

| 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 | | 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 | |
| | | 15.12 | 16.11 | 16.12 | 前月比 | | 前年同月比 | 15.12 | 16.11 | 16.12 | | 前月比 | 前年同月比 | 15.12 | 16.11 | | 16.12 | 前月比 | 前年同月比 | 15.12 | | 16.11 | 16.12 | 前月比 | 前年同月比 | | 15.12 |
| オフィスワーク系 | 一般事務 | ¥1,041 | ¥1,031 | ¥1,024 | -0.7% | -1.7% | ¥1,058 | ¥1,070 | ¥1,067 | -0.2% | 0.9% | ¥1,098 | ¥1,086 | ¥1,078 | -0.7% | -1.8% | ¥1,106 | ¥1,112 | ¥1,117 | -0.4% | 1.0% | ¥1,074 | ¥1,122 | ¥1,115 | -0.7% | 3.8% | |
| | 営業事務 | ¥1,045 | ¥1,072 | ¥1,068 | -0.3% | 2.3% | ¥1,088 | ¥1,084 | ¥1,100 | 1.5% | 1.1% | ¥1,075 | ¥1,078 | ¥1,105 | 2.5% | 2.8% | ¥1,113 | ¥1,138 | ¥1,142 | 1.5% | 2.7% | ¥1,108 | ¥1,128 | ¥1,134 | -0.4% | 1.4% | |
| | 学校事務 | ¥1,050 | ¥1,050 | ¥1,050 | 0.0% | 0.0% | ¥967 | ¥1,075 | ¥1,023 | -4.3% | 5.8% | ¥929 | ¥1,096 | ¥975 | -11.1% | 5.0% | ¥942 | ¥1,200 | ¥1,115 | -10.8% | 18.4% | ¥1,230 | ¥1,076 | ¥1,050 | -2.4% | -14.6% | |
| | 経理・財務・会計・英文経理 | ¥1,069 | ¥1,077 | ¥1,070 | -0.6% | 0.1% | ¥1,117 | ¥1,082 | ¥1,081 | -0.1% | -3.2% | ¥1,081 | ¥1,113 | ¥1,092 | -1.8% | 1.0% | ¥1,132 | ¥1,116 | ¥1,129 | 0.5% | -0.3% | ¥1,041 | ¥1,094 | ¥1,108 | 1.3% | 6.4% | |
| | 秘書 | ¥1,088 | ¥1,000 | ¥1,017 | 1.7% | -6.5% | ¥1,150 | ¥1,100 | ¥1,100 | 0.0% | -4.3% | ¥1,050 | ¥1,100 | ¥1,150 | 15.0% | 9.5% | ¥1,025 | ¥1,000 | ¥1,100 | 2.3% | 7.3% | ¥1,277 | ¥1,277 | ¥1,333 | 4.4% | - | |
| | 受付 | ¥1,000 | ¥1,017 | ¥1,039 | 2.1% | 3.9% | ¥1,125 | ¥1,223 | ¥1,086 | -11.2% | -3.5% | ¥1,057 | ¥1,008 | ¥1,000 | -0.8% | -5.4% | ¥1,134 | ¥1,065 | ¥1,048 | -2.5% | -7.5% | ¥1,082 | ¥1,232 | ¥1,128 | -8.4% | 4.3% | |
| | 総務・人事・法務 | ¥1,075 | ¥1,050 | ¥1,079 | 2.7% | 0.3% | ¥975 | ¥1,139 | ¥1,111 | -2.5% | 13.9% | ¥1,159 | ¥1,089 | ¥1,067 | -2.0% | -8.0% | ¥1,085 | ¥1,135 | ¥1,107 | -0.4% | 2.0% | ¥1,071 | ¥1,110 | ¥1,128 | 2.6% | 6.3% | |
| | 広報・宣伝・IR | - | - | - | - | - | - | - | - | - | - | ¥1,150 | - | - | - | - | - | ¥1,200 | ¥1,291 | 7.6% | - | - | - | - | - | - | - |
| | 企画・マーケティング | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥2,000 | ¥2,000 | ¥2,000 | 0.0% | 0.0% | |
