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	
		21.12	22.11	22.12	前月比	前年同月比	21.12	22.11	22.12	前月比	前年同月比	21.12	22.11	22.12	前月比	前年同月比	21.12	22.11	22.12	前月比	前年同月比	21.12	22.11	22.12	前月比	前年同月比
オフィスワーク系	一般事務	¥1,206	¥1,222	¥1,222	-0.0%	1.3%	¥1,181	¥1,179	¥1,186	0.6%	0.4%	¥1,170	¥1,209	¥1,217	0.7%	4.1%	¥1,207	¥1,196	¥1,195	-0.1%	-1.0%	¥1,189	¥1,179	¥1,179	0.1%	-0.8%
	営業事務	¥1,193	¥1,237	¥1,243	0.4%	4.2%	¥1,197	¥1,222	¥1,226	0.4%	2.4%	¥1,182	¥1,231	¥1,246	1.2%	5.4%	¥1,237	¥1,252	¥1,266	1.1%	2.3%	¥1,243	¥1,231	¥1,235	0.3%	-0.6%
	学校事務	¥1,200	¥1,150	¥1,150	0.0%	-4.2%	¥1,158	¥1,216	¥1,193	-1.8%	3.0%	¥1,100	¥1,205	¥1,229	2.0%	11.7%	¥1,132	¥1,113	¥1,093	-1.8%	-3.4%	¥1,185	¥1,142	¥1,190	4.2%	0.4%
	経理・財務・会計・英文経理	¥1,193	¥1,269	¥1,279	0.8%	7.3%	¥1,202	¥1,199	¥1,198	-0.1%	-0.3%	¥1,163	¥1,254	¥1,252	-0.2%	7.7%	¥1,239	¥1,267	¥1,276	0.7%	3.0%	¥1,247	¥1,219	¥1,227	0.7%	-1.6%
	秘書	---	¥1,200	¥1,200	0.0%	-	¥1,125	¥1,161	¥1,218	4.9%	8.3%	---	¥1,200	¥1,280	6.7%	-	¥1,200	¥1,263	¥1,250	-1.0%	4.2%	¥1,287	¥1,283	¥1,317	2.6%	2.4%
	受付	¥1,328	¥1,172	¥1,170	-0.2%	-11.9%	¥1,123	¥1,127	¥1,111	-1.4%	-1.0%	¥1,150	¥1,200	¥1,200	0.0%	4.3%	¥1,203	¥1,173	¥1,220	4.0%	1.4%	¥1,171	¥1,191	¥1,186	-0.4%	1.3%
	総務・人事・法務	¥1,175	¥1,221	¥1,233	1.0%	5.0%	¥1,219	¥1,174	¥1,189	1.2%	-2.5%	¥1,187	¥1,243	¥1,246	0.2%	4.9%	¥1,219	¥1,261	¥1,259	-0.2%	3.3%	¥1,204	¥1,222	¥1,222	-0.0%	1.5%
	広報・宣伝・IR	---	---	---	-	-	¥1,200	¥1,217	¥1,278	5.0%	6.5%	---	---	---	-	-	¥1,050	¥1,150	---	-	-	¥1,325	¥1,261	¥1,258	-0.2%	-5.0%
	企画・マーケティング	¥1,200	---	---	-	-	¥1,275	---	---	-	-	---	---	---	-	-	---	¥1,100	¥1,100	0.0%	-	¥1,250	¥1,325	¥1,290	-2.7%	3.2%
	貿易・国際事務	---	¥1,200	¥1,200	0.0%	-	---	¥1,358	¥1,375	1.2%	-	¥1,276	¥1,307	¥1,322	1.2%	3.6%	¥1,200	¥1,327	¥1,328	0.0%	10.6%	¥1,249	¥1,273	¥1,272	-0.0%	1.9%
	英文事務	---	---	---	-	-	¥1,294	¥1,380	¥1,294	-6.2%	-0.0%	¥1,281	¥1,356	¥1,371	1.2%	7.1%	¥1,277	¥1,391	¥1,371	-1.4%	7.4%	¥1,352	¥1,302	¥1,350	3.7%	-0.2%
	金融（銀行）事務	¥1,240	¥1,227	¥1,221	-0.5%	-1.5%	¥1,163	¥1,124	¥1,132	0.7%	-2.6%	¥1,133	¥1,215	¥1,209	-0.5%	6.6%	¥1,267	¥1,222	¥1,224	0.2%	-3.4%	¥1,173	¥1,232	¥1,216	-1.3%	3.7%
