

# J A M 2022年春季生活闘争状況報告No.7

3月18日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,500 | 100.0 |
| 賃金要求を断念       | 12    | 0.8   |
| 交渉単組数         | 1,488 | 99.2  |
| 要求提出単組        | 1,048 | 69.9  |
| 賃金要求提出        | 974   | 64.9  |
| 個別賃金要求        | 311   | 20.7  |
| 平均賃金要求        | 944   | 62.9  |
| 要求内容不明        | 74    | 4.9   |
| 要求なしの交渉又は回答のみ | 33    | 2.2   |
| 状況未集約単組       | 407   | 27.1  |

## 2. 賃上げ交渉進捗状況

|    | 合計  | 個別  | 平均  | 進捗率  |
|----|-----|-----|-----|------|
| 要求 | 974 | 311 | 944 | 64.9 |
| 回答 | 427 | 81  | 422 | 28.5 |
| 妥結 | 210 | —   | —   | 14.0 |

## 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        | 8,503 | 5,869 | 6,198 | 817      | 1,009 |
| 1～299人     | 8,357 | 5,572 | 5,871 | 693      | 894   |
| 1～99人      | 8,304 | 5,378 | 5,892 | 589      | 775   |
| 100～299人   | 8,453 | 5,909 | 5,833 | 878      | 1,122 |
| 300～499人   | 8,873 | 6,284 | 6,778 | 823      | 1,024 |
| 500～999人   | 9,182 | 6,306 | 6,573 | 1,170    | 1,038 |
| 1000～2999人 | 9,035 | 6,762 | 7,077 | 1,800    | 1,299 |
| 3000人以上    | 9,898 | 8,384 | 7,493 | 3,067    | 1,820 |
| 大手労組       | 9,713 | 7,456 | 7,164 | 1,613    | 1,426 |

### (2) 個別賃金取り組み

| 30歳 | 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      |
| 計   | 446  | 235,105 | 297  | 241,379 | 79      | 256,417 |
| 所定内 | 80   | 242,059 | 42   | 243,561 | 19      | 262,676 |
| 基本  | 262  | 230,570 | 195  | 237,843 | 47      | 252,129 |
| 基準内 | 55   | 246,287 | 38   | 252,940 | 11      | 260,804 |
| 不詳  | 49   | 235,451 | 22   | 248,592 | 2       | 273,602 |
| 35歳 |      |         |      |         |         |         |
| 計   | 440  | 263,497 | 292  | 270,273 | 72      | 287,596 |
| 所定内 | 81   | 272,192 | 44   | 270,345 | 16      | 290,358 |
| 基本  | 254  | 256,631 | 189  | 266,016 | 44      | 284,731 |
| 基準内 | 56   | 279,325 | 37   | 285,378 | 10      | 292,061 |
| 不詳  | 49   | 266,629 | 22   | 281,302 | 2       | 306,202 |

### (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 | 723 | 8,683 | 4,541 | 4,142 | 336 | 6,114 | 4,727 | 1,387  |
| 賃金改善分     | 655 | 9,085 | 4,514 | 4,572 | 236 | 6,697 | 4,709 | 1,988  |
| 構造分のみ     | 68  | 4,808 | —     | —     | 97  | 4,779 | —     | —      |
| 構造維持分割れ   |     |       |       |       | 3   | 3,437 | 4,499 | -1,063 |

## 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 | 620 | 645,495   | 2.38 | 34,783   | 0.11 |
|    | 回答 | 253 | 601,743   | 2.13 | —        | —    |
|    | 妥結 | 134 | 643,164   | 2.22 | 56,690   | 0.17 |
| 年間 | 要求 | 429 | 1,322,687 | 4.80 | 73,658   | 0.24 |
|    | 回答 | 154 | 1,252,842 | 4.42 | —        | —    |
|    | 妥結 | 79  | 1,319,728 | 4.49 | 113,597  | 0.27 |

交渉単位数    2019年 1551 単組    2021年 1521 単組  
                   2020年 1532 単組    2022年 1500 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% |       |       |       |
|     | 2022年                                | 2021年 | 2020年 | 2019年 | 2022年    | 2021年 | 2020年 | 2019年 | 2022年    | 2021年 | 2020年 | 2019年 | 2022年    | 2021年 | 2020年 | 2019年 | 2022年  | 2021年 | 2020年 | 2019年 | 2022年  | 2021年 | 2020年 | 2019年 |
| 1   | 2/23                                 | 2/25  | 2/19  | 2/20  | 652      | 660   | 590   | 662   |          |       |       |       |          |       |       |       | 43.5   | 43.4  | 38.5  | 42.7  |        |       |       |       |
| 2   | 2/28                                 | 3/2   | 2/24  | 2/25  | 737      | 799   | 744   | 768   |          |       |       |       |          |       |       |       | 49.1   | 52.5  | 48.6  | 49.5  |        |       |       |       |
| 3   | 3/9                                  | 3/11  | 3/5   | 3/7   | 883      | 912   | 896   | 917   |          |       |       |       |          |       |       |       | 58.9   | 60.0  | 58.5  | 59.1  |        |       |       |       |
| 4   | 3/15                                 | 3/16  | 3/10  | 3/12  | 947      | 974   | 968   | 974   | 199      | 190   | 106   | 116   | 87       | 85    | 27    | 37    | 63.1   | 64.0  | 63.2  | 62.8  | 5.8    | 5.6   | 1.8   | 2.4   |
| 5   | 3/16                                 | 3/17  | 3/11  | 3/13  | 959      | 1,002 | 981   | 997   | 301      | 308   | 216   | 207   | 138      | 141   | 78    | 67    | 63.9   | 65.9  | 64.0  | 64.3  | 9.2    | 9.3   | 5.1   | 4.3   |
| 6   | 3/17                                 | 3/18  | 3/12  | 3/14  | 970      | 1,009 | 985   | 1,008 | 346      | 361   | 260   | 308   | 166      | 173   | 92    | 121   | 64.7   | 66.3  | 64.3  | 65.0  | 11.1   | 11.4  | 6.0   | 7.8   |
| 7   | 3/18                                 | 3/19  | 3/13  | 3/15  | 974      | 1,020 | 1,000 | 1,022 | 427      | 437   | 366   | 379   | 210      | 211   | 138   | 151   | 64.9   | 67.1  | 65.3  | 65.9  | 14.0   | 13.9  | 9.0   | 9.7   |
| 8   | 3/22                                 | 3/22  | 3/16  | 3/18  |          | 1,032 | 1,008 | 1,026 |          | 485   | 387   | 421   |          | 251   | 160   | 182   |        | 67.9  | 65.8  | 66.2  |        | 16.5  | 10.4  | 11.7  |
| 9   | 3/24                                 | 3/24  | 3/18  | 3/20  |          | 1,041 | 1,024 | 1,038 |          | 519   | 431   | 456   |          | 288   | 205   | 202   |        | 68.4  | 66.8  | 66.9  |        | 18.9  | 13.4  | 13.0  |
| 10  | 3/28                                 | 3/26  | 3/23  | 3/25  |          | 1,057 | 1,044 | 1,051 |          | 563   | 507   | 527   |          | 340   | 280   | 284   |        | 69.5  | 68.1  | 67.8  |        | 22.4  | 18.3  | 18.3  |
| 11  | 3/30                                 | 3/30  | 3/25  | 3/27  |          | 1,073 | 1,069 | 1,063 |          | 613   | 580   | 579   |          | 417   | 358   | 346   |        | 70.5  | 69.8  | 68.5  |        | 27.4  | 23.4  | 22.3  |
| 12  | 4/1                                  | 4/1   | 3/27  | 3/29  |          | 1,089 | 1,084 | 1,082 |          | 684   | 635   | 633   |          | 515   | 435   | 417   |        | 71.6  | 70.8  | 69.8  |        | 33.9  | 28.4  | 26.9  |
| 13  | 4/5                                  | 4/6   | 3/31  | 4/1   |          | 1,112 | 1,096 | 1,102 |          | 731   | 693   | 704   |          | 574   | 505   | 487   |        | 73.1  | 71.5  | 71.1  |        | 37.7  | 33.0  | 31.4  |
| 14  | 4/8                                  | 4/12  | 4/2   | 4/4   |          | 1,129 | 1,108 | 1,110 |          | 789   | 743   | 731   |          | 645   | 556   | 528   |        | 74.2  | 72.3  | 71.6  |        | 42.4  | 36.3  | 34.0  |
| 15  | 4/12                                 | 4/15  | 4/6   | 4/8   |          | 1,136 | 1,119 | 1,125 |          | 828   | 760   | 759   |          | 691   | 585   | 581   |        | 74.7  | 73.0  | 72.5  |        | 45.4  | 38.2  | 37.5  |
| 16  | 4/18                                 | 4/22  | 4/13  | 4/15  |          | 1,147 | 1,138 | 1,142 |          | 902   | 832   | 827   |          | 795   | 677   | 670   |        | 75.4  | 74.3  | 73.6  |        | 52.3  | 44.2  | 43.2  |
| 17  | 5/9                                  | 5/10  | 5/8   | 5/8   |          | 1,175 | 1,165 | 1,174 |          | 1,002 | 986   | 992   |          | 920   | 898   | 878   |        | 77.3  | 76.0  | 75.7  |        | 60.5  | 58.6  | 56.6  |
| 18  | 5/13                                 | 5/17  | 5/12  | 5/13  |          | 1,184 | 1,165 | 1,180 |          | 1,036 | 997   | 1,021 |          | 955   | 919   | 919   |        | 77.8  | 76.0  | 76.1  |        | 62.8  | 60.0  | 59.3  |
| 19  | 6/20                                 | 6/21  | 6/22  | 6/20  |          | 1,217 | 1,216 | 1,230 |          | 1,143 | 1,151 | 1,168 |          | 1,099 | 1,116 | 1,102 |        | 80.0  | 79.4  | 79.3  |        | 72.3  | 72.8  | 71.1  |

| 集計回 | 集計日   |       |       |       | 平均賃上げ・全単組計 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|     |       |       |       |       | 単純平均       |       |       |       |       |       |       |       | 加重平均  |       |       |       |       |       |       |       |
|     |       |       |       |       | 回答額        |       |       |       | 妥結額   |       |       |       | 回答額   |       |       |       | 妥結額   |       |       |       |
|     | 2022年 | 2021年 | 2020年 | 2019年 | 2022年      | 2021年 | 2020年 | 2019年 | 2022年 | 2021年 | 2020年 | 2019年 | 2022年 | 2021年 | 2020年 | 2019年 | 2022年 | 2021年 | 2020年 | 2019年 |
| 1   | 2/23  | 2/25  | 2/19  | 2/20  |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 2   | 2/28  | 3/2   | 2/24  | 2/25  |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 3   | 3/9   | 3/11  | 3/5   | 3/7   |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 4   | 3/15  | 3/16  | 3/10  | 3/12  | 5,765      | 5,100 | 5,431 | 5,673 | 5,861 | 5,410 | 5,380 | 5,683 | 7,180 | 5,721 | 6,087 | 6,187 | 6,623 | 5,998 | 6,612 | 5,547 |
| 5   | 3/16  | 3/17  | 3/11  | 3/13  | 5,879      | 5,099 | 5,303 | 5,805 | 6,149 | 5,447 | 5,464 | 6,110 | 7,628 | 5,707 | 6,167 | 6,793 | 7,564 | 5,962 | 6,408 | 7,087 |
| 6   | 3/17  | 3/18  | 3/12  | 3/14  | 5,857      | 5,069 | 5,350 | 5,759 | 6,159 | 5,294 | 5,586 | 6,185 | 7,539 | 5,826 | 6,157 | 6,647 | 7,302 | 5,842 | 6,368 | 6,896 |
| 7   | 3/18  | 3/19  | 3/13  | 3/15  | 5,869      | 5,031 | 5,316 | 5,679 | 6,198 | 5,308 | 5,625 | 6,188 | 7,383 | 5,764 | 6,086 | 6,604 | 7,314 | 5,773 | 6,236 | 6,941 |
| 8   | 3/22  | 3/22  | 3/16  | 3/18  |            | 4,981 | 5,289 | 5,635 |       | 5,273 | 5,564 | 6,004 |       | 5,766 | 6,033 | 6,521 |       | 5,788 | 6,203 | 6,817 |
| 9   | 3/24  | 3/24  | 3/18  | 3/20  |            | 4,967 | 5,276 | 5,567 |       | 5,221 | 5,560 | 5,944 |       | 5,745 | 6,036 | 6,456 |       | 5,770 | 6,271 | 6,787 |
| 10  | 3/28  | 3/26  | 3/23  | 3/25  |            | 4,963 | 5,192 | 5,568 |       | 5,169 | 5,424 | 5,898 |       | 5,741 | 5,977 | 6,382 |       | 5,757 | 6,216 | 6,638 |
| 11  | 3/30  | 3/30  | 3/25  | 3/27  |            | 4,953 | 5,131 | 5,577 |       | 5,098 | 5,273 | 5,778 |       | 5,760 | 5,944 | 6,415 |       | 5,734 | 6,110 | 6,581 |
| 12  | 4/1   | 4/1   | 3/27  | 3/29  |            | 4,932 | 5,086 | 5,566 |       | 5,026 | 5,213 | 5,720 |       | 5,733 | 5,892 | 6,375 |       | 5,819 | 6,039 | 6,569 |
| 13  | 4/5   | 4/6   | 3/31  | 4/1   |            | 4,910 | 5,051 | 5,555 |       | 5,004 | 5,163 | 5,669 |       | 5,723 | 5,832 | 6,353 |       | 5,818 | 5,968 | 6,488 |
| 14  | 4/8   | 4/12  | 4/2   | 4/4   |            | 4,858 | 5,039 | 5,535 |       | 4,940 | 5,136 | 5,632 |       | 5,699 | 5,816 | 6,345 |       | 5,786 | 5,941 | 6,477 |
| 15  | 4/12  | 4/15  | 4/6   | 4/8   |            | 4,836 | 5,047 | 5,536 |       | 4,908 | 5,161 | 5,625 |       | 5,673 | 5,823 | 6,327 |       | 5,743 | 5,947 | 6,437 |
| 16  | 4/18  | 4/22  | 4/13  | 4/15  |            | 4,988 | 5,542 | 5,436 |       | 5,096 | 5,663 | 5,567 |       | 5,773 | 6,318 | 6,544 |       | 5,888 | 6,421 | 6,652 |
| 17  | 5/9   | 5/10  | 5/8   | 5/8   |            | 4,882 | 5,435 | 5,402 |       | 4,917 | 5,482 | 5,450 |       | 5,709 | 6,250 | 6,470 |       | 5,759 | 6,313 | 6,577 |
| 18  | 5/13  | 5/17  | 5/12  | 5/13  |            | 4,874 | 5,417 | 5,382 |       | 4,906 | 5,448 | 5,431 |       | 5,700 | 6,240 | 6,453 |       | 5,755 | 6,294 | 6,541 |
| 19  | 6/20  | 6/21  | 6/22  | 6/20  |            | 4,828 | 5,330 | 5,331 |       | 4,849 | 5,340 | 5,358 |       | 5,639 | 6,174 | 6,390 |       | 5,658 | 6,211 | 6,449 |

| 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% |       |       |       |
|     | 2022年 | 2021年 | 2020年 | 2019年 | 2022年                | 2021年 | 2020年 | 2019年 | 2022年    | 2021年 | 2020年 | 2019年 | 2022年    | 2021年 | 2020年 | 2019年 | 2022年  | 2021年 | 2020年 | 2019年 | 2022年  | 2021年 | 2020年 | 2019年 |
| 1   | 2/23  | 2/25  | 2/19  | 2/20  | 421                  | 375   | 360   | 406   |          |       |       |       |          |       |       |       | 28.1   | 24.7  | 23.5  | 26.2  |        |       |       |       |
| 2   | 2/28  | 3/2   | 2/24  | 2/25  | 478                  | 486   | 476   | 480   |          |       |       |       |          |       |       |       | 31.9   | 32.0  | 31.1  | 30.9  |        |       |       |       |
| 3   | 3/9   | 3/11  | 3/5   | 3/7   | 568                  | 564   | 574   | 568   |          |       |       |       |          |       |       |       | 37.9   | 37.1  | 37.5  | 36.6  |        |       |       |       |
| 4   | 3/15  | 3/16  | 3/10  | 3/12  | 603                  | 598   | 607   | 606   | 115      | 107   | 75    | 66    | 53       | 46    | 29    | 26    | 40.2   | 39.3  | 39.6  | 39.1  | 3.5    | 3.0   | 1.9   | 1.7   |
| 5   | 3/16  | 3/17  | 3/11  | 3/13  | 612                  | 622   | 615   | 618   | 176      | 170   | 132   | 120   | 86       | 80    | 58    | 47    | 40.8   | 40.9  | 40.1  | 39.8  | 5.7    | 5.3   | 3.8   | 3.0   |
| 6   | 3/17  | 3/18  | 3/12  | 3/14  | 616                  | 627   | 620   | 627   | 206      | 202   | 157   | 184   | 106      | 95    | 67    | 79    | 41.1   | 41.2  | 40.5  | 40.4  | 7.1    | 6.2   | 4.4   | 5.1   |
| 7   | 3/18  | 3/19  | 3/13  | 3/15  | 620                  | 635   | 628   | 634   | 253      | 247   | 220   | 225   | 134      | 121   | 94    | 92    | 41.3   | 41.7  | 41.0  | 40.9  | 8.9    | 8.0   | 6.1   | 5.9   |
| 8   | 3/22  | 3/22  | 3/16  | 3/18  |                      | 638   | 633   | 642   |          | 278   | 235   | 249   |          | 151   | 109   | 113   |        | 41.9  | 41.3  | 41.4  |        | 9.9   | 7.1   | 7.3   |
| 9   | 3/24  | 3/24  | 3/18  | 3/20  |                      | 648   | 641   | 650   |          | 299   | 259   | 268   |          | 173   | 129   | 123   |        | 42.6  | 41.8  | 41.9  |        | 11.4  | 8.4   | 7.9   |
| 10  | 3/28  | 3/26  | 3/23  | 3/25  |                      | 654   | 652   | 661   |          | 328   | 300   | 314   |          | 198   | 167   | 182   |        | 43.0  | 42.6  | 42.6  |        | 13.0  | 10.9  | 11.7  |
| 11  | 3/30  | 3/30  | 3/25  | 3/27  |                      | 661   | 666   | 671   |          | 362   | 340   | 339   |          | 242   | 206   | 217   |        | 43.5  | 43.5  | 43.3  |        | 15.9  | 13.4  | 14.0  |
| 12  | 4/1   | 4/1   | 3/27  | 3/29  |                      | 671   | 675   | 682   |          | 399   | 370   | 374   |          | 305   | 239   | 253   |        | 44.1  | 44.1  | 44.0  |        | 20.1  | 15.6  | 16.3  |
| 13  | 4/5   | 4/6   | 3/31  | 4/1   |                      | 683   | 680   | 689   |          | 417   | 396   | 406   |          | 327   | 280   | 285   |        | 44.9  | 44.4  | 44.4  |        | 21.5  | 18.3  | 18.4  |
| 14  | 4/8   | 4/12  | 4/2   | 4/4   |                      | 698   | 687   | 693   |          | 444   | 419   | 415   |          | 359   | 305   | 305   |        | 45.9  | 44.8  | 44.7  |        | 23.6  | 19.9  | 19.7  |
| 15  | 4/12  | 4/15  | 4/6   | 4/8   |                      | 701   | 695   | 705   |          | 458   | 431   | 428   |          | 379   | 324   | 321   |        | 46.1  | 45.4  | 45.5  |        | 24.9  | 21.1  | 20.7  |
| 16  | 4/18  | 4/22  | 4/13  | 4/15  |                      | 715   | 707   | 713   |          | 491   | 467   | 455   |          | 414   | 354   | 355   |        | 47.0  | 46.1  | 46.0  |        | 27.2  | 23.1  | 22.9  |
| 17  | 5/9   | 5/10  | 5/8   | 5/8   |                      | 730   | 725   | 737   |          | 542   | 528   | 527   |          | 479   | 447   | 455   |        | 48.0  | 47.3  | 47.5  |        | 31.5  | 29.2  | 29.3  |
| 18  | 5/13  | 5/17  | 5/12  | 5/13  |                      | 740   | 729   | 744   |          | 565   | 535   | 537   |          | 504   | 459   | 472   |        | 48.7  | 47.6  | 48.0  |        | 33.1  | 30.0  | 30.4  |
| S1  |       | 6/10  | 6/10  | 6/11  |                      | 906   | 930   | 926   |          | 700   | 710   | 672   |          | 636   | 652   | 609   |        | 59.6  | 60.7  | 59.7  |        | 41.8  | 42.6  | 39.3  |
| 19  | 6/20  | 6/21  | 6/22  | 6/20  |                      | 986   | 1,014 | 985   |          | 820   | 900   | 775   |          | 729   | 819   | 702   |        | 64.8  | 66.2  | 63.5  |        | 47.9  | 53.5  | 45.3  |
| S2  |       | 7/8   | 7/10  | 7/12  |                      | 1,102 | 1,115 | 1,112 |          | 1,107 | 1,148 | 1,069 |          | 1,056 | 1,104 | 1,024 |        | 72.5  | 72.8  | 71.7  |        | 69.4  | 72.1  | 66.0  |
| S3  |       | 8/5   | 8/5   | 8/7   |                      | 1,166 | 1,161 | 1,171 |          | 1,260 | 1,272 | 1,244 |          | 1,240 | 1,254 | 1,210 |        | 76.7  | 75.8  | 75.5  |        | 81.5  | 81.9  | 78.0  |

