

| 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           |              |             |        |
|                      |                            | 15.6          | 16.5          | 16.6          | 前月比           | 前年同月比         | 15.6          | 16.5          | 16.6          | 前月比          | 前年同月比        | 15.6          | 16.5          | 16.6          | 前月比          | 前年同月比         | 15.6          | 16.5          | 16.6          | 前月比          | 前年同月比         | 15.6          | 16.5          | 16.6          | 前月比          | 前年同月比       |        |
| オフィスワーク系             | 一般事務                       | ¥1,060        | ¥1,034        | ¥1,020        | -1.4%         | -3.8%         | ¥1,055        | ¥1,075        | ¥1,037        | -1.3%        | -1.7%        | ¥1,095        | ¥1,093        | ¥1,060        | -1.3%        | -3.2%         | ¥1,089        | ¥1,089        | ¥1,077        | -1.1%        | -1.1%         | ¥1,080        | ¥1,109        | ¥1,111        | 0.2%         | 2.9%        |        |
|                      | 営業事務                       | ¥1,052        | ¥1,066        | ¥1,054        | -1.1%         | 0.2%          | ¥1,136        | ¥1,073        | ¥1,121        | 3.5%         | -1.3%        | ¥1,111        | ¥1,095        | ¥1,079        | 0.5%         | -2.9%         | ¥1,111        | ¥1,158        | ¥1,130        | -2.4%        | 1.8%          | ¥1,121        | ¥1,082        | ¥1,117        | 3.2%         | -0.3%       |        |
|                      | 学校事務                       | ¥1,100        | -             | ¥1,050        | -             | -4.5%         | ¥900          | ¥987          | ¥989          | -1.1%        | 9.9%         | ¥1,175        | ¥986          | ¥1,000        | 1.3%         | -14.9%        | ¥1,050        | ¥1,100        | ¥1,150        | 4.5%         | 9.5%          | ¥1,112        | ¥1,000        | ¥1,033        | 3.3%         | -           |        |
|                      | 総務・財務・会計・英文経理              | ¥1,094        | ¥1,111        | ¥1,124        | 1.2%          | 2.7%          | ¥1,146        | ¥1,096        | ¥1,021        | 3.0%         | -10.9%       | ¥1,144        | ¥1,042        | ¥1,083        | -1.2%        | -5.4%         | ¥1,171        | ¥1,175        | ¥1,130        | -3.8%        | -3.5%         | ¥1,065        | ¥1,076        | ¥1,082        | 0.5%         | 1.6%        |        |
|                      | 秘書                         | ¥1,067        | ¥1,019        | ¥1,053        | 3.3%          | -1.3%         | ¥1,050        | ¥1,080        | ¥1,025        | 1.1%         | -2.4%        | ¥1,100        | ¥1,038        | -             | -            | -             | ¥1,163        | ¥1,125        | ¥1,200        | 6.7%         | 3.2%          | ¥1,112        | ¥1,075        | ¥1,150        | 7.0%         | 3.5%        |        |
|                      | 受付                         | ¥1,005        | -             | ¥936          | -             | -6.9%         | ¥1,000        | ¥1,050        | ¥1,123        | 5.1%         | 12.3%        | ¥1,150        | ¥1,050        | ¥950          | -9.5%        | -17.4%        | ¥1,110        | ¥1,130        | ¥1,133        | 0.3%         | 2.1%          | ¥1,083        | ¥1,096        | ¥1,078        | -1.7%        | -0.5%       |        |
|                      | 総務・人事・法務                   | ¥1,056        | ¥1,010        | ¥1,008        | -0.2%         | -4.6%         | ¥1,230        | ¥1,085        | ¥1,100        | -1.7%        | -10.8%       | ¥1,086        | ¥985          | ¥1,095        | 0.9%         | 0.9%          | ¥1,170        | ¥1,162        | ¥1,182        | 1.7%         | 1.0%          | ¥1,087        | ¥1,109        | ¥1,106        | -0.3%        | 1.8%        |        |
|                      | 広報・宣伝・IR                   | ¥1,100        | -             | -             | -             | -             | ¥1,050        | -             | -             | -            | -            | ¥1,100        | ¥1,050        | 0.0%          | -            | -             | -             | -             | -             | -            | -             | -             | ¥1,150        | ¥1,150        | ¥1,150       | 0.0%        | -      |
