

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		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			
		23.2	24.1	24.2	前月比		23.2	24.1	24.2	前月比		23.2	24.1	24.2	前月比		23.2	24.1	24.2	前月比		23.2	24.1	24.2	前月比		23.2	24.1	24.2
オフィスワーク系	一般事務	¥1,227	¥1,290	¥1,259	-2.4%	2.6%	¥1,174	¥1,239	¥1,223	-1.3%	4.2%	¥1,196	¥1,246	¥1,234	-0.9%	3.2%	¥1,189	¥1,232	¥1,241	0.7%	4.4%	¥1,194	¥1,236	¥1,219	-1.3%	2.1%			
	営業事務	¥1,235	¥1,267	¥1,260	-0.6%	2.0%	¥1,241	¥1,234	¥1,244	0.8%	0.3%	¥1,237	¥1,269	¥1,270	0.1%	2.7%	¥1,252	¥1,269	¥1,281	0.9%	2.2%	¥1,233	¥1,292	¥1,277	-1.2%	3.6%			
	学校事務	¥1,250	¥1,200	¥1,147	-4.4%	-8.2%	¥1,203	¥1,290	¥1,265	-1.9%	5.1%	¥1,142	¥1,131	¥1,138	0.7%	-0.3%	¥1,164	¥1,161	¥1,167	0.5%	0.3%	¥1,238	¥1,228	¥1,190	-3.1%	-3.8%			
	経理・財務・会計・英文経理	¥1,262	¥1,294	¥1,281	-1.0%	1.5%	¥1,195	¥1,275	¥1,273	-0.1%	6.6%	¥1,219	¥1,320	¥1,247	-5.5%	2.3%	¥1,265	¥1,315	¥1,293	-1.7%	2.3%	¥1,227	¥1,316	¥1,289	-2.1%	5.1%			
	秘書	¥1,200	---	---	---	---	¥1,158	¥1,350	¥1,308	-3.1%	13.0%	---	---	---	---	---	¥1,220	¥1,350	¥1,303	3.6%	6.9%	¥1,207	¥1,340	¥1,343	-0.5%	3.1%			
	受付	¥1,196	¥1,287	¥1,198	-6.9%	0.2%	¥1,154	¥1,288	¥1,312	1.9%	13.7%	¥1,208	¥1,225	¥1,254	2.4%	3.8%	¥1,217	¥1,245	¥1,196	-3.9%	-1.7%	¥1,221	¥1,226	¥1,219	-0.5%	-0.2%			
	総務・人事・法務	¥1,250	¥1,266	¥1,271	0.4%	1.7%	¥1,163	¥1,267	¥1,234	-2.7%	6.0%	¥1,209	¥1,235	¥1,218	-1.5%	0.7%	¥1,240	¥1,253	¥1,285	2.5%	3.6%	¥1,225	¥1,303	¥1,255	-3.7%	2.5%			
	広報・宣伝・IR	---	¥1,371	¥1,436	4.7%	---	¥1,325	¥1,250	¥1,250	0.0%	-5.7%	---	---	¥1,050	---	---	---	¥1,225	¥1,267	3.4%	---	---	¥1,144	¥1,284	¥1,242	-3.3%	8.6%		
	企画・マーケティング	---	¥1,269	¥1,300	2.5%	---	---	---	---	---	---	---	¥1,283	¥1,314	2.4%	---	---	¥1,100	¥1,297	¥1,339	3.2%	21.8%	¥1,191	¥1,300	¥1,318	1.4%	2.1%		
	貿易・国際事務	---	---	¥1,300	---	---	¥1,254	¥1,400	¥1,320	-5.7%	5.3%	¥1,363	¥1,321	¥1,300	-1.6%	-4.6%	¥1,272	¥1,369	---	---	---	¥1,321	¥1,353	¥1,330	-1.7%	0.7%			
	英文事務	¥1,250	¥1,100	¥1,150	4.5%	-8.0%	¥1,286	¥1,239	¥1,204	-2.8%	-6.4%	¥1,393	¥1,394	¥1,400	0.4%	0.5%	¥1,400	¥1,363	¥1,419	4.1%	1.3%	¥1,349	¥1,509	¥1,461	-3.2%	8.3%			
	金融（銀行）事務	¥1,287	¥1,258	¥1,282	1.9%	-0.4%	¥1,157	¥1,293	¥1,278	-1.2%	10.5%	¥1,211	¥1,240	¥1,235	-0.4%	1.9%	¥1,223	¥1,244	¥1,228	-1.3%	0.4%	¥1,252	¥1,270	¥1,230	-3.2%	-1.8%			
	金融（証券）事務	¥1,250	---	¥1,350	---	8.0%	---	¥1,280	---	---	1.6%	---	¥1,300	---	---	---	¥1,183	¥1,250	0.0%	5.6%	¥1,208	¥1,300	¥1,230	-5.1%	2.1%				
