

| 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 | | |
| | | 23.4 | 24.3 | 24.4 | 前月比 | 前年同月比 | 23.4 | 24.3 | 24.4 | 前月比 | 前年同月比 | 23.4 | 24.3 | 24.4 | 前月比 | 前年同月比 | 23.4 | 24.3 | 24.4 | 前月比 | 前年同月比 | 23.4 | 24.3 | 24.4 | 前月比 | 前年同月比 | |
| オフィスワーク系 | 一般事務 | ¥1,244 | ¥1,239 | ¥1,277 | 3.1% | 2.6% | ¥1,199 | ¥1,186 | ¥1,230 | 3.7% | 2.6% | ¥1,202 | ¥1,230 | ¥1,238 | 0.7% | 3.0% | ¥1,204 | ¥1,239 | ¥1,252 | 1.0% | 4.0% | ¥1,208 | ¥1,234 | ¥1,256 | 1.8% | 3.9% | |
| | 営業事務 | ¥1,254 | ¥1,249 | ¥1,261 | 1.0% | 0.5% | ¥1,245 | ¥1,229 | ¥1,248 | 1.6% | 0.3% | ¥1,247 | ¥1,291 | ¥1,267 | -1.8% | 1.6% | ¥1,261 | ¥1,279 | ¥1,298 | 1.5% | 2.9% | ¥1,244 | ¥1,277 | ¥1,300 | 1.8% | 4.5% | |
| | 学校事務 | ¥1,250 | ¥1,202 | ¥1,286 | 7.1% | 2.9% | ¥1,191 | ¥1,255 | ¥1,221 | -2.7% | 2.5% | ¥1,148 | ¥1,135 | ¥1,147 | 1.0% | -0.1% | ¥1,118 | ¥1,151 | ¥1,156 | 0.4% | 3.4% | ¥1,270 | ¥1,170 | ¥1,200 | 2.6% | 2.6% | |
| | 経理・財務・会計・英文経理 | ¥1,284 | ¥1,278 | ¥1,287 | 0.7% | 0.2% | ¥1,202 | ¥1,217 | ¥1,246 | 2.4% | 3.6% | ¥1,293 | ¥1,257 | ¥1,313 | 4.4% | 1.5% | ¥1,297 | ¥1,298 | ¥1,309 | 0.9% | 1.0% | ¥1,254 | ¥1,285 | ¥1,311 | 2.0% | 4.5% | |
| | 秘書 | ¥1,206 | ¥1,159 | ¥1,250 | 7.9% | 3.6% | ¥1,133 | ¥1,208 | ¥1,243 | 8.7% | 15.8% | ¥1,300 | ¥1,240 | ¥1,217 | -1.9% | -6.4% | ¥1,257 | ¥1,248 | ¥1,380 | 2.8% | 9.8% | ¥1,261 | ¥1,318 | ¥1,294 | -1.8% | 2.6% | |
| | 受付 | ¥1,300 | ¥1,225 | ¥1,258 | 2.7% | -3.3% | ¥1,208 | ¥1,195 | ¥1,217 | 1.9% | 0.8% | ¥1,174 | ¥1,220 | ¥1,275 | 4.5% | 8.6% | ¥1,224 | ¥1,232 | ¥1,231 | -0.0% | 0.6% | ¥1,207 | ¥1,239 | ¥1,284 | 3.7% | 6.4% | |
| | 総務・人事・法務 | ¥1,242 | ¥1,235 | ¥1,280 | 3.7% | 3.1% | ¥1,209 | ¥1,240 | ¥1,293 | 4.3% | 7.0% | ¥1,217 | ¥1,236 | ¥1,241 | 0.4% | 1.9% | ¥1,226 | ¥1,230 | ¥1,304 | 1.1% | 6.3% | ¥1,281 | ¥1,268 | ¥1,301 | 2.6% | 1.5% | |
| | 広報・宣伝・IR | ¥1,300 | ¥1,300 | --- | - | - | ¥1,291 | ¥1,250 | ¥1,178 | -5.8% | -8.8% | ¥1,400 | ¥1,110 | ¥1,050 | -5.4% | -25.0% | ¥1,233 | ¥1,271 | ¥1,297 | 2.0% | 5.2% | ¥1,371 | ¥1,274 | ¥1,300 | 2.0% | -5.2% | |
| | 企画・マーケティング | --- | ¥1,300 | --- | - | - | ¥1,491 | --- | --- | - | - | ¥1,417 | ¥1,343 | --- | - | - | ¥1,400 | ¥1,317 | ¥1,225 | -7.0% | -12.5% | ¥1,446 | ¥1,342 | ¥1,348 | 0.4% | -6.8% | |
| | 貿易・国際事務 | --- | ¥1,300 | --- | - | - | ¥1,281 | ¥1,326 | ¥1,300 | -2.0% | 1.5% | ¥1,273 | ¥1,297 | ¥1,277 | -1.6% | 0.3% | ¥1,409 | ¥1,289 | ¥1,315 | 2.1% | -6.7% | ¥1,363 | ¥1,313 | ¥1,315 | 0.2% | -3.5% | |
