

| 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 | | | |
| | | 14.6 | 15.5 | 15.6 | 前月比 | 前年同月比 | 14.6 | 15.5 | 15.6 | 前月比 | 前年同月比 | 14.6 | 15.5 | 15.6 | 前月比 | 前年同月比 | 14.6 | 15.5 | 15.6 | 前月比 | 前年同月比 | 14.6 | 15.5 | 15.6 | 前月比 | 前年同月比 | |
| オフィスワーク系 | 一般事務 | ¥1,038 | ¥1,030 | ¥1,060 | 2.9% | 2.1% | ¥1,070 | ¥1,063 | ¥1,055 | -0.7% | -1.4% | ¥1,094 | ¥1,093 | ¥1,095 | 0.2% | 0.1% | ¥1,071 | ¥1,076 | ¥1,089 | 1.2% | 1.7% | ¥1,069 | ¥1,062 | ¥1,080 | 1.7% | 1.0% | |
| | 営業事務 | ¥1,021 | ¥1,052 | ¥1,052 | 0.0% | 3.0% | ¥1,103 | ¥1,106 | ¥1,136 | 2.6% | 3.0% | ¥1,079 | ¥1,095 | ¥1,111 | 1.4% | 3.0% | ¥1,113 | ¥1,109 | ¥1,111 | 0.1% | -0.2% | ¥1,065 | ¥1,100 | ¥1,121 | 1.9% | 5.3% | |
| | 学校事務 | - | - | ¥1,100 | - | - | ¥1,150 | ¥925 | ¥900 | -2.7% | -21.7% | ¥1,150 | ¥1,150 | ¥1,175 | 2.2% | 2.2% | ¥1,175 | ¥1,125 | ¥1,050 | -6.7% | - | ¥1,100 | ¥1,033 | - | - | - | |
| | 経理・財務・会計・英文経理 | ¥1,240 | ¥1,083 | ¥1,094 | 1.0% | -11.8% | ¥1,019 | ¥1,117 | ¥1,146 | 2.6% | 12.5% | ¥1,055 | ¥1,025 | ¥1,144 | 11.6% | 8.5% | ¥1,078 | ¥1,110 | ¥1,171 | 5.5% | 8.6% | ¥1,122 | ¥1,056 | ¥1,065 | 0.9% | -5.1% | |
| | 秘書 | - | ¥1,000 | ¥1,067 | 6.7% | - | - | ¥1,040 | ¥1,050 | 1.0% | - | - | ¥1,200 | ¥1,200 | - | - | ¥1,188 | ¥1,250 | ¥1,163 | -7.0% | -2.1% | ¥1,125 | ¥1,100 | ¥1,112 | 1.0% | -1.2% | |
| | 受付 | ¥1,175 | ¥979 | ¥1,005 | 2.7% | -14.5% | ¥1,000 | ¥1,200 | ¥1,000 | -16.7% | 0.0% | ¥1,114 | ¥1,190 | ¥1,150 | -3.4% | 3.2% | ¥1,040 | ¥1,118 | ¥1,110 | -0.7% | 6.7% | ¥1,076 | ¥1,071 | ¥1,083 | 1.1% | 0.7% | |
| | 総務・人事・法務 | ¥1,010 | ¥1,058 | ¥1,056 | -0.2% | 4.6% | ¥1,000 | ¥1,050 | ¥1,230 | 17.1% | 23.0% | ¥1,117 | ¥1,036 | ¥1,086 | 4.8% | -2.8% | ¥1,142 | ¥1,180 | ¥1,170 | -0.8% | 2.5% | ¥1,081 | ¥1,094 | ¥1,087 | -0.7% | 0.5% | |
| | 広報・宣伝・IR | - | - | ¥1,100 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | 企画・マーケティング | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | 貿易・国際事務 | - | - | - | - | - | - | - | - | - | - | ¥1,000 | ¥1,200 | ¥1,150 | -4.2% | 15.0% | ¥1,200 | - | ¥1,225 | - | 2.1% | ¥1,160 | ¥1,175 | ¥1,250 | 6.4% | 7.8% | |
| | 英文事務 | - | - | - | - | - | ¥950 | - | - | - | - | - | ¥1,171 | ¥1,200 | 2.5% | -2.7% | - | - | - | - | - | - | - | - | - | - | - |
