

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		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		
		21.11	22.10	22.11	前月比		前年同月比	21.11	22.10	22.11		前月比	前年同月比	21.11	22.10		22.11	前月比	前年同月比	21.11		22.10	22.11	前月比	前年同月比		21.11	22.10
オフィスワーク系	一般事務	¥1,213	¥1,221	¥1,222	0.1%	0.8%	¥1,193	¥1,167	¥1,179	1.1%	-1.1%	¥1,151	¥1,197	¥1,209	1.0%	5.0%	¥1,190	¥1,191	¥1,196	0.4%	0.4%	¥1,175	¥1,179	¥1,179	0.0%	0.3%		
	営業事務	¥1,185	¥1,228	¥1,237	0.7%	4.4%	¥1,205	¥1,224	¥1,222	-0.2%	1.4%	¥1,180	¥1,221	¥1,231	0.8%	4.3%	¥1,234	¥1,230	¥1,252	1.9%	1.5%	¥1,223	¥1,226	¥1,231	0.4%	0.7%		
	学校事務	¥1,200	---	---	---	-4.2%	---	¥1,163	¥1,177	¥1,216	3.3%	4.6%	¥1,078	¥1,146	¥1,205	5.1%	11.8%	¥1,144	¥1,120	¥1,113	-0.8%	-2.7%	¥1,123	¥1,152	¥1,142	-0.9%	-1.8%	
	経理・財務・会計・英文経理	¥1,187	¥1,263	¥1,269	0.5%	6.9%	¥1,163	¥1,196	¥1,199	0.2%	3.1%	¥1,203	¥1,233	¥1,254	1.8%	4.3%	¥1,224	¥1,262	¥1,267	0.4%	3.5%	¥1,241	¥1,216	¥1,219	0.2%	-1.8%		
	秘書	---	¥1,200	---	---	---	¥1,150	¥1,148	¥1,161	1.2%	1.0%	---	---	¥1,200	---	---	---	¥1,254	¥1,263	0.7%	1.0%	¥1,244	¥1,318	¥1,283	-2.6%	3.1%		
	受付	---	¥1,155	¥1,172	1.4%	---	¥1,258	¥1,156	¥1,127	-2.5%	-10.4%	¥1,150	¥1,200	¥1,200	0.0%	4.3%	¥1,162	¥1,247	¥1,173	-5.9%	0.9%	¥1,161	¥1,219	¥1,191	-2.3%	2.6%		
	総務・人事・法務	¥1,163	¥1,230	¥1,221	-0.7%	5.0%	¥1,225	¥1,172	¥1,174	0.1%	-4.2%	¥1,182	¥1,193	¥1,243	4.2%	5.2%	¥1,233	¥1,273	¥1,261	-0.9%	2.2%	¥1,195	¥1,216	¥1,222	0.5%	2.3%		
	広報・宣伝・IR	¥1,200	---	---	---	---	---	¥1,225	¥1,217	-0.7%	---	---	---	---	---	---	¥1,050	¥1,275	¥1,150	-9.8%	9.5%	¥1,250	¥1,247	¥1,261	1.1%	0.8%		
	企画・マーケティング	---	---	---	---	---	---	¥1,275	¥1,600	---	---	---	---	---	---	---	---	---	¥1,100	---	---	---	¥1,335	¥1,325	-0.8%	20.5%		
	貿易・国際事務	---	---	¥1,200	---	---	---	¥1,373	¥1,358	-1.0%	---	¥1,258	¥1,379	¥1,307	-5.3%	3.9%	¥1,233	¥1,368	¥1,327	-2.9%	7.6%	¥1,218	¥1,246	¥1,273	2.1%	4.5%		
	英文事務	¥1,200	---	---	---	---	¥1,400	¥1,492	¥1,380	-7.5%	-1.4%	¥1,275	¥1,296	¥1,356	4.6%	6.3%	¥1,233	¥1,300	¥1,391	7.0%	12.8%	¥1,293	¥1,334	¥1,302	-2.4%	0.7%		
	金融（銀行）事務	¥1,217	¥1,316	¥1,227	-6.8%	0.8%	¥1,150	¥1,266	¥1,124	-11.2%	-2.3%	¥1,200	¥1,184	¥1,215	2.6%	1.3%	¥1,250	¥1,241	¥1,222	-1.5%	-2.3%	¥1,211	¥1,184	¥1,232	4.0%	1.7%		
	金融（証券）事務	¥1,350	¥1,100	---	---	---	---	¥1,280	¥1,275	-0.4%	---	---	---	---	---	---	---	¥1,233	¥1,250	1.4%	---	---	¥1,186	¥1,296	¥1,294	-0.1%	9.1%	
	金融（生保・損保）事務	¥1,250	¥1,188	¥1,195	0.6%	-4.4%	¥1,402	¥1,261	¥1,269	0.7%	-9.5%	¥1,400	¥1,235	¥1,251	1.3%	-10.7%	---	¥1,250	¥1,233	-1.4%	---	---	¥1,267	¥1,204	¥1,203	-0.0%	-5.0%	