| 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    |         |         |         |
|     | 2022年 | 2021年 | 2020年 | 2019年 | 2022年       | 2021年   | 2020年   | 2019年   | 2022年   | 2021年   | 2020年   | 2019年   | 2022年   | 2021年   | 2020年   | 2019年   | 2022年   | 2021年   | 2020年   | 2019年   |
| 1   | 2/23  | 2/25  | 2/19  | 2/20  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 2   | 2/28  | 3/2   | 2/24  | 2/25  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 3   | 3/9   | 3/11  | 3/5   | 3/7   |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 4   | 3/15  | 3/16  | 3/10  | 3/12  | 608,961     | 548,673 | 527,236 | 614,584 | 664,596 | 618,237 | 537,210 | 685,883 | 821,436 | 668,911 | 620,546 | 663,817 | 833,049 | 741,685 | 623,265 | 716,430 |
| 5   | 3/16  | 3/17  | 3/11  | 3/13  | 604,572     | 550,991 | 554,137 | 641,594 | 674,182 | 609,782 | 598,080 | 701,543 | 839,712 | 728,422 | 718,564 | 823,066 | 842,119 | 731,790 | 763,054 | 803,727 |
| 6   | 3/17  | 3/18  | 3/12  | 3/14  | 601,590     | 537,556 | 571,519 | 621,387 | 664,789 | 598,185 | 618,925 | 675,898 | 800,272 | 693,142 | 741,281 | 779,197 | 800,117 | 699,744 | 805,201 | 776,901 |
| 7   | 3/18  | 3/19  | 3/13  | 3/15  | 601,743     | 551,945 | 564,517 | 620,839 | 643,164 | 610,502 | 607,056 | 683,733 | 792,412 | 697,273 | 729,833 | 777,909 | 788,302 | 705,614 | 776,259 | 802,365 |
| 8   | 3/22  | 3/22  | 3/16  | 3/18  |             | 553,244 | 562,131 | 624,132 |         | 611,611 | 605,628 | 694,914 |         | 689,521 | 723,073 | 799,224 |         | 695,864 | 764,071 | 827,154 |
| 9   | 3/24  | 3/24  | 3/18  | 3/20  |             | 553,084 | 557,333 | 620,563 |         | 598,849 | 611,258 | 680,697 |         | 689,203 | 722,434 | 802,231 |         | 690,120 | 764,813 | 829,610 |
| 10  | 3/28  | 3/26  | 3/23  | 3/25  |             | 546,752 | 563,432 | 619,945 |         | 573,518 | 612,024 | 664,937 |         | 684,486 | 722,467 | 791,566 |         | 678,216 | 757,618 | 812,099 |
| 11  | 3/30  | 3/30  | 3/25  | 3/27  |             | 538,020 | 562,593 | 616,689 |         | 560,105 | 600,866 | 641,661 |         | 697,840 | 713,530 | 785,701 |         | 674,381 | 746,119 | 797,548 |
| 12  | 4/1   | 4/1   | 3/27  | 3/29  |             | 542,053 | 562,773 | 608,769 |         | 565,218 | 591,867 | 624,809 |         | 696,964 | 711,869 | 781,552 |         | 715,681 | 740,396 | 790,785 |
| 13  | 4/5   | 4/6   | 3/31  | 4/1   |             | 541,205 | 566,887 | 606,876 |         | 564,109 | 589,726 | 621,145 |         | 693,297 | 708,551 | 773,519 |         | 711,853 | 729,377 | 781,499 |
| 14  | 4/8   | 4/12  | 4/2   | 4/4   |             | 541,182 | 563,065 | 604,558 |         | 558,681 | 589,366 | 616,231 |         | 691,619 | 706,632 | 771,261 |         | 706,241 | 726,985 | 777,311 |
| 15  | 4/12  | 4/15  | 4/6   | 4/8   |             | 540,220 | 564,750 | 604,493 |         | 555,653 | 588,079 | 616,415 |         | 689,521 | 705,914 | 769,417 |         | 703,402 | 746,119 | 795,314 |
| 16  | 4/18  | 4/22  | 4/13  | 4/15  |             | 532,415 | 553,464 | 602,603 |         | 544,529 | 577,459 | 615,500 |         | 686,466 | 698,156 | 764,828 |         | 698,336 | 716,559 | 774,245 |
| 17  | 5/9   | 5/10  | 5/8   | 5/8   |             | 532,919 | 557,993 | 597,419 |         | 539,084 | 559,908 | 607,564 |         | 682,271 | 708,744 | 754,847 |         | 687,460 | 701,338 | 760,404 |
| 18  | 5/13  | 5/17  | 5/12  | 5/13  |             | 528,165 | 557,018 | 597,566 |         | 532,235 | 560,280 | 605,772 |         | 675,687 | 709,003 | 754,852 |         | 680,119 | 716,564 | 759,030 |
| S1  |       | 6/10  | 6/10  | 6/11  |             | 547,760 | 562,896 | 605,911 |         | 552,900 | 568,139 | 612,407 |         | 686,894 | 726,447 | 764,034 |         | 691,855 | 733,265 | 768,233 |
| 19  | 6/20  | 6/21  | 6/22  | 6/20  |             | 542,323 | 547,169 | 601,956 |         | 551,277 | 555,794 | 606,619 |         | 683,488 | 714,063 | 756,333 |         | 688,112 | 721,303 | 760,570 |
| S2  |       | 7/8   | 7/10  | 7/12  |             | 523,276 | 517,253 | 567,959 |         | 527,571 | 520,477 | 567,095 |         | 668,313 | 688,235 | 722,501 |         | 669,170 | 689,389 | 723,035 |
| S3  |       | 8/5   | 8/5   | 8/7   |             | 514,348 | 502,020 | 565,070 |         | 515,623 | 502,806 | 564,380 |         | 668,245 | 682,394 | 736,776 |         | 668,330 | 682,621 | 737,306 |

