

# J A M 2018年春季生活闘争状況報告No.15

4月9日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,564 | 100.0 |
| 賃金要求を断念       | 31    | 2.0   |
| 交渉単組数         | 1,533 | 98.0  |
| 要求提出単組        | 1,236 | 79.0  |
| 賃金要求提出        | 1,147 | 73.3  |
| 個別賃金要求        | 273   | 17.5  |
| 平均賃金要求        | 1,117 | 71.4  |
| 要求内容不明        | 89    | 5.7   |
| 要求なしの交渉又は回答のみ | 34    | 2.2   |
| 状況未集約単組       | 263   | 16.8  |

## 2. 賃上げ交渉進捗状況

|    |       |     |       |      |
|----|-------|-----|-------|------|
|    | 合計    | 個別  | 平均    | 進捗率  |
| 要求 | 1,147 | 273 | 1,117 | 73.3 |
| 回答 | 795   | 128 | 779   | 50.8 |
| 妥結 | 626   | -   | -     | 40.0 |

## 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        | 8,392  | 5,493 | 5,668 | 297      | 394 |
| 1~299人     | 8,136  | 5,212 | 5,385 | 213      | 381 |
| 1~99人      | 7,975  | 4,935 | 5,141 | 168      | 446 |
| 100~299人   | 8,440  | 5,721 | 5,848 | 296      | 260 |
| 300~499人   | 9,559  | 6,415 | 6,608 | 730      | 264 |
| 500~999人   | 9,531  | 6,484 | 6,496 | 755      | 501 |
| 1000~2999人 | 9,823  | 6,814 | 6,862 | 532      | 547 |
| 3000人以上    | 9,706  | 7,109 | 7,210 | 685      | 470 |
| 大手労組       | 10,168 | 6,977 | 6,947 | 691      | 574 |

### (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   | 492  | 234,111 | 253  | 238,746 | 118     | 245,833 |
| 所定内 | 96   | 243,993 | 29   | 255,669 | 18      | 257,941 |
| 基本  | 222  | 225,209 | 154  | 231,701 | 75      | 238,501 |
| 基準内 | 60   | 241,643 | 35   | 249,968 | 15      | 262,524 |
| 不詳  | 114  | 239,162 | 35   | 244,500 | 10      | 253,991 |
| 35歳 |      |         |      |         |         |         |
| 計   | 500  | 263,182 | 253  | 268,984 | 114     | 277,618 |
| 所定内 | 97   | 271,375 | 26   | 289,881 | 16      | 291,357 |
| 基本  | 216  | 252,319 | 149  | 259,018 | 72      | 267,259 |
| 基準内 | 60   | 274,827 | 36   | 280,744 | 14      | 299,188 |
| 不詳  | 127  | 269,897 | 42   | 281,323 | 12      | 296,283 |

### (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 | 791 | 8,705 | 4,531 | 4,174 | 599 | 5,816 | 4,593 | 1,222  |
| 賃金改善分     | 717 | 9,110 | 4,506 | 4,604 | 446 | 6,279 | 4,615 | 1,664  |
| 構造分のみ     | 74  | 4,777 | -     | -     | 146 | 4,535 | -     | -      |
| 構造維持分割れ   |     |       |       |       | 7   | 3,005 | 4,415 | -1,409 |

## 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 | 715 | 647,187   | 2.43 | 17,180   | 0.05 |
|    | 回答 | 464 | 589,451   | 2.17 | -        | -    |
|    | 妥結 | 362 | 613,589   | 2.24 | 26,989   | 0.08 |
| 年間 | 要求 | 500 | 1,338,422 | 4.92 | 44,123   | 0.13 |
|    | 回答 | 311 | 1,257,121 | 4.55 | -        | -    |
|    | 妥結 | 246 | 1,300,239 | 4.67 | 61,079   | 0.17 |

交渉単位数 2015年 1590 単組 2017年 1563 単組  
 2016年 1579 単組 2018年 1564 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% |       |       |       |      |  |  |  |  |
|     | 2018年                                | 2017年 | 2016年 | 2015年 | 2018年    | 2017年 | 2016年 | 2015年 | 2018年    | 2017年 | 2016年 | 2015年 | 2018年    | 2017年 | 2016年 | 2015年 | 2018年  | 2017年 | 2016年 | 2015年 | 2018年  | 2017年 | 2016年 | 2015年 |      |  |  |  |  |
| 1   | 2/21                                 | 2/21  | 2/26  | 2/25  | 602      | 599   | 679   | 722   |          |       |       |       |          |       |       |       |        |       |       |       | 38.5   | 38.3  | 43.0  | 45.4  |      |  |  |  |  |
| 2   | 2/26                                 | 2/27  | 2/29  | 3/2   | 754      | 773   | 744   | 811   |          |       |       |       |          |       |       |       |        |       |       |       |        | 48.2  | 49.5  | 47.1  | 51.0 |  |  |  |  |
| 3   | 3/8                                  | 3/10  | 3/11  | 3/12  | 929      | 944   | 969   | 976   |          |       |       |       |          |       |       |       |        |       |       |       |        | 59.4  | 60.4  | 61.4  | 61.4 |  |  |  |  |
| 4   | 3/13                                 | 3/14  | 3/15  | 3/17  | 984      | 992   | 1,004 | 1042  | 136      | 120   | 132   | 146   | 51       | 44    | 56    | 40    | 62.9   | 63.5  | 63.6  | 65.5  | 3.3    | 2.8   | 3.5   | 2.5   |      |  |  |  |  |
| 5   | 3/14                                 | 3/15  | 3/16  | 3/18  | 1,009    | 1,013 | 1,016 | 1,059 | 246      | 251   | 253   | 293   | 96       | 110   | 103   | 113   | 64.5   | 64.8  | 64.3  | 66.6  | 6.1    | 7.0   | 6.5   | 7.1   |      |  |  |  |  |
| 6   | 3/15                                 | 3/16  | 3/17  | 3/19  | 1,032    | 1,028 | 1,021 | 1,076 | 342      | 371   | 327   | 400   | 142      | 179   | 147   | 170   | 66.0   | 65.8  | 64.7  | 67.7  | 9.1    | 11.5  | 9.3   | 10.7  |      |  |  |  |  |
| 7   | 3/16                                 | 3/17  | 3/18  | 3/20  | 1,036    | 1,038 | 1,037 | 1,095 | 417      | 424   | 403   | 448   | 174      | 218   | 197   | 208   | 66.2   | 66.4  | 65.7  | 68.9  | 11.1   | 13.9  | 12.5  | 13.1  |      |  |  |  |  |
| 8   | 3/19                                 | 3/21  | 3/22  | 3/23  | 1,044    | 1,051 | 1,049 | 1,105 | 457      | 467   | 452   | 481   | 194      | 255   | 238   | 234   | 66.8   | 67.2  | 66.4  | 69.5  | 12.4   | 16.3  | 15.1  | 14.7  |      |  |  |  |  |
| 9   | 3/20                                 | 3/22  | 3/23  | 3/25  | 1,052    | 1,060 | 1,061 | 1,114 | 487      | 498   | 489   | 517   | 226      | 283   | 270   | 260   | 67.3   | 67.8  | 67.2  | 70.1  | 14.5   | 18.1  | 17.1  | 16.4  |      |  |  |  |  |
| 10  | 3/26                                 | 3/27  | 3/28  | 3/27  | 1,076    | 1,079 | 1,086 | 1,137 | 570      | 560   | 581   | 590   | 306      | 354   | 362   | 331   | 68.8   | 69.0  | 68.8  | 71.5  | 19.6   | 22.6  | 22.9  | 20.8  |      |  |  |  |  |
| 11  | 3/28                                 | 3/29  | 3/30  | 3/31  | 1,092    | 1,093 | 1,107 | 1,150 | 617      | 610   | 623   | 640   | 363      | 401   | 421   | 398   | 69.8   | 69.9  | 70.1  | 72.3  | 23.2   | 25.7  | 26.7  | 25.0  |      |  |  |  |  |
| 12  | 3/30                                 | 3/31  | 4/1   | 4/2   | 1,105    | 1,116 | 1,126 | 1,165 | 660      | 657   | 687   | 687   | 429      | 480   | 495   | 472   | 70.7   | 71.4  | 71.3  | 73.3  | 27.4   | 30.7  | 31.3  | 29.7  |      |  |  |  |  |
| 13  | 4/3                                  | 4/4   | 4/5   | 4/6   | 1,126    | 1,123 | 1,135 | 1,176 | 723      | 714   | 727   | 728   | 524      | 552   | 536   | 532   | 72.0   | 71.8  | 71.9  | 74.0  | 33.5   | 35.3  | 33.9  | 33.5  |      |  |  |  |  |
| 14  | 4/5                                  | 4/6   | 4/7   | 4/9   | 1,138    | 1,130 | 1,143 | 1,188 | 763      | 742   | 760   | 785   | 575      | 591   | 580   | 604   | 72.8   | 72.3  | 72.4  | 74.7  | 36.8   | 37.8  | 36.7  | 38.0  |      |  |  |  |  |
| 15  | 4/9                                  | 4/10  | 4/11  | 4/13  | 1,147    | 1,138 | 1,148 | 1,190 | 795      | 770   | 778   | 820   | 626      | 618   | 620   | 647   | 73.3   | 72.8  | 72.7  | 74.8  | 40.0   | 39.5  | 39.3  | 40.7  |      |  |  |  |  |
| 16  | 4/16                                 | 4/17  | 4/18  | 4/20  |          | 1,158 | 1,168 | 1,210 |          | 868   | 857   | 906   |          | 747   | 714   | 756   |        | 74.1  | 74.0  | 76.1  |        | 47.8  | 45.2  | 47.5  |      |  |  |  |  |
| 17  | 5/8                                  | 5/9   | 5/9   | 5/8   |          | 1,192 | 1,196 | 1,242 |          | 1,022 | 993   | 1,031 |          | 938   | 890   | 918   |        | 76.3  | 75.7  | 78.1  |        | 60.0  | 56.4  | 57.7  |      |  |  |  |  |
| 18  | 5/11                                 | 5/12  | 5/11  | 5/13  |          | 1,201 | 1,207 | 1,247 |          | 1,044 | 1,032 | 1,062 |          | 964   | 939   | 962   |        | 76.8  | 76.4  | 78.4  |        | 61.7  | 59.5  | 60.5  |      |  |  |  |  |
| 19  | 6/19                                 | 6/20  | 6/20  | 6/19  |          | 1,241 | 1,239 | 1,285 |          | 1,166 | 1,184 | 1,197 |          | 1,123 | 1,131 | 1,151 |        | 79.4  | 78.5  | 80.8  |        | 71.8  | 71.6  | 72.4  |      |  |  |  |  |

| 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   |       |       |       |
| 2018年 | 2017年      | 2016年 | 2015年 | 2018年 | 2017年 | 2016年 | 2015年 | 2018年 | 2017年 | 2016年 | 2015年 | 2018年 | 2017年 | 2016年 | 2015年 | 2018年 | 2017年 | 2016年 | 2015年 |       |
| 1     | 2/21       | 2/21  | 2/26  | 2/25  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 2     | 2/26       | 2/27  | 2/29  | 3/2   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 3     | 3/8        | 3/10  | 3/11  | 3/12  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 4     | 3/13       | 3/14  | 3/15  | 3/17  | 5,889 | 5,506 | 5,320 | 5,757 | 6,152 | 5,609 | 5,437 | 5,732 | 6,338 | 6,569 | 6,130 | 7,039 | 6,831 | 6,354 | 5,675 | 7,610 |
| 5     | 3/14       | 3/15  | 3/16  | 3/18  | 5,749 | 5,447 | 5,465 | 5,936 | 6,085 | 5,748 | 5,688 | 6,383 | 6,763 | 6,383 | 6,856 | 7,726 | 7,291 | 6,679 | 7,287 | 8,306 |
| 6     | 3/15       | 3/16  | 3/17  | 3/19  | 5,774 | 5,337 | 5,410 | 5,888 | 6,193 | 5,677 | 5,726 | 6,389 | 6,871 | 6,154 | 6,753 | 7,582 | 7,229 | 6,403 | 7,048 | 8,162 |
| 7     | 3/16       | 3/17  | 3/18  | 3/20  | 5,706 | 5,305 | 5,416 | 5,847 | 6,197 | 5,655 | 5,763 | 6,349 | 6,770 | 6,250 | 6,712 | 7,529 | 7,181 | 6,440 | 7,050 | 8,147 |
| 8     | 3/19       | 3/21  | 3/22  | 3/23  | 5,688 | 5,301 | 5,408 | 5,864 | 6,209 | 5,669 | 5,701 | 6,316 | 6,757 | 6,259 | 6,648 | 7,565 | 7,116 | 6,430 | 6,902 | 8,149 |
| 9     | 3/20       | 3/22  | 3/23  | 3/25  | 5,662 | 5,268 | 5,400 | 5,824 | 6,134 | 5,597 | 5,655 | 6,278 | 6,729 | 6,245 | 6,602 | 7,515 | 7,027 | 6,406 | 6,832 | 8,093 |
| 10    | 3/26       | 3/27  | 3/28  | 3/27  | 5,588 | 5,287 | 5,346 | 5,761 | 5,937 | 5,562 | 5,614 | 6,174 | 6,660 | 6,289 | 6,502 | 7,435 | 6,909 | 6,403 | 6,664 | 7,918 |
| 11    | 3/28       | 3/29  | 3/30  | 3/31  | 5,581 | 5,271 | 5,334 | 5,773 | 5,907 | 5,498 | 5,550 | 6,132 | 6,653 | 6,270 | 6,478 | 7,401 | 6,821 | 6,378 | 6,604 | 7,820 |
| 12    | 3/30       | 3/31  | 4/1   | 4/2   | 5,563 | 5,250 | 5,272 | 5,781 | 5,800 | 5,413 | 5,491 | 6,039 | 6,655 | 6,245 | 6,390 | 7,337 | 6,759 | 6,332 | 6,505 | 7,637 |
| 13    | 4/3        | 4/4   | 4/5   | 4/6   | 5,529 | 5,204 | 5,229 | 5,732 | 5,761 | 5,353 | 5,430 | 5,932 | 6,623 | 6,211 | 6,363 | 7,264 | 6,777 | 6,340 | 6,469 | 7,499 |
| 14    | 4/5        | 4/6   | 4/7   | 4/9   | 5,504 | 5,176 | 5,167 | 5,659 | 5,702 | 5,320 | 5,339 | 5,845 | 6,614 | 6,193 | 6,273 | 7,192 | 6,755 | 6,297 | 6,412 | 7,423 |
| 15    | 4/9        | 4/10  | 4/11  | 4/13  | 5,493 | 5,157 | 5,130 | 5,625 | 5,668 | 5,312 | 5,269 | 5,820 | 6,596 | 6,184 | 6,261 | 7,162 | 6,723 | 6,285 | 6,456 | 7,403 |
| 16    | 4/16       | 4/17  | 4/18  | 4/20  |       | 5,068 | 5,036 | 5,530 |       | 5,163 | 5,157 | 5,678 |       | 6,135 | 6,220 | 7,072 |       | 6,219 | 6,376 | 7,298 |
| 17    | 5/8        | 5/9   | 5/9   | 5/8   |       | 4,996 | 4,961 | 5,442 |       | 5,052 | 5,033 | 5,569 |       | 6,057 | 6,221 | 6,983 |       | 6,111 | 6,336 | 7,180 |
| 18    | 5/11       | 5/12  | 5/11  | 5/13  |       | 4,984 | 4,942 | 5,406 |       | 5,030 | 4,988 | 5,517 |       | 6,051 | 6,201 | 6,924 |       | 6,102 | 6,297 | 7,049 |
| 19    | 6/19       | 6/20  | 6/20  | 6/19  |       | 4,937 | 4,840 | 5,321 |       | 4,954 | 4,870 | 5,366 |       | 6,010 | 6,118 | 6,832 |       | 6,018 | 6,185 | 6,880 |

交渉単位数 2015年 1590 単組 2017年 1563 単組  
 2016年 1579 単組 2018年 1564 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・開争状況 / 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% |       |       |       |  |  |  |  |
|     | 2018年 | 2017年 | 2016年 | 2015年 | 2018年                    | 2017年 | 2016年 | 2015年 | 2018年    | 2017年 | 2016年 | 2015年 | 2018年    | 2017年 | 2016年 | 2015年 | 2018年  | 2017年 | 2016年 | 2015年 | 2018年  | 2017年 | 2016年 | 2015年 |  |  |  |  |
| 1   | 2/21  | 2/21  | 2/26  | 2/25  | 368                      | 382   | 417   | 447   |          |       |       |       |          |       |       |       |        |       |       |       | 23.5   | 24.4  | 26.4  | 28.1  |  |  |  |  |
| 2   | 2/26  | 2/27  | 2/29  | 3/2   | 466                      | 497   | 464   | 507   |          |       |       |       |          |       |       |       |        |       |       |       | 29.8   | 31.8  | 29.4  | 31.9  |  |  |  |  |
| 3   | 3/8   | 3/10  | 3/11  | 3/12  | 575                      | 598   | 610   | 617   |          |       |       |       |          |       |       |       |        |       |       |       | 36.8   | 38.3  | 38.6  | 38.8  |  |  |  |  |
| 4   | 3/13  | 3/14  | 3/15  | 3/17  | 619                      | 627   | 633   | 656   | 70       | 73    | 78    | 83    | 30       | 33    | 32    | 29    |        |       |       | 39.6  | 40.1   | 40.1  | 41.3  |       |  |  |  |  |
| 5   | 3/14  | 3/15  | 3/16  | 3/18  | 637                      | 639   | 637   | 667   | 129      | 161   | 143   | 179   | 58       | 88    | 58    | 73    |        |       |       | 40.7  | 40.9   | 40.3  | 41.9  |       |  |  |  |  |
| 6   | 3/15  | 3/16  | 3/17  | 3/19  | 647                      | 647   | 639   | 672   | 201      | 242   | 198   | 241   | 86       | 125   | 90    | 106   |        |       |       | 41.4  | 41.4   | 40.5  | 42.3  |       |  |  |  |  |
| 7   | 3/16  | 3/17  | 3/18  | 3/20  | 654                      | 658   | 643   | 679   | 235      | 272   | 256   | 272   | 109      | 150   | 121   | 130   |        |       |       | 41.8  | 42.1   | 40.7  | 42.7  |       |  |  |  |  |
| 8   | 3/19  | 3/21  | 3/22  | 3/23  | 658                      | 666   | 650   | 682   | 267      | 303   | 281   | 294   | 131      | 173   | 141   | 144   |        |       |       | 42.1  | 42.6   | 41.2  | 42.9  |       |  |  |  |  |
| 9   | 3/20  | 3/22  | 3/23  | 3/25  | 662                      | 672   | 657   | 683   | 284      | 320   | 297   | 315   | 144      | 186   | 160   | 159   |        |       |       | 42.3  | 43.0   | 41.6  | 43.0  |       |  |  |  |  |
| 10  | 3/26  | 3/27  | 3/28  | 3/27  | 674                      | 680   | 673   | 695   | 338      | 346   | 343   | 359   | 196      | 217   | 212   | 202   |        |       |       | 43.1  | 43.5   | 42.6  | 43.7  |       |  |  |  |  |
| 11  | 3/28  | 3/29  | 3/30  | 3/31  | 682                      | 686   | 682   | 697   | 356      | 371   | 367   | 392   | 215      | 245   | 239   | 237   |        |       |       | 43.6  | 43.9   | 43.2  | 43.8  |       |  |  |  |  |
| 12  | 3/30  | 3/31  | 4/1   | 4/2   | 696                      | 702   | 695   | 707   | 381      | 400   | 392   | 413   | 248      | 289   | 271   | 274   |        |       |       | 44.5  | 44.9   | 44.0  | 44.5  |       |  |  |  |  |
| 13  | 4/3   | 4/4   | 4/5   | 4/6   | 703                      | 708   | 700   | 714   | 413      | 424   | 417   | 431   | 304      | 322   | 298   | 304   |        |       |       | 44.9  | 45.3   | 44.3  | 44.9  |       |  |  |  |  |
| 14  | 4/5   | 4/6   | 4/7   | 4/9   | 711                      | 714   | 708   | 724   | 442      | 439   | 435   | 452   | 336      | 343   | 318   | 342   |        |       |       | 45.5  | 45.7   | 44.8  | 45.5  |       |  |  |  |  |
| 15  | 4/9   | 4/10  | 4/11  | 4/13  | 715                      | 718   | 713   | 727   | 464      | 450   | 441   | 466   | 362      | 360   | 337   | 357   |        |       |       | 45.7  | 45.9   | 45.2  | 45.7  |       |  |  |  |  |
| 16  | 4/16  | 4/17  | 4/18  | 4/20  |                          | 729   | 728   | 737   |          | 491   | 470   | 501   |          | 422   | 381   | 406   |        |       |       | 46.6  | 46.1   | 46.4  |       |       |  |  |  |  |
| 17  | 5/8   | 5/9   | 5/9   | 5/8   |                          | 745   | 751   | 756   |          | 559   | 537   | 563   |          | 499   | 463   | 484   |        |       |       | 47.7  | 47.6   | 47.5  |       |       |  |  |  |  |
| 18  | 5/11  | 5/12  | 5/11  | 5/13  |                          | 750   | 763   | 759   |          | 564   | 557   | 581   |          | 507   | 487   | 503   |        |       |       | 48.0  | 48.3   | 47.7  |       |       |  |  |  |  |
| S1  |       | 6/14  | 6/13  | 6/12  |                          | 940   | 934   | 977   |          | 726   | 708   | 741   |          | 671   | 628   | 673   |        |       |       | 60.1  | 59.2   | 61.4  |       |       |  |  |  |  |
| 19  | 6/19  | 6/20  | 6/20  | 6/19  |                          | 988   | 976   | 1,022 |          | 816   | 788   | 834   |          | 736   | 698   | 745   |        |       |       | 63.2  | 61.8   | 64.3  |       |       |  |  |  |  |
| S2  |       | 7/13  | 7/13  | 7/10  |                          | 1,123 | 1,101 | 1,146 |          | 1,116 | 1,060 | 1,113 |          | 1,069 | 982   | 1,044 |        |       |       | 71.8  | 69.7   | 72.1  |       |       |  |  |  |  |
| S3  |       | 8/7   | 8/8   | 8/7   |                          | 1,176 | 1,185 | 1,229 |          | 1,251 | 1,281 | 1,320 |          | 1,212 | 1,242 | 1,289 |        |       |       | 75.2  | 75.0   | 77.3  |       |       |  |  |  |  |

