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	
		22.10	23.9	23.10	前月比	前年同月比	22.10	23.9	23.10	前月比	前年同月比	22.10	23.9	23.10	前月比	前年同月比	22.10	23.9	23.10	前月比	前年同月比	22.10	23.9	23.10	前月比	前年同月比
オフィスワーク系	一般事務	¥1,221	¥1,256	¥1,248	-0.6%	2.2%	¥1,167	¥1,213	¥1,200	-1.0%	2.8%	¥1,197	¥1,209	¥1,223	1.1%	2.2%	¥1,191	¥1,224	¥1,220	-0.3%	2.4%	¥1,179	¥1,241	¥1,244	0.3%	5.6%
	営業事務	¥1,228	¥1,255	¥1,247	-0.6%	1.5%	¥1,224	¥1,250	¥1,242	-0.6%	1.5%	¥1,221	¥1,232	¥1,284	4.2%	5.1%	¥1,230	¥1,262	¥1,265	0.2%	2.9%	¥1,226	¥1,288	¥1,286	-0.1%	4.9%
	学校事務	---	¥1,225	¥1,250	2.0%	-	¥1,177	¥1,056	¥1,155	9.4%	-1.9%	¥1,146	¥1,169	¥1,122	-4.0%	-2.1%	¥1,122	¥1,165	¥1,151	-1.2%	2.6%	¥1,152	¥1,251	¥1,247	-0.3%	8.2%
	経理・財務・会計・英文経理	¥1,263	¥1,287	¥1,280	-0.6%	1.4%	¥1,196	¥1,247	¥1,264	1.4%	5.7%	¥1,233	¥1,297	¥1,300	0.2%	5.5%	¥1,262	¥1,305	¥1,310	0.3%	3.8%	¥1,216	¥1,287	¥1,320	2.6%	8.6%
	秘書	---	¥1,450	¥1,450	0.0%	-	¥1,148	¥1,275	¥1,273	-0.1%	10.9%	---	---	---	-	-	¥1,254	¥1,250	¥1,277	2.2%	1.8%	¥1,318	¥1,268	¥1,295	2.1%	-1.7%
	受付	¥1,155	¥1,236	¥1,206	-2.5%	4.4%	¥1,156	¥1,164	¥1,279	9.8%	10.6%	¥1,200	¥1,218	¥1,275	4.7%	6.3%	¥1,247	¥1,232	¥1,209	-1.9%	-3.0%	¥1,219	¥1,202	¥1,234	2.6%	1.2%
	総務・人事・法務	¥1,230	¥1,264	¥1,262	-0.1%	2.7%	¥1,172	¥1,228	¥1,215	-1.1%	3.6%	¥1,193	¥1,170	¥1,213	3.7%	1.7%	¥1,273	¥1,260	¥1,251	-0.7%	-1.7%	¥1,216	¥1,268	¥1,259	-0.7%	3.5%
	広報・宣伝・IR	---	¥1,500	¥1,500	0.0%	-	¥1,225	¥1,100	¥1,100	0.0%	-10.2%	---	¥1,100	¥1,100	0.0%	-	¥1,275	¥1,200	¥1,200	0.0%	-5.9%	¥1,247	¥1,277	¥1,281	0.3%	2.7%
	企画・マーケティング	---	¥1,375	¥1,282	-6.8%	-	¥1,600	¥1,167	---	-	-	---	¥1,188	¥1,144	-3.7%	-	---	¥1,300	¥1,300	0.0%	-	¥1,335	¥1,356	¥1,372	1.2%	2.8%
	貿易・国際事務	---	¥1,350	¥1,350	0.0%	-	¥1,373	---	---	-	-	¥1,379	¥1,313	¥1,303	-0.8%	-5.6%	¥1,368	¥1,277	¥1,344	5.2%	-1.8%	¥1,246	¥1,346	¥1,348	0.2%	8.2%
	英文事務	---	¥1,190	¥1,450	21.8%	-	¥1,492	¥1,580	¥1,650	4.4%	10.6%	¥1,296	¥1,375	¥1,377	0.2%	6.2%	¥1,300	¥1,283	¥1,285	0.1%	-1.2%	¥1,334	¥1,317	¥1,304	-0.9%	-2.2%
	金融（銀行）事務	¥1,316	¥1,300	¥1,450	11.5%	10.2%	¥1,266	¥1,183	¥1,202	1.6%	-5.0%	¥1,184	¥1,212	¥1,206	-0.5%	1.8%	¥1,241	¥1,231	¥1,232	0.1%	-0.7%	¥1,184	¥1,248	¥1,311	5.0%	10.8%
	金融（証券）事務	¥1,100	---	---	-	-	¥1,280	¥1,200	¥1,200	0.0%	-6.3%	---	---	---	-	-	---	¥1,400	¥1,350	-3.6%	-	¥1,278	¥1,300	¥1,300	0.0%	1.7%