| 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 |      |      |      |
|     | 2022年 | 2021年 | 2020年 | 2019年 | 2022年       | 2021年 | 2020年 | 2019年 | 2022年 | 2021年 | 2020年 | 2019年 | 2022年 | 2021年 | 2020年 | 2019年 |      |      |      |      |
| 1   | 2/23  | 2/25  | 2/19  | 2/20  |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |
| 2   | 2/28  | 3/2   | 2/24  | 2/25  |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |
| 3   | 3/9   | 3/11  | 3/5   | 3/7   |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |
| 4   | 3/15  | 3/16  | 3/10  | 3/12  | 2.13        | 1.94  | 2.02  | 2.19  | 2.25  | 2.10  | 2.01  | 2.46  | 2.47  | 2.26  | 2.30  | 2.48  | 2.58 | 2.38 | 2.01 | 2.31 |
| 5   | 3/16  | 3/17  | 3/11  | 3/13  | 2.13        | 1.92  | 2.03  | 2.24  | 2.30  | 2.06  | 2.13  | 2.45  | 2.53  | 2.26  | 2.24  | 2.53  | 2.54 | 2.32 | 2.17 | 2.53 |
| 6   | 3/17  | 3/18  | 3/12  | 3/14  | 2.13        | 1.91  | 2.08  | 2.22  | 2.28  | 2.06  | 2.17  | 2.40  | 2.48  | 2.25  | 2.32  | 2.58  | 2.49 | 2.33 | 2.34 | 2.58 |
| 7   | 3/18  | 3/19  | 3/13  | 3/15  | 2.13        | 1.97  | 2.08  | 2.22  | 2.22  | 2.13  | 2.16  | 2.41  | 2.47  | 2.28  | 2.34  | 2.51  | 2.48 | 2.37 | 2.38 | 2.56 |
| 8   | 3/22  | 3/22  | 3/16  | 3/18  |             | 1.98  | 2.08  | 2.23  |       | 2.14  | 2.15  | 2.41  |       | 2.27  | 2.34  | 2.55  |      | 2.35 | 2.37 | 2.61 |
| 9   | 3/24  | 3/24  | 3/18  | 3/20  |             | 1.98  | 2.07  | 2.22  |       | 2.10  | 2.17  | 2.37  |       | 2.27  | 2.33  | 2.56  |      | 2.33 | 2.38 | 2.61 |
| 10  | 3/28  | 3/26  | 3/23  | 3/25  |             | 1.97  | 2.08  | 2.20  |       | 2.06  | 2.17  | 2.30  |       | 2.25  | 2.33  | 2.53  |      | 2.30 | 2.37 | 2.57 |
| 11  | 3/30  | 3/30  | 3/25  | 3/27  |             | 1.96  | 2.08  | 2.21  |       | 2.03  | 2.13  | 2.28  |       | 2.29  | 2.32  | 2.52  |      | 2.30 | 2.36 | 2.56 |
| 12  | 4/1   | 4/1   | 3/27  | 3/29  |             | 1.95  | 2.08  | 2.20  |       | 2.01  | 2.11  | 2.25  |       | 2.27  | 2.32  | 2.52  |      | 2.32 | 2.34 | 2.54 |
| 13  | 4/5   | 4/6   | 3/31  | 4/1   |             | 1.96  | 2.08  | 2.20  |       | 2.02  | 2.11  | 2.24  |       | 2.27  | 2.31  | 2.50  |      | 2.31 | 2.34 | 2.53 |
| 14  | 4/8   | 4/12  | 4/2   | 4/4   |             | 1.97  | 2.08  | 2.20  |       | 2.02  | 2.12  | 2.24  |       | 2.27  | 2.30  | 2.50  |      | 2.30 | 2.34 | 2.52 |
| 15  | 4/12  | 4/15  | 4/6   | 4/8   |             | 1.96  | 2.08  | 2.19  |       | 2.02  | 2.11  | 2.22  |       | 2.26  | 2.30  | 2.49  |      | 2.29 | 2.32 | 2.51 |
| 16  | 4/18  | 4/22  | 4/13  | 4/15  |             | 1.95  | 2.05  | 2.18  |       | 1.99  | 2.10  | 2.21  |       | 2.25  | 2.29  | 2.48  |      | 2.28 | 2.31 | 2.51 |
| 17  | 5/9   | 5/10  | 5/8   | 5/8   |             | 1.95  | 2.04  | 2.19  |       | 1.98  | 2.06  | 2.23  |       | 2.24  | 2.30  | 2.47  |      | 2.26 | 2.28 | 2.50 |
| 18  | 5/13  | 5/17  | 5/12  | 5/13  |             | 1.95  | 2.04  | 2.20  |       | 1.96  | 2.06  | 2.23  |       | 2.23  | 2.30  | 2.47  |      | 2.25 | 2.32 | 2.49 |
| S1  |       | 6/10  | 6/10  | 6/11  |             | 1.98  | 2.04  | 2.19  |       | 2.01  | 2.08  | 2.21  |       | 2.25  | 2.34  | 2.49  |      | 2.27 | 2.36 | 2.50 |
| 19  | 6/20  | 6/21  | 6/22  | 6/20  |             | 1.97  | 2.01  | 2.18  |       | 2.00  | 2.04  | 2.20  |       | 2.26  | 2.32  | 2.48  |      | 2.27 | 2.34 | 2.50 |
| S2  |       | 7/8   | 7/10  | 7/12  |             | 1.93  | 1.93  | 2.11  |       | 1.94  | 1.93  | 2.11  |       | 2.25  | 2.26  | 2.43  |      | 2.25 | 2.27 | 2.44 |
| S3  |       | 8/5   | 8/5   | 8/7   |             | 1.90  | 1.89  | 2.07  |       | 1.91  | 1.89  | 2.07  |       | 2.25  | 2.25  | 2.45  |      | 2.25 | 2.25 | 2.46 |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18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<br>断念 | 協議<br>※ | 人員      | 総       | 要求      |         |         | 回答      |        |         | 妥結      | 比率    |      |      |
|                                                |            | 総数                        | 要求    | 合計    | 個別  | 平均    | 合計  | 個別 | 平均  | 合計  | 要求    | 回答   | 妥結   |          |         | 総数      | 要求      | 合計      | 個別      | 平均      | 合計      | 個別     | 平均      | 合計      | 要求    | 回答   | 妥結   |
| 全体計                                            |            | 1,500                     | 1,048 | 974   | 311 | 944   | 427 | 81 | 422 | 210 | 64.9  | 28.5 | 14.0 | 12       | 33      | 346,832 | 307,584 | 290,751 | 119,446 | 282,035 | 196,383 | 62,646 | 195,641 | 132,056 | 83.8  | 56.6 | 38.1 |
| 大手労組会議                                         |            | 47                        | 46    | 43    | 26  | 42    | 36  | 16 | 36  | 28  | 91.5  | 76.6 | 59.6 | 1        |         | 132,520 | 131,454 | 127,867 | 64,293  | 125,077 | 115,071 | 50,361 | 115,071 | 89,947  | 96.5  | 86.8 | 67.9 |
| 業<br>種                                         | 鉄鋼業        | 113                       | 80    | 78    | 22  | 76    | 30  | 2  | 30  | 12  | 69.0  | 26.5 | 10.6 |          | 2       | 12,632  | 10,917  | 10,399  | 3,079   | 9,948   | 6,071   | 273    | 6,071   | 3,638   | 82.3  | 48.1 | 28.8 |
|                                                | 非鉄金属       | 46                        | 34    | 32    | 10  | 30    | 14  | 4  | 14  | 7   | 69.6  |      |      |          | 1       | 7,824   | 6,275   | 6,012   | 2,715   | 5,302   | 2,762   | 761    | 2,762   | 1,149   | 76.8  | 35.3 | 14.7 |
|                                                | 金属製品       | 240                       | 165   | 156   | 46  | 150   | 70  | 16 | 69  | 40  | 65.0  |      |      | 2        | 5       | 33,037  | 27,513  | 26,908  | 8,525   | 23,342  | 11,296  | 2,761  | 11,220  | 6,905   | 81.4  | 34.2 | 20.9 |
|                                                | 一般機械       | 532                       | 395   | 376   | 138 | 364   | 170 | 29 | 168 | 78  | 70.7  | 32.0 | 14.7 | 3        | 7       | 144,028 | 130,371 | 127,187 | 54,691  | 124,359 | 91,621  | 26,417 | 91,066  | 63,360  | 88.3  | 63.6 | 44.0 |
|                                                | 電気機械       | 178                       | 121   | 105   | 33  | 102   | 53  | 12 | 53  | 28  | 59.0  | 29.8 | 15.7 | 3        | 6       | 54,699  | 49,029  | 43,055  | 21,845  | 42,301  | 33,848  | 12,681 | 33,848  | 21,478  | 78.7  | 61.9 | 39.3 |
|                                                | 輸送機械       | 151                       | 119   | 113   | 28  | 113   | 49  | 8  | 48  | 26  | 74.8  | 32.5 | 17.2 | 1        | 3       | 55,416  | 49,950  | 47,822  | 16,164  | 47,822  | 34,031  | 11,127 | 33,986  | 26,759  | 86.3  | 61.4 | 48.3 |
|                                                | 精密機械       | 69                        | 46    | 35    | 11  | 34    | 19  | 4  | 19  | 9   | 50.7  | 27.5 | 13.0 | 1        | 4       | 21,947  | 19,887  | 16,774  | 6,701   | 16,742  | 10,103  | 4,488  | 10,103  | 2,905   | 76.4  | 46.0 | 13.2 |
|                                                | その他        | 171                       | 88    | 79    | 23  | 75    | 22  | 6  | 21  | 10  | 46.2  | 12.9 | 5.8  | 2        | 5       | 17,249  | 13,642  | 12,594  | 5,726   | 12,219  | 6,651   | 4,138  | 6,585   | 5,862   | 73.0  | 38.6 | 34.0 |
| 規<br>模                                         | 1～299人     | 1,265                     | 838   | 780   | 228 | 758   | 315 | 52 | 311 | 146 | 61.7  | 24.9 | 11.5 | 11       | 30      | 100,981 | 75,085  | 69,422  | 22,439  | 67,286  | 29,058  | 5,620  | 28,720  | 13,491  | 68.7  | 28.8 | 13.4 |
|                                                | 1～99人      | 867                       | 533   | 501   | 137 | 487   | 200 | 29 | 197 | 94  | 57.8  | 23.1 | 10.8 | 8        | 22      | 33,380  | 22,921  | 21,587  | 6,485   | 20,763  | 9,112   | 1,476  | 8,925   | 4,092   | 64.7  | 27.3 | 12.3 |
|                                                | 100～299人   | 398                       | 305   | 279   | 91  | 271   | 115 | 23 | 114 | 52  | 70.1  | 28.9 | 13.1 | 3        | 8       | 67,601  | 52,164  | 47,835  | 15,954  | 46,523  | 19,946  | 4,144  | 19,795  | 9,399   | 70.8  | 29.5 | 13.9 |
|                                                | 300～499人   | 96                        | 83    | 75    | 28  | 71    | 29  | 7  | 28  | 14  | 78.1  | 30.2 | 14.6 |          | 1       | 36,470  | 31,997  | 28,689  | 10,777  | 27,051  | 10,666  | 2,623  | 10,262  | 5,127   | 78.7  | 29.2 | 14.1 |
|                                                | 500～999人   | 81                        | 71    | 65    | 31  | 62    | 39  | 8  | 39  | 18  | 80.2  | 48.1 | 22.2 |          | 1       | 55,120  | 49,020  | 44,638  | 20,466  | 42,486  | 25,512  | 5,414  | 25,512  | 12,835  | 81.0  | 46.3 | 23.3 |
|                                                | 1000～2999人 | 42                        | 40    | 38    | 17  | 37    | 29  | 7  | 29  | 21  | 90.5  | 69.0 | 50.0 | 1        | 1       | 68,039  | 65,260  | 61,780  | 31,005  | 58,990  | 48,418  | 14,230 | 48,418  | 37,514  | 90.8  | 71.2 | 55.1 |
|                                                | 3000人以上    | 16                        | 16    | 16    | 7   | 16    | 15  | 7  | 15  | 11  | 100.0 | 93.8 | 68.8 |          |         | 86,222  | 86,222  | 86,222  | 34,759  | 86,222  | 82,729  | 34,759 | 82,729  | 63,089  | 100.0 | 95.9 | 73.2 |
| 地<br>方<br>（<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>） | 北海道        | 9                         | 4     | 4     | 1   | 4     | 1   |    | 1   | 1   | 44.4  | 11.1 | 11.1 |          |         | 3,111   | 2,889   | 2,889   | 422     | 2,889   | 2,281   |        | 2,281   | 2,281   | 92.9  | 73.3 | 73.3 |
|                                                | 北東北        | 43                        | 30    | 24    | 11  | 17    | 6   | 1  | 5   | 3   | 55.8  | 14.0 | 7.0  | 1        | 2       | 7,171   | 5,274   | 4,458   | 1,281   | 3,747   | 2,368   | 66     | 2,302   | 1,902   | 62.2  | 33.0 | 26.5 |
|                                                | 南東北        | 78                        | 53    | 50    | 6   | 50    | 20  | 1  | 20  | 10  | 64.1  | 25.6 | 12.8 |          |         | 9,453   | 7,905   | 7,498   | 1,611   | 7,498   | 3,835   | 148    | 3,835   | 1,997   | 79.3  | 40.6 | 21.1 |
|                                                | 北関東        | 176                       | 141   | 135   | 9   | 134   | 56  | 2  | 56  | 36  | 76.7  | 31.8 | 20.5 | 4        | 11      | 36,424  | 31,469  | 29,943  | 5,412   | 29,753  | 20,777  | 3,500  | 20,777  | 16,166  | 82.2  | 57.0 | 44.4 |
|                                                | 東京千葉       | 154                       | 108   | 83    | 32  | 81    | 54  | 11 | 54  | 23  | 53.9  | 35.1 | 14.9 |          | 7       | 40,061  | 35,875  | 31,645  | 12,487  | 31,083  | 23,439  | 6,369  | 23,439  | 14,679  | 79.0  | 58.5 | 36.6 |
|                                                | 神奈川        | 91                        | 56    | 49    | 8   | 49    | 27  | 1  | 27  | 15  | 53.8  | 29.7 | 16.5 |          | 1       | 26,476  | 24,099  | 20,986  | 4,611   | 20,986  | 14,164  | 84     | 14,164  | 8,918   | 79.3  | 53.5 | 33.7 |
|                                                | 新潟         | 80                        | 54    | 48    | 26  | 47    | 20  | 7  | 19  | 9   | 60.0  | 25.0 | 11.3 |          | 5       | 10,868  | 9,409   | 8,840   | 5,929   | 8,767   | 5,153   | 2,740  | 5,002   | 1,880   | 81.3  | 47.4 | 17.3 |
|                                                | 北陸         | 109                       | 81    | 80    | 51  | 66    | 26  | 7  | 25  | 18  | 73.4  | 23.9 | 16.5 |          | 2       | 22,432  | 21,135  | 20,913  | 13,753  | 15,380  | 9,476   | 3,295  | 9,400   | 8,105   | 93.2  | 42.2 | 36.1 |
|                                                | 甲信         | 69                        | 48    | 45    | 7   | 45    | 33  | 2  | 33  | 15  | 65.2  | 47.8 | 21.7 | 3        | 1       | 12,210  | 10,468  | 10,021  | 2,513   | 10,021  | 7,642   | 583    | 7,642   | 3,776   | 82.1  | 62.6 | 30.9 |
|                                                | 静岡         | 82                        | 57    | 57    | 11  | 56    | 26  | 5  | 26  | 9   | 69.5  | 31.7 | 11.0 |          | 1       | 30,588  | 28,921  | 28,921  | 17,960  | 28,672  | 22,674  | 15,562 | 22,674  | 14,451  | 94.6  | 74.1 | 47.2 |
|                                                | 東海         | 185                       | 119   | 106   | 20  | 104   | 57  | 7  | 57  | 35  | 57.3  | 30.8 | 18.9 | 1        | 1       | 41,594  | 33,829  | 31,703  | 10,634  | 30,933  | 22,185  | 6,242  | 22,185  | 18,184  | 76.2  | 53.3 | 43.7 |
|                                                | 京滋         | 88                        | 64    | 63    | 20  | 63    | 32  | 7  | 32  | 20  | 71.6  | 36.4 | 22.7 | 2        | 4       | 18,844  | 16,970  | 16,940  | 10,997  | 16,940  | 13,421  | 7,427  | 13,421  | 8,757   | 89.9  | 71.2 | 46.5 |
|                                                | 大阪         | 302                       | 218   | 212   | 112 | 207   | 95  | 34 | 95  | 35  | 70.2  | 31.5 | 11.6 | 1        | 2       | 46,240  | 41,824  | 40,504  | 18,840  | 40,137  | 28,735  | 9,586  | 28,735  | 16,591  | 87.6  | 62.1 | 35.9 |
|                                                | 山陽         | 126                       | 101   | 95    | 27  | 93    | 52  | 10 | 50  | 28  | 75.4  | 41.3 | 22.2 | 1        | 1       | 23,679  | 20,144  | 18,875  | 7,727   | 18,396  | 12,331  | 3,500  | 11,882  | 7,213   | 79.7  | 52.1 | 30.5 |
|                                                | 山陰         | 41                        | 35    | 35    | 6   | 35    | 19  |    | 19  | 4   | 85.4  | 46.3 | 9.8  |          |         | 4,684   | 3,826   | 3,826   | 263     | 3,826   | 2,328   |        | 2,328   | 229     | 81.7  | 49.7 | 4.9  |
|                                                | 四国         | 32                        | 31    | 30    | 4   | 29    | 12  |    | 12  | 8   | 93.8  | 37.5 | 25.0 |          |         | 5,155   | 5,137   | 5,061   | 1,485   | 4,904   | 1,973   |        | 1,973   | 1,505   | 98.2  | 38.3 | 29.2 |
|                                                | 九州・山口      | 60                        | 45    | 44    | 30  | 44    | 18  | 2  | 18  | 12  | 73.3  | 30.0 | 20.0 |          |         | 7,836   | 6,677   | 6,457   | 4,470   | 6,457   | 4,094   | 454    | 4,094   | 2,492   | 82.4  | 52.2 | 31.8 |
|                                                | 地方計        | 1,726                     | 1,245 | 1,160 | 381 | 1,124 | 554 | 97 | 549 | 281 | 67.2  | 32.1 | 16.3 | 13       | 38      | 346,832 | 305,851 | 289,480 | 120,395 | 280,389 | 196,876 | 59,556 | 196,134 | 129,126 | 83.5  | 56.8 | 37.2 |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18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 |      |       |       |       |      |
|                                     |            |            |      |         |       |      |       |      |       | 要求       |       | 妥結   |       |            |      |      |         |        |      |        |      | 要求       |      | 妥結    |       | 要求    |      |
|                                     |            | 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                                 |            | 40.1       | 14.6 | 263,544 | 8,503 | 3.31 | 5,869 | 2.17 | 6,198 | 2.27     | 817   | 0.26 | 1,009 | 0.31       | 39.6 | 15.3 | 298,462 | 9,177  | 3.13 | 7,383  | 2.42 | 7,314    | 2.37 | 1,770 | 0.55  | 1,619 | 0.52 |
| 大手労組会議                              |            | 39.9       | 15.8 | 315,786 | 9,713 | 3.11 | 7,456 | 2.37 | 7,164 | 2.30     | 1,613 | 0.44 | 1,426 | 0.45       | 39.8 | 15.8 | 320,995 | 9,821  | 3.07 | 8,184  | 2.55 | 7,652    | 2.41 | 2,429 | 0.68  | 1,811 | 0.57 |
| 業種                                  | 鉄鋼業        | 40.3       | 13.6 | 246,050 | 8,137 | 3.54 | 5,559 | 2.42 | 6,151 | 3.15     | 554   | 0.30 | 980   | 0.50       | 38.8 | 13.9 | 267,704 | 8,039  | 3.10 | 6,170  | 2.28 | 6,518    | 2.53 | 336   | 0.15  | 1,170 | 0.46 |
|                                     | 非鉄金属       | 40.7       | 15.5 | 262,359 | 8,456 | 3.20 | 5,859 | 2.23 | 6,887 | 2.30     | 1,125 |      |       | 0.16       | 39.7 | 15.8 | 269,044 | 8,423  | 3.03 | 6,789  | 2.35 | 8,398    | 2.88 | 1,020 | 0.23  | 2,210 | 0.44 |
|                                     | 金属製品       | 39.9       | 14.8 | 255,465 | 7,832 | 3.21 | 5,294 | 2.02 | 5,285 | 2.09     | 765   |      |       | 0.20       | 39.7 | 15.9 | 266,135 | 7,979  | 3.12 | 5,527  | 2.02 | 5,246    | 1.98 | 689   | 0.18  | 202   | 0.06 |
|                                     | 一般機械       | 39.3       | 14.1 | 263,995 | 8,919 | 3.41 | 6,281 | 2.32 | 6,761 | 2.41     | 952   | 0.28 | 1,279 | 0.35       | 38.7 | 14.5 | 298,483 | 9,862  | 3.33 | 7,973  | 2.62 | 7,907    | 2.57 | 2,314 | 0.72  | 1,950 | 0.65 |
|                                     | 電気機械       | 40.7       | 15.2 | 271,435 | 8,851 | 3.39 | 6,144 | 2.14 | 5,967 | 2.13     | 1,186 | 0.41 | 1,081 | 0.36       | 40.5 | 16.0 | 309,303 | 9,050  | 2.96 | 7,313  | 2.33 | 6,369    | 2.05 | 1,406 | 0.42  | 998   | 0.23 |
|                                     | 輸送機械       | 40.1       | 15.2 | 271,444 | 8,452 | 3.15 | 5,522 | 1.95 | 6,278 | 2.11     | 505   | 0.05 | 1,012 | 0.32       | 39.9 | 16.2 | 309,803 | 8,305  | 2.75 | 6,719  | 2.10 | 7,199    | 2.19 | 1,088 | 0.30  | 1,656 | 0.50 |
|                                     | 精密機械       | 40.5       | 15.0 | 277,502 | 8,625 | 3.12 | 6,299 | 2.24 | 6,530 | 2.27     | 1,019 | 0.35 | 767   | 0.34       | 40.9 | 16.3 | 321,921 | 10,254 | 3.20 | 8,262  | 2.62 | 9,715    | 3.03 | 3,458 | 1.02  | 3,375 | 1.07 |
|                                     | その他        | 41.9       | 14.9 | 264,100 | 7,761 | 3.05 | 4,623 | 1.58 | 5,180 | 1.85     | 306   | 0.04 | 561   | 0.15       | 40.4 | 14.6 | 282,508 | 8,124  | 2.94 | 6,194  | 2.09 | 6,471    | 2.19 | 1,326 | 0.48  | 998   | 0.32 |
| 規模                                  | 1～299人     | 40.2       | 14.4 | 254,895 | 8,357 | 3.36 | 5,572 | 2.13 | 5,871 | 2.26     | 693   | 0.21 | 894   | 0.27       | 39.6 | 14.6 | 262,741 | 8,367  | 3.25 | 5,810  | 2.15 | 5,808    | 2.20 | 768   | 0.22  | 959   | 0.34 |
|                                     | 1～99人      | 40.7       | 14.2 | 247,679 | 8,304 | 3.44 | 5,378 | 2.11 | 5,892 | 2.31     | 589   | 0.19 | 775   | 0.15       | 39.9 | 13.8 | 248,656 | 8,084  | 3.35 | 5,372  | 2.10 | 5,800    | 2.27 | 618   | 0.22  | 644   | 0.10 |
|                                     | 100～299人   | 39.5       | 14.8 | 266,406 | 8,453 | 3.22 | 5,909 | 2.16 | 5,833 | 2.19     | 878   | 0.24 | 1,122 | 0.44       | 39.5 | 14.9 | 268,559 | 8,493  | 3.21 | 6,007  | 2.17 | 5,812    | 2.17 | 836   | 0.23  | 1,103 | 0.42 |
|                                     | 300～499人   | 39.7       | 15.1 | 282,699 | 8,873 | 3.21 | 6,284 | 2.12 | 6,778 | 2.26     | 823   | 0.24 | 1,024 | 0.23       | 39.7 | 15.1 | 282,067 | 8,862  | 3.21 | 6,337  | 2.13 | 6,841    | 2.27 | 828   | 0.24  | 1,097 | 0.24 |
|                                     | 500～999人   | 39.3       | 15.5 | 290,247 | 9,182 | 3.20 | 6,306 | 2.23 | 6,573 | 2.25     | 1,170 | 0.30 | 1,038 | 0.32       | 39.2 | 15.5 | 291,708 | 9,163  | 3.18 | 6,366  | 2.24 | 6,675    | 2.28 | 1,136 | 0.29  | 1,162 | 0.38 |
|                                     | 1000～2999人 | 39.1       | 15.2 | 303,562 | 9,035 | 3.04 | 6,762 | 2.23 | 7,077 | 2.31     | 1,800 | 0.64 | 1,299 | 0.41       | 39.1 | 15.1 | 304,015 | 9,207  | 3.08 | 7,011  | 2.31 | 7,297    | 2.38 | 1,848 | 0.64  | 1,386 | 0.43 |
|                                     | 3000人以上    | 40.3       | 16.3 | 329,942 | 9,898 | 3.01 | 8,384 | 2.56 | 7,493 | 2.32     | 3,067 | 0.84 | 1,820 | 0.57       | 40.1 | 16.1 | 327,847 | 9,895  | 3.03 | 8,590  | 2.64 | 7,806    | 2.42 | 3,109 | 0.87  | 2,013 | 0.64 |
| （事業所ベース）<br>地方                      | 北海道        | 38.5       | 8.8  | 271,212 | 6,416 | 2.32 | 7,638 | 2.76 | 7,638 | 2.76     | 124   | 0.04 | 1,638 | 0.57       | 36.9 | 10.3 | 283,375 | 7,524  | 2.65 | 7,638  | 2.76 | 7,638    | 2.76 | 27    | -0.02 | 1,638 | 0.57 |
|                                     | 北東北        | 42.3       | 19.0 | 224,349 | 8,707 | 3.86 | 6,015 | 2.60 | 8,092 | 2.70     | 341   | 0.16 | -14   | 0.00       | 41.0 | 17.7 | 263,709 | 10,144 | 3.66 | 10,400 | 3.36 | 11,664   | 3.52 | 567   | 0.15  | -14   | 0.00 |
|                                     | 南東北        | 39.7       | 16.1 | 248,609 | 8,255 | 3.42 | 5,971 | 2.41 | 7,526 | 3.19     | 1,109 | 0.44 | 2,164 | 1.11       | 40.7 | 17.7 | 269,604 | 8,719  | 3.32 | 6,459  | 2.24 | 7,814    | 2.74 | 1,580 | 0.59  | 1,941 | 0.75 |
|                                     | 北関東        | 40.6       | 15.2 | 285,315 | 8,773 | 3.32 | 6,674 | 2.38 | 7,316 | 2.55     | 1,062 | 0.49 | 1,749 | 0.70       | 40.0 | 15.4 | 308,131 | 9,000  | 3.10 | 7,930  | 2.55 | 8,059    | 2.55 | 1,860 | 0.76  | 2,265 | 0.71 |
|                                     | 東京千葉       | 40.8       | 15.3 | 299,761 | 8,804 | 2.94 | 6,429 | 2.13 | 6,202 | 2.09     | 1,078 | 0.38 | 692   | 0.21       | 41.3 | 16.3 | 330,999 | 9,266  | 2.80 | 7,487  | 2.32 | 7,113    | 2.21 | 2,028 | 0.44  | 1,486 | 0.40 |
|                                     | 神奈川        | 39.9       | 15.6 | 301,995 | 8,689 | 2.88 | 7,168 | 2.36 | 7,378 | 2.43     | 1,676 | 0.46 | 1,992 | 0.62       | 40.1 | 16.0 | 306,913 | 9,149  | 2.97 | 7,253  | 2.30 | 7,659    | 2.41 | 2,114 | 0.67  | 2,072 | 0.68 |
|                                     | 新潟         | 40.1       | 15.2 | 251,754 | 7,822 | 3.07 | 5,251 | 1.91 | 6,131 | 1.96     | 900   | 0.29 | 1,203 | 0.37       | 39.6 | 15.9 | 267,962 | 7,963  | 2.98 | 5,340  | 1.95 | 5,964    | 1.97 | 1,114 | 0.29  | 627   | 0.34 |
|                                     | 北陸         | 39.7       | 14.0 | 246,150 | 8,391 | 3.40 | 6,867 | 2.64 | 7,370 | 2.83     | 233   | 0.01 | 1,193 | 0.35       | 39.3 | 15.2 | 271,475 | 9,163  | 3.34 | 8,286  | 2.89 | 8,669    | 3.00 | 829   | 0.25  | 2,353 | 0.76 |
|                                     | 甲信         | 39.5       | 15.1 | 271,626 | 8,658 | 3.23 | 5,816 | 2.02 | 5,586 | 2.05     | 1,199 | 0.22 | -459  | -0.63      | 39.8 | 15.4 | 283,837 | 9,005  | 3.19 | 6,576  | 2.22 | 7,123    | 2.41 | 978   | 0.31  | 214   | 0.05 |
|                                     | 静岡         | 39.9       | 15.5 | 286,622 | 7,742 | 2.73 | 6,117 | 2.05 | 7,496 | 2.27     | 1,078 | 0.45 | 1,347 | 0.32       | 39.6 | 16.2 | 316,427 | 8,132  | 2.65 | 6,586  | 2.04 | 6,409    | 1.92 | 1,736 | 0.56  | 899   | 0.23 |
|                                     | 東海         | 39.0       | 14.6 | 276,794 | 8,020 | 2.93 | 6,155 | 2.16 | 6,502 | 2.23     | 1,435 | 0.43 | 1,571 | 0.44       | 38.6 | 14.9 | 290,518 | 9,000  | 3.10 | 6,536  | 2.22 | 6,586    | 2.22 | 2,532 | 0.86  | 1,075 | 0.38 |
|                                     | 京滋         | 40.2       | 14.0 | 284,900 | 8,277 | 2.95 | 6,085 | 2.16 | 6,810 | 2.32     | 836   | 0.25 | 937   | 0.36       | 39.7 | 14.7 | 314,956 | 9,444  | 3.02 | 7,572  | 2.33 | 7,015    | 2.26 | 1,823 | 0.53  | 1,104 | 0.35 |
|                                     | 大阪         | 39.8       | 14.7 | 279,071 | 9,366 | 3.54 | 6,574 | 2.31 | 6,805 | 2.29     | 1,042 | 0.36 | 1,330 | 0.42       | 39.1 | 14.9 | 299,290 | 9,902  | 3.39 | 8,230  | 2.68 | 7,892    | 2.53 | 1,861 | 0.60  | 2,049 | 0.65 |
|                                     | 山陽         | 39.2       | 14.2 | 269,694 | 8,932 | 3.41 | 6,186 | 2.26 | 6,031 | 2.20     | 679   | 0.25 | 1,080 | 0.39       | 38.1 | 14.3 | 289,062 | 9,389  | 3.27 | 7,355  | 2.50 | 6,931    | 2.35 | 1,388 | 0.37  | 1,436 | 0.51 |
|                                     | 山陰         | 42.2       | 14.7 | 223,018 | 7,822 | 3.59 | 5,451 | 2.53 | 4,720 | 2.15     | 479   | 0.17 | 949   | 0.84       | 40.2 | 15.6 | 244,863 | 8,459  | 3.62 | 6,203  | 2.74 | 6,359    | 2.53 | 528   | 0.31  | 1,677 | 0.84 |
|                                     | 四国         | 41.5       | 14.0 | 253,795 | 9,750 | 3.90 | 5,718 | 2.13 | 6,036 | 2.31     | 315   | 0.09 | 1,166 | 0.41       | 39.2 | 14.2 | 279,682 | 10,663 | 3.82 | 6,900  | 2.43 | 7,260    | 2.60 | 1,797 | 0.57  | 1,640 | 0.56 |
|                                     | 九州・山口      | 39.9       | 15.1 | 261,874 | 9,680 | 3.68 | 7,021 | 2.36 | 7,926 | 2.58     | 785   | 0.29 | 1,552 | 0.77       | 38.4 | 14.5 | 274,685 | 9,950  | 3.64 | 8,064  | 2.76 | 8,867    | 2.92 | 1,798 | 0.47  | 2,951 | 1.23 |
| 地方計                                 |            | 40.0       | 14.8 | 270,580 | 8,677 | 3.28 | 6,324 | 2.26 | 6,748 | 2.38     | 967   | 0.31 | 1,282 | 0.43       | 39.6 | 15.4 | 298,335 | 9,146  | 3.12 | 7,367  | 2.42 | 7,403    | 2.40 | 1,761 | 0.54  | 1,600 | 0.52 |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18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   | ベア   | 賃上げ額     |       | 構造   | ベア   | 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                                 |            | 723             | 8683 | 4541 | 4142 | 655      | 9085  | 4514 | 4572 | 68    | 4808 |         |     |                 |     | 336  | 6114 | 4727 | 1387 | 236      | 6697 | 4709 | 1988 | 97    | 4779 | 3       | 3437 | 4499 | -1,063 |
| 大手労組会議                              |            | 40              | 9649 | 5402 | 4247 | 38       | 9968  | 5498 | 4470 | 2     | 3588 |         |     |                 |     | 34   | 7248 | 5641 | 1607 | 30       | 7649 | 5828 | 1821 | 4     | 4238 |         |      |      |        |
| 業種                                  | 鉄鋼業        | 59              | 8346 | 4305 | 4041 | 56       | 8551  | 4293 | 4258 | 3     | 4529 |         |     |                 |     | 22   | 5921 | 4594 | 1327 | 16       | 6389 | 4564 | 1825 | 6     | 4676 |         |      |      |        |
|                                     | 非鉄金属       | 25              | 8167 | 4670 | 3497 | 23       | 8457  | 4656 | 3801 | 2     | 4828 |         |     |                 |     | 10   | 6203 | 4329 | 1874 | 7        | 6455 | 3778 | 2677 | 3     | 5615 |         |      |      |        |
|                                     | 金属製品       | 112             | 7966 | 4271 | 3695 | 97       | 8504  | 4237 | 4266 | 15    | 4488 |         |     |                 |     | 52   | 5692 | 4432 | 1260 | 35       | 6224 | 4318 | 1906 | 16    | 4676 | 1       | 3310 | 4500 | -1,190 |
|                                     | 一般機械       | 275             | 9234 | 4737 | 4497 | 258      | 9507  | 4714 | 4793 | 17    | 5097 |         |     |                 |     | 137  | 6412 | 4907 | 1506 | 103      | 6937 | 4935 | 2003 | 34    | 4821 |         |      |      |        |
|                                     | 電気機械       | 78              | 8615 | 4591 | 4024 | 70       | 8928  | 4444 | 4484 | 8     | 5878 |         |     |                 |     | 42   | 6557 | 4796 | 1760 | 30       | 7232 | 4768 | 2464 | 12    | 4869 |         |      |      |        |
|                                     | 輸送機械       | 93              | 8799 | 4431 | 4367 | 81       | 9411  | 4397 | 5014 | 12    | 4664 |         |     |                 |     | 41   | 5520 | 4607 | 912  | 24       | 6099 | 4458 | 1641 | 15    | 4862 | 2       | 3500 | 4499 | -999   |
|                                     | 精密機械       | 29              | 8576 | 4838 | 3739 | 26       | 9145  | 4975 | 4170 | 3     | 3653 |         |     |                 |     | 17   | 6361 | 5189 | 1171 | 10       | 7438 | 5447 | 1991 | 7     | 4822 |         |      |      |        |
|                                     | その他        | 52              | 7895 | 4249 | 3646 | 44       | 8517  | 4209 | 4309 | 8     | 4473 |         |     |                 |     | 15   | 5186 | 4186 | 1000 | 11       | 5723 | 4359 | 1364 | 4     | 3710 |         |      |      |        |
| 規模                                  | 1～299人     | 548             | 8549 | 4364 | 4184 | 496      | 8967  | 4344 | 4623 | 52    | 4561 |         |     |                 |     | 232  | 5866 | 4519 | 1348 | 154      | 6466 | 4415 | 2051 | 75    | 4733 | 3       | 3437 | 4499 | -1,063 |
|                                     | 1～99人      | 313             | 8541 | 4264 | 4278 | 280      | 8988  | 4206 | 4782 | 33    | 4750 |         |     |                 |     | 130  | 5675 | 4430 | 1246 | 84       | 6246 | 4300 | 1946 | 45    | 4670 | 1       | 3000 | 4500 | -1,500 |
|                                     | 100～299人   | 235             | 8558 | 4498 | 4060 | 216      | 8939  | 4521 | 4417 | 19    | 4233 |         |     |                 |     | 102  | 6110 | 4632 | 1478 | 70       | 6730 | 4552 | 2177 | 30    | 4828 | 2       | 3655 | 4499 | -844   |
|                                     | 300～499人   | 65              | 8921 | 4971 | 3950 | 59       | 9175  | 4823 | 4352 | 6     | 6428 |         |     |                 |     | 25   | 6296 | 4794 | 1502 | 21       | 6609 | 4821 | 1788 | 4     | 4652 |         |      |      |        |
|                                     | 500～999人   | 59              | 9194 | 5022 | 4172 | 53       | 9592  | 4947 | 4645 | 6     | 5682 |         |     |                 |     | 37   | 6380 | 5001 | 1379 | 28       | 6732 | 4910 | 1822 | 9     | 5285 |         |      |      |        |
|                                     | 1000～2999人 | 37              | 9035 | 5196 | 3838 | 33       | 9612  | 5309 | 4304 | 4     | 4271 |         |     |                 |     | 29   | 6762 | 5476 | 1286 | 21       | 7558 | 5783 | 1776 | 8     | 4672 |         |      |      |        |
|                                     | 3000人以上    | 14              | 9740 | 5717 | 4023 | 14       | 9740  | 5717 | 4023 |       |      |         |     |                 |     | 13   | 7981 | 5871 | 2110 | 12       | 8228 | 5942 | 2286 | 1     | 5025 |         |      |      |        |
| （事業所ベース）                            | 北海道        | 3               | 6837 | 4003 | 2833 | 2        | 8155  | 3905 | 4250 | 1     | 4200 |         |     |                 |     | 1    | 7638 | 5638 | 2000 | 1        | 7638 | 5638 | 2000 |       |      |         |      |      |        |
|                                     | 北東北        | 13              | 8386 | 4082 | 4305 | 13       | 8386  | 4082 | 4305 |       |      |         |     |                 |     | 4    | 4754 | 3958 | 796  | 3        | 5718 | 4657 | 1061 | 1     | 1860 |         |      |      |        |
|                                     | 南東北        | 37              | 8500 | 4486 | 4014 | 34       | 8680  | 4313 | 4368 | 3     | 6452 |         |     |                 |     | 18   | 5996 | 4343 | 1652 | 12       | 6989 | 4511 | 2478 | 6     | 4008 |         |      |      |        |
|                                     | 北関東        | 104             | 9041 | 4807 | 4234 | 94       | 9510  | 4825 | 4685 | 10    | 4628 |         |     |                 |     | 46   | 6775 | 5202 | 1573 | 35       | 7428 | 5318 | 2110 | 10    | 4866 | 1       | 3000 | 4500 | -1,500 |
|                                     | 東京千葉       | 67              | 8620 | 5024 | 3596 | 57       | 9187  | 4961 | 4227 | 10    | 5386 |         |     |                 |     | 42   | 6395 | 5191 | 1205 | 30       | 6897 | 5154 | 1743 | 10    | 5439 | 2       | 3655 | 4499 | -844   |
|                                     | 神奈川        | 46              | 8556 | 4726 | 3830 | 41       | 8994  | 4697 | 4297 | 5     | 4964 |         |     |                 |     | 26   | 7210 | 5123 | 2088 | 24       | 7407 | 5145 | 2262 | 2     | 4850 |         |      |      |        |
|                                     | 新潟         | 36              | 7932 | 4062 | 3870 | 34       | 8119  | 4022 | 4098 | 2     | 4751 |         |     |                 |     | 11   | 5089 | 4752 | 336  | 3        | 6125 | 4891 | 1233 | 8     | 4700 |         |      |      |        |
|                                     | 北陸         | 46              | 8619 | 4467 | 4152 | 46       | 8619  | 4467 | 4152 |       |      |         |     |                 |     | 20   | 7165 | 4851 | 2315 | 19       | 7261 | 4824 | 2436 | 1     | 5350 |         |      |      |        |
|                                     | 甲信         | 36              | 8553 | 4379 | 4174 | 30       | 9380  | 4371 | 5009 | 6     | 4420 |         |     |                 |     | 26   | 6072 | 4588 | 1484 | 16       | 6867 | 4456 | 2411 | 10    | 4800 |         |      |      |        |
|                                     | 静岡         | 47              | 7904 | 4564 | 3340 | 43       | 8217  | 4567 | 3650 | 4     | 4537 |         |     |                 |     | 23   | 6270 | 4644 | 1626 | 16       | 7145 | 4807 | 2337 | 7     | 4270 |         |      |      |        |
|                                     | 東海         | 90              | 8193 | 4746 | 3447 | 81       | 8656  | 4826 | 3830 | 9     | 4026 |         |     |                 |     | 50   | 6237 | 4902 | 1336 | 34       | 7093 | 5129 | 1964 | 16    | 4418 |         |      |      |        |
|                                     | 京滋         | 48              | 8547 | 4844 | 3703 | 45       | 8764  | 4814 | 3949 | 3     | 5287 |         |     |                 |     | 25   | 6425 | 5254 | 1171 | 17       | 7251 | 5528 | 1723 | 8     | 4670 |         |      |      |        |
|                                     | 大阪         | 171             | 9740 | 4843 | 4897 | 159      | 10109 | 4842 | 5266 | 12    | 4858 |         |     |                 |     | 84   | 6422 | 5054 | 1369 | 62       | 7019 | 5165 | 1854 | 22    | 4740 |         |      |      |        |
|                                     | 山陽         | 65              | 9665 | 4875 | 4790 | 61       | 9984  | 4880 | 5104 | 4     | 4800 |         |     |                 |     | 37   | 6798 | 5283 | 1515 | 31       | 7069 | 5261 | 1808 | 6     | 5398 |         |      |      |        |
|                                     | 山陰         | 27              | 8862 | 3576 | 5287 | 26       | 9027  | 3537 | 5490 | 1     | 4586 |         |     |                 |     | 16   | 6005 | 3502 | 2502 | 14       | 6251 | 3392 | 2860 | 2     | 4279 |         |      |      |        |
|                                     | 四国         | 14              | 9003 | 4981 | 4021 | 11       | 10001 | 4883 | 5118 | 3     | 5342 |         |     |                 |     | 6    | 6170 | 5186 | 984  | 4        | 6646 | 5171 | 1475 | 2     | 5217 |         |      |      |        |
|                                     | 九州・山口      | 36              | 9011 | 4739 | 4272 | 34       | 9274  | 4751 | 4523 | 2     | 4539 |         |     |                 |     | 14   | 7027 | 5383 | 1644 | 11       | 7602 | 5509 | 2092 | 3     | 4920 |         |      |      |        |
| 地方計                                 |            | 886             | 8858 | 4684 | 4173 | 811      | 9231  | 4671 | 4559 | 75    | 4826 |         |     |                 |     | 449  | 6456 | 4954 | 1501 | 332      | 7079 | 5039 | 2040 | 114   | 4719 | 3       | 3437 | 4499 | -1,063 |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18日 |            | 平均賃上げ:要求額<br>賃金改善又はベア額の分布 |       |             |                |                |                |           | 平均賃上げ:回答額<br>賃金改善又はベア額の分布 |       |           |              |              |              |           |
|-------------------------------------|------------|---------------------------|-------|-------------|----------------|----------------|----------------|-----------|---------------------------|-------|-----------|--------------|--------------|--------------|-----------|
|                                     |            | 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                                 |            | 655                       | 4,572 | 297         | 73             | 236            | 26             | 23        | 236                       | 1,988 | 57        | 78           | 52           | 26           | 23        |
| 大手労組会議                              |            | 38                        | 4,470 | 19          | 3              | 15             |                | 1         | 30                        | 1,821 | 7         | 9            | 8            | 5            | 1         |
| 業<br>種                              | 鉄鋼業        | 56                        | 4,258 | 25          | 6              | 22             | 3              |           | 16                        | 1,825 | 8         | 1            | 3            | 2            | 2         |
|                                     | 非鉄金属       | 23                        | 3,801 | 13          | 6              | 2              | 2              |           | 7                         | 2,677 | 2         | 1            | 2            |              | 2         |
|                                     | 金属製品       | 97                        | 4,266 | 55          | 7              | 27             | 1              | 7         | 35                        | 1,906 | 7         | 15           | 5            | 3            | 5         |
|                                     | 一般機械       | 258                       | 4,793 | 104         | 33             | 103            | 9              | 9         | 103                       | 2,003 | 22        | 40           | 22           | 9            | 10        |
|                                     | 電気機械       | 70                        | 4,484 | 34          | 5              | 24             | 5              | 2         | 30                        | 2,464 | 5         | 8            | 9            | 5            | 3         |
|                                     | 輸送機械       | 81                        | 5,014 | 33          | 10             | 31             | 4              | 3         | 24                        | 1,641 | 7         | 8            | 4            | 5            |           |
|                                     | 精密機械       | 26                        | 4,170 | 13          | 3              | 8              |                | 2         | 10                        | 1,991 | 2         | 4            | 1            | 2            | 1         |
|                                     | その他        | 44                        | 4,309 | 20          | 3              | 19             | 2              |           | 11                        | 1,364 | 4         | 1            | 6            |              |           |
| 規<br>模                              | 1～299人     | 496                       | 4,623 | 217         | 60             | 182            | 19             | 18        | 154                       | 2,051 | 36        | 52           | 33           | 17           | 16        |
|                                     | 1～99人      | 280                       | 4,782 | 119         | 27             | 108            | 15             | 11        | 84                        | 1,946 | 25        | 28           | 15           | 8            | 8         |
|                                     | 100～299人   | 216                       | 4,417 | 98          | 33             | 74             | 4              | 7         | 70                        | 2,177 | 11        | 24           | 18           | 9            | 8         |
|                                     | 300～499人   | 59                        | 4,352 | 32          | 4              | 16             | 4              | 3         | 21                        | 1,788 | 5         | 9            | 5            |              | 2         |
|                                     | 500～999人   | 53                        | 4,645 | 22          | 5              | 22             | 3              | 1         | 28                        | 1,822 | 10        | 8            | 3            | 3            | 4         |
|                                     | 1000～2999人 | 33                        | 4,304 | 18          | 1              | 13             |                | 1         | 21                        | 1,776 | 4         | 6            | 8            | 3            |           |
|                                     | 3000人以上    | 14                        | 4,023 | 8           | 3              | 3              |                |           | 12                        | 2,286 | 2         | 3            | 3            | 3            | 1         |
| 地<br>方<br><br>（事業所ベース）              | 北海道        | 2                         | 4,250 | 1           |                | 1              |                |           | 1                         | 2,000 |           |              | 1            |              |           |
|                                     | 北東北        | 13                        | 4,305 | 6           | 1              | 6              |                |           | 3                         | 1,061 | 1         | 2            |              |              |           |
|                                     | 南東北        | 34                        | 4,368 | 16          | 7              | 10             |                | 1         | 12                        | 2,478 | 2         | 3            | 2            | 2            | 3         |
|                                     | 北関東        | 94                        | 4,685 | 38          | 9              | 42             | 4              | 1         | 35                        | 2,110 | 3         | 16           | 5            | 10           | 1         |
|                                     | 東京千葉       | 57                        | 4,227 | 27          | 5              | 25             |                |           | 30                        | 1,743 | 5         | 9            | 14           | 1            | 1         |
|                                     | 神奈川        | 41                        | 4,297 | 22          | 3              | 14             | 1              | 1         | 24                        | 2,262 |           | 11           | 6            | 5            | 2         |
|                                     | 新潟         | 34                        | 4,098 | 17          | 7              | 7              | 3              |           | 3                         | 1,233 | 1         | 1            | 1            |              |           |
|                                     | 北陸         | 46                        | 4,152 | 23          | 6              | 16             | 1              |           | 19                        | 2,436 | 4         | 8            | 1            | 2            | 4         |
|                                     | 甲信         | 30                        | 5,009 | 15          | 7              | 3              | 1              | 4         | 16                        | 2,411 | 4         | 4            | 3            | 3            | 2         |
|                                     | 静岡         | 43                        | 3,650 | 27          | 5              | 9              | 2              |           | 16                        | 2,337 | 4         | 6            | 3            |              | 3         |
|                                     | 東海         | 81                        | 3,830 | 49          | 9              | 21             | 1              | 1         | 34                        | 1,964 | 8         | 9            | 9            | 7            | 1         |
|                                     | 京滋         | 45                        | 3,949 | 26          | 5              | 14             |                |           | 17                        | 1,723 | 5         | 7            | 3            | 1            | 1         |
|                                     | 大阪         | 159                       | 5,266 | 50          | 17             | 74             | 8              | 10        | 62                        | 1,854 | 21        | 17           | 9            | 7            | 8         |
|                                     | 山陽         | 61                        | 5,104 | 26          | 5              | 25             | 2              | 3         | 31                        | 1,808 | 7         | 12           | 6            | 3            | 3         |
|                                     | 山陰         | 26                        | 5,490 | 8           | 2              | 13             | 1              | 2         | 14                        | 2,860 | 4         | 3            | 3            |              | 4         |
|                                     | 四国         | 11                        | 5,118 | 3           |                | 7              | 1              |           | 4                         | 1,475 | 1         | 1            | 2            |              |           |
|                                     | 九州・山口      | 34                        | 4,523 | 18          | 2              | 10             | 1              | 3         | 11                        | 2,092 | 1         | 5            | 4            |              | 1         |
|                                     | 地方計        |                           | 811   | 4,559       | 372            | 90             | 297            | 26        | 26                        | 332   | 2,040     | 71           | 114          | 72           | 41        |

