

大分類種別	小分類種別	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									
		20.8	21.7	21.8	前月比	前年同月比	20.8	21.7	21.8	前月比	前年同月比	20.8	21.7	21.8	前月比	前年同月比	20.8	21.7	21.8	前月比	前年同月比								
オフィスワーク系	一般事務	¥1,172	¥1,166	¥1,175	0.7%	0.2%	¥1,117	¥1,161	¥1,144	-1.5%	2.4%	¥1,118	¥1,136	¥1,136	0.1%	1.6%	¥1,145	¥1,159	¥1,164	0.4%	1.6%	¥1,177	¥1,177	¥1,183	0.5%	0.5%			
	営業事務	¥1,166	¥1,185	¥1,168	-1.5%	0.1%	¥1,185	¥1,198	¥1,192	-0.5%	0.6%	¥1,158	¥1,185	¥1,178	-0.6%	1.7%	¥1,199	¥1,209	¥1,212	0.2%	1.1%	¥1,218	¥1,218	¥1,230	1.0%	1.0%			
	学校事務	---	¥1,200	¥1,163	-3.1%	-	¥1,075	¥1,075	¥1,137	5.8%	5.8%	---	---	¥1,100	---	---	¥1,167	¥1,146	¥1,250	9.1%	7.1%	¥1,178	¥1,145	¥1,159	1.3%	-1.5%			
	経理・財務・会計・英文経理	¥1,203	¥1,194	¥1,178	-1.3%	-2.1%	¥1,143	¥1,176	¥1,192	1.4%	4.3%	¥1,193	¥1,213	¥1,191	-1.9%	-0.1%	¥1,202	¥1,205	¥1,210	0.4%	0.6%	¥1,197	¥1,221	¥1,227	0.5%	2.5%			
	受付	¥1,267	¥1,100	¥1,108	0.8%	-12.5%	---	¥1,120	¥1,121	0.0%	-	---	---	---	---	---	¥1,250	---	¥1,200	-	-4.0%	¥1,175	¥1,281	¥1,268	-1.0%	7.9%			
	総務・人事・労務	¥1,175	¥1,200	¥1,098	-8.5%	-6.5%	¥1,088	¥1,155	¥1,123	-2.8%	3.3%	---	¥1,090	¥1,069	-2.0%	-	¥1,244	¥1,207	¥1,165	-3.5%	-6.4%	¥1,244	¥1,160	¥1,141	-1.6%	-8.3%			
	総務・宣伝・IR	¥1,172	¥1,193	¥1,202	0.7%	2.5%	¥1,171	¥1,198	¥1,176	-1.8%	0.5%	¥1,127	¥1,128	¥1,114	-1.3%	-1.2%	¥1,174	¥1,188	¥1,194	0.5%	1.7%	¥1,170	¥1,220	¥1,203	-1.3%	2.9%			
	広報・宣伝・IR	¥1,450	---	---	-	-	---	---	---	-	-	---	---	---	---	---	¥1,050	¥1,050	0.0%	-	-	---	¥1,350	¥1,311	¥1,258	-4.0%	-6.8%		
	企画・マーケティング	---	¥1,200	---	-	-	---	¥1,167	---	-	-	---	---	---	---	---	---	---	---	---	-	-	---	¥1,183	¥1,300	¥1,300	0.0%	9.9%	
	経理・総務事務	---	---	---	-	-	¥1,000	¥1,100	¥1,089	-1.0%	8.9%	¥1,432	¥1,260	¥1,273	1.0%	-11.1%	---	---	---	-	-	---	---	¥1,220	¥1,235	¥1,225	-0.8%	0.4%	
	英文事務	---	¥1,233	¥1,235	0.1%	-	---	¥1,250	---	-	-	---	¥1,285	¥1,250	-2.7%	-	---	¥1,383	¥1,356	¥1,379	1.7%	-0.3%	¥1,177	¥1,245	¥1,283	3.0%	8.9%		
	金融（銀行）事務	¥1,150	¥1,200	¥1,200	0.0%	4.3%	¥1,250	¥1,188	¥1,175	-1.1%	-6.0%	¥1,159	¥1,188	¥1,200	1.1%	3.5%	¥1,200	¥1,150	¥1,161	0.9%	-3.3%	¥1,074	¥1,228	¥1,235	0.6%	15.1%			
	金融（証券）事務	---	¥1,317	¥1,318	0.1%	0.0%	---	¥1,500	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,300	¥1,345	¥1,350	0.5%	3.8%	
	金融（生保・損保）事務	¥1,200	¥1,207	¥1,200	-0.6%	0.0%	¥1,118	¥1,500	¥1,457	-2.9%	30.3%	¥1,171	¥1,200	¥1,200	0.0%	2.4%	¥1,188	¥1,241	¥1,242	0.1%	4.5%	¥1,157	¥1,246	¥1,248	0.1%	7.9%			
