

# J A M 2019年春季生活闘争状況報告No.17

5月8日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,551 | 100.0 |
| 賃金要求を断念       | 24    | 1.5   |
| 交渉単組数         | 1,527 | 98.5  |
| 要求提出単組        | 1,252 | 80.7  |
| 賃金要求提出        | 1,174 | 75.7  |
| 個別賃金要求        | 291   | 18.8  |
| 平均賃金要求        | 1,152 | 74.3  |
| 要求内容不明        | 78    | 5.0   |
| 要求なしの交渉又は回答のみ | 53    | 3.4   |
| 状況未集約単組       | 222   | 14.3  |

## 2. 賃上げ交渉進捗状況

|    |       |     |       |      |
|----|-------|-----|-------|------|
|    | 合計    | 個別  | 平均    | 進捗率  |
| 要求 | 1,174 | 291 | 1,152 | 75.7 |
| 回答 | 992   | 162 | 975   | 64.0 |
| 妥結 | 878   | -   | -     | 56.6 |

## 3. 賃上げ交渉状況

### (1) 平均賃上げ

(単純平均)

|            | 平均賃上げ |       |       | 同一単組前年比較 |      |
|------------|-------|-------|-------|----------|------|
|            | 要求額   | 回答額   | 妥結額   | 要求       | 妥結   |
| 全体計        | 8,395 | 5,435 | 5,482 | 20       | -31  |
| 1~299人     | 8,192 | 5,270 | 5,313 | 75       | 13   |
| 1~99人      | 8,095 | 5,135 | 5,185 | 179      | 85   |
| 100~299人   | 8,379 | 5,518 | 5,557 | -121     | -125 |
| 300~499人   | 9,458 | 6,038 | 6,102 | -159     | -155 |
| 500~999人   | 9,527 | 5,991 | 6,038 | -99      | -257 |
| 1000~2999人 | 9,086 | 6,492 | 6,551 | -652     | -126 |
| 3000人以上    | 9,289 | 6,693 | 6,693 | -450     | -612 |
| 大手労組       | 9,524 | 6,525 | 6,615 | -731     | -459 |

### (2) 個別賃金取り組み

| 年齢  | 現行水準 |         | 要求水準 |         | 回答・確定水準 |         |
|-----|------|---------|------|---------|---------|---------|
|     | 単組数  | 水準      | 単組数  | 水準      | 単組数     | 水準      |
| 30歳 |      |         |      |         |         |         |
| 計   | 500  | 233,845 | 278  | 238,688 | 153     | 238,307 |
| 所定内 | 104  | 239,843 | 33   | 248,972 | 18      | 257,034 |
| 基本  | 274  | 228,894 | 182  | 232,592 | 110     | 231,423 |
| 基準内 | 67   | 247,935 | 42   | 254,018 | 24      | 255,994 |
| 不詳  | 55   | 230,005 | 21   | 244,693 | 1       | 234,000 |
| 35歳 |      |         |      |         |         |         |
| 計   | 481  | 263,016 | 257  | 269,365 | 144     | 268,500 |
| 所定内 | 99   | 270,247 | 32   | 283,549 | 17      | 295,507 |
| 基本  | 255  | 255,779 | 162  | 260,253 | 100     | 258,240 |
| 基準内 | 69   | 283,200 | 42   | 287,496 | 24      | 292,493 |
| 不詳  | 58   | 258,474 | 21   | 281,784 | 3       | 265,533 |

### (3) 賃金構造維持分を明示している単組の状況

|           | 要求  |       |       |       | 回答  |       |       |       |
|-----------|-----|-------|-------|-------|-----|-------|-------|-------|
|           | 単組数 | 金額    | 構造維持分 | 改善分   | 単組数 | 金額    | 構造維持分 | 改善分   |
| 賃金構造維持分明示 | 837 | 8,503 | 4,490 | 4,013 | 729 | 5,699 | 4,548 | 1,151 |
| 賃金改善分     | 756 | 8,919 | 4,476 | 4,443 | 526 | 6,126 | 4,521 | 1,605 |
| 構造分のみ     | 81  | 4,620 | -     | -     | 196 | 4,603 | -     | -     |
| 構造維持分割れ   |     |       |       |       | 7   | 4,307 | 5,041 | -734  |

## 4. 一時金

|    |    | 単組数 | 金額        | 月数   | 同一単組前年比較 |      |
|----|----|-----|-----------|------|----------|------|
|    |    |     |           |      | 金額       | 月数   |
| 半期 | 要求 | 737 | 659,092   | 2.44 | 6,191    | 0.00 |
|    | 回答 | 527 | 597,419   | 2.19 | -        | -    |
|    | 妥結 | 455 | 607,564   | 2.23 | 9,313    | 0.02 |
| 年間 | 要求 | 525 | 1,357,641 | 4.93 | 18,331   | 0.01 |
|    | 回答 | 348 | 1,259,289 | 4.52 | -        | -    |
|    | 妥結 | 296 | 1,279,356 | 4.58 | 16,777   | 0.03 |

交渉単位数 2016年 1579 単組 2018年 1564 単組  
 2017年 1563 単組 2019年 1551 単組

賃上げの回答・妥結推移・年次比較一覧

有データ単組数/交渉単位・%

| 集計回 | 賃上げ（個別賃金のみの場合を含む・要求は総計・回答は数値のある全単組計） |       |       |       |          |       |       |       |          |       |       |       |          |       |       |       | 賃上げ進捗率 |       |       |       |        |       |       |       |
|-----|--------------------------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|-------|-------|--------|-------|-------|-------|
|     | 集計日                                  |       |       |       | 賃上げ要求単組数 |       |       |       | 賃上げ回答単組数 |       |       |       | 賃上げ妥結単組数 |       |       |       | 要求進捗率% |       |       |       | 妥結進捗率% |       |       |       |
|     | 2019年                                | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年  | 2018年 | 2017年 | 2016年 | 2019年  | 2018年 | 2017年 | 2016年 |
| 1   | 2/20                                 | 2/21  | 2/21  | 2/26  | 662      | 602   | 599   | 679   |          |       |       |       |          |       |       |       | 42.7   | 38.5  | 38.3  | 43.0  |        |       |       |       |
| 2   | 2/25                                 | 2/26  | 2/27  | 2/29  | 768      | 754   | 773   | 744   |          |       |       |       |          |       |       |       | 49.5   | 48.2  | 49.5  | 47.1  |        |       |       |       |
| 3   | 3/7                                  | 3/8   | 3/10  | 3/11  | 917      | 929   | 944   | 969   |          |       |       |       |          |       |       |       | 59.1   | 59.4  | 60.4  | 61.4  |        |       |       |       |
| 4   | 3/12                                 | 3/13  | 3/14  | 3/15  | 974      | 984   | 992   | 1,004 | 116      | 136   | 120   | 132   | 37       | 51    | 44    | 56    | 62.8   | 62.9  | 63.5  | 63.6  | 2.4    | 3.3   | 2.8   | 3.5   |
| 5   | 3/13                                 | 3/14  | 3/15  | 3/16  | 997      | 1,009 | 1,013 | 1,016 | 207      | 246   | 251   | 253   | 67       | 96    | 110   | 103   | 64.3   | 64.5  | 64.8  | 64.3  | 4.3    | 6.1   | 7.0   | 6.5   |
| 6   | 3/14                                 | 3/15  | 3/16  | 3/17  | 1,008    | 1,032 | 1,028 | 1,021 | 308      | 342   | 371   | 327   | 121      | 142   | 179   | 147   | 65.0   | 66.0  | 65.8  | 64.7  | 7.8    | 9.1   | 11.5  | 9.3   |
| 7   | 3/15                                 | 3/16  | 3/17  | 3/18  | 1,022    | 1,036 | 1,038 | 1,037 | 379      | 417   | 424   | 403   | 151      | 174   | 218   | 197   | 65.9   | 66.2  | 66.4  | 65.7  | 9.7    | 11.1  | 13.9  | 12.5  |
| 8   | 3/18                                 | 3/19  | 3/21  | 3/22  | 1,026    | 1,044 | 1,051 | 1,049 | 421      | 457   | 467   | 452   | 182      | 194   | 255   | 238   | 66.2   | 66.8  | 67.2  | 66.4  | 11.7   | 12.4  | 16.3  | 15.1  |
| 9   | 3/20                                 | 3/20  | 3/22  | 3/23  | 1,038    | 1,052 | 1,060 | 1,061 | 456      | 487   | 498   | 489   | 202      | 226   | 283   | 270   | 66.9   | 67.3  | 67.8  | 67.2  | 13.0   | 14.5  | 18.1  | 17.1  |
| 10  | 3/25                                 | 3/26  | 3/27  | 3/28  | 1,051    | 1,076 | 1,079 | 1,086 | 527      | 570   | 560   | 581   | 284      | 306   | 354   | 362   | 67.8   | 68.8  | 69.0  | 68.8  | 18.3   | 19.6  | 22.6  | 22.9  |
| 11  | 3/27                                 | 3/28  | 3/29  | 3/30  | 1,063    | 1,092 | 1,093 | 1,107 | 579      | 617   | 610   | 623   | 346      | 363   | 401   | 421   | 68.5   | 69.8  | 69.9  | 70.1  | 22.3   | 23.2  | 25.7  | 26.7  |
| 12  | 3/29                                 | 3/30  | 3/31  | 4/1   | 1,082    | 1,105 | 1,116 | 1,126 | 633      | 660   | 657   | 687   | 417      | 429   | 480   | 495   | 69.8   | 70.7  | 71.4  | 71.3  | 26.9   | 27.4  | 30.7  | 31.3  |
| 13  | 4/1                                  | 4/3   | 4/4   | 4/5   | 1,102    | 1,126 | 1,123 | 1,135 | 704      | 723   | 714   | 727   | 487      | 524   | 552   | 536   | 71.1   | 72.0  | 71.8  | 71.9  | 31.4   | 33.5  | 35.3  | 33.9  |
| 14  | 4/4                                  | 4/5   | 4/6   | 4/7   | 1,110    | 1,138 | 1,130 | 1,143 | 731      | 763   | 742   | 760   | 528      | 575   | 591   | 580   | 71.6   | 72.8  | 72.3  | 72.4  | 34.0   | 36.8  | 37.8  | 36.7  |
| 15  | 4/8                                  | 4/9   | 4/10  | 4/11  | 1,125    | 1,147 | 1,138 | 1,148 | 759      | 795   | 770   | 778   | 581      | 626   | 618   | 620   | 72.5   | 73.3  | 72.8  | 72.7  | 37.5   | 40.0  | 39.5  | 39.3  |
| 16  | 4/15                                 | 4/16  | 4/17  | 4/18  | 1,142    | 1,162 | 1,158 | 1,168 | 827      | 875   | 868   | 857   | 670      | 726   | 747   | 714   | 73.6   | 74.3  | 74.1  | 74.0  | 43.2   | 46.4  | 47.8  | 45.2  |
| 17  | 5/8                                  | 5/8   | 5/9   | 5/9   | 1,174    | 1,189 | 1,192 | 1,196 | 992      | 1,017 | 1,022 | 993   | 878      | 922   | 938   | 890   | 75.7   | 76.0  | 76.3  | 75.7  | 56.6   | 59.0  | 60.0  | 56.4  |
| 18  | 5/13                                 | 5/14  | 5/12  | 5/11  |          | 1,200 | 1,201 | 1,207 |          | 1,041 | 1,044 | 1,032 |          | 960   | 964   | 939   |        | 76.7  | 76.8  | 76.4  |        | 61.4  | 61.7  | 59.5  |
| 19  | 6/20                                 | 6/20  | 6/20  | 6/20  |          | 1,229 | 1,241 | 1,239 |          | 1,161 | 1,166 | 1,184 |          | 1,111 | 1,123 | 1,131 |        | 78.6  | 79.4  | 78.5  |        | 71.0  | 71.8  | 71.6  |

| 集計回   | 平均賃上げ・全単組計 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
|-------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--|--|--|
|       | 集計日        |       |       |       | 単純平均  |       |       |       |       |       |       |       | 加重平均  |       |       |       |       |       |       |       |  |  |  |  |
|       |            |       |       |       | 回答額   |       |       |       | 妥結額   |       |       |       | 回答額   |       |       |       | 妥結額   |       |       |       |  |  |  |  |
| 2019年 | 2018年      | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 |       |  |  |  |  |
| 1     | 2/20       | 2/21  | 2/21  | 2/26  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 2     | 2/25       | 2/26  | 2/27  | 2/29  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 3     | 3/7        | 3/8   | 3/10  | 3/11  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 4     | 3/12       | 3/13  | 3/14  | 3/15  | 5,673 | 5,889 | 5,506 | 5,320 | 5,683 | 6,152 | 5,609 | 5,437 | 6,187 | 6,338 | 6,569 | 6,130 | 5,547 | 6,831 | 6,354 | 5,675 |  |  |  |  |
| 5     | 3/13       | 3/14  | 3/15  | 3/16  | 5,805 | 5,749 | 5,447 | 5,465 | 6,110 | 6,085 | 5,748 | 5,688 | 6,793 | 6,763 | 6,383 | 6,856 | 7,087 | 7,291 | 6,679 | 7,287 |  |  |  |  |
| 6     | 3/14       | 3/15  | 3/16  | 3/17  | 5,759 | 5,774 | 5,337 | 5,410 | 6,185 | 6,193 | 5,677 | 5,726 | 6,647 | 6,871 | 6,154 | 6,753 | 6,896 | 7,229 | 6,403 | 7,048 |  |  |  |  |
| 7     | 3/15       | 3/16  | 3/17  | 3/18  | 5,679 | 5,706 | 5,305 | 5,416 | 6,188 | 6,197 | 5,655 | 5,763 | 6,604 | 6,770 | 6,250 | 6,712 | 6,941 | 7,181 | 6,440 | 7,050 |  |  |  |  |
| 8     | 3/18       | 3/19  | 3/21  | 3/22  | 5,635 | 5,688 | 5,301 | 5,408 | 6,004 | 6,209 | 5,669 | 5,701 | 6,521 | 6,757 | 6,259 | 6,648 | 6,817 | 7,116 | 6,430 | 6,902 |  |  |  |  |
| 9     | 3/20       | 3/20  | 3/22  | 3/23  | 5,567 | 5,662 | 5,268 | 5,400 | 5,944 | 6,134 | 5,597 | 5,655 | 6,456 | 6,729 | 6,245 | 6,602 | 6,787 | 7,027 | 6,406 | 6,832 |  |  |  |  |
| 10    | 3/25       | 3/26  | 3/27  | 3/28  | 5,568 | 5,588 | 5,287 | 5,346 | 5,898 | 5,937 | 5,562 | 5,614 | 6,382 | 6,660 | 6,289 | 6,502 | 6,638 | 6,909 | 6,403 | 6,664 |  |  |  |  |
| 11    | 3/27       | 3/28  | 3/29  | 3/30  | 5,577 | 5,581 | 5,271 | 5,334 | 5,778 | 5,907 | 5,498 | 5,550 | 6,415 | 6,653 | 6,270 | 6,478 | 6,581 | 6,821 | 6,378 | 6,604 |  |  |  |  |
| 12    | 3/29       | 3/30  | 3/31  | 4/1   | 5,566 | 5,563 | 5,250 | 5,272 | 5,720 | 5,800 | 5,413 | 5,491 | 6,375 | 6,655 | 6,245 | 6,390 | 6,569 | 6,759 | 6,332 | 6,505 |  |  |  |  |
| 13    | 4/1        | 4/3   | 4/4   | 4/5   | 5,555 | 5,529 | 5,204 | 5,229 | 5,669 | 5,761 | 5,353 | 5,430 | 6,353 | 6,623 | 6,211 | 6,363 | 6,488 | 6,777 | 6,340 | 6,469 |  |  |  |  |
| 14    | 4/4        | 4/5   | 4/6   | 4/7   | 5,535 | 5,504 | 5,176 | 5,167 | 5,632 | 5,702 | 5,320 | 5,339 | 6,345 | 6,614 | 6,193 | 6,273 | 6,477 | 6,755 | 6,297 | 6,412 |  |  |  |  |
| 15    | 4/8        | 4/9   | 4/10  | 4/11  | 5,536 | 5,493 | 5,157 | 5,130 | 5,625 | 5,668 | 5,312 | 5,269 | 6,327 | 6,596 | 6,184 | 6,261 | 6,437 | 6,723 | 6,285 | 6,456 |  |  |  |  |
| 16    | 4/15       | 4/16  | 4/17  | 4/18  | 5,542 | 5,436 | 5,068 | 5,036 | 5,663 | 5,567 | 5,163 | 5,157 | 6,318 | 6,544 | 6,135 | 6,220 | 6,421 | 6,652 | 6,219 | 6,376 |  |  |  |  |
| 17    | 5/8        | 5/8   | 5/9   | 5/9   | 5,435 | 5,402 | 4,996 | 4,961 | 5,482 | 5,450 | 5,052 | 5,033 | 6,250 | 6,470 | 6,057 | 6,221 | 6,313 | 6,577 | 6,111 | 6,336 |  |  |  |  |
| 18    | 5/13       | 5/14  | 5/12  | 5/11  |       | 5,382 | 4,984 | 4,942 |       | 5,431 | 5,030 | 4,988 |       | 6,453 | 6,051 | 6,201 |       | 6,541 | 6,102 | 6,297 |  |  |  |  |
| 19    | 6/20       | 6/20  | 6/20  | 6/20  |       | 5,331 | 4,937 | 4,840 |       | 5,358 | 4,954 | 4,870 |       | 6,390 | 6,010 | 6,118 |       | 6,449 | 6,018 | 6,185 |  |  |  |  |

交渉単位数 2016年 1579 単組 2018年 1564 単組  
 2017年 1563 単組 2019年 1551 単組

一時金の回答・妥結状況・年次別状況一覧

進捗率 = 単組数 / 交渉単位数 \* 100

| 集計回 | 集計日   |       |       |       | 一時金・闘争状況 / 半期・年間計 / 全単組計 |       |       |       |          |       |       |       |          |       |       |       | 一時金進捗率 |       |        |       |      |      |      |      |
|-----|-------|-------|-------|-------|--------------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|--------|-------|------|------|------|------|
|     |       |       |       |       | 一時金要求単組数                 |       |       |       | 一時金回答単組数 |       |       |       | 一時金妥結単組数 |       |       |       | 要求進捗率% |       | 妥結進捗率% |       |      |      |      |      |
|     | 2019年 | 2018年 | 2017年 | 2016年 | 2019年                    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年  | 2018年 | 2017年  | 2016年 |      |      |      |      |
| 1   | 2/20  | 2/21  | 2/21  | 2/26  | 406                      | 368   | 382   | 417   |          |       |       |       |          |       |       |       |        | 26.2  | 23.5   | 24.4  | 26.4 |      |      |      |
| 2   | 2/25  | 2/26  | 2/27  | 2/29  | 480                      | 466   | 497   | 464   |          |       |       |       |          |       |       |       |        | 30.9  | 29.8   | 31.8  | 29.4 |      |      |      |
| 3   | 3/7   | 3/8   | 3/10  | 3/11  | 568                      | 575   | 598   | 610   |          |       |       |       |          |       |       |       |        | 36.6  | 36.8   | 38.3  | 38.6 |      |      |      |
| 4   | 3/12  | 3/13  | 3/14  | 3/15  | 606                      | 619   | 627   | 633   | 66       | 70    | 73    | 78    | 26       | 30    | 33    | 32    | 39.1   | 39.6  | 40.1   | 40.1  | 1.7  | 1.9  | 2.1  | 2.0  |
| 5   | 3/13  | 3/14  | 3/15  | 3/16  | 618                      | 637   | 639   | 637   | 120      | 129   | 161   | 143   | 47       | 58    | 88    | 58    | 39.8   | 40.7  | 40.9   | 40.3  | 3.0  | 3.7  | 5.6  | 3.7  |
| 6   | 3/14  | 3/15  | 3/16  | 3/17  | 627                      | 647   | 647   | 639   | 184      | 201   | 242   | 198   | 79       | 86    | 125   | 90    | 40.4   | 41.4  | 41.4   | 40.5  | 5.1  | 5.5  | 8.0  | 5.7  |
| 7   | 3/15  | 3/16  | 3/17  | 3/18  | 634                      | 654   | 658   | 643   | 225      | 235   | 272   | 256   | 92       | 109   | 150   | 121   | 40.9   | 41.8  | 42.1   | 40.7  | 5.9  | 7.0  | 9.6  | 7.7  |
| 8   | 3/18  | 3/19  | 3/21  | 3/22  | 642                      | 658   | 666   | 650   | 249      | 267   | 303   | 281   | 113      | 131   | 173   | 141   | 41.4   | 42.1  | 42.6   | 41.2  | 7.3  | 8.4  | 11.1 | 8.9  |
| 9   | 3/20  | 3/20  | 3/22  | 3/23  | 650                      | 662   | 672   | 657   | 268      | 284   | 320   | 297   | 123      | 144   | 186   | 160   | 41.9   | 42.3  | 43.0   | 41.6  | 7.9  | 9.2  | 11.9 | 10.1 |
| 10  | 3/25  | 3/26  | 3/27  | 3/28  | 661                      | 674   | 680   | 673   | 314      | 338   | 346   | 343   | 182      | 196   | 217   | 212   | 42.6   | 43.1  | 43.5   | 42.6  | 11.7 | 12.5 | 13.9 | 13.4 |
| 11  | 3/27  | 3/28  | 3/29  | 3/30  | 671                      | 682   | 686   | 682   | 339      | 356   | 371   | 367   | 217      | 215   | 245   | 239   | 43.3   | 43.6  | 43.9   | 43.2  | 14.0 | 13.7 | 15.7 | 15.1 |
| 12  | 3/29  | 3/30  | 3/31  | 4/1   | 682                      | 696   | 702   | 695   | 374      | 381   | 400   | 392   | 253      | 248   | 289   | 271   | 44.0   | 44.5  | 44.9   | 44.0  | 16.3 | 15.9 | 18.5 | 17.2 |
| 13  | 4/1   | 4/3   | 4/4   | 4/5   | 689                      | 703   | 708   | 700   | 406      | 413   | 424   | 417   | 285      | 304   | 322   | 298   | 44.4   | 44.9  | 45.3   | 44.3  | 18.4 | 19.4 | 20.6 | 18.9 |
| 14  | 4/4   | 4/5   | 4/6   | 4/7   | 693                      | 711   | 714   | 708   | 415      | 442   | 439   | 435   | 305      | 336   | 343   | 318   | 44.7   | 45.5  | 45.7   | 44.8  | 19.7 | 21.5 | 21.9 | 20.1 |
| 15  | 4/8   | 4/9   | 4/10  | 4/11  | 705                      | 715   | 718   | 713   | 428      | 464   | 450   | 441   | 321      | 362   | 360   | 337   | 45.5   | 45.7  | 45.9   | 45.2  | 20.7 | 23.1 | 23.0 | 21.3 |
| 16  | 4/15  | 4/16  | 4/17  | 4/18  | 713                      | 725   | 729   | 728   | 455      | 497   | 491   | 470   | 355      | 409   | 422   | 381   | 46.0   | 46.4  | 46.6   | 46.1  | 22.9 | 26.2 | 27.0 | 24.1 |
| 17  | 5/8   | 5/8   | 5/9   | 5/9   | 737                      | 739   | 745   | 751   | 527      | 557   | 559   | 537   | 455      | 483   | 499   | 463   | 47.5   | 47.3  | 47.7   | 47.6  | 29.3 | 30.9 | 31.9 | 29.3 |
| 18  | 5/13  | 5/11  | 5/12  | 5/11  |                          | 746   | 750   | 763   |          |       |       |       |          | 499   | 507   | 487   |        | 47.7  | 48.0   | 48.3  |      | 31.9 | 32.4 | 30.8 |
| S1  |       | 6/12  | 6/14  | 6/13  |                          | 924   | 940   | 934   |          | 695   | 726   | 708   |          | 624   | 671   | 628   |        | 59.1  | 60.1   | 59.2  |      | 39.9 | 42.9 | 42.3 |
| 19  | 6/20  | 6/20  | 6/20  | 6/20  |                          | 983   | 988   | 976   |          | 789   | 816   | 788   |          | 699   | 736   | 698   |        | 62.9  | 63.2   | 61.8  |      | 44.7 | 47.1 | 44.2 |
| S2  |       | 7/13  | 7/13  | 7/13  |                          | 1,108 | 1,123 | 1,101 |          | 1,037 | 1,116 | 1,060 |          | 960   | 1,069 | 982   |        | 70.8  | 71.8   | 69.7  |      | 61.4 | 68.4 | 65.7 |
| S3  |       | 8/7   | 8/7   | 8/8   |                          | 1,178 | 1,176 | 1,185 |          | 1,238 | 1,251 | 1,281 |          | 1,183 | 1,212 | 1,242 |        | 75.3  | 75.2   | 75.0  |      | 75.6 | 77.5 | 81.1 |