| | 貿易・国際事務 | - | - | - | - | - | - | - | - | - | - | ¥1,146 | ¥1,100 | ¥1,100 | 0.0% | -4.0% | ¥1,230 | ¥1,196 | ¥1,233 | 2.0% | 0.3% | ¥1,200 | ¥1,144 | ¥1,163 | 1.6% | -3.1% | |
| | 英文事務 | - | - | - | - | - | ¥1,100 | ¥1,165 | ¥1,177 | 1.1% | 7.0% | ¥1,400 | ¥1,179 | ¥1,102 | -6.5% | -2.1% | ¥1,150 | ¥1,300 | ¥1,181 | -2.7% | 2.7% | ¥1,136 | ¥1,127 | ¥1,113 | -1.2% | -2.0% | |
| | 金融（銀行）事務 | - | ¥1,150 | ¥1,150 | 0.0% | - | ¥950 | ¥1,310 | ¥1,341 | 2.3% | 41.1% | ¥1,100 | ¥1,200 | ¥1,200 | 0.0% | 9.1% | - | ¥1,083 | - | - | - | - | ¥1,028 | ¥1,084 | ¥1,080 | -0.4% | 5.0% |
| | 金融（証券）事務 | - | - | - | - | - | - | ¥1,100 | - | - | - | ¥1,100 | - | - | - | - | - | ¥1,100 | ¥1,150 | 3.4% | - | - | ¥1,100 | ¥1,230 | 11.8% | - | |
| | 金融（生保・損保）事務 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,250 | ¥1,228 | 1.3% | 10.5% | ¥998 | ¥1,030 | ¥1,053 | 2.3% | 5.5% |
| | 金融（その他）事務 | ¥977 | ¥1,000 | ¥1,067 | 6.7% | 9.1% | ¥939 | ¥1,139 | ¥1,155 | 1.4% | 23.0% | ¥1,088 | ¥1,150 | ¥1,189 | 3.4% | 9.3% | ¥1,111 | ¥1,254 | ¥1,228 | 1.3% | 10.5% | ¥1,071 | ¥1,129 | ¥1,083 | -4.0% | -9.7% | |
| | 通訳・翻訳 | ¥1,500 | - | - | - | - | - | ¥1,210 | ¥1,040 | -14.0% | - | - | ¥1,571 | ¥1,027 | -34.6% | - | - | ¥1,520 | - | ¥2,000 | - | 31.6% | ¥1,950 | - | ¥1,500 | - | -23.1% |
| | OAオペレーター | ¥1,125 | - | - | - | - | ¥1,200 | ¥1,100 | ¥1,013 | -8.0% | -15.6% | - | - | - | - | - | ¥1,200 | ¥1,138 | ¥1,200 | - | 0.0% | ¥850 | ¥1,173 | ¥1,157 | -1.3% | 36.1% | |
| | データ入力 | ¥1,067 | ¥1,092 | ¥1,037 | -5.0% | -2.8% | ¥867 | ¥1,167 | ¥1,145 | -1.9% | 32.1% | ¥1,067 | ¥1,070 | ¥1,031 | -3.6% | -3.4% | ¥1,008 | ¥988 | ¥1,110 | -1.2% | 10.1% | ¥1,050 | ¥1,179 | ¥1,186 | 0.6% | 13.0% | |
| | 事務的軽作業 | ¥975 | ¥1,047 | ¥1,146 | 9.5% | 17.6% | ¥1,050 | ¥950 | ¥1,025 | 7.9% | -2.4% | ¥850 | ¥1,100 | - | - | - | ¥1,100 | - | ¥1,100 | -4.3% | 0.0% | ¥953 | ¥1,175 | ¥1,218 | 3.7% | 27.8% | |
| | その他事務系 | ¥1,025 | ¥1,050 | ¥1,034 | -1.6% | 0.8% | ¥1,133 | ¥1,051 | ¥1,059 | 0.8% | -6.6% | ¥1,350 | ¥1,078 | ¥1,103 | 2.3% | -18.3% | - | ¥1,025 | ¥1,544 | 54.0% | - | - | ¥1,136 | ¥1,239 | ¥1,231 | -0.7% | 8.3% |
| 計 | ¥1,047 | ¥1,053 | ¥1,045 | -0.8% | -0.2% | ¥1,059 | ¥1,102 | ¥1,092 | -0.9% | 3.2% | ¥1,090 | ¥1,109 | ¥1,081 | -2.5% | -0.8% | ¥1,114 | ¥1,116 | ¥1,132 | 0.6% | 1.6% | ¥1,088 | ¥1,137 | ¥1,130 | -0.6% | 3.8% | | |
