

# J A M 2023年春季生活闘争状況報告No.4

3月14日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,472 | 100.0 |
| 賃金要求を断念       | 10    | 0.7   |
| 交渉単組数         | 1,462 | 99.3  |
| 要求提出単組        | 1,043 | 70.9  |
| 賃金要求提出        | 981   | 66.6  |
| 個別賃金要求        | 279   | 19.0  |
| 平均賃金要求        | 951   | 64.6  |
| 要求内容不明        | 62    | 4.2   |
| 要求なしの交渉又は回答のみ | 22    | 1.5   |
| 状況未集約単組       | 397   | 27.0  |

## 2. 賃上げ交渉進捗状況

|    | 合計  | 個別  | 平均  | 進捗率  |
|----|-----|-----|-----|------|
| 要求 | 981 | 279 | 951 | 66.6 |
| 回答 | 177 | 16  | 176 | 12.0 |
| 妥結 | 66  | —   | —   | 4.5  |

## 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        | 12,468 | 9,128  | 9,189  | 3,929    | 3,534 |
| 1～299人     | 12,178 | 8,512  | 8,666  | 3,794    | 3,301 |
| 1～99人      | 11,842 | 8,071  | 7,924  | 3,509    | 2,668 |
| 100～299人   | 12,789 | 9,251  | 10,062 | 4,314    | 4,483 |
| 300～499人   | 13,365 | 10,584 | 10,798 | 4,332    | 4,902 |
| 500～999人   | 13,707 | 10,915 | 11,871 | 4,467    | 5,793 |
| 1000～2999人 | 13,639 | 9,713  | 9,592  | 4,733    | 3,383 |
| 3000人以上    | 14,228 | 14,151 | 12,094 | 4,331    | 3,498 |
| 大手労組       | 13,733 | 11,160 | 9,917  | 4,396    | 2,453 |

### (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   | 458  | 234,302 | 269  | 244,106 | 16      | 250,862 |
| 所定内 | 86   | 244,021 | 37   | 257,349 | 4       | 266,641 |
| 基本  | 257  | 231,431 | 178  | 241,641 | 12      | 245,602 |
| 基準内 | 52   | 249,676 | 31   | 254,171 |         |         |
| 不詳  | 63   | 220,054 | 23   | 228,314 |         |         |
| 35歳 |      |         |      |         |         |         |
| 計   | 454  | 260,686 | 255  | 271,469 | 13      | 272,931 |
| 所定内 | 87   | 272,170 | 36   | 285,793 | 3       | 283,591 |
| 基本  | 252  | 256,846 | 169  | 268,510 | 10      | 269,733 |
| 基準内 | 51   | 283,172 | 29   | 288,223 |         |         |
| 不詳  | 64   | 242,277 | 21   | 247,599 |         |         |

### (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 | 763 | 12,919 | 4,635 | 8,284 | 145 | 9,538  | 4,930 | 4,608 |
| 賃金改善分     | 744 | 13,118 | 4,623 | 8,495 | 122 | 10,338 | 4,847 | 5,491 |
| 構造分のみ     | 19  | 5,121  | —     | —     | 21  | 5,403  | —     | —     |
| 構造維持分割れ   |     |        |       |       | 2   | 4,135  | 5,000 | -865  |

## 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 | 596 | 665,274   | 2.42 | 18,306   | 0.02  |
|    | 回答 | 94  | 646,680   | 2.18 | —        | —     |
|    | 妥結 | 41  | 689,817   | 2.23 | 19,246   | -0.00 |
| 年間 | 要求 | 418 | 1,356,890 | 4.88 | 43,417   | 0.07  |
|    | 回答 | 55  | 1,371,709 | 4.52 | —        | —     |
|    | 妥結 | 19  | 1,459,963 | 4.41 | 143,608  | 0.25  |

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% |       |       |       |
|     | 2023年                                | 2022年 | 2021年 | 2020年 | 2023年    | 2022年 | 2021年 | 2020年 | 2023年    | 2022年 | 2021年 | 2020年 | 2023年    | 2022年 | 2021年 | 2020年 | 2023年  | 2022年 | 2021年 | 2020年 | 2023年  | 2022年 | 2021年 | 2020年 |
| 1   | 2/22                                 | 2/23  | 2/25  | 2/19  | 652      | 652   | 660   | 590   |          |       |       |       |          |       |       |       | 44.3   | 43.5  | 43.4  | 38.5  |        |       |       |       |
| 2   | 2/27                                 | 2/28  | 3/2   | 2/24  | 770      | 737   | 799   | 744   |          |       |       |       |          |       |       |       | 52.3   | 49.1  | 52.5  | 48.6  |        |       |       |       |
| 3   | 3/8                                  | 3/9   | 3/11  | 3/5   | 913      | 883   | 912   | 896   |          |       |       |       |          |       |       |       | 62.0   | 58.9  | 60.0  | 58.5  |        |       |       |       |
| 4   | 3/14                                 | 3/15  | 3/16  | 3/10  | 981      | 947   | 974   | 968   | 177      | 199   | 190   | 106   | 66       | 87    | 85    | 27    | 66.6   | 63.1  | 64.0  | 63.2  | 4.5    | 5.8   | 5.6   | 1.8   |
| 5   | 3/15                                 | 3/16  | 3/17  | 3/11  |          | 959   | 1,002 | 981   |          | 301   | 308   | 216   |          | 138   | 141   | 78    |        | 63.9  | 65.9  | 64.0  |        | 9.2   | 9.3   | 5.1   |
| 6   | 3/16                                 | 3/17  | 3/18  | 3/12  |          | 970   | 1,009 | 985   |          | 346   | 361   | 260   |          | 166   | 173   | 92    |        | 64.7  | 66.3  | 64.3  |        | 11.1  | 11.4  | 6.0   |
| 7   | 3/17                                 | 3/18  | 3/19  | 3/13  |          | 974   | 1,020 | 1,000 |          | 427   | 437   | 366   |          | 210   | 211   | 138   |        | 64.9  | 67.1  | 65.3  |        | 14.0  | 13.9  | 9.0   |
| 8   | 3/20                                 | 3/22  | 3/22  | 3/16  |          | 984   | 1,032 | 1,008 |          | 458   | 485   | 387   |          | 233   | 251   | 160   |        | 65.6  | 67.9  | 65.8  |        | 15.5  | 16.5  | 10.4  |
| 9   | 3/23                                 | 3/24  | 3/24  | 3/18  |          | 993   | 1,041 | 1,024 |          | 502   | 519   | 431   |          | 273   | 288   | 205   |        | 66.2  | 68.4  | 66.8  |        | 18.2  | 18.9  | 13.4  |
| 10  | 3/27                                 | 3/28  | 3/26  | 3/23  |          | 1,013 | 1,057 | 1,044 |          | 566   | 563   | 507   |          | 354   | 340   | 280   |        | 67.5  | 69.5  | 68.1  |        | 23.6  | 22.4  | 18.3  |
| 11  | 3/29                                 | 3/30  | 3/30  | 3/25  |          | 1,034 | 1,073 | 1,069 |          | 611   | 613   | 580   |          | 414   | 417   | 358   |        | 68.9  | 70.5  | 69.8  |        | 27.6  | 27.4  | 23.4  |
| 12  | 3/31                                 | 4/1   | 4/1   | 3/27  |          | 1,041 | 1,089 | 1,084 |          | 651   | 684   | 635   |          | 475   | 515   | 435   |        | 69.4  | 71.6  | 70.8  |        | 31.7  | 33.9  | 28.4  |
| 13  | 4/4                                  | 4/5   | 4/6   | 3/31  |          | 1,056 | 1,112 | 1,096 |          | 709   | 731   | 693   |          | 564   | 574   | 505   |        | 70.4  | 73.1  | 71.5  |        | 37.6  | 37.7  | 33.0  |
| 14  | 4/7                                  | 4/8   | 4/12  | 4/2   |          | 1,079 | 1,129 | 1,108 |          | 764   | 789   | 743   |          | 628   | 645   | 556   |        | 71.9  | 74.2  | 72.3  |        | 41.9  | 42.4  | 36.3  |
| 15  | 4/11                                 | 4/12  | 4/15  | 4/6   |          | 1,086 | 1,136 | 1,119 |          | 801   | 828   | 760   |          | 668   | 691   | 585   |        | 72.4  | 74.7  | 73.0  |        | 44.5  | 45.4  | 38.2  |
| 16  | 4/17                                 | 4/18  | 4/22  | 4/13  |          | 1,104 | 1,147 | 1,138 |          | 855   | 902   | 832   |          | 738   | 795   | 677   |        | 73.6  | 75.4  | 74.3  |        | 49.2  | 52.3  | 44.2  |
| 17  | 5/9                                  | 5/9   | 5/10  | 5/8   |          | 1,140 | 1,175 | 1,165 |          | 985   | 1,002 | 986   |          | 901   | 920   | 898   |        | 76.0  | 77.3  | 76.0  |        | 60.1  | 60.5  | 58.6  |
| 18  | 5/12                                 | 5/13  | 5/17  | 5/12  |          | 1,150 | 1,184 | 1,165 |          | 1,004 | 1,036 | 997   |          | 926   | 955   | 919   |        | 76.7  | 77.8  | 76.0  |        | 61.7  | 62.8  | 60.0  |
| 19  | 6/20                                 | 6/20  | 6/21  | 6/22  |          | 1,185 | 1,217 | 1,216 |          | 1,117 | 1,143 | 1,151 |          | 1,066 | 1,099 | 1,116 |        | 79.0  | 80.0  | 79.4  |        | 71.1  | 72.3  | 72.8  |

| 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   |       |       |       |
|     | 2023年 | 2022年 | 2021年 | 2020年 | 2023年      | 2022年 | 2021年 | 2020年 | 2023年 | 2022年 | 2021年 | 2020年 | 2023年 | 2022年 | 2021年 | 2020年 | 2023年 | 2022年 | 2021年 | 2020年 |
| 1   | 2/22  | 2/23  | 2/25  | 2/19  |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 2   | 2/27  | 2/28  | 3/2   | 2/24  |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 3   | 3/8   | 3/9   | 3/11  | 3/5   |            |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 4   | 3/14  | 3/15  | 3/16  | 3/10  | 9,128      | 5,765 | 5,100 | 5,431 | 9,189 | 5,861 | 5,410 | 5,380 | ###   | 7,180 | 5,721 | 6,087 | ###   | 6,623 | 5,998 | 6,612 |
| 5   | 3/15  | 3/16  | 3/17  | 3/11  |            | 5,879 | 5,099 | 5,303 |       | 6,149 | 5,447 | 5,464 |       | 7,628 | 5,707 | 6,167 |       | 7,564 | 5,962 | 6,408 |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  |            | 5,857 | 5,069 | 5,350 |       | 6,159 | 5,294 | 5,586 |       | 7,539 | 5,826 | 6,157 |       | 7,302 | 5,842 | 6,368 |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  |            | 5,869 | 5,031 | 5,316 |       | 6,198 | 5,308 | 5,625 |       | 7,383 | 5,764 | 6,086 |       | 7,314 | 5,773 | 6,236 |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  |            | 5,882 | 4,981 | 5,289 |       | 6,229 | 5,273 | 5,564 |       | 7,413 | 5,766 | 6,033 |       | 7,373 | 5,788 | 6,203 |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  |            | 5,901 | 4,967 | 5,276 |       | 6,147 | 5,221 | 5,560 |       | 7,391 | 5,745 | 6,036 |       | 7,341 | 5,770 | 6,271 |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  |            | 5,938 | 4,963 | 5,192 |       | 6,098 | 5,169 | 5,424 |       | 7,334 | 5,741 | 5,977 |       | 7,199 | 5,757 | 6,216 |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  |            | 5,942 | 4,953 | 5,131 |       | 6,087 | 5,098 | 5,273 |       | 7,313 | 5,760 | 5,944 |       | 7,141 | 5,734 | 6,110 |
| 12  | 3/31  | 4/1   | 4/1   | 3/27  |            | 5,903 | 4,932 | 5,086 |       | 6,070 | 5,026 | 5,213 |       | 7,291 | 5,733 | 5,892 |       | 7,110 | 5,819 | 6,039 |
| 13  | 4/4   | 4/5   | 4/6   | 3/31  |            | 5,852 | 4,910 | 5,051 |       | 5,963 | 5,004 | 5,163 |       | 7,247 | 5,723 | 5,832 |       | 7,216 | 5,818 | 5,968 |
| 14  | 4/7   | 4/8   | 4/12  | 4/2   |            | 5,777 | 4,858 | 5,039 |       | 5,858 | 4,940 | 5,136 |       | 7,187 | 5,699 | 5,816 |       | 7,166 | 5,786 | 5,941 |
| 15  | 4/11  | 4/12  | 4/15  | 4/6   |            | 5,747 | 4,836 | 5,047 |       | 5,832 | 4,908 | 5,161 |       | 7,159 | 5,673 | 5,823 |       | 7,143 | 5,743 | 5,947 |
| 16  | 4/17  | 4/18  | 4/22  | 4/13  |            | 5,684 | 4,988 | 5,542 |       | 5,763 | 5,096 | 5,663 |       | 7,091 | 5,773 | 6,318 |       | 7,061 | 5,888 | 6,421 |
| 17  | 5/9   | 5/9   | 5/10  | 5/8   |            | 5,680 | 4,882 | 5,435 |       | 5,714 | 4,917 | 5,482 |       | 7,061 | 5,709 | 6,250 |       | 7,026 | 5,759 | 6,313 |
| 18  | 5/12  | 5/13  | 5/17  | 5/12  |            | 5,676 | 4,874 | 5,417 |       | 5,707 | 4,906 | 5,448 |       | 7,051 | 5,700 | 6,240 |       | 6,997 | 5,755 | 6,294 |
| 19  | 6/20  | 6/20  | 6/21  | 6/22  |            | 5,626 | 4,828 | 5,330 |       | 5,632 | 4,849 | 5,340 |       | 7,005 | 5,639 | 6,174 |       | 6,944 | 5,658 | 6,211 |

一時金の回答・妥結状況・年次別状況一覧

進捗率＝単組数/交渉単位数\*100

| 集計回 | 集計日   |       |       |       | 一時金・闘争状況／半期・年間計／全単組計 |       |       |       |          |       |       |       |          |       |       |       |        |       |       |       | 一時金進捗率 |      |      |      |  |  |  |  |
|-----|-------|-------|-------|-------|----------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|-------|-------|--------|------|------|------|--|--|--|--|
|     |       |       |       |       | 一時金要求単組数             |       |       |       | 一時金回答単組数 |       |       |       | 一時金妥結単組数 |       |       |       | 要求進捗率% |       |       |       | 妥結進捗率% |      |      |      |  |  |  |  |
|     | 2023年 | 2022年 | 2021年 | 2020年 | 2023年                | 2022年 | 2021年 | 2020年 | 2023年    | 2022年 | 2021年 | 2020年 | 2023年    | 2022年 | 2021年 | 2020年 | 2023年  | 2022年 | 2021年 | 2020年 |        |      |      |      |  |  |  |  |
| 1   | 2/22  | 2/23  | 2/25  | 2/19  | 394                  | 421   | 375   | 360   |          |       |       |       |          |       |       |       | 26.8   | 28.1  | 24.7  | 23.5  |        |      |      |      |  |  |  |  |
| 2   | 2/27  | 2/28  | 3/2   | 2/24  | 467                  | 478   | 486   | 476   |          |       |       |       |          |       |       |       | 31.7   | 31.9  | 32.0  | 31.1  |        |      |      |      |  |  |  |  |
| 3   | 3/8   | 3/9   | 3/11  | 3/5   | 569                  | 568   | 564   | 574   |          |       |       |       |          |       |       |       | 38.7   | 37.9  | 37.1  | 37.5  |        |      |      |      |  |  |  |  |
| 4   | 3/14  | 3/15  | 3/16  | 3/10  | 596                  | 603   | 598   | 607   | 94       | 115   | 107   | 75    | 41       | 53    | 46    | 29    | 40.5   | 40.2  | 39.3  | 39.6  | 2.8    | 3.5  | 3.0  | 1.9  |  |  |  |  |
| 5   | 3/15  | 3/16  | 3/17  | 3/11  |                      | 612   | 622   | 615   |          | 176   | 170   | 132   |          | 86    | 80    | 58    |        | 40.8  | 40.9  | 40.1  |        | 5.7  | 5.3  | 3.8  |  |  |  |  |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  |                      | 616   | 627   | 620   |          | 206   | 202   | 157   |          | 106   | 95    | 67    |        | 41.1  | 41.2  | 40.5  |        | 7.1  | 6.2  | 4.4  |  |  |  |  |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  |                      | 620   | 635   | 628   |          | 253   | 247   | 220   |          | 134   | 121   | 94    |        | 41.3  | 41.7  | 41.0  |        | 8.9  | 8.0  | 6.1  |  |  |  |  |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  |                      | 628   | 638   | 633   |          | 275   | 278   | 235   |          | 152   | 151   | 109   |        | 41.9  | 41.9  | 41.3  |        | 10.1 | 9.9  | 7.1  |  |  |  |  |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  |                      | 637   | 648   | 641   |          | 298   | 299   | 259   |          | 172   | 173   | 129   |        | 42.5  | 42.6  | 41.8  |        | 11.5 | 11.4 | 8.4  |  |  |  |  |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  |                      | 648   | 654   | 652   |          | 338   | 328   | 300   |          | 213   | 198   | 167   |        | 43.2  | 43.0  | 42.6  |        | 14.2 | 13.0 | 10.9 |  |  |  |  |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  |                      | 660   | 661   | 666   |          | 369   | 362   | 340   |          | 243   | 242   | 206   |        | 44.0  | 43.5  | 43.5  |        | 16.2 | 15.9 | 13.4 |  |  |  |  |
| 12  | 3/31  | 4/1   | 4/1   | 3/27  |                      | 668   | 671   | 675   |          | 393   | 399   | 370   |          | 282   | 305   | 239   |        | 44.5  | 44.1  | 44.1  |        | 18.8 | 20.1 | 15.6 |  |  |  |  |
| 13  | 4/4   | 4/5   | 4/6   | 3/31  |                      | 676   | 683   | 680   |          | 417   | 417   | 396   |          | 329   | 327   | 280   |        | 45.1  | 44.9  | 44.4  |        | 21.9 | 21.5 | 18.3 |  |  |  |  |
| 14  | 4/7   | 4/8   | 4/12  | 4/2   |                      | 689   | 698   | 687   |          | 439   | 444   | 419   |          | 353   | 359   | 305   |        | 45.9  | 45.9  | 44.8  |        | 23.5 | 23.6 | 19.9 |  |  |  |  |
| 15  | 4/11  | 4/12  | 4/15  | 4/6   |                      | 697   | 701   | 695   |          | 458   | 458   | 431   |          | 370   | 379   | 324   |        | 46.5  | 46.1  | 45.4  |        | 24.7 | 24.9 | 21.1 |  |  |  |  |
| 16  | 4/17  | 4/18  | 4/22  | 4/13  |                      | 708   | 715   | 707   |          | 485   | 491   | 467   |          | 405   | 414   | 354   |        | 47.2  | 47.0  | 46.1  |        | 27.0 | 27.2 | 23.1 |  |  |  |  |
| 17  | 5/9   | 5/9   | 5/10  | 5/8   |                      | 731   | 730   | 725   |          | 549   | 542   | 528   |          | 474   | 479   | 447   |        | 48.7  | 48.0  | 47.3  |        | 31.6 | 31.5 | 29.2 |  |  |  |  |
| 18  | 5/12  | 5/13  | 5/17  | 5/12  |                      | 735   | 740   | 729   |          | 560   | 565   | 535   |          | 489   | 504   | 459   |        | 49.0  | 48.7  | 47.6  |        | 32.6 | 33.1 | 30.0 |  |  |  |  |
| 19  |       | 6/9   | 6/10  | 6/10  |                      | 880   | 906   | 930   |          | 686   | 700   | 710   |          | 617   | 636   | 652   |        | 58.7  | 59.6  | 60.7  |        | 41.1 | 41.8 | 42.6 |  |  |  |  |
| 19  | 6/20  | 6/20  | 6/21  | 6/22  |                      | 961   | 986   | 1,014 |          | 807   | 820   | 900   |          | 717   | 729   | 819   |        | 64.1  | 64.8  | 66.2  |        | 47.8 | 47.9 | 53.5 |  |  |  |  |
| S2  |       | 7/18  | 7/8   | 7/10  |                      | 1,065 | 1,102 | 1,115 |          | 1,038 | 1,107 | 1,148 |          | 975   | 1,056 | 1,104 |        | 71.0  | 72.5  | 72.8  |        | 65.0 | 69.4 | 72.1 |  |  |  |  |
| S3  |       | 8/4   | 8/5   | 8/5   |                      | 1,144 | 1,166 | 1,161 |          | 1,206 | 1,260 | 1,272 |          | 1,181 | 1,240 | 1,254 |        | 76.3  | 76.7  | 75.8  |        | 78.7 | 81.5 | 81.9 |  |  |  |  |

