

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		前月比	前年同月比	増減率	平均時給		前月比	前年同月比	増減率	平均時給		前月比	前年同月比	増減率	平均時給		前月比	前年同月比	増減率	平均時給		前月比	前年同月比	増減率	
		23.12	24.11				24.12	23.12				24.11	24.12				23.12	24.11				24.12	23.12				24.11
オフィスワーク系	一般事務	¥1,273	¥1,318	¥1,311	-0.6%	3.0%	¥1,226	¥1,228	¥1,231	0.3%	0.5%	¥1,229	¥1,242	¥1,233	-0.7%	0.3%	¥1,228	¥1,281	¥1,288	0.6%	4.9%	¥1,248	¥1,270	¥1,262	-0.6%	1.2%	
	営業事務	¥1,259	¥1,324	¥1,324	0.0%	5.1%	¥1,243	¥1,228	¥1,262	2.8%	1.6%	¥1,260	¥1,260	¥1,286	2.0%	2.0%	¥1,252	¥1,330	¥1,323	-0.5%	5.7%	¥1,293	¥1,302	¥1,306	0.4%	1.1%	
	学校事務	¥1,188	¥1,388	¥1,389	0.1%	16.9%	¥1,197	¥1,327	¥1,337	0.8%	11.7%	¥1,125	¥1,050	¥1,050	0.0%	-6.7%	¥1,172	¥1,287	¥1,267	-1.6%	8.1%	¥1,254	¥1,193	¥1,235	3.5%	-1.6%	
	経理・財務・会計・英文経理	¥1,320	¥1,420	¥1,421	0.1%	7.6%	¥1,265	¥1,408	¥1,289	-8.4%	1.9%	¥1,322	¥1,315	¥1,300	-1.2%	-1.7%	¥1,330	¥1,389	¥1,381	-0.6%	3.8%	¥1,306	¥1,322	¥1,315	-0.6%	0.7%	
	秘書	---	¥1,217	¥1,221	0.3%	-	¥1,286	¥1,450	¥1,250	-13.8%	-2.8%	---	¥1,350	¥1,350	0.0%	-	¥1,267	¥1,345	¥1,288	-4.3%	1.6%	¥1,292	¥1,442	¥1,395	-3.2%	8.0%	
	受付	¥1,246	¥1,400	¥1,310	-6.4%	5.1%	¥1,267	¥1,399	¥1,268	-9.3%	0.1%	¥1,247	¥1,212	¥1,234	1.9%	-1.0%	¥1,204	¥1,244	¥1,266	1.8%	5.1%	¥1,235	¥1,254	¥1,292	3.0%	4.6%	
	総務・人事・法務	¥1,253	¥1,371	¥1,343	-2.0%	7.2%	¥1,289	¥1,287	¥1,250	-2.9%	-3.0%	¥1,260	¥1,310	¥1,267	-3.3%	0.6%	¥1,249	¥1,332	¥1,319	-1.0%	5.6%	¥1,287	¥1,298	¥1,292	-0.5%	0.3%	
	広報・宣伝・IR	¥1,439	---	---	-	-	¥1,250	---	¥1,200	-	-4.0%	---	¥1,200	¥1,200	0.0%	-	¥1,200	¥1,406	¥1,350	-4.0%	12.5%	¥1,238	¥1,658	¥1,314	-20.8%	6.1%	
	企画・マーケティング	¥1,258	---	---	-	-	---	---	¥1,200	-	-	¥1,200	¥1,268	¥1,317	3.9%	9.7%	¥1,300	---	¥1,433	-	10.3%	¥1,323	¥1,250	¥1,300	4.0%	-1.7%	
	経理・総務事務	---	---	¥1,400	-	-	¥1,400	---	¥1,179	-	-15.8%	¥1,285	¥1,310	¥1,401	7.0%	9.0%	¥1,305	¥1,340	¥1,400	4.5%	7.3%	¥1,362	¥1,404	¥1,372	-2.3%	0.7%	
	英文事務	---	¥1,200	¥1,360	13.3%	-	¥1,314	¥1,339	¥1,403	4.7%	6.7%	¥1,408	¥1,400	¥1,486	6.1%	5.6%	¥1,342	¥1,544	¥1,612	4.4%	20.1%	¥1,500	¥1,474	¥1,462	-0.8%	-2.5%	
	金融（銀行）事務	¥1,231	¥1,197	¥1,239	3.5%	0.6%	¥1,271	¥1,155	¥1,262	9.3%	-0.7%	¥1,244	¥1,250	¥1,321	5.7%	6.2%	¥1,231	¥1,219	¥1,300	6.6%	5.6%	¥1,289	¥1,220	¥1,225	0.4%	-5.0%	
	金融（証券）事務	---	---	¥1,450	-	-	---	¥1,283	¥1,292	0.7%	-	---	---	---	---	-	¥1,250	---	---	-	-	---	---	---	---	-	
