1          | 3.1        | 7.5           | 3.1        | 6.6        | 13.6        | 7.5        | 16.7        | 7.5        | 35.1          | 2.6        | 29.4 |      |     |        |
|              | 無回答              |                |               |               |            |               |            |            |             |            |             |            |               |            |      |      |     |        |
| 主な介護サービスの種類別 | 訪問介護             | 1,956          | 24.7          | 70.4          | 4.9        | 11.1          | 5.7        | 10.8       | 16.0        | 5.3        | 9.8         | 6.8        | 29.4          | 5.1        | 26.5 |      |     |        |
|              | 訪問入浴介護           | 51             | 29.4          | 66.7          | 3.9        | 9.8           | 3.9        | 3.9        | 19.6        | 3.9        | 7.8         | 3.9        | 43.1          | 3.9        | 29.6 |      |     |        |
|              | 訪問看護             | 260            | 20.4          | 75.0          | 4.6        | 7.7           | 6.2        | 10.0       | 13.1        | 6.9        | 25.0        | 12.3       | 15.0          | 3.8        | 26.6 |      |     |        |
|              | 訪問リハビリテーション      | * 5            | -             | * 100.0       | -          | * 20.0        | * 20.0     | -          | -           | * 20.0     | -           | -          | * 20.0        | -          | 22.2 |      |     |        |
|              | 居宅療養管理指導         | * 12           | * 33.3        | * 58.3        | * 8.3      | -             | * 8.3      | -          | * 8.3       | -          | * 16.7      | * 25.0     | * 41.7        | -          | 34.6 |      |     |        |
|              | 通所介護             | 1,469          | 30.6          | 66.1          | 3.3        | 8.4           | 1.9        | 4.0        | 19.7        | 7.3        | 14.8        | 7.3        | 32.7          | 3.9        | 29.5 |      |     |        |
|              | 通所リハビリテーション      | 130            | 28.5          | 66.2          | 5.4        | 6.2           | 2.3        | 6.9        | 20.8        | 6.2        | 12.3        | 5.4        | 34.6          | 5.4        | 29.5 |      |     |        |
|              | 短期入所生活介護         | 66             | 43.9          | 53.0          | 3.0        | 7.6           | 1.5        | 1.5        | 12.1        | 9.1        | 7.6         | 13.6       | 42.4          | 4.5        | 32.1 |      |     |        |
|              | 短期入所療養介護         | * 1            | -             | * 100.0       | -          | -             | -          | -          | -           | -          | -           | -          | * 100.0       | -          | 40.0 |      |     |        |
|              | 特定施設入居者生活介護      | 73             | 35.6          | 58.9          | 5.5        | 4.1           | -          | 2.7        | 13.7        | 4.1        | 15.1        | 5.5        | 49.3          | 5.5        | 33.4 |      |     |        |
|              | 福祉用具貸与・特定福祉用具販売  | * 12           | * 25.0        | * 75.0        | -          | * 16.7        | * 8.3      | -          | * 25.0      | -          | * 16.7      | * 8.3      | * 25.0        | -          | 25.8 |      |     |        |
|              | 居宅介護支援           | 228            | 29.8          | 67.1          | 3.1        | 7.5           | 3.1        | 6.6        | 13.6        | 7.5        | 16.7        | 7.5        | 35.1          | 2.6        | 29.4 |      |     |        |
|              | 定期巡回・随時対応型訪問介護看護 | * 4            | * 25.0        | * 50.0        | * 25.0     | -             | -          | * 25.0     | -           | -          | * 25.0      | -          | * 50.0        | -          | 31.5 |      |     |        |
|              | 夜間対応型訪問介護        | * 2            | * 50.0        | * 50.0        | -          | -             | -          | -          | -           | -          | * 50.0      | -          | * 50.0        | -          | 36.0 |      |     |        |
|              | 認知症対応型通所介護       | 106            | 32.1          | 62.3          | 5.7        | 6.6           | 0.9        | 3.8        | 24.5        | 2.8        | 12.3        | 11.3       | 32.1          | 5.7        | 30.0 |      |     |        |
|              | 小規模多機能型居宅介護      | 163            | 38.0          | 58.9          | 3.1        | 3.7           | 0.6        | 4.3        | 15.3        | 6.1        | 14.1        | 4.9        | 47.2          | 3.7        | 32.9 |      |     |        |
|              | 複合型サービス          | * 10           | * 30.0        | * 70.0        | -          | -             | * 20.0     | -          | * 20.0      | * 10.0     | * 20.0      | * 10.0     | * 20.0        | -          | 27.5 |      |     |        |
|              | 認知症対応型共同生活介護     | 364            | 38.5          | 55.2          | 6.3        | 1.9           | 0.8        | 3.0        | 10.4        | 4.7        | 15.1        | 5.2        | 51.9          | 6.9        | 34.7 |      |     |        |
|              | 地域密着型特定施設入居者生活介護 | * 25           | * 24.0        | * 76.0        | -          | * 8.0         | -          | * 16.0     | * 16.0      | * 8.0      | * 12.0      | -          | * 40.0        | -          | 28.7 |      |     |        |
|              | 地域密着型介護老人福祉施設    | * 27           | * 55.6        | * 40.7        | * 3.7      | * 3.7         | -          | * 7.4      | * 3.7       | -          | * 14.8      | * 7.4      | * 59.3        | * 3.7      | 35.2 |      |     |        |
|              | 介護老人福祉施設         | 275            | 36.0          | 59.6          | 4.4        | 4.4           | 5.8        | -          | 2.5         | 17.8       | 4.7         | 10.2       | 7.3           | 45.1       | 6.5  | 32.5 |     |        |
|              | 介護老人保健施設         | * 26           | * 53.8        | * 34.6        | * 11.5     | -             | -          | -          | * 7.7       | -          | * 3.8       | * 3.8      | * 69.2        | * 15.4     | 38.1 |      |     |        |
|              | 介護療養型医療施設        | * 11           | * 36.4        | * 63.6        | -          | * 9.1         | -          | -          | * 9.1       | * 9.1      | * 18.2      | * 27.3     | * 27.3        | -          | 31.7 |      |     |        |
|              | 介護保険以外のサービス      | * 13           | * 30.8        | * 69.2        | -          | -             | -          | -          | * 15.4      | * 7.7      | * 23.1      | -          | * 53.8        | -          | 34.8 |      |     |        |
|              | その他（わからない）       | 58             | 36.2          | 60.3          | 3.4        | 10.3          | 1.7        | 1.7        | 15.5        | 5.2        | 12.1        | 10.3       | 39.7          | 3.4        | 31.5 |      |     |        |
| 主な職種別        | 訪問介護員            | 1,582          | 21.3          | 74.0          | 4.7        | 11.6          | 7.3        | 12.8       | 18.0        | 6.3        | 10.0        | 5.8        | 22.8          | 5.4        | 24.7 |      |     |        |
|              | サービス提供責任者        | 259            | 39.8          | 53.7          | 6.6        | 9.3           | 1.2        | 0.8        | 6.9         | 2.7        | 6.6         | 13.9       | 53.3          | 5.4        | 33.4 |      |     |        |
|              | 看護職員             | 561            | 18.4          | 77.5          | 4.1        | 7.5           | 5.7        | 9.3        | 17.6        | 8.4        | 19.6        | 8.9        | 19.4          | 3.6        | 26.9 |      |     |        |
|              | 介護職員             | 2,472          | 36.0          | 60.1          | 3.9        | 6.6           | 0.7        | 3.2        | 17.4        | 5.3        | 13.6        | 7.0        | 41.6          | 4.8        | 31.6 |      |     |        |
|              | 生活相談員            | 139            | 36.0          | 59.0          | 5.0        | 7.2           | 1.4        | 2.2        | 11.5        | 7.2        | 13.7        | 7.9        | 44.6          | 4.3        | 32.3 |      |     |        |
|              | 介護支援専門員          | 289            | 27.7          | 67.5          | 4.8        | 6.2           | 2.8        | 6.6        | 12.8        | 6.2        | 17.0        | 8.0        | 37.7          | 2.8        | 30.3 |      |     |        |
|              | PT・OT・ST等        | * 23           | * 17.4        | * 73.9        | * 8.7      | * 17.4        | -          | * 13.0     | * 13.0      | * 4.3      | * 13.0      | * 4.3      | * 26.1        | * 8.7      | 25.3 |      |     |        |
| 就業形態・勤務      | その他              | 78.0           | 26.9          | 71.8          | 1.3        | 11.5          | 3.8        | 5.1        | 9.0         | 11.5       | 12.8        | 7.7        | 29.5          | 9.0        | 28.3 |      |     |        |
|              | 無回答              | 62.0           | 25.8          | 67.7          | 6.5        | 14.5          | 1.6        | 9.7        | 12.9        | 4.8        | 8.1         | 6.5        | 33.9          | 8.1        | 27.5 |      |     |        |
|              | 正規職員             | -              | -             | -             | -          | -             | -          | -          | -           | -          | -           | -          | -             | -          | -    |      |     |        |
|              | 非正規職員            | 5,465          | 29.4          | 66.3          | 4.4        | 8.5           | 3.3        | 6.8        | 16.5        | 6.0        | 12.9        | 7.2        | 34.0          | 4.9        | 29.1 |      |     |        |
|              | 正規職員と同じ          | 1,835          | 49.8          | 46.4          | 3.8        | 6.6           | 0.1        | 0.7        | 3.0         | 0.9        | 6.8         | 8.0        | 70.4          | 3.6        | 36.6 |      |     |        |
|              | 正規職員より短い         | 3,159          | 18.5          | 79.5          | 2.0        | 9.5           | 5.4        | 10.6       | 25.5        | 9.1        | 16.9        | 6.5        | 13.7          | 2.8        | 24.6 |      |     |        |
|              | わからない            | 306            | 30.4          | 67.0          | 2.6        | 10.8          | 2.6        | 6.5        | 9.8         | 5.9        | 11.4        | 10.8       | 36.6          | 5.6        | 29.8 |      |     |        |
| 勤続年数別        | 無回答              | 165            | 8.5           | 32.1          | 59.4       | 4.8           | 0.6        | 1.2        | 7.9         | 2.4        | 7.9         | 5.5        | 13.3          | 56.4       | 29.8 |      |     |        |
|              | 1年未満             | 739            | 38.4          | 58.1          | 3.5        | 10.8          | 3.5        | 6.5        | 16.1        | 5.8        | 11.4        | 6.5        | 35.2          | 4.2        | 28.7 |      |     |        |
|              | 1年以上2年未満         | 907            | 34.3          | 61.1          | 4.6        | 9.0           | 3.4        | 5.6        | 17.1        | 5.2        | 12.2        | 5.8        | 36.2          | 5.4        | 29.3 |      |     |        |
|              | 2年以上3年未満         | 709            | 32.3          | 64.0          | 3.7        | 7.6           | 3.0        | 7.3        | 17.8        | 5.6        | 13.1        | 7.2        | 34.0          | 4.4        | 29.2 |      |     |        |
|              | 3年以上4年未満         | 610            | 33.4          | 61.8          | 4.8        | 7.4           | 2.6        | 6.4        | 15.7        | 7.4        | 14.4        | 7.2        | 34.1          | 4.8        | 29.5 |      |     |        |
|              | 4年以上5年未満         | 413            | 30.5          | 65.9          | 3.6        | 7.7           | 2.4        | 5.6        | 19.9        | 5.6        | 13.6        | 7.5        | 33.9          | 3.9        | 29.3 |      |     |        |
|              | 5年以上7年未満         | 384            | 22.1          | 73.4          | 4.4        | 8.6           | 2.6        | 9.1        | 19.0        | 7.6        | 11.7        | 8.6        | 28.4          | 4.4        | 28.0 |      |     |        |
| 性別           | 7年以上10年未満        | 918            | 22.5          | 73.3          | 4.1        | 7.8           | 4.1        | 7.3        | 15.3        | 6.3        | 12.7        | 8.4        | 33.2          | 4.8        | 29.0 |      |     |        |
|              | 10年以上15年未満       | 435            | 20.5          | 74.7          | 4.8        | 7.8           | 4.1        | 6.9        | 15.9        | 4.6        | 15.9        | 8.3        | 31.7          | 4.8        | 28.9 |      |     |        |
|              | 15年以上20年未満       | 219            | 19.6          | 73.1          | 7.3        | 7.3           | 3.7        | 5.5        | 10.5        | 7.3        | 13.2        | 5.5        | 41.6          | 5.5        | 30.7 |      |     |        |
|              | 20年以上            | 45             | 17.8          | 73.3          | 8.9        | 11.1          | -          | 13.3       | 4.4         | 2.2        | 17.8        | 6.7        | 35.6          | 8.9        | 29.8 |      |     |        |
|              | 無回答              | 86             | 20.9          | 72.1          | 7.0        | 10.5          | 3.5        | 7.0        | 19.8        | 5.8        | 7.0         | 7.0        | 25.6          | 14.0       | 26.7 |      |     |        |
|              | 男                | 403            | 55.8          | 40.9          | 3.2        | 8.4           | 1.2        | 1.7        | 6.5         | 2.2        | 6.7         | 4.0        | 66.0          | 3.2        | 35.1 |      |     |        |
|              | 女                | 4,917          | 27.3          | 68.3          | 4.4        | 8.4           | 3.5        | 7.1        | 17.3        | 6.3        | 13.4        | 7.5        | 31.5          | 4.9        | 28.6 |      |     |        |
| 年齢階級別        | 無回答              | 145            | 24.1          | 68.3          | 7.6        | 10.3          | 2.8        | 7.6        | 17.2        | 6.2        | 13.8        | 5.5        | 29.7          | 6.9        | 27.8 |      |     |        |
|              | 20歳未満            | * 19           | * 63.2        | * 31.6        | * 5.3      | * 15.8        | -          | -          | * 10.5      | -          | * 5.3       | * 52.6     | * 10.5        | * 32.5     |      |      |     |        |
|              | 20歳以上25歳未満       | 118            | 68.6          | 25.4          | 5.9        | 11.0          | 1.7        | 2.5        | 4.2         | 2.5        | 7.6         | 9.3        | 55.1          | 5.9        | 33.6 |      |     |        |
|              | 25歳以上30歳未満       | 257            | 50.6          | 45.5          | 3.9        | 10.9          | 0.8        | 1.9        | 10.1        | 3.1        | 8.2         | 8.6        | 50.2          | 6.2        | 32.6 |      |     |        |
|              | 30歳以上35歳未満       | 407            | 45.7          | 49.4          | 4.9        | 9.3           | 1.5        | 5.2        | 11.5        | 6.6        | 10.6        | 8.1        | 41.3          | 5.9        | 30.9 |      |     |        |
|              | 35歳以上40歳未満       | 662            | 40.5          | 55.4          | 4.1        | 10.4          | 2.9        | 6.3        | 15.9        | 5.9        | 15.4        | 8.2        | 30.4          | 4.7        | 28.4 |      |     |        |
|              | 40歳以上45歳未満       | 781            | 33.3          | 61.7          | 5.0        | 8.2           | 2.9        | 6.8        | 17.8        | 5.6        | 11.4        | 7.8        | 34.3          | 5.1        | 28.9 |      |     |        |
|              | 45歳以上50歳未満       | 741            | 33.2          | 63.0          | 3.8        | 7.8           | 2.8        | 6.2        | 16.2        | 6.6        | 11.5        | 7.8        | 38.6          | 2.4        | 29.9 |      |     |        |
|              | 50歳以上55歳未満       | 752            | 27.0          | 68.6          | 4.4        | 6.5           | 4.0        | 6.1        | 15.7        | 5          |             |            |               |            |      |      |     |        |

表Ⅱ－１ 採用時における労働条件等の説明(受けたもの)

(%)

|              |                  | 回答労働者数          | 労働契約期間・更新      | 勤務時間、時間外労働の有無  | 休日・年次有給休暇・特等   | 就業場所・従事する業務の内容 | 給与・諸手当・賞与支給に関する事項 | 退職に関する事項       | 雇用保険の加入        | 健康保険、厚生年金の加入   | 無回答        |      |
|--------------|------------------|-----------------|----------------|----------------|----------------|----------------|-------------------|----------------|----------------|----------------|------------|------|
| 全 体          |                  | 18,881<br>100.0 | 13,053<br>69.1 | 16,510<br>87.4 | 14,427<br>76.4 | 16,255<br>86.1 | 15,421<br>81.7    | 10,145<br>53.7 | 14,065<br>74.5 | 14,017<br>74.2 | 881<br>4.7 |      |
| 法人格別         | 民間企業(個人・株式会社等)   | 9,003           | 70.7           | 87.9           | 74.9           | 86.9           | 82.6              | 55.2           | 76.0           | 74.1           | 4.5        |      |
|              | 社会福祉協議会          | 1,307           | 73.4           | 86.0           | 80.0           | 82.9           | 76.9              | 52.0           | 72.4           | 72.8           | 4.9        |      |
|              | 社会福祉法人           | 2,918           | 70.3           | 88.3           | 80.2           | 87.8           | 82.9              | 56.1           | 78.2           | 79.8           | 3.4        |      |
|              | 医療法人             | 2,066           | 60.0           | 88.7           | 78.3           | 85.9           | 81.9              | 50.1           | 75.1           | 77.9           | 3.9        |      |
|              | NPO              | 995             | 71.5           | 87.6           | 76.0           | 88.0           | 83.0              | 54.2           | 70.8           | 67.3           | 4.4        |      |
|              | 社団法人・財団法人        | 905             | 66.5           | 86.6           | 78.8           | 84.2           | 80.8              | 54.3           | 71.9           | 74.9           | 5.7        |      |
|              | 協同組合             | 475             | 75.8           | 83.6           | 72.6           | 84.0           | 77.9              | 49.5           | 69.1           | 69.9           | 5.5        |      |
|              | 地方自治体            | 194             | 55.2           | 85.1           | 77.8           | 81.4           | 75.3              | 41.8           | 53.1           | 66.0           | 9.3        |      |
|              | その他              | 159             | 73.0           | 88.1           | 80.5           | 84.3           | 85.5              | 56.6           | 74.8           | 75.5           | 5.0        |      |
|              | わからない            | 353             | 59.8           | 83.6           | 68.0           | 80.7           | 75.4              | 41.4           | 60.1           | 58.1           | 6.5        |      |
| 無回答          | 506              | 65.4            | 80.8           | 68.0           | 79.4           | 77.1           | 48.0              | 64.8           | 64.2           | 11.1           |            |      |
| 事業所規模別       | 5人未満             | 1,522           | 62.5           | 83.3           | 73.9           | 80.6           | 77.6              | 51.2           | 69.8           | 70.6           | 8.9        |      |
|              | 5人以上10人未満        | 3,922           | 68.4           | 87.0           | 73.7           | 86.1           | 81.3              | 51.8           | 72.9           | 70.3           | 4.7        |      |
|              | 10人以上20人未満       | 4,923           | 69.9           | 87.8           | 75.5           | 86.8           | 81.3              | 52.9           | 75.1           | 74.2           | 4.2        |      |
|              | 20人以上50人未満       | 4,288           | 71.8           | 88.5           | 78.0           | 87.3           | 83.4              | 55.8           | 75.9           | 76.1           | 4.1        |      |
|              | 50人以上100人未満      | 2,034           | 68.5           | 89.1           | 81.6           | 87.2           | 84.1              | 56.8           | 77.3           | 79.7           | 3.6        |      |
|              | 100人以上           | 1,408           | 69.9           | 88.8           | 81.5           | 87.4           | 83.5              | 57.4           | 78.1           | 80.4           | 2.9        |      |
|              | わからない            | 403             | 70.2           | 85.4           | 71.5           | 83.4           | 77.7              | 50.6           | 69.5           | 68.2           | 4.5        |      |
|              | 無回答              | 381             | 63.3           | 80.3           | 67.2           | 77.2           | 73.0              | 44.4           | 64.3           | 63.0           | 11.8       |      |
| 介護保険サービス系型別  | 従来区分             | 訪問系             | 7,963          | 70.8           | 85.8           | 76.1           | 85.1              | 81.6           | 54.1           | 73.5           | 72.9       | 5.4  |
|              |                  | 施設系(入所+通所)      | 10,265         | 67.9           | 88.9           | 76.9           | 87.1              | 81.8           | 53.7           | 75.5           | 75.5       | 3.9  |
|              |                  | 入所型             | 4,608          | 66.4           | 88.6           | 77.2           | 87.8              | 82.2           | 54.4           | 76.7           | 78.8       | 3.9  |
|              |                  | 通所型             | 5,657          | 69.1           | 89.1           | 76.7           | 86.6              | 81.5           | 53.2           | 74.5           | 72.9       | 3.9  |
|              | 新区分              | その他             | 296            | 69.6           | 86.1           | 74.3           | 86.8              | 84.1           | 53.0           | 75.0           | 74.3       | 4.4  |
|              |                  | 無回答             | 357            | 66.7           | 82.9           | 69.7           | 78.4              | 77.3           | 46.5           | 67.5           | 65.5       | 10.6 |
|              |                  | 訪問系             | 6,553          | 71.9           | 86.1           | 76.0           | 85.5              | 82.3           | 54.3           | 73.6           | 72.3       | 4.8  |
|              |                  | 施設系(入所+通所)      | 8,048          | 67.8           | 88.9           | 77.4           | 86.8              | 82.0           | 53.7           | 75.0           | 74.8       | 4.0  |
| 主な介護サービスの種類別 | 入所型              | 2,391           | 64.7           | 88.2           | 79.2           | 87.2           | 83.0              | 54.8           | 75.9           | 79.4           | 4.3        |      |
|              | 通所型              | 5,657           | 69.1           | 89.1           | 76.7           | 86.6           | 81.5              | 53.2           | 74.5           | 72.9           | 3.9        |      |
|              | 居住系              | 2,217           | 68.3           | 89.1           | 75.1           | 88.4           | 81.4              | 53.9           | 77.6           | 78.2           | 3.4        |      |
|              | 居宅介護支援           | 1,410           | 65.7           | 84.3           | 76.7           | 82.9           | 78.1              | 53.2           | 73.0           | 75.8           | 8.1        |      |
|              | 訪問介護             | 5,283           | 73.5           | 85.4           | 75.0           | 85.1           | 82.1              | 55.3           | 73.5           | 71.2           | 4.9        |      |
|              | 訪問入浴介護           | 152             | 73.0           | 85.5           | 79.6           | 88.2           | 83.6              | 57.2           | 77.6           | 77.0           | 5.9        |      |
|              | 訪問看護             | 997             | 64.7           | 90.5           | 81.0           | 87.6           | 84.4              | 50.1           | 73.7           | 77.7           | 4.1        |      |
|              | 訪問リハビリテーション      | 62              | 58.1           | 88.7           | 85.5           | 88.7           | 85.5              | 46.8           | 75.8           | 79.0           | 1.6        |      |
|              | 居宅療養管理指導         | 43              | 63             | 84             | 65             | 84             | 60                | 40             | 63             | 65             | 12         |      |
|              | 通所介護             | 4,281           | 70.6           | 89.3           | 76.9           | 86.7           | 82.1              | 53.6           | 75.5           | 73.4           | 3.8        |      |
|              | 通所リハビリテーション      | 498             | 61.4           | 91.6           | 80.9           | 85.9           | 80.5              | 49.4           | 70.3           | 71.5           | 2.6        |      |
|              | 短期入所生活介護         | 400             | 70.8           | 88.8           | 77.5           | 89.3           | 82.0              | 58.3           | 76.0           | 80.8           | 3.8        |      |
|              | 短期入所療養介護         | * 17            | * 64.7         | * 100.0        | * 76.5         | * 82.4         | * 76.5            | * 64.7         | * 64.7         | * 70.6         | -          |      |
|              | 特定施設入居者生活介護      | 521             | 71.0           | 91.7           | 82.3           | 89.8           | 87.7              | 61.2           | 82.9           | 83.7           | 3.3        |      |
|              | 福祉用具貸与・特定福祉用具販売  | 75              | 76.0           | 93.3           | 89.3           | 94.7           | 92.0              | 64.0           | 82.7           | 85.3           | 1.3        |      |
|              | 居宅介護支援           | 1,410           | 65.7           | 84.3           | 76.7           | 82.9           | 78.1              | 53.2           | 73.0           | 75.8           | 8.1        |      |
|              | 定期巡回・随時対応型訪問介護看護 | * 13            | * 53.8         | * 76.9         | * 61.5         | * 76.9         | * 76.9            | * 38.5         | * 69.2         | * 53.8         | * 7.7      |      |
|              | 夜間対応型訪問介護        | * 3             | * 66.7         | * 33.3         | * 33.3         | * 33.3         | * 66.7            | * 33.3         | * 100.0        | * 66.7         | -          |      |
|              | 認知症対応型通所介護       | 312             | 68.6           | 88.1           | 74.0           | 88.8           | 81.1              | 56.4           | 74.0           | 69.2           | 3.5        |      |
|              | 小規模多機能型居宅介護      | 537             | 65.2           | 86.4           | 72.6           | 85.1           | 78.2              | 51.6           | 71.5           | 71.7           | 6.1        |      |
| 複合型サービス      | * 29             | * 58.6          | * 93.1         | * 72.4         | * 82.8         | * 86.2         | * 58.6            | * 65.5         | * 75.9         | -              |            |      |
| 認知症対応型共同生活介護 | 1,591            | 67.5            | 88.5           | 72.7           | 88.1           | 79.5           | 51.7              | 76.1           | 76.7           | 3.5            |            |      |
| 主な職種別        | 地域密着型特定施設入居者生活介護 | 105             | 67.6           | 84.8           | 76.2           | 84.8           | 78.1              | 51.4           | 73.3           | 73.3           | 3.8        |      |
|              | 地域密着型介護老人福祉施設    | 122             | 68.0           | 86.9           | 81.1           | 93.4           | 86.1              | 59.8           | 82.0           | 86.9           | 0.8        |      |
|              | 介護老人福祉施設         | 1,319           | 67.0           | 87.3           | 78.8           | 86.1           | 82.6              | 54.3           | 75.0           | 77.3           | 4.9        |      |
|              | 介護老人保健施設         | 430             | 54.0           | 90.2           | 80.9           | 88.1           | 85.1              | 52.1           | 77.4           | 82.6           | 4.2        |      |
|              | 介護療養型医療施設        | 103             | 51.5           | 89.3           | 82.5           | 84.5           | 79.6              | 51.5           | 75.7           | 81.6           | 2.9        |      |
|              | 介護保険以外のサービス      | 55              | 72.7           | 89.1           | 76.4           | 92.7           | 96.4              | 50.9           | 70.9           | 70.9           | 1.8        |      |
|              | その他(わからない)       | 166             | 65.7           | 81.9           | 66.9           | 81.3           | 76.5              | 48.8           | 72.9           | 70.5           | 6.6        |      |
|              | 訪問介護員            | 2,919           | 73.6           | 83.1           | 71.3           | 85.0           | 81.4              | 51.6           | 66.3           | 61.7           | 5.0        |      |
|              | サービス提供責任者        | 1,765           | 74.1           | 88.7           | 81.1           | 86.1           | 84.0              | 61.8           | 83.9           | 83.7           | 4.0        |      |
|              | 看護職員             | 1,921           | 63.4           | 89.2           | 77.5           | 86.5           | 83.4              | 51.0           | 72.1           | 74.8           | 4.7        |      |
|              | 介護職員             | 8,017           | 67.7           | 88.3           | 75.3           | 86.6           | 80.4              | 51.9           | 74.2           | 73.6           | 4.4        |      |
|              | 生活相談員            | 1,226           | 71.9           | 88.9           | 80.4           | 86.4           | 83.3              | 59.3           | 79.5           | 82.5           | 3.3        |      |
| 介護支援専門員      | 2,097            | 67.0            | 85.8           | 78.0           | 84.2           | 81.1           | 54.3              | 76.8           | 79.2           | 6.6            |            |      |
| 就業形態・別勤務     | PT・OT・ST等        | 266             | 68.8           | 94.0           | 90.6           | 93.2           | 88.0              | 54.1           | 77.8           | 81.2           | 2.3        |      |
|              | その他              | 463             | 74.7           | 90.1           | 82.7           | 89.6           | 86.4              | 63.9           | 81.2           | 81.6           | 3.0        |      |
|              | 無回答              | 207             | 65.2           | 83.1           | 68.1           | 77.8           | 76.3              | 50.2           | 69.1           | 66.2           | 10.1       |      |
|              | 正規職員             | 12,768          | 66.4           | 88.5           | 80.3           | 86.8           | 83.0              | 56.5           | 79.7           | 82.9           | 4.6        |      |
|              | 非正規職員            | 5,465           | 76.2           | 85.9           | 68.5           | 85.5           | 79.4              | 48.3           | 63.6           | 55.6           | 4.0        |      |
|              | 正規職員と同じ          | 1,835           | 82.2           | 88.3           | 75.7           | 85.7           | 79.9              | 53.8           | 77.8           | 78.0           | 4.2        |      |
|              | 正規職員より短い         | 3,159           | 73.4           | 85.4           | 65.4           | 86.2           | 80.0              | 45.4           | 56.1           | 43.4           | 3.4        |      |
|              | わからない            | 306             | 69.6           | 78.1           | 58.8           | 80.7           | 70.6              | 43.5           | 56.9           | 46.7           | 6.5        |      |
| 無回答          | 165              | 73.3            | 82.4           | 64.8           | 80.0           | 78.2           | 50.3              | 63.0           | 55.2           | 9.1            |            |      |
| 無回答          | 648              | 63.3            | 78.9           | 66.4           | 75.9           | 73.9           | 45.4              | 64.2           | 61.4           | 10.8           |            |      |

表Ⅱ－２ １週間の労働日数

(%)

|                                                          |                  | 回答<br>労働者<br>数  | 1<br>日    | 2<br>日     | 3<br>日     | 4<br>日       | 5<br>日         | 6<br>日       | 7<br>日     | 無<br>回<br>答 | 平<br>均<br>日<br>数<br>(日) |
|----------------------------------------------------------|------------------|-----------------|-----------|------------|------------|--------------|----------------|--------------|------------|-------------|-------------------------|
| 全 体                                                      |                  | 18,881<br>100.0 | 39<br>0.2 | 205<br>1.1 | 786<br>4.2 | 1,676<br>8.9 | 13,964<br>74.0 | 1,757<br>9.3 | 176<br>0.9 | 278<br>1.5  | 4.9                     |
| 法<br>人<br>格<br>別                                         | 民間企業(個人・株式会社等)   | 9,003           | 0.3       | 1.3        | 4.9        | 9.3          | 71.4           | 10.4         | 1.1        | 1.4         | 4.9                     |
|                                                          | 社会福祉協議会          | 1,307           | 0.1       | 1.1        | 3.0        | 6.2          | 81.6           | 6.4          | 0.8        | 0.9         | 4.9                     |
|                                                          | 社会福祉法人           | 2,918           | 0.0       | 0.5        | 2.1        | 8.7          | 81.1           | 5.2          | 0.7        | 1.7         | 4.9                     |
|                                                          | 医療法人             | 2,066           | 0.1       | 0.5        | 3.0        | 7.5          | 77.7           | 9.5          | 0.8        | 0.9         | 5.0                     |
|                                                          | NPO              | 995             | 0.2       | 2.7        | 7.5        | 11.5         | 63.5           | 12.3         | 1.0        | 1.3         | 4.8                     |
|                                                          | 社団法人・財団法人        | 905             | -         | 1.1        | 3.8        | 9.2          | 74.4           | 9.4          | 0.9        | 1.3         | 4.9                     |
|                                                          | 協同組合             | 475             | 0.2       | 1.7        | 1.5        | 4.8          | 73.3           | 17.1         | 0.4        | 1.1         | 5.0                     |
|                                                          | 地方自治体            | 194             | -         | -          | 1.5        | 5.2          | 90.2           | 2.1          | 0.5        | 0.5         | 4.9                     |
|                                                          | その他              | 159             | -         | 0.6        | 7.5        | 6.9          | 76.7           | 7.5          | -          | 0.6         | 4.8                     |
|                                                          | わからない            | 353             | 0.6       | 0.6        | 6.5        | 17.0         | 60.9           | 10.8         | 1.4        | 2.3         | 4.8                     |
|                                                          | 無回答              | 506             | 0.2       | 0.8        | 5.7        | 10.5         | 66.2           | 8.9          | 0.6        | 7.1         | 4.8                     |
| 事<br>業<br>所<br>規<br>模<br>別                               | 5人未満             | 1,522           | 0.4       | 1.2        | 3.4        | 5.0          | 75.1           | 11.8         | 1.8        | 1.3         | 5.0                     |
|                                                          | 5人以上10人未満        | 3,922           | 0.4       | 1.8        | 6.3        | 10.2         | 68.4           | 10.7         | 1.1        | 1.1         | 4.8                     |
|                                                          | 10人以上20人未満       | 4,923           | 0.2       | 1.4        | 4.8        | 9.4          | 73.2           | 8.9          | 0.8        | 1.3         | 4.9                     |
|                                                          | 20人以上50人未満       | 4,288           | 0.1       | 0.6        | 3.4        | 9.4          | 75.1           | 9.2          | 0.7        | 1.6         | 4.9                     |
|                                                          | 50人以上100人未満      | 2,034           | 0.2       | 0.3        | 1.8        | 7.8          | 81.2           | 6.2          | 0.9        | 1.5         | 4.9                     |
|                                                          | 100人以上           | 1,408           | 0.1       | 0.4        | 1.9        | 7.2          | 80.4           | 8.3          | 0.6        | 1.2         | 5.0                     |
|                                                          | わからない            | 403             | -         | 2.5        | 5.5        | 10.7         | 65.8           | 11.9         | 0.7        | 3.0         | 4.8                     |
|                                                          | 無回答              | 381             | 0.3       | 1.0        | 4.7        | 7.6          | 70.1           | 9.7          | 0.8        | 5.8         | 4.9                     |
|                                                          | 訪問系              | 7,963           | 0.2       | 1.0        | 2.9        | 7.2          | 71.1           | 15.0         | 1.4        | 1.2         | 5.0                     |
|                                                          | 施設系(入所+通所)       | 10,265          | 0.2       | 1.1        | 5.1        | 10.2         | 76.3           | 4.9          | 0.6        | 1.5         | 4.8                     |
| 介<br>護<br>保<br>険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別      | 入所型              | 4,608           | 0.0       | 0.5        | 2.9        | 10.3         | 78.6           | 4.9          | 0.7        | 2.1         | 4.9                     |
|                                                          | 通所型              | 5,657           | 0.4       | 1.7        | 6.9        | 10.1         | 74.5           | 5.0          | 0.5        | 1.0         | 4.8                     |
|                                                          | その他              | 296             | -         | 0.7        | 3.7        | 9.8          | 74.3           | 9.8          | 1.0        | 0.7         | 4.9                     |
|                                                          | 無回答              | 357             | 0.3       | 2.0        | 4.5        | 9.2          | 68.3           | 8.1          | 0.6        | 7.0         | 4.8                     |
|                                                          | 訪問系              | 6,553           | 0.2       | 1.1        | 3.1        | 7.7          | 69.1           | 16.2         | 1.4        | 1.1         | 5.0                     |
|                                                          | 施設系(入所+通所)       | 8,048           | 0.2       | 1.2        | 5.6        | 10.0         | 76.2           | 4.8          | 0.6        | 1.3         | 4.8                     |
|                                                          | 入所型              | 2,391           | -         | 0.2        | 2.3        | 10.0         | 80.3           | 4.3          | 0.6        | 2.2         | 4.9                     |
|                                                          | 通所型              | 5,657           | 0.4       | 1.7        | 6.9        | 10.1         | 74.5           | 5.0          | 0.5        | 1.0         | 4.8                     |
|                                                          | 居住系              | 2,217           | 0.0       | 0.7        | 3.6        | 10.6         | 76.7           | 5.5          | 0.8        | 2.1         | 4.9                     |
|                                                          | 居宅介護支援           | 1,410           | 0.1       | 0.5        | 1.8        | 4.8          | 80.6           | 9.1          | 1.2        | 1.7         | 5.0                     |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 訪問介護             | 5,283           | 0.3       | 0.9        | 2.9        | 7.8          | 68.0           | 17.2         | 1.6        | 1.2         | 5.0                     |
|                                                          | 訪問入浴介護           | 152             | -         | 3.3        | 4.6        | 7.9          | 68.4           | 12.5         | 1.3        | 2.0         | 4.9                     |
|                                                          | 訪問看護             | 997             | -         | 1.8        | 4.2        | 6.7          | 73.7           | 12.4         | 0.5        | 0.6         | 4.9                     |
|                                                          | 訪問リハビリテーション      | 62              | -         | 1.6        | -          | 8.1          | 82.3           | 8.1          | -          | -           | 5.0                     |
|                                                          | 居宅療養管理指導         | 43              | -         | -          | 4.7        | 11.6         | 69.8           | 9.3          | 4.7        | -           | 5.0                     |
|                                                          | 通所介護             | 4,281           | 0.4       | 1.7        | 7.6        | 10.0         | 74.0           | 4.7          | 0.6        | 0.9         | 4.7                     |
|                                                          | 通所リハビリテーション      | 498             | 0.4       | 1.6        | 4.4        | 7.2          | 78.1           | 7.2          | -          | 1.0         | 4.8                     |
|                                                          | 短期入所生活介護         | 400             | -         | 0.3        | 1.5        | 9.3          | 81.0           | 5.8          | 0.5        | 1.8         | 4.9                     |
|                                                          | 短期入所療養介護         | * 17            | -         | -          | -          | -            | * 82.4         | * 5.9        | * 5.9      | * 5.9       | * 5.2                   |
|                                                          | 特定施設入居者生活介護      | 521             | -         | -          | 1.3        | 10.0         | 83.3           | 3.5          | 1.0        | 1.0         | 4.9                     |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75              | -         | -          | 1.3        | 5.3          | 81.3           | 12.0         | -          | -           | 5.0                     |
|                                                          | 居宅介護支援           | 1,410           | 0.1       | 0.5        | 1.8        | 4.8          | 80.6           | 9.1          | 1.2        | 1.7         | 5.0                     |
|                                                          | 定期巡回・随時対応型訪問介護看護 | * 13            | -         | -          | -          | * 7.7        | * 92.3         | -            | -          | -           | * 4.9                   |
|                                                          | 夜間対応型訪問介護        | * 3             | -         | -          | -          | * 33.3       | * 66.7         | -            | -          | -           | * 4.7                   |
|                                                          | 認知症対応型通所介護       | 312             | -         | 2.2        | 6.4        | 14.1         | 72.1           | 3.8          | 0.3        | 1.0         | 4.7                     |
|                                                          | 小規模多機能型居宅介護      | 537             | -         | 0.9        | 4.1        | 11.0         | 75.8           | 5.6          | 1.1        | 1.5         | 4.9                     |
|                                                          | 複合型サービス          | * 29            | * 3.4     | * 3.4      | * 6.9      | * 10.3       | * 75.9         | -            | -          | -           | * 4.5                   |
|                                                          | 認知症対応型共同生活介護     | 1,591           | 0.1       | 0.8        | 4.3        | 10.6         | 75.1           | 6.0          | 0.7        | 2.5         | 4.9                     |
|                                                          | 地域密着型特定施設入居者生活介護 | 105             | -         | 2.9        | 3.8        | 13.3         | 68.6           | 8.6          | 1.0        | 1.9         | 4.8                     |
|                                                          | 地域密着型介護老人福祉施設    | 122             | -         | 0.8        | -          | 12.3         | 79.5           | 4.9          | 0.8        | 1.6         | 4.9                     |
|                                                          | 介護老人福祉施設         | 1,319           | -         | 0.2        | 3.0        | 10.8         | 79.3           | 3.6          | 0.4        | 2.7         | 4.9                     |
|                                                          | 介護老人保健施設         | 430             | -         | -          | 1.6        | 7.2          | 84.4           | 4.9          | 0.9        | 0.9         | 5.0                     |
|                                                          | 介護療養型医療施設        | 103             | -         | -          | 2.9        | 12.6         | 74.8           | 5.8          | 1.9        | 1.9         | 4.9                     |
|                                                          | 介護保険以外のサービス      | 55              | -         | -          | 3.6        | 7.3          | 70.9           | 14.5         | 3.6        | -           | 5.1                     |
|                                                          | その他(わからない)       | 166             | -         | 1.2        | 4.8        | 12.7         | 72.3           | 7.2          | 0.6        | 1.2         | 4.8                     |
| 主<br>な<br>職<br>種<br>別                                    | 訪問介護員            | 2,919           | 0.5       | 1.5        | 4.5        | 11.3         | 60.1           | 19.2         | 1.5        | 1.4         | 5.0                     |
|                                                          | サービス提供責任者        | 1,765           | -         | 0.2        | 0.3        | 2.0          | 77.8           | 16.7         | 1.8        | 1.2         | 5.2                     |
|                                                          | 看護職員             | 1,921           | 0.3       | 2.5        | 5.6        | 8.8          | 71.1           | 9.8          | 0.8        | 1.0         | 4.8                     |
|                                                          | 介護職員             | 8,017           | 0.1       | 1.0        | 5.7        | 12.2         | 73.6           | 4.9          | 0.6        | 1.9         | 4.8                     |
|                                                          | 生活相談員            | 1,226           | -         | 0.3        | 1.8        | 3.3          | 87.6           | 5.7          | 0.5        | 0.7         | 5.0                     |
|                                                          | 介護支援専門員          | 2,097           | 0.1       | 0.6        | 2.0        | 4.1          | 82.9           | 8.0          | 1.0        | 1.3         | 5.0                     |
|                                                          | PT・OT・ST等        | 266             | 0.4       | 1.5        | 1.1        | 2.3          | 86.5           | 6.8          | 1.1        | 0.4         | 5.0                     |
|                                                          | その他              | 463             | 0.6       | 0.9        | 2.4        | 3.0          | 82.1           | 9.3          | 0.6        | 1.1         | 5.0                     |
|                                                          | 無回答              | 207             | -         | 2.9        | 4.3        | 8.2          | 72.9           | 9.2          | 1.0        | 1.4         | 4.9                     |
| 就<br>業<br>形<br>態・<br>別<br>勤<br>務                         | 正規職員             | 12,768          | 0.0       | 0.1        | 0.3        | 3.6          | 84.4           | 9.3          | 0.9        | 1.4         | 5.1                     |
|                                                          | 非正規職員            | 5,465           | 0.6       | 3.4        | 12.9       | 20.6         | 51.1           | 9.2          | 1.0        | 1.2         | 4.5                     |
|                                                          | 正規職員と同じ          | 1,835           | 0.1       | 0.8        | 2.5        | 6.4          | 79.4           | 8.6          | 0.8        | 1.5         | 5.0                     |
|                                                          | 正規職員より短い         | 3,159           | 0.8       | 5.1        | 19.6       | 29.8         | 34.9           | 7.9          | 1.1        | 0.8         | 4.2                     |
|                                                          | わからない            | 306             | 1.0       | 1.3        | 6.9        | 13.7         | 45.4           | 25.8         | 2.3        | 3.6         | 4.9                     |
|                                                          | 無回答              | 165             | 1.2       | 4.8        | 13.3       | 14.5         | 54.5           | 9.1          | -          | 2.4         | 4.5                     |
|                                                          | 無回答              | 648             | 0.3       | 1.9        | 5.9        | 14.7         | 61.9           | 9.7          | 1.4        | 4.3         | 4.8                     |

表Ⅱ－３ １週間の労働時間数 (%)

|                                                          |                  | 回答<br>労働者<br>数  | 5<br>時間<br>未満 | 1 5<br>0 時間<br>以上未<br>満 | 1 1<br>5 0 時<br>間未満<br>以上 | 2 1<br>0 5 時<br>間未満<br>以上 | 2 2<br>5 0 時<br>間未満<br>以上 | 3 2<br>0 5 時<br>間未満<br>以上 | 3 3<br>5 0 時<br>間未満<br>以上 | 4 3<br>0 5 時<br>間未満<br>以上 | 4 4<br>5 0 時<br>間未満<br>以上 | 5 4<br>0 5 時<br>間未満<br>以上 | 5<br>0 時<br>間以<br>上 | 無回<br>答    | (平均<br>時間<br>数) |      |
|----------------------------------------------------------|------------------|-----------------|---------------|-------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------|------------|-----------------|------|
| 全 体                                                      |                  | 18,881<br>100.0 | 107<br>0.6    | 604<br>3.2              | 412<br>2.2                | 541<br>2.9                | 986<br>5.2                | 492<br>2.6                | 994<br>5.3                | 1,454<br>7.7              | 8,777<br>46.5             | 2,255<br>11.9             | 1,539<br>8.2        | 720<br>3.8 | 37.5            |      |
| 法人<br>格別                                                 | 民間企業(個人・株式会社等)   | 9,003           | 0.8           | 3.6                     | 2.5                       | 3.3                       | 6.0                       | 2.9                       | 5.5                       | 6.0                       | 46.2                      | 11.6                      | 8.3                 | 3.4        | 36.9            |      |
|                                                          | 社会福祉協議会          | 1,307           | 0.5           | 2.9                     | 3.0                       | 3.6                       | 5.0                       | 2.4                       | 2.8                       | 9.6                       | 47.4                      | 11.6                      | 7.1                 | 4.1        | 37.2            |      |
|                                                          | 社会福祉法人           | 2,918           | 0.1           | 2.1                     | 1.1                       | 1.1                       | 3.0                       | 1.6                       | 5.1                       | 7.2                       | 51.9                      | 13.1                      | 9.7                 | 4.1        | 39.7            |      |
|                                                          | 医療法人             | 2,066           | 0.1           | 2.2                     | 1.1                       | 1.3                       | 3.8                       | 1.7                       | 4.5                       | 11.1                      | 49.6                      | 13.0                      | 8.3                 | 3.2        | 39.2            |      |
|                                                          | NPO              | 995             | 0.9           | 3.7                     | 3.7                       | 4.9                       | 8.5                       | 4.1                       | 6.9                       | 7.1                       | 41.1                      | 9.5                       | 6.7                 | 2.6        | 34.9            |      |
|                                                          | 社団法人・財団法人        | 905             | 0.3           | 3.2                     | 1.8                       | 2.5                       | 4.1                       | 3.0                       | 6.2                       | 11.8                      | 44.2                      | 11.6                      | 7.3                 | 4.0        | 37.6            |      |
|                                                          | 協同組合             | 475             | 1.5           | 3.2                     | 4.4                       | 5.5                       | 3.8                       | 1.7                       | 3.6                       | 19.2                      | 31.8                      | 13.5                      | 8.6                 | 3.4        | 36.3            |      |
|                                                          | 地方自治体            | 194             | -             | 2.1                     | -                         | 0.5                       | 0.5                       | 0.5                       | 3.6                       | 11.3                      | 57.2                      | 14.4                      | 6.2                 | 3.6        | 40.4            |      |
|                                                          | その他              | 159             | 0.6           | 4.4                     | 1.3                       | 3.1                       | 7.5                       | 4.4                       | 5.0                       | 6.9                       | 44.0                      | 11.9                      | 6.9                 | 3.8        | 36.6            |      |
|                                                          | わからない            | 353             | 0.8           | 6.5                     | 2.8                       | 4.0                       | 8.5                       | 4.2                       | 8.8                       | 4.0                       | 38.0                      | 9.3                       | 7.1                 | 5.9        | 34.5            |      |
| 無回答                                                      | 506              | -               | 4.3           | 1.0                     | 4.3                       | 5.5                       | 3.4                       | 5.9                       | 7.3                       | 37.0                      | 12.5                      | 5.5                       | 13.2                | 36.2       |                 |      |
| 事業<br>所規<br>模別                                           | 5人未満             | 1,522           | 1.0           | 3.8                     | 1.6                       | 2.0                       | 4.2                       | 2.4                       | 4.0                       | 8.4                       | 48.0                      | 12.4                      | 8.9                 | 3.2        | 38.1            |      |
|                                                          | 5人以上10人未満        | 3,922           | 0.7           | 3.8                     | 2.9                       | 4.3                       | 7.4                       | 3.5                       | 6.0                       | 7.2                       | 42.7                      | 10.6                      | 7.4                 | 3.5        | 35.8            |      |
|                                                          | 10人以上20人未満       | 4,923           | 0.5           | 2.8                     | 2.5                       | 3.1                       | 5.3                       | 2.9                       | 5.6                       | 7.4                       | 46.3                      | 11.6                      | 8.2                 | 3.8        | 37.4            |      |
|                                                          | 20人以上50人未満       | 4,288           | 0.5           | 3.2                     | 2.1                       | 2.4                       | 5.2                       | 2.7                       | 5.3                       | 7.5                       | 46.9                      | 12.7                      | 7.8                 | 3.5        | 37.6            |      |
|                                                          | 50人以上100人未満      | 2,034           | 0.1           | 2.6                     | 1.1                       | 1.8                       | 2.5                       | 0.9                       | 4.6                       | 8.5                       | 53.1                      | 12.1                      | 9.2                 | 3.4        | 39.4            |      |
|                                                          | 100人以上           | 1,408           | 0.3           | 2.4                     | 0.9                       | 1.3                       | 3.0                       | 1.5                       | 4.4                       | 9.7                       | 49.2                      | 14.4                      | 9.6                 | 3.3        | 39.6            |      |
|                                                          | わからない            | 403             | 2.0           | 4.7                     | 4.5                       | 3.0                       | 7.2                       | 3.5                       | 4.7                       | 6.5                       | 37.5                      | 12.4                      | 7.7                 | 6.5        | 35.2            |      |
| 無回答                                                      | 381              | 0.5             | 3.9           | 1.8                     | 3.4                       | 6.6                       | 2.1                       | 5.2                       | 5.8                       | 42.5                      | 8.9                       | 5.5                       | 13.6                | 36.0       |                 |      |
| 介護<br>保険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別              | 従来<br>区分         | 訪問系             | 7,963         | 1.0                     | 4.2                       | 3.6                       | 4.4                       | 4.9                       | 2.8                       | 4.5                       | 8.6                       | 43.0                      | 11.7                | 7.7        | 3.6             | 36.1 |
|                                                          |                  | 施設系(入所+通所)      | 10,265        | 0.3                     | 2.3                       | 1.1                       | 1.7                       | 5.5                       | 2.4                       | 5.8                       | 7.1                       | 49.4                      | 12.2                | 8.5        | 3.7             | 38.6 |
|                                                          |                  | 入所型             | 4,608         | 0.2                     | 1.3                       | 0.4                       | 0.9                       | 3.2                       | 1.3                       | 6.2                       | 7.7                       | 54.8                      | 12.2                | 7.3        | 4.3             | 39.7 |
|                                                          |                  | 通所型             | 5,657         | 0.4                     | 3.2                       | 1.7                       | 2.3                       | 7.3                       | 3.4                       | 5.5                       | 6.5                       | 45.0                      | 12.2                | 9.5        | 3.2             | 37.6 |
|                                                          |                  | その他             | 296           | 0.3                     | 4.7                       | 1.7                       | 2.0                       | 3.4                       | 2.0                       | 6.8                       | 7.1                       | 45.9                      | 10.5                | 12.5       | 3.0             | 38.4 |
|                                                          |                  | 無回答             | 357           | 0.6                     | 4.2                       | 1.1                       | 4.2                       | 6.4                       | 2.8                       | 5.0                       | 7.0                       | 41.7                      | 9.5                 | 5.0        | 12.3            | 36.0 |
|                                                          | 新<br>区<br>分      | 訪問系             | 6,553         | 1.1                     | 4.5                       | 4.2                       | 5.0                       | 5.5                       | 3.0                       | 4.7                       | 8.5                       | 40.9                      | 11.5                | 7.4        | 3.7             | 35.5 |
|                                                          |                  | 施設系(入所+通所)      | 8,048         | 0.3                     | 2.7                       | 1.3                       | 1.8                       | 6.0                       | 2.8                       | 5.5                       | 7.0                       | 47.5                      | 12.4                | 9.1        | 3.6             | 38.3 |
|                                                          |                  | 入所型             | 2,391         | 0.1                     | 1.7                       | 0.3                       | 0.7                       | 2.9                       | 1.4                       | 5.7                       | 8.2                       | 53.5                      | 12.9                | 8.0        | 4.5             | 39.9 |
|                                                          |                  | 通所型             | 5,657         | 0.4                     | 3.2                       | 1.7                       | 2.3                       | 7.3                       | 3.4                       | 5.5                       | 6.5                       | 45.0                      | 12.2                | 9.5        | 3.2             | 37.6 |
|                                                          |                  | 居住系             | 2,217         | 0.2                     | 0.9                       | 0.5                       | 1.1                       | 3.6                       | 1.2                       | 6.8                       | 7.3                       | 56.2                      | 11.5                | 6.5        | 4.1             | 39.5 |
|                                                          |                  | 居宅介護支援          | 1,410         | 0.2                     | 2.8                       | 1.1                       | 1.3                       | 2.4                       | 1.9                       | 3.6                       | 9.2                       | 52.6                      | 12.9                | 8.7        | 3.3             | 39.3 |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 訪問介護             | 5,283           | 1.3           | 4.7                     | 4.7                       | 5.5                       | 5.9                       | 3.1                       | 4.5                       | 8.1                       | 41.0                      | 10.6                      | 6.8                 | 3.8        | 34.8            |      |
|                                                          | 訪問入浴介護           | 152             | 0.7           | 3.9                     | 1.3                       | 2.0                       | 5.3                       | 2.0                       | 2.0                       | 2.6                       | 32.2                      | 19.7                      | 23.0                | 5.3        | 41.1            |      |
|                                                          | 訪問看護             | 997             | 0.1           | 3.5                     | 2.2                       | 3.2                       | 3.5                       | 2.7                       | 6.6                       | 10.8                      | 41.6                      | 14.0                      | 8.8                 | 2.8        | 37.8            |      |
|                                                          | 訪問リハビリテーション      | 62              | -             | 6.5                     | 1.6                       | 1.6                       | -                         | -                         | 3.2                       | 12.9                      | 38.7                      | 21.0                      | 9.7                 | 4.8        | 38.9            |      |
|                                                          | 居宅療養管理指導         | 43              | 2.3           | 4.7                     | 2.3                       | -                         | 7.0                       | 4.7                       | 2.3                       | 7.0                       | 44.2                      | 18.6                      | 4.7                 | 2.3        | 36.6            |      |
|                                                          | 通所介護             | 4,281           | 0.4           | 3.1                     | 1.8                       | 2.3                       | 7.8                       | 3.4                       | 5.4                       | 6.1                       | 44.3                      | 12.6                      | 9.5                 | 3.2        | 37.5            |      |
|                                                          | 通所リハビリテーション      | 498             | 0.2           | 5.0                     | 2.4                       | 3.2                       | 5.8                       | 2.6                       | 3.0                       | 8.6                       | 44.2                      | 10.8                      | 12.0                | 2.0        | 37.6            |      |
|                                                          | 短期入所生活介護         | 400             | -             | 1.3                     | 0.8                       | 0.5                       | 2.5                       | 1.5                       | 4.5                       | 9.3                       | 50.0                      | 15.3                      | 11.5                | 3.0        | 40.7            |      |
|                                                          | 短期入所療養介護         | * 17            | * 5.9         | * 17.6                  | -                         | -                         | -                         | -                         | -                         | * 5.9                     | * 41.2                    | * 5.9                     | * 5.9               | * 17.6     | * 31.8          |      |
|                                                          | 特定施設入居者生活介護      | 521             | -             | 1.0                     | -                         | 0.6                       | 2.5                       | 0.6                       | 6.1                       | 6.7                       | 58.9                      | 11.3                      | 8.1                 | 4.2        | 40.3            |      |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75              | -             | 6.7                     | 2.7                       | 1.3                       | 2.7                       | -                         | 4.0                       | 2.7                       | 40.0                      | 18.7                      | 20.0                | 1.3        | 39.8            |      |
|                                                          | 居宅介護支援           | 1,410           | 0.2           | 2.8                     | 1.1                       | 1.3                       | 2.4                       | 1.9                       | 3.6                       | 9.2                       | 52.6                      | 12.9                      | 8.7                 | 3.3        | 39.3            |      |
|                                                          | 定期巡回・随時対応型訪問介護看護 | * 13            | -             | * 7.7                   | * 7.7                     | -                         | -                         | -                         | * 7.7                     | * 23.1                    | * 46.2                    | * 7.7                     | -                   | -          | * 35.1          |      |
|                                                          | 夜間対応型訪問介護        | * 3             | -             | * 33.3                  | -                         | -                         | -                         | -                         | -                         | * 33.3                    | * 33.3                    | -                         | -                   | -          | * 27.7          |      |
|                                                          | 認知症対応型通所介護       | 312             | -             | 2.9                     | 1.0                       | 2.6                       | 7.7                       | 3.8                       | 6.4                       | 7.4                       | 43.3                      | 12.5                      | 8.7                 | 3.8        | 37.6            |      |
|                                                          | 小規模多機能型居宅介護      | 537             | 0.2           | 2.2                     | 0.7                       | 1.1                       | 3.9                       | 3.2                       | 7.4                       | 6.7                       | 51.8                      | 10.6                      | 7.8                 | 4.3        | 38.7            |      |
|                                                          | 複合型サービス          | * 29            | -             | -                       | * 6.9                     | * 3.4                     | * 3.4                     | * 10.3                    | * 3.4                     | * 10.3                    | * 44.8                    | * 10.3                    | * 6.9               | -          | * 36.1          |      |
|                                                          | 認知症対応型共同生活介護     | 1,591           | 0.2           | 0.9                     | 0.6                       | 1.1                       | 3.7                       | 1.4                       | 6.9                       | 7.4                       | 55.9                      | 11.4                      | 6.2                 | 4.1        | 39.4            |      |
|                                                          | 地域密着型特定施設入居者生活介護 | 105             | 1.0           | 1.0                     | 1.0                       | 3.8                       | 6.7                       | 1.0                       | 8.6                       | 7.6                       | 47.6                      | 13.3                      | 4.8                 | 3.8        | 37.8            |      |
|                                                          | 地域密着型介護老人福祉施設    | 122             | 0.8           | 2.5                     | -                         | 1.6                       | 1.6                       | -                         | 6.6                       | 9.8                       | 48.4                      | 16.4                      | 5.7                 | 6.6        | 39.5            |      |
|                                                          | 介護老人福祉施設         | 1,319           | 0.1           | 1.6                     | 0.3                       | 0.9                       | 3.7                       | 1.9                       | 6.1                       | 5.7                       | 53.8                      | 13.1                      | 7.9                 | 5.0        | 39.7            |      |
|                                                          | 介護老人保健施設         | 430             | -             | 1.6                     | -                         | 0.2                       | 1.4                       | -                         | 4.9                       | 11.4                      | 59.8                      | 10.2                      | 7.4                 | 3.0        | 40.5            |      |
|                                                          | 介護療養型医療施設        | 103             | -             | 1.0                     | -                         | -                         | 2.9                       | 2.9                       | 8.7                       | 20.4                      | 46.6                      | 9.7                       | 1.9                 | 5.8        | 38.3            |      |
|                                                          | 介護保険以外のサービス      | 55              | -             | 3.6                     | -                         | 1.8                       | 1.8                       | -                         | 9.1                       | 12.7                      | 47.3                      | 3.6                       | 16.4                | 3.6        | 39.8            |      |
|                                                          | その他(わからない)       | 166             | 0.6           | 4.2                     | 1.8                       | 2.4                       | 4.2                       | 3.6                       | 7.2                       | 7.2                       | 48.2                      | 9.0                       | 7.8                 | 3.6        | 37.2            |      |
| 主<br>な<br>職<br>種<br>別                                    | 訪問介護員            | 2,919           | 2.3           | 6.4                     | 8.0                       | 9.5                       | 9.5                       | 5.0                       | 5.4                       | 7.4                       | 30.4                      | 7.7                       | 4.1                 | 4.2        | 30.1            |      |
|                                                          | サービス提供責任者        | 1,765           | 0.1           | 2.3                     | 0.6                       | 0.5                       | 1.2                       | 0.9                       | 2.3                       | 8.3                       | 53.5                      | 14.2                      | 12.3                | 3.7        | 41.1            |      |
|                                                          | 看護職員             | 1,921           | 0.4           | 3.1                     | 2.5                       | 3.1                       | 5.5                       | 3.1                       | 6.8                       | 8.5                       | 43.2                      | 13.1                      | 7.1                 | 3.5        | 37.1            |      |
|                                                          | 介護職員             | 8,017           | 0.2           | 2.4                     | 0.9                       | 1.8                       | 6.3                       | 2.6                       | 6.8                       | 7.7                       | 48.4                      | 11.4                      | 7.2                 | 4.3        | 38.1            |      |
|                                                          | 生活相談員            | 1,226           | 0.1           | 2.0                     | 1.0                       | 0.5                       | 1.5                       | 0.7                       | 1.8                       | 4.9                       | 52.5                      | 17.4                      | 15.0                | 2.6        | 41.6            |      |
|                                                          | 介護支援専門員          | 2,097           | 0.2           | 2.7                     | 0.9                       | 1.1                       | 2.1                       | 1.5                       | 3.3                       | 8.7                       | 54.4                      | 13.6                      | 8.6                 | 3.0        | 39.6            |      |
|                                                          | PT・OT・ST等        | 266             | 0.8           | 6.8                     | 2.3                       | 1.5                       | 1.5                       | 0.4                       | 2.3                       | 7.5                       | 51.5                      | 12.8                      | 11.7                | 1.1        | 38.4            |      |
|                                                          | その他              | 463             | 0.4           | 3.9                     | 1.7                       | 1.7                       | 1.5                       | 2.6                       | 2.8                       | 6.9                       | 47.7                      | 13.2                      | 15.8                | 1.7        | 39.9            |      |
| 無回答                                                      | 207              | 0.5             | 4.3           | 1.9                     | 3.9                       | 4.3                       | 4.3                       | 4.3                       | 7.7                       | 44.0                      | 11.6                      | 7.2                       | 5.8                 | 36.9       |                 |      |
| 就<br>業<br>・<br>別<br>勤<br>務                               | 正規職員             | 12,768          | 0.1           | 2.3                     | 0.4                       | 0.2                       | 0.5                       | 0.4                       | 2.4                       | 7.1                       | 56.9                      | 15.2                      | 10.6                | 3.9        | 41.2            |      |
|                                                          | 非正規職員            | 5,465           | 1.5           | 5.0                     | 6.1                       | 8.8                       | 16.0                      | 7.6                       | 11.7                      | 9.1                       | 23.7                      | 4.7                       | 2.6                 | 3.2        | 29.2            |      |
|                                                          | 正規職員と同じ          | 1,835           | 0.1           | 1.7                     | 0.6                       | 0.8                       | 2.0                       | 1.3                       | 4.8                       | 9.9                       | 57.7                      | 11.8                      | 5.9                 | 3.5        | 39.7            |      |
|                                                          | 正規職員より短い         | 3,159           | 2.3           | 6.7                     | 9.2                       | 13.8                      | 24.8                      | 11.0                      | 15.6                      | 8.4                       | 4.3                       | 0.5                       | 0.7                 | 2.6        | 23.2            |      |
|                                                          | わからない            | 306             | 1.0           | 4.9                     | 6.5                       | 7.5                       | 11.1                      | 8.8                       | 12.1                      | 10.8                      | 21.2                      | 5.9                       | 3.3                 | 6.9        | 30.0            |      |
|                                                          | 無回答              | 165             | 3.0           | 8.5                     | 6.1                       | 6.1                       | 12.1                      | 9.7                       | 11.5                      | 9.7                       | 20.6                      | 5.5                       | 0.6                 | 6.7        | 27.7            |      |
| 無回答                                                      | 648              | 1.1             | 5.4           | 3.5                     | 5.9                       | 8.0                       | 4.6                       | 7.1                       | 8.6                       | 33.6                      | 8.3                       | 6.5                       | 7.3                 | 33.6       |                 |      |

