

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									
		23.7	24.6	24.7	前月比	前年同月比	23.7	24.6	24.7	前月比	前年同月比	23.7	24.6	24.7	前月比	前年同月比	23.7	24.6	24.7	前月比	前年同月比								
オフィスワーク系	一般事務	¥1,244	¥1,297	¥1,299	0.1%	4.4%	¥1,200	¥1,229	¥1,226	-0.3%	2.2%	¥1,179	¥1,246	¥1,240	-0.5%	5.1%	¥1,217	¥1,273	¥1,269	-0.3%	4.3%	¥1,210	¥1,257	¥1,255	-0.2%	3.7%			
	営業事務	¥1,236	¥1,291	¥1,267	-1.9%	2.5%	¥1,255	¥1,281	¥1,270	-0.8%	1.2%	¥1,220	¥1,245	¥1,274	2.3%	4.4%	¥1,292	¥1,306	¥1,298	-0.6%	0.5%	¥1,265	¥1,310	¥1,309	-0.1%	3.5%			
	学校事務	¥1,246	¥1,263	¥1,242	-1.7%	-0.3%	¥1,152	¥1,184	¥1,181	-0.2%	2.6%	¥1,195	¥1,146	¥1,097	-4.3%	-8.2%	¥1,167	¥1,193	¥1,177	-1.3%	0.9%	¥1,203	¥1,227	¥1,271	3.6%	5.6%			
	経理・財務・会計・英文経理	¥1,258	¥1,313	¥1,320	0.5%	4.9%	¥1,244	¥1,279	¥1,282	0.3%	3.0%	¥1,278	¥1,340	¥1,303	-2.8%	2.0%	¥1,328	¥1,355	¥1,333	-1.7%	0.3%	¥1,265	¥1,320	¥1,310	-0.8%	3.5%			
	秘書	¥1,200	¥1,775	¥1,623	-8.6%	35.3%	¥1,240	---	---	---	---	---	¥1,273	¥1,316	3.4%	---	---	¥1,503	¥1,450	-3.5%	---	¥1,273	¥1,302	¥1,297	-0.4%	1.8%			
	受付	¥1,288	¥1,489	¥1,367	-8.2%	6.1%	¥1,169	¥1,165	¥1,240	6.5%	6.1%	¥1,263	¥1,295	¥1,178	-9.0%	-6.7%	¥1,305	¥1,255	¥1,275	1.6%	-2.3%	¥1,210	¥1,223	¥1,217	-0.5%	0.6%			
	総務・人事・法務	¥1,263	¥1,317	¥1,324	0.6%	4.8%	¥1,129	¥1,235	¥1,247	0.9%	2.3%	¥1,225	¥1,273	¥1,257	-1.3%	2.6%	¥1,256	¥1,305	¥1,287	-1.4%	2.4%	¥1,240	¥1,298	¥1,281	-1.3%	3.3%			
	広報・宣伝・IR	¥1,479	---	---	---	---	---	¥1,317	¥1,300	-1.3%	---	---	¥1,150	---	---	---	---	¥1,267	---	---	---	---	¥1,347	¥1,308	¥1,291	-1.3%	-4.2%		
	企画・マーケティング	¥1,367	¥1,200	---	---	---	---	---	---	---	---	¥1,400	---	¥1,350	---	-3.6%	---	---	---	---	---	---	¥1,350	¥1,394	¥1,150	-17.5%	-14.8%		
	貿易・国際事務	¥1,350	---	¥1,250	---	-7.4%	¥1,150	¥1,316	¥1,323	0.6%	15.1%	¥1,281	¥1,268	¥1,344	6.0%	4.9%	¥1,391	¥1,344	¥1,343	-0.1%	-3.5%	¥1,323	¥1,370	¥1,347	-1.7%	1.8%			
	英文事務	¥1,180	¥1,383	¥1,235	-10.7%	4.7%	¥1,600	¥1,724	¥1,844	6.9%	15.2%	¥1,407	¥1,317	¥1,385	5.2%	-1.5%	¥1,500	¥1,332	¥1,280	-3.9%	-14.7%	¥1,307	¥1,362	¥1,452	6.6%	11.1%			
	金融(銀行)事務	¥1,255	¥1,371	¥1,350	-1.6%	7.6%	¥1,200	¥1,233	¥1,179	-4.4%	-1.8%	¥1,207	¥1,233	¥1,200	-2.7%	-0.6%	¥1,226	¥1,231	¥1,218	-1.0%	-0.6%	¥1,241	¥1,203	¥1,195	-0.6%	-3.7%			
