

大分類職種	小分類職種	北海道					東北					北関東					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	
		25.1	25.12	26.1	前年同月比		25.1	25.12	26.1	前年同月比		25.1	25.12	26.1	前年同月比		25.1	25.12	26.1	前年同月比		25.1	25.12	26.1	前年同月比		25.1
オフィスワーク系	一般事務	¥1,308	¥1,365	¥1,352	-0.9%	3.4%	¥1,228	¥1,291	¥1,279	-0.9%	4.2%	¥1,236	¥1,276	¥1,258	-1.4%	1.8%	¥1,279	¥1,319	¥1,314	-0.4%	2.8%	¥1,242	¥1,305	¥1,295	-0.8%	4.2%	
	庶務事務	¥1,311	¥1,407	¥1,410	0.2%	7.6%	¥1,275	¥1,317	¥1,306	-0.9%	2.4%	¥1,287	¥1,321	¥1,320	-0.1%	2.6%	¥1,321	¥1,361	¥1,350	-0.8%	2.2%	¥1,287	¥1,339	¥1,332	-0.5%	3.5%	
	学芸・図書事務	¥1,370	¥1,323	¥1,344	1.6%	-2.0%	¥1,304	¥1,312	¥1,317	0.2%	1.0%	¥1,230	¥1,201	¥1,205	0.3%	-2.1%	¥1,178	¥1,215	¥1,251	2.9%	2.9%	¥1,215	¥1,270	¥1,270	-0.0%	0.1%	
	経理・財務・会計・英文経理	¥1,390	¥1,443	¥1,437	-0.4%	3.3%	¥1,237	¥1,305	¥1,306	0.1%	5.6%	¥1,299	¥1,325	¥1,320	-0.4%	1.6%	¥1,368	¥1,383	¥1,375	-0.6%	0.5%	¥1,294	¥1,337	¥1,345	0.6%	4.0%	
	秘書・セクレタリー	¥1,235	¥1,370	¥1,378	0.5%	11.5%	¥1,223	¥1,229	¥1,270	3.3%	3.9%	¥1,350	¥1,371	¥1,370	-0.0%	1.5%	¥1,267	¥1,367	¥1,402	2.6%	10.6%	¥1,364	¥1,332	¥1,318	-1.0%	-3.3%	
	受付	¥1,278	¥1,389	¥1,409	1.5%	10.3%	¥1,311	¥1,354	¥1,348	-0.5%	2.8%	¥1,262	¥1,301	¥1,295	-0.5%	2.6%	¥1,279	¥1,275	¥1,287	0.9%	0.6%	¥1,284	¥1,303	¥1,307	0.3%	1.8%	
	総務・人事・労務	¥1,364	¥1,410	¥1,413	0.3%	3.6%	¥1,208	¥1,326	¥1,336	0.8%	10.7%	¥1,268	¥1,330	¥1,318	-0.8%	4.0%	¥1,321	¥1,330	¥1,369	2.9%	3.6%	¥1,282	¥1,339	¥1,333	-0.4%	4.0%	
	法務・特許事務	---	¥1,300	¥1,300	0.0%	---	---	¥1,350	¥1,350	0.0%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
	広報・宣伝・IR	¥1,400	---	¥1,400	---	0.0%	¥1,200	---	¥1,238	---	3.1%	¥1,250	¥1,244	¥1,281	3.0%	2.4%	¥1,250	¥1,357	¥1,379	1.6%	10.3%	¥1,273	¥1,350	¥1,437	6.4%	12.9%	
	企画・マーケティング	---	---	¥2,000	---	---	¥1,200	¥1,474	¥1,508	2.3%	25.7%	¥1,250	¥1,350	¥1,350	0.0%	8.0%	¥1,420	¥1,467	¥1,400	-4.5%	-1.4%	¥1,375	¥1,465	¥1,638	11.8%	19.1%	
	経理・総務事務	¥1,325	¥1,300	¥1,300	0.0%	-1.9%	¥1,200	¥1,275	¥1,372	7.7%	14.4%	¥1,355	¥1,415	¥1,417	0.1%	4.6%	¥1,413	¥1,530	¥1,408	-8.6%	-0.3%	¥1,339	¥1,276	¥1,375	-0.7%	2.7%	
	外国語事務	¥1,592	¥1,588	¥1,478	-6.9%	-7.1%	¥1,383	¥1,380	¥1,356	-1.7%	-1.9%	¥1,406	¥1,432	¥1,427	-0.3%	1.6%	¥1,521	¥1,721	¥1,613	-6.3%	5.6%	¥1,463	¥1,561	¥1,588	1.7%	8.5%	
	金融事務（銀行）	¥1,250	¥1,373	¥1,377	0.3%	10.1%	¥1,238	¥1,450	¥1,229	-15.3%	-0.7%	¥1,350	¥1,281	¥1,296	1.2%	-4.0%	¥1,283	¥1,286	¥1,325	3.0%	3.2%	¥1,251	¥1,310	¥1,290	-1.5%	3.1%	
