

		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		
		25.6	26.6	前月比	前年同月比		25.6	26.6	前月比	前年同月比		25.6	26.6	前月比	前年同月比		25.6	26.6	前月比	前年同月比		25.6	26.6	前月比	前年同月比			
オフィスワーク系	一般事務	¥1,334	¥1,407	¥1,411	0.3%	5.8%	¥1,276	¥1,313	¥1,330	1.3%	4.2%	¥1,257	¥1,274	¥1,274	0.0%	1.4%	¥1,295	¥1,327	¥1,328	0.1%	2.6%	¥1,284	¥1,306	¥1,316	0.8%	2.5%		
	営業事務	¥1,345	¥1,403	¥1,396	-0.5%	3.7%	¥1,285	¥1,331	¥1,354	1.8%	5.3%	¥1,293	¥1,305	¥1,304	-0.1%	0.8%	¥1,350	¥1,361	¥1,370	0.7%	1.5%	¥1,324	¥1,330	¥1,336	0.5%	0.9%		
	学芸事務	¥1,338	¥1,350	¥1,333	-0.6%	-7.8%	¥1,338	¥1,312	¥1,313	0.1%	-1.1%	¥1,220	¥1,192	¥1,224	2.7%	0.0%	¥1,369	¥1,366	¥1,353	-1.0%	-1.2%	¥1,412	¥1,272	¥1,283	0.4%	-9.2%		
	経理・財務・会計・英文経理	¥1,435	¥1,455	¥1,442	-0.9%	0.4%	¥1,315	¥1,313	¥1,313	-0.0%	-0.2%	¥1,324	¥1,326	¥1,332	0.5%	0.6%	¥1,394	¥1,395	¥1,397	0.1%	0.2%	¥1,325	¥1,355	¥1,357	0.2%	2.4%		
	秘書・セクレタリー	¥1,407	¥1,413	¥1,235	-12.6%	-12.2%	¥1,222	¥1,253	¥1,245	-0.7%	1.8%	¥1,275	¥1,338	¥1,350	0.9%	5.9%	¥1,408	¥1,498	¥1,369	-8.6%	-2.8%	¥1,338	¥1,341	¥1,368	2.1%	2.2%		
	受付	¥1,270	¥1,389	¥1,418	2.1%	11.7%	¥1,296	¥1,287	¥1,365	6.1%	5.4%	¥1,374	¥1,321	¥1,231	-6.8%	-10.4%	¥1,251	¥1,295	¥1,322	2.1%	5.7%	¥1,242	¥1,355	¥1,351	-0.3%	8.7%		
	総務・人事・労務	¥1,399	¥1,427	¥1,407	-1.4%	0.5%	¥1,362	¥1,324	¥1,319	-0.3%	-3.1%	¥1,290	¥1,352	¥1,337	-1.1%	3.6%	¥1,379	¥1,394	¥1,387	-0.5%	0.5%	¥1,323	¥1,360	¥1,340	-1.5%	1.3%		
	法務・特許事務	---	¥1,488	¥1,509	1.5%	---	---	---	---	---	---	---	¥1,300	---	---	---	---	¥1,450	¥1,450	0.0%	---	---	¥1,600	¥1,600	0.0%	---	---	
	広報・宣伝・IR	---	---	---	---	---	---	¥1,355	¥1,386	2.4%	---	---	¥1,290	¥1,303	1.0%	---	---	¥1,350	¥1,358	¥1,406	3.6%	4.2%	¥1,357	¥1,420	¥1,338	-5.8%	-1.4%	
	企画・マーケティング	---	---	---	---	---	¥1,400	¥1,440	¥1,491	3.5%	6.5%	¥1,547	¥1,519	¥1,507	-0.8%	-2.6%	¥1,250	¥1,200	¥1,200	0.0%	-4.0%	¥1,390	¥1,487	¥1,428	-4.0%	2.7%		
	貿易・国際事務	---	¥1,500	---	---	---	¥1,325	¥1,400	¥1,431	2.2%	8.0%	¥1,391	¥1,375	¥1,395	1.5%	0.3%	¥1,392	¥1,300	¥1,300	0.0%	-6.6%	¥1,356	¥1,403	¥1,400	-0.2%	3.6%		
	外国語事務	¥1,267	¥1,419	¥1,403	-1.1%	10.7%	¥1,430	¥1,354	¥1,342	-0.9%	-6.2%	¥1,564	¥1,567	¥1,469	-6.2%	7.7%	¥1,450	¥1,430	¥1,354	-5.3%	-6.6%	¥1,288	¥1,457	¥1,504	3.2%	16.8%		
	金融事務（銀行）	¥1,319	¥1,375	---	---	---	¥1,256	¥1,317	¥1,278	-2.9%	1.7%	¥1,279	¥1,292	¥1,304	1.0%	2.0%	¥1,298	¥1,257	¥1,275	1.4%	-1.8%	¥1,311	¥1,321	¥1,292	-2.2%	-1.5%		
	金融事務（証券）	¥1,450	---	---	---	---	¥1,475	¥1,500	1.7%	---	---	¥1,407	---	---	---	---	¥1,322	¥1,454	¥1,467	0.9%	10.9%	¥1,402	¥1,354	¥1,412	4.3%	0.7%		