	金融（生命・損保）事務	¥1,184	¥1,299	¥1,299	0.0%	9.8%	¥1,251	¥1,364	¥1,328	-2.7%	6.1%	¥1,295	¥1,258	¥1,254	-0.3%	-3.2%	¥1,279	¥1,310	¥1,274	-2.8%	-0.4%	¥1,233	¥1,261	¥1,275	1.1%	3.4%	
	金融（その他）事務	---	---	---	-	-	---	¥1,200	¥1,638	36.5%	-	¥1,250	---	---	-	-	¥1,150	¥1,300	¥1,300	0.0%	13.0%	¥1,396	¥1,270	¥1,342	5.6%	-3.9%	
	翻訳・翻訳	---	¥1,400	¥1,300	-7.1%	-	---	---	---	-	-	¥1,400	¥1,600	¥1,329	-16.9%	-5.0%	¥1,400	¥1,768	¥1,633	-7.6%	16.7%	¥1,535	¥1,557	¥1,559	-12.7%	-11.5%	
	OAオペレーター	¥1,325	¥1,450	¥1,418	-2.2%	7.0%	¥1,275	¥1,275	¥1,300	2.0%	2.0%	¥1,290	---	---	-	-	¥1,322	¥1,377	¥1,411	2.5%	6.7%	¥1,336	¥1,332	¥1,541	15.7%	15.3%	
	データ入力	¥1,525	¥1,564	¥1,533	-2.0%	0.5%	¥1,244	¥1,265	¥1,284	1.5%	3.2%	¥1,228	¥1,150	¥1,142	-0.7%	-6.9%	¥1,203	¥1,264	¥1,260	-0.3%	4.8%	¥1,295	¥1,378	¥1,388	0.7%	7.2%	
	事務的軽作業	¥1,521	¥1,485	¥1,419	-4.5%	-6.7%	---	¥1,300	¥1,300	0.0%	-	¥1,200	¥1,206	¥1,213	0.5%	1.0%	¥1,095	¥1,262	¥1,225	-2.9%	11.9%	¥1,396	¥1,314	¥1,414	7.6%	1.3%	
	その他事務系	¥1,329	¥1,633	¥1,591	-2.6%	19.7%	¥1,270	¥1,462	¥1,369	-6.4%	7.8%	¥1,263	¥1,167	¥1,195	2.4%	-5.3%	¥1,361	¥1,287	¥1,330	3.3%	2.3%	¥1,320	¥1,442	¥1,411	-2.1%	6.9%	
計		¥1,342	¥1,379	¥1,370	-0.7%	2.1%	¥1,245	¥1,268	¥1,260	-0.6%	1.2%	¥1,250	¥1,248	¥1,248	0.0%	-0.1%	¥1,246	¥1,308	¥1,310	0.2%	5.1%	¥1,272	¥1,298	¥1,294	-0.3%	1.8%	
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,300	¥1,782	¥1,685	-5.4%	29.6%	¥1,389	¥1,457	¥1,537	5.5%	10.7%	¥1,333	¥1,444	¥1,497	3.7%	12.3%	¥1,465	¥1,568	¥1,544	-1.6%	5.4%	¥1,436	¥1,486	¥1,506	1.4%	4.9%	
	営業アシスタント	---	---	---	-	-	---	¥1,600	¥1,600	0.0%	-	---	¥1,390	¥1,282	-7.7%	-	---	¥1,200	¥1,042	-13.2%	-	-	¥1,317	¥1,428	¥1,397	-2.2%	6.1%
	販売（アパレル系）	¥1,371	¥1,600	¥1,492	-6.8%	8.8%	¥1,150	---	---	-	-	---	---	---	-	-	¥1,259	¥1,333	¥1,343	0.7%	6.6%	¥1,309	¥1,420	¥1,450	2.1%	10.8%	
	販売（家電・モバイル）	¥1,388	---	---	-	-	---	¥1,222	¥1,211	-0.9%	-	---	¥1,323	¥1,317	-0.5%	-	---	¥1,260	¥1,300	¥1,285	-1.2%	2.0%	¥1,500	¥1,506	¥1,582	5.1%	5.5%
	販売（その他）	¥1,256	¥1,240	¥1,317	6.2%	4.8%	¥1,333	¥1,254	¥1,192	-5.0%	-10.6%	---	¥1,143	¥1,182	3.4%	-	---	¥1,245	¥1,275	¥1,233	-3.3%	-0.9%	¥1,233	¥1,242	¥1,266	1.9%	2.7%
	デモンストレーター・MC	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,400	---	---	-	-	¥1,200	¥1,235	¥1,212	-1.9%	1.0%
	窓口・ショールーム・カウンター受付	¥1,300	¥1,308	¥1,312	0.3%	0.9%	¥1,139	¥1,214	¥1,264	4.1%	10.9%	¥1,375	¥1,203	¥1,244	3.4%	-9.5%	¥1,234	¥1,291	¥1,313	1.6%	6.4%	¥1,240	¥1,298	¥1,329	2.4%	7.2%	