	金融（その他）事務	---	---	---	-	-	---	---	---	-	-	---	¥1,100	¥1,100	0.0%	-	---	---	---	-	-	---	---	¥1,175	¥1,200	¥1,140	-5.0%	-3.0%	
	運送・郵便	---	---	---	-	-	---	¥1,510	¥1,300	-13.9%	-	---	¥1,400	¥1,344	-4.0%	-	---	---	---	-	-	---	---	¥1,780	¥1,250	---	-29.8%	-	
	OAオペレーター	¥1,263	¥1,232	¥1,191	-3.3%	-5.6%	¥1,200	¥1,247	¥1,200	-3.7%	0.0%	---	---	---	-	-	---	¥1,321	¥1,227	¥1,200	-2.2%	-9.2%	¥1,160	¥1,200	¥1,200	0.0%	3.5%		
	データ入力	¥1,253	¥1,381	¥1,423	3.0%	13.5%	¥1,296	¥1,298	¥1,232	-5.1%	-5.0%	¥1,046	¥1,115	¥1,175	5.4%	12.4%	¥1,087	¥1,078	¥1,194	10.8%	9.8%	¥1,228	¥1,190	¥1,205	1.3%	-1.8%			
	事務的軽作業	---	---	---	-	-	---	¥1,100	---	-	-	---	¥1,600	¥1,140	¥1,175	3.1%	-26.6%	---	---	---	-	-	---	¥1,069	¥1,000	¥1,125	12.5%	5.3%	
	その他事務系	¥1,211	¥1,271	¥1,259	-0.9%	4.0%	¥1,170	¥1,179	¥1,203	2.1%	2.8%	¥1,200	¥1,200	¥1,202	0.2%	0.2%	¥1,000	¥1,558	¥1,450	-6.9%	45.0%	¥1,208	¥1,252	¥1,232	-1.6%	2.0%			
計	¥1,200	¥1,216	¥1,245	2.4%	3.8%	¥1,152	¥1,180	¥1,150	-1.5%	0.8%	¥1,155	¥1,154	¥1,152	-0.2%	-0.3%	¥1,169	¥1,181	¥1,185	0.3%	1.3%	¥1,190	¥1,195	¥1,200	0.4%	0.8%				
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,339	---	---	-	-	¥1,403	¥1,543	¥1,400	-9.3%	-0.2%	¥1,246	---	¥1,600	---	28.4%	¥1,292	¥1,292	¥1,289	-0.3%	-0.2%	¥1,384	¥1,411	¥1,458	3.4%	5.4%			
	営業アシスタント	¥1,550	---	---	-	-	---	---	---	-	-	---	---	---	---	---	¥1,250	¥1,225	¥1,233	0.7%	-1.3%	---	---	¥1,350	¥1,200	---	-11.1%	-	
	販売（アパレル系）	¥1,385	---	---	-	-	¥1,290	¥1,240	---	-	-	¥1,363	¥1,300	---	-	-	---	---	---	-	-	---	¥1,188	¥1,236	¥1,274	3.0%	7.2%		
	販売（家電・モバイル）	¥1,369	¥1,200	¥1,400	16.7%	2.2%	---	---	---	-	-	---	---	---	---	---	¥1,100	¥1,300	¥1,300	0.0%	18.2%	¥1,397	¥1,246	¥1,252	0.5%	-10.3%			
	販売（その他）	---	---	---	-	-	---	¥1,100	---	-	-	¥1,050	---	---	---	---	¥1,000	¥1,150	---	-	-	---	¥1,209	¥1,030	¥1,059	2.8%	-12.4%		
	デモンストレーター・MC	---	---	---	-	-	¥1,000	---	---	-	-	---	---	---	---	---	¥1,600	---	---	-	-	---	---	¥1,200	---	---	-	-	
	窓口・ショールーム・カウンター受付	¥1,300	---	¥1,300	-	0.0%	¥1,143	¥1,150	¥1,150	0.0%	0.6%	---	¥1,000	¥1,000	0.0%	-	---	¥1,208	¥1,183	¥1,150	-2.8%	-4.8%	¥1,173	¥1,194	¥1,206	1.0%	2.8%		
	旅行関連	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-	
	テレマーケティング・テレフォンオペレーター	¥1,298	¥1,368	¥1,386	1.3%	6.8%	¥1,187	¥1,220	¥1,220	0.0%	2.7%	¥1,000	¥1,153	¥1,174	1.8%	17.4%	¥1,239	¥1,211	¥1,222	0.8%	-1.4%	¥1,230	¥1,212	¥1,218	0.5%	-1.0%			
