

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			
		22.12	23.11	23.12	前月比	前年同月比	22.12	23.11	23.12	前月比	前年同月比	22.12	23.11	23.12	前月比	前年同月比	22.12	23.11	23.12	前月比	前年同月比	22.12	23.11	23.12	前月比	前年同月比	22.12	23.11	23.12	前月比	前年同月比	
オフィスワーカ系	一般事務	¥1,222	¥1,266	¥1,273	0.5%	4.2%	¥1,186	¥1,206	¥1,226	1.6%	3.3%	¥1,217	¥1,225	¥1,229	0.4%	1.0%	¥1,195	¥1,231	¥1,228	-0.3%	2.8%	¥1,179	¥1,240	¥1,248	0.6%	5.8%	¥1,222	¥1,266	¥1,273	0.5%	4.2%	
	営業事務	¥1,243	¥1,255	¥1,259	0.3%	1.3%	¥1,226	¥1,239	¥1,243	0.3%	1.3%	¥1,246	¥1,269	¥1,260	-0.7%	1.1%	¥1,266	¥1,254	¥1,252	-0.1%	-1.1%	¥1,235	¥1,290	¥1,293	0.2%	4.7%	¥1,243	¥1,266	¥1,259	0.3%	1.3%	
	学校事務	¥1,150	¥1,175	¥1,188	1.1%	3.3%	¥1,193	¥1,183	¥1,197	1.1%	0.3%	¥1,229	¥1,130	¥1,125	-0.4%	-8.4%	¥1,093	¥1,160	¥1,172	1.0%	7.2%	¥1,190	¥1,244	¥1,254	0.9%	5.4%	¥1,150	¥1,175	¥1,188	1.1%	3.3%	
	経理・財務・会計・英文経理	¥1,279	¥1,287	¥1,320	2.6%	3.2%	¥1,198	¥1,241	¥1,265	2.0%	5.6%	¥1,252	¥1,290	¥1,322	2.5%	5.6%	¥1,276	¥1,340	¥1,330	-0.7%	4.3%	¥1,227	¥1,301	¥1,306	0.4%	6.5%	¥1,279	¥1,287	¥1,320	2.6%	3.2%	
	秘書	¥1,200	---	---	-	-	¥1,218	¥1,220	¥1,286	5.4%	5.5%	¥1,280	¥1,400	---	-	-	¥1,250	¥1,266	¥1,267	0.1%	1.3%	¥1,317	¥1,299	¥1,292	-0.5%	-1.9%	¥1,200	---	---	-	-	
	受付	¥1,170	¥1,232	¥1,246	1.1%	6.6%	¥1,111	¥1,259	¥1,267	0.6%	14.0%	¥1,200	¥1,275	¥1,247	-2.2%	3.9%	¥1,220	¥1,220	¥1,204	2.6%	-1.3%	¥1,186	¥1,233	¥1,235	0.1%	4.1%	¥1,170	---	---	-	-	
	総務・人事・法務	¥1,233	¥1,269	¥1,253	-1.3%	1.6%	¥1,189	¥1,246	¥1,289	3.5%	8.4%	¥1,246	¥1,250	¥1,260	0.7%	1.1%	¥1,259	¥1,235	¥1,249	1.2%	-0.8%	¥1,222	¥1,269	¥1,287	5.4%	5.4%	¥1,233	---	---	-	-	
	広報・宣伝・IR	---	¥1,404	¥1,439	2.4%	-	¥1,278	¥1,100	¥1,250	13.6%	-2.2%	---	---	---	-	-	---	¥1,200	¥1,200	0.0%	-	---	¥1,258	¥1,204	¥1,238	2.8%	-1.7%	---	---	---	-	-
	企画・マーケティング	---	¥1,250	¥1,258	0.7%	-	---	---	---	-	---	---	---	---	-	---	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-	
	貿易・国際事務	¥1,200	---	---	-	-	¥1,375	¥1,400	¥1,400	0.0%	1.8%	¥1,322	¥1,331	¥1,285	-3.5%	-2.8%	¥1,328	¥1,304	¥1,305	0.1%	-1.7%	¥1,272	¥1,361	¥1,362	0.1%	7.1%	---	---	---	-	-	
	英文事務	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	会賛(銀行)事務	¥1,221	¥1,250	¥1,231	-1.5%	0.8%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	金融(証券)事務	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	金融(生保・損保)事務	¥1,223	¥1,166	¥1,184	1.6%	-3.2%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	金融(その他の)事務	¥1,200	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	通訳・翻訳	¥1,200	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	OAペーパーライター	---	¥1,250	¥1,325	6.0%	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	データ入力	¥1,461	¥1,534	¥1,525	-0.6%	4.4%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	事務的経営	¥1,100	¥1,517	¥1,521	0.3%	38.3%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	その他の事務系	¥1,307	¥1,233	¥1,329	7.8%	1.7%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
計		¥1,256	¥1,325	¥1,342	1.3%	6.8%	¥1,203	¥1,226	¥1,245	1.6%	3.5%	¥1,235	¥1,246	¥1,250	0.4%	1.3%	¥1,227	¥1,244	¥1,246	0.2%	1.6%	¥1,202	¥1,265	¥1,272	0.5%	5.8%	---	---	---	-	-	
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,646	¥1,300	¥1,300	0.0%	-21.0%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	営業・アシスタント	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	販売(アルフレール)	---	¥1,426	¥1,371	-3.9%	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	販売(家庭・モバイル)	---	¥1,348	¥1,388	3.0%	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	販売(その他)	---	¥1,196	¥1,256	5.0%	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	デモンストレーター・MC	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	窓口・ショールーム・カウンター受付	¥1,206	¥1,246	¥1,300	4.4%	7.8%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	旅行関連	¥1,118	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	テレマーケティング・テレフォンオペレーター	¥1,450	¥1,407	¥1,444	2.7%	-0.4%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	スーパーバイザー	---	¥1,517	¥1,613	6.3%	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	その他の営業・販売・サービス系	¥1,300	¥1,296	¥1,292	-0.3%	-0.6%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
計		¥1,435	¥1,394	¥1,432	2.7%	-0.2%	¥1,280	¥1,295	¥1,286	-0.7%	0.4%	¥1,290	¥1,297	¥1,306	0.7%	1.2%	¥1,257	¥1,301	¥1,325	1.8%	5.4%	¥1,283	¥1,316	¥1,329	1.0%	3.6%	---	---	---	-	-	
クリエイティブ系	WEBデザイナー	¥1,250	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	WEBディレクター	¥1,250	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	WEB制作・編集	¥1,450	¥1,250	¥1,250	0.0%	-13.8%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	編集・校正・制作	¥1,500	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	デザイナー(ファッション・アクセサリー)・パッケージ	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	デザイナー(住宅・インテリア)	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	DTPオペレーター	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
IT系	ビジネスアプリケーションSE	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	制御系SE	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	データベース系SE	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	Web・スマホ系SE	---	---	---	-	-	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	社内SE	¥1,933	---	¥1,400	-	-27.6%	---	---	---	-	---	---	---	---	-	---	---	---	-	---	---	---	---	---	---	---	---	---	-	-		
	プログラマ	¥2,263	¥2,611	¥2,692	3.1%	19.0%	---	---	---	-	---	---	---	---	-																	