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		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	
		23.9	24.8	24.9	前月比	前年同月比	23.9	24.8	24.9	前月比	前年同月比	23.9	24.8	24.9	前月比	前年同月比	23.9	24.8	24.9	前月比	前年同月比	23.9	24.8	24.9	前月比	前年同月比
オフィスワーク系	一般事務	¥1,256	¥1,275	¥1,287	1.0%	2.5%	¥1,213	¥1,245	¥1,254	0.7%	3.4%	¥1,209	¥1,232	¥1,221	-0.9%	1.0%	¥1,224	¥1,268	¥1,265	-0.2%	3.4%	¥1,241	¥1,258	¥1,260	0.2%	1.6%
	営業事務	¥1,255	¥1,260	¥1,261	0.1%	0.5%	¥1,250	¥1,264	¥1,283	1.5%	2.7%	¥1,232	¥1,287	¥1,272	-1.2%	3.2%	¥1,262	¥1,304	¥1,323	1.4%	4.8%	¥1,288	¥1,317	¥1,309	-0.6%	1.7%
	学校事務	¥1,225	¥1,290	¥1,250	-3.1%	2.0%	¥1,056	¥1,245	¥1,256	0.9%	18.9%	¥1,169	¥1,174	¥1,160	-1.2%	-0.8%	¥1,165	¥1,171	¥1,169	-0.2%	0.3%	¥1,251	¥1,303	¥1,309	0.5%	4.6%
	経理・財務・会計・英文経理	¥1,287	¥1,406	¥1,446	2.8%	12.3%	¥1,247	¥1,253	¥1,281	2.3%	2.8%	¥1,297	¥1,338	¥1,280	-4.3%	-1.3%	¥1,305	¥1,349	¥1,365	1.2%	4.6%	¥1,287	¥1,314	¥1,322	0.6%	2.8%
	秘書	¥1,450	¥1,706	¥1,314	-23.0%	-9.4%	¥1,275	¥1,200	¥1,215	1.3%	-4.7%	---	¥1,302	¥1,296	-0.5%	-	¥1,250	¥1,402	¥1,370	-2.3%	9.6%	¥1,268	¥1,361	¥1,368	0.5%	7.9%
	受付	¥1,236	¥1,300	¥1,372	5.6%	11.0%	¥1,164	¥1,291	¥1,341	3.8%	15.1%	¥1,218	¥1,159	¥1,148	-0.9%	-5.8%	¥1,232	¥1,231	¥1,221	-0.9%	-0.9%	¥1,202	¥1,207	¥1,228	1.7%	2.1%
	総務・人事・法務	¥1,264	¥1,323	¥1,335	0.9%	5.6%	¥1,228	¥1,325	¥1,323	-0.1%	7.8%	¥1,170	¥1,243	¥1,228	-1.2%	5.0%	¥1,260	¥1,312	¥1,309	-0.2%	3.9%	¥1,268	¥1,280	¥1,292	1.0%	1.9%
	広報・宣伝・IR	¥1,500	---	---	-	-	¥1,100	---	¥1,275	-	15.9%	¥1,100	---	¥1,236	-	12.3%	¥1,200	---	¥1,450	-	20.8%	¥1,277	¥1,350	¥1,300	-3.7%	1.8%
	企画・マーケティング	¥1,375	¥1,200	¥1,200	0.0%	-12.7%	¥1,167	---	---	-	-	¥1,188	¥1,300	¥1,300	0.0%	9.5%	¥1,300	---	---	-	-	¥1,356	¥1,167	¥1,267	8.6%	-6.6%
	貿易・国際事務	¥1,350	¥1,300	¥1,350	3.8%	0.0%	---	¥1,256	¥1,314	4.6%	-	¥1,313	¥1,350	¥1,285	-4.8%	-2.1%	¥1,277	¥1,346	¥1,313	-2.5%	2.8%	¥1,346	¥1,377	¥1,375	-0.2%	2.1%
	英文事務	¥1,190	¥1,260	¥1,275	1.2%	7.1%	¥1,580	¥1,791	¥1,415	-20.9%	-10.4%	¥1,375	¥1,376	¥1,434	4.2%	4.3%	¥1,283	¥1,350	¥1,428	5.8%	11.3%	¥1,317	¥1,494	¥1,429	-4.4%	8.5%