表Ⅱ－6① 深夜勤務の有無、深夜勤務の回数

(%)

|                                                          |                  | 回答<br>労働者<br>数  | 深夜勤務          |                |            | 深夜勤務の回数（１カ月あたり）   |             |               |               |            |                |           |            |       |     | 平均<br>夜勤<br>回数<br>（回） |
|----------------------------------------------------------|------------------|-----------------|---------------|----------------|------------|-------------------|-------------|---------------|---------------|------------|----------------|-----------|------------|-------|-----|-----------------------|
|                                                          |                  |                 | ある            | ない             | 無回答        | 小深夜<br>計勤務<br>がある | ３回<br>未満    | ５回<br>未満      | ７回<br>未満      | ９回<br>未満   | １回<br>以上<br>未満 | １回<br>以上  | 無回答        |       |     |                       |
| 全 体                                                      |                  | 18,881<br>100.0 | 5,010<br>26.5 | 12,876<br>68.2 | 995<br>5.3 | 5,010<br>100.0    | 558<br>11.1 | 1,772<br>35.4 | 2,020<br>40.3 | 288<br>5.7 | 53<br>1.1      | 33<br>0.7 | 286<br>5.7 | 4.5   |     |                       |
| 法人<br>格別                                                 | 民間企業（個人・株式会社等）   | 9,003           | 20.9          | 74.0           | 5.0        | 1,886             | 12.7        | 28.6          | 42.5          | 6.9        | 1.5            | 1.1       | 6.7        | 4.7   |     |                       |
|                                                          | 社会福祉協議会          | 1,307           | 10.7          | 85.0           | 4.3        | 140               | 21.4        | 35.0          | 32.1          | 0.7        | 1.4            | -         | 9.3        | 3.9   |     |                       |
|                                                          | 社会福祉法人           | 2,918           | 46.3          | 49.7           | 4.0        | 1,352             | 8.6         | 41.4          | 42.5          | 3.3        | 0.4            | 0.3       | 3.6        | 4.5   |     |                       |
|                                                          | 医療法人             | 2,066           | 33.2          | 61.8           | 5.0        | 686               | 9.5         | 36.6          | 41.0          | 7.6        | 0.7            | -         | 4.7        | 4.4   |     |                       |
|                                                          | NPO              | 995             | 23.9          | 70.1           | 6.0        | 238               | 18.1        | 33.6          | 29.0          | 8.4        | 2.1            | 2.5       | 6.3        | 4.5   |     |                       |
|                                                          | 社団法人・財団法人        | 905             | 29.2          | 64.8           | 6.1        | 264               | 8.7         | 44.7          | 36.0          | 4.9        | -              | -         | 5.7        | 4.3   |     |                       |
|                                                          | 協同組合             | 475             | 11.8          | 80.0           | 8.2        | 56                | 17.9        | 44.6          | 26.8          | 1.8        | -              | -         | 8.9        | 3.7   |     |                       |
|                                                          | 地方自治体            | 194             | 40.2          | 52.1           | 7.7        | 78                | 10.3        | 50.0          | 33.3          | 1.3        | -              | -         | 5.1        | 4.2   |     |                       |
|                                                          | その他              | 159             | 22.6          | 67.9           | 9.4        | 36                | 5.6         | 38.9          | 33.3          | 13.9       | -              | -         | 8.3        | 4.6   |     |                       |
|                                                          | わからない            | 353             | 36.3          | 56.1           | 7.6        | 128               | 6.3         | 30.5          | 39.1          | 8.6        | 4.7            | 2.3       | 8.6        | 5.2   |     |                       |
|                                                          | 無回答              | 506             | 28.9          | 60.5           | 10.7       | 146               | 8.9         | 39.7          | 34.9          | 6.8        | 0.7            | -         | 8.9        | 4.4   |     |                       |
| 事業<br>所規<br>模別                                           | ５人未満             | 1,522           | 2.6           | 89.9           | 7.5        | 40                | 27.5        | 12.5          | 10.0          | 5.0        | 2.5            | 2.5       | 40.0       | 4.6   |     |                       |
|                                                          | ５人以上１０人未満        | 3,922           | 14.3          | 79.9           | 5.8        | 559               | 15.7        | 27.2          | 39.0          | 6.3        | 2.5            | 0.4       | 8.9        | 4.5   |     |                       |
|                                                          | １０人以上２０人未満       | 4,923           | 28.4          | 66.9           | 4.7        | 1,397             | 13.5        | 30.5          | 41.7          | 7.4        | 1.2            | 1.1       | 4.7        | 4.6   |     |                       |
|                                                          | ２０人以上５０人未満       | 4,288           | 32.3          | 63.0           | 4.7        | 1,386             | 8.8         | 37.9          | 40.5          | 5.5        | 1.0            | 0.9       | 5.4        | 4.6   |     |                       |
|                                                          | ５０人以上１００人未満      | 2,034           | 44.1          | 51.6           | 4.4        | 896               | 7.9         | 43.3          | 40.4          | 3.8        | 0.3            | 0.1       | 4.1        | 4.4   |     |                       |
|                                                          | １００人以上           | 1,408           | 36.3          | 58.8           | 4.9        | 511               | 11.5        | 40.1          | 38.0          | 4.9        | 0.4            | 0.2       | 4.9        | 4.3   |     |                       |
|                                                          | わからない            | 403             | 31.0          | 66.3           | 2.7        | 125               | 7.2         | 30.4          | 48.8          | 6.4        | 1.6            | -         | 5.6        | 4.7   |     |                       |
|                                                          | 無回答              | 381             | 25.2          | 61.7           | 13.1       | 96                | 9.4         | 34.4          | 39.6          | 5.2        | -              | -         | 11.5       | 4.4   |     |                       |
| 介護<br>保険<br>サー<br>ビス<br>系<br>型<br>別                      | 従来区分             | 訪問系             | 7,963         | 8.7            | 85.4       | 5.9               | 695         | 15.3          | 32.5          | 28.9       | 7.3            | 1.4       | 1.7        | 12.8  | 4.5 |                       |
|                                                          |                  | 施設系（入所+通所）      | 10,265        | 40.1           | 55.3       | 4.6               | 4,118       | 10.7          | 35.6          | 42.2       | 5.5            | 1.0       | 0.4        | 4.5   | 4.5 |                       |
|                                                          |                  | 入所型             | 4,608         | 68.8           | 27.7       | 3.5               | 3,170       | 7.7           | 36.5          | 45.9       | 5.8            | 0.9       | 0.4        | 2.8   | 4.7 |                       |
|                                                          |                  | 通所型             | 5,657         | 16.8           | 77.8       | 5.5               | 948         | 20.8          | 32.7          | 29.7       | 4.4            | 1.5       | 0.6        | 10.2  | 4.1 |                       |
|                                                          | 新区分              | その他             | 296           | 32.8           | 62.8       | 4.4               | 97          | 5.2           | 39.2          | 42.3       | 6.2            | -         | 2.1        | 5.2   | 4.8 |                       |
|                                                          |                  | 無回答             | 357           | 28.0           | 60.2       | 11.8              | 100         | 7.0           | 41.0          | 40.0       | 5.0            | 1.0       | 1.0        | 5.0   | 4.6 |                       |
|                                                          |                  | 訪問系             | 6,553         | 10.0           | 84.4       | 5.6               | 654         | 14.8          | 33.2          | 29.1       | 7.6            | 1.5       | 1.8        | 11.9  | 4.6 |                       |
|                                                          |                  | 施設系（入所+通所）      | 8,048         | 31.7           | 63.4       | 4.9               | 2,551       | 12.1          | 39.2          | 37.1       | 4.7            | 0.9       | 0.4        | 5.7   | 4.4 |                       |
|                                                          |                  | 入所型             | 2,391         | 67.0           | 29.4       | 3.5               | 1,603       | 6.9           | 43.0          | 41.4       | 4.9            | 0.5       | 0.2        | 3.0   | 4.6 |                       |
|                                                          |                  | 通所型             | 5,657         | 16.8           | 77.8       | 5.5               | 948         | 20.8          | 32.7          | 29.7       | 4.4            | 1.5       | 0.6        | 10.2  | 4.1 |                       |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 居住系              | 2,217           | 70.7          | 25.8           | 3.6        | 1,567             | 8.4         | 29.9          | 50.5          | 6.7        | 1.3            | 0.5       | 2.7        | 4.8   |     |                       |
|                                                          | 居宅介護支援           | 1,410           | 2.9           | 90.1           | 7.0        | 41                | 22.0        | 22.0          | 26.8          | 2.4        | -              | -         | 26.8       | 3.8   |     |                       |
|                                                          | 訪問介護             | 5,283           | 10.8          | 83.9           | 5.3        | 569               | 13.5        | 33.6          | 30.8          | 8.1        | 1.4            | 1.8       | 10.9       | 4.6   |     |                       |
|                                                          | 訪問入浴介護           | 152             | 5.9           | 88.8           | 5.3        | * 9               | * 11.1      | * 33.3        | * 11.1        | -          | -              | * 11.1    | * 33.3     | * 7.3 |     |                       |
|                                                          | 訪問看護             | 997             | 4.9           | 87.7           | 7.4        | 49                | 24.5        | 28.6          | 12.2          | 4.1        | 4.1            | -         | 26.5       | 3.7   |     |                       |
|                                                          | 訪問リハビリテーション      | 62              | 21.0          | 74.2           | 4.8        | * 13              | * 30.8      | * 38.5        | * 23.1        | * 7.7      | -              | -         | -          | * 3.8 |     |                       |
|                                                          | 居宅療養管理指導         | 43              | 11.6          | 81.4           | 7.0        | * 5               | * 60.0      | -             | * 40.0        | -          | -              | -         | -          | * 3.4 |     |                       |
|                                                          | 通所介護             | 4,281           | 10.8          | 83.5           | 5.7        | 462               | 24.7        | 28.8          | 24.2          | 5.8        | 0.9            | 1.3       | 14.3       | 4.0   |     |                       |
|                                                          | 通所リハビリテーション      | 498             | 14.9          | 80.7           | 4.4        | 74                | 13.5        | 35.1          | 28.4          | 2.7        | 2.7            | -         | 17.6       | 4.3   |     |                       |
|                                                          | 短期入所生活介護         | 400             | 65.0          | 29.5           | 5.5        | 260               | 7.3         | 35.4          | 44.2          | 7.3        | -              | 0.8       | 5.0        | 5.0   |     |                       |
|                                                          | 短期入所療養介護         | * 17            | * 64.7        | * 29.4         | * 5.9      | * 11              | * 18.2      | * 36.4        | * 36.4        | * 9.1      | -              | -         | -          | * 4.2 |     |                       |
|                                                          | 特定施設入居者生活介護      | 521             | 56.2          | 40.3           | 3.5        | 293               | 7.8         | 36.2          | 42.7          | 6.8        | 1.0            | 0.3       | 5.1        | 4.6   |     |                       |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75              | 1.3           | 98.7           | -          | * 1               | -           | * 100.0       | -             | -          | -              | -         | -          | * 3.0 |     |                       |
|                                                          | 定期巡回・随時対応型訪問介護看護 | 1,410           | 2.9           | 90.1           | 7.0        | 41                | 22.0        | 22.0          | 26.8          | 2.4        | -              | -         | 26.8       | 3.8   |     |                       |
|                                                          | 居宅介護支援           | * 13            | * 46.2        | * 53.8         | -          | * 6               | -           | * 50.0        | * 50.0        | -          | -              | -         | -          | * 4.7 |     |                       |
|                                                          | 夜間対応型訪問介護        | * 3             | * 100.0       | -              | -          | * 3               | -           | * 33.3        | -             | * 33.3     | -              | * 33.3    | -          | * 9.3 |     |                       |
|                                                          | 認知症対応型通所介護       | 312             | 23.7          | 69.2           | 7.1        | 74                | 17.6        | 29.7          | 43.2          | 2.7        | 1.4            | -         | 5.4        | 4.1   |     |                       |
|                                                          | 複合型サービス          | 537             | 60.3          | 35.9           | 3.7        | 324               | 18.5        | 38.3          | 33.6          | 3.4        | 2.2            | -         | 4.0        | 4.1   |     |                       |
|                                                          | 小規模多機能型居宅介護      | * 29            | * 48.3        | * 48.3         | * 3.4      | * 14              | -           | * 35.7        | * 57.1        | -          | -              | -         | * 7.1      | * 4.3 |     |                       |
|                                                          | 認知症対応型共同生活介護     | 1,591           | 75.8          | 20.7           | 3.5        | 1,206             | 8.5         | 28.1          | 52.3          | 6.9        | 1.4            | 0.5       | 2.2        | 4.8   |     |                       |
|                                                          | 地域密着型特定施設入居者生活介護 | 105             | 64.8          | 30.5           | 4.8        | 68                | 8.8         | 33.8          | 52.9          | 2.9        | -              | 1.5       | -          | 4.7   |     |                       |
|                                                          | 地域密着型介護老人福祉施設    | 122             | 68.0          | 30.3           | 1.6        | 83                | 12.0        | 36.1          | 47.0          | 1.2        | 1.2            | -         | 2.4        | 4.5   |     |                       |
|                                                          | 介護老人福祉施設         | 1,319           | 65.3          | 31.0           | 3.7        | 861               | 6.4         | 44.0          | 41.9          | 4.4        | 0.6            | 0.2       | 2.4        | 4.5   |     |                       |
|                                                          | 介護老人保健施設         | 430             | 71.6          | 26.5           | 1.9        | 308               | 5.8         | 45.8          | 40.9          | 4.5        | 0.6            | -         | 2.3        | 4.4   |     |                       |
|                                                          | 介護療養型医療施設        | 103             | 77.7          | 20.4           | 1.9        | 80                | 8.8         | 53.8          | 23.8          | 7.5        | -              | -         | 6.3        | 4.3   |     |                       |
| 介護保険以外のサービス                                              | 55               | 38.2            | 54.5          | 7.3            | * 21       | * 4.8             | * 38.1      | * 38.1        | * 9.5         | -          | -              | * 9.5     | * 4.7      |       |     |                       |
| その他（わからない）                                               | 166              | 45.2            | 49.4          | 5.4            | 75         | 5.3               | 38.7        | 44.0          | 5.3           | -          | 2.7            | 4.0       | 4.8        |       |     |                       |
| 主<br>な<br>職<br>種<br>別                                    | 訪問介護員            | 2,919           | 8.7           | 85.5           | 5.8        | 255               | 8.6         | 29.8          | 29.8          | 11.4       | 2.0            | 3.9       | 14.5       | 5.2   |     |                       |
|                                                          | サービス提供責任者        | 1,765           | 7.9           | 87.6           | 4.4        | 140               | 24.3        | 33.6          | 22.1          | 2.9        | 0.7            | 1.4       | 15.0       | 4.0   |     |                       |
|                                                          | 看護職員             | 1,921           | 15.5          | 76.8           | 7.7        | 298               | 15.8        | 35.6          | 30.2          | 4.7        | 2.0            | 0.3       | 11.4       | 4.3   |     |                       |
|                                                          | 介護職員             | 8,017           | 48.7          | 47.0           | 4.2        | 3,907             | 8.7         | 36.3          | 44.6          | 5.9        | 1.0            | 0.4       | 3.1        | 4.6   |     |                       |
|                                                          | 生活相談員            | 1,226           | 12.5          | 82.5           | 5.1        | 153               | 30.1        | 26.1          | 20.3          | 2.0        | 0.7            | -         | 20.9       | 3.2   |     |                       |
|                                                          | 介護支援専門員          | 2,097           | 6.6           | 86.7           | 6.6        | 139               | 28.8        | 34.5          | 17.3          | -          | -              | -         | 19.4       | 3.4   |     |                       |
|                                                          | PT・OT・ST等        | 266             | 1.5           | 92.9           | 5.6        | * 4               | -           | -             | * 25.0        | -          | -              | -         | * 75.0     | * 6.0 |     |                       |
|                                                          | その他              | 463             | 13.4          | 82.3           | 4.3        | 62                | 38.7        | 27.4          | 11.3          | 8.1        | 1.6            | 3.2       | 9.7        | 3.8   |     |                       |
|                                                          | 無回答              | 207             | 25.1          | 62.3           | 12.6       | 52                | 7.7         | 36.5          | 36.5          | 5.8        | -              | 1.9       | 11.5       | 4.9   |     |                       |
| 就<br>業<br>態<br>・<br>別<br>勤<br>務                          | 正規職員             | 12,768          | 32.6          | 62.9           | 4.5        | 4,168             | 10.9        | 35.6          | 41.5          | 6.1        | 0.9            | 0.4       | 4.6        | 4.5   |     |                       |
|                                                          | 非正規職員            | 5,465           | 13.1          | 80.7           | 6.3        | 714               | 12.2        | 34.0          | 33.6          | 3.8        | 1.8            | 2.0       | 12.6       | 4.5   |     |                       |
|                                                          | 正規職員と同じ          | 1,835           | 25.4          | 68.4           | 6.2        | 466               | 9.9         | 37.6          | 41.0          | 2.8        | 1.1            | 1.5       | 6.2        | 4.6   |     |                       |
|                                                          | 正規職員より短い         | 3,159           | 5.8           | 88.2           | 6.0        | 183               | 15.8        | 27.9          | 13.7          | 6.0        | 3.8            | 1.1       | 31.7       | 4.2   |     |                       |
|                                                          | わからない            | 306             | 16.0          | 76.5           | 7.5        | 49                | 20.4        | 26.5          | 30.6          | 6.1        | 2.0            | 10.2      | 4.1        | 5.3   |     |                       |
|                                                          | 無回答              | 165             | 9.7           | 79.4           | 10.9       | * 16              | * 12.5      | * 25.0        | * 56.3        | -          | -              | -         | * 6.3      | * 4.5 |     |                       |
|                                                          | 無回答              | 648             | 19.8          | 68.4           | 11.9       | 128               | 12.5        | 35.2          | 39.8          | 5.5        | 1.6            | 0.8       | 4.7        | 4.5   |     |                       |

表Ⅲ－１ 賃金支払い形態

(%)

|                                                          |                  | 回<br>答<br>労<br>働<br>者<br>数 | 時<br>間<br>給   | 日<br>給     | 月<br>給         | そ<br>の<br>他 | 無<br>回<br>答 |     |
|----------------------------------------------------------|------------------|----------------------------|---------------|------------|----------------|-------------|-------------|-----|
| 全 体                                                      |                  | 18,881<br>100.0            | 4,629<br>24.5 | 356<br>1.9 | 13,055<br>69.1 | 385<br>2.0  | 456<br>2.4  |     |
| 法<br>人<br>格<br>別                                         | 民間企業(個人・株式会社等)   | 9,003                      | 27.0          | 1.4        | 66.6           | 2.7         | 2.3         |     |
|                                                          | 社会福祉協議会          | 1,307                      | 23.0          | 6.2        | 67.3           | 0.5         | 2.9         |     |
|                                                          | 社会福祉法人           | 2,918                      | 16.1          | 1.5        | 79.6           | 1.0         | 1.9         |     |
|                                                          | 医療法人             | 2,066                      | 15.2          | 0.9        | 80.4           | 1.8         | 1.7         |     |
|                                                          | NPO              | 995                        | 37.0          | 1.9        | 56.7           | 2.8         | 1.6         |     |
|                                                          | 社団法人・財団法人        | 905                        | 21.9          | 2.9        | 69.5           | 2.9         | 2.9         |     |
|                                                          | 協同組合             | 475                        | 38.1          | 3.4        | 55.2           | 0.4         | 2.9         |     |
|                                                          | 地方自治体            | 194                        | 9.3           | 4.1        | 86.1           | -           | 0.5         |     |
|                                                          | その他              | 159                        | 23.3          | 1.3        | 71.1           | 3.1         | 1.3         |     |
| わからない                                                    | 353              | 43.3                       | 2.8           | 49.0       | 1.1            | 3.7         |             |     |
| 無回答                                                      | 506              | 31.0                       | 1.6           | 56.3       | 1.2            | 9.9         |             |     |
| 事<br>業<br>所<br>規<br>模<br>別                               | 5人未満             | 1,522                      | 15.2          | 1.6        | 76.3           | 4.2         | 2.6         |     |
|                                                          | 5人以上10人未満        | 3,922                      | 31.8          | 1.8        | 61.9           | 2.2         | 2.3         |     |
|                                                          | 10人以上20人未満       | 4,923                      | 27.7          | 1.8        | 66.4           | 2.0         | 2.1         |     |
|                                                          | 20人以上50人未満       | 4,288                      | 24.0          | 2.2        | 69.7           | 1.9         | 2.2         |     |
|                                                          | 50人以上100人未満      | 2,034                      | 14.4          | 2.0        | 80.5           | 1.0         | 2.1         |     |
|                                                          | 100人以上           | 1,408                      | 14.2          | 1.9        | 80.6           | 1.4         | 1.8         |     |
|                                                          | わからない            | 403                        | 39.2          | 1.7        | 51.4           | 2.5         | 5.2         |     |
| 無回答                                                      | 381              | 27.8                       | 1.3           | 59.8       | 1.6            | 9.4         |             |     |
| 介<br>護<br>保<br>険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別      | 従<br>来<br>区<br>分 | 訪問系                        | 7,963         | 25.7       | 2.0            | 66.6        | 3.4         | 2.3 |
|                                                          |                  | 施設系(入所+通所)                 | 10,265        | 23.4       | 1.8            | 71.6        | 1.0         | 2.2 |
|                                                          |                  | 入所型                        | 4,608         | 15.7       | 1.7            | 79.3        | 1.1         | 2.3 |
|                                                          |                  | 通所型                        | 5,657         | 29.6       | 1.9            | 65.3        | 0.9         | 2.2 |
|                                                          |                  | その他                        | 296           | 25.3       | 1.0            | 68.2        | 3.0         | 2.4 |
|                                                          |                  | 無回答                        | 357           | 30.5       | 3.1            | 56.0        | 1.1         | 9.2 |
|                                                          | 新<br>区<br>分      | 訪問系                        | 6,553         | 29.4       | 2.1            | 63.3        | 3.1         | 2.2 |
|                                                          |                  | 施設系(入所+通所)                 | 8,048         | 24.6       | 1.9            | 70.2        | 1.0         | 2.3 |
|                                                          |                  | 入所型                        | 2,391         | 12.8       | 1.8            | 81.6        | 1.3         | 2.5 |
|                                                          |                  | 通所型                        | 5,657         | 29.6       | 1.9            | 65.3        | 0.9         | 2.2 |
|                                                          |                  | 居住系                        | 2,217         | 18.8       | 1.5            | 76.8        | 0.9         | 2.0 |
|                                                          |                  | 居宅介護支援                     | 1,410         | 8.4        | 1.5            | 82.1        | 5.0         | 3.0 |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 訪問介護             | 5,283                      | 31.8          | 2.2        | 61.0           | 2.7         | 2.3         |     |
|                                                          | 訪問入浴介護           | 152                        | 23.0          | 5.9        | 64.5           | 3.3         | 3.3         |     |
|                                                          | 訪問看護             | 997                        | 19.7          | 0.6        | 73.4           | 4.9         | 1.4         |     |
|                                                          | 訪問リハビリテーション      | 62                         | 4.8           | 1.6        | 85.5           | 8.1         | -           |     |
|                                                          | 居宅療養管理指導         | 43                         | 18.6          | 4.7        | 74.4           | -           | 2.3         |     |
|                                                          | 通所介護             | 4,281                      | 30.5          | 1.8        | 64.7           | 1.1         | 1.9         |     |
|                                                          | 通所リハビリテーション      | 498                        | 24.9          | 1.6        | 70.5           | 0.2         | 2.8         |     |
|                                                          | 短期入所生活介護         | 400                        | 12.0          | 1.8        | 84.3           | 1.0         | 1.0         |     |
|                                                          | 短期入所療養介護         | * 17                       | -             | -          | * 88.2         | -           | * 11.8      |     |
|                                                          | 特定施設入居者生活介護      | 521                        | 11.9          | 0.8        | 85.4           | 0.8         | 1.2         |     |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75                         | 13.3          | 1.3        | 80.0           | 4.0         | 1.3         |     |
|                                                          | 居宅介護支援           | 1,410                      | 8.4           | 1.5        | 82.1           | 5.0         | 3.0         |     |
|                                                          | 定期巡回・随時対応型訪問介護看護 | * 13                       | * 30.8        | * 7.7      | * 61.5         | -           | -           |     |
|                                                          | 夜間対応型訪問介護        | * 3                        | * 100.0       | -          | -              | -           | -           |     |
|                                                          | 認知症対応型通所介護       | 312                        | 27.2          | 3.5        | 65.1           | 0.6         | 3.5         |     |
|                                                          | 小規模多機能型居宅介護      | 537                        | 28.1          | 2.2        | 65.9           | 0.2         | 3.5         |     |
|                                                          | 複合型サービス          | * 29                       | * 31.0        | * 3.4      | * 65.5         | -           | -           |     |
|                                                          | 認知症対応型共同生活介護     | 1,591                      | 20.8          | 1.8        | 74.1           | 1.0         | 2.3         |     |
|                                                          | 地域密着型特定施設入居者生活介護 | 105                        | 21.9          | -          | 75.2           | -           | 2.9         |     |
|                                                          | 地域密着型介護老人福祉施設    | 122                        | 13.1          | 1.6        | 81.1           | 2.5         | 1.6         |     |
|                                                          | 介護老人福祉施設         | 1,319                      | 16.2          | 2.3        | 77.3           | 1.0         | 3.2         |     |
|                                                          | 介護老人保健施設         | 430                        | 4.9           | 0.7        | 90.9           | 2.1         | 1.4         |     |
|                                                          | 介護療養型医療施設        | 103                        | 7.8           | 1.9        | 86.4           | 1.0         | 2.9         |     |
|                                                          | 介護保険以外のサービス      | 55                         | 20.0          | 1.8        | 72.7           | 1.8         | 3.6         |     |
|                                                          | その他(わからない)       | 166                        | 32.5          | 0.6        | 61.4           | 3.0         | 2.4         |     |
| 主<br>な<br>職<br>種<br>別                                    | 訪問介護員            | 2,919                      | 49.7          | 2.2        | 42.6           | 3.4         | 2.1         |     |
|                                                          | サービス提供責任者        | 1,765                      | 8.8           | 1.9        | 85.2           | 1.2         | 2.9         |     |
|                                                          | 看護職員             | 1,921                      | 24.9          | 1.1        | 68.9           | 3.2         | 1.9         |     |
|                                                          | 介護職員             | 8,017                      | 26.5          | 2.4        | 67.6           | 0.9         | 2.6         |     |
|                                                          | 生活相談員            | 1,226                      | 10.1          | 0.8        | 86.0           | 1.5         | 1.6         |     |
|                                                          | 介護支援専門員          | 2,097                      | 7.2           | 1.3        | 85.0           | 4.0         | 2.5         |     |
|                                                          | PT・OT・ST等        | 266                        | 7.9           | 0.8        | 86.5           | 3.8         | 1.1         |     |
|                                                          | その他              | 463                        | 14.3          | 0.6        | 79.9           | 3.2         | 1.9         |     |
|                                                          | 無回答              | 207                        | 27.1          | 1.4        | 63.3           | 2.9         | 5.3         |     |
| 就<br>業<br>・<br>別<br>勤<br>務                               | 正規職員             | 12,768                     | 2.9           | 1.0        | 92.9           | 1.6         | 1.6         |     |
|                                                          | 非正規職員            | 5,465                      | 73.2          | 4.0        | 17.0           | 3.0         | 2.7         |     |
|                                                          | 正規職員と同じ          | 1,835                      | 47.7          | 8.2        | 38.5           | 0.9         | 4.6         |     |
|                                                          | 正規職員より短い         | 3,159                      | 88.4          | 1.8        | 4.9            | 3.6         | 1.3         |     |
|                                                          | わからない            | 306                        | 73.2          | 2.3        | 11.8           | 8.8         | 3.9         |     |
|                                                          | 無回答              | 165                        | 67.3          | 3.6        | 18.2           | 4.2         | 6.7         |     |
|                                                          | 無回答              | 648                        | 39.4          | 1.9        | 40.1           | 2.6         | 16.0        |     |

表Ⅲ－２ 時間給

(%)

|                                               |                     | 回答<br>労働者<br>数  | 7<br>0<br>0<br>円<br>未<br>満 | 8<br>7<br>0<br>0<br>円<br>未<br>満<br>上 | 8<br>8<br>5<br>0<br>円<br>未<br>満<br>上 | 9<br>8<br>0<br>5<br>円<br>未<br>満<br>上 | 9<br>9<br>5<br>0<br>円<br>未<br>満<br>上 | 1<br>9<br>0<br>0<br>円<br>未<br>満<br>上 | 1<br>1<br>1<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 1<br>1<br>2<br>1<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 1<br>1<br>3<br>2<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 1<br>1<br>4<br>3<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 1<br>1<br>5<br>4<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 2<br>1<br>0<br>5<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 3<br>2<br>0<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 3<br>0<br>0<br>0<br>0<br>円<br>未<br>満<br>上 | 無<br>回<br>答 | 平均<br>時間<br>給<br>(円) |       |
|-----------------------------------------------|---------------------|-----------------|----------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|------------------------------------------------|-------------------------------------------|-------------|----------------------|-------|
| 全 体                                           |                     |                 | 4,629<br>100.0             | 16<br>0.3                            | 311<br>6.7                           | 498<br>10.8                          | 589<br>12.7                          | 638<br>13.8                          | 321<br>6.9                                     | 706<br>15.3                                         | 271<br>5.9                                          | 435<br>9.4                                          | 212<br>4.6                                          | 140<br>3.0                                          | 302<br>6.5                                     | 30<br>0.6                                 | 18<br>0.4   | 142<br>3.1           | 1,042 |
| 法人<br>格<br>別                                  | 民間企業(個人・株式会社等)      | 2,434           | 0.3                        | 6.6                                  | 11.7                                 | 12.5                                 | 14.4                                 | 6.2                                  | 14.1                                           | 5.5                                                 | 9.6                                                 | 4.8                                                 | 3.2                                                 | 6.9                                                 | 0.6                                            | 0.3                                       | 3.2         | 1,041                |       |
|                                               | 社会福祉協議会             | 301             | -                          | 3.7                                  | 6.6                                  | 11.3                                 | 9.6                                  | 10.0                                 | 24.6                                           | 11.6                                                | 11.0                                                | 5.0                                                 | 1.3                                                 | 1.7                                                 | -                                              | -                                         | 3.7         | 1,025                |       |
|                                               | 社会福祉法人              | 469             | 0.2                        | 7.7                                  | 9.2                                  | 14.7                                 | 20.0                                 | 9.6                                  | 15.1                                           | 6.2                                                 | 7.0                                                 | 3.0                                                 | 1.3                                                 | 2.3                                                 | 0.2                                            | 0.2                                       | 3.2         | 981                  |       |
|                                               | 医療法人                | 313             | -                          | 7.0                                  | 10.2                                 | 11.8                                 | 12.8                                 | 8.0                                  | 15.0                                           | 3.2                                                 | 7.3                                                 | 2.6                                                 | 3.8                                                 | 13.1                                                | 3.5                                            | -                                         | 1.6         | 1,100                |       |
|                                               | NPO                 | 368             | -                          | 9.5                                  | 13.3                                 | 9.8                                  | 12.0                                 | 5.2                                  | 16.6                                           | 6.3                                                 | 10.3                                                | 6.0                                                 | 3.3                                                 | 5.4                                                 | -                                              | -                                         | 2.4         | 1,016                |       |
|                                               | 社団法人・財団法人           | 198             | 1.0                        | 2.5                                  | 9.1                                  | 16.7                                 | 11.1                                 | 5.6                                  | 12.1                                           | 5.1                                                 | 8.1                                                 | 4.0                                                 | 8.6                                                 | 11.6                                                | 1.0                                            | 2.0                                       | 1.5         | 1,155                |       |
|                                               | 協同組合                | 181             | -                          | 3.3                                  | 4.4                                  | 8.3                                  | 8.8                                  | 9.4                                  | 20.4                                           | 8.3                                                 | 16.0                                                | 6.6                                                 | 2.8                                                 | 6.6                                                 | 1.1                                            | 0.6                                       | 3.3         | 1,119                |       |
|                                               | 地方自治体               | * 18            | -                          | * 5.6                                | -                                    | * 5.6                                | * 11.1                               | * 11.1                               | * 33.3                                         | * 11.1                                              | -                                                   | * 5.6                                               | -                                                   | * 11.1                                              | -                                              | -                                         | * 5.6       | * 1,073              |       |
|                                               | その他                 | 37              | 2.7                        | 10.8                                 | 5.4                                  | 10.8                                 | 13.5                                 | 2.7                                  | 18.9                                           | -                                                   | 10.8                                                | -                                                   | -                                                   | 16.2                                                | -                                              | 5.4                                       | 2.7         | 1,172                |       |
|                                               | わからない               | 153             | -                          | 10.5                                 | 15.7                                 | 18.3                                 | 11.1                                 | 7.2                                  | 9.2                                            | 5.2                                                 | 7.8                                                 | 6.5                                                 | 0.7                                                 | 3.3                                                 | -                                              | 1.3                                       | 3.3         | 998                  |       |
| 無回答                                           | 157                 | 2.5             | 8.9                        | 10.8                                 | 17.2                                 | 12.1                                 | 5.7                                  | 14.0                                 | 2.5                                            | 8.9                                                 | 2.5                                                 | 3.8                                                 | 5.7                                                 | -                                                   | -                                              | 5.1                                       | 988         |                      |       |
| 所 在 業 地 所                                     | 政令指定都市、東京23区        | 3,826           | 0.1                        | 2.2                                  | 7.6                                  | 9.7                                  | 13.2                                 | 6.7                                  | 18.4                                           | 5.1                                                 | 11.4                                                | 4.5                                                 | 3.7                                                 | 12.6                                                | 2.1                                            | 0.3                                       | 2.4         | 1,133                |       |
|                                               | 上記以外の市・区<br>町・村、その他 | 11,634<br>2,918 | 0.3<br>0.4                 | 6.6<br>12.4                          | 11.1<br>12.7                         | 13.4<br>12.7                         | 14.0<br>13.9                         | 7.1<br>6.7                           | 14.7<br>14.2                                   | 6.4<br>4.9                                          | 9.2<br>8.0                                          | 4.9<br>4.1                                          | 3.2<br>1.5                                          | 5.3<br>4.2                                          | 0.4<br>4.2                                     | 0.5<br>0.1                                | 2.9<br>4.2  | 1,032<br>983         |       |
| 事 業<br>所<br>規<br>模<br>別                       | 5人未満                | 503             | 1.6                        | 6.5                                  | 12.9                                 | 19.4                                 | 12.9                                 | 5.6                                  | 12.1                                           | 4.8                                                 | 8.1                                                 | 1.6                                                 | 2.4                                                 | 6.5                                                 | 0.8                                            | -                                         | 4.8         | 993                  |       |
|                                               | 5人以上10人未満           | 232             | 0.4                        | 7.8                                  | 12.5                                 | 6.9                                  | 8.6                                  | 4.3                                  | 22.8                                           | 3.9                                                 | 11.6                                                | 5.6                                                 | 2.6                                                 | 8.2                                                 | 1.3                                            | 0.9                                       | 2.6         | 1,071                |       |
|                                               | 10人以上20人未満          | 1,249           | 0.3                        | 7.8                                  | 11.8                                 | 12.6                                 | 14.4                                 | 5.3                                  | 14.1                                           | 5.0                                                 | 9.9                                                 | 4.4                                                 | 3.3                                                 | 6.4                                                 | 1.4                                            | 0.5                                       | 2.9         | 1,046                |       |
|                                               | 20人以上50人未満          | 1,363           | 0.3                        | 7.3                                  | 12.6                                 | 14.2                                 | 14.0                                 | 8.1                                  | 13.0                                           | 5.6                                                 | 7.9                                                 | 3.8                                                 | 3.0                                                 | 6.4                                                 | 0.2                                            | 0.4                                       | 3.2         | 1,023                |       |
|                                               | 50人以上100人未満         | 1,029           | 0.5                        | 5.5                                  | 9.3                                  | 11.0                                 | 13.3                                 | 7.6                                  | 16.9                                           | 7.2                                                 | 9.8                                                 | 5.4                                                 | 3.1                                                 | 7.2                                                 | 0.2                                            | 0.2                                       | 2.7         | 1,053                |       |
|                                               | 100人以上              | 292             | -                          | 6.2                                  | 5.8                                  | 13.7                                 | 16.8                                 | 8.2                                  | 22.3                                           | 5.5                                                 | 6.5                                                 | 3.1                                                 | 3.4                                                 | 5.5                                                 | 0.7                                            | 0.3                                       | 2.1         | 1,035                |       |
|                                               | わからない               | 200             | -                          | 4.5                                  | 5.5                                  | 14.0                                 | 13.0                                 | 9.5                                  | 16.5                                           | 9.0                                                 | 8.5                                                 | 6.0                                                 | 2.0                                                 | 5.5                                                 | 1.5                                            | 0.5                                       | 4.0         | 1,078                |       |
| 無回答                                           | 158                 | -               | 1.9                        | 10.8                                 | 15.8                                 | 14.6                                 | 3.8                                  | 10.8                                 | 5.7                                            | 18.4                                                | 7.0                                                 | 2.5                                                 | 4.4                                                 | -                                                   | -                                              | 4.4                                       | 1,046       |                      |       |
| 無回答                                           | 106                 | 1.9             | 9.4                        | 8.5                                  | 15.1                                 | 11.3                                 | 6.6                                  | 10.4                                 | 5.7                                            | 10.4                                                | 3.8                                                 | 1.9                                                 | 7.5                                                 | -                                                   | -                                              | 7.5                                       | 1,009       |                      |       |
| 介 護<br>保 険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別 | 訪問系                 | 2,048           | 0.2                        | 2.8                                  | 4.9                                  | 5.1                                  | 8.5                                  | 3.9                                  | 17.9                                           | 9.1                                                 | 17.4                                                | 8.5                                                 | 5.3                                                 | 11.1                                                | 1.2                                            | 0.8                                       | 3.3         | 1,173                |       |
|                                               | 施設系 (入所+通所)         | 2,397           | 0.4                        | 9.8                                  | 15.6                                 | 18.7                                 | 18.5                                 | 9.5                                  | 13.1                                           | 3.1                                                 | 2.8                                                 | 1.4                                                 | 1.2                                                 | 2.7                                                 | 0.2                                            | 0.1                                       | 2.9         | 936                  |       |
|                                               | 入所型                 | 723             | 0.6                        | 11.8                                 | 17.8                                 | 18.5                                 | 15.1                                 | 8.7                                  | 12.6                                           | 4.1                                                 | 2.8                                                 | 1.4                                                 | 0.8                                                 | 2.1                                                 | 0.3                                            | -                                         | 3.5         | 925                  |       |
|                                               | 通所型                 | 1,674           | 0.4                        | 9.0                                  | 14.6                                 | 18.8                                 | 20.0                                 | 9.8                                  | 13.3                                           | 2.7                                                 | 2.8                                                 | 1.4                                                 | 1.4                                                 | 2.9                                                 | 0.2                                            | 0.1                                       | 2.6         | 940                  |       |
|                                               | その他                 | 75              | -                          | 9.3                                  | 13.3                                 | 20.0                                 | 9.3                                  | 6.7                                  | 18.7                                           | 5.3                                                 | 4.0                                                 | 1.3                                                 | -                                                   | 10.7                                                | -                                              | -                                         | 1.3         | 994                  |       |
|                                               | 無回答                 | 109             | 1.8                        | 10.1                                 | 11.9                                 | 20.2                                 | 12.8                                 | 8.3                                  | 10.1                                           | 5.5                                                 | 8.3                                                 | 2.8                                                 | 1.8                                                 | 2.8                                                 | -                                              | -                                         | 3.7         | 957                  |       |
|                                               | 訪問系                 | 1,929           | 0.2                        | 2.9                                  | 5.1                                  | 5.0                                  | 8.5                                  | 4.0                                  | 17.7                                           | 9.5                                                 | 17.0                                                | 8.6                                                 | 5.4                                                 | 10.8                                                | 1.2                                            | 0.8                                       | 3.4         | 1,173                |       |
|                                               | 施設系 (入所+通所)         | 1,981           | 0.4                        | 9.1                                  | 14.5                                 | 18.8                                 | 19.4                                 | 9.8                                  | 13.3                                           | 3.2                                                 | 2.9                                                 | 1.5                                                 | 1.3                                                 | 2.7                                                 | 0.2                                            | 0.1                                       | 2.7         | 940                  |       |
|                                               | 入所型                 | 307             | 0.7                        | 9.8                                  | 13.7                                 | 18.9                                 | 16.6                                 | 10.1                                 | 13.4                                           | 5.9                                                 | 3.6                                                 | 1.6                                                 | 1.0                                                 | 1.3                                                 | 0.3                                            | -                                         | 3.3         | 939                  |       |
|                                               | 通所型                 | 1,674           | 0.4                        | 9.0                                  | 14.6                                 | 18.8                                 | 20.0                                 | 9.8                                  | 13.3                                           | 2.7                                                 | 2.8                                                 | 1.4                                                 | 1.4                                                 | 2.9                                                 | 0.2                                            | 0.1                                       | 2.6         | 940                  |       |
| 居住系                                           | 416                 | 0.5             | 13.2                       | 20.9                                 | 18.3                                 | 13.9                                 | 7.7                                  | 12.0                                 | 2.9                                            | 2.2                                                 | 1.2                                                 | 0.7                                                 | 2.6                                                 | 0.2                                                 | -                                              | 3.6                                       | 915         |                      |       |
| 居宅介護支援                                        | 119                 | -               | 1.7                        | 2.5                                  | 5.9                                  | 8.4                                  | 2.5                                  | 21.8                                 | 2.5                                            | 23.5                                                | 6.7                                                 | 4.2                                                 | 16.0                                                | 1.7                                                 | -                                              | 2.5                                       | 1,180       |                      |       |
| 主 な<br>職<br>種<br>別                            | 訪問介護員               | 1,450           | 0.2                        | 2.3                                  | 5.3                                  | 4.5                                  | 9.0                                  | 3.4                                  | 20.3                                           | 10.7                                                | 19.4                                                | 9.2                                                 | 4.8                                                 | 7.0                                                 | 0.1                                            | 0.1                                       | 3.5         | 1,122                |       |
|                                               | サービス提供責任者           | 155             | 1.3                        | 5.2                                  | 1.3                                  | 5.8                                  | 13.5                                 | 9.0                                  | 20.6                                           | 8.4                                                 | 12.3                                                | 5.8                                                 | 2.6                                                 | 11.0                                                | 0.6                                            | -                                         | 2.6         | 1,103                |       |
|                                               | 看護職員                | 478             | -                          | 3.6                                  | 3.3                                  | 5.2                                  | 5.6                                  | 2.3                                  | 9.8                                            | 5.6                                                 | 10.5                                                | 8.8                                                 | 9.8                                                 | 26.8                                                | 4.2                                            | 2.9                                       | 1.5         | 1,359                |       |
|                                               | 介護職員                | 2,127           | 0.5                        | 11.0                                 | 17.3                                 | 21.3                                 | 19.1                                 | 10.2                                 | 12.1                                           | 2.5                                                 | 1.4                                                 | 0.3                                                 | 0.3                                                 | 0.4                                                 | -                                              | 0.1                                       | 3.3         | 900                  |       |
|                                               | 生活相談員               | 124             | 0.8                        | 6.5                                  | 9.7                                  | 8.9                                  | 21.0                                 | 9.7                                  | 21.8                                           | 4.8                                                 | 9.7                                                 | 0.8                                                 | 0.8                                                 | 3.2                                                 | 0.8                                            | -                                         | 1.6         | 994                  |       |
|                                               | 介護支援専門員             | 152             | -                          | -                                    | 1.3                                  | 3.3                                  | 3.3                                  | 4.6                                  | 17.8                                           | 7.2                                                 | 21.7                                                | 9.2                                                 | 6.6                                                 | 21.1                                                | 2.6                                            | -                                         | 1.3         | 1,251                |       |
|                                               | PT・OT・ST等           | * 21            | -                          | * 4.8                                | * 4.8                                | * 4.8                                | * 4.8                                | * 4.8                                | * 9.5                                          | * 4.8                                               | -                                                   | * 9.5                                               | -                                                   | * 38.1                                              | * 9.5                                          | -                                         | * 4.8       | * 1,388              |       |
|                                               | その他                 | 66              | -                          | 10.6                                 | 16.7                                 | 21.2                                 | 15.2                                 | 4.5                                  | 16.7                                           | 4.5                                                 | 4.5                                                 | -                                                   | 3.0                                                 | 1.5                                                 | -                                              | -                                         | 1.5         | 926                  |       |
|                                               | 無回答                 | 56              | -                          | 5.4                                  | 14.3                                 | 8.9                                  | 17.9                                 | 8.9                                  | 16.1                                           | 3.6                                                 | 12.5                                                | 5.4                                                 | -                                                   | 1.8                                                 | -                                              | -                                         | 5.4         | 986                  |       |
|                                               | 正規職員                | 372             | 0.5                        | 11.3                                 | 11.8                                 | 11.6                                 | 8.9                                  | 4.6                                  | 19.4                                           | 5.6                                                 | 9.7                                                 | 2.4                                                 | 0.5                                                 | 7.3                                                 | 1.1                                            | 0.5                                       | 4.8         | 1,029                |       |
| 非正規職員                                         | 4,002               | 0.3             | 6.3                        | 10.7                                 | 12.8                                 | 14.4                                 | 7.3                                  | 14.7                                 | 5.8                                            | 9.3                                                 | 4.8                                                 | 3.2                                                 | 6.4                                                 | 0.6                                                 | 0.4                                            | 2.8                                       | 1,043       |                      |       |
| 形 態・<br>別・勤 務                                 | 正規職員と同じ             | 876             | 0.2                        | 7.6                                  | 13.6                                 | 16.6                                 | 19.6                                 | 10.4                                 | 12.9                                           | 4.9                                                 | 4.7                                                 | 2.4                                                 | 1.0                                                 | 2.6                                                 | 0.2                                            | 0.3                                       | 2.9         | 971                  |       |
|                                               | 正規職員より短い            | 2,791           | 0.4                        | 6.2                                  | 10.2                                 | 12.0                                 | 13.0                                 | 6.6                                  | 14.8                                           | 6.0                                                 | 10.3                                                | 5.4                                                 | 3.7                                                 | 7.4                                                 | 0.8                                            | 0.4                                       | 2.9         | 1,060                |       |
|                                               | わからない               | 224             | -                          | 3.1                                  | 7.1                                  | 7.1                                  | 10.7                                 | 6.7                                  | 21.0                                           | 6.3                                                 | 14.3                                                | 5.8                                                 | 5.8                                                 | 8.0                                                 | 0.4                                            | 0.4                                       | 3.1         | 1,106                |       |
|                                               | 無回答                 | 111             | 0.9                        | 7.2                                  | 6.3                                  | 16.2                                 | 14.4                                 | 3.6                                  | 15.3                                           | 7.2                                                 | 9.0                                                 | 7.2                                                 | 2.7                                                 | 7.2                                                 | 0.9                                            | -                                         | 1.8         | 1,054                |       |
| 無回答                                           | 255                 | -               | 5.9                        | 10.6                                 | 12.5                                 | 11.8                                 | 4.3                                  | 17.3                                 | 6.7                                            | 11.0                                                | 3.5                                                 | 4.3                                                 | 7.8                                                 | -                                                   | 0.4                                            | 3.9                                       | 1,051       |                      |       |
| 勤 続<br>年<br>数<br>別                            | 1年未満                | 658             | 0.6                        | 8.7                                  | 16.0                                 | 19.9                                 | 15.5                                 | 6.2                                  | 9.7                                            | 2.6                                                 | 6.7                                                 | 2.4                                                 | 2.7                                                 | 5.6                                                 | 0.5                                            | 0.3                                       | 2.6         | 980                  |       |
|                                               | 1年以上2年未満            | 786             | 0.8                        | 9.3                                  | 12.6                                 | 14.9                                 | 14.1                                 | 6.0                                  | 15.5                                           | 5.0                                                 | 6.2                                                 | 3.6                                                 | 2.0                                                 | 6.0                                                 | 0.9                                            | 0.1                                       | 3.1         | 1,002                |       |
|                                               | 2年以上3年未満            | 614             | 0.3                        | 8.0                                  | 13.2                                 | 15.1                                 | 16.6                                 | 6.2                                  | 11.9                                           | 5.5                                                 | 8.1                                                 | 3.4                                                 | 3.1                                                 | 4.7                                                 | 0.8                                            | 0.5                                       | 2.4         | 1,016                |       |
|                                               | 3年以上4年未満            | 524             | 0.4                        | 8.2                                  | 12.6                                 | 10.5                                 | 13.9                                 | 6.7                                  | 14.1                                           | 5.3                                                 | 10.3                                                | 4.6                                                 | 2.7                                                 | 6.9                                                 | 0.4                                            | 0.6                                       | 2.9         | 1,044                |       |
|                                               | 4年以上5年未満            | 361             | -                          | 6.9                                  | 9.1                                  | 9.7                                  | 14.4                                 | 11.4                                 | 18.0                                           | 4.4                                                 | 10.5                                                | 3.6                                                 | 3.0                                                 | 6.1                                                 | -                                              | -                                         | 2.8         | 1,029                |       |
|                                               | 5年以上7年未満            | 337             | -                          | 5.6                                  | 8.9                                  | 10.1                                 | 14.5                                 | 8.0                                  | 18.1                                           | 5.0                                                 | 9.2                                                 | 5.6                                                 | 3.9                                                 | 5.6                                                 | 0.6                                            | 0.9                                       | 3.9         | 1,068                |       |
|                                               | 7年以上10年未満           | 791             | 0.1                        | 4.4                                  | 7.0                                  | 10.1                                 | 11.5                                 | 8.3                                  | 18.1                                           | 8.1                                                 | 10.9                                                | 6.8                                                 | 3.7                                                 | 7.8                                                 | 0.3                                            | 0.4                                       | 2.5         | 1,080                |       |
|                                               | 10年以上15年未満          | 337             | 0.3                        | 2.1                                  | 5.0                                  | 7.1                                  | 9.5                                  | 5.3                                  | 18.1                                           | 12.5                                                | 16.9                                                | 6.2                                                 | 3.9                                                 | 8.0                                                 | 1.2                                            | 0.3                                       | 3.6         | 1,131                |       |
|                                               | 15年以上20年未満          | 127             | -                          | -                                    | -                                    | 3.1                                  | 7.9                                  | 11.0                                 | 3.1                                            | 22.8                                                | 5.5                                                 | 11.0                                                | 7.1                                                 | 3.9                                                 | 13.4                                           | 2.4                                       | 1.6         | 7.1                  | 1,218 |
|                                               | 20年以上               | * 20            | -                          | -                                    | -                                    | -                                    | -                                    | * 5.0                                | * 5.0                                          | * 15.0                                              | * 5.0                                               | * 20.0                                              | * 5.0                                               | * 20.0                                              | * 5.0                                          | -                                         | * 5.0       | * 1,286              |       |
| 無回答                                           | 74                  | -               | 4.1                        | 10.8                                 | 13.5                                 | 14.9                                 | 4.1                                  | 14.9                                 | 5.4                                            | 14.9                                                | 4.1                                                 | 1.4                                                 | 2.7                                                 | 1.4                                                 | -                                              | 8.1                                       | 1,021       |                      |       |
| 性 別                                           | 男                   | 311             | 1.3                        | 9.6                                  | 15.1                                 | 15.4                                 | 13.2                                 | 6.4                                  | 16.1                                           | 4.2                                                 | 6.1                                                 | 2.3                                                 | 1.9                                                 | 3.5                                                 | 1.6                                            | -                                         | 3.2         | 982                  |       |
|                                               | 女                   | 4,192           | 0.2                        | 6.5                                  | 10.5                                 | 12.6                                 | 13.9                                 | 7.1                                  | 15.3                                           | 6.0                                                 | 9.7                                                 | 4.7                                                 | 3.1                                                 | 6.6                                                 | 0.6                                            | 0.4                                       | 3.0         | 1,046                |       |
| 無回答                                           | 126                 | 1.6             | 7.9                        | 9.5                                  | 10.3                                 | 11.1                                 | 4.0                                  | 12.7                                 | 6.3                                            | 8.7                                                 | 6.3                                                 | 4.0                                                 | 10.3                                                | 0.8                                                 | -                                              | 6.3                                       | 1,066       |                      |       |
| 生 計<br>別<br>維 持                               | 自分                  | 1,073           | 0.6                        | 6.4                                  | 12.4                                 | 12.6                                 | 13.3                                 | 6.8                                  | 16.0                                           | 6.3                                                 | 8.3                                                 | 4.6                                                 | 1.9                                                 | 6.9                                                 | 0.7                                            | 0.2                                       | 3.0         | 1,031                |       |
|                                               | 自分以外                | 3,019           | 0.2                        | 6.6                                  | 10.4                                 | 12.9                                 | 14.0                                 | 7.4                                  | 14.8                                           | 5.6                                                 | 10.0                                                | 4.8                                                 | 3.2                                                 | 6.2                                                 | 0.6                                            | 0.4                                       | 2.9         | 1,043                |       |
|                                               | 生計費は折半等             | 398             | 0.3                        | 7.8                                  | 10.1                                 | 11.6                                 | 14.8                                 | 4.5                                  | 17.3                                           | 6.5                                                 | 8.3                                                 | 3.5                                                 | 4.0                                                 | 6.5                                                 | 1.0                                            | 0.5                                       | 3.3         | 1,056                |       |
|                                               | 無回答                 | 139             | 1.4                        | 8.6                                  | 8.6                                  | 12.9                                 | 10.1                                 | 5.0                                  | 13.7                                           | 6.5                                                 | 7.2                                                 | 3.6                                                 | 4.3                                                 | 10.8                                                | 0.7                                            | 0.7                                       | 5.8         | 1,069                |       |

表Ⅲ－４① 通常月の税込み月収

(%)

|                                                          |                     | 回答<br>労働者<br>数  | 3<br>0<br>千<br>円<br>未<br>満 | 5<br>3<br>0<br>千<br>円<br>未<br>満<br>上 | 8<br>5<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>8<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>1<br>3<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>1<br>5<br>3<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>1<br>8<br>5<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>1<br>0<br>8<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>2<br>3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>2<br>5<br>3<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>2<br>8<br>5<br>0<br>千<br>円<br>未<br>満<br>上 | 3<br>2<br>0<br>8<br>0<br>千<br>円<br>未<br>満<br>上 | 3<br>3<br>5<br>0<br>千<br>円<br>未<br>満<br>上 | 4<br>3<br>0<br>5<br>0<br>千<br>円<br>未<br>満<br>上 | 4<br>0<br>0<br>千<br>円<br>以<br>上 | 無<br>回<br>答  | 平<br>均<br>月<br>収<br>(千<br>円) |
|----------------------------------------------------------|---------------------|-----------------|----------------------------|--------------------------------------|--------------------------------------|--------------------------------------|-------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|-------------------------------------------|------------------------------------------------|---------------------------------|--------------|------------------------------|
| 全 体                                                      |                     | 18,881<br>100.0 | 197<br>1.0                 | 207<br>1.1                           | 744<br>3.9                           | 973<br>5.2                           | 1,056<br>5.6                              | 1,036<br>5.5                                   | 2,763<br>14.6                                  | 2,092<br>11.1                                  | 3,256<br>17.2                                  | 1,392<br>7.4                                   | 1,725<br>9.1                                   | 618<br>3.3                                     | 1,004<br>5.3                              | 318<br>1.7                                     | 256<br>1.4                      | 1,244<br>6.6 | 193.6                        |
| 法人<br>格<br>別                                             | 民間企業(個人・株式会社等)      | 9,003           | 1.2                        | 1.4                                  | 4.6                                  | 6.1                                  | 6.6                                       | 5.6                                            | 14.6                                           | 11.5                                           | 17.1                                           | 6.9                                            | 8.7                                            | 2.7                                            | 4.6                                       | 1.2                                            | 1.1                             | 6.2          | 186.2                        |
|                                                          | 社会福祉協議会             | 1,307           | 1.6                        | 1.2                                  | 4.7                                  | 4.4                                  | 6.0                                       | 7.0                                            | 17.5                                           | 12.6                                           | 16.1                                           | 6.6                                            | 8.1                                            | 3.0                                            | 3.3                                       | 0.6                                            | 0.2                             | 7.1          | 180.7                        |
|                                                          | 社会福祉法人              | 2,918           | 0.7                        | 0.3                                  | 2.2                                  | 3.1                                  | 3.0                                       | 4.8                                            | 13.8                                           | 12.2                                           | 21.0                                           | 10.0                                           | 11.5                                           | 4.2                                            | 6.0                                       | 2.0                                            | 0.9                             | 4.5          | 208.3                        |
|                                                          | 医療法人                | 2,066           | 0.5                        | 0.3                                  | 1.9                                  | 3.1                                  | 3.2                                       | 3.8                                            | 12.3                                           | 11.1                                           | 18.9                                           | 9.3                                            | 11.7                                           | 5.2                                            | 8.0                                       | 3.0                                            | 2.7                             | 5.1          | 218.9                        |
|                                                          | NPO                 | 995             | 1.3                        | 2.1                                  | 7.6                                  | 7.2                                  | 8.8                                       | 7.0                                            | 17.4                                           | 8.6                                            | 15.8                                           | 4.9                                            | 5.1                                            | 2.3                                            | 2.6                                       | 0.5                                            | 0.8                             | 7.7          | 166.4                        |
|                                                          | 社団法人・財団法人           | 905             | 0.3                        | 0.6                                  | 2.2                                  | 4.6                                  | 4.4                                       | 4.6                                            | 13.5                                           | 7.7                                            | 15.6                                           | 8.5                                            | 11.3                                           | 4.6                                            | 7.2                                       | 4.1                                            | 2.7                             | 8.1          | 213.2                        |
|                                                          | 協同組合                | 475             | 1.3                        | 1.1                                  | 4.4                                  | 6.1                                  | 5.1                                       | 5.9                                            | 16.4                                           | 10.5                                           | 12.4                                           | 4.6                                            | 6.3                                            | 2.9                                            | 8.8                                       | 3.8                                            | 3.6                             | 6.7          | 199.7                        |
|                                                          | 地方自治体               | 194             | -                          | -                                    | -                                    | 0.5                                  | 2.6                                       | 4.6                                            | 8.2                                            | 8.2                                            | 14.9                                           | 6.2                                            | 11.9                                           | 7.2                                            | 17.0                                      | 5.7                                            | 4.6                             | 8.2          | 250.5                        |
|                                                          | その他                 | 159             | 0.6                        | 1.3                                  | 4.4                                  | 5.7                                  | 5.0                                       | 5.0                                            | 10.1                                           | 7.5                                            | 14.5                                           | 5.0                                            | 10.7                                           | 3.8                                            | 9.4                                       | 5.0                                            | 2.5                             | 9.4          | 209.8                        |
|                                                          | わからない               | 353             | 2.3                        | 3.4                                  | 6.5                                  | 10.2                                 | 8.8                                       | 10.5                                           | 22.4                                           | 8.2                                            | 10.2                                           | 3.7                                            | 2.5                                            | -                                              | 0.6                                       | -                                              | 0.8                             | 9.9          | 148.1                        |
|                                                          | 無回答                 | 506             | 0.8                        | 1.8                                  | 4.2                                  | 5.3                                  | 7.3                                       | 4.9                                            | 16.0                                           | 8.9                                            | 11.9                                           | 3.8                                            | 5.9                                            | 2.0                                            | 4.0                                       | 1.0                                            | 1.6                             | 20.8         | 182.0                        |
| 所<br>在<br>地<br>所                                         | 政令指定都市、東京23区        | 3,826           | 1.2                        | 1.4                                  | 3.2                                  | 4.6                                  | 4.7                                       | 3.3                                            | 10.6                                           | 10.4                                           | 17.2                                           | 8.7                                            | 11.9                                           | 5.0                                            | 7.5                                       | 3.0                                            | 2.5                             | 4.8          | 210.0                        |
|                                                          | 上記以外の市・区<br>町・村、その他 | 11,634<br>2,918 | 1.0<br>0.9                 | 1.0<br>1.1                           | 4.3<br>4.0                           | 5.2<br>5.7                           | 5.6<br>7.0                                | 5.5<br>8.1                                     | 15.1<br>18.0                                   | 11.3<br>11.1                                   | 17.5<br>17.1                                   | 7.6<br>5.4                                     | 8.8<br>7.1                                     | 2.9<br>2.3                                     | 5.2<br>3.1                                | 1.5<br>1.0                                     | 1.1<br>0.8                      | 6.5<br>7.3   | 191.4<br>180.8               |
| 事<br>業<br>所<br>規<br>模<br>別                               | 無回答                 | 503             | 0.8                        | 1.6                                  | 2.2                                  | 4.8                                  | 5.0                                       | 5.6                                            | 15.1                                           | 11.7                                           | 12.3                                           | 3.8                                            | 8.5                                            | 4.2                                            | 4.4                                       | 1.0                                            | 1.0                             | 18.1         | 190.0                        |
|                                                          | 5人未満                | 1,522           | 1.5                        | 1.4                                  | 4.3                                  | 4.3                                  | 6.0                                       | 3.8                                            | 11.3                                           | 7.8                                            | 15.2                                           | 8.7                                            | 11.4                                           | 4.1                                            | 8.2                                       | 2.6                                            | 2.3                             | 7.0          | 204.3                        |
|                                                          | 5人以上10人未満           | 3,922           | 1.4                        | 1.9                                  | 5.8                                  | 7.4                                  | 7.3                                       | 6.7                                            | 17.0                                           | 9.6                                            | 13.8                                           | 5.5                                            | 6.6                                            | 2.3                                            | 4.5                                       | 1.8                                            | 1.5                             | 6.8          | 178.9                        |
|                                                          | 10人以上20人未満          | 4,923           | 0.9                        | 1.0                                  | 4.1                                  | 5.7                                  | 6.2                                       | 6.2                                            | 17.2                                           | 12.2                                           | 17.7                                           | 6.5                                            | 7.4                                            | 2.6                                            | 3.7                                       | 1.0                                            | 1.2                             | 6.4          | 185.4                        |
|                                                          | 20人以上50人未満          | 4,288           | 0.9                        | 0.8                                  | 3.5                                  | 4.7                                  | 5.3                                       | 5.3                                            | 13.2                                           | 12.9                                           | 19.3                                           | 7.7                                            | 10.3                                           | 3.5                                            | 4.6                                       | 1.3                                            | 0.8                             | 5.9          | 195.0                        |
|                                                          | 50人以上100人未満         | 2,034           | 0.6                        | 0.3                                  | 1.6                                  | 3.0                                  | 2.7                                       | 4.3                                            | 11.0                                           | 11.1                                           | 20.0                                           | 9.6                                            | 12.9                                           | 4.7                                            | 8.7                                       | 2.5                                            | 1.9                             | 5.1          | 219.0                        |
|                                                          | 100人以上              | 1,408           | 0.6                        | 0.3                                  | 1.7                                  | 2.3                                  | 3.3                                       | 3.2                                            | 13.3                                           | 9.7                                            | 19.4                                           | 10.4                                           | 12.7                                           | 5.3                                            | 8.6                                       | 2.8                                            | 1.5                             | 5.0          | 219.0                        |
|                                                          | わからない               | 403             | 3.2                        | 2.7                                  | 7.4                                  | 5.5                                  | 6.9                                       | 7.2                                            | 14.9                                           | 11.4                                           | 14.6                                           | 6.7                                            | 5.7                                            | 1.0                                            | 2.2                                       | 0.5                                            | 0.2                             | 9.7          | 164.6                        |
|                                                          | 無回答                 | 381             | 1.0                        | 1.6                                  | 3.7                                  | 5.2                                  | 5.0                                       | 6.3                                            | 11.3                                           | 8.4                                            | 12.3                                           | 6.8                                            | 6.6                                            | 2.1                                            | 4.2                                       | 1.3                                            | 1.3                             | 22.8         | 188.2                        |
|                                                          | 無回答                 | 381             | 1.0                        | 1.6                                  | 3.7                                  | 5.2                                  | 5.0                                       | 6.3                                            | 11.3                                           | 8.4                                            | 12.3                                           | 6.8                                            | 6.6                                            | 2.1                                            | 4.2                                       | 1.3                                            | 1.3                             | 22.8         | 188.2                        |
| 介<br>護<br>保<br>険<br>サ<br>ー<br>ビ<br>ス<br>型<br>別           | 訪問系                 | 7,963           | 1.6                        | 1.6                                  | 5.0                                  | 5.5                                  | 5.8                                       | 4.5                                            | 12.1                                           | 9.2                                            | 16.4                                           | 7.1                                            | 9.9                                            | 3.5                                            | 6.4                                       | 2.2                                            | 2.2                             | 7.0          | 196.1                        |
|                                                          | 施設系(入所+通所)          | 10,265          | 0.6                        | 0.7                                  | 3.1                                  | 4.9                                  | 5.3                                       | 6.2                                            | 16.5                                           | 12.6                                           | 18.0                                           | 7.6                                            | 8.6                                            | 3.2                                            | 4.5                                       | 1.3                                            | 0.7                             | 6.0          | 192.3                        |
|                                                          | 入所型                 | 4,608           | 0.5                        | 0.2                                  | 1.4                                  | 2.8                                  | 3.4                                       | 5.2                                            | 15.3                                           | 13.0                                           | 20.4                                           | 9.2                                            | 10.5                                           | 4.0                                            | 5.9                                       | 1.7                                            | 1.0                             | 5.4          | 207.4                        |
|                                                          | 通所型                 | 5,657           | 0.7                        | 1.0                                  | 4.6                                  | 6.6                                  | 6.9                                       | 7.1                                            | 17.6                                           | 12.3                                           | 16.1                                           | 6.3                                            | 7.1                                            | 2.5                                            | 3.4                                       | 1.0                                            | 0.5                             | 6.4          | 179.8                        |
|                                                          | その他                 | 296             | 0.7                        | 1.0                                  | 2.7                                  | 4.7                                  | 6.4                                       | 6.4                                            | 17.6                                           | 11.1                                           | 16.6                                           | 8.1                                            | 10.8                                           | 3.0                                            | 4.4                                       | 2.0                                            | 0.7                             | 3.7          | 192.1                        |
|                                                          | 無回答                 | 357             | 1.1                        | 1.4                                  | 4.8                                  | 5.3                                  | 8.1                                       | 6.2                                            | 15.1                                           | 9.5                                            | 13.4                                           | 5.0                                            | 6.2                                            | 1.1                                            | 3.9                                       | 1.1                                            | 0.6                             | 17.1         | 176.6                        |
|                                                          | 訪問系                 | 6,553           | 1.8                        | 1.8                                  | 5.7                                  | 6.0                                  | 6.3                                       | 5.0                                            | 13.1                                           | 9.5                                            | 15.5                                           | 6.3                                            | 8.7                                            | 3.0                                            | 5.8                                       | 2.1                                            | 2.2                             | 7.1          | 189.8                        |
|                                                          | 施設系(入所+通所)          | 8,048           | 0.7                        | 0.8                                  | 3.6                                  | 5.4                                  | 5.6                                       | 6.3                                            | 15.9                                           | 12.0                                           | 17.5                                           | 7.4                                            | 8.5                                            | 3.3                                            | 4.7                                       | 1.4                                            | 0.8                             | 6.1          | 190.9                        |
|                                                          | 入所型                 | 2,391           | 0.6                        | 0.2                                  | 1.4                                  | 2.6                                  | 2.6                                       | 4.7                                            | 12.0                                           | 11.4                                           | 21.0                                           | 10.0                                           | 11.9                                           | 5.1                                            | 7.6                                       | 2.4                                            | 1.3                             | 5.3          | 216.8                        |
|                                                          | 通所型                 | 5,657           | 0.7                        | 1.0                                  | 4.6                                  | 6.6                                  | 6.9                                       | 7.1                                            | 17.6                                           | 12.3                                           | 16.1                                           | 6.3                                            | 7.1                                            | 2.5                                            | 3.4                                       | 1.0                                            | 0.5                             | 6.4          | 179.8                        |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 居住系                 | 2,217           | 0.3                        | 0.3                                  | 1.4                                  | 3.2                                  | 4.4                                       | 5.8                                            | 18.7                                           | 14.7                                           | 19.9                                           | 8.4                                            | 8.9                                            | 2.9                                            | 4.0                                       | 0.9                                            | 0.7                             | 5.6          | 197.3                        |
|                                                          | 居宅介護支援              | 1,410           | 0.8                        | 0.8                                  | 1.8                                  | 3.0                                  | 3.1                                       | 1.8                                            | 7.2                                            | 7.6                                            | 20.5                                           | 10.9                                           | 15.5                                           | 5.5                                            | 9.4                                       | 2.8                                            | 2.5                             | 6.9          | 225.3                        |
|                                                          | 訪問介護                | 5,283           | 2.1                        | 2.1                                  | 6.4                                  | 6.8                                  | 7.0                                       | 5.8                                            | 15.0                                           | 10.7                                           | 16.6                                           | 6.0                                            | 7.9                                            | 2.1                                            | 3.0                                       | 0.9                                            | 0.9                             | 6.9          | 174.8                        |
|                                                          | 訪問入浴介護              | 152             | 3.3                        | 0.7                                  | 4.6                                  | 2.6                                  | 3.3                                       | 3.3                                            | 7.2                                            | 13.2                                           | 18.4                                           | 11.8                                           | 7.9                                            | 5.3                                            | 9.9                                       | 1.3                                            | 0.7                             | 6.6          | 204.6                        |
|                                                          | 訪問看護                | 997             | 0.3                        | 0.9                                  | 2.1                                  | 2.9                                  | 3.6                                       | 1.7                                            | 4.1                                            | 3.5                                            | 9.8                                            | 6.4                                            | 12.6                                           | 6.9                                            | 19.1                                      | 8.4                                            | 9.0                             | 8.5          | 263.8                        |
|                                                          | 訪問リハビリテーション         | 62              | 1.6                        | -                                    | 1.6                                  | 1.6                                  | -                                         | 1.6                                            | 3.2                                            | 4.8                                            | 14.5                                           | 16.1                                           | 11.3                                           | 11.3                                           | 16.1                                      | 6.5                                            | 4.8                             | 4.8          | 260.3                        |
|                                                          | 居宅療養管理指導            | 43              | -                          | -                                    | 7.0                                  | 4.7                                  | 2.3                                       | 7.0                                            | 20.9                                           | 7.0                                            | 11.6                                           | 11.6                                           | 14.0                                           | -                                              | 11.6                                      | -                                              | 2.3                             | -            | 201.6                        |
|                                                          | 通所介護                | 4,281           | 0.7                        | 1.1                                  | 4.6                                  | 6.8                                  | 7.4                                       | 7.0                                            | 17.6                                           | 12.2                                           | 15.7                                           | 6.1                                            | 7.2                                            | 2.5                                            | 3.3                                       | 0.8                                            | 0.4                             | 6.4          | 178.0                        |
|                                                          | 通所リハビリテーション         | 498             | 0.6                        | 1.0                                  | 4.4                                  | 5.8                                  | 4.8                                       | 6.6                                            | 14.5                                           | 11.4                                           | 13.5                                           | 7.0                                            | 9.8                                            | 3.8                                            | 5.6                                       | 3.0                                            | 1.6                             | 6.4          | 197.2                        |
|                                                          | 短期入所生活介護            | 400             | 0.3                        | 0.3                                  | 1.3                                  | 2.3                                  | 2.8                                       | 5.8                                            | 14.8                                           | 12.8                                           | 21.8                                           | 12.0                                           | 9.3                                            | 3.8                                            | 5.5                                       | 1.5                                            | 1.0                             | 5.3          | 209.1                        |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 短期入所療養介護            | 17              | * 5.9                      | -                                    | -                                    | -                                    | -                                         | * 5.9                                          | * 29.4                                         | * 5.9                                          | * 23.5                                         | * 23.5                                         | * 5.9                                          | -                                              | -                                         | -                                              | -                               | -            | *188.4                       |
|                                                          | 特定施設入居者生活介護         | 521             | 0.2                        | -                                    | 0.6                                  | 2.5                                  | 1.9                                       | 4.0                                            | 11.1                                           | 12.5                                           | 23.0                                           | 10.6                                           | 12.5                                           | 4.4                                            | 10.0                                      | 2.5                                            | 0.8                             | 3.5          | 220.5                        |
|                                                          | 福祉用具貸与・特定福祉用具販売     | 75              | -                          | 1.3                                  | 1.3                                  | 1.3                                  | 1.3                                       | 2.7                                            | 14.7                                           | 10.7                                           | 18.7                                           | 14.7                                           | 14.7                                           | 4.0                                            | 8.0                                       | 4.0                                            | 1.3                             | 1.3          | 220.9                        |
|                                                          | 居宅介護支援              | 1,410           | 0.8                        | 0.8                                  | 1.8                                  | 3.0                                  | 3.1                                       | 1.8                                            | 7.2                                            | 7.6                                            | 20.5                                           | 10.9                                           | 15.5                                           | 5.5                                            | 9.4                                       | 2.8                                            | 2.5                             | 6.9          | 225.3                        |
|                                                          | 定期巡回・随時対応型訪問介護看護    | * 13            | -                          | -                                    | * 7.7                                | -                                    | * 7.7                                     | -                                              | * 46.2                                         | -                                              | * 15.4                                         | -                                              | * 7.7                                          | * 7.7                                          | -                                         | -                                              | -                               | * 7.7        | *179.6                       |
|                                                          | 夜間対応型訪問介護           | * 3             | -                          | -                                    | -                                    | -                                    | -                                         | -                                              | -                                              | -                                              | -                                              | -                                              | -                                              | -                                              | -                                         | -                                              | -                               | -            | *100.0                       |
|                                                          | 認知症対応型通所介護          | 312             | 0.6                        | 0.6                                  | 6.7                                  | 5.8                                  | 5.4                                       | 7.7                                            | 20.8                                           | 11.5                                           | 16.3                                           | 5.8                                            | 5.1                                            | 2.9                                            | 3.5                                       | 0.3                                            | 0.6                             | 6.1          | 177.9                        |
|                                                          | 小規模多機能型居宅介護         | 537             | 0.6                        | 0.4                                  | 2.4                                  | 6.7                                  | 5.8                                       | 7.6                                            | 18.4                                           | 14.0                                           | 21.0                                           | 7.6                                            | 3.9                                            | 1.5                                            | 2.4                                       | 0.7                                            | 0.4                             | 6.5          | 179.3                        |
|                                                          | 複合型サービス             | * 29            | -                          | * 3.4                                | * 10.3                               | -                                    | * 10.3                                    | * 6.9                                          | * 6.9                                          | * 24.1                                         | * 17.2                                         | * 6.9                                          | * 13.8                                         | -                                              | -                                         | -                                              | -                               | -            | *170.8                       |
|                                                          | 認知症対応型共同生活介護        | 1,591           | 0.3                        | 0.3                                  | 1.4                                  | 3.1                                  | 5.2                                       | 6.0                                            | 21.5                                           | 15.5                                           | 19.0                                           | 7.4                                            | 7.8                                            | 2.6                                            | 2.2                                       | 0.4                                            | 0.7                             | 6.6          | 190.9                        |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 地域密着型特定施設入居者生活介護    | 105             | 1.0                        | 1.9                                  | 3.8                                  | 7.6                                  | 4.8                                       | 11.4                                           | 14.3                                           | 13.3                                           | 17.1                                           | 13.3                                           | 8.6                                            | -                                              | 1.9                                       | -                                              | -                               | 1.0          | 176.6                        |
|                                                          | 地域密着型介護老人福祉施設       | 122             | 2.5                        | -                                    | 1.6                                  | 2.5                                  | 2.5                                       | 8.2                                            | 9.0                                            | 14.8                                           | 28.7                                           | 6.6                                            | 13.1                                           | 1.6                                            | 4.1                                       | 0.8                                            | 0.8                             | 3.3          | 199.4                        |
|                                                          | 介護老人福祉施設            | 1,319           | 0.6                        | 0.2                                  | 1.9                                  | 3.3                                  | 3.2                                       | 5.2                                            | 12.5                                           | 11.1                                           | 20.4                                           | 9.4                                            | 11.3                                           | 4.8                                            | 6.8                                       | 2.1                                            | 0.7                             | 6.4          | 210.4                        |
|                                                          | 介護老人保健施設            | 430             | 0.2                        | -                                    | 0.5                                  | 0.5                                  | 0.9                                       | 1.6                                            | 9.8                                            | 9.5                                            | 18.6                                           | 11.2                                           | 15.3                                           | 7.9                                            | 12.1                                      | 4.7                                            | 3.7                             | 3.5          | 245.1                        |
|                                                          | 介護療養型医療施設           | 103             | -                          | -                                    | -                                    | 2.9                                  | 1.0                                       | 2.9                                            | 5.8                                            | 13.6                                           | 25.2                                           | 7.8                                            | 15.5                                           | 6.8                                            | 12.6                                      | 2.9                                            | 1.0                             | 1.9          | 231.4                        |
|                                                          | 介護保険以外のサービス         | 55              | -                          | -                                    | 1.8                                  | 1.8                                  | 9.1                                       | 7.3                                            | 16.4                                           | 7.3                                            | 16.4                                           | 9.1                                            | 18.2                                           | -                                              | 5.5                                       | 1.8                                            | 1.8                             | 3.6          | 203.8                        |
|                                                          | その他(わからない)          | 166             | 1.2                        | 1.2                                  | 3.6                                  | 7.2                                  | 7.8                                       | 7.8                                            | 19.3                                           | 12.7                                           | 15.7                                           | 4.8                                            | 6.6                                            | 3.6                                            | 2.4                                       | 1.2                                            | -                               | 4.8          | 174.8                        |

