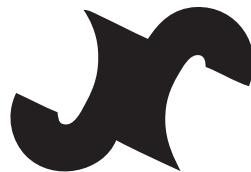


那覇・沖縄・浦添市内における

令和4年度  
**賃金実態調査報告書**

令和4年12月



沖縄商工会議所  
浦添商工会議所  
那覇商工会議所

## 発刊にあたり

本報告書は令和4年7月に那覇・沖縄・浦添の3商工会議所傘下の法人企業を対象に「実在者賃金実態調査」を実施し、その集計結果の概要を取りまとめたものです。

報告書では、業種別賃金比較・従業員規模別賃金比較、付帯調査として定期昇給・初任給・諸手当の支給状況、統計資料として業種や学歴・職務・年齢・勤続年数等で詳細な賃金データを掲載しております。

本調査を実施した3商工会議所と致しましては、本報告書が企業経営の合理的な労務管理と労使双方の円滑な関係を構築する参考資料となれば幸いと存じます。

最後に、本調査に快くご協力賜りました那覇・沖縄・浦添商工会議所の法人会員企業各位に対し、心より厚く御礼申し上げます。

令和4年12月吉日

沖縄商工会議所

浦添商工会議所

那覇商工会議所

# 目 次

## 調査実施要領

|                   |   |
|-------------------|---|
| 1. 調査目的           | 1 |
| 2. 調査対象           | 1 |
| 3. 調査方法           | 1 |
| 4. 調査時期           | 1 |
| 5. 回収状況           | 1 |
| 6. 調査項目           | 1 |
| 7. 設定条件           | 2 |
| 8. 調査集計区分         | 2 |
| 9. 集計方法並びに集計上の問題点 | 3 |
| 10. 本報告書利用上の注意    | 3 |
| 11. 基準内賃金の内訳      | 3 |

## 実在者賃金実態調査について

|               |   |
|---------------|---|
| 1. 回答状況       | 5 |
| 2. 賃金の推移      | 6 |
| 3. 業種別賃金比較    | 6 |
| 4. 従業員規模別賃金比較 | 6 |

## 付帯調査

|                            |    |
|----------------------------|----|
| 1. 賃金について                  |    |
| (1) 定期昇給について               | 25 |
| (2) 定期昇給率について              | 26 |
| (3) 賞与について                 |    |
| ① 賞与年間支給回数                 | 27 |
| ② 賞与支給率並びに賞与額              | 28 |
| 2. 初任給について                 |    |
| (1) 2020年度における新卒者の採用の有無    | 29 |
| (2) 2020年度の初任給             | 30 |
| 3. パートタイマー等について            |    |
| (1) パートタイマーやアルバイトの雇用状況について | 34 |
| (2) パートタイマーやアルバイトの雇用人数について | 35 |
| (3) 1時間当たりの賃金              | 36 |
| (4) 交通費の支給について             | 37 |
| (5) パートタイマー等の雇用理由について      | 38 |
| 4. 退職金制度について               |    |
| (1) 退職金制度の有無について           | 39 |
| (2) 退職金制度を設ける予定について        | 40 |
| 5. 諸手当について                 |    |
| 諸手当支給状況                    | 41 |
| 役付手当・業種別                   | 42 |
| 役付手当・従業員規模別                | 43 |

## 統 計 編 (1)

|                   |                      |     |
|-------------------|----------------------|-----|
| 男性・全従業員規模・学歴別・業種別 | (全業種) .....          | 45  |
|                   | (製造業) .....          | 48  |
|                   | (建設業) .....          | 51  |
|                   | (卸・小売業) .....        | 54  |
|                   | (金融・保険・不動産業) .....   | 57  |
|                   | (運輸・情報通信業) .....     | 60  |
|                   | (飲食店・宿泊業) .....      | 63  |
|                   | (専門サービス業) .....      | 66  |
|                   | (コンピュータソフト関連業) ..... | 69  |
|                   | (その他サービス業) .....     | 72  |
| 女性・全従業員規模・学歴別・業種別 | (全業種) .....          | 75  |
|                   | (製造業) .....          | 78  |
|                   | (建設業) .....          | 81  |
|                   | (卸・小売業) .....        | 84  |
|                   | (金融・保険・不動産業) .....   | 87  |
|                   | (運輸・情報通信業) .....     | 90  |
|                   | (飲食店・宿泊業) .....      | 93  |
|                   | (専門サービス業) .....      | 96  |
|                   | (コンピュータソフト関連業) ..... | 99  |
|                   | (その他サービス業) .....     | 102 |

## 統 計 編 (2)

|                   |               |     |
|-------------------|---------------|-----|
| 男性・全業種・学歴別・従業員規模別 | (1～5人) .....  | 105 |
|                   | (6～20人) ..... | 108 |
|                   | (21人以上) ..... | 111 |
| 女性・全業種・学歴別・従業員規模別 | (1～5人) .....  | 114 |
|                   | (6～20人) ..... | 117 |
|                   | (21人以上) ..... | 120 |

## 統 計 編 (3)

|                        |       |     |
|------------------------|-------|-----|
| 男性・全業種全従業員規模・学歴別・勤続年数別 | ..... | 123 |
| 女性・全業種全従業員規模・学歴別・勤続年数別 | ..... | 126 |

## 資 料 編

|          |       |     |
|----------|-------|-----|
| 調査票      | ..... | 129 |
| 沖縄県の最低賃金 | ..... | 131 |

## 調査実施要領

### 1. 調査目的

この調査は、那覇市、沖縄市、浦添市の地域における法人事業所の実在者賃金等の実態を調査し、各設定条件別に集計分析して明らかにすることにより、各企業における賃金及び労務管理検討のための資料を提供することを目的とする。

### 2. 調査対象

那覇市、沖縄市、浦添市の法人事業所（支店・営業所等を除く）の中から3,603社を無作為で抽出。

### 3. 調査方法

郵送方法によるアンケート調査（調査票 129頁参照）

### 4. 調査時期

令和4年6月末日を基準とし、7月1日～7月31日までを調査期間とした。

### 5. 回収状況

回収事業所数 705件、回答率19.6%

### 6. 調査項目

#### (1) 賃金について

- ①定期昇給の有無
- ②定期昇給の昇給率
- ③賞与の年間支給回数
- ④年間賞与が給与月額の何ヶ月分か

#### (2) 初任給について

- ①2022年度新卒者の採用の有無
- ②2022年度採用（新卒者）初任給の金額

#### (3) パートタイマー等について（派遣社員を除く）

- ①パートタイマー等の雇用の有無
- ②雇用人数
- ③一時間当たりの賃金
- ④交通費の支給の有無
- ⑤雇用理由について

#### (4) 退職金制度について

- ①退職金制度の有無
- ②退職金制度を設ける予定

#### (5) 諸手当について（時間外手当を除く）

## 7. 設定条件

本調査は、基準内賃金の基本給と諸手当（扶養、住宅、役職、その他）を設定条件に調査集計したものであり、基準外賃金（通勤手当、時間外手当）は含まれていない。

### （1）学歴

「大学卒」「短大・高等専修学校卒」「中学・高校卒」の3区分とした。

### （2）職位区分

部長（部長、部次長、部長代理、支配人）

課長（課長、課長代理、課長補佐、支店長）

係長・主任（係長、支店長代理、出張所所長、現場監督、主任、職長、班長）

一般職 上記以外の者で役職手当が付かない者

### （3）職務区分

「事務」「営業」「生産・技術」「その他」の4区分とした。

## 8. 調査集計区分

### （1）業種区分

「製造業」「建設業」「卸・小売業」「金融・保険・不動産業」

「運輸・通信業」「飲食店・宿泊業」「専門サービス業」

「コンピュータソフト関連業」「その他サービス業」の9分類とした。

### （2）従業員規模区分

#### （a）賃金調査

1～5人、6～20人、21人以上 の3区分とした

#### （b）付帯調査

1～5人、6～10人、11～20人、21～50人、51～100人

101人以上 の6区分とした

### （3）年齢区分

- |                   |                   |
|-------------------|-------------------|
| ・ 19才             | ・ 35才（33才～37才の平均） |
| ・ 20才             | ・ 40才（38才～42才の平均） |
| ・ 21才             | ・ 45才（43才～47才の平均） |
| ・ 22才             | ・ 50才（48才～52才の平均） |
| ・ 25才（23才～27才の平均） | ・ 55才（53才～57才の平均） |
| ・ 30才（28才～32才の平均） | ・ 58才以上の平均        |

## 9. 集計方法並びに集計上の問題点

集計方法は電子計算機による単純算術平均とし(集計は沖縄商工会議所会員サービス課へ委託) 小数点第2位まで算出し、四捨五入により第1位まで表記したので、内訳と合計が一致しない場合がある。また、有効回答事業所の中には年齢・学歴等の項目に記入漏れもあって、事業所数、学歴、年齢等の数字に若干の差異が生じるものもある。

## 10. 本報告書利用上の注意

集計企業数の少ない部分は、結果が回答事業所の記入状況に左右されることが多く、利用に当たってはこの点を充分ご考慮頂きたい。また、各データは、単純算術平均値のため、最高・最低値に大きく影響される場合がある。従って平均値とともに最高値、最低値も参考にして頂きたい。さらに実在者賃金の実態調査のため、賃金推移のグラフに途切れた部分が生じることがある。

また、利用者から時系列比較を要望する声もあるが、毎年回答事業所の入れ替わりや件数に増減があり、集計したデータについては厳密な意味での時系列比較は難しい。

## 11. 基準内賃金の内訳

| 基準内賃金（通勤手当・時間外手当を除く） |        |
|----------------------|--------|
| 基 本 給                | 諸 手 当  |
| 本 給                  | 役付手当   |
| 年 齢 給                | 家族手当   |
| 学 歴 給                | 精皆勤手当  |
| 勤 続 給                | 住宅手当   |
| 職 務 給                | 食事手当   |
|                      | 特殊勤務手当 |
| など                   | など     |

# **令和4年度実在者賃金実態調査について**

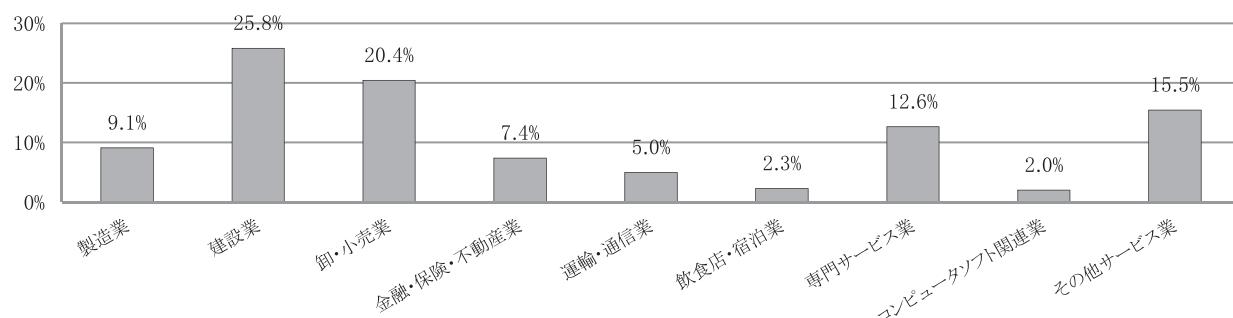
## 1. 回答状況

回答状況は総数で705件、業種別では「建設業」が182件と最も多く、次いで「卸・小売業」が144件、また、従業員規模別では「1～5人」規模が254事業所と最も多く回答している。

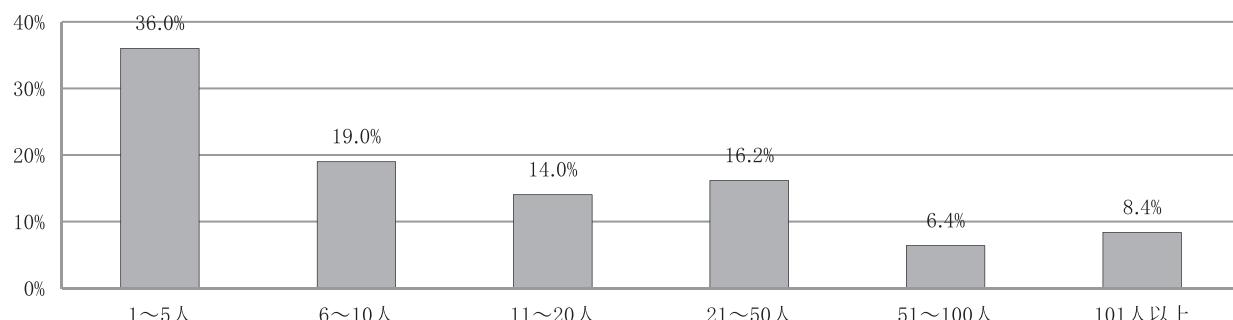
回答状況(業種別・従業員規模別)

| 業種           | 1～5人         | 6～10人        | 11～20人      | 21～50人       | 51～100人     | 101人以上      | 合計            |
|--------------|--------------|--------------|-------------|--------------|-------------|-------------|---------------|
| 製造業          | 21<br>32.8%  | 10<br>15.6%  | 9<br>14.1%  | 14<br>21.9%  | 5<br>7.8%   | 5<br>7.8%   | 64<br>100.0%  |
| 建設業          | 65<br>35.7%  | 31<br>17.0%  | 34<br>18.7% | 41<br>22.5%  | 6<br>3.3%   | 5<br>2.7%   | 182<br>100.0% |
| 卸・小売業        | 43<br>29.9%  | 31<br>21.5%  | 14<br>9.7%  | 21<br>14.6%  | 17<br>11.8% | 18<br>12.5% | 144<br>100.0% |
| 金融・保険・不動産業   | 24<br>46.2%  | 11<br>21.2%  | 3<br>5.8%   | 5<br>9.6%    | 4<br>7.7%   | 5<br>9.6%   | 52<br>100.0%  |
| 運輸・通信業       | 4<br>11.4%   | 7<br>20.0%   | 6<br>17.1%  | 8<br>22.9%   | 1<br>2.9%   | 9<br>25.7%  | 35<br>100.0%  |
| 飲食店・宿泊業      | 5<br>31.3%   | 4<br>25.0%   | 1<br>6.3%   | 0<br>0.0%    | 3<br>18.8%  | 3<br>18.8%  | 16<br>100.0%  |
| 専門サービス業      | 40<br>44.9%  | 20<br>22.5%  | 17<br>19.1% | 9<br>10.1%   | 2<br>2.2%   | 1<br>1.1%   | 89<br>100.0%  |
| コンピュータソフト関連業 | 2<br>14.3%   | 2<br>14.3%   | 3<br>21.4%  | 2<br>14.3%   | 3<br>21.4%  | 2<br>14.3%  | 14<br>100.0%  |
| その他サービス業     | 50<br>45.9%  | 18<br>16.5%  | 12<br>11.0% | 14<br>12.8%  | 4<br>3.7%   | 11<br>10.1% | 109<br>100.0% |
| 合計           | 254<br>36.0% | 134<br>19.0% | 99<br>14.0% | 114<br>16.2% | 45<br>6.4%  | 59<br>8.4%  | 705<br>100.0% |

【回答状況 業種別】



【回答状況 従業員規模別】



## **2. 賃金の推移**      ※全業種平均賃金はP 7～P 8、業種別はP 9～P 17を参照

賃金の推移では、全業種平均賃金を男女学歴別・年齢区分による賃金推移と、業種別（9分類）・男女学歴別・年齢区分による賃金推移の比較（グラフ）を行った。

- ・全業種平均グラフ（男性） P 7
- ・全業種平均グラフ（女性） P 8
- ・業種別グラフ（製造業） P 9
- ・業種別グラフ（建設業） P 10
- ・業種別グラフ（卸・小売業） P 11
- ・業種別グラフ（金融・保険・不動産業） P 12
- ・業種別グラフ（運輸・情報通信業） P 13
- ・業種別グラフ（飲食店・宿泊業） P 14
- ・業種別グラフ（コンピュータソフト関連業） P 15
- ・業種別グラフ（専門サービス業） P 16
- ・業種別グラフ（その他サービス業） P 17

## **3. 業種別賃金比較**      ※P 18～P 20の表を参照

業種別賃金比較では、学歴区分ごとに業種別（9分類）・年齢区分の賃金を、全業種平均の指数（100）に対し比較を行った。

- ・業種別賃金比較（大学卒） P 18
- ・業種別賃金比較（短大・高専卒） P 19
- ・業種別賃金比較（中学・高校卒） P 20

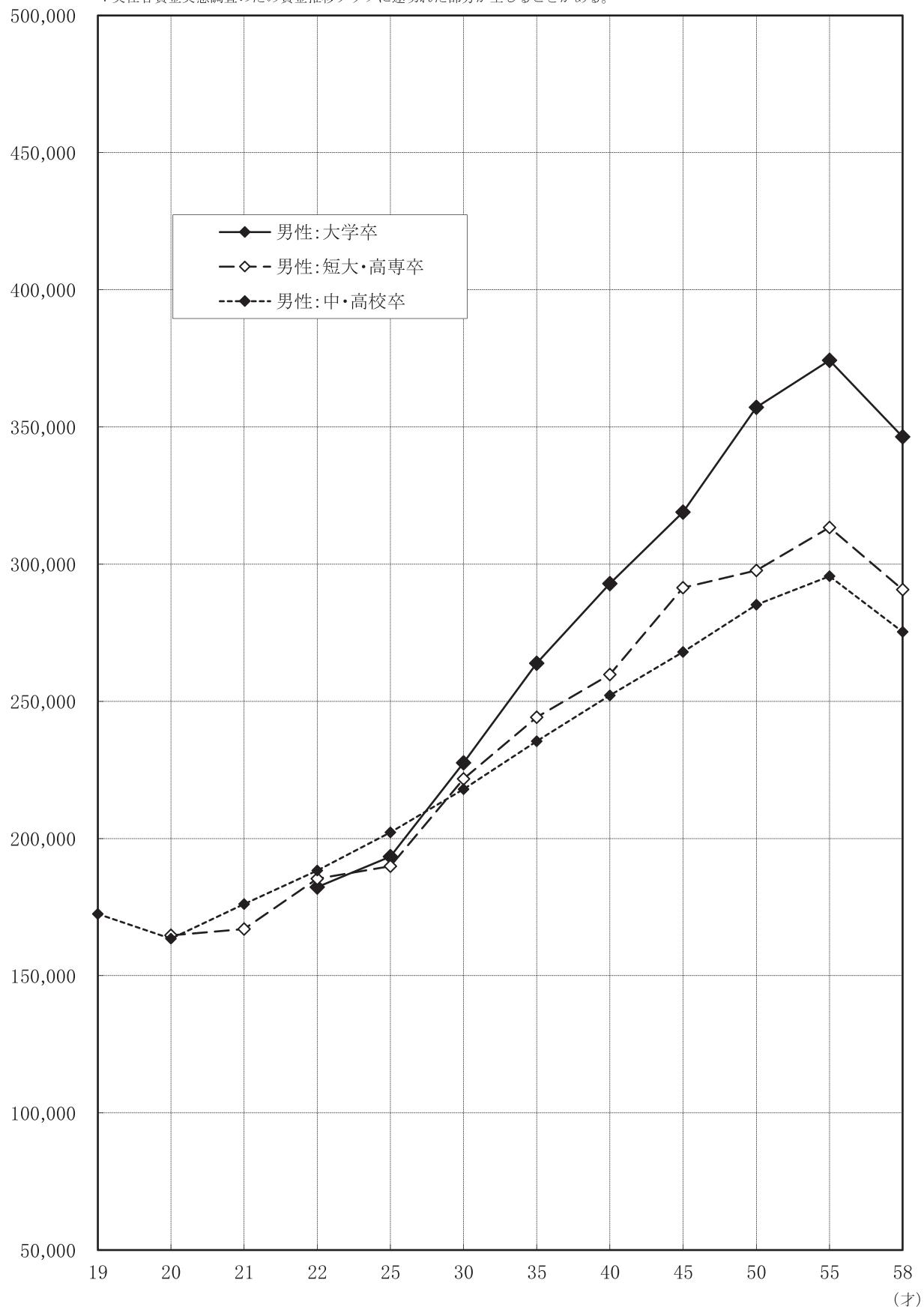
## **4. 従業員規模別賃金比較**      ※P 21～P 23の表を参照

従業員規模別賃金比較では、学歴区分ごとに従業員規模別（1～5人、6～20人、21人以上の3区分）・年齢区分の賃金を、全従業員規模平均の指数（100）に対し比較を行った。

- ・従業員規模別賃金比較（大学卒） P 21
- ・従業員規模別賃金比較（短大・高専卒） P 22
- ・従業員規模別賃金比較（中学・高校卒） P 23

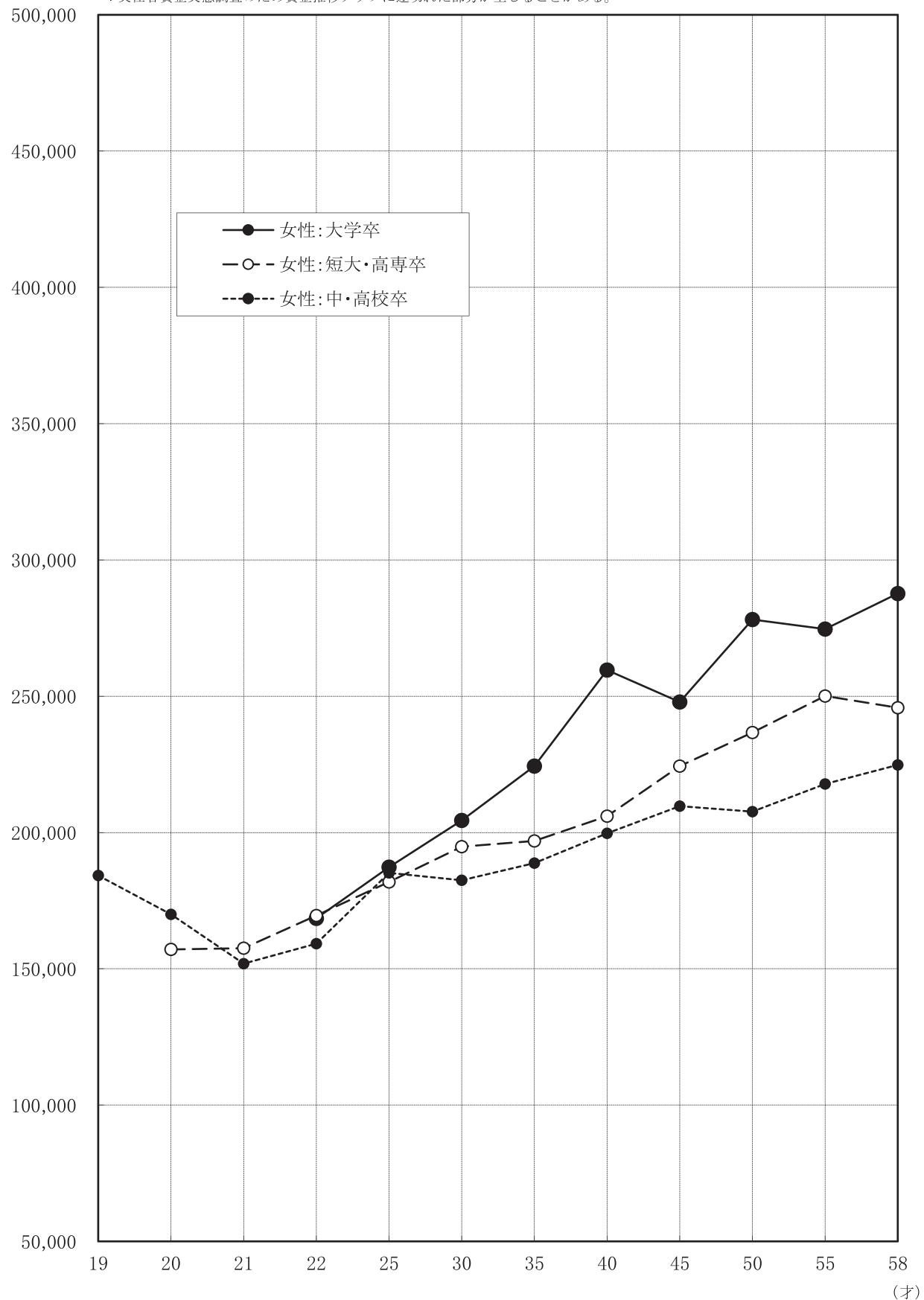
## 賃金推移(男性全業種平均)

(円) \*自社の賃金をグラフに記入し、参考資料として下さい。  
\*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。



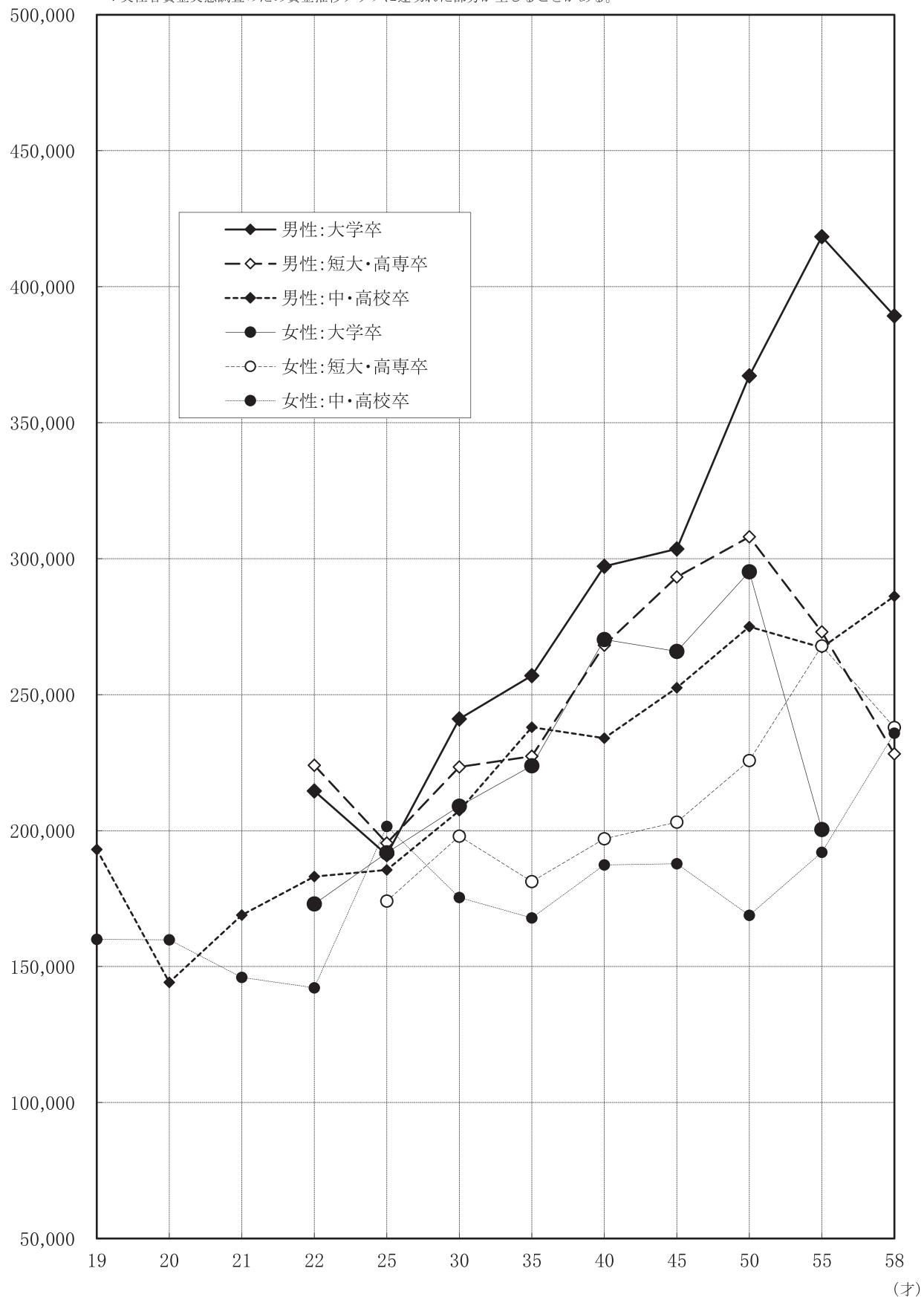
## 賃金推移(女性全業種平均)

(円) \*自社の賃金をグラフに記入し、参考資料として下さい。  
\*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。



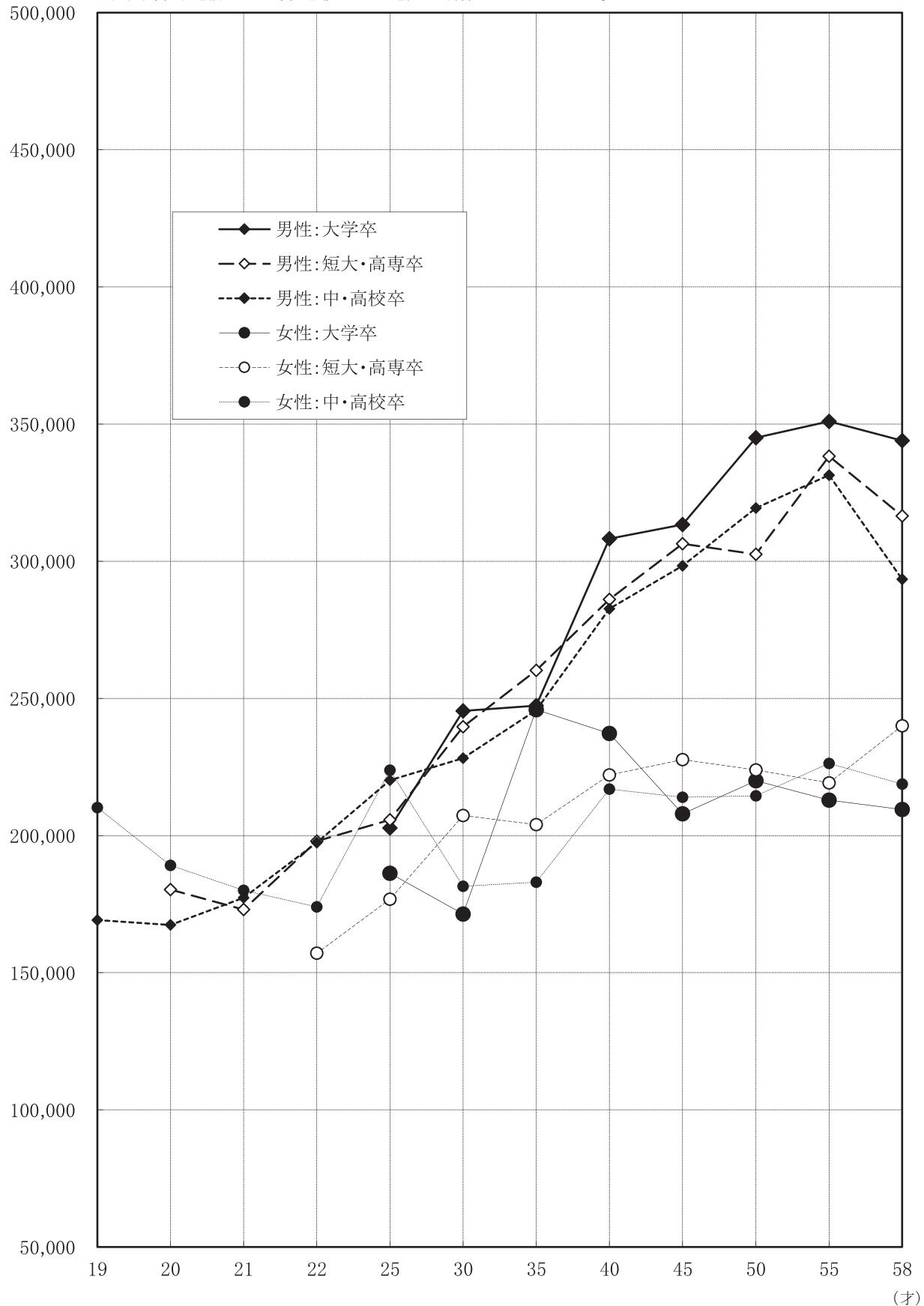
## 業種別賃金推移(製造業)

(円) \*自社の賃金をグラフに記入し、参考資料として下さい。  
 \*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。

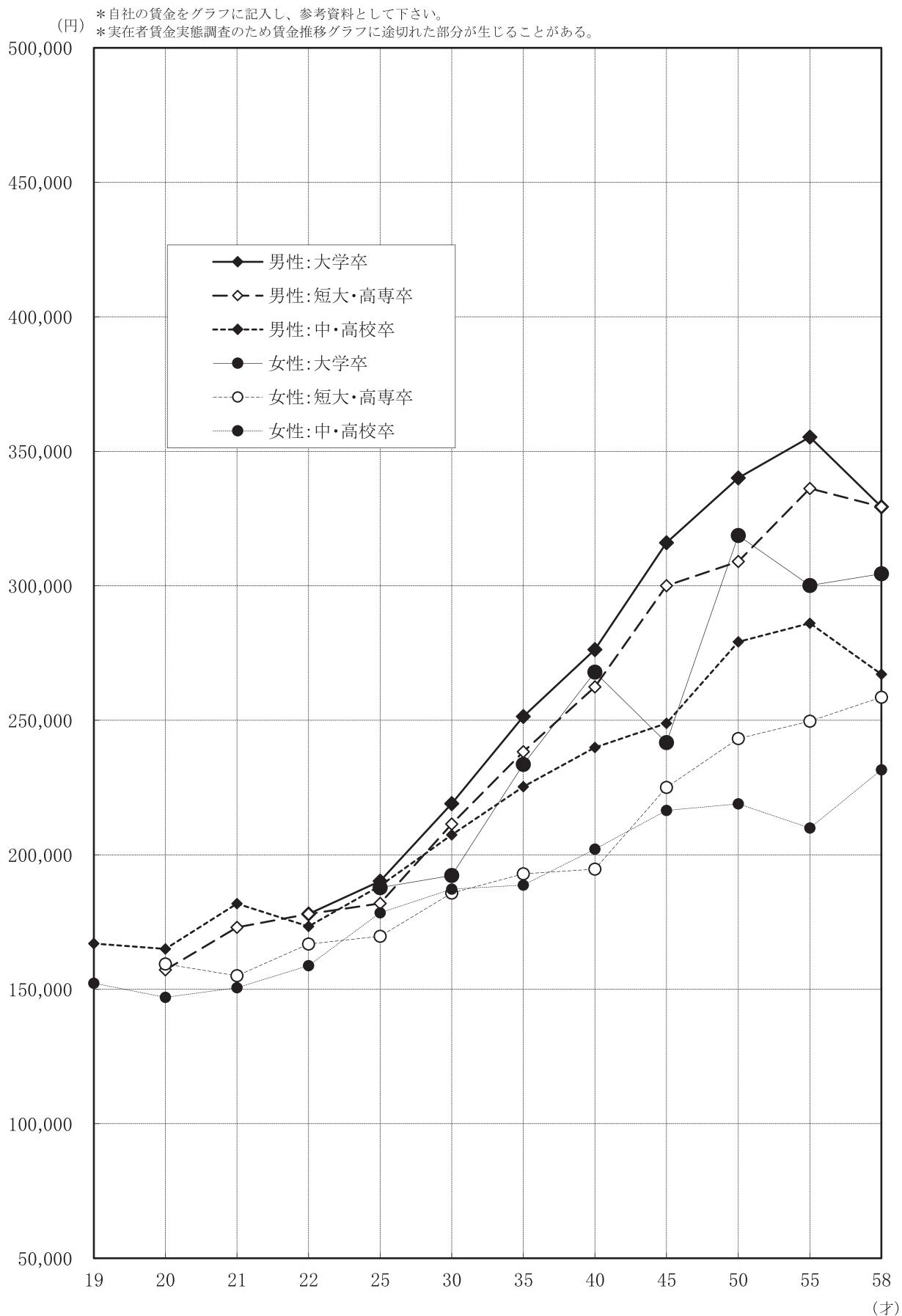


## 業種別賃金推移(建設業)

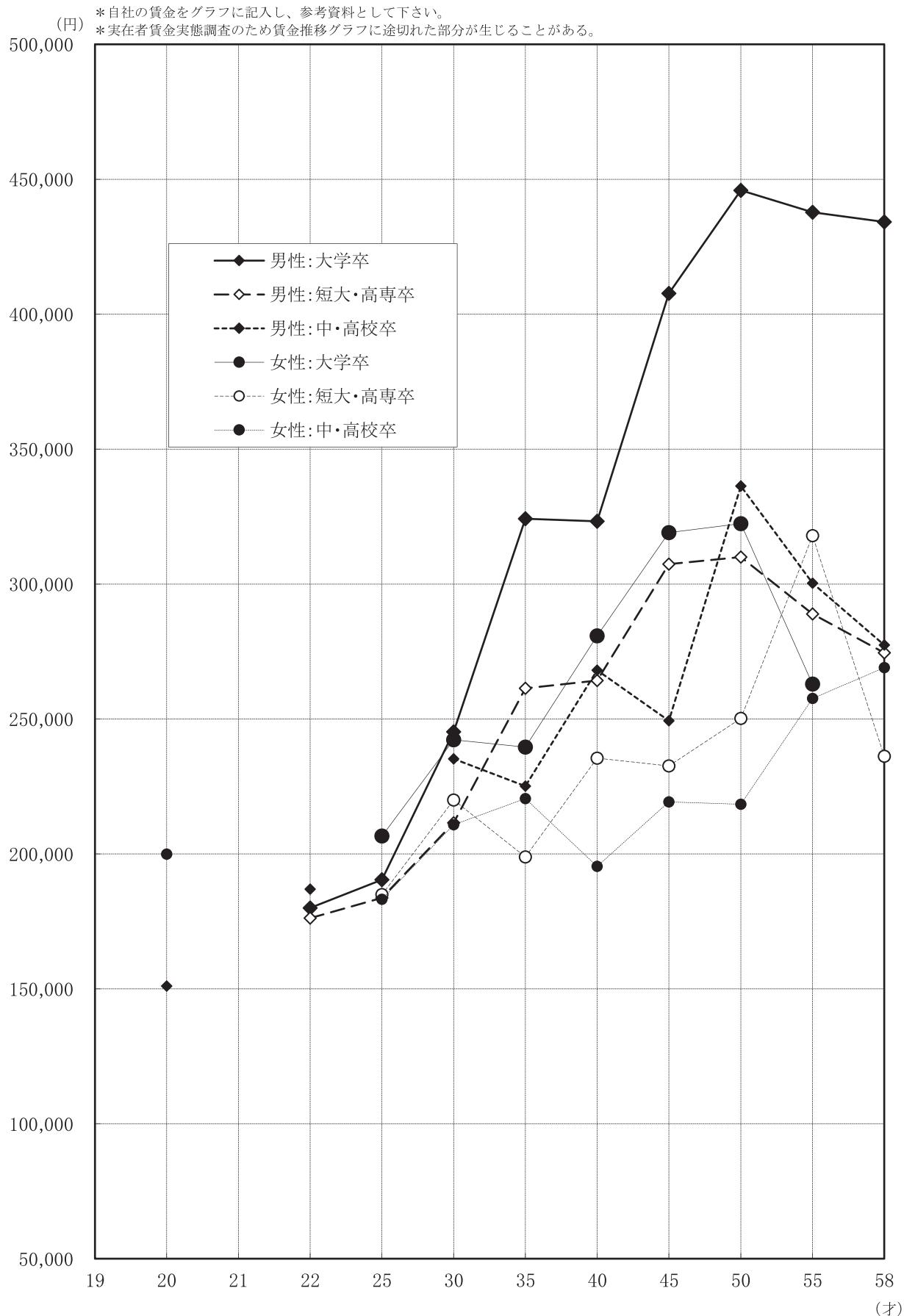
(円) \*自社の賃金をグラフに記入し、参考資料として下さい。  
 \*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。



## 業種別賃金推移(卸・小売業)

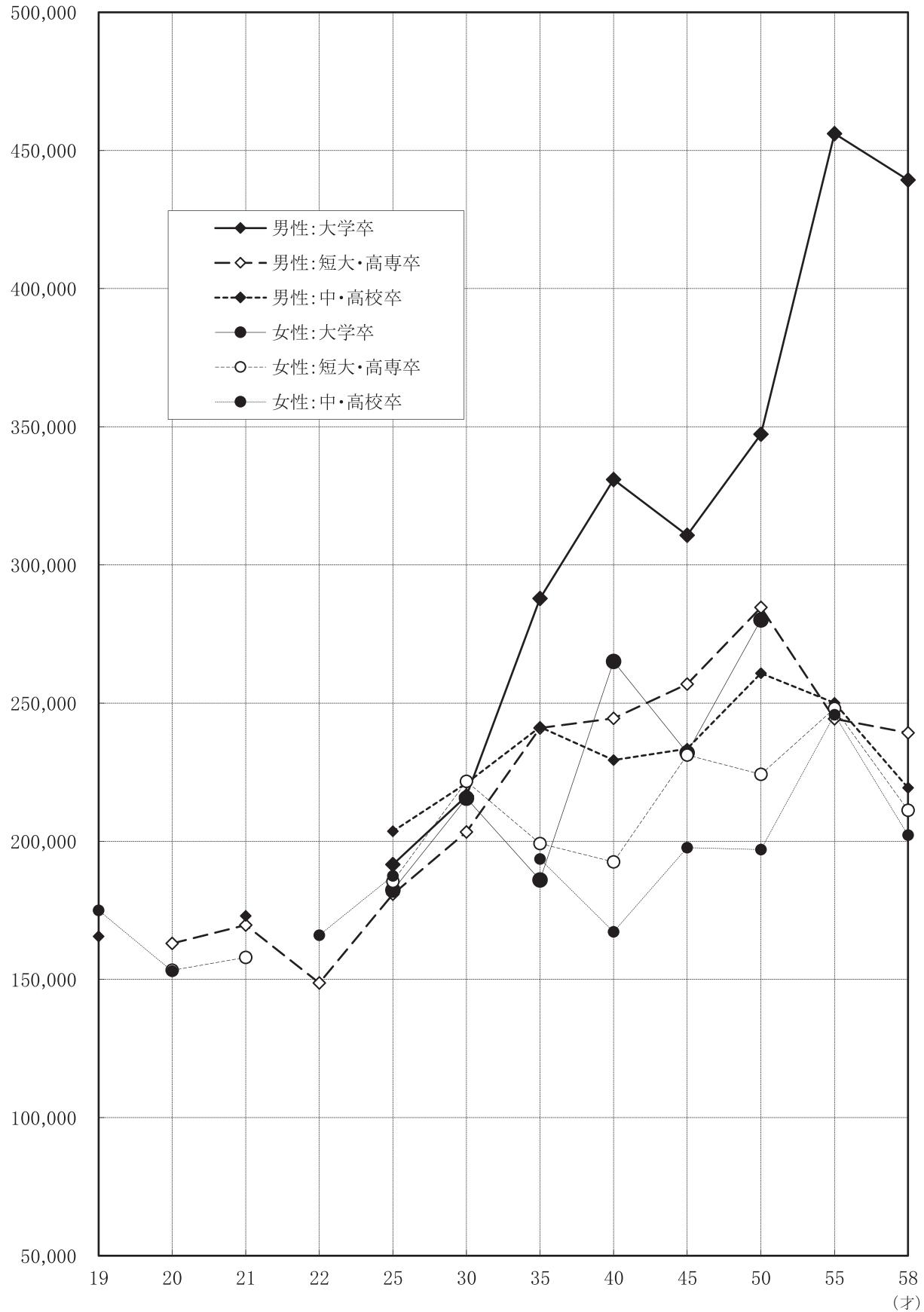


## 業種別賃金推移(金融・保険・不動産業)



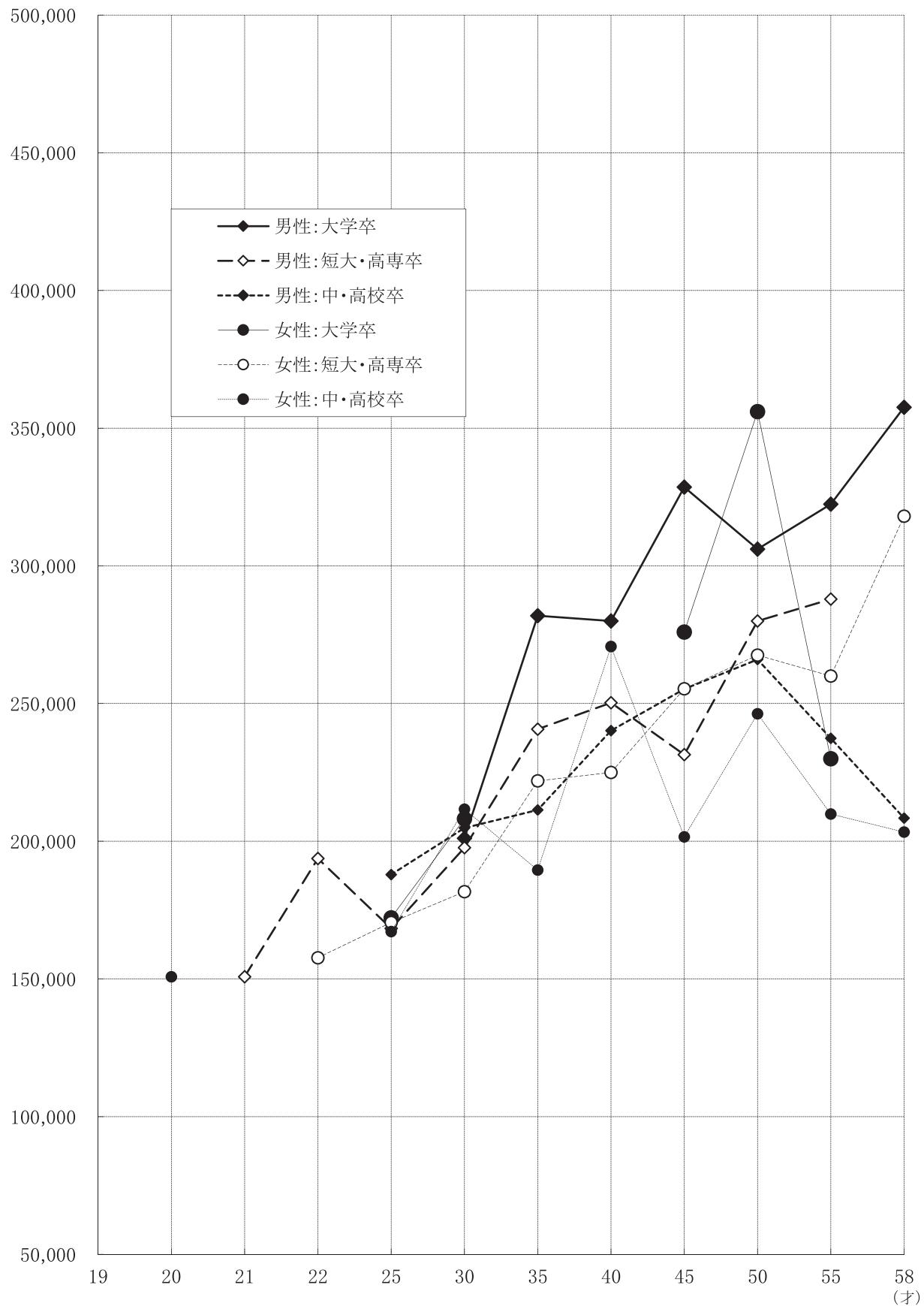
## 業種別賃金推移(運輸・情報通信業)

(円) \*自社の賃金をグラフに記入し、参考資料として下さい。  
 \*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。

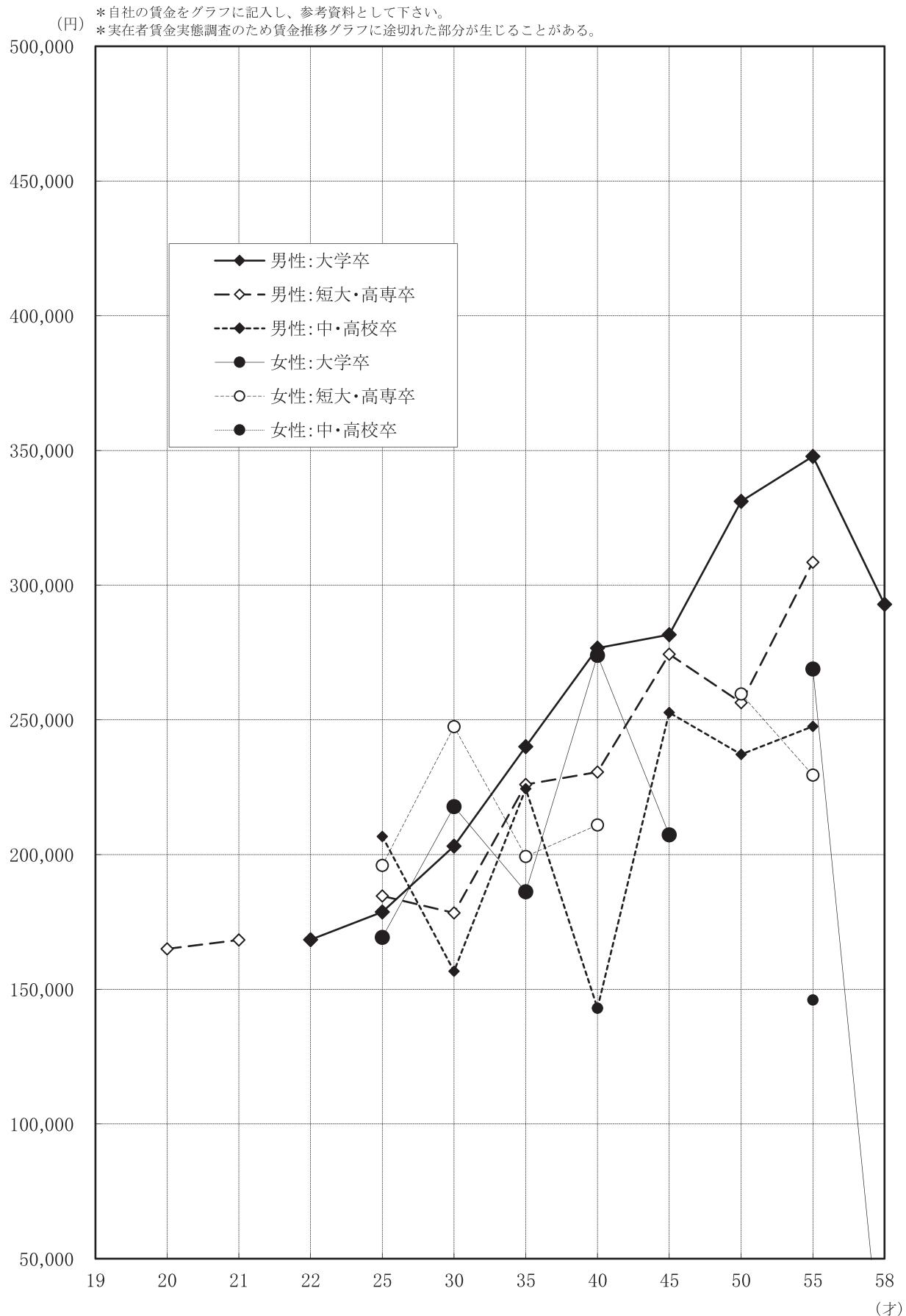


## 業種別賃金推移(飲食店、宿泊業)

(円) \*自社の賃金をグラフに記入し、参考資料として下さい。  
 \*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。



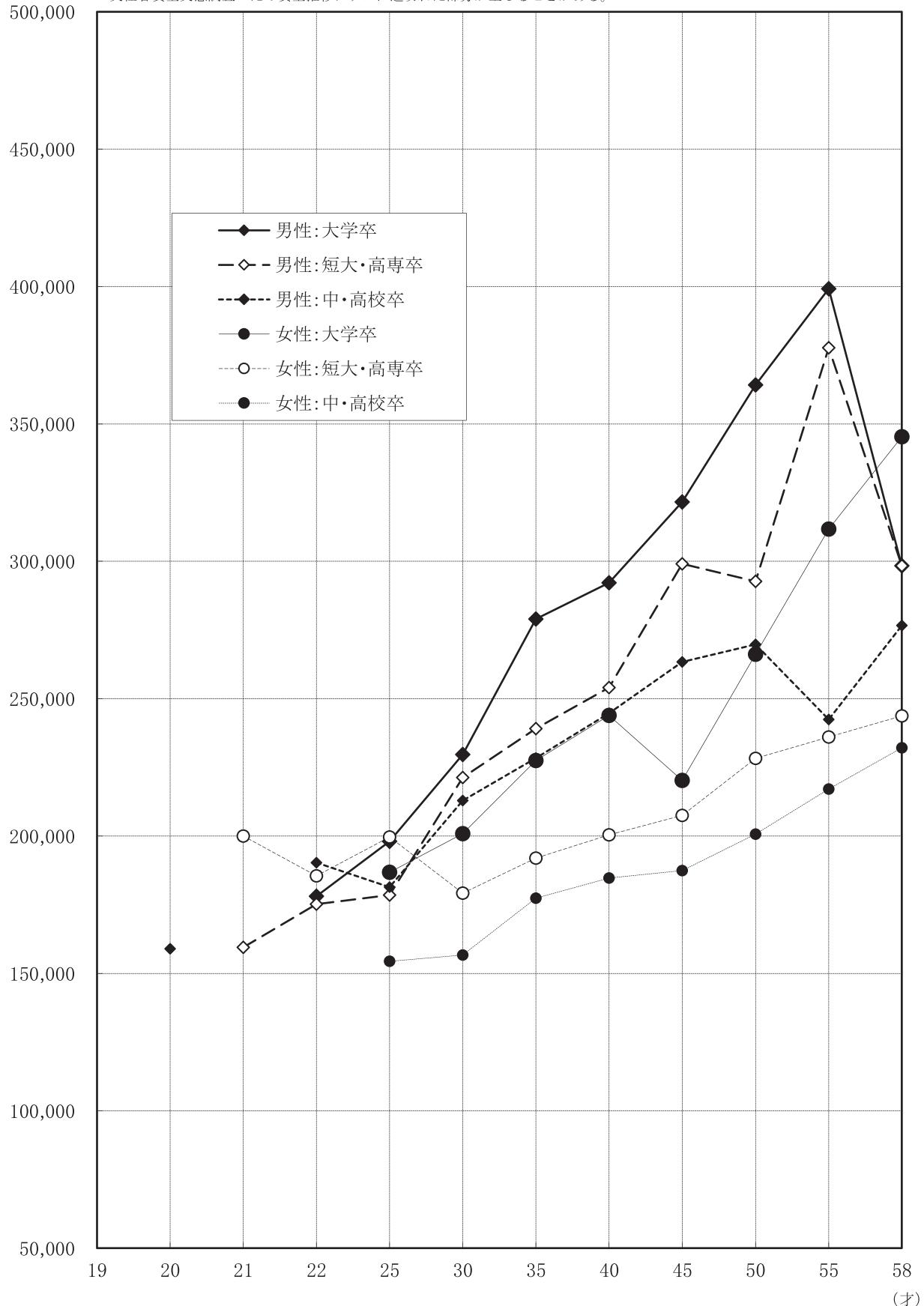
## 業種別賃金推移(コンピュータソフト関連業)



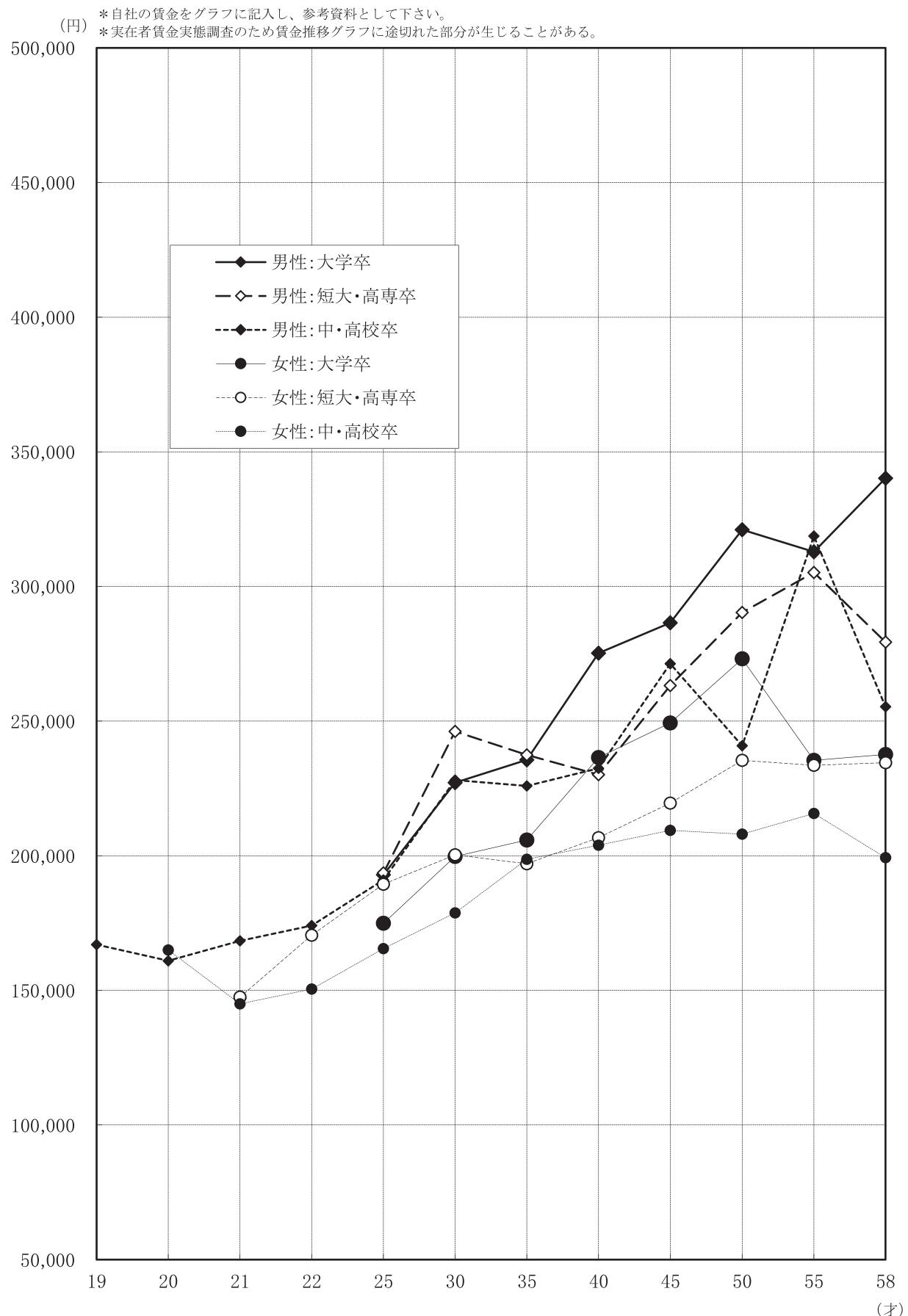
## 業種別賃金推移(専門サービス業)

(円) \*自社の賃金をグラフに記入し、参考資料として下さい。

\*実在者賃金実態調査のため賃金推移グラフに途切れた部分が生じることがある。



## 業種別賃金推移(その他サービス業)



## 業種別賃金比較(大学卒)

は最高値

注:上段=金額(円) 下段=指數

| 男性:大学卒(全体) |                    |                    |                    |                   |                    |                    |                    |                    |                   |                   |  |
|------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|--------------------|-------------------|-------------------|--|
| 年齢区分       | 全業種平均              | 製造業                | 建設業                | 卸・小売業             | 金融・保険<br>不動産業      | 運輸・情報<br>通信業       | 飲食店・宿<br>泊業        | 専門サー<br>ビス業        | コンピュータ<br>ソフト関連業  | その他サ<br>ービス業      |  |
| 22         | 182,300<br>(100.0) | 214,600<br>(117.7) | 0<br>(0.0)         | 178,000<br>(97.6) | 180,000<br>(98.7)  | 0<br>(0.0)         | 0<br>(0.0)         | 178,100<br>(97.7)  | 168,400<br>(92.4) | 0<br>(0.0)        |  |
| 25         | 193,400<br>(100.0) | 191,100<br>(98.8)  | 202,800<br>(104.9) | 190,200<br>(98.3) | 190,400<br>(98.4)  | 191,600<br>(99.1)  | 199,300<br>(103.1) | 198,100<br>(102.4) | 178,700<br>(92.4) | 192,900<br>(99.7) |  |
| 30         | 227,600<br>(100.0) | 241,100<br>(105.9) | 245,400<br>(107.8) | 219,000<br>(96.2) | 245,200<br>(107.7) | 216,400<br>(95.1)  | 201,100<br>(88.4)  | 229,700<br>(100.9) | 203,100<br>(89.2) | 227,100<br>(99.8) |  |
| 35         | 263,900<br>(100.0) | 257,000<br>(97.4)  | 247,400<br>(93.7)  | 251,400<br>(95.3) | 324,200<br>(122.8) | 287,900<br>(109.1) | 281,900<br>(106.8) | 279,000<br>(105.7) | 240,100<br>(91.0) | 235,600<br>(89.3) |  |
| 40         | 292,900<br>(100.0) | 297,200<br>(101.5) | 308,200<br>(105.2) | 276,300<br>(94.3) | 323,200<br>(110.3) | 330,900<br>(113.0) | 280,000<br>(95.6)  | 292,200<br>(99.8)  | 276,600<br>(94.4) | 275,200<br>(94.0) |  |
| 45         | 319,000<br>(100.0) | 303,600<br>(95.2)  | 313,400<br>(98.2)  | 316,000<br>(99.1) | 407,700<br>(127.8) | 310,700<br>(97.4)  | 328,600<br>(103.0) | 321,600<br>(100.8) | 281,600<br>(88.3) | 286,500<br>(89.8) |  |
| 50         | 357,200<br>(100.0) | 367,200<br>(102.8) | 345,000<br>(96.6)  | 340,100<br>(95.2) | 445,900<br>(124.8) | 347,300<br>(97.2)  | 306,100<br>(85.7)  | 364,200<br>(102.0) | 331,100<br>(92.7) | 321,100<br>(89.9) |  |
| 55         | 374,300<br>(100.0) | 418,400<br>(111.8) | 351,000<br>(93.8)  | 355,300<br>(94.9) | 437,800<br>(117.0) | 456,100<br>(121.9) | 322,400<br>(86.1)  | 399,200<br>(106.7) | 347,800<br>(92.9) | 312,900<br>(83.6) |  |
| 58         | 346,400<br>(100.0) | 389,300<br>(112.4) | 344,000<br>(99.3)  | 329,400<br>(95.1) | 434,200<br>(125.3) | 439,300<br>(126.8) | 357,600<br>(103.2) | 298,400<br>(86.1)  | 292,900<br>(84.6) | 340,200<br>(98.2) |  |

| 女性:大学卒(全体) |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |  |
|------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--|
| 年齢区分       | 全業種平均              | 製造業                | 建設業                | 卸・小売業              | 金融・保険<br>不動産業      | 運輸・情報<br>通信業       | 飲食店・宿<br>泊業        | 専門サー<br>ビス業        | コンピュータ<br>ソフト関連業   | その他サ<br>ービス業       |  |
| 22         | 168,500<br>(100.0) | 173,000<br>(102.7) | 170,000<br>(100.9) | 166,400<br>(98.8)  | 180,000<br>(106.8) | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         |  |
| 25         | 187,300<br>(100.0) | 191,800<br>(102.4) | 186,200<br>(99.4)  | 187,800<br>(100.3) | 206,600<br>(110.3) | 182,300<br>(97.3)  | 172,200<br>(91.9)  | 186,800<br>(99.7)  | 169,300<br>(90.4)  | 174,900<br>(93.4)  |  |
| 30         | 204,400<br>(100.0) | 209,000<br>(102.3) | 171,400<br>(83.9)  | 192,300<br>(94.1)  | 242,300<br>(118.5) | 215,600<br>(105.5) | 208,100<br>(101.8) | 200,900<br>(98.3)  | 217,800<br>(106.6) | 199,700<br>(97.7)  |  |
| 35         | 224,400<br>(100.0) | 223,800<br>(99.7)  | 245,900<br>(109.6) | 233,600<br>(104.1) | 239,600<br>(106.8) | 186,000<br>(82.9)  | 0<br>(0.0)         | 227,500<br>(101.4) | 186,200<br>(83.0)  | 205,800<br>(91.7)  |  |
| 40         | 259,600<br>(100.0) | 270,300<br>(104.1) | 237,200<br>(91.4)  | 267,900<br>(103.2) | 280,800<br>(108.2) | 265,100<br>(102.1) | 226,000<br>(87.1)  | 243,900<br>(94.0)  | 273,900<br>(105.5) | 236,500<br>(91.1)  |  |
| 45         | 247,900<br>(100.0) | 265,900<br>(107.3) | 207,900<br>(83.9)  | 241,700<br>(97.5)  | 319,100<br>(128.7) | 232,000<br>(93.6)  | 276,000<br>(111.3) | 220,200<br>(88.8)  | 207,300<br>(83.6)  | 249,300<br>(100.6) |  |
| 50         | 278,100<br>(100.0) | 295,200<br>(106.1) | 220,000<br>(79.1)  | 318,700<br>(114.6) | 322,400<br>(115.9) | 280,100<br>(100.7) | 356,000<br>(128.0) | 266,200<br>(95.7)  | 242,900<br>(87.3)  | 273,100<br>(98.2)  |  |
| 55         | 274,600<br>(100.0) | 200,400<br>(73.0)  | 212,900<br>(77.5)  | 300,100<br>(109.3) | 262,900<br>(95.7)  | 0<br>(0.0)         | 230,000<br>(83.8)  | 311,700<br>(113.5) | 268,900<br>(97.9)  | 235,400<br>(85.7)  |  |
| 58         | 287,700<br>(100.0) | 0<br>(0.0)         | 209,500<br>(72.8)  | 304,500<br>(105.8) | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         | 345,300<br>(120.0) | 0<br>(0.0)         | 237,600<br>(82.6)  |  |

