



平成 19 年 4 月 26 日
東京商工会議所



【調査対象】 東京商工会議所が開催した新入社員研修を受講した中堅・中小企業
364社の新入社員 1,209名

【調査期間】 平成19年3月28日～4月9日

【有効回答】 計 1,182名 (有効回答率 97.8%)
(男性 745名・女性 437名)

	34 (9.3%)	1	89 (24.5%)
	5 (1.4%)	3	74 (20.3%)
	48 (13.2%)	5	59 (16.2%)
	39 (10.7%)	1	70 (19.2%)
	98 (26.9%)	5	43 (11.8%)
	132 (36.3%)	5	13 (3.6%)
	(0.3%)		16 (4.4%)
	7 (1.9%)		
	364 (100.0%)		364 (100.0%)

	51 (6.8%)	28 (6.4%)	79 (6.7%)
()	147 (19.7%)	31 (7.1%)	178 (15.1%)
	253 (34.0%)	178 (40.7%)	431 (36.5%)
	7 (0.9%)	42 (9.6%)	49 (4.1%)
	138 (18.5%)	59 (13.5%)	197 (16.7%)
	17 (2.3%)	1 (0.2%)	18 (1.5%)
	120 (16.1%)	88 (20.1%)	208 (17.6%)
	12 (1.6%)	10 (2.3%)	22 (1.9%)
	745 (100.0%)	437 (100.0%)	182 (100.0%)

アンケート調査結果概要

1. 就職観・仕事観（設問事項＝4問）

（問1）入社した会社を選んだ理由は（複数回答）

- 入社理由では、「職場の雰囲気が良かった」（48.6%）、「仕事の内容がおもしろそう」（48.1%）、「自分の能力・個性を活かせる」（40.4%）と続き、ここ数年来、この上位の回答項目に変化はない。仕事の内容への期待やいかに職場で自分の能力を発揮できるかを考える「仕事」志向の人が依然多い。

（問2）今の会社でいつまで働きたいか

- 「とくに考えていない」とする回答が昨年と同様に全体の3割強を占め、以下順に「定年まで」（26.9%）、「チャンスがあれば転職」（16.8%）であった。「定年まで」が昨年（21.2%）より5ポイント以上増え、安定志向を望む人が増えている。
- 女性では、「チャンスがあれば転職」（15.6%）が7ポイントも減少し、「定年まで」（16.7%）は3ポイント増えた。今回の調査から回答項目に加えた「結婚するまで」（8.5%）、「子どもができるまで」（8.5%）は、6人に1人の割合で挙げており、ライフステージの変化をきっかけに働き方を変える意向が見える。

（問3）あなたにとって働く目的は（複数回答）

- 「社会人としての自立」（73.7%）が全体で最も多く、昨年と変わらない。女性の方が若干ポイントは高く、特に短大卒では83.7%と際立っていた。これに「安定した収入の確保」（64.0%）、「専門的知識・技術の取得」（39.4%）、「社会への貢献」（34.3）が続いている。

（問4）仕事をする上で身に付けたい能力は（複数回答）

- 「対人対応力」（45.9%）がここ数年トップで変わらず、新しい職場での「人間関係」に対する不安をもっていることが顕著に表れている。以下順に「責任感」（26.6%）、「創造力」（23.4%）、「決断力」（23.2%）、「コミュニケーション能力」（21.4%）となっている。

2. 就職活動、生活観（設問事項＝4問）

（問5）就職活動は順調だったか

- 「順調だった」（25.8%）、「ほぼ順調だった」（29.0%）と好調が全体で半数以上を占めた。男女別では、女性が「順調だった」とするポイントは低く、「やや厳しかった」、「厳しかった

た」とするポイントが高かった。学歴別で見ると、企業の採用が回復傾向にあるものの大学（文系）卒では「順調だった」（14.4%）が全体より10ポイントも低かった。

（問6）いつ入社が決まったか

- 「1年以上前（平成18年3月以前）」に入社が決まったのは全体の5%程度で、「半年前（平成18年9月以前）」が半数を占め、また残りも「3カ月以内（平成19年1月～3月）」に決まっている。「平成18年10月」に若干ピークが見られるが、企業の採用活動は一年を通して継続的に行われている様相が見られた。

