

# J A M 2024年春季生活闘争状況報告No.11

3月27日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,456 | 100.0 |
| 賃金要求を断念       | 16    | 1.1   |
| 交渉単組数         | 1,440 | 98.9  |
| 要求提出単組        | 1,129 | 77.5  |
| 賃金要求提出        | 1,069 | 73.4  |
| 個別賃金要求        | 301   | 20.7  |
| 平均賃金要求        | 1,047 | 71.9  |
| 要求内容不明        | 60    | 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       | 283   | 19.4  |

## 2. 賃上げ交渉進捗状況

|    |       |     |       |      |
|----|-------|-----|-------|------|
|    | 合計    | 個別  | 平均    | 進捗率  |
| 要求 | 1,069 | 301 | 1,047 | 73.4 |
| 回答 | 622   | 98  | 615   | 42.7 |
| 妥結 | 374   | —   | —     | 25.7 |

## 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        | 15,427 | 11,800 | 12,432 | 2,975    | 2,808 |
| 1～299人     | 14,992 | 10,686 | 11,100 | 2,819    | 2,216 |
| 1～99人      | 14,477 | 10,001 | 10,351 | 2,501    | 1,844 |
| 100～299人   | 15,982 | 11,784 | 12,184 | 3,422    | 2,721 |
| 300～499人   | 16,946 | 14,430 | 14,180 | 3,510    | 3,635 |
| 500～999人   | 17,027 | 14,974 | 16,113 | 3,374    | 4,482 |
| 1000～2999人 | 17,036 | 15,024 | 15,526 | 3,418    | 3,687 |
| 3000人以上    | 19,471 | 20,314 | 19,428 | 5,240    | 6,197 |
| 大手労組       | 17,491 | 17,028 | 16,849 | 3,884    | 4,708 |

### (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   | 428  | 240,904 | 290  | 252,725 | 93      | 256,272 |
| 所定内 | 76   | 255,522 | 44   | 263,185 | 22      | 257,185 |
| 基本  | 253  | 235,571 | 192  | 249,438 | 59      | 255,244 |
| 基準内 | 50   | 255,930 | 29   | 270,228 | 10      | 260,524 |
| 不詳  | 49   | 230,430 | 25   | 239,249 | 2       | 255,288 |
| 35歳 |      |         |      |         |         |         |
| 計   | 421  | 267,364 | 280  | 279,138 | 86      | 285,450 |
| 所定内 | 75   | 284,044 | 43   | 293,628 | 22      | 289,076 |
| 基本  | 243  | 259,485 | 184  | 274,001 | 51      | 281,949 |
| 基準内 | 53   | 287,984 | 30   | 299,134 | 11      | 292,468 |
| 不詳  | 50   | 258,777 | 23   | 267,060 | 2       | 296,211 |

### (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 | 845 | 15,983 | 4,582 | 11,401 | 511 | 12,543 | 4,765 | 7,778 |
| 賃金改善分     | 836 | 16,109 | 4,586 | 11,524 | 488 | 12,901 | 4,756 | 8,145 |
| 構造分のみ     | 9   | 4,240  | —     | —      | 22  | 4,990  | —     | —     |
| 構造維持分割れ   |     |        |       |        | 1   | 4,000  | 4,500 | -500  |

## 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 | 636 | 680,659   | 2.43 | 23,425   | 0.04 |
|    | 回答 | 342 | 647,834   | 2.26 | —        | —    |
|    | 妥結 | 198 | 657,691   | 2.30 | 34,273   | 0.14 |
| 年間 | 要求 | 450 | 1,399,060 | 4.91 | 49,740   | 0.07 |
|    | 回答 | 241 | 1,327,956 | 4.59 | —        | —    |
|    | 妥結 | 138 | 1,341,031 | 4.67 | 47,351   | 0.15 |

交渉単位数      2021年   1521 単組                      2022年   1500 単組                      2023年   1472 単組                      2024年   1456 単組

