

# J A M 2023年春季生活闘争状況報告No.11

3月29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       | 11    | 0.7   |
| 交渉単組数         | 1,461 | 99.3  |
| 要求提出単組        | 1,137 | 77.2  |
| 賃金要求提出        | 1,076 | 73.1  |
| 個別賃金要求        | 300   | 20.4  |
| 平均賃金要求        | 1,046 | 71.1  |
| 要求内容不明        | 61    | 4.1   |
| 要求なしの交渉又は回答のみ | 28    | 1.9   |
| 状況未集約単組       | 296   | 20.1  |

## 2. 賃上げ交渉進捗状況

|    | 合計    | 個別  | 平均    | 進捗率  |
|----|-------|-----|-------|------|
| 要求 | 1,076 | 300 | 1,046 | 73.1 |
| 回答 | 626   | 90  | 622   | 42.5 |
| 妥結 | 405   | —   | —     | 27.5 |

## 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        | 12,311 | 9,080  | 9,579  | 3,943    | 3,789 |
| 1～299人     | 12,010 | 8,452  | 8,953  | 3,810    | 3,495 |
| 1～99人      | 11,676 | 7,856  | 8,260  | 3,515    | 3,263 |
| 100～299人   | 12,613 | 9,337  | 10,003 | 4,340    | 3,848 |
| 300～499人   | 13,346 | 10,542 | 11,156 | 4,448    | 4,560 |
| 500～999人   | 13,694 | 10,582 | 10,424 | 4,454    | 4,167 |
| 1000～2999人 | 13,547 | 11,228 | 11,624 | 4,731    | 4,749 |
| 3000人以上    | 14,228 | 13,805 | 13,349 | 4,331    | 5,279 |
| 大手労組       | 13,727 | 12,270 | 11,792 | 4,389    | 4,505 |

### (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   | 493  | 233,697 | 289  | 243,175 | 85      | 249,244 |
| 所定内 | 100  | 242,738 | 40   | 257,263 | 16      | 265,445 |
| 基本  | 277  | 230,521 | 196  | 240,085 | 57      | 245,377 |
| 基準内 | 55   | 248,815 | 31   | 254,472 | 9       | 255,573 |
| 不詳  | 61   | 219,669 | 22   | 229,174 | 3       | 217,326 |
| 35歳 |      |         |      |         |         |         |
| 計   | 487  | 259,938 | 276  | 270,236 | 80      | 276,347 |
| 所定内 | 100  | 270,338 | 39   | 285,224 | 16      | 291,232 |
| 基本  | 272  | 255,825 | 187  | 266,510 | 54      | 271,993 |
| 基準内 | 53   | 282,823 | 30   | 289,090 | 8       | 290,122 |
| 不詳  | 62   | 241,647 | 20   | 247,567 | 2       | 219,739 |

### (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 | 828 | 12,825 | 4,584 | 8,240 | 520 | 9,580  | 4,747 | 4,834 |
| 賃金改善分     | 806 | 13,039 | 4,574 | 8,465 | 464 | 10,165 | 4,744 | 5,420 |
| 構造分のみ     | 22  | 4,960  | —     | —     | 53  | 4,778  | —     | —     |
| 構造維持分割れ   |     |        |       |       | 3   | 4,073  | 4,583 | -510  |

## 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 | 655 | 658,745   | 2.41 | 16,462   | 0.02 |
|    | 回答 | 349 | 617,939   | 2.15 | —        | —    |
|    | 妥結 | 231 | 652,002   | 2.22 | 22,777   | 0.02 |
| 年間 | 要求 | 460 | 1,341,836 | 4.85 | 38,899   | 0.07 |
|    | 回答 | 232 | 1,290,927 | 4.44 | —        | —    |
|    | 妥結 | 154 | 1,336,800 | 4.50 | 72,941   | 0.11 |

交渉単位数 2020年 1532 単組

2021年 1521 単組

2022年 1500 単組

2023年 1472 単組

賃上げの回答・妥結推移・年次比較一覧

有償-9単組数/交渉単位・%

| 集計回 | 賃上げ（個別賃金の場合を含む・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   |       |          | 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  | 995      | 959   | 1,002 | 981   | 288      | 301   | 308   | 216   | 126      | 138   | 141   | 78    | 67.6   | 63.9  | 65.9  | 64.0  | 8.6    | 9.2   | 9.3   | 5.1   |
| 6   | 3/16                               | 3/17  | 3/18  | 3/12  | 1,007    | 970   | 1,009 | 985   | 345      | 346   | 361   | 260   | 153      | 166   | 173   | 92    | 68.4   | 64.7  | 66.3  | 64.3  | 10.4   | 11.1  | 11.4  | 6.0   |
| 7   | 3/17                               | 3/18  | 3/19  | 3/13  | 1,019    | 974   | 1,020 | 1,000 | 411      | 427   | 437   | 366   | 195      | 210   | 211   | 138   | 69.2   | 64.9  | 67.1  | 65.3  | 13.2   | 14.0  | 13.9  | 9.0   |
| 8   | 3/20                               | 3/22  | 3/22  | 3/16  | 1,025    | 984   | 1,032 | 1,008 | 448      | 458   | 485   | 387   | 231      | 233   | 251   | 160   | 69.6   | 65.6  | 67.9  | 65.8  | 15.7   | 15.5  | 16.5  | 10.4  |
| 9   | 3/23                               | 3/24  | 3/24  | 3/18  | 1,035    | 993   | 1,041 | 1,024 | 510      | 502   | 519   | 431   | 271      | 273   | 288   | 205   | 70.3   | 66.2  | 68.4  | 66.8  | 18.4   | 18.2  | 18.9  | 13.4  |
| 10  | 3/27                               | 3/28  | 3/26  | 3/23  | 1,059    | 1,013 | 1,057 | 1,044 | 580      | 566   | 563   | 507   | 348      | 354   | 340   | 280   | 71.9   | 67.5  | 69.5  | 68.1  | 23.6   | 23.6  | 22.4  | 18.3  |
| 11  | 3/29                               | 3/30  | 3/30  | 3/25  | 1,076    | 1,034 | 1,073 | 1,069 | 626      | 611   | 613   | 580   | 405      | 414   | 417   | 358   | 73.1   | 68.9  | 70.5  | 69.8  | 27.5   | 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 | 12,296 | 7,180 | 5,721 | 6,087 | 11,172 | 6,623 | 5,998 | 6,612 |
| 5   | 3/15  | 3/16  | 3/17  | 3/11  | 9,474      | 5,879 | 5,099 | 5,303 | 10,215 | 6,149 | 5,447 | 5,464 | 12,972 | 7,628 | 5,707 | 6,167 | 13,094 | 7,564 | 5,962 | 6,408 |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  | 9,248      | 5,857 | 5,069 | 5,350 | 10,048 | 6,159 | 5,294 | 5,586 | 12,526 | 7,539 | 5,826 | 6,157 | 12,814 | 7,302 | 5,842 | 6,368 |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  | 9,152      | 5,869 | 5,031 | 5,316 | 9,995  | 6,198 | 5,308 | 5,625 | 12,261 | 7,383 | 5,764 | 6,086 | 12,562 | 7,314 | 5,773 | 6,236 |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  | 9,132      | 5,882 | 4,981 | 5,289 | 9,797  | 6,229 | 5,273 | 5,564 | 12,177 | 7,413 | 5,766 | 6,033 | 12,386 | 7,373 | 5,788 | 6,203 |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  | 9,020      | 5,901 | 4,967 | 5,276 | 9,643  | 6,147 | 5,221 | 5,560 | 12,104 | 7,391 | 5,745 | 6,036 | 12,318 | 7,341 | 5,770 | 6,271 |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  | 9,089      | 5,938 | 4,963 | 5,192 | 9,667  | 6,098 | 5,169 | 5,424 | 12,021 | 7,334 | 5,741 | 5,977 | 12,140 | 7,199 | 5,757 | 6,216 |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  | 9,080      | 5,942 | 4,953 | 5,131 | 9,579  | 6,087 | 5,098 | 5,273 | 11,915 | 7,313 | 5,760 | 5,944 | 12,163 | 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   |       |          | 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  | 605                  | 612   | 622   | 615   | 162      | 176   | 170   | 132   | 72       | 86    | 80    | 58    | 41.1   | 40.8  | 40.9  | 40.1  | 4.9    | 5.7  | 5.3  | 3.8  |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  | 610                  | 616   | 627   | 620   | 200      | 206   | 202   | 157   | 89       | 106   | 95    | 67    | 41.4   | 41.1  | 41.2  | 40.5  | 6.0    | 7.1  | 6.2  | 4.4  |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  | 618                  | 620   | 635   | 628   | 244      | 253   | 247   | 220   | 113      | 134   | 121   | 94    | 42.0   | 41.3  | 41.7  | 41.0  | 7.7    | 8.9  | 8.0  | 6.1  |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  | 622                  | 628   | 638   | 633   | 264      | 275   | 278   | 235   | 133      | 152   | 151   | 109   | 42.3   | 41.9  | 41.9  | 41.3  | 9.0    | 10.1 | 9.9  | 7.1  |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  | 630                  | 637   | 648   | 641   | 292      | 298   | 299   | 259   | 158      | 172   | 173   | 129   | 42.8   | 42.5  | 42.6  | 41.8  | 10.7   | 11.5 | 11.4 | 8.4  |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  | 649                  | 648   | 654   | 652   | 326      | 338   | 328   | 300   | 203      | 213   | 198   | 167   | 44.1   | 43.2  | 43.0  | 42.6  | 13.8   | 14.2 | 13.0 | 10.9 |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  | 655                  | 660   | 661   | 666   | 349      | 369   | 362   | 340   | 231      | 243   | 242   | 206   | 44.5   | 44.0  | 43.5  | 43.5  | 15.7   | 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・全半組計 |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----|-------|-------|-------|-------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     |       |       |       |       | 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  | 656,217     | 604,572 | 550,991 | 554,137 | 738,522 | 674,182 | 609,782 | 598,080 | 841,324 | 839,712 | 728,422 | 718,564 | 853,795 | 842,119 | 731,790 | 763,054 |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  | 639,147     | 601,590 | 537,556 | 571,519 | 717,248 | 664,789 | 598,185 | 618,925 | 814,321 | 800,272 | 693,142 | 741,281 | 844,419 | 800,117 | 699,744 | 805,201 |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  | 631,633     | 601,743 | 551,945 | 564,517 | 708,426 | 643,164 | 610,502 | 607,056 | 802,154 | 792,412 | 697,273 | 729,833 | 843,022 | 788,302 | 705,614 | 776,259 |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  | 628,208     | 595,804 | 553,244 | 562,131 | 691,935 | 639,809 | 611,611 | 605,628 | 801,812 | 786,208 | 689,521 | 723,073 | 833,559 | 781,676 | 695,864 | 764,071 |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  | 624,885     | 599,079 | 553,084 | 557,333 | 672,052 | 635,470 | 598,849 | 611,258 | 801,891 | 783,813 | 689,203 | 722,434 | 825,599 | 778,812 | 690,120 | 764,813 |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  | 620,920     | 595,019 | 546,752 | 563,432 | 666,294 | 619,542 | 573,518 | 612,024 | 796,183 | 778,365 | 684,486 | 722,467 | 812,179 | 763,817 | 678,216 | 757,618 |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  | 617,939     | 593,427 | 538,069 | 562,593 | 652,002 | 612,427 | 560,105 | 600,866 | 793,783 | 770,129 | 697,840 | 713,530 | 805,379 | 750,697 | 674,381 | 746,115 |
| 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 |