|                      | 企画・マーケティング                 | -             | -             | -             | -             | -             | -             | -             | -             | -            | -            | -             | -             | -             | -            | -             | ¥1,100        | -             | -             | -            | -             | -             | ¥1,150        | ¥2,000        | ¥2,000       | 0.0%        | 73.9%  |
|                      | 貿易・国際事務                    | -             | ¥1,050        | ¥1,050        | 0.0%          | -             | -             | ¥1,250        | -             | -            | -            | ¥1,150        | ¥1,250        | 0.0%          | 8.7%         | ¥1,225        | ¥1,279        | ¥1,238        | -3.2%         | 1.0%         | ¥1,250        | ¥1,168        | ¥1,169        | 0.0%          | -6.5%        |             |        |
|                      | 英文事務                       | -             | -             | -             | -             | -             | -             | ¥1,200        | -             | -            | -            | ¥1,200        | ¥1,250        | 4.2%          | -            | ¥1,100        | -             | -             | -             | -            | -             | -             | ¥1,158        | ¥1,050        | -            | -           | -      |
|                      | 金融（銀行）事務                   | ¥1,050        | -             | -             | -             | -             | ¥1,094        | ¥1,250        | -             | -            | -            | ¥1,100        | ¥1,250        | 0.0%          | 13.6%        | ¥1,000        | ¥1,150        | ¥1,177        | 2.4%          | 17.7%        | ¥956          | ¥1,225        | ¥1,221        | -0.3%         | 27.7%        |             |        |
|                      | 金融（証券）事務                   | -             | -             | -             | -             | -             | -             | -             | -             | -            | -            | ¥1,300        | -             | -             | -            | -             | ¥1,350        | -             | -             | -            | -             | -             | ¥1,300        | ¥1,300        | -            | -           | -      |
|                      | 金融（生保・損保）事務                | ¥1,100        | ¥925          | ¥893          | -3.5%         | -18.8%        | ¥883          | ¥1,100        | ¥1,036        | 5.8%         | 17.3%        | ¥1,200        | ¥1,170        | ¥1,144        | 4.0%         | -4.6%         | -             | ¥1,128        | ¥1,131        | 0.3%         | -             | ¥1,013        | ¥1,041        | ¥1,064        | 2.2%         | 5.0%        |        |
|                      | 金融（その他）事務                  | -             | -             | -             | -             | -             | -             | -             | -             | -            | -            | -             | ¥1,250        | -             | -            | -             | -             | -             | -             | -            | -             | -             | ¥1,100        | -             | ¥1,150       | -           | 4.5%   |
|                      | 通訳・翻訳                      | ¥1,200        | -             | -             | -             | -             | ¥1,400        | -             | -             | -            | -            | ¥1,600        | ¥1,500        | ¥1,275        | -            | -             | -             | -             | -             | -            | -             | -             | ¥2,000        | ¥1,386        | ¥1,433       | 3.4%        | -28.3% |
|                      | OAオペレーター                   | ¥1,000        | ¥1,020        | -             | -             | -             | ¥1,000        | -             | ¥1,300        | -13.3%       | 30.0%        | -             | ¥1,100        | -             | -            | -             | ¥1,100        | -             | ¥1,700        | 54.5%        | 6.3%          | ¥2,000        | ¥1,386        | ¥1,433        | 3.4%         | -28.3%      |        |
|                      | データ入力                      | ¥1,168        | ¥1,033        | ¥1,098        | 6.2%          | -6.1%         | ¥1,050        | ¥1,133        | ¥1,117        | 1.9%         | 6.4%         | ¥1,071        | ¥1,129        | ¥1,150        | 1.5%         | 7.3%          | ¥1,063        | ¥900          | ¥1,147        | 27.5%        | 8.0%          | ¥1,113        | ¥1,033        | ¥1,069        | 3.5%         | -4.0%       |        |
