

| 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  |        |
|                         |                       | 22.1            | 22.12  | 23.1   | 前月比    |       | 前年同月比  | 22.1   | 22.12  | 23.1   |        | 前月比    | 前年同月比  | 22.1   | 22.12  |        | 23.1   | 前月比    | 前年同月比  | 22.1   |        | 22.12  | 23.1   | 前月比    | 前年同月比  |        | 22.1   |
| オフィスワーク系                | 一般事務                  | ¥1,212          | ¥1,222 | ¥1,224 | 0.2%   | 1.0%  | ¥1,175 | ¥1,186 | ¥1,189 | 0.2%   | 1.2%   | ¥1,179 | ¥1,217 | ¥1,219 | 0.1%   | 3.4%   | ¥1,204 | ¥1,195 | ¥1,193 | -0.2%  | -0.9%  | ¥1,191 | ¥1,179 | ¥1,186 | 0.5%   | -0.5%  |        |
|                         | 営業事務                  | ¥1,199          | ¥1,243 | ¥1,246 | 0.2%   | 3.9%  | ¥1,196 | ¥1,226 | ¥1,236 | 0.8%   | 3.3%   | ¥1,196 | ¥1,246 | ¥1,257 | 0.9%   | 5.1%   | ¥1,233 | ¥1,266 | ¥1,246 | -1.6%  | 1.1%   | ¥1,243 | ¥1,235 | ¥1,234 | -0.1%  | -0.7%  |        |
|                         | 学校事務                  | ¥1,160          | ¥1,150 | ¥1,250 | 8.7%   | 7.8%  | ¥1,159 | ¥1,193 | ¥1,177 | -1.4%  | 1.5%   | ¥1,200 | ¥1,229 | ¥1,155 | -6.0%  | -3.8%  | ¥1,134 | ¥1,093 | ¥1,148 | 5.1%   | 1.3%   | ¥1,159 | ¥1,190 | ¥1,202 | 1.0%   | 3.7%   |        |
|                         | 経理・財務・会計・英文経理         | ¥1,185          | ¥1,279 | ¥1,287 | 0.6%   | 8.6%  | ¥1,149 | ¥1,198 | ¥1,200 | 0.2%   | -1.0%  | ¥1,248 | ¥1,252 | ¥1,227 | -2.0%  | -1.6%  | ¥1,224 | ¥1,276 | ¥1,280 | 0.4%   | 4.7%   | ¥1,241 | ¥1,227 | ¥1,228 | 0.1%   | -1.1%  |        |
|                         | 秘書                    | ---             | ¥1,200 | ---    | 0.0%   | ---   | ¥1,231 | ¥1,218 | ¥1,245 | 2.2%   | 4.0%   | ---    | ¥1,280 | ¥1,288 | 0.6%   | ---    | ¥1,257 | ¥1,175 | ¥1,175 | -6.0%  | -6.5%  | ¥1,244 | ¥1,317 | ¥1,296 | -1.6%  | 4.2%   |        |
|                         | 受付                    | ¥1,121          | ¥1,170 | ¥1,150 | -1.7%  | 2.6%  | ¥1,029 | ¥1,111 | ¥1,132 | 1.8%   | 10.0%  | ---    | ¥1,200 | ¥1,225 | 2.1%   | ---    | ¥1,328 | ¥1,220 | ¥1,202 | -1.5%  | -9.5%  | ¥1,193 | ¥1,186 | ¥1,183 | -0.3%  | -0.8%  |        |
|                         | 総務・人事・法務              | ¥1,299          | ¥1,233 | ¥1,243 | 0.8%   | -4.3% | ¥1,170 | ¥1,189 | ¥1,185 | -0.3%  | 1.3%   | ¥1,202 | ¥1,246 | ¥1,220 | -2.0%  | 1.5%   | ¥1,258 | ¥1,259 | ¥1,254 | -0.4%  | -0.2%  | ¥1,200 | ¥1,182 | ¥1,230 | 0.7%   | 2.5%   |        |
|                         | 広報・宣伝・IR              | ---             | ---    | ---    | ---    | ---   | ¥1,100 | ¥1,278 | ¥1,458 | 14.1%  | 32.6%  | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,319 | ¥1,258 | ¥1,189 | -5.5%  | -9.9%  |
|                         | 企画・マーケティング            | ¥1,300          | ---    | ---    | ---    | ---   | ---    | ¥1,273 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,100 | ¥1,100 | 0.0%   | ---    | ---    | ¥1,290 | ¥1,292 | 0.2%   | ---    |        |
|                         | 貿易・国際事務               | ---             | ¥1,200 | ---    | ---    | ---   | ---    | ¥1,375 | ¥1,232 | -10.4% | ---    | ¥1,264 | ¥1,322 | ¥1,316 | -0.4%  | 4.1%   | ---    | ¥1,328 | ¥1,329 | 0.1%   | ---    | ¥1,241 | ¥1,272 | ¥1,289 | 1.3%   | 3.9%   |        |