	金融事務（生命・損保）	¥1,282	¥1,343	¥1,364	1.6%	6.4%	¥1,312	¥1,326	¥1,316	-0.7%	0.3%	¥1,307	¥1,361	¥1,361	-0.0%	4.1%	¥1,299	¥1,359	¥1,369	0.7%	5.4%	¥1,292	¥1,359	¥1,347	-0.9%	4.3%		
	金融事務（その他の）	---	¥1,333	¥1,300	-2.5%	---	¥1,800	¥1,700	¥1,590	-6.5%	-11.7%	¥1,300	---	¥1,300	---	0.0%	0.0%	---	¥1,275	---	-1.4%	¥1,283	¥1,207	¥1,275	5.6%	-0.6%		
	通訳・翻訳	¥1,900	---	¥1,700	---	-10.5%	¥1,800	¥1,750	¥2,000	14.3%	11.1%	¥1,478	¥1,600	¥1,600	0.0%	8.3%	¥1,731	¥1,535	¥1,857	21.0%	7.3%	¥1,493	¥1,796	¥1,798	0.1%	20.4%		
	OA事務・OAオペレーター	¥1,625	¥1,417	¥1,388	-2.1%	-14.6%	¥1,300	¥1,284	¥1,290	0.5%	-0.7%	¥1,333	¥1,338	¥1,447	8.2%	8.5%	¥1,300	¥1,354	¥1,413	4.4%	8.7%	¥1,341	¥1,543	¥1,605	4.0%	19.7%		
	データ入力・タイピング	¥1,551	¥1,613	¥1,614	0.1%	4.1%	¥1,367	¥1,395	¥1,424	2.1%	4.1%	¥1,258	¥1,219	¥1,227	0.6%	-2.5%	¥1,290	¥1,370	¥1,378	0.6%	6.8%	¥1,435	¥1,480	¥1,472	-0.5%	2.6%		
	事務的軽作業	¥1,288	¥1,491	¥1,541	3.3%	19.7%	¥1,306	¥1,389	¥1,439	3.6%	10.2%	¥1,254	¥1,296	¥1,303	0.5%	3.9%	¥1,266	¥1,312	¥1,305	-0.5%	3.1%	¥1,244	¥1,287	¥1,300	1.0%	-3.3%		
	その他事務系	¥1,417	¥1,499	¥1,485	-0.9%	4.8%	¥1,349	¥1,428	¥1,415	-0.9%	-4.9%	¥1,290	¥1,410	¥1,410	0.0%	9.3%	¥1,326	¥1,304	¥1,323	1.5%	-0.2%	¥1,350	¥1,311	¥1,346	2.6%	-0.3%		
	計	¥1,404	¥1,467	¥1,461	-0.4%	4.0%	¥1,300	¥1,329	¥1,346	1.3%	3.5%	¥1,279	¥1,294	¥1,295	0.1%	1.2%	¥1,322	¥1,349	¥1,352	0.2%	2.2%	¥1,324	¥1,353	¥1,356	0.2%	2.4%		
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,669	¥1,703	¥1,777	4.3%	6.4%	¥1,574	¥1,705	¥1,666	-2.3%	5.8%	¥1,547	¥1,425	¥1,382	-3.0%	-10.6%	¥1,540	¥1,593	¥1,502	-5.7%	-2.5%	¥1,561	¥1,578	¥1,568	-0.7%	0.4%		
	インサイドセールス	---	¥1,500	¥1,700	13.3%	---	¥1,321	¥1,460	¥1,551	6.2%	17.4%	¥1,322	¥1,369	¥1,364	-0.4%	3.2%	¥1,205	---	¥1,400	---	-16.2%	¥1,656	¥1,500	¥1,433	-4.4%	-13.5%		
	販売（アパレル・ファッション・コスメ）	¥1,463	¥1,390	¥1,385	-0.4%	-5.3%	---	¥1,250	¥1,300	4.0%	---	---	¥1,250	---	---	---	¥1,320	¥1,360	---	---	---	¥1,416	¥1,320	¥1,300	-1.5%	-8.2%		
	販売（家電・モバイル）	---	¥1,520	¥1,513	-0.5%	---	¥1,234	¥1,221	¥1,213	-0.7%	-1.8%	¥1,330	---	¥1,504	---	13.1%	¥1,374	¥1,300	¥1,322	1.7%	-3.8%	¥1,421	¥1,368	¥1,295	-5.4%	-8.9%		
	レシタック・販売（その他）	¥1,367	¥1,307	¥1,290	-1.3%	-5.6%	¥1,292	¥1,215	¥1,217	0.1%	-5.8%	¥1,202	¥1,276	¥1,258	-1.4%	4.7%	¥1,316	¥1,315	¥1,319	0.3%	8.5%	¥1,363	¥1,278	¥1,268	-0.8%	-6.9%		
	キャンペーン・PRスタッフ	¥1,300	---	¥1,500	---	-15.4%	---	¥1,100	---	---	---	¥1,300	---	---	---	---	¥1,164	¥1,214	¥1,334	9.8%	14.5%	---	---	¥1,300	---	---		