|                      | 事務的軽作業                     | -             | ¥1,013        | ¥900          | -11.1%        | -             | ¥967          | ¥800          | -             | -            | -            | ¥833          | ¥800          | 0.0%          | -4.0%        | -             | ¥1,000        | -             | -             | -            | -             | -             | ¥936          | -             | -            | -           | -      |
|                      | その他事務系                     | ¥1,103        | ¥1,025        | ¥1,015        | -1.0%         | -8.0%         | ¥900          | ¥1,075        | ¥1,038        | -8.5%        | 15.3%        | ¥1,150        | ¥1,030        | ¥1,023        | -4.9%        | -11.1%        | ¥1,196        | ¥1,546        | ¥1,125        | -27.2%       | -5.9%         | ¥1,046        | ¥1,000        | ¥1,080        | 8.0%         | 3.3%        |        |
|                      | <b>計</b>                   | <b>¥1,077</b> | <b>¥1,041</b> | <b>¥1,036</b> | <b>-0.5%</b>  | <b>-3.8%</b>  | <b>¥1,073</b> | <b>¥1,070</b> | <b>¥1,056</b> | <b>-0.5%</b> | <b>-1.5%</b> | <b>¥1,109</b> | <b>¥1,081</b> | <b>¥1,075</b> | <b>0.5%</b>  | <b>-3.1%</b>  | <b>¥1,113</b> | <b>¥1,133</b> | <b>¥1,107</b> | <b>-2.3%</b> | <b>-0.5%</b>  | <b>¥1,074</b> | <b>¥1,105</b> | <b>¥1,113</b> | <b>0.7%</b>  | <b>3.6%</b> |        |
|                      | 営業・販売・サービス系                | 営業・企画営業・ラウンダー | ¥1,241        | ¥1,239        | ¥1,260        | 1.7%          | 1.6%          | ¥1,221        | ¥1,200        | ¥1,344       | 1.1%         | 10.1%         | ¥1,200        | ¥1,200        | ¥1,335       | 11.3%         | 11.3%         | ¥1,268        | ¥1,306        | ¥1,217       | -6.8%         | -4.1%         | ¥1,350        | ¥1,225        | ¥1,290       | 5.3%        | -4.5%  |
|                      |                            | 営業アシスタント      | ¥1,125        | -             | -             | -             | -             | -             | -             | -            | -            | -             | -             | -             | -            | -             | ¥1,188        | -             | -             | -            | -             | -             | -             | -             | -            | -           | -      |
| 販売（アパレル系）            |                            | ¥1,063        | ¥1,100        | -             | -             | -             | ¥1,050        | -             | ¥1,265        | 1.2%         | 20.5%        | -             | -             | -             | -            | ¥1,160        | ¥1,390        | ¥1,398        | 0.6%          | 20.5%        | ¥1,143        | ¥1,225        | ¥1,250        | 2.0%          | 9.4%         |             |        |
| 販売（家電・モバイル）          |                            | ¥1,242        | ¥1,070        | -             | -             | -             | ¥1,200        | ¥1,292        | ¥1,455        | 12.1%        | 21.3%        | ¥1,133        | ¥1,120        | ¥1,295        | 0.2%         | 14.3%         | ¥1,315        | ¥1,500        | ¥1,440        | -4.0%        | 9.5%          | ¥1,264        | ¥1,238        | ¥1,232        | -0.4%        | -2.5%       |        |
| 販売（その他）              |                            | ¥990          | ¥1,167        | ¥1,183        | 1.4%          | 19.5%         | ¥1,050        | ¥1,250        | ¥1,200        | 1.2%         | 14.3%        | ¥1,192        | ¥1,250        | ¥1,160        | -7.2%        | -2.7%         | ¥1,107        | ¥1,000        | ¥986          | -1.4%        | -11.0%        | ¥1,161        | ¥1,094        | ¥1,084        | -0.9%        | -6.6%       |        |
| デモンストレーター・MC         |                            | ¥1,400        | -             | -             | -             | -             | ¥1,200        | -             | ¥1,300        | 0.0%         | 8.3%         | -             | -             | -             | -            | -             | ¥1,200        | -             | -             | -            | -             | -             | ¥1,050        | ¥1,071        | 2.0%         | -           |        |
| 窓口・ショールーム・カウンター受付    |                            | ¥975          | ¥1,000        | ¥1,036        | 3.6%          | 6.3%          | ¥1,200        | ¥950          | ¥1,100        | 6.5%         | -8.3%        | ¥1,073        | ¥950          | -             | -            | -             | ¥1,100        | ¥1,113        | ¥1,113        | 0.0%         | 1.1%          | ¥1,042        | ¥1,067        | ¥1,069        | 0.2%         | 2.6%        |        |