| 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    |         |         |         |  |
|     | 2023年 | 2022年 | 2021年 | 2020年 | 2023年       | 2022年   | 2021年   | 2020年   | 2023年   | 2022年   | 2021年   | 2020年   | 2023年   | 2022年   | 2021年   | 2020年   |         |         |         |         |  |
| 1   | 2/22  | 2/23  | 2/25  | 2/19  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 2   | 2/27  | 2/28  | 3/2   | 2/24  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 3   | 3/8   | 3/9   | 3/11  | 3/5   |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |
| 4   | 3/14  | 3/15  | 3/16  | 3/10  | 646,680     | 608,961 | 548,673 | 527,236 | 689,817 | 664,596 | 618,237 | 537,210 | 877,525 | 821,436 | 668,911 | 620,546 | 887,639 | 833,049 | 741,685 | 623,265 |  |
| 5   | 3/15  | 3/16  | 3/17  | 3/11  |             | 604,572 | 550,991 | 554,137 |         | 674,182 | 609,782 | 598,080 |         | 839,712 | 728,422 | 718,564 |         | 842,119 | 731,790 | 763,054 |  |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  |             | 601,590 | 537,556 | 571,519 |         | 664,789 | 598,185 | 618,925 |         | 800,272 | 693,142 | 741,281 |         | 800,117 | 699,744 | 805,201 |  |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  |             | 601,743 | 551,945 | 564,517 |         | 643,164 | 610,502 | 607,056 |         | 792,412 | 697,273 | 729,833 |         | 788,302 | 705,614 | 776,259 |  |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  |             | 595,804 | 553,244 | 562,131 |         | 639,809 | 611,611 | 605,628 |         | 786,208 | 689,521 | 723,073 |         | 781,676 | 695,864 | 764,071 |  |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  |             | 599,079 | 553,084 | 557,333 |         | 635,470 | 598,849 | 611,258 |         | 783,813 | 689,203 | 722,434 |         | 778,812 | 690,120 | 764,813 |  |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  |             | 595,019 | 546,752 | 563,432 |         | 619,542 | 573,518 | 612,024 |         | 778,365 | 684,486 | 722,467 |         | 763,817 | 678,216 | 757,618 |  |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  |             | 593,427 | 538,069 | 562,593 |         | 612,427 | 560,105 | 600,866 |         | 770,129 | 697,840 | 713,530 |         | 750,697 | 674,381 | 746,119 |  |
| 12  | 3/31  | 4/1   | 4/1   | 3/27  |             | 591,307 | 542,053 | 562,773 |         | 603,511 | 565,218 | 591,867 |         | 767,419 | 696,964 | 711,869 |         | 741,771 | 715,681 | 740,396 |  |
| 13  | 4/4   | 4/5   | 4/6   | 3/31  |             | 587,784 | 541,205 | 566,887 |         | 599,548 | 564,109 | 589,726 |         | 760,830 | 693,297 | 708,551 |         | 753,845 | 711,853 | 729,377 |  |
| 14  | 4/7   | 4/8   | 4/12  | 4/2   |             | 584,469 | 541,182 | 563,065 |         | 592,723 | 558,681 | 589,366 |         | 754,402 | 691,619 | 706,632 |         | 747,909 | 706,241 | 726,985 |  |
| 15  | 4/11  | 4/12  | 4/15  | 4/6   |             | 579,276 | 540,220 | 564,750 |         | 589,641 | 555,653 | 588,079 |         | 749,411 | 689,521 | 705,914 |         | 742,565 | 703,402 | 720,350 |  |
| 16  | 4/17  | 4/18  | 4/22  | 4/13  |             | 575,987 | 532,415 | 553,464 |         | 577,400 | 544,529 | 577,459 |         | 744,920 | 686,466 | 698,156 |         | 734,610 | 698,336 | 716,559 |  |
| 17  | 5/9   | 5/9   | 5/10  | 5/8   |             | 564,404 | 532,919 | 557,993 |         | 568,967 | 539,084 | 559,908 |         | 736,265 | 682,271 | 708,744 |         | 743,374 | 687,460 | 701,338 |  |
| 18  | 5/12  | 5/13  | 5/17  | 5/12  |             | 566,201 | 528,165 | 557,018 |         | 571,049 | 532,235 | 560,280 |         | 735,918 | 675,687 | 709,003 |         | 742,312 | 680,119 | 716,564 |  |
| S1  |       | 6/9   | 6/10  | 6/10  |             | 567,443 | 547,760 | 562,896 |         | 571,408 | 552,900 | 568,139 |         | 730,360 | 686,894 | 726,447 |         | 734,818 | 691,855 | 733,265 |  |
| 19  | 6/20  | 6/20  | 6/21  | 6/22  |             | 572,227 | 542,323 | 547,169 |         | 575,693 | 551,277 | 555,794 |         | 739,266 | 683,488 | 714,063 |         | 732,436 | 688,112 | 721,303 |  |
| S2  |       | 7/18  | 7/8   | 7/10  |             | 552,317 | 523,276 | 517,253 |         | 554,584 | 527,571 | 520,477 |         | 728,280 | 668,313 | 688,235 |         | 717,626 | 669,170 | 689,389 |  |
| S3  |       | 8/4   | 8/5   | 8/5   |             | 544,262 | 514,348 | 502,020 |         | 543,167 | 515,623 | 502,806 |         | 728,469 | 668,245 | 682,394 |         | 717,759 | 668,330 | 682,621 |  |

| 2023年<br>春季生活闘争<br>情報No.04<br>3月14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                                 |            | 1,472                     | 1,043 | 981   | 279 | 951   | 177 | 16 | 176 | 66 | 66.6  | 12.0 | 4.5  | 10       | 22      | 345,555 | 306,471 | 294,054 | 100,523 | 285,224 | 81,072 | 10,611 | 80,926 | 29,754 | 85.1  | 23.5 | 8.6  |  |
| 大手労組会議                              |            | 46                        | 45    | 44    | 21  | 42    | 17  | 2  | 17  | 8  | 95.7  | 37.0 | 17.4 |          |         | 129,647 | 127,273 | 126,024 | 49,802  | 122,039 | 48,604 | 8,551  | 48,604 | 19,720 | 97.2  | 37.5 | 15.2 |  |
| 業種                                  | 鉄鋼業        | 113                       | 91    | 89    | 26  | 86    | 9   |    | 9   | 4  | 78.8  | 8.0  | 3.5  |          | 1       | 12,543  | 11,515  | 11,448  | 3,368   | 10,928  | 1,343  |        | 1,343  | 787    | 91.3  | 10.7 | 6.3  |  |
|                                     | 非鉄金属       | 45                        | 28    | 27    | 9   | 25    | 4   |    | 4   | 2  | 60.0  |      |      |          |         | 8,265   | 5,549   | 5,306   | 2,096   | 4,601   | 1,397  |        | 1,397  | 953    | 64.2  | 16.9 | 11.5 |  |
|                                     | 金属製品       | 232                       | 157   | 149   | 45  | 141   | 23  | 1  | 23  | 11 | 64.2  |      |      | 3        | 4       | 32,703  | 26,496  | 26,037  | 8,399   | 22,258  | 3,852  | 32     | 3,852  | 2,346  | 79.6  | 11.8 | 7.2  |  |
|                                     | 一般機械       | 525                       | 393   | 376   | 126 | 366   | 83  | 7  | 82  | 27 | 71.6  | 15.8 | 5.1  | 1        | 2       | 143,989 | 130,567 | 128,877 | 48,810  | 125,640 | 41,790 | 5,715  | 41,644 | 13,117 | 89.5  | 29.0 | 9.1  |  |
|                                     | 電気機械       | 177                       | 120   | 105   | 26  | 100   | 21  | 3  | 21  | 7  | 59.3  | 11.9 | 4.0  | 2        | 3       | 54,296  | 46,910  | 44,052  | 16,343  | 43,712  | 17,410 | 3,392  | 17,410 | 9,113  | 81.1  | 32.1 | 16.8 |  |
|                                     | 輸送機械       | 149                       | 118   | 112   | 23  | 112   | 17  | 2  | 17  | 4  | 75.2  | 11.4 | 2.7  | 1        | 2       | 54,769  | 51,738  | 47,643  | 8,687   | 47,643  | 9,816  | 923    | 9,816  | 2,234  | 87.0  | 17.9 | 4.1  |  |
|                                     | 精密機械       | 68                        | 44    | 40    | 9   | 39    | 13  | 2  | 13  | 8  | 58.8  | 19.1 | 11.8 | 1        |         | 21,999  | 20,132  | 18,476  | 7,729   | 18,363  | 5,128  | 478    | 5,128  | 1,047  | 84.0  | 23.3 | 4.8  |  |
| 規模                                  | その他        | 163                       | 92    | 83    | 15  | 82    | 7   | 1  | 7   | 3  | 50.9  | 4.3  | 1.8  | 2        | 10      | 16,991  | 13,564  | 12,215  | 5,091   | 12,079  | 336    | 71     | 336    | 157    | 71.9  | 2.0  | 0.9  |  |
|                                     | 1～299人     | 1,239                     | 833   | 779   | 211 | 757   | 135 | 11 | 134 | 50 | 62.9  | 10.9 | 4.0  | 10       | 22      | 100,328 | 74,491  | 68,983  | 20,627  | 67,087  | 13,290 | 772    | 13,144 | 4,227  | 68.8  | 13.2 | 4.2  |  |
|                                     | 1～99人      | 841                       | 535   | 503   | 124 | 489   | 84  | 8  | 84  | 32 | 59.8  | 10.0 | 3.8  | 10       | 18      | 32,645  | 22,913  | 21,761  | 5,597   | 21,087  | 3,935  | 396    | 3,935  | 1,409  | 66.7  | 12.1 | 4.3  |  |
|                                     | 100～299人   | 398                       | 298   | 276   | 87  | 268   | 51  | 3  | 50  | 18 | 69.3  | 12.8 | 4.5  |          | 4       | 67,683  | 51,578  | 47,222  | 15,030  | 46,000  | 9,355  | 376    | 9,209  | 2,818  | 69.8  | 13.8 | 4.2  |  |
|                                     | 300～499人   | 94                        | 82    | 78    | 19  | 76    | 12  | 2  | 12  | 4  | 83.0  | 12.8 | 4.3  |          |         | 35,855  | 30,869  | 29,371  | 7,468   | 28,562  | 4,684  | 706    | 4,684  | 1,596  | 81.9  | 13.1 | 4.5  |  |
|                                     | 500～999人   | 81                        | 71    | 69    | 29  | 65    | 10  | 1  | 10  | 3  | 85.2  | 12.3 | 3.7  |          |         | 55,079  | 49,192  | 47,193  | 19,119  | 45,053  | 6,599  | 582    | 6,599  | 2,034  | 85.7  | 12.0 | 3.7  |  |
|                                     | 1000～2999人 | 42                        | 41    | 39    | 14  | 37    | 12  |    | 12  | 6  | 92.9  | 28.6 | 14.3 |          |         | 67,473  | 65,099  | 61,687  | 25,531  | 57,702  | 15,631 |        | 15,631 | 7,986  | 91.4  | 23.2 | 11.8 |  |
| （事業所ベース）<br>地方                      | 3000人以上    | 16                        | 16    | 16    | 6   | 16    | 8   | 2  | 8   | 3  | 100.0 | 50.0 | 18.8 |          |         | 86,820  | 86,820  | 86,820  | 27,778  | 86,820  | 40,868 | 8,551  | 40,868 | 13,911 | 100.0 | 47.1 | 16.0 |  |
|                                     | 北海道        | 9                         | 4     | 4     | 1   | 4     |     |    |     |    | 44.4  |      |      |          |         | 3,099   | 2,871   | 2,871   | 433     | 2,871   |        |        |        |        |       | 92.6 |      |  |
|                                     | 北東北        | 42                        | 30    | 24    | 12  | 22    | 4   | 1  | 4   | 2  | 57.1  | 9.5  | 4.8  | 1        |         | 7,077   | 5,659   | 4,771   | 1,267   | 4,497   | 2,051  | 71     | 2,051  | 161    | 67.4  | 29.0 | 2.3  |  |
|                                     | 南東北        | 77                        | 51    | 49    | 5   | 49    | 7   |    | 7   | 1  | 63.6  | 9.1  | 1.3  |          |         | 9,208   | 7,126   | 6,981   | 1,444   | 6,981   | 1,013  |        | 1,013  | 29     | 75.8  | 11.0 | 0.3  |  |
|                                     | 北関東        | 173                       | 138   | 134   | 8   | 133   | 24  |    | 24  | 5  | 77.5  | 13.9 | 2.9  | 5        | 3       | 35,886  | 31,692  | 31,572  | 4,971   | 31,379  | 8,382  |        | 8,382  | 1,584  | 88.0  | 23.4 | 4.4  |  |
|                                     | 東京千葉       | 150                       | 117   | 93    | 13  | 90    | 27  | 1  | 27  | 13 | 62.0  | 18.0 | 8.7  | 2        | 14      | 38,972  | 36,544  | 32,711  | 6,374   | 31,692  | 11,628 | 134    | 11,628 | 5,959  | 83.9  | 29.8 | 15.3 |  |
|                                     | 神奈川        | 89                        | 54    | 51    | 7   | 51    | 10  | 1  | 10  | 4  | 57.3  | 11.2 | 4.5  |          | 2       | 26,632  | 21,844  | 21,476  | 5,206   | 21,476  | 5,831  | 424    | 5,831  | 2,305  | 80.6  | 21.9 | 8.7  |  |
|                                     | 新潟         | 79                        | 52    | 48    | 38  | 45    | 12  | 5  | 11  | 5  | 60.8  | 15.2 | 6.3  |          | 3       | 10,455  | 8,228   | 7,974   | 7,308   | 7,602   | 2,478  | 706    | 2,332  | 443    | 76.3  | 23.7 | 4.2  |  |
|                                     | 北陸         | 108                       | 74    | 73    | 41  | 60    | 7   | 1  | 7   | 3  | 67.6  | 6.5  | 2.8  |          |         | 22,237  | 20,151  | 19,908  | 12,883  | 15,276  | 1,358  | 117    | 1,358  | 441    | 89.5  | 6.1  | 2.0  |  |
|                                     | 甲信         | 69                        | 50    | 48    | 3   | 48    | 15  | 1  | 15  | 6  | 69.6  | 21.7 | 8.7  | 1        |         | 12,251  | 10,774  | 10,230  | 1,046   | 10,230  | 4,320  | 152    | 4,320  | 1,808  | 83.5  | 35.3 | 14.8 |  |
|                                     | 静岡         | 81                        | 56    | 55    | 6   | 55    | 7   | 2  | 7   | 2  | 67.9  | 8.6  | 2.5  |          |         | 30,403  | 28,145  | 26,488  | 10,183  | 26,488  | 6,505  | 5,057  | 6,505  | 1,809  | 87.1  | 21.4 | 6.0  |  |
|                                     | 東海         | 182                       | 115   | 107   | 18  | 104   | 22  | 1  | 22  | 8  | 58.8  | 12.1 | 4.4  | 2        | 3       | 41,841  | 35,678  | 33,479  | 9,799   | 32,179  | 7,633  | 1,501  | 7,633  | 5,953  | 80.0  | 18.2 | 14.2 |  |
|                                     | 京滋         | 88                        | 69    | 62    | 21  | 62    | 15  | 4  | 15  | 6  | 70.5  | 17.0 | 6.8  |          | 1       | 18,980  | 18,082  | 17,311  | 10,695  | 17,311  | 6,417  | 539    | 6,417  | 959    | 91.2  | 33.8 | 5.1  |  |
|                                     | 大阪         | 298                       | 222   | 212   | 99  | 205   | 35  | 4  | 35  | 4  | 71.1  | 11.7 | 1.3  |          | 1       | 47,338  | 42,036  | 40,349  | 17,278  | 39,868  | 14,794 | 702    | 14,794 | 684    | 85.2  | 31.3 | 1.4  |  |
|                                     | 山陽         | 125                       | 102   | 100   | 22  | 100   | 25  | 1  | 25  | 11 | 80.0  | 20.0 | 8.8  |          |         | 23,619  | 20,277  | 20,253  | 6,420   | 20,253  | 5,177  | 1,050  | 5,177  | 2,290  | 85.7  | 21.9 | 9.7  |  |
|                                     | 山陰         | 41                        | 35    | 35    | 11  | 35    | 7   |    | 7   |    | 85.4  | 17.1 |      |          |         | 4,673   | 3,820   | 3,820   | 627     | 3,820   | 568    |        | 568    |        | 81.7  | 12.2 |      |  |
|                                     | 四国         | 31                        | 30    | 30    | 4   | 29    | 7   |    | 7   | 3  | 96.8  | 22.6 | 9.7  |          |         | 5,012   | 4,998   | 4,998   | 1,456   | 3,979   | 2,693  |        | 2,693  | 1,358  | 99.7  | 53.7 | 27.1 |  |
|                                     | 九州・山口      | 58                        | 50    | 48    | 34  | 46    | 9   |    | 9   | 6  | 82.8  | 15.5 | 10.3 |          |         | 7,872   | 6,918   | 6,773   | 5,445   | 6,633   | 989    |        | 989    | 796    | 86.0  | 12.6 | 10.1 |  |
| 地方計                                 |            | 1,700                     | 1,249 | 1,173 | 343 | 1,138 | 233 | 22 | 232 | 79 | 69.0  | 13.7 | 4.6  | 11       | 27      | 345,555 | 304,843 | 291,965 | 102,835 | 282,535 | 81,837 | 10,453 | 81,691 | 26,579 | 84.5  | 23.7 | 7.7  |  |