| 集計回   | 集計日   |       |       |       | 一時金・半期・全単組計 |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
|-------|-------|-------|-------|-------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
|       |       |       |       |       | 単純平均        |         |         |         |         |         |         |         | 加重平均    |         |         |         |         |         |         |         |  |
|       | 回答金額  |       |       |       | 妥結金額        |         |         |         | 回答金額    |         |         |         | 妥結金額    |         |         |         |         |         |         |         |  |
| 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年       | 2017年   | 2016年   | 2019年   | 2018年   | 2017年   | 2016年   | 2019年   | 2018年   | 2017年   | 2016年   | 2019年   | 2018年   | 2017年   | 2016年   |         |  |
| 1     | 2/20  | 2/21  | 2/21  | 2/26  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 2     | 2/25  | 2/26  | 2/27  | 2/29  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 3     | 3/7   | 3/8   | 3/10  | 3/11  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 4     | 3/12  | 3/13  | 3/14  | 3/15  | 614,584     | 599,242 | 580,590 | 589,180 | 685,883 | 691,385 | 605,003 | 573,757 | 663,817 | 650,049 | 821,406 | 657,094 | 716,430 | 756,962 | 758,554 | 627,267 |  |
| 5     | 3/13  | 3/14  | 3/15  | 3/16  | 641,594     | 620,667 | 609,783 | 614,758 | 701,543 | 706,394 | 677,891 | 659,527 | 823,066 | 808,826 | 785,774 | 792,678 | 803,727 | 799,005 | 818,135 | 862,710 |  |
| 6     | 3/14  | 3/15  | 3/16  | 3/17  | 621,387     | 614,317 | 585,723 | 633,002 | 675,898 | 695,474 | 664,357 | 681,815 | 779,197 | 784,084 | 748,435 | 784,072 | 776,901 | 793,524 | 808,346 | 823,355 |  |
| 7     | 3/15  | 3/16  | 3/17  | 3/18  | 620,839     | 614,527 | 592,769 | 619,583 | 683,733 | 679,082 | 668,179 | 676,913 | 777,909 | 770,744 | 771,952 | 777,031 | 802,365 | 783,377 | 799,576 | 798,985 |  |
| 8     | 3/18  | 3/19  | 3/21  | 3/22  | 624,132     | 609,705 | 591,262 | 616,129 | 694,914 | 674,468 | 665,694 | 669,668 | 799,224 | 787,959 | 768,140 | 768,129 | 827,154 | 779,232 | 797,837 | 792,417 |  |
| 9     | 3/20  | 3/20  | 3/22  | 3/23  | 620,563     | 605,999 | 589,089 | 616,045 | 680,697 | 667,113 | 660,287 | 666,926 | 802,231 | 783,376 | 767,300 | 765,969 | 829,610 | 775,664 | 789,465 | 785,578 |  |
| 10    | 3/25  | 3/26  | 3/27  | 3/28  | 619,945     | 603,442 | 587,028 | 593,929 | 664,937 | 653,322 | 643,804 | 637,673 | 791,566 | 783,452 | 763,881 | 753,016 | 812,099 | 779,930 | 786,775 | 769,339 |  |
| 11    | 3/27  | 3/28  | 3/29  | 3/30  | 616,689     | 601,308 | 583,991 | 599,661 | 641,661 | 652,309 | 627,790 | 640,505 | 785,701 | 778,735 | 757,202 | 752,152 | 797,548 | 773,851 | 773,360 | 763,884 |  |
| 12    | 3/29  | 3/30  | 3/31  | 4/1   | 608,769     | 596,019 | 582,414 | 597,587 | 624,809 | 637,817 | 615,056 | 626,209 | 781,552 | 775,888 | 751,013 | 750,631 | 790,785 | 767,334 | 765,026 | 757,000 |  |
| 13    | 4/1   | 4/3   | 4/4   | 4/5   | 606,876     | 587,158 | 581,518 | 593,228 | 621,145 | 614,342 | 611,273 | 621,671 | 773,519 | 768,965 | 748,453 | 749,186 | 781,499 | 776,145 | 768,895 | 753,956 |  |
| 14    | 4/4   | 4/5   | 4/6   | 4/7   | 604,558     | 591,346 | 578,369 | 590,859 | 616,231 | 616,650 | 606,194 | 618,283 | 771,261 | 768,341 | 746,634 | 746,950 | 777,311 | 773,332 | 761,709 | 751,650 |  |
| 15    | 4/8   | 4/9   | 4/10  | 4/11  | 604,493     | 589,451 | 577,937 | 590,661 | 616,415 | 613,589 | 604,021 | 613,044 | 769,417 | 762,707 | 745,897 | 746,503 | 775,314 | 766,000 | 759,360 | 764,433 |  |
| 16    | 4/15  | 4/16  | 4/17  | 4/18  | 602,603     | 583,287 | 572,728 | 584,345 | 615,500 | 600,332 | 591,379 | 599,983 | 764,828 | 754,200 | 739,556 | 743,455 | 774,245 | 771,942 | 752,003 | 754,161 |  |
| 17    | 5/8   | 5/8   | 5/9   | 5/9   | 597,419     | 579,140 | 566,109 | 578,470 | 607,564 | 589,852 | 577,818 | 587,818 | 754,847 | 747,878 | 729,367 | 732,739 | 760,404 | 762,391 | 741,579 | 743,733 |  |
| 18    | 5/13  | 5/11  | 5/12  | 5/11  |             | 576,852 | 565,222 | 574,490 |         |         |         |         |         | 746,490 | 728,312 | 730,070 |         | 760,515 | 740,271 | 739,773 |  |
| S1    |       | 6/12  | 6/14  | 6/13  |             | 584,610 | 562,753 | 561,720 |         | 592,494 | 570,975 | 570,127 |         | 749,709 | 734,132 | 738,794 |         | 760,341 | 741,628 | 747,243 |  |
| 19    | 6/20  | 6/20  | 6/20  | 6/20  |             | 581,712 | 558,955 | 554,944 |         | 586,890 | 567,697 | 563,838 |         | 751,990 | 726,152 | 730,482 |         | 753,693 | 734,596 | 740,342 |  |
| S2    |       | 7/13  | 7/13  | 7/13  |             | 559,069 | 538,509 | 530,750 |         | 565,202 | 544,472 | 536,638 |         | 750,687 | 711,453 | 720,841 |         | 747,381 | 715,228 | 726,149 |  |
| S3    |       | 8/7   | 8/7   | 8/8   |             | 541,032 | 523,275 | 505,276 |         | 543,815 | 526,915 | 508,159 |         | 744,951 | 706,277 | 711,501 |         | 737,886 | 709,447 | 716,608 |  |

