表1 雇用確保措置の実施状況

(社、%)

	①実施	済み	②未	実施	合計((1)+(2)
21人以上	236,815	(235,620)	191	(255)	237,006	(235,875)
総計	99.9%	(99.9%)	0.1%	(0.1%)	100.0%	(100.0%)
31人以上	176,239	(175,452)	90	(89)	176,329	(175,541)
総計	99.9%	(99.9%)	0.1%	(0.1%)	100.0%	(100.0%)
21~300人	219,798	(218,532)	189	(253)	219,987	(218,785)
21~300人	99.9%	(99.9%)	0.1%	(0.1%)	100.0%	(100.0%)
21~30人	60,576	(60,168)	101	(166)	60,677	(60,334)
21~30	99.8%	(99.7%)	0.2%	(0.3%)	100.0%	(100.0%)
31~300人	159,222	(158,364)	88	(87)	159,310	(158,451)
31~300人	99.9%	(99.9%)	0.1%	(0.1%)	100.0%	(100.0%)
301人以上	17,017	(17,088)	2	(2)	17,019	(17,090)
301人以上	99.9%	(99.9%)	0.1%	(0.1%)	100.0%	(100.0%)

^{※()}内は、令和4年6月1日現在の数値。

表2 雇用確保措置の規模別・産業別実施状況

(%)

		(1	実施済	企業割	合	2	未実施	企業割	<u></u>
	合 計	99	.9%	(99	.9%)	0.	1%	(0.	l%)
	21~30人	99	.8%	(99	.7%)	0.:	2%	(0.	3%)
_	31~50人	99	.9%	(99	.9%)	0.	1%	(0.	1%)
規	51~100人	99	.9%	(99	.9%)	0.	1%	(0.	1%)
模 別	101~300人	99	.9%	(99	.9%)	0.	1%	(0.	1%)
,,,	301~500人	99	.9%	(99	.9%)	0.	1%	(0.	1%)
	501~1,000人	99	.9%	(99	.9%)	0.	1%	(0.	(%)
	1,001人以上	100	0.0%	(100	0.0%)	0.0	0%	(0.	0%)
		21人	以上	31人	以上	21人	以上	31人	以上
	合 計	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	農、林、漁業	99.8%	(99.9%)	99.7%	(100.0%)	0.2%	(0.1%)	0.3%	(0.0%)
	鉱業、採石業、砂利採取業	100.0%	(99.6%)	100.0%	(100.0%)	0.0%	(0.4%)	0.0%	(0.0%)
	建設業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	製造業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	電気・ガス・熱供給・水道業	99.5%	(99.8%)	99.8%	(100.0%)	0.5%	(0.2%)	0.2%	(0.0%)
	情報通信業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	運輸、郵便業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
産 業	卸売業、小売業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
別	金融業、保険業	99.9%	(99.9%)	99.9%	(100.0%)	0.1%	(0.1%)	0.1%	(0.0%)
	不動産業、物品賃貸業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	学術研究、専門・技術サービス業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	宿泊業、飲食サービス業	99.9%	(99.8%)	99.9%	(99.9%)	0.1%	(0.2%)	0.1%	(0.1%)
	生活関連サービス業、娯楽業	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	教育、学習支援業	99.8%	(99.7%)	99.9%	(99.8%)	0.2%	(0.3%)	0.1%	(0.2%)
	医療、福祉	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	複合サービス事業	100.0%	(99.9%)	100.0%	(100.0%)	0.0%	(0.1%)	0.0%	(0.0%)
	サービス業(他に分類されないもの)	99.9%	(99.9%)	99.9%	(99.9%)	0.1%	(0.1%)	0.1%	(0.1%)
	その他	100.0%	(100.0%)	100.0%	(100.0%)	0.0%	(0.0%)	0.0%	(0.0%)

^{※()}内は、令和4年6月1日現在の数値。

[※] 本集計は、原則小数点第2位以下を四捨五入しているが、本表の「301人以上」の①については、小数点第2位以下を切り捨て、②については、 小数点第2位以下を切り上げとしている。

表3-1 雇用確保措置実施企業における措置内容の内訳

(社、%)

	①定年制	の廃止	②定年の	引上げ	③継続雇用	制度の導入	合計(①+	2+3)
21人以上総計	9,275	(9,248)	63,772	(60,037)	163,768	(166,335)	236,815	(235,620)
21人以工稿目	3.9%	(3.9%)	26.9%	(25.5%)	69.2%	(70.6%)	100.0%	(100.0%)
31人以上総計	5,406	(5,381)	44,984	(42,308)	125,849	(127,763)	176,239	(175,452)
31人从工物间	3.1%	(3.1%)	25.5%	(24.1%)	71.4%	(72.8%)	100.0%	(100.0%)
21~300人	9,158	(9,138)	60,806	(57,288)	149,834	(152,106)	219,798	(218,532)
21300	4.2%	(4.2%)	27.7%	(26.2%)	68.2%	(69.6%)	100.0%	(100.0%)
21~30人	3,869	(3,867)	18,788	(17,729)	37,919	(38,572)	60,576	(60,168)
21~30人	6.4%	(6.4%)	31.0%	(29.5%)	62.6%	(64.1%)	100.0%	(100.0%)
31~300人	5,289	(5,271)	42,018	(39,559)	111,915	(113,534)	159,222	(158,364)
31.~300%	3.3%	(3.3%)	26.4%	(25.0%)	70.3%	(71.7%)	100.0%	(100.0%)
301人以上	117	(110)	2,966	(2,749)	13,934	(14,229)	17,017	(17,088)
501八叔工	0.7%	(0.6%)	17.4%	(16.1%)	81.9%	(83.3%)	100.0%	(100.0%)

表3-2 継続雇用制度の内訳

(社、%)

	1		2			
	希望者全員を	対象とする	経過措置に基づ		合計(①)+②)
	継続雇用	用制度	者とする継続	売雇用制度		
21人以上総計	138,509	(137,982)	25,259	(28,353)	163,768	(166,335)
21人以上稿目	84.6%	(83.0%)	15.4%	(17.0%)	100.0%	(100.0%)
31人以上総計	103,003	(102,131)	22,846	(25,632)	125,849	(127,763)
31人以工稿訂	81.8%	(79.9%)	18.2%	(20.1%)	100.0%	(100.0%)
21~300人	129,015	(128,733)	20,819	(23,373)	149,834	(152,106)
21~300人	86.1%	(84.6%)	13.9%	(15.4%)	100.0%	(100.0%)
21~30人	35,506	(35,851)	2,413	(2,721)	37,919	(38,572)
21~30人	93.6%	(92.9%)	6.4%	(7.1%)	100.0%	(100.0%)
31~300人	93,509	(92,882)	18,406	(20,652)	111,915	(113,534)
31~300人	83.6%	(81.8%)	16.4%	(18.2%)	100.0%	(100.0%)
301人以上	9,494	(9,249)	4,440	(4,980)	13,934	(14,229)
301人以上	68.1%	(65.0%)	31.9%	(35.0%)	100.0%	(100.0%)

