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	
		24.8	25.7	25.8	前月比	前年同月比	24.8	25.7	25.8	前月比	前年同月比	24.8	25.7	25.8	前月比	前年同月比	24.8	25.7	25.8	前月比	前年同月比	24.8	25.7	25.8	前月比	前年同月比
オフィスワーク系	一般事務	¥1,275	¥1,361	¥1,353	-0.6%	6.1%	¥1,245	¥1,293	¥1,286	-0.6%	3.2%	¥1,232	¥1,252	¥1,250	-0.2%	1.4%	¥1,268	¥1,287	¥1,292	0.4%	1.8%	¥1,258	¥1,284	¥1,295	0.8%	2.9%
	営業事務	¥1,260	¥1,352	¥1,343	-0.6%	6.6%	¥1,264	¥1,306	¥1,315	0.7%	4.0%	¥1,287	¥1,294	¥1,292	-0.1%	0.4%	¥1,304	¥1,366	¥1,353	-0.9%	3.7%	¥1,317	¥1,314	¥1,298	-1.2%	-1.4%
	学校事務	¥1,290	¥1,300	¥1,350	3.8%	4.7%	¥1,245	¥1,302	¥1,286	-1.3%	3.3%	¥1,174	¥1,219	¥1,210	-0.7%	3.1%	¥1,171	¥1,306	¥1,292	-1.1%	10.3%	¥1,303	¥1,263	¥1,223	-3.2%	-6.1%
	経理・財務・会計・英文経理	¥1,406	¥1,423	¥1,411	-0.9%	0.3%	¥1,253	¥1,347	¥1,334	-0.9%	6.5%	¥1,338	¥1,288	¥1,303	1.2%	-2.6%	¥1,349	¥1,406	¥1,381	-1.8%	2.4%	¥1,314	¥1,339	¥1,336	-0.2%	1.6%
	秘書	¥1,706	¥1,550	¥1,260	-18.7%	-26.1%	¥1,200	¥1,293	¥1,286	-0.5%	7.2%	¥1,302	¥1,250	¥1,200	-4.0%	-7.8%	¥1,402	¥1,341	¥1,375	2.6%	-1.9%	¥1,361	¥1,331	¥1,314	-1.3%	-3.4%
	受付	¥1,300	¥1,384	¥1,370	-1.0%	5.4%	¥1,291	¥1,294	¥1,313	1.4%	1.6%	¥1,159	¥1,287	¥1,300	1.0%	12.2%	¥1,231	¥1,260	¥1,237	-1.8%	0.4%	¥1,207	¥1,226	¥1,236	0.8%	2.4%
	総務・人事・法務	¥1,323	¥1,369	¥1,372	0.2%	3.7%	¥1,325	¥1,318	¥1,321	0.3%	-0.3%	¥1,243	¥1,306	¥1,312	0.5%	5.5%	¥1,312	¥1,390	¥1,373	-1.3%	4.6%	¥1,280	¥1,329	¥1,327	-0.1%	3.7%
	広報・宣伝・IR	---	¥1,350	¥1,200	-11.1%	-	---	¥1,150	¥1,267	10.1%	-	---	---	¥1,313	-	-	---	¥1,500	¥1,458	-2.8%	-	¥1,350	¥1,386	¥1,277	-7.8%	-5.4%
	企画・マーケティング	¥1,200	---	---	-	-	---	¥1,283	---	-	-	¥1,300	¥1,412	¥1,400	-0.8%	7.7%	---	¥1,619	¥1,438	-11.2%	-	¥1,167	¥1,369	¥1,346	-1.7%	15.4%
	貿易・国際事務	¥1,300	¥1,300	¥1,300	0.0%	0.0%	¥1,256	¥1,350	---	-	-	¥1,350	¥1,388	¥1,383	-0.3%	2.4%	¥1,346	¥1,476	¥1,505	2.0%	11.8%	¥1,377	¥1,377	¥1,307	-5.1%	-5.1%
	英文事務	¥1,260	---	---	-	-	¥1,791	¥1,430	¥1,474	3.1%	-17.7%	¥1,376	¥1,344	¥1,328	-1.2%	-3.5%	¥1,350	¥1,603	¥1,652	3.1%	22.4%	¥1,494	¥1,415	¥1,700	20.2%	13.8%
