

◆2023生活実態調査「切実な要求」

n = 8,793

2931

	①賃上げ	②増員	③欠員補充	④代休消化	⑤有給休暇消化	⑥生理休暇	⑦病欠休暇	⑧休憩時間確保	⑨週休二日制	⑩サービス労働	⑪時間外労働軽減	⑫休日労働制限	⑬宿・日直制限	⑭複数夜勤月8日以内	⑮年齢・妊婦の夜勤制限	⑯勉強会などの負担	⑰VDT	⑱保育所などの福利厚生	⑲医療事故対策	⑳労働安全衛生	㉑3日以上以上の長期連続休暇	㉒介護休暇	㉓雇用の安定	㉔退職金・年金	㉕長期育児休業	㉖長時間労働	㉗連休（2日連続）	㉘再雇用	㉙ハラスメント対策	㉚その他	
2007調査	15.24%	9.27%	3.92%	0.83%	13.17%	0.63%	1.63%	2.40%	5.72%	5.73%	4.02%	1.09%	0.72%	1.92%	1.24%	6.30%	0.48%	2.60%	1.53%	0.84%	4.49%	0.72%	5.56%	6.22%	0.35%	0.83%					
2008調査	15.06%	10.81%	4.62%	0.89%	14.08%	0.69%	1.04%	2.26%	3.78%	5.41%	3.75%	1.54%	0.63%	1.77%	1.11%	7.41%	0.48%	1.74%	1.41%	0.81%	3.93%	0.65%	5.46%	6.09%	0.57%	0.65%	0.96%				
2009調査	15.87%	10.71%	3.86%	1.20%	14.04%	0.72%	1.45%	2.23%	3.70%	5.89%	3.73%	1.27%	0.60%	1.88%	1.00%	6.90%	0.34%	1.36%	1.12%	0.87%	4.03%	0.66%	5.33%	6.75%	0.51%	0.82%	1.01%				
2010調査	16.59%	10.78%	3.14%	1.02%	14.14%	0.64%	1.50%	2.22%	4.58%	4.93%	3.27%	1.43%	0.65%	2.01%	1.30%	6.18%	0.32%	1.54%	1.10%	0.80%	4.85%	0.66%	4.95%	6.52%	0.59%	0.80%	1.17%				
2011調査	15.52%	10.34%	3.07%	0.96%	14.58%	0.68%	1.21%	2.10%	3.09%	5.42%	3.27%	1.21%	0.49%	1.71%	1.17%	6.48%	0.44%	1.46%	0.82%	0.64%	4.18%	0.47%	4.36%	11.63%	0.52%	0.70%	1.16%				
2012調査	14.94%	9.93%	3.05%	0.89%	13.88%	0.49%	1.30%	2.38%	2.22%	5.27%	3.57%	1.22%	0.44%	2.13%	1.10%	6.69%	0.35%	1.35%	0.89%	0.81%	3.79%	0.58%	3.96%	10.83%	0.46%	0.80%	1.55%	2.47%			
2013調査	15.84%	9.83%	2.73%	0.95%	13.81%	0.48%	1.40%	2.25%	1.42%	4.93%	3.90%	1.24%	0.42%	1.79%	1.24%	7.47%	0.42%	1.37%	0.89%	0.62%	3.89%	0.73%	3.74%	9.67%	0.46%	0.78%	1.67%	2.97%	0.31%		
2014調査	16.94%	10.08%	3.16%	0.98%	13.47%	0.39%	1.34%	2.11%	1.38%	4.79%	4.02%	1.10%	0.46%	1.45%	1.13%	7.04%	0.30%	1.51%	0.84%	0.64%	4.11%	0.75%	3.42%	10.41%	0.47%	0.89%	1.76%	2.36%	0.27%		
2015調査	15.50%	10.39%	3.58%	1.13%	13.80%	0.45%	1.25%	2.23%	1.41%	4.72%	3.89%	1.15%	0.41%	1.65%	1.17%	7.40%	0.37%	1.44%	0.79%	0.83%	3.39%	0.81%	3.91%	9.94%	0.44%	0.68%	1.61%	2.82%	0.28%		
