

(高 校 卒)

初任給金額階層	新 卒 事 務 員								新 卒 技 術 者							
	企 業 規 模								企 業 規 模							
	規 模 計		1,000人以上		100人以上 1,000人未満		50人以上 100人未満		規 模 計		1,000人以上		100人以上 1,000人未満		50人以上 100人未満	
	百分比	累 計	百分比	累 計	百分比	累 計	百分比	累 計	百分比	累 計	百分比	累 計	百分比	累 計	百分比	累 計
% %		% %		% %		% %		% %		% %		% %		% %		
150,000 円未満	4.5	4.5	-	-	8.4	8.4	-	-	-	-	-	-	-	-	-	
150,000 ~ 150,999 円	-	4.5	-	-	-	8.4	-	-	-	-	-	-	-	-	-	
151,000 ~ 151,999	-	4.5	-	-	-	8.4	-	-	-	-	-	-	-	-	-	
152,000 ~ 152,999	-	4.5	-	-	-	8.4	-	-	-	-	-	-	-	-	-	
153,000 ~ 153,999	-	4.5	-	-	-	8.4	-	-	-	-	-	-	-	-	-	
154,000 ~ 154,999	-	4.5	-	-	-	8.4	-	-	-	-	-	-	-	-	-	
155,000 ~ 155,999	1.4	5.9	3.6	3.6	-	8.4	-	-	-	-	-	-	-	-	-	
156,000 ~ 156,999	-	5.9	-	3.6	-	8.4	-	-	-	-	-	-	-	-	-	
157,000 ~ 157,999	1.3	7.2	-	3.6	2.4	10.8	-	-	2.6	2.6	-	-	4.4	4.4	-	
158,000 ~ 158,999	6.0	13.2	-	3.6	11.2	22.0	-	-	-	2.6	-	-	-	4.4	-	
159,000 ~ 159,999	-	13.2	-	3.6	-	22.0	-	-	-	2.6	-	-	-	4.4	-	
160,000 ~ 160,999	3.8	17.0	9.8	13.4	-	22.0	-	-	-	2.6	-	-	-	4.4	-	
161,000 ~ 161,999	3.1	20.1	-	13.4	5.8	27.8	-	-	-	2.6	-	-	-	4.4	-	
162,000 ~ 162,999	1.4	21.5	3.5	16.9	-	27.8	-	-	-	2.6	-	-	-	4.4	-	
163,000 ~ 163,999	7.7	29.2	8.8	25.7	8.1	35.9	-	-	2.9	5.5	13.0	13.0	-	4.4	-	
164,000 ~ 164,999	-	29.2	-	25.7	-	35.9	-	-	-	5.5	-	13.0	-	4.4	-	
165,000 ~ 165,999	5.3	34.5	3.8	29.5	7.2	43.1	-	-	12.0	17.5	-	13.0	16.2	20.6	12.9	
166,000 ~ 166,999	1.3	35.8	3.3	32.8	-	43.1	-	-	6.3	23.8	-	13.0	10.5	31.1	-	
167,000 ~ 167,999	4.9	40.7	-	32.8	9.2	52.3	-	-	7.7	31.5	26.1	39.1	3.2	34.3	-	
168,000 ~ 168,999	3.2	43.9	3.6	36.4	3.3	55.6	-	-	2.0	33.5	8.9	48.0	-	34.3	-	
169,000 ~ 169,999	1.9	45.8	-	36.4	3.5	59.1	-	-	-	33.5	-	48.0	-	34.3	-	
170,000 ~ 170,999	6.5	52.3	-	36.4	12.0	71.1	-	-	2.6	36.1	11.5	59.5	-	34.3	-	
171,000 ~ 171,999	-	52.3	-	36.4	-	71.1	-	-	-	36.1	-	59.5	-	34.3	-	
172,000 ~ 172,999	1.9	54.2	5.2	41.6	-	71.1	-	-	2.9	39.0	13.0	72.5	-	34.3	-	
173,000 ~ 173,999	1.5	55.7	-	41.6	2.6	73.7	-	-	1.7	40.7	-	72.5	3.0	37.3	-	
174,000 ~ 174,999	3.6	59.3	4.1	45.7	3.8	77.5	-	-	-	40.7	-	72.5	-	37.3	-	
175,000 ~ 175,999	8.4	67.7	9.3	55.0	-	77.5	61.6	61.6	1.9	42.6	-	72.5	3.1	40.4	-	