	金融（証券）事務	¥1,350	---	---	-	-	---	¥1,275	¥1,271	-0.3%	-	---	---	---	-	-	---	---	---	-	-	¥1,350	¥1,303	¥1,250	-4.1%	-7.4%
	金融（生保・損保）事務	¥1,203	¥1,195	¥1,223	2.3%	1.6%	¥1,307	¥1,269	¥1,269	-0.0%	-3.0%	¥1,375	¥1,251	¥1,276	2.0%	-7.2%	¥1,250	¥1,233	¥1,299	5.3%	3.9%	¥1,263	¥1,203	¥1,216	1.1%	-3.7%
	金融（その他）事務	---	---	¥1,200	-	-	---	---	---	-	-	¥1,100	---	¥1,300	-	18.2%	---	¥1,250	¥1,200	-4.0%	-	¥1,190	¥1,294	¥1,238	-4.4%	4.0%
	通訳・翻訳	---	¥1,200	¥1,200	0.0%	-	---	¥1,421	¥1,208	-15.0%	-	¥1,471	¥1,767	¥1,444	-18.2%	-1.8%	---	¥1,529	¥1,579	3.3%	-	¥1,200	¥1,339	¥1,269	-5.2%	5.7%
	OAオペレーター	¥1,374	¥1,150	---	-	-	¥1,225	¥1,285	¥1,303	1.4%	6.4%	¥1,050	---	¥1,133	-	7.9%	¥1,200	¥1,220	¥1,325	8.6%	10.4%	¥1,298	¥1,258	¥1,333	6.0%	2.8%
	データ入力	¥1,391	¥1,456	¥1,461	0.3%	5.0%	¥1,267	¥1,339	¥1,234	-7.8%	-2.6%	¥1,202	¥1,200	¥1,158	-3.5%	-3.7%	¥1,240	¥1,244	¥1,276	2.6%	2.9%	¥1,228	¥1,236	¥1,239	0.2%	0.9%
	事務的軽作業	¥1,322	¥1,100	¥1,100	0.0%	-16.8%	¥1,132	¥1,250	¥1,233	-1.3%	9.0%	---	¥1,223	¥1,250	2.2%	-	¥1,050	¥1,200	¥1,183	-1.4%	12.7%	¥1,147	¥1,186	¥1,229	3.6%	7.2%
	その他事務系	¥1,250	¥1,293	¥1,307	1.1%	4.6%	¥1,218	¥1,308	¥1,273	-2.7%	4.5%	¥1,343	¥1,283	¥1,270	-1.0%	-5.4%	¥1,200	¥1,188	¥1,243	4.7%	3.6%	¥1,303	¥1,257	¥1,260	0.3%	-3.3%
計		**¥1,258**	**¥1,258**	**¥1,256**	-0.1%	-0.1%	**¥1,198**	**¥1,207**	**¥1,203**	-0.4%	0.4%	**¥1,193**	**¥1,226**	**¥1,235**	0.7%	3.5%	**¥1,215**	**¥1,219**	**¥1,227**	0.6%	1.0%	**¥1,209**	**¥1,202**	**¥1,202**	0.1%	-0.6%
営業・販売・サービス系	営業・企画営業・ラウンダー	---	¥1,580	¥1,646	4.2%	-	---	¥1,405	¥1,384	-1.5%	-	---	---	---	-	-	¥1,425	¥1,408	¥1,405	-0.2%	-1.4%	¥1,395	¥1,388	¥1,394	0.5%	-0.0%
	営業アシスタント	---	---	---	-	-	¥1,100	¥1,200	¥1,200	0.0%	9.1%	---	---	---	-	-	---	---	---	-	-	¥1,280	¥1,300	¥1,300	0.0%	1.6%
	販売（アパレル系）	---	¥1,200	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,357	¥1,225	¥1,250	2.0%	-7.9%
	販売（家電・モバイル）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,700	---	---	-	-	¥1,274	¥1,231	¥1,230	-0.1%	-3.4%
	販売（その他）	---	---	---	-	-	---	¥1,300	¥1,387	6.7%	-	---	---	---	-	-	---	¥1,100	---	-	-	¥1,186	¥1,159	¥1,108	-4.4%	-6.5%
	デモンストレーター・MC	---	---	---	-	-	¥1,050	¥1,348	¥1,413	4.8%	34.5%	---	---	---	-	-	---	---	---	-	-	---	¥1,000	---	-	-
