

大分類種	小分類種	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			
		23.1	23.12	24.1	前月比	前年同月比	23.1	23.12	24.1	前月比	前年同月比	23.1	23.12	24.1	前月比	前年同月比	23.1	23.12	24.1	前月比	前年同月比	23.1	23.12	24.1	前月比	前年同月比		
オフィスワーク系	一般事務	¥1,224	¥1,273	¥1,290	1.4%	5.4%	¥1,189	¥1,226	¥1,239	1.1%	4.3%	¥1,219	¥1,229	¥1,246	1.3%	2.2%	¥1,193	¥1,228	¥1,232	0.4%	3.3%	¥1,186	¥1,248	¥1,236	-0.9%	4.2%		
	営業事務	¥1,246	¥1,259	¥1,267	0.7%	1.7%	¥1,236	¥1,243	¥1,234	-0.7%	-0.1%	¥1,257	¥1,260	¥1,269	0.7%	1.0%	¥1,246	¥1,252	¥1,269	1.4%	1.8%	¥1,234	¥1,293	¥1,292	-0.1%	4.7%		
	学校事務	¥1,250	¥1,188	¥1,200	1.1%	-4.0%	¥1,177	¥1,197	¥1,290	7.8%	9.6%	¥1,155	¥1,125	¥1,131	0.5%	-2.1%	¥1,148	¥1,172	¥1,161	-0.9%	1.1%	¥1,204	¥1,254	¥1,228	-2.1%	2.1%		
	経理・財務・会計・英文経理	¥1,287	¥1,320	¥1,294	-2.0%	0.5%	¥1,200	¥1,265	¥1,275	0.8%	6.2%	¥1,227	¥1,322	¥1,320	-0.2%	7.5%	¥1,280	¥1,330	¥1,315	-1.1%	2.7%	¥1,228	¥1,306	¥1,316	0.8%	7.2%		
	秘書	¥1,200	---	---	---	---	¥1,245	¥1,286	¥1,350	5.0%	8.4%	¥1,288	---	---	---	---	¥1,175	¥1,267	¥1,258	-0.7%	7.0%	¥1,226	¥1,292	¥1,350	4.5%	4.2%		
	受付	¥1,150	¥1,246	¥1,287	3.3%	11.9%	¥1,132	¥1,267	¥1,288	1.6%	13.8%	¥1,225	¥1,247	¥1,225	-1.8%	0.0%	¥1,202	¥1,204	¥1,245	3.4%	3.6%	¥1,183	¥1,235	¥1,226	-0.7%	3.6%		
	総務・人事・法務	¥1,243	¥1,253	¥1,266	1.0%	1.8%	¥1,185	¥1,289	¥1,267	-1.7%	6.9%	¥1,220	¥1,260	¥1,236	-1.8%	1.3%	¥1,254	¥1,249	¥1,253	0.4%	-0.0%	¥1,230	¥1,287	¥1,263	1.2%	6.0%		
	広報・宣伝・IR	---	¥1,439	¥1,371	-4.7%	---	¥1,458	¥1,250	¥1,250	0.0%	-14.3%	---	---	---	---	---	---	¥1,200	¥1,225	2.1%	---	¥1,189	¥1,238	¥1,284	3.8%	8.1%		
	企画・マーケティング	---	¥1,258	¥1,269	0.8%	---	---	---	---	---	---	¥1,200	¥1,283	6.9%	---	---	¥1,100	¥1,300	¥1,297	-0.2%	17.9%	¥1,292	¥1,323	¥1,300	-1.7%	0.6%		
	貿易・国際事務	---	---	---	---	---	¥1,232	¥1,400	¥1,400	0.0%	13.7%	¥1,316	¥1,285	¥1,321	2.9%	0.4%	¥1,329	¥1,305	¥1,369	4.9%	3.0%	¥1,289	¥1,362	¥1,353	-0.7%	5.0%		
	英文事務	---	---	¥1,100	---	---	¥1,338	¥1,314	¥1,239	-5.7%	-7.5%	¥1,376	¥1,408	¥1,394	-1.0%	1.3%	¥1,500	¥1,342	¥1,363	1.6%	-9.2%	¥1,438	¥1,500	¥1,509	0.6%	5.0%		
	金融（銀行）事務	¥1,310	¥1,231	¥1,258	2.2%	-3.9%	¥1,183	¥1,271	¥1,293	1.7%	9.3%	¥1,205	¥1,244	¥1,240	-0.3%	2.9%	¥1,227	¥1,231	¥1,244	1.0%	1.4%	¥1,238	¥1,289	¥1,270	-1.4%	2.6%		
	金融（証券）事務	¥1,250	---	---	---	---	¥1,300	---	---	---	---	---	---	---	---	---	¥1,250	¥1,250	0.0%	---	¥1,228	¥1,300	¥1,300	0.0%	5.9%			