（問7）会社をどのようにして知ったか

- 入社した会社を知った方法を「学校就職部」（36.7%）とした回答は全体的に高く、短大卒では3人に2人が、専門学校卒、高専卒、高卒では半数以上に上った。以下順に「求人情報サイト」（21.4%）、「自社ホームページ」（6.6%）、の利用が続く。大学（文系）卒では4割近くが「求人情報サイト」（37.6%）を利用し、「学校就職部」（18.6%）は2割以下とかなり低かった。

（問8）初めての給料を何に使うか

- 「親・家族へのプレゼント」（39.5%）が4割近くを占め、以下順に「貯金」（25.2%）、「自分の買い物」（13.2%）と続いた。初めての給料を、社会人になるまでに世話になった人へのお礼に考えている人が多く、「自分の買い物」（13.2%）、「趣味」（10.2%）など自身への消費は目立って多くなかった。

3. 理想の社長・上司像（設問事項＝2問）

（問9）理想の社長

（敬称略）

【総 合】	【男性回答】	【女性回答】				
1. <table border="1"><tr><td>イチロー</td></tr><tr><td>北野 武</td></tr></table>	イチロー	北野 武	1. イチロー	1. 古田 敦也		
イチロー						
北野 武						
3. 古田 敦也	2. 北野 武	2. 太田 光				
4. 太田 光	3. 古田 敦也	3. 北野 武				
5. みのもんた	4. 太田 光	4. 所ジョージ				
	5. <table border="1"><tr><td>みのもんた</td></tr><tr><td>坂本 龍馬</td></tr></table>	みのもんた	坂本 龍馬	5. <table border="1"><tr><td>みのもんた</td></tr><tr><td>東国原英夫</td></tr></table>	みのもんた	東国原英夫
みのもんた						
坂本 龍馬						
みのもんた						
東国原英夫						

【昨年参考】

1. イチロー 2. 王貞治 3. 星野仙一 4. 古田敦也 5. ボビー・バレンタイン

(問10) 理想の上司像 (複数回答)

- 「人間関係を重視する人」(53.6%)を半数以上が理想の上司像として挙げ、以下順に「明確な理念・理想を持っている人」(43.2%)、「実力のある人」(42.1%)、「仕事をよく指導してくれる人」(41.4%)と続いた。特に女性では「業績を正当に評価してくれる人」(37.5%)で男性より8ポイント高かった。

4. その他 (設問事項=1問)

(問11) 安倍内閣に取り組んでほしい課題 (複数回答)

- 「年金や医療などの社会保障制度改革」(54.1%)がトップで半数以上が挙げ、新社会人として今後の人生設計をする上で、政府の社会保障制度に対する不安ぶりが顕著に表れた。以下順に「景気対策」(40.4%)、「所得などの格差問題」(30.0%)、「子育て支援などの少子化対策」(29.4%)と続いた。「子育て支援などの少子化対策」(38.2%)は男性が7位であったのに対し、女性では2位と女性の少子化対策への関心の高さが見られた。

以上

	477 (40.4%)	222 (18.8%)	333 (28.2%)	308 (26.1%)	92 (7.8%)	59 (5.0%)	574 (48.6%)	194 (16.4%)	224 (19.0%)
	293 (39.3%)	151 (20.3%)	218 (29.3%)	209 (28.1%)	55 (7.4%)	36 (4.8%)	326 (43.8%)	130 (17.4%)	131 (17.6%)
	184 (42.1%)	71 (16.2%)	115 (26.3%)	99 (22.7%)	37 (8.5%)	23 (5.3%)	248 (56.8%)	64 (14.6%)	93 (21.3%)
18	523 (49.6%)	191 (18.1%)	313 (29.7%)	198 (18.8%)	93 (8.8%)	66 (6.3%)	521 (49.4%)	137 (13.0%)	161 (15.3%)
	313 (49.8%)	125 (19.9%)	205 (32.6%)	116 (18.4%)	48 (7.6%)	38 (6.0%)	292 (46.4%)	77 (12.2%)	79 (12.6%)
	210 (49.4%)	66 (15.5%)	108 (25.4%)	82 (19.3%)	45 (10.6%)	28 (6.6%)	229 (53.9%)	60 (14.1%)	82 (19.3%)
17	448 (54.2%)	128 (15.5%)	249 (30.1%)	166 (20.1%)	75 (9.1%)	34 (4.1%)	367 (44.4%)	106 (12.8%)	150 (18.2%)

