

大分類組織	小分類組織	北海道					東北					北関東					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	
		24.12	25.11	25.12	前月比		前年同月比	24.12	25.11	25.12		前月比	前年同月比	24.12	25.11		25.12	前月比	前年同月比	24.12		25.11	25.12	前月比	前年同月比		24.12
オフィスワーク系	一般事務	¥1,311	¥1,365	¥1,365	-0.0%	4.1%	¥1,231	¥1,273	¥1,291	1.4%	4.8%	¥1,233	¥1,267	¥1,276	0.7%	3.5%	¥1,288	¥1,300	¥1,319	1.5%	2.4%	¥1,262	¥1,293	¥1,305	1.0%	3.4%	
	庶務事務	¥1,324	¥1,386	¥1,407	1.5%	6.3%	¥1,262	¥1,327	¥1,317	-0.7%	4.3%	¥1,286	¥1,318	¥1,321	0.2%	2.8%	¥1,323	¥1,353	¥1,361	0.6%	2.9%	¥1,306	¥1,322	¥1,339	1.1%	2.5%	
	経理・財務・会計・英文経理	¥1,389	¥1,399	¥1,332	1.0%	-4.8%	¥1,337	¥1,315	¥1,315	-0.8%	-1.6%	¥1,050	¥1,227	¥1,281	-2.1%	14.4%	¥1,267	¥1,237	¥1,215	-1.8%	-4.0%	¥1,236	¥1,305	¥1,305	-1.0%	5.3%	
	総務・セキュリティ	¥1,421	¥1,446	¥1,443	-0.2%	1.5%	¥1,289	¥1,315	¥1,305	-0.7%	1.2%	¥1,300	¥1,296	¥1,325	2.3%	1.9%	¥1,381	¥1,379	¥1,383	0.3%	0.2%	¥1,315	¥1,328	¥1,337	0.7%	1.6%	
	総務・セキュリティ	¥1,221	¥1,363	¥1,370	0.6%	12.2%	¥1,250	¥1,284	¥1,229	-4.3%	-1.7%	¥1,350	¥1,350	¥1,371	1.5%	1.5%	¥1,288	¥1,400	¥1,367	-2.4%	6.2%	¥1,395	¥1,318	¥1,332	1.0%	-4.6%	
	受付	¥1,310	¥1,361	¥1,389	2.1%	6.0%	¥1,268	¥1,362	¥1,354	-0.6%	6.8%	¥1,234	¥1,252	¥1,301	3.9%	5.4%	¥1,266	¥1,261	¥1,275	1.1%	0.8%	¥1,292	¥1,294	¥1,303	0.7%	0.9%	
	総務・人事・労務	¥1,343	¥1,412	¥1,410	-0.2%	5.0%	¥1,250	¥1,331	¥1,326	-0.3%	6.1%	¥1,267	¥1,315	¥1,330	1.1%	5.0%	¥1,319	¥1,330	¥1,330	-0.0%	0.8%	¥1,292	¥1,324	¥1,339	1.1%	3.6%	
	法務・特許事務	---	¥1,367	¥1,300	-4.9%	---	---	---	¥1,350	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,400	---	---	---	---
	広報・宣伝・IR	---	---	---	---	---	¥1,200	---	---	---	¥1,200	¥1,263	¥1,244	-1.5%	3.7%	¥1,350	¥1,405	¥1,357	-3.4%	0.5%	¥1,314	¥1,300	¥1,350	3.8%	2.8%		
	企画・マーケティング	---	---	---	---	---	¥1,200	¥1,450	¥1,474	1.6%	22.8%	¥1,317	¥1,150	¥1,350	17.4%	2.5%	¥1,433	¥1,440	¥1,467	1.9%	2.3%	¥1,300	¥1,398	¥1,465	4.8%	12.7%	
	総務・総務事務	¥1,400	¥1,200	¥1,300	0.0%	-7.1%	¥1,179	¥1,360	¥1,275	-6.2%	8.2%	¥1,401	¥1,418	¥1,415	-0.2%	1.0%	¥1,400	¥1,539	¥1,530	-0.6%	9.3%	¥1,372	¥1,292	¥1,375	-1.1%	0.3%	
	外資関係事務	¥1,360	¥1,444	¥1,586	10.0%	16.7%	¥1,403	¥1,400	¥1,380	-1.4%	-1.6%	¥1,486	¥1,358	¥1,432	5.6%	-3.0%	¥1,612	¥1,786	¥1,721	-3.6%	6.8%	¥1,462	¥1,481	¥1,561	5.4%	6.7%	
	金融事務（銀行）	¥1,239	¥1,314	¥1,373	4.4%	10.8%	¥1,262	¥1,300	¥1,450	11.5%	14.9%	¥1,321	¥1,253	¥1,281	2.2%	-3.1%	¥1,300	¥1,289	¥1,286	-0.2%	-1.1%	¥1,225	¥1,307	¥1,310	-1.3%	7.0%	