| 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    |         |         |         |         |         |         |         |  |  |  |
|     | 2018年 | 2017年 | 2016年 | 2015年 | 2018年       | 2017年   | 2016年   | 2015年   | 2018年   | 2017年   | 2016年   | 2015年   | 2018年   | 2017年   | 2016年   | 2015年   |         |         |         |         |  |  |  |
| 1   | 2/21  | 2/21  | 2/26  | 2/25  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |
| 2   | 2/26  | 2/27  | 2/29  | 3/2   |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |
| 3   | 3/8   | 3/10  | 3/11  | 3/12  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |
| 4   | 3/13  | 3/14  | 3/15  | 3/17  | 599,242     | 580,590 | 589,180 | 567,532 | 691,385 | 605,003 | 573,757 | 597,541 | 650,049 | 821,406 | 657,094 | 793,919 | 756,962 | 758,554 | 627,267 | 884,048 |  |  |  |
| 5   | 3/14  | 3/15  | 3/16  | 3/18  | 620,667     | 609,783 | 614,758 | 586,010 | 706,394 | 677,891 | 659,527 | 635,214 | 808,826 | 785,774 | 792,678 | 764,386 | 799,005 | 818,135 | 862,710 | 819,133 |  |  |  |
| 6   | 3/15  | 3/16  | 3/17  | 3/19  | 614,317     | 585,723 | 633,002 | 594,919 | 695,474 | 664,357 | 681,815 | 660,265 | 784,084 | 748,435 | 784,072 | 758,158 | 793,524 | 808,346 | 823,355 | 805,165 |  |  |  |
| 7   | 3/16  | 3/17  | 3/18  | 3/20  | 614,527     | 592,769 | 619,583 | 598,012 | 679,082 | 668,179 | 676,913 | 670,762 | 770,744 | 771,952 | 777,031 | 754,715 | 783,377 | 799,576 | 798,985 | 816,345 |  |  |  |
| 8   | 3/19  | 3/21  | 3/22  | 3/23  | 609,705     | 591,262 | 616,129 | 587,990 | 674,468 | 665,694 | 669,668 | 658,190 | 787,959 | 768,140 | 768,129 | 748,886 | 779,232 | 797,837 | 792,417 | 808,672 |  |  |  |
| 9   | 3/20  | 3/22  | 3/23  | 3/25  | 605,999     | 589,089 | 616,045 | 592,467 | 667,113 | 660,287 | 666,926 | 652,925 | 783,376 | 767,300 | 765,969 | 747,790 | 775,664 | 789,465 | 785,578 | 799,462 |  |  |  |
| 10  | 3/26  | 3/27  | 3/28  | 3/27  | 603,442     | 587,028 | 593,929 | 578,293 | 653,322 | 643,804 | 637,673 | 638,626 | 783,452 | 763,881 | 753,016 | 740,642 | 779,930 | 786,775 | 769,339 | 791,431 |  |  |  |
| 11  | 3/28  | 3/29  | 3/30  | 3/31  | 601,308     | 583,991 | 599,258 | 581,088 | 652,309 | 627,790 | 640,505 | 631,976 | 778,735 | 757,202 | 752,152 | 737,569 | 773,851 | 773,360 | 764,884 | 780,871 |  |  |  |
| 12  | 3/30  | 3/31  | 4/1   | 4/2   | 596,019     | 582,414 | 597,587 | 584,571 | 637,817 | 615,056 | 626,209 | 619,639 | 775,888 | 751,013 | 750,631 | 733,197 | 767,334 | 765,026 | 757,000 | 764,757 |  |  |  |
| 13  | 4/3   | 4/4   | 4/5   | 4/6   | 587,158     | 581,518 | 593,228 | 582,280 | 614,342 | 611,273 | 621,671 | 602,391 | 768,965 | 748,453 | 749,186 | 730,239 | 776,145 | 768,895 | 753,956 | 752,351 |  |  |  |
| 14  | 4/5   | 4/6   | 4/7   | 4/9   | 591,346     | 578,369 | 590,859 | 577,746 | 616,650 | 606,194 | 618,283 | 593,908 | 768,341 | 746,634 | 746,950 | 725,824 | 773,332 | 761,709 | 751,650 | 738,645 |  |  |  |
| 15  | 4/9   | 4/10  | 4/11  | 4/13  | 589,451     | 577,937 | 590,661 | 575,360 | 613,589 | 604,021 | 613,044 | 590,921 | 762,707 | 745,897 | 746,503 | 725,477 | 766,000 | 759,330 | 764,433 | 737,791 |  |  |  |
| 16  | 4/16  | 4/17  | 4/18  | 4/20  |             | 572,728 | 584,345 | 570,907 |         | 591,379 | 599,983 | 577,954 |         | 739,556 | 743,455 | 727,997 |         | 752,003 | 754,161 | 727,554 |  |  |  |
| 17  | 5/8   | 5/9   | 5/9   | 5/8   |             | 566,109 | 578,470 | 567,006 |         | 577,818 | 587,818 | 568,577 |         | 729,367 | 732,739 | 723,892 |         | 741,579 | 743,733 | 716,858 |  |  |  |
| 18  | 5/11  | 5/12  | 5/11  | 5/13  |             | 565,222 | 574,490 | 564,018 |         | 576,741 | 583,887 | 565,736 |         | 728,312 | 730,070 | 721,045 |         | 740,271 | 739,773 | 713,415 |  |  |  |
| S1  |       | 6/14  | 6/13  | 6/12  |             | 562,753 | 561,720 | 560,254 |         | 570,975 | 570,127 | 569,066 |         | 734,132 | 738,794 | 713,720 |         | 741,628 | 747,243 | 719,669 |  |  |  |
| 19  | 6/19  | 6/20  | 6/20  | 6/19  |             | 558,955 | 554,944 | 548,405 |         | 567,697 | 563,838 | 562,813 |         | 726,152 | 730,482 | 715,932 |         | 734,596 | 740,342 | 723,704 |  |  |  |
| S2  |       | 7/13  | 7/13  | 7/10  |             | 538,509 | 530,750 | 521,057 |         | 544,472 | 536,638 | 528,301 |         | 711,453 | 720,841 | 709,371 |         | 715,228 | 726,149 | 714,270 |  |  |  |
| S3  |       | 8/7   | 8/8   | 8/7   |             | 523,275 | 505,276 | 497,008 |         | 526,915 | 508,159 | 498,800 |         | 706,277 | 711,501 | 690,765 |         | 709,447 | 716,608 | 692,043 |  |  |  |