表Ⅲ－４② 通常月の税込み月収

(%)

|                                                                 |            | 回答<br>労働者<br>数  | 3<br>0<br>千<br>円<br>未<br>満 | 3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 5<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 8<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 4<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 4<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 無<br>回<br>答 | 平均<br>月<br>収<br>(千<br>円) |
|-----------------------------------------------------------------|------------|-----------------|----------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------|-------------|--------------------------|
| 全 体                                                             |            | 18,881<br>100.0 | 197<br>1.0                 | 207<br>1.1                           | 744<br>3.9                           | 973<br>5.2                           | 1,056<br>5.6                         | 1,036<br>5.5                         | 2,763<br>14.6                        | 2,092<br>11.1                        | 3,256<br>17.2                        | 1,392<br>7.4                         | 1,725<br>9.1                         | 618<br>3.3                           | 1,004<br>5.3                         | 318<br>1.7                           | 256<br>1.4                           | 1,244<br>6.6                         |                                      | 193.6       |                          |
| 主<br>な<br>職<br>種<br>別<br>(7<br>職<br>種<br>就<br>業<br>形<br>態<br>別) | 訪問介護員      | 2,919           | 3.2                        | 3.6                                  | 11.1                                 | 10.9                                 | 9.8                                  | 7.0                                  | 15.4                                 | 9.4                                  | 10.9                                 | 3.5                                  | 3.9                                  | 0.9                                  | 1.3                                  | 0.1                                  | 0.8                                  | 8.0                                  | 145.3                                |             |                          |
|                                                                 | 正規職員       | 1,182           | 0.9                        | 0.2                                  | 0.8                                  | 0.9                                  | 4.2                                  | 6.1                                  | 20.4                                 | 17.2                                 | 21.2                                 | 7.4                                  | 8.5                                  | 1.8                                  | 2.6                                  | 0.3                                  | 1.2                                  | 6.3                                  | 194.9                                |             |                          |
|                                                                 | 非正規職員      | 1,582           | 4.9                        | 5.9                                  | 18.3                                 | 18.4                                 | 14.2                                 | 7.5                                  | 11.9                                 | 4.3                                  | 3.5                                  | 0.8                                  | 0.8                                  | 0.3                                  | 0.2                                  | 0.1                                  | 0.3                                  | 8.8                                  | 107.1                                |             |                          |
|                                                                 | 無回答        | 155             | 3.2                        | 6.5                                  | 16.1                                 | 10.3                                 | 8.4                                  | 9.0                                  | 13.5                                 | 2.6                                  | 8.4                                  | 1.3                                  | 1.9                                  | 0.6                                  | 1.9                                  | -                                    | 3.2                                  | 12.9                                 | 147.6                                |             |                          |
|                                                                 | サービス提供責任者  | 1,765           | 0.7                        | 0.1                                  | 0.6                                  | 1.4                                  | 2.7                                  | 3.2                                  | 14.8                                 | 13.4                                 | 25.1                                 | 9.6                                  | 12.2                                 | 3.2                                  | 4.9                                  | 1.4                                  | 1.0                                  | 5.7                                  | 210.7                                |             |                          |
|                                                                 | 正規職員       | 1,448           | 0.7                        | -                                    | 0.3                                  | 0.7                                  | 1.7                                  | 2.7                                  | 13.0                                 | 12.7                                 | 26.5                                 | 10.6                                 | 13.7                                 | 3.2                                  | 5.8                                  | 1.7                                  | 1.0                                  | 5.7                                  | 217.4                                |             |                          |
|                                                                 | 非正規職員      | 259             | 0.8                        | 0.8                                  | 1.9                                  | 5.0                                  | 6.9                                  | 6.2                                  | 24.3                                 | 17.4                                 | 16.6                                 | 5.0                                  | 3.9                                  | 2.7                                  | 1.2                                  | -                                    | 0.8                                  | 6.6                                  | 176.2                                |             |                          |
|                                                                 | 無回答        | 58              | -                          | -                                    | 1.7                                  | 1.7                                  | 8.6                                  | 1.7                                  | 17.2                                 | 13.8                                 | 27.6                                 | 3.4                                  | 13.8                                 | 6.9                                  | -                                    | -                                    | -                                    | 3.4                                  | 196.9                                |             |                          |
|                                                                 | 看護職員       | 1,921           | 0.7                        | 1.0                                  | 3.2                                  | 4.8                                  | 5.0                                  | 2.8                                  | 7.9                                  | 5.9                                  | 12.1                                 | 6.8                                  | 11.0                                 | 6.0                                  | 14.2                                 | 5.4                                  | 5.4                                  | 7.9                                  | 232.1                                |             |                          |
|                                                                 | 正規職員       | 1,298           | 0.4                        | 0.2                                  | 0.2                                  | 0.2                                  | 0.9                                  | 1.4                                  | 5.5                                  | 5.5                                  | 12.8                                 | 8.5                                  | 13.9                                 | 8.2                                  | 19.5                                 | 7.7                                  | 7.7                                  | 7.5                                  | 271.4                                |             |                          |
|                                                                 | 非正規職員      | 561             | 1.4                        | 2.3                                  | 9.8                                  | 15.5                                 | 14.4                                 | 5.0                                  | 11.9                                 | 7.3                                  | 10.9                                 | 3.2                                  | 5.3                                  | 1.2                                  | 2.1                                  | 0.7                                  | 0.4                                  | 8.4                                  | 146.3                                |             |                          |
|                                                                 | 無回答        | 62              | 1.6                        | 4.8                                  | 6.5                                  | 4.8                                  | 4.8                                  | 11.3                                 | 21.0                                 | 3.2                                  | 8.1                                  | 3.2                                  | 3.2                                  | 1.6                                  | 11.3                                 | -                                    | 3.2                                  | 11.3                                 | 176.8                                |             |                          |
|                                                                 | 介護職員       | 8,017           | 0.6                        | 0.6                                  | 3.6                                  | 5.5                                  | 6.2                                  | 7.7                                  | 19.1                                 | 13.4                                 | 17.8                                 | 6.8                                  | 6.7                                  | 2.2                                  | 2.5                                  | 0.7                                  | 0.4                                  | 6.2                                  | 180.9                                |             |                          |
|                                                                 | 正規職員       | 5,308           | 0.4                        | 0.1                                  | 0.1                                  | 0.1                                  | 1.7                                  | 5.2                                  | 18.8                                 | 16.6                                 | 24.6                                 | 9.6                                  | 9.7                                  | 3.2                                  | 3.7                                  | 1.0                                  | 0.4                                  | 5.0                                  | 206.2                                |             |                          |
|                                                                 | 非正規職員      | 2,472           | 0.9                        | 1.8                                  | 11.0                                 | 17.0                                 | 15.7                                 | 13.1                                 | 20.1                                 | 6.9                                  | 3.7                                  | 1.1                                  | 0.4                                  | 0.1                                  | -                                    | 0.0                                  | 0.3                                  | 8.0                                  | 127.0                                |             |                          |
|                                                                 | 無回答        | 237             | 2.1                        | 2.1                                  | 7.2                                  | 8.4                                  | 7.6                                  | 8.4                                  | 18.1                                 | 9.7                                  | 12.7                                 | 1.7                                  | 4.2                                  | 0.4                                  | 0.8                                  | 1.3                                  | 0.4                                  | 14.8                                 | 157.4                                |             |                          |
|                                                                 | 生活相談員      | 1,226           | 0.6                        | 0.1                                  | 0.9                                  | 1.6                                  | 2.5                                  | 3.3                                  | 12.1                                 | 13.7                                 | 21.3                                 | 9.9                                  | 13.3                                 | 4.9                                  | 7.1                                  | 2.2                                  | 0.8                                  | 5.7                                  | 216.4                                |             |                          |
|                                                                 | 正規職員       | 1,057           | 0.4                        | -                                    | 0.2                                  | 0.3                                  | 1.0                                  | 2.4                                  | 11.5                                 | 14.0                                 | 22.7                                 | 10.4                                 | 15.0                                 | 5.6                                  | 7.9                                  | 2.6                                  | 0.9                                  | 5.0                                  | 225.6                                |             |                          |
|                                                                 | 非正規職員      | 139             | 2.2                        | 0.7                                  | 6.5                                  | 11.5                                 | 13.7                                 | 11.5                                 | 16.5                                 | 8.6                                  | 8.6                                  | 7.2                                  | 0.7                                  | -                                    | 0.7                                  | -                                    | -                                    | 11.5                                 | 144.4                                |             |                          |
|                                                                 | 無回答        | 30              | -                          | -                                    | -                                    | 3.3                                  | 3.3                                  | -                                    | 10.0                                 | 26.7                                 | 30.0                                 | 3.3                                  | 10.0                                 | 3.3                                  | 6.7                                  | -                                    | -                                    | 3.3                                  | 204.1                                |             |                          |
|                                                                 | 介護支援専門員    | 2,097           | 0.7                        | 0.5                                  | 1.2                                  | 2.2                                  | 3.1                                  | 1.1                                  | 5.7                                  | 7.4                                  | 20.8                                 | 11.5                                 | 17.8                                 | 6.2                                  | 10.6                                 | 2.8                                  | 2.1                                  | 6.3                                  | 231.8                                |             |                          |
|                                                                 | 正規職員       | 1,737           | 0.6                        | 0.2                                  | 0.3                                  | 1.0                                  | 1.6                                  | 0.6                                  | 4.0                                  | 6.6                                  | 21.8                                 | 12.6                                 | 20.1                                 | 7.1                                  | 12.0                                 | 3.3                                  | 2.4                                  | 5.8                                  | 244.0                                |             |                          |
|                                                                 | 非正規職員      | 289             | 1.0                        | 2.4                                  | 6.2                                  | 9.3                                  | 10.7                                 | 3.8                                  | 16.6                                 | 11.8                                 | 15.2                                 | 5.5                                  | 5.5                                  | 0.7                                  | 2.8                                  | 0.3                                  | 0.3                                  | 7.6                                  | 163.4                                |             |                          |
|                                                                 | 無回答        | 71              | 1.4                        | -                                    | 2.8                                  | 2.8                                  | 9.9                                  | 2.8                                  | 1.4                                  | 9.9                                  | 21.1                                 | 9.9                                  | 9.9                                  | 5.6                                  | 8.5                                  | -                                    | -                                    | 14.1                                 | 203.7                                |             |                          |
|                                                                 | PT・OT・ST等  | 266             | 0.4                        | 2.3                                  | 1.1                                  | 1.1                                  | 0.8                                  | 0.8                                  | 3.4                                  | 3.8                                  | 10.9                                 | 12.4                                 | 14.3                                 | 10.2                                 | 16.5                                 | 10.9                                 | 4.9                                  | 6.4                                  | 264.8                                |             |                          |
|                                                                 | 正規職員       | 240             | 0.4                        | 0.4                                  | -                                    | -                                    | 0.8                                  | 0.8                                  | 2.1                                  | 3.8                                  | 11.7                                 | 12.5                                 | 15.8                                 | 10.8                                 | 18.3                                 | 11.3                                 | 5.4                                  | 5.8                                  | 276.9                                |             |                          |
|                                                                 | 非正規職員      | * 23            | -                          | * 21.7                               | * 13.0                               | * 13.0                               | -                                    | -                                    | * 17.4                               | * 4.3                                | -                                    | * 8.7                                | -                                    | * 4.3                                | -                                    | * 8.7                                | -                                    | * 8.7                                | * 139.4                              |             |                          |
| 無回答                                                             | * 3        | -               | -                          | -                                    | -                                    | -                                    | -                                    | -                                    | -                                    | * 33.3                               | * 33.3                               | -                                    | -                                    | -                                    | -                                    | -                                    | * 33.3                               | * 222.5                              |                                      |             |                          |
| その他                                                             | 463        | 0.9             | 1.1                        | 2.4                                  | 3.0                                  | 4.1                                  | 5.0                                  | 12.1                                 | 8.0                                  | 17.1                                 | 8.6                                  | 12.7                                 | 5.0                                  | 10.4                                 | 2.6                                  | 3.0                                  | 4.1                                  | 219.5                                |                                      |             |                          |
| 正規職員                                                            | 369        | -               | -                          | 0.3                                  | 0.5                                  | 1.6                                  | 2.4                                  | 12.7                                 | 8.4                                  | 20.6                                 | 10.3                                 | 14.4                                 | 5.4                                  | 13.0                                 | 3.3                                  | 3.8                                  | 3.3                                  | 241.4                                |                                      |             |                          |
| 非正規職員                                                           | 78         | 5.1             | 6.4                        | 11.5                                 | 15.4                                 | 16.7                                 | 15.4                                 | 7.7                                  | 6.4                                  | 2.6                                  | 1.3                                  | 3.8                                  | -                                    | -                                    | -                                    | -                                    | 7.7                                  | 113.8                                |                                      |             |                          |
| 無回答                                                             | * 16       | -               | -                          | * 6.3                                | -                                    | -                                    | * 12.5                               | * 18.8                               | * 6.3                                | * 6.3                                | * 6.3                                | * 18.8                               | * 18.8                               | -                                    | -                                    | -                                    | * 6.3                                | * 205.2                              |                                      |             |                          |
| 無回答                                                             | 207        | 1.0             | 2.9                        | 1.9                                  | 5.3                                  | 5.3                                  | 7.2                                  | 16.4                                 | 11.1                                 | 15.5                                 | 6.8                                  | 6.8                                  | 3.4                                  | 3.9                                  | 1.4                                  | 0.5                                  | 10.6                                 | 182.7                                |                                      |             |                          |
| 就<br>業<br>形<br>態<br>・<br>勤<br>務<br>別                            | 正規職員       | 12,768          | 0.5                        | 0.1                                  | 0.2                                  | 0.4                                  | 1.8                                  | 3.6                                  | 13.8                                 | 13.0                                 | 22.4                                 | 10.0                                 | 12.6                                 | 4.5                                  | 7.5                                  | 2.4                                  | 1.8                                  | 5.5                                  | 222.1                                |             |                          |
|                                                                 | 非正規職員      | 5,465           | 2.2                        | 3.2                                  | 12.2                                 | 16.1                                 | 14.3                                 | 9.7                                  | 16.6                                 | 7.0                                  | 5.7                                  | 1.8                                  | 1.5                                  | 0.4                                  | 0.5                                  | 0.2                                  | 0.3                                  | 8.3                                  | 127.8                                |             |                          |
|                                                                 | 正規職員と同じ    | 1,835           | 0.9                        | 0.3                                  | 0.9                                  | 2.7                                  | 7.4                                  | 14.3                                 | 32.4                                 | 13.7                                 | 10.6                                 | 3.8                                  | 2.9                                  | 0.7                                  | 0.9                                  | 0.3                                  | 0.2                                  | 7.7                                  | 167.6                                |             |                          |
|                                                                 | 正規職員より短い   | 3,159           | 3.1                        | 4.9                                  | 18.9                                 | 24.7                                 | 18.3                                 | 6.7                                  | 7.8                                  | 2.9                                  | 2.6                                  | 0.7                                  | 0.6                                  | 0.2                                  | 0.2                                  | 0.1                                  | 0.4                                  | 8.0                                  | 103.8                                |             |                          |
|                                                                 | わからない      | 306             | 2.0                        | 2.6                                  | 10.5                                 | 9.5                                  | 15.7                                 | 13.1                                 | 14.1                                 | 7.5                                  | 6.9                                  | 1.6                                  | 1.6                                  | 0.7                                  | 1.0                                  | -                                    | 0.3                                  | 13.1                                 | 132.9                                |             |                          |
| 勤<br>続<br>年<br>数<br>別                                           | 無回答        | 165             | 1.8                        | 3.6                                  | 10.9                                 | 13.3                                 | 12.1                                 | 9.7                                  | 12.7                                 | 9.7                                  | 7.3                                  | 0.6                                  | 3.0                                  | 0.6                                  | 0.6                                  | -                                    | 0.6                                  | 13.3                                 | 135.6                                |             |                          |
|                                                                 | 1年未満       | 648             | 1.9                        | 2.9                                  | 7.7                                  | 6.6                                  | 7.7                                  | 7.6                                  | 15.0                                 | 8.2                                  | 14.0                                 | 3.1                                  | 5.6                                  | 2.5                                  | 3.1                                  | 0.6                                  | 1.2                                  | 12.3                                 | 169.8                                |             |                          |
|                                                                 | 1年以上2年未満   | 2,034           | 1.8                        | 1.9                                  | 5.3                                  | 6.2                                  | 8.2                                  | 7.5                                  | 16.7                                 | 11.4                                 | 16.2                                 | 5.2                                  | 5.4                                  | 1.8                                  | 3.1                                  | 1.1                                  | 0.3                                  | 7.9                                  | 171.1                                |             |                          |
|                                                                 | 2年以上3年未満   | 2,680           | 1.0                        | 1.6                                  | 5.5                                  | 5.9                                  | 6.6                                  | 7.5                                  | 17.8                                 | 11.5                                 | 16.6                                 | 6.7                                  | 6.0                                  | 2.2                                  | 2.6                                  | 1.0                                  | 0.6                                  | 6.9                                  | 176.5                                |             |                          |
|                                                                 | 3年以上4年未満   | 2,208           | 1.0                        | 1.4                                  | 4.8                                  | 6.3                                  | 6.5                                  | 6.5                                  | 17.5                                 | 13.0                                 | 16.5                                 | 6.1                                  | 7.2                                  | 2.1                                  | 3.4                                  | 0.9                                  | 0.7                                  | 6.3                                  | 178.8                                |             |                          |
|                                                                 | 4年以上5年未満   | 1,888           | 0.8                        | 0.8                                  | 4.5                                  | 6.5                                  | 6.0                                  | 6.2                                  | 16.6                                 | 13.3                                 | 16.0                                 | 6.9                                  | 8.1                                  | 2.7                                  | 3.5                                  | 1.0                                  | 1.0                                  | 6.0                                  | 184.2                                |             |                          |
|                                                                 | 5年以上6年未満   | 1,444           | 1.0                        | 0.7                                  | 3.7                                  | 5.4                                  | 5.5                                  | 5.7                                  | 13.7                                 | 11.9                                 | 19.1                                 | 7.2                                  | 10.2                                 | 2.4                                  | 6.0                                  | 1.0                                  | 1.2                                  | 5.1                                  | 193.7                                |             |                          |
|                                                                 | 6年以上7年未満   | 1,340           | 1.0                        | 0.9                                  | 4.0                                  | 5.4                                  | 6.0                                  | 4.8                                  | 13.7                                 | 12.4                                 | 19.5                                 | 7.2                                  | 9.5                                  | 3.4                                  | 5.2                                  | 1.3                                  | 1.1                                  | 4.6                                  | 193.0                                |             |                          |
|                                                                 | 7年以上10年未満  | 3,747           | 0.7                        | 0.9                                  | 3.0                                  | 4.4                                  | 4.7                                  | 4.3                                  | 13.3                                 | 11.0                                 | 18.4                                 | 8.9                                  | 11.2                                 | 4.1                                  | 5.8                                  | 1.4                                  | 1.4                                  | 6.4                                  | 202.5                                |             |                          |
|                                                                 | 10年以上15年未満 | 1,770           | 1.4                        | 0.7                                  | 2.5                                  | 3.6                                  | 3.7                                  | 3.4                                  | 12.6                                 | 8.5                                  | 17.7                                 | 9.5                                  | 11.9                                 | 4.6                                  | 8.2                                  | 2.7                                  | 1.9                                  | 7.1                                  | 212.5                                |             |                          |
| 性<br>別                                                          | 15年以上20年未満 | 1,196           | 0.8                        | 0.5                                  | 1.5                                  | 1.8                                  | 2.5                                  | 2.6                                  | 7.5                                  | 7.7                                  | 17.3                                 | 9.3                                  | 14.2                                 | 6.9                                  | 11.5                                 | 5.5                                  | 3.7                                  | 6.6                                  | 238.7                                |             |                          |
|                                                                 | 20年以上      | 330             | 0.6                        | 0.3                                  | 0.9                                  | 0.9                                  | 1.5                                  | 0.9                                  | 6.4                                  | 3.0                                  | 11.8                                 | 5.2                                  | 16.1                                 | 6.4                                  | 18.5                                 | 8.2                                  | 10.0                                 | 9.4                                  | 275.0                                |             |                          |
|                                                                 | 無回答        | 244             | 1.6                        | 1.2                                  | 5.3                                  | 9.4                                  | 7.4                                  | 8.2                                  | 13.9                                 | 5.7                                  | 12.3                                 | 4.9                                  | 6.1                                  | 1.2                                  | 3.7                                  | 2.5                                  | 0.8                                  | 15.6                                 | 173.0                                |             |                          |
|                                                                 | 男          | 3,952           | 0.4                        | 0.4                                  | 0.5                                  | 0.5                                  | 2.2                                  | 3.0                                  | 12.9                                 | 10.9                                 | 21.0                                 | 10.2                                 | 13.6                                 | 5.4                                  | 9.1                                  | 2.6                                  | 1.9                                  | 5.3                                  | 226.2                                |             |                          |
|                                                                 | 女          | 14,498          | 1.2                        | 1.3                                  | 4.8                                  | 6.4                                  | 6.5                                  | 6.2                                  | 15.2                                 | 11.2                                 | 16.3                                 | 6.7                                  | 8.0                                  | 2.7                                  | 4.3                                  | 1.4                                  | 1.2                                  | 6.7                                  | 185.0                                |             |                          |
| 持<br>生<br>者<br>計<br>別<br>維                                      | 無回答        | 431             | 1.9                        | 2.1                                  | 6.0                                  | 7.4                                  | 7.0                                  | 4.9                                  | 11.4                                 | 7.4                                  | 16.0                                 | 4.9                                  | 7.4                                  | 1.9                                  | 4.6                                  | 1.2                                  | 1.4                                  | 14.6                                 | 177.6                                |             |                          |
|                                                                 | 自分         | 7,434           | 0.7                        | 0.6                                  | 1.3                                  | 1.5                                  | 3.4                                  | 4.4                                  | 13.5                                 | 10.9                                 | 19.1                                 | 9.4                                  | 12.2                                 | 4.6                                  | 7.9                                  | 2.6                                  | 2.3                                  | 5.6                                  | 217.7                                |             |                          |
|                                                                 | 自分以外       | 8,497           | 1.4                        | 1.8                                  | 7.0                                  | 9.2                                  | 7.8                                  | 6.5                                  | 15.6                                 | 10.9                                 | 15.1                                 | 5.4                                  | 6.1                                  | 1.9                                  | 2.7                                  | 0.8                                  | 0.6                                  | 7.0                                  | 168.4                                |             |                          |
|                                                                 | 生計費は折半等    | 2,461           | 0.5                        | 0.4                                  | 1.2                                  | 2.0                                  | 4.4                                  | 5.4                                  | 15.0                                 | 12.9                                 | 19.3                                 | 8.4                                  | 10.6                                 | 4.1                                  | 6.5                                  | 2.1                                  | 1.1                                  | 6.1                                  | 208.6                                |             |                          |
| 無回答                                                             | 489        | 1.8             | 1.6                        | 4.7                                  | 6.3                                  | 5.9                                  | 5.3                                  | 12.7                                 | 7.2                                  | 15.7                                 | 4.5                                  | 7.4                                  | 1.8                                  | 4.9                                  | 1.4                                  | 1.6                                  | 17.0                                 | 182.9                                |                                      |             |                          |

表Ⅲ－6①賃金や手当等の希望(複数回答)

(%)

|              |                  | 回答労働者数          | 基本給の引き上げ       | 能力や仕事ぶりに応じた評価の実施 | 勤務年数に応じた評価の実施 | 資格手当の導入・引き上げ  | 役職手当の導入・引き上げ  | 早朝・夜間勤務手当の導入・引き上げ | 通勤手当の導入・引き上げ  | 移動時間や移動手当の導入・引き上げ | 賞与(ボーナス)の導入・引き上げ | 連絡用の携帯電話の支給・通費補助 | その他        | 賃金や手当等についての希望はない | 無回答        |
|--------------|------------------|-----------------|----------------|------------------|---------------|---------------|---------------|-------------------|---------------|-------------------|------------------|------------------|------------|------------------|------------|
| 全 体          |                  | 18,881<br>100.0 | 12,172<br>64.5 | 7,420<br>39.3    | 5,937<br>31.4 | 5,920<br>31.4 | 2,902<br>15.4 | 3,640<br>19.3     | 3,101<br>16.4 | 1,765<br>9.3      | 9,917<br>52.5    | 2,664<br>14.1    | 704<br>3.7 | 1,904<br>10.1    | 704<br>3.7 |
| 法人格別         | 民間企業(個人・株式会社等)   | 9,003           | 60.0           | 38.4             | 30.3          | 26.4          | 14.8          | 15.8              | 15.4          | 9.6               | 53.6             | 14.5             | 3.3        | 13.1             | 3.8        |
|              | 社会福祉協議会          | 1,307           | 63.7           | 37.7             | 29.7          | 44.0          | 11.5          | 13.8              | 16.3          | 11.3              | 46.8             | 18.7             | 2.8        | 6.4              | 4.7        |
|              | 社会福祉法人           | 2,918           | 72.8           | 44.1             | 33.4          | 40.0          | 18.8          | 29.2              | 18.3          | 6.9               | 51.8             | 12.0             | 4.7        | 6.5              | 2.5        |
|              | 医療法人             | 2,066           | 76.3           | 42.9             | 38.2          | 34.1          | 18.3          | 22.8              | 18.5          | 7.6               | 56.3             | 12.0             | 5.1        | 5.1              | 2.1        |
|              | NPO              | 995             | 54.5           | 35.0             | 26.8          | 26.6          | 11.9          | 13.9              | 12.5          | 10.9              | 45.1             | 12.7             | 2.5        | 15.8             | 4.3        |
|              | 社団法人・財団法人        | 905             | 71.6           | 39.0             | 32.8          | 32.5          | 17.6          | 25.2              | 18.9          | 12.8              | 55.2             | 14.9             | 3.9        | 5.6              | 3.3        |
|              | 協同組合             | 475             | 65.9           | 34.9             | 29.7          | 38.9          | 13.7          | 14.5              | 18.3          | 13.5              | 53.1             | 22.9             | 4.8        | 7.4              | 3.4        |
|              | 地方自治体            | 194             | 60.3           | 35.6             | 24.7          | 41.2          | 12.4          | 27.8              | 18.0          | 5.2               | 45.4             | 5.7              | 4.6        | 7.2              | 3.6        |
|              | その他              | 159             | 62.9           | 34.6             | 27.0          | 28.3          | 10.7          | 16.4              | 11.3          | 8.8               | 54.7             | 16.4             | 3.8        | 7.5              | 6.3        |
|              | わからない            | 353             | 65.4           | 38.2             | 33.4          | 32.6          | 12.5          | 28.0              | 23.8          | 13.0              | 56.7             | 15.3             | 4.2        | 9.9              | 4.2        |
|              | 無回答              | 506             | 55.7           | 33.8             | 27.9          | 22.5          | 12.3          | 19.8              | 13.6          | 7.1               | 45.5             | 12.1             | 4.0        | 8.9              | 12.6       |
| 事業所規模別       | 政令指定都市、東京23区     | 3,826           | 62.6           | 38.9             | 30.5          | 28.3          | 15.6          | 16.5              | 12.0          | 9.1               | 52.6             | 13.6             | 4.5        | 12.3             | 3.5        |
|              | 上記以外の市・区         | 11,634          | 64.7           | 39.6             | 31.8          | 31.9          | 15.3          | 19.3              | 17.5          | 9.5               | 53.0             | 14.5             | 3.6        | 9.6              | 3.4        |
|              | 町・村、その他          | 2,918           | 66.4           | 38.8             | 31.3          | 33.4          | 15.7          | 22.9              | 18.2          | 8.9               | 51.2             | 13.7             | 3.2        | 9.3              | 3.9        |
|              | 無回答              | 503             | 63.2           | 37.4             | 31.4          | 30.2          | 13.1          | 20.1              | 13.7          | 10.7              | 47.9             | 11.9             | 3.6        | 8.7              | 11.9       |
| 介護保険サービス系型別  | 従来区分             |                 |                |                  |               |               |               |                   |               |                   |                  |                  |            |                  |            |
|              | 訪問系              | 7,963           | 57.2           | 33.6             | 27.2          | 27.7          | 13.2          | 12.8              | 14.8          | 14.1              | 47.7             | 18.7             | 4.0        | 12.8             | 4.7        |
|              | 施設系(入所+通所)       | 10,265          | 70.2           | 43.8             | 34.9          | 34.5          | 17.3          | 24.2              | 17.8          | 5.8               | 56.4             | 10.8             | 3.5        | 8.0              | 2.7        |
|              | 入所型              | 4,608           | 75.8           | 45.8             | 38.2          | 37.1          | 20.7          | 39.8              | 19.0          | 6.2               | 59.6             | 9.2              | 3.5        | 5.2              | 2.3        |
|              | 通所型              | 5,657           | 65.6           | 42.1             | 32.2          | 32.5          | 14.5          | 11.6              | 16.8          | 5.5               | 53.8             | 12.2             | 3.6        | 10.3             | 3.0        |
|              | その他              | 296             | 66.2           | 38.9             | 31.4          | 27.7          | 13.9          | 22.6              | 16.9          | 7.4               | 52.7             | 8.4              | 3.0        | 13.9             | 3.4        |
|              | 無回答              | 357             | 60.8           | 38.9             | 28.0          | 23.5          | 11.2          | 19.6              | 12.0          | 7.6               | 47.6             | 10.4             | 3.1        | 5.9              | 11.8       |
|              | 新区分              |                 |                |                  |               |               |               |                   |               |                   |                  |                  |            |                  |            |
|              | 訪問系              | 6,553           | 57.9           | 34.4             | 28.5          | 28.0          | 13.4          | 14.7              | 15.7          | 16.2              | 48.4             | 19.5             | 3.8        | 12.1             | 4.5        |
|              | 施設系(入所+通所)       | 8,048           | 69.0           | 43.5             | 34.1          | 34.6          | 16.9          | 20.2              | 17.7          | 5.7               | 54.6             | 10.9             | 3.7        | 8.7              | 2.8        |
| 主な介護サービスの種類別 | 入所型              | 2,391           | 77.0           | 46.9             | 38.7          | 39.6          | 22.6          | 40.7              | 19.9          | 6.3               | 56.7             | 7.9              | 4.0        | 4.9              | 2.3        |
|              | 通所型              | 5,657           | 65.6           | 42.1             | 32.2          | 32.5          | 14.5          | 11.6              | 16.8          | 5.5               | 53.8             | 12.2             | 3.6        | 10.3             | 3.0        |
|              | 居住系              | 2,217           | 74.4           | 44.7             | 37.6          | 34.4          | 18.6          | 38.7              | 18.1          | 6.1               | 62.7             | 10.5             | 3.0        | 5.5              | 2.3        |
|              | 居宅介護支援           | 1,410           | 54.1           | 29.8             | 21.1          | 26.4          | 12.1          | 3.8               | 10.6          | 4.3               | 44.5             | 15.0             | 4.8        | 16.5             | 5.7        |
|              | 訪問介護             | 5,283           | 57.0           | 35.2             | 28.3          | 29.5          | 14.0          | 15.0              | 16.1          | 17.1              | 47.8             | 20.4             | 3.1        | 12.3             | 4.7        |
|              | 訪問入浴介護           | 152             | 69.1           | 40.8             | 34.2          | 28.9          | 13.8          | 9.9               | 11.8          | 9.2               | 57.2             | 3.9              | 3.3        | 9.2              | 2.0        |
|              | 訪問看護             | 997             | 59.2           | 28.9             | 26.9          | 19.6          | 10.1          | 14.0              | 14.8          | 13.8              | 49.6             | 18.0             | 7.6        | 11.8             | 3.9        |
|              | 訪問リハビリテーション      | 62              | 77.4           | 38.7             | 38.7          | 30.6          | 17.7          | 9.7               | 9.7           | 4.8               | 51.6             | 8.1              | 6.5        | 9.7              | -          |
|              | 居宅療養管理指導         | 43              | 69.8           | 39.5             | 46.5          | 37.2          | 7.0           | 16.3              | 14.0          | 2.3               | 58.1             | 23.3             | -          | 7.0              | 2.3        |
|              | 通所介護             | 4,281           | 64.2           | 40.9             | 31.1          | 31.8          | 14.2          | 8.9               | 16.1          | 5.3               | 53.0             | 12.2             | 3.6        | 11.3             | 3.2        |
|              | 通所リハビリテーション      | 498             | 70.7           | 44.2             | 34.9          | 35.9          | 16.7          | 9.4               | 17.7          | 4.6               | 53.2             | 9.4              | 3.4        | 7.0              | 2.4        |
|              | 短期入所生活介護         | 400             | 78.8           | 47.3             | 38.3          | 38.5          | 22.0          | 40.3              | 20.0          | 5.3               | 60.5             | 10.0             | 2.3        | 4.3              | 2.8        |
|              | 短期入所療養介護         | * 17            | * 88.2         | * 64.7           | * 52.9        | * 29.4        | * 29.4        | * 41.2            | * 11.8        | * 5.9             | * 58.8           | * 5.9            | -          | -                | -          |
|              | 特定施設入居者生活介護      | 521             | 76.2           | 48.4             | 39.2          | 31.7          | 18.6          | 34.0              | 15.4          | 7.3               | 64.1             | 10.0             | 1.9        | 5.6              | 1.2        |
|              | 福祉用具貸与・特定福祉用具販売  | 75              | 64.0           | 40.0             | 34.7          | 17.3          | 16.0          | 9.3               | 6.7           | 4.0               | 49.3             | 4.0              | 2.7        | 17.3             | 4.0        |
|              | 居宅介護支援           | 1,410           | 54.1           | 29.8             | 21.1          | 26.4          | 12.1          | 3.8               | 10.6          | 4.3               | 44.5             | 15.0             | 4.8        | 16.5             | 5.7        |
|              | 定期巡回・随時対応型訪問介護看護 | * 13            | * 69.2         | * 15.4           | * 38.5        | * 30.8        | * 15.4        | * 23.1            | * 30.8        | -                 | * 61.5           | -                | -          | -                | -          |
|              | 夜間対応型訪問介護        | * 3             | * 33.3         | * 33.3           | * 33.3        | * 33.3        | -             | -                 | -             | -                 | * 33.3           | -                | * 33.3     | * 33.3           | -          |
|              | 認知症対応型通所介護       | 312             | 67.9           | 46.5             | 35.3          | 34.6          | 14.1          | 14.1              | 15.4          | 6.1               | 50.3             | 11.5             | 3.5        | 7.1              | 2.9        |
|              | 小規模多機能型居宅介護      | 537             | 70.9           | 47.7             | 36.1          | 33.9          | 15.3          | 31.7              | 21.8          | 7.8               | 61.8             | 15.1             | 3.5        | 6.9              | 2.2        |
|              | 複合型サービス          | * 29            | * 69.0         | * 37.9           | * 37.9        | * 27.6        | * 13.8        | * 41.4            | * 27.6        | * 6.9             | * 65.5           | * 13.8           | * 3.4      | * 10.3           | -          |
|              | 認知症対応型共同生活介護     | 1,591           | 74.2           | 43.6             | 37.4          | 35.5          | 18.9          | 40.3              | 19.0          | 5.7               | 62.7             | 10.8             | 3.4        | 5.3              | 2.6        |
|              | 地域密着型特定施設入居者生活介護 | 105             | 68.6           | 41.9             | 33.3          | 31.4          | 14.3          | 39.0              | 18.1          | 5.7               | 56.2             | 8.6              | 1.9        | 8.6              | 4.8        |
|              | 地域密着型介護老人福祉施設    | 122             | 80.3           | 52.5             | 41.0          | 41.8          | 27.0          | 45.9              | 24.6          | 9.0               | 64.8             | 13.1             | 3.3        | 1.6              | 0.8        |
|              | 介護老人福祉施設         | 1,319           | 74.3           | 46.0             | 37.1          | 39.8          | 22.1          | 40.6              | 18.7          | 6.4               | 54.6             | 7.6              | 4.0        | 5.5              | 3.1        |
|              | 介護老人保健施設         | 430             | 81.4           | 46.0             | 40.7          | 37.9          | 23.5          | 37.2              | 21.2          | 5.6               | 55.8             | 5.6              | 5.3        | 4.4              | 0.7        |
|              | 介護療養型医療施設        | 103             | 81.6           | 50.5             | 48.5          | 46.6          | 21.4          | 51.5              | 25.2          | 9.7               | 63.1             | 8.7              | 5.8        | 5.8              | -          |
|              | 介護保険以外のサービス      | 55              | 60.0           | 34.5             | 21.8          | 34.5          | 14.5          | 16.4              | 14.5          | 9.1               | 32.7             | 9.1              | 1.8        | 16.4             | 3.6        |
|              | その他(わからない)       | 166             | 69.3           | 39.8             | 33.1          | 30.1          | 12.7          | 30.7              | 22.3          | 8.4               | 60.8             | 10.2             | 3.6        | 11.4             | 3.0        |

表Ⅲ－6② 賃金や手当等の希望(複数回答)

(%)

|                 |            | 回答労働者数 | 基本給の引き上げ | の能力や仕事ぶりに応じた評価 | 勤務年数に応じた評価の実施 | 資格手当の導入・引き上げ | 役職手当の導入・引き上げ | 早朝・夜間勤務手当の導入・引き上げ | 通勤手当の導入・引き上げ | や移動時間の労働時間への算入 | 賞与(ボーナス)の導入・引き上げ | 連絡用の携帯電話の支給・通信費補助 | その他   | 賃金や手当等についての希望はない | 無回答   |
|-----------------|------------|--------|----------|----------------|---------------|--------------|--------------|-------------------|--------------|----------------|------------------|-------------------|-------|------------------|-------|
| 全               | 体          | 18,881 | 12,172   | 7,420          | 5,937         | 5,920        | 2,902        | 3,640             | 3,101        | 1,765          | 9,917            | 2,664             | 704   | 1,904            | 704   |
|                 |            | 100.0  | 64.5     | 39.3           | 31.4          | 31.4         | 15.4         | 19.3              | 16.4         | 9.3            | 52.5             | 14.1              | 3.7   | 10.1             | 3.7   |
| 主な職種別(7職種就業形態別) | 訪問介護員      | 2,919  | 52.1     | 31.0           | 26.3          | 26.1         | 8.4          | 13.9              | 16.4         | 22.3           | 42.4             | 22.5              | 2.8   | 13.7             | 5.7   |
|                 | 正規職員       | 1,182  | 63.0     | 33.6           | 26.7          | 27.3         | 13.5         | 16.5              | 15.0         | 13.5           | 55.2             | 19.0              | 2.2   | 10.2             | 4.6   |
|                 | 非正規職員      | 1,582  | 44.6     | 29.3           | 26.3          | 25.7         | 4.7          | 12.0              | 17.6         | 28.5           | 33.6             | 25.1              | 3.4   | 16.1             | 6.1   |
|                 | 無回答        | 155    | 46.5     | 29.0           | 22.6          | 20.0         | 6.5          | 12.9              | 14.8         | 25.8           | 34.2             | 23.2              | 1.9   | 16.8             | 11.0  |
|                 | サービス提供責任者  | 1,765  | 62.7     | 39.1           | 29.2          | 33.0         | 22.5         | 14.2              | 13.1         | 11.6           | 53.3             | 19.2              | 3.8   | 10.1             | 4.0   |
|                 | 正規職員       | 1,448  | 62.4     | 39.8           | 29.6          | 31.5         | 24.3         | 14.8              | 12.7         | 10.7           | 53.7             | 18.2              | 3.3   | 10.2             | 4.1   |
|                 | 非正規職員      | 259    | 64.5     | 36.3           | 27.0          | 42.1         | 13.5         | 11.6              | 16.2         | 14.7           | 53.3             | 24.7              | 6.9   | 10.0             | 2.3   |
|                 | 無回答        | 58     | 60.3     | 34.5           | 29.3          | 29.3         | 19.0         | 12.1              | 10.3         | 19.0           | 41.4             | 17.2              | 1.7   | 10.3             | 10.3  |
|                 | 看護職員       | 1,921  | 60.1     | 32.2           | 28.4          | 23.4         | 11.2         | 15.6              | 15.7         | 9.8            | 49.1             | 13.6              | 5.6   | 13.0             | 4.1   |
|                 | 正規職員       | 1,298  | 67.7     | 35.2           | 28.9          | 26.2         | 14.7         | 19.8              | 16.4         | 10.1           | 53.5             | 14.4              | 6.5   | 8.9              | 3.5   |
|                 | 非正規職員      | 561    | 43.9     | 25.8           | 26.9          | 17.1         | 3.7          | 5.7               | 13.9         | 8.9            | 38.5             | 12.5              | 3.6   | 21.7             | 5.0   |
|                 | 無回答        | 62     | 48.4     | 27.4           | 30.6          | 22.6         | 6.5          | 17.7              | 16.1         | 11.3           | 53.2             | 8.1               | 4.8   | 21.0             | 8.1   |
|                 | 介護職員       | 8,017  | 72.4     | 44.4           | 36.8          | 35.6         | 16.0         | 29.9              | 19.4         | 6.2            | 58.0             | 9.8               | 3.5   | 6.7              | 2.7   |
|                 | 正規職員       | 5,308  | 77.5     | 45.8           | 38.3          | 36.6         | 20.9         | 35.7              | 19.7         | 6.9            | 62.1             | 10.0              | 3.7   | 5.1              | 2.1   |
|                 | 非正規職員      | 2,472  | 61.9     | 41.2           | 33.5          | 34.1         | 6.1          | 17.8              | 19.0         | 4.9            | 49.8             | 9.6               | 3.0   | 10.1             | 3.6   |
|                 | 無回答        | 237    | 68.4     | 46.4           | 37.6          | 29.5         | 11.8         | 25.3              | 16.9         | 4.6            | 51.5             | 7.6               | 3.8   | 5.5              | 5.9   |
|                 | 生活相談員      | 1,226  | 67.6     | 47.4           | 32.7          | 36.4         | 24.4         | 9.1               | 15.1         | 6.2            | 55.9             | 15.1              | 2.8   | 10.0             | 2.4   |
|                 | 正規職員       | 1,057  | 69.5     | 47.9           | 33.4          | 36.0         | 26.0         | 9.6               | 14.9         | 6.6            | 56.7             | 15.3              | 3.1   | 9.3              | 2.5   |
|                 | 非正規職員      | 139    | 56.8     | 43.2           | 27.3          | 41.0         | 14.4         | 4.3               | 13.7         | 2.9            | 47.5             | 12.9              | 0.7   | 15.8             | 1.4   |
|                 | 無回答        | 30     | 50.0     | 50.0           | 33.3          | 26.7         | 13.3         | 16.7              | 26.7         | 6.7            | 66.7             | 16.7              | -     | 6.7              | 3.3   |
|                 | 介護支援専門員    | 2,097  | 56.9     | 32.3           | 22.7          | 28.0         | 13.2         | 4.0               | 10.8         | 4.1            | 47.6             | 14.8              | 4.2   | 14.4             | 5.0   |
|                 | 正規職員       | 1,737  | 59.2     | 33.2           | 23.2          | 29.0         | 14.9         | 4.4               | 10.9         | 4.3            | 48.7             | 15.3              | 4.4   | 13.4             | 4.7   |
|                 | 非正規職員      | 289    | 43.3     | 27.3           | 21.1          | 22.1         | 4.2          | 2.1               | 10.7         | 3.1            | 41.2             | 12.5              | 2.8   | 20.8             | 5.5   |
|                 | 無回答        | 71     | 56.3     | 29.6           | 18.3          | 28.2         | 8.5          | 1.4               | 7.0          | 1.4            | 46.5             | 12.7              | 7.0   | 11.3             | 8.5   |
|                 | PT・OT・ST等  | 266    | 61.7     | 46.2           | 32.0          | 25.9         | 12.0         | 5.6               | 14.3         | 7.5            | 49.2             | 11.7              | 4.5   | 10.9             | 3.0   |
|                 | 正規職員       | 240    | 64.2     | 48.8           | 33.3          | 27.1         | 12.5         | 5.8               | 15.4         | 6.3            | 51.3             | 12.1              | 4.6   | 9.6              | 2.9   |
|                 | 非正規職員      | * 23   | * 34.8   | * 26.1         | * 21.7        | * 17.4       | * 8.7        | * 4.3             | * 4.3        | * 21.7         | * 34.8           | * 8.7             | * 4.3 | * 21.7           | * 4.3 |
|                 | 無回答        | * 3    | * 66.7   | -              | -             | -            | -            | -                 | -            | -              | -                | -                 | -     | * 33.3           | -     |
|                 | その他        | 463    | 61.6     | 43.0           | 30.5          | 25.1         | 23.5         | 10.4              | 13.0         | 5.8            | 50.8             | 13.2              | 4.5   | 13.8             | 2.4   |
|                 | 正規職員       | 369    | 66.4     | 46.6           | 31.7          | 27.1         | 27.1         | 11.7              | 13.0         | 5.7            | 54.5             | 13.8              | 5.4   | 11.1             | 2.4   |
|                 | 非正規職員      | 78     | 38.5     | 26.9           | 25.6          | 15.4         | 3.8          | 5.1               | 12.8         | 7.7            | 34.6             | 7.7               | 1.3   | 26.9             | 2.6   |
|                 | 無回答        | * 16   | * 62.5   | * 37.5         | * 25.0        | * 25.0       | * 37.5       | * 6.3             | * 12.5       | -              | * 43.8           | * 25.0            | -     | * 12.5           | -     |
|                 | 無回答        | 207    | 54.6     | 32.4           | 27.1          | 26.6         | 19.8         | 15.0              | 13.0         | 7.2            | 47.3             | 14.0              | 4.8   | 11.1             | 8.7   |
| 就業形態・勤務         | 正規職員       | 12,768 | 69.5     | 41.3           | 32.5          | 32.5         | 19.7         | 22.1              | 16.2         | 7.9            | 56.8             | 13.6              | 3.9   | 8.3              | 3.2   |
|                 | 非正規職員      | 5,465  | 53.5     | 34.8           | 29.3          | 29.3         | 5.9          | 13.0              | 17.1         | 12.6           | 43.2             | 15.4              | 3.2   | 14.1             | 4.5   |
|                 | 正規職員と同じ    | 1,835  | 67.4     | 42.2           | 36.1          | 37.4         | 9.2          | 21.7              | 18.0         | 8.0            | 60.2             | 15.4              | 3.7   | 6.4              | 4.0   |
|                 | 正規職員より短い   | 3,159  | 46.3     | 30.9           | 25.2          | 24.5         | 3.9          | 8.3               | 16.2         | 14.1           | 33.8             | 14.3              | 2.7   | 18.5             | 4.8   |
|                 | わからない      | 306    | 46.4     | 30.7           | 27.8          | 28.8         | 5.6          | 11.4              | 21.2         | 23.5           | 38.9             | 23.9              | 4.2   | 14.4             | 5.6   |
|                 | 無回答        | 165    | 48.5     | 37.0           | 35.8          | 30.9         | 8.5          | 11.5              | 17.0         | 13.9           | 41.2             | 20.6              | 6.1   | 13.3             | 3.0   |
|                 | 無回答        | 648    | 57.6     | 36.7           | 29.5          | 26.4         | 11.1         | 16.4              | 14.7         | 11.6           | 46.1             | 13.7              | 3.7   | 11.3             | 8.0   |
| 勤続年数別           | 1年未満       | 2,034  | 60.1     | 38.1           | 24.9          | 29.2         | 11.6         | 18.0              | 18.7         | 9.4            | 50.7             | 13.2              | 3.6   | 12.0             | 3.9   |
|                 | 1年以上2年未満   | 2,680  | 62.9     | 38.2           | 24.7          | 29.9         | 13.4         | 20.0              | 17.8         | 10.7           | 54.1             | 14.1              | 3.8   | 11.0             | 4.3   |
|                 | 2年以上3年未満   | 2,208  | 64.8     | 40.0           | 29.3          | 28.9         | 13.1         | 19.3              | 14.9         | 7.8            | 54.1             | 12.0              | 3.4   | 9.3              | 4.3   |
|                 | 3年以上4年未満   | 1,888  | 65.8     | 41.4           | 32.2          | 31.0         | 14.9         | 20.3              | 16.5         | 10.3           | 55.7             | 14.2              | 3.5   | 9.4              | 3.3   |
|                 | 4年以上5年未満   | 1,444  | 65.6     | 41.8           | 33.2          | 31.4         | 16.8         | 19.9              | 17.1         | 10.0           | 57.0             | 14.5              | 4.0   | 10.7             | 2.9   |
|                 | 5年以上7年未満   | 1,340  | 63.4     | 40.6           | 33.3          | 30.4         | 15.1         | 20.1              | 14.3         | 8.6            | 54.3             | 15.0              | 4.5   | 9.9              | 3.4   |
|                 | 7年以上10年未満  | 3,747  | 66.9     | 39.7           | 36.2          | 33.6         | 18.1         | 19.3              | 16.8         | 9.0            | 51.9             | 14.7              | 3.5   | 9.6              | 3.3   |
|                 | 10年以上15年未満 | 1,770  | 66.3     | 38.5           | 36.4          | 33.2         | 17.1         | 18.2              | 16.2         | 10.3           | 49.5             | 15.7              | 3.4   | 9.7              | 3.2   |
|                 | 15年以上20年未満 | 1,196  | 65.8     | 39.4           | 36.5          | 37.3         | 19.6         | 18.6              | 13.8         | 8.8            | 49.3             | 15.9              | 4.1   | 7.6              | 3.0   |
|                 | 20年以上      | 330    | 59.1     | 29.7           | 26.4          | 29.1         | 16.4         | 19.1              | 15.8         | 4.8            | 38.8             | 10.0              | 5.2   | 10.6             | 6.4   |
|                 | 無回答        | 244    | 54.9     | 30.7           | 26.2          | 21.3         | 9.0          | 16.4              | 13.1         | 8.2            | 40.2             | 9.0               | 3.3   | 15.6             | 11.9  |
| 性別              | 男          | 3,952  | 75.5     | 45.6           | 34.5          | 35.2         | 26.2         | 23.4              | 17.6         | 8.5            | 58.5             | 12.1              | 3.3   | 8.3              | 2.6   |
|                 | 女          | 14,498 | 61.6     | 37.6           | 30.8          | 30.5         | 12.6         | 18.2              | 16.2         | 9.6            | 51.1             | 14.7              | 3.8   | 10.6             | 3.9   |
|                 | 無回答        | 431    | 58.9     | 37.6           | 23.9          | 23.7         | 10.9         | 16.5              | 12.3         | 9.5            | 46.4             | 12.8              | 3.9   | 10.4             | 7.2   |
| 持生計別            | 自分         | 7,434  | 69.0     | 42.5           | 32.4          | 31.7         | 19.4         | 21.4              | 17.2         | 9.1            | 56.4             | 14.6              | 4.3   | 8.5              | 3.2   |
|                 | 自分以外       | 8,497  | 60.0     | 36.3           | 31.2          | 31.2         | 11.9         | 16.8              | 15.9         | 9.5            | 48.2             | 13.4              | 3.2   | 12.0             | 4.2   |
|                 | 生計費は折半等    | 2,461  | 67.8     | 40.7           | 31.3          | 32.6         | 16.1         | 21.8              | 16.9         | 9.6            | 56.6             | 15.6              | 3.8   | 8.1              | 2.6   |
|                 | 無回答        | 489    | 56.9     | 36.4           | 23.3          | 22.5         | 11.0         | 16.4              | 12.1         | 9.0            | 47.0             | 12.5              | 3.7   | 10.6             | 8.6   |

表Ⅳ－３ 過去１年間の研修受講回数

(%)

|                                                          |                  | 回答<br>労働者<br>数  | 受<br>け<br>た    | 受<br>け<br>な<br>い | 無<br>回<br>答 | 受講回数内訳          |                            |                            |                            |                                 |                       |             |                         |     |
|----------------------------------------------------------|------------------|-----------------|----------------|------------------|-------------|-----------------|----------------------------|----------------------------|----------------------------|---------------------------------|-----------------------|-------------|-------------------------|-----|
|                                                          |                  |                 |                |                  |             | 受<br>け<br>た     | 1<br>～<br>2<br>回<br>程<br>度 | 3<br>～<br>5<br>回<br>程<br>度 | 6<br>～<br>7<br>回<br>程<br>度 | 8<br>～<br>1<br>0<br>回<br>程<br>度 | 1<br>1<br>回<br>以<br>上 | 無<br>回<br>答 | 平<br>均<br>回<br>数<br>(回) |     |
| 全 体                                                      |                  | 18,881<br>100.0 | 13,329<br>70.6 | 4,955<br>26.2    | 597<br>3.2  | 13,329<br>100.0 | 6,257<br>46.9              | 4,490<br>33.7              | 646<br>4.8                 | 829<br>6.2                      | 549<br>4.1            | 558<br>4.2  | 3.7                     |     |
| 法人<br>格<br>別                                             | 民間企業(個人・株式会社等)   | 9,003           | 66.9           | 30.1             | 3.0         | 6,025           | 46.4                       | 33.1                       | 5.0                        | 6.4                             | 4.8                   | 4.2         | 3.9                     |     |
|                                                          | 社会福祉協議会          | 1,307           | 76.4           | 20.0             | 3.7         | 998             | 48.0                       | 34.2                       | 4.0                        | 5.2                             | 3.5                   | 5.1         | 3.5                     |     |
|                                                          | 社会福祉法人           | 2,918           | 76.6           | 21.1             | 2.3         | 2,235           | 50.1                       | 33.9                       | 4.7                        | 5.7                             | 2.2                   | 3.4         | 3.3                     |     |
|                                                          | 医療法人             | 2,066           | 74.5           | 23.0             | 2.5         | 1,540           | 45.5                       | 34.2                       | 5.6                        | 6.8                             | 4.7                   | 3.1         | 3.9                     |     |
|                                                          | NPO              | 995             | 73.9           | 23.1             | 3.0         | 735             | 42.6                       | 36.7                       | 4.8                        | 7.2                             | 5.0                   | 3.7         | 3.9                     |     |
|                                                          | 社団法人・財団法人        | 905             | 76.6           | 19.9             | 3.5         | 693             | 45.7                       | 35.6                       | 4.5                        | 6.1                             | 2.5                   | 5.6         | 3.4                     |     |
|                                                          | 協同組合             | 475             | 79.2           | 17.3             | 3.6         | 376             | 43.1                       | 36.2                       | 5.6                        | 7.2                             | 5.3                   | 2.7         | 4.0                     |     |
|                                                          | 地方自治体            | 194             | 78.4           | 19.6             | 2.1         | 152             | 52.0                       | 33.6                       | 2.0                        | 5.9                             | 1.3                   | 5.3         | 3.0                     |     |
|                                                          | その他              | 159             | 74.2           | 22.0             | 3.8         | 118             | 44.1                       | 34.7                       | 5.9                        | 5.1                             | 5.1                   | 5.1         | 3.9                     |     |
|                                                          | わからない            | 353             | 48.4           | 46.7             | 4.8         | 171             | 62.0                       | 23.4                       | 4.1                        | 2.9                             | 2.9                   | 4.7         | 2.7                     |     |
| 無回答                                                      |                  | 506             | 56.5           | 32.0             | 11.5        | 286             | 46.2                       | 30.1                       | 2.4                        | 5.2                             | 4.9                   | 11.2        | 3.6                     |     |
| 所<br>在<br>地<br>所                                         | 政令指定都市・東京23区     | 3,826           | 69.9           | 27.2             | 2.9         | 2,674           | 43.5                       | 34.2                       | 5.2                        | 7.7                             | 5.6                   | 3.7         | 4.2                     |     |
|                                                          | 上記以外の市・区         | 11,634          | 70.9           | 26.0             | 3.1         | 8,244           | 46.7                       | 34.0                       | 4.8                        | 6.3                             | 4.0                   | 4.2         | 3.7                     |     |
|                                                          | 町・村、その他          | 2,918           | 71.7           | 25.8             | 2.6         | 2,091           | 52.0                       | 31.9                       | 4.7                        | 4.5                             | 2.9                   | 4.1         | 3.3                     |     |
| 無回答                                                      |                  | 503             | 63.6           | 26.2             | 10.1        | 320             | 47.8                       | 34.4                       | 4.7                        | 2.8                             | 2.5                   | 7.8         | 3.2                     |     |
| 事<br>業<br>所<br>規<br>模<br>別                               | 5人未満             | 1,522           | 74.6           | 21.0             | 4.5         | 1,135           | 31.6                       | 37.1                       | 7.2                        | 11.6                            | 8.3                   | 4.1         | 5.2                     |     |
|                                                          | 5人以上10人未満        | 3,922           | 66.2           | 31.1             | 2.7         | 2,598           | 49.7                       | 30.8                       | 5.0                        | 5.8                             | 4.2                   | 4.5         | 3.6                     |     |
|                                                          | 10人以上20人未満       | 4,923           | 70.4           | 26.6             | 3.0         | 3,464           | 49.5                       | 33.0                       | 4.6                        | 5.3                             | 3.4                   | 4.3         | 3.5                     |     |
|                                                          | 20人以上50人未満       | 4,288           | 71.1           | 26.4             | 2.5         | 3,048           | 48.8                       | 33.6                       | 4.3                        | 5.5                             | 4.0                   | 3.8         | 3.5                     |     |
|                                                          | 50人以上100人未満      | 2,034           | 76.4           | 21.2             | 2.4         | 1,554           | 46.1                       | 36.3                       | 4.7                        | 5.9                             | 3.2                   | 3.8         | 3.5                     |     |
|                                                          | 100人以上           | 1,408           | 75.2           | 21.0             | 3.8         | 1,059           | 43.6                       | 37.5                       | 4.9                        | 7.5                             | 3.3                   | 3.2         | 3.7                     |     |
|                                                          | わからない            | 403             | 58.6           | 37.2             | 4.2         | 236             | 49.2                       | 29.2                       | 5.1                        | 5.1                             | 3.8                   | 7.6         | 3.4                     |     |
|                                                          | 無回答              | 381             | 61.7           | 26.0             | 12.3        | 235             | 46.8                       | 30.6                       | 3.4                        | 5.1                             | 5.1                   | 8.9         | 3.7                     |     |
| 介<br>護<br>保<br>険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別      | 従<br>来<br>区<br>分 | 訪問系             | 7,963          | 73.5             | 23.0        | 3.5             | 5,854                      | 40.2                       | 35.7                       | 5.5                             | 7.9                   | 5.8         | 4.8                     | 4.3 |
|                                                          |                  | 施設系（入所+通所）      | 10,265         | 69.0             | 28.4        | 2.6             | 7,083                      | 52.0                       | 32.3                       | 4.4                             | 4.8                   | 2.8         | 3.7                     | 3.3 |
|                                                          |                  | 入所型             | 4,608          | 74.3             | 23.5        | 2.2             | 3,422                      | 50.8                       | 32.7                       | 4.7                             | 5.3                   | 2.7         | 3.7                     | 3.3 |
|                                                          |                  | 通所型             | 5,657          | 64.7             | 32.5        | 2.8             | 3,661                      | 53.1                       | 31.9                       | 4.2                             | 4.4                   | 2.8         | 3.6                     | 3.2 |
|                                                          |                  | その他             | 296            | 62.5             | 33.4        | 4.1             | 185                        | 55.7                       | 30.8                       | 3.8                             | 4.9                   | 3.2         | 1.6                     | 3.3 |
|                                                          |                  | 無回答             | 357            | 58.0             | 29.4        | 12.6            | 207                        | 56.0                       | 26.6                       | 0.5                             | 6.3                   | 3.9         | 6.8                     | 3.2 |
|                                                          | 新<br>区<br>分      | 訪問系             | 6,553          | 70.6             | 26.0        | 3.3             | 4,628                      | 45.4                       | 35.1                       | 4.4                             | 5.8                   | 4.5         | 4.8                     | 3.7 |
|                                                          |                  | 施設系（入所+通所）      | 8,048          | 67.0             | 30.3        | 2.6             | 5,394                      | 53.2                       | 32.0                       | 4.1                             | 4.4                   | 2.6         | 3.6                     | 3.2 |
|                                                          |                  | 入所型             | 2,391          | 72.5             | 25.3        | 2.2             | 1,733                      | 53.4                       | 32.3                       | 3.9                             | 4.6                   | 2.1         | 3.7                     | 3.1 |
|                                                          |                  | 通所型             | 5,657          | 64.7             | 32.5        | 2.8             | 3,661                      | 53.1                       | 31.9                       | 4.2                             | 4.4                   | 2.8         | 3.6                     | 3.2 |
|                                                          |                  | 居住系             | 2,217          | 76.2             | 21.6        | 2.2             | 1,689                      | 48.1                       | 33.2                       | 5.5                             | 6.1                   | 3.4         | 3.7                     | 3.6 |
|                                                          |                  | 居宅介護支援          | 1,410          | 87.0             | 8.9         | 4.2             | 1,226                      | 20.6                       | 38.1                       | 9.9                             | 16.0                  | 10.6        | 4.8                     | 6.2 |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>類<br>別 | 訪問介護             | 5,283           | 69.8           | 26.9             | 3.3         | 3,686           | 46.4                       | 34.4                       | 4.3                        | 5.3                             | 4.6                   | 4.9         | 3.7                     |     |
|                                                          | 訪問入浴介護           | 152             | 54.6           | 40.1             | 5.3         | 83              | 55.4                       | 30.1                       | 1.2                        | 6.0                             | 2.4                   | 4.8         | 3.2                     |     |
|                                                          | 訪問看護             | 997             | 77.6           | 19.1             | 3.3         | 774             | 39.9                       | 38.4                       | 5.0                        | 8.1                             | 4.0                   | 4.5         | 4.0                     |     |
|                                                          | 訪問リハビリテーション      | 62              | 79.0           | 21.0             | -           | 49              | 34.7                       | 44.9                       | 2.0                        | 4.1                             | 10.2                  | 4.1         | 4.8                     |     |
|                                                          | 居宅療養管理指導         | 43              | 65.1           | 32.6             | 2.3         | * 28            | * 53.6                     | * 28.6                     | * 7.1                      | * 3.6                           | * 3.6                 | * 3.1       | * 3.5                   |     |
|                                                          | 通所介護             | 4,281           | 63.1           | 33.9             | 2.9         | 2,703           | 53.7                       | 32.0                       | 4.0                        | 4.1                             | 2.8                   | 3.5         | 3.2                     |     |
|                                                          | 通所リハビリテーション      | 498             | 66.9           | 30.7             | 2.4         | 333             | 53.5                       | 33.0                       | 3.3                        | 4.8                             | 1.5                   | 3.9         | 3.2                     |     |
|                                                          | 短期入所生活介護         | 400             | 70.5           | 27.0             | 2.5         | 282             | 53.2                       | 31.2                       | 3.9                        | 6.0                             | 2.1                   | 3.5         | 3.1                     |     |
|                                                          | 短期入所療養介護         | * 17            | * 64.7         | * 35.3           | -           | * 11            | * 54.5                     | * 18.2                     | -                          | * 9.1                           | -                     | * 18.2      | * 3.1                   |     |
|                                                          | 特定施設入居者生活介護      | 521             | 69.1           | 28.8             | 2.1         | 360             | 45.3                       | 31.9                       | 4.2                        | 6.1                             | 6.9                   | 5.6         | 4.2                     |     |
|                                                          | 福祉用具貸与・特定福祉用具販売  | 75              | 78.7           | 18.7             | 2.7         | 59              | 55.9                       | 28.8                       | 5.1                        | 5.1                             | 3.4                   | 1.7         | 3.4                     |     |
|                                                          | 居宅介護支援           | 1,410           | 87.0           | 8.9              | 4.2         | 1,226           | 20.6                       | 38.1                       | 9.9                        | 16.0                            | 10.6                  | 4.8         | 6.2                     |     |
|                                                          | 定期巡回・随時対応型訪問介護看護 | * 13            | * 53.8         | * 38.5           | * 7.7       | * 7             | * 42.9                     | * 42.9                     | * 14.3                     | -                               | -                     | -           | * 3.4                   |     |
|                                                          | 夜間対応型訪問介護        | * 3             | * 33.3         | * 66.7           | -           | * 1             | * 100.0                    | -                          | -                          | -                               | -                     | -           | * 1.0                   |     |
|                                                          | 認知症対応型通所介護       | 312             | 67.0           | 30.1             | 2.9         | 209             | 45.5                       | 35.4                       | 6.7                        | 3.8                             | 4.8                   | 3.8         | 3.7                     |     |
|                                                          | 小規模多機能型居宅介護      | 537             | 74.5           | 22.9             | 2.6         | 400             | 53.5                       | 27.5                       | 5.5                        | 6.0                             | 3.3                   | 4.3         | 3.5                     |     |
|                                                          | 複合型サービス          | * 29            | * 55.2         | * 44.8           | -           | * 16            | * 31.3                     | * 50.0                     | * 6.3                      | * 12.5                          | -                     | -           | * 3.6                   |     |
|                                                          | 認知症対応型共同生活介護     | 1,591           | 78.6           | 19.4             | 2.0         | 1,250           | 48.4                       | 33.7                       | 5.9                        | 6.2                             | 2.5                   | 3.3         | 3.4                     |     |
|                                                          | 地域密着型特定施設入居者生活介護 | 105             | 75.2           | 19.0             | 5.7         | 79              | 55.7                       | 30.4                       | 5.1                        | 3.8                             | 2.5                   | 2.5         | 3.0                     |     |
|                                                          | 地域密着型介護老人福祉施設    | 122             | 69.7           | 29.5             | 0.8         | 85              | 50.6                       | 36.5                       | 2.4                        | 4.7                             | 2.4                   | 3.5         | 3.2                     |     |
|                                                          | 介護老人福祉施設         | 1,319           | 71.0           | 26.8             | 2.3         | 936             | 53.0                       | 32.3                       | 3.6                        | 4.4                             | 2.1                   | 4.6         | 3.1                     |     |
|                                                          | 介護老人保健施設         | 430             | 78.6           | 18.6             | 2.8         | 338             | 55.0                       | 34.0                       | 4.1                        | 3.3                             | 2.1                   | 1.5         | 3.0                     |     |
|                                                          | 介護療養型医療施設        | 103             | 78.6           | 21.4             | -           | 81              | 55.6                       | 27.2                       | 7.4                        | 7.4                             | 1.2                   | 1.2         | 3.3                     |     |
|                                                          | 介護保険以外のサービス      | 55              | 60.0           | 34.5             | 5.5         | 33              | 42.4                       | 51.5                       | -                          | 3.0                             | 3.0                   | -           | 3.7                     |     |
|                                                          | その他（わからない）       | 166             | 56.0           | 39.8             | 4.2         | 93              | 60.2                       | 24.7                       | 4.3                        | 5.4                             | 3.2                   | 2.2         | 3.1                     |     |
| 主<br>な<br>職<br>種<br>別                                    | 訪問介護員            | 2,919           | 61.8           | 34.6             | 3.6         | 1,805           | 52.7                       | 29.9                       | 3.3                        | 4.0                             | 4.9                   | 5.2         | 3.4                     |     |
|                                                          | サービス提供責任者        | 1,765           | 80.5           | 17.0             | 2.5         | 1,420           | 41.2                       | 40.4                       | 4.6                        | 5.1                             | 3.7                   | 5.0         | 3.7                     |     |
|                                                          | 看護職員             | 1,921           | 69.6           | 26.8             | 3.6         | 1,337           | 48.2                       | 34.9                       | 4.6                        | 5.3                             | 3.0                   | 4.1         | 3.5                     |     |
|                                                          | 介護職員             | 8,017           | 66.4           | 30.7             | 2.9         | 5,320           | 55.3                       | 30.2                       | 4.0                        | 4.4                             | 2.4                   | 3.6         | 3.1                     |     |
|                                                          | 生活相談員            | 1,226           | 75.9           | 22.1             | 2.0         | 931             | 48.0                       | 35.4                       | 5.0                        | 5.2                             | 2.7                   | 3.7         | 3.5                     |     |
|                                                          | 介護支援専門員          | 2,097           | 88.0           | 8.1              | 3.9         | 1,846           | 22.0                       | 39.9                       | 8.9                        | 14.8                            | 10.0                  | 4.4         | 6.0                     |     |
|                                                          | PT・OT・ST等        | 266             | 71.8           | 25.6             | 2.6         | 191             | 39.8                       | 38.2                       | 6.8                        | 8.4                             | 4.2                   | 2.6         | 4.0                     |     |
|                                                          | その他              | 463             | 74.1           | 22.0             | 3.9         | 343             | 43.1                       | 34.7                       | 5.5                        | 8.7                             | 4.1                   | 3.8         | 4.0                     |     |
| 無回答                                                      |                  | 207             | 65.7           | 29.0             | 5.3         | 136             | 41.2                       | 31.6                       | 5.1                        | 6.6                             | 6.6                   | 8.8         | 4.1                     |     |
| 就<br>業<br>・<br>別<br>勤<br>務                               | 正規職員             | 12,768          | 76.3           | 20.9             | 2.8         | 9,736           | 44.9                       | 35.0                       | 5.2                        | 6.8                             | 4.1                   | 4.0         | 3.8                     |     |
|                                                          | 非正規職員            | 5,465           | 57.8           | 38.5             | 3.7         | 3,161           | 53.5                       | 30.1                       | 3.9                        | 4.3                             | 3.8                   | 4.3         | 3.2                     |     |
|                                                          | 正規職員と同じ          | 1,835           | 64.8           | 30.8             | 4.4         | 1,189           | 52.1                       | 32.4                       | 3.8                        | 4.0                             | 3.4                   | 4.3         | 3.2                     |     |
|                                                          | 正規職員より短い         | 3,159           | 53.5           | 43.2             | 3.3         | 1,690           | 54.5                       | 28.6                       | 4.4                        | 4.6                             | 3.9                   | 4.0         | 3.2                     |     |
|                                                          | わからない            | 306             | 60.5           | 36.3             | 3.3         | 185             | 51.4                       | 30.3                       | 2.2                        | 3.8                             | 5.4                   | 7.0         | 3.4                     |     |
|                                                          | 無回答              | 165             | 58.8           | 37.6             | 3.6         | 97              | 57.7                       | 28.9                       | 1.0                        | 4.1                             | 4.1                   | 4.1         | 3.0                     |     |
| 無回答                                                      |                  | 648             | 66.7           | 28.1             | 5.2         | 432             | 45.8                       | 30.6                       | 4.6                        | 6.3                             | 5.8                   | 6.9         | 3.9                     |     |
| 持<br>生<br>者<br>計<br>別<br>維                               | 自分               | 7,434           | 51.7           | 42.2             | 6.1         | 5,446           | 44.9                       | 35.1                       | 5.2                        | 6.4                             | 4.5                   | 3.9         | 3.9                     |     |
|                                                          | 自分以外             | 8,497           | 49.2           | 44.4             | 6.4         | 5,730           | 49.3                       | 32.0                       | 4.3                        | 6.0                             | 4.0                   | 4.4         | 3.6                     |     |
|                                                          | 生計費は折半等          | 2,461           | 50.1           | 43.0             | 6.9         | 1,831           | 45.7                       | 35.1                       | 5.3                        | 6.3                             | 3.7                   | 4.0         | 3.7                     |     |
|                                                          | 無回答              | 489             | 44.4           | 40.1             | 15.5        | 322             | 46.3                       | 32.6                       | 5.6                        | 5.9                             | 3.1                   | 6.5         | 3.5                     |     |