|                         | 英文事務                  | ¥1,125          | ---    | ---    | ---    | ---   | ¥1,263 | ¥1,294 | ¥1,338 | 3.4%   | 5.9%   | ¥1,277 | ¥1,371 | ¥1,376 | 0.4%   | 7.8%   | ¥1,264 | ¥1,371 | ¥1,500 | 9.4%   | 18.6%  | ¥1,327 | ¥1,350 | ¥1,438 | 6.5%   | 8.3%   |        |
|                         | 金融（銀行）事務              | ¥1,200          | ¥1,221 | ¥1,310 | 7.2%   | 9.1%  | ¥1,163 | ¥1,132 | ¥1,183 | 4.5%   | 1.8%   | ¥1,250 | ¥1,209 | ¥1,205 | -0.3%  | -3.6%  | ¥1,261 | ¥1,224 | ¥1,227 | 0.3%   | -2.7%  | ¥1,152 | ¥1,216 | ¥1,238 | 1.8%   | 7.5%   |        |
|                         | 金融（証券）事務              | ¥1,350          | ---    | ¥1,250 | ---    | -7.4% | ---    | ¥1,271 | ¥1,300 | 2.3%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,307 | ¥1,250 | ¥1,228 | -1.8%  | -6.0%  |        |
|                         | 金融（生保・損保）事務           | ¥1,233          | ¥1,223 | ¥1,219 | -0.3%  | -1.2% | ¥1,316 | ¥1,269 | ¥1,271 | 0.2%   | -3.4%  | ¥1,400 | ¥1,276 | ¥1,270 | -0.4%  | -9.3%  | ¥1,279 | ¥1,299 | ¥1,237 | -4.7%  | -3.2%  | ¥1,245 | ¥1,216 | ¥1,240 | 1.9%   | -0.4%  |        |
|                         | 金融（その他）事務             | ---             | ¥1,200 | ¥1,200 | 0.0%   | ---   | ---    | ---    | ¥1,160 | ---    | ---    | ---    | ¥1,300 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,150 | ¥1,238 | ¥1,250 | 1.0%   | 8.7%   |        |
|                         | 通訳・翻訳                 | ---             | ¥1,200 | ¥1,200 | 0.0%   | ---   | ¥1,500 | ¥1,208 | ¥1,200 | -0.7%  | -20.0% | ¥1,429 | ¥1,444 | ¥1,400 | -3.1%  | -2.0%  | ---    | ¥1,579 | ¥1,500 | -5.0%  | ---    | ---    | ¥1,337 | ¥1,269 | ¥1,400 | 10.4%  | 4.7%   |
|                         | OAオペレーター              | ¥1,208          | ---    | ---    | ---    | ---   | ¥1,217 | ¥1,303 | ¥1,360 | 4.4%   | 11.8%  | ---    | ¥1,133 | ¥1,122 | -1.0%  | ---    | ¥1,223 | ¥1,235 | ¥1,294 | -2.3%  | 5.8%   | ¥1,368 | ¥1,333 | ¥1,298 | -2.7%  | 2.4%   |        |
|                         | データ入力                 | ¥1,409          | ¥1,461 | ¥1,482 | 1.5%   | 5.2%  | ¥1,238 | ¥1,234 | ¥1,277 | 3.5%   | 3.1%   | ¥1,228 | ¥1,158 | ¥1,097 | -5.3%  | -10.6% | ¥1,252 | ¥1,276 | ¥1,293 | 1.3%   | 3.3%   | ¥1,238 | ¥1,239 | ¥1,261 | 1.8%   | 1.8%   |        |
|                         | 事務的軽作業                | ¥1,158          | ¥1,100 | ¥1,100 | 0.0%   | -5.0% | ¥1,172 | ¥1,233 | ¥1,178 | -4.5%  | 0.5%   | ¥1,200 | ¥1,250 | ¥1,265 | 1.2%   | 5.5%   | ¥1,050 | ¥1,183 | ¥1,167 | -1.4%  | 11.1%  | ¥1,167 | ¥1,229 | ¥1,257 | 2.3%   | 7.7%   |        |
|                         | その他事務系                | ¥1,210          | ¥1,307 | ¥1,288 | -1.5%  | 6.4%  | ¥1,235 | ¥1,273 | ¥1,263 | -0.8%  | 2.2%   | ¥1,374 | ¥1,270 | ¥1,280 | 0.8%   | -6.8%  | ¥1,250 | ¥1,243 | ¥1,257 | 1.1%   | 0.6%   | ¥1,329 | ¥1,260 | ¥1,318 | 4.6%   | -0.8%  |        |
| 計                       |                       | ¥1,253          | ¥1,256 | ¥1,272 | 1.3%   | 1.6%  | ¥1,190 | ¥1,203 | ¥1,209 | 0.5%   | 1.6%   | ¥1,204 | ¥1,235 | ¥1,234 | -0.0%  | 2.5%   | ¥1,210 | ¥1,217 | ¥1,218 | -0.7%  | 0.1%   | ¥1,210 | ¥1,202 | ¥1,209 | 0.5%   | -0.1%  |        |
