

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					
		23.5	24.4	24.5	前月比	前年同月比	23.5	24.4	24.5	前月比	前年同月比	23.5	24.4	24.5	前月比	前年同月比	23.5	24.4	24.5	前月比	前年同月比	23.5	24.4	24.5	前月比	前年同月比	23.5	24.4	24.5	前月比	前年同月比			
オフィスワーカ系	一般事務	¥1,255	¥1,277	¥1,272	-0.4%	1.4%	¥1,200	¥1,230	¥1,219	-0.9%	1.7%	¥1,198	¥1,238	¥1,244	0.5%	3.8%	¥1,205	¥1,252	¥1,260	0.7%	4.6%	¥1,210	¥1,256	¥1,258	0.2%	4.0%	¥1,210	¥1,256	¥1,258	0.2%	4.0%			
	営業事務	¥1,260	¥1,261	¥1,277	1.3%	1.4%	¥1,246	¥1,248	¥1,270	1.8%	1.9%	¥1,239	¥1,267	¥1,241	-2.1%	0.1%	¥1,260	¥1,298	¥1,311	1.0%	4.0%	¥1,252	¥1,306	¥1,305	0.4%	4.2%	¥1,252	¥1,306	¥1,305	0.4%	4.2%			
	学校事務	¥1,250	¥1,286	¥1,293	0.5%	3.4%	¥1,166	¥1,221	¥1,182	-3.3%	1.3%	¥1,128	¥1,147	¥1,108	-3.4%	-1.8%	¥1,131	¥1,156	¥1,171	1.3%	3.6%	¥1,191	¥1,200	¥1,232	2.7%	3.5%	¥1,191	¥1,200	¥1,232	2.7%	3.5%			
	経理・財務・会計・英文経理	¥1,251	¥1,287	¥1,306	1.5%	4.4%	¥1,211	¥1,246	¥1,291	3.6%	6.6%	¥1,290	¥1,313	¥1,326	1.0%	2.8%	¥1,314	¥1,309	¥1,316	0.5%	0.2%	¥1,259	¥1,311	¥1,318	0.5%	4.7%	¥1,259	¥1,311	¥1,318	0.5%	4.7%			
	秘書	¥1,205	¥1,250	¥1,560	24.8%	29.5%	¥1,182	¥1,313	¥1,440	9.7%	21.8%	¥1,300	¥1,217	¥1,200	-1.4%	-7.7%	¥1,243	¥1,380	¥1,438	4.2%	15.7%	¥1,317	¥1,294	¥1,300	0.4%	-1.3%	¥1,317	¥1,294	¥1,300	0.4%	-1.3%			
	受付	¥1,263	¥1,258	¥1,343	6.7%	6.3%	¥1,190	¥1,217	¥1,244	2.2%	4.6%	¥1,189	¥1,275	¥1,260	-1.2%	5.9%	¥1,177	¥1,231	¥1,257	2.1%	6.7%	¥1,222	¥1,284	¥1,241	-3.4%	1.6%	¥1,222	¥1,284	¥1,241	-3.4%	1.6%			
	総務・人事・法務	¥1,257	¥1,280	¥1,311	2.4%	4.3%	¥1,199	¥1,293	¥1,283	-0.8%	7.0%	¥1,201	¥1,241	¥1,244	0.3%	3.6%	¥1,230	¥1,304	¥1,287	4.7%	7.7%	¥1,318	¥1,301	¥1,290	-0.8%	-2.1%	¥1,318	¥1,301	¥1,290	-0.8%	-2.1%			
	広報・宣伝・IR	---	---	---	-	-	¥1,300	¥1,178	¥1,130	-4.1%	-13.1%	¥1,200	¥1,050	¥1,107	5.4%	-7.7%	¥1,200	¥1,297	¥1,271	5.9%	5.9%	¥1,368	¥1,300	¥1,320	1.5%	-4.9%	¥1,368	¥1,300	¥1,320	1.5%	-4.9%			
	企画・マーケティング	¥1,350	---	---	-	-	¥1,500	---	---	-	-	¥1,400	---	¥1,700	-	21.4%	¥1,300	¥1,225	¥1,200	-2.0%	-7.7%	¥1,424	¥1,348	¥1,341	-0.5%	-5.9%	¥1,424	¥1,348	¥1,341	-0.5%	-5.9%			
	貿易・国際事務	---	---	¥1,250	-	-	¥1,250	¥1,300	¥1,268	-2.4%	1.5%	¥1,285	¥1,277	¥1,250	-2.1%	-2.7%	¥1,260	¥1,315	¥1,352	2.8%	7.3%	¥1,364	¥1,315	¥1,359	3.3%	-0.3%	¥1,364	¥1,315	¥1,359	3.3%	-0.3%			
	英文事務	¥1,157	---	¥1,650	-	-	¥1,26	¥1,275	¥1,431	42.6%	35.6%	¥1,389	¥1,557	¥1,472	-5.5%	6.0%	¥1,412	¥1,524	¥1,396	-8.4%	-11.1%	¥1,294	¥1,427	¥1,405	-1.5%	8.6%	¥1,294	¥1,427	¥1,405	-1.5%	8.6%			
	会賛(銀行)事務	¥1,277	¥1,339	¥1,328	-0.8%	4.0%	¥1,214	¥1,200	¥1,191	-0.7%	-1.9%	¥1,207	¥1,246	¥1,244	-0.1%	3.1%	¥1,194	¥1,225	¥1,230	0.4%	3.0%	¥1,236	¥1,216	¥1,215	-0.1%	-1.7%	¥1,236	¥1,216	¥1,215	-0.1%	-1.7%			
	金融(証券)事務	---	---	¥1,350	¥1,350	0.0%	-	¥1,250	¥1,300	¥1,300	0.0%	4.0%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---			
	金融(生保・損保)事務	¥1,200	¥1,248	¥1,256	0.6%	4.6%	¥1,240	¥1,249	¥1,272	1.8%	2.5%	¥1,247	¥1,291	¥1,241	-3.9%	-0.5%	¥1,286	¥1,259	¥1,267	-1.5%	-1.5%	¥1,200	¥1,310	¥1,443	10.2%	20.2%	¥1,200	¥1,310	¥1,443	10.2%	20.2%			
	金融(その他の)事務	---	¥1,400	---	-	-	¥1,150	¥1,300	¥1,300	0.0%	13.0%	¥1,288	¥1,150	¥1,150	0.0%	-10.7%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---		