	窓口・チャットルーム・カウンター受付	¥1,400	¥1,408	¥1,404	-0.3%	0.3%	¥1,291	¥1,316	¥1,312	-0.3%	2.4%	¥1,244	¥1,285	¥1,290	0.3%	3.6%	¥1,319	¥1,286	¥1,299	1.0%	-1.5%	¥1,264	¥1,322	¥1,313	0.7%	3.9%		
	時間調整	¥1,138	¥1,408	¥1,420	0.8%	24.8%	¥1,302	¥1,315	¥1,300	-1.1%	-0.1%	---	¥1,250	---	---	---	¥1,200	---	---	---	---	¥1,098	¥1,150	¥1,400	21.7%	27.5%		
	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	¥1,450	¥1,450	¥1,455	0.4%	0.4%	¥1,317	¥1,348	¥1,338	-0.7%	1.6%	¥1,290	¥1,286	¥1,303	1.4%	1.0%	¥1,340	¥1,297	¥1,303	0.4%	-2.7%	¥1,343	¥1,392	¥1,384	-0.6%	3.0%		
	スーパーバイザー	¥1,558	¥2,000	¥1,931	-3.4%	23.9%	¥1,700	¥1,567	---	---	---	¥1,600	---	---	---	---	---	---	---	---	---	¥1,469	¥1,667	¥1,805	8.3%	22.9%		
	その他営業・販売・サービス系	¥1,325	¥1,272	¥1,250	-1.7%	-5.7%	¥1,214	¥1,106	¥1,050	-5.1%	-13.5%	¥1,213	¥1,201	¥1,220	1.6%	0.6%	¥1,278	¥1,227	¥1,286	4.8%	0.6%	¥1,302	¥1,424	¥1,442	1.2%	10.8%		
	計	¥1,440	¥1,464	¥1,473	0.6%	2.3%	¥1,302	¥1,352	¥1,352	0.0%	3.8%	¥1,287	¥1,295	¥1,303	0.6%	1.3%	¥1,328	¥1,321	¥1,336	1.1%	0.6%	¥1,350	¥1,400	¥1,393	-0.5%	3.2%		
	クリエイティブ系	WEBデザイン（WEBデザイナー）	---	¥1,300	¥1,300	0.0%	---	---	---	---	---	---	¥1,550	---	---	---	---	¥1,464	---	---	---	---	¥1,406	¥1,233	¥1,381	12.0%	-1.8%	
		WEBディレクター	¥1,700	¥1,500	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,500	¥1,300	¥1,455	11.9%	-3.0%	
		WEB制作・編集・コーダー	---	¥1,300	¥1,385	6.5%	---	---	---	---	---	---	---	---	---	---	---	¥1,800	¥1,400	---	---	---	¥1,625	¥1,369	---	---	-15.7%	
		写真・校正・制作・ライター	---	¥1,300	¥1,419	9.1%	---	¥1,373	¥1,406	¥1,400	-0.4%	2.0%	¥1,150	---	¥1,550	---	34.8%	¥1,350	¥1,433	¥1,500	4.7%	11.1%	¥1,505	¥1,450	¥1,432	-1.2%	-4.8%	
		デザイナー	---	¥1,400	¥1,400	0.0%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,443	¥1,431	---	---	-0.8%
		DTPオペレーター	---	---	---	---	---	---	---	---	---	---	¥1,100	¥1,100	---	---	---	---	¥1,450	---	8.1%	¥1,370	¥1,464	¥1,392	-4.9%	1.6%		
		その他クリエイティブ系	---	¥1,300	---	---	---	¥1,350	---	---	---	---	---	¥1,300	---	---	---	¥1,250	¥1,250	0.0%	---	---	¥1,287	¥1,518	---	---	-16.0%	
		計	¥1,700	¥1,308	¥1,378	5.3%	-18.9%	¥1,373	¥1,395	¥1,400	0.3%	2.0%	¥1,188	¥1,100	¥1,400	27.3%	17.9%	¥1,400	¥1,361	¥1,310	-3.8%	-6.4%	¥1,461	¥1,444	¥1,407	-2.6%	-3.8%	
	IT系	SE・プログラマー（ビジネスアプリケーション系）	---	¥2,200	¥2,200	0.0%	---	---	---	---	---	---	¥1,550	---	---	---	---	¥2,010	¥2,200	¥2,200	0.0%	9.5%	¥1,360	¥2,489	---	---	83.0%	
		SE・プログラマー（データベース系）	---	---																								