| 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  |       |       |       |      |      |      |      |  |  |  |
|     | 2018年 | 2017年 | 2016年 | 2015年 | 2018年       | 2017年 | 2016年 | 2015年 | 2018年 | 2017年 | 2016年 | 2015年 | 2018年 | 2017年 | 2016年 | 2015年 |      |      |      |      |  |  |  |
| 1   | 2/21  | 2/21  | 2/26  | 2/25  |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |  |  |  |
| 2   | 2/26  | 2/27  | 2/29  | 3/2   |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |  |  |  |
| 3   | 3/8   | 3/10  | 3/11  | 3/12  |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |  |  |  |
| 4   | 3/13  | 3/14  | 3/15  | 3/17  | 2.15        | 2.14  | 2.16  | 2.06  | 2.46  | 2.25  | 2.23  | 2.12  | 2.42  | 2.57  | 2.43  | 2.41  | 2.61 | 2.62 | 2.45 | 2.40 |  |  |  |
| 5   | 3/14  | 3/15  | 3/16  | 3/18  | 2.21        | 2.16  | 2.13  | 2.10  | 2.49  | 2.36  | 2.28  | 2.26  | 2.49  | 2.55  | 2.54  | 2.43  | 2.55 | 2.63 | 2.72 | 2.53 |  |  |  |
| 6   | 3/15  | 3/16  | 3/17  | 3/19  | 2.19        | 2.10  | 2.16  | 2.12  | 2.45  | 2.33  | 2.29  | 2.34  | 2.49  | 2.50  | 2.51  | 2.45  | 2.57 | 2.62 | 2.59 | 2.57 |  |  |  |
| 7   | 3/16  | 3/17  | 3/18  | 3/20  | 2.19        | 2.11  | 2.15  | 2.14  | 2.40  | 2.30  | 2.30  | 2.33  | 2.46  | 2.53  | 2.51  | 2.44  | 2.52 | 2.60 | 2.54 | 2.57 |  |  |  |
| 8   | 3/19  | 3/21  | 3/22  | 3/23  | 2.20        | 2.12  | 2.15  | 2.11  | 2.39  | 2.31  | 2.30  | 2.28  | 2.52  | 2.52  | 2.50  | 2.43  | 2.55 | 2.59 | 2.55 | 2.56 |  |  |  |
| 9   | 3/20  | 3/22  | 3/23  | 3/25  | 2.20        | 2.11  | 2.17  | 2.12  | 2.37  | 2.30  | 2.31  | 2.27  | 2.50  | 2.51  | 2.49  | 2.41  | 2.54 | 2.56 | 2.53 | 2.53 |  |  |  |
| 10  | 3/26  | 3/27  | 3/28  | 3/27  | 2.21        | 2.11  | 2.13  | 2.10  | 2.35  | 2.26  | 2.25  | 2.27  | 2.52  | 2.50  | 2.47  | 2.40  | 2.56 | 2.54 | 2.48 | 2.51 |  |  |  |
| 11  | 3/28  | 3/29  | 3/30  | 3/31  | 2.21        | 2.11  | 2.13  | 2.12  | 2.37  | 2.23  | 2.24  | 2.26  | 2.52  | 2.49  | 2.46  | 2.40  | 2.55 | 2.52 | 2.48 | 2.48 |  |  |  |
| 12  | 3/30  | 3/31  | 4/1   | 4/2   | 2.20        | 2.11  | 2.13  | 2.11  | 2.33  | 2.20  | 2.22  | 2.20  | 2.51  |       |       |       |      |      |      |      |  |  |  |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9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                                | 1,564                     | 1,236 | 1,147 | 273 | 1,117 | 795 | 128 | 779 | 626 | 73.3  | 50.8 | 40.0 | 31   | 34 | 345,573 | 312,960 | 291,999 | 102,501 | 285,362 | 251,821 | 67,855  | 245,181 | 217,657 | 84.5    | 72.9 | 63.0 | 4,254 | 10,458 |       |
| 大手労組会議                             | 48                        | 46    | 44    | 26  | 43    | 42  | 19  | 41  | 40  | 91.7  | 87.5 | 83.3 |      | 2  | 129,368 | 122,592 | 117,297 | 57,833  | 115,718 | 118,764 | 43,784  | 115,662 | 112,269 | 90.7    | 91.8 | 86.8 |       | 6,776  |       |
| 業種                                 | 鉄鋼業                       | 129   | 96    | 94  | 20    | 91  | 63  | 10  | 60  | 51    | 72.9 | 48.8 | 39.5 | 2  | 2       | 13,396  | 9,575   | 9,382   | 2,711   | 8,973   | 9,293   | 2,110   | 8,884   | 8,205   | 70.0 | 69.4 | 61.2  | 16     | 2,614 |
|                                    | 非鉄金属                      | 53    | 42    | 40  | 9     | 38  | 28  | 6   | 27  | 23    | 75.5 | 52.8 | 43.4 |    |         | 9,372   | 8,321   | 8,173   | 2,322   | 7,387   | 5,467   | 1,861   | 4,579   | 3,805   | 87.2 | 58.3 | 40.6  |        |       |
|                                    | 金属製品                      | 249   | 201   | 189 | 44    | 189 | 112 | 14  | 111 | 89    | 75.9 | 45.0 | 35.7 | 3  | 5       | 33,582  | 30,858  | 29,871  | 9,365   | 29,871  | 20,530  | 5,787   | 17,428  | 18,168  | 88.9 | 61.1 | 54.1  | 127    | 657   |
|                                    | 一般機械                      | 543   | 449   | 430 | 126   | 419 | 327 | 63  | 323 | 257   | 79.2 | 60.2 | 47.3 | 5  | 11      | 138,611 | 130,286 | 127,445 | 50,439  | 126,029 | 114,252 | 37,457  | 113,222 | 104,292 | 91.9 | 82.4 | 75.2  | 311    | 755   |
|                                    | 電気機械                      | 190   | 151   | 128 | 25    | 123 | 81  | 14  | 79  | 61    | 67.4 | 42.6 | 32.1 | 4  | 6       | 55,870  | 50,436  | 41,595  | 15,335  | 40,684  | 33,426  | 10,121  | 33,338  | 24,117  | 74.4 | 59.8 | 43.2  | 2,559  | 199   |
|                                    | 輸送機械                      | 150   | 132   | 127 | 25    | 122 | 95  | 12  | 92  | 78    | 84.7 | 63.3 | 52.0 | 2  | 4       | 54,815  | 52,475  | 50,373  | 12,850  | 47,426  | 44,600  | 6,496   | 43,594  | 42,032  | 91.9 | 81.4 | 76.7  | 15     | 1,622 |
|                                    | 精密機械                      | 70    | 52    | 45  | 6     | 44  | 36  | 3   | 36  | 30    | 64.3 | 51.4 | 42.9 |    | 4       | 22,183  | 16,535  | 14,098  | 4,202   | 14,064  | 16,679  | 3,495   | 16,679  | 14,555  | 63.6 | 75.2 | 65.6  |        | 4,456 |
| その他                                | 180                       | 113   | 94    | 18  | 91    | 53  | 6   | 51  | 37  | 52.2  | 29.4 | 20.6 | 15   | 2  | 17,744  | 14,474  | 11,062  | 5,277   | 10,928  | 7,574   | 528     | 7,457   | 2,483   | 62.3    | 42.7 | 14.0 | 1,226 | 155    |       |
| 規模                                 | 1~299人                    | 1,329 | 1,018 | 945 | 197   | 923 | 629 | 82  | 619 | 487   | 71.1 | 47.3 | 36.6 | 29 | 29      | 103,181 | 87,326  | 81,320  | 18,439  | 79,462  | 56,402  | 8,487   | 55,629  | 43,978  | 78.8 | 54.7 | 42.6  | 1,046  | 1,700 |
|                                    | 1~99人                     | 923   | 667   | 618 | 118   | 603 | 409 | 49  | 401 | 320   | 67.0 | 44.3 | 34.7 | 26 | 23      | 35,510  | 28,359  | 26,238  | 5,036   | 25,596  | 18,208  | 2,380   | 17,833  | 14,422  | 73.9 | 51.3 | 40.6  | 568    | 793   |
|                                    | 100~299人                  | 406   | 351   | 327 | 79    | 320 | 220 | 33  | 218 | 167   | 80.5 | 54.2 | 41.1 | 3  | 6       | 67,671  | 58,967  | 55,082  | 13,403  | 53,866  | 38,194  | 6,107   | 37,796  | 29,556  | 81.4 | 56.4 | 43.7  | 478    | 907   |
|                                    | 300~499人                  | 95    | 87    | 80  | 27    | 75  | 58  | 12  | 55  | 44    | 84.2 | 61.1 | 46.3 |    | 2       | 36,549  | 33,652  | 30,763  | 10,258  | 28,808  | 22,435  | 4,659   | 21,152  | 17,410  | 84.2 | 61.4 | 47.6  |        | 734   |
|                                    | 500~999人                  | 81    | 76    | 71  | 25    | 69  | 59  | 17  | 57  | 50    | 87.7 | 72.8 | 61.7 | 1  |         | 55,566  | 52,245  | 48,344  | 17,287  | 47,099  | 40,141  | 12,241  | 38,659  | 33,675  | 87.0 | 72.2 | 60.6  | 692    |       |
|                                    | 1000~2999人                | 44    | 41    | 38  | 19    | 37  | 35  | 13  | 35  | 32    | 86.4 | 79.5 | 72.7 | 1  | 2       | 69,891  | 63,583  | 59,773  | 32,726  | 58,194  | 56,812  | 22,311  | 56,812  | 50,197  | 85.5 | 81.3 | 71.8  | 2,516  | 3,792 |
|                                    | 3000人以上                   | 15    | 14    | 13  | 5     | 13  | 14  | 4   | 13  | 13    | 86.7 | 93.3 | 86.7 |    | 1       | 80,386  | 76,154  | 71,799  | 23,791  | 71,799  | 76,031  | 20,157  | 72,929  | 72,397  | 89.3 | 94.6 | 90.1  |        | 4,232 |
| 地方<br>(事業所ベース)                     | 北海道                       | 9     | 5     | 4   | 1     | 4   | 3   |     | 3   | 3     | 44.4 | 33.3 | 33.3 |    | 1       | 3,257   | 556     | 502     | 385     | 502     | 2,580   |         | 2,580   | 2,580   | 15.4 | 79.2 | 79.2  |        | 2,544 |
|                                    | 北東北                       | 43    | 39    | 28  | 10    | 19  | 15  | 5   | 10  | 12    | 65.1 | 34.9 | 27.9 |    | 1       | 6,702   | 5,716   | 3,095   | 922     | 2,202   | 1,612   | 354     | 1,258   | 1,126   | 46.2 | 24.1 | 16.8  |        | 181   |
|                                    | 南東北                       | 85    | 72    | 72  | 9     | 71  | 43  | 4   | 43  | 27    | 84.7 | 50.6 | 31.8 | 4  | 1       | 10,471  | 9,947   | 9,947   | 2,583   | 9,667   | 5,903   | 943     | 5,903   | 2,898   | 95.0 | 56.4 | 27.7  | 83     | 41    |
|                                    | 北関東                       | 180   | 162   | 154 | 17    | 151 | 100 | 9   | 99  | 84    | 85.6 | 55.6 | 46.7 | 5  | 5       | 36,561  | 34,927  | 34,214  | 8,170   | 33,627  | 29,642  | 4,641   | 29,427  | 27,966  | 93.6 | 81.1 | 76.5  | 80     | 712   |
|                                    | 東京千葉                      | 157   | 117   | 94  | 12    | 92  | 68  | 8   | 66  | 52    | 59.9 | 43.3 | 33.1 | 15 | 5       | 44,497  | 34,514  | 26,658  | 8,546   | 25,330  | 27,131  | 5,400   | 26,471  | 23,623  | 59.9 | 61.0 | 53.1  | 3,778  | 4,634 |
|                                    | 神奈川                       | 99    | 77    | 62  | 13    | 61  | 50  | 8   | 49  | 39    | 62.6 | 50.5 | 39.4 |    | 3       | 25,802  | 24,242  | 21,994  | 5,844   | 21,538  | 19,677  | 4,958   | 19,221  | 16,026  | 85.2 | 76.3 | 62.1  |        | 434   |
|                                    | 新潟                        | 78    | 61    | 55  | 8     | 54  | 38  | 6   | 38  | 25    | 70.5 | 48.7 | 32.1 |    | 3       | 10,618  | 9,798   | 9,089   | 2,327   | 8,992   | 7,596   | 2,206   | 7,596   | 6,235   | 85.6 | 71.5 | 58.7  |        | 53    |
|                                    | 北陸                        | 113   | 94    | 92  | 39    | 90  | 47  | 10  | 46  | 42    | 81.4 | 41.6 | 37.2 |    |         | 22,213  | 21,529  | 21,423  | 14,095  | 20,740  | 15,787  | 9,434   | 12,685  | 15,432  | 96.4 | 71.1 | 69.5  |        |       |
|                                    | 甲信                        | 77    | 56    | 52  | 5     | 51  | 39  | 3   | 39  | 32    | 67.5 | 50.6 | 41.6 |    | 1       | 13,103  | 11,770  | 10,470  | 2,201   | 9,704   | 7,245   | 726     | 7,245   | 6,598   | 79.9 | 55.3 | 50.4  |        | 38    |
|                                    | 静岡                        | 84    | 73    | 69  | 5     | 69  | 43  | 5   | 42  | 28    | 82.1 | 51.2 | 33.3 |    | 2       | 28,622  | 27,069  | 26,626  | 6,028   | 26,626  | 23,793  | 6,455   | 22,905  | 17,694  | 93.0 | 83.1 | 61.8  |        | 1,293 |
|                                    | 東海                        | 193   | 139   | 128 | 20    | 127 | 105 | 10  | 104 | 83    | 66.3 | 54.4 | 43.0 |    | 5       | 40,200  | 35,996  | 33,823  | 9,816   | 33,753  | 30,167  | 5,959   | 30,097  | 26,712  | 84.1 | 75.0 | 66.4  |        | 720   |
|                                    | 京滋                        | 95    | 74    | 74  | 20    | 73  | 64  | 16  | 63  | 55    | 77.9 | 67.4 | 57.9 | 4  | 6       | 17,733  | 16,711  | 16,711  | 9,420   | 16,639  | 15,934  | 9,177   | 15,862  | 14,909  | 94.2 | 89.9 | 84.1  | 122    | 369   |
|                                    | 大阪                        | 307   | 242   | 228 | 127   | 221 | 172 | 65  | 167 | 129   | 74.3 | 56.0 | 42.0 |    | 1       | 45,424  | 42,199  | 40,995  | 20,023  | 40,195  | 36,474  | 10,328  | 35,756  | 27,956  | 90.2 | 80.3 | 61.5  |        | 70    |
|                                    | 山陽                        | 132   | 117   | 115 | 22    | 114 | 94  | 5   | 94  | 76    | 87.1 | 71.2 | 57.6 | 4  | 1       | 23,015  | 21,711  | 20,656  | 5,785   | 20,648  | 17,545  | 2,833   | 17,545  | 15,084  | 89.8 | 76.2 | 65.5  | 178    | 19    |
|                                    | 山陰                        | 40    | 38    | 36  | 1     | 36  | 25  |     | 25  | 19    | 90.0 | 62.5 | 47.5 |    | 1       | 4,553   | 4,373   | 4,263   | 110     | 4,263   | 3,148   |         | 3,148   | 2,327   | 93.6 | 69.1 | 51.1  |        | 110   |
| 四国                                 | 30                        | 30    | 30    | 8   | 29    | 21  | 3   | 21  | 20  | 100.0 | 70.0 | 66.7 |      |    | 4,989   | 4,989   | 4,989   | 3,551   | 4,848   | 3,984   | 2,397   | 3,984   | 3,977   | 100.0   | 79.9 | 79.7 |       |        |       |
| 九州・山口                              | 63                        | 48    | 45    | 12  | 43    | 30  | 6   | 30  | 21  | 71.4  | 47.6 | 33.3 |      | 1  | 7,737   | 6,694   | 6,337   | 2,373   | 6,065   | 4,652   | 1,497   | 4,652   | 2,674   | 81.9    | 60.1 | 34.6 |       | 10     |       |
| 地方計                                | 1,788                     | 1,446 | 1,340 | 330 | 1,307 | 959 | 164 | 941 | 749 | 74.9  | 53.6 | 41.9 | 32   | 37 | 345,573 | 312,803 | 291,854 | 102,229 | 285,401 | 252,932 | 67,358  | 246,397 | 213,879 | 84.5    | 73.2 | 61.9 | 4,241 | 11,228 |       |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9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     | 年齢         | 勤続   | 基礎賃金    | 金額      | 率      | 金額    | 率     | 金額    | 率     | 金額    | 率     | 金額    | 率     |       |
| 全体計                                | 39.3       | 14.4 | 259,906 | 8,392   | 3.36  | 5,493 | 2.14  | 5,668 | 2.20  | 297  | 0.07  | 394   | 0.14  | 39.0       | 15.1 | 291,317 | 9,408   | 3.31   | 6,596 | 2.28  | 6,723 | 2.31  | 523   | 0.15  | 447   | 0.14  |       |
| 大手労組会議                             | 39.4       | 15.6 | 308,975 | 10,168  | 3.35  | 6,977 | 2.30  | 6,947 | 2.28  | 691  | 0.20  | 574   | 0.16  | 39.3       | 15.4 | 312,686 | 10,092  | 3.26   | 7,230 | 2.36  | 7,222 | 2.35  | 543   | 0.16  | 514   | 0.16  |       |
| 業種                                 | 鉄鋼業        | 39.2 | 13.4    | 245,303 | 7,791 | 3.29  | 4,783 | 2.03  | 4,692 | 2.00 | 316   | 0.11  | 246   | 0.10       | 38.2 | 13.5    | 262,641 | 8,126  | 3.10  | 6,087 | 2.40  | 6,254 | 2.44  | 346   | 0.09  | 1,345 | 0.56  |
|                                    | 非鉄金属       | 40.2 | 15.3    | 257,436 | 7,719 | 3.06  | 5,758 | 2.10  | 5,835 | 2.13 | 383   | 0.11  | 413   | 0.11       | 38.9 | 15.3    | 261,188 | 7,782  | 3.02  | 6,253 | 2.34  | 6,571 | 2.47  | 460   | 0.17  | 715   | 0.26  |
|                                    | 金属製品       | 39.0 | 14.3    | 249,539 | 7,970 | 3.33  | 5,158 | 2.10  | 5,248 | 2.18 | 421   | 0.08  | 488   | 0.19       | 39.0 | 15.2    | 262,548 | 8,057  | 3.19  | 5,620 | 2.15  | 5,725 | 2.18  | 1,093 | 0.39  | 570   | 0.21  |
|                                    | 一般機械       | 38.5 | 13.7    | 261,306 | 9,089 | 3.57  | 5,831 | 2.24  | 6,073 | 2.33 | 532   | 0.12  | 468   | 0.16       | 38.1 | 14.2    | 291,938 | 10,363 | 3.61  | 6,991 | 2.40  | 7,100 | 2.42  | 562   | 0.16  | 316   | 0.10  |
|                                    | 電気機械       | 40.3 | 15.6    | 265,313 | 8,086 | 3.20  | 5,494 | 2.06  | 5,665 | 2.06 | -42   | 0.05  | 456   | 0.20       | 40.4 | 16.7    | 304,720 | 8,781  | 3.02  | 6,377 | 2.10  | 6,418 | 2.05  | 422   | 0.10  | 544   | 0.18  |
|                                    | 輸送機械       | 39.0 | 14.7    | 266,184 | 8,467 | 3.29  | 5,301 | 2.08  | 5,645 | 2.16 | 120   | 0.05  | 132   | 0.00       | 39.3 | 15.7    | 297,454 | 9,071  | 3.07  | 6,593 | 2.20  | 6,704 | 2.22  | 558   | 0.16  | 499   | 0.14  |
|                                    | 精密機械       | 40.4 | 16.9    | 277,683 | 8,422 | 2.99  | 6,110 | 2.22  | 6,066 | 2.19 | 47    | -0.04 | 478   | 0.18       | 40.1 | 16.4    | 309,718 | 9,661  | 3.17  | 6,136 | 2.23  | 6,081 | 2.19  | -55   | -0.06 | 665   | 0.21  |
|                                    | その他        | 41.4 | 14.6    | 260,689 | 7,238 | 3.02  | 4,692 | 1.92  | 4,782 | 1.99 | -305  | -0.09 | 208   | 0.10       | 40.1 | 14.6    | 287,529 | 7,712  | 2.86  | 5,710 | 2.10  | 5,781 | 2.20  | -324  | -0.08 | -493  | -0.19 |
| 規模                                 | 1~299人     | 39.4 | 14.2    | 251,969 | 8,136 | 3.34  | 5,212 | 2.09  | 5,385 | 2.16 | 213   | 0.03  | 381   | 0.14       | 39.0 | 14.3    | 259,628 | 8,309  | 3.29  | 5,494 | 2.12  | 5,654 | 2.18  | 291   | 0.06  | 319   | 0.10  |
|                                    | 1~99人      | 39.8 | 13.9    | 244,814 | 7,975 | 3.39  | 4,935 | 2.03  | 5,141 | 2.12 | 168   | 0.03  | 446   | 0.18       | 39.3 | 13.9    | 246,039 | 7,902  | 3.35  | 4,939 | 2.01  | 5,175 | 2.11  | 325   | 0.10  | 458   | 0.15  |
|                                    | 100~299人   | 38.8 | 14.5    | 263,250 | 8,440 | 3.26  | 5,721 | 2.18  | 5,848 | 2.23 | 296   | 0.04  | 260   | 0.09       | 38.8 | 14.5    | 265,385 | 8,503  | 3.27  | 5,756 | 2.17  | 5,884 | 2.22  | 274   | 0.04  | 254   | 0.08  |
|                                    | 300~499人   | 39.0 | 15.4    | 276,077 | 9,559 | 3.53  | 6,415 | 2.29  | 6,608 | 2.37 | 730   | 0.17  | 264   | 0.08       | 39.0 | 15.4    | 276,333 | 9,659  | 3.57  | 6,430 | 2.30  | 6,596 | 2.36  | 774   | 0.17  | 260   | 0.08  |
|                                    | 500~999人   | 38.4 | 15.1    | 286,839 | 9,531 | 3.39  | 6,484 | 2.27  | 6,496 | 2.26 | 755   | 0.25  | 501   | 0.15       | 38.5 | 15.2    | 288,440 | 9,536  | 3.38  | 6,476 | 2.26  | 6,486 | 2.25  | 841   | 0.28  | 519   | 0.16  |
|                                    | 1000~2999人 | 38.9 | 15.1    | 302,594 | 9,823 | 3.29  | 6,814 | 2.29  | 6,862 | 2.31 | 532   | 0.16  | 547   | 0.18       | 39.0 | 15.2    | 304,861 | 9,784  | 3.25  | 6,891 | 2.31  | 6,923 | 2.31  | 360   | 0.11  | 604   | 0.20  |
|                                    | 3000人以上    | 39.7 | 16.2    | 314,042 | 9,706 | 3.11  | 7,109 | 2.32  | 7,210 | 2.34 | 685   | 0.21  | 470   | 0.13       | 39.3 | 15.6    | 315,221 | 10,134 | 3.24  | 7,316 | 2.38  | 7,391 | 2.39  | 595   | 0.18  | 418   | 0.12  |
| 地方（事業所ベース）                         | 北海道        | 42.3 | 15.0    | 273,313 | 7,166 | 2.55  | 7,195 | 2.76  | 7,195 | 2.76 | 1,237 | 0.43  | 1,429 | 0.73       | 44.9 | 10.1    | 265,212 | 6,507  | 2.15  | 8,612 | 3.35  | 8,612 | 3.35  | 2,379 | 1.06  | 3,597 | 1.35  |
|                                    | 北東北        | 40.1 | 17.2    | 221,303 | 8,988 | 4.15  | 5,220 | 2.21  | 5,213 | 2.13 | 687   | 0.13  | 771   | 0.06       | 40.6 | 18.1    | 252,414 | 9,524  | 4.27  | 5,307 | 2.23  | 5,261 | 2.25  | 555   | 0.03  | 292   | -0.09 |
|                                    | 南東北        | 39.9 | 16.0    | 246,502 | 8,060 | 3.41  | 4,579 | 1.90  | 4,546 | 1.95 | 283   | 0.00  | 205   | 0.26       | 40.4 | 17.3    | 271,071 | 8,396  | 3.19  | 5,680 | 2.08  | 5,622 | 2.12  | 183   | -0.01 | 432   | 0.22  |
|                                    | 北関東        | 39.4 | 14.6    | 278,564 | 8,854 | 3.34  | 5,828 | 2.22  | 6,123 | 2.26 | 174   | 0.13  | 277   | 0.14       | 39.1 | 15.3    | 300,648 | 9,675  | 3.30  | 6,720 | 2.26  | 6,849 | 2.28  | 295   | 0.08  | 551   | 0.17  |
|                                    | 東京千葉       | 40.3 | 15.5    | 292,936 | 8,476 | 3.02  | 6,068 | 2.13  | 6,197 | 2.17 | 402   | 0.13  | 621   | 0.20       | 40.4 | 16.1    | 322,823 | 8,792  | 2.80  | 6,312 | 2.08  | 6,355 | 2.11  | 789   | 0.24  | 777   | 0.23  |
|                                    | 神奈川        | 39.9 | 15.8    | 291,994 | 8,451 | 3.07  | 6,410 | 2.23  | 6,517 | 2.29 | 666   | 0.26  | 553   | 0.20       | 40.0 | 16.2    | 302,011 | 9,219  | 3.12  | 6,560 | 2.18  | 6,827 | 2.25  | 704   | 0.23  | 690   | 0.23  |
|                                    | 新潟         | 39.5 | 15.9    | 246,267 | 8,111 | 3.40  | 4,919 | 2.06  | 5,532 | 2.29 | -75   | -0.04 | 564   | 0.22       | 39.5 | 16.7    | 260,811 | 8,644  | 3.38  | 5,607 | 2.18  | 5,997 | 2.31  | -189  | -0.10 | 337   | 0.12  |
|                                    | 北陸         | 39.3 | 13.7    | 237,030 | 8,587 | 3.62  | 5,782 | 2.34  | 6,030 | 2.44 | -109  | -0.10 | 366   | 0.12       | 38.6 | 14.7    | 259,459 | 9,324  | 3.60  | 7,062 | 2.64  | 7,164 | 2.68  | 485   | 0.14  | 235   | 0.05  |
|                                    | 甲信         | 39.3 | 15.2    | 267,137 | 8,987 | 3.64  | 5,705 | 2.12  | 5,605 | 2.08 | 654   | 0.36  | 400   | 0.23       | 39.7 | 15.9    | 281,683 | 10,162 | 3.83  | 6,048 | 2.18  | 6,064 | 2.18  | 1,239 | 0.26  | 454   | 0.17  |
|                                    | 静岡         | 39.6 | 15.4    | 274,380 | 7,452 | 2.89  | 5,779 | 2.17  | 5,784 | 2.13 | 211   | 0.07  | 424   | 0.12       | 39.2 | 16.1    | 297,481 | 8,896  | 3.04  | 6,930 | 2.32  | 6,693 | 2.20  | 225   | 0.06  | 312   | 0.08  |
|                                    | 東海         | 38.2 | 13.5    | 271,549 | 8,422 | 3.12  | 6,080 | 2.20  | 6,197 | 2.27 | 520   | 0.18  | 544   | 0.20       | 38.0 | 14.4    | 283,931 | 9,103  | 3.18  | 6,503 | 2.27  | 6,559 | 2.29  | 405   | 0.14  | 291   | 0.11  |
|                                    | 京滋         | 39.4 | 13.8    | 278,107 | 7,826 | 2.79  | 5,534 | 1.94  | 5,680 | 2.00 | -224  | -0.10 | 29    | 0.00       | 39.3 | 14.8    | 308,298 | 9,080  | 2.93  | 6,631 | 2.14  | 6,623 | 2.13  | -410  | -0.13 | 46    | 0.01  |
|                                    | 大阪         | 39.1 | 14.6    | 274,876 | 9,204 | 3.56  | 5,798 | 2.17  | 5,888 | 2.17 | 316   | 0.13  | 367   | 0.08       | 38.2 | 14.2    | 296,867 | 10,214 | 3.56  | 6,761 | 2.31  | 7,070 | 2.37  | 365   | 0.13  | 257   | 0.07  |
|                                    | 山陽         | 38.6 | 13.7    | 265,032 | 8,919 | 3.46  | 5,787 | 2.26  | 5,942 | 2.32 | 653   | 0.07  | 397   | 0.10       | 37.9 | 13.7    | 280,337 | 9,738  | 3.57  | 6,731 | 2.41  | 6,881 | 2.47  | 899   | 0.17  | 635   | 0.23  |
|                                    | 山陰         | 39.2 | 14.3    | 228,177 | 7,348 | 3.45  | 4,808 | 2.28  | 5,145 | 2.46 | 1,371 | 0.44  | 989   | 0.47       | 39.1 | 14.5    | 241,090 | 7,979  | 3.41  | 5,381 | 2.32  | 5,445 | 2.29  | 1,165 | 0.37  | 231   | 0.07  |
| 四国                                 | 40.2       | 14.1 | 246,710 | 9,908   | 4.06  | 4,974 | 1.97  | 5,108 | 2.02  | -68  | -0.08 | 362   | 0.13  | 38.9       | 14.4 | 278,176 | 11,771  | 4.24   | 6,403 | 2.26  | 6,410 | 2.26  | 1,928 | 0.71  | 777   | 0.26  |       |
| 九州・山口                              | 39.4       | 15.2 | 267,583 | 8,591   | 3.45  | 6,435 | 2.59  | 6,815 | 2.85  | 687  | 0.17  | 1,435 | 0.60  | 37.8       | 14.2 | 272,526 | 9,892   | 3.77   | 6,642 | 2.47  | 6,910 | 2.64  | 784   | 0.22  | 1,011 | 0.39  |       |
| 地方計                                | 39.3       | 14.6 | 266,566 | 8,582   | 3.35  | 5,742 | 2.17  | 5,907 | 2.23  | 346  | 0.09  | 440   | 0.16  | 39.1       | 15.2 | 291,088 | 9,391   | 3.31   | 6,585 | 2.28  | 6,700 | 2.31  | 463   | 0.13  | 469   | 0.15  |       |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9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                                | 791             | 8705  | 4531  | 4174 | 717      | 9110  | 4506  | 4604 | 74    | 4777 |         |     |     |     | 599             | 5816 | 4593 | 1222 | 446      | 6279 | 4615 | 1664 | 146   | 4535 | 7       | 3005 | 4415  | -1409 |
| 大手労組会議                             | 40              | 10281 | 5430  | 4851 | 40       | 10281 | 5430  | 4851 |       |      |         |     |     | 39  | 6989            | 5551 | 1438 | 37   | 7061     | 5545 | 1516 | 2    | 5651  |      |         |      |       |       |
| 業種                                 | 鉄鋼業             | 64    | 7876  | 4081 | 3795     | 59    | 8205  | 4088 | 4117  | 5    | 3997    |     |     |     | 47              | 5093 | 4060 | 1032 | 36       | 5414 | 4066 | 1348 | 11    | 4041 |         |      |       |       |
|                                    | 非鉄金属            | 30    | 8283  | 4473 | 3809     | 26    | 8804  | 4409 | 4395  | 4    | 4893    |     |     |     | 22              | 6253 | 4735 | 1518 | 15       | 6824 | 4598 | 2226 | 7     | 5028 |         |      |       |       |
|                                    | 金属製品            | 128   | 8184  | 4210 | 3973     | 113   | 8618  | 4117 | 4501  | 15   | 4915    |     |     |     | 79              | 5474 | 4347 | 1127 | 56       | 6009 | 4321 | 1688 | 20    | 4398 | 3       | 2657 | 4488  | -1831 |
|                                    | 一般機械            | 310   | 9413  | 4744 | 4669     | 289   | 9758  | 4750 | 5008  | 21   | 4663    |     |     |     | 254             | 6087 | 4746 | 1341 | 194      | 6523 | 4747 | 1776 | 57    | 4747 | 3       | 3356 | 4646  | -1290 |
|                                    | 電気機械            | 82    | 8021  | 4555 | 3466     | 70    | 8578  | 4517 | 4060  | 12   | 4773    |     |     |     | 58              | 5974 | 4736 | 1238 | 39       | 6677 | 4836 | 1841 | 19    | 4531 |         |      |       |       |
|                                    | 輸送機械            | 90    | 9129  | 4549 | 4580     | 85    | 9332  | 4483 | 4849  | 5    | 5670    |     |     |     | 77              | 5567 | 4483 | 1084 | 59       | 5934 | 4511 | 1423 | 17    | 4441 | 1       | 3000 | 3500  | -500  |
|                                    | 精密機械            | 33    | 8660  | 5074 | 3587     | 30    | 9007  | 5061 | 3945  | 3    | 5197    |     |     |     | 29              | 6328 | 5018 | 1310 | 24       | 6574 | 4991 | 1582 | 5     | 5148 |         |      |       |       |
|                                    | その他             | 54    | 7449  | 4238 | 3211     | 45    | 8026  | 4172 | 3854  | 9    | 4566    |     |     |     | 33              | 5133 | 4307 | 826  | 23       | 5773 | 4588 | 1186 | 10    | 3662 |         |      |       |       |
| 規模                                 | 1~299人          | 611   | 8445  | 4382 | 4063     | 544   | 8904  | 4340 | 4563  | 67   | 4716    |     |     |     | 447             | 5551 | 4379 | 1172 | 311      | 6088 | 4371 | 1717 | 129   | 4395 | 7       | 3005 | 4415  | -1409 |
|                                    | 1~99人           | 337   | 8343  | 4241 | 4102     | 294   | 8904  | 4202 | 4702  | 43   | 4513    |     |     |     | 253             | 5346 | 4173 | 1174 | 164      | 5974 | 4104 | 1871 | 82    | 4290 | 7       | 3005 | 4415  | -1409 |
|                                    | 100~299人        | 274   | 8569  | 4554 | 4015     | 250   | 8904  | 4503 | 4400  | 24   | 5081    |     |     |     | 194             | 5818 | 4647 | 1171 | 147      | 6215 | 4670 | 1545 | 47    | 4577 |         |      |       |       |
|                                    | 300~499人        | 68    | 9460  | 4853 | 4607     | 67    | 9518  | 4843 | 4675  | 1    | 5552    |     |     |     | 51              | 6461 | 5020 | 1441 | 44       | 6666 | 4996 | 1670 | 7     | 5173 |         |      |       |       |
|                                    | 500~999人        | 65    | 9469  | 4976 | 4493     | 60    | 9799  | 4931 | 4868  | 5    | 5516    |     |     |     | 55              | 6436 | 5188 | 1248 | 50       | 6440 | 5066 | 1373 | 5     | 6399 |         |      |       |       |
|                                    | 1000~2999人      | 35    | 9996  | 5392 | 4604     | 34    | 10161 | 5421 | 4740  | 1    | 4400    |     |     |     | 34              | 6862 | 5461 | 1402 | 30       | 7025 | 5437 | 1589 | 4     | 5641 |         |      |       |       |
|                                    | 3000人以上         | 12    | 9765  | 5394 | 4371     | 12    | 9765  | 5394 | 4371  |      |         |     |     |     | 12              | 7118 | 5593 | 1525 | 11       | 7362 | 5698 | 1664 | 1     | 4439 |         |      |       |       |
| 地方（事業所ベース）                         | 北海道             | 3     | 7555  | 4550 | 3005     | 3     | 7555  | 4550 | 3005  |      |         |     |     | 3   | 7195            | 5104 | 2091 | 3    | 7195     | 5104 | 2091 |      |       |      |         |      |       |       |
|                                    | 北東北             | 15    | 8738  | 3966 | 4772     | 14    | 9183  | 4070 | 5113  | 1    | 2507    |     |     |     | 9               | 5041 | 4344 | 698  | 6        | 5012 | 3965 | 1047 | 3     | 5100 |         |      |       |       |
|                                    | 南東北             | 38    | 8956  | 4351 | 4606     | 37    | 9028  | 4297 | 4730  | 1    | 6317    |     |     |     | 27              | 5419 | 4216 | 1203 | 21       | 5801 | 4254 | 1547 | 6     | 4085 |         |      |       |       |
|                                    | 北関東             | 111   | 9189  | 4628 | 4561     | 106   | 9396  | 4620 | 4776  | 5    | 4793    |     |     |     | 87              | 6033 | 4701 | 1332 | 71       | 6546 | 4914 | 1632 | 16    | 3755 |         |      |       |       |
|                                    | 東京千葉            | 70    | 8698  | 5053 | 3645     | 60    | 9203  | 4951 | 4253  | 10   | 5665    |     |     |     | 53              | 6342 | 5195 | 1148 | 41       | 6699 | 5215 | 1484 | 12    | 5125 |         |      |       |       |
|                                    | 神奈川             | 50    | 8589  | 4868 | 3721     | 42    | 9270  | 4841 | 4430  | 8    | 5014    |     |     |     | 42              | 6577 | 4905 | 1672 | 35       | 7047 | 5041 | 2006 | 7     | 4224 |         |      |       |       |
|                                    | 新潟              | 40    | 8398  | 4044 | 4354     | 36    | 8865  | 4028 | 4838  | 4    | 4193    |     |     |     | 30              | 5255 | 4118 | 1137 | 21       | 5707 | 4083 | 1624 | 9     | 4200 |         |      |       |       |
|                                    | 北陸              | 64    | 8919  | 4283 | 4637     | 56    | 9583  | 4284 | 5299  | 8    | 4273    |     |     |     | 33              | 6306 | 4704 | 1601 | 28       | 6798 | 4875 | 1923 | 4     | 3685 | 1       | 3000 | 4000  | -1000 |
|                                    | 甲信              | 42    | 8764  | 4582 | 4182     | 37    | 9316  | 4569 | 4747  | 5    | 4680    |     |     |     | 32              | 5948 | 4579 | 1369 | 26       | 6303 | 4618 | 1684 | 6     | 4412 |         |      |       |       |
|                                    | 静岡              | 53    | 7777  | 4648 | 3130     | 44    | 8351  | 4581 | 3770  | 9    | 4975    |     |     |     | 35              | 5808 | 4611 | 1197 | 26       | 6179 | 4568 | 1612 | 9     | 4735 |         |      |       |       |
|                                    | 東海              | 106   | 8761  | 4781 | 3980     | 101   | 8977  | 4800 | 4177  | 5    | 4397    |     |     |     | 92              | 6250 | 4855 | 1394 | 72       | 6641 | 4860 | 1782 | 20    | 4840 |         |      |       |       |
|                                    | 京滋              | 58    | 7870  | 4747 | 3123     | 51    | 8324  | 4772 | 3552  | 7    | 4564    |     |     |     | 53              | 5768 | 4686 | 1082 | 39       | 6429 | 4958 | 1471 | 14    | 3927 |         |      |       |       |
|                                    | 大阪              | 177   | 9561  | 4786 | 4775     | 161   | 9981  | 4731 | 5250  | 16   | 5338    |     |     |     | 140             | 5976 | 4930 | 1046 | 101      | 6478 | 4975 | 1503 | 36    | 4820 | 3       | 2946 | 4757  | -1811 |
|                                    | 山陽              | 73    | 9542  | 4911 | 4631     | 72    | 9623  | 4927 | 4695  | 1    | 3763    |     |     |     | 65              | 6209 | 4905 | 1304 | 52       | 6579 | 4893 | 1686 | 11    | 5025 | 2       | 3100 | 4566  | -1466 |
|                                    | 山陰              | 18    | 7725  | 3756 | 3969     | 17    | 7974  | 3771 | 4203  | 1    | 3500    |     |     |     | 15              | 4817 | 3672 | 1145 | 11       | 5081 | 3520 | 1561 | 4     | 4090 |         |      |       |       |
|                                    | 四国              | 10    | 11517 | 5732 | 5786     | 10    | 11517 | 5732 | 5786  |      |         |     |     |     | 8               | 5880 | 5193 | 688  | 5        | 5770 | 4670 | 1100 | 3     | 6063 |         |      |       |       |
| 九州・山口                              | 29              | 9415  | 5008  | 4407 | 28       | 9621  | 5056  | 4565 | 1     | 3661 |         |     |     | 22  | 7284            | 5017 | 2267 | 18   | 7970     | 5172 | 2798 | 3    | 4595  | 1    | 3000    | 3500 | -500  |       |
| 地方計                                | 959             | 8922  | 4683  | 4239 | 876      | 9303  | 4663  | 4640 | 83    | 4900 |         |     |     | 748 | 6045            | 4767 | 1278 | 577  | 6502     | 4828 | 1674 | 164  | 4568  | 7    | 3005    | 4415 | -1409 |       |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9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  | 717                       | 4,604 | 322         | 99             | 260            | 14             | 22        | 446                       | 1,664 | 95        | 218          | 77           | 33           | 23        |    |
| 大手労組会議   | 40                        | 4,851 | 16          | 4              | 18             | 1              | 1         | 37                        | 1,516 | 4         | 25           | 5            | 3            |           |    |
| 業<br>種   | 鉄鋼業                       | 59    | 4,117       | 31             | 8              | 19             | 1         | 36                        | 1,348 | 10        | 18           | 6            | 1            | 1         |    |
|  | 非鉄金属                      | 26    | 4,395       | 11             | 5              | 10             |           | 15                        | 2,226 | 1         | 6            | 5            | 1            | 2         |    |
|  | 金属製品                      | 113   | 4,501       | 57             | 14             | 33             | 3         | 6                         | 56    | 1,688     | 14           | 27           | 9            | 2         | 4  |
|  | 一般機械                      | 289   | 5,008       | 99             | 56             | 118            | 5         | 11                        | 194   | 1,776     | 33           | 96           | 35           | 18        | 12 |
|  | 電気機械                      | 70    | 4,060       | 39             | 5              | 23             | 2         | 1                         | 39    | 1,841     | 9            | 21           | 3            | 3         | 3  |
|  | 輸送機械                      | 85    | 4,849       | 40             | 6              | 34             | 1         | 4                         | 59    | 1,423     | 16           | 30           | 7            | 5         | 1  |
|  | 精密機械                      | 30    | 3,945       | 18             | 2              | 8              | 2         |                           | 24    | 1,582     | 5            | 9            | 7            | 3         |    |
|  | その他                       | 45    | 3,854       | 27             | 3              | 15             |           |                           | 23    | 1,186     | 7            | 11           | 5            |           |    |
| 規<br>模   | 1~299人                    | 544   | 4,563       | 250            | 76             | 187            | 11        | 20                        | 311   | 1,717     | 74           | 138          | 55           | 24        | 20 |
|  | 1~99人                     | 294   | 4,702       | 126            | 34             | 118            | 4         | 12                        | 164   | 1,871     | 38           | 66           | 31           | 18        | 11 |
|  | 100~299人                  | 250   | 4,400       | 124            | 42             | 69             | 7         | 8                         | 147   | 1,545     | 36           | 72           | 24           | 6         | 9  |
|  | 300~499人                  | 67    | 4,675       | 30             | 9              | 25             | 2         | 1                         | 44    | 1,670     | 7            | 24           | 8            | 2         | 3  |
|  | 500~999人                  | 60    | 4,868       | 21             | 7              | 32             |           |                           | 50    | 1,373     | 10           | 29           | 9            | 2         |    |
|  | 1000~2999人                | 34    | 4,740       | 14             | 7              | 11             | 1         | 1                         | 30    | 1,589     | 4            | 19           | 3            | 4         |    |
|  | 3000人以上                   | 12    | 4,371       | 7              |                | 5              |           |                           | 11    | 1,664     |              | 8            | 2            | 1         |    |
| 地<br>方<br>（<br>事<br>業<br>所<br>ペ<br>ー<br>ス<br>） | 北海道                       | 3     | 3,005       | 2              | 1              |                |           |                           | 3     | 2,091     |              | 2            |              | 1         |    |
|  | 北東北                       | 14    | 5,113       | 3              | 2              | 9              |           |                           | 6     | 1,047     | 2            | 3            | 1            |           |    |
|  | 南東北                       | 37    | 4,730       | 15             | 8              | 13             |           | 1                         | 21    | 1,547     | 6            | 7            | 5            | 3         |    |
|  | 北関東                       | 106   | 4,776       | 42             | 12             | 49             | 2         | 1                         | 71    | 1,632     | 15           | 37           | 10           | 7         | 2  |
|  | 東京千葉                      | 60    | 4,253       | 30             | 6              | 22             | 1         | 1                         | 41    | 1,484     | 6            | 22           | 11           | 2         |    |
|  | 神奈川                       | 42    | 4,430       | 20             | 6              | 15             | 1         |                           | 35    | 2,006     | 1            | 20           | 4            | 8         | 2  |
|  | 新潟                        | 36    | 4,838       | 14             | 9              | 11             | 2         |                           | 21    | 1,624     | 6            | 9            | 3            | 1         | 2  |
|  | 北陸                        | 56    | 5,299       | 19             | 13             | 18             |           | 6                         | 28    | 1,923     | 8            | 11           | 6            |           | 3  |
|  | 甲信                        | 37    | 4,747       | 19             | 6              | 8              | 3         | 1                         | 26    | 1,684     | 6            | 10           | 5            | 4         | 1  |
|  | 静岡                        | 44    | 3,770       | 26             | 4              | 14             |           |                           | 26    | 1,612     | 3            | 17           | 4            |           | 2  |
|  | 東海                        | 101   | 4,177       | 56             | 11             | 31             |           | 3                         | 72    | 1,782     | 10           | 37           | 13           | 9         | 3  |
|  | 京滋                        | 51    | 3,552       | 36             | 2              | 13             |           |                           | 39    | 1,471     | 7            | 23           | 7            | 1         | 1  |
|  | 大阪                        | 161   | 5,250       | 44             | 26             | 83             | 2         | 6                         | 101   | 1,503     | 24           | 47           | 19           | 8         | 3  |
|  | 山陽                        | 72    | 4,695       | 31             | 9              | 27             | 2         | 3                         | 52    | 1,686     | 7            | 32           | 6            | 4         | 3  |
|  | 山陰                        | 17    | 4,203       | 10             |                | 7              |           |                           | 11    | 1,561     | 2            | 6            | 2            | 1         |    |
|  | 四国                        | 10    | 5,786       | 2              | 2              | 5              |           | 1                         | 5     | 1,100     |              | 5            |              |           |    |
| 九州・山口  | 28                        | 4,565 | 15          | 4              | 5              | 3              | 1         | 18                        | 2,798 | 1         | 12           |              | 2            | 3         |    |
| 地方計  | 876                       | 4,640 | 384         | 121            | 331            | 16             | 24        | 577                       | 1,674 | 104       | 300          | 97           | 51           | 25        |    |