	金融（銀行）事務	¥1,335	¥1,305	¥1,262	-3.3%	-5.5%	¥1,225	¥1,272	¥1,238	-2.7%	1.0%	¥1,219	¥1,287	¥1,295	0.7%	6.3%	¥1,296	¥1,291	¥1,313	1.7%	1.3%	¥1,202	¥1,281	¥1,285	0.3%	6.9%
	金融（証券）事務	¥1,430	¥1,575	¥1,450	-7.9%	1.4%	¥1,288	---	---	-	-	---	¥1,430	¥1,457	1.9%	-	¥1,350	¥1,417	¥1,466	3.5%	8.6%	¥1,452	¥1,462	¥1,412	-3.4%	-2.7%
	金融（生保・損保）事務	¥1,294	¥1,270	¥1,268	-0.1%	-2.0%	¥1,335	¥1,345	¥1,359	1.0%	1.8%	¥1,303	¥1,316	¥1,330	1.0%	2.1%	¥1,283	¥1,310	¥1,315	0.4%	2.5%	¥1,266	¥1,312	¥1,318	0.4%	4.1%
	金融（その他）事務	---	---	---	-	-	---	¥1,700	¥1,433	-15.7%	-	---	¥1,300	¥1,350	3.8%	-	¥1,300	¥1,280	¥1,207	-5.7%	-7.1%	¥1,228	¥1,286	¥1,300	1.1%	5.9%
	通訳・翻訳	¥2,150	¥1,900	---	-	-	¥1,400	---	---	-	-	¥1,350	¥1,435	---	-	-	¥1,450	¥1,850	¥1,876	1.4%	29.4%	¥1,327	¥1,411	¥1,762	24.8%	32.8%
	OAオペレーター	---	¥1,620	¥1,623	0.2%	-	¥1,273	¥1,436	¥1,483	3.3%	16.5%	¥1,500	¥1,303	¥1,373	5.4%	-8.5%	¥1,585	¥1,379	¥1,521	10.3%	-4.0%	¥1,454	¥1,441	¥1,426	-1.0%	-1.9%
	データ入力	¥1,521	¥1,574	¥1,576	0.1%	3.6%	¥1,344	¥1,345	¥1,359	1.1%	1.2%	¥1,169	¥1,219	¥1,208	-0.9%	3.3%	¥1,217	¥1,307	¥1,319	0.9%	8.4%	¥1,321	¥1,433	¥1,423	-0.7%	7.7%
	事務的軽作業	¥1,577	¥1,517	¥1,613	6.3%	2.3%	¥1,500	¥1,267	¥1,125	-11.2%	-25.0%	¥1,215	¥1,219	¥1,238	1.5%	1.8%	---	¥1,338	¥1,250	-6.5%	-	¥1,363	¥1,395	¥1,285	-7.9%	-5.7%
	その他事務系	¥1,781	¥1,516	¥1,526	0.6%	-14.3%	¥1,299	¥1,367	¥1,376	0.6%	5.9%	¥1,229	¥1,326	¥1,392	5.0%	13.2%	¥1,335	¥1,367	¥1,373	0.4%	2.8%	¥1,370	¥1,311	¥1,292	-1.4%	-5.7%
計		**¥1,365**	**¥1,423**	**¥1,412**	-0.7%	3.5%	**¥1,272**	**¥1,314**	**¥1,313**	-0.1%	3.2%	**¥1,250**	**¥1,277**	**¥1,279**	0.1%	2.3%	**¥1,287**	**¥1,332**	**¥1,331**	-0.1%	3.4%	**¥1,281**	**¥1,322**	**¥1,319**	-0.2%	3.0%
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,550	¥1,653	¥1,788	8.1%	15.3%	¥1,491	¥1,663	¥1,806	8.6%	21.2%	¥1,392	¥1,479	¥1,470	-0.6%	5.6%	¥1,533	¥1,543	¥1,594	3.3%	4.0%	¥1,485	¥1,549	¥1,562	0.8%	5.2%
	営業アシスタント	---	---	---	-	-	¥1,218	¥1,308	¥1,375	5.1%	12.9%	---	¥1,277	¥1,217	-4.7%	-	¥1,300	¥1,156	---	-	-	¥1,422	¥1,488	¥1,690	13.6%	18.8%