| 2022年<br>春季生活闘争<br>情報No.7<br>3月18日 |            |     |         | 30歳個別賃金：現行水準（交渉単位ベース） |         |      |         |      |         |      |    |                               |       |       |       |       |       |       |       |       |       |       |       |       |    |  |  |  |  |
|------------------------------------|------------|-----|---------|-----------------------|---------|------|---------|------|---------|------|----|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|--|--|--|--|
|                                    |            |     |         | 現行水準データがある場合          |         |      |         |      |         |      |    | 現行水準の台別分布（台別区分の単位＝千円、単組数をカント） |       |       |       |       |       |       |       |       |       |       |       |       |    |  |  |  |  |
|                                    |            |     |         | 一歳前水準                 |         | 現状水準 |         | 要求水準 |         | 確定水準 |    | 192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       | 277 | 226,287 | 446                   | 235,105 | 291  | 241,127 | 77   | 257,359 | 27   | 19 | 52                            | 40    | 59    | 65    | 60    | 48    | 25    | 18    | 16    | 5     | 12    |       | 446   |    |  |  |  |  |
|                                    | 大手労組会議     | 23  | 258,959 | 39                    | 271,780 | 23   | 275,281 | 15   | 278,073 |      |    |                               |       |       | 2     | 6     | 6     | 7     | 5     | 7     | 2     | 4     |       | 39    |    |  |  |  |  |
|                                    | 1～299人     | 212 | 219,604 | 324                   | 227,103 | 217  | 234,179 | 50   | 251,059 | 27   | 18 | 50                            | 37    | 53    | 47    | 37    | 23    | 14    | 6     | 5     | 1     | 6     |       | 324   |    |  |  |  |  |
|                                    | 1～99人      | 126 | 215,385 | 183                   | 222,058 | 131  | 229,832 | 29   | 251,978 | 20   | 14 |                               |       | 31    | 16    | 22    | 7     | 6     | 4     | 2     |       | 3     |       | 183   |    |  |  |  |  |
|                                    | 100～299人   | 86  | 225,785 | 141                   | 233,651 | 86   | 240,800 | 21   | 249,791 | 7    | 4  |                               |       | 22    | 31    | 15    | 16    | 8     | 2     | 3     | 1     | 3     |       | 141   |    |  |  |  |  |
|                                    | 300～499人   | 22  | 239,074 | 36                    | 252,133 | 25   | 256,980 | 7    | 261,398 |      |    | 2                             | 2     | 6     | 7     | 6     | 1     | 3     | 3     | 2     | 2     | 2     |       | 36    |    |  |  |  |  |
|                                    | 500～999人   | 21  | 244,540 | 46                    | 248,904 | 28   | 253,763 | 7    | 255,270 |      | 1  |                               | 1     | 2     | 12    | 9     | 11    | 2     | 5     | 1     | 2     |       |       | 46    |    |  |  |  |  |
| 所定内賃金                              | 1000～2999人 | 16  | 260,374 | 25                    | 262,763 | 14   | 278,494 | 6    | 289,870 |      |    |                               | 2     |       | 6     | 6     | 6     | 1     | 2     |       |       | 2     |       | 25    |    |  |  |  |  |
|                                    | 3000人以上    | 6   | 260,743 | 15                    | 278,682 | 7    | 274,616 | 7    | 272,540 |      |    |                               |       |       |       | 1     | 2     | 2     | 3     | 5     |       |       | 2     | 15    |    |  |  |  |  |
|                                    | 全規模計       | 46  | 236,698 | 80                    | 242,059 | 42   | 243,561 | 19   | 262,676 | 4    | 2  | 7                             | 7     | 8     | 11    | 11    | 10    | 3     | 7     | 6     | 1     | 3     |       | 80    |    |  |  |  |  |
|                                    | 1～299人     | 31  | 227,897 | 55                    | 232,236 | 32   | 235,747 | 12   | 256,775 | 4    | 2  | 7                             | 7     | 8     | 8     | 5     | 5     | 2     | 4     | 2     |       | 1     |       | 55    |    |  |  |  |  |
|                                    | 1～99人      | 11  | 211,652 | 25                    | 221,968 | 16   | 222,236 | 4    | 267,625 | 4    | 1  | 5                             | 3     | 4     | 1     | 3     |       |       | 3     | 1     |       |       |       | 25    |    |  |  |  |  |
|                                    | 100～299人   | 20  | 236,831 | 30                    | 240,793 | 16   | 249,258 | 8    | 251,350 |      |    | 2                             | 4     | 4     | 7     | 2     | 5     | 2     | 1     | 1     |       |       | 1     | 30    |    |  |  |  |  |
|                                    | 300～499人   | 6   | 258,245 | 10                    | 270,994 | 3    | 280,661 | 3    | 278,878 |      |    |                               |       |       | 1     | 2     | 1     |       | 3     |       |       | 1     | 2     | 10    |    |  |  |  |  |
| 基本賃金                               | 500～999人   | 2   | 243,951 | 5                     | 246,527 | 2    | 253,166 | 1    | 238,098 |      |    |                               |       |       | 2     | 1     | 2     |       |       |       |       |       |       |       | 5  |  |  |  |  |
|                                    | 1000～2999人 | 6   | 253,102 | 7                     | 255,756 | 4    | 263,694 | 2    | 276,135 |      |    |                               |       |       |       | 3     | 2     | 1     |       | 1     |       |       |       |       | 7  |  |  |  |  |
|                                    | 3000人以上    | 1   | 267,350 | 3                     | 286,296 | 1    | 282,550 | 1    | 282,550 |      |    |                               |       |       |       |       |       |       |       | 3     |       |       |       |       | 3  |  |  |  |  |
|                                    | 全規模計       | 185 | 222,284 | 262                   | 230,570 | 194  | 237,832 | 47   | 252,129 | 20   | 15 | 37                            | 24    | 38    | 33    | 35    | 27    | 14    | 8     | 4     | 2     | 5     |       | 262   |    |  |  |  |  |
|                                    | 1～299人     | 147 | 216,775 | 206                   | 224,893 | 149  | 232,126 | 32   | 246,848 | 20   | 14 | 35                            | 23    | 35    | 26    | 23    | 12    | 9     | 2     | 2     | 1     | 4     |       | 206   |    |  |  |  |  |
|                                    | 1～99人      | 99  | 215,156 | 133                   | 221,527 | 103  | 229,380 | 22   | 245,219 | 15   | 11 | 23                            | 19    | 24    | 11    | 14    | 7     | 5     | 1     | 1     |       | 2     |       | 133   |    |  |  |  |  |
|                                    | 100～299人   | 48  | 220,114 | 73                    | 231,027 | 46   | 238,276 | 10   | 250,434 | 5    | 3  | 12                            | 4     | 11    | 15    | 9     | 5     | 4     | 1     | 1     | 1     | 2     |       | 73    |    |  |  |  |  |
| 基準内賃金                              | 300～499人   | 12  | 232,585 | 17                    | 243,208 | 16   | 250,927 | 4    | 248,289 |      |    | 2                             |       | 2     | 3     | 4     | 3     | 1     |       | 2     |       |       |       | 17    |    |  |  |  |  |
|                                    | 500～999人   | 16  | 243,959 | 25                    | 248,959 | 21   | 254,568 | 6    | 258,132 |      | 1  |                               | 1     | 1     | 4     | 5     | 8     | 1     | 3     |       | 1     |       |       | 25    |    |  |  |  |  |
|                                    | 1000～2999人 | 7   | 259,661 | 9                     | 267,286 | 5    | 281,539 | 2    | 316,850 |      |    |                               |       |       |       | 2     | 3     | 3     |       |       |       |       | 1     | 9     |    |  |  |  |  |
|                                    | 3000人以上    | 3   | 248,183 | 5                     | 263,454 | 3    | 261,357 | 3    | 258,423 |      |    |                               |       |       |       |       | 1     | 1     |       | 3     |       |       |       | 5     |    |  |  |  |  |
|                                    | 全規模計       | 28  | 238,271 | 55                    | 246,287 | 36   | 251,282 | 10   | 262,605 | 1    |    | 2                             | 3     | 6     | 16    | 6     | 8     | 5     | 1     | 4     |       | 3     |       | 55    |    |  |  |  |  |
|                                    | 1～299人     | 20  | 229,273 | 32                    | 236,136 | 24   | 240,681 | 5    | 244,567 | 1    |    | 2                             | 3     | 4     | 9     | 5     | 5     | 2     |       | 1     |       |       |       | 32    |    |  |  |  |  |
|                                    | 1～99人      | 5   | 227,171 | 8                     | 229,499 | 5    | 239,231 | 2    | 246,185 |      |    | 1                             | 1     | 1     | 3     | 2     |       |       |       |       |       |       |       | 8     |    |  |  |  |  |
| 不詳                                 | 100～299人   | 15  | 229,973 | 24                    | 238,348 | 19   | 241,063 | 3    | 243,489 | 1    |    | 1                             | 2     | 3     | 6     | 3     | 5     | 2     |       | 1     |       |       |       | 24    |    |  |  |  |  |
|                                    | 300～499人   | 2   | 238,150 | 4                     | 251,137 | 3    | 260,782 |      |         |      |    |                               |       |       | 2     |       | 1     |       |       | 1     |       |       |       | 4     |    |  |  |  |  |
|                                    | 500～999人   | 1   | 227,524 | 7                     | 233,374 | 3    | 251,603 |      |         |      |    |                               |       | 1     | 5     | 1     |       |       |       |       |       |       |       | 7     |    |  |  |  |  |
|                                    | 1000～2999人 | 3   | 276,583 | 5                     | 269,445 | 3    | 292,317 | 2    | 276,625 |      |    |                               |       | 1     |       |       | 1     | 1     | 1     |       |       |       | 1     | 5     |    |  |  |  |  |
|                                    | 3000人以上    | 2   | 276,280 | 7                     | 286,295 | 3    | 285,231 | 3    | 283,321 |      |    |                               |       |       |       |       | 1     | 2     |       | 2     |       |       | 2     | 7     |    |  |  |  |  |
|                                    | 全規模計       | 18  | 222,185 | 49                    | 235,451 | 19   | 250,154 | 1    | 349,680 | 2    | 2  | 6                             | 6     | 7     | 5     | 8     | 3     | 3     | 2     | 2     | 2     | 1     |       | 49    |    |  |  |  |  |
|                                    | 1～299人     | 14  | 217,136 | 31                    | 223,356 | 12   | 242,483 | 1    | 349,680 | 2    | 2  | 6                             | 4     | 6     | 4     | 4     | 1     | 1     |       |       |       | 1     |       | 31    |    |  |  |  |  |
| 詳細                                 | 1～99人      | 11  | 215,823 | 17                    | 222,844 | 7    | 247,143 | 1    | 349,680 | 1    | 2  | 5                             | 1     | 2     | 1     | 3     |       | 1     |       |       |       |       | 1     | 17    |    |  |  |  |  |
|                                    | 100～299人   | 3   | 221,950 | 14                    | 223,978 | 5    | 235,960 |      |         | 1    |    | 1                             | 3     | 4     | 3     | 1     | 1     |       |       |       |       |       |       | 14    |    |  |  |  |  |
|                                    | 300～499人   | 2   | 221,423 | 5                     | 245,551 | 3    | 261,778 |      |         |      |    |                               | 2     |       |       | 1     | 1     |       |       |       |       | 1     |       | 5     |    |  |  |  |  |
|                                    | 500～999人   | 2   | 258,290 | 9                     | 262,148 | 2    | 249,145 |      |         |      |    |                               |       |       | 1     | 2     | 1     | 1     | 2     | 1     | 1     |       |       | 9     |    |  |  |  |  |
|                                    | 1000～2999人 |     |         | 4                     | 256,497 | 2    | 279,750 |      |         |      |    |                               |       | 1     |       |       | 1     |       | 1     |       |       |       |       | 4     |    |  |  |  |  |
|                                    | 3000人以上    |     |         |                       |         |      |         |      |         |      |    |                               |       |       |       |       |       |       |       |       |       |       |       |       |    |  |  |  |  |
|                                    | 全規模計       |     |         |                       |         |      |         |      |         |      |    |                               |       |       |       |       |       |       |       |       |       |       |       |       |    |  |  |  |  |

