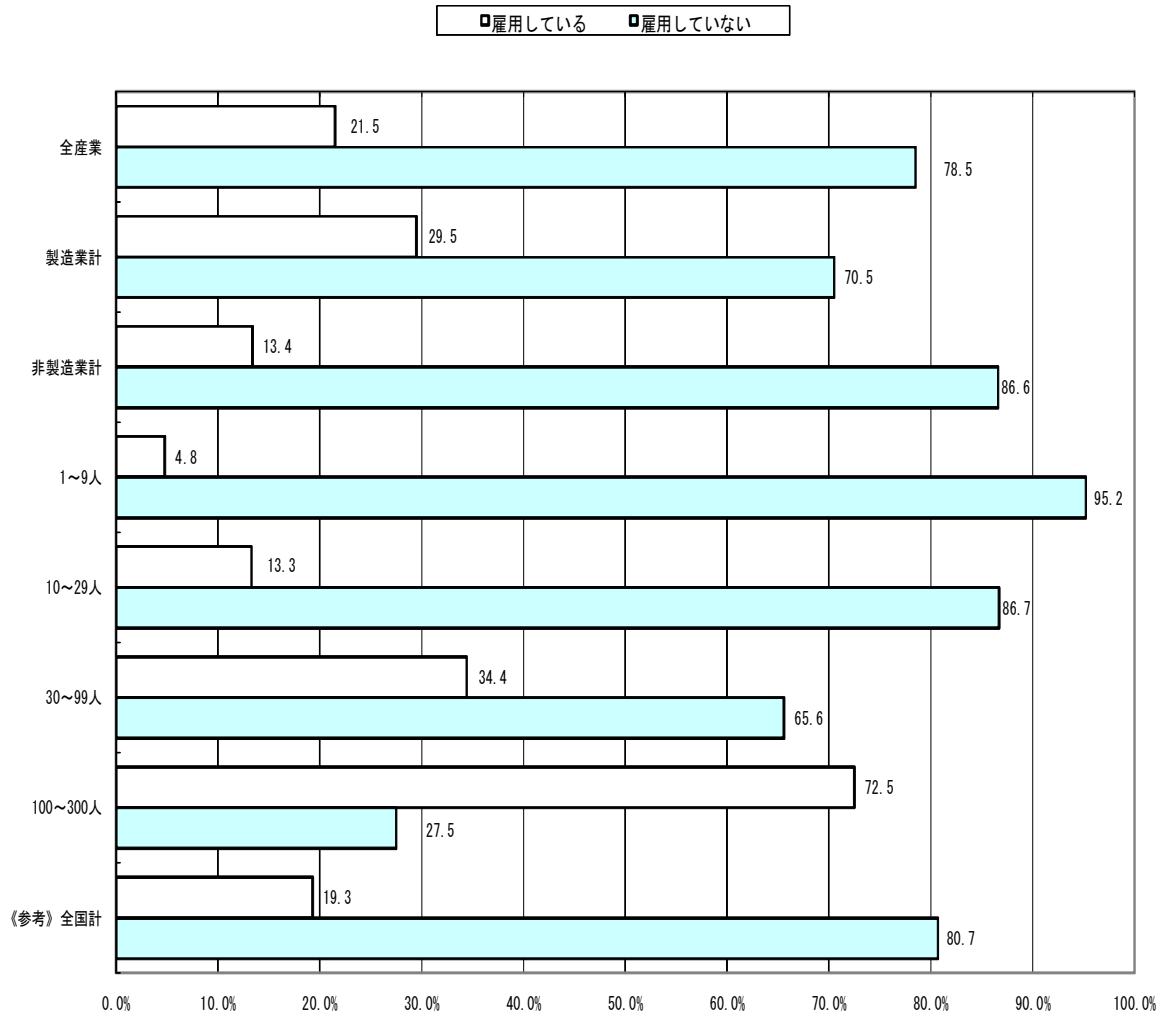第 33 図表　障がい者雇用の有無