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 |         |      |         | 現行水準の別別分布（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  |     | 以上  |
| 区分計   | 全規模計       | 251          | 223,917 | 492  | 234,111 | 249                           | 239,031 | 118  | 245,833 | 25  | 27  | 53  | 60  | 65  | 65  | 62  | 52  | 32  | 25  | 6   | 7   | 13  | 492 |     |
|       | 大手労組会議     | 22           | 250,847 | 42   | 264,573 | 24                            | 268,825 | 17   | 268,221 |     |     |     |     |     |     |     |     |     |     |     |     |     |     | 42  |
|       | 1～299人     | 181          | 217,411 | 353  | 227,007 | 182                           | 232,974 | 78   | 239,455 | 23  | 25  | 49  | 55  | 59  | 41  | 37  | 29  | 12  | 10  | 5   | 3   | 5   | 353 |     |
|       | 1～99人      | 110          | 212,409 | 197  | 220,360 | 109                           | 227,619 | 46   | 235,748 | 19  | 19  | 34  | 34  | 32  | 20  | 13  | 13  | 5   | 6   |     |     |     |     | 197 |
|       | 100～299人   | 71           | 225,162 | 156  | 235,401 | 73                            | 240,969 | 32   | 244,784 | 4   | 6   | 15  | 21  | 27  | 21  | 24  | 16  | 7   | 4   | 5   | 1   | 5   | 156 |     |
|       | 300～499人   | 28           | 236,480 | 46   | 247,915 | 25                            | 245,240 | 11   | 249,128 | 2   |     | 1   | 1   | 4   | 8   | 11  | 7   | 4   | 4   |     |     |     |     | 46  |
|       | 500～999人   | 17           | 234,580 | 45   | 248,598 | 20                            | 257,334 | 14   | 259,199 |     | 1   | 3   | 2   | 1   | 10  | 8   | 7   | 8   |     | 1   | 1   | 3   | 45  |     |
| 所定内賃金 | 1000～2999人 | 22           | 249,614 | 36   | 258,858 | 18                            | 266,394 | 12   | 265,094 |     |     |     | 2   | 1   | 6   | 5   | 7   | 6   | 6   |     |     |     | 36  |     |
|       | 3000人以上    | 3            | 250,293 | 12   | 261,605 | 4                             | 261,165 | 3    | 260,143 |     |     |     |     |     |     | 1   | 2   | 2   | 5   |     | 1   |     | 12  |     |
|       | 全規模計       | 42           | 238,121 | 96   | 243,993 | 28                            | 256,693 | 18   | 257,941 | 3   | 1   | 8   | 11  | 9   | 12  | 15  | 8   | 12  | 7   | 2   | 4   | 4   | 96  |     |
|       | 1～299人     | 21           | 224,214 | 61   | 233,971 | 14                            | 236,946 | 8    | 238,700 | 3   | 1   | 8   | 10  | 8   | 8   | 8   | 6   | 2   | 2   | 2   | 1   | 2   | 61  |     |
|       | 1～99人      | 10           | 215,093 | 26   | 223,587 | 7                             | 226,083 | 5    | 233,008 | 3   | 1   | 5   | 5   | 4   | 2   | 1   | 2   | 1   | 1   |     |     |     | 26  |     |
|       | 100～299人   | 11           | 232,506 | 35   | 241,684 | 7                             | 247,809 | 3    | 248,186 |     |     |     | 3   | 5   | 4   | 6   | 7   | 4   | 1   | 1   | 2   |     | 35  |     |
|       | 300～499人   | 7            | 248,925 | 8    | 256,236 | 3                             | 257,322 | 2    | 272,946 |     |     |     | 1   | 1   | 1   | 1   | 1   | 2   | 1   |     |     |     | 8   |     |
| 基本賃金  | 500～999人   | 4            | 251,700 | 12   | 261,289 | 4                             | 281,684 | 4    | 272,626 |     |     |     |     |     | 4   | 1   | 4   |     |     |     | 1   | 1   | 12  |     |
|       | 1000～2999人 | 10           | 254,330 | 14   | 262,280 | 7                             | 281,637 | 4    | 274,238 |     |     |     |     |     | 3   | 2   |     | 4   | 4   |     |     |     | 14  |     |
|       | 3000人以上    |              |         | 1    | 293,870 |                               |         |      |         |     |     |     |     |     |     |     |     |     |     |     |     |     | 1   |     |
|       | 全規模計       | 153          | 217,309 | 222  | 225,209 | 153                           | 231,647 | 75   | 238,501 | 20  | 17  | 30  | 28  | 35  | 30  | 22  | 18  | 13  | 6   |     | 1   | 2   | 222 |     |
|       | 1～299人     | 120          | 213,871 | 171  | 220,356 | 121                           | 228,427 | 54   | 234,040 | 18  | 16  | 28  | 24  | 31  | 20  | 14  | 10  | 7   | 1   |     | 1   | 1   | 171 |     |
|       | 1～99人      | 78           | 210,019 | 109  | 215,855 | 80                            | 224,962 | 33   | 232,715 | 15  | 12  | 21  | 14  | 19  | 11  | 8   | 5   | 3   | 1   |     |     |     | 109 |     |
|       | 100～299人   | 42           | 221,025 | 62   | 228,269 | 41                            | 235,189 | 21   | 236,120 | 3   | 4   | 7   | 10  | 12  | 9   | 6   | 5   | 4   |     |     | 1   | 1   | 62  |     |
| 基準内賃金 | 300～499人   | 15           | 221,948 | 18   | 232,508 | 12                            | 228,368 | 7    | 242,772 | 2   |     |     | 1   | 1   | 3   | 3   | 4   | 1   | 1   | 2   |     |     | 18  |     |
|       | 500～999人   | 8            | 232,335 | 18   | 244,702 | 12                            | 253,109 | 8    | 253,859 |     |     | 1   | 1   | 1   | 5   | 3   | 3   | 3   |     |     |     |     | 18  |     |
|       | 1000～2999人 | 8            | 237,919 | 9    | 245,998 | 5                             | 246,324 | 4    | 248,603 |     |     |     | 2   |     | 2   | 1   | 2   | 1   | 1   |     |     |     | 9   |     |
|       | 3000人以上    | 2            | 246,265 | 6    | 251,968 | 3                             | 264,320 | 2    | 262,365 |     | 1   |     |     |     |     |     | 2   | 1   | 2   |     |     |     | 6   |     |
|       | 全規模計       | 32           | 232,472 | 60   | 241,643 | 35                            | 249,968 | 15   | 262,524 | 3   | 5   | 6   | 5   | 10  | 14  | 6   | 2   | 5   | 1   | 1   | 1   | 2   | 60  |     |
|       | 1～299人     | 26           | 227,702 | 40   | 235,913 | 27                            | 245,102 | 12   | 259,984 | 2   | 5   | 6   | 4   | 5   | 9   | 4   | 1   | 2   | 1   |     |     |     | 40  |     |
|       | 1～99人      | 12           | 225,249 | 16   | 230,713 | 12                            | 235,937 | 6    | 249,863 |     |     | 3   | 4   | 1   | 2   | 3   | 2   |     | 1   |     |     |     | 16  |     |
| 不詳    | 100～299人   | 14           | 229,804 | 24   | 239,379 | 15                            | 252,435 | 6    | 270,105 |     | 2   | 2   | 2   | 3   | 3   | 6   | 2   | 1   | 1   | 1   |     | 1   | 24  |     |
|       | 300～499人   | 2            | 265,150 | 7    | 252,674 | 4                             | 265,125 | 1    | 249,600 |     |     |     |     |     | 2   | 3   | 1   |     |     |     | 1   |     | 7   |     |
|       | 500～999人   | 1            | 192,500 | 4    | 227,348 | 1                             | 248,354 | 1    | 242,354 | 1   |     |     |     |     | 2   | 1   |     |     |     |     |     |     | 4   |     |
|       | 1000～2999人 | 2            | 268,858 | 5    | 259,220 | 3                             | 274,082 | 1    | 326,100 |     |     |     |     | 1   | 1   | 1   | 1   |     |     |     |     |     | 5   |     |
|       | 3000人以上    | 1            | 258,350 | 4    | 271,970 |                               |         |      |         |     |     |     |     |     |     |     |     | 1   | 3   |     |     |     | 4   |     |
|       | 全規模計       | 24           | 229,779 | 114  | 239,162 | 33                            | 246,679 | 10   | 253,991 | 2   | 6   | 10  | 15  | 16  | 13  | 11  | 20  | 5   | 7   | 3   | 1   | 5   | 114 |     |
|       | 1～299人     | 14           | 218,445 | 81   | 231,408 | 20                            | 241,327 | 4    | 252,494 | 2   | 6   | 8   | 15  | 16  | 8   | 6   | 9   | 2   | 5   | 2   | 1   | 1   | 81  |     |
| 区分計   | 1～99人      | 10           | 212,955 | 46   | 225,613 | 10                            | 239,971 | 2    | 250,300 | 1   | 6   | 5   | 11  | 8   | 5   | 1   | 4   | 1   | 3   |     |     |     | 46  |     |
|       | 100～299人   | 4            | 232,170 | 35   | 239,026 | 10                            | 242,684 | 2    | 254,688 | 1   |     | 3   | 4   | 8   | 3   | 5   | 5   | 1   | 2   | 2   |     |     | 35  |     |
|       | 300～499人   | 4            | 254,860 | 13   | 261,565 | 6                             | 259,686 | 1    | 245,517 |     |     |     |     |     | 2   | 3   | 4   | 1   | 1   |     |     |     | 13  |     |
|       | 500～999人   | 4            | 232,470 | 11   | 248,856 | 3                             | 244,762 | 1    | 265,057 |     |     | 2   |     |     | 3   | 3   | 1   |     | 1   |     |     |     | 11  |     |
|       | 1000～2999人 | 2            | 253,572 | 8    | 267,111 | 3                             | 256,587 | 3    | 254,553 |     |     |     |     |     |     | 1   | 4   | 1   | 1   |     |     |     | 8   |     |
|       | 3000人以上    |              |         | 1    | 245,700 | 1                             | 251,700 | 1    | 255,700 |     |     |     |     |     |     | 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 |         |      |         | 現行水準の別別分布（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  |     | 以上 |
| 区分計   | 全規模計       | 245          | 251,126 | 500  | 263,182 | 248                           | 268,878 | 113  | 277,114 | 53  | 41  | 43  | 56  | 48  | 55  | 53  | 40  | 33  | 28  | 16  | 10  | 24  | 500 |    |
|       | 大手労組会議     | 20           | 288,396 | 43   | 304,632 | 24                            | 307,954 | 17   | 307,422 |     |     |     |     |     |     |     |     |     |     |     |     |     |     | 43 |
|       | 1～299人     | 178          | 243,473 | 355  | 253,346 | 178                           | 259,886 | 72   | 267,617 | 50  | 38  | 41  | 51  | 39  | 34  | 33  | 19  | 19  | 11  | 4   | 5   | 11  | 355 |    |
|       | 1～99人      | 112          | 236,746 | 199  | 244,037 | 107                           | 252,415 | 43   | 262,669 | 42  | 25  | 27  | 30  | 18  | 12  | 19  | 9   | 7   | 4   | 2   | 2   | 2   | 199 |    |
|       | 100～299人   | 66           | 254,888 | 156  | 265,221 | 71                            | 271,147 | 29   | 274,953 | 8   | 13  | 14  | 21  | 21  | 22  | 14  | 10  | 12  | 7   | 2   | 3   | 9   | 156 |    |
|       | 300～499人   | 25           | 261,646 | 48   | 278,346 | 25                            | 277,945 | 11   | 282,241 | 3   |     | 1   |     | 5   | 7   | 7   | 11  | 3   | 5   | 2   | 1   | 3   | 48  |    |
|       | 500～999人   | 17           | 267,106 | 47   | 284,542 | 22                            | 294,645 | 14   | 293,274 |     | 2   |     | 4   | 2   | 9   | 9   | 3   | 7   | 5   | 1   | 1   | 4   | 47  |    |
| 所定内賃金 | 1000～2999人 | 22           | 283,578 | 37   | 294,121 | 19                            | 304,363 | 13   | 302,405 |     |     | 1   | 1   | 2   | 5   | 4   | 5   | 4   | 5   | 6   | 1   | 3   | 37  |    |
|       | 3000人以上    | 3            | 289,003 | 13   | 310,491 | 4                             | 302,032 | 3    | 301,256 |     | 1   |     |     |     |     |     |     | 2   |     | 3   | 2   | 3   | 13  |    |
|       | 全規模計       | 39           | 262,033 | 97   | 271,375 | 25                            | 289,852 | 16   | 291,357 | 7   | 7   | 7   | 9   | 5   | 17  | 7   | 7   | 12  | 5   | 4   | 4   | 6   | 97  |    |
|       | 1～299人     | 21           | 246,597 | 64   | 257,750 | 13                            | 261,731 | 8    | 264,058 | 7   | 7   | 7   | 9   | 4   | 11  | 5   | 3   | 5   | 1   | 1   | 1   | 3   | 64  |    |
|       | 1～99人      | 11           | 240,823 | 29   | 243,542 | 7                             | 245,495 | 5    | 254,595 | 6   | 5   | 4   | 5   | 3   | 2   | 1   | 2   |     |     |     |     |     | 29  |    |
|       | 100～299人   | 10           | 252,949 | 35   | 269,523 | 6                             | 280,674 | 3    | 279,829 | 1   | 2   | 3   | 4   | 4   | 8   | 3   | 2   | 3   | 1   | 1   | 1   | 2   | 35  |    |
|       | 300～499人   | 5            | 257,780 | 7    | 285,640 | 1                             | 290,300 | 1    | 292,630 |     |     |     |     |     | 1   | 1   | 2   | 3   |     |     |     |     | 7   |    |
| 基本賃金  | 500～999人   | 2            | 284,245 | 11   | 301,184 | 4                             | 325,495 | 3    | 331,193 |     |     |     |     | 1   | 2   | 1   |     | 3   | 1   |     |     |     | 11  |    |
|       | 1000～2999人 | 11           | 289,396 | 14   | 299,320 | 7                             | 321,646 | 4    | 315,760 |     |     |     |     |     | 3   |     | 2   | 1   | 3   | 3   | 1   | 1   | 14  |    |
|       | 3000人以上    |              |         | 1    | 324,320 |                               |         |      |         |     |     |     |     |     |     |     |     |     |     |     |     |     | 1   |    |
|       | 全規模計       | 149          | 242,902 | 216  | 252,319 | 148                           | 258,944 | 72   | 267,259 | 39  | 20  | 16  | 27  | 27  | 19  | 26  | 15  | 10  | 6   | 5   | 1   | 5   | 216 |    |
|       | 1～299人     | 116          | 238,410 | 163  | 245,492 | 115                           | 254,481 | 50   | 261,540 | 36  | 18  | 14  | 24  | 22  | 10  | 18  | 8   | 6   | 3   | 1   | 1   | 2   | 163 |    |
|       | 1～99人      | 78           | 233,237 | 104  | 238,880 | 77                            | 248,955 | 30   | 257,847 | 29  | 14  | 9   | 15  | 11  | 5   | 13  | 4   | 2   | 1   | 1   | 1   |     | 104 |    |
|       | 100～299人   | 38           | 249,029 | 59   | 257,147 | 38                            | 265,678 | 20   | 267,080 | 7   | 4   | 5   | 9   | 11  | 5   | 5   | 4   | 4   | 3   |     |     | 2   | 59  |    |
| 基準内賃金 | 300～499人   | 14           | 250,139 | 18   | 260,574 | 12                            | 254,736 | 7    | 274,352 | 3   |     | 1   |     | 3   | 5   | 1   | 2   |     | 1   | 1   |     |     | 18  |    |
|       | 500～999人   | 10           | 264,306 | 20   | 277,855 | 13                            | 286,537 | 9    | 281,177 |     |     |     |     |     |     |     |     |     |     |     |     |     |     |    |

