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	
		22.5	23.4	23.5	前月比	前年同月比	22.5	23.4	23.5	前月比	前年同月比	22.5	23.4	23.5	前月比	前年同月比	22.5	23.4	23.5	前月比	前年同月比	22.5	23.4	23.5	前月比	前年同月比
オフィスワーク系	一般事務	¥1,239	¥1,244	¥1,255	0.9%	1.2%	¥1,193	¥1,199	¥1,200	0.1%	0.6%	¥1,184	¥1,202	¥1,198	-0.3%	1.2%	¥1,197	¥1,204	¥1,205	0.1%	0.6%	¥1,197	¥1,208	¥1,210	0.1%	1.1%
	営業事務	¥1,214	¥1,254	¥1,260	0.4%	3.7%	¥1,204	¥1,245	¥1,246	0.1%	3.5%	¥1,226	¥1,247	¥1,239	-0.6%	1.1%	¥1,248	¥1,261	¥1,260	-0.1%	1.0%	¥1,245	¥1,244	¥1,252	0.7%	0.6%
	学校事務	¥1,113	¥1,250	¥1,250	0.0%	12.4%	¥1,156	¥1,191	¥1,166	-2.1%	0.9%	¥1,108	¥1,148	¥1,128	-1.8%	1.9%	¥1,159	¥1,118	¥1,131	1.1%	-2.5%	¥1,178	¥1,170	¥1,191	1.8%	1.1%
	経理・財務・会計・英文経理	¥1,272	¥1,284	¥1,251	-2.5%	-1.6%	¥1,196	¥1,202	¥1,211	0.7%	1.3%	¥1,245	¥1,293	¥1,290	-0.3%	3.6%	¥1,238	¥1,297	¥1,314	1.3%	6.1%	¥1,250	¥1,254	¥1,259	0.4%	0.7%
	秘書	---	¥1,206	¥1,205	-0.1%	-	¥1,100	¥1,133	¥1,182	4.3%	7.5%	¥1,230	¥1,300	¥1,300	0.0%	5.7%	¥1,300	¥1,256	¥1,243	-1.0%	-4.4%	¥1,306	¥1,261	¥1,317	4.4%	0.8%
	受付	¥1,200	¥1,300	¥1,263	-2.9%	5.2%	¥1,304	¥1,208	¥1,190	-1.5%	-8.7%	¥1,400	¥1,174	¥1,189	1.3%	-15.1%	¥1,150	¥1,224	¥1,177	-3.8%	2.4%	¥1,236	¥1,207	¥1,222	1.2%	-1.2%
	総務・人事・法務	¥1,180	¥1,242	¥1,257	1.2%	6.5%	¥1,238	¥1,209	¥1,199	-0.8%	-3.1%	¥1,171	¥1,217	¥1,201	-1.4%	2.6%	¥1,222	¥1,226	¥1,230	0.3%	0.7%	¥1,230	¥1,281	¥1,318	2.9%	7.1%
	広報・宣伝・IR	---	¥1,300	---	-	-	¥1,150	¥1,291	¥1,300	0.7%	13.0%	---	¥1,400	¥1,200	-14.3%	-	¥1,400	¥1,233	¥1,200	-2.7%	-14.3%	¥1,260	¥1,371	¥1,388	1.3%	10.2%
	企画・マーケティング	---	---	¥1,350	-	-	---	¥1,491	¥1,500	0.6%	-	¥1,300	¥1,417	¥1,400	-1.2%	7.7%	---	¥1,400	¥1,300	-7.1%	-	¥1,335	¥1,446	¥1,424	-1.5%	6.7%
	貿易・国際事務	---	---	---	-	-	¥1,250	¥1,281	¥1,250	-2.4%	0.0%	¥1,216	¥1,273	¥1,285	1.0%	5.7%	¥1,400	¥1,409	¥1,260	-10.6%	-10.0%	¥1,260	¥1,363	¥1,364	0.1%	8.2%
	英文事務	---	¥1,181	¥1,157	-2.0%	-	¥1,200	¥1,350	¥1,275	-5.6%	6.3%	¥1,259	¥1,361	¥1,389	2.1%	10.3%	¥1,300	¥1,383	¥1,412	2.0%	8.6%	¥1,271	¥1,286	¥1,294	0.6%	1.8%
	金融（銀行）事務	¥1,250	¥1,264	¥1,277	1.0%	2.1%	¥1,175	¥1,202	¥1,214	1.0%	3.3%	¥1,250	¥1,209	¥1,207	-0.2%	-3.4%	¥1,239	¥1,194	¥1,194	0.0%	-3.6%	¥1,170	¥1,227	¥1,236	0.7%	5.6%
	金融（証券）事務	¥1,350	---	---	-	-	¥1,206	¥1,275	¥1,250	-2.0%	3.6%	¥1,350	---	---	-	-	¥1,150	¥1,200	---	-	-	---	¥1,233	¥1,200	-2.7%	-