	販売（アパレル系）	¥1,410	¥1,500	¥1,425	-5.0%	1.1%	¥1,250	---	---	-	-	¥1,300	¥1,275	¥1,290	1.2%	-0.8%	¥1,310	¥1,278	¥1,150	-10.0%	-12.2%	¥1,409	¥1,418	¥1,303	-8.1%	-7.5%
	販売（家電・モバイル）	¥1,600	---	---	-	-	¥1,250	¥1,219	¥1,225	0.5%	-2.0%	¥1,290	¥1,338	¥1,333	-0.3%	3.3%	¥1,372	¥1,447	¥1,411	-2.5%	2.8%	¥1,250	¥1,468	¥1,514	3.1%	21.1%
	販売（その他）	¥1,257	---	---	-	-	¥1,230	¥1,136	¥1,106	-2.7%	-10.1%	¥1,195	¥1,191	¥1,181	-0.8%	-1.1%	¥1,250	¥1,215	¥1,224	0.7%	-2.1%	¥1,290	¥1,312	¥1,317	0.4%	2.0%
	デモンストレーター・MC	---	¥1,300	¥1,300	0.0%	-	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	---	¥1,217	¥1,250	2.7%	-	---	¥1,700	¥1,700	0.0%	-
	窓口・ショールーム・カウンター受付	¥1,365	¥1,392	¥1,413	1.5%	3.5%	¥1,300	¥1,210	¥1,240	2.4%	-4.7%	¥1,271	¥1,216	¥1,239	1.9%	-2.6%	¥1,243	¥1,305	¥1,302	-0.3%	4.7%	¥1,242	¥1,281	¥1,285	0.3%	3.5%
	旅行関連	¥1,050	¥1,099	¥1,050	-4.4%	0.0%	¥1,300	¥1,302	¥1,304	0.2%	0.3%	---	---	¥1,200	-	-	¥1,519	¥1,214	¥1,232	1.5%	-18.9%	¥1,173	¥1,108	¥1,119	1.0%	-4.6%
	テレマーケティング・テレフォンオペレーター	¥1,395	¥1,456	¥1,454	-0.1%	4.2%	¥1,276	¥1,306	¥1,318	1.0%	3.3%	¥1,224	¥1,259	¥1,271	1.0%	3.8%	¥1,212	¥1,329	¥1,315	-1.0%	8.5%	¥1,307	¥1,345	¥1,347	0.1%	3.0%
	スーパーバイザー	---	¥1,640	---	-	-	¥1,400	¥1,575	---	-	-	---	¥1,600	¥1,600	0.0%	-	---	¥1,420	¥1,400	-1.4%	-	¥1,267	¥1,564	¥1,440	-8.0%	13.6%
	その他営業・販売・サービス系	¥1,557	¥1,407	¥1,383	-1.7%	-11.2%	¥1,205	¥1,194	¥1,184	-0.8%	-1.7%	¥1,132	¥1,218	¥1,206	-1.0%	6.6%	¥1,297	¥1,323	¥1,417	7.1%	9.3%	¥1,388	¥1,352	¥1,296	-4.1%	-6.6%
計		**¥1,397**	**¥1,444**	**¥1,438**	-0.4%	3.0%	**¥1,283**	**¥1,271**	**¥1,292**	1.7%	0.7%	**¥1,209**	**¥1,261**	**¥1,258**	-0.3%	4.0%	**¥1,310**	**¥1,337**	**¥1,353**	1.2%	3.3%	**¥1,332**	**¥1,356**	**¥1,359**	0.3%	2.1%
クリエイティブ系	WEBデザイナー	¥1,090	---	---	-	-	---	---	---	-	-	---	¥1,550	---	-	-	---	¥1,450	¥1,344	-7.3%	-	¥1,395	¥1,357	¥1,522	12.2%	9.1%
	WEBディレクター	¥1,260	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	¥1,483	¥1,500	¥2,000	33.3%	34.8%
	WEB制作・編集	¥1,144	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,400	¥1,800	¥1,350	-25.0%	-3.6%	¥1,350	¥1,613	¥1,666	3.3%	23.4%
