

## 正社員求人倍率等の推移

| 項目<br>年度<br>年月 | 新 規               |                   |                   |                   |                      | 有 効               |                   |                   |                   |                      | 就 職       |      |            | 全国：正<br>社員有効<br>求人倍率<br>(原数値)<br>(倍) |
|----------------|-------------------|-------------------|-------------------|-------------------|----------------------|-------------------|-------------------|-------------------|-------------------|----------------------|-----------|------|------------|--------------------------------------|
|                | 正社員求人             |                   | 求職(常用)            |                   | 求人倍率<br>(原数値)<br>(倍) | 正社員求人             |                   | 求職(常用)            |                   | 求人倍率<br>(原数値)<br>(倍) | 就職件数(充足数) |      | 充足率<br>(%) |                                      |
|                | 対前年<br>増減率<br>(%) | 対前年<br>増減率<br>(%) | 対前年<br>増減率<br>(%) | 対前年<br>増減率<br>(%) |                      | 対前年<br>増減率<br>(%) | 対前年<br>増減率<br>(%) | 対前年<br>増減率<br>(%) | 対前年<br>増減率<br>(%) |                      |           |      |            |                                      |
| 19年度           | 6,864             | -3.7              | 6,260             | -1.8              | 1.10                 | 18,984            | -2.9              | 24,127            | -2.1              | 0.79                 | 1,612     | -3.6 | 23.5       | 0.61                                 |
| 20年度           | 6,311             | -8.1              | 7,105             | 13.5              | 0.89                 | 17,549            | -7.6              | 26,181            | 8.5               | 0.67                 | 1,547     | -4.0 | 24.5       | 0.48                                 |
| 21年度           | 4,282             | -32.1             | 7,349             | 3.4               | 0.58                 | 11,253            | -35.9             | 32,644            | 24.7              | 0.34                 | 1,431     | -7.6 | 33.4       | 0.26                                 |
| 22年度           | 5,304             | 23.9              | 7,341             | -0.1              | 0.72                 | 13,927            | 23.8              | 29,670            | -9.1              | 0.47                 | 1,545     | 8.0  | 29.1       | 0.33                                 |
| 23年度           | 5,927             | 11.7              | 6,820             | -7.1              | 0.87                 | 16,081            | 15.5              | 27,215            | -8.3              | 0.59                 | 1,580     | 2.3  | 26.7       |                                      |
| 22/4～6         | 4,657             | 10.6              | 8,194             | 0.0               | 0.57                 | 12,081            | 6.0               | 32,450            | -9.7              | 0.37                 | 1,543     | 5.3  | 33.1       | -                                    |
| 22/7～9         | 5,056             | 20.1              | 7,188             | 2.5               | 0.70                 | 13,056            | 20.1              | 30,393            | -10.0             | 0.43                 | 1,485     | 3.1  | 29.4       | -                                    |
| 22/10～12       | 5,335             | 29.8              | 6,251             | -3.1              | 0.85                 | 14,504            | 32.8              | 28,067            | -9.4              | 0.52                 | 1,503     | 9.7  | 28.2       | -                                    |
| 23/1～3         | 6,168             | 34.1              | 7,730             | 0.0               | 0.80                 | 16,068            | 35.9              | 27,771            | -7.1              | 0.58                 | 1,649     | 14.0 | 26.7       | -                                    |
| 23/4～6         | 5,600             | 20.3              | 7,530             | -8.1              | 0.74                 | 15,205            | 25.9              | 29,505            | -9.1              | 0.52                 | 1,639     | 6.2  | 29.3       | -                                    |
| 23/7～9         | 5,944             | 17.6              | 6,557             | -8.8              | 0.91                 | 15,601            | 19.5              | 27,611            | -9.2              | 0.57                 | 1,537     | 3.5  | 25.9       | -                                    |
| 23/10～12       | 5,880             | 10.2              | 5,850             | -6.4              | 1.01                 | 16,552            | 14.1              | 25,658            | -8.6              | 0.65                 | 1,477     | -1.7 | 25.1       | -                                    |
| 24/1～3         | 6,284             | 1.9               | 7,341             | -5.0              | 0.86                 | 16,967            | 5.6               | 26,087            | -6.1              | 0.65                 | 1,666     | 1.0  | 26.5       | -                                    |
| 22年4月          | 4,991             | 14.9              | 9,706             | -6.3              | 0.51                 | 12,299            | 0.9               | 33,136            | -9.7              | 0.37                 | 1,560     | 1.0  | 31.3       | 0.26                                 |
| 5月             | 4,374             | 9.2               | 7,371             | 6.8               | 0.59                 | 11,924            | 7.6               | 32,300            | -9.4              | 0.37                 | 1,504     | 12.0 | 34.4       | 0.26                                 |
| 6月             | 4,605             | 7.5               | 7,505             | 2.3               | 0.61                 | 12,019            | 10.1              | 31,914            | -10.0             | 0.38                 | 1,564     | 3.6  | 34.0       | 0.28                                 |
| 7月             | 5,132             | 20.8              | 7,229             | -0.1              | 0.71                 | 12,400            | 15.2              | 31,052            | -10.7             | 0.40                 | 1,440     | -1.1 | 28.1       | 0.29                                 |