賃上げの回答・妥結推移・年次比較一覧 有<sup>ア</sup>-<sup>ナ</sup>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% |       |       |       |
|     | 2024年                              | 2023年 | 2022年 | 2021年 | 2024年    | 2023年 | 2022年 | 2021年 | 2024年    | 2023年 | 2022年 | 2021年 | 2024年    | 2023年 | 2022年 | 2021年 | 2024年  | 2023年 | 2022年 | 2021年 | 2024年  | 2023年 | 2022年 | 2021年 |
| 1   | 2/21                               | 2/22  | 2/23  | 2/25  | 644      | 652   | 652   | 660   |          |       |       |       |          |       |       |       | 44.2   | 44.3  | 43.5  | 43.4  |        |       |       |       |
| 2   | 2/27                               | 2/27  | 2/28  | 3/2   | 788      | 770   | 737   | 799   |          |       |       |       |          |       |       |       | 54.1   | 52.3  | 49.1  | 52.5  |        |       |       |       |
| 3   | 3/7                                | 3/8   | 3/9   | 3/11  | 919      | 913   | 883   | 912   |          |       |       |       |          |       |       |       | 63.1   | 62.0  | 58.9  | 60.0  |        |       |       |       |
| 4   | 3/12                               | 3/14  | 3/15  | 3/16  | 985      | 981   | 947   | 974   | 143      | 177   | 199   | 190   | 60       | 66    | 87    | 85    | 67.7   | 66.6  | 63.1  | 64.0  | 4.1    | 4.5   | 5.8   | 5.6   |
| 5   | 3/13                               | 3/15  | 3/16  | 3/17  | 994      | 995   | 959   | 1,002 | 265      | 288   | 301   | 308   | 107      | 126   | 138   | 141   | 68.3   | 67.6  | 63.9  | 65.9  | 7.3    | 8.6   | 9.2   | 9.3   |
| 6   | 3/14                               | 3/16  | 3/17  | 3/18  | 1,000    | 1,007 | 970   | 1,009 | 326      | 345   | 346   | 361   | 135      | 153   | 166   | 173   | 68.7   | 68.4  | 64.7  | 66.3  | 9.3    | 10.4  | 11.1  | 11.4  |
| 7   | 3/15                               | 3/17  | 3/18  | 3/19  | 1,013    | 1,019 | 974   | 1,020 | 397      | 411   | 427   | 437   | 169      | 195   | 210   | 211   | 69.6   | 69.2  | 64.9  | 67.1  | 11.6   | 13.2  | 14.0  | 13.9  |
| 8   | 3/18                               | 3/20  | 3/22  | 3/22  | 1,024    | 1,025 | 984   | 1,032 | 459      | 448   | 458   | 485   | 209      | 231   | 233   | 251   | 70.3   | 69.6  | 65.6  | 67.9  | 14.4   | 15.7  | 15.5  | 16.5  |
| 9   | 3/21                               | 3/23  | 3/24  | 3/24  | 1,035    | 1,035 | 993   | 1,041 | 496      | 510   | 502   | 519   | 250      | 271   | 273   | 288   | 71.1   | 70.3  | 66.2  | 68.4  | 17.2   | 18.4  | 18.2  | 18.9  |