	金融事務（証券）	---	¥1,600	¥1,600	0.0%	---	¥1,292	---	---	---	---	---	¥1,525	¥1,550	1.6%	---	---	---	---	---	---	---	¥1,424	¥1,396	¥1,401	0.4%	-1.6%
	金融事務（生保・損保）	¥1,299	¥1,331	¥1,332	0.1%	2.5%	¥1,328	¥1,262	¥1,261	-0.1%	-5.0%	¥1,254	¥1,330	¥1,339	0.6%	6.8%	¥1,274	¥1,303	¥1,333	2.3%	4.7%	¥1,275	¥1,333	¥1,352	1.4%	6.0%	
	金融事務（その他）	---	---	¥1,270	---	---	¥1,638	¥1,300	¥1,655	27.3%	1.1%	---	¥1,355	¥1,314	-3.0%	---	¥1,300	¥1,300	¥1,200	-7.7%	-7.7%	¥1,342	¥1,200	¥1,326	10.5%	-1.1%	
	通訳・翻訳	¥1,300	¥1,463	---	---	---	---	¥1,800	¥1,725	-4.2%	---	¥1,329	---	---	---	---	---	¥1,633	¥1,419	¥1,425	0.4%	-12.8%	¥1,359	¥1,360	¥1,632	20.0%	20.1%
	OA事務・OAオペレーター	¥1,418	¥1,447	¥1,382	-4.5%	-2.5%	¥1,300	¥1,299	¥1,315	1.2%	1.1%	---	¥1,286	¥1,445	12.3%	---	¥1,411	¥1,413	¥1,563	10.6%	10.7%	¥1,541	¥1,272	¥1,383	9.8%	-10.2%	
	データ入力・タイピング	¥1,533	¥1,580	¥1,582	0.1%	3.2%	¥1,284	¥1,370	¥1,371	0.1%	6.8%	¥1,142	¥1,163	¥1,184	1.8%	3.7%	¥1,260	¥1,375	¥1,384	-0.7%	8.3%	¥1,388	¥1,432	¥1,442	0.7%	3.9%	
	事務関係事務	¥1,419	¥1,421	¥1,463	4.3%	4.5%	¥1,300	¥1,138	¥1,181	3.9%	-9.1%	¥1,213	¥1,225	¥1,270	3.6%	4.7%	¥1,225	¥1,244	¥1,247	-0.2%	0.7%	¥1,414	¥1,228	¥1,286	5.1%	-9.0%	
	その他事務系	¥1,591	¥1,576	¥1,579	0.2%	0.1%	¥1,369	¥1,388	¥1,350	-2.7%	-1.4%	¥1,195	¥1,294	¥1,265	-2.3%	5.9%	¥1,330	¥1,321	¥1,324	0.2%	-0.4%	¥1,411	¥1,346	¥1,323	-1.8%	-6.3%	
	計	¥1,370	¥1,435	¥1,441	0.4%	5.2%	¥1,260	¥1,305	¥1,309	0.3%	3.9%	¥1,248	¥1,285	¥1,297	0.9%	3.9%	¥1,310	¥1,331	¥1,339	0.6%	2.2%	¥1,294	¥1,326	¥1,340	1.0%	3.5%	
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,685	¥1,664	¥1,726	3.7%	2.4%	¥1,537	¥1,500	¥1,414	-5.7%	-8.0%	¥1,497	¥1,529	¥1,529	0.0%	2.2%	¥1,544	¥1,594	¥1,537	-3.6%	-0.4%	¥1,506	¥1,680	¥1,673	-0.4%	11.1%	
	インサイドセールス系	---	¥1,750	¥1,500	-14.3%	---	¥1,600	¥1,342	¥1,371	2.2%	-14.3%	¥1,282	¥1,327	¥1,311	-1.2%	2.2%	¥1,042	---	¥1,200	-	15.2%	¥1,397	¥1,448	¥1,496	3.4%	7.1%	
	販売（アパレル・ファッション・コスメ）	¥1,492	¥1,393	¥1,400	0.5%	-6.1%	---	¥1,300	---	---	---	---	---	---	---	---	---	¥1,343	¥1,318	¥1,317	-0.1%	-2.0%	¥1,450	¥1,362	¥1,328	-2.5%	-8.4%
	販売（家電・モバイル）	---	¥1,475	¥1,550	5.1%	---	¥1,211	¥1,308	¥1,247	-4.7%	3.0%	¥1,317	¥1,357	¥1,300	-4.2%	-1.3%	¥1,285	¥1,244	¥1,300	4.5%	1.2%	¥1,582	¥1,475	¥1,492	1.2%	-5.7%	
	レンタルショップ・販売（その他）	¥1,317	¥1,364	¥1,350	-1.0%	2.5%	¥1,192	¥1,263	¥1,259	-0.3%	5.6%	¥1,182	¥1,233	¥1,272	3.2%	7.7%	¥1,233	¥1,391	¥1,233	-11.4%	-0.0%	¥1,266	¥1,282	¥1,222	-4.7%	-3.5%	