	編集・校正・制作	¥1,250	¥1,526	¥1,628	6.7%	30.2%	---	¥1,369	¥1,350	-1.4%	-	---	¥1,150	---	-	-	---	¥1,350	¥1,350	0.0%	-	¥1,323	¥1,394	¥1,408	1.0%	6.4%
	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）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	---	-	-
	ＤＴＰオペレーター	¥1,300	---	---	-	-	---	¥1,150	¥1,250	8.7%	-	¥1,200	¥1,175	¥1,100	-6.4%	-8.3%	---	¥1,300	---	-	-	¥1,283	¥1,335	¥1,300	-2.6%	1.3%
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,171	---	---	-	-	¥1,309	¥1,264	¥1,500	18.6%	14.6%
計		**¥1,176**	**¥1,526**	**¥1,628**	6.7%	38.4%	**---**	**¥1,356**	**¥1,333**	-1.7%	-	**¥1,200**	**¥1,254**	**¥1,100**	-12.3%	-8.3%	**¥1,255**	**¥1,400**	**¥1,337**	-4.5%	6.6%	**¥1,345**	**¥1,442**	**¥1,537**	6.6%	14.3%
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	¥1,300	---	---	-	-	¥1,300	¥1,550	---	-	-	¥1,300	¥1,967	¥1,600	-18.6%	23.1%	¥2,315	¥1,975	¥2,088	5.7%	-9.8%
	制御系SE	---	---	---	-	-	¥2,000	---	---	-	-	¥1,350	¥1,350	¥1,350	0.0%	0.0%	---	---	¥1,900	-	-	---	¥2,447	¥2,239	-8.5%	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥2,000	¥1,400	-30.0%	-	¥1,300	¥1,933	¥2,100	8.6%	61.5%
	Web・スマホ系SE	---	---	¥1,300	-	-	---	---	---	-	-	---	---	¥2,200	-	-	---	---	---	-	-	---	¥2,310	¥2,815	21.8%	-
	社内SE	---	---	¥1,320	-	-	¥2,000	¥1,700	¥1,700	0.0%	-15.0%	¥1,400	---	---	-	-	¥1,500	¥1,635	¥1,613	-1.4%	7.5%	¥1,550	¥1,900	¥2,500	31.6%	61.3%
	プログラマ	¥2,142	---	---	-	-	¥2,332	¥1,900	¥1,900	0.0%	-18.5%	¥1,300	¥1,600	¥1,600	0.0%	23.1%	¥2,084	¥2,000	---	-	-	¥2,215	¥2,229	¥2,207	-1.0%	-0.3%
	ネットワークエンジニア	¥2,400	---	---	-	-	¥2,400	---	---	-	-	---	¥2,200	¥2,200	0.0%	-	¥2,746	¥2,250	¥1,500	-33.3%	-45.4%	¥1,944	¥2,408	¥2,409	0.0%	23.9%
	テスト・評価	---	---	---	-	-	¥1,304	¥2,000	¥2,000	0.0%	53.4%	¥1,314	¥1,300	¥1,339	3.0%	1.9%	¥1,300	¥1,671	¥1,583	-5.3%	21.8%	¥1,241	¥1,311	¥1,411	7.6%	13.7%
	運用管理・保守	---	---	---	-	-	¥1,855	---	---	-	-	¥1,828	¥1,812	¥1,840	1.6%	0.7%	¥1,200	¥1,625	¥1,850	13.8%	54.2%	¥1,997	¥1,915	¥1,926	0.6%	-3.5%