^{※()}内は、令和4年6月1日現在の数値。

表3-3 雇用確保措置における継続雇用先の内訳

(社、%)

				自社以外	の継続雇用先か	《ある企業			
	① 自社のみ	② 自社、子会社 等	③ 自社、関連 会社等	④ 自社、子会社 等、関連会社 等	⑤ 子会社等	⑥ 子会社等、 関連会社等	⑦ 関連会社等	小計 (②~⑦)	合計 (①~⑦)
21人以上	155,018 -	4,664 -	1,471 -	2,172 -	311 -	20 -	112 -	8,750 -	163,768 -
総計	94.7% -	2.8% -	0.9% -	1.3% -	0.2% -	0.0% -	0.1% -	5.3% -	100.0% -
31人以上	118,090 -	4,149 -	1,259 -	1,965 -	269 -	20 -	97 -	7,759 -	125,849 -
総計	93.8% -	3.3% -	1.0% -	1.6% -	0.2% -	0.0% -	0.1% -	6.2% -	100.0% -
04 000 1	143,583 -	3,318 -	1,167 -	1,408 -	250 -	14 -	94 -	6,251 -	149,834 -
21~300人	95.8% -	2.2% -	0.8% -	0.9% -	0.2% -	0.0% -	0.1% -	4.2% -	100.0% -
04 00 1	36,928 -	515 -	212 -	207 -	42 -	0 -	15 -	991 -	37,919 -
21~30人	97.4% -	1.4% -	0.6% -	0.5% -	0.1% -	0.0% -	0.0% -	2.6% -	100.0% -
	106,655 -	2,803 -	955 -	1,201 -	208 -	14 -	79 -	5,260 -	111,915 -
31~300人	95.3% -	2.5% -	0.9% -	1.1% -	0.2% -	0.0% -	0.1% -	4.7% -	100.0% -
004 101	11,435 -	1,346 -	304 -	764 -	61 -	6 -	18 -	2,499 -	13,934 -
301人以上	82.1% -	9.7% -	2.2% -	5.5% -	0.4% -	0.0% -	0.1% -	17.9% -	100.0% -

^{※「}合計」は、表3-1の「③継続雇用制度の導入」に対応している。

^{※()}内は、令和4年6月1日現在の数値。 ※「合計」は、表1の「①実施済み」に対応している。

^{※「}②定年の引上げ」は、65歳以上の定年の年齢を設けている企業を、「③継続雇用制度の導入」は、定年年齢は65歳未満だが継続雇用制度の上限年 齢を65歳以上としている企業を、それぞれ計上している。

^{※「}合計」は、表3-1の「③継続雇用制度の導入」に対応している。

表4-1 70歳までの就業確保措置の実施状況

(社、%)

					①70歳を	までの就業	確保措置多	臭施済み									
				定年	廃止	定年の	引上げ		用制度 算入		等措置の 入		【保措置相 清置実施	③そ 未9		合 (①+②	}† ()+3)
	21人以上総計	70,443	(65,782)	9,275	(9,248)	5,361	(4,995)	55,694	(51,426)	113	(113)	4,118	(3,967)	162,445	(166,126)	237,006	(235,875)
	21人以上166日	29.7%	(27.9%)	3.9%	(3.9%)	2.3%	(2.1%)	23.5%	(21.8%)	0.1%	(0.1%)	1.7%	(1.7%)	68.5%	(70.4%)	100.0%	(100.0%)
	31人以上総計	50,572	(46,921)	5,406	(5,381)	3,507	(3,264)	41,564	(38,185)	95	(91)	3,104	(2,995)	122,653	(125,625)	176,329	(175,541)
	31人以工程6日	28.7%	(26.7%)	3.1%	(3.1%)	2.0%	(1.9%)	23.6%	(21.8%)	0.1%	(0.1%)	1.8%	(1.7%)	69.6%	(71.6%)	100.0%	(100.0%)
	21~300人	66,560	(62,303)	9,158	(9,138)	5,255	(4,897)	52,061	(48,176)	86	(92)	3,828	(3,700)	149,599	(152,782)	219,987	(218,785)
	21~300人	30.3%	(28.5%)	4.2%	(4.2%)	2.4%	(2.2%)	23.7%	(22.0%)	0.1%	(0.1%)	1.7%	(1.7%)	68.0%	(69.8%)	100.0%	(100.0%)
	21~30人	19,871	(18,861)	3,869	(3,867)	1,854	(1,731)	14,130	(13,241)	18	(22)	1,014	(972)	39,792	(40,501)	60,677	(60,334)
	21.030	32.7%	(31.3%)	6.4%	(6.4%)	3.1%	(2.9%)	23.3%	(21.9%)	0.1%	(0.1%)	1.7%	(1.6%)	65.6%	(67.1%)	100.0%	(100.0%)
	31~300人	46,689	(43,442)	5,289	(5,271)	3,401	(3,166)	37,931	(34,935)	68	(70)	2,814	(2,728)	109,807	(112,281)	159,310	(158,451)
	31~300%	29.3%	(27.4%)	3.3%	(3.3%)	2.1%	(2.0%)	23.8%	(22.0%)	0.1%	(0.1%)	1.8%	(1.7%)	68.9%	(70.9%)	100.0%	(100.0%)
	201 J P.I F	3,883	(3,479)	117	(110)	106	(98)	3,633	(3,250)	27	(21)	290	(267)	12,846	(13,344)	17,019	(17,090)
301人以上	22.8%	(20.4%)	0.7%	(0.6%)	0.6%	(0.6%)	21.3%	(19.0%)	0.2%	(0.1%)	1.7%	(1.6%)	75.5%	(78.1%)	100.0%	(100.0%)	

^{※()}内は、令和4年6月1日現在の数値。

表4-2 70歳までの就業確保措置の規模別・産業別実施状況

(%)

