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	
		22.4	23.3	23.4	前月比	前年同月比	22.4	23.3	23.4	前月比	前年同月比	22.4	23.3	23.4	前月比	前年同月比	22.4	23.3	23.4	前月比	前年同月比	22.4	23.3	23.4	前月比	前年同月比
オフィスワーク系	一般事務	¥1,217	¥1,218	¥1,244	2.2%	2.2%	¥1,202	¥1,177	¥1,199	1.9%	-0.3%	¥1,173	¥1,185	¥1,202	1.4%	2.4%	¥1,194	¥1,192	¥1,204	1.0%	0.8%	¥1,200	¥1,199	¥1,208	0.8%	0.7%
	営業事務	¥1,204	¥1,240	¥1,254	1.2%	4.2%	¥1,226	¥1,241	¥1,245	0.3%	1.5%	¥1,207	¥1,232	¥1,247	1.2%	3.3%	¥1,244	¥1,255	¥1,261	0.5%	1.4%	¥1,239	¥1,239	¥1,244	0.5%	0.4%
	学校事務	¥1,160	¥1,235	¥1,250	1.2%	7.8%	¥1,206	¥1,196	¥1,191	-0.4%	-1.2%	¥1,100	¥1,108	¥1,148	3.6%	4.4%	¥1,153	¥1,094	¥1,118	2.2%	-3.1%	¥1,181	¥1,172	¥1,170	-0.2%	-1.0%
	経理・財務・会計・英文経理	¥1,248	¥1,267	¥1,284	1.3%	2.9%	¥1,194	¥1,195	¥1,202	0.6%	0.7%	¥1,236	¥1,239	¥1,293	4.4%	4.6%	¥1,248	¥1,278	¥1,297	1.5%	3.9%	¥1,256	¥1,237	¥1,254	1.4%	-0.1%
	秘書	¥1,150	¥1,202	¥1,206	0.3%	4.9%	¥1,120	¥1,152	¥1,133	-1.6%	1.2%	---	¥1,267	¥1,300	2.6%	-	¥1,300	¥1,237	¥1,256	1.6%	-3.4%	¥1,280	¥1,272	¥1,261	-0.9%	-1.5%
	受付	¥1,200	¥1,213	¥1,300	7.2%	8.3%	¥1,289	¥1,177	¥1,208	2.7%	-6.3%	¥1,350	¥1,219	¥1,174	-3.7%	-13.1%	¥1,198	¥1,215	¥1,224	0.7%	2.2%	¥1,182	¥1,178	¥1,207	2.4%	2.1%
	総務・人事・法務	¥1,187	¥1,237	¥1,242	0.4%	4.6%	¥1,184	¥1,177	¥1,209	2.7%	2.2%	¥1,185	¥1,209	¥1,217	0.7%	2.7%	¥1,220	¥1,234	¥1,226	-0.7%	0.5%	¥1,210	¥1,239	¥1,281	3.4%	5.9%
	広報・宣伝・IR	---	¥1,300	¥1,300	0.0%	-	¥1,108	¥1,296	¥1,291	-0.4%	16.5%	---	¥1,500	¥1,400	-6.7%	-	¥1,300	---	¥1,233	-	-5.1%	¥1,266	¥1,352	¥1,371	1.4%	8.3%
	企画・マーケティング	---	---	---	-	-	¥1,250	¥1,464	¥1,491	1.8%	19.3%	---	¥1,450	¥1,417	-2.3%	-	¥1,200	---	¥1,400	-	16.7%	¥1,336	¥1,327	¥1,446	9.0%	8.3%
	貿易・国際事務	---	---	---	-	-	¥1,236	¥1,330	¥1,281	-3.7%	3.7%	¥1,240	¥1,313	¥1,273	-3.1%	2.7%	¥1,333	¥1,311	¥1,409	7.5%	5.7%	¥1,259	¥1,338	¥1,363	1.8%	8.3%
	英文事務	¥1,100	¥1,206	¥1,181	-2.0%	7.4%	¥1,200	¥1,317	¥1,350	2.5%	12.5%	¥1,262	¥1,337	¥1,361	1.8%	7.8%	¥1,290	¥1,361	¥1,383	1.6%	7.2%	¥1,253	¥1,325	¥1,286	-3.0%	2.6%
	金融（銀行）事務	¥1,250	¥1,242	¥1,264	1.7%	1.1%	¥1,150	¥1,174	¥1,202	2.3%	4.5%	¥1,293	¥1,215	¥1,209	-0.5%	-6.5%	¥1,211	¥1,215	¥1,194	-1.7%	-1.4%	¥1,170	¥1,235	¥1,227	-0.7%	4.8%
	金融（証券）事務	¥1,350	---	---	-	-	¥1,200	¥1,297	¥1,275	-1.7%	6.3%	---	¥1,300	---	-	-	---	¥1,183	¥1,200	1.4%	-	¥1,300	¥1,217	¥1,233	1.4%	-5.1%