| 集計回   | 集計日   |        |       |       | 一時金・半期・全単組計 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |
|-------|-------|--------|-------|-------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|--|
|       |       |        |       |       | 単純平均        |       |       |       |       |       |       |       | 加重平均  |       |       |       |       |       |       |      |  |
|       | 回答月数  |        |       |       | 妥結月数        |       |       |       | 回答月数  |       |       |       | 妥結月数  |       |       |       |       |       |       |      |  |
| 2019年 | 2018年 | 2017年  | 2016年 | 2019年 | 2018年       | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 |      |  |
| 1     | 2/20  | 2/21   | 2/21  | 2/26  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |
| 2     | 2/25  | 2/26   | 2/27  | 2/29  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |
| 3     | 3/7   | 3/8    | 3/10  | 3/11  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |
| 4     | 3/12  | 3/13   | 3/14  | 3/15  | 2.19        | 2.15  | 2.14  | 2.16  | 2.46  | 2.46  | 2.25  | 2.23  | 2.48  | 2.42  | 2.57  | 2.43  | 2.31  | 2.61  | 2.62  | 2.45 |  |
| 5     | 3/13  | 3/14   | 3/15  | 3/16  | 2.24        | 2.21  | 2.16  | 2.13  | 2.45  | 2.49  | 2.36  | 2.28  | 2.53  | 2.49  | 2.55  | 2.54  | 2.53  | 2.55  | 2.63  | 2.72 |  |
| 6     | 3/14  | 3/15   | 3/16  | 3/17  | 2.22        | 2.19  | 2.10  | 2.16  | 2.40  | 2.45  | 2.33  | 2.29  | 2.58  | 2.49  | 2.50  | 2.51  | 2.58  | 2.57  | 2.62  | 2.59 |  |
| 7     | 3/15  | 3/16   | 3/17  | 3/18  | 2.22        | 2.19  | 2.11  | 2.15  | 2.41  | 2.40  | 2.30  | 2.30  | 2.51  | 2.46  | 2.53  | 2.51  | 2.56  | 2.52  | 2.60  | 2.54 |  |
| 8     | 3/18  | 3/19   | 3/21  | 3/22  | 2.23        | 2.20  | 2.12  | 2.15  | 2.41  | 2.39  | 2.31  | 2.30  | 2.55  | 2.52  | 2.52  | 2.50  | 2.61  | 2.55  | 2.59  | 2.55 |  |
| 9     | 3/20  | 3/20   | 3/22  | 3/23  | 2.22        | 2.20  | 2.11  | 2.17  | 2.37  | 2.37  | 2.30  | 2.31  | 2.56  | 2.50  | 2.51  | 2.49  | 2.61  | 2.54  | 2.56  | 2.53 |  |
| 10    | 3/25  | 3/26   | 3/27  | 3/28  | 2.20        | 2.21  | 2.11  | 2.13  | 2.30  | 2.35  | 2.26  | 2.25  | 2.53  | 2.52  | 2.50  | 2.47  | 2.57  | 2.56  | 2.54  | 2.48 |  |
| 11    | 3/27  | 3/28   | 3/29  | 3/30  | 2.21        | 2.21  | 2.11  | 2.13  | 2.28  | 2.37  | 2.23  | 2.24  | 2.52  | 2.52  | 2.49  | 2.46  | 2.56  | 2.55  | 2.52  | 2.48 |  |
| 12    | 3/29  | 3/30</ |       |       |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日 | 賃上げ交渉状況 ※協議：要求なしの交渉又は回答のみ |       |       |     |       |       |     |       |       |      |       |      |      | 賃上げ交渉状況 |         |         |         |         |         |         |         |         |         |         |       |      |       |       |       |
|------------------------------------|---------------------------|-------|-------|-----|-------|-------|-----|-------|-------|------|-------|------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|------|-------|-------|-------|
|                                    | 単組数                       |       | 単組数   |     |       |       |     |       |       |      |       |      |      | 組合員数    |         |         |         |         |         |         |         |         |         |         |       |      |       |       |       |
|                                    | 単組                        | 総     | 要求    |     |       | 回答    |     |       | 妥結    | 比率   |       |      | 交渉   | 協議      | 人員      | 総       | 要求      |         |         | 回答      |         |         | 妥結      | 比率      |       |      | 交渉    | 協議    |       |
|                                    | 総数                        | 要求    | 合計    | 個別  | 平均    | 合計    | 個別  | 平均    | 合計    | 要求   | 回答    | 妥結   | 断念   | ※       | 総数      | 要求      | 合計      | 個別      | 平均      | 合計      | 個別      | 平均      | 合計      | 要求      | 回答    | 妥結   | 断念    | ※     |       |
| 全体計                                | 1,551                     | 1,252 | 1,174 | 291 | 1,152 | 992   | 162 | 975   | 878   | 75.7 | 64.0  | 56.6 | 24   | 53      | 345,449 | 320,567 | 305,539 | 113,392 | 297,198 | 283,256 | 80,844  | 274,575 | 260,125 | 88.4    | 82.0  | 75.3 | 4,329 | 4,889 |       |
| 大手労組会議                             | 48                        | 47    | 45    | 26  | 43    | 44    | 21  | 41    | 41    | 93.8 | 91.7  | 85.4 | 1    |         | 130,676 | 126,970 | 125,677 | 61,631  | 121,007 | 124,902 | 52,101  | 118,273 | 119,684 | 96.2    | 95.6  | 91.6 | 3,706 |       |       |
| 業種                                 | 鉄鋼業                       | 121   | 95    | 94  | 19    | 92    | 82  | 13    | 81    | 73   | 77.7  | 67.8 | 60.3 | 4       | 4       | 13,045  | 12,226  | 12,153  | 2,393   | 11,759  | 10,661  | 1,746   | 10,612  | 9,623   | 93.2  | 81.7 | 73.8  |       | 162   |
|                                    | 非鉄金属                      | 51    | 42    | 41  | 12    | 41    | 35  | 10    | 35    | 31   | 80.4  | 68.6 | 60.8 |         |         | 8,139   | 7,147   | 6,922   | 2,983   | 6,922   | 5,671   | 2,414   | 5,671   | 4,725   | 85.0  | 69.7 | 58.1  |       |       |
|                                    | 金属製品                      | 248   | 205   | 191 | 48    | 189   | 160 | 20    | 159   | 145  | 77.0  | 64.5 | 58.5 | 4       | 7       | 33,468  | 30,863  | 29,155  | 9,900   | 26,032  | 26,311  | 5,827   | 23,243  | 23,228  | 87.1  | 78.6 | 69.4  | 75    | 791   |
|                                    | 一般機械                      | 542   | 455   | 437 | 130   | 428   | 376 | 79    | 369   | 338  | 80.6  | 69.4 | 62.4 | 2       | 15      | 140,662 | 131,894 | 128,455 | 49,980  | 126,788 | 121,504 | 35,378  | 120,231 | 112,041 | 91.3  | 86.4 | 79.7  | 86    | 929   |
|                                    | 電気機械                      | 190   | 148   | 128 | 29    | 126   | 105 | 17    | 102   | 87   | 67.4  | 55.3 | 45.8 | 8       | 6       | 54,361  | 51,465  | 46,736  | 23,396  | 46,378  | 42,424  | 18,772  | 40,107  | 38,228  | 86.0  | 78.0 | 70.3  | 322   | 405   |
|                                    | 輸送機械                      | 152   | 139   | 134 | 28    | 131   | 120 | 11    | 118   | 105  | 88.2  | 78.9 | 69.1 | 2       | 3       | 56,008  | 55,397  | 53,785  | 14,251  | 51,263  | 51,168  | 8,447   | 49,523  | 48,532  | 96.0  | 91.4 | 86.7  | 6     | 371   |
|                                    | 精密機械                      | 69    | 53    | 47  | 7     | 46    | 37  | 3     | 37    | 33   | 68.1  | 53.6 | 47.8 | 1       | 5       | 21,955  | 16,987  | 14,547  | 5,388   | 14,513  | 13,682  | 3,757   | 13,682  | 13,094  | 66.3  | 62.3 | 59.6  | 3,706 | 607   |
|                                    | その他                       | 177   | 115   | 102 | 18    | 99    | 77  | 9     | 74    | 66   | 57.6  | 43.5 | 37.3 | 7       | 13      | 17,809  | 14,588  | 13,786  | 5,101   | 13,543  | 11,835  | 4,503   | 11,506  | 10,654  | 77.4  | 66.5 | 59.8  | 134   | 1,624 |
| 規模                                 | 1～299人                    | 1,316 | 1,033 | 971 | 209   | 957   | 807 | 111   | 795   | 713  | 73.8  | 61.3 | 54.2 | 23      | 48      | 103,984 | 90,171  | 84,360  | 19,903  | 83,290  | 71,782  | 11,272  | 70,561  | 62,811  | 81.1  | 69.0 | 60.4  | 623   | 2,656 |
|                                    | 1～99人                     | 910   | 677   | 640 | 125   | 630   | 523 | 66    | 516   | 467  | 70.3  | 57.5 | 51.3 | 22      | 39      | 35,732  | 29,735  | 28,035  | 5,425   | 27,583  | 22,811  | 3,164   | 22,491  | 20,269  | 78.5  | 63.8 | 56.7  | 432   | 1,120 |
|                                    | 100～299人                  | 406   | 356   | 331 | 84    | 327   | 284 | 45    | 279   | 246  | 81.5  | 70.0 | 60.6 | 1       | 9       | 68,252  | 60,436  | 56,325  | 14,478  | 55,707  | 48,971  | 8,108   | 48,070  | 42,542  | 82.5  | 71.8 | 62.3  | 191   | 1,536 |
|                                    | 300～499人                  | 95    | 86    | 79  | 31    | 75    | 68  | 16    | 67    | 59   | 83.2  | 71.6 | 62.1 |         | 4       | 36,732  | 33,345  | 30,419  | 11,869  | 28,852  | 26,076  | 5,744   | 25,774  | 22,966  | 82.8  | 71.0 | 62.5  |       | 1,541 |
|                                    | 500～999人                  | 82    | 76    | 68  | 23    | 66    | 63  | 13    | 62    | 56   | 82.9  | 76.8 | 68.3 |         | 1       | 55,201  | 51,225  | 45,902  | 14,927  | 44,868  | 42,615  | 8,411   | 42,086  | 38,167  | 83.2  | 77.2 | 69.1  |       | 692   |
|                                    | 1000～2999人                | 43    | 43    | 42  | 22    | 41    | 40  | 17    | 38    | 36   | 97.7  | 93.0 | 83.7 |         |         | 68,609  | 68,609  | 67,641  | 39,151  | 66,039  | 65,566  | 31,299  | 62,005  | 58,964  | 98.6  | 95.6 | 85.9  |       |       |
|                                    | 3000人以上                   | 15    | 14    | 14  | 6     | 13    | 14  | 5     | 13    | 14   | 93.3  | 93.3 | 93.3 | 1       |         | 80,923  | 77,217  | 77,217  | 27,542  | 74,149  | 77,217  | 24,118  | 74,149  | 77,217  | 95.4  | 95.4 | 95.4  | 3,706 |       |
| 地方<br>(事業所ベース)                     | 北海道                       | 9     | 6     | 6   | 1     | 6     | 6   | 1     | 6     | 5    | 66.7  | 66.7 | 55.6 |         |         | 3,092   | 2,933   | 2,933   | 383     | 2,933   | 2,933   | 383     | 2,933   | 2,550   | 94.9  | 94.9 | 82.5  |       |       |
|                                    | 北東北                       | 44    | 37    | 28  | 10    | 20    | 23  | 6     | 17    | 17   | 63.6  | 52.3 | 38.6 | 1       | 1       | 6,905   | 5,740   | 4,235   | 942     | 3,477   | 3,809   | 646     | 3,163   | 2,800   | 61.3  | 55.2 | 40.6  | 13    | 196   |
|                                    | 南東北                       | 83    | 75    | 74  | 9     | 74    | 62  | 2     | 62    | 52   | 89.2  | 74.7 | 62.7 | 2       |         | 10,254  | 10,156  | 10,128  | 2,606   | 10,128  | 8,569   | 666     | 8,569   | 7,208   | 98.8  | 83.6 | 70.3  | 6     |       |
|                                    | 北関東                       | 177   | 158   | 154 | 18    | 153   | 135 | 9     | 134   | 132  | 87.0  | 76.3 | 74.6 | 8       | 8       | 36,855  | 35,720  | 35,190  | 8,896   | 35,015  | 33,499  | 6,646   | 33,324  | 33,450  | 95.5  | 90.9 | 90.8  | 156   | 727   |
|                                    | 東京千葉                      | 153   | 112   | 92  | 12    | 92    | 76  | 5     | 75    | 55   | 60.1  | 49.7 | 35.9 | 7       | 13      | 41,643  | 33,851  | 28,619  | 7,264   | 28,619  | 27,964  | 4,994   | 26,005  | 24,359  | 68.7  | 67.2 | 58.5  | 4,000 | 2,437 |
|                                    | 神奈川                       | 99    | 71    | 64  | 16    | 61    | 53  | 11    | 51    | 36   | 64.6  | 53.5 | 36.4 |         | 6       | 26,344  | 23,875  | 22,225  | 9,228   | 21,513  | 20,811  | 6,567   | 20,555  | 16,260  | 84.4  | 79.0 | 61.7  |       | 706   |
|                                    | 新潟                        | 80    | 62    | 56  | 9     | 56    | 52  | 2     | 52    | 46   | 70.0  | 65.0 | 57.5 | 1       | 10      | 10,808  | 10,116  | 9,569   | 3,070   | 9,569   | 8,927   | 937     | 8,927   | 8,280   | 88.5  | 82.6 | 76.6  | 2     | 264   |
|                                    | 北陸                        | 112   | 97    | 96  | 48    | 95    | 80  | 28    | 78    | 79   | 85.7  | 71.4 | 70.5 |         | 1       | 22,266  | 21,794  | 21,739  | 14,805  | 18,671  | 20,725  | 11,508  | 17,493  | 19,993  | 97.6  | 93.1 | 89.8  |       | 35    |
|                                    | 甲信                        | 77    | 61    | 59  | 8     | 59    | 50  | 4     | 50    | 49   | 76.6  | 64.9 | 63.6 | 1       | 1       | 13,253  | 12,391  | 12,279  | 3,317   | 12,279  | 10,601  | 1,659   | 10,601  | 10,548  | 92.7  | 80.0 | 79.6  | 8     | 63    |
|                                    | 静岡                        | 84    | 76    | 73  | 8     | 73    | 58  | 6     | 58    | 44   | 86.9  | 69.0 | 52.4 |         | 2       | 28,892  | 28,484  | 28,010  | 10,165  | 28,010  | 24,910  | 9,636   | 24,910  | 21,928  | 96.9  | 86.2 | 75.9  |       | 109   |
|                                    | 東海                        | 192   | 147   | 136 | 24    | 134   | 120 | 7     | 119   | 93   | 70.8  | 62.5 | 48.4 |         | 3       | 40,469  | 36,777  | 35,081  | 11,525  | 34,506  | 33,383  | 2,853   | 33,340  | 27,080  | 86.7  | 82.5 | 66.9  |       | 341   |
|                                    | 京滋                        | 94    | 81    | 77  | 16    | 77    | 66  | 13    | 66    | 62   | 81.9  | 70.2 | 66.0 | 1       | 4       | 18,186  | 17,731  | 17,279  | 9,608   | 17,279  | 16,515  | 9,441   | 16,515  | 16,111  | 95.0  | 90.8 | 88.6  | 31    | 72    |
|                                    | 大阪                        | 307   | 250   | 239 | 128   | 233   | 209 | 83    | 206   | 191  | 77.9  | 68.1 | 62.2 |         |         | 45,533  | 42,509  | 40,878  | 19,575  | 39,887  | 38,515  | 15,317  | 38,160  | 35,616  | 89.8  | 84.6 | 78.2  |       |       |
|                                    | 山陽                        | 129   | 111   | 108 | 27    | 107   | 102 | 16    | 101   | 99   | 83.7  | 79.1 | 76.7 | 3       | 5       | 23,233  | 22,367  | 21,838  | 7,018   | 21,830  | 20,030  | 5,276   | 19,763  | 19,541  | 94.0  | 86.2 | 84.1  | 113   | 367   |
|                                    | 山陰                        | 42    | 40    | 37  | 4     | 37    | 29  | 2     | 29    | 25   | 88.1  | 69.0 | 59.5 |         |         | 4,878   | 4,422   | 4,227   | 472     | 4,227   | 3,850   | 115     | 3,850   | 3,374   | 86.7  | 78.9 | 69.2  |       |       |
|                                    | 四国                        | 30    | 30    | 30  | 8     | 28    | 25  | 2     | 25    | 24   | 100.0 | 83.3 | 80.0 |         |         | 4,990   | 4,990   | 4,990   | 3,255   | 4,787   | 4,332   | 2,269   | 4,332   | 4,184   | 100.0 | 86.8 | 83.8  |       |       |
|                                    | 九州・山口                     | 61    | 50    | 46  | 12    | 45    | 35  | 3     | 35    | 27   | 75.4  | 57.4 | 44.3 |         | 3       | 7,821   | 6,754   | 6,265   | 2,163   | 6,090   | 5,319   | 890     | 5,319   | 3,828   | 80.1  | 68.0 | 48.9  |       | 376   |
| 地方計                                | 1,775                     | 1,465 | 1,376 | 358 | 1,351 | 1,182 | 200 | 1,165 | 1,037 | 77.5 | 66.6  | 58.4 | 24   | 57      | 345,449 | 320,621 | 305,496 | 114,292 | 298,831 | 284,703 | 79,803  | 277,770 | 257,121 | 88.4    | 82.4  | 74.4 | 4,329 | 5,693 |       |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日 | 平均賃上げ：単純平均 |      |         |         |       |       |       |       |       |      |       |       |       | 平均賃上げ：加重平均 |      |         |         |       |       |       |       |       |        |       |       |       |       |
|------------------------------------|------------|------|---------|---------|-------|-------|-------|-------|-------|------|-------|-------|-------|------------|------|---------|---------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|
|                                    | 同一単組前年比較   |      |         |         |       |       |       |       |       |      |       |       |       | 同一単組前年比較   |      |         |         |       |       |       |       |       |        |       |       |       |       |
|                                    | 基礎数値       |      |         | 要求      |       | 回答・妥結 |       | 妥結    |       | 要求   |       | 妥結    |       | 基礎数値       |      |         | 要求      |       | 回答・妥結 |       | 妥結    |       | 要求     |       | 妥結    |       |       |
|                                    | 年齢         | 勤続   | 基礎賃金    | 金額      | 率     | 金額    | 率     | 金額    | 率     | 金額   | 率     | 金額    | 率     | 金額         | 率    | 金額      | 率       | 金額    | 率     | 金額    | 率     | 金額    | 率      | 金額    | 率     | 金額    | 率     |
| 全体計                                | 39.5       | 14.5 | 260,121 | 8,395   | 3.37  | 5,435 | 2.12  | 5,482 | 2.14  | 20   | 0.02  | -31   | -0.03 | 39.2       | 15.3 | 291,500 | 9,070   | 3.19  | 6,250 | 2.17  | 6,313 | 2.19  | -340   | -0.13 | -255  | -0.09 |       |
| 大手労組会議                             | 39.6       | 15.8 | 311,259 | 9,524   | 3.15  | 6,525 | 2.18  | 6,615 | 2.22  | -731 | -0.25 | -459  | -0.14 | 39.5       | 15.6 | 313,357 | 9,482   | 3.07  | 6,815 | 2.22  | 6,882 | 2.24  | -646   | -0.21 | -473  | -0.14 |       |
| 業種                                 | 鉄鋼業        | 39.5 | 14.1    | 243,865 | 8,053 | 3.50  | 4,915 | 2.11  | 4,965 | 2.12 | 243   | 0.12  | 36    | 0.00       | 38.8 | 14.6    | 260,506 | 8,634 | 3.44  | 6,002 | 2.40  | 6,157 | 2.43   | 224   | 0.06  | 144   | 0.04  |
|                                    | 非鉄金属       | 40.3 | 14.9    | 261,408 | 7,796 | 3.10  | 5,835 | 2.12  | 6,032 | 2.20 | 146   | -0.04 | 280   | 0.07       | 39.2 | 15.5    | 263,705 | 8,285 | 3.21  | 5,663 | 2.08  | 6,133 | 2.29   | 984   | 0.37  | 567   | 0.29  |
|                                    | 金属製品       | 39.2 | 14.0    | 249,761 | 8,033 | 3.28  | 5,323 | 2.13  | 5,349 | 2.14 | -3    | 0.02  | 55    | 0.01       | 39.1 | 15.1    | 260,912 | 8,251 | 3.24  | 5,365 | 2.12  | 5,469 | 2.16   | -77   | -0.02 | -69   | -0.01 |
|                                    | 一般機械       | 38.8 | 13.9    | 261,242 | 8,977 | 3.58  | 5,813 | 2.26  | 5,857 | 2.27 | 9     | -0.01 | 4     | -0.01      | 38.4 | 14.4    | 291,654 | 9,916 | 3.46  | 6,680 | 2.31  | 6,776 | 2.34   | -480  | -0.18 | -212  | -0.07 |
|                                    | 電気機械       | 40.6 | 16.0    | 266,420 | 8,015 | 3.09  | 5,115 | 1.91  | 5,104 | 1.92 | -81   | -0.03 | -193  | -0.07      | 40.7 | 17.1    | 305,051 | 8,084 | 2.67  | 6,093 | 2.01  | 6,042 | 1.99   | -462  | -0.20 | -403  | -0.14 |
|                                    | 輸送機械       | 39.1 | 14.8    | 263,023 | 8,297 | 3.33  | 5,204 | 2.08  | 5,281 | 2.10 | -260  | -0.03 | -29   | 0.00       | 39.4 | 15.7    | 299,542 | 8,566 | 2.94  | 6,036 | 2.06  | 6,019 | 2.04   | -528  | -0.18 | -413  | -0.15 |
|                                    | 精密機械       | 40.4 | 16.1    | 279,787 | 8,454 | 3.04  | 5,779 | 2.02  | 5,625 | 1.97 | -103  | -0.05 | -339  | -0.19      | 40.2 | 16.3    | 309,067 | 9,804 | 3.23  | 6,225 | 2.03  | 6,179 | 2.01   | 36    | -0.01 | -561  | -0.21 |
|                                    | その他        | 41.2 | 14.7    | 266,721 | 7,721 | 3.17  | 4,806 | 1.84  | 4,910 | 1.88 | 402   | 0.18  | -297  | -0.17      | 40.3 | 14.8    | 290,341 | 7,998 | 2.91  | 5,563 | 1.93  | 5,668 | 1.96   | 195   | 0.17  | -311  | -0.06 |
| 規模                                 | 1~299人     | 39.6 | 14.2    | 252,875 | 8,192 | 3.38  | 5,270 | 2.11  | 5,313 | 2.13 | 75    | 0.05  | 13    | -0.01      | 38.9 | 14.3    | 260,340 | 8,315 | 3.30  | 5,460 | 2.13  | 5,504 | 2.14   | -27   | -0.01 | -54   | -0.03 |
|                                    | 1~99人      | 40.0 | 13.9    | 245,492 | 8,095 | 3.46  | 5,135 | 2.09  | 5,185 | 2.12 | 179   | 0.12  | 85    | 0.02       | 39.2 | 13.7    | 245,900 | 8,077 | 3.45  | 5,218 | 2.12  | 5,288 | 2.15   | 177   | 0.13  | 105   | 0.04  |
|                                    | 100~299人   | 38.9 | 14.5    | 265,197 | 8,379 | 3.25  | 5,518 | 2.13  | 5,557 | 2.15 | -121  | -0.04 | -125  | -0.05      | 38.8 | 14.5    | 266,688 | 8,433 | 3.23  | 5,573 | 2.13  | 5,608 | 2.14   | -126  | -0.06 | -130  | -0.05 |
|                                    | 300~499人   | 39.6 | 16.1    | 279,378 | 9,458 | 3.42  | 6,038 | 2.19  | 6,102 | 2.22 | -159  | -0.14 | -155  | -0.06      | 39.6 | 16.1    | 279,549 | 9,560 | 3.47  | 6,091 | 2.21  | 6,149 | 2.24   | -140  | -0.13 | -127  | -0.05 |
|                                    | 500~999人   | 39.0 | 15.5    | 285,340 | 9,527 | 3.40  | 5,991 | 2.13  | 6,038 | 2.14 | -99   | -0.05 | -257  | -0.10      | 38.9 | 15.5    | 287,176 | 9,467 | 3.37  | 5,969 | 2.12  | 5,981 | 2.13   | -119  | -0.04 | -296  | -0.10 |
|                                    | 1000~2999人 | 39.1 | 15.3    | 305,910 | 9,086 | 3.06  | 6,492 | 2.19  | 6,551 | 2.21 | -652  | -0.24 | -126  | -0.06      | 39.2 | 15.3    | 308,307 | 8,972 | 2.99  | 6,600 | 2.21  | 6,687 | 2.25   | -785  | -0.28 | -123  | -0.06 |
|                                    | 3000人以上    | 39.9 | 16.3    | 313,381 | 9,289 | 2.96  | 6,693 | 2.13  | 6,693 | 2.13 | -450  | -0.13 | -612  | -0.18      | 39.5 | 15.7    | 314,227 | 9,575 | 3.05  | 6,924 | 2.20  | 6,924 | 2.20   | -530  | -0.16 | -539  | -0.16 |
| 地方（事業所ベース）                         | 北海道        | 38.7 | 9.1     | 273,758 | 7,105 | 2.57  | 6,525 | 2.40  | 6,528 | 2.48 | 194   | 0.07  | 386   | 0.18       | 35.9 | 7.5     | 270,130 | 9,631 | 3.58  | 8,856 | 3.32  | 9,209 | 3.52   | 296   | 0.07  | 834   | 0.26  |
|                                    | 北東北        | 40.1 | 17.5    | 225,634 | 8,294 | 3.62  | 4,669 | 1.93  | 4,529 | 1.96 | -624  | -0.19 | -987  | -0.28      | 41.0 | 18.4    | 257,405 | 7,835 | 2.87  | 5,404 | 1.84  | 5,673 | 1.89   | -963  | -0.41 | -778  | -0.26 |
|                                    | 南東北        | 39.7 | 15.9    | 239,628 | 8,144 | 3.55  | 5,050 | 2.15  | 5,159 | 2.21 | 92    | 0.16  | 401   | 0.22       | 40.3 | 17.2    | 263,742 | 8,387 | 3.30  | 5,569 | 2.10  | 5,741 | 2.17   | 81    | 0.08  | 273   | 0.13  |
|                                    | 北関東        | 39.7 | 15.1    | 278,289 | 8,624 | 3.25  | 5,475 | 2.04  | 5,552 | 2.04 | -246  | -0.10 | -227  | -0.19      | 39.5 | 15.2    | 302,461 | 9,235 | 3.10  | 6,357 | 2.12  | 6,364 | 2.12   | -498  | -0.19 | -305  | -0.13 |
|                                    | 東京千葉       | 40.4 | 15.7    | 298,035 | 8,717 | 3.02  | 5,883 | 2.02  | 6,042 | 2.07 | -84   | -0.03 | -126  | -0.05      | 40.7 | 16.5    | 326,135 | 8,210 | 2.57  | 6,408 | 2.01  | 6,485 | 2.01   | -387  | -0.13 | -354  | -0.11 |
|                                    | 神奈川        | 40.0 | 15.8    | 296,639 | 8,606 | 3.05  | 6,345 | 2.16  | 6,339 | 2.16 | 44    | 0.02  | -264  | -0.10      | 40.3 | 16.5    | 305,429 | 9,043 | 3.02  | 6,149 | 2.04  | 6,111 | 2.00   | -330  | -0.12 | -423  | -0.14 |
|                                    | 新潟         | 39.1 | 15.7    | 245,779 | 8,463 | 3.61  | 5,852 | 2.28  | 5,898 | 2.28 | 342   | 0.17  | 545   | 0.18       | 39.1 | 15.9    | 261,599 | 8,796 | 3.45  | 5,727 | 2.21  | 5,680 | 2.19   | 155   | 0.05  | 37    | 0.00  |
|                                    | 北陸         | 39.3 | 13.7    | 239,940 | 8,498 | 3.58  | 5,450 | 2.23  | 5,432 | 2.23 | -193  | -0.09 | -87   | -0.04      | 38.5 | 14.7    | 264,382 | 9,605 | 3.69  | 6,528 | 2.46  | 6,516 | 2.45   | -170  | -0.12 | 31    | -0.02 |