2016調査	15.50%	10.39%	3.58%	1.13%	13.80%	0.45%	1.25%	2.23%	1.41%	4.72%	3.89%	1.15%	0.41%	1.65%	1.17%	7.40%	0.37%	1.44%	0.79%	0.83%	3.39%	0.81%	3.91%	9.94%	0.44%	0.68%	1.61%	2.82%	0.28%		
2017調査	14.85%	10.76%	3.89%	0.81%	13.83%	0.47%	0.91%	2.22%	1.38%	5.12%	3.89%	1.15%	0.49%	1.69%	1.14%	7.02%	0.32%	1.08%	0.64%	0.78%	3.79%	0.74%	3.84%	9.81%	0.46%	0.78%	1.84%	3.11%	0.52%		
2018調査	15.49%	12.03%	3.92%	0.98%	13.93%	0.39%	0.88%	1.70%	1.51%	4.93%	4.07%	1.07%	0.47%	1.51%	1.11%	6.36%	0.30%	1.13%	0.73%	0.66%	3.68%	0.69%	3.70%	9.62%	0.38%	0.92%	2.34%	3.15%	0.39%	1.93%	
2019調査	15.82%	11.95%	4.32%	0.90%	13.58%	0.43%	0.82%	1.90%	1.42%	4.87%	3.81%	0.98%	0.49%	1.28%	0.99%	6.43%	0.32%	1.17%	0.87%	0.89%	3.28%	0.72%	3.84%	9.75%	0.44%	2.32%	3.26%	0.44%	1.90%	0.77%	
2020調査	15.16%	11.25%	4.34%	0.86%	12.85%	0.49%	0.78%	1.51%	1.51%	5.49%	3.72%	0.74%	0.36%	1.38%	0.97%	4.55%	0.26%	0.94%	0.64%	1.13%	3.00%	0.45%	5.15%	15.81%	0.45%	1.68%	1.51%	0.38%	1.84%	0.80%	
2021調査	15.40%	11.45%	4.69%	0.63%	11.85%	0.45%	0.67%	1.69%	1.10%	5.96%	4.08%	0.74%	0.29%	1.34%	1.06%	4.23%	0.27%	0.69%	0.49%	0.82%	3.09%	0.29%	4.42%	13.25%	0.26%	1.55%	3.22%	0.33%	3.01%	0.82%	
2022調査	16.57%	12.92%	4.54%	0.65%	12.47%	0.36%	0.68%	2.08%	1.16%	5.62%	4.54%	0.86%	0.32%	1.29%	0.80%	4.00%	0.25%	0.82%	0.55%	0.58%	3.60%	0.51%	4.31%	12.10%	0.38%	1.65%	2.74%	0.37%	1.58%	0.95%	
2023調査	15.96%	14.25%	4.78%	0.56%	9.03%	0.32%	0.39%	1.61%	1.39%	5.44%	3.97%	0.98%	0.68%	1.55%	0.75%	4.73%	0.15%	0.75%	0.57%	1.07%	2.45%	0.30%	6.21%	15.02%	0.36%	1.26%	2.46%	0.30%	1.33%	0.60%	0.81%
人数	1,403	1,253	420	49	794	28	34	142	122	478	349	86	60	136	66	416	13	66	50	94	215	26	546	1,321	32	111	216	26	117	53	71
	47.87%	42.75%	14.33%	1.67%	27.09%	0.96%	1.16%	4.84%	4.16%	16.31%	11.91%	2.93%	2.05%	4.64%	2.25%	14.19%	0.44%	2.25%	1.71%	3.21%	7.34%	0.89%	18.63%	45.07%	1.09%	3.79%	7.37%	0.89%	3.99%	1.81%	2.42%