	568 (48.1%)	108 (9.1%)	210 (17.8%)	78 (6.6%)	41 (3.5%)	0 (0.0%)
	365 (49.0%)	75 (10.1%)	127 (17.0%)	57 (7.7%)	24 (3.2%)	0 (0.0%)
	203 (46.5%)	33 (7.6%)	83 (19.0%)	21 (4.8%)	17 (3.9%)	0 (0.0%)
18	535 (50.8%)	107 (10.2%)	179 (17.0%)	57 (5.4%)	45 (4.3%)	0 (0.0%)
	337 (53.6%)	71 (11.3%)	113 (18.0%)	33 (5.2%)	21 (3.3%)	0 (0.0%)
	198 (46.6%)	36 (8.5%)	66 (15.5%)	24 (5.6%)	24 (5.6%)	0 (0.0%)
17	397 (48.1%)	67 (8.1%)	156 (18.9%)	54 (6.5%)	33 (4.0%)	1 (0.1%)

	318 (26.9%)	198 (16.8%)	95 (8.0%)	58 (4.9%)	422 (35.7%)	40 (3.4%)	37 (3.1%)	14 (1.2%)	0 (0.0%)
	245 (32.9%)	130 (17.4%)	71 (9.5%)	37 (5.0%)	250 (33.6%)	3 (0.4%)	0 (0.0%)	9 (1.2%)	0 (0.0%)
	73 (16.7%)	68 (15.6%)	24 (5.5%)	21 (4.8%)	172 (39.4%)	37 (8.5%)	37 (8.5%)	5 (1.1%)	0 (0.0%)
18	223 (21.2%)	227 (21.5%)	96 (9.1%)	109 (10.3%)	371 (35.2%)			28 (2.7%)	0 (0.0%)
	166 (26.4%)	131 (20.8%)	72 (11.4%)	41 (6.5%)	208 (33.1%)			11 (1.7%)	0 (0.0%)
	57 (13.4%)	96 (22.6%)	24 (5.6%)	68 (16.0%)	163 (38.4%)			17 (4.0%)	0 (0.0%)
17	160 (19.4%)	211 (25.5%)	91 (11.0%)	72 (8.7%)	277 (33.5%)			14 (1.7%)	1 (0.1%)