|                                    | 甲信         | 39.5 | 15.2    | 268,137 | 8,594 | 3.41  | 5,307 | 2.00  | 5,311 | 2.00 | -160  | -0.07 | -198  | -0.09      | 39.9 | 15.9    | 285,956 | 9,250 | 3.32  | 5,690 | 2.01  | 5,693 | 2.01   | -324  | -0.22 | -158  | -0.06 |
|                                    | 静岡         | 39.6 | 15.7    | 281,493 | 7,322 | 2.82  | 5,574 | 2.03  | 5,614 | 2.02 | -43   | -0.09 | -262  | -0.09      | 39.4 | 16.3    | 302,320 | 8,831 | 3.06  | 6,479 | 2.17  | 6,461 | 2.16   | 26    | 0.01  | -432  | -0.18 |
|                                    | 東海         | 38.7 | 14.2    | 272,347 | 7,976 | 2.94  | 5,722 | 2.10  | 5,915 | 2.16 | -261  | -0.20 | -24   | -0.06      | 38.3 | 14.6    | 287,677 | 8,665 | 3.02  | 5,974 | 2.12  | 6,131 | 2.20   | -586  | -0.32 | -209  | -0.11 |
|                                    | 京滋         | 39.6 | 13.8    | 277,838 | 8,006 | 2.91  | 5,541 | 1.97  | 5,600 | 2.00 | 306   | 0.12  | -127  | -0.04      | 39.4 | 14.8    | 309,042 | 9,238 | 3.00  | 6,271 | 2.02  | 6,285 | 2.03   | 102   | 0.04  | -418  | -0.13 |
|                                    | 大阪         | 39.4 | 14.0    | 269,994 | 9,333 | 3.54  | 5,718 | 2.14  | 5,781 | 2.16 | 167   | 0.03  | -46   | -0.01      | 38.3 | 14.1    | 289,114 | 9,970 | 3.48  | 6,391 | 2.21  | 6,520 | 2.24   | -351  | -0.10 | -284  | -0.07 |
|                                    | 山陽         | 38.5 | 13.8    | 267,554 | 8,657 | 3.39  | 5,824 | 2.32  | 5,819 | 2.31 | -235  | -0.03 | -66   | 0.01       | 37.9 | 13.9    | 283,536 | 9,187 | 3.31  | 6,616 | 2.43  | 6,629 | 2.44   | -255  | -0.07 | -67   | 0.01  |
|                                    | 山陰         | 39.4 | 13.8    | 222,194 | 7,363 | 3.38  | 4,353 | 1.98  | 4,396 | 2.00 | -251  | -0.05 | -520  | -0.25      | 38.3 | 14.2    | 238,870 | 7,432 | 3.20  | 4,839 | 2.07  | 4,897 | 2.08   | -519  | -0.25 | -604  | -0.30 |
| 四国                                 | 40.2       | 14.1 | 248,219 | 9,826   | 4.06  | 4,814 | 1.91  | 4,779 | 1.90  | -70  | -0.01 | -232  | -0.11 | 39.0       | 14.3 | 280,102 | 9,574   | 3.47  | 5,771 | 2.05  | 5,775 | 2.05  | -2,073 | -0.73 | -442  | -0.18 |       |
| 九州・山口                              | 39.0       | 15.1 | 268,752 | 8,750   | 3.63  | 5,751 | 2.46  | 5,746 | 2.58  | 485  | 0.22  | -847  | -0.44 | 38.1       | 15.1 | 273,040 | 9,477   | 3.69  | 5,803 | 2.22  | 6,003 | 2.31  | -68    | -0.07 | -821  | -0.35 |       |
| 地方計                                | 39.5       | 14.7 | 266,486 | 8,524   | 3.33  | 5,589 | 2.12  | 5,633 | 2.14  | -34  | -0.01 | -102  | -0.05 | 39.2       | 15.3 | 291,916 | 9,067   | 3.18  | 6,245 | 2.16  | 6,307 | 2.18  | -312   | -0.13 | -248  | -0.09 |       |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日 | 全体の賃金構造分と改善分：要求 |      |      |      |          |      |       |      |       |      |         |     |     | 全体の賃金構造分と改善分：回答 |      |      |      |          |      |      |      |       |      |         |      |      |       |     |
|------------------------------------|-----------------|------|------|------|----------|------|-------|------|-------|------|---------|-----|-----|-----------------|------|------|------|----------|------|------|------|-------|------|---------|------|------|-------|-----|
|                                    | 全体計             |      |      |      | 改善分がある場合 |      |       |      | 構造維持分 |      | 構造維持分割れ |     |     | 全体計             |      |      |      | 改善分がある場合 |      |      |      | 構造維持分 |      | 構造維持分割れ |      |      |       |     |
|                                    | 賃上げ額            |      | 構造   | ヘア   | 賃上げ額     |      | 構造    | ヘア   | のみ    |      | 賃上げ額    |     | 構造  | マイナ             | 賃上げ額 |      | 構造   | 賃金       | 賃上げ額 |      | 構造   | 賃金    | のみ   |         | 賃上げ額 |      | 構造    | マイナ |
|                                    | 単組数             | 全体計  | 維持分  | 改善分  | 単組数      | 全体計  | 維持分   | 改善分  | 単組数   | 金額   | 単組数     | 全体計 | 維持分 | ス分              | 単組数  | 全体計  | 維持分  | 改善分      | 単組数  | 全体計  | 維持分  | 改善分   | 単組数  | 金額      | 単組数  | 全体計  | 維持分   | ス分  |
| 全体計                                | 837             | 8503 | 4490 | 4013 | 756      | 8919 | 4476  | 4443 | 81    | 4620 |         |     |     | 729             | 5699 | 4548 | 1151 | 526      | 6126 | 4521 | 1605 | 196   | 4603 | 7       | 4307 | 5041 | -734  |     |
| 大手労組会議                             | 40              | 9596 | 5346 | 4250 | 37       | 9922 | 5328  | 4594 | 3     | 5574 |         |     |     | 38              | 6489 | 5420 | 1069 | 28       | 6961 | 5510 | 1451 | 10    | 5167 |         |      |      |       |     |
| 業種                                 | 鉄鋼業             | 62   | 8251 | 4115 | 4135     | 59   | 8471  | 4126 | 4346  | 3    | 3911    |     |     | 54              | 5049 | 4041 | 1009 | 40       | 5350 | 3988 | 1362 | 14    | 4192 |         |      |      |       |     |
|                                    | 非鉄金属            | 37   | 7785 | 4257 | 3528     | 32   | 8367  | 4287 | 4079  | 5    | 4062    |     |     | 32              | 5993 | 4470 | 1522 | 22       | 6737 | 4511 | 2226 | 9     | 4301 | 1       | 4850 | 5100 | -250  |     |
|                                    | 金属製品            | 122  | 7936 | 4177 | 3759     | 110  | 8283  | 4113 | 4169  | 12   | 4761    |     |     | 107             | 5725 | 4284 | 1441 | 78       | 6227 | 4237 | 1990 | 27    | 4348 | 2       | 4750 | 5250 | -500  |     |
|                                    | 一般機械            | 315  | 9123 | 4718 | 4406     | 288  | 9554  | 4735 | 4819  | 27   | 4529    |     |     | 280             | 6033 | 4817 | 1216 | 213      | 6371 | 4769 | 1602 | 66    | 4967 | 1       | 4500 | 5229 | -729  |     |
|                                    | 電気機械            | 93   | 7949 | 4384 | 3565     | 80   | 8473  | 4329 | 4144  | 13   | 4719    |     |     | 74              | 5525 | 4446 | 1079 | 51       | 6121 | 4526 | 1595 | 22    | 4305 | 1       | 2000 | 3500 | -1500 |     |
|                                    | 輸送機械            | 103  | 8543 | 4438 | 4105     | 92   | 8924  | 4329 | 4596  | 11   | 5349    |     |     | 97              | 5413 | 4410 | 1003 | 71       | 5752 | 4361 | 1391 | 25    | 4545 | 1       | 3000 | 4458 | -1458 |     |
|                                    | 精密機械            | 37   | 8488 | 5121 | 3368     | 33   | 8993  | 5217 | 3776  | 4    | 4329    |     |     | 32              | 6009 | 5207 | 802  | 19       | 6536 | 5174 | 1362 | 12    | 5150 | 1       | 6300 | 6500 | -200  |     |
|                                    | その他             | 68   | 7973 | 4348 | 3626     | 62   | 8338  | 4361 | 3977  | 6    | 4211    |     |     | 53              | 4945 | 4224 | 721  | 32       | 5393 | 4199 | 1194 | 21    | 4263 |         |      |      |       |     |
| 規模                                 | 1～299人          | 653  | 8273 | 4333 | 3941     | 585  | 8714  | 4315 | 4399  | 68   | 4483    |     |     | 557             | 5565 | 4389 | 1176 | 393      | 6026 | 4347 | 1679 | 158   | 4477 | 6       | 3975 | 4798 | -823  |     |
|                                    | 1～99人           | 366  | 8149 | 4195 | 3954     | 321  | 8681  | 4173 | 4508  | 45   | 4354    |     |     | 310             | 5537 | 4280 | 1258 | 210      | 6099 | 4219 | 1880 | 94    | 4382 | 6       | 3975 | 4798 | -823  |     |
|                                    | 100～299人        | 287  | 8431 | 4508 | 3924     | 264  | 8753  | 4488 | 4266  | 23   | 4737    |     |     | 247             | 5599 | 4525 | 1073 | 183      | 5942 | 4493 | 1449 | 64    | 4617 |         |      |      |       |     |
|                                    | 300～499人        | 70   | 9243 | 4927 | 4317     | 67   | 9469  | 4959 | 4510  | 3    | 4200    |     |     | 65              | 6013 | 4868 | 1145 | 47       | 6405 | 4818 | 1588 | 17    | 4911 | 1       | 6300 | 6500 | -200  |     |
|                                    | 500～999人        | 65   | 9512 | 4979 | 4533     | 60   | 9819  | 4909 | 4910  | 5    | 5819    |     |     | 61              | 5993 | 5027 | 967  | 51       | 6202 | 5046 | 1156 | 10    | 4929 |         |      |      |       |     |
|                                    | 1000～2999人      | 37   | 9121 | 5253 | 3868     | 33   | 9573  | 5236 | 4337  | 4    | 5392    |     |     | 34              | 6411 | 5360 | 1051 | 26       | 6654 | 5280 | 1374 | 8     | 5619 |         |      |      |       |     |
|                                    | 3000人以上         | 12   | 9313 | 5506 | 3807     | 11   | 9606  | 5452 | 4153  | 1    | 6090    |     |     | 12              | 6726 | 5506 | 1221 | 9        | 7068 | 5440 | 1627 | 3     | 5701 |         |      |      |       |     |
| 地方（事業所ベース）                         | 北海道             | 4    | 7033 | 4265 | 2768     | 4    | 7033  | 4265 | 2768  |      |         |     |     | 4               | 5962 | 4438 | 1524 | 4        | 5962 | 4438 | 1524 |       |      |         |      |      |       |     |
|                                    | 北東北             | 15   | 7759 | 3825 | 3934     | 14   | 7984  | 3770 | 4215  | 1    | 4600    |     |     | 12              | 4669 | 3752 | 917  | 7        | 5404 | 3832 | 1572 | 5     | 3638 |         |      |      |       |     |
|                                    | 南東北             | 47   | 8475 | 4209 | 4267     | 42   | 8976  | 4202 | 4774  | 5    | 4267    |     |     | 43              | 5308 | 4337 | 971  | 30       | 5796 | 4404 | 1392 | 13    | 4182 |         |      |      |       |     |
|                                    | 北関東             | 112  | 8797 | 4653 | 4144     | 106  | 9011  | 4632 | 4379  | 6    | 5026    |     |     | 102             | 5718 | 4745 | 973  | 76       | 6037 | 4728 | 1309 | 25    | 4782 | 1       | 4850 | 5100 | -250  |     |
|                                    | 東京千葉            | 71   | 8528 | 4984 | 3544     | 66   | 8743  | 4931 | 3812  | 5    | 5690    |     |     | 62              | 6053 | 4966 | 1087 | 46       | 6355 | 4891 | 1465 | 16    | 5183 |         |      |      |       |     |
|                                    | 神奈川             | 50   | 8602 | 4641 | 3961     | 45   | 9056  | 4655 | 4401  | 5    | 4518    |     |     | 43              | 6125 | 4868 | 1256 | 32       | 6399 | 4710 | 1688 | 11    | 5328 |         |      |      |       |     |
|                                    | 新潟              | 39   | 8527 | 4017 | 4509     | 38   | 8642  | 4014 | 4628  | 1    | 4152    |     |     | 40              | 6247 | 4093 | 2154 | 30       | 6933 | 4060 | 2872 | 10    | 4191 |         |      |      |       |     |
|                                    | 北陸              | 67   | 8523 | 4323 | 4200     | 57   | 9317  | 4380 | 4937  | 10   | 3998    |     |     | 54              | 5698 | 4524 | 1173 | 42       | 5995 | 4470 | 1525 | 11    | 4642 | 1       | 4800 | 5500 | -700  |     |
|                                    | 甲信              | 51   | 8353 | 4470 | 3883     | 41   | 9281  | 4451 | 4830  | 10   | 4551    |     |     | 42              | 5661 | 4623 | 1038 | 27       | 6187 | 4572 | 1614 | 15    | 4713 |         |      |      |       |     |
|                                    | 静岡              | 59   | 7726 | 4538 | 3188     | 55   | 7971  | 4551 | 3420  | 4    | 4352    |     |     | 50              | 5730 | 4534 | 1195 | 38       | 5999 | 4380 | 1619 | 10    | 5081 | 2       | 3850 | 4729 | -879  |     |
|                                    | 東海              | 107  | 8287 | 4652 | 3636     | 95   | 8755  | 4660 | 4095  | 12   | 4585    |     |     | 95              | 6005 | 4726 | 1279 | 68       | 6492 | 4705 | 1787 | 27    | 4778 |         |      |      |       |     |
|                                    | 京滋              | 65   | 7941 | 4759 | 3182     | 56   | 8375  | 4681 | 3694  | 9    | 5244    |     |     | 57              | 5736 | 4811 | 925  | 44       | 6051 | 4853 | 1198 | 13    | 4669 |         |      |      |       |     |
|                                    | 大阪              | 185  | 9645 | 4830 | 4815     | 165  | 10210 | 4811 | 5398  | 20   | 4989    |     |     | 168             | 5995 | 4850 | 1145 | 131      | 6328 | 4853 | 1474 | 36    | 4825 | 1       | 4500 | 5229 | -729  |     |
|                                    | 山陽              | 76   | 9085 | 5025 | 4060     | 72   | 9302  | 5016 | 4286  | 4    | 5188    |     |     | 74              | 6094 | 5044 | 1050 | 57       | 6463 | 5096 | 1367 | 16    | 4769 | 1       | 6300 | 6500 | -200  |     |
|                                    | 山陰              | 21   | 6847 | 3770 | 3077     | 19   | 6994  | 3594 | 3401  | 2    | 5442    |     |     | 19              | 4699 | 3929 | 771  | 9        | 5416 | 3622 | 1793 | 9     | 4282 | 1       | 2000 | 3500 | -1500 |     |
|                                    | 四国              | 11   | 9286 | 5055 | 4231     | 9    | 10250 | 5079 | 5171  | 2    | 4946    |     |     | 11              | 5804 | 5185 | 619  | 4        | 6812 | 5111 | 1701 | 7     | 5228 |         |      |      |       |     |
| 九州・山口                              | 33              | 8896 | 4734 | 4162 | 30       | 9336 | 4758  | 4578 | 3     | 4497 |         |     | 23  | 6265            | 4906 | 1359 | 12   | 7703     | 5099 | 2604 | 11   | 4695  |      |         |      |      |       |     |
| 地方計                                | 1014            | 8653 | 4632 | 4021 | 915      | 9074 | 4618  | 4456 | 99    | 4759 |         |     |     | 900             | 5852 | 4708 | 1144 | 657      | 6271 | 4696 | 1575 | 236   | 4731 | 7       | 4307 | 5041 | -734  |     |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日             | 平均賃上げ:要求額<br>賃金改善又はペア額の分布 |       |             |                |                |                |           | 平均賃上げ:回答額<br>賃金改善又はペア額の分布 |       |           |              |              |              |           |    |
|--|---------------------------|-------|-------------|----------------|----------------|----------------|-----------|---------------------------|-------|-----------|--------------|--------------|--------------|-----------|----|
|  | 合計                        |       | 4.5千円<br>未満 | 4.5千~6<br>千円未満 | 6千~7.5<br>千円未満 | 7.5千~9<br>千円未満 | 9千円<br>以上 | 合計                        |       | 1千円<br>未満 | 1千~2千<br>円未満 | 2千~3千<br>円未満 | 3千~4千<br>円未満 | 4千円<br>以上 |    |
|  | 件数                        | 平均額   |             |                |                |                |           | 件数                        | 平均額   |           |              |              |              |           |    |
| 全体計  | 756                       | 4,443 | 369         | 97             | 239            | 27             | 24        | 526                       | 1,605 | 152       | 238          | 81           | 24           | 31        |    |
| 大手労組会議   | 37                        | 4,594 | 17          | 3              | 15             | 1              | 1         | 28                        | 1,451 | 8         | 11           | 8            |              | 1         |    |
| 業<br>種   | 鉄鋼業                       | 59    | 4,346       | 29             | 7              | 17             | 2         | 40                        | 1,362 | 12        | 17           | 8            | 3            |           |    |
|  | 非鉄金属                      | 32    | 4,079       | 17             | 3              | 11             | 1         | 22                        | 2,226 | 4         | 8            | 5            | 1            | 4         |    |
|  | 金属製品                      | 110   | 4,169       | 66             | 8              | 30             | 1         | 5                         | 78    | 1,990     | 22           | 36           | 9            | 6         | 5  |
|  | 一般機械                      | 288   | 4,819       | 109            | 46             | 114            | 11        | 8                         | 213   | 1,602     | 60           | 96           | 36           | 7         | 14 |
|  | 電気機械                      | 80    | 4,144       | 46             | 7              | 22             | 3         | 2                         | 51    | 1,595     | 13           | 24           | 8            | 2         | 4  |
|  | 輸送機械                      | 92    | 4,596       | 44             | 18             | 24             | 4         | 2                         | 71    | 1,391     | 26           | 29           | 9            | 4         | 3  |
|  | 精密機械                      | 33    | 3,776       | 21             | 2              | 7              | 1         | 2                         | 19    | 1,362     | 3            | 14           | 2            |           |    |
|  | その他                       | 62    | 3,977       | 37             | 6              | 14             | 2         | 3                         | 32    | 1,194     | 12           | 14           | 4            | 1         | 1  |
| 規<br>模   | 1~299人                    | 585   | 4,399       | 292            | 76             | 179            | 18        | 20                        | 393   | 1,679     | 108          | 178          | 59           | 23        | 25 |
|  | 1~99人                     | 321   | 4,508       | 154            | 39             | 100            | 15        | 13                        | 210   | 1,880     | 58           | 88           | 32           | 13        | 19 |
|  | 100~299人                  | 264   | 4,266       | 138            | 37             | 79             | 3         | 7                         | 183   | 1,449     | 50           | 90           | 27           | 10        | 6  |
|  | 300~499人                  | 67    | 4,510       | 35             | 5              | 21             | 3         | 3                         | 47    | 1,588     | 13           | 23           | 6            | 1         | 4  |
|  | 500~999人                  | 60    | 4,910       | 18             | 11             | 28             | 3         |                           | 51    | 1,156     | 23           | 20           | 7            |           | 1  |
|  | 1000~2999人                | 33    | 4,337       | 17             | 5              | 7              | 3         | 1                         | 26    | 1,374     | 7            | 13           | 5            |           | 1  |
|  | 3000人以上                   | 11    | 4,153       | 7              |                | 4              |           |                           | 9     | 1,627     | 1            | 4            | 4            |           |    |
| 地<br>方<br>（<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>） | 北海道                       | 4     | 2,768       | 3              |                | 1              |           |                           | 4     | 1,524     | 1            | 2            | 1            |           |    |
|  | 北東北                       | 14    | 4,215       | 7              | 1              | 6              |           |                           | 7     | 1,572     | 2            | 3            | 1            | 1         |    |
|  | 南東北                       | 42    | 4,774       | 18             | 4              | 18             |           | 2                         | 30    | 1,392     | 11           | 11           | 5            | 2         | 1  |
|  | 北関東                       | 106   | 4,379       | 52             | 13             | 37             | 4         |                           | 76    | 1,309     | 25           | 34           | 13           | 3         | 1  |
|  | 東京千葉                      | 66    | 3,812       | 42             | 6              | 15             | 1         | 2                         | 46    | 1,465     | 9            | 26           | 9            | 1         | 1  |
|  | 神奈川                       | 45    | 4,401       | 22             | 6              | 16             |           | 1                         | 32    | 1,688     | 4            | 17           | 9            |           | 2  |
|  | 新潟                        | 38    | 4,628       | 18             | 3              | 14             | 2         | 1                         | 30    | 2,872     | 10           | 7            | 6            | 2         | 5  |
|  | 北陸                        | 57    | 4,937       | 20             | 12             | 20             | 2         | 3                         | 42    | 1,525     | 15           | 16           | 7            | 1         | 3  |
|  | 甲信                        | 41    | 4,830       | 20             | 7              | 9              | 2         | 3                         | 27    | 1,614     | 6            | 13           | 4            | 2         | 2  |
|  | 静岡                        | 55    | 3,420       | 36             | 8              | 10             | 1         |                           | 38    | 1,619     | 9            | 19           | 6            | 1         | 3  |
|  | 東海                        | 95    | 4,095       | 51             | 11             | 29             | 2         | 2                         | 68    | 1,787     | 12           | 30           | 18           | 5         | 3  |
|  | 京滋                        | 56    | 3,694       | 36             | 7              | 13             |           |                           | 44    | 1,198     | 17           | 21           | 4            | 1         | 1  |
|  | 大阪                        | 165   | 5,398       | 49             | 19             | 74             | 15        | 8                         | 131   | 1,474     | 36           | 63           | 19           | 7         | 6  |
|  | 山陽                        | 72    | 4,286       | 35             | 12             | 24             |           | 1                         | 57    | 1,367     | 17           | 32           | 4            | 1         | 3  |
|  | 山陰                        | 19    | 3,401       | 13             | 2              | 4              |           |                           | 9     | 1,793     | 4            | 2            |              | 2         | 1  |
|  | 四国                        | 9     | 5,171       | 3              |                | 4              | 1         | 1                         | 4     | 1,701     | 1            | 1            | 2            |           |    |
| 九州・山口  | 30                        | 4,578 | 17          | 4              | 6              | 1              | 2         | 12                        | 2,604 | 2         | 7            | 1            | 1            | 1         |    |
| 地方計  | 915                       | 4,456 | 442         | 115            | 301            | 31             | 26        | 657                       | 1,575 | 181       | 304          | 109          | 30           | 33        |    |