| 営業・販売・サービス系             | 営業・企画営業・ラウンダー         | ---             | ¥1,646 | ¥1,800 | 9.3%   | ---   | ---    | ¥1,384 | ¥1,357 | -2.0%  | ---    | ---    | ---    | ---    | ---    | ¥1,513 | ¥1,405 | ¥1,451 | 3.3%   | -4.0%  | ¥1,380 | ¥1,394 | ¥1,386 | -0.6%  | 0.4%   |        |        |
|                         | 営業アシスタント              | ---             | ---    | ---    | ---    | ---   | ¥1,200 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,380 | ¥1,300 | ¥1,406 | 8.1%   | 1.9%   |        |
|                         | 販売（パルセル系）             | ---             | ---    | ¥1,350 | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,341 | ¥1,250 | ¥1,241 | -0.8%  | -7.5%  |        |
|                         | 販売（家電・モバイル）           | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,700 | ---    | ---    | ---    | ---    | ¥1,337 | ¥1,230 | ¥1,304 | 6.0%   | -2.5%  |        |
|                         | 販売（その他）               | ---             | ---    | ¥1,200 | ---    | ---   | ---    | ¥1,387 | ¥1,339 | -3.5%  | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,155 | ¥1,108 | ¥1,141 | 3.0%   | -1.2%  |        |
|                         | デモンストレーター・MC          | ---             | ---    | ---    | ---    | ---   | ---    | ¥1,050 | ¥1,413 | ¥1,400 | -0.9%  | 33.3%  | ---    | ---    | ---    | ---    | ---    | ¥1,200 | ---    | ---    | ---    | ---    | ---    | ¥1,150 | ---    | ---    |        |
|                         | 窓口・ショールーム・カウンター受付     | ¥1,107          | ¥1,206 | ¥1,167 | -3.3%  | 5.4%  | ¥1,105 | ¥1,251 | ¥1,238 | -1.0%  | 12.0%  | ---    | ---    | ¥1,175 | ---    | ---    | ¥1,240 | ¥1,189 | ¥1,163 | -2.2%  | -6.3%  | ¥1,227 | ¥1,234 | ¥1,207 | -2.2%  | -1.6%  |        |
|                         | 旅行関連                  | ---             | ¥1,118 | ¥1,074 | -3.9%  | ---   | ---    | ¥1,150 | ¥1,150 | 0.0%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,058 | ¥1,067 | ¥1,046 | -2.0%  | -1.2%  |        |
|                         | テレマーケティング・テレフォンオペレーター | ¥1,378          | ¥1,450 | ¥1,521 | 4.9%   | 10.4% | ¥1,239 | ¥1,266 | ¥1,281 | 1.2%   | 3.5%   | ¥1,157 | ¥1,290 | ¥1,432 | 11.0%  | 23.7%  | ¥1,214 | ¥1,236 | ¥1,231 | -0.4%  | 1.4%   | ¥1,265 | ¥1,282 | ¥1,277 | -0.4%  | 0.9%   |        |
|                         | スーパードバイザー             | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,267 | ¥1,400 | 10.5%  | ---    | ¥1,404 | ¥1,427 | ¥1,500 | 5.1%   | 6.9%   |        |
|                         | その他営業・販売・サービス系        | ¥1,543          | ¥1,300 | ---    | ---    | ---   | ¥1,144 | ¥1,375 | ¥1,437 | 4.5%   | 25.6%  | ¥1,200 | ---    | ---    | ---    | ---    | ¥1,200 | ¥1,000 | ¥1,033 | 3.3%   | -13.9% | ¥1,214 | ¥1,347 | ¥1,233 | -8.4%  | 1.5%   |        |
|                         | 計                     |                 | ¥1,379 | ¥1,435 | ¥1,506 | 5.0%  | 9.2%   | ¥1,218 | ¥1,280 | ¥1,285 | 0.4%   | 5.5%   | ¥1,172 | ¥1,290 | ¥1,422 | 10.3%  | 21.4%  | ¥1,464 | ¥1,257 | ¥1,252 | -0.4%  | -14.5% | ¥1,263 | ¥1,283 | ¥1,273 | -0.7%  | 0.8%   |
|                         | クリエイティブ系              | WEBデザイナー        | ---    | ¥1,250 | ¥1,250 | 0.0%  | ---    | ---    | ¥1,215 | ¥1,260 | 3.7%   | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,200 | ¥1,390 | ¥1,326 | 0.9%   | -3.7%  | ---    | ¥1,293 | ¥1,338 | 0.9%   | -3.7%  |