| 営業・販売・サービス系 | 営業・企画営業・ラウンダー | ¥1,268 | ¥1,263 | ¥1,277 | 1.1% | 0.7% | ¥1,425 | ¥1,308 | ¥1,285 | -1.8% | -9.8% | ¥1,180 | ¥1,400 | ¥1,200 | -14.3% | 1.7% | ¥1,314 | ¥1,303 | ¥1,339 | 1.9% | 1.9% | ¥1,342 | ¥1,297 | ¥1,275 | -1.7% | -5.0% | |
| | 営業アシスタント | ¥1,050 | - | - | - | - | - | - | - | - | ¥1,500 | - | - | - | - | ¥1,050 | ¥1,090 | ¥1,163 | 10.7% | 10.7% | - | ¥919 | ¥1,200 | 30.6% | - | | |
| | 販売（アパレル系） | ¥1,000 | ¥1,125 | ¥1,144 | 1.7% | 14.4% | ¥1,200 | ¥1,000 | ¥1,150 | 15.0% | -4.2% | ¥1,100 | - | ¥1,500 | - | 36.4% | ¥1,000 | ¥1,080 | ¥1,400 | 9.4% | 40.0% | ¥1,194 | ¥1,119 | ¥1,119 | 0.0% | -6.3% | |
| | 販売（家電・モバイル） | ¥1,200 | ¥1,500 | - | - | 25.0% | ¥1,338 | ¥1,420 | ¥850 | -40.1% | -36.4% | ¥1,233 | ¥1,291 | ¥1,292 | 0.1% | 4.8% | - | ¥1,279 | ¥1,338 | 4.9% | - | - | ¥1,250 | ¥1,280 | ¥1,286 | 0.5% | 2.9% |
| | 販売（その他） | ¥1,138 | ¥1,150 | ¥1,273 | 10.7% | 11.9% | ¥1,206 | ¥1,237 | ¥1,189 | -3.7% | -1.4% | ¥1,250 | ¥1,379 | ¥1,372 | -0.5% | 9.8% | ¥1,033 | ¥1,200 | ¥1,200 | 0.9% | 16.1% | ¥992 | ¥1,057 | ¥1,077 | 1.9% | 8.6% | |
| | デモンストレーター・MC | - | - | - | - | - | ¥1,227 | ¥1,083 | - | -11.7% | - | - | - | - | - | - | - | ¥1,120 | ¥1,100 | 0.0% | - | - | ¥1,000 | - | - | - | - |
| | 窓口・ショールーム・カウンター受付 | ¥978 | - | ¥1,400 | - | 43.2% | ¥1,170 | ¥1,225 | ¥1,240 | 1.2% | 6.0% | - | ¥1,200 | - | - | - | - | ¥1,200 | ¥1,120 | ¥1,100 | 0.0% | -8.3% | ¥1,125 | ¥1,150 | ¥1,081 | -6.0% | -3.9% |
| | 旅行関連 | - | - | - | - | - | - | - | - | - | - | ¥1,000 | - | - | - | - | - | - | - | - | - | - | ¥800 | ¥1,050 | ¥1,085 | 3.3% | 35.6% |
| | テレマーケティング・テレホンオペレーター | ¥1,091 | ¥1,078 | ¥1,021 | -5.2% | -6.3% | ¥1,080 | ¥1,108 | ¥1,108 | 0.0% | 2.6% | ¥1,160 | ¥1,146 | ¥1,200 | 4.7% | 3.4% | ¥1,085 | ¥1,114 | ¥1,147 | -0.1% | 5.7% | ¥1,123 | ¥1,119 | ¥1,138 | 1.7% | 1.3% | |
| | スーパーバイザー | ¥1,283 | - | - | - | - | ¥1,100 | ¥1,100 | 0.0% | - | - | - | - | - | - | - | - | ¥1,000 | - | - | - | - | - | - | - | - | - |
| | その他営業・販売・サービス系 | ¥1,060 | ¥1,165 | ¥1,063 | -8.8% | 0.2% | ¥1,100 | ¥1,329 | ¥1,118 | -15.9% | 1.6% | ¥1,100 | ¥1,189 | ¥1,096 | -7.9% | -0.4% | - | ¥1,200 | ¥1,092 | -1.5% | - | - | ¥1,126 | ¥1,085 | ¥1,036 | -4.6% | -8.0% |