	金融(証券)事務	---	¥1,350	---	---	---	¥1,200	¥1,258	¥1,264	0.5%	5.4%	---	---	---	---	---	---	¥1,550	¥1,394	-10.1%	-1.0%	---	¥1,300	¥1,540	¥1,291	-16.2%	-0.7%		
	金融(生保・損保)事務	¥1,203	¥1,274	¥1,290	1.2%	7.2%	¥1,252	¥1,265	¥1,247	-1.4%	-0.5%	¥1,275	¥1,296	¥1,309	1.0%	2.7%	¥1,234	¥1,283	¥1,281	-0.1%	3.8%	¥1,250	¥1,251	¥1,246	-0.4%	-0.3%			
	金融(その他)事務	¥1,300	---	---	---	---	---	¥1,150	---	---	---	---	¥1,150	¥1,150	0.0%	---	---	¥1,300	¥1,322	1.7%	---	¥1,212	¥1,233	¥1,208	-2.0%	-0.3%			
	通訳・翻訳	---	¥1,400	¥1,686	20.4%	---	¥1,680	¥1,400	¥1,400	0.0%	-16.7%	---	---	¥1,417	---	---	---	¥1,200	¥1,530	¥1,370	-10.5%	14.2%	¥1,625	¥1,665	¥1,527	-8.3%	-6.0%		
	OAオペレーター	---	¥1,390	¥1,200	-13.7%	---	¥1,600	¥1,300	¥1,317	1.3%	9.1%	¥1,200	---	¥1,500	---	-25.0%	¥1,433	¥1,533	¥1,555	1.4%	8.5%	¥1,314	¥1,369	¥1,311	-4.2%	-0.2%			
	データ入力	¥1,506	¥1,494	¥1,505	0.7%	-0.1%	¥1,229	¥1,342	¥1,351	0.6%	9.9%	¥1,114	¥1,335	¥1,275	-4.5%	14.5%	¥1,213	¥1,224	¥1,222	-0.2%	0.7%	¥1,281	¥1,311	¥1,318	0.5%	2.8%			
	事務的軽作業	¥1,700	¥1,448	¥1,491	3.0%	-12.3%	¥1,300	---	¥1,500	---	-15.4%	¥1,189	¥1,330	¥1,250	-6.0%	5.1%	¥1,113	¥1,250	¥1,400	12.0%	25.8%	¥1,357	¥1,393	¥1,355	-2.7%	-0.1%			
	その他事務系	¥1,194	¥1,283	¥1,672	30.3%	40.0%	¥1,190	¥1,200	¥1,287	7.3%	8.1%	¥1,423	¥1,261	¥1,305	3.5%	-8.3%	¥1,255	¥1,325	¥1,355	2.2%	7.9%	¥1,231	¥1,375	¥1,371	-0.3%	11.3%			
	計		¥1,314	¥1,346	¥1,359	0.9%	3.4%	¥1,218	¥1,258	-0.3%	3.1%	¥1,209	¥1,261	¥1,259	0.2%	4.1%	¥1,248	¥1,293	¥1,285	0.2%	3.0%	¥1,237	¥1,370	¥1,276	-0.3%	3.2%			
	営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,450	¥1,417	¥1,612	13.8%	11.2%	¥1,421	¥1,525	¥1,471	-3.5%	3.6%	¥1,350	¥1,374	¥1,394	1.4%	3.3%	¥1,537	¥1,530	¥1,565	2.3%	1.8%	¥1,369	¥1,520	¥1,493	-1.8%	9.0%		
		営業アシスタント	---	¥1,350	¥1,350	0.0%	---	¥1,250	---	¥1,333	---	6.7%	---	---	---	---	---	---	¥1,317	¥1,300	-1.3%	---	¥1,361	¥1,333	¥1,445	8.4%	6.2%		
販売(アパレル系)		¥1,390	¥1,375	¥1,450	5.5%	4.3%	¥1,200	---	¥1,250	---	4.2%	---	¥1,300	---	---	---	¥1,267	¥1,321	---	---	---	¥1,329	¥1,184	¥1,282	8.3%	-3.5%			