|       |            | 35歳個別賃金：現行水準（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       | 275                   | 253,265 | 440  | 263,497 | 286  | 269,780 | 70   | 288,733 | 44    | 43    | 46    | 35    | 41    | 50    | 57    | 31    | 22    | 22    | 13    | 10    | 26    | 440 |   |
|       | 大手労組会議     | 21                    | 300,120 | 39   | 313,959 | 23   | 315,045 | 13   | 318,717 |       |       |       |       |       | 2     | 4     | 5     | 6     | 3     | 3     | 4     | 12    | 39  |   |
|       | 1～299人     | 210                   | 244,292 | 318  | 252,678 | 210  | 260,225 | 46   | 280,026 | 42    | 42    | 46    | 28    | 36    | 35    | 38    | 14    | 6     | 12    | 5     | 4     | 10    | 318 |   |
|       | 1～99人      | 126                   | 238,436 | 180  | 245,196 | 124  | 253,145 | 27   | 282,795 | 32    | 32    | 30    | 18    | 16    | 15    | 16    | 4     | 4     | 5     | 2     | 1     | 5     | 180 |   |
|       | 100～299人   | 84                    | 253,077 | 138  | 262,438 | 86   | 270,432 | 19   | 276,090 | 10    | 10    | 16    | 10    | 20    | 20    | 22    | 10    | 2     | 7     | 3     | 3     | 5     | 138 |   |
|       | 300～499人   | 22                    | 269,843 | 37   | 284,560 | 26   | 291,210 | 6    | 287,445 | 1     | 1     |       | 4     | 2     | 3     | 8     | 4     | 3     | 3     | 2     | 1     | 5     | 37  |   |
|       | 500～999人   | 23                    | 276,655 | 45   | 281,007 | 29   | 286,373 | 7    | 295,579 | 1     |       |       | 3     | 2     | 9     | 8     | 7     | 6     | 4     | 2     | 2     | 1     | 45  |   |
|       | 1000～2999人 | 14                    | 299,615 | 26   | 299,495 | 15   | 315,972 | 5    | 330,278 |       |       |       |       | 1     | 3     | 3     | 4     | 5     | 3     | 2     | 2     | 3     | 26  |   |
| 所定内賃金 | 3000人以上    | 6                     | 308,726 | 14   | 330,442 | 6    | 315,679 | 6    | 314,174 |       |       |       |       |       |       |       | 2     | 2     |       | 2     | 1     | 7     | 14  |   |
|       | 全規模計       | 45                    | 266,019 | 81   | 272,192 | 44   | 270,345 | 16   | 290,358 | 3     | 8     | 11    | 6     | 2     | 10    | 13    | 3     | 3     | 6     | 4     | 4     | 8     | 81  |   |
|       | 1～299人     | 32                    | 255,425 | 57   | 260,599 | 34   | 264,419 | 11   | 283,419 | 3     | 8     | 11    | 4     | 2     | 9     | 7     | 1     | 1     | 4     | 2     | 2     | 3     | 57  |   |
|       | 1～99人      | 11                    | 231,399 | 25   | 245,125 | 16   | 242,412 | 4    | 296,000 | 3     | 6     | 7     | 1     |       | 2     | 2     |       | 1     | 1     | 1     |       | 1     | 25  |   |
|       | 100～299人   | 21                    | 268,010 | 32   | 272,689 | 18   | 283,981 | 7    | 276,229 |       | 2     | 4     | 3     | 2     | 7     | 5     | 1     |       | 3     | 1     | 2     | 2     | 32  |   |
|       | 300～499人   | 5                     | 292,620 | 9    | 302,951 | 3    | 284,816 | 2    | 297,045 |       |       |       | 1     |       |       | 2     | 1     |       | 2     |       |       | 3     | 9   |   |
|       | 500～999人   | 2                     | 280,138 | 5    | 277,711 | 3    | 277,632 | 1    | 271,687 |       |       |       | 1     |       |       | 1     | 1     | 2     |       |       |       |       | 5   |   |
|       | 1000～2999人 | 5                     | 289,606 | 7    | 293,652 | 3    | 292,376 | 1    | 321,900 |       |       |       |       |       | 1     | 3     |       |       |       | 2     | 1     |       | 7   |   |
| 基本賃金  | 3000人以上    | 1                     | 325,850 | 3    | 340,894 | 1    | 340,450 | 1    | 340,450 |       |       |       |       |       |       |       |       |       |       |       | 1     | 2     | 3   |   |
|       | 全規模計       | 183                   | 248,254 | 254  | 256,631 | 187  | 265,832 | 44   | 284,731 | 36    | 29    | 28    | 21    | 26    | 27    | 28    | 18    | 13    | 10    | 5     | 4     | 9     | 254 |   |
|       | 1～299人     | 144                   | 240,320 | 199  | 248,616 | 142  | 257,639 | 30   | 277,421 | 34    | 28    | 28    | 18    | 24    | 21    | 20    | 8     | 4     | 5     | 1     | 2     | 6     | 199 |   |
|       | 1～99人      | 98                    | 238,008 | 128  | 243,547 | 96   | 252,994 | 20   | 275,620 | 26    | 21    | 20    | 15    | 13    | 9     | 10    | 4     | 3     | 3     |       | 1     | 3     | 128 |   |
|       | 100～299人   | 46                    | 245,245 | 71   | 257,755 | 46   | 267,334 | 10   | 281,024 | 8     | 7     | 8     | 3     | 11    | 12    | 10    | 4     | 1     | 2     | 1     | 1     | 3     | 71  |   |
|       | 300～499人   | 12                    | 265,733 | 17   | 276,510 | 16   | 287,710 | 4    | 282,646 | 1     | 1     |       | 1     | 2     | 1     | 4     | 2     | 2     |       | 1     | 1     | 1     | 17  |   |
|       | 500～999人   | 17                    | 275,170 | 24   | 281,010 | 20   | 287,262 | 5    | 298,628 |       |       |       | 2     |       | 4     | 4     | 5     | 2     | 3     | 2     | 1     |       | 24  |   |
|       | 1000～2999人 | 7                     | 298,970 | 10   | 302,970 | 7    | 314,068 | 3    | 335,430 |       |       |       |       |       | 1     |       | 2     | 4     | 2     |       |       | 1     | 10  |   |
| 基準内賃金 | 3000人以上    | 3                     | 288,310 | 4    | 308,770 | 2    | 289,410 | 2    | 287,760 |       |       |       |       |       |       |       | 1     | 1     | 1     |       |       | 1     | 4   |   |
|       | 全規模計       | 28                    | 269,985 | 56   | 279,325 | 35   | 283,034 | 9    | 294,445 | 1     | 1     | 3     | 3     | 8     | 9     | 9     | 8     | 2     | 3     | 3     | 1     | 5     | 56  |   |
|       | 1～299人     | 20                    | 258,839 | 32   | 264,720 | 22   | 267,503 | 4    | 263,378 | 1     | 1     | 3     | 3     | 6     | 3     | 7     | 5     |       | 2     | 1     |       |       | 32  |   |
|       | 1～99人      | 5                     | 256,683 | 8    | 257,413 | 4    | 267,560 | 2    | 275,815 |       | 1     | 1     |       | 1     | 3     | 2     |       |       |       |       |       |       | 8   |   |
|       | 100～299人   | 15                    | 259,557 | 24   | 267,156 | 18   | 267,491 | 2    | 250,940 | 1     |       |       | 2     | 3     | 5     |       | 5     |       | 2     | 1     |       |       | 24  |   |
|       | 300～499人   | 2                     | 263,050 | 4    | 282,162 | 3    | 290,282 |      |         |       |       |       |       |       | 1     | 1     | 1     |       |       | 1     |       |       | 4   |   |
|       | 500～999人   | 2                     | 270,657 | 8    | 267,260 | 4    | 289,422 | 1    | 304,223 |       |       |       |       | 2     | 4     | 1     |       | 1     |       |       |       |       | 8   |   |
|       | 1000～2999人 | 2                     | 326,900 | 5    | 307,195 | 3    | 339,258 | 1    | 323,200 |       |       |       |       |       | 1     |       |       |       | 1     |       | 1     | 1     | 5   |   |
| 不詳    | 3000人以上    | 2                     | 330,789 | 7    | 338,347 | 3    | 324,934 | 3    | 323,024 |       |       |       |       |       |       |       | 1     | 1     | 1     |       |       |       | 4   | 7 |
|       | 全規模計       | 19                    | 246,692 | 49   | 266,629 | 20   | 282,255 | 1    | 387,430 | 4     | 5     | 4     | 5     | 5     | 4     | 7     | 2     | 4     | 3     | 1     | 1     | 4     | 49  |   |
|       | 1～299人     | 14                    | 238,930 | 30   | 251,731 | 12   | 265,590 | 1    | 387,430 | 4     | 5     | 4     | 3     | 4     | 2     | 4     |       | 1     | 1     | 1     |       | 1     | 30  |   |
|       | 1～99人      | 12                    | 240,780 | 19   | 251,258 | 8    | 269,223 | 1    | 387,430 | 3     | 4     | 2     | 2     | 2     | 1     | 2     |       |       | 1     | 1     |       |       | 19  |   |
|       | 100～299人   | 2                     | 227,830 | 11   | 252,548 | 4    | 258,325 |      |         | 1     | 1     | 2     | 1     | 2     | 1     | 2     |       | 1     |       |       |       |       | 11  |   |
|       | 300～499人   | 3                     | 252,847 | 7    | 281,834 | 4    | 310,700 |      |         |       |       |       | 2     |       | 1     | 1     |       | 1     | 1     |       |       | 1     | 7   |   |
|       | 500～999人   | 2                     | 291,796 | 8    | 296,804 | 2    | 284,505 |      |         |       |       |       |       |       | 1     | 2     | 1     | 1     | 1     |       | 1     | 1     | 8   |   |
|       | 1000～2999人 |                       |         | 4    | 291,408 | 2    | 323,100 |      |         |       |       |       |       |       | 1     |       |       | 1     | 1     |       |       | 1     | 4   |   |
|       | 3000人以上    |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       | 1     | 1     |       |       |       |       |     |   |



| 2022年<br>春季生活闘争<br>情報No.7<br>3月18日 |            |     |         | 30歳個別賃金：要求水準（交渉単位ベース） |         |      |         |      |         |                               |   |       |       |       |       |       |       |       |       |       |       |       |       |       |    |
|------------------------------------|------------|-----|---------|-----------------------|---------|------|---------|------|---------|-------------------------------|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|
|                                    |            |     |         | 要求水準データがある場合          |         |      |         |      |         | 要求水準の台別分布（台別区分の単位＝千円、単組数をカント） |   |       |       |       |       |       |       |       |       |       |       |       |       |       |    |
|                                    |            |     |         | 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       | 223 | 227,574 | 291                   | 234,723 | 297  | 241,379 | 78   | 256,859 | 14                            | 8 | 21    | 27    | 43    | 28    | 52    | 44    | 15    | 18    | 11    | 4     | 12    | 297   |       |    |
|                                    | 大手労組会議     | 17  | 260,934 | 23                    | 270,348 | 23   | 275,281 | 15   | 278,073 |                               |   |       |       |       | 1     | 4     | 3     | 2     | 5     | 5     |       | 3     | 23    |       |    |
|                                    | 1～299人     | 172 | 221,505 | 217                   | 227,728 | 223  | 234,702 | 51   | 250,417 | 14                            | 8 | 21    | 26    | 37    | 25    | 38    | 25    | 8     | 9     | 3     | 2     | 7     | 223   |       |    |
|                                    | 1～99人      | 104 | 217,798 | 131                   | 223,276 | 134  | 230,284 | 29   | 251,978 | 12                            | 6 | 13    | 19    | 26    | 12    | 17    | 14    | 6     | 5     | 1     |       | 3     | 134   |       |    |
|                                    | 100～299人   | 68  | 227,175 | 86                    | 234,508 | 89   | 241,354 | 22   | 248,360 | 2                             | 2 | 8     | 7     | 11    | 13    | 21    | 11    | 2     | 4     | 2     | 2     | 4     | 89    |       |    |
|                                    | 300～499人   | 17  | 238,229 | 25                    | 250,922 | 25   | 256,980 | 7    | 261,398 |                               |   |       | 1     | 3     | 1     | 5     | 5     | 3     | 2     | 2     | 2     | 1     | 25    |       |    |
|                                    | 500～999人   | 18  | 243,128 | 28                    | 246,145 | 28   | 253,763 | 7    | 255,270 |                               |   |       |       | 3     | 2     | 6     | 9     | 3     | 2     | 2     |       | 1     | 28    |       |    |
| 所定内賃金                              | 1000～2999人 | 11  | 265,938 | 14                    | 273,098 | 14   | 278,494 | 6    | 289,870 |                               |   |       |       |       | 2     | 3     |       | 4     | 3     |       |       | 2     | 14    |       |    |
|                                    | 3000人以上    | 5   | 259,692 | 7                     | 271,269 | 7    | 274,616 | 7    | 272,540 |                               |   |       |       |       |       | 1     | 2     | 1     | 1     | 1     |       | 1     | 7     |       |    |
|                                    | 全規模計       | 27  | 237,027 | 42                    | 238,091 | 42   | 243,561 | 19   | 262,676 | 3                             | 1 | 3     | 3     | 6     | 2     | 6     | 4     | 3     | 7     | 2     |       | 2     | 42    |       |    |
|                                    | 1～299人     | 19  | 226,880 | 32                    | 229,951 | 32   | 235,747 | 12   | 256,775 | 3                             | 1 | 3     | 3     | 6     | 2     | 4     | 2     | 2     | 5     |       |       | 1     | 32    |       |    |
|                                    | 1～99人      | 8   | 210,317 | 16                    | 217,657 | 16   | 222,236 | 4    | 267,625 | 3                             | 1 | 2     | 3     | 3     |       | 1     |       | 3     |       |       |       |       | 16    |       |    |
|                                    | 100～299人   | 11  | 238,926 | 16                    | 242,245 | 16   | 249,258 | 8    | 251,350 |                               |   | 1     |       | 3     | 2     | 3     | 2     | 2     | 2     |       |       | 1     | 16    |       |    |
|                                    | 300～499人   | 2   | 279,209 | 3                     | 275,695 | 3    | 280,661 | 3    | 278,878 |                               |   |       |       |       |       |       | 1     |       | 1     |       |       |       | 1     | 3     |    |
| 基本賃金                               | 500～999人   | 2   | 243,951 | 2                     | 248,852 | 2    | 253,166 | 1    | 238,098 |                               |   |       |       |       |       | 1     |       | 1     |       |       |       |       |       | 2     |    |
|                                    | 1000～2999人 | 3   | 258,443 | 4                     | 258,510 | 4    | 263,694 | 2    | 276,135 |                               |   |       |       |       |       | 1     | 1     |       | 1     | 1     |       |       | 4     |       |    |
|                                    | 3000人以上    | 1   | 267,350 | 1                     | 282,550 | 1    | 282,550 | 1    | 282,550 |                               |   |       |       |       |       |       |       |       |       |       |       |       | 1     |       |    |
|                                    | 全規模計       | 157 | 224,038 | 194                   | 231,223 | 195  | 237,843 | 46   | 252,784 | 11                            | 6 | 17    | 18    | 31    | 23    | 28    | 31    | 10    | 6     | 5     | 3     | 6     | 195   |       |    |
|                                    | 1～299人     | 124 | 218,887 | 149                   | 225,447 | 150  | 232,179 | 31   | 247,650 | 11                            | 6 | 17    | 17    | 26    | 20    | 20    | 17    | 6     | 2     | 2     | 2     | 4     | 150   |       |    |
|                                    | 1～99人      | 86  | 216,850 | 103                   | 222,571 | 104  | 229,482 | 22   | 245,219 | 9                             | 5 | 11    | 14    | 20    | 11    | 11    | 13    | 6     | 1     | 1     |       | 2     | 104   |       |    |
|                                    | 100～299人   | 38  | 223,496 | 46                    | 231,887 | 46   | 238,276 | 9    | 253,593 | 2                             | 1 | 6     | 3     | 6     | 9     | 9     | 4     |       | 1     | 1     | 2     | 2     | 46    |       |    |
| 基準内賃金                              | 300～499人   | 11  | 233,848 | 16                    | 244,473 | 16   | 250,927 | 4    | 248,289 |                               |   |       |       | 1     | 2     | 1     | 4     | 3     | 2     | 1     | 1     | 1     |       | 16    |    |
|                                    | 500～999人   | 15  | 244,059 | 21                    | 247,735 | 21   | 254,568 | 6    | 258,132 |                               |   |       | 3     | 2     | 2     | 8     | 2     | 1     | 2     |       |       | 1     | 21    |       |    |
|                                    | 1000～2999人 | 5   | 264,049 | 5                     | 275,991 | 5    | 281,539 | 2    | 316,850 |                               |   |       |       |       |       | 1     | 2     |       | 1     |       |       | 1     | 5     |       |    |
|                                    | 3000人以上    | 2   | 239,275 | 3                     | 257,257 | 3    | 261,357 | 3    | 258,423 |                               |   |       |       |       |       | 1     | 1     |       | 1     |       |       |       | 3     |       |    |
|                                    | 全規模計       | 26  | 240,997 | 36                    | 245,544 | 38   | 252,940 | 11   | 260,804 |                               | 1 |       | 3     | 3     | 2     | 12    | 7     | 1     | 3     | 3     |       | 3     | 38    |       |    |
|                                    | 1～299人     | 18  | 232,210 | 24                    | 235,665 | 26   | 243,920 | 6    | 244,273 |                               | 1 |       | 3     | 3     | 2     | 9     | 5     |       | 1     | 1     |       | 1     | 26    |       |    |
|                                    | 1～99人      | 3   | 236,677 | 5                     | 233,735 | 5    | 239,231 | 2    | 246,185 |                               |   |       |       | 2     |       | 2     | 1     |       |       |       |       |       | 5     |       |    |
| 不詳                                 | 100～299人   | 15  | 231,317 | 19                    | 236,173 | 21   | 245,036 | 4    | 243,317 |                               | 1 |       | 3     | 1     | 2     | 7     | 4     |       |       | 1     | 1     |       | 1     | 21    |    |
|                                    | 300～499人   | 2   | 238,150 | 3                     | 255,849 | 3    | 260,782 |      |         |                               |   |       |       |       |       | 1     | 1     |       |       | 1     |       |       | 3     |       |    |
|                                    | 500～999人   | 1   | 227,524 | 3                     | 237,496 | 3    | 251,603 |      |         |                               |   |       |       |       |       | 2     |       |       | 1     |       |       |       | 3     |       |    |
|                                    | 1000～2999人 | 3   | 276,583 | 3                     | 286,337 | 3    | 292,317 | 2    | 276,625 |                               |   |       |       |       |       |       |       |       | 1     | 1     |       | 1     | 3     |       |    |
|                                    | 3000人以上    | 2   | 276,280 | 3                     | 281,521 | 3    | 285,231 | 3    | 283,321 |                               |   |       |       |       |       |       | 1     | 1     |       |       |       |       | 1     | 3     |    |
|                                    | 全規模計       | 13  | 223,795 | 19                    | 242,502 | 22   | 248,592 | 2    | 273,602 |                               |   | 1     | 3     | 3     | 1     | 6     | 2     | 1     | 2     | 1     | 1     | 1     | 1     | 22    |    |
|                                    | 1～299人     | 11  | 224,226 | 12                    | 234,241 | 15   | 241,727 | 2    | 273,602 |                               |   | 1     | 3     | 2     | 1     | 5     | 1     |       | 1     |       |       |       | 1     | 15    |    |
| 詳細                                 | 1～99人      | 7   | 229,914 | 7                     | 239,027 | 9    | 248,889 | 1    | 349,680 |                               |   |       | 2     | 1     | 1     | 3     |       |       | 1     |       |       |       | 1     | 9     |    |
|                                    | 100～299人   | 4   | 214,273 | 5                     | 227,540 | 6    | 230,985 | 1    | 197,523 |                               | 1 | 1     | 1     | 1     |       | 2     | 1     |       |       |       |       |       | 6     |       |    |
|                                    | 300～499人   | 2   | 221,423 | 3                     | 255,620 | 3    | 261,778 |      |         |                               |   |       |       | 1     |       |       |       | 1     |       |       | 1     |       | 3     |       |    |
|                                    | 500～999人   |     |         | 2                     | 239,713 | 2    | 249,145 |      |         |                               |   |       |       |       |       | 1     | 1     |       |       |       |       |       | 2     |       |    |
|                                    | 1000～2999人 |     |         | 2                     | 275,185 | 2    | 279,750 |      |         |                               |   |       |       |       |       |       |       |       | 1     | 1     |       |       | 2     |       |    |
|                                    | 3000人以上    |     |         |                       |         |      |         |      |         |                               |   |       |       |       |       |       |       |       |       |       |       |       |       |       |    |
|                                    |            |     |         |                       |         |      |         |      |         |                               |   |       |       |       |       |       |       |       |       |       |       |       |       |       |    |