	金融（生保・損保）事務	¥1,300	¥1,209	¥1,200	-0.7%	-7.7%	¥1,403	¥1,253	¥1,240	-1.0%	-11.6%	¥1,200	¥1,266	¥1,247	-1.5%	3.9%	¥1,183	¥1,310	¥1,286	-1.8%	8.7%	¥1,280	¥1,299	¥1,248	-4.0%	-2.5%
	金融（その他）事務	---	¥1,550	---	-	-	---	¥1,117	¥1,150	3.0%	-	¥1,100	¥1,350	¥1,288	-4.6%	17.0%	---	---	---	-	-	¥1,272	¥1,050	¥1,050	0.0%	-17.5%
	通訳・翻訳	---	¥2,400	¥2,400	0.0%	-	---	¥2,000	¥1,850	-7.5%	-	¥1,200	¥1,350	¥1,329	-1.6%	10.7%	---	¥1,378	¥1,333	-3.2%	-	¥1,350	¥1,816	¥1,471	-19.0%	8.9%
	OAオペレーター	¥1,240	---	¥1,300	-	4.8%	¥1,200	¥1,341	¥1,175	-12.4%	-2.1%	¥1,200	---	---	-	-	¥1,196	¥1,250	¥1,200	-4.0%	0.4%	¥1,308	¥1,322	¥1,264	-4.4%	-3.3%
	データ入力	¥1,467	¥1,474	¥1,527	3.6%	4.1%	¥1,221	¥1,243	¥1,268	2.0%	3.8%	¥1,200	¥1,117	¥1,100	-1.5%	-8.3%	¥1,167	¥1,182	¥1,196	1.2%	2.5%	¥1,261	¥1,271	¥1,267	-0.4%	0.4%
	事務的軽作業	¥1,150	¥1,700	¥1,700	0.0%	47.8%	¥1,197	¥1,429	¥1,338	-6.4%	11.7%	¥1,156	¥1,250	¥1,100	-12.0%	-4.9%	¥1,400	¥1,117	¥1,040	-6.9%	-25.7%	¥1,475	¥1,199	¥1,249	4.1%	-15.3%
	その他事務系	¥1,300	¥1,458	¥1,415	-3.0%	8.8%	¥1,319	¥1,255	¥1,285	2.4%	-2.6%	¥1,274	¥1,258	¥1,329	5.6%	4.3%	¥1,183	¥1,214	¥1,272	4.8%	7.5%	¥1,298	¥1,328	¥1,188	-10.6%	-8.5%
計		**¥1,277**	**¥1,305**	**¥1,329**	1.8%	4.1%	**¥1,208**	**¥1,221**	**¥1,218**	-0.2%	0.8%	**¥1,206**	**¥1,224**	**¥1,217**	-0.6%	0.9%	**¥1,211**	**¥1,227**	**¥1,226**	-0.1%	1.2%	**¥1,223**	**¥1,234**	**¥1,238**	0.3%	1.2%
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,480	¥1,488	0.5%	-	---	¥1,397	¥1,400	0.2%	-	---	¥1,463	¥1,403	-4.1%	-	¥1,267	¥1,453	¥1,598	9.9%	26.2%	¥1,449	¥1,379	¥1,333	-3.3%	-8.0%
	営業アシスタント	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,400	---	¥1,350	-	-3.6%	¥1,250	¥1,356	¥1,409	3.9%	12.7%
	販売（アパレル系）	---	¥1,438	¥1,442	0.3%	-	---	¥1,400	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,360	¥1,348	¥1,342	-0.5%	-1.3%
	販売（家電・モバイル）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,504	---	-	-	¥1,200	¥1,287	¥1,274	-1.0%	6.1%
	販売（その他）	---	---	¥1,267	-	-	---	¥1,175	¥1,100	-6.4%	-	---	---	---	-	-	---	¥1,267	¥1,266	-0.1%	-	¥1,235	¥1,136	¥1,137	0.0%	-7.9%
	デモンストレーター・MC	---	---	---	-	-	---	¥1,350	¥1,350	0.0%	-	---	---	---	-	-	¥1,200	---	---	-	-	¥1,400	¥1,200	¥1,250	4.2%	-10.7%
	窓口・ショールーム・カウンター受付	¥1,167	¥1,291	¥1,309	1.5%	12.2%	¥1,133	¥1,140	¥1,177	3.3%	3.8%	---	¥1,227	¥1,215	-1.0%	-	¥1,200	¥1,249	¥1,264	1.2%	5.4%	¥1,348	¥1,224	¥1,243	1.5%	-7.8%