| 集計回 | 集計日   |       |       |       | 一時金・半期・全半組計 |       |       |       |       |       |       |       |       |       |       |       |      |      |      |      |
|-----|-------|-------|-------|-------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|
|     |       |       |       |       | 単純平均        |       |       |       |       |       |       |       | 加重平均  |       |       |       |      |      |      |      |
|     |       |       |       |       | 回答月数        |       |       |       | 妥結月数  |       |       |       | 回答月数  |       |       |       | 妥結月数 |      |      |      |
|     | 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  | 2.18        | 2.13  | 1.94  | 2.02  | 2.23  | 2.25  | 2.10  | 2.01  | 2.62  | 2.47  | 2.26  | 2.30  | 2.72 | 2.58 | 2.38 | 2.01 |
| 5   | 3/15  | 3/16  | 3/17  | 3/11  | 2.18        | 2.13  | 1.92  | 2.03  | 2.27  | 2.30  | 2.06  | 2.13  | 2.56  | 2.53  | 2.26  | 2.24  | 2.61 | 2.54 | 2.32 | 2.17 |
| 6   | 3/16  | 3/17  | 3/18  | 3/12  | 2.17        | 2.13  | 1.91  | 2.08  | 2.27  | 2.28  | 2.06  | 2.17  | 2.53  | 2.48  | 2.25  | 2.32  | 2.60 | 2.49 | 2.33 | 2.34 |
| 7   | 3/17  | 3/18  | 3/19  | 3/13  | 2.16        | 2.13  | 1.97  | 2.08  | 2.26  | 2.22  | 2.13  | 2.16  | 2.52  | 2.47  | 2.28  | 2.34  | 2.64 | 2.48 | 2.37 | 2.38 |
| 8   | 3/20  | 3/22  | 3/22  | 3/16  | 2.16        | 2.13  | 1.98  | 2.08  | 2.24  | 2.23  | 2.14  | 2.15  | 2.51  | 2.47  | 2.27  | 2.34  | 2.61 | 2.47 | 2.35 | 2.37 |
| 9   | 3/23  | 3/24  | 3/24  | 3/18  | 2.15        | 2.13  | 1.98  | 2.07  | 2.19  | 2.20  | 2.10  | 2.17  | 2.50  | 2.47  | 2.27  | 2.33  | 2.57 | 2.46 | 2.33 | 2.38 |
| 10  | 3/27  | 3/28  | 3/26  | 3/23  | 2.15        | 2.12  | 1.97  | 2.08  | 2.23  | 2.17  | 2.06  | 2.17  | 2.50  | 2.45  | 2.25  | 2.33  | 2.56 | 2.44 | 2.30 | 2.37 |
| 11  | 3/29  | 3/30  | 3/30  | 3/25  | 2.15        | 2.13  | 1.96  | 2.08  | 2.22  | 2.17  | 2.03  | 2.13  | 2.49  | 2.46  | 2.29  | 2.32  | 2.55 | 2.44 | 2.30 | 2.36 |
| 12  | 3/31  | 4/1   | 4/1   | 3/27  |             | 2.12  | 1.95  | 2.08  |       | 2.15  | 2.01  | 2.11  |       | 2.45  | 2.27  | 2.32  |      | 2.43 | 2.32 | 2.34 |
| 13  | 4/4   | 4/5   | 4/6   | 3/31  |             | 2.12  | 1.96  | 2.08  |       | 2.13  | 2.02  | 2.11  |       | 2.44  | 2.27  | 2.31  |      | 2.41 | 2.31 | 2.34 |
| 14  | 4/7   | 4/8   | 4/12  | 4/2   |             | 2.12  | 1.97  | 2.08  |       | 2.12  | 2.02  | 2.12  |       | 2.43  | 2.27  | 2.30  |      | 2.40 | 2.30 | 2.34 |
| 15  | 4/11  | 4/12  | 4/15  | 4/6   |             | 2.11  | 1.96  | 2.08  |       | 2.12  | 2.02  | 2.11  |       | 2.42  | 2.26  | 2.30  |      | 2.39 | 2.29 | 2.32 |
| 16  | 4/17  | 4/18  | 4/22  | 4/13  |             | 2.10  | 1.95  | 2.05  |       | 2.09  | 1.99  | 2.10  |       | 2.41  | 2.25  | 2.29  |      | 2.38 | 2.28 | 2.31 |
| 17  | 5/9   | 5/9   | 5/10  | 5/8   |             | 2.08  | 1.95  | 2.04  |       | 2.09  | 1.98  | 2.06  |       | 2.40  | 2.24  | 2.30  |      | 2.41 | 2.26 | 2.28 |
| 18  | 5/12  | 5/13  | 5/17  | 5/12  |             | 2.09  | 1.95  | 2.04  |       | 2.10  | 1.96  | 2.06  |       | 2.40  | 2.23  | 2.30  |      | 2.41 | 2.25 | 2.32 |
| S1  |       | 6/9   | 6/10  | 6/10  |             | 2.09  | 1.98  | 2.04  |       | 2.10  | 2.01  | 2.08  |       | 2.38  | 2.25  | 2.34  |      | 2.39 | 2.27 | 2.36 |
| 19  | 6/20  | 6/20  | 6/21  | 6/22  |             | 2.09  | 1.97  | 2.01  |       | 2.10  | 2.00  | 2.04  |       | 2.40  | 2.26  | 2.32  |      | 2.38 | 2.27 | 2.34 |
| S2  |       | 7/18  | 7/8   | 7/10  |             | 2.03  | 1.93  | 1.93  |       | 2.04  | 1.94  | 1.93  |       | 2.39  | 2.25  | 2.26  |      | 2.37 | 2.25 | 2.27 |
| S3  |       | 8/4   | 8/5   | 8/5   |             | 2.00  | 1.90  | 1.89  |       | 2.00  | 1.91  | 1.89  |       | 2.39  | 2.25  | 2.25  |      | 2.37 | 2.25 | 2.25 |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29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   | 1,137 | 1,076 | 300 | 1,046 | 626 | 90  | 622 | 405 | 73.1  | 42.5 | 27.5 | 11       | 28                | 345,555 | 317,251 | 306,347 | 102,450 | 297,470 | 237,722 | 52,498 | 233,722 | 178,465 | 88.7  | 68.8 | 51.6 |         |  |  |  |  |  |  |  |  |  |  |  |  |
| 大手労組会議                              |            | 46      | 45    | 44    | 21  | 42    | 38  | 13  | 37  | 32  | 95.7  | 82.6 | 69.6 |          |                   | 129,647 | 127,273 | 126,024 | 49,802  | 122,039 | 115,639 | 35,989 | 112,808 | 97,783  | 97.2  | 89.2 | 75.4 |         |  |  |  |  |  |  |  |  |  |  |  |  |
| 業種                                  | 鉄鋼業        | 113     | 90    | 89    | 29  | 86    | 45  | 3   | 44  | 26  | 78.8  | 39.8 | 23.0 |          | 2                 | 12,543  | 11,473  | 11,448  | 3,465   | 10,928  | 7,165   | 601    | 6,756   | 5,656   | 91.3  | 57.1 | 45.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 非鉄金属       | 45      | 33    | 31    | 10  | 29    | 16  | 1   | 16  | 9   | 68.9  |      |      |          |                   | 8,265   | 6,440   | 6,112   | 2,519   | 5,407   | 3,720   | 891    | 3,720   | 2,004   | 74.0  | 45.0 | 24.2 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 金属製品       | 232     | 174   | 164   | 47  | 157   | 91  | 16  | 90  | 63  | 70.7  |      |      | 3        | 7                 | 32,703  | 28,604  | 27,656  | 8,602   | 23,990  | 18,083  | 5,595  | 15,252  | 13,600  | 84.6  | 55.3 | 41.6 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 一般機械       | 525     | 420   | 405   | 133 | 396   | 258 | 46  | 256 | 159 | 77.1  |      |      | 1        | 4                 | 143,989 | 132,938 | 131,491 | 49,364  | 128,281 | 107,685 | 25,906 | 106,925 | 76,518  | 91.3  | 74.8 | 53.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 電気機械       | 177     | 133   | 118   | 28  | 112   | 64  | 10  | 64  | 43  | 66.7  | 36.2 | 24.3 | 2        | 2                 | 54,296  | 48,526  | 45,656  | 16,482  | 45,223  | 37,598  | 12,188 | 37,598  | 29,609  | 84.1  | 69.2 | 54.5 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 輸送機械       | 149     | 132   | 127   | 26  | 127   | 79  | 6   | 79  | 50  | 85.2  | 53.0 | 33.6 | 2        | 1                 | 54,769  | 53,940  | 51,600  | 8,928   | 51,600  | 41,933  | 3,565  | 41,933  | 32,736  | 94.2  | 76.6 | 59.8 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 精密機械       | 68      | 49    | 46    | 9   | 45    | 32  | 5   | 32  | 25  | 67.6  | 47.1 | 36.8 | 1        | 1                 | 21,999  | 20,616  | 19,131  | 7,729   | 19,018  | 11,845  | 3,415  | 11,845  | 10,003  | 87.0  | 53.8 | 45.5 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | その他        | 163     | 106   | 96    | 18  | 94    | 41  | 3   | 41  | 30  | 58.9  | 25.2 | 18.4 | 2        | 11                | 16,991  | 14,714  | 13,253  | 5,361   | 13,023  | 9,693   | 337    | 9,693   | 8,339   | 78.0  | 57.0 | 49.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
| 規模                                  | 1～299人     | 1,239   | 920   | 866   | 231 | 844   | 471 | 60  | 470 | 295 | 69.9  | 38.0 | 23.8 | 11       | 28                | 100,328 | 82,218  | 76,468  | 22,131  | 74,525  | 45,087  | 6,562  | 45,021  | 28,184  | 76.2  | 44.9 | 28.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 1～99人      | 841     | 589   | 557   | 137 | 543   | 282 | 29  | 281 | 178 | 66.2  | 33.5 | 21.2 | 11       | 21                | 32,645  | 25,193  | 23,887  | 6,253   | 23,147  | 12,368  | 1,484  | 12,302  | 7,796   | 73.2  | 37.9 | 23.9 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 100～299人   | 398     | 331   | 309   | 94  | 301   | 189 | 31  | 189 | 117 | 77.6  | 47.5 | 29.4 |          | 7                 | 67,683  | 57,025  | 52,581  | 15,878  | 51,378  | 32,719  | 5,078  | 32,719  | 20,388  | 77.7  | 48.3 | 30.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 300～499人   | 94      | 88    | 84    | 20  | 82    | 55  | 8   | 54  | 38  | 89.4  | 58.5 | 40.4 |          |                   | 35,855  | 33,360  | 31,862  | 7,891   | 31,053  | 20,551  | 2,981  | 20,142  | 14,819  | 88.9  | 57.3 | 41.3 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 500～999人   | 81      | 72    | 70    | 29  | 66    | 52  | 11  | 51  | 33  | 86.4  | 64.2 | 40.7 |          |                   | 55,079  | 49,754  | 47,755  | 19,119  | 45,615  | 35,123  | 7,014  | 34,429  | 21,809  | 86.7  | 63.8 | 39.6 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 1000～2999人 | 42      | 41    | 40    | 14  | 38    | 33  | 7   | 32  | 27  | 95.2  | 78.6 | 64.3 |          |                   | 67,473  | 65,099  | 63,442  | 25,531  | 59,457  | 53,567  | 15,212 | 50,736  | 46,126  | 94.0  | 79.4 | 68.4 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 3000人以上    | 16      | 16    | 16    | 6   | 16    | 15  | 4   | 15  | 12  | 100.0 | 93.8 | 75.0 |          |                   | 86,820  | 86,820  | 86,820  | 27,778  | 86,820  | 83,394  | 20,729 | 83,394  | 67,527  | 100.0 | 96.1 | 77.8 |         |  |  |  |  |  |  |  |  |  |  |  |  |
| 地方（事業所ベース）                          | 北海道        | 9       | 5     | 5     | 1   | 5     | 2   |     | 2   | 1   | 55.6  | 22.2 | 11.1 |          |                   | 3,099   | 2,885   | 2,885   | 433     | 2,885   | 2,394   |        | 2,394   | 2,246   | 93.1  | 77.3 | 72.5 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 北東北        | 42      | 30    | 25    | 12  | 23    | 12  | 4   | 12  | 6   | 59.5  | 28.6 | 14.3 |          | 1                 | 7,077   | 5,659   | 4,910   | 1,267   | 4,636   | 2,943   | 309    | 2,943   | 2,279   | 69.4  | 41.6 | 32.2 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 南東北        | 77      | 61    | 60    | 5   | 60    | 38  | 3   | 38  | 23  | 77.9  | 49.4 | 29.9 |          | 1                 | 9,208   | 8,227   | 8,102   | 1,444   | 8,102   | 5,529   | 855    | 5,529   | 3,468   | 88.0  | 60.0 | 37.7 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 北関東        | 173     | 148   | 144   | 8   | 143   | 72  | 2   | 72  | 52  | 83.2  | 41.6 | 30.1 | 5        | 2                 | 35,886  | 34,377  | 34,086  | 4,971   | 33,893  | 24,731  | 2,611  | 24,731  | 16,535  | 95.0  | 68.9 | 46.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 東京千葉       | 150     | 118   | 95    | 14  | 94    | 63  | 6   | 63  | 44  | 63.3  | 42.0 | 29.3 | 2        | 14                | 38,972  | 36,755  | 33,122  | 6,550   | 32,826  | 23,562  | 4,177  | 23,562  | 19,487  | 85.0  | 60.5 | 50.0 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 神奈川        | 89      | 59    | 57    | 7   | 57    | 40  | 4   | 40  | 27  | 64.0  | 44.9 | 30.3 | 1        | 2                 | 26,632  | 22,566  | 22,390  | 5,206   | 22,390  | 18,719  | 3,973  | 18,719  | 15,573  | 84.1  | 70.3 | 58.5 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 新潟         | 79      | 61    | 57    | 43  | 54    | 38  | 17  | 38  | 18  | 72.2  | 48.1 | 22.8 |          | 3                 | 10,455  | 9,121   | 8,884   | 7,720   | 8,532   | 6,254   | 3,518  | 6,254   | 2,615   | 85.0  | 59.8 | 25.0 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 北陸         | 108     | 86    | 85    | 43  | 72    | 37  | 14  | 35  | 33  | 78.7  | 34.3 | 30.6 |          |                   | 22,237  | 21,291  | 21,048  | 13,011  | 16,349  | 15,570  | 8,344  | 12,673  | 14,715  | 94.7  | 70.0 | 66.2 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 甲信         | 69      | 52    | 50    | 3   | 50    | 39  | 2   | 39  | 24  | 72.5  | 56.5 | 34.8 | 1        |                   | 12,251  | 11,031  | 10,487  | 1,046   | 10,487  | 9,518   | 630    | 9,518   | 7,059   | 85.6  | 77.7 | 57.6 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 静岡         | 81      | 70    | 69    | 8   | 69    | 39  | 6   | 39  | 20  | 85.2  | 48.1 | 24.7 |          |                   | 30,403  | 29,929  | 28,272  | 10,768  | 28,272  | 23,418  | 10,204 | 23,418  | 15,472  | 93.0  | 77.0 | 50.9 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 東海         | 182     | 123   | 112   | 19  | 109   | 74  | 9   | 72  | 41  | 61.5  | 40.7 | 22.5 | 2        | 4                 | 41,841  | 36,248  | 35,518  | 9,858   | 34,218  | 28,759  | 4,918  | 27,991  | 18,698  | 84.9  | 68.7 | 44.7 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 京滋         | 88      | 72    | 68    | 22  | 68    | 47  | 9   | 47  | 36  | 77.3  | 53.4 | 40.9 |          | 1                 | 18,980  | 18,313  | 17,880  | 10,777  | 17,880  | 15,707  | 5,005  | 15,707  | 13,283  | 94.2  | 82.8 | 70.0 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 大阪         | 298     | 229   | 218   | 108 | 211   | 127 | 30  | 125 | 66  | 73.2  | 42.6 | 22.1 |          | 3                 | 47,338  | 42,895  | 41,010  | 17,729  | 40,529  | 32,105  | 4,648  | 31,893  | 16,503  | 86.6  | 67.8 | 34.9 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 山陽         | 125     | 113   | 111   | 23  | 111   | 80  | 4   | 80  | 64  | 88.8  | 64.0 | 51.2 |          | 1                 | 23,619  | 21,898  | 21,874  | 6,495   | 21,874  | 17,876  | 2,421  | 17,876  | 13,426  | 92.6  | 75.7 | 56.8 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 山陰         | 41      | 38    | 38    | 11  | 38    | 23  | 2   | 23  | 13  | 92.7  | 56.1 | 31.7 |          |                   | 4,673   | 4,464   | 4,464   | 627     | 4,464   | 2,685   | 250    | 2,685   | 1,624   | 95.5  | 57.5 | 34.8 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 四国         | 31      | 30    | 30    | 4   | 29    | 18  |     | 18  | 14  | 96.8  | 58.1 | 45.2 |          |                   | 5,012   | 4,998   | 4,998   | 1,456   | 3,979   | 4,318   |        | 4,318   | 3,557   | 99.7  | 86.2 | 71.0 |         |  |  |  |  |  |  |  |  |  |  |  |  |
|                                     | 九州・山口      | 58      | 54    | 52    | 35  | 50    | 27  | 1   | 27  | 22  | 89.7  | 46.6 | 37.9 |          |                   | 7,872   | 7,086   | 6,965   | 5,529   | 6,825   | 4,371   | 382    | 4,371   | 3,239   | 88.5  | 55.5 | 41.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |
| 地方計                                 |            | 1,700   | 1,349 | 1,276 | 366 | 1,243 | 776 | 113 | 770 | 504 | 75.1  | 45.6 | 29.6 | 11       | 32                | 345,555 | 317,743 | 306,895 | 104,887 | 298,141 | 238,459 | 52,245 | 234,582 | 169,779 | 88.8  | 69.0 | 49.1 |         |  |  |  |  |  |  |  |  |  |  |  |  |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29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       | 14.7    | 266,594 | 12,311 | 4.76   | 9,080  | 3.45   | 9,579  | 3.61  | 3,943 | 1.51  | 3,789 | 1.43       | 39.7 | 15.3    | 299,714 | 13,682 | 4.61   | 11,915 | 3.92   | 12,163 | 3.96  | 4,575 | 1.53  | 4,934 | 1.59 |
| 大手労組会議                                         |            | 39.9       | 15.8    | 314,393 | 13,727 | 4.39   | 12,270 | 3.91   | 11,792 | 3.77  | 4,389 | 1.40  | 4,505 | 1.44       | 39.8 | 15.7    | 321,146 | 14,430 | 4.50   | 13,568 | 4.22   | 13,123 | 4.10  | 4,770 | 1.47  | 5,260 | 1.63 |