| | 金融（銀行）事務 | - | ¥1,050 | ¥1,050 | 0.0% | - | ¥1,142 | ¥1,094 | -4.1% | - | - | ¥1,117 | ¥1,113 | ¥1,100 | -1.1% | -1.5% | ¥1,033 | ¥1,100 | ¥1,000 | -9.1% | -3.2% | ¥1,013 | ¥917 | ¥956 | 4.3% | -5.6% | |
| | 金融（証券）事務 | - | - | - | - | - | - | - | - | - | - | - | ¥1,200 | ¥1,300 | 8.3% | 6.1% | - | ¥1,100 | ¥1,167 | 6.1% | - | ¥1,300 | ¥1,300 | ¥1,300 | 0.0% | 0.0% | |
| | 金融（生保・損保）事務 | - | ¥1,100 | ¥1,100 | 0.0% | - | ¥1,050 | ¥883 | -15.9% | - | - | ¥1,093 | ¥1,200 | ¥1,200 | 0.0% | 9.8% | ¥1,038 | - | - | - | - | ¥1,105 | ¥982 | ¥1,013 | 3.2% | -8.3% | |
| | 金融（その他）事務 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | 通訳・翻訳 | - | ¥1,200 | ¥1,200 | 0.0% | - | ¥1,300 | ¥1,400 | 7.7% | - | - | - | - | ¥1,600 | - | - | ¥1,200 | ¥1,400 | ¥1,600 | 14.3% | 33.3% | - | ¥1,806 | ¥2,000 | 10.8% | - | - |
| | OAオペレーター | ¥1,050 | ¥1,000 | ¥1,000 | 0.0% | -4.8% | - | ¥1,000 | ¥1,000 | 0.0% | - | - | - | - | - | - | ¥1,250 | - | ¥1,600 | - | - | ¥1,163 | ¥967 | ¥1,004 | 3.8% | -13.7% | |
| | データ入力 | ¥1,100 | ¥1,131 | ¥1,168 | 3.3% | 6.2% | ¥1,027 | ¥1,050 | ¥1,050 | 0.0% | 2.3% | - | ¥1,070 | ¥1,071 | 0.1% | - | ¥1,013 | ¥1,114 | ¥1,063 | -4.6% | 4.9% | ¥1,148 | ¥1,063 | ¥1,113 | 4.7% | -3.0% | |
| | 事務的軽作業 | - | - | ¥950 | - | - | ¥1,200 | ¥900 | ¥967 | 7.4% | -19.4% | - | ¥750 | ¥833 | 11.1% | - | - | - | ¥900 | ¥971 | ¥936 | -3.7% | 4.0% | - | - | - | |
| | その他事務系 | ¥1,043 | ¥1,165 | ¥1,103 | -5.4% | 5.7% | ¥1,157 | ¥1,050 | ¥900 | -14.3% | -22.2% | ¥1,133 | ¥1,050 | ¥1,150 | 9.5% | 1.5% | ¥1,183 | ¥1,200 | ¥1,196 | -0.4% | 1.0% | ¥1,025 | ¥944 | ¥1,046 | 10.7% | 2.0% | |
| 計 | | ¥1,055 | ¥1,067 | ¥1,077 | 0.9% | 2.0% | ¥1,074 | ¥1,075 | ¥1,073 | -0.3% | -0.1% | ¥1,092 | ¥1,097 | ¥1,109 | 1.1% | 1.6% | ¥1,100 | ¥1,108 | ¥1,113 | 0.4% | 1.2% | ¥1,084 | ¥1,066 | ¥1,074 | 0.8% | -0.9% | |
| 営業・販売・サービス系 | 営業・企画営業・ラウンダー | ¥1,500 | ¥1,196 | ¥1,241 | 3.8% | -17.3% | ¥1,229 | ¥1,395 | ¥1,221 | -12.5% | -0.7% | ¥1,213 | ¥1,250 | ¥1,200 | -4.0% | -1.0% | ¥1,200 | ¥1,450 | ¥1,268 | -12.5% | 5.7% | ¥1,190 | ¥1,303 | ¥1,350 | 3.6% | 13.4% | |
| | 営業アシスタント | - | ¥1,090 | ¥1,125 | 3.2% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,100 | - | - | - | - | |
