大分類職種	小分類職種	北海道					東北					北信越					中国・四国					九州・沖縄				
		平均時給			増減率		平均時給			増減率		平均時給			増減率		平均時給			増減率		平均時給			増減率	
		24.6	25.5	25.6	前月比	前年同月比	24.6	25.5	25.6	前月比	前年同月比	24.6	25.5	25.6	前月比	前年同月比	24.6	25.5	25.6	前月比	前年同月比	24.6	25.5	25.6	前月比	前年同月比
オフィスワーク系	一般事務	¥1,297	¥1,334	¥1,365	2.3%	5.2%	¥1,229	¥1,263	¥1,276	1.0%	3.8%	¥1,246	¥1,256	¥1,257	0.1%	0.9%	¥1,273	¥1,286	¥1,295	0.7%	1.7%	¥1,257	¥1,279	¥1,284	0.4%	2.1%
	営業事務	¥1,291	¥1,345	¥1,359	1.0%	5.2%	¥1,281	¥1,301	¥1,285	-1.2%	0.4%	¥1,245	¥1,277	¥1,293	1.2%	3.9%	¥1,306	¥1,344	¥1,350	0.4%	3.3%	¥1,310	¥1,320	¥1,324	0.3%	1.1%
	学校事務	¥1,263	¥1,338	¥1,304	-2.5%	3.2%	¥1,184	¥1,303	¥1,328	1.9%	12.2%	¥1,146	¥1,257	¥1,224	-2.6%	6.8%	¥1,193	¥1,241	¥1,369	10.3%	14.8%	¥1,227	¥1,276	¥1,412	10.7%	15.1%
	経理・財務・会計・英文経理	¥1,313	¥1,435	¥1,433	-0.2%	9.1%	¥1,279	¥1,308	¥1,315	0.5%	2.8%	¥1,340	¥1,304	¥1,324	1.5%	-1.2%	¥1,355	¥1,397	¥1,394	-0.3%	2.8%	¥1,320	¥1,316	¥1,325	0.7%	0.4%
	秘書	¥1,775	¥1,407	¥1,434	2.0%	-19.2%	---	¥1,417	¥1,222	-13.7%	-	¥1,273	¥1,300	¥1,275	-1.9%	0.1%	¥1,503	¥1,300	¥1,408	8.3%	-6.3%	¥1,302	¥1,371	¥1,338	-2.4%	2.8%
	受付	¥1,489	¥1,270	¥1,295	2.0%	-13.0%	¥1,165	¥1,297	¥1,296	-0.1%	11.2%	¥1,295	¥1,308	¥1,374	5.1%	6.1%	¥1,255	¥1,276	¥1,251	-1.9%	-0.3%	¥1,223	¥1,256	¥1,242	-1.1%	1.6%
	総務・人事・法務	¥1,317	¥1,399	¥1,381	-1.3%	4.9%	¥1,235	¥1,355	¥1,362	0.6%	10.3%	¥1,273	¥1,284	¥1,290	0.5%	1.3%	¥1,305	¥1,367	¥1,379	0.9%	5.7%	¥1,298	¥1,310	¥1,323	1.0%	1.9%
	広報・宣伝・IR	---	---	¥1,350	-	-	¥1,317	---	---	-	-	¥1,150	¥1,200	---	-	-	¥1,267	¥1,400	¥1,350	-3.6%	6.6%	¥1,308	¥1,412	¥1,357	-3.9%	3.7%
	企画・マーケティング	¥1,200	---	---	-	-	---	¥1,400	¥1,400	0.0%	-	---	¥1,439	¥1,547	7.5%	-	---	¥1,250	¥1,250	0.0%	-	¥1,394	¥1,547	¥1,390	-10.2%	-0.3%
	貿易・国際事務	---	---	¥1,300	-	-	¥1,316	¥1,400	¥1,325	-5.4%	0.7%	¥1,268	¥1,373	¥1,391	1.3%	9.8%	¥1,344	¥1,396	¥1,392	-0.3%	3.6%	¥1,370	¥1,429	¥1,356	-5.1%	-1.0%
	英文事務	¥1,383	¥1,267	¥1,267	0.0%	-8.4%	¥1,724	¥1,358	¥1,430	5.3%	-17.1%	¥1,317	¥1,371	¥1,364	-0.5%	3.6%	¥1,332	¥1,510	¥1,450	-4.0%	8.9%	¥1,362	¥1,417	¥1,288	-9.1%	-5.5%