	金融（生保・損保）事務	¥1,250	¥1,225	¥1,209	-1.3%	-3.3%	¥1,454	¥1,258	¥1,253	-0.4%	-13.8%	¥1,258	¥1,294	¥1,266	-2.2%	0.7%	¥1,226	¥1,256	¥1,310	4.3%	6.8%	¥1,247	¥1,239	¥1,299	4.9%	4.2%
	金融（その他）事務	---	¥1,200	¥1,550	29.2%	-	---	¥1,117	¥1,117	0.0%	-	¥1,300	¥1,250	¥1,350	8.0%	3.8%	---	---	---	-	-	¥1,247	¥1,144	¥1,050	-8.2%	-15.8%
	通訳・翻訳	---	---	¥2,400	-	-	---	¥1,200	¥2,000	66.7%	-	¥1,275	---	¥1,350	-	5.9%	---	¥1,332	¥1,378	3.5%	-	¥1,450	¥1,667	¥1,816	8.9%	25.2%
	OAオペレーター	¥1,200	¥1,500	---	-	-	¥1,255	¥1,441	¥1,341	-7.0%	6.8%	---	¥1,150	---	-	-	¥1,200	¥1,247	¥1,250	0.2%	4.2%	¥1,330	¥1,355	¥1,322	-2.4%	-0.6%
	データ入力	¥1,464	¥1,458	¥1,474	1.1%	0.7%	¥1,237	¥1,289	¥1,243	-3.6%	0.5%	¥1,225	¥1,124	¥1,117	-0.6%	-8.8%	¥1,200	¥1,188	¥1,182	-0.6%	-1.5%	¥1,256	¥1,231	¥1,271	3.2%	1.2%
	事務的軽作業	¥1,167	¥1,700	¥1,700	0.0%	45.7%	¥1,196	¥1,396	¥1,429	2.4%	19.4%	¥1,213	¥1,250	¥1,250	0.0%	3.1%	---	¥1,150	¥1,117	-2.9%	-	¥1,517	¥1,133	¥1,199	5.8%	-20.9%
	その他事務系	¥1,332	¥1,346	¥1,458	8.4%	9.5%	¥1,303	¥1,238	¥1,255	1.3%	-3.7%	¥1,292	¥1,290	¥1,258	-2.5%	-2.6%	¥1,288	¥1,194	¥1,214	1.7%	-5.7%	¥1,243	¥1,313	¥1,328	1.2%	6.8%
計		**¥1,253**	**¥1,261**	**¥1,305**	3.5%	4.2%	**¥1,217**	**¥1,205**	**¥1,221**	1.3%	0.3%	**¥1,196**	**¥1,203**	**¥1,224**	1.7%	2.4%	**¥1,211**	**¥1,216**	**¥1,227**	1.0%	1.4%	**¥1,221**	**¥1,219**	**¥1,234**	1.2%	1.1%
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,363	¥1,480	8.6%	-	---	¥1,296	¥1,397	7.8%	-	---	¥1,263	¥1,463	15.8%	-	¥1,323	¥1,467	¥1,453	-0.9%	9.8%	¥1,353	¥1,378	¥1,379	0.0%	1.9%
	営業アシスタント	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	---	-	-	¥1,333	¥1,298	¥1,356	4.5%	1.7%
	販売（アパレル系）	---	---	¥1,438	-	-	---	---	¥1,400	-	-	---	---	---	-	-	---	---	---	-	-	¥1,323	¥1,440	¥1,348	-6.4%	1.9%
	販売（家電・モバイル）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,469	¥1,504	2.4%	-	¥1,212	¥1,294	¥1,287	-0.5%	6.2%
	販売（その他）	---	¥1,244	---	-	-	---	¥1,194	¥1,175	-1.6%	-	---	---	---	-	-	¥1,200	¥1,238	¥1,267	2.4%	5.6%	¥1,214	¥1,143	¥1,136	-0.6%	-6.4%
	デモンストレーター・MC	---	---	---	-	-	---	¥1,300	¥1,350	3.8%	-	---	---	---	-	-	¥1,200	---	---	-	-	¥1,400	¥1,150	¥1,200	4.3%	-14.3%
	窓口・ショールーム・カウンター受付	¥1,200	¥1,250	¥1,291	3.3%	7.5%	---	¥1,166	¥1,140	-2.3%	-	---	¥1,224	¥1,227	0.2%	-	¥1,201	¥1,171	¥1,249	6.7%	4.0%	¥1,250	¥1,217	¥1,224	0.6%	-2.0%