	窓口・ショールーム・カウンター受付	¥1,183	¥1,208	¥1,206	-0.1%	1.9%	¥1,087	¥1,153	¥1,251	8.4%	15.1%	---	---	---	-	-	¥1,250	¥1,187	¥1,189	0.2%	-4.9%	¥1,219	¥1,237	¥1,234	-0.2%	1.2%
	旅行関連	---	¥1,275	¥1,118	-12.3%	-	---	---	¥1,150	-	-	---	---	---	-	-	---	---	---	-	-	¥1,071	¥1,200	¥1,067	-11.1%	-0.4%
	テレマーケティング・テレフォンオペレーター	¥1,383	¥1,468	¥1,450	-1.2%	4.8%	¥1,261	¥1,274	¥1,266	-0.6%	0.4%	¥1,176	¥1,229	¥1,290	5.0%	9.7%	¥1,214	¥1,178	¥1,236	5.0%	1.8%	¥1,260	¥1,263	¥1,282	1.5%	1.7%
	スーパーバイザー	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,200	¥1,267	5.6%	-	¥1,347	¥1,397	¥1,427	2.1%	5.9%
	その他営業・販売・サービス系	¥1,527	¥1,300	¥1,300	0.0%	-14.9%	¥1,130	¥1,306	¥1,375	5.3%	21.7%	¥1,200	---	---	-	-	¥1,207	¥1,000	¥1,000	0.0%	-17.2%	¥1,195	¥1,335	¥1,347	0.9%	12.7%
計		**¥1,396**	**¥1,455**	**¥1,435**	-1.4%	2.8%	**¥1,233**	**¥1,279**	**¥1,280**	0.1%	3.9%	**¥1,184**	**¥1,229**	**¥1,290**	5.0%	8.9%	**¥1,301**	**¥1,222**	**¥1,257**	2.8%	-3.4%	**¥1,259**	**¥1,269**	**¥1,283**	1.1%	1.9%
クリエイティブ系	WEBデザイナー	---	¥1,250	¥1,250	0.0%	-	---	¥1,200	¥1,215	1.3%	-	---	---	---	-	-	¥1,183	¥1,325	¥1,300	-1.9%	9.9%	¥1,287	¥1,331	¥1,326	-0.4%	3.0%
	WEBディレクター	---	---	¥1,250	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,400	¥1,717	¥1,617	-5.8%	15.5%
	WEB制作・編集	---	¥1,500	¥1,450	-3.3%	-	---	¥1,324	¥1,339	1.1%	-	¥1,250	---	---	-	-	---	---	---	-	-	¥1,313	¥1,635	¥1,639	0.3%	24.9%
	編集・校正・制作	---	¥1,450	¥1,500	3.4%	-	---	¥1,150	¥1,150	0.0%	-	¥1,250	---	---	-	-	¥1,200	¥1,100	---	-	-	---	¥1,314	¥1,375	4.7%	-
	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）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,217	---	-	-	¥1,550	¥1,350	---	-	-
	ＤＴＰオペレーター	---	---	---	-	-	---	¥1,258	¥1,389	10.4%	-	---	---	---	-	-	¥1,256	¥1,268	---	-	-	¥1,404	¥1,337	¥1,300	-2.8%	-7.4%
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	¥1,400	-	-	¥1,630	¥1,189	¥1,355	14.0%	-16.9%
計		**---**	**¥1,462**	**¥1,381**	-5.6%	-	**---**	**¥1,290**	**¥1,323**	2.6%	-	**---**	**---**	**---**	-	-	**¥1,230**	**¥1,241**	**¥1,330**	7.2%	8.1%	**¥1,401**	**¥1,398**	**¥1,406**	0.6%	0.4%
IT系	ビジネスアプリケーション系SE	¥2,091	---	---	-	-	¥2,800	---	---	-	-	---	---	---	-	-	¥2,520	¥2,200	---	-	-	¥2,394	¥1,818	¥1,691	-7.0%	-29.4%
