

付表1 - 1 - 1
 転職者属性別の入職経路利用者数(その1)
 2000年のみ

(単位:人)

性別	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
男	496,076	11,175	143,565	477,960	515,316	186,712	20,539	1,851,344
女	441,612	22,841	61,746	405,539	603,718	136,182	13,859	1,685,496
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

年齢	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
19歳以下	12,634	4,602	1,420	37,332	55,187	13,007	135	124,317
20～24歳	189,076	11,062	15,321	137,303	266,695	49,503	6,699	675,659
25～29歳	183,277	8,628	24,337	158,697	270,194	54,281	5,988	705,403
30～34歳	129,777	5,110	18,712	105,449	148,285	31,417	4,625	443,373
35～44歳	172,470	2,680	21,205	179,583	182,303	69,830	8,182	636,252
45～54歳	163,405	989	39,383	161,779	146,335	54,414	6,259	572,563
55～59歳	54,331	618	26,398	39,933	33,922	20,855	889	176,946
60～64歳	29,796	121	45,470	42,112	13,473	22,368	1,154	154,493
65歳以上	2,923	208	13,065	21,311	2,641	7,219	467	47,834
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

教育	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
中学卒業	89,273	1,747	60,014	114,427	69,510	45,511	3,052	383,535
高校卒業	525,012	10,808	90,125	492,514	632,426	149,576	10,220	1,910,681
高専・短大(専修学校専門課程含む)	211,240	15,879	25,803	173,966	259,245	64,324	8,704	759,160
大学・大学院卒業(文科系)	84,442	1,799	20,614	77,830	129,176	35,639	7,552	357,051
大学・大学院卒業(理科系)	27,721	3,783	8,755	24,762	28,678	27,845	4,869	126,413
Total	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

現職産業	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
鉱業	768	2	156	1,493	140	1,508	3	4,069
建設業	86,226		286	55,223	153,030	40,561		47,062
製造業	222,469	5,947	32,830	123,317	177,587	41,213	7,874	611,235
電気・ガス・水道業	776	99	1,003	2,274	1,083	991	3	6,230
運輸・通信業	93,478	1,046	17,368	73,631	90,327	28,053	2,894	306,795
卸売・小売業	229,782	6,685	33,973	202,978	410,061	78,335	6,180	967,995
金融・保険業	12,669	154	3,581	84,236	23,869	5,017	1,269	130,796
不動産業	7,144	61	1,164	12,581	22,076	3,455	175	46,656
サービス業	284,376	19,737	60,013	229,959	353,331	117,261	15,424	1,080,101
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

現職職業	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
専門・技術的職業従事者	126,486	14,371	26,660	126,602	116,927	63,086	8,877	483,009
管理的職業従事者	14,783	440	24,886	27,375	7,826	15,682	5,343	96,334
事務従事者	177,387	4,222	26,800	106,649	139,107	42,765	3,221	500,151
販売従事者	94,591	1,886	14,771	169,268	265,522	45,823	4,292	596,152
サービス業職業従事者	121,320	9,117	18,078	127,783	283,244	42,777	5,570	607,889
運輸・通信従事者	87,700	528	11,568	55,759	67,660	18,360	2,207	243,781
生産工程・労務作業従事者	278,057	3,370	73,265	241,160	202,632	73,143	4,319	875,944
その他の職業従事者	37,365	82	9,285	28,905	36,117	21,259	570	133,582
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

現職就業形態	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
正規雇用	740,596	24,500	173,679	669,152	656,302	222,985	28,776	2,515,989
パートタイム	197,091	9,516	31,633	214,347	462,732	99,909	5,622	1,020,851
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

現職企業規模	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介	合計
1000人以上	74,412	4,328	23,515	106,274	235,547	33,445	3,843	481,363
300～999人	121,432	2,186	13,523	58,900	151,002	33,955	5,177	386,175
100～299人	148,820	9,992	43,781	149,630	232,745	49,252	7,523	641,743
30～99人	211,411	4,825	38,835	164,531	252,049	63,506	8,991	744,148
5～29人	362,591	9,311	76,317	368,935	230,736	108,863	8,575	1,165,327
官公営	19,022	3,375	9,341	35,230	16,955	33,873	288	118,085
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

付表1 - 1 - 2
 転職者属性別の入職経路利用者数(その2)
 2000年のみ

前職産業	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介	合計
農林漁業	3,916	230	2,892	21,866	6,579	2,746	755	38,983
鉱業	3,923	3	83	828	968	869	1,449	8,123
建設業	68,957	548	50,107	116,873	55,373	26,087	2,305	320,249
製造業	187,359	3,955	48,412	125,032	139,720	39,344	7,334	551,156
運輸・通信業	75,480	584	18,021	66,125	66,683	16,471	1,545	244,909
卸売・小売業	141,480	1,965	11,063	138,593	239,321	49,991	2,872	585,286
金融・保険・不動産業	27,088	898	4,197	43,229	49,606	7,660	1,974	134,652
サービス業	238,994	17,856	38,845	222,994	313,177	89,983	12,039	933,887
その他	190,492	7,978	31,692	147,959	247,608	89,745	4,125	719,597
合計	937,688	34,016	205,312	883,499	1,119,035	322,894	34,397	3,536,840

前職職業	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介	合計
専門・技術的職業従事者	119,164	10,761	28,577	118,202	109,159	56,201	9,786	451,850
管理的職業従事者	33,669	718	25,365	27,092	16,746	16,894	5,873	126,358
事務従事者	136,906	3,735	25,670	95,261	152,788	37,794	4,743	456,898
販売従事者	111,167	1,195	11,859	151,583	175,573	30,316	2,381	484,074
サービス職業従事者	151,044	10,580	18,367	144,824	269,209	58,011	3,388	655,423
運輸・通信従事者	62,960	241	12,037	52,536	53,923	14,803	1,442	197,941
生産工程・労務作業従事者	188,773	4,161	71,209	179,107	144,398	55,185	4,522	647,356
その他の職業従事者	42,614	1,381	7,792	52,960	52,175	21,046	882	178,849
合計	846,297	32,772	200,876	821,563	973,972	290,250	33,017	3,198,748

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前職就業形態	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介	合計
正規雇用	651,643	21,121	178,735	599,066	587,019	196,464	27,303	2,261,351
パートタイム	176,007	11,592	21,044	178,528	349,449	82,031	4,605	823,256
合計	827,650	32,712	199,779	777,594	936,468	278,495	31,909	3,084,607

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前職企業規模	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介	合計
1000人以上	72,840	3,079	29,287	64,534	90,132	28,379	6,419	294,670
300～999人	66,235	4,967	20,648	46,907	71,727	31,648	3,840	245,971
100～299人	132,974	5,599	28,670	119,822	169,152	47,098	7,647	510,962
30～99人	211,728	4,654	39,071	194,641	241,141	60,548	6,256	758,039
5～29人	299,725	11,213	63,898	284,056	305,484	80,085	6,734	1,051,194
4人以下	28,876	1,654	4,297	41,282	42,957	11,102	534	130,702
官公営	10,740	1,438	13,771	23,720	9,388	18,801	155	78,013
合計	823,118	32,605	199,642	774,962	929,981	277,660	31,584	3,069,551

離職期間	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介	合計
15日未満	101,031	9,601	101,775	206,689	150,992	113,159	9,784	693,031
15日～1か月未満	100,503	2,381	12,651	99,816	134,803	28,113	2,641	380,907
1か月～3か月未満	228,508	7,992	55,475	169,386	276,535	51,391	9,612	798,899
3か月～6か月未満	166,259	6,066	17,059	145,820	164,547	35,892	4,025	539,668
6か月～1年未満	226,653	6,395	12,660	153,565	206,255	49,122	5,478	660,127
合計	822,953	32,435	199,619	775,276	933,133	277,677	31,539	3,072,632

付表1 - 1 - 3
 転職者属性別の入職経路利用者数(その3)
 2000年のみ

性別	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
男	26.8%	0.6%	7.8%	25.8%	27.8%	10.1%	1.1%
女	26.2%	1.4%	3.7%	24.1%	35.8%	8.1%	0.8%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

年齢	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
19歳以下	10.2%	3.7%	1.1%	30.0%	44.4%	10.5%	0.1%
20～24歳	28.0%	1.6%	2.3%	20.3%	39.5%	7.3%	1.0%
25～29歳	26.0%	1.2%	3.5%	22.5%	38.3%	7.7%	0.8%
30～34歳	29.3%	1.2%	4.2%	23.8%	33.4%	7.1%	1.0%
35～44歳	27.1%	0.4%	3.3%	28.2%	28.7%	11.0%	1.3%
45～54歳	28.5%	0.2%	6.9%	28.3%	25.6%	9.5%	1.1%
55～59歳	30.7%	0.3%	14.9%	22.6%	19.2%	11.8%	0.5%
60～64歳	19.3%	0.1%	29.4%	27.3%	8.7%	14.5%	0.7%
65歳以上	6.1%	0.4%	27.3%	44.6%	5.5%	15.1%	1.0%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

教育	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
中学卒業	23.3%	0.5%	15.6%	29.8%	18.1%	11.9%	0.8%
高校卒業	27.5%	0.6%	4.7%	25.8%	33.1%	7.8%	0.5%
高専・短大(専修学校専門課程含む)卒	27.8%	2.1%	3.4%	22.9%	34.1%	8.5%	1.1%
大学・大学院卒業(文科系)	23.6%	0.5%	5.8%	21.8%	36.2%	10.0%	2.1%
大学・大学院卒業(理科系)	21.9%	3.0%	6.9%	19.6%	22.7%	22.0%	3.9%
Total	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

現職産業	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
鉱業	18.9%	0.0%	3.8%	36.7%	3.4%	37.1%	0.1%
建設業	183.2%	0.0%	0.6%	117.3%	325.2%	86.2%	0.0%
製造業	36.4%	1.0%	5.4%	20.2%	29.1%	6.7%	1.3%
電気・ガス・水道業	12.5%	1.6%	16.1%	36.5%	17.4%	15.9%	0.1%
運輸・通信業	30.5%	0.3%	5.7%	24.0%	29.4%	9.1%	0.9%
卸売・小売業	23.7%	0.7%	3.5%	21.0%	42.4%	8.1%	0.6%
金融・保険業	9.7%	0.1%	2.7%	64.4%	18.2%	3.8%	1.0%
不動産業	15.3%	0.1%	2.5%	27.0%	47.3%	7.4%	0.4%
サービス業	26.3%	1.8%	5.6%	21.3%	32.7%	10.9%	1.4%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

現職職業	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
専門・技術的職業従事者	26.2%	3.0%	5.5%	26.2%	24.2%	13.1%	1.8%
管理的職業従事者	15.3%	0.5%	25.8%	28.4%	8.1%	16.3%	5.5%
事務従事者	35.5%	0.8%	5.4%	21.3%	27.8%	8.6%	0.6%
販売従事者	15.9%	0.3%	2.5%	28.4%	44.5%	7.7%	0.7%
サービス業職業従事者	20.0%	1.5%	3.0%	21.0%	46.6%	7.0%	0.9%
運輸・通信従事者	36.0%	0.2%	4.7%	22.9%	27.8%	7.5%	0.9%
生産工程・労務作業従事者	31.7%	0.4%	8.4%	27.5%	23.1%	8.4%	0.5%
その他の職業従事者	28.0%	0.1%	7.0%	21.6%	27.0%	15.9%	0.4%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

現職就業形態	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
正規雇用	29.4%	1.0%	6.9%	26.6%	26.1%	8.9%	1.1%
パートタイム	19.3%	0.9%	3.1%	21.0%	45.3%	9.8%	0.6%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

現職企業規模	公共職安	学校	前の会社	縁故	広告	その他	民間職業紹介
1000人以上	15.5%	0.9%	4.9%	22.1%	48.9%	6.9%	0.8%
300～999人	31.4%	0.6%	3.5%	15.3%	39.1%	8.8%	1.3%
100～299人	23.2%	1.6%	6.8%	23.3%	36.3%	7.7%	1.2%
30～99人	28.4%	0.6%	5.2%	22.1%	33.9%	8.5%	1.2%
5～29人	31.1%	0.8%	6.5%	31.7%	19.8%	9.3%	0.7%
官公営	16.1%	2.9%	7.9%	29.8%	14.4%	28.7%	0.2%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

付表1 - 1 - 4
 転職者属性別の入職経路利用者数(その4)
 2000年のみ

前職産業	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介
農林漁業	10.0%	0.6%	7.4%	56.1%	16.9%	7.0%	1.9%
鉱業	0	0	0	0	0	0	0
建設業	21.5%	0.2%	15.6%	36.5%	17.3%	8.1%	0.7%
製造業	34.0%	0.7%	8.8%	22.7%	25.4%	7.1%	1.3%
運輸・通信業	30.8%	0.2%	7.4%	27.0%	27.2%	6.7%	0.6%
卸売・小売業	24.2%	0.3%	1.9%	23.7%	40.9%	8.5%	0.5%
金融・保険・不動産業	20.1%	0.7%	3.1%	32.1%	36.8%	5.7%	1.5%
サービス業	25.6%	1.9%	4.2%	23.9%	33.5%	9.6%	1.3%
その他	26.5%	1.1%	4.4%	20.6%	34.4%	12.5%	0.6%
合計	26.5%	1.0%	5.8%	25.0%	31.6%	9.1%	1.0%

前職職業	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介
専門・技術的職業従事者	26.4%	2.4%	6.3%	26.2%	24.2%	12.4%	2.2%
管理的職業従事者	26.6%	0.6%	20.1%	21.4%	13.3%	13.4%	4.6%
事務従事者	30.0%	0.8%	5.6%	20.8%	33.4%	8.3%	1.0%
販売従事者	23.0%	0.2%	2.4%	31.3%	36.3%	6.3%	0.5%
サービス職業従事者	23.0%	1.6%	2.8%	22.1%	41.1%	8.9%	0.5%
運輸・通信従事者	31.8%	0.1%	6.1%	26.5%	27.2%	7.5%	0.7%
生産工程・労務作業従事者	29.2%	0.6%	11.0%	27.7%	22.3%	8.5%	0.7%
その他の職業従事者	23.8%	0.8%	4.4%	29.6%	29.2%	11.8%	0.5%
合計	26.5%	1.0%	6.3%	25.7%	30.4%	9.1%	1.0%

前職就業形態	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介
正規雇用	28.8%	0.9%	7.9%	26.5%	26.0%	8.7%	1.2%
パートタイム	21.4%	1.4%	2.6%	21.7%	42.4%	10.0%	0.6%
合計	26.8%	1.1%	6.5%	25.2%	30.4%	9.0%	1.0%

前職企業規模	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介
1000人以上	24.7%	1.0%	9.9%	21.9%	30.6%	9.6%	2.2%
300～999人	26.9%	2.0%	8.4%	19.1%	29.2%	12.9%	1.6%
100～299人	26.0%	1.1%	5.6%	23.5%	33.1%	9.2%	1.5%
30～99人	27.9%	0.6%	5.2%	25.7%	31.8%	8.0%	0.8%
5～29人	28.5%	1.1%	6.1%	27.0%	29.1%	7.6%	0.6%
4人以下	22.1%	1.3%	3.3%	31.6%	32.9%	8.5%	0.4%
官公営	13.8%	1.8%	17.7%	30.4%	12.0%	24.1%	0.2%
合計	26.8%	1.1%	6.5%	25.2%	30.3%	9.0%	1.0%

離職期間	公共職安	学校	前の会社	縁故	広告	その他	民営職業紹介
15日未満	14.6%	1.4%	14.7%	29.8%	21.8%	16.3%	1.4%
15日～1か月未満	26.4%	0.6%	3.3%	26.2%	35.4%	7.4%	0.7%
1か月～3か月未満	28.6%	1.0%	6.9%	21.2%	34.6%	6.4%	1.2%
3か月～6か月未満	30.8%	1.1%	3.2%	27.0%	30.5%	6.7%	0.7%
6か月～1年未満	34.3%	1.0%	1.9%	23.3%	31.2%	7.4%	0.8%
合計	26.8%	1.1%	6.5%	25.2%	30.4%	9.0%	1.0%

(出所)厚生労働省「雇用動向調査」の特別集計。推計乗率を用いて母集団拡大推計した。

付表1 - 2 - 1
入職経路別・転職者属性別の賃金変化率(その1)

	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
公共職業安定所						
男	427,843	-2.5	307,203	0.3	252,734	3.6
女	398,528	-1.1	255,102	1.1	220,124	3.1
学校						
男	10,410	-4.0	18,339	3.8	18,587	6.6
女	22,201	0.4	12,170	7.8	19,604	4.4
前の会社						
男	140,310	-9.4	82,685	-9.5	83,136	-0.9
女	59,425	-7.1	53,569	-0.3	40,343	1.7
出向						
男	102,752	-1.7	85,696	0.3	66,065	4.6
女	5,149	0.3	11,600	0.0	6,286	-4.0
出向先からの復帰						
男	23,380	-2.4	26,352	-1.0	14,198	-1.2
女	3,554	0.4	5,138	4.5	874	9.3
縁故						
男	408,204	0.2	463,385	4.6	637,425	7.1
女	367,519	-1.4	325,257	2.8	442,112	6.0
広告						
男	417,872	1.7	376,381	4.1	502,254	5.2
女	512,960	-1.6	370,940	1.2	519,719	2.6
その他						
男	154,425	-0.2	164,970	3.4	151,413	1.6
女	123,342	-0.5	112,734	-0.4	98,758	2.0
民間職業紹介						
男	18,761	3.3				
女	11,390	0.40				

付表1-2-2
入職経路別・転職者属性別の賃金変化率(その2)

	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
公共職業安定所						
19歳以下	11,614	2.4	12,285	7.0	27,724	8.9
20～24歳	161,919	1.7	158,168	3.0	115,394	4.6
25～29歳	164,377	0.2	90,847	2.6	75,270	2.9
30～34歳	119,220	-0.3	54,721	-2.1	49,218	9.8
35～44歳	150,009	0.4	103,052	1.8	85,767	4.1
45～54歳	144,343	-5.4	89,030	-1.1	61,488	1.7
55～59歳	46,392	-10.3	28,216	-4.2	31,775	-4.8
60～64歳	25,757	-21.7	22,564	-10.9	21,875	-8.7
65歳以上	2,741	-19.3	3,423	-9.4	4,346	-2.9
学校						
19歳以下	4,468	0.5	7,164	4.6	3,471	9.9
20～24歳	10,415	-6.6	9,597	9.3	15,142	2.8
25～29歳	8,275	-1.8	7,941	-0.4	7,444	3.5
30～34歳	5,105	13.2	2,802	8.9	2,532	6.0
35～44歳	2,522	0.9	1,367	5.8	5,731	8.8
45～54歳	984	-5.5	1,118	10.2	2,304	14.9
55～59歳	618	-10.3	490	4.8	1,283	7.1
60～64歳	117	-34.4	29	-20.3	264	-8.7
65歳以上	108	-40.0			21	-20.0
前の会社						
19歳以下	1,420	-2.0	737	2.7	784	8.5
20～24歳	14,870	-8.9	8,862	-3.9	13,930	4.6
25～29歳	23,503	-4.4	12,862	7.6	13,461	4.3
30～34歳	17,477	1.6	7,103	-0.5	12,761	7.6
35～44歳	20,436	0.8	21,771	-0.5	17,711	2.8
45～54歳	38,945	-3.8	38,956	-4.7	24,443	-0.8
55～59歳	25,559	-15.1	22,220	-13.4	18,792	-7.4
60～64歳	44,758	-21.4	19,921	-18.0	16,515	-7.8
65歳以上	12,767	-4.1	3,823	-4.6	5,081	0.6
出向						
19歳以下	334	-0.8	413	0.1	231	4.0
20～24歳	10,719	4.5	5,620	2.2	5,021	3.0
25～29歳	10,591	5.1	13,016	0.7	7,739	6.3
30～34歳	11,229	-1.9	11,394	4.2	9,217	15.6
35～44歳	22,665	-1.5	20,052	0.4	17,929	4.7
45～54歳	34,667	-1.8	29,647	0.5	24,114	2.4
55～59歳	14,989	-4.0	15,745	-2.9	5,309	-3.0
60～64歳	2,685	-34.8	1,064	-14.7	2,761	-20.4
65歳以上	21	-20.0	345	-9.4	31	-20.0
出向先からの復帰						
19歳以下	84	0.0	159	5.8	84	-2.1
20～24歳	1,358	-9.3	4,802	9.0	1,349	-0.7
25～29歳	2,700	-1.1	3,530	-2.4	1,567	1.4
30～34歳	4,815	-0.7	3,249	-2.6	1,518	-3.5
35～44歳	7,739	-0.8	7,198	0.6	6,208	-1.3
45～54歳	7,603	-3.0	9,440	-0.1	3,397	0.8
55～59歳	2,293	-2.1	1,865	-0.6	701	1.7
60～64歳	298	-0.9	921	-33.7	78	-10.1
65歳以上	44	-20.0	326	-0.5	170	0.0
縁故						
19歳以下	33,072	2.4	23,953	5.9	59,024	11.3
20～24歳	125,297	2.1	187,452	4.8	228,340	7.1
25～29歳	144,786	2.9	119,839	2.8	162,741	7.5
30～34歳	96,150	1.5	89,979	5.5	140,293	6.9
35～44歳	144,075	-0.3	150,445	5.7	228,103	7.1
45～54歳	141,634	-2.9	118,397	4.0	154,083	9.2
55～59歳	32,381	-6.2	34,993	1.0	52,530	2.7
60～64歳	39,055	-11.0	41,540	-4.9	39,256	-11.3
65歳以上	19,275	-13.6	22,044	-1.1	15,167	-2.5
広告						
19歳以下	43,788	2.2	23,482	6.4	43,524	5.8
20～24歳	217,532	2.9	221,289	4.4	294,763	4.9
25～29歳	235,394	-0.8	145,245	2.2	183,746	2.5
30～34歳	125,518	0.3	84,140	4.3	117,446	5.5
35～44歳	155,498	-0.6	142,658	0.7	213,635	4.6
45～54歳	112,230	-1.4	99,574	3.3	110,015	2.6
55～59歳	27,571	-7.7	15,165	-0.7	36,146	4.2
60～64歳	11,240	-16.6	13,907	-16.4	18,797	-12.9
65歳以上	2,061	-13.8	1,862	-4.9	3,900	-4.9
その他						
19歳以下	11,414	0.6	2,083	-1.4	12,707	7.4
20～24歳	41,228	0.9	50,340	5.9	32,552	0.0
25～29歳	50,982	-1.3	38,510	2.0	46,952	2.3
30～34歳	25,897	5.1	20,774	5.6	38,415	-0.4
35～44歳	63,120	2.9	39,443	2.0	53,673	7.0
45～54歳	44,062	2.2	55,222	2.0	37,205	-0.6
55～59歳	16,726	-9.3	22,349	-0.9	12,039	-1.3
60～64歳	18,862	-14.6	28,635	-4.5	13,918	-4.8
65歳以上	5,476	-8.8	20,349	-0.5	2,711	-9.3
民営職業紹介						
19歳以下	135	2.0				
20～24歳	4,497	0.3				
25～29歳	5,465	2.2				
30～34歳	4,396	9.9				
35～44歳	7,610	13.4				
45～54歳	5,661	-11.1				
55～59歳	847	-12.1				
60～64歳	1,121	-17.1				
65歳以上	419	0.0				

付表1 - 2 - 3
入職経路別・転職者属性別の賃金変化率(その3)

	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
公共職業安定所						
中学卒業	76,700	-2.4	85,253	1.3	95,063	2.3
高校卒業	453,767	-2.0	348,156	0.6	301,466	4.3
高専・短大(専修学校専門課程含む)卒	192,543	-1.0	76,855	0.2	42,402	1.0
大学・大学院卒業(文科系)	78,127	-1.6	31,027	-1.1	23,784	0.6
大学・大学院卒業(理科系)	25,234	-4.6	21,014	4.7	10,142	1.8
学校						
中学卒業	1,747	1.1	3,638	0.8	3,021	3.1
高校卒業	10,352	-4.3	10,938	-1.5	21,330	3.2
高専・短大(専修学校専門課程含む)卒	15,366	-0.7	9,955	7.3	6,675	5.8
大学・大学院卒業(文科系)	1,365	3.0	474	10.8	2,583	16.4
大学・大学院卒業(理科系)	3,781	4.5	5,505	18.2	4,583	10.8
前の会社						
中学卒業	59,389	-6.9	32,637	-0.6	45,682	2.2
高校卒業	87,003	-11.0	70,031	-5.5	59,979	-0.5
高専・短大(専修学校専門課程含む)卒	24,644	-4.4	17,206	-5.0	9,494	-1.0
大学・大学院卒業(文科系)	20,185	-10.3	10,832	-23.4	4,495	-12.8
大学・大学院卒業(理科系)	8,514	-5.9	5,547	-11.5	3,828	-3.5
出向						
中学卒業	4,555	-3.4	4,828	-1.3	6,367	7.2
高校卒業	52,003	-0.3	43,174	-1.5	33,248	1.7
高専・短大(専修学校専門課程含む)卒	9,492	0.5	7,247	4.3	5,602	-0.1
大学・大学院卒業(文科系)	19,547	-5.2	27,779	1.8	11,800	0.2
大学・大学院卒業(理科系)	22,305	-1.8	14,269	1.3	15,334	11.3
出向先からの復帰						
中学卒業	1,352	0.3	1,609	-0.2	1,070	-0.4
高校卒業	10,231	-1.3	17,733	0.8	8,384	1.2
高専・短大(専修学校専門課程含む)卒	4,889	-0.3	2,277	0.3	513	-0.6
大学・大学院卒業(文科系)	5,196	-3.4	4,960	0.3	2,777	-2.0
大学・大学院卒業(理科系)	5,266	-4.2	4,912	-3.8	2,328	-5.8
縁故						
中学卒業	89,681	-0.5	186,298	5.5	230,545	7.8
高校卒業	428,581	-0.1	437,575	2.7	663,238	6.6
高専・短大(専修学校専門課程含む)卒	161,497	-1.8	83,551	9.2	94,514	5.6
大学・大学院卒業(文科系)	73,199	0.8	43,306	-1.1	55,805	5.8
大学・大学院卒業(理科系)	22,765	-5.2	37,914	2.0	35,434	4.4
広告						
中学卒業	55,272	-1.6	73,055	3.0	116,253	7.2
高校卒業	514,443	0.4	464,877	3.9	676,562	4.1
高専・短大(専修学校専門課程含む)卒	222,862	-0.8	114,326	-0.9	108,413	0.4
大学・大学院卒業(文科系)	112,953	-0.8	67,239	-1.2	92,932	3.4
大学・大学院卒業(理科系)	25,302	2.2	27,825	4.6	27,813	-0.8
その他						
中学卒業	33,378	-3.6	59,525	0.5	59,750	4.2
高校卒業	125,963	-1.6	140,303	3.8	127,830	0.1
高専・短大(専修学校専門課程含む)卒	60,277	-0.2	41,685	-3.3	27,402	2.7
大学・大学院卒業(文科系)	31,940	1.4	17,709	-1.0	14,929	-4.4
大学・大学院卒業(理科系)	26,209	7.9	18,482	6.2	20,260	7.7
民間職業紹介						
中学卒業	2,934	-6.6	3,052	0.0	3,052	0.0
高校卒業	7,754	1.7	10,220	0.0	10,220	0.0
高専・短大(専修学校専門課程含む)卒	7,332	5.3	8,704	0.0	8,704	0.0
大学・大学院卒業(文科系)	7,301	10.6	7,552	0.0	7,552	0.0
大学・大学院卒業(理科系)	4,830	-8.9	4,869	0.0	4,869	0.0

付表1 - 2 - 4
入職経路別・転職者属性別の賃金変化率(その4)

	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
公共職業安定所						
正規雇用	656,073	0.0	500,528	2.0	420,986	4.3
パートタイム	170,298	-8.8	61,778	-10.3	51,872	-4.4
学校						
正規雇用	23,702	2.2	27,874	5.5	33,473	6.1
パートタイム	8,909	-9.4	2,636	4.0	4,718	0.6
前の会社						
正規雇用	169,790	-7.5	118,110	-5.2	112,309	1.0
パートタイム	29,944	-15.6	18,144	-10.6	11,170	-10.5
出向						
正規雇用	100,230	-2.2	92,764	0.5	69,161	4.6
パートタイム	7,671	6.8	4,532	-3.0	3,190	-13.3
出向先からの復帰						
正規雇用	26,413	-2.0	28,964	0.3	15,023	-0.6
パートタイム	522	-0.7	2,526	-3.9	49	2.3
縁故						
正規雇用	596,728	0.7	649,240	4.7	914,063	7.8
パートタイム	178,995	-4.8	139,402	-0.1	165,474	0.1
広告						
正規雇用	561,006	3.2	531,491	6.4	777,296	5.5
パートタイム	369,825	-5.1	215,831	-6.5	244,677	-1.4
その他						
正規雇用	194,420	1.8	239,420	4.1	207,453	3.3
パートタイム	83,347	-5.1	38,284	-11.9	42,719	-5.7
民間職業紹介						
正規雇用	26,512	4.0				
パートタイム	3,639	-10.8				

付表1 - 2 - 5
入職経路別・転職者属性別の賃金変化率(その5)