	金融（生保・損保）事務	¥1,215	¥1,208	¥1,273	5.3%	4.7%	¥1,272	¥1,240	¥1,303	5.0%	2.4%	¥1,294	¥1,286	¥1,294	0.6%	0.0%	¥1,222	¥1,254	¥1,241	-1.0%	1.6%	¥1,240	¥1,243	¥1,224	-1.5%	-1.3%			
	金融（その他）事務	¥1,200	¥1,300	¥1,300	0.0%	8.3%	¥1,068	---	---	---	---	---	---	---	---	---	¥1,150	¥1,300	13.0%	---	---	¥1,229	¥1,586	¥1,510	-4.8%	22.9%			
	通訳・翻訳	---	¥2,025	¥2,130	5.2%	---	¥1,200	---	---	---	---	¥1,300	---	---	---	---	¥1,400	¥1,414	¥1,458	3.1%	4.1%	¥1,514	¥1,524	¥1,565	2.7%	3.3%			
	OAオペレーター	---	¥1,317	¥1,311	-0.4%	---	¥1,243	¥1,311	¥1,300	-0.8%	4.6%	¥1,125	¥1,300	¥1,300	0.0%	15.6%	¥1,257	¥1,346	¥1,410	4.8%	12.2%	¥1,312	¥1,297	¥1,359	4.8%	3.6%			
	データ入力	¥1,462	¥1,539	¥1,545	0.4%	5.7%	¥1,276	¥1,313	¥1,283	-2.3%	0.5%	¥1,123	¥1,254	¥1,178	-6.0%	4.9%	¥1,164	¥1,194	¥1,167	-2.3%	0.3%	¥1,240	¥1,290	¥1,302	0.9%	5.0%			
	事務的軽作業	---	¥1,527	¥1,583	3.7%	---	¥1,220	¥1,000	¥1,300	30.0%	6.6%	¥1,235	---	¥1,200	---	-2.8%	---	¥1,150	¥1,119	¥1,107	-1.7%	-4.3%	¥1,163	¥1,445	¥1,423	-1.5%	22.4%		
	その他事務系	---	¥1,170	¥1,379	¥1,294	-6.1%	-5.5%	¥1,250	¥1,300	¥1,287	-1.0%	3.0%	¥1,253	¥1,300	¥1,275	-1.9%	1.8%	¥1,243	¥1,290	¥1,287	-0.3%	3.5%	¥1,303	¥1,444	¥1,365	-5.5%	4.8%		
計		¥1,273	¥1,357	¥1,340	-1.3%	5.3%	¥1,197	¥1,256	¥1,248	-0.6%	4.2%	¥1,213	¥1,255	¥1,241	-1.1%	2.4%	¥1,215	¥1,290	¥1,251	0.3%	2.9%	¥1,203	¥1,271	¥1,251	-1.6%	3.1%			
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,504	¥1,339	¥1,500	12.1%	-0.3%	¥1,334	¥1,450	¥1,502	3.6%	12.6%	---	---	---	---	---	¥1,492	¥1,513	¥1,543	2.0%	3.4%	¥1,370	¥1,430	¥1,467	2.6%	7.1%			
	営業アシスタント	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,300	---	---	---	3.8%	---	¥1,337	¥1,369	¥1,517	10.8%	13.4%		
	販売（アパレル系）	---	¥1,414	---	---	---	---	¥1,150	---	---	---	---	---	---	---	---	---	¥1,263	¥1,292	2.2%	---	---	¥1,366	¥1,303	¥1,336	2.5%	-2.2%		
	販売（家電・モバイル）	---	¥1,400	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,271	¥1,276	0.3%	---	---	¥1,385	¥1,469	¥1,293	-12.0%	0.6%		
	販売（その他）	¥1,241	¥1,307	¥1,400	7.1%	12.8%	¥1,256	¥1,172	---	-6.7%	-6.7%	¥1,200	---	---	---	---	---	¥1,250	¥1,262	¥1,200	-4.9%	-4.0%	¥1,159	¥1,278	¥1,221	-4.5%	5.3%		
	デモンストレーター・MC	---	---	---	---	---	---	¥1,325	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,150	¥1,470	¥1,470	22.5%	27.8%		
	窓口・ショールーム・カウンター受付	¥1,237	¥1,400	¥1,271	-9.2%	2.8%	¥1,138	¥1,263	¥1,218	-3.6%	7.0%	¥1,243	¥1,425	¥1,291	-9.4%	3.9%	¥1,167	¥1,265	¥1,309	3.6%	12.2%	¥1,209	¥1,258	¥1,233	-1.9%	2.0%			
