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	
		22.3	23.2	23.3	前月比	前年同月比	22.3	23.2	23.3	前月比	前年同月比	22.3	23.2	23.3	前月比	前年同月比	22.3	23.2	23.3	前月比	前年同月比	22.3	23.2	23.3	前月比	前年同月比
オフィスワーク系	一般事務	¥1,207	¥1,227	¥1,218	-0.8%	0.9%	¥1,184	¥1,174	¥1,177	0.3%	-0.6%	¥1,182	¥1,196	¥1,185	-0.9%	0.3%	¥1,206	¥1,189	¥1,192	0.3%	-1.1%	¥1,207	¥1,194	¥1,199	0.4%	-0.7%
	営業事務	¥1,205	¥1,235	¥1,240	0.4%	2.9%	¥1,211	¥1,241	¥1,241	0.0%	2.5%	¥1,223	¥1,237	¥1,232	-0.4%	0.7%	¥1,249	¥1,252	¥1,255	0.2%	0.5%	¥1,253	¥1,233	¥1,239	0.5%	-1.1%
	学校事務	¥1,185	¥1,250	¥1,235	-1.2%	4.3%	¥1,157	¥1,203	¥1,196	-0.6%	3.4%	¥1,200	¥1,142	¥1,108	-2.9%	-7.7%	¥1,156	¥1,164	¥1,094	-6.0%	-5.4%	¥1,164	¥1,238	¥1,172	-5.3%	0.7%
	経理・財務・会計・英文経理	¥1,228	¥1,262	¥1,267	0.4%	3.2%	¥1,228	¥1,195	¥1,195	0.0%	-2.7%	¥1,232	¥1,219	¥1,239	1.6%	0.5%	¥1,245	¥1,265	¥1,278	1.1%	2.7%	¥1,253	¥1,227	¥1,237	0.9%	-1.3%
	秘書	¥1,175	¥1,200	¥1,202	0.2%	2.3%	¥1,125	¥1,158	¥1,152	-0.5%	2.4%	---	---	¥1,267	-	-	¥1,171	¥1,220	¥1,237	1.4%	5.6%	¥1,279	¥1,302	¥1,272	-2.3%	-0.5%
	受付	---	¥1,196	¥1,213	1.4%	-	¥1,206	¥1,154	¥1,177	2.0%	-2.4%	¥1,100	¥1,208	¥1,219	0.9%	10.8%	¥1,200	¥1,217	¥1,215	-0.2%	1.2%	¥1,185	¥1,221	¥1,178	-3.5%	-0.5%
	総務・人事・法務	¥1,207	¥1,250	¥1,237	-1.0%	2.5%	¥1,185	¥1,163	¥1,177	1.2%	-0.7%	¥1,195	¥1,209	¥1,209	-0.0%	1.2%	¥1,259	¥1,240	¥1,234	-0.5%	-2.0%	¥1,220	¥1,225	¥1,239	1.2%	1.6%
	広報・宣伝・IR	---	---	¥1,300	-	-	¥1,100	¥1,325	¥1,296	-2.2%	17.8%	¥1,100	---	¥1,500	-	36.4%	¥1,317	---	---	-	-	¥1,265	¥1,144	¥1,352	18.2%	6.9%
	企画・マーケティング	¥1,300	---	---	-	-	---	---	¥1,464	-	-	---	---	¥1,450	-	-	---	¥1,100	---	-	-	¥1,455	¥1,291	¥1,327	2.8%	-8.8%
	貿易・国際事務	---	---	---	-	-	¥1,200	¥1,254	¥1,330	6.1%	10.8%	¥1,229	¥1,363	¥1,313	-3.6%	6.8%	¥1,325	¥1,272	¥1,311	3.1%	-1.0%	¥1,244	¥1,321	¥1,338	1.4%	7.6%
	英文事務	¥1,067	¥1,250	¥1,206	-3.6%	13.0%	¥1,275	¥1,286	¥1,317	2.4%	3.3%	¥1,277	¥1,393	¥1,337	-4.1%	4.6%	¥1,231	¥1,400	¥1,361	-2.8%	10.5%	¥1,268	¥1,349	¥1,325	-1.8%	4.6%
	金融（銀行）事務	¥1,250	¥1,287	¥1,242	-3.5%	-0.6%	¥1,169	¥1,157	¥1,174	1.5%	0.5%	¥1,280	¥1,211	¥1,215	0.3%	-5.1%	¥1,263	¥1,223	¥1,215	-0.7%	-3.9%	¥1,172	¥1,252	¥1,235	-1.3%	5.4%
	金融（証券）事務	¥1,350	¥1,250	---	-	-	¥1,200	¥1,280	¥1,297	1.3%	8.1%	---	¥1,300	¥1,300	0.0%	-	---	¥1,183	¥1,183	0.0%	-	¥1,223	¥1,208	¥1,217	0.7%	-0.5%