販売(家電・モバイル)		¥1,300	¥1,300	---	---	---	---	¥1,300	---	---	---	¥1,450	---	¥1,233	---	-14.9%	---	¥1,373	¥1,370	-0.2%	---	---	¥1,296	¥1,266	¥1,249	-1.3%	-3.6%		
販売(その他)		¥1,238	¥1,250	¥1,254	0.3%	1.3%	---	¥1,344	¥1,268	-5.7%	---	---	¥1,100	¥1,100	0.0%	---	---	¥1,146	¥1,278	¥1,293	1.2%	12.8%	¥1,189	¥1,204	¥1,278	6.1%	7.5%		
デモンストレーター・MC		---	¥1,000	---	---	---	---	---	---	---	---	---	¥1,350	---	---	---	---	---	---	---	---	---	---	¥1,260	---	---	---	---	
窓口・ショールーム・カウンター受付		¥1,244	¥1,298	¥1,256	-3.2%	1.0%	¥1,127	¥1,291	¥1,295	0.3%	14.9%	¥1,259	¥1,118	¥1,121	0.3%	-10.9%	¥1,186	¥1,263	¥1,232	-2.5%	3.8%	¥1,236	¥1,308	¥1,264	-3.3%	2.2%			
旅行関連		¥1,050	¥1,068	¥1,050	-1.6%	0.0%	¥1,173	¥1,300	¥1,300	0.0%	10.8%	¥1,500	---	---	---	---	---	¥1,200	¥1,483	¥1,482	-0.0%	23.5%	¥1,097	¥1,125	¥1,109	-1.4%	1.1%		
テレマーケティング・テレフォンオペレーター		¥1,404	¥1,417	¥1,419	0.1%	1.1%	¥1,227	¥1,282	¥1,329	3.7%	8.3%	¥1,193	¥1,328	¥1,207	-9.1%	1.2%	¥1,215	¥1,210	¥1,206	-0.3%	-0.7%	¥1,326	¥1,317	¥1,315	-0.1%	-0.8%			
アドバイザー		---	¥1,400	¥1,400	0.0%	---	¥1,360	¥1,400	¥1,400	0.0%	2.9%	---	---	---	---	---	---	¥1,250	¥1,700	36.0%	---	---	¥1,489	¥1,355	¥1,275	-5.9%	-14.4%		
その他営業・販売・サービス系		¥1,243	¥1,511	¥1,441	-4.6%	15.9%	¥1,298	¥1,289	¥1,264	-2.0%	-2.7%	¥1,200	¥1,272	¥1,124	-11.6%	-6.3%	¥1,183	¥1,247	¥1,231	-1.3%	4.0%	¥1,221	¥1,419	¥1,398	-1.4%	14.5%			
計			¥1,377	¥1,389	¥1,407	1.3%	2.2%	¥1,251	¥1,304	¥1,327	1.8%	6.1%	¥1,260	¥1,298	¥1,207	-7.0%	-4.2%	¥1,300	¥1,314	¥1,325	0.8%	1.9%	¥1,315	¥1,341	¥1,336	-0.3%	1.6%		
クリエイティブ系		WEBデザイナー	¥1,114	---	---	---	---	¥1,213	---	---	---	---	---	---	---	---	---	¥1,350	¥1,300	---	---	---	¥1,331	¥1,357	¥1,492	9.9%	12.1%		
		WEBディレクター	¥1,300	¥1,200	¥1,600	33.3%	23.1%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,331	¥1,800	¥1,100	-38.9%	-17.4%	
		WEB制作・編集	¥1,272	¥1,300	¥1,300	0.0%	2.2%	¥1,305	¥1,250	---	---	---	---	¥1,250	---	---	---	---	¥1,400	¥1,400	0.0%	---	---	¥1,196	¥1,494	¥1,450	-2.9%	21.3%	
		編集・校正・制作	¥1,138	---	¥1,250	---	9.9%	¥1,000	¥1,300	---	---	---	---	¥1,400	¥1,488	6.3%	---	---	---	---	---	---	---	¥1,305	¥1,259	¥1,307	3.8%	0.2%	