176,000 ~ 176,999	-	67.7	-	55.0	-	77.5	-	61.6	5.0	47.6	-	72.5	8.4	48.8	-	
177,000 ~ 177,999	1.2	68.9	-	55.0	2.2	79.7	-	61.6	1.8	49.4	-	72.5	2.9	51.7	-	
178,000 ~ 178,999	-	68.9	-	55.0	-	79.7	-	61.6	-	49.4	-	72.5	-	51.7	-	
179,000 ~ 179,999	7.4	76.3	19.6	74.6	-	79.7	-	61.6	3.0	52.4	-	72.5	5.1	56.8	-	
180,000 ~ 180,999	1.9	78.2	-	74.6	3.4	83.1	-	61.6	7.2	59.6	-	72.5	4.6	61.4	24.7	
181,000 ~ 181,999	-	78.2	-	74.6	-	83.1	-	61.6	5.8	65.4	19.1	91.6	2.5	63.9	-	
182,000 ~ 182,999	-	78.2	-	74.6	-	83.1	-	61.6	-	65.4	-	91.6	-	63.9	-	
183,000 ~ 183,999	-	78.2	-	74.6	-	83.1	-	61.6	-	65.4	-	91.6	-	63.9	-	
184,000 ~ 184,999	-	78.2	-	74.6	-	83.1	-	61.6	-	65.4	-	91.6	-	63.9	-	
185,000 ~ 185,999	1.4	79.6	-	74.6	2.6	85.7	-	61.6	7.1	72.5	-	91.6	4.6	68.5	24.8	
186,000 ~ 186,999	4.6	84.2	4.1	78.7	-	85.7	38.4	100.0	1.9	74.4	8.4	100.0	-	68.5	-	
187,000 ~ 187,999	4.0	88.2	-	78.7	7.5	93.2	-	100.0	-	74.4	-	100.0	-	68.5	-	
188,000 ~ 188,999	1.8	90.0	-	78.7	3.4	96.6	-	100.0	2.3	76.7	-	100.0	-	68.5	12.9	
189,000 ~ 189,999	-	90.0	-	78.7	-	96.6	-	100.0	6.2	82.9	-	100.0	2.9	71.4	24.7	
190,000 ~ 190,999	1.8	91.8	4.5	83.2	-	96.6	-	100.0	2.8	85.7	-	100.0	4.6	76.0	-	
191,000 ~ 191,999	-	91.8	-	83.2	-	96.6	-	100.0	-	85.7	-	100.0	-	76.0	-	
192,000 ~ 192,999	1.7	93.5	4.6	87.8	-	96.6	-	100.0	-	85.7	-	100.0	-	76.0	-	
193,000 ~ 193,999	-	93.5	-	87.8	-	96.6	-	100.0	4.2	89.9	-	100.0	7.1	83.1	-	
194,000 ~ 194,999	-	93.5	-	87.8	-	96.6	-	100.0	2.5	92.4	-	100.0	4.1	87.2	-	
195,000 ~ 195,999	4.8	98.3	7.6	95.4	3.4	100.0	-	100.0	2.7	95.1	-	100.0	4.6	91.8	-	
196,000 ~ 196,999	-	98.3	-	95.4	-	100.0	-	100.0	-	95.1	-	100.0	-	91.8	-	
197,000 ~ 197,999	-	98.3	-	95.4	-	100.0	-	100.0	-	95.1	-	100.0	-	91.8	-	
198,000 ~ 198,999	-	98.3	-	95.4	-	100.0	-	100.0	-	95.1	-	100.0	-	91.8	-	
199,000 ~ 199,999	-	98.3	-	95.4	-	100.0	-	100.0	-	95.1	-	100.0	-	91.8	-	
200,000 円以上	1.7	100.0	4.6	100.0	-	100.0	-	100.0	4.9	100.0	-	100.0	8.2	100.0	-	
(平均初任給月額)	円		円		円		円		円		円		円		円	
	172,106		175,807		168,448		179,333		178,139		172,180		179,028		182,554	