	旅行関連	---	---	---	-	-	¥1,350	¥1,250	¥1,192	-4.6%	-11.7%	¥1,500	¥1,500	¥1,500	0.0%	0.0%	¥1,496	¥1,573	¥1,466	-6.8%	-2.0%	¥1,334	¥1,293	¥1,388	-2.5%	4.0%	
	テレマーケティング・テレフォンオペレーター	¥1,444	¥1,416	¥1,361	-3.9%	-5.7%	¥1,276	¥1,267	¥1,262	-0.4%	-1.1%	¥1,224	¥1,254	¥1,214	-3.2%	-0.8%	¥1,235	¥1,242	¥1,240	-0.1%	0.5%	¥1,312	¥1,346	¥1,300	-3.4%	-1.0%	
	スーパーバイザー	¥1,613	¥1,500	¥1,629	8.6%	1.0%	¥1,350	¥1,775	¥1,517	-14.6%	12.3%	---	---	---	-	-	---	---	---	-	-	---	¥1,440	¥1,592	¥1,550	-2.6%	7.6%
	その他営業・販売・サービス系	¥1,292	---	---	-	-	¥1,314	¥1,159	¥1,246	7.5%	-5.2%	¥1,250	¥1,198	¥1,300	8.5%	4.0%	¥1,316	¥1,415	¥1,372	-3.1%	4.3%	¥1,379	¥1,401	¥1,390	-0.8%	0.8%	
計		¥1,432	¥1,423	¥1,376	-3.3%	-3.9%	¥1,286	¥1,254	¥1,275	1.7%	-0.9%	¥1,306	¥1,266	¥1,253	-1.0%	-4.0%	¥1,325	¥1,360	¥1,316	-3.3%	-0.7%	¥1,329	¥1,362	¥1,332	-2.2%	0.2%	
クリエイティブ系	WEBデザイナー	---	---	¥1,550	-	-	---	---	¥1,400	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,338	¥1,271	¥1,409	10.9%	5.4%
	WEBディレクター	---	¥1,657	¥1,700	2.6%	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,296	¥1,333	¥1,100	-17.5%	-15.1%
	WEB制作・編集	¥1,250	¥1,279	¥1,533	19.9%	22.7%	¥1,700	---	¥1,300	-	-23.5%	---	---	---	-	-	¥1,464	¥1,300	¥1,700	30.8%	16.1%	¥1,399	¥1,273	¥1,289	1.2%	-7.9%	
	編集・校正・制作	---	---	---	-	-	¥1,350	¥1,375	1.9%	-	-	---	¥1,400	---	-	-	---	---	---	-	-	---	¥1,322	¥1,412	¥1,356	-4.0%	2.6%
	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）	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,300	---	¥1,400	-	7.7%
	DTPオペレーター	¥1,400	¥1,350	¥1,331	-1.4%	-4.9%	¥1,389	¥1,250	---	-	-	---	¥1,100	¥1,100	0.0%	-	¥1,400	---	---	-	-	¥1,317	¥1,306	¥1,411	8.0%	7.1%	
	その他クリエイティブ職	---	---	---	-	-	---	---	---	-	-	---	---	---	-	-	---	¥1,200	---	---	-	-	¥1,300	¥1,450	¥1,361	-6.1%	4.7%
計		¥1,293	¥1,425	¥1,528	7.2%	18.2%	¥1,535	¥1,300	¥1,376	5.9%	-10.4%	---	¥1,100	¥1,126	2.4%	-	¥1,388	¥1,300	¥1,700	30.8%	22.4%	¥1,346	¥1,340	¥1,363	1.7%	1.2%	
IT系	ビジネスアプリケーション系SE	---	---	---	-	-	¥1,300	¥1,300	0.0%	-	-	---	¥1,300	¥1,300	0.0%	-	---	¥1,300	¥1,300	0.0%	-	---	¥3,044	¥1,622	¥1,506	-7.1%	-50.5%
	制御系SE	---	---	---	-	-	¥1,859	---	¥2,400	-	29.1%	---	¥1,350	¥1,350	0.0%	-	---	¥1,750	¥1,750	0.0%	-	---	---	¥1,948	¥1,970	1.1%	-
	データベース系SE	---	---	---	-	-	---	---	---	-																	