| 2023年<br>春季生活闘争<br>情報No.04<br>3月14日            |            | 平均賃上げ：単純平均 |      |         |         |        |        |       |        |       |       |       |       | 平均賃上げ：加重平均 |      |      |         |         |        |        |        |        |        |       |       |        |       |
|------------------------------------------------|------------|------------|------|---------|---------|--------|--------|-------|--------|-------|-------|-------|-------|------------|------|------|---------|---------|--------|--------|--------|--------|--------|-------|-------|--------|-------|
|                                                |            | 同一単組前年比較   |      |         |         |        |        |       |        |       |       |       |       | 同一単組前年比較   |      |      |         |         |        |        |        |        |        |       |       |        |       |
|                                                |            | 基礎数値       |      |         | 要求      |        | 回答・妥結  |       | 妥結     |       | 要求    |       | 妥結    |            | 基礎数値 |      |         | 要求      |        | 回答・妥結  |        | 妥結     |        | 要求    |       | 妥結     |       |
|                                                |            | 年齢         | 勤続   | 基礎賃金    | 金額      | 率      | 金額     | 率     | 金額     | 率     | 金額    | 率     | 金額    | 率          | 年齢   | 勤続   | 基礎賃金    | 金額      | 率      | 金額     | 率      | 金額     | 率      | 金額    | 率     | 金額     | 率     |
| 全体計                                            |            | 40.2       | 14.6 | 268,018 | 12,468  | 4.82   | 9,128  | 3.33  | 9,189  | 3.36  | 3,929 | 1.52  | 3,534 | 1.22       | 39.7 | 15.3 | 300,838 | 13,780  | 4.63   | 12,296 | 3.84   | 11,172 | 3.57   | 4,570 | 1.53  | 3,839  | 1.21  |
| 大手労組会議                                         |            | 39.9       | 15.7 | 314,278 | 13,733  | 4.39   | 11,160 | 3.31  | 9,917  | 3.04  | 4,396 | 1.40  | 2,453 | 0.76       | 39.8 | 15.7 | 321,027 | 14,432  | 4.50   | 13,184 | 3.94   | 11,352 | 3.46   | 4,772 | 1.48  | 3,194  | 0.97  |
| 業<br>種                                         | 鉄鋼業        | 40.6       | 14.2 | 254,640 | 12,266  | 5.08   | 10,693 | 4.36  | 7,915  | 2.84  | 4,004 | 1.63  | 3,316 | 0.97       | 39.1 | 14.4 | 275,212 | 12,766  | 4.77   | 9,586  | 3.68   | 8,706  | 3.17   | 4,773 | 1.83  | 4,776  | 1.79  |
|                                                | 非鉄金属       | 40.8       | 15.1 | 266,867 | 13,794  | 5.29   | 10,221 | 3.64  | 11,356 | 3.88  | 5,124 |       |       | 1.92       | 40.1 | 16.0 | 266,722 | 14,670  | 5.54   | 12,353 | 4.43   | 13,943 | 4.69   | 6,244 | 2.62  | 8,058  | 2.71  |
|                                                | 金属製品       | 39.8       | 15.0 | 258,744 | 11,641  | 4.63   | 8,074  | 3.12  | 8,716  | 3.42  | 3,541 |       |       | 1.51       | 39.9 | 15.8 | 268,333 | 12,089  | 4.64   | 9,116  | 3.28   | 9,367  | 3.28   | 3,951 | 1.51  | 4,772  | 1.78  |
|                                                | 一般機械       | 39.5       | 14.1 | 269,380 | 12,885  | 4.94   | 9,596  | 3.51  | 8,689  | 3.24  | 3,986 | 1.52  | 2,668 | 0.93       | 38.9 | 14.6 | 301,427 | 14,980  | 5.01   | 13,361 | 4.27   | 10,536 | 3.44   | 5,093 | 1.67  | 3,391  | 1.09  |
|                                                | 電気機械       | 41.1       | 15.5 | 273,248 | 12,804  | 4.78   | 8,694  | 2.92  | 8,516  | 3.02  | 4,195 | 1.51  | 1,808 | 0.65       | 40.7 | 16.0 | 312,625 | 12,695  | 4.08   | 12,665 | 3.58   | 13,297 | 4.00   | 3,549 | 1.19  | 3,578  | 1.08  |
|                                                | 輸送機械       | 39.8       | 15.0 | 276,190 | 12,242  | 4.38   | 6,986  | 2.43  | 8,857  | 2.71  | 3,590 | 1.31  | 4,150 | 1.10       | 40.0 | 16.0 | 309,564 | 12,734  | 4.12   | 6,574  | 2.08   | 8,019  | 2.52   | 4,377 | 1.38  | 3,940  | 1.06  |
|                                                | 精密機械       | 40.5       | 15.2 | 284,554 | 13,493  | 4.96   | 12,264 | 4.16  | 14,031 | 5.24  | 4,904 | 1.73  | 8,575 | 3.21       | 40.9 | 16.1 | 324,334 | 14,861  | 4.67   | 16,814 | 4.74   | 11,551 | 3.38   | 4,809 | 1.47  | 5,716  | 1.31  |
|                                                | その他        | 42.1       | 14.6 | 264,266 | 11,255  | 4.67   | 5,138  | 2.29  | 4,607  | 2.49  | 3,588 | 1.62  | 2,022 | 0.62       | 40.4 | 14.5 | 283,777 | 11,401  | 4.14   | 6,372  | 2.74   | 5,229  | 2.61   | 3,368 | 1.16  | 2,022  | 0.62  |
| 規<br>模                                         | 1～299人     | 40.3       | 14.4 | 259,655 | 12,178  | 4.86   | 8,512  | 3.26  | 8,666  | 3.33  | 3,794 | 1.52  | 3,301 | 1.16       | 39.7 | 14.5 | 267,166 | 12,538  | 4.79   | 8,844  | 3.25   | 9,122  | 3.41   | 4,075 | 1.53  | 3,652  | 1.20  |
|                                                | 1～99人      | 40.7       | 14.2 | 252,536 | 11,842  | 4.92   | 8,071  | 3.23  | 7,924  | 3.15  | 3,509 | 1.53  | 2,668 | 1.06       | 40.0 | 13.9 | 253,420 | 11,780  | 4.86   | 7,848  | 3.10   | 7,115  | 2.85   | 3,584 | 1.55  | 2,247  | 0.92  |
|                                                | 100～299人   | 39.7       | 14.9 | 270,120 | 12,789  | 4.78   | 9,251  | 3.31  | 10,062 | 3.64  | 4,314 | 1.51  | 4,483 | 1.38       | 39.6 | 14.8 | 272,372 | 12,885  | 4.76   | 9,269  | 3.31   | 10,181 | 3.68   | 4,296 | 1.52  | 4,341  | 1.38  |
|                                                | 300～499人   | 39.6       | 14.8 | 285,696 | 13,365  | 4.80   | 10,584 | 3.42  | 10,798 | 3.29  | 4,332 | 1.52  | 4,902 | 1.47       | 39.6 | 14.8 | 285,507 | 13,393  | 4.82   | 10,615 | 3.43   | 10,872 | 3.34   | 4,372 | 1.53  | 5,069  | 1.51  |
|                                                | 500～999人   | 39.6       | 15.5 | 286,398 | 13,707  | 4.77   | 10,915 | 3.65  | 11,871 | 3.92  | 4,467 | 1.53  | 5,793 | 1.88       | 39.5 | 15.5 | 287,884 | 13,672  | 4.73   | 10,820 | 3.66   | 12,210 | 4.05   | 4,473 | 1.52  | 6,174  | 2.02  |
|                                                | 1000～2999人 | 39.8       | 15.3 | 307,687 | 13,639  | 4.45   | 9,713  | 3.17  | 9,592  | 3.19  | 4,733 | 1.63  | 3,383 | 1.14       | 39.7 | 15.2 | 307,085 | 13,806  | 4.49   | 10,123 | 3.28   | 10,301 | 3.40   | 4,659 | 1.56  | 3,597  | 1.20  |
|                                                | 3000人以上    | 40.2       | 16.2 | 331,879 | 14,228  | 4.30   | 14,151 | 4.06  | 12,094 | 3.63  | 4,331 | 1.30  | 3,498 | 1.05       | 39.9 | 15.9 | 330,144 | 14,906  | 4.54   | 14,668 | 4.33   | 12,156 | 3.66   | 4,982 | 1.51  | 3,553  | 1.07  |
| （<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>）<br>地<br>方 | 北海道        | 41.3       | 13.2 | 277,007 | 13,400  | 4.81   |        |       |        |       | 6,985 | 2.49  |       |            | 37.5 | 11.0 | 288,334 | 13,972  | 4.84   |        |        |        |        | 6,446 | 2.19  |        |       |
|                                                | 北東北        | 40.8       | 17.9 | 233,746 | 14,339  | 6.41   | 11,272 | 4.31  | 6,590  | 2.80  | 6,034 | 2.61  | 4,519 | 1.50       | 41.7 | 19.2 | 268,078 | 15,409  | 5.86   | 15,787 | 4.86   | 6,565  | 2.72   | 5,712 | 2.23  | 4,519  | 1.50  |
|                                                | 南東北        | 39.8       | 15.6 | 251,692 | 12,546  | 5.10   | 7,155  | 2.86  | 10,000 | 4.33  | 4,447 | 1.74  | 1,500 | 0.49       | 40.8 | 17.2 | 275,562 | 13,352  | 4.95   | 6,300  | 2.46   | 10,000 | 4.33   | 4,641 | 1.66  | 1,500  | 0.49  |
|                                                | 北関東        | 40.3       | 14.9 | 285,373 | 12,505  | 4.70   | 7,979  | 2.66  | 9,888  | 3.15  | 3,784 | 1.54  | 3,762 | 0.95       | 40.2 | 15.5 | 306,783 | 13,873  | 4.60   | 8,943  | 2.81   | 8,097  | 2.60   | 5,215 | 1.73  | 4,782  | 1.45  |
|                                                | 東京千葉       | 40.7       | 14.6 | 298,249 | 12,805  | 4.33   | 11,322 | 3.81  | 9,870  | 3.28  | 3,979 | 1.38  | 3,166 | 1.08       | 41.0 | 15.8 | 331,024 | 13,848  | 4.14   | 12,877 | 3.88   | 11,692 | 3.54   | 4,738 | 1.38  | 3,457  | 1.04  |
|                                                | 神奈川        | 40.2       | 15.6 | 302,589 | 14,001  | 4.65   | 10,914 | 3.50  | 11,424 | 3.69  | 5,238 | 1.67  | 4,872 | 1.61       | 40.2 | 15.9 | 308,957 | 14,321  | 4.68   | 9,129  | 2.97   | 11,391 | 3.66   | 5,039 | 1.56  | 4,940  | 1.62  |
|                                                | 新潟         | 40.6       | 15.4 | 252,926 | 11,903  | 4.65   | 7,046  | 2.35  | 7,564  | 2.23  | 4,080 | 1.53  | 2,767 | 0.27       | 40.1 | 16.1 | 270,213 | 13,550  | 5.02   | 6,767  | 2.18   | 8,836  | 2.43   | 5,515 | 2.05  | 4,022  | 0.34  |
|                                                | 北陸         | 40.0       | 14.2 | 248,894 | 12,532  | 5.03   | 11,241 | 3.99  | 8,693  | 3.58  | 4,050 | 1.53  | 2,956 | 1.25       | 39.8 | 15.6 | 273,882 | 13,832  | 4.97   | 11,685 | 4.21   | 9,878  | 4.02   | 4,343 | 1.50  | 4,292  | 1.78  |
|                                                | 甲信         | 40.0       | 15.4 | 275,524 | 12,818  | 4.67   | 8,687  | 3.25  | 9,846  | 4.01  | 4,051 | 1.51  | 4,601 | 1.96       | 39.6 | 15.2 | 286,279 | 14,033  | 4.94   | 10,478 | 3.56   | 10,879 | 4.01   | 4,847 | 1.71  | 5,140  | 1.84  |
|                                                | 静岡         | 40.2       | 16.0 | 285,813 | 10,773  | 3.93   | 9,649  | 2.79  | 7,402  | 2.50  | 3,103 | 1.15  | 1,787 | 0.55       | 39.9 | 16.4 | 314,178 | 11,389  | 3.59   | 13,020 | 2.91   | 9,572  | 2.95   | 3,089 | 1.00  | 3,471  | 1.05  |
|                                                | 東海         | 39.0       | 14.6 | 282,226 | 12,214  | 4.45   | 9,719  | 3.34  | 9,669  | 3.14  | 4,041 | 1.48  | 4,735 | 1.30       | 38.8 | 15.0 | 292,375 | 13,693  | 4.72   | 11,520 | 3.78   | 11,775 | 3.80   | 4,696 | 1.59  | 5,390  | 1.71  |
|                                                | 京滋         | 40.4       | 14.0 | 289,500 | 12,723  | 4.61   | 11,854 | 4.25  | 12,132 | 5.03  | 4,406 | 1.59  | 7,615 | 2.70       | 39.7 | 14.7 | 317,250 | 14,169  | 4.52   | 17,077 | 4.94   | 10,303 | 3.54   | 4,782 | 1.49  | 4,554  | 1.59  |
|                                                | 大阪         | 40.0       | 14.5 | 282,539 | 13,719  | 5.07   | 12,045 | 4.11  | 9,327  | 3.00  | 4,297 | 1.53  | 2,262 | 0.66       | 38.9 | 14.6 | 302,238 | 15,200  | 5.06   | 16,037 | 5.06   | 9,698  | 2.99   | 5,153 | 1.67  | 3,494  | 1.06  |
|                                                | 山陽         | 40.0       | 14.8 | 277,301 | 13,057  | 4.80   | 7,428  | 2.65  | 6,465  | 2.19  | 4,058 | 1.43  | 1,801 | 0.49       | 39.1 | 14.4 | 299,088 | 13,299  | 4.51   | 9,539  | 3.15   | 8,610  | 2.75   | 3,626 | 1.30  | 3,109  | 0.93  |
|                                                | 山陰         | 42.5       | 13.9 | 230,662 | 11,458  | 5.01   | 9,600  | 4.17  |        |       | 3,555 | 1.46  |       |            | 40.2 | 14.6 | 251,940 | 11,628  | 4.71   | 5,848  | 2.38   |        |        | 3,157 | 1.11  |        |       |
|                                                | 四国         | 42.7       | 15.0 | 258,364 | 12,935  | 5.13   | 8,937  | 3.30  | 8,333  | 2.85  | 3,232 | 1.19  | 1,150 | 0.34       | 39.7 | 14.8 | 286,200 | 12,386  | 4.52   | 9,572  | 3.25   | 5,914  | 1.86   | 2,131 | 0.76  | -5,978 | -1.93 |
|                                                | 九州・山口      | 39.8       | 15.7 | 267,132 | 13,253  | 5.12   | 10,991 | 3.88  | 11,770 | 4.21  | 4,200 | 1.63  | 4,877 | 1.71       | 38.8 | 14.7 | 276,232 | 13,626  | 4.99   | 12,147 | 4.16   | 12,361 | 4.27   | 3,821 | 1.37  | 4,690  | 1.59  |
|                                                | 地方計        |            | 40.2 | 14.9    | 274,793 | 12,805 | 4.80   | 9,841 | 3.46   | 9,372 | 3.33  | 4,117 | 1.54  | 3,643      | 1.23 | 39.8 | 15.4    | 300,331 | 13,766 | 4.63   | 12,285 | 3.83   | 10,527 | 3.39  | 4,583 | 1.52   | 3,790 |