30歳個別賃金：現行水準（交渉単位ベース）

|       | 現行水準データがある場合 |     |         |     | 現行水準の台別分布（台別区分の単位＝千円、単組数をカント） |     |         |     |         |     |     |     |     |     |     |     |     |     |     |     |     |    |     |     |
|-------|--------------|-----|---------|-----|-------------------------------|-----|---------|-----|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|
|       | 一歳前水準        |     | 現状水準    |     | 要求水準                          |     | 確定水準    |     | 192     | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計 |     |     |
|       | 件            | 円   | 件       | 円   | 件                             | 円   | 件       | 円   | 未満      | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |    |     |     |
| 区分計   | 全規模計         | 231 | 226,703 | 500 | 233,845                       | 272 | 238,888 | 152 | 238,459 | 24  | 39  | 46  | 57  | 67  | 69  | 64  | 49  | 31  | 31  | 7   | 5   | 11 | 500 |     |
|       | 大手労組会議       | 20  | 257,182 | 41  | 265,290                       | 23  | 264,713 | 17  | 266,598 |     |     | 2   |     |     | 5   | 5   | 6   | 10  | 3   | 2   | 3   | 41 |     |     |
|       | 1～299人       | 173 | 221,931 | 369 | 227,276                       | 201 | 234,002 | 107 | 233,055 | 21  | 37  | 41  | 54  | 59  | 48  | 43  | 29  | 13  | 16  | 1   | 2   | 5  | 369 |     |
|       | 1～99人        | 106 | 216,064 | 207 | 221,467                       | 122 | 228,269 | 65  | 227,623 | 17  | 30  | 28  | 32  | 34  | 19  | 19  | 13  | 5   | 8   |     |     |    | 207 |     |
|       | 100～299人     | 67  | 231,214 | 162 | 234,698                       | 79  | 242,857 | 42  | 241,460 | 4   | 7   | 13  | 22  | 25  | 29  | 24  | 16  | 8   | 8   | 1   | 2   | 3  | 162 |     |
|       | 300～499人     | 23  | 229,233 | 42  | 243,196                       | 28  | 240,625 | 15  | 234,515 | 2   | 2   | 2   | 1   | 2   | 7   | 11  | 7   | 2   | 1   | 2   | 2   | 1  | 42  |     |
|       | 500～999人     | 16  | 238,044 | 42  | 253,070                       | 19  | 254,052 | 12  | 250,598 | 1   |     | 1   | 1   | 3   | 11  | 3   | 6   | 8   | 3   | 1   | 1   | 3  | 42  |     |
| 所定内賃金 | 1000～2999人   | 16  | 258,350 | 34  | 258,027                       | 19  | 265,267 | 14  | 265,504 |     |     | 1   | 1   | 3   | 3   | 7   | 3   | 8   | 5   | 1   |     | 2  | 34  |     |
|       | 3000人以上      | 3   | 253,227 | 13  | 264,748                       | 5   | 267,679 | 4   | 266,745 |     |     |     |     |     |     |     | 4   |     | 6   | 2   |     |    | 13  |     |
|       | 全規模計         | 23  | 238,818 | 104 | 239,843                       | 33  | 248,972 | 18  | 257,034 | 1   | 7   | 6   | 10  | 15  | 17  | 15  | 10  | 9   | 6   | 2   | 3   | 3  | 104 |     |
|       | 1～299人       | 11  | 233,357 | 73  | 232,405                       | 19  | 238,231 | 7   | 239,256 | 1   | 6   | 6   | 10  | 11  | 11  | 13  | 8   | 2   | 3   |     |     | 1  | 73  |     |
|       | 1～99人        | 5   | 233,110 | 27  | 224,743                       | 6   | 232,973 | 3   | 230,200 | 1   | 4   | 4   | 5   | 4   | 1   | 3   | 2   |     | 3   |     |     |    | 27  |     |
|       | 100～299人     | 6   | 233,562 | 46  | 236,903                       | 13  | 240,658 | 4   | 246,047 | 2   | 2   | 5   | 7   | 10  | 10  | 6   | 2   |     |     |     | 1   | 1  | 46  |     |
|       | 300～499人     | 4   | 235,329 | 8   | 257,800                       | 5   | 245,865 | 3   | 254,074 | 1   |     | 1   | 1   | 1   | 1   | 1   |     |     |     |     |     | 2  | 8   |     |
| 基本賃金  | 500～999人     | 3   | 230,027 | 10  | 250,377                       | 4   | 269,070 | 3   | 273,293 |     |     |     | 3   | 3   |     |     | 3   |     |     |     |     | 1  | 10  |     |
|       | 1000～2999人   | 5   | 258,899 | 11  | 259,181                       | 5   | 276,818 | 5   | 273,946 |     |     |     |     | 2   | 2   | 1   | 3   | 2   | 1   |     |     |    | 11  |     |
|       | 3000人以上      | 2   | 280,463 | 2   | 280,463                       |     |         |     |         |     |     |     |     |     |     |     |     |     |     | 1   | 1   |    | 2   |     |
|       | 全規模計         | 161 | 221,544 | 274 | 228,894                       | 180 | 232,696 | 109 | 231,572 | 20  | 25  | 30  | 38  | 34  | 35  | 32  | 28  | 13  | 9   | 3   | 1   | 6  | 274 |     |
|       | 1～299人       | 125 | 217,386 | 211 | 223,587                       | 140 | 229,360 | 84  | 229,960 | 17  | 24  | 27  | 36  | 31  | 22  | 22  | 16  | 8   | 4   |     |     | 1  | 3   | 211 |
|       | 1～99人        | 91  | 214,080 | 148 | 220,858                       | 101 | 226,515 | 56  | 226,082 | 15  | 22  | 18  | 22  | 23  | 15  | 13  | 11  | 4   | 3   |     |     |    | 2   | 148 |
|       | 100～299人     | 34  | 226,234 | 63  | 229,998                       | 39  | 236,729 | 28  | 237,715 | 2   | 2   | 9   | 14  | 8   | 7   | 9   | 5   | 4   | 1   |     | 1   | 1  | 63  |     |
| 基準内賃金 | 300～499人     | 16  | 226,182 | 24  | 237,016                       | 19  | 236,611 | 11  | 227,792 | 2   | 1   | 1   | 1   | 1   | 5   | 6   | 4   | 1   | 2   |     |     |    | 24  |     |
|       | 500～999人     | 11  | 237,508 | 22  | 250,977                       | 14  | 247,725 | 8   | 238,218 | 1   |     | 1   |     |     | 7   | 2   | 5   | 2   | 1   | 1   |     | 2  | 22  |     |
|       | 1000～2999人   | 8   | 252,799 | 13  | 257,705                       | 5   | 255,266 | 4   | 246,533 |     |     |     | 1   | 2   | 1   | 2   | 1   | 3   | 2   |     |     | 1  | 13  |     |
|       | 3000人以上      | 1   | 241,430 | 4   | 245,019                       | 2   | 267,365 | 2   | 263,565 |     |     |     |     |     |     |     |     |     |     |     |     |    |     | 4   |
|       | 全規模計         | 35  | 241,182 | 67  | 247,935                       | 42  | 254,018 | 24  | 255,994 | 1   | 1   | 3   | 5   | 10  | 9   | 11  | 3   | 6   | 13  | 2   | 1   | 2  | 67  |     |
|       | 1～299人       | 27  | 236,177 | 40  | 238,836                       | 30  | 247,948 | 15  | 247,430 | 1   | 1   | 3   | 4   | 9   | 7   | 4   |     | 3   | 6   | 1   |     |    | 40  |     |
|       | 1～99人        | 7   | 233,292 | 11  | 231,964                       | 9   | 238,434 | 5   | 242,069 |     |     |     | 1   | 2   | 4   | 1   | 1   |     | 1   | 1   |     |    | 11  |     |
| 不詳    | 100～299人     | 20  | 237,187 | 29  | 241,443                       | 21  | 252,025 | 10  | 250,110 | 1   | 1   | 2   | 2   | 5   | 6   | 3   |     | 2   | 5   | 1   |     | 1  | 29  |     |
|       | 300～499人     | 2   | 236,072 | 6   | 247,216                       | 3   | 253,556 | 1   | 249,800 |     |     |     |     |     | 1   | 4   | 1   |     |     |     |     |    | 6   |     |
|       | 500～999人     | 1   | 257,461 | 8   | 259,804                       | 1   | 282,560 | 1   | 281,560 |     |     |     | 1   | 1   | 1   | 1   |     | 2   | 2   |     | 1   |    | 8   |     |
|       | 1000～2999人   | 3   | 272,237 | 7   | 264,176                       | 6   | 273,825 | 5   | 272,240 |     |     |     |     | 1   |     | 2   | 1   | 1   | 1   | 1   |     |    | 7   |     |
|       | 3000人以上      | 2   | 259,125 | 6   | 274,535                       | 2   | 272,075 | 2   | 269,925 |     |     |     |     |     |     |     |     |     |     |     |     |    |     | 6   |
|       | 全規模計         | 12  | 230,478 | 55  | 230,005                       | 17  | 247,489 | 1   | 234,000 | 2   | 6   | 7   | 4   | 8   | 8   | 6   | 8   | 3   | 3   |     |     |    | 55  |     |
|       | 1～299人       | 10  | 227,717 | 45  | 225,975                       | 12  | 246,600 | 1   | 234,000 | 2   | 6   | 5   | 4   | 8   | 8   | 4   | 5   |     | 3   |     |     |    | 45  |     |
| 区分計   | 1～99人        | 3   | 207,633 | 21  | 216,046                       | 6   | 237,841 | 1   | 234,000 | 1   | 4   | 5   | 3   | 3   | 2   | 2   |     |     |     |     |     |    | 21  |     |
|       | 100～299人     | 7   | 236,325 | 24  | 234,662                       | 6   | 255,358 |     |         | 1   | 2   |     | 1   | 5   | 6   | 2   | 5   |     | 2   |     |     |    | 24  |     |
|       | 300～499人     | 1   | 240,000 | 4   | 245,035                       | 1   | 251,900 |     |         |     |     | 1   |     |     |     | 1   | 1   | 1   |     |     |     |    | 4   |     |
|       | 500～999人     | 1   | 248,567 | 2   | 262,618                       |     |         |     |         |     |     |     |     |     |     | 1   | 1   |     |     |     |     |    | 2   |     |
|       | 1000～2999人   | 3   | 240,846 | 3   | 245,569                       |     |         |     |         |     |     | 1   |     |     |     | 1   | 1   |     |     |     |     |    | 3   |     |
|       | 3000人以上      | 1   | 253,513 | 1   | 259,513                       |     |         |     |         |     |     |     |     |     |     | 1   |     |     |     |     |     |    | 1   |     |

35歳個別賃金：現行水準（交渉単位ベース）

|       | 現行水準データがある場合 |     |         |     | 現行水準の台別分布（台別区分の単位＝千円、単組数をカント） |     |         |     |         |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|-------|--------------|-----|---------|-----|-------------------------------|-----|---------|-----|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|       | 一歳前水準        |     | 現状水準    |     | 要求水準                          |     | 確定水準    |     | 216     | 216 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 305 | 310 | 320 | 330 | 合計  |     |
|       | 件            | 円   | 件       | 円   | 件                             | 円   | 件       | 円   | 未満      | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |     |
| 区分計   | 全規模計         | 215 | 257,051 | 481 | 263,016                       | 251 | 269,595 | 143 | 268,726 | 55  | 41  | 41  | 47  | 55  | 56  | 49  | 29  | 25  | 20  | 9   | 25  | 481 |     |
|       | 大手労組会議       | 19  | 299,487 | 41  | 307,167                       | 25  | 305,692 | 20  | 306,985 |     |     | 1   |     | 3   | 3   | 2   | 3   | 5   | 5   | 7   | 3   | 9   | 41  |
|       | 1～299人       | 159 | 250,758 | 350 | 252,913                       | 179 | 261,245 | 97  | 259,811 | 51  | 40  | 39  | 44  | 43  | 41  | 28  | 18  | 12  | 12  | 8   | 6   | 8   | 350 |
|       | 1～99人        | 94  | 240,574 | 194 | 244,405                       | 104 | 252,402 | 57  | 251,743 | 43  | 27  | 26  | 24  | 21  | 14  | 14  | 7   | 6   | 6   | 3   | 1   | 2   | 194 |
|       | 100～299人     | 65  | 265,485 | 156 | 263,493                       | 75  | 273,507 | 40  | 271,307 | 8   | 13  | 13  | 20  | 22  | 27  | 14  | 11  | 6   | 6   | 5   | 5   | 6   | 156 |
|       | 300～499人     | 21  | 255,555 | 42  | 277,106                       | 26  | 274,114 | 14  | 258,955 | 3   | 1   | 1   |     | 4   | 4   | 12  | 3   | 6   | 3   | 1   | 1   | 3   | 42  |
|       | 500～999人     | 17  | 268,430 | 42  | 288,404                       | 22  | 290,505 | 12  | 288,367 | 1   |     |     | 2   | 5   | 7   | 6   | 4   | 5   | 5   | 2   |     |     | 5   |
| 所定内賃金 | 1000～2999人   | 15  | 304,356 | 34  | 298,215                       | 19  | 305,362 | 16  | 305,020 |     |     | 1   | 1   | 2   | 4   | 3   | 3   | 5   | 3   | 5   | 2   | 5   | 34  |
|       | 3000人以上      | 3   | 300,067 | 13  | 315,407                       | 5   | 317,113 | 4   | 315,033 |     |     |     |     | 1   |     |     |     | 1   | 1   | 2   | 4   |     | 13  |
|       | 全規模計         | 22  | 273,009 | 99  | 270,247                       | 32  | 283,549 | 17  | 295,507 | 7   | 9   | 4   | 9   | 11  | 15  | 11  | 4   | 8   | 6   | 6   | 3   | 6   | 99  |
|       | 1～299人       | 11  | 269,627 | 68  | 260,163                       | 18  | 271,062 | 7   | 281,661 | 6   | 9   | 4   | 9   | 5   | 12  | 8   | 2   | 5   | 3   | 2   | 1   | 2   | 68  |
|       | 1～99人        | 5   | 256,720 | 26  | 251,606                       | 6   | 261,396 | 3   | 258,808 | 6   | 5   | 2   | 2   | 1   | 3   | 1   | 1   | 1   | 1   | 1   | 1   | 1   | 26  |
|       | 100～299人     | 6   | 280,382 | 42  | 265,461                       | 12  | 275,895 | 4   | 298,801 |     | 4   | 2   | 7   | 4   | 9   | 7   | 1   | 4   | 2   | 1   |     |     | 42  |
|       | 300～499人     | 3   | 243,577 | 8   | 279,840                       | 3   | 254,320 | 2   | 250,178 | 1   |     |     |     | 2   |     | 1   | 1   | 1   |     |     |     |     | 8   |
| 基本賃金  | 500～999人     | 3   | 261,076 | 10  | 286,094                       | 6   | 303,528 | 3   | 320,301 |     |     |     |     | 4   | 1   | 1   |     | 1   | 2   |     |     | 1   | 10  |
|       | 1000～2999人   | 5   | 305,269 | 11  | 299,093                       | 5   | 322,066 | 5   | 318,146 |     |     |     |     |     | 2   | 1   | 1   | 1   | 1   | 3   | 1   | 1   | 11  |
|       | 3000人以上      |     |         | 2   | 336,831                       |     |         |     |         |     |     |     |     |     |     |     |     |     |     |     | 1   |     | 2   |
|       | 全規模計         | 148 | 249,592 | 255 | 255,779                       | 161 | 260,275 | 100 | 258,240 | 39  | 22  | 30  | 26  | 29  | 25  | 29  | 19  | 15  | 5   | 3   | 3   | 10  | 255 |
|       | 1～299人       | 112 | 243,274 | 193 | 246,989                       | 121 | 254,303 | 75  | 254,882 | 36  | 22  | 29  | 24  | 23  | 17  | 15  | 12  | 5   | 4   | 1   | 2   | 3   | 193 |
|       | 1～99人        | 79  | 238,333 | 132 | 242,336                       | 84  | 249,878 | 48  | 249,349 | 32  | 17  | 18  | 16  | 15  | 9   | 10  | 6   | 4   | 3   | 1   |     | 1   | 132 |
|       | 100～299人     | 33  | 255,103 | 61  | 257,058                       | 37  | 264,348 | 27  | 264,717 | 4   | 5   | 11  | 8   | 8   | 8   | 5   | 6   | 1   | 1   |     | 2   | 2   | 61  |
| 基準内賃金 | 300～499人     | 15  | 255,464 | 22  | 272,389                       | 17  | 268,773 | 10  | 255,084 | 2   |     | 1   |     | 2   | 3   | 8   | 2   | 1   |     | 1   |     | 2   | 22  |
|       | 500～999人     | 13  | 268,930 | 23  | 284,880                       | 15  | 280,194 | 8   | 266,686 | 1   |     |     |     |     |     |     |     |     |     |     |     |     |     |

2019年  
春季生活闘争  
情報No.17  
5月8日

30歳個別賃金：要求水準（交渉単位ベース）

|          | 要求水準データがある場合 |         |         |         |         |         |         |         | 要求水準の台別分布（台別区分の単位=千円、単組数をカケト） |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|----------|--------------|---------|---------|---------|---------|---------|---------|---------|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|----|
|          | 一歳前水準        |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 192                           | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計 |     |    |
|          | 件            | 円       | 件       | 円       | 件       | 円       | 件       | 円       | 未満                            | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |    |     |    |
| 区分計      | 全規模計         | 191     | 225,955 | 272     | 232,320 | 278     | 238,688 | 149     | 238,702                       | 10  | 10  | 17  | 28  | 43  | 34  | 46  | 40  | 12  | 16  | 15  | 1   | 6  | 278 |    |
|          | 大手労組会議       | 15      | 255,457 | 23      | 260,493 | 23      | 264,713 | 17      | 266,598                       |     |     |     | 1   |     | 1   | 4   | 5   | 1   | 5   | 5   |     | 1  | 23  |    |
|          | 1~299人       | 145     | 222,038 | 201     | 226,992 | 205     | 233,767 | 104     | 233,247                       | 8   | 9   | 16  | 25  | 39  | 26  | 35  | 20  | 8   | 7   | 8   | 1   | 3  | 205 |    |
|          | 1~99人        | 90      | 215,742 | 122     | 221,565 | 124     | 228,458 | 65      | 227,623                       | 6   | 8   | 14  | 15  | 23  | 15  | 22  | 9   | 6   | 3   | 3   |     |    | 124 |    |
|          | 100~299人     | 55      | 232,339 | 79      | 235,373 | 81      | 241,895 | 39      | 242,620                       | 2   | 1   | 2   | 10  | 16  | 11  | 13  | 11  | 2   | 4   | 5   | 1   | 3  | 81  |    |
|          | 300~499人     | 21      | 227,957 | 28      | 236,112 | 29      | 240,214 | 15      | 234,515                       |     | 2   | 1   | 1   | 3   | 5   | 3   | 9   | 1   | 1   | 1   |     |    | 29  |    |
|          | 500~999人     | 11      | 234,900 | 19      | 246,521 | 19      | 250,052 | 12      | 250,598                       |     |     |     | 1   | 1   | 3   | 4   | 5   | 1   | 2   | 1   |     |    | 19  |    |
| 所定内賃金    | 1000~2999人   | 11      | 257,390 | 19      | 260,704 | 20      | 265,067 | 14      | 265,504                       |     |     |     | 1   |     |     | 4   | 3   | 2   | 5   | 4   |     | 1  | 20  |    |
|          | 3000人以上      | 3       | 253,227 | 5       | 263,419 | 5       | 267,679 | 4       | 266,745                       |     |     |     |     |     |     | 3   |     |     | 1   | 1   |     |    | 5   |    |
|          | 全規模計         | 19      | 240,548 | 33      | 243,270 | 33      | 248,972 | 18      | 257,034                       | 1   | 2   | 1   | 3   | 3   | 7   | 6   |     | 6   | 2   |     |     | 2  | 33  |    |
|          | 1~299人       | 10      | 235,262 | 19      | 231,062 | 19      | 238,231 | 7       | 239,256                       | 1   | 1   | 1   |     | 2   | 1   | 6   | 6   |     | 1   |     |     |    |     | 19 |
|          | 1~99人        | 4       | 237,813 | 6       | 226,783 | 6       | 232,973 | 3       | 230,200                       | 1   | 1   |     |     |     |     | 1   | 2   |     | 1   |     |     |    |     | 6  |
|          | 100~299人     | 6       | 233,562 | 13      | 233,037 | 13      | 240,658 | 4       | 246,047                       |     |     | 1   |     | 2   | 1   | 5   | 4   |     |     |     |     |    |     | 13 |
|          | 300~499人     | 4       | 235,329 | 5       | 242,750 | 5       | 245,865 | 3       | 254,074                       |     | 1   |     |     | 1   | 1   |     |     |     | 1   |     |     |    | 1   | 5  |
| 基本賃金     | 500~999人     | 2       | 235,163 | 4       | 264,313 | 4       | 269,070 | 3       | 273,293                       |     |     |     |     |     | 1   | 1   |     |     | 1   |     |     |    | 1   | 4  |
|          | 1000~2999人   | 3       | 268,718 | 5       | 273,345 | 5       | 276,818 | 5       | 273,946                       |     |     |     |     |     |     |     |     |     | 3   | 2   |     |    |     | 5  |
|          | 3000人以上      |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|          | 全規模計         | 137     | 220,188 | 180     | 226,264 | 182     | 232,592 | 106     | 231,719                       | 8   | 8   | 15  | 25  | 36  | 21  | 24  | 23  | 9   | 6   | 5   |     | 2  | 182 |    |
|          | 1~299人       | 106     | 216,991 | 140     | 222,918 | 141     | 229,278 | 81      | 230,092                       | 6   | 8   | 14  | 23  | 33  | 15  | 15  | 12  | 6   | 4   | 3   |     | 2  | 141 |    |
|          | 1~99人        | 79      | 213,317 | 101     | 220,266 | 101     | 226,515 | 56      | 226,082                       | 5   | 7   | 13  | 15  | 22  | 9   | 13  | 7   | 6   | 2   | 2   |     |    | 101 |    |
|          | 100~299人     | 27      | 227,743 | 39      | 229,787 | 40      | 236,257 | 25      | 239,075                       | 1   | 1   | 1   | 8   | 11  | 6   | 2   | 5   |     | 2   | 1   |     | 2  | 40  |    |
| 300~499人 | 16           | 225,074 | 19      | 231,806 | 20      | 236,216 | 11      | 227,792 | 2                             |     | 1   | 1   | 2   | 4   | 3   | 5   | 1   |     | 1   |     |     | 20 |     |    |
| 基準内賃金    | 500~999人     | 9       | 234,842 | 14      | 239,077 | 14      | 247,725 | 8       | 238,218                       |     |     |     | 1   | 1   | 2   | 3   | 5   | 1   | 1   |     |     |    | 14  |    |
|          | 1000~2999人   | 5       | 241,686 | 5       | 248,566 | 5       | 255,266 | 4       | 246,533                       |     |     |     |     |     |     | 3   |     | 1   |     | 1   |     |    | 5   |    |
|          | 3000人以上      | 1       | 241,430 | 2       | 262,365 | 2       | 267,365 | 2       | 263,565                       |     |     |     |     |     |     |     | 1   |     | 1   |     |     |    | 2   |    |
|          | 全規模計         | 29      | 242,644 | 42      | 247,306 | 42      | 254,018 | 24      | 255,994                       |     |     | 1   | 2   | 4   | 7   | 7   | 7   | 1   | 3   | 7   | 1   | 2  | 42  |    |
|          | 1~299人       | 23      | 237,266 | 30      | 240,100 | 30      | 247,948 | 15      | 247,430                       |     |     | 1   | 2   | 4   | 7   | 6   | 1   | 1   | 2   | 4   | 1   | 1  | 30  |    |
|          | 1~99人        | 6       | 230,589 | 9       | 229,796 | 9       | 238,434 | 5       | 242,069                       |     | 1   |     | 1   | 3   | 3   |     |     |     | 1   |     |     |    | 9   |    |
|          | 100~299人     | 17      | 239,622 | 21      | 244,516 | 21      | 252,025 | 10      | 250,110                       |     |     |     | 2   | 3   | 4   | 3   | 1   | 1   | 2   | 3   | 1   | 1  | 21  |    |
| 不詳       | 300~499人     | 1       | 244,600 | 3       | 248,056 | 3       | 253,556 | 1       | 249,800                       |     |     |     |     |     |     | 3   |     |     |     |     |     |    | 3   |    |
|          | 500~999人     |         |         | 1       | 279,560 | 1       | 282,560 | 1       | 281,560                       |     |     |     |     |     |     |     |     |     |     | 1   |     |    | 1   |    |
|          | 1000~2999人   | 3       | 272,237 | 6       | 270,215 | 6       | 273,825 | 5       | 272,240                       |     |     |     |     |     |     | 1   | 2   |     | 1   | 1   |     | 1  | 6   |    |
|          | 3000人以上      | 2       | 259,125 | 2       | 269,425 | 2       | 272,075 | 2       | 269,925                       |     |     |     |     |     |     |     | 1   |     | 1   |     |     |    | 2   |    |
|          | 全規模計         | 6       | 230,777 | 17      | 238,158 | 21      | 244,693 | 1       | 234,000                       | 1   |     |     | 1   |     | 3   | 8   | 4   | 2   | 1   | 1   |     |    | 21  |    |
|          | 1~299人       | 6       | 230,777 | 12      | 235,311 | 15      | 241,944 | 1       | 234,000                       | 1   |     |     |     |     | 3   | 8   | 1   | 1   | 1   |     |     |    | 15  |    |
|          | 1~99人        | 1       | 230,000 | 6       | 225,873 | 8       | 238,381 | 1       | 234,000                       |     |     |     |     |     | 3   | 5   |     |     |     |     |     |    | 8   |    |
| 詳細       | 100~299人     | 5       | 230,932 | 6       | 244,749 | 7       | 246,017 |         |                               | 1   |     |     |     |     |     | 3   | 1   | 1   |     | 1   |     |    | 7   |    |
|          | 300~499人     |         |         | 1       | 248,900 | 1       | 251,900 |         |                               |     |     |     |     |     |     |     | 1   |     |     |     |     |    | 1   |    |
|          | 500~999人     |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|          | 1000~2999人   |         |         | 3       | 240,846 | 4       | 249,492 |         |                               |     |     |     |     | 1   |     |     | 1   | 1   | 1   |     |     |    | 4   |    |
|          | 3000人以上      |         |         | 1       | 253,513 | 1       | 259,513 |         |                               |     |     |     |     |     |     |     | 1   |     |     |     |     |    | 1   |    |