| 10  | 3/25                               | 3/27  | 3/28  | 3/26  | 1,058    | 1,059 | 1,013 | 1,057 | 580      | 580   | 566   | 563   | 322      | 348   | 354   | 340   | 72.7   | 71.9  | 67.5  | 69.5  | 22.1   | 23.6  | 23.6  | 22.4  |
| 11  | 3/27                               | 3/29  | 3/30  | 3/30  | 1,069    | 1,076 | 1,034 | 1,073 | 622      | 626   | 611   | 613   | 374      | 405   | 414   | 417   | 73.4   | 73.1  | 68.9  | 70.5  | 25.7   | 27.5  | 27.6  | 27.4  |
| 12  | 3/29                               | 3/31  | 4/1   | 4/1   |          | 1,087 | 1,041 | 1,089 |          | 675   | 651   | 684   |          | 479   | 475   | 515   |        | 73.8  | 69.4  | 71.6  |        | 32.5  | 31.7  | 33.9  |
| 13  | 4/2                                | 4/4   | 4/5   | 4/6   |          | 1,097 | 1,056 | 1,112 |          | 727   | 709   | 731   |          | 542   | 564   | 574   |        | 74.5  | 70.4  | 73.1  |        | 36.8  | 37.6  | 37.7  |
| 14  | 4/5                                | 4/7   | 4/8   | 4/12  |          | 1,109 | 1,079 | 1,129 |          | 797   | 764   | 789   |          | 624   | 628   | 645   |        | 75.3  | 71.9  | 74.2  |        | 42.4  | 41.9  | 42.4  |
| 15  | 4/10                               | 4/11  | 4/12  | 4/15  |          | 1,118 | 1,086 | 1,136 |          | 825   | 801   | 828   |          | 668   | 668   | 691   |        | 76.0  | 72.4  | 74.7  |        | 45.4  | 44.5  | 45.4  |
| 16  | 4/15                               | 4/17  | 4/18  | 4/22  |          | 1,128 | 1,104 | 1,147 |          | 891   | 855   | 902   |          | 749   | 738   | 795   |        | 76.6  | 73.6  | 75.4  |        | 50.9  | 49.2  | 52.3  |
| 17  | 5/8                                | 5/9   | 5/9   | 5/10  |          | 1,160 | 1,140 | 1,175 |          | 1,029 | 985   | 1,002 |          | 925   | 901   | 920   |        | 78.8  | 76.0  | 77.3  |        | 62.8  | 60.1  | 60.5  |
| 18  | 5/14                               | 5/12  | 5/13  | 5/17  |          | 1,173 | 1,150 | 1,184 |          | 1,061 | 1,004 | 1,036 |          | 974   | 926   | 955   |        | 79.7  | 76.7  | 77.8  |        | 66.2  | 61.7  | 62.8  |
| 19  | 6/20                               | 6/20  | 6/20  | 6/21  |          | 1,203 | 1,185 | 1,217 |          | 1,154 | 1,117 | 1,143 |          | 1,108 | 1,066 | 1,099 |        | 81.7  | 79.0  | 80.0  |        | 75.3  | 71.1  | 72.3  |