	キャンペーン・PRスタッフ	---	---	---	---	---	¥1,264	¥1,290	¥1,299	0.3%	2.4%	¥1,244	¥1,314	¥1,268	4.5%	2.9%	¥1,313	¥1,317	¥1,344	2.0%	2.4%	¥1,330	¥1,301	¥1,309	0.6%	-1.3%	
	総務・総務関係	¥1,312	¥1,348	¥1,375	2.0%	4.8%	¥1,192	¥1,300	¥1,305	0.4%	9.5%	¥1,500	¥1,550	¥1,550	0.0%	3.3%	¥1,466	¥1,259	¥1,208	-4.1%	-17.6%	¥1,388	¥1,406	¥1,361	-3.2%	-1.9%	
	テレマーケティング・テレフォンオペレーター・コールセンター	¥1,361	¥1,447	¥1,480	2.3%	8.7%	¥1,262	¥1,302	¥1,299	-0.2%	3.0%	¥1,214	¥1,271	¥1,270	-0.1%	4.6%	¥1,240	¥1,279	¥1,274	-0.4%	2.7%	¥1,300	¥1,370	¥1,380	0.7%	6.2%	
	スーパーバイザー	¥1,629	¥1,481	¥1,486	0.3%	-8.8%	¥1,517	---	¥1,600	-	5.5%	---	---	---	---	---	---	¥1,625	¥1,600	-1.5%	---	¥1,550	¥1,485	¥1,581	6.5%	2.0%	
	その他営業・販売・サービス系	---	¥1,250	¥1,470	17.6%	---	¥1,246	¥1,035	¥1,169	12.9%	-6.1%	¥1,300	¥1,158	¥1,219	5.3%	-6.2%	¥1,372	¥1,219	¥1,400	14.9%	2.1%	¥1,390	¥1,361	¥1,358	-0.2%	-2.3%	
	計	¥1,376	¥1,452	¥1,493	2.8%	8.5%	¥1,275	¥1,291	¥1,296	0.4%	1.7%	¥1,253	¥1,262	¥1,276	1.1%	1.9%	¥1,316	¥1,314	¥1,312	-0.1%	-0.3%	¥1,392	¥1,390	¥1,401	0.8%	5.2%	
クリエイティブ系	WEBデザイン（WEBデザイナー）	¥1,550	---	---	---	---	¥1,400	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,409	¥1,562	¥1,789	14.5%	27.0%	
	WEBディレクター	¥1,700	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,100	¥1,300	¥1,333	2.6%	21.2%	
	WEB制作・編集・コーディネーター	¥1,533	¥1,379	¥1,450	5.2%	-5.4%	¥1,300	---	---	---	---	---	---	---	---	---	¥1,700	---	---	---	---	¥1,289	¥1,504	¥1,597	6.2%	23.9%	
	編集・校正・制作・ライター	---	¥1,450	¥1,450	0.0%	---	¥1,375	¥1,650	¥1,638	-0.8%	19.1%	¥1,400	¥1,300	¥1,344	3.4%	-4.0%	---	¥1,150	---	---	---	¥1,356	¥1,458	¥1,427	-2.1%	5.3%	
	デザイナー	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	DTPオペレーター	¥1,331	---	---	---	---	¥1,250	¥1,250	0.0%	---	¥1,100	---	¥1,200	---	9.1%	---	¥1,386	¥1,500	8.2%	---	---	¥1,411	¥1,353	¥1,459	7.9%	3.4%	
	その他クリエイティブ系	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,361	¥1,383	¥1,500	8.4%	10.2%	
	計	¥1,528	¥1,421	¥1,450	2.1%	-5.1%	¥1,376	¥1,517	¥1,608	6.0%	16.8%	¥1,126	¥1,300	¥1,318	1.4%	17.1%	¥1,700	¥1,315	¥1,500	14.1%	-11.8%	¥1,363	¥1,444	¥1,488	3.1%	9.2%	
IT系	SE・プログラマー（ビジネスアプリケーション系）	---	---	---	---	---	¥1,300	---	¥1,350	-	3.8%	¥1,200	---	---	---	---	¥1,300	¥2,067	¥1,840	-11.0%	41.5%	¥1,506	¥2,207	¥2,312	4.7%	53.5%	
	SE・プログラマー（データベース系）	---	---	¥1,800	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,400	¥2,400	0.0%	---	¥1,500	¥2,267	¥2,171	-4.2%	44.8%	
	SE・プログラマー（Web・スマホ系）	---	---	---	---	---	¥2,200	¥1,050	¥1,200	14.3%	-45.5%	¥2,000	---	---	---	---	---	---	---	---	---	¥2,703	¥2,266	¥			