35歳個別賃金：要求水準（交渉単位ベース）

|          | 要求水準データがある場合 |         |         |         |         |         |         |         | 要求水準の台別分布（台別区分の単位=千円、単組数をカケト） |     |     |     |     |     |     |     |     |     |     |     |     |    |     |
|----------|--------------|---------|---------|---------|---------|---------|---------|---------|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|
|          | 一歳前水準        |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 216                           | 216 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 305 | 310 | 320 | 330 | 合計 |     |
|          | 件            | 円       | 件       | 円       | 件       | 円       | 件       | 円       | 未満                            | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |    |     |
| 区分計      | 全規模計         | 179     | 255,920 | 251     | 262,317 | 257     | 269,365 | 140     | 269,105                       | 14  | 19  | 16  | 20  | 37  | 17  | 49  | 20  | 17  | 12  | 14  | 12  | 10 | 257 |
|          | 大手労組会議       | 16      | 295,943 | 25      | 300,774 | 25      | 305,692 | 20      | 306,985                       |     |     |     | 1   |     | 2   | 1   | 3   | 3   | 2   | 4   | 6   | 3  | 25  |
|          | 1~299人       | 132     | 250,340 | 179     | 253,589 | 183     | 260,965 | 94      | 260,089                       | 12  | 19  | 16  | 17  | 32  | 13  | 36  | 7   | 9   | 6   | 5   | 6   | 5  | 183 |
|          | 1~99人        | 79      | 239,963 | 104     | 244,722 | 106     | 252,734 | 57      | 251,743                       | 11  | 13  | 11  | 9   | 19  | 6   | 23  | 4   | 6   | 2   | 1   | 1   |    | 106 |
|          | 100~299人     | 53      | 265,807 | 75      | 265,885 | 77      | 272,296 | 37      | 272,947                       | 1   | 6   | 5   | 8   | 13  | 7   | 13  | 3   | 4   | 4   | 5   | 5   |    | 77  |
|          | 300~499人     | 18      | 253,868 | 26      | 269,597 | 27      | 273,469 | 14      | 258,955                       | 2   |     |     | 2   | 4   |     | 7   | 5   | 2   | 2   | 3   |     |    | 27  |
|          | 500~999人     | 14      | 265,194 | 22      | 280,942 | 22      | 290,505 | 12      | 288,367                       |     |     |     | 1   | 4   | 4   | 5   | 3   | 1   | 2   |     |     |    | 22  |
| 所定内賃金    | 1000~2999人   | 12      | 298,525 | 19      | 299,716 | 20      | 305,493 | 16      | 305,020                       |     |     | 1   |     |     |     | 2   | 3   | 2   | 3   | 2   | 5   | 2  | 20  |
|          | 3000人以上      | 3       | 300,067 | 5       | 312,878 | 5       | 317,113 | 4       | 315,033                       |     |     |     |     |     |     |     | 1   |     | 2   | 1   | 1   |    | 5   |
|          | 全規模計         | 18      | 274,669 | 32      | 275,541 | 32      | 283,549 | 17      | 295,507                       | 2   | 2   | 1   |     | 3   | 1   | 6   | 3   | 1   | 5   | 2   | 4   | 2  | 32  |
|          | 1~299人       | 10      | 273,109 | 18      | 261,343 | 18      | 271,062 | 7       | 281,661                       | 1   | 2   | 1   |     | 2   |     | 5   | 2   |     | 4   |     | 1   |    | 18  |
|          | 1~99人        | 4       | 262,200 | 6       | 247,471 | 6       | 261,396 | 3       | 258,808                       | 1   |     | 1   |     |     |     | 3   |     |     | 1   |     |     |    | 6   |
|          | 100~299人     | 6       | 280,382 | 12      | 268,279 | 12      | 275,895 | 4       | 298,801                       |     | 2   |     |     | 2   |     | 2   |     | 3   |     | 1   |     |    | 12  |
|          | 300~499人     | 2       | 240,985 | 3       | 255,385 | 3       | 254,320 | 2       | 250,178                       | 1   |     |     |     | 1   |     |     |     | 1   |     |     |     |    | 3   |
| 基本賃金     | 500~999人     | 3       | 261,076 | 6       | 293,245 | 6       | 303,528 | 3       | 320,301                       |     |     |     |     |     | 1   | 1   | 1   | 1   |     | 1   |     | 1  | 6   |
|          | 1000~2999人   | 3       | 315,918 | 5       | 317,501 | 5       | 322,066 | 5       | 318,146                       |     |     |     |     |     |     |     |     |     |     | 1   | 3   | 1  | 5   |
|          | 3000人以上      |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |
|          | 全規模計         | 127     | 247,740 | 161     | 253,231 | 162     | 260,253 | 96      | 258,694                       | 11  | 14  | 14  | 17  | 26  | 13  | 29  | 13  | 14  | 3   | 3   | 3   | 2  | 162 |
|          | 1~299人       | 94      | 242,127 | 121     | 247,291 | 121     | 254,303 | 71      | 255,306                       | 10  | 14  | 14  | 15  | 22  | 10  | 18  | 4   | 8   | 1   | 1   | 2   | 2  | 121 |
|          | 1~99人        | 68      | 236,814 | 84      | 243,116 | 84      | 249,878 | 48      | 249,349                       | 9   | 13  | 10  | 8   | 15  | 5   | 13  | 3   | 6   | 1   |     | 1   |    | 84  |
|          | 100~299人     | 26      | 256,024 | 37      | 256,768 | 37      | 264,348 | 23      | 267,737                       | 1   | 1   | 4   | 7   | 7   | 5   | 5   | 1   | 2   |     | 1   | 1   | 2  | 37  |
| 300~499人 | 15           | 254,217 | 17      | 263,515 | 18      | 268,102 | 10      | 255,084 | 1                             |     |     | 2   | 3   |     | 7   | 3   | 1   |     | 1   |     |     | 18 |     |
| 基準内賃金    | 500~999人     | 11      | 266,316 | 15      | 270,482 | 15      | 280,194 | 8       | 266,686                       |     |     |     | 1   | 3   | 3   | 4   | 2   | 1   | 1   |     |     |    | 15  |
|          | 1000~2999人   | 6       | 279,505 | 7       | 288,604 | 7       | 295,247 | 6       | 288,588                       |     |     |     |     |     |     | 1   | 2   | 2   | 1   | 1   |     |    | 7   |
|          | 3000人以上      | 1       | 283,330 | 1       | 290,830 | 1       | 294,830 | 1       | 292,030                       |     |     |     |     |     |     |     |     | 1   |     |     |     |    | 1   |
|          | 全規模計         |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |

30歳個別賃金：確定水準（交渉単位ベース）

|            | 確定水準データがある場合 |         |         |         |         |         |         |         | 確定水準の台別分布（台別区分の単位=千円、単組数をカント） |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|------------|--------------|---------|---------|---------|---------|---------|---------|---------|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|----|
|            | 一歳前水準        |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 192                           | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計 |     |    |
|            | 件            | 円       | 件       | 円       | 件       | 円       | 件       | 円       | 未満                            | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |    |     |    |
| 区分計        | 全規模計         | 112     | 229,891 | 152     | 236,879 | 149     | 242,604 | 153     | 238,307                       | 9   | 2   | 12  | 15  | 22  | 17  | 19  | 20  | 8   | 12  | 6   | 3   | 4  | 153 |    |
|            | 大手労組会議       | 13      | 257,596 | 17      | 265,805 | 17      | 269,799 | 17      | 266,598                       |     |     |     |     |     | 1   | 3   | 3   | 2   | 4   | 3   |     | 1  | 17  |    |
|            | 1~299人       | 77      | 224,739 | 107     | 231,294 | 104     | 236,802 | 108     | 232,889                       | 6   | 4   | 12  | 14  | 20  | 13  | 12  | 10  | 4   | 8   | 1   | 2   | 2  | 108 |    |
|            | 1~99人        | 51      | 219,697 | 65      | 225,866 | 65      | 231,364 | 65      | 227,623                       | 5   | 1   | 10  | 6   | 14  | 5   | 9   | 6   | 3   | 4   |     |     |    |     | 65 |
|            | 100~299人     | 26      | 234,630 | 42      | 239,694 | 39      | 245,865 | 43      | 240,849                       | 1   |     | 2   | 8   | 6   | 8   | 3   | 4   | 1   | 4   | 1   | 2   | 2  | 2   | 43 |
|            | 300~499人     | 14      | 228,894 | 15      | 232,738 | 15      | 238,555 | 15      | 234,515                       | 2   | 1   |     | 1   | 2   | 3   | 2   | 1   |     | 1   | 1   |     |    |     | 15 |
|            | 500~999人     | 8       | 237,562 | 12      | 249,935 | 12      | 257,767 | 12      | 250,598                       | 1   |     |     | 1   | 2   | 1   | 4   | 1   |     |     | 1   |     | 1  | 1   | 12 |
| 1000~2999人 | 10           | 257,819 | 14      | 264,517 | 14      | 269,305 | 14      | 265,504 |                               |     |     | 1   |     | 3   | 2   | 2   |     | 3   | 2   |     |     | 1  | 14  |    |
| 3000人以上    | 3            | 253,227 | 4       | 265,895 | 4       | 269,720 | 4       | 266,745 |                               |     |     |     |     |     | 2   |     |     | 1   | 1   |     |     |    | 4   |    |
| 所定内賃金      | 全規模計         | 11      | 249,282 | 18      | 255,568 | 18      | 260,397 | 18      | 257,034                       | 1   | 1   |     |     | 1   | 1   | 1   | 3   | 4   | 3   | 1   | 1   | 1  | 18  |    |
|            | 1~299人       | 3       | 247,267 | 7       | 237,567 | 7       | 242,999 | 7       | 239,256                       | 1   |     |     |     |     | 1   | 1   | 3   |     | 1   |     |     |    | 7   |    |
|            | 1~99人        | 2       | 258,000 | 3       | 229,167 | 3       | 234,516 | 3       | 230,200                       | 1   |     |     |     |     |     |     | 1   |     | 1   |     |     |    | 3   |    |
|            | 100~299人     | 1       | 225,800 | 4       | 243,867 | 4       | 249,361 | 4       | 246,047                       |     |     |     |     |     | 1   | 1   | 2   |     |     |     |     |    | 4   |    |
|            | 300~499人     | 3       | 241,273 | 3       | 250,906 | 3       | 256,937 | 3       | 254,074                       |     | 1   |     |     |     |     |     |     | 1   |     |     | 1   |    | 3   |    |
|            | 500~999人     | 2       | 235,163 | 3       | 272,607 | 3       | 277,085 | 3       | 273,293                       |     |     |     | 1   |     |     |     |     | 1   |     |     |     |    | 1   | 3  |
|            | 1000~2999人   | 3       | 268,718 | 5       | 273,345 | 5       | 276,818 | 5       | 273,946                       |     |     |     |     |     |     |     |     | 2   | 2   | 1   |     |    |     | 5  |
| 3000人以上    |              |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
| 基本賃金       | 全規模計         | 82      | 223,407 | 109     | 229,946 | 106     | 235,554 | 110     | 231,423                       | 8   | 1   | 10  | 14  | 18  | 13  | 15  | 14  | 3   | 5   | 3   | 1   | 1  | 110 |    |
|            | 1~299人       | 61      | 220,596 | 84      | 228,156 | 81      | 233,191 | 85      | 229,786                       | 5   | 4   | 10  | 13  | 17  | 9   | 10  | 7   | 3   | 4   | 1   | 1   | 1  | 85  |    |
|            | 1~99人        | 43      | 216,129 | 56      | 224,194 | 56      | 229,613 | 56      | 226,082                       | 4   | 1   | 10  | 6   | 12  | 3   | 8   | 5   | 3   | 2   |     |     |    | 56  |    |
|            | 100~299人     | 18      | 231,266 | 28      | 236,081 | 25      | 241,204 | 29      | 236,939                       |     |     |     | 7   | 5   | 6   | 2   | 2   |     | 2   | 1   | 1   | 1  | 1   | 29 |
|            | 300~499人     | 10      | 223,609 | 11      | 226,341 | 11      | 232,083 | 11      | 227,792                       | 2   |     |     | 1   | 2   | 2   | 2   | 2   |     |     |     |     |    |     | 11 |
|            | 500~999人     | 6       | 238,362 | 8       | 237,730 | 8       | 247,424 | 8       | 238,218                       | 1   |     |     |     |     | 2   | 1   | 4   |     |     |     |     |    |     | 8  |
|            | 1000~2999人   | 4       | 238,833 | 4       | 245,683 | 4       | 253,308 | 4       | 246,533                       |     |     |     |     | 1   |     | 2   |     |     |     | 1   |     |    |     | 4  |
| 3000人以上    | 1            | 241,430 | 2       | 262,365 | 2       | 267,365 | 2       | 263,565 |                               |     |     |     |     |     |     | 1   |     |     |     |     |     |    | 2   |    |
| 基準内賃金      | 全規模計         | 18      | 247,573 | 24      | 254,466 | 24      | 260,675 | 24      | 255,994                       |     |     | 2   | 1   | 3   | 2   | 3   | 3   | 1   | 4   | 2   | 1   | 2  | 24  |    |
|            | 1~299人       | 12      | 239,730 | 15      | 245,760 | 15      | 253,462 | 15      | 247,430                       |     |     | 2   | 1   | 3   | 2   | 1   |     | 1   | 3   |     | 1   | 1  | 15  |    |
|            | 1~99人        | 5       | 232,994 | 5       | 240,991 | 5       | 248,151 | 5       | 242,069                       |     |     |     |     | 2   | 1   | 1   |     |     | 1   |     |     |    | 5   |    |
|            | 100~299人     | 7       | 244,541 | 10      | 248,144 | 10      | 256,118 | 10      | 250,110                       |     |     |     | 2   | 1   | 1   |     |     | 1   | 2   |     |     | 1  | 1   | 10 |
|            | 300~499人     | 1       | 244,600 | 1       | 248,600 | 1       | 254,600 | 1       | 249,800                       |     |     |     |     |     |     | 1   |     |     |     |     |     |    |     | 1  |
|            | 500~999人     |         |         | 1       | 279,560 | 1       | 282,560 | 1       | 281,560                       |     |     |     |     |     |     |     |     |     |     | 1   |     |    |     | 1  |
|            | 1000~2999人   | 3       | 272,237 | 5       | 270,758 | 5       | 274,590 | 5       | 272,240                       |     |     |     |     |     |     | 1   | 2   |     | 1   |     |     | 1  | 5   |    |
| 3000人以上    | 2            | 259,125 | 2       | 269,425 | 2       | 272,075 | 2       | 269,925 |                               |     |     |     |     |     |     | 1   |     |     |     |     |     |    | 2   |    |
| 不詳         | 全規模計         | 1       | 230,000 | 1       | 234,000 | 1       | 236,000 | 1       | 234,000                       |     |     |     |     |     | 1   |     |     |     |     |     |     |    | 1   |    |
|            | 1~299人       | 1       | 230,000 | 1       | 234,000 | 1       | 236,000 | 1       | 234,000                       |     |     |     |     |     | 1   |     |     |     |     |     |     |    |     | 1  |
|            | 1~99人        | 1       | 230,000 | 1       | 234,000 | 1       | 236,000 | 1       | 234,000                       |     |     |     |     |     | 1   |     |     |     |     |     |     |    |     | 1  |
|            | 100~299人     |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|            | 300~499人     |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|            | 500~999人     |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|            | 1000~2999人   |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
| 3000人以上    |              |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |

35歳個別賃金：確定水準（交渉単位ベース）

|            | 一歳前水準      |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 216     | 216     | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 305 | 310 | 320 | 330 | 合計 |     |     |
|------------|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|
|            | 件          | 円       | 件       | 円       | 件       | 円       | 件       | 円       | 未満      | 以上      | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |    |     |     |
|            | 区分計        | 全規模計    | 107     | 260,884 | 143     | 267,308 | 140     | 273,452 | 144     | 268,500 | 14  | 6   | 7   | 15  | 18  | 11  | 20  | 13  | 6   | 9   | 8   | 4  | 9   | 144 |
| 大手労組会議     |            | 14      | 299,627 | 20      | 305,997 | 20      | 310,640 | 20      | 306,985 |         |     |     |     | 1   |     | 2   | 2   | 3   | 3   | 4   | 2   | 3  | 20  |     |
| 1~299人     |            | 71      | 254,317 | 97      | 258,224 | 94      | 264,114 | 98      | 259,570 | 10      | 10  | 6   | 15  | 14  | 8   | 14  | 6   | 1   | 5   | 3   | 2   | 4  | 98  |     |
| 1~99人      |            | 46      | 245,886 | 57      | 250,189 | 57      | 256,096 | 57      | 251,743 | 8       | 5   | 2   | 10  | 9   | 3   | 9   | 5   | 1   | 2   |     | 1   |    | 57  |     |
| 100~299人   |            | 25      | 269,832 | 40      | 269,674 | 37      | 276,467 | 41      | 270,450 | 2       | 1   | 4   | 5   | 5   | 5   | 5   | 1   |     | 3   | 3   | 1   | 4  | 41  |     |
| 300~499人   |            | 13      | 249,917 | 14      | 257,148 | 14      | 263,277 | 14      | 258,955 | 3       |     | 1   |     | 2   |     | 3   | 2   |     | 1   |     |     |    | 14  |     |
| 500~999人   |            | 9       | 268,220 | 12      | 288,107 | 12      | 295,532 | 12      | 288,367 | 1       |     |     |     | 1   | 3   | 1   | 3   |     | 1   |     |     |    | 2   | 12  |
| 1000~2999人 | 11         | 299,537 | 16      | 304,059 | 16      | 309,633 | 16      | 305,020 |         |         |     |     | 1   |     | 2   | 2   |     | 2   | 3   | 2   | 2   | 2  | 16  |     |
| 3000人以上    | 3          | 300,067 | 4       | 313,733 | 4       | 317,526 | 4       | 315,033 |         |         |     |     |     |     |     |     | 1   | 1   | 1   |     | 1   | 4  | 4   |     |
| 所定内賃金      | 全規模計       | 11      | 284,933 | 17      | 294,228 | 17      | 299,886 | 17      | 295,507 | 2       |     |     |     |     | 2   | 1   |     | 1   | 5   | 3   | 1   | 2  | 17  |     |
|            | 1~299人     | 4       | 291,713 | 7       | 279,878 | 7       | 286,168 | 7       | 281,661 |         |     |     |     |     | 1   | 1   |     |     | 3   | 1   |     |    | 7   |     |
|            | 1~99人      | 2       | 283,000 | 3       | 257,775 | 3       | 263,124 | 3       | 258,808 | 1       |     |     |     |     | 1   |     |     |     | 1   |     |     |    | 3   |     |
|            | 100~299人   | 2       | 300,425 | 4       | 296,455 | 4       | 303,451 | 4       | 298,801 |         |     |     |     |     |     | 1   |     |     | 2   | 1   |     |    | 4   |     |
|            | 300~499人   | 2       | 240,985 | 2       | 245,771 | 2       | 253,525 | 2       | 250,178 | 1       |     |     |     |     |     |     |     | 1   |     |     |     |    | 2   |     |
|            | 500~999人   | 2       | 268,847 | 3       | 321,228 | 3       | 325,833 | 3       | 320,301 |         |     |     |     |     | 1   |     |     |     | 1   |     |     |    | 1   | 3   |
|            | 1000~2999人 | 3       | 315,918 | 5       | 317,501 | 5       | 322,066 | 5       | 318,146 |         |     |     |     |     |     |     |     |     | 1   | 2   | 1   | 1  | 5   |     |
| 3000人以上    |            |         |         |         |         |         |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     |    |     |     |
| 基本賃金       | 全規模計       | 77      | 252,474 | 100     | 256,794 | 96      | 262,952 | 100     | 258,240 | 12      | 5   | 6   | 15  | 13  | 8   | 17  | 11  | 4   | 1   | 1   | 3   | 2  | 100 |     |
|            | 1~299人     | 54      | 248,124 | 75      | 253,251 | 71      | 258,827 | 75      | 254,882 | 9       | 7   | 5   | 15  | 9   | 6   | 12  | 6   | 1   | 1   | 2   | 2   | 2  | 75  |     |
|            | 1~99人      | 38      | 241,617 | 48      | 247,681 | 48      | 253,498 | 48      | 249,349 | 7       | 5   | 2   | 10  | 5   | 2   | 8   | 5   | 1   |     | 1   |     |    | 48  |     |
|            | 100~299人   | 16      | 263,579 | 27      | 263,154 | 23      | 269,947 | 27      | 264,717 | 2       |     | 3   | 5   | 4   | 4   | 4   | 1   |     | 1   |     | 1   | 2  | 27  |     |
|            | 300~499人   | 10      | 249,256 | 10      | 253,954 | 10      | 260,084 | 10      | 255,084 | 2       |     | 1   |     | 2   |     | 3   | 1   |     |     | 1   |     |    | 10  |     |
|            | 500~999人   | 7       | 268,041 | 8       | 266,198 | 8       | 275,233 | 8       | 266,686 | 1       |     |     |     | 1   | 2   | 1   | 3   |     |     |     |     |    | 8   |     |
|            | 1000~2999人 | 5       | 277,926 | 6       | 287,605 | 6       | 294,855 | 6       | 288,588 |         |     |     |     | 1   |     | 1   | 1   | 2   |     |     |     | 1  | 6   |     |
| 3000人以上    | 1          | 283,330 | 1       | 290,830 | 1       | 294,830 | 1       | 292,030 |         |         |     |     |     |     |     |     | 1   |     |     |     |     | 1  |     |     |
| 基準内賃金      | 全規模計       | 17      | 285,821 | 24      | 291,011 | 24      | 297,509 | 24      | 292,493 |         | 1   |     |     | 4   | 1   | 2   | 2   | 1   | 2   | 4   |     | 5  | 24  |     |
|            | 1~299人     | 11      | 273,652 | 14      | 274,340 | 14      | 282,406 | 14      | 275,705 |         |     | 3   |     | 4   | 1   | 1   |     |     | 1   | 2   |     | 2  | 14  |     |
|            | 1~99人      | 5       | 2       |         |         |         |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     |    |     |     |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日             | 一時金交渉状況    |       |     |       |     |     |     |         |      |      |          |         |         |         |         |         |         |         |      |      |      |
|--|------------|-------|-----|-------|-----|-----|-----|---------|------|------|----------|---------|---------|---------|---------|---------|---------|---------|------|------|------|
|  | 単組数        |       |     |       |     |     |     |         |      |      | 組合員数     |         |         |         |         |         |         |         |      |      |      |
|  | 組合<br>数    | 要求    |     | 回答・妥結 |     | 妥結  |     | 進捗状況(%) |      |      | 組合<br>員数 | 要求      |         | 回答・妥結   |         | 妥結      |         | 進捗状況(%) |      |      |      |
|  |            | 年間    | 半期  | 年間    | 半期  | 年間  | 半期  | 要求      | 回答   | 妥結   |          | 年間      | 半期      | 年間      | 半期      | 年間      | 半期      | 要求      | 回答   | 妥結   |      |
| 全体計  | 1,551      | 525   | 737 | 348   | 527 | 296 | 455 | 47.5    | 34.0 | 29.3 | 345,449  | 186,921 | 218,977 | 161,725 | 216,297 | 146,006 | 198,247 | 63.4    | 62.6 | 57.4 |      |
| 大手労組会議   | 48         | 32    | 37  | 28    | 35  | 26  | 33  | 77.1    | 72.9 | 68.8 | 130,676  | 78,320  | 87,747  | 77,026  | 104,159 | 73,149  | 100,282 | 67.1    | 79.7 | 76.7 |      |
| 業<br>種   | 鉄鋼業        | 121   | 45  | 56    | 33  | 44  | 29  | 37      | 46.3 | 36.4 | 30.6     | 13,045  | 8,465   | 9,100   | 7,094   | 7,930   | 4,314   | 4,793   | 69.8 | 60.8 | 36.7 |
|  | 非鉄金属       | 51    | 16  | 26    | 11  | 17  | 9   | 14      | 51.0 | 33.3 | 27.5     | 8,139   | 2,053   | 3,287   | 1,238   | 3,199   | 1,112   | 2,796   | 40.4 | 39.3 | 34.4 |
|  | 金属製品       | 248   | 73  | 109   | 47  | 67  | 41  | 59      | 44.0 | 27.0 | 23.8     | 33,468  | 17,845  | 21,317  | 11,442  | 13,808  | 10,544  | 12,870  | 63.7 | 41.3 | 38.5 |
|  | 一般機械       | 542   | 190 | 275   | 131 | 211 | 110 | 184     | 50.7 | 38.9 | 33.9     | 140,662 | 73,789  | 87,838  | 62,853  | 96,798  | 58,942  | 92,002  | 62.4 | 68.8 | 65.4 |
|  | 電気機械       | 190   | 54  | 81    | 31  | 55  | 27  | 49      | 42.6 | 28.9 | 25.8     | 54,361  | 28,680  | 36,382  | 24,259  | 32,959  | 22,151  | 30,742  | 66.9 | 60.6 | 56.6 |
|  | 輸送機械       | 152   | 83  | 97    | 55  | 73  | 49  | 63      | 63.8 | 48.0 | 41.4     | 56,008  | 38,276  | 40,678  | 38,598  | 42,736  | 35,773  | 39,599  | 72.6 | 76.3 | 70.7 |
|  | 精密機械       | 69    | 19  | 26    | 17  | 24  | 13  | 19      | 37.7 | 34.8 | 27.5     | 21,955  | 9,580   | 10,634  | 8,262   | 9,860   | 7,092   | 8,475   | 48.4 | 44.9 | 38.6 |
| その他  | 177        | 45    | 67  | 23    | 36  | 18  | 30  | 37.9    | 20.3 | 16.9 | 17,809   | 8,233   | 9,741   | 7,979   | 9,007   | 6,078   | 6,970   | 54.7    | 50.6 | 39.1 |      |
| 規<br>模   | 1~299人     | 1,316 | 383 | 576   | 234 | 383 | 194 | 324     | 43.8 | 29.1 | 24.6     | 103,984 | 40,891  | 56,639  | 26,790  | 40,630  | 22,278  | 34,105  | 54.5 | 39.1 | 32.8 |
|  | 1~99人      | 910   | 210 | 348   | 126 | 221 | 104 | 189     | 38.2 | 24.3 | 20.8     | 35,732  | 10,716  | 16,716  | 6,965   | 11,406  | 5,643   | 9,652   | 46.8 | 31.9 | 27.0 |
|  | 100~299人   | 406   | 173 | 228   | 108 | 162 | 90  | 135     | 56.2 | 39.9 | 33.3     | 68,252  | 30,175  | 39,923  | 19,825  | 29,224  | 16,635  | 24,453  | 58.5 | 42.8 | 35.8 |
|  | 300~499人   | 95    | 51  | 61    | 34  | 47  | 31  | 43      | 64.2 | 49.5 | 45.3     | 36,732  | 19,202  | 22,841  | 12,997  | 17,943  | 11,989  | 16,617  | 62.2 | 48.8 | 45.2 |
|  | 500~999人   | 82    | 52  | 57    | 43  | 52  | 38  | 47      | 69.5 | 63.4 | 57.3     | 55,201  | 35,141  | 38,599  | 29,622  | 35,895  | 26,369  | 32,642  | 69.9 | 65.0 | 59.1 |
|  | 1000~2999人 | 43    | 31  | 34    | 28  | 33  | 24  | 29      | 79.1 | 76.7 | 67.4     | 68,609  | 49,023  | 53,654  | 45,608  | 51,606  | 38,662  | 44,660  | 78.2 | 75.2 | 65.1 |
|  | 3000人以上    | 15    | 8   | 9     | 9   | 12  | 9   | 12      | 60.0 | 80.0 | 80.0     | 80,923  | 42,664  | 47,244  | 46,708  | 70,223  | 46,708  | 70,223  | 58.4 | 86.8 | 86.8 |
| 地<br>方<br>（<br>事<br>業<br>所<br>へ<br>入<br>る<br>） | 北海道        | 9     | 2   | 2     | 1   | 1   |     |         | 22.2 | 11.1 |          | 3,092   | 2,461   | 2,461   | 2,366   | 2,366   |         |         | 79.6 | 76.5 |      |
|  | 北東北        | 44    | 13  | 16    | 9   | 11  | 6   | 8       | 36.4 | 25.0 | 18.2     | 6,905   | 2,209   | 3,993   | 1,352   | 2,928   | 1,032   | 2,608   | 57.8 | 42.4 | 37.8 |
|  | 南東北        | 83    | 32  | 44    | 21  | 31  | 18  | 25      | 53.0 | 37.3 | 30.1     | 10,254  | 5,805   | 6,748   | 3,863   | 5,452   | 3,708   | 5,055   | 65.8 | 53.2 | 49.3 |
|  | 北関東        | 177   | 89  | 104   | 58  | 85  | 56  | 81      | 58.8 | 48.0 | 45.8     | 36,855  | 18,949  | 20,491  | 18,391  | 28,391  | 18,266  | 28,198  | 55.6 | 77.0 | 76.5 |
|  | 東京千葉       | 153   | 62  | 71    | 34  | 47  | 20  | 29      | 46.4 | 30.7 | 19.0     | 41,643  | 18,882  | 21,878  | 13,460  | 18,734  | 6,865   | 11,593  | 52.5 | 45.0 | 27.8 |
|  | 神奈川        | 99    | 39  | 43    | 31  | 38  | 26  | 33      | 43.4 | 38.4 | 33.3     | 26,344  | 13,806  | 14,581  | 13,761  | 17,348  | 12,788  | 16,375  | 55.3 | 65.9 | 62.2 |
|  | 新潟         | 80    | 27  | 38    | 19  | 26  | 17  | 23      | 47.5 | 32.5 | 28.8     | 10,808  | 6,709   | 7,778   | 5,160   | 6,183   | 4,828   | 5,766   | 72.0 | 57.2 | 53.3 |
|  | 北陸         | 112   | 20  | 53    | 11  | 35  | 10  | 34      | 47.3 | 31.3 | 30.4     | 22,266  | 4,313   | 9,162   | 3,583   | 7,629   | 3,432   | 7,478   | 41.1 | 34.3 | 33.6 |
|  | 甲信         | 77    | 9   | 21    | 9   | 17  | 8   | 16      | 27.3 | 22.1 | 20.8     | 13,253  | 3,375   | 6,096   | 3,375   | 5,661   | 3,303   | 5,589   | 46.0 | 42.7 | 42.2 |
|  | 静岡         | 84    | 43  | 48    | 32  | 37  | 25  | 30      | 57.1 | 44.0 | 35.7     | 28,892  | 23,842  | 24,415  | 22,305  | 23,673  | 20,767  | 22,135  | 84.5 | 81.9 | 76.6 |
|  | 東海         | 192   | 73  | 99    | 55  | 80  | 40  | 61      | 51.6 | 41.7 | 31.8     | 40,469  | 24,624  | 30,108  | 21,226  | 26,599  | 17,903  | 23,141  | 74.4 | 65.7 | 57.2 |
|  | 京滋         | 94    | 40  | 45    | 28  | 35  | 25  | 31      | 47.9 | 37.2 | 33.0     | 18,186  | 9,649   | 9,996   | 8,381   | 9,056   | 7,571   | 8,204   | 55.0 | 49.8 | 45.1 |
|  | 大阪         | 307   | 105 | 146   | 82  | 116 | 74  | 105     | 47.6 | 37.8 | 34.2     | 45,533  | 28,889  | 31,480  | 25,666  | 28,401  | 24,549  | 27,021  | 69.1 | 62.4 | 59.3 |
|  | 山陽         | 129   | 55  | 75    | 39  | 59  | 38  | 56      | 58.1 | 45.7 | 43.4     | 23,233  | 13,716  | 16,707  | 11,438  | 15,783  | 11,099  | 15,211  | 71.9 | 67.9 | 65.5 |
|  | 山陰         | 42    | 14  | 22    | 9   | 18  | 6   | 11      | 52.4 | 42.9 | 26.2     | 4,878   | 2,449   | 3,376   | 1,970   | 3,028   | 1,516   | 2,029   | 69.2 | 62.1 | 41.6 |
| 四国   | 30         | 13    | 27  | 13    | 16  | 12  | 14  | 90.0    | 53.3 | 46.7 | 4,990    | 2,855   | 4,512   | 2,833   | 4,223   | 2,805   | 4,047   | 90.4    | 84.6 | 81.1 |      |
| 九州・山口  | 61         | 22    | 34  | 14    | 21  | 10  | 16  | 55.7    | 34.4 | 26.2 | 7,821    | 4,322   | 5,354   | 2,749   | 3,355   | 2,305   | 2,775   | 68.5    | 42.9 | 35.5 |      |
| 地方計  | 1,775      | 659   | 889 | 466   | 674 | 392 | 574 | 50.1    | 38.0 | 32.3 | 345,449  | 186,866 | 219,147 | 161,890 | 208,821 | 142,748 | 187,236 | 63.4    | 60.4 | 54.2 |      |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日 | 一時金：半期：単純平均 |      |         |         |         |         |         |         |         |         |         |         |         | 一時金：半期：加重平均 |      |         |         |         |         |         |         |         |         |         |         |         |       |
|------------------------------------|-------------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
|                                    | 同一単組前年比較    |      |         |         |         |         |         |         |         |         |         |         |         | 同一単組前年比較    |      |         |         |         |         |         |         |         |         |         |         |         |       |
|                                    | 基礎数値        |      |         | 要求      |         | 回答・妥結   |         | 妥結      |         | 要求      |         | 妥結      |         | 基礎数値        |      |         | 要求      |         | 回答・妥結   |         | 妥結      |         | 要求      |         | 妥結      |         |       |
|                                    | 年齢          | 勤続   | 基礎賃金    | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      | 年齢          | 勤続   | 基礎賃金    | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      |       |
| 全体計                                | 39.5        | 14.5 | 266,052 | 659,092 | 2.44    | 597,419 | 2.19    | 607,564 | 2.23    | 6,191   | -0.00   | 9,313   | 0.02    | 39.2        | 15.3 | 292,173 | 782,904 | 2.58    | 754,847 | 2.47    | 760,404 | 2.50    | -7,291  | -0.02   | -4,288  | -0.01   |       |
| 大手労組会議                             | 39.6        | 15.8 | 308,544 | 814,285 | 2.60    | 774,888 | 2.51    | 770,727 | 2.51    | -11,756 | -0.01   | -15,974 | -0.03   | 39.5        | 15.6 | 309,744 | 867,007 | 2.67    | 842,800 | 2.61    | 841,860 | 2.62    | -25,776 | -0.04   | -21,726 | -0.05   |       |
| 業種                                 | 鉄鋼業         | 39.5 | 14.1    | 251,285 | 634,831 | 2.51    | 567,586 | 2.27    | 577,844 | 2.28    | 9,926   | -0.01   | 7,500   | 0.06        | 38.8 | 14.6    | 269,369 | 653,841 | 2.58    | 599,484 | 2.35    | 613,660 | 2.27    | -2,930  | 0.05    | -8,702  | 0.04  |
|                                    | 非鉄金属        | 40.3 | 14.9    | 254,182 | 564,491 | 2.31    | 554,022 | 2.05    | 529,842 | 2.16    | 4,977   | -0.01   | -36,232 | -0.12       | 39.2 | 15.5    | 254,278 | 590,169 | 2.51    | 521,144 | 1.99    | 481,249 | 2.01    | 7,849   | 0.00    | -5,328  | -0.08 |
|                                    | 金属製品        | 39.2 | 14.0    | 251,783 | 606,529 | 2.37    | 562,111 | 2.16    | 550,876 | 2.13    | 1,725   | -0.01   | 18,122  | 0.01        | 39.1 | 15.1    | 254,476 | 648,276 | 2.47    | 635,313 | 2.38    | 629,562 | 2.38    | 21,544  | 0.07    | 7,330   | 0.02  |
|                                    | 一般機械        | 38.8 | 13.9    | 269,261 | 693,657 | 2.51    | 607,640 | 2.20    | 620,670 | 2.27    | 4,050   | -0.02   | 8,678   | 0.02        | 38.4 | 14.4    | 293,998 | 821,881 | 2.62    | 778,298 | 2.47    | 785,737 | 2.51    | -22,255 | -0.07   | -11,894 | -0.04 |
|                                    | 電気機械        | 40.6 | 16.0    | 272,000 | 656,192 | 2.36    | 629,312 | 2.12    | 647,070 | 2.16    | 9,625   | 0.05    | 12,577  | 0.05        | 40.7 | 17.1    | 309,039 | 835,666 | 2.62    | 832,378 | 2.60    | 833,326 | 2.62    | -10,737 | -0.00   | -11,131 | 0.00  |
|                                    | 輸送機械        | 39.1 | 14.8    | 272,012 | 690,614 | 2.52    | 614,230 | 2.21    | 633,927 | 2.22    | 9,201   | 0.01    | 7,204   | -0.01       | 39.4 | 15.7    | 299,545 | 787,586 | 2.63    | 742,657 | 2.52    | 748,605 | 2.53    | 12,273  | 0.02    | 10,746  | -0.01 |
|                                    | 精密機械        | 40.4 | 16.1    | 282,394 | 718,664 | 2.52    | 675,365 | 2.33    | 726,042 | 2.49    | 11,633  | 0.03    | 14,749  | 0.03        | 40.2 | 16.3    | 295,190 | 721,367 | 2.38    | 715,237 | 2.35    | 730,740 | 2.41    | 4,363   | 0.00    | 18,987  | 0.03  |
| その他                                | 41.2        | 14.7 | 263,992 | 588,348 | 2.21    | 486,872 | 2.13    | 492,133 | 2.10    | 11,515  | -0.01   | 22,124  | 0.06    | 40.3        | 14.8 | 264,415 | 627,297 | 2.38    | 592,034 | 2.31    | 594,915 | 2.34    | 6,021   | -0.00   | 6,051   | 0.02    |       |
| 規模                                 | 1～299人      | 39.6 | 14.2    | 257,035 | 628,485 | 2.40    | 549,785 | 2.10    | 559,029 | 2.13    | 7,809   | -0.00   | 11,572  | 0.03        | 38.9 | 14.3    | 261,454 | 656,390 | 2.45    | 589,191 | 2.19    | 591,807 | 2.23    | 9,355   | 0.00    | 11,582  | 0.03  |
|                                    | 1～99人       | 40.0 | 13.9    | 250,410 | 602,625 | 2.36    | 513,869 | 2.01    | 531,175 | 2.05    | 7,849   | 0.01    | 16,043  | 0.05        | 39.2 | 13.7    | 246,210 | 608,059 | 2.39    | 523,636 | 2.06    | 544,312 | 2.12    | 7,744   | 0.01    | 20,235  | 0.05  |
|                                    | 100～299人    | 38.9 | 14.5    | 265,778 | 665,476 | 2.46    | 603,148 | 2.22    | 601,593 | 2.24    | 7,754   | -0.01   | 5,185   | 0.00        | 38.8 | 14.5    | 267,306 | 676,011 | 2.47    | 616,706 | 2.25    | 612,268 | 2.27    | 9,965   | 0.00    | 8,080   | 0.02  |
|                                    | 300～499人    | 39.6 | 16.1    | 277,956 | 734,572 | 2.54    | 724,436 | 2.47    | 726,595 | 2.51    | -14,962 | -0.06   | -2,859  | 0.02        | 39.6 | 16.1    | 275,865 | 741,547 | 2.55    | 729,745 | 2.48    | 732,051 | 2.52    | -12,094 | -0.06   | 2,958   | 0.03  |
|                                    | 500～999人    | 39.0 | 15.5    | 290,925 | 726,797 | 2.53    | 657,328 | 2.29    | 664,452 | 2.32    | 21,604  | 0.04    | 15,861  | 0.00        | 38.9 | 15.5    | 292,905 | 732,172 | 2.53    | 671,358 | 2.32    | 672,498 | 2.34    | 21,625  | 0.04    | 16,008  | 0.00  |
|                                    | 1000～2999人  | 39.1 | 15.3    | 299,748 | 797,533 | 2.64    | 763,484 | 2.56    | 758,710 | 2.58    | 1,715   | 0.01    | 12,086  | 0.02        | 39.2 | 15.3    | 299,765 | 806,549 | 2.66    | 782,399 | 2.59    | 779,322 | 2.62    | -11,911 | -0.01   | 7,747   | 0.02  |
| 3000人以上                            | 39.9        | 16.3 | 318,000 | 879,109 | 2.69    | 851,441 | 2.65    | 851,441 | 2.65    | -39,061 | -0.10   | -40,967 | -0.12   | 39.5        | 15.7 | 314,910 | 912,615 | 2.73    | 885,761 | 2.68    | 885,761 | 2.68    | -32,417 | -0.07   | -30,873 | -0.09   |       |
| （事業所へ入る）<br>地方                     | 北海道         | 38.7 | 9.1     | 250,740 | 600,000 | 2.70    |         | 2.55    |         |         | -4,552  | 0.10    |         | 35.9        | 7.5  | 261,261 | 600,000 | 2.88    |         | 2.55    |         |         | -4,552  | 0.24    |         |         |       |
|                                    | 北東北         | 40.1 | 17.5    | 241,296 | 541,375 | 2.26    | 466,092 | 1.97    | 506,420 | 2.09    | -6,205  | 0.02    | -19,542 | -0.01       | 41.0 | 18.4    | 280,686 | 707,563 | 2.44    | 699,372 | 2.39    | 741,426 | 2.48    | -32,977 | -0.05   | -43,822 | -0.09 |
|                                    | 南東北         | 39.7 | 15.9    | 245,178 | 602,742 | 2.48    | 515,788 | 2.09    | 529,200 | 2.15    | 4,727   | 0.05    | -19,814 | -0.02       | 40.3 | 17.2    | 264,627 | 679,235 | 2.54    | 647,043 | 2.36    | 663,008 | 2.39    | -6,630  | -0.02   | -4,793  | -0.02 |
|                                    | 北関東         | 39.7 | 15.1    | 292,255 | 692,092 | 2.45    | 691,573 | 2.24    | 688,102 | 2.27    | -21,535 | -0.02   | 12,283  | 0.04        | 39.5 | 15.2    | 300,908 | 791,902 | 2.61    | 781,361 | 2.52    | 781,182 | 2.53    | -11,015 | -0.01   | 10,750  | 0.04  |
|                                    | 東京千葉        | 40.4 | 15.7    | 303,533 | 774,458 | 2.51    | 755,422 | 2.45    | 780,856 | 2.54    | 331     | 0.00    | -14,344 | -0.05       | 40.7 | 16.5    | 328,159 | 870,760 | 2.60    | 858,133 | 2.59    | 872,794 | 2.68    | 5,154   | 0.03    | -25,244 | -0.03 |
|                                    | 神奈川         | 40.0 | 15.8    | 299,761 | 784,131 | 2.62    | 740,403 | 2.48    | 739,939 | 2.49    | 24,543  | 0.03    | 25,303  | 0.04        | 40.3 | 16.5    | 305,122 | 800,810 | 2.65    | 773,932 | 2.52    | 775,541 | 2.53    | 4,197   | 0.01    | 14,539  | 0.02  |
|                                    | 新潟          | 39.1 | 15.7    | 252,266 | 636,204 | 2.31    | 541,633 | 1.90    | 538,200 | 1.97    | 25,186  | -0.01   | 8,417   | 0.07        | 39.1 | 15.9    | 268,159 | 649,129 | 2.33    | 564,963 | 2.02    | 563,253 | 2.04    | 40,018  | -0.06   | -8,415  | -0.00 |
|                                    | 北陸          | 39.3 | 13.7    | 242,985 | 577,013 | 2.38    | 529,605 | 2.14    | 541,701 | 2.19    | 9,113   | 0.02    | -1,105  | -0.00       | 38.5 | 14.7    | 258,376 | 638,152 | 2.48    | 594,819 | 2.25    | 604,891 | 2.29    | -22,542 | -0.09   | -18,012 | -0.05 |
|                                    | 甲信          | 39.5 | 15.2    | 282,780 | 691,372 | 2.36    | 672,385 | 2.21    | 672,385 | 2.23    | -16,039 | -0.08   | -18,846 | -0.13       | 39.9 | 15.9    | 293,551 | 757,127 | 2.53    | 722,115 | 2.40    | 722,115 | 2.40    | -17,824 | -0.09   | -29,411 | -0.14 |
|                                    | 静岡          | 39.6 | 15.7    | 294,295 | 776,401 | 2.57    | 706,589 | 2.40    | 715,669 | 2.39    | 23,802  | 0.02    | 13,310  | 0.01        | 39.4 | 16.3    | 305,993 | 845,048 | 2.71    | 802,732 | 2.58    | 808,373 | 2.59    | 17,404  | 0.04    | -2,423  | -0.01 |
|                                    | 東海          | 38.7 | 14.2    | 281,496 | 706,972 | 2.47    | 660,263 | 2.36    | 628,842 | 2.35    | -35,612 | -0.06   | -11,639 | -0.03       | 38.3 | 14.6    | 289,631 | 738,765 | 2.55    | 705,796 | 2.47    | 696,524 | 2.48    | -79,589 | -0.15   | -45,817 | -0.11 |
|                                    | 京滋          | 39.6 | 13.8    | 285,292 | 746,838 | 2.39    | 671,262 | 2.20    | 681,253 | 2.23    | 18,762  | -0.07   | 21,049  | 0.03        | 39.4 | 14.8    | 306,718 | 858,002 | 2.68    | 807,506 | 2.58    | 811,564 | 2.59    | 13,651  | 0.00    | 8,583   | 0.05  |
|                                    | 大阪          | 39.4 | 14.0    | 284,939 | 723,431 | 2.54    | 649,044 | 2.25    | 657,628 | 2.27    | -77     | 0.01    | 737     | -0.00       | 38.3 | 14.1    | 302,028 | 855,726 | 2.66    | 827,864 | 2.53    | 835,170 | 2.56    | -7,260  | 0.02    | 273     | 0.01  |
|                                    | 山陽          | 38.5 | 13.8    | 267,082 | 696,439 | 2.57    | 690,759 | 2.43    | 697,631 | 2.47    | 4,829   | 0.01    | 7,730   | 0.04        | 37.9 | 13.9    | 278,863 | 770,617 | 2.64    | 754,651 | 2.56    | 759,107 | 2.59    | 11,027  | 0.03    | 17,922  | 0.05  |
| 山陰                                 | 39.4        | 13.8 | 228,979 | 491,501 | 2.14    | 438,912 | 1.90    | 498,890 | 2.05    | -33,036 | -0.02   | 6,778   | 0.19    | 38.3        | 14.2 | 229,868 | 488,923 | 2.14    | 455,268 | 1.88    | 473,413 | 1.99    | -47,136 | -0.08   | 5,551   | 0.07    |       |
| 四国                                 | 40.2        | 14.1 | 250,221 | 608,062 | 2.43    | 559,674 | 2.18    | 577,854 | 2.24    | 5,677   | 0.01    | 16,245  | 0.04    | 39.0        | 14.3 | 283,139 | 710,878 | 2.53    | 639,150 | 2.25    | 644,943 | 2.26    | 9,211   | 0.01    | 23,629  | 0.07    |       |
| 九州・山口                              | 39.0        | 15.1 | 269,140 | 665,013 | 2.36    | 658,831 | 2.23    | 670,108 | 2.23    | 10,441  | 0.02    | 15,121  | 0.03    | 38.1        | 15.1 | 269,160 | 692,075 | 2.39    | 681,639 | 2.25    | 686,232 | 2.28    | 11,309  | 0.03    | -3,568  | -0.01   |       |
| 地方計                                | 39.5        | 14.7 | 274,683 | 688,314 | 2.47    | 645,594 | 2.27    | 650,467 | 2.30    | 788     | -0.00   | 2,986   | 0.01    | 39.2        | 15.3 | 292,346 | 782,761 | 2.59    | 757,037 | 2.48    | 758,778 | 2.50    | -8,095  | -0.02   | -3,452  | -0.01   |       |