	旅行関連	¥1,054	¥1,200	¥1,058	-11.8%	0.4%	¥1,150	¥1,417	¥1,350	-4.7%	17.4%	---	¥1,500	---	---	---	---	---	¥1,488	¥1,489	0.1%	---	---	¥1,060	¥1,251	¥1,163	-7.1%	9.7%	
	テレマーケティング・テレフォンオペレーター	¥1,455	¥1,425	¥1,433	0.5%	-1.6%	¥1,275	¥1,278	¥1,278	0.0%	0.2%	¥1,228	¥1,246	¥1,179	-5.4%	-4.0%	¥1,224	¥1,192	¥1,213	1.8%	-0.9%	¥1,262	¥1,314	¥1,286	-2.1%	1.9%			
	スーパードバイザー	---	¥1,542	¥1,550	0.5%	---	---	¥1,350	---	---	---	¥1,450	---	---	---	---	---	---	---	¥2,000	---	-42.9%	---	¥1,300	¥1,365	¥1,467	7.5%	12.8%	
	その他営業・販売・サービス系	---	---	¥1,333	¥1,400	5.0%	---	¥1,430	¥1,458	¥1,539	5.5%	7.6%	---	¥1,300	---	---	---	¥1,082	¥1,356	¥1,264	-6.8%	16.9%	¥1,259	¥1,405	¥1,414	0.6%	12.3%		
	計		¥1,434	¥1,421	¥1,424	0.3%	-0.6%	¥1,264	¥1,308	¥1,305	-0.3%	3.3%	¥1,233	¥1,344	¥1,247	-7.2%	1.2%	¥1,231	¥1,346	¥1,332	-1.1%	8.2%	¥1,261	¥1,333	¥1,314	-1.5%	4.2%		
	クリエイティブ系	WEBデザイナー	¥1,221	---	---	---	---	¥1,300	---	---	---	---	---	---	---	---	---	¥1,361	¥1,379	¥1,364	-1.1%	0.3%	¥1,314	¥1,368	¥1,376	0.6%	4.7%		
WEBディレクター		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,667	¥1,359	¥1,494	9.9%	-10.4%		
WEB制作・編集		¥1,717	¥1,250	¥1,250	0.0%	-27.2%	¥1,409	¥1,200	¥1,200	0.0%	-14.8%	---	¥1,400	¥1,400	0.0%	---	---	---	---	---	---	---	¥1,658	¥1,365	¥1,411	3.4%	-14.9%		
編集・校正・制作		¥1,500	---	¥1,250	---	-16.7%	¥1,230	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,214	¥1,296	¥1,267	-2.3%	4.3%		
デザイナー（ファッション・アクセサリ）・パタン		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,250	---	---	---	---	
デザイナー（住宅・インテリア）		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,300	---	---	---	---
DTPオペレーター		---	---	---	---	---	¥1,400	¥1,400	¥1,400	0.0%	0.0%	---	---	¥1,300	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
その他クリエイティブ職		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
計			¥1,500	¥1,250	¥1,250	0.0%	-16.7%	¥1,368	¥1,282	¥1,217	-5.1%	-11.1%	---	¥1,400	¥1,360	-2.9%	---	¥1,512	¥1,323	¥1,373	3.8%	-9.2%	¥1,355	¥1,341	¥1,357	1.1%	0.1%		
IT系		ビジネスアプリケーション系SE	---	---	---	---	---	¥1,600	---	---	---	---	---	---	---	---	---	¥1,400	¥2,000	---	---	---	---	¥2,179	¥3,012	¥3,272	8.7%	50.2%	
	制御系SE	---	---	---	---	---	¥1,892	¥1,979	4.6%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,600	---	---	-15.4%	---	
	データベース系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,000	¥1,000	0.0%	---		
	Web・スマホ系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,167	¥1,675	¥1,694	1.1%	-21.8%	
	社内SE	¥2,000	¥1,874	¥1,982	5.8%	-0.9%	---	¥2,400	¥2,300	-4.2%	---	---	¥2,250	¥2,255	0.2%	---	---	---	¥2,072	¥2,310	11								