表V-1 現在の仕事を選んだ理由(複数回答)

(%)

|                                                             |                   | 回答<br>労働者<br>数  | 仕事<br>だと思<br>いにつ<br>たる仕<br>事 | ま<br>る今<br>後<br>も<br>ニ<br>ー<br>ダ<br>ー<br>が<br>高<br>い | ち<br>人<br>や<br>社<br>会<br>の<br>役<br>に<br>立<br>た<br>る | 加<br>生<br>の<br>た<br>め<br>い<br>・<br>社<br>会<br>参<br>与 | か<br>ら<br>年<br>寄<br>り<br>が<br>好<br>き<br>だ | 経<br>身<br>近<br>な<br>人<br>の<br>介<br>護<br>の<br>た<br>め | せ<br>資<br>格<br>・<br>技<br>能<br>が<br>活<br>か<br>す | が<br>介<br>護<br>の<br>知<br>識<br>や<br>技<br>能<br>が<br>あ<br>る | い<br>給<br>与<br>等<br>の<br>入<br>入<br>が<br>多<br>い | に<br>の<br>自<br>分<br>や<br>家<br>族<br>の<br>都<br>合<br>が<br>あ<br>る | い<br>他<br>の<br>よ<br>い<br>仕<br>事<br>が<br>あ<br>る | そ<br>の<br>他 | 特<br>に<br>理<br>由<br>は<br>な<br>い | 無<br>回<br>答 |
|-------------------------------------------------------------|-------------------|-----------------|------------------------------|------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------------|-----------------------------------------------------|------------------------------------------------|----------------------------------------------------------|------------------------------------------------|---------------------------------------------------------------|------------------------------------------------|-------------|---------------------------------|-------------|
|                                                             | 全 体               | 18,881<br>100.0 | 10,201<br>54.0               | 6,968<br>36.9                                        | 6,343<br>33.6                                       | 3,103<br>16.4                                       | 4,787<br>25.4                             | 3,251<br>17.2                                       | 6,965<br>36.9                                  | 4,735<br>25.1                                            | 752<br>4.0                                     | 2,967<br>15.7                                                 | 2,060<br>10.9                                  | 862<br>4.6  | 586<br>3.1                      | 313<br>1.7  |
| 事業<br>所<br>規<br>模<br>別                                      | 5人未満              | 1,522           | 55.7                         | 32.7                                                 | 34.5                                                | 19.5                                                | 20.9                                      | 12.0                                                | 49.3                                           | 18.1                                                     | 4.8                                            | 15.1                                                          | 7.9                                            | 4.1         | 3.9                             | 1.8         |
|                                                             | 5人以上10人未満         | 3,922           | 54.3                         | 34.9                                                 | 32.5                                                | 17.4                                                | 24.8                                      | 16.8                                                | 39.6                                           | 24.5                                                     | 4.4                                            | 20.3                                                          | 10.7                                           | 4.3         | 2.8                             | 1.3         |
|                                                             | 10人以上20人未満        | 4,923           | 54.4                         | 37.4                                                 | 33.5                                                | 16.0                                                | 26.7                                      | 18.4                                                | 35.1                                           | 27.3                                                     | 3.4                                            | 15.9                                                          | 11.4                                           | 4.7         | 3.0                             | 1.6         |
|                                                             | 20人以上50人未満        | 4,288           | 53.9                         | 38.8                                                 | 34.4                                                | 16.5                                                | 25.1                                      | 18.0                                                | 35.6                                           | 27.8                                                     | 3.4                                            | 15.6                                                          | 11.5                                           | 4.7         | 2.6                             | 1.5         |
|                                                             | 50人以上100人未満       | 2,034           | 55.3                         | 39.0                                                 | 33.7                                                | 14.2                                                | 27.1                                      | 17.4                                                | 32.9                                           | 22.5                                                     | 3.4                                            | 10.2                                                          | 11.0                                           | 4.4         | 3.8                             | 1.4         |
|                                                             | 100人以上            | 1,408           | 53.2                         | 38.7                                                 | 35.6                                                | 16.1                                                | 26.3                                      | 16.2                                                | 34.4                                           | 21.1                                                     | 5.3                                            | 9.7                                                           | 9.4                                            | 5.0         | 3.9                             | 1.6         |
|                                                             | わからない             | 1,403           | 42.9                         | 37.5                                                 | 31.8                                                | 12.9                                                | 24.1                                      | 20.1                                                | 31.5                                           | 31.0                                                     | 3.7                                            | 20.8                                                          | 17.1                                           | 4.2         | 3.7                             | 2.0         |
|                                                             | 無回答               | 381             | 50.1                         | 28.9                                                 | 26.8                                                | 15.2                                                | 21.3                                      | 18.6                                                | 32.5                                           | 22.8                                                     | 3.1                                            | 15.7                                                          | 10.5                                           | 5.5         | 2.1                             | 8.9         |
| 介護<br>保<br>険<br>サ<br>ー<br>ビ<br>ス<br>系<br>型<br>別             | 訪問系<br>施設系(入所+通所) | 7,963           | 56.1                         | 36.2                                                 | 33.8                                                | 17.9                                                | 19.7                                      | 16.9                                                | 43.3                                           | 24.7                                                     | 5.5                                            | 20.8                                                          | 9.3                                            | 4.1         | 2.9                             | 1.7         |
|                                                             | 入所型               | 10,265          | 52.7                         | 37.7                                                 | 33.6                                                | 15.4                                                | 30.0                                      | 17.6                                                | 32.3                                           | 25.4                                                     | 2.8                                            | 11.9                                                          | 12.0                                           | 4.9         | 3.2                             | 1.4         |
|                                                             | 通所型               | 4,608           | 51.4                         | 38.4                                                 | 33.0                                                | 12.9                                                | 30.1                                      | 17.7                                                | 28.8                                           | 24.1                                                     | 3.0                                            | 7.2                                                           | 14.0                                           | 5.4         | 3.7                             | 1.4         |
|                                                             | その他               | 5,657           | 53.8                         | 37.1                                                 | 34.0                                                | 17.4                                                | 30.0                                      | 17.5                                                | 35.2                                           | 26.5                                                     | 2.7                                            | 15.7                                                          | 10.4                                           | 4.6         | 2.8                             | 1.4         |
|                                                             | 無回答               | 296             | 49.3                         | 38.2                                                 | 38.5                                                | 15.2                                                | 21.6                                      | 16.6                                                | 34.1                                           | 23.6                                                     | 3.4                                            | 14.5                                                          | 14.5                                           | 3.0         | 5.1                             | 1.7         |
|                                                             | 無回答               | 357             | 49.0                         | 30.5                                                 | 26.3                                                | 13.7                                                | 20.7                                      | 15.4                                                | 28.3                                           | 25.8                                                     | 3.1                                            | 12.3                                                          | 11.2                                           | 4.5         | 3.9                             | 7.8         |
| 新<br>区<br>分                                                 | 訪問系<br>施設系(入所+通所) | 6,553           | 56.0                         | 36.7                                                 | 33.5                                                | 17.4                                                | 20.0                                      | 17.8                                                | 40.5                                           | 26.8                                                     | 5.4                                            | 22.4                                                          | 9.8                                            | 4.2         | 2.8                             | 1.6         |
|                                                             | 入所型               | 8,048           | 52.9                         | 37.3                                                 | 33.7                                                | 15.8                                                | 30.2                                      | 17.5                                                | 33.1                                           | 24.9                                                     | 2.7                                            | 13.2                                                          | 11.2                                           | 4.9         | 3.3                             | 1.4         |
|                                                             | 通所型               | 2,391           | 50.7                         | 37.9                                                 | 32.9                                                | 11.9                                                | 30.6                                      | 17.6                                                | 28.1                                           | 21.2                                                     | 2.8                                            | 7.1                                                           | 13.0                                           | 5.6         | 4.3                             | 1.3         |
|                                                             | 居住系               | 5,657           | 53.8                         | 37.1                                                 | 34.0                                                | 17.4                                                | 30.0                                      | 17.5                                                | 35.2                                           | 26.5                                                     | 2.7                                            | 15.7                                                          | 10.4                                           | 4.6         | 2.8                             | 1.4         |
|                                                             | 居住系<br>在宅介護支援     | 2,217           | 52.1                         | 39.1                                                 | 33.2                                                | 14.0                                                | 29.5                                      | 17.8                                                | 29.4                                           | 27.2                                                     | 3.2                                            | 7.2                                                           | 15.1                                           | 5.1         | 3.0                             | 1.4         |
|                                                             | 無回答               | 1,410           | 56.6                         | 33.8                                                 | 35.2                                                | 20.6                                                | 18.4                                      | 12.6                                                | 56.0                                           | 14.6                                                     | 6.0                                            | 13.4                                                          | 7.2                                            | 3.8         | 2.9                             | 2.4         |
| 主<br>な<br>介<br>護<br>サ<br>ー<br>ビ<br>ス<br>の<br>種<br>別         | 訪問介護              | 5,283           | 53.0                         | 36.0                                                 | 33.4                                                | 16.7                                                | 21.2                                      | 20.3                                                | 37.0                                           | 30.1                                                     | 4.3                                            | 22.3                                                          | 10.9                                           | 4.0         | 2.8                             | 1.6         |
|                                                             | 訪問入浴介護            | 1,552           | 64.5                         | 34.9                                                 | 38.2                                                | 15.8                                                | 25.0                                      | 14.5                                                | 31.6                                           | 28.9                                                     | 7.9                                            | 12.5                                                          | 3.3                                            | 8.6         | 3.3                             | 2.6         |
|                                                             | 訪問看護              | 997             | 70.9                         | 41.0                                                 | 32.9                                                | 20.9                                                | 13.0                                      | 5.5                                                 | 59.9                                           | 10.2                                                     | 10.8                                           | 26.1                                                          | 4.8                                            | 4.8         | 2.6                             | 1.4         |
|                                                             | 訪問リハビリテーション       | 62              | 59.7                         | 38.7                                                 | 35.5                                                | 17.7                                                | 19.4                                      | 6.5                                                 | 45.2                                           | 11.3                                                     | 8.1                                            | 11.3                                                          | 8.1                                            | 4.8         | 1.6                             | -           |
|                                                             | 居宅療養管理指導          | 43              | 41.9                         | 27.9                                                 | 41.9                                                | 20.9                                                | 11.6                                      | 16.3                                                | 41.9                                           | 25.6                                                     | 9.3                                            | 11.6                                                          | 11.6                                           | 4.7         | 9.3                             | -           |
|                                                             | 通所介護              | 4,281           | 54.7                         | 37.4                                                 | 34.7                                                | 17.7                                                | 30.0                                      | 17.3                                                | 36.3                                           | 26.1                                                     | 2.5                                            | 16.5                                                          | 9.7                                            | 4.4         | 2.8                             | 1.4         |
|                                                             | 通所リハビリテーション       | 498             | 50.2                         | 35.7                                                 | 31.1                                                | 12.2                                                | 26.7                                      | 15.9                                                | 35.7                                           | 27.3                                                     | 4.6                                            | 14.9                                                          | 9.8                                            | 5.2         | 3.6                             | 1.2         |
|                                                             | 短期入所生活介護          | 400             | 53.3                         | 39.3                                                 | 32.5                                                | 15.0                                                | 31.0                                      | 17.8                                                | 30.3                                           | 22.5                                                     | 2.0                                            | 6.5                                                           | 12.3                                           | 4.5         | 4.3                             | 2.0         |
|                                                             | 短期入所療養介護          | 17              | 41.2                         | 17.6                                                 | * 17.6                                              | * 5.9                                               | * 35.3                                    | * 35.3                                              | * 29.4                                         | -                                                        | * 11.8                                         | * 11.8                                                        | -                                              | -           | -                               | -           |
|                                                             | 特定施設入居者生活介護       | 521             | 57.0                         | 42.2                                                 | 34.9                                                | 17.1                                                | 26.7                                      | 15.0                                                | 35.3                                           | 27.3                                                     | 3.8                                            | 7.5                                                           | 8.6                                            | 5.6         | 3.3                             | 1.3         |
|                                                             | 福祉用具貸与・特定福祉用具販売   | 75              | 61.3                         | 48.0                                                 | 44.0                                                | 17.3                                                | 21.3                                      | 12.0                                                | 37.3                                           | 16.0                                                     | 1.3                                            | 10.7                                                          | 8.0                                            | -           | 2.7                             | 1.3         |
|                                                             | 居宅介護支援            | 1,410           | 56.6                         | 33.8                                                 | 35.2                                                | 20.6                                                | 18.4                                      | 12.6                                                | 56.0                                           | 14.6                                                     | 6.0                                            | 13.4                                                          | 7.2                                            | 3.8         | 2.9                             | 2.4         |
|                                                             | 定期巡回・随時対応型訪問介護看護  | 13              | 53.8                         | * 23.1                                               | -                                                   | * 23.1                                              | * 23.1                                    | * 38.5                                              | * 53.8                                         | * 23.1                                                   | * 7.7                                          | * 7.7                                                         | * 7.7                                          | -           | -                               | -           |
|                                                             | 夜間対応型訪問介護         | 3               | 66.7                         | -                                                    | * 33.3                                              | -                                                   | -                                         | -                                                   | * 33.3                                         | * 33.3                                                   | -                                              | * 33.3                                                        | -                                              | -           | -                               | -           |
|                                                             | 認知症対応型通所介護        | 312             | 53.8                         | 33.0                                                 | 34.0                                                | 23.1                                                | 34.0                                      | 16.0                                                | 32.1                                           | 26.3                                                     | 1.3                                            | 15.7                                                          | 14.7                                           | 3.5         | 2.2                             | 2.9         |
|                                                             | 小規模多機能型居宅介護       | 537             | 50.7                         | 38.2                                                 | 30.4                                                | 16.8                                                | 30.2                                      | 21.2                                                | 27.6                                           | 28.7                                                     | 3.2                                            | 10.8                                                          | 14.3                                           | 6.0         | 2.8                             | 1.5         |
|                                                             | 複合型サービス           | 29              | 48.3                         | 34.2                                                 | * 48.3                                              | * 10.3                                              | * 41.4                                    | * 20.7                                              | * 44.8                                         | * 31.0                                                   | * 3.4                                          | * 10.3                                                        | * 3.4                                          | -           | -                               | -           |
|                                                             | 認知症対応型共同生活介護      | 1,591           | 51.0                         | 38.4                                                 | 32.7                                                | 13.3                                                | 30.9                                      | 18.8                                                | 27.5                                           | 27.3                                                     | 3.0                                            | 7.2                                                           | 17.0                                           | 4.9         | 2.9                             | 1.3         |
|                                                             | 地域密着型特定施設入居者生活介護  | 105             | 44.8                         | 33.3                                                 | 30.5                                                | 9.5                                                 | 22.9                                      | 16.2                                                | 28.6                                           | 25.7                                                     | 3.8                                            | 5.7                                                           | 17.1                                           | 4.8         | 3.8                             | 3.8         |
|                                                             | 地域密着型介護老人福祉施設     | 122             | 53.3                         | 36.1                                                 | 38.5                                                | 10.7                                                | 29.5                                      | 14.8                                                | 32.0                                           | 18.9                                                     | 3.3                                            | 3.3                                                           | 15.6                                           | 0.8         | 4.9                             | -           |
|                                                             | 介護老人福祉施設          | 1,319           | 49.1                         | 37.7                                                 | 32.8                                                | 11.9                                                | 30.2                                      | 17.9                                                | 23.5                                           | 22.4                                                     | 2.4                                            | 7.4                                                           | 14.1                                           | 6.7         | 4.2                             | 1.5         |
|                                                             | 介護老人保健施設          | 430             | 52.3                         | 36.0                                                 | 30.0                                                | 8.1                                                 | 31.9                                      | 17.0                                                | 35.1                                           | 15.8                                                     | 4.4                                            | 7.2                                                           | 10.5                                           | 5.3         | 3.7                             | 0.5         |
|                                                             | 介護療養型医療施設         | 103             | 53.4                         | 47.6                                                 | 43.7                                                | 17.5                                                | 29.1                                      | 15.5                                                | 44.7                                           | 23.3                                                     | 4.9                                            | 8.7                                                           | 10.7                                           | 4.9         | 6.8                             | 1.0         |
|                                                             | 介護保険以外のサービス       | 55              | 49.1                         | 41.8                                                 | 50.9                                                | 21.8                                                | 18.2                                      | 14.5                                                | 34.5                                           | 27.3                                                     | 5.5                                            | 12.7                                                          | 16.4                                           | 5.5         | 1.8                             | 1.8         |
|                                                             | その他(わからない)        | 166             | 44.0                         | 32.5                                                 | 31.9                                                | 12.0                                                | 22.9                                      | 19.3                                                | 32.5                                           | 25.9                                                     | 3.6                                            | 16.9                                                          | 16.9                                           | 3.6         | 7.2                             | 1.8         |
| 主<br>な<br>職<br>種<br>別<br>(7職<br>種<br>就<br>業<br>形<br>態<br>別) | 訪問介護員             | 2,919           | 50.9                         | 36.9                                                 | 33.9                                                | 16.6                                                | 20.3                                      | 22.0                                                | 34.4                                           | 33.2                                                     | 4.6                                            | 31.9                                                          | 12.0                                           | 3.6         | 2.8                             | 1.7         |
|                                                             | 正規職員              | 1,182           | 50.2                         | 39.4                                                 | 33.2                                                | 12.9                                                | 20.1                                      | 19.7                                                | 30.5                                           | 30.0                                                     | 3.7                                            | 9.2                                                           | 13.0                                           | 4.2         | 4.5                             | 1.4         |
|                                                             | 非正規職員             | 1,582           | 51.9                         | 36.2                                                 | 35.0                                                | 19.3                                                | 20.3                                      | 23.5                                                | 37.8                                           | 36.3                                                     | 5.4                                            | 48.3                                                          | 11.4                                           | 3.2         | 1.4                             | 1.7         |
|                                                             | 無回答               | 155             | 46.5                         | 25.2                                                 | 28.4                                                | 17.4                                                | 21.9                                      | 23.9                                                | 29.7                                           | 24.5                                                     | 1.9                                            | 36.8                                                          | 11.0                                           | 2.6         | 4.5                             | 4.5         |
|                                                             | サービス提供責任者         | 1,765           | 55.9                         | 35.8                                                 | 32.4                                                | 17.0                                                | 20.6                                      | 18.6                                                | 38.5                                           | 28.1                                                     | 3.4                                            | 10.1                                                          | 10.1                                           | 4.2         | 2.9                             | 1.6         |
|                                                             | 正規職員              | 1,448           | 55.8                         | 36.7                                                 | 33.3                                                | 16.6                                                | 21.2                                      | 18.2                                                | 37.6                                           | 27.5                                                     | 3.4                                            | 8.1                                                           | 9.8                                            | 4.4         | 2.9                             | 1.7         |
|                                                             | 非正規職員             | 259             | 56.8                         | 30.9                                                 | 27.4                                                | 17.8                                                | 18.1                                      | 20.5                                                | 42.1                                           | 29.3                                                     | 3.9                                            | 19.7                                                          | 11.6                                           | 4.2         | 2.7                             | 1.5         |
|                                                             | 無回答               | 59              | 55.2                         | 32.8                                                 | 32.4                                                | 22.4                                                | 22.4                                      | 22.4                                                | 43.1                                           | 37.9                                                     | 1.7                                            | 17.2                                                          | 12.1                                           | 5.4         | 3.4                             | 1.7         |
|                                                             | 看護職員              | 1,921           | 55.8                         | 37.9                                                 | 31.2                                                | 19.5                                                | 20.7                                      | 7.8                                                 | 56.9                                           | 12.9                                                     | 8.8                                            | 27.1                                                          | 5.8                                            | 5.4         | 2.9                             | 1.4         |
|                                                             | 正規職員              | 1,298           | 60.4                         | 36.3                                                 | 31.0                                                | 16.9                                                | 20.9                                      | 7.2                                                 | 56.0                                           | 11.0                                                     | 8.3                                            | 16.4                                                          | 6.3                                            | 5.8         | 3.5                             | 1.6         |
|                                                             | 非正規職員             | 561             | 55.1                         | 28.2                                                 | 31.2                                                | 24.8                                                | 19.6                                      | 8.4                                                 | 60.1                                           | 16.0                                                     | 10.3                                           | 51.3                                                          | 4.6                                            | 4.6         | 1.8                             | 0.9         |
|                                                             | 無回答               | 62              | 58.1                         | 37.1                                                 | 33.9                                                | 25.8                                                | 27.4                                      | 14.5                                                | 46.8                                           | 24.2                                                     | 6.5                                            | 32.3                                                          | 6.5                                            | 3.2         | 1.6                             | -           |
|                                                             | 介護職員              | 8,017           | 51.5                         | 38.1                                                 | 33.0                                                | 14.3                                                | 30.8                                      | 19.5                                                | 27.2                                           | 28.5                                                     | 2.2                                            | 11.0                                                          | 13.7                                           | 4.9         | 3.4                             | 1.5         |
|                                                             | 正規職員              | 5,308           | 52.1                         | 39.7                                                 | 33.7                                                | 12.3                                                | 31.8                                      | 18.9                                                | 25.6                                           | 25.7                                                     | 2.0                                            | 4.5                                                           | 13.5                                           | 5.5         | 4.0                             | 1.5         |
|                                                             | 非正規職員             | 2,472           | 50.6                         | 35.8                                                 | 32.0                                                | 18.2                                                | 28.6                                      | 20.8                                                | 31.3                                           | 34.2                                                     | 2.7                                            | 24.4                                                          | 13.8                                           | 3.9         | 2.3                             | 1.6         |
|                                                             | 無回答               | 237             | 47.7                         | 27.0                                                 | 28.3                                                | 18.6                                                | 31.6                                      | 21.5                                                | 21.9                                           | 33.3                                                     | 2.5                                            | 16.0                                                          | 14.8                                           | 3.4         | 2.5                             | 1.7         |
|                                                             | 生活相談員             | 1,226           | 59.1                         | 38.4                                                 | 35.4                                                | 17.5                                                | 28.4                                      | 14.3                                                | 37.3                                           | 20.0                                                     | 2.1                                            | 7.7                                                           | 9.1                                            | 5.4         | 2.9                             | 1.4         |
|                                                             | 正規職員              | 1,057           | 60.0                         | 40.5                                                 | 37.0                                                | 17.7                                                | 28.7                                      | 14.4                                                | 36.5                                           | 19.3                                                     | 2.1                                            | 5.3                                                           | 8.6                                            | 5.0         | 3.0                             | 1.5         |
|                                                             | 非正規職員             | 139             | 54.0                         | 25.2                                                 | 25.9                                                | 17.3                                                | 23.0                                      | 15.8                                                | 43.2                                           | 25.2                                                     | 1.4                                            | 23.7                                                          | 11.5                                           | 7.9         | 2.9                             | 0.7         |
|                                                             | 無回答               | 30              | 53.3                         | 26.7                                                 | 23.3                                                | 13.3                                                | 43.3                                      | 3.3                                                 | 36.7                                           | 20.0                                                     | 6.7                                            | 16.7                                                          | 16.7                                           | 6.7         | -                               | -           |
|                                                             | 介護支援専門員           | 2,097           | 56.8                         | 33.9                                                 | 34.4                                                | 19.9                                                | 19.8                                      | 12.6                                                | 55.7                                           | 14.1                                                     | 6.4                                            | 11.3                                                          | 6.8                                            | 3.7         | 2.9                             | 2.3         |
|                                                             | 正規職員              | 1,737           | 57.7                         | 34.8                                                 | 35.5                                                | 19.7                                                | 20.5                                      | 12.7                                                | 54.5                                           | 13.8                                                     | 6.6                                            | 8.2                                                           | 6.9                                            | 3.6         | 3.2                             | 2.0         |
|                                                             | 非正規職員             | 289             | 53.3                         | 28.0                                                 | 29.4                                                | 21.1                                                | 15.6                                      | 14.1                                                | 63.3                                           | 13.8                                                     | 6.2                                            | 29.1                                                          | 5.5                                            | 4.2         | 1.0                             | 4.2         |
|                                                             | 無回答               | 71              | 50.7                         | 35.2                                                 | 28.2                                                | 19.7                                                | 19.7                                      | 14.1                                                | 54.9                                           | 22.5                                                     | 2.8                                            | 16.9                                                          | 8.5                                            | 4.2         | 2.8                             | 2.8         |
|                                                             | PT・OT・ST等         | 266             | 72.2                         | 45.5                                                 | 46.6                                                | 18.0                                                | 21.8                                      | 4.9                                                 | 59.8                                           | 11.0                                                     | 10.4                                           | 13.9                                                          | 3.8                                            | 2.6         | 1.5                             | 1.5         |
|                                                             | 正規職員              | 240             | 72.9                         | 46.7                                                 | 48.3                                                | 17.9                                                | 22.1                                      | 4.6                                                 | 59.2                                           | 16.7                                                     | 10.8                                           | 9.6                                                           | 4.2                                            | 2.5         | 1.7                             | 1.3         |
|                                                             | 非正規職員             | 23              | 60.9                         | * 30.4                                               | * 30.4                                              | * 21.7                                              | * 21.7                                    | * 8.7                                               | * 65.2                                         | * 21.7                                                   | * 8.7                                          | * 60.9                                                        | -                                              | * 4.3       | -                               | * 4.3       |
|                                                             | 無回答               | 3               | 100.0                        | * 66.7                                               | * 33.3                                              | -                                                   | -                                         | -                                                   | * 66.7                                         | * 33.3                                                   | -                                              | -                                                             | -                                              | -           | -                               | -           |
|                                                             | その他               | 463             | 54.9                         | 40.0                                                 | 39.1                                                | 17.5                                                | 18.6                                      | 14.5                                                | 32.4                                           | 17.7                                                     | 2.8                                            | 12.7                                                          | 8.9                                            | 5.8         | 3.2                             | 1.7         |
|                                                             | 正規職員              | 369             | 57.2                         | 43.1                                                 | 39.8                                                | 17.3                                                | 18.4                                      | 13.0                                                | 32.8                                           | 16.0                                                     | 3.0                                            | 6.2                                                           | 8.9                                            | 6.2         | 3.0                             | 1.9         |
|                                                             | 非正規職員             | 78              | 41.0                         | 24.4                                                 | 33.3                                                | 16.7                                                | 14.1                                      | 17.9                                                | 30.8                                           | 24.4                                                     | 1.3                                            | 44.9                                                          | 7.7                                            | 5.1         | 3.8                             | 1.3         |
|                                                             | 無回答               | 16              | 68.8                         | * 43.8                                               | * 50.0                                              | * 25.0                                              | * 43.8                                    | * 31.3                                              | * 31.3                                         | * 25.0                                                   | * 6.3                                          | * 6.3                                                         | * 12.5                                         | -           | * 6.3                           | -           |
|                                                             | 無回答               | 207             | 50.7                         | 31.9                                                 | 36.2                                                | 17.4                                                | 26.6                                      |                                                     |                                                |                                                          |                                                |                                                               |                                                |             |                                 |             |

表Ⅴ－２ 今の仕事や職場に対する考え方(複数回答)

(%)

|                 |                  | 回答労働者数          | 専門性が発揮できる     | 自分が成長している実感がある | キャリアアップの機会がある | 生活改善の援助・支援や生活改善につながる援 | 仕事を楽しむ        | 福祉に貢献できる      | 生計を立てていく見込みがある | 法人（事業所）や上司から働きぶりが評価される | 業務改善の機会がある    | 期待される役割が明確である | 僚が目標にしたい先輩・同僚がいる | いずれもあてはまらない  | 無回答        |
|-----------------|------------------|-----------------|---------------|----------------|---------------|-----------------------|---------------|---------------|----------------|------------------------|---------------|---------------|------------------|--------------|------------|
| 全 体             |                  | 18,881<br>100.0 | 7,151<br>37.9 | 6,253<br>33.1  | 3,789<br>20.1 | 8,392<br>44.4         | 6,270<br>33.2 | 5,994<br>31.7 | 2,926<br>15.5  | 1,884<br>10.0          | 1,931<br>10.2 | 2,717<br>14.4 | 2,968<br>15.7    | 1,738<br>9.2 | 340<br>1.8 |
| 事業所規模別          | 5人未満             | 1,522           | 53.1          | 31.9           | 17.3          | 48.4                  | 28.0          | 33.2          | 17.3           | 7.4                    | 6.6           | 15.7          | 11.4             | 8.1          | 1.4        |
|                 | 5人以上10人未満        | 3,922           | 36.0          | 32.5           | 18.1          | 46.9                  | 36.8          | 30.9          | 14.0           | 8.9                    | 8.3           | 14.6          | 15.0             | 9.1          | 1.7        |
|                 | 10人以上20人未満       | 4,923           | 34.3          | 34.0           | 20.2          | 44.1                  | 35.3          | 31.1          | 14.8           | 10.6                   | 10.0          | 14.3          | 16.5             | 9.1          | 2.0        |
|                 | 20人以上50人未満       | 4,288           | 37.2          | 33.2           | 21.5          | 43.3                  | 32.7          | 32.6          | 16.6           | 11.5                   | 11.0          | 15.0          | 16.7             | 9.1          | 1.3        |
|                 | 50人以上100人未満      | 2,034           | 39.1          | 33.3           | 21.4          | 39.7                  | 29.2          | 32.4          | 16.0           | 10.4                   | 14.3          | 14.2          | 16.8             | 9.7          | 1.5        |
| 介護保険サービス系型別     | 100人以上           | 1,408           | 44.2          | 35.6           | 23.9          | 47.2                  | 30.1          | 33.5          | 18.2           | 10.4                   | 13.5          | 14.2          | 15.6             | 9.2          | 1.4        |
|                 | わからない            | 403             | 28.3          | 31.5           | 16.4          | 39.2                  | 29.3          | 27.3          | 8.4            | 4.2                    | 6.5           | 6.2           | 16.9             | 14.4         | 2.5        |
|                 | 無回答              | 381             | 30.7          | 24.7           | 16.8          | 40.7                  | 33.1          | 28.6          | 14.7           | 9.4                    | 9.2           | 11.0          | 12.9             | 8.7          | 10.8       |
|                 | 訪問系              | 7,963           | 45.3          | 34.3           | 20.3          | 48.7                  | 31.8          | 32.7          | 18.2           | 8.9                    | 8.2           | 15.1          | 14.8             | 7.5          | 1.7        |
|                 | 施設系（入所+通所）       | 10,265          | 32.6          | 32.5           | 20.1          | 41.7                  | 34.4          | 31.3          | 13.6           | 10.9                   | 12.0          | 13.9          | 16.6             | 10.3         | 1.7        |
| 従来区分            | 入所型              | 4,608           | 34.1          | 32.7           | 21.8          | 38.4                  | 28.7          | 30.4          | 14.9           | 11.4                   | 13.9          | 13.0          | 17.4             | 11.5         | 1.6        |
|                 | 通所型              | 5,657           | 31.4          | 32.3           | 18.8          | 44.4                  | 39.0          | 32.1          | 12.5           | 10.4                   | 10.5          | 14.7          | 16.0             | 9.4          | 1.8        |
|                 | その他              | 296             | 34.1          | 32.4           | 18.9          | 41.2                  | 30.7          | 31.1          | 13.2           | 9.8                    | 7.8           | 14.2          | 12.8             | 12.8         | 0.3        |
|                 | 無回答              | 357             | 26.6          | 25.5           | 13.4          | 32.2                  | 33.9          | 24.1          | 12.6           | 9.2                    | 7.0           | 10.9          | 12.6             | 11.5         | 8.4        |
|                 | 新区分              | 訪問系             | 6,553         | 41.0           | 34.6          | 20.3                  | 48.6          | 33.4          | 32.5           | 17.8                   | 9.2           | 8.2           | 14.7             | 15.2         | 7.9        |
| 新区分             | 施設系（入所+通所）       | 8,048           | 32.4          | 32.1           | 19.4          | 42.2                  | 35.4          | 31.8          | 13.0           | 10.7                   | 11.9          | 13.9          | 16.6             | 10.4         | 1.6        |
|                 | 入所型              | 2,391           | 34.7          | 31.6           | 20.8          | 37.0                  | 27.1          | 31.2          | 14.1           | 11.5                   | 15.3          | 12.1          | 17.8             | 12.6         | 1.1        |
|                 | 通所型              | 5,657           | 31.4          | 32.3           | 18.8          | 44.4                  | 39.0          | 32.1          | 12.5           | 10.4                   | 10.5          | 14.7          | 16.0             | 9.4          | 1.8        |
|                 | 居住系              | 2,217           | 33.5          | 33.9           | 22.8          | 40.0                  | 30.5          | 29.5          | 15.9           | 11.4                   | 12.3          | 13.9          | 16.9             | 10.3         | 2.2        |
|                 | 居宅介護支援           | 1,410           | 65.5          | 33.1           | 20.4          | 49.1                  | 24.0          | 33.5          | 19.9           | 7.5                    | 7.9           | 17.2          | 13.0             | 5.8          | 1.5        |
| 主な介護サービスの種類別    | 訪問介護             | 5,283           | 35.3          | 34.2           | 20.4          | 47.3                  | 32.2          | 34.3          | 16.4           | 9.4                    | 8.0           | 14.2          | 15.1             | 8.3          | 1.9        |
|                 | 訪問入浴介護           | 152             | 32.9          | 34.9           | 23.7          | 46.1                  | 47.4          | 47.4          | 16.4           | 11.2                   | 10.5          | 13.2          | 19.1             | 7.2          | 0.7        |
|                 | 訪問看護             | 997             | 71.8          | 37.4           | 19.5          | 56.0                  | 38.5          | 21.5          | 24.9           | 7.9                    | 8.7           | 17.3          | 15.0             | 4.9          | 1.2        |
|                 | 訪問リハビリテーション      | 62              | 54.8          | 33.9           | 22.6          | 53.2                  | 33.9          | 22.6          | 25.8           | 11.3                   | 17.7          | 32.3          | 17.7             | 8.1          | 1.6        |
|                 | 居宅療養管理指導         | 43              | 32.6          | 27.9           | 20.9          | 37.2                  | 23.3          | 32.6          | 20.9           | 2.3                    | 4.7           | 7.0           | 7.0              | 18.6         | 2.3        |
|                 | 通所介護             | 4,281           | 31.1          | 32.2           | 18.2          | 44.1                  | 39.9          | 32.6          | 12.5           | 10.1                   | 10.3          | 15.3          | 15.8             | 9.2          | 1.6        |
|                 | 通所リハビリテーション      | 498             | 34.9          | 30.1           | 17.7          | 49.0                  | 35.3          | 26.9          | 15.3           | 8.6                    | 11.8          | 14.1          | 16.7             | 9.4          | 2.0        |
|                 | 短期入所生活介護         | 400             | 34.8          | 36.3           | 22.5          | 37.3                  | 28.8          | 34.0          | 13.5           | 12.3                   | 16.8          | 14.8          | 21.3             | 11.3         | 1.0        |
|                 | 短期入所療養介護         | * 17            | * 23.5        | * 23.5         | * 17.6        | * 35.3                | * 11.8        | * 17.6        | * 23.5         | * 17.6                 | * 23.5        | * 17.6        | -                | * 11.8       | -          |
|                 | 特定施設入居者生活介護      | 521             | 39.7          | 38.2           | 25.1          | 41.3                  | 28.6          | 29.0          | 19.6           | 13.8                   | 16.3          | 17.9          | 18.8             | 9.2          | 1.7        |
|                 | 福祉用具貸与・特定福祉用具販売  | 75              | 56.0          | 32.0           | 22.7          | 53.3                  | 33.3          | 40.0          | 10.7           | 13.3                   | 8.0           | 21.3          | 10.7             | 9.3          | -          |
|                 | 居宅介護支援           | 1,410           | 65.5          | 33.1           | 20.4          | 49.1                  | 24.0          | 33.5          | 19.9           | 7.5                    | 7.9           | 17.2          | 13.0             | 5.8          | 1.5        |
|                 | 定期巡回・随時対応型訪問介護看護 | * 13            | * 46.2        | * 7.7          | * 7.7         | * 30.8                | * 23.1        | * 15.4        | * 23.1         | -                      | -             | -             | * 30.8           | * 30.8       | -          |
|                 | 夜間対応型訪問介護        | * 3             | -             | -              | -             | -                     | * 33.3        | * 33.3        | -              | -                      | -             | -             | -                | * 33.3       | -          |
|                 | 認知症対応型通所介護       | 312             | 33.3          | 34.3           | 21.5          | 44.2                  | 40.7          | 34.9          | 12.2           | 12.8                   | 9.6           | 13.1          | 16.0             | 9.9          | 3.2        |
|                 | 小規模多機能型居宅介護      | 537             | 29.2          | 33.7           | 22.3          | 41.5                  | 34.5          | 30.7          | 10.2           | 12.8                   | 11.5          | 11.9          | 16.4             | 11.0         | 2.2        |
|                 | 複合型サービス          | * 29            | * 31.0        | * 41.4         | * 24.1        | * 51.7                | * 31.0        | * 41.4        | * 10.3         | * 6.9                  | * 6.9         | * 6.9         | * 24.1           | * 10.3       | -          |
|                 | 認知症対応型共同生活介護     | 1,591           | 32.0          | 32.6           | 22.6          | 40.3                  | 31.3          | 29.4          | 14.7           | 10.7                   | 11.4          | 12.8          | 16.3             | 10.6         | 2.3        |
|                 | 地域密着型特定施設入居者生活介護 | 105             | 24.8          | 31.4           | 15.2          | 29.5                  | 27.6          | 33.3          | 15.2           | 9.5                    | 5.7           | 10.5          | 16.2             | 12.4         | 2.9        |
|                 | 地域密着型介護老人福祉施設    | 122             | 31.1          | 25.4           | 16.4          | 40.2                  | 27.9          | 29.5          | 13.1           | 9.8                    | 8.2           | 13.1          | 14.8             | 8.2          | 0.8        |
| 介護老人福祉施設        | 1,319            | 31.8            | 32.3          | 21.9           | 35.7          | 27.7                  | 32.3          | 12.4          | 11.9           | 13.4                   | 11.0          | 18.5          | 13.3             | 1.2          |            |
| 介護老人保健施設        | 430              | 44.7            | 27.7          | 17.9           | 37.7          | 23.7                  | 27.4          | 18.8          | 10.0           | 21.6                   | 12.8          | 14.2          | 12.1             | 1.2          |            |
| 介護療養型医療施設       | 103              | 36.9            | 29.1          | 18.4           | 45.6          | 29.1                  | 27.2          | 16.5          | 9.7            | 14.6                   | 11.7          | 17.5          | 16.5             | -            |            |
| 介護保険以外のサービス     | 55               | 43.6            | 34.5          | 25.5           | 61.8          | 23.6                  | 41.8          | 23.6          | 5.5            | 12.7                   | 14.5          | 14.5          | 5.5              | -            |            |
| その他（わからない）      | 166              | 21.1            | 31.9          | 15.1           | 28.9          | 31.9                  | 23.5          | 10.8          | 9.6            | 6.0                    | 10.8          | 13.3          | 16.9             | 0.6          |            |
| 主な職種別（7職種就業形態別） | 訪問介護員            | 2,919           | 29.7          | 33.6           | 18.5          | 49.5                  | 33.5          | 35.5          | 14.7           | 8.9                    | 6.3           | 13.3          | 16.4             | 7.9          | 2.2        |
|                 | 正規職員             | 1,182           | 30.8          | 31.9           | 21.4          | 44.3                  | 31.8          | 33.6          | 17.1           | 11.0                   | 8.4           | 14.0          | 16.2             | 9.0          | 2.3        |
|                 | 非正規職員            | 1,582           | 29.8          | 35.7           | 17.1          | 53.9                  | 35.0          | 37.3          | 12.9           | 7.9                    | 5.2           | 12.8          | 17.0             | 7.1          | 1.8        |
|                 | 無回答              | 155             | 21.3          | 25.8           | 11.0          | 44.5                  | 32.3          | 31.6          | 14.2           | 3.9                    | 2.6           | 11.6          | 12.3             | 8.4          | 4.5        |
|                 | サービス提供責任者        | 1,765           | 41.9          | 37.2           | 24.1          | 46.3                  | 30.0          | 33.7          | 18.4           | 10.3                   | 10.4          | 16.1          | 14.1             | 7.9          | 1.6        |
|                 | 正規職員             | 1,448           | 41.6          | 38.0           | 23.7          | 46.1                  | 30.0          | 34.3          | 18.9           | 11.0                   | 10.7          | 16.9          | 13.7             | 7.3          | 1.6        |
|                 | 非正規職員            | 259             | 44.0          | 34.4           | 27.4          | 47.5                  | 28.6          | 29.7          | 16.6           | 6.6                    | 7.7           | 12.4          | 16.2             | 11.6         | 0.8        |
|                 | 無回答              | 58              | 39.7          | 29.3           | 19.0          | 48.3                  | 34.5          | 37.9          | 15.5           | 6.9                    | 13.8          | 13.8          | 13.8             | 6.9          | 5.2        |
|                 | 看護職員             | 1,921           | 55.6          | 30.0           | 16.1          | 49.9                  | 37.0          | 25.0          | 21.4           | 9.2                    | 11.1          | 16.8          | 12.0             | 7.9          | 1.6        |
|                 | 正規職員             | 1,298           | 57.7          | 30.7           | 18.1          | 49.3                  | 34.1          | 24.3          | 25.0           | 10.2                   | 13.6          | 17.4          | 11.0             | 8.2          | 1.5        |
|                 | 非正規職員            | 561             | 52.2          | 28.9           | 11.9          | 51.5                  | 43.1          | 25.8          | 13.4           | 7.7                    | 5.9           | 15.5          | 15.0             | 7.7          | 1.6        |
|                 | 無回答              | 62              | 43.5          | 27.4           | 12.9          | 46.8                  | 41.9          | 32.3          | 19.4           | 1.6                    | 8.1           | 16.1          | 4.8              | 4.8          | 4.8        |
|                 | 介護職員             | 8,017           | 27.0          | 32.4           | 19.6          | 39.7                  | 35.4          | 31.1          | 12.2           | 9.9                    | 11.0          | 11.0          | 18.7             | 11.6         | 1.9        |
|                 | 正規職員             | 5,308           | 30.6          | 32.7           | 22.3          | 39.6                  | 32.8          | 30.2          | 13.4           | 11.2                   | 13.5          | 12.3          | 19.3             | 11.7         | 1.8        |
|                 | 非正規職員            | 2,472           | 20.1          | 32.0           | 14.4          | 40.6                  | 41.7          | 33.0          | 9.6            | 7.6                    | 6.4           | 8.5           | 18.0             | 11.0         | 1.9        |
|                 | 無回答              | 237             | 19.8          | 29.5           | 13.5          | 32.5                  | 30.0          | 29.1          | 13.5           | 5.9                    | 5.5           | 8.4           | 14.3             | 15.6         | 3.8        |
|                 | 生活相談員            | 1,226           | 40.9          | 36.2           | 25.6          | 44.7                  | 32.2          | 33.5          | 15.2           | 14.6                   | 14.2          | 20.7          | 12.4             | 8.6          | 1.4        |
|                 | 正規職員             | 1,057           | 42.0          | 37.6           | 26.7          | 44.7                  | 31.8          | 34.4          | 15.8           | 14.7                   | 15.0          | 21.8          | 12.9             | 8.2          | 1.5        |
|                 | 非正規職員            | 139             | 32.4          | 25.9           | 18.0          | 46.0                  | 35.3          | 27.3          | 9.4            | 13.7                   | 8.6           | 11.5          | 9.4              | 11.5         | -          |
|                 | 無回答              | 30              | 40.0          | 36.7           | 23.3          | 40.0                  | 33.3          | 30.0          | 20.0           | 16.7                   | 10.0          | 26.7          | 10.0             | 6.7          | 3.3        |
| 介護支援専門員         | 2,097            | 64.7            | 31.7          | 20.8           | 47.7          | 22.8                  | 31.6          | 20.9          | 8.3            | 8.7                    | 17.2          | 11.1          | 6.0              | 1.3          |            |
| 正規職員            | 1,737            | 64.6            | 32.1          | 21.1           | 47.4          | 22.6                  | 32.4          | 22.5          | 9.3            | 9.3                    | 17.4          | 10.9          | 5.9              | 1.4          |            |
| 非正規職員           | 289              | 66.8            | 29.1          | 19.0           | 50.5          | 26.0                  | 26.0          | 13.5          | 3.8            | 5.2                    | 17.3          | 12.1          | 5.5              | 0.7          |            |
| 無回答             | 71               | 59.2            | 32.4          | 21.1           | 43.7          | 15.5                  | 35.2          | 14.1          | 4.2            | 8.5                    | 12.7          | 12.7          | 9.9              | 1.4          |            |
| PT・OT・ST等       | 266              | 72.6            | 38.7          | 18.8           | 59.4          | 42.1                  | 30.1          | 28.2          | 13.5           | 15.8                   | 32.7          | 17.7          | 2.6              | 0.8          |            |
| 正規職員            | 240              | 73.3            | 39.2          | 19.2           | 57.9          | 40.0                  | 29.6          | 30.0          | 13.8           | 15.4                   | 32.5          | 16.3          | 2.5              | 0.8          |            |
| 非正規職員           | * 23             | * 65.2          | * 30.4        | * 13.0         | * 78.3        | * 60.9                | * 30.4        | * 8.7         | * 8.7          | * 17.4                 | * 34.8        | * 30.4        | -                | -            |            |
| 無回答             | * 3              | * 66.7          | * 66.7        | * 33.3         | * 33.3        | * 66.7                | * 66.7        | * 33.3        | * 33.3         | * 33.3                 | * 33.3        | * 33.3        | * 33.3           | -            |            |
| その他             | 463              | 40.4            | 35.6          | 23.1           | 39.1          | 31.5                  | 36.3          | 12.1          | 14.0           | 11.0                   | 22.7          | 11.7          | 7.1              | 2.2          |            |
| 正規職員            | 369              | 44.7            | 36.9          | 25.7           | 41.5          | 30.6                  | 35.5          | 13.3          | 14.1           | 11.9                   | 23.6          | 11.9          | 6.8              | 2.2          |            |
| 非正規職員           | 78               | 20.5            | 29.5          | 10.3           | 30.8          | 32.1                  | 38.5          | 5.1           | 11.5           | 6.4                    | 20.5          | 10.3          | 9.0              | 1.3          |            |
| 無回答             | * 16             | * 37.5          | * 37.5        | * 25.0         | * 25.0        | * 50.0                | * 43.8        | * 18.8        | * 25.0         | * 12.5                 | * 12.5        | * 12.5        | * 6.3            |              |            |

表V—3 現在の仕事の満足度総括表

(%) (ポイント)

|                    | 回答労働者数 | 満足   | やや満足 | 普通   | やや不満足 | 不満足  | 無回答 | 再掲（満足＋やや満足） | D 満足度・I 満足度（注） |
|--------------------|--------|------|------|------|-------|------|-----|-------------|----------------|
| ①仕事の内容・やりがい        | 18,881 | 17.9 | 35.7 | 36.6 | 6.0   | 2.3  | 1.5 | 53.6        | 45.3           |
| ②キャリア・アップの機会       | 18,881 | 7.0  | 17.6 | 53.2 | 12.6  | 6.5  | 3.0 | 24.6        | 5.5            |
| ③賃金                | 18,881 | 5.6  | 12.6 | 37.4 | 27.0  | 15.7 | 1.6 | 18.2        | -24.5          |
| ④労働時間・休日等の労働条件     | 18,881 | 13.4 | 17.7 | 41.6 | 17.8  | 8.1  | 1.5 | 31.1        | 5.2            |
| ⑤勤務体制              | 18,881 | 11.6 | 16.0 | 47.2 | 16.9  | 6.6  | 1.6 | 27.6        | 4.1            |
| ⑥人事評価・処遇のあり方       | 18,881 | 6.9  | 12.9 | 49.8 | 18.6  | 9.2  | 2.5 | 19.8        | -8.0           |
| ⑦職場の環境             | 18,881 | 15.5 | 23.8 | 40.5 | 13.2  | 5.3  | 1.6 | 39.3        | 20.8           |
| ⑧職場の人間関係、コミュニケーション | 18,881 | 19.2 | 27.5 | 36.4 | 11.3  | 4.2  | 1.5 | 46.7        | 31.2           |
| ⑨雇用の安定性            | 18,881 | 14.5 | 21.4 | 48.0 | 9.9   | 4.3  | 2.0 | 35.9        | 21.7           |
| ⑩福利厚生              | 18,881 | 10.1 | 15.7 | 48.1 | 15.6  | 7.9  | 2.6 | 25.8        | 2.3            |
| ⑪教育訓練・能力開発のあり方     | 18,881 | 5.7  | 13.6 | 51.7 | 18.0  | 8.1  | 2.8 | 19.3        | -6.8           |
| ⑫職業生活全体            | 18,881 | 6.9  | 19.1 | 54.8 | 12.3  | 4.3  | 2.6 | 26.0        | 9.4            |

（注） 満足度D・I＝（「満足」＋「やや満足」）－（「不満足」＋「やや不満足」） 以下同じ。

表V-4(1) 今の仕事の継続意志

(%)

|                 |                                                  | 回答<br>労働者<br>数                                   | 今の仕事の継続意志                              |                                        |                                          |                                        |                                             |                                              |                                        |     |
|-----------------|--------------------------------------------------|--------------------------------------------------|----------------------------------------|----------------------------------------|------------------------------------------|----------------------------------------|---------------------------------------------|----------------------------------------------|----------------------------------------|-----|
|                 |                                                  |                                                  | 半年<br>程度                               | 続<br>け<br>た<br>2<br>年<br>程度            | 続<br>け<br>た<br>5<br>年<br>程度              | 続<br>け<br>た<br>1<br>0<br>年<br>程度       | か<br>働<br>き<br>続<br>け<br>ら<br>れる            | わ<br>か<br>ら<br>な<br>い                        | 無<br>回<br>答                            |     |
| 全 体             |                                                  |                                                  | 18,881                                 | 330                                    | 1,109                                    | 1,947                                  | 1,083                                       | 10,364                                       | 3,906                                  | 142 |
| 事業所規模別          | 5人未満                                             | 1,522                                            | 2.3                                    | 7.2                                    | 12.0                                     | 5.7                                    | 50.3                                        | 20.1                                         | 0.5                                    |     |
|                 | 5人以上10人未満                                        | 3,922                                            | 1.8                                    | 6.3                                    | 10.5                                     | 5.2                                    | 55.7                                        | 19.8                                         | 0.6                                    |     |
|                 | 10人以上20人未満                                       | 4,923                                            | 1.8                                    | 5.8                                    | 9.3                                      | 5.7                                    | 55.9                                        | 20.7                                         | 0.8                                    |     |
|                 | 20人以上50人未満                                       | 4,288                                            | 1.4                                    | 5.9                                    | 11.1                                     | 5.7                                    | 54.3                                        | 21.1                                         | 0.5                                    |     |
|                 | 50人以上100人未満                                      | 2,034                                            | 1.7                                    | 5.0                                    | 9.6                                      | 5.6                                    | 57.8                                        | 19.7                                         | 0.7                                    |     |
|                 | 100人以上                                           | 1,408                                            | 1.8                                    | 5.0                                    | 10.5                                     | 6.2                                    | 53.8                                        | 22.2                                         | 0.6                                    |     |
|                 | わからない                                            | 403                                              | 1.7                                    | 4.0                                    | 8.9                                      | 4.5                                    | 53.3                                        | 26.8                                         | 0.7                                    |     |
| 介護保険サービス系型別     | 無回答                                              | 381                                              | 1.8                                    | 7.1                                    | 10.5                                     | 4.7                                    | 48.6                                        | 20.7                                         | 6.6                                    |     |
| 従来区分            | 訪問系（入所+通所）                                       | 7,963                                            | 1.8                                    | 6.2                                    | 11.6                                     | 6.6                                    | 54.2                                        | 18.9                                         | 0.6                                    |     |
|                 | 施設系（入所型<br>通所型<br>その他                            | 10,265<br>4,608<br>5,657                         | 1.7<br>1.7<br>1.7                      | 5.6<br>5.3<br>5.8                      | 9.3<br>9.0<br>9.5                        | 5.2<br>4.6<br>5.7                      | 55.7<br>55.1<br>56.2                        | 21.9<br>23.7<br>20.4                         | 0.7<br>0.6<br>0.7                      |     |
| 新区分             | 無回答                                              | 296                                              | 1.7                                    | 5.4                                    | 10.8                                     | 4.7                                    | 53.4                                        | 23.0                                         | 1.0                                    |     |
|                 | 訪問系<br>施設系（入所+通所）<br>入所型<br>通所型<br>居住系<br>居宅介護支援 | 357<br>6,553<br>2,391<br>5,657<br>2,217<br>1,410 | 1.4<br>1.7<br>1.8<br>1.7<br>1.6<br>2.2 | 6.2<br>6.2<br>5.3<br>5.8<br>5.4<br>6.5 | 11.0<br>9.2<br>8.6<br>9.5<br>9.6<br>14.3 | 4.3<br>6.1<br>5.4<br>5.7<br>4.6<br>9.0 | 3.4<br>55.1<br>54.2<br>56.2<br>56.1<br>50.1 | 24.4<br>19.2<br>21.8<br>20.4<br>22.1<br>17.5 | 6.7<br>0.6<br>0.5<br>0.7<br>0.7<br>0.4 |     |
| 主な介護サービスの種類別    | 訪問介護                                             | 5,283                                            | 1.8                                    | 6.2                                    | 11.5                                     | 5.7                                    | 54.7                                        | 19.4                                         | 0.7                                    |     |
|                 | 訪問入浴介護                                           | 152                                              | 3.3                                    | 5.9                                    | 10.5                                     | 7.2                                    | 51.3                                        | 21.7                                         | -                                      |     |
|                 | 訪問看護                                             | 997                                              | 1.5                                    | 5.5                                    | 8.5                                      | 7.9                                    | 58.8                                        | 17.3                                         | 0.5                                    |     |
|                 | 訪問リハビリテーション                                      | 62                                               | -                                      | 4.8                                    | 12.9                                     | 8.1                                    | 45.2                                        | 29.0                                         | -                                      |     |
|                 | 居宅療養管理指導                                         | 43                                               | -                                      | 11.6                                   | 7.0                                      | 4.7                                    | 46.5                                        | 27.9                                         | 2.3                                    |     |
|                 | 通所介護                                             | 4,281                                            | 1.9                                    | 5.9                                    | 9.1                                      | 5.5                                    | 56.9                                        | 20.0                                         | 0.7                                    |     |
|                 | 通所リハビリテーション                                      | 498                                              | 1.4                                    | 5.4                                    | 10.0                                     | 7.4                                    | 55.0                                        | 20.5                                         | 0.2                                    |     |
|                 | 短期入所生活介護                                         | 400                                              | 1.3                                    | 5.5                                    | 7.5                                      | 4.8                                    | 58.3                                        | 22.0                                         | 0.8                                    |     |
|                 | 短期入所療養介護                                         | * 17                                             | -                                      | * 17.6                                 | * 11.8                                   | * 5.9                                  | * 41.2                                      | * 23.5                                       | -                                      |     |
|                 | 特定施設入居者生活介護                                      | 521                                              | 1.2                                    | 6.9                                    | 9.8                                      | 3.5                                    | 58.9                                        | 19.2                                         | 0.6                                    |     |
|                 | 福祉用具貸与・特定福祉用具販売                                  | 75                                               | 1.3                                    | 6.7                                    | 10.7                                     | 8.0                                    | 61.3                                        | 12.0                                         | -                                      |     |
|                 | 居宅介護支援                                           | 1,410                                            | 2.2                                    | 6.5                                    | 14.3                                     | 9.0                                    | 50.1                                        | 17.5                                         | 0.4                                    |     |
|                 | 定期巡回・随時対応型訪問介護看護                                 | * 13                                             | -                                      | * 23.1                                 | * 7.7                                    | * 7.7                                  | * 46.2                                      | * 15.4                                       | -                                      |     |
|                 | 夜間対応型訪問介護                                        | * 3                                              | * 33.3                                 | -                                      | -                                        | -                                      | * 66.7                                      | -                                            | -                                      |     |
|                 | 認知症対応型通所介護                                       | 312                                              | 1.0                                    | 5.8                                    | 10.6                                     | 6.1                                    | 51.9                                        | 24.0                                         | 0.6                                    |     |
|                 | 小規模多機能型居宅介護                                      | 537                                              | 0.7                                    | 5.4                                    | 11.2                                     | 5.8                                    | 54.0                                        | 21.8                                         | 1.1                                    |     |
|                 | 複合型サービス                                          | * 29                                             | * 3.4                                  | * 3.4                                  | * 13.8                                   | -                                      | * 65.5                                      | * 13.8                                       | -                                      |     |
|                 | 認知症対応型共同生活介護                                     | 1,591                                            | 1.6                                    | 4.9                                    | 9.5                                      | 5.0                                    | 55.1                                        | 23.1                                         | 0.8                                    |     |
|                 | 地域密着型特定施設入居者生活介護                                 | 105                                              | 3.8                                    | 4.8                                    | 9.5                                      | 3.8                                    | 56.2                                        | 21.9                                         | -                                      |     |
|                 | 地域密着型介護老人福祉施設                                    | 122                                              | 1.6                                    | 4.9                                    | 9.8                                      | 7.4                                    | 46.7                                        | 28.7                                         | 0.8                                    |     |
|                 | 介護老人福祉施設                                         | 1,319                                            | 2.0                                    | 5.6                                    | 9.1                                      | 3.6                                    | 53.1                                        | 26.1                                         | 0.4                                    |     |
|                 | 介護老人保健施設                                         | 430                                              | 1.9                                    | 4.0                                    | 7.4                                      | 6.0                                    | 54.9                                        | 25.3                                         | 0.5                                    |     |
|                 | 介護療養型医療施設                                        | 103                                              | 1.0                                    | 4.9                                    | 8.7                                      | 6.8                                    | 58.3                                        | 20.4                                         | -                                      |     |
|                 | 介護保険以外のサービス                                      | 55                                               | 1.8                                    | 3.6                                    | 18.2                                     | 5.5                                    | 47.3                                        | 23.6                                         | -                                      |     |
|                 | その他（わからない）                                       | 166                                              | 1.8                                    | 5.4                                    | 8.4                                      | 3.0                                    | 51.8                                        | 27.7                                         | 1.8                                    |     |
| 主な職種別（7職種就業形態別） | 訪問介護員                                            | 2,919                                            | 1.7                                    | 6.7                                    | 11.8                                     | 5.4                                    | 55.1                                        | 18.5                                         | 0.8                                    |     |
|                 | 正規職員                                             | 1,182                                            | 1.8                                    | 5.2                                    | 10.1                                     | 4.7                                    | 56.2                                        | 21.3                                         | 0.8                                    |     |
|                 | 非正規職員                                            | 1,582                                            | 1.9                                    | 7.5                                    | 13.1                                     | 5.8                                    | 54.9                                        | 16.2                                         | 0.6                                    |     |
|                 | 無回答                                              | 155                                              | -                                      | 10.3                                   | 11.0                                     | 6.5                                    | 48.4                                        | 21.3                                         | 2.6                                    |     |
|                 | サービス提供責任者                                        | 1,765                                            | 2.2                                    | 5.2                                    | 10.8                                     | 5.6                                    | 55.0                                        | 20.3                                         | 1.0                                    |     |
|                 | 正規職員                                             | 1,448                                            | 2.3                                    | 4.4                                    | 9.8                                      | 5.5                                    | 56.4                                        | 20.5                                         | 1.0                                    |     |
|                 | 非正規職員                                            | 259                                              | 1.9                                    | 8.9                                    | 16.2                                     | 5.0                                    | 49.0                                        | 18.5                                         | 0.4                                    |     |
|                 | 無回答                                              | 58                                               | 1.7                                    | 6.9                                    | 10.3                                     | 10.3                                   | 46.6                                        | 22.4                                         | 1.7                                    |     |
|                 | 看護職員                                             | 1,921                                            | 1.6                                    | 6.4                                    | 9.5                                      | 7.2                                    | 55.4                                        | 19.0                                         | 0.8                                    |     |
|                 | 正規職員                                             | 1,298                                            | 1.7                                    | 5.1                                    | 8.2                                      | 8.0                                    | 56.9                                        | 19.6                                         | 0.6                                    |     |
|                 | 非正規職員                                            | 561                                              | 1.6                                    | 8.7                                    | 12.5                                     | 5.0                                    | 52.4                                        | 18.7                                         | 1.1                                    |     |
|                 | 無回答                                              | 62                                               | -                                      | 12.9                                   | 11.3                                     | 9.7                                    | 53.2                                        | 9.7                                          | 3.2                                    |     |
|                 | 介護職員                                             | 8,017                                            | 1.7                                    | 5.2                                    | 9.5                                      | 4.7                                    | 55.3                                        | 22.9                                         | 0.7                                    |     |
|                 | 正規職員                                             | 5,308                                            | 1.8                                    | 4.2                                    | 8.6                                      | 4.7                                    | 55.8                                        | 24.3                                         | 0.6                                    |     |
|                 | 非正規職員                                            | 2,472                                            | 1.5                                    | 7.4                                    | 11.0                                     | 4.7                                    | 54.7                                        | 19.9                                         | 0.8                                    |     |
|                 | 無回答                                              | 237                                              | 1.3                                    | 5.1                                    | 12.7                                     | 3.8                                    | 51.9                                        | 23.2                                         | 2.1                                    |     |
|                 | 生活相談員                                            | 1,226                                            | 1.7                                    | 5.9                                    | 9.0                                      | 5.1                                    | 55.3                                        | 22.2                                         | 0.9                                    |     |
|                 | 正規職員                                             | 1,057                                            | 1.8                                    | 5.4                                    | 9.1                                      | 4.8                                    | 54.7                                        | 23.3                                         | 0.9                                    |     |
|                 | 非正規職員                                            | 139                                              | 1.4                                    | 8.6                                    | 9.4                                      | 7.2                                    | 61.2                                        | 11.5                                         | 0.7                                    |     |
|                 | 無回答                                              | 30                                               | -                                      | 10.0                                   | 3.3                                      | 3.3                                    | 50.0                                        | 33.3                                         | -                                      |     |
|                 | 介護支援専門員                                          | 2,097                                            | 2.0                                    | 7.5                                    | 13.1                                     | 9.6                                    | 50.5                                        | 16.7                                         | 0.7                                    |     |
|                 | 正規職員                                             | 1,737                                            | 1.6                                    | 6.7                                    | 12.3                                     | 9.4                                    | 52.4                                        | 16.8                                         | 0.7                                    |     |
|                 | 非正規職員                                            | 289                                              | 4.8                                    | 12.5                                   | 15.6                                     | 10.7                                   | 40.5                                        | 15.6                                         | 0.3                                    |     |
|                 | 無回答                                              | 71                                               | -                                      | 8.5                                    | 21.1                                     | 8.5                                    | 42.3                                        | 18.3                                         | 1.4                                    |     |
|                 | PT・OT・ST等（正規職員）                                  | 266                                              | -                                      | 4.1                                    | 5.6                                      | 4.9                                    | 67.7                                        | 17.3                                         | 0.4                                    |     |
|                 | 正規職員                                             | 240                                              | -                                      | 3.8                                    | 5.4                                      | 4.2                                    | 67.9                                        | 18.8                                         | -                                      |     |
|                 | 非正規職員                                            | * 23                                             | -                                      | * 8.7                                  | * 8.7                                    | * 13.0                                 | * 65.2                                      | -                                            | * 4.3                                  |     |
|                 | 無回答                                              | * 3                                              | -                                      | -                                      | -                                        | -                                      | * 66.7                                      | * 33.3                                       | -                                      |     |
|                 | その他                                              | 463                                              | 1.9                                    | 5.0                                    | 8.9                                      | 6.3                                    | 56.8                                        | 20.7                                         | 0.4                                    |     |
|                 | 正規職員                                             | 369                                              | 1.6                                    | 4.6                                    | 7.6                                      | 4.3                                    | 60.2                                        | 21.1                                         | 0.5                                    |     |
|                 | 非正規職員                                            | 78                                               | 2.6                                    | 5.1                                    | 15.4                                     | 11.5                                   | 44.9                                        | 20.5                                         | -                                      |     |
|                 | 無回答                                              | * 16                                             | * 6.3                                  | * 12.5                                 | * 6.3                                    | * 25.0                                 | * 37.5                                      | * 12.5                                       | -                                      |     |
|                 | 無回答                                              | 207                                              | 1.0                                    | 7.2                                    | 14.5                                     | 5.3                                    | 50.7                                        | 19.3                                         | 1.9                                    |     |
| 就業形態・別勤務        | 正規職員                                             | 12,768                                           | 1.8                                    | 4.9                                    | 9.3                                      | 5.7                                    | 55.8                                        | 21.8                                         | 0.7                                    |     |
|                 | 非正規職員                                            | 5,465                                            | 1.8                                    | 7.9                                    | 12.4                                     | 5.6                                    | 53.5                                        | 18.1                                         | 0.7                                    |     |
|                 | 正規職員と同じ                                          | 1,835                                            | 2.0                                    | 8.3                                    | 12.6                                     | 5.3                                    | 53.2                                        | 17.9                                         | 0.7                                    |     |
|                 | 正規職員より短い                                         | 3,159                                            | 1.8                                    | 7.7                                    | 12.3                                     | 5.8                                    | 53.8                                        | 17.9                                         | 0.8                                    |     |
|                 | わからない                                            | 306                                              | 1.0                                    | 7.8                                    | 11.4                                     | 3.9                                    | 53.6                                        | 22.2                                         | -                                      |     |
| 勤続年数別           | 無回答                                              | 165                                              | 1.2                                    | 9.1                                    | 13.9                                     | 7.3                                    | 50.9                                        | 15.8                                         | 1.8                                    |     |
|                 | 無回答                                              | 648                                              | 0.8                                    | 8.2                                    | 11.9                                     | 6.6                                    | 49.1                                        | 21.1                                         | 2.3                                    |     |
|                 | 1年未満                                             | 2,034                                            | 1.5                                    | 5.2                                    | 11.1                                     | 4.8                                    | 57.8                                        | 18.6                                         | 1.0                                    |     |
|                 | 1年以上2年未満                                         | 2,680                                            | 1.5                                    | 6.1                                    | 9.7                                      | 4.5                                    | 56.3                                        | 21.1                                         | 0.7                                    |     |
|                 | 2年以上3年未満                                         | 2,208                                            | 2.0                                    | 6.1                                    | 9.9                                      | 5.0                                    | 55.8                                        | 20.5                                         | 0.7                                    |     |
|                 | 3年以上4年未満                                         | 1,888                                            | 1.9                                    | 5.9                                    | 9.9                                      | 5.7                                    | 55.6                                        | 20.6                                         | 0.5                                    |     |
|                 | 4年以上5年未満                                         | 1,444                                            | 1.3                                    | 5.3                                    | 9.4                                      | 6.3                                    | 55.3                                        | 21.5                                         | 0.9                                    |     |
| 性別              | 5年以上7年未満                                         | 1,340                                            | 2.2                                    | 6.5                                    | 10.0                                     | 5.1                                    | 53.6                                        | 22.0                                         | 0.6                                    |     |
|                 | 7年以上10年未満                                        | 3,747                                            | 1.8                                    | 5.4                                    | 10.3                                     | 6.0                                    | 54.1                                        | 21.7                                         | 0.7                                    |     |
|                 | 10年以上15年未満                                       | 1,770                                            | 2.0                                    | 5.5                                    | 10.8                                     | 7.5                                    | 53.8                                        | 19.8                                         | 0.5                                    |     |
|                 | 15年以上20年未満                                       | 1,196                                            | 0.8                                    | 6.8                                    | 10.7                                     | 7.4                                    | 51.9                                        | 21.4                                         | 0.9                                    |     |
|                 | 20年以上                                            | 330                                              | 3.0                                    | 10.3                                   | 13.9                                     | 8.8                                    | 46.7                                        | 15.8                                         | 1.5                                    |     |
|                 | 無回答                                              | 244                                              | 2.5                                    | 7.0                                    | 13.5                                     | 4.5                                    | 50.8                                        | 18.4                                         | 3.3                                    |     |
|                 | 無回答                                              | 3,952                                            | 2.2                                    | 4.7                                    | 7.4                                      | 4.4                                    | 55.1                                        | 25.8                                         | 0.6                                    |     |
| 性別              | 男女                                               | 14,498                                           | 1.6                                    | 6.2                                    | 11.0                                     | 6.1                                    | 55.1                                        | 19.3                                         | 0.7                                    |     |
|                 | 無回答                                              | 431                                              | 2.1                                    | 6.0                                    | 15.5                                     | 5.1                                    | 46.2                                        | 20.0                                         | 5.1                                    |     |