前職企業規模	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
公共職業安定所						
1000人以上	72,840	-11.9	47,905	-11.0	48,385	-1.6
300～999人	66,235	-4.9	42,526	-3.5	44,656	-3.5
100～299人	132,974	-3.5	98,846	-2.4	69,730	1.8
30～99人	211,692	-0.2	143,139	2.6	114,789	3.6
5～29人	299,651	0.9	201,709	4.8	159,161	6.8
4人以下	28,876	-1.0	19,145	-0.7	24,612	7.9
官公営	10,680	-8.1	8,079	-1.7	7,511	-6.2
学校						
1000人以上	3,079	-9.5	3,779	12.2	8,149	5.9
300～999人	4,967	-9.0	5,863	17.1	4,887	4.2
100～299人	5,599	0.3	8,351	-5.7	6,528	2.6
30～99人	4,654	-2.3	3,254	6.8	6,839	2.0
5～29人	11,213	-0.7	7,185	1.9	10,322	9.3
4人以下	1,654	34.3	1,694	18.2	367	14.1
官公営	1,438	0.8	349	1.7	1,062	7.7
前の会社						
1000人以上	29,287	-17.9	29,263	-17.2	19,939	-8.1
300～999人	20,648	-8.9	6,200	-10.9	9,807	-4.7
100～299人	28,670	-9.2	16,071	-3.4	14,152	3.4
30～99人	39,071	-8.5	34,499	2.1	36,899	4.2
5～29人	63,898	-1.7	31,825	3.0	33,526	3.4
4人以下	4,297	1.2	1,426	6.5	2,131	14.3
官公営	13,771	-24.1	16,868	-21.2	6,770	-22.8
出向						
1000人以上	44,880	-0.8	38,991	0.4	35,253	3.0
300～999人	18,078	-5.9	8,589	0.0	8,402	5.3
100～299人	15,596	-2.0	9,977	-1.4	2,675	3.8
30～99人	9,895	-0.1	19,792	2.4	9,644	-4.0
5～29人	7,199	0.7	4,766	0.4	8,835	10.8
4人以下	1,564	6.6	593	0.0	3,318	12.8
官公営	10,457	-0.8	14,261	-1.5	4,214	4.2
出向先からの復帰						
1000人以上	8,259	-4.5	7,324	-3.7	1,948	-0.5
300～999人	4,747	-2.2	5,840	-0.4	3,042	-1.5
100～299人	5,282	-0.6	4,676	-1.4	2,776	-3.3
30～99人	3,985	-0.3	5,669	-2.0	3,237	-0.2
5～29人	3,993	-0.4	4,591	1.0	3,019	3.1
4人以下	168	0.0	2,708	16.3	99	-0.6
官公営	447	-2.5	649	-6.8	925	-3.7
縁故						
1000人以上	64,532	-7.2	62,581	-4.7	73,992	-0.8
300～999人	46,907	-6.5	46,682	0.7	91,196	2.3
100～299人	119,822	-7.0	103,765	3.0	138,945	4.9
30～99人	194,551	1.5	197,548	1.5	254,590	7.5
5～29人	283,704	2.3	310,147	6.7	421,547	8.9
4人以下	41,236	5.4	48,713	9.5	72,451	9.5
官公営	23,720	0.1	16,362	2.7	23,371	-0.2
広告						
1000人以上	90,118	-2.2	65,839	-4.7	119,428	-4.0
300～999人	71,723	-4.9	58,800	-2.7	95,238	-1.5
100～299人	168,816	-1.8	118,244	-2.3	173,989	4.6
30～99人	241,124	-0.7	186,345	4.6	262,208	4.8
5～29人	304,128	2.7	269,306	5.6	304,741	6.7
4人以下	42,957	1.3	39,090	10.4	44,838	6.5
官公営	9,383	3.7	7,334	-5.0	14,084	8.9
その他						
1000人以上	28,333	0.3	25,996	-2.6	33,337	-4.1
300～999人	31,648	-4.0	23,830	2.1	22,636	4.6
100～299人	47,098	2.4	30,564	2.8	37,843	1.1
30～99人	60,548	-3.9	63,144	3.7	56,036	3.2
5～29人	79,928	1.9	106,564	2.7	80,206	3.3
4人以下	11,102	13.0	10,516	2.6	6,438	2.5
官公営	18,766	-7.7	16,954	-5.3	13,295	-2.3
民間職業紹介						
1000人以上	6,415	-10.7				
300～999人	2,829	6.3				
100～299人	7,641	10.3				
30～99人	5,789	-0.4				
5～29人	6,734	6.7				
4人以下	534	-2.1				
官公営	155	-13.3				

付表1 - 2 - 6
入職経路別・転職者属性別の賃金変化率(その6)

現職企業規模 公共職業安定所	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
1000人以上	65,579	-5.8	41,292	-3.2	56,398	9.1
300～999人	114,332	-2.0	42,361	-0.5	55,464	-0.6
100～299人	136,180	-1.7	83,429	0.4	85,768	1.5
30～99人	182,653	-1.7	151,855	0.9	103,195	2.1
5～29人	309,587	-1.1	238,853	1.7	168,127	4.8
官公営	18,039	-1.9	4,515	-9.9	3,904	-11.6
学校						
1000人以上	3,907	-1.3	5,029	9.9	4,057	8.6
300～999人	2,161	1.9	6,084	-7.1	5,421	12.0
100～299人	9,785	-8.3	3,829	3.0	5,970	4.9
30～99人	4,280	1.8	6,142	17.0	11,576	5.0
5～29人	9,107	3.0	6,485	5.5	8,317	1.8
官公営	3,371	4.5	2,941	1.9	2,850	2.3
前の会社						
1000人以上	22,612	-12.5	25,913	-16.7	11,103	-6.1
300～999人	13,116	-14.0	13,361	-9.8	16,436	-2.9
100～299人	42,637	-10.8	18,495	-6.5	15,449	-3.8
30～99人	37,172	-5.6	35,744	-3.9	30,177	1.9
5～29人	75,776	-6.2	36,708	0.9	47,013	3.4
官公営	8,421	-15.6	6,032	-3.3	3,301	-15.9
出向						
1000人以上	20,639	2.3	13,856	0.3	6,050	-7.3
300～999人	12,629	-2.2	17,021	1.3	11,302	1.7
100～299人	23,516	-3.0	11,700	0.4	8,452	2.2
30～99人	27,170	-3.9	19,041	0.7	19,523	8.0
5～29人	17,758	-0.4	31,073	-0.9	23,821	5.2
官公営	6,188	-0.8	4,604	2.6	3,203	0.7
出向先からの復帰						
1000人以上	16,063	-1.6	17,119	-0.7	7,141	-0.4
300～999人	2,743	-1.6	4,205	1.6	1,702	1.1
100～299人	3,753	-4.2	2,627	-0.6	940	-2.1
30～99人	2,252	0.0	2,600	-0.7	1,274	7.0
5～29人	972	0.0	3,726	6.9	3,005	0.3
官公営	1,152	-6.9	1,215	-15.8	1,011	-16.1
縁故						
1000人以上	92,774	-0.5	80,130	-3.3	101,851	5.7
300～999人	53,154	-0.3	41,140	1.6	92,218	6.3
100～299人	137,903	-3.1	102,341	2.1	168,395	6.2
30～99人	144,077	-0.3	169,173	6.0	259,283	7.5
5～29人	315,299	1.1	374,181	5.5	433,388	7.1
官公営	32,516	-8.1	21,678	-4.0	24,401	-1.5
広告						
1000人以上	201,652	0.1	116,843	2.5	191,087	4.6
300～999人	125,289	1.8	85,217	-1.4	128,235	6.0
100～299人	191,257	-0.9	120,889	1.5	236,412	2.1
30～99人	201,246	1.5	178,898	0.6	202,591	4.7
5～29人	195,443	-2.1	236,386	6.6	258,264	3.5
官公営	15,945	-3.8	9,090	-5.2	5,383	-7.8
その他						
1000人以上	30,518	-1.2	21,070	-0.8	28,460	1.9
300～999人	31,546	2.2	26,577	-1.0	24,793	5.6
100～299人	44,892	-2.7	24,346	1.4	37,048	-0.5
30～99人	52,079	-4.8	52,719	5.0	41,236	2.3
5～29人	86,898	3.8	132,626	2.1	101,710	1.9
官公営	31,834	-2.4	20,365	-0.7	16,925	-1.8
民間職業紹介						
1000人以上	3,775	2.7				
300～999人	4,883	3.1				
100～299人	7,422	2.4				
30～99人	7,336	-1.3				
5～29人	6,447	6.5				
官公営	288	-28.7				

付表1 - 2 - 7
入職経路別・転職者属性別の賃金変化率(その7)

現職地域	2,000		1,995		1,991	
	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)	転職者数	賃金変化率(%)
公共職業安定所						
北海道	21,316	-3.5	18,088	8.6	13,005	8.1
東北	123,972	-3.1	54,717	3.0	74,188	-0.5
北関東甲信	72,128	1.6	41,818	-2.0	44,269	2.4
南関東	151,904	-0.1	68,540	2.4	64,604	3.9
北陸	67,396	-2.4	58,545	-5.7	52,497	-0.1
東海	86,875	0.9	58,694	-1.7	51,553	11.9
近畿	22,330	-6.2	15,282	3.0	8,814	1.3
京阪神	68,992	-2.4	47,910	0.1	44,333	6.2
山陰	15,396	-7.0	19,298	6.3	14,385	-0.8
山陽	41,763	-7.2	77,771	1.0	35,074	2.5
四国	29,077	-1.6	24,130	1.5	19,364	1.1
九州	63,085	0.6	29,976	1.7	25,868	4.0
沖縄	62,137	-5.6	47,536	1.5	24,904	2.4
学校						
北海道	2,242	-4.8	330	-10.8	1,485	10.8
東北	1,951	-4.3	5,104	4.8	4,076	-10.2
北関東甲信	1,555	-10.7	649	-4.2	1,806	7.6
南関東	10,463	4.7	9,059	17.3	9,024	9.4
北陸	388	0.5	750	2.8	1,533	5.3
東海	2,404	4.6	2,479	7.8	8,895	0.5
近畿	844	8.7	618	-4.7	674	10.3
京阪神	1,018	-3.8	1,575	-0.4	2,808	10.1
山陰	367	-3.6	103	-24.4	291	2.8
山陽	2,954	-0.2	2,023	-0.5	1,190	12.8
四国	1,098	0.3	1,282	26.6	554	9.8
九州	3,659	-7.1	1,805	13.9	1,930	12.8
沖縄	3,671	-8.7	4,733	-17.7	3,925	10.8
前の会社						
北海道	47,083	-1.2	22,316	-2.0	22,465	7.2
東北	16,372	-5.1	11,494	-6.9	10,351	0.1
北関東甲信	18,420	-16.7	8,939	-7.6	6,235	-3.4
南関東	35,225	-14.5	19,426	-14.9	17,001	-0.9
北陸	8,722	-9.0	10,129	-6.9	8,458	0.9
東海	15,229	-15.3	9,124	1.1	12,581	-3.2
近畿	2,942	-6.4	5,359	8.5	1,800	-2.9
京阪神	26,151	-10.9	7,421	-7.1	11,558	-8.5
山陰	5,535	1.2	5,412	14.3	1,449	-5.6
山陽	5,573	-13.0	2,807	-10.9	2,834	-2.6
四国	4,938	-6.3	4,601	-1.6	11,521	-0.3
九州	8,852	-5.6	12,278	-1.4	4,797	2.8
沖縄	4,692	-4.2	16,948	-16.5	12,429	0.5
出向						
北海道	1,338	-1.3	5,223	0.1	6,420	8.7
東北	11,819	-2.5	9,619	-4.8	3,476	2.3
北関東甲信	7,416	-0.2	5,797	-0.2	3,123	-0.1
南関東	25,403	-2.9	33,393	1.7	23,189	4.6
北陸	5,562	-1.2	2,995	0.2	2,141	8.4
東海	10,093	-3.0	9,657	-0.1	7,545	-2.3
近畿	1,771	-2.0	2,751	-1.3	932	0.4
京阪神	16,540	-0.3	9,910	1.3	11,135	-0.7
山陰	323	-6.9	1,597	0.1	417	5.9
山陽	12,717	-5.6	3,952	-5.8	2,380	-1.3
四国	2,928	-0.7	1,141	-0.1	2,331	-2.8
九州	7,650	7.0	8,013	1.9	8,129	13.3
沖縄	4,340	0.8	3,248	5.5	1,133	11.4
出向先からの復帰						
北海道	820	-0.1	4,353	9.5	679	-0.6
東北	2,136	-1.5	4,268	-0.2	1,416	-0.9
北関東甲信	3,466	-0.2	2,376	-11.3	825	-8.4
南関東	8,800	-2.6	9,020	-1.5	4,137	0.1
北陸	1,718	-3.1	1,524	-1.4	507	0.7
東海	2,623	-0.1	3,211	-0.6	678	-2.0
近畿	259	0.0	780	2.5	183	-10.8
京阪神	2,144	0.5	1,299	-0.3	937	0.6
山陰	102	-16.3	324	-2.4	170	-9.0
山陽	1,584	-2.6	1,839	3.7	1,240	-1.2
四国	280	0.0	643	-2.2	2,137	-0.9
九州	2,133	-5.8	1,379	-2.5	1,124	7.4
沖縄	867	-5.2	474	-3.2	1,039	-2.3
縁故						
北海道	89,656	-6.1	70,427	3.5	65,246	3.0
東北	67,011	-0.9	68,435	1.5	98,725	4.0
北関東甲信	58,129	1.6	56,840	4.3	76,594	7.3
南関東	148,726	1.1	125,997	5.2	209,531	6.6
北陸	34,719	-2.3	50,548	4.3	66,943	7.4
東海	76,649	3.4	117,203	3.8	126,141	8.4
近畿	23,178	-0.4	25,758	3.1	19,108	7.3
京阪神	66,883	-0.7	61,551	4.7	161,877	9.8
山陰	12,552	0.4	15,404	6.3	17,868	2.3
山陽	33,597	-1.4	72,113	2.8	49,681	2.4
四国	38,248	-2.3	33,571	2.7	47,230	6.0
九州	66,249	-1.6	49,771	3.6	64,860	8.5
沖縄	60,125	0.2	41,026	3.8	75,733	4.8
広告						
北海道	52,596	-3.8	29,440	-1.0	29,319	2.6
東北	69,232	-1.9	63,993	4.8	75,294	7.5
北関東甲信	83,570	0.7	57,571	-0.8	68,253	5.5
南関東	274,895	1.1	216,131	5.4	361,420	3.8
北陸	21,776	-9.6	30,576	8.6	47,079	0.2
東海	115,555	-0.9	97,754	2.5	136,177	6.0
近畿	26,029	4.8	28,221	-9.6	17,136	3.3
京阪神	104,229	-1.0	69,363	-0.7	154,507	1.8

付表1 - 2 - 8
入職経路別・転職者属性別の賃金変化率(その8)

山陰	5,705	-5.4	7,758	10.9	5,584	4.3
山陽	20,529	-5.4	45,458	3.8	26,081	3.0
四国	20,414	1.4	24,798	4.7	17,052	7.6
九州	77,199	2.6	44,854	0.8	49,129	3.6
沖縄	59,102	1.2	31,404	-0.4	34,942	0.0
その他						
北海道	18,257	-4.9	33,138	2.6	29,965	3.7
東北	36,630	-1.3	31,257	0.4	34,806	1.7
北関東甲信	18,205	-2.5	28,222	0.0	18,239	-1.0
南関東	63,552	1.0	31,288	1.5	43,216	-1.3
北陸	11,572	-2.8	23,061	4.8	12,940	2.3
東海	39,288	1.3	32,664	2.3	28,618	1.0
近畿	8,260	2.3	16,394	5.0	2,461	5.4
京阪神	16,252	0.4	19,974	0.0	20,550	4.9
山陰	3,569	-6.3	3,194	7.4	3,617	6.9
山陽	16,649	-2.5	13,950	-0.9	10,390	-6.4
四国	12,576	-3.5	15,195	1.7	8,282	3.5
九州	15,575	6.2	20,561	3.6	16,594	6.7
沖縄	17,382	-0.3	8,806	-1.0	20,495	3.3
民間職業紹介						
北海道	540	6.5				
東北	1,186	5.3				
北関東甲信	1,996	-5.0				
南関東	11,715	3.4				
北陸	917	3.5				
東海	3,383	-0.9				
近畿	1,029	-0.3				
京阪神	3,052	1.0				
山陰	322	-21.9				
山陽	228	-4.4				
四国	860	30.0				
九州	3,018	-5.6				
沖縄	1,905	12.1				

(出所)厚生労働省「雇用動向調査」の特別集計。推計乗率を用いて母集団拡大推計した。

付表1 - 3 - 1
入職経路別・転職者属性別の離職期間(その1)

	2,000		1,995		1,991	
	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
公共職業安定所						
男	427,843	3.9	307,203	3.4	252,734	2.5
女	398,528	4.2	255,102	3.7	220,124	2.9
学校						
男	10,410	2.3	18,339	2.4	18,587	2.0
女	22,201	3.6	12,170	2.0	19,604	2.7
前の会社						
男	140,310	1.5	82,685	1.9	83,136	2.2
女	59,425	2.1	53,569	3.2	40,343	3.4
出向						
男	102,752	0.3	85,696	0.3	66,065	0.3
女	5,149	0.3	11,600	0.3	6,286	0.3
出向先からの復帰						
男	23,380	0.3	26,352	0.3	14,198	0.3
女	3,554	0.3	5,138	0.3	874	0.3
縁故						
男	408,204	2.9	463,385	2.8	637,425	2.1
女	367,519	3.6	325,257	3.4	442,112	2.8
広告						
男	417,872	3.4	376,381	3.0	502,254	2.1
女	512,960	3.6	370,940	3.4	519,719	3.2
その他						
男	154,425	2.5	164,970	2.6	151,413	2.1
女	123,342	3.0	112,734	2.4	98,758	2.6
民営職業紹介						
男	18,761	2.4				
女	11,390	3.7				

付表1 - 3 - 2
入職経路別・転職者属性別の離職期間(その2)

	2,000		1,995		1,991	
	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
公共職業安定所						
19歳以下	11,614	5.4	12,285	4.3	27,724	1.5
20～24歳	161,919	3.5	158,168	3.3	115,394	2.7
25～29歳	164,377	3.9	90,847	3.8	75,270	2.8
30～34歳	119,220	4.0	54,721	3.7	49,218	2.7
35～44歳	150,009	3.8	103,052	3.0	85,767	2.3
45～54歳	144,343	4.5	89,030	3.4	61,488	2.8
55～59歳	46,392	5.5	28,216	4.0	31,775	3.0
60～64歳	25,757	4.4	22,564	5.0	21,875	4.2
65歳以上	2,741	2.7	3,423	4.8	4,346	2.2
学校						
19歳以下	4,468	3.1	7,164	4.8	3,471	1.5
20～24歳	10,415	3.1	9,597	1.7	15,142	2.7
25～29歳	8,275	2.2	7,941	1.0	7,444	1.8
30～34歳	5,105	4.8	2,802	1.1	2,532	2.0
35～44歳	2,522	4.2	1,367	2.5	5,731	2.3
45～54歳	984	4.7	1,118	2.5	2,304	3.6
55～59歳	618	1.4	490	0.8	1,283	2.5
60～64歳	117	0.3	29	3.5	264	0.7
65歳以上	108	9.0			21	4.5
前の会社						
19歳以下	1,420	1.5	737	1.8	784	1.6
20～24歳	14,870	0.9	8,862	1.8	13,930	2.9
25～29歳	23,503	1.7	12,862	3.4	13,461	2.7
30～34歳	17,477	1.5	7,103	2.3	12,761	2.1
35～44歳	20,436	1.7	21,771	2.6	17,711	3.3
45～54歳	38,945	1.7	38,956	2.5	24,443	2.1
55～59歳	25,559	1.3	22,220	2.2	18,792	2.2
60～64歳	44,758	2.0	19,921	1.8	16,515	2.6
65歳以上	12,767	2.4	3,823	3.4	5,081	3.3
出向						
19歳以下	334	0.3	413	0.3	231	0.3
20～24歳	10,719	0.3	5,620	0.3	5,021	0.3
25～29歳	10,591	0.3	13,016	0.3	7,739	0.3
30～34歳	11,229	0.3	11,394	0.3	9,217	0.3
35～44歳	22,665	0.3	20,052	0.3	17,929	0.3
45～54歳	34,667	0.3	29,647	0.3	24,114	0.3
55～59歳	14,989	0.3	15,745	0.3	5,309	0.3
60～64歳	2,685	0.3	1,064	0.3	2,761	0.3
65歳以上	21	0.3	345	0.3	31	0.3
出向先からの復帰						
19歳以下	84	0.3	159	0.3	84	0.3
20～24歳	1,358	0.3	4,802	0.3	1,349	0.3
25～29歳	2,700	0.3	3,530	0.3	1,567	0.3
30～34歳	4,815	0.3	3,249	0.3	1,518	0.3
35～44歳	7,739	0.3	7,198	0.3	6,208	0.3
45～54歳	7,603	0.3	9,440	0.3	3,397	0.3
55～59歳	2,293	0.3	1,865	0.3	701	0.3
60～64歳	298	0.3	921	0.3	78	0.3
65歳以上	44	0.3	326	0.3	170	0.3
縁故						
19歳以下	33,072	2.9	23,953	2.9	59,024	2.5
20～24歳	125,297	2.8	187,452	3.4	228,340	2.2
25～29歳	144,786	2.8	119,839	2.6	162,741	2.0
30～34歳	96,150	2.8	89,979	2.7	140,293	2.0
35～44歳	144,075	2.8	150,445	2.8	228,103	2.2
45～54歳	141,634	3.8	118,397	2.7	154,083	2.5
55～59歳	32,381	4.5	34,993	3.8	52,530	2.7
60～64歳	39,055	4.6	41,540	4.7	39,256	4.5
65歳以上	19,275	5.3	22,044	4.1	15,167	4.6
広告						
19歳以下	43,788	3.6	23,482	3.1	43,524	2.6
20～24歳	217,532	3.1	221,289	2.7	294,763	3.1
25～29歳	235,394	3.6	145,245	3.9	183,746	2.7
30～34歳	125,518	3.3	84,140	2.1	117,446	2.2
35～44歳	155,498	3.8	142,658	3.5	213,635	2.6
45～54歳	112,230	3.6	99,574	3.4	110,015	2.4
55～59歳	27,571	3.8	15,165	4.2	36,146	2.2
60～64歳	11,240	5.9	13,907	3.3	18,797	4.1
65歳以上	2,061	3.1	1,862	4.7	3,900	2.9
その他						
19歳以下	11,414	2.3	2,083	2.8	12,707	2.4
20～24歳	41,228	2.4	50,340	3.2	32,552	2.2
25～29歳	50,982	2.9	38,510	2.2	46,952	2.5
30～34歳	25,897	1.7	20,774	2.0	38,415	2.1
35～44歳	63,120	2.6	39,443	2.0	53,673	1.9
45～54歳	44,062	3.6	55,222	2.1	37,205	2.5
55～59歳	16,726	2.9	22,349	2.8	12,039	2.3
60～64歳	18,862	2.5	28,635	2.7	13,918	3.2
65歳以上	5,476	3.3	20,349	3.9	2,711	3.0
民間職業紹介						
19歳以下	135	1.5				
20～24歳	4,497	4.3				
25～29歳	5,465	3.8				
30～34歳	4,396	1.9				
35～44歳	7,610	2.2				
45～54歳	5,661	2.3				
55～59歳	847	3.6				
60～64歳	1,121	3.6				
65歳以上	419	3.1				

付表1 - 3 - 3
入職経路別・転職者属性別の離職期間(その3)

	2,000		1,995		1,991	
	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
公共職業安定所						
中学卒業	76,700	4.4	85,253	3.5	95,063	2.9
高校卒業	453,767	4.0	348,156	3.5	301,466	2.6
高専・短大(専修学校専門課程含む)卒	192,543	3.9	76,855	3.9	42,402	2.8
大学・大学院卒業(文科系)	78,127	4.2	31,027	3.6	23,784	2.5
大学・大学院卒業(理科系)	25,234	4.0	21,014	3.3	10,142	2.5
学校						
中学卒業	1,747	5.3	3,638	7.5	3,021	2.4
高校卒業	10,352	4.0	10,938	1.7	21,330	2.2
高専・短大(専修学校専門課程含む)卒	15,366	3.0	9,955	1.7	6,675	3.6
大学・大学院卒業(文科系)	1,365	2.4	474	2.9	2,583	2.0
大学・大学院卒業(理科系)	3,781	1.3	5,505	0.8	4,583	1.2
前の会社						
中学卒業	59,389	2.0	32,637	2.7	45,682	2.9
高校卒業	87,003	1.9	70,031	2.6	59,979	2.1
高専・短大(専修学校専門課程含む)卒	24,644	1.6	17,206	3.0	9,494	5.3
大学・大学院卒業(文科系)	20,185	0.6	10,832	0.4	4,495	0.7
大学・大学院卒業(理科系)	8,514	0.5	5,547	1.2	3,828	0.8
出向						
中学卒業	4,555	0.3	4,828	0.3	6,367	0.3
高校卒業	52,003	0.3	43,174	0.3	33,248	0.3
高専・短大(専修学校専門課程含む)卒	9,492	0.3	7,247	0.3	5,602	0.3
大学・大学院卒業(文科系)	19,547	0.3	27,779	0.3	11,800	0.3
大学・大学院卒業(理科系)	22,305	0.3	14,269	0.3	15,334	0.3
出向先からの復帰						
中学卒業	1,352	0.3	1,609	0.3	1,070	0.3
高校卒業	10,231	0.3	17,733	0.3	8,384	0.3
高専・短大(専修学校専門課程含む)卒	4,889	0.3	2,277	0.3	513	0.3
大学・大学院卒業(文科系)	5,196	0.3	4,960	0.3	2,777	0.3
大学・大学院卒業(理科系)	5,266	0.3	4,912	0.3	2,328	0.3
縁故						
中学卒業	89,681	3.9	186,298	3.3	230,545	3.1
高校卒業	428,581	3.4	437,575	3.1	663,238	2.2
高専・短大(専修学校専門課程含む)卒	161,497	2.9	83,551	3.3	94,514	2.4
大学・大学院卒業(文科系)	73,199	2.9	43,306	2.6	55,805	1.8
大学・大学院卒業(理科系)	22,765	1.6	37,914	1.9	35,434	2.2
広告						
中学卒業	55,272	4.2	73,055	3.2	116,253	2.8
高校卒業	514,443	3.5	464,877	3.3	676,562	2.7
高専・短大(専修学校専門課程含む)卒	222,862	3.4	114,326	3.4	108,413	2.9
大学・大学院卒業(文科系)	112,953	3.6	67,239	2.6	92,932	2.3
大学・大学院卒業(理科系)	25,302	3.0	27,825	2.2	27,813	2.3
その他						
中学卒業	33,378	3.6	59,525	3.1	59,750	2.8
高校卒業	125,963	2.6	140,303	2.7	127,830	1.9
高専・短大(専修学校専門課程含む)卒	60,277	3.3	41,685	2.3	27,402	3.5
大学・大学院卒業(文科系)	31,940	2.3	17,709	1.4	14,929	2.6
大学・大学院卒業(理科系)	26,209	1.3	18,482	1.4	20,260	1.4
民間職業紹介						
中学卒業	2,934	5.8				
高校卒業	7,754	3.0				
高専・短大(専修学校専門課程含む)卒	7,332	3.1				
大学・大学院卒業(文科系)	7,301	2.1				
大学・大学院卒業(理科系)	4,830	1.8				

付表1 - 3 - 4
入職経路別・転職者属性別の離職期間(その4)

	2,000		1,995		1,991	
	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
公共職業安定所						
正規雇用	656,073	3.9	500,528	3.4	420,986	2.6
パートタイム	170,298	4.7	61,778	4.2	51,872	3.3
学校						
正規雇用	23,702	2.5	27,874	2.3	33,473	2.0
パートタイム	8,909	5.1	2,636	2.3	4,718	4.3
前の会社						
正規雇用	169,790	1.6	118,110	2.3	112,309	2.5
パートタイム	29,944	2.0	18,144	3.1	11,170	3.1
出向						
正規雇用	100,230	0.3	92,764	0.3	69,161	0.3
パートタイム	7,671	0.3	4,532	0.3	3,190	0.3
出向先からの復帰						
正規雇用	26,413	0.3	28,964	0.3	15,023	0.3
パートタイム	522	0.3	2,526	0.3	49	0.3
縁故						
正規雇用	596,728	3.1	649,240	2.8	914,063	2.2
パートタイム	178,995	3.8	139,402	4.3	165,474	3.4
広告						
正規雇用	561,006	3.2	531,491	3.0	777,296	2.5
パートタイム	369,825	4.0	215,831	3.7	244,677	3.2
その他						
正規雇用	194,420	2.6	239,420	2.6	207,453	2.3
パートタイム	83,347	2.9	38,284	2.3	42,719	2.2
民間職業紹介						
正規雇用	26,512	2.7				
パートタイム	3,639	4.2				

付表1 - 3 - 5
入職経路別・転職者属性別の離職期間(その5)

前職企業規模	2,000		1,995		1,991	
公共職業安定所	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
1000人以上	72,840	4.7	47,905	4.5	48,385	3.1
300～999人	66,235	3.9	42,526	3.8	44,656	2.5
100～299人	132,974	4.0	98,846	3.7	69,730	2.8
30～99人	211,692	4.3	143,139	3.9	114,789	2.7
5～29人	299,651	3.9	201,709	2.8	159,161	2.5
4人以下	28,876	3.5	19,145	3.9	24,612	2.7
官公営	10,680	3.0	8,079	2.5	7,511	4.3
学校						
1000人以上	3,079	4.2	3,779	1.3	8,149	1.2
300～999人	4,967	2.4	5,863	1.4	4,887	1.8
100～299人	5,599	2.7	8,351	1.4	6,528	2.7
30～99人	4,654	3.3	3,254	2.5	6,839	2.1
5～29人	11,213	3.5	7,185	4.8	10,322	3.1
4人以下	1,654	5.3	1,694	0.4	367	3.7
官公営	1,438	0.9	349	2.0	1,062	4.6
前の会社						
1000人以上	29,287	1.0	29,263	1.8	19,939	2.2
300～999人	20,648	1.8	6,200	1.5	9,807	2.6
100～299人	28,670	2.2	16,071	2.3	14,152	2.5
30～99人	39,071	1.8	34,499	3.6	36,899	3.1
5～29人	63,898	1.7	31,825	2.2	33,526	2.6
4人以下	4,297	0.8	1,426	2.8	2,131	0.7
官公営	13,771	1.7	16,868	1.9	6,770	1.0
出向						
1000人以上	44,880	0.3	38,991	0.3	35,253	0.3
300～999人	18,078	0.3	8,589	0.3	8,402	0.3
100～299人	15,596	0.3	9,977	0.3	2,675	0.3
30～99人	9,895	0.3	19,792	0.3	9,644	0.3
5～29人	7,199	0.3	4,766	0.3	8,835	0.3
4人以下	1,564	0.3	593	0.3	3,318	0.3
官公営	10,457	0.3	14,261	0.3	4,214	0.3
出向先からの復帰						
1000人以上	8,259	0.3	7,324	0.3	1,948	0.3
300～999人	4,747	0.3	5,840	0.3	3,042	0.3
100～299人	5,282	0.3	4,676	0.3	2,776	0.3
30～99人	3,985	0.3	5,669	0.3	3,237	0.3
5～29人	3,993	0.3	4,591	0.3	3,019	0.3
4人以下	168	0.3	2,708	0.3	99	0.3
官公営	447	0.3	649	0.3	925	0.3
縁故						
1000人以上	64,532	3.3	62,581	2.5	73,992	2.2
300～999人	46,907	2.6	46,682	2.6	91,196	2.4
100～299人	119,822	3.9	103,765	4.2	138,945	2.1
30～99人	194,551	3.2	197,548	3.4	254,590	2.5
5～29人	283,704	3.1	310,147	2.7	421,547	2.4
4人以下	41,236	2.8	48,713	3.0	72,451	1.9
官公営	23,720	3.6	16,362	2.2	23,371	2.6
広告						
1000人以上	90,118	3.2	65,839	3.1	119,428	2.5
300～999人	71,723	3.9	58,800	3.0	95,238	2.8
100～299人	168,816	3.3	118,244	3.3	173,989	2.6
30～99人	241,124	3.5	186,345	3.0	262,208	2.6
5～29人	304,128	3.5	269,306	3.4	304,741	2.8
4人以下	42,957	4.5	39,090	2.4	44,838	2.4
官公営	9,383	5.3	7,334	2.8	14,084	3.8
その他						
1000人以上	28,333	2.0	25,996	1.7	33,337	2.5
300～999人	31,648	2.7	23,830	1.9	22,636	2.8
100～299人	47,098	2.7	30,564	2.2	37,843	2.1
30～99人	60,548	3.0	63,144	2.7	56,036	2.5
5～29人	79,928	3.3	106,564	3.1	80,206	2.1
4人以下	11,102	1.7	10,516	2.7	6,438	1.6
官公営	18,766	1.5	16,954	1.4	13,295	2.3
民間職業紹介						
1000人以上	6,415	2.7				
300～999人	2,829	2.4				
100～299人	7,641	2.1				
30～99人	5,789	2.8				
5～29人	6,734	4.4				
4人以下	534	1.3				
官公営	155	2.6				