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         | 187 | 222,551 | 249 | 232,383 | 253 | 238,746 | 115 | 246,389                       | 10  | 7   | 15  | 27  | 40  | 32  | 39  | 30  | 25  | 14  | 4   | 2   | 8  | 253 |    |
|       | 大手労組会議       | 15  | 254,669 | 24  | 263,808 | 24  | 268,825 | 17  | 268,221                       |     |     |     |     | 1   |     | 4   | 3   | 5   | 6   | 2   |     | 3  | 24  |    |
|       | 1~299人       | 142 | 217,425 | 182 | 226,242 | 186 | 232,717 | 76  | 240,152                       | 8   | 7   | 15  | 24  | 35  | 26  | 30  | 16  | 14  | 6   | 1   | 2   | 2  | 186 |    |
|       | 1~99人        | 88  | 213,576 | 109 | 221,139 | 111 | 227,725 | 44  | 236,783                       | 6   | 6   | 13  | 17  | 19  | 15  | 15  | 7   | 8   | 4   | 1   |     |    | 111 |    |
|       | 100~299人     | 54  | 223,698 | 73  | 233,861 | 75  | 240,105 | 32  | 244,784                       | 2   | 1   | 2   | 7   | 16  | 11  | 15  | 9   | 6   | 2   |     | 2   | 2  | 75  |    |
|       | 300~499人     | 19  | 229,254 | 25  | 238,167 | 25  | 245,240 | 11  | 249,128                       |     |     |     | 1   | 3   | 3   | 3   | 6   | 4   | 1   |     |     |    | 25  |    |
|       | 500~999人     | 11  | 236,488 | 20  | 249,955 | 20  | 257,334 | 13  | 260,096                       |     |     |     | 1   | 1   | 3   | 3   | 5   | 3   | 1   | 1   |     | 2  | 20  |    |
| 所定内賃金 | 1000~2999人   | 13  | 253,296 | 18  | 261,829 | 18  | 266,394 | 12  | 265,094                       |     |     |     | 1   | 1   |     | 3   | 1   | 3   | 5   | 2   |     | 2  | 18  |    |
|       | 3000人以上      | 2   | 246,265 | 4   | 255,265 | 4   | 261,165 | 3   | 260,143                       |     |     |     |     |     |     | 2   | 1   | 1   |     |     |     |    | 4   |    |
|       | 全規模計         | 22  | 236,578 | 28  | 250,186 | 29  | 255,669 | 17  | 258,553                       | 1   | 1   | 2   | 2   | 2   | 4   | 1   | 4   | 7   | 2   |     | 3   | 29 |     |    |
|       | 1~299人       | 12  | 219,619 | 14  | 229,567 | 15  | 236,283 | 8   | 238,700                       | 1   | 1   | 2   |     | 1   | 2   | 3   | 1   | 2   | 2   |     |     |    | 15  |    |
|       | 1~99人        | 8   | 214,339 | 7   | 219,044 | 8   | 226,197 | 5   | 233,008                       | 1   | 1   | 2   |     | 1   |     |     | 1   |     | 2   |     |     |    | 8   |    |
|       | 100~299人     | 4   | 230,178 | 7   | 240,091 | 7   | 247,809 | 3   | 248,186                       |     |     |     |     |     | 2   | 3   |     | 2   |     |     |     |    | 7   |    |
|       | 300~499人     | 3   | 246,762 | 3   | 252,280 | 3   | 257,322 | 2   | 272,946                       |     |     |     |     | 1   |     | 1   |     |     |     |     |     | 1  | 3   |    |
| 基本賃金  | 500~999人     | 2   | 254,579 | 4   | 274,748 | 4   | 281,684 | 3   | 280,987                       |     |     |     |     |     |     |     |     | 2   |     | 1   |     | 1  | 4   |    |
|       | 1000~2999人   | 5   | 263,969 | 7   | 276,492 | 7   | 281,637 | 4   | 274,238                       |     |     |     |     |     |     |     |     |     | 5   | 1   |     | 1  | 7   |    |
|       | 3000人以上      |     |         |     |         |     |         |     |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|       | 全規模計         | 126 | 216,675 | 153 | 225,117 | 154 | 231,701 | 73  | 239,199                       | 8   | 6   | 10  | 22  | 31  | 24  | 19  | 17  | 9   | 3   | 2   | 1   | 2  | 154 |    |
|       | 1~299人       | 101 | 214,197 | 121 | 221,954 | 122 | 228,522 | 52  | 234,849                       | 6   | 6   | 10  | 20  | 27  | 18  | 15  | 10  | 6   | 1   | 1   | 1   | 1  | 122 |    |
|       | 1~99人        | 67  | 210,872 | 80  | 218,738 | 81  | 225,147 | 31  | 233,988                       | 5   | 5   | 9   | 13  | 15  | 13  | 11  | 5   | 4   |     | 1   |     |    | 81  |    |
|       | 100~299人     | 34  | 220,749 | 41  | 228,229 | 41  | 235,189 | 21  | 236,120                       | 1   | 1   | 1   | 7   | 12  | 5   | 4   | 5   | 2   | 1   |     | 1   | 1  | 41  |    |
| 基準内賃金 | 300~499人     | 12  | 217,207 | 12  | 222,342 | 12  | 228,368 | 7   | 242,772                       | 2   |     |     |     | 1   | 2   | 3   | 1   | 2   | 1   |     |     |    | 12  |    |
|       | 500~999人     | 6   | 231,813 | 12  | 244,843 | 12  | 253,109 | 8   | 253,859                       |     |     |     |     | 1   | 3   | 2   | 4   |     | 1   |     |     | 1  | 12  |    |
|       | 1000~2999人   | 5   | 235,466 | 5   | 240,984 | 5   | 246,324 | 4   | 248,603                       |     |     |     |     | 1   | 1   |     | 1   |     | 1   |     |     |    | 5   |    |
|       | 3000人以上      | 2   | 246,265 | 3   | 258,453 | 3   | 264,320 | 2   | 262,365                       |     |     |     |     |     |     |     | 1   | 1   | 1   |     |     |    | 3   |    |
|       | 全規模計         | 25  | 235,550 | 35  | 244,616 | 35  | 249,968 | 15  | 262,524                       |     |     |     |     |     |     |     | 9   | 5   | 4   | 2   |     | 1  | 3   | 35 |
|       | 1~299人       | 21  | 229,559 | 27  | 239,678 | 27  | 245,102 | 12  | 259,984                       |     |     |     |     |     |     |     | 7   | 1   | 4   | 2   |     | 1  | 1   | 27 |
|       | 1~99人        | 10  | 228,118 | 12  | 232,373 | 12  | 235,937 | 6   | 249,863                       |     |     |     |     |     |     |     | 1   | 3   | 1   | 1   | 3   |    | 2   | 12 |
| 不詳    | 100~299人     | 11  | 230,869 | 15  | 245,522 | 15  | 252,435 | 6   | 270,105                       |     |     |     |     | 1   | 2   | 2   | 4   | 1   | 2   | 1   |     | 1  | 15  |    |
|       | 300~499人     | 2   | 265,150 | 4   | 259,125 | 4   | 265,125 | 1   | 249,600                       |     |     |     |     |     |     |     | 3   |     |     |     |     |    | 4   |    |
|       | 500~999人     |     |         | 1   | 242,354 | 1   | 248,354 | 1   | 242,354                       |     |     |     |     |     |     | 1   |     |     |     |     |     |    | 1   |    |
|       | 1000~2999人   | 2   | 268,858 | 3   | 270,462 | 3   | 274,082 | 1   | 326,100                       |     |     |     |     |     |     |     | 1   | 1   |     |     |     |    | 3   |    |
|       | 3000人以上      |     |         |     |         |     |         |     |                               |     |     |     |     |     |     |     |     |     |     |     |     |    |     |    |
|       | 全規模計         | 14  | 230,170 | 33  | 237,987 | 35  | 244,500 | 10  | 253,991                       | 1   |     | 1   | 2   | 4   | 3   | 7   | 7   | 8   | 2   |     |     |    | 35  |    |
|       | 1~299人       | 8   | 223,041 | 20  | 231,717 | 22  | 238,347 | 4   | 252,494                       | 1   |     | 1   | 1   | 4   | 3   | 5   | 4   | 2   | 1   |     |     |    | 22  |    |
| 区分計   | 1~99人        | 3   | 223,450 | 10  | 228,332 | 10  | 239,971 | 2   | 250,300                       |     |     |     |     | 1   | 1   | 2   | 1   | 1   | 2   | 1   |     |    | 10  |    |
|       | 100~299人     | 5   | 222,796 | 10  | 235,102 | 12  | 236,993 | 2   | 254,688                       | 1   |     |     |     | 2   | 2   | 4   | 3   |     |     |     |     |    | 12  |    |
|       | 300~499人     | 2   | 239,378 | 6   | 248,789 | 6   | 259,686 | 1   | 245,517                       |     |     |     |     |     |     | 1   | 1   | 3   | 1   |     |     |    | 6   |    |
|       | 500~999人     | 3   | 233,777 | 3   | 239,882 | 3   | 244,762 | 1   | 265,057                       |     |     |     |     |     |     | 1   | 1   | 1   |     |     |     |    | 3   |    |
|       | 1000~2999人   | 1   | 257,960 | 3   | 253,720 | 3   | 256,587 | 3   | 254,553                       |     |     |     |     |     |     | 1   | 2   |     |     |     |     |    | 3   |    |
|       | 3000人以上      |     |         | 1   | 245,700 | 1   | 251,700 | 1   | 255,700                       |     |     |     |     |     |     |     | 1   |     |     |     |     |    |     | 1  |

