

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								
		23.11	24.10	24.11	前月比	前年同月比		23.11	24.10	24.11	前月比	前年同月比		23.11	24.10	24.11	前月比	前年同月比		23.11	24.10	24.11	前月比	前年同月比		23.11	24.10	24.11	前月比	前年同月比							
オフィスワーク系		一般事務	¥1,266	¥1,286	¥1,318	2.5%	4.1%		¥1,206	¥1,247	¥1,228	-1.5%	1.8%		¥1,225	¥1,253	¥1,242	-0.8%	1.4%		¥1,231	¥1,283	¥1,281	-0.1%	4.0%		¥1,240	¥1,263	¥1,270	0.5%	2.4%						
		営業事務	¥1,255	¥1,330	¥1,324	-0.5%	5.5%		¥1,239	¥1,291	¥1,226	-4.9%	-0.9%		¥1,269	¥1,286	¥1,260	-2.2%	-0.7%		¥1,254	¥1,336	¥1,330	-0.6%	6.1%		¥1,290	¥1,304	¥1,302	-0.2%	0.9%						
		学校事務	¥1,175	¥1,350	¥1,388	2.8%	18.1%		¥1,183	¥1,318	¥1,327	0.7%	12.1%		¥1,130	¥1,200	¥1,050	-12.5%	-7.1%		¥1,160	¥1,226	¥1,287	5.0%	11.0%		¥1,244	¥1,273	¥1,193	-6.3%	-4.1%						
		経理・財務・会計・英文経理	¥1,287	¥1,403	¥1,420	1.2%	10.3%		¥1,241	¥1,290	¥1,408	9.2%	13.5%		¥1,290	¥1,312	¥1,315	0.3%	2.0%		¥1,340	¥1,375	¥1,389	1.0%	3.7%		¥1,301	¥1,313	¥1,322	0.7%	1.7%						
		秘書	---	¥1,234	¥1,217	-1.4%			¥1,220	¥1,270	¥1,450	14.2%	18.9%		¥1,400	---	---	-	-3.6%		¥1,266	¥1,327	¥1,345	1.4%	6.2%		¥1,299	¥1,373	¥1,442	5.0%	11.0%						
		受付	¥1,232	¥1,300	¥1,400	7.7%	13.6%		¥1,259	¥1,322	¥1,399	5.8%	11.1%		¥1,275	¥1,170	¥1,212	3.6%	-5.0%		¥1,174	¥1,258	¥1,244	-1.2%	5.9%		¥1,233	¥1,238	¥1,254	1.3%	1.7%						
		秘書・人事・法務	¥1,269	¥1,359	¥1,371	0.8%	8.0%		¥1,246	¥1,294	¥1,287	-0.5%	3.3%		¥1,250	¥1,256	¥1,310	4.2%	4.7%		¥1,235	¥1,300	¥1,332	2.5%	7.9%		¥1,269	¥1,292	¥1,298	0.4%	2.3%						
		広報・宣伝・IR	¥1,404	---	---	-	-	¥1,100	¥1,225	---	-	-		---	---	---	---	---		¥1,500	¥1,200	¥1,200	-20.0%			¥1,200	¥1,406	¥1,406	0.4%	17.1%							
		企画・マーケティング	¥1,250	¥1,200	---	-	-	---	---	---	-	-		---	---	---	---	---		¥1,275	¥1,225	¥1,268	3.5%	-0.6%		---	---	---	-	-							
		貿易・国際事業	---	¥1,400	---	-	-	---	¥1,400	¥1,383	---	-	-		---	---	---	---	---		¥1,331	¥1,235	¥1,310	6.0%	-1.6%		¥1,304	¥1,356	¥1,340	-1.2%	2.7%						
		英文事務	---	¥1,300	¥1,200	-7.7%			---	¥1,341	¥1,364	¥1,339	-1.8%	-0.1%		¥1,390	¥1,420	¥1,400	-1.4%	0.7%		¥1,288	¥1,371	¥1,544	12.7%	19.9%		¥1,408	¥1,379	¥1,474	6.9%	4.7%					
		会員（銀行）事務	¥1,250	¥1,192	¥1,197	0.4%	-4.2%		---	¥1,270	¥1,200	¥1,155	-3.8%	-9.1%		---	---	---	---	---		---	---	---	-	-		---	---	---	---	---					
		会員（証券）事務	¥1,250	¥1,450	¥1,450	0.0%	16.0%		¥1,200	¥1,300	¥1,283	-1.3%	6.9%		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		会員（生保・損保）事務	¥1,166	¥1,291	¥1,299	0.6%	11.4%		---	¥1,241	¥1,364	---	-0.7%	9.9%		---	¥1,278	¥1,256	¥1,258	0.2%	-1.6%		---	¥1,288	¥1,315	¥1,310	-0.4%	1.7%		---	---	---	---	---			
		会員（その他）事務	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		通訳・翻訳	---	¥1,400	¥1,400	0.0%			---	---	---	-	-		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		OAオペレーター	¥1,250	¥1,475	¥1,450	-1.7%	16.0%		---	¥1,237	¥1,233	¥1,275	3.4%	3.1%		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---					
		データ入力	¥1,534	¥1,568	¥1,564	-0.2%	2.0%		---	¥1,266	¥1,369	¥1,265	-7.6%	-0.1%		---	¥1,175	¥1,162	¥1,150	-1.0%	-2.1%		---	¥1,191	¥1,260	¥1,264	0.3%	6.1%		---	---	---	---	---			
		事務的軽作業	¥1,517	¥1,557	¥1,485	-4.6%	-2.1%		---	¥1,250	¥1,460	¥1,300	-11.0%	4.0%		---	¥1,200	¥1,185	¥1,206	1.8%	0.5%		---	¥1,038	¥1,257	¥1,262	0.3%	21.6%		---	---	---	---	---			