	制御系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥2,400	¥2,400	0.0%	-
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥2,400	---	---	-	-
	Web・スマホ系SE	¥1,600	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	社内SE	¥1,990	¥1,914	¥1,933	1.0%	-2.8%	¥1,300	---	---	-	-	---	---	---	-	-	¥1,250	---	---	-	-	¥1,825	¥1,419	¥1,379	-2.8%	-24.4%
	プログラマ	¥2,120	¥2,291	¥2,263	-1.2%	6.7%	---	¥2,846	¥2,636	-7.4%	-	---	---	---	-	-	---	---	---	-	-	¥1,882	¥2,355	¥2,233	-5.1%	18.7%
	ネットワークエンジニア	¥1,956	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,733	---	¥1,200	-	-30.8%
	テスト・評価	---	¥2,156	¥2,075	-3.7%	-	¥1,000	---	---	-	-	¥1,444	¥1,350	---	-	-	---	¥1,800	¥1,800	0.0%	-	---	¥1,424	¥1,415	-0.6%	-
	運用管理・保守	¥1,808	¥1,960	¥1,976	0.8%	9.3%	¥2,020	¥2,147	¥2,194	2.2%	8.6%	---	---	---	-	-	¥1,734	¥1,533	¥2,229	45.3%	28.6%	¥1,931	¥1,893	¥1,944	2.7%	0.7%
	ユーザーサポート・ヘルプデスク	¥1,395	¥1,480	¥1,484	0.3%	6.4%	¥1,411	¥1,356	¥1,311	-3.3%	-7.1%	---	---	---	-	-	¥1,648	¥1,443	¥1,381	-4.3%	-16.2%	¥1,467	¥1,630	¥1,553	-4.8%	5.8%
	インストラクター・講師・教師	---	---	---	-	-	---	¥1,450	¥1,450	0.0%	-	---	---	---	-	-	---	---	---	-	-	---	¥2,200	---	-	-
	その他 IT系	¥1,623	¥1,600	---	-	-	¥1,400	---	---	-	-	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-	¥1,760	¥1,700	¥1,623	-4.5%	-7.8%
計		**¥1,922**	**¥2,054**	**¥2,099**	2.2%	9.2%	**¥1,805**	**¥2,140**	**¥2,072**	-3.2%	14.8%	**¥1,444**	**¥1,350**	**#DIV/0!**	-	-	**¥1,807**	**¥1,504**	**¥1,749**	16.3%	-3.2%	**¥1,876**	**¥1,739**	**¥1,687**	-3.0%	-10.1%
技術系	ＣＡＤオペレーター	¥1,600	¥1,854	¥1,722	-7.1%	7.6%	¥1,862	¥1,974	¥1,971	-0.1%	5.9%	¥1,150	¥1,400	¥1,400	0.0%	21.7%	¥1,635	¥1,264	¥1,313	3.9%	-19.7%	¥1,624	¥1,639	¥1,677	2.3%	3.3%
	ＣＡＤ・設計	¥1,171	---	---	-	-	---	---	---	-	-	---	¥1,500	¥1,500	0.0%	-	---	---	---	-	-	¥1,300	---	¥1,467	-	12.8%
	ハード系設計	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他技術系	---	¥2,600	¥2,418	-7.0%	-	---	¥2,273	¥2,086	-8.2%	-	¥2,400	¥2,339	¥2,318	-0.9%	-3.4%	---	¥2,400	¥2,400	0.0%	-	¥1,589	¥2,017	¥2,108	4.5%	32.7%