| 8月             | 4,840             | 20.5              | 6,949             | 1.8               | 0.70                 | 12,938            | 20.0              | 30,191            | -10.2             | 0.43                 | 1,397     | 2.9  | 28.9       | 0.31                                 |
| 9月             | 5,195             | 19.0              | 7,386             | 5.8               | 0.70                 | 13,829            | 24.8              | 29,936            | -9.1              | 0.46                 | 1,618     | 7.4  | 31.1       | 0.33                                 |
| 10月            | 6,004             | 34.4              | 7,294             | -7.1              | 0.82                 | 14,573            | 32.1              | 29,599            | -10.3             | 0.49                 | 1,663     | 8.6  | 27.7       | 0.35                                 |
| 11月            | 4,980             | 24.5              | 6,335             | 4.0               | 0.79                 | 14,459            | 31.1              | 28,448            | -8.2              | 0.51                 | 1,561     | 9.9  | 31.3       | 0.36                                 |
| 12月            | 5,022             | 30.0              | 5,125             | -5.4              | 0.98                 | 14,481            | 35.3              | 26,153            | -9.6              | 0.55                 | 1,284     | 11.0 | 25.6       | 0.38                                 |
| 23年1月          | 6,162             | 22.7              | 7,349             | -3.7              | 0.84                 | 14,897            | 29.4              | 26,426            | -8.8              | 0.56                 | 1,307     | 4.5  | 21.2       | 0.40                                 |
| 2月             | 6,535             | 53.9              | 7,503             | 6.0               | 0.87                 | 16,443            | 40.2              | 27,369            | -6.6              | 0.60                 | 1,556     | 10.2 | 23.8       | 0.40                                 |
| 3月             | 5,806             | 28.3              | 8,339             | -1.7              | 0.70                 | 16,864            | 38.0              | 29,518            | -6.1              | 0.57                 | 2,085     | 24.4 | 35.9       | 0.38                                 |
| 23年4月          | 5,454             | 9.3               | 8,819             | -9.1              | 0.62                 | 15,683            | 27.5              | 30,275            | -8.6              | 0.52                 | 1,673     | 7.2  | 30.7       | 0.34                                 |
| 5月             | 5,378             | 23.0              | 6,835             | -7.3              | 0.79                 | 14,618            | 22.6              | 29,470            | -8.8              | 0.50                 | 1,553     | 3.3  | 28.9       | 0.34                                 |
| 6月             | 5,968             | 29.6              | 6,937             | -7.6              | 0.86                 | 15,315            | 27.4              | 28,769            | -9.9              | 0.53                 | 1,690     | 8.1  | 28.3       | 0.35                                 |
| 7月             | 5,300             | 3.3               | 6,312             | -12.7             | 0.84                 | 15,015            | 21.1              | 27,859            | -10.3             | 0.54                 | 1,535     | 6.6  | 29.0       | 0.37                                 |
| 8月             | 6,062             | 25.2              | 6,764             | -2.7              | 0.90                 | 15,571            | 20.4              | 27,593            | -8.6              | 0.56                 | 1,464     | 4.8  | 24.2       | 0.39                                 |
| 9月             | 6,471             | 24.6              | 6,595             | -10.7             | 0.98                 | 16,218            | 17.3              | 27,382            | -8.5              | 0.59                 | 1,612     | -0.4 | 24.9       | 0.42                                 |
| 10月            | 5,951             | -0.9              | 6,696             | -8.2              | 0.89                 | 16,791            | 15.2              | 27,111            | -8.4              | 0.62                 | 1,498     | -9.9 | 25.2       | 0.43                                 |
| 11月            | 5,978             | 20.0              | 5,867             | -7.4              | 1.02                 | 16,650            | 15.2              | 25,878            | -9.0              | 0.64                 | 1,577     | 1.0  | 26.4       | 0.45                                 |
| 12月            | 5,711             | 13.7              | 4,986             | -2.7              | 1.15                 | 16,215            | 12.0              | 23,984            | -8.3              | 0.68                 | 1,357     | 5.7  | 23.8       | 0.47                                 |
| 24年1月          | 6,473             | 5.0               | 7,487             | 1.9               | 0.86                 | 16,657            | 11.8              | 24,821            | -6.1              | 0.67                 | 1,361     | 4.1  | 21.0       | 0.48                                 |
| 2月             | 6,348             | -2.9              | 6,878             | -8.3              | 0.92                 | 17,110            | 4.1               | 25,833            | -5.6              | 0.66                 | 1,663     | 6.9  | 26.2       | 0.49                                 |
| 3月             | 6,030             | 3.9               | 7,658             | -8.2              | 0.79                 | 17,134            | 1.6               | 27,607            | -6.5              | 0.62                 | 1,975     | -5.3 | 32.8       | 0.46                                 |

注1 正社員の求人倍率は、正社員の求人数をパートタイムを除く常用の求職者数で除して算出しているが、パートタイムを除く常用の求職者数には派遣労働者や契約社員を希望する者も含まれるため、厳密な意味での正社員求人倍率より低い数値となる。

注2 充足率=就職件数(充足数)÷新規正社員求人数