

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			
		22.11	23.10	23.11	前月比	前年同月比	22.11	23.10	23.11	前月比	前年同月比	22.11	23.10	23.11	前月比	前年同月比	22.11	23.10	23.11	前月比	前年同月比	22.11	23.10	23.11	前月比	前年同月比	22.11	23.10	23.11	前月比	前年同月比	
オフィスワーク系	一般事務	¥1,222	¥1,248	¥1,266	1.4%	3.6%	¥1,179	¥1,200	¥1,206	0.5%	2.3%	¥1,209	¥1,223	¥1,225	0.1%	1.3%	¥1,196	¥1,220	¥1,231	1.0%	3.0%	¥1,179	¥1,244	¥1,240	-0.3%	5.2%	¥1,179	¥1,244	¥1,240	-0.3%	5.2%	
	営業事務	¥1,237	¥1,247	¥1,255	0.6%	1.4%	¥1,222	¥1,242	¥1,239	-0.3%	1.4%	¥1,231	¥1,284	¥1,269	-1.1%	3.1%	¥1,252	¥1,265	¥1,254	-0.9%	0.1%	¥1,231	¥1,286	¥1,290	0.3%	4.8%	¥1,231	¥1,286	¥1,290	0.3%	4.8%	
	学校事務	¥1,150	¥1,250	¥1,175	-6.0%	2.2%	¥1,216	¥1,155	¥1,183	2.5%	-2.6%	¥1,205	¥1,122	¥1,130	0.7%	-6.2%	¥1,113	¥1,161	¥1,165	0.7%	4.2%	¥1,142	¥1,247	¥1,244	-0.2%	8.9%	¥1,142	¥1,247	¥1,244	-0.2%	8.9%	
	経理・財務・会計・英文経理	¥1,269	¥1,280	¥1,287	0.5%	1.4%	¥1,199	¥1,264	¥1,241	-1.9%	3.5%	¥1,254	¥1,300	¥1,290	-0.8%	2.8%	¥1,267	¥1,310	¥1,340	2.3%	5.8%	¥1,219	¥1,320	¥1,301	-1.5%	6.7%	¥1,219	¥1,320	¥1,301	-1.5%	6.7%	
	秘書	¥1,200	---	---	---	---	¥1,161	¥1,264	¥1,220	-4.2%	5.1%	¥1,200	---	---	---	---	¥1,266	¥1,277	¥1,263	-0.9%	0.3%	¥1,283	¥1,295	¥1,299	0.3%	1.2%	¥1,283	¥1,295	¥1,299	0.3%	1.2%	
	受付	¥1,172	¥1,206	¥1,232	2.2%	5.2%	¥1,127	¥1,279	¥1,259	-1.5%	11.8%	¥1,200	¥1,275	¥1,275	0.0%	6.3%	¥1,173	¥1,209	¥1,174	-2.9%	0.1%	¥1,191	¥1,234	¥1,233	-0.0%	3.5%	¥1,191	¥1,234	¥1,233	-0.0%	3.5%	
	総務・人事・法務	¥1,221	¥1,262	¥1,269	0.5%	4.0%	¥1,174	¥1,215	¥1,246	2.5%	6.1%	¥1,243	¥1,213	¥1,275	3.1%	0.6%	¥1,261	¥1,251	¥1,235	-1.3%	-2.1%	¥1,222	¥1,259	¥1,269	0.8%	3.8%	¥1,222	¥1,259	¥1,269	0.8%	3.8%	
	広報・宣伝・IR	---	¥1,500	¥1,404	-6.4%	---	¥1,217	¥1,100	¥1,100	0.0%	-9.6%	---	¥1,100	---	---	---	¥1,150	¥1,200	¥1,200	0.0%	4.3%	¥1,261	¥1,281	¥1,204	-6.0%	-4.5%	¥1,261	¥1,281	¥1,204	-6.0%	-4.5%	
	企画・マーケティング	---	¥1,282	¥1,250	-2.5%	---	---	---	---	---	---	¥1,144	¥1,275	---	11.5%	---	¥1,100	¥1,300	---	---	---	¥1,325	¥1,372	¥1,341	-2.3%	1.2%	¥1,325	¥1,372	¥1,341	-2.3%	1.2%	
	貿易・国際事務	¥1,200	¥1,350	---	---	---	¥1,358	---	¥1,400	---	3.1%	¥1,307	¥1,303	¥1,331	2.2%	1.8%	¥1,327	¥1,344	¥1,304	-2.9%	-1.7%	¥1,273	¥1,348	¥1,361	0.9%	6.9%	¥1,273	¥1,348	¥1,361	0.9%	6.9%	
	英文事務	---	¥1,450	---	---	---	¥1,380	¥1,650	¥1,341	-18.7%	-2.8%	¥1,356	¥1,377	¥1,390	0.9%	2.5%	¥1,391	¥1,285	¥1,288	0.2%	-7.4%	¥1,302	¥1,304	¥1,408	8.0%	8.1%	¥1,302	¥1,304	¥1,408	8.0%	8.1%	
	金融（銀行）事務	¥1,227	¥1,450	¥1,250	-13.8%	1.9%	¥1,124	¥1,202	¥1,270	5.7%	13.0%	¥1,215	¥1,206	¥1,214	0.7%	-0.1%	¥1,222	¥1,232	¥1,227	-0.4%	0.4%	¥1,232	¥1,311	¥1,315	0.3%	6.8%	¥1,232	¥1,311	¥1,315	0.3%	6.8%	