| 業<br>種                                         | 鉄鋼業        | 40.6       | 14.1    | 254,563 | 12,268 | 5.04   | 8,567  | 3.67   | 9,321  | 4.11  | 4,007 | 1.63  | 3,840 | 1.87       | 39.1 | 14.4    | 274,560 | 12,769 | 4.77   | 10,063 | 3.89   | 10,552 | 3.98  | 4,777 | 1.82  | 4,100 | 1.57 |
|                                                | 非鉄金属       | 40.9       | 15.3    | 267,174 | 13,552 | 5.30   | 10,299 | 3.72   | 11,304 | 4.13  | 5,046 |       |       | 1.95       | 40.3 | 16.3    | 271,248 | 14,336 | 5.43   | 12,049 | 4.48   | 12,860 | 4.53  | 5,887 | 2.49  | 5,969 | 2.50 |
|                                                | 金属製品       | 39.8       | 15.0    | 258,512 | 11,521 | 4.54   | 7,965  | 3.06   | 8,383  | 3.29  | 3,737 |       |       | 1.25       | 39.9 | 15.8    | 268,804 | 11,998 | 4.50   | 9,096  | 3.37   | 9,342  | 3.44  | 4,010 | 1.52  | 3,508 | 1.39 |
|                                                | 一般機械       | 39.5       | 14.1    | 267,840 | 12,833 | 4.91   | 9,515  | 3.62   | 9,873  | 3.72  | 3,970 |       |       | 1.46       | 38.9 | 14.7    | 300,775 | 14,948 | 4.99   | 13,303 | 4.40   | 13,499 | 4.44  | 5,083 | 1.65  | 5,866 | 1.90 |
|                                                | 電気機械       | 41.2       | 15.6    | 272,832 | 12,576 | 4.80   | 9,835  | 3.52   | 9,872  | 3.48  | 4,347 | 1.64  | 3,872 | 1.41       | 40.7 | 16.0    | 311,200 | 12,701 | 4.13   | 11,203 | 3.39   | 10,847 | 3.42  | 3,714 | 1.27  | 3,610 | 1.16 |
|                                                | 輸送機械       | 40.0       | 15.1    | 272,823 | 11,792 | 4.31   | 8,190  | 3.08   | 9,062  | 3.28  | 3,493 | 1.30  | 3,075 | 1.01       | 40.1 | 16.0    | 307,205 | 12,462 | 4.08   | 10,421 | 3.37   | 11,236 | 3.54  | 4,288 | 1.38  | 4,426 | 1.34 |
|                                                | 精密機械       | 40.5       | 15.2    | 282,996 | 13,285 | 4.85   | 11,254 | 3.90   | 12,148 | 4.24  | 4,872 | 1.75  | 6,336 | 2.02       | 40.9 | 16.1    | 324,194 | 14,750 | 4.62   | 13,646 | 4.21   | 14,806 | 4.46  | 4,794 | 1.46  | 6,498 | 1.87 |
|                                                | その他        | 42.0       | 14.5    | 260,660 | 11,003 | 4.60   | 7,723  | 3.15   | 8,508  | 3.43  | 3,495 | 1.58  | 4,111 | 1.42       | 40.3 | 14.4    | 282,680 | 11,498 | 4.18   | 9,387  | 3.25   | 9,646  | 3.26  | 3,519 | 1.22  | 3,378 | 1.06 |
| 規<br>模                                         | 1～299人     | 40.3       | 14.5    | 258,188 | 12,010 | 4.81   | 8,452  | 3.35   | 8,953  | 3.55  | 3,810 | 1.51  | 3,495 | 1.39       | 39.7 | 14.6    | 265,934 | 12,387 | 4.73   | 9,052  | 3.41   | 9,609  | 3.60  | 4,104 | 1.53  | 3,632 | 1.32 |
|                                                | 1～99人      | 40.7       | 14.2    | 250,599 | 11,676 | 4.88   | 7,856  | 3.25   | 8,260  | 3.46  | 3,515 | 1.51  | 3,263 | 1.45       | 40.0 | 14.0    | 251,625 | 11,657 | 4.84   | 7,949  | 3.22   | 8,141  | 3.31  | 3,606 | 1.53  | 3,093 | 1.34 |
|                                                | 100～299人   | 39.7       | 14.9    | 269,135 | 12,613 | 4.70   | 9,337  | 3.47   | 10,003 | 3.67  | 4,340 | 1.51  | 3,848 | 1.32       | 39.6 | 14.9    | 271,218 | 12,716 | 4.69   | 9,466  | 3.47   | 10,166 | 3.69  | 4,323 | 1.52  | 3,833 | 1.31 |
|                                                | 300～499人   | 39.9       | 15.0    | 286,521 | 13,346 | 4.75   | 10,542 | 3.67   | 11,156 | 3.77  | 4,448 | 1.54  | 4,560 | 1.52       | 39.9 | 15.0    | 286,105 | 13,369 | 4.76   | 10,723 | 3.72   | 11,276 | 3.80  | 4,500 | 1.56  | 4,643 | 1.54 |
|                                                | 500～999人   | 39.6       | 15.5    | 288,012 | 13,694 | 4.70   | 10,582 | 3.67   | 10,424 | 3.53  | 4,454 | 1.53  | 4,167 | 1.41       | 39.5 | 15.5    | 289,380 | 13,662 | 4.67   | 10,621 | 3.69   | 10,585 | 3.58  | 4,464 | 1.53  | 4,289 | 1.46 |
|                                                | 1000～2999人 | 39.7       | 15.4    | 307,942 | 13,547 | 4.43   | 11,228 | 3.69   | 11,624 | 3.85  | 4,731 | 1.62  | 4,749 | 1.58       | 39.7 | 15.2    | 307,358 | 13,698 | 4.47   | 11,623 | 3.82   | 11,974 | 3.96  | 4,657 | 1.56  | 4,803 | 1.59 |
| 3000人以上                                        | 40.2       | 16.2       | 331,879 | 14,228  | 4.30   | 13,805 | 4.11   | 13,349 | 4.00   | 4,331 | 1.30  | 5,279 | 1.55  | 39.9       | 15.9 | 330,144 | 14,906  | 4.54   | 14,461 | 4.37   | 14,029 | 4.24   | 4,982 | 1.51  | 5,785 | 1.72  |      |
| （<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>）<br>地<br>方 | 北海道        | 39.5       | 11.5    | 296,076 | 12,693 | 4.29   | 10,158 | 4.09   | 11,500 | 4.09  | 6,019 | 1.90  | 3,862 | 1.33       | 37.4 | 10.8    | 290,453 | 13,952 | 4.82   | 11,334 | 4.09   | 11,500 | 4.09  | 6,425 | 2.14  | 3,862 | 1.33 |
|                                                | 北東北        | 40.8       | 17.9    | 235,990 | 14,238 | 6.26   | 9,055  | 3.54   | 9,448  | 3.71  | 6,034 | 2.52  | 4,429 | 1.62       | 41.7 | 19.2    | 268,702 | 15,307 | 5.80   | 13,897 | 4.54   | 14,994 | 4.70  | 5,712 | 2.21  | 4,588 | 1.43 |
|                                                | 南東北        | 40.3       | 15.9    | 245,632 | 12,025 | 4.94   | 8,187  | 3.31   | 9,081  | 3.74  | 4,247 | 1.68  | 3,365 | 1.31       | 41.6 | 17.4    | 269,390 | 13,114 | 4.93   | 9,947  | 3.57   | 11,886 | 4.16  | 4,668 | 1.70  | 4,922 | 1.65 |
|                                                | 北関東        | 40.3       | 15.1    | 284,344 | 12,684 | 4.63   | 10,506 | 3.70   | 11,011 | 3.79  | 4,022 | 1.52  | 4,496 | 1.49       | 40.2 | 15.5    | 305,669 | 14,015 | 4.61   | 13,018 | 4.17   | 13,015 | 4.14  | 5,230 | 1.70  | 5,601 | 1.75 |
|                                                | 東京千葉       | 40.7       | 14.7    | 299,633 | 12,808 | 4.33   | 10,879 | 3.78   | 10,965 | 3.76  | 4,010 | 1.41  | 4,422 | 1.53       | 41.0 | 15.8    | 330,611 | 13,788 | 4.18   | 12,362 | 3.81   | 12,426 | 3.79  | 4,677 | 1.42  | 4,545 | 1.39 |
|                                                | 神奈川        | 40.4       | 15.9    | 302,513 | 13,921 | 4.66   | 11,455 | 3.84   | 12,563 | 4.01  | 5,388 | 1.75  | 5,678 | 1.82       | 40.3 | 16.1    | 308,860 | 14,388 | 4.70   | 12,178 | 3.88   | 12,715 | 4.00  | 5,224 | 1.68  | 5,599 | 1.76 |
|                                                | 新潟         | 40.5       | 15.3    | 252,540 | 11,675 | 4.68   | 7,116  | 2.78   | 7,379  | 2.70  | 4,199 | 1.58  | 2,622 | 0.88       | 40.1 | 16.1    | 267,768 | 13,179 | 4.94   | 7,415  | 2.72   | 7,757  | 2.60  | 5,498 | 2.03  | 2,245 | 0.65 |
|                                                | 北陸         | 40.1       | 14.3    | 247,883 | 12,343 | 4.97   | 10,400 | 3.94   | 10,639 | 4.02  | 3,941 | 1.51  | 4,202 | 1.53       | 39.8 | 15.6    | 272,866 | 13,777 | 4.96   | 13,080 | 4.59   | 13,400 | 4.66  | 4,412 | 1.53  | 5,604 | 1.92 |
|                                                | 甲信         | 40.0       | 15.2    | 274,101 | 12,752 | 4.66   | 9,314  | 3.51   | 9,744  | 3.59  | 4,120 | 1.54  | 3,818 | 1.46       | 39.6 | 15.1    | 285,380 | 13,985 | 4.93   | 11,432 | 4.00   | 11,511 | 4.02  | 4,880 | 1.73  | 4,698 | 1.63 |
|                                                | 静岡         | 40.3       | 15.9    | 282,663 | 10,332 | 3.85   | 9,052  | 3.19   | 9,912  | 3.23  | 2,950 | 1.10  | 3,637 | 1.03       | 39.9 | 16.4    | 313,376 | 11,357 | 3.59   | 10,432 | 2.99   | 9,298  | 2.78  | 3,128 | 0.99  | 3,102 | 0.87 |
|                                                | 東海         | 39.0       | 14.6    | 281,821 | 12,132 | 4.44   | 10,014 | 3.66   | 10,028 | 3.57  | 4,102 | 1.48  | 3,965 | 1.29       | 38.8 | 15.0    | 292,067 | 13,487 | 4.65   | 11,415 | 3.92   | 11,432 | 3.93  | 4,693 | 1.59  | 4,973 | 1.69 |
|                                                | 京滋         | 40.4       | 14.0    | 288,019 | 12,357 | 4.57   | 10,086 | 3.74   | 11,004 | 3.95  | 4,109 | 1.54  | 5,260 | 2.01       | 39.7 | 14.7    | 317,061 | 14,056 | 4.47   | 13,687 | 4.22   | 14,123 | 4.32  | 4,693 | 1.46  | 6,799 | 2.10 |
|                                                | 大阪         | 39.9       | 14.6    | 282,823 | 13,691 | 5.06   | 9,645  | 3.54   | 9,796  | 3.69  | 4,341 | 1.55  | 3,742 | 1.45       | 38.9 | 14.6    | 302,025 | 15,194 | 5.05   | 13,182 | 4.38   | 11,833 | 4.00  | 5,166 | 1.67  | 4,899 | 1.64 |
|                                                | 山陽         | 39.9       | 14.8    | 274,826 | 12,910 | 4.79   | 9,295  | 3.42   | 9,233  | 3.40  | 4,155 | 1.43  | 3,138 | 1.14       | 39.1 | 14.5    | 297,236 | 13,232 | 4.52   | 10,745 | 3.59   | 11,280 | 3.82  | 3,709 | 1.31  | 3,977 | 1.32 |
|                                                | 山陰         | 42.1       | 14.0    | 228,233 | 11,219 | 4.91   | 7,404  | 3.58   | 8,612  | 4.32  | 3,466 | 1.43  | 4,457 | 2.28       | 40.0 | 14.8    | 241,497 | 11,036 | 4.56   | 6,504  | 2.96   | 6,873  | 3.10  | 2,801 | 1.02  | 1,454 | 0.66 |
|                                                | 四国         | 42.7       | 15.0    | 258,327 | 12,929 | 5.13   | 10,258 | 3.81   | 11,383 | 4.20  | 3,225 | 1.19  | 5,640 | 2.10       | 39.7 | 14.8    | 286,148 | 12,376 | 4.52   | 10,035 | 3.51   | 10,272 | 3.50  | 2,120 | 0.76  | 1,694 | 0.62 |
|                                                | 九州・山口      | 39.5       | 15.2    | 263,572 | 13,082 | 5.02   | 10,518 | 3.81   | 11,238 | 4.05  | 4,082 | 1.55  | 3,999 | 1.53       | 38.8 | 14.6    | 276,229 | 13,593 | 4.96   | 11,501 | 4.07   | 11,785 | 4.15  | 3,814 | 1.34  | 4,393 | 1.54 |
|                                                | 地方計        | 40.2       | 14.9    | 273,237 | 12,657 | 4.75   | 9,706  | 3.58   | 10,220 | 3.73  | 4,123 | 1.53  | 4,086 | 1.49       | 39.8 | 15.4    | 299,326 | 13,692 | 4.61   | 11,883 | 3.91   | 11,952 | 3.91  | 4,586 | 1.53  | 4,779 | 1.55 |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29日 |            | 全体の賃金構造分と改善分：要求 |       |       |          |      |       |       |       |      |         |      |     |     | 全体の賃金構造分と改善分：回答 |      |       |       |          |      |       |       |       |      |         |      |      |      |      |
|-------------------------------------|------------|-----------------|-------|-------|----------|------|-------|-------|-------|------|---------|------|-----|-----|-----------------|------|-------|-------|----------|------|-------|-------|-------|------|---------|------|------|------|------|
|                                     |            | 全体計             |       |       | 改善分がある場合 |      |       |       | 構造維持分 |      | 構造維持分割れ |      |     |     | 全体計             |      |       |       | 改善分がある場合 |      |       |       | 構造維持分 |      | 構造維持分割れ |      |      |      |      |
|                                     |            | 賃上げ額            |       | 構造    | ベア       | 賃上げ額 |       | 構造    | ベア    | のみ   |         | 賃上げ額 |     | 構造  | マイナ             | 賃上げ額 |       | 構造    | 賃金       | 賃上げ額 |       | 構造    | 賃金    | のみ   |         | 賃上げ額 |      | 構造   | マイナ  |
|                                     |            | 単組数             | 全体計   | 維持分   | 改善分      | 単組数  | 全体計   | 維持分   | 改善分   | 単組数  | 金額      | 単組数  | 全体計 | 維持分 | ス分              | 単組数  | 全体計   | 維持分   | 改善分      | 単組数  | 全体計   | 維持分   | 改善分   | 単組数  | 金額      | 単組数  | 全体計  | 維持分  | ス分   |
| 全体計                                 |            | 828             | 12825 | 4584  | 8240     | 806  | 13039 | 4574  | 8465  | 22   | 4960    |      |     |     |                 | 520  | 9580  | 4747  | 4834     | 464  | 10165 | 4744  | 5420  | 53   | 4778    | 3    | 4073 | 4583 | -510 |
| 大手労組会議                              |            | 41              | 13642 | 5752  | 7890     | 39   | 14036 | 5741  | 8295  | 2    | 5965    |      |     |     |                 | 37   | 12270 | 5908  | 6362     | 34   | 12693 | 5769  | 6923  | 3    | 7476    |      |      |      |      |
| 業種                                  | 鉄鋼業        | 63              | 12693 | 4195  | 8497     | 63   | 12693 | 4195  | 8497  |      |         |      |     |     |                 | 33   | 9128  | 4385  | 4743     | 32   | 9304  | 4413  | 4891  | 1    | 3500    |      |      |      |      |
|                                     | 非鉄金属       | 28              | 13679 | 4697  | 8982     | 28   | 13679 | 4697  | 8982  |      |         |      |     |     |                 | 16   | 10299 | 4765  | 5534     | 14   | 10949 | 4624  | 6325  | 2    | 5750    |      |      |      |      |
|                                     | 金属製品       | 109             | 12179 | 4396  | 7783     | 106  | 12404 | 4401  | 8003  | 3    | 4200    |      |     |     |                 | 66   | 8044  | 4584  | 3460     | 55   | 8817  | 4665  | 4151  | 11   | 4180    |      |      |      |      |
|                                     | 一般機械       | 325             | 13241 | 4755  | 8486     | 315  | 13507 | 4751  | 8756  | 10   | 4878    |      |     |     |                 | 224  | 9993  | 4782  | 5211     | 205  | 10471 | 4773  | 5698  | 17   | 4908    | 2    | 4210 | 4625 | -416 |
|                                     | 電気機械       | 96              | 13010 | 4671  | 8339     | 90   | 13519 | 4624  | 8895  | 6    | 5375    |      |     |     |                 | 56   | 10469 | 4941  | 5529     | 50   | 11069 | 4877  | 6192  | 6    | 5473    |      |      |      |      |
|                                     | 輸送機械       | 108             | 12227 | 4328  | 7899     | 107  | 12283 | 4310  | 7973  | 1    | 6229    |      |     |     |                 | 70   | 8578  | 4540  | 4037     | 60   | 9261  | 4551  | 4710  | 10   | 4477    |      |      |      |      |
|                                     | 精密機械       | 36              | 13969 | 5245  | 8724     | 36   | 13969 | 5245  | 8724  |      |         |      |     |     |                 | 28   | 11787 | 5576  | 6211     | 25   | 12380 | 5424  | 6957  | 3    | 6843    |      |      |      |      |
|                                     | その他        | 63              | 11633 | 4300  | 7333     | 61   | 11863 | 4289  | 7574  | 2    | 4627    |      |     |     |                 | 27   | 8506  | 4550  | 3956     | 23   | 9356  | 4682  | 4675  | 3    | 3558    | 1    | 3800 | 4500 | -700 |
| 規模                                  | 1～299人     | 632             | 12589 | 4383  | 8206     | 613  | 12832 | 4372  | 8460  | 19   | 4746    |      |     |     |                 | 371  | 8976  | 4522  | 4453     | 322  | 9659  | 4523  | 5136  | 46   | 4511    | 3    | 4073 | 4583 | -510 |
|                                     | 1～99人      | 366             | 12311 | 4270  | 8041     | 352  | 12631 | 4270  | 8361  | 14   | 4255    |      |     |     |                 | 200  | 8477  | 4419  | 4057     | 165  | 9330  | 4403  | 4927  | 32   | 4489    | 3    | 4073 | 4583 | -510 |
|                                     | 100～299人   | 266             | 12972 | 4539  | 8433     | 261  | 13103 | 4508  | 8595  | 5    | 6122    |      |     |     |                 | 171  | 9560  | 4643  | 4917     | 157  | 10006 | 4650  | 5355  | 14   | 4559    |      |      |      |      |