表Ⅵ－１ 労働条件等の悩み、不安、不満等(複数回答)

(%)

|              |                  |            | 回答労働者数          | 雇用が不安定である    | 正規職員にならない  | 人手が足りない       | 仕事内容のわりに賃金が低い | 労働時間が不規則である   | 労働時間が長い       | 不払い残業がある・多い  | 休憩が取りにくい      | 有給休暇が取りにくい    | 夜間や深夜時間帯に何か起きるの |
|--------------|------------------|------------|-----------------|--------------|------------|---------------|---------------|---------------|---------------|--------------|---------------|---------------|-----------------|
| 全 体          |                  |            | 18,881<br>100.0 | 1,441<br>7.6 | 965<br>5.1 | 8,497<br>45.0 | 8,229<br>43.6 | 2,533<br>13.4 | 2,047<br>10.8 | 1,741<br>9.2 | 5,055<br>26.8 | 6,512<br>34.5 | 3,962<br>21.0   |
| 事業所規模別       | 5人未満             |            | 1,522           | 7.6          | 3.1        | 27.0          | 35.0          | 6.0           | 8.0           | 7.6          | 19.9          | 26.9          | 11.6            |
|              | 5人以上10人未満        |            | 3,922           | 8.6          | 5.2        | 38.9          | 35.0          | 10.7          | 9.4           | 7.7          | 28.1          | 29.3          | 14.1            |
|              | 10人以上20人未満       |            | 4,923           | 7.7          | 5.5        | 44.7          | 44.4          | 14.2          | 11.5          | 9.5          | 29.5          | 35.0          | 21.5            |
|              | 20人以上50人未満       |            | 4,288           | 7.7          | 5.2        | 50.6          | 46.7          | 15.4          | 11.5          | 9.4          | 26.6          | 36.4          | 24.1            |
|              | 50人以上100人未満      |            | 2,034           | 6.0          | 4.2        | 55.0          | 51.7          | 16.6          | 12.6          | 12.5         | 23.9          | 42.1          | 30.3            |
|              | 100人以上           |            | 1,408           | 6.4          | 4.5        | 51.6          | 52.4          | 15.0          | 12.3          | 8.9          | 27.0          | 40.4          | 25.8            |
|              | わからない            |            | 403             | 11.9         | 11.7       | 46.9          | 50.9          | 18.1          | 9.4           | 10.9         | 24.8          | 34.0          | 24.1            |
| 無回答          |                  |            | 381             | 5.5          | 6.3        | 40.9          | 37.0          | 10.8          | 8.4           | 8.4          | 23.9          | 27.8          | 16.5            |
| 介護保険サービス系型別  | 従来区分             | 訪問系        | 7,963           | 7.5          | 4.9        | 38.2          | 37.2          | 13.6          | 9.6           | 6.4          | 20.9          | 28.6          | 13.9            |
|              |                  | 施設系（入所+通所） | 10,265          | 7.7          | 5.3        | 50.3          | 48.7          | 13.4          | 12.0          | 11.4         | 31.4          | 39.4          | 26.5            |
|              |                  | 入所型        | 4,608           | 6.7          | 4.5        | 58.4          | 55.1          | 19.7          | 12.8          | 12.4         | 32.1          | 44.6          | 45.6            |
|              |                  | 通所型        | 5,657           | 8.5          | 5.9        | 43.8          | 43.5          | 8.2           | 11.3          | 10.7         | 30.9          | 35.2          | 10.9            |
|              |                  | その他        | 296             | 9.5          | 5.1        | 46.3          | 46.3          | 12.5          | 9.8           | 10.1         | 24.0          | 31.1          | 24.0            |
|              | 新区分              | 無回答        | 357             | 7.0          | 5.3        | 41.5          | 38.4          | 10.6          | 7.8           | 7.8          | 26.3          | 26.1          | 18.2            |
|              |                  | 訪問系        | 6,553           | 7.9          | 5.1        | 43.1          | 37.4          | 15.4          | 9.9           | 6.3          | 22.3          | 30.6          | 13.9            |
|              |                  | 施設系（入所+通所） | 8,048           | 8.1          | 5.4        | 49.4          | 47.6          | 11.7          | 11.9          | 11.6         | 29.5          | 38.7          | 20.7            |
|              |                  | 入所型        | 2,391           | 7.1          | 4.2        | 62.8          | 57.5          | 19.8          | 13.3          | 14.0         | 26.2          | 46.9          | 43.7            |
|              |                  | 通所型        | 5,657           | 8.5          | 5.9        | 43.8          | 43.5          | 8.2           | 11.3          | 10.7         | 30.9          | 35.2          | 10.9            |
| 居住系          |                  | 2,217      | 6.4             | 4.8          | 53.8       | 52.5          | 19.6          | 12.2          | 10.7          | 38.6         | 42.1          | 47.5          |                 |
| 居宅介護支援       |                  | 1,410      | 5.9             | 4.0          | 15.7       | 36.0          | 5.2           | 7.8           | 7.0           | 14.3         | 19.6          | 14.0          |                 |
| 主な介護サービスの種類別 | 訪問介護             | 5,283      | 8.5             | 5.5          | 44.4       | 38.8          | 17.1          | 9.7           | 5.7           | 22.1         | 29.7          | 11.8          |                 |
|              | 訪問入浴介護           | 152        | 7.2             | 5.9          | 52.0       | 35.5          | 15.8          | 21.1          | 9.2           | 25.7         | 36.2          | 4.6           |                 |
|              | 訪問看護             | 997        | 4.8             | 2.8          | 34.5       | 29.8          | 7.5           | 9.4           | 8.1           | 22.0         | 33.8          | 26.9          |                 |
|              | 訪問リハビリテーション      | 62         | 3.2             | -            | 43.5       | 51.6          | 3.2           | 17.7          | 8.1           | 29.0         | 38.7          | 11.3          |                 |
|              | 居宅療養管理指導         | 43         | 11.6            | 7.0          | 37.2       | 37.2          | 11.6          | 11.6          | 14.0          | 32.6         | 34.9          | 11.6          |                 |
|              | 通所介護             | 4,281      | 8.2             | 5.7          | 41.8       | 41.7          | 6.4           | 11.1          | 10.7          | 30.0         | 33.7          | 7.3           |                 |
|              | 通所リハビリテーション      | 498        | 7.0             | 6.0          | 49.4       | 43.8          | 6.4           | 11.0          | 10.8          | 24.9         | 40.8          | 8.0           |                 |
|              | 短期入所生活介護         | 400        | 7.8             | 4.8          | 60.8       | 56.0          | 22.3          | 16.3          | 17.0          | 27.3         | 43.3          | 44.3          |                 |
|              | 短期入所療養介護         | * 17       | * 11.8          | -            | * 70.6     | * 64.7        | * 11.8        | * 11.8        | * 5.9         | * 35.3       | * 64.7        | * 35.3        |                 |
|              | 特定施設入居者生活介護      | 521        | 4.2             | 1.7          | 54.9       | 48.0          | 16.5          | 11.7          | 6.3           | 24.6         | 39.7          | 40.3          |                 |
|              | 福祉用具貸与・特定福祉用具販売  | 75         | 5.3             | 1.3          | 26.7       | 38.7          | 1.3           | 10.7          | 9.3           | 14.7         | 24.0          | 4.0           |                 |
|              | 居宅介護支援           | 1,410      | 5.9             | 4.0          | 15.7       | 36.0          | 5.2           | 7.8           | 7.0           | 14.3         | 19.6          | 14.0          |                 |
|              | 定期巡回・随時対応型訪問介護看護 | * 13       | * 7.7           | -            | * 61.5     | * 38.5        | -             | -             | * 15.4        | * 38.5       | * 23.1        | * 23.1        |                 |
|              | 夜間対応型訪問介護        | * 3        | -               | -            | * 33.3     | * 33.3        | * 33.3        | -             | -             | * 33.3       | -             | -             |                 |
|              | 認知症対応型通所介護       | 312        | 14.1            | 7.4          | 48.7       | 51.9          | 17.0          | 15.4          | 11.9          | 39.1         | 40.4          | 17.6          |                 |
|              | 小規模多機能型居宅介護      | 537        | 7.8             | 6.5          | 50.5       | 52.3          | 18.4          | 11.0          | 9.1           | 38.4         | 38.0          | 37.2          |                 |
|              | 複合型サービス          | * 29       | * 20.7          | * 3.4        | * 55.2     | * 41.4        | * 17.2        | * 13.8        | * 17.2        | * 37.9       | * 51.7        | * 31.0        |                 |
|              | 認知症対応型共同生活介護     | 1,591      | 6.9             | 6.0          | 53.3       | 53.7          | 20.7          | 12.3          | 12.1          | 43.6         | 42.7          | 50.1          |                 |
|              | 認知密着型特定施設入居者生活介護 | 105        | 8.6             | 2.9          | 55.2       | 55.2          | 18.1          | 13.3          | 12.4          | 32.4         | 44.8          | 44.8          |                 |
|              | 地域密着型介護老人福祉施設    | 122        | 7.4             | 9.0          | 58.2       | 58.2          | 19.7          | 12.3          | 12.3          | 28.7         | 42.6          | 45.9          |                 |
|              | 介護老人福祉施設         | 1,319      | 7.4             | 3.8          | 63.5       | 57.4          | 20.1          | 13.3          | 14.8          | 29.0         | 48.1          | 46.2          |                 |
|              | 介護老人保健施設         | 430        | 6.0             | 3.3          | 64.2       | 58.4          | 18.4          | 12.1          | 11.6          | 20.2         | 51.2          | 37.4          |                 |
|              | 介護療養型医療施設        | 103        | 3.9             | 5.8          | 59.2       | 58.3          | 14.6          | 7.8           | 4.9           | 6.8          | 31.1          | 35.0          |                 |
|              | 介護保険以外のサービス      | 55         | 12.7            | 3.6          | 45.5       | 23.6          | 14.5          | 9.1           | 5.5           | 23.6         | 40.0          | 30.9          |                 |
|              | その他（わからない）       | 166        | 10.2            | 7.2          | 55.4       | 57.2          | 16.9          | 9.6           | 12.0          | 28.3         | 31.3          | 30.7          |                 |
| 主な職種別        | 訪問介護員            | 2,919      | 10.1            | 6.1          | 37.4       | 34.5          | 19.3          | 6.5           | 3.5           | 18.0         | 24.8          | 7.1           |                 |
|              | サービス提供責任者        | 1,765      | 6.2             | 4.1          | 54.2       | 42.6          | 16.5          | 14.8          | 9.1           | 29.0         | 38.9          | 14.1          |                 |
|              | 看護職員             | 1,921      | 5.8             | 3.6          | 42.9       | 33.4          | 8.6           | 10.0          | 7.7           | 25.2         | 31.5          | 24.8          |                 |
|              | 介護職員             | 8,017      | 8.1             | 6.5          | 53.2       | 52.1          | 15.6          | 11.8          | 11.8          | 32.1         | 40.4          | 30.5          |                 |
|              | 生活相談員            | 1,226      | 7.7             | 3.0          | 43.8       | 43.6          | 7.3           | 15.1          | 11.7          | 31.8         | 39.7          | 12.3          |                 |
|              | 介護支援専門員          | 2,097      | 5.6             | 2.8          | 20.7       | 36.9          | 4.4           | 7.4           | 7.2           | 16.5         | 21.8          | 15.6          |                 |
|              | PT・OT・ST等        | 266        | 4.9             | 1.1          | 36.5       | 25.6          | 1.5           | 7.9           | 10.5          | 21.1         | 39.5          | 1.9           |                 |
|              | その他              | 463        | 7.6             | 1.9          | 42.3       | 41.0          | 13.0          | 15.6          | 8.6           | 23.3         | 33.3          | 13.6          |                 |
| 無回答          |                  | 207        | 9.2             | 6.3          | 44.0       | 41.1          | 8.7           | 10.1          | 10.1          | 30.0         | 27.5          | 19.3          |                 |
| 就業形態・別務      | 正規職員             | 12,768     | 5.9             | 0.6          | 47.9       | 46.0          | 13.8          | 13.4          | 11.0          | 28.8         | 40.3          | 25.8          |                 |
|              | 非正規職員            | 5,465      | 11.5            | 15.6         | 38.8       | 38.4          | 12.5          | 5.2           | 5.4           | 22.1         | 22.0          | 10.2          |                 |
|              | 正規職員と同じ          | 1,835      | 12.2            | 29.6         | 47.3       | 53.5          | 11.9          | 8.7           | 9.3           | 28.8         | 31.3          | 19.5          |                 |
|              | 正規職員より短い         | 3,159      | 10.7            | 7.6          | 34.3       | 30.5          | 12.3          | 3.0           | 3.5           | 18.7         | 16.9          | 4.7           |                 |
|              | わからない            | 306        | 15.4            | 14.7         | 36.3       | 33.0          | 18.0          | 5.9           | 4.6           | 20.6         | 20.3          | 12.1          |                 |
|              | 無回答              | 165        | 10.3            | 12.7         | 37.0       | 32.1          | 12.1          | 6.1           | 2.4           | 15.8         | 20.0          | 8.5           |                 |
|              | 無回答              | 648        | 9.4             | 6.5          | 40.1       | 39.4          | 12.8          | 9.0           | 6.5           | 25.5         | 25.6          | 17.1          |                 |
| 勤続年数別        | 1年未満             | 2,034      | 8.5             | 4.9          | 39.1       | 33.0          | 11.2          | 9.3           | 7.8           | 24.8         | 22.2          | 18.2          |                 |
|              | 1年以上2年未満         | 2,680      | 7.8             | 5.7          | 43.5       | 40.7          | 13.7          | 10.4          | 9.7           | 29.6         | 30.9          | 20.9          |                 |
|              | 2年以上3年未満         | 2,208      | 8.2             | 5.6          | 45.8       | 43.3          | 13.5          | 10.4          | 9.1           | 27.1         | 33.1          | 20.7          |                 |
|              | 3年以上4年未満         | 1,888      | 7.5             | 7.1          | 44.4       | 46.1          | 12.8          | 9.9           | 8.7           | 27.3         | 33.8          | 20.3          |                 |
|              | 4年以上5年未満         | 1,444      | 8.7             | 5.3          | 46.8       | 47.0          | 14.3          | 11.1          | 9.9           | 26.9         | 36.6          | 22.9          |                 |
|              | 5年以上7年未満         | 1,340      | 8.4             | 4.0          | 45.9       | 46.2          | 14.0          | 10.9          | 9.2           | 26.9         | 34.7          | 20.7          |                 |
|              | 7年以上10年未満        | 3,747      | 7.6             | 4.2          | 46.8       | 46.3          | 14.4          | 11.9          | 10.4          | 27.8         | 39.2          | 22.1          |                 |
|              | 10年以上15年未満       | 1,770      | 6.5             | 4.9          | 46.9       | 48.8          | 14.5          | 11.9          | 8.5           | 26.4         | 38.7          | 20.4          |                 |
|              | 15年以上20年未満       | 1,196      | 4.8             | 5.2          | 46.1       | 45.7          | 12.2          | 11.7          | 9.4           | 21.5         | 41.7          | 22.9          |                 |
|              | 20年以上            | 330        | 6.4             | 2.4          | 49.4       | 33.6          | 10.9          | 11.2          | 7.3           | 23.9         | 44.5          | 24.2          |                 |
| 無回答          |                  | 244        | 7.8             | 4.5          | 40.2       | 33.6          | 11.9          | 9.4           | 6.6           | 20.9         | 28.3          | 15.6          |                 |
| 性別           | 男                | 3,952      | 9.2             | 3.0          | 49.0       | 50.7          | 17.2          | 13.0          | 11.4          | 26.9         | 41.0          | 26.8          |                 |
|              | 女                | 14,498     | 7.2             | 5.7          | 44.0       | 41.8          | 12.4          | 10.3          | 8.7           | 26.8         | 32.9          | 19.5          |                 |
|              | 無回答              | 431        | 7.7             | 6.0          | 42.5       | 40.1          | 13.0          | 10.0          | 7.0           | 23.7         | 29.0          | 18.3          |                 |

(%)

| 職務として<br>行う医療的な<br>行為に不安<br>がある                                                                                                                                                                 | （身体的負担が<br>大きい）                                                                                                                                                                                             | 精神的にきつ<br>い                                                                                                                                                                                                  | 健康面（感染<br>症、怪我）の<br>不安がある                                                                                                                                                                                 | 業務に対する<br>社会的評価が<br>低い                                                                                                                                                                                       | 福祉施設の<br>構造に不安が<br>ある                                                                                                                                                                                 | 仕事内容の<br>怪我などへの<br>補償がない                                                                                                                                                      | その他                                                                                                                                                                  | 労働条件・仕<br>事への負担に<br>ついていない                                                                                                                               | 無回答                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1,676<br>8.9                                                                                                                                                                                    | 5,913<br>31.3                                                                                                                                                                                               | 5,375<br>28.5                                                                                                                                                                                                | 2,700<br>14.3                                                                                                                                                                                             | 5,331<br>28.2                                                                                                                                                                                                | 2,221<br>11.8                                                                                                                                                                                         | 1,118<br>5.9                                                                                                                                                                  | 657<br>3.5                                                                                                                                                           | 1,734<br>9.2                                                                                                                                             | 529<br>2.8                                                                                                                                                   | 全 体                                                                                                                                                                                                                                                                                                                                                                      |
| 3.5<br>7.5<br>9.6<br>9.4<br>11.7<br>9.9<br>11.9<br>6.3                                                                                                                                          | 14.1<br>26.9<br>32.4<br>34.8<br>38.1<br>36.5<br>37.2<br>30.7                                                                                                                                                | 29.8<br>23.8<br>26.6<br>31.3<br>32.1<br>32.5<br>30.8<br>25.7                                                                                                                                                 | 7.6<br>12.6<br>15.0<br>15.7<br>16.9<br>14.5<br>20.8<br>12.1                                                                                                                                               | 23.5<br>22.3<br>29.1<br>30.8<br>32.8<br>33.1<br>29.8<br>24.1                                                                                                                                                 | 3.6<br>9.6<br>12.0<br>13.4<br>16.5<br>13.0<br>17.1<br>9.4                                                                                                                                             | 3.9<br>5.8<br>6.7<br>6.5<br>4.9<br>4.7<br>9.7<br>4.2                                                                                                                          | 4.0<br>3.7<br>3.6<br>3.4<br>2.9<br>2.7<br>4.2<br>3.9                                                                                                                 | 14.8<br>13.0<br>8.5<br>7.3<br>5.5<br>6.3<br>9.2<br>8.7                                                                                                   | 4.9<br>3.2<br>2.2<br>2.2<br>2.2<br>2.2<br>2.7<br>11.8                                                                                                        | 事業所規模別<br>5人未満<br>5人以上10人未満<br>10人以上20人未満<br>20人以上50人未満<br>50人以上100人未満<br>100人以上<br>わからない<br>無回答                                                                                                                                                                                                                                                                         |
| 5.9<br>11.3<br>16.0<br>7.5<br>8.4<br>5.3                                                                                                                                                        | 26.9<br>34.7<br>41.3<br>29.3<br>32.1<br>31.7                                                                                                                                                                | 27.4<br>29.3<br>35.4<br>24.3<br>32.8<br>25.8                                                                                                                                                                 | 13.0<br>15.5<br>17.9<br>13.5<br>12.2<br>11.8                                                                                                                                                              | 27.4<br>29.1<br>34.0<br>25.1<br>26.7<br>23.2                                                                                                                                                                 | 4.6<br>17.4<br>21.5<br>14.1<br>14.9<br>7.3                                                                                                                                                            | 5.4<br>6.4<br>7.3<br>5.6<br>5.4<br>5.3                                                                                                                                        | 3.4<br>3.5<br>3.5<br>3.5<br>2.4<br>3.9                                                                                                                               | 11.7<br>7.2<br>3.8<br>9.9<br>11.1<br>9.5                                                                                                                 | 3.6<br>2.0<br>1.4<br>2.4<br>3.0<br>9.2                                                                                                                       | 介護保険サ<br>イ<br>来<br>区<br>分<br>訪問系<br>施設系（入所+通所）<br>入所型<br>通所型<br>その他<br>無回答                                                                                                                                                                                                                                                                                               |
| 6.7<br>10.3<br>16.7<br>7.5<br>15.1<br>2.3                                                                                                                                                       | 31.5<br>34.5<br>46.7<br>29.3<br>35.5<br>5.6                                                                                                                                                                 | 25.8<br>28.0<br>36.7<br>24.3<br>33.9<br>34.8                                                                                                                                                                 | 14.7<br>15.5<br>20.3<br>13.5<br>15.2<br>4.9                                                                                                                                                               | 28.3<br>27.9<br>34.6<br>25.1<br>33.5<br>19.0                                                                                                                                                                 | 5.0<br>16.9<br>23.8<br>14.1<br>19.0<br>2.6                                                                                                                                                            | 6.2<br>6.0<br>6.9<br>5.6<br>7.6<br>1.8                                                                                                                                        | 3.1<br>3.6<br>3.8<br>3.5<br>3.3<br>5.0                                                                                                                               | 11.0<br>7.9<br>3.3<br>9.9<br>4.3<br>15.0                                                                                                                 | 3.1<br>2.1<br>1.4<br>2.4<br>1.4<br>6.0                                                                                                                       | 新区分<br>訪問系<br>施設系（入所+通所）<br>入所型<br>通所型<br>居住系<br>居宅介護支援                                                                                                                                                                                                                                                                                                                  |
| 6.3<br>5.9<br>8.8<br>6.5<br>4.7<br>6.8<br>8.0<br>16.3<br>* 23.5<br>10.6<br>1.3<br>2.3<br>* 7.7<br>* 33.3<br>10.9<br>11.2<br>* 3.4<br>16.5<br>16.2<br>13.9<br>19.6<br>11.4<br>6.8<br>5.5<br>12.7 | 30.7<br>50.7<br>32.4<br>33.9<br>23.3<br>28.6<br>31.9<br>38.3<br>* 35.3<br>32.2<br>14.7<br>5.6<br>* 46.2<br>* 33.3<br>31.4<br>30.9<br>* 44.8<br>37.0<br>29.5<br>42.6<br>47.4<br>50.9<br>60.2<br>34.5<br>39.2 | 25.8<br>23.7<br>26.1<br>27.4<br>27.9<br>23.0<br>25.9<br>34.3<br>* 35.3<br>32.8<br>25.3<br>34.8<br>* 30.8<br>* 33.3<br>31.4<br>28.5<br>* 34.5<br>34.0<br>38.1<br>37.7<br>37.2<br>37.9<br>33.0<br>34.5<br>35.5 | 14.9<br>23.7<br>13.1<br>12.9<br>2.3<br>13.1<br>13.7<br>18.0<br>* 17.6<br>15.0<br>1.3<br>4.9<br>* 30.8<br>* 33.3<br>17.0<br>14.2<br>* 20.7<br>15.3<br>15.2<br>17.2<br>21.3<br>19.3<br>25.2<br>14.5<br>16.3 | 31.3<br>17.8<br>14.3<br>21.0<br>32.6<br>24.1<br>26.5<br>31.0<br>* 52.9<br>33.2<br>14.7<br>23.2<br>* 15.4<br>* 33.3<br>33.7<br>26.6<br>* 34.5<br>33.8<br>30.5<br>33.6<br>34.0<br>38.1<br>39.8<br>30.9<br>30.7 | 5.0<br>4.6<br>4.0<br>19.4<br>9.3<br>13.7<br>14.5<br>22.3<br>* 11.8<br>19.6<br>8.0<br>2.6<br>* 15.4<br>* 33.3<br>12.8<br>17.1<br>* 20.7<br>18.7<br>20.5<br>9.0<br>23.8<br>26.3<br>24.3<br>14.5<br>18.1 | 6.3<br>7.9<br>5.0<br>3.2<br>7.0<br>5.6<br>7.2<br>5.8<br>* 5.9<br>5.0<br>-<br>1.8<br>* 30.8<br>-<br>3.2<br>5.6<br>* 10.3<br>8.4<br>9.5<br>7.4<br>6.8<br>8.1<br>5.8<br>-<br>7.5 | 2.8<br>3.3<br>4.9<br>-<br>2.3<br>3.6<br>4.0<br>4.0<br>-<br>2.9<br>-<br>1.8<br>-<br>* 33.3<br>2.9<br>2.6<br>* 6.9<br>3.6<br>-<br>2.5<br>3.4<br>4.4<br>3.9<br>-<br>3.0 | 11.0<br>6.6<br>11.5<br>-<br>11.6<br>10.9<br>8.4<br>3.0<br>-<br>5.8<br>15.0<br>-<br>-<br>7.1<br>5.8<br>-<br>2.9<br>2.5<br>3.3<br>2.8<br>4.9<br>9.1<br>6.0 | 3.0<br>4.6<br>3.3<br>-<br>2.3<br>2.5<br>2.6<br>1.5<br>-<br>5.3<br>6.0<br>-<br>-<br>1.6<br>2.0<br>* 3.4<br>1.4<br>1.0<br>2.5<br>1.4<br>1.2<br>-<br>4.5<br>3.0 | 主な介護サ<br>イ<br>ビスの<br>種類別<br>訪問介護<br>訪問入浴介護<br>訪問看護<br>訪問リハビリテーション<br>居宅療養管理指導<br>通所介護<br>通所リハビリテーション<br>短期入所生活介護<br>短期入所療養介護<br>特定施設入居者生活介護<br>福祉用具貸与・特定福祉用具販売<br>居宅介護支援<br>定期巡回・随時対応型訪問介護看護<br>夜間対応型訪問介護<br>認知症対応型通所介護<br>小規模多機能型居宅介護<br>複合型サービス<br>認知症対応型共同生活介護<br>地域密着型特定施設入居者生活介護<br>地域密着型介護老人福祉施設<br>介護老人福祉施設<br>介護老人保健施設<br>介護療養型医療施設<br>介護保険以外のサービス<br>その他（わからない） |
| 5.9<br>6.0<br>10.2<br>12.8<br>5.8<br>2.5<br>6.0<br>5.2<br>7.2                                                                                                                                   | 33.1<br>27.1<br>32.6<br>40.5<br>19.7<br>6.4<br>21.1<br>19.4<br>35.7                                                                                                                                         | 20.1<br>32.1<br>25.2<br>29.7<br>30.3<br>36.2<br>14.3<br>28.1<br>27.1                                                                                                                                         | 17.4<br>13.1<br>12.0<br>18.0<br>9.2<br>3.9<br>7.9<br>8.6<br>13.0                                                                                                                                          | 29.3<br>34.8<br>17.6<br>30.5<br>29.0<br>24.1<br>15.4<br>27.2<br>24.2                                                                                                                                         | 3.7<br>4.2<br>9.7<br>18.8<br>13.1<br>3.9<br>12.4<br>6.9<br>15.5                                                                                                                                       | 8.0<br>3.9<br>5.3<br>7.6<br>2.9<br>1.3<br>3.0<br>3.5<br>6.3                                                                                                                   | 2.5<br>2.7<br>3.5<br>3.6<br>2.6<br>5.0<br>4.1<br>5.4<br>3.4                                                                                                          | 13.9<br>7.5<br>10.7<br>5.9<br>9.5<br>13.5<br>13.2<br>8.2                                                                                                 | 3.3<br>3.0<br>3.5<br>1.6<br>2.5<br>5.3<br>2.3<br>4.5<br>6.8                                                                                                  | 主<br>な<br>職<br>種<br>別<br>訪問介護員<br>サービス提供責任者<br>看護職員<br>介護職員<br>生活相談員<br>介護支援専門員<br>PT・OT・ST等<br>その他<br>無回答                                                                                                                                                                                                                                                               |
| 9.5<br>7.6<br>9.8<br>6.4<br>8.5<br>6.1<br>6.6                                                                                                                                                   | 31.0<br>32.4<br>36.7<br>30.0<br>32.0<br>32.1<br>28.4                                                                                                                                                        | 32.2<br>20.5<br>25.5<br>17.5<br>21.9<br>18.8<br>23.1                                                                                                                                                         | 13.3<br>16.5<br>17.9<br>15.4<br>20.6<br>17.0<br>15.1                                                                                                                                                      | 30.4<br>23.6<br>29.0<br>20.6<br>24.5<br>21.2<br>25.2                                                                                                                                                         | 12.4<br>10.6<br>13.4<br>9.3<br>6.9<br>11.5<br>8.3                                                                                                                                                     | 4.7<br>8.7<br>8.4<br>8.5<br>13.1<br>9.7<br>5.9                                                                                                                                | 3.6<br>3.4<br>3.2<br>3.5<br>3.3<br>3.6<br>2.5                                                                                                                        | 7.6<br>12.9<br>6.4<br>16.8<br>10.5<br>13.9<br>10.0                                                                                                       | 2.7<br>2.6<br>1.4<br>3.0<br>4.2<br>5.5<br>6.9                                                                                                                | 就<br>業<br>形<br>態・<br>別<br>勤<br>務<br>正規職員<br>非正規職員<br>正規職員と同じ<br>正規職員より短い<br>わからない<br>無回答<br>無回答                                                                                                                                                                                                                                                                          |
| 8.7<br>10.0<br>7.9<br>9.9<br>10.5<br>7.5<br>9.0<br>8.1<br>7.4<br>8.8<br>8.2                                                                                                                     | 23.8<br>27.6<br>30.0<br>29.8<br>33.3<br>34.4<br>34.3<br>35.1<br>36.1<br>33.9<br>28.3                                                                                                                        | 21.3<br>24.8<br>26.7<br>26.1<br>29.8<br>30.0<br>31.6<br>32.9<br>36.2<br>33.3<br>20.9                                                                                                                         | 13.8<br>13.8<br>13.2<br>15.7<br>16.1<br>14.1<br>14.4<br>14.7<br>13.6<br>12.1<br>16.0                                                                                                                      | 19.6<br>24.9<br>27.4<br>28.2<br>31.9<br>30.3<br>31.7<br>33.2<br>29.9<br>23.6<br>20.1                                                                                                                         | 10.4<br>11.3<br>12.4<br>11.8<br>12.4<br>11.9<br>13.1<br>11.1<br>10.8<br>10.9<br>7.4                                                                                                                   | 6.2<br>6.0<br>6.1<br>6.0<br>6.3<br>6.8<br>5.9<br>6.2<br>4.0<br>1.5<br>6.6                                                                                                     | 3.9<br>3.7<br>4.1<br>2.7<br>3.7<br>3.4<br>3.3<br>3.6<br>3.6<br>2.4<br>1.6                                                                                            | 13.9<br>10.6<br>9.3<br>9.9<br>7.5<br>8.7<br>7.6<br>7.1<br>6.2<br>7.9<br>15.6                                                                             | 3.9<br>3.0<br>2.9<br>2.3<br>3.1<br>3.4<br>2.1<br>1.6<br>2.3<br>3.9<br>9.0                                                                                    | 勤<br>続<br>年<br>数<br>別<br>1年未満<br>1年以上2年未満<br>2年以上3年未満<br>3年以上4年未満<br>4年以上5年未満<br>5年以上7年未満<br>7年以上10年未満<br>10年以上15年未満<br>15年以上20年未満<br>20年以上<br>無回答                                                                                                                                                                                                                       |
| 11.0<br>8.4<br>6.0                                                                                                                                                                              | 27.4<br>32.5<br>27.4                                                                                                                                                                                        | 30.0<br>28.2<br>22.5                                                                                                                                                                                         | 12.6<br>14.9<br>11.4                                                                                                                                                                                      | 34.5<br>26.6<br>25.5                                                                                                                                                                                         | 13.1<br>11.6<br>6.7                                                                                                                                                                                   | 4.4<br>6.3<br>8.8                                                                                                                                                             | 3.1<br>3.6<br>3.0                                                                                                                                                    | 7.8<br>9.6<br>7.9                                                                                                                                        | 2.4<br>2.7<br>8.6                                                                                                                                            | 性<br>別<br>男<br>女<br>無回答                                                                                                                                                                                                                                                                                                                                                  |

表Ⅵ－２ 職場での人間関係等の悩み、不安、不満等（複数回答）

（％）

|                |                           | 回答労働者数          | 経営理念が不明確である   | 経営層の介護の基本的方針、力が低い、業務の指示が管理不能 | 経営層や管理職等の指示が管理不能 | 上司や同僚との仕事上の意思疎通がうまく行かない | 上司や同僚の介護能力が低い | 自分と合わない上司や同僚がいる | 部下の指導が難しい     | ケアの方法等について意見交換が不十分である | 悩みの相談相手がない | その他           | 職場での人間関係について悩んでいる | 不安、不満等はない | 無回答 |
|----------------|---------------------------|-----------------|---------------|------------------------------|------------------|-------------------------|---------------|-----------------|---------------|-----------------------|------------|---------------|-------------------|-----------|-----|
| 全 体            |                           | 18,881<br>100.0 | 2,810<br>14.9 | 3,918<br>20.8                | 3,316<br>17.6    | 2,079<br>11.0           | 3,737<br>19.8 | 4,141<br>21.9   | 4,167<br>22.1 | 2,174<br>11.5         | 545<br>2.9 | 5,590<br>29.6 | 1,028<br>5.4      |           |     |
| 事業所規模別         | 5人未満                      | 1,522           | 15.4          | 18.8                         | 13.4             | 6.5                     | 13.2          | 11.4            | 10.7          | 12.0                  | 3.1        | 41.3          | 7.5               |           |     |
|                | 5人以上10人未満                 | 3,922           | 14.5          | 18.4                         | 14.3             | 9.2                     | 16.3          | 15.7            | 17.8          | 10.1                  | 3.2        | 37.3          | 6.0               |           |     |
|                | 10人以上20人未満                | 4,923           | 14.9          | 20.8                         | 17.9             | 11.6                    | 20.2          | 21.6            | 22.7          | 11.6                  | 3.0        | 29.0          | 4.7               |           |     |
|                | 20人以上50人未満                | 4,288           | 15.6          | 22.6                         | 19.3             | 12.6                    | 21.4          | 26.3            | 26.5          | 11.7                  | 2.4        | 25.2          | 4.7               |           |     |
|                | 50人以上100人未満               | 2,034           | 14.9          | 23.0                         | 21.0             | 12.6                    | 25.0          | 30.5            | 28.3          | 12.7                  | 2.5        | 21.5          | 4.7               |           |     |
|                | 100人以上<br>わからない           | 1,408<br>403    | 14.8<br>10.9  | 22.2<br>19.6                 | 19.0<br>21.8     | 12.4<br>10.7            | 22.7<br>24.6  | 29.1<br>13.6    | 22.6<br>21.3  | 12.8<br>14.4          | 3.1<br>3.7 | 23.3<br>32.3  | 4.2<br>6.9        |           |     |
| 介護保険サービス系<br>別 | 訪問系                       | 7,963           | 13.2          | 18.2                         | 13.6             | 6.7                     | 15.0          | 16.9            | 16.6          | 10.1                  | 3.0        | 36.2          | 7.1               |           |     |
|                | 施設系（入所+通所）                | 10,265          | 16.1          | 22.9                         | 20.6             | 14.4                    | 23.6          | 26.1            | 26.4          | 12.7                  | 2.8        | 24.4          | 3.8               |           |     |
|                | 入所型                       | 4,608           | 15.1          | 23.9                         | 23.2             | 16.2                    | 27.1          | 31.4            | 30.9          | 14.3                  | 2.9        | 19.7          | 3.2               |           |     |
|                | 通所型                       | 5,657           | 17.0          | 22.0                         | 18.5             | 12.9                    | 20.8          | 21.9            | 22.8          | 11.4                  | 2.8        | 28.2          | 4.3               |           |     |
|                | その他                       | 296             | 17.9          | 21.3                         | 22.0             | 12.5                    | 22.6          | 14.2            | 23.3          | 14.5                  | 2.7        | 31.4          | 3.7               |           |     |
|                | 無回答                       | 357             | 13.2          | 16.5                         | 14.3             | 8.4                     | 14.8          | 18.5            | 17.9          | 7.0                   | 1.7        | 29.4          | 18.2              |           |     |
| 事業所規模別         | 訪問系                       | 6,553           | 13.0          | 17.8                         | 14.1             | 7.2                     | 15.1          | 18.1            | 18.1          | 9.7                   | 2.8        | 35.7          | 6.8               |           |     |
|                | 施設系（入所+通所）                | 8,048           | 16.9          | 23.0                         | 20.2             | 13.7                    | 23.3          | 25.4            | 25.7          | 12.3                  | 2.9        | 25.1          | 4.0               |           |     |
|                | 入所型                       | 2,391           | 16.6          | 25.3                         | 24.3             | 15.7                    | 29.2          | 33.8            | 32.5          | 14.3                  | 3.0        | 17.6          | 3.3               |           |     |
|                | 通所型                       | 5,657           | 17.0          | 22.0                         | 18.5             | 12.9                    | 20.8          | 21.9            | 22.8          | 11.4                  | 2.8        | 28.2          | 4.3               |           |     |
|                | 居住系                       | 2,217           | 13.4          | 22.5                         | 22.1             | 16.8                    | 24.9          | 28.8            | 29.1          | 14.2                  | 2.7        | 21.9          | 3.0               |           |     |
|                | 居宅介護支援                    | 1,410           | 14.4          | 20.0                         | 11.3             | 4.5                     | 14.2          | 11.6            | 9.4           | 12.0                  | 4.0        | 38.9          | 8.4               |           |     |
| 主な介護サービスの種類別   | 訪問介護                      | 5,283           | 12.9          | 17.6                         | 14.2             | 7.8                     | 15.1          | 19.0            | 19.2          | 9.6                   | 2.6        | 35.3          | 7.0               |           |     |
|                | 訪問入浴介護                    | 152             | 15.1          | 17.8                         | 17.1             | 11.8                    | 19.7          | 23.7            | 11.2          | 9.2                   | 2.0        | 32.9          | 4.6               |           |     |
|                | 訪問看護                      | 997             | 12.3          | 18.0                         | 12.6             | 3.1                     | 13.6          | 12.1            | 13.3          | 9.8                   | 4.3        | 38.6          | 6.8               |           |     |
|                | 訪問リハビリテーション               | 62              | 21.0          | 21.0                         | 27.4             | 4.8                     | 27.4          | 22.6            | 14.5          | 16.1                  | 1.6        | 29.0          | 1.6               |           |     |
|                | 居宅療養管理指導                  | 43              | 16.3          | 27.9                         | 14.0             | 14.0                    | 23.3          | 20.9            | 20.9          | 11.6                  | -          | 30.2          | 2.3               |           |     |
|                | 通所介護                      | 4,281           | 16.6          | 21.3                         | 17.7             | 12.5                    | 19.7          | 21.5            | 21.3          | 11.3                  | 3.1        | 29.6          | 4.4               |           |     |
|                | 通所リハビリテーション               | 498             | 19.9          | 22.7                         | 21.1             | 11.4                    | 25.1          | 21.5            | 24.5          | 13.7                  | 2.6        | 25.7          | 3.6               |           |     |
|                | 短期入所生活介護                  | 400             | 17.8          | 22.5                         | 21.5             | 15.0                    | 22.3          | 33.8            | 33.8          | 13.8                  | 1.5        | 19.5          | 4.3               |           |     |
|                | 短期入所療養介護                  | 17              | 41.2          | 35.3                         | 5.9              | 17.6                    | 11.8          | 29.4            | 41.2          | 11.8                  | 5.9        | 17.6          | 5.9               |           |     |
|                | 特定施設入居者生活介護               | 521             | 13.6          | 24.0                         | 23.8             | 16.7                    | 26.3          | 29.4            | 33.8          | 12.1                  | 1.7        | 18.2          | 2.1               |           |     |
|                | 福祉用具貸与・特定福祉用具販売           | 75              | 16.0          | 22.7                         | 14.7             | 8.0                     | 10.7          | 8.0             | 10.7          | 12.0                  | 1.3        | 38.7          | 5.3               |           |     |
|                | 居宅介護支援                    | 1,410           | 14.4          | 20.0                         | 11.3             | 4.5                     | 14.2          | 11.6            | 9.4           | 12.0                  | 4.0        | 38.9          | 8.4               |           |     |
|                | 定期巡回・随時対応型訪問介護看護          | 13              | 30.8          | 30.8                         | 7.7              | 7.7                     | 15.4          | 7.7             | 30.8          | -                     | -          | 23.1          | -                 |           |     |
|                | 夜間対応型訪問介護                 | 3               | 33.3          | 33.3                         | -                | -                       | -             | 33.3            | 33.3          | -                     | -          | 66.7          | -                 |           |     |
|                | 認知症対応型通所介護                | 312             | 17.3          | 23.7                         | 19.9             | 13.8                    | 22.1          | 25.6            | 29.2          | 9.3                   | 1.3        | 26.6          | 3.8               |           |     |
|                | 小規模多機能型居宅介護               | 537             | 16.9          | 26.3                         | 21.2             | 16.0                    | 24.2          | 23.6            | 29.1          | 11.4                  | 2.0        | 20.5          | 3.9               |           |     |
|                | 複合型サービス                   | 29              | 24.1          | 20.7                         | 17.2             | 20.7                    | 24.1          | 13.8            | 31.0          | 17.2                  | 3.4        | 27.6          | 3.4               |           |     |
|                | 認知症対応型共同生活介護              | 1,591           | 12.9          | 21.9                         | 21.7             | 16.8                    | 24.1          | 28.8            | 28.0          | 15.2                  | 3.0        | 23.1          | 3.2               |           |     |
|                | 地域密着型特定施設入居者生活介護          | 105             | 20.0          | 22.9                         | 18.1             | 17.1                    | 29.5          | 25.7            | 23.8          | 8.6                   | 2.9        | 21.9          | 3.8               |           |     |
|                | 地域密着型介護老人福祉施設             | 122             | 15.6          | 30.3                         | 26.2             | 17.2                    | 31.1          | 43.4            | 32.8          | 13.1                  | 4.9        | 16.4          | 1.6               |           |     |
|                | 介護老人福祉施設                  | 1,319           | 15.3          | 26.0                         | 24.2             | 16.2                    | 30.4          | 31.6            | 32.5          | 14.0                  | 3.4        | 17.8          | 3.4               |           |     |
|                | 介護老人保健施設                  | 430             | 18.1          | 24.4                         | 27.7             | 14.7                    | 32.3          | 37.4            | 31.4          | 16.7                  | 2.3        | 14.4          | 3.0               |           |     |
|                | 介護療養型医療施設                 | 103             | 19.4          | 23.3                         | 23.3             | 13.6                    | 29.1          | 35.0            | 30.1          | 12.6                  | 3.9        | 23.3          | 1.9               |           |     |
|                | 介護保険以外のサービス<br>その他（わからない） | 55<br>166       | 9.1<br>21.7   | 16.4<br>22.3                 | 18.2<br>26.5     | 9.1<br>15.7             | 20.0<br>28.9  | 18.2<br>15.7    | 23.6<br>28.9  | 12.7<br>16.3          | 1.8<br>3.6 | 32.7<br>27.7  | 3.6<br>3.0        |           |     |
| 主な職種別          | 訪問介護員                     | 2,919           | 9.9           | 14.4                         | 11.8             | 6.2                     | 12.7          | 10.0            | 19.2          | 7.9                   | 2.3        | 43.7          | 7.3               |           |     |
|                | サービス提供責任者                 | 1,765           | 15.8          | 20.8                         | 16.5             | 9.6                     | 17.1          | 34.9            | 18.4          | 11.6                  | 2.7        | 23.9          | 6.4               |           |     |
|                | 看護職員                      | 1,921           | 13.3          | 18.9                         | 16.2             | 9.8                     | 16.9          | 16.7            | 18.3          | 10.0                  | 3.5        | 33.4          | 6.8               |           |     |
|                | 介護職員                      | 8,017           | 15.5          | 22.6                         | 21.5             | 14.0                    | 25.5          | 24.1            | 27.4          | 12.3                  | 2.8        | 25.0          | 4.1               |           |     |
|                | 生活相談員                     | 1,226           | 20.7          | 24.7                         | 17.8             | 13.9                    | 18.4          | 36.5            | 24.0          | 15.0                  | 2.6        | 21.5          | 3.3               |           |     |
|                | 介護支援専門員                   | 2,097           | 16.6          | 21.9                         | 12.4             | 7.4                     | 14.9          | 15.2            | 12.5          | 12.4                  | 3.3        | 34.1          | 7.2               |           |     |
|                | PT・OT・ST等                 | 266             | 19.2          | 22.2                         | 17.7             | 7.9                     | 18.0          | 14.3            | 20.3          | 11.7                  | 2.3        | 34.2          | 3.4               |           |     |
|                | その他                       | 463             | 13.4          | 20.3                         | 18.4             | 10.4                    | 16.6          | 28.9            | 16.4          | 13.0                  | 5.2        | 26.1          | 6.3               |           |     |
| 就業形態・勤務        | 無回答                       | 207             | 16.4          | 19.3                         | 16.4             | 10.6                    | 15.5          | 18.8            | 20.8          | 14.0                  | 4.8        | 28.5          | 7.2               |           |     |
|                | 正規職員                      | 12,768          | 16.1          | 22.1                         | 18.8             | 12.0                    | 21.1          | 28.5            | 22.5          | 12.8                  | 2.9        | 25.3          | 5.2               |           |     |
|                | 非正規職員                     | 5,465           | 12.5          | 18.3                         | 14.9             | 8.9                     | 16.9          | 7.4             | 21.3          | 8.6                   | 2.9        | 39.4          | 5.7               |           |     |
|                | 正規職員と同じ                   | 1,835           | 16.4          | 23.8                         | 19.1             | 12.3                    | 22.9          | 11.9            | 22.4          | 11.2                  | 2.7        | 29.5          | 5.2               |           |     |
|                | 正規職員より短い<br>わからない         | 3,159           | 10.8          | 15.5                         | 12.5             | 7.2                     | 13.9          | 5.2             | 20.8          | 6.9                   | 2.9        | 44.9          | 5.5               |           |     |
|                | 無回答                       | 306             | 8.5           | 14.7                         | 15.0             | 7.8                     | 15.7          | 4.2             | 21.9          | 11.1                  | 3.3        | 41.2          | 7.2               |           |     |
| 勤続年数別          | 10年以上                     | 165             | 9.7           | 16.4                         | 14.5             | 8.5                     | 12.1          | 6.1             | 17.0          | 8.5                   | 3.6        | 42.4          | 10.9              |           |     |
|                | 無回答                       | 648             | 10.8          | 15.0                         | 14.4             | 9.0                     | 17.6          | 16.0            | 20.4          | 10.2                  | 2.6        | 32.6          | 9.4               |           |     |
|                | 1年未満                      | 2,034           | 13.3          | 16.9                         | 15.3             | 8.6                     | 16.6          | 8.0             | 20.8          | 10.4                  | 2.9        | 39.3          | 6.3               |           |     |
|                | 1年以上2年未満                  | 2,680           | 15.1          | 20.8                         | 17.8             | 11.9                    | 19.9          | 14.3            | 23.1          | 11.8                  | 2.5        | 34.7          | 4.7               |           |     |
|                | 2年以上3年未満                  | 2,208           | 15.3          | 21.7                         | 17.6             | 11.6                    | 20.6          | 18.9            | 22.7          | 12.0                  | 3.0        | 29.7          | 5.7               |           |     |
|                | 3年以上4年未満                  | 1,888           | 15.8          | 21.2                         | 18.0             | 11.8                    | 20.6          | 20.3            | 23.0          | 11.3                  | 2.4        | 29.7          | 5.9               |           |     |
|                | 4年以上5年未満                  | 1,444           | 15.1          | 21.1                         | 17.7             | 12.4                    | 20.9          | 22.6            | 24.0          | 11.4                  | 3.2        | 29.2          | 4.3               |           |     |
|                | 5年以上7年未満                  | 1,340           | 14.1          | 21.6                         | 16.5             | 12.2                    | 20.1          | 25.2            | 23.0          | 12.0                  | 2.3        | 27.2          | 4.7               |           |     |
|                | 7年以上10年未満                 | 3,747           | 15.5          | 21.7                         | 18.1             | 11.0                    | 20.5          | 28.1            | 22.5          | 11.5                  | 2.9        | 26.3          | 4.8               |           |     |
|                | 10年以上15年未満                | 1,770           | 13.6          | 19.9                         | 18.0             | 10.2                    | 19.8          | 31.5            | 19.9          | 11.3                  | 3.5        | 25.9          | 5.7               |           |     |
| 性別             | 15年以上20年未満                | 1,196           | 15.9          | 21.7                         | 19.4             | 10.0                    | 20.0          | 32.6            | 19.1          | 12.6                  | 3.1        | 21.7          | 6.7               |           |     |
|                | 20年以上                     | 330             | 16.1          | 24.8                         | 19.7             | 8.5                     | 19.7          | 29.1            | 19.4          | 12.7                  | 4.2        | 23.3          | 6.1               |           |     |
|                | 無回答                       | 244             | 11.5          | 13.9                         | 11.5             | 8.6                     | 12.7          | 13.5            | 19.3          | 7.0                   | 2.9        | 32.4          | 11.1              |           |     |
|                | 男                         | 3,952           | 18.5          | 21.9                         | 19.1             | 11.7                    | 21.4          | 29.9            | 25.1          | 14.7                  | 2.2        | 25.7          | 3.9               |           |     |
| 性別             | 女                         | 14,498          | 14.0          | 20.5                         | 17.2             | 10.8                    | 19.4          | 20.0            | 21.3          | 10.6                  | 3.1        | 30.8          | 5.6               |           |     |
|                | 無回答                       | 431             | 12.5          | 18.1                         | 14.2             | 12.1                    | 17.2          | 14.4            | 20.4          | 11.6                  | 3.0        | 25.3          | 13.5              |           |     |

表Ⅶ－２ 現在の法人に就職した理由(複数回答)

(%)

|              |                  | 回答労働者数          | やりたい職種・仕事内容だから | 働きたいのある仕事だと   | 人や社会の役に立ちたいから | 資格・技能が活かせるから  | 法人の方針や理念に共感したから | 経営が健全で将来的に安定しているから | 通勤が便利だから      | 労働日、労働時間が希望とあっているから | 賃金等の水準が適当だから | 教育研修等が充実しているから | 福利厚生が充実しているから | 子育て支援が充実しているから | その他          | 理由は特にない      | 無回答        |      |
|--------------|------------------|-----------------|----------------|---------------|---------------|---------------|-----------------|--------------------|---------------|---------------------|--------------|----------------|---------------|----------------|--------------|--------------|------------|------|
| 全 体          |                  | 18,881<br>100.0 | 7,329<br>38.8  | 7,552<br>40.0 | 4,882<br>25.9 | 7,443<br>39.4 | 1,613<br>8.5    | 1,606<br>8.5       | 7,192<br>38.1 | 4,351<br>23.0       | 1,800<br>9.5 | 546<br>2.9     | 1,139<br>6.0  | 533<br>2.8     | 1,082<br>5.7 | 1,402<br>7.4 | 276<br>1.5 |      |
| 事業所規模別       | 5人未満             | 1,522           | 42.0           | 38.1          | 26.5          | 47.2          | 9.3             | 7.4                | 31.3          | 26.7                | 11.9         | 2.8            | 4.6           | 2.9            | 5.8          | 7.9          | 1.1        |      |
|              | 5人以上10人未満        | 3,922           | 38.6           | 41.1          | 26.4          | 40.5          | 10.4            | 7.2                | 37.8          | 30.0                | 10.5         | 3.2            | 4.6           | 3.0            | 5.9          | 7.0          | 0.6        |      |
|              | 10人以上20人未満       | 4,923           | 39.1           | 40.1          | 25.9          | 38.8          | 9.0             | 8.2                | 38.8          | 22.7                | 9.6          | 2.8            | 6.2           | 3.1            | 5.5          | 7.3          | 0.7        |      |
|              | 20人以上50人未満       | 4,288           | 39.7           | 41.0          | 26.7          | 40.3          | 7.5             | 9.2                | 40.3          | 21.7                | 9.3          | 2.7            | 6.4           | 2.7            | 5.7          | 7.2          | 0.9        |      |
|              | 50人以上100人未満      | 2,034           | 38.7           | 39.7          | 24.6          | 36.3          | 7.7             | 9.8                | 40.4          | 17.1                | 9.1          | 2.9            | 8.3           | 2.3            | 6.4          | 7.7          | 0.8        |      |
|              | 100人以上           | 1,408           | 38.1           | 41.0          | 26.8          | 37.6          | 7.2             | 12.6               | 37.9          | 16.2                | 8.2          | 3.5            | 8.2           | 2.7            | 5.6          | 9.2          | 0.5        |      |
| 介護保険サービス系型別  | わからない            | 403             | 35.0           | 38.5          | 21.6          | 37.2          | 4.5             | 6.5                | 38.2          | 25.1                | 6.7          | 3.2            | 4.7           | 2.0            | 4.5          | 9.4          | 0.7        |      |
|              | 無回答              | 381             | 23.1           | 22.3          | 15.2          | 21.0          | 5.2             | 3.7                | 23.4          | 12.3                | 3.1          | 1.6            | 2.1           | 2.4            | 4.5          | 4.7          | 36.5       |      |
|              | 訪問系              | 7,963           | 40.1           | 41.1          | 26.9          | 45.3          | 8.7             | 9.1                | 36.1          | 26.2                | 10.5         | 3.7            | 5.9           | 3.0            | 5.6          | 6.9          | 0.8        |      |
|              | 施設系（入所+通所）       | 10,265          | 38.4           | 39.8          | 25.3          | 35.8          | 8.7             | 8.3                | 40.4          | 21.0                | 9.0          | 2.4            | 6.3           | 2.7            | 5.9          | 7.7          | 0.7        |      |
|              | 入所型              | 4,608           | 37.5           | 38.7          | 24.2          | 34.1          | 7.7             | 9.4                | 41.1          | 13.1                | 9.2          | 2.5            | 6.9           | 2.0            | 6.7          | 9.0          | 0.6        |      |
|              | 通所型              | 5,657           | 39.1           | 40.8          | 26.3          | 37.2          | 9.5             | 7.3                | 39.9          | 27.5                | 8.8          | 2.3            | 5.8           | 3.3            | 5.3          | 6.7          | 0.8        |      |
| 新区分          | その他              | 296             | 39.2           | 38.2          | 29.1          | 30.7          | 5.7             | 8.8                | 29.1          | 22.6                | 6.8          | 2.0            | 5.7           | 2.4            | 4.7          | 13.5         | 0.7        |      |
|              | 無回答              | 357             | 22.1           | 22.1          | 14.0          | 18.2          | 4.2             | 3.1                | 22.4          | 10.6                | 5.6          | 1.1            | 1.7           | 1.7            | 3.4          | 5.0          | 38.4       |      |
|              | 訪問系              | 6,553           | 39.0           | 42.1          | 27.3          | 43.3          | 8.3             | 9.2                | 36.4          | 26.2                | 10.2         | 3.7            | 6.1           | 3.3            | 5.4          | 7.1          | 0.8        |      |
|              | 施設系（入所+通所）       | 8,048           | 38.4           | 40.0          | 25.7          | 36.4          | 8.6             | 8.0                | 40.1          | 23.2                | 8.9          | 2.3            | 6.3           | 2.9            | 5.8          | 7.4          | 0.7        |      |
|              | 入所型              | 2,391           | 36.6           | 38.1          | 24.4          | 34.3          | 6.6             | 9.5                | 40.8          | 13.1                | 9.2          | 2.4            | 7.5           | 2.0            | 6.9          | 9.1          | 0.6        |      |
|              | 通所型              | 5,657           | 39.1           | 40.8          | 26.3          | 37.2          | 9.5             | 7.3                | 39.9          | 27.5                | 8.8          | 2.3            | 5.8           | 3.3            | 5.3          | 6.7          | 0.8        |      |
| 主な介護サービスの種類別 | 居住系              | 2,217           | 38.4           | 39.4          | 24.0          | 33.8          | 8.8             | 9.2                | 41.5          | 13.1                | 9.2          | 2.6            | 6.1           | 1.9            | 6.4          | 8.9          | 0.5        |      |
|              | 居宅介護支援           | 1,410           | 45.5           | 36.5          | 25.2          | 54.9          | 10.4            | 8.7                | 34.7          | 26.4                | 12.2         | 3.6            | 5.1           | 1.9            | 6.7          | 6.0          | 0.8        |      |
|              | 訪問介護             | 5,283           | 36.2           | 40.5          | 27.3          | 42.0          | 8.1             | 9.0                | 35.4          | 25.1                | 9.1          | 3.3            | 6.2           | 2.7            | 5.4          | 7.6          | 0.8        |      |
|              | 訪問入浴介護           | 152             | 34.2           | 56.6          | 38.2          | 34.2          | 6.6             | 7.9                | 30.9          | 24.3                | 9.9          | 3.9            | 8.6           | 2.6            | 2.0          | 6.6          | 1.3        |      |
|              | 訪問看護             | 997             | 55.0           | 48.7          | 26.7          | 51.8          | 9.6             | 10.6               | 41.4          | 32.7                | 15.6         | 5.7            | 5.5           | 6.2            | 5.5          | 4.2          | 1.0        |      |
|              | 訪問リハビリテーション      | 62              | 41.9           | 43.5          | 17.7          | 43.5          | 8.1             | 8.1                | 37.1          | 27.4                | 9.7          | 6.5            | 6.5           | 8.1            | 6.5          | 8.1          | -          |      |
|              | 居宅療養管理指導         | 43              | 18.6           | 25.6          | 23.3          | 44.2          | 7.0             | 4.7                | 53.5          | 14.0                | 16.3         | 2.3            | 2.3           | -              | 4.7          | 11.6         | 2.3        |      |
|              | 通所介護             | 4,281           | 40.0           | 41.6          | 26.8          | 38.4          | 9.7             | 7.5                | 39.9          | 28.7                | 8.8          | 2.1            | 5.6           | 3.2            | 5.0          | 6.2          | 0.7        |      |
|              | 通所リハビリテーション      | 498             | 36.9           | 33.1          | 22.5          | 35.1          | 5.2             | 9.6                | 40.2          | 29.9                | 10.8         | 3.0            | 7.0           | 4.6            | 4.8          | 8.4          | 0.6        |      |
|              | 短期入所生活介護         | 400             | 38.0           | 41.3          | 25.8          | 34.0          | 6.3             | 8.0                | 41.3          | 10.3                | 9.0          | 3.0            | 9.8           | 2.0            | 4.8          | 7.5          | 1.0        |      |
|              | 短期入所療養介護         | 17              | 35.3           | 11.8          | 11.8          | 35.3          | 5.9             | -                  | 41.2          | 11.8                | 11.8         | -              | -             | -              | -            | 11.8         | -          |      |
|              | 特定施設入居者生活介護      | 521             | 44.9           | 40.9          | 26.5          | 37.2          | 10.6            | 10.7               | 43.2          | 13.1                | 11.3         | 3.5            | 7.1           | 1.7            | 5.8          | 6.5          | 0.8        |      |
|              | 福祉用具貸与・特定福祉用具販売  | 75              | 52.0           | 49.3          | 38.7          | 36.0          | 9.3             | 17.3               | 21.3          | 22.7                | 10.7         | 2.7            | 4.0           | -              | 4.0          | 8.0          | -          |      |
|              | 居宅介護支援           | 1,410           | 45.5           | 36.5          | 25.2          | 54.9          | 10.4            | 8.7                | 34.7          | 26.4                | 12.2         | 3.6            | 5.1           | 1.9            | 6.7          | 6.0          | 0.8        |      |
|              | 定期巡回・随時対応型訪問介護看護 | 13              | 46.2           | 30.8          | 15.4          | 38.5          | 7.7             | 15.4               | 69.2          | 30.8                | 15.4         | -              | -             | -              | -            | 7.7          | 7.7        | -    |
|              | 夜間対応型訪問介護        | 3               | 33.3           | 66.7          | 33.3          | -             | -               | -                  | -             | 33.3                | -            | -              | -             | -              | -            | -            | -          | 33.3 |
|              | 認知症対応型通所介護       | 312             | 39.7           | 43.9          | 27.2          | 32.7          | 13.1            | 5.4                | 42.0          | 24.4                | 9.6          | 1.3            | 4.8           | 2.9            | 5.1          | 6.4          | 1.0        | -    |
|              | 小規模多機能型居宅介護      | 537             | 34.5           | 39.1          | 24.6          | 32.4          | 9.7             | 5.8                | 37.2          | 16.2                | 6.5          | 3.4            | 6.7           | 3.0            | 8.8          | 9.5          | 1.3        | -    |
|              | 複合型サービス          | 29              | 27.6           | 44.8          | 31.0          | 41.4          | 10.3            | -                  | 51.7          | 41.4                | 10.3         | 3.4            | 6.9           | 3.4            | 10.3         | 10.3         | -          | -    |
|              | 認知症対応型共同生活介護     | 1,591           | 36.8           | 39.3          | 23.4          | 32.6          | 8.2             | 9.1                | 40.5          | 12.9                | 8.5          | 2.3            | 6.0           | 1.9            | 6.8          | 9.6          | 0.5        | -    |
|              | 地域密着型特定施設入居者生活介護 | 105             | 29.5           | 32.4          | 20.0          | 34.3          | 9.5             | 4.8                | 47.6          | 17.1                | 9.5          | 1.9            | 3.8           | 1.9            | 2.9          | 9.5          | -          | -    |
|              | 地域密着型介護老人福祉施設    | 122             | 38.5           | 34.4          | 28.7          | 33.6          | 9.0             | 10.7               | 42.6          | 11.5                | 8.2          | 2.5            | 8.2           | 2.5            | 9.0          | 8.2          | -          | -    |
|              | 介護老人福祉施設         | 1,319           | 35.8           | 39.5          | 25.7          | 32.4          | 7.1             | 9.2                | 39.0          | 13.4                | 10.0         | 2.2            | 6.8           | 1.5            | 8.1          | 9.2          | 0.5        | -    |
|              | 介護老人保健施設         | 430             | 39.1           | 33.0          | 18.8          | 37.7          | 5.8             | 12.8               | 42.3          | 14.9                | 8.1          | 3.0            | 8.1           | 3.7            | 6.5          | 9.5          | 0.9        | -    |
|              | 介護療養型医療施設        | 103             | 30.1           | 36.9          | 22.3          | 46.6          | 1.9             | 5.8                | 52.4          | 15.5                | 3.9          | 1.0            | 5.8           | 1.0            | 1.0          | 12.6         | -          | -    |
| 介護保険以外のサービス  | 55               | 43.6            | 36.4           | 34.5          | 32.7          | 9.1           | 5.5             | 21.8               | 20.0          | 10.9                | 1.8          | 7.3            | 5.5           | 7.3            | 10.9         | 1.8          | -          |      |
| その他（わからない）   | 166              | 31.9            | 33.7           | 22.9          | 27.7          | 3.0           | 6.0             | 34.9               | 23.5          | 3.6                 | 1.8          | 6.0            | 2.4           | 4.2            | 16.9         | 0.6          | -          |      |
| 主な職種別        | 訪問介護員            | 2,919           | 35.5           | 40.9          | 28.3          | 40.8          | 7.6             | 8.6                | 34.5          | 30.0                | 10.8         | 2.9            | 5.2           | 2.7            | 5.2          | 7.0          | 1.6        |      |
|              | サービス提供責任者        | 1,765           | 35.3           | 39.7          | 25.3          | 42.4          | 7.9             | 8.7                | 34.1          | 18.0                | 6.7          | 3.6            | 7.2           | 2.8            | 6.2          | 8.2          | 1.8        |      |
|              | 看護職員             | 1,921           | 42.8           | 41.2          | 24.7          | 51.2          | 8.1             | 8.4                | 44.8          | 30.8                | 12.3         | 3.7            | 5.3           | 5.1            | 5.4          | 5.3          | 1.7        |      |
|              | 介護職員             | 8,017           | 36.7           | 40.1          | 25.3          | 31.2          | 7.8             | 7.9                | 41.1          | 20.2                | 8.1          | 2.3            | 6.2           | 2.5            | 5.8          | 8.5          | 1.3        |      |
|              | 生活相談員            | 1,226           | 42.7           | 42.0          | 27.7          | 39.6          | 11.8            | 8.5                | 31.1          | 18.5                | 10.5         | 2.4            | 6.3           | 2.6            | 5.1          | 7.3          | 1.1        |      |
|              | 介護支援専門員          | 2,097           | 45.4           | 35.7          | 23.3          | 54.0          | 10.5            | 10.1               | 35.4          | 23.4                | 12.1         | 3.5            | 5.3           | 1.9            | 6.2          | 5.8          | 1.6        |      |
| 就業形態・勤務      | PT・OT・ST等        | 266             | 57.1           | 45.5          | 30.8          | 58.6          | 17.7            | 10.2               | 31.2          | 35.0                | 19.9         | 8.3            | 10.2          | 4.9            | 5.3          | 2.6          | 0.4        |      |
|              | その他              | 463             | 43.2           | 43.0          | 29.8          | 34.3          | 10.2            | 10.2               | 30.0          | 19.7                | 6.5          | 3.0            | 6.7           | 3.0            | 7.3          | 7.8          | 1.5        |      |
|              | 無回答              | 207             | 38.2           | 34.3          | 28.0          | 39.1          | 7.2             | 7.7                | 38.6          | 22.7                | 7.2          | 1.0            | 6.3           | 2.4            | 4.8          | 6.8          | 3.4        |      |
|              | 正規職員             | 12,768          | 40.0           | 40.4          | 25.9          | 38.7          | 9.6             | 9.1                | 35.3          | 16.4                | 9.2          | 3.1            | 6.9           | 2.7            | 6.2          | 8.4          | 1.4        |      |
|              | 非正規職員            | 5,465           | 36.4           | 39.0          | 25.9          | 41.6          | 6.4             | 7.3                | 44.5          | 38.2                | 10.6         | 2.3            | 4.3           | 3.2            | 4.8          | 5.2          | 1.4        |      |
|              | 正規職員と同じ          | 1,835           | 36.3           | 37.4          | 23.5          | 38.0          | 4.5             | 9.2                | 44.0          | 24.3                | 7.1          | 1.9            | 7.2           | 1.7            | 5.3          | 6.4          | 1.7        |      |
| 通常月の税込み月収階級別 | 正規職員より短い         | 3,159           | 37.2           | 39.5          | 26.9          | 44.0          | 7.6             | 6.1                | 46.0          | 47.5                | 12.7         | 2.3            | 2.4           | 4.2            | 4.5          | 4.1          | 1.2        |      |
|              | わからない            | 306             | 31.7           | 41.2          | 26.5          | 37.3          | 7.2             | 7.2                | 34.0          | 28.1                | 8.8          | 3.3            | 4.2           | 2.0            | 6.2          | 8.8          | 1.3        |      |
|              | 無回答              | 165             | 29.1           | 45.5          | 30.9          | 43.6          | 4.2             | 7.9                | 40.0          | 35.2                | 10.3         | 3.0            | 7.3           | 2.4            | 2.4          | 4.2          | 1.2        |      |
|              | 無回答              | 648             | 36.0           | 40.9          | 25.5          | 35.3          | 6.5             | 8.0                | 38.3          | 26.7                | 8.0          | 3.5            | 4.3           | 1.7            | 4.0          | 7.4          | 4.2        |      |
|              | 30千円未満           | 197             | 29.9           | 36.5          | 22.3          | 42.1          | 12.7            | 8.6                | 34.5          | 31.5                | 8.1          | 3.0            | 8.6           | 4.6            | 5.6          | 8.1          | 1.5        |      |
|              | 30千円以上50千円未満     | 207             | 32.4           | 32.4          | 26.1          | 40.6          | 8.7             | 5.3                | 41.1          | 50.7                | 11.6         | 1.9            | 1.0           | 2.4            | 3.9          | 5.8          | 1.9        |      |
| 性別           | 50千円以上80千円未満     | 744             | 37.2           | 40.7          | 29.8          | 44.1          | 8.3             | 5.9                | 43.3          | 54.0                | 12.5         | 2.7            | 1.3           | 4.8            | 5.5          | 4.0          | 0.9        |      |
|              | 80千円以上100千円未満    | 973             | 35.3           | 37.6          | 25.4          | 42.3          | 6.7             | 5.5                | 47.4          | 47.5                | 10.8         | 1.5            | 1.6           | 4.3            | 4.0          | 4.2          | 1.4        |      |
|              | 100千円以上130千円未満   | 1,056           | 35.1           | 38.5          | 26.3          | 40.1          | 6.9             | 5.9                | 42.2          | 35.6                | 9.2          | 2.3            | 3.3           | 4.0            | 5.0          | 6.1          | 1.2        |      |
|              | 130千円以上150千円未満   | 1,036           | 35.9           | 39.2          | 24.7          | 33.6          | 6.6             | 6.4                | 39.3          | 26.8                | 5.5          | 2.2            | 6.5           | 3.7            | 6.0          | 8.6          | 1.5        |      |
|              | 150千円以上180千円未満   | 2,763           | 36.6           | 38.4          | 25.6          | 35.2          | 7.5             | 6.9                | 38.9          | 21.5                | 6.7          | 2.3            | 5.7           | 2.3            | 5.5          | 9.2          | 1.5        |      |
|              | 180千円以上200千円未満   | 2,092           | 36.5           | 39.5          | 24.2          | 38.0          | 7.3             | 8.7                | 37.7          | 18.1                | 7.4          | 2.3            | 6.2           | 2.1            | 6.1          | 8.3          | 1.4        |      |
|              | 200千円以上230千円未満   | 3,256           | 40.7           | 40.2          | 25.4          | 39.7          | 9.2             | 8.0                | 37.6          | 16.9                | 8.8          | 3.3            | 7.6           | 2.5            | 6.2          | 7.2          | 1.1        |      |
|              | 230千円以上250千円未満   |                 |                |               |               |               |                 |                    |               |                     |              |                |               |                |              |              |            |      |

(%)