	金融（生保・損保）事務	¥1,188	¥1,228	¥1,196	-2.6%	0.7%	¥1,261	¥1,231	¥1,235	0.3%	-2.0%	¥1,235	¥1,248	¥1,272	1.9%	3.0%	¥1,250	¥1,235	¥1,228	-0.6%	-1.7%	¥1,204	¥1,242	¥1,255	1.0%	4.2%
	金融（その他）事務	---	¥1,270	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,233	¥1,150	¥1,240	7.8%	0.5%	¥1,296	¥1,211	¥1,250	3.2%	-3.5%
	通訳・翻訳	¥2,200	---	---	-	-	¥1,650	¥1,813	¥1,850	2.1%	12.1%	¥1,300	¥1,500	¥1,250	-16.7%	-3.8%	¥1,429	¥1,600	¥1,533	-4.2%	7.3%	¥1,392	¥1,444	¥1,666	15.4%	19.7%
	OAオペレーター	¥1,200	¥1,900	---	-	-	¥1,577	¥1,220	¥1,255	2.8%	-20.4%	¥1,166	¥1,261	¥1,260	-0.1%	8.1%	¥1,222	¥1,400	¥1,436	2.6%	17.5%	¥1,265	¥1,323	¥1,299	-1.8%	2.7%
	データ入力	¥1,443	¥1,475	¥1,485	0.7%	2.9%	¥1,309	¥1,211	¥1,248	3.0%	-4.6%	¥1,200	¥1,100	¥1,128	2.5%	-6.0%	¥1,158	¥1,223	¥1,200	-1.9%	3.6%	¥1,245	¥1,288	¥1,304	1.2%	4.7%
	事務的軽作業	¥1,300	¥1,550	¥1,700	9.7%	30.8%	¥1,320	¥1,323	¥1,330	0.5%	0.8%	¥1,206	¥1,191	¥1,200	0.8%	-0.5%	¥1,200	¥1,150	¥1,000	-13.0%	-16.7%	¥1,152	¥1,238	¥1,222	-1.3%	6.1%
	その他事務系	¥1,276	¥1,104	¥1,248	13.0%	-2.2%	¥1,327	¥1,239	¥1,269	2.4%	-4.4%	¥1,283	¥1,257	¥1,254	-0.2%	-2.3%	¥1,209	¥1,245	¥1,288	3.4%	6.5%	¥1,221	¥1,262	¥1,275	1.1%	4.4%
計		**¥1,251**	**¥1,294**	**¥1,307**	1.0%	4.5%	**¥1,201**	**¥1,226**	**¥1,229**	0.2%	2.3%	**¥1,210**	**¥1,219**	**¥1,242**	1.9%	2.6%	**¥1,213**	**¥1,241**	**¥1,238**	-0.3%	2.1%	**¥1,199**	**¥1,260**	**¥1,268**	0.7%	5.7%
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,338	---	¥1,280	-	-4.3%	¥1,452	¥1,373	¥1,334	-2.9%	-8.2%	---	¥1,347	¥1,326	-1.6%	-	¥1,468	¥1,501	¥1,561	4.0%	6.3%	¥1,443	¥1,401	¥1,415	1.0%	-1.9%
	営業アシスタント	---	¥2,000	---	-	-	---	¥1,250	---	-	-	¥1,250	---	---	-	-	¥1,300	---	---	-	-	¥1,300	¥1,407	¥1,329	-5.6%	2.2%
	販売（アパレル系）	¥1,200	¥1,450	¥1,420	-2.1%	18.3%	---	---	¥1,150	-	-	---	---	---	-	-	---	¥1,297	¥1,292	-0.4%	-	¥1,254	¥1,302	¥1,319	1.3%	5.2%
	販売（家電・モバイル）	---	¥1,300	¥1,310	0.7%	-	---	---	---	-	-	---	---	---	-	-	---	¥1,257	¥1,309	4.1%	-	¥1,219	¥1,248	¥1,290	3.3%	5.9%
	販売（その他）	---	---	¥1,164	-	-	---	---	¥1,100	-	-	---	---	---	-	-	¥1,100	¥1,102	¥1,250	13.4%	13.6%	¥1,127	¥1,131	¥1,132	0.1%	0.5%
	デモンストレーター・MC	---	---	---	-	-	¥1,346	---	---	-	-	---	---	---	-	-	¥1,300	---	---	-	-	---	---	---	-	-
