

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			
		21.10	22.9	22.10	前月比	前年同月比	21.10	22.9	22.10	前月比	前年同月比	21.10	22.9	22.10	前月比	前年同月比	21.10	22.9	22.10	前月比	前年同月比	21.10	22.9	22.10	前月比	前年同月比	
オフィスワーク系	一般事務	¥1,194	¥1,210	¥1,221	0.9%	2.2%	¥1,157	¥1,167	¥1,167	-0.1%	0.9%	¥1,151	¥1,179	¥1,197	1.5%	4.0%	¥1,184	¥1,194	¥1,191	-0.3%	0.6%	¥1,184	¥1,185	¥1,179	-0.5%	-0.4%	
	営業事務	¥1,191	¥1,239	¥1,228	-0.8%	3.2%	¥1,203	¥1,219	¥1,224	0.4%	1.7%	¥1,191	¥1,217	¥1,221	0.3%	2.5%	¥1,229	¥1,231	¥1,230	-0.1%	0.1%	¥1,227	¥1,241	¥1,226	-1.2%	-0.1%	
	学校事務	---	¥1,050	---	---	---	¥1,189	¥1,179	¥1,177	-0.2%	-1.0%	¥1,000	¥1,103	¥1,146	4.0%	14.6%	¥1,181	¥1,124	¥1,122	-0.2%	-5.0%	¥1,265	¥1,172	¥1,225	-1.7%	-1.1%	
	経理・財務・会計・英文経理	¥1,150	¥1,277	¥1,263	-1.1%	9.8%	¥1,191	¥1,185	¥1,196	1.0%	0.5%	¥1,224	¥1,226	¥1,233	0.6%	0.7%	¥1,216	¥1,267	¥1,262	-0.4%	3.8%	¥1,230	¥1,227	¥1,216	-0.9%	-1.1%	
	秘書	¥1,175	---	---	---	---	¥1,175	¥1,169	¥1,148	-1.9%	-2.3%	---	---	---	---	---	¥1,250	¥1,247	¥1,254	1.1%	0.3%	¥1,258	¥1,348	¥1,318	-2.3%	4.8%	
	受付	¥1,100	¥1,198	¥1,155	-3.5%	5.0%	¥1,238	¥1,139	¥1,156	1.5%	-6.6%	¥1,150	¥1,125	¥1,200	6.7%	4.3%	¥1,142	¥1,175	¥1,247	6.1%	9.1%	¥1,170	¥1,195	¥1,219	2.1%	4.2%	
	総務・人事・法務	¥1,228	¥1,225	¥1,230	0.4%	0.1%	¥1,254	¥1,170	¥1,172	0.2%	-6.5%	¥1,158	¥1,171	¥1,193	1.9%	3.0%	¥1,206	¥1,280	¥1,273	-0.6%	5.6%	¥1,219	¥1,191	¥1,216	0.4%	-0.3%	
	広報・宣伝・IR	---	---	---	---	---	---	¥1,225	¥1,225	0.0%	---	---	---	---	---	---	¥1,050	¥1,150	¥1,275	10.9%	21.4%	¥1,217	¥1,217	¥1,247	2.5%	2.5%	
	企画・マーケティング	---	---	---	---	---	¥1,273	¥1,425	¥1,600	12.3%	25.7%	---	---	---	---	---	---	---	---	---	---	---	¥1,107	¥1,305	¥1,345	2.3%	21.4%
	貿易・国際事務	---	---	---	---	---	---	¥1,313	¥1,373	4.6%	---	¥1,269	¥1,247	¥1,379	10.6%	8.7%	¥1,200	¥1,400	¥1,368	-2.3%	14.0%	¥1,225	¥1,234	¥1,246	0.9%	1.7%	
	英文事務	---	---	---	---	---	¥1,417	¥1,388	¥1,492	7.5%	5.3%	¥1,274	¥1,297	¥1,296	-0.1%	1.8%	¥1,300	¥1,290	¥1,300	0.8%	0.0%	¥1,338	¥1,244	¥1,334	7.2%	-0.7%	
	金融（銀行）事務	¥1,200	¥1,277	¥1,316	3.1%	9.7%	¥1,150	¥1,189	¥1,266	6.5%	10.1%	¥1,100	¥1,174	¥1,184	0.9%	7.7%	¥1,222	¥1,232	¥1,241	0.7%	1.5%	¥1,205	¥1,188	¥1,184	-0.3%	-1.8%	
	金融（証券）事務	¥1,350	---	¥1,100	---	-18.5%	¥1,300	¥1,304	¥1,280	-1.9%	-1.5%	---	---	---	---	---	---	---	---	---	---	¥1,333	¥1,300	¥1,278	-1.7%	-4.1%	
	金融（生保・損保）事務	¥1,250	¥1,269	¥1,188	-6.4%	-5.0%	¥1,368	¥1,277	¥1,261	-1.3%	-7.9%	¥1,350	¥1,230	¥1,235	0.4%	-8.5%	¥1,273	¥1,247	¥1,250	0.2%	-1.8%	¥1,255	¥1,221	¥1,204	-1.4%	-4.0%	