| 2023年<br>春季生活闘争<br>情報No.04<br>3月14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   | ペア    | 賃上げ額     |       | 構造   | ペア    | 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                                 |            | 763             | 12919 | 4635 | 8284  | 744      | 13118 | 4623 | 8495  | 19    | 5121 |         |     |                 |     | 145   | 9538  | 4930     | 4608 | 122   | 10338 | 4847  | 5491 | 21      | 5403 | 2    | 4135 | 5000   | -865   |
| 大手労組会議                              |            | 40              | 13655 | 5706 | 7949  | 39       | 13846 | 5693 | 8153  | 1     | 6229 |         |     |                 |     | 17    | 11160 | 6033     | 5127 | 11    | 13659 | 5735  | 7924 | 6       | 6580 |      |      |        |        |
| 業種                                  | 鉄鋼業        | 64              | 12545 | 4181 | 8365  | 63       | 12689 | 4191 | 8497  | 1     | 3500 |         |     |                 |     | 7     | 11334 | 3818     | 7517 | 6     | 12640 | 3871  | 8770 | 1       | 3500 |      |      |        |        |
|                                     | 非鉄金属       | 25              | 13794 | 4708 | 9086  | 25       | 13794 | 4708 | 9086  |       |      |         |     |                 | 4   | 10221 | 4870  | 5351     | 4    | 10221 | 4870  | 5351  |      |         |      |      |      |        |        |
|                                     | 金属製品       | 103             | 11980 | 4390 | 7590  | 99       | 12306 | 4410 | 7896  | 4     | 3900 |         |     |                 |     | 15    | 7534  | 4220     | 3313 | 12    | 8217  | 4076  | 4142 | 3       | 4800 |      |      |        |        |
|                                     | 一般機械       | 301             | 13370 | 4826 | 8544  | 295      | 13535 | 4817 | 8718  | 6     | 5289 |         |     |                 |     | 73    | 9865  | 4953     | 4913 | 65    | 10447 | 4923  | 5524 | 7       | 5218 | 1    | 4570 | 5000   | -430   |
|                                     | 電気機械       | 87              | 13170 | 4763 | 8407  | 82       | 13614 | 4694 | 8919  | 5     | 5896 |         |     |                 |     | 17    | 9631  | 5609     | 4022 | 15    | 9834  | 5275  | 4559 | 2       | 8112 |      |      |        |        |
|                                     | 輸送機械       | 95              | 12490 | 4465 | 8026  | 93       | 12644 | 4445 | 8198  | 2     | 5365 |         |     |                 |     | 14    | 7033  | 4764     | 2269 | 9     | 8254  | 4579  | 3675 | 4       | 5121 | 1    | 3700 | 5000   | -1,300 |
|                                     | 精密機械       | 33              | 14052 | 5229 | 8823  | 33       | 14052 | 5229 | 8823  |       |      |         |     |                 | 11  | 13131 | 6122  | 7009     | 9    | 14317 | 5750  | 8567  | 2    | 7793    |      |      |      |        |        |
|                                     | その他        | 55              | 11904 | 4278 | 7626  | 54       | 12009 | 4241 | 7767  | 1     | 6254 |         |     |                 |     | 4     | 5735  | 3593     | 2143 | 2     | 8100  | 3815  | 4285 | 2       | 3371 |      |      |        |        |
| 規模                                  | 1～299人     | 575             | 12696 | 4434 | 8263  | 558      | 12933 | 4418 | 8515  | 17    | 4945 |         |     |                 |     | 104   | 8854  | 4658     | 4195 | 87    | 9638  | 4603  | 5035 | 15      | 4932 | 2    | 4135 | 5000   | -865   |
|                                     | 1～99人      | 336             | 12401 | 4311 | 8090  | 323      | 12717 | 4302 | 8415  | 13    | 4542 |         |     |                 |     | 63    | 8462  | 4421     | 4041 | 49    | 9472  | 4268  | 5204 | 13      | 4953 | 1    | 4570 | 5000   | -430   |
|                                     | 100～299人   | 239             | 13112 | 4606 | 8506  | 235      | 13229 | 4577 | 8651  | 4     | 6256 |         |     |                 |     | 41    | 9456  | 5023     | 4433 | 38    | 9853  | 5035  | 4817 | 2       | 4796 | 1    | 3700 | 5000   | -1,300 |
|                                     | 300～499人   | 74              | 13465 | 5140 | 8325  | 74       | 13465 | 5140 | 8325  |       |      |         |     |                 | 11  | 11210 | 5591  | 5619     | 10   | 11311 | 5130  | 6181  | 1    | 10200   |      |      |      |        |        |
|                                     | 500～999人   | 63              | 13626 | 5158 | 8468  | 63       | 13626 | 5158 | 8468  |       |      |         |     |                 | 10  | 10915 | 5558  | 5356     | 9    | 11461 | 5509  | 5951  | 1    | 6000    |      |      |      |        |        |
|                                     | 1000～2999人 | 36              | 13541 | 5390 | 8151  | 34       | 13948 | 5318 | 8630  | 2     | 6615 |         |     |                 |     | 12    | 9713  | 5365     | 4348 | 9     | 10892 | 5094  | 5798 | 3       | 6176 |      |      |        |        |
|                                     | 3000人以上    | 15              | 14284 | 5862 | 8422  | 15       | 14284 | 5862 | 8422  |       |      |         |     |                 | 8   | 14151 | 6111  | 8039     | 7    | 15493 | 6305  | 9188  | 1    | 4754    |      |      |      |        |        |
| （事業所ベース）<br>地方                      | 北海道        | 2               | 13208 | 4863 | 8345  | 2        | 13208 | 4863 | 8345  |       |      |         |     |                 |     |       |       |          |      |       |       |       |      |         |      |      |      |        |        |
|                                     | 北東北        | 18              | 14585 | 3972 | 10613 | 18       | 14585 | 3972 | 10613 |       |      |         |     |                 | 4   | 11272 | 4363  | 6909     | 4    | 11272 | 4363  | 6909  |      |         |      |      |      |        |        |
|                                     | 南東北        | 36              | 13570 | 4473 | 9097  | 36       | 13570 | 4473 | 9097  |       |      |         |     |                 | 5   | 6816  | 4016  | 2800     | 5    | 6816  | 4016  | 2800  |      |         |      |      |      |        |        |
|                                     | 北関東        | 106             | 12902 | 4783 | 8119  | 103      | 13169 | 4813 | 8355  | 3     | 3743 |         |     |                 | 20  | 8405  | 5191  | 3215     | 14   | 9812  | 5220  | 4592  | 6    | 5123    |      |      |      |        |        |
|                                     | 東京千葉       | 79              | 13114 | 5120 | 7993  | 77       | 13240 | 5039 | 8201  | 2     | 8247 |         |     |                 | 24  | 11611 | 6153  | 5458     | 19   | 12883 | 5988  | 6894  | 5    | 6779    |      |      |      |        |        |
|                                     | 神奈川        | 43              | 14115 | 5048 | 9067  | 43       | 14115 | 5048 | 9067  |       |      |         |     |                 | 10  | 10914 | 4873  | 6041     | 9    | 11598 | 4886  | 6712  | 1    | 4754    |      |      |      |        |        |
|                                     | 新潟         | 37              | 12284 | 4353 | 7931  | 36       | 12478 | 4326 | 8152  | 1     | 5326 |         |     |                 | 9   | 7723  | 5052  | 2672     | 7    | 8269  | 4834  | 3435  | 2    | 5812    |      |      |      |        |        |
|                                     | 北陸         | 46              | 12842 | 4778 | 8064  | 46       | 12842 | 4778 | 8064  |       |      |         |     |                 | 6   | 11115 | 5279  | 5837     | 6    | 11115 | 5279  | 5837  |      |         |      |      |      |        |        |
|                                     | 甲信         | 42              | 13024 | 4574 | 8450  | 41       | 13202 | 4547 | 8656  | 1     | 5700 |         |     |                 | 12  | 9318  | 5837  | 3480     | 8    | 10699 | 5479  | 5221  | 4    | 6554    |      |      |      |        |        |
|                                     | 静岡         | 48              | 10780 | 4625 | 6155  | 43       | 11525 | 4655 | 6870  | 5     | 4371 |         |     |                 | 7   | 9649  | 5576  | 4074     | 5    | 11749 | 5786  | 5963  | 1    | 5100    | 1    | 3700 | 5000 | -1,300 |        |
|                                     | 東海         | 92              | 12485 | 4866 | 7619  | 91       | 12572 | 4870 | 7702  | 1     | 4500 |         |     |                 | 20  | 9738  | 4661  | 5077     | 18   | 10237 | 4596  | 5641  | 2    | 5250    |      |      |      |        |        |
|                                     | 京滋         | 55              | 13097 | 4804 | 8294  | 53       | 13417 | 4811 | 8607  | 2     | 4612 |         |     |                 | 14  | 12436 | 4979  | 7457     | 13   | 13239 | 5208  | 8030  | 1    | 2000    |      |      |      |        |        |
|                                     | 大阪         | 168             | 14264 | 4931 | 9333  | 166      | 14376 | 4931 | 9445  | 2     | 4942 |         |     |                 | 34  | 12108 | 5347  | 6762     | 34   | 12108 | 5347  | 6762  |      |         |      |      |      |        |        |
|                                     | 山陽         | 79              | 13635 | 4680 | 8956  | 77       | 13820 | 4631 | 9188  | 2     | 6542 |         |     |                 | 19  | 7884  | 4598  | 3287     | 17   | 8337  | 4638  | 3699  | 1    | 3500    | 1    | 4570 | 5000 | -430   |        |
|                                     | 山陰         | 25              | 13097 | 3342 | 9755  | 25       | 13097 | 3342 | 9755  |       |      |         |     |                 | 4   | 13875 | 3149  | 10726    | 4    | 13875 | 3149  | 10726 |      |         |      |      |      |        |        |
|                                     | 四国         | 14              | 13044 | 4837 | 8208  | 14       | 13044 | 4837 | 8208  |       |      |         |     |                 | 5   | 7852  | 5030  | 2822     | 2    | 12159 | 5105  | 7055  | 3    | 4980    |      |      |      |        |        |
|                                     | 九州・山口      | 36              | 13307 | 4837 | 8470  | 36       | 13307 | 4837 | 8470  |       |      |         |     |                 | 8   | 10490 | 5230  | 5260     | 7    | 11417 | 5406  | 6011  | 1    | 4000    |      |      |      |        |        |
|                                     | 地方計        | 926             | 13207 | 4753 | 8454  | 907      | 13376 | 4745 | 8631  | 19    | 5121 |         |     |                 |     | 201   | 10247 | 5152     | 5095 | 172   | 11071 | 5107  | 5964 | 27      | 5454 | 2    | 4135 | 5000   | -865   |

| 2023年<br>春季生活闘争<br>情報No.04<br>3月14日 |            | 平均賃上げ:要求額    |        |       |          |          |          |          |          |          |          |            |              | 平均賃上げ:回答額    |     |        |       |          |          |          |          |          |          |          |          |          |       |
|-------------------------------------|------------|--------------|--------|-------|----------|----------|----------|----------|----------|----------|----------|------------|--------------|--------------|-----|--------|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-------|
|                                     |            | 賃金改善又はペア額の分布 |        |       |          |          |          |          |          |          |          |            |              | 賃金改善又はペア額の分布 |     |        |       |          |          |          |          |          |          |          |          |          |       |
|                                     |            | 合計           |        | 3千円未満 | 3千～4千円未満 | 4千～5千円未満 | 5千～6千円未満 | 6千～7千円未満 | 7千～8千円未満 | 8千～9千円未満 | 9千～1万円未満 | 1万～1.1万円未満 | 1.1万～1.2万円未満 | 1.2万円以上      | 合計  |        | 1千円未満 | 1千～2千円未満 | 2千～3千円未満 | 3千～4千円未満 | 4千～5千円未満 | 5千～6千円未満 | 6千～7千円未満 | 7千～8千円未満 | 8千～9千円未満 | 9千～1万円未満 | 1万円以上 |
| 件数                                  | 平均額        |              |        |       |          |          |          |          |          |          |          |            | 件数           | 平均額          |     |        |       |          |          |          |          |          |          |          |          |          |       |
| 全体計                                 |            | 744          | 8,495  | 29    | 34       | 33       | 52       | 47       | 44       | 57       | 269      | 75         | 22           | 82           | 122 | 5,491  | 4     | 15       | 14       | 17       | 10       | 17       | 10       | 4        | 6        | 9        | 16    |
| 大手労組会議                              |            | 39           | 8,153  | 1     | 3        | 2        | 4        | 2        | 2        | 3        | 10       | 6          | 1            | 5            | 11  | 7,924  |       |          |          |          | 3        | 1        |          |          |          | 4        | 3     |
| 業種                                  | 鉄鋼業        | 63           | 8,497  | 4     |          | 3        | 2        | 9        | 1        | 5        | 21       | 8          | 1            | 9            | 6   | 8,770  |       |          |          | 1        | 1        | 1        | 1        |          | 1        |          | 1     |
|                                     | 非鉄金属       | 25           | 9,086  | 1     |          | 1        | 1        | 2        |          | 2        | 11       | 3          |              | 4            | 4   | 5,351  |       |          | 1        | 1        | 1        |          |          |          |          | 1        |       |
|                                     | 金属製品       | 99           | 7,896  | 5     | 4        | 12       | 4        | 2        | 8        | 9        | 37       | 8          |              | 10           | 12  | 4,142  |       | 2        | 3        | 1        | 1        | 2        | 2        |          | 1        |          |       |
|                                     | 一般機械       | 295          | 8,718  | 11    | 14       | 4        | 24       | 12       | 17       | 26       | 106      | 29         | 15           | 37           | 65  | 5,524  | 1     | 7        | 8        | 11       | 4        | 8        | 4        | 3        | 3        | 6        | 10    |
|                                     | 電気機械       | 82           | 8,919  | 2     | 6        | 3        | 6        | 8        | 5        | 4        | 29       | 7          | 3            | 9            | 15  | 4,559  | 3     | 2        | 1        | 1        | 3        | 1        |          |          | 1        | 2        | 1     |
|                                     | 輸送機械       | 93           | 8,198  | 3     | 4        | 5        | 5        | 11       | 9        | 6        | 37       | 7          | 1            | 5            | 9   | 3,675  |       | 3        | 1        | 1        |          | 2        | 1        | 1        |          |          |       |
|                                     | 精密機械       | 33           | 8,823  |       | 2        | 2        | 2        | 2        | 4        | 1        | 9        | 5          | 2            | 4            | 9   | 8,567  |       | 1        |          |          |          | 2        | 2        |          | 1        |          | 3     |
|                                     | その他        | 54           | 7,767  | 3     | 4        | 3        | 8        | 1        |          | 4        | 19       | 8          |              | 4            | 2   | 4,285  |       |          |          | 1        |          | 1        |          |          |          |          |       |
| 規模                                  | 1～299人     | 558          | 8,515  | 26    | 26       | 26       | 40       | 32       | 32       | 40       | 200      | 57         | 16           | 63           | 87  | 5,035  | 3     | 13       | 12       | 15       | 4        | 12       | 8        | 3        | 5        | 4        | 8     |
|                                     | 1～99人      | 323          | 8,415  | 17    | 17       | 14       | 21       | 22       | 12       | 18       | 127      | 31         | 7            | 37           | 49  | 5,204  | 2     | 7        | 6        | 13       | 2        | 4        | 5        | 1        | 1        | 3        | 5     |
|                                     | 100～299人   | 235          | 8,651  | 9     | 9        | 12       | 19       | 10       | 20       | 22       | 73       | 26         | 9            | 26           | 38  | 4,817  | 1     | 6        | 6        | 2        | 2        | 8        | 3        | 2        | 4        | 1        | 3     |
|                                     | 300～499人   | 74           | 8,325  |       | 5        |          | 3        | 9        | 6        | 7        | 29       | 8          | 1            | 6            | 10  | 6,181  |       |          | 1        | 1        | 2        | 1        | 1        | 1        |          | 1        | 2     |
|                                     | 500～999人   | 63           | 8,468  | 3     | 1        | 5        | 3        | 2        | 5        | 5        | 25       | 5          | 1            | 8            | 9   | 5,951  | 1     | 2        |          | 1        |          | 1        | 1        |          |          |          | 3     |
|                                     | 1000～2999人 | 34           | 8,630  |       | 1        | 2        | 3        | 3        | 1        | 4        | 11       | 3          | 2            | 4            | 9   | 5,798  |       |          | 1        |          | 3        | 2        |          |          | 1        | 2        |       |
|                                     | 3000人以上    | 15           | 8,422  |       | 1        |          | 3        | 1        |          | 1        | 4        | 2          | 2            | 1            | 7   | 9,188  |       |          |          |          | 1        | 1        |          |          |          | 2        | 3     |
| （事業所ベース）                            | 北海道        | 2            | 8,345  |       |          |          |          |          |          | 2        |          |            |              |              |     |        |       |          |          |          |          |          |          |          |          |          |       |
|                                     | 北東北        | 18           | 10,613 |       | 1        | 1        |          |          |          |          | 5        | 4          |              | 7            | 4   | 6,909  |       |          |          | 1        | 1        |          |          |          |          | 1        | 1     |
|                                     | 南東北        | 36           | 9,097  |       |          | 1        | 4        | 2        | 1        | 6        | 11       | 5          | 1            | 5            | 5   | 2,800  |       | 4        |          |          |          |          |          |          |          |          | 1     |
|                                     | 北関東        | 103          | 8,355  | 2     | 3        | 1        | 8        | 10       | 7        | 6        | 44       | 11         | 2            | 9            | 14  | 4,592  | 1     | 3        | 2        |          | 1        | 2        | 1        | 1        | 1        |          | 2     |
|                                     | 東京千葉       | 77           | 8,201  | 1     | 2        | 6        | 8        | 6        | 4        | 7        | 22       | 14         | 1            | 6            | 19  | 6,894  |       |          | 2        |          | 3        | 3        | 3        |          | 1        | 2        | 5     |
|                                     | 神奈川        | 43           | 9,067  |       | 3        | 1        | 1        | 2        | 2        | 2        | 18       | 6          | 2            | 6            | 9   | 6,712  |       | 2        |          | 1        | 1        | 1        |          |          | 1        |          | 3     |
|                                     | 新潟         | 36           | 8,152  | 2     |          | 3        | 3        | 2        | 2        | 5        | 12       | 1          | 3            | 3            | 7   | 3,435  |       | 2        | 3        |          |          | 1        |          |          | 1        |          |       |
|                                     | 北陸         | 46           | 8,064  | 3     | 4        | 2        | 1        | 2        | 6        | 4        | 12       | 6          | 2            | 4            | 6   | 5,837  |       | 1        |          | 2        |          |          |          |          |          | 2        | 1     |
|                                     | 甲信         | 41           | 8,656  | 2     | 2        | 2        | 4        | 1        |          | 7        | 9        | 5          | 3            | 6            | 8   | 5,221  | 1     |          |          | 1        | 2        | 2        |          |          |          | 2        |       |
|                                     | 静岡         | 43           | 6,870  | 4     | 5        | 5        | 6        | 3        | 1        | 1        | 12       | 3          |              | 3            | 5   | 5,963  |       | 1        |          |          | 1        | 1        |          |          |          | 2        |       |
|                                     | 東海         | 91           | 7,702  | 7     | 3        | 9        | 6        | 6        | 7        | 10       | 26       | 7          | 2            | 8            | 18  | 5,641  | 1     |          | 3        | 1        | 2        | 4        | 2        |          | 2        | 1        | 2     |
|                                     | 京滋         | 53           | 8,607  | 2     | 2        | 3        | 2        | 3        | 5        | 2        | 21       | 4          | 3            | 6            | 13  | 8,030  |       | 2        |          | 1        | 1        | 1        | 1        | 1        | 1        |          | 5     |
|                                     | 大阪         | 166          | 9,445  | 3     | 3        | 3        | 6        | 7        | 6        | 12       | 69       | 20         | 6            | 31           | 34  | 6,762  |       | 1        | 1        | 8        | 3        | 2        | 4        | 1        | 2        | 2        | 10    |
|                                     | 山陽         | 77           | 9,188  | 3     | 2        | 2        | 7        | 1        | 7        | 6        | 39       | 4          |              | 6            | 17  | 3,699  | 1     | 3        | 5        | 1        | 2        | 2        | 1        | 1        |          |          | 1     |
|                                     | 山陰         | 25           | 9,755  | 1     | 1        |          | 1        | 1        |          |          | 13       | 2          | 1            | 5            | 4   | 10,726 |       |          |          | 1        | 1        |          |          |          |          | 1        | 1     |
|                                     | 四国         | 14           | 8,208  |       |          |          | 1        | 3        |          | 1        | 7        | 2          |              |              | 2   | 7,055  |       |          |          |          |          | 1        |          |          |          | 1        |       |
|                                     | 九州・山口      | 36           | 8,470  | 1     | 3        | 2        | 2        | 1        | 2        | 3        | 13       | 4          | 1            | 4            | 7   | 6,011  |       | 1        |          | 2        | 1        |          |          |          |          | 2        | 1     |
| 地方計                                 |            | 907          | 8,631  | 31    | 34       | 41       | 60       | 50       | 50       | 74       | 333      | 98         | 27           | 109          | 172 | 5,964  | 4     | 20       | 16       | 19       | 19       | 20       | 12       | 4        | 9        | 16       | 33    |

