

# 法定雇用率達成に必要な雇用障害者数

(令和6年4月より段階的な引き上げに伴う早見表)

R5.09

表面

| 引き上げ時期等 | ～令和6年3月 | 令和6年4月～ | 令和8年7月～ |
|---------|---------|---------|---------|
| 法定雇用率   | 2.3%    | 2.5%    | 2.7%    |
| 従業員数(人) | 雇用数(人)  | 雇用数(人)  | 雇用数(人)  |
| 37.5    |         |         | 1.0     |
| 38      |         |         | 1.0     |
| 39      |         |         | 1.0     |
| 40      |         | 1.0     | 1.0     |
| 41      |         | 1.0     | 1.0     |
| 42      |         | 1.0     | 1.0     |
| 43      |         | 1.0     | 1.0     |
| 43.5    | 1.0     | 1.0     | 1.0     |
| 44      | 1.0     | 1.0     | 1.0     |
| 45      | 1.0     | 1.0     | 1.0     |
| 46      | 1.0     | 1.0     | 1.0     |
| 47      | 1.0     | 1.0     | 1.0     |
| 48      | 1.0     | 1.0     | 1.0     |
| 49      | 1.0     | 1.0     | 1.0     |
| 50      | 1.0     | 1.0     | 1.0     |
| 51      | 1.0     | 1.0     | 1.0     |
| 52      | 1.0     | 1.0     | 1.0     |
| 53      | 1.0     | 1.0     | 1.0     |
| 54      | 1.0     | 1.0     | 1.0     |
| 55      | 1.0     | 1.0     | 1.0     |
| 56      | 1.0     | 1.0     | 1.0     |
| 57      | 1.0     | 1.0     | 1.0     |
| 58      | 1.0     | 1.0     | 1.0     |
| 59      | 1.0     | 1.0     | 1.0     |
| 60      | 1.0     | 1.0     | 1.0     |
| 61      | 1.0     | 1.0     | 1.0     |
| 62      | 1.0     | 1.0     | 1.0     |
| 63      | 1.0     | 1.0     | 1.0     |
| 64      | 1.0     | 1.0     | 1.0     |
| 65      | 1.0     | 1.0     | 1.0     |
| 66      | 1.0     | 1.0     | 1.0     |
| 67      | 1.0     | 1.0     | 1.0     |
| 68      | 1.0     | 1.0     | 1.0     |
| 69      | 1.0     | 1.0     | 1.0     |
| 70      | 1.0     | 1.0     | 1.0     |
| 71      | 1.0     | 1.0     | 1.0     |
| 72      | 1.0     | 1.0     | 1.0     |
| 73      | 1.0     | 1.0     | 1.0     |
| 74      | 1.0     | 1.0     | 1.0     |
| 74.5    | 1.0     | 1.0     | 2.0     |
| 75      | 1.0     | 1.0     | 2.0     |
| 76      | 1.0     | 1.0     | 2.0     |
| 77      | 1.0     | 1.0     | 2.0     |
| 78      | 1.0     | 1.0     | 2.0     |
| 79      | 1.0     | 1.0     | 2.0     |
| 80      | 1.0     | 2.0     | 2.0     |
| 81      | 1.0     | 2.0     | 2.0     |
| 82      | 1.0     | 2.0     | 2.0     |
| 83      | 1.0     | 2.0     | 2.0     |
| 84      | 1.0     | 2.0     | 2.0     |
| 85      | 1.0     | 2.0     | 2.0     |
| 86      | 1.0     | 2.0     | 2.0     |
| 87      | 2.0     | 2.0     | 2.0     |
| 88      | 2.0     | 2.0     | 2.0     |
| 89      | 2.0     | 2.0     | 2.0     |
| 90      | 2.0     | 2.0     | 2.0     |
| 91      | 2.0     | 2.0     | 2.0     |
| 92      | 2.0     | 2.0     | 2.0     |
| 93      | 2.0     | 2.0     | 2.0     |
| 94      | 2.0     | 2.0     | 2.0     |
| 95      | 2.0     | 2.0     | 2.0     |
| 96      | 2.0     | 2.0     | 2.0     |
| 97      | 2.0     | 2.0     | 2.0     |
| 98      | 2.0     | 2.0     | 2.0     |
| 99      | 2.0     | 2.0     | 2.0     |
| 100     | 2.0     | 2.0     | 2.0     |
| 101     | 2.0     | 2.0     | 2.0     |
| 102     | 2.0     | 2.0     | 2.0     |
| 103     | 2.0     | 2.0     | 2.0     |
| 104     | 2.0     | 2.0     | 2.0     |
| 105     | 2.0     | 2.0     | 2.0     |
| 106     | 2.0     | 2.0     | 2.0     |
| 107     | 2.0     | 2.0     | 2.0     |
| 108     | 2.0     | 2.0     | 2.0     |
| 109     | 2.0     | 2.0     | 2.0     |
| 110     | 2.0     | 2.0     | 2.0     |
| 111     | 2.0     | 2.0     | 2.0     |
| 111.5   | 2.0     | 2.0     | 3.0     |