	金融（銀行）事務	¥1,300	¥1,335	¥1,297	-2.9%	-0.2%	¥1,183	¥1,225	¥1,229	0.3%	3.8%	¥1,212	¥1,219	¥1,202	-1.4%	-0.8%	¥1,231	¥1,296	¥1,305	0.7%	6.1%	¥1,248	¥1,202	¥1,224	1.8%	-2.0%
	金融（証券）事務	---	¥1,430	¥1,425	-0.3%	-	¥1,200	¥1,288	¥1,275	-1.0%	6.3%	---	---	---	-	-	¥1,400	¥1,350	---	-	-	¥1,300	¥1,452	¥1,448	-0.3%	11.4%
	金融（生保・損保）事務	¥1,228	¥1,294	¥1,290	-0.3%	5.1%	¥1,231	¥1,335	¥1,288	-3.6%	4.6%	¥1,248	¥1,303	¥1,328	2.0%	6.5%	¥1,235	¥1,283	¥1,293	0.8%	4.6%	¥1,242	¥1,266	¥1,269	0.2%	2.2%
	金融（その他）事務	¥1,270	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,150	¥1,300	¥1,300	0.0%	13.0%	¥1,211	¥1,228	¥1,274	3.7%	5.2%
	通訳・翻訳	---	¥2,150	¥1,400	-34.9%	-	¥1,813	¥1,400	---	-	-	¥1,500	¥1,350	¥1,500	11.1%	0.0%	¥1,600	¥1,450	¥1,450	0.0%	-9.4%	¥1,444	¥1,327	¥1,261	-4.9%	-12.6%
	OAオペレーター	¥1,900	---	¥1,450	-	-23.7%	¥1,220	¥1,273	¥1,268	-0.4%	4.0%	¥1,261	¥1,500	¥1,450	-3.3%	15.0%	¥1,400	¥1,585	¥1,289	-18.7%	-7.9%	¥1,323	¥1,454	¥1,430	-1.6%	8.1%
	データ入力	¥1,475	¥1,521	¥1,540	1.2%	4.4%	¥1,211	¥1,344	¥1,383	2.9%	14.2%	¥1,100	¥1,169	¥1,190	1.8%	8.2%	¥1,223	¥1,217	¥1,253	3.0%	2.5%	¥1,288	¥1,321	¥1,350	2.2%	4.9%
	事務的軽作業	¥1,550	¥1,577	¥1,600	1.5%	3.2%	¥1,323	¥1,500	¥1,480	-1.3%	11.9%	¥1,191	¥1,215	¥1,193	-1.9%	0.1%	¥1,150	---	¥1,200	-	4.3%	¥1,238	¥1,363	¥1,319	-3.2%	6.6%
	その他事務系	¥1,104	¥1,781	¥1,608	-9.7%	45.7%	¥1,239	¥1,299	¥1,310	0.8%	5.7%	¥1,257	¥1,229	¥1,220	-0.8%	-3.0%	¥1,245	¥1,335	¥1,319	-1.2%	6.0%	¥1,262	¥1,370	¥1,393	1.7%	10.4%
計		**¥1,294**	**¥1,365**	**¥1,348**	**-1.2%**	**4.1%**	**¥1,226**	**¥1,272**	**¥1,277**	**0.4%**	**4.1%**	**¥1,219**	**¥1,250**	**¥1,237**	**-1.1%**	**1.5%**	**¥1,241**	**¥1,287**	**¥1,290**	**0.3%**	**3.9%**	**¥1,260**	**¥1,281**	**¥1,289**	**0.7%**	**2.4%**
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,550	¥1,550	0.0%	-	¥1,373	¥1,491	¥1,516	1.7%	10.4%	¥1,347	¥1,392	¥1,365	-2.0%	1.3%	¥1,501	¥1,533	¥1,516	-1.1%	1.0%	¥1,401	¥1,485	¥1,488	0.2%	6.2%
	営業アシスタント	¥2,000	---	---	-	-	¥1,250	¥1,218	¥1,314	7.9%	5.1%	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	¥1,407	¥1,422	¥1,424	0.1%	1.2%