	金融（生保・損保）事務	¥1,180	¥1,215	¥1,225	0.8%	3.8%	¥1,417	¥1,272	¥1,258	-1.1%	-11.2%	¥1,300	¥1,294	¥1,294	0.0%	-0.5%	¥1,276	¥1,222	¥1,256	2.8%	-1.5%	¥1,241	¥1,240	¥1,239	-0.1%	-0.2%
	金融（その他）事務	---	¥1,200	¥1,200	0.0%	-	---	¥1,068	¥1,117	4.6%	-	---	---	¥1,250	-	-	---	---	---	-	-	¥1,269	¥1,229	¥1,144	-6.9%	-9.8%
	通訳・翻訳	---	---	---	-	-	---	¥1,200	¥1,200	0.0%	-	¥1,335	¥1,300	---	-	-	---	¥1,400	¥1,332	-4.9%	-	¥1,463	¥1,514	¥1,667	10.1%	13.9%
	OAオペレーター	¥1,258	---	¥1,500	-	19.2%	¥1,238	¥1,243	¥1,441	16.0%	16.5%	---	¥1,125	¥1,150	2.2%	-	¥1,250	¥1,257	¥1,247	-0.8%	-0.2%	¥1,307	¥1,312	¥1,355	3.3%	3.6%
	データ入力	¥1,438	¥1,462	¥1,458	-0.3%	1.4%	¥1,245	¥1,276	¥1,289	1.0%	3.6%	---	¥1,123	¥1,124	0.1%	-	¥1,192	¥1,164	¥1,188	2.1%	-0.3%	¥1,233	¥1,240	¥1,231	-0.7%	-0.1%
	事務的軽作業	¥1,177	---	¥1,700	-	44.4%	¥1,174	¥1,220	¥1,396	14.4%	18.9%	---	¥1,235	¥1,250	1.2%	-	---	¥1,150	¥1,150	0.0%	-	¥1,067	¥1,163	¥1,133	-2.6%	6.2%
	その他事務系	¥1,303	¥1,370	¥1,346	-1.8%	3.3%	¥1,211	¥1,250	¥1,238	-0.9%	2.3%	¥1,315	¥1,253	¥1,290	3.0%	-1.9%	¥1,287	¥1,243	¥1,194	-3.9%	-7.2%	¥1,266	¥1,303	¥1,313	0.8%	3.7%
計		**¥1,241**	**¥1,273**	**¥1,261**	-0.9%	1.7%	**¥1,200**	**¥1,197**	**¥1,205**	0.7%	0.5%	**¥1,203**	**¥1,213**	**¥1,203**	-0.8%	0.0%	**¥1,220**	**¥1,215**	**¥1,216**	0.0%	-0.4%	**¥1,224**	**¥1,214**	**¥1,219**	0.4%	-0.4%
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,504	¥1,363	-9.3%	-	---	¥1,334	¥1,296	-2.8%	-	---	---	¥1,263	-	-	¥1,550	¥1,492	¥1,467	-1.7%	-5.4%	¥1,441	¥1,370	¥1,378	0.6%	-4.4%
	営業アシスタント	---	---	---	-	-	¥1,200	---	---	-	-	---	---	---	-	-	¥1,200	¥1,300	¥1,300	0.0%	8.3%	¥1,355	¥1,337	¥1,298	-3.0%	-4.2%
	販売（アパレル系）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,265	¥1,366	¥1,440	5.4%	13.8%
	販売（家電・モバイル）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,469	-	-	¥1,308	¥1,285	¥1,294	0.7%	-1.1%
	販売（その他）	---	¥1,241	¥1,244	0.3%	-	---	¥1,256	¥1,194	-5.0%	-	---	¥1,200	---	-	-	¥1,200	¥1,250	¥1,238	-1.0%	3.1%	¥1,120	¥1,159	¥1,143	-1.4%	2.0%
	デモンストレーター・MC	---	---	---	-	-	---	¥1,325	¥1,300	-1.9%	-	---	---	---	-	-	¥1,200	---	---	-	-	---	¥1,150	¥1,150	0.0%	-
	窓口・ショールーム・カウンター受付	¥1,150	¥1,237	¥1,250	1.0%	8.7%	¥1,050	¥1,138	¥1,166	2.4%	11.0%	---	¥1,243	¥1,224	-1.5%	-	¥1,227	¥1,167	¥1,171	0.3%	-4.6%	¥1,228	¥1,209	¥1,217	0.6%	-0.9%