	旅行関連	---	¥1,050	¥1,050	0.0%	-	---	¥1,186	¥1,167	-1.7%	-	---	¥1,450	¥1,450	0.0%	-	---	---	¥1,250	-	-	¥1,050	¥1,077	¥1,105	2.5%	5.2%
	テレマーケティング・テレフォンオペレーター	¥1,441	¥1,479	¥1,457	-1.5%	1.1%	¥1,268	¥1,282	¥1,282	-0.0%	1.1%	¥1,301	¥1,307	¥1,143	-12.6%	-12.2%	¥1,203	¥1,274	¥1,256	-1.4%	4.4%	¥1,262	¥1,264	¥1,279	1.1%	1.3%
	スーパーバイザー	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,350	¥1,400	3.7%	-	---	¥1,367	¥1,457	6.6%	-
	その他営業・販売・サービス系	---	---	¥1,417	-	-	¥1,129	¥1,368	¥1,380	0.8%	22.2%	¥1,200	---	¥1,200	-	0.0%	---	¥1,089	¥1,044	-4.1%	-	¥1,193	¥1,223	¥1,259	3.0%	5.5%
計		**¥1,439**	**¥1,461**	**¥1,441**	-1.4%	0.1%	**¥1,206**	**¥1,285**	**¥1,290**	0.3%	7.0%	**¥1,272**	**¥1,291**	**¥1,245**	-3.5%	-2.1%	**¥1,218**	**¥1,299**	**¥1,302**	0.3%	6.9%	**¥1,262**	**¥1,262**	**¥1,274**	0.9%	1.0%
クリエイティブ系	WEBデザイナー	---	---	¥1,250	-	-	---	¥1,200	¥1,300	8.3%	-	---	---	---	-	-	---	¥1,350	¥1,350	0.0%	-	¥1,463	¥1,324	¥1,352	2.1%	-7.6%
	WEBディレクター	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,644	¥1,700	¥1,700	0.0%	3.4%
	WEB制作・編集	---	---	---	-	-	¥1,150	¥1,200	¥1,183	-1.4%	2.9%	---	¥1,250	---	-	-	¥1,200	---	---	-	-	¥1,581	¥1,487	¥1,500	0.9%	-5.1%
	編集・校正・制作	---	---	---	-	-	¥1,050	¥1,200	¥1,200	0.0%	14.3%	---	---	---	-	-	---	---	---	-	-	¥1,300	¥1,267	¥1,296	2.3%	-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）	---	---	¥1,650	-	-	---	¥1,350	¥1,350	0.0%	-	---	---	---	-	-	---	---	---	-	-	¥1,450	---	¥1,350	-	-6.9%
	ＤＴＰオペレーター	---	¥1,350	¥1,250	-7.4%	-	---	¥1,372	¥1,350	-1.6%	-	---	---	---	-	-	¥1,350	¥1,250	---	-	-	¥1,390	¥1,297	¥1,312	1.2%	-5.6%
	その他クリエイティブ職	¥2,400	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,100	¥1,400	¥1,400	0.0%	27.3%	¥1,050	¥1,606	¥1,473	-8.3%	40.3%
計		**¥2,400**	**¥1,350**	**¥1,383**	2.5%	-42.4%	**¥1,061**	**¥1,249**	**¥1,267**	1.5%	19.4%	**---**	**¥1,250**	**---**	-	-	**¥1,200**	**¥1,333**	**¥1,380**	3.5%	15.0%	**¥1,447**	**¥1,384**	**¥1,368**	-1.1%	-5.5%
IT系	ビジネスアプリケーション系SE	---	---	¥2,667	-	-	---	---	¥2,400	-	-	---	---	---	-	-	¥2,133	---	¥2,667	-	25.0%	¥2,174	¥2,138	¥2,328	8.9%	7.1%
	制御系SE	---	---	¥2,400	-	-	---	---	---	-	-	---	¥1,600	¥1,600	0.0%	-	---	---	¥2,400	-	-	---	---	¥2,350	-	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,000	---	---	-	-	---	---	---	-	-
