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	
		23.3	24.2	24.3	前月比	前年同月比	23.3	24.2	24.3	前月比	前年同月比	23.3	24.2	24.3	前月比	前年同月比	23.3	24.2	24.3	前月比	前年同月比	23.3	24.2	24.3	前月比	前年同月比
オフィスワーク系	一般事務	¥1,218	¥1,259	¥1,239	-1.6%	1.7%	¥1,177	¥1,223	¥1,186	-3.0%	0.8%	¥1,185	¥1,234	¥1,230	-0.3%	3.8%	¥1,192	¥1,241	¥1,239	-0.1%	4.0%	¥1,199	¥1,219	¥1,234	1.2%	2.9%
	営業事務	¥1,240	¥1,260	¥1,249	-0.9%	0.7%	¥1,241	¥1,244	¥1,229	-1.3%	-1.0%	¥1,232	¥1,270	¥1,291	1.6%	4.8%	¥1,255	¥1,281	¥1,279	-0.1%	1.9%	¥1,239	¥1,277	¥1,277	0.0%	3.1%
	学校事務	¥1,235	¥1,147	¥1,202	4.7%	-2.7%	¥1,196	¥1,265	¥1,255	-0.8%	4.9%	¥1,108	¥1,138	¥1,135	-0.3%	2.5%	¥1,094	¥1,167	¥1,151	-1.4%	5.2%	¥1,172	¥1,190	¥1,170	-1.7%	-0.2%
	経理・財務・会計・英文経理	¥1,267	¥1,281	¥1,278	-0.3%	0.8%	¥1,195	¥1,273	¥1,217	-4.4%	1.9%	¥1,239	¥1,247	¥1,257	0.9%	1.5%	¥1,278	¥1,293	¥1,298	0.3%	1.5%	¥1,237	¥1,289	¥1,285	-0.3%	3.9%
	秘書	¥1,202	---	¥1,159	-	-3.6%	¥1,152	¥1,308	¥1,208	-7.7%	4.8%	¥1,267	¥1,200	¥1,240	3.3%	-2.1%	¥1,237	¥1,303	¥1,342	3.0%	8.5%	¥1,272	¥1,343	¥1,318	-1.8%	3.6%
	受付	¥1,213	¥1,198	¥1,225	2.3%	1.0%	¥1,177	¥1,312	¥1,195	-8.9%	1.5%	¥1,219	¥1,254	¥1,220	-2.7%	0.1%	¥1,215	¥1,196	¥1,232	3.0%	1.4%	¥1,178	¥1,219	¥1,239	1.6%	5.1%
	総務・人事・法務	¥1,237	¥1,271	¥1,235	-2.9%	-0.2%	¥1,177	¥1,234	¥1,240	0.5%	5.3%	¥1,209	¥1,218	¥1,236	1.5%	2.3%	¥1,234	¥1,285	¥1,290	0.4%	4.5%	¥1,239	¥1,255	¥1,268	1.0%	2.3%
	広報・宣伝・IR	¥1,300	¥1,436	¥1,300	-9.5%	0.0%	¥1,296	¥1,250	¥1,250	0.0%	-3.5%	¥1,500	¥1,050	¥1,110	5.7%	-26.0%	---	¥1,267	¥1,271	0.4%	-	¥1,352	¥1,242	¥1,274	2.6%	-5.8%
	企画・マーケティング	---	¥1,300	¥1,300	0.0%	-	¥1,464	---	---	-	-	¥1,450	¥1,314	¥1,343	2.2%	-7.4%	---	¥1,339	¥1,317	-1.7%	-	¥1,327	¥1,318	¥1,342	1.8%	1.2%
	貿易・国際事務	---	¥1,300	¥1,300	0.0%	-	¥1,330	¥1,320	¥1,326	0.5%	-0.3%	¥1,313	¥1,300	¥1,297	-0.2%	-1.2%	¥1,311	---	¥1,289	-	-1.7%	¥1,338	¥1,330	¥1,313	-1.3%	-1.9%
	英文事務	¥1,206	¥1,150	¥1,421	23.6%	17.9%	¥1,317	¥1,204	¥1,317	9.4%	0.0%	¥1,337	¥1,400	¥1,427	1.9%	6.8%	¥1,361	¥1,419	¥1,405	-1.0%	3.2%	¥1,325	¥1,461	¥1,473	0.8%	11.1%