|                                     | 300～499人   | 79              | 13493 | 5050  | 8442     | 79   | 13493 | 5050  | 8442  |      |         |      |     |     |                 | 52   | 10630 | 5059  | 5570     | 50   | 10725 | 4932  | 5793  | 2    | 8250    |      |      |      |      |
|                                     | 500～999人   | 64              | 13614 | 5187  | 8426     | 63   | 13739 | 5179  | 8560  | 1    | 5700    |      |     |     |                 | 50   | 10654 | 5187  | 5467     | 47   | 10972 | 5156  | 5816  | 3    | 5670    |      |      |      |      |
|                                     | 1000～2999人 | 37              | 13449 | 5383  | 8065     | 35   | 13839 | 5313  | 8526  | 2    | 6615    |      |     |     |                 | 32   | 11228 | 5553  | 5674     | 30   | 11569 | 5516  | 6053  | 2    | 6115    |      |      |      |      |
|                                     | 3000人以上    | 16              | 14228 | 5975  | 8254     | 16   | 14228 | 5975  | 8254  |      |         |      |     |     |                 | 15   | 13805 | 6022  | 7782     | 15   | 13805 | 6022  | 7782  |      |         |      |      |      |      |
| （事業所ベース）<br>地方                      | 北海道        | 2               | 11683 | 4833  | 6850     | 2    | 11683 | 4833  | 6850  |      |         |      |     |     |                 | 2    | 10158 | 5108  | 5051     | 2    | 10158 | 5108  | 5051  |      |         |      |      |      |      |
|                                     | 北東北        | 18              | 14260 | 3841  | 10419    | 17   | 14855 | 3823  | 11032 | 1    | 4140    |      |     |     |                 | 10   | 8515  | 4402  | 4114     | 8    | 9435  | 4293  | 5142  | 2    | 4839    |      |      |      |      |
|                                     | 南東北        | 44              | 12931 | 4222  | 8708     | 43   | 13145 | 4235  | 8911  | 1    | 3700    |      |     |     |                 | 28   | 8733  | 4506  | 4228     | 26   | 8937  | 4385  | 4553  | 2    | 6082    |      |      |      |      |
|                                     | 北関東        | 110             | 13237 | 4791  | 8446     | 108  | 13406 | 4803  | 8603  | 2    | 4115    |      |     |     |                 | 64   | 11093 | 5283  | 5810     | 61   | 11394 | 5298  | 6095  | 3    | 4978    |      |      |      |      |
|                                     | 東京千葉       | 84              | 13015 | 5075  | 7941     | 82   | 13131 | 4997  | 8134  | 2    | 8247    |      |     |     |                 | 58   | 11113 | 5492  | 5621     | 54   | 11425 | 5388  | 6037  | 4    | 6899    |      |      |      |      |
|                                     | 神奈川        | 48              | 14196 | 4936  | 9260     | 48   | 14196 | 4936  | 9260  |      |         |      |     |     |                 | 36   | 11776 | 5086  | 6691     | 35   | 11940 | 5058  | 6882  | 1    | 6054    |      |      |      |      |
|                                     | 新潟         | 41              | 12346 | 4394  | 7952     | 40   | 12522 | 4370  | 8151  | 1    | 5326    |      |     |     |                 | 29   | 7688  | 4660  | 3028     | 22   | 8790  | 4748  | 4042  | 5    | 4385    | 2    | 3825 | 4375 | -551 |
|                                     | 北陸         | 54              | 12774 | 4714  | 8060     | 53   | 12907 | 4695  | 8212  | 1    | 5700    |      |     |     |                 | 30   | 10942 | 4983  | 5960     | 29   | 11135 | 4970  | 6165  | 1    | 5350    |      |      |      |      |
|                                     | 甲信         | 44              | 12939 | 4557  | 8382     | 43   | 13107 | 4530  | 8577  | 1    | 5700    |      |     |     |                 | 35   | 9679  | 4653  | 5026     | 29   | 10575 | 4509  | 6066  | 6    | 5347    |      |      |      |      |
|                                     | 静岡         | 62              | 10662 | 4456  | 6206     | 56   | 11374 | 4503  | 6871  | 6    | 4021    |      |     |     |                 | 37   | 9311  | 4840  | 4471     | 32   | 10027 | 4857  | 5170  | 5    | 4731    |      |      |      |      |
|                                     | 東海         | 93              | 12529 | 4864  | 7665     | 93   | 12529 | 4864  | 7665  |      |         |      |     |     |                 | 65   | 10576 | 4955  | 5621     | 64   | 10675 | 4966  | 5709  | 1    | 4213    |      |      |      |      |
|                                     | 京滋         | 58              | 12768 | 4731  | 8037     | 54   | 13404 | 4772  | 8632  | 4    | 4181    |      |     |     |                 | 42   | 10689 | 4861  | 5829     | 36   | 11795 | 4995  | 6800  | 6    | 4054    |      |      |      |      |
|                                     | 大阪         | 174             | 14203 | 4972  | 9231     | 171  | 14362 | 4969  | 9393  | 3    | 5157    |      |     |     |                 | 112  | 9866  | 5061  | 4806     | 100  | 10552 | 5170  | 5382  | 12   | 4148    |      |      |      |      |
|                                     | 山陽         | 85              | 13697 | 4720  | 8978     | 84   | 13777 | 4693  | 9085  | 1    | 7000    |      |     |     |                 | 67   | 9949  | 4915  | 5035     | 60   | 10548 | 4919  | 5629  | 6    | 4860    | 1    | 4570 | 5000 | -430 |
|                                     | 山陰         | 30              | 12437 | 3468  | 8968     | 30   | 12437 | 3468  | 8968  |      |         |      |     |     |                 | 17   | 8673  | 3342  | 5331     | 16   | 8970  | 3305  | 5664  | 1    | 3932    |      |      |      |      |
|                                     | 四国         | 16              | 13090 | 4690  | 8400     | 16   | 13090 | 4690  | 8400  |      |         |      |     |     |                 | 11   | 9546  | 4954  | 4592     | 8    | 11258 | 4944  | 6315  | 3    | 4980    |      |      |      |      |
|                                     | 九州・山口      | 40              | 13038 | 4790  | 8248     | 40   | 13038 | 4790  | 8248  |      |         |      |     |     |                 | 23   | 10964 | 5390  | 5574     | 22   | 11281 | 5454  | 5827  | 1    | 4000    |      |      |      |      |
|                                     | 地方計        |                 | 1003  | 13112 | 4716     | 8396 | 980   | 13305 | 4712  | 8593 | 23      | 4896 |     |     |                 |      | 666   | 10174 | 4961     | 5212 | 604   | 10728 | 4978  | 5750 | 59      | 4810 | 3    | 4073 | 4583 |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29日                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |            |     | 平均賃上げ:要求額<br>賃金改善又はベア額の分布 |       |           |              |              |              |              |              |              |              |                    | 平均賃上げ:回答額<br>賃金改善又はベア額の分布 |             |       |       |           |              |              |              |              |              |              |              |              |              |           |
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----|--------------------|---------------------------|-------------|-------|-------|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-----------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 1万～<br>1.1万円<br>未満 | 1.1万～<br>1.2万円<br>未満      | 1.2万<br>円以上 | 合計    |       | 1千円<br>未満 | 1千～2<br>千円未満 | 2千～3<br>千円未満 | 3千～4<br>千円未満 | 4千～5<br>千円未満 | 5千～6<br>千円未満 | 6千～7<br>千円未満 | 7千～8<br>千円未満 | 8千～9<br>千円未満 | 9千～1<br>万円未満 | 1万円<br>以上 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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|                    |                           |             | 件数    | 平均額   |           |              |              |              |              |              |              |              |              |              |           |
| 全体計                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    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| 83                 | 26                        | 88          | 464   | 5,420 | 14        | 42           | 58           | 56           | 50           | 54           | 51           | 34           | 24           | 40           | 41        |
| 大手労組会議                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 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| 6                  | 1                         | 5           | 34    | 6,923 |           | 1            | 2            | 2            | 4            | 5            | 2            | 3            | 2            | 8            | 5         |
| 業<br><br><br><br><br><br><br>種                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 鉄鋼業        | 63  | 8,497                     | 4     |           | 3            | 2            | 9            | 1            | 5            | 21           | 8            | 1                  | 9                         | 32          | 4,891 |       | 4         | 5            | 6            | 6            | 3            | 3            |              | 2            | 1            | 2            | 2         |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 非鉄金属       | 28  | 8,982                     | 1     |           | 1            | 2            | 2            |              | 2            | 12           | 4            |                    | 4                         | 14          | 6,325 | 1     |           |              | 2            | 1            | 3            | 2            | 1            |              | 2            | 2            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 1                  | 11                        | 55          | 4,151 | 2     | 10        | 12           | 5            | 6            | 8            | 5            | 1            | 1            | 2            | 3            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 一般機械       | 315 | 8,756                     | 10    | 13        | 6            | 25           | 15           | 19           | 28           | 110          | 33           | 17                 | 39                        | 205         | 5,698 | 4     | 15        | 24           | 25           | 19           | 19           | 26           | 19           | 14           | 19           | 21           |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 電気機械       | 90  | 8,895                     | 2     | 7         | 4            | 6            | 10           | 5            | 4            | 31           | 7            | 3                  | 11                        | 50          | 6,192 | 2     | 5         | 5            | 2            | 7            | 5            | 4            | 6            | 2            | 7            | 5            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 輸送機械       | 107 | 7,973                     | 3     | 9         | 6            | 7            | 12           | 9            | 7            | 39           | 8            | 1                  | 6                         | 60          | 4,710 | 3     | 4         | 5            | 11           | 8            | 11           | 9            | 4            |              | 4            | 1            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 精密機械       | 36  | 8,724                     |       | 2         | 2            | 3            | 2            | 4            | 2            | 10           | 5            | 2                  | 4                         | 25          | 6,957 |       | 2         | 2            | 3            |              | 4            | 2            | 1            | 3            | 4            | 4            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | その他        | 61  | 7,574                     | 6     | 5         | 3            | 7            | 1            |              | 5            | 20           | 9            | 1                  | 4                         | 23          | 4,675 | 2     | 2         | 5            | 2            | 3            | 1            |              | 2            | 2            | 1            | 3            |           |
| 規<br><br><br><br><br><br>模                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1～299人     | 613 | 8,460                     | 31    | 32        | 29           | 43           | 38           | 33           | 45           | 211          | 64           | 19                 | 68                        | 322         | 5,136 | 11    | 36        | 43           | 46           | 34           | 34           | 34           | 21           | 10           | 27           | 26           |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1～99人      | 352 | 8,361                     | 20    | 21        | 17           | 22           | 24           | 13           | 20           | 132          | 36           | 8                  | 39                        | 165         | 4,927 | 7     | 19        | 23           | 25           | 17           | 19           | 17           | 8            | 3            | 17           | 10           |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 11                 | 29                        | 157         | 5,355 | 4     | 17        | 20           | 21           | 17           | 15           | 17           | 13           | 7            | 10           | 16           |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 2                  | 7                         | 50          | 5,793 | 2     | 2         | 6            | 3            | 4            | 9            | 6            | 5            | 7            | 1            | 5            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 1                  | 8                         | 47          | 5,816 |       | 3         | 6            | 6            | 6            | 2            | 9            | 3            | 3            | 4            | 5            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 2                  | 4                         | 30          | 6,053 | 1     |           | 3            |              | 5            | 6            | 2            | 4            | 4            | 4            | 1            |           |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 3000人以上    | 16  | 8,254                     |       | 1         |              | 4            | 1            |              | 1            | 4            | 2            | 2                  | 1                         | 15          | 7,782 |       | 1         |              | 1            | 1            | 3            |              | 1            |              | 4            | 4            |           |
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|            |     |                           |       |           |              |              |              |              |              |              |              |                    |                           |             |       |       |           |              |              |              |              |              |              |              |              |              |           |

