

| 大分類種別                             | 小分類種別         | 北海道                 |                          |        |        |        | 東北     |        |        |        |        | 北陸     |        |        |        |        | 中国・四国  |        |        |        |        | 九州・沖縄  |        |        |        |        |        |        |
|-----------------------------------|---------------|---------------------|--------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                   |               | 平均時給                |                          | 増減率    |        | 前年同月比  | 平均時給   |        | 増減率    |        | 前年同月比  | 平均時給   |        | 増減率    |        | 前年同月比  | 平均時給   |        | 増減率    |        | 前年同月比  | 平均時給   |        | 増減率    |        | 前年同月比  |        |        |
|                                   |               | 25.5                | 26.4                     | 26.5   | 前月比    |        | 前年同月比  | 25.5   | 26.4   | 26.5   |        | 前月比    | 前年同月比  | 25.5   | 26.4   |        | 26.5   | 前月比    | 前年同月比  | 25.5   |        | 26.4   | 26.5   | 前月比    | 前年同月比  |        | 25.5   | 26.4   |
| オフィスワーク系                          | 一般事務          | ¥1,334              | ¥1,393                   | ¥1,407 | 1.0%   | 5.5%   | ¥1,263 | ¥1,297 | ¥1,313 | 1.2%   | 4.0%   | ¥1,256 | ¥1,273 | ¥1,274 | 0.1%   | 1.4%   | ¥1,286 | ¥1,326 | ¥1,327 | 0.1%   | 3.2%   | ¥1,279 | ¥1,302 | ¥1,306 | 0.3%   | 2.1%   |        |        |
|                                   | 営業事務          | ¥1,345              | ¥1,416                   | ¥1,403 | -0.9%  | 4.3%   | ¥1,301 | ¥1,340 | ¥1,331 | -0.7%  | 2.3%   | ¥1,277 | ¥1,298 | ¥1,275 | -0.5%  | 2.2%   | ¥1,344 | ¥1,351 | ¥1,361 | 0.8%   | 1.3%   | ¥1,320 | ¥1,340 | ¥1,330 | -0.7%  | 0.7%   |        |        |
|                                   | 経理・財務・会計・英文処理 | ¥1,338              | ¥1,350                   | ¥1,350 | 4.0%   | 0.9%   | ¥1,303 | ¥1,278 | ¥1,313 | 2.6%   | 0.7%   | ¥1,257 | ¥1,254 | ¥1,192 | -4.9%  | -5.1%  | ¥1,241 | ¥1,264 | ¥1,266 | -0.1%  | 10.1%  | ¥1,256 | ¥1,264 | ¥1,277 | 1.0%   | 0.1%   |        |        |
|                                   | 経理・財務・会計・英文処理 | ¥1,435              | ¥1,461                   | ¥1,455 | -0.4%  | 1.4%   | ¥1,308 | ¥1,328 | ¥1,313 | -1.2%  | 0.4%   | ¥1,304 | ¥1,333 | ¥1,326 | 0.2%   | 1.6%   | ¥1,397 | ¥1,393 | ¥1,395 | 0.2%   | -0.2%  | ¥1,316 | ¥1,362 | ¥1,355 | -0.6%  | 2.9%   |        |        |
|                                   | 総務・セクスタワー     | ¥1,407              | ¥1,300                   | ¥1,413 | 8.7%   | 0.4%   | ¥1,417 | ¥1,306 | ¥1,253 | -4.0%  | -11.5% | ¥1,300 | ¥1,333 | ¥1,338 | 0.3%   | 2.9%   | ¥1,300 | ¥1,449 | ¥1,498 | 3.4%   | 15.3%  | ¥1,371 | ¥1,321 | ¥1,341 | 1.5%   | -2.2%  |        |        |
|                                   | 受付            | ¥1,270              | ¥1,359                   | ¥1,389 | 2.2%   | 9.3%   | ¥1,297 | ¥1,294 | ¥1,287 | -0.6%  | -0.8%  | ¥1,308 | ¥1,340 | ¥1,321 | -1.4%  | 1.0%   | ¥1,276 | ¥1,275 | ¥1,295 | 1.6%   | 1.6%   | ¥1,256 | ¥1,338 | ¥1,355 | 1.3%   | 7.9%   |        |        |