## 業種別賃金比較(短大・高専卒)

は最高値

注:上段=金額(円) 下段=指數

| 男性:短大・高専卒(全体) |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |
|---------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分          | 全業種平均              | 製造業                | 建設業                | 卸・小売業              | 金融・保険<br>不動産業      | 運輸・情報<br>通信業       | 飲食店・宿<br>泊業        | 専門サー<br>ビス業        | コンピュータ<br>ソフト関連業   | その他サ<br>ービス業       |
| 20            | 164,700<br>(100.0) | 150,000<br>(91.1)  | 180,300<br>(109.5) | 157,200<br>(95.4)  | 0<br>(0.0)         | 163,000<br>(99.0)  | 0<br>(0.0)         | 0<br>(0.0)         | 165,000<br>(100.2) | 0<br>(0.0)         |
| 21            | 167,000<br>(100.0) | 0<br>(0.0)         | 173,000<br>(103.6) | 173,000<br>(103.6) | 0<br>(0.0)         | 169,700<br>(101.6) | 150,800<br>(90.3)  | 159,500<br>(95.5)  | 168,300<br>(100.8) | 147,000<br>(88.0)  |
| 22            | 185,400<br>(100.0) | 224,000<br>(120.8) | 198,000<br>(106.8) | 178,000<br>(96.0)  | 176,200<br>(95.0)  | 148,700<br>(80.2)  | 193,700<br>(104.5) | 175,200<br>(94.5)  | 0<br>(0.0)         | 0<br>(0.0)         |
| 25            | 189,900<br>(100.0) | 195,400<br>(102.9) | 205,700<br>(108.3) | 181,900<br>(95.8)  | 183,700<br>(96.7)  | 180,800<br>(95.2)  | 168,300<br>(88.6)  | 178,500<br>(94.0)  | 184,600<br>(97.2)  | 193,600<br>(101.9) |
| 30            | 221,700<br>(100.0) | 223,400<br>(100.8) | 239,700<br>(108.1) | 211,400<br>(95.4)  | 211,500<br>(95.4)  | 203,400<br>(91.7)  | 197,700<br>(89.2)  | 221,300<br>(99.8)  | 178,300<br>(80.4)  | 246,200<br>(111.1) |
| 35            | 244,200<br>(100.0) | 227,300<br>(93.1)  | 260,200<br>(106.6) | 238,300<br>(97.6)  | 261,400<br>(107.0) | 241,000<br>(98.7)  | 240,700<br>(98.6)  | 239,100<br>(97.9)  | 226,000<br>(92.5)  | 237,400<br>(97.2)  |
| 40            | 259,800<br>(100.0) | 268,200<br>(103.2) | 286,100<br>(110.1) | 262,400<br>(101.0) | 264,200<br>(101.7) | 244,500<br>(94.1)  | 250,300<br>(96.3)  | 254,000<br>(97.8)  | 230,600<br>(88.8)  | 230,100<br>(88.6)  |
| 45            | 291,400<br>(100.0) | 293,300<br>(100.7) | 306,400<br>(105.1) | 300,000<br>(103.0) | 307,400<br>(105.5) | 256,900<br>(88.2)  | 231,400<br>(79.4)  | 299,100<br>(102.6) | 274,400<br>(94.2)  | 263,200<br>(90.3)  |
| 50            | 297,700<br>(100.0) | 308,000<br>(103.5) | 302,500<br>(101.6) | 309,000<br>(103.8) | 310,000<br>(104.1) | 284,600<br>(95.6)  | 280,000<br>(94.1)  | 292,700<br>(98.3)  | 256,400<br>(86.1)  | 290,300<br>(97.5)  |
| 55            | 313,400<br>(100.0) | 273,100<br>(87.1)  | 338,300<br>(107.9) | 336,200<br>(107.3) | 288,900<br>(92.2)  | 244,300<br>(78.0)  | 287,900<br>(91.9)  | 377,700<br>(120.5) | 308,500<br>(98.4)  | 305,200<br>(97.4)  |
| 58            | 290,700<br>(100.0) | 228,200<br>(78.5)  | 316,500<br>(108.9) | 329,400<br>(113.3) | 274,500<br>(94.4)  | 239,200<br>(82.3)  | 226,700<br>(78.0)  | 298,400<br>(102.6) | 0<br>(0.0)         | 279,300<br>(96.1)  |

| 女性:短大・高専卒(全体) |                    |                    |                    |                    |                    |                    |                    |                    |                    |                    |
|---------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分          | 全業種平均              | 製造業                | 建設業                | 卸・小売業              | 金融・保険<br>不動産業      | 運輸・情報<br>通信業       | 飲食店・宿<br>泊業        | 専門サー<br>ビス業        | コンピュータ<br>ソフト関連業   | その他サ<br>ービス業       |
| 20            | 157,100<br>(100.0) | 0<br>(0.0)         | 0<br>(0.0)         | 159,400<br>(101.5) | 0<br>(0.0)         | 153,300<br>(97.6)  | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         |
| 21            | 157,600<br>(100.0) | 0<br>(0.0)         | 167,000<br>(106.0) | 155,000<br>(98.4)  | 0<br>(0.0)         | 158,000<br>(100.3) | 0<br>(0.0)         | 200,000<br>(126.9) | 0<br>(0.0)         | 147,500<br>(93.6)  |
| 22            | 169,500<br>(100.0) | 0<br>(0.0)         | 157,100<br>(92.7)  | 166,800<br>(98.4)  | 0<br>(0.0)         | 0<br>(0.0)         | 157,700<br>(93.0)  | 185,500<br>(109.4) | 0<br>(0.0)         | 170,500<br>(100.6) |
| 25            | 181,900<br>(100.0) | 174,100<br>(95.7)  | 176,800<br>(97.2)  | 169,700<br>(93.3)  | 184,900<br>(101.6) | 185,500<br>(102.0) | 170,500<br>(93.7)  | 199,600<br>(109.7) | 196,000<br>(107.8) | 189,400<br>(104.1) |
| 30            | 194,800<br>(100.0) | 198,000<br>(101.6) | 207,300<br>(106.4) | 185,800<br>(95.4)  | 220,000<br>(112.9) | 221,700<br>(113.8) | 181,700<br>(93.3)  | 179,200<br>(92.0)  | 247,500<br>(127.1) | 200,300<br>(102.8) |
| 35            | 196,900<br>(100.0) | 181,300<br>(92.1)  | 204,000<br>(103.6) | 192,900<br>(98.0)  | 198,900<br>(101.0) | 199,200<br>(101.2) | 221,900<br>(112.7) | 192,000<br>(97.5)  | 199,300<br>(101.2) | 197,000<br>(100.1) |
| 40            | 206,000<br>(100.0) | 197,000<br>(95.6)  | 222,100<br>(107.8) | 194,700<br>(94.5)  | 235,500<br>(114.3) | 192,500<br>(93.4)  | 225,000<br>(109.2) | 200,400<br>(97.3)  | 211,000<br>(102.4) | 206,700<br>(100.3) |
| 45            | 224,400<br>(100.0) | 203,100<br>(90.5)  | 227,700<br>(101.5) | 225,000<br>(100.3) | 232,600<br>(103.7) | 231,200<br>(103.0) | 255,400<br>(113.8) | 207,500<br>(92.5)  | 293,900<br>(131.0) | 219,500<br>(97.8)  |
| 50            | 236,700<br>(100.0) | 225,800<br>(95.4)  | 223,900<br>(94.6)  | 243,200<br>(102.7) | 250,200<br>(105.7) | 224,200<br>(94.7)  | 267,600<br>(113.1) | 228,300<br>(96.5)  | 259,600<br>(109.7) | 235,400<br>(99.5)  |
| 55            | 250,100<br>(100.0) | 267,900<br>(107.1) | 219,200<br>(87.6)  | 249,700<br>(99.8)  | 317,900<br>(127.1) | 248,100<br>(99.2)  | 260,000<br>(104.0) | 236,000<br>(94.4)  | 229,500<br>(91.8)  | 233,600<br>(93.4)  |
| 58            | 245,800<br>(100.0) | 237,900<br>(96.8)  | 240,000<br>(97.6)  | 258,600<br>(105.2) | 236,200<br>(96.1)  | 211,200<br>(85.9)  | 318,000<br>(129.4) | 243,700<br>(99.1)  | 186,400<br>(75.8)  | 234,600<br>(95.4)  |

## 業種別賃金比較(中学・高校卒)

■は最高値

注:上段=金額(円) 下段=指数

| 男性:中・高校卒(全体) |                    |                    |                    |                    |                    |                    |                   |                    |                    |                    |
|--------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|
| 年齢区分         | 全業種平均              | 製造業                | 建設業                | 卸・小売業              | 金融・保険<br>不動産業      | 運輸・情報<br>通信業       | 飲食店・宿<br>泊業       | 専門サービス業            | コンピュータ<br>ソフト関連業   | その他サービス業           |
| 19           | 172,500<br>(100.0) | 193,100<br>(111.9) | 169,200<br>(98.1)  | 167,000<br>(96.8)  | 0<br>(0.0)         | 165,600<br>(96.0)  | 0<br>(0.0)        | 0<br>(0.0)         | 0<br>(0.0)         | 167,000<br>(96.8)  |
| 20           | 163,500<br>(100.0) | 144,200<br>(88.2)  | 167,400<br>(102.4) | 165,000<br>(100.9) | 151,000<br>(92.4)  | 0<br>(0.0)         | 0<br>(0.0)        | 159,000<br>(97.2)  | 0<br>(0.0)         | 161,000<br>(98.5)  |
| 21           | 176,100<br>(100.0) | 168,900<br>(95.9)  | 177,300<br>(100.7) | 181,800<br>(103.2) | 0<br>(0.0)         | 173,000<br>(98.2)  | 0<br>(0.0)        | 0<br>(0.0)         | 0<br>(0.0)         | 168,400<br>(95.6)  |
| 22           | 188,300<br>(100.0) | 183,100<br>(97.2)  | 197,400<br>(104.8) | 173,400<br>(92.1)  | 186,900<br>(99.3)  | 193,800<br>(102.9) | 0<br>(0.0)        | 190,300<br>(101.1) | 0<br>(0.0)         | 174,100<br>(92.5)  |
| 25           | 202,200<br>(100.0) | 185,500<br>(91.7)  | 220,200<br>(108.9) | 188,500<br>(93.2)  | 0<br>(0.0)         | 203,600<br>(100.7) | 187,900<br>(92.9) | 181,400<br>(89.7)  | 206,700<br>(102.2) | 191,000<br>(94.5)  |
| 30           | 218,000<br>(100.0) | 207,300<br>(95.1)  | 228,200<br>(104.7) | 207,400<br>(95.1)  | 235,200<br>(107.9) | 221,000<br>(101.4) | 204,800<br>(93.9) | 212,900<br>(97.7)  | 156,700<br>(71.9)  | 228,100<br>(104.6) |
| 35           | 235,500<br>(100.0) | 238,000<br>(101.1) | 245,700<br>(104.3) | 225,300<br>(95.7)  | 225,100<br>(95.6)  | 241,300<br>(102.5) | 211,400<br>(89.8) | 228,400<br>(97.0)  | 224,400<br>(95.3)  | 225,900<br>(95.9)  |
| 40           | 252,200<br>(100.0) | 234,000<br>(92.8)  | 282,700<br>(112.1) | 239,900<br>(95.1)  | 268,100<br>(106.3) | 229,400<br>(91.0)  | 240,200<br>(95.2) | 244,700<br>(97.0)  | 143,000<br>(56.7)  | 232,500<br>(92.2)  |
| 45           | 268,000<br>(100.0) | 252,500<br>(94.2)  | 298,300<br>(111.3) | 248,900<br>(92.9)  | 249,300<br>(93.0)  | 233,500<br>(87.1)  | 255,300<br>(95.3) | 263,400<br>(98.3)  | 252,700<br>(94.3)  | 271,300<br>(101.2) |
| 50           | 285,200<br>(100.0) | 275,000<br>(96.4)  | 319,400<br>(112.0) | 279,200<br>(97.9)  | 336,300<br>(117.9) | 260,800<br>(91.4)  | 266,000<br>(93.3) | 269,700<br>(94.6)  | 237,200<br>(83.2)  | 240,800<br>(84.4)  |
| 55           | 295,600<br>(100.0) | 267,300<br>(90.4)  | 331,400<br>(112.1) | 286,100<br>(96.8)  | 300,300<br>(101.6) | 250,100<br>(84.6)  | 237,400<br>(80.3) | 242,400<br>(82.0)  | 247,600<br>(83.8)  | 318,700<br>(107.8) |
| 58           | 275,300<br>(100.0) | 286,200<br>(104.0) | 293,400<br>(106.6) | 267,100<br>(97.0)  | 277,400<br>(100.8) | 219,300<br>(79.7)  | 208,400<br>(89.9) | 276,600<br>(100.5) | 0<br>(0.0)         | 255,300<br>(92.7)  |

| 女性:中・高校卒(全体) |                    |                    |                    |                    |                    |                    |                    |                    |                   |                    |
|--------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|
| 年齢区分         | 全業種平均              | 製造業                | 建設業                | 卸・小売業              | 金融・保険<br>不動産業      | 運輸・情報<br>通信業       | 飲食店・宿<br>泊業        | 専門サービス業            | コンピュータ<br>ソフト関連業  | その他サービス業           |
| 19           | 184,200<br>(100.0) | 160,000<br>(86.9)  | 210,200<br>(114.1) | 152,200<br>(82.6)  | 0<br>(0.0)         | 175,000<br>(95.0)  | 151,600<br>(82.3)  | 0<br>(0.0)         | 0<br>(0.0)        | 0<br>(0.0)         |
| 20           | 170,000<br>(100.0) | 159,800<br>(94.0)  | 189,100<br>(111.2) | 147,000<br>(86.5)  | 199,900<br>(117.6) | 153,000<br>(90.0)  | 150,800<br>(88.7)  | 0<br>(0.0)         | 0<br>(0.0)        | 165,000<br>(97.1)  |
| 21           | 151,900<br>(100.0) | 146,000<br>(96.1)  | 180,000<br>(118.5) | 150,600<br>(99.1)  | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)         | 145,600<br>(95.9)  | 0<br>(0.0)        | 145,000<br>(95.5)  |
| 22           | 159,200<br>(100.0) | 142,200<br>(89.3)  | 174,000<br>(109.3) | 158,800<br>(99.7)  | 0<br>(0.0)         | 166,000<br>(104.3) | 0<br>(0.0)         | 0<br>(0.0)         | 0<br>(0.0)        | 150,500<br>(94.5)  |
| 25           | 185,200<br>(100.0) | 201,500<br>(108.8) | 223,800<br>(120.8) | 178,400<br>(96.3)  | 183,200<br>(98.9)  | 187,500<br>(101.2) | 167,200<br>(90.3)  | 154,400<br>(83.4)  | 0<br>(0.0)        | 165,500<br>(89.4)  |
| 30           | 182,500<br>(100.0) | 175,400<br>(96.1)  | 181,500<br>(99.5)  | 187,200<br>(102.6) | 210,800<br>(115.5) | 184,600<br>(101.2) | 211,600<br>(115.9) | 156,700<br>(85.9)  | 0<br>(0.0)        | 178,800<br>(98.0)  |
| 35           | 188,800<br>(100.0) | 167,900<br>(88.9)  | 183,000<br>(96.9)  | 188,700<br>(99.9)  | 220,500<br>(116.8) | 193,600<br>(102.5) | 189,500<br>(100.4) | 177,400<br>(94.0)  | 186,600<br>(98.8) | 198,700<br>(105.2) |
| 40           | 199,700<br>(100.0) | 187,400<br>(93.8)  | 216,900<br>(108.6) | 202,100<br>(101.2) | 195,400<br>(97.8)  | 167,200<br>(83.7)  | 270,700<br>(135.6) | 184,700<br>(92.5)  | 143,000<br>(71.6) | 203,900<br>(102.1) |
| 45           | 209,700<br>(100.0) | 187,800<br>(89.6)  | 214,000<br>(102.1) | 216,500<br>(103.2) | 219,300<br>(104.6) | 197,700<br>(94.3)  | 201,600<br>(96.1)  | 187,400<br>(89.4)  | 0<br>(0.0)        | 209,400<br>(99.9)  |
| 50           | 207,700<br>(100.0) | 168,800<br>(81.3)  | 214,500<br>(103.3) | 218,900<br>(105.4) | 218,400<br>(105.2) | 197,000<br>(94.8)  | 246,300<br>(118.6) | 200,700<br>(96.6)  | 0<br>(0.0)        | 208,000<br>(100.1) |
| 55           | 217,800<br>(100.0) | 192,000<br>(88.2)  | 226,300<br>(103.9) | 209,900<br>(96.4)  | 257,600<br>(118.3) | 245,800<br>(112.9) | 209,900<br>(96.4)  | 217,100<br>(99.7)  | 146,000<br>(67.0) | 215,700<br>(99.0)  |
| 58           | 224,800<br>(100.0) | 235,800<br>(104.9) | 218,800<br>(97.3)  | 231,600<br>(103.0) | 269,000<br>(119.7) | 202,200<br>(89.9)  | 203,300<br>(90.4)  | 232,100<br>(103.2) | 0<br>(0.0)        | 199,300<br>(88.7)  |

## 従業員規模別賃金比較(大学卒)

■は最高値

注:上段=金額(円) 下段=指数

| 男性:大学卒(全体) |                    |                    |                    |                    |
|------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分       | 全規模平均              | 1 ~ 5人             | 6 ~ 20人            | 21人以上              |
| 22         | 182,800<br>(100.0) | 0<br>(0.0)         | 178,100<br>(97.4)  | 183,200<br>(100.2) |
| 25         | 194,200<br>(100.0) | 179,200<br>(92.3)  | 196,600<br>(101.2) | 194,900<br>(100.4) |
| 30         | 227,700<br>(100.0) | 239,000<br>(105.0) | 232,300<br>(102.0) | 225,400<br>(99.0)  |
| 35         | 264,700<br>(100.0) | 268,100<br>(101.3) | 255,900<br>(96.7)  | 266,700<br>(100.8) |
| 40         | 295,100<br>(100.0) | 274,600<br>(93.1)  | 286,200<br>(97.0)  | 299,500<br>(101.5) |
| 45         | 320,500<br>(100.0) | 284,300<br>(88.7)  | 294,200<br>(91.8)  | 329,800<br>(102.9) |
| 50         | 358,200<br>(100.0) | 345,300<br>(96.4)  | 307,000<br>(85.7)  | 373,800<br>(104.4) |
| 55         | 375,700<br>(100.0) | 256,000<br>(68.1)  | 362,800<br>(96.6)  | 385,100<br>(102.5) |
| 58         | 346,900<br>(100.0) | 322,900<br>(93.1)  | 321,100<br>(92.6)  | 366,800<br>(105.7) |

| 女性:大学卒(全体) |                    |                   |                    |                    |
|------------|--------------------|-------------------|--------------------|--------------------|
| 年齢区分       | 全規模平均              | 1 ~ 5人            | 6 ~ 20人            | 21人以上              |
| 22         | 169,300<br>(100.0) | 166,000<br>(98.1) | 175,100<br>(103.4) | 168,600<br>(99.6)  |
| 25         | 189,100<br>(100.0) | 180,500<br>(95.5) | 182,800<br>(96.7)  | 190,500<br>(100.7) |
| 30         | 206,400<br>(100.0) | 206,100<br>(99.9) | 220,600<br>(106.9) | 203,300<br>(98.5)  |
| 35         | 224,200<br>(100.0) | 220,700<br>(98.4) | 222,000<br>(99.0)  | 225,400<br>(100.5) |
| 40         | 259,700<br>(100.0) | 257,300<br>(99.1) | 217,300<br>(83.7)  | 275,200<br>(106.0) |
| 45         | 247,900<br>(100.0) | 207,900<br>(83.9) | 225,900<br>(91.1)  | 260,800<br>(105.2) |
| 50         | 278,100<br>(100.0) | 231,500<br>(83.2) | 243,900<br>(87.7)  | 292,800<br>(105.3) |
| 55         | 274,600<br>(100.0) | 180,900<br>(65.9) | 258,100<br>(94.0)  | 286,100<br>(104.2) |
| 58         | 284,400<br>(100.0) | 235,300<br>(82.7) | 118,000<br>(41.5)  | 386,500<br>(135.9) |

## 従業員規模別賃金比較(短大・高専卒)

■は最高値

注:上段=金額(円) 下段=指数

| 男性:短大・高専卒(全体) |                    |                    |                    |                    |
|---------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分          | 全規模平均              | 1 ~ 5人             | 6 ~ 20人            | 21人以上              |
| 20            | 164,700<br>(100.0) | 151,000<br>(91.7)  | 170,200<br>(103.3) | 163,800<br>(99.5)  |
| 21            | 167,000<br>(100.0) | 135,000<br>(80.8)  | 163,000<br>(97.6)  | 170,300<br>(102.0) |
| 22            | 188,100<br>(100.0) | 173,500<br>(92.2)  | 187,700<br>(99.8)  | 190,300<br>(101.2) |
| 25            | 190,200<br>(100.0) | 178,500<br>(93.8)  | 190,100<br>(99.9)  | 191,100<br>(100.5) |
| 30            | 220,900<br>(100.0) | 203,700<br>(92.2)  | 234,200<br>(106.0) | 218,800<br>(99.0)  |
| 35            | 244,900<br>(100.0) | 245,500<br>(100.2) | 236,800<br>(96.7)  | 247,900<br>(101.2) |
| 40            | 261,000<br>(100.0) | 265,600<br>(101.8) | 258,500<br>(99.0)  | 261,500<br>(100.2) |
| 45            | 293,200<br>(100.0) | 266,600<br>(90.9)  | 279,100<br>(95.2)  | 301,400<br>(102.8) |
| 50            | 297,700<br>(100.0) | 268,500<br>(90.2)  | 267,600<br>(89.9)  | 309,900<br>(104.1) |
| 55            | 312,100<br>(100.0) | 269,100<br>(86.2)  | 310,300<br>(99.4)  | 315,700<br>(101.2) |
| 58            | 290,200<br>(100.0) | 212,000<br>(73.1)  | 300,000<br>(103.4) | 299,400<br>(103.2) |

| 女性:短大・高専卒(全体) |                    |                    |                    |                    |
|---------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分          | 全規模平均              | 1 ~ 5人             | 6 ~ 20人            | 21人以上              |
| 20            | 157,100<br>(100.0) | 0<br>(0.0)         | 168,600<br>(107.3) | 150,200<br>(95.6)  |
| 21            | 157,600<br>(100.0) | 135,000<br>(85.7)  | 200,000<br>(126.9) | 157,900<br>(100.2) |
| 22            | 169,500<br>(100.0) | 166,000<br>(97.9)  | 171,500<br>(101.2) | 169,500<br>(100.0) |
| 25            | 181,700<br>(100.0) | 187,700<br>(103.3) | 198,500<br>(109.2) | 176,900<br>(97.4)  |
| 30            | 196,100<br>(100.0) | 200,600<br>(102.3) | 200,500<br>(102.2) | 193,900<br>(98.9)  |
| 35            | 197,300<br>(100.0) | 198,300<br>(100.5) | 198,000<br>(100.4) | 196,800<br>(99.7)  |
| 40            | 206,700<br>(100.0) | 183,700<br>(88.9)  | 216,600<br>(104.8) | 207,700<br>(100.5) |
| 45            | 225,400<br>(100.0) | 201,400<br>(89.4)  | 223,300<br>(99.1)  | 230,200<br>(102.1) |
| 50            | 237,600<br>(100.0) | 217,700<br>(91.6)  | 221,400<br>(93.2)  | 248,100<br>(104.4) |
| 55            | 251,200<br>(100.0) | 247,600<br>(98.6)  | 219,800<br>(87.5)  | 263,600<br>(104.9) |
| 58            | 247,000<br>(100.0) | 214,600<br>(86.9)  | 249,200<br>(100.9) | 258,500<br>(104.7) |

## 従業員規模別賃金比較(中学・高校卒)

■は最高値

注:上段=金額(円) 下段=指數

| 男性:中・高校卒(全体) |                    |                    |                    |                    |
|--------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分         | 全規模平均              | 1 ~ 5人             | 6 ~ 20人            | 21人以上              |
| 19           | 171,600<br>(100.0) | 0<br>(0.0)         | 169,600<br>(98.8)  | 171,900<br>(100.2) |
| 20           | 163,500<br>(100.0) | 140,000<br>(85.6)  | 161,200<br>(98.6)  | 165,200<br>(101.0) |
| 21           | 176,100<br>(100.0) | 0<br>(0.0)         | 178,600<br>(101.4) | 175,300<br>(99.5)  |
| 22           | 188,300<br>(100.0) | 220,000<br>(116.8) | 184,600<br>(98.0)  | 188,200<br>(99.9)  |
| 25           | 201,700<br>(100.0) | 220,200<br>(109.2) | 195,600<br>(97.0)  | 203,000<br>(100.6) |
| 30           | 217,900<br>(100.0) | 211,000<br>(96.8)  | 217,200<br>(99.7)  | 219,300<br>(100.6) |
| 35           | 235,200<br>(100.0) | 246,600<br>(104.8) | 228,900<br>(97.3)  | 236,800<br>(100.7) |
| 40           | 252,000<br>(100.0) | 258,700<br>(102.7) | 246,200<br>(97.7)  | 253,700<br>(100.7) |
| 45           | 268,600<br>(100.0) | 257,300<br>(95.8)  | 265,800<br>(99.0)  | 271,700<br>(101.2) |
| 50           | 285,400<br>(100.0) | 266,600<br>(93.4)  | 286,300<br>(100.3) | 287,700<br>(100.8) |
| 55           | 296,400<br>(100.0) | 303,500<br>(102.4) | 283,000<br>(95.5)  | 300,700<br>(101.5) |
| 58           | 276,400<br>(100.0) | 263,400<br>(95.3)  | 264,500<br>(95.7)  | 285,000<br>(103.1) |

| 女性:中・高校卒(全体) |                    |                    |                    |                    |
|--------------|--------------------|--------------------|--------------------|--------------------|
| 年齢区分         | 全規模平均              | 1 ~ 5人             | 6 ~ 20人            | 21人以上              |
| 19           | 184,200<br>(100.0) | 0<br>(0.0)         | 0<br>(0.0)         | 184,200<br>(100.0) |
| 20           | 170,000<br>(100.0) | 163,000<br>(95.9)  | 143,000<br>(84.1)  | 173,200<br>(101.9) |
| 21           | 151,900<br>(100.0) | 0<br>(0.0)         | 145,400<br>(95.7)  | 156,800<br>(103.2) |
| 22           | 159,200<br>(100.0) | 0<br>(0.0)         | 154,500<br>(97.0)  | 176,000<br>(110.6) |
| 25           | 184,000<br>(100.0) | 182,800<br>(99.3)  | 177,700<br>(96.6)  | 185,600<br>(100.9) |
| 30           | 182,500<br>(100.0) | 186,500<br>(102.2) | 182,300<br>(99.9)  | 181,700<br>(99.6)  |
| 35           | 190,300<br>(100.0) | 186,300<br>(97.9)  | 186,900<br>(98.2)  | 193,200<br>(101.5) |
| 40           | 199,700<br>(100.0) | 179,000<br>(89.6)  | 198,100<br>(99.2)  | 206,000<br>(103.2) |
| 45           | 209,300<br>(100.0) | 184,200<br>(88.0)  | 210,200<br>(100.4) | 213,300<br>(101.9) |
| 50           | 207,800<br>(100.0) | 193,300<br>(93.0)  | 197,900<br>(95.2)  | 215,000<br>(103.5) |
| 55           | 224,900<br>(100.0) | 203,000<br>(90.3)  | 217,000<br>(96.5)  | 236,000<br>(104.9) |
| 58           | 224,500<br>(100.0) | 213,700<br>(95.2)  | 214,500<br>(95.5)  | 236,600<br>(105.4) |

## 付 帯 調 査

1. 賃 金
2. 初 任 給
3. パートタイマー等について
4. 退職金制度について
5. 諸 手 当

## 1. 賃金について

### (1) 定期昇給について

回答事業所（705事業所）のうち、66.0%（465事業所）が定期昇給を実施し、34.0%（240事業所）が昇給していないと回答している。

業種別にみると、昇給していると回答した業種のうち、「コンピュータソフト関連業」が85.7%と最も高く、最も低い数値を示した「飲食店・宿泊業」では50.0%となっている。従業員規模別では、規模が大きくなるに従い、昇給の実施率が高くなっている。

問1-1 定期昇給について

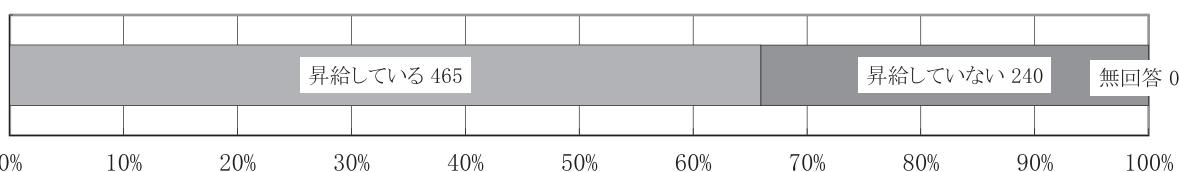
(業種別)

| 業種           | 昇給している       | 昇給していない      | 無回答       | 合計            |
|--------------|--------------|--------------|-----------|---------------|
| 製造業          | 49<br>76.6%  | 15<br>23.4%  | 0<br>0.0% | 64<br>100.0%  |
| 建設業          | 108<br>59.3% | 74<br>40.7%  | 0<br>0.0% | 182<br>100.0% |
| 卸・小売業        | 100<br>69.4% | 44<br>30.6%  | 0<br>0.0% | 144<br>100.0% |
| 金融・保険・不動産業   | 32<br>61.5%  | 20<br>38.5%  | 0<br>0.0% | 52<br>100.0%  |
| 運輸・通信業       | 28<br>80.0%  | 7<br>20.0%   | 0<br>0.0% | 35<br>100.0%  |
| 飲食店・宿泊業      | 8<br>50.0%   | 8<br>50.0%   | 0<br>0.0% | 16<br>100.0%  |
| 専門サービス業      | 58<br>65.2%  | 31<br>34.8%  | 0<br>0.0% | 89<br>100.0%  |
| コンピュータソフト関連業 | 12<br>85.7%  | 2<br>14.3%   | 0<br>0.0% | 14<br>100.0%  |
| その他サービス業     | 70<br>64.2%  | 39<br>35.8%  | 0<br>0.0% | 109<br>100.0% |
| 合計           | 465<br>66.0% | 240<br>34.0% | 0<br>0.0% | 705<br>100.0% |

(従業員規模別)

| 規模      | 昇給している       | 昇給していない      | 無回答       | 合計            |
|---------|--------------|--------------|-----------|---------------|
| 1～5人    | 123<br>48.4% | 131<br>51.6% | 0<br>0.0% | 254<br>100.0% |
| 6～10人   | 85<br>63.4%  | 49<br>36.6%  | 0<br>0.0% | 134<br>100.0% |
| 11～20人  | 70<br>70.7%  | 29<br>29.3%  | 0<br>0.0% | 99<br>100.0%  |
| 21～50人  | 94<br>82.5%  | 20<br>17.5%  | 0<br>0.0% | 114<br>100.0% |
| 51～100人 | 37<br>82.2%  | 8<br>17.8%   | 0<br>0.0% | 45<br>100.0%  |
| 101人以上  | 56<br>94.9%  | 3<br>5.1%    | 0<br>0.0% | 59<br>100.0%  |
| 合計      | 465<br>66.0% | 240<br>34.0% | 0<br>0.0% | 705<br>100.0% |

問1-1定期昇給について



## (2) 定期昇給率について

2022年度の定期昇給率は、全業種平均で3.7%となっている。「コンピュータソフト関連業」が12.6%と最も高く、「運輸・通信業」で2.1%と最も低い数値を示している。従業員規模別では、「1～5人」が4.9%と最も高く、「11～20人」「101人以上」の規模が、2.6%と最も低い数値を示している。

問1-2 定期昇給率の平均

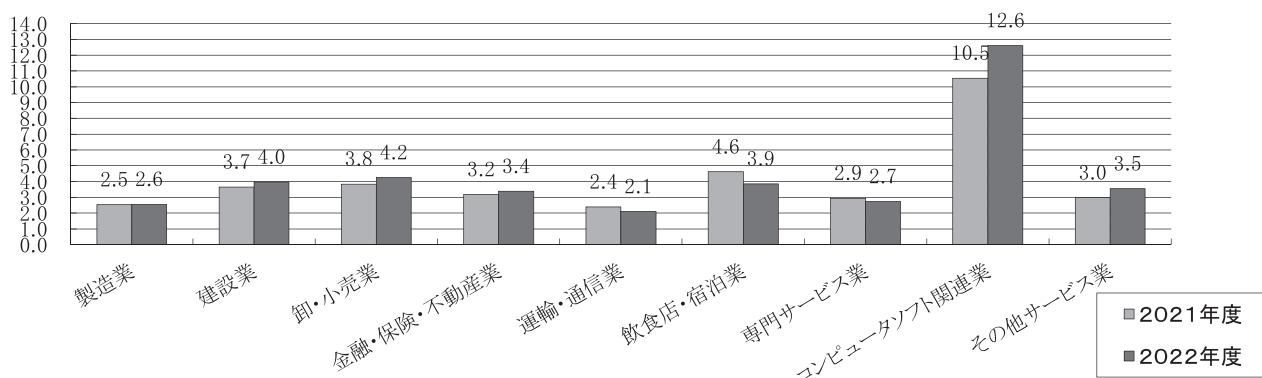
(業種別)

| 業種           | 2021年度 | 2022年度 |
|--------------|--------|--------|
| 製造業          | 2.5    | 2.6    |
| 建設業          | 3.7    | 4.0    |
| 卸・小売業        | 3.8    | 4.2    |
| 金融・保険・不動産業   | 3.2    | 3.4    |
| 運輸・通信業       | 2.4    | 2.1    |
| 飲食店・宿泊業      | 4.6    | 3.9    |
| 専門サービス業      | 2.9    | 2.7    |
| コンピュータソフト関連業 | 10.5   | 12.6   |
| その他サービス業     | 3.0    | 3.5    |
| 全業種          | 3.5    | 3.7    |

(従業員規模別)

| 規模      | 2021年度 | 2022年度 |
|---------|--------|--------|
| 1～5人    | 5.2    | 4.9    |
| 6～10人   | 3.3    | 3.8    |
| 11～20人  | 2.6    | 2.6    |
| 21～50人  | 4.1    | 3.9    |
| 51～100人 | 2.8    | 3.0    |
| 101人以上  | 2.1    | 2.6    |
| 全規模     | 3.5    | 3.7    |

問1-2 定期昇給率の平均



### (3)賞与について

#### ①賞与年間支給回数

賞与を支給していると回答した事業所は、回答事業所（705事業所）の74.2%（523事業所）で、賞与を支給していないと回答した事業所が25.8%（182事業所）となっている。支給回数については、年2回以上の支給が66.0%（465事業所）を占めている。

#### 問1-3 賞与の年間支給回数について

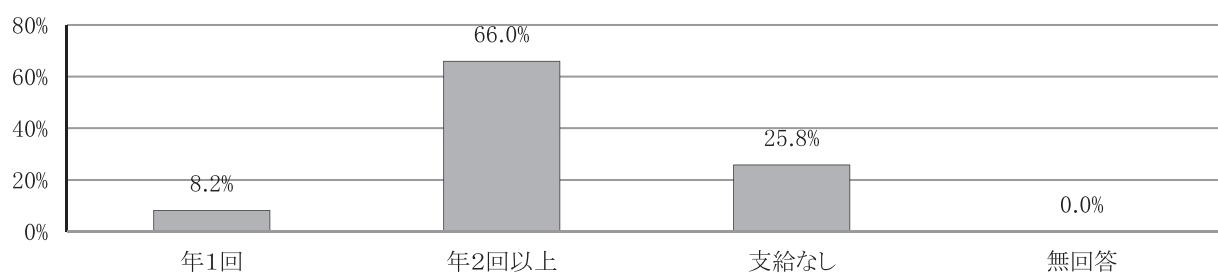
(業種別)

| 業種           | 年1回         | 年2回以上        | 支給なし         | 無回答       | 合計            |
|--------------|-------------|--------------|--------------|-----------|---------------|
| 製造業          | 11<br>17.2% | 40<br>62.5%  | 13<br>20.3%  | 0<br>0.0% | 64<br>100.0%  |
| 建設業          | 22<br>12.1% | 117<br>64.3% | 43<br>23.6%  | 0<br>0.0% | 182<br>100.0% |
| 卸・小売業        | 5<br>3.5%   | 109<br>75.7% | 30<br>20.8%  | 0<br>0.0% | 144<br>100.0% |
| 金融・保険・不動産業   | 6<br>11.5%  | 34<br>65.4%  | 12<br>23.1%  | 0<br>0.0% | 52<br>100.0%  |
| 運輸・通信業       | 0<br>0.0%   | 25<br>71.4%  | 10<br>28.6%  | 0<br>0.0% | 35<br>100.0%  |
| 飲食店・宿泊業      | 2<br>12.5%  | 4<br>25.0%   | 10<br>62.5%  | 0<br>0.0% | 16<br>100.0%  |
| 専門サービス業      | 6<br>6.7%   | 68<br>76.4%  | 15<br>16.9%  | 0<br>0.0% | 89<br>100.0%  |
| コンピュータソフト関連業 | 2<br>14.3%  | 10<br>71.4%  | 2<br>14.3%   | 0<br>0.0% | 14<br>100.0%  |
| その他サービス業     | 4<br>3.7%   | 58<br>53.2%  | 47<br>43.1%  | 0<br>0.0% | 109<br>100.0% |
| 合計           | 58<br>8.2%  | 465<br>66.0% | 182<br>25.8% | 0<br>0.0% | 705<br>100.0% |

(従業員規模別)

| 規模      | 年1回         | 年2回以上        | 支給なし         | 無回答       | 合計            |
|---------|-------------|--------------|--------------|-----------|---------------|
| 1～5人    | 21<br>8.3%  | 121<br>47.6% | 112<br>44.1% | 0<br>0.0% | 254<br>100.0% |
| 6～10人   | 16<br>11.9% | 86<br>64.2%  | 32<br>23.9%  | 0<br>0.0% | 134<br>100.0% |
| 11～20人  | 7<br>7.1%   | 72<br>72.7%  | 20<br>20.2%  | 0<br>0.0% | 99<br>100.0%  |
| 21～50人  | 9<br>7.9%   | 93<br>81.6%  | 12<br>10.5%  | 0<br>0.0% | 114<br>100.0% |
| 51～100人 | 4<br>8.9%   | 40<br>88.9%  | 1<br>2.2%    | 0<br>0.0% | 45<br>100.0%  |
| 101人以上  | 1<br>1.7%   | 53<br>89.8%  | 5<br>8.5%    | 0<br>0.0% | 59<br>100.0%  |
| 合計      | 58<br>8.2%  | 465<br>66.0% | 182<br>25.8% | 0<br>0.0% | 705<br>100.0% |

#### 問1-3 賞与の年間支給回数



## ②年間賞与支給率並びに賞与額

支給率については、全体平均で給与月額2.5ヶ月分となっており、年間賞与額の全体平均は709,000円となっている。業種別では、「金融・保険・不動産業」が994,600円と最も高く、最も低い「飲食店・宿泊業」の264,400円とは730,200円の開きがある。また、従業員規模別では、「101人以上」が875,900円と最も高く、「1～5人」が553,800円と最も低い数値を示している。

※賞与額は前年度の実績です。

### 問1-4 2021年度年間賞与額

(業種別)

| 業種           | 率(ヶ月) | 2021年度年間賞与 |         |
|--------------|-------|------------|---------|
|              |       | 平均賞与額(円)   | 集計人数(人) |
| 製造業          | 2.2   | 657,500    | 632     |
| 建設業          | 2.4   | 723,500    | 1,857   |
| 卸・小売業        | 3.0   | 752,000    | 1,916   |
| 金融・保険・不動産業   | 3.0   | 994,600    | 534     |
| 運輸・通信業       | 2.8   | 653,700    | 496     |
| 飲食店・宿泊業      | 1.6   | 264,400    | 79      |
| 専門サービス業      | 2.2   | 630,000    | 622     |
| コンピュータソフト関連業 | 2.1   | 561,900    | 180     |
| その他サービス業     | 2.4   | 583,300    | 728     |
| 全業種          | 2.5   | 709,000    | 7,044   |

(従業員規模別)

| 規模      | 率(ヶ月) | 2021年度年間賞与 |         |
|---------|-------|------------|---------|
|         |       | 平均賞与額(円)   | 集計人数(人) |
| 1～5人    | 2.1   | 553,800    | 428     |
| 6～10人   | 2.3   | 578,000    | 624     |
| 11～20人  | 2.2   | 578,500    | 964     |
| 21～50人  | 2.8   | 712,300    | 2,363   |
| 51～100人 | 2.8   | 719,500    | 1,144   |
| 101人以上  | 3.3   | 875,900    | 1,521   |
| 全規模     | 2.5   | 709,000    | 7,044   |

## 2. 初任給について

### (1) 2022年度における新卒者の採用の有無

2022年度において新卒者を採用したのは、回答事業所(705事業所)のうち21.7%(153件)であった。業種別では、「コンピュータソフト関連業」が50.0%と最も高く、最も低い「その他サービス業」で13.8%となっている。

従業員規模別では、「101人以上」の事業所が81.4%と最も多く、従業員規模が小さくなるに従って採用割合が低くなる傾向にある。

問2-1 2022年度新卒者採用について

(業種別)

| 業種           | 採用あり         | 採用なし         | 無回答       | 合計            |
|--------------|--------------|--------------|-----------|---------------|
| 製造業          | 20<br>31.2%  | 44<br>68.8%  | 0<br>0.0% | 64<br>100.0%  |
| 建設業          | 33<br>18.1%  | 149<br>81.9% | 0<br>0.0% | 182<br>100.0% |
| 卸・小売業        | 38<br>26.4%  | 106<br>73.6% | 0<br>0.0% | 144<br>100.0% |
| 金融・保険・不動産業   | 12<br>23.1%  | 40<br>76.9%  | 0<br>0.0% | 52<br>100.0%  |
| 運輸・通信業       | 7<br>20.0%   | 28<br>80.0%  | 0<br>0.0% | 35<br>100.0%  |
| 飲食店・宿泊業      | 7<br>43.7%   | 9<br>56.3%   | 0<br>0.0% | 16<br>100.0%  |
| 専門サービス業      | 14<br>15.7%  | 75<br>84.3%  | 0<br>0.0% | 89<br>100.0%  |
| コンピュータソフト関連業 | 7<br>50.0%   | 7<br>50.0%   | 0<br>0.0% | 14<br>100.0%  |
| その他サービス業     | 15<br>13.8%  | 94<br>86.2%  | 0<br>0.0% | 109<br>100.0% |
| 合計           | 153<br>21.7% | 552<br>78.3% | 0<br>0.0% | 705<br>100.0% |

(従業員規模別)

| 規模      | 採用あり         | 採用なし         | 無回答       | 合計            |
|---------|--------------|--------------|-----------|---------------|
| 1～5人    | 12<br>4.7%   | 242<br>95.3% | 0<br>0.0% | 254<br>100.0% |
| 6～10人   | 11<br>8.2%   | 123<br>91.8% | 0<br>0.0% | 134<br>100.0% |
| 11～20人  | 18<br>18.2%  | 81<br>81.8%  | 0<br>0.0% | 99<br>100.0%  |
| 21～50人  | 33<br>28.9%  | 81<br>71.1%  | 0<br>0.0% | 114<br>100.0% |
| 51～100人 | 31<br>68.9%  | 14<br>31.1%  | 0<br>0.0% | 45<br>100.0%  |
| 101人以上  | 48<br>81.4%  | 11<br>18.6%  | 0<br>0.0% | 59<br>100.0%  |
| 合計      | 153<br>21.7% | 552<br>78.3% | 0<br>0.0% | 705<br>100.0% |

問2-1 新規採用について



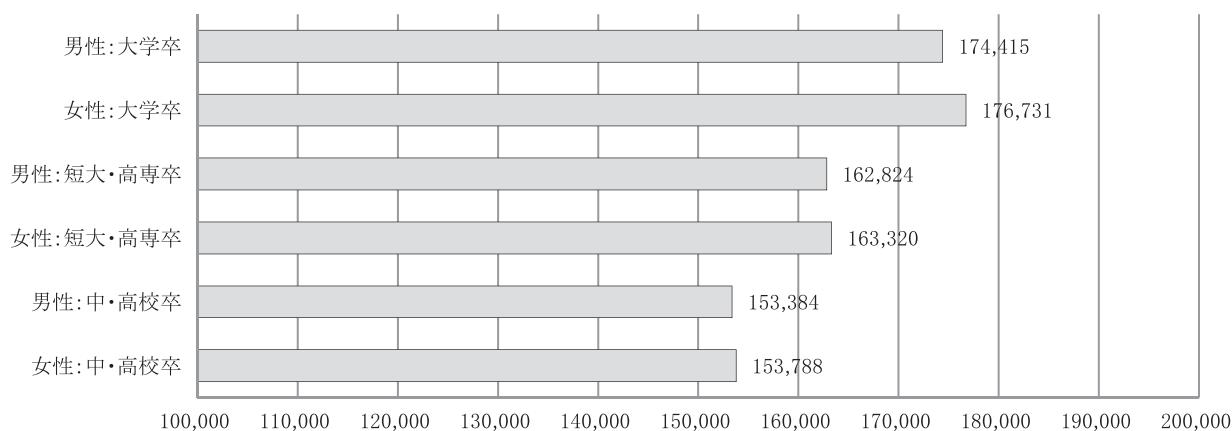
## (2) 2022年度の初任給

2022年度の初任給は、学歴別平均で、「大学卒」男性が174,415円、同女性が176,731円、「短大・高専卒」男性が162,824円、同女性が163,320円、「中學・高校卒」男性が153,384円、同女性が153,788円となっている。

問2-2 2022年度採用新卒者初任給

| (全業種・全従業員規模) |        | 平 均     |         |         | 最高      | 最低      | 件数 |
|--------------|--------|---------|---------|---------|---------|---------|----|
| 性別           | 学歴     | 学歴別平均   | 職務区分    | 職務別平均   |         |         |    |
| 男性           | 大学卒    | 174,415 | 事 務     | 180,376 | 256,000 | 118,700 | 42 |
|              |        |         | 営 業     | 170,474 | 227,000 | 129,000 | 58 |
|              |        |         | 生 産・技 術 | 174,013 | 261,500 | 118,700 | 54 |
|              | 短大・高専卒 | 162,824 | 事 務     | 161,645 | 198,000 | 135,000 | 31 |
|              |        |         | 営 業     | 160,989 | 198,000 | 135,000 | 24 |
|              |        |         | 生 産・技 術 | 164,237 | 240,000 | 108,000 | 57 |
|              | 中・高校卒  | 153,384 | 事 務     | 154,164 | 198,000 | 126,900 | 21 |
|              |        |         | 営 業     | 153,772 | 198,000 | 127,900 | 21 |
|              |        |         | 生 産・技 術 | 152,975 | 198,000 | 115,000 | 60 |
| 女性           | 大学卒    | 176,731 | 事 務     | 177,134 | 256,000 | 118,700 | 44 |
|              |        |         | 営 業     | 172,994 | 227,000 | 135,000 | 43 |
|              |        |         | 生 産・技 術 | 180,702 | 290,000 | 118,700 | 36 |
|              | 短大・高専卒 | 163,320 | 事 務     | 160,942 | 198,000 | 130,000 | 33 |
|              |        |         | 営 業     | 160,154 | 198,000 | 135,000 | 24 |
|              |        |         | 生 産・技 術 | 167,280 | 280,000 | 135,000 | 39 |
|              | 中・高校卒  | 153,788 | 事 務     | 151,611 | 198,000 | 126,900 | 27 |
|              |        |         | 営 業     | 153,760 | 198,000 | 127,900 | 20 |
|              |        |         | 生 産・技 術 | 155,585 | 198,000 | 130,000 | 33 |

問2-2 新卒者学歴別平均初任給



## 初任給比較一覧表

| 大 学 卒   |              |     |         |         |         |         |         |
|---------|--------------|-----|---------|---------|---------|---------|---------|
| 男女区分    |              |     | 男 性     |         |         | 女 性     |         |
| 職務区分    |              | 事 務 | 営 業     | 生産・技術   | 事 務     | 営 業     | 生産・技術   |
| 全業種平均額  |              |     | 180,376 | 170,474 | 174,013 | 177,134 | 172,994 |
| 業種区分    | 製造業          | 最低額 | 165,000 | 165,000 | 139,000 | 165,000 | 165,000 |
|         |              | 平均額 | 199,143 | 195,625 | 183,418 | 199,143 | 199,143 |
|         |              | 最高額 | 227,000 | 227,000 | 227,000 | 227,000 | 227,000 |
|         | 建設業          | 最低額 | 118,700 | 129,000 | 118,700 | 118,700 | 135,000 |
|         |              | 平均額 | 159,540 | 155,462 | 161,360 | 152,540 | 166,333 |
|         |              | 最高額 | 214,000 | 214,000 | 214,000 | 214,000 | 290,000 |
|         | 卸・小売業        | 最低額 | 145,400 | 141,200 | 141,200 | 141,200 | 141,200 |
|         |              | 平均額 | 159,940 | 163,804 | 170,682 | 158,056 | 161,048 |
|         |              | 最高額 | 167,000 | 193,500 | 261,500 | 168,400 | 193,500 |
|         | 金融・保険・不動産業   | 最低額 | 166,000 | 154,000 | 166,000 | 166,000 | 154,000 |
|         |              | 平均額 | 195,100 | 177,583 | 166,000 | 196,988 | 176,200 |
|         |              | 最高額 | 256,000 | 205,000 | 166,000 | 256,000 | 205,000 |
|         | 運輸・通信業       | 最低額 | 156,000 | 156,000 | 160,000 | 156,000 | 156,000 |
|         |              | 平均額 | 164,671 | 162,667 | 177,757 | 158,000 | 158,000 |
|         |              | 最高額 | 178,012 | 172,000 | 193,031 | 160,000 | 193,031 |
|         | 飲食店・宿泊業      | 最低額 | 175,310 | 147,680 | 175,310 | 175,310 | 175,310 |
|         |              | 平均額 | 183,881 | 173,663 | 186,655 | 183,881 | 186,655 |
|         |              | 最高額 | 198,000 | 198,000 | 198,000 | 198,000 | 198,000 |
|         | 専門サービス業      | 最低額 | 180,000 | 180,000 | 157,700 | 180,000 | 180,000 |
|         |              | 平均額 | 180,000 | 180,000 | 172,540 | 180,000 | 180,000 |
|         |              | 最高額 | 180,000 | 180,000 | 180,000 | 180,000 | 180,000 |
|         | コンピュータソフト関連業 | 最低額 | 191,000 | 191,000 | 167,600 | 191,000 | 191,000 |
|         |              | 平均額 | 191,000 | 191,000 | 177,520 | 191,000 | 191,000 |
|         |              | 最高額 | 191,000 | 191,000 | 191,000 | 191,000 | 191,000 |
|         | その他サービス業     | 最低額 | 180,000 | 150,000 | 180,000 | 180,000 | 172,500 |
|         |              | 平均額 | 186,000 | 174,000 | 185,267 | 186,000 | 181,500 |
|         |              | 最高額 | 192,000 | 192,000 | 192,000 | 192,000 | 192,000 |
| 従業員規模区分 | 1~5人         | 最低額 | 166,000 | 166,000 | 166,000 | 166,000 | 160,000 |
|         |              | 平均額 | 187,633 | 183,225 | 183,225 | 187,633 | 187,633 |
|         |              | 最高額 | 216,900 | 216,900 | 216,900 | 216,900 | 216,900 |
|         | 6~10人        | 最低額 | 166,000 | 166,000 | 139,000 | 166,000 | 166,000 |
|         |              | 平均額 | 178,000 | 177,500 | 169,800 | 175,680 | 175,680 |
|         |              | 最高額 | 198,000 | 198,000 | 198,000 | 198,000 | 198,000 |
|         | 11~20人       | 最低額 | 165,000 | 132,600 | 157,700 | 165,000 | 165,000 |
|         |              | 平均額 | 165,000 | 148,800 | 171,100 | 165,000 | 168,750 |
|         |              | 最高額 | 165,000 | 165,000 | 181,000 | 165,000 | 172,500 |
|         | 21~50人       | 最低額 | 150,000 | 145,000 | 140,000 | 145,000 | 150,000 |
|         |              | 平均額 | 186,000 | 167,366 | 167,690 | 175,792 | 165,114 |
|         |              | 最高額 | 195,100 | 195,100 | 195,100 | 195,100 | 195,100 |
|         | 51~100人      | 最低額 | 150,000 | 145,000 | 140,000 | 145,000 | 150,000 |
|         |              | 平均額 | 186,000 | 167,366 | 167,690 | 175,792 | 165,114 |
|         |              | 最高額 | 195,100 | 195,100 | 195,100 | 195,100 | 195,100 |
|         | 101人以上       | 最低額 | 118,700 | 129,000 | 118,700 | 118,700 | 135,000 |
|         |              | 平均額 | 182,370 | 172,912 | 180,250 | 180,702 | 174,856 |
|         |              | 最高額 | 256,000 | 227,000 | 261,500 | 256,000 | 227,000 |

## 初任給比較一覧表

| 短 大・高 専 卒 |              |     |         |         |         |         |         |
|-----------|--------------|-----|---------|---------|---------|---------|---------|
| 男女区分      |              |     | 男性      |         |         | 女性      |         |
| 職務区分      |              | 事務  | 営業      | 生産・技術   | 事務      | 営業      | 生産・技術   |
| 全業種平均額    |              |     | 161,645 | 160,989 | 164,237 | 160,942 | 160,154 |
| 業種区分      | 製造業          | 平均額 | 171,060 | 168,275 | 174,188 | 171,060 | 168,275 |
|           |              | 最高額 | 182,200 | 181,000 | 200,000 | 182,200 | 181,000 |
|           |              | 最低額 | 152,000 | 152,000 | 150,000 | 152,000 | 152,000 |
|           | 製造業          | 平均額 | 152,667 | 152,667 | 157,545 | 152,667 | 152,667 |
|           |              | 最高額 | 183,000 | 183,000 | 183,000 | 183,000 | 183,000 |
|           |              | 最低額 | 135,000 | 135,000 | 108,000 | 135,000 | 135,000 |
|           | 卸・小売業        | 平均額 | 147,458 | 147,728 | 154,052 | 145,518 | 150,909 |
|           |              | 最高額 | 155,000 | 155,000 | 170,000 | 155,000 | 170,000 |
|           |              | 最低額 | 136,100 | 137,900 | 140,516 | 130,000 | 137,900 |
|           | 金融・保険・不動産業   | 平均額 | 159,667 | 159,667 | 155,000 | 159,667 | 155,000 |
|           |              | 最高額 | 169,000 | 169,000 | 155,000 | 169,000 | 155,000 |
|           |              | 最低額 | 155,000 | 155,000 | 155,000 | 155,000 | 155,000 |
|           | 運輸・通信業       | 平均額 | 159,208 | 154,000 | 162,062 | 159,208 | 145,000 |
|           |              | 最高額 | 173,415 | 163,000 | 179,808 | 173,415 | 145,000 |
|           |              | 最低額 | 145,000 | 145,000 | 145,000 | 145,000 | 145,000 |
|           | 飲食店・宿泊業      | 平均額 | 171,828 | 182,990 | 182,990 | 178,578 | 169,307 |
|           |              | 最高額 | 198,000 | 198,000 | 198,000 | 198,000 | 198,000 |
|           |              | 最低額 | 153,000 | 167,980 | 167,980 | 167,980 | 141,940 |
|           | 専門サービス業      | 平均額 | 170,000 | 170,000 | 173,429 | 170,000 | 170,000 |
|           |              | 最高額 | 170,000 | 170,000 | 240,000 | 170,000 | 170,000 |
|           |              | 最低額 | 170,000 | 170,000 | 155,000 | 170,000 | 162,000 |
|           | コンピュータソフト関連業 | 平均額 | 172,000 | 172,000 | 164,333 | 172,000 | 172,000 |
|           |              | 最高額 | 172,000 | 172,000 | 172,000 | 172,000 | 172,000 |
|           |              | 最低額 | 172,000 | 172,000 | 155,000 | 172,000 | 155,000 |
|           | その他サービス業     | 平均額 | 175,650 | 175,650 | 165,538 | 164,800 | 175,650 |
|           |              | 最高額 | 181,300 | 181,300 | 181,300 | 181,300 | 181,300 |
|           |              | 最低額 | 170,000 | 170,000 | 135,000 | 143,100 | 170,000 |
| 従業員規模区分   | 1~5人         | 平均額 | 164,550 | 162,500 | 179,080 | 171,800 | 162,500 |
|           |              | 最高額 | 182,200 | 170,000 | 240,000 | 182,200 | 170,000 |
|           |              | 最低額 | 151,000 | 155,000 | 135,000 | 155,000 | 135,000 |
|           | 6~10人        | 平均額 | 169,500 | 169,500 | 161,857 | 169,500 | 169,500 |
|           |              | 最高額 | 198,000 | 198,000 | 198,000 | 198,000 | 198,000 |
|           |              | 最低額 | 155,000 | 155,000 | 150,000 | 155,000 | 155,000 |
|           | 11~20人       | 平均額 | 155,000 | 155,000 | 164,612 | 153,000 | 155,000 |
|           |              | 最高額 | 155,000 | 155,000 | 178,000 | 155,000 | 155,000 |
|           |              | 最低額 | 155,000 | 155,000 | 151,200 | 151,000 | 155,000 |
|           | 21~50人       | 平均額 | 154,000 | 154,000 | 166,780 | 148,000 | 154,000 |
|           |              | 最高額 | 170,000 | 170,000 | 180,000 | 170,000 | 170,000 |
|           |              | 最低額 | 140,000 | 140,000 | 140,000 | 130,000 | 140,000 |
|           | 51~100人      | 平均額 | 175,700 | 165,450 | 165,078 | 175,700 | 159,572 |
|           |              | 最高額 | 181,300 | 181,300 | 181,300 | 181,300 | 181,300 |
|           |              | 最低額 | 170,100 | 144,950 | 144,950 | 170,100 | 141,940 |
|           | 101人以上       | 平均額 | 159,200 | 158,854 | 159,813 | 158,617 | 158,540 |
|           |              | 最高額 | 183,000 | 183,000 | 200,000 | 183,000 | 183,000 |
|           |              | 最低額 | 135,000 | 135,000 | 108,000 | 135,000 | 135,000 |

## 初任給比較一覧表

| 中 学 ・ 高 校 卒                          |              |     |         |         |         |         |         |         |
|--------------------------------------|--------------|-----|---------|---------|---------|---------|---------|---------|
|                                      |              |     |         |         |         | (単位:円)  |         |         |
| 男 女 区 分                              |              | 男 性 |         |         | 女 性     |         |         |         |
| 職 務 区 分                              |              | 事 務 | 営 業     | 生産・技術   | 事 務     | 営 業     | 生産・技術   |         |
| 全 業 種 平 均 額                          |              |     | 154,164 | 153,772 | 152,975 | 151,611 | 153,760 | 155,585 |
| 業<br>種<br>分<br>区<br>分                | 製造業          | 平均額 | 160,820 | 157,300 | 160,173 | 160,820 | 157,300 | 164,100 |
|                                      |              | 最高額 | 174,900 | 173,000 | 180,000 | 174,900 | 173,000 | 180,000 |
|                                      |              | 最低額 | 142,000 | 142,000 | 115,000 | 142,000 | 142,000 | 142,000 |
|                                      | 建設業          | 平均額 | 146,333 | 146,333 | 150,866 | 145,200 | 146,333 | 154,750 |
|                                      |              | 最高額 | 174,000 | 174,000 | 180,000 | 174,000 | 174,000 | 180,000 |
|                                      |              | 最低額 | 130,000 | 130,000 | 125,000 | 130,000 | 130,000 | 130,000 |
|                                      | 卸・小売業        | 平均額 | 137,024 | 141,819 | 142,256 | 139,644 | 141,819 | 142,174 |
|                                      |              | 最高額 | 145,000 | 160,000 | 155,000 | 151,200 | 160,000 | 147,000 |
|                                      |              | 最低額 | 126,900 | 127,900 | 133,500 | 126,900 | 127,900 | 133,020 |
|                                      | 金融・保険・不動産業   | 平均額 | 148,500 | 148,500 | 142,000 | 148,500 | 148,500 | 142,000 |
|                                      |              | 最高額 | 161,500 | 161,500 | 142,000 | 161,500 | 161,500 | 142,000 |
|                                      |              | 最低額 | 142,000 | 142,000 | 142,000 | 142,000 | 142,000 | 142,000 |
| 従<br>業<br>員<br>規<br>模<br>分<br>区<br>分 | 運輸・通信業       | 平均額 |         | 154,000 | 166,702 |         |         | 164,590 |
|                                      |              | 最高額 |         | 154,000 | 168,815 |         |         | 164,590 |
|                                      |              | 最低額 |         | 154,000 | 164,590 |         |         | 164,590 |
|                                      | 飲食店・宿泊業      | 平均額 | 169,815 | 180,555 | 178,037 | 169,815 | 180,555 | 180,555 |
|                                      |              | 最高額 | 198,000 | 198,000 | 198,000 | 198,000 | 198,000 | 198,000 |
|                                      |              | 最低額 | 148,334 | 163,110 | 163,110 | 148,334 | 163,110 | 163,110 |
|                                      | 専門サービス業      | 平均額 |         |         | 151,240 |         |         | 143,100 |
|                                      |              | 最高額 |         |         | 170,000 |         |         | 153,000 |
|                                      |              | 最低額 |         |         | 133,200 |         |         | 133,200 |
|                                      | コンピュータソフト関連業 | 平均額 | 150,000 | 150,000 | 148,333 | 150,000 | 150,000 | 146,333 |
|                                      |              | 最高額 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 | 150,000 |
|                                      |              | 最低額 | 150,000 | 150,000 | 145,000 | 150,000 | 150,000 | 144,000 |
|                                      | その他サービス業     | 平均額 | 170,650 | 170,650 | 152,829 | 170,650 | 170,650 | 169,433 |
|                                      |              | 最高額 | 181,300 | 181,300 | 181,300 | 181,300 | 181,300 | 181,300 |
|                                      |              | 最低額 | 160,000 | 160,000 | 123,000 | 160,000 | 160,000 | 160,000 |

### 3. パートタイマー等について

#### (1) パートタイマーやアルバイトの雇用状況について

回答事業所(705事業所)のうち、パートタイマーやアルバイトを「雇用している」のは46.8%(330事業所)であった。業種別でみると、「飲食店・宿泊業」では93.8%で「雇用している」割合が最も高く、「建設業」では27.5%で最も割合が低い。従業員規模別でみると、「101人以上」規模の事業所で「雇用している」割合は66.7%と最も高く、「11人～20人」規模の事業所では「雇用している」割合は、38.4%と低くなっている。

問3-1 パートタイマーやアルバイトの雇用状況

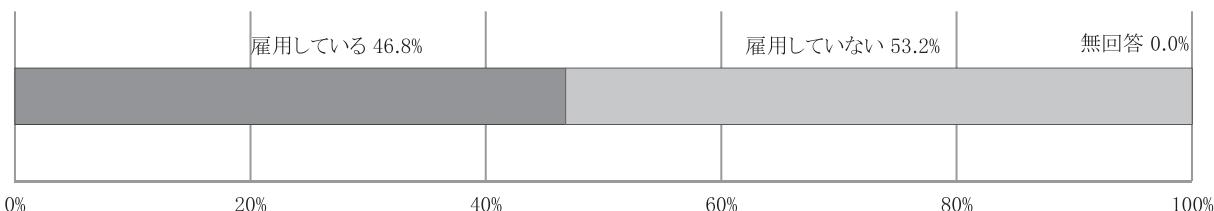
(業種別)

| 業種           | 雇用している       | 雇用していない      | 無回答       | 合計            |
|--------------|--------------|--------------|-----------|---------------|
| 製造業          | 38<br>58.5%  | 27<br>41.5%  | 0<br>0.0% | 65<br>100.0%  |
| 建設業          | 50<br>27.5%  | 132<br>72.5% | 0<br>0.0% | 182<br>100.0% |
| 卸・小売業        | 82<br>56.9%  | 62<br>43.1%  | 0<br>0.0% | 144<br>100.0% |
| 金融・保険・不動産業   | 21<br>40.4%  | 31<br>59.6%  | 0<br>0.0% | 52<br>100.0%  |
| 運輸・通信業       | 15<br>42.9%  | 20<br>57.1%  | 0<br>0.0% | 35<br>100.0%  |
| 飲食店・宿泊業      | 15<br>93.8%  | 1<br>6.3%    | 0<br>0.0% | 16<br>100.0%  |
| 専門サービス業      | 35<br>39.3%  | 54<br>60.7%  | 0<br>0.0% | 89<br>100.0%  |
| コンピュータソフト関連業 | 4<br>28.6%   | 10<br>71.4%  | 0<br>0.0% | 14<br>100.0%  |
| その他サービス業     | 70<br>64.2%  | 39<br>35.8%  | 0<br>0.0% | 109<br>100.0% |
| 合計           | 330<br>46.8% | 375<br>53.2% | 0<br>0.0% | 705<br>100.0% |

(従業員規模別)

| 規模      | 雇用している       | 雇用していない      | 無回答       | 合計            |
|---------|--------------|--------------|-----------|---------------|
| 1～5人    | 113<br>44.5% | 141<br>55.5% | 0<br>0.0% | 254<br>100.0% |
| 6～10人   | 57<br>42.5%  | 77<br>57.5%  | 0<br>0.0% | 134<br>100.0% |
| 11～20人  | 38<br>38.4%  | 61<br>61.6%  | 0<br>0.0% | 99<br>100.0%  |
| 21～50人  | 52<br>47.3%  | 58<br>52.7%  | 0<br>0.0% | 110<br>100.0% |
| 51～100人 | 28<br>62.2%  | 17<br>37.8%  | 0<br>0.0% | 45<br>100.0%  |
| 101人以上  | 42<br>66.7%  | 21<br>33.3%  | 0<br>0.0% | 63<br>100.0%  |
| 合計      | 330<br>46.8% | 375<br>53.2% | 0<br>0.0% | 705<br>100.0% |

問3-1 パートタイマーやアルバイトの雇用状況



(2) パートタイマーやアルバイトの雇用人数について

パートタイマーやアルバイトを雇用していると回答した330事業所のうち、平均従業員数に占めるパートタイマーやアルバイトの平均雇用人数の割合を業種別にみると、男性は「飲食店・宿泊業」で13.7%、女性では「卸・小売業」の27.4%と割合が高くなっている。従業員規模別でみると、男性・女性共に「1～5人」規模でそれぞれ14.3%、42.9%と高くなっている。

全業種・全規模でみると、男性より女性の占める割合が高くなっている。

問3-2 パートタイマーやアルバイトの雇用人数

(業種別)

| 業種           | 男性          | 女性           | 合計           | パート等含む平均従業員数 |
|--------------|-------------|--------------|--------------|--------------|
| 製造業          | 3<br>5.5%   | 8<br>14.5%   | 11<br>20.0%  | 55           |
| 建設業          | 1<br>4.5%   | 1<br>4.5%    | 2<br>9.1%    | 22           |
| 卸・小売業        | 11<br>8.9%  | 34<br>27.4%  | 45<br>36.3%  | 124          |
| 金融・保険・不動産業   | 10<br>7.7%  | 20<br>15.4%  | 30<br>23.1%  | 130          |
| 運輸・通信業       | 4<br>3.4%   | 7<br>6.0%    | 11<br>9.5%   | 116          |
| 飲食店・宿泊業      | 14<br>13.7% | 27<br>26.5%  | 41<br>40.2%  | 102          |
| 専門サービス業      | 1<br>4.8%   | 2<br>9.5%    | 3<br>14.3%   | 21           |
| コンピュータソフト関連業 | 0<br>0.0%   | 2<br>25.0%   | 2<br>25.0%   | 8            |
| その他サービス業     | 16<br>11.2% | 39<br>27.3%  | 55<br>38.5%  | 143          |
| 全業種          | 60<br>8.3%  | 140<br>19.4% | 200<br>27.7% | 721          |

