

**第2表 学歴別、初任給金額階層別、企業規模別 事業所分布（新卒事務員・技術者）  
（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 (100人以上)		1,000人以上		100人以上 1000人未満		【参考】 50人以上 100人未満		規模計 (100人以上)		1,000人以上		100人以上 1000人未満		【参考】 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
190,000 円未満	12.1	12.1	11.2	11.2	12.5	12.5	-	-	14.4	14.4	5.6	5.6	21.1	21.1	100.0	100.0
190,000 ~ 190,999 円	10.0	22.1	-	11.2	14.8	27.3	-	-	-	14.4	-	5.6	-	21.1	-	100.0
191,000 ~ 191,999	-	22.1	-	11.2	-	27.3	-	-	-	14.4	-	5.6	-	21.1	-	100.0
192,000 ~ 192,999	4.1	26.2	12.7	23.9	-	27.3	-	-	-	14.4	-	5.6	-	21.1	-	100.0
193,000 ~ 193,999	4.0	30.2	12.3	36.2	-	27.3	-	-	-	14.4	-	5.6	-	21.1	-	100.0
194,000 ~ 194,999	6.4	36.6	-	36.2	9.5	36.8	-	-	-	14.4	-	5.6	-	21.1	-	100.0
195,000 ~ 195,999	3.9	40.5	11.9	48.1	-	36.8	-	-	5.9	20.3	-	5.6	10.4	31.5	-	100.0
196,000 ~ 196,999	-	40.5	-	48.1	-	36.8	-	-	-	20.3	-	5.6	-	31.5	-	100.0
197,000 ~ 197,999	-	40.5	-	48.1	-	36.8	-	-	-	20.3	-	5.6	-	31.5	-	100.0
198,000 ~ 198,999	-	40.5	-	48.1	-	36.8	-	-	-	20.3	-	5.6	-	31.5	-	100.0
199,000 ~ 199,999	-	40.5	-	48.1	-	36.8	-	-	-	20.3	-	5.6	-	31.5	-	100.0
200,000 ~ 200,999	15.4	55.9	12.7	60.8	16.7	53.5	-	-	4.5	24.8	10.4	16.0	-	31.5	-	100.0
201,000 ~ 201,999	5.5	61.4	-	60.8	8.2	61.7	-	-	2.1	26.9	4.9	20.9	-	31.5	-	100.0
202,000 ~ 202,999	6.3	67.7	-	60.8	9.3	71.0	-	-	2.2	29.1	5.0	25.9	-	31.5	-	100.0
203,000 ~ 203,999	3.7	71.4	-	60.8	5.5	76.5	-	-	-	29.1	-	25.9	-	31.5	-	100.0
204,000 ~ 204,999	-	71.4	-	60.8	-	76.5	-	-	-	29.1	-	25.9	-	31.5	-	100.0
205,000 ~ 205,999	-	71.4	-	60.8	-	76.5	-	-	8.6	37.7	8.1	34.0	9.0	40.5	-	100.0
206,000 ~ 206,999	-	71.4	-	60.8	-	76.5	-	-	-	37.7	-	34.0	-	40.5	-	100.0
207,000 ~ 207,999	-	71.4	-	60.8	-	76.5	-	-	-	37.7	-	34.0	-	40.5	-	100.0
208,000 ~ 208,999	3.7	75.1	-	60.8	5.5	82.0	-	-	-	37.7	-	34.0	-	40.5	-	100.0
209,000 ~ 209,999	-	75.1	-	60.8	-	82.0	-	-	-	37.7	-	34.0	-	40.5	-	100.0
210,000 ~ 210,999	-	75.1	-	60.8	-	82.0	-	-	3.5	41.2	-	34.0	6.1	46.6	-	100.0
211,000 ~ 211,999	-	75.1	-	60.8	-	82.0	-	-	-	41.2	-	34.0	-	46.6	-	100.0
212,000 ~ 212,999	-	75.1	-	60.8	-	82.0	-	-	-	41.2	-	34.0	-	46.6	-	100.0
213,000 ~ 213,999	4.9	80.0	-	60.8	7.2	89.2	-	-	-	41.2	-	34.0	-	46.6	-	100.0
214,000 ~ 214,999	-	80.0	-	60.8	-	89.2	-	-	4.8	46.0	-	34.0	8.5	55.1	-	100.0
215,000 ~ 215,999	-	80.0	-	60.8	-	89.2	-	-	-	46.0	-	34.0	-	55.1	-	100.0
216,000 ~ 216,999	-	80.0	-	60.8	-	89.2	-	-	-	46.0	-	34.0	-	55.1	-	100.0
217,000 ~ 217,999	4.8	84.8	-	60.8	7.2	96.4	-	-	-	46.0	-	34.0	-	55.1	-	100.0
218,000 ~ 218,999	-	84.8	-	60.8	-	96.4	-	-	-	46.0	-	34.0	-	55.1	-	100.0
219,000 ~ 219,999	-	84.8	-	60.8	-	96.4	-	-	-	46.0	-	34.0	-	55.1	-	100.0
220,000 ~ 220,999	2.5	87.3	-	60.8	3.6	100.0	-	-	8.6	54.6	-	34.0	15.1	70.2	-	100.0
221,000 ~ 221,999	-	87.3	-	60.8	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
222,000 ~ 222,999	-	87.3	-	60.8	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
223,000 ~ 223,999	-	87.3	-	60.8	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
224,000 ~ 224,999	3.5	90.8	10.8	71.6	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
225,000 ~ 225,999	-	90.8	-	71.6	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
226,000 ~ 226,999	-	90.8	-	71.6	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
227,000 ~ 227,999	-	90.8	-	71.6	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
228,000 ~ 228,999	-	90.8	-	71.6	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
229,000 ~ 229,999	-	90.8	-	71.6	-	100.0	-	-	-	54.6	-	34.0	-	70.2	-	100.0
230,000 ~ 230,999	2.0	92.8	6.4	78.0	-	100.0	-	-	4.8	59.4	5.6	39.6	4.2	74.4	-	100.0
231,000 ~ 231,999	-	92.8	-	78.0	-	100.0	-	-	-	59.4	-	39.6	-	74.4	-	100.0
232,000 ~ 232,999	-	92.8	-	78.0	-	100.0	-	-	-	59.4	-	39.6	-	74.4	-	100.0
233,000 ~ 233,999	7.2	100.0	22.0	100.0	-	100.0	-	-	-	59.4	-	39.6	-	74.4	-	100.0
234,000 ~ 234,999	-	100.0	-	100.0	-	100.0	-	-	2.3	61.7	-	39.6	4.2	78.6	-	100.0
235,000 ~ 235,999	-	100.0	-	100.0	-	100.0	-	-	4.4	66.1	-	39.6	7.6	86.2	-	100.0
236,000 ~ 236,999	-	100.0	-	100.0	-	100.0	-	-	-	66.1	-	39.6	-	86.2	-	100.0
237,000 ~ 237,999	-	100.0	-	100.0	-	100.0	-	-	-	66.1	-	39.6	-	86.2	-	100.0
238,000 ~ 238,999	-	100.0	-	100.0	-	100.0	-	-	-	66.1	-	39.6	-	86.2	-	100.0
239,000 ~ 239,999	-	100.0	-	100.0	-	100.0	-	-	-	66.1	-	39.6	-	86.2	-	100.0
240,000 円以上	-	100.0	-	100.0	-	100.0	-	-	33.9	100.0	60.4	100.0	13.8	100.0	-	100.0
(平均初任給月額)	202,468 円		208,106 円		199,755 円		-		225,108 円		235,565 円		217,153 円		183,300 円	