	金融（銀行）事務	¥1,371	¥1,319	¥1,282	-2.8%	-6.5%	¥1,233	¥1,263	¥1,256	-0.5%	1.9%	¥1,233	¥1,304	¥1,279	-1.9%	3.7%	¥1,231	¥1,305	¥1,298	-0.5%	5.5%	¥1,203	¥1,278	¥1,311	2.6%	9.1%
	金融（証券）事務	¥1,350	¥1,450	¥1,458	0.6%	8.0%	¥1,258	¥1,267	---	-	-	---	¥1,300	¥1,407	8.2%	-	¥1,550	---	¥1,322	-	-14.7%	¥1,540	¥1,424	¥1,402	-1.5%	-8.9%
	金融（生保・損保）事務	¥1,274	¥1,282	¥1,267	-1.2%	-0.6%	¥1,265	¥1,299	¥1,312	1.0%	3.7%	¥1,296	¥1,318	¥1,307	-0.8%	0.9%	¥1,283	¥1,313	¥1,299	-1.1%	1.2%	¥1,251	¥1,275	¥1,292	1.4%	3.3%
	金融（その他）事務	---	---	---	-	-	---	¥1,800	¥1,800	0.0%	-	¥1,150	¥1,300	¥1,300	0.0%	13.0%	¥1,300	¥1,306	¥1,293	-1.0%	-0.5%	¥1,233	¥1,363	¥1,283	-5.9%	4.0%
	通訳・翻訳	¥1,400	¥1,900	¥1,750	-7.9%	25.0%	¥1,400	---	¥1,800	-	28.6%	---	¥1,480	¥1,478	-0.1%	-	¥1,530	¥1,575	¥1,731	9.9%	13.2%	¥1,665	¥1,600	¥1,493	-6.7%	-10.3%
	OAオペレーター	¥1,390	¥1,625	¥1,703	4.8%	22.5%	¥1,300	¥1,300	¥1,300	0.0%	0.0%	---	¥1,350	¥1,333	-1.2%	-	¥1,533	¥1,286	¥1,300	1.1%	-15.2%	¥1,369	¥1,413	¥1,341	-5.1%	-2.1%
	データ入力	¥1,494	¥1,551	¥1,573	1.5%	5.3%	¥1,342	¥1,355	¥1,367	0.9%	1.9%	¥1,335	¥1,240	¥1,258	1.5%	-5.7%	¥1,224	¥1,281	¥1,290	0.7%	5.4%	¥1,311	¥1,422	¥1,435	0.9%	9.4%
	事務的軽作業	¥1,448	¥1,288	¥1,244	-3.4%	-14.1%	---	¥1,100	¥1,306	18.8%	-	¥1,330	¥1,230	¥1,254	2.0%	-5.7%	¥1,250	¥1,350	¥1,266	-6.3%	1.2%	¥1,393	¥1,380	¥1,344	-2.6%	-3.5%
	その他事務系	¥1,283	¥1,417	¥1,464	3.4%	14.1%	¥1,200	¥1,293	¥1,349	4.3%	12.4%	¥1,261	¥1,294	¥1,290	-0.3%	2.3%	¥1,325	¥1,329	¥1,326	-0.2%	0.1%	¥1,375	¥1,417	¥1,350	-4.7%	-1.8%
計		**¥1,346**	**¥1,404**	**¥1,428**	1.7%	6.1%	**¥1,261**	**¥1,289**	**¥1,300**	0.9%	3.1%	**¥1,256**	**¥1,273**	**¥1,279**	0.5%	1.9%	**¥1,293**	**¥1,314**	**¥1,322**	0.6%	2.3%	**¥1,280**	**¥1,322**	**¥1,324**	0.2%	3.5%
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,417	¥1,669	¥1,676	0.4%	18.3%	¥1,525	¥1,406	¥1,574	12.0%	3.2%	¥1,374	¥1,519	¥1,547	1.8%	12.5%	¥1,530	¥1,602	¥1,540	-3.8%	0.7%	¥1,520	¥1,667	¥1,561	-6.3%	2.7%
	営業アシスタント	¥1,350	---	---	-	-	---	¥1,296	¥1,321	2.0%	-	---	¥1,298	¥1,322	1.8%	-	¥1,317	¥1,075	¥1,205	12.0%	-8.5%	¥1,333	¥1,489	¥1,656	11.2%	24.2%