(従業員規模別)

| 規模      | 男性         | 女性           | 合計           | パート等含む平均従業員数 |
|---------|------------|--------------|--------------|--------------|
| 1～5人    | 1<br>14.3% | 3<br>42.9%   | 4<br>57.1%   | 7            |
| 6～10人   | 1<br>8.3%  | 3<br>25.0%   | 4<br>33.3%   | 12           |
| 11～20人  | 1<br>4.8%  | 5<br>23.8%   | 6<br>28.6%   | 21           |
| 21～50人  | 2<br>4.8%  | 8<br>19.0%   | 10<br>23.8%  | 42           |
| 51～100人 | 12<br>9.5% | 26<br>20.6%  | 38<br>30.2%  | 126          |
| 101人以上  | 43<br>7.9% | 95<br>17.5%  | 138<br>25.4% | 543          |
| 全規模     | 60<br>8.0% | 140<br>18.6% | 200<br>26.6% | 751          |

### (3) 1時間当たりの賃金について

1時間当たりの賃金の平均額を業種別でみると、男性は「専門サービス業／販売系」の1,550円が最も高く、「飲食店・宿泊業／販売系」の873円が最も低い。女性は「コンピュータソフト関連業／生産・技術系」の1,300円が最も高く、「金融・保険・不動産業／生産・技術系」の820円が最も低い。従業員規模別でみると、男性は「6～10人／事務系」の1,267円が最も高く、「11～20人／事務系」の857円が最も低い。女性は「21～50人／生産・技術系」の1,048円が最も高く、「21～50人／販売系」の891円が最も低い。

#### 問3-3 1時間当たりの賃金

(業種別)

| 業種           |        | 男性    |       |       |     | 女性    |       |       |     |
|--------------|--------|-------|-------|-------|-----|-------|-------|-------|-----|
|              |        | 平均額   | 最高額   | 最低額   | 件数  | 平均額   | 最高額   | 最低額   | 件数  |
| 製造業          | 事務系    | 911   | 1,000 | 822   | 2   | 991   | 1,269 | 833   | 15  |
|              | 販売系    | 923   | 1,000 | 870   | 3   | 913   | 1,200 | 835   | 10  |
|              | 生産・技術系 | 995   | 2,247 | 820   | 16  | 890   | 1,100 | 820   | 23  |
| 建設業          | 事務系    | 1,143 | 1,500 | 930   | 3   | 974   | 1,800 | 820   | 38  |
|              | 販売系    | 0     | 0     | 0     | 0   | 1,000 | 1,000 | 1,000 | 1   |
|              | 生産・技術系 | 1,272 | 2,930 | 875   | 13  | 973   | 1,100 | 820   | 3   |
| 卸・小売業        | 事務系    | 877   | 1,000 | 820   | 9   | 991   | 2,338 | 820   | 34  |
|              | 販売系    | 950   | 1,683 | 820   | 23  | 932   | 1,130 | 820   | 34  |
|              | 生産・技術系 | 1,003 | 2,112 | 820   | 20  | 1,074 | 2,500 | 820   | 17  |
| 金融・保険・不動産業   | 事務系    | 904   | 1,010 | 820   | 7   | 967   | 1,200 | 830   | 12  |
|              | 販売系    | 880   | 920   | 830   | 5   | 886   | 1,000 | 830   | 7   |
|              | 生産・技術系 | 885   | 950   | 840   | 4   | 820   | 820   | 820   | 1   |
| 運輸・通信業       | 事務系    | 900   | 900   | 900   | 2   | 931   | 1,240 | 820   | 9   |
|              | 販売系    | 917   | 930   | 900   | 3   | 904   | 930   | 860   | 4   |
|              | 生産・技術系 | 981   | 1,350 | 820   | 7   | 943   | 1,350 | 820   | 8   |
| 飲食店・宿泊業      | 事務系    | 1,043 | 1,320 | 820   | 5   | 1,047 | 1,125 | 917   | 3   |
|              | 販売系    | 873   | 1,006 | 820   | 7   | 866   | 953   | 820   | 8   |
|              | 生産・技術系 | 1,039 | 1,400 | 900   | 8   | 930   | 1,069 | 850   | 10  |
| 専門サービス業      | 事務系    | 1,250 | 1,600 | 850   | 3   | 977   | 1,200 | 820   | 21  |
|              | 販売系    | 1,550 | 1,850 | 1,250 | 2   | 1,130 | 1,430 | 830   | 2   |
|              | 生産・技術系 | 1,165 | 1,850 | 875   | 12  | 1,174 | 2,300 | 830   | 11  |
| コンピュータソフト関連業 | 事務系    | 0     | 0     | 0     | 0   | 950   | 1,000 | 900   | 3   |
|              | 販売系    | 0     | 0     | 0     | 0   | 0     | 0     | 0     | 0   |
|              | 生産・技術系 | 900   | 900   | 900   | 1   | 1,300 | 1,300 | 1,300 | 1   |
| その他サービス業     | 事務系    | 983   | 1,599 | 820   | 8   | 979   | 1,750 | 820   | 37  |
|              | 販売系    | 968   | 1,175 | 834   | 9   | 943   | 1,183 | 820   | 12  |
|              | 生産・技術系 | 1,019 | 1,800 | 820   | 27  | 1,057 | 1,850 | 820   | 30  |
| 全業種          | 事務系    | 977   | 1,600 | 820   | 39  | 978   | 2,338 | 820   | 172 |
|              | 販売系    | 956   | 1,850 | 820   | 52  | 925   | 1,430 | 820   | 78  |
|              | 生産・技術系 | 1,052 | 2,930 | 820   | 108 | 1,012 | 2,500 | 820   | 104 |

(従業員規模別)

| 規模      |        | 男性    |       |       |     | 女性    |       |     |     |
|---------|--------|-------|-------|-------|-----|-------|-------|-----|-----|
|         |        | 平均額   | 最高額   | 最低額   | 件数  | 平均額   | 最高額   | 最低額 | 件数  |
| 1～5人    | 事務系    | 1,068 | 1,600 | 880   | 6   | 1,030 | 2,338 | 820 | 56  |
|         | 販売系    | 1,004 | 1,850 | 820   | 15  | 925   | 1,200 | 820 | 29  |
|         | 生産・技術系 | 1,079 | 2,247 | 820   | 27  | 1,047 | 2,300 | 820 | 27  |
| 6～10人   | 事務系    | 1,267 | 1,500 | 1,000 | 3   | 982   | 1,524 | 820 | 32  |
|         | 販売系    | 918   | 1,250 | 820   | 12  | 940   | 1,430 | 840 | 15  |
|         | 生産・技術系 | 1,160 | 1,875 | 913   | 12  | 1,033 | 1,800 | 820 | 12  |
| 11～20人  | 事務系    | 857   | 900   | 822   | 3   | 947   | 1,200 | 820 | 21  |
|         | 販売系    | 1,006 | 1,175 | 850   | 4   | 995   | 1,183 | 830 | 5   |
|         | 生産・技術系 | 942   | 1,431 | 820   | 14  | 935   | 1,260 | 820 | 10  |
| 21～50人  | 事務系    | 910   | 1,000 | 820   | 2   | 931   | 1,269 | 820 | 25  |
|         | 販売系    | 918   | 1,000 | 830   | 5   | 891   | 982   | 843 | 9   |
|         | 生産・技術系 | 1,075 | 2,930 | 820   | 21  | 1,048 | 2,500 | 820 | 22  |
| 51～100人 | 事務系    | 910   | 1,010 | 820   | 9   | 956   | 1,125 | 833 | 17  |
|         | 販売系    | 963   | 1,278 | 830   | 11  | 899   | 938   | 830 | 9   |
|         | 生産・技術系 | 1,014 | 1,500 | 820   | 15  | 950   | 1,386 | 820 | 14  |
| 101人以上  | 事務系    | 957   | 1,599 | 820   | 16  | 941   | 1,241 | 820 | 21  |
|         | 販売系    | 885   | 952   | 835   | 5   | 923   | 1,130 | 837 | 11  |
|         | 生産・技術系 | 1,033 | 2,112 | 820   | 19  | 993   | 2,220 | 820 | 19  |
| 全規模     | 事務系    | 977   | 1,600 | 820   | 39  | 978   | 2,338 | 820 | 172 |
|         | 販売系    | 956   | 1,850 | 820   | 52  | 925   | 1,430 | 820 | 78  |
|         | 生産・技術系 | 1,052 | 2,930 | 820   | 108 | 1,012 | 2,500 | 820 | 104 |

#### (4) 交通費の支給について

パートタイマーやアルバイトを雇用していると回答した事業所（330事業所）のうち、交通費を支給している割合は62.1%（205事業所）である。業種別でみると、「専門サービス業」が最も高く77.1%支給している。従業員規模別でみると、「101人以上」が87.8%で支給している割合が最も高い。

#### 問3-4 交通費の支給

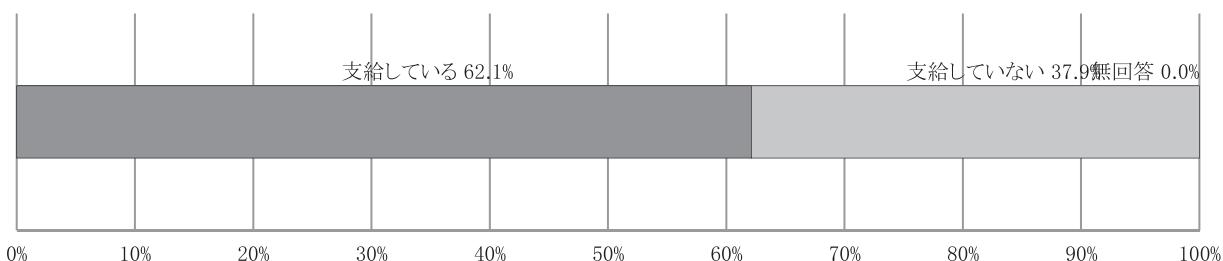
(業種別)

| 業種           | 支給している       | 支給していない      | 無回答       | 合計          |
|--------------|--------------|--------------|-----------|-------------|
| 製造業          | 23<br>59.0%  | 16<br>41.0%  | 0<br>0.0% | 39<br>100%  |
|              |              |              |           |             |
| 建設業          | 31<br>60.8%  | 20<br>39.2%  | 0<br>0.0% | 51<br>100%  |
|              |              |              |           |             |
| 卸・小売業        | 55<br>69.6%  | 24<br>30.4%  | 0<br>0.0% | 79<br>100%  |
|              |              |              |           |             |
| 金融・保険・不動産業   | 12<br>57.1%  | 9<br>42.9%   | 0<br>0.0% | 21<br>100%  |
|              |              |              |           |             |
| 運輸・通信業       | 6<br>40.0%   | 9<br>60.0%   | 0<br>0.0% | 15<br>100%  |
|              |              |              |           |             |
| 飲食店・宿泊業      | 9<br>60.0%   | 6<br>40.0%   | 0<br>0.0% | 15<br>100%  |
|              |              |              |           |             |
| 専門サービス業      | 27<br>77.1%  | 8<br>22.9%   | 0<br>0.0% | 35<br>100%  |
|              |              |              |           |             |
| コンピュータソフト関連業 | 3<br>75.0%   | 1<br>25.0%   | 0<br>0.0% | 4<br>100%   |
|              |              |              |           |             |
| その他サービス業     | 39<br>54.9%  | 32<br>45.1%  | 0<br>0.0% | 71<br>100%  |
|              |              |              |           |             |
| 合計           | 205<br>62.1% | 125<br>37.9% | 0<br>0.0% | 330<br>100% |

(従業員規模別)

| 規模      | 支給している       | 支給していない      | 無回答       | 合計          |
|---------|--------------|--------------|-----------|-------------|
| 1～5人    | 60<br>53.6%  | 52<br>46.4%  | 0<br>0.0% | 112<br>100% |
|         |              |              |           |             |
| 6～10人   | 33<br>57.9%  | 24<br>42.1%  | 0<br>0.0% | 57<br>100%  |
|         |              |              |           |             |
| 11～20人  | 25<br>62.5%  | 15<br>37.5%  | 0<br>0.0% | 40<br>100%  |
|         |              |              |           |             |
| 21～50人  | 32<br>58.2%  | 20<br>36.4%  | 0<br>0.0% | 55<br>95%   |
|         |              |              |           |             |
| 51～100人 | 19<br>67.9%  | 9<br>32.1%   | 0<br>0.0% | 28<br>100%  |
|         |              |              |           |             |
| 101人以上  | 36<br>87.8%  | 5<br>12.2%   | 0<br>0.0% | 41<br>100%  |
|         |              |              |           |             |
| 合計      | 205<br>62.1% | 125<br>37.9% | 0<br>0.0% | 330<br>100% |

#### 問3-4 パートタイマーやアルバイトへの交通費支給



### (5)パートタイマー・アルバイトの雇用理由について

雇用理由については、「仕事の量に応じた採用ができる」が39.4%で最も高く、次いで「仕事の内容がパートで十分」が37.0%となり、両方合わせて雇用理由の約77%を占めている。

#### 問3-5 パートタイマー・アルバイトの雇用理由

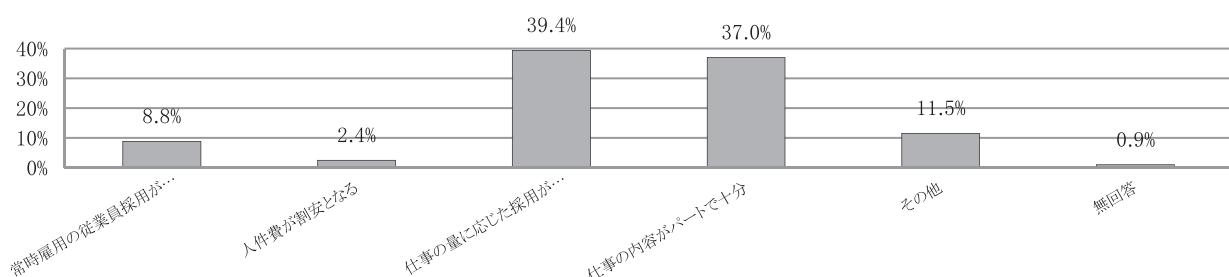
(業種別)

| 業種           | 常時雇用の従業員採用が困難 | 人件費が割安となる  | 仕事の量に応じた採用ができる | 仕事の内容がパートで十分 | その他          | 無回答         | 合計(事業所数)    |  |
|--------------|---------------|------------|----------------|--------------|--------------|-------------|-------------|--|
| 製造業          | 0<br>0.0%     | 0<br>0.0%  | 15<br>39.5%    | 17<br>44.7%  | 6<br>15.8%   | 0<br>0.0%   | 38          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 建設業          | 6<br>11.5%    | 1<br>1.9%  | 20<br>38.5%    | 16<br>30.8%  | 8<br>15.4%   | 1<br>1.9%   | 52          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 卸・小売業        | 5<br>6.3%     | 4<br>5.0%  | 33<br>41.3%    | 28<br>35.0%  | 10<br>12.5%  | 0<br>0.0%   | 80          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 金融・保険・不動産業   | 1<br>4.8%     | 0<br>0.0%  | 12<br>57.1%    | 8<br>38.1%   | 0<br>0.0%    | 0<br>0.0%   | 21          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 運輸・通信業       | 2<br>13.3%    | 0<br>0.0%  | 6<br>40.0%     | 6<br>40.0%   | 1<br>6.7%    | 0<br>0.0%   | 15          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 飲食店・宿泊業      | 1<br>5.9%     | 0<br>0.0%  | 8<br>47.1%     | 7<br>41.2%   | 0<br>0.0%    | 1<br>5.9%   | 17          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 専門サービス業      | 9<br>25.7%    | 0<br>0.0%  | 9<br>25.7%     | 12<br>34.3%  | 5<br>14.3%   | 0<br>0.0%   | 35          |  |
|              |               |            |                |              |              |             | 100%        |  |
| コンピュータソフト関連業 | 0<br>0.0%     | 0<br>0.0%  | 1<br>25.0%     | 2<br>50.0%   | 1<br>25.0%   | 0<br>0.0%   | 4           |  |
|              |               |            |                |              |              |             | 100%        |  |
| その他サービス業     | 5<br>7.4%     | 3<br>4.4%  | 26<br>38.2%    | 26<br>38.2%  | 7<br>10.3%   | 1<br>1.5%   | 68          |  |
|              |               |            |                |              |              |             | 100%        |  |
| 合計           |               | 29<br>8.8% | 8<br>2.4%      | 130<br>39.4% | 122<br>37.0% | 38<br>11.5% | 3<br>0.9%   |  |
|              |               |            |                |              |              |             | 330<br>100% |  |

(従業員規模別)

| 規模      | 常時雇用の従業員採用が困難 | 人件費が割安となる  | 仕事の量に応じた採用ができる | 仕事の内容がパートで十分 | その他          | 無回答         | 合計(事業所数)    |  |
|---------|---------------|------------|----------------|--------------|--------------|-------------|-------------|--|
| 1～5人    | 9<br>8.3%     | 3<br>2.8%  | 38<br>34.9%    | 45<br>41.3%  | 14<br>12.8%  | 0<br>0.0%   | 109         |  |
|         |               |            |                |              |              |             | 100%        |  |
| 6～10人   | 9<br>15.5%    | 0<br>0.0%  | 20<br>34.5%    | 22<br>37.9%  | 7<br>12.1%   | 0<br>0.0%   | 58          |  |
|         |               |            |                |              |              |             | 100%        |  |
| 11～20人  | 4<br>10.0%    | 1<br>2.5%  | 14<br>35.0%    | 15<br>37.5%  | 6<br>15.0%   | 0<br>0.0%   | 40          |  |
|         |               |            |                |              |              |             | 100%        |  |
| 21～50人  | 1<br>1.9%     | 0<br>0.0%  | 24<br>45.3%    | 17<br>32.1%  | 8<br>15.1%   | 3<br>5.7%   | 53          |  |
|         |               |            |                |              |              |             | 100%        |  |
| 51～100人 | 4<br>14.3%    | 4<br>14.3% | 13<br>46.4%    | 6<br>21.4%   | 1<br>3.6%    | 0<br>0.0%   | 28          |  |
|         |               |            |                |              |              |             | 100%        |  |
| 101人以上  | 2<br>4.8%     | 0<br>0.0%  | 22<br>52.4%    | 16<br>38.1%  | 2<br>4.8%    | 0<br>0.0%   | 42          |  |
|         |               |            |                |              |              |             | 100%        |  |
| 合計      |               | 29<br>8.8% | 8<br>2.4%      | 131<br>39.7% | 121<br>36.7% | 38<br>11.5% | 3<br>0.9%   |  |
|         |               |            |                |              |              |             | 330<br>100% |  |

#### 問3-5 パートタイマーの雇用理由



## 4. 退職金制度について

### (1) 退職金制度の有無

回答事業所（705事業所）のうち、「退職金制度あり」と回答した事業所は64.4%（454事業所）であった。業種別でみると、「建設業」の71.4%が「退職金制度あり」の割合が最も高く、「コンピュータソフト関連業」「飲食店・宿泊業」の50.0%が最も割合が低い。

従業員規模別では、「1～5人」規模の事業所で「退職金制度あり」の割合が44.1%に対して、「21～50人」「51～100人」「101人以上」規模の事業所では80%を超えており、従業員規模が大きくなるにつれて「退職金制度あり」の割合が高くなる傾向にある。

### 問4-1 退職金制度の有無

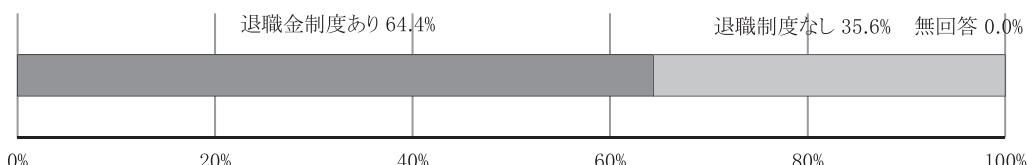
(業種別)

| 業種           | 退職金制度あり      | 退職金制度なし      | 無回答       | 合計            |
|--------------|--------------|--------------|-----------|---------------|
| 製造業          | 41<br>64.1%  | 23<br>35.9%  | 0<br>0.0% | 64<br>100.0%  |
| 建設業          | 130<br>71.4% | 52<br>28.6%  | 0<br>0.0% | 182<br>100.0% |
| 卸・小売業        | 97<br>67.4%  | 47<br>32.6%  | 0<br>0.0% | 144<br>100.0% |
| 金融・保険・不動産業   | 28<br>53.8%  | 24<br>46.2%  | 0<br>0.0% | 52<br>100.0%  |
| 運輸・通信業       | 21<br>60.0%  | 14<br>40.0%  | 0<br>0.0% | 35<br>100.0%  |
| 飲食店・宿泊業      | 8<br>50.0%   | 8<br>50.0%   | 0<br>0.0% | 16<br>100.0%  |
| 専門サービス業      | 57<br>64.0%  | 32<br>36.0%  | 0<br>0.0% | 89<br>100.0%  |
| コンピュータソフト関連業 | 7<br>50.0%   | 7<br>50.0%   | 0<br>0.0% | 14<br>100.0%  |
| その他サービス業     | 65<br>59.6%  | 44<br>40.4%  | 0<br>0.0% | 109<br>100.0% |
| 合計           | 454<br>64.4% | 251<br>35.6% | 0<br>0.0% | 705<br>100.0% |

(従業員規模別)

| 規模      | 退職金制度あり      | 退職金制度なし      | 無回答       | 合計            |
|---------|--------------|--------------|-----------|---------------|
| 1～5人    | 109<br>44.1% | 138<br>55.9% | 0<br>0.0% | 247<br>100.0% |
| 6～10人   | 79<br>57.7%  | 58<br>42.3%  | 0<br>0.0% | 137<br>100.0% |
| 11～20人  | 69<br>69.0%  | 31<br>31.0%  | 0<br>0.0% | 100<br>100.0% |
| 21～50人  | 98<br>86.7%  | 15<br>13.3%  | 0<br>0.0% | 113<br>100.0% |
| 51～100人 | 42<br>93.3%  | 3<br>6.7%    | 0<br>0.0% | 45<br>100.0%  |
| 101人以上  | 57<br>90.5%  | 6<br>9.5%    | 0<br>0.0% | 63<br>100.0%  |
| 合計      | 454<br>64.4% | 251<br>35.6% | 0<br>0.0% | 705<br>100.0% |

### 問4-1 退職金制度の有無



## (2)今後、退職金制度を設ける予定

※退職金制度が無いと回答した事業者の集計

「退職金制度なし」と回答した251事業所のうち、退職金制度を設ける「予定あり」は29.9%（75事業所）であった。業種別でみると、「予定あり」は「建設業」の40.4%で割合が最も高く、「予定なし」は「飲食店・宿泊業」で87.5%で最も高くなっている。従業員規模別でみると、退職金制度を設ける「予定あり」は「21～50人」で42.9%と割合が最も高く、「予定なし」は「101人以上」で100%となっている。

### 問4-2 今後、退職金制度を設ける予定について

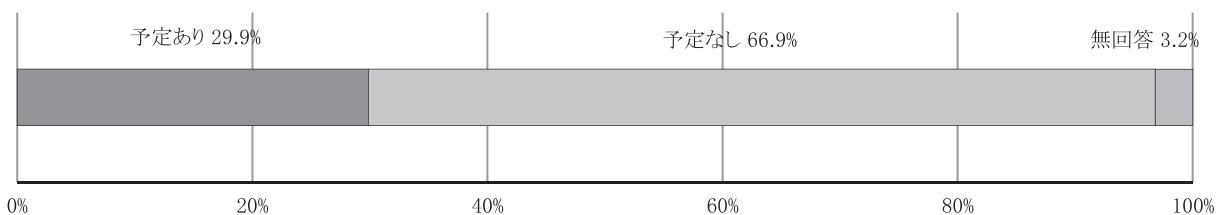
(業種別)

| 業種           | 予定あり        | 予定なし         | 無回答       | 合計            |
|--------------|-------------|--------------|-----------|---------------|
| 製造業          | 8<br>34.8%  | 15<br>65.2%  | 0<br>0.0% | 23<br>100.0%  |
| 建設業          | 21<br>40.4% | 29<br>55.8%  | 2<br>3.8% | 52<br>100.0%  |
| 卸・小売業        | 12<br>25.5% | 34<br>72.3%  | 1<br>2.1% | 47<br>100.0%  |
| 金融・保険・不動産業   | 9<br>36.0%  | 15<br>60.0%  | 1<br>4.0% | 25<br>100.0%  |
| 運輸・通信業       | 3<br>25.0%  | 9<br>75.0%   | 0<br>0.0% | 12<br>100.0%  |
| 飲食店・宿泊業      | 1<br>12.5%  | 7<br>87.5%   | 0<br>0.0% | 8<br>100.0%   |
| 専門サービス業      | 8<br>26.7%  | 20<br>66.7%  | 2<br>6.7% | 30<br>100.0%  |
| コンピュータソフト関連業 | 1<br>14.3%  | 6<br>85.7%   | 0<br>0.0% | 7<br>100.0%   |
| その他サービス業     | 12<br>25.5% | 33<br>70.2%  | 2<br>4.3% | 47<br>100.0%  |
| 合計           | 75<br>29.9% | 168<br>66.9% | 8<br>3.2% | 251<br>100.0% |

(従業員規模別)

| 規模      | 予定あり        | 予定なし         | 無回答        | 合計            |
|---------|-------------|--------------|------------|---------------|
| 1～5人    | 45<br>32.1% | 91<br>65.0%  | 4<br>2.9%  | 140<br>100.0% |
| 6～10人   | 15<br>26.3% | 40<br>70.2%  | 2<br>3.5%  | 57<br>100.0%  |
| 11～20人  | 8<br>25.8%  | 23<br>74.2%  | 0<br>0.0%  | 31<br>100.0%  |
| 21～50人  | 6<br>42.9%  | 7<br>50.0%   | 1<br>7.1%  | 14<br>100.0%  |
| 51～100人 | 1<br>33.3%  | 1<br>33.3%   | 1<br>33.3% | 3<br>100.0%   |
| 101人以上  | 0<br>0.0%   | 6<br>100.0%  | 0<br>0.0%  | 6<br>100.0%   |
| 合計      | 75<br>29.9% | 168<br>66.9% | 8<br>3.2%  | 251<br>100.0% |

### 問4-2 今後、退職金制度を設ける予定



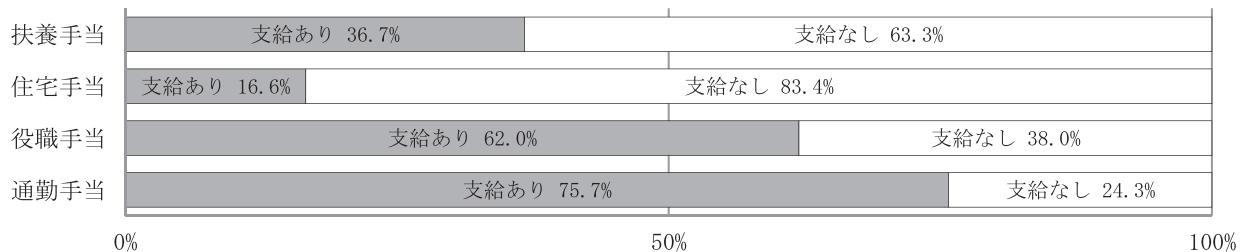
## 5. 諸手当について(時間外手当を除く)

諸手当のうち、「通勤手当」を支給している割合が最も高く75.7%が支給している。次いで「その他手当」が73.3%、「役職手当」が62.0%となっている。従業員規模別でみると、いづれの手当も規模が大きくなるにつれ、支給している割合が高くなる傾向がある。

諸手当支給状況

| (業種別)        |              |              |              |              |              |             | (複数回答)   |
|--------------|--------------|--------------|--------------|--------------|--------------|-------------|----------|
| 業種           | 扶養手当         | 住宅手当         | 役職手当         | その他          | 通勤手当         | 手当なし        | 合計(事業所数) |
| 製造業          | 29<br>45.3%  | 12<br>18.8%  | 42<br>65.6%  | 47<br>73.4%  | 49<br>76.6%  | 8<br>12.5%  | 64       |
| 建設業          | 58<br>31.9%  | 17<br>9.3%   | 103<br>56.6% | 137<br>75.3% | 124<br>68.1% | 29<br>15.9% | 182      |
| 卸・小売業        | 59<br>41.0%  | 31<br>21.5%  | 98<br>68.1%  | 97<br>67.4%  | 111<br>77.1% | 13<br>9.0%  | 144      |
| 金融・保険・不動産業   | 21<br>40.4%  | 8<br>15.4%   | 32<br>61.5%  | 46<br>88.5%  | 46<br>88.5%  | 12<br>23.1% | 52       |
| 運輸・通信業       | 16<br>45.7%  | 7<br>20.0%   | 26<br>74.3%  | 28<br>80.0%  | 28<br>80.0%  | 3<br>8.6%   | 35       |
| 飲食店・宿泊業      | 3<br>18.8%   | 2<br>12.5%   | 10<br>62.5%  | 9<br>56.3%   | 14<br>87.5%  | 0<br>0.0%   | 16       |
| 専門サービス業      | 28<br>31.5%  | 17<br>19.1%  | 50<br>56.2%  | 70<br>78.7%  | 67<br>75.3%  | 8<br>9.0%   | 89       |
| コンピュータソフト関連業 | 8<br>57.1%   | 8<br>57.1%   | 11<br>78.6%  | 11<br>78.6%  | 14<br>100.0% | 0<br>0.0%   | 14       |
| その他サービス業     | 37<br>33.9%  | 15<br>13.8%  | 65<br>59.6%  | 72<br>66.1%  | 81<br>74.3%  | 16<br>14.7% | 109      |
| 合計           | 259<br>36.7% | 117<br>16.6% | 437<br>62.0% | 517<br>73.3% | 534<br>75.7% | 89<br>12.6% | 705      |

| (従業員規模別) |              |              |              |              |              |             | (複数回答)   |
|----------|--------------|--------------|--------------|--------------|--------------|-------------|----------|
| 規模       | 扶養手当         | 住宅手当         | 役職手当         | その他          | 通勤手当         | 手当なし        | 合計(事業所数) |
| 1～5人     | 50<br>19.7%  | 21<br>8.3%   | 87<br>34.3%  | 135<br>53.1% | 151<br>59.4% | 69<br>27.2% | 254      |
| 6～10人    | 42<br>31.3%  | 17<br>12.7%  | 79<br>59.0%  | 97<br>72.4%  | 101<br>75.4% | 12<br>9.0%  | 134      |
| 11～20人   | 47<br>47.5%  | 17<br>17.2%  | 75<br>75.8%  | 86<br>86.9%  | 86<br>86.9%  | 5<br>5.1%   | 99       |
| 21～50人   | 55<br>48.2%  | 27<br>23.7%  | 101<br>88.6% | 103<br>90.4% | 97<br>85.1%  | 3<br>2.6%   | 114      |
| 51～100人  | 30<br>66.7%  | 17<br>37.8%  | 41<br>91.1%  | 39<br>86.7%  | 40<br>88.9%  | 0<br>0.0%   | 45       |
| 101人以上   | 35<br>59.3%  | 18<br>30.5%  | 54<br>91.5%  | 57<br>96.6%  | 59<br>100.0% | 0<br>0.0%   | 59       |
| 合計       | 259<br>36.7% | 117<br>16.6% | 437<br>62.0% | 517<br>73.3% | 534<br>75.7% | 89<br>12.6% | 705      |



役付手当(男性・業種別)

| 区分           | 部長           |             |            |            | 課長         |              |             |            | 係長         |            |              |             |            |            |            |
|--------------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|
|              | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) |
| 製造業          | 27           | 52          | 55,900     | 110,000    | 8,000      | 22           | 46          | 36,300     | 75,000     | 10,000     | 34           | 41          | 13,300     | 60,000     | 1,000      |
| 建設業          | 65           | 52          | 64,200     | 200,000    | 5,000      | 63           | 48          | 35,000     | 200,000    | 2,000      | 69           | 43          | 21,000     | 100,000    | 1,000      |
| 卸・小売業        | 59           | 51          | 63,400     | 270,000    | 5,000      | 69           | 47          | 43,300     | 190,000    | 3,000      | 69           | 43          | 20,400     | 112,000    | 1,000      |
| 金融・保険・不動産業   | 10           | 49          | 52,000     | 100,000    | 7,000      | 12           | 45          | 36,700     | 61,900     | 15,000     | 15           | 40          | 18,800     | 40,000     | 4,500      |
| 運輸・通信業       | 14           | 52          | 72,300     | 160,000    | 15,000     | 18           | 47          | 41,000     | 125,000    | 8,000      | 18           | 44          | 10,000     | 30,000     | 3,000      |
| 飲食店・宿泊業      | 3            | 48          | 67,500     | 105,000    | 30,000     | 6            | 44          | 38,100     | 60,000     | 3,000      | 9            | 40          | 23,500     | 49,100     | 10,000     |
| 専門サービス業      | 26           | 53          | 72,100     | 214,500    | 3,000      | 26           | 46          | 38,500     | 104,500    | 10,000     | 31           | 40          | 22,200     | 192,000    | 2,000      |
| コンピュータソフト関連業 | 5            | 50          | 61,900     | 80,000     | 20,000     | 8            | 43          | 27,300     | 60,000     | 10,800     | 7            | 42          | 10,000     | 20,000     | 3,000      |
| その他サービス業     | 35           | 53          | 68,900     | 160,000    | 3,000      | 28           | 48          | 41,800     | 115,000    | 8,000      | 36           | 46          | 21,700     | 80,000     | 3,000      |
| 全業種          | 244          | 52          | 64,600     | 270,000    | 3,000      | 252          | 47          | 39,000     | 200,000    | 2,000      | 288          | 43          | 19,100     | 192,000    | 1,000      |

役付手当(女性・業種別)

| 区分           | 部長           |             |            |            | 課長         |              |             |            | 係長         |            |              |             |            |            |            |
|--------------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|
|              | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) |
| 製造業          | 2            | 49          | 75,000     | 90,000     | 60,000     | 12           | 50          | 38,300     | 80,000     | 5,000      | 25           | 43          | 14,600     | 50,000     | 2,000      |
| 建設業          | 9            | 56          | 42,500     | 75,000     | 15,000     | 8            | 46          | 38,000     | 55,000     | 20,000     | 14           | 42          | 12,000     | 30,000     | 2,000      |
| 卸・小売業        | 11           | 51          | 65,100     | 215,000    | 15,000     | 30           | 51          | 42,500     | 130,000    | 8,000      | 51           | 45          | 17,500     | 100,000    | 1,000      |
| 金融・保険・不動産業   | 3            | 52          | 46,600     | 80,000     | 20,000     | 6            | 45          | 27,000     | 50,000     | 15,000     | 9            | 44          | 17,600     | 50,000     | 4,500      |
| 運輸・通信業       | 2            | 60          | 36,000     | 40,000     | 32,000     | 5            | 48          | 35,800     | 50,000     | 20,000     | 11           | 47          | 11,300     | 57,000     | 3,000      |
| 飲食店・宿泊業      | 2            | 51          | 57,500     | 85,000     | 30,000     | 2            | 51          | 45,000     | 60,000     | 30,000     | 3            | 45          | 30,000     | 50,000     | 20,000     |
| 専門サービス業      | 4            | 54          | 51,200     | 70,000     | 30,000     | 12           | 53          | 31,700     | 80,000     | 10,000     | 19           | 45          | 21,200     | 202,000    | 1,000      |
| コンピュータソフト関連業 | 2            | 49          | 40,000     | 60,000     | 20,000     | 3            | 43          | 25,400     | 60,000     | 10,800     | 4            | 41          | 7,600      | 15,000     | 3,000      |
| その他サービス業     | 3            | 51          | 60,200     | 75,600     | 45,000     | 13           | 47          | 26,500     | 100,000    | 3,000      | 29           | 42          | 19,000     | 107,000    | 3,000      |
| 全業種          | 38           | 53          | 54,700     | 215,000    | 15,000     | 91           | 49          | 36,300     | 130,000    | 3,000      | 165          | 44          | 17,200     | 202,000    | 1,000      |

役付手当(男性・従業員規模別)

| 区分    | 部長           |             |            |            | 課長         |              |             |            | 係長         |            |              |             |            |            |            |
|-------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|
|       | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) |
| 1~5人  | 23           | 50          | 43,700     | 115,500    | 5,000      | 24           | 44          | 25,700     | 50,000     | 3,000      | 45           | 44          | 19,600     | 125,000    | 1,000      |
| 6~20人 | 82           | 53          | 61,700     | 270,000    | 3,000      | 69           | 46          | 41,600     | 200,000    | 10,000     | 93           | 44          | 27,900     | 192,000    | 2,000      |
| 21人以上 | 144          | 52          | 66,400     | 200,000    | 7,000      | 163          | 48          | 39,400     | 125,000    | 2,000      | 158          | 43          | 17,200     | 100,000    | 1,000      |
| 全業種   | 249          | 52          | 64,300     | 270,000    | 3,000      | 256          | 47          | 39,200     | 200,000    | 2,000      | 296          | 43          | 19,300     | 192,000    | 1,000      |

役付手当(女性・従業員規模別)

| 区分    | 部長           |             |            |            | 課長         |              |             |            | 係長         |            |              |             |            |            |            |
|-------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|--------------|-------------|------------|------------|------------|
|       | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) | 集計企業数<br>(社) | 平均年齢<br>(才) | 平均額<br>(円) | 最高額<br>(円) | 最低額<br>(円) |
| 1~5人  | 2            | 54          | 20,900     | 21,800     | 20,000     | 5            | 56          | 20,000     | 30,000     | 10,000     | 20           | 39          | 18,500     | 55,000     | 4,000      |
| 6~20人 | 13           | 54          | 61,000     | 215,000    | 15,000     | 22           | 46          | 35,100     | 130,000    | 3,000      | 42           | 44          | 20,800     | 202,000    | 2,000      |
| 21人以上 | 23           | 52          | 54,700     | 100,000    | 20,000     | 64           | 50          | 37,800     | 110,000    | 5,000      | 107          | 45          | 16,100     | 107,000    | 1,000      |
| 全業種   | 38           | 53          | 55,000     | 215,000    | 15,000     | 91           | 49          | 36,400     | 130,000    | 3,000      | 169          | 44          | 17,100     | 202,000    | 1,000      |

## 統 計 編（1）

男性・全従業員規模・学歴別・業種別

女性・全従業員規模・学歴別・業種別

【男性 大学卒】『全業種』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)    |         |
|-------|-------|---------|----------------|---------|---------|--------|-----------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |           |         |
| 事務    | 22    | 1       | 2              | 170,800 | 164,000 | 6,800  | 180,000   | 161,600 |
|       | 25    | 2       | 37             | 201,400 | 191,600 | 9,800  | 246,900   | 140,000 |
|       | 30    | 5       | 53             | 219,900 | 203,200 | 16,700 | 304,100   | 164,500 |
|       | 35    | 7       | 55             | 275,400 | 248,200 | 27,200 | 418,500   | 169,000 |
|       | 40    | 11      | 48             | 310,100 | 260,900 | 49,200 | 460,700   | 182,000 |
|       | 45    | 14      | 57             | 343,500 | 291,500 | 52,000 | 600,000   | 181,000 |
|       | 50    | 18      | 56             | 392,500 | 336,700 | 55,800 | 690,000   | 197,200 |
|       | 55    | 23      | 39             | 447,600 | 370,300 | 77,300 | 698,400   | 155,000 |
|       | 58    | 24      | 31             | 394,200 | 326,200 | 68,000 | 623,700   | 100,000 |
| 営業    | 22    | 1       | 4              | 190,000 | 164,100 | 25,900 | 227,900   | 162,000 |
|       | 25    | 2       | 89             | 191,200 | 174,900 | 16,300 | 266,500   | 150,000 |
|       | 30    | 4       | 114            | 231,000 | 195,100 | 35,900 | 602,000   | 138,400 |
|       | 35    | 8       | 107            | 272,500 | 233,600 | 38,900 | 515,000   | 152,000 |
|       | 40    | 10      | 92             | 300,800 | 241,200 | 59,600 | 500,900   | 165,000 |
|       | 45    | 15      | 70             | 344,200 | 294,900 | 49,300 | 556,000   | 220,000 |
|       | 50    | 19      | 79             | 384,000 | 325,800 | 58,200 | 694,000   | 197,500 |
|       | 55    | 23      | 76             | 352,200 | 279,400 | 72,800 | 843,800   | 170,000 |
|       | 58    | 22      | 53             | 331,400 | 281,500 | 49,900 | 731,000   | 150,000 |
| 生産・技術 | 22    | 1       | 7              | 185,900 | 169,700 | 16,200 | 229,200   | 164,000 |
|       | 25    | 2       | 85             | 201,500 | 182,500 | 19,000 | 357,000   | 146,000 |
|       | 30    | 4       | 88             | 230,700 | 199,900 | 30,800 | 355,000   | 137,300 |
|       | 35    | 7       | 70             | 261,900 | 213,700 | 48,200 | 550,100   | 163,000 |
|       | 40    | 8       | 87             | 285,200 | 233,900 | 51,300 | 765,000   | 151,900 |
|       | 45    | 13      | 92             | 299,700 | 243,400 | 56,300 | 636,000   | 148,200 |
|       | 50    | 17      | 93             | 326,000 | 251,000 | 75,000 | 550,000   | 180,000 |
|       | 55    | 16      | 67             | 358,300 | 288,600 | 69,700 | 633,400   | 176,400 |
|       | 58    | 16      | 120            | 324,500 | 255,400 | 69,100 | 633,000   | 130,000 |
| その他   | 22    | 1       | 2              | 167,900 | 157,900 | 10,000 | 145,800   | 145,800 |
|       | 25    | 2       | 17             | 169,600 | 159,700 | 9,900  | 214,000   | 122,500 |
|       | 30    | 4       | 20             | 213,500 | 195,400 | 18,100 | 297,200   | 144,600 |
|       | 35    | 6       | 30             | 237,000 | 196,200 | 40,800 | 704,500   | 137,900 |
|       | 40    | 8       | 40             | 273,400 | 212,500 | 60,900 | 989,300   | 145,500 |
|       | 45    | 8       | 35             | 273,800 | 229,800 | 44,000 | 389,000   | 150,000 |
|       | 50    | 14      | 24             | 291,700 | 241,600 | 50,100 | 410,000   | 135,000 |
|       | 55    | 18      | 31             | 368,600 | 294,500 | 74,100 | 1,131,400 | 159,000 |
|       | 58    | 15      | 25             | 301,000 | 251,400 | 49,600 | 1,078,200 | 170,000 |
| 全     | 22    | 1       | 15             | 182,500 | 165,800 | 16,700 | 229,200   | 145,800 |
|       | 25    | 2       | 228            | 195,100 | 179,300 | 15,800 | 357,000   | 122,500 |
|       | 30    | 4       | 275            | 227,500 | 198,200 | 29,300 | 602,000   | 137,300 |
|       | 35    | 7       | 262            | 266,300 | 227,100 | 39,200 | 704,500   | 137,900 |
|       | 40    | 9       | 267            | 293,300 | 238,100 | 55,200 | 989,300   | 145,500 |
|       | 45    | 13      | 254            | 318,200 | 266,500 | 51,700 | 636,000   | 148,200 |
|       | 50    | 17      | 252            | 355,700 | 292,600 | 63,100 | 694,000   | 135,000 |
|       | 55    | 20      | 213            | 373,900 | 301,100 | 72,800 | 1,131,400 | 155,000 |
|       | 58    | 19      | 229            | 333,000 | 270,600 | 62,400 | 1,078,200 | 100,000 |

【男性 短大・高専卒】『全業種』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 20    | 1       | 1              | 151,000 | 151,000 | 0      | 151,000 |
|       | 21    | 2       | 1              | 164,100 | 152,300 | 11,800 | 164,100 |
|       | 22    | 1       | 8              | 186,200 | 170,800 | 15,400 | 174,400 |
|       | 25    | 3       | 8              | 172,100 | 165,200 | 6,900  | 203,300 |
|       | 30    | 5       | 12             | 188,900 | 175,700 | 13,200 | 217,500 |
|       | 35    | 8       | 10             | 271,300 | 223,400 | 47,900 | 448,800 |
|       | 40    | 10      | 25             | 255,400 | 206,500 | 48,900 | 363,400 |
|       | 45    | 13      | 22             | 299,800 | 234,500 | 65,300 | 442,000 |
|       | 50    | 17      | 28             | 336,800 | 264,600 | 72,200 | 543,800 |
|       | 55    | 20      | 11             | 335,100 | 276,500 | 58,600 | 554,400 |
|       | 58    | 16      | 11             | 358,700 | 290,100 | 68,600 | 525,000 |
| 営業    | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 2       | 1              | 164,100 | 152,300 | 11,800 | 164,100 |
|       | 22    | 1       | 4              | 196,700 | 175,300 | 21,400 | 220,000 |
|       | 25    | 3       | 25             | 193,800 | 174,100 | 19,700 | 276,200 |
|       | 30    | 3       | 43             | 213,000 | 181,000 | 32,000 | 393,000 |
|       | 35    | 7       | 46             | 240,200 | 201,200 | 39,000 | 419,000 |
|       | 40    | 10      | 44             | 263,600 | 207,800 | 55,800 | 400,000 |
|       | 45    | 15      | 46             | 309,300 | 247,600 | 61,700 | 678,100 |
|       | 50    | 17      | 58             | 299,900 | 233,700 | 66,200 | 533,500 |
|       | 55    | 19      | 30             | 306,700 | 259,700 | 47,000 | 639,500 |
|       | 58    | 22      | 14             | 296,400 | 240,500 | 55,900 | 498,000 |
| 生産・技術 | 20    | 1       | 7              | 165,900 | 161,400 | 4,500  | 183,000 |
|       | 21    | 1       | 24             | 170,800 | 159,600 | 11,200 | 200,000 |
|       | 22    | 2       | 11             | 194,400 | 175,000 | 19,400 | 240,000 |
|       | 25    | 3       | 79             | 191,900 | 170,900 | 21,000 | 306,000 |
|       | 30    | 6       | 118            | 223,500 | 188,900 | 34,600 | 369,000 |
|       | 35    | 8       | 118            | 248,100 | 203,900 | 44,200 | 465,000 |
|       | 40    | 9       | 119            | 273,000 | 224,300 | 48,700 | 552,000 |
|       | 45    | 13      | 117            | 294,300 | 235,200 | 59,100 | 575,000 |
|       | 50    | 16      | 127            | 297,200 | 243,400 | 53,800 | 514,500 |
|       | 55    | 18      | 66             | 331,300 | 266,500 | 64,800 | 572,000 |
|       | 58    | 21      | 68             | 297,900 | 241,700 | 56,200 | 650,800 |
| その他   | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 1       | 5              | 148,200 | 136,600 | 11,600 | 169,900 |
|       | 22    | 1       | 3              | 175,700 | 157,400 | 18,300 | 193,700 |
|       | 25    | 3       | 19             | 186,300 | 163,800 | 22,500 | 265,000 |
|       | 30    | 4       | 39             | 227,200 | 183,000 | 44,200 | 990,000 |
|       | 35    | 7       | 22             | 227,600 | 192,400 | 35,200 | 338,600 |
|       | 40    | 10      | 28             | 219,400 | 182,600 | 36,800 | 313,100 |
|       | 45    | 9       | 34             | 260,600 | 210,200 | 50,400 | 891,800 |
|       | 50    | 17      | 37             | 262,100 | 195,400 | 66,700 | 454,500 |
|       | 55    | 14      | 34             | 249,000 | 206,800 | 42,200 | 414,000 |
|       | 58    | 14      | 28             | 230,100 | 189,900 | 40,200 | 609,900 |
| 全     | 20    | 1       | 8              | 164,100 | 160,100 | 4,000  | 183,000 |
|       | 21    | 1       | 31             | 166,700 | 155,400 | 11,300 | 200,000 |
|       | 22    | 1       | 26             | 190,100 | 171,700 | 18,400 | 240,000 |
|       | 25    | 3       | 131            | 190,200 | 170,100 | 20,100 | 306,000 |
|       | 30    | 5       | 212            | 220,100 | 185,500 | 34,600 | 990,000 |
|       | 35    | 7       | 196            | 245,100 | 203,000 | 42,100 | 465,000 |
|       | 40    | 10      | 216            | 262,100 | 213,500 | 48,600 | 552,000 |
|       | 45    | 13      | 219            | 292,800 | 233,900 | 58,900 | 891,800 |
|       | 50    | 16      | 250            | 297,000 | 236,400 | 60,600 | 543,800 |
|       | 55    | 17      | 141            | 306,500 | 251,400 | 55,100 | 639,500 |
|       | 58    | 19      | 121            | 287,600 | 234,000 | 53,600 | 650,800 |

【男性 中・高校卒】『全業種』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 1       | 1       | 183,400        | 173,300 | 10,100 | 183,400 | 183,400 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 3       | 4       | 164,800        | 152,000 | 12,800 | 175,000 | 154,200 |
|       | 25    | 1       | 5       | 176,100        | 149,100 | 27,000 | 206,100 | 160,000 |
|       | 30    | 2       | 6       | 193,400        | 173,800 | 19,600 | 225,000 | 170,000 |
|       | 35    | 2       | 13      | 187,500        | 160,900 | 26,600 | 280,000 | 140,000 |
|       | 40    | 9       | 15      | 251,000        | 214,600 | 36,400 | 374,000 | 143,000 |
|       | 45    | 11      | 17      | 271,100        | 223,900 | 47,200 | 426,400 | 181,700 |
|       | 50    | 19      | 22      | 321,900        | 277,300 | 44,600 | 480,400 | 154,100 |
|       | 55    | 22      | 16      | 320,900        | 252,400 | 68,500 | 534,400 | 175,000 |
|       | 58    | 24      | 20      | 293,100        | 254,200 | 38,900 | 431,500 | 148,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 1       | 167,300        | 101,000 | 66,300 | 167,300 | 167,300 |
|       | 21    | 4       | 1       | 167,600        | 111,300 | 56,300 | 167,600 | 167,600 |
|       | 22    | 2       | 3       | 180,200        | 171,600 | 8,600  | 194,000 | 157,000 |
|       | 25    | 3       | 32      | 196,300        | 178,100 | 18,200 | 245,000 | 155,200 |
|       | 30    | 5       | 49      | 216,900        | 187,900 | 29,000 | 344,000 | 149,400 |
|       | 35    | 7       | 60      | 242,400        | 199,300 | 43,100 | 400,000 | 124,900 |
|       | 40    | 10      | 64      | 257,600        | 208,700 | 48,900 | 510,000 | 143,000 |
|       | 45    | 13      | 73      | 284,900        | 232,700 | 52,200 | 640,000 | 156,200 |
|       | 50    | 18      | 91      | 291,200        | 239,600 | 51,600 | 730,000 | 141,900 |
|       | 55    | 24      | 82      | 300,700        | 243,300 | 57,400 | 680,900 | 121,100 |
|       | 58    | 19      | 80      | 247,100        | 211,500 | 35,600 | 499,600 | 100,000 |
| 生産・技術 | 19    | 1       | 21      | 171,300        | 151,700 | 19,600 | 209,100 | 140,200 |
|       | 20    | 1       | 27      | 163,400        | 149,100 | 14,300 | 211,100 | 137,400 |
|       | 21    | 2       | 22      | 178,000        | 149,000 | 29,000 | 238,600 | 108,100 |
|       | 22    | 3       | 25      | 190,100        | 176,600 | 13,500 | 288,000 | 140,000 |
|       | 25    | 3       | 176     | 205,500        | 184,600 | 20,900 | 370,000 | 140,000 |
|       | 30    | 5       | 169     | 220,300        | 190,200 | 30,100 | 450,000 | 115,000 |
|       | 35    | 7       | 196     | 239,300        | 198,800 | 40,500 | 794,600 | 130,000 |
|       | 40    | 8       | 197     | 255,900        | 214,300 | 41,600 | 550,000 | 108,800 |
|       | 45    | 13      | 253     | 275,700        | 219,400 | 56,300 | 759,100 | 136,000 |
|       | 50    | 15      | 305     | 294,400        | 241,400 | 53,000 | 755,000 | 136,900 |
|       | 55    | 16      | 204     | 287,300        | 235,300 | 52,000 | 675,200 | 103,300 |
|       | 58    | 17      | 338     | 285,700        | 241,700 | 44,000 | 642,800 | 120,000 |
| その他   | 19    | 1       | 1       | 166,900        | 154,900 | 12,000 | 166,900 | 166,900 |
|       | 20    | 1       | 7       | 167,800        | 155,800 | 12,000 | 174,200 | 158,000 |
|       | 21    | 2       | 6       | 170,400        | 145,100 | 25,300 | 180,000 | 158,300 |
|       | 22    | 2       | 8       | 187,500        | 155,200 | 32,300 | 266,600 | 141,600 |
|       | 25    | 2       | 41      | 188,800        | 163,100 | 25,700 | 286,000 | 107,000 |
|       | 30    | 4       | 49      | 212,900        | 181,700 | 31,200 | 765,600 | 150,000 |
|       | 35    | 7       | 59      | 215,100        | 182,700 | 32,400 | 350,000 | 102,900 |
|       | 40    | 9       | 105     | 241,300        | 198,000 | 43,300 | 603,000 | 115,000 |
|       | 45    | 9       | 111     | 235,100        | 188,300 | 46,800 | 446,000 | 140,000 |
|       | 50    | 11      | 129     | 234,200        | 199,300 | 34,900 | 455,000 | 104,000 |
|       | 55    | 15      | 98      | 253,600        | 212,100 | 41,500 | 500,000 | 100,000 |
|       | 58    | 17      | 147     | 232,100        | 196,200 | 35,900 | 550,000 | 114,000 |
| 全     | 19    | 1       | 23      | 171,500        | 152,700 | 18,800 | 209,100 | 140,200 |
|       | 20    | 1       | 35      | 164,300        | 149,000 | 15,300 | 211,100 | 137,400 |
|       | 21    | 2       | 29      | 176,100        | 146,900 | 29,200 | 238,600 | 108,100 |
|       | 22    | 2       | 40      | 186,300        | 169,500 | 16,800 | 288,000 | 140,000 |
|       | 25    | 3       | 254     | 201,000        | 179,600 | 21,400 | 370,000 | 107,000 |
|       | 30    | 5       | 273     | 217,800        | 187,900 | 29,900 | 765,600 | 115,000 |
|       | 35    | 7       | 328     | 233,500        | 194,500 | 39,000 | 794,600 | 102,900 |
|       | 40    | 9       | 381     | 252,000        | 208,900 | 43,100 | 603,000 | 108,800 |
|       | 45    | 12      | 454     | 267,100        | 214,100 | 53,000 | 759,100 | 136,000 |
|       | 50    | 15      | 547     | 280,800        | 232,600 | 48,200 | 755,000 | 104,000 |
|       | 55    | 17      | 400     | 283,100        | 231,900 | 51,200 | 680,900 | 100,000 |
|       | 58    | 18      | 585     | 267,200        | 226,600 | 40,600 | 642,800 | 100,000 |

【男性 大学卒】『製造業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 8              | 196,200 | 190,700 | 5,500  | 140,000 |
|       | 30    | 8       | 5              | 247,600 | 213,600 | 34,000 | 215,200 |
|       | 35    | 6       | 2              | 280,000 | 255,000 | 25,000 | 248,800 |
|       | 40    | 12      | 7              | 328,600 | 265,900 | 62,700 | 217,000 |
|       | 45    | 10      | 7              | 357,100 | 301,600 | 55,500 | 253,500 |
|       | 50    | 16      | 12             | 396,600 | 335,000 | 61,600 | 273,400 |
|       | 55    | 19      | 6              | 526,700 | 454,500 | 72,200 | 327,300 |
|       | 58    | 21      | 2              | 445,800 | 361,100 | 84,700 | 268,000 |
|       |       |         |                |         |         |        |         |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 8              | 198,200 | 184,200 | 14,000 | 168,700 |
|       | 30    | 5       | 11             | 232,900 | 203,600 | 29,300 | 154,500 |
|       | 35    | 7       | 11             | 249,100 | 220,800 | 28,300 | 175,800 |
|       | 40    | 14      | 8              | 309,000 | 259,100 | 49,900 | 260,300 |
|       | 45    | 14      | 12             | 300,200 | 246,300 | 53,900 | 220,000 |
|       | 50    | 18      | 8              | 416,900 | 367,600 | 49,300 | 694,000 |
|       | 55    | 22      | 7              | 414,800 | 340,400 | 74,400 | 621,200 |
|       | 58    | 20      | 7              | 360,900 | 329,500 | 31,400 | 731,000 |
|       |       |         |                |         |         |        |         |
| 生産・技術 | 22    | 1       | 2              | 214,600 | 182,500 | 32,100 | 200,100 |
|       | 25    | 2       | 7              | 178,100 | 172,200 | 5,900  | 207,700 |
|       | 30    | 5       | 13             | 237,800 | 215,000 | 22,800 | 302,100 |
|       | 35    | 9       | 9              | 263,700 | 232,000 | 31,700 | 338,500 |
|       | 40    | 11      | 12             | 269,000 | 239,600 | 29,400 | 355,000 |
|       | 45    | 17      | 16             | 287,000 | 244,000 | 43,000 | 450,100 |
|       | 50    | 19      | 14             | 304,000 | 262,100 | 41,900 | 474,700 |
|       | 55    | 27      | 8              | 340,200 | 302,300 | 37,900 | 560,400 |
|       | 58    | 24      | 9              | 374,300 | 319,800 | 54,500 | 633,000 |
|       |       |         |                |         |         |        |         |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 180,000 | 160,000 | 20,000 | 180,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 9       | 1              | 236,900 | 175,600 | 61,300 | 236,900 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 24      | 1              | 303,100 | 229,100 | 74,000 | 303,100 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 7       | 2              | 369,900 | 314,900 | 55,000 | 569,900 |
|       |       |         |                |         |         |        |         |
| 全     | 22    | 1       | 2              | 214,600 | 182,500 | 32,100 | 229,200 |
|       | 25    | 2       | 24             | 191,000 | 181,900 | 9,100  | 266,500 |
|       | 30    | 5       | 29             | 237,600 | 210,400 | 27,200 | 367,800 |
|       | 35    | 8       | 23             | 256,900 | 226,200 | 30,700 | 338,500 |
|       | 40    | 12      | 27             | 296,300 | 252,200 | 44,100 | 460,700 |
|       | 45    | 14      | 36             | 305,500 | 255,600 | 49,900 | 524,500 |
|       | 50    | 17      | 34             | 363,200 | 312,600 | 50,600 | 694,000 |
|       | 55    | 23      | 21             | 418,400 | 358,500 | 59,900 | 698,000 |
|       | 58    | 20      | 20             | 376,300 | 326,800 | 49,500 | 731,000 |
|       |       |         |                |         |         |        |         |

【男性 短大・高専卒】『製造業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 10      | 1              | 235,000 | 192,000 | 43,000  | 235,000 |
|       | 40    | 19      | 2              | 308,100 | 242,400 | 65,700  | 363,400 |
|       | 45    | 14      | 2              | 383,600 | 318,600 | 65,000  | 420,000 |
|       | 50    | 16      | 1              | 543,800 | 513,800 | 30,000  | 543,800 |
|       | 55    | 13      | 1              | 229,900 | 229,900 | 0       | 229,900 |
| 営業    | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 3       | 3              | 252,600 | 206,600 | 46,000  | 393,000 |
|       | 35    | 8       | 3              | 202,000 | 161,300 | 40,700  | 220,000 |
|       | 40    | 16      | 3              | 279,200 | 211,200 | 68,000  | 367,000 |
|       | 45    | 19      | 4              | 410,700 | 272,900 | 137,800 | 678,100 |
|       | 50    | 22      | 4              | 317,900 | 265,700 | 52,200  | 372,500 |
| 生産・技術 | 55    | 17      | 4              | 257,000 | 223,100 | 33,900  | 349,900 |
|       | 58    | 17      | 1              | 203,600 | 200,000 | 3,600   | 203,600 |
|       | 20    | 1       | 1              | 150,000 | 150,000 | 0       | 150,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 3       | 1              | 224,000 | 220,000 | 4,000   | 224,000 |
|       | 25    | 3       | 2              | 195,400 | 174,000 | 21,400  | 230,800 |
|       | 30    | 7       | 9              | 205,500 | 174,000 | 31,500  | 291,200 |
|       | 35    | 8       | 18             | 231,000 | 190,500 | 40,500  | 330,000 |
|       | 40    | 10      | 10             | 275,300 | 240,300 | 35,000  | 458,000 |
|       | 45    | 12      | 14             | 268,800 | 238,200 | 30,600  | 420,000 |
| その他   | 50    | 20      | 13             | 298,300 | 242,600 | 55,700  | 384,400 |
|       | 55    | 20      | 10             | 297,000 | 264,600 | 32,400  | 414,000 |
|       | 58    | 23      | 8              | 231,300 | 183,800 | 47,500  | 346,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
| 全     | 45    | 13      | 2              | 203,500 | 180,500 | 23,000  | 246,000 |
|       | 50    | 18      | 2              | 232,300 | 188,600 | 43,700  | 258,900 |
|       | 55    | 15      | 1              | 218,900 | 139,300 | 79,600  | 218,900 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 1       | 1              | 150,000 | 150,000 | 0       | 150,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 3       | 1              | 224,000 | 220,000 | 4,000   | 224,000 |
|       | 25    | 3       | 2              | 195,400 | 174,000 | 21,400  | 230,800 |
|       | 30    | 6       | 12             | 217,300 | 182,200 | 35,100  | 393,000 |
|       | 35    | 8       | 22             | 227,300 | 186,600 | 40,700  | 330,000 |

【男性 中・高校卒】『製造業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 3       | 1              | 175,900 | 171,900 | 4,000   | 175,900 |
|       | 35    | 2       | 1              | 280,000 | 180,000 | 100,000 | 280,000 |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 16      | 2              | 290,200 | 247,900 | 42,300  | 307,600 |
| 営業    | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 2              | 191,500 | 170,000 | 21,500  | 195,000 |
|       | 30    | 5       | 5              | 202,900 | 176,000 | 26,900  | 220,000 |
|       | 35    | 6       | 6              | 231,900 | 205,500 | 26,400  | 306,000 |
|       | 40    | 7       | 3              | 260,100 | 210,500 | 49,600  | 365,000 |
| 生産・技術 | 45    | 13      | 8              | 271,000 | 230,200 | 40,800  | 340,000 |
|       | 50    | 16      | 14             | 298,300 | 273,100 | 25,200  | 550,000 |
|       | 55    | 23      | 8              | 303,900 | 261,300 | 42,600  | 425,500 |
|       | 58    | 31      | 10             | 311,600 | 268,600 | 43,000  | 440,000 |
|       | 19    | 1       | 4              | 193,000 | 160,300 | 32,700  | 209,100 |
|       | 20    | 2       | 4              | 156,900 | 152,600 | 4,300   | 195,000 |
|       | 21    | 3       | 2              | 168,900 | 126,400 | 42,500  | 187,000 |
|       | 22    | 3       | 3              | 183,000 | 169,700 | 13,300  | 220,000 |
|       | 25    | 4       | 17             | 184,000 | 164,300 | 19,700  | 238,500 |
| その他   | 30    | 7       | 31             | 210,000 | 181,900 | 28,100  | 292,500 |
|       | 35    | 8       | 32             | 243,100 | 198,000 | 45,100  | 346,400 |
|       | 40    | 11      | 29             | 236,900 | 202,400 | 34,500  | 384,900 |
|       | 45    | 14      | 40             | 251,700 | 199,600 | 52,100  | 441,800 |
|       | 50    | 20      | 46             | 276,200 | 241,800 | 34,400  | 544,600 |
|       | 55    | 19      | 27             | 250,500 | 199,100 | 51,400  | 453,000 |
|       | 58    | 27      | 31             | 256,600 | 230,900 | 25,700  | 424,400 |
|       | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
| 全     | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 4       | 1              | 178,000 | 110,000 | 68,000  | 178,000 |
|       | 30    | 3       | 4              | 176,800 | 156,100 | 20,700  | 183,000 |
|       | 35    | 9       | 2              | 138,400 | 127,900 | 10,500  | 174,000 |
|       | 40    | 9       | 7              | 214,900 | 164,600 | 50,300  | 305,000 |
|       | 45    | 9       | 7              | 208,200 | 151,200 | 57,000  | 250,200 |
|       | 50    | 14      | 8              | 204,000 | 174,000 | 30,000  | 313,100 |
|       | 55    | 19      | 3              | 289,400 | 199,500 | 89,900  | 358,900 |
|       | 58    | 39      | 4              | 319,300 | 292,500 | 26,800  | 550,000 |
|       | 19    | 1       | 4              | 193,000 | 160,300 | 32,700  | 209,100 |

【男性 大学卒】『建設業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 4              | 235,400 | 223,400 | 12,000  | 241,700 |
|       | 30    | 6       | 3              | 204,800 | 203,200 | 1,600   | 217,300 |
|       | 35    | 5       | 3              | 244,300 | 212,700 | 31,600  | 304,000 |
|       | 40    | 12      | 2              | 332,900 | 172,500 | 160,400 | 365,800 |
|       | 45    | 10      | 3              | 316,900 | 287,100 | 29,800  | 409,100 |
|       | 50    | 3       | 1              | 303,700 | 273,700 | 30,000  | 303,700 |
|       | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 14      | 2              | 328,300 | 269,800 | 58,500  | 359,800 |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 11             | 193,500 | 164,200 | 29,300  | 240,000 |
|       | 30    | 3       | 10             | 262,500 | 197,400 | 65,100  | 602,000 |
|       | 35    | 1       | 5              | 214,500 | 197,500 | 17,000  | 281,100 |
|       | 40    | 11      | 9              | 327,300 | 247,300 | 80,000  | 456,000 |
|       | 45    | 13      | 6              | 349,400 | 286,200 | 63,200  | 425,500 |
|       | 50    | 18      | 10             | 350,900 | 285,400 | 65,500  | 493,500 |
|       | 55    | 16      | 5              | 298,800 | 244,600 | 54,200  | 390,000 |
|       | 58    | 18      | 9              | 341,400 | 298,200 | 43,200  | 600,000 |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 1       | 29             | 201,700 | 184,500 | 17,200  | 357,000 |
|       | 30    | 4       | 22             | 242,000 | 202,900 | 39,100  | 339,200 |
|       | 35    | 6       | 25             | 255,100 | 209,300 | 45,800  | 360,000 |
|       | 40    | 7       | 21             | 300,900 | 240,000 | 60,900  | 765,000 |
|       | 45    | 13      | 28             | 313,900 | 248,300 | 65,600  | 636,000 |
|       | 50    | 17      | 27             | 339,400 | 247,100 | 92,300  | 542,000 |
|       | 55    | 13      | 23             | 348,000 | 257,900 | 90,100  | 489,400 |
|       | 58    | 15      | 41             | 344,700 | 252,700 | 92,000  | 575,000 |
| その他   | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 1              | 199,000 | 199,000 | 0       | 199,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 4       | 3              | 223,800 | 182,000 | 41,800  | 253,600 |
|       | 40    | 2       | 1              | 330,000 | 250,000 | 80,000  | 330,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 24      | 2              | 401,500 | 371,500 | 30,000  | 410,000 |
|       | 55    | 30      | 2              | 468,900 | 341,300 | 127,600 | 620,600 |
|       | 58    | 13      | 3              | 258,500 | 220,500 | 38,000  | 369,700 |
| 全     | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 1       | 45             | 202,600 | 183,300 | 19,300  | 357,000 |
|       | 30    | 4       | 35             | 244,700 | 201,400 | 43,300  | 602,000 |
|       | 35    | 5       | 36             | 246,000 | 205,700 | 40,300  | 360,000 |
|       | 40    | 8       | 33             | 310,900 | 238,200 | 72,700  | 765,000 |
|       | 45    | 13      | 37             | 319,900 | 257,600 | 62,300  | 636,000 |
|       | 50    | 17      | 40             | 344,400 | 263,500 | 80,900  | 542,000 |
|       | 55    | 15      | 30             | 347,900 | 261,300 | 86,600  | 620,600 |
|       | 58    | 15      | 55             | 338,800 | 259,000 | 79,800  | 600,000 |