	金融（銀行）事務	¥1,242	¥1,282	¥1,298	1.2%	4.5%	¥1,174	¥1,278	¥1,268	-0.8%	8.0%	¥1,215	¥1,235	¥1,246	0.9%	2.6%	¥1,215	¥1,228	¥1,212	-1.3%	-0.2%	¥1,235	¥1,230	¥1,216	-1.1%	-1.6%
	金融（証券）事務	---	¥1,350	---	-	-	¥1,297	¥1,300	¥1,300	0.0%	0.2%	¥1,300	---	---	-	-	¥1,183	¥1,250	¥1,235	-1.2%	4.4%	¥1,217	¥1,233	¥1,318	6.8%	8.3%
	金融（生保・損保）事務	¥1,225	¥1,273	¥1,244	-2.3%	1.5%	¥1,258	¥1,303	¥1,333	2.3%	5.9%	¥1,294	¥1,294	¥1,288	-0.5%	-0.5%	¥1,256	¥1,241	¥1,264	1.9%	0.6%	¥1,239	¥1,224	¥1,248	1.9%	0.7%
	金融（その他）事務	¥1,200	¥1,300	---	-	-	¥1,117	---	---	-	-	¥1,250	---	¥1,150	-	-8.0%	---	¥1,300	¥1,300	0.0%	-	¥1,144	¥1,510	¥1,604	6.2%	40.1%
	通訳・翻訳	---	¥2,130	¥2,400	12.7%	-	¥1,200	---	---	-	-	---	---	---	-	-	¥1,332	¥1,458	¥1,400	-4.0%	5.1%	¥1,667	¥1,565	¥1,713	9.5%	2.8%
	OAオペレーター	¥1,500	¥1,311	¥1,270	-3.2%	-15.3%	¥1,441	¥1,300	¥1,321	1.6%	-8.4%	¥1,150	¥1,300	¥1,225	-5.8%	6.5%	¥1,247	¥1,410	¥1,450	2.8%	16.3%	¥1,355	¥1,359	¥1,275	-6.2%	-5.9%
	データ入力	¥1,458	¥1,545	¥1,528	-1.1%	4.8%	¥1,289	¥1,283	¥1,260	-1.7%	-2.2%	¥1,124	¥1,178	¥1,291	9.6%	14.9%	¥1,188	¥1,167	¥1,185	1.5%	-0.3%	¥1,231	¥1,302	¥1,299	-0.3%	5.4%
	事務的軽作業	¥1,700	¥1,583	¥1,602	1.2%	-5.7%	¥1,396	¥1,300	¥1,150	-11.5%	-17.6%	¥1,250	¥1,200	¥1,267	5.6%	1.3%	¥1,150	¥1,100	¥1,130	2.7%	-1.7%	¥1,133	¥1,423	¥1,378	-3.2%	21.6%
	その他事務系	¥1,346	¥1,294	¥1,279	-1.2%	-5.0%	¥1,238	¥1,287	¥1,317	2.3%	6.3%	¥1,290	¥1,275	¥1,281	0.4%	-0.7%	¥1,194	¥1,287	¥1,251	-2.8%	4.7%	¥1,313	¥1,365	¥1,248	-8.6%	-4.9%
計		**¥1,261**	**¥1,340**	**¥1,285**	-4.1%	1.9%	**¥1,205**	**¥1,248**	**¥1,213**	-2.8%	0.7%	**¥1,203**	**¥1,241**	**¥1,243**	0.1%	3.3%	**¥1,216**	**¥1,251**	**¥1,255**	0.3%	3.2%	**¥1,219**	**¥1,251**	**¥1,258**	0.5%	3.2%
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,363	¥1,500	¥1,642	9.4%	20.4%	¥1,296	¥1,502	¥1,497	-0.3%	15.5%	¥1,263	---	---	-	-	¥1,467	¥1,543	¥1,541	-0.1%	5.1%	¥1,378	¥1,467	¥1,469	0.1%	6.6%