	販売（アパレル系）	¥1,375	¥1,463	¥1,400	-4.3%	1.8%	---	---	---	-	-	---	¥1,200	¥1,250	4.2%	-	¥1,321	¥1,400	¥1,320	-5.7%	-0.1%	¥1,184	¥1,429	¥1,416	-0.9%	19.5%
	販売（家電・モバイル）	¥1,300	---	¥1,350	-	3.8%	---	¥1,229	¥1,234	0.5%	-	---	¥1,316	¥1,330	1.0%	-	¥1,373	¥1,341	¥1,374	2.5%	0.1%	¥1,266	¥1,452	¥1,421	-2.1%	12.3%
	販売（その他）	¥1,250	¥1,367	¥1,400	2.4%	12.0%	¥1,344	¥1,188	¥1,292	8.8%	-3.9%	¥1,100	¥1,214	¥1,202	-1.0%	9.3%	¥1,278	¥1,209	¥1,216	0.6%	-4.9%	¥1,204	¥1,258	¥1,363	8.4%	13.2%
	デモンストレーター・MC	¥1,000	¥1,300	¥1,300	0.0%	30.0%	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	¥1,300	¥1,100	¥1,164	5.8%	-10.4%	¥1,260	---	---	-	-
	窓口・ショールーム・カウンター受付	¥1,298	¥1,400	¥1,400	0.0%	7.8%	¥1,291	¥1,282	¥1,281	-0.0%	-0.8%	¥1,118	¥1,221	¥1,244	2.0%	11.3%	¥1,263	¥1,269	¥1,319	3.9%	4.4%	¥1,308	¥1,265	¥1,264	-0.1%	-3.3%
	旅行関連	¥1,068	¥1,138	¥1,079	-5.1%	1.1%	¥1,300	¥1,305	¥1,302	-0.2%	0.1%	---	---	---	-	-	¥1,483	¥1,231	¥1,200	-2.5%	-19.1%	¥1,125	¥1,126	¥1,098	-2.5%	-2.4%
	テレマーケティング・テレフォンオペレーター	¥1,417	¥1,450	¥1,435	-1.0%	1.3%	¥1,282	¥1,273	¥1,317	3.4%	2.7%	¥1,328	¥1,283	¥1,290	0.6%	-2.8%	¥1,210	¥1,347	¥1,340	-0.5%	10.7%	¥1,317	¥1,342	¥1,343	0.1%	2.0%
	スーパーバイザー	¥1,400	¥1,558	¥1,571	0.8%	12.2%	¥1,400	---	¥1,700	-	21.4%	---	¥1,600	¥1,600	0.0%	-	¥1,250	---	---	-	-	¥1,355	¥1,425	¥1,469	3.1%	8.4%
	その他営業・販売・サービス系	¥1,511	¥1,325	¥1,256	-5.2%	-16.9%	¥1,289	¥1,200	¥1,214	1.2%	-5.8%	¥1,272	¥1,206	¥1,213	0.6%	-4.6%	¥1,247	¥1,293	¥1,278	-1.2%	2.4%	¥1,419	¥1,272	¥1,302	2.4%	-8.2%
計		**¥1,389**	**¥1,440**	**¥1,424**	-1.1%	2.5%	**¥1,304**	**¥1,261**	**¥1,302**	3.2%	-0.1%	**¥1,298**	**¥1,282**	**¥1,287**	0.4%	-0.8%	**¥1,314**	**¥1,332**	**¥1,328**	-0.3%	1.0%	**¥1,341**	**¥1,356**	**¥1,350**	-0.5%	0.7%
クリエイティブ系	WEBデザイナー	---	---	---	-	-	---	---	---	-	-	---	---	¥1,550	-	-	¥1,300	¥1,300	¥1,464	12.6%	12.6%	¥1,357	¥1,400	¥1,406	0.4%	3.6%
	WEBディレクター	¥1,200	¥1,700	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,800	¥1,450	¥1,500	3.4%	-16.7%