30

表Ⅶ－５（１） 前職の有無、介護サービスの経験、直前の仕事

（％）

|              |                         | 回答労働者数            | 卒業後の仕事の有無           |                      |                    | （前職あり）<br>回答労働者数  | 介護・福祉・医療分野以外の仕事の経験   |                      |                    | 直前の仕事の内容             |                      |                   |
|--------------|-------------------------|-------------------|---------------------|----------------------|--------------------|-------------------|----------------------|----------------------|--------------------|----------------------|----------------------|-------------------|
|              |                         |                   | 前職なし                | 前職あり                 | 無回答                |                   | 仕事等の経験（はい）           | 仕事等の経験（いいえ）          | 無回答                | 直前は介護の仕事             | 直前は介護ではない            | 無回答               |
| 全 体          |                         | 18,881<br>100.0   | 2,892<br>15.3       | 15,014<br>79.5       | 975<br>5.2         | 15,014<br>100.0   | 10,360<br>69.0       | 4,039<br>26.9        | 615<br>4.1         | 5,984<br>39.9        | 8,482<br>56.5        | 548<br>3.6        |
| 事業所規模別       | 5人未満                    | 1,522             | 9.5                 | 83.9                 | 6.6                | 1,277             | 68.4                 | 27.8                 | 3.8                | 54.6                 | 42.0                 | 3.4               |
|              | 5人以上10人未満               | 3,922             | 12.7                | 82.6                 | 4.7                | 3,238             | 66.6                 | 29.3                 | 4.0                | 41.8                 | 54.5                 | 3.7               |
|              | 10人以上20人未満              | 4,923             | 13.8                | 81.6                 | 4.6                | 4,019             | 69.3                 | 26.4                 | 4.3                | 39.1                 | 57.6                 | 3.3               |
|              | 20人以上50人未満              | 4,288             | 15.1                | 80.1                 | 4.9                | 3,433             | 70.9                 | 25.5                 | 3.6                | 37.0                 | 59.4                 | 3.7               |
|              | 50人以上100人未満             | 2,034             | 24.2                | 71.0                 | 4.7                | 1,445             | 70.6                 | 25.0                 | 4.4                | 35.6                 | 61.0                 | 3.5               |
|              | 100人以上                  | 1,408             | 22.5                | 72.9                 | 4.6                | 1,026             | 68.0                 | 27.4                 | 4.6                | 36.5                 | 59.2                 | 4.4               |
|              | わからない<br>無回答            | 403<br>381        | 17.1<br>11.5        | 77.7<br>69.0         | 5.2<br>19.4        | 313<br>263        | 68.4<br>67.7         | 27.2<br>25.9         | 4.5<br>6.5         | 36.7<br>33.8         | 59.4<br>59.7         | 3.8<br>6.5        |
| 介護保険サービス系別   | 従来区分                    | 7,963             | 11.2                | 83.2                 | 5.7                | 6,622             | 67.4                 | 28.1                 | 4.5                | 42.0                 | 53.9                 | 4.1               |
|              | 訪問系（入所・通所）              | 10,265            | 18.7                | 77.1                 | 4.2                | 7,915             | 70.1                 | 26.1                 | 3.8                | 38.3                 | 58.4                 | 3.3               |
|              | 入所型                     | 4,608             | 23.8                | 72.1                 | 4.1                | 3,324             | 71.0                 | 25.2                 | 3.7                | 37.4                 | 59.8                 | 2.9               |
|              | 通所型                     | 5,657             | 14.6                | 81.2                 | 4.3                | 4,591             | 69.4                 | 26.8                 | 3.8                | 39.1                 | 57.4                 | 3.6               |
|              | その他                     | 296               | 17.9                | 75.7                 | 6.4                | 224               | 75.4                 | 20.5                 | 4.0                | 36.2                 | 61.2                 | 2.7               |
|              | 無回答                     | 357               | 8.1                 | 70.9                 | 21.0               | 253               | 70.8                 | 25.3                 | 4.0                | 34.0                 | 60.9                 | 5.1               |
|              | 新区分                     | 6,553             | 11.9                | 82.3                 | 5.8                | 5,392             | 66.5                 | 28.9                 | 4.6                | 36.2                 | 59.6                 | 4.2               |
| 主な介護サービスの種類別 | 施設系（入所・通所）              | 8,048             | 19.5                | 76.5                 | 4.0                | 6,155             | 69.6                 | 26.6                 | 3.8                | 37.9                 | 58.7                 | 3.4               |
|              | 入所型                     | 2,391             | 31.2                | 65.4                 | 3.3                | 1,564             | 70.1                 | 26.2                 | 3.6                | 34.3                 | 62.5                 | 3.1               |
|              | 通所型                     | 5,657             | 14.6                | 81.2                 | 4.3                | 4,591             | 69.4                 | 26.8                 | 3.8                | 39.1                 | 57.4                 | 3.6               |
|              | 居住系                     | 2,217             | 15.8                | 79.4                 | 4.8                | 1,760             | 71.8                 | 24.4                 | 3.8                | 40.1                 | 57.3                 | 2.6               |
|              | 居宅介護支援                  | 1,410             | 7.6                 | 87.2                 | 5.2                | 1,230             | 71.5                 | 24.6                 | 3.9                | 67.6                 | 28.9                 | 3.5               |
|              | 訪問介護                    | 5,283             | 8.7                 | 85.5                 | 5.8                | 4,518             | 69.4                 | 25.9                 | 4.7                | 35.3                 | 60.6                 | 4.2               |
|              | 訪問入浴介護                  | 152               | 17.8                | 78.9                 | 3.3                | 120               | 65.0                 | 34.2                 | 0.8                | 30.8                 | 67.5                 | 1.7               |
|              | 訪問看護                    | 997               | 27.1                | 66.9                 | 6.0                | 667               | 47.1                 | 48.7                 | 4.2                | 42.7                 | 52.2                 | 5.1               |
|              | 訪問リハビリテーション             | 62                | 37.1                | 58.1                 | 4.8                | 36                | 58.3                 | 38.9                 | 2.8                | 33.3                 | 61.1                 | 5.6               |
|              | 居宅療養管理指導                | 43                | 4.7                 | 86.0                 | 9.3                | 37                | 70.3                 | 21.6                 | 8.1                | 45.9                 | 48.6                 | 5.4               |
|              | 通所介護                    | 4,281             | 13.6                | 82.3                 | 4.0                | 3,524             | 69.2                 | 27.2                 | 3.6                | 39.8                 | 56.8                 | 3.4               |
|              | 通所リハビリテーション             | 498               | 21.3                | 74.3                 | 4.4                | 370               | 67.0                 | 29.5                 | 3.5                | 34.3                 | 61.9                 | 3.8               |
|              | 短期入所生活介護                | 400               | 28.5                | 67.0                 | 4.5                | 268               | 68.3                 | 26.1                 | 5.6                | 41.4                 | 54.1                 | 4.5               |
|              | 短期入所療養介護                | * 17              | -                   | * 100.0              | -                  | * 17              | * 64.7               | * 23.5               | * 11.8             | * 64.7               | * 29.4               | * 5.9             |
|              | 特定施設入居者生活介護             | 521               | 18.0                | 74.7                 | 7.3                | 389               | 72.8                 | 22.9                 | 4.4                | 41.4                 | 55.3                 | 3.3               |
|              | 福祉用具貸与・特定福祉用具販売         | 75                | 10.7                | 85.3                 | 4.0                | 64                | 75.0                 | 21.9                 | 3.1                | 35.9                 | 62.5                 | 1.6               |
|              | 定期巡回・随時対応型訪問介護看護        | 1,410             | 7.6                 | 87.2                 | 5.2                | 1,230             | 71.5                 | 24.6                 | 3.9                | 67.6                 | 28.9                 | 3.5               |
|              | 居宅介護支援                  | * 13              | * 15.4              | * 84.6               | -                  | * 11              | * 90.9               | * 9.1                | -                  | * 54.5               | * 45.5               | -                 |
|              | 夜間対応型訪問介護               | * 3               | -                   | * 100.0              | -                  | * 3               | * 66.7               | -                    | * 33.3             | -                    | * 100.0              | -                 |
|              | 認知症対応型通所介護              | 312               | 13.8                | 79.5                 | 6.7                | 248               | 69.8                 | 24.2                 | 6.0                | 35.5                 | 59.7                 | 4.8               |
|              | 複合型サービス                 | 537               | 16.0                | 79.7                 | 4.3                | 428               | 71.7                 | 23.4                 | 4.9                | 39.0                 | 57.5                 | 3.5               |
|              | 小規模多機能型居宅介護             | * 29              | * 20.7              | * 72.4               | * 6.9              | * 21              | * 85.7               | * 9.5                | * 4.8              | * 38.1               | * 57.1               | * 4.8             |
|              | 認知症対応型共同生活介護            | 1,591             | 15.2                | 80.7                 | 4.1                | 1,284             | 71.7                 | 24.8                 | 3.6                | 39.7                 | 57.9                 | 2.3               |
|              | 地域密着型特定施設入居者生活介護        | 105               | 13.3                | 82.9                 | 3.8                | 87                | 70.1                 | 25.3                 | 4.6                | 39.1                 | 57.5                 | 3.4               |
|              | 地域密着型介護老人福祉施設           | 122               | 23.8                | 70.5                 | 5.7                | 86                | 75.6                 | 23.3                 | 1.2                | 43.0                 | 54.7                 | 2.3               |
|              | 介護老人福祉施設                | 1,319             | 29.3                | 68.0                 | 2.7                | 897               | 70.5                 | 26.4                 | 3.1                | 31.2                 | 66.0                 | 2.8               |
|              | 介護老人保健施設                | 430               | 43.3                | 52.6                 | 4.2                | 226               | 68.6                 | 28.3                 | 3.1                | 35.8                 | 61.5                 | 2.7               |
|              | 介護療養型医療施設               | 103               | 30.1                | 68.0                 | 1.9                | 70                | 72.9                 | 21.4                 | 5.7                | 24.3                 | 71.4                 | 4.3               |
|              | 介護保険以外のサービス             | 55                | 23.6                | 70.9                 | 5.5                | 39                | 76.9                 | 20.5                 | 2.6                | 38.5                 | 61.5                 | -                 |
|              | その他（わからない）<br>無回答       | 166<br>648        | 19.3<br>9.4         | 72.9<br>72.4         | 7.8<br>18.2        | 121<br>469        | 75.2<br>67.4         | 19.8<br>25.7         | 5.0<br>6.9         | 35.5<br>43.4         | 60.3<br>51.4         | 4.1<br>5.1        |
| 主な職種別        | 訪問介護員                   | 2,919             | 7.0                 | 86.8                 | 6.2                | 2,535             | 69.3                 | 26.5                 | 4.2                | 30.5                 | 65.9                 | 3.6               |
|              | サービス提供責任者               | 1,765             | 8.7                 | 85.7                 | 5.6                | 1,513             | 71.1                 | 24.4                 | 4.6                | 40.5                 | 55.1                 | 4.4               |
|              | 看護職員                    | 1,921             | 21.7                | 71.6                 | 6.7                | 1,376             | 52.8                 | 42.9                 | 4.3                | 39.3                 | 55.7                 | 4.9               |
|              | 介護職員                    | 8,017             | 18.8                | 76.7                 | 4.5                | 6,151             | 71.4                 | 24.9                 | 3.7                | 34.5                 | 62.4                 | 3.2               |
|              | 生活相談員                   | 1,226             | 20.4                | 75.3                 | 4.3                | 923               | 69.1                 | 25.9                 | 5.0                | 50.3                 | 45.7                 | 4.0               |
|              | 介護支援専門員                 | 2,097             | 8.0                 | 86.4                 | 5.7                | 1,811             | 72.4                 | 23.1                 | 4.4                | 66.8                 | 29.4                 | 3.8               |
|              | PT・OT・ST等<br>その他<br>無回答 | 266<br>463<br>207 | 42.9<br>13.2<br>8.7 | 54.9<br>82.9<br>84.5 | 2.3<br>3.9<br>6.8  | 146<br>384<br>175 | 59.6<br>66.7<br>67.4 | 38.4<br>30.7<br>25.7 | 2.1<br>2.6<br>6.9  | 45.2<br>31.3<br>43.4 | 53.4<br>65.9<br>51.4 | 1.4<br>2.9<br>5.1 |
| 就業形態・勤務      | 正規職員                    | 12,768            | 19.1                | 76.3                 | 4.6                | 9,738             | 69.0                 | 26.6                 | 4.4                | 42.3                 | 54.0                 | 3.8               |
|              | 非正規職員                   | 5,465             | 7.2                 | 88.0                 | 4.8                | 4,807             | 69.3                 | 27.3                 | 3.4                | 34.9                 | 61.9                 | 3.2               |
|              | 正規職員と同じ                 | 1,835             | 7.4                 | 88.1                 | 4.6                | 1,616             | 70.9                 | 25.9                 | 3.3                | 35.0                 | 62.1                 | 2.9               |
|              | 正規職員より短い<br>わからない       | 3,159             | 6.8                 | 88.6                 | 4.6                | 2,799             | 68.6                 | 28.4                 | 3.0                | 35.5                 | 61.1                 | 3.4               |
|              | わからない<br>無回答            | 306<br>165<br>648 | 8.2<br>11.5<br>9.4  | 85.3<br>79.4<br>72.4 | 6.5<br>9.1<br>18.2 | 261<br>131<br>469 | 70.9<br>59.5<br>66.7 | 23.8<br>29.0<br>28.6 | 5.4<br>11.5<br>4.7 | 29.9<br>31.3<br>40.1 | 68.6<br>63.4<br>53.7 | 1.5<br>5.3<br>6.2 |
| 勤続年数別        | 1年未満                    | 2,034             | 14.7                | 79.2                 | 6.2                | 1,610             | 72.9                 | 23.6                 | 3.5                | 51.4                 | 46.2                 | 2.4               |
|              | 1年以上2年未満                | 2,680             | 13.8                | 81.6                 | 4.6                | 2,187             | 71.2                 | 25.2                 | 3.6                | 49.9                 | 46.8                 | 3.3               |
|              | 2年以上3年未満                | 2,208             | 13.2                | 81.2                 | 5.6                | 1,793             | 71.3                 | 25.0                 | 3.7                | 44.3                 | 52.5                 | 3.1               |
|              | 3年以上4年未満                | 1,888             | 12.6                | 82.1                 | 5.3                | 1,550             | 70.1                 | 26.2                 | 3.7                | 42.8                 | 53.8                 | 3.4               |
|              | 4年以上5年未満                | 1,444             | 13.6                | 81.6                 | 4.8                | 1,178             | 71.0                 | 25.6                 | 3.4                | 44.2                 | 52.8                 | 3.0               |
|              | 5年以上7年未満                | 1,340             | 14.6                | 80.4                 | 5.0                | 1,077             | 69.7                 | 26.3                 | 4.0                | 42.5                 | 54.1                 | 3.3               |
|              | 7年以上10年未満               | 3,747             | 15.2                | 80.2                 | 4.6                | 3,005             | 68.3                 | 27.5                 | 4.3                | 35.0                 | 61.2                 | 3.8               |
|              | 10年以上15年未満              | 1,770             | 17.3                | 77.3                 | 5.4                | 1,368             | 62.9                 | 31.6                 | 5.5                | 23.1                 | 71.5                 | 5.4               |
|              | 15年以上20年未満              | 1,196             | 25.2                | 70.7                 | 4.1                | 846               | 60.4                 | 33.5                 | 6.1                | 18.2                 | 76.0                 | 5.8               |
|              | 20年以上                   | 330               | 30.3                | 62.7                 | 7.0                | 207               | 58.5                 | 37.2                 | 4.3                | 18.4                 | 77.8                 | 3.9               |
|              | 無回答                     | 244               | 9.4                 | 79.1                 | 11.5               | 193               | 69.4                 | 25.9                 | 4.7                | 35.2                 | 59.1                 | 5.7               |
| 性別           | 男                       | 3,952             | 23.4                | 73.7                 | 3.0                | 2,911             | 69.9                 | 26.7                 | 3.4                | 34.7                 | 62.5                 | 2.8               |
|              | 女                       | 14,498            | 13.5                | 83.3                 | 3.2                | 12,074            | 68.8                 | 26.9                 | 4.2                | 41.1                 | 55.0                 | 3.8               |
| 年齢階級別        | 無回答                     | 431               | 1.2                 | 6.7                  | 92.1               | * 29              | * 55.2               | * 37.9               | * 6.9              | * 34.5               | * 55.2               | * 10.3            |
|              | 20歳未満                   | 63                | 71.4                | 19.0                 | 9.5                | * 12              | * 50.0               | * 41.7               | * 8.3              | * 16.7               | * 75.0               | * 8.3             |
|              | 20歳以上25歳未満              | 661               | 61.1                | 36.9                 | 2.0                | 244               | 58.6                 | 39.3                 | 2.0                | 26.6                 | 71.7                 | 1.6               |
|              | 25歳以上30歳未満              | 1,527             | 41.1                | 57.2                 | 1.8                | 873               | 60.7                 | 35.5                 | 3.8                | 36.9                 | 60.6                 | 2.5               |
|              | 30歳以上35歳未満              | 2,057             | 27.4                | 70.2                 | 2.5                | 1,443             | 66.4                 | 29.9                 | 3.7                | 41.3                 | 55.7                 | 3.0               |
|              | 35歳以上40歳未満              | 2,620             | 18.4                | 79.3                 | 2.3                | 2,078             | 68.0                 | 28.8                 | 3.2                | 44.0                 | 53.6                 | 2.5               |
|              | 40歳以上45歳未満              | 2,564             | 10.6                | 86.2                 | 3.2                | 2,209             | 71.0                 | 25.0                 | 3.9                | 41.0                 | 56.2                 | 2.8               |
|              | 45歳以上50歳未満              | 2,473             | 6.5                 | 90.5                 | 3.0                | 2,239             | 69.5                 | 25.7                 | 4.8                | 39.3                 | 56.1                 | 4.5               |
|              | 50歳以上55歳未満              | 2,564             | 5.5                 | 91.3                 | 3.2                | 2,341             | 71.6                 | 24.3                 | 4.2                | 38.2                 | 57.7                 | 4.1               |
|              | 55歳以上60歳未満              | 1,993             | 4.4                 | 91.3                 | 4.3                | 1,819             | 70.5                 | 25.5                 | 4.0                | 37.7                 | 58.5                 | 3.8               |
|              | 60歳以上                   | 1,864             | 5.0                 | 90.5                 | 4.6                | 1,686             | 70.4                 | 24.7                 | 4.9                | 41.2                 | 53.2                 | 5.6               |
|              | 無回答                     | 495               | 3.2                 | 14.1                 | 82.6               | 70                | 58.6                 | 31.4                 | 10.0               | 34.3                 | 57.1                 | 8.6               |

表Ⅶ－５（３） 直前の仕事の就業形態、勤続年数

（％）

|              |                  | (直前は客労働者の仕事) | 直前の介護の仕事の就業形態 |               |           |            | 直前の仕事の勤続年数 |            |             |               |             |            |               |               |            |  |
|--------------|------------------|--------------|---------------|---------------|-----------|------------|------------|------------|-------------|---------------|-------------|------------|---------------|---------------|------------|--|
|              |                  |              | 正規職員          | 非正規職員         | その他       | 無回答        | 数カ月以下      | 半年程度       | 1年程度        | 2年程度          | 3年程度        | 4年程度       | 5年以上          | (再掲)<br>1年未満  | 無回答        |  |
| 全 体          |                  | 5,984<br>100 | 3,353<br>56.0 | 2,331<br>39.0 | 44<br>0.7 | 256<br>4.3 | 236<br>3.9 | 357<br>6.0 | 889<br>14.9 | 1,000<br>16.7 | 856<br>14.3 | 575<br>9.6 | 1,800<br>30.1 | 1,482<br>24.8 | 271<br>4.5 |  |
| 事業所規模別       | 5人未満             | 697          | 66.4          | 30.3          | 0.4       | 2.9        | 3.0        | 3.7        | 10.8        | 11.3          | 12.3        | 10.9       | 44.9          | 17.5          | 3.0        |  |
|              | 5人以上10人未満        | 1,354        | 53.0          | 41.9          | 0.7       | 4.3        | 3.7        | 6.7        | 16.4        | 16.0          | 13.0        | 9.3        | 30.1          | 26.8          | 4.8        |  |
|              | 10人以上20人未満       | 1,572        | 53.6          | 41.1          | 0.6       | 4.7        | 3.6        | 7.5        | 14.7        | 17.1          | 14.1        | 9.2        | 28.9          | 25.8          | 4.8        |  |
|              | 20人以上50人未満       | 1,269        | 56.4          | 38.2          | 1.3       | 4.1        | 4.6        | 5.1        | 14.6        | 18.0          | 16.2        | 9.8        | 27.1          | 24.3          | 4.6        |  |
|              | 50人以上100人未満      | 514          | 58.4          | 37.0          | 0.6       | 4.1        | 5.3        | 5.1        | 16.1        | 18.7          | 13.4        | 9.1        | 28.8          | 26.5          | 3.5        |  |
|              | 100人以上           | 374          | 58.0          | 35.8          | 0.5       | 5.6        | 3.2        | 5.1        | 14.7        | 18.2          | 17.6        | 9.4        | 25.9          | 23.0          | 5.9        |  |
|              | わからない            | 115          | 45.2          | 48.7          | 0.9       | 5.2        | 7.0        | 7.8        | 17.4        | 20.9          | 17.4        | 10.4       | 13.9          | 32.2          | 5.2        |  |
| 無回答          |                  | 89           | 49.4          | 46.1          | -         | 4.5        | 2.2        | 3.4        | 20.2        | 21.3          | 13.5        | 11.2       | 23.6          | 25.8          | 4.5        |  |
| 介護保険サービス系型別  | 訪問系              | 2,782        | 54.9          | 40.2          | 0.8       | 4.2        | 3.4        | 5.5        | 14.5        | 16.3          | 14.5        | 9.7        | 31.7          | 23.3          | 4.5        |  |
|              | 施設系(入所+通所)       | 3,035        | 57.4          | 37.6          | 0.7       | 4.4        | 4.3        | 6.3        | 15.2        | 17.0          | 14.3        | 9.5        | 28.7          | 25.9          | 4.6        |  |
| 従来区分         | 入所型              | 1,242        | 61.9          | 33.7          | 0.5       | 3.9        | 5.1        | 6.0        | 16.1        | 18.2          | 14.4        | 8.3        | 27.7          | 27.2          | 4.2        |  |
|              | 通所型              | 1,793        | 54.2          | 40.3          | 0.8       | 4.7        | 3.8        | 6.5        | 14.6        | 16.2          | 14.3        | 10.3       | 29.4          | 24.9          | 4.9        |  |
| 新区分          | その他              | 81           | 50.6          | 46.9          | 1.2       | 1.2        | 9.9        | 9.9        | 17.3        | 21.0          | 7.4         | 12.3       | 21.0          | 37.0          | 1.2        |  |
|              | 無回答              | 86           | 51.2          | 41.9          | 1.2       | 5.8        | 2.3        | 7.0        | 12.8        | 15.1          | 14.0        | 8.1        | 33.7          | 22.1          | 7.0        |  |
| 新区分          | 訪問系              | 1,951        | 49.7          | 44.8          | 0.8       | 4.7        | 4.0        | 6.6        | 16.4        | 18.2          | 15.3        | 9.7        | 24.7          | 27.0          | 5.1        |  |
|              | 施設系(入所+通所)       | 2,330        | 56.1          | 38.8          | 0.7       | 4.4        | 4.0        | 6.4        | 15.1        | 16.5          | 14.2        | 10.1       | 29.1          | 25.5          | 4.6        |  |
| 新区分          | 入所型              | 537          | 62.4          | 33.9          | 0.4       | 3.4        | 4.5        | 6.0        | 16.8        | 17.3          | 14.2        | 9.7        | 27.9          | 27.2          | 3.7        |  |
|              | 通所型              | 1,793        | 54.2          | 40.3          | 0.8       | 4.7        | 3.8        | 6.5        | 14.6        | 16.2          | 14.3        | 10.3       | 29.4          | 24.9          | 4.9        |  |
| 新区分          | 居住系              | 705          | 61.6          | 33.5          | 0.6       | 4.4        | 5.5        | 6.1        | 15.6        | 18.9          | 14.6        | 7.2        | 27.5          | 27.2          | 4.5        |  |
|              | 居宅介護支援           | 831          | 67.1          | 29.1          | 0.8       | 2.9        | 1.8        | 2.9        | 10.0        | 11.7          | 12.6        | 9.9        | 48.1          | 14.7          | 3.0        |  |
| 主な介護サービスの種類別 | 訪問介護             | 1,594        | 48.0          | 46.2          | 0.9       | 5.0        | 4.0        | 6.7        | 16.5        | 17.9          | 15.5        | 10.0       | 24.0          | 27.2          | 5.4        |  |
|              | 訪問入浴介護           | 37           | 64.9          | 27.0          | 2.7       | 5.4        | 5.4        | 5.4        | 27.0        | 27.0          | 16.2        | 5.4        | 8.1           | 37.8          | 5.4        |  |
|              | 訪問看護             | 285          | 55.4          | 40.7          | -         | 3.9        | 3.9        | 6.0        | 14.7        | 18.6          | 13.7        | 8.4        | 30.5          | 24.6          | 4.2        |  |
|              | 訪問リハビリテーション      | * 12         | * 58.3        | * 41.7        | -         | -          | -          | * 8.3      | * 16.7      | * 8.3         | * 25.0      | * 16.7     | * 25.0        | * 25.0        | -          |  |
|              | 居宅療養管理指導         | * 17         | * 70.6        | * 29.4        | -         | -          | * 17.6     | * 5.9      | * 5.9       | * 17.6        | * 11.8      | -          | * 41.2        | * 29.4        | -          |  |
|              | 通所介護             | 1,403        | 54.5          | 39.9          | 0.8       | 4.8        | 4.1        | 6.5        | 14.5        | 16.1          | 15.2        | 10.0       | 28.7          | 25.0          | 4.9        |  |
|              | 通所リハビリテーション      | 127          | 50.4          | 44.1          | 0.8       | 4.7        | 3.1        | 9.4        | 18.1        | 16.5          | 8.7         | 11.0       | 28.3          | 30.7          | 4.7        |  |
|              | 短期入所生活介護         | 111          | 59.5          | 36.0          | 0.9       | 3.6        | 3.6        | 6.3        | 18.9        | 18.0          | 14.4        | 5.4        | 29.7          | 28.8          | 3.6        |  |
|              | 短期入所療養介護         | * 11         | * 72.7        | * 27.3        | -         | -          | -          | * 9.1      | * 27.3      | -             | * 18.2      | -          | * 45.5        | * 36.4        | -          |  |
|              | 特定施設入居者生活介護      | 161          | 64.6          | 31.1          | -         | 4.3        | 6.2        | 4.3        | 15.5        | 19.3          | 18.0        | 6.2        | 25.5          | 26.1          | 5.0        |  |
|              | 福祉用具貸与・特定福祉用具販売  | * 23         | * 78.3        | * 17.4        | -         | 4.3        | -          | * 8.7      | * 21.7      | * 21.7        | * 13.0      | * 13.0     | * 17.4        | * 30.4        | * 4.3      |  |
|              | 定期巡回・随時対応型訪問介護看護 | 831          | 67.1          | 29.1          | 0.8       | 2.9        | 1.8        | 2.9        | 10.0        | 11.7          | 12.6        | 9.9        | 48.1          | * 14.7        | 3.0        |  |
|              | 居宅介護支援           | * 6          | * 50.0        | * 50.0        | -         | -          | -          | -          | * 16.7      | * 50.0        | * 16.7      | * 16.7     | -             | * 16.7        | -          |  |
|              | 夜間対応型訪問介護        | -            | -             | -             | -         | -          | -          | -          | -           | -             | -           | -          | -             | -             | -          |  |
|              | 認知症対応型通所介護       | 88           | 46.6          | 45.5          | 1.1       | 6.8        | 2.3        | 4.5        | 21.6        | 12.5          | 14.8        | 9.1        | 28.4          | 28.4          | 6.8        |  |
|              | 複合型サービス          | 167          | 58.1          | 38.3          | -         | 3.6        | 3.6        | 5.4        | 9.6         | 17.4          | 11.4        | 11.4       | 37.7          | 18.6          | 3.6        |  |
|              | 小規模多機能型居宅介護      | * 8          | * 62.5        | * 25.0        | * 12.5    | -          | -          | -          | * 12.5      | * 50.0        | -           | * 25.0     | * 12.5        | * 12.5        | -          |  |
|              | 認知症対応型共同生活介護     | 510          | 59.8          | 34.7          | 0.8       | 4.7        | 5.7        | 6.9        | 15.5        | 19.0          | 13.1        | 6.9        | 28.4          | 28.0          | 4.5        |  |
|              | 地域密着型特定施設入居者生活介護 | 34           | 73.5          | 26.5          | -         | -          | -          | 2.9        | 17.6        | 14.7          | 20.6        | 17.6       | 23.5          | 20.6          | 2.9        |  |
|              | 地域密着型介護老人福祉施設    | 37           | 64.9          | 29.7          | -         | 5.4        | 2.7        | 2.7        | 21.6        | 18.9          | 10.8        | 8.1        | 32.4          | 27.0          | 2.7        |  |
|              | 介護老人福祉施設         | 280          | 61.4          | 34.6          | 0.4       | 3.6        | 3.9        | 6.4        | 16.1        | 17.9          | 14.6        | 11.4       | 25.0          | 26.4          | 4.6        |  |
|              | 介護老人保健施設         | 81           | 69.1          | 29.6          | -         | 1.2        | 7.4        | 6.2        | 11.1        | 17.3          | 11.1        | 11.1       | 34.6          | 24.7          | 1.2        |  |
|              | 介護療養型医療施設        | * 17         | * 52.9        | * 41.2        | -         | * 5.9      | * 11.8     | -          | * 23.5      | * 11.8        | * 23.5      | * 11.8     | * 11.8        | * 35.3        | * 5.9      |  |
|              | 介護保険以外のサービス      | * 15         | * 40.0        | * 60.0        | -         | -          | * 13.3     | * 13.3     | * 13.3      | * 33.3        | * 6.7       | -          | * 20.0        | * 40.0        | -          |  |
|              | その他(わからない)       | 43           | 39.5          | 58.1          | 2.3       | -          | 14.0       | 9.3        | 16.3        | 16.3          | 4.7         | 16.3       | 23.3          | 39.5          | -          |  |
| 主な職種別        | 訪問介護員            | 774          | 40.2          | 54.3          | 0.6       | 4.9        | 5.4        | 7.1        | 18.9        | 19.5          | 13.2        | 8.9        | 21.2          | 31.4          | 5.8        |  |
|              | サービス提供責任者        | 613          | 54.2          | 40.5          | 0.8       | 4.6        | 2.3        | 6.2        | 15.3        | 17.5          | 17.8        | 10.9       | 25.1          | 23.8          | 4.9        |  |
|              | 看護職員             | 541          | 58.8          | 36.0          | 0.6       | 4.6        | 5.2        | 5.9        | 13.1        | 17.2          | 15.3        | 7.8        | 30.5          | 24.2          | 5.0        |  |
|              | 介護職員             | 2,120        | 51.4          | 43.9          | 0.7       | 4.0        | 4.8        | 6.7        | 16.7        | 17.4          | 14.0        | 9.9        | 26.4          | 28.2          | 4.2        |  |
|              | 生活相談員            | 464          | 64.4          | 29.3          | 0.2       | 6.0        | 2.6        | 6.9        | 12.5        | 17.0          | 15.7        | 11.4       | 28.4          | 22.0          | 5.4        |  |
|              | 介護支援専門員          | 1,210        | 67.7          | 28.0          | 0.9       | 3.4        | 2.2        | 3.5        | 10.7        | 12.4          | 13.1        | 9.1        | 45.6          | 16.4          | 3.5        |  |
|              | PT・OT・ST等        | 66           | 78.8          | 21.2          | -         | -          | 6.1        | 6.1        | 15.2        | 24.2          | 16.7        | 12.1       | 19.7          | 27.3          | -          |  |
|              | その他              | 120          | 78.3          | 16.7          | 1.7       | 3.3        | 3.3        | 5.8        | 13.3        | 19.2          | 6.7         | 9.2        | 38.3          | 22.5          | 4.2        |  |
|              | 無回答              | 76           | 50.0          | 36.8          | 3.9       | 9.2        | 3.9        | 7.9        | 13.2        | 15.8          | 21.1        | 7.9        | 19.7          | 25.0          | 10.5       |  |
|              | 無回答              | 4,118        | 63.8          | 31.1          | 0.7       | 4.4        | 3.6        | 5.6        | 14.5        | 17.0          | 14.5        | 9.6        | 30.7          | 23.7          | 4.5        |  |
| 形態・勤務        | 非正規職員            | 1,678        | 38.0          | 57.2          | 1.0       | 3.9        | 4.9        | 7.1        | 15.1        | 16.3          | 13.6        | 9.7        | 28.8          | 27.2          | 4.4        |  |
|              | 正規職員と同じ          | 565          | 45.7          | 48.0          | 1.1       | 5.3        | 5.1        | 6.7        | 15.2        | 14.5          | 13.3        | 9.4        | 29.4          | 27.1          | 6.4        |  |
|              | 正規職員より短い         | 994          | 34.0          | 62.7          | 0.7       | 2.6        | 5.0        | 6.6        | 15.7        | 17.2          | 13.7        | 10.1       | 29.0          | 27.4          | 2.7        |  |
|              | わからない            | 78           | 33.3          | 57.7          | 2.6       | 6.4        | 3.8        | 14.1       | 9.0         | 20.5          | 17.9        | 5.1        | 21.8          | 26.9          | 7.7        |  |
|              | 無回答              | 41           | 39.0          | 48.8          | 2.4       | 9.8        | 2.4        | 9.8        | 12.2        | 12.2          | 9.8         | 12.2       | 31.7          | 24.4          | 9.8        |  |
| 無回答          | 188              | 46.8         | 48.4          | 0.5           | 4.3       | 2.7        | 4.8        | 19.7       | 13.3        | 16.5          | 8.5         | 28.2       | 27.1          | 6.4           |            |  |
| 勤続年数別        | 1年未満             | 827          | 59.6          | 35.3          | 0.8       | 4.2        | 5.9        | 8.1        | 14.8        | 14.8          | 12.2        | 8.6        | 31.0          | 28.8          | 4.7        |  |
|              | 1年以上2年未満         | 1,091        | 56.2          | 39.5          | 0.7       | 3.6        | 4.2        | 6.2        | 15.9        | 17.9          | 11.6        | 10.1       | 30.1          | 26.4          | 3.9        |  |
|              | 2年以上3年未満         | 795          | 56.6          | 37.2          | 0.6       | 5.5        | 4.3        | 6.7        | 14.2        | 16.5          | 12.3        | 8.8        | 31.8          | 25.2          | 5.4        |  |
|              | 3年以上4年未満         | 663          | 56.0          | 39.8          | 0.6       | 3.6        | 3.0        | 4.4        | 13.9        | 18.6          | 17.0        | 10.6       | 28.2          | 21.3          | 4.4        |  |
|              | 4年以上5年未満         | 521          | 57.2          | 37.6          | 0.8       | 4.4        | 3.1        | 4.8        | 16.3        | 16.1          | 14.4        | 11.9       | 28.6          | 24.2          | 4.8        |  |
|              | 5年以上7年未満         | 458          | 53.1          | 43.2          | 0.7       | 3.1        | 3.5        | 5.0        | 12.9        | 16.2          | 18.8        | 10.5       | 30.1          | 21.4          | 3.1        |  |
|              | 7年以上10年未満        | 1,053        | 54.2          | 40.2          | 0.7       | 4.9        | 3.5        | 5.4        | 14.7        | 15.7          | 16.7        | 9.7        | 29.2          | 23.6          | 5.1        |  |
|              | 10年以上15年未満       | 316          | 53.5          | 41.5          | 1.3       | 3.8        | 3.8        | 6.3        | 16.1        | 16.8          | 14.6        | 6.0        | 32.3          | 26.3          | 4.1        |  |
|              | 15年以上20年未満       | 154          | 54.5          | 39.6          | -         | 5.8        | 2.6        | 6.5        | 16.2        | 20.1          | 14.3        | 10.4       | 25.3          | 25.3          | 4.5        |  |
|              | 20年以上            | 38           | 78.9          | 10.5          | 2.6       | 7.9        | -          | 2.6        | 10.5        | 13.2          | 7.9         | 2.6        | 55.3          | 13.2          | 7.9        |  |
| 無回答          | 68               | 45.6         | 51.5          | 1.5           | 1.5       | 2.9        | 5.9        | 13.2       | 25.0        | 13.2          | 8.8         | 29.4       | 22.1          | 1.5           |            |  |
| 性別           | 男女               | 1,009        | 75.1          | 21.1          | 0.1       | 3.7        | 4.1        | 7.3        | 16.2        | 16.5          | 13.9        | 8.7        | 29.8          | 27.6          | 3.6        |  |
|              | 無回答              | 4,965        | 52.2          | 42.6          | 0.9       | 4.4        | 3.9        | 5.7        | 14.6        | 16.8          | 14.4        | 9.8        | 30.2          | 24.2          | 4.7        |  |
| 無回答          |                  | * 10         | * 40.0        | * 50.0        | -         | * 10.0     | * 10.0     | -          | * 20.0      | * 20.0        | * 10.0      | * 10.0     | * 20.0        | * 30.0        | * 10.0     |  |
| 年齢階級別        | 20歳未満            | * 2          | * 50.0        | * 50.0        | -         | -          | -          | -          | -           | -             | * 50.0      | -          | * 50.0        | -             | -          |  |
|              | 20歳以上25歳未満       | 65           | 56.9          | 40.0          | -         | 3.1        | 6.2        | 21.5       | 32.3        | 18.5          | 9.2         | 6.2        | 1.5           | 60.0          | 4.6        |  |
|              | 25歳以上30歳未満       | 322          | 69.3          | 25.5          | 0.6       | 4.7        | 5.6        | 9.3        | 16.5        | 21.4          | 18.3        | 11.5       | 12.7          | 31.4          | 4.7        |  |
|              | 30歳以上35歳未満       | 596          | 68.3          | 28.0          | 0.5       | 3.2        | 4.7        | 6.0        | 17.3        | 17.3          | 14.1        | 13.8       | 23.7          | 28.0          | 3.2        |  |
|              | 35歳以上40歳未満       | 914          | 61.8          | 32.5          | 0.9       | 4.8        | 4.5        | 7.2        | 15.5        | 16.0          | 15.2        | 9.8        | 26.9          | 2             |            |  |

表Ⅶ－6 直前の介護の仕事をやめた理由(複数回答)

(%)

|              |                  | 回答者数  | 介護保険サービス系型別 | その他  | 家族の介護・看護のため | 結婚・出産・妊娠・育児のため | 病気・高齢のため | 定年・雇用契約の満了のため | 家族の転職・転移のため、又は事業所の移転のため | 法人や施設のあり方に不満があったため | 職場の人間関係に問題があったため | 自分に向かない仕事だったため | 自分の将来の見込みが立たなかったため | 収入が少なかったため | 新しい資格を取ったから | 他に良い仕事・職場があったため | 人員整理・勤奨退職等・のため | 回答者数 | 全体 |
|--------------|------------------|-------|-------------|------|-------------|----------------|----------|---------------|-------------------------|--------------------|------------------|----------------|--------------------|------------|-------------|-----------------|----------------|------|----|
| 事業所規模別       | 5人未満             | 697   |             | 5.9  | 16.9        | 19.8           | 12.3     | 13.3          | 2.4                     | 21.1               | 22.4             | 3.0            | 4.4                | 4.0        | 6.9         | 3.2             | 16.5           | 3.7  |    |
|              | 5人以上10人未満        | 1,354 |             | 7.3  | 16.9        | 7.5            | 13.4     | 14.3          | 3.5                     | 26.1               | 22.9             | 3.5            | 3.4                | 4.4        | 9.7         | 5.8             | 12.1           | 4.4  |    |
|              | 10人以上20人未満       | 1,572 |             | 6.2  | 19.5        | 9.0            | 19.7     | 13.5          | 4.2                     | 27.6               | 24.4             | 3.2            | 3.9                | 4.1        | 8.5         | 4.3             | 11.8           | 3.4  |    |
|              | 20人以上50人未満       | 1,269 |             | 4.9  | 19.1        | 8.8            | 19.0     | 16.4          | 4.2                     | 23.3               | 24.0             | 4.3            | 3.1                | 2.9        | 10.6        | 4.1             | 12.3           | 3.1  |    |
|              | 50人以上100人未満      | 514   |             | 5.6  | 19.5        | 10.7           | 21.6     | 18.3          | 6.0                     | 20.0               | 22.0             | 3.1            | 1.6                | 2.9        | 9.7         | 3.7             | 13.8           | 3.5  |    |
|              | 100人以上           | 374   |             | 5.1  | 20.3        | 12.3           | 23.0     | 20.6          | 4.8                     | 25.9               | 22.5             | 3.5            | 2.4                | 3.7        | 8.6         | 2.4             | 11.5           | 5.6  |    |
|              | わからない            | 115   |             | 7.8  | 17.4        | 4.3            | 15.7     | 13.0          | 7.0                     | 31.3               | 26.1             | 5.2            | 0.9                | 3.5        | 10.4        | 0.9             | 14.8           | 4.3  |    |
| 介護保険サービス系型別  | 訪問系              | 89    |             | 3.4  | 22.5        | 7.9            | 20.2     | 13.5          | 2.2                     | 15.7               | 18.0             | 1.1            | 2.2                | 5.6        | 6.7         | 7.9             | 11.2           | 5.6  |    |
|              | 施設系（入所+通所）       | 2,782 |             | 6.5  | 18.9        | 14.1           | 15.3     | 14.5          | 3.7                     | 23.0               | 21.6             | 3.5            | 3.5                | 3.7        | 9.1         | 4.2             | 12.2           | 4.0  |    |
|              | 入所型              | 3,035 |             | 5.6  | 18.3        | 6.7            | 19.1     | 15.5          | 4.3                     | 26.3               | 24.8             | 3.6            | 3.1                | 3.9        | 9.1         | 4.2             | 13.0           | 3.7  |    |
|              | 通所型              | 1,242 |             | 5.1  | 17.7        | 7.6            | 22.4     | 16.2          | 4.9                     | 26.8               | 25.7             | 3.8            | 3.4                | 3.0        | 7.9         | 3.2             | 12.2           | 3.9  |    |
|              | その他              | 1,793 |             | 6.0  | 18.7        | 6.1            | 16.9     | 14.9          | 3.8                     | 25.9               | 24.2             | 3.4            | 3.0                | 4.5        | 9.9         | 4.9             | 13.5           | 3.5  |    |
|              | 無回答              | 81    |             | 4.9  | 16.0        | 4.9            | 32.1     | 24.7          | 7.4                     | 28.4               | 30.9             | 3.7            | 2.5                | 3.7        | 6.2         | 3.7             | 21.0           | 1.2  |    |
|              | 無回答              | 86    |             | 5.8  | 17.4        | 10.5           | 19.8     | 15.1          | 3.5                     | 20.9               | 19.8             | 1.2            | 2.3                | 3.5        | 14.0        | 7.0             | 14.0           | 5.8  |    |
| 主な介護サービスの種類別 | 訪問介護             | 1,951 |             | 7.2  | 20.0        | 7.6            | 16.5     | 14.7          | 4.3                     | 24.6               | 21.1             | 3.9            | 3.1                | 4.0        | 10.2        | 4.5             | 11.4           | 4.6  |    |
|              | 施設系（入所+通所）       | 2,330 |             | 5.9  | 18.8        | 6.4            | 18.8     | 16.1          | 4.1                     | 25.8               | 24.6             | 3.5            | 2.8                | 4.0        | 9.7         | 4.5             | 13.3           | 3.7  |    |
|              | 入所型              | 537   |             | 5.8  | 18.8        | 7.4            | 25.0     | 20.1          | 5.0                     | 25.3               | 25.9             | 3.7            | 2.4                | 2.2        | 8.8         | 3.0             | 12.8           | 4.5  |    |
|              | 通所型              | 1,793 |             | 6.0  | 18.7        | 6.1            | 16.9     | 14.9          | 3.8                     | 25.9               | 24.2             | 3.4            | 3.0                | 4.5        | 9.9         | 4.9             | 13.5           | 3.5  |    |
|              | 居住系              | 705   |             | 4.5  | 16.9        | 7.7            | 20.4     | 13.2          | 4.8                     | 27.9               | 25.5             | 3.8            | 4.1                | 3.5        | 7.2         | 3.4             | 11.8           | 3.5  |    |
|              | 居宅介護支援           | 831   |             | 4.8  | 16.4        | 29.1           | 12.6     | 14.2          | 2.5                     | 19.5               | 22.9             | 2.5            | 4.5                | 3.0        | 6.6         | 3.6             | 14.0           | 2.5  |    |
|              | 無回答              | 1,594 |             | 7.8  | 19.0        | 8.3            | 17.1     | 14.8          | 3.6                     | 25.2               | 20.4             | 3.3            | 3.5                | 4.1        | 9.2         | 4.6             | 11.4           | 4.6  |    |
| 主な職種別        | 訪問介護             | 37    |             | 8.1  | 51.4        | 2.7            | 13.5     | 21.6          | 18.9                    | 40.5               | 32.4             | 2.7            | —                  | 2.7        | 10.8        | —               | 5.4            | 2.7  |    |
|              | 訪問看護             | 285   |             | 4.2  | 22.1        | 4.2            | 13.3     | 13.0          | 6.3                     | 19.6               | 23.5             | 7.4            | 1.8                | 3.5        | 15.1        | 4.6             | 12.6           | 4.6  |    |
|              | 訪問リハビリテーション      | 12    |             | —    | 25.0        | 16.7           | 16.7     | 25.0          | 8.3                     | 25.0               | 16.7             | 8.3            | —                  | —          | 25.0        | —               | 16.7           | —    |    |
|              | 居宅療養管理指導         | 17    |             | —    | 17.6        | —              | 23.5     | 11.8          | —                       | 17.6               | 35.3             | 5.9            | —                  | 5.9        | 5.9         | 5.9             | 17.6           | —    |    |
|              | 通所介護             | 1,403 |             | 5.8  | 18.9        | 6.1            | 16.0     | 14.5          | 4.1                     | 26.3               | 23.9             | 3.3            | 2.8                | 4.6        | 10.3        | 4.7             | 13.5           | 3.3  |    |
|              | 通所リハビリテーション      | 127   |             | 6.3  | 14.2        | 5.5            | 24.4     | 15.7          | 3.1                     | 18.1               | 22.0             | 4.7            | 1.6                | 4.7        | 11.0        | 5.5             | 15.0           | 2.4  |    |
|              | 短期入所生活介護         | 111   |             | 5.4  | 13.5        | 6.3            | 18.9     | 19.8          | 4.5                     | 28.8               | 22.5             | 3.6            | 2.7                | 0.9        | 9.9         | 2.7             | 13.5           | 2.7  |    |
|              | 短期入所療養介護         | 11    |             | 9.1  | 9.1         | 9.1            | 18.2     | 18.2          | —                       | 27.3               | 9.1              | 9.1            | —                  | 9.1        | 18.2        | —               | 18.2           | —    |    |
|              | 特定施設入居者生活介護      | 161   |             | 6.2  | 16.8        | 9.3            | 27.3     | 14.9          | 4.3                     | 23.6               | 28.0             | 6.8            | 2.5                | 1.9        | 8.1         | 3.7             | 6.8            | 2.5  |    |
|              | 福祉用具貸与・特定福祉用具販売  | 23    |             | 8.7  | 26.1        | 8.7            | 30.4     | 30.4          | 8.7                     | 26.1               | 47.8             | 8.7            | —                  | 4.3        | 4.3         | 4.3             | 4.3            | 4.3  |    |
|              | 居宅介護支援           | 831   |             | 4.8  | 16.4        | 29.1           | 12.6     | 14.2          | 2.5                     | 19.5               | 22.9             | 2.5            | 4.5                | 3.0        | 6.6         | 3.6             | 14.0           | 2.5  |    |
|              | 定期巡回・随時対応型訪問介護看護 | 6     |             | 16.7 | —           | 33.3           | 16.7     | —             | —                       | 16.7               | —                | —              | —                  | —          | 16.7        | —               | 16.7           | —    |    |
|              | 夜間対応型訪問介護        | —     |             | —    | —           | —              | —        | —             | —                       | —                  | —                | —              | —                  | —          | —           | —               | —              | —    |    |
|              | 認知症対応型通所介護       | 88    |             | 12.5 | 22.7        | 5.7            | 17.0     | 14.8          | 3.4                     | 22.7               | 22.7             | 1.1            | 3.4                | 3.4        | 10.2        | 5.7             | 10.2           | 6.8  |    |
|              | 小規模多機能型居宅介護      | 167   |             | 3.0  | 18.0        | 5.4            | 19.2     | 18.0          | 2.4                     | 29.9               | 28.7             | 4.8            | 5.4                | 4.2        | 6.0         | 6.0             | 12.6           | 3.6  |    |
|              | 複合型サービス          | 8     |             | 25.0 | 37.5        | 25.0           | 12.5     | 25.0          | —                       | 37.5               | 25.0             | —              | —                  | —          | —           | —               | 37.5           | —    |    |
|              | 認知症対応型共同生活介護     | 510   |             | 3.9  | 16.3        | 7.5            | 18.2     | 13.3          | 4.9                     | 29.4               | 24.3             | 2.9            | 4.7                | 3.9        | 7.1         | 3.1             | 13.3           | 4.1  |    |
|              | 地域密着型特定施設入居者生活介護 | 34    |             | 5.9  | 26.5        | 2.9            | 20.6     | 2.9           | 5.9                     | 26.5               | 32.4             | 2.9            | 2.9                | 5.9        | 5.9         | 5.9             | 11.8           | —    |    |
|              | 地域密着型介護老人福祉施設    | 37    |             | 5.4  | 13.5        | 8.1            | 27.0     | 32            | 8.1                     | 18.9               | 24.3             | 14             | 8.1                | —          | 10.8        | —               | 13.5           | —    |    |
|              | 介護老人福祉施設         | 280   |             | 6.4  | 20.4        | 7.9            | 25.7     | 19            | 3.9                     | 24.3               | 26.8             | 3              | 1.8                | 2.9        | 7.5         | 3.2             | 12.9           | 6.4  |    |
|              | 介護老人保健施設         | 81    |             | 2.5  | 23.5        | 7.4            | 28.4     | 20            | 7.4                     | 27.2               | 32.1             | 4              | 2.5                | 2.5        | 9.9         | 3.7             | 11.1           | 2.5  |    |
|              | 介護療養型医療施設        | 17    |             | 11.8 | 23.5        | 5.9            | 35.3     | 17.6          | 11.8                    | 23.5               | 17.6             | —              | —                  | —          | 5.9         | 5.9             | 11.8           | 5.9  |    |
|              | 介護保険以外のサービス      | 15    |             | —    | 20.0        | —              | 46.7     | 40.0          | —                       | 33.3               | 33.3             | —              | —                  | —          | 6.7         | 6.7             | 26.7           | —    |    |
|              | その他（わからない）       | 43    |             | 4.7  | 9.3         | 4.7            | 27.9     | 16.3          | 9.3                     | 27.9               | 20.9             | 2.3            | 6.7                | 13.3       | 9.3         | 2.3             | 27.9           | —    |    |
| 就業形態・勤務      | 訪問介護員            | 774   |             | 9.9  | 18.7        | 4.9            | 16.7     | 12.1          | 3.9                     | 26.9               | 21.3             | 2.7            | 4.5                | 4.5        | 10.5        | 5.4             | 10.9           | 4.4  |    |
|              | サービス提供責任者        | 613   |             | 7.0  | 19.9        | 7.0            | 17.1     | 16.5          | 2.9                     | 25.0               | 21.4             | 3.9            | 2.0                | 3.9        | 8.0         | 3.9             | 13.2           | 4.9  |    |
|              | 看護職員             | 541   |             | 5.2  | 20.5        | 2.6            | 12.8     | 11.1          | 6.1                     | 24.4               | 22.7             | 6.1            | 3.0                | 3.3        | 11.6        | 5.9             | 11.8           | 5.2  |    |
|              | 介護職員             | 2,120 |             | 5.3  | 17.5        | 4.5            | 21.1     | 15.7          | 4.1                     | 27.5               | 23.7             | 3.7            | 3.1                | 4.6        | 9.9         | 4.2             | 13.1           | 3.6  |    |
|              | 生活相談員            | 464   |             | 4.7  | 19.8        | 9.5            | 20.0     | 20.9          | 5.6                     | 26.1               | 26.5             | 3.4            | 2.4                | 2.6        | 10.1        | 3.2             | 11.9           | 2.8  |    |
|              | 介護支援専門員          | 1,210 |             | 5.3  | 16.8        | 28.7           | 13.5     | 13.7          | 3.0                     | 18.8               | 23.4             | 2.6            | 4.4                | 2.9        | 6.3         | 3.5             | 12.8           | 2.9  |    |
|              | PT・OT・ST等        | 66    |             | 1.5  | 24.2        | 10.6           | 12.1     | 15.2          | —                       | 15.2               | 18.2             | 1.5            | 3.0                | 1.5        | 19.7        | 4.5             | 24.2           | —    |    |
| 勤続年数別        | その他              | 120   |             | 5.8  | 25.8        | 11.7           | 20.8     | 27.5          | 6.7                     | 22.5               | 32.5             | 1.7            | 0.8                | 2.5        | 5.0         | 1.7             | 15.0           | 5.0  |    |
|              | 無回答              | 76    |             | 6.6  | 25.0        | 5.3            | 15.8     | 15.8          | 6.6                     | 23.7               | 23.7             | 5.3            | 2.6                | 2.6        | 3.9         | 6.6             | 14.5           | 7.9  |    |
|              | 正規職員             | 4,118 |             | 5.9  | 20.7        | 11.9           | 19.9     | 17.6          | 4.1                     | 25.5               | 25.8             | 3.0            | 2.3                | 3.5        | 6.5         | 3.0             | 12.8           | 3.8  |    |
|              | 非正規職員            | 1,678 |             | 6.4  | 13.2        | 5.8            | 12.2     | 8.8           | 3.6                     | 22.6               | 17.9             | 4.8            | 5.7                | 4.5        | 15.9        | 7.0             | 12.6           | 3.6  |    |
|              | 正規職員と同じ          | 565   |             | 4.6  | 15.2        | 7.6            | 17.0     | 13.3          | 4.6                     | 23.7               | 19.8             | 4.1            | 5.3                | 2.8        | 10.4        | 5.7             | 17.0           | 4.6  |    |
|              | 正規職員より短い         | 994   |             | 7.2  | 12.1        | 4.5            | 8.9      | 5.9           | 2.7                     | 22.3               | 16.7             | 5.2            | 5.8                | 5.2        | 20.0        | 7.9             | 9.8            | 2.8  |    |
|              | わからない            | 78    |             | 6.4  | 11.5        | 7.7            | 20.5     | 15.4          | 5.1                     | 19.2               | 23.1             | 6.4            | 3.8                | 7.7        | 6.4         | 6.4             | 14.1           | 5.1  |    |
| 年齢階級別        | 無回答              | 41    |             | 9.8  | 14.6        | 9.8            | 12.2     | 4.9           | 7.3                     | 22.0               | 9.8              | 2.4            | 12.2               | 4.9        | 7.3         | 4.9             | 17.1           | 7.3  |    |
|              | 無回答              | 188   |             | 5.9  | 20.2        | 9.6            | 14.9     | 17.0          | 7.4                     | 26.6               | 17.6             | 3.7            | 3.2                | 3.7        | 6.9         | 6.4             | 13.3           | 5.9  |    |
|              | 1年未満             | 827   |             | 6.8  | 17.4        | 9.1            | 16.2     | 17.8          | 5.8                     | 28.4               | 30.5             | 3.3            | 3.5                | 4.1        | 8.6         | 3.9             | 14.8           | 3.5  |    |
|              | 1年以上2年未満         | 1,091 |             | 5.9  | 15.4        | 8.6            | 18.6     | 16.6          | 3.6                     | 29.2               | 27.1             | 4.0            | 3.5                | 4.6        | 6.6         | 4.8             | 12.6           | 3.3  |    |
|              | 2年以上3年未満         | 795   |             | 5.5  | 16.7        | 9.9            | 17.5     | 14.0          | 3.6                     | 25.3               | 21.9             | 3.8            | 3.9                | 3.4        | 9.8         | 4.5             | 12.6           | 3.8  |    |
|              | 3年以上4年未満         | 663   |             | 6.0  | 18.1        | 11.6           | 18.1     | 14.0          | 3.8                     | 26.1               | 21.6             | 4.1            | 3.9                | 4.5        | 9.2         | 6.0             | 11.5           | 2.9  |    |
|              | 4年以上5年未満         | 521   |             | 5.8  | 18.2        | 12.3           | 19.2     | 15.0          | 3.8                     | 25.3               | 21.9             | 3.3            | 3.6                | 3.5        | 9.6         | 3.3             | 11.7           | 3.3  |    |
| 性別           | 5年以上7年未満         | 458   |             | 7.2  | 23.1        | 9.8            | 22.7     | 15.3          | 3.7                     | 22.7               | 24.9             | 3.1            | 3.3                | 3.7        | 10.5        | 3.3             | 9.0            | 2.6  |    |
|              | 7年以上10年未満        | 1,053 |             | 5.1  | 22.1        | 10.9           | 16.6     | 14.1          | 4.0                     | 21.7               | 19.8             | 2.8            | 2.1                | 2.9        | 9.4         | 3.9             | 13.3           | 5.1  |    |

◎有効回答のあった介護労働者の基本属性(性別、年齢)

(%)

都道府県版

|      | 回答労働者数          | 性別            |                |            | 年 齢       |            |              |               |               |               |               |               |               |              |            |      | 平均年齢（歳） |
|------|-----------------|---------------|----------------|------------|-----------|------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|------------|------|---------|
|      |                 | 男             | 女              | 無回答        | 20歳未満     | 20歳以上25歳未満 | 25歳以上30歳未満   | 30歳以上35歳未満    | 35歳以上40歳未満    | 40歳以上45歳未満    | 45歳以上50歳未満    | 50歳以上55歳未満    | 55歳以上60歳未満    | 60歳以上        | 無回答        |      |         |
| 全 体  | 18,881<br>100.0 | 3,952<br>20.9 | 14,498<br>76.8 | 431<br>2.3 | 63<br>0.3 | 661<br>3.5 | 1,527<br>8.1 | 2,057<br>10.9 | 2,620<br>13.9 | 2,564<br>13.6 | 2,473<br>13.1 | 2,564<br>13.6 | 1,993<br>10.6 | 1,864<br>9.9 | 495<br>2.6 | 44   |         |
| 北海道  | 1,091           | 21.6          | 76.4           | 2.0        | 0.7       | 3.9        | 9.0          | 12.4          | 14.3          | 15.5          | 11.9          | 14.0          | 9.5           | 6.3          | 2.4        | 42.6 |         |
| 青森県  | 329             | 22.5          | 76.3           | 1.2        | 1.5       | 4.9        | 8.5          | 12.2          | 17.6          | 14.0          | 11.6          | 13.4          | 9.4           | 5.5          | 1.5        | 41.9 |         |
| 岩手県  | 235             | 21.3          | 76.6           | 2.1        | -         | 6.0        | 8.1          | 11.5          | 14.5          | 11.5          | 9.4           | 17.4          | 9.8           | 9.8          | 2.1        | 43.5 |         |
| 宮城県  | 262             | 26.0          | 72.1           | 1.9        | 0.8       | 8.0        | 11.8         | 13.0          | 17.2          | 9.5           | 7.6           | 13.0          | 11.5          | 5.7          | 1.9        | 40.8 |         |
| 秋田県  | 302             | 17.9          | 80.8           | 1.3        | 0.7       | 3.3        | 9.3          | 13.2          | 17.5          | 12.6          | 8.6           | 19.2          | 9.3           | 5.0          | 1.3        | 42.3 |         |
| 山形県  | 189             | 23.3          | 74.6           | 2.1        | 1.1       | 2.6        | 11.6         | 12.2          | 19.0          | 12.2          | 12.2          | 9.5           | 11.6          | 5.8          | 2.1        | 41.8 |         |
| 福島県  | 311             | 20.6          | 77.8           | 1.6        | 0.3       | 3.2        | 7.1          | 14.5          | 16.4          | 12.9          | 12.5          | 16.1          | 9.0           | 6.1          | 1.9        | 42.8 |         |
| 茨城県  | 295             | 21.4          | 76.9           | 1.7        | 0.7       | 4.7        | 9.2          | 13.6          | 14.9          | 13.2          | 10.8          | 11.9          | 9.8           | 9.2          | 2.0        | 42.5 |         |
| 栃木県  | 240             | 20.0          | 76.7           | 3.3        | 0.4       | 2.1        | 12.1         | 14.2          | 13.8          | 12.1          | 11.3          | 13.3          | 10.0          | 7.5          | 3.3        | 42.4 |         |
| 群馬県  | 280             | 19.6          | 78.2           | 2.1        | -         | 3.2        | 8.9          | 12.9          | 10.7          | 12.5          | 15.7          | 14.3          | 7.9           | 11.1         | 2.9        | 44.4 |         |
| 埼玉県  | 630             | 24.1          | 74.0           | 1.9        | 0.3       | 5.1        | 8.3          | 11.9          | 11.4          | 15.4          | 11.7          | 12.1          | 9.7           | 11.9         | 2.2        | 43.8 |         |
| 千葉県  | 581             | 21.0          | 76.8           | 2.2        | 0.3       | 1.7        | 9.0          | 10.5          | 15.7          | 15.3          | 13.4          | 10.7          | 7.7           | 13.3         | 2.4        | 44.3 |         |
| 東京都  | 1,439           | 25.9          | 71.0           | 3.1        | -         | 3.4        | 9.2          | 11.0          | 12.7          | 14.5          | 11.6          | 12.5          | 9.8           | 11.5         | 3.8        | 44.1 |         |
| 神奈川県 | 852             | 23.2          | 73.6           | 3.2        | 0.4       | 4.1        | 7.4          | 8.2           | 12.8          | 13.4          | 13.4          | 12.8          | 9.6           | 14.0         | 4.0        | 45.1 |         |
| 新潟県  | 384             | 18.5          | 78.4           | 3.1        | 0.3       | 4.9        | 10.2         | 10.9          | 14.8          | 12.2          | 14.8          | 12.5          | 11.2          | 4.9          | 3.1        | 42.3 |         |
| 富山県  | 208             | 13.0          | 85.1           | 1.9        | -         | 2.4        | 7.7          | 9.1           | 11.5          | 16.8          | 10.6          | 15.9          | 6.7           | 16.8         | 2.4        | 46.0 |         |
| 石川県  | 199             | 14.6          | 84.9           | 0.5        | 0.5       | 3.5        | 6.5          | 10.6          | 15.1          | 18.6          | 16.1          | 14.6          | 7.0           | 7.0          | 0.5        | 43.1 |         |
| 福井県  | 135             | 16.3          | 79.3           | 4.4        | -         | 4.4        | 10.4         | 7.4           | 14.8          | 12.6          | 11.1          | 17.0          | 8.1           | 8.1          | 5.9        | 43.6 |         |
| 山梨県  | 127             | 15.7          | 81.9           | 2.4        | -         | 0.8        | 4.7          | 8.7           | 15.0          | 18.1          | 16.5          | 17.3          | 7.9           | 8.7          | 2.4        | 44.8 |         |
| 長野県  | 441             | 15.9          | 81.9           | 2.3        | 0.2       | 2.5        | 6.6          | 9.8           | 14.1          | 12.2          | 14.7          | 14.5          | 12.5          | 10.2         | 2.7        | 45.1 |         |
| 岐阜県  | 338             | 18.3          | 80.2           | 1.5        | 0.6       | 5.6        | 6.5          | 8.9           | 12.4          | 13.9          | 11.5          | 16.0          | 12.1          | 10.9         | 1.5        | 44.6 |         |
| 静岡県  | 520             | 17.7          | 80.0           | 2.3        | 0.4       | 4.8        | 6.0          | 9.4           | 10.0          | 15.2          | 15.8          | 13.5          | 12.3          | 10.0         | 2.7        | 44.9 |         |
| 愛知県  | 883             | 19.5          | 78.9           | 1.6        | 0.5       | 4.2        | 9.4          | 11.3          | 13.0          | 12.3          | 15.3          | 12.5          | 9.9           | 9.5          | 2.2        | 43.4 |         |
| 三重県  | 307             | 24.1          | 73.9           | 2.0        | 0.7       | 2.0        | 6.5          | 9.1           | 15.0          | 15.3          | 16.0          | 12.4          | 9.8           | 12.1         | 1.3        | 45.0 |         |
| 滋賀県  | 210             | 21.0          | 77.6           | 1.4        | -         | 5.2        | 7.6          | 12.9          | 11.0          | 11.9          | 16.2          | 12.4          | 10.5          | 11.0         | 1.4        | 44.0 |         |
| 京都府  | 319             | 20.4          | 76.8           | 2.8        | -         | 2.5        | 6.9          | 10.7          | 14.4          | 11.0          | 17.2          | 13.5          | 11.9          | 8.8          | 3.1        | 44.8 |         |
| 大阪府  | 1,493           | 21.2          | 76.6           | 2.3        | 0.3       | 3.3        | 7.2          | 8.1           | 13.6          | 14.3          | 14.7          | 14.7          | 10.0          | 11.2         | 2.6        | 44.9 |         |
| 兵庫県  | 829             | 22.3          | 75.2           | 2.5        | 0.1       | 2.4        | 7.8          | 8.8           | 15.0          | 15.1          | 13.9          | 15.8          | 9.8           | 8.8          | 2.5        | 44.4 |         |
| 奈良県  | 195             | 19.5          | 80.5           | -          | -         | 3.1        | 6.7          | 11.3          | 12.3          | 12.8          | 12.8          | 16.4          | 12.3          | 11.8         | 0.5        | 45.3 |         |
| 和歌山県 | 164             | 24.4          | 71.3           | 4.3        | -         | 2.4        | 6.1          | 10.4          | 15.9          | 12.8          | 14.0          | 11.6          | 12.8          | 9.8          | 4.3        | 44.8 |         |
| 鳥取県  | 106             | 25.5          | 74.5           | -          | -         | 3.8        | 5.7          | 16.0          | 19.8          | 16.0          | 13.2          | 10.4          | 8.5           | 6.6          | -          | 42.3 |         |
| 島根県  | 155             | 13.5          | 84.5           | 1.9        | -         | 5.2        | 11.0         | 8.4           | 9.0           | 14.8          | 12.9          | 15.5          | 12.3          | 6.5          | 4.5        | 43.5 |         |
| 岡山県  | 313             | 21.4          | 77.0           | 1.6        | 0.3       | 3.8        | 10.2         | 10.2          | 14.4          | 12.8          | 12.1          | 11.2          | 12.1          | 10.5         | 2.2        | 43.9 |         |
| 広島県  | 413             | 22.0          | 77.0           | 1.0        | -         | 1.9        | 5.8          | 11.4          | 17.2          | 13.8          | 16.2          | 10.7          | 10.7          | 11.4         | 1.0        | 44.6 |         |
| 山口県  | 227             | 13.7          | 85.5           | 0.9        | 0.9       | 2.6        | 7.9          | 7.9           | 15.4          | 14.5          | 14.5          | 13.2          | 10.1          | 10.1         | 2.6        | 44.8 |         |
| 徳島県  | 139             | 18.7          | 77.7           | 3.6        | -         | 1.4        | 4.3          | 13.7          | 9.4           | 14.4          | 12.2          | 14.4          | 13.7          | 14.4         | 2.2        | 46.3 |         |
| 香川県  | 159             | 20.8          | 78.6           | 0.6        | -         | 1.9        | 6.3          | 10.1          | 14.5          | 13.8          | 16.4          | 8.2           | 11.3          | 17.0         | 0.6        | 46.1 |         |
| 愛媛県  | 328             | 18.0          | 80.5           | 1.5        | 0.9       | 3.7        | 5.5          | 11.9          | 13.4          | 13.1          | 11.3          | 17.7          | 11.0          | 9.5          | 2.1        | 44.5 |         |
| 高知県  | 179             | 21.2          | 78.2           | 0.6        | -         | 1.7        | 5.6          | 12.8          | 21.2          | 16.2          | 15.1          | 8.9           | 11.7          | 6.1          | 0.6        | 43.4 |         |
| 福岡県  | 843             | 20.8          | 77.6           | 1.7        | -         | 2.5        | 8.4          | 11.7          | 14.8          | 13.0          | 12.8          | 13.0          | 11.4          | 10.6         | 1.7        | 44.2 |         |
| 佐賀県  | 149             | 24.2          | 71.8           | 4.0        | -         | 1.3        | 7.4          | 14.8          | 14.8          | 9.4           | 10.7          | 15.4          | 12.8          | 9.4          | 4.0        | 44.3 |         |
| 長崎県  | 293             | 21.2          | 76.1           | 2.7        | 0.3       | 5.5        | 7.8          | 13.7          | 14.7          | 13.3          | 10.6          | 14.3          | 10.6          | 6.5          | 2.7        | 42.6 |         |
| 熊本県  | 428             | 20.6          | 77.6           | 1.9        | 0.2       | 3.5        | 9.6          | 11.0          | 13.6          | 10.7          | 11.4          | 12.6          | 17.8          | 7.2          | 2.3        | 44.0 |         |
| 大分県  | 231             | 17.7          | 81.8           | 0.4        | -         | 1.3        | 10.0         | 14.7          | 11.3          | 11.7          | 13.0          | 14.7          | 13.9          | 9.1          | 0.4        | 44.3 |         |
| 宮崎県  | 228             | 23.7          | 74.6           | 1.8        | 1.3       | 4.8        | 6.6          | 13.6          | 9.6           | 11.0          | 13.2          | 13.6          | 13.2          | 11.4         | 1.8        | 44.3 |         |
| 鹿児島県 | 309             | 20.1          | 78.6           | 1.3        | -         | 3.2        | 9.4          | 9.7           | 13.3          | 10.4          | 10.7          | 16.5          | 15.9          | 9.4          | 1.6        | 45.0 |         |
| 沖縄県  | 196             | 26.5          | 71.9           | 1.5        | 0.5       | 4.6        | 9.2          | 18.4          | 14.3          | 16.8          | 11.2          | 9.7           | 9.2           | 4.1          | 2.0        | 40.7 |         |
| 無回答  | 397             | 15.4          | 73.3           | 11.3       | 0.8       | 2.0        | 5.3          | 7.3           | 10.8          | 8.8           | 13.4          | 13.9          | 10.1          | 15.4         | 12.3       | 46.8 |         |

◎有効回答のあった介護労働者の基本属性(配偶関係、生計維持者、家族の介護)

(%)