	金融（証券）事務	---	---	¥1,250	---	---	¥1,175	¥1,200	¥1,200	0.0%	-5.9%	---	---	---	---	---	---	¥1,350	---	---	---	¥1,303	¥1,300	---	---	---	---	---	---	---	---	
	金融（生保・損保）事務	¥1,195	¥1,196	¥1,166	-2.5%	-2.5%	¥1,269	¥1,235	¥1,241	0.5%	-2.2%	¥1,251	¥1,272	¥1,278	0.5%	2.2%	¥1,233	¥1,228	¥1,288	4.9%	4.5%	¥1,203	¥1,255	¥1,254	-0.1%	4.2%	¥1,203	¥1,255	¥1,254	-0.1%	4.2%	
	金融（その他）事務	---	---	---	---	---	---	---	---	---	---	---	¥1,250	---	---	---	---	¥1,240	---	---	---	¥1,294	¥1,250	¥1,262	0.9%	-2.5%	¥1,294	¥1,250	¥1,262	0.9%	-2.5%	
	通訳・翻訳	¥1,200	---	---	---	---	¥1,421	¥1,850	---	---	---	¥1,767	¥1,250	¥1,250	0.0%	-29.2%	¥1,529	¥1,533	¥1,400	-8.7%	-8.4%	¥1,339	¥1,666	¥1,448	-13.1%	8.1%	¥1,339	¥1,666	¥1,448	-13.1%	8.1%	
	OAオペレーター	¥1,150	---	¥1,250	---	8.7%	¥1,285	¥1,255	¥1,237	-1.4%	-3.8%	---	¥1,260	¥1,250	-0.8%	---	¥1,220	¥1,336	¥1,336	-7.0%	9.5%	¥1,258	¥1,299	¥1,269	-2.3%	0.9%	¥1,258	¥1,299	¥1,269	-2.3%	0.9%	
	データ入力	¥1,456	¥1,485	¥1,534	3.4%	5.4%	¥1,339	¥1,248	¥1,266	1.4%	-5.5%	¥1,200	¥1,128	¥1,175	4.2%	-2.1%	¥1,244	¥1,200	¥1,191	-0.7%	-4.2%	¥1,236	¥1,304	¥1,296	-0.6%	4.8%	¥1,236	¥1,304	¥1,296	-0.6%	4.8%	
	事務的軽作業	¥1,100	¥1,700	¥1,517	-10.8%	37.9%	¥1,250	¥1,330	¥1,250	-6.0%	0.0%	¥1,223	¥1,200	¥1,200	0.0%	-1.9%	¥1,200	¥1,000	¥1,038	3.8%	-13.5%	¥1,186	¥1,222	¥1,271	4.1%	7.2%	¥1,186	¥1,222	¥1,271	4.1%	7.2%	
	その他事務系	¥1,293	¥1,248	¥1,233	-1.1%	-4.6%	¥1,308	¥1,269	¥1,217	-4.1%	-7.0%	¥1,283	¥1,254	¥1,309	4.4%	2.1%	¥1,188	¥1,288	¥1,330	3.3%	12.0%	¥1,257	¥1,275	¥1,299	1.9%	3.4%	¥1,257	¥1,275	¥1,299	1.9%	3.4%	
計		¥1,258	¥1,307	¥1,323	1.3%	5.3%	¥1,207	¥1,229	¥1,216	-0.3%	1.5%	¥1,226	¥1,242	¥1,246	0.3%	1.6%	¥1,219	¥1,238	¥1,244	0.5%	2.1%	¥1,202	¥1,275	¥1,269	-0.2%	5.3%	¥1,202	¥1,275	¥1,269	-0.2%	5.3%	
営業・販売・サービス系	営業・企画営業・ラウンダー	¥1,580	¥1,280	¥1,300	1.6%	-17.7%	¥1,405	¥1,334	¥1,359	1.9%	-3.3%	---	¥1,326	¥1,327	0.0%	---	¥1,408	¥1,561	¥1,477	-5.4%	4.9%	¥1,388	¥1,415	¥1,414	-0.0%	1.9%	¥1,388	¥1,415	¥1,414	-0.0%	1.9%	
	営業アシスタント	---	---	---	---	---	¥1,200	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,300	¥1,329	¥1,310	-1.4%	0.8%	¥1,300	¥1,329	¥1,310	-1.4%	0.8%	
	販売（アパレル系）	¥1,200	¥1,420	¥1,426	0.4%	18.8%	---	¥1,150	---	---	---	---	---	---	---	---	---	¥1,292	¥1,287	-0.4%	---	¥1,225	¥1,319	¥1,320	0.1%	7.8%	¥1,225	¥1,319	¥1,320	0.1%	7.8%	
	販売（家電・モバイル）	---	¥1,310	¥1,348	3.0%	---	---	---	---	---	---	---	---	---	---	---	---	¥1,309	¥1,263	-3.5%	---	¥1,231	¥1,290	¥1,356	5.1%	10.1%	¥1,231	¥1,290	¥1,356	5.1%	10.1%	
