

大分類種	小分類種	北海道					東北					北信越					中国・四国					九州・沖縄					
		平均時給		増減率		前年同月比	平均時給		増減率		前年同月比	平均時給		増減率		前年同月比	平均時給		増減率		前年同月比	平均時給		増減率		前年同月比	
		23.6	24.5	24.6	前月比		23.6	24.5	24.6	前月比		23.6	24.5	24.6	前月比		23.6	24.5	24.6	前月比		23.6	24.5	24.6	前月比		
オフィスワーク系	一般事務	¥1,229	¥1,272	¥1,297	2.0%	5.6%	¥1,208	¥1,219	¥1,229	0.8%	1.8%	¥1,194	¥1,244	¥1,246	0.1%	4.4%	¥1,205	¥1,260	¥1,273	1.0%	5.6%	¥1,207	¥1,258	¥1,257	-0.1%	4.2%	
	営業事務	¥1,255	¥1,277	¥1,291	1.1%	2.9%	¥1,254	¥1,270	¥1,281	0.8%	2.1%	¥1,231	¥1,241	¥1,245	0.3%	1.1%	¥1,271	¥1,311	¥1,306	-0.4%	2.7%	¥1,257	¥1,305	¥1,310	0.4%	4.2%	
	学校事務	¥1,223	¥1,293	¥1,263	-2.3%	3.3%	¥1,169	¥1,182	¥1,184	0.2%	1.2%	¥1,121	¥1,108	¥1,146	3.4%	2.3%	¥1,174	¥1,171	¥1,193	1.9%	1.6%	¥1,243	¥1,232	¥1,227	-0.4%	-1.3%	
	経理・財務・会計・英文経理	¥1,267	¥1,306	¥1,313	0.5%	3.7%	¥1,224	¥1,291	¥1,279	-0.9%	4.5%	¥1,328	¥1,326	¥1,340	1.0%	0.9%	¥1,314	¥1,316	¥1,355	3.0%	3.2%	¥1,263	¥1,318	¥1,320	0.1%	4.4%	
	秘書	¥1,200	¥1,560	¥1,775	13.8%	47.9%	¥1,283	¥1,440	---	---	---	¥1,300	¥1,200	¥1,273	6.1%	-2.1%	¥1,320	¥1,438	¥1,503	4.5%	22.2%	¥1,284	¥1,300	¥1,302	0.2%	1.4%	
	受付	¥1,287	¥1,343	¥1,489	10.9%	15.7%	¥1,180	¥1,244	¥1,165	-6.4%	-1.3%	¥1,222	¥1,260	¥1,295	2.7%	5.9%	¥1,204	¥1,257	¥1,255	-0.2%	4.2%	¥1,212	¥1,241	¥1,223	-1.4%	0.9%	
	総務・人事・法務	¥1,268	¥1,311	¥1,317	0.4%	3.8%	¥1,211	¥1,283	¥1,235	-3.7%	2.0%	¥1,234	¥1,244	¥1,273	2.3%	3.2%	¥1,232	¥1,287	¥1,305	1.4%	5.2%	¥1,295	¥1,290	¥1,298	0.6%	0.3%	
	広報・宣伝・IR	¥1,500	---	---	---	---	¥1,200	¥1,130	¥1,317	16.5%	9.7%	¥1,200	¥1,107	¥1,150	3.9%	-4.2%	¥1,229	¥1,271	¥1,267	-0.3%	3.1%	¥1,375	¥1,320	¥1,308	-0.9%	-4.9%	
	企画・マーケティング	¥1,350	---	¥1,200	---	-11.1%	---	---	---	---	---	¥1,400	¥1,700	---	---	---	¥1,300	¥1,200	---	---	---	¥1,279	¥1,341	¥1,394	4.0%	9.0%	
	貿易・国際事務	---	¥1,250	---	---	---	¥1,261	¥1,268	¥1,316	3.8%	4.3%	¥1,275	¥1,250	¥1,268	1.4%	-0.6%	¥1,323	¥1,352	¥1,344	-0.6%	1.5%	¥1,349	¥1,359	¥1,370	0.8%	1.5%	
	英文事務	¥1,186	¥1,650	¥1,383	-16.2%	16.7%	¥1,518	¥1,729	¥1,724	-0.3%	13.6%	¥1,414	¥1,472	¥1,317	-10.6%	-6.9%	¥1,586	¥1,396	¥1,332	-4.5%	-16.0%	¥1,296	¥1,405	¥1,362	-3.1%	5.1%	
	金融（銀行）事務	¥1,283	¥1,328	¥1,371	3.3%	6.9%	¥1,228	¥1,191	¥1,233	3.5%	0.4%	¥1,216	¥1,244	¥1,233	-0.9%	1.4%	¥1,206	¥1,230	¥1,231	0.1%	2.1%	¥1,234	¥1,215	¥1,203	-1.0%	-2.5%	
	金融（証券）事務	---	¥1,350	¥1,350	0.0%	---	¥1,242	¥1,300	¥1,258	-3.2%	1.3%	---	---	---	---	---	---	¥1,450	¥1,550	6.9%	---	---	¥1,304	¥1,443	¥1,540	6.7%	18.5%