| | 英文事務 | ¥1,181 | ¥1,421 | --- | - | - | ¥1,350 | ¥1,317 | ¥1,431 | 8.6% | 6.0% | ¥1,361 | ¥1,427 | ¥1,557 | 9.1% | 14.4% | ¥1,383 | ¥1,405 | ¥1,524 | 8.5% | 10.2% | ¥1,286 | ¥1,473 | ¥1,427 | -3.2% | 11.0% | |
| | 金融（銀行）事務 | ¥1,264 | ¥1,298 | ¥1,339 | 3.1% | 5.9% | ¥1,202 | ¥1,268 | ¥1,200 | -5.3% | -0.1% | ¥1,209 | ¥1,246 | ¥1,246 | -0.0% | 3.0% | ¥1,194 | ¥1,212 | ¥1,225 | 1.1% | 2.6% | ¥1,227 | ¥1,216 | ¥1,216 | -0.0% | -0.9% | |
| | 金融（証券）事務 | --- | --- | ¥1,350 | --- | --- | ¥1,275 | ¥1,300 | ¥1,300 | 0.0% | 2.0% | --- | --- | --- | --- | --- | ¥1,200 | ¥1,235 | ¥1,250 | 1.2% | 4.2% | ¥1,233 | ¥1,318 | ¥1,310 | -0.6% | 6.2% | |
| | 金融（生保・損保）事務 | ¥1,209 | ¥1,244 | ¥1,248 | 0.4% | 3.3% | ¥1,253 | ¥1,333 | ¥1,249 | -6.3% | -0.3% | ¥1,266 | ¥1,288 | ¥1,291 | 0.3% | 2.0% | ¥1,310 | ¥1,264 | ¥1,259 | -0.5% | -3.9% | ¥1,299 | ¥1,248 | ¥1,258 | 0.8% | -3.2% | |
| | 金融（その他）事務 | ¥1,550 | --- | --- | - | - | ¥1,117 | --- | ¥1,300 | - | - | ¥1,350 | ¥1,150 | ¥1,150 | 0.0% | -14.8% | --- | ¥1,260 | ¥1,300 | 0.0% | - | ¥1,059 | ¥1,648 | ¥1,325 | -17.4% | 26.2% | |
| | 通訳・翻訳 | ¥2,400 | ¥2,400 | ¥1,400 | -41.7% | -41.7% | ¥2,000 | --- | ¥1,743 | - | - | ¥1,350 | --- | ¥1,250 | - | - | ¥1,378 | ¥1,400 | ¥1,440 | 2.9% | 4.5% | ¥1,816 | ¥1,713 | ¥1,774 | 3.5% | -2.3% | |
| | OAオペレーター | --- | ¥1,270 | ¥1,275 | 0.4% | - | ¥1,341 | ¥1,321 | ¥1,361 | 3.1% | 1.5% | --- | ¥1,225 | ¥1,375 | 12.2% | - | ¥1,250 | ¥1,450 | ¥1,300 | -10.3% | 4.0% | ¥1,322 | ¥1,275 | ¥1,310 | 2.7% | -0.9% | |
| | データ入力 | ¥1,474 | ¥1,528 | ¥1,527 | -0.1% | 3.6% | ¥1,243 | ¥1,260 | ¥1,352 | 7.2% | 8.7% | ¥1,117 | ¥1,291 | ¥1,407 | 9.0% | 26.0% | ¥1,182 | ¥1,185 | ¥1,172 | -1.1% | -0.8% | ¥1,271 | ¥1,299 | ¥1,295 | -0.2% | 1.9% | |
| | 事務的軽作業 | ¥1,700 | ¥1,602 | ¥1,573 | -1.9% | -7.5% | ¥1,429 | ¥1,150 | ¥1,300 | 13.0% | -9.0% | ¥1,250 | ¥1,267 | ¥1,313 | 3.6% | 5.0% | ¥1,117 | ¥1,130 | ¥1,250 | 10.6% | 11.9% | ¥1,199 | ¥1,378 | ¥1,369 | -0.7% | 14.2% | |
| | その他事務系 | ¥1,458 | ¥1,279 | ¥1,246 | -2.6% | -14.6% | ¥1,255 | ¥1,317 | ¥1,339 | 1.6% | 6.7% | ¥1,258 | ¥1,281 | ¥1,443 | 12.7% | 14.7% | ¥1,214 | ¥1,251 | ¥1,251 | 0.0% | 3.1% | ¥1,328 | ¥1,248 | ¥1,260 | 1.0% | -5.1% | |