	販売（その他）	---	¥1,164	¥1,196	2.8%	---	¥1,300	¥1,100	¥1,344	22.2%	3.4%	---	---	¥1,150	---	---	¥1,100	¥1,250	¥1,228	-1.8%	11.6%	¥1,159	¥1,132	¥1,170	3.3%	0.9%	¥1,159	¥1,132	¥1,170	3.3%	0.9%	
	デモンストレーター・MC	---	---	---	---	---	¥1,348	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,000	---	---	---	---	¥1,000	---	---	---	---	
	窓口・ショールーム・カウンター受付	¥1,208	¥1,329	¥1,246	-6.2%	3.2%	¥1,153	¥1,110	¥1,156	4.1%	0.2%	---	¥1,238	¥1,332	7.7%	---	¥1,187	¥1,210	¥1,227	1.4%	3.4%	¥1,237	¥1,258	¥1,304	3.6%	5.4%	¥1,237	¥1,258	¥1,304	3.6%	5.4%	
	旅行関連	¥1,275	---	---	---	---	¥1,300	¥1,329	2.2%	---	---	---	¥1,367	¥1,360	-0.5%	---	---	¥1,432	¥1,384	-3.4%	---	¥1,200	¥1,400	¥1,319	-5.8%	9.9%	¥1,200	¥1,400	¥1,319	-5.8%	9.9%	
	テレマーケティング・テレフォンオペレーター	¥1,468	¥1,393	¥1,407	1.0%	-4.1%	¥1,274	¥1,273	¥1,288	1.1%	1.1%	¥1,229	¥1,194	¥1,231	3.2%	0.2%	¥1,178	¥1,246	¥1,244	-0.1%	5.6%	¥1,263	¥1,326	¥1,309	-1.3%	3.7%	¥1,263	¥1,326	¥1,309	-1.3%	3.7%	
	スーパードバイザー	---	¥1,513	¥1,517	0.3%	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,397	¥1,535	¥1,390	-9.5%	-0.5%	¥1,397	¥1,535	¥1,390	-9.5%	-0.5%	
	その他営業・販売・サービス系	¥1,300	¥1,263	¥1,296	2.6%	-0.3%	¥1,306	¥1,333	¥1,273	-4.5%	-2.5%	---	¥1,356	¥1,317	-2.9%	---	¥1,000	¥1,236	¥1,289	4.3%	28.9%	¥1,335	¥1,262	¥1,318	4.5%	-1.3%	¥1,335	¥1,262	¥1,318	4.5%	-1.3%	
	計		¥1,455	¥1,385	¥1,394	0.6%	-4.2%	¥1,279	¥1,280	¥1,295	1.2%	1.2%	¥1,229	¥1,282	¥1,297	1.1%	5.5%	¥1,222	¥1,319	¥1,301	-1.4%	6.4%	¥1,269	¥1,319	¥1,316	-0.2%	3.7%	¥1,269	¥1,319	¥1,316	-0.2%	3.7%
	クリエイティブ系	WEBデザイナー	¥1,250	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,325	---	---	---	---	¥1,331	¥1,337	¥1,269	-5.1%	-4.7%	¥1,331	¥1,337	¥1,269	-5.1%	-4.7%
		WEBディレクター	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,717	¥1,411	¥1,447	2.6%	-15.7%	¥1,717	¥1,411	¥1,447	2.6%	-15.7%
		WEB制作・編集	¥1,500	¥1,250	¥1,250	0.0%	-16.7%	¥1,324	---	¥2,000	---	51.0%	---	---	---	---	---	---	¥1,250	---	---	---	¥1,635	¥1,360	¥1,392	2.3%	-14.8%	¥1,635	¥1,360	¥1,392	2.3%	-14.8%
編集・校正・制作		¥1,450	---	---	---	---	¥1,150	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,314	¥1,301	¥1,326	1.9%	0.9%	¥1,314	¥1,301	¥1,326	1.9%	0.9%	
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）		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
DTPオペレーター		---	---	---	---	---	¥1,258	¥1,350	¥1,350	0.0%	7.3%	---	---	---	---	---	---	¥1,268	¥1,131	---	---	---	¥1,337	¥1,372	5.0%	-2.5%	---	¥1,337	¥1,372	5.0%	-2.5%	
その他クリエイティブ職		---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	¥1,189	¥1,255	¥1,267	0.9%	6.6%	¥1,189	¥1,255	¥1,267	0.9%	6.6%	
計			¥1,462	¥1,250	¥1,250	0.0%	-14.5%	¥1,290	¥1,350	¥1,431	6.0%	11.0%	---	---	---																	