	販売（アパレル系）	¥1,450	¥1,410	¥1,575	11.7%	8.6%	---	¥1,250	¥1,600	28.0%	-	---	¥1,300	¥1,300	0.0%	-	¥1,297	¥1,310	¥1,300	-0.8%	0.2%	¥1,302	¥1,409	¥1,375	-2.4%	5.6%
	販売（家電・モバイル）	¥1,300	¥1,600	---	-	-	---	¥1,250	¥1,329	6.3%	-	---	¥1,290	¥1,288	-0.1%	-	¥1,257	¥1,372	¥1,353	-1.4%	7.6%	¥1,248	¥1,250	¥1,246	-0.3%	-0.2%
	販売（その他）	---	¥1,257	¥1,233	-1.9%	-	---	¥1,230	¥1,194	-2.9%	-	---	¥1,195	¥1,235	3.4%	-	¥1,102	¥1,250	¥1,230	-1.6%	11.6%	¥1,131	¥1,290	¥1,247	-3.4%	10.3%
	デモンストレーター・MC	---	---	¥1,367	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,225	-	-
	窓口・ショールーム・カウンター受付	¥1,292	¥1,365	¥1,354	-0.8%	4.8%	¥1,100	¥1,300	¥1,300	0.0%	18.2%	¥1,050	¥1,271	¥1,281	0.8%	22.0%	¥1,279	¥1,243	¥1,206	-3.0%	-5.7%	¥1,290	¥1,242	¥1,240	-0.2%	-3.9%
	旅行関連	¥1,050	¥1,050	---	-	-	¥1,179	¥1,300	¥1,200	-7.7%	1.8%	¥1,371	---	---	-	-	¥1,481	¥1,519	¥1,452	-4.4%	-1.9%	¥1,033	¥1,173	¥1,280	9.1%	24.0%
	テレマーケティング・テレフォンオペレーター	¥1,391	¥1,395	¥1,403	0.6%	0.9%	¥1,258	¥1,276	¥1,228	-3.8%	-2.4%	¥1,204	¥1,224	¥1,214	-0.8%	0.9%	¥1,239	¥1,212	¥1,207	-0.4%	-2.6%	¥1,319	¥1,307	¥1,343	2.7%	1.8%
	スーパーバイザー	¥1,550	---	¥1,250	-	-19.4%	---	¥1,400	¥1,400	0.0%	-	---	---	---	-	-	---	---	---	-	-	¥1,521	¥1,267	---	-	-
	その他営業・販売・サービス系	¥1,283	¥1,557	¥1,550	-0.5%	20.8%	¥1,307	¥1,205	¥1,192	-1.1%	-8.8%	¥1,400	¥1,132	¥1,119	-1.2%	-20.1%	¥1,208	¥1,297	¥1,280	-1.3%	6.0%	¥1,190	¥1,388	¥1,398	0.7%	17.5%
計		**¥1,375**	**¥1,397**	**¥1,405**	**0.6%**	**2.2%**	**¥1,271**	**¥1,283**	**¥1,264**	**-1.5%**	**-0.6%**	**¥1,280**	**¥1,209**	**¥1,202**	**-0.6%**	**-6.1%**	**¥1,323**	**¥1,310**	**¥1,278**	**-2.4%**	**-3.3%**	**¥1,312**	**¥1,332**	**¥1,357**	**1.9%**	**3.4%**
クリエイティブ系	WEBデザイナー	¥1,162	¥1,090	¥1,107	1.6%	-4.7%	¥1,057	---	---	-	-	---	---	---	-	-	¥1,350	---	¥1,250	-	-7.4%	¥1,469	¥1,395	¥1,353	-3.0%	-7.9%
	WEBディレクター	¥1,300	¥1,260	¥1,227	-2.6%	-5.6%	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,327	¥1,483	¥1,432	-3.4%	8.0%
	WEB制作・編集	¥1,204	¥1,144	¥1,120	-2.1%	-7.0%	---	---	---	-	-	¥1,250	---	---	-	-	---	¥1,400	---	-	-	¥1,282	¥1,350	¥1,366	1.2%	6.6%