		Œ	実施済	企業割合		2	未実施	企業割合	(%)
	合 計	29.79	6	(27.9%	%)	70.3	%	(72.19	6)
	21~30人	32.79	6	(31.3%	i)	67.3	%	(68.7%	,)
	31~50人	32.09	6	(30.29	%)	68.0	%	(69.89	6)
規 模	51~100人	28.99	6	(27.19	%)	71.1	%	(72.9%	6)
別	101~300人	25.49	6	(23.39	%)	74.6	%	(76.79	6)
722	301~500人	22.19	6	(20.19	%)	77.9	%	(79.99	6)
	501~1,000人	22.49	6	(19.79	%)	77.6	%	(80.39	6)
	1,001人以上	24.79	6	(21.79	%)	75.3	%	(78.39	6)
		21人以	.上	31人以	l.E	21人以	止	31人以	上
	合 計	29.7%	(27.9%)	28.7%	(26.7%)	70.3%	(72.1%)	71.3%	(73.3%)
	農、林、漁業	39.6%	(37.1%)	39.8%	(36.3%)	60.4%	(62.9%)	60.2%	(63.7%)
	鉱業、採石業、砂利採取業	32.3%	(31.9%)	26.3%	(26.3%)	67.7%	(68.1%)	73.7%	(73.7%)
	建設業	40.6%	(37.9%)	38.4%	(35.7%)	59.4%	(62.1%)	61.6%	(64.3%)
	製造業	25.9%	(24.1%)	24.0%	(22.0%)	74.1%	(75.9%)	76.0%	(78.0%)
	電気・ガス・熱供給・水道業	23.5%	(22.0%)	22.1%	(21.3%)	76.5%	(78.0%)	77.9%	(78.7%)
	情報通信業	15.2%	(13.6%)	15.1%	(13.1%)	84.8%	(86.4%)	84.9%	(86.9%)
-	運輸、郵便業	36.8%	(34.6%)	36.2%	(33.8%)	63.2%	(65.4%)	63.8%	(66.2%)
産業	卸売業、小売業	22.8%	(20.9%)	21.7%	(19.9%)	77.2%	(79.1%)	78.3%	(80.1%)
業 別	金融業、保険業	22.9%	(19.2%)	23.3%	(19.1%)	77.1%	(80.8%)	76.7%	(80.9%)
	不動産業、物品賃貸業	24.1%	(22.1%)	23.9%	(21.5%)	75.9%	(77.9%)	76.1%	(78.5%)
	学術研究、専門・技術サービス業	23.9%	(21.6%)	22.6%	(20.1%)	76.1%	(78.4%)	77.4%	(79.9%)
	宿泊業、飲食サービス業	33.1%	(31.5%)	32.0%	(30.2%)	66.9%	(68.5%)	68.0%	(69.8%)
	生活関連サービス業、娯楽業	27.7%	(25.9%)	27.1%	(24.9%)	72.3%	(74.1%)	72.9%	(75.1%)
	教育、学習支援業	24.5%	(23.9%)	23.5%	(22.2%)	75.5%	(76.1%)	76.5%	(77.8%)
	医療、福祉	36.8%	(35.2%)	37.2%	(35.4%)	63.2%	(64.8%)	62.8%	(64.6%)
	複合サービス事業	14.9%	(13.0%)	14.0%	(12.4%)	85.1%	(87.0%)	86.0%	(87.6%)
	サービス業(他に分類されないもの)	33.5%	(31.9%)	33.2%	(31.8%)	66.5%	(68.1%)	66.8%	(68.2%)
	その他	23.9%	(22.8%)	21.3%	(19.7%)	76.1%	(77.2%)	78.7%	(80.3%)

※()内は、令和4年6月1日現在の数値。

^{※(「}①70歳までの就業確保措置実施済み」とは、法令の定めに基づいた適正な手続きを経て、定年制の廃止、定年の引上げ、継続雇用制度もしくは創業支援等措置の導入のいずれかの措置を講ずることにより、70歳までの就業機会の確保を実施している場合を指す。なお、「定年の引上げ」は70歳以上の定年の定めを設けている企業を、「継続雇用制度の導入」は定年年齢は70歳未満だが継続雇用制度の上限年齢を70歳以上としている企業を、「創業支援等措置の導入」は定年年齢及び継続雇用制度の上限年齢を70歳以上としている企業を、「創業支援等措置の導入」は定年年齢及び継続雇用制度の上限年齢を70歳以上としている企業を、「創業支援等措置の導入」は定年年齢及び継続雇用制度の年齢は70歳未満だが創業支援等措置の年齢を70歳以上としている企業を、それぞ

ペラーエンとで、 ※「②就業確保措置相当の措置実施」とは、「①70歳までの就業確保措置実施済み」と同様の措置を70歳未満の年齢まで導入している場合を指す。 ※本集計は、原則小数点第2位以下を四捨五入しているが、本表の「21人以上総計」「21~300人」「21~30人」「31~300人」の「創業支援等措置の導入」については、小数点第2位以下を切り上げとし

表5 企業における定年制の状況

										定年制あり						65歳以上		却先しょ人	ての 会業
		定年制の	の廃止	60歳オ	卡満	60歳	ŧ	61歳~	64歳	65 j	歳	66~6	9歳	70歳以	止	(定年制の原	6元を3の)	報告した全	: Cの正果
2	1人以上	9,275	(9,248)	0	0	157,457	(160,700)	6,502	(5,890)	55,712	(52,418)	2,699	(2,624)	5,361	(4,995)	73,047	(69,285)	237,006	(235,875)
	総計	3.9%	(3.9%)	0.0%	(0.0%)	66.4%	(68.1%)	2.7%	(2.5%)	23.5%	(22.2%)	1.1%	(1.1%)	2.3%	(2.1%)	30.8%	(29.4%)	100.0%	(100.0%)
	31人以上	5,406	(5,381)	0	0	120,617	(123,098)	5,322	(4,754)	39,622	(37,243)	1,855	(1,801)	3,507	(3,264)	50,390	(47,689)	176,329	(175,541)
	総計	3.1%	(3.1%)	0.0%	(0.0%)	68.4%	(70.1%)	3.0%	(2.7%)	22.5%	(21.2%)	1.1%	(1.0%)	2.0%	(1.9%)	28.6%	(27.2%)	100.0%	(100.0%)
21	1~300人	9,158	(9,138)	0	0	144,325	(147,114)	5,698	(5,245)	52,898	(49,807)	2,653	(2,584)	5,255	(4,897)	69,964	(66,426)	219,987	(218,785)
21	11.000	4.2%	(4.2%)	0.0%	(0.0%)	65.6%	(67.2%)	2.6%	(2.4%)	24.0%	(22.8%)	1.2%	(1.2%)	2.4%	(2.2%)	31.8%	(30.4%)	100.0%	(100.0%)
	21~30人	3,869	(3,867)	0	0	36,840	(37,602)	1,180	(1,136)	16,090	(15,175)	844	(823)	1,854	(1,731)	22,657	(21,596)	60,677	(60,334)
	211-30	6.4%	(6.4%)	0.0%	(0.0%)	60.7%	(62.3%)	1.9%	(1.9%)	26.5%	(25.2%)	1.4%	(1.4%)	3.1%	(2.9%)	37.3%	(35.8%)	100.0%	(100.0%)
	31~300人	5,289	(5,271)	0	0	107,485	(109,512)	4,518	(4,109)	36,808	(34,632)	1,809	(1,761)	3,401	(3,166)	47,307	(44,830)	159,310	(158,451)
	31~300人	3.3%	(3.3%)	0.0%	(0.0%)	67.5%	(69.1%)	2.8%	(2.6%)	23.1%	(21.9%)	1.1%	(1.1%)	2.1%	(2.0%)	29.7%	(28.3%)	100.0%	(100.0%)
20	01人以上	117	(110)	0	0	13,132	(13,586)	804	(645)	2,814	(2,611)	46	(40)	106	(98)	3,083	(2,859)	17,019	(17,090)
30	UI	0.7%	(0.6%)	0.0%	(0.0%)	77.2%	(79.5%)	4.7%	(3.8%)	16.5%	(15.3%)	0.3%	(0.2%)	0.6%	(0.6%)	18.1%	(16.7%)	100.0%	(100.0%)

