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	
		22.2	23.1	23.2	前月比	前年同月比	22.2	23.1	23.2	前月比	前年同月比	22.2	23.1	23.2	前月比	前年同月比	22.2	23.1	23.2	前月比	前年同月比	22.2	23.1	23.2	前月比	前年同月比
オフィスワーク系	一般事務	¥1,211	¥1,224	¥1,227	0.2%	1.3%	¥1,173	¥1,189	¥1,174	-1.2%	0.0%	¥1,181	¥1,219	¥1,196	-1.9%	1.2%	¥1,206	¥1,193	¥1,189	-0.3%	-1.4%	¥1,192	¥1,186	¥1,194	0.7%	0.2%
	営業事務	¥1,195	¥1,246	¥1,235	-0.8%	3.3%	¥1,197	¥1,236	¥1,241	0.4%	3.7%	¥1,237	¥1,257	¥1,237	-1.6%	-0.0%	¥1,242	¥1,246	¥1,252	0.5%	0.9%	¥1,250	¥1,234	¥1,233	-0.1%	-1.4%
	学校事務	¥1,177	¥1,250	¥1,250	0.0%	6.2%	¥1,154	¥1,177	¥1,203	2.3%	4.3%	¥1,200	¥1,155	¥1,142	-1.2%	-4.9%	¥1,176	¥1,148	¥1,164	1.4%	-1.0%	¥1,131	¥1,202	¥1,238	3.0%	9.4%
	経理・財務・会計・英文経理	¥1,233	¥1,287	¥1,262	-1.9%	2.3%	¥1,274	¥1,200	¥1,195	-0.4%	-6.3%	¥1,255	¥1,227	¥1,219	-0.7%	-2.9%	¥1,248	¥1,280	¥1,265	-1.2%	1.4%	¥1,229	¥1,228	¥1,227	-0.1%	-0.2%
	秘書	¥1,150	¥1,200	¥1,200	0.0%	4.3%	¥1,110	¥1,245	¥1,158	-7.0%	4.3%	---	¥1,288	---	-	-	¥1,314	¥1,175	¥1,220	3.8%	-7.2%	¥1,275	¥1,296	¥1,302	0.5%	2.2%
	受付	¥1,100	¥1,150	¥1,196	4.0%	8.7%	¥1,052	¥1,132	¥1,154	2.0%	9.7%	¥1,100	¥1,225	¥1,208	-1.4%	9.8%	¥1,295	¥1,202	¥1,217	1.3%	-6.0%	¥1,205	¥1,183	¥1,221	3.2%	1.3%
	総務・人事・法務	¥1,214	¥1,243	¥1,250	0.5%	3.0%	¥1,198	¥1,185	¥1,163	-1.8%	-2.9%	¥1,236	¥1,220	¥1,209	-1.0%	-2.2%	¥1,241	¥1,254	¥1,240	-1.1%	-0.0%	¥1,208	¥1,230	¥1,225	-0.4%	1.4%
	広報・宣伝・IR	---	---	---	-	-	---	¥1,458	¥1,325	-9.1%	-	---	---	---	-	-	¥1,330	---	---	-	-	¥1,250	¥1,189	¥1,144	-3.8%	-8.5%
	企画・マーケティング	¥1,300	---	---	-	-	¥1,283	---	---	-	-	---	---	---	-	-	---	¥1,100	¥1,100	0.0%	-	¥1,457	¥1,292	¥1,291	-0.1%	-11.4%
	貿易・国際事務	---	---	---	-	-	¥1,213	¥1,232	¥1,254	1.8%	3.4%	¥1,262	¥1,316	¥1,363	3.5%	7.9%	¥1,233	¥1,329	¥1,272	-4.3%	3.1%	¥1,229	¥1,289	¥1,321	2.4%	7.5%
	英文事務	¥1,050	---	¥1,250	-	19.0%	¥1,500	¥1,338	¥1,286	-3.9%	-14.2%	¥1,252	¥1,376	¥1,393	1.2%	11.3%	¥1,170	¥1,500	¥1,400	-6.7%	19.7%	¥1,279	¥1,438	¥1,349	-6.1%	5.5%
	金融（銀行）事務	¥1,100	¥1,310	¥1,287	-1.7%	17.0%	¥1,162	¥1,183	¥1,157	-2.2%	-0.4%	¥1,250	¥1,205	¥1,211	0.5%	-3.1%	¥1,267	¥1,227	¥1,223	-0.3%	-3.5%	¥1,162	¥1,238	¥1,252	1.1%	7.8%
	金融（証券）事務	¥1,350	¥1,250	¥1,250	0.0%	-7.4%	---	¥1,300	¥1,280	-1.5%	-	---	---	¥1,300	-	-	---	---	¥1,183	-	-	¥1,232	¥1,228	¥1,208	-1.6%	-1.9%