| 旅行関連                 |                            | ¥1,100        | -             | -             | -             | -             | -             | -             | -             | -            | -            | ¥1,100        | -             | -             | -            | -             | ¥993          | ¥1,461        | ¥1,060        | -27.4%       | 6.8%          | ¥1,093        | ¥1,461        | ¥1,060        | -27.4%       | 6.8%        |        |
| テレマーケティング・テレホンオペレーター |                            | ¥1,123        | ¥1,151        | ¥1,115        | -3.1%         | -0.7%         | ¥1,095        | ¥1,153        | ¥1,098        | -2.9%        | 0.2%         | ¥1,131        | ¥1,159        | ¥1,138        | -1.3%        | 0.5%          | ¥1,191        | ¥1,132        | ¥1,177        | 4.0%         | -1.2%         | ¥1,077        | ¥1,110        | ¥1,125        | 1.4%         | 4.4%        |        |
| スーパーバイザー             |                            | -             | ¥1,150        | ¥1,150        | 0.0%          | -             | ¥1,000        | -             | ¥1,098        | 0.0%         | 10.0%        | -             | -             | -             | -            | -             | -             | -             | -             | -            | -             | -             | ¥1,600        | -             | -            | -           | -      |
| その他営業・販売・サービス系       |                            | ¥939          | ¥1,157        | ¥1,163        | 0.5%          | 23.8%         | ¥1,075        | ¥1,500        | ¥1,175        | -14.5%       | 9.3%         | ¥1,200        | ¥1,280        | ¥1,114        | -25.7%       | -7.1%         | ¥1,043        | ¥1,206        | ¥1,175        | -2.5%        | 12.7%         | ¥1,083        | ¥1,094        | ¥1,067        | -2.5%        | -1.5%       |        |
| <b>計</b>             |                            | <b>¥1,123</b> | <b>¥1,150</b> | <b>¥1,128</b> | <b>-1.9%</b>  | <b>0.4%</b>   | <b>¥1,120</b> | <b>¥1,254</b> | <b>¥1,312</b> | <b>5.8%</b>  | <b>17.1%</b> | <b>¥1,140</b> | <b>¥1,174</b> | <b>¥1,075</b> | <b>-0.1%</b> | <b>9.8%</b>   | <b>¥1,200</b> | <b>¥1,314</b> | <b>¥1,270</b> | <b>-3.4%</b> | <b>5.8%</b>   | <b>¥1,081</b> | <b>¥1,162</b> | <b>¥1,161</b> | <b>-0.1%</b> | <b>3.6%</b> |        |
| クリエイティブ系             |                            | WEBデザイナー      | ¥1,017        | ¥1,000        | ¥1,000        | 0.0%          | -1.6%         | -             | ¥1,000        | -            | -            | -             | ¥1,000        | ¥1,000        | 0.0%         | -             | -             | ¥1,017        | ¥1,400        | ¥1,400       | 0.0%          | 37.7%         | ¥1,025        | ¥971          | ¥1,017       | 4.7%        | -0.8%  |
|                      |                            | WEBディレクター     | -             | -             | -             | -             | -             | -             | -             | -            | -            | -             | -             | -             | -            | -             | -             | -             | -             | -            | -             | -             | -             | -             | -            | -           | -      |
|                      | WEB制作・編集                   | ¥1,500        | -             | -             | -             | -             | ¥1,250        | -             | -             | -            | -            | ¥1,250        | -             | -             | -            | -             | ¥1,225        | -             | -             | -            | -             | -             | ¥1,200        | -             | -            | -           |        |
|                      | 編集・校正・制作                   | -             | -             | -             | -             | -             | -             | -             | -             | -            | -            | ¥1,000        | -             | -             | -            | -             | -             | ¥1,100        | ¥1,150        | ¥950         | -17.4%        | -13.6%        | ¥1,050        | ¥1,067        | -            | -           | -      |