^{※()}内は、令和4年6月1日現在の数値。

^{※「65}歳以上定年」は、表3-1の「①定年制の廃止」と「②定年の引上げ」を合計した数値に対応している。

^{※「}報告した全ての企業」は、表1の「合計」に対応している。

表6 66歳以上まで働ける制度のある企業の状況

(社、%)

	① 定年制の廃止	② 66歳以上 定年	③ 希望者全員 66歳以上 継続雇用	④ 基準該当者 66歳以上 継続雇用	⑤ その他66歳以上 まで働ける制度	合計① (①~③)	合計② (①~④)	合計③ (①~⑤)	報告した全ての企業
21人以上	9,275 (9,248)	8,060 (7,619)	26,632 (24,988)	30,485 (27,785)	28,165 (26,354)	43,967 (41,855)	74,452 (69,640)	102,617 (95,994)	237,006 (235,875)
総計	3.9% (3.9%)	3.4% (3.2%)	11.2% (10.6%)	12.9% (11.8%)	11.9% (11.2%)	18.6% (17.7%)	31.4% (29.5%)	43.3% (40.7%)	100.0% (100.0%)
31人以上	5,406 (5,381)	5,362 (5,065)	18,813 (17,484)	24,004 (21,898)	21,688 (20,193)	29,581 (27,930)	53,585 (49,828)	75,273 (70,021)	176,329 (175,541)
総計	3.1% (3.1%)	3.0% (2.9%)	10.7% (10.0%)	13.6% (12.5%)	12.3% (11.5%)	16.8% (15.9%)	30.4% (28.4%)	42.7% (39.9%)	100.0% (100.0%)
21~300人	9,158 (9,138)	7,908 (7,481)	25,682 (24,120)	27,557 (25,176)	25,468 (23,731)	42,748 (40,739)	70,305 (65,915)	95,773 (89,646)	219,987 (218,785)
21~300人	4.2% (4.2%)	3.6% (3.4%)	11.7% (11.0%)	12.5% (11.5%)	11.6% (10.8%)	19.4% (18.6%)	32.0% (30.1%)	43.5% (41.0%)	100.0% (100.0%)
21~30人	3,869 (3,867)	2,698 (2,554)	7,819 (7,504)	6,481 (5,887)	6,477 (6,161)	14,386 (13,925)	20,867 (19,812)	27,344 (25,973)	60,677 (60,334)
211030	6.4% (6.4%)	4.4% (4.2%)	12.9% (12.4%)	10.7% (9.8%)	10.7% (10.2%)	23.7% (23.1%)	34.4% (32.8%)	45.1% (43.0%)	100.0% (100.0%)
31~300人	5,289 (5,271)	5,210 (4,927)	17,863 (16,616)	21,076 (19,289)	18,991 (17,570)	28,362 (26,814)	49,438 (46,103)	68,429 (63,673)	159,310 (158,451)
31~300人	3.3% (3.3%)	3.3% (3.1%)	11.2% (10.5%)	13.2% (12.2%)	11.9% (11.1%)	17.8% (16.9%)	31.0% (29.1%)	43.0% (40.2%)	100.0% (100.0%)
301人以上	117 (110)	152 (138)	950 (868)	2,928 (2,609)	2,697 (2,623)	1,219 (1,116)	4,147 (3,725)	6,844 (6,348)	17,019 (17,090)
301 X M T	0.7% (0.6%)	0.9% (0.8%)	5.6% (5.1%)	17.2% (15.3%)	15.8% (15.3%)	7.2% (6.5%)	24.4% (21.8%)	40.2% (37.1%)	100.0% (100.0%)

- ※()内は、令和4年6月1日現在の数値。 ※66歳以上定年制度と66歳以上の継続雇用制度の両方の制度を持つ企業は、「②66歳以上定年」のみに計上している。 ※「⑤その他66歳以上まで働ける制度」とは、業務委託等その他企業の実情に応じて何らかの仕組みで66歳以上まで働くことができる制度を導入している場合を指す。 ※「報告した全ての企業」は、表1の「合計」に対応している。

表7 70歳以上まで働ける制度のある企業の状況

(社、%)

	① 定年制の廃止	② 70歳以上 定年	③ 希望者全員 70歳以上 継続雇用	④ 基準該当者 70歳以上 継続雇用	⑤ その他70歳以上 まで働ける制度	合計① (①~③)	合計② (①~④)	合計③ (①~⑤)	報告した全ての企業
21人以上	9,275 (9,248)	5,361 (4,995)	25,794 (24,201)	29,900 (27,225)	28,154 (26,449)	40,430 (38,444)	70,330 (65,669)	98,484 (92,118)	237,006 (235,875)
総計	3.9% (3.9%)	2.3% (2.1%)	10.9% (10.3%)	12.6% (11.5%)	11.9% (11.2%)	17.1% (16.3%)	29.7% (27.8%)	41.6% (39.1%)	100.0% (100.0%)
31人以上	5,406 (5,381)	3,507 (3,264)	18,099 (16,796)	23,465 (21,389)	21,603 (20,203)	27,012 (25,441)	50,477 (46,830)	72,080 (67,033)	176,329 (175,541)
総計	3.1% (3.1%)	2.0% (1.9%)	10.3% (9.6%)	13.3% (12.2%)	12.3% (11.5%)	15.3% (14.5%)	28.6% (26.7%)	40.9% (38.2%)	100.0% (100.0%)
21~300人	9,158 (9,138)	5,255 (4,897)	24,936 (23,404)	27,125 (24,772)	25,533 (23,911)	39,349 (37,439)	66,474 (62,211)	92,007 (86,122)	219,987 (218,785)
2119300	4.2% (4.2%)	2.4% (2.2%)	11.3% (10.7%)	12.3% (11.3%)	11.6% (10.9%)	17.9% (17.1%)	30.2% (28.4%)	41.8% (39.4%)	100.0% (100.0%)
21~30人	3,869 (3,867)	1,854 (1,731)	7,695 (7,405)	6,435 (5,836)	6,551 (6,246)	13,418 (13,003)	19,853 (18,839)	26,404 (25,085)	60,677 (60,334)
21~30	6.4% (6.4%)	3.1% (2.9%)	12.7% (12.3%)	10.6% (9.7%)	10.8% (10.4%)	22.1% (21.6%)	32.7% (31.2%)	43.5% (41.6%)	100.0% (100.0%)
31~300人	5,289 (5,271)	3,401 (3,166)	17,241 (15,999)	20,690 (18,936)	18,982 (17,665)	25,931 (24,436)	46,621 (43,372)	65,603 (61,037)	159,310 (158,451)
317-300	3.3% (3.3%)	2.1% (2.0%)	10.8% (10.1%)	13.0% (12.0%)	11.9% (11.1%)	16.3% (15.4%)	29.3% (27.4%)	41.2% (38.5%)	100.0% (100.0%)
201 L P.I F	117 (110)	106 (98)	858 (797)	2,775 (2,453)	2,621 (2,538)	1,081 (1,005)	3,856 (3,458)	6,477 (5,996)	17,019 (17,090)
301人以上	0.7% (0.6%)	0.6% (0.6%)	5.0% (4.7%)	16.3% (14.4%)	15.4% (14.9%)	6.4% (5.9%)	22.7% (20.2%)	38.1% (35.1%)	100.0% (100.0%)