	旅行関連	---	¥1,044	¥1,050	0.5%	-	---	¥1,165	¥1,186	1.8%	-	---	---	¥1,450	-	-	---	---	---	-	-	¥1,017	¥1,061	¥1,077	1.5%	6.0%
	テレマーケティング・テレフォンオペレーター	¥1,455	¥1,424	¥1,479	3.9%	1.6%	¥1,291	¥1,244	¥1,282	3.1%	-0.7%	¥1,296	¥1,160	¥1,307	12.7%	0.9%	¥1,197	¥1,240	¥1,274	2.8%	6.4%	¥1,274	¥1,242	¥1,264	1.8%	-0.8%
	スーパーバイザー	---	---	---	-	-	---	---	---	-	-	---	¥1,450	---	-	-	---	¥1,350	¥1,350	0.0%	-	---	¥1,488	¥1,367	-8.1%	-
	その他営業・販売・サービス系	---	---	---	-	-	¥1,115	¥1,341	¥1,368	2.0%	22.7%	¥1,200	---	---	-	-	¥1,250	¥1,085	¥1,089	0.3%	-12.9%	¥1,182	¥1,253	¥1,223	-2.4%	3.4%
計		**¥1,454**	**¥1,396**	**¥1,461**	4.7%	0.5%	**¥1,211**	**¥1,240**	**¥1,285**	3.6%	6.2%	**¥1,278**	**¥1,184**	**¥1,291**	9.0%	1.0%	**¥1,215**	**¥1,251**	**¥1,299**	3.8%	6.9%	**¥1,264**	**¥1,249**	**¥1,262**	1.0%	-0.1%
クリエイティブ系	WEBデザイナー	---	¥1,207	---	-	-	---	¥1,273	¥1,200	-5.8%	-	---	---	---	-	-	¥1,200	¥1,338	¥1,350	0.9%	12.5%	¥1,443	¥1,283	¥1,324	3.2%	-8.2%
	WEBディレクター	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	---	-	-	¥1,650	¥1,633	¥1,700	4.1%	3.0%
	WEB制作・編集	---	¥1,550	---	-	-	---	¥1,263	¥1,200	-5.0%	-	---	---	¥1,250	-	-	¥1,200	---	---	-	-	¥1,450	¥1,641	¥1,487	-9.4%	2.5%
	編集・校正・制作	---	¥1,500	---	-	-	¥1,050	¥1,181	¥1,200	1.6%	14.3%	---	---	---	-	-	---	---	---	-	-	¥1,271	¥1,359	¥1,267	-6.8%	-0.3%
	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）	---	---	---	-	-	---	---	¥1,350	-	-	---	---	---	-	-	---	¥1,250	---	-	-	¥1,200	---	---	-	-
	ＤＴＰオペレーター	---	¥1,350	¥1,350	0.0%	-	---	¥1,407	¥1,372	-2.5%	-	---	---	---	-	-	¥1,333	¥1,250	¥1,250	0.0%	-6.2%	¥1,400	¥1,261	¥1,297	2.8%	-7.4%
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,100	¥1,350	¥1,400	3.7%	27.3%	¥1,235	¥1,092	¥1,606	47.1%	30.1%
計		**---**	**¥1,397**	**¥1,350**	-3.4%	-	**¥1,050**	**¥1,287**	**¥1,249**	-3.0%	18.9%	**---**	**---**	**---**	-	-	**¥1,250**	**¥1,307**	**¥1,333**	2.0%	6.7%	**¥1,407**	**¥1,377**	**¥1,384**	0.5%	-1.7%
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	---	¥1,700	---	-	-	---	---	---	-	-	¥2,350	¥1,400	---	-	-	¥2,358	¥2,140	¥2,138	-0.1%	-9.4%
	制御系SE	---	---	---	-	-	---	---	---	-	-	---	¥1,600	¥1,600	0.0%	-	---	---	---	-	-	---	---	---	-	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,100	---	---	-	-	---	---	---	-	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥2,000	-	-	---	¥2,200	¥2,200	0.0%	-