	営業アシスタント	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	¥1,350	¥1,286	-4.8%	-1.1%	¥1,298	¥1,517	¥1,433	-5.5%	10.5%
	販売（アパレル系）	---	---	¥1,300	-	-	---	---	¥1,400	-	-	---	---	---	-	-	---	¥1,292	¥1,300	0.6%	-	¥1,440	¥1,336	¥1,320	-1.2%	-8.4%
	販売（家電・モバイル）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,469	¥1,276	¥1,305	2.3%	-11.2%	¥1,294	¥1,293	¥1,242	-3.9%	-4.0%
	販売（その他）	¥1,244	¥1,400	¥1,400	0.0%	12.5%	¥1,194	¥1,172	¥1,144	-2.4%	-4.2%	---	---	¥1,100	-	-	¥1,238	¥1,200	¥1,135	-5.4%	-8.3%	¥1,143	¥1,221	¥1,233	1.0%	7.9%
	デモンストレーター・MC	---	---	---	-	-	¥1,300	---	---	-	-	---	---	---	-	-	---	---	¥1,273	-	-	¥1,150	¥1,470	¥1,456	-1.0%	26.6%
	窓口・ショールーム・カウンター受付	¥1,250	¥1,271	¥1,235	-2.9%	-1.2%	¥1,166	¥1,218	¥1,154	-5.3%	-1.0%	¥1,224	¥1,291	¥1,254	-2.9%	2.4%	¥1,171	¥1,309	¥1,220	-6.9%	4.2%	¥1,217	¥1,233	¥1,220	-1.0%	0.3%
	旅行関連	¥1,044	¥1,058	¥1,083	2.4%	3.7%	¥1,165	¥1,350	¥1,300	-3.7%	11.6%	---	---	---	-	-	---	¥1,489	¥1,501	0.8%	-	¥1,061	¥1,163	¥1,091	-6.2%	2.7%
	テレマーケティング・テレフォンオペレーター	¥1,424	¥1,433	¥1,347	-6.0%	-5.4%	¥1,244	¥1,278	¥1,242	-2.8%	-0.2%	¥1,160	¥1,179	¥1,241	5.3%	7.0%	¥1,240	¥1,213	¥1,222	0.7%	-1.5%	¥1,242	¥1,286	¥1,262	-1.8%	1.6%
	スーパーバイザー	---	¥1,550	¥1,300	-16.1%	-	---	---	---	-	-	¥1,450	---	---	-	-	¥1,350	¥2,000	¥2,000	0.0%	48.1%	¥1,488	¥1,467	¥1,397	-4.7%	-6.1%
	その他営業・販売・サービス系	---	¥1,400	¥1,283	-8.3%	-	¥1,341	¥1,539	¥1,511	-1.8%	12.7%	---	---	---	-	-	¥1,085	¥1,264	¥1,244	-1.6%	14.6%	¥1,253	¥1,414	¥1,412	-0.2%	12.7%
計		**¥1,396**	**¥1,424**	**¥1,330**	-6.7%	-4.7%	**¥1,240**	**¥1,305**	**¥1,260**	-3.4%	1.6%	**¥1,184**	**¥1,247**	**¥1,242**	-0.4%	4.9%	**¥1,251**	**¥1,332**	**¥1,297**	-2.6%	3.7%	**¥1,249**	**¥1,314**	**¥1,296**	-1.4%	3.7%
クリエイティブ系	WEBデザイナー	¥1,207	---	---	-	-	¥1,273	---	---	-	-	---	---	---	-	-	¥1,338	¥1,364	---	-	-	¥1,283	¥1,376	¥1,330	-3.4%	3.6%
	WEBディレクター	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,300	---	---	-	-	¥1,633	¥1,494	¥1,517	1.6%	-7.1%