- ※()内は、令和4年6月1日現在の数値。※70歳以上定年制度と70歳以上の継続雇用制度の両方の制度を持つ企業は、「②70歳以上定年」のみに計上している。※「⑤その他70歳以上まで働ける制度」とは、業務委託等その他企業の実情に応じて何らかの仕組みで70歳以上まで働くことができる制度を導入している場合を指す。
- ※「報告した全ての企業」は、表1の「合計」に対応している。

表8-1 60歳定年企業における定年到達者等の状況

	企業数(社)	定年到達者総数	定生	年退職者数]を希望し		和老弟	続雇用者	数	うち子会社 継	等・関連: 続雇用者		(継続雇用を	年退職者額を希望した。	たが継続雇	継続雇用の 終了による 離職者数 (人)
60歳定年企業で 定年到達者がいる企業等	91,114	404,967	50,436	12.5%	(12.7%)	354,034	87.4%	(87.1%)	13,446	3.3%	(2.7%)	497	0.1%	(0.2%)	80,645
うち女性	47,668	134,718	14,017	10.4%	(10.9%)	120,534	89.5%	(89.0%)	1,693	1.3%	(1.0%)	167	0.1%	(0.1%)	22,992

[※] 本集計は、過去1年間(令和4年6月1日から令和5年5月31日)に60歳定年企業において定年年齢に到達した者及び継続雇用制度における上限年齢に到達したことによる離職者の数について集計している。 ※()内は、令和4年6月1日現在の数値。

表8-2 経過措置に基づく継続雇用制度の対象者を限定する基準の適用状況

		基準を適用できる									
	企業数(社)	年齢に到達した者 の総数 (人)	継続原 (継続雇用の	雇用終了:)更新を希 者)		(基準に該当	読雇用者 áし引き網 された者	たき継続雇	継続雇用終了者数 (基準に該当しない者)		
経過措置適用企業で基準適用 年齢到達者(64歳)がいる企業	10,630	51,962	3,242	6.2%	(7.2%)	48,195	92.8%	(91.2%)	525	1.0%	(1.6%)
うち女性	4,769	14,580	816	5.6%	(5.8%)	13,646	93.6%	(92.9%)	118	0.8%	(1.3%)

[※] 本集計は、令和4年6月1日から令和5年5月31日に経過措置適用企業において基準適用年齢に到達した者について集計している。

^{※()}内は、令和4年6月1日現在の数値(経過措置の基準適用年齢は64歳)。

1 5-

表9 年齡別常用労働者数

		年齡計									
				60歳以上合計		60~64歳		65歳以上		うち70歳以上	
31人以上 規模企業	平成26年	28,774,183人	(100.0)	2,872,243人	(100.0)	1,953,169人	(100.0)	919,074人	(100.0)	211,450人	(100.0)
	平成27年	29,537,468人	(102.7)	3,047,422人	(106.1)	1,979,923人	(101.4)	1,067,499人	(116.1)	242,005人	(114.5)
	平成28年	30,491,567人	(106.0)	3,245,355人	(113.0)	2,021,657人	(103.5)	1,223,698人	(133.1)	271,786人	(128.5)
	平成29年	30,804,295人	(107.1)	3,474,482人	(121.0)	2,043,334人	(104.6)	1,431,148人	(155.7)	375,122人	(177.4)
	平成30年	30,982,684人	(107.7)	3,625,887人	(126.2)	2,063,531人	(105.7)	1,562,356人	(170.0)	459,469人	(217.3)
	令和元年	31,654,879人	(110.0)	3,864,572人	(134.5)	2,147,609人	(110.0)	1,716,963人	(186.8)	574,705人	(271.8)
	令和2年	32,338,594人	(112.4)	4,093,225人	(142.5)	2,243,481人	(114.9)	1,849,744人	(201.3)	675,336人	(319.4)
	令和3年	32,334,496人	(112.4)	4,209,527人	(146.6)	2,271,226人	(116.3)	1,938,301人	(210.9)	756,536人	(357.8)
	令和4年	33,272,499人	(115.6)	4,416,892人	(153.8)	2,407,615人	(123.3)	2,009,277人	(218.6)	811,170人	(383.6)
	令和5年	33,717,215人	(117.2)	4,567,368人	(159.0)	2,494,280人	(127.7)	2,073,088人	(225.6)	857,138人	(405.4)
21人以上 規模企業	令和3年	33,799,709人	(100.0)	4,473,440人	(100.0)	2,391,478人	(100.0)	2,081,962人	(100.0)	819,669人	(100.0)
	令和4年	34,799,558人	(103.0)	4,700,205人	(105.1)	2,535,088人	(106.0)	2,165,117人	(104.0)	882,791人	(107.7)
	令和5年	35,252,522人	(104.3)	4,858,780人	(108.6)	2,624,114人	(109.7)	2,234,666人	(107.3)	933,387人	(113.9)

(人)

^{※「31}人以上規模企業」の()は、平成26年を100とした場合の比率 ※「21人以上規模企業」の()は、令和3年を100とした場合の比率。

表10 都道府県別の状況

(%)