| 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       | 216   | 255,268 | 286  | 262,409 | 292  | 270,273 | 71   | 288,309 | 15    | 25    | 27    | 20    | 41    | 22    | 42    | 27    | 18    | 13    | 16    | 7     | 19    | 292 |
|                       | 大手労組会議     | 15    | 304,950 | 23   | 309,272 | 23   | 315,045 | 13   | 318,717 |       |       |       |       |       | 1     | 2     | 3     | 5     | 1     | 3     | 2     | 6     | 23  |
|                       | 1～299人     | 167   | 247,070 | 210  | 252,891 | 216  | 261,157 | 47   | 279,569 | 15    | 25    | 26    | 19    | 35    | 16    | 32    | 14    | 7     | 7     | 6     | 3     | 11    | 216 |
|                       | 1～99人      | 102   | 242,341 | 124  | 245,901 | 127  | 254,066 | 27   | 282,795 | 12    | 20    | 16    | 14    | 19    | 7     | 15    | 7     | 5     | 5     | 3     | 1     | 3     | 127 |
|                       | 100～299人   | 65    | 254,491 | 86   | 262,968 | 89   | 271,275 | 20   | 275,215 | 3     | 5     | 10    | 5     | 16    | 9     | 17    | 7     | 2     | 2     | 3     | 2     | 8     | 89  |
|                       | 300～499人   | 15    | 269,368 | 26   | 283,323 | 26   | 291,210 | 6    | 287,445 |       |       | 1     |       | 3     | 2     | 5     | 3     | 4     | 1     | 4     | 1     | 2     | 26  |
|                       | 500～999人   | 20    | 275,246 | 29   | 277,911 | 29   | 286,373 | 7    | 295,579 |       |       |       | 1     | 3     | 4     | 3     | 7     | 2     | 3     | 4     | 1     | 1     | 29  |
|                       | 1000～2999人 | 9     | 309,596 | 15   | 309,308 | 15   | 315,972 | 5    | 330,278 |       |       |       |       |       |       | 2     | 1     | 3     | 2     | 2     | 2     | 3     | 15  |
| 所定内賃金                 | 3000人以上    | 5     | 309,071 | 6    | 312,774 | 6    | 315,679 | 6    | 314,174 |       |       |       |       |       |       |       | 2     | 2     |       |       |       |       | 6   |
|                       | 全規模計       | 26    | 264,305 | 44   | 264,231 | 44   | 270,345 | 16   | 290,358 | 3     | 6     | 3     | 3     | 5     | 1     | 9     | 1     | 1     | 4     | 2     | 2     | 4     | 44  |
|                       | 1～299人     | 20    | 255,121 | 34   | 257,952 | 34   | 264,419 | 11   | 283,419 | 3     | 6     | 3     | 3     | 3     | 1     | 6     |       | 1     | 2     | 2     | 1     | 3     | 34  |
|                       | 1～99人      | 8     | 228,781 | 16   | 237,985 | 16   | 242,412 | 4    | 296,000 | 3     | 5     | 2     | 1     | 1     |       | 1     |       | 1     | 1     | 1     |       |       | 16  |
|                       | 100～299人   | 12    | 272,681 | 18   | 275,701 | 18   | 283,981 | 7    | 276,229 |       | 1     | 1     | 2     | 2     | 1     | 5     |       |       | 1     | 1     | 1     | 3     | 18  |
|                       | 300～499人   | 1     | 295,922 | 3    | 278,779 | 3    | 284,816 | 2    | 297,045 |       |       |       |       | 1     |       |       | 1     |       | 1     |       |       |       | 3   |
|                       | 500～999人   | 2     | 280,138 | 3    | 271,061 | 3    | 277,632 | 1    | 271,687 |       |       |       |       | 1     |       | 1     |       |       | 1     |       |       |       | 3   |
|                       | 1000～2999人 | 2     | 293,729 | 3    | 288,610 | 3    | 292,376 | 1    | 321,900 |       |       |       |       |       |       | 2     |       |       |       |       | 1     |       | 3   |
| 基本賃金                  | 3000人以上    | 1     | 325,850 | 1    | 340,450 | 1    | 340,450 | 1    | 340,450 |       |       |       |       |       |       |       |       |       |       |       |       |       | 1   |
|                       | 全規模計       | 153   | 251,493 | 187  | 258,142 | 189  | 266,016 | 43   | 285,841 | 12    | 18    | 16    | 14    | 30    | 17    | 26    | 16    | 13    | 7     | 8     | 3     | 9     | 189 |
|                       | 1～299人     | 119   | 243,895 | 142  | 249,846 | 144  | 257,994 | 29   | 278,815 | 12    | 18    | 15    | 13    | 26    | 13    | 21    | 8     | 4     | 4     | 3     | 1     | 6     | 144 |
|                       | 1～99人      | 83    | 241,382 | 96   | 245,185 | 98   | 253,610 | 20   | 275,620 | 9     | 15    | 11    | 11    | 17    | 6     | 12    | 5     | 4     | 4     | 1     | 1     | 2     | 98  |
|                       | 100～299人   | 36    | 249,690 | 46   | 259,573 | 46   | 267,334 | 9    | 285,915 | 3     | 3     | 4     | 2     | 9     | 7     | 9     | 3     |       |       | 2     |       | 4     | 46  |
|                       | 300～499人   | 11    | 268,045 | 16   | 278,503 | 16   | 287,710 | 4    | 282,646 |       |       |       | 1     | 2     | 1     | 4     | 1     | 3     |       | 2     | 1     | 1     | 16  |
|                       | 500～999人   | 16    | 275,208 | 20   | 279,854 | 20   | 287,262 | 5    | 298,628 |       |       |       | 1     | 2     | 3     | 1     | 5     | 2     | 1     | 3     | 1     | 1     | 20  |
|                       | 1000～2999人 | 5     | 309,020 | 7    | 309,821 | 7    | 314,068 | 3    | 335,430 |       |       |       |       |       |       |       |       | 1     | 3     | 2     |       |       | 7   |
| 基準内賃金                 | 3000人以上    | 2     | 278,965 | 2    | 286,260 | 2    | 289,410 | 2    | 287,760 |       |       |       |       |       |       |       | 1     | 1     |       |       |       |       | 2   |
|                       | 全規模計       | 25    | 271,617 | 35   | 276,340 | 37   | 285,378 | 10   | 292,061 |       | 1     | 3     | 1     | 5     | 3     | 5     | 6     | 3     | 2     | 3     | 2     | 3     | 37  |
|                       | 1～299人     | 17    | 259,272 | 22   | 262,529 | 24   | 272,411 | 5    | 264,824 |       | 1     | 3     | 1     | 5     | 1     | 4     | 4     | 2     | 1     |       | 1     | 1     | 24  |
|                       | 1～99人      | 3     | 266,710 | 4    | 262,310 | 4    | 267,560 | 2    | 275,815 |       |       | 1     |       |       |       | 2     | 1     |       |       |       |       |       | 4   |
|                       | 100～299人   | 14    | 257,678 | 18   | 262,578 | 20   | 273,382 | 3    | 257,496 |       | 1     | 2     | 1     | 5     | 1     | 2     | 3     | 2     | 1     |       | 1     | 1     | 20  |
|                       | 300～499人   | 2     | 263,050 | 3    | 285,315 | 3    | 290,282 |      |         |       |       |       |       |       | 1     | 1     |       |       |       | 1     |       |       | 3   |
|                       | 500～999人   | 2     | 270,657 | 4    | 274,593 | 4    | 289,422 | 1    | 304,223 |       |       |       |       |       | 1     | 1     |       |       | 1     | 1     |       |       | 4   |
|                       | 1000～2999人 | 2     | 326,900 | 3    | 326,093 | 3    | 339,258 | 1    | 323,200 |       |       |       |       |       |       |       |       |       |       |       | 1     | 1     | 3   |
| 不詳                    | 3000人以上    | 2     | 330,789 | 3    | 321,224 | 3    | 324,934 | 3    | 323,024 |       |       |       |       |       |       |       | 1     | 1     |       |       |       |       | 3   |
|                       | 全規模計       | 12    | 249,759 | 20   | 273,925 | 22   | 281,302 | 2    | 306,202 |       |       | 5     | 2     | 1     | 1     | 2     | 4     | 1     |       | 3     |       | 3     | 22  |
|                       | 1～299人     | 11    | 247,919 | 12   | 256,906 | 14   | 266,475 | 2    | 306,202 |       |       | 5     | 2     | 1     | 1     | 1     | 2     |       |       | 1     |       | 1     | 14  |
|                       | 1～99人      | 8     | 256,708 | 8    | 262,122 | 9    | 273,754 | 1    | 387,430 |       |       | 2     | 2     | 1     | 1     |       | 1     |       |       | 1     |       | 1     | 9   |
|                       | 100～299人   | 3     | 224,483 | 4    | 246,475 | 5    | 253,372 | 1    | 224,973 |       |       | 3     |       |       |       | 1     | 1     |       |       |       |       |       | 5   |
|                       | 300～499人   | 1     | 270,000 | 4    | 304,515 | 4    | 310,700 |      |         |       |       |       |       |       |       | 1     |       | 1     |       | 1     |       | 1     | 4   |
|                       | 500～999人   |       |         | 2    | 275,397 | 2    | 284,505 |      |         |       |       |       |       |       |       |       | 2     |       |       |       |       |       | 2   |
|                       | 1000～2999人 |       |         | 2    | 313,385 | 2    | 323,100 |      |         |       |       |       |       |       |       |       |       |       |       | 1     |       | 1     | 2   |
| 3000人以上               |            |       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |     |

| 2022年<br>春季生活闘争<br>情報No.7<br>3月18日 |            |    |         | 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、単組数をカウト） |           |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    |            |    |         | 一歳前水準                 |         | 現状水準 |         | 要求水準 |         | 確定水準 |   | 192<br>未満                     | 192<br>以上 | 200<br>以上 | 210<br>以上 | 220<br>以上 | 230<br>以上 | 240<br>以上 | 250<br>以上 | 260<br>以上 | 270<br>以上 | 280<br>以上 | 290<br>以上 | 300<br>以上 | 合計 |
|                                    |            |    |         | 件                     | 円       | 件    | 円       | 件    | 円       | 件    | 円 |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |
| 区分計                                | 全規模計       | 65 | 245,690 | 77                    | 255,093 | 78   | 260,525 | 79   | 256,417 |      |   |                               |           | 5         | 6         | 7         | 8         | 12        | 11        | 6         | 9         | 5         | 1         | 8         | 79 |
|                                    | 大手労組会議     | 12 | 265,919 | 15                    | 275,684 | 15   | 280,369 | 15   | 278,073 |      |   |                               |           |           |           |           | 1         | 1         | 2         | 2         | 3         | 4         |           | 2         | 15 |
|                                    | 1～299人     | 43 | 239,320 | 50                    | 248,710 | 51   | 254,729 | 52   | 249,871 |      |   | 1                             | 5         | 5         | 7         | 7         | 9         | 3         | 4         | 5         |           |           | 1         | 5         | 52 |
|                                    | 1～99人      | 25 | 241,113 | 29                    | 249,942 | 29   | 256,188 | 29   | 251,978 |      |   |                               | 5         | 2         | 2         | 3         | 6         | 2         | 2         | 4         |           |           |           | 3         | 29 |
|                                    | 100～299人   | 18 | 236,830 | 21                    | 247,009 | 22   | 252,806 | 23   | 247,214 |      |   |                               |           | 3         | 5         | 4         | 3         | 1         | 2         | 1         |           |           | 1         | 2         | 23 |
|                                    | 300～499人   | 6  | 251,197 | 7                     | 259,217 | 7    | 262,520 | 7    | 261,398 |      |   |                               |           | 1         |           |           | 1         | 2         |           |           | 1         | 1         |           | 1         | 7  |
|                                    | 500～999人   | 5  | 242,887 | 7                     | 253,455 | 7    | 259,155 | 7    | 255,270 |      |   |                               |           |           |           | 1         | 1         | 4         |           |           |           | 1         |           |           | 7  |
|                                    | 1000～2999人 | 6  | 276,508 | 6                     | 286,514 | 6    | 292,620 | 6    | 289,870 |      |   |                               |           |           |           |           |           |           | 1         | 2         | 2         |           |           | 1         | 6  |
| 所定内賃金                              | 3000人以上    | 5  | 259,692 | 7                     | 271,269 | 7    | 274,616 | 7    | 272,540 |      |   |                               |           |           |           |           |           | 1         | 2         | 1         | 1         | 1         |           | 1         | 7  |
|                                    | 全規模計       | 14 | 259,999 | 19                    | 260,788 | 19   | 266,580 | 19   | 262,676 |      |   |                               |           | 2         | 1         | 2         | 1         | 2         | 1         | 6         | 2         |           |           | 2         | 19 |
|                                    | 1～299人     | 8  | 256,522 | 12                    | 255,642 | 12   | 261,927 | 12   | 256,775 |      |   |                               | 2         | 1         | 1         | 1         | 1         | 1         | 1         | 4         |           |           |           | 1         | 12 |
|                                    | 1～99人      | 2  | 269,500 | 4                     | 267,625 | 4    | 269,125 | 4    | 267,625 |      |   |                               |           |           |           |           | 1         |           |           | 3         |           |           |           |           | 4  |
|                                    | 100～299人   | 6  | 252,196 | 8                     | 249,650 | 8    | 258,328 | 8    | 251,350 |      |   |                               | 2         | 1         | 1         |           |           | 1         | 1         | 1         |           |           |           | 1         | 8  |
|                                    | 300～499人   | 2  | 279,209 | 3                     | 275,695 | 3    | 280,661 | 3    | 278,878 |      |   |                               |           |           |           |           |           | 1         |           |           | 1         |           |           |           | 3  |
|                                    | 500～999人   | 1  | 233,523 | 1                     | 238,098 | 1    | 241,498 | 1    | 238,098 |      |   |                               |           |           |           | 1         |           |           |           |           |           |           |           |           | 1  |
|                                    | 1000～2999人 | 2  | 264,260 | 2                     | 269,768 | 2    | 277,935 | 2    | 276,135 |      |   |                               |           |           |           |           |           |           |           | 1         | 1         |           |           |           | 2  |
| 基本賃金                               | 3000人以上    | 1  | 267,350 | 1                     | 282,550 | 1    | 282,550 | 1    | 282,550 |      |   |                               |           |           |           |           |           |           |           |           | 1         |           |           |           | 1  |
|                                    | 全規模計       | 40 | 238,834 | 47                    | 249,904 | 46   | 256,552 | 47   | 252,129 |      |   | 5                             | 4         | 5         | 5         | 8         | 8         | 3         | 2         | 2         | 1         | 4         | 4         | 47        |    |
|                                    | 1～299人     | 28 | 234,056 | 32                    | 244,352 | 31   | 251,812 | 32   | 246,848 |      |   | 5                             | 3         | 5         | 5         | 5         | 2         | 2         | 1         |           |           | 1         | 3         | 32        |    |
|                                    | 1～99人      | 20 | 235,661 | 22                    | 243,375 | 22   | 250,033 | 22   | 245,219 |      |   | 5                             | 2         | 2         | 3         | 3         | 2         | 2         | 1         |           |           |           | 2         | 22        |    |
|                                    | 100～299人   | 8  | 230,042 | 10                    | 246,501 | 9    | 256,161 | 10   | 250,434 |      |   |                               | 1         | 3         | 2         | 2         |           |           |           |           |           | 1         | 1         | 10        |    |
|                                    | 300～499人   | 4  | 237,191 | 4                     | 246,859 | 4    | 248,914 | 4    | 248,289 |      |   |                               | 1         |           |           |           | 1         | 1         |           |           | 1         |           |           | 4         |    |
|                                    | 500～999人   | 4  | 245,228 | 6                     | 256,015 | 6    | 262,098 | 6    | 258,132 |      |   |                               |           |           |           | 1         | 4         |           |           |           | 1         |           |           | 6         |    |
|                                    | 1000～2999人 | 2  | 295,790 | 2                     | 315,450 | 2    | 321,450 | 2    | 316,850 |      |   |                               |           |           |           |           |           | 1         |           |           |           |           | 1         | 2         |    |
| 基準内賃金                              | 3000人以上    | 2  | 239,275 | 3                     | 257,257 | 3    | 261,357 | 3    | 258,423 |      |   |                               |           |           |           | 1         | 1         |           |           | 1         |           |           |           |           | 3  |
|                                    | 全規模計       | 9  | 253,847 | 10                    | 260,373 | 11   | 263,156 | 11   | 260,804 |      |   |                               |           | 1         | 1         | 3         | 1         | 2         | 1         | 1         |           |           |           | 1         | 11 |
|                                    | 1～299人     | 5  | 238,622 | 5                     | 242,103 | 6    | 247,012 | 6    | 244,273 |      |   |                               |           | 1         | 1         | 3         |           | 1         |           |           |           |           |           |           | 6  |
|                                    | 1～99人      | 2  | 237,465 | 2                     | 242,775 | 2    | 249,265 | 2    | 246,185 |      |   |                               |           |           |           | 2         |           |           |           |           |           |           |           |           | 2  |
|                                    | 100～299人   | 3  | 239,394 | 3                     | 241,656 | 4    | 245,885 | 4    | 243,317 |      |   |                               |           | 1         | 1         | 1         |           | 1         |           |           |           |           |           |           | 4  |
|                                    | 300～499人   |    |         |                       |         |      |         |      |         |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    | 500～999人   |    |         |                       |         |      |         |      |         |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    | 1000～2999人 | 2  | 269,475 | 2                     | 274,325 | 2    | 278,475 | 2    | 276,625 |      |   |                               |           |           |           |           |           |           |           | 1         | 1         |           |           |           | 2  |
| 不詳                                 | 3000人以上    | 2  | 276,280 | 3                     | 281,521 | 3    | 285,231 | 3    | 283,321 |      |   |                               |           |           |           |           |           | 1         | 1         |           |           |           |           | 1         | 3  |
|                                    | 全規模計       | 2  | 245,950 | 1                     | 338,000 | 2    | 279,896 | 2    | 273,602 |      |   |                               |           |           |           |           |           |           |           |           |           |           |           | 1         | 2  |
|                                    | 1～299人     | 2  | 245,950 | 1                     | 338,000 | 2    | 279,896 | 2    | 273,602 |      | 1 |                               |           |           |           |           |           |           |           |           |           |           |           | 1         | 2  |
|                                    | 1～99人      | 1  | 300,660 | 1                     | 338,000 | 1    | 353,680 | 1    | 349,680 |      |   |                               |           |           |           |           |           |           |           |           |           |           |           | 1         | 1  |
|                                    | 100～299人   | 1  | 191,240 |                       |         | 1    | 206,111 | 1    | 197,523 |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           | 1  |
|                                    | 300～499人   |    |         |                       |         |      |         |      |         |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    | 500～999人   |    |         |                       |         |      |         |      |         |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    | 1000～2999人 |    |         |                       |         |      |         |      |         |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |
| 詳                                  | 3000人以上    |    |         |                       |         |      |         |      |         |      |   |                               |           |           |           |           |           |           |           |           |           |           |           |           |    |