	405 (34.3%)	134 (11.3%)	871 (73.7%)	385 (32.6%)	466 (39.4%)	757 (64.0%)	372 (31.5%)	98 (8.3%)	17 (1.4%)	0 (0.0%)
	254 (34.1%)	96 (12.9%)	531 (71.3%)	230 (30.9%)	317 (42.6%)	478 (64.2%)	236 (31.7%)	58 (7.8%)	4 (0.5%)	0 (0.0%)
	151 (34.6%)	38 (8.7%)	340 (77.8%)	155 (35.5%)	149 (34.1%)	279 (63.8%)	136 (31.1%)	40 (9.2%)	13 (3.0%)	0 (0.0%)
	(46.8%)	(10.1%)	(59.5%)	(49.4%)	(46.8%)	(57.0%)	(24.1%)	(1.3%)	(1.3%)	(0.0%)
()	(34.3%)	(7.9%)	(78.7%)	(36.0%)	(49.4%)	(65.2%)	(20.8%)	(6.2%)	(1.7%)	(0.0%)
()	(36.4%)	(11.8%)	(75.6%)	(38.3%)	(29.2%)	(60.6%)	(35.7%)	(7.4%)	(1.4%)	(0.0%)
	(42.9%)	(14.3%)	(83.7%)	(26.5%)	(20.4%)	(67.3%)	(20.4%)	(14.3%)	(4.1%)	(0.0%)
	(24.4%)	(7.1%)	(61.9%)	(31.0%)	(62.4%)	(57.4%)	(40.6%)	(7.1%)	(0.5%)	(0.0%)
	(27.8%)	(5.6%)	(72.2%)	(11.1%)	(55.6%)	(77.8%)	(38.9%)	(11.1%)	(0.0%)	(0.0%)
	(33.2%)	(17.3%)	(79.8%)	(14.9%)	(30.3%)	(77.9%)	(27.9%)	(14.9%)	(1.9%)	(0.0%)
	(31.8%)	(13.6%)	(72.7%)	(45.5%)	(40.9%)	(59.1%)	(31.8%)	(0.0%)	(0.0%)	(0.0%)
18	77 (7.3%)	11 (1.0%)	355 (33.7%)	120 (11.4%)	88 (8.3%)	195 (18.5%)	177 (16.8%)	18 (1.7%)	13 (1.2%)	0 (0.0%)
	44 (7.0%)	9 (1.4%)	179 (28.5%)	65 (10.3%)	69 (11.0%)	118 (18.8%)	118 (18.8%)	16 (2.5%)	11 (1.7%)	0 (0.0%)
	33 (7.8%)	2 (0.5%)	176 (41.4%)	55 (12.9%)	19 (4.5%)	77 (18.1%)	59 (13.9%)	2 (0.5%)	2 (0.5%)	0 (0.0%)
	(14.8%)	(3.7%)	(20.4%)	(14.8%)	(13.0%)	(18.5%)	(13.0%)	(0.0%)	(1.9%)	(0.0%)
	(8.1%)	(0.6%)	(33.9%)	(14.8%)	(7.2%)	(17.0%)	(15.5%)	(1.6%)	(1.3%)	(0.0%)
	(5.5%)	(0.0%)	(56.4%)	(3.6%)	(3.6%)	(18.2%)	(7.3%)	(1.8%)	(3.6%)	(0.0%)
	(3.9%)	(2.6%)	(28.3%)	(6.6%)	(14.5%)	(22.4%)	(19.1%)	(2.0%)	(0.7%)	(0.0%)
	(16.7%)	(0.0%)	(33.3%)	(0.0%)	(0.0%)	(0.0%)	(50.0%)	(0.0%)	(0.0%)	(0.0%)
	(5.0%)	(0.0%)	(33.6%)	(3.6%)	(7.9%)	(22.9%)	(24.3%)	(2.1%)	(0.7%)	(0.0%)
	(0.0%)	(0.0%)	(66.7%)	(0.0%)	(0.0%)	(0.0%)	(16.7%)	(16.7%)	(0.0%)	(0.0%)
	(0.0%)	(100.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(0.0%)

	277 (23.4%)	543 (45.9%)	137 (11.6%)	135 (11.4%)	274 (23.2%)	190 (16.1%)	67 (5.7%)	171 (14.5%)	315 (26.6%)	136 (11.5%)	156 (13.2%)
	192 (25.8%)	338 (45.4%)	100 (13.4%)	95 (12.8%)	176 (23.6%)	109 (14.6%)	45 (6.0%)	107 (14.4%)	177 (23.8%)	97 (13.0%)	108 (14.5%)
	85 (19.5%)	205 (46.9%)	37 (8.5%)	40 (9.2%)	98 (22.4%)	81 (18.5%)	22 (5.0%)	64 (14.6%)	138 (31.6%)	39 (8.9%)	48 (11.0%)
	() (27.8%)	() (44.3%)	() (8.9%)	() (2.5%)	() (25.3%)	() (20.3%)	() (5.1%)	() (10.1%)	() (22.8%)	() (12.7%)	() (8.9%)
()	() (32.0%)	() (46.6%)	() (15.2%)	() (7.9%)	() (26.4%)	() (13.5%)	() (7.9%)	() (12.4%)	() (23.0%)	() (13.5%)	() (15.2%)
()	() (21.8%)	() (49.7%)	() (12.5%)	() (9.3%)	() (26.0%)	() (16.7%)	() (4.4%)	() (14.6%)	() (25.1%)	() (14.6%)	() (10.2%)
	() (6.1%)	() (40.8%)	() (4.1%)	() (6.1%)	() (18.4%)	() (16.3%)	() (0.0%)	() (14.3%)	() (40.8%)	() (4.1%)	() (18.4%)
	() (29.4%)	() (38.6%)	() (15.2%)	() (16.2%)	() (18.8%)	() (15.7%)	() (8.1%)	() (10.2%)	() (22.3%)	() (10.7%)	() (11.7%)
	() (27.8%)	() (27.8%)	() (5.6%)	() (16.7%)	() (16.7%)	() (16.7%)	() (11.1%)	() (27.8%)	() (22.2%)	() (11.1%)	() (16.7%)
	() (14.4%)	() (50.0%)	() (6.3%)	() (19.2%)	() (20.7%)	() (14.4%)	() (5.3%)	() (20.2%)	() (36.5%)	() (5.3%)	() (18.8%)
	() (36.4%)	() (27.3%)	() (13.6%)	() (4.5%)	() (13.6%)	() (27.3%)	() (4.5%)	() (18.2%)	() (18.2%)	() (13.6%)	() (18.2%)
18	205 (19.4%)	454 (43.1%)	141 (13.4%)	123 (11.7%)	226 (21.4%)	163 (15.5%)	55 (5.2%)	158 (15.0%)	231 (21.9%)	138 (13.1%)	118 (11.2%)
	142 (22.6%)	263 (41.8%)	91 (14.5%)	91 (14.5%)	147 (23.4%)	97 (15.4%)	32 (5.1%)	85 (13.5%)	128 (20.3%)	86 (13.7%)	74 (11.8%)
	63 (14.8%)	191 (44.9%)	50 (11.8%)	32 (7.5%)	79 (18.6%)	66 (15.5%)	23 (5.4%)	73 (17.2%)	103 (24.2%)	52 (12.2%)	44 (10.4%)