	窓口・ショールーム・カウンター受付	¥1,211	¥1,292	¥1,329	2.8%	9.8%	¥1,167	¥1,100	¥1,110	0.9%	-4.9%	---	¥1,050	¥1,238	17.9%	-	¥1,230	¥1,279	¥1,210	-5.4%	-1.7%	¥1,210	¥1,290	¥1,258	-2.4%	4.0%
	旅行関連	¥1,250	¥1,050	---	-	-	---	¥1,179	¥1,300	10.3%	-	---	¥1,371	¥1,367	-0.3%	-	---	¥1,481	¥1,432	-3.3%	-	¥1,250	¥1,033	¥1,400	35.6%	12.0%
	テレマーケティング・テレフォンオペレーター	¥1,473	¥1,391	¥1,393	0.1%	-5.4%	¥1,281	¥1,258	¥1,273	1.2%	-0.6%	¥1,153	¥1,204	¥1,194	-0.9%	3.5%	¥1,226	¥1,239	¥1,246	0.6%	1.6%	¥1,266	¥1,319	¥1,326	0.5%	4.7%
	スーパーバイザー	---	¥1,550	¥1,513	-2.4%	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,389	¥1,521	¥1,535	0.9%	10.6%
	その他営業・販売・サービス系	¥1,300	¥1,283	¥1,263	-1.5%	-2.8%	¥1,296	¥1,307	¥1,333	1.9%	2.8%	---	¥1,400	¥1,356	-3.2%	-	---	¥1,208	¥1,236	2.4%	-	¥1,275	¥1,190	¥1,262	6.0%	-1.0%
計		**¥1,465**	**¥1,375**	**¥1,385**	0.8%	-5.4%	**¥1,279**	**¥1,271**	**¥1,280**	0.7%	0.1%	**¥1,156**	**¥1,280**	**¥1,282**	0.1%	10.9%	**¥1,267**	**¥1,323**	**¥1,319**	-0.3%	4.1%	**¥1,270**	**¥1,312**	**¥1,319**	0.5%	3.9%
クリエイティブ系	WEBデザイナー	---	¥1,162	---	-	-	¥1,200	¥1,057	---	-	-	---	---	---	-	-	¥1,350	¥1,350	---	-	-	¥1,357	¥1,469	¥1,337	-9.0%	-1.5%
	WEBディレクター	---	¥1,300	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥1,564	¥1,327	¥1,411	6.3%	-9.8%
	WEB制作・編集	¥1,550	¥1,204	¥1,250	3.8%	-19.4%	¥1,297	---	---	-	-	---	¥1,250	---	-	-	---	---	---	-	-	¥1,586	¥1,282	¥1,360	6.1%	-14.2%
	編集・校正・制作	¥1,475	¥1,107	---	-	-	¥1,117	¥1,000	---	-	-	---	---	---	-	-	¥1,164	¥1,300	---	-	-	¥1,266	¥1,280	¥1,301	1.6%	2.8%
	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）	---	---	---	-	-	¥1,250	---	---	-	-	---	---	---	-	-	¥1,200	---	---	-	-	¥1,350	---	---	-	-
	ＤＴＰオペレーター	---	---	---	-	-	¥1,250	¥1,350	¥1,350	0.0%	8.0%	---	---	---	-	-	¥1,263	¥1,133	¥1,131	-0.2%	-10.4%	¥1,279	¥1,346	¥1,372	1.9%	7.3%
	その他クリエイティブ職	---	¥1,180	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	---	-	-	¥1,140	¥1,128	¥1,255	11.3%	10.1%
計		**¥1,510**	**¥1,184**	**¥1,250**	5.6%	-17.2%	**¥1,258**	**¥1,090**	**¥1,350**	23.8%	7.3%	**---**	**¥1,250**	**---**	-	-	**¥1,235**	**¥1,244**	**¥1,131**	-9.0%	-8.4%	**¥1,375**	**¥1,322**	**¥1,342**	1.5%	-2.4%
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	---	---	---	-	-	---	¥2,200	---	-	-	¥2,200	---	---	-	-	¥1,913	¥2,353	¥2,240	-4.8%	17.1%