	金融（生保・損保）事務	¥1,219	¥1,184	¥1,208	2.1%	-0.9%	¥1,271	¥1,251	¥1,240	-0.9%	-2.4%	¥1,270	¥1,295	¥1,286	-0.7%	1.2%	¥1,237	¥1,279	¥1,254	-2.0%	1.3%	¥1,240	¥1,233	¥1,243	0.8%	0.2%		
	金融（その他）事務	¥1,200	---	¥1,300	---	8.3%	---	¥1,160	---	---	---	---	---	---	---	---	¥1,200	¥1,150	0.0%	-4.2%	¥1,250	¥1,396	¥1,586	13.6%	26.9%			
	通訳・翻訳	¥1,200	---	¥2,025	---	68.8%	¥1,200	---	---	---	---	¥1,400	¥1,400	---	---	---	¥1,500	¥1,400	¥1,414	1.0%	-5.7%	¥1,400	¥1,535	¥1,524	-0.8%	8.8%		
	OAオペレーター	---	¥1,325	¥1,317	-0.6%	---	¥1,360	¥1,275	¥1,311	2.8%	-3.6%	¥1,122	¥1,290	¥1,300	0.8%	15.8%	¥1,294	¥1,322	¥1,346	1.8%	4.0%	¥1,298	¥1,336	¥1,297	-2.8%	-0.1%		
	データ入力	¥1,482	¥1,525	¥1,539	0.9%	3.8%	¥1,277	¥1,244	¥1,313	5.5%	2.8%	¥1,097	¥1,228	¥1,254	2.1%	14.3%	¥1,293	¥1,203	¥1,194	-0.7%	-7.6%	¥1,261	¥1,295	¥1,290	-0.3%	2.4%		
	事務的軽作業	¥1,100	¥1,521	¥1,527	0.3%	38.8%	¥1,178	---	---	---	---	¥1,265	---	---	---	---	¥1,167	¥1,095	¥1,119	2.2%	-4.1%	¥1,257	¥1,396	¥1,445	3.5%	15.0%		
	その他事務系	¥1,288	¥1,329	¥1,379	3.7%	7.1%	¥1,263	¥1,270	¥1,300	2.4%	2.9%	¥1,280	¥1,263	¥1,300	3.0%	1.5%	¥1,257	¥1,361	¥1,290	-5.2%	2.6%	¥1,318	¥1,320	¥1,444	9.4%	9.6%		
計	¥1,272	¥1,342	¥1,357	1.1%	6.7%	¥1,209	¥1,245	¥1,256	0.9%	3.9%	¥1,234	¥1,250	¥1,255	0.3%	1.7%	¥1,218	¥1,246	¥1,248	0.2%	2.4%	¥1,209	¥1,272	¥1,271	-0.1%	5.2%			
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,800	¥1,300	¥1,339	3.0%	-25.6%	¥1,357	¥1,389	¥1,450	4.4%	6.9%	---	¥1,333	---	---	---	¥1,451	¥1,465	¥1,513	3.2%	4.2%	¥1,386	¥1,436	¥1,430	-0.4%	3.2%		
	営業アシスタント	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,406	¥1,317	¥1,369	4.0%	-2.6%		
	販売（卸売系）	¥1,350	¥1,371	¥1,414	3.2%	4.8%	---	¥1,150	¥1,150	0.0%	---	---	---	---	---	---	¥1,259	¥1,263	0.3%	---	¥1,241	¥1,309	¥1,303	-0.4%	5.1%			
	販売（家電・モバイル）	---	¥1,388	¥1,400	0.9%	---	---	---	---	---	---	---	---	---	---	---	¥1,260	¥1,271	0.9%	---	¥1,304	¥1,500	¥1,469	-2.1%	12.6%			
	販売（その他）	¥1,200	¥1,256	¥1,307	4.0%	8.9%	¥1,339	¥1,333	¥1,256	-5.8%	-6.1%	---	---	---	---	---	---	¥1,245	¥1,262	1.3%	---	¥1,141	¥1,233	¥1,278	3.6%	12.0%		
	デモンストレーター・MC	---	---	---	---	---	¥1,400	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,150	¥1,200	¥1,200	0.0%	4.3%		
	窓口・ショールーム・カウンター受付	¥1,167	¥1,300	¥1,400	7.7%	20.0%	¥1,238	¥1,139	¥1,263	10.9%	2.1%	¥1,175	¥1,375	¥1,425	3.6%	21.3%	¥1,163	¥1,234	¥1,265	2.5%	8.8%	¥1,207	¥1,240	¥1,258	1.4%	4.2%		
	旅行関連	¥1,074	---	¥1,200	---	11.7%	¥1,150	¥1,350	¥1,417	4.9%	23.2%	---	¥1,500	¥1,500	0.0%	---	---	¥1,496	¥1,488	-0.5%	---	¥1,046	¥1,334	¥1,251	-6.2%	19.7%		