| 2023年<br>春季生活闘争<br>情報No.4<br>3月14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    |    | 194.5<br>未満                   | 194.5<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       | 250 | 229,125               | 458 | 234,302 | 265 | 243,818 | 16 | 250,862 | 35 | 16                            | 48          | 50        | 61        | 68        | 50        | 53        | 27        | 20        | 14        | 5         | 11        | 458       |    |  |  |
|                                    | 大手労組会議     | 23  | 254,515               | 37  | 267,234 | 19  | 270,052 | 2  | 265,245 |    |                               |             |           | 1         | 3         | 5         | 8         | 4         | 6         | 6         | 2         | 2         | 37        |    |  |  |
|                                    | 1～299人     | 183 | 222,092               | 341 | 227,030 | 203 | 237,202 | 11 | 236,727 | 35 | 13                            | 45          | 47        | 53        | 53        | 35        | 27        | 14        | 7         | 4         | 2         | 6         | 341       |    |  |  |
|                                    | 1～99人      | 111 | 218,692               | 194 | 221,640 | 119 | 233,389 | 8  | 237,145 | 26 | 9                             |             |           | 23        | 23        | 20        | 12        | 4         | 7         |           | 1         | 2         | 194       |    |  |  |
|                                    | 100～299人   | 72  | 227,334               | 147 | 234,142 | 84  | 242,603 | 3  | 235,612 | 9  | 4                             |             |           | 30        | 30        | 15        | 15        | 10        |           | 4         | 1         | 4         | 147       |    |  |  |
|                                    | 300～499人   | 21  | 243,974               | 37  | 250,945 | 17  | 264,720 | 2  | 289,098 |    | 3                             | 2           | 1         | 2         | 4         | 6         | 6         | 4         | 4         | 2         |           | 3         | 37        |    |  |  |
|                                    | 500～999人   | 23  | 240,810               | 42  | 249,387 | 27  | 256,821 | 1  | 301,107 |    |                               | 1           | 1         | 5         | 10        | 4         | 12        | 2         | 2         | 3         | 2         |           | 42        |    |  |  |
| 所定内賃金                              | 1000～2999人 | 16  | 260,825               | 24  | 263,848 | 12  | 276,774 |    |         |    |                               |             | 1         |           | 1         | 4         | 4         | 7         | 4         | 2         |           | 1         | 24        |    |  |  |
|                                    | 3000人以上    | 7   | 257,600               | 14  | 271,531 | 6   | 284,030 | 2  | 265,245 |    |                               |             |           |           | 1         | 4         |           | 3         | 3         | 1         | 1         | 1         | 14        |    |  |  |
|                                    | 全規模計       | 48  | 242,240               | 86  | 244,021 | 37  | 257,349 | 4  | 266,641 | 3  |                               | 9           | 8         | 10        | 13        | 10        | 8         | 7         | 8         | 4         | 2         | 4         | 86        |    |  |  |
|                                    | 1～299人     | 31  | 232,738               | 64  | 234,330 | 27  | 247,377 | 2  | 244,185 | 3  |                               | 9           | 7         | 9         | 13        | 7         | 7         | 4         | 3         | 1         |           | 1         | 64        |    |  |  |
|                                    | 1～99人      | 14  | 221,929               | 29  | 224,533 | 12  | 237,907 | 1  | 239,153 | 3  |                               | 8           | 4         | 4         | 2         | 2         | 3         |           | 3         |           |           |           | 29        |    |  |  |
|                                    | 100～299人   | 17  | 241,640               | 35  | 242,448 | 15  | 254,953 | 1  | 249,217 |    |                               | 1           | 3         | 5         | 11        | 5         | 4         | 4         |           | 1         |           | 1         | 35        |    |  |  |
|                                    | 300～499人   | 9   | 258,992               | 10  | 275,753 | 6   | 286,263 | 2  | 289,098 |    |                               |             | 1         |           |           | 1         | 2         | 3         |           |           |           | 3         | 10        |    |  |  |
| 基本賃金                               | 500～999人   | 1   | 274,752               | 3   | 261,912 |     |         |    |         |    |                               |             |           | 1         |           |           | 1         |           |           |           | 1         |           | 3         |    |  |  |
|                                    | 1000～2999人 | 6   | 256,605               | 6   | 264,067 | 3   | 279,870 |    |         |    |                               |             |           |           |           | 2         |           | 1         | 2         | 1         |           |           | 6         |    |  |  |
|                                    | 3000人以上    | 1   | 267,350               | 3   | 286,995 | 1   | 285,550 |    |         |    |                               |             |           |           |           |           |           |           |           | 2         | 1         |           | 3         |    |  |  |
|                                    | 全規模計       | 154 | 226,469               | 257 | 231,431 | 174 | 241,146 | 12 | 245,602 | 18 | 11                            | 30          | 35        | 37        | 34        | 32        | 31        | 11        | 7         | 2         | 3         | 6         | 257       |    |  |  |
|                                    | 1～299人     | 119 | 221,238               | 199 | 225,846 | 136 | 235,865 | 9  | 235,070 | 18 | 10                            | 28          | 34        | 31        | 27        | 23        | 13        | 5         | 3         |           | 2         | 5         | 199       |    |  |  |
|                                    | 1～99人      | 82  | 220,192               | 127 | 223,079 | 91  | 234,421 | 7  | 236,859 | 14 | 7                             | 22          | 22        | 16        | 14        | 16        | 7         | 3         | 3         |           | 1         | 2         | 127       |    |  |  |
|                                    | 100～299人   | 37  | 223,557               | 72  | 230,727 | 45  | 238,785 | 2  | 228,810 | 4  | 3                             | 6           | 12        | 15        | 13        | 7         | 6         | 2         |           |           | 1         | 3         | 72        |    |  |  |
| 基準内賃金                              | 300～499人   | 9   | 236,328               | 18  | 244,171 | 9   | 257,428 |    |         |    |                               | 1           | 1         | 2         | 1         | 5         | 5         | 2         |           | 1         |           |           | 18        |    |  |  |
|                                    | 500～999人   | 16  | 239,862               | 27  | 247,489 | 21  | 257,645 | 1  | 301,107 |    |                               | 1           | 1         | 3         | 6         | 2         | 9         | 2         | 1         | 1         | 1         |           | 27        |    |  |  |
|                                    | 1000～2999人 | 6   | 264,165               | 7   | 274,798 | 5   | 270,821 |    |         |    |                               |             |           |           | 1         | 2         | 2         | 1         |           |           |           | 1         | 7         |    |  |  |
|                                    | 3000人以上    | 4   | 249,765               | 6   | 255,582 | 3   | 266,757 | 2  | 265,245 |    |                               |             |           |           | 1         | 2         |           | 2         |           |           |           |           | 6         |    |  |  |
|                                    | 全規模計       | 24  | 240,744               | 52  | 249,676 | 31  | 254,171 |    |         | 1  |                               | 1           | 2         | 10        | 7         | 5         | 9         | 5         | 3         | 8         |           | 1         | 52        |    |  |  |
|                                    | 1～299人     | 16  | 232,427               | 33  | 240,304 | 21  | 244,271 |    |         | 1  |                               | 1           | 2         | 9         | 6         | 3         | 4         | 3         | 1         | 3         |           |           | 33        |    |  |  |
|                                    | 1～99人      | 6   | 232,467               | 10  | 236,544 | 5   | 239,492 |    |         |    |                               |             | 2         | 1         | 3         | 1         | 2         |           | 1         |           |           |           | 10        |    |  |  |
| 基準外賃金                              | 100～299人   | 10  | 232,403               | 23  | 241,939 | 16  | 245,764 |    |         | 1  |                               | 1           |           | 8         | 3         | 2         | 2         | 3         |           | 3         |           |           | 23        |    |  |  |
|                                    | 300～499人   | 1   | 246,800               | 2   | 269,103 | 1   | 259,800 |    |         |    |                               |             |           |           |           |           | 1         |           |           | 1         |           |           | 2         |    |  |  |
|                                    | 500～999人   | 3   | 243,961               | 7   | 254,058 | 4   | 254,223 |    |         |    |                               |             |           | 1         | 1         | 1         | 2         |           |           | 2         |           |           | 7         |    |  |  |
|                                    | 1000～2999人 | 2   | 271,775               | 5   | 265,909 | 3   | 284,857 |    |         |    |                               |             |           |           |           | 1         |           | 2         | 1         | 1         |           |           | 5         |    |  |  |
|                                    | 3000人以上    | 2   | 268,395               | 5   | 281,392 | 2   | 309,180 |    |         |    |                               |             |           |           |           | 2         |           | 1         | 1         |           |           |           | 5         |    |  |  |
|                                    | 全規模計       | 24  | 208,322               | 63  | 220,054 | 23  | 228,314 |    |         | 13 | 5                             | 8           | 5         | 4         | 14        | 3         | 5         | 4         | 2         |           |           |           | 63        |    |  |  |
|                                    | 1～299人     | 17  | 198,924               | 45  | 212,145 | 19  | 224,499 |    |         | 13 | 3                             | 7           | 4         | 4         | 7         | 2         | 3         | 2         |           |           |           |           | 45        |    |  |  |
| 不詳                                 | 1～99人      | 9   | 190,801               | 28  | 206,797 | 11  | 217,150 |    |         | 9  | 2                             | 5           | 4         | 2         | 4         | 1         |           | 1         |           |           |           |           | 28        |    |  |  |
|                                    | 100～299人   | 8   | 208,063               | 17  | 220,954 | 8   | 234,603 |    |         | 4  | 1                             | 2           |           | 2         | 3         | 1         | 3         | 1         |           |           |           |           | 17        |    |  |  |
|                                    | 300～499人   | 2   | 209,388               | 7   | 227,736 | 1   | 206,000 |    |         |    |                               | 1           |           |           | 3         |           |           |           | 1         |           |           |           | 7         |    |  |  |
|                                    | 500～999人   | 3   | 231,403               | 5   | 245,578 | 2   | 253,372 |    |         |    |                               |             |           |           | 3         | 1         |           |           |           | 1         |           |           | 5         |    |  |  |
|                                    | 1000～2999人 | 2   | 252,512               | 6   | 249,138 | 1   | 273,000 |    |         |    |                               |             | 1         |           | 1         |           | 2         | 2         |           |           |           |           | 6         |    |  |  |
|                                    | 3000人以上    |     |                       |     |         |     |         |    |         |    |                               |             |           |           |           |           |           |           |           |           |           |           |           |    |  |  |

|       |            |       |         | 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 | 300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       | 252   | 255,710 | 454                   | 260,686 | 252  | 271,089 | 13   | 272,931 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 大手労組会議     | 23    | 292,037 | 37                    | 305,915 | 18   | 311,626 | 1    | 288,840 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～299人     | 184   | 246,572 | 335                   | 250,858 | 191  | 261,960 | 10   | 264,265 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～99人      | 112   | 241,943 | 192                   | 242,745 | 111  | 256,435 | 7    | 265,246 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 100～299人   | 72    | 253,773 | 143                   | 261,751 | 80   | 269,625 | 3    | 261,978 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 300～499人   | 20    | 271,130 | 38                    | 280,384 | 17   | 292,572 | 1    | 296,049 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 500～999人   | 25    | 271,014 | 42                    | 279,861 | 26   | 289,619 | 1    | 320,558 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1000～2999人 | 16    | 295,857 | 26                    | 298,299 | 13   | 317,140 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
| 所定内賃金 | 3000人以上    | 7     | 305,426 | 13                    | 319,183 | 5    | 330,714 | 1    | 288,840 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 全規模計       | 49    | 269,851 | 87                    | 272,170 | 36   | 285,793 | 3    | 283,591 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～299人     | 33    | 257,894 | 66                    | 260,274 | 28   | 273,865 | 2    | 277,362 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～99人      | 15    | 241,867 | 30                    | 246,121 | 12   | 256,805 | 1    | 273,153 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 100～299人   | 18    | 271,251 | 36                    | 272,068 | 16   | 286,660 | 1    | 281,570 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 300～499人   | 8     | 289,876 | 9                     | 307,441 | 4    | 319,604 | 1    | 296,049 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 500～999人   | 1     | 307,794 | 3                     | 296,914 |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1000～2999人 | 6     | 293,255 | 6                     | 302,472 | 3    | 332,825 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
| 基本賃金  | 3000人以上    | 1     | 325,850 | 3                     | 342,715 | 1    | 343,450 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 全規模計       | 157   | 253,130 | 252                   | 256,846 | 166  | 267,879 | 10   | 269,733 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～299人     | 120   | 246,174 | 194                   | 249,748 | 128  | 261,270 | 8    | 260,991 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～99人      | 82    | 245,130 | 124                   | 244,830 | 85   | 258,501 | 6    | 263,928 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 100～299人   | 38    | 248,427 | 70                    | 258,461 | 43   | 266,744 | 2    | 252,183 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 300～499人   | 9     | 264,812 | 18                    | 272,790 | 9    | 285,184 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 500～999人   | 18    | 269,043 | 27                    | 276,151 | 21   | 288,268 | 1    | 320,558 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1000～2999人 | 6     | 305,058 | 8                     | 308,274 | 6    | 302,300 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
| 基準内賃金 | 3000人以上    | 4     | 286,007 | 5                     | 288,299 | 2    | 295,610 | 1    | 288,840 |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 全規模計       | 21    | 274,862 | 51                    | 283,172 | 29   | 288,223 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～299人     | 14    | 262,353 | 31                    | 267,789 | 19   | 269,971 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～99人      | 5     | 258,667 | 9                     | 263,631 | 4    | 269,603 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 100～299人   | 9     | 264,401 | 22                    | 269,490 | 15   | 270,070 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 300～499人   | 1     | 276,600 | 3                     | 302,189 | 2    | 305,650 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 500～999人   | 3     | 278,417 | 7                     | 287,285 | 3    | 300,419 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1000～2999人 | 1     | 319,200 | 5                     | 308,609 | 3    | 332,517 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
| 不詳    | 3000人以上    | 2     | 334,050 | 5                     | 335,948 | 2    | 359,450 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 全規模計       | 25    | 228,114 | 64                    | 242,277 | 21   | 247,599 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～299人     | 17    | 214,411 | 44                    | 229,701 | 16   | 237,126 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1～99人      | 10    | 207,564 | 29                    | 223,858 | 10   | 233,160 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 100～299人   | 7     | 224,191 | 15                    | 240,997 | 6    | 243,737 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 300～499人   | 2     | 221,847 | 8                     | 258,855 | 2    | 258,675 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 500～999人   | 3     | 263,178 | 5                     | 279,269 | 2    | 287,606 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       | 1000～2999人 | 3     | 274,882 | 7                     | 275,960 | 1    | 313,000 |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |
|       |            |       |         |                       |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |  |