	金融（その他）事務	---	---	---	---	---	---	---	---	---	---	¥1,100	---	---	---	---	---	¥1,233	¥1,250	1.4%	---	---	¥1,186	¥1,296	¥1,294	-0.1%	9.1%	
	通訳・翻訳	---	¥2,200	¥1,200	-45.5%	---	---	¥1,650	¥1,421	-13.9%	---	¥1,460	¥1,300	¥1,767	35.9%	21.0%	¥1,300	¥1,429	¥1,529	7.0%	17.6%	¥1,550	¥1,392	¥1,339	-3.8%	-13.6%		
	OAオペレーター	¥1,438	¥1,200	¥1,150	-4.2%	-20.0%	¥1,200	¥1,577	¥1,285	-18.5%	7.1%	¥1,050	¥1,166	---	---	---	¥1,200	¥1,222	¥1,220	-0.2%	1.7%	¥1,310	¥1,265	¥1,258	-0.6%	-4.0%		
	データ入力	¥1,419	¥1,443	¥1,456	0.9%	2.6%	¥1,299	¥1,309	¥1,339	2.3%	3.1%	¥1,214	¥1,200	¥1,200	0.0%	-1.1%	¥1,195	¥1,158	¥1,244	7.4%	4.1%	¥1,203	¥1,245	¥1,236	-0.7%	2.8%		
	事務的軽作業	¥1,396	¥1,300	¥1,100	-15.4%	-21.2%	¥1,144	¥1,320	¥1,250	-5.3%	9.3%	¥1,100	¥1,206	¥1,223	1.4%	11.2%	---	¥1,200	¥1,200	0.0%	---	---	¥1,134	¥1,152	¥1,186	3.0%	4.6%	
	その他事務系	¥1,369	¥1,276	¥1,293	1.3%	-5.5%	¥1,205	¥1,327	¥1,308	-1.4%	8.6%	¥1,258	¥1,283	¥1,283	-0.1%	2.0%	¥1,343	¥1,209	¥1,188	-1.8%	-11.6%	¥1,266	¥1,221	¥1,257	2.9%	-0.7%		
計		¥1,290	¥1,251	¥1,258	0.6%	-2.5%	¥1,209	¥1,201	¥1,207	0.5%	-0.1%	¥1,174	¥1,210	¥1,226	1.3%	4.4%	¥1,242	¥1,213	¥1,219	0.5%	1.4%	¥1,196	¥1,199	¥1,202	0.2%	0.4%		
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,338	¥1,580	18.1%	---	---	¥1,452	¥1,405	-3.2%	---	---	---	---	---	---	---	¥1,468	¥1,408	-4.1%	---	¥1,408	¥1,443	¥1,388	-3.8%	-1.4%		
	営業アシスタント	---	---	---	---	---	¥1,100	---	¥1,200	---	9.1%	---	¥1,250	---	---	---	¥1,200	¥1,300	---	---	---	¥1,262	¥1,300	¥1,300	0.0%	3.1%		
	販売（アパレル系）	---	¥1,200	¥1,200	0.0%	---	---	---	---	---	---	---	¥1,400	---	---	---	---	---	---	---	---	---	¥1,338	¥1,254	¥1,225	-2.3%	-8.4%	
	販売（家電・モバイル）	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,274	¥1,231	¥1,231	1.1%	-3.4%	
	販売（その他）	¥950	---	---	---	---	¥1,100	---	¥1,300	---	18.2%	---	---	---	---	---	¥1,100	¥1,100	0.0%	---	---	¥1,121	¥1,127	¥1,159	2.9%	3.4%		
	デモンストレーター・MC	---	---	---	---	---	¥1,050	¥1,346	¥1,348	0.1%	28.4%	---	---	---	---	---	---	¥1,300	---	---	---	---	¥1,300	---	---	---	-23.1%	
	窓口・ショールーム・カウンター受付	¥1,200	¥1,211	¥1,208	-0.2%	0.6%	¥1,125	¥1,167	¥1,153	-1.2%	2.5%	---	---	---	---	---	¥1,230	¥1,230	¥1,187	-3.5%	-3.5%	¥1,201	¥1,210	¥1,237	2.2%	3.0%		
	旅行関連	---	¥1,250	¥1,275	2.0%	---	---	¥1,200	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,000	¥1,250	¥1,200	-4.0%	20.0%	