付表1 - 3 - 6
入職経路別・転職者属性別の離職期間(その6)

現職企業規模 公共職業安定所	2,000		1,995		1,991	
	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
1000人以上	65,579	4.3	41,292	3.8	56,398	2.7
300～999人	114,332	4.8	42,361	4.0	55,464	2.9
100～299人	136,180	3.7	83,429	3.4	85,768	2.6
30～99人	182,653	3.9	151,855	3.4	103,195	2.8
5～29人	309,587	4.0	238,853	3.5	168,127	2.5
官公営	18,039	3.7	4,515	3.5	3,904	3.3
学校						
1000人以上	3,907	2.6	5,029	1.8	4,057	2.8
300～999人	2,161	2.6	6,084	1.5	5,421	2.5
100～299人	9,785	2.6	3,829	2.2	5,970	2.4
30～99人	4,280	4.5	6,142	1.3	11,576	2.2
5～29人	9,107	4.3	6,485	4.7	8,317	2.4
官公営	3,371	1.3	2,941	1.2	2,850	1.6
前の会社						
1000人以上	22,612	1.7	25,913	1.9	11,103	2.4
300～999人	13,116	1.6	13,361	1.2	16,436	2.2
100～299人	42,637	1.5	18,495	2.4	15,449	1.8
30～99人	37,172	1.8	35,744	2.6	30,177	2.4
5～29人	75,776	1.7	36,708	2.8	47,013	3.2
官公営	8,421	2.1	6,032	3.9	3,301	1.4
出向						
1000人以上	20,639	0.3	13,856	0.3	6,050	0.3
300～999人	12,629	0.3	17,021	0.3	11,302	0.3
100～299人	23,516	0.3	11,700	0.3	8,452	0.3
30～99人	27,170	0.3	19,041	0.3	19,523	0.3
5～29人	17,758	0.3	31,073	0.3	23,821	0.3
官公営	6,188	0.3	4,604	0.3	3,203	0.3
出向先からの復帰						
1000人以上	16,063	0.3	17,119	0.3	7,141	0.3
300～999人	2,743	0.3	4,205	0.3	1,702	0.3
100～299人	3,753	0.3	2,627	0.3	940	0.3
30～99人	2,252	0.3	2,600	0.3	1,274	0.3
5～29人	972	0.3	3,726	0.3	3,005	0.3
官公営	1,152	0.3	1,215	0.3	1,011	0.3
縁故						
1000人以上	92,774	3.5	80,130	3.4	101,851	2.6
300～999人	53,154	3.3	41,140	2.7	92,218	2.4
100～299人	137,903	3.3	102,341	3.1	168,395	2.4
30～99人	144,077	2.8	169,173	3.1	259,283	2.2
5～29人	315,299	3.3	374,181	3.1	433,388	2.3
官公営	32,516	3.3	21,678	2.7	24,401	3.2
広告						
1000人以上	201,652	3.7	116,843	3.3	191,087	2.6
300～999人	125,289	3.7	85,217	3.5	128,235	2.8
100～299人	191,257	3.5	120,889	2.8	236,412	2.7
30～99人	201,246	3.2	178,898	2.9	202,591	2.8
5～29人	195,443	3.6	236,386	3.5	258,264	2.6
官公営	15,945	3.5	9,090	2.8	5,383	2.6
その他						
1000人以上	30,518	2.7	21,070	2.7	28,460	2.0
300～999人	31,546	1.9	26,577	2.7	24,793	2.2
100～299人	44,892	2.2	24,346	1.8	37,048	2.2
30～99人	52,079	2.6	52,719	2.6	41,236	2.4
5～29人	86,898	3.5	132,626	2.7	101,710	2.5
官公営	31,834	2.5	20,365	1.6	16,925	2.2
民間職業紹介						
1000人以上	3,775	2.7				
300～999人	4,883	2.9				
100～299人	7,422	3.4				
30～99人	7,336	3.2				
5～29人	6,447	2.1				
官公営	288	2.4				

付表1 - 3 - 7
入職経路別・転職者属性別の離職期間(その7)

現職地域	2,000		1,995		1,991	
	転職者数	離職期間(月数)	転職者数	離職期間(月数)	転職者数	離職期間(月数)
公共職業安定所						
北海道	21,316	4.3	18,088	3.1	13,005	3.0
東北	123,972	4.6	54,717	3.4	74,188	2.5
北関東甲信	72,128	3.7	41,818	3.2	44,269	2.7
南関東	151,904	4.2	68,540	3.8	64,604	2.7
北陸	67,396	3.0	58,545	3.9	52,497	2.5
東海	86,875	3.5	58,694	2.8	51,553	2.5
近畿	22,330	2.9	15,282	4.1	8,814	2.7
京阪神	68,992	4.1	47,910	4.7	44,333	3.1
山陰	15,396	3.7	19,298	3.7	14,385	3.5
山陽	41,763	3.7	77,771	3.5	35,074	2.1
四国	29,077	4.6	24,130	2.8	19,364	2.5
九州	63,085	4.2	29,976	3.8	25,868	2.9
沖縄	62,137	4.8	47,536	2.9	24,904	3.3
学校						
北海道	2,242	2.4	330	4.3	1,485	1.9
東北	1,951	4.9	5,104	5.9	4,076	3.3
北関東甲信	1,555	2.3	649	4.0	1,806	1.3
南関東	10,463	2.7	9,059	1.1	9,024	1.8
北陸	388	1.4	750	3.0	1,533	3.4
東海	2,404	4.0	2,479	2.6	8,895	1.8
近畿	844	4.1	618	1.5	674	3.4
京阪神	1,018	2.4	1,575	1.6	2,808	3.3
山陰	367	1.3	103	6.6	291	1.5
山陽	2,954	2.8	2,023	1.2	1,190	2.5
四国	1,098	2.4	1,282	0.4	554	1.9
九州	3,659	5.1	1,805	1.3	1,930	2.7
沖縄	3,671	3.2	4,733	1.4	3,925	2.8
前の会社						
北海道	47,083	2.6	22,316	3.8	22,465	3.7
東北	16,372	3.4	11,494	3.1	10,351	2.5
北関東甲信	18,420	0.9	8,939	1.2	6,235	1.5
南関東	35,225	0.8	19,426	1.5	17,001	2.8
北陸	8,722	1.8	10,129	2.1	8,458	2.1
東海	15,229	1.4	9,124	3.2	12,581	2.1
近畿	2,942	0.9	5,359	0.5	1,800	1.3
京阪神	26,151	1.0	7,421	1.7	11,558	1.8
山陰	5,535	0.6	5,412	5.4	1,449	1.1
山陽	5,573	1.3	2,807	1.9	2,834	1.7
四国	4,938	1.2	4,601	2.2	11,521	3.1
九州	8,852	2.7	12,278	2.5	4,797	1.7
沖縄	4,692	2.0	16,948	1.8	12,429	2.6
出向						
北海道	1,338	0.3	5,223	0.3	6,420	0.3
東北	11,819	0.3	9,619	0.3	3,476	0.3
北関東甲信	7,416	0.3	5,797	0.3	3,123	0.3
南関東	25,403	0.3	33,393	0.3	23,189	0.3
北陸	5,562	0.3	2,995	0.3	2,141	0.3
東海	10,093	0.3	9,657	0.3	7,545	0.3
近畿	1,771	0.3	2,751	0.3	932	0.3
京阪神	16,540	0.3	9,910	0.3	11,135	0.3
山陰	323	0.3	1,597	0.3	417	0.3
山陽	12,717	0.3	3,952	0.3	2,380	0.3
四国	2,928	0.3	1,141	0.3	2,331	0.3
九州	7,650	0.3	8,013	0.3	8,129	0.3
沖縄	4,340	0.3	3,248	0.3	1,133	0.3
出向先からの復帰						
北海道	820	0.3	4,353	0.3	679	0.3
東北	2,136	0.3	4,268	0.3	1,416	0.3
北関東甲信	3,466	0.3	2,376	0.3	825	0.3
南関東	8,800	0.3	9,020	0.3	4,137	0.3
北陸	1,718	0.3	1,524	0.3	507	0.3
東海	2,623	0.3	3,211	0.3	678	0.3
近畿	259	0.3	780	0.3	183	0.3
京阪神	2,144	0.3	1,299	0.3	937	0.3
山陰	102	0.3	324	0.3	170	0.3
山陽	1,584	0.3	1,839	0.3	1,240	0.3
四国	280	0.3	643	0.3	2,137	0.3
九州	2,133	0.3	1,379	0.3	1,124	0.3
沖縄	867	0.3	474	0.3	1,039	0.3
縁故						
北海道	89,656	4.5	70,427	4.0	65,246	3.0
東北	67,011	3.6	68,435	2.9	98,725	3.0
北関東甲信	58,129	3.1	56,840	3.4	76,594	2.1
南関東	148,726	2.8	125,997	3.3	209,531	2.0
北陸	34,719	2.9	50,548	2.2	66,943	2.6
東海	76,649	2.9	117,203	2.8	126,141	1.8
近畿	23,178	2.6	25,758	1.8	19,108	2.1
京阪神	66,883	3.1	61,551	3.0	161,877	2.3
山陰	12,552	3.3	15,404	4.2	17,868	2.4
山陽	33,597	2.4	72,113	2.8	49,681	2.5
四国	38,248	3.8	33,571	3.6	47,230	2.3
九州	66,249	2.8	49,771	3.0	64,860	2.4
沖縄	60,125	3.6	41,026	2.7	75,733	2.9
広告						
北海道	52,596	4.5	29,440	4.3	29,319	2.9
東北	69,232	3.7	63,993	2.8	75,294	2.5
北関東甲信	83,570	3.6	57,571	2.8	68,253	2.6
南関東	274,895	3.4	216,131	3.1	361,420	2.6
北陸	21,776	3.5	30,576	3.1	47,079	1.9
東海	115,555	3.2	97,754	3.3	136,177	2.3
近畿	26,029	3.4	28,221	2.7	17,136	2.8
京阪神	104,229	3.1	69,363	2.8	154,507	3.0

付表1 - 3 - 8
入職経路別・転職者属性別の離職期間(その8)

山陰	5,705	2.9	7,758	3.0	5,584	2.0
山陽	20,529	3.4	45,458	3.8	26,081	3.2
四国	20,414	2.5	24,798	4.4	17,052	3.0
九州	77,199	4.1	44,854	3.0	49,129	3.6
沖縄	59,102	4.0	31,404	3.1	34,942	2.9
その他						
北海道	18,257	2.9	33,138	4.3	29,965	3.8
東北	36,630	3.4	31,257	2.4	34,806	2.0
北関東甲信	18,205	3.0	28,222	2.4	18,239	1.4
南関東	63,552	2.5	31,288	1.7	43,216	1.9
北陸	11,572	2.0	23,061	3.0	12,940	2.4
東海	39,288	2.7	32,664	2.3	28,618	1.9
近畿	8,260	3.2	16,394	1.3	2,461	1.8
京阪神	16,252	2.9	19,974	2.5	20,550	3.2
山陰	3,569	2.4	3,194	3.6	3,617	3.7
山陽	16,649	3.1	13,950	2.6	10,390	1.9
四国	12,576	2.4	15,195	3.0	8,282	2.0
九州	15,575	1.9	20,561	2.3	16,594	2.2
沖縄	17,382	2.4	8,806	1.6	20,495	2.1
民間職業紹介						
北海道	540	1.8				
東北	1,186	2.4				
北関東甲信	1,996	2.3				
南関東	11,715	2.6				
北陸	917	3.7				
東海	3,383	2.8				
近畿	1,029	0.8				
京阪神	3,052	1.9				
山陰	322	1.0				
山陽	228	1.6				
四国	860	1.0				
九州	3,018	5.8				
沖縄	1,905	5.4				

(出所)厚生労働省「雇用動向調査」の特別集計。推計乗率を用いて母集団拡大推計した。

付表2-1

賃金変化率関数の推計結果(2000年)

	全標本		55歳未満		55歳以上		地方圏		大都市圏		非IT産業		IT産業		電気機械		正規 正規		正規 非正規		非正規 非正規		非自発的		自発的	
被説明変数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数	現職対前職賃金比対数
標本数	35105	30700	4405	18884	16221	32425	2680	1876	22849	3399	2946	5911	7477	27628												
F	156.83	98.81	50.12	79.35	83.58	147.78	20.16	18.46	80.41	21.68	8.57	11.4	58.83	58.85												
R2	0.28950	0.23300	0.38840	0.28000	0.31440	0.28550	0.35650	0.38690	0.23480	0.27730	0.15590	0.14290	0.3466	0.1749												
<説明変数>	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.
離職期間	-0.00335 a	-0.00349 a	-0.00248 a	-0.00349 a	-0.00305 a	-0.00332 a	-0.00376 a	-0.00446 a	-0.00305 a	-0.00580 a	-0.00225 b	-0.00160 a	-0.0011551 b	-0.0042086 a												
下期	[0.00236]	[0.006678]	[0.0003107]	[0.003614]	[0.002459]	[0.0002549]	[0.000923]	[0.0012025]	[0.002992]	[0.007333]	[0.009347]	[0.005217]	[0.002758]													
女性	-0.00347 b	-0.00213 b	-0.01357 a	-0.00312 c	-0.00405 c	-0.00397 b	0.00201	0.00791	-0.00149	-0.00095	-0.01375 b	-0.00773 b	-0.007658 b	-0.0032529 b												
30～99人	[0.014814]	[0.015675]	[0.042824]	[0.02008]	[0.021911]	[0.015463]	[0.051977]	[0.060879]	[0.017866]	[0.053513]	[0.059328]	[0.03289]	[0.017218]													
100～299人	0.00284	-0.00415 b	0.01480 a	0.00316	0.00133	0.00396 b	-0.00623	-0.01552 b	0.00529 b	-0.01504 b	-0.00660	-0.00053	-0.0195333 a	-0.0136923 a												
300～999人	[0.018932]	[0.020312]	[0.056524]	[0.025572]	[0.028244]	[0.019779]	[0.068518]	[0.077836]	[0.022683]	[0.063213]	[0.074384]	[0.052293]	[0.024298]	[0.021828]												
1000人以上	-0.00539 c	-0.00564 c	-0.00834 c	-0.00704 c	-0.00167	-0.00540	-0.01963	0.01223	-0.00738 c	-0.01486	0.01511	0.00050	-0.0128029 c	-0.0049106 c												
官公營	[0.035204]	[0.035491]	[0.094029]	[0.03914]	[0.063209]	[0.033644]	[0.0219764]	[0.26537]	[0.038061]	[0.193255]	[0.142118]	[0.072468]	[0.039164]													
1～4人(前職)	-0.00748 b	-0.00545	-0.01841 c	-0.00921 b	-0.00681 c	-0.01751	0.00067	0.00739	-0.00925 b	-0.02547 c	0.01691	0.00196	-0.009493													
30～99人(前職)	[0.034217]	[0.036415]	[0.101915]	[0.041323]	[0.062951]	[0.034851]	[0.213121]	[0.260565]	[0.039687]	[0.135385]	[0.144138]	[0.08412]	[0.075241]	[0.040217]												
100～299人(前職)	0.00225	0.00637 c	-0.02037 c	0.00495	0.00227	0.00089	0.01660	0.03194	0.00067	-0.00210	0.01626	0.00780	0.0008356	0.0070966 c												
300～999人(前職)	[0.035781]	[0.037957]	[0.106811]	[0.044726]	[0.063266]	[0.036676]	[0.21076]	[0.254665]	[0.042666]	[0.137282]	[0.148456]	[0.083519]	[0.082425]	[0.041511]												
1000人以上(前職)	0.00537	0.00715 c	0.00143	0.00862 c	0.00457	0.00472	0.01981	0.05088 b	0.00826 c	-0.01277	0.00959	0.00151	0.0104454	0.0132248 a												
官公營(前職)	[0.036666]	[0.038837]	[0.110319]	[0.046586]	[0.064119]	[0.037569]	[0.213529]	[0.255435]	[0.043915]	[0.1386]	[0.152196]	[0.08556]	[0.08194]	[0.042704]												
1～4人(前職)	-0.01346 b	-0.00899 c	-0.06089 a	-0.00841	-0.01521 c	-0.01438 (dropped)	0.000971	0.025435	-0.04566 a	0.02902	0.0522	0.0061968	-0.0221593 a													
30～99人(前職)	[0.052222]	[0.054538]	[0.165787]	[0.067716]	[0.086408]	[0.052666]	[0.213529]	[0.255435]	[0.043915]	[0.1386]	[0.152196]	[0.08556]	[0.08194]	[0.042704]												
100～299人(前職)	0.00460	0.00900	-0.04297 b	0.00615	0.00414	0.00479	0.00612	0.02347	0.00518	0.02318	-0.01232	0.00736	0.0077512													
300～999人(前職)	[0.052961]	[0.054634]	[0.203743]	[0.065222]	[0.09001]	[0.054413]	[0.222221]	[0.24574]	[0.074364]	[0.187884]	[0.140583]	[0.099209]	[0.152512]	[0.058304]												
1000人以上(前職)	-0.00980 a	-0.01444 a	0.01599 b	-0.01061 a	-0.00889 b	-0.00980 a	-0.00887	-0.01133	-0.00798 a	-0.01776 b	-0.01680 b	-0.01440 a	-0.0045208	-0.0135887 a												
300～999人(前職)	[0.021379]	[0.022429]	[0.070238]	[0.026696]	[0.035773]	[0.022071]	[0.087008]	[0.094563]	[0.026766]	[0.079058]	[0.081082]	[0.0426]	[0.055208]	[0.024268]												
1000人以上(前職)	-0.01692 a	-0.01956 a	-0.00150	-0.01898 a	-0.01288 a	-0.01569 a	-0.03238	-0.02725 a	-0.02059 a	-0.02004 b	-0.02516 b	-0.01023 b	-0.0099676	-0.022699 a												
300～999人(前職)	[0.025416]	[0.026731]	[0.082541]	[0.030499]	[0.038707]	[0.026552]	[0.091271]	[0.102761]	[0.031632]	[0.09816]	[0.100589]	[0.054521]	[0.029226]													
1000人以上(前職)	-0.02946 a	-0.02762 a	-0.03573 a	-0.03217 a	-0.02457 a	-0.02803 a	-0.04279 a	-0.04283 a	-0.03515 a	-0.04146 a	-0.02682 c	-0.01635 c	-0.0320019 a	-0.0320714 a												
官公營(前職)	[0.034199]	[0.035637]	[0.117245]	[0.049905]	[0.048377]	[0.035976]	[0.114412]	[0.133557]	[0.040834]	[0.122342]	[0.141121]	[0.088236]	[0.039489]													
1000人以上(前職)	-0.04045	-0.03472 a	-0.07505 a	-0.05485 a	-0.02907 a	-0.03968 a	-0.05365 a	-0.05388 a	-0.04987 a	-0.05034 a	-0.03464 b	-0.00409	-0.0432941 a	-0.0403723 a												
官公營(前職)	[0.044744]	[0.047317]	[0.136011]	[0.065805]	[0.063796]	[0.0469]	[0.154179]	[0.183143]	[0.053819]	[0.153559]	[0.176196]	[0.111718]	[0.096922]	[0.053138]												
規模拡大	-0.01611 a	0.00204	-0.07136 a	-0.01365 c	-0.01833 b	-0.01370 b	-0.08458 a	-0.09705 a	-0.03430 a	-0.03008	0.02910 c	0.01127	-0.0390318 a	-0.0019715												
規模縮小	[0.055004]	[0.059875]	[0.171495]	[0.071495]	[0.088661]	[0.056029]	[0.296988]	[0.370705]	[0.070549]	[0.188726]	[0.153442]	[0.102741]	[0.087359]	[0.075868]												
前の会社による紹介	0.00280	0.00339	-0.00711	0.00393	0.00296	0.00317	-0.00228	0.00710	0.00330	0.00528	-0.01317	0.0009747	0.0044737													
縁故	[0.025804]	[0.027415]	[0.076302]	[0.034674]	[0.038985]	[0.026834]	[0.100319]	[0.121792]	[0.029972]	[0.09506]	[0.118684]	[0.06687]	[0.055728]	[0.03047]												
年齢	-0.01366 a	-0.01443 a	0.00351	-0.01187 b	-0.00954 b	-0.01488 a	0.00664	0.01122	-0.01782 a	-0.00953	0.00475	-0.00393	-0.0257196 a	-0.0122525 a												
学校	[0.031756]	[0.034511]	[0.079658]	[0.048547]	[0.042558]	[0.033416]	[0.107643]	[0.132285]	[0.037179]	[0.104963]	[0.132818]	[0.086494]	[0.06202]	[0.038532]												
前職	-0.00160 a	-0.00120 a	-0.00230 a	-0.00157 a	-0.00164 a	-0.00157 a	-0.00229 a	-0.00220 a	-0.00200 a	-0.00208 a	-0.00006	-0.00051 a	-0.0031165 a	-0.001322 a												
学校	[0.000765]	[0.000864]	[0.007168]	[0.000993]	[0.00112]	[0.00079]	[0.003174]	[0.00035]	[0.000954]	[0.002762]	[0.003139]	[0.001656]	[0.0001599]	[0.000917]												
前職	0.01375 b	0.01546 b	0.00358	0.02004 b	0.01031	0.01365 c	0.01111	-0.00046	0.01819 b	-0.03209	-0.00680	0.02516	-0.007281	0.0102545												
前職	[0.006787]	[0.009251]	[0.31237]	[0.097398]	[0.095253]	[0.072007]	[0.184846]	[0.223236]	[0.076769]	[0.24658]	[0.204342]	[0.225793]	[0.181729]	[0.074049]												
前職	-0.01050 a	0.00671 c	0.00630	-0.00534	-0.01262	-0.01262	-0.02008	-0.02008	-0.00635 c	-0.03794 a	0.03156	-0.0260851 a	-0.0060114													
前職	[0.031161]	[0.035666]	[0.069685]	[0.039883]	[0.050066]	[0.032408]	[0.113664]	[0.142895]	[0.035568]	[0.115811]	[0.197126]	[0.085941]	[0.049422]	[0.039727]												
前職	0.00946 a	0.00889 a	0.02568 a	0.00980 a	0.01052 a	0.00892 a	0.01782 b	0.01478	0.00966 a	0.01274	0.00877	0.00472	0.0035657	0.0086488 a												
前職	[0.022449]	[0.023671]	[0.071185]	[0.027985]	[0.037651]	[0.023223]	[0.089572]	[0.098727]	[0.027127]	[0.077894]	[0.083843]	[0.052913]</														