	金融事務（証券）	---	¥1,600	---	---	---	¥1,300	---	---	---	---	¥1,550	¥1,550	0.0%	---	---	¥1,310	---	---	---	---	¥1,463	¥1,401	¥1,398	-0.2%	-4.5%	
	金融事務（保険・損保）	¥1,278	¥1,332	¥1,308	-1.8%	2.3%	¥1,341	¥1,261	¥1,339	6.1%	-0.2%	¥1,318	¥1,339	¥1,319	-1.4%	0.1%	¥1,302	¥1,333	¥1,351	1.3%	3.7%	¥1,251	¥1,352	¥1,347	-0.3%	7.6%	
	金融事務（その他）	---	¥1,270	¥1,300	2.4%	---	¥1,636	¥1,655	¥1,579	-4.6%	-3.5%	¥1,300	¥1,314	¥1,306	-0.6%	0.5%	¥1,297	¥1,200	¥1,250	4.2%	-3.7%	¥1,359	¥1,326	¥1,192	-10.1%	-12.3%	
	通関・翻訳	¥1,300	---	---	---	---	¥1,800	¥1,725	¥1,890	9.6%	5.0%	¥1,523	---	---	---	---	¥1,800	¥1,425	¥1,500	5.3%	-16.7%	¥1,336	¥1,632	¥1,688	3.4%	26.3%	
	OA事務・OAオペレーター	¥1,536	¥1,382	¥1,372	-0.7%	-10.7%	¥1,314	¥1,315	¥1,308	-0.5%	-0.4%	¥1,460	¥1,445	¥1,528	5.7%	4.6%	¥1,444	¥1,563	¥1,663	6.4%	15.1%	¥1,454	¥1,383	¥1,435	3.8%	1.2%	
	データ入力・タイピング	¥1,524	¥1,582	¥1,573	-0.6%	3.2%	¥1,297	¥1,371	¥1,350	-1.6%	4.0%	¥1,196	¥1,184	¥1,184	-0.0%	-1.0%	¥1,268	¥1,364	¥1,387	1.7%	9.4%	¥1,381	¥1,442	¥1,443	0.1%	4.5%	
	事務的専門作業	¥1,236	¥1,482	¥1,400	-5.6%	13.3%	¥1,334	¥1,181	¥1,178	-0.5%	-11.7%	¥1,281	¥1,270	¥1,282	0.5%	0.0%	¥1,200	¥1,217	¥1,242	2.1%	3.5%	¥1,424	¥1,286	¥1,297	0.8%	-8.5%	
	その他事務系	¥1,338	¥1,579	¥1,609	1.9%	20.3%	¥1,289	¥1,350	¥1,344	-0.4%	3.3%	¥1,206	¥1,265	¥1,278	1.0%	6.0%	¥1,248	¥1,324	¥1,350	2.0%	8.2%	¥1,351	¥1,323	¥1,316	-0.5%	-2.6%	
計		¥1,358	¥1,441	¥1,426	-1.1%	5.0%	¥1,248	¥1,309	¥1,304	-0.4%	4.4%	¥1,258	¥1,297	¥1,285	-0.9%	2.1%	¥1,299	¥1,339	¥1,337	-0.1%	2.9%	¥1,275	¥1,340	¥1,332	-0.5%	4.5%	
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,675	¥1,726	¥1,677	-2.8%	0.1%	¥1,639	¥1,614	¥1,768	25.0%	7.9%	¥1,507	¥1,529	¥1,630	6.6%	8.1%	¥1,484	¥1,537	¥1,550	0.8%	4.5%	¥1,526	¥1,673	¥1,609	-3.9%	5.4%	
	インサイドセールス	---	¥1,500	¥1,500	0.0%	---	¥1,500	¥1,371	¥1,454	6.0%	-3.1%	¥1,207	¥1,311	¥1,305	-0.4%	8.1%	¥1,070	¥1,200	¥1,200	0.0%	12.2%	¥1,486	¥1,496	¥1,415	-5.4%	-4.0%	
	販売（ファブリス・ファッション・コスメ）	¥1,367	¥1,400	¥1,400	0.0%	2.4%	---	¥1,300	¥1,300	0.0%	---	---	---	---	---	---	¥1,375	¥1,317	---	---	---	¥1,328	¥1,272	---	-4.2%	---	
	販売（家電・モバイル）	---	¥1,550	¥1,550	0.0%	---	¥1,143	¥1,247	¥1,270	1.8%	11.1%	¥1,322	¥1,300	¥1,290	-0.8%	-2.4%	¥1,250	¥1,300	¥1,300	0.0%	4.0%	¥1,313	¥1,492	¥1,600	7.2%	21.8%	
	レストラン・販売（その他）	¥1,400	¥1,350	¥1,425	5.6%	1.8%	¥1,171	¥1,259	¥1,267	0.7%	8.3%	¥1,134	¥1,272	¥1,269	-0.3%	11.9%	¥1,175	¥1,233	¥1,228	-0.4%	4.5%	¥1,267	¥1,222	¥1,212	-0.8%	0.9%	
	キャンペーン・PRスタッフ	---	---	¥1,850	---	---	---	¥1,392	---	---	---	¥1,300	---	---	---	---	---	---	---	---	---	¥1,200	---	¥1,400	---	16.7%	