| | 販売（アパレル系） | ¥981 | ¥1,121 | ¥1,063 | -5.2% | 8.4% | ¥1,081 | ¥1,017 | ¥1,050 | 3.3% | -2.8% | ¥1,150 | - | - | - | ¥1,193 | ¥1,136 | ¥1,160 | 2.1% | -2.8% | ¥1,133 | ¥1,182 | ¥1,143 | -3.3% | 0.8% | | |
| | 販売（家電・モバイル） | ¥1,000 | ¥1,225 | ¥1,242 | 1.4% | 24.2% | ¥1,128 | ¥1,200 | ¥1,200 | 0.0% | 6.4% | ¥1,100 | ¥1,150 | ¥1,133 | -1.5% | 3.0% | ¥1,189 | ¥1,086 | ¥1,315 | 21.1% | 10.6% | ¥1,114 | ¥1,115 | ¥1,264 | 13.4% | 13.5% | |
| | 販売（その他） | ¥1,000 | ¥983 | ¥990 | 0.7% | -1.0% | ¥910 | ¥1,200 | ¥1,050 | -12.5% | 15.4% | ¥1,111 | ¥1,141 | ¥1,192 | 4.4% | 7.3% | ¥983 | ¥1,057 | ¥1,107 | 4.7% | 12.6% | ¥1,030 | ¥1,081 | ¥1,161 | 7.4% | 12.7% | |
| | デモンストレーター・MC | - | - | ¥1,400 | - | - | ¥1,423 | ¥1,183 | ¥1,200 | 1.4% | -15.7% | - | - | - | - | - | ¥1,000 | ¥1,200 | 20.0% | - | - | - | - | - | - | - | - |
| | 窓口・ショールーム・カウンター受付 | - | ¥1,050 | ¥975 | -7.1% | - | ¥981 | ¥1,114 | ¥1,200 | 7.7% | 22.3% | ¥1,075 | ¥1,100 | ¥1,073 | -2.5% | -0.2% | ¥980 | ¥1,133 | ¥1,100 | -2.9% | 12.2% | ¥1,043 | ¥1,033 | ¥1,042 | 0.8% | -0.1% | |
| | 旅行関連 | - | - | - | - | - | ¥1,000 | ¥1,000 | - | - | - | - | ¥1,100 | - | - | - | ¥1,100 | - | ¥1,100 | - | - | ¥800 | ¥1,010 | ¥993 | -1.7% | 24.1% | |
| | テレマーケティング・テレホンオペレーター | ¥1,089 | ¥1,094 | ¥1,123 | 2.6% | 3.1% | ¥1,094 | ¥1,108 | ¥1,095 | -1.2% | 0.1% | ¥1,140 | ¥1,155 | ¥1,131 | -2.0% | -0.7% | ¥1,229 | ¥1,150 | ¥1,191 | 3.6% | -3.1% | ¥1,031 | ¥1,090 | ¥1,077 | -1.1% | 4.5% | |
| | スーパバインダー | ¥1,300 | - | - | - | - | ¥1,200 | - | ¥1,000 | - | -16.7% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | その他営業・販売・サービス系 | ¥1,175 | ¥933 | ¥939 | 0.6% | -20.1% | - | ¥1,029 | ¥1,075 | 4.5% | - | ¥1,040 | ¥1,200 | ¥1,200 | 0.0% | 15.4% | ¥1,137 | ¥1,000 | ¥1,043 | 4.3% | -8.3% | ¥1,127 | ¥996 | ¥1,083 | 8.8% | -3.9% | |
| | 計 | | ¥1,088 | ¥1,109 | ¥1,123 | 1.3% | 3.2% | ¥1,181 | ¥1,211 | ¥1,120 | -7.5% | -5.1% | ¥1,114 | ¥1,159 | ¥1,140 | -1.6% | 2.4% | ¥1,164 | ¥1,180 | ¥1,200 | 1.7% | 3.1% | ¥1,100 | ¥1,106 | ¥1,121 | 1.4% | 1.9% |
| | クリエイティブ系 | WEBデザイナー | ¥1,100 | ¥1,033 | ¥1,017 | -1.6% | -7.6% | - | - | - | - | - | ¥1,100 | - | - | - | - | ¥1,300 | ¥1,250 | ¥1,017 | -18.7% | -21.8% | ¥1,200 | ¥1,025 | ¥1,025 | 0.0% | -14.6% |
| | | WEBディレクター | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | WEB制作・編集 | - | ¥1,500 | ¥1,500 | 0.0% | - | ¥1,000 | - | - | - | - | ¥1,200 | ¥1,300 | - | - | - | ¥1,200 | ¥1,225 | 2.1% | - | - | ¥1,150 | - | - | - | - |