| 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    |        |       |       |
|     | 2024年 | 2023年 | 2022年 | 2021年 | 2024年      | 2023年 | 2022年 | 2021年 | 2024年  | 2023年  | 2022年 | 2021年 | 2024年  | 2023年  | 2022年 | 2021年 | 2024年  | 2023年  | 2022年 | 2021年 |
| 1   | 2/21  | 2/22  | 2/23  | 2/25  |            |       |       |       |        |        |       |       |        |        |       |       |        |        |       |       |
| 2   | 2/27  | 2/27  | 2/28  | 3/2   |            |       |       |       |        |        |       |       |        |        |       |       |        |        |       |       |
| 3   | 3/7   | 3/8   | 3/9   | 3/11  |            |       |       |       |        |        |       |       |        |        |       |       |        |        |       |       |
| 4   | 3/12  | 3/14  | 3/15  | 3/16  | 13,005     | 9,128 | 5,765 | 5,100 | 13,353 | 9,189  | 5,861 | 5,410 | 18,279 | 12,296 | 7,180 | 5,721 | 17,078 | 11,172 | 6,623 | 5,998 |
| 5   | 3/13  | 3/15  | 3/16  | 3/17  | 12,258     | 9,474 | 5,879 | 5,099 | 13,043 | 10,215 | 6,149 | 5,447 | 17,628 | 12,972 | 7,628 | 5,707 | 17,950 | 13,094 | 7,564 | 5,962 |
| 6   | 3/14  | 3/16  | 3/17  | 3/18  | 11,966     | 9,248 | 5,857 | 5,069 | 13,081 | 10,048 | 6,159 | 5,294 | 17,013 | 12,526 | 7,539 | 5,826 | 17,512 | 12,814 | 7,302 | 5,842 |
| 7   | 3/15  | 3/17  | 3/18  | 3/19  | 11,931     | 9,152 | 5,869 | 5,031 | 13,141 | 9,995  | 6,198 | 5,308 | 17,054 | 12,261 | 7,383 | 5,764 | 17,857 | 12,562 | 7,314 | 5,773 |
| 8   | 3/18  | 3/20  | 3/22  | 3/22  | 11,675     | 9,132 | 5,882 | 4,981 | 12,771 | 9,797  | 6,229 | 5,273 | 16,895 | 12,177 | 7,413 | 5,766 | 17,600 | 12,386 | 7,373 | 5,788 |
| 9   | 3/21  | 3/23  | 3/24  | 3/24  | 11,765     | 9,020 | 5,901 | 4,967 | 12,524 | 9,643  | 6,147 | 5,221 | 16,800 | 12,104 | 7,391 | 5,745 | 17,292 | 12,318 | 7,341 | 5,770 |
| 10  | 3/25  | 3/27  | 3/28  | 3/26  | 11,813     | 9,089 | 5,938 | 4,963 | 12,571 | 9,667  | 6,098 | 5,169 | 16,617 | 12,021 | 7,334 | 5,741 | 17,080 | 12,140 | 7,199 | 5,757 |
| 11  | 3/27  | 3/29  | 3/30  | 3/30  | 11,800     | 9,080 | 5,942 | 4,953 | 12,432 | 9,579  | 6,087 | 5,098 | 16,523 | 11,915 | 7,313 | 5,760 | 16,877 | 12,163 | 7,141 | 5,734 |
| 12  | 3/29  | 3/31  | 4/1   | 4/1   |            | 9,097 | 5,903 | 4,932 |        | 9,543  | 6,070 | 5,026 |        | 11,849 | 7,291 | 5,733 |        | 12,241 | 7,110 | 5,819 |
| 13  | 4/2   | 4/4   | 4/5   | 4/6   |            | 9,154 | 5,852 | 4,910 |        | 9,543  | 5,963 | 5,004 |        | 11,842 | 7,247 | 5,723 |        | 12,174 | 7,216 | 5,818 |
| 14  | 4/5   | 4/7   | 4/8   | 4/12  |            | 8,981 | 5,777 | 4,858 |        | 9,237  | 5,858 | 4,940 |        | 11,770 | 7,187 | 5,699 |        | 12,034 | 7,166 | 5,786 |
| 15  | 4/10  | 4/11  | 4/12  | 4/15  |            | 8,988 | 5,747 | 4,836 |        | 9,219  | 5,832 | 4,908 |        | 11,758 | 7,159 | 5,673 |        | 11,964 | 7,143 | 5,743 |
| 16  | 4/15  | 4/17  | 4/18  | 4/22  |            | 8,966 | 5,684 | 4,988 |        | 9,144  | 5,763 | 5,096 |        | 11,681 | 7,091 | 5,773 |        | 11,857 | 7,061 | 5,888 |
| 17  | 5/8   | 5/9   | 5/9   | 5/10  |            | 8,907 | 5,680 | 4,882 |        | 9,028  | 5,714 | 4,917 |        | 11,695 | 7,061 | 5,709 |        | 11,802 | 7,026 | 5,759 |
| 18  | 5/14  | 5/12  | 5/13  | 5/17  |            | 8,886 | 5,676 | 4,874 |        | 8,996  | 5,707 | 4,906 |        | 11,682 | 7,051 | 5,700 |        | 11,783 | 6,997 | 5,755 |
| 19  | 6/20  | 6/20  | 6/20  | 6/21  |            | 8,860 | 5,626 | 4,828 |        | 8,882  | 5,632 | 4,849 |        | 11,648 | 7,005 | 5,639 |        | 11,685 | 6,944 | 5,658 |