| 引き上げ時期等 | ～令和6年3月 | 令和6年4月～ | 令和8年7月～ |
|---------|---------|---------|---------|
| 法定雇用率   | 2.3%    | 2.5%    | 2.7%    |
| 従業員数(人) | 雇用数(人)  | 雇用数(人)  | 雇用数(人)  |
| 112     | 2.0     | 2.0     | 3.0     |
| 113     | 2.0     | 2.0     | 3.0     |
| 114     | 2.0     | 2.0     | 3.0     |
| 115     | 2.0     | 2.0     | 3.0     |
| 116     | 2.0     | 2.0     | 3.0     |
| 117     | 2.0     | 2.0     | 3.0     |
| 118     | 2.0     | 2.0     | 3.0     |
| 119     | 2.0     | 2.0     | 3.0     |
| 120     | 2.0     | 3.0     | 3.0     |
| 121     | 2.0     | 3.0     | 3.0     |
| 122     | 2.0     | 3.0     | 3.0     |
| 123     | 2.0     | 3.0     | 3.0     |
| 124     | 2.0     | 3.0     | 3.0     |
| 125     | 2.0     | 3.0     | 3.0     |
| 126     | 2.0     | 3.0     | 3.0     |
| 127     | 2.0     | 3.0     | 3.0     |
| 128     | 2.0     | 3.0     | 3.0     |
| 129     | 2.0     | 3.0     | 3.0     |
| 130     | 2.0     | 3.0     | 3.0     |
| 130.5   | 3.0     | 3.0     | 3.0     |
| 131     | 3.0     | 3.0     | 3.0     |
| 132     | 3.0     | 3.0     | 3.0     |
| 133     | 3.0     | 3.0     | 3.0     |
| 134     | 3.0     | 3.0     | 3.0     |
| 135     | 3.0     | 3.0     | 3.0     |
| 136     | 3.0     | 3.0     | 3.0     |
| 137     | 3.0     | 3.0     | 3.0     |
| 138     | 3.0     | 3.0     | 3.0     |
| 139     | 3.0     | 3.0     | 3.0     |
| 140     | 3.0     | 3.0     | 3.0     |
| 141     | 3.0     | 3.0     | 3.0     |
| 142     | 3.0     | 3.0     | 3.0     |
| 143     | 3.0     | 3.0     | 3.0     |
| 144     | 3.0     | 3.0     | 3.0     |
| 145     | 3.0     | 3.0     | 3.0     |
| 146     | 3.0     | 3.0     | 3.0     |
| 147     | 3.0     | 3.0     | 3.0     |
| 148     | 3.0     | 3.0     | 3.0     |
| 148.5   | 3.0     | 3.0     | 4.0     |
| 149     | 3.0     | 3.0     | 4.0     |
| 150     | 3.0     | 3.0     | 4.0     |
| 151     | 3.0     | 3.0     | 4.0     |
| 152     | 3.0     | 3.0     | 4.0     |
| 153     | 3.0     | 3.0     | 4.0     |
| 154     | 3.0     | 3.0     | 4.0     |
| 155     | 3.0     | 3.0     | 4.0     |
| 156     | 3.0     | 3.0     | 4.0     |
| 157     | 3.0     | 3.0     | 4.0     |
| 158     | 3.0     | 3.0     | 4.0     |
| 159     | 3.0     | 3.0     | 4.0     |
| 160     | 3.0     | 4.0     | 4.0     |
| 161     | 3.0     | 4.0     | 4.0     |
| 162     | 3.0     | 4.0     | 4.0     |
| 163     | 3.0     | 4.0     | 4.0     |
| 164     | 3.0     | 4.0     | 4.0     |
| 165     | 3.0     | 4.0     | 4.0     |
| 166     | 3.0     | 4.0     | 4.0     |
| 167     | 3.0     | 4.0     | 4.0     |
| 168     | 3.0     | 4.0     | 4.0     |
| 169     | 3.0     | 4.0     | 4.0     |
| 170     | 3.0     | 4.0     | 4.0     |
| 171     | 3.0     | 4.0     | 4.0     |
| 172     | 3.0     | 4.0     | 4.0     |
| 173     | 3.0     | 4.0     | 4.0     |
| 174     | 4.0     | 4.0     | 4.0     |
| 175     | 4.0     | 4.0     | 4.0     |
| 176     | 4.0     | 4.0     | 4.0     |
| 177     | 4.0     | 4.0     | 4.0     |
| 178     | 4.0     | 4.0     | 4.0     |
| 179     | 4.0     | 4.0     | 4.0     |
| 180     | 4.0     | 4.0     | 4.0     |
| 181     | 4.0     | 4.0     | 4.0     |
| 182     | 4.0     | 4.0     | 4.0     |
| 183     | 4.0     | 4.0     | 4.0     |
| 184     | 4.0     | 4.0     | 4.0     |
| 185     | 4.0     | 4.0     | 4.0     |
| 185.5   | 4.0     | 4.0     | 5.0     |
| 186     | 4.0     | 4.0     | 5.0     |