	制御系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥2,400	¥1,950	¥1,700	-12.8%	-29.2%
	データベース系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,900	¥2,057	8.3%	-
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥2,356	¥2,429	3.1%	-
	社内SE	¥1,850	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,490	¥1,500	0.7%	-	¥1,617	¥2,190	¥2,191	0.0%	35.5%
	プログラマ	¥2,309	¥2,614	¥2,734	4.6%	18.4%	¥3,000	¥2,739	¥2,683	-2.0%	-10.6%	---	¥2,000	---	-	-	---	¥2,717	¥2,652	-2.4%	-	¥2,200	¥2,327	¥2,346	0.8%	6.6%
	ネットワークエンジニア	---	¥3,000	¥3,000	0.0%	-	---	¥3,000	¥3,000	0.0%	-	---	---	---	-	-	---	¥3,000	¥1,600	-46.7%	-	---	¥2,250	¥2,188	-2.8%	-
	テスト・評価	¥2,092	---	---	-	-	---	---	---	-	-	¥1,350	---	---	-	-	---	¥1,263	---	-	-	¥1,567	¥1,857	¥1,636	-11.9%	4.4%
	運用管理・保守	¥1,916	---	---	-	-	¥2,133	---	---	-	-	---	---	---	-	-	---	¥2,967	¥2,911	-1.9%	-	¥1,934	¥2,056	¥1,978	-3.8%	2.3%
	ユーザーサポート・ヘルプデスク	¥1,438	¥1,681	¥1,626	-3.3%	13.1%	¥1,498	¥1,088	¥1,300	19.5%	-13.2%	---	---	¥1,379	-	-	¥1,466	¥1,313	¥1,420	8.2%	-3.1%	¥1,614	¥1,593	¥1,534	-3.7%	-5.0%
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	¥2,200	---	---	-	-
	その他 IT系	¥1,200	---	¥1,600	-	33.3%	---	¥1,357	¥1,317	-3.0%	-	---	¥1,250	¥1,250	0.0%	-	¥1,300	¥1,625	¥1,200	-26.2%	-7.7%	¥1,700	¥1,719	¥1,753	1.9%	3.1%
計		**¥2,024**	**¥2,463**	**¥2,376**	-3.5%	17.4%	**¥2,093**	**¥2,228**	**¥2,393**	7.4%	14.4%	**¥1,350**	**¥1,950**	**¥1,350**	-30.8%	0.0%	**¥1,534**	**¥2,371**	**¥2,476**	4.4%	61.4%	**¥1,743**	**¥2,057**	**¥2,021**	-1.8%	15.9%
技術系	ＣＡＤオペレーター	¥1,912	---	---	-	-	¥1,997	¥1,250	---	-	-	¥1,400	¥1,233	¥1,200	-2.7%	-14.3%	¥1,293	¥1,454	¥1,470	1.1%	13.8%	¥1,762	¥1,786	¥1,931	8.1%	9.6%
	ＣＡＤ・設計	---	---	---	-	-	---	---	---	-	-	¥1,500	¥1,500	¥1,700	13.3%	13.3%	---	¥2,720	¥2,087	-23.3%	-	---	¥1,665	¥1,729	3.8%	-
	ハード系設計	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥2,400	¥2,400	0.0%	-
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	¥1,350	-	-	---	¥1,613	¥1,650	2.3%	-	---	¥1,100	¥1,500	36.4%	-
	その他技術系	¥2,600	¥2,400	¥2,400	0.0%	-7.7%	¥2,200	¥2,286	¥2,030	-11.2%	-7.7%	¥2,333	¥2,400	¥2,400	0.0%	2.9%	¥2,400	¥1,777	¥1,820	2.4%	-24.2%	¥1,919	¥1,857	¥1,760	-5.2%	-8.3%
計		**¥1,998**	**¥2,400**	**¥2,400**	0.0%	20.1%	**¥2,014**	**¥1,975**	**¥2,030**	2.8%	0.8%	**¥1,883**	**¥1,667**	**¥1,672**	0.3%	-11.2%	**¥1,729**	**¥1,710**	**¥1,667**	-2.6%	-3.6%	**¥1,780**	**¥1,798**	**¥1,893**	5.3%	6.3%
