

委員からのご指摘関係資料

厚生労働省職業安定局雇用政策課

Ministry of Health, Labour and Welfare of Japan

高年齢者就業確保措置を継続雇用制度の導入により実施する企業の分布 (2023年6月1日現在)

| | | 継続雇用制度の上限年齢 | | | | | | | | | | | | | | | | | | 合計 | 割合 | |
|------------------|---------|-------------|--------|--------|--------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|--------|
| | | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 | 81以上 | 上限無し | | | |
| 定 年 年 齢 | 60 | 130,145 | 448 | 399 | 442 | 107 | 16,079 | 46 | 118 | 100 | 22 | 1,516 | 13 | 14 | 11 | 8 | 286 | 48 | 7,479 | 157,281 | 80.551% | |
| | 61 | 1,055 | 43 | 16 | 8 | 3 | 194 | 1 | 3 | 0 | 2 | 25 | 2 | 1 | 0 | 3 | 2 | 1 | 53 | 1,412 | 0.723% | |
| | 62 | 1,553 | 10 | 84 | 14 | 4 | 244 | 0 | 10 | 2 | 2 | 40 | 3 | 0 | 1 | 1 | 11 | 3 | 149 | 2,131 | 1.091% | |
| | 63 | 1,660 | 10 | 30 | 109 | 4 | 302 | 2 | 3 | 5 | 0 | 34 | 2 | 1 | 0 | 0 | 5 | 2 | 190 | 2,359 | 1.208% | |
| | 64 | 383 | 6 | 7 | 6 | 6 | 90 | 1 | 0 | 1 | 1 | 11 | 0 | 0 | 0 | 1 | 2 | 0 | 70 | 585 | 0.300% | |
| | 65 | 79 | 179 | 276 | 487 | 82 | 16,909 | 34 | 92 | 87 | 24 | 2,165 | 7 | 10 | 20 | 25 | 359 | 46 | 7,343 | 28,224 | 14.455% | |
| | 66 | 0 | 0 | 15 | 45 | 8 | 647 | 29 | 6 | 4 | 1 | 59 | 3 | 1 | 0 | 0 | 13 | 0 | 311 | 1,142 | 0.585% | |
| | 67 | 0 | 0 | 0 | 2 | 0 | 76 | 2 | 10 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 3 | 0 | 50 | 150 | 0.077% | |
| | 68 | 0 | 0 | 0 | 1 | 0 | 47 | 2 | 6 | 12 | 0 | 16 | 0 | 1 | 1 | 0 | 0 | 1 | 39 | 126 | 0.065% | |
| | 69 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 10 | 0.005% | |
| | 70 | 0 | 0 | 0 | 0 | 0 | 1 | 29 | 23 | 37 | 5 | 745 | 0 | 5 | 6 | 2 | 106 | 8 | 711 | 1,678 | 0.859% | |
| | 71 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 16 | 1 | 0 | 0 | 0 | 0 | 0 | 17 | 37 | 0.019% | |
| | 72 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 11 | 0.006% | |
| | 73 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 0 | 0 | 1 | 0 | 0 | 1 | 3 | 13 | 0.007% | |
| | 74 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.000% | |
| | 75 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 35 | 5 | 34 | 81 | 0.041% |
| | 76 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 0.002% |
| | 77 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.000% |
| | 78 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0.001% |
| | 79 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.000% |
| 80 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 4 | 9 | 0.005% | |
| 81以上 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0.002% | |
| 合計 | 134,875 | 696 | 827 | 1,114 | 214 | 34,590 | 147 | 274 | 249 | 59 | 4,649 | 31 | 37 | 43 | 40 | 824 | 121 | 16,467 | 195,257 | 100% | | |
| 割合 | 69.076% | 0.356% | 0.424% | 0.571% | 0.110% | 17.715% | 0.075% | 0.140% | 0.128% | 0.030% | 2.381% | 0.016% | 0.019% | 0.022% | 0.020% | 0.422% | 0.062% | 8.434% | 100% | - | | |

(資料出所) 厚生労働省「令和5年高年齢者雇用状況等報告」の個票データを職業安定局高年齢者雇用対策課において集計して作成。

役職別残業時間の分布（2023年7月）

| | | 合計 | 0時間 | 1時間以上 10時間未満 | 10時間以上 20時間未満 | 20時間以上 30時間未満 | 30時間以上 40時間未満 | 40時間以上 50時間未満 | 50時間以上 60時間未満 | 60時間以上 80時間未満 | 80時間以上 | 不明 | 平均残業 時間 |
|-------|----|-------|------|-----------------|------------------|------------------|------------------|------------------|------------------|------------------|--------|-----|------------|
| 全体 | 人数 | 2911 | 525 | 650 | 408 | 423 | 262 | 278 | 88 | 67 | 210 | 0 | 26.1 |
| | 割合 | 100.0 | 18.0 | 22.3 | 14.0 | 14.5 | 9.0 | 9.5 | 3.0 | 2.3 | 7.2 | 0.0 | |
| 一般社員 | 人数 | 1880 | 426 | 488 | 247 | 227 | 138 | 160 | 48 | 30 | 116 | 0 | 22.3 |
| | 割合 | 100.0 | 22.7 | 26.0 | 13.1 | 12.1 | 7.3 | 8.5 | 2.6 | 1.6 | 6.2 | 0.0 | |
| 係長・主任 | 人数 | 493 | 48 | 88 | 77 | 95 | 68 | 55 | 15 | 10 | 37 | 0 | 29.6 |
| | 割合 | 100.0 | 9.7 | 17.8 | 15.6 | 19.3 | 13.8 | 11.2 | 3.0 | 2.0 | 7.5 | 0.0 | |
| 課長相当職 | 人数 | 328 | 20 | 44 | 55 | 67 | 38 | 38 | 18 | 12 | 36 | 0 | 36.8 |
| | 割合 | 100.0 | 6.1 | 13.4 | 16.8 | 20.4 | 11.6 | 11.6 | 5.5 | 3.7 | 11.0 | 0.0 | |
| 部長相当職 | 人数 | 202 | 28 | 27 | 29 | 34 | 18 | 24 | 7 | 14 | 21 | 0 | 34.9 |
| | 割合 | 100.0 | 13.9 | 13.4 | 14.4 | 16.8 | 8.9 | 11.9 | 3.5 | 6.9 | 10.4 | 0.0 | |
| その他 | 人数 | 8 | 3 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 14.3 |
| | 割合 | 100.0 | 37.5 | 37.5 | 0.0 | 0.0 | 0.0 | 12.5 | 0.0 | 12.5 | 0.0 | 0.0 | |