	Web・スマホ系SE	---	---	¥2,400	-	-	---	---	¥2,800	-	-	---	---	---	-	-	---	¥2,000	¥2,400	20.0%	-	---	¥2,200	¥2,400	9.1%	-
	社内SE	¥1,943	¥2,000	¥2,171	8.6%	11.8%	¥2,023	---	¥2,400	-	18.6%	¥2,071	¥1,600	¥1,800	12.5%	-13.1%	¥1,300	---	¥2,400	-	84.6%	¥1,927	¥2,600	¥2,530	-2.7%	31.3%
	プログラマ	¥1,990	¥2,318	¥2,337	0.8%	17.5%	¥2,191	¥2,739	¥2,600	-5.1%	18.7%	¥2,007	---	---	-	-	---	¥2,925	¥2,700	-7.7%	-	¥1,850	¥2,615	¥2,635	0.8%	42.4%
	ネットワークエンジニア	¥2,091	¥2,536	¥2,667	5.1%	27.5%	---	¥2,622	¥2,692	2.7%	-	---	---	---	-	-	¥1,500	¥2,150	¥2,182	1.5%	45.5%	¥1,675	¥2,504	¥2,377	-5.1%	41.9%
	テスト・評価	¥1,981	¥2,000	¥2,000	0.0%	0.9%	---	---	---	-	-	¥1,350	¥1,300	¥1,325	1.9%	-1.9%	---	¥1,446	¥1,271	-12.1%	-	¥1,370	¥1,384	¥1,644	18.8%	20.0%
	運用管理・保守	¥1,853	¥2,005	¥1,941	-3.2%	4.7%	¥1,817	¥3,000	---	-	-	¥1,970	---	---	-	-	¥1,827	¥3,152	¥3,200	1.5%	75.2%	¥1,867	¥2,255	¥2,268	0.6%	21.5%
	ユーザーサポート・ヘルプデスク	¥1,496	¥1,638	¥1,764	7.7%	17.9%	¥1,428	¥1,439	¥1,433	-0.4%	0.4%	¥1,909	---	---	-	-	¥1,685	¥1,333	¥1,327	-0.5%	-21.2%	¥1,685	¥1,631	¥1,491	-8.5%	-11.5%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,150	¥1,300	---	-	-	¥2,200	¥1,350	---	-	-
	その他 IT系	¥2,400	¥1,283	¥2,425	89.0%	1.0%	---	¥1,796	¥2,333	29.9%	-	---	¥1,500	¥1,500	0.0%	-	---	¥1,625	¥2,800	72.3%	-	¥1,450	¥1,472	¥1,853	25.8%	27.8%
計		**¥1,969**	**¥2,186**	**¥2,233**	2.1%	13.4%	**¥1,820**	**¥2,236**	**¥2,535**	13.3%	39.3%	**¥1,961**	**¥1,520**	**¥1,593**	4.8%	-18.8%	**¥1,746**	**¥2,060**	**¥2,103**	2.1%	20.5%	**¥1,788**	**¥2,130**	**¥2,263**	6.2%	26.5%
技術系	ＣＡＤオペレーター	¥1,734	¥1,715	¥1,812	5.7%	4.5%	¥1,673	¥1,300	¥1,300	0.0%	-22.3%	¥1,909	---	---	-	-	¥1,708	¥1,301	¥1,291	-0.8%	-24.4%	¥1,824	¥1,791	¥1,846	3.1%	1.2%
	ＣＡＤ・設計	¥2,267	---	---	-	-	---	---	---	-	-	¥1,767	¥1,367	¥1,319	-3.5%	-25.4%	---	¥1,830	¥1,925	5.2%	-	¥1,600	¥1,200	¥1,259	4.9%	-21.3%
	ハード系設計	¥2,200	---	---	-	-	---	---	---	-	-	¥2,600	¥1,800	¥1,800	0.0%	-30.8%	---	---	---	-	-	---	---	¥2,000	-	-
	研究開発関連	---	---	---	-	-	---	---	---	-	-	¥2,400	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	¥1,950	¥1,150	¥1,150	0.0%	-41.0%
	その他技術系	¥2,400	¥2,500	¥2,514	0.6%	4.8%	---	¥1,750	¥2,335	33.4%	-	¥2,400	¥2,113	¥2,336	10.6%	-2.7%	---	¥1,850	¥2,291	23.8%	-	¥1,771	¥1,967	¥2,123	7.9%	19.9%