	旅行関連	---	¥1,054	¥1,044	-0.9%	-	---	¥1,150	¥1,165	1.3%	-	---	---	---	-	-	---	---	---	-	-	¥1,120	¥1,060	¥1,061	0.1%	-5.2%
	テレマーケティング・テレフォンオペレーター	¥1,511	¥1,455	¥1,424	-2.2%	-5.8%	¥1,202	¥1,275	¥1,244	-2.4%	3.5%	¥1,172	¥1,228	¥1,160	-5.5%	-1.0%	¥1,209	¥1,224	¥1,240	1.3%	2.6%	¥1,272	¥1,262	¥1,242	-1.6%	-2.3%
	スーパーバイザー	---	---	---	-	-	---	---	---	-	-	---	¥1,450	¥1,450	0.0%	-	---	¥1,400	¥1,350	-3.6%	-	¥1,300	¥1,300	¥1,488	14.4%	14.4%
	その他営業・販売・サービス系	¥1,453	---	---	-	-	¥1,113	¥1,430	¥1,341	-6.2%	20.5%	¥1,200	---	---	-	-	---	¥1,082	¥1,085	0.3%	-	¥1,186	¥1,259	¥1,253	-0.5%	5.6%
計		**¥1,508**	**¥1,434**	**¥1,396**	-2.7%	-7.4%	**¥1,179**	**¥1,264**	**¥1,240**	-1.8%	5.3%	**¥1,182**	**¥1,233**	**¥1,184**	-4.0%	0.2%	**¥1,236**	**¥1,231**	**¥1,251**	1.6%	1.2%	**¥1,266**	**¥1,261**	**¥1,249**	-0.9%	-1.3%
クリエイティブ系	WEBデザイナー	---	¥1,221	¥1,207	-1.2%	-	---	¥1,300	¥1,273	-2.1%	-	---	---	---	-	-	¥1,200	¥1,360	¥1,338	-1.7%	11.5%	¥1,475	¥1,314	¥1,283	-2.4%	-13.0%
	WEBディレクター	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,300	-	-	---	¥1,667	¥1,633	-2.0%	-
	WEB制作・編集	---	¥1,717	¥1,550	-9.7%	-	---	¥1,409	¥1,263	-10.4%	-	---	---	---	-	-	¥1,200	¥1,800	---	-	-	---	¥1,658	¥1,641	-1.0%	-
	編集・校正・制作	¥1,200	¥1,500	¥1,500	0.0%	25.0%	---	¥1,230	¥1,181	-4.0%	-	---	---	---	-	-	¥1,100	---	---	-	-	¥1,300	¥1,214	¥1,359	12.0%	4.6%
	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	¥1,250	0.0%	-	¥1,200	---	---	-	-
	ＤＴＰオペレーター	---	---	¥1,350	-	-	---	¥1,400	¥1,407	0.5%	-	---	---	---	-	-	¥1,311	¥1,250	¥1,250	0.0%	-4.7%	¥1,513	¥1,295	¥1,261	-2.6%	-16.6%
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,350	¥1,350	0.0%	-	¥1,318	¥1,220	¥1,092	-10.5%	-17.2%
計		**¥1,200**	**¥1,500**	**¥1,397**	-6.8%	16.4%	**#DIV/0!**	**¥1,368**	**¥1,287**	-6.0%	-	**---**	**---**	**---**	-	-	**¥1,262**	**¥1,512**	**¥1,307**	-13.5%	3.6%	**¥1,423**	**¥1,355**	**¥1,377**	1.6%	-3.2%
IT系	ビジネスアプリケーション系SE	¥2,000	---	---	-	-	---	¥1,600	¥1,700	6.3%	-	---	---	---	-	-	¥2,480	¥1,400	¥1,400	0.0%	-43.5%	¥2,434	¥2,179	¥2,140	-1.8%	-12.1%