【男性 短大・高専卒】『建設業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 6       | 1              | 194,000 | 183,000 | 11,000  | 194,000 |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 4       | 3              | 262,000 | 176,300 | 85,700  | 294,100 |
|       | 45    | 11      | 2              | 356,500 | 244,500 | 112,000 | 442,000 |
|       | 50    | 19      | 2              | 293,300 | 190,900 | 102,400 | 344,600 |
|       | 55    | 23      | 2              | 407,100 | 309,200 | 97,900  | 554,400 |
| 営業    | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 2       | 2              | 204,600 | 189,600 | 15,000  | 220,000 |
|       | 25    | 2       | 3              | 229,100 | 208,700 | 20,400  | 270,000 |
|       | 30    | 1       | 2              | 287,500 | 207,500 | 80,000  | 355,000 |
|       | 35    | 7       | 2              | 286,500 | 231,500 | 55,000  | 309,000 |
|       | 40    | 8       | 5              | 314,500 | 206,400 | 108,100 | 389,000 |
|       | 45    | 8       | 5              | 275,200 | 210,600 | 64,600  | 426,000 |
|       | 50    | 18      | 10             | 327,800 | 232,700 | 95,100  | 533,500 |
| 生産・技術 | 55    | 26      | 4              | 274,700 | 191,400 | 83,300  | 325,800 |
|       | 58    | 19      | 4              | 291,200 | 225,700 | 65,500  | 400,000 |
|       | 20    | 1       | 2              | 180,300 | 177,800 | 2,500   | 183,000 |
|       | 21    | 1       | 8              | 171,800 | 156,700 | 15,100  | 200,000 |
|       | 22    | 1       | 6              | 202,800 | 177,800 | 25,000  | 240,000 |
|       | 25    | 3       | 31             | 205,000 | 177,400 | 27,600  | 306,000 |
|       | 30    | 5       | 50             | 242,400 | 193,000 | 49,400  | 369,000 |
|       | 35    | 7       | 54             | 259,700 | 203,600 | 56,100  | 465,000 |
|       | 40    | 9       | 40             | 288,200 | 222,700 | 65,500  | 552,000 |
|       | 45    | 13      | 45             | 312,400 | 238,700 | 73,700  | 575,000 |
| その他   | 50    | 14      | 39             | 306,100 | 235,900 | 70,200  | 500,000 |
|       | 55    | 16      | 21             | 352,700 | 267,600 | 85,100  | 512,500 |
|       | 58    | 20      | 33             | 317,300 | 245,100 | 72,200  | 650,800 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 2              | 169,600 | 157,600 | 12,000  | 169,900 |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 5       | 3              | 189,200 | 188,600 | 600     | 198,000 |
|       | 30    | 4       | 4              | 210,400 | 185,700 | 24,700  | 262,000 |
|       | 35    | 2       | 1              | 230,400 | 208,900 | 21,500  | 230,400 |
|       | 40    | 13      | 2              | 222,500 | 212,500 | 10,000  | 237,000 |
| 全     | 45    | 8       | 7              | 267,900 | 224,600 | 43,300  | 443,000 |
|       | 50    | 16      | 5              | 252,700 | 203,900 | 48,800  | 337,800 |
|       | 55    | 14      | 2              | 245,000 | 223,500 | 21,500  | 258,100 |
|       | 58    | 10      | 2              | 311,900 | 233,000 | 78,900  | 350,000 |
|       | 20    | 1       | 2              | 180,300 | 177,800 | 2,500   | 183,000 |
|       | 21    | 1       | 10             | 171,400 | 156,900 | 14,500  | 200,000 |
|       | 22    | 1       | 8              | 203,300 | 180,800 | 22,500  | 240,000 |
|       | 25    | 3       | 37             | 205,600 | 180,800 | 24,800  | 306,000 |
|       | 30    | 5       | 57             | 240,900 | 192,800 | 48,100  | 369,000 |
|       | 35    | 7       | 57             | 260,200 | 204,700 | 55,500  | 465,000 |
|       | 40    | 9       | 50             | 286,600 | 217,900 | 68,700  | 552,000 |
|       | 45    | 12      | 59             | 305,500 | 234,900 | 70,600  | 575,000 |
|       | 50    | 15      | 56             | 304,800 | 230,900 | 73,900  | 533,500 |
|       | 55    | 18      | 29             | 338,200 | 256,900 | 81,300  | 554,400 |
|       | 58    | 20      | 39             | 314,400 | 242,500 | 71,900  | 650,800 |

【男性 中・高校卒】『建設業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 2       | 2       | 140,000        | 140,000 | 0      | 140,000 | 140,000 |
|       | 40    | 13      | 3       | 310,400        | 261,300 | 49,100 | 374,000 | 270,000 |
|       | 45    | 20      | 3       | 337,300        | 243,400 | 93,900 | 426,400 | 240,000 |
|       | 50    | 28      | 1       | 312,000        | 232,000 | 80,000 | 312,000 | 312,000 |
|       | 55    | 16      | 2       | 354,600        | 256,700 | 97,900 | 534,400 | 175,000 |
|       | 58    | 17      | 6       | 283,700        | 203,600 | 80,100 | 371,000 | 230,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 1       | 167,300        | 101,000 | 66,300 | 167,300 | 167,300 |
|       | 21    | 4       | 1       | 167,600        | 111,300 | 56,300 | 167,600 | 167,600 |
|       | 22    | 4       | 1       | 157,000        | 155,000 | 2,000  | 157,000 | 157,000 |
|       | 25    | 4       | 6       | 210,100        | 181,600 | 28,500 | 245,000 | 180,000 |
|       | 30    | 4       | 12      | 222,100        | 198,500 | 23,600 | 331,000 | 167,000 |
|       | 35    | 4       | 10      | 279,900        | 248,600 | 31,300 | 400,000 | 184,800 |
|       | 40    | 11      | 7       | 291,600        | 252,500 | 39,100 | 510,000 | 220,000 |
|       | 45    | 11      | 11      | 326,500        | 242,900 | 83,600 | 600,000 | 200,000 |
|       | 50    | 18      | 14      | 333,600        | 243,100 | 90,500 | 730,000 | 144,000 |
|       | 55    | 20      | 9       | 322,000        | 229,000 | 93,000 | 393,000 | 250,000 |
|       | 58    | 16      | 11      | 315,100        | 262,800 | 52,300 | 405,300 | 200,000 |
| 生産・技術 | 19    | 1       | 8       | 169,500        | 157,900 | 11,600 | 198,000 | 140,200 |
|       | 20    | 1       | 19      | 166,500        | 148,300 | 18,200 | 211,100 | 140,000 |
|       | 21    | 2       | 11      | 180,200        | 148,900 | 31,300 | 238,600 | 108,100 |
|       | 22    | 2       | 14      | 201,900        | 184,200 | 17,700 | 288,000 | 146,200 |
|       | 25    | 3       | 85      | 221,300        | 198,600 | 22,700 | 370,000 | 145,000 |
|       | 30    | 5       | 77      | 228,900        | 200,300 | 28,600 | 450,000 | 115,000 |
|       | 35    | 6       | 96      | 245,100        | 203,200 | 41,900 | 794,600 | 130,000 |
|       | 40    | 8       | 93      | 280,800        | 230,900 | 49,900 | 550,000 | 150,000 |
|       | 45    | 12      | 108     | 298,800        | 235,500 | 63,300 | 759,100 | 168,700 |
|       | 50    | 13      | 141     | 322,300        | 258,500 | 63,800 | 755,000 | 142,000 |
|       | 55    | 16      | 103     | 318,000        | 258,200 | 59,800 | 675,200 | 142,000 |
|       | 58    | 16      | 201     | 296,300        | 247,900 | 48,400 | 642,800 | 120,000 |
| その他   | 19    | 1       | 1       | 166,900        | 154,900 | 12,000 | 166,900 | 166,900 |
|       | 20    | 1       | 4       | 171,800        | 158,800 | 13,000 | 174,200 | 170,000 |
|       | 21    | 1       | 2       | 165,800        | 159,800 | 6,000  | 173,300 | 158,300 |
|       | 22    | 2       | 3       | 189,800        | 160,200 | 29,600 | 205,000 | 177,700 |
|       | 25    | 4       | 7       | 183,600        | 152,000 | 31,600 | 249,600 | 107,000 |
|       | 30    | 3       | 6       | 233,200        | 189,800 | 43,400 | 295,800 | 155,000 |
|       | 35    | 12      | 7       | 222,300        | 179,200 | 43,100 | 350,000 | 125,000 |
|       | 40    | 9       | 16      | 249,900        | 197,700 | 52,200 | 405,000 | 115,000 |
|       | 45    | 7       | 18      | 244,700        | 188,700 | 56,000 | 353,000 | 140,000 |
|       | 50    | 9       | 24      | 232,400        | 198,700 | 33,700 | 334,500 | 104,000 |
|       | 55    | 14      | 17      | 267,900        | 217,700 | 50,200 | 362,000 | 203,900 |
|       | 58    | 17      | 35      | 250,700        | 218,900 | 31,800 | 408,600 | 150,000 |
| 全     | 19    | 1       | 9       | 169,100        | 157,500 | 11,600 | 198,000 | 140,200 |
|       | 20    | 1       | 24      | 167,300        | 148,000 | 19,300 | 211,100 | 140,000 |
|       | 21    | 2       | 14      | 177,300        | 147,800 | 29,500 | 238,600 | 108,100 |
|       | 22    | 2       | 18      | 197,400        | 178,600 | 18,800 | 288,000 | 146,200 |
|       | 25    | 3       | 98      | 217,900        | 194,200 | 23,700 | 370,000 | 107,000 |
|       | 30    | 5       | 95      | 228,300        | 199,400 | 28,900 | 450,000 | 115,000 |
|       | 35    | 6       | 115     | 244,900        | 204,600 | 40,300 | 794,600 | 125,000 |
|       | 40    | 9       | 119     | 278,100        | 228,500 | 49,600 | 550,000 | 115,000 |
|       | 45    | 12      | 140     | 294,800        | 230,200 | 64,600 | 759,100 | 140,000 |
|       | 50    | 13      | 180     | 311,100        | 249,200 | 61,900 | 755,000 | 104,000 |
|       | 55    | 16      | 131     | 312,400        | 250,900 | 61,500 | 675,200 | 142,000 |
|       | 58    | 16      | 253     | 290,600        | 243,500 | 47,100 | 642,800 | 120,000 |

【男性 大学卒】『卸・小売業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 1       | 1              | 161,600 | 148,000 | 13,600 | 161,600 |
|       | 25    | 4       | 2              | 180,600 | 175,600 | 5,000  | 166,800 |
|       | 30    | 5       | 12             | 202,800 | 182,100 | 20,700 | 252,300 |
|       | 35    | 6       | 12             | 235,900 | 216,100 | 19,800 | 301,000 |
|       | 40    | 10      | 12             | 288,100 | 239,100 | 49,000 | 410,000 |
|       | 45    | 10      | 17             | 297,900 | 248,700 | 49,200 | 426,900 |
|       | 50    | 21      | 12             | 353,300 | 305,000 | 48,300 | 498,700 |
|       | 55    | 25      | 8              | 370,100 | 301,900 | 68,200 | 490,800 |
|       | 58    | 28      | 5              | 377,000 | 289,500 | 87,500 | 616,000 |
| 営業    | 22    | 1       | 3              | 189,700 | 155,200 | 34,500 | 227,900 |
|       | 25    | 2       | 43             | 188,600 | 172,900 | 15,700 | 253,000 |
|       | 30    | 5       | 60             | 224,900 | 192,100 | 32,800 | 385,900 |
|       | 35    | 7       | 48             | 257,700 | 215,700 | 42,000 | 515,000 |
|       | 40    | 11      | 38             | 280,800 | 233,900 | 46,900 | 470,000 |
|       | 45    | 18      | 28             | 345,000 | 294,300 | 50,700 | 510,000 |
|       | 50    | 21      | 29             | 358,300 | 287,700 | 70,600 | 568,500 |
|       | 55    | 27      | 37             | 352,200 | 277,500 | 74,700 | 843,800 |
|       | 58    | 31      | 14             | 343,000 | 278,500 | 64,500 | 528,200 |
| 生産・技術 | 22    | 1       | 3              | 171,700 | 157,500 | 14,200 | 176,300 |
|       | 25    | 2       | 6              | 204,900 | 168,400 | 36,500 | 250,000 |
|       | 30    | 4       | 9              | 216,900 | 188,700 | 28,200 | 269,000 |
|       | 35    | 7       | 4              | 238,000 | 180,500 | 57,500 | 320,000 |
|       | 40    | 7       | 13             | 261,400 | 208,900 | 52,500 | 554,300 |
|       | 45    | 11      | 6              | 307,500 | 242,800 | 64,700 | 483,300 |
|       | 50    | 17      | 10             | 297,400 | 230,800 | 66,600 | 405,100 |
|       | 55    | 16      | 4              | 398,600 | 324,100 | 74,500 | 633,400 |
|       | 58    | 21      | 5              | 281,300 | 254,500 | 26,800 | 387,200 |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 4              | 188,700 | 172,100 | 16,600 | 214,000 |
|       | 30    | 4       | 8              | 200,400 | 181,000 | 19,400 | 254,000 |
|       | 35    | 6       | 5              | 238,400 | 205,900 | 32,500 | 308,800 |
|       | 40    | 13      | 7              | 259,800 | 171,400 | 88,400 | 340,400 |
|       | 45    | 9       | 11             | 274,700 | 233,600 | 41,100 | 355,500 |
|       | 50    | 16      | 3              | 252,400 | 232,400 | 20,000 | 305,300 |
|       | 55    | 24      | 7              | 329,500 | 303,500 | 26,000 | 449,200 |
|       | 58    | 24      | 4              | 282,200 | 242,700 | 39,500 | 475,100 |
| 全     | 22    | 1       | 7              | 178,000 | 155,200 | 22,800 | 227,900 |
|       | 25    | 2       | 55             | 190,200 | 172,500 | 17,700 | 253,000 |
|       | 30    | 5       | 89             | 218,900 | 189,400 | 29,500 | 385,900 |
|       | 35    | 7       | 69             | 251,400 | 213,000 | 38,400 | 515,000 |
|       | 40    | 10      | 70             | 276,300 | 223,900 | 52,400 | 554,300 |
|       | 45    | 14      | 62             | 316,000 | 266,000 | 50,000 | 510,000 |
|       | 50    | 20      | 54             | 340,000 | 277,900 | 62,100 | 568,500 |
|       | 55    | 25      | 56             | 355,300 | 287,600 | 67,700 | 843,800 |
|       | 58    | 27      | 28             | 329,400 | 271,100 | 58,300 | 616,000 |

【男性 短大・高専卒】『卸・小売業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 20    | 1       | 1              | 151,000 | 151,000 | 0      | 151,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 1       | 2              | 166,000 | 159,200 | 6,800  | 170,500 |
|       | 25    | 5       | 1              | 189,800 | 189,800 | 0      | 189,800 |
|       | 30    | 4       | 4              | 174,900 | 170,000 | 4,900  | 181,500 |
|       | 35    | 9       | 2              | 223,200 | 133,200 | 90,000 | 280,000 |
|       | 40    | 13      | 9              | 250,100 | 201,700 | 48,400 | 342,500 |
|       | 45    | 18      | 7              | 300,200 | 236,700 | 63,500 | 433,100 |
|       | 50    | 24      | 7              | 364,500 | 271,500 | 93,000 | 439,000 |
|       | 55    | 26      | 4              | 345,400 | 286,900 | 58,500 | 384,000 |
| 営業    | 58    | 30      | 3              | 424,900 | 332,600 | 92,300 | 502,700 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 2       | 1              | 197,900 | 142,200 | 55,700 | 197,900 |
|       | 25    | 3       | 12             | 182,200 | 162,400 | 19,800 | 209,900 |
|       | 30    | 4       | 18             | 220,500 | 181,400 | 39,100 | 314,300 |
|       | 35    | 9       | 23             | 242,700 | 198,200 | 44,500 | 380,000 |
|       | 40    | 12      | 21             | 270,300 | 204,800 | 65,500 | 400,000 |
|       | 45    | 18      | 22             | 306,900 | 251,300 | 55,600 | 455,100 |
|       | 50    | 19      | 29             | 298,200 | 229,700 | 68,500 | 411,300 |
| 生産・技術 | 55    | 23      | 11             | 349,400 | 296,400 | 53,000 | 639,500 |
|       | 58    | 21      | 4              | 267,900 | 229,700 | 38,200 | 390,300 |
|       | 20    | 2       | 1              | 163,500 | 151,500 | 12,000 | 163,500 |
|       | 21    | 1       | 5              | 172,900 | 157,800 | 15,100 | 178,600 |
|       | 22    | 2       | 1              | 182,100 | 161,500 | 20,600 | 182,100 |
|       | 25    | 3       | 14             | 181,100 | 162,800 | 18,300 | 234,000 |
|       | 30    | 7       | 12             | 221,400 | 185,600 | 35,800 | 255,100 |
|       | 35    | 8       | 6              | 230,200 | 208,200 | 22,000 | 290,000 |
|       | 40    | 11      | 15             | 265,400 | 220,100 | 45,300 | 353,600 |
|       | 45    | 21      | 11             | 296,700 | 229,700 | 67,000 | 377,000 |
| その他   | 50    | 23      | 13             | 300,600 | 251,500 | 49,100 | 514,500 |
|       | 55    | 20      | 7              | 321,800 | 258,300 | 63,500 | 438,400 |
|       | 58    | 19      | 6              | 276,300 | 251,700 | 24,600 | 393,700 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 4       | 6              | 188,300 | 173,000 | 15,300 | 205,000 |
|       | 35    | 6       | 5              | 233,600 | 194,000 | 39,600 | 299,100 |
|       | 40    | 11      | 6              | 222,400 | 198,400 | 24,000 | 269,100 |
| 全     | 45    | 12      | 10             | 288,300 | 242,800 | 45,500 | 891,800 |
|       | 50    | 23      | 7              | 295,300 | 219,300 | 76,000 | 359,000 |
|       | 55    | 14      | 5              | 299,000 | 206,300 | 92,700 | 414,000 |
|       | 58    | 13      | 4              | 359,700 | 286,900 | 72,800 | 609,900 |
|       | 20    | 1       | 2              | 157,200 | 151,200 | 6,000  | 163,500 |
|       | 21    | 1       | 5              | 172,900 | 157,800 | 15,100 | 178,600 |
|       | 22    | 1       | 4              | 177,900 | 155,500 | 22,400 | 197,900 |
|       | 25    | 3       | 27             | 181,900 | 163,600 | 18,300 | 234,000 |
|       | 30    | 5       | 40             | 211,400 | 180,300 | 31,100 | 314,300 |
|       | 35    | 9       | 36             | 238,300 | 195,700 | 42,600 | 380,000 |
|       | 40    | 12      | 51             | 259,700 | 208,000 | 51,700 | 400,000 |
|       | 45    | 17      | 50             | 300,000 | 242,800 | 57,200 | 891,800 |
|       | 50    | 21      | 56             | 306,700 | 238,700 | 68,000 | 514,500 |
|       | 55    | 21      | 27             | 332,300 | 268,500 | 63,800 | 639,500 |
|       | 58    | 20      | 17             | 320,200 | 269,100 | 51,100 | 609,900 |

【男性 中・高校卒】『卸・小売業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 1       | 1       | 183,400        | 173,300 | 10,100 | 183,400 | 183,400 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 3       | 3       | 166,800        | 159,300 | 7,500  | 175,000 | 154,200 |
|       | 25    | 2       | 3       | 171,400        | 136,400 | 35,000 | 177,500 | 162,500 |
|       | 30    | 1       | 1       | 170,000        | 170,000 | 0      | 170,000 | 170,000 |
|       | 35    | 2       | 1       | 185,000        | 185,000 | 0      | 185,000 | 185,000 |
|       | 40    | 5       | 2       | 248,200        | 208,700 | 39,500 | 263,900 | 232,500 |
|       | 45    | 5       | 4       | 207,900        | 197,300 | 10,600 | 250,000 | 181,700 |
|       | 50    | 16      | 4       | 287,500        | 247,800 | 39,700 | 452,000 | 154,100 |
|       | 55    | 23      | 3       | 332,600        | 286,200 | 46,400 | 370,800 | 294,900 |
|       | 58    | 31      | 4       | 245,100        | 227,000 | 18,100 | 335,200 | 150,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 2       | 192,000        | 180,000 | 12,000 | 194,000 | 190,000 |
|       | 25    | 4       | 13      | 202,100        | 184,500 | 17,600 | 243,100 | 155,200 |
|       | 30    | 5       | 25      | 210,200        | 186,600 | 23,600 | 270,800 | 157,300 |
|       | 35    | 8       | 32      | 231,600        | 180,800 | 50,800 | 361,000 | 158,400 |
|       | 40    | 11      | 39      | 248,900        | 202,300 | 46,600 | 438,000 | 148,000 |
|       | 45    | 13      | 37      | 270,400        | 225,600 | 44,800 | 640,000 | 156,200 |
|       | 50    | 20      | 51      | 280,700        | 225,900 | 54,800 | 467,900 | 157,500 |
|       | 55    | 26      | 48      | 297,300        | 243,600 | 53,700 | 680,900 | 189,500 |
|       | 58    | 25      | 24      | 289,800        | 243,800 | 46,000 | 499,600 | 153,000 |
| 生産・技術 | 19    | 1       | 4       | 162,900        | 139,700 | 23,200 | 167,600 | 157,700 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 2       | 6       | 182,000        | 158,900 | 23,100 | 221,400 | 163,700 |
|       | 22    | 4       | 1       | 168,500        | 139,600 | 28,900 | 168,500 | 168,500 |
|       | 25    | 4       | 26      | 182,400        | 166,100 | 16,300 | 232,000 | 140,000 |
|       | 30    | 4       | 14      | 216,400        | 164,000 | 52,400 | 253,000 | 157,500 |
|       | 35    | 8       | 14      | 227,400        | 196,800 | 30,600 | 340,000 | 142,000 |
|       | 40    | 8       | 21      | 234,000        | 205,900 | 28,100 | 302,100 | 142,200 |
|       | 45    | 11      | 27      | 243,800        | 197,700 | 46,100 | 380,700 | 159,800 |
|       | 50    | 16      | 36      | 274,000        | 229,300 | 44,700 | 443,600 | 165,100 |
|       | 55    | 14      | 29      | 260,100        | 219,400 | 40,700 | 498,000 | 103,300 |
|       | 58    | 20      | 18      | 264,100        | 222,100 | 42,000 | 370,500 | 143,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 1       | 165,000        | 156,000 | 9,000  | 165,000 | 165,000 |
|       | 21    | 1       | 1       | 180,000        | 100,000 | 80,000 | 180,000 | 180,000 |
|       | 22    | 3       | 1       | 141,600        | 139,600 | 2,000  | 141,600 | 141,600 |
|       | 25    | 2       | 14      | 186,900        | 158,200 | 28,700 | 216,800 | 157,000 |
|       | 30    | 3       | 11      | 191,100        | 166,700 | 24,400 | 210,000 | 170,600 |
|       | 35    | 6       | 23      | 214,200        | 189,900 | 24,300 | 310,000 | 149,500 |
|       | 40    | 11      | 23      | 223,600        | 200,600 | 23,000 | 353,000 | 141,500 |
|       | 45    | 8       | 31      | 231,100        | 199,200 | 31,900 | 395,000 | 162,600 |
|       | 50    | 16      | 22      | 270,700        | 229,900 | 40,800 | 455,000 | 171,000 |
|       | 55    | 20      | 23      | 276,500        | 230,300 | 46,200 | 487,200 | 143,000 |
|       | 58    | 23      | 22      | 235,700        | 215,700 | 20,000 | 388,400 | 142,000 |
| 全     | 19    | 1       | 5       | 167,000        | 146,400 | 20,600 | 183,400 | 157,700 |
|       | 20    | 2       | 1       | 165,000        | 156,000 | 9,000  | 165,000 | 165,000 |
|       | 21    | 2       | 7       | 181,800        | 150,500 | 31,300 | 221,400 | 163,700 |
|       | 22    | 2       | 7       | 170,600        | 159,600 | 11,000 | 194,000 | 141,600 |
|       | 25    | 3       | 56      | 187,500        | 166,800 | 20,700 | 243,100 | 140,000 |
|       | 30    | 4       | 51      | 207,000        | 175,800 | 31,200 | 270,800 | 157,300 |
|       | 35    | 7       | 70      | 224,300        | 187,000 | 37,300 | 361,000 | 142,000 |
|       | 40    | 10      | 85      | 238,400        | 202,900 | 35,500 | 438,000 | 141,500 |
|       | 45    | 11      | 99      | 248,300        | 208,600 | 39,700 | 640,000 | 156,200 |
|       | 50    | 18      | 113     | 276,800        | 228,500 | 48,300 | 467,900 | 154,100 |
|       | 55    | 21      | 103     | 283,300        | 235,100 | 48,200 | 680,900 | 103,300 |
|       | 58    | 23      | 68      | 262,900        | 228,000 | 34,900 | 499,600 | 142,000 |

【男性 大学卒】『金融・保険・不動産業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 1       | 1              | 180,000 | 180,000 | 0      | 180,000 |
|       | 25    | 1       | 7              | 196,700 | 191,800 | 4,900  | 216,300 |
|       | 30    | 5       | 8              | 254,800 | 247,700 | 7,100  | 295,000 |
|       | 35    | 10      | 15             | 330,600 | 292,200 | 38,400 | 418,500 |
|       | 40    | 13      | 9              | 374,300 | 345,300 | 29,000 | 440,000 |
|       | 45    | 18      | 14             | 371,200 | 330,300 | 40,900 | 600,000 |
|       | 50    | 23      | 13             | 485,400 | 430,100 | 55,300 | 690,000 |
|       | 55    | 31      | 9              | 533,700 | 451,100 | 82,600 | 698,400 |
|       | 58    | 31      | 5              | 414,700 | 367,700 | 47,000 | 571,600 |
|       |       |         |                |         |         |        |         |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 9              | 188,700 | 178,300 | 10,400 | 230,000 |
|       | 30    | 4       | 13             | 246,700 | 209,900 | 36,800 | 315,000 |
|       | 35    | 11      | 18             | 350,100 | 313,700 | 36,400 | 490,000 |
|       | 40    | 7       | 15             | 315,500 | 266,300 | 49,200 | 460,000 |
|       | 45    | 16      | 10             | 419,500 | 391,700 | 27,800 | 556,000 |
|       | 50    | 18      | 14             | 428,800 | 401,900 | 26,900 | 690,000 |
|       | 55    | 21      | 5              | 342,800 | 312,000 | 30,800 | 397,000 |
|       | 58    | 37      | 1              | 307,000 | 305,000 | 2,000  | 307,000 |
|       |       |         |                |         |         |        |         |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 190,000 | 190,000 | 0      | 190,000 |
|       | 30    | 3       | 1              | 232,500 | 150,000 | 82,500 | 232,500 |
|       | 35    | 3       | 1              | 226,100 | 219,100 | 7,000  | 226,100 |
|       | 40    | 9       | 1              | 265,000 | 205,000 | 60,000 | 265,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 21      | 2              | 312,800 | 295,800 | 17,000 | 312,800 |
|       | 58    | 5       | 3              | 256,400 | 206,400 | 50,000 | 340,000 |
|       |       |         |                |         |         |        |         |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 1              | 195,000 | 178,000 | 17,000 | 195,000 |
|       | 30    | 2       | 3              | 256,600 | 236,600 | 20,000 | 280,000 |
|       | 35    | 4       | 2              | 220,000 | 191,500 | 28,500 | 238,000 |
|       | 40    | 3       | 4              | 267,900 | 227,700 | 40,200 | 324,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 1       | 1              | 250,000 | 210,000 | 40,000 | 250,000 |
|       | 55    | 12      | 4              | 346,200 | 304,300 | 41,900 | 421,700 |
|       | 58    | 3       | 3              | 242,400 | 233,300 | 9,100  | 327,400 |
|       |       |         |                |         |         |        |         |
| 全     | 22    | 1       | 1              | 180,000 | 180,000 | 0      | 180,000 |
|       | 25    | 2       | 18             | 192,200 | 184,200 | 8,000  | 230,000 |
|       | 30    | 4       | 25             | 249,900 | 222,800 | 27,100 | 315,000 |
|       | 35    | 10      | 36             | 331,300 | 295,300 | 36,000 | 490,000 |
|       | 40    | 9       | 29             | 325,500 | 283,400 | 42,100 | 460,000 |
|       | 45    | 17      | 24             | 391,300 | 355,900 | 35,400 | 600,000 |
|       | 50    | 20      | 28             | 448,600 | 408,100 | 40,500 | 690,000 |
|       | 55    | 24      | 20             | 426,300 | 371,400 | 54,900 | 698,400 |
|       | 58    | 18      | 12             | 323,000 | 288,500 | 34,500 | 571,600 |
|       |       |         |                |         |         |        |         |

【男性 短大・高専卒】『金融・保険・不動産業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 2              | 174,300 | 174,300 | 0       | 174,400 |
|       | 25    | 1       | 2              | 151,400 | 141,600 | 9,800   | 183,300 |
|       | 30    | 3       | 1              | 187,000 | 174,000 | 13,000  | 187,000 |
|       | 35    | 5       | 1              | 175,700 | 167,700 | 8,000   | 175,700 |
|       | 40    | 2       | 1              | 180,000 | 180,000 | 0       | 180,000 |
|       | 45    | 11      | 4              | 322,600 | 224,000 | 98,600  | 387,100 |
|       | 50    | 8       | 6              | 343,100 | 256,400 | 86,700  | 422,600 |
|       | 55    | 17      | 1              | 389,100 | 334,700 | 54,400  | 389,100 |
| 営業    | 58    | 11      | 1              | 274,500 | 150,000 | 124,500 | 274,500 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 1              | 180,000 | 180,000 | 0       | 180,000 |
|       | 25    | 3       | 4              | 199,800 | 173,500 | 26,300  | 233,000 |
|       | 30    | 2       | 7              | 206,800 | 188,000 | 18,800  | 251,800 |
|       | 35    | 5       | 3              | 258,200 | 215,300 | 42,900  | 293,900 |
|       | 40    | 9       | 5              | 280,000 | 242,000 | 38,000  | 384,400 |
|       | 45    | 20      | 2              | 373,700 | 286,200 | 87,500  | 395,400 |
|       | 50    | 17      | 1              | 285,000 | 268,000 | 17,000  | 285,000 |
| 生産・技術 | 55    | 12      | 3              | 234,300 | 220,300 | 14,000  | 290,600 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 4       | 2              | 183,000 | 178,500 | 4,500   | 183,000 |
|       | 35    | 17      | 1              | 297,000 | 247,000 | 50,000  | 297,000 |
|       | 40    | 6       | 3              | 261,300 | 250,700 | 10,600  | 277,200 |
|       | 45    | 8       | 2              | 211,000 | 208,500 | 2,500   | 240,000 |
| その他   | 50    | 11      | 2              | 223,200 | 215,700 | 7,500   | 266,000 |
|       | 55    | 7       | 1              | 257,000 | 137,000 | 120,000 | 257,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 3       | 2              | 253,000 | 234,000 | 19,000  | 280,000 |
|       | 35    | 1       | 1              | 235,000 | 215,000 | 20,000  | 235,000 |
|       | 40    | 9       | 1              | 278,000 | 193,000 | 85,000  | 278,000 |
| 全     | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 20      | 2              | 336,600 | 298,300 | 38,300  | 353,900 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 3              | 176,200 | 176,200 | 0       | 180,000 |
|       | 25    | 2       | 6              | 183,600 | 162,800 | 20,800  | 233,000 |
|       | 30    | 3       | 12             | 208,800 | 192,900 | 15,900  | 280,000 |
|       | 35    | 6       | 6              | 247,000 | 212,600 | 34,400  | 297,000 |

【男性 中・高校卒】『金融・保険・不動産業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 4       | 1       | 158,900        | 130,000 | 28,900 | 158,900 | 158,900 |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 3       | 1       | 201,900        | 130,000 | 71,900 | 201,900 | 201,900 |
|       | 35    | 5       | 2       | 181,200        | 163,000 | 18,200 | 212,400 | 150,000 |
|       | 40    | 10      | 2       | 306,900        | 223,000 | 83,900 | 354,000 | 259,900 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 21      | 2       | 346,700        | 335,700 | 11,000 | 355,000 | 338,500 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 4       | 1       | 183,000        | 174,000 | 9,000  | 183,000 | 183,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 2       | 3       | 267,100        | 182,000 | 85,100 | 344,000 | 227,500 |
|       | 35    | 8       | 4       | 256,800        | 214,300 | 42,500 | 288,000 | 239,500 |
|       | 40    | 7       | 4       | 284,100        | 189,000 | 95,100 | 330,000 | 192,000 |
|       | 45    | 8       | 6       | 274,700        | 239,200 | 35,500 | 482,800 | 165,000 |
|       | 50    | 5       | 2       | 380,500        | 373,000 | 7,500  | 546,000 | 215,000 |
|       | 55    | 4       | 1       | 208,000        | 168,000 | 40,000 | 208,000 | 208,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 1       | 144,000        | 144,000 | 0      | 144,000 | 144,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 15      | 1       | 250,200        | 180,000 | 70,200 | 250,200 | 250,200 |
|       | 35    | 8       | 3       | 189,300        | 176,800 | 12,500 | 210,000 | 174,000 |
|       | 40    | 7       | 2       | 221,100        | 181,000 | 40,100 | 250,200 | 192,000 |
|       | 45    | 18      | 3       | 340,000        | 340,000 | 0      | 370,000 | 300,000 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 1       | 158,000        | 150,000 | 8,000  | 158,000 | 158,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 1       | 215,000        | 200,000 | 15,000 | 215,000 | 215,000 |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 6       | 2       | 204,000        | 199,000 | 5,000  | 218,000 | 190,000 |
|       | 35    | 5       | 1       | 243,000        | 243,000 | 0      | 243,000 | 243,000 |
|       | 40    | 13      | 1       | 203,000        | 203,000 | 0      | 203,000 | 203,000 |
|       | 45    | 9       | 5       | 211,200        | 195,200 | 16,000 | 251,000 | 148,000 |
|       | 50    | 7       | 3       | 300,000        | 255,000 | 45,000 | 350,000 | 200,000 |
|       | 55    | 9       | 8       | 311,800        | 305,800 | 6,000  | 500,000 | 200,000 |
|       | 58    | 7       | 6       | 194,700        | 188,100 | 6,600  | 208,000 | 173,000 |
| 全     | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 2       | 151,000        | 147,000 | 4,000  | 158,000 | 144,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 2       | 186,900        | 165,000 | 21,900 | 215,000 | 158,900 |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 5       | 7       | 237,300        | 179,100 | 58,200 | 344,000 | 190,000 |
|       | 35    | 7       | 10      | 220,100        | 195,700 | 24,400 | 288,000 | 150,000 |
|       | 40    | 8       | 9       | 266,100        | 196,300 | 69,800 | 354,000 | 192,000 |
|       | 45    | 10      | 14      | 265,900        | 245,000 | 20,900 | 482,800 | 148,000 |
|       | 50    | 10      | 7       | 336,200        | 311,700 | 24,500 | 546,000 | 200,000 |
|       | 55    | 9       | 9       | 300,300        | 290,500 | 9,800  | 500,000 | 200,000 |
|       | 58    | 6       | 7       | 193,100        | 186,100 | 7,000  | 208,000 | 173,000 |

【男性 大学卒】『運輸・通信業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)    | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|-----------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |           |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0       | 0         | 0       |
|       | 25    | 3       | 2       | 205,600        | 203,600 | 2,000   | 216,500   | 194,800 |
|       | 30    | 7       | 9       | 215,000        | 193,600 | 21,400  | 300,000   | 166,500 |
|       | 35    | 10      | 4       | 270,600        | 264,800 | 5,800   | 360,300   | 169,000 |
|       | 40    | 13      | 3       | 290,200        | 262,600 | 27,600  | 385,400   | 217,800 |
|       | 45    | 21      | 3       | 423,500        | 366,500 | 57,000  | 504,000   | 313,700 |
|       | 50    | 15      | 6       | 352,400        | 295,900 | 56,500  | 415,400   | 278,600 |
|       | 55    | 25      | 4       | 438,000        | 350,300 | 87,700  | 570,600   | 290,700 |
|       | 58    | 25      | 6       | 423,800        | 350,500 | 73,300  | 621,000   | 175,300 |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0       | 0         | 0       |
|       | 25    | 2       | 5       | 173,200        | 164,000 | 9,200   | 186,100   | 159,500 |
|       | 30    | 3       | 5       | 208,500        | 164,600 | 43,900  | 244,100   | 175,000 |
|       | 35    | 10      | 8       | 309,400        | 226,100 | 83,300  | 380,000   | 218,000 |
|       | 40    | 16      | 3       | 398,600        | 218,800 | 179,800 | 500,900   | 340,000 |
|       | 45    | 14      | 2       | 307,200        | 230,000 | 77,200  | 324,500   | 290,000 |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0         | 0       |
|       | 55    | 15      | 6       | 358,600        | 268,100 | 90,500  | 423,300   | 244,300 |
|       | 58    | 21      | 2       | 330,000        | 280,000 | 50,000  | 500,000   | 160,000 |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0       | 0         | 0       |
|       | 25    | 2       | 5       | 201,600        | 139,500 | 62,100  | 221,600   | 183,100 |
|       | 30    | 4       | 3       | 220,800        | 184,300 | 36,500  | 315,000   | 137,300 |
|       | 35    | 11      | 3       | 231,600        | 183,300 | 48,300  | 284,100   | 196,000 |
|       | 40    | 10      | 1       | 204,000        | 180,000 | 24,000  | 204,000   | 204,000 |
|       | 45    | 11      | 4       | 252,500        | 187,500 | 65,000  | 327,300   | 200,000 |
|       | 50    | 17      | 5       | 332,600        | 248,600 | 84,000  | 420,400   | 200,000 |
|       | 55    | 29      | 1       | 240,000        | 210,000 | 30,000  | 240,000   | 240,000 |
|       | 58    | 26      | 3       | 383,600        | 339,600 | 44,000  | 460,000   | 251,000 |
| その他   | 22    | 0       | 0       | 0              | 0       | 0       | 0         | 0       |
|       | 25    | 1       | 1       | 205,000        | 185,000 | 20,000  | 205,000   | 205,000 |
|       | 30    | 4       | 2       | 196,200        | 189,300 | 6,900   | 210,600   | 181,900 |
|       | 35    | 4       | 4       | 304,500        | 198,200 | 106,300 | 704,500   | 161,300 |
|       | 40    | 8       | 6       | 338,500        | 240,900 | 97,600  | 989,300   | 181,300 |
|       | 45    | 10      | 3       | 240,800        | 213,600 | 27,200  | 315,800   | 150,000 |
|       | 50    | 9       | 1       | 165,800        | 161,000 | 4,800   | 165,800   | 165,800 |
|       | 55    | 17      | 5       | 630,600        | 376,600 | 254,000 | 1,131,400 | 189,100 |
|       | 58    | 28      | 4       | 489,000        | 326,200 | 162,800 | 1,078,200 | 255,000 |
| 全     | 22    | 0       | 0       | 0              | 0       | 0       | 0         | 0       |
|       | 25    | 2       | 13      | 191,600        | 162,300 | 29,300  | 221,600   | 159,500 |
|       | 30    | 5       | 19      | 212,200        | 184,000 | 28,200  | 315,000   | 137,300 |
|       | 35    | 9       | 19      | 287,900        | 221,600 | 66,300  | 704,500   | 161,300 |
|       | 40    | 11      | 13      | 330,900        | 236,100 | 94,800  | 989,300   | 181,300 |
|       | 45    | 14      | 12      | 301,400        | 245,800 | 55,600  | 504,000   | 150,000 |
|       | 50    | 15      | 12      | 328,500        | 264,900 | 63,600  | 420,400   | 165,800 |
|       | 55    | 19      | 16      | 456,000        | 318,900 | 137,100 | 1,131,400 | 189,100 |
|       | 58    | 25      | 15      | 420,600        | 332,400 | 88,200  | 1,078,200 | 160,000 |

【男性 短大・高専卒】『運輸・通信業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 164,100        | 152,300 | 11,800  | 164,100 | 164,100 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 2       | 157,700        | 155,000 | 2,700   | 165,000 | 150,500 |
|       | 30    | 4       | 1       | 216,000        | 206,000 | 10,000  | 216,000 | 216,000 |
|       | 35    | 7       | 3       | 326,100        | 283,100 | 43,000  | 448,800 | 235,000 |
|       | 40    | 14      | 5       | 273,900        | 216,300 | 57,600  | 340,000 | 151,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 20      | 3       | 327,900        | 253,200 | 74,700  | 406,800 | 200,000 |
|       | 55    | 17      | 2       | 355,900        | 275,700 | 80,200  | 359,200 | 352,800 |
| 営業    | 58    | 27      | 2       | 392,500        | 290,000 | 102,500 | 525,000 | 260,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 164,100        | 152,300 | 11,800  | 164,100 | 164,100 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 3       | 4       | 215,800        | 178,300 | 37,500  | 269,000 | 181,000 |
|       | 35    | 7       | 1       | 258,900        | 185,000 | 73,900  | 258,900 | 258,900 |
|       | 40    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 16      | 1       | 215,000        | 180,000 | 35,000  | 215,000 | 215,000 |
|       | 50    | 28      | 1       | 293,000        | 192,500 | 100,500 | 293,000 | 293,000 |
| 生産・技術 | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 3       | 1       | 315,000        | 250,000 | 65,000  | 315,000 | 315,000 |
|       | 20    | 1       | 1       | 163,000        | 163,000 | 0       | 163,000 | 163,000 |
|       | 21    | 1       | 2       | 175,400        | 175,400 | 0       | 184,900 | 166,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 7       | 193,500        | 166,000 | 27,500  | 225,000 | 176,000 |
|       | 30    | 6       | 9       | 193,300        | 168,800 | 24,500  | 268,000 | 126,000 |
|       | 35    | 10      | 6       | 227,800        | 181,800 | 46,000  | 331,000 | 173,000 |
|       | 40    | 15      | 8       | 248,800        | 185,000 | 63,800  | 299,300 | 215,100 |
|       | 45    | 18      | 9       | 265,700        | 195,000 | 70,700  | 380,000 | 183,800 |
| その他   | 50    | 20      | 16      | 318,800        | 263,500 | 55,300  | 451,900 | 178,600 |
|       | 55    | 14      | 5       | 272,400        | 252,300 | 20,100  | 572,000 | 148,300 |
|       | 58    | 29      | 2       | 340,400        | 237,600 | 102,800 | 484,000 | 196,800 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 2       | 1       | 148,700        | 148,700 | 0       | 148,700 | 148,700 |
|       | 25    | 3       | 5       | 172,200        | 169,200 | 3,000   | 181,000 | 159,500 |
|       | 30    | 4       | 3       | 186,700        | 185,100 | 1,600   | 270,000 | 118,000 |
|       | 35    | 10      | 5       | 202,200        | 181,800 | 20,400  | 215,500 | 169,500 |
|       | 40    | 6       | 3       | 183,900        | 166,600 | 17,300  | 196,400 | 163,500 |
| 全     | 45    | 6       | 2       | 312,200        | 179,700 | 132,500 | 405,000 | 219,500 |
|       | 50    | 13      | 9       | 208,500        | 169,000 | 39,500  | 311,200 | 144,400 |
|       | 55    | 14      | 7       | 192,200        | 153,100 | 39,100  | 241,600 | 168,000 |
|       | 58    | 15      | 11      | 186,100        | 144,500 | 41,600  | 209,500 | 173,200 |
|       | 20    | 1       | 1       | 163,000        | 163,000 | 0       | 163,000 | 163,000 |
|       | 21    | 1       | 4       | 169,700        | 163,800 | 5,900   | 184,900 | 164,100 |
|       | 22    | 2       | 1       | 148,700        | 148,700 | 0       | 148,700 | 148,700 |
|       | 25    | 3       | 14      | 180,800        | 165,600 | 15,200  | 225,000 | 150,500 |
|       | 30    | 5       | 17      | 198,800        | 176,100 | 22,700  | 270,000 | 118,000 |
|       | 35    | 9       | 15      | 241,000        | 202,300 | 38,700  | 448,800 | 169,500 |
|       | 40    | 13      | 16      | 244,400        | 191,300 | 53,100  | 340,000 | 151,000 |
|       | 45    | 16      | 12      | 269,200        | 191,200 | 78,000  | 405,000 | 183,800 |
|       | 50    | 18      | 29      | 284,600        | 230,600 | 54,000  | 451,900 | 144,400 |
|       | 55    | 14      | 14      | 244,300        | 206,100 | 38,200  | 572,000 | 148,300 |
|       | 58    | 17      | 16      | 239,200        | 180,900 | 58,300  | 525,000 | 173,200 |

【男性 中・高校卒】『運輸・通信業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 1       | 2       | 183,000        | 168,000 | 15,000  | 206,100 | 160,000 |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 12      | 4       | 243,800        | 222,900 | 20,900  | 285,700 | 189,700 |
|       | 45    | 14      | 3       | 284,800        | 214,100 | 70,700  | 355,500 | 210,000 |
|       | 50    | 21      | 7       | 357,300        | 290,700 | 66,600  | 480,400 | 220,000 |
|       | 55    | 25      | 8       | 295,100        | 237,300 | 57,800  | 405,500 | 195,000 |
|       | 58    | 6       | 2       | 174,100        | 162,700 | 11,400  | 200,300 | 148,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 7       | 2       | 209,200        | 198,100 | 11,100  | 232,500 | 186,000 |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 7       | 2       | 240,200        | 200,000 | 40,200  | 242,000 | 238,500 |
|       | 40    | 12      | 2       | 271,100        | 206,100 | 65,000  | 280,000 | 262,300 |
|       | 45    | 21      | 1       | 310,200        | 300,200 | 10,000  | 310,200 | 310,200 |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 16      | 3       | 193,100        | 139,800 | 53,300  | 310,000 | 121,100 |
|       | 58    | 11      | 23      | 140,700        | 140,700 | 0       | 209,900 | 100,500 |
| 生産・技術 | 19    | 1       | 3       | 165,600        | 139,000 | 26,600  | 167,000 | 165,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 3       | 2       | 193,800        | 189,800 | 4,000   | 203,600 | 184,100 |
|       | 25    | 4       | 8       | 207,300        | 172,300 | 35,000  | 262,700 | 185,900 |
|       | 30    | 6       | 6       | 226,400        | 203,200 | 23,200  | 297,200 | 193,900 |
|       | 35    | 9       | 14      | 251,800        | 192,800 | 59,000  | 365,000 | 191,400 |
|       | 40    | 8       | 14      | 240,800        | 197,000 | 43,800  | 483,000 | 170,000 |
|       | 45    | 12      | 13      | 252,800        | 198,600 | 54,200  | 386,000 | 168,100 |
|       | 50    | 11      | 17      | 275,200        | 217,900 | 57,300  | 585,000 | 183,800 |
|       | 55    | 16      | 13      | 273,100        | 234,500 | 38,600  | 530,000 | 187,800 |
|       | 58    | 8       | 14      | 275,500        | 221,000 | 54,500  | 465,000 | 159,800 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 173,000        | 173,000 | 0       | 173,000 | 173,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 4       | 1       | 286,000        | 145,000 | 141,000 | 286,000 | 286,000 |
|       | 30    | 3       | 3       | 216,400        | 176,400 | 40,000  | 240,000 | 192,500 |
|       | 35    | 6       | 6       | 228,900        | 190,900 | 38,000  | 312,000 | 186,000 |
|       | 40    | 9       | 24      | 269,100        | 197,900 | 71,200  | 603,000 | 144,400 |
|       | 45    | 11      | 16      | 223,400        | 183,400 | 40,000  | 446,000 | 145,000 |
|       | 50    | 11      | 24      | 225,000        | 189,900 | 35,100  | 378,000 | 135,200 |
|       | 55    | 15      | 21      | 216,800        | 180,600 | 36,200  | 345,000 | 145,000 |
|       | 58    | 15      | 26      | 192,400        | 165,300 | 27,100  | 389,600 | 114,000 |
| 全     | 19    | 1       | 3       | 165,600        | 139,000 | 26,600  | 167,000 | 165,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 173,000        | 173,000 | 0       | 173,000 | 173,000 |
|       | 22    | 3       | 2       | 193,800        | 189,800 | 4,000   | 203,600 | 184,100 |
|       | 25    | 4       | 13      | 209,900        | 173,500 | 36,400  | 286,000 | 160,000 |
|       | 30    | 5       | 9       | 223,100        | 194,300 | 28,800  | 297,200 | 192,500 |
|       | 35    | 8       | 22      | 244,400        | 192,900 | 51,500  | 365,000 | 186,000 |
|       | 40    | 9       | 44      | 257,800        | 200,200 | 57,600  | 603,000 | 144,400 |
|       | 45    | 12      | 33      | 243,200        | 195,700 | 47,500  | 446,000 | 145,000 |
|       | 50    | 13      | 48      | 262,100        | 214,500 | 47,600  | 585,000 | 135,200 |
|       | 55    | 17      | 45      | 245,400        | 203,500 | 41,900  | 530,000 | 121,100 |
|       | 58    | 12      | 65      | 191,400        | 168,500 | 22,900  | 465,000 | 100,500 |

【男性 大学卒】『飲食店・宿泊業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合 計(円)  | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 1              | 166,300 | 151,300 | 15,000 | 166,300 |
|       | 30    | 10      | 1              | 182,600 | 182,600 | 0      | 182,600 |
|       | 35    | 14      | 2              | 333,500 | 328,000 | 5,500  | 392,000 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 8       | 3              | 348,500 | 306,900 | 41,600 | 467,000 |
|       | 55    | 16      | 2              | 348,400 | 305,900 | 42,500 | 374,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 6       | 1              | 240,000 | 172,000 | 68,000 | 240,000 |
|       | 45    | 16      | 5              | 333,800 | 300,800 | 33,000 | 452,200 |
|       | 50    | 7       | 1              | 272,900 | 222,900 | 50,000 | 272,900 |
|       | 55    | 36      | 2              | 422,300 | 422,300 | 0      | 506,400 |
|       | 58    | 34      | 2              | 357,600 | 357,600 | 0      | 423,200 |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 240,000 | 240,000 | 0      | 240,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 2       | 1              | 283,300 | 225,400 | 57,900 | 283,300 |
|       | 40    | 12      | 3              | 310,200 | 293,600 | 16,600 | 380,000 |
|       | 45    | 13      | 2              | 285,100 | 231,200 | 53,900 | 287,100 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 5       | 1              | 176,400 | 156,400 | 20,000 | 176,400 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 5       | 1              | 191,600 | 191,600 | 0      | 191,600 |
|       | 30    | 3       | 3              | 207,300 | 194,500 | 12,800 | 226,200 |
|       | 35    | 5       | 2              | 229,700 | 213,600 | 16,100 | 233,300 |
|       | 40    | 9       | 2              | 254,700 | 232,500 | 22,200 | 280,000 |
|       | 45    | 3       | 1              | 389,000 | 304,000 | 85,000 | 389,000 |
|       | 50    | 13      | 2              | 259,100 | 230,200 | 28,900 | 283,300 |
|       | 55    | 4       | 1              | 216,600 | 216,600 | 0      | 216,600 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 3              | 199,300 | 194,300 | 5,000  | 240,000 |
|       | 30    | 5       | 4              | 201,100 | 191,500 | 9,600  | 226,200 |
|       | 35    | 8       | 5              | 281,900 | 261,700 | 20,200 | 392,000 |
|       | 40    | 10      | 6              | 280,000 | 253,000 | 27,000 | 380,000 |
|       | 45    | 13      | 8              | 328,500 | 283,800 | 44,700 | 452,200 |
|       | 50    | 9       | 6              | 306,100 | 267,300 | 38,800 | 467,000 |
|       | 55    | 19      | 6              | 322,400 | 304,900 | 17,500 | 506,400 |
|       | 58    | 34      | 2              | 357,600 | 357,600 | 0      | 423,200 |

【男性 短大・高専卒】『飲食店・宿泊業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合 計(円)  | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 2       | 1              | 202,500 | 167,500 | 35,000  | 202,500 |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 11      | 3              | 253,600 | 201,600 | 52,000  | 226,600 |
|       | 50    | 31      | 1              | 373,500 | 268,500 | 105,000 | 373,500 |
|       | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
| 営業    | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 2              | 151,500 | 146,500 | 5,000   | 152,900 |
|       | 30    | 5       | 1              | 153,000 | 143,000 | 10,000  | 153,000 |
|       | 35    | 14      | 1              | 198,500 | 153,500 | 45,000  | 198,500 |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 17      | 2              | 280,000 | 217,500 | 62,500  | 382,000 |
| 生産・技術 | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1              | 150,800 | 150,800 | 0       | 150,800 |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 1              | 199,100 | 179,500 | 19,600  | 199,100 |
|       | 30    | 6       | 3              | 201,700 | 189,800 | 11,900  | 230,100 |
|       | 35    | 14      | 1              | 283,000 | 283,000 | 0       | 283,000 |
|       | 40    | 3       | 1              | 330,000 | 270,000 | 60,000  | 330,000 |
|       | 45    | 25      | 1              | 164,700 | 159,700 | 5,000   | 164,700 |
| その他   | 50    | 20      | 4              | 249,100 | 244,100 | 5,000   | 275,000 |
|       | 55    | 32      | 3              | 290,400 | 290,400 | 0       | 349,100 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 1              | 193,700 | 173,700 | 20,000  | 193,700 |
|       | 25    | 4       | 1              | 171,200 | 170,000 | 1,200   | 171,200 |
|       | 30    | 3       | 3              | 207,000 | 191,800 | 15,200  | 261,100 |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 3       | 3              | 223,800 | 194,500 | 29,300  | 283,300 |
| 全     | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 16      | 2              | 295,300 | 264,500 | 30,800  | 356,000 |
|       | 55    | 9       | 1              | 280,300 | 276,000 | 4,300   | 280,300 |
|       | 58    | 12      | 3              | 226,600 | 226,300 | 300     | 375,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1              | 150,800 | 150,800 | 0       | 150,800 |
|       | 22    | 1       | 1              | 193,700 | 173,700 | 20,000  | 193,700 |
|       | 25    | 2       | 4              | 168,300 | 160,600 | 7,700   | 199,100 |
|       | 30    | 4       | 8              | 197,700 | 181,900 | 15,800  | 261,100 |
|       | 35    | 14      | 2              | 240,700 | 218,200 | 22,500  | 283,000 |

【男性 中・高校卒】『飲食店・宿泊業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 6       | 1              | 225,000 | 225,000 | 0      | 225,000 |
|       | 35    | 3       | 1              | 230,700 | 152,700 | 78,000 | 230,700 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 15      | 1              | 342,500 | 342,500 | 0      | 342,500 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 9       | 1              | 177,600 | 142,600 | 35,000 | 177,600 |
|       | 30    | 11      | 1              | 149,400 | 144,400 | 5,000  | 149,400 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 12      | 3              | 260,700 | 236,400 | 24,300 | 297,300 |
| 生産・技術 | 45    | 19      | 2              | 252,100 | 209,600 | 42,500 | 256,600 |
|       | 50    | 31      | 2              | 370,300 | 328,400 | 41,900 | 400,700 |
|       | 55    | 27      | 1              | 267,900 | 267,900 | 0      | 267,900 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 6       | 2              | 221,900 | 195,400 | 26,500 | 234,000 |
| その他   | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 11      | 3              | 261,900 | 204,300 | 57,600 | 284,400 |
|       | 50    | 7       | 2              | 223,100 | 175,600 | 47,500 | 275,000 |
|       | 55    | 3       | 2              | 238,000 | 196,500 | 41,500 | 242,200 |
|       | 58    | 25      | 1              | 154,000 | 154,000 | 0      | 154,000 |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 25    | 2       | 7              | 189,300 | 178,800 | 10,500 | 250,000 |
|       | 30    | 4       | 4              | 205,100 | 177,600 | 27,500 | 214,000 |
|       | 35    | 8       | 5              | 207,500 | 181,600 | 25,900 | 242,600 |
|       | 40    | 8       | 7              | 230,000 | 215,200 | 14,800 | 264,000 |
|       | 45    | 8       | 4              | 205,900 | 182,200 | 23,700 | 246,800 |
|       | 50    | 11      | 7              | 248,500 | 225,700 | 22,800 | 350,000 |
|       | 55    | 6       | 5              | 231,100 | 210,100 | 21,000 | 298,400 |
|       | 58    | 10      | 4              | 222,000 | 217,000 | 5,000  | 256,300 |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |

【男性 大学卒】『専門サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 3       | 197,300        | 191,300 | 6,000  | 202,000 | 190,000 |
|       | 30    | 4       | 9       | 221,200        | 203,800 | 17,400 | 299,000 | 178,000 |
|       | 35    | 6       | 6       | 269,100        | 222,800 | 46,300 | 302,100 | 209,000 |
|       | 40    | 11      | 4       | 324,800        | 254,700 | 70,100 | 353,000 | 246,000 |
|       | 45    | 18      | 2       | 340,200        | 257,500 | 82,700 | 371,500 | 309,000 |
|       | 50    | 6       | 3       | 334,000        | 272,900 | 61,100 | 428,300 | 210,000 |
|       | 55    | 3       | 1       | 372,000        | 288,000 | 84,000 | 372,000 | 372,000 |
|       | 58    | 22      | 2       | 304,200        | 217,700 | 86,500 | 421,900 | 186,500 |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 1       | 199,600        | 199,600 | 0      | 199,600 | 199,600 |
|       | 30    | 3       | 4       | 202,400        | 172,300 | 30,100 | 278,400 | 147,000 |
|       | 35    | 9       | 2       | 251,000        | 207,000 | 44,000 | 284,000 | 218,000 |
|       | 40    | 5       | 2       | 298,000        | 227,500 | 70,500 | 347,000 | 249,000 |
|       | 45    | 5       | 1       | 450,000        | 360,000 | 90,000 | 450,000 | 450,000 |
|       | 50    | 23      | 2       | 493,300        | 421,800 | 71,500 | 600,000 | 386,700 |
|       | 55    | 14      | 3       | 344,200        | 248,600 | 95,600 | 360,000 | 318,000 |
|       | 58    | 19      | 7       | 296,000        | 256,800 | 39,200 | 440,000 | 150,000 |
| 生産・技術 | 22    | 1       | 1       | 178,100        | 171,100 | 7,000  | 178,100 | 178,100 |
|       | 25    | 2       | 17      | 198,100        | 189,900 | 8,200  | 221,000 | 150,000 |
|       | 30    | 4       | 19      | 235,800        | 201,500 | 34,300 | 355,000 | 170,000 |
|       | 35    | 7       | 11      | 303,700        | 220,600 | 83,100 | 550,100 | 215,500 |
|       | 40    | 7       | 17      | 302,700        | 245,000 | 57,700 | 554,300 | 170,000 |
|       | 45    | 14      | 16      | 299,200        | 242,100 | 57,100 | 399,000 | 180,000 |
|       | 50    | 18      | 21      | 354,900        | 275,300 | 79,600 | 550,000 | 180,000 |
|       | 55    | 18      | 15      | 412,000        | 329,700 | 82,300 | 633,400 | 204,000 |
|       | 58    | 15      | 36      | 295,600        | 238,600 | 57,000 | 500,000 | 130,000 |
| その他   | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 1       | 1       | 200,000        | 190,000 | 10,000 | 200,000 | 200,000 |
|       | 30    | 2       | 1       | 297,200        | 272,200 | 25,000 | 297,200 | 297,200 |
|       | 35    | 5       | 3       | 226,700        | 195,800 | 30,900 | 260,000 | 210,000 |
|       | 40    | 4       | 5       | 228,300        | 182,300 | 46,000 | 305,000 | 145,500 |
|       | 45    | 8       | 3       | 330,000        | 288,400 | 41,600 | 377,700 | 302,500 |
|       | 50    | 15      | 1       | 390,000        | 390,000 | 0      | 390,000 | 390,000 |
|       | 55    | 8       | 1       | 396,700        | 340,700 | 56,000 | 396,700 | 396,700 |
|       | 58    | 5       | 3       | 213,200        | 206,600 | 6,600  | 260,000 | 180,000 |
| 全     | 22    | 1       | 1       | 178,100        | 171,100 | 7,000  | 178,100 | 178,100 |
|       | 25    | 2       | 22      | 198,100        | 190,500 | 7,600  | 221,000 | 150,000 |
|       | 30    | 4       | 33      | 229,600        | 200,700 | 28,900 | 355,000 | 147,000 |
|       | 35    | 7       | 22      | 279,000        | 216,600 | 62,400 | 550,100 | 209,000 |
|       | 40    | 7       | 28      | 292,200        | 233,900 | 58,300 | 554,300 | 145,500 |
|       | 45    | 13      | 22      | 313,900        | 255,100 | 58,800 | 450,000 | 180,000 |
|       | 50    | 17      | 27      | 364,200        | 290,200 | 74,000 | 600,000 | 180,000 |
|       | 55    | 16      | 20      | 399,100        | 316,000 | 83,100 | 633,400 | 204,000 |
|       | 58    | 15      | 48      | 290,800        | 238,400 | 52,400 | 500,000 | 130,000 |

【男性 短大・高専卒】『専門サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 5       | 1       | 203,300        | 190,800 | 12,500  | 203,300 | 203,300 |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 5       | 3       | 239,500        | 204,200 | 35,300  | 296,000 | 187,200 |
|       | 45    | 19      | 1       | 225,000        | 190,000 | 35,000  | 225,000 | 225,000 |
|       | 50    | 23      | 1       | 439,000        | 324,000 | 115,000 | 439,000 | 439,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| 営業    | 58    | 13      | 1       | 230,000        | 200,000 | 30,000  | 230,000 | 230,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 7       | 2       | 212,500        | 197,500 | 15,000  | 240,000 | 185,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 13      | 4       | 290,800        | 259,200 | 31,600  | 358,700 | 190,000 |
|       | 50    | 17      | 4       | 307,500        | 245,000 | 62,500  | 360,000 | 200,000 |
| 生産・技術 | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 32      | 4       | 349,000        | 274,000 | 75,000  | 498,000 | 236,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 4       | 172,400        | 163,000 | 9,400   | 177,000 | 161,000 |
|       | 22    | 2       | 3       | 172,000        | 158,800 | 13,200  | 192,000 | 141,000 |
|       | 25    | 3       | 10      | 178,700        | 170,100 | 8,600   | 220,000 | 135,000 |
|       | 30    | 6       | 15      | 216,500        | 188,400 | 28,100  | 255,000 | 173,000 |
|       | 35    | 8       | 16      | 247,200        | 209,800 | 37,400  | 396,500 | 181,000 |
|       | 40    | 7       | 15      | 268,500        | 232,300 | 36,200  | 420,000 | 189,000 |
|       | 45    | 11      | 9       | 302,400        | 238,900 | 63,500  | 371,000 | 210,500 |
| その他   | 50    | 13      | 12      | 280,400        | 243,900 | 36,500  | 395,000 | 204,000 |
|       | 55    | 16      | 13      | 368,800        | 280,800 | 88,000  | 550,000 | 176,500 |
|       | 58    | 23      | 15      | 306,500        | 273,800 | 32,700  | 414,000 | 150,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 1       | 108,000        | 108,000 | 0       | 108,000 | 108,000 |
|       | 22    | 1       | 1       | 185,000        | 150,000 | 35,000  | 185,000 | 185,000 |
|       | 25    | 1       | 3       | 169,700        | 117,000 | 52,700  | 184,500 | 150,100 |
|       | 30    | 3       | 8       | 230,200        | 193,900 | 36,300  | 260,000 | 177,200 |
|       | 35    | 7       | 3       | 230,200        | 188,000 | 42,200  | 256,200 | 206,400 |
|       | 40    | 2       | 2       | 207,500        | 132,500 | 75,000  | 213,000 | 202,000 |
| 全     | 45    | 12      | 2       | 334,700        | 304,700 | 30,000  | 429,500 | 240,000 |
|       | 50    | 13      | 2       | 284,500        | 130,300 | 154,200 | 314,500 | 254,600 |
|       | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 18      | 2       | 197,900        | 154,500 | 43,400  | 209,000 | 186,900 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 5       | 159,500        | 152,000 | 7,500   | 177,000 | 108,000 |
|       | 22    | 1       | 4       | 175,200        | 156,600 | 18,600  | 192,000 | 141,000 |
|       | 25    | 3       | 14      | 178,500        | 160,200 | 18,300  | 220,000 | 135,000 |
|       | 30    | 5       | 23      | 221,300        | 190,300 | 31,000  | 260,000 | 173,000 |
|       | 35    | 8       | 21      | 241,500        | 205,500 | 36,000  | 396,500 | 181,000 |
|       | 40    | 6       | 20      | 258,100        | 218,100 | 40,000  | 420,000 | 187,200 |
|       | 45    | 12      | 16      | 298,600        | 249,100 | 49,500  | 429,500 | 190,000 |
|       | 50    | 14      | 19      | 294,900        | 236,400 | 58,500  | 439,000 | 200,000 |
|       | 55    | 16      | 13      | 368,800        | 280,800 | 88,000  | 550,000 | 176,500 |
|       | 58    | 24      | 22      | 300,900        | 259,600 | 41,300  | 498,000 | 150,000 |