	社内SE	¥1,990	¥2,000	¥2,000	0.0%	0.5%	¥1,767	---	---	-	-	¥2,050	---	¥1,600	-	-22.0%	¥1,300	---	---	-	-	¥2,120	---	¥2,600	-	22.6%
	プログラマ	¥2,143	¥2,246	¥2,318	3.2%	8.2%	¥2,867	¥2,867	¥2,739	-4.5%	-4.5%	¥2,063	---	---	-	-	---	¥3,000	¥2,925	-2.5%	-	¥2,240	¥2,012	¥2,615	30.0%	16.7%
	ネットワークエンジニア	¥2,092	¥2,663	¥2,536	-4.7%	21.2%	---	¥2,700	¥2,622	-2.9%	-	---	---	---	-	-	¥1,559	¥2,133	¥2,150	0.8%	37.9%	¥1,683	¥2,800	¥2,504	-10.6%	48.8%
	テスト・評価	¥2,000	¥2,000	¥2,000	0.0%	0.0%	---	---	---	-	-	¥1,350	---	¥1,300	-	-3.7%	---	¥1,713	¥1,446	-15.6%	-	¥1,300	¥1,388	¥1,384	-0.3%	6.5%
	運用管理・保守	¥1,838	¥2,055	¥2,005	-2.4%	9.1%	¥1,921	¥3,000	¥3,000	0.0%	56.2%	¥2,002	---	---	-	-	¥1,783	¥2,430	¥3,152	29.7%	76.8%	¥1,894	¥2,128	¥2,255	6.0%	19.1%
	ユーザーサポート・ヘルプデスク	¥1,639	¥1,800	¥1,638	-9.0%	-0.1%	¥1,444	¥1,439	¥1,439	-0.0%	-0.4%	¥1,975	---	---	-	-	¥1,585	¥1,328	¥1,333	0.4%	-15.9%	¥1,569	¥1,546	¥1,631	5.5%	4.0%
	インストラクター・講師・教師	---	---	---	-	-	¥1,450	---	---	-	-	---	---	---	-	-	¥1,150	¥1,300	¥1,300	0.0%	13.0%	¥2,200	¥1,350	¥1,350	0.0%	-38.6%
	その他 IT系	---	---	¥1,283	-	-	---	¥1,918	¥1,796	-6.4%	-	---	---	¥1,500	-	-	---	¥1,400	¥1,625	16.1%	-	¥1,592	¥1,486	¥1,472	-0.9%	-7.5%
計		**¥2,051**	**¥2,190**	**¥2,186**	-0.2%	6.6%	**¥1,723**	**¥2,071**	**¥2,236**	8.0%	29.8%	**¥1,993**	**---**	**¥1,520**	-	-23.7%	**¥1,671**	**¥1,773**	**¥2,060**	16.2%	23.3%	**¥1,788**	**¥1,812**	**¥2,130**	17.5%	19.1%
技術系	ＣＡＤオペレーター	¥1,699	¥1,584	¥1,715	8.3%	0.9%	¥1,708	¥1,291	¥1,300	0.7%	-23.9%	¥1,791	---	---	-	-	¥1,539	¥1,294	¥1,301	0.6%	-15.5%	¥1,735	¥1,627	¥1,791	10.0%	3.2%
	ＣＡＤ・設計	---	---	---	-	-	---	---	---	-	-	¥2,200	¥1,419	¥1,367	-3.7%	-37.9%	---	¥2,400	¥1,830	-23.8%	-	¥1,600	¥1,280	¥1,200	-6.3%	-25.0%
	ハード系設計	---	---	---	-	-	---	---	---	-	-	¥2,580	¥1,800	¥1,800	0.0%	-30.2%	---	---	---	-	-	---	---	---	-	-
	研究開発関連	---	---	---	-	-	---	¥1,300	---	-	-	¥2,400	---	---	-	-	---	---	¥1,300	-	-	---	---	¥1,150	-	-
	その他技術系	---	¥2,520	¥2,500	-0.8%	-	---	¥1,700	¥1,750	2.9%	-	¥2,400	¥2,272	¥2,113	-7.0%	-12.0%	---	¥1,942	¥1,850	-4.7%	-	¥1,631	¥1,907	¥1,967	3.1%	20.6%