計		**¥1,824**	**¥1,752**	**¥1,883**	7.5%	3.3%	**¥1,673**	**¥1,500**	**¥1,831**	22.1%	9.4%	**¥2,173**	**¥1,736**	**¥1,976**	13.8%	-9.1%	**¥1,708**	**¥1,460**	**¥1,575**	7.8%	-7.8%	**¥1,814**	**¥1,789**	**¥1,844**	3.1%	1.7%
医療・介護系	医療事務	¥1,100	¥1,300	¥1,294	-0.5%	17.6%	---	¥1,143	¥1,133	-0.8%	-	---	---	---	-	-	¥1,150	¥1,135	¥1,126	-0.8%	-2.1%	¥1,109	¥1,147	¥1,158	1.0%	4.5%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,057	¥1,200	¥1,200	0.0%	13.5%	¥1,116	¥1,130	¥1,115	-1.3%	-0.0%	¥1,166	¥1,191	¥1,168	-1.9%	0.2%	¥1,188	¥1,254	¥1,275	1.7%	7.3%	¥1,159	¥1,250	¥1,250	0.0%	7.8%
	看護師・准看護師	---	---	---	-	-	¥1,465	¥1,100	¥1,610	46.4%	9.9%	---	¥1,500	¥1,500	0.0%	-	¥1,844	¥1,469	¥1,725	17.5%	-6.4%	¥1,489	¥1,454	¥1,448	-0.4%	-2.7%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,150	¥1,150	0.0%	-	---	---	¥1,150	-	-
	その他医療・介護関連	¥1,000	---	---	-	-	¥1,300	¥1,108	¥1,133	2.3%	-12.8%	---	¥1,402	¥1,417	1.1%	-	¥1,124	¥1,531	¥1,462	-4.5%	30.1%	¥1,037	¥1,215	¥1,231	1.4%	18.7%
計		**¥1,054**	**¥1,202**	**¥1,202**	-0.0%	14.0%	**¥1,134**	**¥1,129**	**¥1,148**	1.7%	1.2%	**¥1,166**	**¥1,250**	**¥1,235**	-1.3%	5.9%	**¥1,226**	**¥1,266**	**¥1,313**	3.7%	7.1%	**¥1,174**	**¥1,259**	**¥1,260**	0.1%	7.3%
その他	製造業務	---	¥1,029	¥1,058	2.9%	-	¥1,200	¥1,307	¥1,313	0.4%	9.4%	¥1,302	¥1,312	¥1,301	-0.8%	-0.1%	¥1,268	¥1,386	¥1,336	-3.6%	5.4%	¥1,142	¥1,321	¥1,316	-0.3%	15.3%
	軽作業	---	¥1,200	---	-	-	¥1,265	¥1,253	¥1,229	-1.9%	-2.8%	¥1,226	¥1,221	¥1,224	0.2%	-0.2%	¥1,260	¥1,247	¥1,257	0.8%	-0.2%	¥1,127	¥1,165	¥1,150	-1.2%	2.1%
	ドライバー	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,200	¥1,209	0.8%	-	¥1,100	¥1,127	¥1,131	0.4%	2.8%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	---	---	-	-
	その他	¥1,000	¥1,300	¥1,300	0.0%	30.0%	---	¥1,114	¥1,100	-1.3%	-	---	---	¥1,100	-	-	¥1,040	¥1,316	¥1,301	-1.2%	25.1%	¥1,158	¥1,324	¥1,324	0.0%	14.3%
計		**¥1,000**	**¥1,181**	**¥1,181**	0.1%	18.1%	**¥1,222**	**¥1,281**	**¥1,285**	0.2%	5.1%	**¥1,262**	**¥1,271**	**¥1,268**	-0.3%	0.4%	**¥1,232**	**¥1,314**	**¥1,297**	-1.3%	5.3%	**¥1,136**	**¥1,239**	**¥1,229**	-0.8%	8.1%
総計		**¥1,393**	**¥1,428**	**¥1,414**	**-1.0%**	**1.5%**	**¥1,243**	**¥1,219**	**¥1,245**	**2.1%**	**0.2%**	**¥1,303**	**¥1,247**	**¥1,242**	**-0.4%**	**-4.7%**	**¥1,270**	**¥1,274**	**¥1,296**	**1.7%**	**2.0%**	**¥1,224**	**¥1,267**	**¥1,275**	**0.6%**	**4.2%**