【男性 中・高校卒】『専門サービス業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 3       | 3              | 198,400 | 159,600 | 38,800  | 216,000 |
|       | 40    | 7       | 3              | 201,200 | 178,600 | 22,600  | 312,000 |
|       | 45    | 6       | 2              | 224,500 | 201,500 | 23,000  | 249,000 |
|       | 50    | 4       | 1              | 195,000 | 180,000 | 15,000  | 195,000 |
|       | 55    | 14      | 1              | 175,000 | 175,000 | 0       | 175,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
| 営業    | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 5       | 1              | 170,000 | 170,000 | 0       | 170,000 |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 11      | 1              | 370,000 | 250,000 | 120,000 | 370,000 |
|       | 50    | 29      | 1              | 221,000 | 221,000 | 0       | 221,000 |
|       | 55    | 24      | 1              | 216,000 | 216,000 | 0       | 216,000 |
|       | 58    | 19      | 3              | 259,200 | 199,000 | 60,200  | 348,000 |
| 生産・技術 | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 3       | 1              | 159,000 | 140,500 | 18,500  | 159,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 3       | 2              | 190,300 | 183,800 | 6,500   | 220,000 |
|       | 25    | 5       | 15             | 185,300 | 172,000 | 13,300  | 225,000 |
|       | 30    | 5       | 18             | 217,600 | 193,400 | 24,200  | 290,000 |
|       | 35    | 9       | 19             | 233,500 | 202,500 | 31,000  | 309,500 |
|       | 40    | 9       | 13             | 260,200 | 222,400 | 37,800  | 360,000 |
|       | 45    | 15      | 21             | 264,400 | 205,600 | 58,800  | 370,000 |
|       | 50    | 13      | 32             | 271,800 | 233,400 | 38,400  | 471,000 |
|       | 55    | 13      | 9              | 252,800 | 213,000 | 39,800  | 375,000 |
|       | 58    | 16      | 23             | 306,600 | 273,200 | 33,400  | 475,000 |
| その他   | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 1       | 2              | 151,300 | 116,000 | 35,300  | 154,100 |
|       | 30    | 4       | 1              | 170,900 | 117,500 | 53,400  | 170,900 |
|       | 35    | 9       | 1              | 222,300 | 117,500 | 104,800 | 222,300 |
|       | 40    | 3       | 1              | 207,900 | 117,500 | 90,400  | 207,900 |
|       | 45    | 1       | 1              | 214,300 | 117,500 | 96,800  | 214,300 |
|       | 50    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 19      | 11             | 223,800 | 144,100 | 79,700  | 385,000 |
| 全     | 19    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 3       | 1              | 159,000 | 140,500 | 18,500  | 159,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 3       | 2              | 190,300 | 183,800 | 6,500   | 220,000 |
|       | 25    | 4       | 17             | 181,300 | 165,400 | 15,900  | 225,000 |
|       | 30    | 5       | 20             | 212,900 | 188,400 | 24,500  | 290,000 |
|       | 35    | 8       | 23             | 228,400 | 193,200 | 35,200  | 309,500 |
|       | 40    | 8       | 17             | 246,700 | 208,500 | 38,200  | 360,000 |
|       | 45    | 14      | 25             | 263,400 | 203,500 | 59,900  | 370,000 |
|       | 50    | 14      | 34             | 268,000 | 231,400 | 36,600  | 471,000 |
|       | 55    | 14      | 11             | 242,300 | 209,800 | 32,500  | 375,000 |
|       | 58    | 17      | 37             | 278,100 | 228,800 | 49,300  | 475,000 |

【男性 大学卒】『コンピュータソフト関連業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 2       | 1       | 215,000        | 185,000 | 30,000  | 215,000 | 215,000 |
|       | 45    | 3       | 1       | 237,000        | 237,000 | 0       | 237,000 | 237,000 |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 13      | 1       | 290,000        | 210,000 | 80,000  | 290,000 | 290,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| 営業    | 22    | 1       | 1       | 191,000        | 191,000 | 0       | 191,000 | 191,000 |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 2       | 1       | 203,000        | 193,000 | 10,000  | 203,000 | 203,000 |
|       | 35    | 9       | 3       | 258,300        | 222,700 | 35,600  | 262,600 | 256,100 |
|       | 40    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 25      | 2       | 347,000        | 284,500 | 62,500  | 405,000 | 289,000 |
|       | 58    | 6       | 2       | 198,000        | 198,000 | 0       | 236,000 | 160,000 |
| 生産・技術 | 22    | 1       | 1       | 179,000        | 179,000 | 0       | 179,000 | 179,000 |
|       | 25    | 2       | 16      | 214,400        | 191,800 | 22,600  | 249,000 | 150,000 |
|       | 30    | 4       | 13      | 211,500        | 195,100 | 16,400  | 265,900 | 160,000 |
|       | 35    | 9       | 8       | 253,400        | 221,100 | 32,300  | 305,000 | 212,700 |
|       | 40    | 11      | 9       | 282,300        | 239,700 | 42,600  | 400,200 | 160,000 |
|       | 45    | 14      | 11      | 314,300        | 263,300 | 51,000  | 438,800 | 233,000 |
|       | 50    | 16      | 7       | 330,200        | 281,500 | 48,700  | 462,000 | 187,000 |
|       | 55    | 12      | 2       | 384,500        | 293,800 | 90,700  | 457,400 | 311,800 |
|       | 58    | 10      | 4       | 326,100        | 303,900 | 22,200  | 397,000 | 268,400 |
| その他   | 22    | 1       | 1       | 145,800        | 125,800 | 20,000  | 145,800 | 145,800 |
|       | 25    | 2       | 6       | 129,900        | 123,900 | 6,000   | 139,500 | 122,500 |
|       | 30    | 8       | 1       | 144,600        | 119,600 | 25,000  | 144,600 | 144,600 |
|       | 35    | 10      | 3       | 186,200        | 156,600 | 29,600  | 255,100 | 137,900 |
|       | 40    | 15      | 1       | 350,900        | 239,900 | 111,000 | 350,900 | 350,900 |
|       | 45    | 4       | 1       | 285,600        | 248,600 | 37,000  | 285,600 | 285,600 |
|       | 50    | 8       | 2       | 332,000        | 279,000 | 53,000  | 368,000 | 296,000 |
|       | 55    | 34      | 1       | 333,900        | 279,900 | 54,000  | 333,900 | 333,900 |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| 全     | 22    | 1       | 3       | 171,800        | 165,200 | 6,600   | 191,000 | 145,800 |
|       | 25    | 2       | 22      | 191,300        | 173,200 | 18,100  | 249,000 | 122,500 |
|       | 30    | 4       | 15      | 206,400        | 189,900 | 16,500  | 265,900 | 144,600 |
|       | 35    | 9       | 14      | 240,100        | 207,600 | 32,500  | 305,000 | 137,900 |
|       | 40    | 11      | 11      | 282,400        | 234,700 | 47,700  | 400,200 | 160,000 |
|       | 45    | 13      | 13      | 306,100        | 260,100 | 46,000  | 438,800 | 233,000 |
|       | 50    | 14      | 9       | 330,500        | 280,900 | 49,600  | 462,000 | 187,000 |
|       | 55    | 20      | 6       | 347,800        | 274,400 | 73,400  | 457,400 | 289,000 |
|       | 58    | 8       | 6       | 283,400        | 268,600 | 14,800  | 397,000 | 160,000 |

【男性 短大・高専卒】『コンピュータソフト関連業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 9       | 1              | 192,400 | 182,400 | 10,000  | 192,400 |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 18      | 1              | 227,900 | 207,900 | 20,000  | 227,900 |
|       | 50    | 24      | 1              | 312,400 | 287,400 | 25,000  | 312,400 |
|       | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
| 営業    | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 16      | 1              | 248,000 | 238,000 | 10,000  | 248,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0       | 0       |
| 生産・技術 | 55    | 33      | 1              | 379,000 | 349,000 | 30,000  | 379,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 1       | 2              | 162,500 | 155,000 | 7,500   | 165,000 |
|       | 21    | 1       | 4              | 167,200 | 158,500 | 8,700   | 170,000 |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 5              | 184,600 | 169,600 | 15,000  | 225,000 |
|       | 30    | 5       | 8              | 195,900 | 183,100 | 12,800  | 279,600 |
|       | 35    | 8       | 6              | 241,300 | 223,200 | 18,100  | 280,000 |
|       | 40    | 14      | 10             | 261,700 | 229,200 | 32,500  | 300,000 |
|       | 45    | 11      | 11             | 286,700 | 244,000 | 42,700  | 357,500 |
| その他   | 50    | 13      | 12             | 292,600 | 259,300 | 33,300  | 436,700 |
|       | 55    | 19      | 4              | 305,800 | 277,800 | 28,000  | 406,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 7       | 4              | 164,700 | 142,700 | 22,000  | 228,500 |
|       | 35    | 8       | 1              | 174,500 | 118,500 | 56,000  | 174,500 |
|       | 40    | 18      | 4              | 171,600 | 117,400 | 54,200  | 221,600 |
| 全     | 45    | 23      | 1              | 184,500 | 109,500 | 75,000  | 184,500 |
|       | 50    | 25      | 1              | 186,300 | 106,300 | 80,000  | 186,300 |
|       | 55    | 11      | 1              | 215,900 | 110,900 | 105,000 | 215,900 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 1       | 2              | 162,500 | 155,000 | 7,500   | 165,000 |
|       | 21    | 1       | 4              | 167,200 | 158,500 | 8,700   | 170,000 |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 5              | 184,600 | 169,600 | 15,000  | 225,000 |
|       | 30    | 6       | 13             | 186,000 | 170,600 | 15,400  | 279,600 |
|       | 35    | 8       | 7              | 231,700 | 208,200 | 23,500  | 280,000 |
|       | 40    | 15      | 15             | 236,800 | 200,000 | 36,800  | 300,000 |
|       | 45    | 12      | 13             | 274,400 | 230,900 | 43,500  | 357,500 |
|       | 50    | 15      | 14             | 286,500 | 250,400 | 36,100  | 436,700 |
|       | 55    | 20      | 6              | 303,000 | 261,800 | 41,200  | 406,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |

【男性 中・高校卒】『コンピュータソフト関連業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 12      | 1       | 280,900        | 232,100 | 48,800 | 280,900 | 280,900 |
|       | 40    | 1       | 1       | 143,000        | 143,000 | 0      | 143,000 | 143,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 3       | 1       | 300,000        | 300,000 | 0      | 300,000 | 300,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 3       | 1       | 145,500        | 145,500 | 0      | 145,500 | 145,500 |
|       | 25    | 2       | 9       | 206,700        | 184,500 | 22,200 | 310,000 | 143,000 |
|       | 30    | 5       | 4       | 177,500        | 175,900 | 1,600  | 214,400 | 145,000 |
|       | 35    | 2       | 1       | 168,000        | 168,000 | 0      | 168,000 | 168,000 |
|       | 40    | 4       | 1       | 253,600        | 221,600 | 32,000 | 253,600 | 253,600 |
|       | 45    | 9       | 3       | 265,700        | 242,400 | 23,300 | 291,800 | 240,500 |
|       | 50    | 4       | 1       | 252,000        | 232,000 | 20,000 | 252,000 | 252,000 |
|       | 55    | 11      | 1       | 300,000        | 225,000 | 75,000 | 300,000 | 300,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 14      | 1       | 173,200        | 117,200 | 56,000 | 173,200 | 173,200 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 18      | 1       | 159,600        | 108,600 | 51,000 | 159,600 | 159,600 |
|       | 55    | 25      | 1       | 195,200        | 105,200 | 90,000 | 195,200 | 195,200 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 3       | 1       | 145,500        | 145,500 | 0      | 145,500 | 145,500 |
|       | 25    | 2       | 9       | 206,700        | 184,500 | 22,200 | 310,000 | 143,000 |
|       | 30    | 7       | 5       | 176,600        | 164,100 | 12,500 | 214,400 | 145,000 |
|       | 35    | 7       | 2       | 224,400        | 200,000 | 24,400 | 280,900 | 168,000 |
|       | 40    | 2       | 2       | 198,300        | 182,300 | 16,000 | 253,600 | 143,000 |
|       | 45    | 9       | 3       | 265,700        | 242,400 | 23,300 | 291,800 | 240,500 |
|       | 50    | 8       | 3       | 237,100        | 213,500 | 23,600 | 300,000 | 159,600 |
|       | 55    | 18      | 2       | 247,600        | 165,100 | 82,500 | 300,000 | 195,200 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |

【男性 大学卒】『その他サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 6       | 212,400        | 183,600 | 28,800  | 246,900 | 156,500 |
|       | 30    | 2       | 4       | 206,200        | 194,600 | 11,600  | 229,500 | 182,500 |
|       | 35    | 6       | 10      | 242,300        | 223,700 | 18,600  | 305,000 | 212,700 |
|       | 40    | 10      | 8       | 258,500        | 226,900 | 31,600  | 405,000 | 182,000 |
|       | 45    | 13      | 7       | 342,200        | 240,600 | 101,600 | 422,800 | 260,300 |
|       | 50    | 19      | 4       | 379,200        | 296,400 | 82,800  | 420,200 | 323,600 |
|       | 55    | 13      | 3       | 393,900        | 298,800 | 95,100  | 522,900 | 200,000 |
|       | 58    | 13      | 5       | 380,000        | 314,000 | 66,000  | 495,000 | 250,000 |
|       |       |         |         |                |         |         |         |         |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 6       | 171,800        | 167,500 | 4,300   | 182,500 | 155,000 |
|       | 30    | 3       | 5       | 225,400        | 196,000 | 29,400  | 276,200 | 158,000 |
|       | 35    | 6       | 9       | 216,100        | 193,700 | 22,400  | 302,000 | 180,400 |
|       | 40    | 10      | 12      | 271,000        | 202,300 | 68,700  | 337,600 | 180,000 |
|       | 45    | 7       | 4       | 271,800        | 209,300 | 62,500  | 300,200 | 250,000 |
|       | 50    | 16      | 7       | 372,600        | 306,900 | 65,700  | 650,000 | 226,600 |
|       | 55    | 17      | 9       | 321,900        | 225,800 | 96,100  | 394,100 | 229,300 |
|       | 58    | 15      | 7       | 343,700        | 250,900 | 92,800  | 479,700 | 255,500 |
|       |       |         |         |                |         |         |         |         |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 2       | 203,200        | 181,200 | 22,000  | 216,000 | 190,500 |
|       | 30    | 3       | 6       | 242,400        | 201,400 | 41,000  | 319,200 | 170,000 |
|       | 35    | 6       | 5       | 248,500        | 215,900 | 32,600  | 268,200 | 215,000 |
|       | 40    | 5       | 8       | 268,600        | 200,200 | 68,400  | 353,600 | 151,900 |
|       | 45    | 8       | 8       | 273,600        | 227,500 | 46,100  | 369,200 | 180,000 |
|       | 50    | 13      | 8       | 262,500        | 180,000 | 82,500  | 357,100 | 194,000 |
|       | 55    | 14      | 9       | 348,000        | 295,400 | 52,600  | 530,400 | 198,000 |
|       | 58    | 20      | 14      | 319,400        | 227,700 | 91,700  | 600,000 | 169,000 |
|       |       |         |         |                |         |         |         |         |
| その他   | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 1       | 180,500        | 180,500 | 0       | 180,500 | 180,500 |
|       | 30    | 2       | 1       | 161,000        | 153,000 | 8,000   | 161,000 | 161,000 |
|       | 35    | 7       | 6       | 236,200        | 211,300 | 24,900  | 360,000 | 170,000 |
|       | 40    | 8       | 12      | 253,600        | 209,100 | 44,500  | 350,700 | 170,000 |
|       | 45    | 6       | 12      | 249,500        | 195,900 | 53,600  | 367,200 | 170,000 |
|       | 50    | 14      | 11      | 290,900        | 212,900 | 78,000  | 396,000 | 135,000 |
|       | 55    | 16      | 8       | 229,900        | 193,900 | 36,000  | 438,000 | 159,000 |
|       | 58    | 15      | 6       | 259,900        | 233,100 | 26,800  | 350,700 | 197,000 |
|       |       |         |         |                |         |         |         |         |
| 全     | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 15      | 192,800        | 176,600 | 16,200  | 246,900 | 155,000 |
|       | 30    | 2       | 16      | 222,900        | 195,000 | 27,900  | 319,200 | 158,000 |
|       | 35    | 6       | 30      | 234,200        | 210,900 | 23,300  | 360,000 | 170,000 |
|       | 40    | 8       | 40      | 262,900        | 208,900 | 54,000  | 405,000 | 151,900 |
|       | 45    | 8       | 31      | 279,500        | 215,900 | 63,600  | 422,800 | 170,000 |
|       | 50    | 15      | 30      | 314,200        | 237,200 | 77,000  | 650,000 | 135,000 |
|       | 55    | 15      | 29      | 312,000        | 246,100 | 65,900  | 530,400 | 159,000 |
|       | 58    | 17      | 32      | 323,000        | 247,300 | 75,700  | 600,000 | 169,000 |
|       |       |         |         |                |         |         |         |         |

【男性 短大・高専卒】『その他サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 6       | 2       | 182,700        | 174,000 | 8,700   | 192,500 | 173,000 |
|       | 30    | 6       | 3       | 192,100        | 172,000 | 20,100  | 217,500 | 158,900 |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 2       | 2       | 232,500        | 230,000 | 2,500   | 255,000 | 210,000 |
|       | 45    | 4       | 2       | 256,000        | 239,000 | 17,000  | 262,000 | 250,000 |
|       | 50    | 13      | 5       | 248,600        | 228,800 | 19,800  | 310,000 | 200,300 |
|       | 55    | 3       | 1       | 160,000        | 160,000 | 0       | 160,000 | 160,000 |
| 営業    | 58    | 2       | 4       | 345,700        | 316,000 | 29,700  | 378,900 | 315,100 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 8       | 2       | 222,300        | 197,300 | 25,000  | 276,200 | 168,400 |
|       | 30    | 2       | 6       | 171,200        | 161,100 | 10,100  | 211,500 | 142,000 |
|       | 35    | 2       | 9       | 232,300        | 209,400 | 22,900  | 419,000 | 167,500 |
|       | 40    | 3       | 8       | 202,000        | 188,000 | 14,000  | 289,600 | 165,900 |
|       | 45    | 11      | 8       | 291,200        | 240,800 | 50,400  | 352,700 | 189,900 |
|       | 50    | 1       | 6       | 252,000        | 226,200 | 25,800  | 338,600 | 122,000 |
| 生産・技術 | 55    | 11      | 7       | 307,000        | 266,100 | 40,900  | 426,000 | 230,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 9       | 179,200        | 164,900 | 14,300  | 210,300 | 151,000 |
|       | 30    | 5       | 6       | 236,100        | 228,600 | 7,500   | 277,000 | 172,300 |
|       | 35    | 7       | 7       | 225,900        | 208,300 | 17,600  | 270,700 | 180,000 |
|       | 40    | 5       | 9       | 237,600        | 196,500 | 41,100  | 314,000 | 160,000 |
|       | 45    | 7       | 9       | 259,000        | 210,100 | 48,900  | 341,300 | 200,000 |
| その他   | 50    | 10      | 15      | 290,200        | 228,400 | 61,800  | 352,400 | 219,000 |
|       | 55    | 32      | 2       | 365,300        | 242,000 | 123,300 | 387,700 | 343,000 |
|       | 58    | 13      | 4       | 250,600        | 197,000 | 53,600  | 410,800 | 138,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 2       | 147,000        | 130,000 | 17,000  | 159,000 | 135,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 4       | 216,900        | 153,800 | 63,100  | 265,000 | 153,000 |
|       | 30    | 4       | 9       | 300,200        | 181,700 | 118,500 | 990,000 | 122,300 |
|       | 35    | 9       | 6       | 250,000        | 208,100 | 41,900  | 338,600 | 160,000 |
|       | 40    | 13      | 7       | 251,800        | 212,300 | 39,500  | 313,100 | 189,500 |
| 全     | 45    | 7       | 9       | 219,100        | 165,100 | 54,000  | 296,000 | 142,000 |
|       | 50    | 15      | 9       | 297,700        | 208,900 | 88,800  | 454,500 | 121,700 |
|       | 55    | 15      | 13      | 254,100        | 224,100 | 30,000  | 388,400 | 144,400 |
|       | 58    | 14      | 5       | 203,800        | 181,800 | 22,000  | 230,000 | 180,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 2       | 147,000        | 130,000 | 17,000  | 159,000 | 135,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 17      | 193,500        | 167,100 | 26,400  | 276,200 | 151,000 |
|       | 30    | 4       | 24      | 238,400        | 187,100 | 51,300  | 990,000 | 122,300 |
|       | 35    | 5       | 22      | 235,100        | 208,700 | 26,400  | 419,000 | 160,000 |
|       | 40    | 6       | 26      | 230,100        | 200,700 | 29,400  | 314,000 | 160,000 |
|       | 45    | 8       | 28      | 255,200        | 206,500 | 48,700  | 352,700 | 142,000 |
|       | 50    | 10      | 35      | 279,700        | 223,100 | 56,600  | 454,500 | 121,700 |
|       | 55    | 15      | 23      | 275,700        | 235,600 | 40,100  | 426,000 | 144,400 |
|       | 58    | 10      | 13      | 261,900        | 227,800 | 34,100  | 410,800 | 138,000 |

【男性 中・高校卒】『その他サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 1       | 2       | 194,200        | 173,100 | 21,100  | 200,000 | 188,500 |
|       | 35    | 2       | 3       | 168,000        | 163,000 | 5,000   | 214,000 | 145,000 |
|       | 40    | 1       | 1       | 145,000        | 145,000 | 0       | 145,000 | 145,000 |
|       | 45    | 12      | 4       | 279,700        | 224,700 | 55,000  | 357,000 | 216,300 |
|       | 50    | 13      | 2       | 283,200        | 259,500 | 23,700  | 316,500 | 250,000 |
|       | 55    | 11      | 1       | 530,000        | 292,000 | 238,000 | 530,000 | 530,000 |
|       | 58    | 25      | 3       | 324,600        | 313,500 | 11,100  | 431,500 | 201,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 7       | 179,900        | 168,100 | 11,800  | 226,000 | 159,200 |
|       | 30    | 4       | 2       | 285,000        | 210,000 | 75,000  | 305,000 | 265,000 |
|       | 35    | 7       | 5       | 231,700        | 193,100 | 38,600  | 318,700 | 124,900 |
|       | 40    | 6       | 4       | 282,500        | 212,000 | 70,500  | 341,400 | 204,000 |
|       | 45    | 11      | 6       | 297,500        | 234,600 | 62,900  | 451,100 | 231,700 |
|       | 50    | 12      | 5       | 210,000        | 177,400 | 32,600  | 298,500 | 141,900 |
|       | 55    | 18      | 8       | 291,700        | 223,800 | 67,900  | 372,000 | 159,300 |
|       | 58    | 15      | 8       | 234,000        | 170,300 | 63,700  | 377,500 | 100,000 |
| 生産・技術 | 19    | 1       | 1       | 167,000        | 167,000 | 0       | 167,000 | 167,000 |
|       | 20    | 1       | 2       | 159,000        | 156,500 | 2,500   | 160,000 | 158,000 |
|       | 21    | 1       | 3       | 167,900        | 144,600 | 23,300  | 169,500 | 165,000 |
|       | 22    | 2       | 2       | 148,000        | 148,000 | 0       | 156,000 | 140,000 |
|       | 25    | 3       | 12      | 205,500        | 182,800 | 22,700  | 280,000 | 161,200 |
|       | 30    | 4       | 15      | 210,300        | 174,500 | 35,800  | 262,000 | 176,000 |
|       | 35    | 8       | 15      | 220,800        | 184,800 | 36,000  | 363,000 | 161,200 |
|       | 40    | 6       | 19      | 208,300        | 175,600 | 32,700  | 420,000 | 108,800 |
|       | 45    | 11      | 28      | 265,300        | 211,100 | 54,200  | 500,000 | 161,200 |
|       | 50    | 17      | 26      | 260,900        | 199,000 | 61,900  | 420,500 | 161,200 |
|       | 55    | 18      | 15      | 247,700        | 207,200 | 40,500  | 323,000 | 161,200 |
|       | 58    | 19      | 34      | 259,900        | 218,500 | 41,400  | 440,000 | 150,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 1       | 1       | 165,100        | 149,600 | 15,500  | 165,100 | 165,100 |
|       | 21    | 4       | 2       | 169,000        | 139,000 | 30,000  | 179,000 | 159,000 |
|       | 22    | 2       | 3       | 191,500        | 140,500 | 51,000  | 266,600 | 154,000 |
|       | 25    | 3       | 6       | 187,000        | 174,000 | 13,000  | 207,000 | 167,000 |
|       | 30    | 4       | 16      | 237,900        | 202,900 | 35,000  | 765,600 | 150,000 |
|       | 35    | 5       | 12      | 217,500        | 170,000 | 47,500  | 330,000 | 160,100 |
|       | 40    | 8       | 22      | 231,400        | 190,300 | 41,100  | 360,000 | 150,000 |
|       | 45    | 9       | 27      | 253,000        | 183,000 | 70,000  | 408,000 | 146,000 |
|       | 50    | 10      | 38      | 219,700        | 184,300 | 35,400  | 420,000 | 115,700 |
|       | 55    | 14      | 18      | 233,000        | 184,900 | 48,100  | 446,000 | 100,000 |
|       | 58    | 13      | 39      | 239,900        | 189,200 | 50,700  | 546,000 | 126,000 |
| 全     | 19    | 1       | 1       | 167,000        | 167,000 | 0       | 167,000 | 167,000 |
|       | 20    | 1       | 3       | 161,000        | 154,200 | 6,800   | 165,100 | 158,000 |
|       | 21    | 2       | 5       | 168,400        | 142,400 | 26,000  | 179,000 | 159,000 |
|       | 22    | 2       | 5       | 174,100        | 143,500 | 30,600  | 266,600 | 140,000 |
|       | 25    | 3       | 25      | 193,900        | 176,600 | 17,300  | 280,000 | 159,200 |
|       | 30    | 4       | 35      | 226,200        | 189,400 | 36,800  | 765,600 | 150,000 |
|       | 35    | 6       | 35      | 216,700        | 179,000 | 37,700  | 363,000 | 124,900 |
|       | 40    | 7       | 46      | 224,400        | 185,100 | 39,300  | 420,000 | 108,800 |
|       | 45    | 10      | 65      | 264,100        | 202,500 | 61,600  | 500,000 | 146,000 |
|       | 50    | 12      | 71      | 235,900        | 191,300 | 44,600  | 420,500 | 115,700 |
|       | 55    | 16      | 42      | 256,500        | 202,800 | 53,700  | 530,000 | 100,000 |
|       | 58    | 16      | 84      | 250,500        | 203,700 | 46,800  | 546,000 | 100,000 |

【女性 大学卒】『全業種』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 1       | 4       | 166,200        | 135,600 | 30,600 | 181,900 | 159,000 |
|       | 25    | 2       | 51      | 195,100        | 175,700 | 19,400 | 634,500 | 155,000 |
|       | 30    | 4       | 63      | 200,200        | 186,200 | 14,000 | 340,000 | 149,000 |
|       | 35    | 7       | 61      | 214,700        | 198,700 | 16,000 | 312,400 | 145,800 |
|       | 40    | 9       | 50      | 245,800        | 229,500 | 16,300 | 510,000 | 137,000 |
|       | 45    | 12      | 53      | 254,200        | 222,000 | 32,200 | 550,000 | 150,000 |
|       | 50    | 15      | 26      | 277,500        | 238,600 | 38,900 | 453,900 | 150,000 |
|       | 55    | 21      | 22      | 264,600        | 237,200 | 27,400 | 352,100 | 174,400 |
|       | 58    | 17      | 9       | 230,000        | 206,000 | 24,000 | 350,000 | 118,000 |
| 営業    | 22    | 1       | 8       | 170,400        | 151,700 | 18,700 | 180,000 | 159,000 |
|       | 25    | 2       | 52      | 188,100        | 180,600 | 7,500  | 300,000 | 147,600 |
|       | 30    | 5       | 14      | 231,100        | 218,900 | 12,200 | 440,000 | 156,800 |
|       | 35    | 10      | 15      | 237,300        | 215,300 | 22,000 | 341,400 | 195,400 |
|       | 40    | 11      | 17      | 249,000        | 233,400 | 15,600 | 359,500 | 165,600 |
|       | 45    | 10      | 9       | 251,400        | 201,100 | 50,300 | 313,900 | 192,800 |
|       | 50    | 8       | 5       | 220,100        | 184,600 | 35,500 | 257,000 | 194,900 |
|       | 55    | 17      | 4       | 233,900        | 221,600 | 12,300 | 332,000 | 166,300 |
|       | 58    | 31      | 1       | 422,700        | 375,700 | 47,000 | 422,700 | 422,700 |
| 生産・技術 | 22    | 1       | 1       | 173,000        | 163,000 | 10,000 | 173,000 | 173,000 |
|       | 25    | 2       | 19      | 181,600        | 171,700 | 9,900  | 217,000 | 130,000 |
|       | 30    | 5       | 19      | 209,900        | 199,900 | 10,000 | 334,000 | 146,000 |
|       | 35    | 7       | 12      | 258,100        | 232,400 | 25,700 | 329,200 | 165,000 |
|       | 40    | 9       | 13      | 310,900        | 253,300 | 57,600 | 545,800 | 180,000 |
|       | 45    | 10      | 13      | 252,900        | 222,300 | 30,600 | 371,100 | 170,100 |
|       | 50    | 12      | 13      | 302,000        | 239,700 | 62,300 | 497,500 | 177,000 |
|       | 55    | 16      | 12      | 309,000        | 268,000 | 41,000 | 542,000 | 177,000 |
|       | 58    | 13      | 4       | 315,200        | 292,700 | 22,500 | 466,000 | 151,000 |
| その他   | 22    | 1       | 1       | 170,000        | 160,000 | 10,000 | 170,000 | 170,000 |
|       | 25    | 2       | 21      | 174,100        | 165,700 | 8,400  | 230,500 | 123,000 |
|       | 30    | 5       | 19      | 210,800        | 191,200 | 19,600 | 262,500 | 159,300 |
|       | 35    | 7       | 13      | 195,300        | 175,400 | 19,900 | 290,000 | 118,700 |
|       | 40    | 6       | 11      | 256,100        | 222,600 | 33,500 | 373,000 | 180,000 |
|       | 45    | 15      | 6       | 226,100        | 212,800 | 13,300 | 320,000 | 185,000 |
|       | 50    | 8       | 6       | 255,700        | 226,100 | 29,600 | 335,000 | 158,000 |
|       | 55    | 4       | 1       | 170,000        | 170,000 | 0      | 170,000 | 170,000 |
|       | 58    | 13      | 4       | 208,700        | 186,000 | 22,700 | 299,000 | 140,000 |
| 全     | 22    | 1       | 14      | 169,300        | 148,500 | 20,800 | 181,900 | 159,000 |
|       | 25    | 2       | 143     | 187,700        | 175,500 | 12,200 | 634,500 | 123,000 |
|       | 30    | 4       | 115     | 207,300        | 193,300 | 14,000 | 440,000 | 146,000 |
|       | 35    | 7       | 101     | 220,700        | 202,200 | 18,500 | 341,400 | 118,700 |
|       | 40    | 9       | 91      | 256,900        | 232,800 | 24,100 | 545,800 | 137,000 |
|       | 45    | 12      | 81      | 251,700        | 219,100 | 32,600 | 550,000 | 150,000 |
|       | 50    | 13      | 50      | 275,500        | 231,900 | 43,600 | 497,500 | 150,000 |
|       | 55    | 18      | 39      | 272,700        | 243,300 | 29,400 | 542,000 | 166,300 |
|       | 58    | 16      | 18      | 254,900        | 230,200 | 24,700 | 466,000 | 118,000 |

【女性 短大・高専卒】『全業種』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 20    | 1       | 4              | 144,500 | 142,000 | 2,500  | 152,000 |
|       | 21    | 1       | 4              | 154,100 | 149,100 | 5,000  | 167,000 |
|       | 22    | 2       | 4              | 174,400 | 171,700 | 2,700  | 200,000 |
|       | 25    | 3       | 38             | 172,200 | 166,300 | 5,900  | 206,200 |
|       | 30    | 5       | 43             | 190,600 | 178,500 | 12,100 | 270,000 |
|       | 35    | 7       | 67             | 191,300 | 177,100 | 14,200 | 263,000 |
|       | 40    | 10      | 70             | 205,700 | 185,600 | 20,100 | 350,000 |
|       | 45    | 12      | 99             | 220,900 | 198,100 | 22,800 | 461,000 |
|       | 50    | 16      | 104            | 229,700 | 203,500 | 26,200 | 423,700 |
|       | 55    | 19      | 80             | 242,900 | 214,900 | 28,000 | 570,500 |
| 営業    | 58    | 21      | 66             | 242,500 | 216,200 | 26,300 | 382,000 |
|       | 20    | 2       | 2              | 177,500 | 162,500 | 15,000 | 200,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 1       | 1              | 194,500 | 159,000 | 35,500 | 194,500 |
|       | 25    | 4       | 12             | 182,900 | 177,100 | 5,800  | 229,300 |
|       | 30    | 5       | 10             | 217,200 | 200,300 | 16,900 | 242,000 |
|       | 35    | 4       | 8              | 214,500 | 197,500 | 17,000 | 291,000 |
|       | 40    | 10      | 8              | 220,900 | 205,900 | 15,000 | 339,000 |
|       | 45    | 12      | 13             | 225,500 | 204,000 | 21,500 | 303,000 |
|       | 50    | 15      | 20             | 256,700 | 235,900 | 20,800 | 370,000 |
| 生産・技術 | 55    | 20      | 14             | 315,700 | 301,500 | 14,200 | 468,000 |
|       | 58    | 22      | 7              | 289,800 | 279,000 | 10,800 | 454,500 |
|       | 20    | 2       | 1              | 161,000 | 150,000 | 11,000 | 161,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 2       | 8              | 161,000 | 154,100 | 6,900  | 176,500 |
|       | 25    | 3       | 16             | 184,700 | 170,400 | 14,300 | 225,000 |
|       | 30    | 4       | 19             | 193,600 | 179,800 | 13,800 | 280,000 |
|       | 35    | 7       | 20             | 211,400 | 186,500 | 24,900 | 283,000 |
|       | 40    | 10      | 10             | 214,800 | 181,200 | 33,600 | 284,500 |
|       | 45    | 12      | 20             | 222,300 | 202,600 | 19,700 | 286,400 |
| その他   | 50    | 16      | 20             | 228,000 | 205,800 | 22,200 | 315,000 |
|       | 55    | 14      | 11             | 218,700 | 197,800 | 20,900 | 279,500 |
|       | 58    | 22      | 9              | 245,900 | 200,900 | 45,000 | 349,500 |
|       | 20    | 1       | 1              | 163,000 | 163,000 | 0      | 163,000 |
|       | 21    | 1       | 7              | 159,500 | 144,100 | 15,400 | 200,000 |
|       | 22    | 2       | 4              | 175,200 | 130,700 | 44,500 | 225,000 |
|       | 25    | 3       | 26             | 191,400 | 165,900 | 25,500 | 315,000 |
|       | 30    | 5       | 20             | 201,700 | 172,700 | 29,000 | 280,000 |
|       | 35    | 9       | 17             | 201,200 | 170,600 | 30,600 | 277,500 |
|       | 40    | 7       | 14             | 203,700 | 172,300 | 31,400 | 400,000 |
| 全     | 45    | 10      | 14             | 243,100 | 211,200 | 31,900 | 412,900 |
|       | 50    | 13      | 25             | 249,500 | 217,700 | 31,800 | 366,600 |
|       | 55    | 18      | 7              | 257,500 | 225,400 | 32,100 | 359,700 |
|       | 58    | 18      | 12             | 207,500 | 184,500 | 23,000 | 304,600 |
|       | 20    | 1       | 8              | 157,000 | 150,700 | 6,300  | 200,000 |
|       | 21    | 1       | 11             | 157,500 | 145,900 | 11,600 | 200,000 |
|       | 22    | 1       | 17             | 169,500 | 153,000 | 16,500 | 225,000 |
|       | 25    | 3       | 92             | 181,200 | 168,300 | 12,900 | 315,000 |
|       | 30    | 5       | 92             | 196,400 | 179,800 | 16,600 | 280,000 |
|       | 35    | 7       | 112            | 198,100 | 179,300 | 18,800 | 291,000 |
|       | 40    | 10      | 102            | 207,500 | 184,900 | 22,600 | 400,000 |
|       | 45    | 12      | 146            | 223,600 | 200,500 | 23,100 | 461,000 |
|       | 50    | 15      | 169            | 235,600 | 209,700 | 25,900 | 423,700 |
|       | 55    | 19      | 112            | 250,600 | 224,700 | 25,900 | 570,500 |
|       | 58    | 21      | 94             | 241,900 | 215,400 | 26,500 | 454,500 |

【女性 中・高校卒】『全業種』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |         |
|-------|-------|---------|----------------|---------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 1       | 6              | 193,100 | 169,000 | 24,100 | 260,000 | 149,500 |
|       | 20    | 1       | 5              | 163,800 | 147,900 | 15,900 | 199,900 | 142,000 |
|       | 21    | 2       | 5              | 154,400 | 153,000 | 1,400  | 180,000 | 144,200 |
|       | 22    | 2       | 6              | 158,900 | 157,400 | 1,500  | 180,000 | 142,200 |
|       | 25    | 3       | 27             | 170,500 | 156,400 | 14,100 | 250,000 | 112,000 |
|       | 30    | 4       | 41             | 176,800 | 161,800 | 15,000 | 234,000 | 115,600 |
|       | 35    | 6       | 45             | 185,100 | 159,800 | 25,300 | 320,500 | 105,700 |
|       | 40    | 8       | 58             | 196,200 | 175,000 | 21,200 | 398,500 | 130,000 |
|       | 45    | 9       | 80             | 208,800 | 187,900 | 20,900 | 400,000 | 135,000 |
|       | 50    | 11      | 64             | 206,800 | 185,100 | 21,700 | 388,700 | 120,000 |
|       | 55    | 19      | 64             | 237,200 | 209,500 | 27,700 | 413,500 | 115,000 |
|       | 58    | 21      | 81             | 228,000 | 209,300 | 18,700 | 419,100 | 110,000 |
| 営業    | 19    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 2              | 225,000 | 225,000 | 0      | 300,000 | 150,000 |
|       | 21    | 1       | 1              | 145,000 | 145,000 | 0      | 145,000 | 145,000 |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 25    | 4       | 10             | 209,800 | 197,700 | 12,100 | 310,000 | 150,800 |
|       | 30    | 5       | 6              | 235,000 | 210,400 | 24,600 | 270,000 | 187,900 |
|       | 35    | 7       | 8              | 222,800 | 187,500 | 35,300 | 253,000 | 176,000 |
|       | 40    | 11      | 14             | 218,000 | 209,900 | 8,100  | 310,000 | 153,000 |
|       | 45    | 13      | 21             | 249,200 | 222,400 | 26,800 | 390,500 | 148,400 |
|       | 50    | 19      | 15             | 254,700 | 230,400 | 24,300 | 409,500 | 141,800 |
|       | 55    | 24      | 8              | 230,300 | 202,900 | 27,400 | 291,000 | 182,800 |
|       | 58    | 20      | 9              | 224,200 | 212,000 | 12,200 | 390,500 | 120,500 |
| 生産・技術 | 19    | 1       | 4              | 170,700 | 160,400 | 10,300 | 196,300 | 151,600 |
|       | 20    | 2       | 6              | 162,900 | 155,300 | 7,600  | 196,300 | 149,000 |
|       | 21    | 2       | 1              | 146,000 | 146,000 | 0      | 146,000 | 146,000 |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 25    | 6       | 8              | 190,800 | 161,400 | 29,400 | 222,000 | 132,000 |
|       | 30    | 5       | 13             | 169,600 | 160,200 | 9,400  | 250,000 | 126,900 |
|       | 35    | 9       | 12             | 195,000 | 176,000 | 19,000 | 296,100 | 121,200 |
|       | 40    | 7       | 15             | 192,100 | 177,200 | 14,900 | 251,400 | 135,000 |
|       | 45    | 5       | 17             | 192,200 | 175,300 | 16,900 | 298,000 | 123,500 |
|       | 50    | 9       | 12             | 194,700 | 188,600 | 6,100  | 302,000 | 120,900 |
|       | 55    | 8       | 17             | 185,400 | 173,000 | 12,400 | 252,000 | 142,000 |
|       | 58    | 14      | 19             | 179,700 | 176,800 | 2,900  | 275,000 | 105,000 |
| その他   | 19    | 1       | 1              | 148,400 | 136,900 | 11,500 | 148,400 | 148,400 |
|       | 20    | 2       | 4              | 166,500 | 151,500 | 15,000 | 192,400 | 151,600 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 4              | 162,600 | 160,900 | 1,700  | 172,000 | 150,000 |
|       | 25    | 6       | 8              | 176,700 | 159,900 | 16,800 | 195,400 | 156,500 |
|       | 30    | 4       | 15             | 194,100 | 174,200 | 19,900 | 264,000 | 146,900 |
|       | 35    | 8       | 9              | 187,300 | 171,000 | 16,300 | 209,000 | 162,500 |
|       | 40    | 7       | 18             | 192,500 | 171,400 | 21,100 | 325,000 | 120,000 |
|       | 45    | 8       | 16             | 182,700 | 172,700 | 10,000 | 265,000 | 137,000 |
|       | 50    | 12      | 24             | 188,700 | 167,800 | 20,900 | 248,000 | 144,000 |
|       | 55    | 15      | 23             | 198,500 | 174,700 | 23,800 | 375,000 | 107,400 |
|       | 58    | 13      | 31             | 197,800 | 189,500 | 8,300  | 397,000 | 124,000 |
| 全     | 19    | 1       | 11             | 180,900 | 163,000 | 17,900 | 260,000 | 148,400 |
|       | 20    | 2       | 17             | 171,300 | 160,400 | 10,900 | 300,000 | 142,000 |
|       | 21    | 2       | 7              | 151,900 | 150,900 | 1,000  | 180,000 | 144,200 |
|       | 22    | 2       | 10             | 160,400 | 158,800 | 1,600  | 180,000 | 142,200 |
|       | 25    | 4       | 53             | 181,900 | 165,500 | 16,400 | 310,000 | 112,000 |
|       | 30    | 4       | 75             | 183,600 | 167,900 | 15,700 | 270,000 | 115,600 |
|       | 35    | 7       | 74             | 191,100 | 166,800 | 24,300 | 320,500 | 105,700 |
|       | 40    | 8       | 105            | 197,900 | 179,400 | 18,500 | 398,500 | 120,000 |
|       | 45    | 9       | 134            | 209,900 | 189,900 | 20,000 | 400,000 | 123,500 |
|       | 50    | 12      | 115            | 208,100 | 187,800 | 20,300 | 409,500 | 120,000 |
|       | 55    | 17      | 112            | 220,800 | 196,300 | 24,500 | 413,500 | 107,400 |
|       | 58    | 18      | 140            | 214,400 | 200,600 | 13,800 | 419,100 | 105,000 |

【女性 大学卒】『製造業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 4              | 194,900 | 176,500 | 18,400 | 218,500 |
|       | 30    | 3       | 6              | 200,000 | 190,800 | 9,200  | 243,600 |
|       | 35    | 4       | 1              | 264,200 | 260,000 | 4,200  | 264,200 |
|       | 40    | 10      | 5              | 276,300 | 256,300 | 20,000 | 307,900 |
|       | 45    | 12      | 4              | 240,100 | 217,500 | 22,600 | 390,000 |
|       | 50    | 13      | 3              | 273,300 | 250,500 | 22,800 | 379,100 |
|       | 55    | 14      | 1              | 215,000 | 215,000 | 0      | 215,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       |       |         |                |         |         |        |         |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 3              | 196,300 | 184,900 | 11,400 | 225,000 |
|       | 30    | 6       | 1              | 254,700 | 250,500 | 4,200  | 254,700 |
|       | 35    | 9       | 2              | 210,500 | 210,500 | 0      | 218,700 |
|       | 40    | 7       | 1              | 295,000 | 245,000 | 50,000 | 295,000 |
|       | 45    | 11      | 1              | 242,800 | 181,700 | 61,100 | 242,800 |
|       | 50    | 1       | 1              | 205,000 | 165,000 | 40,000 | 205,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       |       |         |                |         |         |        |         |
| 生産・技術 | 22    | 1       | 1              | 173,000 | 163,000 | 10,000 | 173,000 |
|       | 25    | 2       | 4              | 190,900 | 185,800 | 5,100  | 209,700 |
|       | 30    | 4       | 5              | 199,000 | 197,200 | 1,800  | 208,900 |
|       | 35    | 2       | 1              | 210,000 | 210,000 | 0      | 210,000 |
|       | 40    | 19      | 2              | 243,000 | 215,500 | 27,500 | 294,700 |
|       | 45    | 20      | 3              | 300,300 | 268,000 | 32,300 | 371,100 |
|       | 50    | 21      | 2              | 293,500 | 256,000 | 37,500 | 392,000 |
|       | 55    | 17      | 1              | 185,800 | 185,800 | 0      | 185,800 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       |       |         |                |         |         |        |         |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 161,600 | 151,600 | 10,000 | 161,600 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       |       |         |                |         |         |        |         |
| 全     | 22    | 1       | 1              | 173,000 | 163,000 | 10,000 | 173,000 |
|       | 25    | 2       | 12             | 191,100 | 179,600 | 11,500 | 225,000 |
|       | 30    | 4       | 12             | 204,100 | 198,400 | 5,700  | 254,700 |
|       | 35    | 6       | 4              | 223,700 | 222,700 | 1,000  | 264,200 |
|       | 40    | 12      | 8              | 270,300 | 244,700 | 25,600 | 307,900 |
|       | 45    | 15      | 8              | 263,000 | 232,000 | 31,000 | 390,000 |
|       | 50    | 13      | 6              | 268,600 | 238,000 | 30,600 | 392,000 |
|       | 55    | 15      | 2              | 200,400 | 200,400 | 0      | 215,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       |       |         |                |         |         |        |         |

【女性 短大・高専卒】『製造業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 7       | 2              | 178,200 | 178,200 | 0      | 183,900 |
|       | 30    | 5       | 4              | 212,400 | 206,300 | 6,100  | 268,000 |
|       | 35    | 9       | 1              | 181,000 | 173,000 | 8,000  | 181,000 |
|       | 40    | 9       | 6              | 193,000 | 190,000 | 3,000  | 241,300 |
|       | 45    | 8       | 5              | 185,400 | 169,400 | 16,000 | 267,000 |
|       | 50    | 16      | 16             | 213,000 | 188,000 | 25,000 | 318,700 |
|       | 55    | 28      | 7              | 254,600 | 235,400 | 19,200 | 570,500 |
| 営業    | 58    | 18      | 2              | 193,100 | 188,100 | 5,000  | 211,300 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 5       | 1              | 170,000 | 170,000 | 0      | 170,000 |
|       | 30    | 1       | 1              | 179,500 | 179,500 | 0      | 179,500 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 10      | 3              | 190,500 | 179,000 | 11,500 | 235,300 |
|       | 45    | 22      | 1              | 229,500 | 195,500 | 34,000 | 229,500 |
|       | 50    | 18      | 1              | 303,900 | 253,900 | 50,000 | 303,900 |
| 生産・技術 | 55    | 36      | 1              | 286,400 | 277,900 | 8,500  | 286,400 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 1              | 170,000 | 170,000 | 0      | 170,000 |
|       | 30    | 8       | 2              | 178,500 | 177,500 | 1,000  | 187,000 |
|       | 35    | 8       | 3              | 181,400 | 166,300 | 15,100 | 213,100 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 13      | 2              | 158,700 | 158,700 | 0      | 176,600 |
| その他   | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 16      | 1              | 177,000 | 150,700 | 26,300 | 177,000 |
|       | 58    | 31      | 2              | 251,300 | 174,000 | 77,300 | 274,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 142,800 | 142,800 | 0      | 142,800 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 18      | 1              | 239,900 | 229,900 | 10,000 | 239,900 |
| 全     | 45    | 2       | 1              | 217,000 | 200,000 | 17,000 | 217,000 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 5              | 167,800 | 167,800 | 0      | 183,900 |
|       | 30    | 5       | 7              | 197,900 | 194,200 | 3,700  | 268,000 |
|       | 35    | 8       | 4              | 181,300 | 168,000 | 13,300 | 213,100 |

【女性 中・高校卒】『製造業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 1       | 142,200        | 135,200 | 7,000  | 142,200 | 142,200 |
|       | 25    | 3       | 1       | 195,000        | 165,000 | 30,000 | 195,000 | 195,000 |
|       | 30    | 4       | 5       | 161,800        | 147,400 | 14,400 | 196,000 | 150,000 |
|       | 35    | 8       | 3       | 153,200        | 143,400 | 9,800  | 158,400 | 148,000 |
|       | 40    | 8       | 5       | 192,000        | 158,800 | 33,200 | 234,000 | 155,000 |
|       | 45    | 7       | 5       | 197,400        | 187,500 | 9,900  | 239,800 | 160,900 |
|       | 50    | 8       | 9       | 194,200        | 184,600 | 9,600  | 250,000 | 135,000 |
|       | 55    | 26      | 3       | 223,200        | 199,900 | 23,300 | 229,400 | 217,300 |
|       | 58    | 29      | 7       | 266,300        | 241,900 | 24,400 | 419,100 | 134,400 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 2       | 1       | 270,000        | 270,000 | 0      | 270,000 | 270,000 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 14      | 2       | 194,500        | 185,500 | 9,000  | 236,000 | 153,000 |
|       | 45    | 6       | 1       | 236,500        | 236,500 | 0      | 236,500 | 236,500 |
|       | 50    | 6       | 1       | 141,800        | 136,800 | 5,000  | 141,800 | 141,800 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 19    | 1       | 1       | 160,000        | 160,000 | 0      | 160,000 | 160,000 |
|       | 20    | 2       | 2       | 159,800        | 156,600 | 3,200  | 167,400 | 152,200 |
|       | 21    | 2       | 1       | 146,000        | 146,000 | 0      | 146,000 | 146,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 4       | 3       | 203,300        | 182,700 | 20,600 | 207,000 | 197,200 |
|       | 30    | 6       | 6       | 168,400        | 156,900 | 11,500 | 250,000 | 126,900 |
|       | 35    | 12      | 4       | 178,800        | 161,100 | 17,700 | 250,000 | 121,200 |
|       | 40    | 9       | 4       | 189,900        | 173,100 | 16,800 | 251,400 | 156,900 |
|       | 45    | 2       | 2       | 139,300        | 139,300 | 0      | 145,000 | 133,600 |
|       | 50    | 12      | 6       | 161,000        | 161,000 | 0      | 279,300 | 120,900 |
|       | 55    | 10      | 5       | 176,500        | 173,100 | 3,400  | 208,000 | 147,800 |
|       | 58    | 22      | 4       | 182,300        | 178,800 | 3,500  | 250,000 | 140,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 1       | 171,000        | 169,000 | 2,000  | 171,000 | 171,000 |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 3       | 1       | 210,000        | 200,000 | 10,000 | 210,000 | 210,000 |
|       | 50    | 9       | 2       | 145,000        | 143,500 | 1,500  | 146,000 | 144,000 |
|       | 55    | 1       | 1       | 202,000        | 200,000 | 2,000  | 202,000 | 202,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | 19    | 1       | 1       | 160,000        | 160,000 | 0      | 160,000 | 160,000 |
|       | 20    | 2       | 2       | 159,800        | 156,600 | 3,200  | 167,400 | 152,200 |
|       | 21    | 2       | 1       | 146,000        | 146,000 | 0      | 146,000 | 146,000 |
|       | 22    | 1       | 2       | 156,600        | 152,100 | 4,500  | 171,000 | 142,200 |
|       | 25    | 4       | 4       | 201,200        | 178,300 | 22,900 | 207,000 | 195,000 |
|       | 30    | 5       | 12      | 174,100        | 162,400 | 11,700 | 270,000 | 126,900 |
|       | 35    | 10      | 7       | 167,800        | 153,500 | 14,300 | 250,000 | 121,200 |
|       | 40    | 10      | 11      | 191,600        | 168,800 | 22,800 | 251,400 | 153,000 |
|       | 45    | 5       | 9       | 190,200        | 183,600 | 6,600  | 239,800 | 133,600 |
|       | 50    | 9       | 18      | 174,700        | 169,500 | 5,200  | 279,300 | 120,900 |
|       | 55    | 14      | 9       | 194,800        | 185,000 | 9,800  | 229,400 | 147,800 |
|       | 58    | 27      | 11      | 235,800        | 219,000 | 16,800 | 419,100 | 134,400 |

【女性 大学卒】『建設業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 1       | 1              | 160,000 | 157,000 | 3,000  | 160,000 |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 3       | 8              | 172,900 | 159,300 | 13,600 | 212,200 |
|       | 35    | 4       | 5              | 206,600 | 188,900 | 17,700 | 289,000 |
|       | 40    | 3       | 3              | 185,200 | 169,500 | 15,700 | 250,000 |
|       | 45    | 9       | 8              | 198,700 | 179,000 | 19,700 | 242,000 |
|       | 50    | 15      | 4              | 217,500 | 185,000 | 32,500 | 270,000 |
|       | 55    | 4       | 1              | 197,600 | 186,600 | 11,000 | 197,600 |
|       | 58    | 5       | 1              | 279,000 | 220,000 | 59,000 | 279,000 |
| 営業    | 22    | 1       | 1              | 180,000 | 118,700 | 61,300 | 180,000 |
|       | 25    | 1       | 4              | 201,900 | 199,200 | 2,700  | 300,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 9       | 1              | 341,400 | 331,400 | 10,000 | 341,400 |
|       | 40    | 3       | 1              | 269,500 | 247,000 | 22,500 | 269,500 |
|       | 45    | 4       | 1              | 194,100 | 155,000 | 39,100 | 194,100 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 25      | 1              | 245,700 | 227,200 | 18,500 | 245,700 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 4              | 170,700 | 164,500 | 6,200  | 191,700 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 7       | 1              | 306,000 | 235,000 | 71,000 | 306,000 |
|       | 40    | 9       | 3              | 264,200 | 199,500 | 64,700 | 409,500 |
|       | 45    | 3       | 3              | 242,900 | 186,400 | 56,500 | 304,000 |
|       | 50    | 9       | 2              | 225,000 | 188,500 | 36,500 | 273,000 |
|       | 55    | 30      | 1              | 195,500 | 177,000 | 18,500 | 195,500 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 185,000 | 180,000 | 5,000  | 185,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 3       | 1              | 204,000 | 186,000 | 18,000 | 204,000 |
|       | 40    | 6       | 1              | 280,000 | 210,000 | 70,000 | 280,000 |
|       | 45    | 10      | 1              | 190,000 | 170,000 | 20,000 | 190,000 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 2       | 1              | 140,000 | 140,000 | 0      | 140,000 |
| 全     | 22    | 1       | 2              | 169,900 | 137,800 | 32,100 | 180,000 |
|       | 25    | 1       | 9              | 186,100 | 181,600 | 4,500  | 300,000 |
|       | 30    | 3       | 8              | 172,900 | 159,300 | 13,600 | 212,200 |
|       | 35    | 5       | 8              | 235,500 | 212,100 | 23,400 | 341,400 |
|       | 40    | 5       | 8              | 237,200 | 195,500 | 41,700 | 409,500 |
|       | 45    | 7       | 13             | 207,800 | 178,100 | 29,700 | 304,000 |
|       | 50    | 13      | 6              | 219,900 | 186,100 | 33,800 | 273,000 |
|       | 55    | 19      | 3              | 212,900 | 196,900 | 16,000 | 245,700 |
|       | 58    | 3       | 2              | 209,500 | 180,000 | 29,500 | 279,000 |

【女性 短大・高専卒】『建設業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1              | 167,000 | 157,000 | 10,000  | 167,000 |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 3       | 5              | 172,000 | 157,600 | 14,400  | 204,100 |
|       | 30    | 5       | 8              | 199,200 | 187,200 | 12,000  | 270,000 |
|       | 35    | 7       | 14             | 202,100 | 171,400 | 30,700  | 257,000 |
|       | 40    | 7       | 11             | 216,400 | 192,700 | 23,700  | 350,000 |
|       | 45    | 9       | 20             | 227,300 | 202,700 | 24,600  | 386,000 |
|       | 50    | 10      | 14             | 189,900 | 182,300 | 7,600   | 270,000 |
|       | 55    | 16      | 19             | 223,500 | 195,100 | 28,400  | 354,000 |
| 営業    | 58    | 22      | 14             | 250,400 | 224,900 | 25,500  | 365,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 2              | 159,400 | 157,900 | 1,500   | 162,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 6       | 1              | 187,600 | 187,600 | 0       | 187,600 |
|       | 50    | 12      | 4              | 295,800 | 255,500 | 40,300  | 370,000 |
| 生産・技術 | 55    | 4       | 1              | 195,000 | 155,000 | 40,000  | 195,000 |
|       | 58    | 18      | 1              | 130,000 | 130,000 | 0       | 130,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 2              | 157,100 | 155,100 | 2,000   | 162,000 |
|       | 25    | 4       | 3              | 190,100 | 179,800 | 10,300  | 204,000 |
|       | 30    | 1       | 2              | 240,000 | 212,500 | 27,500  | 280,000 |
|       | 35    | 9       | 4              | 210,600 | 184,400 | 26,200  | 230,000 |
|       | 40    | 7       | 1              | 284,500 | 145,000 | 139,500 | 284,500 |
|       | 45    | 17      | 4              | 239,500 | 213,300 | 26,200  | 267,200 |
| その他   | 50    | 13      | 3              | 244,100 | 224,300 | 19,800  | 285,800 |
|       | 55    | 15      | 3              | 205,300 | 183,700 | 21,600  | 220,000 |
|       | 58    | 16      | 1              | 230,000 | 215,000 | 15,000  | 230,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 1              | 195,500 | 195,500 | 0       | 195,500 |
|       | 30    | 1       | 1              | 260,000 | 260,000 | 0       | 260,000 |
|       | 35    | 14      | 1              | 217,000 | 197,000 | 20,000  | 217,000 |
|       | 40    | 0       | 0              | 0       | 0       | 0       | 0       |
| 全     | 45    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 11      | 2              | 288,300 | 280,300 | 8,000   | 295,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1              | 167,000 | 157,000 | 10,000  | 167,000 |
|       | 22    | 1       | 2              | 157,100 | 155,100 | 2,000   | 162,000 |
|       | 25    | 3       | 11             | 176,700 | 167,100 | 9,600   | 204,100 |
|       | 30    | 4       | 11             | 212,100 | 198,400 | 13,700  | 280,000 |
|       | 35    | 7       | 19             | 204,700 | 175,500 | 29,200  | 257,000 |

【女性 中・高校卒】『建設業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 1       | 4       | 213,700        | 180,000 | 33,700 | 260,000 | 180,000 |
|       | 20    | 1       | 3       | 159,100        | 155,800 | 3,300  | 180,000 | 143,000 |
|       | 21    | 1       | 1       | 180,000        | 180,000 | 0      | 180,000 | 180,000 |
|       | 22    | 1       | 2       | 174,000        | 174,000 | 0      | 180,000 | 168,000 |
|       | 25    | 4       | 5       | 170,200        | 160,800 | 9,400  | 180,000 | 160,000 |
|       | 30    | 5       | 11      | 175,900        | 169,100 | 6,800  | 210,000 | 150,000 |
|       | 35    | 6       | 16      | 182,000        | 165,800 | 16,200 | 248,000 | 143,000 |
|       | 40    | 6       | 9       | 211,400        | 170,300 | 41,100 | 398,500 | 146,000 |
|       | 45    | 7       | 20      | 198,200        | 183,800 | 14,400 | 308,000 | 135,000 |
|       | 50    | 9       | 19      | 199,300        | 178,000 | 21,300 | 335,600 | 120,000 |
|       | 55    | 15      | 12      | 220,500        | 191,500 | 29,000 | 393,400 | 160,000 |
|       | 58    | 22      | 24      | 228,900        | 209,800 | 19,100 | 320,500 | 140,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 1       | 300,000        | 300,000 | 0      | 300,000 | 300,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 3       | 296,600        | 296,600 | 0      | 310,000 | 270,000 |
|       | 30    | 4       | 1       | 265,000        | 265,000 | 0      | 265,000 | 265,000 |
|       | 35    | 8       | 1       | 230,000        | 140,000 | 90,000 | 230,000 | 230,000 |
|       | 40    | 3       | 2       | 277,500        | 277,500 | 0      | 310,000 | 245,000 |
|       | 45    | 3       | 4       | 265,000        | 265,000 | 0      | 310,000 | 180,000 |
|       | 50    | 6       | 1       | 320,000        | 320,000 | 0      | 320,000 | 320,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 12      | 2       | 187,300        | 155,200 | 32,100 | 208,800 | 166,000 |
| 生産・技術 | 19    | 1       | 1       | 196,300        | 180,000 | 16,300 | 196,300 | 196,300 |
|       | 20    | 3       | 2       | 178,600        | 169,000 | 9,600  | 196,300 | 161,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 8       | 1       | 222,000        | 140,000 | 82,000 | 222,000 | 222,000 |
|       | 30    | 3       | 3       | 169,000        | 160,700 | 8,300  | 176,000 | 161,200 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 6       | 3       | 209,000        | 185,500 | 23,500 | 223,000 | 200,000 |
|       | 45    | 5       | 5       | 230,900        | 200,300 | 30,600 | 283,500 | 170,000 |
|       | 50    | 2       | 2       | 293,500        | 291,000 | 2,500  | 302,000 | 285,000 |
|       | 55    | 5       | 1       | 252,000        | 197,000 | 55,000 | 252,000 | 252,000 |
|       | 58    | 30      | 3       | 232,100        | 232,100 | 0      | 275,000 | 196,500 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 6       | 2       | 189,000        | 175,000 | 14,000 | 203,000 | 175,000 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 4       | 1       | 169,000        | 169,000 | 0      | 169,000 | 169,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 7       | 3       | 224,900        | 193,300 | 31,600 | 375,000 | 140,000 |
|       | 58    | 6       | 4       | 165,500        | 153,000 | 12,500 | 210,000 | 132,000 |
| 全     | 19    | 1       | 5       | 210,200        | 180,000 | 30,200 | 260,000 | 180,000 |
|       | 20    | 2       | 6       | 189,000        | 184,200 | 4,800  | 300,000 | 143,000 |
|       | 21    | 1       | 1       | 180,000        | 180,000 | 0      | 180,000 | 180,000 |
|       | 22    | 1       | 2       | 174,000        | 174,000 | 0      | 180,000 | 168,000 |
|       | 25    | 4       | 9       | 218,000        | 203,700 | 14,300 | 310,000 | 160,000 |
|       | 30    | 5       | 17      | 181,500        | 174,000 | 7,500  | 265,000 | 150,000 |
|       | 35    | 6       | 17      | 184,800        | 164,300 | 20,500 | 248,000 | 143,000 |
|       | 40    | 6       | 15      | 216,900        | 187,500 | 29,400 | 398,500 | 146,000 |
|       | 45    | 6       | 29      | 213,100        | 197,900 | 15,200 | 310,000 | 135,000 |
|       | 50    | 8       | 22      | 213,300        | 194,700 | 18,600 | 335,600 | 120,000 |
|       | 55    | 13      | 16      | 223,300        | 192,200 | 31,100 | 393,400 | 140,000 |
|       | 58    | 20      | 33      | 218,900        | 201,600 | 17,300 | 320,500 | 132,000 |

【女性 大学卒】『卸・小売業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |         |
|-------|-------|---------|----------------|---------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 22    | 1       | 3              | 168,200 | 128,400 | 39,800  | 181,900 | 159,000 |
|       | 25    | 2       | 17             | 203,900 | 166,800 | 37,100  | 634,500 | 160,000 |
|       | 30    | 4       | 18             | 186,600 | 174,600 | 12,000  | 247,500 | 158,500 |
|       | 35    | 8       | 13             | 214,800 | 204,800 | 10,000  | 277,400 | 173,500 |
|       | 40    | 12      | 13             | 242,700 | 224,500 | 18,200  | 341,900 | 172,000 |
|       | 45    | 12      | 11             | 243,500 | 211,900 | 31,600  | 405,000 | 189,200 |
|       | 50    | 20      | 6              | 303,000 | 236,200 | 66,800  | 343,200 | 222,000 |
|       | 55    | 25      | 9              | 274,300 | 251,100 | 23,200  | 352,100 | 174,400 |
|       | 58    | 27      | 3              | 211,200 | 178,600 | 32,600  | 337,800 | 118,000 |
| 営業    | 22    | 1       | 5              | 164,600 | 147,000 | 17,600  | 168,400 | 159,000 |
|       | 25    | 2       | 24             | 178,500 | 172,000 | 6,500   | 215,400 | 150,000 |
|       | 30    | 5       | 5              | 201,800 | 186,100 | 15,700  | 233,500 | 180,000 |
|       | 35    | 10      | 8              | 233,900 | 202,500 | 31,400  | 310,000 | 195,400 |
|       | 40    | 15      | 4              | 238,900 | 206,200 | 32,700  | 287,600 | 185,000 |
|       | 45    | 19      | 3              | 248,500 | 229,000 | 19,500  | 313,200 | 192,800 |
|       | 50    | 13      | 1              | 234,000 | 171,000 | 63,000  | 234,000 | 234,000 |
|       | 55    | 18      | 2              | 262,000 | 249,000 | 13,000  | 332,000 | 192,000 |
|       | 58    | 31      | 1              | 422,700 | 375,700 | 47,000  | 422,700 | 422,700 |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0       | 0       | 0       |
|       | 30    | 4       | 3              | 213,200 | 194,900 | 18,300  | 334,000 | 146,000 |
|       | 35    | 9       | 2              | 326,100 | 291,100 | 35,000  | 329,200 | 323,000 |
|       | 40    | 3       | 3              | 424,400 | 349,200 | 75,200  | 545,800 | 305,700 |
|       | 45    | 15      | 1              | 201,100 | 174,000 | 27,100  | 201,100 | 201,100 |
|       | 50    | 15      | 1              | 497,500 | 355,000 | 142,500 | 497,500 | 497,500 |
|       | 55    | 13      | 2              | 454,100 | 381,600 | 72,500  | 542,000 | 366,200 |
|       | 58    | 19      | 1              | 466,000 | 421,000 | 45,000  | 466,000 | 466,000 |
| その他   | 22    | 1       | 1              | 170,000 | 160,000 | 10,000  | 170,000 | 170,000 |
|       | 25    | 2       | 6              | 179,000 | 170,200 | 8,800   | 198,000 | 163,000 |
|       | 30    | 3       | 1              | 182,600 | 182,600 | 0       | 182,600 | 182,600 |
|       | 35    | 15      | 1              | 290,000 | 240,000 | 50,000  | 290,000 | 290,000 |
|       | 40    | 2       | 1              | 242,300 | 242,300 | 0       | 242,300 | 242,300 |
|       | 45    | 0       | 0              | 0       | 0       | 0       | 0       | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0       | 0       | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0       | 0       | 0       |
| 全     | 22    | 1       | 9              | 166,400 | 142,200 | 24,200  | 181,900 | 159,000 |
|       | 25    | 2       | 47             | 187,800 | 169,900 | 17,900  | 634,500 | 150,000 |
|       | 30    | 4       | 27             | 192,300 | 179,300 | 13,000  | 334,000 | 146,000 |
|       | 35    | 9       | 24             | 233,600 | 212,700 | 20,900  | 329,200 | 173,500 |
|       | 40    | 11      | 21             | 267,800 | 239,600 | 28,200  | 545,800 | 172,000 |
|       | 45    | 14      | 15             | 241,700 | 212,800 | 28,900  | 405,000 | 189,200 |
|       | 50    | 18      | 8              | 318,700 | 242,900 | 75,800  | 497,500 | 222,000 |
|       | 55    | 22      | 13             | 300,000 | 270,800 | 29,200  | 542,000 | 174,400 |
|       | 58    | 26      | 5              | 304,400 | 266,500 | 37,900  | 466,000 | 118,000 |