※法定雇用率は一般の民間企業を対象としたものであり、特殊法人、国及び地方公共団体の法定雇用率は異なりますので、ご注意ください。

※従業員数とは障害者雇用状況報告書上の法定雇用障害者の算定の基礎となる労働者の数を、雇用数とは法定雇用率達成に必要な雇用障害者数を意味します。

★詳しい計算方法などは「障害者雇用状況報告書及び記入要領等」をご確認ください。

# 法定雇用率達成に必要となる雇用障害者数

(令和6年4月より段階的な引き上げに伴う早見表)

R5.09

裏面

| 引き上げ時期等 | ～令和6年3月 | 令和6年4月～ | 令和8年7月～ | 引き上げ時期等 | ～令和6年3月 | 令和6年4月～ | 令和8年7月～ |
|---------|---------|---------|---------|---------|---------|---------|---------|
| 法定雇用率   | 2.3%    | 2.5%    | 2.7%    | 法定雇用率   | 2.3%    | 2.5%    | 2.7%    |
| 従業員数(人) | 雇用数(人)  | 雇用数(人)  | 雇用数(人)  | 従業員数(人) | 雇用数(人)  | 雇用数(人)  | 雇用数(人)  |
| 187     | 4.0     | 4.0     | 5.0     | 262     | 6.0     | 6.0     | 7.0     |
| 188     | 4.0     | 4.0     | 5.0     | 263     | 6.0     | 6.0     | 7.0     |
| 189     | 4.0     | 4.0     | 5.0     | 264     | 6.0     | 6.0     | 7.0     |
| 190     | 4.0     | 4.0     | 5.0     | 265     | 6.0     | 6.0     | 7.0     |
| 191     | 4.0     | 4.0     | 5.0     | 266     | 6.0     | 6.0     | 7.0     |
| 192     | 4.0     | 4.0     | 5.0     | 267     | 6.0     | 6.0     | 7.0     |
| 193     | 4.0     | 4.0     | 5.0     | 268     | 6.0     | 6.0     | 7.0     |
| 194     | 4.0     | 4.0     | 5.0     | 269     | 6.0     | 6.0     | 7.0     |
| 195     | 4.0     | 4.0     | 5.0     | 270     | 6.0     | 6.0     | 7.0     |
| 196     | 4.0     | 4.0     | 5.0     | 271     | 6.0     | 6.0     | 7.0     |
| 197     | 4.0     | 4.0     | 5.0     | 272     | 6.0     | 6.0     | 7.0     |
| 198     | 4.0     | 4.0     | 5.0     | 273     | 6.0     | 6.0     | 7.0     |
| 199     | 4.0     | 4.0     | 5.0     | 274     | 6.0     | 6.0     | 7.0     |
| 200     | 4.0     | 5.0     | 5.0     | 275     | 6.0     | 6.0     | 7.0     |
| 201     | 4.0     | 5.0     | 5.0     | 276     | 6.0     | 6.0     | 7.0     |
| 202     | 4.0     | 5.0     | 5.0     | 277     | 6.0     | 6.0     | 7.0     |
| 203     | 4.0     | 5.0     | 5.0     | 278     | 6.0     | 6.0     | 7.0     |
| 204     | 4.0     | 5.0     | 5.0     | 279     | 6.0     | 6.0     | 7.0     |
| 205     | 4.0     | 5.0     | 5.0     | 280     | 6.0     | 7.0     | 7.0     |
| 206     | 4.0     | 5.0     | 5.0     | 281     | 6.0     | 7.0     | 7.0     |
| 207     | 4.0     | 5.0     | 5.0     | 282     | 6.0     | 7.0     | 7.0     |
| 208     | 4.0     | 5.0     | 5.0     | 283     | 6.0     | 7.0     | 7.0     |