|                                   | 総務・人事・労務      | ¥1,399              | ¥1,415                   | ¥1,427 | 0.8%   | 2.0%   | ¥1,355 | ¥1,326 | ¥1,324 | -0.2%  | -2.3%  | ¥1,284 | ¥1,320 | ¥1,352 | 1.9%   | 5.3%   | ¥1,461 | ¥1,394 | ¥1,394 | -0.6%  | 2.0%   | ¥1,250 | ¥1,369 | ¥1,360 | -0.6%  | 3.9%   |        |        |
|                                   | 法務            | ---                 | ¥1,467                   | ¥1,488 | 1.4%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,450 | ---    | ---    | ---    | ¥1,600 | ¥1,600 | 0.0%   | ---    |        |        |
|                                   | 広報・宣伝・IR      | ---                 | ¥1,700                   | ---    | ---    | ---    | ---    | ¥1,381 | ¥1,355 | -1.9%  | ---    | ---    | ¥1,200 | ¥1,333 | ¥1,290 | -3.2%  | 7.5%   | ¥1,400 | ¥1,348 | ¥1,358 | 0.7%   | -3.0%  | ---    | ¥1,412 | ¥1,420 | -1.9%  | 0.6%   |        |
|                                   | 企画・マーケティング    | ---                 | ---                      | ---    | ---    | ---    | ¥1,400 | ¥1,300 | ¥1,440 | 10.8%  | 2.9%   | ¥1,439 | ¥1,493 | ¥1,519 | 1.8%   | 5.6%   | ¥1,250 | ¥1,200 | ¥1,200 | 0.0%   | -4.0%  | ¥1,547 | ¥1,512 | ¥1,487 | -1.7%  | -3.5%  |        |        |
|                                   | 総務・庶務         | ---                 | ¥1,500                   | ¥1,500 | 0.0%   | ---    | ¥1,400 | ¥1,411 | ¥1,400 | -0.8%  | 0.0%   | ¥1,372 | ¥1,385 | ¥1,375 | -0.7%  | 0.1%   | ¥1,396 | ¥1,291 | ¥1,300 | 0.7%   | -6.9%  | ¥1,429 | ¥1,429 | ¥1,403 | -1.8%  | -1.8%  |        |        |
|                                   | 総務・庶務         | ¥1,267              | ¥1,552                   | ¥1,419 | -8.6%  | 12.0%  | ¥1,358 | ¥1,399 | ¥1,354 | -3.2%  | -0.2%  | ¥1,525 | ¥1,567 | ¥1,567 | 2.1%   | 14.3%  | ¥1,500 | ¥1,625 | ¥1,430 | -12.0% | -9.3%  | ¥1,417 | ¥1,386 | ¥1,457 | 4.5%   | 2.9%   |        |        |
|                                   | 金融事務(銀行)      | ¥1,319              | ¥1,338                   | ¥1,375 | 2.8%   | 4.2%   | ¥1,263 | ¥1,314 | ¥1,317 | 0.2%   | 4.3%   | ¥1,304 | ¥1,298 | ¥1,292 | -0.5%  | -0.9%  | ¥1,305 | ¥1,247 | ¥1,257 | 0.7%   | -3.7%  | ¥1,278 | ¥1,319 | ¥1,321 | 0.2%   | 3.4%   |        |        |
|                                   | 金融事務(証券)      | ¥1,450              | ¥1,300                   | ---    | ---    | ---    | ¥1,267 | ¥1,296 | ¥1,475 | 13.8%  | 16.4%  | ¥1,300 | ---    | ---    | ---    | ---    | ---    | ¥1,439 | ¥1,454 | 1.0%   | ---    | ¥1,424 | ¥1,390 | ¥1,354 | -2.5%  | -4.9%  |        |        |
|                                   | 金融事務(生命・損保)   | ¥1,282              | ¥1,331                   | ¥1,343 | 0.9%   | 4.7%   | ¥1,299 | ¥1,301 | ¥1,326 | 1.9%   | 2.0%   | ¥1,318 | ¥1,353 | ¥1,361 | 0.6%   | 3.3%   | ¥1,313 | ¥1,349 | ¥1,359 | 0.7%   | 3.5%   | ¥1,275 | ¥1,367 | ¥1,359 | -0.6%  | 6.6%   |        |        |