30歳個別賃金：現行水準（交渉単位ベース）

| 春季生活闘争<br>情報No.11<br>3月29日 |            | 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、単組数を加ふ) |       |     |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------------------|------------|--------------|---------|------|---------|------|---------|------|---------|-------------------------------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|                            |            | 一歳前水準        |         | 現状水準 |         | 要求水準 |         | 確定水準 |         | 194.5                         | 194.5 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計  |     |
|                            |            | 件            | 円       | 件    | 円       | 件    | 円       | 件    | 円       | 未満                            | 以上    | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |     |
| 区分計                        | 全規模計       | 264          | 228,509 | 493  | 233,697 | 285  | 242,895 | 85   | 249,244 | 37                            | 16    | 56  | 54  |     | 66  | 75  | 54  | 56  | 29  | 21  | 13  | 5   | 11  | 493 |
|                            | 大手労組会議     | 23           | 254,685 | 38   | 266,834 | 19   | 270,325 | 10   | 271,590 |                               |       |     |     | 1   | 3   | 5   | 9   | 4   | 6   | 6   | 2   | 2   | 38  |     |
|                            | 1~99人      | 197          | 221,747 | 371  | 226,641 | 222  | 236,386 | 58   | 241,041 | 37                            | 13    | 53  | 51  | 57  | 60  | 37  | 29  | 16  | 7   | 3   | 2   | 6   | 371 |     |
|                            | 100~99人    | 122          | 218,389 | 209  | 221,742 | 131  | 232,658 | 28   | 238,702 | 27                            | 9     |     |     | 25  | 28  | 21  | 13  | 4   | 7   |     | 1   | 2   | 209 |     |
|                            | 300~499人   | 21           | 243,974 | 40   | 250,599 | 18   | 265,696 | 8    | 263,336 |                               | 3     |     |     | 3   | 4   | 7   | 6   | 4   | 5   | 2   |     | 3   | 40  |     |
|                            | 500~999人   | 23           | 240,980 | 43   | 249,480 | 27   | 257,284 | 10   | 259,656 |                               |       | 1   | 1   | 5   | 10  | 4   | 13  | 2   | 2   | 3   | 2   |     | 43  |     |
|                            | 1000~2999人 | 16           | 260,825 | 25   | 263,040 | 12   | 276,165 | 5    | 284,632 |                               |       |     | 1   |     | 1   | 5   | 4   | 7   | 4   | 2   |     | 1   | 25  |     |
|                            | 3000人以上    | 7            | 257,600 | 14   | 271,531 | 6    | 284,030 | 4    | 269,730 |                               |       |     |     | 1   |     | 1   | 4   |     | 3   | 3   | 1   | 1   | 14  |     |
| 所定内賃金                      | 全規模計       | 48           | 241,269 | 100  | 242,738 | 40   | 257,263 | 16   | 265,445 | 3                             | 1     | 9   | 10  | 13  | 16  | 11  | 10  | 8   | 9   | 4   | 2   | 4   | 100 |     |
|                            | 1~99人      | 30           | 232,461 | 72   | 233,946 | 28   | 248,552 | 9    | 258,530 | 3                             |       | 9   | 9   | 11  | 16  | 6   | 8   | 5   | 3   | 1   |     |     | 72  |     |
|                            | 100~99人    | 14           | 221,929 | 31   | 224,673 | 12   | 237,907 | 3    | 245,047 | 3                             |       | 8   | 4   | 5   | 3   | 2   | 3   |     | 3   |     |     |     | 31  |     |
|                            | 300~499人   | 16           | 241,676 | 41   | 240,958 | 16   | 256,536 | 6    | 265,271 |                               |       | 1   | 5   | 6   | 13  | 4   | 5   | 5   |     | 1   |     | 1   | 41  |     |
|                            | 500~999人   | 1            | 274,752 | 4    | 257,694 |      |         |      |         |                               | 1     |     |     | 1   |     | 2   |     | 2   | 4   |     |     | 3   | 14  |     |
|                            | 1000~2999人 | 6            | 256,605 | 7    | 262,847 | 3    | 279,870 | 2    | 285,905 |                               |       |     |     |     |     | 2   | 1   | 1   | 2   | 1   |     |     | 7   |     |
|                            | 3000人以上    | 1            | 267,350 | 3    | 286,995 | 1    | 285,550 | 1    | 283,550 |                               |       |     |     |     |     |     |     |     | 2   | 1   |     |     | 3   |     |
|                            | 全規模計       | 167          | 225,951 | 277  | 230,521 | 192  | 239,604 | 57   | 245,377 | 20                            | 11    | 38  | 35  | 40  | 39  | 34  | 31  | 11  | 7   | 2   | 3   | 6   | 277 |     |
| 基本賃金                       | 1~99人      | 132          | 221,098 | 217  | 225,103 | 154  | 234,607 | 41   | 238,567 | 20                            | 10    | 36  | 34  | 34  | 30  | 25  | 13  | 5   | 3   |     | 2   | 5   | 217 |     |
|                            | 100~99人    | 92           | 219,735 | 138  | 222,865 | 102  | 233,453 | 23   | 239,467 | 15                            | 7     | 26  | 22  | 17  | 18  | 17  | 7   | 3   | 3   |     | 1   | 2   | 138 |     |
|                            | 300~499人   | 9            | 236,328 | 20   | 243,378 | 9    | 257,428 | 3    | 263,167 |                               |       | 1   | 1   | 2   | 3   | 5   | 5   | 2   |     | 1   |     |     | 20  |     |
|                            | 500~999人   | 16           | 239,862 | 27   | 247,489 | 21   | 257,645 | 9    | 259,972 |                               |       | 1   | 1   | 3   | 6   | 2   | 9   | 2   | 1   | 1   | 1   |     | 27  |     |
|                            | 1000~2999人 | 6            | 264,165 | 7    | 274,798 | 5    | 269,361 | 1    | 280,600 |                               |       |     |     |     |     | 1   | 2   | 2   | 1   |     |     | 1   | 7   |     |
|                            | 3000人以上    | 4            | 249,765 | 6    | 255,582 | 3    | 266,757 | 3    | 265,123 |                               |       |     |     | 1   |     | 1   | 2   |     | 2   |     |     |     | 6   |     |
|                            | 全規模計       | 25           | 240,019 | 55   | 248,815 | 31   | 254,472 | 9    | 255,573 | 1                             |       | 1   | 2   | 10  | 8   | 6   | 11  | 5   | 3   | 7   |     | 1   | 55  |     |
|                            | 1~99人      | 17           | 231,621 | 35   | 239,420 | 21   | 244,121 | 5    | 244,078 | 1                             |       | 1   | 2   | 9   | 7   | 4   | 5   | 3   | 1   | 2   |     |     | 35  |     |
| 基準内賃金                      | 100~99人    | 11           | 231,159 | 24   | 239,903 | 16   | 245,568 | 4    | 244,031 | 1                             |       | 1   |     | 8   | 4   | 3   | 2   | 3   |     | 2   |     |     | 24  |     |
|                            | 300~499人   | 1            | 246,800 | 2    | 269,103 | 1    | 259,800 | 1    | 252,200 |                               |       |     |     |     |     |     | 1   |     |     | 1   |     |     | 2   |     |
|                            | 500~999人   | 3            | 245,261 | 7    | 255,256 | 4    | 257,343 | 1    | 256,815 |                               |       |     | 1   | 1   |     |     | 3   |     | 2   |     |     |     | 7   |     |
|                            | 1000~2999人 | 2            | 271,775 | 6    | 262,199 | 3    | 284,857 | 2    | 285,375 |                               |       |     |     |     |     | 2   |     | 2   | 1   | 1   |     |     | 6   |     |
|                            | 3000人以上    | 2            | 268,395 | 5    | 281,392 | 2    | 309,180 |      |         |                               |       |     |     |     |     | 2   |     | 2   | 1   | 1   |     | 1   | 5   |     |
|                            | 全規模計       | 24           | 208,807 | 61   | 219,669 | 22   | 229,174 | 3    | 217,326 | 13                            | 4     | 8   | 7   | 3   | 12  | 3   | 4   | 5   | 2   |     |     |     | 61  |     |
|                            | 1~99人      | 18           | 199,321 | 47   | 213,031 | 19   | 224,321 | 3    | 217,326 | 13                            | 3     | 7   | 6   | 3   | 7   | 2   | 3   | 3   |     |     |     |     | 47  |     |
|                            | 100~99人    | 8            | 207,722 | 18   | 222,816 | 7    | 235,496 | 2    | 227,739 | 4                             |       | 1   | 2   | 1   | 3   | 1   | 3   | 2   |     |     |     |     | 18  |     |
| 詳細                         | 300~499人   | 1            | 224,356 | 4    | 230,039 |      |         |      |         |                               | 1     | 1   |     |     | 1   |     |     |     | 1   |     |     |     | 4   |     |
|                            | 500~999人   | 3            | 231,403 | 5    | 245,578 | 2    | 253,372 |      |         |                               |       |     |     | 3   | 1   |     |     |     | 1   |     |     |     | 5   |     |
|                            | 1000~2999人 | 2            | 252,512 | 5    | 247,859 | 1    | 273,000 |      |         |                               |       |     | 1   |     | 1   |     | 1   | 2   |     |     |     |     | 5   |     |
|                            | 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 | 216 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 310 | 320 | 330 | 合計  |
|-------|------------|-------|---------|------|---------|------|---------|------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|       |            | 件     | 円       | 件    | 円       | 件    | 円       | 件    | 円       | 未満  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |
| 区分計   | 全規模計       | 264   | 255,034 | 487  | 259,938 | 273  | 269,872 | 80   | 276,347 | 50  | 61  | 43  | 50  | 40  | 63  | 46  | 46  | 29  | 16  | 14  | 12  | 17  | 487 |
|       | 大手労組会社     | 23    | 292,380 | 37   | 306,248 | 19   | 310,362 | 11   | 306,520 |     |     |     |     | 2   | 2   |     | 8   | 6   | 4   | 4   | 7   | 37  |     |
|       | 1～299人     | 196   | 246,181 | 365  | 250,449 | 210  | 260,916 | 54   | 267,060 | 48  | 58  | 41  | 45  | 34  | 49  | 36  | 18  | 13  | 6   | 5   | 5   | 7   | 365 |
|       | 1～99人      | 121   | 241,807 | 207  | 243,047 | 123  | 255,446 | 25   | 264,276 | 39  | 44  | 21  | 27  | 14  | 22  | 16  | 7   | 7   | 3   | 3   | 2   | 2   | 207 |
|       | 100～299人   | 75    | 253,237 | 158  | 260,147 | 87   | 268,648 | 29   | 269,460 | 9   | 14  | 20  | 18  | 20  | 27  | 20  | 11  | 6   | 3   | 2   | 3   | 5   | 158 |
|       | 300～499人   | 20    | 271,130 | 40   | 280,866 | 18   | 293,812 | 7    | 279,247 | 2   | 2   | 1   | 2   |     | 6   | 6   | 5   | 6   | 4   | 2   | 1   | 3   | 40  |
|       | 500～999人   | 25    | 271,330 | 43   | 279,908 | 27   | 289,867 | 10   | 286,746 |     | 1   | 1   | 2   | 6   | 6   | 2   | 15  | 2   | 2   | 4   | 1   | 1   | 43  |
|       | 1000～2999人 | 16    | 295,857 | 26   | 298,299 | 13   | 316,471 | 6    | 321,946 |     |     |     | 1   |     | 1   | 2   | 5   | 7   | 3   | 2   | 4   | 1   | 26  |
| 所定内賃金 | 3000人以上    | 7     | 305,426 | 13   | 319,183 | 5    | 330,714 | 3    | 310,890 |     |     |     |     |     | 1   |     | 3   | 1   | 1   | 1   | 1   | 5   | 13  |
|       | 全規模計       | 49    | 268,735 | 100  | 270,338 | 39   | 285,224 | 16   | 291,232 | 3   | 12  | 7   | 6   | 8   | 20  | 9   | 10  | 6   | 4   | 4   | 5   | 6   | 100 |
|       | 1～299人     | 32    | 257,845 | 74   | 259,607 | 29   | 274,929 | 10   | 285,195 | 2   | 12  | 7   | 6   | 8   | 17  | 7   | 5   | 4   | 2   | 1   | 2   | 1   | 74  |
|       | 1～99人      | 15    | 241,867 | 32   | 246,223 | 12   | 256,805 | 3    | 267,077 | 2   | 10  | 5   | 3   | 1   | 5   | 2   | 1   | 1   | 1   | 1   |     |     | 32  |
|       | 100～299人   | 17    | 271,944 | 42   | 269,804 | 17   | 287,723 | 7    | 292,960 |     | 2   | 2   | 3   | 7   | 12  | 5   | 4   | 3   | 1   |     | 2   | 1   | 42  |
|       | 300～499人   | 9     | 280,425 | 12   | 295,636 | 6    | 301,475 | 3    | 269,177 | 1   |     |     |     |     | 2   | 1   | 1   | 1   | 2   | 1   |     |     | 12  |
|       | 500～999人   | 1     | 307,794 | 4    | 290,076 |      |         |      |         |     |     |     |     |     | 1   |     | 2   |     |     | 1   |     |     | 4   |
|       | 1000～2999人 | 6     | 293,255 | 7    | 298,110 | 3    | 332,825 | 2    | 329,388 |     |     |     |     |     |     | 1   | 2   | 1   |     | 1   | 2   |     | 7   |
| 基本賃金  | 3000人以上    | 1     | 325,850 | 3    | 342,715 | 1    | 343,450 | 1    | 341,450 |     |     |     |     |     |     |     |     |     |     |     | 1   | 2   | 3   |
|       | 全規模計       | 169   | 252,437 | 272  | 255,825 | 184  | 265,909 | 54   | 271,993 | 33  | 31  | 35  | 31  | 25  | 31  | 26  | 21  | 17  | 5   | 8   | 2   | 7   | 272 |
|       | 1～299人     | 132   | 245,920 | 212  | 248,945 | 146  | 259,662 | 38   | 264,405 | 32  | 29  | 33  | 28  | 21  | 24  | 19  | 7   | 7   | 1   | 3   | 2   | 6   | 212 |
|       | 1～99人      | 91    | 244,634 | 135  | 244,847 | 96   | 257,229 | 20   | 265,498 | 27  | 22  | 15  | 20  | 11  | 13  | 11  | 4   | 5   | 1   | 2   | 2   | 2   | 135 |
|       | 100～299人   | 41    | 248,774 | 77   | 256,128 | 50   | 264,333 | 18   | 263,191 | 5   | 7   | 18  | 8   | 10  | 11  | 8   | 3   | 2   | 2   | 1   |     | 4   | 77  |
|       | 300～499人   | 9     | 264,812 | 20   | 272,216 | 9    | 285,184 | 3    | 288,233 | 1   | 1   | 1   | 1   |     | 3   | 5   | 3   | 4   |     | 1   |     |     | 20  |
|       | 500～999人   | 18    | 269,043 | 27   | 276,151 | 21   | 288,268 | 9    | 285,955 |     | 1   | 1   | 2   | 4   | 3   | 2   | 7   | 2   | 2   | 3   |     |     | 27  |
|       | 1000～2999人 | 6     | 305,058 | 8    | 308,274 | 6    | 300,850 | 2    | 305,350 |     |     |     |     |     |     | 2   | 3   | 2   |     |     |     |     | 8   |
| 基準内賃金 | 3000人以上    | 4     | 286,007 | 5    | 288,299 | 2    | 295,610 | 2    | 295,610 |     |     |     |     |     | 1   |     | 2   | 1   | 1   |     |     |     | 5   |
|       | 全規模計       | 22    | 273,750 | 53   | 282,823 | 30   | 289,090 | 8    | 290,122 | 1   | 1   |     | 6   | 5   | 5   | 6   | 14  | 1   | 4   | 2   | 4   | 4   | 53  |
|       | 1～299人     | 15    | 261,031 | 33   | 267,786 | 19   | 270,915 | 4    | 270,604 | 1   | 1   |     | 6   | 4   | 5   | 6   | 6   | 1   | 1   | 1   | 1   |     | 33  |
|       | 1～99人      | 5     | 258,667 | 10   | 266,459 | 4    | 269,603 | 1    | 285,218 |     | 1   |     | 1   | 1   | 2   | 2   | 2   | 1   |     |     |     |     | 10  |
|       | 100～299人   | 10    | 262,212 | 23   | 268,364 | 15   | 271,264 | 3    | 265,733 | 1   |     |     | 5   | 3   | 3   | 4   | 4   |     |     | 1   | 1   | 1   | 23  |
|       | 300～499人   | 1     | 276,600 | 3    | 302,189 | 2    | 305,650 | 1    | 282,500 |     |     |     |     |     |     |     | 1   |     | 1   |     | 1   |     | 3   |
|       | 500～999人   | 3     | 281,050 | 7    | 289,044 | 4    | 299,393 | 1    | 293,862 |     |     |     |     | 1   |     |     | 5   |     |     |     |     | 1   | 7   |
|       | 1000～2999人 | 1     | 319,200 | 5    | 308,609 | 3    | 332,517 | 2    | 331,100 |     |     |     |     |     |     | 1   |     | 1   | 1   | 1   | 2   |     | 5   |
| 不詳    | 3000人以上    | 2     | 334,050 | 5    | 335,948 | 2    | 359,450 |      |         |     |     |     |     |     |     | 1   |     | 1   | 1   |     |     | 3   | 5   |
|       | 全規模計       | 24    | 228,188 | 62   | 241,647 | 20   | 247,567 | 2    | 219,739 | 13  | 17  | 1   | 7   | 2   | 7   | 5   | 1   | 5   | 3   |     | 1   |     | 62  |
|       | 1～299人     | 17    | 213,145 | 46   | 230,215 | 16   | 235,083 | 2    | 219,739 | 13  | 16  | 1   | 5   | 1   | 3   | 4   |     | 1   | 2   |     |     |     | 46  |
|       | 1～99人      | 10    | 207,564 | 30   | 223,754 | 11   | 233,256 | 1    | 210,500 | 10  | 11  | 1   | 3   | 1   | 2   | 1   |     | 1   | 1   |     |     |     | 30  |
|       | 100～299人   | 7     | 221,118 | 16   | 242,331 | 5    | 239,101 | 1    | 228,977 | 3   | 5   |     | 2   |     | 1   | 3   |     | 1   | 1   |     |     |     | 16  |
|       | 300～499人   | 1     | 238,873 | 5    | 267,221 | 1    | 301,800 |      |         |     | 1   |     | 1   |     | 1   |     |     | 1   | 1   |     |     |     | 5   |
|       | 500～999人   | 3     | 263,178 | 5    | 279,269 | 2    | 287,606 |      |         |     |     |     |     | 1   | 2   |     | 1   |     |     |     | 1   |     | 5   |
|       | 1000～2999人 | 3     | 274,882 | 6    | 276,631 | 1    | 313,000 |      |         |     |     |     |     |     | 1   | 1   |     | 3   |     |     |     |     | 6   |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29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未満 | 194.5以上 | 200以上 | 210以上 | 220以上 | 230以上 | 240以上 | 250以上 | 260以上 | 270以上 | 280以上 | 290以上 | 300以上 | 合計 |  |  |
| 区分計                                 | 全規模計       | 211 | 227,122 | 285                   | 232,821 | 289  | 243,175 | 85   | 249,244 | 6                            | 4 | 22      | 27      | 44    | 37    | 38    | 38    | 26    | 18    | 15    | 6     | 8     |       | 289   |    |  |  |
|                                     | 大手労組会議     | 15  | 252,021 | 19                    | 261,325 | 19   | 270,325 | 10   | 271,590 |                              |   |         |         |       | 1     | 1     | 3     | 4     | 3     | 6     | 1     |       |       | 19    |    |  |  |
|                                     | 1～299人     | 163 | 221,301 | 222                   | 226,363 | 225  | 236,653 | 58   | 241,041 | 6                            | 4 | 21      | 27      | 40    | 33    | 33    | 28    | 13    | 8     | 4     | 5     | 3     |       | 225   |    |  |  |
|                                     | 1～99人      | 100 | 217,975 | 131                   | 222,281 | 133  | 232,813 | 28   | 238,702 | 4                            | 2 | 14      | 20      | 26    | 17    | 20    | 17    | 5     | 5     | 1     | 2     |       |       | 133   |    |  |  |
|                                     | 100～299人   | 63  | 226,579 | 91                    | 232,240 | 92   | 242,204 | 30   | 243,225 | 2                            | 2 | 7       | 7       | 14    | 16    | 13    | 11    | 8     | 3     | 3     | 3     | 3     |       | 92    |    |  |  |
|                                     | 300～499人   | 14  | 243,023 | 18                    | 254,856 | 18   | 265,696 | 8    | 263,336 |                              |   | 1       |         | 1     | 1     | 2     | 3     | 2     | 3     | 3     |       |       | 2     | 18    |    |  |  |
|                                     | 500～999人   | 19  | 239,773 | 27                    | 246,487 | 28   | 258,213 | 10   | 259,656 |                              |   |         |         | 3     | 3     | 3     | 5     | 7     | 3     | 2     |       |       | 2     | 28    |    |  |  |
| 所定内賃金                               | 1000～2999人 | 10  | 260,595 | 12                    | 267,874 | 12   | 276,165 | 5    | 284,632 |                              |   |         |         |       |       |       | 1     | 2     | 4     | 4     | 1     |       |       | 12    |    |  |  |
|                                     | 3000人以上    | 5   | 257,338 | 6                     | 274,047 | 6    | 284,030 | 4    | 269,730 |                              |   |         |         |       |       |       | 1     | 2     |       | 2     |       |       | 1     | 6     |    |  |  |
|                                     | 全規模計       | 32  | 245,090 | 40                    | 249,822 | 40   | 257,263 | 16   | 265,445 |                              |   | 2       | 4       | 3     | 4     | 5     | 2     | 6     | 4     | 6     | 1     | 3     |       | 40    |    |  |  |
|                                     | 1～299人     | 21  | 239,309 | 28                    | 241,493 | 28   | 248,552 | 9    | 258,530 |                              |   | 1       | 4       | 3     | 4     | 4     | 2     | 5     | 2     | 1     | 1     | 1     |       | 28    |    |  |  |
|                                     | 1～99人      | 9   | 231,401 | 12                    | 232,157 | 12   | 237,907 | 3    | 245,047 |                              |   |         | 4       | 1     | 3     | 1     |       | 1     | 2     |       |       |       |       | 12    |    |  |  |
|                                     | 100～299人   | 12  | 245,240 | 16                    | 248,495 | 16   | 256,536 | 6    | 265,271 |                              |   | 1       |         | 2     | 1     | 3     | 2     | 4     |       | 1     | 1     | 1     |       | 16    |    |  |  |
|                                     | 300～499人   | 7   | 249,721 | 8                     | 264,850 | 8    | 275,735 | 4    | 266,247 |                              |   | 1       |         |       |       | 1     |       |       | 2     | 2     |       |       | 2     | 8     |    |  |  |
| 基本賃金                                | 500～999人   |     |         |                       |         |      |         |      |         |                              |   |         |         |       |       |       |       |       |       |       |       |       |       |       |    |  |  |
|                                     | 1000～2999人 | 3   | 267,331 | 3                     | 276,578 | 3    | 279,870 | 2    | 285,905 |                              |   |         |         |       |       |       |       | 1     |       | 2     |       |       |       | 3     |    |  |  |
|                                     | 3000人以上    | 1   | 267,350 | 1                     | 282,550 | 1    | 285,550 | 1    | 283,550 |                              |   |         |         |       |       |       |       |       |       | 1     |       |       |       | 1     |    |  |  |
|                                     | 全規模計       | 144 | 223,469 | 192                   | 229,440 | 196  | 240,085 | 57   | 245,377 | 4                            | 2 | 17      | 16      | 38    | 26    | 27    | 27    | 17    | 8     | 7     | 3     | 4     |       | 196   |    |  |  |
|                                     | 1～299人     | 116 | 219,256 | 154                   | 224,502 | 157  | 235,024 | 41   | 238,567 | 4                            | 2 | 17      | 16      | 34    | 22    | 24    | 22    | 6     | 3     | 2     | 3     | 2     |       | 157   |    |  |  |
|                                     | 1～99人      | 80  | 218,202 | 102                   | 222,932 | 104  | 233,637 | 23   | 239,467 | 3                            | 1 | 12      | 11      | 24    | 11    | 18    | 14    | 4     | 3     | 1     | 2     |       |       | 104   |    |  |  |
|                                     | 100～299人   | 36  | 221,598 | 52                    | 227,583 | 53   | 237,747 | 18   | 237,417 | 1                            | 1 | 5       | 5       | 10    | 11    | 6     | 8     | 2     |       | 1     | 1     | 2     |       | 53    |    |  |  |
| 基準内賃金                               | 300～499人   | 6   | 234,580 | 9                     | 246,423 | 9    | 257,428 | 3    | 263,167 |                              |   |         |         | 1     | 1     | 1     | 2     | 2     | 1     | 1     |       |       |       | 9     |    |  |  |
|                                     | 500～999人   | 15  | 239,689 | 21                    | 247,031 | 22   | 258,811 | 9    | 259,972 |                              |   |         |         | 3     | 3     | 2     | 1     | 7     | 2     | 2     |       | 2     |       | 22    |    |  |  |
|                                     | 1000～2999人 | 5   | 252,082 | 5                     | 259,581 | 5    | 269,361 | 1    | 280,600 |                              |   |         |         |       |       |       | 1     | 1     | 2     | 1     |       |       |       | 5     |    |  |  |
|                                     | 3000人以上    | 2   | 241,275 | 3                     | 258,590 | 3    | 266,757 | 3    | 265,123 |                              |   |         |         |       |       |       | 1     | 1     |       | 1     |       |       |       | 3     |    |  |  |
|                                     | 全規模計       | 21  | 241,144 | 31                    | 245,602 | 31   | 254,472 | 9    | 255,573 |                              |   | 2       | 1       | 2     | 5     | 5     | 5     | 2     | 5     | 2     | 1     | 1     |       | 31    |    |  |  |
|                                     | 1～299人     | 14  | 232,106 | 21                    | 236,737 | 21   | 244,121 | 5    | 244,078 |                              |   | 2       | 1       | 2     | 5     | 4     | 2     | 1     | 3     | 1     |       |       |       | 21    |    |  |  |