	ユーザーサポート・ヘルプデスク	¥1,582	¥1,489	¥1,469	-1.4%	-7.2%	¥1,610	¥1,333	¥1,492	11.9%	-7.3%	¥1,333	¥1,309	¥1,302	-0.6%	-2.3%	¥1,330	¥1,437	¥1,360	-5.4%	2.3%	¥1,568	¥1,703	¥1,648	-3.2%	5.0%
	インストラクター・講師・教師	---	---	---	-	-	¥1,450	¥2,000	---	-	-	¥1,300	---	---	-	-	---	¥1,790	¥1,767	-1.3%	-	¥1,100	¥1,288	¥1,300	1.0%	18.2%
	その他 IT系	¥1,600	---	---	-	-	¥1,418	¥1,575	¥1,550	-1.6%	9.3%	¥1,546	¥1,393	¥1,438	3.2%	-7.0%	---	¥1,567	¥1,664	6.2%	-	¥1,875	¥2,021	¥2,609	29.1%	39.1%
計		**¥1,781**	**¥1,489**	**¥1,427**	-4.2%	-19.9%	**¥1,659**	**¥1,643**	**¥1,697**	3.3%	2.3%	**¥1,433**	**¥1,490**	**¥1,469**	-1.4%	2.6%	**¥1,873**	**¥1,593**	**¥1,478**	-7.2%	-21.1%	**¥1,823**	**¥1,898**	**¥1,993**	5.0%	9.3%
技術系	ＣＡＤオペレーター	---	¥2,800	¥2,033	-27.4%	-	¥1,357	¥1,789	¥1,691	-5.5%	24.6%	¥1,410	¥1,544	¥1,447	-6.3%	2.7%	¥1,366	¥1,443	¥1,402	-2.8%	2.7%	¥1,607	¥1,602	¥1,685	5.2%	4.9%
	ＣＡＤ・設計	---	¥1,700	¥1,700	0.0%	-	---	¥2,000	---	-	-	¥1,368	¥1,571	¥1,652	5.1%	20.8%	¥1,400	¥1,663	¥1,838	10.5%	31.3%	¥1,627	¥1,605	¥1,748	8.9%	7.4%
	ハード系設計	---	---	---	-	-	---	¥2,400	¥2,400	0.0%	-	¥1,440	---	---	-	-	---	---	---	-	-	---	---	¥2,400	-	-
	研究開発関連	---	---	---	-	-	¥1,316	¥1,825	¥1,650	-9.6%	25.4%	¥1,319	¥1,600	¥1,600	0.0%	21.3%	¥1,300	¥1,300	¥1,300	0.0%	0.0%	¥1,312	¥1,357	¥1,416	4.4%	7.9%
	その他技術系	¥2,400	---	---	-	-	¥1,395	¥2,400	¥2,400	0.0%	72.0%	¥1,764	¥1,267	¥1,200	-5.3%	-32.0%	¥1,864	¥1,533	¥1,643	7.1%	-11.9%	¥1,903	¥1,836	¥1,980	7.8%	4.0%
計		**¥2,400**	**¥2,486**	**¥1,950**	-21.6%	-18.8%	**¥1,349**	**¥2,053**	**¥1,941**	-5.4%	43.8%	**¥1,475**	**¥1,541**	**¥1,479**	-4.0%	0.3%	**¥1,463**	**¥1,435**	**¥1,413**	-1.5%	-3.5%	**¥1,617**	**¥1,590**	**¥1,682**	5.8%	4.0%
医療・介護系	医療事務	¥1,250	¥1,250	¥1,325	6.0%	6.0%	---	¥1,155	¥1,150	-0.4%	-	¥1,098	¥1,223	¥1,202	-1.7%	9.5%	¥1,212	¥1,223	¥1,244	1.7%	2.6%	¥1,201	¥1,208	¥1,196	-1.0%	-0.4%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,205	¥1,230	¥1,247	1.3%	3.5%	¥1,175	¥1,206	¥1,202	-0.3%	2.3%	¥1,178	¥1,228	¥1,215	-1.1%	3.2%	¥1,283	¥1,317	¥1,336	1.4%	4.1%	¥1,301	¥1,303	¥1,310	0.6%	0.7%