	金融（生保・損保）事務	¥1,254	¥1,219	¥1,215	-0.3%	-3.1%	¥1,419	¥1,271	¥1,272	0.1%	-10.4%	¥1,319	¥1,270	¥1,294	1.9%	-1.9%	¥1,314	¥1,237	¥1,222	-1.2%	-7.0%	¥1,229	¥1,240	¥1,240	0.0%	0.8%
	金融（その他）事務	---	¥1,200	¥1,200	0.0%	-	---	¥1,160	¥1,068	-7.9%	-	---	---	---	-	-	---	¥1,200	---	-	-	¥1,300	¥1,250	¥1,229	-1.7%	-5.5%
	通訳・翻訳	---	¥1,200	---	-	-	¥1,500	¥1,200	¥1,200	0.0%	-20.0%	¥1,558	¥1,400	¥1,300	-7.1%	-16.5%	---	¥1,500	¥1,400	-6.7%	-	¥1,400	¥1,400	¥1,514	8.2%	8.2%
	OAオペレーター	¥1,300	---	---	-	-	¥1,243	¥1,360	¥1,243	-8.6%	0.0%	---	¥1,122	¥1,125	0.2%	-	¥1,216	¥1,294	¥1,257	-2.9%	3.4%	¥1,296	¥1,298	¥1,312	1.1%	1.2%
	データ入力	¥1,419	¥1,482	¥1,462	-1.3%	3.0%	¥1,239	¥1,277	¥1,276	-0.1%	3.0%	¥1,250	¥1,097	¥1,123	2.3%	-10.2%	¥1,280	¥1,293	¥1,164	-10.0%	-9.1%	¥1,217	¥1,261	¥1,240	-1.6%	1.9%
	事務的軽作業	¥1,185	¥1,100	---	-	-	¥1,139	¥1,178	¥1,220	3.6%	7.1%	¥1,160	¥1,265	¥1,235	-2.4%	6.5%	¥1,050	¥1,167	¥1,150	-1.4%	9.5%	¥1,090	¥1,257	¥1,163	-7.5%	6.7%
	その他事務系	¥1,259	¥1,288	¥1,370	6.4%	8.8%	¥1,263	¥1,263	¥1,250	-1.0%	-1.0%	¥1,321	¥1,280	¥1,253	-2.1%	-5.2%	¥1,306	¥1,257	¥1,243	-1.1%	-4.8%	¥1,294	¥1,318	¥1,303	-1.2%	0.7%
計		**¥1,242**	**¥1,272**	**¥1,273**	0.1%	2.5%	**¥1,192**	**¥1,209**	**¥1,197**	-0.9%	0.4%	**¥1,214**	**¥1,234**	**¥1,213**	-1.7%	-0.1%	**¥1,222**	**¥1,218**	**¥1,215**	-0.2%	-0.6%	**¥1,211**	**¥1,209**	**¥1,214**	0.5%	0.3%
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,800	¥1,504	-16.5%	-	---	¥1,357	¥1,334	-1.7%	-	---	---	---	-	-	¥1,588	¥1,451	¥1,492	2.8%	-6.0%	¥1,443	¥1,386	¥1,370	-1.1%	-5.0%
	営業アシスタント	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,300	-	-	¥1,370	¥1,406	¥1,337	-4.9%	-2.4%
	販売（アパレル系）	---	¥1,350	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,296	¥1,241	¥1,366	10.1%	5.4%
	販売（家電・モバイル）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	¥1,304	¥1,285	-1.5%	-1.2%
	販売（その他）	---	¥1,200	¥1,241	3.4%	-	---	¥1,339	¥1,256	-6.1%	-	---	---	¥1,200	-	-	---	---	¥1,250	-	-	¥1,133	¥1,141	¥1,159	1.6%	2.3%
	デモンストレーター・MC	---	---	---	-	-	¥1,050	¥1,400	¥1,325	-5.4%	26.2%	---	---	---	-	-	¥1,200	---	---	-	-	---	¥1,150	¥1,150	0.0%	-