| 209     | 4.0     | 5.0     | 5.0     | 284     | 6.0     | 7.0     | 7.0     |
| 210     | 4.0     | 5.0     | 5.0     | 285     | 6.0     | 7.0     | 7.0     |
| 211     | 4.0     | 5.0     | 5.0     | 286     | 6.0     | 7.0     | 7.0     |
| 212     | 4.0     | 5.0     | 5.0     | 287     | 6.0     | 7.0     | 7.0     |
| 213     | 4.0     | 5.0     | 5.0     | 288     | 6.0     | 7.0     | 7.0     |
| 214     | 4.0     | 5.0     | 5.0     | 289     | 6.0     | 7.0     | 7.0     |
| 215     | 4.0     | 5.0     | 5.0     | 290     | 6.0     | 7.0     | 7.0     |
| 216     | 4.0     | 5.0     | 5.0     | 291     | 6.0     | 7.0     | 7.0     |
| 217     | 4.0     | 5.0     | 5.0     | 292     | 6.0     | 7.0     | 7.0     |
| 217.5   | 5.0     | 5.0     | 5.0     | 293     | 6.0     | 7.0     | 7.0     |
| 218     | 5.0     | 5.0     | 5.0     | 294     | 6.0     | 7.0     | 7.0     |
| 219     | 5.0     | 5.0     | 5.0     | 295     | 6.0     | 7.0     | 7.0     |
| 220     | 5.0     | 5.0     | 5.0     | 296     | 6.0     | 7.0     | 7.0     |
| 221     | 5.0     | 5.0     | 5.0     | 296.5   | 6.0     | 7.0     | 8.0     |
| 222     | 5.0     | 5.0     | 5.0     | 297     | 6.0     | 7.0     | 8.0     |
| 222.5   | 5.0     | 5.0     | 6.0     | 298     | 6.0     | 7.0     | 8.0     |
| 223     | 5.0     | 5.0     | 6.0     | 299     | 6.0     | 7.0     | 8.0     |
| 224     | 5.0     | 5.0     | 6.0     | 300     | 6.0     | 7.0     | 8.0     |
| 225     | 5.0     | 5.0     | 6.0     | 301     | 6.0     | 7.0     | 8.0     |
| 226     | 5.0     | 5.0     | 6.0     | 302     | 6.0     | 7.0     | 8.0     |
| 227     | 5.0     | 5.0     | 6.0     | 303     | 6.0     | 7.0     | 8.0     |
| 228     | 5.0     | 5.0     | 6.0     | 304     | 6.0     | 7.0     | 8.0     |
| 229     | 5.0     | 5.0     | 6.0     | 304.5   | 7.0     | 7.0     | 8.0     |
| 230     | 5.0     | 5.0     | 6.0     | 305     | 7.0     | 7.0     | 8.0     |
| 231     | 5.0     | 5.0     | 6.0     | 306     | 7.0     | 7.0     | 8.0     |
| 232     | 5.0     | 5.0     | 6.0     | 307     | 7.0     | 7.0     | 8.0     |
| 233     | 5.0     | 5.0     | 6.0     | 308     | 7.0     | 7.0     | 8.0     |
| 234     | 5.0     | 5.0     | 6.0     | 309     | 7.0     | 7.0     | 8.0     |
| 235     | 5.0     | 5.0     | 6.0     | 310     | 7.0     | 7.0     | 8.0     |