お露 2,516 社		報告した 全ての企業		雇用確保措置 実施済企業割合		70歳までの 就業確保措置 実施済企業割合		66歳以上まで働ける 制度のある企業割合		(%) 70歳以上まで働ける 制度のある企業割合	
新華	北海道	9.316 \$+	(9 274 2+)	99 9%	(99.9%)			47.6%	(44.5%)	46 1%	(43.0%)
岩手 2.506 社			. ,								(45.5%)
登城 3,838 社 3,821 社 99.7% (99.8%) 35.3% (33.7%) 47.3% (44.7%) 45.2% (42.8%) 44.8% (42.8%) ((47.2%)
秋日 2.040 社 (2.054 社) 99.9% (99.8%) 34.3% (31.5%) 55.6% (52.8%) 52.4% (50.0 山形 2.292 社 (2.328 社) 99.9% (99.8%) 34.4% (22.3%) 46.0% (42.7%) 43.7% (40.1											(42.4%)
山形 2.292 性 2.292 性 9.9 % (99.8%) 32.1% (29.3%) 46.0% (42.7%) 43.7% (40.14%) 43.8% (42.14%) 99.7% (99.4%) 34.4% (32.1%) 47.6% (44.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.8% (42.6%) 44.9% (42.6%) 44.6% (42.6%) (42.6%) 44.6% (42.6%) 44.6% (42.6%) 44.6% (42.6%) (42.6%) 44.6% (42.6%) 44.6% (42.6%) 44.6% (42.6%) ((50.7%)
福島 3.596 社 (3.621 社) 99.7% (99.4%) 34.4% (32.1%) 47.6% (44.6%) 44.8% (42.5%) 表現 4.191 社 (4.138 社) 99.8% (99.9%) 36.9% (30.8%) 46.4% (42.6%) 44.6% (40.0 栃木 3.343 社 (3.291 社) 99.8% (99.9%) 31.8% (31.1%) 42.0% (39.2%) 44.3% (40.1 計事 4.036 社 (4.063 社) 100.0% (99.9%) 31.8% (31.1%) 42.0% (39.2%) 40.5% (37.7 計事 4.036 社 (4.063 社) 100.0% (99.9%) 31.8% (31.1%) 42.0% (39.2%) 40.5% (37.7 計事 4.036 社 (4.063 社) 100.0% (99.9%) 33.4% (31.1%) 42.0% (39.2%) 40.5% (37.7 計事 4.056 社) 41.05 社 (4.063 社) 100.0% (99.9%) 35.5% (33.2%) 47.8% (45.7%) 46.0% (44.1 東京 41.105 社 (40.633 社) 100.0% (99.9%) 23.4% (22.1 7%) 32.2% (32.1 32.8%) 40.0% (34.1 32.1 32.8 %) 47.8% (45.7 %) 46.0% (44.1 32.1 32.8 %) 47.8% (45.7 %) 46.0% (44.1 32.1 32.8 %) 47.8% (45.7 %) 46.0% (44.1 32.1 32.8 %) 47.8% (45.7 %) 46.0% (44.1 32.1 32.8 %) 47.8% (45.7 %) 46.0% (44.1 32.1 %) 47.8% (45.7 %) 46.0% (44.1 %) 47.8% (45.7 %) 46.0% (44.1 %) 47.8% (45.7 %) 46.0% (40.1 %) 47.8% (45.7											(40.6%)
接続				99.7%					(44.6%)		(42.3%)
## 4.036 社 (4.063 社) 100.0% (99.9%) 32.8% (30.8%) 45.9% (42.5%) 44.3% (40.16) 計算 4.063 社) 100.0% (99.9%) 31.8% (31.1%) 42.0% (39.2%) 40.5% (37.3%) 42.0% (42.5%) 44.9% (42.5%) 44.9% (42.5%) 44.9% (42.5%) 44.105 社 (40.633 社) 100.0% (99.9%) 35.9% (33.2%) 47.8% (45.7%) 44.9% (42.5%) 44.9% (42.5%) 44.10.0% (41.10.5 社 (40.633 社) 100.0% (99.9%) 35.9% (33.2%) 47.8% (32.1%) 32.8% (30.2%) 47.8% (32.1%) 48.9% (45.7%) 46.0% (44.2%) 44.9% (42.5%) 44.10.0% (40.633 社) 100.0% (99.9%) 23.4% (26.5%) 41.6% (39.3%) 40.0% (37.3%) 47.8% (32.5%) 47.8% (32.5%) 44.8% (42.5%) 44.9% (40.1%) 40.9% (40.2%) 42.5% (40.5%) 43.5% (40.5%) 44.9% (40.5%) 44.									(42.6%)		(40.6%)
埼玉 8,698 社 (8,621 社) 99.9% (99.9%) 33.4% (32.9%) 46.5% (44.2%) 44.9% (42.1%) 千葉 6,912 社 (6,905 社) 99.8% (99.9%) 35.5% (33.2%) 47.8% (45.7%) 44.9% (42.1%) 44.1% 44.1% 44.9% (42.1%) 44.1% 44.9% (42.1%) 44.9% (42.1%) 44.1% 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (42.1%) 44.9% (43.5%) 44.3% (41.1%) 44.9% (43.	栃木			99.8%	(99.9%)	33.2%	(30.8%)	45.9%	(42.5%)	44.3%	(40.8%)
千葉 6.912社 (6.905社) 99.8% (99.9%) 35.9% (33.2%) 47.8% (45.7%) 46.0% (44.2%) 東京 41.105社 4(0.6%) (44.2%) (32.1%) 32.8% (30.01) 4年奈川 11.110社 (11.110社 (11.120社) 99.9% (99.9%) 27.8% (26.6%) (26.6%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.0% (43.5%) 44.3% (41.1%) 46.1% 48.8% (42.5%) 46.0% (43.5%) 44.2% 44.0% 40.8% 43.3% (41.1%) 48.8% (45.1%) 48.8% (45.1%) 43.8% (41.1%) 48.8% (45.1%) 43.8% (42.9% 44.0% 44.0% 44.0% 44.0% 44.0% 44.0%	群馬	4,036 社	(4,063 社)	100.0%	(99.9%)	31.8%	(31.1%)	42.0%	(39.2%)	40.5%	(37.9%)
千葉 6,912 社 (6,905 社) 99.8% (99.9%) 35.9% (33.2%) 47.8% (45.7%) 46.0% (44.1 東京 41.105 社 40.633 社) 100.0% (99.9%) 23.4% (21.7%) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 34.2% (32.1%) 32.8% (30.1 %) 34.2% (32.1%) 34.2% 34.2% (32.1%) 34.2% (32.1%) 34.2% (32.1	埼玉	8,698 社	(8,621 社)	99.9%	(99.9%)	33.4%	(32.9%)	46.5%	(44.2%)	44.9%	(42.8%)