35歳個別賃金：要求水準（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       | 180 | 250,424 | 248 | 261,654 | 253 | 268,984 | 111 | 278,191 | 15  | 19  | 13  | 28  | 26  | 28  | 36  | 23  | 19  | 17  | 11  | 7   | 11 | 253 |
|       | 大手労組会議     | 13  | 293,912 | 24  | 302,307 | 24  | 307,954 | 17  | 307,422 |     |     |     | 1   |     | 1   | 2   | 1   | 4   | 3   | 5   | 4   | 3  | 24  |
|       | 1~299人     | 138 | 244,121 | 178 | 252,817 | 183 | 260,279 | 71  | 269,159 | 13  | 19  | 13  | 23  | 24  | 21  | 29  | 12  | 12  | 8   | 1   | 3   | 5  | 183 |
|       | 1~99人      | 88  | 238,098 | 107 | 245,446 | 110 | 253,691 | 42  | 265,158 | 12  | 14  | 10  | 16  | 11  | 7   | 17  | 10  | 8   | 3   |     | 1   | 1  | 110 |
|       | 100~299人   | 50  | 254,720 | 71  | 263,925 | 73  | 270,208 | 29  | 274,953 | 1   | 5   | 3   | 7   | 13  | 14  | 12  | 2   | 4   | 5   | 1   | 2   | 4  | 73  |
|       | 300~499人   | 17  | 254,872 | 25  | 269,432 | 25  | 277,945 | 11  | 282,241 | 2   |     |     | 2   | 2   | 2   | 3   | 5   | 1   | 4   | 3   |     | 1  | 25  |
|       | 500~999人   | 11  | 272,254 | 22  | 285,850 | 22  | 294,645 | 13  | 294,557 |     |     |     |     | 1   | 4   | 3   | 5   | 2   | 2   | 2   |     | 3  | 22  |
| 所定内賃金 | 1000~2999人 | 12  | 291,992 | 19  | 298,888 | 19  | 304,363 | 13  | 302,405 |     |     |     |     | 2   | 1   | 1   | 1   | 2   | 2   | 4   | 4   | 2  | 19  |
|       | 3000人以上    | 2   | 278,080 | 4   | 296,355 | 4   | 302,032 | 3   | 301,256 |     |     |     |     |     |     |     |     | 2   | 1   | 1   |     |    | 4   |
|       | 全規模計       | 18  | 266,296 | 25  | 283,658 | 26  | 289,881 | 15  | 292,341 | 2   | 2   |     |     |     | 5   | 1   |     | 4   | 2   | 4   | 3   | 3  | 26  |
|       | 1~299人     | 11  | 243,706 | 13  | 255,105 | 14  | 263,794 | 8   | 264,058 | 2   | 2   |     |     |     | 4   | 1   |     | 3   | 2   |     |     |    | 14  |
|       | 1~99人      | 7   | 235,216 | 7   | 240,245 | 8   | 251,133 | 5   | 254,595 | 2   | 2   |     |     |     | 1   |     |     | 3   |     |     |     |    | 8   |
|       | 100~299人   | 4   | 258,565 | 6   | 272,441 | 6   | 280,674 | 3   | 279,829 |     |     |     |     |     | 3   | 1   |     |     | 2   |     |     |    | 6   |
|       | 300~499人   | 1   | 281,238 | 1   | 283,842 | 1   | 290,300 | 1   | 292,630 |     |     |     |     |     |     |     |     |     | 1   |     |     |    | 1   |
| 基本賃金  | 500~999人   | 1   | 298,230 | 4   | 319,232 | 4   | 325,495 | 2   | 358,494 |     |     |     |     |     | 1   |     |     |     | 1   |     |     | 2  | 4   |
|       | 1000~2999人 | 5   | 306,617 | 7   | 316,331 | 7   | 321,646 | 4   | 315,760 |     |     |     |     |     |     |     |     |     |     | 3   | 3   | 1  | 7   |
|       | 3000人以上    |     |         |     |         |     |         |     |         |     |     |     |     |     |     |     |     |     |     |     |     |    |     |
|       | 全規模計       | 123 | 242,754 | 148 | 252,141 | 149 | 259,018 | 70  | 267,858 | 12  | 12  | 11  | 24  | 19  | 16  | 22  | 10  | 12  | 4   | 2   | 2   | 3  | 149 |
|       | 1~299人     | 98  | 239,627 | 115 | 247,716 | 116 | 254,614 | 48  | 262,174 | 10  | 12  | 11  | 19  | 17  | 11  | 19  | 4   | 7   | 2   | 1   | 1   | 2  | 116 |
|       | 1~99人      | 67  | 234,686 | 77  | 242,050 | 78  | 249,225 | 28  | 258,670 | 9   | 10  | 8   | 14  | 8   | 6   | 14  | 4   | 3   | 1   |     | 1   |    | 78  |
|       | 100~299人   | 31  | 250,305 | 38  | 259,198 | 38  | 265,678 | 20  | 267,080 | 1   | 2   | 3   | 5   | 9   | 5   | 5   |     | 4   | 1   | 1   |     | 2  | 38  |
| 基準内賃金 | 300~499人   | 12  | 243,915 | 12  | 248,392 | 12  | 254,736 | 7   | 274,352 | 2   |     |     |     | 2   | 2   | 1   | 2   |     | 1   |     |     |    | 12  |
|       | 500~999人   | 7   | 263,340 | 13  | 278,464 | 13  | 286,537 | 9   | 281,177 |     |     |     |     | 1   | 3   | 2   | 3   | 1   | 1   | 1   |     | 1  | 13  |
|       | 1000~2999人 | 4   | 262,207 | 6   | 275,717 | 6   | 281,601 | 5   | 284,759 |     |     |     |     |     |     |     | 1   | 2   |     |     | 1   |    | 6   |
|       | 3000人以上    | 2   | 278,080 | 2   | 287,240 | 2   | 293,515 | 1   | 290,830 |     |     |     |     |     |     |     |     |     | 2   |     |     |    | 2   |
|       | 全規模計       | 23  | 267,417 | 36  | 275,066 | 36  | 280,744 | 14  | 299,188 | 1   | 3   | 2   | 2   | 2   | 4   | 6   | 4   | 2   | 1   | 4   | 1   | 4  | 36  |
|       | 1~299人     | 19  | 259,774 | 27  | 265,120 | 27  | 270,833 | 10  | 291,923 | 1   | 3   | 2   | 2   | 2   | 3   | 5   | 3   | 2   | 1   |     | 1   | 2  | 27  |
|       |            |     |         |     |         |     |         |     |         |     |     |     |     |     |     |     |     |     |     |     |     |    |     |

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未満                         | 192以上 | 200以上 | 210以上 | 220以上 | 230以上 | 240以上 | 250以上 | 260以上 | 270以上 | 280以上 | 290以上 | 300以上 | 合計 |     |    |
|            | 件            | 円       | 件       | 円       | 件       | 円       | 件       | 円       |                               |       |       |       |       |       |       |       |       |       |       |       |       |    |     |    |
| 区分計        | 全規模計         | 85      | 234,304 | 118     | 244,142 | 115     | 249,180 | 118     | 245,833                       | 5     |       | 5     | 10    | 13    | 14    | 18    | 23    | 11    | 10    | 1     | 3     | 5  | 118 |    |
|            | 大手労組会議       | 11      | 261,082 | 17      | 266,418 | 17      | 271,308 | 17      | 268,221                       |       |       |       |       |       |       | 3     | 5     | 2     | 4     | 1     |       | 2  | 17  |    |
|            | 1～299人       | 57      | 227,752 | 78      | 237,815 | 76      | 243,055 | 78      | 239,455                       | 5     |       | 5     | 9     | 13    | 8     | 8     | 14    | 6     | 6     |       |       | 2  | 2   | 78 |
|            | 1～99人        | 35      | 226,567 | 46      | 234,439 | 44      | 240,038 | 46      | 235,748                       | 4     |       | 4     | 4     | 8     | 4     | 6     | 9     | 3     | 4     |       |       |    |     | 46 |
|            | 100～299人     | 22      | 229,637 | 32      | 242,667 | 32      | 247,204 | 32      | 244,784                       | 1     |       | 1     | 5     | 5     | 4     | 2     | 5     | 3     | 2     |       |       | 2  | 2   | 32 |
|            | 300～499人     | 10      | 241,800 | 11      | 247,472 | 11      | 251,385 | 11      | 249,128                       |       |       |       |       |       | 4     | 3     | 2     | 1     |       |       |       |    | 1   | 11 |
|            | 500～999人     | 7       | 239,817 | 14      | 257,521 | 13      | 262,930 | 14      | 259,199                       |       |       |       |       |       | 2     | 5     | 3     | 2     |       |       |       |    |     | 2  |
| 1000～2999人 | 10           | 259,732 | 12      | 263,655 | 12      | 268,030 | 12      | 265,094 |                               |       |       |       |       |       | 2     | 2     | 2     | 3     | 1     |       |       | 1  | 12  |    |
| 3000人以上    | 1            | 239,930 | 3       | 255,943 | 3       | 261,277 | 3       | 260,143 |                               |       |       |       |       |       |       | 2     |       | 1     |       |       |       |    | 3   |    |
| 所定内賃金      | 全規模計         | 15      | 244,308 | 18      | 254,758 | 17      | 261,535 | 18      | 257,941                       | 2     |       |       |       |       | 1     | 3     | 3     | 3     | 1     | 1     | 1     | 1  | 18  |    |
|            | 1～299人       | 7       | 226,654 | 8       | 235,943 | 8       | 243,288 | 8       | 238,700                       | 2     |       |       |       |       | 1     | 1     | 2     | 1     | 1     |       |       |    | 8   |    |
|            | 1～99人        | 5       | 225,056 | 5       | 230,964 | 5       | 239,589 | 5       | 233,008                       | 2     |       |       |       |       |       |       | 2     |       | 1     |       |       |    | 5   |    |
|            | 100～299人     | 2       | 230,650 | 3       | 244,240 | 3       | 249,452 | 3       | 248,186                       |       |       |       |       |       | 1     | 1     |       | 1     |       |       |       |    |     | 3  |
|            | 300～499人     | 2       | 262,803 | 2       | 268,234 | 2       | 272,450 | 2       | 272,946                       |       |       |       |       |       |       | 1     |       |       |       |       |       | 1  |     | 2  |
|            | 500～999人     | 2       | 243,459 | 4       | 268,526 | 3       | 281,918 | 4       | 272,626                       |       |       |       |       |       |       | 1     | 1     | 1     |       |       |       |    | 1   | 4  |
|            | 1000～2999人   | 4       | 266,380 | 4       | 271,882 | 4       | 277,284 | 4       | 274,238                       |       |       |       |       |       |       |       |       | 1     | 2     | 1     |       |    |     | 4  |
| 3000人以上    |              |         |         |         |         |         |         |         |                               |       |       |       |       |       |       |       |       |       |       |       |       |    |     |    |
| 基本賃金       | 全規模計         | 56      | 226,987 | 75      | 237,127 | 73      | 242,202 | 75      | 238,501                       | 3     |       | 5     | 10    | 10    | 12    | 9     | 14    | 5     | 4     |       | 1     | 2  | 75  |    |
|            | 1～299人       | 40      | 222,809 | 54      | 232,504 | 52      | 237,740 | 54      | 234,040                       | 3     |       | 5     | 9     | 10    | 6     | 5     | 8     | 4     | 2     |       | 1     | 1  | 54  |    |
|            | 1～99人        | 24      | 221,691 | 33      | 231,300 | 31      | 236,737 | 33      | 232,715                       | 2     |       | 4     | 4     | 6     | 3     | 5     | 5     | 3     | 1     |       |       |    | 33  |    |
|            | 100～299人     | 16      | 224,487 | 21      | 234,397 | 21      | 239,219 | 21      | 236,120                       | 1     |       | 1     | 5     | 4     | 3     |       | 3     | 1     | 1     |       |       | 1  | 1   | 21 |
|            | 300～499人     | 7       | 236,269 | 7       | 241,943 | 7       | 245,532 | 7       | 242,772                       |       |       |       |       |       | 4     | 2     | 1     |       |       |       |       |    |     | 7  |
|            | 500～999人     | 4       | 233,845 | 8       | 252,973 | 8       | 257,366 | 8       | 253,859                       |       |       |       |       |       | 2     | 3     | 2     |       |       |       |       |    | 1   | 8  |
|            | 1000～2999人   | 4       | 242,433 | 4       | 247,453 | 4       | 252,128 | 4       | 248,603                       |       |       |       |       |       |       | 1     | 1     |       | 1     |       |       |    |     | 4  |
| 3000人以上    | 1            | 239,930 | 2       | 261,065 | 2       | 266,065 | 2       | 262,365 |                               |       |       |       |       |       |       | 1     |       | 1     |       |       |       |    | 2   |    |
| 基準内賃金      | 全規模計         | 10      | 252,100 | 15      | 261,521 | 15      | 265,159 | 15      | 262,524                       |       |       |       |       | 2     | 1     | 4     | 2     | 1     | 2     |       | 1     | 2  | 15  |    |
|            | 1～299人       | 9       | 246,321 | 12      | 258,917 | 12      | 262,415 | 12      | 259,984                       |       |       |       |       | 2     | 1     | 2     | 2     | 1     | 2     |       | 1     | 1  | 12  |    |
|            | 1～99人        | 5       | 243,594 | 6       | 249,316 | 6       | 253,046 | 6       | 249,863                       |       |       |       |       | 1     | 1     | 1     | 2     |       | 1     |       |       |    | 6   |    |
|            | 100～299人     | 4       | 249,731 | 6       | 268,518 | 6       | 271,783 | 6       | 270,105                       |       |       |       |       |       | 1     |       | 1     |       | 1     |       |       | 1  | 1   | 6  |
|            | 300～499人     |         |         | 1       | 248,100 | 1       | 251,100 | 1       | 249,600                       |       |       |       |       |       |       | 1     |       |       |       |       |       |    |     | 1  |
|            | 500～999人     |         |         | 1       | 242,354 | 1       | 248,354 | 1       | 242,354                       |       |       |       |       |       |       | 1     |       |       |       |       |       |    |     | 1  |
|            | 1000～2999人   | 1       | 304,110 | 1       | 325,363 | 1       | 328,950 | 1       | 326,100                       |       |       |       |       |       |       |       |       |       |       |       |       |    |     | 1  |
| 3000人以上    |              |         |         |         |         |         |         |         |                               |       |       |       |       |       |       |       |       |       |       |       |       |    | 1   |    |
| 不詳         | 全規模計         | 4       | 254,723 | 10      | 251,571 | 10      | 255,151 | 10      | 253,991                       |       |       |       |       |       | 1     | 2     | 4     | 2     | 1     |       |       |    | 10  |    |
|            | 1～299人       | 1       | 266,000 | 4       | 249,944 | 4       | 253,619 | 4       | 252,494                       |       |       |       |       |       |       |       |       |       | 2     |       |       |    |     | 4  |
|            | 1～99人        | 1       | 266,000 | 2       | 250,300 | 2       | 253,300 | 2       | 250,300                       |       |       |       |       |       |       |       |       |       |       |       |       |    |     | 2  |
|            | 100～299人     |         |         | 2       | 249,588 | 2       | 253,938 | 2       | 254,688                       |       |       |       |       |       |       |       | 2     |       |       |       |       |    |     | 2  |
|            | 300～499人     | 1       | 238,510 | 1       | 244,017 | 1       | 250,517 | 1       | 245,517                       |       |       |       |       |       |       |       | 1     |       |       |       |       |    |     | 1  |
|            | 500～999人     | 1       | 256,421 | 1       | 265,057 | 1       | 265,057 | 1       | 265,057                       |       |       |       |       |       |       |       |       |       | 1     |       |       |    |     | 1  |
|            | 1000～2999人   | 1       | 257,960 | 3       | 253,720 | 3       | 256,587 | 3       | 254,553                       |       |       |       |       |       |       |       | 1     | 1     | 1     |       |       |    |     | 3  |
| 3000人以上    |              |         | 1       | 245,700 | 1       | 251,700 | 1       | 255,700 |                               |       |       |       |       |       |       |       |       |       |       |       |       |    |     | 1  |