|                                   | 金融事務(その他)     | ---                 | ¥1,317                   | ¥1,333 | 1.3%   | ---    | ¥1,800 | ¥1,288 | ¥1,700 | 32.0%  | -5.6%  | ¥1,300 | ¥1,267 | ---    | ---    | ---    | ¥1,306 | ¥1,250 | ---    | ---    | ---    | ¥1,363 | ¥1,167 | ¥1,207 | 3.5%   | -11.4% |        |        |
|                                   | 通訳・翻訳         | ---                 | ¥1,900                   | ¥1,614 | ---    | ---    | ---    | ¥1,750 | ¥1,750 | 0.0%   | ---    | ¥1,480 | ¥1,454 | ¥1,600 | 10.1%  | 8.1%   | ¥1,575 | ¥1,380 | ¥1,535 | 11.3%  | -2.5%  | ¥1,600 | ¥1,703 | ¥1,796 | 5.5%   | 12.3%  |        |        |
|                                   | OA事務・OAオペレーター | ---                 | ¥1,450                   | ¥1,417 | -2.3%  | -12.8% | ¥1,300 | ¥1,292 | ¥1,284 | -0.6%  | -1.2%  | ¥1,350 | ¥1,281 | ¥1,338 | 4.4%   | -0.9%  | ¥1,296 | ¥1,343 | ¥1,354 | 0.8%   | 5.3%   | ¥1,413 | ¥1,519 | ¥1,543 | 1.6%   | 9.1%   |        |        |
|                                   | データ入力・タイピング   | ¥1,551              | ¥1,608                   | ¥1,613 | 0.3%   | 4.0%   | ¥1,355 | ¥1,400 | ¥1,395 | -0.4%  | 2.9%   | ¥1,240 | ¥1,226 | ¥1,219 | -0.8%  | -1.7%  | ¥1,281 | ¥1,359 | ¥1,370 | 0.8%   | 7.0%   | ¥1,422 | ¥1,462 | ¥1,480 | 1.2%   | 4.1%   |        |        |
|                                   | 事務的作業         | ¥1,288              | ¥1,434                   | ¥1,491 | 4.0%   | 15.8%  | ¥1,100 | ¥1,219 | ¥1,289 | 14.0%  | 26.3%  | ¥1,230 | ¥1,260 | ¥1,295 | 2.8%   | 5.4%   | ¥1,350 | ¥1,347 | ¥1,312 | -2.6%  | -2.8%  | ¥1,380 | ¥1,307 | ¥1,287 | -1.5%  | -6.7%  |        |        |
|                                   | その他事務系        | ¥1,417              | ¥1,493                   | ¥1,499 | 0.4%   | 5.8%   | ¥1,293 | ¥1,397 | ¥1,438 | 2.2%   | 10.4%  | ¥1,294 | ¥1,332 | ¥1,410 | 5.8%   | 8.9%   | ¥1,229 | ¥1,219 | ¥1,304 | 7.2%   | -1.9%  | ¥1,417 | ¥1,293 | ¥1,311 | 1.4%   | 7.5%   |        |        |
|                                   | 計             | ¥1,404              | ¥1,458                   | ¥1,467 | 0.6%   | 4.5%   | ¥1,289 | ¥1,321 | ¥1,329 | 0.6%   | 3.1%   | ¥1,273 | ¥1,292 | ¥1,294 | 0.2%   | 1.7%   | ¥1,314 | ¥1,352 | ¥1,349 | -0.2%  | 2.7%   | ¥1,322 | ¥1,351 | ¥1,353 | 0.1%   | 2.4%   |        |        |
|                                   | 営業・販売・サービス系   | 接客・企画営業・ラウンダー       | ¥1,669                   | ¥1,728 | ¥1,703 | -1.5%  | 2.0%   | ¥1,406 | ¥1,632 | ¥1,705 | 4.5%   | 21.3%  | ¥1,519 | ¥1,345 | ¥1,424 | 5.9%   | -6.2%  | ¥1,604 | ¥1,582 | ¥1,593 | 0.7%   | -0.5%  | ¥1,667 | ¥1,594 | ¥1,578 | -1.0%  | -5.3%  |        |
|                                   |               | インサイドセールス           | ---                      | ¥1,564 | ¥1,500 | -4.1%  | ---    | ¥1,296 | ¥1,539 | ¥1,460 | -5.1%  | 12.7%  | ¥1,298 | ¥1,354 | ¥1,369 | 1.2%   | 5.5%   | ¥1,075 | ---    | ---    | ---    | ---    | ¥1,489 | ¥1,441 | ¥1,500 | 4.1%   | 0.7%   |        |