| 2023年<br>春季生活闘争<br>情報No.4<br>3月14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、単組数を加ト） |   |             |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    |            |     |         | 一歳前水準                 |         | 現状水準 |         | 要求水準 |         | 確定水準                         |   | 194.5<br>未満 | 194.5<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       | 193 | 228,074 | 265                   | 233,629 | 269  | 244,106 | 16   | 250,862 | 6                            | 4 | 17          | 24          | 39        | 36        | 37        | 35        | 26        | 18        | 12        | 7         | 8         | 269       |           |    |
|                                    | 大手労組会議     | 15  | 251,761 | 19                    | 260,884 | 19   | 270,052 | 2    | 265,245 |                              |   |             |             |           | 1         | 2         | 2         | 4         | 3         | 5         | 2         |           | 19        |           |    |
|                                    | 1～299人     | 145 | 221,873 | 203                   | 227,048 | 206  | 237,482 | 11   | 236,727 | 6                            | 4 | 16          | 24          | 35        | 32        | 31        | 26        | 13        | 8         | 3         | 5         | 3         | 206       |           |    |
|                                    | 1～99人      | 88  | 218,730 | 119                   | 222,770 | 121  | 233,548 | 8    | 237,145 | 4                            | 2 | 10          | 20          | 23        | 15        | 18        | 16        | 5         | 5         | 1         | 2         |           | 121       |           |    |
|                                    | 100～299人   | 57  | 226,725 | 84                    | 233,108 | 85   | 243,082 | 3    | 235,612 | 2                            | 2 | 6           | 4           | 12        | 17        | 13        | 10        | 8         | 3         | 2         | 3         | 3         | 85        |           |    |
|                                    | 300～499人   | 14  | 243,023 | 17                    | 253,849 | 17   | 264,720 | 2    | 289,098 |                              |   | 1           |             | 1         | 1         | 2         | 3         | 2         | 3         | 2         |           | 2         | 17        |           |    |
|                                    | 500～999人   | 19  | 239,567 | 27                    | 246,177 | 28   | 257,767 | 1    | 301,107 |                              |   |             |             | 3         | 3         | 4         | 4         | 7         | 3         | 2         |           | 2         | 28        |           |    |
| 所定内賃金                              | 1000～2999人 | 10  | 260,595 | 12                    | 267,874 | 12   | 276,774 |      |         |                              |   |             |             |           |           |           | 1         | 2         | 4         | 3         | 2         |           | 12        |           |    |
|                                    | 3000人以上    | 5   | 257,338 | 6                     | 274,047 | 6    | 284,030 | 2    | 265,245 |                              |   |             |             |           |           |           | 1         | 2         |           | 2         |           | 1         | 6         |           |    |
|                                    | 全規模計       | 30  | 246,995 | 37                    | 250,125 | 37   | 257,349 | 4    | 266,641 |                              |   | 1           | 4           | 3         | 4         | 5         | 2         | 6         | 4         | 4         | 1         | 3         | 37        |           |    |
|                                    | 1～299人     | 20  | 239,343 | 27                    | 240,464 | 27   | 247,377 | 2    | 244,185 |                              |   | 1           | 4           | 3         | 4         | 4         | 2         | 5         | 2         |           | 1         | 1         | 27        |           |    |
|                                    | 1～99人      | 9   | 231,401 | 12                    | 232,157 | 12   | 237,907 | 1    | 239,153 |                              |   |             | 4           | 1         | 3         | 1         |           | 1         | 2         |           |           |           | 12        |           |    |
|                                    | 100～299人   | 11  | 245,842 | 15                    | 247,110 | 15   | 254,953 | 1    | 249,217 |                              |   | 1           |             | 2         | 1         | 3         | 2         | 4         |           |           | 1         | 1         | 15        |           |    |
|                                    | 300～499人   | 6   | 258,938 | 6                     | 274,970 | 6    | 286,263 | 2    | 289,098 |                              |   |             |             |           |           | 1         |           |           | 2         | 1         |           |           | 6         |           |    |
| 基本賃金                               | 500～999人   |     |         |                       |         |      |         |      |         |                              |   |             |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                                    | 1000～2999人 | 3   | 267,331 | 3                     | 276,578 | 3    | 279,870 |      |         |                              |   |             |             |           |           |           |           | 1         |           | 2         |           |           | 3         |           |    |
|                                    | 3000人以上    | 1   | 267,350 | 1                     | 282,550 | 1    | 285,550 |      |         |                              |   |             |             |           |           |           |           |           |           | 1         |           |           | 1         |           |    |
|                                    | 全規模計       | 128 | 224,426 | 174                   | 230,697 | 178  | 241,641 | 12   | 245,602 | 4                            | 2 | 12          | 13          | 34        | 24        | 25        | 25        | 17        | 8         | 6         | 4         | 4         | 178       |           |    |
|                                    | 1～299人     | 100 | 219,807 | 136                   | 225,458 | 139  | 236,309 | 9    | 235,070 | 4                            | 2 | 12          | 13          | 30        | 20        | 22        | 20        | 6         | 3         | 2         | 3         | 2         | 139       |           |    |
|                                    | 1～99人      | 69  | 219,068 | 91                    | 223,531 | 93   | 234,606 | 7    | 236,859 | 3                            | 1 | 8           | 11          | 22        | 9         | 16        | 13        | 4         | 3         | 1         | 2         |           | 93        |           |    |
|                                    | 100～299人   | 31  | 221,453 | 45                    | 229,352 | 46   | 239,753 | 2    | 228,810 | 1                            | 1 | 4           | 2           | 8         | 11        | 6         | 7         | 2         |           | 1         | 1         | 2         | 46        |           |    |
| 基準内賃金                              | 300～499人   | 6   | 234,580 | 9                     | 246,423 | 9    | 257,428 |      |         |                              |   |             |             | 1         | 1         | 1         | 2         | 2         | 1         | 1         |           |           | 9         |           |    |
|                                    | 500～999人   | 15  | 239,689 | 21                    | 247,031 | 22   | 258,811 | 1    | 301,107 |                              |   |             |             | 3         | 3         | 2         | 1         | 7         | 2         | 2         |           | 2         | 22        |           |    |
|                                    | 1000～2999人 | 5   | 252,082 | 5                     | 259,581 | 5    | 270,821 |      |         |                              |   |             |             |           |           |           | 1         | 1         | 2         |           | 1         | 5         |           |           |    |
|                                    | 3000人以上    | 2   | 241,275 | 3                     | 258,590 | 3    | 266,757 | 2    | 265,245 |                              |   |             |             |           |           |           | 1         | 1         |           | 1         |           |           | 3         |           |    |
|                                    | 全規模計       | 20  | 242,070 | 31                    | 245,462 | 31   | 254,171 |      |         |                              |   | 2           | 1           | 1         | 6         | 6         | 4         | 2         | 5         | 2         | 1         | 1         | 31        |           |    |
|                                    | 1～299人     | 13  | 233,135 | 21                    | 236,929 | 21   | 244,271 |      |         |                              |   | 2           | 1           | 1         | 6         | 4         | 2         | 1         | 3         | 1         |           |           | 21        |           |    |
|                                    | 1～99人      | 4   | 231,673 | 5                     | 232,756 | 5    | 239,492 |      |         |                              |   | 1           |             |           | 1         | 1         | 2         |           |           |           |           |           | 5         |           |    |
| 不詳                                 | 100～299人   | 9   | 233,785 | 16                    | 238,234 | 16   | 245,764 |      |         |                              |   | 1           | 1           | 1         | 5         | 3         |           | 1         | 3         | 1         |           |           | 16        |           |    |
|                                    | 300～499人   | 1   | 246,800 | 1                     | 250,800 | 1    | 259,800 |      |         |                              |   |             |             |           |           |           | 1         |           |           |           |           |           | 1         |           |    |
|                                    | 500～999人   | 2   | 241,752 | 4                     | 243,776 | 4    | 254,223 |      |         |                              |   |             |             |           |           | 2         | 1         |           | 1         |           |           |           | 4         |           |    |
|                                    | 1000～2999人 | 2   | 271,775 | 3                     | 273,983 | 3    | 284,857 |      |         |                              |   |             |             |           |           |           |           |           | 1         | 1         | 1         |           | 3         |           |    |
|                                    | 3000人以上    | 2   | 268,395 | 2                     | 292,980 | 2    | 309,180 |      |         |                              |   |             |             |           |           |           |           | 1         |           |           |           | 1         | 2         |           |    |
|                                    | 全規模計       | 15  | 202,706 | 23                    | 213,321 | 23   | 228,314 |      |         | 2                            | 2 | 2           | 6           | 1         | 2         | 1         | 4         | 1         | 1         |           | 1         |           | 23        |           |    |
|                                    | 1～299人     | 12  | 197,769 | 19                    | 208,446 | 19   | 224,499 |      |         | 2                            | 2 | 1           | 6           | 1         | 2         | 1         | 2         | 1         |           |           | 1         |           | 19        |           |    |
| 詳細                                 | 1～99人      | 6   | 187,208 | 11                    | 201,695 | 11   | 217,150 |      |         | 1                            | 1 | 1           | 5           |           | 2         |           | 1         |           |           |           |           |           | 11        |           |    |
|                                    | 100～299人   | 6   | 208,329 | 8                     | 217,727 | 8    | 234,603 |      |         | 1                            | 1 |             | 1           | 1         |           | 1         | 1         | 1         |           |           | 1         |           | 8         |           |    |
|                                    | 300～499人   | 1   | 194,420 | 1                     | 197,000 | 1    | 206,000 |      |         |                              |   | 1           |             |           |           |           |           |           |           |           |           |           | 1         |           |    |
|                                    | 500～999人   | 2   | 236,472 | 2                     | 242,009 | 2    | 253,372 |      |         |                              |   |             |             |           |           |           | 2         |           |           |           |           |           | 2         |           |    |
|                                    | 1000～2999人 |     |         | 1                     | 264,900 | 1    | 273,000 |      |         |                              |   |             |             |           |           |           |           |           | 1         |           |           |           | 1         |           |    |
|                                    | 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 | 300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       | 185                   | 254,908 | 252  | 260,139 | 255  | 271,469 | 13   | 272,931 | 11    | 15    | 25    | 16    | 38    | 19    | 32    | 27    | 24    | 14    | 9     | 8     | 17    | 255 |
|       | 大手労組会議     | 14                    | 291,043 | 18   | 300,598 | 18   | 311,626 | 1    | 288,840 |       |       |       |       |       | 1     | 1     | 1     | 2     | 3     | 4     | 1     | 5     | 18  |
|       | 1～299人     | 139                   | 246,600 | 191  | 251,243 | 193  | 262,303 | 10   | 264,265 | 10    | 15    | 25    | 15    | 33    | 17    | 29    | 21    | 10    | 6     | 1     | 3     | 8     | 193 |
|       | 1～99人      | 83                    | 242,873 | 111  | 244,801 | 112  | 256,556 | 7    | 265,246 | 7     | 11    | 19    | 7     | 23    | 5     | 15    | 11    | 6     | 4     | 1     | 1     | 2     | 112 |
|       | 100～299人   | 56                    | 252,125 | 80   | 260,181 | 81   | 270,248 | 3    | 261,978 | 3     | 4     | 6     | 8     | 10    | 12    | 14    | 10    | 4     | 2     |       | 2     | 6     | 81  |
|       | 300～499人   | 12                    | 270,902 | 17   | 281,569 | 17   | 292,572 | 1    | 296,049 | 1     |       |       |       | 2     |       | 1     | 3     | 3     | 3     | 1     | 2     | 1     | 17  |
|       | 500～999人   | 20                    | 269,515 | 26   | 277,116 | 27   | 290,748 | 1    | 320,558 |       |       |       | 1     | 3     | 2     | 2     | 2     | 8     | 2     | 4     | 2     | 1     | 27  |
| 所定内賃金 | 1000～2999人 | 9                     | 298,268 | 13   | 304,771 | 13   | 317,140 |      |         |       |       |       |       |       |       |       |       | 3     | 2     | 2     | 1     | 5     | 13  |
|       | 3000人以上    | 5                     | 310,976 | 5    | 322,774 | 5    | 330,714 | 1    | 288,840 |       |       |       |       |       |       |       | 1     |       | 1     | 1     |       | 2     | 5   |
|       | 全規模計       | 28                    | 279,862 | 36   | 277,949 | 36   | 285,793 | 3    | 283,591 |       | 3     | 2     | 2     | 4     | 1     | 6     | 3     | 3     | 3     | 1     |       | 8     | 36  |
|       | 1～299人     | 20                    | 269,376 | 28   | 266,581 | 28   | 273,865 | 2    | 277,362 |       | 3     | 2     | 2     | 4     | 1     | 6     | 3     | 2     | 2     |       |       | 3     | 28  |
|       | 1～99人      | 8                     | 253,724 | 12   | 251,052 | 12   | 256,805 | 1    | 273,153 |       | 2     | 2     | 1     | 3     |       | 1     | 1     | 1     | 1     |       |       |       | 12  |
|       | 100～299人   | 12                    | 279,811 | 16   | 278,227 | 16   | 286,660 | 1    | 281,570 |       | 1     |       | 1     | 1     | 1     | 5     | 2     | 1     | 1     |       |       | 3     | 16  |
|       | 300～499人   | 4                     | 295,859 | 4    | 311,235 | 4    | 319,604 | 1    | 296,049 |       |       |       |       |       |       |       |       | 1     | 1     | 1     |       | 1     | 4   |
| 基本賃金  | 500～999人   |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |     |
|       | 1000～2999人 | 3                     | 313,107 | 3    | 318,839 | 3    | 332,825 |      |         |       |       |       |       |       |       |       |       |       |       |       |       | 3     | 3   |
|       | 3000人以上    | 1                     | 325,850 | 1    | 340,450 | 1    | 343,450 |      |         |       |       |       |       |       |       |       |       |       |       |       |       | 1     | 1   |
|       | 全規模計       | 128                   | 250,581 | 166  | 256,461 | 169  | 268,510 | 10   | 269,733 | 6     | 11    | 15    | 11    | 32    | 13    | 23    | 17    | 15    | 10    | 5     | 5     | 6     | 169 |
|       | 1～299人     | 98                    | 244,219 | 128  | 249,958 | 130  | 261,790 | 8    | 260,991 | 6     | 11    | 15    | 10    | 27    | 11    | 20    | 12    | 6     | 4     | 1     | 2     | 5     | 130 |
|       | 1～99人      | 66                    | 243,995 | 85   | 246,383 | 86   | 258,635 | 6    | 263,928 | 5     | 8     | 11    | 5     | 20    | 5     | 13    | 7     | 5     | 3     | 1     | 1     | 2     | 86  |
|       | 100～299人   | 32                    | 244,680 | 43   | 257,027 | 44   | 267,957 | 2    | 252,183 | 1     | 3     | 4     | 5     | 7     | 6     | 7     | 5     | 1     | 1     |       | 1     | 3     | 44  |
| 基準内賃金 | 300～499人   | 6                     | 264,329 | 9    | 272,693 | 9    | 285,184 |      |         |       |       |       | 2     |       | 1     | 3     | 1     | 1     | 1     |       | 1     |       | 9   |
|       | 500～999人   | 17                    | 268,719 | 21   | 275,913 | 22   | 289,715 | 1    | 320,558 |       |       |       | 1     | 3     | 2     | 2     | 1     | 5     | 2     | 3     | 2     | 1     | 22  |
|       | 1000～2999人 | 5                     | 285,179 | 6    | 292,284 | 6    | 302,300 |      |         |       |       |       |       |       |       |       |       | 3     | 2     | 1     |       |       | 6   |
|       | 3000人以上    | 2                     | 280,465 | 2    | 287,860 | 2    | 295,610 | 1    | 288,840 |       |       |       |       |       |       |       | 1     |       | 1     |       |       |       | 2   |
|       | 全規模計       | 15                    | 278,175 | 29   | 278,070 | 29   | 288,223 |      |         |       | 2     | 2     | 2     | 4     | 2     | 4     | 5     |       |       | 2     | 3     | 3     | 29  |
|       | 1～299人     | 10                    | 262,649 | 19   | 261,300 | 19   | 269,971 |      |         |       | 2     | 2     | 2     | 4     | 2     | 4     | 2     |       |       |       | 1     |       | 19  |
|       | 1～99人      | 3                     | 267,377 | 4    | 261,553 | 4    | 269,603 |      |         |       |       | 1     |       |       | 1     | 2     |       |       |       |       |       |       | 4   |
| 不詳    | 100～299人   | 7                     | 260,623 | 15   | 261,233 | 15   | 270,070 |      |         |       |       | 1     | 2     | 2     | 4     | 1     | 2     |       |       |       | 1     |       | 15  |
|       | 300～499人   | 1                     | 276,600 | 2    | 293,030 | 2    | 305,650 |      |         |       |       |       |       |       |       |       |       | 1     |       |       | 1     |       | 2   |
|       | 500～999人   | 1                     | 282,230 | 3    | 286,124 | 3    | 300,419 |      |         |       |       |       |       |       |       |       |       | 2     |       | 1     |       |       | 3   |
|       | 1000～2999人 | 1                     | 319,200 | 3    | 319,067 | 3    | 332,517 |      |         |       |       |       |       |       |       |       |       |       |       |       |       | 1     | 2   |
|       | 3000人以上    | 2                     | 334,050 | 2    | 348,850 | 2    | 359,450 |      |         |       |       |       |       |       |       |       |       |       |       | 1     |       |       | 2   |
|       | 全規模計       | 14                    | 219,623 | 21   | 233,921 | 21   | 247,599 |      |         | 5     | 1     | 6     | 1     |       | 1     | 1     | 3     | 1     | 1     | 1     |       |       | 21  |
|       | 1～299人     | 11                    | 211,822 | 16   | 222,740 | 16   | 237,126 |      |         | 4     | 1     | 6     | 1     |       | 1     | 1     | 2     |       |       |       |       |       | 16  |
| 詳     | 1～99人      | 6                     | 203,810 | 10   | 217,160 | 10   | 233,160 |      |         | 2     | 1     | 5     | 1     |       |       | 1     | 1     |       |       |       |       |       | 10  |
|       | 100～299人   | 5                     | 221,436 | 6    | 232,039 | 6    | 243,737 |      |         | 2     |       | 1     |       |       | 1     | 1     | 1     |       |       |       |       |       | 6   |
|       | 300～499人   | 1                     | 204,820 | 2    | 250,715 | 2    | 258,675 |      |         | 1     |       |       |       |       |       |       |       |       | 1     |       |       |       | 2   |
|       | 500～999人   | 2                     | 269,931 | 2    | 276,243 | 2    | 287,606 |      |         |       |       |       |       |       |       |       | 1     | 1     |       |       |       |       | 2   |
|       | 1000～2999人 |                       |         | 1    | 294,600 | 1    | 313,000 |      |         |       |       |       |       |       |       |       |       |       |       | 1     |       |       | 1   |
|       | 3000人以上    |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |     |