	編集・校正・制作	¥1,107	¥1,250	¥1,050	-16.0%	-5.2%	¥1,000	---	---	-	-	---	---	---	-	-	¥1,300	---	¥1,150	-	-11.5%	¥1,280	¥1,323	¥1,427	7.9%	11.5%
	デザイナー（ファッション・アクセサリー）・パタン	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	デザイナー（住宅・インテリア）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	ＤＴＰオペレーター	---	¥1,300	---	-	-	¥1,350	---	---	-	-	---	¥1,200	¥1,200	0.0%	-	¥1,133	---	¥1,150	-	1.5%	¥1,346	¥1,283	¥1,295	0.9%	-3.8%
	その他クリエイティブ職	¥1,180	---	---	-	-	---	---	---	-	-	---	---	¥1,100	-	-	¥1,300	¥1,171	---	-	-	¥1,128	¥1,309	¥1,332	1.8%	18.1%
計		**¥1,184**	**¥1,176**	**¥1,142**	**-2.9%**	**-3.6%**	**¥1,090**	**---**	**---**	**-**	**-**	**¥1,250**	**¥1,200**	**¥1,177**	**-1.9%**	**-5.8%**	**¥1,244**	**¥1,255**	**¥1,167**	**-7.0%**	**-6.2%**	**¥1,322**	**¥1,345**	**¥1,365**	**1.5%**	**3.3%**
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	¥2,200	¥1,300	¥1,300	0.0%	-40.9%	---	¥1,300	¥1,300	0.0%	-	¥2,353	¥2,315	¥1,987	-14.2%	-15.6%
	制御系SE	---	---	---	-	-	---	¥2,000	---	-	-	---	¥1,350	¥1,350	0.0%	-	---	---	---	-	-	¥1,950	---	---	-	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	¥2,000	-	-	---	---	---	-	-	¥1,900	¥1,300	---	-	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥2,356	---	¥2,200	-	-6.6%
	社内SE	---	---	---	-	-	---	¥2,000	---	-	-	---	¥1,400	¥1,400	0.0%	-	¥1,490	¥1,500	¥1,500	0.0%	0.7%	¥2,190	¥1,550	¥2,200	41.9%	0.4%
	プログラマ	¥2,614	¥2,142	¥2,161	0.9%	-17.3%	¥2,739	¥2,332	¥1,874	-19.6%	-31.6%	¥2,000	¥1,300	¥1,311	0.9%	-34.4%	¥2,717	¥2,084	¥2,080	-0.2%	-23.4%	¥2,327	¥2,215	¥2,214	-0.0%	-4.8%
	ネットワークエンジニア	¥3,000	¥2,400	¥2,400	0.0%	-20.0%	¥3,000	¥2,400	¥2,400	0.0%	-20.0%	---	---	---	-	-	¥3,000	¥2,746	¥2,682	-2.3%	-10.6%	¥2,250	¥1,944	¥2,026	4.2%	-10.0%
	テスト・評価	---	---	---	-	-	---	¥1,304	¥1,302	-0.1%	-	---	¥1,314	¥1,306	-0.6%	-	¥1,263	¥1,300	¥1,300	0.0%	3.0%	¥1,857	¥1,241	¥1,302	4.9%	-29.9%
	運用管理・保守	---	---	---	-	-	---	¥1,855	¥1,791	-3.5%	-	---	¥1,828	¥1,825	-0.2%	-	¥2,967	¥1,200	¥1,200	0.0%	-59.6%	¥2,056	¥1,997	¥2,007	0.5%	-2.4%