	金融（生保・損保）事務	¥1,219	¥1,256	¥1,274	1.5%	4.5%	¥1,258	¥1,272	¥1,265	-0.6%	0.5%	¥1,251	¥1,241	¥1,296	4.4%	3.5%	¥1,244	¥1,267	¥1,283	1.3%	3.1%	¥1,265	¥1,256	¥1,251	-0.4%	-1.1%	
	金融（その他）事務	¥1,200	---	---	---	---	¥1,100	¥1,300	---	---	---	---	¥1,150	¥1,150	0.0%	---	---	¥1,250	¥1,300	0.0%	4.0%	¥1,183	¥1,234	¥1,233	-7.4%	4.2%	
	通訳・翻訳	---	¥1,400	¥1,400	0.0%	---	¥1,850	¥1,400	¥1,400	0.0%	-24.3%	¥1,367	¥1,250	---	---	---	---	¥1,400	¥1,458	¥1,530	4.9%	9.3%	¥1,546	¥1,700	¥1,665	-2.1%	7.7%
	OAオペレーター	¥1,188	¥1,421	¥1,390	-2.2%	17.1%	¥1,208	¥1,319	¥1,300	-1.4%	7.7%	---	---	---	---	---	¥1,271	¥1,200	¥1,533	27.8%	20.6%	¥1,258	¥1,336	¥1,369	2.5%	8.8%	
	データ入力	¥1,519	¥1,515	¥1,494	-1.3%	-1.7%	¥1,265	¥1,311	¥1,342	2.4%	6.1%	¥1,130	¥1,494	¥1,335	-10.7%	18.1%	¥1,208	¥1,183	¥1,224	3.5%	1.3%	¥1,255	¥1,293	¥1,311	1.4%	4.5%	
	事務的軽作業	¥1,700	¥1,590	¥1,448	-9.0%	-14.9%	¥1,314	---	---	---	---	¥1,120	¥1,314	¥1,330	1.2%	18.8%	¥1,022	¥1,250	¥1,250	0.0%	22.3%	¥1,314	¥1,293	¥1,393	3.0%	6.0%	
	その他事務系	¥1,375	¥1,293	¥1,283	-0.7%	-6.7%	¥1,244	¥1,346	¥1,200	-10.8%	-3.6%	¥1,572	¥1,200	¥1,261	5.1%	-19.8%	¥1,272	¥1,304	¥1,325	1.6%	4.1%	¥1,201	¥1,335	¥1,375	3.0%	14.5%	
計		¥1,309	¥1,329	¥1,346	0.7%	2.8%	¥1,227	¥1,257	¥1,261	0.3%	2.7%	¥1,217	¥1,255	¥1,256	0.0%	3.2%	¥1,231	¥1,280	¥1,293	1.0%	5.1%	¥1,235	¥1,377	¥1,380	0.2%	3.7%	
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,838	¥1,436	¥1,417	-1.4%	-22.9%	¥1,355	¥1,663	¥1,525	-8.3%	12.5%	¥1,400	¥1,362	¥1,374	0.9%	-1.8%	¥1,506	¥1,524	¥1,530	0.4%	1.6%	¥1,351	¥1,502	¥1,520	1.2%	12.5%	
	営業アシスタント	---	¥1,350	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,400	¥1,317	-6.0%	---	---	¥1,425	¥1,327	¥1,333	0.5%	-6.4%	
	販売（アパレル系）	¥1,390	¥1,271	¥1,375	8.1%	-1.1%	¥1,250	---	---	---	---	---	---	---	---	---	¥1,300	¥1,355	¥1,321	-2.5%	1.6%	¥1,292	¥1,202	¥1,184	-1.5%	-8.3%	
	販売（家電・モバイル）	---	---	¥1,300	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,360	¥1,373	1.0%	---	---	¥1,311	¥1,208	¥1,266	4.8%	-3.4%
	販売（その他）	¥1,200	¥1,275	¥1,250	-2.0%	4.2%	---	¥1,325	¥1,344	1.5%	---	---	¥1,140	¥1,100	-3.5%	---	---	¥1,166	¥1,226	¥1,278	4.3%	9.6%	¥1,111	¥1,206	¥1,204	-0.1%	8.4%
	デモンストレーター・MC	---	¥1,136	¥1,000	-12.0%	---	¥1,350	---	---	---	---	---	---	---	---	---	---	¥1,350	¥1,300	0.0%	-3.7%	---	¥1,400	¥1,383	¥1,260	-8.9%	-10.0%
	窓口・ショールーム・カウンター受付	¥1,238	¥1,274	¥1,298	1.9%	4.9%	¥1,128	¥1,238	¥1,291	4.3%	14.5%	¥1,250	¥1,214	¥1,118	-7.9%	-10.6%	¥1,228	¥1,259	¥1,263	0.3%	2.9%	¥1,247	¥1,244	¥1,308	5.1%	4.8%	
	旅行関連	¥1,050	¥1,050	¥1,068	1.7%	1.7%	¥1,185	¥1,300	¥1,300	0.0%	9.7%	¥1,480	---	---	---	---	---	¥1,250	¥1,478	¥1,483	0.3%	18.6%	¥1,160	¥1,121	¥1,125	0.4%	-3.0%