| 交渉単位数               |       |       |       | 2021年 1521 単組 |                      |       |       | 2022年 1500 単組 |          |       |       | 2023年 1472 単組 |          |       |       | 2024年 1456 単組 |        |       |       |                   |        |       |       |       |  |  |  |  |
|---------------------|-------|-------|-------|---------------|----------------------|-------|-------|---------------|----------|-------|-------|---------------|----------|-------|-------|---------------|--------|-------|-------|-------------------|--------|-------|-------|-------|--|--|--|--|
| 一時金の回答・妥結状況・年次別状況一覧 |       |       |       |               |                      |       |       |               |          |       |       |               |          |       |       |               |        |       |       | 進捗率＝単組数/交渉単位数*100 |        |       |       |       |  |  |  |  |
| 集計回                 | 集計日   |       |       |               | 一時金・開争状況／半期・年間計／全単組計 |       |       |               |          |       |       |               |          |       |       |               |        |       |       |                   | 一時金進捗率 |       |       |       |  |  |  |  |
|                     |       |       |       |               | 一時金要求単組数             |       |       |               | 一時金回答単組数 |       |       |               | 一時金妥結単組数 |       |       |               | 要求進捗率% |       |       |                   | 妥結進捗率% |       |       |       |  |  |  |  |
|                     | 2024年 | 2023年 | 2022年 | 2021年         | 2024年                | 2023年 | 2022年 | 2021年         | 2024年    | 2023年 | 2022年 | 2021年         | 2024年    | 2023年 | 2022年 | 2021年         | 2024年  | 2023年 | 2022年 | 2021年             | 2024年  | 2023年 | 2022年 | 2021年 |  |  |  |  |
| 1                   | 2/21  | 2/22  | 2/23  | 2/25          | 364                  | 394   | 421   | 375           |          |       |       |               |          |       |       |               | 25.0   | 26.8  | 28.1  | 24.7              |        |       |       |       |  |  |  |  |
| 2                   | 2/27  | 2/27  | 2/28  | 3/2           | 485                  | 467   | 478   | 486           |          |       |       |               |          |       |       |               | 33.3   | 31.7  | 31.9  | 32.0              |        |       |       |       |  |  |  |  |
| 3                   | 3/7   | 3/8   | 3/9   | 3/11          | 550                  | 569   | 568   | 564           |          |       |       |               |          |       |       |               | 37.8   | 38.7  | 37.9  | 37.1              |        |       |       |       |  |  |  |  |
| 4                   | 3/12  | 3/14  | 3/15  | 3/16          | 583                  | 596   | 603   | 598           | 95       | 94    | 115   | 107           | 40       | 41    | 53    | 46            | 40.0   | 40.5  | 40.2  | 39.3              | 2.7    | 2.8   | 3.5   | 3.0   |  |  |  |  |
| 5                   | 3/13  | 3/16  | 3/16  | 3/17          | 591                  | 605   | 612   | 622           | 150      | 162   | 176   | 170           | 61       | 72    | 86    | 80            | 40.6   | 41.1  | 40.8  | 40.9              | 4.2    | 4.9   | 5.7   | 5.3   |  |  |  |  |
| 6                   | 3/14  | 3/15  | 3/17  | 3/18          | 591                  | 610   | 616   | 627           | 186      | 200   | 206   | 202           | 74       | 89    | 106   | 95            | 40.6   | 41.4  | 41.1  | 41.2              | 5.1    | 6.0   | 7.1   | 6.2   |  |  |  |  |
| 7                   | 3/15  | 3/17  | 3/18  | 3/19          | 603                  | 618   | 620   | 635           | 230      | 244   | 253   | 247           | 92       | 113   | 134   | 121           | 41.4   | 42.0  | 41.3  | 41.7              | 6.3    | 7.7   | 8.9   | 8.0   |  |  |  |  |
| 8                   | 3/18  | 3/20  | 3/22  | 3/22          | 608                  | 622   | 628   | 638           | 259      | 264   | 275   | 278           | 113      | 133   | 152   | 151           | 41.8   | 42.3  | 41.9  | 41.9              | 7.8    | 9.0   | 10.1  | 9.9   |  |  |  |  |