30歳個別賃金：確定水準（交渉単位ベース）

| 春季生活闘争<br>情報No.4<br>3月14日 |            | 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、単組数を加付） |             |           |           |           |           |           |           |           |           |           |           |           |    |
|---------------------------|------------|--------------|---------|---------|---------|---------|---------|---------|---------|------------------------------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----|
|                           |            | 一歳前水準        |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 194.5<br>未満                  | 194.5<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       | 11           | 240,237 | 16      | 245,604 | 16      | 253,539 | 16      | 250,862 |                              |             |           | 2         | 3         | 2         | 2         | 2         |           | 3         |           |           | 2         | 16 |
|                           | 大手労組会議     | 1            | 238,570 | 2       | 259,945 | 2       | 267,695 | 2       | 265,245 |                              |             |           |           |           |           |           | 1         |           | 1         |           |           |           | 2  |
|                           | 1～299人     | 7            | 225,582 | 11      | 230,999 | 11      | 238,614 | 11      | 236,727 |                              |             |           | 2         | 3         | 2         | 2         | 1         |           | 1         |           |           |           | 11 |
|                           | 1～99人      | 4            | 225,961 | 8       | 231,244 | 8       | 241,014 | 8       | 237,145 |                              |             |           | 2         | 2         | 1         | 1         | 1         |           | 1         |           |           |           | 8  |
|                           | 100～299人   | 3            | 225,077 | 3       | 230,346 | 3       | 232,212 | 3       | 235,612 |                              |             |           | 1         | 1         | 1         | 1         |           |           |           |           |           |           | 3  |
|                           | 300～499人   | 2            | 265,962 | 2       | 285,440 | 2       | 294,786 | 2       | 289,098 |                              |             |           |           |           |           |           |           |           | 1         |           |           | 1         | 2  |
|                           | 500～999人   | 1            | 293,045 | 1       | 297,907 | 1       | 306,907 | 1       | 301,107 |                              |             |           |           |           |           |           |           |           |           |           | 1         | 1         |    |
|                           | 1000～2999人 |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
| 3000人以上                   | 1          | 238,570      | 2       | 259,945 | 2       | 267,695 | 2       | 265,245 |         |                              |             |           |           |           |           | 1         |           | 1         |           |           |           | 2         |    |
| 所定内賃金                     | 全規模計       | 4            | 249,836 | 4       | 262,813 | 4       | 267,485 | 4       | 266,641 |                              |             |           |           |           | 1         | 1         |           |           | 1         |           |           | 1         | 4  |
|                           | 1～299人     | 2            | 233,710 | 2       | 240,185 | 2       | 240,185 | 2       | 244,185 |                              |             |           |           | 1         | 1         |           |           |           |           |           |           |           | 2  |
|                           | 1～99人      | 1            | 233,153 | 1       | 239,153 | 1       | 239,153 | 1       | 239,153 |                              |             |           |           | 1         |           |           |           |           |           |           |           |           | 1  |
|                           | 100～299人   | 1            | 234,266 | 1       | 241,217 | 1       | 241,217 | 1       | 249,217 |                              |             |           |           |           | 1         |           |           |           |           |           |           |           | 1  |
|                           | 300～499人   | 2            | 265,962 | 2       | 285,440 | 2       | 294,786 | 2       | 289,098 |                              |             |           |           |           |           |           |           |           | 1         |           |           | 1         | 2  |
|                           | 500～999人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1000～2999人 |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 3000人以上    |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
| 基本賃金                      | 全規模計       | 7            | 234,753 | 12      | 239,868 | 12      | 248,890 | 12      | 245,602 |                              |             |           | 2         | 3         | 1         | 1         | 2         |           | 2         |           |           | 1         | 12 |
|                           | 1～299人     | 5            | 222,331 | 9       | 228,958 | 9       | 238,265 | 9       | 235,070 |                              |             |           | 2         | 3         | 1         | 1         | 1         |           | 1         |           |           |           | 9  |
|                           | 1～99人      | 3            | 223,563 | 7       | 230,114 | 7       | 241,280 | 7       | 236,859 |                              |             |           | 2         | 2         |           | 1         | 1         |           | 1         |           |           |           | 7  |
|                           | 100～299人   | 2            | 220,483 | 2       | 224,910 | 2       | 227,710 | 2       | 228,810 |                              |             |           |           | 1         | 1         |           |           |           |           |           |           |           | 2  |
|                           | 300～499人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 500～999人   | 1            | 293,045 | 1       | 297,907 | 1       | 306,907 | 1       | 301,107 |                              |             |           |           |           |           |           |           |           |           |           |           | 1         | 1  |
|                           | 1000～2999人 |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 3000人以上    | 1            | 238,570 | 2       | 259,945 | 2       | 267,695 | 2       | 265,245 |                              |             |           |           |           |           |           | 1         |           | 1         |           |           |           | 2  |
| 基準内賃金                     | 全規模計       |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1～299人     |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1～99人      |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 100～299人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 300～499人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 500～999人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1000～2999人 |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 3000人以上    |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
| 不詳                        | 全規模計       |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1～299人     |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1～99人      |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 100～299人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 300～499人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 500～999人   |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 1000～2999人 |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |
|                           | 3000人以上    |              |         |         |         |         |         |         |         |                              |             |           |           |           |           |           |           |           |           |           |           |           |    |

35歳個別賃金：確定水準（交渉単位ベース）

[illegible]



| 2023年<br>春季生活闘争<br>情報No.04<br>3月14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                                 |            | 40.2        | 14.6    | 271,442 | 665,274 | 2.42    | 646,680 | 2.18    | 689,817 | 2.23   | 18,306  | 0.02   | 19,246  | -0.00       | 39.7 | 15.3    | 294,955 | 807,747   | 2.60      | 877,525   | 2.62    | 887,639 | 2.72   | 24,322  | 0.05   | 30,830  | 0.01  |
| 大手労組会議                              |            | 39.9        | 15.7    | 312,229 | 819,463 | 2.60    | 870,328 | 2.65    | 877,515 | 2.69   | 26,689  | 0.07   | 21,232  | 0.03        | 39.8 | 15.7    | 311,236 | 882,694   | 2.69      | 973,576   | 2.85    | 953,995 | 2.91   | 22,129  | 0.08   | 38,780  | 0.02  |
| 業種                                  | 鉄鋼業        | 40.6        | 14.2    | 259,199 | 649,930 | 2.49    | 630,619 | 2.26    | 702,179 | 2.60   | 4,169   | 0.01   | -6,013  | -0.07       | 39.1 | 14.4    | 280,824 | 700,606   | 2.49      | 574,330   | 2.15    | 634,099 | 2.51   | 44,130  | 0.10   | -3,877  | -0.05 |
|                                     | 非鉄金属       | 40.8        | 15.1    | 279,924 | 734,858 | 2.64    | 526,836 | 1.85    |         |        | 61,510  | 0.09   |         |             | 40.1 | 16.0    | 278,518 | 1,070,108 | 3.52      | 526,836   | 1.85    |         |        | 3,115   | -0.02  |         |       |
|                                     | 金属製品       | 39.8        | 15.0    | 255,816 | 595,143 | 2.31    | 671,992 | 2.31    | 782,989 | 2.61   | 6,941   | 0.01   | -12,636 | -0.07       | 39.9 | 15.8    | 270,586 | 635,670   | 2.41      | 767,387   | 2.55    | 833,183 | 2.67   | 3,431   | -0.02  | -2,849  | -0.06 |
|                                     | 一般機械       | 39.4        | 14.1    | 275,026 | 700,799 | 2.46    | 651,346 | 2.14    | 644,710 | 2.14   | 19,964  | -0.00  | 25,888  | -0.09       | 38.9 | 14.6    | 289,743 | 862,364   | 2.68      | 909,129   | 2.63    | 844,994 | 2.75   | 22,808  | 0.06   | 16,583  | -0.01 |
|                                     | 電気機械       | 41.1        | 15.5    | 276,483 | 704,776 | 2.45    | 658,508 | 2.15    | 838,023 | 2.10   | 25,922  | 0.08   | 65,770  | 0.09        | 40.7 | 16.0    | 312,884 | 858,225   | 2.70      | 914,324   | 2.81    | 993,787 | 2.87   | 21,484  | 0.06   | 65,770  | 0.05  |
|                                     | 輸送機械       | 39.8        | 15.0    | 281,016 | 675,845 | 2.40    | 687,888 | 2.21    | 857,955 | 2.05   | 20,400  | 0.00   |         |             | 40.0 | 16.0    | 308,145 | 750,566   | 2.46      | 667,321   | 2.47    | 833,200 | 2.08   | 25,324  | 0.06   |         |       |
|                                     | 精密機械       | 40.5        | 15.2    | 277,395 | 642,367 | 2.38    | 560,312 | 2.35    | 560,312 | 2.28   | 4,085   | 0.02   | 68,941  | 0.18        | 40.9 | 16.1    | 292,326 | 720,734   | 2.47      | 626,040   | 2.34    | 626,040 | 2.24   | -9,409  | -0.02  | 29,968  | 0.00  |
|                                     | その他        | 42.1        | 14.6    | 266,174 | 562,943 | 2.28    | 488,449 | 1.83    | 488,449 | 1.83   | 27,657  | 0.08   | 1,765   | 0.08        | 40.4 | 14.5    | 283,297 | 728,445   | 2.58      | 473,934   | 1.83    | 473,934 | 1.83   | 93,866  | 0.22   | 5,804   | 0.08  |
| 規模                                  | 1～299人     | 40.3        | 14.4    | 261,695 | 621,008 | 2.36    | 577,047 | 2.03    | 595,353 | 2.07   | 15,667  | 0.01   | 20,234  | -0.00       | 39.7 | 14.5    | 266,321 | 644,556   | 2.40      | 588,062   | 2.06    | 635,701 | 2.21   | 13,257  | 0.03   | 4,647   | 0.01  |
|                                     | 1～99人      | 40.7        | 14.1    | 254,526 | 605,813 | 2.35    | 574,076 | 2.06    | 582,962 | 2.01   | 19,159  | 0.01   | 25,999  | -0.04       | 40.0 | 13.9    | 254,527 | 609,608   | 2.37      | 536,474   | 2.04    | 544,436 | 1.97   | 16,663  | 0.01   | 18,822  | -0.04 |
|                                     | 100～299人   | 39.7        | 14.9    | 270,809 | 640,304 | 2.37    | 580,018 | 2.01    | 607,743 | 2.16   | 11,161  | 0.02   | 13,646  | 0.05        | 39.6 | 14.8    | 270,484 | 656,421   | 2.41      | 602,281   | 2.06    | 657,487 | 2.30   | 12,089  | 0.03   | 1,214   | 0.03  |
|                                     | 300～499人   | 39.6        | 14.8    | 286,795 | 739,915 | 2.55    | 752,409 | 2.33    | 814,748 | 2.28   | 21,356  | 0.01   | -2,655  | -0.04       | 39.6 | 14.8    | 280,386 | 746,500   | 2.56      | 778,145   | 2.37    | 835,691 | 2.30   | 20,627  | 0.01   | -2,407  | -0.04 |
|                                     | 500～999人   | 39.6        | 15.5    | 286,819 | 754,448 | 2.58    | 700,752 | 2.26    | 754,336 | 2.43   | -1,667  | -0.02  | 27,893  | -0.04       | 39.5 | 15.5    | 288,540 | 762,976   | 2.59      | 672,864   | 2.22    | 752,453 | 2.43   | -12,783 | -0.04  | 27,422  | -0.04 |
|                                     | 1000～2999人 | 39.8        | 15.3    | 305,489 | 823,484 | 2.66    | 736,869 | 2.43    | 898,398 | 2.79   | 69,588  | 0.16   | 14,930  | 0.04        | 39.7 | 15.2    | 303,761 | 835,550   | 2.69      | 783,151   | 2.53    | 942,017 | 2.92   | 71,763  | 0.18   | 12,769  | 0.04  |
| 3000人以上                             | 40.2       | 16.2        | 324,365 | 900,793 | 2.74    | 993,171 | 2.89    | 987,498 | 2.95    | 25,959 | 0.06    | 65,770 |         | 39.9        | 15.9 | 320,576 | 922,789 | 2.73      | 1,006,733 | 2.91      | 987,498 | 2.95    | 13,763 | 0.04    | 65,770 |         |       |
| 地方（事業所ベース）                          | 北海道        | 41.3        | 13.2    | 270,292 | 637,865 | 2.48    |         |         |         |        | -3,321  | -0.02  |         |             | 37.5 | 11.0    | 270,292 | 671,048   | 2.50      |           |         |         |        | 7,181   | -0.00  |         |       |
|                                     | 北東北        | 40.8        | 17.9    | 239,433 | 617,114 | 2.31    | 724,838 | 2.50    | 724,838 | 2.50   | 47,842  | 0.07   | 49,673  | 0.12        | 41.7 | 19.2    | 295,653 | 826,871   | 2.69      | 957,866   | 2.90    | 957,866 | 2.90   | 52,082  | -0.00  | 64,573  | 0.01  |
|                                     | 南東北        | 39.8        | 15.6    | 250,448 | 607,160 | 2.40    | 462,202 | 2.00    | 462,202 | 2.00   | 5,851   | -0.01  | 63,934  | 0.20        | 40.8 | 17.2    | 271,155 | 698,777   | 2.50      | 462,202   | 2.00    | 462,202 | 2.00   | 21,875  | 0.04   | 63,934  | 0.20  |
|                                     | 北関東        | 40.3        | 14.9    | 293,847 | 721,398 | 2.43    | 710,855 | 2.28    | 796,196 | 2.78   | 14,985  | -0.01  | 497     | -0.03       | 40.2 | 15.5    | 308,707 | 793,326   | 2.50      | 850,586   | 2.57    | 744,440 | 2.58   | -2,975  | 0.01   | 13,327  | -0.05 |
|                                     | 東京千葉       | 40.7        | 14.6    | 312,034 | 776,795 | 2.52    | 823,673 | 2.47    | 775,918 | 2.40   | 3,090   | 0.02   | 26,491  | 0.09        | 41.0 | 15.8    | 334,851 | 918,625   | 2.75      | 962,547   | 2.79    | 928,992 | 2.72   | 72,645  | 0.17   | 46,981  | 0.08  |
|                                     | 神奈川        | 40.2        | 15.6    | 299,471 | 812,167 | 2.75    | 656,717 | 2.32    | 689,698 | 2.28   | 77,479  | 0.18   |         | 0.05        | 40.2 | 15.9    | 300,081 | 856,564   | 2.83      | 635,893   | 2.42    | 647,611 | 2.18   | 53,803  | 0.17   |         | 0.02  |
|                                     | 新潟         | 40.6        | 15.4    | 258,721 | 607,977 | 2.19    | 463,333 | 1.67    |         | 1.75   | 30,065  | 0.10   |         |             | 40.1 | 16.1    | 283,071 | 638,790   | 2.21      | 467,858   | 1.69    |         | 1.82   | 23,283  | 0.06   |         |       |
|                                     | 北陸         | 40.0        | 14.2    | 250,156 | 563,527 | 2.30    | 660,000 | 2.54    | 720,000 | 2.81   | 4,912   | -0.01  | -20,000 | -0.04       | 39.8 | 15.6    | 273,784 | 639,144   | 2.40      | 632,214   | 2.44    | 712,683 | 2.83   | 13,755  | 0.00   | -30,976 | -0.06 |
|                                     | 甲信         | 40.0        | 15.4    | 298,209 | 809,812 | 2.59    | 751,568 | 2.18    | 750,598 | 2.04   | 64,014  | 0.08   | 27,393  | 0.05        | 39.6 | 15.2    | 300,745 | 824,645   | 2.71      | 840,863   | 2.54    | 908,232 | 2.67   | 47,038  | 0.09   | 56,484  | 0.04  |
|                                     | 静岡         | 40.2        | 16.0    | 299,766 | 768,382 | 2.47    | 926,327 | 2.67    | 926,327 | 2.86   | 34,255  | 0.01   | 65,770  | 0.29        | 39.9 | 16.4    | 311,917 | 761,375   | 2.51      | 874,837   | 2.74    | 874,837 | 2.55   | 24,169  | 0.04   | 65,770  | 0.41  |
|                                     | 東海         | 39.0        | 14.6    | 281,532 | 717,410 | 2.51    | 728,063 | 2.30    | 854,285 | 2.57   | 29,837  | 0.05   | 1,046   | 0.10        | 38.8 | 15.0    | 286,608 | 822,506   | 2.69      | 852,849   | 2.69    | 959,361 | 2.98   | 55,576  | 0.11   | 478     | 0.12  |
|                                     | 京滋         | 40.4        | 14.0    | 292,644 | 718,681 | 2.44    | 752,665 | 2.38    | 660,245 | 2.17   | 26,516  | 0.02   | -3,566  | -0.08       | 39.7 | 14.7    | 310,384 | 871,068   | 2.64      | 940,246   | 2.85    | 660,245 | 2.41   | 27,439  | 0.00   | -3,566  | -0.11 |
|                                     | 大阪         | 40.0        | 14.5    | 286,742 | 754,795 | 2.56    | 830,313 | 2.37    | 791,777 | 2.27   | 15,662  | 0.02   | 61,435  | -0.07       | 38.9 | 14.6    | 279,752 | 890,672   | 2.70      | 1,024,255 | 2.97    | 877,548 | 2.57   | -18,491 | -0.05  | 99,805  | 0.15  |
|                                     | 山陽         | 39.9        | 14.6    | 273,599 | 737,385 | 2.52    | 632,825 | 2.18    | 643,122 | 2.12   | 12,515  | -0.01  | 38,750  | 0.38        | 39.1 | 14.4    | 294,124 | 815,702   | 2.64      | 751,188   | 2.31    | 827,612 | 2.34   | 33,854  | 0.09   | 5,957   | 0.43  |
|                                     | 山陰         | 42.5        | 13.9    | 234,077 | 473,893 | 2.11    |         |         |         |        | -26,773 | -0.05  |         |             | 40.2 | 14.6    | 235,086 | 463,487   | 2.15      |           |         |         |        | -16,675 | -0.03  |         |       |
|                                     | 四国         | 42.7        | 15.0    | 260,836 | 611,020 | 2.33    | 498,567 | 1.80    | 642,700 | 2.00   | 11,246  | -0.00  | 42,700  | 0.10        | 39.7 | 14.8    | 287,498 | 656,691   | 2.30      | 543,947   | 1.79    | 642,700 | 2.00   | 20,281  | 0.03   | 42,700  | 0.10  |
|                                     | 九州・山口      | 39.8        | 15.7    | 269,651 | 665,686 | 2.40    | 705,540 | 2.31    | 720,249 | 2.23   | 23,417  | 0.05   | 17,385  | -0.06       | 38.8 | 14.7    | 282,834 | 701,566   | 2.40      | 746,555   | 2.39    | 785,941 | 2.40   | 4,935   | -0.02  | 29,279  | -0.05 |
| 地方計                                 |            | 40.2        | 14.9    | 278,907 | 702,737 | 2.46    | 729,987 | 2.29    | 750,090 | 2.35   | 20,157  | 0.03   | 30,815  | 0.06        | 39.8 | 15.4    | 296,313 | 807,132   | 2.60      | 875,979   | 2.62    | 878,868 | 2.66   | 25,290  | 0.05   | 37,951  | 0.12  |