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未満   | 216以上 | 230以上 | 240以上 | 250以上 | 260以上 | 270以上 | 280以上 | 290以上 | 305以上 | 310以上 | 320以上 | 330以上 | 合計 |     |    |
|------------|------------|---------|---------|---------|---------|---------|---------|---------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-----|----|
|            | 件          | 円       | 件       | 円       | 件       | 円       | 件       | 円       |         |       |       |       |       |       |       |       |       |       |       |       |       |    |     |    |
| 区分計        | 全規模計       | 78      | 263,925 | 113     | 275,477 | 111     | 281,453 | 114     | 277,618 | 5     | 2     | 2     | 12    | 10    | 14    | 19    | 10    | 11    | 11    | 6     | 2     | 8  | 114 |    |
|            | 大手労組会議     | 9       | 306,450 | 17      | 306,000 | 17      | 311,780 | 17      | 307,422 |       |       |       |       |       |       | 3     | 1     | 3     | 3     | 4     | 1     | 2  | 17  |    |
|            | 1～299人     | 52      | 255,179 | 72      | 265,872 | 71      | 272,062 | 73      | 268,533 | 5     | 4     | 2     | 10    | 9     | 8     | 12    | 6     | 6     | 5     | 1     |       | 5  | 73  |    |
|            | 1～99人      | 33      | 254,059 | 43      | 260,921 | 42      | 268,022 | 44      | 264,301 | 4     | 1     | 2     | 6     | 5     | 2     | 8     | 6     | 5     | 2     | 1     |       | 1  | 44  |    |
|            | 100～299人   | 19      | 257,124 | 29      | 273,213 | 29      | 277,913 | 29      | 274,953 | 1     | 1     |       | 4     | 4     | 6     | 4     |       | 1     | 3     |       |       |    | 4   | 29 |
|            | 300～499人   | 9       | 269,517 | 11      | 280,032 | 11      | 284,212 | 11      | 282,241 |       |       |       |       | 1     | 3     | 1     | 2     | 1     | 2     | 1     |       |    |     | 11 |
|            | 500～999人   | 7       | 270,566 | 14      | 292,490 | 13      | 299,864 | 14      | 293,274 |       |       |       |       | 1     | 3     | 4     | 1     | 1     | 1     |       |       | 1  | 2   | 14 |
| 1000～2999人 | 9          | 301,714 | 13      | 300,819 | 13      | 306,612 | 13      | 302,405 |         |       |       | 1     |       |       | 2     | 1     | 2     | 1     | 4     | 1     | 1     | 1  | 13  |    |
| 3000人以上    | 1          | 281,830 | 3       | 300,089 | 3       | 304,809 | 3       | 301,256 |         |       |       |       |       |       |       |       | 1     | 2     |       |       |       |    | 3   |    |
| 所定内賃金      | 全規模計       | 13      | 272,365 | 16      | 288,571 | 15      | 295,136 | 16      | 291,357 | 2     |       |       |       |       | 3     | 1     | 1     | 2     | 1     | 4     | 1     | 1  | 16  |    |
|            | 1～299人     | 7       | 250,642 | 8       | 261,238 | 8       | 267,254 | 8       | 264,058 | 2     |       |       |       |       | 3     |       | 1     | 1     | 1     |       |       |    | 8   |    |
|            | 1～99人      | 5       | 247,239 | 5       | 252,477 | 5       | 259,149 | 5       | 254,595 | 2     |       |       |       |       |       | 1     | 1     | 1     |       |       |       |    | 5   |    |
|            | 100～299人   | 2       | 259,150 | 3       | 275,840 | 3       | 280,762 | 3       | 279,829 |       |       |       |       |       | 2     |       |       |       | 1     |       |       |    | 3   |    |
|            | 300～499人   | 1       | 281,238 | 1       | 283,842 | 1       | 290,300 | 1       | 292,630 |       |       |       |       |       |       |       |       | 1     |       |       |       |    |     | 1  |
|            | 500～999人   | 1       | 270,260 | 3       | 330,193 | 2       | 360,744 | 3       | 331,193 |       |       |       |       |       |       | 1     |       |       |       |       |       | 1  | 1   | 3  |
|            | 1000～2999人 | 4       | 308,688 | 4       | 313,204 | 4       | 319,306 | 4       | 315,760 |       |       |       |       |       |       |       |       |       |       | 4     |       |    |     | 4  |
| 3000人以上    |            |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |     |    |
| 基本賃金       | 全規模計       | 53      | 256,189 | 72      | 265,918 | 70      | 271,272 | 72      | 267,259 | 3     | 2     | 2     | 11    | 9     | 10    | 12    | 8     | 6     | 2     | 1     | 1     | 3  | 72  |    |
|            | 1～299人     | 37      | 250,676 | 50      | 260,028 | 48      | 265,110 | 50      | 261,540 | 3     | 4     | 2     | 9     | 8     | 4     | 9     | 4     | 3     | 1     | 1     |       | 2  | 50  |    |
|            | 1～99人      | 22      | 248,272 | 30      | 256,269 | 28      | 261,334 | 30      | 257,847 | 2     | 1     | 2     | 6     | 4     | 1     | 6     | 4     | 2     |       | 1     |       |    |     |    |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9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  | 1,564      | 500   | 715 | 311   | 464 | 246 | 362 | 45.7    | 29.7 | 23.1 | 345,573  | 179,770 | 211,121 | 155,794 | 198,069 | 130,354 | 168,521 | 61.1    | 57.3 | 48.8 |      |
| 大手労組会議   | 48         | 32    | 37  | 30    | 38  | 28  | 36  | 77.1    | 79.2 | 75.0 | 129,368  | 77,993  | 86,921  | 79,391  | 99,281  | 68,598  | 88,488  | 67.2    | 76.7 | 68.4 |      |
| 業<br>種   | 鉄鋼業        | 129   | 47  | 58    | 29  | 35  | 23  | 26      | 45.0 | 27.1 | 20.2     | 13,396  | 8,407   | 8,850   | 6,704   | 6,992   | 5,830   | 5,914   | 66.1 | 52.2 | 44.1 |
|  | 非鉄金属       | 53    | 14  | 24    | 10  | 17  | 6   | 11      | 45.3 | 32.1 | 20.8     | 9,372   | 1,966   | 3,394   | 1,506   | 3,271   | 746     | 2,394   | 36.2 | 34.9 | 25.5 |
|  | 金属製品       | 249   | 66  | 103   | 33  | 46  | 24  | 32      | 41.4 | 18.5 | 12.9     | 33,582  | 15,986  | 19,922  | 9,637   | 11,771  | 8,541   | 10,042  | 59.3 | 35.1 | 29.9 |
|  | 一般機械       | 543   | 183 | 271   | 117 | 196 | 96  | 157     | 49.9 | 36.1 | 28.9     | 138,611 | 73,314  | 86,760  | 62,735  | 86,985  | 51,728  | 74,549  | 62.6 | 62.8 | 53.8 |
|  | 電気機械       | 190   | 55  | 83    | 34  | 54  | 26  | 41      | 43.7 | 28.4 | 21.6     | 55,870  | 27,719  | 35,651  | 24,428  | 32,080  | 19,964  | 26,623  | 63.8 | 57.4 | 47.7 |
|  | 輸送機械       | 150   | 78  | 93    | 51  | 65  | 43  | 55      | 62.0 | 43.3 | 36.7     | 54,815  | 36,898  | 38,523  | 36,804  | 41,468  | 35,110  | 39,349  | 70.3 | 75.7 | 71.8 |
|  | 精密機械       | 70    | 15  | 22    | 12  | 18  | 10  | 16      | 31.4 | 25.7 | 22.9     | 22,183  | 7,622   | 8,479   | 6,091   | 6,979   | 5,102   | 5,990   | 38.2 | 31.5 | 27.0 |
| その他  | 180        | 42    | 61  | 25    | 33  | 18  | 24  | 33.9    | 18.3 | 13.3 | 17,744   | 7,858   | 9,542   | 7,889   | 8,523   | 3,333   | 3,660   | 53.8    | 48.0 | 20.6 |      |
| 規<br>模   | 1～299人     | 1,329 | 366 | 560   | 201 | 322 | 151 | 239     | 42.1 | 24.2 | 18.0     | 103,181 | 38,649  | 53,898  | 22,012  | 32,629  | 16,965  | 24,869  | 52.2 | 31.6 | 24.1 |
|  | 1～99人      | 923   | 197 | 335   | 107 | 190 | 79  | 141     | 36.3 | 20.6 | 15.3     | 35,510  | 10,061  | 15,824  | 5,576   | 9,583   | 4,139   | 7,249   | 44.6 | 27.0 | 20.4 |
|  | 100～299人   | 406   | 169 | 225   | 94  | 132 | 72  | 98      | 55.4 | 32.5 | 24.1     | 67,671  | 28,588  | 38,074  | 16,436  | 23,046  | 12,826  | 17,620  | 56.3 | 34.1 | 26.0 |
|  | 300～499人   | 95    | 48  | 61    | 32  | 48  | 25  | 37      | 64.2 | 50.5 | 38.9     | 36,549  | 18,108  | 22,917  | 12,133  | 18,285  | 9,464   | 14,221  | 62.7 | 50.0 | 38.9 |
|  | 500～999人   | 81    | 48  | 52    | 38  | 48  | 35  | 45      | 64.2 | 59.3 | 55.6     | 55,566  | 32,773  | 35,369  | 26,045  | 32,729  | 23,990  | 30,674  | 63.7 | 58.9 | 55.2 |
|  | 1000～2999人 | 44    | 30  | 33    | 31  | 35  | 28  | 32      | 75.0 | 79.5 | 72.7     | 69,891  | 47,618  | 51,960  | 48,881  | 55,095  | 44,005  | 50,219  | 74.3 | 78.8 | 71.9 |
|  | 3000人以上    | 15    | 8   | 9     | 9   | 11  | 7   | 9       | 60.0 | 73.3 | 60.0     | 80,386  | 42,622  | 46,977  | 46,723  | 59,331  | 35,930  | 48,538  | 58.4 | 73.8 | 60.4 |
| 地<br>方<br>（<br>事<br>業<br>所<br>へ<br>入<br>る<br>） | 北海道        | 9     | 1   | 1     | 1   | 1   | 1   | 1       | 11.1 | 11.1 | 11.1     | 3,257   | 2,544   | 2,544   | 2,544   | 2,544   | 2,544   | 2,544   | 78.1 | 78.1 | 78.1 |
|  | 北東北        | 43    | 12  | 16    | 8   | 12  | 5   | 9       | 37.2 | 27.9 | 20.9     | 6,702   | 2,107   | 3,751   | 1,245   | 2,889   | 900     | 2,544   | 56.0 | 43.1 | 38.0 |
|  | 南東北        | 85    | 31  | 42    | 17  | 23  | 8   | 14      | 49.4 | 27.1 | 16.5     | 10,471  | 5,752   | 6,720   | 3,709   | 4,887   | 887     | 2,065   | 64.2 | 46.7 | 19.7 |
|  | 北関東        | 180   | 83  | 99    | 55  | 71  | 47  | 61      | 55.0 | 39.4 | 33.9     | 36,561  | 16,946  | 18,192  | 16,658  | 24,666  | 15,777  | 23,582  | 49.8 | 67.5 | 64.5 |
|  | 東京千葉       | 157   | 57  | 66    | 42  | 55  | 30  | 41      | 42.0 | 35.0 | 26.1     | 44,497  | 18,281  | 21,048  | 16,950  | 22,829  | 13,159  | 18,786  | 47.3 | 51.3 | 42.2 |
|  | 神奈川        | 99    | 39  | 45    | 32  | 40  | 28  | 33      | 45.5 | 40.4 | 33.3     | 25,802  | 14,143  | 14,929  | 13,943  | 17,786  | 11,813  | 14,606  | 57.9 | 68.9 | 56.6 |
|  | 新潟         | 78    | 26  | 35    | 10  | 17  | 8   | 12      | 44.9 | 21.8 | 15.4     | 10,618  | 5,694   | 6,599   | 3,923   | 4,936   | 3,786   | 4,460   | 62.1 | 46.5 | 42.0 |
|  | 北陸         | 113   | 22  | 51    | 7   | 24  | 6   | 21      | 45.1 | 21.2 | 18.6     | 22,213  | 4,219   | 8,969   | 2,861   | 6,553   | 2,767   | 6,261   | 40.4 | 29.5 | 28.2 |
|  | 甲信         | 77    | 10  | 24    | 9   | 19  | 9   | 17      | 31.2 | 24.7 | 22.1     | 13,103  | 3,337   | 6,535   | 3,315   | 6,371   | 3,315   | 6,034   | 49.9 | 48.6 | 46.1 |
|  | 静岡         | 84    | 40  | 47    | 24  | 29  | 14  | 18      | 56.0 | 34.5 | 21.4     | 28,622  | 24,153  | 24,807  | 21,646  | 22,421  | 17,583  | 18,329  | 86.7 | 78.3 | 64.0 |
|  | 東海         | 193   | 70  | 99    | 47  | 71  | 38  | 58      | 51.3 | 36.8 | 30.1     | 40,200  | 24,578  | 30,283  | 19,541  | 26,488  | 17,889  | 24,300  | 75.3 | 65.9 | 60.4 |
|  | 京滋         | 95    | 38  | 43    | 28  | 34  | 24  | 28      | 45.3 | 35.8 | 29.5     | 17,733  | 9,193   | 9,433   | 8,359   | 9,913   | 6,684   | 8,195   | 53.2 | 55.9 | 46.2 |
|  | 大阪         | 307   | 95  | 136   | 65  | 92  | 51  | 67      | 44.3 | 30.0 | 21.8     | 45,424  | 26,459  | 28,960  | 24,978  | 26,849  | 15,873  | 17,003  | 63.8 | 59.1 | 37.4 |
|  | 山陽         | 132   | 57  | 77    | 41  | 59  | 34  | 48      | 58.3 | 44.7 | 36.4     | 23,015  | 13,502  | 15,727  | 11,057  | 13,497  | 10,463  | 12,492  | 68.3 | 58.6 | 54.3 |
|  | 山陰         | 40    | 12  | 21    | 5   | 10  | 4   | 8       | 52.5 | 25.0 | 20.0     | 4,553   | 2,011   | 3,011   | 1,225   | 1,939   | 640     | 1,271   | 66.1 | 42.6 | 27.9 |
|  | 四国         | 30    | 13  | 27    | 12  | 16  | 12  | 14      | 90.0 | 53.3 | 46.7     | 4,989   | 2,901   | 4,825   | 2,673   | 4,066   | 2,673   | 3,918   | 96.7 | 81.5 | 78.5 |
| 九州・山口  | 63         | 18    | 28  | 14    | 18  | 9   | 12  | 44.4    | 28.6 | 19.0 | 7,737    | 3,842   | 4,794   | 2,963   | 3,592   | 2,191   | 2,481   | 62.0    | 46.4 | 32.1 |      |
| 地方計  | 1,788      | 626   | 859 | 419   | 593 | 330 | 464 | 48.0    | 33.2 | 26.0 | 345,573  | 179,724 | 211,189 | 157,652 | 202,288 | 129,006 | 168,933 | 61.1    | 58.5 | 48.9 |      |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9日 | 一時金：半期：単純平均 |      |         |         |         |         |         |         |         |         |         |        |         | 一時金：半期：加重平均 |      |         |         |         |         |         |         |         |         |         |         |          |       |      |    |    |
|------------------------------------|-------------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|---------|-------------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|-------|------|----|----|
|                                    | 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      |          | 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      | 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                                | 39.3        | 14.4 | 262,678 | 647,187 | 2.43    | 589,451 | 2.17    | 613,589 | 2.24    | 17,180  | 0.05    | 26,989 | 0.08    | 39.0        | 15.1 | 290,432 | 790,945 | 2.58    | 762,707 | 2.48    | 766,000 | 2.49    | 20,710  | 0.05    | 29,368  | 0.08     |       |      |    |    |
| 大手労組会議                             | 39.4        | 15.6 | 309,947 | 818,231 | 2.63    | 782,362 | 2.56    | 777,288 | 2.54    | 25,020  | 0.05    | 28,198 | 0.06    | 39.3        | 15.4 | 307,127 | 887,820 | 2.72    | 860,904 | 2.68    | 851,157 | 2.63    | 29,611  | 0.06    | 31,827  | 0.08     |       |      |    |    |
| 業種                                 | 鉄鋼業         | 39.2 | 13.4    | 246,898 | 623,086 | 2.46    | 559,210 | 2.30    | 588,274 | 2.39    | 32,190  | 0.16   | 25,191  | 0.15        | 38.2 | 13.5    | 265,211 | 661,689 | 2.51    | 610,728 | 2.32    | 627,718 | 2.33    | 20,042  | 0.10    | -12,126  | 0.11  |      |    |    |
|                                    | 非鉄金属        | 40.2 | 15.3    | 255,821 | 590,353 | 2.34    | 559,979 | 2.13    | 565,009 | 2.11    | 5,829   | 0.16   | -29,401 | -0.03       | 38.9 | 15.3    | 251,994 | 631,739 | 2.51    | 489,535 | 2.05    | 485,768 | 1.85    | 183     | 0.13    | -168,450 | -0.42 |      |    |    |
|                                    | 金属製品        | 39.0 | 14.3    | 246,561 | 597,875 | 2.37    | 570,678 | 2.14    | 586,126 | 2.21    | 11,424  | 0.01   | 33,957  | -0.02       | 39.0 | 15.3    | 263,072 | 656,142 | 2.41    | 656,520 | 2.38    | 663,704 | 2.42    | 18,366  | 0.02    | 34,223   | -0.01 |      |    |    |
|                                    | 一般機械        | 38.5 | 13.7    | 264,623 | 679,721 | 2.51    | 590,728 | 2.17    | 616,516 | 2.24    | 30,747  | 0.09   | 30,164  | 0.09        | 38.1 | 14.2    | 289,094 | 842,036 | 2.67    | 791,285 | 2.52    | 777,105 | 2.49    | 41,912  | 0.11    | 39,760   | 0.12  |      |    |    |
|                                    | 電気機械        | 40.3 | 15.6    | 273,987 | 629,457 | 2.29    | 581,894 | 2.03    | 605,773 | 2.12    | -22,066 | -0.05  | 27,894  | 0.09        | 40.4 | 16.7    | 312,197 | 814,359 | 2.57    | 803,377 | 2.52    | 817,290 | 2.56    | -17,726 | -0.03   | 23,300   | 0.06  |      |    |    |
|                                    | 輸送機械        | 39.0 | 14.7    | 274,369 | 693,309 | 2.46    | 650,697 | 2.23    | 679,281 | 2.30    | 4,090   | 0.04   | 28,329  | 0.09        | 39.3 | 15.7    | 299,297 | 792,396 | 2.61    | 763,927 | 2.55    | 773,041 | 2.57    | 19,562  | 0.06    | 32,308   | 0.09  |      |    |    |
|                                    | 精密機械        | 40.4 | 16.9    | 292,117 | 744,356 | 2.49    | 691,049 | 2.45    | 706,845 | 2.48    | 26,070  | -0.02  | 33,386  | 0.08        | 40.1 | 16.4    | 308,443 | 759,359 | 2.37    | 709,945 | 2.30    | 738,965 | 2.32    | 20,296  | -0.02   | 9,227    | 0.01  |      |    |    |
| その他                                | 41.4        | 14.6 | 255,505 | 532,062 | 2.27    | 449,464 | 2.05    | 415,205 | 2.12    | 6,249   | 0.02    | 15,022 | 0.07    | 40.1        | 14.6 | 266,122 | 583,631 | 2.36    | 594,047 | 2.20    | 465,175 | 2.31    | -73,459 | -0.18   | 26,236  | 0.04     |       |      |    |    |
| 規模                                 | 1～299人      | 39.4 | 14.2    | 252,708 | 612,047 | 2.40    | 535,427 | 2.06    | 557,872 | 2.14    | 17,627  | 0.06   | 26,852  | 0.08        | 39.0 | 14.4    | 259,150 | 635,522 | 2.43    | 568,062 | 2.14    | 584,303 | 2.20    | 13,049  | 0.06    | 25,319   | 0.07  |      |    |    |
|                                    | 1～99人       | 39.8 | 13.9    | 243,941 | 589,091 | 2.36    | 499,509 | 1.97    | 529,176 | 2.08    | 21,357  | 0.06   | 25,838  | 0.07        | 39.3 | 13.9    | 242,069 | 590,781 | 2.39    | 504,068 | 2.02    | 533,002 | 2.12    | 24,837  | 0.07    | 27,135   | 0.07  |      |    |    |
|                                    | 100～299人    | 38.8 | 14.5    | 265,225 | 643,761 | 2.44    | 585,399 | 2.19    | 595,997 | 2.23    | 12,702  | 0.06   | 28,136  | 0.08        | 38.8 | 14.6    | 265,943 | 652,377 | 2.44    | 592,691 | 2.19    | 602,808 | 2.23    | 8,818   | 0.05    | 24,683   | 0.07  |      |    |    |
|                                    | 300～499人    | 39.0 | 15.4    | 281,523 | 746,107 | 2.48    | 701,343 | 2.37    | 701,195 | 2.35    | 10,169  | -0.01  | 23,971  | 0.06        | 39.0 | 15.4    | 282,518 | 750,611 | 2.47    | 704,048 | 2.37    | 704,624 | 2.35    | 9,668   | -0.02   | 28,069   | 0.07  |      |    |    |
|                                    | 500～999人    | 38.4 | 15.1    | 287,791 | 725,575 | 2.51    | 658,473 | 2.33    | 671,487 | 2.36    | 20,518  | 0.06   | 23,405  | 0.06        | 38.5 | 15.2    | 288,280 | 732,624 | 2.51    | 669,183 | 2.35    | 681,749 | 2.38    | 19,871  | 0.06    | 18,939   | 0.05  |      |    |    |
|                                    | 1000～2999人  | 38.9 | 15.1    | 302,452 | 798,534 | 2.65    | 759,030 | 2.51    | 772,378 | 2.54    | 12,714  | 0.05   | 36,336  | 0.09        | 39.0 | 15.2    | 297,964 | 808,524 | 2.68    | 770,475 | 2.55    | 781,037 | 2.57    | 24,938  | 0.07    | 39,208   | 0.10  |      |    |    |
| 3000人以上                            | 39.7        | 16.2 | 315,936 | 918,170 | 2.79    | 892,408 | 2.81    | 906,454 | 2.77    | 21,355  | 0.03    | 31,101 | 0.08    | 39.3        | 15.6 | 312,207 | 946,046 | 2.80    | 917,258 | 2.81    | 918,218 | 2.74    | 25,883  | 0.04    | 30,464  | 0.07     |       |      |    |    |
| （事業所）                              | 北海道         | 42.3 | 15.0    | 249,876 |         | 2.65    |         | 2.45    |         | 2.45    |         |        | 0.25    | 44.9        | 10.1 | 249,876 |         | 2.65    |         | 2.45    |         | 2.45    |         |         |         |          |       | 0.25 |    |    |
|                                    | 北東北         | 40.1 | 17.2    | 239,688 | 554,055 | 2.18    | 539,586 | 2.15    | 585,209 | 2.24    | 26,429  | 0.01   | 56,199  | 0.17        | 40.6 | 18.1    | 281,854 | 735,405 | 2.36    | 756,140 | 2.52    | 780,542 | 2.59    | 2,841   | -0.11   | 7,068    | 0.05  |      |    |    |
|                                    | 南東北         | 39.9 | 16.0    | 255,963 | 597,765 | 2.44    | 538,604 | 2.08    | 449,821 | 1.86    | 15,450  | 0.08   | 20,823  | 0.04        | 40.4 | 17.3    | 272,124 | 679,197 | 2.56    | 655,352 | 2.33    | 496,308 | 1.99    | 4,843   | 0.02    | -13,569  | -0.08 |      |    |    |
|                                    | 北関東         | 39.4 | 14.6    | 289,788 | 700,855 | 2.44    | 698,643 | 2.24    | 730,782 | 2.34    | 17,855  | 0.09   | 19,567  | 0.09        | 39.1 | 15.3    | 301,260 | 831,110 | 2.52    | 802,033 | 2.51    | 816,331 | 2.55    | 30,848  | 0.08    | 30,187   | 0.06  |      |    |    |
|                                    | 東京千葉        | 40.3 | 15.5    | 304,555 | 750,810 | 2.47    | 713,557 | 2.31    | 725,842 | 2.36    | 2,267   | 0.03   | 17,113  | 0.03        | 40.4 | 16.1    | 318,346 | 801,159 | 2.54    | 789,836 | 2.46    | 782,679 | 2.48    | -25,906 | -0.02   | 20,628   | 0.03  |      |    |    |
|                                    | 神奈川         | 39.9 | 15.8    | 293,894 | 737,930 | 2.59    | 713,457 | 2.45    | 724,635 | 2.47    | 43,577  | 0.15   | 10,851  | 0.02        | 40.0 | 16.2    | 304,885 | 774,722 | 2.59    | 731,925 | 2.42    | 750,891 | 2.46    | 48,022  | 0.13    | 2,291    | -0.00 |      |    |    |
|                                    | 新潟          | 39.5 | 15.9    | 250,251 | 587,822 | 2.22    | 489,624 | 1.90    | 561,811 | 2.04    | -4,453  | -0.04  | 52,123  | 0.13        | 39.5 | 16.7    | 267,334 | 613,551 | 2.23    | 574,756 | 2.04    | 603,238 | 2.08    | -4,778  | -0.02   | 28,948   | 0.05  |      |    |    |
|                                    | 北陸          | 39.3 | 13.7    | 238,070 | 567,949 | 2.37    | 550,618 | 2.14    | 557,790 | 2.19    | 32,531  | 0.12   | 33,967  | 0.10        | 38.6 | 14.8    | 263,683 | 663,494 | 2.56    | 622,536 | 2.28    | 623,176 | 2.32    | 53,549  | 0.16    | 45,113   | 0.10  |      |    |    |
|                                    | 甲信          | 39.3 | 15.2    | 283,675 | 707,410 | 2.34    | 659,880 | 2.20    | 669,279 | 2.16    | 23,453  | 0.02   | 26,767  | 0.13        | 39.7 | 15.9    | 295,781 | 776,971 | 2.49    | 725,422 | 2.35    | 730,898 | 2.32    | 13,907  | -0.02   | 19,865   | 0.08  |      |    |    |
|                                    | 静岡          | 39.6 | 15.4    | 284,754 | 720,353 | 2.47    | 673,432 | 2.35    | 696,864 | 2.37    | 28,793  | 0.08   | 20,551  | 0.11        | 39.2 | 16.1    | 303,170 | 824,330 | 2.66    | 807,524 | 2.59    | 849,518 | 2.68    | 38,892  | 0.08    | 40,074   | 0.11  |      |    |    |
|                                    | 東海          | 38.3 | 13.5    | 276,921 | 729,551 | 2.50    | 700,898 | 2.40    | 690,178 | 2.42    | 19,333  | 0.07   | 30,782  | 0.06        | 38.0 | 14.4    | 282,951 | 821,385 | 2.69    | 786,070 | 2.61    | 787,217 | 2.63    | 54,227  | 0.11    | 52,232   | 0.11  |      |    |    |
|                                    | 京滋          | 39.4 | 13.8    | 287,488 | 736,152 | 2.47    | 671,931 | 2.24    | 663,222 | 2.34    | 36,397  | 0.12   | 23,334  | 0.05        | 39.3 | 14.8    | 310,138 | 859,591 | 2.68    | 819,762 | 2.56    | 777,834 | 2.48    | 23,702  | 0.09    | 3,434    | 0.01  |      |    |    |
|                                    | 大阪          | 39.1 | 14.6    | 286,189 | 725,539 | 2.57    | 647,237 | 2.26    | 690,983 | 2.34    | 22,850  | 0.04   | 24,610  | 0.05        | 38.2 | 14.2    | 305,099 | 878,998 | 2.68    | 861,705 | 2.66    | 884,886 | 2.54    | 8,893   | -0.03   | 44,528   | 0.09  |      |    |    |
|                                    | 山陽          | 38.6 | 13.7    | 264,493 | 691,637 | 2.55    | 673,197 | 2.39    | 703,525 | 2.45    | 22,320  | 0.06   | 34,963  | 0.11        | 37.9 | 13.7    | 278,943 | 767,068 | 2.61    | 747,411 | 2.54    | 757,851 | 2.57    | 32,704  | 0.09    | 41,280   | 0.15  |      |    |    |
| 山陰                                 | 39.2        | 14.3 | 266,096 | 512,814 | 2.12    | 418,237 | 1.60    | 409,333 | 1.55    | -36,171 | 0.01    | -4,250 | -0.01   | 39.1        | 14.5 | 257,875 | 497,585 | 2.19    | 403,007 | 1.69    | 354,859 | 1.54    | -55,001 | -0.06   | -17,361 | -0.06    |       |      |    |    |
| 四国                                 | 40.2        | 14.1 | 249,280 | 597,630 | 2.41    | 523,122 | 2.06    | 537,448 | 2.13    | -20,865 | -0.08   | 37,369 | 0.09    | 38.9        | 14.4 | 280,054 | 683,732 | 2.44    | 611,129 | 2.15    | 614,265 | 2.16    | -34,103 | -0.10   | 26,197  | 0.08     |       |      |    |    |
| 九州・山口                              | 39.4        | 15.2 | 270,183 | 647,955 | 2.41    | 593,321 | 2.11    | 653,678 | 2.34    | 4,112   | -0.02   | 19,256 | 0.02    | 37.8        | 14.2 | 272,670 | 656,300 | 2.39    | 658,159 | 2.29    | 662,829 | 2.43    | 9,347   | -0.01   | 11,470  | 0.02     |       |      |    |    |
| 地方計                                | 39.3        | 14.6 | 271,912 | 682,537 | 2.46    | 645,617 | 2.26    | 666,261 | 2.32    | 18,133  | 0.06    | 26,264 | 0.07    | 39.1        | 15.2 | 291,444 | 788,960 | 2.58    | 766,003 | 2.49    | 771,060 | 2.50    | 21,643  | 0.05    | 31,641  | 0.08     |       |      |    |    |