| 236     | 5.0     | 5.0     | 6.0     | 311     | 7.0     | 7.0     | 8.0     |
| 237     | 5.0     | 5.0     | 6.0     | 312     | 7.0     | 7.0     | 8.0     |
| 238     | 5.0     | 5.0     | 6.0     | 313     | 7.0     | 7.0     | 8.0     |
| 239     | 5.0     | 5.0     | 6.0     | 314     | 7.0     | 7.0     | 8.0     |
| 240     | 5.0     | 6.0     | 6.0     | 315     | 7.0     | 7.0     | 8.0     |
| 241     | 5.0     | 6.0     | 6.0     | 316     | 7.0     | 7.0     | 8.0     |
| 242     | 5.0     | 6.0     | 6.0     | 317     | 7.0     | 7.0     | 8.0     |
| 243     | 5.0     | 6.0     | 6.0     | 318     | 7.0     | 7.0     | 8.0     |
| 244     | 5.0     | 6.0     | 6.0     | 319     | 7.0     | 7.0     | 8.0     |
| 245     | 5.0     | 6.0     | 6.0     | 320     | 7.0     | 8.0     | 8.0     |
| 246     | 5.0     | 6.0     | 6.0     | 321     | 7.0     | 8.0     | 8.0     |
| 247     | 5.0     | 6.0     | 6.0     | 322     | 7.0     | 8.0     | 8.0     |
| 248     | 5.0     | 6.0     | 6.0     | 323     | 7.0     | 8.0     | 8.0     |
| 249     | 5.0     | 6.0     | 6.0     | 324     | 7.0     | 8.0     | 8.0     |
| 250     | 5.0     | 6.0     | 6.0     | 325     | 7.0     | 8.0     | 8.0     |
| 251     | 5.0     | 6.0     | 6.0     | 326     | 7.0     | 8.0     | 8.0     |
| 252     | 5.0     | 6.0     | 6.0     | 327     | 7.0     | 8.0     | 8.0     |
| 253     | 5.0     | 6.0     | 6.0     | 328     | 7.0     | 8.0     | 8.0     |
| 254     | 5.0     | 6.0     | 6.0     | 329     | 7.0     | 8.0     | 8.0     |
| 255     | 5.0     | 6.0     | 6.0     | 330     | 7.0     | 8.0     | 8.0     |
| 256     | 5.0     | 6.0     | 6.0     | 331     | 7.0     | 8.0     | 8.0     |
| 257     | 5.0     | 6.0     | 6.0     | 332     | 7.0     | 8.0     | 8.0     |
| 258     | 5.0     | 6.0     | 6.0     | 333     | 7.0     | 8.0     | 8.0     |
| 259     | 5.0     | 6.0     | 6.0     | 333.5   | 7.0     | 8.0     | 9.0     |
| 259.5   | 5.0     | 6.0     | 7.0     | 334     | 7.0     | 8.0     | 9.0     |
| 260     | 5.0     | 6.0     | 7.0     | 335     | 7.0     | 8.0     | 9.0     |
| 261     | 6.0     | 6.0     | 7.0     | 336     | 7.0     | 8.0     | 9.0     |

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※従業員数とは障害者雇用状況報告書上の法定雇用障害者の算定の基礎となる労働者の数を、雇用数とは法定雇用率達成に必要な雇用障害者数を意味します。

★詳しい計算方法などは「障害者雇用状況報告書及び記入要領等」をご確認ください。