

大分類職種	小分類職種	北海道										東北										北陸										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				
		25.9	26.8	26.9	前月比	前年同月比	25.9	26.8	26.9	前月比	前年同月比	25.9	26.8	26.9	前月比	前年同月比	25.9	26.8	26.9	前月比	前年同月比	25.9	26.8	26.9	前月比	前年同月比	25.9	26.8	26.9	前月比	前年同月比	25.9	26.8	26.9	前月比	前年同月比															
オフィスワーク系	一般事務	¥1,338	¥1,428	¥1,432	0.3%	7.0%	¥1,282	¥1,317	¥1,315	-0.1%	2.6%	¥1,250	¥1,301	¥1,291	-0.8%	3.2%	¥1,290	¥1,313	¥1,319	0.5%	2.3%	¥1,294	¥1,332	¥1,321	-0.9%	2.1%	¥1,294	¥1,332	¥1,321	-0.9%	2.1%	¥1,294	¥1,332	¥1,321	-0.9%	2.1%															
	営業事務	¥1,362	¥1,414	¥1,411	-0.3%	3.6%	¥1,313	¥1,340	¥1,353	1.0%	3.0%	¥1,306	¥1,328	¥1,316	-0.9%	0.7%	¥1,338	¥1,357	¥1,360	0.2%	1.6%	¥1,302	¥1,352	¥1,355	0.2%	4.1%	¥1,302	¥1,352	¥1,355	0.2%	4.1%	¥1,302	¥1,352	¥1,355	0.2%	4.1%															
	学芸事務	¥1,342	¥1,444	¥1,385	-4.1%	3.2%	¥1,260	¥1,300	¥1,296	-0.3%	2.1%	¥1,191	¥1,218	¥1,222	0.3%	2.6%	¥1,272	¥1,346	¥1,316	-2.3%	3.5%	¥1,240	¥1,265	¥1,246	-1.5%	0.5%	¥1,240	¥1,265	¥1,246	-1.5%	0.5%	¥1,240	¥1,265	¥1,246	-1.5%	0.5%															
	経理・財務・会計・英文経理	¥1,415	¥1,443	¥1,444	0.1%	2.1%	¥1,319	¥1,322	¥1,376	4.1%	4.4%	¥1,313	¥1,343	¥1,348	0.4%	2.7%	¥1,372	¥1,401	¥1,406	0.4%	2.5%	¥1,323	¥1,368	¥1,366	-0.2%	3.3%	¥1,323	¥1,368	¥1,366	-0.2%	3.3%	¥1,323	¥1,368	¥1,366	-0.2%	3.3%															
	秘書・セクレタリー	¥1,272	¥1,667	¥1,304	-21.8%	2.5%	¥1,268	¥1,347	¥1,311	-2.7%	3.3%	¥1,405	¥1,333	¥1,348	1.1%	-4.1%	¥1,365	¥1,328	¥1,334	0.5%	-2.2%	¥1,323	¥1,358	¥1,341	-1.2%	1.4%	¥1,323	¥1,358	¥1,341	-1.2%	1.4%	¥1,323	¥1,358	¥1,341	-1.2%	1.4%															
	受付	¥1,371	¥1,380	¥1,402	1.6%	2.3%	¥1,301	¥1,297	¥1,273	-1.8%	-2.1%	¥1,284	¥1,271	¥1,293	1.8%	0.7%	¥1,260	¥1,378	¥1,328	-3.6%	5.4%	¥1,291	¥1,352	¥1,344	-0.6%	4.1%	¥1,291	¥1,352	¥1,344	-0.6%	4.1%	¥1,291	¥1,352	¥1,344	-0.6%	4.1%															
	総務・人事・労務	¥1,383	¥1,422	¥1,427	0.4%	3.2%	¥1,345	¥1,347	¥1,324	-1.7%	-1.5%	¥1,309	¥1,338	¥1,330	-0.6%	1.6%	¥1,349	¥1,367	¥1,342	-1.8%	-0.5%	¥1,328	¥1,355	¥1,363	0.6%	2.6%	¥1,328	¥1,355	¥1,363	0.6%	2.6%	¥1,328	¥1,355	¥1,363	0.6%	2.6%															
	法務・特許事務	---	¥1,505	¥1,500	-0.3%	-	---	¥1,900	¥1,375	-27.6%	-	---	---	¥1,300	¥1,300	0.0%	-	---	---	---	-	-	---	¥1,450	¥1,613	---	-	-	---	---	---	-	-	---	---	-	-														
	広報・宣伝・IR	¥1,200	---	---	-	-	---	¥1,313	¥1,250	¥1,310	4.8%	-0.2%	¥1,300	¥1,250	¥1,225	-2.0%	-5.8%	¥1,400	---	---	-	-	---	¥1,175	¥1,345	¥1,358	1.0%	15.6%	---	---	---	-	-	---	---	-	-														
	企画・マーケティング	---	¥1,500	---	-	-	---	¥1,583	¥1,602	1.2%	-	---	¥1,333	¥1,556	¥1,483	-4.7%	11.3%	¥1,400	¥1,350	¥1,350	0.0%	-3.6%	¥1,325	¥1,435	¥1,367	-4.8%	3.1%	---	---	---	-	-	---	---	-	-															