計		**¥1,555**	**¥1,920**	**¥1,788**	-6.9%	15.0%	**¥1,862**	**¥2,005**	**¥1,992**	-0.6%	7.0%	**¥2,192**	**¥1,867**	**¥1,952**	4.6%	-10.9%	**¥1,635**	**¥1,672**	**¥1,759**	5.2%	7.6%	**¥1,618**	**¥1,671**	**¥1,703**	1.9%	5.2%
医療・介護系	医療事務	---	¥1,263	¥1,250	-1.0%	-	¥1,311	¥1,183	¥1,153	-2.5%	-12.0%	---	---	---	-	-	¥1,227	¥1,192	¥1,162	-2.6%	-5.3%	¥1,082	¥1,159	¥1,162	0.3%	7.4%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,130	¥1,105	¥1,108	0.3%	-1.9%	¥1,112	¥1,123	¥1,139	1.5%	2.5%	¥1,179	¥1,193	¥1,195	0.2%	1.4%	¥1,182	¥1,221	¥1,223	0.2%	3.5%	¥1,146	¥1,199	¥1,217	1.5%	6.2%
	看護師・准看護師	¥1,050	---	---	-	-	¥1,000	---	---	-	-	---	¥1,500	¥1,500	0.0%	-	¥1,573	¥1,730	¥1,667	-3.6%	6.0%	¥1,454	¥1,572	¥1,579	0.4%	8.5%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	その他医療・介護関連	¥1,000	¥1,000	¥1,000	0.0%	0.0%	---	---	¥1,100	-	-	¥1,250	---	---	-	-	¥1,263	¥1,176	¥1,233	4.9%	-2.4%	¥1,048	¥1,055	¥1,052	-0.2%	0.4%
計		**¥1,120**	**¥1,105**	**¥1,108**	0.3%	-1.1%	**¥1,112**	**¥1,124**	**¥1,139**	1.3%	2.4%	**¥1,179**	**¥1,221**	**¥1,226**	0.4%	4.0%	**¥1,203**	**¥1,243**	**¥1,244**	0.1%	3.5%	**¥1,167**	**¥1,210**	**¥1,229**	1.6%	5.4%
その他	製造業務	---	¥1,172	¥1,182	0.9%	-	¥1,131	¥1,278	¥1,302	1.9%	15.1%	¥1,290	¥1,328	¥1,358	2.2%	5.2%	¥1,129	¥1,307	¥1,330	1.8%	17.8%	¥1,146	¥1,237	¥1,289	4.2%	12.5%
	軽作業	¥1,100	¥1,100	¥1,140	3.6%	3.6%	¥1,157	¥1,189	¥1,199	0.8%	3.6%	¥1,155	¥1,206	¥1,233	2.2%	6.7%	¥1,166	¥1,243	¥1,258	1.2%	7.9%	¥1,075	¥1,169	¥1,197	2.4%	11.4%
	ドライバー	---	¥1,300	¥1,300	0.0%	-	---	---	---	-	-	---	---	---	-	-	---	¥1,150	---	-	-	¥1,175	---	---	-	-
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,257	---	---	-	-
	その他	---	¥1,000	¥1,000	0.0%	-	---	¥1,110	¥1,113	0.3%	-	¥1,250	¥1,200	¥1,200	0.0%	-4.0%	¥1,050	¥1,059	¥1,055	-0.4%	0.5%	¥942	¥1,164	¥1,141	-2.0%	21.1%
計		**¥1,100**	**¥1,162**	**¥1,159**	-0.3%	5.3%	**¥1,150**	**¥1,226**	**¥1,244**	1.5%	8.2%	**¥1,177**	**¥1,233**	**¥1,271**	3.0%	8.0%	**¥1,145**	**¥1,256**	**¥1,276**	1.6%	11.5%	**¥1,083**	**¥1,189**	**¥1,218**	2.5%	12.5%
総計		**¥1,340**	**¥1,341**	**¥1,340**	-0.1%	-0.0%	**¥1,199**	**¥1,242**	**¥1,236**	-0.5%	3.1%	**¥1,188**	**¥1,231**	**¥1,249**	1.5%	5.1%	**¥1,237**	**¥1,237**	**¥1,246**	0.7%	0.7%	**¥1,216**	**¥1,224**	**¥1,232**	0.7%	1.3%