	スーパーバイザー	¥1,500	¥1,650	---	-	-	---	¥1,500	¥1,500	0.0%	-	---	---	---	---	---	---	---	---	-	-	---	---	¥1,900	¥1,333	¥1,300	-2.5%	-31.6%	
	その他営業・販売・サービス系	¥1,100	¥1,385	¥1,363	-1.6%	23.9%	¥1,137	¥1,150	¥1,100	-4.3%	-3.2%	¥1,127	¥1,134	¥1,170	3.2%	3.9%	¥1,222	¥1,185	¥1,200	1.3%	-1.8%	¥1,124	¥1,148	¥1,154	0.6%	2.7%			
	計	¥1,306	¥1,372	¥1,385	1.0%	6.1%	¥1,192	¥1,229	¥1,222	-0.6%	2.5%	¥1,256	¥1,147	¥1,171	2.1%	-6.7%	¥1,225	¥1,223	¥1,227	0.4%	0.2%	¥1,220	¥1,222	¥1,227	0.4%	0.6%			
	クリエイティブ系	WEBデザイナー	¥1,250	---	---	-	-	¥1,150	¥1,250	0.0%	8.7%	---	---	---	-	-	---	¥1,150	¥1,550	¥1,500	-3.2%	30.4%	¥1,485	¥1,524	¥1,607	5.4%	8.2%		
		WEBディレクター	---	¥1,650	¥1,650	0.0%	-	---	---	---	-	-	---	---	---	---	---	---	¥1,714	¥1,700	-0.8%	-	---	---	¥1,386	¥1,472	6.2%	-	
		WEB制作・編集	---	¥1,467	¥1,550	5.7%	-	---	¥1,300	---	-	-	¥1,250	¥1,350	0.0%	8.0%	---	---	¥1,363	¥1,350	-0.9%	-	---	¥1,217	¥1,300	¥1,335	2.7%	9.7%	
		編集・校正・制作	---	---	---	-	-	---	¥1,600	¥1,600	0.0%	-	---	---	---	---	---	---	---	---	-	-	---	---	¥1,450	¥1,517	¥1,279	-15.7%	-11.8%
		デザイナー（ファッション・アクセサリー）・パタンナー	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-
		デザイナー（住宅・インテリア）	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-
		DTPオペレーター	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-
		その他クリエイティブ職	¥1,500	---	¥1,500	-	0.0%	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-
計		¥1,300	¥660	¥1,586	140.3%	22.0%	¥1,150	¥1,419	¥1,425	0.4%	23.9%	¥1,229	¥1,350	¥1,350	0.0%	9.9%	¥1,164	¥1,442	¥1,496	3.7%	28.5%	¥1,445	¥1,474	¥1,434	-2.7%	-0.8%			
IT系		ビジネスアプリケーション系SE	---	¥2,000	¥1,928	-3.6%	-	¥1,855	¥1,989	¥2,114	6.3%	14.0%	¥1,794	---	---	-	-	---	¥1,992	¥1,854	¥1,830	-1.3%	-8.1%	¥2,157	¥2,090	¥2,191	4.8%	1.6%	
	制御系SE	¥1,815	¥2,000	¥1,957	-2.1%	7.8%	---	¥1,718	¥1,721	0.1%	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-	
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-	
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	---	---	---	---	---	-	-	---	---	---	---	---	-	-	
	社内SE	¥1,671	¥2,114	¥1,825	-13.7%	9.2%	¥1,867	¥1,802	¥1,773	-1.6%	-5.0%	¥1,821	---	---	-	-	---	¥1,536	¥1,588	¥1,673	5.4%	8.9%	¥2,191	¥1,760	¥1,700	-3.4%	-22.4%		
	プログラマー	¥1,732	¥1,896	¥1,993	5.1%	15.0%	¥1,811	¥1,556	¥1,702	9.4%	-6.0%	¥1,751	¥1,800	¥1,800	0.0%	2.8%	¥1,904	¥1,530	¥1,524	-0.4%	-20.0%	¥1,957	¥1,812	¥2,239	23.6%	14.4%			
	ネットワークエンジニア	¥1,659	¥1,936	¥2,005	3.6%	20.8%	¥2,0																						