	WEB制作・編集	¥1,300	---	---	-	-	¥1,250	---	---	-	-	---	---	---	-	-	¥1,400	---	¥1,800	-	28.6%	¥1,494	¥1,395	¥1,625	16.5%	8.8%
	編集・校正・制作	---	---	¥1,500	-	-	¥1,300	---	¥1,373	-	5.6%	¥1,400	¥1,150	¥1,150	0.0%	-17.9%	---	¥1,200	¥1,350	12.5%	-	¥1,259	¥1,442	¥1,505	4.4%	19.5%
	デザイナー（ファッション・アクセサリー）・パタンナ	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	デザイナー（住宅・インテリア）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,400	---	---	-	-
	ＤＴＰオペレーター	¥1,350	---	---	-	-	¥1,300	---	---	-	-	¥1,300	¥1,100	¥1,100	0.0%	-15.4%	---	¥1,333	¥1,342	0.6%	-	¥1,321	¥1,350	¥1,370	1.5%	3.7%
	その他クリエイティブ職	---	---	---	-	-	¥1,200	¥1,400	---	-	-	---	---	---	-	-	¥1,200	---	---	-	-	¥1,400	¥1,440	¥1,287	-10.6%	-8.1%
計		**¥1,334**	**¥1,700**	**¥1,500**	-11.8%	12.4%	**¥1,266**	**¥1,400**	**¥1,373**	-1.9%	8.5%	**¥1,335**	**¥1,107**	**¥1,188**	7.3%	-11.0%	**¥1,277**	**¥1,286**	**¥1,400**	8.9%	9.6%	**¥1,392**	**¥1,414**	**¥1,461**	3.4%	5.0%
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	¥1,622	---	---	-	-	¥1,300	¥1,550	¥1,550	0.0%	19.2%	¥1,300	¥2,125	¥2,010	-5.4%	54.6%	¥2,864	¥1,564	¥1,360	-13.0%	-52.5%
	制御系SE	---	---	---	-	-	¥2,000	---	---	-	-	---	¥1,350	¥1,350	0.0%	-	---	¥2,400	¥2,400	0.0%	-	---	¥1,873	¥1,927	2.9%	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	¥1,300	---	---	-	-	---	¥2,100	¥2,200	4.8%	-	---	¥2,100	¥1,560	-25.7%	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥3,000	¥2,200	-26.7%	-	¥1,956	¥1,875	¥2,600	38.7%	32.9%
	社内SE	---	---	---	-	-	¥2,000	---	---	-	-	---	---	---	-	-	---	¥1,850	¥1,575	-14.9%	-	¥1,679	¥1,933	¥1,650	-14.7%	-1.7%
	プログラマ	¥2,097	---	---	-	-	¥2,281	---	---	-	-	¥1,988	¥1,600	¥1,600	0.0%	-19.5%	¥2,535	---	---	-	-	¥2,127	¥2,153	¥2,221	3.2%	4.4%
	ネットワークエンジニア	¥2,400	¥2,400	---	-	-	¥2,533	---	---	-	-	---	¥2,200	¥2,200	0.0%	-	¥3,000	¥2,000	---	-	-	¥2,000	¥2,036	¥1,760	-13.5%	-12.0%
	テスト・評価	---	---	---	-	-	¥1,300	¥2,000	¥2,000	0.0%	53.8%	¥1,345	¥1,400	¥1,311	-6.4%	-2.5%	¥1,388	¥1,756	¥1,893	7.8%	36.4%	¥1,150	¥1,286	¥1,287	0.1%	11.9%
	運用管理・保守	---	---	---	-	-	¥2,400	¥1,747	¥1,588	-9.1%	-33.9%	¥1,422	¥1,822	¥1,830	0.4%	28.7%	¥1,700	¥2,000	¥2,000	0.0%	17.6%	¥2,037	¥1,636	¥1,890	15.5%	-7.2%