【女性 短大・高専卒】『卸・小売業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |         |
|-------|-------|---------|----------------|---------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 1       | 2              | 140,500 | 140,500 | 0      | 151,000 | 130,000 |
|       | 21    | 2       | 1              | 155,000 | 145,000 | 10,000 | 155,000 | 155,000 |
|       | 22    | 1       | 2              | 153,000 | 153,000 | 0      | 155,000 | 151,100 |
|       | 25    | 4       | 14             | 166,700 | 164,800 | 1,900  | 192,600 | 152,000 |
|       | 30    | 6       | 17             | 177,400 | 169,700 | 7,700  | 205,700 | 156,500 |
|       | 35    | 8       | 21             | 190,200 | 177,300 | 12,900 | 263,000 | 155,000 |
|       | 40    | 12      | 23             | 197,200 | 178,800 | 18,400 | 260,000 | 149,000 |
|       | 45    | 16      | 29             | 226,000 | 207,700 | 18,300 | 461,000 | 162,500 |
|       | 50    | 18      | 34             | 244,700 | 208,300 | 36,400 | 423,700 | 166,500 |
|       | 55    | 22      | 19             | 246,800 | 214,500 | 32,300 | 445,000 | 151,000 |
| 営業    | 58    | 22      | 20             | 255,600 | 220,100 | 35,500 | 382,000 | 117,100 |
|       | 20    | 2       | 2              | 177,500 | 162,500 | 15,000 | 200,000 | 155,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 1              | 194,500 | 159,000 | 35,500 | 194,500 | 194,500 |
|       | 25    | 3       | 2              | 174,900 | 160,900 | 14,000 | 177,200 | 172,600 |
|       | 30    | 6       | 2              | 221,500 | 187,500 | 34,000 | 240,000 | 203,000 |
|       | 35    | 5       | 2              | 213,500 | 206,000 | 7,500  | 225,000 | 202,000 |
|       | 40    | 12      | 2              | 173,500 | 166,000 | 7,500  | 202,000 | 145,000 |
|       | 45    | 17      | 4              | 231,600 | 213,100 | 18,500 | 245,900 | 209,000 |
|       | 50    | 13      | 7              | 239,100 | 230,100 | 9,000  | 342,000 | 183,000 |
|       | 55    | 14      | 3              | 286,300 | 262,000 | 24,300 | 367,000 | 192,000 |
|       | 58    | 31      | 2              | 359,400 | 348,800 | 10,600 | 453,900 | 265,000 |
| 生産・技術 | 20    | 2       | 1              | 161,000 | 150,000 | 11,000 | 161,000 | 161,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 25    | 1       | 2              | 167,000 | 148,000 | 19,000 | 170,000 | 164,000 |
|       | 30    | 4       | 1              | 172,200 | 169,200 | 3,000  | 172,200 | 172,200 |
|       | 35    | 17      | 1              | 209,000 | 192,400 | 16,600 | 209,000 | 209,000 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 45    | 22      | 1              | 211,200 | 204,600 | 6,600  | 211,200 | 211,200 |
|       | 50    | 20      | 1              | 187,500 | 182,500 | 5,000  | 187,500 | 187,500 |
|       | 55    | 17      | 1              | 249,000 | 249,000 | 0      | 249,000 | 249,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
| その他   | 20    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 3              | 182,100 | 163,500 | 18,600 | 194,100 | 163,900 |
|       | 30    | 5       | 4              | 206,700 | 173,300 | 33,400 | 279,900 | 168,000 |
|       | 35    | 11      | 3              | 192,600 | 178,600 | 14,000 | 203,400 | 184,100 |
|       | 40    | 10      | 4              | 190,500 | 184,000 | 6,500  | 202,300 | 180,000 |
|       | 45    | 19      | 1              | 181,000 | 135,000 | 46,000 | 181,000 | 181,000 |
|       | 50    | 12      | 8              | 221,900 | 204,900 | 17,000 | 318,000 | 167,000 |
|       | 55    | 26      | 1              | 195,000 | 175,000 | 20,000 | 195,000 | 195,000 |
|       | 58    | 24      | 4              | 203,300 | 203,300 | 0      | 252,500 | 180,000 |
| 全     | 20    | 1       | 5              | 159,400 | 151,200 | 8,200  | 200,000 | 130,000 |
|       | 21    | 2       | 1              | 155,000 | 145,000 | 10,000 | 155,000 | 155,000 |
|       | 22    | 1       | 3              | 166,800 | 155,000 | 11,800 | 194,500 | 151,100 |
|       | 25    | 3       | 21             | 169,700 | 162,600 | 7,100  | 194,100 | 152,000 |
|       | 30    | 5       | 24             | 185,800 | 171,800 | 14,000 | 279,900 | 156,500 |
|       | 35    | 9       | 27             | 192,800 | 180,100 | 12,700 | 263,000 | 155,000 |
|       | 40    | 12      | 29             | 194,700 | 178,700 | 16,000 | 260,000 | 145,000 |
|       | 45    | 17      | 35             | 224,900 | 206,100 | 18,800 | 461,000 | 162,500 |
|       | 50    | 17      | 50             | 239,100 | 210,300 | 28,800 | 423,700 | 166,500 |
|       | 55    | 21      | 24             | 249,600 | 220,200 | 29,400 | 445,000 | 151,000 |
|       | 58    | 23      | 26             | 255,500 | 227,400 | 28,100 | 453,900 | 117,100 |

【女性 中・高校卒】『卸・小売業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 2       | 2       | 152,200        | 147,200 | 5,000  | 155,000 | 149,500 |
|       | 20    | 2       | 1       | 142,000        | 142,000 | 0      | 142,000 | 142,000 |
|       | 21    | 4       | 2       | 150,600        | 147,100 | 3,500  | 155,100 | 146,100 |
|       | 22    | 4       | 1       | 146,500        | 146,500 | 0      | 146,500 | 146,500 |
|       | 25    | 4       | 7       | 169,300        | 159,300 | 10,000 | 196,000 | 137,000 |
|       | 30    | 5       | 13      | 181,800        | 155,400 | 26,400 | 209,300 | 145,000 |
|       | 35    | 10      | 5       | 185,700        | 164,300 | 21,400 | 254,000 | 141,000 |
|       | 40    | 8       | 20      | 198,500        | 182,700 | 15,800 | 240,000 | 165,200 |
|       | 45    | 12      | 28      | 218,600        | 194,400 | 24,200 | 400,000 | 140,000 |
|       | 50    | 16      | 15      | 221,500        | 188,000 | 33,500 | 388,700 | 150,000 |
|       | 55    | 15      | 18      | 218,500        | 187,500 | 31,000 | 413,500 | 115,000 |
|       | 58    | 22      | 20      | 227,900        | 204,000 | 23,900 | 379,000 | 110,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 4       | 2       | 218,900        | 192,400 | 26,500 | 250,000 | 187,900 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 13      | 6       | 219,400        | 205,600 | 13,800 | 264,800 | 180,000 |
|       | 45    | 15      | 9       | 255,700        | 219,100 | 36,600 | 362,000 | 183,000 |
|       | 50    | 21      | 10      | 236,100        | 210,700 | 25,400 | 337,000 | 147,000 |
|       | 55    | 25      | 6       | 230,400        | 198,900 | 31,500 | 291,000 | 182,800 |
|       | 58    | 13      | 3       | 161,100        | 156,100 | 5,000  | 215,000 | 120,500 |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 3       | 1       | 152,000        | 137,000 | 15,000 | 152,000 | 152,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 7       | 2       | 194,700        | 153,300 | 41,400 | 221,100 | 168,500 |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 6       | 1       | 224,300        | 199,700 | 24,600 | 224,300 | 224,300 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 4       | 1       | 153,000        | 133,000 | 20,000 | 153,000 | 153,000 |
|       | 50    | 8       | 1       | 150,000        | 140,000 | 10,000 | 150,000 | 150,000 |
|       | 55    | 10      | 6       | 170,800        | 159,000 | 11,800 | 212,000 | 142,000 |
|       | 58    | 14      | 2       | 149,700        | 143,700 | 6,000  | 161,600 | 137,800 |
| その他   | 19    | 1       | 1       | 148,400        | 136,900 | 11,500 | 148,400 | 148,400 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 2       | 164,900        | 162,400 | 2,500  | 172,000 | 157,900 |
|       | 25    | 6       | 3       | 174,700        | 166,100 | 8,600  | 190,000 | 156,500 |
|       | 30    | 5       | 5       | 188,600        | 171,000 | 17,600 | 211,400 | 156,500 |
|       | 35    | 9       | 2       | 178,200        | 155,700 | 22,500 | 194,000 | 162,500 |
|       | 40    | 5       | 3       | 180,700        | 175,700 | 5,000  | 183,000 | 179,300 |
|       | 45    | 6       | 8       | 172,800        | 170,700 | 2,100  | 261,700 | 137,000 |
|       | 50    | 9       | 7       | 198,600        | 188,500 | 10,100 | 248,000 | 162,000 |
|       | 55    | 29      | 6       | 221,300        | 195,300 | 26,000 | 288,000 | 181,600 |
|       | 58    | 22      | 8       | 249,000        | 246,200 | 2,800  | 397,000 | 150,000 |
| 全     | 19    | 1       | 3       | 150,900        | 143,800 | 7,100  | 155,000 | 148,400 |
|       | 20    | 2       | 2       | 147,000        | 139,500 | 7,500  | 152,000 | 142,000 |
|       | 21    | 4       | 2       | 150,600        | 147,100 | 3,500  | 155,100 | 146,100 |
|       | 22    | 3       | 3       | 158,700        | 157,100 | 1,600  | 172,000 | 146,500 |
|       | 25    | 5       | 12      | 174,900        | 160,000 | 14,900 | 221,100 | 137,000 |
|       | 30    | 5       | 20      | 187,200        | 163,000 | 24,200 | 250,000 | 145,000 |
|       | 35    | 9       | 8       | 188,700        | 166,600 | 22,100 | 254,000 | 141,000 |
|       | 40    | 9       | 29      | 200,900        | 186,700 | 14,200 | 264,800 | 165,200 |
|       | 45    | 11      | 46      | 216,500        | 193,800 | 22,700 | 400,000 | 137,000 |
|       | 50    | 16      | 33      | 218,900        | 193,500 | 25,400 | 388,700 | 147,000 |
|       | 55    | 18      | 36      | 213,000        | 185,900 | 27,100 | 413,500 | 115,000 |
|       | 58    | 20      | 33      | 222,200        | 206,200 | 16,000 | 397,000 | 110,000 |

【女性 大学卒】『金融・保険・不動産業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 15             | 193,200 | 180,900 | 12,300 | 252,700 |
|       | 30    | 5       | 11             | 244,100 | 228,100 | 16,000 | 340,000 |
|       | 35    | 9       | 18             | 222,000 | 198,100 | 23,900 | 312,400 |
|       | 40    | 10      | 11             | 276,400 | 261,900 | 14,500 | 510,000 |
|       | 45    | 15      | 10             | 323,100 | 270,300 | 52,800 | 550,000 |
|       | 50    | 27      | 1              | 450,000 | 450,000 | 0      | 450,000 |
|       | 55    | 18      | 7              | 262,900 | 234,100 | 28,800 | 345,500 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 22    | 1       | 1              | 180,000 | 180,000 | 0      | 180,000 |
|       | 25    | 3       | 6              | 223,100 | 209,100 | 14,000 | 236,000 |
|       | 30    | 6       | 4              | 267,500 | 265,300 | 2,200  | 440,000 |
|       | 35    | 12      | 4              | 231,400 | 214,200 | 17,200 | 283,900 |
|       | 40    | 11      | 8              | 267,200 | 263,100 | 4,100  | 359,500 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 5       | 1              | 194,900 | 130,000 | 64,900 | 194,900 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 7       | 1              | 218,100 | 211,100 | 7,000  | 218,100 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 22    | 1       | 1              | 180,000 | 180,000 | 0      | 180,000 |
|       | 25    | 2       | 21             | 201,700 | 188,900 | 12,800 | 252,700 |
|       | 30    | 5       | 16             | 248,400 | 236,400 | 12,000 | 440,000 |
|       | 35    | 9       | 22             | 223,700 | 201,000 | 22,700 | 312,400 |
|       | 40    | 10      | 19             | 272,500 | 262,400 | 10,100 | 510,000 |
|       | 45    | 15      | 10             | 323,100 | 270,300 | 52,800 | 550,000 |
|       | 50    | 16      | 2              | 322,400 | 290,000 | 32,400 | 450,000 |
|       | 55    | 18      | 7              | 262,900 | 234,100 | 28,800 | 345,500 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |

【女性 短大・高専卒】『金融・保険・不動産業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 6       | 2              | 168,000 | 153,000 | 15,000 | 183,000 |
|       | 30    | 10      | 1              | 220,000 | 220,000 | 0      | 220,000 |
|       | 35    | 9       | 8              | 196,200 | 190,900 | 5,300  | 230,000 |
|       | 40    | 15      | 7              | 229,900 | 190,800 | 39,100 | 270,000 |
|       | 45    | 12      | 10             | 231,600 | 191,300 | 40,300 | 330,000 |
|       | 50    | 16      | 7              | 245,100 | 223,800 | 21,300 | 351,300 |
|       | 55    | 19      | 6              | 257,500 | 238,200 | 19,300 | 392,700 |
| 営業    | 58    | 21      | 6              | 245,100 | 219,300 | 25,800 | 301,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 6       | 2              | 201,900 | 194,900 | 7,000  | 203,200 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 5       | 4              | 220,700 | 200,500 | 20,200 | 291,000 |
|       | 40    | 10      | 3              | 283,000 | 259,500 | 23,500 | 339,000 |
|       | 45    | 10      | 3              | 236,200 | 228,100 | 8,100  | 240,000 |
|       | 50    | 20      | 5              | 255,400 | 243,800 | 11,600 | 280,000 |
| 生産・技術 | 55    | 23      | 7              | 371,500 | 361,800 | 9,700  | 468,000 |
|       | 58    | 16      | 2              | 226,500 | 224,000 | 2,500  | 273,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 50    | 26      | 1              | 250,600 | 240,600 | 10,000 | 250,600 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 1       | 1              | 260,000 | 210,000 | 50,000 | 260,000 |
|       | 55    | 23      | 2              | 347,400 | 310,000 | 37,400 | 359,700 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 6       | 4              | 184,900 | 173,900 | 11,000 | 203,200 |
|       | 30    | 10      | 1              | 220,000 | 220,000 | 0      | 220,000 |
|       | 35    | 8       | 12             | 204,400 | 194,100 | 10,300 | 291,000 |

【女性 中・高校卒】『金融・保険・不動産業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 2       | 1              | 199,900 | 130,000 | 69,900 | 199,900 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 5              | 183,700 | 152,000 | 31,700 | 250,000 |
|       | 30    | 2       | 1              | 225,000 | 150,000 | 75,000 | 225,000 |
|       | 35    | 7       | 4              | 224,900 | 147,500 | 77,400 | 291,900 |
|       | 40    | 11      | 7              | 205,700 | 182,900 | 22,800 | 247,000 |
|       | 45    | 7       | 5              | 225,600 | 199,000 | 26,600 | 280,000 |
|       | 50    | 11      | 8              | 218,400 | 199,200 | 19,200 | 361,000 |
|       | 55    | 16      | 6              | 266,800 | 261,900 | 4,900  | 397,000 |
|       | 58    | 17      | 5              | 220,800 | 207,600 | 13,200 | 396,000 |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 3              | 179,400 | 160,000 | 19,400 | 188,300 |
|       | 30    | 2       | 1              | 245,000 | 150,000 | 95,000 | 245,000 |
|       | 35    | 7       | 5              | 215,300 | 182,300 | 33,000 | 253,000 |
|       | 40    | 9       | 3              | 209,300 | 205,000 | 4,300  | 234,000 |
|       | 45    | 21      | 2              | 289,200 | 263,700 | 25,500 | 390,500 |
|       | 50    | 28      | 1              | 409,500 | 359,500 | 50,000 | 409,500 |
|       | 55    | 19      | 2              | 230,000 | 215,000 | 15,000 | 250,000 |
|       | 58    | 33      | 3              | 336,800 | 326,500 | 10,300 | 390,500 |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 12      | 1              | 162,500 | 157,500 | 5,000  | 162,500 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 1       | 1              | 120,000 | 120,000 | 0      | 120,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 2       | 1              | 199,900 | 130,000 | 69,900 | 199,900 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 25    | 4       | 8              | 182,100 | 155,000 | 27,100 | 250,000 |
|       | 30    | 5       | 3              | 210,800 | 152,500 | 58,300 | 245,000 |
|       | 35    | 7       | 9              | 219,500 | 166,800 | 52,700 | 291,900 |
|       | 40    | 10      | 11             | 198,900 | 183,200 | 15,700 | 247,000 |
|       | 45    | 11      | 7              | 243,700 | 217,500 | 26,200 | 390,500 |
|       | 50    | 12      | 9              | 239,600 | 217,000 | 22,600 | 409,500 |
|       | 55    | 16      | 8              | 257,500 | 250,100 | 7,400  | 397,000 |
|       | 58    | 23      | 8              | 264,200 | 252,100 | 12,100 | 396,000 |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |

【女性 大学卒】『運輸・通信業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 1       | 180,000        | 150,000 | 30,000 | 180,000 | 180,000 |
|       | 30    | 8       | 1       | 168,800        | 168,800 | 0      | 168,800 | 168,800 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 6       | 2       | 211,200        | 204,700 | 6,500  | 212,400 | 210,000 |
|       | 45    | 20      | 3       | 236,800        | 184,600 | 52,200 | 242,000 | 228,700 |
|       | 50    | 28      | 1       | 303,200        | 217,100 | 86,100 | 303,200 | 303,200 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 1       | 1       | 234,400        | 191,600 | 42,800 | 234,400 | 234,400 |
|       | 50    | 5       | 1       | 257,000        | 247,000 | 10,000 | 257,000 | 257,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 2       | 158,000        | 125,700 | 32,300 | 186,200 | 130,000 |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 8       | 1       | 182,000        | 182,000 | 0      | 182,000 | 182,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 5       | 1       | 200,000        | 200,000 | 0      | 200,000 | 200,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 2       | 181,500        | 181,500 | 0      | 188,000 | 175,000 |
|       | 30    | 7       | 2       | 248,200        | 243,200 | 5,000  | 262,500 | 234,000 |
|       | 35    | 7       | 1       | 190,000        | 169,500 | 20,500 | 190,000 | 190,000 |
|       | 40    | 15      | 1       | 373,000        | 373,000 | 0      | 373,000 | 373,000 |
|       | 45    | 21      | 1       | 215,300        | 215,300 | 0      | 215,300 | 215,300 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 5       | 171,800        | 152,900 | 18,900 | 188,000 | 130,000 |
|       | 30    | 7       | 3       | 221,700        | 218,400 | 3,300  | 262,500 | 168,800 |
|       | 35    | 7       | 2       | 185,900        | 175,700 | 10,200 | 190,000 | 182,000 |
|       | 40    | 9       | 3       | 265,100        | 260,800 | 4,300  | 373,000 | 210,000 |
|       | 45    | 16      | 5       | 232,000        | 192,100 | 39,900 | 242,000 | 215,300 |
|       | 50    | 16      | 2       | 280,000        | 232,000 | 48,000 | 303,200 | 257,000 |
|       | 55    | 5       | 1       | 200,000        | 200,000 | 0      | 200,000 | 200,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |

【女性 短大・高専卒】『運輸・通信業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 1       | 2       | 148,500        | 143,500 | 5,000  | 152,000 | 145,000 |
|       | 21    | 2       | 1       | 145,000        | 145,000 | 0      | 145,000 | 145,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 3       | 169,700        | 169,700 | 0      | 189,100 | 155,000 |
|       | 30    | 9       | 1       | 208,000        | 208,000 | 0      | 208,000 | 208,000 |
|       | 35    | 6       | 4       | 201,000        | 191,500 | 9,500  | 228,100 | 158,000 |
|       | 40    | 3       | 1       | 200,000        | 190,000 | 10,000 | 200,000 | 200,000 |
|       | 45    | 10      | 5       | 236,200        | 210,900 | 25,300 | 303,000 | 198,600 |
|       | 50    | 16      | 7       | 219,300        | 194,600 | 24,700 | 284,800 | 170,000 |
|       | 55    | 18      | 8       | 244,200        | 218,300 | 25,900 | 321,400 | 162,000 |
| 営業    | 58    | 30      | 3       | 208,000        | 175,000 | 33,000 | 216,000 | 193,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 2       | 1       | 242,000        | 210,000 | 32,000 | 242,000 | 242,000 |
|       | 35    | 5       | 1       | 234,000        | 194,000 | 40,000 | 234,000 | 234,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 6       | 3       | 240,000        | 199,000 | 41,000 | 303,000 | 205,000 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 5       | 1       | 205,600        | 205,600 | 0      | 205,600 | 205,600 |
|       | 30    | 4       | 1       | 157,000        | 152,000 | 5,000  | 157,000 | 157,000 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 14      | 1       | 185,000        | 150,000 | 35,000 | 185,000 | 185,000 |
|       | 45    | 20      | 1       | 180,000        | 180,000 | 0      | 180,000 | 180,000 |
| その他   | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 26      | 1       | 279,500        | 213,700 | 65,800 | 279,500 | 279,500 |
|       | 58    | 21      | 1       | 221,000        | 211,000 | 10,000 | 221,000 | 221,000 |
|       | 20    | 1       | 1       | 163,000        | 163,000 | 0      | 163,000 | 163,000 |
|       | 21    | 1       | 2       | 164,500        | 164,500 | 0      | 166,000 | 163,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 4       | 192,200        | 191,000 | 1,200  | 249,300 | 166,000 |
|       | 30    | 11      | 1       | 280,000        | 274,200 | 5,800  | 280,000 | 280,000 |
|       | 35    | 8       | 2       | 195,500        | 178,600 | 16,900 | 197,200 | 193,900 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 15      | 2       | 240,900        | 240,900 | 0      | 358,900 | 123,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 3       | 153,300        | 150,000 | 3,300  | 163,000 | 145,000 |
|       | 21    | 1       | 3       | 158,000        | 158,000 | 0      | 166,000 | 145,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 8       | 185,400        | 184,800 | 600    | 249,300 | 155,000 |
|       | 30    | 6       | 4       | 221,700        | 211,000 | 10,700 | 280,000 | 157,000 |
|       | 35    | 6       | 7       | 204,100        | 188,200 | 15,900 | 234,000 | 158,000 |
|       | 40    | 8       | 2       | 192,500        | 170,000 | 22,500 | 200,000 | 185,000 |
|       | 45    | 9       | 9       | 231,200        | 203,500 | 27,700 | 303,000 | 180,000 |
|       | 50    | 15      | 9       | 224,100        | 204,900 | 19,200 | 358,900 | 123,000 |
|       | 55    | 19      | 9       | 248,000        | 217,700 | 30,300 | 321,400 | 162,000 |
|       | 58    | 28      | 4       | 211,200        | 184,000 | 27,200 | 221,000 | 193,000 |

【女性 中・高校卒】『運輸・通信業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 3       | 1              | 166,000 | 164,000 | 2,000  | 166,000 |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 2       | 2              | 203,400 | 201,400 | 2,000  | 209,300 |
|       | 35    | 10      | 1              | 147,000 | 145,500 | 1,500  | 147,000 |
|       | 40    | 1       | 2              | 176,500 | 170,500 | 6,000  | 186,000 |
|       | 45    | 13      | 4              | 221,400 | 201,900 | 19,500 | 241,400 |
|       | 50    | 18      | 1              | 160,100 | 160,100 | 0      | 160,100 |
|       | 55    | 24      | 4              | 256,400 | 239,700 | 16,700 | 311,200 |
|       | 58    | 7       | 1              | 290,000 | 250,000 | 40,000 | 290,000 |
| 営業    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 1              | 190,000 | 180,000 | 10,000 | 190,000 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 19      | 1              | 221,000 | 165,000 | 56,000 | 221,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 20      | 1              | 149,500 | 149,500 | 0      | 149,500 |
| 生産・技術 | 19    | 1       | 1              | 175,000 | 150,000 | 25,000 | 175,000 |
|       | 20    | 2       | 1              | 149,000 | 144,000 | 5,000  | 149,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 4       | 1              | 225,600 | 206,100 | 19,500 | 225,600 |
|       | 40    | 3       | 2              | 157,900 | 151,000 | 6,900  | 157,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 17      | 1              | 260,300 | 241,300 | 19,000 | 260,300 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 3       | 1              | 160,000 | 160,000 | 0      | 160,000 |
| その他   | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 3       | 1              | 157,000 | 157,000 | 0      | 157,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 8       | 1              | 185,000 | 175,000 | 10,000 | 185,000 |
|       | 30    | 1       | 1              | 146,900 | 131,300 | 15,600 | 146,900 |
|       | 35    | 7       | 1              | 208,300 | 201,300 | 7,000  | 208,300 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 17      | 4              | 173,800 | 170,800 | 3,000  | 191,000 |
|       | 50    | 11      | 2              | 172,000 | 166,000 | 6,000  | 194,000 |
|       | 55    | 24      | 1              | 203,000 | 193,000 | 10,000 | 203,000 |
|       | 58    | 23      | 3              | 186,900 | 184,600 | 2,300  | 232,000 |
| 全     | 19    | 1       | 1              | 175,000 | 150,000 | 25,000 | 175,000 |
|       | 20    | 2       | 2              | 153,000 | 150,500 | 2,500  | 157,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 3       | 1              | 166,000 | 164,000 | 2,000  | 166,000 |
|       | 25    | 6       | 2              | 187,500 | 177,500 | 10,000 | 190,000 |
|       | 30    | 2       | 3              | 184,500 | 178,000 | 6,500  | 209,300 |
|       | 35    | 7       | 3              | 193,600 | 184,300 | 9,300  | 225,600 |
|       | 40    | 2       | 4              | 167,100 | 160,700 | 6,400  | 186,000 |
|       | 45    | 15      | 8              | 197,600 | 186,400 | 11,200 | 241,400 |
|       | 50    | 15      | 5              | 197,000 | 179,600 | 17,400 | 260,300 |
|       | 55    | 24      | 5              | 245,700 | 230,300 | 15,400 | 311,200 |
|       | 58    | 16      | 6              | 193,300 | 185,500 | 7,800  | 290,000 |

【女性 大学卒】『飲食店・宿泊業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 1              | 179,300 | 161,600 | 17,700 | 179,300 |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 21      | 1              | 226,000 | 171,000 | 55,000 | 226,000 |
|       | 45    | 8       | 2              | 250,400 | 227,200 | 23,200 | 269,400 |
|       | 50    | 3       | 1              | 356,000 | 296,000 | 60,000 | 356,000 |
|       | 55    | 24      | 1              | 230,000 | 180,000 | 50,000 | 230,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 4              | 162,900 | 160,400 | 2,500  | 185,000 |
|       | 30    | 2       | 1              | 156,800 | 151,800 | 5,000  | 156,800 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 3       | 1              | 283,300 | 225,400 | 57,900 | 283,300 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 4              | 179,700 | 178,700 | 1,000  | 185,000 |
|       | 30    | 5       | 5              | 218,200 | 204,500 | 13,700 | 252,800 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 2       | 1              | 320,000 | 320,000 | 0      | 320,000 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 9              | 172,200 | 168,700 | 3,500  | 185,000 |
|       | 30    | 5       | 6              | 208,000 | 195,700 | 12,300 | 252,800 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 21      | 1              | 226,000 | 171,000 | 55,000 | 226,000 |
|       | 45    | 5       | 4              | 276,000 | 249,900 | 26,100 | 320,000 |
|       | 50    | 3       | 1              | 356,000 | 296,000 | 60,000 | 356,000 |
|       | 55    | 24      | 1              | 230,000 | 180,000 | 50,000 | 230,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |

【女性 短大・高専卒】『飲食店・宿泊業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 3       | 1              | 199,100 | 179,500 | 19,600 | 199,100 |
|       | 35    | 5       | 1              | 220,000 | 220,000 | 0      | 220,000 |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 8       | 3              | 228,000 | 221,300 | 6,700  | 250,000 |
|       | 50    | 30      | 2              | 285,500 | 285,500 | 0      | 350,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 1              | 145,200 | 140,200 | 5,000  | 145,200 |
|       | 30    | 4       | 1              | 152,400 | 152,400 | 0      | 152,400 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 30      | 1              | 236,700 | 236,700 | 0      | 236,700 |
| 生産・技術 | 55    | 36      | 1              | 300,000 | 300,000 | 0      | 300,000 |
|       | 58    | 38      | 1              | 454,500 | 454,500 | 0      | 454,500 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 2       | 3              | 157,700 | 150,500 | 7,200  | 169,700 |
|       | 25    | 3       | 4              | 174,100 | 160,200 | 13,900 | 205,500 |
|       | 30    | 14      | 1              | 168,000 | 168,000 | 0      | 168,000 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 14      | 1              | 250,000 | 250,000 | 0      | 250,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 1              | 181,600 | 181,600 | 0      | 181,600 |
|       | 30    | 4       | 4              | 188,200 | 184,500 | 3,700  | 218,000 |
|       | 35    | 14      | 1              | 223,900 | 223,000 | 900    | 223,900 |
|       | 40    | 1       | 1              | 200,000 | 200,000 | 0      | 200,000 |
| 全     | 45    | 6       | 2              | 296,400 | 253,900 | 42,500 | 389,000 |
|       | 50    | 21      | 3              | 266,000 | 266,000 | 0      | 366,600 |
|       | 55    | 8       | 1              | 220,000 | 200,000 | 20,000 | 220,000 |
|       | 58    | 26      | 2              | 249,700 | 248,000 | 1,700  | 283,300 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 2       | 3              | 157,700 | 150,500 | 7,200  | 169,700 |
|       | 25    | 3       | 6              | 170,500 | 160,400 | 10,100 | 205,500 |
|       | 30    | 5       | 7              | 181,700 | 176,800 | 4,900  | 218,000 |
|       | 35    | 9       | 2              | 221,900 | 221,500 | 400    | 223,900 |
|       | 40    | 7       | 2              | 225,000 | 225,000 | 0      | 250,000 |
|       | 45    | 7       | 5              | 255,300 | 234,300 | 21,000 | 389,000 |
|       | 50    | 25      | 6              | 267,600 | 267,600 | 0      | 366,600 |
|       | 55    | 22      | 2              | 260,000 | 250,000 | 10,000 | 300,000 |
|       | 58    | 30      | 3              | 317,900 | 316,800 | 1,100  | 454,500 |

【女性 中・高校卒】『飲食店・宿泊業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 6       | 1              | 234,000 | 222,000 | 12,000 | 234,000 |
|       | 35    | 8       | 1              | 161,300 | 156,300 | 5,000  | 161,300 |
|       | 40    | 11      | 1              | 160,000 | 160,000 | 0      | 160,000 |
|       | 45    | 30      | 1              | 205,000 | 205,000 | 0      | 205,000 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 2       | 1              | 283,300 | 225,400 | 57,900 | 283,300 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 2       | 1              | 150,000 | 150,000 | 0      | 150,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 5       | 3              | 160,100 | 142,500 | 17,600 | 178,400 |
|       | 30    | 14      | 1              | 193,000 | 193,000 | 0      | 193,000 |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 16      | 2              | 210,700 | 208,200 | 2,500  | 249,000 |
|       | 50    | 30      | 1              | 368,800 | 368,800 | 0      | 368,800 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 19    | 2       | 1              | 151,600 | 151,600 | 0      | 151,600 |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 8       | 1              | 250,000 | 200,000 | 50,000 | 250,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 2       | 1              | 151,600 | 151,600 | 0      | 151,600 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 7       | 2              | 177,700 | 147,700 | 30,000 | 195,400 |
|       | 30    | 4       | 2              | 203,500 | 198,500 | 5,000  | 208,000 |
|       | 35    | 10      | 2              | 203,600 | 198,100 | 5,500  | 209,000 |
|       | 40    | 20      | 1              | 270,700 | 270,000 | 700    | 270,700 |
|       | 45    | 8       | 1              | 180,000 | 180,000 | 0      | 180,000 |
|       | 50    | 4       | 2              | 185,000 | 175,700 | 9,300  | 190,100 |
|       | 55    | 8       | 4              | 181,600 | 176,600 | 5,000  | 209,000 |
|       | 58    | 7       | 3              | 203,200 | 186,600 | 16,600 | 250,000 |
| 全     | 19    | 2       | 1              | 151,600 | 151,600 | 0      | 151,600 |
|       | 20    | 2       | 2              | 150,800 | 150,800 | 0      | 151,600 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 6       | 5              | 167,200 | 144,600 | 22,600 | 195,400 |
|       | 30    | 7       | 4              | 208,500 | 203,000 | 5,500  | 234,000 |
|       | 35    | 9       | 3              | 189,500 | 184,200 | 5,300  | 209,000 |
|       | 40    | 15      | 2              | 215,300 | 215,000 | 300    | 270,700 |
|       | 45    | 17      | 4              | 201,500 | 200,300 | 1,200  | 249,000 |
|       | 50    | 13      | 3              | 246,200 | 240,000 | 6,200  | 368,800 |
|       | 55    | 7       | 6              | 209,900 | 188,600 | 21,300 | 283,300 |
|       | 58    | 7       | 3              | 203,200 | 186,600 | 16,600 | 250,000 |

【女性 大学卒】『専門サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 3       | 189,100        | 176,300 | 12,800 | 204,000 | 163,000 |
|       | 30    | 3       | 4       | 178,800        | 163,900 | 14,900 | 202,400 | 149,000 |
|       | 35    | 6       | 7       | 194,900        | 177,200 | 17,700 | 234,900 | 147,000 |
|       | 40    | 4       | 4       | 208,400        | 169,800 | 38,600 | 269,500 | 154,500 |
|       | 45    | 14      | 4       | 225,500        | 179,800 | 45,700 | 307,800 | 182,000 |
|       | 50    | 6       | 2       | 186,500        | 175,000 | 11,500 | 203,000 | 170,000 |
|       | 55    | 26      | 2       | 280,000        | 230,500 | 49,500 | 290,000 | 270,000 |
|       | 58    | 37      | 1       | 350,000        | 350,000 | 0      | 350,000 | 350,000 |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 10      | 2       | 173,000        | 171,000 | 2,000  | 180,500 | 165,600 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 19      | 1       | 210,000        | 210,000 | 0      | 210,000 | 210,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 4       | 185,100        | 174,500 | 10,600 | 217,000 | 140,000 |
|       | 30    | 7       | 4       | 206,700        | 197,700 | 9,000  | 225,000 | 180,000 |
|       | 35    | 9       | 4       | 276,700        | 243,500 | 33,200 | 329,200 | 251,000 |
|       | 40    | 7       | 3       | 352,300        | 287,100 | 65,200 | 545,800 | 205,700 |
|       | 45    | 2       | 2       | 209,500        | 182,500 | 27,000 | 223,000 | 196,000 |
|       | 50    | 9       | 5       | 310,600        | 233,500 | 77,100 | 497,500 | 190,700 |
|       | 55    | 12      | 5       | 324,400        | 261,800 | 62,600 | 435,000 | 177,000 |
|       | 58    | 19      | 1       | 466,000        | 421,000 | 45,000 | 466,000 | 466,000 |
| その他   | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 2       | 4       | 213,100        | 198,600 | 14,500 | 232,000 | 202,400 |
|       | 35    | 6       | 1       | 258,000        | 255,500 | 2,500  | 258,000 | 258,000 |
|       | 40    | 3       | 2       | 222,900        | 171,200 | 51,700 | 245,000 | 201,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 7       | 1       | 260,000        | 240,000 | 20,000 | 260,000 | 260,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 8       | 1       | 220,000        | 190,000 | 30,000 | 220,000 | 220,000 |
| 全     | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 7       | 186,700        | 175,200 | 11,500 | 217,000 | 140,000 |
|       | 30    | 4       | 12      | 199,500        | 186,700 | 12,800 | 232,000 | 149,000 |
|       | 35    | 7       | 12      | 227,400        | 205,800 | 21,600 | 329,200 | 147,000 |
|       | 40    | 6       | 11      | 243,900        | 202,300 | 41,600 | 545,800 | 154,500 |
|       | 45    | 10      | 6       | 220,200        | 180,700 | 39,500 | 307,800 | 182,000 |
|       | 50    | 9       | 9       | 266,200        | 218,600 | 47,600 | 497,500 | 170,000 |
|       | 55    | 16      | 7       | 311,700        | 252,900 | 58,800 | 435,000 | 177,000 |
|       | 58    | 21      | 3       | 345,300        | 320,300 | 25,000 | 466,000 | 220,000 |

【女性 短大・高専卒】『専門サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 3       | 1       | 192,000        | 181,000 | 11,000  | 192,000 | 192,000 |
|       | 25    | 3       | 4       | 186,400        | 181,100 | 5,300   | 206,200 | 154,500 |
|       | 30    | 4       | 5       | 174,100        | 157,600 | 16,500  | 199,900 | 156,500 |
|       | 35    | 4       | 7       | 170,200        | 159,200 | 11,000  | 201,500 | 146,700 |
|       | 40    | 10      | 10      | 208,300        | 185,900 | 22,400  | 277,000 | 157,500 |
|       | 45    | 14      | 12      | 197,200        | 178,500 | 18,700  | 228,500 | 162,500 |
|       | 50    | 16      | 7       | 231,900        | 199,800 | 32,100  | 328,700 | 166,500 |
|       | 55    | 18      | 9       | 244,100        | 212,400 | 31,700  | 370,000 | 140,000 |
| 営業    | 58    | 23      | 9       | 240,200        | 210,100 | 30,100  | 346,500 | 125,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 1       | 166,900        | 166,900 | 0       | 166,900 | 166,900 |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 9       | 1       | 195,000        | 170,000 | 25,000  | 195,000 | 195,000 |
| 生産・技術 | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 2       | 162,500        | 162,500 | 0       | 170,000 | 155,000 |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 3       | 4       | 174,700        | 161,500 | 13,200  | 210,000 | 119,200 |
|       | 35    | 1       | 2       | 262,700        | 227,700 | 35,000  | 283,000 | 242,400 |
|       | 40    | 4       | 1       | 214,000        | 175,000 | 39,000  | 214,000 | 214,000 |
|       | 45    | 11      | 6       | 208,300        | 186,000 | 22,300  | 256,000 | 180,600 |
| その他   | 50    | 17      | 8       | 220,200        | 198,900 | 21,300  | 315,000 | 150,000 |
|       | 55    | 12      | 1       | 162,600        | 161,600 | 1,000   | 162,600 | 162,600 |
|       | 58    | 26      | 3       | 253,900        | 211,900 | 42,000  | 317,700 | 186,200 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 200,000        | 160,000 | 40,000  | 200,000 | 200,000 |
|       | 22    | 2       | 1       | 225,000        | 165,000 | 60,000  | 225,000 | 225,000 |
|       | 25    | 2       | 5       | 216,600        | 195,400 | 21,200  | 244,000 | 175,000 |
|       | 30    | 3       | 3       | 193,500        | 158,300 | 35,200  | 260,800 | 145,000 |
|       | 35    | 4       | 1       | 203,000        | 100,000 | 103,000 | 203,000 | 203,000 |
|       | 40    | 4       | 3       | 169,300        | 120,000 | 49,300  | 232,500 | 125,500 |
| 全     | 45    | 10      | 2       | 266,700        | 239,700 | 27,000  | 412,900 | 120,500 |
|       | 50    | 26      | 1       | 302,000        | 100,000 | 202,000 | 302,000 | 302,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 200,000        | 160,000 | 40,000  | 200,000 | 200,000 |
|       | 22    | 2       | 4       | 185,400        | 167,700 | 17,700  | 225,000 | 155,000 |
|       | 25    | 2       | 10      | 199,500        | 186,800 | 12,700  | 244,000 | 154,500 |
|       | 30    | 3       | 12      | 179,200        | 159,100 | 20,100  | 260,800 | 119,200 |
|       | 35    | 3       | 10      | 192,000        | 167,000 | 25,000  | 283,000 | 146,700 |
|       | 40    | 8       | 14      | 200,300        | 171,000 | 29,300  | 277,000 | 125,500 |
|       | 45    | 12      | 20      | 207,500        | 186,900 | 20,600  | 412,900 | 120,500 |
|       | 50    | 17      | 17      | 228,300        | 191,700 | 36,600  | 328,700 | 150,000 |
|       | 55    | 17      | 10      | 236,000        | 207,300 | 28,700  | 370,000 | 140,000 |
|       | 58    | 23      | 12      | 243,700        | 210,600 | 33,100  | 346,500 | 125,000 |

【女性 中・高校卒】『専門サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 2       | 145,600        | 145,600 | 0       | 147,000 | 144,200 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 8       | 1       | 154,400        | 153,400 | 1,000   | 154,400 | 154,400 |
|       | 30    | 4       | 3       | 138,600        | 137,200 | 1,400   | 171,000 | 115,600 |
|       | 35    | 4       | 8       | 180,800        | 169,800 | 11,000  | 258,500 | 146,300 |
|       | 40    | 5       | 5       | 185,400        | 171,100 | 14,300  | 236,500 | 152,000 |
|       | 45    | 9       | 7       | 192,700        | 170,900 | 21,800  | 297,500 | 140,000 |
|       | 50    | 17      | 3       | 195,800        | 181,200 | 14,600  | 250,100 | 150,000 |
|       | 55    | 18      | 9       | 214,400        | 172,200 | 42,200  | 268,000 | 155,000 |
|       | 58    | 21      | 9       | 247,100        | 230,000 | 17,100  | 324,000 | 194,400 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 9       | 1       | 165,000        | 165,000 | 0       | 165,000 | 165,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 1       | 3       | 174,800        | 167,200 | 7,600   | 180,000 | 169,600 |
|       | 35    | 9       | 1       | 150,000        | 140,000 | 10,000  | 150,000 | 150,000 |
|       | 40    | 4       | 2       | 215,400        | 198,400 | 17,000  | 222,000 | 208,900 |
|       | 45    | 3       | 2       | 177,000        | 168,000 | 9,000   | 180,100 | 174,000 |
|       | 50    | 1       | 1       | 186,000        | 176,000 | 10,000  | 186,000 | 186,000 |
|       | 55    | 5       | 2       | 182,500        | 173,500 | 9,000   | 205,000 | 160,000 |
|       | 58    | 9       | 1       | 230,500        | 230,500 | 0       | 230,500 | 230,500 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 40    | 3       | 1       | 142,800        | 119,000 | 23,800  | 142,800 | 142,800 |
|       | 45    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 20      | 2       | 195,900        | 125,100 | 70,800  | 229,900 | 162,000 |
|       | 55    | 29      | 1       | 248,300        | 88,200  | 160,100 | 248,300 | 248,300 |
|       | 58    | 12      | 1       | 124,000        | 96,000  | 28,000  | 124,000 | 124,000 |
| 全     | 19    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 2       | 145,600        | 145,600 | 0       | 147,000 | 144,200 |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 8       | 1       | 154,400        | 153,400 | 1,000   | 154,400 | 154,400 |
|       | 30    | 3       | 6       | 156,700        | 152,200 | 4,500   | 180,000 | 115,600 |
|       | 35    | 5       | 9       | 177,400        | 166,500 | 10,900  | 258,500 | 146,300 |
|       | 40    | 5       | 9       | 185,100        | 170,700 | 14,400  | 236,500 | 142,800 |
|       | 45    | 8       | 9       | 189,100        | 170,200 | 18,900  | 297,500 | 140,000 |
|       | 50    | 15      | 6       | 194,200        | 161,600 | 32,600  | 250,100 | 150,000 |
|       | 55    | 16      | 12      | 211,900        | 165,400 | 46,500  | 268,000 | 155,000 |
|       | 58    | 19      | 11      | 234,300        | 217,800 | 16,500  | 324,000 | 124,000 |

【女性 大学卒】『コンピュータソフト関連業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 4       | 1       | 190,000        | 190,000 | 0      | 190,000 | 190,000 |
|       | 35    | 6       | 2       | 231,500        | 201,500 | 30,000 | 253,000 | 210,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 11      | 2       | 330,600        | 321,600 | 9,000  | 454,000 | 207,300 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 8       | 1       | 310,500        | 276,700 | 33,800 | 310,500 | 310,500 |
|       | 58    | 13      | 1       | 271,000        | 211,000 | 60,000 | 271,000 | 271,000 |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 1       | 3       | 192,200        | 183,600 | 8,600  | 211,000 | 160,000 |
|       | 30    | 4       | 4       | 219,700        | 209,500 | 10,200 | 280,000 | 180,000 |
|       | 35    | 4       | 1       | 165,000        | 165,000 | 0      | 165,000 | 165,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 15      | 1       | 272,500        | 251,300 | 21,200 | 272,500 | 272,500 |
|       | 50    | 15      | 1       | 242,900        | 242,900 | 0      | 242,900 | 242,900 |
|       | 55    | 19      | 1       | 227,300        | 227,300 | 0      | 227,300 | 227,300 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 4       | 152,100        | 145,100 | 7,000  | 230,500 | 123,000 |
|       | 30    | 8       | 1       | 239,100        | 216,100 | 23,000 | 239,100 | 239,100 |
|       | 35    | 12      | 3       | 163,200        | 151,300 | 11,900 | 250,900 | 118,700 |
|       | 40    | 6       | 2       | 273,900        | 240,900 | 33,000 | 282,900 | 264,900 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 7       | 169,300        | 161,600 | 7,700  | 230,500 | 123,000 |
|       | 30    | 5       | 6       | 217,900        | 207,300 | 10,600 | 280,000 | 180,000 |
|       | 35    | 8       | 6       | 186,200        | 170,300 | 15,900 | 253,000 | 118,700 |
|       | 40    | 6       | 2       | 273,900        | 240,900 | 33,000 | 282,900 | 264,900 |
|       | 45    | 12      | 3       | 311,200        | 298,200 | 13,000 | 454,000 | 207,300 |
|       | 50    | 15      | 1       | 242,900        | 242,900 | 0      | 242,900 | 242,900 |
|       | 55    | 13      | 2       | 268,900        | 252,000 | 16,900 | 310,500 | 227,300 |
|       | 58    | 13      | 1       | 271,000        | 211,000 | 60,000 | 271,000 | 271,000 |

【女性 短大・高専卒】『コンピュータソフト関連業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 8       | 1       | 225,000        | 200,000 | 25,000 | 225,000 | 225,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 25      | 1       | 320,600        | 245,600 | 75,000 | 320,600 | 320,600 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 8       | 2       | 233,900        | 213,900 | 20,000 | 277,900 | 190,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 営業    | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 2       | 196,000        | 168,500 | 27,500 | 225,000 | 167,000 |
|       | 30    | 8       | 3       | 248,300        | 221,700 | 26,600 | 255,000 | 240,000 |
|       | 35    | 7       | 3       | 190,700        | 185,700 | 5,000  | 220,000 | 160,000 |
|       | 40    | 9       | 3       | 210,900        | 189,300 | 21,600 | 273,000 | 160,000 |
|       | 45    | 19      | 1       | 267,300        | 247,300 | 20,000 | 267,300 | 267,300 |
|       | 50    | 17      | 4       | 266,700        | 250,700 | 16,000 | 288,200 | 240,000 |
|       | 55    | 32      | 1       | 269,000        | 259,000 | 10,000 | 269,000 | 269,000 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 2       | 196,000        | 168,500 | 27,500 | 225,000 | 167,000 |
|       | 30    | 8       | 3       | 248,300        | 221,700 | 26,600 | 255,000 | 240,000 |
|       | 35    | 7       | 4       | 199,300        | 189,300 | 10,000 | 225,000 | 160,000 |
|       | 40    | 9       | 3       | 210,900        | 189,300 | 21,600 | 273,000 | 160,000 |
|       | 45    | 23      | 2       | 293,900        | 246,400 | 47,500 | 320,600 | 267,300 |
|       | 50    | 17      | 4       | 266,700        | 250,700 | 16,000 | 288,200 | 240,000 |
|       | 55    | 16      | 3       | 245,500        | 228,900 | 16,600 | 277,900 | 190,000 |
|       | 58    | 17      | 1       | 186,400        | 106,400 | 80,000 | 186,400 | 186,400 |

【女性 中・高校卒】『コンピュータソフト関連業』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 55    | 22      | 1              | 146,000 | 146,000 | 0      | 146,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 40    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 35    | 15      | 2              | 241,300 | 222,300 | 19,000 | 296,100 |
|       | 40    | 19      | 1              | 143,000 | 143,000 | 0      | 143,000 |
|       | 45    | 16      | 1              | 298,000 | 298,000 | 0      | 298,000 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 35    | 15      | 2              | 241,300 | 222,300 | 19,000 | 296,100 |
|       | 40    | 1       | 1              | 143,000 | 143,000 | 0      | 143,000 |
|       | 45    | 16      | 1              | 298,000 | 298,000 | 0      | 298,000 |
|       | 50    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 55    | 22      | 1              | 146,000 | 146,000 | 0      | 146,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |

【女性 大学卒】『その他サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 6       | 175,900        | 175,100 | 800    | 201,500 | 155,000 |
|       | 30    | 4       | 9       | 200,000        | 177,400 | 22,600 | 243,200 | 155,000 |
|       | 35    | 6       | 13      | 213,400        | 204,700 | 8,700  | 250,000 | 162,000 |
|       | 40    | 7       | 7       | 233,400        | 228,800 | 4,600  | 307,800 | 185,000 |
|       | 45    | 12      | 9       | 249,100        | 229,000 | 20,100 | 380,300 | 185,000 |
|       | 50    | 13      | 8       | 278,200        | 247,600 | 30,600 | 453,900 | 200,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 4       | 2       | 146,000        | 146,000 | 0      | 157,000 | 135,000 |
|       |       |         |         |                |         |        |         |         |
| 営業    | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 6       | 167,600        | 167,400 | 200    | 175,700 | 160,000 |
|       | 30    | 5       | 1       | 219,600        | 214,600 | 5,000  | 219,600 | 219,600 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 5       | 1       | 230,000        | 205,000 | 25,000 | 230,000 | 230,000 |
|       | 45    | 9       | 2       | 281,600        | 184,900 | 96,700 | 313,900 | 249,500 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 6       | 1       | 166,300        | 161,300 | 5,000  | 166,300 | 166,300 |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       |       |         |         |                |         |        |         |         |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 3       | 2       | 215,100        | 193,900 | 21,200 | 225,800 | 204,500 |
|       | 35    | 7       | 1       | 232,600        | 232,600 | 0      | 232,600 | 232,600 |
|       | 40    | 12      | 2       | 217,000        | 177,500 | 39,500 | 231,000 | 203,000 |
|       | 45    | 12      | 3       | 255,500        | 245,700 | 9,800  | 279,000 | 241,200 |
|       | 50    | 14      | 2       | 297,800        | 230,800 | 67,000 | 351,100 | 244,600 |
|       | 55    | 33      | 1       | 370,100        | 354,100 | 16,000 | 370,100 | 370,100 |
|       | 58    | 7       | 2       | 164,500        | 164,500 | 0      | 178,000 | 151,000 |
|       |       |         |         |                |         |        |         |         |
| その他   | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 3       | 3       | 182,500        | 156,500 | 26,000 | 192,700 | 169,300 |
|       | 30    | 5       | 6       | 190,500        | 155,000 | 35,500 | 220,800 | 159,300 |
|       | 35    | 4       | 6       | 184,700        | 162,700 | 22,000 | 253,500 | 158,000 |
|       | 40    | 7       | 4       | 232,100        | 199,900 | 32,200 | 258,100 | 180,000 |
|       | 45    | 19      | 3       | 210,600        | 190,600 | 20,000 | 225,000 | 185,000 |
|       | 50    | 9       | 5       | 255,000        | 223,400 | 31,600 | 335,000 | 158,000 |
|       | 55    | 4       | 1       | 170,000        | 170,000 | 0      | 170,000 | 170,000 |
|       | 58    | 21      | 2       | 237,600        | 207,100 | 30,500 | 299,000 | 176,300 |
|       |       |         |         |                |         |        |         |         |
| 全     | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 15      | 173,900        | 168,300 | 5,600  | 201,500 | 155,000 |
|       | 30    | 4       | 18      | 199,600        | 173,800 | 25,800 | 243,200 | 155,000 |
|       | 35    | 5       | 20      | 205,700        | 193,500 | 12,200 | 253,500 | 158,000 |
|       | 40    | 8       | 14      | 230,400        | 211,500 | 18,900 | 307,800 | 180,000 |
|       | 45    | 13      | 17      | 247,200        | 220,000 | 27,200 | 380,300 | 185,000 |
|       | 50    | 12      | 15      | 273,100        | 237,300 | 35,800 | 453,900 | 158,000 |
|       | 55    | 14      | 3       | 235,400        | 228,400 | 7,000  | 370,100 | 166,300 |
|       | 58    | 10      | 6       | 182,600        | 172,500 | 10,100 | 299,000 | 135,000 |

【女性 短大・高専卒】『その他サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 1       | 149,700        | 149,700 | 0      | 149,700 | 149,700 |
|       | 22    | 2       | 1       | 200,000        | 200,000 | 0      | 200,000 | 200,000 |
|       | 25    | 2       | 5       | 175,500        | 162,300 | 13,200 | 191,000 | 151,000 |
|       | 30    | 3       | 6       | 206,200        | 178,400 | 27,800 | 227,200 | 160,000 |
|       | 35    | 3       | 9       | 174,200        | 170,400 | 3,800  | 235,000 | 150,000 |
|       | 40    | 8       | 11      | 196,600        | 182,000 | 14,600 | 246,000 | 155,000 |
|       | 45    | 9       | 12      | 210,400        | 190,500 | 19,900 | 278,700 | 140,000 |
|       | 50    | 11      | 14      | 229,100        | 202,300 | 26,800 | 330,700 | 149,700 |
|       | 55    | 20      | 9       | 243,200        | 216,600 | 26,600 | 390,000 | 175,000 |
| 営業    | 58    | 17      | 8       | 211,800        | 205,000 | 6,800  | 255,000 | 170,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 6       | 3       | 213,700        | 207,100 | 6,600  | 229,300 | 192,400 |
|       | 30    | 4       | 3       | 216,300        | 202,500 | 13,800 | 225,000 | 206,000 |
|       | 35    | 1       | 1       | 172,300        | 172,300 | 0      | 172,300 | 172,300 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 21      | 1       | 161,000        | 136,000 | 25,000 | 161,000 | 161,000 |
|       | 50    | 10      | 1       | 265,800        | 206,200 | 59,600 | 265,800 | 265,800 |
| 生産・技術 | 55    | 1       | 1       | 180,000        | 170,000 | 10,000 | 180,000 | 180,000 |
|       | 58    | 4       | 1       | 273,400        | 223,400 | 50,000 | 273,400 | 273,400 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 1       | 176,500        | 146,500 | 30,000 | 176,500 | 176,500 |
|       | 25    | 3       | 3       | 196,400        | 179,600 | 16,800 | 216,900 | 172,400 |
|       | 30    | 2       | 5       | 180,000        | 167,100 | 12,900 | 234,600 | 115,000 |
|       | 35    | 5       | 7       | 219,300        | 184,200 | 35,100 | 270,000 | 143,600 |
|       | 40    | 14      | 3       | 194,200        | 174,900 | 19,300 | 208,000 | 174,900 |
|       | 45    | 7       | 4       | 248,500        | 226,000 | 22,500 | 286,400 | 198,000 |
| その他   | 50    | 8       | 3       | 187,300        | 142,300 | 45,000 | 197,000 | 169,200 |
|       | 55    | 4       | 3       | 217,500        | 196,900 | 20,600 | 246,000 | 200,000 |
|       | 58    | 10      | 2       | 249,200        | 199,200 | 50,000 | 349,500 | 148,900 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 4       | 147,000        | 130,000 | 17,000 | 159,000 | 135,000 |
|       | 22    | 2       | 3       | 158,700        | 119,300 | 39,400 | 159,300 | 158,000 |
|       | 25    | 3       | 11      | 187,100        | 142,000 | 45,100 | 315,000 | 157,700 |
|       | 30    | 6       | 7       | 190,500        | 144,900 | 45,600 | 254,300 | 158,500 |
|       | 35    | 8       | 9       | 201,000        | 165,300 | 35,700 | 277,500 | 115,100 |
|       | 40    | 7       | 5       | 228,500        | 177,300 | 51,200 | 400,000 | 119,000 |
| 全     | 45    | 13      | 6       | 227,900        | 193,000 | 34,900 | 267,200 | 194,300 |
|       | 50    | 12      | 8       | 255,600        | 206,800 | 48,800 | 360,000 | 164,000 |
|       | 55    | 16      | 3       | 231,000        | 194,300 | 36,700 | 327,300 | 157,500 |
|       | 58    | 9       | 5       | 198,400        | 159,700 | 38,700 | 304,600 | 102,200 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 5       | 147,500        | 133,900 | 13,600 | 159,000 | 135,000 |
|       | 22    | 2       | 5       | 170,500        | 140,900 | 29,600 | 200,000 | 158,000 |
|       | 25    | 3       | 22      | 189,300        | 160,600 | 28,700 | 315,000 | 151,000 |
|       | 30    | 4       | 21      | 196,200        | 168,000 | 28,200 | 254,300 | 115,000 |
|       | 35    | 5       | 26      | 195,600        | 172,400 | 23,200 | 277,500 | 115,100 |
|       | 40    | 8       | 19      | 204,600        | 179,600 | 25,000 | 400,000 | 119,000 |
|       | 45    | 10      | 23      | 219,500        | 195,000 | 24,500 | 286,400 | 140,000 |
|       | 50    | 11      | 26      | 233,800        | 196,900 | 36,900 | 360,000 | 149,700 |
|       | 55    | 15      | 16      | 232,100        | 205,800 | 26,300 | 390,000 | 157,500 |
|       | 58    | 13      | 16      | 216,200        | 191,300 | 24,900 | 349,500 | 102,200 |

【女性 中・高校卒】『その他サービス業』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 1       | 151,000        | 151,000 | 0      | 151,000 | 151,000 |
|       | 25    | 2       | 6       | 163,300        | 152,100 | 11,200 | 210,000 | 112,000 |
|       | 30    | 3       | 5       | 171,900        | 166,200 | 5,700  | 185,000 | 152,500 |
|       | 35    | 5       | 7       | 196,300        | 147,900 | 48,400 | 320,500 | 105,700 |
|       | 40    | 8       | 9       | 185,500        | 170,400 | 15,100 | 262,400 | 130,000 |
|       | 45    | 8       | 7       | 212,200        | 171,200 | 41,000 | 271,000 | 169,000 |
|       | 50    | 10      | 8       | 207,500        | 190,700 | 16,800 | 254,700 | 170,000 |
|       | 55    | 24      | 4       | 240,500        | 217,700 | 22,800 | 300,000 | 208,800 |
|       | 58    | 20      | 13      | 196,200        | 184,900 | 11,300 | 315,000 | 138,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 1       | 145,000        | 145,000 | 0      | 145,000 | 145,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 13      | 3       | 211,900        | 152,600 | 59,300 | 243,800 | 148,400 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 6       | 2       | 152,700        | 148,500 | 4,200  | 173,500 | 132,000 |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 4       | 3       | 180,700        | 159,100 | 21,600 | 212,200 | 150,000 |
|       | 40    | 13      | 3       | 202,100        | 189,300 | 12,800 | 248,000 | 135,000 |
|       | 45    | 7       | 6       | 171,800        | 155,600 | 16,200 | 214,000 | 123,500 |
|       | 50    | 4       | 1       | 188,200        | 158,200 | 30,000 | 188,200 | 188,200 |
|       | 55    | 5       | 2       | 189,000        | 189,000 | 0      | 221,000 | 157,100 |
|       | 58    | 7       | 8       | 162,400        | 158,700 | 3,700  | 234,300 | 105,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 2       | 178,700        | 148,700 | 30,000 | 192,400 | 165,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 1       | 150,000        | 150,000 | 0      | 150,000 | 150,000 |
|       | 25    | 5       | 2       | 174,900        | 155,400 | 19,500 | 190,000 | 159,800 |
|       | 30    | 3       | 5       | 207,400        | 176,000 | 31,400 | 264,000 | 151,000 |
|       | 35    | 8       | 4       | 178,500        | 157,500 | 21,000 | 197,000 | 166,000 |
|       | 40    | 7       | 11      | 202,000        | 171,000 | 31,000 | 325,000 | 120,000 |
|       | 45    | 6       | 2       | 227,500        | 167,000 | 60,500 | 265,000 | 190,000 |
|       | 50    | 15      | 7       | 188,000        | 156,100 | 31,900 | 219,600 | 144,300 |
|       | 55    | 9       | 7       | 169,200        | 154,100 | 15,100 | 245,800 | 107,400 |
|       | 58    | 9       | 12      | 182,000        | 173,700 | 8,300  | 280,000 | 144,300 |
| 全     | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 2       | 178,700        | 148,700 | 30,000 | 192,400 | 165,000 |
|       | 21    | 1       | 1       | 145,000        | 145,000 | 0      | 145,000 | 145,000 |
|       | 22    | 1       | 2       | 150,500        | 150,500 | 0      | 151,000 | 150,000 |
|       | 25    | 4       | 10      | 163,400        | 152,000 | 11,400 | 210,000 | 112,000 |
|       | 30    | 3       | 10      | 189,600        | 171,100 | 18,500 | 264,000 | 151,000 |
|       | 35    | 5       | 14      | 187,800        | 153,000 | 34,800 | 320,500 | 105,700 |
|       | 40    | 8       | 23      | 195,500        | 173,100 | 22,400 | 325,000 | 120,000 |
|       | 45    | 8       | 18      | 200,400        | 162,400 | 38,000 | 271,000 | 123,500 |
|       | 50    | 12      | 16      | 197,700        | 173,500 | 24,200 | 254,700 | 144,300 |
|       | 55    | 13      | 13      | 194,200        | 179,100 | 15,100 | 300,000 | 107,400 |
|       | 58    | 13      | 33      | 182,800        | 174,400 | 8,400  | 315,000 | 105,000 |

## **統 計 編 (2)**

**男性・全業種・学歴別・全従業員規模別**

**女性・全業種・学歴別・全従業員規模別**

【男性 大学卒】『1~5人』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合 計(円)  | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 4       | 1              | 190,000 | 190,000 | 0      | 190,000 |
|       | 30    | 6       | 1              | 240,000 | 240,000 | 0      | 240,000 |
|       | 35    | 5       | 4              | 273,700 | 266,200 | 7,500  | 392,000 |
|       | 40    | 10      | 2              | 229,500 | 202,000 | 27,500 | 246,000 |
|       | 45    | 10      | 2              | 305,000 | 302,500 | 2,500  | 400,000 |
|       | 50    | 12      | 3              | 430,100 | 401,000 | 29,100 | 550,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 6              | 166,300 | 166,100 | 200    | 176,200 |
|       | 30    | 3       | 9              | 235,700 | 218,600 | 17,100 | 320,000 |
|       | 35    | 7       | 7              | 232,900 | 219,900 | 13,000 | 380,000 |
|       | 40    | 7       | 11             | 284,000 | 243,700 | 40,300 | 396,200 |
|       | 45    | 9       | 4              | 308,700 | 286,200 | 22,500 | 380,000 |
|       | 50    | 20      | 5              | 376,600 | 339,600 | 37,000 | 650,000 |
|       | 55    | 14      | 4              | 241,000 | 231,000 | 10,000 | 300,100 |
|       | 58    | 25      | 6              | 439,800 | 439,000 | 800    | 731,000 |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 4              | 184,500 | 178,000 | 6,500  | 215,000 |
|       | 30    | 3       | 6              | 234,400 | 196,900 | 37,500 | 315,000 |
|       | 35    | 6       | 5              | 307,900 | 220,200 | 87,700 | 550,100 |
|       | 40    | 5       | 5              | 257,200 | 168,100 | 89,100 | 490,300 |
|       | 45    | 14      | 7              | 269,900 | 219,100 | 50,800 | 303,000 |
|       | 50    | 9       | 5              | 247,400 | 205,400 | 42,000 | 346,000 |
|       | 55    | 21      | 5              | 268,000 | 250,900 | 17,100 | 330,000 |
|       | 58    | 16      | 8              | 272,800 | 238,800 | 34,000 | 440,000 |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 2              | 202,500 | 187,500 | 15,000 | 205,000 |
|       | 30    | 2       | 2              | 267,000 | 257,000 | 10,000 | 280,000 |
|       | 35    | 5       | 3              | 276,600 | 276,600 | 0      | 360,000 |
|       | 40    | 4       | 2              | 249,500 | 207,000 | 42,500 | 303,000 |
|       | 45    | 2       | 1              | 255,800 | 255,800 | 0      | 255,800 |
|       | 50    | 15      | 4              | 327,000 | 327,000 | 0      | 393,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 4       | 5              | 235,200 | 222,000 | 13,200 | 350,000 |
| 全     | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 13             | 179,200 | 174,800 | 4,400  | 215,000 |
|       | 30    | 3       | 18             | 238,900 | 216,800 | 22,100 | 320,000 |
|       | 35    | 6       | 19             | 268,100 | 238,700 | 29,400 | 550,100 |
|       | 40    | 6       | 20             | 268,300 | 216,900 | 51,400 | 490,300 |
|       | 45    | 11      | 14             | 285,000 | 252,800 | 32,200 | 400,000 |
|       | 50    | 14      | 17             | 336,300 | 308,000 | 28,300 | 650,000 |
|       | 55    | 18      | 9              | 256,000 | 242,100 | 13,900 | 330,000 |
|       | 58    | 16      | 19             | 315,600 | 297,600 | 18,000 | 731,000 |