	WEB制作・編集	¥1,550	¥1,250	¥1,250	0.0%	-19.4%	¥1,263	¥1,200	¥1,206	0.5%	-4.5%	---	¥1,400	¥1,425	1.8%	-	---	---	---	-	-	¥1,641	¥1,411	¥1,449	2.7%	-11.7%
	編集・校正・制作	¥1,500	¥1,250	---	-	-	¥1,181	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,359	¥1,267	¥1,293	2.1%	-4.9%
	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）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,250	---	---	-	-	---	---	---	-	-
	ＤＴＰオペレーター	¥1,350	---	---	-	-	¥1,407	¥1,400	¥1,100	-21.4%	-21.8%	---	¥1,300	¥1,300	0.0%	-	¥1,250	¥1,400	¥1,400	0.0%	12.0%	¥1,261	¥1,288	¥1,320	2.5%	4.7%
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,350	¥1,371	¥1,267	-7.6%	-6.2%	¥1,092	¥1,304	¥1,364	4.6%	24.9%
計		**¥1,397**	**¥1,250**	**¥1,250**	0.0%	-10.5%	**¥1,287**	**¥1,217**	**¥1,173**	-3.6%	-8.8%	**---**	**¥1,360**	**¥1,345**	-1.1%	-	**¥1,307**	**¥1,373**	**¥1,367**	-0.4%	4.6%	**¥1,377**	**¥1,357**	**¥1,352**	-0.3%	-1.8%
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	¥1,700	---	---	-	-	---	---	---	-	-	¥1,400	---	---	-	-	¥2,140	¥3,272	¥3,309	1.1%	54.6%
	制御系SE	---	---	---	-	-	---	¥1,979	¥2,013	1.7%	-	¥1,600	---	---	-	-	---	---	---	-	-	---	¥2,200	---	-	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,000	---	-	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥2,200	¥1,694	¥1,900	12.1%	-13.6%
	社内SE	¥2,000	¥1,982	¥2,000	0.9%	0.0%	---	¥2,300	¥2,277	-1.0%	-	---	¥2,255	¥2,300	2.0%	-	---	¥2,310	¥2,038	-11.8%	-	---	¥2,445	¥2,367	-3.2%	-
	プログラマ	¥2,246	¥2,240	¥2,123	-5.3%	-5.5%	¥2,867	¥2,336	¥2,333	-0.1%	-18.6%	---	¥2,440	¥2,489	2.0%	-	¥3,000	¥2,259	¥2,280	0.9%	-24.0%	¥2,012	¥2,274	¥2,317	1.9%	15.2%
	ネットワークエンジニア	¥2,663	---	¥1,800	-	-32.4%	¥2,700	¥2,200	---	-	-	---	---	---	-	-	¥2,133	¥2,300	¥1,675	-27.2%	-21.5%	¥2,800	¥2,019	¥2,000	-0.9%	-28.6%
	テスト・評価	¥2,000	¥1,625	¥1,708	5.1%	-14.6%	---	---	---	-	-	---	---	---	-	-	¥1,713	¥1,867	¥1,800	-3.6%	5.1%	¥1,388	¥2,479	¥2,305	-7.0%	66.0%
	運用管理・保守	¥2,055	¥1,900	¥1,893	-0.4%	-7.9%	¥3,000	¥2,089	¥2,068	-1.0%	-31.1%	---	¥1,937	¥1,880	-3.0%	-	¥2,430	¥2,005	¥1,976	-1.5%	-18.7%	¥2,128	¥1,979	¥1,965	-0.7%	-7.7%