	窓口・ショールーム・カウンター受付	¥1,100	¥1,167	¥1,237	6.0%	12.5%	¥1,065	¥1,238	¥1,138	-8.0%	6.9%	---	¥1,175	¥1,243	5.8%	-	¥1,255	¥1,163	¥1,167	0.4%	-7.0%	¥1,223	¥1,207	¥1,209	0.2%	-1.2%
	旅行関連	---	¥1,074	¥1,054	-1.9%	-	---	¥1,150	¥1,150	0.0%	-	---	---	---	-	-	---	---	---	-	-	¥1,120	¥1,046	¥1,060	1.4%	-5.3%
	テレマーケティング・テレフォンオペレーター	¥1,445	¥1,521	¥1,455	-4.3%	0.7%	¥1,206	¥1,281	¥1,275	-0.5%	5.7%	¥1,181	¥1,432	¥1,228	-14.2%	4.0%	¥1,221	¥1,231	¥1,224	-0.6%	0.2%	¥1,266	¥1,277	¥1,262	-1.1%	-0.3%
	スーパーバイザー	---	---	---	-	-	---	---	---	-	-	---	---	¥1,450	-	-	---	¥1,400	¥1,400	0.0%	-	¥1,385	¥1,500	¥1,300	-13.3%	-6.1%
	その他営業・販売・サービス系	¥1,556	---	---	-	-	¥1,129	¥1,437	¥1,430	-0.5%	26.6%	¥1,200	---	---	-	-	¥1,175	¥1,033	¥1,082	4.7%	-7.9%	¥1,213	¥1,233	¥1,259	2.1%	3.8%
計		**¥1,442**	**¥1,506**	**¥1,434**	-4.8%	-0.6%	**¥1,188**	**¥1,285**	**¥1,264**	-1.6%	6.4%	**¥1,188**	**¥1,422**	**¥1,233**	-13.3%	3.8%	**¥1,255**	**¥1,252**	**¥1,231**	-1.7%	-1.9%	**¥1,263**	**¥1,273**	**¥1,261**	-0.9%	-0.1%
クリエイティブ系	WEBデザイナー	---	¥1,250	¥1,221	-2.3%	-	---	¥1,260	¥1,300	3.2%	-	---	---	---	-	-	¥1,200	¥1,300	¥1,360	4.6%	13.3%	¥1,450	¥1,338	¥1,314	-1.8%	-9.4%
	WEBディレクター	---	¥1,250	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,700	¥1,667	-2.0%	-
	WEB制作・編集	---	¥1,517	¥1,717	13.2%	-	---	¥1,309	¥1,409	7.7%	-	¥1,250	---	---	-	-	---	---	¥1,800	-	-	¥1,300	¥1,608	¥1,658	3.2%	27.6%
	編集・校正・制作	¥1,200	¥1,500	¥1,500	0.0%	25.0%	---	---	¥1,230	-	-	¥1,250	---	---	-	-	¥1,100	---	---	-	-	¥1,433	¥1,278	¥1,214	-5.0%	-15.3%
	デザイナー（ファッション・アクセサリー）・パタン	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	デザイナー（住宅・インテリア）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,250	-	-	---	¥1,267	---	-	-
	ＤＴＰオペレーター	---	---	---	-	-	---	¥1,414	¥1,400	-1.0%	-	---	---	---	-	-	¥1,283	---	¥1,250	-	-2.6%	¥1,403	¥1,310	¥1,295	-1.1%	-7.7%
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,350	-	-	¥1,679	¥1,550	¥1,220	-21.3%	-27.3%
計		**---**	**¥1,410**	**¥1,500**	6.4%	-	**---**	**¥1,323**	**¥1,368**	3.4%	-	**---**	**---**	**---**	-	-	**¥1,250**	**¥1,300**	**¥1,512**	16.3%	20.9%	**¥1,474**	**¥1,387**	**¥1,355**	-2.3%	-8.1%
IT系	ビジネスアプリケーション系SE	¥2,000	---	---	-	-	---	---	¥1,600	-	-	---	---	---	-	-	¥2,514	---	¥1,400	-	-44.3%	¥2,415	¥2,171	¥2,179	0.3%	-9.8%