|                                     | 1～99人      | 4   | 231,673 | 5                     | 232,756 | 5    | 239,492 | 1    | 244,265 |                              |   | 1       |         |       | 1     | 1     | 2     |       |       |       |       |       |       | 5     |    |  |  |
| 不詳                                  | 100～299人   | 10  | 232,279 | 16                    | 237,981 | 16   | 245,568 | 4    | 244,031 |                              |   | 1       | 1       | 2     | 4     | 3     |       | 1     | 3     | 1     |       |       |       | 16    |    |  |  |
|                                     | 300～499人   | 1   | 246,800 | 1                     | 250,800 | 1    | 259,800 | 1    | 252,200 |                              |   |         |         |       |       |       | 1     |       |       |       |       |       |       | 1     |    |  |  |
|                                     | 500～999人   | 2   | 243,702 | 4                     | 245,872 | 4    | 257,343 | 1    | 256,815 |                              |   |         |         |       |       | 1     | 2     |       | 1     |       |       |       |       | 4     |    |  |  |
|                                     | 1000～2999人 | 2   | 271,775 | 3                     | 273,983 | 3    | 284,857 | 2    | 285,375 |                              |   |         |         |       |       |       |       |       | 1     | 1     | 1     |       |       | 3     |    |  |  |
|                                     | 3000人以上    | 2   | 268,395 | 2                     | 292,980 | 2    | 309,180 |      |         |                              |   |         |         |       |       |       |       | 1     |       |       |       |       | 1     | 2     |    |  |  |
|                                     | 全規模計       | 14  | 202,589 | 22                    | 213,409 | 22   | 229,174 | 3    | 217,326 | 2                            | 2 | 1       | 6       | 1     | 2     | 1     | 4     | 1     | 1     |       | 1     |       |       | 22    |    |  |  |
|                                     | 1～299人     | 12  | 196,942 | 19                    | 207,689 | 19   | 224,321 | 3    | 217,326 | 2                            | 2 | 1       | 6       | 1     | 2     | 1     | 2     | 1     |       |       | 1     |       |       | 19    |    |  |  |
| 詳細                                  | 1～99人      | 7   | 190,293 | 12                    | 202,510 | 12   | 217,802 | 1    | 196,500 | 1                            | 1 | 1       | 5       | 1     | 2     |       | 1     |       |       |       |       |       |       | 12    |    |  |  |
|                                     | 100～299人   | 5   | 206,250 | 7                     | 216,566 | 7    | 235,496 | 2    | 227,739 | 1                            | 1 |         | 1       |       |       | 1     | 1     | 1     |       |       | 1     |       |       | 7     |    |  |  |
|                                     | 300～499人   |     |         |                       |         |      |         |      |         |                              |   |         |         |       |       |       |       |       |       |       |       |       |       |       |    |  |  |
|                                     | 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       | 203                   | 253,853 | 273  | 259,094 | 276  | 270,236 | 80   | 276,347 | 12    | 17    | 28    | 21    | 40    | 20    | 35    | 28    | 25    | 15    | 10    | 8     | 17    | 276 |    |  |
|         | 大手労組会議     | 15                    | 290,254 | 19   | 300,004 | 19   | 310,362 | 11   | 306,520 |       |       |       |       |       | 1     | 1     | 1     | 3     | 3     | 4     | 1     | 5     | 19  |    |  |
|         | 1～299人     | 156                   | 245,977 | 210  | 250,339 | 212  | 261,238 | 54   | 267,060 | 11    | 17    | 28    | 20    | 35    | 18    | 32    | 22    | 10    | 7     | 1     | 3     | 8     | 212 |    |  |
|         | 1～99人      | 94                    | 242,032 | 123  | 244,216 | 124  | 255,564 | 25   | 264,276 | 8     | 13    | 21    | 9     | 24    | 7     | 16    | 12    | 6     | 4     | 1     | 1     | 2     | 124 |    |  |
|         | 100～299人   | 62                    | 251,959 | 87   | 258,996 | 88   | 269,233 | 29   | 269,460 | 3     | 4     | 7     | 11    | 11    | 11    | 16    | 10    | 4     | 3     |       | 2     | 6     | 88  |    |  |
|         | 300～499人   | 12                    | 270,902 | 18   | 282,846 | 18   | 293,812 | 7    | 279,247 | 1     |       |       |       | 2     |       | 1     | 3     | 3     | 3     | 2     | 2     | 1     | 18  |    |  |
|         | 500～999人   | 21                    | 269,977 | 27   | 277,568 | 28   | 290,946 | 10   | 286,746 |       |       |       | 1     | 3     | 2     | 2     | 2     | 9     | 2     | 4     | 2     | 1     | 28  |    |  |
|         | 1000～2999人 | 9                     | 298,268 | 13   | 304,771 | 13   | 316,471 | 6    | 321,946 |       |       |       |       |       |       |       |       | 3     | 2     | 2     | 1     | 5     | 13  |    |  |
| 所定内賃金   | 3000人以上    | 5                     | 310,976 | 5    | 322,774 | 5    | 330,714 | 3    | 310,890 |       |       |       |       |       |       |       | 1     |       | 1     | 1     |       | 2     | 5   |    |  |
|         | 全規模計       | 30                    | 277,377 | 39   | 277,205 | 39   | 285,224 | 16   | 291,232 | 1     | 3     | 2     | 2     | 4     | 1     | 6     | 3     | 3     | 4     | 2     |       | 8     | 39  |    |  |
|         | 1～299人     | 21                    | 269,899 | 29   | 267,517 | 29   | 274,929 | 10   | 285,195 |       |       | 3     | 2     | 2     | 4     | 1     | 6     | 3     | 2     | 3     |       |       | 3   | 29 |  |
|         | 1～99人      | 8                     | 253,724 | 12   | 251,052 | 12   | 256,805 | 3    | 267,077 |       |       | 2     | 2     | 1     | 3     |       | 1     | 1     | 1     | 1     |       |       | 12  |    |  |
|         | 100～299人   | 13                    | 279,853 | 17   | 279,139 | 17   | 287,723 | 7    | 292,960 |       | 1     |       |       | 1     | 1     | 5     | 2     | 1     | 2     |       |       | 3     | 17  |    |  |
|         | 300～499人   | 5                     | 277,651 | 6    | 292,674 | 6    | 301,475 | 3    | 269,177 | 1     |       |       |       |       |       |       |       | 1     | 1     | 2     |       | 1     | 6   |    |  |
|         | 500～999人   |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |     |    |  |
|         | 1000～2999人 | 3                     | 313,107 | 3    | 318,839 | 3    | 332,825 | 2    | 329,388 |       |       |       |       |       |       |       |       |       |       |       |       | 3     | 3   |    |  |
| 基本賃金    | 3000人以上    | 1                     | 325,850 | 1    | 340,450 | 1    | 343,450 | 1    | 341,450 |       |       |       |       |       |       |       |       |       |       |       |       | 1     | 1   |    |  |
|         | 全規模計       | 144                   | 249,229 | 184  | 254,814 | 187  | 266,510 | 54   | 271,993 | 7     | 13    | 17    | 17    | 34    | 14    | 26    | 18    | 15    | 10    | 5     | 5     | 6     | 187 |    |  |
|         | 1～299人     | 114                   | 243,404 | 146  | 248,684 | 148  | 260,140 | 38   | 264,405 | 7     | 13    | 17    | 16    | 29    | 12    | 23    | 13    | 6     | 4     | 1     | 2     | 5     | 148 |    |  |
|         | 1～99人      | 77                    | 242,808 | 96   | 245,702 | 97   | 257,361 | 20   | 265,498 | 6     | 10    | 12    | 7     | 21    | 7     | 14    | 8     | 5     | 3     | 1     | 1     | 2     | 97  |    |  |
|         | 100～299人   | 37                    | 244,644 | 50   | 254,409 | 51   | 265,427 | 18   | 263,191 | 1     | 3     | 5     | 9     | 8     | 5     | 9     | 5     | 1     | 1     |       | 1     | 3     | 51  |    |  |
|         | 300～499人   | 6                     | 264,329 | 9    | 272,693 | 9    | 285,184 | 3    | 288,233 |       |       |       |       | 2     |       | 1     | 3     | 1     | 1     |       | 1     |       | 9   |    |  |
|         | 500～999人   | 17                    | 268,719 | 21   | 275,913 | 22   | 289,715 | 9    | 285,955 |       |       |       | 1     | 3     | 2     | 2     | 1     | 5     | 2     | 3     | 2     | 1     | 22  |    |  |
|         | 1000～2999人 | 5                     | 285,179 | 6    | 292,284 | 6    | 300,850 | 2    | 305,350 |       |       |       |       |       |       |       |       | 3     | 2     | 1     |       |       | 6   |    |  |
| 基準内賃金   | 3000人以上    | 2                     | 280,465 | 2    | 287,860 | 2    | 295,610 | 2    | 295,610 |       |       |       |       |       |       |       | 1     |       | 1     |       |       |       | 2   |    |  |
|         | 全規模計       | 17                    | 276,137 | 30   | 279,129 | 30   | 289,090 | 8    | 290,122 |       |       | 2     | 1     | 2     | 5     | 2     | 4     | 6     |       | 2     | 3     | 3     | 30  |    |  |
|         | 1～299人     | 11                    | 260,818 | 19   | 262,380 | 19   | 270,915 | 4    | 270,604 |       |       | 2     | 1     | 2     | 5     | 2     | 4     | 2     |       |       | 1     |       | 19  |    |  |
|         | 1～99人      | 3                     | 267,377 | 4    | 261,553 | 4    | 269,603 | 1    | 285,218 |       |       | 1     |       |       |       | 1     | 2     |       |       |       |       |       | 4   |    |  |
|         | 100～299人   | 8                     | 258,359 | 15   | 262,601 | 15   | 271,264 | 3    | 265,733 |       |       | 1     | 1     | 2     | 5     | 1     | 2     |       |       |       | 1     |       | 15  |    |  |
|         | 300～499人   | 1                     | 276,600 | 2    | 293,030 | 2    | 305,650 | 1    | 282,500 |       |       |       |       |       |       |       |       | 1     |       |       | 1     |       | 2   |    |  |
|         | 500～999人   | 2                     | 280,715 | 4    | 286,922 | 4    | 299,393 | 1    | 293,862 |       |       |       |       |       |       |       |       | 3     |       | 1     |       |       | 4   |    |  |
|         | 1000～2999人 | 1                     | 319,200 | 3    | 319,067 | 3    | 332,517 | 2    | 331,100 |       |       |       |       |       |       |       |       |       |       |       | 1     | 2     | 3   |    |  |
| 不詳      | 3000人以上    | 2                     | 334,050 | 2    | 348,850 | 2    | 359,450 |      |         |       |       |       |       |       |       |       |       |       |       | 1     |       | 1     | 2   |    |  |
|         | 全規模計       | 12                    | 218,949 | 20   | 233,105 | 20   | 247,567 | 2    | 219,739 | 4     | 1     | 7     | 1     |       |       | 1     | 3     | 1     | 1     | 1     |       |       | 20  |    |  |
|         | 1～299人     | 10                    | 208,753 | 16   | 220,008 | 16   | 235,083 | 2    | 219,739 | 4     | 1     | 7     | 1     |       |       | 1     | 2     |       |       |       |       |       | 16  |    |  |
|         | 1～99人      | 6                     | 203,810 | 11   | 217,483 | 11   | 233,256 | 1    | 210,500 | 2     | 1     | 6     | 1     |       |       |       | 1     |       |       |       |       |       | 11  |    |  |
|         | 100～299人   | 4                     | 216,167 | 5    | 225,563 | 5    | 239,101 | 1    | 228,977 | 2     |       | 1     |       |       |       | 1     | 1     |       |       |       |       |       | 5   |    |  |
|         | 300～499人   |                       |         | 1    | 294,880 | 1    | 301,800 |      |         |       |       |       |       |       |       |       |       |       | 1     |       |       |       | 1   |    |  |
|         | 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 |            |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |     |    |  |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29日 |            |       |         | 30歳個別賃金：確定水準（交渉単位ベース） |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|-------------------------------------|------------|-------|---------|-----------------------|---------|------|---------|------------------------------|---------|---------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|
|                                     |            |       |         | 確定水準データがある場合          |         |      |         | 確定水準の台別分布（台別区分の単位＝千円、単組数を加ト） |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     |            | 一歳前水準 |         | 現状水準                  |         | 要求水準 |         | 確定水準                         |         | 194.5未満 | 194.5以上 | 200以上 | 210以上 | 220以上 | 230以上 | 240以上 | 250以上 | 260以上 | 270以上 | 280以上 | 290以上 | 300以上 | 合計 |
|                                     |            | 件     | 円       | 件                     | 円       | 件    | 円       | 件                            | 円       |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
| 区分計                                 | 全規模計       | 64    | 237,597 | 85                    | 243,985 | 85   | 252,428 | 85                           | 249,244 |         |         | 6     | 9     | 8     | 10    | 9     | 13    | 6     | 8     | 7     | 4     | 3     | 85 |
|                                     | 大手労組会議     | 8     | 258,536 | 10                    | 265,870 | 10   | 274,887 | 10                           | 271,590 |         |         |       |       |       | 1     |       | 2     | 1     | 2     | 3     | 1     |       | 10 |
|                                     | 1～299人     | 44    | 230,452 | 58                    | 236,195 | 58   | 244,590 | 58                           | 241,041 |         | 2       | 5     | 9     | 7     | 8     | 9     | 6     | 3     | 4     | 2     | 2     | 1     | 58 |
|                                     | 1～99人      | 21    | 226,734 | 28                    | 233,550 | 28   | 243,517 | 28                           | 238,702 |         |         | 2     | 7     | 3     | 3     | 3     | 3     | 1     | 3     | 1     | 1     |       | 28 |
|                                     | 100～299人   | 23    | 233,848 | 30                    | 238,663 | 30   | 245,592 | 30                           | 243,225 |         |         | 3     | 2     | 4     | 5     | 6     | 3     | 2     | 1     | 1     | 1     | 1     | 30 |
|                                     | 300～499人   | 5     | 245,302 | 8                     | 255,545 | 8    | 265,600 | 8                            | 263,336 |         |         | 1     |       |       |       |       | 3     |       | 2     | 1     |       | 1     | 8  |
|                                     | 500～999人   | 7     | 248,647 | 10                    | 255,007 | 10   | 264,400 | 10                           | 259,656 |         |         |       |       | 1     | 2     |       | 3     | 2     |       |       | 1     | 1     | 10 |
|                                     | 1000～2999人 | 5     | 269,872 | 5                     | 277,332 | 5    | 283,106 | 5                            | 284,632 |         |         |       |       |       |       |       |       |       | 1     | 3     | 1     |       | 5  |
| 所定内賃金                               | 3000人以上    | 3     | 249,967 | 4                     | 264,580 | 4    | 271,455 | 4                            | 269,730 |         |         |       |       |       |       |       | 1     | 1     | 1     | 1     |       |       | 4  |
|                                     | 全規模計       | 15    | 252,957 | 16                    | 260,592 | 16   | 266,823 | 16                           | 265,445 |         |         | 2     | 1     |       | 1     | 2     |       | 1     | 3     | 4     |       | 2     | 16 |
|                                     | 1～299人     | 8     | 251,197 | 9                     | 255,118 | 9    | 261,406 | 9                            | 258,530 |         | 1       | 1     |       |       | 1     | 2     |       | 1     | 1     | 1     |       | 1     | 9  |
|                                     | 1～99人      | 3     | 237,935 | 3                     | 242,047 | 3    | 245,047 | 3                            | 245,047 |         |         |       | 1     |       | 1     |       |       |       | 1     |       |       |       | 3  |
|                                     | 100～299人   | 5     | 259,155 | 6                     | 261,653 | 6    | 269,586 | 6                            | 265,271 |         |         | 1     |       |       |       | 2     |       | 1     |       | 1     |       | 1     | 6  |
|                                     | 300～499人   | 4     | 244,927 | 4                     | 258,515 | 4    | 269,087 | 4                            | 266,247 |         |         | 1     |       |       |       |       |       |       | 2     |       |       | 1     | 4  |
|                                     | 500～999人   |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 1000～2999人 | 2     | 268,856 | 2                     | 278,405 | 2    | 277,305 | 2                            | 285,905 |         |         |       |       |       |       |       |       |       |       | 2     |       |       | 2  |
| 基本賃金                                | 3000人以上    | 1     | 267,350 | 1                     | 282,550 | 1    | 285,550 | 1                            | 283,550 |         |         |       |       |       |       |       |       |       |       | 1     |       |       | 1  |
|                                     | 全規模計       | 37    | 232,135 | 57                    | 239,946 | 57   | 248,822 | 57                           | 245,377 |         |         | 3     | 8     | 7     | 8     | 4     | 11    | 5     | 3     | 3     | 3     | 1     | 57 |
|                                     | 1～299人     | 28    | 226,572 | 41                    | 233,347 | 41   | 241,965 | 41                           | 238,567 |         | 1       | 3     | 8     | 6     | 6     | 4     | 6     | 2     | 2     | 1     | 2     |       | 41 |
|                                     | 1～99人      | 16    | 227,005 | 23                    | 234,266 | 23   | 244,813 | 23                           | 239,467 |         |         | 2     | 6     | 3     | 2     | 2     | 3     | 1     | 2     | 1     | 1     |       | 23 |
|                                     | 100～299人   | 12    | 225,995 | 18                    | 232,173 | 18   | 238,327 | 18                           | 237,417 |         |         | 1     | 2     | 3     | 4     | 2     | 3     | 1     |       |       | 1     |       | 18 |
|                                     | 300～499人   | 3     | 253,167 | 3                     | 262,884 | 3    | 262,884 | 3                            | 263,167 |         |         |       |       |       |       |       | 2     |       |       | 1     |       |       | 3  |
|                                     | 500～999人   | 6     | 249,055 | 9                     | 255,316 | 9    | 265,308 | 9                            | 259,972 |         |         |       |       | 1     | 2     |       | 2     | 2     |       |       | 1     | 1     | 9  |
|                                     | 1000～2999人 | 1     | 268,100 | 1                     | 276,600 | 1    | 285,600 | 1                            | 280,600 |         |         |       |       |       |       |       |       |       |       | 1     |       |       | 1  |
| 基準内賃金                               | 3000人以上    | 2     | 241,275 | 3                     | 258,590 | 3    | 266,757 | 3                            | 265,123 |         |         |       |       |       |       |       | 1     | 1     | 1     |       |       |       | 3  |
|                                     | 全規模計       | 9     | 244,230 | 9                     | 250,421 | 9    | 257,871 | 9                            | 255,573 |         |         |       |       | 1     | 1     | 2     | 2     |       | 2     |       | 1     |       | 9  |
|                                     | 1～299人     | 5     | 232,303 | 5                     | 239,503 | 5    | 245,899 | 5                            | 244,078 |         |         |       |       | 1     | 1     | 2     |       |       | 1     |       |       |       | 5  |
|                                     | 1～99人      | 1     | 230,330 | 1                     | 237,150 | 1    | 246,630 | 1                            | 244,265 |         |         |       |       |       |       | 1     |       |       |       |       |       |       | 1  |
|                                     | 100～299人   | 4     | 232,796 | 4                     | 240,091 | 4    | 245,716 | 4                            | 244,031 |         |         |       |       | 1     | 1     | 1     |       |       | 1     |       |       |       | 4  |
|                                     | 300～499人   | 1     | 246,800 | 1                     | 250,800 | 1    | 259,800 | 1                            | 252,200 |         |         |       |       |       |       |       | 1     |       |       |       |       |       | 1  |
|                                     | 500～999人   | 1     | 246,203 | 1                     | 252,223 | 1    | 256,223 | 1                            | 256,815 |         |         |       |       |       |       |       | 1     |       |       |       |       |       | 1  |
|                                     | 1000～2999人 | 2     | 271,775 | 2                     | 276,625 | 2    | 287,660 | 2                            | 285,375 |         |         |       |       |       |       |       |       |       | 1     |       | 1     |       | 2  |
| 不詳                                  | 3000人以上    |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 全規模計       | 3     | 208,267 | 3                     | 212,833 | 3    | 227,833 | 3                            | 217,326 |         |         | 1     |       |       |       | 1     |       |       |       |       |       |       | 3  |
|                                     | 1～299人     | 3     | 208,267 | 3                     | 212,833 | 3    | 227,833 | 3                            | 217,326 |         | 1       | 1     |       |       |       | 1     |       |       |       |       |       |       | 3  |
|                                     | 1～99人      | 1     | 185,200 | 1                     | 188,000 | 1    | 206,000 | 1                            | 196,500 |         |         |       |       |       |       |       |       |       |       |       |       |       | 1  |
|                                     | 100～299人   | 2     | 219,800 | 2                     | 225,250 | 2    | 238,750 | 2                            | 227,739 |         |         | 1     |       |       |       | 1     |       |       |       |       |       |       | 2  |
|                                     | 300～499人   |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
| 不詳                                  | 500～999人   |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 1000～2999人 |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 3000人以上    |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 全規模計       | 2     | 209,900 | 2                     | 213,500 | 2    | 229,000 | 2                            | 219,739 | 1       |         |       |       |       |       |       |       |       |       |       |       |       | 2  |
|                                     | 1～299人     | 2     | 209,900 | 2                     | 213,500 | 2    | 229,000 | 2                            | 219,739 | 1       | 1       |       |       |       |       |       |       |       |       |       |       |       | 2  |
|                                     | 1～99人      | 1     | 199,200 | 1                     | 202,000 | 1    | 220,000 | 1                            | 210,500 | 1       |         |       |       |       |       |       |       |       |       |       |       |       | 1  |
| 不詳                                  | 100～299人   | 1     | 220,600 | 1                     | 225,000 | 1    | 238,000 | 1                            | 228,977 |         |         |       |       |       |       |       |       |       |       |       |       |       | 1  |
|                                     | 300～499人   |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 500～999人   |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 1000～2999人 |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 3000人以上    |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 3000人以上    |       |         |                       |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |



| 2023年<br>春季生活闘争<br>情報No.11<br>3月29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        | 14.7    | 269,741 | 658,745 | 2.41    | 617,939 | 2.15    | 652,002 | 2.22   | 16,462  | 0.02   | 22,777  | 0.02        | 39.7 | 15.3    | 295,172 | 804,706   | 2.60    | 793,783 | 2.49    | 805,379 | 2.55   | 22,806  | 0.05   | 42,458  | 0.05  |
| 大手労組会議                              |            | 39.9        | 15.8    | 311,462 | 825,372 | 2.62    | 802,854 | 2.56    | 813,370 | 2.59   | 26,702  | 0.07   | 21,059  | 0.01        | 39.8 | 15.7    | 312,361 | 886,469   | 2.71    | 871,593 | 2.67    | 855,445 | 2.68   | 22,137  | 0.07   | 35,978  | 0.04  |
| 業種                                  | 鉄鋼業        | 40.6        | 14.1    | 257,978 | 633,778 | 2.48    | 584,034 | 2.20    | 605,836 | 2.37   | 4,006   | 0.01   | 20,438  | 0.02        | 39.1 | 14.4    | 280,824 | 694,283   | 2.49    | 610,001 | 2.25    | 640,276 | 2.37   | 43,097  | 0.09   | 27,930  | 0.01  |
|                                     | 非鉄金属       | 40.9        | 15.3    | 278,520 | 759,130 | 2.64    | 649,836 | 2.44    | 571,166 | 2.37   | 50,955  | 0.10   | -1,900  | 0.06        | 40.3 | 16.3    | 282,334 | 1,027,107 | 3.47    | 750,536 | 2.85    | 763,082 | 2.76   | -14,625 | -0.01  | -1,900  | 0.07  |
|                                     | 金属製品       | 39.8        | 15.0    | 255,564 | 598,683 | 2.29    | 594,745 | 2.05    | 660,325 | 2.19   | 7,554   | 0.01   | 11,139  | -0.00       | 39.9 | 15.8    | 271,531 | 658,261   | 2.41    | 683,889 | 2.24    | 770,228 | 2.35   | 6,759   | -0.01  | 9,739   | -0.12 |
|                                     | 一般機械       | 39.5        | 14.1    | 273,458 | 695,020 | 2.46    | 630,506 | 2.18    | 646,539 | 2.20   | 16,415  | -0.01  | 9,287   | -0.02       | 38.9 | 14.7    | 289,161 | 860,331   | 2.69    | 833,762 | 2.57    | 830,648 | 2.66   | 20,465  | 0.05   | 22,318  | 0.01  |
|                                     | 電気機械       | 41.2        | 15.6    | 274,790 | 672,265 | 2.39    | 660,020 | 2.16    | 731,392 | 2.31   | 18,725  | 0.06   | 34,940  | 0.04        | 40.7 | 16.0    | 311,385 | 838,643   | 2.66    | 852,864 | 2.64    | 874,949 | 2.64   | 17,983  | 0.05   | 44,510  | 0.04  |
|                                     | 輸送機械       | 40.0        | 15.1    | 277,186 | 670,758 | 2.38    | 583,226 | 2.03    | 640,598 | 2.16   | 19,728  | 0.02   | 35,434  | 0.03        | 40.1 | 16.0    | 309,525 | 749,720   | 2.45    | 708,212 | 2.33    | 732,136 | 2.37   | 25,587  | 0.06   | 62,769  | 0.10  |
|                                     | 精密機械       | 40.5        | 15.2    | 272,032 | 639,030 | 2.41    | 606,106 | 2.21    | 590,928 | 2.19   | 15,993  | 0.06   | 80,898  | 0.15        | 40.9 | 16.1    | 291,858 | 720,821   | 2.48    | 724,551 | 2.42    | 780,989 | 2.49   | -8,493  | -0.02  | 51,274  | 0.11  |
|                                     | その他        | 42.0        | 14.5    | 264,206 | 561,026 | 2.28    | 589,186 | 2.18    | 616,201 | 2.23   | 28,004  | 0.08   | 52,933  | 0.06        | 40.3 | 14.4    | 283,051 | 717,246   | 2.55    | 725,345 | 2.49    | 732,319 | 2.50   | 89,406  | 0.21   | 106,443 | 0.25  |
| 規模                                  | 1～299人     | 40.3        | 14.5    | 259,148 | 613,626 | 2.35    | 556,091 | 2.03    | 582,184 | 2.11   | 14,426  | 0.02   | 16,352  | 0.01        | 39.7 | 14.6    | 264,382 | 639,489   | 2.39    | 582,626 | 2.12    | 613,476 | 2.20   | 11,081  | 0.03   | 15,603  | 0.01  |
|                                     | 1～99人      | 40.7        | 14.2    | 251,755 | 595,477 | 2.33    | 531,189 | 1.94    | 543,810 | 1.99   | 18,248  | 0.01   | 11,264  | -0.02       | 40.0 | 14.0    | 252,713 | 601,930   | 2.35    | 531,223 | 1.98    | 545,424 | 2.01   | 15,648  | 0.00   | -386    | -0.03 |
|                                     | 100～299人   | 39.7        | 14.9    | 268,292 | 636,001 | 2.37    | 580,696 | 2.13    | 614,054 | 2.23   | 9,576   | 0.03   | 20,942  | 0.04        | 39.6 | 14.9    | 268,186 | 651,645   | 2.40    | 595,763 | 2.16    | 628,337 | 2.25   | 9,572   | 0.03   | 19,366  | 0.03  |
|                                     | 300～499人   | 39.9        | 15.0    | 288,836 | 735,914 | 2.51    | 686,479 | 2.20    | 741,422 | 2.33   | 13,449  | -0.01  | 13,160  | -0.04       | 39.9 | 15.0    | 281,426 | 738,998   | 2.51    | 703,798 | 2.25    | 763,932 | 2.38   | 12,979  | -0.01  | 14,995  | -0.03 |
|                                     | 500～999人   | 39.6        | 15.5    | 287,246 | 762,582 | 2.56    | 673,696 | 2.29    | 696,322 | 2.25   | 187     | -0.02  | 28,248  | 0.01        | 39.5 | 15.5    | 288,417 | 769,025   | 2.58    | 673,969 | 2.31    | 700,685 | 2.26   | -10,741 | -0.04  | 27,045  | 0.01  |
|                                     | 1000～2999人 | 39.7        | 15.4    | 305,493 | 830,093 | 2.68    | 818,930 | 2.60    | 852,564 | 2.67   | 69,603  | 0.16   | 65,122  | 0.11        | 39.7 | 15.2    | 303,766 | 845,134   | 2.73    | 835,740 | 2.65    | 859,852 | 2.71   | 71,779  | 0.17   | 69,220  | 0.11  |
| 3000人以上                             | 40.2       | 16.2        | 324,714 | 900,793 | 2.74    | 880,464 | 2.71    | 853,999 | 2.67    | 25,959 | 0.06    | 37,081 | 0.02    | 39.9        | 15.9 | 321,992 | 922,789 | 2.73      | 902,299 | 2.69    | 873,150 | 2.68    | 13,763 | 0.04    | 43,145 | 0.04    |       |
| 地方（事業所ベース）                          | 北海道        | 39.5        | 11.5    | 261,153 | 637,865 | 2.44    | 648,122 | 2.30    | 648,122 | 2.30   | -3,321  | -0.06  |         |             | 37.4 | 10.8    | 269,162 | 671,048   | 2.49    | 648,122 | 2.30    | 648,122 | 2.30   | 7,181   | -0.01  |         |       |
|                                     | 北東北        | 40.8        | 17.9    | 239,433 | 585,121 | 2.29    | 493,400 | 2.05    | 596,868 | 2.38   | 43,771  | 0.06   | 56,582  | 0.16        | 41.7 | 19.2    | 295,653 | 819,912   | 2.68    | 846,736 | 2.66    | 946,542 | 2.87   | 51,111  | -0.00  | 64,771  | 0.02  |
|                                     | 南東北        | 40.3        | 15.9    | 241,401 | 572,471 | 2.34    | 454,713 | 1.82    | 470,922 | 1.86   | 3,545   | -0.01  | 49,137  | 0.12        | 41.6 | 17.4    | 263,433 | 661,435   | 2.45    | 639,202 | 2.11    | 686,291 | 2.28   | 4,470   | -0.02  | 66,261  | 0.19  |
|                                     | 北関東        | 40.3        | 15.1    | 293,360 | 727,752 | 2.45    | 738,829 | 2.30    | 746,614 | 2.35   | 13,505  | -0.02  | 28,998  | 0.02        | 40.2 | 15.5    | 308,277 | 793,311   | 2.58    | 813,317 | 2.52    | 774,838 | 2.48   | -4,394  | -0.00  | 46,269  | 0.04  |
|                                     | 東京千葉       | 40.7        | 14.7    | 307,857 | 756,226 | 2.46    | 727,620 | 2.31    | 768,959 | 2.35   | 2,309   | 0.01   | 30,649  | 0.07        | 41.0 | 15.8    | 333,294 | 904,751   | 2.73    | 917,003 | 2.68    | 950,121 | 2.74   | 70,059  | 0.17   | 120,841 | 0.26  |
|                                     | 神奈川        | 40.4        | 15.9    | 303,040 | 806,428 | 2.72    | 762,808 | 2.50    | 794,991 | 2.59   | 73,957  | 0.17   | 45,742  | 0.06        | 40.3 | 16.1    | 298,860 | 849,649   | 2.81    | 781,364 | 2.52    | 823,283 | 2.62   | 51,265  | 0.16   | 48,412  | 0.04  |
|                                     | 新潟         | 40.5        | 15.3    | 261,239 | 599,176 | 2.14    | 478,232 | 1.75    | 491,248 | 1.73   | 30,065  | 0.06   | -26,807 | -0.09       | 40.1 | 16.1    | 280,811 | 634,578   | 2.19    | 541,123 | 1.88    | 557,784 | 1.85   | 23,283  | 0.03   | -39,230 | -0.15 |
|                                     | 北陸         | 40.1        | 14.3    | 251,689 | 573,177 | 2.32    | 536,697 | 2.09    | 568,221 | 2.19   | 7,084   | 0.02   | 9,559   | 0.01        | 39.8 | 15.6    | 273,716 | 643,878   | 2.42    | 605,393 | 2.19    | 623,262 | 2.25   | 14,916  | 0.03   | 14,737  | 0.00  |
|                                     | 甲信         | 40.0        | 15.2    | 301,863 | 778,748 | 2.49    | 712,116 | 2.20    | 777,372 | 2.36   | 53,801  | 0.05   | 38,111  | 0.08        | 39.6 | 15.1    | 301,769 | 791,077   | 2.54    | 752,263 | 2.35    | 821,425 | 2.59   | 38,696  | 0.05   | 43,220  | 0.08  |
|                                     | 静岡         | 40.3        | 15.9    | 302,414 | 769,524 | 2.51    | 737,726 | 2.47    | 794,095 | 2.51   | 29,279  | 0.06   | 56,155  | 0.02        | 39.9 | 16.4    | 316,885 | 762,368   | 2.52    | 734,628 | 2.48    | 747,132 | 2.35   | 22,873  | 0.05   | 35,272  | 0.11  |
|                                     | 東海         | 39.0        | 14.6    | 281,532 | 731,989 | 2.51    | 737,617 | 2.32    | 772,986 | 2.40   | 30,060  | 0.05   | 27,821  | 0.04        | 38.8 | 15.0    | 286,608 | 835,689   | 2.72    | 842,470 | 2.66    | 866,358 | 2.75   | 55,677  | 0.10   | 44,547  | 0.08  |
|                                     | 京滋         | 40.4        | 14.0    | 291,074 | 715,622 | 2.46    | 697,167 | 2.24    | 707,895 | 2.26   | 24,629  | 0.05   | 47,879  | -0.00       | 39.7 | 14.7    | 310,450 | 860,230   | 2.68    | 860,485 | 2.64    | 814,914 | 2.57   | 26,959  | 0.05   | 38,159  | 0.01  |
|                                     | 大阪         | 39.9        | 14.6    | 287,467 | 753,480 | 2.55    | 710,847 | 2.34    | 736,471 | 2.40   | 14,902  | 0.01   | 9,644   | -0.04       | 38.9 | 14.6    | 282,010 | 887,222   | 2.70    | 874,590 | 2.63    | 758,903 | 2.52   | -18,093 | -0.05  | 6,432   | -0.02 |
|                                     | 山陽         | 39.9        | 14.8    | 272,949 | 729,700 | 2.51    | 710,368 | 2.35    | 726,705 | 2.43   | 13,577  | 0.01   | 26,380  | 0.09        | 39.1 | 14.5    | 292,967 | 818,409   | 2.62    | 795,671 | 2.50    | 830,861 | 2.58   | 32,417  | 0.08   | 20,834  | 0.11  |
|                                     | 山陰         | 42.1        | 14.0    | 239,862 | 480,493 | 2.13    | 485,024 | 2.23    | 661,500 | 2.34   | -19,439 | 0.00   | 27,500  | 0.24        | 40.0 | 14.8    | 235,324 | 468,032   | 2.16    | 485,126 | 2.16    | 713,694 | 2.28   | -10,134 | 0.01   | 46,987  | 0.15  |
|                                     | 四国         | 42.7        | 15.0    | 260,796 | 612,859 | 2.35    | 497,124 | 1.77    | 525,842 | 1.86   | 11,129  | -0.00  | -7,053  | -0.07       | 39.7 | 14.8    | 287,444 | 658,692   | 2.31    | 548,146 | 1.83    | 561,685 | 1.84   | 20,134  | 0.03   | 10,352  | -0.01 |
|                                     | 九州・山口      | 39.5        | 15.2    | 262,565 | 658,360 | 2.44    | 622,571 | 2.19    | 684,492 | 2.32   | 28,169  | 0.07   | 26,788  | -0.08       | 38.8 | 14.6    | 279,507 | 705,166   | 2.43    | 699,078 | 2.36    | 780,629 | 2.47   | 9,850   | 0.00   | 30,183  | -0.14 |
| 地方計                                 |            | 40.2        | 14.9    | 277,306 | 696,621 | 2.45    | 674,445 | 2.26    | 706,790 | 2.33   | 19,070  | 0.03   | 27,080  | 0.03        | 39.8 | 15.4    | 296,302 | 803,535   | 2.61    | 792,846 | 2.50    | 796,014 | 2.52   | 23,929  | 0.06   | 41,224  | 0.07  |