	テレマーケティング・テレフォンオペレーター	¥1,417	¥1,418	¥1,417	-0.1%	0.0%	¥1,282	¥1,268	¥1,282	1.1%	0.0%	¥1,167	¥1,284	¥1,328	3.4%	13.8%	¥1,238	¥1,200	¥1,210	0.8%	-2.2%	¥1,313	¥1,294	¥1,317	1.7%	0.3%	
	スナー/バイザー	---	¥1,400	¥1,400	0.0%	---	¥1,300	¥1,400	¥1,400	0.0%	7.7%	---	---	---	---	---	---	---	¥1,383	¥1,250	-9.6%	---	¥1,522	¥1,484	¥1,355	-8.6%	-11.0%
	その他営業・販売・サービス系	¥1,280	¥1,379	¥1,511	9.6%	18.1%	¥1,355	¥1,294	¥1,289	-0.4%	-4.8%	¥1,193	¥1,263	¥1,272	0.8%	6.6%	¥1,130	¥1,271	¥1,247	-1.8%	10.4%	¥1,258	¥1,404	¥1,419	1.0%	12.8%	
	計		¥1,401	¥1,390	¥1,389	-0.0%	-0.8%	¥1,282	¥1,274	¥1,304	2.3%	1.7%	¥1,229	¥1,276	¥1,298	1.7%	5.6%	¥1,272	¥1,319	¥1,314	-0.3%	3.4%	¥1,304	¥1,316	¥1,341	1.9%	2.8%
	クリエイティブ系	WEBデザイナー	---	---	---	---	---	¥1,312	---	---	---	---	---	---	---	---	---	¥1,350	¥1,313	¥1,300	-1.0%	-3.7%	¥1,291	¥1,253	¥1,357	8.3%	5.1%
		WEBディレクター	---	¥1,200	¥1,200	0.0%	---	---	¥1,250	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,570	¥1,800	14.6%	---
		WEB制作・編集	¥1,350	---	¥1,300	---	-3.7%	¥1,200	¥1,250	0.0%	4.2%	---	---	---	---	---	---	---	---	---	---	---	¥1,427	¥1,328	¥1,494	12.5%	4.7%
編集・校正・制作		---	---	---	---	---	---	¥1,300	¥1,300	0.0%	---	---	---	---	---	---	---	---	---	---	---	---	¥1,328	¥1,212	¥1,259	3.9%	-5.2%
デザイナー（ファッション・アクセサリ）・/パタン		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
デザイナー（住宅・インテリア）		¥1,800	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
DTPオペレーター		¥1,350	¥1,350	¥1,350	0.0%	0.0%	¥1,350	¥1,225	¥1,300	6.1%	-3.7%	---	¥1,300	¥1,300	0.0%	---	---	---	---	---	---	---	---	---	---	---	
その他クリエイティブ職		---	---	---	---	---	---	¥1,200	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
計		¥1,530	¥1,333	¥1,334	0.1%	-12.8%	¥1,286	¥1,257	¥1,266	0.7%	-1.6%	---	¥1,300	¥1,335	2.7%	---	¥1,300	¥1,290	¥1,277	-1.0%	-1.8%	¥1,180	¥1,514	¥1,490	-7.5%	18.6%	
IT系	ビジネスアプリケーション系SE	¥2,560	---	---	---	---	¥2,400	¥1,933	¥1,622	-16.1%	-32.4%	---	---	¥1,300	---	---	¥2,560	---	¥1,300	---	-49.2%	¥2,488	¥3,056	¥2,864	-6.3%	15.1%	
	制御系SE	¥2,400	¥2,200	---	---	---	¥2,400	¥2,200	¥2,000	-9.1%	-16.7%	¥1,600	---	---	---	---	---	¥2,400	---	---	---	---	---	---	---	---	
	データベース系SE	¥2,400	---	---	---	---	¥2,400	---	---	---	---	¥1,300	¥1,300	0.0%	---	---	---	¥2,400	---	---	---	---	---	---	---	---	
	Web・スマホ系SE	¥2,400	---	---	---	---	¥2,800	---	---	---	---	---	---	---	---	---	---	¥2,400	---	---	---	---	---	---	---	---	
	社内SE	¥2,180	---	---	---	---																					