サービス職業従事者(前職)	[0.037737]	[0.038707]	[0.160243]	[0.054906]	[0.052048]	[0.0039462]	[0.134448]	[0.173319]	[0.049017]	[0.115091]	[0.14481]	[0.08162]	[0.104405]	[0.042137]
	-0.00865	b	0.00948	0.01505	0.00706	0.01027	b	0.00819	b	0.01406	0.02116	c	-0.00909	0.22212
	[0.03659]	[0.037951]	[0.135777]	[0.05231]	[0.051322]	[0.0038176]	[0.13452]	[0.16224]	[0.049904]	[0.109021]	[0.130292]	[0.074146]	[0.097677]	[0.041102]
運輸・通信従事者(前職)	0.00800		0.00476	0.02032	0.00663	0.00931	0.00833	0.01420	-0.0202	0.01048	-0.02239	0.03699	b	0.0069821
	[0.0060684]	[0.006462]	[0.176689]	[0.008293]	[0.008931]	[0.006317]	[0.023709]	[0.264727]	[0.071325]	[0.211913]	[0.248753]	[0.174845]	[0.138705]	[0.070641]
生産工程・労務作業者(前職)	0.01282	a	0.01348	0.03578	0.01341	0.01529	b	0.01289	a	0.01946	0.02775	b	-0.02161	0.22551
	[0.0036017]	[0.003784]	[0.12563]	[0.049826]	[0.053396]	[0.037784]	[0.12554]	[0.149861]	[0.101568]	[0.104208]	[0.083859]	[0.140208]	[0.083859]	[0.04138]
その他の職業従事者(前職)	0.01150	b	0.01124	0.01511	0.01123	0.01118	0.01177	b	0.01017	-0.01471	0.00493	0.03650	a	-0.00751
	[0.04618]	[0.049645]	[0.041758]	[0.061942]	[0.070248]	[0.047987]	[0.170479]	[0.202685]	[0.060278]	[0.133678]	[0.147538]	[0.101642]	[0.101574]	[0.054152]
職業転換あり	-0.04752	a	-0.01049	a	-0.03102	a	-0.05905	a	-0.03361	a	-0.04711	a	-0.06031	b
	[0.0050869]	[0.020402]	[0.0057121]	[0.0071316]	[0.0072802]	[0.0051544]	[0.0297615]	[0.0369196]	[0.0064086]	[0.125377]	[0.271851]	[0.121004]	[0.072391]	[0.078639]
職業転換×若年者	0.03627	a	(dropped)	a	(dropped)	a	0.05017	a	0.02046	a	0.03576	a	0.05202	c
	[0.0053663]	[]	[]	[0.007482]	[0.0077126]	[0.0054529]	[0.0302262]	[0.0376257]	[0.0067538]	[0.139594]	[0.27607]	[0.125063]	[0.086611]	[0.008081]
高校	0.00142		0.00382	-0.00056	-0.00179	0.00906	c	0.00096	0.01331	0.00762	-0.00980	0.00130	0.00302	0.0030253
	[0.0027162]	[0.0033711]	[0.0048629]	[0.0032886]	[0.0048039]	[0.002761]	[0.0155935]	[0.0159856]	[0.034422]	[0.0091834]	[0.103262]	[0.0055023]	[0.0047202]	[0.0035072]
高専・短大(含専修学校専門課程)	-0.00238		-0.00153	-0.00115	-0.00171	0.00262	-0.00234	0.00389	-0.00812	-0.00372	-0.01800	0.00394	0.00394	0.0091466
	[0.0032687]	[0.003806]	[0.102701]	[0.0041971]	[0.0053858]	[0.003356]	[0.164029]	[0.169476]	[0.041657]	[0.11046]	[0.116911]	[0.066443]	[0.065593]	[0.040427]
大学・大学院(文科系)	0.01371	a	0.01191	a	0.00341	0.00238	0.02488	a	0.01320	a	0.02400	0.01625	0.01065	b
	[0.0037595]	[0.0042935]	[0.103814]	[0.0054073]	[0.057685]	[0.0038923]	[0.173859]	[0.201647]	[0.045262]	[0.142239]	[0.14056]	[0.105197]	[0.079259]	[0.045517]
大学・大学院(理科系)	0.02268	a	0.02258	a	0.01739	a	0.03899	a	0.02491	a	0.0428907	b	0.04613	b
	[0.0043547]	[0.0049004]	[0.117015]	[0.006312]	[0.0064039]	[0.0046178]	[0.176095]	[0.19042]	[0.0049589]	[0.203314]	[0.219016]	[0.205399]	[0.094048]	[0.052029]
建設業	-0.00641		-0.02141	b	0.05056	b	-0.00251	-0.01415	-0.00468	-0.04335	-0.02905	-0.05322	0.0157587	-0.0191626
	[0.0087677]	[0.005604]	[0.2235643]	[0.0099732]	[0.221365]	[0.0089149]	[0.009195]	[0.0483283]	[0.0460844]	[0.040677]	[0.188274]	[0.105269]		
製造業	-0.02518	a	-0.03105	a	0.01064	-0.01794	c	-0.03304	-0.02476	a	-0.03057	a	-0.00755	-0.01972
	[0.0084379]	[0.0089931]	[0.238419]	[0.0094493]	[0.202935]	[0.0084791]	[0.0080048]	[0.0368187]	[0.0428052]	[0.0362153]	[0.190966]	[0.0097112]		
電気機械製造業	-0.01644	c	-0.02218	b	0.01226	-0.00985	-0.02142	(dropped)	a	-0.01692	c	-0.04543	-0.01264	-0.05837
	[0.0089383]	[0.0094899]	[0.273505]	[0.103598]	[0.207072]	[]	[0.0094352]	[0.039051]	[0.444147]	[0.0369158]	[0.20621]	[0.102966]		
電気・ガス・熱供給・水道業	-0.04947	a	-0.04754	a	0.00591	-0.05066	a	-0.05651	b	-0.05068	a	-0.04148	b	-0.0464529
	[0.131042]	[0.137872]	[0.351231]	[0.153966]	[0.266463]	[0.131336]	[0.15951]	[0.444263]	[0.475134]	[0.434375]	[0.235388]	[0.171443]		
通信業	0.02104	c	0.01520	0.03234	0.05910	0.01271	(dropped)	a	0.02140	c	(dropped)	a	-0.06037	-0.02087
	[0.125502]	[0.128589]	[0.1712306]	[0.039255]	[0.13787]	[]	[0.126431]	[]	[0.399212]	[1.401847]	[0.078664]	[0.112764]		
運輸業	-0.03786	a	-0.04902	a	0.01850	-0.03308	a	-0.04403	b	-0.05297	-0.05267	-0.09110	b	-0.0362599
	[0.0091684]	[0.0097195]	[0.264057]	[0.10453]	[0.21326]	[0.0092076]	[0.0089287]	[0.038682]	[0.044878]	[0.375492]	[0.211004]	[0.104956]		
卸売・小売業・飲食店	-0.04395	a	-0.04996	a	0.00666	-0.04378	a	-0.04441	a	-0.06196	-0.05509	-0.08451	b	-0.0507082
	[0.0089874]	[0.009548]	[0.261628]	[0.105258]	[0.207499]	[0.0090343]	[0.007284]	[0.03732]	[0.040828]	[0.367954]	[0.211309]	[0.103004]		
金融・保険業	-0.01512		-0.02562	b	0.05331	c	-0.03079	b	-0.01143	-0.01639	c	-0.00527	-0.05584	-0.02974
	[0.0097567]	[0.1013719]	[0.276614]	[0.128593]	[0.211151]	[0.0098129]	[0.106198]	[0.040954]	[0.047497]	[0.377956]	[0.225755]	[0.111772]		
不動産業	-0.01827	b	-0.01906	c	0.00230	-0.03081	a	-0.01421	-0.01944	b	0.02812	-0.08009	b	-0.0245349
	[0.0094426]	[0.1010083]	[0.255842]	[0.115824]	[0.210504]	[0.0094803]	[0.103963]	[0.0392127]	[0.0462035]	[0.0369753]	[0.206046]	[0.101046]		
サービス業	-0.03678	a	-0.04329	a	-0.00138	-0.03413	a	-0.04202	b	-0.03704	a	-0.03979	a	-0.04208
	[0.0085084]	[0.0090788]	[0.236027]	[0.0095784]	[0.203638]	[0.008549]	[0.0089238]	[0.0365808]	[0.0429872]	[0.0362796]	[0.190149]	[0.0098228]		
情報サービス業	0.01054	c	0.01064	c	-0.01724	0.01256	0.00823	(dropped)	a	0.00488	0.01367	0.00871	-0.00355	-0.0028341
	[0.0054834]	[0.0056502]	[0.208375]	[0.113036]	[0.063364]	[]	[0.061533]	[0.256669]	[0.2000879]	[0.174515]	[0.153516]	[0.059854]		
鉱業(前職)	-0.01418		-0.01732	0.02544	0.01618	-0.04854	-0.01174	-0.02673	-0.02200	-0.03670	0.22720	a	-0.10924	-0.0560883
	[0.167209]	[0.182978]	[0.4198]	[0.210683]	[0.355746]	[0.17382]	[0.0848648]	[0.16704]	[0.0705009]	[0.743089]	[0.798316]	[0.296875]	[0.202934]	
建設業(前職)	-0.03643	a	-0.03872	a	-0.01867	-0.02744	a	-0.05148	c	-0.03694	a	0.01340	-0.04141	a
	[0.006269]	[0.006477]	[0.198879]	[0.0092597]	[0.290859]	[0.0066505]	[0.025541]	[0.101276]	[0.036916]	[0.321294]	[0.263185]	[0.169908]	[0.108953]	
製造業(前職)	-0.03981	a	-0.03575	a	-0.04008	-0.03437	a	-0.04511	-0.04055	a	0.01096	-0.04096	a	-0.00866
	[0.0083907]	[0.0093862]	[0.190962]	[0.090265]	[0.287939]	[0.0084183]	[0.0816535]	[0.0089873]	[0.032673]	[0.29527]	[0.208054]	[0.162427]	[0.10603]	
運輸・通信業(前職)	-0.02553	a	-0.02164	b	-0.01844	-0.01734	c	-0.03257	-0.02651	a	0.02382	-0.02890	a	-0.08243
	[0.0091037]	[0.101694]	[0.205282]	[0.103805]	[0.291961]	[0.0092259]	[0.0819735]	[0.106646]	[0.0355594]	[0.323845]	[0.280607]	[0.17341]	[0.15022]	
卸売・小売業・飲食店(前職)	-0.01844	b	-0.01704	c	-0.01121	-0.01159	-0.02470	-0.01975	b	0.03233	-0.03164	a	-0.06030	c
	[0.0084677]	[0.0094528]	[0.207184]	[0.0091619]	[0.287852]	[0.0084938]	[0.0819955]	[0.101438]	[0.0329663]	[0.289174]	[0.257491]	[0.17223]	[0.106593]	
金融・保険業(前職)	-0.03234	a	-0.03170	a	-0.03378	-0.03334	a	-0.03838	-0.03174	a	-0.04058	a	-0.06417	c
	[0.0089608]	[0.009675]	[0.216944]	[0.106413]	[0.289851]	[0.0090454]	[0.0822526]	[0.106602]	[0.0335696]	[0.323347]	[0.27155]	[0.188302]	[0.111526]	
不動産業(前職)	-0.02090	b	-0.02104	b	0.00281	-0.01315	-0.02923	-0.02067	b	0.01233	0.01635	-0.00942	-0.0107026	-0.0166793
	[0.0082663]	[0.0092988]	[0.187081]	[0.0087665]	[0.287518]	[0.0082804]	[0.0815981]	[0.0097765]	[0.0326212]	[0.284622]	[0.256788]	[0.159288]	[0.104845]	
サービス業(前職)	-0.03002	a	-0.02728	a	-0.01879	-0.02303	a	-0.03671	-0.02956	a	0.00445	-0.01319	-0.00928	-0.0355995
	[0.0082986]	[0.0093806]	[0.18614]	[0.0088661]	[0.288488]	[0.0083161]	[0.0815511]	[0.0097404]	[0.031797]	[0.287333]	[0.260656]	[0.159532]	[0.105047]	
産業転換あり	-0.00937	b	-0.00414	c	-0.00332	-0.00377	-0.01108	c	-0.00978	b	-0.03740	-0.07181	b	-0.03128
	[0.0040266]	[0.02206]	[0.0056224]	[0.0054748]	[0.060116]	[0.0040864]	[0.023197]	[0.0348591]	[0.005005]	[0.11932]	[0.218727]	[0.0080197]	[0.061144]	[0.0057393]
産業転換×若年者	0.00559	(dropped)	a	(dropped)	a	0.00362	0.00362	0.00527	b	0.08766	b	0.03627	0.01590	0.002207
	[0.0040002]	[]	[]	[0.0053735]	[0.0060138]	[0.0040622]	[0.23408]	[0.0356548]	[0.0050004]	[0.125768]	[0.211384]	[0.0083629]	[0.0063001]	[0.005616]

北海道	-0.00560	-0.00606	-0.01453	c	-0.02220	b	-0.05700	a	-0.00537	-0.02016	-0.00185	-0.00664	0.00984	-0.03022	c	-0.00466	0.0033929	-0.0083745					
	[.0038642]	[.0043027]	[.0087876]		[.0092284]		[.0210241]	[.0039538]	[.0191978]	[.0211439]	[.0046285]	[.0143188]	[.0154866]	[.0091863]	[.0067368]	[.0051093]							
東北	-0.00533	-0.00833	-0.01315	b	-0.02171	b	-0.07281	a	-0.00670	0.00434	0.00766	-0.01312	0.02483	a	-0.02813	b	-0.00155	-0.0103054	-0.0065106	c			
	[.0030234]	[.0032701]	[.0080968]		[.0088632]		[.0126748]	[.0031431]	[.0113687]	[.0127404]	[.0038203]	[.0094668]	[.0125212]		[.006567]	[.0062729]		[.0035845]					
北関東・甲信	-0.00962	-0.01096	-0.01600	c	-0.02631	a	-0.02948	a	0.01018	-0.00905	-0.00231	-0.01441	0.01008	-0.02458	c	0.00052	0.0079134	-0.0127741	a				
	[.0028576]	[.0029871]	[.0090908]		[.0086975]		[.0080281]	[.0030315]	[.0083903]	[.0113652]	[.0034861]	[.0105482]	[.0129969]	[.0061268]		[.0062565]		[.0033135]					
北陸	-0.02007	-0.02018	-0.01655	c	-0.03930	a	-0.02111	c	-0.02144	0.00617	-0.02542	a	-0.00108	-0.03425	b	-0.00703	-0.0255755	a	-0.0177279	a			
	[.0034958]	[.0037439]	[.0089595]		[.0089844]		[.0116334]	[.0035761]	[.0170503]	[.0187536]	[.004155]	[.0135398]	[.0145474]	[.0080163]		[.0075684]		[.0040591]					
東海	-0.00943	-0.00891	-0.01181	a	-0.01011	a	-0.00934	a	-0.00934	-0.01076	-0.01174	-0.01309	a	-0.00597	-0.02553	b	0.00529	-0.0072313	-0.0085105	a			
	[.0026479]	[.0028072]	[.0076044]		[.0101175]		[.002798]	[.0027609]	[.0093889]	[.01143]	[.0032314]	[.0095847]	[.0110873]	[.0057465]	[.0059663]	[.0030727]							
近畿	-0.00642	-0.00766	0.00296	c	-0.02446	a	-0.01293	-0.00392	-0.03170	b	-0.02579	c	-0.00528	0.01624	-0.03878	b	-0.00522	0.0105665	-0.007164				
	[.0041938]	[.0043153]	[.0158852]		[.0093451]		[.0102033]	[.0044258]	[.0134017]	[.0149123]	[.0052147]	[.0142684]	[.0154637]	[.008565]	[.0106946]	[.0047128]							
京阪神	-0.00634	-0.00447	-0.02313	a	-0.02061	c	-0.02024	-0.00713	b	0.00311	0.00225	-0.00741	b	-0.02034	b	0.00909	-0.00277	-0.0170723	a	-0.0051491			
	[.0029075]	[.0031075]	[.007417]		[.0114458]		[.0030361]	[.0030355]	[.0096728]	[.0122501]	[.0035234]	[.0097645]	[.0120747]	[.0065109]	[.0065667]	[.0033521]							
山陰	-0.02065	-0.02393	-0.00835	a	-0.03801	a	-0.06655	a	-0.02061	a	-0.01256	-0.01957	-0.02862	a	0.01137	-0.02565	0.00483	-0.0009067	-0.0278949	a			
	[.0059328]	[.0062406]	[.0180034]		[.0101431]		[.0205389]	[.0063576]	[.0153971]	[.0165436]	[.0070509]	[.0209033]	[.0204089]	[.0162832]	[.0138754]	[.0068074]							
山陽	-0.01801	-0.01636	-0.01939	c	-0.03485	a	-0.04405	b	-0.01654	a	-0.03958	b	-0.05018	a	-0.02174	a	-0.00122	-0.02491	-0.0174834	c	-0.0179763	a	
	[.004002]	[.0043564]	[.0100396]		[.0092149]		[.0170323]	[.0041199]	[.0162873]	[.0182541]	[.0047084]	[.0136596]	[.0174215]	[.0097066]	[.009657]	[.0046504]							
四国	-0.01321	-0.01472	-0.01299	a	-0.02446	a	-0.07199	a	-0.01337	a	-0.02260	-0.03237	c	-0.01981	a	0.01174	-0.03008	0.00287	-0.0162318	-0.0135099	a		
	[.0040949]	[.0042973]	[.0123191]		[.0091778]		[.0130563]	[.0042219]	[.0174383]	[.0194528]	[.0048667]	[.0145484]	[.0166469]	[.0097297]	[.0107]	[.0046209]							
九州	-0.01001	-0.01044	-0.01250	a	-0.02586	a	-0.05399	a	-0.01085	a	-0.00721	-0.00067	-0.01543	a	0.02257	c	-0.02463	c	-0.00648	-0.0033977	-0.010145	b	
	[.0035706]	[.0037646]	[.0105744]		[.0089842]		[.0137738]	[.0036767]	[.0151158]	[.0162773]	[.0042825]	[.0130525]	[.012673]	[.0085366]	[.0073245]	[.004231]							
沖縄	-0.01351	-0.01919	0.02533	b	-0.02281	a	-0.04764	a	-0.01472	a	-0.01080	-0.00705	-0.01778	a	0.00056	-0.03536	a	0.01304	c	0.0143965	-0.0234656	a	
	[.0037884]	[.0040312]	[.0104387]		[.009021]		[.0156932]	[.0039673]	[.0125958]	[.0139494]	[.0045757]	[.0147423]	[.015841]	[.0077789]	[.0089867]	[.0042638]							
地域移動あり	-0.01413	-0.00841	0.00666	a	-0.02091	0.00240	-0.01534	0.03313	0.03272	-0.00941	-0.02052	-0.04441	0.00168	0.0025272	-0.0224672								
	[.0091932]	[.0025225]	[.0095835]		[.0133726]		[.0135237]	[.0095643]	[.031218]	[.0364535]	[.0100486]	[.0268107]	[.0446709]	[.0511271]	[.0110908]	[.0148187]							
地域移動×若年者	0.00818	(dropped)	(dropped)	a	0.02476	c	0.00160	0.00682	-0.01868	-0.02166	0.00806	-0.00679	0.03526	-0.03258	0.0103513	0.014041							
	[.0094796]	[]	[]		[.0129276]		[.0132951]	[.009882]	[.0316358]	[.0370468]	[.0103503]	[.0286225]	[.0461119]	[.0518418]	[.013517]	[.0150204]							
定年、会社都合、契約期間の満了	-0.04373	-0.02966	-0.08344	a	-0.03836	a	-0.05112	a	-0.04449	a	-0.03521	a	-0.03404	a	-0.04534	a	-0.03927	a	-0.05522	a	-0.03058	a	
	[.0020301]	[.0022722]	[.0048408]		[.0026352]		[.0032138]	[.0021005]	[.0090005]	[.0091787]	[.0025258]	[.0090065]	[.008239]	[.0042245]									
新しい仕事の内容に興味	0.02721	0.03121	0.02021	a	0.02254	a	0.03068	a	0.02749	a	0.02192	a	0.02354	b	0.02319	a	0.04060	a	0.03878	a	0.02972	a	
	[.0021293]	[.0022479]	[.0069091]		[.0029021]		[.0031419]	[.0022133]	[.0078482]	[.0094558]	[.0025742]	[.0074202]	[.0089008]	[.0048832]									
能力・個性・資格が活かせる	0.02769	0.03734	0.00212	a	0.02343	a	0.03167	a	0.02703	a	0.03269	a	0.03992	a	0.04316	a	0.04886	a	0.02957	a			
	[.0024371]	[.002659]	[.0055475]		[.003355]		[.0035322]	[.0025295]	[.0089866]	[.0108474]	[.0027332]	[.0087822]	[.0120979]	[.0068316]									
会社の将来性が期待できる	0.04770	0.05164	0.02356	b	0.04654	a	0.04878	a	0.04715	a	0.04790	a	0.04441	a	0.10825	a	0.05059	a	0.02191	a			
	[.0027236]	[.0028255]	[.0112189]		[.0035711]		[.0042109]	[.0028482]	[.0094492]	[.0112544]	[.0030998]	[.0121393]	[.0118419]	[.0076355]									
給料等収入が多い	0.14582	0.15022	0.12282	a	0.13685	a	0.15519	a	0.14488	a	0.15141	a	0.15586	a	0.14589	a	0.20489	a	0.12774	a	0.14365	a	
	[.0030059]	[.0031477]	[.0108258]		[.0040275]		[.0044888]	[.0031457]	[.0105649]	[.0114549]	[.0037267]	[.0135743]	[.009287]	[.0066111]									
労働時間、休日等の労働条件が良	0.01302	0.01736	-0.00724	a	0.01156	a	0.01393	a	0.01532	a	-0.01566	c	-0.00844	0.01014	a	0.00629	0.02092	b	0.02213	a			
	[.0025523]	[.0027002]	[.0074776]		[.003352]		[.003955]	[.0026501]	[.0094998]	[.0103635]	[.0036283]	[.0077658]	[.009355]	[.0044259]									
定数項	0.10590	0.09457	0.11743	b	0.11511	a	0.10185	a	0.10643	a	0.04026	0.03721	0.13051	a	0.07203	0.14827	a	0.09669	b	0.1439984	a	0.1312547	a
	[.0131609]	[.0144539]	[.0562219]		[.0169825]		[.0364784]	[.0132925]	[.0874411]	[.0381179]	[.0149947]	[.0538432]	[.0567647]	[.0449583]		[.0280664]		[.0158629]					

(注) 1.a, b及びcは、それぞれ1%、5%、10%で有意であることを示す。
2.[]内は、標準偏差。
(出所)厚生労働省「雇用動向調査」による回帰分析

付表2-2
賃金変化率開数の推計結果(プールデータ)

被説明変数	全標本 現職対前職 賃金比対数	55歳未満 現職対前職 賃金比対数	55歳以上 現職対前職 賃金比対数	地方圏 現職対前職 賃金比対数	大都市圏 現職対前職 賃金比対数	非IT産業 現職対前職 賃金比対数	IT産業 現職対前職 賃金比対数	電気機械 現職対前職 賃金比対数	電気通信 現職対前職 賃金比対数	情報サービス 現職対前職 賃金比対数	正規 現職対前職 賃金比対数	正規 現職対前職 賃金比対数	正規 現職対前職 賃金比対数	パート 現職対前職 賃金比対数	パート 現職対前職 賃金比対数	パート 現職対前職 賃金比対数	非自発的 現職対前職 賃金比対数	自発的 現職対前職 賃金比対数
標準数	336156	295568	40558	165845	150311	312437	23719	5333	2416	5970	247962	23606	25533	39056	5290	26921	5290	283256
F	1621.03	1260.66	309.19	720.74	790.78	170.36	1071	25.93	74.64	74.64	26.020	0.25470	0.16960	0.1612	0.2966	0.1587		
R2	0.2986	0.26640	0.37010	0.29440	0.31790	0.29810	0.31760	0.30970	0.40710	0.32440	0.26020	0.25470	0.16960	0.1612	0.2966	0.1587		
<説明変数>	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.
1992	-0.011304 a	-0.01244 a	0.01519 a	-0.00893 a	-0.01447 a	-0.01064 a	-0.01671 a	-0.01077 b	-0.01694	-0.03075 a	-0.01131 a	-0.01164 b	0.00223	-0.0178249 a	0.0336882 a	-0.0127848 a		
1993	[0.009823]	[0.010319]	[0.031087]	[0.012872]	[0.01501]	[0.010196]	[0.037092]	[0.045642]	[0.123442]	[0.074754]	[0.010745]	[0.0051063]	[0.041382]	[0.032879]	[0.033198]	[0.011256]		
1994	-0.013671 a	-0.01542 a	0.01368 a	-0.00911 a	-0.01792 a	-0.01301 a	-0.02405 a	-0.01662 a	-0.01595	-0.03688 a	-0.01337 a	-0.03661 a	-0.00076	-0.0101902 a	0.0330872 a	-0.018136 a		
1995	[0.01075]	[0.011341]	[0.033222]	[0.014191]	[0.011175]	[0.011175]	[0.039495]	[0.005042]	[0.115259]	[0.08226]	[0.011867]	[0.0051543]	[0.046067]	[0.0343]	[0.033377]	[0.012499]		
1996	-0.016897 a	-0.01755 a	0.00208	-0.01308 a	-0.02125 a	-0.01671 a	-0.01962 a	-0.00342	-0.02159 c	-0.04268	-0.01639 a	-0.03416 a	0.00351	-0.0210709 a	0.0240681 a	-0.0218434 a		
1997	[0.011178]	[0.011826]	[0.033763]	[0.014344]	[0.01758]	[0.011607]	[0.042005]	[0.0051783]	[0.121847]	[0.099651]	[0.012556]	[0.00508]	[0.044933]	[0.034441]	[0.034391]	[0.012969]		
1998	-0.018244 a	-0.01964 a	0.00454	-0.01537 a	-0.02160 a	-0.01809 a	-0.02269 a	-0.00941 c	-0.03474 a	-0.00364 a	-0.01828 a	-0.03809 a	-0.00018	-0.0179922 a	0.0273286 a	-0.0223904 a		
1999	[0.010681]	[0.011335]	[0.031945]	[0.01391]	[0.01652]	[0.011101]	[0.039701]	[0.04855]	[0.11931]	[0.089456]	[0.011994]	[0.04931]	[0.043741]	[0.032298]	[0.032595]	[0.012497]		
2000	-0.0190637 a	-0.01854 a	-0.00297	-0.01597 a	-0.02286 a	-0.01885 a	-0.02342 a	-0.02233 a	0.02978	-0.03025 a	-0.01933 a	-0.03002 a	-0.00332	-0.0188083 a	0.0221485 a	-0.0222713 a		
2001	[0.010313]	[0.010876]	[0.031969]	[0.013595]	[0.01567]	[0.010684]	[0.039917]	[0.047283]	[0.213267]	[0.080868]	[0.011595]	[0.047186]	[0.041916]	[0.03147]	[0.032944]	[0.011949]		
2002	-0.021293 a	-0.02091 a	-0.01328 b	-0.02131 a	-0.02288 a	-0.02213 a	-0.02331 a	-0.01917 a	0.03959 b	-0.03486 a	-0.02367 a	-0.03226 a	-0.00129	-0.0204784 a	0.0156512 a	-0.0236146 a		
2003	[0.009632]	[0.010429]	[0.031512]	[0.01337]	[0.014768]	[0.010333]	[0.0036552]	[0.043104]	[0.19177]	[0.077317]	[0.011124]	[0.0046323]	[0.039699]	[0.030701]	[0.033108]	[0.011347]		
2004	-0.0304269 a	-0.03161 a	-0.00756 b	-0.02783 a	-0.03296 a	-0.03084 a	-0.02678 a	-0.01665 a	-0.01597	-0.04322 a	-0.03232 a	-0.03889 a	-0.00680 c	-0.0286286 a	0.0131142 a	-0.0366716 a		
2005	[0.009936]	[0.010461]	[0.033081]	[0.01333]	[0.014802]	[0.010319]	[0.037493]	[0.046997]	[0.16532]	[0.071379]	[0.011168]	[0.0046002]	[0.040886]	[0.029623]	[0.031704]	[0.011382]		
2006	-0.0329277 a	-0.03195 a	-0.02371 a	-0.03260 a	-0.03265 a	-0.03365 a	-0.02607 a	-0.01914 a	0.00910	-0.02859 a	-0.03651 a	-0.03872 a	-0.01108 b	-0.0254785 a	0.0027313	-0.0374639 a		
2007	[0.010423]	[0.010982]	[0.032082]	[0.013874]	[0.015725]	[0.010863]	[0.037536]	[0.04602]	[0.188982]	[0.075422]	[0.012]	[0.0045647]	[0.042757]	[0.028966]	[0.031756]	[0.01205]		
2008	-0.013962 a	-0.01059 a	-0.01859 a	-0.01649 a	-0.01152 a	-0.01521 a	-0.00112	0.00314	0.00422	0.00034	-0.01729 a	-0.02501 a	0.01346 a	-0.0098868 a	0.0025471	-0.0274314 a		
2009	[0.010232]	[0.01078]	[0.031892]	[0.01362]	[0.015367]	[0.010689]	[0.035718]	[0.042528]	[0.168319]	[0.074983]	[0.011743]	[0.0045185]	[0.041877]	[0.028765]	[0.030964]	[0.011616]		
2010	-0.002651 a	-0.00271 a	-0.00271 a	-0.00240 a	-0.00298 a	-0.00337 a	-0.00339 a	-0.00339 a	-0.00448 b	-0.00348 a	-0.00229 a	-0.00515 a	-0.00196 a	-0.0022126 a	-0.0017408 a	-0.0035297 a		
2011	[0.000812]	[0.000868]	[0.002244]	[0.001068]	[0.00124]	[0.000839]	[0.003222]	[0.0003985]	[0.009574]	[0.006589]	[0.000967]	[0.002793]	[0.000313]	[0.002031]	[0.00216]	[0.000943]		
2012	-0.0036377 a	-0.00388 a	-0.00474 a	-0.00449 a	-0.00225 a	-0.00390 a	0.00017	-0.01010	0.00367	-0.00413	-0.00315 a	-0.00412 b	-0.00580 a	-0.0037103 a	-0.0081314 a	-0.0041465 a		
2013	[0.004863]	[0.005136]	[0.014414]	[0.006499]	[0.007262]	[0.005047]	[0.018273]	[0.022409]	[0.062654]	[0.036751]	[0.005666]	[0.019856]	[0.019556]	[0.013211]	[0.012763]	[0.000566]		
2014	0.0083111 a	0.00105	0.03333 a	0.01083 a	0.00195 b	0.00938 a	-0.00359	-0.00441	0.00060	0.01052 a	-0.00962 a	0.00767 a	0.0052505 b	0.0337536 a	-0.0051703 a			
2015	[0.006212]	[0.006675]	[0.018244]	[0.008178]	[0.009567]	[0.006443]	[0.024212]	[0.029246]	[0.08573]	[0.050261]	[0.008699]	[0.026933]	[0.026351]	[0.0232]	[0.016205]	[0.007228]		
2016	-0.0063806 a	-0.00291 a	-0.00768 b	-0.00487 a	-0.00487 a	-0.00487 a	-0.01987 a	-0.03474	-0.03464	-0.00596 a	-0.01465 a	-0.00238	-0.0123813 a	-0.012344 a	-0.003285 a			
2017	[0.010518]	[0.011359]	[0.027362]	[0.012191]	[0.020662]	[0.010674]	[0.063546]	[0.07518]	[0.338603]	[0.126485]	[0.01165]	[0.0051133]	[0.034363]	[0.032575]	[0.025466]	[0.012375]		
2018	-0.0124861 a	-0.01119 a	-0.01252 a	-0.00972 a	-0.01235 a	-0.01180 a	-0.02358 a	-0.01539 b	-0.07301 c	-0.03562 a	-0.01324 a	-0.00349	-0.00174	-0.0138311 a	-0.011988 a	-0.0077277 a		
2019	[0.010946]	[0.011773]	[0.029693]	[0.01303]	[0.020716]	[0.011145]	[0.063084]	[0.07456]	[0.420986]	[0.125875]	[0.012267]	[0.0051163]	[0.044545]	[0.032358]	[0.027734]	[0.012786]		
2020	-0.0059154 a	-0.00453 a	-0.00873 a	-0.00536 a	-0.00444 b	-0.00602 a	-0.00511	0.00445	-0.01146	-0.01591	-0.00473 a	-0.00380	0.00279	-0.0127054 a	-0.0076745 b	0.0032452 b		
2021	[0.011573]	[0.012387]	[0.032582]	[0.014227]	[0.011846]	[0.006307]	[0.075237]	[0.306834]	[0.126634]	[0.013157]	[0.0051931]	[0.046652]	[0.032813]	[0.03005]	[0.01342]			
2022	0.0068499 a	0.00734 a	0.00702 b	0.01203 a	0.00273	0.00674 a	0.00756	0.02919 a	0.00894	-0.03560 a	0.01018 a	0.00029	0.00840	-0.0050411	0.0182981 a	0.0191764 a		
2023	[0.01186]	[0.012642]	[0.034408]	[0.015021]	[0.021094]	[0.012145]	[0.063718]	[0.07653]	[0.295603]	[0.127203]	[0.013569]	[0.005246]	[0.047555]	[0.033202]	[0.03066]	[0.013751]		
2024	-0.020998 a	-0.02142 a	-0.02716 a	-0.02058 a	-0.02143 a	-0.02047 a	-0.02643 a	(dropped)	-0.01639	0.02025 a	-0.02167 a	-0.03274 a	0.00148	-0.0171497 a	0.0013003	-0.0243152 a		
2025	[0.017585]	[0.018409]	[0.054318]	[0.022115]	[0.018036]	[0.0082581]	[0.082581]	[0.082581]	[0.303248]	[0.20874]	[0.021636]	[0.0062732]	[0.0060929]	[0.047596]	[0.03962]	[0.020828]		
2026	0.007777 a	0.00885 a	0.00384	0.00872 a	0.00716 b	0.00775 a	0.00885	0.01000	0.00146	0.00992	0.00853 a	0.01158 c	0.00537	0.0082962 b	0.0071359	0.01144 a		
2027	[0.016528]	[0.017237]	[0.057655]	[0.02016]	[0.028421]	[0.016999]	[0.070388]	[0.084054]	[0.213825]	[0.163265]	[0.020555]	[0.0069917]	[0.046848]	[0.038229]	[0.0059706]	[0.018599]		
2028	-0.005355 a	-0.00691 a	-0.00408 c	-0.00577	-0.00533 a	-0.00543 a	-0.00319	-0.00715	-0.00111	0.01111	-0.00558 a	-0.00665 b	-0.00984 a	-0.0091751 a	-0.008615 a	-0.0089282 a		
2029	[0.006925]	[0.007311]	[0.02172]	[0.008629]	[0.011543]	[0.007105]	[0.031048]	[0.035932]	[0.112979]	[0.070155]	[0.008044]	[0.029597]	[0.026947]	[0.021812]	[0.0007962]			
2030	-0.0132187 a	-0.01359 a	-0.01740 a	-0.01616 a	-0.00909 a	-0.01278 a	-0.01936 a	-0.01922	-0.01464	-0.00679	-0.01481 a	-0.02100 a	-0.00802 b	-0.0133797 a	-0.0199479 a	-0.0190255 a		
2031	[0.008288]	[0.008756]	[0.026072]	[0.011078]	[0.01261]	[0.008581]	[0.033389]	[0.039899]	[0.116078]	[0.070327]	[0.009667]	[0.033451]	[0.033409]	[0.021448]	[0.024945]	[0.009562]		
2032	-0.0235502 a	-0.02255 a	-0.03456 a	-0.02786 a	-0.01783 a	-0.02319 a	-0.02749 a	-0.03013 a	-0.06522 a	-0.01515 c	-0.02644 a	-0.04075 a	-0.00881 c	-0.0151095 a	-0.0333363 a	-0.02863 a		
2033	[0.011185]	[0.011707]	[0.038687]	[0.016163]	[0.015798]	[0.011674]	[0.040347]	[0.048987]	[0.137955]	[0.082564]	[0.012869]	[0.0045706]	[0.046254]	[0.030778]	[0.031777]	[0.012912]		
2034	-0.0344047 a	-0.03017 a	-0.06505 a	-0.04364 a	-0.02570 a	-0.03510 a	-0.03253 a	-0.03848 a	-0.05996 a	-0.03013 a	-0.03820 a	-0.06562 a	-0.01477 b	-0.0124111 a	-0.0424707 a	-0.0412908 a		
2035	[0.01463]	[0.01545]	[0.04459]	[0.021099]	[0.0221174]	[0.015266]	[0.054246]	[0.067229]	[0.182393]	[0.015429]	[0.016826]	[0.0057044]	[0.0059685]	[0.042073]	[0.037662]	[0.01		