	制御系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥2,400	---	---	-	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,767	---	---	-	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥2,000	¥2,167	8.3%	-
	社内SE	¥1,992	¥2,000	¥2,000	0.0%	0.4%	¥1,300	---	---	-	-	---	---	---	-	-	¥1,950	---	---	-	-	¥2,119	¥1,244	¥1,330	6.9%	-37.2%
	プログラマ	¥2,224	¥2,244	¥2,153	-4.1%	-3.2%	---	¥3,000	¥3,000	0.0%	-	---	---	---	-	-	---	---	¥3,000	-	-	¥1,840	¥2,375	¥2,221	-6.5%	20.7%
	ネットワークエンジニア	¥2,062	---	¥2,733	-	32.6%	---	---	¥2,822	-	-	---	---	---	-	-	¥1,600	---	¥2,433	-	52.1%	¥1,735	¥1,200	¥2,800	133.3%	61.4%
	テスト・評価	---	¥2,000	¥2,000	0.0%	-	---	---	---	-	-	¥1,474	---	---	-	-	---	¥1,800	¥1,800	0.0%	-	¥1,360	¥1,432	¥1,495	4.4%	9.9%
	運用管理・保守	¥1,717	¥2,083	¥2,145	3.0%	25.0%	¥1,951	¥3,000	¥3,000	0.0%	53.8%	---	---	---	-	-	¥1,260	¥2,211	¥2,050	-7.3%	62.7%	¥1,888	¥2,087	¥2,106	0.9%	11.6%
	ユーザーサポート・ヘルプデスク	¥1,606	¥1,666	¥1,689	1.4%	5.1%	¥1,533	¥1,327	¥1,390	4.8%	-9.3%	---	---	---	-	-	¥1,403	¥1,347	¥1,332	-1.1%	-5.1%	¥1,536	¥1,561	¥1,474	-5.6%	-4.1%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,300	-	-	---	---	---	-	-
	その他 IT系	¥1,600	---	¥1,400	-	-12.5%	¥1,300	---	---	-	-	¥1,438	---	---	-	-	¥1,340	---	¥1,500	-	11.9%	¥1,720	¥1,510	¥1,505	-0.3%	-12.5%
計		**¥2,029**	**¥2,074**	**¥2,091**	0.8%	3.1%	**¥1,816**	**¥1,984**	**¥2,356**	18.7%	29.7%	**¥1,467**	**---**	**---**	-	-	**¥1,922**	**¥1,699**	**¥1,767**	4.0%	-8.1%	**¥1,824**	**¥1,675**	**¥1,731**	3.3%	-5.1%
技術系	ＣＡＤオペレーター	¥1,623	¥1,733	¥1,646	-5.0%	1.4%	¥1,884	¥1,315	¥1,304	-0.9%	-30.8%	---	¥1,400	¥1,400	0.0%	-	¥1,200	¥1,267	¥1,295	2.2%	7.9%	¥1,652	¥1,682	¥1,668	-0.8%	1.0%
	ＣＡＤ・設計	¥1,150	---	---	-	-	---	---	---	-	-	¥1,300	¥1,460	¥1,414	-3.1%	8.8%	---	---	---	-	-	---	¥1,400	¥1,400	0.0%	-
	ハード系設計	---	---	---	-	-	---	---	---	-	-	---	¥1,800	¥1,800	0.0%	-	---	---	---	-	-	---	---	---	-	-
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他技術系	---	¥2,440	¥2,600	6.6%	-	---	¥1,737	¥1,563	-10.0%	-	¥2,400	¥2,371	¥2,400	1.2%	0.0%	¥1,550	¥1,996	¥1,875	-6.1%	21.0%	¥1,596	¥1,904	¥1,666	-12.5%	4.4%