神奈川 11,110 社 (11,025 社) 99.9% (99.9%) 27.8% (26.9%) 41.6% (39.3%) 40.0% (37.1 新潟 4.694 社 (4.755 社) 100.0% (100.0%) 26.6% (26.0%) 44.6.0% (43.5%) 44.4.3% (41.755 社) 44.7% (21.2%) 50.6% (46.0%) (43.5%) 44.4.3% (41.755 社) 49.8% (100.0%) 24.7% (21.2%) 50.6% (46.0%) 44.0% (44.3% 44.3% (41.755 社) 49.9% (40.0%) 47.7% (21.2%) 50.6% (46.0%) 44.0% (40.4%) 40.9% (43.8% 42.9% (40.1%) 40.9% (38.8% 42.9% (40.1%) 40.9% (38.8% 41.9% (40.1%) 40.9% (38.8% 41.1% (18.85 社) 100.0% (100.0%) 31.8% (28.6%) 44.0% (40.8%) 41.2% (38.8% 41.1% (38.8%) 41.1% (38.8%) 39.4% (37.4% 44.0% (44.4% 48.7% (44.4% 44.7% 44.0% (44.4% 44.7% 44.8% (44.4% 44.4% 44.4% (44.4% 44.7% 44.6% (44.4% 44.7% 44.6% (44.4% 44.7% 44.8% (44.4% 44.4% 44.7% (44.4% 44.4% 44.7% (44.4% 44.4% 44.4% (44.4%	千葉	6,912 社	(6,905 社)	99.8%	(99.9%)		(33.2%)	47.8%	(45.7%)	46.0%	(44.2%)
新潟 4.694 社	東京	41,105 社	(40,633 社)	100.0%	(99.9%)	23.4%	(21.7%)	34.2%	(32.1%)	32.8%	(30.8%)
富山 2.451 社 (2.453 社) 99.8% (100.0%) 24.7% (21.2%) 50.6% (46.8%) 48.8% (45.6%) 石川 2.651 社 (2.598 社) 99.6% (99.5%) 30.1% (28.8%) 44.0% (40.8%) 41.2% (38.8%) 山梨 1.537 社 (1.523 社) 99.9% (99.9%) 27.8% (26.5%) 41.1% (38.8%) 39.4% (37.4%) 長野 3.967 社 (3.960 社) 99.9% (99.9%) 33.5% (31.5%) 49.7% (46.1%) 48.4% (44.6%) 藤阜 4.069 社 (40.027 社) 100.0% (99.9%) 33.5% (31.5%) 50.6% (47.4%) 48.7% (45.5%) 静岡 7.036 社 (6.988 社) 100.0% (100.0%) 30.3% (28.8%) 46.2% (43.3%) 43.2% (40.0%) 愛知 14.110 社 (14.088 社) 100.0% (100.0%) 30.5% (28.8%) 46.2% (43.3%) 43.2% (40.1%) 京都 4.507 社 (2.202 社) 99.8% (99.8%) 29.8% (29.1%) 45.5% (4	神奈川	11,110 社	(11,025 社)	99.9%	(99.9%)	27.8%	(26.9%)	41.6%	(39.3%)	40.0%	(37.8%)
石川 2,651 社 (2,598 社) 99.6% (99.5%) 30.1% (28.8%) 42.9% (40.1%) 40.9% (38.6%) 44.1% (1,885 社) (1,885 社) 100.0% (100.0%) 31.8% (28.6%) 44.0% (40.8%) 41.2% (38.1%) 1,537 社 (1,523 社) 99.9% (99.9%) 27.8% (26.5%) 41.1% (38.8%) 39.4% (37.2%) 45.5% 44.0% 40.8%) 41.2% (38.1%) 49.7% 46.1%) 48.4% (44.1%) 46.2% 40.69 社 (4,027 社) 100.0% (99.9%) 33.5% (31.5%) 49.7% (46.1%) 48.4% (44.1%) 46.2% 40.69 社 (4,027 社) 100.0% (99.9%) 33.5% (31.5%) 50.6% (47.4%) 48.7% (45.5%) 49.7% (46.1%) 48.4% (44.1%) 48.2% (40.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.2%) 49.8% (45.9%) 47.7% (44.2%) 48.2% 48.2% (41.2%) 49.8% (45.9%) 47.7% (44.2%) 48.2% 48.2% 48.2% (41.2%) 49.8% (45.2%) 49.8% (45.9%) 47.7% (44.2%) 48.2% 4	新潟	4,694 社	(4,755 社)	100.0%	(100.0%)	26.6%	(26.0%)	46.0%	(43.5%)	44.3%	(41.7%)
福井 1.845 社 (1.885 社) 100.0% (100.0%) 31.8% (28.6%) 44.0% (40.8%) 41.2% (38.8 L) 山梨 1.537 社 (1.523 社) 99.9% (99.9%) 27.8% (26.5%) 41.1% (38.8%) 39.4% (37.4 長野 3.967 社 (3.960 社) 99.9% (100.0%) 33.9% (31.5%) 49.7% (46.1%) 48.4% (44.4 K) 長阜 4.069 社 (4.027 社) 100.0% (99.9%) 33.5% (31.5%) 50.6% (47.4%) 48.7% (45.5 Å) 49.7% (46.1%) 48.4% (44.4 K) 49.8 Å 49	富山	2,451 社	(2,453 社)	99.8%	(100.0%)	24.7%	(21.2%)	50.6%	(46.8%)	48.8%	(45.1%)
山梨 1,537 社 (1,523 社) 99.9% (99.9%) 27.8% (26.5%) 41.1% (38.8%) 39.4% (37.2 長野 3,967 社 (3,960 社) 99.9% (100.0%) 33.9% (31.5%) 49.7% (46.1%) 48.4% (44.4	石川	2,651 社	(2,598 社)	99.6%	(99.5%)	30.1%	(28.8%)	42.9%	(40.1%)	40.9%	(38.1%)
長野 3,967 社 (3,960 社) 99.9% (100.0%) 33.9% (31.5%) 49.7% (46.1%) 48.4% (44.4%) 校阜 4,069 社 (4,027 社) 100.0% (99.9%) 33.5% (31.5%) 50.6% (47.4%) 48.7% (45.5%) 静岡 7,036 社 (6,968 社) 99.8% (99.8%) 30.3% (28.8%) 45.0% (42.6%) 43.2% (40.0%) 29.8% (14.110 社) (14,088 社) 100.0% (100.0%) 30.5% (28.8%) 45.0% (42.6%) 43.2% (41.4%) 22.18 社 (2,202 社) 99.8% (99.9%) 33.5% (31.5%) 49.6% (45.9%) 47.7% (44.3%) 43.8% (41.4%) 44.5% (42.6%) 43.8% (41.4%) 44.5% (45.5%) 43.6% (42.6%) 43.8% (41.4%) 42.5% (43.5%) 43.8% (41.4%) 42.5% (43.5%) 43.8% (41.4%) 42.5% (43.5%) 43.4% (41.4%) 42.5% (43.5%) 43.6% (43.5%) 43.4% (41.5%) 43.5% (43.5%) 43.4% (41.5%) 43.5% (43.5%) 43.4% (41.5%) 43.5% (43.5%) 43.4% (41.5%) 43.5% (43.5%) 43.6% (43.5%) 43.4% (41.5%) 43.5% (43.5%) 43.5% (43.5%) 43.4% (41.5%) 43.5% (43.5%)	福井	1,845 社	(1,885 社)	100.0%	(100.0%)	31.8%	(28.6%)	44.0%	(40.8%)	41.2%	(38.5%)