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,596	¥1,828	¥1,797	-1.7%	12.5%	¥1,465	¥1,663	¥1,709	2.7%	16.6%	¥1,480	¥1,527	¥1,611	5.5%	8.8%	¥1,626	¥1,482	¥1,581	6.7%	-2.8%	¥1,557	¥1,623	¥1,708	5.3%	9.7%	---	---	---	-	-	---	---	-	-																
	インサイドセールス	¥1,600	¥1,413	¥1,621	14.8%	1.3%	¥1,245	¥1,540	¥1,489	-3.3%	19.6%	¥1,197	¥1,424	¥1,363	-4.2%	13.9%	---	---	---	-	-	---	¥1,628	¥1,125	¥1,758	56.3%	8.0%	---	---	---	-	-	---	---	-	-															
	販売（アパレル・ファッション・コスメ）	¥1,400	¥1,383	¥1,391	0.6%	-0.6%	---	---	---	-	-	---	¥1,225	¥1,500	¥1,500	0.0%	22.4%	---	---	---	-	-	---	¥1,330	¥1,650	¥1,300	-21.2%	-2.3%	---	---	---	-	-	---	---	-	-														
	販売（家電・モバイル）	---	---	---	-	-	---	¥1,250	¥1,212	¥1,263	4.2%	1.0%	¥1,340	¥1,441	¥1,416	-1.8%	5.6%	¥1,317	¥1,311	¥1,417	8.0%	7.6%	¥1,448	¥1,348	¥1,430	6.1%	-1.3%	---	---	---	-	-	---	---	-	-															
	レジスタック・販売（その他）	¥1,370	¥1,332	¥1,348	1.2%	-1.6%	¥1,090	¥1,256	¥1,207	-3.9%	10.7%	¥1,215	¥1,299	¥1,245	-4.1%	2.5%	¥1,233	¥1,310	¥1,278	-2.4%	3.6%	¥1,329	¥1,215	¥1,235	1.6%	-7.1%	---	---	---	-	-	---	---	-	-																
	キャンペーン・PRスタッフ	---	¥1,550	¥1,550	0.0%	-	---	¥1,400	¥1,300	-7.1%	-	¥1,300	---	---	-	-	---	---	---	-	-	---	¥1,625	---	---	-	-	---	---	---	-	-	---	---	-	-															
	窓口・ショールーム・ガウンター受付	¥1,383	¥1,455	¥1,441	-1.0%	5.8%	¥1,238	¥1,325	¥1,345	1.5%	8.6%	¥1,269	¥1,311	¥1,321	0.8%	4.1%	¥1,311	¥1,323	¥1,332	0.6%	1.6%	¥1,258	¥1,303	¥1,311	0.6%	4.3%	---	---	---	-	-	---	---	-	-																
	行内派遣	¥1,050	¥1,388	¥1,431	3.2%	36.3%	¥1,278	¥1,300	¥1,400	7.7%	9.6%	¥1,375	¥1,250	¥1,550	24.0%	12.7%	¥1,242	---	---	-	-	---	¥1,255	¥1,557	¥1,515	-2.7%	20.7%	---	---	---	-	-	---	---	-	-															
	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	¥1,462	¥1,459	¥1,463	0.3%	0.1%	¥1,320	¥1,331	¥1,340	0.6%	1.5%	¥1,265	¥1,299	¥1,298	-0.1%	2.6%	¥1,314	¥1,303	¥1,307	0.3%	-0.5%	¥1,358	¥1,392	¥1,390	-0.1%	2.4%	---	---	---	-	-	---	---	-	-																
	スーパーバイザー	¥1,467	¥2,000	¥1,919	-4.1%	30.8%	¥1,550	¥1,600	¥1,500	-6.3%	-3.2%	---	¥1,833	¥2,000	9.1%	-	---	¥1,200	¥1,400	¥1,600	14.3%	33.3%	¥1,438	¥1,879	¥1,738	-7.5%	20.8%	---	---	---	-	-	---	---	-	-															
その他営業・販売・サービス系	¥1,350	¥1,367	¥1,365	-0.1%	1.1%	¥1,097	¥1,500	¥1,232	17.3%	12.3%	¥1,216	¥1,317	¥1,256	-4.3%	3.3%	¥1,318	¥1,377	¥1,349	-2.0%	2.3%	¥1,347	¥1,408	¥1,426	1.3%	5.8%	---	---	---	-	-	---	---	-	-																	