計		**¥1,577**	**¥1,768**	**¥1,679**	-5.0%	6.4%	**¥1,884**	**¥1,541**	**¥1,448**	-6.0%	-23.1%	**¥2,180**	**¥1,795**	**¥1,695**	-5.6%	-22.2%	**¥1,327**	**¥1,605**	**¥1,495**	-6.9%	12.6%	**¥1,643**	**¥1,686**	**¥1,663**	-1.4%	1.2%
医療・介護系	医療事務	¥1,100	¥1,250	¥1,261	0.9%	14.6%	¥1,032	¥1,050	¥1,050	0.0%	1.7%	---	---	---	-	-	¥1,171	¥1,153	¥1,132	-1.8%	-3.3%	¥1,122	¥1,161	¥1,158	-0.2%	3.2%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,050	¥1,152	¥1,199	4.1%	14.1%	¥1,119	¥1,164	¥1,163	-0.1%	3.9%	¥1,181	¥1,204	¥1,194	-0.8%	1.1%	¥1,181	¥1,249	¥1,257	0.7%	6.4%	¥1,172	¥1,258	¥1,261	0.2%	7.6%
	看護師・准看護師	---	---	---	-	-	---	¥1,100	¥1,100	0.0%	-	---	¥1,500	¥1,500	0.0%	-	¥1,729	¥1,521	¥1,483	-2.5%	-14.2%	¥1,390	¥1,532	¥1,596	4.2%	14.8%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他医療・介護関連	¥1,000	¥1,000	---	-	-	---	¥1,100	¥1,100	0.0%	-	---	---	¥1,050	-	-	¥1,149	¥1,340	¥1,550	15.7%	34.9%	¥1,098	¥1,117	¥1,165	4.3%	6.1%
計		**¥1,045**	**¥1,152**	**¥1,203**	4.5%	15.2%	**¥1,118**	**¥1,154**	**¥1,155**	0.1%	3.4%	**¥1,181**	**¥1,232**	**¥1,222**	-0.8%	3.5%	**¥1,211**	**¥1,262**	**¥1,268**	0.5%	4.7%	**¥1,188**	**¥1,266**	**¥1,288**	1.7%	8.4%
その他	製造業務	---	¥1,064	¥1,068	0.3%	-	¥1,297	¥1,308	¥1,331	1.8%	2.7%	¥1,272	¥1,374	¥1,331	-3.1%	4.6%	¥1,218	¥1,332	¥1,399	5.0%	14.9%	¥1,179	¥1,278	¥1,309	2.4%	11.0%
	軽作業	---	¥1,342	¥1,333	-0.6%	-	¥1,209	¥1,215	¥1,258	3.5%	4.1%	¥1,153	¥1,225	¥1,223	-0.1%	6.1%	¥1,150	¥1,258	¥1,261	0.2%	9.6%	¥1,098	¥1,178	¥1,168	-0.9%	6.4%
	ドライバー	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,120	-	-	¥1,450	¥1,417	¥1,312	-7.4%	-9.6%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	---	---	-	-
	その他	¥1,000	¥1,150	¥1,175	2.2%	17.5%	---	¥1,177	¥1,181	0.4%	-	---	¥1,200	¥1,200	0.0%	-	¥1,058	¥1,150	¥1,279	11.2%	20.8%	¥1,173	¥1,312	¥1,221	-7.0%	4.1%
計		**¥1,000**	**¥1,108**	**¥1,126**	1.6%	12.6%	**¥1,231**	**¥1,259**	**¥1,292**	2.6%	4.9%	**¥1,180**	**¥1,275**	**¥1,277**	0.2%	8.2%	**¥1,156**	**¥1,284**	**¥1,325**	3.1%	14.6%	**¥1,131**	**¥1,217**	**¥1,209**	-0.7%	6.9%
総計		**¥1,316**	**¥1,389**	**¥1,376**	**-0.9%**	**4.6%**	**¥1,196**	**¥1,213**	**¥1,213**	**-0.0%**	**1.3%**	**¥1,201**	**¥1,249**	**¥1,232**	**-1.3%**	**2.6%**	**¥1,225**	**¥1,249**	**¥1,252**	**0.3%**	**2.2%**	**¥1,225**	**¥1,247**	**¥1,254**	**0.6%**	**2.4%**