	ユーザーサポート・ヘルプデスク	¥1,681	¥1,582	¥1,456	-8.0%	-13.4%	¥1,088	¥1,610	¥1,659	3.0%	52.5%	---	¥1,333	¥1,332	-0.1%	-	¥1,313	¥1,330	¥1,324	-0.5%	0.9%	¥1,593	¥1,568	¥1,509	-3.8%	-5.3%
	インストラクター・講師・教師	---	---	---	-	-	---	¥1,450	---	-	-	---	¥1,300	¥1,369	5.3%	-	---	---	---	-	-	---	¥1,100	¥1,509	37.2%	-
	その他 IT系	---	¥1,600	¥1,600	0.0%	-	¥1,357	¥1,418	¥1,428	0.7%	5.2%	¥1,250	¥1,546	¥1,495	-3.3%	19.6%	¥1,625	---	---	-	-	¥1,719	¥1,875	¥2,100	12.0%	22.1%
計		**¥2,463**	**¥1,781**	**¥1,821**	**2.2%**	**-26.1%**	**¥2,228**	**¥1,659**	**¥1,636**	**-1.4%**	**-26.6%**	**¥1,950**	**¥1,433**	**¥1,417**	**-1.1%**	**-27.3%**	**¥2,371**	**¥1,873**	**¥1,780**	**-5.0%**	**-24.9%**	**¥2,057**	**¥1,823**	**¥1,812**	**-0.6%**	**-11.9%**
技術系	ＣＡＤオペレーター	---	---	¥1,725	-	-	¥1,250	¥1,357	¥1,380	1.7%	10.4%	¥1,233	¥1,410	¥1,444	2.4%	17.1%	¥1,454	¥1,366	¥1,359	-0.5%	-6.5%	¥1,786	¥1,607	¥1,764	9.7%	-1.2%
	ＣＡＤ・設計	---	---	---	-	-	---	---	---	-	-	¥1,500	¥1,368	¥1,315	-3.9%	-12.4%	¥2,720	¥1,400	¥1,442	3.0%	-47.0%	¥1,665	¥1,627	¥1,493	-8.2%	-10.3%
	ハード系設計	---	---	---	-	-	---	---	---	-	-	---	¥1,440	¥1,350	-6.3%	-	---	---	---	-	-	¥2,400	---	---	-	-
	研究開発関連	---	---	---	-	-	---	¥1,316	¥1,350	2.6%	-	---	¥1,319	¥1,299	-1.5%	-	¥1,613	¥1,300	¥1,300	0.0%	-19.4%	¥1,100	¥1,312	¥1,300	-0.9%	18.2%
	その他技術系	¥2,400	¥2,400	---	-	-	¥2,286	¥1,395	¥1,391	-0.3%	-39.1%	¥2,400	¥1,764	¥1,468	-16.8%	-38.9%	¥1,777	¥1,864	¥1,400	-24.9%	-21.2%	¥1,857	¥1,903	¥1,529	-19.7%	-17.7%
計		**¥2,400**	**¥2,400**	**¥1,725**	**-28.1%**	**-28.1%**	**¥1,975**	**¥1,349**	**¥1,373**	**1.7%**	**-30.5%**	**¥1,667**	**¥1,475**	**¥1,398**	**-5.2%**	**-16.1%**	**¥1,710**	**¥1,463**	**¥1,353**	**-7.5%**	**-20.9%**	**¥1,798**	**¥1,617**	**¥1,711**	**5.8%**	**-4.8%**
医療・介護系	医療事務	¥1,300	¥1,250	---	-	-	¥1,194	---	---	-	-	¥1,163	¥1,098	¥1,113	1.4%	-4.2%	¥1,169	¥1,212	¥1,211	-0.1%	3.6%	¥1,172	¥1,201	¥1,163	-3.1%	-0.8%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,209	¥1,205	¥1,208	0.3%	-0.1%	¥1,142	¥1,175	¥1,170	-0.4%	2.5%	¥1,182	¥1,178	¥1,174	-0.4%	-0.7%	¥1,265	¥1,283	¥1,298	1.2%	2.6%	¥1,265	¥1,301	¥1,300	-0.1%	2.8%