	制御系SE	---	---	---	-	-	---	---	---	-	-	---	---	¥1,600	-	-	---	---	---	-	-	¥2,400	---	---	-	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,200	---	---	-	-	¥1,650	---	---	-	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥2,167	¥2,200	1.5%	-
	社内SE	¥1,989	¥2,000	¥2,000	0.0%	0.6%	¥1,300	---	---	-	-	---	---	---	-	-	¥1,517	---	---	-	-	¥2,210	¥1,330	---	-	-
	プログラマ	¥2,197	¥2,153	¥2,246	4.3%	2.2%	---	¥3,000	¥2,867	-4.4%	-	---	---	---	-	-	---	¥3,000	¥3,000	0.0%	-	¥2,229	¥2,221	¥2,012	-9.4%	-9.7%
	ネットワークエンジニア	¥2,067	¥2,733	¥2,663	-2.6%	28.8%	---	¥2,822	¥2,700	-4.3%	-	---	---	---	-	-	¥1,633	¥2,433	¥2,133	-12.3%	30.6%	¥1,733	¥2,800	¥2,800	0.0%	61.5%
	テスト・評価	---	¥2,000	¥2,000	0.0%	-	---	---	---	-	-	¥1,438	---	---	-	-	---	¥1,800	¥1,713	-4.9%	-	¥1,400	¥1,495	¥1,388	-7.1%	-0.9%
	運用管理・保守	¥1,733	¥2,145	¥2,055	-4.2%	18.6%	¥1,938	¥3,000	¥3,000	0.0%	54.8%	---	---	---	-	-	¥1,280	¥2,050	¥2,430	18.5%	89.8%	¥1,865	¥2,106	¥2,128	1.1%	14.1%
	ユーザーサポート・ヘルプデスク	¥1,793	¥1,689	¥1,800	6.6%	0.4%	¥1,523	¥1,390	¥1,439	3.5%	-5.5%	¥1,600	---	---	-	-	¥1,450	¥1,332	¥1,328	-0.3%	-8.4%	¥1,530	¥1,474	¥1,546	4.9%	1.0%
	インストラクター・講師・教師	---	---	---	-	-	¥1,450	---	---	-	-	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	---	---	¥1,350	-	-
	その他 IT系	¥1,600	¥1,400	---	-	-	¥1,450	---	¥1,918	-	32.3%	¥1,500	---	---	-	-	¥1,300	¥1,500	¥1,400	-6.7%	7.7%	¥1,770	¥1,505	¥1,486	-1.3%	-16.1%
計		**¥2,047**	**¥2,091**	**¥2,190**	4.7%	7.0%	**¥1,778**	**¥2,356**	**¥2,071**	-12.1%	16.5%	**¥1,506**	**---**	**¥1,600**	-	6.2%	**¥1,593**	**¥1,767**	**¥1,773**	0.4%	11.3%	**¥1,832**	**¥1,731**	**¥1,812**	4.7%	-1.1%
技術系	ＣＡＤオペレーター	¥1,692	¥1,646	¥1,584	-3.8%	-6.4%	¥1,800	¥1,304	¥1,291	-1.1%	-28.3%	¥1,250	¥1,400	---	-	-	¥1,329	¥1,295	¥1,294	-0.1%	-2.7%	¥1,694	¥1,668	¥1,627	-2.5%	-4.0%
	ＣＡＤ・設計	¥1,150	---	---	-	-	---	---	---	-	-	---	¥1,414	¥1,419	0.3%	-	---	---	¥2,400	-	-	---	¥1,400	¥1,280	-8.6%	-
	ハード系設計	---	---	---	-	-	---	---	---	-	-	---	¥1,800	¥1,800	0.0%	-	---	---	---	-	-	---	---	---	-	-
	研究開発関連	---	---	---	-	-	---	---	¥1,300	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他技術系	---	¥2,600	¥2,520	-3.1%	-	---	¥1,563	¥1,700	8.7%	-	¥2,400	¥2,400	¥2,272	-5.3%	-5.3%	¥1,550	¥1,875	¥1,942	3.6%	25.3%	¥1,627	¥1,666	¥1,907	14.5%	17.2%