| 計 | ¥1,305 | ¥1,285 | ¥1,340 | 4.3% | 2.7% | ¥1,221 | ¥1,213 | ¥1,256 | 3.5% | 2.9% | ¥1,224 | ¥1,243 | ¥1,243 | 1.1% | 2.6% | ¥1,227 | ¥1,251 | ¥1,272 | 1.4% | 3.6% | ¥1,234 | ¥1,248 | ¥1,277 | 1.5% | 3.5% | | |
| 営業・販売・サービス系 | 営業・企画営業・ラウンダー | ¥1,480 | ¥1,642 | ¥1,518 | -7.5% | 2.6% | ¥1,397 | ¥1,497 | ¥1,950 | 30.3% | 39.5% | ¥1,463 | --- | ¥1,327 | - | - | ¥1,453 | ¥1,541 | ¥1,561 | 1.3% | 7.4% | ¥1,379 | ¥1,469 | ¥1,481 | 0.8% | 7.4% | |
| | 営業アシスタント | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥1,286 | ¥1,325 | 3.1% | - | ¥1,356 | ¥1,433 | ¥1,350 | -5.8% | -0.4% | |
| | 販売（アパレル系） | ¥1,438 | ¥1,300 | ¥1,325 | 1.9% | -7.8% | ¥1,400 | ¥1,400 | --- | - | - | --- | --- | --- | - | - | --- | ¥1,300 | ¥1,361 | 4.7% | - | ¥1,348 | ¥1,320 | ¥1,273 | -3.5% | -5.6% | |
| | 販売（家電・モバイル） | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥1,504 | ¥1,305 | ¥1,336 | 2.3% | -11.2% | ¥1,287 | ¥1,242 | ¥1,214 | -2.3% | -5.7% |
| | 販売（その他） | --- | ¥1,400 | --- | - | - | ¥1,175 | ¥1,144 | ¥1,313 | 14.7% | 11.7% | --- | ¥1,100 | ¥1,191 | 8.3% | - | ¥1,267 | ¥1,135 | ¥1,100 | -3.1% | -13.2% | ¥1,136 | ¥1,233 | ¥1,224 | -0.8% | 7.7% | |
| | デモンストレーター・MC | --- | --- | ¥1,100 | - | - | ¥1,350 | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥1,273 | ¥1,300 | 2.1% | - | ¥1,200 | ¥1,456 | ¥1,420 | -2.5% | 18.3% | |
| | 窓口・ショールーム・カウンター受付 | ¥1,291 | ¥1,235 | ¥1,275 | 3.3% | -1.2% | ¥1,140 | ¥1,154 | ¥1,239 | 7.4% | 8.7% | ¥1,227 | ¥1,254 | ¥1,256 | 0.2% | 2.4% | ¥1,249 | ¥1,220 | ¥1,221 | 0.1% | -2.3% | ¥1,224 | ¥1,220 | ¥1,239 | 1.5% | 1.2% | |
| | 旅行関連 | ¥1,050 | ¥1,083 | ¥1,076 | -2.1% | 1.0% | ¥1,186 | ¥1,300 | ¥1,300 | 0.0% | 9.6% | ¥1,450 | --- | --- | - | - | --- | ¥1,501 | ¥1,484 | -1.2% | - | ¥1,077 | ¥1,091 | ¥1,090 | -0.0% | 1.2% | |
| | テレマーケティング・テレフォンオペレーター | ¥1,479 | ¥1,347 | ¥1,402 | 4.1% | -5.2% | ¥1,282 | ¥1,242 | ¥1,276 | 2.8% | -0.5% | ¥1,307 | ¥1,241 | ¥1,245 | 0.3% | -4.8% | --- | ¥1,274 | ¥1,222 | ¥1,230 | 0.7% | -3.5% | ¥1,264 | ¥1,262 | ¥1,272 | 0.8% | 0.6% |
| | スーパーバイザー | --- | ¥1,300 | ¥1,200 | -7.7% | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥1,350 | ¥2,000 | --- | - | --- | ¥1,367 | ¥1,397 | ¥1,673 | 19.7% | 22.4% |
| その他営業・販売・サービス系 | --- | --- | ¥1,283 | ¥1,355 | 5.6% | - | --- | --- | --- | - | - | --- | --- | --- | - | - | ¥1,089 | ¥1,244 | ¥1,258 | 1.1% | 15.5% | ¥1,223 | ¥1,412 | ¥1,423 | 0.8% | 16.4% | |