	ユーザーサポート・ヘルプデスク	¥1,655	¥1,433	¥1,464	2.1%	-11.6%	¥1,790	¥1,223	¥1,150	-6.0%	-35.7%	¥1,357	¥1,291	¥1,343	4.0%	-1.0%	¥1,296	¥1,526	¥1,508	-1.2%	16.4%	¥1,649	¥1,730	¥1,737	0.4%	5.3%
	インストラクター・講師・教師	---	---	---	-	-	¥1,600	---	¥2,000	-	25.0%	---	---	---	-	-	¥1,350	¥1,600	¥1,600	0.0%	18.5%	¥1,100	¥1,262	¥1,288	2.1%	17.0%
	その他 IT系	¥1,600	---	---	-	-	---	¥1,650	¥1,650	0.0%	-	¥1,544	¥1,483	¥1,411	-4.9%	-8.6%	¥1,500	¥2,220	¥1,433	-35.4%	-4.4%	¥1,507	¥1,475	¥2,387	61.8%	58.4%
計		**¥1,787**	**¥1,477**	**¥1,464**	-0.9%	-18.1%	**¥1,896**	**¥1,580**	**¥1,620**	2.5%	-14.6%	**¥1,467**	**¥1,582**	**¥1,555**	-1.7%	6.0%	**¥1,829**	**¥1,786**	**¥1,727**	-3.3%	-5.6%	**¥1,876**	**¥1,727**	**¥1,836**	6.3%	-2.1%
技術系	ＣＡＤオペレーター	¥1,469	¥1,375	¥1,500	9.1%	2.1%	¥1,492	¥1,442	¥1,550	7.5%	3.9%	¥1,291	¥1,601	¥1,607	0.4%	24.5%	¥1,341	¥1,463	¥1,464	0.1%	9.1%	¥1,564	¥1,580	¥1,559	-1.3%	-0.3%
	ＣＡＤ・設計	¥1,810	---	---	-	-	---	¥2,000	¥2,000	0.0%	-	¥1,421	¥1,414	¥1,469	3.9%	3.4%	¥1,686	¥1,500	¥1,600	6.7%	-5.1%	¥1,455	¥1,643	¥1,620	-1.4%	11.3%
	ハード系設計	---	---	---	-	-	---	¥1,667	¥2,400	44.0%	-	¥1,596	¥2,400	¥2,400	0.0%	50.4%	---	---	---	-	-	---	---	---	-	-
	研究開発関連	---	---	---	-	-	¥1,580	---	---	-	-	¥1,379	¥1,480	¥1,600	8.1%	16.0%	¥1,300	---	¥1,300	-	0.0%	¥1,505	¥1,280	¥1,317	2.9%	-12.5%
	その他技術系	¥2,400	---	---	-	-	¥1,371	¥1,629	¥1,915	17.6%	39.7%	¥1,791	¥1,300	¥1,275	-1.9%	-28.8%	¥1,792	¥1,650	¥1,650	0.0%	-7.9%	¥1,857	¥1,764	¥2,018	14.4%	8.7%
計		**¥2,053**	**¥1,375**	**¥1,500**	9.1%	-26.9%	**¥1,483**	**¥1,647**	**¥1,998**	21.3%	34.7%	**¥1,520**	**¥1,571**	**¥1,587**	1.0%	4.4%	**¥1,556**	**¥1,465**	**¥1,464**	-0.0%	-5.9%	**¥1,587**	**¥1,558**	**¥1,545**	-0.8%	-2.6%
医療・介護系	医療事務	¥1,200	¥1,214	¥1,250	2.9%	4.2%	¥1,138	¥1,130	¥1,172	3.7%	3.0%	---	¥1,217	¥1,214	-0.2%	-	¥1,200	¥1,259	¥1,256	-0.2%	4.6%	¥1,190	¥1,204	¥1,214	0.8%	2.0%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,206	¥1,187	¥1,199	1.1%	-0.6%	¥1,158	¥1,175	¥1,196	1.8%	3.2%	¥1,180	¥1,190	¥1,205	1.2%	2.1%	¥1,289	¥1,287	¥1,294	0.6%	0.3%	¥1,308	¥1,289	¥1,291	0.1%	-1.4%