【男性 短大・高専卒】『1~5人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 1       | 1       | 151,000        | 151,000 | 0      | 151,000 | 151,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 3       | 1       | 187,000        | 174,000 | 13,000 | 187,000 | 187,000 |
|       | 35    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 40    | 6       | 4       | 213,800        | 210,100 | 3,700  | 255,000 | 180,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 15      | 2       | 280,000        | 280,000 | 0      | 310,000 | 250,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 営業    | 58    | 6       | 1       | 315,100        | 315,100 | 0      | 315,100 | 315,100 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 9       | 1       | 168,400        | 168,400 | 0      | 168,400 | 168,400 |
|       | 30    | 1       | 3       | 193,600        | 188,300 | 5,300  | 205,000 | 180,000 |
|       | 35    | 11      | 1       | 419,000        | 350,000 | 69,000 | 419,000 | 419,000 |
|       | 40    | 5       | 2       | 332,200        | 322,200 | 10,000 | 384,400 | 280,000 |
|       | 45    | 17      | 6       | 259,400        | 238,500 | 20,900 | 295,100 | 189,900 |
|       | 50    | 12      | 2       | 283,500        | 241,500 | 42,000 | 335,000 | 232,000 |
| 生産・技術 | 55    | 14      | 3       | 275,200        | 258,600 | 16,600 | 415,900 | 180,000 |
|       | 58    | 8       | 1       | 150,000        | 150,000 | 0      | 150,000 | 150,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 2       | 165,000        | 165,000 | 0      | 170,000 | 160,000 |
|       | 22    | 2       | 2       | 201,000        | 190,500 | 10,500 | 240,000 | 162,000 |
|       | 25    | 3       | 4       | 177,700        | 175,000 | 2,700  | 188,500 | 160,000 |
|       | 30    | 6       | 10      | 195,500        | 183,200 | 12,300 | 310,000 | 150,000 |
|       | 35    | 8       | 11      | 243,000        | 215,100 | 27,900 | 294,500 | 170,000 |
|       | 40    | 7       | 9       | 292,800        | 262,200 | 30,600 | 420,000 | 195,000 |
|       | 45    | 10      | 8       | 276,700        | 215,700 | 61,000 | 360,000 | 202,500 |
| その他   | 50    | 19      | 6       | 291,500        | 232,700 | 58,800 | 324,300 | 225,000 |
|       | 55    | 12      | 4       | 264,500        | 248,500 | 16,000 | 295,000 | 240,000 |
|       | 58    | 9       | 7       | 194,900        | 174,700 | 20,200 | 346,000 | 145,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 1       | 135,000        | 135,000 | 0      | 135,000 | 135,000 |
|       | 22    | 1       | 1       | 185,000        | 150,000 | 35,000 | 185,000 | 185,000 |
|       | 25    | 3       | 2       | 185,000        | 185,000 | 0      | 190,000 | 180,000 |
|       | 30    | 2       | 10      | 228,100        | 209,800 | 18,300 | 280,000 | 175,000 |
|       | 35    | 5       | 2       | 172,500        | 172,500 | 0      | 185,000 | 160,000 |
|       | 40    | 2       | 3       | 196,400        | 169,900 | 26,500 | 239,500 | 147,700 |
| 全     | 45    | 3       | 3       | 208,300        | 195,000 | 13,300 | 243,000 | 142,000 |
|       | 50    | 6       | 3       | 226,800        | 185,500 | 41,300 | 254,600 | 200,000 |
|       | 55    | 9       | 1       | 144,400        | 144,400 | 0      | 144,400 | 144,400 |
|       | 58    | 6       | 5       | 211,800        | 197,600 | 14,200 | 350,000 | 148,600 |
|       | 20    | 1       | 1       | 151,000        | 151,000 | 0      | 151,000 | 151,000 |
|       | 21    | 1       | 3       | 155,000        | 155,000 | 0      | 170,000 | 135,000 |
|       | 22    | 1       | 3       | 195,600        | 177,000 | 18,600 | 240,000 | 162,000 |
|       | 25    | 4       | 7       | 178,400        | 176,900 | 1,500  | 190,000 | 160,000 |
|       | 30    | 3       | 24      | 208,400        | 194,500 | 13,900 | 310,000 | 150,000 |
|       | 35    | 8       | 14      | 245,500        | 218,700 | 26,800 | 419,000 | 160,000 |
|       | 40    | 6       | 18      | 263,500        | 241,900 | 21,600 | 420,000 | 147,700 |
|       | 45    | 11      | 17      | 258,500        | 220,100 | 38,400 | 360,000 | 142,000 |
|       | 50    | 14      | 13      | 273,500        | 230,400 | 43,100 | 335,000 | 200,000 |
|       | 55    | 12      | 8       | 253,400        | 239,200 | 14,200 | 415,900 | 144,400 |
|       | 58    | 8       | 14      | 206,300        | 191,100 | 15,200 | 350,000 | 145,000 |

【男性 中・高校卒】『1~5人』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 30    | 6       | 1              | 225,000 | 225,000 | 0      | 225,000 |
|       | 35    | 5       | 2              | 181,200 | 163,000 | 18,200 | 212,400 |
|       | 40    | 16      | 1              | 312,000 | 287,000 | 25,000 | 312,000 |
|       | 45    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 50    | 11      | 2              | 251,300 | 216,500 | 34,800 | 307,600 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 10      | 1              | 235,000 | 235,000 | 0      | 235,000 |
| 営業    | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 2              | 230,000 | 230,000 | 0      | 240,000 |
|       | 30    | 4       | 6              | 201,200 | 186,600 | 14,600 | 283,000 |
|       | 35    | 6       | 6              | 286,100 | 240,800 | 45,300 | 383,000 |
|       | 40    | 7       | 7              | 236,500 | 218,600 | 17,900 | 438,000 |
|       | 45    | 5       | 3              | 242,700 | 226,100 | 16,600 | 257,000 |
|       | 50    | 15      | 13             | 247,800 | 235,200 | 12,600 | 546,000 |
|       | 55    | 24      | 6              | 307,800 | 228,700 | 79,100 | 425,500 |
|       | 58    | 22      | 7              | 218,300 | 198,300 | 20,000 | 300,000 |
| 生産・技術 | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 1       | 1              | 140,000 | 140,000 | 0      | 140,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 2       | 1              | 220,000 | 220,000 | 0      | 220,000 |
|       | 25    | 3       | 10             | 228,400 | 206,900 | 21,500 | 289,000 |
|       | 30    | 4       | 13             | 232,300 | 225,400 | 6,900  | 345,000 |
|       | 35    | 6       | 16             | 240,000 | 225,200 | 14,800 | 340,000 |
|       | 40    | 9       | 18             | 269,900 | 256,500 | 13,400 | 550,000 |
|       | 45    | 11      | 21             | 256,000 | 206,100 | 49,900 | 403,000 |
|       | 50    | 14      | 22             | 271,200 | 240,000 | 31,200 | 410,000 |
|       | 55    | 14      | 12             | 287,900 | 269,100 | 18,800 | 530,000 |
|       | 58    | 16      | 25             | 265,400 | 246,200 | 19,200 | 430,000 |
| その他   | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 3              | 189,400 | 176,800 | 12,600 | 216,800 |
|       | 30    | 7       | 2              | 206,000 | 147,500 | 58,500 | 212,000 |
|       | 35    | 7       | 2              | 199,000 | 152,500 | 46,500 | 213,000 |
|       | 40    | 10      | 9              | 249,800 | 199,300 | 50,500 | 310,000 |
|       | 45    | 8       | 11             | 257,900 | 210,700 | 47,200 | 347,400 |
|       | 50    | 6       | 11             | 282,200 | 255,200 | 27,000 | 450,000 |
|       | 55    | 4       | 3              | 356,600 | 336,600 | 20,000 | 460,000 |
|       | 58    | 14      | 10             | 262,900 | 237,700 | 25,200 | 390,000 |
| 全     | 19    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 20    | 1       | 1              | 140,000 | 140,000 | 0      | 140,000 |
|       | 21    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 22    | 2       | 1              | 220,000 | 220,000 | 0      | 220,000 |
|       | 25    | 3       | 15             | 220,700 | 203,900 | 16,800 | 289,000 |
|       | 30    | 4       | 22             | 221,100 | 207,700 | 13,400 | 345,000 |
|       | 35    | 6       | 26             | 242,900 | 218,400 | 24,500 | 383,000 |
|       | 40    | 9       | 35             | 259,300 | 235,100 | 24,200 | 550,000 |
|       | 45    | 10      | 35             | 255,500 | 209,300 | 46,200 | 403,000 |
|       | 50    | 12      | 48             | 266,500 | 241,200 | 25,300 | 546,000 |
|       | 55    | 15      | 21             | 303,400 | 267,200 | 36,200 | 530,000 |
|       | 58    | 16      | 43             | 256,500 | 236,200 | 20,300 | 430,000 |

【男性 大学卒】『6~20人』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合 計(円)  | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 156,500 | 156,500 | 0      | 156,500 |
|       | 30    | 4       | 7              | 207,400 | 176,900 | 30,500 | 240,000 |
|       | 35    | 8       | 3              | 283,900 | 210,900 | 73,000 | 302,100 |
|       | 40    | 5       | 3              | 279,500 | 246,500 | 33,000 | 312,700 |
|       | 45    | 13      | 4              | 287,700 | 210,000 | 77,700 | 373,000 |
|       | 50    | 9       | 4              | 392,900 | 319,600 | 73,300 | 570,000 |
|       | 55    | 3       | 1              | 392,100 | 303,100 | 89,000 | 392,100 |
|       | 58    | 23      | 8              | 380,700 | 290,100 | 90,600 | 621,000 |
|       |       |         |                |         |         |        |         |
| 営業    | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 12             | 178,100 | 168,000 | 10,100 | 200,000 |
|       | 30    | 4       | 19             | 235,600 | 180,600 | 55,000 | 602,000 |
|       | 35    | 4       | 24             | 260,100 | 229,300 | 30,800 | 490,000 |
|       | 40    | 7       | 13             | 291,400 | 243,500 | 47,900 | 460,000 |
|       | 45    | 6       | 6              | 303,000 | 265,500 | 37,500 | 450,000 |
|       | 50    | 15      | 13             | 303,300 | 257,000 | 46,300 | 399,000 |
|       | 55    | 16      | 12             | 357,200 | 289,700 | 67,500 | 843,800 |
|       | 58    | 14      | 17             | 269,600 | 240,300 | 29,300 | 440,000 |
|       |       |         |                |         |         |        |         |
| 生産・技術 | 22    | 1       | 2              | 178,500 | 175,000 | 3,500  | 179,000 |
|       | 25    | 2       | 30             | 211,600 | 194,700 | 16,900 | 357,000 |
|       | 30    | 3       | 25             | 233,100 | 204,000 | 29,100 | 355,000 |
|       | 35    | 6       | 15             | 272,200 | 223,400 | 48,800 | 416,000 |
|       | 40    | 7       | 24             | 309,100 | 265,500 | 43,600 | 765,000 |
|       | 45    | 11      | 30             | 282,000 | 234,500 | 47,500 | 400,000 |
|       | 50    | 13      | 33             | 290,800 | 226,800 | 64,000 | 491,000 |
|       | 55    | 15      | 15             | 317,500 | 280,800 | 36,700 | 458,700 |
|       | 58    | 13      | 53             | 291,000 | 236,900 | 54,100 | 575,000 |
|       |       |         |                |         |         |        |         |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 2       | 3              | 186,400 | 179,800 | 6,600  | 199,000 |
|       | 30    | 2       | 5              | 220,400 | 200,100 | 20,300 | 297,200 |
|       | 35    | 4       | 8              | 202,000 | 183,000 | 19,000 | 246,000 |
|       | 40    | 7       | 12             | 232,500 | 179,500 | 53,000 | 280,000 |
|       | 45    | 8       | 9              | 300,700 | 251,200 | 49,500 | 377,700 |
|       | 50    | 8       | 3              | 291,100 | 195,100 | 96,000 | 396,000 |
|       | 55    | 11      | 7              | 310,100 | 287,100 | 23,000 | 421,700 |
|       | 58    | 7       | 8              | 251,600 | 229,600 | 22,000 | 569,900 |
|       |       |         |                |         |         |        |         |
| 全     | 22    | 1       | 2              | 178,500 | 175,000 | 3,500  | 179,000 |
|       | 25    | 2       | 46             | 200,000 | 185,900 | 14,100 | 357,000 |
|       | 30    | 3       | 56             | 229,600 | 192,300 | 37,300 | 602,000 |
|       | 35    | 5       | 50             | 255,900 | 219,000 | 36,900 | 490,000 |
|       | 40    | 7       | 52             | 285,300 | 239,100 | 46,200 | 765,000 |
|       | 45    | 10      | 49             | 288,400 | 239,300 | 49,100 | 450,000 |
|       | 50    | 13      | 53             | 301,500 | 239,400 | 62,100 | 570,000 |
|       | 55    | 14      | 35             | 331,800 | 285,800 | 46,000 | 843,800 |
|       | 58    | 13      | 86             | 291,400 | 241,800 | 49,600 | 621,000 |
|       |       |         |                |         |         |        |         |

【男性 短大・高専卒】『6~20人』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |         |
| 事務    | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1              | 164,100 | 152,300 | 11,800  | 164,100 |
|       | 22    | 1       | 1              | 170,500 | 170,500 | 0       | 170,500 |
|       | 25    | 1       | 1              | 119,700 | 100,000 | 19,700  | 119,700 |
|       | 30    | 3       | 2              | 208,000 | 193,000 | 15,000  | 216,000 |
|       | 35    | 10      | 3              | 230,200 | 153,200 | 77,000  | 280,000 |
|       | 40    | 6       | 4              | 260,100 | 203,900 | 56,200  | 296,000 |
|       | 45    | 21      | 3              | 301,700 | 229,600 | 72,100  | 387,100 |
|       | 50    | 2       | 5              | 259,100 | 235,900 | 23,200  | 330,300 |
|       | 55    | 10      | 1              | 260,000 | 260,000 | 0       | 260,000 |
| 営業    | 58    | 13      | 1              | 230,000 | 200,000 | 30,000  | 230,000 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1              | 164,100 | 152,300 | 11,800  | 164,100 |
|       | 22    | 1       | 2              | 184,600 | 184,600 | 0       | 180,000 |
|       | 25    | 4       | 4              | 195,800 | 176,700 | 19,100  | 202,400 |
|       | 30    | 4       | 8              | 233,200 | 195,800 | 37,400  | 393,000 |
|       | 35    | 6       | 8              | 228,300 | 195,100 | 33,200  | 293,900 |
|       | 40    | 9       | 10             | 241,100 | 179,600 | 61,500  | 389,000 |
|       | 45    | 13      | 10             | 309,900 | 256,700 | 53,200  | 435,800 |
|       | 50    | 10      | 14             | 269,000 | 203,300 | 65,700  | 336,000 |
| 生産・技術 | 55    | 27      | 6              | 352,200 | 320,400 | 31,800  | 639,500 |
|       | 58    | 23      | 2              | 269,000 | 244,000 | 25,000  | 302,000 |
|       | 20    | 1       | 4              | 167,600 | 166,400 | 1,200   | 183,000 |
|       | 21    | 1       | 5              | 173,600 | 164,500 | 9,100   | 186,000 |
|       | 22    | 2       | 5              | 192,400 | 180,000 | 12,400  | 224,100 |
|       | 25    | 2       | 14             | 191,700 | 174,700 | 17,000  | 238,000 |
|       | 30    | 5       | 34             | 215,700 | 186,200 | 29,500  | 318,000 |
|       | 35    | 8       | 35             | 241,700 | 205,200 | 36,500  | 418,000 |
|       | 40    | 8       | 34             | 275,800 | 221,400 | 54,400  | 420,000 |
|       | 45    | 10      | 36             | 276,800 | 237,300 | 39,500  | 575,000 |
| その他   | 50    | 14      | 30             | 270,600 | 238,800 | 31,800  | 500,000 |
|       | 55    | 13      | 17             | 324,800 | 250,500 | 74,300  | 459,100 |
|       | 58    | 20      | 26             | 315,300 | 267,600 | 47,700  | 478,300 |
|       | 20    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 1       | 1              | 108,000 | 108,000 | 0       | 108,000 |
|       | 22    | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 4              | 196,300 | 172,600 | 23,700  | 265,000 |
|       | 30    | 3       | 7              | 311,000 | 174,000 | 137,000 | 990,000 |
|       | 35    | 5       | 6              | 232,900 | 212,600 | 20,300  | 280,000 |
|       | 40    | 9       | 8              | 230,000 | 207,000 | 23,000  | 289,700 |
| 全     | 45    | 8       | 9              | 264,000 | 208,000 | 56,000  | 443,000 |
|       | 50    | 15      | 8              | 262,300 | 201,100 | 61,200  | 335,400 |
|       | 55    | 15      | 6              | 238,600 | 184,700 | 53,900  | 355,100 |
|       | 58    | 16      | 3              | 227,900 | 188,600 | 39,300  | 273,900 |
|       | 20    | 1       | 4              | 167,600 | 166,400 | 1,200   | 183,000 |
|       | 21    | 1       | 8              | 162,900 | 154,300 | 8,600   | 186,000 |
|       | 22    | 1       | 8              | 187,700 | 180,000 | 7,700   | 224,100 |
|       | 25    | 2       | 23             | 190,000 | 171,400 | 18,600  | 265,000 |
|       | 30    | 4       | 51             | 231,200 | 186,300 | 44,900  | 990,000 |
|       | 35    | 7       | 52             | 238,000 | 201,500 | 36,500  | 418,000 |
|       | 40    | 8       | 56             | 261,900 | 210,600 | 51,300  | 420,000 |
|       | 45    | 11      | 58             | 281,800 | 235,700 | 46,100  | 575,000 |
|       | 50    | 12      | 57             | 268,000 | 224,500 | 43,500  | 500,000 |
|       | 55    | 16      | 30             | 310,900 | 251,600 | 59,300  | 639,500 |
|       | 58    | 20      | 32             | 301,600 | 256,600 | 45,000  | 478,300 |

【男性 中・高校卒】『6~20人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 1       | 160,000        | 160,000 | 0      | 160,000 | 160,000 |
|       | 30    | 1       | 2       | 179,200        | 158,100 | 21,100 | 188,500 | 170,000 |
|       | 35    | 2       | 5       | 181,000        | 174,000 | 7,000  | 216,000 | 145,000 |
|       | 40    | 6       | 6       | 218,800        | 206,700 | 12,100 | 374,000 | 143,000 |
|       | 45    | 4       | 4       | 222,800        | 209,200 | 13,600 | 250,000 | 200,000 |
|       | 50    | 3       | 1       | 187,000        | 187,000 | 0      | 187,000 | 187,000 |
|       | 55    | 13      | 1       | 195,000        | 195,000 | 0      | 195,000 | 195,000 |
|       | 58    | 15      | 5       | 232,600        | 200,800 | 31,800 | 300,000 | 150,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 1       | 190,000        | 190,000 | 0      | 190,000 | 190,000 |
|       | 25    | 3       | 14      | 192,800        | 173,100 | 19,700 | 243,100 | 159,200 |
|       | 30    | 4       | 17      | 232,400        | 187,700 | 44,700 | 344,000 | 167,000 |
|       | 35    | 8       | 21      | 244,000        | 186,200 | 57,800 | 350,000 | 124,900 |
|       | 40    | 12      | 16      | 261,000        | 200,000 | 61,000 | 420,000 | 143,000 |
|       | 45    | 11      | 20      | 272,400        | 225,500 | 46,900 | 600,000 | 165,000 |
|       | 50    | 14      | 25      | 310,300        | 240,700 | 69,600 | 730,000 | 141,900 |
|       | 55    | 21      | 27      | 304,500        | 241,400 | 63,100 | 680,900 | 159,300 |
|       | 58    | 18      | 25      | 282,600        | 231,300 | 51,300 | 419,000 | 142,000 |
| 生産・技術 | 19    | 1       | 3       | 169,600        | 163,000 | 6,600  | 180,000 | 153,000 |
|       | 20    | 1       | 8       | 161,200        | 141,800 | 19,400 | 205,000 | 142,000 |
|       | 21    | 2       | 6       | 178,300        | 170,500 | 7,800  | 221,400 | 150,800 |
|       | 22    | 2       | 7       | 183,800        | 173,400 | 10,400 | 288,000 | 140,000 |
|       | 25    | 3       | 49      | 196,400        | 182,500 | 13,900 | 370,000 | 140,000 |
|       | 30    | 5       | 58      | 216,400        | 181,600 | 34,800 | 307,700 | 138,200 |
|       | 35    | 6       | 59      | 225,900        | 188,900 | 37,000 | 369,000 | 140,100 |
|       | 40    | 6       | 56      | 248,200        | 211,500 | 36,700 | 483,000 | 115,800 |
|       | 45    | 10      | 90      | 273,100        | 222,400 | 50,700 | 759,100 | 136,000 |
|       | 50    | 14      | 80      | 295,300        | 244,700 | 50,600 | 755,000 | 171,700 |
|       | 55    | 17      | 52      | 279,100        | 232,300 | 46,800 | 558,500 | 150,000 |
|       | 58    | 15      | 124     | 266,900        | 236,900 | 30,000 | 500,000 | 120,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 1       | 180,000        | 100,000 | 80,000 | 180,000 | 180,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 12      | 197,200        | 172,400 | 24,800 | 286,000 | 107,000 |
|       | 30    | 3       | 17      | 201,900        | 172,600 | 29,300 | 360,000 | 150,000 |
|       | 35    | 7       | 17      | 217,900        | 182,900 | 35,000 | 330,000 | 102,900 |
|       | 40    | 8       | 38      | 264,600        | 206,100 | 58,500 | 603,000 | 144,400 |
|       | 45    | 9       | 31      | 238,400        | 195,900 | 42,500 | 446,000 | 140,000 |
|       | 50    | 9       | 36      | 232,000        | 200,900 | 31,100 | 420,000 | 104,000 |
|       | 55    | 11      | 21      | 256,600        | 223,700 | 32,900 | 500,000 | 100,000 |
|       | 58    | 16      | 44      | 233,100        | 215,600 | 17,500 | 550,000 | 114,000 |
| 全     | 19    | 1       | 3       | 169,600        | 163,000 | 6,600  | 180,000 | 153,000 |
|       | 20    | 1       | 8       | 161,200        | 141,800 | 19,400 | 205,000 | 142,000 |
|       | 21    | 2       | 7       | 178,500        | 160,400 | 18,100 | 221,400 | 150,800 |
|       | 22    | 2       | 8       | 184,500        | 175,400 | 9,100  | 288,000 | 140,000 |
|       | 25    | 3       | 76      | 195,400        | 178,900 | 16,500 | 370,000 | 107,000 |
|       | 30    | 4       | 94      | 215,900        | 180,600 | 35,300 | 360,000 | 138,200 |
|       | 35    | 6       | 102     | 226,100        | 186,600 | 39,500 | 369,000 | 102,900 |
|       | 40    | 8       | 116     | 253,800        | 207,900 | 45,900 | 603,000 | 115,800 |
|       | 45    | 10      | 145     | 264,200        | 216,800 | 47,400 | 759,100 | 136,000 |
|       | 50    | 12      | 142     | 281,200        | 232,500 | 48,700 | 755,000 | 104,000 |
|       | 55    | 17      | 101     | 280,400        | 232,600 | 47,800 | 680,900 | 100,000 |
|       | 58    | 16      | 198     | 260,400        | 230,500 | 29,900 | 550,000 | 114,000 |

【男性 大学卒】『21人以上』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)    | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|-----------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |           |         |
| 事務    | 22    | 1       | 2       | 170,800        | 164,000 | 6,800  | 180,000   | 161,600 |
|       | 25    | 2       | 35      | 203,000        | 192,600 | 10,400 | 246,900   | 140,000 |
|       | 30    | 5       | 45      | 221,400        | 206,500 | 14,900 | 304,100   | 164,500 |
|       | 35    | 7       | 48      | 275,100        | 249,100 | 26,000 | 418,500   | 169,000 |
|       | 40    | 12      | 43      | 316,100        | 264,700 | 51,400 | 460,700   | 182,000 |
|       | 45    | 14      | 51      | 349,300        | 297,400 | 51,900 | 600,000   | 181,000 |
|       | 50    | 19      | 49      | 390,300        | 334,200 | 56,100 | 690,000   | 197,200 |
|       | 55    | 23      | 38      | 449,100        | 372,100 | 77,000 | 698,400   | 155,000 |
|       | 58    | 25      | 23      | 398,900        | 338,800 | 60,100 | 623,700   | 175,300 |
|       |       |         |         |                |         |        |           |         |
| 営業    | 22    | 1       | 4       | 190,000        | 164,100 | 25,900 | 227,900   | 162,000 |
|       | 25    | 2       | 71      | 195,700        | 176,900 | 18,800 | 266,500   | 151,000 |
|       | 30    | 5       | 86      | 229,500        | 195,800 | 33,700 | 385,900   | 138,400 |
|       | 35    | 9       | 76      | 280,100        | 236,200 | 43,900 | 515,000   | 152,000 |
|       | 40    | 12      | 68      | 305,300        | 240,300 | 65,000 | 500,900   | 180,000 |
|       | 45    | 17      | 60      | 350,800        | 298,500 | 52,300 | 556,000   | 222,500 |
|       | 50    | 21      | 61      | 401,700        | 339,300 | 62,400 | 694,000   | 197,500 |
|       | 55    | 25      | 60      | 358,600        | 280,600 | 78,000 | 621,200   | 197,000 |
|       | 58    | 27      | 30      | 344,800        | 273,400 | 71,400 | 528,200   | 172,900 |
|       |       |         |         |                |         |        |           |         |
| 生産・技術 | 22    | 1       | 5       | 188,800        | 167,500 | 21,300 | 229,200   | 164,000 |
|       | 25    | 2       | 51      | 196,900        | 175,700 | 21,200 | 260,000   | 148,200 |
|       | 30    | 4       | 57      | 229,400        | 198,500 | 30,900 | 339,200   | 170,000 |
|       | 35    | 7       | 50      | 254,100        | 210,100 | 44,000 | 360,000   | 163,000 |
|       | 40    | 9       | 58      | 277,700        | 226,500 | 51,200 | 554,300   | 160,000 |
|       | 45    | 15      | 55      | 313,200        | 251,400 | 61,800 | 636,000   | 148,200 |
|       | 50    | 20      | 55      | 354,300        | 269,700 | 84,600 | 550,000   | 180,000 |
|       | 55    | 16      | 47      | 380,800        | 295,000 | 85,800 | 633,400   | 176,400 |
|       | 58    | 19      | 59      | 361,600        | 274,300 | 87,300 | 633,000   | 178,000 |
|       |       |         |         |                |         |        |           |         |
| その他   | 22    | 1       | 2       | 167,900        | 157,900 | 10,000 | 190,000   | 145,800 |
|       | 25    | 2       | 12      | 160,000        | 150,100 | 9,900  | 214,000   | 122,500 |
|       | 30    | 4       | 13      | 202,600        | 184,100 | 18,500 | 281,100   | 144,600 |
|       | 35    | 7       | 19      | 245,500        | 189,100 | 56,400 | 704,500   | 137,900 |
|       | 40    | 9       | 26      | 294,200        | 228,200 | 66,000 | 989,300   | 145,500 |
|       | 45    | 8       | 25      | 264,700        | 221,000 | 43,700 | 407,000   | 150,000 |
|       | 50    | 14      | 17      | 283,600        | 229,700 | 53,900 | 410,000   | 165,800 |
|       | 55    | 20      | 24      | 385,600        | 296,600 | 89,000 | 1,131,400 | 159,000 |
|       | 58    | 25      | 12      | 361,600        | 278,300 | 83,300 | 1,078,200 | 175,000 |
|       |       |         |         |                |         |        |           |         |
| 全     | 22    | 1       | 13      | 183,100        | 164,400 | 18,700 | 229,200   | 145,800 |
|       | 25    | 2       | 169     | 195,000        | 177,900 | 17,100 | 266,500   | 122,500 |
|       | 30    | 5       | 201     | 225,900        | 198,200 | 27,700 | 385,900   | 138,400 |
|       | 35    | 8       | 193     | 268,700        | 228,000 | 40,700 | 704,500   | 137,900 |
|       | 40    | 10      | 195     | 298,000        | 240,000 | 58,000 | 989,300   | 145,500 |
|       | 45    | 14      | 191     | 328,300        | 274,500 | 53,800 | 636,000   | 148,200 |
|       | 50    | 19      | 182     | 373,200        | 306,600 | 66,600 | 694,000   | 165,800 |
|       | 55    | 21      | 169     | 389,000        | 307,500 | 81,500 | 1,131,400 | 155,000 |
|       | 58    | 23      | 124     | 364,400        | 286,400 | 78,000 | 1,078,200 | 172,900 |
|       |       |         |         |                |         |        |           |         |

【男性 短大・高専卒】『21人以上』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 7       | 188,500        | 170,900 | 17,600 | 228,000 | 161,600 |
|       | 25    | 4       | 7       | 179,500        | 174,500 | 5,000  | 203,300 | 150,500 |
|       | 30    | 5       | 9       | 185,000        | 172,100 | 12,900 | 217,500 | 158,900 |
|       | 35    | 7       | 7       | 288,900        | 253,500 | 35,400 | 448,800 | 166,400 |
|       | 40    | 12      | 17      | 264,000        | 206,200 | 57,800 | 363,400 | 151,000 |
|       | 45    | 12      | 19      | 299,500        | 235,300 | 64,200 | 442,000 | 194,600 |
|       | 50    | 21      | 21      | 360,800        | 270,000 | 90,800 | 543,800 | 242,000 |
|       | 55    | 21      | 10      | 342,600        | 278,200 | 64,400 | 554,400 | 160,000 |
| 営業    | 58    | 17      | 9       | 378,000        | 297,400 | 80,600 | 525,000 | 260,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 2       | 208,900        | 166,100 | 42,800 | 220,000 | 197,900 |
|       | 25    | 3       | 20      | 194,700        | 173,900 | 20,800 | 276,200 | 150,200 |
|       | 30    | 3       | 32      | 209,700        | 176,600 | 33,100 | 355,000 | 142,000 |
|       | 35    | 7       | 37      | 237,900        | 198,500 | 39,400 | 380,000 | 156,200 |
|       | 40    | 10      | 32      | 266,300        | 209,500 | 56,800 | 400,000 | 165,900 |
|       | 45    | 16      | 30      | 318,900        | 246,300 | 72,600 | 678,100 | 210,200 |
|       | 50    | 20      | 42      | 311,000        | 243,500 | 67,500 | 533,500 | 122,000 |
| 生産・技術 | 55    | 17      | 21      | 298,200        | 242,500 | 55,700 | 490,700 | 152,000 |
|       | 58    | 23      | 11      | 314,700        | 248,100 | 66,600 | 498,000 | 203,600 |
|       | 20    | 1       | 3       | 163,800        | 154,800 | 9,000  | 165,000 | 163,000 |
|       | 21    | 1       | 17      | 170,700        | 157,500 | 13,200 | 200,000 | 150,800 |
|       | 22    | 1       | 4       | 193,800        | 161,000 | 32,800 | 210,000 | 182,100 |
|       | 25    | 3       | 61      | 192,800        | 169,700 | 23,100 | 306,000 | 135,000 |
|       | 30    | 6       | 74      | 230,900        | 190,900 | 40,000 | 369,000 | 151,200 |
|       | 35    | 7       | 72      | 252,000        | 201,600 | 50,400 | 465,000 | 145,600 |
|       | 40    | 10      | 76      | 269,400        | 221,100 | 48,300 | 552,000 | 154,000 |
|       | 45    | 15      | 73      | 304,900        | 236,400 | 68,500 | 522,100 | 164,700 |
| その他   | 50    | 16      | 91      | 306,300        | 245,600 | 60,700 | 514,500 | 172,200 |
|       | 55    | 20      | 45      | 339,800        | 274,200 | 65,600 | 572,000 | 148,300 |
|       | 58    | 24      | 35      | 305,700        | 236,000 | 69,700 | 650,800 | 138,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 3       | 166,000        | 146,700 | 19,300 | 169,900 | 159,000 |
|       | 22    | 1       | 2       | 171,200        | 161,200 | 10,000 | 193,700 | 148,700 |
|       | 25    | 3       | 13      | 183,400        | 157,800 | 25,600 | 257,000 | 150,100 |
|       | 30    | 5       | 22      | 200,100        | 173,700 | 26,400 | 279,900 | 120,600 |
|       | 35    | 9       | 14      | 233,300        | 186,600 | 46,700 | 338,600 | 169,500 |
|       | 40    | 13      | 17      | 218,500        | 173,300 | 45,200 | 313,100 | 127,900 |
|       | 45    | 11      | 22      | 266,500        | 213,200 | 53,300 | 891,800 | 161,000 |
| 全     | 50    | 18      | 26      | 266,100        | 194,800 | 71,300 | 454,500 | 121,700 |
|       | 55    | 14      | 27      | 255,200        | 214,000 | 41,200 | 414,000 | 153,700 |
|       | 58    | 15      | 20      | 235,000        | 188,200 | 46,800 | 609,900 | 173,200 |
|       | 20    | 1       | 3       | 163,800        | 154,800 | 9,000  | 165,000 | 163,000 |
|       | 21    | 1       | 20      | 170,000        | 155,900 | 14,100 | 200,000 | 150,800 |
|       | 22    | 1       | 15      | 190,300        | 166,300 | 24,000 | 228,000 | 148,700 |
|       | 25    | 3       | 101     | 191,000        | 169,300 | 21,700 | 306,000 | 135,000 |
|       | 30    | 5       | 137     | 218,000        | 183,600 | 34,400 | 369,000 | 120,600 |
|       | 35    | 8       | 130     | 248,000        | 201,900 | 46,100 | 465,000 | 145,600 |
|       | 40    | 11      | 142     | 262,000        | 211,000 | 51,000 | 552,000 | 127,900 |
|       | 45    | 14      | 144     | 301,300        | 234,800 | 66,500 | 891,800 | 161,000 |
|       | 50    | 18      | 180     | 307,900        | 240,600 | 67,300 | 543,800 | 121,700 |
|       | 55    | 18      | 103     | 309,300        | 252,300 | 57,000 | 572,000 | 148,300 |
|       | 58    | 21      | 75      | 296,900        | 232,400 | 64,500 | 650,800 | 138,000 |

【男性 中・高校卒】『21人以上』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 1       | 1       | 183,400        | 173,300 | 10,100 | 183,400 | 183,400 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 3       | 4       | 164,800        | 152,000 | 12,800 | 175,000 | 154,200 |
|       | 25    | 1       | 4       | 180,000        | 146,300 | 33,700 | 206,100 | 162,500 |
|       | 30    | 2       | 3       | 192,600        | 167,300 | 25,300 | 201,900 | 175,900 |
|       | 35    | 2       | 6       | 194,900        | 149,200 | 45,700 | 280,000 | 140,000 |
|       | 40    | 11      | 8       | 267,500        | 211,500 | 56,000 | 354,000 | 189,700 |
|       | 45    | 14      | 13      | 285,900        | 228,400 | 57,500 | 426,400 | 181,700 |
|       | 50    | 21      | 19      | 336,400        | 288,400 | 48,000 | 480,400 | 154,100 |
|       | 55    | 23      | 15      | 329,200        | 256,200 | 73,000 | 534,400 | 175,000 |
|       | 58    | 28      | 14      | 318,800        | 274,600 | 44,200 | 525,100 | 148,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 1       | 167,300        | 101,000 | 66,300 | 167,300 | 167,300 |
|       | 21    | 4       | 1       | 167,600        | 111,300 | 56,300 | 167,600 | 167,600 |
|       | 22    | 2       | 2       | 175,500        | 162,500 | 13,000 | 194,000 | 157,000 |
|       | 25    | 4       | 16      | 195,100        | 175,900 | 19,200 | 245,000 | 155,200 |
|       | 30    | 6       | 26      | 210,300        | 188,300 | 22,000 | 331,000 | 149,400 |
|       | 35    | 7       | 33      | 233,500        | 200,100 | 33,400 | 400,000 | 158,400 |
|       | 40    | 10      | 41      | 259,900        | 210,400 | 49,500 | 510,000 | 148,000 |
|       | 45    | 14      | 50      | 292,400        | 236,000 | 56,400 | 640,000 | 156,200 |
|       | 50    | 21      | 53      | 292,800        | 240,200 | 52,600 | 510,000 | 189,000 |
|       | 55    | 25      | 49      | 297,800        | 246,100 | 51,700 | 581,500 | 121,100 |
|       | 58    | 19      | 48      | 232,800        | 203,200 | 29,600 | 499,600 | 100,500 |
| 生産・技術 | 19    | 1       | 18      | 171,500        | 149,800 | 21,700 | 209,100 | 140,200 |
|       | 20    | 1       | 18      | 165,600        | 152,800 | 12,800 | 211,100 | 137,400 |
|       | 21    | 2       | 16      | 178,000        | 141,000 | 37,000 | 238,600 | 108,100 |
|       | 22    | 3       | 17      | 191,000        | 175,400 | 15,600 | 231,100 | 145,500 |
|       | 25    | 4       | 117     | 207,300        | 183,600 | 23,700 | 352,800 | 145,000 |
|       | 30    | 6       | 98      | 221,000        | 190,600 | 30,400 | 450,000 | 115,000 |
|       | 35    | 8       | 121     | 245,800        | 200,100 | 45,700 | 794,600 | 130,000 |
|       | 40    | 9       | 123     | 257,400        | 209,400 | 48,000 | 523,000 | 108,800 |
|       | 45    | 14      | 142     | 280,200        | 219,500 | 60,700 | 560,000 | 143,600 |
|       | 50    | 15      | 202     | 297,300        | 240,700 | 56,600 | 557,000 | 136,900 |
|       | 55    | 16      | 140     | 290,300        | 233,500 | 56,800 | 675,200 | 103,300 |
|       | 58    | 19      | 189     | 300,700        | 244,300 | 56,400 | 642,800 | 142,000 |
| その他   | 19    | 1       | 1       | 166,900        | 154,900 | 12,000 | 166,900 | 166,900 |
|       | 20    | 1       | 7       | 167,800        | 155,800 | 12,000 | 174,200 | 158,000 |
|       | 21    | 2       | 5       | 168,500        | 154,100 | 14,400 | 179,000 | 158,300 |
|       | 22    | 2       | 8       | 187,500        | 155,200 | 32,300 | 266,600 | 141,600 |
|       | 25    | 3       | 26      | 184,800        | 157,200 | 27,600 | 249,600 | 115,000 |
|       | 30    | 4       | 30      | 219,700        | 189,200 | 30,500 | 765,600 | 170,600 |
|       | 35    | 6       | 40      | 214,800        | 184,200 | 30,600 | 350,000 | 158,000 |
|       | 40    | 9       | 58      | 224,700        | 192,500 | 32,200 | 405,000 | 115,000 |
|       | 45    | 9       | 69      | 230,000        | 181,300 | 48,700 | 408,000 | 148,000 |
|       | 50    | 13      | 82      | 228,900        | 191,200 | 37,700 | 455,000 | 115,700 |
|       | 55    | 16      | 74      | 248,600        | 203,700 | 44,900 | 487,200 | 143,000 |
|       | 58    | 17      | 93      | 228,300        | 182,500 | 45,800 | 546,000 | 126,000 |
| 全     | 19    | 1       | 20      | 171,800        | 151,200 | 20,600 | 209,100 | 140,200 |
|       | 20    | 1       | 26      | 166,300        | 151,600 | 14,700 | 211,100 | 137,400 |
|       | 21    | 2       | 22      | 175,300        | 142,600 | 32,700 | 238,600 | 108,100 |
|       | 22    | 3       | 31      | 185,700        | 166,300 | 19,400 | 266,600 | 141,600 |
|       | 25    | 4       | 163     | 201,900        | 177,700 | 24,200 | 352,800 | 115,000 |
|       | 30    | 5       | 157     | 218,400        | 189,500 | 28,900 | 765,600 | 115,000 |
|       | 35    | 7       | 200     | 236,000        | 195,400 | 40,600 | 794,600 | 130,000 |
|       | 40    | 9       | 230     | 250,000        | 205,400 | 44,600 | 523,000 | 108,800 |
|       | 45    | 13      | 274     | 270,100        | 213,300 | 56,800 | 640,000 | 143,600 |
|       | 50    | 16      | 356     | 283,000        | 231,800 | 51,200 | 557,000 | 115,700 |
|       | 55    | 18      | 278     | 282,600        | 229,000 | 53,600 | 675,200 | 103,300 |
|       | 58    | 19      | 344     | 272,400        | 223,100 | 49,300 | 642,800 | 100,500 |

【女性 大学卒】『1~5人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 1       | 1       | 163,000        | 145,000 | 18,000  | 163,000 | 163,000 |
|       | 30    | 5       | 8       | 202,000        | 174,600 | 27,400  | 240,000 | 165,000 |
|       | 35    | 6       | 3       | 224,600        | 211,300 | 13,300  | 289,000 | 190,000 |
|       | 40    | 2       | 4       | 201,200        | 201,200 | 0       | 250,000 | 160,000 |
|       | 45    | 9       | 5       | 184,900        | 177,700 | 7,200   | 194,500 | 170,000 |
|       | 50    | 2       | 1       | 203,000        | 200,000 | 3,000   | 203,000 | 203,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 22      | 4       | 277,600        | 253,200 | 24,400  | 350,000 | 178,000 |
| 営業    | 22    | 1       | 1       | 166,000        | 166,000 | 0       | 166,000 | 166,000 |
|       | 25    | 4       | 2       | 200,300        | 187,200 | 13,100  | 225,000 | 175,700 |
|       | 30    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 35    | 14      | 1       | 200,000        | 200,000 | 0       | 200,000 | 200,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 6       | 1       | 166,300        | 161,300 | 5,000   | 166,300 | 166,300 |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| 生産・技術 | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 1       | 2       | 166,500        | 166,500 | 0       | 173,000 | 160,000 |
|       | 30    | 8       | 1       | 214,000        | 207,000 | 7,000   | 214,000 | 214,000 |
|       | 35    | 8       | 3       | 265,600        | 248,000 | 17,600  | 323,000 | 210,000 |
|       | 40    | 21      | 1       | 409,500        | 273,500 | 136,000 | 409,500 | 409,500 |
|       | 45    | 5       | 1       | 304,000        | 186,500 | 117,500 | 304,000 | 304,000 |
|       | 50    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 55    | 30      | 1       | 195,500        | 177,000 | 18,500  | 195,500 | 195,500 |
|       | 58    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| その他   | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 2       | 2       | 183,400        | 180,900 | 2,500   | 185,000 | 181,900 |
|       | 30    | 3       | 3       | 207,000        | 187,700 | 19,300  | 232,000 | 182,600 |
|       | 35    | 1       | 2       | 158,000        | 150,000 | 8,000   | 158,000 | 158,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 45    | 16      | 2       | 206,000        | 196,000 | 10,000  | 222,000 | 190,000 |
|       | 50    | 7       | 1       | 260,000        | 240,000 | 20,000  | 260,000 | 260,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 58    | 5       | 3       | 178,700        | 163,700 | 15,000  | 220,000 | 140,000 |
| 全     | 22    | 1       | 1       | 166,000        | 166,000 | 0       | 166,000 | 166,000 |
|       | 25    | 2       | 7       | 180,400        | 173,400 | 7,000   | 225,000 | 160,000 |
|       | 30    | 5       | 12      | 204,300        | 180,600 | 23,700  | 240,000 | 165,000 |
|       | 35    | 6       | 9       | 220,700        | 208,600 | 12,100  | 323,000 | 158,000 |
|       | 40    | 5       | 5       | 242,800        | 215,600 | 27,200  | 409,500 | 160,000 |
|       | 45    | 10      | 8       | 204,900        | 183,300 | 21,600  | 304,000 | 170,000 |
|       | 50    | 4       | 2       | 231,500        | 220,000 | 11,500  | 260,000 | 203,000 |
|       | 55    | 18      | 2       | 180,800        | 169,100 | 11,700  | 195,500 | 166,300 |
|       | 58    | 15      | 7       | 235,300        | 214,900 | 20,400  | 350,000 | 140,000 |

【女性 短大・高専卒】『1~5人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 2       | 155,000        | 155,000 | 0      | 170,000 | 140,000 |
|       | 30    | 4       | 4       | 204,500        | 177,900 | 26,600 | 268,000 | 157,100 |
|       | 35    | 5       | 7       | 195,000        | 180,900 | 14,100 | 257,000 | 150,000 |
|       | 40    | 10      | 7       | 193,900        | 182,400 | 11,500 | 253,000 | 150,000 |
|       | 45    | 9       | 9       | 192,400        | 186,400 | 6,000  | 263,500 | 140,000 |
|       | 50    | 14      | 15      | 207,000        | 177,100 | 29,900 | 300,000 | 120,000 |
|       | 55    | 17      | 8       | 221,900        | 211,800 | 10,100 | 300,000 | 151,000 |
| 営業    | 58    | 16      | 16      | 222,500        | 208,400 | 14,100 | 365,000 | 117,100 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 4       | 1       | 162,000        | 161,000 | 1,000  | 162,000 | 162,000 |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 1       | 1       | 170,000        | 165,000 | 5,000  | 170,000 | 170,000 |
|       | 40    | 4       | 2       | 177,500        | 155,000 | 22,500 | 210,000 | 145,000 |
|       | 45    | 11      | 2       | 234,300        | 222,100 | 12,200 | 237,300 | 231,500 |
|       | 50    | 14      | 2       | 229,100        | 202,500 | 26,600 | 275,300 | 183,000 |
| 生産・技術 | 55    | 4       | 3       | 315,900        | 302,600 | 13,300 | 468,000 | 180,000 |
|       | 58    | 18      | 1       | 130,000        | 130,000 | 0      | 130,000 | 130,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 2       | 166,000        | 165,500 | 500    | 170,000 | 162,000 |
|       | 25    | 4       | 2       | 185,000        | 175,000 | 10,000 | 200,000 | 170,000 |
|       | 30    | 3       | 1       | 185,000        | 140,000 | 45,000 | 185,000 | 185,000 |
|       | 35    | 8       | 4       | 215,700        | 199,500 | 16,200 | 250,000 | 170,000 |
|       | 40    | 20      | 1       | 200,000        | 180,000 | 20,000 | 200,000 | 200,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | 50    | 21      | 2       | 232,500        | 187,500 | 45,000 | 315,000 | 150,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 2       | 135,000        | 135,000 | 0      | 135,000 | 135,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 2       | 3       | 219,900        | 201,300 | 18,600 | 244,000 | 175,000 |
|       | 30    | 1       | 1       | 260,000        | 260,000 | 0      | 260,000 | 260,000 |
|       | 35    | 6       | 3       | 192,300        | 160,000 | 32,300 | 220,000 | 140,000 |
|       | 40    | 2       | 3       | 158,400        | 153,300 | 5,100  | 200,000 | 125,500 |
| 全     | 45    | 7       | 3       | 206,000        | 185,000 | 21,000 | 295,600 | 120,500 |
|       | 50    | 9       | 3       | 253,000        | 228,100 | 24,900 | 289,500 | 229,700 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 12      | 2       | 224,000        | 164,500 | 59,500 | 246,000 | 202,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 2       | 135,000        | 135,000 | 0      | 135,000 | 135,000 |
|       | 22    | 2       | 2       | 166,000        | 165,500 | 500    | 170,000 | 162,000 |
|       | 25    | 2       | 8       | 187,700        | 178,100 | 9,600  | 244,000 | 140,000 |
|       | 30    | 3       | 6       | 210,400        | 185,200 | 25,200 | 268,000 | 157,100 |
|       | 35    | 6       | 15      | 198,300        | 180,600 | 17,700 | 257,000 | 140,000 |
|       | 40    | 8       | 13      | 183,700        | 171,300 | 12,400 | 253,000 | 125,500 |
|       | 45    | 9       | 14      | 201,300        | 191,200 | 10,100 | 295,600 | 120,500 |
|       | 50    | 14      | 22      | 217,600        | 187,300 | 30,300 | 315,000 | 120,000 |
|       | 55    | 13      | 11      | 247,600        | 236,600 | 11,000 | 468,000 | 151,000 |
|       | 58    | 16      | 19      | 217,800        | 199,600 | 18,200 | 365,000 | 117,100 |

【女性 中・高校卒】『1～5人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 4       | 3       | 177,300        | 154,000 | 23,300 | 250,000 | 112,000 |
|       | 30    | 4       | 5       | 178,400        | 154,000 | 24,400 | 209,000 | 150,000 |
|       | 35    | 6       | 6       | 198,500        | 170,600 | 27,900 | 258,500 | 140,000 |
|       | 40    | 8       | 8       | 180,800        | 167,300 | 13,500 | 262,400 | 130,000 |
|       | 45    | 7       | 11      | 191,900        | 170,900 | 21,000 | 280,000 | 140,000 |
|       | 50    | 7       | 10      | 185,500        | 182,000 | 3,500  | 270,000 | 120,000 |
|       | 55    | 12      | 11      | 199,400        | 187,500 | 11,900 | 280,000 | 115,000 |
|       | 58    | 20      | 16      | 215,000        | 207,500 | 7,500  | 324,000 | 110,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 35    | 7       | 1       | 190,500        | 179,500 | 11,000 | 190,500 | 190,500 |
|       | 40    | 8       | 5       | 176,200        | 175,000 | 1,200  | 200,000 | 153,000 |
|       | 45    | 22      | 1       | 148,400        | 148,400 | 0      | 148,400 | 148,400 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 28      | 1       | 249,000        | 229,000 | 20,000 | 249,000 | 249,000 |
|       | 58    | 6       | 1       | 166,000        | 166,000 | 0      | 166,000 | 166,000 |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 3       | 1       | 161,000        | 158,000 | 3,000  | 161,000 | 161,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 8       | 1       | 222,000        | 140,000 | 82,000 | 222,000 | 222,000 |
|       | 30    | 5       | 3       | 199,900        | 183,300 | 16,600 | 250,000 | 170,000 |
|       | 35    | 7       | 2       | 150,000        | 145,000 | 5,000  | 150,000 | 150,000 |
|       | 40    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 45    | 4       | 3       | 177,600        | 145,600 | 32,000 | 214,000 | 145,000 |
|       | 50    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 55    | 8       | 3       | 200,600        | 180,600 | 20,000 | 250,000 | 160,000 |
|       | 58    | 30      | 3       | 208,300        | 208,300 | 0      | 250,000 | 150,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 1       | 165,000        | 105,000 | 60,000 | 165,000 | 165,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 9       | 1       | 160,000        | 120,000 | 40,000 | 160,000 | 160,000 |
|       | 30    | 1       | 1       | 196,200        | 186,200 | 10,000 | 196,200 | 196,200 |
|       | 35    | 3       | 1       | 175,000        | 170,000 | 5,000  | 175,000 | 175,000 |
|       | 40    | 3       | 2       | 183,000        | 160,000 | 23,000 | 246,000 | 120,000 |
|       | 45    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 50    | 16      | 1       | 198,000        | 198,000 | 0      | 198,000 | 198,000 |
|       | 55    | 5       | 1       | 245,800        | 210,000 | 35,800 | 245,800 | 245,800 |
|       | 58    | 12      | 8       | 188,500        | 177,500 | 11,000 | 350,000 | 124,000 |
| 全     | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 2       | 2       | 163,000        | 131,500 | 31,500 | 165,000 | 161,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 5       | 5       | 182,800        | 144,400 | 38,400 | 250,000 | 112,000 |
|       | 30    | 4       | 9       | 187,500        | 167,300 | 20,200 | 250,000 | 150,000 |
|       | 35    | 6       | 10      | 185,600        | 166,300 | 19,300 | 258,500 | 140,000 |
|       | 40    | 7       | 15      | 179,600        | 168,900 | 10,700 | 262,400 | 120,000 |
|       | 45    | 7       | 15      | 186,100        | 164,300 | 21,800 | 280,000 | 140,000 |
|       | 50    | 8       | 11      | 186,600        | 183,500 | 3,100  | 270,000 | 120,000 |
|       | 55    | 12      | 16      | 205,600        | 190,200 | 15,400 | 280,000 | 115,000 |
|       | 58    | 18      | 28      | 204,900        | 197,500 | 7,400  | 350,000 | 110,000 |

【女性 大学卒】『6~20人』

| 職務区分  | 設定条件  |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円) | 最低額(円)  |
|-------|-------|---------|----------------|---------|---------|--------|---------|
|       | 年齢(才) | 勤続年数(年) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円) |         |
| 事務    | 22    | 1       | 1              | 181,900 | 100,000 | 81,900 | 181,900 |
|       | 25    | 2       | 7              | 166,700 | 164,900 | 1,800  | 155,000 |
|       | 30    | 3       | 9              | 193,700 | 182,100 | 11,600 | 149,000 |
|       | 35    | 5       | 18             | 194,800 | 180,200 | 14,600 | 145,800 |
|       | 40    | 6       | 13             | 214,100 | 185,600 | 28,500 | 137,000 |
|       | 45    | 8       | 9              | 251,200 | 231,000 | 20,200 | 150,000 |
|       | 50    | 16      | 5              | 259,400 | 219,000 | 40,400 | 170,000 |
|       | 55    | 25      | 4              | 266,300 | 248,800 | 17,500 | 215,000 |
|       | 58    | 26      | 2              | 194,500 | 164,500 | 30,000 | 118,000 |
| 営業    | 22    | 1       | 1              | 168,400 | 100,000 | 68,400 | 168,400 |
|       | 25    | 1       | 5              | 184,000 | 174,000 | 10,000 | 160,000 |
|       | 30    | 4       | 3              | 267,300 | 267,300 | 0      | 180,000 |
|       | 35    | 8       | 3              | 311,700 | 242,100 | 69,600 | 283,900 |
|       | 40    | 8       | 4              | 217,700 | 198,000 | 19,700 | 165,600 |
|       | 45    | 11      | 2              | 236,900 | 198,300 | 38,600 | 234,400 |
|       | 50    | 10      | 2              | 207,500 | 187,500 | 20,000 | 205,000 |
|       | 55    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 生産・技術 | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 3       | 5              | 170,500 | 164,000 | 6,500  | 210,500 |
|       | 30    | 6       | 3              | 240,600 | 222,600 | 18,000 | 334,000 |
|       | 35    | 3       | 3              | 219,600 | 199,600 | 20,000 | 251,000 |
|       | 40    | 17      | 2              | 218,300 | 171,300 | 47,000 | 231,000 |
|       | 45    | 5       | 5              | 202,700 | 181,500 | 21,200 | 223,000 |
|       | 50    | 10      | 5              | 250,100 | 201,500 | 48,600 | 422,000 |
|       | 55    | 12      | 4              | 257,400 | 224,900 | 32,500 | 324,100 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| その他   | 22    | 0       | 0              | 0       | 0       | 0      | 0       |
|       | 25    | 1       | 1              | 195,000 | 170,000 | 25,000 | 195,000 |
|       | 30    | 4       | 5              | 216,400 | 209,600 | 6,800  | 234,000 |
|       | 35    | 5       | 3              | 205,900 | 198,300 | 7,600  | 258,000 |
|       | 40    | 3       | 3              | 229,400 | 194,900 | 34,500 | 245,000 |
|       | 45    | 9       | 2              | 272,500 | 267,500 | 5,000  | 320,000 |
|       | 50    | 7       | 1              | 170,000 | 170,000 | 0      | 170,000 |
|       | 55    | 4       | 1              | 170,000 | 170,000 | 0      | 170,000 |
|       | 58    | 0       | 0              | 0       | 0       | 0      | 0       |
| 全     | 22    | 1       | 2              | 175,100 | 100,000 | 75,100 | 168,400 |
|       | 25    | 2       | 18             | 174,000 | 167,400 | 6,600  | 130,000 |
|       | 30    | 4       | 20             | 217,400 | 207,800 | 9,600  | 149,000 |
|       | 35    | 5       | 27             | 211,700 | 191,200 | 20,500 | 145,800 |
|       | 40    | 7       | 22             | 217,200 | 187,800 | 29,400 | 137,000 |
|       | 45    | 8       | 18             | 238,500 | 217,700 | 20,800 | 150,000 |
|       | 50    | 12      | 13             | 240,900 | 203,600 | 37,300 | 170,000 |
|       | 55    | 17      | 9              | 251,600 | 229,400 | 22,200 | 170,000 |
|       | 58    | 26      | 2              | 194,500 | 164,500 | 30,000 | 118,000 |

【女性 短大・高専卒】『6~20人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|---------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | 20    | 1       | 1       | 151,000        | 151,000 | 0       | 151,000 | 151,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 2       | 153,000        | 153,000 | 0       | 155,000 | 151,100 |
|       | 25    | 2       | 8       | 181,600        | 174,000 | 7,600   | 206,200 | 150,000 |
|       | 30    | 5       | 8       | 190,200        | 187,100 | 3,100   | 225,000 | 160,000 |
|       | 35    | 6       | 17      | 186,600        | 182,900 | 3,700   | 230,000 | 146,700 |
|       | 40    | 8       | 15      | 211,900        | 189,900 | 22,000  | 271,000 | 149,000 |
|       | 45    | 10      | 28      | 213,200        | 190,500 | 22,700  | 330,000 | 155,000 |
|       | 50    | 10      | 24      | 205,000        | 189,500 | 15,500  | 330,700 | 125,700 |
|       | 55    | 15      | 22      | 223,500        | 198,900 | 24,600  | 370,000 | 140,000 |
| 営業    | 58    | 22      | 17      | 239,100        | 211,400 | 27,700  | 351,000 | 125,000 |
|       | 20    | 2       | 2       | 177,500        | 162,500 | 15,000  | 200,000 | 155,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 30    | 4       | 4       | 225,600        | 191,800 | 33,800  | 242,000 | 203,000 |
|       | 35    | 5       | 2       | 203,500        | 173,500 | 30,000  | 234,000 | 173,000 |
|       | 40    | 7       | 2       | 215,600        | 215,600 | 0       | 300,000 | 131,200 |
|       | 45    | 7       | 4       | 234,900        | 208,900 | 26,000  | 303,000 | 187,600 |
|       | 50    | 4       | 6       | 236,300        | 219,700 | 16,600  | 300,000 | 182,000 |
| 生産・技術 | 55    | 2       | 1       | 250,000        | 250,000 | 0       | 250,000 | 250,000 |
|       | 58    | 31      | 2       | 359,400        | 348,800 | 10,600  | 453,900 | 265,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 22    | 1       | 1       | 155,000        | 155,000 | 0       | 155,000 | 155,000 |
|       | 25    | 3       | 2       | 185,500        | 166,800 | 18,700  | 198,600 | 172,400 |
|       | 30    | 4       | 7       | 206,700        | 193,200 | 13,500  | 280,000 | 170,000 |
|       | 35    | 4       | 6       | 222,700        | 198,500 | 24,200  | 283,000 | 160,000 |
|       | 40    | 7       | 5       | 191,300        | 174,900 | 16,400  | 214,000 | 160,000 |
|       | 45    | 11      | 7       | 213,000        | 187,600 | 25,400  | 270,000 | 140,800 |
| その他   | 50    | 10      | 5       | 224,700        | 203,800 | 20,900  | 266,000 | 169,200 |
|       | 55    | 11      | 3       | 203,800        | 196,800 | 7,000   | 249,000 | 162,600 |
|       | 58    | 28      | 4       | 247,600        | 192,700 | 54,900  | 317,700 | 186,200 |
|       | 20    | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
|       | 21    | 2       | 1       | 200,000        | 160,000 | 40,000  | 200,000 | 200,000 |
|       | 22    | 2       | 1       | 225,000        | 165,000 | 60,000  | 225,000 | 225,000 |
|       | 25    | 1       | 6       | 225,300        | 191,200 | 34,100  | 315,000 | 169,500 |
|       | 30    | 3       | 6       | 190,300        | 169,000 | 21,300  | 260,800 | 145,000 |
|       | 35    | 6       | 3       | 200,500        | 159,000 | 41,500  | 203,000 | 197,200 |
|       | 40    | 3       | 2       | 316,200        | 175,000 | 141,200 | 400,000 | 232,500 |
| 全     | 45    | 11      | 3       | 284,600        | 247,300 | 37,300  | 412,900 | 181,000 |
|       | 50    | 13      | 7       | 244,000        | 186,900 | 57,100  | 360,000 | 123,000 |
|       | 55    | 17      | 2       | 207,500        | 187,500 | 20,000  | 220,000 | 195,000 |
|       | 58    | 32      | 3       | 210,800        | 210,800 | 0       | 252,500 | 180,000 |
|       | 20    | 1       | 3       | 168,600        | 158,600 | 10,000  | 200,000 | 151,000 |
|       | 21    | 2       | 1       | 200,000        | 160,000 | 40,000  | 200,000 | 200,000 |
|       | 22    | 1       | 4       | 171,500        | 156,500 | 15,000  | 225,000 | 151,100 |
|       | 25    | 2       | 16      | 198,400        | 179,500 | 18,900  | 315,000 | 150,000 |
|       | 30    | 4       | 25      | 200,500        | 185,200 | 15,300  | 280,000 | 145,000 |
|       | 35    | 5       | 28      | 197,000        | 183,000 | 14,000  | 283,000 | 146,700 |
|       | 40    | 7       | 24      | 216,500        | 187,600 | 28,900  | 400,000 | 131,200 |
|       | 45    | 10      | 42      | 220,300        | 195,800 | 24,500  | 412,900 | 140,800 |
|       | 50    | 9       | 42      | 218,400        | 195,100 | 23,300  | 360,000 | 123,000 |
|       | 55    | 14      | 28      | 221,200        | 199,700 | 21,500  | 370,000 | 140,000 |
|       | 58    | 25      | 26      | 246,300        | 219,000 | 27,300  | 453,900 | 125,000 |

【女性 中・高校卒】『6~20人』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 1       | 143,000        | 143,000 | 0      | 143,000 | 143,000 |
|       | 21    | 2       | 2       | 145,600        | 145,600 | 0      | 147,000 | 144,200 |
|       | 22    | 2       | 5       | 154,700        | 152,900 | 1,800  | 168,000 | 142,200 |
|       | 25    | 4       | 6       | 174,900        | 158,600 | 16,300 | 210,000 | 137,000 |
|       | 30    | 4       | 15      | 173,100        | 160,600 | 12,500 | 234,000 | 115,600 |
|       | 35    | 6       | 16      | 175,900        | 165,200 | 10,700 | 248,000 | 141,000 |
|       | 40    | 4       | 19      | 184,500        | 166,400 | 18,100 | 243,000 | 145,000 |
|       | 45    | 9       | 23      | 216,500        | 187,200 | 29,300 | 400,000 | 160,000 |
|       | 50    | 12      | 23      | 201,500        | 173,400 | 28,100 | 268,000 | 135,000 |
|       | 55    | 15      | 23      | 233,900        | 189,200 | 44,700 | 413,500 | 146,000 |
|       | 58    | 21      | 29      | 223,200        | 207,100 | 16,100 | 379,000 | 110,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 1       | 1       | 145,000        | 145,000 | 0      | 145,000 | 145,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 4       | 4       | 182,000        | 165,000 | 17,000 | 190,000 | 170,000 |
|       | 30    | 2       | 3       | 254,900        | 206,600 | 48,300 | 270,000 | 245,000 |
|       | 35    | 8       | 1       | 230,000        | 140,000 | 90,000 | 230,000 | 230,000 |
|       | 40    | 9       | 2       | 254,900        | 242,400 | 12,500 | 264,800 | 245,000 |
|       | 45    | 5       | 1       | 180,000        | 180,000 | 0      | 180,000 | 180,000 |
|       | 50    | 6       | 1       | 141,800        | 136,800 | 5,000  | 141,800 | 141,800 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 19      | 1       | 208,800        | 144,500 | 64,300 | 208,800 | 208,800 |
| 生産・技術 | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 30    | 9       | 3       | 165,700        | 154,100 | 11,600 | 175,000 | 160,000 |
|       | 35    | 8       | 1       | 250,000        | 210,000 | 40,000 | 250,000 | 250,000 |
|       | 40    | 10      | 4       | 192,100        | 175,000 | 17,100 | 223,500 | 143,000 |
|       | 45    | 1       | 3       | 213,700        | 163,900 | 49,800 | 259,800 | 170,000 |
|       | 50    | 2       | 3       | 257,600        | 252,600 | 5,000  | 302,000 | 186,000 |
|       | 55    | 8       | 2       | 190,000        | 181,000 | 9,000  | 205,000 | 175,000 |
|       | 58    | 2       | 2       | 150,000        | 150,000 | 0      | 160,000 | 140,000 |
| その他   | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 2       | 153,900        | 153,900 | 0      | 157,900 | 150,000 |
|       | 25    | 3       | 1       | 156,500        | 156,500 | 0      | 156,500 | 156,500 |
|       | 30    | 4       | 7       | 177,000        | 170,100 | 6,900  | 208,000 | 146,900 |
|       | 35    | 4       | 4       | 196,700        | 191,000 | 5,700  | 209,000 | 176,000 |
|       | 40    | 7       | 5       | 218,800        | 198,800 | 20,000 | 325,000 | 169,000 |
|       | 45    | 6       | 4       | 171,800        | 169,300 | 2,500  | 190,000 | 156,500 |
|       | 50    | 11      | 8       | 181,200        | 176,600 | 4,600  | 248,000 | 150,000 |
|       | 55    | 19      | 9       | 191,500        | 184,800 | 6,700  | 238,500 | 140,000 |
|       | 58    | 18      | 11      | 206,300        | 197,000 | 9,300  | 341,500 | 132,000 |
| 全     | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 1       | 143,000        | 143,000 | 0      | 143,000 | 143,000 |
|       | 21    | 1       | 3       | 145,400        | 145,400 | 0      | 147,000 | 144,200 |
|       | 22    | 2       | 7       | 154,400        | 153,200 | 1,200  | 168,000 | 142,200 |
|       | 25    | 4       | 11      | 175,800        | 160,700 | 15,100 | 210,000 | 137,000 |
|       | 30    | 4       | 28      | 182,100        | 167,200 | 14,900 | 270,000 | 115,600 |
|       | 35    | 6       | 22      | 185,500        | 170,800 | 14,700 | 250,000 | 141,000 |
|       | 40    | 6       | 30      | 195,900        | 178,000 | 17,900 | 325,000 | 143,000 |
|       | 45    | 7       | 31      | 209,300        | 182,400 | 26,900 | 400,000 | 156,500 |
|       | 50    | 11      | 35      | 200,000        | 179,900 | 20,100 | 302,000 | 135,000 |
|       | 55    | 15      | 34      | 220,100        | 187,600 | 32,500 | 413,500 | 140,000 |
|       | 58    | 19      | 43      | 215,100        | 200,400 | 14,700 | 379,000 | 110,000 |