	89 (7.5%)	239 (20.2%)	120 (10.2%)	84 (7.1%)	166 (14.0%)	253 (21.4%)	117 (9.9%)	45 (3.8%)	15 (1.3%)	1 (0.1%)
	55 (7.4%)	163 (21.9%)	75 (10.1%)	51 (6.8%)	73 (9.8%)	157 (21.1%)	71 (9.5%)	24 (3.2%)	12 (1.6%)	0 (0.0%)
	34 (7.8%)	76 (17.4%)	45 (10.3%)	33 (7.6%)	93 (21.3%)	96 (22.0%)	46 (10.5%)	21 (4.8%)	3 (0.7%)	1 (0.2%)
	() (6.3%)	() (19.0%)	() (7.6%)	() (17.7%)	() (8.9%)	() (19.0%)	() (21.5%)	() (3.8%)	() (2.5%)	() (0.0%)
()	() (8.4%)	() (19.1%)	() (6.2%)	() (5.6%)	() (13.5%)	() (19.7%)	() (9.0%)	() (3.9%)	() (0.6%)	() (0.0%)
()	() (3.5%)	() (19.3%)	() (9.3%)	() (7.0%)	() (13.7%)	() (24.1%)	() (13.2%)	() (3.2%)	() (1.2%)	() (0.0%)
	() (12.2%)	() (28.6%)	() (10.2%)	() (12.2%)	() (32.7%)	() (20.4%)	() (4.1%)	() (10.2%)	() (0.0%)	() (0.0%)
	() (10.7%)	() (21.8%)	() (11.7%)	() (6.6%)	() (12.7%)	() (22.3%)	() (8.6%)	() (4.6%)	() (2.0%)	() (0.0%)
	() (11.1%)	() (16.7%)	() (5.6%)	() (5.6%)	() (11.1%)	() (22.2%)	() (11.1%)	() (5.6%)	() (11.1%)	() (0.0%)
	() (11.1%)	() (20.2%)	() (14.4%)	() (4.3%)	() (14.4%)	() (18.3%)	() (2.4%)	() (2.4%)	() (0.5%)	() (0.0%)
	() (9.1%)	() (22.7%)	() (18.2%)	() (4.5%)	() (13.6%)	() (13.6%)	() (4.5%)	() (4.5%)	() (0.0%)	() (4.5%)
18	72 (6.8%)	257 (24.4%)	98 (9.3%)	109 (10.3%)	164 (15.6%)	246 (23.3%)	126 (12.0%)	50 (4.7%)	18 (1.7%)	2 (0.2%)
	38 (6.0%)	161 (25.6%)	68 (10.8%)	60 (9.5%)	69 (11.0%)	138 (21.9%)	84 (13.4%)	20 (3.2%)	6 (1.0%)	1 (0.2%)
	34 (8.0%)	96 (22.6%)	30 (7.1%)	49 (11.5%)	95 (22.4%)	108 (25.4%)	42 (9.9%)	30 (7.1%)	12 (2.8%)	1 (0.2%)