都道府県版

|      | 回答労働者数          | 配偶関係           |               |               |            | 生計維持者         |               |               |            | 家族の介護         |                |            |
|------|-----------------|----------------|---------------|---------------|------------|---------------|---------------|---------------|------------|---------------|----------------|------------|
|      |                 | 結婚している         | 結婚していない       | 離死別           | 無回答        | 自分            | 自分以外          | 生計費は折半等       | 無回答        | い現在、介護して      | 介護していない        | 無回答        |
| 全 体  | 18,881<br>100.0 | 11,344<br>60.1 | 4,531<br>24.0 | 2,501<br>13.2 | 505<br>2.7 | 7,434<br>39.4 | 8,497<br>45.0 | 2,461<br>13.0 | 489<br>2.6 | 2,850<br>15.1 | 15,545<br>82.3 | 486<br>2.6 |
| 北海道  | 1,091           | 52.5           | 30.9          | 14.0          | 2.6        | 45.6          | 39.4          | 12.5          | 2.6        | 12.6          | 85.1           | 2.3        |
| 青森県  | 329             | 58.4           | 26.7          | 13.1          | 1.8        | 34.0          | 46.2          | 18.5          | 1.2        | 17.6          | 81.2           | 1.2        |
| 岩手県  | 235             | 64.3           | 23.8          | 8.5           | 3.4        | 33.2          | 43.8          | 20.9          | 2.1        | 11.5          | 86.4           | 2.1        |
| 宮城県  | 262             | 57.6           | 28.6          | 11.5          | 2.3        | 41.6          | 43.5          | 12.2          | 2.7        | 13.7          | 84.0           | 2.3        |
| 秋田県  | 302             | 65.9           | 22.2          | 9.9           | 2.0        | 28.8          | 50.0          | 19.2          | 2.0        | 12.3          | 86.1           | 1.7        |
| 山形県  | 189             | 67.7           | 22.2          | 7.4           | 2.6        | 32.3          | 47.1          | 18.5          | 2.1        | 14.8          | 83.1           | 2.1        |
| 福島県  | 311             | 62.7           | 23.8          | 11.6          | 1.9        | 35.7          | 46.9          | 15.4          | 1.9        | 17.7          | 80.7           | 1.6        |
| 茨城県  | 295             | 58.6           | 27.5          | 11.9          | 2.0        | 42.4          | 44.4          | 11.5          | 1.7        | 12.9          | 85.4           | 1.7        |
| 栃木県  | 240             | 64.6           | 23.3          | 8.8           | 3.3        | 30.8          | 54.6          | 10.4          | 4.2        | 14.2          | 82.5           | 3.3        |
| 群馬県  | 280             | 60.0           | 23.9          | 13.2          | 2.9        | 39.3          | 46.4          | 11.4          | 2.9        | 16.4          | 80.7           | 2.9        |
| 埼玉県  | 630             | 59.5           | 23.8          | 14.9          | 1.7        | 40.0          | 45.4          | 12.4          | 2.2        | 15.4          | 82.7           | 1.9        |
| 千葉県  | 581             | 59.2           | 22.9          | 15.1          | 2.8        | 37.9          | 48.9          | 10.7          | 2.6        | 12.6          | 85.0           | 2.4        |
| 東京都  | 1,439           | 52.7           | 29.2          | 14.8          | 3.3        | 48.2          | 35.8          | 12.6          | 3.3        | 14.5          | 82.3           | 3.2        |
| 神奈川県 | 852             | 58.1           | 25.0          | 12.8          | 4.1        | 40.3          | 45.2          | 10.7          | 3.9        | 13.4          | 82.6           | 4.0        |
| 新潟県  | 384             | 61.2           | 28.6          | 7.3           | 2.9        | 30.5          | 45.1          | 21.4          | 3.1        | 14.3          | 82.8           | 2.9        |
| 富山県  | 208             | 65.9           | 23.1          | 8.2           | 2.9        | 25.5          | 57.2          | 14.9          | 2.4        | 14.4          | 83.7           | 1.9        |
| 石川県  | 199             | 65.3           | 23.1          | 11.1          | 0.5        | 33.2          | 53.3          | 12.6          | 1.0        | 11.1          | 88.4           | 0.5        |
| 福井県  | 135             | 68.9           | 19.3          | 7.4           | 4.4        | 25.2          | 54.8          | 15.6          | 4.4        | 12.6          | 83.0           | 4.4        |
| 山梨県  | 127             | 67.7           | 17.3          | 12.6          | 2.4        | 37.0          | 45.7          | 14.2          | 3.1        | 15.0          | 81.1           | 3.9        |
| 長野県  | 441             | 69.2           | 16.6          | 11.8          | 2.5        | 32.0          | 51.2          | 14.7          | 2.0        | 17.7          | 80.0           | 2.3        |
| 岐阜県  | 338             | 68.9           | 21.3          | 7.7           | 2.1        | 27.8          | 60.4          | 9.5           | 2.4        | 17.8          | 80.8           | 1.5        |
| 静岡県  | 520             | 61.9           | 22.5          | 13.3          | 2.3        | 33.3          | 50.0          | 14.4          | 2.3        | 13.7          | 84.0           | 2.3        |
| 愛知県  | 883             | 61.2           | 23.6          | 13.6          | 1.7        | 38.6          | 48.8          | 10.8          | 1.8        | 13.0          | 84.9           | 2.0        |
| 三重県  | 307             | 60.3           | 22.1          | 16.0          | 1.6        | 43.0          | 46.3          | 9.1           | 1.6        | 14.7          | 83.4           | 2.0        |
| 滋賀県  | 210             | 62.4           | 22.4          | 13.8          | 1.4        | 34.8          | 51.9          | 11.9          | 1.4        | 13.8          | 84.3           | 1.9        |
| 京都府  | 319             | 59.6           | 23.5          | 13.5          | 3.4        | 40.1          | 41.4          | 15.0          | 3.4        | 14.1          | 82.1           | 3.8        |
| 大阪府  | 1,493           | 56.7           | 22.9          | 17.7          | 2.7        | 46.6          | 41.1          | 9.9           | 2.3        | 17.1          | 80.2           | 2.6        |
| 兵庫県  | 829             | 60.8           | 22.7          | 14.1          | 2.4        | 42.5          | 43.8          | 11.0          | 2.8        | 15.8          | 81.3           | 2.9        |
| 奈良県  | 195             | 61.0           | 21.5          | 15.4          | 2.1        | 43.6          | 45.6          | 8.7           | 2.1        | 14.4          | 84.6           | 1.0        |
| 和歌山県 | 164             | 57.3           | 21.3          | 16.5          | 4.9        | 47.0          | 36.6          | 12.2          | 4.3        | 17.1          | 78.0           | 4.9        |
| 鳥取県  | 106             | 67.9           | 23.6          | 7.5           | 0.9        | 34.9          | 44.3          | 19.8          | 0.9        | 12.3          | 87.7           | 0.0        |
| 島根県  | 155             | 65.8           | 23.2          | 8.4           | 2.6        | 34.2          | 47.1          | 16.1          | 2.6        | 16.8          | 80.6           | 2.6        |
| 岡山県  | 313             | 55.6           | 26.2          | 16.3          | 1.9        | 38.3          | 46.6          | 12.8          | 2.2        | 16.0          | 81.8           | 2.2        |
| 広島県  | 413             | 68.5           | 18.6          | 11.6          | 1.2        | 37.5          | 48.7          | 12.3          | 1.5        | 13.8          | 84.5           | 1.7        |
| 山口県  | 227             | 59.9           | 21.6          | 16.7          | 1.8        | 34.8          | 49.8          | 14.5          | 0.9        | 13.7          | 85.0           | 1.3        |
| 徳島県  | 139             | 61.9           | 20.9          | 15.1          | 2.2        | 38.8          | 46.0          | 12.9          | 2.2        | 19.4          | 77.7           | 2.9        |
| 香川県  | 159             | 65.4           | 21.4          | 12.6          | 0.6        | 42.1          | 47.8          | 8.8           | 1.3        | 11.9          | 86.2           | 1.9        |
| 愛媛県  | 328             | 62.2           | 18.3          | 18.0          | 1.5        | 39.9          | 45.4          | 13.1          | 1.5        | 16.8          | 81.7           | 1.5        |
| 高知県  | 179             | 60.3           | 24.0          | 14.5          | 1.1        | 39.7          | 43.6          | 16.2          | 0.6        | 17.9          | 81.6           | 0.6        |
| 福岡県  | 843             | 60.5           | 24.1          | 13.0          | 2.4        | 41.5          | 45.2          | 11.2          | 2.1        | 19.6          | 78.6           | 1.8        |
| 佐賀県  | 149             | 67.8           | 17.4          | 11.4          | 3.4        | 32.2          | 46.3          | 18.1          | 3.4        | 16.8          | 79.9           | 3.4        |
| 長崎県  | 293             | 55.3           | 30.7          | 9.9           | 4.1        | 35.5          | 46.1          | 15.0          | 3.4        | 14.3          | 81.9           | 3.8        |
| 熊本県  | 428             | 63.1           | 22.7          | 11.7          | 2.6        | 34.3          | 45.6          | 18.0          | 2.1        | 15.7          | 82.0           | 2.3        |
| 大分県  | 231             | 63.6           | 24.2          | 10.4          | 1.7        | 39.0          | 49.4          | 10.8          | 0.9        | 19.9          | 79.7           | 0.4        |
| 宮崎県  | 228             | 62.7           | 21.1          | 14.0          | 2.2        | 39.9          | 41.7          | 16.2          | 2.2        | 15.8          | 82.5           | 1.8        |
| 鹿児島県 | 309             | 65.7           | 21.0          | 11.3          | 1.9        | 41.1          | 40.5          | 17.2          | 1.3        | 16.8          | 81.6           | 1.6        |
| 沖縄県  | 196             | 57.7           | 30.6          | 10.2          | 1.5        | 45.4          | 35.7          | 17.3          | 1.5        | 17.9          | 80.1           | 2.0        |
| 無回答  | 397             | 54.7           | 18.4          | 14.6          | 12.3       | 35.0          | 40.1          | 13.1          | 11.8       | 13.4          | 74.3           | 12.3       |

表Ⅰ－１(１)② 勤務先事業所の介護保険サービス系型区分 (%)

都道府県版

|      | 回答労働者数          | 従来区分          |                |               |               |            |            |
|------|-----------------|---------------|----------------|---------------|---------------|------------|------------|
|      |                 | 訪問系           | 施設系            |               |               | その他        | 無回答        |
|      |                 |               | (入所＋通所)        | 入所型           | 通所型           |            |            |
| 全 体  | 18,881<br>100.0 | 7,963<br>42.2 | 10,265<br>54.4 | 4,608<br>24.4 | 5,657<br>30.0 | 296<br>1.6 | 357<br>1.9 |
| 北海道  | 1,091           | 42.4          | 54.1           | 33.0          | 21.1          | 1.6        | 1.9        |
| 青森県  | 329             | 35.9          | 62.0           | 38.0          | 24.0          | 0.3        | 1.8        |
| 岩手県  | 235             | 39.6          | 56.2           | 31.9          | 24.3          | 1.3        | 3.0        |
| 宮城県  | 262             | 29.0          | 67.9           | 27.1          | 40.8          | 1.1        | 1.9        |
| 秋田県  | 302             | 31.8          | 66.6           | 41.1          | 25.5          | 0.7        | 1.0        |
| 山形県  | 189             | 26.5          | 69.8           | 32.8          | 37.0          | 2.1        | 1.6        |
| 福島県  | 311             | 46.3          | 51.4           | 27.3          | 24.1          | 0.6        | 1.6        |
| 茨城県  | 295             | 39.0          | 57.6           | 26.1          | 31.5          | 1.7        | 1.7        |
| 栃木県  | 240             | 28.8          | 68.8           | 27.5          | 41.3          | 0.8        | 1.7        |
| 群馬県  | 280             | 34.6          | 61.1           | 25.0          | 36.1          | 2.1        | 2.1        |
| 埼玉県  | 630             | 43.2          | 53.5           | 29.5          | 24.0          | 1.4        | 1.9        |
| 千葉県  | 581             | 41.8          | 55.6           | 27.2          | 28.4          | 0.9        | 1.7        |
| 東京都  | 1,439           | 51.1          | 46.1           | 19.3          | 26.8          | 1.9        | 0.9        |
| 神奈川県 | 852             | 40.7          | 55.9           | 27.8          | 28.1          | 2.2        | 1.2        |
| 新潟県  | 384             | 34.6          | 60.4           | 29.7          | 30.7          | 2.3        | 2.6        |
| 富山県  | 208             | 34.1          | 62.5           | 23.1          | 39.4          | 1.9        | 1.4        |
| 石川県  | 199             | 35.7          | 62.3           | 37.2          | 25.1          | 1.5        | 0.5        |
| 福井県  | 135             | 43.0          | 53.3           | 22.2          | 31.1          | 3.0        | 0.7        |
| 山梨県  | 127             | 35.4          | 59.1           | 12.6          | 46.5          | 3.1        | 2.4        |
| 長野県  | 441             | 40.1          | 56.0           | 21.5          | 34.5          | 1.8        | 2.0        |
| 岐阜県  | 338             | 39.1          | 57.7           | 24.0          | 33.7          | 1.2        | 2.1        |
| 静岡県  | 520             | 31.9          | 65.4           | 22.1          | 43.3          | 1.7        | 1.0        |
| 愛知県  | 883             | 43.5          | 53.7           | 21.6          | 32.0          | 1.7        | 1.1        |
| 三重県  | 307             | 34.9          | 60.3           | 26.7          | 33.6          | 2.6        | 2.3        |
| 滋賀県  | 210             | 36.2          | 61.0           | 18.6          | 42.4          | 2.4        | 0.5        |
| 京都府  | 319             | 42.3          | 55.5           | 25.1          | 30.4          | 1.3        | 0.9        |
| 大阪府  | 1,493           | 60.4          | 35.6           | 12.3          | 23.3          | 1.5        | 2.5        |
| 兵庫県  | 829             | 49.3          | 47.2           | 17.1          | 30.0          | 2.1        | 1.4        |
| 奈良県  | 195             | 56.4          | 40.5           | 12.8          | 27.7          | 1.0        | 2.1        |
| 和歌山県 | 164             | 50.0          | 48.2           | 29.3          | 18.9          | 0.6        | 1.2        |
| 鳥取県  | 106             | 12.3          | 82.1           | 31.1          | 50.9          | 1.9        | 3.8        |
| 島根県  | 155             | 33.5          | 63.2           | 31.0          | 32.3          | 1.3        | 1.9        |
| 岡山県  | 313             | 35.8          | 60.1           | 29.4          | 30.7          | 1.6        | 2.6        |
| 広島県  | 413             | 48.9          | 48.4           | 23.2          | 25.2          | 1.7        | 1.0        |
| 山口県  | 227             | 39.6          | 57.3           | 22.9          | 34.4          | 0.9        | 2.2        |
| 徳島県  | 139             | 51.8          | 46.0           | 15.1          | 30.9          | －          | 2.2        |
| 香川県  | 159             | 42.8          | 53.5           | 23.3          | 30.2          | 2.5        | 1.3        |
| 愛媛県  | 328             | 36.3          | 59.1           | 30.2          | 29.0          | 3.0        | 1.5        |
| 高知県  | 179             | 38.0          | 59.8           | 23.5          | 36.3          | 0.6        | 1.7        |
| 福岡県  | 843             | 40.2          | 57.4           | 24.1          | 33.3          | 1.2        | 1.2        |
| 佐賀県  | 149             | 16.8          | 77.2           | 29.5          | 47.7          | 2.7        | 3.4        |
| 長崎県  | 293             | 33.8          | 63.8           | 35.5          | 28.3          | 1.4        | 1.0        |
| 熊本県  | 428             | 37.1          | 59.8           | 21.0          | 38.8          | 0.5        | 2.6        |
| 大分県  | 231             | 43.3          | 51.5           | 31.2          | 20.3          | 0.4        | 4.8        |
| 宮崎県  | 228             | 43.9          | 53.9           | 24.1          | 29.8          | 1.3        | 0.9        |
| 鹿児島県 | 309             | 41.7          | 55.3           | 28.2          | 27.2          | 1.6        | 1.3        |
| 沖縄県  | 196             | 27.6          | 69.9           | 12.8          | 57.1          | 1.0        | 1.5        |
| 無回答  | 397             | 46.9          | 40.1           | 17.9          | 22.2          | 1.5        | 11.6       |

表 I - 3(2) 主な仕事(職種)

(%)

都道府県版

|      | 回答労働者数          | 訪問介護員         | サービス提供責任者    | 看護職員          | 介護職員          | 生活相談員        | 介護支援専門員<br>(ケアマネージャー) | P<br>T・O<br>T・S<br>T等 | その他        | 無回答          |
|------|-----------------|---------------|--------------|---------------|---------------|--------------|-----------------------|-----------------------|------------|--------------|
| 全 体  | 18,881<br>100.0 | 2,919<br>15.5 | 1,765<br>9.3 | 1,921<br>10.2 | 8,017<br>42.5 | 1,226<br>6.5 | 2,097<br>11.1         | 266<br>1.4            | 463<br>2.5 | 207.0<br>1.1 |
| 北海道  | 1,091           | 16.1          | 9.6          | 9.7           | 44.7          | 4.8          | 10.7                  | 0.7                   | 2.4        | 1.2          |
| 青森県  | 329             | 14.9          | 5.2          | 8.5           | 52.3          | 5.2          | 10.6                  | 1.2                   | 1.2        | 0.9          |
| 岩手県  | 235             | 13.2          | 5.1          | 8.1           | 49.4          | 5.1          | 14.5                  | 3.4                   | 0.9        | 0.4          |
| 宮城県  | 262             | 9.9           | 5.7          | 9.9           | 47.7          | 12.2         | 6.9                   | 1.5                   | 5.0        | 1.1          |
| 秋田県  | 302             | 7.6           | 5.0          | 13.6          | 53.0          | 7.0          | 9.6                   | 0.7                   | 2.3        | 1.3          |
| 山形県  | 189             | 9.0           | 4.8          | 10.1          | 52.9          | 9.5          | 9.5                   | 1.1                   | 1.1        | 2.1          |
| 福島県  | 311             | 14.5          | 11.3         | 7.7           | 41.2          | 4.2          | 14.1                  | 1.9                   | 4.2        | 1.0          |
| 茨城県  | 295             | 13.9          | 8.5          | 7.1           | 48.1          | 7.5          | 9.2                   | 1.0                   | 2.4        | 2.4          |
| 栃木県  | 240             | 11.3          | 5.4          | 10.4          | 51.3          | 8.3          | 10.0                  | 0.8                   | 1.3        | 1.3          |
| 群馬県  | 280             | 12.9          | 6.8          | 8.9           | 46.8          | 6.8          | 12.1                  | 1.8                   | 2.1        | 1.8          |
| 埼玉県  | 630             | 14.1          | 10.0         | 9.2           | 39.2          | 7.3          | 15.4                  | 1.4                   | 2.9        | 0.5          |
| 千葉県  | 581             | 19.1          | 7.4          | 5.7           | 42.7          | 8.3          | 12.7                  | 1.2                   | 1.9        | 1.0          |
| 東京都  | 1,439           | 16.3          | 11.7         | 10.6          | 35.2          | 7.6          | 12.1                  | 2.0                   | 3.5        | 1.0          |
| 神奈川県 | 852             | 12.3          | 11.6         | 7.6           | 42.5          | 7.3          | 12.7                  | 1.5                   | 2.9        | 1.5          |
| 新潟県  | 384             | 9.6           | 7.0          | 9.1           | 49.2          | 6.3          | 15.4                  | 1.3                   | 1.0        | 1.0          |
| 富山県  | 208             | 11.1          | 7.7          | 10.6          | 49.5          | 6.7          | 9.6                   | 1.4                   | 1.9        | 1.4          |
| 石川県  | 199             | 10.1          | 3.0          | 22.6          | 49.2          | 3.0          | 6.0                   | 1.5                   | 3.5        | 1.0          |
| 福井県  | 135             | 12.6          | 5.2          | 15.6          | 48.9          | 7.4          | 7.4                   | 0.7                   | 1.5        | 0.7          |
| 山梨県  | 127             | 17.3          | 7.1          | 11.8          | 38.6          | 11.8         | 8.7                   | 2.4                   | 0.8        | 1.6          |
| 長野県  | 441             | 17.2          | 6.3          | 13.2          | 43.1          | 6.3          | 10.4                  | 0.5                   | 2.0        | 0.9          |
| 岐阜県  | 338             | 12.4          | 6.5          | 12.1          | 45.9          | 4.7          | 12.4                  | 2.1                   | 2.1        | 1.8          |
| 静岡県  | 520             | 11.3          | 5.2          | 9.8           | 49.6          | 6.9          | 10.4                  | 1.9                   | 3.5        | 1.3          |
| 愛知県  | 883             | 15.9          | 10.0         | 9.2           | 42.2          | 7.1          | 11.2                  | 1.6                   | 1.7        | 1.1          |
| 三重県  | 307             | 14.3          | 6.2          | 12.7          | 44.3          | 4.9          | 11.7                  | 1.3                   | 3.6        | 1.0          |
| 滋賀県  | 210             | 9.5           | 4.3          | 11.4          | 46.2          | 7.6          | 16.2                  | 1.4                   | 2.9        | 0.5          |
| 京都府  | 319             | 13.8          | 7.5          | 11.6          | 49.2          | 3.4          | 10.7                  | 1.3                   | 1.9        | 0.6          |
| 大阪府  | 1,493           | 25.7          | 17.6         | 6.3           | 26.7          | 5.1          | 12.6                  | 2.1                   | 3.0        | 0.9          |
| 兵庫県  | 829             | 17.0          | 10.7         | 10.7          | 37.2          | 6.9          | 11.7                  | 1.6                   | 3.6        | 0.6          |
| 奈良県  | 195             | 21.5          | 7.2          | 15.9          | 37.4          | 4.6          | 9.2                   | 2.1                   | 1.5        | 0.5          |
| 和歌山県 | 164             | 26.8          | 7.9          | 4.9           | 36.0          | 5.5          | 17.1                  | -                     | 1.2        | 0.6          |
| 鳥取県  | 106             | 7.5           | 2.8          | 8.5           | 67.9          | 6.6          | 2.8                   | -                     | 1.9        | 1.9          |
| 島根県  | 155             | 8.4           | 5.8          | 14.8          | 49.7          | 5.8          | 7.1                   | 1.3                   | 3.2        | 3.9          |
| 岡山県  | 313             | 16.3          | 5.4          | 12.5          | 42.2          | 7.7          | 9.9                   | 1.9                   | 3.5        | 0.6          |
| 広島県  | 413             | 15.5          | 10.4         | 11.9          | 42.1          | 5.3          | 11.1                  | 1.5                   | 1.5        | 0.7          |
| 山口県  | 227             | 13.7          | 11.0         | 15.4          | 48.9          | 2.6          | 6.6                   | 0.4                   | 0.9        | 0.4          |
| 徳島県  | 139             | 22.3          | 5.8          | 13.7          | 40.3          | 4.3          | 8.6                   | 1.4                   | 2.2        | 1.4          |
| 香川県  | 159             | 19.5          | 5.0          | 13.2          | 38.4          | 8.2          | 11.3                  | 0.6                   | 2.5        | 1.3          |
| 愛媛県  | 328             | 15.9          | 10.7         | 8.8           | 46.0          | 6.1          | 7.6                   | 0.3                   | 3.4        | 1.2          |
| 高知県  | 179             | 10.6          | 8.9          | 10.1          | 48.6          | 4.5          | 12.8                  | 2.2                   | 0.6        | 1.7          |
| 福岡県  | 843             | 16.7          | 11.9         | 8.8           | 43.1          | 7.6          | 7.6                   | 0.9                   | 2.3        | 1.2          |
| 佐賀県  | 149             | 6.0           | 4.0          | 11.4          | 57.0          | 10.1         | 7.4                   | 0.7                   | 1.3        | 2.0          |
| 長崎県  | 293             | 11.6          | 7.5          | 10.6          | 46.8          | 6.5          | 12.3                  | 1.7                   | 2.4        | 0.7          |
| 熊本県  | 428             | 15.0          | 7.0          | 13.8          | 43.0          | 7.7          | 9.8                   | 1.6                   | 1.2        | 0.9          |
| 大分県  | 231             | 19.0          | 10.8         | 7.8           | 44.6          | 3.5          | 12.1                  | 0.4                   | 1.3        | 0.4          |
| 宮崎県  | 228             | 11.8          | 12.7         | 12.7          | 45.6          | 5.7          | 8.3                   | 0.4                   | 1.8        | 0.9          |
| 鹿児島県 | 309             | 16.5          | 10.0         | 15.2          | 38.8          | 6.5          | 7.4                   | 1.6                   | 2.6        | 1.3          |
| 沖縄県  | 196             | 6.6           | 6.6          | 10.2          | 49.0          | 13.3         | 12.2                  | 0.5                   | 0.5        | 1.0          |
| 無回答  | 397             | 17.9          | 11.3         | 12.6          | 36.8          | 4.3          | 11.3                  | 1.3                   | 2.8        | 1.8          |

表Ⅰ－３(３) 主な仕事(職種)での経験年数

(%)

## 都道府県版

|      | 回答労働者数          | 1年未満         | 2 1年未満以上     | 3 2年未満以上     | 4 3年未満以上     | 5 4年未満以上     | 7 5年未満以上     | 1 70年未満以上     | 1 150年未満以上    | 2 105年未満以上    | 2 0年以上     | 無回答        | (年) 平均経験年数 |
|------|-----------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|------------|------------|------------|
| 全 体  | 18,881<br>100.0 | 1,251<br>7.0 | 1,614<br>9.0 | 1,556<br>8.7 | 1,537<br>8.5 | 1,282<br>7.1 | 1,203<br>6.7 | 4,066<br>22.6 | 2,654<br>14.8 | 1,832<br>10.2 | 987<br>5.5 | 899<br>4.8 | 7.8        |
| 北海道  | 1,091           | 7.4          | 6.9          | 7.6          | 9.9          | 7.4          | 7.2          | 23.0          | 12.8          | 10.7          | 7.2        | 4.1        | 8.1        |
| 青森県  | 329             | 6.0          | 7.5          | 7.2          | 9.4          | 6.9          | 5.0          | 23.8          | 17.6          | 11.3          | 5.3        | 3.0        | 8.3        |
| 岩手県  | 235             | 1.8          | 7.0          | 8.4          | 9.3          | 6.6          | 8.4          | 23.8          | 13.7          | 15.9          | 5.3        | 3.4        | 8.6        |
| 宮城県  | 262             | 8.7          | 11.8         | 9.8          | 7.1          | 7.5          | 4.7          | 27.2          | 13.4          | 5.9           | 3.9        | 3.1        | 6.7        |
| 秋田県  | 302             | 5.2          | 11.1         | 9.0          | 7.3          | 9.3          | 5.9          | 18.3          | 14.2          | 8.0           | 11.8       | 4.3        | 9.0        |
| 山形県  | 189             | 4.9          | 7.1          | 6.0          | 4.9          | 8.8          | 7.7          | 25.3          | 19.2          | 10.4          | 5.5        | 3.7        | 8.5        |
| 福島県  | 311             | 7.1          | 5.8          | 5.8          | 11.9         | 6.8          | 8.2          | 25.9          | 15.3          | 10.5          | 2.7        | 5.5        | 7.5        |
| 茨城県  | 295             | 9.5          | 9.1          | 8.4          | 4.4          | 8.7          | 6.2          | 24.4          | 17.5          | 9.5           | 2.5        | 6.8        | 7.2        |
| 栃木県  | 240             | 6.3          | 10.4         | 9.0          | 4.5          | 6.8          | 9.0          | 22.6          | 14.9          | 10.9          | 5.4        | 7.9        | 7.8        |
| 群馬県  | 280             | 4.2          | 8.7          | 9.8          | 12.1         | 6.8          | 3.4          | 24.9          | 15.5          | 7.2           | 7.5        | 5.4        | 8.2        |
| 埼玉県  | 630             | 8.8          | 9.8          | 7.7          | 8.2          | 7.4          | 7.5          | 22.4          | 16.2          | 7.5           | 4.4        | 3.0        | 7.2        |
| 千葉県  | 581             | 6.6          | 9.3          | 11.1         | 9.1          | 5.6          | 7.5          | 25.1          | 15.4          | 5.9           | 4.3        | 4.0        | 7.1        |
| 東京都  | 1,439           | 7.4          | 9.8          | 10.5         | 9.3          | 6.9          | 6.7          | 22.2          | 13.0          | 9.5           | 4.5        | 4.7        | 7.3        |
| 神奈川県 | 852             | 8.4          | 11.0         | 9.3          | 9.1          | 7.1          | 7.1          | 22.3          | 14.0          | 8.9           | 2.7        | 5.4        | 6.9        |
| 新潟県  | 384             | 5.2          | 9.7          | 7.2          | 8.8          | 9.4          | 9.7          | 20.7          | 10.8          | 11.9          | 6.6        | 5.7        | 8.2        |
| 富山県  | 208             | 2.5          | 5.0          | 10.1         | 7.0          | 11.1         | 7.5          | 19.6          | 21.1          | 9.5           | 6.5        | 4.3        | 9.0        |
| 石川県  | 199             | 5.3          | 9.1          | 4.8          | 9.1          | 4.3          | 5.9          | 16.0          | 18.7          | 17.1          | 9.6        | 6.0        | 9.7        |
| 福井県  | 135             | 3.2          | 7.2          | 8.8          | 5.6          | 4.8          | 8.8          | 21.6          | 12.8          | 20.0          | 7.2        | 7.4        | 9.3        |
| 山梨県  | 127             | 6.6          | 9.0          | 4.9          | 10.7         | 9.0          | 4.9          | 27.9          | 16.4          | 9.8           | 0.8        | 3.9        | 7.1        |
| 長野県  | 441             | 4.0          | 6.4          | 9.5          | 5.9          | 6.2          | 8.1          | 22.1          | 18.5          | 12.8          | 6.4        | 4.5        | 8.9        |
| 岐阜県  | 338             | 8.0          | 9.6          | 9.0          | 8.4          | 5.3          | 3.4          | 23.8          | 13.6          | 12.1          | 6.8        | 4.4        | 8.2        |
| 静岡県  | 520             | 7.8          | 10.5         | 8.4          | 7.2          | 7.6          | 7.0          | 25.4          | 14.8          | 7.6           | 3.9        | 6.2        | 7.3        |
| 愛知県  | 883             | 8.9          | 10.6         | 8.3          | 7.9          | 8.7          | 6.3          | 22.1          | 15.0          | 8.3           | 4.0        | 4.1        | 7.0        |
| 三重県  | 307             | 7.5          | 8.9          | 8.6          | 7.2          | 8.2          | 3.8          | 22.3          | 14.4          | 9.9           | 9.2        | 4.9        | 8.7        |
| 滋賀県  | 210             | 7.9          | 6.9          | 8.4          | 10.9         | 2.5          | 7.9          | 30.7          | 12.4          | 8.9           | 3.5        | 3.8        | 7.3        |
| 京都府  | 319             | 7.5          | 7.5          | 9.8          | 8.5          | 7.5          | 4.6          | 20.7          | 13.8          | 11.1          | 8.9        | 4.4        | 8.4        |
| 大阪府  | 1,493           | 7.2          | 10.9         | 9.7          | 8.9          | 6.8          | 7.1          | 24.7          | 14.8          | 7.0           | 3.0        | 5.0        | 6.9        |
| 兵庫県  | 829             | 8.7          | 9.2          | 7.8          | 8.4          | 7.2          | 6.9          | 22.5          | 14.3          | 10.1          | 5.0        | 4.0        | 7.5        |
| 奈良県  | 195             | 4.2          | 6.3          | 8.4          | 10.0         | 4.7          | 8.9          | 21.6          | 16.8          | 13.2          | 5.8        | 2.6        | 8.6        |
| 和歌山県 | 164             | 6.5          | 5.9          | 7.2          | 7.8          | 2.6          | 4.6          | 26.8          | 23.5          | 11.1          | 3.9        | 6.7        | 8.2        |
| 鳥取県  | 106             | 6.7          | 6.7          | 5.8          | 8.7          | 7.7          | 5.8          | 19.2          | 12.5          | 16.3          | 10.6       | 1.9        | 9.3        |
| 島根県  | 155             | 5.6          | 7.7          | 5.6          | 7.0          | 4.2          | 9.1          | 23.8          | 15.4          | 13.3          | 8.4        | 7.7        | 9.0        |
| 岡山県  | 313             | 5.7          | 6.7          | 7.3          | 9.7          | 5.7          | 6.0          | 26.7          | 13.3          | 10.7          | 8.3        | 4.2        | 8.6        |
| 広島県  | 413             | 5.1          | 8.9          | 6.4          | 9.7          | 7.7          | 5.6          | 23.7          | 15.1          | 11.5          | 6.4        | 5.1        | 8.1        |
| 山口県  | 227             | 6.3          | 11.7         | 9.0          | 5.9          | 6.8          | 7.2          | 21.6          | 18.0          | 9.0           | 4.5        | 2.2        | 7.5        |
| 徳島県  | 139             | 6.1          | 3.8          | 8.4          | 8.4          | 6.1          | 8.4          | 13.7          | 18.3          | 14.5          | 12.2       | 5.8        | 10.0       |
| 香川県  | 159             | 2.6          | 9.8          | 7.8          | 9.2          | 4.6          | 11.1         | 20.3          | 19.0          | 8.5           | 7.2        | 3.8        | 8.3        |
| 愛媛県  | 328             | 5.1          | 7.6          | 8.5          | 8.9          | 5.7          | 6.3          | 26.6          | 14.2          | 13.3          | 3.8        | 3.7        | 8.1        |
| 高知県  | 179             | 3.0          | 11.5         | 8.5          | 9.7          | 10.9         | 6.1          | 19.4          | 15.2          | 13.3          | 2.4        | 7.8        | 7.4        |
| 福岡県  | 843             | 6.9          | 10.2         | 9.1          | 7.9          | 7.1          | 7.2          | 22.3          | 14.0          | 10.2          | 5.1        | 4.4        | 7.7        |
| 佐賀県  | 149             | 8.3          | 5.5          | 6.2          | 6.2          | 6.9          | 7.6          | 17.9          | 19.3          | 12.4          | 9.7        | 2.7        | 9.3        |
| 長崎県  | 293             | 6.2          | 8.7          | 9.4          | 7.2          | 7.2          | 4.7          | 21.0          | 16.7          | 13.0          | 5.8        | 5.8        | 8.2        |
| 熊本県  | 428             | 6.8          | 8.3          | 9.7          | 10.7         | 7.8          | 3.6          | 16.0          | 12.1          | 16.3          | 8.7        | 3.7        | 8.8        |
| 大分県  | 231             | 10.1         | 6.9          | 11.1         | 9.2          | 6.5          | 6.0          | 21.7          | 13.4          | 12.0          | 3.2        | 6.1        | 7.4        |
| 宮崎県  | 228             | 7.6          | 9.0          | 10.0         | 9.5          | 8.5          | 7.6          | 18.0          | 9.5           | 11.4          | 9.0        | 7.5        | 7.9        |
| 鹿児島県 | 309             | 6.6          | 6.2          | 6.2          | 8.7          | 8.7          | 7.3          | 21.1          | 13.5          | 13.1          | 8.7        | 6.5        | 8.8        |
| 沖縄県  | 196             | 10.7         | 11.2         | 11.2         | 8.6          | 9.1          | 5.9          | 17.6          | 12.8          | 9.1           | 3.7        | 4.6        | 6.6        |
| 無回答  | 397             | 8.5          | 7.4          | 8.8          | 7.4          | 7.7          | 6.0          | 19.2          | 16.2          | 11.0          | 7.7        | 8.3        | 8.4        |

表 I－3(5)① 就業・勤務形態

(%)

都道府県版

|      | 回答労働者数          | 正規職員           | 非正規職員         | 非正規職員内訳（所定労働時間） |               |            |            | 無回答        |
|------|-----------------|----------------|---------------|-----------------|---------------|------------|------------|------------|
|      |                 |                |               | 正規職員と同じ         | 正規職員より短い      | わからない      | 無回答        |            |
| 全 体  | 18,881<br>100.0 | 12,768<br>67.6 | 5,465<br>28.9 | 1,835<br>33.6   | 3,159<br>57.8 | 306<br>5.6 | 165<br>3.0 | 648<br>3.4 |
| 北海道  | 1,091           | 65.2           | 31.6          | 41.4            | 49.3          | 7.2        | 2.0        | 3.2        |
| 青森県  | 329             | 70.2           | 26.7          | 48.9            | 46.6          | 3.4        | 1.1        | 3.0        |
| 岩手県  | 235             | 68.5           | 28.5          | 56.7            | 34.3          | 3.0        | 6.0        | 3.0        |
| 宮城県  | 262             | 72.1           | 23.7          | 35.5            | 56.5          | 3.2        | 4.8        | 4.2        |
| 秋田県  | 302             | 72.2           | 25.5          | 51.9            | 40.3          | 3.9        | 3.9        | 2.3        |
| 山形県  | 189             | 77.2           | 20.6          | 41.0            | 48.7          | 7.7        | 2.6        | 2.1        |
| 福島県  | 311             | 68.5           | 28.9          | 52.2            | 41.1          | 6.7        | －          | 2.6        |
| 茨城県  | 295             | 65.4           | 30.8          | 30.8            | 68.1          | 1.1        | －          | 3.7        |
| 栃木県  | 240             | 66.7           | 30.8          | 32.4            | 50.0          | 13.5       | 4.1        | 2.5        |
| 群馬県  | 280             | 70.0           | 25.7          | 20.8            | 69.4          | 6.9        | 2.8        | 4.3        |
| 埼玉県  | 630             | 70.2           | 27.0          | 27.1            | 64.7          | 5.3        | 2.9        | 2.9        |
| 千葉県  | 581             | 65.7           | 31.2          | 27.1            | 64.6          | 6.1        | 2.2        | 3.1        |
| 東京都  | 1,439           | 69.9           | 27.3          | 26.0            | 63.1          | 8.1        | 2.8        | 2.8        |
| 神奈川県 | 852             | 62.6           | 33.8          | 33.0            | 56.9          | 6.6        | 3.5        | 3.6        |
| 新潟県  | 384             | 73.2           | 24.0          | 53.3            | 32.6          | 10.9       | 3.3        | 2.9        |
| 富山県  | 208             | 67.8           | 30.3          | 23.8            | 71.4          | 4.8        | －          | 1.9        |
| 石川県  | 199             | 66.8           | 30.2          | 25.0            | 73.3          | －          | 1.7        | 3.0        |
| 福井県  | 135             | 77.8           | 18.5          | 52.0            | 44.0          | －          | 4.0        | 3.7        |
| 山梨県  | 127             | 60.6           | 35.4          | 48.9            | 44.4          | 4.4        | 2.2        | 3.9        |
| 長野県  | 441             | 63.7           | 33.6          | 41.2            | 49.3          | 2.0        | 7.4        | 2.7        |
| 岐阜県  | 338             | 69.8           | 25.4          | 29.1            | 69.8          | 1.2        | －          | 4.7        |
| 静岡県  | 520             | 67.5           | 30.6          | 32.1            | 59.7          | 3.1        | 5.0        | 1.9        |
| 愛知県  | 883             | 64.7           | 32.3          | 24.6            | 66.0          | 7.4        | 2.1        | 3.1        |
| 三重県  | 307             | 71.7           | 24.4          | 32.0            | 62.7          | 1.3        | 4.0        | 3.9        |
| 滋賀県  | 210             | 67.1           | 30.5          | 40.6            | 53.1          | 3.1        | 3.1        | 2.4        |
| 京都府  | 319             | 66.1           | 31.3          | 43.0            | 51.0          | 4.0        | 2.0        | 2.5        |
| 大阪府  | 1,493           | 64.6           | 30.4          | 25.1            | 64.3          | 7.3        | 3.3        | 5.0        |
| 兵庫県  | 829             | 63.8           | 31.7          | 33.1            | 57.8          | 5.3        | 3.8        | 4.5        |
| 奈良県  | 195             | 58.5           | 35.4          | 15.9            | 72.5          | 10.1       | 1.4        | 6.2        |
| 和歌山県 | 164             | 72.6           | 24.4          | 20.0            | 70.0          | 7.5        | 2.5        | 3.0        |
| 鳥取県  | 106             | 66.0           | 32.1          | 50.0            | 44.1          | －          | 5.9        | 1.9        |
| 島根県  | 155             | 69.7           | 29.0          | 46.7            | 37.8          | 8.9        | 6.7        | 1.3        |
| 岡山県  | 313             | 72.5           | 24.6          | 27.3            | 66.2          | 3.9        | 2.6        | 2.9        |
| 広島県  | 413             | 68.5           | 28.1          | 39.7            | 52.6          | 4.3        | 3.4        | 3.4        |
| 山口県  | 227             | 63.9           | 33.5          | 36.8            | 59.2          | 3.9        | －          | 2.6        |
| 徳島県  | 139             | 70.5           | 24.5          | 29.4            | 61.8          | 8.8        | －          | 5.0        |
| 香川県  | 159             | 68.6           | 28.3          | 24.4            | 73.3          | －          | 2.2        | 3.1        |
| 愛媛県  | 328             | 72.0           | 26.2          | 36.0            | 58.1          | 1.2        | 4.7        | 1.8        |
| 高知県  | 179             | 68.2           | 29.1          | 48.1            | 46.2          | 1.9        | 3.8        | 2.8        |
| 福岡県  | 843             | 69.4           | 26.8          | 25.7            | 65.5          | 6.2        | 2.7        | 3.8        |
| 佐賀県  | 149             | 72.5           | 26.2          | 41.0            | 48.7          | 7.7        | 2.6        | 1.3        |
| 長崎県  | 293             | 68.3           | 29.4          | 33.7            | 60.5          | 2.3        | 3.5        | 2.4        |
| 熊本県  | 428             | 69.9           | 27.6          | 42.4            | 48.3          | 5.1        | 4.2        | 2.6        |
| 大分県  | 231             | 68.4           | 25.1          | 32.8            | 56.9          | 8.6        | 1.7        | 6.5        |
| 宮崎県  | 228             | 72.8           | 24.6          | 32.1            | 62.5          | 1.8        | 3.6        | 2.6        |
| 鹿児島県 | 309             | 64.1           | 29.8          | 29.3            | 57.6          | 7.6        | 5.4        | 6.1        |
| 沖縄県  | 196             | 70.9           | 25.5          | 50.0            | 46.0          | 2.0        | 2.0        | 3.6        |
| 無回答  | 397             | 65.7           | 27.7          | 37.3            | 52.7          | 6.4        | 3.6        | 6.5        |

(注)「非正規職員内訳（所定労働時間）」は、非正規職員を100とした数値。

表Ⅲ－４ 通常月の税込み月収

(%)

## 都道府県版

|      | 回答<br>労働者数      | 3<br>0<br>千<br>円<br>未<br>満 | 5<br>3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 8<br>5<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>8<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>1<br>3<br>0<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>1<br>5<br>3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 1<br>1<br>8<br>5<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>1<br>0<br>8<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>2<br>3<br>0<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>2<br>5<br>3<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 2<br>2<br>8<br>5<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 3<br>2<br>0<br>8<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 3<br>3<br>5<br>0<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 4<br>3<br>0<br>5<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 4<br>0<br>0<br>0<br>千<br>円<br>未<br>満<br>上 | 無<br>回<br>答  | 平均<br>月<br>収<br>(千<br>円) |
|------|-----------------|----------------------------|-------------------------------------------|-------------------------------------------|-------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|-------------------------------------------|--------------|--------------------------|
| 全 体  | 18,881<br>100.0 | 197<br>1.0                 | 207<br>1.1                                | 744<br>3.9                                | 973<br>5.2                                | 1,056<br>5.6                                        | 1,036<br>5.5                                        | 2,763<br>14.6                                       | 2,092<br>11.1                                       | 3,256<br>17.2                                       | 1,392<br>7.4                                        | 1,725<br>9.1                                        | 618<br>3.3                                          | 1,004<br>5.3                                        | 318<br>1.7                                          | 256<br>1.4                                | 1,244<br>6.6 | 193.6                    |
| 北海道  | 1,091           | 0.3                        | 1.2                                       | 4.6                                       | 4.9                                       | 6.0                                                 | 7.9                                                 | 19.8                                                | 11.4                                                | 15.4                                                | 5.6                                                 | 7.0                                                 | 3.0                                                 | 4.9                                                 | 1.5                                                 | 0.4                                       | 6.2          | 184.1                    |
| 青森県  | 329             | 0.6                        | 0.3                                       | 3.6                                       | 3.6                                       | 11.2                                                | 11.2                                                | 27.4                                                | 12.5                                                | 10.9                                                | 4.0                                                 | 4.9                                                 | 1.2                                                 | 1.5                                                 | -                                                   | -                                         | 7.0          | 165.8                    |
| 岩手県  | 235             | -                          | 0.4                                       | 3.0                                       | 2.6                                       | 5.5                                                 | 12.8                                                | 21.7                                                | 13.6                                                | 15.3                                                | 6.0                                                 | 6.0                                                 | 3.0                                                 | 2.1                                                 | 0.9                                                 | 0.4                                       | 6.8          | 181.5                    |
| 宮城県  | 262             | 1.5                        | 1.1                                       | 1.9                                       | 4.6                                       | 8.0                                                 | 5.0                                                 | 19.5                                                | 11.8                                                | 20.2                                                | 6.1                                                 | 7.3                                                 | 0.8                                                 | 3.1                                                 | 0.8                                                 | 0.4                                       | 8.0          | 180.8                    |
| 秋田県  | 302             | 1.3                        | -                                         | 1.7                                       | 5.3                                       | 6.6                                                 | 12.6                                                | 23.5                                                | 11.3                                                | 12.6                                                | 4.0                                                 | 5.3                                                 | 2.6                                                 | 3.6                                                 | 0.7                                                 | 0.7                                       | 8.3          | 177.2                    |
| 山形県  | 189             | 1.1                        | 0.5                                       | 1.1                                       | 4.8                                       | 3.2                                                 | 6.3                                                 | 23.3                                                | 15.3                                                | 15.9                                                | 7.4                                                 | 8.5                                                 | 1.1                                                 | 2.1                                                 | 1.1                                                 | 0.5                                       | 7.9          | 187.8                    |
| 福島県  | 311             | 0.6                        | 1.3                                       | 1.6                                       | 4.8                                       | 4.2                                                 | 8.0                                                 | 17.7                                                | 13.2                                                | 18.0                                                | 7.7                                                 | 7.4                                                 | 2.9                                                 | 3.9                                                 | 1.3                                                 | 0.3                                       | 7.1          | 188.3                    |
| 茨城県  | 295             | 0.7                        | 0.3                                       | 4.1                                       | 5.1                                       | 5.4                                                 | 5.4                                                 | 13.6                                                | 12.5                                                | 16.9                                                | 9.2                                                 | 10.2                                                | 3.4                                                 | 5.1                                                 | 1.0                                                 | 0.3                                       | 6.8          | 191.9                    |
| 栃木県  | 240             | 2.1                        | 0.4                                       | 4.6                                       | 7.1                                       | 8.8                                                 | 5.4                                                 | 15.4                                                | 11.7                                                | 14.2                                                | 8.3                                                 | 8.3                                                 | 0.8                                                 | 4.2                                                 | 1.3                                                 | 0.8                                       | 6.7          | 179.3                    |
| 群馬県  | 280             | 2.5                        | 1.8                                       | 5.0                                       | 3.9                                       | 3.9                                                 | 5.7                                                 | 12.1                                                | 10.7                                                | 21.1                                                | 7.1                                                 | 8.9                                                 | 3.2                                                 | 4.3                                                 | 2.1                                                 | 1.4                                       | 6.1          | 191.7                    |
| 埼玉県  | 630             | 0.8                        | 1.1                                       | 3.5                                       | 5.9                                       | 3.7                                                 | 3.7                                                 | 7.3                                                 | 9.7                                                 | 16.0                                                | 10.6                                                | 13.3                                                | 6.0                                                 | 8.3                                                 | 3.2                                                 | 1.6                                       | 5.4          | 212.3                    |
| 千葉県  | 581             | 0.3                        | 1.9                                       | 4.1                                       | 5.7                                       | 6.5                                                 | 4.8                                                 | 9.5                                                 | 9.3                                                 | 18.1                                                | 7.2                                                 | 13.8                                                | 3.6                                                 | 6.0                                                 | 2.1                                                 | 1.7                                       | 5.3          | 202.3                    |
| 東京都  | 1,439           | 1.4                        | 1.1                                       | 4.4                                       | 3.3                                       | 4.0                                                 | 2.6                                                 | 6.9                                                 | 7.1                                                 | 15.4                                                | 9.4                                                 | 14.3                                                | 5.6                                                 | 11.5                                                | 4.4                                                 | 3.8                                       | 4.9          | 226.3                    |
| 神奈川県 | 852             | 1.5                        | 1.9                                       | 4.2                                       | 5.3                                       | 5.2                                                 | 2.8                                                 | 8.6                                                 | 9.5                                                 | 16.0                                                | 8.2                                                 | 13.0                                                | 4.6                                                 | 8.1                                                 | 2.2                                                 | 2.2                                       | 6.7          | 206.7                    |
| 新潟県  | 384             | 0.3                        | 0.3                                       | 2.3                                       | 2.1                                       | 3.4                                                 | 6.5                                                 | 19.3                                                | 14.8                                                | 22.7                                                | 6.0                                                 | 7.3                                                 | 2.1                                                 | 4.4                                                 | 2.6                                                 | 0.5                                       | 5.5          | 198.4                    |
| 富山県  | 208             | 1.4                        | 1.0                                       | 1.9                                       | 8.2                                       | 6.7                                                 | 6.3                                                 | 15.9                                                | 8.7                                                 | 18.8                                                | 7.2                                                 | 7.7                                                 | 4.3                                                 | 5.8                                                 | 0.5                                                 | 1.0                                       | 4.8          | 189.9                    |
| 石川県  | 199             | 0.5                        | -                                         | 3.5                                       | 5.0                                       | 4.0                                                 | 5.5                                                 | 18.6                                                | 13.1                                                | 17.1                                                | 9.0                                                 | 8.5                                                 | 2.0                                                 | 3.5                                                 | 1.0                                                 | 0.5                                       | 8.0          | 189.7                    |
| 福井県  | 135             | 0.7                        | -                                         | 2.2                                       | 1.5                                       | 2.2                                                 | 6.7                                                 | 17.0                                                | 11.1                                                | 19.3                                                | 10.4                                                | 8.1                                                 | 4.4                                                 | 5.9                                                 | 2.2                                                 | 0.7                                       | 7.4          | 206.3                    |
| 山梨県  | 127             | 0.8                        | -                                         | 0.8                                       | 4.7                                       | 7.1                                                 | 5.5                                                 | 22.0                                                | 10.2                                                | 17.3                                                | 7.9                                                 | 8.7                                                 | 2.4                                                 | 3.1                                                 | -                                                   | 0.8                                       | 8.7          | 192.4                    |
| 長野県  | 441             | 0.2                        | 0.9                                       | 2.3                                       | 5.2                                       | 4.8                                                 | 3.6                                                 | 16.3                                                | 12.2                                                | 20.9                                                | 7.9                                                 | 7.9                                                 | 4.5                                                 | 5.7                                                 | 1.4                                                 | 0.9                                       | 5.2          | 198.1                    |
| 岐阜県  | 338             | 0.9                        | 0.9                                       | 3.6                                       | 5.6                                       | 7.4                                                 | 6.2                                                 | 12.1                                                | 10.9                                                | 16.9                                                | 8.3                                                 | 11.2                                                | 1.8                                                 | 5.9                                                 | 1.5                                                 | 1.2                                       | 5.6          | 192.5                    |
| 静岡県  | 520             | 0.6                        | 1.3                                       | 3.5                                       | 6.0                                       | 4.8                                                 | 5.0                                                 | 15.6                                                | 12.9                                                | 17.7                                                | 6.3                                                 | 8.5                                                 | 3.3                                                 | 5.4                                                 | 2.3                                                 | 1.2                                       | 5.8          | 194.1                    |
| 愛知県  | 883             | 1.6                        | 1.2                                       | 4.5                                       | 7.0                                       | 6.7                                                 | 3.1                                                 | 8.5                                                 | 9.4                                                 | 16.5                                                | 8.6                                                 | 11.3                                                | 4.4                                                 | 7.4                                                 | 2.2                                                 | 1.9                                       | 5.7          | 200.4                    |
| 三重県  | 307             | 0.3                        | -                                         | 5.2                                       | 3.6                                       | 4.2                                                 | 4.6                                                 | 10.4                                                | 8.8                                                 | 19.5                                                | 8.8                                                 | 10.7                                                | 6.2                                                 | 6.5                                                 | 2.3                                                 | 1.3                                       | 7.5          | 207.5                    |
| 滋賀県  | 210             | 0.5                        | 1.0                                       | 1.9                                       | 5.2                                       | 6.2                                                 | 3.3                                                 | 11.9                                                | 16.7                                                | 23.3                                                | 7.1                                                 | 10.5                                                | 2.4                                                 | 5.2                                                 | -                                                   | 0.5                                       | 4.3          | 193.3                    |
| 京都府  | 319             | 1.9                        | -                                         | 3.8                                       | 2.8                                       | 6.0                                                 | 6.9                                                 | 12.5                                                | 10.7                                                | 18.8                                                | 8.2                                                 | 10.0                                                | 4.1                                                 | 3.4                                                 | 2.2                                                 | 3.1                                       | 5.6          | 199.2                    |
| 大阪府  | 1,493           | 0.9                        | 2.1                                       | 4.4                                       | 5.5                                       | 6.4                                                 | 3.5                                                 | 11.2                                                | 9.4                                                 | 19.0                                                | 8.5                                                 | 9.3                                                 | 2.9                                                 | 5.6                                                 | 2.5                                                 | 2.1                                       | 6.8          | 196.8                    |
| 兵庫県  | 829             | 1.6                        | 1.2                                       | 5.3                                       | 4.8                                       | 5.8                                                 | 2.8                                                 | 11.9                                                | 10.0                                                | 17.5                                                | 9.0                                                 | 10.3                                                | 5.4                                                 | 5.5                                                 | 1.6                                                 | 2.1                                       | 5.2          | 198.9                    |
| 奈良県  | 195             | 2.6                        | 3.1                                       | 7.2                                       | 6.2                                       | 5.6                                                 | 3.6                                                 | 10.8                                                | 9.7                                                 | 14.4                                                | 5.6                                                 | 9.2                                                 | 3.1                                                 | 4.1                                                 | 1.5                                                 | 2.6                                       | 10.8         | 183.7                    |
| 和歌山県 | 164             | 1.2                        | 0.6                                       | 7.3                                       | 7.3                                       | 3.0                                                 | 3.0                                                 | 13.4                                                | 14.6                                                | 14.0                                                | 6.7                                                 | 9.8                                                 | 3.7                                                 | 6.1                                                 | -                                                   | 1.8                                       | 7.3          | 188.9                    |
| 鳥取県  | 106             | -                          | 0.9                                       | 1.9                                       | 4.7                                       | 4.7                                                 | 9.4                                                 | 20.8                                                | 11.3                                                | 17.0                                                | 5.7                                                 | 8.5                                                 | 1.9                                                 | 4.7                                                 | 2.8                                                 | -                                         | 5.7          | 189.7                    |
| 島根県  | 155             | -                          | 1.3                                       | 1.3                                       | 3.2                                       | 1.9                                                 | 11.0                                                | 21.3                                                | 9.7                                                 | 18.1                                                | 7.7                                                 | 5.8                                                 | 4.5                                                 | 3.2                                                 | 1.3                                                 | 1.3                                       | 8.4          | 194.1                    |
| 岡山県  | 313             | 1.6                        | 0.3                                       | 3.5                                       | 5.8                                       | 4.2                                                 | 2.9                                                 | 15.0                                                | 13.4                                                | 21.4                                                | 7.7                                                 | 10.2                                                | 2.2                                                 | 4.5                                                 | 1.3                                                 | 0.3                                       | 5.8          | 192.6                    |
| 広島県  | 413             | 1.5                        | 1.2                                       | 1.7                                       | 4.1                                       | 6.8                                                 | 4.4                                                 | 13.6                                                | 10.7                                                | 18.2                                                | 9.9                                                 | 9.2                                                 | 1.7                                                 | 7.0                                                 | 1.0                                                 | 0.5                                       | 8.7          | 195.5                    |
| 山口県  | 227             | 1.3                        | 1.8                                       | 6.6                                       | 1.8                                       | 7.5                                                 | 6.2                                                 | 14.5                                                | 15.0                                                | 18.1                                                | 6.6                                                 | 5.3                                                 | 1.3                                                 | 4.0                                                 | 0.4                                                 | 0.4                                       | 9.3          | 177.4                    |
| 徳島県  | 139             | 1.4                        | 0.7                                       | -                                         | 6.5                                       | 5.8                                                 | 5.8                                                 | 19.4                                                | 12.2                                                | 17.3                                                | 7.9                                                 | 4.3                                                 | 2.2                                                 | 2.9                                                 | 2.2                                                 | 2.2                                       | 9.4          | 190.2                    |
| 香川県  | 159             | 1.3                        | 1.9                                       | 5.7                                       | 5.7                                       | 3.8                                                 | 8.2                                                 | 11.9                                                | 7.5                                                 | 20.8                                                | 8.8                                                 | 8.2                                                 | 2.5                                                 | 4.4                                                 | 0.6                                                 | -                                         | 8.8          | 183.5                    |
| 愛媛県  | 328             | 0.6                        | 0.3                                       | 4.0                                       | 5.5                                       | 6.4                                                 | 4.6                                                 | 21.0                                                | 12.5                                                | 19.2                                                | 6.7                                                 | 9.5                                                 | 2.1                                                 | 3.0                                                 | 0.3                                                 | 0.3                                       | 4.0          | 183.3                    |
| 高知県  | 179             | 1.7                        | 1.1                                       | 3.4                                       | 3.4                                       | 5.6                                                 | 8.9                                                 | 30.7                                                | 13.4                                                | 14.0                                                | 3.4                                                 | 4.5                                                 | 2.8                                                 | 1.7                                                 | -                                                   | -                                         | 5.6          | 169.7                    |
| 福岡県  | 843             | 0.9                        | 0.6                                       | 5.5                                       | 8.3                                       | 6.2                                                 | 3.7                                                 | 18.9                                                | 14.0                                                | 16.1                                                | 5.9                                                 | 6.5                                                 | 1.5                                                 | 3.7                                                 | 0.7                                                 | 1.3                                       | 6.2          | 180.9                    |
| 佐賀県  | 149             | 0.7                        | 0.7                                       | 4.7                                       | 4.0                                       | 7.4                                                 | 11.4                                                | 20.1                                                | 10.1                                                | 23.5                                                | 3.4                                                 | 2.7                                                 | 1.3                                                 | 1.3                                                 | -                                                   | 0.7                                       | 8.1          | 170.5                    |
| 長崎県  | 293             | 0.7                        | 1.7                                       | 5.1                                       | 4.4                                       | 5.8                                                 | 11.6                                                | 20.5                                                | 14.3                                                | 15.4                                                | 5.5                                                 | 3.8                                                 | 1.4                                                 | 2.4                                                 | 0.7                                                 | 0.3                                       | 6.5          | 171.0                    |
| 熊本県  | 428             | 1.4                        | 0.9                                       | 4.7                                       | 4.9                                       | 7.5                                                 | 9.1                                                 | 20.3                                                | 14.5                                                | 15.4                                                | 5.6                                                 | 5.1                                                 | 1.4                                                 | 2.1                                                 | 0.5                                                 | 0.2                                       | 6.3          | 171.1                    |
| 大分県  | 231             | 2.2                        | 1.3                                       | 4.8                                       | 4.8                                       | 3.9                                                 | 9.1                                                 | 19.0                                                | 12.6                                                | 23.4                                                | 5.2                                                 | 3.9                                                 | 1.3                                                 | 1.7                                                 | -                                                   | 0.4                                       | 6.5          | 173.8                    |
| 宮崎県  | 228             | 0.9                        | 0.9                                       | 4.8                                       | 7.5                                       | 3.5                                                 | 7.0                                                 | 24.1                                                | 9.6                                                 | 18.0                                                | 3.1                                                 | 6.6                                                 | 1.3                                                 | 2.2                                                 | 0.4                                                 | -                                         | 10.1         | 171.9                    |
| 鹿児島県 | 309             | -                          | 0.6                                       | 3.9                                       | 9.7                                       | 4.9                                                 | 6.5                                                 | 18.1                                                | 10.4                                                | 17.5                                                | 4.9                                                 | 8.1                                                 | 3.2                                                 | 1.0                                                 | 1.0                                                 | 1.3                                       | 9.1          | 180.6                    |
| 沖縄県  | 196             | 1.5                        | 0.5                                       | 3.1                                       | 4.1                                       | 8.7                                                 | 15.8                                                | 18.9                                                | 14.8                                                | 14.3                                                | 5.1                                                 | 4.1                                                 | 0.5                                                 | 1.0                                                 | 0.5                                                 | 0.5                                       | 6.6          | 168.1                    |
| 無回答  | 397             | 1.5                        | 1.3                                       | 2.8                                       | 5.5                                       | 4.5                                                 | 6.0                                                 | 10.3                                                | 11.1                                                | 14.4                                                | 5.8                                                 | 9.3                                                 | 4.5                                                 | 5.5                                                 | 1.3                                                 | 1.5                                       | 14.6         | 196.9                    |

表Ⅲ－6 賃金や手当等の希望(複数回答)

(%)

## 都道府県版

|      | 回答労働者数          | 基本給の引き上げ       | 能力や仕事ぶりに応じた評価の実施 | 勤務年数に応じた評価    | 資格手当の導入・引き    | 役職手当の導入・引き    | 早朝・夜間勤務手当の導入・引き | 通勤手当の導入・引き    | 移動時間の労働時間への算入や移動手当の導入・引き | 賞与(ボーナス)の導入・引き | 連絡用の携帯電話の支給・通信費補助 | その他        | 賃金や手当等について希望はない | 無回答        |
|------|-----------------|----------------|------------------|---------------|---------------|---------------|-----------------|---------------|--------------------------|----------------|-------------------|------------|-----------------|------------|
| 全 体  | 18,881<br>100.0 | 12,172<br>64.5 | 7,420<br>39.3    | 5,937<br>31.4 | 5,920<br>31.4 | 2,902<br>15.4 | 3,640<br>19.3   | 3,101<br>16.4 | 1,765<br>9.3             | 9,917<br>52.5  | 2,664<br>14.1     | 704<br>3.7 | 1,904<br>10.1   | 704<br>3.7 |
| 北海道  | 1,091           | 67.0           | 38.1             | 32.5          | 32.4          | 16.6          | 24.8            | 18.4          | 8.5                      | 54.4           | 13.7              | 4.3        | 9.5             | 3.1        |
| 青森県  | 329             | 70.2           | 38.6             | 33.7          | 36.2          | 14.6          | 30.1            | 24.3          | 7.3                      | 56.5           | 15.8              | 3.0        | 6.1             | 1.5        |
| 岩手県  | 235             | 73.2           | 41.7             | 37.0          | 39.1          | 13.2          | 29.8            | 21.3          | 10.2                     | 58.7           | 11.5              | 3.8        | 7.7             | 2.1        |
| 宮城県  | 262             | 72.1           | 38.9             | 30.2          | 32.8          | 15.6          | 17.9            | 19.1          | 10.3                     | 54.2           | 17.6              | 6.1        | 9.2             | -          |
| 秋田県  | 302             | 65.9           | 36.4             | 31.5          | 36.4          | 11.3          | 28.1            | 21.2          | 8.3                      | 53.3           | 13.9              | 4.0        | 8.3             | 1.7        |
| 山形県  | 189             | 71.4           | 42.3             | 33.9          | 38.6          | 18.5          | 27.5            | 20.1          | 12.7                     | 61.9           | 16.4              | 3.2        | 4.8             | 2.6        |
| 福島県  | 311             | 70.7           | 39.2             | 30.2          | 31.8          | 14.5          | 18.3            | 18.0          | 10.6                     | 53.7           | 11.3              | 3.5        | 8.7             | 2.9        |
| 茨城県  | 295             | 68.8           | 44.7             | 35.6          | 29.8          | 16.3          | 20.0            | 18.3          | 6.4                      | 56.3           | 15.6              | 2.4        | 8.1             | 3.7        |
| 栃木県  | 240             | 65.4           | 40.0             | 32.1          | 37.5          | 15.8          | 21.3            | 20.8          | 8.3                      | 60.0           | 13.3              | 2.1        | 8.8             | 3.3        |
| 群馬県  | 280             | 71.1           | 45.7             | 33.6          | 36.8          | 18.9          | 23.6            | 21.8          | 9.6                      | 56.8           | 14.3              | 4.6        | 7.9             | 2.5        |
| 埼玉県  | 630             | 67.6           | 41.9             | 32.5          | 33.0          | 18.9          | 19.7            | 17.5          | 10.3                     | 54.0           | 13.2              | 3.0        | 8.3             | 2.7        |
| 千葉県  | 581             | 59.4           | 40.1             | 33.7          | 30.5          | 17.6          | 20.3            | 15.5          | 10.8                     | 52.8           | 15.1              | 2.2        | 11.4            | 5.0        |
| 東京都  | 1,439           | 62.3           | 41.1             | 31.5          | 28.0          | 14.7          | 16.9            | 8.3           | 8.8                      | 52.7           | 14.7              | 4.8        | 11.9            | 3.3        |
| 神奈川県 | 852             | 64.1           | 42.7             | 35.0          | 32.7          | 19.2          | 19.5            | 11.5          | 9.0                      | 53.1           | 11.5              | 6.5        | 9.9             | 3.9        |
| 新潟県  | 384             | 73.4           | 35.7             | 30.5          | 35.9          | 13.8          | 24.5            | 18.0          | 7.8                      | 57.6           | 10.2              | 4.9        | 6.3             | 2.6        |
| 富山県  | 208             | 62.0           | 39.4             | 28.4          | 28.4          | 15.4          | 18.3            | 15.9          | 7.2                      | 49.0           | 13.5              | 3.4        | 8.7             | 5.8        |
| 石川県  | 199             | 65.8           | 43.7             | 36.2          | 38.2          | 20.1          | 30.7            | 23.6          | 15.1                     | 60.8           | 14.1              | 5.0        | 6.5             | 3.5        |
| 福井県  | 135             | 73.3           | 37.0             | 26.7          | 37.0          | 17.0          | 18.5            | 17.0          | 3.7                      | 48.9           | 11.1              | 3.0        | 7.4             | 3.7        |
| 山梨県  | 127             | 65.4           | 39.4             | 31.5          | 33.9          | 18.9          | 12.6            | 17.3          | 6.3                      | 52.0           | 20.5              | 3.1        | 11.0            | 3.9        |
| 長野県  | 441             | 68.7           | 39.0             | 31.1          | 39.5          | 15.9          | 23.6            | 21.1          | 10.4                     | 56.0           | 17.7              | 4.1        | 8.4             | 2.9        |
| 岐阜県  | 338             | 66.0           | 36.1             | 32.5          | 31.7          | 14.2          | 18.6            | 20.1          | 9.8                      | 55.0           | 16.6              | 3.0        | 9.2             | 3.3        |
| 静岡県  | 520             | 67.3           | 41.2             | 32.3          | 30.2          | 13.7          | 18.1            | 20.0          | 8.3                      | 54.6           | 14.4              | 4.4        | 7.5             | 3.8        |
| 愛知県  | 883             | 62.4           | 38.5             | 33.0          | 30.4          | 14.4          | 15.6            | 14.0          | 9.1                      | 50.5           | 14.5              | 3.9        | 12.8            | 2.3        |
| 三重県  | 307             | 63.2           | 38.8             | 32.2          | 29.0          | 15.6          | 18.6            | 21.5          | 8.1                      | 50.5           | 14.7              | 3.3        | 11.4            | 3.3        |
| 滋賀県  | 210             | 60.5           | 37.1             | 23.8          | 33.3          | 13.3          | 15.2            | 15.2          | 7.1                      | 54.8           | 16.7              | 5.7        | 11.0            | 3.3        |
| 京都府  | 319             | 68.3           | 40.1             | 32.9          | 35.1          | 18.5          | 20.1            | 14.7          | 8.5                      | 52.0           | 13.5              | 4.1        | 7.2             | 2.8        |
| 大阪府  | 1,493           | 57.8           | 36.5             | 26.3          | 26.1          | 13.6          | 14.3            | 11.3          | 10.8                     | 48.6           | 15.3              | 3.1        | 13.8            | 4.3        |
| 兵庫県  | 829             | 62.0           | 37.3             | 28.7          | 28.5          | 14.6          | 17.5            | 10.9          | 9.4                      | 51.4           | 14.8              | 3.9        | 11.8            | 6.0        |
| 奈良県  | 195             | 60.0           | 36.4             | 28.2          | 28.7          | 16.4          | 12.3            | 17.4          | 12.8                     | 50.3           | 22.1              | 1.5        | 13.3            | 5.1        |
| 和歌山県 | 164             | 59.1           | 33.5             | 25.0          | 29.3          | 12.2          | 12.2            | 14.0          | 11.6                     | 51.8           | 18.9              | 3.0        | 11.0            | 4.3        |
| 鳥取県  | 106             | 71.7           | 49.1             | 27.4          | 33.0          | 11.3          | 29.2            | 23.6          | 4.7                      | 54.7           | 9.4               | 3.8        | 4.7             | 3.8        |
| 島根県  | 155             | 65.8           | 45.8             | 34.8          | 31.0          | 9.0           | 17.4            | 17.4          | 5.8                      | 55.5           | 11.0              | 1.3        | 10.3            | 0.6        |
| 岡山県  | 313             | 68.4           | 38.0             | 27.8          | 33.2          | 17.9          | 17.3            | 20.1          | 8.3                      | 50.2           | 14.1              | 5.4        | 9.6             | 2.9        |
| 広島県  | 413             | 63.7           | 43.8             | 34.1          | 30.0          | 13.3          | 17.2            | 16.2          | 11.9                     | 52.5           | 14.5              | 2.9        | 7.7             | 3.1        |
| 山口県  | 227             | 61.7           | 33.5             | 27.3          | 23.8          | 11.0          | 18.9            | 15.0          | 8.8                      | 48.9           | 14.1              | 2.6        | 9.3             | 6.2        |
| 徳島県  | 139             | 58.3           | 36.0             | 28.1          | 25.9          | 11.5          | 12.2            | 11.5          | 5.0                      | 44.6           | 10.1              | 5.8        | 11.5            | 5.8        |
| 香川県  | 159             | 61.0           | 50.9             | 38.4          | 33.3          | 17.6          | 22.0            | 19.5          | 12.6                     | 53.5           | 12.6              | 2.5        | 10.7            | 1.9        |
| 愛媛県  | 328             | 63.1           | 37.2             | 26.5          | 28.7          | 12.8          | 22.0            | 18.6          | 8.8                      | 53.4           | 14.6              | 4.3        | 7.6             | 3.0        |
| 高知県  | 179             | 72.1           | 41.9             | 33.5          | 32.4          | 16.2          | 20.1            | 19.0          | 15.6                     | 53.1           | 12.3              | 3.9        | 7.3             | 2.8        |
| 福岡県  | 843             | 61.2           | 39.5             | 32.7          | 26.9          | 14.6          | 16.6            | 18.1          | 9.4                      | 48.6           | 13.8              | 2.6        | 13.8            | 4.4        |
| 佐賀県  | 149             | 69.1           | 37.6             | 33.6          | 38.9          | 10.7          | 14.1            | 16.1          | 4.7                      | 50.3           | 8.7               | 2.7        | 12.1            | 2.7        |
| 長崎県  | 293             | 64.2           | 33.1             | 33.4          | 30.4          | 15.7          | 19.8            | 20.5          | 6.8                      | 45.7           | 8.9               | 2.0        | 11.3            | 5.5        |
| 熊本県  | 428             | 64.7           | 41.6             | 32.7          | 36.7          | 17.8          | 23.8            | 22.0          | 9.6                      | 51.6           | 13.6              | 2.3        | 10.3            | 3.7        |
| 大分県  | 231             | 67.5           | 38.1             | 34.6          | 37.2          | 16.0          | 20.3            | 20.8          | 11.3                     | 52.4           | 18.6              | 3.9        | 4.3             | 3.9        |
| 宮崎県  | 228             | 54.4           | 38.6             | 31.1          | 31.1          | 16.7          | 17.5            | 22.4          | 11.0                     | 50.0           | 14.0              | 1.8        | 13.6            | 7.5        |
| 鹿児島県 | 309             | 62.8           | 31.4             | 28.5          | 28.5          | 14.6          | 17.5            | 15.2          | 8.7                      | 45.6           | 9.4               | 3.9        | 9.4             | 6.5        |
| 沖縄県  | 196             | 66.3           | 49.5             | 37.2          | 36.7          | 19.4          | 10.2            | 22.4          | 9.7                      | 56.6           | 13.8              | 2.6        | 8.7             | 2.6        |
| 無回答  | 397             | 61.5           | 34.5             | 29.5          | 28.5          | 14.1          | 18.9            | 14.1          | 10.3                     | 51.1           | 12.8              | 4.0        | 9.1             | 9.6        |