| 2023年<br>春季生活闘争<br>情報No.11<br>3月29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        | 14.7 | 269,741 | 1,341,836 | 4.85 | 1,290,927 | 4.44 | 1,336,800 | 4.50 | 38,899   | 0.07  | 72,941  | 0.11        | 39.7 | 15.3 | 295,172 | 1,634,714 | 5.23 | 1,632,629 | 5.08 | 1,637,662 | 5.16 | 51,558   | 0.13  | 98,554  | 0.14  |
| 大手労組会議                              |            | 39.9        | 15.8 | 311,462 | 1,652,312 | 5.22 | 1,608,327 | 5.09 | 1,638,554 | 5.18 | 59,108   | 0.19  | 46,477  | 0.06        | 39.8 | 15.7 | 312,361 | 1,800,474 | 5.48 | 1,779,808 | 5.41 | 1,751,094 | 5.45 | 41,338   | 0.18  | 70,174  | 0.08  |
| 業                                   | 鉄鋼業        | 40.6        | 14.1 | 257,978 | 1,258,524 | 4.93 | 1,218,902 | 4.64 | 1,236,433 | 4.80 | 17,033   | 0.05  | 37,071  | 0.04        | 39.1 | 14.4 | 280,824 | 1,396,987 | 4.98 | 1,248,691 | 4.59 | 1,283,834 | 4.74 | 91,738   | 0.19  | 55,459  | 0.02  |
|                                     | 非鉄金属       | 40.9        | 15.3 | 278,520 | 1,092,145 | 4.67 | 748,036   | 4.62 | 442,400   | 4.50 | -144,807 | -0.19 | -3,800  |             | 40.3 | 16.3 | 282,334 | 1,233,718 | 5.17 | 721,329   | 5.71 | 442,400   | 5.46 | -153,063 | -0.09 | -3,800  |       |
|                                     | 金属製品       | 39.8        | 15.0 | 255,564 | 1,224,706 | 4.59 | 1,203,834 | 3.97 | 1,323,426 | 4.04 | 3,664    | -0.00 | -18,059 | 0.02        | 39.9 | 15.8 | 271,531 | 1,341,178 | 4.86 | 1,346,428 | 4.45 | 1,568,304 | 4.79 | 19,027   | -0.02 | 11,079  | 0.01  |
|                                     | 一般機械       | 39.5        | 14.1 | 273,458 | 1,417,861 | 4.98 | 1,334,913 | 4.58 | 1,339,372 | 4.56 | 42,386   | 0.02  | 41,957  | 0.04        | 38.9 | 14.7 | 289,161 | 1,749,254 | 5.38 | 1,706,613 | 5.17 | 1,674,515 | 5.28 | 36,212   | 0.07  | 55,889  | 0.05  |
|                                     | 電気機械       | 41.2        | 15.6 | 274,790 | 1,381,325 | 4.81 | 1,369,792 | 4.48 | 1,520,444 | 4.73 | 40,628   | 0.12  | 77,558  | 0.13        | 40.7 | 16.0 | 311,385 | 1,674,758 | 5.33 | 1,697,355 | 5.30 | 1,715,835 | 5.18 | 13,941   | 0.13  | 72,943  | 0.09  |
|                                     | 輸送機械       | 40.0        | 15.1 | 277,186 | 1,374,724 | 4.83 | 1,244,085 | 4.23 | 1,286,043 | 4.34 | 42,715   | 0.04  | 99,850  | 0.14        | 40.1 | 16.0 | 309,525 | 1,599,499 | 5.16 | 1,595,801 | 4.97 | 1,651,899 | 5.14 | 77,296   | 0.15  | 170,516 | 0.22  |
|                                     | 精密機械       | 40.5        | 15.2 | 272,032 | 1,275,908 | 4.82 | 1,231,646 | 4.23 | 1,283,866 | 4.30 | 123,741  | 0.40  | 361,790 | 0.73        | 40.9 | 16.1 | 291,858 | 1,454,428 | 4.95 | 1,468,237 | 4.81 | 1,587,871 | 5.00 | 53,242   | 0.24  | 131,266 | 0.31  |
| その他                                 |            | 42.0        | 14.5 | 264,206 | 1,230,958 | 4.79 | 1,314,032 | 4.61 | 1,314,032 | 4.53 | 88,419   | 0.27  | 152,383 | 0.13        | 40.3 | 14.4 | 283,051 | 1,488,804 | 5.21 | 1,489,415 | 5.05 | 1,489,415 | 5.03 | 198,483  | 0.48  | 224,095 | 0.52  |
| 規                                   | 1～299人     | 40.3        | 14.5 | 259,148 | 1,227,221 | 4.71 | 1,146,256 | 4.18 | 1,172,285 | 4.21 | 29,528   | 0.06  | 63,021  | 0.08        | 39.7 | 14.6 | 264,382 | 1,275,655 | 4.79 | 1,181,090 | 4.30 | 1,196,950 | 4.30 | 23,547   | 0.06  | 58,145  | 0.06  |
|                                     | 1～99人      | 40.7        | 14.2 | 251,755 | 1,164,655 | 4.64 | 1,075,588 | 3.96 | 1,106,704 | 4.01 | 27,145   | 0.05  | 47,740  | 0.05        | 40.0 | 14.0 | 252,713 | 1,179,995 | 4.69 | 1,021,352 | 3.90 | 1,040,526 | 3.93 | 16,270   | 0.02  | 20,694  | 0.01  |
|                                     | 100～299人   | 39.7        | 14.9 | 268,292 | 1,290,413 | 4.80 | 1,207,590 | 4.39 | 1,218,192 | 4.39 | 32,105   | 0.08  | 74,597  | 0.11        | 39.6 | 14.9 | 268,186 | 1,303,149 | 4.82 | 1,218,612 | 4.41 | 1,227,347 | 4.40 | 25,794   | 0.08  | 66,161  | 0.07  |
|                                     | 300～499人   | 39.9        | 15.0 | 288,836 | 1,561,702 | 5.18 | 1,412,153 | 4.49 | 1,526,190 | 4.80 | 42,163   | -0.02 | 47,068  | 0.04        | 39.9 | 15.0 | 281,426 | 1,570,458 | 5.19 | 1,457,061 | 4.61 | 1,578,462 | 4.91 | 42,252   | -0.03 | 49,040  | 0.05  |
|                                     | 500～999人   | 39.6        | 15.5 | 287,246 | 1,483,337 | 4.99 | 1,368,376 | 4.65 | 1,417,735 | 4.55 | 17,701   | 0.02  | 92,835  | 0.24        | 39.5 | 15.5 | 288,417 | 1,485,572 | 4.99 | 1,376,712 | 4.71 | 1,429,851 | 4.61 | -1,626   | -0.00 | 88,491  | 0.22  |
|                                     | 1000～2999人 | 39.7        | 15.4 | 305,493 | 1,652,140 | 5.33 | 1,630,810 | 5.14 | 1,682,188 | 5.22 | 141,542  | 0.30  | 135,177 | 0.21        | 39.7 | 15.2 | 303,766 | 1,659,886 | 5.35 | 1,649,911 | 5.19 | 1,685,432 | 5.26 | 141,426  | 0.30  | 159,091 | 0.23  |
| 3000人以上                             |            | 40.2        | 16.2 | 324,714 | 1,865,897 | 5.69 | 1,813,623 | 5.58 | 1,773,748 | 5.58 | 50,960   | 0.16  | 58,609  | 0.02        | 39.9 | 15.9 | 321,992 | 1,940,525 | 5.75 | 1,887,206 | 5.64 | 1,868,586 | 5.72 | 21,589   | 0.13  | 75,446  | 0.07  |
| （事業所別）                              | 北海道        | 39.5        | 11.5 | 261,153 | 1,275,730 | 4.88 | 1,296,243 | 4.60 | 1,296,243 | 4.60 | -6,643   | -0.12 |         |             | 37.4 | 10.8 | 269,162 | 1,342,097 | 4.99 | 1,296,243 | 4.60 | 1,296,243 | 4.60 | 14,362   | -0.01 |         |       |
|                                     | 北東北        | 40.8        | 17.9 | 239,433 | 1,144,057 | 4.60 | 799,376   | 3.81 | 857,912   | 4.70 | 89,692   | 0.15  | 140,798 | 0.50        | 41.7 | 19.2 | 295,653 | 1,326,895 | 4.89 | 818,486   | 3.71 | 857,912   | 4.80 | 61,475   | -0.01 | 140,798 | 0.49  |
|                                     | 南東北        | 40.3        | 15.9 | 241,401 | 1,169,558 | 4.62 | 950,917   | 3.61 | 1,015,102 | 3.73 | 31,651   | 0.05  | 129,609 | 0.32        | 41.6 | 17.4 | 263,433 | 1,384,428 | 4.99 | 1,383,635 | 4.44 | 1,517,211 | 4.94 | 20,081   | 0.02  | 144,017 | 0.50  |
|                                     | 北関東        | 40.3        | 15.1 | 293,360 | 1,534,004 | 5.02 | 1,566,354 | 4.87 | 1,540,305 | 4.94 | 18,287   | -0.01 | 61,157  | 0.09        | 40.2 | 15.5 | 308,277 | 1,638,883 | 5.26 | 1,689,846 | 5.23 | 1,600,585 | 5.14 | -11,025  | 0.01  | 109,395 | 0.09  |
|                                     | 東京千葉       | 40.7        | 14.7 | 307,857 | 1,521,779 | 4.94 | 1,528,623 | 4.85 | 1,580,818 | 4.87 | 36,783   | 0.15  | 154,545 | 0.43        | 41.0 | 15.8 | 333,294 | 1,829,848 | 5.48 | 1,888,870 | 5.45 | 1,955,821 | 5.55 | 178,500  | 0.50  | 332,250 | 0.74  |
|                                     | 神奈川        | 40.4        | 15.9 | 303,040 | 1,561,544 | 5.21 | 1,551,056 | 5.04 | 1,605,422 | 5.20 | 94,398   | 0.20  | 94,653  | 0.10        | 40.3 | 16.1 | 298,860 | 1,596,612 | 5.33 | 1,611,738 | 5.12 | 1,652,236 | 5.21 | 90,203   | 0.28  | 79,283  | -0.00 |
|                                     | 新潟         | 40.5        | 15.3 | 261,239 | 1,190,022 | 4.24 | 1,065,675 | 3.81 | 987,243   | 3.46 | 85,769   | 0.27  | 28,644  | 0.05        | 40.1 | 16.1 | 280,811 | 1,274,706 | 4.41 | 1,184,900 | 4.08 | 1,191,720 | 3.83 | 57,780   | 0.12  | -56,323 | -0.20 |
|                                     | 北陸         | 40.1        | 14.3 | 251,689 | 1,237,742 | 4.81 | 1,090,200 | 4.30 | 1,078,240 | 4.20 | 25,261   | 0.04  | 166,655 | 0.64        | 39.8 | 15.6 | 273,716 | 1,362,687 | 4.93 | 1,027,527 | 3.80 | 1,023,274 | 3.77 | 51,090   | 0.12  | 253,848 | 0.91  |
|                                     | 甲信         | 40.0        | 15.2 | 301,863 | 1,603,781 | 5.05 | 1,433,745 | 4.66 | 1,433,745 | 4.71 | 197,297  | 0.30  | 69,590  | 0.20        | 39.6 | 15.1 | 301,769 | 1,600,502 | 5.11 | 1,493,860 | 4.79 | 1,493,860 | 4.97 | 155,783  | 0.24  | 79,426  | 0.24  |
|                                     | 静岡         | 40.3        | 15.9 | 302,414 | 1,464,321 | 4.98 | 1,366,280 | 4.82 | 1,466,708 | 4.84 | 31,206   | 0.04  | 35,850  | -0.06       | 39.9 | 16.4 | 316,885 | 1,635,361 | 5.34 | 1,563,220 | 5.26 | 1,626,171 | 5.14 | 63,853   | 0.14  | 23,126  | 0.17  |
|                                     | 東海         | 39.0        | 14.6 | 281,532 | 1,475,224 | 5.04 | 1,533,332 | 4.88 | 1,521,794 | 4.83 | 64,080   | 0.08  | 63,780  | 0.11        | 38.8 | 15.0 | 286,608 | 1,602,237 | 5.26 | 1,648,827 | 5.19 | 1,599,587 | 5.15 | 102,923  | 0.13  | 130,642 | 0.22  |
|                                     | 京滋         | 40.4        | 14.0 | 291,074 | 1,433,250 | 4.89 | 1,500,078 | 4.57 | 1,460,196 | 4.50 | 46,726   | 0.05  | 70,282  | 0.06        | 39.7 | 14.7 | 310,450 | 1,723,880 | 5.28 | 1,763,866 | 5.26 | 1,669,667 | 5.10 | 45,929   | -0.01 | 69,650  | 0.08  |
|                                     | 大阪         | 39.9        | 14.6 | 287,467 | 1,528,850 | 5.19 | 1,472,439 | 4.79 | 1,506,661 | 4.87 | 17,800   | 0.03  | 38,183  | 0.02        | 38.9 | 14.6 | 282,010 | 1,801,929 | 5.45 | 1,764,573 | 5.28 | 1,514,731 | 5.02 | -39,800  | -0.11 | 20,182  | -0.04 |
|                                     | 山陽         | 39.9        | 14.8 | 272,949 | 1,502,239 | 5.07 | 1,474,580 | 4.82 | 1,500,869 | 4.90 | 42,517   | 0.09  | 51,766  | 0.16        | 39.1 | 14.5 | 292,967 | 1,704,713 | 5.36 | 1,651,055 | 5.13 | 1,738,381 | 5.32 | 85,694   | 0.24  | 44,240  | 0.24  |
|                                     | 山陰         | 42.1        | 14.0 | 239,862 | 1,191,170 | 4.70 | 1,420,098 | 4.46 | 2,006,000 | 4.68 | 32,773   | 0.03  | 209,000 | 0.23        | 40.0 | 14.8 | 235,324 | 1,055,658 | 4.78 | 1,049,925 | 4.31 | 2,006,000 | 4.56 | 18,128   | 0.01  | 209,000 | 0.15  |
|                                     | 四国         | 42.7        | 15.0 | 260,796 | 1,310,177 | 5.04 | 991,010   | 3.64 | 1,018,297 | 3.68 | 19,683   | 0.01  | 6,665   | -0.07       | 39.7 | 14.8 | 287,444 | 1,345,400 | 4.89 | 992,670   | 3.47 | 1,020,617 | 3.49 | 27,947   | 0.01  | -8,377  | -0.12 |
| 九州・山口                               |            | 39.5        | 15.2 | 262,565 | 1,302,015 | 4.80 | 1,261,971 | 4.44 | 1,455,719 | 4.88 | 20,069   | 0.01  | 45,785  | 0.08        | 38.8 | 14.6 | 279,507 | 1,394,821 | 4.88 | 1,390,532 | 4.81 | 1,587,736 | 5.26 | 6,720    | -0.04 | 60,782  | 0.11  |
| 地方計                                 |            | 40.2        | 14.9 | 277,306 | 1,429,854 | 4.96 | 1,410,620 | 4.66 | 1,450,863 | 4.72 | 42,019   | 0.08  | 75,475  | 0.14        | 39.8 | 15.4 | 296,302 | 1,633,542 | 5.25 | 1,634,170 | 5.10 | 1,618,657 | 5.09 | 50,305   | 0.12  | 98,774  | 0.20  |