|                                   |               | 販売(アパレル・ファッション・コスメ) | ¥1,463                   | ¥1,407 | ¥1,390 | -1.3%  | -5.0%  | ---    | ¥1,210 | ¥1,250 | 3.3%   | ---    | ¥1,200 | ---    | ---    | ---    | ---    | ¥1,400 | ¥1,250 | ¥1,360 | 8.8%   | -2.9%  | ¥1,429 | ¥1,560 | ¥1,320 | -15.4% | -7.6%  |        |
|                                   |               | 販売(家電・モバイル)         | ---                      | ¥1,500 | ¥1,520 | 1.3%   | ---    | ¥1,229 | ¥1,286 | ¥1,221 | -5.0%  | -0.6%  | ¥1,316 | ¥1,396 | ---    | ---    | ---    | ¥1,341 | ¥1,300 | ¥1,300 | 0.0%   | -3.0%  | ¥1,452 | ¥1,467 | ¥1,368 | -6.7%  | -5.8%  |        |
|                                   |               | レジスタッフ・販売(その他)      | ¥1,367                   | ¥1,339 | ¥1,307 | -2.4%  | -4.4%  | ¥1,188 | ¥1,196 | ¥1,215 | 1.6%   | 2.3%   | ¥1,214 | ¥1,272 | ¥1,276 | 0.3%   | 5.1%   | ¥1,209 | ¥1,315 | ¥1,315 | 0.5%   | 8.8%   | ¥1,258 | ¥1,325 | ¥1,278 | -3.5%  | 1.6%   |        |
|                                   |               | キャビン・クルー・機内スタッフ     | ---                      | ¥1,300 | ---    | ---    | ---    | ¥1,100 | ---    | ---    | ---    | ¥1,300 | ---    | ---    | ---    | ---    | ---    | ¥1,100 | ¥1,209 | ¥1,214 | 0.4%   | 10.4%  | ---    | ¥1,563 | ---    | ---    | ---    |        |
|                                   |               | 窓口・コールセンター・カウンター受付  | ¥1,400                   | ¥1,417 | ¥1,408 | -0.7%  | 0.5%   | ¥1,292 | ¥1,330 | ¥1,315 | -1.0%  | 2.7%   | ¥1,221 | ¥1,313 | ¥1,285 | -2.1%  | 5.3%   | ¥1,269 | ¥1,299 | ¥1,286 | -0.9%  | 1.3%   | ¥1,285 | ¥1,318 | ¥1,332 | 0.3%   | 4.5%   |        |
|                                   |               | 旅行関連                | ¥1,138                   | ¥1,417 | ¥1,408 | -0.6%  | 23.8%  | ¥1,305 | ¥1,304 | ¥1,315 | 0.8%   | 0.8%   | ---    | ¥1,350 | ---    | ---    | ---    | ---    | ¥1,231 | ¥1,373 | ---    | ---    | ---    | ¥1,126 | ¥1,169 | ¥1,150 | -1.6%  | 2.2%   |
| プレミアム・マーケティング・テレフォンオペレーター・コールセンター |               | ---                 | ---                      | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    |        |
| プレミアム・バウザー                        |               | ¥1,558              | ¥1,743                   | ¥2,000 | 14.8%  | 28.3%  | ---    | ¥1,514 | ¥1,567 | 3.5%   | ---    | ¥1,600 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,425 | ¥1,503 | ¥1,667 | 10.9%  | 17.0%  |        |
| その他営業・販売・サービス系                    |               | ¥1,325              | ¥1,402                   | ¥1,272 | -9.3%  | -4.0%  | ¥1,200 | ¥1,218 | ¥1,106 | -9.1%  | -7.8%  | ¥1,206 | ¥1,192 | ¥1,201 | 0.7%   | -0.4%  | ¥1,293 | ¥1,220 | ¥1,227 | 0.6%   | -5.1%  | ¥1,272 | ¥1,435 | ¥1,424 | -0.7%  | 12.0%  |        |        |
| 計                                 |               | ¥1,440              | ¥1,452                   | ¥1,464 | 0.9%   | 1.7%   | ¥1,261 | ¥1,325 | ¥1,352 | 2.0%   | 7.2%   | ¥1,282 | ¥1,297 | ¥1,295 | -0.1%  | 1.0%   | ¥1,232 | ¥1,319 | ¥1,321 | 0.1%   | -0.8%  | ¥1,356 | ¥1,389 | ¥1,400 | 0.8%   | 3.2%   |        |        |