| 計 | ¥1,461 | ¥1,330 | ¥1,375 | 3.4% | -5.9% | ¥1,285 | ¥1,260 | ¥1,290 | 2.4% | 0.3% | ¥1,291 | ¥1,242 | ¥1,252 | 0.8% | -3.0% | ¥1,299 | ¥1,297 | ¥1,328 | 2.4% | 2.3% | ¥1,262 | ¥1,296 | ¥1,305 | 0.7% | 3.4% | | |
| クリエイティブ系 | WEBデザイナー | --- | --- | ¥1,350 | --- | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥1,350 | --- | --- | - | - | --- | ¥1,324 | ¥1,330 | ¥1,275 | -4.1% | -3.7% |
| | WEBディレクター | --- | --- | ¥1,200 | --- | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | --- | - | - | --- | ¥1,700 | ¥1,517 | ¥1,350 | -11.0% | -20.6% |
| | WEB制作・編集 | --- | ¥1,250 | --- | - | - | ¥1,200 | ¥1,206 | ¥1,250 | 3.7% | 4.2% | ¥1,250 | ¥1,425 | --- | - | - | --- | --- | --- | - | - | --- | ¥1,487 | ¥1,449 | ¥1,353 | -6.6% | -9.0% |
| | 編集・校正・制作 | --- | --- | --- | - | - | ¥1,200 | --- | --- | - | - | --- | --- | ¥1,300 | - | - | --- | --- | --- | - | - | --- | ¥1,267 | ¥1,293 | ¥1,240 | -4.1% | -2.2% |
| | 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） | --- | --- | --- | - | - | ¥1,350 | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | --- | --- | - |
| | DTPオペレーター | ¥1,350 | --- | ¥1,375 | --- | 1.9% | ¥1,372 | ¥1,100 | ¥1,150 | 4.5% | -16.2% | --- | ¥1,300 | ¥1,300 | 0.0% | - | --- | ¥1,250 | ¥1,400 | ¥1,400 | 0.0% | 12.0% | ¥1,297 | ¥1,320 | ¥1,355 | 2.6% | 4.5% |
| | その他クリエイティブ職 | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥1,400 | ¥1,267 | ¥1,280 | 1.0% | -8.6% | ¥1,605 | ¥1,364 | ¥1,395 | 2.3% | -13.2% |
| 計 | ¥1,350 | ¥1,250 | ¥1,325 | 6.0% | -1.9% | ¥1,249 | ¥1,173 | ¥1,239 | 5.6% | -0.8% | ¥1,250 | ¥1,345 | ¥1,300 | -3.4% | 4.0% | ¥1,333 | ¥1,267 | ¥1,382 | 0.4% | 2.9% | ¥1,348 | ¥1,327 | ¥1,372 | -1.8% | -4.1% | | |
| IT系 | ビジネスアプリケーション系SE | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | ¥2,138 | ¥3,309 | ¥2,000 | -39.6% | -6.4% |
| | 制御系SE | --- | --- | ¥2,200 | --- | - | --- | ¥2,013 | ¥2,200 | 9.3% | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | ¥2,200 | --- | - |
| | データベース系SE | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | --- | --- | - |
| | Web・スマホ系SE | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | --- | --- | - |
| | 社内SE | ¥2,000 | ¥2,000 | --- | - | - | --- | --- | ¥2,277 | --- | - | --- | --- | --- | - | - | --- | --- | --- | - | - | --- | --- | --- | --- | --- | - |
| | プログラマ | | | | | | | | | | | | | | | | | | | | | | | | | | |