|                      | 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）            | -             | -             | ¥1,100        | -             | -             | -             | -             | -             | -            | -            | -             | -             | -             | -            | -             | -             | -             | -             | -            | -             | -             | ¥1,250        | -             | -            | -           | -      |
|                      | DTPオペレーター                  | ¥1,033        | -             | -             | -             | -             | -             | -             | -             | -            | -            | -             | -             | -             | -            | -             | ¥1,100        | ¥1,100        | ¥1,140        | 3.6%         | 3.6%          | ¥1,067        | ¥1,121        | ¥1,135        | 1.3%         | 6.4%        |        |
|                      | その他クリエイティブ職                | -             | -             | -             | -             | -             | -             | -             | -             | -            | -            | ¥950          | ¥2,400        | -             | -            | -             | -             | ¥1,150        | ¥1,150        | 0.0%         | -             | -             | -             | -             | -            | -           |        |
| <b>計</b>             | <b>¥1,144</b>              | <b>¥1,000</b> | <b>¥1,025</b> | <b>2.5%</b>   | <b>-10.4%</b> | <b>¥1,063</b> | <b>-</b>      | <b>-</b>      | <b>-</b>      | <b>-</b>     | <b>¥983</b>  | <b>¥1,275</b> | <b>¥1,000</b> | <b>-5.9%</b>  | <b>1.7%</b>  | <b>¥1,100</b> | <b>¥1,185</b> | <b>¥1,212</b> | <b>2.3%</b>   | <b>10.2%</b> | <b>¥1,104</b> | <b>¥1,071</b> | <b>¥1,098</b> | <b>2.5%</b>   | <b>-0.5%</b> |             |        |
| IT系                  | ビジネスアプリケーション系SE            | ¥1,588        | ¥1,439        | -             | -             | -             | ¥1,645        | ¥1,500        | -             | -            | -            | ¥1,700        | ¥1,500        | -             | -            | ¥1,713        | ¥1,650        | ¥1,371        | -16.9%        | -19.9%       | ¥1,773        | ¥1,953        | ¥1,784        | -8.6%         | 0.7%         |             |        |
|                      | 制御系SE                      | ¥1,615        | ¥1,573        | -             | -             | -             | ¥1,867        | ¥1,581        | -             | -            | -            | ¥1,736        | ¥1,703        | -             | -            | ¥1,718        | ¥1,663        | ¥1,850        | 11.3%         | 7.7%         | ¥1,793        | ¥1,884        | ¥1,744        | -7.4%         | -2.7%        |             |        |
|                      | データベース系SE                  | ¥1,893        | -             | -             | -             | -             | ¥1,200        | ¥1,500        | -             | -            | -            | ¥1,550        | ¥1,713        | -             | -            | -             | ¥1,763        | ¥1,825        | ¥1,678        | -8.1%        | -4.8%         | -             | -             | -             | -            | -           |        |
|                      | Web・スマホ系SE                 | ¥1,500        | -             | -             | -             | -             | ¥1,400        | -             | -             | -            | -            | ¥1,400        | -             | -             | -            | -             | -             | -             | -             | -            | -             | ¥2,200        | -             | -             | -            | -           |        |
|                      | 社内SE                       | ¥2,000        | ¥1,500        | -             | -             | -             | ¥1,500        | -             | -             | -            | -            | -             | -             | -             | -            | -             | ¥1,613        | ¥1,600        | ¥1,300        | -18.8%       | -19.4%        | -             | ¥1,921        | ¥1,950        | 1.5%         | -           |        |
|                      | プログラマ                      | ¥1,438        | ¥1,676        | -             | -             | -             | ¥2,013        | ¥1,531        | -             | -            | -            | ¥1,543        |               |               |              |               |               |               |               |              |               |               |               |               |              |             |        |