	テレマーケティング・テレフォンオペレーター	¥1,371	¥1,473	¥1,468	-0.4%	7.1%	¥1,250	¥1,281	¥1,274	-0.6%	1.9%	¥1,169	¥1,153	¥1,229	6.6%	5.1%	¥1,256	¥1,226	¥1,178	-4.0%	-6.2%	¥1,232	¥1,266	¥1,263	-0.3%	2.5%		
	スールバイザー	---	---	---	---	---	¥1,300	---	---	---	---	---	---	---	---	---	---	¥1,200	---	---	---	---	¥1,400	¥1,389	¥1,397	0.6%	4.3%	
	その他営業・販売・サービス系	¥1,360	¥1,300	¥1,300	0.0%	-4.4%	¥1,161	¥1,296	¥1,306	0.8%	12.5%	¥1,200	---	---	---	---	---	¥1,282	---	¥1,000	---	-22.0%	¥1,179	¥1,275	¥1,335	4.7%	13.3%	
	計		¥1,367	¥1,465	¥1,455	-0.7%	6.4%	¥1,222	¥1,279	¥1,279	0.0%	4.6%	¥1,191	¥1,156	¥1,229	6.3%	3.2%	¥1,257	¥1,267	¥1,222	-3.5%	-2.8%	¥1,237	¥1,270	¥1,269	-0.1%	2.6%	
	クリエイティブ系	WEBデザイナー	---	---	¥1,250	---	---	---	¥1,200	¥1,200	0.0%	---	---	---	---	---	---	¥1,164	¥1,350	¥1,325	-1.9%	13.8%	¥1,330	¥1,357	¥1,331	-1.9%	0.1%	
		WEBディレクター	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,400	¥1,564	¥1,717	9.7%	22.6%
WEB制作・編集		---	¥1,550	¥1,500	-3.2%	---	---	¥1,297	¥1,324	2.2%	---	---	---	---	---	---	---	---	---	---	---	---	¥1,307	¥1,586	¥1,635	3.1%	25.0%	
編集・校正・制作		---	¥1,475	¥1,450	-1.7%	---	---	¥1,117	¥1,150	3.0%	---	---	---	---	---	---	---	¥1,200	¥1,164	¥1,100	-5.5%	-8.3%	¥1,400	¥1,266	¥1,314	3.7%	-6.2%	
デザイナー（ファッション・アクセサリ）・/パタン		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
デザイナー（住宅・インテリア）		---	---	---	---	---	---	¥1,250	---	---	---	---	---	---	---	---	---	¥1,200	¥1,217	1.4%	---	---	¥1,425	¥1,350	¥1,350	0.0%	-5.3%	
DTPオペレーター		---	---	---	---	---	¥1,200	¥1,250	¥1,258	0.7%	4.9%	---	---	---	---	---	---	¥1,240	¥1,263	0.4%	2.3%	---	¥1,464	¥1,279	¥1,337	4.6%	-2.0%	
その他クリエイティブ職		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,300	¥1,140	¥1,189	4.3%	-8.6%	
計		---	¥1,510	¥1,462	-3.2%	---	¥1,200	¥1,258	¥1,290	2.5%	7.5%	---	---	---	---	---	---	---	---	---	---	¥1,197	¥1,235	¥1,241	0.5%	3.7%		
IT系	ビジネスアプリケーション系SE	¥1,984	---	---	---	---	¥2,527	---	---	---	---	---	---	---	---	---	---	¥2,600	¥2,200	¥2,200	0.0%	-15.4%	¥2,529	¥1,913	¥1,818	-5.0%	-28.1%	
	制御系SE	¥2,000	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,400	¥2,400	0.0%	---	
	データベース系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥2,100	---	---	---	---	
	Web・スマホ系SE	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,825	---	---	---	---	---	---	---	---		
	社内SE	¥1,975	¥1,850	¥1,914	3.5%	-3.1%	¥1,300	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,853	¥1,617	¥1,419	-12.2%	-23.4%
	プログラマ	¥2,077	¥2,309	¥2,291	-0.8%	10.3%	---	¥3,000	¥2,846	-5.1%	---	---	---	---	---	---	---	---	¥1,817	---	---	---	---	¥1,957	¥2,200			