	ユーザーサポート・ヘルプデスク	¥1,800	¥1,639	¥1,627	-0.7%	-9.6%	¥1,439	¥1,324	¥1,547	16.8%	7.5%	---	¥1,660	¥1,784	7.5%	-	¥1,328	¥1,634	¥1,686	3.2%	26.9%	¥1,546	¥1,642	¥1,687	2.7%	9.1%
	インストラクター・講師・教師	---	---	¥1,400	-	-	---	---	¥1,600	-	-	---	---	---	-	-	¥1,300	¥1,657	¥1,550	-6.5%	19.2%	¥1,350	---	---	-	-
	その他 IT系	---	¥1,513	¥1,562	3.2%	-	¥1,918	---	---	-	-	---	¥1,500	---	-	-	¥1,400	¥1,500	¥1,500	0.0%	7.1%	¥1,486	¥1,565	¥1,535	-1.9%	3.3%
計		**¥2,190**	**¥1,912**	**¥1,915**	0.2%	-12.6%	**¥2,071**	**¥2,125**	**¥2,193**	3.2%	5.9%	**¥1,600**	**¥2,093**	**¥2,123**	1.5%	32.7%	**¥1,773**	**¥2,078**	**¥1,880**	-9.5%	6.1%	**¥1,812**	**¥2,063**	**¥2,082**	0.9%	14.9%
技術系	ＣＡＤオペレーター	¥1,584	¥1,692	¥1,751	3.5%	10.6%	¥1,291	¥1,698	¥1,541	-9.2%	19.4%	---	¥1,850	¥1,762	-4.8%	-	¥1,294	¥1,572	¥1,703	8.3%	31.7%	¥1,627	¥1,672	¥1,712	2.4%	5.2%
	ＣＡＤ・設計	---	¥2,200	¥1,988	-9.7%	-	---	---	---	-	-	¥1,419	¥1,600	¥1,800	12.5%	26.9%	¥2,400	¥2,357	¥2,374	0.7%	-1.1%	¥1,280	¥1,536	¥1,498	-2.4%	17.1%
	ハード系設計	---	¥1,870	¥1,630	-12.8%	-	---	---	---	-	-	¥1,800	---	¥3,200	-	77.8%	---	¥1,300	¥1,300	0.0%	-	---	---	¥2,000	-	-
	研究開発関連	---	---	¥1,300	-	-	¥1,300	¥2,000	¥2,000	0.0%	53.8%	---	¥1,425	¥1,414	-0.8%	-	---	¥1,614	¥1,456	-9.8%	-	---	---	---	-	-
	その他技術系	¥2,520	¥2,337	¥2,307	-1.3%	-8.5%	¥1,700	¥1,420	¥1,603	12.9%	-5.7%	¥2,272	¥2,018	¥1,952	-3.3%	-14.1%	¥1,942	¥2,045	¥1,947	-4.8%	0.3%	¥1,907	¥2,063	¥2,037	-1.3%	6.8%
計		**¥1,620**	**¥1,957**	**¥1,917**	-2.1%	18.3%	**¥1,443**	**¥1,682**	**¥1,575**	-6.3%	9.2%	**¥1,850**	**¥1,836**	**¥1,825**	-0.6%	-1.3%	**¥1,582**	**¥1,763**	**¥1,791**	1.6%	13.3%	**¥1,640**	**¥1,715**	**¥1,742**	1.6%	6.2%
医療・介護系	医療事務	¥1,276	¥1,154	¥1,174	1.8%	-8.0%	¥1,090	¥1,122	¥1,127	0.4%	3.4%	---	¥1,206	¥1,262	4.6%	-	¥1,135	¥1,192	¥1,223	2.6%	7.8%	¥1,139	¥1,249	¥1,264	1.2%	11.0%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,300	-	-	---	---	---	-	-