| | 計 | ¥1,118 | ¥1,105 | ¥1,080 | -2.3% | -3.4% | ¥1,179 | ¥1,141 | ¥1,092 | -4.2% | -3.2% | ¥1,168 | ¥1,230 | ¥1,198 | -2.6% | 2.5% | ¥1,137 | ¥1,199 | ¥1,142 | 3.2% | 6.5% | ¥1,141 | ¥1,085 | ¥1,148 | 0.6% | 0.7% | |
| | クリエイティブ系 | WEBデザイナー | ¥1,250 | - | - | - | - | - | - | - | - | ¥1,000 | ¥1,000 | ¥1,000 | 0.0% | 0.0% | - | - | - | - | - | - | - | ¥1,241 | ¥1,255 | 1.1% | - |
| | | WEBディレクター | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,357 | ¥1,500 | 10.5% | - |
| WEB制作・編集 | | ¥1,100 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,233 | ¥1,450 | 17.6% | - | |
| 編集・校正・制作 | | ¥950 | - | - | - | - | ¥1,064 | ¥1,000 | -6.0% | - | - | ¥1,300 | ¥1,300 | 0.0% | - | - | ¥1,025 | ¥1,450 | ¥1,200 | 0.0% | 17.1% | ¥1,050 | ¥1,215 | ¥1,193 | -1.8% | 13.6% | |
| 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） | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| DTPオペレーター | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,083 | ¥1,100 | ¥1,100 | 0.0% | 1.5% | ¥1,200 | ¥1,108 | ¥1,288 | 16.2% | 7.3% |
| その他クリエイティブ職 | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | ¥1,222 | ¥1,350 | 10.5% | - | |
| 計 | | ¥1,138 | - | - | - | - | ¥1,064 | ¥1,000 | -6.0% | - | - | ¥1,100 | ¥1,150 | 4.5% | - | - | ¥1,060 | ¥1,310 | ¥1,150 | 0.0% | 8.5% | ¥1,100 | ¥1,218 | ¥1,284 | 5.5% | 16.8% | |
| IT系 | | ビジネスアプリケーション系SE | ¥1,243 | ¥1,210 | -2.6% | - | - | ¥1,333 | ¥1,500 | 12.5% | - | - | ¥1,750 | ¥1,762 | 0.7% | - | - | ¥1,739 | ¥1,662 | -1.7% | - | - | ¥1,833 | ¥1,754 | ¥1,773 | 1.1% | -3.3% |
| | 制御系SE | ¥1,846 | ¥1,865 | 1.0% | - | - | ¥1,700 | ¥1,720 | ¥1,750 | 1.7% | 2.9% | - | ¥1,826 | ¥1,690 | -7.4% | - | - | ¥1,908 | ¥2,000 | 17.6% | - | - | ¥1,850 | ¥1,808 | ¥1,755 | -2.9% | -5.1% |
| | データベース系SE | ¥1,680 | ¥1,600 | ¥1,600 | 0.0% | -4.8% | - | ¥1,480 | ¥1,300 | -12.2% | - | - | ¥1,664 | ¥1,380 | -17.1% | - | - | ¥1,800 | ¥1,600 | 0.0% | - | - | ¥1,709 | ¥1,750 | ¥1,521 | -13.1% | -11.0% |
| | Web・スマホ系SE | - | - | - | - | - | - | - | - | - | - | ¥1,400 | ¥1,400 | 0.0% | - | - | - | ¥1,611 | ¥1,650 | 0.0% | - | - | ¥2,200 | - | - | - | - |
| | 社内SE | - | | | | | | | | | | | | | | | | | | | | | | | | | |