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	305 (25.8%)	343 (29.0%)	322 (27.2%)	184 (15.6%)	27 (2.3%)	1 (0.1%)
	210 (28.2%)	220 (29.5%)	192 (25.8%)	110 (14.8%)	13 (1.7%)	0 (0.0%)
	95 (21.7%)	123 (28.1%)	130 (29.7%)	74 (16.9%)	14 (3.2%)	1 (0.2%)
	(24.1%)	(24.1%)	(27.8%)	(20.3%)	(3.8%)	(0.0%)
()	(21.3%)	(31.5%)	(28.7%)	(16.3%)	(2.2%)	(0.0%)
()	(14.4%)	(26.5%)	(32.7%)	(22.5%)	(3.9%)	(0.0%)
	(24.5%)	(26.5%)	(36.7%)	(6.1%)	(4.1%)	(2.0%)
	(34.5%)	(27.4%)	(28.9%)	(9.1%)	(0.0%)	(0.0%)
	(33.3%)	(38.9%)	(16.7%)	(11.1%)	(0.0%)	(0.0%)
	(43.3%)	(35.6%)	(13.0%)	(7.7%)	(0.5%)	(0.0%)
	(45.5%)	(27.3%)	(13.6%)	(13.6%)	(0.0%)	(0.0%)

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	17	18	18	18	18	18	18	18	18
	28 (2.4%)	6 (0.5%)	17 (1.4%)	14 (1.2%)	55 (4.7%)	66 (5.6%)	99 (8.4%)	115 (9.7%)	74 (6.3%)
	19 (2.6%)	5 (0.7%)	12 (1.6%)	7 (0.9%)	42 (5.6%)	47 (6.3%)	60 (8.1%)	68 (9.1%)	43 (5.8%)
	9 (2.1%)	1 (0.2%)	5 (1.1%)	7 (1.6%)	13 (3.0%)	19 (4.3%)	39 (8.9%)	47 (10.8%)	31 (7.1%)
	(0.0%)	(0.0%)	(2.5%)	(5.1%)	(7.6%)	(12.7%)	(16.5%)	(13.9%)	(10.1%)
()	(5.1%)	(0.0%)	(0.6%)	(0.6%)	(7.9%)	(9.0%)	(11.8%)	(13.5%)	(6.7%)
()	(0.5%)	(0.5%)	(0.7%)	(1.2%)	(4.4%)	(7.4%)	(8.6%)	(10.2%)	(7.0%)
	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(2.0%)	(2.0%)	(4.1%)	(18.4%)	(4.1%)
	(3.0%)	(1.0%)	(3.0%)	(2.0%)	(3.6%)	(3.0%)	(9.1%)	(10.2%)	(8.1%)
	(5.6%)	(5.6%)	(0.0%)	(0.0%)	(5.6%)	(0.0%)	(5.6%)	(16.7%)	(0.0%)
	(4.8%)	(0.5%)	(2.4%)	(0.0%)	(2.9%)	(0.0%)	(1.0%)	(0.5%)	(2.4%)
	(0.0%)	(0.0%)	(0.0%)	(0.0%)	(4.5%)	(4.5%)	(22.7%)	(13.6%)	(4.5%)

	18	18	18	18	19	19	19	
		10	11	12				
	108 (9.1%)	128 (10.8%)	112 (9.5%)	96 (8.1%)	55 (4.7%)	88 (7.4%)	100 (8.5%)	21 (1.8%)
	69 (9.3%)	77 (10.3%)	62 (8.3%)	56 (7.5%)	40 (5.4%)	58 (7.8%)	68 (9.1%)	12 (1.6%)
	39 (8.9%)	51 (11.7%)	50 (11.4%)	40 (9.2%)	15 (3.4%)	30 (6.9%)	32 (7.3%)	9 (2.1%)
	(6.3%)	(7.6%)	(3.8%)	(5.1%)	(3.8%)	(2.5%)	(1.3%)	(1.3%)
()	(6.2%)	(10.1%)	(7.3%)	(6.2%)	(3.9%)	(5.1%)	(6.2%)	(0.0%)
()	(5.6%)	(10.0%)	(11.4%)	(9.5%)	(4.4%)	(7.4%)	(9.7%)	(1.6%)
	(10.2%)	(8.2%)	(10.2%)	(18.4%)	(8.2%)	(2.0%)	(8.2%)	(4.1%)
	(5.6%)	(10.2%)	(7.1%)	(5.1%)	(5.1%)	(14.7%)	(8.1%)	(1.0%)
	(16.7%)	(5.6%)	(5.6%)	(5.6%)	(0.0%)	(11.1%)	(16.7%)	(0.0%)
	(23.1%)	(16.3%)	(12.5%)	(9.1%)	(4.3%)	(5.8%)	(10.1%)	(4.3%)
	(4.5%)	(9.1%)	(4.5%)	(4.5%)	(13.6%)	(4.5%)	(9.1%)	(0.0%)