表Ⅴ－１ 現在の仕事を選んだ理由(複数回答)

(%)

## 都道府県版

|      | 回答労働者数          | 働きたい<br>仕事だと<br>思ったから | 今後<br>もニーズ<br>が高まる<br>仕事 | 人<br>や社会<br>の役に<br>立ちたい<br>から | 生<br>きがい<br>・社会<br>参加の<br>ため | お年<br>寄りが<br>好きだ<br>から | 身<br>近な<br>人の<br>介護<br>の経験<br>から | 資<br>格・技<br>能が<br>活か<br>せる<br>から | 介<br>護の<br>知識<br>や技<br>能が<br>身に<br>つ<br>く<br>から | 給<br>与<br>等<br>の<br>収入<br>が多<br>い<br>から | 時<br>間<br>(日)<br>に働<br>ける<br>から | 他<br>によ<br>い<br>仕<br>事<br>が<br>な<br>い<br>た<br>め | そ<br>の<br>他 | 特<br>に<br>理<br>由<br>は<br>な<br>い | 無<br>回<br>答 |
|------|-----------------|-----------------------|--------------------------|-------------------------------|------------------------------|------------------------|----------------------------------|----------------------------------|-------------------------------------------------|-----------------------------------------|---------------------------------|-------------------------------------------------|-------------|---------------------------------|-------------|
| 全 体  | 18,881<br>100.0 | 10,201<br>54.0        | 6,968<br>36.9            | 6,343<br>33.6                 | 3,103<br>16.4                | 4,787<br>25.4          | 3,251<br>17.2                    | 6,965<br>36.9                    | 4,735<br>25.1                                   | 752<br>4.0                              | 2,967<br>15.7                   | 2,060<br>10.9                                   | 862<br>4.6  | 586<br>3.1                      | 313<br>1.7  |
| 北海道  | 1,091           | 50.7                  | 36.9                     | 31.5                          | 12.4                         | 25.7                   | 14.4                             | 39.4                             | 22.3                                            | 5.7                                     | 11.8                            | 14.0                                            | 4.4         | 4.3                             | 1.1         |
| 青森県  | 329             | 45.9                  | 39.2                     | 28.9                          | 11.6                         | 24.3                   | 17.0                             | 32.2                             | 27.7                                            | 4.6                                     | 10.0                            | 19.5                                            | 6.7         | 4.3                             | -           |
| 岩手県  | 235             | 48.5                  | 34.5                     | 31.9                          | 14.5                         | 23.8                   | 18.7                             | 37.9                             | 17.9                                            | 5.1                                     | 12.8                            | 10.2                                            | 6.4         | 5.1                             | 1.7         |
| 宮城県  | 262             | 56.9                  | 40.5                     | 37.8                          | 15.6                         | 24.0                   | 21.4                             | 35.9                             | 26.0                                            | 3.1                                     | 13.7                            | 7.3                                             | 5.3         | 3.8                             | 0.4         |
| 秋田県  | 302             | 53.3                  | 35.4                     | 29.8                          | 11.9                         | 22.8                   | 15.9                             | 34.8                             | 21.2                                            | 4.6                                     | 9.6                             | 20.2                                            | 4.3         | 2.6                             | 1.3         |
| 山形県  | 189             | 50.3                  | 34.9                     | 33.3                          | 11.1                         | 21.2                   | 14.3                             | 30.2                             | 16.4                                            | 2.1                                     | 6.9                             | 15.3                                            | 3.7         | 4.2                             | 1.6         |
| 福島県  | 311             | 52.4                  | 35.0                     | 32.8                          | 14.5                         | 32.8                   | 21.5                             | 40.8                             | 24.1                                            | 1.9                                     | 14.8                            | 7.7                                             | 3.5         | 3.2                             | 1.3         |
| 茨城県  | 295             | 52.9                  | 33.2                     | 36.3                          | 14.2                         | 25.8                   | 19.7                             | 30.5                             | 24.1                                            | 2.4                                     | 14.6                            | 10.5                                            | 5.1         | 1.7                             | 1.4         |
| 栃木県  | 240             | 50.4                  | 34.6                     | 31.7                          | 15.8                         | 30.0                   | 18.3                             | 37.9                             | 22.9                                            | 2.5                                     | 13.3                            | 10.8                                            | 3.3         | 2.5                             | 1.3         |
| 群馬県  | 280             | 52.9                  | 37.5                     | 31.1                          | 15.4                         | 30.4                   | 20.4                             | 35.0                             | 21.1                                            | 3.2                                     | 15.4                            | 9.6                                             | 6.4         | 3.2                             | 1.4         |
| 埼玉県  | 630             | 53.5                  | 38.7                     | 37.9                          | 16.7                         | 26.2                   | 15.7                             | 38.9                             | 26.0                                            | 3.3                                     | 14.8                            | 7.9                                             | 4.8         | 3.7                             | 1.1         |
| 千葉県  | 581             | 53.7                  | 39.8                     | 36.3                          | 18.6                         | 26.0                   | 16.4                             | 34.3                             | 24.6                                            | 4.5                                     | 16.2                            | 10.5                                            | 3.6         | 2.4                             | 2.2         |
| 東京都  | 1,439           | 56.9                  | 37.9                     | 40.7                          | 19.5                         | 23.6                   | 18.4                             | 36.9                             | 24.7                                            | 5.6                                     | 16.5                            | 9.9                                             | 5.3         | 2.8                             | 1.7         |
| 神奈川県 | 852             | 58.0                  | 39.2                     | 38.0                          | 20.5                         | 26.5                   | 19.8                             | 34.2                             | 27.1                                            | 3.2                                     | 16.3                            | 10.8                                            | 4.8         | 1.6                             | 1.5         |
| 新潟県  | 384             | 50.8                  | 37.5                     | 29.9                          | 13.3                         | 27.9                   | 15.9                             | 35.2                             | 20.6                                            | 3.4                                     | 12.5                            | 17.4                                            | 4.2         | 3.4                             | 1.8         |
| 富山県  | 208             | 50.5                  | 31.7                     | 31.3                          | 14.4                         | 20.2                   | 18.3                             | 40.4                             | 20.2                                            | 2.4                                     | 15.9                            | 10.6                                            | 4.3         | 3.8                             | 2.4         |
| 石川県  | 199             | 52.3                  | 41.2                     | 33.7                          | 16.1                         | 24.1                   | 17.1                             | 36.2                             | 21.1                                            | 6.0                                     | 23.6                            | 18.1                                            | 5.5         | 2.0                             | 1.5         |
| 福井県  | 135             | 49.6                  | 40.0                     | 33.3                          | 12.6                         | 23.0                   | 18.5                             | 28.9                             | 20.0                                            | 5.9                                     | 8.1                             | 13.3                                            | 8.1         | 3.7                             | 3.0         |
| 山梨県  | 127             | 48.0                  | 42.5                     | 30.7                          | 14.2                         | 22.8                   | 15.7                             | 33.9                             | 26.0                                            | 2.4                                     | 18.9                            | 15.7                                            | 2.4         | 3.9                             | 1.6         |
| 長野県  | 441             | 56.0                  | 32.4                     | 32.4                          | 17.9                         | 26.8                   | 18.1                             | 37.6                             | 21.1                                            | 3.2                                     | 16.6                            | 10.0                                            | 2.9         | 2.3                             | 1.6         |
| 岐阜県  | 338             | 51.8                  | 35.5                     | 30.8                          | 17.5                         | 22.5                   | 16.9                             | 39.6                             | 23.4                                            | 1.8                                     | 17.5                            | 7.4                                             | 5.0         | 5.3                             | 2.1         |
| 静岡県  | 520             | 56.5                  | 37.7                     | 34.6                          | 17.5                         | 26.7                   | 16.7                             | 37.7                             | 27.5                                            | 3.3                                     | 18.3                            | 8.5                                             | 5.0         | 1.2                             | 1.9         |
| 愛知県  | 883             | 57.8                  | 37.0                     | 35.1                          | 19.0                         | 29.0                   | 15.7                             | 39.0                             | 26.0                                            | 4.2                                     | 17.6                            | 8.4                                             | 4.0         | 2.9                             | 1.2         |
| 三重県  | 307             | 54.7                  | 32.6                     | 31.6                          | 16.0                         | 23.1                   | 16.0                             | 32.6                             | 21.5                                            | 3.6                                     | 15.6                            | 9.8                                             | 5.2         | 4.2                             | 0.7         |
| 滋賀県  | 210             | 51.9                  | 42.9                     | 34.8                          | 18.6                         | 21.4                   | 20.5                             | 45.2                             | 19.0                                            | 3.8                                     | 14.8                            | 7.6                                             | 2.9         | 2.4                             | 1.9         |
| 京都府  | 319             | 56.1                  | 41.4                     | 33.2                          | 21.0                         | 23.8                   | 18.2                             | 39.8                             | 25.7                                            | 3.8                                     | 12.9                            | 10.7                                            | 5.3         | 2.5                             | 1.6         |
| 大阪府  | 1,493           | 53.7                  | 37.9                     | 33.5                          | 16.8                         | 22.0                   | 18.2                             | 36.7                             | 26.7                                            | 4.2                                     | 18.3                            | 8.8                                             | 3.9         | 3.5                             | 1.9         |
| 兵庫県  | 829             | 56.0                  | 41.1                     | 34.7                          | 16.6                         | 18.6                   | 17.6                             | 38.6                             | 27.1                                            | 3.5                                     | 16.4                            | 9.4                                             | 4.3         | 2.2                             | 2.1         |
| 奈良県  | 195             | 53.8                  | 39.0                     | 31.8                          | 19.5                         | 21.0                   | 17.9                             | 36.4                             | 27.2                                            | 4.1                                     | 21.0                            | 10.3                                            | 4.6         | 3.1                             | 3.6         |
| 和歌山県 | 164             | 48.8                  | 34.8                     | 22.0                          | 15.2                         | 20.1                   | 18.3                             | 32.3                             | 23.2                                            | 3.0                                     | 15.9                            | 12.8                                            | 6.1         | 5.5                             | 1.2         |
| 鳥取県  | 106             | 53.8                  | 36.8                     | 27.4                          | 13.2                         | 25.5                   | 24.5                             | 28.3                             | 26.4                                            | 2.8                                     | 18.9                            | 21.7                                            | 3.8         | 2.8                             | 0.9         |
| 島根県  | 155             | 58.1                  | 30.3                     | 25.2                          | 11.6                         | 18.7                   | 15.5                             | 32.9                             | 22.6                                            | 3.9                                     | 11.6                            | 10.3                                            | 5.2         | 3.9                             | -           |
| 岡山県  | 313             | 57.2                  | 36.1                     | 35.1                          | 18.8                         | 26.2                   | 14.1                             | 39.9                             | 22.0                                            | 3.5                                     | 17.9                            | 11.2                                            | 4.8         | 3.8                             | 0.3         |
| 広島県  | 413             | 53.5                  | 33.9                     | 29.8                          | 16.0                         | 22.3                   | 13.8                             | 34.9                             | 22.8                                            | 4.1                                     | 15.7                            | 12.6                                            | 5.3         | 1.9                             | 1.7         |
| 山口県  | 227             | 46.7                  | 34.8                     | 30.0                          | 16.7                         | 29.5                   | 13.7                             | 34.8                             | 24.7                                            | 4.4                                     | 20.3                            | 11.5                                            | 5.7         | 4.4                             | 2.6         |
| 徳島県  | 139             | 43.2                  | 42.4                     | 23.0                          | 15.1                         | 22.3                   | 18.0                             | 38.1                             | 25.2                                            | 3.6                                     | 14.4                            | 15.8                                            | 2.2         | 2.9                             | 1.4         |
| 香川県  | 159             | 50.3                  | 39.6                     | 35.2                          | 15.1                         | 25.2                   | 20.8                             | 38.4                             | 29.6                                            | 7.5                                     | 20.1                            | 10.7                                            | 4.4         | 3.1                             | -           |
| 愛媛県  | 328             | 48.2                  | 34.1                     | 29.3                          | 13.1                         | 25.6                   | 16.2                             | 35.7                             | 27.1                                            | 3.7                                     | 18.3                            | 14.0                                            | 4.6         | 3.0                             | 0.9         |
| 高知県  | 179             | 59.2                  | 36.9                     | 29.1                          | 16.2                         | 26.3                   | 15.1                             | 35.8                             | 23.5                                            | 5.0                                     | 16.2                            | 14.5                                            | 6.7         | 1.7                             | 1.7         |
| 福岡県  | 843             | 56.0                  | 33.5                     | 33.6                          | 15.7                         | 28.1                   | 17.1                             | 35.8                             | 25.1                                            | 2.4                                     | 14.8                            | 10.0                                            | 4.7         | 3.4                             | 2.4         |
| 佐賀県  | 149             | 59.1                  | 31.5                     | 34.9                          | 22.1                         | 34.2                   | 20.1                             | 38.3                             | 28.9                                            | 3.4                                     | 14.1                            | 10.1                                            | 4.0         | 4.7                             | 0.7         |
| 長崎県  | 293             | 59.7                  | 34.1                     | 36.2                          | 12.6                         | 29.0                   | 18.8                             | 32.8                             | 32.1                                            | 1.7                                     | 15.4                            | 8.5                                             | 4.4         | 3.1                             | 0.7         |
| 熊本県  | 428             | 56.1                  | 36.7                     | 34.3                          | 16.1                         | 29.9                   | 14.0                             | 39.7                             | 28.7                                            | 4.9                                     | 13.8                            | 10.0                                            | 4.2         | 3.7                             | 0.9         |
| 大分県  | 231             | 58.0                  | 39.8                     | 32.5                          | 15.2                         | 31.6                   | 16.0                             | 38.1                             | 31.6                                            | 6.9                                     | 18.6                            | 11.7                                            | 4.3         | 2.2                             | 2.2         |
| 宮崎県  | 228             | 53.1                  | 33.3                     | 33.3                          | 19.3                         | 27.2                   | 18.0                             | 42.5                             | 30.7                                            | 4.4                                     | 12.7                            | 9.2                                             | 3.5         | 3.1                             | 1.8         |
| 鹿児島県 | 309             | 49.2                  | 33.7                     | 30.7                          | 13.6                         | 30.4                   | 16.5                             | 43.0                             | 29.1                                            | 4.9                                     | 17.5                            | 9.1                                             | 3.9         | 2.6                             | 2.3         |
| 沖縄県  | 196             | 67.3                  | 35.7                     | 32.1                          | 19.4                         | 35.2                   | 20.4                             | 34.2                             | 29.6                                            | 4.1                                     | 18.9                            | 8.2                                             | 2.6         | 4.1                             | -           |
| 無回答  | 397             | 48.4                  | 33.2                     | 28.7                          | 16.9                         | 22.4                   | 14.4                             | 38.0                             | 28.7                                            | 4.8                                     | 17.6                            | 13.6                                            | 4.8         | 2.5                             | 7.1         |

表Ⅶ－２ 現在の法人に就職した理由（複数回答）

（％）

## 都道府県版

|      | 回答労働者数          | 容や<br>りだ<br>か<br>ら<br>職<br>種<br>・<br>仕<br>事<br>内 | 働<br>き<br>が<br>た<br>い<br>の<br>あ<br>る<br>仕<br>事<br>だ | 人<br>や<br>社<br>会<br>の<br>役<br>に<br>立<br>ち<br>た | 資<br>格<br>・<br>技<br>能<br>が<br>活<br>か<br>せ<br>る | 法<br>人<br>の<br>方<br>針<br>や<br>理<br>念<br>に<br>共<br>感<br>し<br>た<br>か<br>ら | 経<br>営<br>が<br>健<br>全<br>で<br>、<br>未<br>来<br>に<br>安<br>定<br>し<br>て<br>い<br>る<br>か<br>ら | 通<br>勤<br>が<br>便<br>利<br>だ<br>か<br>ら | 労<br>働<br>日<br>・<br>労<br>働<br>時<br>間<br>が<br>希<br>望<br>と<br>あ<br>つ<br>て<br>い<br>る<br>か<br>ら | 賃<br>金<br>等<br>の<br>水<br>準<br>が<br>適<br>当<br>だ<br>か<br>ら | 教<br>育<br>研<br>修<br>等<br>が<br>充<br>実<br>し<br>て<br>い<br>る<br>か<br>ら | 福<br>利<br>厚<br>生<br>が<br>充<br>実<br>し<br>て<br>い<br>る<br>か<br>ら | 子<br>育<br>て<br>支<br>援<br>が<br>充<br>実<br>し<br>て<br>い<br>る<br>か<br>ら | そ<br>の<br>他  | 理<br>由<br>は<br>特<br>に<br>な<br>い | 無<br>回<br>答 |
|------|-----------------|--------------------------------------------------|-----------------------------------------------------|------------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------------------|--------------|---------------------------------|-------------|
| 全 体  | 18,881<br>100.0 | 7,329<br>38.8                                    | 7,552<br>40.0                                       | 4,882<br>25.9                                  | 7,443<br>39.4                                  | 1,613<br>8.5                                                            | 1,606<br>8.5                                                                           | 7,192<br>38.1                        | 4,351<br>23.0                                                                               | 1,800<br>9.5                                             | 546<br>2.9                                                         | 1,139<br>6.0                                                  | 533<br>2.8                                                         | 1,082<br>5.7 | 1,402<br>7.4                    | 276<br>1.5  |
| 北海道  | 1,091           | 37.8                                             | 36.8                                                | 22.4                                           | 40.9                                           | 8.3                                                                     | 8.8                                                                                    | 30.8                                 | 20.6                                                                                        | 9.7                                                      | 3.3                                                                | 6.1                                                           | 2.7                                                                | 6.4          | 9.9                             | 1.3         |
| 青森県  | 329             | 32.2                                             | 37.1                                                | 23.1                                           | 32.5                                           | 4.6                                                                     | 8.8                                                                                    | 42.2                                 | 18.5                                                                                        | 12.5                                                     | 2.4                                                                | 7.6                                                           | 1.8                                                                | 7.0          | 7.6                             | 0.6         |
| 岩手県  | 235             | 36.6                                             | 34.0                                                | 25.1                                           | 42.1                                           | 3.4                                                                     | 7.2                                                                                    | 38.3                                 | 18.3                                                                                        | 8.5                                                      | 0.9                                                                | 7.7                                                           | 3.0                                                                | 7.2          | 6.0                             | -           |
| 宮城県  | 262             | 38.9                                             | 37.8                                                | 26.0                                           | 39.3                                           | 6.9                                                                     | 6.5                                                                                    | 29.8                                 | 19.5                                                                                        | 8.4                                                      | 1.5                                                                | 6.1                                                           | 2.3                                                                | 6.1          | 6.9                             | 0.8         |
| 秋田県  | 302             | 43.0                                             | 34.4                                                | 20.5                                           | 40.4                                           | 4.0                                                                     | 9.6                                                                                    | 36.8                                 | 17.9                                                                                        | 8.3                                                      | 0.7                                                                | 8.9                                                           | 2.6                                                                | 5.6          | 5.3                             | 1.3         |
| 山形県  | 189             | 28.0                                             | 34.4                                                | 25.4                                           | 33.3                                           | 5.3                                                                     | 8.5                                                                                    | 30.7                                 | 12.2                                                                                        | 7.9                                                      | 0.5                                                                | 3.7                                                           | 2.1                                                                | 6.3          | 13.2                            | 1.1         |
| 福島県  | 311             | 42.4                                             | 40.5                                                | 28.6                                           | 46.6                                           | 7.7                                                                     | 10.3                                                                                   | 32.5                                 | 21.9                                                                                        | 8.7                                                      | 1.9                                                                | 7.1                                                           | 3.5                                                                | 4.5          | 7.4                             | 1.3         |
| 茨城県  | 295             | 37.3                                             | 40.7                                                | 27.5                                           | 33.6                                           | 5.8                                                                     | 5.4                                                                                    | 26.4                                 | 21.7                                                                                        | 7.8                                                      | 0.3                                                                | 4.4                                                           | 3.1                                                                | 6.4          | 6.8                             | 1.4         |
| 栃木県  | 240             | 35.4                                             | 35.0                                                | 23.3                                           | 39.2                                           | 4.6                                                                     | 5.8                                                                                    | 38.3                                 | 22.5                                                                                        | 5.8                                                      | 1.3                                                                | 4.2                                                           | 4.6                                                                | 7.1          | 7.1                             | 0.8         |
| 群馬県  | 280             | 39.3                                             | 39.6                                                | 28.9                                           | 40.0                                           | 3.2                                                                     | 7.1                                                                                    | 35.7                                 | 20.0                                                                                        | 8.9                                                      | 2.9                                                                | 3.9                                                           | 2.5                                                                | 6.1          | 7.9                             | 1.4         |
| 埼玉県  | 630             | 41.4                                             | 41.4                                                | 28.6                                           | 42.7                                           | 9.5                                                                     | 7.1                                                                                    | 42.7                                 | 23.8                                                                                        | 9.4                                                      | 2.5                                                                | 5.6                                                           | 2.2                                                                | 5.2          | 6.8                             | 1.4         |
| 千葉県  | 581             | 41.7                                             | 41.0                                                | 27.5                                           | 39.8                                           | 10.7                                                                    | 8.4                                                                                    | 43.9                                 | 23.9                                                                                        | 10.0                                                     | 2.2                                                                | 4.5                                                           | 1.9                                                                | 7.1          | 4.5                             | 1.4         |
| 東京都  | 1,439           | 41.7                                             | 42.5                                                | 29.5                                           | 39.3                                           | 10.6                                                                    | 9.0                                                                                    | 44.3                                 | 24.5                                                                                        | 12.6                                                     | 4.7                                                                | 6.4                                                           | 3.1                                                                | 6.2          | 6.7                             | 1.1         |
| 神奈川県 | 852             | 40.6                                             | 43.4                                                | 32.3                                           | 41.9                                           | 10.4                                                                    | 8.2                                                                                    | 48.0                                 | 25.0                                                                                        | 9.6                                                      | 4.1                                                                | 5.5                                                           | 2.7                                                                | 4.2          | 6.0                             | 1.4         |
| 新潟県  | 384             | 41.4                                             | 38.0                                                | 20.3                                           | 36.5                                           | 5.5                                                                     | 9.9                                                                                    | 39.3                                 | 19.0                                                                                        | 7.8                                                      | 3.1                                                                | 4.7                                                           | 1.8                                                                | 6.0          | 7.0                             | 1.6         |
| 富山県  | 208             | 39.4                                             | 41.3                                                | 25.5                                           | 34.1                                           | 10.6                                                                    | 6.3                                                                                    | 32.7                                 | 21.2                                                                                        | 7.2                                                      | 1.9                                                                | 5.8                                                           | 3.8                                                                | 9.1          | 6.3                             | 1.4         |
| 石川県  | 199             | 36.7                                             | 44.2                                                | 23.1                                           | 41.7                                           | 7.0                                                                     | 11.1                                                                                   | 40.7                                 | 29.1                                                                                        | 11.1                                                     | 3.0                                                                | 6.0                                                           | 4.0                                                                | 5.5          | 6.0                             | 0.5         |
| 福井県  | 135             | 33.3                                             | 44.4                                                | 25.9                                           | 31.1                                           | 5.9                                                                     | 9.6                                                                                    | 31.9                                 | 17.0                                                                                        | 9.6                                                      | 3.7                                                                | 4.4                                                           | 2.2                                                                | 5.2          | 12.6                            | 3.7         |
| 山梨県  | 127             | 36.2                                             | 38.6                                                | 18.1                                           | 43.3                                           | 4.7                                                                     | 5.5                                                                                    | 44.1                                 | 26.8                                                                                        | 10.2                                                     | 0.8                                                                | 3.9                                                           | 4.7                                                                | 7.1          | 4.7                             | 2.4         |
| 長野県  | 441             | 40.6                                             | 41.5                                                | 22.9                                           | 37.2                                           | 6.8                                                                     | 9.8                                                                                    | 38.5                                 | 22.4                                                                                        | 7.3                                                      | 3.2                                                                | 4.1                                                           | 2.3                                                                | 4.5          | 7.5                             | 0.7         |
| 岐阜県  | 338             | 37.6                                             | 36.7                                                | 24.9                                           | 40.8                                           | 7.4                                                                     | 9.2                                                                                    | 40.2                                 | 21.3                                                                                        | 6.5                                                      | 3.6                                                                | 4.7                                                           | 3.0                                                                | 6.2          | 7.1                             | 2.1         |
| 静岡県  | 520             | 42.3                                             | 41.5                                                | 26.9                                           | 40.4                                           | 9.8                                                                     | 8.7                                                                                    | 40.2                                 | 26.2                                                                                        | 9.0                                                      | 3.5                                                                | 2.9                                                           | 2.5                                                                | 6.5          | 4.8                             | 1.2         |
| 愛知県  | 883             | 43.1                                             | 41.2                                                | 27.6                                           | 40.8                                           | 10.9                                                                    | 9.1                                                                                    | 39.1                                 | 25.5                                                                                        | 10.3                                                     | 3.4                                                                | 6.2                                                           | 3.9                                                                | 5.5          | 5.5                             | 0.7         |
| 三重県  | 307             | 37.5                                             | 40.7                                                | 27.0                                           | 37.1                                           | 9.1                                                                     | 6.5                                                                                    | 35.8                                 | 22.5                                                                                        | 7.5                                                      | 1.0                                                                | 3.9                                                           | 1.3                                                                | 4.6          | 9.8                             | 1.6         |
| 滋賀県  | 210             | 35.7                                             | 42.4                                                | 28.6                                           | 42.9                                           | 13.8                                                                    | 14.3                                                                                   | 47.6                                 | 23.3                                                                                        | 6.7                                                      | 3.8                                                                | 3.3                                                           | 5.2                                                                | 5.2          | 6.7                             | 1.4         |
| 京都府  | 319             | 39.2                                             | 43.6                                                | 25.1                                           | 36.7                                           | 12.2                                                                    | 7.8                                                                                    | 49.2                                 | 25.4                                                                                        | 11.6                                                     | 5.3                                                                | 5.0                                                           | 1.9                                                                | 6.6          | 5.6                             | 1.3         |
| 大阪府  | 1,493           | 39.0                                             | 39.1                                                | 24.8                                           | 40.1                                           | 9.8                                                                     | 7.8                                                                                    | 39.1                                 | 26.2                                                                                        | 10.7                                                     | 3.5                                                                | 6.4                                                           | 2.9                                                                | 5.4          | 7.4                             | 1.5         |
| 兵庫県  | 829             | 38.0                                             | 41.9                                                | 25.1                                           | 40.2                                           | 9.8                                                                     | 8.6                                                                                    | 37.9                                 | 26.7                                                                                        | 9.8                                                      | 2.4                                                                | 8.0                                                           | 2.2                                                                | 4.9          | 7.0                             | 0.8         |
| 奈良県  | 195             | 35.9                                             | 42.1                                                | 25.6                                           | 40.0                                           | 9.7                                                                     | 9.2                                                                                    | 41.5                                 | 30.3                                                                                        | 9.7                                                      | 3.1                                                                | 5.6                                                           | 4.1                                                                | 4.1          | 11.8                            | 1.0         |
| 和歌山県 | 164             | 30.5                                             | 37.2                                                | 15.2                                           | 31.1                                           | 6.7                                                                     | 7.9                                                                                    | 31.1                                 | 20.1                                                                                        | 4.9                                                      | 1.8                                                                | 2.4                                                           | 0.6                                                                | 4.9          | 14.0                            | 3.0         |
| 鳥取県  | 106             | 32.1                                             | 34.9                                                | 24.5                                           | 31.1                                           | 5.7                                                                     | 9.4                                                                                    | 30.2                                 | 17.9                                                                                        | 11.3                                                     | 4.7                                                                | 7.5                                                           | 2.8                                                                | 8.5          | 12.3                            | 3.8         |
| 島根県  | 155             | 31.0                                             | 41.3                                                | 19.4                                           | 32.3                                           | 4.5                                                                     | 9.0                                                                                    | 32.9                                 | 19.4                                                                                        | 9.7                                                      | 1.3                                                                | 6.5                                                           | 3.2                                                                | 7.1          | 10.3                            | 1.3         |
| 岡山県  | 313             | 41.5                                             | 42.2                                                | 30.4                                           | 45.4                                           | 12.1                                                                    | 9.6                                                                                    | 34.2                                 | 22.0                                                                                        | 7.7                                                      | 1.9                                                                | 5.8                                                           | 2.9                                                                | 6.1          | 5.8                             | 1.9         |
| 広島県  | 413             | 35.1                                             | 38.5                                                | 24.5                                           | 37.0                                           | 6.8                                                                     | 7.0                                                                                    | 38.3                                 | 19.1                                                                                        | 6.1                                                      | 1.5                                                                | 5.6                                                           | 1.9                                                                | 6.8          | 9.0                             | 1.0         |
| 山口県  | 227             | 31.7                                             | 37.4                                                | 21.6                                           | 39.2                                           | 5.7                                                                     | 13.2                                                                                   | 34.8                                 | 21.1                                                                                        | 11.9                                                     | 2.2                                                                | 7.0                                                           | 2.6                                                                | 6.6          | 7.5                             | 1.3         |
| 徳島県  | 139             | 26.6                                             | 27.3                                                | 23.0                                           | 38.1                                           | 7.9                                                                     | 13.7                                                                                   | 39.6                                 | 24.5                                                                                        | 11.5                                                     | 2.2                                                                | 12.9                                                          | 3.6                                                                | 3.6          | 11.5                            | 1.4         |
| 香川県  | 159             | 37.1                                             | 37.7                                                | 27.7                                           | 42.1                                           | 9.4                                                                     | 8.8                                                                                    | 28.9                                 | 25.8                                                                                        | 8.2                                                      | -                                                                  | 6.3                                                           | 0.6                                                                | 6.9          | 10.1                            | 1.3         |
| 愛媛県  | 328             | 32.9                                             | 37.2                                                | 21.6                                           | 36.9                                           | 4.9                                                                     | 9.1                                                                                    | 38.4                                 | 19.2                                                                                        | 9.5                                                      | 2.1                                                                | 8.5                                                           | 4.3                                                                | 4.0          | 9.1                             | 0.6         |
| 高知県  | 179             | 38.5                                             | 31.3                                                | 17.3                                           | 39.1                                           | 6.1                                                                     | 10.6                                                                                   | 34.6                                 | 26.8                                                                                        | 10.1                                                     | 2.8                                                                | 7.8                                                           | 4.5                                                                | 8.9          | 5.6                             | 0.6         |
| 福岡県  | 843             | 39.3                                             | 39.1                                                | 24.7                                           | 38.7                                           | 8.9                                                                     | 7.4                                                                                    | 33.3                                 | 24.6                                                                                        | 9.8                                                      | 2.1                                                                | 5.2                                                           | 2.7                                                                | 4.6          | 7.8                             | 1.8         |
| 佐賀県  | 149             | 38.3                                             | 43.6                                                | 23.5                                           | 37.6                                           | 8.1                                                                     | 4.7                                                                                    | 40.3                                 | 20.8                                                                                        | 8.1                                                      | 4.7                                                                | 6.7                                                           | 4.7                                                                | 4.7          | 9.4                             | 2.7         |
| 長崎県  | 293             | 39.9                                             | 44.4                                                | 27.3                                           | 35.5                                           | 9.9                                                                     | 9.6                                                                                    | 31.1                                 | 19.8                                                                                        | 7.5                                                      | 3.1                                                                | 6.8                                                           | 3.1                                                                | 5.5          | 8.2                             | 1.4         |
| 熊本県  | 428             | 35.5                                             | 39.7                                                | 26.4                                           | 41.1                                           | 7.0                                                                     | 8.2                                                                                    | 38.6                                 | 20.6                                                                                        | 8.6                                                      | 2.3                                                                | 7.5                                                           | 2.8                                                                | 4.7          | 7.5                             | 1.2         |
| 大分県  | 231             | 38.5                                             | 43.3                                                | 28.6                                           | 36.4                                           | 8.7                                                                     | 13.4                                                                                   | 37.7                                 | 26.0                                                                                        | 13.9                                                     | 2.6                                                                | 12.6                                                          | 2.2                                                                | 4.3          | 9.5                             | 1.3         |
| 宮崎県  | 228             | 40.8                                             | 43.0                                                | 29.8                                           | 42.5                                           | 10.1                                                                    | 7.9                                                                                    | 26.8                                 | 20.2                                                                                        | 8.8                                                      | 2.6                                                                | 7.9                                                           | 4.4                                                                | 5.3          | 7.0                             | 1.3         |
| 鹿児島県 | 309             | 37.9                                             | 40.8                                                | 27.8                                           | 41.4                                           | 5.8                                                                     | 8.4                                                                                    | 36.6                                 | 22.7                                                                                        | 8.7                                                      | 2.9                                                                | 7.8                                                           | 1.6                                                                | 5.2          | 7.1                             | 2.3         |
| 沖縄県  | 196             | 53.6                                             | 50.0                                                | 29.1                                           | 40.8                                           | 11.2                                                                    | 6.6                                                                                    | 38.3                                 | 30.1                                                                                        | 11.7                                                     | 5.6                                                                | 8.2                                                           | 6.1                                                                | 5.6          | 7.1                             | 3.1         |
| 無回答  | 397             | 37.0                                             | 37.0                                                | 26.4                                           | 39.3                                           | 8.6                                                                     | 6.3                                                                                    | 33.8                                 | 20.4                                                                                        | 9.3                                                      | 4.0                                                                | 4.0                                                           | 2.3                                                                | 6.5          | 8.1                             | 7.8         |

表Ⅶ－５（１） 前職の有無、介護サービスの経験、直前の仕事

（％）

都道府県版

|      | 回答労働者数          | 卒業後の仕事の有無     |                |            | 回答労働者数<br>（前職あり） | 介護・福祉・医療分野<br>以外の仕事の経験 |               |            | 直前の仕事の内容      |               |            |
|------|-----------------|---------------|----------------|------------|------------------|------------------------|---------------|------------|---------------|---------------|------------|
|      |                 | 前職なし          | 前職あり           | 無回答        |                  | （介護等以外の仕事の経験）          | （介護等以外の仕事の経験） | 無回答        | 直前は介護の仕事      | 直前は介護ではない     | 無回答        |
| 全 体  | 18,881<br>100.0 | 2,892<br>15.3 | 15,014<br>79.5 | 975<br>5.2 | 15,014<br>100.0  | 10,360<br>69.0         | 4,039<br>26.9 | 615<br>4.1 | 5,984<br>39.9 | 8,482<br>56.5 | 548<br>3.6 |
| 北海道  | 1,091           | 17.7          | 77.3           | 5.0        | 843              | 69.4                   | 27.9          | 2.7        | 42.6          | 54.1          | 3.3        |
| 青森県  | 329             | 18.5          | 78.4           | 3.0        | 258              | 72.1                   | 26.4          | 1.6        | 36.8          | 61.6          | 1.6        |
| 岩手県  | 235             | 23.8          | 71.9           | 4.3        | 169              | 63.9                   | 31.4          | 4.7        | 38.5          | 58.6          | 3.0        |
| 宮城県  | 262             | 22.1          | 74.8           | 3.1        | 196              | 59.7                   | 33.7          | 6.6        | 34.2          | 60.7          | 5.1        |
| 秋田県  | 302             | 17.5          | 78.1           | 4.3        | 236              | 66.1                   | 31.4          | 2.5        | 32.2          | 65.3          | 2.5        |
| 山形県  | 189             | 19.0          | 75.1           | 5.8        | 142              | 68.3                   | 26.8          | 4.9        | 35.2          | 60.6          | 4.2        |
| 福島県  | 311             | 17.0          | 78.1           | 4.8        | 243              | 68.7                   | 29.2          | 2.1        | 42.4          | 55.1          | 2.5        |
| 茨城県  | 295             | 17.6          | 78.6           | 3.7        | 232              | 68.1                   | 30.2          | 1.7        | 36.6          | 60.3          | 3.0        |
| 栃木県  | 240             | 22.5          | 71.3           | 6.3        | 171              | 71.9                   | 24.6          | 3.5        | 39.8          | 57.9          | 2.3        |
| 群馬県  | 280             | 12.9          | 81.8           | 5.4        | 229              | 65.9                   | 30.6          | 3.5        | 41.0          | 55.5          | 3.5        |
| 埼玉県  | 630             | 15.4          | 79.4           | 5.2        | 500              | 73.4                   | 21.8          | 4.8        | 39.6          | 57.4          | 3.0        |
| 千葉県  | 581             | 14.3          | 81.4           | 4.3        | 473              | 70.6                   | 26.4          | 3.0        | 41.6          | 56.2          | 2.1        |
| 東京都  | 1,439           | 14.9          | 78.5           | 6.7        | 1,129            | 70.7                   | 26.2          | 3.1        | 40.4          | 56.5          | 3.1        |
| 神奈川県 | 852             | 13.1          | 80.3           | 6.6        | 684              | 70.8                   | 25.3          | 3.9        | 40.4          | 56.6          | 3.1        |
| 新潟県  | 384             | 20.6          | 73.4           | 6.0        | 282              | 65.2                   | 30.9          | 3.9        | 37.9          | 57.8          | 4.3        |
| 富山県  | 208             | 17.8          | 78.8           | 3.4        | 164              | 68.9                   | 26.8          | 4.3        | 40.2          | 56.7          | 3.0        |
| 石川県  | 199             | 18.1          | 78.9           | 3.0        | 157              | 63.7                   | 31.2          | 5.1        | 35.7          | 60.5          | 3.8        |
| 福井県  | 135             | 24.4          | 71.1           | 4.4        | 96               | 70.8                   | 25.0          | 4.2        | 22.9          | 74.0          | 3.1        |
| 山梨県  | 127             | 11.0          | 85.0           | 3.9        | 108              | 63.9                   | 29.6          | 6.5        | 28.7          | 66.7          | 4.6        |
| 長野県  | 441             | 14.1          | 81.2           | 4.8        | 358              | 66.2                   | 29.3          | 4.5        | 38.0          | 58.7          | 3.4        |
| 岐阜県  | 338             | 13.0          | 83.4           | 3.6        | 282              | 68.8                   | 25.2          | 6.0        | 42.2          | 52.5          | 5.3        |
| 静岡県  | 520             | 12.3          | 83.7           | 4.0        | 435              | 67.6                   | 28.0          | 4.4        | 40.5          | 55.9          | 3.7        |
| 愛知県  | 883             | 14.8          | 80.7           | 4.4        | 713              | 67.3                   | 28.8          | 3.9        | 41.5          | 54.6          | 3.9        |
| 三重県  | 307             | 19.2          | 78.2           | 2.6        | 240              | 65.8                   | 30.0          | 4.2        | 40.4          | 54.6          | 5.0        |
| 滋賀県  | 210             | 13.3          | 82.4           | 4.3        | 173              | 66.5                   | 28.3          | 5.2        | 38.2          | 57.8          | 4.0        |
| 京都府  | 319             | 16.6          | 77.4           | 6.0        | 247              | 69.6                   | 22.7          | 7.7        | 35.2          | 57.9          | 6.9        |
| 大阪府  | 1,493           | 11.1          | 83.2           | 5.7        | 1,242            | 69.9                   | 25.8          | 4.3        | 41.7          | 53.9          | 4.4        |
| 兵庫県  | 829             | 14.6          | 80.2           | 5.2        | 665              | 72.5                   | 24.8          | 2.7        | 45.4          | 52.2          | 2.4        |
| 奈良県  | 195             | 12.8          | 80.0           | 7.2        | 156              | 71.2                   | 24.4          | 4.5        | 41.0          | 55.1          | 3.8        |
| 和歌山県 | 164             | 15.2          | 77.4           | 7.3        | 127              | 71.7                   | 22.8          | 5.5        | 42.5          | 52.8          | 4.7        |
| 鳥取県  | 106             | 25.5          | 67.9           | 6.6        | 72               | 61.1                   | 33.3          | 5.6        | 36.1          | 59.7          | 4.2        |
| 島根県  | 155             | 17.4          | 76.8           | 5.8        | 119              | 70.6                   | 19.3          | 10.1       | 37.0          | 58.0          | 5.0        |
| 岡山県  | 313             | 15.7          | 80.5           | 3.8        | 252              | 70.6                   | 25.8          | 3.6        | 44.8          | 50.0          | 5.2        |
| 広島県  | 413             | 14.5          | 82.3           | 3.1        | 340              | 69.7                   | 26.5          | 3.8        | 38.8          | 58.5          | 2.6        |
| 山口県  | 227             | 16.7          | 80.6           | 2.6        | 183              | 66.7                   | 30.6          | 2.7        | 32.8          | 63.9          | 3.3        |
| 徳島県  | 139             | 12.9          | 82.0           | 5.0        | 114              | 67.5                   | 28.1          | 4.4        | 44.7          | 51.8          | 3.5        |
| 香川県  | 159             | 15.1          | 81.1           | 3.8        | 129              | 70.5                   | 22.5          | 7.0        | 40.3          | 55.8          | 3.9        |
| 愛媛県  | 328             | 14.9          | 80.2           | 4.9        | 263              | 68.1                   | 27.0          | 4.9        | 36.1          | 59.7          | 4.2        |
| 高知県  | 179             | 14.5          | 82.1           | 3.4        | 147              | 67.3                   | 31.3          | 1.4        | 41.5          | 57.8          | 0.7        |
| 福岡県  | 843             | 14.6          | 81.0           | 4.4        | 683              | 71.4                   | 25.0          | 3.5        | 42.2          | 54.3          | 3.5        |
| 佐賀県  | 149             | 10.1          | 85.2           | 4.7        | 127              | 66.1                   | 26.8          | 7.1        | 38.6          | 56.7          | 4.7        |
| 長崎県  | 293             | 15.4          | 80.2           | 4.4        | 235              | 65.1                   | 29.4          | 5.5        | 36.2          | 58.7          | 5.1        |
| 熊本県  | 428             | 15.7          | 78.0           | 6.3        | 334              | 70.1                   | 25.1          | 4.8        | 40.7          | 55.4          | 3.9        |
| 大分県  | 231             | 11.3          | 85.3           | 3.5        | 197              | 65.0                   | 29.9          | 5.1        | 40.6          | 56.9          | 2.5        |
| 宮崎県  | 228             | 18.4          | 75.4           | 6.1        | 172              | 69.8                   | 26.2          | 4.1        | 32.6          | 62.8          | 4.7        |
| 鹿児島県 | 309             | 14.6          | 79.9           | 5.5        | 247              | 69.2                   | 25.5          | 5.3        | 40.5          | 55.1          | 4.5        |
| 沖縄県  | 196             | 17.3          | 77.0           | 5.6        | 151              | 70.9                   | 25.2          | 4.0        | 41.7          | 53.6          | 4.6        |
| 無回答  | 397             | 10.6          | 75.3           | 14.1       | 299              | 65.9                   | 27.1          | 7.0        | 35.8          | 58.2          | 6.0        |

表Ⅶ－５（３） 直前の仕事の就業形態、勤続年数

（％）

都道府県版

|      | （直前は介護労働者数）    | 直前の介護の仕事の就業形態 |               |           |            | 直前の仕事の勤続年数 |            |             |               |             |            |               |               |            |
|------|----------------|---------------|---------------|-----------|------------|------------|------------|-------------|---------------|-------------|------------|---------------|---------------|------------|
|      |                | 正規職員          | 非正規職員         | その他       | 無回答        | 数か月以下      | 半年程度       | １年程度        | ２年程度          | ３年程度        | ４年程度       | ５年以上          | （再掲）１年未満      | 無回答        |
| 全 体  | 5,984<br>100.0 | 3,353<br>56.0 | 2,331<br>39.0 | 44<br>0.7 | 256<br>4.3 | 236<br>3.9 | 357<br>6.0 | 889<br>14.9 | 1,000<br>16.7 | 856<br>14.3 | 575<br>9.6 | 1,800<br>30.1 | 1,482<br>24.8 | 271<br>4.5 |
| 北海道  | 359            | 52.1          | 42.6          | 0.6       | 4.7        | 6.1        | 8.4        | 10.6        | 14.5          | 13.9        | 8.9        | 33.4          | 25.1          | 4.2        |
| 青森県  | 95             | 67.4          | 28.4          | －         | 4.2        | 3.2        | 3.2        | 14.7        | 17.9          | 11.6        | 7.4        | 37.9          | 21.1          | 4.2        |
| 岩手県  | 65             | 46.2          | 50.8          | －         | 3.1        | 7.7        | 7.7        | 9.2         | 10.8          | 9.2         | 7.7        | 44.6          | 24.6          | 3.1        |
| 宮城県  | 67             | 65.7          | 29.9          | －         | 4.5        | 6.0        | 7.5        | 13.4        | 16.4          | 11.9        | 10.4       | 28.4          | 26.9          | 6.0        |
| 秋田県  | 76             | 56.6          | 39.5          | －         | 3.9        | 5.3        | 5.3        | 17.1        | 13.2          | 11.8        | 9.2        | 34.2          | 27.7          | 3.9        |
| 山形県  | 50             | 62.0          | 36.0          | －         | 2.0        | 2.0        | 8.0        | 14.0        | 18.0          | 20.0        | 8.0        | 28.0          | 24.0          | 2.0        |
| 福島県  | 103            | 60.2          | 36.9          | 1.0       | 1.9        | 3.9        | 5.8        | 10.7        | 14.6          | 14.6        | 8.7        | 38.8          | 20.4          | 2.9        |
| 茨城県  | 85             | 55.3          | 41.2          | －         | 3.5        | 3.5        | 7.1        | 16.5        | 22.4          | 8.2         | 8.2        | 31.8          | 27.1          | 2.4        |
| 栃木県  | 68             | 51.5          | 44.1          | －         | 4.4        | 2.9        | 10.3       | 14.7        | 14.7          | 16.2        | 2.9        | 35.3          | 27.9          | 2.9        |
| 群馬県  | 94             | 63.8          | 33.0          | －         | 3.2        | 2.1        | 11.7       | 21.3        | 14.9          | 12.8        | 6.4        | 26.6          | 35.1          | 4.3        |
| 埼玉県  | 198            | 64.6          | 30.8          | 1.0       | 3.5        | 3.0        | 4.5        | 18.7        | 15.7          | 22.2        | 6.1        | 26.8          | 26.2          | 3.0        |
| 千葉県  | 197            | 58.9          | 34.5          | 0.5       | 6.1        | 2.5        | 3.6        | 17.3        | 17.3          | 15.2        | 10.7       | 26.9          | 23.4          | 6.6        |
| 東京都  | 456            | 51.1          | 44.7          | 1.8       | 2.4        | 3.5        | 5.3        | 15.4        | 19.1          | 15.8        | 10.5       | 27.2          | 24.2          | 3.3        |
| 神奈川県 | 276            | 47.8          | 46.0          | 1.8       | 4.3        | 2.2        | 7.2        | 14.5        | 19.6          | 16.3        | 8.0        | 27.2          | 23.9          | 5.1        |
| 新潟県  | 107            | 59.8          | 33.6          | 0.9       | 5.6        | 2.8        | 0.9        | 12.1        | 16.8          | 18.7        | 13.1       | 30.8          | 15.8          | 4.7        |
| 富山県  | 66             | 62.1          | 30.3          | 1.5       | 6.1        | 4.5        | 4.5        | 10.6        | 18.2          | 10.6        | 7.6        | 37.9          | 19.6          | 6.1        |
| 石川県  | 56             | 69.6          | 25.0          | －         | 5.4        | 7.1        | 1.8        | 3.6         | 17.9          | 7.1         | 16.1       | 41.1          | 12.5          | 5.4        |
| 福井県  | * 22           | * 63.6        | * 18.2        | －         | * 18.2     | * 4.5      | * 4.5      | * 4.5       | * 13.6        | * 13.6      | * 9.1      | * 31.8        | * 13.5        | * 18.2     |
| 山梨県  | 31             | 45.2          | 41.9          | －         | 12.9       | 3.2        | 3.2        | 25.8        | 19.4          | 3.2         | 12.9       | 19.4          | 32.2          | 12.9       |
| 長野県  | 136            | 46.3          | 42.6          | 0.7       | 10.3       | 5.9        | 5.1        | 8.8         | 12.5          | 12.5        | 10.3       | 34.6          | 19.8          | 10.3       |
| 岐阜県  | 119            | 55.5          | 40.3          | 1.7       | 2.5        | 3.4        | 5.0        | 10.1        | 16.0          | 14.3        | 13.4       | 35.3          | 18.5          | 2.5        |
| 静岡県  | 176            | 59.1          | 36.4          | 1.7       | 2.8        | 5.1        | 5.7        | 13.6        | 17.0          | 17.0        | 8.5        | 29.5          | 24.4          | 3.4        |
| 愛知県  | 296            | 50.7          | 43.2          | 1.0       | 5.1        | 2.7        | 5.4        | 16.6        | 15.9          | 14.5        | 11.1       | 28.7          | 24.7          | 5.1        |
| 三重県  | 97             | 61.9          | 33.0          | 1.0       | 4.1        | 3.1        | 8.2        | 16.5        | 16.5          | 16.5        | 6.2        | 27.8          | 27.8          | 5.2        |
| 滋賀県  | 66             | 57.6          | 40.9          | －         | 1.5        | 3.0        | 3.0        | 13.6        | 15.2          | 9.1         | 10.6       | 43.9          | 19.6          | 1.5        |
| 京都府  | 87             | 49.4          | 48.3          | －         | 2.3        | 3.4        | 3.4        | 20.7        | 13.8          | 17.2        | 14.9       | 23.0          | 27.5          | 3.4        |
| 大阪府  | 518            | 52.5          | 42.9          | 0.4       | 4.2        | 4.4        | 6.8        | 16.6        | 18.9          | 15.1        | 8.5        | 25.7          | 27.8          | 4.1        |
| 兵庫県  | 302            | 53.0          | 42.4          | －         | 4.6        | 4.0        | 5.0        | 16.2        | 14.6          | 15.6        | 10.3       | 28.5          | 25.2          | 6.0        |
| 奈良県  | 64             | 46.9          | 46.9          | －         | 6.3        | 4.7        | 4.7        | 23.4        | 15.6          | 14.1        | 9.4        | 25.0          | 32.8          | 3.1        |
| 和歌山県 | 54             | 57.4          | 33.3          | 1.9       | 7.4        | 5.6        | 5.6        | 11.1        | 11.1          | 11.1        | 11.1       | 37.0          | 22.3          | 7.4        |
| 鳥取県  | * 26           | * 57.7        | * 30.8        | * 3.8     | * 7.7      | * 11.5     | * 11.5     | * 7.7       | * 19.2        | * 11.5      | * 3.8      | * 26.9        | * 30.7        | * 7.7      |
| 島根県  | 44             | 54.5          | 36.4          | －         | 9.1        | 6.8        | 4.5        | 9.1         | 20.5          | 11.4        | 11.4       | 27.3          | 20.4          | 9.1        |
| 岡山県  | 113            | 64.6          | 31.9          | 0.9       | 2.7        | 7.1        | 7.1        | 15.0        | 14.2          | 14.2        | 11.5       | 28.3          | 29.2          | 2.7        |
| 広島県  | 132            | 61.4          | 34.8          | －         | 3.8        | 3.0        | 6.8        | 15.9        | 10.6          | 11.4        | 12.9       | 34.8          | 25.7          | 4.5        |
| 山口県  | 60             | 46.7          | 48.3          | －         | 5.0        | 5.0        | －          | 18.3        | 16.7          | 16.7        | 8.3        | 28.3          | 23.3          | 6.7        |
| 徳島県  | 51             | 60.8          | 37.3          | －         | 2.0        | －          | 3.9        | 15.7        | 11.8          | 23.5        | 7.8        | 35.3          | 19.6          | 2.0        |
| 香川県  | 52             | 59.6          | 30.8          | 1.9       | 7.7        | 5.8        | －          | 19.2        | 11.5          | 11.5        | 9.6        | 34.6          | 25.0          | 7.7        |
| 愛媛県  | 95             | 62.1          | 32.6          | －         | 5.3        | 5.3        | 6.3        | 11.6        | 20.0          | 11.6        | 13.7       | 27.4          | 23.2          | 4.2        |
| 高知県  | 61             | 52.5          | 41.0          | 1.6       | 4.9        | 4.9        | 6.6        | 26.2        | 11.5          | 18.0        | 8.2        | 18.0          | 37.7          | 6.6        |
| 福岡県  | 288            | 60.8          | 36.1          | －         | 3.1        | 3.8        | 8.3        | 16.7        | 18.4          | 10.8        | 11.8       | 26.0          | 28.8          | 4.2        |
| 佐賀県  | 49             | 40.8          | 53.1          | －         | 6.1        | 2.0        | 8.2        | 10.2        | 14.3          | 18.4        | 6.1        | 34.7          | 20.4          | 6.1        |
| 長崎県  | 85             | 60.0          | 32.9          | 2.4       | 4.7        | 3.5        | 3.5        | 9.4         | 17.6          | 14.1        | 10.6       | 35.3          | 16.4          | 5.9        |
| 熊本県  | 136            | 60.3          | 33.8          | 0.7       | 5.1        | 2.9        | 8.8        | 11.8        | 13.2          | 14.0        | 11.0       | 33.1          | 23.5          | 5.1        |
| 大分県  | 80             | 71.3          | 26.3          | －         | 2.5        | 1.3        | 8.8        | 21.3        | 11.3          | 12.5        | 7.5        | 35.0          | 31.4          | 2.5        |
| 宮崎県  | 56             | 67.9          | 26.8          | 3.6       | 1.8        | 3.6        | 5.4        | 14.3        | 21.4          | 8.9         | 7.1        | 37.5          | 23.3          | 1.8        |
| 鹿児島県 | 100            | 69.0          | 27.0          | 1.0       | 3.0        | 3.0        | 4.0        | 14.0        | 23.0          | 15.0        | 11.0       | 26.0          | 21.0          | 4.0        |
| 沖縄県  | 63             | 49.2          | 46.0          | －         | 4.8        | 1.6        | 4.8        | 11.1        | 27.0          | 14.3        | 4.8        | 31.7          | 17.5          | 4.8        |
| 無回答  | 107            | 51.4          | 46.7          | －         | 1.9        | 4.7        | 6.5        | 15.0        | 24.3          | 7.5         | 7.5        | 32.7          | 26.2          | 1.9        |

表Ⅶ－６ 直前の介護の仕事をやめた理由(複数回答)

(%)

## 都道府県版

|      | 回答労働者数         | 解人員・整理・事業不振等のため | 他に良い仕事・職場があったため | 新しい資格を取ったため | 収入が少なかったため    | 自分の将来の見込みが立たなかったため | 自分に向かない仕事だったため | 職場の人間関係に問題があったため | 法人や施設・事業所の理念や運営の方針に不満があったため | 家族の転職・転勤、又は事業所の移転のため | 定年・雇用契約の満了のため | 病気・高齢のため   | 結婚・出産・妊娠・育児のため | 家族の介護・看護のため | その他         | 無回答        |
|------|----------------|-----------------|-----------------|-------------|---------------|--------------------|----------------|------------------|-----------------------------|----------------------|---------------|------------|----------------|-------------|-------------|------------|
| 全 体  | 5,984<br>100.0 | 359<br>6.0      | 1,111<br>18.6   | 607<br>10.1 | 1,051<br>17.6 | 906<br>15.1        | 243<br>4.1     | 1,480<br>24.7    | 1,397<br>23.3               | 210<br>3.5           | 197<br>3.3    | 227<br>3.8 | 547<br>9.1     | 255<br>4.3  | 762<br>12.7 | 228<br>3.8 |
| 北海道  | 359            | 6.7             | 14.2            | 8.4         | 20.6          | 17.8               | 4.2            | 25.1             | 18.4                        | 4.7                  | 6.1           | 4.2        | 10.3           | 2.5         | 10.3        | 5.3        |
| 青森県  | 95             | 3.2             | 13.7            | 2.1         | 16.8          | 17.9               | 3.2            | 27.4             | 29.5                        | 4.2                  | 3.2           | 3.2        | 11.6           | 2.1         | 15.8        | 4.2        |
| 岩手県  | 65             | 4.6             | 16.9            | 12.3        | 23.1          | 15.4               | 1.5            | 24.6             | 9.2                         | 3.1                  | 4.6           | －          | 10.8           | 4.6         | 10.8        | 6.2        |
| 宮城県  | 67             | 3.0             | 17.9            | 6.0         | 22.4          | 13.4               | 9.0            | 28.4             | 28.4                        | 3.0                  | 1.5           | 4.5        | 14.9           | 1.5         | 20.9        | 3.0        |
| 秋田県  | 76             | 3.9             | 17.1            | 5.3         | 25.0          | 15.8               | 5.3            | 30.3             | 28.9                        | 6.6                  | 3.9           | 2.6        | 5.3            | 1.3         | 15.8        | 7.9        |
| 山形県  | 50             | 6.0             | 20.0            | 6.0         | 36.0          | 20.0               | 2.0            | 28.0             | 26.0                        | 8.0                  | 2.0           | －          | 10.0           | 2.0         | 12.0        | 6.0        |
| 福島県  | 103            | 5.8             | 16.5            | 11.7        | 18.4          | 8.7                | 1.9            | 27.2             | 25.2                        | 1.9                  | 2.9           | 2.9        | 9.7            | 5.8         | 10.7        | 5.8        |
| 茨城県  | 85             | 8.2             | 12.9            | 5.9         | 18.8          | 11.8               | 1.2            | 27.1             | 27.1                        | 1.2                  | 3.5           | 2.4        | 10.6           | 5.9         | 14.1        | 2.4        |
| 栃木県  | 68             | 7.4             | 20.6            | 5.9         | 19.1          | 14.7               | 4.4            | 25.0             | 26.5                        | 4.4                  | 1.5           | －          | 10.3           | 7.4         | 11.8        | 1.5        |
| 群馬県  | 94             | 1.1             | 19.1            | 8.5         | 16.0          | 17.0               | 7.4            | 27.7             | 29.8                        | 3.2                  | 6.4           | 2.1        | 7.4            | 6.4         | 6.4         | 5.3        |
| 埼玉県  | 198            | 11.1            | 15.2            | 14.1        | 15.7          | 14.6               | 4.5            | 23.2             | 24.2                        | 3.5                  | 2.0           | 3.0        | 8.6            | 3.5         | 14.1        | 1.5        |
| 千葉県  | 197            | 7.1             | 21.8            | 12.2        | 16.2          | 14.2               | 6.6            | 28.4             | 29.4                        | 4.6                  | 1.5           | 3.6        | 9.6            | 3.6         | 11.7        | 4.6        |
| 東京都  | 456            | 6.6             | 21.5            | 16.0        | 16.9          | 13.6               | 3.3            | 19.7             | 25.4                        | 3.9                  | 2.9           | 3.5        | 4.4            | 3.1         | 14.0        | 4.2        |
| 神奈川県 | 276            | 2.5             | 21.4            | 13.4        | 15.2          | 14.1               | 5.1            | 26.4             | 22.8                        | 5.4                  | 3.6           | 2.9        | 7.6            | 4.3         | 10.5        | 2.9        |
| 新潟県  | 107            | 4.7             | 16.8            | 7.5         | 17.8          | 15.9               | 3.7            | 26.2             | 23.4                        | 1.9                  | 2.8           | 4.7        | 12.1           | 3.7         | 16.8        | 6.5        |
| 富山県  | 66             | 4.5             | 21.2            | 9.1         | 12.1          | 15.2               | 7.6            | 19.7             | 24.2                        | 1.5                  | 6.1           | 6.1        | 9.1            | 1.5         | 13.6        | 4.5        |
| 石川県  | 56             | 8.9             | 17.9            | 7.1         | 12.5          | 19.6               | 7.1            | 19.6             | 19.6                        | 3.6                  | 1.8           | 5.4        | 25.0           | 1.8         | 3.6         | 1.8        |
| 福井県  | * 22           | －               | * 13.6          | * 9.1       | * 18.2        | * 22.7             | * 4.5          | * 45.5           | * 18.2                      | －                    | －             | * 9.1      | * 22.7         | * 9.1       | * 13.6      | * 4.5      |
| 山梨県  | 31             | 3.2             | 16.1            | 6.5         | 6.5           | 3.2                | －              | 16.1             | 22.6                        | －                    | 3.2           | 3.2        | 9.7            | 6.5         | 25.8        | 6.5        |
| 長野県  | 136            | 4.4             | 22.1            | 6.6         | 20.6          | 17.6               | 1.5            | 25.0             | 19.1                        | 5.9                  | 6.6           | 2.2        | 10.3           | 5.9         | 14.7        | 5.9        |
| 岐阜県  | 119            | 0.8             | 23.5            | 7.6         | 21.8          | 9.2                | 3.4            | 21.8             | 21.8                        | 1.7                  | 5.9           | 3.4        | 13.4           | 3.4         | 16.8        | 1.7        |
| 静岡県  | 176            | 5.1             | 15.3            | 7.4         | 11.4          | 12.5               | 5.1            | 27.3             | 25.6                        | 2.3                  | 2.3           | 2.8        | 11.4           | 6.3         | 15.9        | 3.4        |
| 愛知県  | 296            | 8.8             | 15.9            | 10.8        | 19.3          | 14.5               | 1.7            | 24.7             | 20.3                        | 3.4                  | 1.7           | 3.7        | 10.1           | 4.7         | 13.9        | 2.0        |
| 三重県  | 97             | 5.2             | 24.7            | 11.3        | 14.4          | 11.3               | 5.2            | 26.8             | 18.6                        | 2.1                  | 2.1           | 4.1        | 5.2            | 5.2         | 19.6        | 2.1        |
| 滋賀県  | 66             | 9.1             | 10.6            | 10.6        | 16.7          | 15.2               | 1.5            | 18.2             | 27.3                        | 3.0                  | －             | 6.1        | 9.1            | 6.1         | 15.2        | 4.5        |
| 京都府  | 87             | 3.4             | 21.8            | 11.5        | 28.7          | 14.9               | 1.1            | 23.0             | 23.0                        | 4.6                  | 2.3           | 1.1        | 6.9            | 4.6         | 11.5        | 2.3        |
| 大阪府  | 518            | 8.9             | 18.5            | 12.0        | 13.9          | 14.1               | 4.1            | 22.6             | 23.9                        | 2.1                  | 3.7           | 4.6        | 6.6            | 4.1         | 11.6        | 3.5        |
| 兵庫県  | 302            | 6.0             | 21.9            | 9.6         | 19.2          | 21.9               | 6.0            | 25.8             | 23.8                        | 3.0                  | 1.3           | 3.6        | 6.6            | 4.0         | 13.2        | 4.0        |
| 奈良県  | 64             | 10.9            | 14.1            | 7.8         | 9.4           | 18.8               | 4.7            | 28.1             | 25.0                        | －                    | 3.1           | 7.8        | 17.2           | 6.3         | 1.6         | 6.3        |
| 和歌山県 | 54             | 3.7             | 13.0            | 16.7        | 18.5          | 18.5               | 3.7            | 29.6             | 29.6                        | －                    | 1.9           | 3.7        | 9.3            | 1.9         | 14.8        | 3.7        |
| 鳥取県  | * 26           | * 7.7           | * 15.4          | * 3.8       | * 11.5        | * 7.7              | * 11.5         | * 26.9           | * 19.2                      | －                    | * 7.7         | －          | * 11.5         | * 11.5      | * 23.1      | * 3.8      |
| 島根県  | 44             | 2.3             | 18.2            | 2.3         | 13.6          | 9.1                | 6.8            | 20.5             | 20.5                        | 2.3                  | －             | 4.5        | 18.2           | －           | 15.9        | 6.8        |
| 岡山県  | 113            | 6.2             | 17.7            | 11.5        | 17.7          | 11.5               | 5.3            | 25.7             | 21.2                        | 3.5                  | 1.8           | 5.3        | 12.4           | 4.4         | 14.2        | 3.5        |
| 広島県  | 132            | 4.5             | 13.6            | 9.8         | 22.0          | 22.0               | 3.8            | 28.0             | 35.6                        | 2.3                  | 3.0           | 2.3        | 6.8            | 4.5         | 15.2        | 1.5        |
| 山口県  | 60             | 3.3             | 28.3            | 6.7         | 20.0          | 6.7                | －              | 23.3             | 20.0                        | 5.0                  | 3.3           | －          | 10.0           | 1.7         | 13.3        | 5.0        |
| 徳島県  | 51             | 13.7            | 19.6            | 13.7        | 27.5          | 15.7               | 5.9            | 33.3             | 15.7                        | 5.9                  | －             | 3.9        | 13.7           | 2.0         | 5.9         | 3.9        |
| 香川県  | 52             | 5.8             | 17.3            | 11.5        | 19.2          | 9.6                | 11.5           | 26.9             | 19.2                        | 3.8                  | 5.8           | 1.9        | 11.5           | 3.8         | 7.7         | 5.8        |
| 愛媛県  | 95             | 5.3             | 28.4            | 7.4         | 17.9          | 17.9               | 3.2            | 26.3             | 23.2                        | 4.2                  | 4.2           | 5.3        | 4.2            | 5.3         | 9.5         | 6.3        |
| 高知県  | 61             | 4.9             | 19.7            | 6.6         | 13.1          | 14.8               | 6.6            | 24.6             | 19.7                        | 4.9                  | 3.3           | 4.9        | 14.8           | 1.6         | 18.0        | 4.9        |
| 福岡県  | 288            | 5.9             | 18.1            | 7.6         | 17.0          | 14.2               | 3.1            | 30.2             | 22.6                        | 3.5                  | 2.8           | 5.9        | 8.0            | 5.2         | 9.0         | 3.1        |
| 佐賀県  | 49             | 6.1             | 10.2            | 8.2         | 22.4          | 22.4               | 4.1            | 24.5             | 20.4                        | 4.1                  | 4.1           | 6.1        | 10.2           | 8.2         | 6.1         | 4.1        |
| 長崎県  | 85             | 3.5             | 17.6            | 14.1        | 17.6          | 25.9               | 3.5            | 23.5             | 14.1                        | 3.5                  | 5.9           | 4.7        | 12.9           | 3.5         | 9.4         | 2.4        |
| 熊本県  | 136            | 3.7             | 19.1            | 8.1         | 18.4          | 14.0               | 5.1            | 22.1             | 17.6                        | 4.4                  | 3.7           | 6.6        | 11.8           | 5.1         | 8.1         | 5.1        |
| 大分県  | 80             | 2.5             | 27.5            | 16.3        | 21.3          | 13.8               | 1.3            | 21.3             | 25.0                        | 5.0                  | 1.3           | 5.0        | 7.5            | 3.8         | 15.0        | 2.5        |
| 宮崎県  | 56             | 7.1             | 19.6            | 8.9         | 17.9          | 17.9               | －              | 23.2             | 32.1                        | 1.8                  | 8.9           | 1.8        | 7.1            | 5.4         | 12.5        | －          |
| 鹿児島県 | 100            | 5.0             | 12.0            | 7.0         | 8.0           | 14.0               | 5.0            | 21.0             | 21.0                        | 6.0                  | 2.0           | 4.0        | 6.0            | 10.0        | 22.0        | 3.0        |
| 沖縄県  | 63             | 3.2             | 25.4            | 11.1        | 15.9          | 19.0               | －              | 14.3             | 28.6                        | 6.3                  | 4.8           | 1.6        | 15.9           | 1.6         | 15.9        | 3.2        |
| 無回答  | 107            | 8.4             | 15.9            | 9.3         | 16.8          | 10.3               | 3.7            | 20.6             | 20.6                        | 1.9                  | 6.5           | 5.6        | 7.5            | 7.5         | 9.3         | 3.7        |