	介護関連	¥1,200	¥1,204	¥1,205	0.0%	0.4%	¥1,161	¥1,240	¥1,216	-1.9%	4.8%	¥1,180	¥1,203	¥1,191	-1.0%	0.9%	¥1,255	¥1,290	¥1,290	-0.0%	2.8%	¥1,259	¥1,299	¥1,297	-0.1%	3.1%
	看護師・准看護師	---	¥1,000	---	-	-	¥1,100	---	¥1,300	-	18.2%	¥1,500	---	---	-	-	¥1,426	¥1,695	¥1,694	-0.1%	18.8%	¥1,505	¥1,444	¥1,442	-0.1%	-4.2%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	¥1,400	-	-	---	¥1,400	¥1,400	0.0%	-	---	¥1,874	¥1,869	-0.2%	-
	その他医療・介護関連	---	---	¥1,200	-	-	¥1,100	---	---	-	-	¥1,050	¥1,050	¥1,225	16.7%	16.7%	¥1,553	¥1,291	¥1,288	-0.3%	-17.1%	¥1,210	¥1,381	¥1,325	-4.0%	9.5%
計		**¥1,210**	**¥1,201**	**¥1,202**	0.1%	-0.6%	**¥1,156**	**¥1,238**	**¥1,213**	-2.0%	5.0%	**¥1,220**	**¥1,203**	**¥1,196**	-0.6%	-2.0%	**¥1,265**	**¥1,313**	**¥1,309**	-0.3%	3.5%	**¥1,268**	**¥1,311**	**¥1,303**	-0.6%	2.7%
その他	製造業務	¥1,053	¥1,056	¥1,056	-0.1%	0.2%	¥1,367	¥1,307	¥1,366	4.5%	-0.1%	¥1,327	¥1,315	¥1,332	1.3%	0.4%	¥1,415	¥1,386	¥1,352	-2.5%	-4.5%	¥1,358	¥1,332	¥1,315	-1.3%	-3.2%
	軽作業	¥1,300	¥1,188	¥1,084	-8.8%	-16.6%	¥1,270	¥1,245	¥1,258	1.1%	-1.0%	¥1,242	¥1,246	¥1,238	-0.6%	-0.3%	¥1,245	¥1,249	¥1,278	2.3%	2.6%	¥1,179	¥1,144	¥1,169	2.1%	-0.9%
	ドライバー	---	---	---	-	-	---	¥1,500	¥1,500	0.0%	-	---	---	¥1,350	-	-	¥1,197	¥1,200	¥1,300	8.3%	8.6%	¥1,332	¥1,260	¥1,242	-1.4%	-6.7%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,840	¥2,736	48.7%	-
	その他	¥1,274	---	¥1,278	-	0.3%	¥1,166	¥1,303	¥1,339	2.8%	14.9%	¥1,200	¥1,228	¥1,212	-1.3%	1.0%	¥1,284	¥1,264	¥1,296	2.6%	1.0%	¥1,300	¥1,264	¥1,250	-1.2%	-3.9%
計		**¥1,141**	**¥1,124**	**¥1,121**	-0.3%	-1.8%	**¥1,310**	**¥1,288**	**¥1,325**	2.9%	1.1%	**¥1,284**	**¥1,288**	**¥1,293**	0.4%	0.6%	**¥1,317**	**¥1,326**	**¥1,315**	-0.8%	-0.2%	**¥1,245**	**¥1,220**	**¥1,231**	0.9%	-1.1%
総計		**¥1,341**	**¥1,394**	**¥1,341**	**-3.8%**	**-0.0%**	**¥1,223**	**¥1,315**	**¥1,288**	**-2.1%**	**5.3%**	**¥1,221**	**¥1,289**	**¥1,294**	**0.4%**	**6.0%**	**¥1,249**	**¥1,322**	**¥1,302**	**-1.5%**	**4.3%**	**¥1,250**	**¥1,296**	**¥1,308**	**0.9%**	**4.6%**