計		**¥1,671**	**¥1,679**	**¥1,620**	-3.5%	-3.0%	**¥1,800**	**¥1,448**	**¥1,443**	-0.4%	-19.8%	**¥1,825**	**¥1,695**	**¥1,850**	9.1%	1.4%	**¥1,353**	**¥1,495**	**¥1,582**	5.8%	16.9%	**¥1,683**	**¥1,663**	**¥1,640**	-1.4%	-2.5%
医療・介護系	医療事務	¥1,100	¥1,261	¥1,276	1.2%	16.0%	---	¥1,050	¥1,090	3.8%	-	---	---	---	-	-	¥1,123	¥1,132	¥1,135	0.2%	1.0%	¥1,092	¥1,158	¥1,139	-1.7%	4.3%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,076	¥1,199	¥1,200	0.1%	11.5%	¥1,115	¥1,163	¥1,161	-0.2%	4.1%	¥1,192	¥1,194	¥1,180	-1.2%	-1.1%	¥1,208	¥1,257	¥1,255	-0.1%	3.9%	¥1,171	¥1,261	¥1,259	-0.2%	7.5%
	看護師・准看護師	---	---	---	-	-	¥1,468	¥1,100	¥1,100	0.0%	-25.1%	---	¥1,500	¥1,500	0.0%	-	¥1,695	¥1,483	¥1,426	-3.8%	-15.9%	¥1,393	¥1,596	¥1,505	-5.7%	8.1%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他医療・介護関連	¥1,000	---	---	-	-	---	¥1,100	¥1,100	0.0%	-	---	¥1,050	¥1,050	0.0%	-	¥1,201	¥1,550	¥1,553	0.2%	29.3%	¥1,160	¥1,165	¥1,210	3.9%	4.4%
計		**¥1,071**	**¥1,203**	**¥1,210**	0.5%	12.9%	**¥1,130**	**¥1,155**	**¥1,156**	0.0%	2.3%	**¥1,192**	**¥1,222**	**¥1,220**	-0.2%	2.3%	**¥1,264**	**¥1,268**	**¥1,265**	-0.2%	0.1%	**¥1,189**	**¥1,288**	**¥1,268**	-1.5%	6.7%
その他	製造業務	---	¥1,068	¥1,053	-1.4%	-	¥1,319	¥1,331	¥1,367	2.7%	3.7%	¥1,253	¥1,331	¥1,327	-0.3%	5.9%	¥1,308	¥1,399	¥1,415	1.1%	8.2%	¥1,139	¥1,309	¥1,358	3.7%	19.3%
	軽作業	---	¥1,333	¥1,300	-2.5%	-	¥1,281	¥1,258	¥1,270	1.0%	-0.9%	¥1,180	¥1,223	¥1,242	1.5%	5.2%	¥1,219	¥1,261	¥1,245	-1.2%	2.1%	¥1,099	¥1,168	¥1,179	1.0%	7.3%
	ドライバー	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,120	¥1,197	6.9%	-	¥1,367	¥1,312	¥1,332	1.6%	-2.5%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	---	---	-	-
	その他	¥1,000	¥1,175	¥1,274	8.4%	27.4%	---	¥1,181	¥1,166	-1.3%	-	---	¥1,200	¥1,200	0.0%	-	¥1,074	¥1,279	¥1,284	0.4%	19.5%	¥1,194	¥1,221	¥1,300	6.5%	8.8%
計		**¥1,000**	**¥1,126**	**¥1,141**	1.3%	14.1%	**¥1,295**	**¥1,292**	**¥1,310**	1.4%	1.1%	**¥1,205**	**¥1,277**	**¥1,284**	0.6%	6.6%	**¥1,232**	**¥1,325**	**¥1,317**	-0.6%	6.9%	**¥1,121**	**¥1,209**	**¥1,245**	3.0%	11.0%
総計		**¥1,374**	**¥1,376**	**¥1,341**	**-2.5%**	**-2.4%**	**¥1,216**	**¥1,213**	**¥1,223**	**0.9%**	**0.6%**	**¥1,203**	**¥1,232**	**¥1,221**	**-1.0%**	**1.5%**	**¥1,242**	**¥1,252**	**¥1,249**	**-0.3%**	**0.5%**	**¥1,226**	**¥1,254**	**¥1,250**	**-0.3%**	**2.0%**