サービス職業従事者	[0013701]	[0014008]	[0065934]	[0020098]	[0018735]	[0014125]	[0061424]	[009946]	[0139034]	[0103173]	[0016306]	[0049826]	[0053276]	[0036569]	[004767]	[0015323]
	0.0123647 a	0.00824 a	0.01148 a	0.01563 a	0.00753 a	0.01205 a	0.01041 a	-0.00555 a	0.02024 a	0.02799 a	0.01868 a	0.02929 a	-0.00940 b	-0.0113203 a	0.0170241 a	0.0210429 a
運輸・通信従事者	[0012136]	[0012797]	[0042535]	[0016887]	[001751]	[0012489]	[0076419]	[0135114]	[0218088]	[010674]	[0015146]	[0038869]	[0040248]	[0030401]	[0035922]	[0013892]
	0.0293507 a	0.02667 a	0.03013 a	0.02706 a	0.03226 a	0.03152 a	-0.00147 a	-0.02888 c	0.00707 a	-0.00074 a	0.03731 a	0.02086 a	0.02062 a	0.0068554 a	0.0261979 a	0.044547 a
生産工程・労務作業	[0018373]	[001926]	[0061347]	[0024409]	[0028003]	[0019198]	[0063207]	[0173604]	[009075]	[0226023]	[0020979]	[0067771]	[0076703]	[0062741]	[0055937]	[0021179]
	0.0168267 a	0.01326 a	0.02138 a	0.01480 a	0.01480 a	0.01647 a	0.03065 a	0.01102 b	0.02601 a	0.01648 a	-0.01563 a	0.01648 a	-0.0083984 a	0.0302959 a	0.024024 a	0.024024 a
その他の職業従事者	[0010778]	[0011162]	[0042268]	[0014882]	[0015739]	[0011256]	[0036372]	[0046372]	[0461088]	[0012985]	[0038811]	[0037031]	[0038811]	[0037031]	[002271]	[0012271]
	0.0078726 a	0.00394 b	0.01163 a	0.00744 a	0.00821 a	0.00766 a	0.01026 a	0.00288 a	0.00301 a	0.01969 a	0.01526 a	0.02493 a	-0.02358 a	-0.0125308 a	0.0127331 a	0.0125849 a
専門・技術的職業従事者(前職)	[0014227]	[0019291]	[0041554]	[0019291]	[0021276]	[0014683]	[0063898]	[0082609]	[0137407]	[0146465]	[0017132]	[0048378]	[0050673]	[0037506]	[0036054]	[0016652]
	-0.0208433 a	-0.02010 a	-0.02349 a	-0.02412 a	-0.01609 a	-0.01981 a	-0.03072 a	-0.03232 a	-0.04693 a	-0.00900 a	-0.02264 a	-0.00927 b	-0.02190 a	-0.0215751 a	-0.0389039 a	-0.0169306 a
管理的職業従事者(前職)	[0014024]	[0014534]	[0051946]	[002003]	[0019548]	[001482]	[004337]	[0062334]	[0140882]	[0067796]	[0016077]	[0044598]	[00581]	[0054913]	[0040252]	[0016002]
	-0.0735833 a	-0.06436 a	-0.05442 a	-0.08411 a	-0.08273 a	-0.07386 a	-0.06339 a	-0.06070 a	-0.04147 a	-0.05518 a	-0.07376 a	-0.02500 a	-0.05230 b	-0.0481494 a	-0.0626079 a	-0.0739498 a
販売従事者(前職)	[0020047]	[002443]	[0042699]	[0029045]	[002762]	[002086]	[0072896]	[0093731]	[0318871]	[0130062]	[002155]	[0074035]	[0226509]	[0184528]	[0039169]	[0025736]
	0.0054873 a	0.00545 a	0.00991 c	0.00405 b	0.00500 a	0.00613 a	-0.00079 b	0.01024 c	0.00935 a	-0.00751 a	0.00168 a	0.02622 a	-0.00615 a	0.0178141 a	0.0091771 b	0.0083835 a
サービス職業従事者(前職)	[0012279]	[001255]	[0058468]	[0017615]	[0017078]	[0012817]	[0044019]	[0056299]	[0110017]	[0083665]	[0014803]	[0040362]	[0046516]	[0032508]	[0044352]	[0013832]
	0.0083363 a	0.00783 a	0.02068 a	0.00325 c	0.01185 a	0.00852 a	0.01014 b	0.02237 a	-0.00310 a	0.00332 a	0.00672 a	0.03198 a	-0.01180 a	0.0177164 a	0.0163923 a	0.0106415 a
運輸・通信従事者(前職)	[0012112]	[0012554]	[0046076]	[0016963]	[0017354]	[0012608]	[0046346]	[0057203]	[0115293]	[0085349]	[0014956]	[004006]	[0042376]	[0030596]	[0039197]	[0013739]
	-0.0061965 a	-0.01033 a	0.02060 a	-0.00927 a	-0.00434 a	-0.00519 b	-0.00485 a	-0.01756 c	0.00190 a	0.00419 a	-0.01086 a	0.01919 b	-0.02026 b	-0.0009616 a	0.003268 a	-0.0076009 a
生産工程・労務作業(前職)	[0019559]	[0020715]	[00595]	[002647]	[002914]	[0020359]	[0075645]	[0104734]	[0128564]	[0203388]	[0021936]	[0075561]	[0085575]	[0076483]	[0056538]	[0022795]
	0.0066511 a	0.00343 a	0.02831 a	0.00421 a	0.00698 a	0.00775 a	-0.00668 a	0.00200 a	-0.00871 a	-0.02229 c	0.00088 a	0.02942 a	-0.00638 a	0.0150264 a	0.0149969 a	0.0073753 a
その他の職業従事者(前職)	[0018373]	[0012191]	[0043099]	[0018148]	[0017224]	[0012215]	[0041508]	[0051371]	[0157354]	[0131384]	[0013965]	[0040544]	[0046084]	[0031937]	[0033986]	[0013486]
	0.0098524 a	0.00571 a	0.03058 a	0.00382 c	0.01547 a	0.01010 a	0.00700 a	0.00034 a	0.02352 c	0.00494 a	0.02854 a	0.00776 c	0.000494 a	0.0180041 a	0.005835 a	0.0138949 a
職業転換あり	[0013931]	[0014862]	[0044097]	[0018982]	[0020615]	[0014446]	[0054762]	[0067358]	[0134563]	[0115744]	[0016921]	[0048101]	[0046744]	[0035658]	[0037038]	[0016158]
	-0.0418296 a	-0.01004 a	-0.02469 a	-0.04598 a	-0.03377 a	-0.04110 a	-0.05643 a	-0.05241 a	-0.05447 b	-0.07058 a	-0.04773 a	-0.02641 a	-0.01680 c	-0.0293282 a	-0.0452553 a	-0.0353035 a
職業転換×若年者	[001724]	[0006514]	[0019345]	[0022881]	[0026101]	[0017522]	[0096445]	[013829]	[0224623]	[0180292]	[0020576]	[0048209]	[0086421]	[0047764]	[0027515]	[002407]
	0.0315527 a	(dropped)	0.03699 a	0.03699 a	0.02294 a	0.03098 a	0.04278 a	0.04786 a	0.04954 b	0.05354 a	0.03470 a	0.01751 a	0.02044 b	0.0240876 a	0.0210542 a	0.0259367 a
高校	[0018134]	[]	[]	[0024052]	[0027447]	[0018452]	[0098986]	[0142098]	[023253]	[0183879]	[0021611]	[0052457]	[008875]	[0049928]	[0033495]	[0024891]
	-0.0071119 a	-0.00389 a	-0.00732 a	-0.00809 a	-0.00171 a	-0.00689 a	-0.00396 a	-0.00380 a	-0.00286 a	0.00134 a	-0.00923 a	-0.00231 a	-0.00072 a	-0.0034377 c	-0.0109761 a	-0.0047513 a
高専・短大(含専修学校専門課程)	[0007471]	[0008535]	[001594]	[0009192]	[0012711]	[0007598]	[0042367]	[0044614]	[0162319]	[0228792]	[0008655]	[003274]	[0028907]	[001912]	[0016195]	[0009128]
	-0.0136163 a	-0.01221 a	-0.00461 a	-0.01169 a	-0.00965 a	-0.01343 a	-0.00953 c	-0.01308 b	-0.02258 a	0.00796 a	-0.01643 a	-0.01789 a	-0.00091 a	-0.0055647 b	-0.0082772 a	-0.016969 a
大学・大学院(文科系)	[0010376]	[0011188]	[0041155]	[0013879]	[0016019]	[0010682]	[0049138]	[0050502]	[0180836]	[0231888]	[0012233]	[0040976]	[0038089]	[0026128]	[0026935]	[0012197]
	-0.0002859 a	-0.00107 a	-0.00842 b	-0.00537 a	0.00619 a	0.00004 a	-0.0007999 a	-0.00768 a	-0.00478 a	0.01450 a	-0.00182 a	-0.02506 a	0.04114 a	-0.0038162 a	0.0018863 a	-0.0052205 a
大学・大学院(理科系)	[0012225]	[0013138]	[0037665]	[0018584]	[0017503]	[0012709]	[0052481]	[0085144]	[0183969]	[0230366]	[0013688]	[005219]	[0050743]	[0045661]	[0030305]	[0014357]
	0.0148406 a	0.01116 a	0.01503 a	0.01186 a	0.01978 a	0.01456 a	0.0184273 a	0.01969 a	0.02178 a	0.02971 a	0.01456 a	-0.00230 a	0.004215 a	-0.0037635 a	0.0271624 a	0.0032753 c
建設業	[0014459]	[0015373]	[0045458]	[0022231]	[0020141]	[0015324]	[0054409]	[0063698]	[0214216]	[0015559]	[0005569]	[0078823]	[0002314]	[0035829]	[0016767]	[0016767]
	0.0108704 a	0.00565 b	0.02549 a	0.00342 b	0.01654 a	0.01081 a				0.01170 a	0.00004 a	-0.01461 a	-0.0188818 a	0.0258326 a	-0.0042913 a	
製造業	[0025004]	[0027249]	[0064457]	[0028979]	[0049337]	[0025068]				[0025868]	[0243205]	[0130006]	[0206364]	[0070708]	[0029802]	
	-0.0100778 a	-0.00979 a	-0.01141 c	-0.01934 a	0.00705 a	-0.00980 a				-0.01102 a	-0.01716 b	-0.01316 b	-0.012513 b	-0.0001315 a	-0.0260172 a	
電気機械製造業	[0023174]	[0025027]	[0063274]	[0026797]	[0044598]	[0023245]				[0024052]	[0226143]	[0116369]	[0192353]	[006816]	[0027402]	
	-0.0101308 a	-0.00992 a	-0.01532 c	-0.01983 a	0.00963 b	(dropped) a				-0.01212 a	-0.01878 a	-0.01079 a	-0.0083528 a	-0.0058929 a	-0.0258459 a	
電気・ガス・熱供給・水道業	[0025682]	[0027449]	[0084882]	[0030594]	[0048905]	[]				[0027157]	[0231154]	[0124444]	[0194753]	[0074698]	[003027]	
	-0.0290396 a	-0.02294 a	-0.02555 a	-0.04001 a	-0.01249 a	-0.02940 a				-0.03143 a	-0.05698 b	-0.01025 a	-0.0137497 a	-0.0174052 b	-0.0501438 a	
通信業	[0035669]	[0037839]	[0091959]	[0044003]	[0062925]	[0035757]				[0040306]	[0239457]	[0143871]	[0207608]	[0082719]	[0044562]	
	-0.0274145 a	-0.02606 a	-0.02046 c	-0.02807 a	-0.03126 a	(dropped) a				-0.03168 a	-0.02952 a	0.01428 a	-0.0094539 a	-0.0107382 a	-0.0513748 a	
運輸業	[0033464]	[0034844]	[0107153]	[0047813]	[004468]	[]				[0048001]	[0080451]	[0112693]	[0072451]	[0078203]	[0039374]	
	-0.0077733 a	-0.00960 a	0.00182 a	-0.01731 a	0.01007 b	-0.00815 a				-0.00474 c	-0.02932 a	-0.03020 b	-0.0278674 a	-0.0102852 a	-0.0129078 a	
卸売・小売業 飲食店	[0026242]	[0028087]	[0075138]	[0031421]	[004948]	[0026398]				[0027771]	[02317]	[0128654]	[0197041]	[0078534]	[0030853]	
	-0.0226844 a	-0.02221 a	-0.01591 b	-0.03185 a	-0.00620 a	-0.02242 a				-0.01172 a	-0.05879 b	-0.02953 b	-0.0300849 a	-0.0114187 a	-0.0425227 a	
金融・保険業	[0026171]	[0027923]	[0080663]	[0032458]	[0048663]	[0028233]				[0028516]	[0228212]	[012732]	[019412]	[0078293]	[0030535]	
	-0.013819 a	-0.01443 a	-0.00242 a	-0.03482 a	-0.00938 c	-0.01352 a				-0.01492 a	-0.03456 a	-0.02107 a	-0.01187 a	-0.0079631 a	-0.0213243 a	
不動産業	[0029537]	[0031585]	[0085078]	[0040886]	[0051239]	[002967]				[0032453]	[0236059]	[0131777]	[0197723]	[00826]	[003471]	
	-0.0164111 a	-0.01305 a	-0.01842 b	-0.02920 a	0.00348 a	-0.01638 a				-0.01432 a	-0.02798 a	-0.01638 a	-0.025143 a	-0.0042347 a	-0.0304675 a	
サービス業	[0028902]	[0031661]	[0071507]	[0037344]	[0051292]	[0028978]				[0031477]	[0236154]	[0134459]	[0196999]	[007699]	[0034369]	
	-0.0175334 a	-0.01742 a	-0.01801 a	-0.02652 a	-0.00154 a	-0.01746 a				-0.01835 a	-0.03756 c	-0.02412 b	-0.0182493 a	-0.0074098 a	-0.0346397 a	
情報サービス業	[0023656]	[0025577]	[0063433]	[0027609]	[0046479]	[0023733]				[0024739]	[0225817]	[0117708]	[0192605]	[0086719]	[002797]	
	-0.0015958 a	-0.00314 a	-0.00508 a	0.00112 a	-0.00262 a	(dropped) a				0.00140 a	-0.00970 a	-0.00974 a	-0.0252065 a	-0.0131745 b	-0.0008855 a	
鉱業(前職)	[0019281]	[0019812]	[0079489]	[0039106]	[0022372]	[]										

北海道	-0.0001034	-0.00296	0.00503	-0.01815	a	-0.05670	-0.00052	-0.00050	0.02904	c	-0.03231	b	0.00047	-0.00120	-0.01378	0.0061742	c	0.0117998	a	-0.0043086	a									
	[.0012064]	[.0013262]	[.0029178]	[.0026743]		[.0064922]	[.0012329]	[.0062723]	[.0081019]		[.0155784]	[.0136277]	[.0013604]	[.0057848]	[.0048893]	[.0034748]	[.0025846]	[.0025846]	[.0015014]											
東北	-0.0107461	a	-0.01339	a	0.00166	-0.02368	a	-0.08578	a	-0.01078	a	-0.00851	b	-0.01097	a	0.01958	-0.04005	a	-0.01315	a	0.00913	b	-0.00969	b	-0.0093791	a	-0.0020594	-0.0171986	a	
	[.0010126]	[.0010709]	[.0029597]	[.0025888]		[.0038576]	[.0010569]	[.0035083]	[.0041339]		[.0153268]	[.0114521]	[.0011721]	[.0039989]	[.0039822]	[.0027249]	[.0024989]	[.0011916]												
北関東・甲信	-0.0045639	a	-0.00597	a	0.00292	-0.02071	a	-0.02389	a	-0.00512	a	0.00306	0.00491	-0.02859	b	-0.01196	-0.00501	a	-0.00773	b	-0.00368	-0.0014118	0.0137599	a	-0.010311	a				
	[.0009895]	[.0010279]	[.0030301]	[.0025322]		[.0030945]	[.0010232]	[.0033865]	[.0041325]		[.0130887]	[.0089649]	[.0011366]	[.0038872]	[.0041119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	[.0025119]	
東海	-0.0097877	a	-0.01365	a	0.00950	-0.02593	a	-0.04818	a	-0.00875	a	-0.01395	a	0.00254	-0.02935	b	-0.01172	a	-0.01227	b	0.00210	-0.005188	0.0032239	-0.017559	a					
	[.0011269]	[.001219]	[.0029047]	[.0026274]		[.0042686]	[.0011576]	[.0060944]	[.0059944]		[.0169434]	[.0125292]	[.0012628]	[.0048716]	[.0048696]	[.003373]	[.0027336]	[.0013296]												
北陸	-0.0060723	a	-0.00499	a	-0.01359	a	0.00222	-0.00554	a	-0.00614	a	-0.00203	0.00070	-0.02346	c	-0.01891	b	-0.00579	a	-0.01183	a	-0.00425	-0.003507	0.0011445	-0.0077759	a				
	[.0008683]	[.0009087]	[.0027109]	[.0026843]		[.0009306]	[.0008997]	[.0033222]	[.0041695]		[.0128032]	[.0073264]	[.0010027]	[.0034891]	[.0036436]	[.0022385]	[.0023938]	[.0009992]												
近畿	-0.0114875	a	-0.01251	a	-0.00970	b	-0.02777	a	-0.02673	a	-0.01173	a	-0.01050	b	-0.01158	b	-0.02626	-0.05010	b	-0.01196	a	-0.00147	-0.01925	a	-0.0079933	b	0.0001828	-0.0192629	a	
	[.0013847]	[.0014611]	[.0041287]	[.0027384]		[.0036484]	[.0014425]	[.0049028]	[.0055645]		[.0163307]	[.0230414]	[.0016312]	[.0051274]	[.005336]	[.003453]	[.0036577]	[.0016008]												
京阪神	-0.0051273	a	-0.00420	a	-0.00732	a	-0.00657	b	-0.00540	a	0.00049	-0.01004	b	0.01085	0.00372	-0.00623	a	-0.00969	a	0.00562	-0.0029197	-0.0039328	-0.0069965	a						
	[.0009551]	[.0010122]	[.0027091]	[.0032855]		[.0010051]	[.0008994]	[.0036552]	[.0046019]		[.0126911]	[.0077717]	[.0010987]	[.0037304]	[.003985]	[.0024938]	[.0025932]	[.0011015]												
山陰	-0.0163489	a	-0.01796	a	-0.01303	a	-0.03001	a	-0.08166	a	-0.01663	a	-0.01194	c	0.04313	0.00421	-0.01988	a	-0.00746	0.00477	-0.008265	-0.0081441	c	-0.0237199	a					
	[.0017691]	[.0019049]	[.0047047]	[.00294]		[.0064508]	[.0018319]	[.0067917]	[.0072466]		[.0394354]	[.0282701]	[.0019876]	[.0071862]	[.0068933]	[.0055926]	[.0044936]	[.0020768]												
山陽	-0.0082769	a	-0.00822	a	-0.00551	-0.02367	a	-0.04136	a	-0.00862	a	-0.00427	-0.00838	-0.00575	0.00397	-0.01018	a	-0.00656	0.00414	-0.0053735	-0.0038614	-0.0116407	a							
	[.0012449]	[.0013117]	[.0036977]	[.0026571]		[.0048215]	[.0012789]	[.0055455]	[.008865]		[.0150883]	[.0126084]	[.0014288]	[.0050088]	[.0049648]	[.0033708]	[.0052588]	[.0014327]												
四国	-0.0086293	a	-0.01049	a	-0.00444	-0.02279	a	-0.05691	a	-0.00635	a	-0.01251	a	-0.02469	a	-0.01063	0.00328	-0.01076	a	0.00101	-0.01221	b	0.0005546	0.0045366	-0.0157327	a				
	[.0012694]	[.0013323]	[.0038428]	[.0028364]		[.0044224]	[.0013188]	[.0046915]	[.0061686]		[.0130772]	[.0082817]	[.0014204]	[.0055624]	[.0051502]	[.0039905]	[.002398]	[.0014842]												
九州	-0.0145853	a	-0.01575	a	-0.00805	b	-0.02887	a	-0.07035	a	-0.01487	a	-0.01166	b	0.04040	a	-0.04041	a	-0.01869	a	0.01154	b	-0.01527	a	-0.0035324	-0.0081886	a	-0.0193856	a	
	[.0011483]	[.0012087]	[.0035476]	[.0026124]		[.0045846]	[.0011894]	[.0045057]	[.0035303]		[.0138528]	[.0119913]	[.0013257]	[.0045821]	[.0042427]	[.0031702]	[.0031301]	[.0013289]												
沖縄	-0.0157693	a	-0.02086	a	0.01709	a	-0.02681	a	-0.11258	a	-0.01586	a	-0.01791	a	-0.02352	a	-0.00550	0.00001	-0.01842	a	0.01510	a	-0.03001	a	-0.0076319	b	0.0047162	-0.0265361	a	
	[.0012478]	[.0013211]	[.0035707]	[.0026648]		[.0047737]	[.001286]	[.0051801]	[.0059398]		[.0161591]	[.0158731]	[.0014424]	[.0048156]	[.0046926]	[.0035169]	[.0033172]	[.001439]												
地域移動あり	-0.001658	-0.001559	a	0.01677	a	-0.00577	0.02065	a	-0.00132	0.00117	0.01283	0.00026	0.02816	0.00247	-0.01333	-0.02861	0.0006912	0.0113203	a	0.004605										
	[.0028403]	[.0008191]	[.0029473]	[.0038516]		[.0047775]	[.002899]	[.0137839]	[.0175926]		[.0370751]	[.0251186]	[.0030292]	[.0122276]	[.0176014]	[.0122316]	[.0042814]	[.0039558]												
地域移動×若年者	-0.011125	a	(dropped)	a	0.00578	-0.02021	a	-0.01167	a	-0.01245	-0.00480	0.02598	-0.04104	-0.00692	0.01211	-0.0207301	-0.0104131	b	-0.0172703	a										
	[.0029343]	[.0008651]	[.0016509]	[.000962]		[.0012155]	[.0007865]	[.0028999]	[.003585]		[.0092812]	[.0060077]	[.0008701]	[.0030247]	[.0034191]	[.002031]	[.002031]													
定年、会社都合、契約期間の満了	-0.026589	a	-0.01396	a	-0.05533	a	-0.02164	a	-0.03512	a	-0.02675	a	-0.02401	a	-0.01869	a	-0.03245	a	-0.02692	a	-0.03105	a	-0.03115	a	-0.0162	a				
	[.0007581]	[.0008651]	[.0016509]	[.000962]		[.0012155]	[.0007865]	[.0028999]	[.003585]		[.0092812]	[.0060077]	[.0008701]	[.0030247]	[.0034191]	[.002031]	[.002031]													
新しい仕事の内容に興味	0.0097136	a	0.01038	a	0.00675	a	0.00952	a	0.00857	a	0.00938	a	0.01382	a	0.00930	a	0.01199	0.02316	a	0.00723	a	0.02411	a	0.00893	a	0.0124586	a			
	[.0005962]	[.0006177]	[.0022099]	[.0008234]		[.000859]	[.0006187]	[.0022288]	[.0028392]		[.008047]	[.0040345]	[.0006787]	[.002476]	[.002363]	[.0016909]	[.002363]													
能力・個性・資格が活かせる	0.0137183	a	0.01652	a	0.00055	0.01056	a	0.01600	a	0.01271	a	0.02721	a	0.02809	a	0.01554	0.02595	a	0.01113	a	0.02220	a	0.02447	a	0.0173353	a				
	[.0007111]	[.0007445]	[.0021885]	[.0010021]		[.0010038]	[.0007395]	[.0025803]	[.0034608]		[.0112348]	[.0041106]	[.0007695]	[.00333]	[.0031935]	[.0027186]														
会社の将来性が期待できる	0.0225702	a	0.02174	a	0.022768	a	0.02205	a	0.02257	a	0.02201	a	0.02891	a	0.02281	b	0.02812	a	0.02162	a	0.05020	a	0.01681	a	0.0141665	a				
	[.0006421]	[.0006589]	[.0028135]	[.0008638]		[.0009547]	[.0006684]	[.0023068]	[.0028313]		[.0094989]	[.0043782]	[.0006959]	[.0037392]	[.00267]	[.0023594]														
給料等収入が多い	0.1444812	a	0.14641	a	0.12361	a	0.13962	a	0.14547	a	0.14392	a	0.15041	a	0.14625	a	0.16687	a	0.14465	a	0.14425	a	0.19509	a	0.13058	a	0.1382844	a		
	[.0006359]	[.0006522]	[.0027488]	[.0008419]		[.0009739]	[.0006572]	[.0025432]	[.0029653]		[.0120367]	[.0054859]	[.0007175]	[.0044976]	[.001985]	[.0019258]														
労働時間、休日等の労働条件が良	-0.0052734	a	-0.0037845	a	-0.0075687	a	-0.0065038	a	-0.0046797	a	-0.0050462	a	-0.0060121	b	-0.0150861	b	-0.0033559	-0.00817	a	-0.0057112	b	-0.0036878	0.0072999	a						
	[.0006169]	[.0006429]	[.0021015]	[.0008141]		[.0009416]	[.0006413]	[.0022604]	[.0026609]		[.007185]	[.0052895]	[.000739]	[.0023168]	[.0022457]	[.0014644]														
定数項	0.097813	a	0.077334	a	0.139484	a	0.1183488	a	0.0846444	a	0.0956333	a	0.0968703	a	0.0725633	a	0.0559514	0.080899	a	0.1141742	a	0.0196688	0.0785382	a	0.0692191	a	0.1199428	a	0.1365175	a
	[.0040374]	[.004713]	[.0165634]	[.0052757]		[.0087916]	[.0040953]	[.0210188]	[.0118457]		[.0432646]	[.0294994]	[.0043589]	[.0293432]	[.0187569]	[.0228701]	[.0099593]	[.0050488]												

(注) 1.a, b及びcは、それぞれ1%、5%、10%で有意であることを示す。
2.]内は、標準偏差。
(出所)厚生労働省「雇用動向調査」による回帰分析

付表2 - 3

離職期間開数(現職ゲームあり)の推計結果(2000年)

被説明変数	全標本 離職期間	55歳未満 離職期間	55歳以上 離職期間	地方圏 離職期間	大都市圏 離職期間	非IT産業 離職期間	IT産業 離職期間	電気機械 離職期間	正規 正規 離職期間	正規 パート 離職期間	パート 正規 離職期間	パート パート 離職期間	非自発的 離職期間	自発的 離職期間
標準数	300.41	260.47	399.4	154.51	145.90	274.53	258.8	179.7	204.37	269.8	213.7	476.9	61.06	239.55
F	164.21	146.39	25.64	83.91	75.87	156.24	156.24	11.61	107.48	7.21	3.04		23.21	140.79
R ²	0.12550	0.11290	0.25730	0.11240	0.14770	0.12190	0.18590	0.17750	0.14640	0.11320	0.07610	0.05810	0.1785	0.1175
<説明変数>	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.
下期	-0.04074	-0.08760 b	0.20123 c	0.05722 c	-0.11398 b	-0.03673 c	-0.10802 c	-0.10669 c	-0.06927 c	0.05336 c	0.05822 c	0.09071 c	0.206372 b	-0.08862 b
女性	[0.034864]	[0.039049]	[1.041119]	[0.0330001]	[0.0504712]	[0.0385034]	[1.153655]	[1.448373]	[0.0420178]	[1.461703]	[1.371127]	[1.002611]	[0.0864811]	[0.0402509]
30-99人	0.28632 a	0.26315 a	0.19271 a	0.24217 a	0.29969 a	0.29271 a	0.25472 a	0.39918 b	0.33768 a	0.49469 a	-0.26714	0.02837	0.21264 c	0.299109 a
100-299人	[0.0483899]	[0.0515594]	[1.586159]	[0.087218]	[0.0690193]	[0.0507888]	[1.615095]	[1.981106]	[0.0581079]	[1.716626]	[1.736636]	[1.494025]	[1.099209]	[0.0541644]
300-999人	-0.12154	-0.11236	-0.23745	0.05954	-0.39029 b	-0.09156	-0.76659	-0.70728	-0.02168	-0.86892 b	0.36768	-0.57726 b	-0.34146 c	-0.04809
1000人以上	[0.022545]	[0.098922]	[2.49801]	[1.126355]	[1.665968]	[0.937527]	[5.214478]	[7.055297]	[1.075733]	[4.159177]	[2.987312]	[2.737899]	[1.847509]	[1.078988]
官公営	-0.12645	-0.17673 c	-0.00729	0.04011	-0.32159 b	-0.06900	-1.08772 b	-1.21156 c	-0.03814	-0.81465 b	0.34567	-0.51715 c	-0.26133	-0.10261
1-4人(前職)	[0.93553]	[1.007142]	[2.644662]	[1.179103]	[1.629821]	[0.955133]	[4.984075]	[6.846226]	[1.110037]	[4.121422]	[3.037242]	[2.716372]	[1.940841]	[1.083218]
5-9人(前職)	-0.27392 a	-0.27792 a	-0.42283	-0.17619	-0.40641 b	-0.21643 b	-1.18865 b	-1.23590 c	-0.20645 c	-1.13314 a	0.04557	-0.49267 c	-0.70804 a	-0.20516 c
10-19人(前職)	[0.967329]	[1.042106]	[2.779464]	[1.243143]	[1.648608]	[0.993007]	[4.941864]	[6.782746]	[1.146685]	[4.075291]	[3.108917]	[2.754761]	[2.090193]	[1.110385]
20-29人(前職)	-0.04952	-0.07660	-0.06010	0.10245	-0.24494	-0.1386	-0.95149 c	-0.97871	-0.01681	-0.85934 b	0.71358 b	-0.26617	-0.22759	-0.03994
30-39人(前職)	[0.988934]	[1.061524]	[2.840908]	[1.2922]	[1.663889]	[1.015056]	[4.995753]	[6.83853]	[1.176066]	[4.133834]	[3.239287]	[2.784341]	[2.127687]	[1.131804]
40-49人(前職)	0.11595	0.10941	0.15508	0.27088	-0.12483	-0.17342	(dropped)	(dropped)	a	0.12393	-0.53886	0.84891 b	-0.51712	0.151405
50-59人(前職)	[1.286661]	[1.365022]	[4.253569]	[1.696901]	[2.089657]	[1.301331]	[]	[]	[1.54953]	[4.978449]	[4.131933]	[3.700579]	[2.889435]	[1.4852]
60-69人(前職)	0.04472	-0.03222	0.86170	0.90979	-0.06865	0.03963	0.00700	1.10599	-0.25880	-0.91451 b	0.36627	0.94112 a	0.30452	-0.01421
70-79人(前職)	[1.352934]	[1.387813]	[5.860439]	[1.748961]	[2.167728]	[1.385805]	[6.478034]	[8.73442]	[1.741872]	[4.323728]	[3.454717]	[3.070148]	[3.821693]	[1.445342]
80-89人(前職)	0.04674	0.03825	0.23315	-0.00566	0.08398	0.04372	0.10650	0.14611	0.03168	0.07611	-0.22620	0.26396 c	0.171551	0.034998
90-99人(前職)	[0.057453]	[0.062784]	[2.022097]	[0.779866]	[0.93727]	[0.618973]	[2.28428]	[2.56399]	[0.750254]	[2.089608]	[1.99512]	[1.378342]	[1.479022]	[0.0657053]
100-199人(前職)	-0.11036	-0.13630 c	0.25570	-0.13338	-0.10875	-0.14690 b	0.32043	0.36667	-0.16136 c	0.48487 b	-0.25067	-0.15642	0.013054	-0.11146
200-299人(前職)	[0.0671833]	[0.0708725]	[2.241201]	[0.934958]	[0.979874]	[0.702472]	[2.326716]	[2.690754]	[0.830798]	[2.404158]	[2.389662]	[1.587474]	[1.647827]	[0.739059]
300-399人(前職)	-0.38852	-0.43924 a	0.33988	-0.42378 a	-0.28249 b	-0.49122 a	0.46594 a	0.52441	-0.40871 a	0.19312	-0.68569 b	-0.21537	-0.15074	-0.36712 a
400-499人(前職)	[0.832155]	[0.868986]	[3.010132]	[1.216951]	[1.116168]	[0.87629]	[2.695262]	[3.240129]	[0.984314]	[3.399646]	[3.161208]	[2.36135]	[2.123161]	[0.909564]
500-599人(前職)	-0.61161 a	-0.53529 a	-0.52661	-1.00010	-0.20773	-0.66766 a	-0.08949	-0.05191	-0.72147 a	0.36942	-0.98534 b	-0.13152	-0.95613 a	-0.37245 a
600-699人(前職)	[1.089147]	[1.13979]	[3.400115]	[1.559463]	[1.496639]	[1.118923]	[3.669959]	[4.478419]	[1.26818]	[4.220514]	[4.062551]	[3.073535]	[2.521227]	[1.182522]
700-799人(前職)	-0.81494 a	-0.72726	-0.97294	-0.95955	-0.58857 a	-0.80808 a	-1.15844	-0.59610	-0.77710	-0.89966	-1.16170	-0.31306	-0.71824	-0.56938 a
800-899人(前職)	[1.054561]	[1.170012]	[2.734051]	[1.473725]	[1.543005]	[1.084201]	[5.188914]	[6.998021]	[1.118206]	[4.91314]	[3.629421]	[3.594941]	[1.975405]	[1.290443]
900-999人(前職)	-0.28368	-0.22416 a	-0.45124 b	-0.47697 a	0.01535	-0.16284	-0.26780	-0.38181	-0.05793	-0.48973 c	-0.10848	-0.77844	-0.08801	-0.08801
規模拡大	[0.063481]	[0.071062]	[1.990315]	[0.931895]	[0.954661]	[0.690986]	[2.471352]	[3.023901]	[0.765573]	[2.729976]	[2.658454]	[1.926051]	[1.494673]	[0.747036]
規模縮小	0.21524	0.21207 a	0.23935	0.31317 a	0.12829	0.24219	-0.02933	-0.06920	0.26003 a	-0.03290	0.07784	-0.11287	0.18762	0.20426 a
年齢	[0.064039]	[0.070987]	[1.545155]	[1.017988]	[0.838223]	[0.684836]	[1.921843]	[2.468023]	[0.682024]	[3.010393]	[3.075374]	[2.367766]	[1.575014]	[0.700106]
10-19歳	0.01129 a	0.01153 a	0.00979	0.01650 a	0.00431	0.01134	0.00855	0.00870	0.01375 a	0.00206	0.00998	0.01510 a	0.021718 a	0.007998 a
20-29歳	[0.019185]	[0.021837]	[0.0187092]	[0.026475]	[0.027937]	[0.001998]	[0.007061]	[0.008138]	[0.022974]	[0.0074303]	[0.0075646]	[0.004975]	[0.0041455]	[0.0022033]
30-39歳	-0.20210	-1.78822 a	-2.86475 a	-1.76232 a	-2.44815 a	-2.00636 a	-2.17370 a	-2.24358 a	-2.16717 a	-1.95648 a	-1.44950 a	-1.40411 a	-2.57226 a	-1.64211 a
40-49歳	[0.0682054]	[0.0767837]	[1.690781]	[0.926659]	[1.023137]	[0.070291]	[2.561722]	[3.192751]	[0.770633]	[3.031497]	[3.078419]	[2.283579]	[1.169748]	[0.852046]
50-59歳	-2.29100	-2.22620 a	-3.05880	-2.29453 a	-2.46316 a	-2.32092 a	-2.32948 a	-2.27045 a	-3.42746 a	-1.43677 a	-3.23270 a	(dropped)	-2.36604 a	-0.26604 a
60-69歳	[0.04593]	[0.0697236]	[1.96706]	[0.885584]	[0.984485]	[0.675726]	[2.37251]	[2.797355]	[0.765695]	[3.76532]	[3.865643]	[3.15889]	[]	[0.615411]
70-79歳	-0.34911 a	-0.31154 a	-0.33799 c	-0.22187 a	-0.57703 a	-0.34550 a	-0.42084 b	-0.36155 c	-0.49885 a	-0.01854	0.14706	-0.12646	-0.24435 c	-0.35089 a
80-89歳	[0.0517112]	[0.053841]	[2.040051]	[0.711005]	[0.793747]	[0.542911]	[1.810473]	[2.010985]	[0.637875]	[1.863992]	[1.669699]	[1.308017]	[1.315897]	[0.666749]
90-99歳	-1.00750 a	-0.81322 a	-2.07020	-0.92307 a	-1.32299 a	-0.99679 a	-1.57043	-1.58446	-1.03353 a	-1.96661 a	-0.03572	-0.72698 a	-1.41505 a	-0.92911 a
広告	[0.067007]	[0.072826]	[1.853076]	[0.895793]	[1.038369]	[0.659591]	[2.455908]	[2.918416]	[0.803706]	[2.458059]	[2.328682]	[1.93408]	[1.39408]	[0.744359]
その他	-0.57212 a	-0.52809 a	-0.63464	-0.41821 c	-0.80779	-0.95370	-0.94856 a	-0.94856 a	-0.61657 a	-0.46257	0.58087	-0.78045 c	-0.28539	-0.58808 a
10-19歳	[1.32913]	[1.36177]	[6.337774]	[2.495356]	[1.63754]	[1.545704]	[2.827117]	[3.597081]	[1.462538]	[6.494943]	[6.218679]	[4.448565]	[4.448565]	[1.402181]
20-29歳	-0.30572 c	-0.14530	-2.88350	-0.34650	-0.43188 c	-0.29318 c	-0.27812	-0.23737	-0.48384 b	-0.78606	0.59617	0.51814	-1.11692 b	-0.21244
30-39歳	[1.656865]	[1.694008]	[6.670753]	[2.406279]	[2.324883]	[1.734058]	[5.968068]	[7.093486]	[1.934111]	[6.295308]	[4.975547]	[5.966937]	[4.645332]	[1.772482]
40-49歳	-0.55450 a	-0.52709 a	-0.75436 b	-0.65964 a	-0.40997 a	-0.58914 a	-0.17687	-0.24296					-0.53515 a	-0.57869 a
50-59歳	[0.75045]	[0.771829]	[3.511578]	[1.016872]	[1.117768]	[0.786338]	[2.541402]	[3.1697]					[1.79981]	[0.82726]
60-69歳	0.97744 a	1.15837 a	0.24730	0.64740 a	1.31955 a	0.94585 a	1.47873 a	1.29969 a					0.620253 a	1.062351 a
70-79歳	[0.768916]	[0.870609]	[1.709466]	[1.067128]	[1.110573]	[0.786911]	[3.903795]	[4.933522]					[1.581941]	[0.884606]
80-89歳	0.07654	0.09846	-0.09797	0.05397	0.11619	0.02534	0.75641 a	0.43424					0.145721	0.057748
90-99歳	[0.041389]	[0.682326]	[1.929439]	[0.896561]	[0.926167]	[0.662776]	[2.807166]	[3.24936]					[1.355944]	[0.725691]
1000人以上(前職)	-0.22684	-0.30207 a	0.37158	-0.13044	-0.25215 c	-0.28001 a	0.13593	0.38423	-0.23065 c	-0.59593	-0.15400	0.19712	-0.27832	-0.18286 c
1000人以上(前職)	[0.982862]	[1.028709]	[3.412992]	[1.499457]	[1.306737]	[1.057139]	[2.693729]	[4.173953]	[1.179094]	[3.623802]	[3.116917]	[3.231949]	[2.405847]	[1.078955]
1000人以上(前職)	-0.50020	-0.61818 b	-0.12654	-0.59424 a	-0.30693 a	-0.49160	-0.62686	-0.41622	-0.53437 a	-1.55876 b	-0.85877	1.65845	-0.6031 b	-0.50072 a
1000人以上(前職)	[1.123698]	[1.133389]	[2.523761]	[1.74751]	[1.468245]	[1.208245]	[2.895405]	[4.235405]	[1.118206]	[4.711367]	[3.791842]	[1.087833]	[2.444584]	[1.270891]
1000人以上(前職)	-0.11521	0.11509	0.08507	0.18870	0.05310	-0.10879	0.25368	-0.15950	0.03368	-0.15950	0.17586			

生産工程・労務作業者(前職)	-0.22956	b	-0.27201	a	0.18669	-0.13667		-0.35521	a	-0.23493	b	-0.07558	-0.27279	0.01291	-1.01965	a	0.33107	-0.66040	a	-0.06404	-0.29007	a					
	[0.0891828]		[0.0937811]		[.3205292]		[-.1285639]		[.1265135]		[.0939332]		[.2865441]		[.3708357]		[.1134274]		[.2922787]		[.3030625]		[.2317061]		[.2117276]		[.098631]
その他の職業従事者(前職)	-0.33095	a	-0.28496	b	-0.35982	-0.30913	c	-0.31541	c	-0.30186	b	-0.69090	c	-0.74302	-0.15627	b	0.33456	-0.75902	a	-0.98563	a	-0.1449					
	[.1156987]		[.1244043]		[.3552981]		[.1593377]		[.1708962]		[.1211506]		[.4069358]		[.5247673]		[.1474915]		[.3672109]		[.3519509]		[.291133]		[.2466628]		[.1322777]
職業転換あり	0.64351	a	0.28275	a	0.54007	0.45992	a	0.80314	a	0.62303	a	1.39592	b	1.08464	0.57143	a	0.73425	1.11151	0.65251	c	0.62590	a	0.615292	a			
	[.1227716]		[.0508909]		[.1367205]		[.1741326]		[.1728118]		[.1247401]		[.6464844]		[.8187970]		[.3577978]		[.7173833]		[.3616539]		[.180453]		[.1738311]		
職業転換×若年者	-0.35687	a	(dropped)	a	(dropped)	a	-0.23484	a	-0.48026	a	-0.35285	a	-0.94706	-0.46376	-0.23195	b	-0.89298	-0.45652	-0.51757	b	-0.42304	c					
	[.1294007]		[.1843587]		[.1840566]		[.1329051]		[.6665283]		[.8687076]		[.1531011]		[.3885234]		[.7237789]		[.3765338]		[.2174739]		[.1797078]				
高校	-0.21010	a	-0.22705	b	-0.19610	-0.28285	a	-0.09870	-0.22940	a	0.31139	0.29114	-0.18359	b	-0.16456	-0.67919	b	-0.26081	-0.19763	-0.18043	b						
	[.0717165]		[.0818403]		[.1246761]		[.0929182]		[.1142043]		[.0732706]		[.3850883]		[.3968059]		[.0868071]		[.2469329]		[.2973145]		[.1755601]		[.1216391]		[.089763]
高専・短大(含専修学校専門課程)	-0.12681	a	-0.16132	0.19941	-0.16284	-0.04910	-0.13700	0.25621	0.12963	-0.07444	0.00648	-0.77795	b	-0.17844	-0.32882	c	-0.10877	-0.28332	c	-0.04746							
	[.0855826]		[.1021925]		[.254431]		[.116141]		[.1297618]		[.0883053]		[.4088401]		[.4327077]		[.1054314]		[.2932374]		[.3207978]		[.2043361]		[.1706986]		[.1026996]
大学・大学院(文科系)	-0.37574	a	-0.43073	a	-0.11410	-0.25979	c	-0.33771	b	-0.38616	a	0.03356	0.11749	-0.32039	a	-0.40289	-0.66812	c	-0.32882	-0.10877	-0.38791	a					
	[.0915602]		[.1088196]		[.2134314]		[.1363704]		[.1329421]		[.0950912]		[.421225]		[.4614884]		[.1075406]		[.3721014]		[.3727384]		[.2917753]		[.1903253]		[.1083617]
大学・大学院(理科系)	-0.43621	a	-0.50734	a	-0.27207	-0.48839	a	-0.35192	b	-0.43819	a	-0.09099	-0.13589	-0.36704	a	0.07762	-0.95290	b	-0.90862	c	-0.49363	b	-0.41941	a			
	[.0935769]		[.1118736]		[.2073848]		[.1375102]		[.1362232]		[.0984401]		[.412659]		[.107205]		[.4415564]		[.4758023]		[.5157398]		[.1964949]		[.1106566]		
建設業	-0.07419	-0.02297	-0.44060	0.00897	-0.32322	-0.07076	0.25951	-1.57095	-0.83375	0.11983																	
	[.2382207]		[.2715003]		[.5443746]		[.293809]		[.4347489]		[.2391123]		[.2523276]		[.2132862]		[.8524527]		[.1632457]		[.5561621]		[.2619741]				
製造業	-0.27246	-0.22954	-0.55093	-0.24773	-0.34642	-0.27164	-0.16912	-0.60245	0.62971	-1.55996	-0.01649																
	[.2246778]		[.253168]		[.5325047]		[.2696773]		[.4218087]		[.2255093]		[.2387826]		[.1741425]		[.6830792]		[.1528145]		[.5395911]		[.2440046]				
電気機械製造業	-0.27813	-0.23199	0.58281	-0.22764	-0.33538	(dropped)	0.26493	-0.35251	0.80344	-0.14745	-0.13638																
	[.2340945]		[.2624603]		[.5739757]		[.2858136]		[.4314184]		[.1784616]		[.2497681]		[.1784616]		[.7483387]		[.1554024]		[.5703054]		[.2541371]				
電気・ガス・熱供給・水道業	-0.62931	b	-0.45884	-1.38199	b	-0.50468	-0.74466	-0.63629	b	-1.96272	0.92210	-1.00196	-1.86253	a	-0.21763												
	[.2730591]		[.3085819]		[.6120237]		[.3430635]		[.4844111]		[.2740738]		[.2847014]		[.1873802]		[.1085571]		[.1718618]		[.612936]		[.304445]				
通信業	-0.50631	c	-0.51464	c	0.44340	0.50244	-0.71093	b	(dropped)	a	-0.02695	-3.70217	a	3.435765	b	-0.82889	a										
	[.274092]		[.2827591]		[.1007964]		[.9770454]		[.3049431]		[.2959424]		[.1038871]		[.4836726]		[.1716651]		[.264417]								
運輸業	-0.08435	-0.16048	0.05306	-0.09710	-0.11683	-0.05384	-0.09335	-0.10891	0.44008	-1.15541	-0.88206	0.1145															
	[.243893]		[.2727399]		[.5954966]		[.2970485]		[.4482649]		[.2447381]		[.2655385]		[.1770837]		[.7889513]		[.1552858]		[.5832522]		[.2668101]				
卸売・小売業・飲食店	-0.01004	-0.02598	-0.04565	0.14190	-0.16327	-0.02556	-0.08890	-0.33978	1.01206	-1.02713	0.236907																
	[.239847]		[.2685905]		[.6009735]		[.3010737]		[.4350581]		[.2408028]		[.2645926]		[.1752099]		[.7408354]		[.1536257]		[.5831133]		[.2604992]				
金融・保険業	-0.08631	-0.07464	-0.29738	0.04154	-0.19982	-0.09367	-0.31380	0.56516	1.82737	b	-0.93852	0.004208															
	[.2613092]		[.2917852]		[.6348436]		[.3683384]		[.4514498]		[.2628154]		[.2839255]		[.1819354]		[.8684047]		[.1573548]		[.6538633]		[.2836255]				
不動産業	-0.01258	-0.06747	-0.05845	0.48953	-0.33718	-0.00572	-0.23759	-0.07254	0.73650	0.11512	-0.96618	0.21769															
	[.2438166]		[.2748194]		[.5661213]		[.3166801]		[.4361151]		[.2446331]		[.2588254]		[.1812917]		[.7923672]		[.1558494]		[.582584]		[.2833657]				
サービス業	-0.04145	-0.05590	-0.28694	0.06538	-0.18191	-0.03336	-0.05225	-0.30002	0.96893	-1.06009	-0.89395	0.168814															
	[.22635]		[.2555144]		[.531951]		[.2724127]		[.4236431]		[.2271886]		[.2420797]		[.1737101]		[.6842722]		[.1527859]		[.5405579]		[.2462531]				
情報サービス業	-0.03078	0.03949	-0.58363	b	0.04950	-0.03552	(dropped)	a	-0.07888	-0.03662	0.21716	0.77950	-0.34843	0.022583													
	[.1097484]		[.1156039]		[.2884224]		[.2486216]		[.125555]		[.1134132]		[.8172396]		[.4440327]		[.5387845]		[.2991554]		[.1177226]						
鉱業(前職)	0.39487	0.41577	-0.59446	0.75069	-1.20204	0.42898	1.45488	0.73672	c	-1.71829	-1.55035	0.43273	-0.82873	0.843673	b												
	[.3553747]		[.4237458]		[.7636363]		[.4600622]		[.8617263]		[.3663396]		[.1007597]		[.3903001]		[.1549331]		[.1362988]		[.1150049]		[.8072317]		[.3959985]		
建設業(前職)	0.28364	0.10385	0.19418	0.33852	-0.94552	0.32023	1.52081	c	0.52375	c	-1.16284	0.02457	0.34628	-0.77142	0.792606	a											
	[.2563634]		[.3258691]		[.4560864]		[.2785279]		[.7925231]		[.2594718]		[.9037658]		[.2863331]		[.1046107]		[.1143879]		[.9717219]		[.5297153]		[.2896945]		
製造業(前職)	0.47331	0.30495	0.22604	0.63016	-0.89249	0.49978	b	1.79349	b	0.66651	b	-0.46302	-0.44601	1.08068	-0.39173	0.908761	a										
	[.2504936]		[.320205]		[.4338026]		[.2723244]		[.7875103]		[.2536306]		[.8304057]		[.2802782]		[.1028422]		[.1092083]		[.889442]		[.5067862]		[.2833797]		
運輸・通信業(前職)	0.14702	-0.05778	0.12210	0.29155	-1.23697	0.13291	1.53863	c	0.28761	-0.61030	0.80534	0.24397	-0.55777	0.606858	b												
	[.2624145]		[.3335678]		[.4558607]		[.304535]		[.7930942]		[.2667337]		[.8632944]		[.2913942]		[.1106116]		[.1179736]		[.9432107]		[.5342154]		[.297267]		
卸売・小売業・飲食店(前職)	0.34929	0.16261	0.11305	0.64217	b	-1.13623	0.40300	1.11176	0.75565	a	-0.91857	0.56474	-0.72419	0.806408	a												
	[.2545747]		[.3231618]		[.4884578]		[.2786891]		[.7887278]		[.2577235]		[.8629824]		[.2891988]		[.103053]		[.1080717]		[.8870258]		[.5294727]		[.2867365]		
金融・保険業(前職)	0.48409	0.34575	-0.13832	1.21537	a	-1.11953	0.44810	2.21926	b	0.75297	b	-0.96512	-0.90054	-1.45365	-0.69835	0.935164	a										
	[.2632181]		[.331653]		[.4950509]		[.3127479]		[.7933319]		[.2673278]		[.8741624]		[.296369]		[.1056554]		[.1111742]		[.9283699]		[.559997]		[.295681]		
不動産業(前職)	0.20177	0.02539	-0.05735	0.39047	-1.18276	0.21007	1.63329	c	0.46831	c	-1.35570	-0.56606	0.67075	-0.55185	0.621901	b											
	[.2490264]		[.31941]		[.4300671]		[.2676081]		[.7872]		[.2519207]		[.8386635]		[.1024108]		[.1074883]		[.8882945]		[.5037213]		[.2816428]				
サービス業(前職)	0.39286	0.13120	0.75345	c	0.63939	b	-1.07387	0.39948	1.89051	b	0.58638	b	-0.85920	-0.18253	1.02839	-0.36967	0.822041	a									
	[.2485606]		[.3197263]		[.4335192]		[.2671254]		[.7882659]		[.251423]		[.8182885]		[.2768257]		[.1038819]		[.1071782]		[.899326]		[.504321]		[.2801222]		
産業転換あり	0.10490	0.19125	a	0.08282	-0.06406	0.27975	b	0.11978	-0.02081	-0.15120	0.16561	0.47360	-0.21853	-0.12936	0.062311	0.065216											
	[.0																										

北海道	0.49375 a	0.29525 a	0.83075 a	0.61635 a	0.97810 b	0.48503 a	0.60571	0.10814	0.58346 a	-0.17335	0.40303	0.32296	-0.75553 a	0.302886 b
	[.0996228]	[.1089219]	[.2365149]	[.2079208]	[.4375307]	[.1034955]	[.3798541]	[.4094106]	[.119517]	[.37423]	[.3501858]	[.2666326]	[.1849162]	[.121795]
東北	0.23823 a	0.23003 a	0.49240 b	0.47792 b	-0.01633	0.24496 a	0.03594	-0.21456	0.13229	-0.08067	0.83908 a	0.76131 a	0.308642 c	0.233411 a
	[.0746273]	[.0804912]	[.2128481]	[.1976448]	[.2239119]	[.078549]	[.2368432]	[.261987]	[.087544]	[.2705569]	[.2812707]	[.2116093]	[.1572642]	[.0855656]
北関東・甲信	0.09764	0.10115	0.25997	0.32253 c	-0.15159	0.07651	0.17985	-0.15008	0.01441	-0.51869 c	0.32785	0.46090 a	-0.11366	0.150972 b
	[.0674287]	[.0717206]	[.2083038]	[.1914943]	[.1643198]	[.072063]	[.1964083]	[.2415887]	[.0773489]	[.2885627]	[.2704753]	[.1802257]	[.1554619]	[.0751185]
北陸	0.10589	0.13354	0.00740	0.30681	0.03386	0.39020	0.01735	0.04446	0.00888	0.15234	0.34021	-0.07487	0.127764	
	[.0885962]	[.0876171]	[.2211985]	[.2034657]	[.2541567]	[.0918054]	[.357755]	[.4124886]	[.1000776]	[.3808099]	[.3333241]	[.2722034]	[.1833021]	[.1030916]
東海	-0.03704	0.00488	-0.23083	-0.04503	-0.07169	-0.05632	0.21805	-0.14938	-0.03587	0.07918	0.09019	-0.13785	-0.09748	-0.04387
	[.0624979]	[.0676933]	[.1646455]	[.2366169]	[.0666288]	[.0650754]	[.2276167]	[.0725202]	[.2473113]	[.2375787]	[.1634727]	[.1505043]	[.068749]	
近畿	0.30705 a	0.30831 a	0.28951	0.48449 b	0.39295	0.23605 b	0.82705 b	0.56338	0.46903 a	-0.71785 c	0.96387 b	0.05317	0.028256	0.35425 a
	[.1066009]	[.1118917]	[.3529454]	[.2146659]	[.2402933]	[.1132217]	[.3292291]	[.3594552]	[.1276262]	[.3789153]	[.3810486]	[.2678127]	[.2476428]	[.1177707]
京阪神	0.20976 a	0.20156 a	0.23114	-0.00896	0.19462 a	0.19030 a	0.35188	-0.13729	0.16316 b	0.03688	0.86459 a	0.22820	0.529681 a	0.121069
	[.0677779]	[.0741912]	[.1666421]	[.235071]	[.0714948]	[.0711844]	[.2224003]	[.2726154]	[.0775149]	[.2673539]	[.2677549]	[.1838432]	[.1691907]	[.0739896]
山陰	0.00389	-0.00131	0.03648	0.12606	1.09308 c	-0.09399	0.50275	0.45123	-0.18999	0.80419	0.42075	0.30164	-0.15068	0.063648
	[.1394804]	[.1513425]	[.370057]	[.2283306]	[.5919157]	[.1486685]	[.3897895]	[.4240429]	[.1592116]	[.6243077]	[.5060436]	[.4277489]	[.2892029]	[.1592486]
山陽	0.32139 a	0.44673 a	-0.25022	0.51268 b	0.57985	0.33529 a	0.10551	0.04922	0.20987 b	0.39837	0.70344 c	0.62680 b	0.334482	0.325668 a
	[.0959963]	[.1079119]	[.1952719]	[.2060308]	[.3813665]	[.0999462]	[.349945]	[.3811395]	[.1062262]	[.4115761]	[.4118253]	[.2967447]	[.2381138]	[.1055328]
四国	0.31236 a	0.34846 a	0.15210	0.53703 b	-0.10651	0.34345 a	-0.22568	-0.46857	0.30366 a	0.04304	0.81653 b	0.26311	0.535295 c	0.263521 b
	[.1037216]	[.1107373]	[.3007224]	[.2113461]	[.2825441]	[.1080715]	[.3417454]	[.4368952]	[.1156438]	[.4148366]	[.4051313]	[.3525469]	[.2883583]	[.1115358]
九州	0.30217 a	0.32503 a	0.25467	0.49211 b	0.44836	0.27782	0.49502	0.21691	0.34614 a	0.22592	0.10529	0.33222	-0.04627	0.410602 a
	[.0851817]	[.0925891]	[.2265459]	[.199866]	[.300466]	[.0885502]	[.3161245]	[.3889084]	[.1005326]	[.3223303]	[.287257]	[.2404294]	[.177964]	[.0978358]
沖縄	0.44556 a	0.42907 a	0.46607	0.59877 a	0.83177 b	0.43614 a	0.42269	0.21222	0.40167 a	0.35186	0.63964 c	0.60340 b	0.666309 a	0.42779 a
	[.1003873]	[.1070504]	[.2980291]	[.2049961]	[.3809623]	[.1055388]	[.3390846]	[.3666146]	[.1200983]	[.4036837]	[.3535718]	[.2517957]	[.2422196]	[.1103773]
地域移動あり	-0.25185	0.25923 a	-0.34715 c	0.27306	-0.52324 b	-0.25230	-0.31424	0.11986	-0.24943	-0.41144	-0.75939	0.74060	-0.21954	-0.23341
	[.1639889]	[.056694]	[.1767963]	[.2913882]	[.2190973]	[.1732422]	[.4776906]	[.6736414]	[.1666839]	[.6333789]	[.1.361097]	[.1.371334]	[.2589458]	[.2136326]
地域移動×若年者	0.52040 a	(dropped)	(dropped)	0.16162	0.74789 a	0.51307 a	0.54633	0.21397	0.37691 b	1.15586 c	1.45627	0.31560	0.592434 c	0.48315 b
	[.1710041]	[]	[]	[.2822528]	[.2166381]	[.181224]	[.4888408]	[.6900655]	[.1743057]	[.6912129]	[.1.389783]	[.1.396533]	[.3190059]	[.2185685]
定年、会社都合、契約期間の満了	0.45845 a	0.45499 a	0.50608 a	0.40234 a	0.49914 a	0.43474 a	0.72888 a	0.82145 a	0.46265 a	0.28839	0.58793 a	0.43468 a		
	[.0529258]	[.0600101]	[.128284]	[.0718022]	[.0794083]	[.0550202]	[.1966006]	[.2414138]	[.0635296]	[.213192]	[.1960602]	[.1333386]		
新しい仕事の内容に興味	0.15823 a	0.13733 b	0.29505	0.29083 a	0.03376	0.16600 a	0.05406	0.11370	0.24024 a	0.28337	-0.25715	-0.11096		
	[.0586553]	[.0600285]	[.1980572]	[.0817452]	[.0785168]	[.0591124]	[.2011527]	[.2501304]	[.0686424]	[.1998889]	[.2012419]	[.1468799]		
能力・個性・資格が活かせる	0.20700 a	0.16078 b	0.39037 a	0.24153 a	0.15268 c	0.05167	0.05167	0.24226	0.24152 a	0.14444	-0.16875	0.20715		
	[.0633613]	[.0712741]	[.1404048]	[.0900899]	[.0891731]	[.066349]	[.2137921]	[.2780755]	[.0724008]	[.2540776]	[.2608657]	[.2047721]		
会社の将来性が期待できる	-0.06694	-0.09846	0.07750	-0.00647	-0.11470	-0.03198	-0.36978	-0.37613	0.02143	-0.79191 b	-0.24081	-0.11104		
	[.0760429]	[.0792231]	[.3185995]	[.1048938]	[.1102093]	[.0806306]	[.2371301]	[.281768]	[.0870431]	[.3493652]	[.2752547]	[.2423637]		
給料等収入が多い	-0.10184	-0.14924 c	0.28838	-0.11163	-0.09604	-0.04539	-0.75196 a	-0.75166 b	0.12576	-0.45704	-0.32618	-0.64704 a		
	[.080545]	[.0844675]	[.2926287]	[.1076363]	[.1212734]	[.0847577]	[.265781]	[.3013817]	[.099812]	[.3702454]	[.2309074]	[.1905855]		
労働時間、休日等の労働条件が良	0.03229	-0.03805	0.50859 b	0.13592	-0.06676	0.08071	-0.59288 b	-0.49806 c	0.08412	0.22692	-0.02987	-0.27622 b		
	[.0683825]	[.0723309]	[.2220713]	[.0934967]	[.1008792]	[.0713938]	[.2382313]	[.273196]	[.0956996]	[.209965]	[.2179777]	[.1325029]		
定数項	2.74429 a	2.92594 a	3.31367 b	2.01284 a	4.61749 a	2.74267 a	1.19635	3.27696 a	2.33284 a	6.15160 a	1.86583	3.26994 c	5.029395 a	2.085171 a
	[.3661869]	[.440679]	[.1.33704]	[.4654023]	[.9254355]	[.3710905]	[.1.152818]	[.9591446]	[.4065446]	[.2.133308]	[.1.40697]	[.1.732797]	[.8017561]	[.4058358]

(注)1.a, b及びcは、それぞれ1%、5%、10%で有意であることを示す。

2.[]内は、標準偏差。

(出所)厚生労働省「雇用動向調査」による回帰分析

付表2-4

離職期間関数(現職ゲームあり)の推計結果(ブールデータ)

被説明変数	全標本 離職期間	55歳未満 離職期間	55歳以上 離職期間	地方圏 離職期間	大都市圏 離職期間	非IT産業 離職期間	IT産業 離職期間	電気機械 離職期間	電気通信 離職期間	情報サービス 離職期間	正規 離職期間	正規 離職期間	正規ハート 離職期間	ハート 離職期間	ハート 離職期間	ハート 離職期間	非自発的 離職期間	自発的 離職期間
F	32480	284669	40171	179392	145448	301812	23028	14906	2318	5804	241299	22472	23697	37372	51134	273706		
R2	0.0672	0.05850	0.14290	0.06170	0.07910	0.06590	0.08830	0.09410	0.11310	0.12550	0.06660	0.06500	0.03320	0.0217	0.1406	0.0558		
<説明変数>	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	
1992	0.11215 a	-0.08111 a	0.12401 a	0.07240 a	0.16523 a	0.10034 a	0.27632 a	0.31344 a	0.41686 a	0.15871 a	0.08825 a	0.34368 a	0.15712 b	0.08825 a	0.15712 b	0.199258 b	-0.26491 a	0.156164 a
[0.020443]	[0.209638]	[0.0675069]	[0.26769]	[0.30212]	[0.208447]	[0.742428]	[0.918911]	[2.773393]	[1.417952]	[0.216153]	[1.173652]	[0.771191]	[0.810429]	[0.670303]	[0.212888]			
1993	0.2421867 a	0.27536 a	-0.06669 a	0.20390 a	0.30730 a	0.23706 a	0.35223 a	0.34159 a	0.51846 c	0.13059	0.22000 a	0.49334 a	0.31175 a	0.208459 b	-0.24227 a	0.316466 a		
[0.220674]	[0.232354]	[0.714535]	[0.297865]	[0.328884]	[0.22922]	[0.833585]	[1.083909]	[2.649392]	[1.59411]	[0.239817]	[1.17847]	[0.871949]	[0.846383]	[0.664688]	[0.238935]			
1994	0.3585299 a	0.37116 a	0.17194 b	0.26033 a	0.50503 a	0.36120 a	0.35970 a	0.37340 a	0.46068 c	0.17825	0.35707 a	0.59181 a	0.37623 a	0.162922 c	-0.03355	0.419181 a		
[0.234015]	[0.247461]	[0.730267]	[0.306999]	[0.369092]	[0.243542]	[0.858238]	[1.063863]	[2.714424]	[1.844474]	[0.258545]	[1.171139]	[0.880182]	[0.831995]	[0.690931]	[0.253214]			
1995	0.5959335 a	0.62342 a	0.31202 a	0.56699 a	0.64949 a	0.60146 a	0.53147 a	0.56776 a	0.33853	0.66472 a	0.58918 a	0.64624 a	0.78020 a	0.476395 a	0.149297 b	0.667848 a		
[0.231931]	[0.246209]	[0.71437]	[0.306079]	[0.355514]	[0.241586]	[0.842015]	[1.033116]	[2.689482]	[1.907267]	[0.258187]	[1.128214]	[0.901403]	[0.797901]	[0.667591]	[0.25432]			
1996	0.5436168 a	0.55678 a	0.35762 a	0.54149 a	0.56438 a	0.65489 a	0.62801 a	0.12402	0.93528 a	0.52366 a	0.70147 a	0.64218 a	0.462254 a	0.20984 a	0.59655 a			
[0.222478]	[0.234494]	[0.71226]	[0.299375]	[0.332703]	[0.23109]	[0.837319]	[0.991195]	[5.094893]	[1.712705]	[0.248673]	[1.08112]	[0.83901]	[0.768022]	[0.681673]	[0.239152]			
1997	0.4580158 a	0.47899 a	0.23419 a	0.51661 a	0.41605 a	0.46448 a	0.39433 a	0.44757 a	0.56693 b	0.56693 b	0.44431 a	0.45218 a	0.72624 a	0.379868 a	0.081447	0.516927 a		
[0.211975]	[0.223023]	[0.6694076]	[0.291291]	[0.303958]	[0.221329]	[0.746083]	[0.898285]	[3.875181]	[1.527783]	[0.235568]	[1.05933]	[0.791419]	[0.749062]	[0.67611]	[0.225911]			
1998	0.6237603 a	0.65000 a	0.34872 a	0.63405 a	-0.63161 a	-0.16259 a	0.64698 a	0.66541 a	-0.21369	0.47387 a	0.64017 a	0.54147 a	0.80126 a	0.545442 a	0.107509	0.717308 a		
[0.22725]	[0.240292]	[0.712383]	[0.315481]	[0.327906]	[0.236151]	[0.8504]	[1.079098]	[3.762311]	[1.598517]	[0.255302]	[1.073711]	[0.854959]	[0.771122]	[0.672051]	[0.24607]			
1999	0.7996815 a	0.84004 a	0.45581 a	0.81295 a	0.81029 a	0.80738 a	0.73834 a	0.85451 a	-0.66991	0.57632 a	0.83783 a	0.92828 a	0.98034 a	0.550403 a	0.291687 a	0.901778 a		
[0.23941]	[0.2547]	[0.72702]	[0.327557]	[0.351209]	[0.205701]	[0.828124]	[1.027759]	[4.420968]	[1.571927]	[0.275594]	[1.067996]	[0.895021]	[0.750478]	[0.6709]	[0.263159]			
2000	0.4625918 a	0.53058 a	0.11294 a	0.53075 a	0.43992 a	0.46462 a	0.48231 a	0.51531 a	-1.09922	0.62857 a	0.44735 a	0.64930 a	0.38030 a	0.561948 a	0.298239 a	0.536829 a		
[0.235237]	[0.248783]	[0.791796]	[0.330176]	[0.337678]	[0.247529]	[0.77584]	[0.949652]	[4.041147]	[1.542634]	[0.266119]	[1.109724]	[0.87971]	[0.77806]	[0.723824]	[0.252019]			
下期	0.1486782 a	0.12065 a	0.33887 a	0.16880 a	0.13583 a	0.15400 a	0.08715 b	0.04850	0.22099	0.19579 b	0.16545 a	0.24976 a	0.06227	0.057371 c	0.365507 a	0.115831 a		
[0.109348]	[0.115657]	[0.33323]	[0.149479]	[0.16022]	[0.113895]	[0.394523]	[0.488853]	[1.476179]	[0.766559]	[0.122703]	[0.483551]	[0.412224]	[0.345804]	[0.280441]	[0.118945]			
女性	0.4170607 a	0.42780 a	0.31347 a	0.41445 a	0.39941 a	0.42022 a	0.36417 a	0.32907 a	0.47165 b	0.36233 a	0.49146 a	0.59426 a	-0.14419 a	0.083995	0.364806 a	0.445931 a		
[0.14213]	[0.151892]	[0.455898]	[0.190028]	[0.216093]	[0.147868]	[0.531729]	[0.661289]	[1.849731]	[1.094408]	[0.160518]	[0.608377]	[0.05477]	[0.5772]	[0.365829]	[0.154527]			
30～99人	-0.1391396 a	-0.11164 a	-0.31770 a	-0.16104 a	-0.07259 a	-0.13908 a	-0.14636	-0.16021	-2.48145 a	0.09960	-0.13476 a	-0.21890 c	0.01551	-0.24241 a	-0.25389 a	-0.13469 a		
[0.247278]	[0.266084]	[0.673503]	[0.239296]	[0.468946]	[0.251318]	[1.424198]	[1.69767]	[8.670724]	[2.815291]	[0.273708]	[1.231733]	[0.920089]	[0.88399]	[0.605152]	[0.2708]			
100～299人	-0.1731796 a	-0.14947 a	-0.19327 a	-0.19356 a	-0.11005 b	-0.17369 a	-0.16936	-0.17402	-0.70995	-0.17568	-0.16438 a	-0.12495	-0.05295	-0.32889 a	-0.39311 a	-0.16262 a		
[0.22385]	[0.272385]	[0.719365]	[0.305604]	[0.463659]	[0.259115]	[1.339176]	[1.666085]	[1.095996]	[2.737329]	[0.23291]	[1.231488]	[0.876709]	[0.838441]	[0.676734]	[0.276734]			
300～99人	-0.2250753 a	-0.18653 a	-0.49362 a	-0.22866 a	-0.21892 a	-0.22478 a	-0.25193 c	-0.15701	-2.47798 a	-0.30286	-0.20738 a	-0.16808	-0.19708 b	-0.37262 a	-0.40411 a	-0.24554 a		
[0.268178]	[0.284674]	[0.773444]	[0.332856]	[0.472097]	[0.272872]	[1.390664]	[1.673357]	[8.117731]	[2.747941]	[0.298901]	[1.246366]	[0.971557]	[0.88772]	[0.678276]	[0.288548]			
1000人以上	-0.102887 a	-0.07769 a	-0.22329 a	-0.10386 a	-0.05532	-0.09610 a	-0.20345	-0.18120	-1.85951 b	-0.02173	-0.09507 a	-0.19384	0.11769	-0.23204 a	-0.24442 a	-0.14143 a		
[0.272227]	[0.290089]	[0.81252]	[0.348739]	[0.474651]	[0.279168]	[1.40257]	[1.702476]	[8.8038434]	[2.76238]	[0.307705]	[1.25359]	[0.999403]	[0.893828]	[0.695879]	[0.294386]			
官公営	-0.0492021	0.00724	-0.56434 a	-0.10813 b	0.08136	-0.07424 c	0.42736 b	(dropped)	-1.63287 b	-1.36499 a	0.00005	-0.31722 b	0.24165 c	-0.405 a	-0.27397 a	-0.04289		
[0.380567]	[0.403966]	[1.160084]	[0.48095]	[0.645486]	[0.389551]	[1.814806]	[]	[8.215994]	[4.3515]	[0.448416]	[1.513698]	[1.296002]	[1.190452]	[0.863714]	[0.423678]			
1～4人(前職)	-0.065662 c	-0.06705 c	0.00106	-0.06057	-0.07229	-0.04788	-0.36764 a	-0.36450 b	-0.81242 b	-0.02509	-0.11692 a	-0.25444 c	0.17166 c	-0.00383	-0.046	-0.06842 c		
[0.343842]	[0.355467]	[1.1330062]	[0.433657]	[0.564208]	[0.354618]	[1.39609]	[1.664085]	[3.770086]	[3.358242]	[0.415468]	[1.51844]	[0.962457]	[0.890427]	[1.237816]	[0.358265]			
30～99人(前職)	0.0271331 c	0.01841	0.06661	0.03829 c	0.01817	0.03105 c	-0.06487	-0.03418	-0.20875	0.05011 a	0.10641	-0.19168 a	0.001491	0.017347 a	0.010646			
[0.160753]	[0.168946]	[0.532817]	[0.204359]	[0.261972]	[0.165387]	[0.688792]	[0.81681]	[2.441721]	[1.500563]	[0.183928]	[0.702286]	[0.590298]	[0.471582]	[0.485549]	[0.171082]			
100～299人(前職)	0.0015286	-0.02174	0.11945 c	0.03998	-0.07472 a	-0.00546	0.04415	0.11907	-0.37478	-0.00188	0.31166 a	-0.25663 a	0.049102	0.01908	0.0195			
[0.189208]	[0.198681]	[0.633454]	[0.257354]	[0.238396]	[0.196241]	[0.727782]	[0.888836]	[2.557563]	[1.482895]	[0.216674]	[0.805222]	[0.716414]	[0.565904]	[0.546306]	[0.203082]			
300～999人(前職)	-0.086423 a	-0.10404 a	-0.00961	-0.07499 b	-0.11401 a	-0.09319 a	-0.05623	-0.04652	-0.02426	-0.08978	-0.10470 a	-0.43522 a	-0.36000 a	-0.06117	-0.27601 a	-0.02607		
[0.24325]	[0.260697]	[0.862109]	[0.368014]	[0.348157]	[0.269982]	[0.8636]	[1.057251]	[3.198054]	[1.716835]	[0.280079]	[1.110903]	[0.971522]	[0.807317]	[0.695193]	[0.257818]			
1000人以上(前職)	-0.2128885 a	-0.17565 a	-0.41953 a	-0.24005 a	-0.18394 a	-0.19724 a	-0.32284	-0.53473	-0.17417	-0.27806	-0.62196 a	-0.55530 a	0.044625	-0.46377 a	-0.10494 a			
[0.322964]	[0.342116]	[1.014425]	[0.463815]	[0.465277]	[0.337145]	[1.185175]	[1.493471]	[4.18796]	[2.220396]	[0.363955]	[1.411648]	[1.226458]	[1.064015]	[0.81898]	[0.353952]			
官公営(前職)	-0.4991699 a	-0.43886 a	-0.52416 a	-0.47221 a	-0.54626 a	-0.51018 a	-0.32426 b	-0.60874 a	-1.3025	-0.36663	-0.53026 a	-0.55250 a	-0.47426 a	-0.30969 a	-0.43128 b	-0.35592 a		
[0.334287]	[0.375114]	[0.835244]	[0.438865]	[0.518453]	[0.344324]	[1.391711]	[1.805397]	[2.832327]	[3.078791]	[1.529502]	[1.106491]	[1.120453]	[0.657852]	[0.415122]				
規模拡大	-0.2012503 a	-0.18343 a	-0.29433 a	-0.20806 a	-0.16147 a	-0.20247 a	-0.20952 a	-0.23398 b	-0.43313	-0.07339	-0.23681 a	-0.05683	-0.15893 b	-0.04403	-0.3577 a	-0.16884 a		
[0.197597]	[0.211715]	[0.562067]	[0.263706]	[0.303025]	[0.204331]	[0.803175]	[1.020937]	[3.202066]	[1.431732]	[0.218776]	[0.912666]	[0.802825]	[0.679763]	[0.473737]	[0.217944]			
規模縮小	0.1554812 a	0.15507 a	0.22048	0.19440 a	0.09800 a	0.15345 a	0.10376	0.08573	0.01720	-0.01944	0.19732 a	0.05674	0.10134	-0.08187	0.21222 a	0.138794 a		
[0.224111]	[0.243017]	[0.588365]	[0.3320															

東海	-0.1263275 a	-0.14970 a	0.08045	0.02875	-0.15845 a	-0.12563 a	-0.11654	-0.17760 c	-0.02031	-0.16818	-0.12879 a	-0.05471	-0.03743	-0.22084 a	-0.07794	-0.13386 a
近畿	[0.19285]	[.0203787]	[.0589854]	[.0648217]	[.0207031]	[.0200186]	[.0727917]	[.0905411]	[.310625]	[.1558167]	[.0218909]	[.0837636]	[.0745905]	[.0564449]	[.0511771]	[.0207799]
京阪神	0.0309457	-0.02381	0.37721 a	-0.01595	0.11740	0.01186	0.23260 b	0.23846 c	-0.58797	-0.18676	0.02012	0.01082	0.13383	0.013058	0.112715	0.035757
山陰	[0.311593]	[.0328361]	[.0963042]	[.0615455]	[.0788356]	[.0325242]	[.1093638]	[.1240857]	[.3848594]	[.4491039]	[.035958]	[.1240788]	[.1112401]	[.0898201]	[.0789198]	[.0338499]
山陽	0.1373521 a	0.12433 a	0.27915 a	-0.16698 b	0.15832 a	0.13368 a	0.24594 a	0.15711	-0.00606	0.50065 a	0.11541 a	0.22185 b	0.20840 b	0.179411 a	0.350079 a	0.113904 a
四国	[0.215944]	[.0232049]	[.0584772]	[.0743747]	[.0227387]	[.0223873]	[.0827051]	[.107704]	[.3662178]	[.1628598]	[.024458]	[.0902289]	[.0807309]	[.0651866]	[.0562553]	[.0233525]
九州	-0.1515656 a	-0.17180 a	0.01942	-0.22126 a	0.20443	-0.14571 a	-0.19777	-0.31931 c	-0.03546	0.18363	-0.21167 a	0.00807	-0.11600	0.215665	-0.10352	-0.14272 a
沖縄	[0.39213]	[.0418066]	[.112393]	[.0654786]	[.1444276]	[.0405358]	[.1544764]	[.1650506]	[.8101676]	[.7176176]	[.043595]	[.1864566]	[.1394605]	[.1461751]	[.0964576]	[.0429026]
	-0.0286323	-0.03852	0.09639	-0.07687	0.04890	-0.02946	-0.00035	-0.01041	-0.27873	-0.21845	-0.07683 b	0.00516	0.13615	0.220265 b	-0.10734	-0.00841
	[.0275676]	[.0293625]	[.0787334]	[.059079]	[.09939]	[.0284095]	[.116934]	[.1431101]	[.399329]	[.2502158]	[.0306201]	[.1272637]	[.106777]	[.0912606]	[.0688783]	[.0299928]
	0.1137078 a	0.07351 b	0.44671 a	0.06193	0.07526	0.11810 a	0.08298	0.28432 b	-0.44458 b	0.11306 a	0.23665 c	0.22643 b	-0.04843	0.165555 b	0.102443 a	
	[.028699]	[.0303971]	[.0867162]	[.0600392]	[.0902824]	[.0299059]	[.103836]	[.144696]	[.3105194]	[.1854068]	[.0318012]	[.1370824]	[.1089748]	[.101493]	[.071911]	[.0313037]
	0.206615 a	0.17001 a	0.49778 a	0.12978 b	0.50963 a	0.21538 a	0.09722	0.12828	-0.39846	0.23777	0.18105 a	0.39420 a	0.35013 a	0.230755 a	0.314895 a	0.200848 a
	[.0258113]	[.0272693]	[.079301]	[.0582014]	[.0936042]	[.0267788]	[.0987045]	[.1179748]	[.3180678]	[.2539032]	[.0292641]	[.1116007]	[.0918807]	[.081276]	[.0669505]	[.0279467]
	0.3037298 a	0.23820 a	0.82217 a	0.21420 a	0.72722 a	0.31270 a	0.20487 c	0.02763	-0.01844	1.16980 a	0.32359 a	0.05776	0.34197 a	0.321942 a	0.572794 a	0.273481 a
	[.0281795]	[.0296419]	[.0893718]	[.0592997]	[.0995909]	[.0291734]	[.1106833]	[.1277497]	[.3499308]	[.3846842]	[.0322515]	[.1168072]	[.0964101]	[.0899868]	[.074937]	[.030387]

地域移動あり	0.4615177 a	0.30711 a	0.33691 a	0.45558 a	0.39631 a	0.46785 a	0.25096	0.51921	-0.14210	0.09967	0.46684 a	0.21419	0.24491	-0.0411	0.290676 a	0.545841 a
	[.061921]	[.0173713]	[.062804]	[.0906461]	[.093297]	[.0634704]	[.2828267]	[.3809919]	[.9741252]	[.452738]	[.0649717]	[.2905318]	[.4427288]	[.316007]	[.0898847]	[.0837085]
地域移動×若年者	-0.1636539 b	(dropped)	(dropped)	-0.15620 c	-0.23087 b	-0.16853 b	0.03535	-0.22781	0.01337	0.31771	-0.20738 a	0.45785	0.11160	0.663534 b	-0.08293	-0.24975 a
	[.0638961]	[]	[]	[.08863]	[.0910621]	[.0656123]	[.287208]	[.385622]	[.9873003]	[.4637181]	[.0670645]	[.3052027]	[.4496686]	[.3292056]	[.1008697]	[.0853916]
定年、会社都合、契約期間の満了	0.077028 a	0.04155 b	0.20809 a	0.06110 a	0.07785 a	0.07270 a	0.13311 b	0.25537 a	0.10944	-0.19865 c	0.06767 a	0.16946 b	0.16997 b	0.023769		
	[.0165204]	[.018941]	[.03714]	[.0218517]	[.0253453]	[.0172159]	[.0598118]	[.0753722]	[.2281997]	[.1139501]	[.018381]	[.0740512]	[.0685106]	[.0535734]		
新しい仕事の内容に興味	0.0280462 b	0.01252	0.16672 a	0.03571 c	0.01975	0.02745 c	0.02561	0.05929	-0.01726	-0.09378	0.05999 a	-0.05791	-0.03269	-0.06484		
	[.0135114]	[.0139803]	[.0524116]	[.0190401]	[.0191763]	[.0140727]	[.0482265]	[.0618506]	[.1916779]	[.0847813]	[.0151949]	[.0596342]	[.0499078]	[.0436964]		
能力・個性・資格を活かせる	-0.0826926 a	-0.08900 a	0.02564	-0.05284 b	-0.10725 a	-0.07976 a	-0.12954 b	-0.12530 c	0.25866	-0.23911 a	-0.07082 a	-0.25369 a	-0.06558	-0.09374		
	[.0155367]	[.0164426]	[.0472177]	[.0224874]	[.0214874]	[.0162107]	[.0544343]	[.0721018]	[.2569476]	[.088166]	[.0166844]	[.0821483]	[.0667268]	[.0681117]		
会社の将来性が期待できる	-0.2368909 a	-0.22161 a	-0.27870 a	-0.26103 a	-0.19638 a	-0.23517 a	-0.25488 a	-0.28835 a	-0.20504	-0.18472 b	-0.24671 a	-0.28380 a	-0.00180	-0.2613 a		
	[.0142039]	[.0145856]	[.0630226]	[.0193584]	[.0208897]	[.0148429]	[.0489807]	[.0598614]	[.218535]	[.0935957]	[.0152643]	[.087087]	[.0579575]	[.0605445]		
給料等収入が多い	-0.2978119 a	-0.27725 a	-0.44571 a	-0.31457 a	-0.27098 a	-0.29920 a	-0.27026 a	-0.31597 a	-0.35250	-0.10633	-0.26707 a	-0.52160 a	-0.37888 a	-0.34726 a		
	[.0147219]	[.0151747]	[.0614679]	[.0196306]	[.0224211]	[.015223]	[.058107]	[.0674682]	[.272659]	[.1275414]	[.0165345]	[.0970041]	[.04605]	[.0495299]		
労働時間、休日等の労働条件が良	-0.0542001 a	-0.06143 a	0.03762	-0.06930 a	-0.02611	-0.05404 a	-0.06080	-0.13512 b	0.14925	0.07488	-0.04306 a	0.07318	-0.11991 b	-0.12886 a		
	[.0139861]	[.0145325]	[.0513351]	[.0185915]	[.021221]	[.0145764]	[.0497335]	[.0592098]	[.1664748]	[.1116623]	[.0163747]	[.0564217]	[.0476195]	[.0379821]		
定数項	2.363757 a	2.469375 a	-0.9152959 b	2.076852 a	3.162815 a	2.349658 a	2.449039 a	2.454507 a	4.706901 a	2.20391 a	2.269923 a	2.612543 a	2.344021 a	2.641079 a	2.905304 a	1.989655 a
	[.0899953]	[.1042515]	[.3879774]	[.1193198]	[.1879325]	[.0915244]	[.4506395]	[.2595983]	[.1045119]	[.5496145]	[.0970494]	[.7801834]	[.4111123]	[.5828773]	[.2156973]	[.1018871]

(注) 1.a, b及びcは、それぞれ1%、5%、10%で有意であることを示す。

2.[]内は、標準偏差。

(出所)厚生労働省「雇用動向調査」による回帰分析

付表2-5

離職期間開数(現職ゲームなし)の推計結果(2000年)