	金融（その他）事務	---	---	---	---	---	---	---	---	---	---	¥1,100	---	---	---	---	---	---	---	---	---	---	¥1,300	¥1,300	¥1,284	-0.4%	6.8%
	通訳・翻訳	---	¥2,133	¥2,200	3.1%	---	---	---	¥1,650	---	---	¥1,343	¥1,300	¥1,300	0.0%	-3.2%	¥1,300	¥1,300	¥1,429	9.9%	9.9%	¥1,450	¥1,532	¥1,392	-9.2%	-4.0%	
	OAオペレーター	¥1,445	¥1,200	¥1,200	0.0%	-17.0%	¥1,200	¥1,550	¥1,577	1.7%	31.4%	---	¥1,192	¥1,166	-2.2%	---	¥1,200	¥1,186	¥1,222	3.0%	1.9%	¥1,319	¥1,261	¥1,265	0.3%	-4.1%	
	データ入力	¥1,422	¥1,439	¥1,443	0.3%	1.5%	¥1,228	¥1,311	¥1,309	-0.2%	6.5%	¥1,208	¥1,188	¥1,200	1.1%	-0.7%	¥1,190	¥1,193	¥1,158	-2.9%	-2.7%	¥1,210	¥1,228	¥1,245	1.4%	2.9%	
	事務的軽作業	¥1,225	¥1,300	¥1,300	0.0%	6.1%	¥1,144	¥1,264	¥1,320	4.4%	15.4%	¥1,100	¥1,205	¥1,206	0.1%	9.7%	---	¥1,167	¥1,200	2.9%	---	¥1,150	¥1,168	¥1,152	-0.9%	0.2%	
	その他事務系	¥1,282	¥1,235	¥1,276	3.4%	-0.4%	¥1,279	¥1,330	¥1,327	-0.2%	3.7%	¥1,283	¥1,251	¥1,283	2.6%	0.0%	¥1,292	¥1,234	¥1,209	-2.0%	-6.4%	¥1,275	¥1,248	¥1,221	-2.1%	-4.2%	
計	¥1,284	¥1,242	¥1,251	0.7%	-2.6%	¥1,181	¥1,193	¥1,201	0.7%	1.7%	¥1,177	¥1,192	¥1,210	1.5%	2.8%	¥1,197	¥1,215	¥1,213	-0.2%	1.3%	¥1,202	¥1,207	¥1,199	-0.6%	-0.2%		
営業・販売・サービス系	営業・企画営業・ラウンダー	---	---	¥1,338	---	---	---	¥1,412	¥1,452	2.9%	---	¥1,493	---	---	---	¥1,300	¥1,470	¥1,468	-0.1%	12.9%	¥1,447	¥1,458	¥1,443	-1.0%	-0.3%		
	営業アシスタント	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,200	¥1,300	¥1,300	0.0%	8.3%	¥1,227	---	---	---	6.0%		
	販売（アパレル系）	¥1,450	---	¥1,200	---	-17.2%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,302	¥1,279	¥1,254	-2.0%	-3.7%	
	販売（家電・モバイル）	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,274	¥1,200	¥1,219	1.5%	-4.3%	
	販売（その他）	¥950	---	---	---	---	¥1,100	¥1,200	---	---	---	---	---	---	---	---	¥1,100	¥1,100	0.0%	---	---	¥1,111	¥1,113	¥1,127	1.2%	1.4%	
	デモンストレーター・MC	---	---	---	---	---	---	¥1,337	¥1,346	0.7%	---	---	---	---	---	---	---	---	---	---	---	---	¥1,300	---	---	---	---
	窓口・ショールーム・カウンター受付	---	¥1,203	¥1,211	0.6%	---	¥1,100	¥1,186	¥1,167	-1.6%	6.1%	---	---	---	---	---	¥1,219	¥1,209	¥1,230	1.7%	0.9%	¥1,191	¥1,238	¥1,210	-2.2%	1.6%	
	旅行関連	---	---	¥1,250	---	---	¥1,200	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,000	¥1,050	¥1,250	19.0%	25.0%
	テレマーケティング・テレフォンオペレーター	¥1,394	¥1,433	¥1,473	2.8%	5.7%	¥1,241	¥1,282	¥1,281	-0.1%	3.2%	¥1,219	¥1,132	¥1,153	1.9%	-5.5%	¥1,251	¥1,192	¥1,226	2.9%	-2.0%	¥1,221	¥1,260	¥1,266	0.4%	3.6%	