医療・介護系	医療事務	¥1,279	¥1,300	¥1,350	3.8%	5.6%	¥1,216	¥1,194	¥1,200	0.5%	-1.3%	---	¥1,163	¥1,150	-1.1%	-	¥1,145	¥1,169	¥1,178	0.8%	2.9%	¥1,184	¥1,172	¥1,161	-1.0%	-2.0%
	治験関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-
	介護関連	¥1,089	¥1,209	¥1,213	0.4%	11.4%	¥1,116	¥1,142	¥1,158	1.4%	3.8%	¥1,200	¥1,182	¥1,181	-0.1%	-1.6%	¥1,226	¥1,265	¥1,265	-0.0%	3.1%	¥1,194	¥1,265	¥1,268	0.3%	6.3%
	看護師・准看護師	---	---	---	-	-	¥1,150	---	---	-	-	¥1,500	¥1,500	¥1,500	0.0%	0.0%	¥1,710	¥1,748	¥1,768	1.1%	3.4%	¥1,552	¥1,448	¥1,454	0.4%	-6.3%
	研究開発関連	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,150	¥1,150	0.0%	-
	その他医療・介護関連	¥1,000	¥1,100	¥1,142	3.8%	14.2%	¥1,400	---	---	-	-	---	¥1,050	¥1,050	0.0%	-	¥1,157	¥1,315	¥1,287	-2.1%	11.3%	¥1,051	¥1,349	¥1,333	-1.2%	26.9%
計		**¥1,090**	**¥1,207**	**¥1,213**	0.4%	11.3%	**¥1,118**	**¥1,144**	**¥1,159**	1.3%	3.6%	**¥1,218**	**¥1,243**	**¥1,248**	0.3%	2.4%	**¥1,242**	**¥1,317**	**¥1,323**	0.5%	6.6%	**¥1,206**	**¥1,281**	**¥1,284**	0.3%	6.5%
その他	製造業務	¥1,075	¥1,040	¥1,103	6.0%	2.6%	¥1,237	¥1,343	¥1,359	1.2%	9.8%	¥1,319	¥1,368	¥1,359	-0.7%	3.0%	¥1,273	¥1,365	¥1,381	1.2%	8.5%	¥1,194	¥1,287	¥1,306	1.5%	9.4%
	軽作業	---	---	¥1,225	-	-	¥1,174	¥1,221	¥1,208	-1.1%	2.9%	¥1,198	¥1,202	¥1,275	6.0%	6.4%	¥1,233	¥1,215	¥1,303	7.3%	5.7%	¥1,138	¥1,115	¥1,124	0.8%	-1.2%
	ドライバー	¥1,300	---	---	-	-	---	---	---	-	-	---	¥1,550	---	-	-	¥1,150	---	---	-	-	---	¥1,250	¥1,250	0.0%	-
	インストラクター・講師・教師	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	¥1,300	0.0%	-
	その他	¥1,000	¥1,300	¥1,300	0.0%	30.0%	¥1,104	¥1,200	---	-	-	¥1,200	¥1,233	¥1,283	4.1%	6.9%	¥1,042	¥1,266	¥1,245	-1.7%	19.5%	¥1,169	¥1,344	¥1,419	5.6%	21.3%
計		**¥1,072**	**¥1,141**	**¥1,113**	-2.5%	3.8%	**¥1,201**	**¥1,299**	**¥1,305**	0.5%	8.7%	**¥1,228**	**¥1,290**	**¥1,333**	3.3%	8.5%	**¥1,232**	**¥1,295**	**¥1,347**	4.0%	9.3%	**¥1,158**	**¥1,202**	**¥1,224**	1.8%	5.7%
総計		**¥1,339**	**¥1,322**	**¥1,338**	**1.2%**	**-0.1%**	**¥1,218**	**¥1,257**	**¥1,256**	**-0.1%**	**3.1%**	**¥1,221**	**¥1,246**	**¥1,281**	**2.8%**	**4.9%**	**¥1,232**	**¥1,313**	**¥1,313**	**-0.0%**	**6.5%**	**¥1,219**	**¥1,295**	**¥1,297**	**0.2%**	**6.4%**