		その他事務系	¥1,233	¥1,657	¥1,633	-1.4%	32.4%		---	¥1,217	¥1,241	¥1,462	17.8%	20.1%		---	¥1,309	¥1,245	¥1,167	-6.3%	-10.9%		---	¥1,330	¥1,297	¥1,287	-0.8%	-3.2%		---	---	---	---	---			
		計	¥1,325	¥1,359	¥1,379	1.5%	4.1%		---	¥1,226	---	¥1,268	-0.5%	3.4%		---	¥1,246	---	¥1,248	-0.8%	0.2%		---	¥1,244	¥1,304	¥1,308	0.3%	5.1%		---	---	---	---	---			
営業・販売・サービス系		営業・企画営業・ラウンダー	¥1,300	¥1,750	¥1,782	1.8%	37.1%		---	¥1,359	¥1,482	¥1,457	-1.7%	7.2%		---	¥1,327	¥1,396	¥1,444	3.4%	8.8%		---	¥1,477	¥1,400	¥1,568	12.0%	6.2%		---	---	---	---	---			
		営業アシスタント	---	---	---	-	-	---	---	¥1,467	¥1,600	9.1%			---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		販売（アパレル系）	¥1,426	¥1,500	¥1,600	6.7%	12.2%		---	---	¥1,600	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		販売（家庭・モバイル）	¥1,348	---	---	-	-	---	---	¥1,293	¥1,222	¥1,222	-5.5%		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		デモンストレーター・MC	¥1,196	¥1,229	¥1,240	0.9%	3.7%		---	¥1,344	¥1,176	¥1,254	6.6%	-6.7%		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---					
		窓口・ショールーム・カウンター受付	¥1,246	¥1,254	¥1,308	4.3%	5.0%		---	¥1,156	¥1,283	¥1,214	-5.4%	5.1%		---	¥1,332	¥1,291	¥1,203	-6.8%	-9.7%		---	¥1,227	¥1,243	¥1,291	3.9%	5.2%		---	---	---	---	---			
		旅行問合せ	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		デスマーケティング・テレフォンオペレーター	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		スパ・バーバイザー	¥1,517	¥1,200	¥1,500	25.0%	-1.1%		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		その他営業・販売・サービス系	¥1,298	¥1,400	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		計	¥1,394	¥1,403	¥1,423	1.4%	2.1%		---	¥1,295	¥1,266	¥1,254	-1.0%	-3.2%		---	¥1,297	¥1,281	¥1,266	-1.2%	-2.4%		---	¥1,301	¥1,300	¥1,360	4.7%	4.6%		---	---	---	---	---			
クリエイティブ系		WEBデザイナー	---	¥1,175	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		WEBディザイナー	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		WEB制作・編集	¥1,250	¥1,174	¥1,279	8.9%	2.3%		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---						
		編集・校正・制作	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		デザイナー（グラフィック・アクセサリー）・パッケージ	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		デザイナー（住宅・インテリア）	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		D T P オペレーター	---	---	---	-	-	---	---	¥1,350	---	---	-	---		---	---	---		---	---	---	---	---		---	---	---	---	---							
		その他クリエイティブ職	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		計	¥1,250	¥1,206	¥1,425	18.1%	14.0%		---	¥1,431	---	¥1,350	---	¥1,300	-3.7%	-9.2%		---	¥1,200	---	¥1,100	-8.3%			---	¥1,250	¥1,263	¥1,300	3.0%	4.0%		---	---	---	---	---	
IT系		ビジネスアプリケーション系SE	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		制御系SE	---	---	---	-	-	---	---	¥1,950	---	---	0.0%	-	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		データベース系SE	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		Web・スマホ系SE	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		社内SE	---	---	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		プログラマ	¥2,611	¥2,351	¥2,359	0.3%	-9.7%		---	¥2,621	¥2,494	¥1,974	-20.9%	-24.7%		---	¥1,514	¥1,514	¥1,300	-14.2%			---	¥2,586	¥2,180	¥1,950	-10.6%	-24.6%		---	---	---	---	---			
		ネットワークエンジニア	¥2,785	¥2,400	---	-	-	---	---	---	---	---		---	---	---	---	---		---	---	---	---	---		---	---	---	---	---							
		テスト・評価	---	---	---	-	-	---	---	---	---	---																									