|            |            | 35歳個別賃金：確定水準（交渉単位ベース） |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |
|------------|------------|-----------------------|---------|---------|---------|---------|---------|---------|---------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|
|            |            | 一歳前水準                 |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 216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 |
| 区分計        | 全規模計       | 60                    | 281,038 | 70      | 286,719 | 71      | 292,441 | 72      | 287,596 |         |       |       |       |       |       |       |       |       |       |       |       |       |    |
|            | 大手労組会議     | 10                    | 314,354 | 13      | 316,878 | 13      | 320,835 | 13      | 318,717 |         |       |       |       |       |       | 1     | 2     | 3     | 1     |       | 2     | 4     | 13 |
|            | 1～299人     | 40                    | 272,753 | 46      | 277,949 | 47      | 284,609 | 48      | 278,683 |         | 4     | 8     | 1     | 5     | 10    | 4     | 3     | 2     | 3     | 1     | 1     | 6     | 48 |
|            | 1～99人      | 24                    | 276,910 | 27      | 281,151 | 27      | 288,226 | 27      | 282,795 |         |       | 4     | 1     | 1     | 6     | 2     | 2     | 2     | 2     | 1     | 1     | 3     | 27 |
|            | 100～299人   | 16                    | 266,518 | 19      | 273,397 | 20      | 279,727 | 21      | 273,395 |         | 1     | 4     |       | 4     | 4     | 2     | 1     |       | 1     |       |       | 3     | 21 |
|            | 300～499人   | 5                     | 279,451 | 6       | 286,063 | 6       | 288,604 | 6       | 287,445 |         |       | 1     |       |       |       |       | 2     | 1     | 1     | 1     |       |       | 6  |
|            | 500～999人   | 6                     | 280,034 | 7       | 292,657 | 7       | 299,207 | 7       | 295,579 |         |       |       |       |       |       | 1     | 3     |       | 2     |       |       | 1     | 7  |
|            | 1000～2999人 | 4                     | 332,338 | 5       | 328,618 | 5       | 333,298 | 5       | 330,278 |         |       |       |       |       |       |       |       | 1     | 1     |       | 2     | 1     | 5  |
|            | 3000人以上    | 5                     | 309,071 | 6       | 312,774 | 6       | 315,679 | 6       | 314,174 |         |       |       |       |       |       |       | 2     | 2     |       |       |       | 2     | 6  |
| 所定内賃金      | 全規模計       | 11                    | 294,505 | 16      | 289,535 | 16      | 295,045 | 16      | 290,358 |         |       | 3     |       |       | 2     | 2     | 1     | 1     | 3     | 1     | 1     | 2     | 16 |
|            | 1～299人     | 7                     | 290,321 | 11      | 282,546 | 11      | 288,986 | 11      | 283,419 |         |       | 3     |       |       | 2     | 1     |       | 1     | 2     | 1     |       | 1     | 11 |
|            | 1～99人      | 2                     | 299,000 | 4       | 296,000 | 4       | 297,500 | 4       | 296,000 |         |       |       |       |       | 1     |       |       | 1     | 1     | 1     |       |       | 4  |
|            | 100～299人   | 5                     | 286,850 | 7       | 274,858 | 7       | 284,121 | 7       | 276,229 |         |       | 3     |       |       | 1     | 1     |       |       | 1     |       |       | 1     | 7  |
|            | 300～499人   | 1                     | 295,922 | 2       | 295,756 | 2       | 299,270 | 2       | 297,045 |         |       |       |       |       |       |       | 1     |       | 1     |       |       |       | 2  |
|            | 500～999人   | 1                     | 268,832 | 1       | 271,687 | 1       | 275,087 | 1       | 271,687 |         |       |       |       |       |       | 1     |       |       |       |       |       |       | 1  |
|            | 1000～2999人 | 1                     | 316,700 | 1       | 320,900 | 1       | 327,800 | 1       | 321,900 |         |       |       |       |       |       |       |       |       |       |       | 1     |       | 1  |
|            | 3000人以上    | 1                     | 325,850 | 1       | 340,450 | 1       | 340,450 | 1       | 340,450 |         |       |       |       |       |       |       |       |       |       |       |       | 1     | 1  |
|            | 基本賃金       | 全規模計                  | 39      | 275,027 | 44      | 282,667 | 43      | 290,194 | 44      | 284,731 |       | 1     | 6     | 1     | 3     | 7     | 2     | 7     | 4     | 3     | 1     | 1     | 6  |
| 1～299人     |            | 27                    | 268,401 | 30      | 275,238 | 29      | 284,114 | 30      | 277,421 |         | 3     | 5     | 1     | 3     | 7     | 2     | 2     | 1     | 1     |       | 1     | 4     | 30 |
| 1～99人      |            | 19                    | 270,787 | 20      | 274,199 | 20      | 282,219 | 20      | 275,620 |         |       | 4     | 1     | 1     | 4     | 2     | 1     | 1     | 1     |       | 1     | 2     | 20 |
| 100～299人   |            | 8                     | 262,737 | 10      | 277,316 | 9       | 288,327 | 10      | 281,024 |         | 1     | 1     |       | 2     | 3     |       | 1     |       |       |       |       | 2     | 10 |
| 300～499人   |            | 4                     | 275,333 | 4       | 281,216 | 4       | 283,271 | 4       | 282,646 |         |       |       | 1     |       |       |       | 1     | 1     |       | 1     |       |       | 4  |
| 500～999人   |            | 4                     | 280,871 | 5       | 296,168 | 5       | 302,328 | 5       | 298,628 |         |       |       |       |       |       |       | 3     |       | 1     |       |       | 1     | 5  |
| 1000～2999人 |            | 2                     | 348,225 | 3       | 333,997 | 3       | 338,497 | 3       | 335,430 |         |       |       |       |       |       |       |       | 1     | 1     |       |       | 1     | 3  |
| 3000人以上    |            | 2                     | 278,965 | 2       | 286,260 | 2       | 289,410 | 2       | 287,760 |         |       |       |       |       |       |       | 1     | 1     |       |       |       |       | 2  |
| 基準内賃金      |            | 全規模計                  | 8       | 288,218 | 9       | 291,237 | 10      | 293,921 | 10      | 292,061 |       |       |       |       | 2     | 1     | 1     | 2     | 1     | 1     |       | 1     | 1  |
|            | 1～299人     | 4                     | 260,021 | 4       | 260,298 | 5       | 266,698 | 5       | 264,824 |         |       |       |       | 2     | 1     | 1     | 1     |       |       |       |       |       | 5  |
|            | 1～99人      | 2                     | 264,865 | 2       | 271,905 | 2       | 278,155 | 2       | 275,815 |         |       |       |       |       | 1     |       | 1     |       |       |       |       |       | 2  |
|            | 100～299人   | 2                     | 255,176 | 2       | 248,690 | 3       | 259,060 | 3       | 257,496 |         |       |       |       | 2     |       | 1     |       |       |       |       |       |       | 3  |
|            | 300～499人   |                       |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |
|            | 500～999人   | 1                     | 287,885 | 1       | 296,073 | 1       | 307,723 | 1       | 304,223 |         |       |       |       |       |       |       |       |       | 1     |       |       |       | 1  |
|            | 1000～2999人 | 1                     | 316,200 | 1       | 320,200 | 1       | 323,200 | 1       | 323,200 |         |       |       |       |       |       |       |       |       |       |       | 1     |       | 1  |
|            | 3000人以上    | 2                     | 330,789 | 3       | 321,224 | 3       | 324,934 | 3       | 323,024 |         |       |       |       |       |       |       |       | 1     | 1     |       |       | 1     | 3  |
|            | 不詳         | 全規模計                  | 2       | 295,480 | 1       | 379,300 | 2       | 312,496 | 2       | 306,202 |       |       |       |       |       |       |       |       |       |       |       |       | 1  |
| 1～299人     |            | 2                     | 295,480 | 1       | 379,300 | 2       | 312,496 | 2       | 306,202 |         | 1     |       |       |       |       |       |       |       |       |       |       | 1     | 2  |
| 1～99人      |            | 1                     | 373,170 | 1       | 379,300 | 1       | 391,430 | 1       | 387,430 |         |       |       |       |       |       |       |       |       |       |       |       | 1     | 1  |
| 100～299人   |            | 1                     | 217,790 |         |         | 1       | 233,561 | 1       | 224,973 |         |       |       |       |       |       |       |       |       |       |       |       |       | 1  |
| 300～499人   |            |                       |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |
| 500～999人   |            |                       |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |
| 1000～2999人 |            |                       |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |
| 3000人以上    |            |                       |         |         |         |         |         |         |         |         |       |       |       |       |       |       |       |       |       |       |       |       |    |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18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                                 |            | 1,500   | 429 | 620 | 154   | 253 | 79  | 134 | 41.3    | 16.9 | 8.9  | 346,832  | 167,004 | 209,115 | 113,173 | 159,280 | 65,382 | 102,988 | 60.3    | 45.9 | 29.7 |
| 大手労組会議                              |            | 47      | 28  | 35  | 25    | 32  | 19  | 25  | 74.5    | 68.1 | 53.2 | 132,520  | 70,758  | 90,623  | 68,092  | 96,745  | 44,759 | 71,021  | 68.4    | 73.0 | 53.6 |
| 業<br><br><br><br><br><br>種          | 鉄鋼業        | 113     | 40  | 51  | 11    | 19  | 3   | 8   | 45.1    | 16.8 | 7.1  | 12,632   | 8,072   | 8,663   | 4,774   | 5,497   | 2,895  | 3,473   | 68.6    | 43.5 | 27.5 |
|                                     | 非鉄金属       | 46      | 12  | 19  | 4     | 8   | 2   | 5   | 41.3    | 17.4 | 10.9 |          |         | 2,458   | 693     | 1,077   | 524    | 821     | 31.4    | 13.8 | 10.5 |
|                                     | 金属製品       | 240     | 56  | 86  | 16    | 24  | 13  | 16  | 35.8    | 10.0 | 6.7  |          |         | 18,522  | 5,561   | 6,437   | 4,410  | 4,895   | 56.1    | 19.5 | 14.8 |
|                                     | 一般機械       | 532     | 152 | 232 | 69    | 113 | 30  | 55  | 43.6    | 21.2 | 10.3 | 144,028  | 69,976  | 84,044  | 53,584  | 73,163  | 23,742 | 38,860  | 58.4    | 50.8 | 27.0 |
|                                     | 電気機械       | 178     | 45  | 68  | 17    | 31  | 11  | 18  | 38.2    | 17.4 | 10.1 | 54,699   | 25,861  | 33,278  | 19,055  | 27,367  | 12,269 | 18,566  | 60.8    | 50.0 | 33.9 |
|                                     | 輸送機械       | 151     | 69  | 85  | 28    | 40  | 15  | 21  | 56.3    | 26.5 | 13.9 | 55,416   | 29,634  | 39,149  | 20,381  | 30,603  | 14,930 | 24,262  | 70.6    | 55.2 | 43.8 |
|                                     | 精密機械       | 69      | 16  | 23  | 8     | 11  | 4   | 6   | 33.3    | 15.9 | 8.7  | 21,947   | 8,202   | 13,380  | 5,305   | 9,211   | 2,792  | 6,386   | 61.0    | 42.0 | 29.1 |
| 規<br><br><br><br><br><br>模          | その他        | 171     | 39  | 56  | 1     | 7   | 1   | 5   | 32.7    | 4.1  | 2.9  | 17,249   | 8,527   | 9,621   | 3,820   | 5,925   | 3,820  | 5,725   | 55.8    | 34.3 | 33.2 |
|                                     | 1～299人     | 1,265   | 302 | 470 | 81    | 160 | 38  | 78  | 37.2    | 12.6 | 6.2  | 100,981  | 32,612  | 47,065  | 9,231   | 17,152  | 4,346  | 8,587   | 46.6    | 17.0 | 8.5  |
|                                     | 1～99人      | 867     | 162 | 271 | 43    | 89  | 20  | 42  | 31.3    | 10.3 | 4.8  | 33,380   | 8,329   | 12,842  | 2,367   | 4,515   | 1,087  | 1,993   | 38.5    | 13.5 | 6.0  |
|                                     | 100～299人   | 398     | 140 | 199 | 38    | 71  | 18  | 36  | 50.0    | 17.8 | 9.0  | 67,601   | 24,283  | 34,223  | 6,864   | 12,637  | 3,259  | 6,594   | 50.6    | 18.7 | 9.8  |
|                                     | 300～499人   | 96      | 46  | 57  | 15    | 21  | 10  | 13  | 59.4    | 21.9 | 13.5 | 36,470   | 17,359  | 21,455  | 5,475   | 7,534   | 3,640  | 4,751   | 58.8    | 20.7 | 13.0 |
|                                     | 500～999人   | 81      | 45  | 51  | 27    | 31  | 11  | 15  | 63.0    | 38.3 | 18.5 | 55,120   | 30,907  | 34,785  | 17,805  | 20,460  | 7,881  | 10,536  | 63.1    | 37.1 | 19.1 |
|                                     | 1000～2999人 | 42      | 28  | 31  | 22    | 28  | 14  | 18  | 73.8    | 66.7 | 42.9 | 68,039   | 45,039  | 49,784  | 35,860  | 45,946  | 24,174 | 30,387  | 73.2    | 67.5 | 44.7 |
| （事業所ベース）                            | 3000人以上    | 16      | 8   | 11  | 9     | 13  | 6   | 10  | 68.8    | 81.3 | 62.5 | 86,222   | 41,087  | 56,026  | 44,802  | 68,188  | 25,341 | 48,727  | 65.0    | 79.1 | 56.5 |
|                                     | 北海道        | 9       | 2   | 2   | 1     | 1   | 1   | 1   | 22.2    | 11.1 | 11.1 | 3,111    | 2,418   | 2,418   | 2,281   | 2,281   | 2,281  | 2,281   | 77.7    | 73.3 | 73.3 |
|                                     | 北東北        | 43      | 12  | 14  | 3     | 5   | 3   | 5   | 32.6    | 11.6 | 11.6 | 7,171    | 1,613   | 3,436   | 491     | 2,314   | 491    | 2,314   | 47.9    | 32.3 | 32.3 |
|                                     | 南東北        | 78      | 22  | 29  | 7     | 10  | 3   | 6   | 37.2    | 12.8 | 7.7  | 9,453    | 3,660   | 4,046   | 1,626   | 1,779   | 969    | 1,122   | 42.8    | 18.8 | 11.9 |
|                                     | 北関東        | 176     | 72  | 85  | 27    | 44  | 19  | 29  | 48.3    | 25.0 | 16.5 | 36,424   | 16,880  | 18,783  | 10,460  | 20,302  | 7,720  | 16,423  | 51.6    | 55.7 | 45.1 |
|                                     | 東京千葉       | 154     | 55  | 65  | 26    | 35  | 14  | 22  | 42.2    | 22.7 | 14.3 | 40,061   | 16,516  | 22,980  | 10,130  | 17,998  | 6,651  | 14,489  | 57.4    | 44.9 | 36.2 |
|                                     | 神奈川        | 91      | 29  | 32  | 16    | 18  | 10  | 11  | 35.2    | 19.8 | 12.1 | 26,476   | 13,276  | 13,944  | 7,828   | 8,980   | 4,556  | 4,808   | 52.7    | 33.9 | 18.2 |
|                                     | 新潟         | 80      | 27  | 35  | 5     | 10  | 2   | 6   | 43.8    | 12.5 | 7.5  | 10,868   | 6,599   | 7,402   | 2,812   | 3,671   | 888    | 1,638   | 68.1    | 33.8 | 15.1 |
|                                     | 北陸         | 109     | 18  | 46  | 4     | 8   | 2   | 3   | 42.2    | 7.3  | 2.8  | 22,432   | 4,825   | 9,126   | 764     | 3,967   | 278    | 920     | 40.7    | 17.7 | 4.1  |
|                                     | 甲信         | 69      | 9   | 22  | 6     | 16  | 2   | 8   | 31.9    | 23.2 | 11.6 | 12,210   | 3,096   | 6,722   | 1,886   | 5,558   | 647    | 3,334   | 55.1    | 45.5 | 27.3 |
|                                     | 静岡         | 82      | 34  | 41  | 14    | 18  | 6   | 8   | 50.0    | 22.0 | 9.8  | 30,588   | 18,545  | 25,098  | 15,181  | 21,338  | 7,816  | 13,877  | 82.1    | 69.8 | 45.4 |
|                                     | 東海         | 185     | 65  | 86  | 34    | 49  | 22  | 33  | 46.5    | 26.5 | 17.8 | 41,594   | 22,810  | 28,465  | 16,191  | 21,121  | 13,411 | 18,112  | 68.4    | 50.8 | 43.5 |
|                                     | 京滋         | 88      | 30  | 33  | 14    | 19  | 10  | 12  | 37.5    | 21.6 | 13.6 | 18,844   | 9,392   | 9,654   | 7,423   | 9,121   | 6,530  | 8,005   | 51.2    | 48.4 | 42.5 |
|                                     | 大阪         | 302     | 94  | 123 | 44    | 61  | 14  | 23  | 40.7    | 20.2 | 7.6  | 46,240   | 31,410  | 33,643  | 22,718  | 23,795  | 7,763  | 8,307   | 72.8    | 51.5 | 18.0 |
|                                     | 山陽         | 126     | 45  | 69  | 22    | 36  | 11  | 18  | 54.8    | 28.6 | 14.3 | 23,679   | 11,078  | 15,290  | 8,149   | 10,906  | 4,839  | 6,712   | 64.6    | 46.1 | 28.3 |
|                                     | 山陰         | 41      | 9   | 17  | 2     | 8   | 1   | 2   | 41.5    | 19.5 | 4.9  | 4,684    | 1,508   | 2,443   | 720     | 1,441   | 125    | 160     | 52.2    | 30.8 | 3.4  |
|                                     | 四国         | 32      | 12  | 27  | 6     | 7   | 6   | 6   | 84.4    | 21.9 | 18.8 | 5,155    | 3,181   | 4,894   | 1,779   | 1,936   | 1,779  | 1,779   | 94.9    | 37.6 | 34.5 |
|                                     | 九州・山口      | 60      | 17  | 27  | 13    | 16  | 5   | 8   | 45.0    | 26.7 | 13.3 | 7,836    | 3,598   | 4,203   | 2,847   | 3,106   | 993    | 1,252   | 53.6    | 39.6 | 16.0 |
|                                     | 地方計        | 1,725   | 552 | 753 | 244   | 361 | 131 | 201 | 43.7    | 20.9 | 11.7 | 346,826  | 170,405 | 212,547 | 113,286 | 159,614 | 67,737 | 105,533 | 61.3    | 46.0 | 30.4 |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18日 |            | 一時金：半期：単純平均 |         |         |         |         |         |         |         |         |         |        |         | 一時金：半期：加重平均 |      |         |         |         |         |         |         |           |         |         |        |         |        |
|-------------------------------------|------------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|---------|-------------|------|---------|---------|---------|---------|---------|---------|-----------|---------|---------|--------|---------|--------|
|                                     |            | 同一単組前年比較    |         |         |         |         |         |         |         |         |         |        |         | 同一単組前年比較    |      |         |         |         |         |         |         |           |         |         |        |         |        |
|                                     |            | 基礎数値        |         |         | 要求      |         | 回答・妥結   |         | 妥結      |         | 要求      |        | 妥結      |             | 基礎数値 |         |         | 要求      |         | 回答・妥結   |         | 妥結        |         | 要求      |        | 妥結      |        |
|                                     |            | 年齢          | 勤続      | 基礎賃金    | 金額      | 月数      | 金額      | 月数      | 金額      | 月数      | 金額      | 月数     | 金額      | 月数          | 年齢   | 勤続      | 基礎賃金    | 金額      | 月数      | 金額      | 月数      | 金額        | 月数      | 金額      | 月数     | 金額      | 月数     |
| 全体計                                 |            | 40.1        | 14.6    | 265,307 | 645,495 | 2.38    | 601,743 | 2.13    | 643,164 | 2.22    | 34,783  | 0.11   | 56,690  | 0.17        | 39.6 | 15.3    | 291,855 | 783,650 | 2.55    | 792,412 | 2.47    | 788,302   | 2.48    | 57,704  | 0.15   | 88,497  | 0.18   |
| 大手労組会議                              |            | 39.9        | 15.8    | 308,841 | 797,059 | 2.55    | 790,575 | 2.51    | 786,638 | 2.50    | 62,184  | 0.17   | 82,606  | 0.16        | 39.8 | 15.8    | 308,744 | 866,870 | 2.64    | 857,817 | 2.59    | 815,061   | 2.52    | 75,885  | 0.19   | 90,116  | 0.16   |
| 業種                                  | 鉄鋼業        | 40.3        | 13.6    | 252,924 | 611,929 | 2.43    | 552,536 | 2.17    | 514,573 | 2.29    | 43,418  | 0.16   | 7,540   | 0.06        | 38.8 | 13.9    | 274,409 | 652,211 | 2.39    | 642,042 | 2.21    | 601,342   | 2.32    | 22,159  | 0.07   | 33,445  | 0.11   |
|                                     | 非鉄金属       | 40.7        | 15.5    | 264,654 | 648,084 | 2.39    | 532,708 | 2.03    | 576,760 | 2.40    | 128,366 | 0.25   | -30,645 | 0.05        | 39.7 | 15.8    | 268,653 | 692,614 | 2.65    | 517,654 | 2.41    | 622,182   | 2.74    | 162,199 | 0.35   | -30,645 | 0.09   |
|                                     | 金属製品       | 39.9        | 14.8    | 253,262 | 570,910 | 2.25    | 577,120 | 1.97    | 635,049 | 2.14    | 7,864   | 0.06   | 26,066  | 0.16        | 39.7 | 15.9    | 266,743 | 618,988 | 2.40    | 641,119 | 2.24    | 685,880   | 2.34    | 8,626   | 0.09   | 7,530   | 0.06   |
|                                     | 一般機械       | 39.3        | 14.1    | 266,932 | 680,496 | 2.46    | 617,885 | 2.18    | 640,110 | 2.26    | 51,609  | 0.17   | 85,915  | 0.30        | 38.7 | 14.5    | 292,285 | 837,271 | 2.63    | 830,567 | 2.53    | 781,597   | 2.47    | 81,061  | 0.25   | 164,621 | 0.34   |
|                                     | 電気機械       | 40.7        | 15.2    | 273,867 | 675,794 | 2.34    | 643,726 | 2.18    | 707,258 | 2.18    | 33,235  | 0.11   | 55,372  | 0.09        | 40.5 | 16.0    | 308,187 | 821,660 | 2.64    | 848,992 | 2.63    | 859,185   | 2.65    | 34,099  | 0.09   | 39,232  | 0.09   |
|                                     | 輸送機械       | 40.1        | 15.2    | 271,478 | 648,119 | 2.39    | 568,963 | 2.09    | 619,040 | 2.16    | 18,269  | 0.04   | 26,153  | 0.04        | 39.9 | 16.2    | 301,605 | 721,452 | 2.40    | 692,859 | 2.31    | 709,696   | 2.33    | 52,754  | 0.05   | 59,941  | 0.08   |
|                                     | 精密機械       | 40.5        | 15.0    | 281,145 | 687,053 | 2.29    | 653,385 | 2.10    | 821,400 | 2.25    | 7,354   | -0.07  | -733    | -0.19       | 40.9 | 16.3    | 297,203 | 855,400 | 2.57    | 861,763 | 2.53    | 1,017,505 | 2.77    | 12,751  | 0.03   | 3,120   | -0.00  |
|                                     | その他        | 41.9        | 14.9    | 264,081 | 587,620 | 2.24    | 454,600 | 1.97    | 492,287 | 2.20    | 8,430   | 0.06   | 51,781  | 0.13        | 40.4 | 14.6    | 264,656 | 658,453 | 2.46    | 628,041 | 2.44    | 638,847   | 2.48    | 58,305  | 0.20   | 50,544  | 0.19   |
| 規模                                  | 1～299人     | 40.2        | 14.4    | 255,370 | 606,626 | 2.32    | 530,433 | 1.98    | 550,153 | 2.06    | 28,680  | 0.10   | 32,657  | 0.16        | 39.6 | 14.6    | 262,083 | 631,712 | 2.37    | 558,808 | 2.05    | 604,778   | 2.19    | 31,924  | 0.11   | 40,968  | 0.19   |
|                                     | 1～99人      | 40.7        | 14.2    | 249,259 | 585,053 | 2.28    | 509,830 | 1.93    | 502,067 | 1.92    | 23,477  | 0.09   | 23,776  | 0.12        | 39.9 | 13.8    | 248,807 | 593,088 | 2.30    | 514,023 | 1.97    | 502,508   | 1.95    | 21,988  | 0.09   | 35,531  | 0.15   |
|                                     | 100～299人   | 39.5        | 14.8    | 264,452 | 636,697 | 2.38    | 558,362 | 2.03    | 627,625 | 2.22    | 35,703  | 0.12   | 45,195  | 0.22        | 39.5 | 14.9    | 267,188 | 646,083 | 2.39    | 574,683 | 2.08    | 640,777   | 2.26    | 35,428  | 0.11   | 42,530  | 0.20   |
|                                     | 300～499人   | 39.7        | 15.1    | 284,349 | 731,182 | 2.54    | 608,721 | 2.14    | 646,285 | 2.24    | 48,377  | 0.13   | 34,497  | 0.07        | 39.7 | 15.1    | 281,455 | 733,038 | 2.55    | 628,174 | 2.21    | 666,559   | 2.31    | 52,201  | 0.14   | 33,416  | 0.07   |
|                                     | 500～999人   | 39.3        | 15.5    | 289,132 | 730,857 | 2.49    | 689,022 | 2.33    | 749,938 | 2.34    | 46,670  | 0.14   | 58,711  | 0.12        | 39.2 | 15.5    | 290,829 | 737,466 | 2.50    | 698,702 | 2.34    | 760,479   | 2.36    | 44,103  | 0.14   | 56,124  | 0.11   |
|                                     | 1000～2999人 | 39.1        | 15.2    | 300,948 | 756,776 | 2.55    | 756,022 | 2.52    | 777,971 | 2.57    | 55,646  | 0.17   | 146,730 | 0.33        | 39.1 | 15.1    | 299,600 | 769,206 | 2.58    | 777,911 | 2.57    | 806,930   | 2.62    | 60,256  | 0.19   | 144,558 | 0.30   |
| 3000人以上                             | 40.3       | 16.3        | 321,421 | 905,321 | 2.72    | 883,456 | 2.65    | 840,570 | 2.57    | 73,996  | 0.17    | 74,689 | 0.13    | 40.1        | 16.1 | 315,132 | 923,266 | 2.71    | 892,839 | 2.61    | 820,248 | 2.49      | 79,319  | 0.17    | 77,470 | 0.11    |        |
| 地方（事業所ベース）                          | 北海道        | 38.5        | 8.8     | 256,478 | 641,186 | 2.50    |         | 2.30    |         | 2.30    | 18,538  | 0.05   |         | 0.10        | 36.9 | 10.3    | 265,660 | 664,135 | 2.50    |         | 2.30    |           | 2.30    | 30,911  | 0.09   |         | 0.10   |
|                                     | 北東北        | 42.3        | 19.0    | 233,969 | 521,093 | 2.22    | 574,332 | 2.12    | 574,332 | 2.12    | 29,814  | 0.10   | 23,324  | 0.07        | 41.0 | 17.7    | 275,309 | 775,636 | 2.73    | 822,634 | 2.72    | 822,634   | 2.72    | 62,979  | 0.22   | 32,261  | 0.12   |
|                                     | 南東北        | 39.7        | 16.1    | 249,698 | 618,636 | 2.45    | 502,174 | 2.06    | 505,036 | 2.05    | 34,522  | 0.07   | 33,974  | 0.14        | 40.7 | 17.7    | 274,369 | 703,831 | 2.53    | 759,558 | 2.30    | 782,070   | 2.45    | 35,617  | 0.10   | 30,609  | 0.09   |
|                                     | 北関東        | 40.6        | 15.2    | 288,742 | 715,095 | 2.45    | 683,167 | 2.20    | 726,961 | 2.41    | 31,715  | 0.07   | 60,857  | 0.12        | 40.0 | 15.4    | 303,995 | 816,393 | 2.51    | 776,423 | 2.38    | 764,457   | 2.53    | 57,340  | 0.11   | 55,204  | 0.13   |
|                                     | 東京千葉       | 40.8        | 15.3    | 309,539 | 793,587 | 2.47    | 769,569 | 2.39    | 784,769 | 2.38    | 26,621  | 0.02   | 15,251  | -0.00       | 41.3 | 16.3    | 325,317 | 921,062 | 2.69    | 944,504 | 2.71    | 965,442   | 2.74    | 36,743  | 0.06   | 41,351  | 0.07   |
|                                     | 神奈川        | 39.9        | 15.6    | 292,467 | 754,645 | 2.55    | 751,919 | 2.44    | 723,337 | 2.35    | 46,797  | 0.16   | 104,856 | 0.30        | 40.1 | 16.0    | 293,034 | 776,564 | 2.62    | 811,380 | 2.55    | 768,950   | 2.52    | 23,262  | 0.10   | 83,942  | 0.29   |
|                                     | 新潟         | 40.1        | 15.2    | 264,207 | 574,268 | 2.14    | 518,621 | 1.91    | 613,333 | 2.05    | 10,078  | 0.11   | 20,000  | 0.17        | 39.6 | 15.9    | 275,469 | 608,838 | 2.19    | 574,268 | 2.01    | 628,659   | 2.07    | 23,531  | 0.09   | 44,787  | 0.19   |
|                                     | 北陸         | 39.7        | 14.0    | 245,602 | 546,748 | 2.29    | 491,359 | 2.02    | 438,095 | 2.23    | 53,525  | 0.20   | 14,241  | 0.12        | 39.3 | 15.2    | 273,217 | 616,201 | 2.37    | 641,566 | 2.38    | 615,239   | 2.56    | 82,816  | 0.30   | 21,329  | 0.12   |
|                                     | 甲信         | 39.5        | 15.1    | 288,423 | 703,138 | 2.33    | 659,186 | 2.18    | 792,849 | 2.26    | 45,757  | 0.17   | 122,538 | 0.41        | 39.8 | 15.4    | 295,063 | 740,673 | 2.48    | 710,728 | 2.32    | 761,525   | 2.37    | 47,097  | 0.17   | 189,385 | 0.62   |
|                                     | 静岡         | 39.9        | 15.5    | 298,349 | 749,086 | 2.50    | 700,864 | 2.44    | 785,644 | 2.49    | 74,352  | 0.26   | 69,310  | 0.16        | 39.6 | 16.2    | 313,699 | 738,838 | 2.46    | 687,625 | 2.35    | 701,984   | 2.23    | 84,910  | 0.15   | 72,925  | 0.11   |
|                                     | 東海         | 39.0        | 14.6    | 275,855 | 667,081 | 2.41    | 663,346 | 2.32    | 714,733 | 2.48    | 29,633  | 0.18   | 73,282  | 0.22        | 38.6 | 14.9    | 288,301 | 755,860 | 2.60    | 841,027 | 2.66    | 855,084   | 2.72    | 79,387  | 0.27   | 189,320 | 0.33   |
|                                     | 京滋         | 40.2        | 14.0    | 281,987 | 690,290 | 2.42    | 631,319 | 2.10    | 741,212 | 2.20    | 29,240  | 0.10   | 44,049  | 0.11        | 39.7 | 14.7    | 307,954 | 830,114 | 2.67    | 826,930 | 2.56    | 848,976   | 2.61    | 36,029  | 0.12   | 41,701  | 0.13   |
|                                     | 大阪         | 39.8        | 14.7    | 284,126 | 741,191 | 2.50    | 731,290 | 2.29    | 678,365 | 2.20    | 40,198  | 0.11   | 79,288  | 0.20        | 39.1 | 14.9    | 294,259 | 897,138 | 2.73    | 882,511 | 2.63    | 736,220   | 2.48    | 56,286  | 0.14   | 62,478  | 0.18   |
|                                     | 山陽         | 39.2        | 14.2    | 273,903 | 695,185 | 2.51    | 661,906 | 2.24    | 746,987 | 2.34    | 48,900  | 0.14   | 39,885  | 0.09        | 38.1 | 14.3    | 285,615 | 747,857 | 2.50    | 711,566 | 2.32    | 759,874   | 2.37    | 64,216  | 0.13   | 71,816  | 0.17   |
|                                     | 山陰         | 42.2        | 14.7    | 236,817 | 504,715 | 2.16    | 371,251 | 1.59    | 579,000 | 2.50    | 65,403  | 0.18   | 6,000   |             | 40.2 | 15.6    | 236,656 | 497,989 | 2.18    | 385,545 | 1.66    | 730,313   | 2.50    | 70,062  | 0.18   | 9,375   |        |
|                                     | 四国         | 41.5        | 14.0    | 256,742 | 596,747 | 2.37    | 553,007 | 2.22    | 539,609 | 2.22    | 6,114   | 0.02   | -30,538 | -0.12       | 39.2 | 14.2    | 282,137 | 626,372 | 2.27    | 506,187 | 1.87    | 494,591   | 1.84    | 32,952  | 0.14   | 13,545  | 0.04   |
|                                     | 九州・山口      | 39.9        | 15.1    | 268,611 | 649,101 | 2.36    | 649,752 | 2.28    | 720,114 | 2.32    | 59,744  | 0.11   | 22,344  | 0.18        | 38.4 | 14.5    | 281,055 | 707,361 | 2.49    | 698,909 | 2.43    | 752,565   | 2.37    | 73,444  | 0.19   | 23,625  | 0.06   |
|                                     | 地方計        |             | 40.0    | 14.8    | 272,173 | 680,982 | 2.42    | 667,453 | 2.25    | 700,612 | 2.32    | 38,102 | 0.12    | 51,759      | 0.15 | 39.6    | 15.4    | 293,041 | 785,368 | 2.56    | 789,659 | 2.48      | 792,687 | 2.51    | 57,237 | 0.15    | 81,656 |