岐阜 4,069 社 (4,027 社) 100.0% (99.9%) 33.5% (31.5%) 50.6% (47.4%) 48.7% (45.5%) 48.7%	山梨	1,537 社	(1,523 社)	99.9%	(99.9%)	27.8%	(26.5%)	41.1%	(38.8%)	39.4%	(37.4%)
静岡 7,036 社 (6,668 社) 99.8% (99.8%) 30.3% (28.8%) 45.0% (42.6%) 43.2% (40.1%) (41.088 社) 100.0% (100.0%) 30.5% (28.8%) 46.2% (43.3%) 43.8% (41.4.10 社) (14.088 社) 100.0% (100.0%) 34.2% (31.6%) 49.0% (45.9%) 47.7% (44.4.2.2%) (43.2%) 43.8% (41.4.2.2%) 45.5% (43.6%) 43.4% (41.5.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.		3,967 社	(3,960 社)	99.9%	(100.0%)	33.9%	(31.5%)	49.7%	(46.1%)	48.4%	(44.6%)
要知 14,110 社 (14,088 社) 100.0% (100.0%) 30.5% (28.8%) 46.2% (43.3%) 43.8% (41.4 三重 3,108 社 (3,059 社) 100.0% (100.0%) 34.2% (31.6%) 49.6% (45.9%) 47.7% (44.1 滋賀 2,218 社 (2,202 社) 99.8% (99.8%) 29.8% (29.1%) 45.5% (43.6%) 43.4% (41.5 京都 4,507 社 (4.425 社) 99.8% (99.9%) 25.3% (24.5%) 39.4% (36.9%) 37.8% (35.5 大阪 18,904 社 (18,712 社) 99.9% (99.9%) 25.7% (23.2%) 37.2% (34.9%) 35.5% (33.4 兵庫 7,817 社 (7,812 社) 99.9% (99.9%) 26.0% (24.8%) 39.4% (37.2%) 37.5% (35.5 奈良 1,638 社 (1,623 社) 100.0% (99.9%) 35.3% (34.8%) 50.6% (47.4%) 48.5% (45.5 和歌山 1,630 社 (1,635 社) 100.0% (99.7%) 28.2% (29.4%) 44.2% (41.4%) 42.1% (39.2 株) 1,172 社 (1,093 社) 99.9% (99.9%) 29.7% (29.6%) 45.4% (44.4%) 42.1% (39.2 株) 1,400 社 (1,416 社) 99.9% (99.9%) 31.8% (31.4%) 47.5% (45.1%) 45.3% (43.6 k) 5.498 社 (5,538 社) 99.9% (99.9%) 31.8% (31.4%) 47.5% (45.1%) 45.3% (43.6 k) 1.296 社 (1,282 社) 100.0% (99.9%) 36.0% (34.8%) 57.5% (43.4%) 44.2% (44.4%) 42.2% (39.8%) 57.5% (54.0%) 55.3% (43.6 k) 1.296 社 (1,282 社) 100.0% (100.0%) 34.0% (33.1%) 46.7% (43.4%) 44.4% (41.5 68) (44.6 k) 44.6 k)				100.0%	(99.9%)	33.5%		50.6%	(47.4%)	48.7%	(45.7%)
三重 3,108 社 (3,059 社) 100.0% (100.0%) 34.2% (31.6%) 49.6% (45.9%) 47.7% (44.3 滋賀 2,218 社 (2,202 社) 99.8% (99.8%) 29.8% (29.1%) 45.5% (43.6%) 43.4% (41.5 京都 4,507 社 (4,425 社) 99.8% (99.9%) 25.3% (24.5%) 39.4% (36.9%) 37.8% (35.5% (33.4 長庫 7,817 社 (7,812 社) 99.9% (99.9%) 25.7% (23.2%) 37.2% (34.9%) 35.5% (33.4 長庫 7,817 社 (7,812 社) 99.9% (99.9%) 26.0% (24.8%) 39.4% (37.2%) 37.5% (33.4 長庫 1,638 社 (1,623 社) 100.0% (99.9%) 35.3% (34.8%) 50.6% (47.4%) 48.5% (45.5%) 49.8% (1,1712 社 (1,933 社) 100.0% (99.9%) 35.3% (34.8%) 50.6% (47.4%) 42.1% (39.2%) 高.5% (34.8%) 1.172 社 (1,933 社) 99.9% (99.8%) 29.7% (29.6%) 45.4% (44.4%) 42.6% (41.4%) 42.1% (39.8%) 33.4% (37.2%) 37.5% (34.8%) 50.6% (47.4%) 48.5% (45.5%) 63.4% (47.4%) 48.5% (45.5%) 63.4% (47.4%) 48.5% (47.4%											(40.7%)
滋賀 2,218 社 (2,202 社) 99.8% (99.8%) 29.8% (29.1%) 45.5% (43.6%) 43.4% (41.7 京都 4,507 社 (4,425 社) 99.8% (99.9%) 25.3% (24.5%) 39.4% (36.9%) 37.8% (35.5 大阪 18,904 社 (18,712 社) 99.9% (99.9%) 25.7% (23.2%) 37.2% (34.9%) 35.5% (33.3 兵庫 7,817 社 (7,812 社) 99.9% (99.9%) 26.0% (24.8%) 39.4% (37.2%) 37.5% (35.5 元											(41.4%)
京都 4,507 社 (4,425 社) 99.8% (99.9%) 25.3% (24.5%) 39.4% (36.9%) 37.8% (35.5 大阪 18,904 社 (18,712 社) 99.9% (99.9%) 25.7% (23.2%) 37.2% (34.9%) 35.5% (33.4 兵庫 7,817 社 (7,812 社) 99.9% (99.9%) 26.0% (24.8%) 39.4% (37.2%) 37.5% (35.5 奈良 1,638 社 (1,623 社) 100.0% (99.9%) 35.3% (34.8%) 50.6% (47.4%) 48.5% (45.5 和歌山 1,630 社 (1,635 社) 100.0% (99.7%) 28.2% (29.4%) 44.2% (41.4%) 42.1% (39.3 鳥取 1,172 社 (1,093 社) 99.9% (99.8%) 29.7% (29.6%) 45.4% (44.4%) 42.6% (41.4 鳥根 1,400 社 (1,416 社) 99.9% (99.8%) 29.7% (29.6%) 45.4% (44.4%) 42.6% (41.4 島根 1,400 社 (1,416 社) 99.9% (99.8%) 29.7% (29.6%) 45.4% (40.8%) 42.2% (39.8											(44.3%)
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^{※()}内は、令和4年6月1日現在の数値。 ※ 本集計は、原則小数点第2位以下を四捨五入しているが、本表の「雇用確保措置実施済企業割合」については、小数第2位以下を四捨五入することで100%となる場合は、小数点第2位 以下を切り捨てとしている。 ※「70歳までの就業確保措置導入企業」は表4-1の①に、「66歳以上まで働ける制度のある企業」は表6に、「70歳以上まで働ける制度のある企業」 は表7にそれぞれ対応している。