	看護師・准看護師	---	---	---	-	-	---	¥1,654	¥1,592	-3.7%	-	¥1,500	¥1,531	¥1,526	-0.3%	1.7%	¥1,748	¥1,715	¥1,675	-2.3%	-4.2%	¥1,448	¥1,457	¥1,453	-0.2%	0.4%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	¥1,400	¥1,400	0.0%	-	---	---	---	-	-	¥1,150	¥1,800	¥1,800	0.0%	56.5%
	その他医療・介護関連	¥1,100	¥1,212	¥1,300	7.2%	18.2%	---	¥1,210	¥2,400	98.4%	-	¥1,050	¥1,347	¥1,336	-0.8%	27.3%	¥1,315	¥1,292	¥1,375	6.5%	4.6%	¥1,349	¥1,368	¥1,386	1.3%	2.7%
計		**¥1,207**	**¥1,206**	**¥1,209**	**0.3%**	**0.1%**	**¥1,144**	**¥1,187**	**¥1,185**	**-0.2%**	**3.7%**	**¥1,243**	**¥1,198**	**¥1,196**	**-0.2%**	**-3.8%**	**¥1,317**	**¥1,313**	**¥1,319**	**0.5%**	**0.1%**	**¥1,281**	**¥1,315**	**¥1,313**	**-0.1%**	**2.5%**
その他	製造業務	¥1,040	¥1,142	¥1,122	-1.7%	7.9%	¥1,343	¥1,318	¥1,322	0.3%	-1.5%	¥1,368	¥1,263	¥1,251	-0.9%	-8.5%	¥1,365	¥1,372	¥1,376	0.3%	0.8%	¥1,287	¥1,257	¥1,270	1.1%	-1.3%
	軽作業	---	¥1,077	¥1,098	1.9%	-	¥1,221	¥1,173	¥1,175	0.2%	-3.8%	¥1,202	¥1,170	¥1,175	0.5%	-2.3%	¥1,215	¥1,216	¥1,195	-1.7%	-1.6%	¥1,115	¥1,177	¥1,172	-0.5%	5.1%
	ドライバー	---	---	---	-	-	---	¥1,216	¥1,222	0.5%	-	¥1,550	¥1,210	¥1,192	-1.5%	-23.1%	---	¥1,250	¥1,440	15.2%	-	¥1,250	¥1,000	¥1,189	18.9%	-4.9%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	¥1,425	---	-	-
	その他	¥1,300	¥1,800	¥1,800	0.0%	38.5%	¥1,200	¥1,201	¥1,249	3.9%	4.1%	¥1,233	¥1,182	¥1,189	0.6%	-3.6%	¥1,266	¥1,743	¥1,668	-4.3%	31.7%	¥1,344	¥1,292	¥1,265	-2.1%	-5.9%
計		**¥1,141**	**¥1,142**	**¥1,218**	**6.7%**	**6.8%**	**¥1,299**	**¥1,244**	**¥1,248**	**0.3%**	**-3.9%**	**¥1,290**	**¥1,212**	**¥1,216**	**0.3%**	**-5.8%**	**¥1,295**	**¥1,292**	**¥1,295**	**0.3%**	**0.0%**	**¥1,202**	**¥1,215**	**¥1,211**	**-0.3%**	**0.7%**
総計		**¥1,322**	**¥1,327**	**¥1,324**	**-0.2%**	**0.2%**	**¥1,257**	**¥1,247**	**¥1,251**	**0.3%**	**-0.5%**	**¥1,246**	**¥1,235**	**¥1,226**	**-0.7%**	**-1.6%**	**¥1,313**	**¥1,313**	**¥1,311**	**-0.2%**	**-0.1%**	**¥1,295**	**¥1,304**	**¥1,312**	**0.6%**	**1.3%**