| 2022年<br>春季生活闘争<br>情報No.07<br>3月18日 |            | 一時金：年間：単純平均 |         |           |           |           |           |           |           |          |         |        |         | 一時金：年間：加重平均 |      |         |           |           |           |           |           |           |         |         |        |         |       |
|-------------------------------------|------------|-------------|---------|-----------|-----------|-----------|-----------|-----------|-----------|----------|---------|--------|---------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|---------|--------|---------|-------|
|                                     |            |             |         |           |           |           |           |           |           |          |         |        |         |             |      |         |           |           |           |           |           |           |         |         |        |         |       |
|                                     |            |             |         |           |           |           |           |           |           | 同一単組前年比較 |         |        |         |             |      |         |           |           |           |           |           | 同一単組前年比較  |         |         |        |         |       |
|                                     |            | 基礎数値        |         |           | 要求        |           | 回答・妥結     |           | 妥結        |          | 要求      |        | 妥結      |             | 基礎数値 |         |           | 要求        |           | 回答・妥結     |           | 妥結        |         | 要求      |        | 妥結      |       |
|                                     |            | 年齢          | 勤続      | 基礎賃金      | 金額        | 月数        | 金額        | 月数        | 金額        | 月数       | 金額      | 月数     | 金額      | 月数          | 年齢   | 勤続      | 基礎賃金      | 金額        | 月数        | 金額        | 月数        | 金額        | 月数      | 金額      | 月数     | 金額      | 月数    |
| 全体計                                 |            | 40.1        | 14.6    | 265,307   | 1,322,687 | 4.80      | 1,252,842 | 4.42      | 1,319,728 | 4.49     | 73,658  | 0.24   | 113,597 | 0.27        | 39.6 | 15.3    | 291,855   | 1,596,441 | 5.15      | 1,617,274 | 5.08      | 1,577,420 | 5.08    | 103,121 | 0.28   | 154,401 | 0.34  |
| 大手労組会議                              |            | 39.9        | 15.8    | 308,841   | 1,588,600 | 5.09      | 1,549,412 | 4.97      | 1,515,977 | 4.92     | 87,523  | 0.24   | 162,011 | 0.32        | 39.8 | 15.8    | 308,744   | 1,756,744 | 5.34      | 1,738,546 | 5.28      | 1,600,004 | 5.13    | 128,742 | 0.34   | 167,434 | 0.36  |
| 業                                   | 鉄鋼業        | 40.3        | 13.6    | 252,924   | 1,217,791 | 4.85      | 1,260,546 | 4.69      | 1,327,621 | 4.87     | 82,964  | 0.32   | 147,767 | 0.45        | 38.8 | 13.9    | 274,409   | 1,313,854 | 4.79      | 1,330,114 | 4.48      | 1,327,621 | 4.69    | 43,338  | 0.15   | 147,767 | 0.27  |
|                                     | 非鉄金属       | 40.7        | 15.5    | 264,654   | 1,349,529 | 4.76      | 1,154,845 | 4.53      | 1,509,910 | 5.50     | 394,285 | 0.66   |         | 0.05        | 39.7 | 15.8    | 268,653   | 1,414,567 | 5.21      | 1,074,152 | 5.25      | 1,509,910 | 5.88    | 425,852 | 0.62   |         | 0.01  |
|                                     | 金属製品       | 39.9        | 14.8    | 253,262   | 1,209,874 | 4.62      | 1,218,903 | 4.22      | 1,192,485 | 4.17     | 8,442   | 0.17   | 32,338  | 0.34        | 39.7 | 15.9    | 266,743   | 1,294,061 | 4.92      | 1,311,060 | 4.60      | 1,359,946 | 4.70    | 8,127   | 0.20   | 14,794  | 0.13  |
|                                     | 一般機械       | 39.3        | 14.1    | 266,932   | 1,372,821 | 4.94      | 1,272,005 | 4.46      | 1,311,855 | 4.62     | 110,895 | 0.35   | 160,268 | 0.41        | 38.7 | 14.5    | 292,285   | 1,719,306 | 5.31      | 1,701,017 | 5.19      | 1,540,518 | 5.03    | 158,399 | 0.48   | 287,623 | 0.69  |
|                                     | 電気機械       | 40.7        | 15.2    | 273,867   | 1,374,104 | 4.70      | 1,346,809 | 4.62      | 1,414,155 | 4.44     | 78,848  | 0.17   | 125,886 | 0.30        | 40.5 | 16.0    | 308,187   | 1,640,148 | 5.27      | 1,698,504 | 5.32      | 1,705,875 | 5.23    | 67,421  | 0.15   | 68,435  | 0.12  |
|                                     | 輸送機械       | 40.1        | 15.2    | 271,478   | 1,346,395 | 4.82      | 1,205,832 | 4.33      | 1,310,540 | 4.42     | 31,771  | 0.09   | 9,521   | 0.10        | 39.9 | 16.2    | 301,605   | 1,549,640 | 5.06      | 1,641,658 | 5.08      | 1,756,212 | 5.28    | 38,867  | 0.09   | 32,818  | 0.16  |
| 種                                   | 精密機械       | 40.5        | 15.0    | 281,145   | 1,258,447 | 4.46      | 1,129,821 | 3.83      | 1,498,400 | 4.10     | -16,126 | -0.22  | 10,000  | -0.50       | 40.9 | 16.3    | 297,203   | 1,424,204 | 4.76      | 1,296,302 | 4.36      | 1,585,213 | 4.83    | 12,488  | 0.02   | 10,000  | -0.01 |
|                                     | その他        | 41.9        | 14.9    | 264,081   | 1,300,959 | 4.68      | 1,288,000 | 5.00      | 1,288,000 | 5.00     | 36,352  | 0.23   | 101,000 | 0.38        | 40.4 | 14.6    | 264,656   | 1,374,324 | 5.05      | 1,288,000 | 5.00      | 1,288,000 | 5.00    | 134,886 | 0.45   | 101,000 | 0.38  |
| 規                                   | 1～299人     | 40.2        | 14.4    | 255,370   | 1,220,610 | 4.66      | 1,077,446 | 4.02      | 1,093,766 | 3.99     | 66,053  | 0.23   | 53,775  | 0.22        | 39.6 | 14.6    | 262,083   | 1,265,728 | 4.74      | 1,114,464 | 4.16      | 1,214,923 | 4.36    | 64,111  | 0.21   | 46,829  | 0.21  |
|                                     | 1～99人      | 40.7        | 14.2    | 249,259   | 1,159,050 | 4.53      | 1,039,767 | 3.89      | 995,133   | 3.57     | 61,406  | 0.21   | 46,050  | 0.17        | 39.9 | 13.8    | 248,807   | 1,186,423 | 4.58      | 1,022,966 | 3.89      | 1,064,465 | 3.70    | 60,654  | 0.21   | 82,781  | 0.21  |
|                                     | 100～299人   | 39.5        | 14.8    | 264,452   | 1,294,339 | 4.80      | 1,122,660 | 4.16      | 1,258,155 | 4.47     | 71,339  | 0.24   | 63,430  | 0.28        | 39.5 | 14.9    | 267,188   | 1,293,284 | 4.79      | 1,145,904 | 4.26      | 1,281,679 | 4.59    | 65,253  | 0.22   | 34,725  | 0.20  |
|                                     | 300～499人   | 39.7        | 15.1    | 284,349   | 1,519,130 | 5.20      | 1,244,959 | 4.44      | 1,279,741 | 4.63     | 73,664  | 0.20   | 156,669 | 0.28        | 39.7 | 15.1    | 281,455   | 1,521,462 | 5.22      | 1,280,374 | 4.57      | 1,319,219 | 4.79    | 87,288  | 0.23   | 141,278 | 0.26  |
|                                     | 500～999人   | 39.3        | 15.5    | 289,132   | 1,480,730 | 5.01      | 1,401,331 | 4.73      | 1,616,101 | 4.87     | 89,578  | 0.27   | 91,081  | 0.20        | 39.2 | 15.5    | 290,829   | 1,500,398 | 5.04      | 1,429,065 | 4.77      | 1,646,545 | 4.92    | 82,070  | 0.26   | 75,869  | 0.17  |
|                                     | 1000～2999人 | 39.1        | 15.2    | 300,948   | 1,520,249 | 5.12      | 1,489,614 | 5.00      | 1,517,884 | 5.03     | 92,744  | 0.30   | 209,144 | 0.39        | 39.1 | 15.1    | 299,600   | 1,532,997 | 5.15      | 1,524,640 | 5.07      | 1,556,013 | 5.09    | 97,430  | 0.31   | 195,976 | 0.32  |
| 模                                   | 3000人以上    | 40.3        | 16.3    | 321,421   | 1,814,936 | 5.52      | 1,766,752 | 5.49      | 1,629,453 | 5.31     | 136,641 | 0.34   | 154,040 | 0.42        | 40.1 | 16.1    | 315,132   | 1,911,413 | 5.61      | 1,844,574 | 5.53      | 1,643,598 | 5.29    | 143,399 | 0.35   | 157,761 | 0.43  |
|                                     |            |             |         |           |           |           |           |           |           |          |         |        |         |             |      |         |           |           |           |           |           |           |         |         |        |         |       |
| （事業所別）                              | 北海道        | 38.5        | 8.8     | 256,478   | 1,282,373 | 5.00      |           | 4.60      |           | 4.60     | 37,075  | 0.10   |         | 0.20        | 36.9 | 10.3    | 265,660   | 1,328,269 | 5.00      |           | 4.60      |           | 4.60    | 61,822  | 0.19   |         | 0.20  |
|                                     | 北東北        | 42.3        | 19.0    | 233,969   | 1,008,484 | 4.44      | 1,072,906 | 3.97      | 1,072,906 | 3.97     | 60,193  | 0.20   | 2,014   |             | 41.0 | 17.7    | 275,309   | 1,253,549 | 5.09      | 1,065,667 | 4.04      | 1,065,667 | 4.04    | 187,233 | 0.61   | 4,402   |       |
|                                     | 南東北        | 39.7        | 16.1    | 249,698   | 1,223,147 | 4.72      | 1,155,981 | 4.29      | 1,217,975 | 4.47     | 63,312  | 0.12   | 185,348 | 0.75        | 40.7 | 17.7    | 274,369   | 1,417,356 | 5.05      | 1,625,047 | 4.74      | 1,687,240 | 5.16    | 67,148  | 0.19   | 60,822  | 0.17  |
|                                     | 北関東        | 40.6        | 15.2    | 288,742   | 1,532,633 | 4.96      | 1,469,786 | 4.82      | 1,494,634 | 4.95     | 80,509  | 0.16   | 83,646  | 0.17        | 40.0 | 15.4    | 303,995   | 1,702,355 | 5.12      | 1,648,762 | 5.07      | 1,616,327 | 5.26    | 121,361 | 0.22   | 59,410  | 0.19  |
|                                     | 東京千葉       | 40.8        | 15.3    | 309,539   | 1,583,230 | 4.94      | 1,556,233 | 4.80      | 1,561,393 | 4.63     | 55,963  | 0.04   | 48,953  | -0.13       | 41.3 | 16.3    | 325,317   | 1,744,381 | 5.24      | 1,765,081 | 5.18      | 1,776,964 | 5.21    | 73,464  | 0.10   | 106,123 | 0.07  |
|                                     | 神奈川        | 39.9        | 15.6    | 292,467   | 1,539,133 | 5.14      | 1,583,143 | 5.05      | 1,540,470 | 4.86     | 86,190  | 0.34   | 256,346 | 0.62        | 40.1 | 16.0    | 293,034   | 1,572,264 | 5.27      | 1,681,669 | 5.26      | 1,609,553 | 5.16    | 38,211  | 0.19   | 194,526 | 0.44  |
|                                     | 新潟         | 40.1        | 15.2    | 264,207   | 1,105,275 | 4.14      | 1,025,175 | 3.56      | 1,380,000 | 3.72     | 3,187   | 0.21   | 160,000 | 0.26        | 39.6 | 15.9    | 275,469   | 1,198,265 | 4.34      | 1,174,105 | 4.07      | 1,380,000 | 4.32    | 43,960  | 0.18   | 160,000 | 0.47  |
|                                     | 北陸         | 39.7        | 14.0    | 245,602   | 1,142,870 | 4.73      | 626,418   | 3.14      | 488,380   | 3.70     | 157,273 | 0.57   | 12,964  | 0.15        | 39.3 | 15.2    | 273,217   | 1,260,544 | 4.75      | 781,948   | 3.71      | 488,380   | 5.05    | 204,684 | 0.73   | 12,964  | 0.27  |
|                                     | 甲信         | 39.5        | 15.1    | 288,423   | 1,406,484 | 4.73      | 1,270,597 | 4.31      | 1,420,000 | 4.19     | 139,015 | 0.44   | 40,000  | 0.05        | 39.8 | 15.4    | 295,063   | 1,443,005 | 4.85      | 1,362,228 | 4.45      | 1,420,000 | 4.24    | 121,244 | 0.37   | 40,000  | 0.02  |
|                                     | 静岡         | 39.9        | 15.5    | 298,349   | 1,443,023 | 4.95      | 1,367,442 | 4.82      | 1,596,067 | 5.05     | 81,129  | 0.30   | 113,820 | 0.26        | 39.6 | 16.2    | 313,699   | 1,561,400 | 5.20      | 1,513,794 | 5.07      | 1,607,901 | 5.00    | 94,606  | 0.27   | 84,054  | 0.21  |
|                                     | 東海         | 39.0        | 14.6    | 275,855   | 1,400,492 | 4.91      | 1,457,129 | 4.85      | 1,544,679 | 4.99     | 53,645  | 0.36   | 148,766 | 0.49        | 38.6 | 14.9    | 288,301   | 1,480,475 | 5.14      | 1,589,035 | 5.23      | 1,616,329 | 5.32    | 116,691 | 0.47   | 323,677 | 0.55  |
|                                     | 京滋         | 40.2        | 14.0    | 281,987   | 1,390,836 | 4.85      | 1,463,865 | 4.50      | 1,482,425 | 4.36     | 61,922  | 0.22   | 88,098  | 0.24        | 39.7 | 14.7    | 307,954   | 1,670,576 | 5.36      | 1,688,916 | 5.20      | 1,697,952 | 5.22    | 73,471  | 0.25   | 83,402  | 0.26  |
|                                     | 大阪         | 39.8        | 14.7    | 284,126   | 1,502,217 | 5.05      | 1,530,197 | 4.66      | 1,422,844 | 4.52     | 94,625  | 0.22   | 179,068 | 0.35        | 39.1 | 14.9    | 294,259   | 1,819,207 | 5.52      | 1,780,814 | 5.28      | 1,476,668 | 4.97    | 113,569 | 0.27   | 116,109 | 0.34  |
|                                     | 山陽         | 39.2        | 14.2    | 273,903   | 1,433,851 | 5.05      | 1,370,811 | 4.65      | 1,569,066 | 5.03     | 100,200 | 0.33   | 46,421  | 0.17        | 38.1 | 14.3    | 285,615   | 1,572,343 | 5.14      | 1,499,536 | 4.87      | 1,673,095 | 5.11    | 126,226 | 0.29   | 112,324 | 0.33  |
|                                     | 山陰         | 42.2        | 14.7    | 236,817   | 1,247,641 | 4.83      | 1,304,670 | 4.67      | 1,797,000 | 5.30     | 61,600  | 0.30   | 24,800  |             | 40.2 | 15.6    | 236,656   | 1,257,755 | 5.01      | 983,287   | 4.26      | 1,797,000 | 5.30    | 71,093  | 0.22   | 24,800  |       |
|                                     | 四国         | 41.5        | 14.0    | 256,742   | 1,263,997 | 5.10      | 1,079,217 | 4.45      | 1,079,217 | 4.45     | 9,627   | 0.11   | 26,949  | 0.05        | 39.2 | 14.2    | 282,137   | 1,282,564 | 4.84      | 989,182   | 3.68      | 989,182   | 3.68    | 15,848  | 0.19   | 105,411 | 0.34  |
| 九州・山口                               | 39.9       | 15.1        | 268,611 | 1,339,022 | 4.76      | 1,257,699 | 4.47      | 1,387,828 | 4.46      | 135,096  | 0.36    | 74,333 | 0.15    | 38.4        | 14.5 | 281,055 | 1,432,381 | 5.02      | 1,381,111 | 4.84      | 1,479,276 | 4.64      | 158,285 | 0.44    | 55,518 | 0.08    |       |
| 地方計                                 |            | 40.0        | 14.8    | 272,173   | 1,407,182 | 4.90      | 1,408,595 | 4.65      | 1,453,151 | 4.71     | 77,856  | 0.24   | 111,064 | 0.25        | 39.6 | 15.4    | 293,041   | 1,598,448 | 5.17      | 1,609,311 | 5.05      | 1,588,187 | 5.08    | 101,183 | 0.29   | 136,097 | 0.29  |