	スーパードバイザー	---	---	---	---	---	¥1,300	¥1,250	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,346	¥1,453	¥1,389	-4.4%	3.2%
	その他営業・販売・サービス系	¥1,381	¥1,300	¥1,300	0.0%	-5.9%	¥1,148	¥1,249	¥1,296	3.8%	12.9%	¥1,200	---	---	---	---	¥1,200	---	---	---	---	¥1,167	¥1,205	¥1,275	5.8%	9.3%	
	計	¥1,386	¥1,426	¥1,465	2.7%	5.7%	¥1,221	¥1,285	¥1,279	-0.5%	4.7%	¥1,307	¥1,138	¥1,156	1.6%	-11.6%	¥1,248	¥1,236	¥1,267	2.5%	1.5%	¥1,226	¥1,267	¥1,270	0.2%	3.6%	
	クリエイティブ系	WEBデザイナー	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,150	---	---	---	---	---	¥1,486	¥1,401	¥1,357	-3.2%	-8.7%
WEBディレクター		¥1,620	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,600	¥1,575	¥1,564	-0.7%	-2.2%	
WEB制作・編集		---	¥1,464	¥1,550	5.9%	---	---	¥1,269	¥1,297	2.1%	---	---	---	---	---	---	---	---	---	---	---	¥1,200	¥1,753	¥1,586	-9.5%	32.2%	
編集・校正・制作		¥1,700	¥1,500	¥1,475	-1.7%	-13.2%	---	¥1,076	¥1,117	3.8%	---	---	---	---	---	---	---	¥1,213	¥1,164	-4.0%	---	---	¥1,252	¥1,266	1.1%	---	
デザイナー（ファッション・アクセサリ）・パタン		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,500	---	---	---	---	---	---	---	---	
デザイナー（住宅・インテリア）		---	---	---	---	---	---	---	¥1,250	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,350	---	¥1,350	0.0%	0.0%
DTPオペレーター		---	---	---	---	---	¥1,200	---	---	4.2%	---	---	---	---	---	---	¥1,300	¥1,240	¥1,263	1.8%	-2.9%	---	¥1,313	¥1,291	¥1,279	-0.9%	-2.6%
その他クリエイティブ職		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,000	---	¥1,140	---	14.0%
計	¥1,643	¥1,481	¥1,510	2.0%	-8.1%	¥1,200	¥1,195	¥1,258	5.4%	4.9%	¥1,250	#DIV/0!	#DIV/0!	---	---	¥1,188	¥1,248	¥1,235	-1.0%	4.0%	¥1,406	¥1,474	¥1,375	-6.8%	-2.2%		
IT系	ビジネスアプリケーション系SE	¥1,898	---	---	---	---	¥2,334	---	---	---	---	---	---	---	---	---	¥1,945	¥2,100	¥2,200	4.8%	13.1%	¥2,308	¥1,989	¥1,913	-3.8%	-17.1%	
	制御系SE	¥1,957	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,400	
	データベース系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	Web・スマホ系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	社内SE	¥1,873	¥1,929	¥1,850	-4.1%	-1.2%	¥1,478	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,786	¥1,755	¥1,617	-7.9%	-9.4%
	プログラマ	¥2,036	¥2,204	¥2,309	4.8%	13.4%	¥1,400	¥2,818	¥3,000	6.5%	114.3%	---	---	---	---	---	---	---	---	---	---	---	¥1,800	¥1,929	¥2,200	14.1%	12.2%
	ネットワークエンジニア	¥1,991	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
	テスト・評価	¥1,750	¥2,059	¥2,092	1.6%	19.6%	¥1,000	---	---	---	---	¥1,489	¥1,350														