	通訳・翻訳	¥2,400	¥1,400	¥1,400	0.0%	-4.7%	¥1,850	¥1,743	¥1,400	-19.7%	-24.3%	¥1,329	¥1,250	¥1,250	0.0%	-5.9%	¥1,333	¥1,440	¥1,458	1.2%	9.3%	¥1,471	¥1,774	¥1,700	-4.2%	15.6%	¥1,471	¥1,774	¥1,700	-4.2%	15.6%			
	OAペーパーライター	¥1,300	¥1,275	¥1,421	11.5%	9.3%	¥1,361	¥1,319	¥1,319	-3.1%	12.2%	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---	---				
	データ入力	¥1,527	¥1,527	¥1,515	-0.8%	-0.8%	¥1,268	¥1,352	¥1,311	-3.0%	3.4%	¥1,100	¥1,407	¥1,494	6.2%	35.8%	¥1,196	¥1,172	¥1,183	0.9%	-1.1%	¥1,267	¥1,295	¥1,293	-0.2%	2.1%	¥1,267	¥1,295	¥1,293	-0.2%	2.1%			
	事務的軽作業	¥1,700	¥1,573	¥1,590	1.1%	-6.5%	¥1,338	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---	---				
	その他の事務系	¥1,415	¥1,246	¥1,293	3.8%	-8.6%	¥1,285	¥1,339	¥1,346	0.5%	4.7%	¥1,329	¥1,443	¥1,200	-16.8%	-9.7%	¥1,272	¥1,251	¥1,304	4.2%	5.9%	¥1,260	¥1,335	¥12.0%	6.0%	12.4%	¥1,260	¥1,335	¥12.0%	6.0%	12.4%			
	計	¥1,329	¥1,340	¥1,329	-0.8%	0.0%	¥1,218	¥1,256	¥1,257	0.1%	3.2%	¥1,217	¥1,256	¥1,255	-0.0%	3.2%	¥1,226	¥1,272	¥1,280	0.7%	4.4%	¥1,238	¥1,277	¥1,277	0.0%	3.2%	¥1,238	¥1,277	¥1,277	0.0%	3.2%			
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,488	¥1,518	¥1,436	-5.4%	3.4%	¥1,400	¥1,950	¥1,663	-14.7%	18.8%	¥1,403	¥1,327	¥1,362	2.6%	-2.9%	¥1,598	¥1,561	¥1,524	-2.4%	-4.6%	¥1,333	¥1,481	¥1,502	1.4%	12.7%	¥1,333	¥1,481	¥1,502	1.4%	12.7%			
	営業・アシスタント	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	販売(アルフレール)	¥1,442	¥1,325	¥1,271	-4.0%	-11.8%	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	販売(家庭・モバイル)	---	¥1,560	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	販売(その他)	¥1,267	---	¥1,275	-	-	¥1,100	¥1,313	¥1,325	1.0%	20.5%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---					
	デモンストレーター・MC	---	¥1,100	¥1,136	3.3%	-	¥1,350	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	窓口・ショールーム・カウンター受付	¥1,309	¥1,275	¥1,274	-0.1%	-2.7%	¥1,177	¥1,239	¥1,238	-0.1%	5.1%	¥1,215	¥1,256	¥1,214	-3.3%	-0.1%	¥1,264	¥1,221	¥1,259	3.1%	-0.4%	¥1,243	¥1,239	¥1,244	0.5%	0.1%	¥1,243	¥1,239	¥1,244	0.5%	0.1%			
	旅行関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	Web・スマホ系SE	¥2,400	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	社内SE	¥2,171	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	プログラマ	¥2,337	¥1,983	¥1,994	0.5%	-14.7%	¥2,600	¥1,916	¥1,893	-1.2%	-27.2%	---	¥2,400	¥2,400	0.0%	-25.0%	---	¥2,400	¥1,433	¥1,414	-1.3%	-41.1%	---	¥2,530	¥1,814	¥1,600	-11.8%	-36.8%	---	¥2,530	¥1,814	¥1,600	-11.8%	-36.8%
	ネットワークエンジニア	¥2,667	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	テスト・評価	¥2,000	¥1,300	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	運用管理・保守	¥1,941	¥1,850	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	ユーザーサポート・ヘルプデスク	¥1,764	¥1,582	¥1,642	3.8%	-6.9%	¥1,433	¥1,603	¥1,597	-0.4%	11.4%	---	¥1,392	¥1,406	1.0%	-	-	---	---	---	---	---	---	---	---	---	---	---	---					
	インストラクター・講師・教師	---	---	¥1,400	---	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	---	---	---	---	---					
	その他IT系	¥2,425	¥1,600	¥1,600	0.0%	-34.0%	¥2,333	¥1,500	---	-	-	---	---	---	-	-	---	---	---	---														