| 2023年<br>春季生活闘争<br>情報No.04<br>3月14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                                 |            | 40.2        | 14.6    | 271,442   | 1,356,890 | 4.88      | 1,371,709 | 4.52 | 1,459,963 | 4.41   | 43,417   | 0.07  | 143,608 | 0.25        | 39.7 | 15.3    | 294,955   | 1,644,048 | 5.25      | 1,821,136 | 5.30 | 1,697,936 | 4.99   | 54,456   | 0.14  | 43,078  | 0.13  |
| 大手労組会議                              |            | 39.9        | 15.7    | 312,229   | 1,654,248 | 5.21      | 1,712,308 | 5.14 | 1,703,261 | 5.03   | 59,079   | 0.22  | -2,309  | 0.10        | 39.8 | 15.7    | 311,236   | 1,808,131 | 5.48      | 1,956,671 | 5.61 | 1,884,658 | 5.43   | 41,318   | 0.21  | 1,021   | 0.17  |
| 業種                                  | 鉄鋼業        | 40.6        | 14.2    | 259,199   | 1,298,485 | 4.95      | 1,359,358 | 5.00 | 1,439,143 | 5.50   | 18,636   | 0.07  | -18,038 | -0.05       | 39.1 | 14.4    | 280,824   | 1,410,651 | 5.00      | 1,255,821 | 4.93 | 1,267,188 | 5.05   | 94,092   | 0.21  | -8,125  | -0.10 |
|                                     | 非鉄金属       | 40.8        | 15.1    | 279,924   | 1,027,681 | 4.62      | 1,053,671 | 3.70 |           |        | -143,075 | -0.19 |         |             | 40.1 | 16.0    | 278,518   | 1,151,389 | 5.19      | 1,053,671 | 3.70 |           |        | -158,211 | -0.09 |         |       |
|                                     | 金属製品       | 39.8        | 15.0    | 255,816   | 1,194,204 | 4.62      | 1,141,911 | 4.39 | 1,625,733 | 5.40   | -1,136   | 0.00  | 4,182   |             | 39.9 | 15.8    | 270,586   | 1,279,864 | 4.88      | 1,419,254 | 5.00 | 1,625,733 | 5.40   | 10,503   | -0.01 | 4,182   |       |
|                                     | 一般機械       | 39.4        | 14.1    | 275,026   | 1,435,311 | 5.01      | 1,363,678 | 4.41 | 1,157,115 | 3.85   | 51,538   | 0.04  | 79,740  | -0.20       | 38.9 | 14.6    | 289,743   | 1,771,506 | 5.41      | 1,879,407 | 5.31 | 1,300,579 | 4.06   | 40,910   | 0.11  | 26,709  | -0.17 |
|                                     | 電気機械       | 41.1        | 15.5    | 276,483   | 1,435,331 | 4.90      | 1,343,039 | 4.65 | 2,116,051 | 4.35   | 59,018   | 0.15  |         | 0.15        | 40.7 | 16.0    | 312,884   | 1,689,179 | 5.35      | 1,764,015 | 5.63 | 2,116,051 | 5.59   | 17,533   | 0.13  |         | 0.29  |
|                                     | 輸送機械       | 39.8        | 15.0    | 281,016   | 1,391,963 | 4.86      | 1,750,145 | 4.65 | 1,715,909 | 4.10   | 46,080   | 0.04  |         |             | 40.0 | 16.0    | 308,145   | 1,605,605 | 5.20      | 1,687,185 | 5.14 | 1,666,400 | 4.16   | 78,003   | 0.15  |         |       |
|                                     | 精密機械       | 40.5        | 15.2    | 277,395   | 1,309,694 | 4.81      | 1,557,246 | 5.00 | 1,557,246 | 5.00   | 95,690   | 0.27  | 574,505 | 1.20        | 40.9 | 16.1    | 292,326   | 1,456,225 | 4.95      | 1,456,680 | 4.72 | 1,456,680 | 4.72   | 52,001   | 0.23  | 264,536 | 0.31  |
|                                     | その他        | 42.1        | 14.6    | 266,174   | 1,249,916 | 4.81      | 1,205,496 | 3.60 | 1,205,496 | 3.60   | 92,136   | 0.29  |         |             | 40.4 | 14.5    | 283,297   | 1,506,690 | 5.27      | 1,205,496 | 3.60 | 1,205,496 | 3.60   | 205,993  | 0.50  |         |       |
| 規模                                  | 1～299人     | 40.3        | 14.4    | 261,695   | 1,247,541 | 4.74      | 1,252,459 | 4.28 | 1,322,173 | 4.15   | 33,414   | 0.06  | 241,305 | 0.49        | 39.7 | 14.5    | 266,321   | 1,291,172 | 4.81      | 1,257,326 | 4.28 | 1,306,853 | 4.16   | 32,398   | 0.07  | 184,254 | 0.41  |
|                                     | 1～99人      | 40.7        | 14.1    | 254,526   | 1,188,782 | 4.66      | 1,227,789 | 4.29 | 1,430,812 | 4.04   | 26,281   | 0.04  | 135,528 |             | 40.0 | 13.9    | 254,527   | 1,201,767 | 4.70      | 1,111,220 | 4.15 | 1,347,280 | 3.55   | 15,601   | 0.02  | 146,493 |       |
|                                     | 100～299人   | 39.7        | 14.9    | 270,809   | 1,304,298 | 4.82      | 1,279,185 | 4.26 | 1,256,990 | 4.25   | 40,640   | 0.09  | 294,193 | 0.85        | 39.6 | 14.8    | 270,484   | 1,316,639 | 4.84      | 1,305,553 | 4.33 | 1,302,238 | 4.32   | 37,446   | 0.09  | 186,892 | 0.52  |
|                                     | 300～499人   | 39.6        | 14.8    | 286,795   | 1,538,165 | 5.21      | 1,563,698 | 4.89 | 1,629,497 | 4.67   | 52,473   | 0.00  | -5,310  | -0.17       | 39.6 | 14.8    | 280,386   | 1,552,957 | 5.22      | 1,614,679 | 5.00 | 1,671,382 | 4.72   | 51,471   | -0.00 | -4,815  | -0.17 |
|                                     | 500～999人   | 39.6        | 15.5    | 286,819   | 1,460,030 | 5.04      | 1,231,818 | 4.10 | 1,231,818 | 4.20   | 14,924   | 0.01  |         |             | 39.5 | 15.5    | 288,540   | 1,467,785 | 5.02      | 1,231,818 | 4.10 | 1,231,818 | 4.20   | -4,962   | -0.01 |         |       |
|                                     | 1000～2999人 | 39.8        | 15.3    | 305,489   | 1,654,149 | 5.33      | 1,432,900 | 4.78 | 1,870,892 | 5.55   | 141,508  | 0.33  | 4,182   | 0.15        | 39.7 | 15.2    | 303,761   | 1,663,598 | 5.35      | 1,495,911 | 4.83 | 1,943,256 | 5.59   | 141,389  | 0.35  | 4,182   | 0.19  |
| 3000人以上                             | 40.2       | 16.2        | 324,365 | 1,865,897 | 5.69      | 1,990,123 | 5.75      |      |           | 50,960 | 0.16     |       |         | 39.9        | 15.9 | 320,576 | 1,940,525 | 5.75      | 2,021,825 | 5.79      |      |           | 21,589 | 0.13     |       |         |       |
| （事業所別）                              | 北海道        | 41.3        | 13.2    | 270,292   | 1,275,730 | 4.95      |           |      |           |        | -6,643   | -0.05 |         |             | 37.5 | 11.0    | 270,292   | 1,342,097 | 4.99      |           |      |           |        | 14,362   | -0.01 |         |       |
|                                     | 北東北        | 40.8        | 17.9    | 239,433   | 1,220,839 | 4.66      | 1,625,733 | 5.40 | 1,625,733 | 5.40   | 100,470  | 0.17  |         | 0.40        | 41.7 | 19.2    | 295,653   | 1,359,974 | 4.93      | 1,625,733 | 5.40 | 1,625,733 | 5.40   | 64,291   | -0.01 |         | 0.40  |
|                                     | 南東北        | 39.8        | 15.6    | 250,448   | 1,235,311 | 4.72      |           | 4.00 |           |        | 41,196   | 0.02  |         |             | 40.8 | 17.2    | 271,155   | 1,495,102 | 5.17      |           | 4.00 |           |        | 63,296   | 0.16  |         |       |
|                                     | 北関東        | 40.3        | 14.9    | 293,847   | 1,516,664 | 4.97      | 1,536,381 | 4.89 | 1,592,392 | 5.55   | 19,119   | 0.00  | 994     | -0.05       | 40.2 | 15.5    | 308,707   | 1,641,111 | 5.10      | 1,757,065 | 5.28 | 1,488,879 | 5.16   | -8,091   | 0.04  | 26,654  | -0.09 |
|                                     | 東京千葉       | 40.7        | 14.6    | 312,034   | 1,566,251 | 5.05      | 1,743,214 | 5.14 | 1,632,024 | 4.95   | 46,292   | 0.17  | 323,876 | 1.12        | 41.0 | 15.8    | 334,851   | 1,858,215 | 5.54      | 2,009,639 | 5.66 | 1,929,299 | 5.40   | 186,992  | 0.51  | 178,823 | 0.44  |
|                                     | 神奈川        | 40.2        | 15.6    | 299,471   | 1,561,544 | 5.25      | 1,501,032 | 5.10 | 1,379,395 | 4.55   | 94,398   | 0.20  |         | 0.10        | 40.2 | 15.9    | 300,081   | 1,596,612 | 5.34      | 1,423,242 | 5.16 | 1,295,221 | 4.35   | 90,203   | 0.28  |         | 0.04  |
|                                     | 新潟         | 40.6        | 15.4    | 258,721   | 1,211,823 | 4.29      |           | 3.33 |           | 3.50   | 85,769   | 0.34  |         |             | 40.1 | 16.1    | 283,071   | 1,285,286 | 4.43      |           | 3.43 |           | 3.64   | 57,780   | 0.16  |         |       |
|                                     | 北陸         | 40.0        | 14.2    | 250,156   | 1,215,026 | 4.81      | 1,080,000 | 4.00 |           |        | 36,974   | 0.04  |         |             | 39.8 | 15.6    | 273,784   | 1,349,252 | 4.93      | 1,080,000 | 4.00 |           |        | 63,124   | 0.12  |         |       |
|                                     | 甲信         | 40.0        | 15.4    | 298,209   | 1,595,495 | 5.18      | 1,264,296 | 4.00 | 1,264,296 | 4.00   | 189,011  | 0.33  | -21,970 | 0.20        | 39.6 | 15.2    | 300,745   | 1,584,598 | 5.35      | 1,364,968 | 4.22 | 1,364,968 | 4.22   | 139,879  | 0.29  | -21,970 | 0.35  |
|                                     | 静岡         | 40.2        | 16.0    | 299,766   | 1,451,464 | 4.84      | 1,730,310 | 5.03 | 1,730,310 | 5.00   | 40,094   | -0.02 |         | 0.90        | 39.9 | 16.4    | 311,917   | 1,639,095 | 5.30      | 1,730,310 | 5.46 | 1,730,310 | 5.00   | 69,336   | 0.11  |         | 0.90  |
|                                     | 東海         | 39.0        | 14.6    | 281,532   | 1,468,306 | 5.08      | 1,512,182 | 4.87 | 1,678,052 | 4.80   | 64,080   | 0.11  | 4,182   | 0.30        | 38.8 | 15.0    | 286,608   | 1,602,147 | 5.26      | 1,674,079 | 5.07 | 1,698,920 | 5.06   | 102,923  | 0.18  | 4,182   | 0.59  |
|                                     | 京滋         | 40.4        | 14.0    | 292,644   | 1,439,900 | 4.88      | 1,642,366 | 5.00 | 1,320,490 | 4.33   | 47,781   | 0.03  | -7,131  | -0.17       | 39.7 | 14.7    | 310,384   | 1,745,977 | 5.29      | 1,914,075 | 5.76 | 1,320,490 | 4.82   | 45,960   | -0.02 | -7,131  | -0.21 |
|                                     | 大阪         | 40.0        | 14.5    | 286,742   | 1,534,176 | 5.19      | 1,842,456 | 5.14 | 1,730,370 | 5.00   | 18,908   | 0.04  | 335,837 | 0.90        | 38.9 | 14.6    | 279,752   | 1,810,221 | 5.45      | 2,075,626 | 6.06 | 1,730,370 | 5.00   | -40,765  | -0.11 | 335,837 | 0.90  |
|                                     | 山陽         | 39.9        | 14.6    | 273,599   | 1,537,255 | 5.13      | 1,337,851 | 4.49 | 1,495,093 | 4.33   | 41,774   | 0.09  | 103,333 | 0.90        | 39.1 | 14.4    | 294,124   | 1,693,582 | 5.40      | 1,542,489 | 4.69 | 1,762,232 | 4.76   | 88,742   | 0.26  | 13,294  | 0.90  |
|                                     | 山陰         | 42.5        | 13.9    | 234,077   | 1,191,170 | 4.78      |           |      |           |        | 32,773   | 0.05  |         |             | 40.2 | 14.6    | 235,086   | 1,055,658 | 5.00      |           |      |           |        | 18,128   | 0.01  |         |       |
|                                     | 四国         | 42.7        | 15.0    | 260,836   | 1,310,663 | 5.04      | 853,000   | 3.39 |           |        | 20,170   | 0.01  |         |             | 39.7 | 14.8    | 287,498   | 1,345,855 | 4.89      | 886,136   | 3.15 |           |        | 28,402   | 0.01  |         |       |
|                                     | 九州・山口      | 39.8        | 15.7    | 269,651   | 1,342,864 | 4.73      | 1,298,298 | 4.37 | 906,000   | 3.00   | 20,315   | 0.00  | -62,000 | -0.25       | 38.8 | 14.7    | 282,834   | 1,400,087 | 4.85      | 1,291,872 | 4.33 | 906,000   | 3.00   | 9,985    | -0.04 | -62,000 | -0.25 |
|                                     | 地方計        | 40.2        | 14.9    | 278,907   | 1,446,810 | 4.98      | 1,546,908 | 4.73 | 1,529,458 | 4.60   | 45,980   | 0.08  | 146,150 | 0.43        | 39.8 | 15.4    | 296,313   | 1,642,896 | 5.26      | 1,818,494 | 5.31 | 1,708,653 | 4.98   | 53,542   | 0.13  | 98,684  | 0.52  |