		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)	¥2,100	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,538	¥1,400	---	---	---
		DTPオペレーター	---	¥1,350	¥1,300	-3.7%	---	¥1,350	¥1,300	---	---	---	---	¥1,300	¥1,290	-0.8%	---	---	¥1,242	---	---	---	---	¥1,301	¥1,321	¥1,258	-4.8%	-3.4%	
		その他クリエイティブ職	¥1,000	---	---	---	---	---	¥1,200	---	---	---	---	---	---	---	---	---	¥1,255	¥1,200	¥1,175	-2.1%	-6.3%	¥1,138	¥1,400	---	---	---	
		計		¥1,289	¥1,334	¥1,314	-1.5%	1.9%	¥1,255	¥1,266	---	---	---	¥1,250	¥1,335	¥1,378	3.2%	10.2%	¥1,273	¥1,277	¥1,292	0.0%	0.4%	¥1,306	¥1,392	¥1,347	-3.2%	3.2%	
		IT系	ビジネスアプリケーション系SE	¥2,400	---	---	---	---	¥2,400	¥1,622	¥1,306	-19.5%	-45.6%	¥2,200	¥1,300	¥1,308	0.6%	-40.6%	¥2,400	¥1,300	¥1,300	0.0%	-45.8%	¥2,400	¥2,864	¥1,913	-33.2%	-20.3%	
			制御系SE	¥2,400	---	---	---	---	¥2,400	¥2,000	¥2,000	0.0%	-16.7%	¥1,600	---	---	---	---	---	---	---	---	---	---	---	¥2,400	---	---	---
データベース系SE	¥2,400		---	---	---	---	¥2,400	---	---	---	---	---	¥1,300	---	---	---	---	¥2,400	---	---	---	---	---	¥1,300	---	---	---	-45.8%	
Web・スマホ系SE	---		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,200	¥1,956	¥2,050	4.8%	-6.8%		
社内SE	---		---	---	---	---	¥2,400	¥2,000	¥2,000	0.0%	-16.7%	¥1,600	---	¥1,400	---	---	---	---	---	---	---	---	---	¥2,356	¥1,679	¥1,683	0.3%	-28.5%	
プログラマ	¥2,387		¥2,097	¥2,167	3.3%	-9.2%	¥2,359	¥2,281	¥2,150	-5.8%	-8.9%	¥2,000	¥1,988	¥1,559	-21.6%	-22.1%	¥2,521	¥2,535	¥2,146	-15.4%	-14.9%	¥2,504	¥2,127	¥2,103	-1.1%	-16.0%			
ネットワークエンジニア	¥2,667		¥2,400	¥2,400	0.0%	-10.0%	¥2,650	¥2,533	¥2,400	-5.3%	-9.4%	---	---	---	---	---	---	¥2,477	¥3,000	¥2,767	-7.8%	11.7%	¥2,247	¥2,000	¥2,013	0.6%	-10.4%		
テスト・評価	---		---	---	---	---	---	¥1,300	¥1,302	0.2%	---	¥1,300	¥1,345	¥1,323	-1.6%	1.8%	¥1,275	¥1,388	¥1,300	-6.3%	2.0%	¥1,966	¥1,150	¥1,253	8.9%	-36.3%			
運用管理・保守	¥1,600		---	---	---	---	¥2,000	¥2,400	¥2,108	-12.2%	5.4%	---	¥1,422	¥1,479	2.4%	---	---	¥3,200	¥1,700	¥1,600	-5.9%	-50.0%	¥2,224	¥2,037	¥2,072	2.0%	-6.6%		
ユーザーサポート・ヘルプデスク	¥1,713		¥1,655	¥1,638	-1.0%	-4.4%	¥1,285	¥1,790	¥1,591	-11.1%	23.9%	---	¥1,357	¥1,324	-0.4%	---	---	¥1,319	¥1,296	¥1,286	-0.7%	-2.5%	¥1,590						