	窓口・ショールーム・カウンター受付	¥1,308	¥1,375	¥1,340	-2.5%	2.5%	¥1,249	¥1,294	¥1,300	0.5%	4.1%	¥1,250	¥1,268	¥1,259	-0.8%	0.7%	¥1,257	¥1,344	¥1,314	-2.2%	4.6%	¥1,308	¥1,309	¥1,282	-2.1%	-2.0%	
	訪問営業	---	¥1,400	---	---	---	¥1,194	¥1,305	¥1,314	0.7%	10.0%	---	¥1,550	---	---	---	¥1,493	¥1,208	¥1,200	-0.6%	-19.6%	¥1,325	¥1,361	¥1,377	1.2%	3.9%	
	テレマーケティング・テレフォンオペレーター・コールセンター	¥1,374	¥1,480	¥1,486	0.4%	8.1%	¥1,259	¥1,299	¥1,337	2.9%	6.2%	¥1,199	¥1,270	¥1,254	-1.3%	4.6%	¥1,258	¥1,274	¥1,306	2.6%	3.8%	¥1,288	¥1,380	¥1,369	-0.8%	6.3%	
	スーパーバイザー	¥1,650	¥1,486	¥1,500	1.0%	-9.1%	¥1,380	¥1,600	¥1,550	-3.1%	12.3%	---	---	---	---	---	---	¥1,600	¥1,600	0.0%	---	---	¥1,581	¥1,606	1.6%	1.3%	
	その他営業・販売・サービス系	---	¥1,470	¥1,473	0.2%	---	¥1,267	¥1,169	¥1,067	-8.7%	-15.7%	¥1,223	¥1,219	¥1,143	-6.2%	-6.5%	¥1,349	¥1,400	¥1,500	7.1%	11.2%	¥1,374	¥1,358	¥1,300	-4.3%	-5.4%	
計		¥1,381	¥1,493	¥1,500	0.4%	8.6%	¥1,274	¥1,296	¥1,326	2.3%	4.0%	¥1,252	¥1,276	¥1,251	-2.0%	-0.0%	¥1,311	¥1,312	¥1,306	-0.5%	-0.4%	¥1,310	¥1,401	¥1,382	-1.3%	5.5%	
クリエイティブ系	WEBデザイン（WEBデザイナー）	¥1,500	---	---	---	---	¥1,400	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,375	¥1,789	¥1,517	-15.2%	10.3%	
	WEBディレクター	¥1,700	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,333	¥1,421	6.5%	---	
	WEB制作・編集・コーディング	¥1,678	¥1,450	¥1,406	-3.0%	-16.2%	¥1,200	---	---	---	---	---	---	---	---	---	¥1,700	---	---	---	---	¥1,342	¥1,597	¥1,415	-11.4%	5.5%	
	編集・校正・制作・ライター	---	¥1,450	¥1,400	-3.4%	---	¥1,450	¥1,638	¥1,608	-1.8%	10.9%	---	¥1,344	¥1,325	-1.4%	---	---	---	---	---	---	¥1,381	¥1,427	¥1,428	0.1%	5.0%	
	デザイナー	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	DTPオペレーター	¥1,339	---	---	---	---	¥1,250	---	---	---	---	¥1,100	¥1,200	---	---	---	---	¥1,500	---	---	---	¥1,411	¥1,459	¥1,461	0.1%	3.6%	
	その他クリエイティブ系	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,250	---	---	---	---	¥1,330	¥1,500	---	---	---	
	計		¥1,493	¥1,450	¥1,405	-3.1%	-5.9%	¥1,420	¥1,608	¥1,608	0.0%	13.3%	¥1,100	¥1,318	¥1,325	0.5%	20.5%	¥1,674	¥1,500	#DIV/0!	---	---	¥1,364	¥1,488	¥1,437	-3.4%	5.4%
	IT系	SE・プログラマー（ビジネスアプリケーション系）	---	---	---	---	---	¥1,300	¥1,350	¥1,350	0.0%	3.8%	¥1,411	---	---	---	---	¥1,300	¥1,840	¥1,906	3.6%	46.6%	¥1,648	¥2,312	¥2,436	5.4%	47.9%
		SE・プログラマー（データベース系）	¥1,250	¥1,800	¥1,800	0.0%	44.0%	---	---	---	---	---	---	---	---	---	---	---	¥2,400	---	---	---	---	¥1,750	¥2,171	¥2,200	1