| 2019年<br>春季生活闘争<br>情報No.17<br>5月8日 | 一時金：年間：単純平均 |      |         |           |           |           |           |           |           |         |          |         |          | 一時金：年間：加重平均 |      |         |           |           |           |           |           |           |         |          |          |          |       |    |    |    |
|------------------------------------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|----------|---------|----------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|----------|----------|----------|-------|----|----|----|
|                                    | 基礎数値        |      |         |           | 要求        |           | 回答・妥結     |           | 妥結        |         | 同一単組前年比較 |         |          |             | 基礎数値 |         |           |           | 要求        |           | 回答・妥結     |           | 妥結      |          | 同一単組前年比較 |          |       |    |    |    |
|                                    | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数       | 金額      | 月数       | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数       | 金額       | 月数       | 金額    | 月数 | 金額 | 月数 |
|                                    |             |      |         |           |           |           |           |           |           |         |          |         |          |             |      |         |           |           |           |           |           |           |         |          |          |          |       |    |    |    |
| 全体計                                | 39.5        | 14.5 | 266,052 | 1,357,641 | 4.93      | 1,259,289 | 4.52      | 1,279,356 | 4.58      | 18,331  | 0.01     | 16,777  | 0.03     | 39.2        | 15.3 | 292,173 | 1,606,680 | 5.23      | 1,563,887 | 5.03      | 1,575,647 | 5.09      | -2,381  | 0.02     | -6,583   | -0.02    |       |    |    |    |
| 大手労組会議                             | 39.6        | 15.8 | 308,544 | 1,649,568 | 5.23      | 1,568,572 | 5.02      | 1,558,978 | 5.02      | -4,851  | 0.04     | -30,240 | -0.07    | 39.5        | 15.6 | 309,744 | 1,762,929 | 5.40      | 1,704,655 | 5.25      | 1,702,863 | 5.27      | -32,047 | -0.01    | -37,967  | -0.09    |       |    |    |    |
| 業種                                 | 鉄鋼業         | 39.5 | 14.1    | 251,285   | 1,278,306 | 5.04      | 1,210,199 | 4.63      | 1,210,199 | 4.64    | 9,880    | 0.04    | 12,888   | 0.11        | 38.8 | 14.6    | 269,369   | 1,319,020 | 5.17      | 1,251,903 | 4.71      | 1,251,903 | 4.53    | -10,785  | 0.18     | -29,124  | 0.00  |    |    |    |
|                                    | 非鉄金属        | 40.3 | 14.9    | 254,182   | 1,235,449 | 4.89      | 1,191,458 | 4.49      | 1,191,458 | 4.90    | 20,299   | 0.01    | -6,715   | -0.14       | 39.2 | 15.5    | 254,278   | 1,184,548 | 5.05      | 1,163,505 | 4.90      | 1,163,505 | 5.13    | 27,991   | 0.02     | -22,127  | -0.27 |    |    |    |
|                                    | 金属製品        | 39.2 | 14.0    | 251,783   | 1,265,996 | 4.80      | 1,132,431 | 4.31      | 1,091,135 | 4.27    | 29,322   | 0.02    | 52,764   | 0.04        | 39.1 | 15.1    | 254,476   | 1,333,631 | 5.01      | 1,258,174 | 4.74      | 1,239,871 | 4.75    | 36,036   | 0.15     | 30,306   | 0.02  |    |    |    |
|                                    | 一般機械        | 38.8 | 13.9    | 269,261   | 1,414,769 | 5.04      | 1,274,033 | 4.56      | 1,314,453 | 4.68    | 21,328   | -0.01   | -6,106   | -0.01       | 38.4 | 14.4    | 293,998   | 1,693,023 | 5.31      | 1,613,496 | 5.04      | 1,630,173 | 5.10    | -27,759  | -0.06    | -31,674  | -0.11 |    |    |    |
|                                    | 電気機械        | 40.6 | 16.0    | 272,000   | 1,370,576 | 4.80      | 1,468,108 | 4.46      | 1,462,461 | 4.41    | 9,378    | 0.08    | 24,749   | 0.10        | 40.7 | 17.1    | 309,039   | 1,729,298 | 5.43      | 1,715,992 | 5.28      | 1,715,279 | 5.33    | 18,922   | 0.10     | 3,154    | 0.06  |    |    |    |
|                                    | 輸送機械        | 39.1 | 14.8    | 272,012   | 1,388,359 | 5.03      | 1,282,320 | 4.60      | 1,302,693 | 4.62    | 18,667   | 0.03    | 53,094   | 0.06        | 39.4 | 15.7    | 299,545   | 1,606,473 | 5.30      | 1,541,970 | 5.16      | 1,555,900 | 5.18    | 22,138   | 0.04     | 27,825   | 0.02  |    |    |    |
|                                    | 精密機械        | 40.4 | 16.1    | 282,394   | 1,422,833 | 4.81      | 1,333,957 | 4.52      | 1,475,750 | 4.93    | -1,015   | 0.03    | 16,564   | 0.05        | 40.2 | 16.3    | 295,190   | 1,441,209 | 4.68      | 1,453,460 | 4.73      | 1,493,043 | 4.87    | 2,316    | -0.00    | 46,650   | 0.09  |    |    |    |
| その他                                | 41.2        | 14.7 | 263,992 | 1,269,011 | 4.57      | 976,027   | 4.45      | 999,989   | 4.39      | 8,590   | -0.06    | 20,842  | 0.03     | 40.3        | 14.8 | 264,415 | 1,302,919 | 4.86      | 1,221,948 | 4.71      | 1,229,201 | 4.77      | 1,083   | -0.03    | 2,093    | -0.00    |       |    |    |    |
| 規模                                 | 1～299人      | 39.6 | 14.2    | 257,035   | 1,275,418 | 4.82      | 1,133,141 | 4.28      | 1,146,707 | 4.34    | 18,441   | -0.01   | 13,545   | 0.04        | 38.9 | 14.3    | 261,454   | 1,320,200 | 4.87      | 1,196,544 | 4.41      | 1,195,355 | 4.46    | 16,515   | -0.01    | 18,554   | 0.05  |    |    |    |
|                                    | 1～99人       | 40.0 | 13.9    | 250,410   | 1,233,635 | 4.79      | 1,066,503 | 4.17      | 1,101,283 | 4.24    | 23,991   | 0.01    | 17,889   | 0.07        | 39.2 | 13.7    | 246,210   | 1,252,353 | 4.85      | 1,082,622 | 4.25      | 1,127,570 | 4.33    | 24,841   | 0.00     | 24,378   | 0.07  |    |    |    |
|                                    | 100～299人    | 38.9 | 14.5    | 265,778   | 1,320,898 | 4.85      | 1,214,132 | 4.41      | 1,201,217 | 4.46    | 12,724   | -0.02   | 9,037    | 0.01        | 38.8 | 14.5    | 267,306   | 1,343,530 | 4.88      | 1,237,754 | 4.48      | 1,219,347 | 4.51    | 13,918   | -0.01    | 16,732   | 0.04  |    |    |    |
|                                    | 300～499人    | 39.6 | 16.1    | 277,956   | 1,555,514 | 5.21      | 1,525,949 | 5.13      | 1,541,230 | 5.17    | -12,465  | 0.02    | 39,522   | 0.07        | 39.6 | 16.1    | 275,865   | 1,567,509 | 5.21      | 1,538,162 | 5.15      | 1,552,681 | 5.19    | -9,515   | 0.03     | 46,080   | 0.08  |    |    |    |
|                                    | 500～999人    | 39.0 | 15.5    | 290,925   | 1,460,907 | 5.08      | 1,371,064 | 4.70      | 1,394,448 | 4.79    | 51,281   | 0.11    | 41,117   | 0.03        | 38.9 | 15.5    | 292,905   | 1,475,100 | 5.07      | 1,406,274 | 4.78      | 1,414,861 | 4.85    | 52,724   | 0.11     | 42,098   | 0.04  |    |    |    |
|                                    | 1000～2999人  | 39.1 | 15.3    | 299,748   | 1,614,615 | 5.39      | 1,528,879 | 5.10      | 1,517,663 | 5.14    | 30,031   | 0.10    | 15,931   | 0.02        | 39.2 | 15.3    | 299,765   | 1,644,272 | 5.43      | 1,570,157 | 5.18      | 1,563,545 | 5.23    | 18,527   | 0.08     | 9,192    | 0.02  |    |    |    |
| 3000人以上                            | 39.9        | 16.3 | 318,000 | 1,776,528 | 5.44      | 1,714,275 | 5.34      | 1,714,275 | 5.34      | -70,791 | -0.18    | -75,080 | -0.22    | 39.5        | 15.7 | 314,910 | 1,850,109 | 5.52      | 1,790,636 | 5.42      | 1,790,636 | 5.42      | -57,093 | -0.11    | -53,673  | -0.17    |       |    |    |    |
| （事業所）                              | 北海道         | 38.7 | 9.1     | 250,740   | 1,200,000 | 5.40      |           | 5.10      |           |         | -9,103   | 0.20    |          |             | 35.9 | 7.5     | 261,261   | 1,200,000 | 5.77      |           | 5.10      |           |         | -9,103   | 0.48     |          |       |    |    |    |
|                                    | 北東北         | 40.1 | 17.5    | 241,296   | 1,068,504 | 4.54      | 881,934   | 3.95      | 965,230   | 4.24    | -15,260  | 0.05    | -29,560  | 0.03        | 41.0 | 18.4    | 280,686   | 1,138,414 | 4.64      | 994,509   | 4.30      | 1,082,924 | 4.57    | 2,464    | 0.05     | 3,474    | 0.04  |    |    |    |
|                                    | 南東北         | 39.7 | 15.9    | 245,178   | 1,249,497 | 4.95      | 1,058,854 | 4.28      | 1,097,072 | 4.37    | -26,940  | -0.07   | -32,820  | -0.04       | 40.3 | 17.2    | 264,627   | 1,415,359 | 5.17      | 1,385,833 | 4.90      | 1,407,498 | 4.94    | -40,098  | -0.15    | -22,504  | -0.07 |    |    |    |
|                                    | 北関東         | 39.7 | 15.1    | 292,255   | 1,411,106 | 4.91      | 1,484,904 | 4.63      | 1,484,904 | 4.68    | -16,339  | -0.03   | 5,713    | -0.02       | 39.5 | 15.2    | 300,908   | 1,616,108 | 5.27      | 1,628,848 | 5.14      | 1,628,848 | 5.16    | -28,892  | -0.01    | 740      | -0.03 |    |    |    |
|                                    | 東京千葉        | 40.4 | 15.7    | 303,533   | 1,580,851 | 5.12      | 1,587,082 | 5.05      | 1,627,064 | 5.28    | 908      | 0.02    | -17,709  | -0.03       | 40.7 | 16.5    | 328,159   | 1,779,788 | 5.34      | 1,781,869 | 5.24      | 1,822,030 | 5.54    | 31,342   | 0.12     | -3,880   | 0.08  |    |    |    |
|                                    | 神奈川         | 40.0 | 15.8    | 299,761   | 1,581,296 | 5.29      | 1,537,878 | 5.08      | 1,541,551 | 5.13    | 54,581   | 0.09    | 72,387   | 0.14        | 40.3 | 16.5    | 305,122   | 1,625,728 | 5.37      | 1,608,613 | 5.22      | 1,616,095 | 5.24    | 24,117   | 0.07     | 49,596   | 0.12  |    |    |    |
|                                    | 新潟          | 39.1 | 15.7    | 252,266   | 1,252,028 | 4.47      | 1,054,546 | 3.73      | 1,042,425 | 3.73    | 57,956   | 0.12    | 1,687    | 0.02        | 39.1 | 15.9    | 268,159   | 1,291,010 | 4.57      | 1,134,687 | 4.09      | 1,130,796 | 4.08    | 93,115   | 0.21     | -16,537  | -0.05 |    |    |    |
|                                    | 北陸          | 39.3 | 13.7    | 242,985   | 1,212,806 | 4.96      | 1,140,138 | 4.56      | 1,215,018 | 4.87    | -24,376  | -0.18   | -44,772  | -0.23       | 38.5 | 14.7    | 258,376   | 1,338,182 | 5.09      | 1,296,554 | 4.88      | 1,336,381 | 5.03    | -109,126 | -0.39    | -82,552  | -0.24 |    |    |    |
|                                    | 甲信          | 39.5 | 15.2    | 282,780   | 1,441,240 | 4.82      | 1,330,072 | 4.38      | 1,330,072 | 4.43    | -61,284  | -0.28   | -114,617 | -0.52       | 39.9 | 15.9    | 293,551   | 1,490,805 | 5.01      | 1,375,032 | 4.62      | 1,375,032 | 4.64    | -33,376  | -0.20    | -87,843  | -0.43 |    |    |    |
|                                    | 静岡          | 39.6 | 15.7    | 294,295   | 1,495,330 | 5.04      | 1,353,117 | 4.66      | 1,353,767 | 4.62    | 17,949   | 0.06    | 23,892   | 0.04        | 39.4 | 16.3    | 305,993   | 1,685,288 | 5.39      | 1,606,222 | 5.14      | 1,617,990 | 5.16    | 24,301   | 0.06     | -4,870   | -0.01 |    |    |    |
|                                    | 東海          | 38.7 | 14.2    | 281,496   | 1,467,627 | 5.05      | 1,461,214 | 4.91      | 1,421,063 | 4.98    | -31,256  | -0.02   | 4,265    | -0.00       | 38.3 | 14.6    | 289,631   | 1,515,858 | 5.21      | 1,458,568 | 4.99      | 1,442,680 | 5.01    | -90,700  | -0.14    | -108,271 | -0.24 |    |    |    |
|                                    | 京滋          | 39.6 | 13.8    | 285,292   | 1,526,744 | 4.84      | 1,413,749 | 4.47      | 1,375,376 | 4.42    | 45,881   | 0.02    | 59,646   | 0.08        | 39.4 | 14.8    | 306,718   | 1,733,175 | 5.39      | 1,646,312 | 5.15      | 1,649,785 | 5.15    | 28,635   | 0.05     | 19,983   | 0.05  |    |    |    |
|                                    | 大阪          | 39.4 | 14.0    | 284,939   | 1,447,814 | 5.07      | 1,362,502 | 4.67      | 1,388,132 | 4.74    | -8,758   | 0.02    | -16,721  | -0.01       | 38.3 | 14.1    | 302,028   | 1,731,869 | 5.34      | 1,702,371 | 5.16      | 1,710,980 | 5.21    | -19,091  | 0.04     | -1,002   | 0.02  |    |    |    |
|                                    | 山陽          | 38.5 | 13.8    | 267,082   | 1,441,848 | 5.16      | 1,475,533 | 5.05      | 1,482,409 | 5.07    | 23,184   | 0.05    | 6,504    | 0.06        | 37.9 | 13.9    | 278,863   | 1,593,455 | 5.38      | 1,589,009 | 5.31      | 1,599,367 | 5.35    | 31,686   | 0.11     | 24,825   | 0.07  |    |    |    |
| 山陰                                 | 39.4        | 13.8 | 228,979 | 1,085,718 | 4.62      | 1,235,414 | 4.08      | 1,235,414 | 4.34      | 31,750  | 0.10     | 32,483  | 0.31     | 38.3        | 14.2 | 229,868 | 1,111,872 | 4.73      | 1,059,805 | 4.14      | 1,059,805 | 4.26      | 27,904  | 0.03     | 9,783    | 0.10     |       |    |    |    |
| 四国                                 | 40.2        | 14.1 | 250,221 | 1,326,005 | 5.27      | 1,109,493 | 4.40      | 1,147,992 | 4.52      | 21,005  | 0.03     | 40,750  | 0.10     | 39.0        | 14.3 | 283,139 | 1,353,095 | 5.02      | 1,115,609 | 4.16      | 1,120,028 | 4.17      | 43,588  | 0.12     | 77,828   | 0.24     |       |    |    |    |
| 九州・山口                              | 39.0        | 15.1 | 269,140 | 1,363,292 | 4.66      | 1,295,972 | 4.25      | 1,330,451 | 4.15      | 56,167  | 0.07     | -4,465  | 0.03     | 38.1        | 15.1 | 269,160 | 1,405,861 | 4.88      | 1,369,212 | 4.44      | 1,382,530 | 4.47      | 38,614  | 0.08     | -6,735   | -0.03    |       |    |    |    |
| 地方計                                | 39.5        | 14.7 | 274,683 | 1,424,000 | 4.99      | 1,365,060 | 4.66      | 1,375,773 | 4.72      | 4,337   | 0.01     | 1,591   | 0.01     | 39.2        | 15.3 | 292,346 | 1,605,270 | 5.26      | 1,567,506 | 5.04      | 1,570,244 | 5.08      | -3,819  | 0.02     | -5,303   | -0.02    |       |    |    |    |