| WEBディレクター               |                       | ---             | ¥1,250 | ¥1,250 | 0.0%   | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,100 | ¥1,617 | ¥1,700 | 5.2%   | 54.5%  |        |
| WEB制作・編集                |                       | ---             | ¥1,450 | ¥1,517 | 4.6%   | ---   | ---    | ¥1,339 | ¥1,309 | -2.2%  | ---    | ¥1,250 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,250 | ¥1,639 | ¥1,608 | -1.9%  | 28.6%  |        |
| 編集・校正・制作                |                       | ---             | ¥1,500 | ¥1,500 | 0.0%   | ---   | ¥950   | ¥1,150 | ---    | ---    | ---    | ¥1,250 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    |        |
| 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）         |                       | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    |        |        |
| DTPオペレーター               |                       | ---             | ---    | ---    | ---    | ---   | ---    | ¥1,389 | ¥1,414 | 1.8%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,550 | ---    | ¥1,267 | ---    | -18.3% |        |
| その他クリエイティブ職             |                       | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,400 | ---    | ---    | ---    | ---    | ¥1,687 | ¥1,355 | ¥1,550 | 14.4%  | -8.1%  |
| 計                       |                       |                 | ---    | ¥1,381 | ¥1,410 | 2.1%  | ---    | ¥1,323 | ¥1,323 | 0.1%   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,233 | ¥1,300 | ¥1,300 | -2.3%  | 5.4%   | ¥1,457 | ¥1,387 | ¥1,387 | -1.4%  | -4.8%  |
| IT系                     |                       | ビジネスアプリケーション系SE | ¥1,891 | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥2,553 | ---    | ---    | ---    | ---    | ¥2,421 | ¥1,691 | ¥2,171 | 28.4%  | -10.3% |
|                         | 制御系SE                 | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥2,400 | ---    | ---    | ---    |        |
|                         | データベース系SE             | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,650 | ---    | ---    | ---    |        |        |
|                         | Web・スマホ系SE            | ---             | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥2,000 | ---    | ---    |        |
|                         | 社内SE                  | ¥2,000          | ¥1,933 | ¥2,000 | 3.5%   | 0.0%  | ¥1,300 | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,863 | ¥1,379 | ¥1,244 | -9.8%  | -33.2% |
|                         | プログラマ                 | ¥2,212          | ¥2,263 | ¥2,244 | -0.8%  | 1.4%  | ---    | ¥2,636 | ¥3,000 | 13.8%  | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,878 | ¥2,233 | ¥2,375 | 6.3%   | 26.5%  |
|                         | ネットワークエンジニア           | ¥2,063          | ---    | ---    | ---    | ---   | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ---    | ¥1,618 | ¥1,200 | ¥1,200 | 0.0%   | -25.8% |
|                         | テスト・評価                | ---             | ¥2,075 | ¥2,000 | -3.6%  | ---   | ---    |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |