

Chart 2. EMPLOYMENT REFERRALS FOR REGULAR WORKERS BY EMPLOYMENT PATTERN (excluding new school graduates)

Item		Month and Year	Dec 2025	Nov 2025	Dec 2024	Change from the same month of the preceding year (%, point)
Regular workers excluding part-timers	1 Monthly active applications(person(s))		1,055,573	1,100,197	1,063,374	▲ 0.7
	2 New applications (case(s))		179,178	178,656	174,232	2.8
	3 Monthly active job openings (person (s))		1,329,012	1,334,508	1,404,701	▲ 5.4
	4 New job openings(person(s))		443,318	419,822	451,315	▲ 1.8
	5 Persons who found employment (case(s))		37,747	37,714	39,784	▲ 5.1
	6 Active job openings-to-applicants ratio(3/1) (time(s))		1.26	1.21	1.32	▲ 0.06
	7 New job openings-to-applicants ratio(4/2) (time(s))		2.47	2.35	2.59	▲ 0.12
	8 Ratio of persons who found employment (5/2x100) (%)		21.1	21.1	22.8	▲ 1.7
	9 Sufficiency ratio(5/4x100) (%)		8.5	9.0	8.8	▲ 0.3
Regular staff	10 Monthly active job openings (person (s))		1,122,073	1,124,888	1,177,482	▲ 4.7
	11 New job openings(person(s))		375,289	353,129	380,084	▲ 1.3
	12 Persons who found employment (case(s))		31,123	30,830	32,814	▲ 5.2
	13 Active job openings-to-applicants ratio(10/1) (time(s))		1.06	1.02	1.11	▲ 0.05
	<Seasonally adjusted>		0.99	0.98	1.03	—
	14 Sufficiency ratio(12/11x100) (%)		8.3	8.7	8.6	▲ 0.3
Regular part-timers	15 Monthly active applications(person(s))		691,699	729,879	700,551	▲ 1.3
	16 New applications (case(s))		104,604	108,881	99,624	5.0
	17 Monthly active job openings (person (s))		707,708	722,566	755,653	▲ 6.3
	18 New job openings(person(s))		238,394	226,452	240,364	▲ 0.8
	19 Persons who found employment (case(s))		30,847	33,480	30,896	▲ 0.2
	20 Active job openings-to-applicants ratio(17/15) (time(s))		1.02	0.99	1.08	▲ 0.06
	21 New job openings-to-applicants ratio(18/16) (time(s))		2.28	2.08	2.41	▲ 0.13
	22 Ratio of persons who found employment (19/16x100) (%)		29.5	30.7	31.0	▲ 1.5
	23 Sufficiency ratio(19/18x100) (%)		12.9	14.8	12.9	0.0

(Notes)

1. Seasonally adjusted figures are calculated by removing seasonal components from the original series, using the US Census method(X-12-ARIMA). The values prior to December 2024 have been adjusted by using the new seasonal indexes at the time of issuance of the January 2025 data.
2. ▲ means decrease.
3. The active job openings-to-applicants ratio for regular staff is calculated by dividing monthly active job openings for regular staff by monthly active applications for regular workers excluding part-timers. However, this ratio is lower than that in a strict sense because monthly active applications for regular workers excluding part-timers include dispatch and contract workers.
4. "Regular workers" refer to either a work without fixed employment term or a work with fixed term of more than 4 months (excluding seasonal work).
5. "Part-timers" refer to those employees whose scheduled working hour is less than that of the regular employees in the same workplace.