	看護師・准看護師	---	¥2,000	¥2,000	0.0%	-	¥1,656	¥1,635	¥1,673	2.3%	1.0%	¥1,550	¥1,700	¥1,600	-5.9%	3.2%	¥1,693	¥2,131	¥2,018	-5.3%	19.2%	¥1,467	¥1,463	¥1,560	6.6%	6.3%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	¥1,450	¥1,750	¥1,750	0.0%	20.7%	¥1,400	---	¥1,500	-	7.1%	¥1,800	¥1,800	¥1,800	0.0%	0.0%
	その他医療・介護関連	¥1,195	¥1,464	¥1,507	2.9%	26.1%	¥1,180	¥1,284	¥1,291	0.6%	9.4%	¥1,254	¥1,249	¥1,265	1.3%	0.9%	¥1,286	¥1,379	¥1,369	-0.7%	6.4%	¥1,366	¥1,340	¥1,349	0.7%	-1.3%
計		**¥1,205**	**¥1,203**	**¥1,219**	1.3%	1.2%	**¥1,173**	**¥1,193**	**¥1,217**	2.0%	3.7%	**¥1,192**	**¥1,203**	**¥1,220**	1.4%	2.3%	**¥1,303**	**¥1,305**	**¥1,319**	1.1%	1.2%	**¥1,322**	**¥1,289**	**¥1,293**	0.3%	-2.2%
その他	製造業務	¥1,122	¥1,412	¥1,418	0.4%	26.4%	¥1,351	¥1,329	¥1,325	-0.3%	-1.9%	¥1,273	¥1,291	¥1,276	-1.2%	0.2%	¥1,321	¥1,297	¥1,295	-0.1%	-2.0%	¥1,242	¥1,245	¥1,278	2.6%	2.9%
	軽作業	¥1,078	¥1,145	¥1,115	-2.7%	3.4%	¥1,149	¥1,211	¥1,228	1.4%	6.9%	¥1,184	¥1,246	¥1,232	-1.1%	4.0%	¥1,187	¥1,237	¥1,239	0.2%	4.4%	¥1,149	¥1,213	¥1,220	0.6%	6.2%
	ドライバー	---	---	---	-	-	¥1,100	---	¥1,150	-	4.5%	---	---	¥1,280	-	-	¥1,217	---	¥1,200	-	-1.4%	¥1,517	¥1,187	¥1,208	1.8%	-20.3%
	インストラクター・講師・教師	---	---	---	-	-	---	¥1,300	¥1,335	2.7%	-	---	¥1,150	¥1,150	0.0%	-	---	---	---	-	-	---	¥1,487	¥1,300	-12.6%	-
	その他	¥1,300	¥1,280	¥1,246	-2.7%	-4.2%	¥1,374	¥1,184	¥1,214	2.5%	-11.7%	¥1,243	¥1,299	¥1,277	-1.7%	2.8%	¥1,258	¥1,413	¥1,263	-10.6%	0.3%	¥1,370	¥1,299	¥1,313	1.1%	-4.1%
計		**¥1,094**	**¥1,351**	**¥1,336**	-1.1%	22.1%	**¥1,259**	**¥1,263**	**¥1,271**	0.7%	1.0%	**¥1,234**	**¥1,262**	**¥1,247**	-1.2%	1.1%	**¥1,237**	**¥1,253**	**¥1,255**	0.1%	1.4%	**¥1,191**	**¥1,226**	**¥1,235**	0.7%	3.7%
総計		**¥1,276**	**¥1,345**	**¥1,361**	**1.2%**	**6.6%**	**¥1,242**	**¥1,259**	**¥1,273**	**1.2%**	**2.5%**	**¥1,243**	**¥1,264**	**¥1,261**	**-0.2%**	**1.4%**	**¥1,294**	**¥1,308**	**¥1,315**	**0.6%**	**1.6%**	**¥1,306**	**¥1,313**	**¥1,318**	**0.4%**	**0.9%**