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	49,345	46,488	44,578
	41,986	39,899	38,655
/	0.218	0.205	0.197
%	23.79%	27.46%	29.56%
	1,025,925	1,058,547	920,041
	235,673	179,196	159,354
/	1.04	0.79	0.70

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215 2021 12 31 2,998 7.17%

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0.015%

		28.47	1.26%	0.013%
	208	1,849.20	81.70%	0.817%
		226.32	10.00%	0.100%
		2,263.27	100.00%	1.000%

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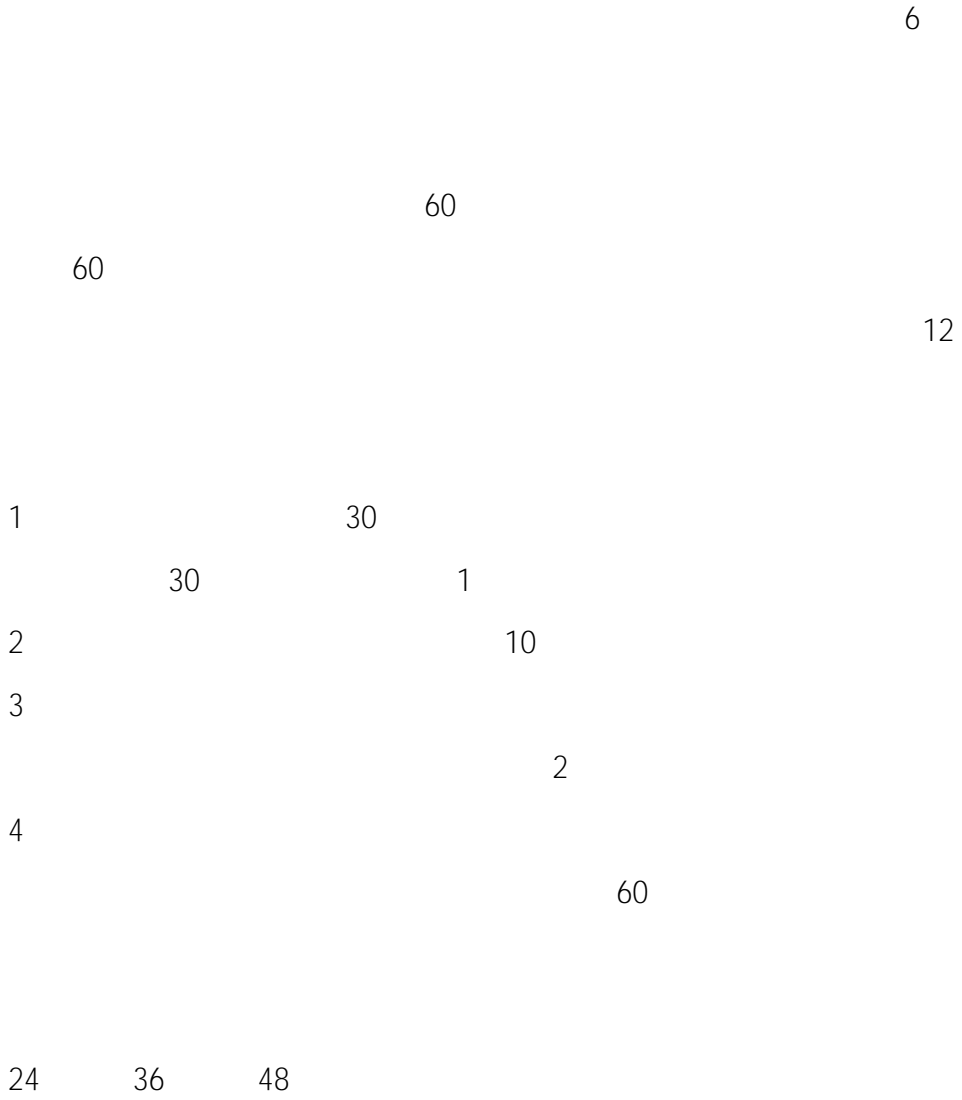
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	48	60	34%

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Adecco ADP Manpower Randstad Recruit

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5	2022	100.60	2023	116.70	2024	135.37

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60 S<70	70%
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2020 2022

2020 2022

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Q_0 P_1 P_2
n Q

4

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P $P_0 \div 1 n$

P_0 n

P

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P $P_0 \div n$

P_0 n P

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P $P_0 \times P_1 P_2 \times n / [P_1 \times 1 n]$

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2022 1 27