計		**¥1,699**	**¥1,620**	**¥1,752**	8.1%	3.1%	**¥1,708**	**¥1,443**	**¥1,500**	4.0%	-12.2%	**¥2,119**	**¥1,850**	**¥1,736**	-6.1%	-18.1%	**¥1,539**	**¥1,582**	**¥1,460**	-7.7%	-5.1%	**¥1,714**	**¥1,640**	**¥1,789**	9.1%	4.4%
医療・介護系	医療事務	¥1,100	¥1,276	¥1,300	1.8%	18.2%	---	¥1,090	¥1,143	4.8%	-	---	---	---	-	-	¥1,128	¥1,135	¥1,135	0.0%	0.6%	¥1,111	¥1,139	¥1,147	0.8%	3.3%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,059	¥1,200	¥1,200	0.0%	13.4%	¥1,112	¥1,161	¥1,130	-2.7%	1.6%	¥1,178	¥1,180	¥1,191	0.9%	1.1%	¥1,211	¥1,255	¥1,254	-0.1%	3.6%	¥1,159	¥1,259	¥1,250	-0.7%	7.8%
	看護師・准看護師	---	---	---	-	-	¥1,468	¥1,100	¥1,100	0.0%	-25.1%	---	¥1,500	¥1,500	0.0%	-	¥1,737	¥1,426	¥1,469	3.0%	-15.4%	¥1,449	¥1,505	¥1,454	-3.4%	0.4%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,150	-	-	---	---	---	-	-
	その他医療・介護関連	¥1,000	---	---	-	-	---	¥1,100	¥1,108	0.8%	-	---	¥1,050	¥1,402	33.5%	-	¥1,161	¥1,553	¥1,531	-1.4%	31.9%	¥1,089	¥1,210	¥1,215	0.4%	11.6%
計		**¥1,055**	**¥1,210**	**¥1,202**	-0.6%	13.9%	**¥1,132**	**¥1,156**	**¥1,129**	-2.3%	-0.3%	**¥1,178**	**¥1,220**	**¥1,250**	2.5%	6.2%	**¥1,251**	**¥1,265**	**¥1,266**	0.1%	1.2%	**¥1,176**	**¥1,268**	**¥1,259**	-0.7%	7.1%
その他	製造業務	---	¥1,053	¥1,029	-2.3%	-	¥1,223	¥1,367	¥1,307	-4.4%	6.8%	¥1,290	¥1,327	¥1,312	-1.2%	1.7%	¥1,292	¥1,415	¥1,386	-2.1%	7.2%	¥1,159	¥1,358	¥1,321	-2.7%	13.9%
	軽作業	¥1,250	¥1,300	¥1,200	-7.7%	-4.0%	¥1,282	¥1,270	¥1,253	-1.4%	-2.3%	¥1,226	¥1,242	¥1,221	-1.6%	-0.4%	¥1,257	¥1,245	¥1,247	0.2%	-0.8%	¥1,148	¥1,179	¥1,165	-1.3%	1.4%
	ドライバー	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,197	¥1,200	0.2%	-	¥1,392	¥1,332	¥1,127	-15.4%	-19.0%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他	¥1,000	¥1,274	¥1,300	2.0%	30.0%	---	¥1,166	¥1,114	-4.4%	-	---	¥1,200	---	-	-	¥1,040	¥1,284	¥1,316	2.6%	26.5%	¥1,189	¥1,300	¥1,324	1.8%	11.3%
計		**¥1,014**	**¥1,141**	**¥1,181**	3.4%	16.4%	**¥1,246**	**¥1,310**	**¥1,281**	-2.2%	2.8%	**¥1,253**	**¥1,284**	**¥1,271**	-1.0%	1.5%	**¥1,244**	**¥1,317**	**¥1,314**	-0.2%	5.6%	**¥1,157**	**¥1,245**	**¥1,239**	-0.5%	7.1%
総計		**¥1,363**	**¥1,341**	**¥1,428**	**6.5%**	**4.7%**	**¥1,233**	**¥1,223**	**¥1,219**	**-0.3%**	**-1.1%**	**¥1,233**	**¥1,221**	**¥1,247**	**2.2%**	**1.1%**	**¥1,246**	**¥1,249**	**¥1,274**	**2.0%**	**2.2%**	**¥1,223**	**¥1,250**	**¥1,267**	**1.4%**	**3.6%**