	テレマーケティング・テレフォンオペレーター	¥1,521	¥1,444	¥1,425	-1.3%	-6.3%	¥1,281	¥1,276	¥1,278	0.1%	-0.3%	¥1,432	¥1,224	¥1,246	1.8%	-13.0%	¥1,231	¥1,235	¥1,192	-3.5%	-3.2%	¥1,277	¥1,312	¥1,314	0.1%	2.9%		
	スーパードバイザー	---	¥1,613	¥1,542	-4.4%	---	---	¥1,350	¥1,350	0.0%	---	---	---	---	---	---	---	---	---	---	---	---	¥1,500	¥1,440	¥1,365	-5.2%	-9.0%	
	その他営業・販売・サービス系	---	---	¥1,292	¥1,333	3.2%	---	¥1,437	¥1,314	¥1,458	11.0%	1.5%	---	¥1,250	¥1,300	4.0%	---	¥1,033	¥1,316	¥1,356	3.1%	31.2%	¥1,233	¥1,379	¥1,405	1.9%	13.9%	
	計	¥1,506	¥1,432	¥1,421	-0.8%	-5.7%	¥1,285	¥1,286	¥1,308	1.7%	1.8%	¥1,422	¥1,306	¥1,344	2.9%	-5.5%	¥1,252	¥1,325	¥1,346	1.6%	7.5%	¥1,273	¥1,329	¥1,333	0.3%	4.7%		
	クリエイティブ系	WEBデザイナー	¥1,250	---	---	---	---	¥1,260	---	---	---	---	---	---	---	---	¥1,300	---	---	---	6.0%	---	¥1,338	¥1,368	¥1,368	2.2%	2.2%	
WEBディレクター		¥1,250	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,700	¥1,296	¥1,359	4.8%	-20.1%		
WEB制作・編集		¥1,517	¥1,250	¥1,250	0.0%	-17.6%	¥1,309	¥1,700	¥1,200	-29.4%	-8.3%	---	---	¥1,400	---	---	---	¥1,464	---	---	---	¥1,608	¥1,399	¥1,365	-2.5%	-15.1%		
編集・校正・制作		¥1,500	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,278	¥1,322	¥1,296	-1.9%	1.4%		
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）		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
DTPオペレーター		---	¥1,400	---	---	---	¥1,414	¥1,389	¥1,400	0.8%	-1.0%	---	---	---	---	---	---	¥1,400	¥1,400	0.0%	---	¥1,267	¥1,300	¥1,300	0.0%	2.6%		
その他クリエイティブ職		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,310	¥1,317	¥1,291	-2.0%	-1.5%	
計		¥1,410	¥1,293	¥1,250	-3.3%	-11.3%	¥1,323	¥1,535	¥1,282	-16.5%	-3.1%	---	---	¥1,400	---	---	---	¥1,300	¥1,388	¥1,323	-4.8%	1.7%	¥1,550	¥1,346	¥1,341	-0.4%	-3.3%	
IT系		ビジネスアプリケーション系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,000	---	¥2,171	¥3,044	¥3,012	-1.1%
	制御系SE	---	---	---	---	---	¥1,859	¥1,892	1.8%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	データベース系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	Web・スマホ系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	社内SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	プログラム	¥2,000	¥1,400	¥1,874	33.8%	-6.3%	---	---	¥2,400	---	---	---	---	---	---	---	---	¥1,491	¥2,072	39.0%	---	¥1,244	¥2,036	¥2,346	15.2%	88.5%		
	プロジェクト	¥2,244	¥2,692	¥2,405	-10.7%	7.2%	¥																					