被説明変数	全標本 離職期間	55歳未満 離職期間	55歳以上 離職期間	地方圏 離職期間	大都市圏 離職期間	非IT産業 離職期間	IT産業 離職期間	電気機械 離職期間	正規 正規 離職期間	正規 H-1 離職期間	H-1 正規 離職期間	H-1 H-1 離職期間	非自発的 離職期間	自発的 離職期間
標本数	30041	26047	3994	15451	14590	27453	2588	1797	20437	2698	2137	4769	6106	23935
F	231.26	43.22	156.07	159.22	156.07	159.95	15.25	15.25	177.18	12.6	10.27	8.35	30.81	248.48
R ²	0.10560	0.09190	0.23980	0.09480	0.11970	0.10200	0.15950	0.15950	0.13500	0.09610	0.05230	0.04080	0.1473	0.0975
<説明変数>	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.	Coef.
下期	-0.04805 [0.0363364]	-0.08504 b [0.0389911]	0.13998 [0.102484]	-0.03557 [0.0523564]	-0.12535 b [0.0505264]	-0.04737 [0.0383635]	-0.07906 [0.1134389]	-0.08565 [0.139874]	-0.10266 b [0.0415093]	0.00948 [0.1442658]	0.02541 [0.1384034]	0.10276 [0.0994131]	0.117641 [0.085541]	-0.08493 b [0.0401976]
女性	0.29052 a [0.042568]	0.30319 a [0.0469815]	0.14315 [0.1495242]	0.24481 a [0.0624403]	0.32358 a [0.0630596]	0.27741 a [0.0462711]	0.39041 b [0.1534889]	0.42345 b [0.1875236]	0.32889 a [0.0571869]	0.38873 b [0.1671906]	-0.16949 [0.1652452]	0.159299 [0.1454182]	0.349643 a [0.1029708]	0.07551 b [0.0487209]
1-4人(前職)	-0.02610 [0.1344869]	0.04744 [0.1379227]	-0.80421 [0.1572592]	-0.03940 [0.1743604]	0.02562 [0.2137269]	-0.02735 [0.1377569]	0.07890 [0.1614352]	-0.85143 [0.1820167]	0.23020 [0.1738705]	0.97802 b [0.439832]	-0.28291 [0.3449442]	-0.93354 a [0.3084311]	-0.2731 [0.3868615]	0.037044 [0.1431827]
30-99人(前職)	0.04235 [0.1337771]	0.10448 [0.1374841]	-0.56113 [0.5660289]	0.02282 [0.1739995]	0.08882 [0.2118202]	0.04633 [0.1371005]	0.10921 [0.6129088]	-0.82263 [0.8113408]	0.28485 [0.1721849]	0.99444 b [0.4377159]	-0.50004 [0.3544412]	-0.10332 [0.3109176]	0.079742 [0.381315]	0.079742 [0.1428191]
100-299人(前職)	-0.04439 [0.1352217]	-0.08178 [0.139175]	-0.39728 [0.5666192]	0.01305 [0.1776374]	-0.08016 [0.2117865]	-0.05289 [0.138773]	0.27503 [0.6126012]	-0.64976 [0.8134517]	0.17704 [0.1731173]	1.39537 a [0.4447076]	-0.36652 [0.366904]	-1.13197 a [0.3171771]	-0.0636 [0.384035]	-0.0321 [0.1444895]
300-999人(前職)	-0.22133 [0.1380348]	-0.26260 [0.1419195]	-0.18200 [0.5754826]	-0.07510 [0.1852611]	-0.28193 [0.2123664]	-0.27703 c [0.1419546]	0.48185 [0.6163238]	-0.35796 [0.8202467]	0.04048 [0.1750175]	0.99999 b [0.466835]	-0.61527 [0.383235]	-1.25105 a [0.3355708]	-0.03972 [0.3229211]	-0.24292 c [0.1472854]
1000人以上(前職)	-0.26485 c [0.1363444]	-0.18197 [0.1407997]	-0.81208 [0.5673966]	-0.04038 b [0.1817183]	-0.16544 [0.2114191]	-0.24850 [0.1401611]	-0.03908 [0.6128194]	-0.88235 [0.8174497]	0.01881 [0.1733257]	1.19134 b [0.4624625]	-0.62367 c [0.3752949]	-0.42891 [0.3332336]	-0.16447 [0.3850411]	-0.16447 [0.1458492]
官公営(前職)	-0.84122 a [0.155113]	-0.70937 a [0.1642723]	-1.71262 a [0.5673966]	-0.95909 a [0.1818149]	-0.66930 a [0.2075969]	-0.82953 a [0.1588366]	-1.08906 [0.7691813]	-1.81144 c [0.1075495]	-0.55794 a [0.1892222]	0.10481 [0.5823208]	-1.34964 a [0.4155323]	-1.25787 a [0.4428297]	-1.08772 a [0.399247]	-0.51485 a [0.1739263]
年齢	0.01388 a [0.0017264]	0.01152 a [0.001159]	0.01726 [0.018149]	0.01787 a [0.0023984]	0.00910 a [0.0024894]	0.01368 a [0.0017952]	0.01266 c [0.0066948]	0.01207 [0.0079392]	0.01490 a [0.0021032]	0.00181 [0.0066239]	0.01050 [0.0066204]	0.01492 a [0.0043036]	0.027954 a [0.0034844]	0.00824 a [0.0019911]
学校	-2.12941 [0.0674865]	-1.87761 a [0.0761162]	-3.07151 a [0.1616736]	-1.80329 a [0.0907325]	-2.60226 a [0.101391]	-2.10497 a [0.0700841]	-2.53837 a [0.2543876]	-2.66457 a [0.320308]	-2.28791 a [0.076134]	-2.08752 a [0.2912085]	-1.43644 a [0.3022133]	-1.46573 a [0.2246619]	-2.68255 a [0.1111454]	-1.73759 a [0.0847761]
前の会社による紹介	-2.48252 [0.0632245]	-2.39791 a [0.0683989]	-3.16765 a [0.1874544]	-2.42241 a [0.0855649]	-2.68767 a [0.0975841]	-2.51613 [0.0661135]	-2.51593 a [0.2369713]	-2.63942 a [0.2802709]	-2.41668 a [0.0744876]	-3.77166 a [0.288854]	-1.49932 a [0.2991948]	-3.35022 a [0.262242]	(dropped)	-2.48517 a [0.0620325]
縁故	-0.32346 [0.0513985]	-0.28161 a [0.0533871]	-0.32075 [0.2029056]	-0.18227 b [0.0702775]	-0.53704 a [0.0790042]	-0.31074 a [0.0538511]	-0.59172 a [0.1816582]	-0.52299 a [0.201032]	-0.53956 a [0.0632894]	-0.08888 [0.1793589]	0.16864 [0.1627419]	-0.11313 [0.1283611]	-0.23794 c [0.1309276]	-0.32138 a [0.062041]
広告	-1.06796 a [0.0616581]	-0.84860 a [0.0718963]	-2.25706 a [0.180195]	-0.94181 a [0.08831]	-1.38911 a [0.102835]	-1.02880 a [0.0687003]	-1.81268 a [0.2490359]	-1.82096 a [0.294176]	-1.17188 a [0.078481]	-2.02867 a [0.2383571]	0.03871 [0.22829]	-0.77672 a [0.1855261]	+1.52635 a [0.1346271]	-0.95153 a [0.073365]
その他	-0.67951 a [0.136828]	-0.63251 a [0.1368287]	-0.55117 [0.649125]	-0.51183 b [0.2534241]	-0.88970 a [0.1632288]	-0.57989 a [0.1592922]	-1.23481 a [0.2864033]	-1.23481 a [0.3549674]	-0.74846 a [0.1465722]	-0.55899 [0.6665504]	-0.52525 [0.6112448]	-0.42799 [0.4633904]	-0.6742 [0.4423838]	-0.6742 [0.1409161]
民営職業紹介	-0.35015 b [0.1654276]	-0.19733 [0.1691186]	-2.89761 a [0.6950672]	-0.36065 [0.2377961]	-0.46352 b [0.2334833]	-0.33522 c [0.1727631]	-0.40359 [0.6267502]	-0.55507 [0.735148]	-0.54129 a [0.191675]	-0.79917 [0.650663]	0.68216 [0.4916813]	-0.35403 [0.5892402]	-1.13781 b [0.4729234]	-0.2402 [0.1765859]
専門・技術的職業従事者(前職)	-0.46532 a [0.0673506]	-0.49005 a [0.071054]	-0.11216 [0.2194895]	-0.44777 a [0.1080794]	-0.45822 a [0.0862085]	-0.48144 a [0.072071]	-0.32829 c [0.1932336]	-0.54321 c [0.2771559]	-0.28194 a [0.0733846]	-0.68480 b [0.2731905]	-0.47598 c [0.2581132]	-0.64395 b [0.2873558]	-0.18566 [0.1691766]	-0.51915 a [0.0737544]
管理的職業従事者(前職)	-0.40354 a [0.0762684]	-0.38774 a [0.0884126]	-0.14165 [0.1925151]	-0.43280 a [0.1275454]	-0.34918 a [0.094616]	-0.39561 a [0.0822797]	-0.45469 b [0.202392]	-0.44415 [0.2973375]	-0.22149 a [0.0792302]	-0.77536 c [0.4557905]	-0.86330 [0.7965508]	0.34754 [0.1080987]	-0.51987 a [0.169503]	-0.33647 a [0.0848098]
販売従事者(前職)	-0.01086 [0.0837449]	-0.02845 [0.086711]	0.13701 [0.3268675]	0.013701 [0.1299123]	0.05243 [0.1097589]	-0.04182 [0.0882131]	0.25339 [0.2661998]	-0.07840 [0.3299759]	0.06059 [0.1008441]	-0.52690 c [0.2750117]	0.46176 [0.2860472]	0.19673 [0.2131491]	0.23197 [0.2287353]	-0.03395 [0.0902037]
サービス職業従事者(前職)	-0.08631 [0.0780845]	-0.10090 [0.0820675]	0.14850 [0.2676832]	0.04558 [0.1185707]	-0.24114 b [0.1053653]	-0.09695 [0.0820862]	-0.10865 [0.2588194]	-0.09697 [0.3497451]	0.14230 [0.0966876]	-0.67299 b [0.2867306]	0.50781 b [0.2497368]	-0.17534 [0.1945055]	-0.11357 [0.1957832]	-0.11357 [0.0853149]
運輸・通信従事者(前職)	-0.05696 [0.1282878]	-0.06369 [0.1447051]	0.06141 [0.2974837]	-0.05306 [0.1982505]	-0.03527 [0.172782]	-0.08117 [0.1348517]	-0.28137 [0.498486]	-0.56788 [0.6819157]	0.19886 [0.1420428]	-1.35916 a [0.4962931]	-0.35064 [0.6521865]	-0.13217 [0.4359185]	0.092953 [0.293153]	-0.11724 [0.1432518]
生産工程・労務作業従事者(前職)	-0.26167 a [0.0689803]	-0.34024 a [0.07423]	0.21762 [0.2024704]	-0.14362 [0.1016688]	-0.34198 a [0.0696963]	-0.29577 [0.0728009]	-0.00333 [0.2251154]	-0.16018 [0.2789284]	-0.02205 [0.0793821]	-1.01477 a [0.7938211]	0.23940 [0.2507746]	-0.55936 [0.2752575]	-0.01847 [0.2038917]	-0.37076 a [0.151293]
その他の職業従事者(前職)	-0.13151 [0.1019475]	-0.07938 [0.1119934]	-0.16384 [0.2635796]	-0.19719 [0.1401862]	-0.00974 [0.1536853]	-0.13184 [0.1065271]	-0.34653 [0.3574599]	-0.49239 [0.5064814]	0.16068 [0.1254896]	-0.96369 a [0.3419585]	0.39348 [0.3300136]	-0.63647 b [0.275252]	-0.6958 a [0.1942231]	0.042663 [0.1198769]
高校	-0.23171 a [0.0720509]	-0.22846 b [0.0922825]	-0.19980 [0.1243809]	-0.27947 a [0.0929187]	-0.12437 [0.1147599]	-0.24680 a [0.0736685]	0.15416 [0.3677231]	0.23989 [0.3816659]	-0.21722 b [0.0872832]	-0.24288 [0.2452379]	-0.55174 c [0.297551]	-0.21119 [0.1733318]	-0.18171 [0.123763]	-0.20589 b [0.0895493]
高専・短大(含専修学校専門課程)	-0.16007 c [0.0855747]	-0.18405 c [0.1022459]	0.20141 [0.2538247]	-0.19540 c [0.1153626]	-0.07567 [0.1301479]	-0.16289 [0.088325]	0.06973 [0.3927109]	0.01663 [0.4170666]	-0.13329 [0.1052851]	0.00324 [0.2905829]	-0.64729 b [0.3193489]	-0.16379 [0.2007797]	-0.281 [0.1718928]	-0.07867 [0.1021504]
大学・大学院(文科系)	-0.48941 a [0.0908959]	-0.53323 a [0.1082761]	-0.13087 [0.2120821]	-0.34106 b [0.1346696]	-0.46795 a [0.1323005]	-0.48020 a [0.0944529]	-0.32265 [0.3991176]	-0.24883 [0.4393408]	-0.40365 a [0.1064644]	-0.35054 [0.3668295]	-0.50178 [0.3699549]	-0.34037 [0.2905996]	-0.18574 [0.191258]	-0.49389 a [0.1069162]
大学・大学院(理科系)	-0.59229 a [0.0928618]	-0.65762 a [0.1112267]	-0.32705 [0.2065331]	-0.60619 a [0.1353397]	-0.52422 a [0.1533353]	-0.59188 a [0.0976764]	-0.33493 [0.3946214]	-0.33119 [0.4253422]	-0.50918 a [0.1065007]	0.01021 [0.4371433]	-0.67855 [0.4635777]	-0.86161 c [0.5067952]	-0.57382 a [0.1972564]	-0.5536 a [0.1090951]
鉱業(前職)	0.47773 [0.3487783]	0.45429 [0.4263392]	-0.37367 [0.653845]	0.75917 c [0.4433316]	-1.20365 [0.901765]	0.5214 [0.3587186]	1.47681 [0.9358691]	1.47681 [0.7610521]	0.74888 [0.3726589]	-1.42942 [0.444071]	-1.65049 [0.1170701]	0.06844 [0.7081323]	-0.59277 [0.7081323]	0.861675 b [0.4005786]
建設業(前職)	0.25396 [0.2526778]	0.07420 [0.3304637]	0.03699 [0.3975789]	0.03699 [0.2658856]	0.23272 [0.8483451]	0.27451 [0.2555896]	1.57888 [0.8564756]	0.41999 [0.6833087]	0.19999 [0.2749126]	0.41999 [0.1016692]	0.121516 [0.163505]	0.03231 [0.8992656]	0.03231 [0.4852354]	0.734293 b [0.2941284]
製造業(前職)	0.24536 [0.248216]	0.03410 [0.324749]	0.07099 [0.3959364]	0.36706 [0.2607973]	0.36706 [0.8436908]	0.36706 [0.2515137]	1.35034 [0.7615233]	0.39587 [0.5381982]	0.39587 [0.2707038]	-0.94907 [0.9891553]	-0.63394 [0.1106729]	0.76227 [0.8262677]	-0.82521 c [0.4804689]	0.664136 b [0.2884173]
運輸・通信業(前職)	0.06634 [0.2620075]	-0.22808 [0.3390488]	0.21420 [0.4320151]	0.26655 [0.2988665]	-0.15016 c [0.849373]	0.10386 [0.2670911]	1.22903 [0.8018256]	-0.33459 [0.7057355]	0.16518 [0.2842116]	0.16518 [0.1074305]	0.79885 [0.1190795]	-0.01117 [0.884151]	0.432672 [0.514268]	0.432672 [0.3032104]
卸売・小売業・飲食店(前職)	0.32502 [0.25502]	0.07477 [0.3390269]	0.27184 [0.4593666]	0.65147 b [0.2744788]	-1.34139 [0.846822]	0.38053 [0.2582754]	1.06958 [0.807602]	-1.14090						

北陸	0.11271	0.13078	0.14832	0.12840	(dropped)	a	0.12379	-0.05502	-0.31624	0.11438	-0.03081	-0.01472	0.27106	0.239957	0.0946
	[.0883594]	[.0966895]	[.2218082]	[.1580681]	[]		[.0921818]	[.3137892]	[.3846523]	[.0984573]	[.3709497]	[.3315417]	[.2717443]	[.1810599]	[.1029793]
東海	-0.02475	0.00646	-0.14510	(dropped)	a	-0.07435	-0.02635	-0.06929	-0.41753	c	0.00355	0.12472	-0.10486	-0.10635	-0.08175
	[.0630343]	[.0680758]	[.1668491]	[]		[.064507]	[.0662967]	[.2109972]	[.2488022]		[.0720874]	[.2478146]	[.2360836]	[.1641609]	[.151668]
近畿	0.24455	0.25008	0.24453	0.27296	(dropped)	a	0.21446	0.52850	0.33462	0.54291	a	-0.97501	b	0.43333	-0.15894
	[.1089458]	[.1144556]	[.3388912]	[.1716443]	[]		[.1146028]	[.3604404]	[.3830144]		[.1331028]	[.3960626]	[.3695664]	[.2620553]	[.2474513]
京阪神	0.27804	0.28134	0.30834	(dropped)	a	0.24078	0.28546	0.40481	0.10485	a	0.18084	0.22547	a	0.18084	0.78168
	[.0647995]	[.0706209]	[.1613517]	[]		[.065535]	[.0682943]	[.2131475]	[.2757859]		[.0725534]	[.2514717]	[.2849194]	[.1830321]	[.1582837]
山陰	-0.03318	-0.03574	0.02856	(dropped)	a	(dropped)	a	-0.14129	0.65741	c	0.65741	-0.16142	0.23225	0.26492	-0.04986
	[.1418875]	[.1537325]	[.3531046]	[]		[.1506905]	[.4037404]	[.4392235]	[.1618696]		[.5689868]	[.4783732]	[.4268843]	[.2874871]	[.16185]
山陽	0.23586	0.32749	-0.10253	0.25348	(dropped)	a	0.25074	-0.01553	-0.13035	0.18912	c	0.30910	0.26767	0.47861	0.18871
	[.0918322]	[.1024094]	[.1979591]	[.161978]	[]		[.0964484]	[.30549]	[.3488575]		[.0985519]	[.416948]	[.4022032]	[.2919603]	[.2344863]
四国	0.37174	0.41434	0.17027	0.38803	b	(dropped)	a	0.41970	-0.88123	c	-1.25888	a	0.41556	a	0.05447
	[.1078424]	[.1156356]	[.2980871]	[.1708697]	[]		[.1109372]	[.458012]	[.4826151]		[.1213207]	[.4084824]	[.4002112]	[.347972]	[.294655]
九州	0.28993	0.32605	0.26990	0.29940	c	(dropped)	a	0.29365	-0.05011	c	-0.37898	0.36719	a	0.19796	0.10158
	[.0839553]	[.0914197]	[.2116222]	[.1566753]	[]		[.0871958]	[.3170014]	[.3519214]		[.098281]	[.3086458]	[.2840233]	[.2338735]	[.1769887]
沖縄	0.32890	0.29020	0.56356	0.34967	b	(dropped)	a	0.33546	0.1932906	0.07013	0.35639	a	0.41757	0.20820	0.44773
	[.1013259]	[.1077298]	[.296713]	[.1661834]	[]		[.1058079]	[.3627538]	[.3881691]		[.1213806]	[.4071445]	[.3316961]	[.2500161]	[.2423988]
定年、会社都合、契約期間の満了	0.47290	0.40693	0.61703	0.40127	a	0.55274	0.44678	0.7891002	0.85868	a	0.48744	a	0.36853	c	0.49028
	[.0531721]	[.060513]	[.1282944]	[.0717342]		[.0795906]	[.0553092]	[.198156]	[.2413385]		[.0635998]	[.2128106]	[.1932257]	[.1325813]	0.40986
新しい仕事の内容に興味	0.18357	0.13892	0.26399	0.30793	a	0.00590	0.16687	0.122803	0.15856	a	0.28520	a	0.23581		-0.11561
	[.0570846]	[.0603681]	[.2003252]	[.0822329]		[.0793225]	[.0596362]	[.2010823]	[.2551015]		[.0687919]	a	[.1970974]	[.199846]	[.145899]
能力・個性・資格が活かせる	0.13206	0.07819	0.34160	0.18472	b	0.06374	0.14023	0.0546161	0.18359	a	0.19938	a	0.10949		-0.08158
	[.0634017]	[.0713433]	[.1374508]	[.0895186]		[.0897644]	[.0664224]	[.2156355]	[.2765379]		[.0724968]	[.249785]	[.2588192]	[.1972364]	0.19088
会社の将来性が期待できる	-0.15348	-0.18840	0.03068	-0.08460	b	-0.21834	-0.12049	-0.3910361	-0.41462	c	-0.00305	b	-0.79875	b	-0.24191
	[.0760461]	[.0791779]	[.3190613]	[.1044019]		[.1111202]	[.0805989]	[.2365385]	[.2831503]		[.0872936]	[.3428131]	[.2683641]	[.243248]	-0.09634
給料等収入が多い	-0.20911	-0.24857	0.18433	-0.21861	b	-0.19670	-0.16387	-0.6437586	-0.70055	b	0.08777		-0.55382		-0.29512
	[.08056]	[.0845525]	[.2910062]	[.106904]		[.1219039]	[.0848785]	[.2623165]	[.2946784]		[.0999067]	[.36755]	[.2272279]	[.1874027]	-0.69497
労働時間、休日等の労働条件が	0.06530	-0.00070	0.52625	0.14692	b	-0.00716	0.11195	-0.4782171	-0.44802	b	0.09813		0.31333		-0.02225
	[.0689003]	[.0728463]	[.223739]	[.0937394]		[.1021174]	[.0719914]	[.2402621]	[.2777555]		[.0960334]	[.2060314]	[.215179]	[.1318318]	-0.33638
定数項	2.66339	2.95069	3.01123	2.09572	a	4.63534	2.66206	1.125861	4.22354	a	1.96600	a	4.81748	a	3.14231
	[.2994521]	[.3727223]	[.1.289351]	[.3627962]		[.8784785]	[.3050788]	[.1.137569]	[.1.080721]		[.3411627]		[.1.192947]		[.1.22818]
															3.35495
															3.560562
															2.424477
															[.3369143]

(注) 1.a, b及びcは、それぞれ1%、5%、10%で有意であることを示す。

2.[]内は、標準偏差。

(出所)厚生労働省「雇用動向調査」による回帰分析

運輸・通信業(前職)	-0.2807531 a	-0.35504 a	0.02943	-0.15749 b	-0.66717 a	-0.25011 a	-0.58122	-0.26796	-1.87717 c	-0.24632	-0.38797 a	0.46539	-0.04288	-0.07591	-0.72456 a	-0.10278
	[0.0665834]	[0.0815687]	[.12834]	[.0793671]	[.1506625]	[.0679719]	[.420792]	[.5042869]	[1.130861]	[1.008659]	[.0714472]	[.3998573]	[.2942754]	[.2906708]	[.1292492]	[.078939]
卸売・小売業、飲食店(前職)	-0.2795335 a	-0.35103 a	0.02285	-0.19879 a	-0.62396 a	-0.27036 a	-0.38786	-0.22490	-1.17271	-0.22769	-0.28305 a	0.38342	-0.52237 c	-0.26546	-0.57808 a	-0.11298
	[.0622172]	[.077014]	[.1337268]	[.0713673]	[.1472215]	[.0631381]	[.4164232]	[.4842393]	[1.136934]	[1.005412]	[.0676795]	[.3833325]	[.2680516]	[.2687548]	[.1287868]	[.0740491]
金融・保険業(前職)	-0.1651329 b	-0.20727 b	-0.30726 b	0.06105	-0.60234 a	-0.17604 a	-0.06056	0.19926	-0.00821	-0.09024	-0.28798 a	0.34579	-0.36650	-0.02191	-0.89147 a	0.048531
	[.0656847]	[.0803375]	[.1351827]	[.0812713]	[.1490186]	[.0669503]	[.420839]	[.4983894]	[1.191307]	[1.003491]	[.0710952]	[.386448]	[.2910729]	[.2805713]	[.1288648]	[.0778379]
不動産業(前職)	-0.3082376 a	-0.36099 a	-0.33611 a	-0.19160 a	-0.69924 a	-0.32972	-0.22603	-0.32972	-0.72758	-0.37097 a	-0.21858	-0.37549	-0.20298	-0.37533 a	-0.12301 c	
	[.0604939]	[.0757249]	[.1109343]	[.0684259]	[.1457251]	[.061341]	[.4120493]	[.4805476]	[1.13833]	[.9944455]	[.0650278]	[.3794999]	[.2655761]	[.2678172]	[.114284]	[.0726097]
サービス業(前職)	-0.2633123 a	-0.30894 a	-0.21021 c	-0.17185 b	-0.62585 a	-0.25858 a	-0.30173	-0.16751	-0.89276	-0.26675	-0.33904 a	0.42737	-0.32952	-0.05407	-0.87128 a	-0.03898
	[.0597024]	[.0751694]	[.1072093]	[.0669334]	[.1451212]	[.0604843]	[.4120028]	[.4781818]	[1.144394]	[.9950002]	[.0640257]	[.3790564]	[.2638032]	[.2667045]	[.1090859]	[.072117]
北海道	0.6346599 a	0.53449 a	1.18307 a	0.74926 a	0.64137 a	0.25922 c	0.07777	1.06537 c	0.48371 c	0.68343 a	0.52818 a	0.59790 a	0.568338 a	1.04116 a	0.523636 a	
	[.0271388]	[.0298115]	[.0683307]	[.0456255]	[.0278154]	[.1362518]	[.1646681]	[.6117277]	[.2802746]	[.0299484]	[.1373573]	[.106104]	[.0932577]	[.0569498]	[.031296]	
東北	0.1192513 a	0.08978 a	0.48104 a	0.28408 a	(dropped) a	0.12717 a	-0.08031	-0.19490	-0.11033 a	-0.25623 a	0.37465 a	0.301401 a	0.258962 a	0.09947 a		
	[.0220602]	[.0233274]	[.0671327]	[.0425992]	[.0230873]	[.0759297]	[.0878662]	[.4136485]	[.2378161]	[.0246305]	[.0972267]	[.0844816]	[.0738903]	[.0528371]	[.0243039]	
北関東・甲信	-0.0912681 a	-0.15345 a	0.46256 a	0.06808	(dropped) a	-0.07559 a	-0.33603 a	-0.43583 a	-0.47301	-0.07677	-0.09728 a	-0.29197 a	0.06258	-0.04392	-0.0458	-0.0957 a
	[.0219216]	[.0230394]	[.0685271]	[.0429218]	[.0230127]	[.0707997]	[.0839887]	[.313158]	[.177394]	[.0245472]	[.0953394]	[.0872138]	[.0649204]	[.0572866]	[.0237161]	
北陸	-0.2375199 a	-0.27044 a	0.02884	-0.08751 b	(dropped) a	-0.24500 a	-0.22968 b	-0.29302 b	-0.28313	-0.17436	-0.29408 a	-0.15595	-0.00918	0.027473	-0.08085	-0.23282 a
	[.0247472]	[.0268316]	[.0645199]	[.0440427]	[.0254785]	[.1128284]	[.1306278]	[.5759568]	[.2683665]	[.0268623]	[.1186277]	[.100217]	[.090177]	[.0563816]	[.0276561]	
東海	-0.1216412 a	-0.13963 a	0.05319	(dropped) a	-0.15080 a	-0.13156 a	-0.07770	-0.11402	-0.93057 a	0.12090	-0.12425 a	-0.04519	-0.04353	-0.22396 a	-0.06529	-0.12809 a
	[.0194878]	[.0205265]	[.060383]	[.0199364]	[.0202888]	[.0721999]	[.0890363]	[.270021]	[.1587498]	[.0219541]	[.0843453]	[.0745629]	[.056426]	[.051704]	[.0210091]	
近畿	0.0343616	-0.01865	0.39885 a	0.19598 a	(dropped) a	0.00145	0.39881 a	-0.56945	1.02352 b	0.03296	0.02865	0.06374	-0.02422	0.175399 b	0.040139	
	[.0322953]	[.0340035]	[.0984502]	[.049027]	[.0334944]	[.1235319]	[.1357389]	[.632888]	[.4267779]	[.0374894]	[.1275638]	[.1121019]	[.0893526]	[.0823965]	[.035021]	
京阪神	0.1652118 a	0.15547 a	0.27300 a	(dropped) a	0.15238 a	0.14897 a	0.32778 a	0.24857 b	-0.11852	0.55287 a	0.14421 a	0.30386 a	0.17365 b	0.196837 a	0.362999 a	0.147258 a
	[.020438]	[.0225522]	[.0585096]	[.0216906]	[.0778192]	[.099445]	[.2944535]	[.1494707]	[.0233011]	[.0876077]	[.0787912]	[.0648669]	[.0536845]	[.0225989]		
山陰	-0.1699748 a	-0.19537 a	0.03900	(dropped) a	(dropped) a	-0.17537 a	-0.15089	-0.18559	-0.62291	-0.10217 b	-0.21943 a	-0.01351	-0.10581	0.157837	-0.09491	-0.15769 a
	[.0407586]	[.0433544]	[.115565]	[.042116]	[.1618334]	[.1766828]	[.6051882]	[.4850041]	[.186751]	[.0453869]	[.186751]	[.1415922]	[.1467855]	[.103239]	[.0443584]	
山陽	-0.0214664	-0.02899	0.09579	0.14046 a	(dropped) a	-0.03527	0.08493	0.10528	-0.48659	-0.14936	-0.06056 b	0.08364	0.12459	0.187969 b	-0.05156	-0.00677
	[.0273668]	[.0290412]	[.0794762]	[.0459221]	[.1144486]	[.1428607]	[.3840709]	[.2307684]	[.0301582]	[.1276435]	[.1051378]	[.0902782]	[.0700968]	[.0296708]		
四国	0.1258048 a	0.09640 a	0.46850 a	0.28314 a	(dropped) a	0.11108 a	0.27006 b	0.33849 b	0.13192	-0.10901	0.15554 a	0.12394	0.18801 c	-0.05643	0.262806 a	0.108749 a
	[.0295248]	[.0313076]	[.0881159]	[.0470572]	[.0304705]	[.1242917]	[.1513445]	[.6180227]	[.245264]	[.0327733]	[.137352]	[.1100303]	[.1007825]	[.0732583]	[.0322918]	
九州	0.1818571 a	0.15398 a	0.46918 a	0.33864 a	(dropped) a	0.17552 a	0.1975871 b	0.17081	0.35627	0.10023	0.16890 a	0.30040 a	0.31335 a	0.205449 b	0.33485 a	0.171803 a
	[.0252985]	[.0266315]	[.0791152]	[.0446307]	[.0262001]	[.0996471]	[.1189781]	[.3963776]	[.2279463]	[.0284446]	[.1101815]	[.0902125]	[.081115]	[.0659548]	[.0273698]	
沖縄	0.2570697 a	0.20578 a	0.74023 a	0.42250 a	(dropped) a	0.24802 a	0.31995 a	0.54398	1.27707 a	0.29063	0.03285	0.28956	0.294162 a	0.533465 a	0.221621 a	
	[.0273571]	[.0285782]	[.0863591]	[.045642]	[.0282968]	[.1103022]	[.1222863]	[.4677102]	[.3750793]	[.0310771]	[.1181616]	[.0929053]	[.0890741]	[.051704]	[.0210091]	
定年、会社都合、契約期間の満了	0.0989303 a	0.01722	0.28604 a	0.07657 a	0.11955 a	0.09477 a	0.1538451 b	0.19549	-0.20516 c	0.08311 a	0.22190 a	0.16421 b	-0.00172			
	[.0166486]	[.0190436]	[.0372013]	[.0219768]	[.0255803]	[.0173302]	[.0809867]	[.0758671]	[.2756785]	[.114629]	[.0184488]	[.0741974]	[.0693515]	[.0635854]		
新しい仕事の内容に興味	0.0395872 a	0.01121	0.24363 a	0.06025 a	0.01341	0.04107 a	0.0013208	0.03554	0.00106	-0.14775 c	0.08017 a	-0.06766	-0.00605	-0.05565		
	[.013498]	[.0139414]	[.0528027]	[.0189881]	[.0191841]	[.0140485]	[.0484956]	[.062212]	[.2182887]	[.0854215]	[.0151344]	[.0593876]	[.0494007]	[.0434189]		
能力・個性・資格を活かせる	-0.1622266 a	-0.16533 a	-0.09678 b	-0.12240 a	-0.20253 a	-0.15964 a	-0.2064682 a	-0.21014 a	0.10394	-0.28796 a	-0.12860 a	-0.38620 a	-0.05072	-0.14934 b		
	[.0154233]	[.016295]	[.0471038]	[.0222778]	[.021372]	[.0160885]	[.0539171]	[.0713663]	[.2766359]	[.0881246]	[.0165652]	[.0808534]	[.0654914]	[.0669573]		
会社の将来性が期待できる	-0.3088211 a	-0.28574 a	-0.33789 a	-0.32517 a	-0.28276 a	-0.3019146 a	-0.34456 a	0.24986	-0.27330 a	-0.28743 a	-0.33228 a	-0.02516	-0.28846 a			
	[.0141021]	[.014452]	[.0635201]	[.0191831]	[.0207806]	[.014736]	[.0486074]	[.0592965]	[.2275129]	[.0926019]	[.0151513]	[.0868728]	[.057786]	[.0603786]		
給料等収入が多い	-0.3808303 a	-0.34967 a	-0.55406 a	-0.36584 a	-0.38236 a	-0.38281 a	-0.3598399 a	-0.37972 a	-0.44796 c	-0.19584	-0.29520 a	-0.58842 a	-0.37596 a	-0.36687 a		
	[.0145949]	[.0150279]	[.0615096]	[.0193829]	[.0221743]	[.015105]	[.0568258]	[.0666916]	[.2449301]	[.127464]	[.0164118]	[.0972618]	[.0458899]	[.0494705]		
労働時間、休日等の労働条件が良	-0.0441543 a	-0.05384 a	0.07912	-0.06391 a	-0.01205	-0.03824 a	-0.0994624 b	-0.13857 b	0.03950	0.03735	-0.04497 a	0.07657	-0.12767 a	-0.1568 a		
	[.0139148]	[.0144323]	[.0515258]	[.0184508]	[.0211781]	[.0144892]	[.0506097]	[.05922]	[.2188533]	[.1114546]	[.0162634]	[.0506062]	[.0469658]	[.0375291]		
定数項	2.432057 a	2.63249 a	-0.98998 a	1.88917 a	3.20051 a	2.43296 a	2.416842 a	4.05707 a	2.19316 c	2.29538 a	2.67547 a	2.75221 a	2.80078 a	2.653454 a	2.044996 a	
	[.0759038]	[.0897635]	[.3645324]	[.0951004]	[.1616885]	[.0775453]	[.45137]	[.5228267]	[.1391757]	[.13226]	[.0846013]	[.4358294]	[.3047612]	[.3020011]	[.18411]	[.0868694]

(注)1.a, b及びcは、それぞれ1%, 5%, 10%で有意であることを示す。

2.[]内は、標準偏差。

(出所)厚生労働省「雇用動向調査」による回帰分析