【女性 大学卒】『21人以上』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合 計(円)         | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 22    | 1       | 3       | 160,900        | 147,400 | 13,500 | 164,000 | 159,000 |
|       | 25    | 2       | 43      | 200,500        | 178,200 | 22,300 | 634,500 | 158,200 |
|       | 30    | 4       | 46      | 201,200        | 189,100 | 12,100 | 291,000 | 158,500 |
|       | 35    | 7       | 40      | 223,000        | 206,100 | 16,900 | 312,400 | 162,000 |
|       | 40    | 11      | 33      | 263,700        | 250,300 | 13,400 | 510,000 | 154,500 |
|       | 45    | 14      | 39      | 263,800        | 225,600 | 38,200 | 550,000 | 173,000 |
|       | 50    | 15      | 20      | 285,800        | 245,400 | 40,400 | 453,900 | 150,000 |
|       | 55    | 20      | 18      | 264,300        | 234,600 | 29,700 | 352,100 | 174,400 |
|       | 58    | 4       | 3       | 190,200        | 170,600 | 19,600 | 279,000 | 135,000 |
| 営業    | 22    | 1       | 6       | 171,400        | 157,900 | 13,500 | 180,000 | 159,000 |
|       | 25    | 2       | 45      | 188,000        | 181,000 | 7,000  | 300,000 | 147,600 |
|       | 30    | 6       | 11      | 221,400        | 205,800 | 15,600 | 296,500 | 156,800 |
|       | 35    | 11      | 11      | 220,400        | 209,400 | 11,000 | 245,600 | 195,400 |
|       | 40    | 12      | 13      | 258,600        | 244,300 | 14,300 | 359,500 | 171,000 |
|       | 45    | 10      | 7       | 255,600        | 202,000 | 53,600 | 313,900 | 192,800 |
|       | 50    | 7       | 3       | 228,500        | 182,600 | 45,900 | 257,000 | 194,900 |
|       | 55    | 20      | 3       | 256,500        | 241,700 | 14,800 | 332,000 | 192,000 |
|       | 58    | 31      | 1       | 422,700        | 375,700 | 47,000 | 422,700 | 422,700 |
| 生産・技術 | 22    | 1       | 1       | 173,000        | 163,000 | 10,000 | 173,000 | 173,000 |
|       | 25    | 1       | 12      | 188,900        | 175,900 | 13,000 | 217,000 | 155,600 |
|       | 30    | 4       | 15      | 203,500        | 194,900 | 8,600  | 280,000 | 146,000 |
|       | 35    | 8       | 6       | 273,600        | 241,000 | 32,600 | 329,200 | 182,000 |
|       | 40    | 6       | 10      | 319,600        | 267,700 | 51,900 | 545,800 | 180,000 |
|       | 45    | 15      | 7       | 281,500        | 256,600 | 24,900 | 371,100 | 201,100 |
|       | 50    | 14      | 8       | 334,300        | 263,500 | 70,800 | 497,500 | 177,000 |
|       | 55    | 16      | 7       | 354,700        | 305,600 | 49,100 | 542,000 | 177,000 |
|       | 58    | 13      | 4       | 315,200        | 292,700 | 22,500 | 466,000 | 151,000 |
| その他   | 22    | 1       | 1       | 170,000        | 160,000 | 10,000 | 170,000 | 170,000 |
|       | 25    | 2       | 18      | 172,000        | 163,800 | 8,200  | 230,500 | 123,000 |
|       | 30    | 6       | 11      | 209,300        | 183,800 | 25,500 | 262,500 | 159,300 |
|       | 35    | 9       | 8       | 200,600        | 173,200 | 27,400 | 290,000 | 118,700 |
|       | 40    | 8       | 8       | 266,100        | 233,000 | 33,100 | 373,000 | 180,000 |
|       | 45    | 20      | 2       | 200,100        | 175,100 | 25,000 | 215,300 | 185,000 |
|       | 50    | 9       | 4       | 276,200        | 236,700 | 39,500 | 335,000 | 158,000 |
|       | 55    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 58    | 36      | 1       | 299,000        | 253,000 | 46,000 | 299,000 | 299,000 |
| 全     | 22    | 1       | 11      | 168,600        | 155,700 | 12,900 | 180,000 | 159,000 |
|       | 25    | 2       | 118     | 190,200        | 176,800 | 13,400 | 634,500 | 123,000 |
|       | 30    | 4       | 83      | 205,300        | 191,600 | 13,700 | 296,500 | 146,000 |
|       | 35    | 8       | 65      | 224,400        | 205,800 | 18,600 | 329,200 | 118,700 |
|       | 40    | 10      | 64      | 271,700        | 249,600 | 22,100 | 545,800 | 154,500 |
|       | 45    | 14      | 55      | 262,700        | 224,700 | 38,000 | 550,000 | 173,000 |
|       | 50    | 14      | 35      | 290,900        | 243,200 | 47,700 | 497,500 | 150,000 |
|       | 55    | 19      | 28      | 286,000        | 253,100 | 32,900 | 542,000 | 174,400 |
|       | 58    | 14      | 9       | 283,600        | 256,800 | 26,800 | 466,000 | 135,000 |

【女性 短大・高専卒】『21人以上』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 20    | 1       | 3       | 142,300        | 139,000 | 3,300  | 152,000 | 130,000 |
|       | 21    | 1       | 4       | 154,100        | 149,100 | 5,000  | 167,000 | 145,000 |
|       | 22    | 2       | 2       | 196,000        | 190,500 | 5,500  | 200,000 | 192,000 |
|       | 25    | 4       | 28      | 170,800        | 165,000 | 5,800  | 204,100 | 151,000 |
|       | 30    | 5       | 31      | 188,800        | 176,300 | 12,500 | 270,000 | 153,000 |
|       | 35    | 7       | 43      | 192,600        | 174,300 | 18,300 | 263,000 | 150,600 |
|       | 40    | 11      | 48      | 205,500        | 184,700 | 20,800 | 350,000 | 152,000 |
|       | 45    | 14      | 62      | 228,600        | 203,300 | 25,300 | 461,000 | 115,400 |
|       | 50    | 18      | 65      | 244,100        | 214,800 | 29,300 | 423,700 | 141,000 |
|       | 55    | 22      | 50      | 254,800        | 222,400 | 32,400 | 570,500 | 102,700 |
| 営業    | 58    | 24      | 33      | 254,000        | 222,500 | 31,500 | 382,000 | 183,000 |
|       | 20    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 1       | 194,500        | 159,000 | 35,500 | 194,500 | 194,500 |
|       | 25    | 4       | 11      | 184,800        | 178,600 | 6,200  | 229,300 | 145,200 |
|       | 30    | 5       | 6       | 211,600        | 206,000 | 5,600  | 253,700 | 152,400 |
|       | 35    | 5       | 5       | 227,800        | 213,600 | 14,200 | 291,000 | 172,300 |
|       | 40    | 15      | 4       | 245,200        | 226,500 | 18,700 | 339,000 | 202,000 |
|       | 45    | 15      | 7       | 217,800        | 196,100 | 21,700 | 245,900 | 161,000 |
|       | 50    | 21      | 12      | 271,600        | 249,600 | 22,000 | 370,000 | 185,000 |
| 生産・技術 | 55    | 26      | 10      | 322,300        | 306,400 | 15,900 | 420,000 | 192,000 |
|       | 58    | 18      | 4       | 295,100        | 281,400 | 13,700 | 454,500 | 180,000 |
|       | 20    | 2       | 1       | 161,000        | 150,000 | 11,000 | 161,000 | 161,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 2       | 5       | 160,300        | 149,400 | 10,900 | 176,500 | 141,900 |
|       | 25    | 3       | 12      | 184,700        | 170,300 | 14,400 | 225,000 | 155,000 |
|       | 30    | 5       | 11      | 185,900        | 174,800 | 11,100 | 255,000 | 115,000 |
|       | 35    | 8       | 10      | 202,800        | 174,100 | 28,700 | 238,700 | 143,600 |
|       | 40    | 13      | 4       | 248,100        | 189,500 | 58,600 | 284,500 | 185,000 |
|       | 45    | 13      | 13      | 227,400        | 210,700 | 16,700 | 286,400 | 180,000 |
| その他   | 50    | 17      | 13      | 228,600        | 209,400 | 19,200 | 288,200 | 182,000 |
|       | 55    | 16      | 8       | 224,200        | 198,100 | 26,100 | 279,500 | 177,000 |
|       | 58    | 17      | 5       | 244,600        | 207,400 | 37,200 | 349,500 | 148,900 |
|       | 20    | 1       | 1       | 163,000        | 163,000 | 0      | 163,000 | 163,000 |
|       | 21    | 1       | 4       | 161,700        | 144,700 | 17,000 | 166,000 | 159,000 |
|       | 22    | 2       | 3       | 158,700        | 119,300 | 39,400 | 159,300 | 158,000 |
|       | 25    | 3       | 17      | 174,300        | 150,700 | 23,600 | 249,300 | 142,800 |
|       | 30    | 6       | 13      | 202,400        | 167,700 | 34,700 | 280,000 | 158,500 |
|       | 35    | 10      | 11      | 204,000        | 176,700 | 27,300 | 277,500 | 115,100 |
|       | 40    | 10      | 9       | 193,900        | 178,100 | 15,800 | 246,000 | 119,000 |
|       | 45    | 10      | 8       | 241,500        | 207,600 | 33,900 | 389,000 | 194,300 |
|       | 50    | 14      | 15      | 251,400        | 230,100 | 21,300 | 366,600 | 164,000 |
|       | 55    | 19      | 5       | 277,600        | 240,600 | 37,000 | 359,700 | 157,500 |
| 全     | 58    | 13      | 7       | 201,500        | 179,000 | 22,500 | 304,600 | 102,200 |
|       | 20    | 1       | 5       | 150,200        | 146,000 | 4,200  | 163,000 | 130,000 |
|       | 21    | 1       | 8       | 157,900        | 146,900 | 11,000 | 167,000 | 145,000 |
|       | 22    | 2       | 11      | 169,400        | 149,500 | 19,900 | 200,000 | 141,900 |
|       | 25    | 3       | 68      | 176,400        | 164,600 | 11,800 | 249,300 | 142,800 |
|       | 30    | 5       | 61      | 193,400        | 177,100 | 16,300 | 280,000 | 115,000 |
|       | 35    | 8       | 69      | 198,500        | 177,500 | 21,000 | 291,000 | 115,100 |
|       | 40    | 11      | 65      | 208,900        | 186,600 | 22,300 | 350,000 | 119,000 |
|       | 45    | 13      | 90      | 228,800        | 204,200 | 24,600 | 461,000 | 115,400 |
|       | 50    | 18      | 105     | 246,400        | 220,300 | 26,100 | 423,700 | 141,000 |
|       | 55    | 21      | 73      | 262,300        | 232,500 | 29,800 | 570,500 | 102,700 |
|       | 58    | 21      | 49      | 248,900        | 219,600 | 29,300 | 454,500 | 102,200 |

【女性 中・高校卒】『21人以上』

| 職務区分  | 設定条件  |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|-------|---------|---------|----------------|---------|--------|---------|---------|
|       | 年齢(才) | 勤続年数(年) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | 19    | 1       | 6       | 193,100        | 169,000 | 24,100 | 260,000 | 149,500 |
|       | 20    | 2       | 4       | 169,000        | 149,100 | 19,900 | 199,900 | 142,000 |
|       | 21    | 3       | 3       | 160,300        | 158,000 | 2,300  | 180,000 | 146,100 |
|       | 22    | 1       | 1       | 180,000        | 180,000 | 0      | 180,000 | 180,000 |
|       | 25    | 3       | 18      | 167,800        | 156,000 | 11,800 | 196,000 | 149,700 |
|       | 30    | 5       | 21      | 179,100        | 164,600 | 14,500 | 210,000 | 145,000 |
|       | 35    | 6       | 23      | 188,000        | 153,200 | 34,800 | 320,500 | 105,700 |
|       | 40    | 10      | 31      | 207,400        | 182,300 | 25,100 | 398,500 | 155,000 |
|       | 45    | 10      | 46      | 208,900        | 192,300 | 16,600 | 313,000 | 135,000 |
|       | 50    | 12      | 31      | 217,700        | 194,800 | 22,900 | 388,700 | 135,000 |
|       | 55    | 24      | 30      | 253,600        | 233,200 | 20,400 | 397,000 | 152,500 |
|       | 58    | 22      | 36      | 237,500        | 211,800 | 25,700 | 419,100 | 138,000 |
| 営業    | 19    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 20    | 1       | 2       | 225,000        | 225,000 | 0      | 300,000 | 150,000 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 4       | 6       | 228,400        | 219,600 | 8,800  | 310,000 | 150,800 |
|       | 30    | 8       | 3       | 215,300        | 214,300 | 1,000  | 265,000 | 187,900 |
|       | 35    | 7       | 6       | 227,100        | 196,800 | 30,300 | 253,000 | 176,000 |
|       | 40    | 13      | 7       | 237,500        | 225,700 | 11,800 | 310,000 | 194,000 |
|       | 45    | 13      | 19      | 258,100        | 228,500 | 29,600 | 390,500 | 172,400 |
|       | 50    | 20      | 14      | 262,800        | 237,100 | 25,700 | 409,500 | 147,000 |
|       | 55    | 23      | 7       | 227,600        | 199,200 | 28,400 | 291,000 | 182,800 |
|       | 58    | 23      | 7       | 234,700        | 228,200 | 6,500  | 390,500 | 120,500 |
| 生産・技術 | 19    | 1       | 4       | 170,700        | 160,400 | 10,300 | 196,300 | 151,600 |
|       | 20    | 2       | 5       | 163,300        | 154,800 | 8,500  | 196,300 | 149,000 |
|       | 21    | 2       | 1       | 146,000        | 146,000 | 0      | 146,000 | 146,000 |
|       | 22    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 25    | 5       | 7       | 186,300        | 164,500 | 21,800 | 221,100 | 132,000 |
|       | 30    | 3       | 7       | 158,200        | 152,900 | 5,300  | 176,000 | 126,900 |
|       | 35    | 10      | 9       | 198,800        | 179,100 | 19,700 | 296,100 | 121,200 |
|       | 40    | 6       | 11      | 192,100        | 178,000 | 14,100 | 251,400 | 135,000 |
|       | 45    | 7       | 11      | 190,400        | 186,500 | 3,900  | 298,000 | 123,500 |
|       | 50    | 11      | 9       | 173,700        | 167,200 | 6,500  | 279,300 | 120,900 |
|       | 55    | 8       | 12      | 180,800        | 169,800 | 11,000 | 252,000 | 142,000 |
|       | 58    | 13      | 14      | 177,800        | 173,800 | 4,000  | 275,000 | 105,000 |
| その他   | 19    | 1       | 1       | 148,400        | 136,900 | 11,500 | 148,400 | 148,400 |
|       | 20    | 2       | 3       | 167,000        | 167,000 | 0      | 192,400 | 151,600 |
|       | 21    | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 22    | 1       | 2       | 171,500        | 168,000 | 3,500  | 172,000 | 171,000 |
|       | 25    | 6       | 6       | 183,000        | 167,200 | 15,800 | 195,400 | 159,800 |
|       | 30    | 5       | 7       | 210,700        | 176,500 | 34,200 | 264,000 | 169,000 |
|       | 35    | 14      | 4       | 180,900        | 151,200 | 29,700 | 198,300 | 162,500 |
|       | 40    | 7       | 11      | 182,500        | 161,100 | 21,400 | 270,700 | 120,000 |
|       | 45    | 9       | 12      | 186,300        | 173,800 | 12,500 | 265,000 | 137,000 |
|       | 50    | 12      | 15      | 192,100        | 161,100 | 31,000 | 230,200 | 144,000 |
|       | 55    | 13      | 13      | 199,700        | 165,000 | 34,700 | 375,000 | 107,400 |
|       | 58    | 10      | 12      | 196,300        | 190,800 | 5,500  | 397,000 | 140,000 |
| 全     | 19    | 1       | 11      | 180,900        | 163,000 | 17,900 | 260,000 | 148,400 |
|       | 20    | 2       | 14      | 174,500        | 165,800 | 8,700  | 300,000 | 142,000 |
|       | 21    | 2       | 4       | 156,700        | 155,000 | 1,700  | 180,000 | 146,000 |
|       | 22    | 1       | 3       | 174,300        | 172,000 | 2,300  | 180,000 | 171,000 |
|       | 25    | 4       | 37      | 183,600        | 169,700 | 13,900 | 310,000 | 132,000 |
|       | 30    | 5       | 38      | 184,000        | 168,600 | 15,400 | 265,000 | 126,900 |
|       | 35    | 8       | 42      | 195,200        | 164,800 | 30,400 | 320,500 | 105,700 |
|       | 40    | 9       | 60      | 203,500        | 182,700 | 20,800 | 398,500 | 120,000 |
|       | 45    | 10      | 88      | 214,200        | 196,900 | 17,300 | 390,500 | 123,500 |
|       | 50    | 14      | 69      | 215,600        | 192,500 | 23,100 | 409,500 | 120,900 |
|       | 55    | 19      | 62      | 225,300        | 202,800 | 22,500 | 397,000 | 107,400 |
|       | 58    | 18      | 69      | 218,000        | 202,100 | 15,900 | 419,100 | 105,000 |

## 統 計 編 (3)

男性・全業種全従業員規模・学歴別・勤続年数別

女性・全業種全従業員規模・学歴別・勤続年数別

【男性 大学卒】『全業種』『勤続年数別』

| 職務区分  | 設定条件    |         | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)    |         |
|-------|---------|---------|----------------|---------|---------|---------|-----------|---------|
|       | 勤続年数(年) | 平均年齢(才) | 集計件数(人)        | 合計(円)   | 基本給(円)  | 諸手当(円)  |           |         |
| 事務    | ~ 2     | 33      | 60             | 240,800 | 216,900 | 23,900  | 671,000   | 140,000 |
|       | 3~ 4    | 37      | 44             | 247,800 | 222,500 | 25,300  | 550,000   | 166,300 |
|       | 5~ 6    | 35      | 36             | 248,800 | 220,600 | 28,200  | 420,200   | 169,300 |
|       | 7~ 9    | 39      | 42             | 269,000 | 238,000 | 31,000  | 495,000   | 100,000 |
|       | 10~12   | 38      | 39             | 298,200 | 260,800 | 37,400  | 459,100   | 182,600 |
|       | 13~15   | 42      | 25             | 330,100 | 266,000 | 64,100  | 621,000   | 191,000 |
|       | 16~20   | 45      | 42             | 351,300 | 287,700 | 63,600  | 570,000   | 209,600 |
|       | 21~25   | 47      | 30             | 423,300 | 369,600 | 53,700  | 600,000   | 296,900 |
|       | 26~30   | 53      | 28             | 437,700 | 379,800 | 57,900  | 690,000   | 186,500 |
|       | 31~35   | 56      | 26             | 490,000 | 409,600 | 80,400  | 698,400   | 285,000 |
|       | 36~40   | 58      | 4              | 475,200 | 397,400 | 77,800  | 616,000   | 345,000 |
|       | 41~     | 70      | 2              | 440,000 | 390,000 | 50,000  | 480,000   | 400,000 |
| 営業    | ~ 2     | 31      | 118            | 209,800 | 188,400 | 21,400  | 621,200   | 138,400 |
|       | 3~ 4    | 33      | 77             | 227,700 | 194,500 | 33,200  | 479,700   | 163,800 |
|       | 5~ 6    | 35      | 73             | 251,400 | 216,600 | 34,800  | 460,000   | 147,000 |
|       | 7~ 9    | 38      | 106            | 278,200 | 231,700 | 46,500  | 602,000   | 150,000 |
|       | 10~12   | 38      | 40             | 292,400 | 238,400 | 54,000  | 462,000   | 180,500 |
|       | 13~15   | 41      | 42             | 314,000 | 252,700 | 61,300  | 568,500   | 172,900 |
|       | 16~20   | 45      | 72             | 344,900 | 286,400 | 58,500  | 550,000   | 150,000 |
|       | 21~25   | 48      | 66             | 375,600 | 316,100 | 59,500  | 690,000   | 224,500 |
|       | 26~30   | 52      | 40             | 407,800 | 343,200 | 64,600  | 694,000   | 236,000 |
|       | 31~35   | 57      | 37             | 382,800 | 301,100 | 81,700  | 843,800   | 237,000 |
|       | 36~40   | 60      | 10             | 346,400 | 328,700 | 17,700  | 500,000   | 230,000 |
|       | 41~     | 66      | 3              | 384,200 | 274,400 | 109,800 | 500,000   | 302,100 |
| 生産・技術 | ~ 2     | 35      | 150            | 222,700 | 196,600 | 26,100  | 423,600   | 130,000 |
|       | 3~ 4    | 37      | 110            | 244,700 | 210,700 | 34,000  | 554,300   | 137,300 |
|       | 5~ 6    | 43      | 65             | 284,600 | 233,500 | 51,100  | 633,400   | 167,000 |
|       | 7~ 9    | 42      | 76             | 263,000 | 215,100 | 47,900  | 550,100   | 140,000 |
|       | 10~12   | 46      | 64             | 298,300 | 235,000 | 63,300  | 490,300   | 178,000 |
|       | 13~15   | 46      | 51             | 306,000 | 233,200 | 72,800  | 485,500   | 130,000 |
|       | 16~20   | 48      | 58             | 350,500 | 277,600 | 72,900  | 765,000   | 193,600 |
|       | 21~25   | 49      | 54             | 351,200 | 272,700 | 78,500  | 636,000   | 177,600 |
|       | 26~30   | 52      | 39             | 361,800 | 279,800 | 82,000  | 545,000   | 204,000 |
|       | 31~35   | 57      | 24             | 393,100 | 306,400 | 86,700  | 600,000   | 238,100 |
|       | 36~40   | 61      | 14             | 366,700 | 286,100 | 80,600  | 633,000   | 210,000 |
|       | 41~     | 71      | 4              | 308,700 | 273,700 | 35,000  | 500,000   | 185,000 |
| その他   | ~ 2     | 38      | 51             | 214,500 | 194,800 | 19,700  | 569,900   | 123,300 |
|       | 3~ 4    | 38      | 31             | 225,100 | 205,200 | 19,900  | 389,000   | 122,500 |
|       | 5~ 6    | 41      | 25             | 225,900 | 195,900 | 30,000  | 377,000   | 137,900 |
|       | 7~ 9    | 42      | 32             | 254,000 | 202,200 | 51,800  | 704,500   | 144,600 |
|       | 10~12   | 47      | 20             | 285,100 | 249,000 | 36,100  | 421,700   | 165,900 |
|       | 13~15   | 43      | 19             | 329,700 | 228,100 | 101,600 | 989,300   | 225,000 |
|       | 16~20   | 48      | 15             | 309,200 | 259,200 | 50,000  | 396,900   | 220,000 |
|       | 21~25   | 50      | 11             | 291,800 | 258,800 | 33,000  | 410,000   | 171,400 |
|       | 26~30   | 54      | 8              | 580,700 | 378,400 | 202,300 | 1,124,800 | 263,000 |
|       | 31~35   | 56      | 10             | 398,100 | 301,000 | 97,100  | 1,131,400 | 175,000 |
|       | 36~40   | 57      | 2              | 423,500 | 377,000 | 46,500  | 475,100   | 372,000 |
|       | 41~     | 63      | 1              | 273,100 | 261,800 | 11,300  | 273,100   | 273,100 |
| 全     | ~ 2     | 34      | 379            | 220,400 | 197,000 | 23,400  | 671,000   | 123,300 |
|       | 3~ 4    | 36      | 262            | 237,900 | 207,300 | 30,600  | 554,300   | 122,500 |
|       | 5~ 6    | 38      | 199            | 258,600 | 220,300 | 38,300  | 633,400   | 137,900 |
|       | 7~ 9    | 40      | 256            | 269,100 | 224,100 | 45,000  | 704,500   | 100,000 |
|       | 10~12   | 42      | 163            | 295,200 | 243,700 | 51,500  | 490,300   | 165,900 |
|       | 13~15   | 43      | 137            | 316,100 | 244,400 | 71,700  | 989,300   | 130,000 |
|       | 16~20   | 46      | 187            | 345,100 | 281,700 | 63,400  | 765,000   | 150,000 |
|       | 21~25   | 49      | 161            | 370,600 | 307,600 | 63,000  | 690,000   | 171,400 |
|       | 26~30   | 52      | 115            | 411,600 | 333,100 | 78,500  | 1,124,800 | 186,500 |
|       | 31~35   | 57      | 97             | 415,700 | 331,500 | 84,200  | 1,131,400 | 175,000 |
|       | 36~40   | 60      | 30             | 378,200 | 321,200 | 57,000  | 633,000   | 210,000 |
|       | 41~     | 68      | 10             | 354,000 | 296,000 | 58,000  | 500,000   | 185,000 |

【男性 短大・高専卒】『全業種』『勤続年数別』

| 職務区分  | 設定条件    |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|---------|---------|---------|----------------|---------|---------|---------|---------|
|       | 勤続年数(年) | 平均年齢(才) |         | 合計(円)          | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | ~2      | 35      | 33      | 218,500        | 196,900 | 21,600  | 378,900 | 119,700 |
|       | 3~4     | 38      | 14      | 228,200        | 200,100 | 28,100  | 354,500 | 160,000 |
|       | 5~6     | 38      | 8       | 212,300        | 199,700 | 12,600  | 315,100 | 171,300 |
|       | 7~9     | 38      | 17      | 256,100        | 223,800 | 32,300  | 448,800 | 151,000 |
|       | 10~12   | 47      | 8       | 297,500        | 229,900 | 67,600  | 380,000 | 235,000 |
|       | 13~15   | 49      | 3       | 251,000        | 219,900 | 31,100  | 293,500 | 229,900 |
|       | 16~20   | 45      | 18      | 314,300        | 232,700 | 81,600  | 543,800 | 190,000 |
|       | 21~25   | 47      | 22      | 346,500        | 268,400 | 78,100  | 442,000 | 203,600 |
|       | 26~30   | 51      | 7       | 328,200        | 245,900 | 82,300  | 384,000 | 247,800 |
|       | 31~35   | 51      | 3       | 370,800        | 286,800 | 84,000  | 406,800 | 332,500 |
|       | 36~40   | 60      | 4       | 482,000        | 355,900 | 126,100 | 554,400 | 346,000 |
|       | 41~     | 0       | 0       | 0              | 0       | 0       | 0       | 0       |
| 営業    | ~2      | 35      | 67      | 215,700        | 190,900 | 24,800  | 426,000 | 122,000 |
|       | 3~4     | 36      | 36      | 226,700        | 191,900 | 34,800  | 382,000 | 142,000 |
|       | 5~6     | 35      | 26      | 226,500        | 187,100 | 39,400  | 384,400 | 153,000 |
|       | 7~9     | 38      | 37      | 259,100        | 202,500 | 56,600  | 393,000 | 150,000 |
|       | 10~12   | 43      | 22      | 260,900        | 215,800 | 45,100  | 455,100 | 175,300 |
|       | 13~15   | 40      | 13      | 270,300        | 230,600 | 39,700  | 380,000 | 198,500 |
|       | 16~20   | 44      | 37      | 286,100        | 228,500 | 57,600  | 443,200 | 177,700 |
|       | 21~25   | 47      | 33      | 331,200        | 258,300 | 72,900  | 678,100 | 221,000 |
|       | 26~30   | 51      | 24      | 324,500        | 253,200 | 71,300  | 517,000 | 197,000 |
|       | 31~35   | 54      | 12      | 363,900        | 297,900 | 66,000  | 639,500 | 178,100 |
|       | 36~40   | 58      | 2       | 444,100        | 285,100 | 159,000 | 498,000 | 390,300 |
|       | 41~     | 66      | 2       | 333,000        | 244,000 | 89,000  | 360,000 | 306,000 |
| 生産・技術 | ~2      | 32      | 171     | 215,100        | 185,600 | 29,500  | 500,000 | 145,600 |
|       | 3~4     | 36      | 88      | 231,500        | 200,900 | 30,600  | 470,000 | 141,000 |
|       | 5~6     | 37      | 109     | 239,000        | 203,700 | 35,300  | 420,000 | 150,000 |
|       | 7~9     | 39      | 113     | 252,800        | 202,200 | 50,600  | 552,000 | 126,000 |
|       | 10~12   | 40      | 86      | 273,300        | 222,300 | 51,000  | 620,200 | 138,000 |
|       | 13~15   | 43      | 52      | 295,800        | 241,100 | 54,700  | 575,000 | 170,000 |
|       | 16~20   | 44      | 76      | 306,100        | 238,900 | 67,200  | 650,800 | 173,000 |
|       | 21~25   | 47      | 70      | 302,700        | 245,400 | 57,300  | 500,000 | 164,700 |
|       | 26~30   | 51      | 44      | 337,200        | 277,400 | 59,800  | 514,500 | 196,800 |
|       | 31~35   | 55      | 28      | 362,100        | 281,400 | 80,700  | 572,000 | 247,000 |
|       | 36~40   | 60      | 9       | 327,800        | 279,700 | 48,100  | 406,000 | 191,800 |
|       | 41~     | 64      | 9       | 235,400        | 219,800 | 15,600  | 339,000 | 140,000 |
| その他   | ~2      | 36      | 57      | 207,100        | 169,700 | 37,400  | 990,000 | 108,000 |
|       | 3~4     | 35      | 30      | 215,900        | 181,100 | 34,800  | 405,000 | 122,300 |
|       | 5~6     | 42      | 24      | 219,800        | 193,300 | 26,500  | 443,000 | 121,700 |
|       | 7~9     | 42      | 35      | 211,700        | 181,400 | 30,300  | 296,000 | 120,600 |
|       | 10~12   | 42      | 15      | 240,000        | 175,600 | 64,400  | 338,600 | 185,000 |
|       | 13~15   | 48      | 11      | 248,200        | 185,200 | 63,000  | 365,400 | 189,100 |
|       | 16~20   | 50      | 46      | 249,700        | 194,000 | 55,700  | 454,500 | 127,900 |
|       | 21~25   | 49      | 17      | 321,400        | 260,200 | 61,200  | 891,800 | 168,300 |
|       | 26~30   | 51      | 8       | 298,800        | 248,300 | 50,500  | 375,000 | 232,600 |
|       | 31~35   | 54      | 4       | 320,900        | 274,100 | 46,800  | 388,400 | 244,000 |
|       | 36~40   | 61      | 1       | 186,900        | 100,000 | 86,900  | 186,900 | 186,900 |
|       | 41~     | 72      | 1       | 180,000        | 180,000 | 0       | 180,000 | 180,000 |
| 全     | ~2      | 34      | 328     | 214,200        | 185,100 | 29,100  | 990,000 | 108,000 |
|       | 3~4     | 36      | 168     | 227,400        | 195,400 | 32,000  | 470,000 | 122,300 |
|       | 5~6     | 38      | 167     | 233,000        | 199,400 | 33,600  | 443,000 | 121,700 |
|       | 7~9     | 39      | 202     | 247,100        | 200,500 | 46,600  | 552,000 | 120,600 |
|       | 10~12   | 41      | 131     | 268,800        | 216,300 | 52,500  | 620,200 | 138,000 |
|       | 13~15   | 44      | 79      | 283,300        | 230,800 | 52,500  | 575,000 | 170,000 |
|       | 16~20   | 46      | 177     | 288,100        | 224,400 | 63,700  | 650,800 | 127,900 |
|       | 21~25   | 47      | 142     | 318,300        | 253,700 | 64,600  | 891,800 | 164,700 |
|       | 26~30   | 51      | 83      | 329,100        | 265,000 | 64,100  | 517,000 | 196,800 |
|       | 31~35   | 54      | 47      | 359,500        | 285,300 | 74,200  | 639,500 | 178,100 |
|       | 36~40   | 60      | 16      | 372,100        | 288,200 | 83,900  | 554,400 | 186,900 |
|       | 41~     | 65      | 12      | 247,000        | 220,500 | 26,500  | 360,000 | 140,000 |

【男性 中・高校卒】『全業種』『勤続年数別』

| 職務区分  | 設定条件    |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |         | 最高額(円)  | 最低額(円)  |
|-------|---------|---------|---------|----------------|---------|---------|---------|---------|
|       | 勤続年数(年) | 平均年齢(才) |         | 合 計(円)         | 基本給(円)  | 諸手当(円)  |         |         |
| 事務    | ~ 2     | 35      | 23      | 188,800        | 169,400 | 19,400  | 370,800 | 140,000 |
|       | 3~ 4    | 38      | 20      | 193,800        | 172,900 | 20,900  | 263,900 | 143,000 |
|       | 5~ 6    | 42      | 8       | 214,100        | 186,900 | 27,200  | 259,900 | 154,100 |
|       | 7~ 9    | 50      | 7       | 244,200        | 195,500 | 48,700  | 300,000 | 201,000 |
|       | 10~12   | 53      | 6       | 297,800        | 251,000 | 46,800  | 530,000 | 148,000 |
|       | 13~15   | 45      | 9       | 288,000        | 249,400 | 38,600  | 357,000 | 175,000 |
|       | 16~20   | 49      | 10      | 298,800        | 262,400 | 36,400  | 416,000 | 190,100 |
|       | 21~25   | 49      | 7       | 309,900        | 260,800 | 49,100  | 480,400 | 210,600 |
|       | 26~30   | 51      | 11      | 378,500        | 294,300 | 84,200  | 534,400 | 294,900 |
|       | 31~35   | 56      | 9       | 368,100        | 266,100 | 102,000 | 452,000 | 267,000 |
|       | 36~40   | 58      | 7       | 355,900        | 321,600 | 34,300  | 525,100 | 150,000 |
|       | 41~     | 60      | 2       | 312,000        | 303,000 | 9,000   | 312,000 | 312,000 |
| 営業    | ~ 2     | 38      | 77      | 204,700        | 183,900 | 20,800  | 344,000 | 100,500 |
|       | 3~ 4    | 41      | 52      | 228,300        | 189,500 | 38,800  | 730,000 | 122,700 |
|       | 5~ 6    | 36      | 47      | 237,900        | 208,300 | 29,600  | 546,000 | 124,900 |
|       | 7~ 9    | 41      | 51      | 227,200        | 184,600 | 42,600  | 351,800 | 100,000 |
|       | 10~12   | 43      | 47      | 251,900        | 206,400 | 45,500  | 510,000 | 110,400 |
|       | 13~15   | 47      | 45      | 267,300        | 216,200 | 51,100  | 600,000 | 101,500 |
|       | 16~20   | 47      | 62      | 288,200        | 227,400 | 60,800  | 640,000 | 123,000 |
|       | 21~25   | 51      | 44      | 273,300        | 226,800 | 46,500  | 451,100 | 132,400 |
|       | 26~30   | 52      | 52      | 312,900        | 267,900 | 45,000  | 510,000 | 121,100 |
|       | 31~35   | 54      | 37      | 327,300        | 255,800 | 71,500  | 446,400 | 230,000 |
|       | 36~40   | 58      | 19      | 359,600        | 284,700 | 74,900  | 680,900 | 140,700 |
|       | 41~     | 60      | 3       | 384,100        | 357,500 | 26,600  | 499,600 | 300,000 |
| 生産・技術 | ~ 2     | 35      | 373     | 211,600        | 186,800 | 24,800  | 550,000 | 108,100 |
|       | 3~ 4    | 37      | 272     | 232,600        | 200,800 | 31,800  | 759,100 | 118,000 |
|       | 5~ 6    | 42      | 256     | 242,900        | 210,100 | 32,800  | 794,600 | 130,000 |
|       | 7~ 9    | 42      | 197     | 242,700        | 206,100 | 36,600  | 642,800 | 103,300 |
|       | 10~12   | 47      | 177     | 287,700        | 224,400 | 63,300  | 556,000 | 120,000 |
|       | 13~15   | 45      | 122     | 283,800        | 235,200 | 48,600  | 585,000 | 150,000 |
|       | 16~20   | 48      | 173     | 280,600        | 227,400 | 53,200  | 550,000 | 143,600 |
|       | 21~25   | 50      | 130     | 302,100        | 247,900 | 54,200  | 560,000 | 145,000 |
|       | 26~30   | 52      | 106     | 309,000        | 245,800 | 63,200  | 755,000 | 161,800 |
|       | 31~35   | 55      | 77      | 336,900        | 267,600 | 69,300  | 558,500 | 154,000 |
|       | 36~40   | 61      | 36      | 333,000        | 272,000 | 61,000  | 675,200 | 142,500 |
|       | 41~     | 64      | 28      | 286,600        | 232,200 | 54,400  | 495,000 | 154,000 |
| その他   | ~ 2     | 38      | 148     | 192,900        | 172,600 | 20,300  | 765,600 | 100,000 |
|       | 3~ 4    | 43      | 110     | 219,500        | 186,300 | 33,200  | 460,000 | 115,000 |
|       | 5~ 6    | 43      | 76      | 208,600        | 185,400 | 23,200  | 300,000 | 114,000 |
|       | 7~ 9    | 47      | 98      | 233,600        | 184,200 | 49,400  | 457,000 | 129,200 |
|       | 10~12   | 47      | 74      | 232,400        | 193,300 | 39,100  | 360,000 | 102,900 |
|       | 13~15   | 47      | 51      | 241,800        | 196,100 | 45,700  | 405,000 | 156,400 |
|       | 16~20   | 51      | 87      | 246,000        | 195,700 | 50,300  | 603,000 | 125,000 |
|       | 21~25   | 52      | 42      | 263,100        | 212,500 | 50,600  | 455,000 | 150,200 |
|       | 26~30   | 54      | 38      | 284,200        | 229,100 | 55,100  | 487,200 | 175,200 |
|       | 31~35   | 58      | 21      | 264,400        | 225,100 | 39,300  | 420,000 | 167,600 |
|       | 36~40   | 60      | 8       | 371,600        | 327,800 | 43,800  | 546,000 | 192,900 |
|       | 41~     | 67      | 9       | 308,300        | 267,600 | 40,700  | 550,000 | 156,400 |
| 全     | ~ 2     | 36      | 621     | 205,400        | 182,400 | 23,000  | 765,600 | 100,000 |
|       | 3~ 4    | 39      | 454     | 227,300        | 194,800 | 32,500  | 759,100 | 115,000 |
|       | 5~ 6    | 42      | 387     | 234,900        | 204,500 | 30,400  | 794,600 | 114,000 |
|       | 7~ 9    | 44      | 353     | 237,900        | 196,700 | 41,200  | 642,800 | 100,000 |
|       | 10~12   | 46      | 304     | 268,900        | 214,600 | 54,300  | 556,000 | 102,900 |
|       | 13~15   | 46      | 227     | 271,200        | 223,200 | 48,000  | 600,000 | 101,500 |
|       | 16~20   | 48      | 332     | 273,500        | 220,100 | 53,400  | 640,000 | 123,000 |
|       | 21~25   | 51      | 223     | 289,300        | 237,500 | 51,800  | 560,000 | 132,400 |
|       | 26~30   | 53      | 207     | 309,100        | 250,900 | 58,200  | 755,000 | 121,100 |
|       | 31~35   | 55      | 144     | 325,800        | 258,300 | 67,500  | 558,500 | 154,000 |
|       | 36~40   | 60      | 70      | 347,000        | 286,800 | 60,200  | 680,900 | 140,700 |
|       | 41~     | 64      | 42      | 299,400        | 252,100 | 47,300  | 550,000 | 154,000 |

【女性 大学卒】『全業種』『勤続年数別』

| 職務区分  | 設定条件    |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|---------|---------|---------|----------------|---------|--------|---------|---------|
|       | 勤続年数(年) | 平均年齢(才) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | ~2      | 31      | 72      | 191,400        | 173,800 | 17,600 | 634,500 | 147,000 |
|       | 3~4     | 34      | 69      | 209,300        | 195,000 | 14,300 | 379,100 | 149,000 |
|       | 5~6     | 37      | 46      | 212,100        | 195,900 | 16,200 | 454,000 | 135,000 |
|       | 7~9     | 34      | 32      | 224,000        | 203,700 | 20,300 | 340,000 | 146,800 |
|       | 10~12   | 41      | 24      | 219,500        | 197,500 | 22,000 | 312,400 | 167,200 |
|       | 13~15   | 42      | 28      | 264,200        | 228,100 | 36,100 | 380,300 | 180,000 |
|       | 16~20   | 44      | 33      | 267,400        | 239,900 | 27,500 | 510,000 | 182,000 |
|       | 21~25   | 48      | 14      | 266,700        | 223,800 | 42,900 | 345,500 | 195,400 |
|       | 26~30   | 51      | 12      | 364,700        | 329,800 | 34,900 | 550,000 | 232,000 |
|       | 31~35   | 54      | 6       | 272,400        | 254,400 | 18,000 | 352,100 | 174,400 |
|       | 36~40   | 67      | 3       | 268,600        | 236,000 | 32,600 | 350,000 | 118,000 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 営業    | ~2      | 25      | 36      | 178,700        | 169,900 | 8,800  | 300,000 | 147,600 |
|       | 3~4     | 28      | 24      | 200,300        | 186,200 | 14,100 | 283,300 | 147,600 |
|       | 5~6     | 33      | 26      | 213,000        | 197,000 | 16,000 | 283,900 | 166,300 |
|       | 7~9     | 35      | 11      | 277,200        | 246,700 | 30,500 | 440,000 | 180,500 |
|       | 10~12   | 40      | 5       | 224,300        | 173,500 | 50,800 | 249,500 | 185,000 |
|       | 13~15   | 38      | 11      | 226,900        | 218,800 | 8,100  | 275,000 | 165,600 |
|       | 16~20   | 43      | 8       | 275,600        | 256,300 | 19,300 | 359,500 | 192,800 |
|       | 21~25   | 49      | 2       | 242,600        | 216,100 | 26,500 | 245,700 | 239,500 |
|       | 26~30   | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 31~35   | 56      | 2       | 377,300        | 340,800 | 36,500 | 422,700 | 332,000 |
|       | 36~40   | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | ~2      | 30      | 27      | 222,900        | 197,800 | 25,100 | 545,800 | 140,000 |
|       | 3~4     | 35      | 19      | 228,200        | 209,000 | 19,200 | 422,000 | 130,000 |
|       | 5~6     | 41      | 11      | 232,700        | 207,000 | 25,700 | 351,100 | 151,000 |
|       | 7~9     | 37      | 14      | 253,400        | 233,100 | 20,300 | 366,200 | 175,600 |
|       | 10~12   | 43      | 4       | 296,500        | 257,000 | 39,500 | 323,000 | 264,000 |
|       | 13~15   | 48      | 10      | 301,300        | 239,200 | 62,100 | 497,500 | 177,000 |
|       | 16~20   | 49      | 14      | 302,000        | 269,000 | 33,000 | 542,000 | 170,100 |
|       | 21~25   | 45      | 5       | 295,700        | 225,900 | 69,800 | 409,500 | 191,300 |
|       | 26~30   | 55      | 1       | 195,500        | 177,000 | 18,500 | 195,500 | 195,500 |
|       | 31~35   | 57      | 1       | 370,100        | 354,100 | 16,000 | 370,100 | 370,100 |
|       | 36~40   | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | ~2      | 29      | 25      | 189,400        | 180,700 | 8,700  | 320,000 | 124,900 |
|       | 3~4     | 32      | 18      | 188,900        | 171,600 | 17,300 | 245,000 | 123,000 |
|       | 5~6     | 39      | 10      | 233,800        | 200,700 | 33,100 | 320,000 | 159,800 |
|       | 7~9     | 37      | 13      | 219,700        | 201,200 | 18,500 | 262,500 | 170,000 |
|       | 10~12   | 38      | 6       | 225,900        | 198,000 | 27,900 | 335,000 | 120,100 |
|       | 13~15   | 37      | 4       | 240,300        | 218,800 | 21,500 | 373,000 | 118,700 |
|       | 16~20   | 45      | 3       | 234,000        | 189,000 | 45,000 | 292,100 | 185,000 |
|       | 21~25   | 46      | 2       | 218,600        | 218,600 | 0      | 222,000 | 215,300 |
|       | 26~30   | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 31~35   | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 36~40   | 59      | 1       | 299,000        | 253,000 | 46,000 | 299,000 | 299,000 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | ~2      | 29      | 160     | 193,600        | 178,100 | 15,500 | 634,500 | 124,900 |
|       | 3~4     | 32      | 130     | 207,600        | 192,200 | 15,400 | 422,000 | 123,000 |
|       | 5~6     | 37      | 93      | 217,100        | 198,000 | 19,100 | 454,000 | 135,000 |
|       | 7~9     | 35      | 70      | 237,500        | 215,900 | 21,600 | 440,000 | 146,800 |
|       | 10~12   | 41      | 39      | 229,000        | 200,600 | 28,400 | 335,000 | 120,100 |
|       | 13~15   | 42      | 53      | 261,700        | 227,600 | 34,100 | 497,500 | 118,700 |
|       | 16~20   | 45      | 58      | 275,100        | 246,500 | 28,600 | 542,000 | 170,100 |
|       | 21~25   | 47      | 23      | 266,700        | 223,100 | 43,600 | 409,500 | 191,300 |
|       | 26~30   | 51      | 13      | 351,600        | 318,000 | 33,600 | 550,000 | 195,500 |
|       | 31~35   | 55      | 9       | 306,600        | 284,700 | 21,900 | 422,700 | 174,400 |
|       | 36~40   | 65      | 4       | 276,100        | 240,200 | 35,900 | 350,000 | 118,000 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |

【女性 短大・高専卒】『全業種』『勤続年数別』

| 職務区分  | 設定条件    |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|---------|---------|---------|----------------|---------|--------|---------|---------|
|       | 勤続年数(年) | 平均年齢(才) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | ~2      | 36      | 83      | 181,700        | 172,300 | 9,400  | 370,000 | 117,100 |
|       | 3~4     | 39      | 85      | 190,900        | 179,400 | 11,500 | 300,000 | 149,700 |
|       | 5~6     | 39      | 48      | 196,800        | 178,400 | 18,400 | 303,000 | 125,000 |
|       | 7~9     | 41      | 65      | 193,800        | 174,200 | 19,600 | 290,300 | 125,700 |
|       | 10~12   | 45      | 41      | 231,400        | 206,600 | 24,800 | 386,000 | 150,000 |
|       | 13~15   | 45      | 36      | 214,800        | 192,200 | 22,600 | 382,000 | 115,400 |
|       | 16~20   | 46      | 73      | 222,100        | 200,600 | 21,500 | 390,000 | 102,700 |
|       | 21~25   | 50      | 56      | 252,900        | 218,900 | 34,000 | 461,000 | 155,000 |
|       | 26~30   | 52      | 50      | 254,300        | 219,100 | 35,200 | 362,600 | 146,000 |
|       | 31~35   | 55      | 29      | 271,400        | 240,500 | 30,900 | 570,500 | 151,000 |
|       | 36~40   | 59      | 11      | 269,000        | 247,500 | 21,500 | 365,000 | 215,000 |
|       | 41~     | 64      | 2       | 282,500        | 282,500 | 0      | 300,000 | 265,000 |
| 営業    | ~2      | 35      | 16      | 204,000        | 192,200 | 11,800 | 300,000 | 155,000 |
|       | 3~4     | 38      | 17      | 205,000        | 191,700 | 13,300 | 468,000 | 131,200 |
|       | 5~6     | 37      | 10      | 212,100        | 188,200 | 23,900 | 303,000 | 170,000 |
|       | 7~9     | 40      | 15      | 238,000        | 220,600 | 17,400 | 370,000 | 145,000 |
|       | 10~12   | 43      | 8       | 257,400        | 234,700 | 22,700 | 300,000 | 203,000 |
|       | 13~15   | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
|       | 16~20   | 47      | 6       | 231,500        | 212,900 | 18,600 | 339,000 | 130,000 |
|       | 21~25   | 44      | 5       | 220,000        | 202,900 | 17,100 | 245,900 | 161,000 |
|       | 26~30   | 51      | 7       | 296,600        | 280,100 | 16,500 | 453,900 | 236,700 |
|       | 31~35   | 53      | 5       | 316,000        | 299,500 | 16,500 | 367,000 | 249,200 |
|       | 36~40   | 56      | 6       | 378,400        | 371,900 | 6,500  | 454,500 | 286,400 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 生産・技術 | ~2      | 31      | 31      | 189,000        | 172,600 | 16,400 | 283,000 | 115,000 |
|       | 3~4     | 37      | 22      | 190,600        | 177,400 | 13,200 | 255,000 | 141,900 |
|       | 5~6     | 35      | 15      | 216,200        | 191,100 | 25,100 | 285,800 | 156,800 |
|       | 7~9     | 39      | 13      | 206,000        | 179,300 | 26,700 | 286,100 | 143,600 |
|       | 10~12   | 41      | 10      | 201,200        | 181,900 | 19,300 | 286,400 | 140,800 |
|       | 13~15   | 39      | 7       | 213,400        | 199,700 | 13,700 | 266,000 | 168,000 |
|       | 16~20   | 47      | 17      | 222,900        | 198,500 | 24,400 | 349,500 | 150,000 |
|       | 21~25   | 47      | 5       | 254,000        | 215,100 | 38,900 | 315,000 | 211,200 |
|       | 26~30   | 53      | 9       | 256,200        | 225,400 | 30,800 | 317,700 | 182,000 |
|       | 31~35   | 54      | 4       | 245,400        | 215,800 | 29,600 | 273,000 | 211,200 |
|       | 36~40   | 60      | 1       | 258,000        | 211,000 | 47,000 | 258,000 | 258,000 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | ~2      | 29      | 40      | 193,200        | 168,300 | 24,900 | 400,000 | 119,000 |
|       | 3~4     | 36      | 27      | 206,300        | 176,800 | 29,500 | 389,000 | 123,000 |
|       | 5~6     | 36      | 19      | 197,800        | 165,500 | 32,300 | 277,500 | 120,500 |
|       | 7~9     | 40      | 6       | 172,000        | 156,600 | 15,400 | 220,000 | 102,200 |
|       | 10~12   | 38      | 13      | 234,800        | 199,000 | 35,800 | 318,000 | 166,000 |
|       | 13~15   | 42      | 14      | 235,200        | 203,200 | 32,000 | 412,900 | 115,100 |
|       | 16~20   | 47      | 10      | 219,400        | 184,000 | 35,400 | 295,200 | 180,000 |
|       | 21~25   | 52      | 10      | 260,300        | 244,500 | 15,800 | 366,600 | 171,500 |
|       | 26~30   | 53      | 4       | 267,900        | 211,600 | 56,300 | 358,900 | 195,000 |
|       | 31~35   | 55      | 3       | 213,300        | 186,500 | 26,800 | 231,600 | 200,000 |
|       | 36~40   | 58      | 1       | 252,500        | 252,500 | 0      | 252,500 | 252,500 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | ~2      | 33      | 170     | 187,800        | 173,300 | 14,500 | 400,000 | 115,000 |
|       | 3~4     | 38      | 151     | 195,200        | 180,000 | 15,200 | 468,000 | 123,000 |
|       | 5~6     | 37      | 92      | 201,800        | 178,900 | 22,900 | 303,000 | 120,500 |
|       | 7~9     | 40      | 99      | 200,700        | 180,800 | 19,900 | 370,000 | 102,200 |
|       | 10~12   | 43      | 72      | 230,700        | 204,900 | 25,800 | 386,000 | 140,800 |
|       | 13~15   | 43      | 57      | 219,600        | 195,800 | 23,800 | 412,900 | 115,100 |
|       | 16~20   | 46      | 106     | 222,500        | 199,400 | 23,100 | 390,000 | 102,700 |
|       | 21~25   | 50      | 76      | 251,800        | 221,000 | 30,800 | 461,000 | 155,000 |
|       | 26~30   | 52      | 70      | 259,600        | 225,600 | 34,000 | 453,900 | 146,000 |
|       | 31~35   | 54      | 41      | 270,000        | 241,300 | 28,700 | 570,500 | 151,000 |
|       | 36~40   | 58      | 19      | 302,100        | 285,100 | 17,000 | 454,500 | 215,000 |
|       | 41~     | 64      | 2       | 282,500        | 282,500 | 0      | 300,000 | 265,000 |

【女性 中・高校卒】『全業種』『勤続年数別』

| 職務区分  | 設定条件    |         | 集計件数(人) | 基準内賃金(通勤手当を除く) |         |        | 最高額(円)  | 最低額(円)  |
|-------|---------|---------|---------|----------------|---------|--------|---------|---------|
|       | 勤続年数(年) | 平均年齢(才) |         | 合計(円)          | 基本給(円)  | 諸手当(円) |         |         |
| 事務    | ~2      | 36      | 101     | 177,100        | 165,900 | 11,200 | 283,300 | 105,700 |
|       | 3~4     | 41      | 64      | 188,200        | 172,500 | 15,700 | 413,500 | 137,000 |
|       | 5~6     | 38      | 51      | 175,300        | 162,800 | 12,500 | 268,000 | 130,000 |
|       | 7~9     | 44      | 55      | 195,900        | 178,000 | 17,900 | 335,600 | 120,000 |
|       | 10~12   | 45      | 42      | 203,900        | 178,200 | 25,700 | 335,000 | 140,000 |
|       | 13~15   | 47      | 35      | 209,900        | 184,200 | 25,700 | 291,900 | 152,500 |
|       | 16~20   | 51      | 37      | 230,700        | 199,200 | 31,500 | 400,000 | 110,000 |
|       | 21~25   | 51      | 32      | 243,600        | 202,700 | 40,900 | 398,500 | 110,000 |
|       | 26~30   | 55      | 18      | 235,600        | 210,000 | 25,600 | 388,700 | 115,000 |
|       | 31~35   | 58      | 26      | 257,300        | 229,800 | 27,500 | 379,000 | 134,400 |
|       | 36~40   | 58      | 16      | 305,900        | 271,500 | 34,400 | 419,100 | 200,000 |
|       | 41~     | 66      | 5       | 225,400        | 223,700 | 1,700  | 260,000 | 180,000 |
| 営業    | ~2      | 31      | 14      | 223,700        | 213,700 | 10,000 | 310,000 | 145,000 |
|       | 3~4     | 37      | 11      | 237,300        | 228,600 | 8,700  | 310,000 | 176,000 |
|       | 5~6     | 44      | 12      | 202,600        | 191,700 | 10,900 | 320,000 | 141,800 |
|       | 7~9     | 36      | 12      | 226,400        | 183,400 | 43,000 | 362,000 | 151,400 |
|       | 10~12   | 40      | 4       | 199,700        | 173,500 | 26,200 | 253,000 | 153,000 |
|       | 13~15   | 44      | 6       | 194,400        | 186,400 | 8,000  | 245,000 | 120,500 |
|       | 16~20   | 52      | 10      | 204,800        | 184,200 | 20,600 | 315,000 | 149,500 |
|       | 21~25   | 47      | 9       | 248,000        | 220,800 | 27,200 | 358,300 | 148,400 |
|       | 26~30   | 48      | 8       | 306,400        | 278,200 | 28,200 | 409,500 | 220,400 |
|       | 31~35   | 51      | 4       | 258,100        | 237,900 | 20,200 | 290,600 | 225,100 |
|       | 36~40   | 57      | 3       | 310,400        | 266,800 | 43,600 | 390,500 | 250,000 |
|       | 41~     | 59      | 1       | 305,000        | 305,000 | 0      | 305,000 | 305,000 |
| 生産・技術 | ~2      | 36      | 33      | 176,400        | 164,400 | 12,000 | 285,000 | 140,000 |
|       | 3~4     | 42      | 24      | 179,300        | 170,000 | 9,300  | 302,000 | 126,900 |
|       | 5~6     | 40      | 14      | 186,800        | 167,500 | 19,300 | 252,000 | 131,000 |
|       | 7~9     | 43      | 18      | 175,300        | 156,900 | 18,400 | 250,000 | 105,000 |
|       | 10~12   | 44      | 11      | 193,800        | 184,900 | 8,900  | 283,500 | 135,000 |
|       | 13~15   | 42      | 2       | 163,800        | 163,800 | 0      | 186,600 | 141,000 |
|       | 16~20   | 47      | 18      | 194,200        | 183,000 | 11,200 | 298,000 | 137,800 |
|       | 21~25   | 65      | 1       | 275,000        | 275,000 | 0      | 275,000 | 275,000 |
|       | 26~30   | 55      | 2       | 214,400        | 214,400 | 0      | 279,300 | 149,500 |
|       | 31~35   | 58      | 1       | 196,500        | 196,500 | 0      | 196,500 | 196,500 |
|       | 36~40   | 66      | 2       | 237,500        | 237,500 | 0      | 250,000 | 225,000 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| その他   | ~2      | 36      | 27      | 173,600        | 165,500 | 8,100  | 264,000 | 120,000 |
|       | 3~4     | 39      | 20      | 168,800        | 156,200 | 12,600 | 211,400 | 140,000 |
|       | 5~6     | 45      | 27      | 185,700        | 172,900 | 12,800 | 246,000 | 144,300 |
|       | 7~9     | 45      | 25      | 191,900        | 172,600 | 19,300 | 265,000 | 107,400 |
|       | 10~12   | 53      | 11      | 170,100        | 160,200 | 9,900  | 248,000 | 124,000 |
|       | 13~15   | 50      | 6       | 174,800        | 159,400 | 15,400 | 191,500 | 159,000 |
|       | 16~20   | 50      | 15      | 224,200        | 207,300 | 16,900 | 375,000 | 150,000 |
|       | 21~25   | 50      | 9       | 196,100        | 153,500 | 42,600 | 229,900 | 162,000 |
|       | 26~30   | 52      | 4       | 253,100        | 201,500 | 51,600 | 397,000 | 158,700 |
|       | 31~35   | 58      | 4       | 211,800        | 185,100 | 26,700 | 288,000 | 140,000 |
|       | 36~40   | 57      | 5       | 260,800        | 250,600 | 10,200 | 341,500 | 216,500 |
|       | 41~     | 0       | 0       | 0              | 0       | 0      | 0       | 0       |
| 全     | ~2      | 36      | 175     | 180,200        | 169,400 | 10,800 | 310,000 | 105,700 |
|       | 3~4     | 40      | 119     | 187,600        | 174,400 | 13,200 | 413,500 | 126,900 |
|       | 5~6     | 41      | 104     | 182,700        | 169,400 | 13,300 | 320,000 | 130,000 |
|       | 7~9     | 43      | 110     | 194,900        | 173,900 | 21,000 | 362,000 | 105,000 |
|       | 10~12   | 46      | 68      | 196,500        | 176,100 | 20,400 | 335,000 | 124,000 |
|       | 13~15   | 47      | 49      | 201,800        | 180,600 | 21,200 | 291,900 | 120,500 |
|       | 16~20   | 50      | 80      | 218,000        | 195,200 | 22,800 | 400,000 | 110,000 |
|       | 21~25   | 50      | 51      | 236,600        | 198,600 | 38,000 | 398,500 | 110,000 |
|       | 26~30   | 53      | 32      | 254,200        | 226,300 | 27,900 | 409,500 | 115,000 |
|       | 31~35   | 57      | 35      | 250,500        | 224,700 | 25,800 | 379,000 | 134,400 |
|       | 36~40   | 58      | 26      | 292,500        | 264,300 | 28,200 | 419,100 | 200,000 |
|       | 41~     | 64      | 6       | 238,700        | 237,300 | 1,400  | 305,000 | 180,000 |

# 資 料 編

表面

令和4年度 実在者賃金等実態調査票

◎記入いただいた調査票は、総計以外の目的に使用しません。また、総計データにおいて調査企業を特定することはありませんので、ありのままをご記入ください。

(1~4)該問に該当する項目の番号に○印おなび空欄をうめて下さい。

6月末日現在でご記入下さい。

|      |         |
|------|---------|
| 事業所名 | 代表者名    |
| 所在   |         |
| 担当者名 | TEL FAX |

従業員数について教えて下さい  
(役員・臨時・契約社員・派遣社員・パートを除く)

(中継県内の本・支店等を含む) ( ) 名

※業種区分について  
情報通信業とは……電気通信業・放送業・インターネット業

ソフトウェア開発サービス業等  
コンピュータソフト開発業は、(5)

運送業として下さい。  
専門サービス業とは……自動車整備業・学習塾

その他のサービス業とは…上記以外のサービス業

1. 賃金について

(1) 令和3年、令和4年に  
昇給しましたか。

|          |           |
|----------|-----------|
| 1 昇給しました | 2 昇給していない |
|----------|-----------|

(2) 昇給額は基本給の何%ですか。

|             |             |
|-------------|-------------|
| 1 和3年 (%) % | 2 和4年 (%) % |
|-------------|-------------|

※小数点第1位までご記入下さい。

※各従業員で異なる場合は平均値でご記入下さい。

※各従業員は基本給(月額)の何ヶ月分ですか。

※各従業員で異なる場合は平均値でご記入下さい。

(3) 賃与の年間支給回数について教えて下さい。

|       |         |           |
|-------|---------|-----------|
| 1 年1回 | 2 年2回以上 | 3 支給していない |
|-------|---------|-----------|

支給している企業

(4) 年間賃与は(月額)の何ヶ月分ですか。

※各従業員で異なる場合は平均値でご記入下さい。

例. 45割の場合 令和3年  
(4.5ヶ月) (ヶ月)

(2) 令和4年に新卒者の採用がありましたか。

|      |      |
|------|------|
| 1 ある | 2 なし |
|------|------|

→

(2) 令和4年の採用決定初任給(新卒)についてご記入下さい。(基本給のみをご記入下さい)

| 性別 | 学歴     | 職務 | 令和4年採用決定初任給 | 性別 | 学歴     | 職務 | 令和4年採用決定初任給 |
|----|--------|----|-------------|----|--------|----|-------------|
| 男  | 大学卒    | 事務 | 円           | 女  | 大学卒    | 事務 | 円           |
|    | 生産・技術  | 業  | 円           |    | 生産・技術  | 業  | 円           |
|    | 短大・高専卒 | 事務 | 円           |    | 短大・高専卒 | 事務 | 円           |
| 女性 | 生産・技術  | 業  | 円           | 性  | 生産・技術  | 業  | 円           |
|    | 事務     | 業  | 円           |    | 高校卒    | 事務 | 円           |

3. パートタイマー等について(派遣社員を除く)

(1) パートタイマーやアリバイトを  
雇用していますか。

|          |           |
|----------|-----------|
| 1 雇用している | 2 雇用していない |
|----------|-----------|

→

(3) パートタイマー等の1時間当たりの賃金を教えてください。

(日給制の場合は、実労働時間で割って算出して下さい)

(参考: 令和4年6時時点の沖縄県の最低賃金は320円です)

| 職務 | 事務  | 係    | 販売   | 關係   | 生産・技術 |
|----|-----|------|------|------|-------|
| 性別 | 平 均 | 平 均  | 平 均  | 平 均  | 円/時間  |
| 性別 | 男 性 | 円/時間 | 円/時間 | 円/時間 | 円/時間  |

(4) パートタイマー等の交通費について教えてください。

|          |           |
|----------|-----------|
| 1 支給している | 2 支給していない |
|----------|-----------|

→

(5) パートタイマー等の雇用理由について、該当する番号を○で囲んで下さい。

|                                |
|--------------------------------|
| 例. 45割の場合 令和3年<br>(4.5ヶ月) (ヶ月) |
|--------------------------------|

1 正規雇用の従業員採用が困難なため

2 人件費が割安となるため

3 仕事に応じた採用ができるため

4 仕事の内容がパートタイマー等で十分なため

5 その他( )

4. 退職制度について

(1) 退職金制度はありますか。

(2) 今後、制度を設ける予定はありますか。

|      |      |
|------|------|
| 1 ある | 2 なし |
|------|------|

→

(3) 裏面もご記入下さい。

# 知っていますか？

## 自分の最低賃金

沖縄県 最低賃金

853円

時間額

令和4年 10月6日から

前年比  
33円UP

会社員、パート、  
アルバイトの方、学生さんなど  
働くすべての人と  
雇う人のためのルールだよ！



最低賃金とは、働くすべての人に賃金の最低額を保障する制度です。

WEBで  
確認！

最低賃金に関する特設サイト  
<https://www.saitēichingin.info/>



最低賃金に関するお問い合わせは沖縄労働局または最寄りの労働基準監督署へ  
沖縄労働局ホームページアドレス <https://jsite.mhlw.go.jp/okinawa-rooudoukyoku/>

中小企業事業者の皆さんへ

業務改善  
助成金

最大  
600万円  
を助成

# 「最低賃金制度」って、

働くすべての人に、賃金の最低額（最低賃金額）を保障する制度のことだよ！

年齢やパート・学生アルバイトなどの働き方の違いにかかわらず、すべての労働者に適用されます。



## 確認の方法は？

確認したい賃金を時間額にして、最低賃金額（時間額）と比較してみましょう！

最低賃金額との比較方法 あなたの賃金と該当する都道府県の最低賃金額を書き込んでみましょう。（※2）

### 1 時間給の場合

|     |   |            |
|-----|---|------------|
| 時間給 | ≤ | 最低賃金額（時間額） |
| 円   |   | 円          |

### 2 日給の場合

|     |   |             |   |     |   |            |
|-----|---|-------------|---|-----|---|------------|
| 日 給 | ÷ | 1日の平均所定労働時間 | = | 時間額 | ≤ | 最低賃金額（時間額） |
| 円   |   | 時間          |   | 円   |   | 円          |

### 3 月給の場合

|     |   |              |   |     |   |            |
|-----|---|--------------|---|-----|---|------------|
| 月 給 | ÷ | 1か月の平均所定労働時間 | = | 時間額 | ≤ | 最低賃金額（時間額） |
| 円   |   | 時間           |   | 円   |   | 円          |

### 4 上記 1, 2, 3 が組み合わさっている場合

例えば、基本給が日給で各手当（職務手当など）が月給の場合

- ① 基本給（日給）→ 2 の計算で時間額を出す
- ② 各手当（月給）→ 3 の計算で時間額を出す
- ③ ①と②を合計した額 ≥ 最低賃金額（時間額）

（※1）最低賃金額との比較に当たって、次の賃金は算入しません。

①臨時に支払われる賃金（結婚手当など）②1か月を超える期間ごとに支払われる賃金（賞与など）③所定労働時間を超える時間の労働に対して支払われる賃金（時間外割増賃金など）④所定労働日以外の日の労働に対して支払われる賃金（休日割増賃金など）⑤午後10時から午前5時までの間の労働に対して支払われる賃金のうち、通常の労働時間の賃金の計算額を超える部分（深夜割増賃金など）⑥精勤手当、通勤手当および家族手当

（※2）詳細な計算方法や、歩合給の場合の計算方法などは労働局または最寄りの労働基準監督署へ

使用者も、労働者も、必ず確認。最低賃金。



スマホ、携帯で自分の地域の最低賃金をチェックしましょう！

## 業務改善助成金

最大  
600万円を  
助成

「業務改善助成金」は、生産性を向上させ「事業場内で最も低い賃金（事業場内最低賃金）」の引上げを図る中小企業・小規模事業者を支援する助成金です。設備投資などを行なった場合、支給の要件に応じてその費用の一部を助成します。



中小企業事業者の皆さんへ

賃金引上げを支援する助成金を積極的に活用しましょう。

業務改善助成金の動画もあります。



### 支給の要件



事業場内最低賃金の引上げ



引上げ後の賃金額の支払い



生産性向上に資する機器・設備などを導入



解雇、賃金引下げ等の不交付事由がない

設備投資等に要した費用の一部を助成

### 助成金支給までの流れ



1 交付申請書・事業実施計画などを、事業場がある都道府県労働局に提出



2 交付決定後、提出した計画に沿って事業実施



3 労働局に事業実施結果を報告



4 支給

専門家による無料相談を実施

賃金引上げにお悩みの方は働き方改革推進支援センターにご相談ください。

詳しくは、こちら

働き方改革推進支援センター

検索

働き方改革推進支援資金

日本政策金融公庫では、事業場内最低賃金の引上げに取り組む者に対して、設備資金や運転資金の融資を行っています。

詳しくは、こちら

働き方改革推進支援資金

検索

リサイクル適性(A)  
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(R4.9)

令和4年度  
賃金実態調査報告書

令和4年12月発行

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