| 2018年<br>春季生活闘争<br>情報No.15<br>4月9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 |
|                                    | 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    | 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   | 金額 | 月数 |
| 全体計                                | 39.3        | 14.4 | 262,678 | 1,338,422 | 4.92      | 1,257,121 | 4.55      | 1,300,239 | 4.67      | 44,123  | 0.13     | 61,079  | 0.17        | 39.0  | 15.1 | 290,432 | 1,621,051 | 5.21      | 1,584,978 | 5.07      | 1,583,540 | 5.06      | 52,758  | 0.12     | 74,189   | 0.18    |       |      |    |    |
| 大手労組会議                             | 39.4        | 15.6 | 309,947 | 1,632,018 | 5.21      | 1,561,783 | 5.09      | 1,548,655 | 5.05      | 53,743  | 0.09     | 65,253  | 0.13        | 39.3  | 15.4 | 307,127 | 1,782,628 | 5.43      | 1,728,105 | 5.35      | 1,706,487 | 5.25      | 62,821  | 0.11     | 70,880   | 0.16    |       |      |    |    |
| 業種                                 | 鉄鋼業         | 39.2 | 13.4    | 246,898   | 1,256,945 | 4.94      | 1,173,060 | 4.66      | 1,212,673 | 4.87    | 51,886   | 0.21    | 39,471      | 0.29  | 38.2 | 13.5    | 265,211   | 1,332,865 | 5.00      | 1,256,271 | 4.65      | 1,265,853 | 4.67    | 24,434   | 0.10     | -1,888  | 0.25  |      |    |    |
|                                    | 非鉄金属        | 40.2 | 15.3    | 255,821   | 1,196,177 | 4.55      | 1,121,166 | 4.15      | 1,210,000 | 4.35    | 72,069   | 0.12    | 82,328      | 0.14  | 38.9 | 15.3    | 251,994   | 1,292,834 | 4.88      | 1,144,169 | 4.71      | 1,202,896 | 4.26    | 58,453   | 0.06     | 85,740  | 0.09  |      |    |    |
|                                    | 金属製品        | 39.0 | 14.3    | 246,561   | 1,248,246 | 4.84      | 1,178,388 | 4.35      | 1,155,305 | 4.41    | 32,382   | 0.09    | 91,800      | 0.12  | 39.0 | 15.3    | 263,072   | 1,361,283 | 4.91      | 1,339,593 | 4.84      | 1,347,811 | 4.91    | 42,230   | 0.05     | 91,104  | 0.01  |      |    |    |
|                                    | 一般機械        | 38.5 | 13.7    | 264,623   | 1,388,805 | 5.07      | 1,273,985 | 4.65      | 1,314,453 | 4.73    | 72,437   | 0.23    | 58,104      | 0.17  | 38.1 | 14.2    | 289,094   | 1,720,949 | 5.36      | 1,652,464 | 5.16      | 1,619,327 | 5.07    | 91,078   | 0.26     | 83,696  | 0.25  |      |    |    |
|                                    | 電気機械        | 40.3 | 15.6    | 273,987   | 1,322,916 | 4.72      | 1,308,670 | 4.43      | 1,353,494 | 4.54    | 10,034   | 0.06    | 107,993     | 0.24  | 40.4 | 16.7    | 312,197   | 1,680,266 | 5.30      | 1,672,550 | 5.24      | 1,640,868 | 5.21    | 18,845   | 0.07     | 75,917  | 0.16  |      |    |    |
|                                    | 輸送機械        | 39.0 | 14.7    | 274,369   | 1,402,650 | 4.94      | 1,319,885 | 4.53      | 1,383,400 | 4.73    | -2,130   | 0.04    | 52,191      | 0.15  | 39.3 | 15.7    | 299,297   | 1,611,162 | 5.24      | 1,573,516 | 5.15      | 1,588,284 | 5.20    | 38,144   | 0.10     | 65,925  | 0.17  |      |    |    |
|                                    | 精密機械        | 40.4 | 16.9    | 292,117   | 1,559,466 | 4.88      | 1,403,893 | 4.69      | 1,455,459 | 4.73    | 33,388   | -0.14   | 16,772      | -0.00 | 40.1 | 16.4    | 308,443   | 1,537,662 | 4.68      | 1,430,043 | 4.52      | 1,500,857 | 4.55    | 39,552   | -0.06    | 4,370   | -0.02 |      |    |    |
|                                    | その他         | 41.4 | 14.6    | 255,505   | 1,129,222 | 4.73      | 1,040,835 | 4.51      | 974,616   | 4.63    | 6,672    | 0.08    | 36,931      | 0.15  | 40.1 | 14.6    | 266,122   | 1,236,679 | 4.91      | 1,230,252 | 4.61      | 1,062,948 | 4.70    | -179,482 | -0.44    | 54,802  | 0.07  |      |    |    |
| 規模                                 | 1～299人      | 39.4 | 14.2    | 252,708   | 1,246,550 | 4.84      | 1,122,609 | 4.31      | 1,162,112 | 4.46    | 42,383   | 0.14    | 50,814      | 0.16  | 39.0 | 14.4    | 259,150   | 1,289,397 | 4.86      | 1,173,122 | 4.39      | 1,202,222 | 4.46    | 32,554   | 0.13     | 54,145  | 0.15  |      |    |    |
|                                    | 1～99人       | 39.8 | 13.9    | 243,941   | 1,199,773 | 4.81      | 1,056,208 | 4.18      | 1,123,474 | 4.45    | 55,842   | 0.15    | 44,357      | 0.16  | 39.3 | 13.9    | 242,069   | 1,214,305 | 4.85      | 1,059,691 | 4.17      | 1,150,855 | 4.44    | 59,166   | 0.15     | 52,758  | 0.15  |      |    |    |
|                                    | 100～299人    | 38.8 | 14.5    | 265,225   | 1,295,926 | 4.86      | 1,192,172 | 4.45      | 1,199,172 | 4.47    | 28,771   | 0.14    | 56,625      | 0.17  | 38.8 | 14.6    | 265,943   | 1,313,486 | 4.87      | 1,208,346 | 4.47      | 1,216,540 | 4.47    | 24,433   | 0.12     | 54,533  | 0.15  |      |    |    |
|                                    | 300～499人    | 39.0 | 15.4    | 281,523   | 1,584,355 | 5.15      | 1,564,747 | 5.04      | 1,570,837 | 5.05    | 45,776   | 0.09    | 37,910      | 0.11  | 39.0 | 15.4    | 282,518   | 1,593,296 | 5.13      | 1,568,737 | 5.06      | 1,576,788 | 5.07    | 43,988   | 0.06     | 39,462  | 0.11  |      |    |    |
|                                    | 500～999人    | 38.4 | 15.1    | 287,791   | 1,452,468 | 5.00      | 1,363,907 | 4.77      | 1,400,354 | 4.86    | 42,172   | 0.12    | 85,333      | 0.22  | 38.5 | 15.2    | 288,280   | 1,467,668 | 5.00      | 1,389,203 | 4.82      | 1,424,140 | 4.90    | 40,650   | 0.11     | 80,978  | 0.20  |      |    |    |
|                                    | 1000～2999人  | 38.9 | 15.1    | 302,452   | 1,620,033 | 5.32      | 1,541,766 | 5.05      | 1,525,775 | 5.04    | 60,168   | 0.17    | 87,340      | 0.21  | 39.0 | 15.2    | 297,964   | 1,625,564 | 5.35      | 1,548,034 | 5.09      | 1,539,809 | 5.09    | 70,752   | 0.17     | 88,270  | 0.21  |      |    |    |
| （事業所）                              | 3000人以上     | 39.7 | 16.2    | 315,936   | 1,847,318 | 5.62      | 1,789,355 | 5.66      | 1,823,640 | 5.57    | 50,478   | 0.06    | 75,808      | 0.17  | 39.3 | 15.6    | 312,207   | 1,908,953 | 5.64      | 1,845,495 | 5.66      | 1,851,400 | 5.51    | 59,086   | 0.08     | 71,982  | 0.17  |      |    |    |
|                                    | 北海道         | 42.3 | 15.0    | 249,876   |           | 5.30      |           | 4.90      |           | 4.90    |          |         |             | 0.50  | 44.9 | 10.1    | 249,876   |           | 5.30      |           | 4.90      |           |         |          |          |         |       | 0.50 |    |    |
|                                    | 北東北         | 40.1 | 17.2    | 239,688   | 1,048,291 | 4.14      | 975,232   | 4.01      | 1,118,847 | 4.17    | 4,586    | -0.23   | 14,626      | 0.01  | 40.6 | 18.1    | 281,854   | 1,123,883 | 4.02      | 1,056,588 | 4.36      | 1,113,051 | 4.49    | 6,390    | -0.51    | 24,506  | 0.03  |      |    |    |
|                                    | 南東北         | 39.9 | 16.0    | 255,963   | 1,295,656 | 5.00      | 1,155,411 | 4.27      | 976,835   | 3.76    | 53,423   | 0.19    | 90,658      | 0.19  | 40.4 | 17.3    | 272,124   | 1,449,384 | 5.29      | 1,422,117 | 4.87      | 1,139,718 | 4.14    | 31,241   | 0.09     | 69,176  | 0.17  |      |    |    |
|                                    | 北関東         | 39.4 | 14.6    | 289,788   | 1,449,833 | 4.93      | 1,524,614 | 4.74      | 1,597,185 | 4.93    | 68,178   | 0.13    | 72,901      | 0.24  | 39.1 | 15.3    | 301,260   | 1,698,120 | 5.09      | 1,672,083 | 5.15      | 1,696,217 | 5.20    | 68,773   | 0.13     | 75,672  | 0.14  |      |    |    |
|                                    | 東京千葉        | 40.3 | 15.5    | 304,555   | 1,538,837 | 4.97      | 1,502,965 | 4.77      | 1,511,155 | 4.81    | 46,574   | 0.12    | 61,500      | 0.06  | 40.4 | 16.1    | 318,346   | 1,664,579 | 5.17      | 1,684,311 | 5.07      | 1,566,517 | 4.94    | 12,952   | 0.08     | 56,544  | 0.04  |      |    |    |
|                                    | 神奈川         | 39.9 | 15.8    | 293,894   | 1,495,666 | 5.19      | 1,493,565 | 4.99      | 1,489,782 | 5.02    | 92,758   | 0.25    | 61,285      | 0.16  | 40.0 | 16.2    | 304,885   | 1,564,204 | 5.19      | 1,544,695 | 5.01      | 1,543,389 | 5.01    | 103,402  | 0.26     | 76,373  | 0.21  |      |    |    |
|                                    | 新潟          | 39.5 | 15.9    | 250,251   | 1,161,553 | 4.30      | 926,263   | 3.65      | 1,098,769 | 4.01    | 926      | 0.04    | 115,667     | 0.26  | 39.5 | 16.7    | 267,334   | 1,224,150 | 4.41      | 1,173,474 | 4.17      | 1,217,661 | 4.24    | 205      | 0.01     | 55,995  | 0.14  |      |    |    |
|                                    | 北陸          | 39.3 | 13.7    | 238,070   | 1,248,363 | 5.10      | 1,216,475 | 4.61      | 1,216,475 | 4.54    | 93,019   | 0.37    | 87,891      | 0.21  | 38.6 | 14.8    | 263,683   | 1,457,678 | 5.46      | 1,404,885 | 5.10      | 1,404,885 | 5.10    | 180,619  | 0.52     | 142,264 | 0.28  |      |    |    |
|                                    | 甲信          | 39.3 | 15.2    | 283,675   | 1,502,523 | 4.99      | 1,444,689 | 4.84      | 1,444,689 | 4.84    | 68,506   | 0.05    | 70,511      | 0.22  | 39.7 | 15.9    | 295,781   | 1,525,407 | 5.19      | 1,463,413 | 5.03      | 1,463,413 | 5.03    | 31,259   | 0.09     | 30,931  | 0.11  |      |    |    |
|                                    | 静岡          | 39.6 | 15.4    | 284,754   | 1,405,950 | 4.95      | 1,301,132 | 4.70      | 1,424,530 | 4.88    | 20,872   | 0.11    | 47,408      | 0.16  | 39.2 | 16.1    | 303,170   | 1,655,253 | 5.33      | 1,627,078 | 5.20      | 1,718,747 | 5.38    | 79,273   | 0.16     | 82,909  | 0.21  |      |    |    |
|                                    | 東海          | 38.3 | 13.5    | 276,921   | 1,521,097 | 5.07      | 1,522,468 | 5.10      | 1,521,195 | 5.12    | 44,681   | 0.16    | 86,165      | 0.25  | 38.0 | 14.4    | 282,951   | 1,643,223 | 5.36      | 1,647,224 | 5.30      | 1,654,487 | 5.33    | 102,102  | 0.22     | 122,272 | 0.22  |      |    |    |
|                                    | 京滋          | 39.4 | 13.8    | 287,488   | 1,487,809 | 4.99      | 1,401,648 | 4.71      | 1,338,695 | 4.72    | 75,767   | 0.26    | 49,481      | 0.12  | 39.3 | 14.8    | 310,138   | 1,725,545 | 5.37      | 1,653,676 | 5.14      | 1,562,848 | 4.97    | 47,865   | 0.18     | 6,862   | 0.02  |      |    |    |
|                                    | 大阪          | 39.1 | 14.6    | 286,189   | 1,482,307 | 5.17      | 1,438,936 | 4.80      | 1,461,280 | 4.80    | 48,006   | 0.09    | 46,404      | 0.08  | 38.2 | 14.2    | 305,099   | 1,795,099 | 5.40      | 1,766,172 | 5.40      | 1,798,388 | 5.11    | 18,172   | -0.07    | 93,065  | 0.18  |      |    |    |
| 山陽                                 | 38.6        | 13.7 | 264,493 | 1,416,068 | 5.11      | 1,380,342 | 4.93      | 1,441,484 | 5.01      | 38,845  | 0.17     | 50,034  | 0.19        | 37.9  | 13.7 | 278,943 | 1,569,950 | 5.23      | 1,542,410 | 5.21      | 1,560,492 | 5.21      | 70,035  | 0.24     | 83,644   | 0.35    |       |      |    |    |
| 山陰                                 | 39.2        | 14.3 | 266,096 | 1,209,750 | 4.59      | 1,202,931 | 4.00      | 1,334,500 | 4.00      | -50,285 | 0.17     | 20,000  |             | 39.1  | 14.5 | 257,875 | 1,167,776 | 4.77      | 1,039,734 | 4.11      | 1,316,820 | 4.21      | -40,380 | 0.03     | 20,000   |         |       |      |    |    |
| 四国                                 | 40.2        | 14.1 | 249,280 | 1,304,999 | 5.25      | 1,050,135 | 4.24      | 1,050,135 | 4.24      | -33,001 | -0.13    | 109,762 | 0.28        | 38.9  | 14.4 | 280,054 | 1,309,218 | 4.88      | 1,012,044 | 3.80      | 1,012,044 | 3.80      | -56,448 | -0.21    | 109,469  | 0.35    |       |      |    |    |
| 九州・山口                              | 39.4        | 15.2 | 270,183 | 1,261,751 | 4.69      | 1,136,781 | 4.15      | 1,262,822 | 4.63      | 12,251  | -0.05    | 38,929  | 0.01        | 37.8  | 14.2 | 272,670 | 1,302,842 | 4.81      | 1,292,596 | 4.60      | 1,275,278 | 4.79      | 24,559  | -0.02    | 34,854   | 0.03    |       |      |    |    |
| 地方計                                | 39.3        | 14.6 | 271,912 | 1,419,943 | 4.98      | 1,380,983 | 4.72      | 1,413,770 | 4.80      | 47,439  | 0.13     | 62,207  | 0.16        | 39.1  | 15.2 | 291,444 | 1,616,289 | 5.21      | 1,595,657 | 5.09      | 1,595,032 | 5.08      | 55,186  | 0.12     | 81,032   | 0.19    |       |      |    |    |