| クリエイティブ系                          |               | WEBデザイナー(WEBデザイナー)  | ---                      | ¥1,300 | ¥1,300 | 0.0%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,300 | ---    | ---    | ---    | ---    | ¥1,400 | ¥1,229 | ¥1,233 | 0.4%   | -11.9% |        |
|                                   |               | WEBディレクター           | ¥1,700                   | ¥1,500 | ¥1,500 | 0.0%   | -11.8% | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,450 | ¥1,324 | ¥1,300 | -1.8%  | -10.3% |        |
|                                   |               | WEB制作・編集・コーダー       | ---                      | ¥1,300 | ¥1,300 | 0.0%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,417 | ¥1,400 | -1.2%  | ---    | ¥1,395 | ¥1,356 | ---    | ---    | ---    |        |
|                                   |               | 編集・校正・制作・ライター       | ---                      | ¥1,313 | ¥1,300 | -1.0%  | ---    | ¥1,417 | ¥1,406 | -0.8%  | ---    | ¥1,150 | ---    | ---    | ---    | ---    | ---    | ¥1,200 | ¥1,414 | ¥1,433 | 1.3%   | 19.4%  | ¥1,442 | ¥1,491 | ¥1,450 | 1.3%   | 0.6%   |        |
|                                   |               | デザイナー               | ---                      | ---    | ¥1,400 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,450 | ¥1,443 | -0.5%  | ---    |        |
|                                   |               | DTデザイナー             | ---                      | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,300 | ¥1,446 | ¥1,464 | 1.3%   | 8.5%   |
|                                   |               | その他クリエイティブ系         | ---                      | ---    | ---    | ---    | ---    | ¥1,400 | ¥1,300 | ¥1,350 | 3.8%   | -3.6%  | ---    | ¥1,100 | ¥1,100 | ¥1,100 | 0.0%   | 0.0%   | ¥1,333 | ¥1,250 | ---    | ---    | ---    | ¥1,440 | ¥1,557 | ¥1,518 | -2.5%  | 5.4%   |
|                                   |               | 計                   | ¥1,700                   | ¥1,306 | ¥1,308 | 0.2%   | -23.0% | ¥1,400 | ¥1,388 | ¥1,395 | 0.6%   | -0.3%  | ¥1,107 | ¥1,100 | ¥1,100 | 0.0%   | -0.6%  | ¥1,286 | ¥1,393 | ¥1,361 | -2.3%  | 5.9%   | ¥1,414 | ¥1,424 | ¥1,444 | 1.4%   | 2.2%   |        |
|                                   |               | IT系                 | SE・プログラマー(ビジネスアプリケーション系) | ---    | ¥2,200 | ¥2,200 | 0.0%   | ---    | ¥2,600 | ---    | ---    | ---    | ¥1,550 | ---    | ---    | ---    | ---    | ---    | ¥2,200 | ¥1,947 | ¥2,200 | 13.0%  | ---    | ¥1,564 | ¥2,401 | ¥2,539 | 5.8%   | 62.4%  |
|                                   |               |                     | SE・プログラマー(データベース系)       | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥2,100 | ¥1,933 | ¥2,000 | 3.5%   | -4.8%  | ¥2,100 | ¥2,055 | ¥1,800 | -12.4% | -14.3% |
| SE・プログラマー(Web・スマホ系)               |               |                     | ---                      | ¥2,600 | ¥2,600 | 0.0%   | ---    | ---    | ---    | ---    | ---    | ---    | ¥3,000 | ---    | ---    | ---    | ---    | ---    | ¥3,000 | ¥2,400 | ---    | ---    | ---    | ¥2,722 | ¥2,742 | 0.7%   |        |        |