計	¥1,454	¥1,488	¥1,489	0.1%	2.5%	¥1,296	¥1,364	¥1,362	-0.2%	5.1%	¥1,257	¥1,341	¥1,309	-2.4%	4.2%	¥1,344	¥1,333	¥1,354	1.6%	0.7%	¥1,374	¥1,402	¥1,422	1.5%	3.6%	---	---	---	-	-	---	---	-	-																	
クリエイティブ系	WEBデザイナー（WEBデザイナー）	---	¥1,300	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,500	---	---	-	-	---	¥1,250	---	---	-	-	---	---	---	-	-	---	---	-	-														
	WEBデザイナー（デザイナー）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	-	-	---	---	---	-	-	---	---	-	-														
	WEB制作・編集・コーディング	---	¥1,447	¥1,389	-4.0%	-	---	¥1,300	---	---	-	-	¥1,350	---	---	-	-	---	¥1,350	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	-	-														
	編集・校正・制作・ライター	¥1,431	¥1,492	¥1,486	-0.4%	3.9%	¥1,350	¥1,390	¥1,363	-1.9%	1.0%	---	---	---	-	-	---	¥1,322	¥1,338	1.2%	-	---	¥1,358	¥1,401	¥1,508	7.7%	11.1%	---	---	---	-	-	---	---	-	-															
	デザイナー	---	---	---	-	-	---	¥1,300	---	---	-	-	---	¥1,500	¥1,479	-1.4%	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	-	-															
	DTPオペレーター	---	¥1,300	---	-	-	---	---	---	-	-	---	¥1,100	¥1,425	¥1,500	5.3%	36.4%	¥1,275	---	---	-	-	---	¥1,400	---	---	-	-	---	---	---	-	-	---	---	-	-														
	その他クリエイティブ系	---	¥1,275	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,257	¥1,263	0.4%	-	-	---	---	---	-	-	---	---	-	-															
	計	¥1,431	¥1,405	¥1,439	2.4%	0.5%	¥1,350	¥1,375	¥1,356	-1.4%	0.4%	¥1,200	¥1,486	¥1,486	0.0%	23.9%	¥1,414	¥1,294	¥1,293	-0.1%	-8.6%	¥1,527	¥1,431	¥1,520	6.3%	-0.4%	---	---	---	-	-	---	---	-	-																
	IT系	SE・プログラマー（ビジネスアプリケーション系）	---	---	---	-	-	---	¥1,900	---	---	-	-	---	¥2,000	¥2,000	0.0%	-	---	¥2,114	¥2,200	---	-	-	---	¥2,285	¥2,385	4.4%	8.0%	---	---	---	-	-	---	---	-	-													
		SE・プログラマー（データベース系）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	-	-	---	---	---	-	-	---	---	-	-													
SE・プログラマー（Web・スマホ系）		¥1,300	¥1,900	¥1,900	0.0%	46.2%	---	---	---	-	-	---	¥2,000	---	---	-	-	---	---	---	-	-	---	¥2,400	---	---	-	-	---	---	---	-	-	---	---	-	-														
社内SE		¥1,300	¥1,692	¥1,689	-0.2%	29.9%	¥1,800	¥1,800	¥1,450	-19.4%	-19.4%	---	¥1,300	¥1,300	0.0%	-	-	---	¥1,850	¥1,368	¥1,373	0.4%	-25.8%	¥2,523	¥1,449	¥1,544	6.5%	-38.8%	---	---	---	-	-	---	---	-	-														
サーバ・ネットワークエンジニア		---	---	---	-	-	---	¥2,200	¥2,200	0.0%	-	---	¥2,200	---	---	-	-	---	¥1,500	¥1,911	¥2,222	16.3%	48.1%	¥2,470	¥2,643	¥2,921	10.5%	18.3%	---	---	---	-	-	---	---	-	-														
テスト・評価		---	¥1,664	¥1,636	-1.6%	-	---	¥2,000	---	---	-	-	---	¥1,327	¥1,350	¥1,350	0.0%	1.8%	¥1,939	¥1,650	¥1,650	0.0%	-14.9%	¥1,464	¥1,225	¥1,458	19.0%	-0.4%	---	---	---	-																			