| 編集・校正・制作 | | - | - | - | - | - | ¥1,200 | - | - | - | - | - | - | ¥1,000 | - | - | ¥1,100 | ¥1,150 | ¥1,100 | -4.3% | 0.0% | - | ¥1,050 | ¥1,050 | 0.0% | - | |
| デザイナー（ファッション・アクセサリー）・パタンナー | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| デザイナー（住宅・インテリア） | | - | - | - | - | - | ¥1,300 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,250 | ¥1,250 | 0.0% | - | |
| DTPオペレーター | | - | - | ¥1,033 | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,100 | ¥1,100 | 0.0% | - | ¥1,100 | ¥1,100 | ¥1,067 | -3.0% | -3.0% | |
| その他クリエイティブ職 | | ¥1,100 | - | - | - | - | - | - | - | - | - | ¥950 | ¥950 | 0.0% | - | - | ¥900 | - | - | - | - | - | - | - | - | - | |
| 計 | | ¥1,100 | ¥1,220 | ¥1,144 | -6.2% | 4.0% | ¥1,125 | ¥1,300 | - | - | ¥1,140 | ¥1,067 | ¥983 | -7.8% | -13.7% | ¥1,100 | ¥1,179 | ¥1,100 | -6.7% | 0.0% | ¥1,130 | ¥1,123 | ¥1,104 | -1.7% | -2.3% | | |
| IT系 | ビジネスアプリケーション系SE | - | ¥1,841 | ¥1,588 | -13.8% | - | ¥1,632 | ¥1,645 | 0.8% | - | - | ¥1,950 | ¥1,700 | -12.8% | - | - | ¥1,950 | ¥1,713 | -12.2% | - | ¥2,000 | ¥1,666 | ¥1,773 | 6.4% | -11.4% | | |
| | 制御系SE | - | ¥1,637 | ¥1,615 | -1.4% | - | ¥1,844 | ¥1,867 | 1.2% | - | - | ¥1,864 | ¥1,736 | -6.8% | - | - | ¥1,806 | ¥1,718 | -4.9% | - | - | ¥1,727 | ¥1,793 | 3.8% | - | | |
| | データベース系SE | - | ¥1,906 | ¥1,893 | -0.7% | - | ¥1,200 | - | - | - | - | ¥1,400 | ¥1,550 | 10.7% | - | - | - | - | - | - | - | - | ¥1,767 | ¥1,763 | -0.2% | - | |
| | Web・スマホ系SE | - | ¥1,500 | ¥1,500 | 0.0% | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥2,200 | ¥2,200 | 0.0% | - | |
| | 社内SE | - | ¥2,000 | ¥2,000 | 0.0% | - | ¥1,500 | ¥1,500 | 0.0% | - | - | - | - | - | - | - | - | - | ¥1,613 | - | - | ¥1,183 | - | - | - | - | |
| | プログラマー | ¥1,572 | ¥1,500 | ¥1,438 | -4.2% | -8.6% | ¥1,808 | ¥2,013 | 11.3% | - | - | ¥1,627 | ¥1,543 | -5.2% | - | - | ¥1,600 | ¥1,625 | ¥1,724 | 6.1% | 7.7% | ¥1,768 | ¥1,603 | ¥1,561 | -2.6% | -11.7% | |
| | ネットワークエンジニア | - | ¥1,730 | ¥1,683 | -2.7% | - | - | - | - | - | - | ¥1,225 | ¥1,100 | -10.2% | - | - | - | ¥1,250 | ¥1,289 | ¥1,650 | 28.0% | 32.0% | - | - | - | - | |
| | テスト・評価 | ¥1,300 | ¥1,438 | | | | | | | | | | | | | | | | | | | | | | | | |