	434 (36.7%)	78 (6.6%)	253 (21.4%)	39 (3.3%)	85 (7.2%)	35 (3.0%)	93 (7.9%)	163 (13.8%)	2 (0.2%)
	258 (34.6%)	53 (7.1%)	148 (19.9%)	26 (3.5%)	63 (8.5%)	28 (3.8%)	64 (8.6%)	104 (14.0%)	1 (0.1%)
	176 (40.3%)	25 (5.7%)	105 (24.0%)	13 (3.0%)	22 (5.0%)	7 (1.6%)	29 (6.6%)	59 (13.5%)	1 (0.2%)
	(19.0%)	(15.2%)	(25.3%)	(1.3%)	(2.5%)	(2.5%)	(5.1%)	(29.1%)	(0.0%)
()	(34.8%)	(11.8%)	(24.7%)	(1.1%)	(9.6%)	(2.8%)	(3.9%)	(11.2%)	(0.0%)
()	(18.6%)	(7.0%)	(37.6%)	(1.4%)	(9.7%)	(2.6%)	(7.9%)	(15.1%)	(0.2%)
	(67.3%)	(2.0%)	(8.2%)	(2.0%)	(0.0%)	(2.0%)	(8.2%)	(10.2%)	(0.0%)
	(54.8%)	(4.1%)	(3.6%)	(5.6%)	(9.6%)	(5.1%)	(6.6%)	(10.2%)	(0.5%)
	(50.0%)	(5.6%)	(16.7%)	(0.0%)	(0.0%)	(5.6%)	(11.1%)	(11.1%)	(0.0%)
	(57.2%)	(1.9%)	(4.8%)	(8.7%)	(1.9%)	(2.4%)	(13.5%)	(9.6%)	(0.0%)
	(36.4%)	(4.5%)	(13.6%)	(0.0%)	(4.5%)	(0.0%)	(4.5%)	(36.4%)	(0.0%)

	298 (25.2%)	3 (0.3%)	120 (10.2%)	156 (13.2%)	45 (3.8%)	25 (2.1%)	467 (39.5%)	66 (5.6%)	2 (0.2%)
	192 (25.8%)	3 (0.4%)	102 (13.7%)	88 (11.8%)	34 (4.6%)	16 (2.1%)	274 (36.8%)	34 (4.6%)	2 (0.3%)
	106 (24.3%)	0 (0.0%)	18 (4.1%)	68 (15.6%)	11 (2.5%)	9 (2.1%)	193 (44.2%)	32 (7.3%)	0 (0.0%)
	(22.8%)	(0.0%)	(5.1%)	(6.3%)	(2.5%)	(6.3%)	(51.9%)	(5.1%)	(0.0%)
()	(24.7%)	(0.0%)	(11.2%)	(10.7%)	(6.7%)	(1.1%)	(40.4%)	(5.1%)	(0.0%)
()	(23.7%)	(0.2%)	(7.9%)	(11.8%)	(3.9%)	(1.6%)	(44.1%)	(6.5%)	(0.2%)
	(30.6%)	(0.0%)	(4.1%)	(24.5%)	(0.0%)	(2.0%)	(32.7%)	(6.1%)	(0.0%)
	(23.4%)	(1.0%)	(16.2%)	(16.2%)	(4.6%)	(4.1%)	(27.9%)	(6.1%)	(0.5%)
	(33.3%)	(0.0%)	(16.7%)	(5.6%)	(0.0%)	(5.6%)	(38.9%)	(0.0%)	(0.0%)
	(30.3%)	(0.0%)	(10.6%)	(16.3%)	(1.9%)	(0.5%)	(36.1%)	(4.3%)	(0.0%)
	(18.2%)	(0.0%)	(13.6%)	(9.1%)	(4.5%)	(0.0%)	(50.0%)	(4.5%)	(0.0%)

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