	看護師・准看護師	---	¥2,000	¥2,000	0.0%	-	¥1,654	¥1,677	---	-	-	¥1,531	¥1,567	¥1,550	-1.1%	1.3%	¥1,715	¥2,054	¥2,077	1.1%	21.1%	¥1,457	¥1,586	¥1,584	-0.1%	8.8%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	¥1,400	¥1,750	¥1,750	0.0%	25.0%	---	¥1,500	---	-	-	¥1,800	¥1,800	¥1,800	0.0%	0.0%
	その他医療・介護関連	¥1,212	¥1,340	¥1,312	-2.1%	8.2%	¥1,210	¥1,294	¥1,309	1.1%	8.2%	¥1,347	¥1,303	¥1,279	-1.9%	-5.0%	¥1,292	¥1,306	¥1,296	-0.7%	0.4%	¥1,368	¥1,347	¥1,381	2.5%	1.0%
計		**¥1,206**	**¥1,237**	**¥1,305**	5.4%	8.2%	**¥1,187**	**¥1,220**	**¥1,220**	-0.0%	2.7%	**¥1,198**	**¥1,243**	**¥1,227**	-1.3%	2.4%	**¥1,313**	**¥1,334**	**¥1,344**	0.7%	2.4%	**¥1,315**	**¥1,303**	**¥1,313**	0.7%	-0.2%
その他	製造業務	¥1,142	¥1,408	¥1,333	-5.3%	16.8%	¥1,318	¥1,296	¥1,286	-0.7%	-2.4%	¥1,263	¥1,268	¥1,252	-1.3%	-0.9%	¥1,372	¥1,311	¥1,309	-0.1%	-4.6%	¥1,257	¥1,280	¥1,303	1.8%	3.7%
	軽作業	¥1,077	¥1,133	¥1,134	0.1%	5.3%	¥1,173	¥1,230	¥1,233	0.3%	5.1%	¥1,170	¥1,227	¥1,224	-0.3%	4.7%	¥1,216	¥1,242	¥1,246	0.4%	2.5%	¥1,177	¥1,210	¥1,217	0.5%	3.4%
	ドライバー	---	---	---	-	-	¥1,216	¥1,150	¥1,150	0.0%	-5.4%	¥1,210	¥1,253	¥1,282	2.3%	6.0%	¥1,250	---	---	-	-	¥1,000	¥1,226	¥1,274	3.9%	27.4%
	インストラクター・講師・教師	---	---	---	-	-	---	¥1,388	---	-	-	---	¥1,150	¥1,150	0.0%	-	---	---	---	-	-	¥1,425	¥1,300	---	-	-
	その他	¥1,800	¥1,300	¥1,448	11.4%	-19.6%	¥1,201	¥1,217	¥1,231	1.1%	2.4%	¥1,182	¥1,296	¥1,286	-0.8%	8.8%	¥1,743	¥1,240	¥1,233	-0.6%	-29.3%	¥1,292	¥1,274	¥1,273	-0.1%	-1.5%
計		**¥1,142**	**¥1,291**	**¥1,228**	-4.9%	7.5%	**¥1,244**	**¥1,260**	**¥1,254**	-0.5%	0.8%	**¥1,212**	**¥1,244**	**¥1,236**	-0.6%	2.0%	**¥1,292**	**¥1,264**	**¥1,267**	0.2%	-1.9%	**¥1,215**	**¥1,231**	**¥1,240**	0.7%	2.0%
総計		**¥1,327**	**¥1,376**	**¥1,384**	**0.6%**	**4.3%**	**¥1,247**	**¥1,272**	**¥1,272**	**0.0%**	**2.0%**	**¥1,235**	**¥1,261**	**¥1,256**	**-0.4%**	**1.7%**	**¥1,313**	**¥1,326**	**¥1,327**	**0.1%**	**1.0%**	**¥1,304**	**¥1,324**	**¥1,333**	**0.7%**	**2.2%**