| 9                   | 3/21  | 3/23  | 3/24  | 3/24          | 614                  | 630   | 637   | 648           | 277      | 292   | 298   | 299           | 135      | 158   | 172   | 173           | 42.2   | 42.8  | 42.5  | 42.6              | 9.3    | 10.7  | 11.5  | 11.4  |  |  |  |  |
| 10                  | 3/25  | 3/27  | 3/28  | 3/26          | 628                  | 649   | 648   | 654           | 314      | 326   | 338   | 328           | 168      | 203   | 213   | 198           | 43.1   | 44.1  | 43.2  | 43.0              | 11.5   | 13.8  | 14.2  | 13.0  |  |  |  |  |
| 11                  | 3/27  | 3/29  | 3/30  | 3/30          | 636                  | 655   | 660   | 661           | 342      | 349   | 369   | 362           | 198      | 231   | 243   | 242           | 43.7   | 44.5  | 44.0  | 43.5              | 13.6   | 15.7  | 16.2  | 15.9  |  |  |  |  |
| 12                  | 3/29  | 3/31  | 4/1   | 4/1           |                      | 660   | 668   | 671           |          | 378   | 393   | 399           |          | 280   | 282   | 305           |        | 44.8  | 44.5  | 44.1              |        | 19.0  | 18.8  | 20.1  |  |  |  |  |
| 13                  | 4/2   | 4/4   | 4/5   | 4/6           |                      | 664   | 676   | 683           |          | 410   | 417   | 417           |          | 313   | 329   | 327           |        | 45.1  | 45.1  | 44.9              |        | 21.3  | 21.9  | 21.5  |  |  |  |  |
| 14                  | 4/5   | 4/7   | 4/8   | 4/12          |                      | 672   | 689   | 698           |          | 439   | 439   | 444           |          | 345   | 353   | 359           |        | 45.7  | 45.9  | 45.9              |        | 23.4  | 23.5  | 23.6  |  |  |  |  |
| 15                  | 4/10  | 4/11  | 4/12  | 4/15          |                      | 674   | 697   | 701           |          | 449   | 458   | 458           |          | 364   | 370   | 379           |        | 45.8  | 46.5  | 46.1              |        | 24.7  | 24.7  | 24.9  |  |  |  |  |
| 16                  | 4/15  | 4/17  | 4/18  | 4/22          |                      | 683   | 708   | 715           |          | 477   | 485   | 491           |          | 397   | 405   | 414           |        | 46.4  | 47.2  | 47.0              |        | 27.0  | 27.0  | 27.2  |  |  |  |  |
| 17                  | 5/8   | 5/9   | 5/9   | 5/10          |                      | 709   | 731   | 730           |          | 536   | 549   | 542           |          | 468   | 474   | 479           |        | 48.2  | 48.7  | 48.0              |        | 31.8  | 31.6  | 31.5  |  |  |  |  |
| 18                  | 5/14  | 5/12  | 5/13  | 5/17          |                      | 719   | 735   | 740           |          | 560   | 560   | 565           |          | 500   | 489   | 504           |        | 48.8  | 49.0  | 48.7              |        | 34.0  | 32.6  | 33.1  |  |  |  |  |
| S1                  |       | 6/8   | 6/9   | 6/10          |                      | 856   | 880   | 906           |          | 646   | 686   | 700           |          | 593   | 617   | 636           |        | 58.2  | 58.7  | 59.6              |        | 40.3  | 41.1  | 41.8  |  |  |  |  |
| 19                  | 6/20  | 6/20  | 6/20  | 6/21          |                      | 934   | 961   | 986           |          | 783   | 807   | 820           |          | 690   | 717   | 729           |        | 63.5  | 64.1  | 64.8              |        | 46.9  | 47.8  | 47.9  |  |  |  |  |
| S2                  |       | 7/6   | 7/18  | 7/8           |                      | 1,034 | 1,065 | 1,102         |          | 1,013 | 1,038 | 1,107         |          | 946   | 975   | 1,056         |        | 70.2  | 71.0  | 72.5              |        | 64.3  | 65.0  | 69.4  |  |  |  |  |
| S3                  |       | 8/3   | 8/4   | 8/5           |                      | 1,109 | 1,144 | 1,166         |          | 1,196 | 1,206 | 1,260         |          | 1,156 | 1,181 | 1,240         |        | 75.3  | 76.3  | 76.7              |        | 78.5  | 78.7  | 81.5  |  |  |  |  |

| 集計回 | 集計日   |       |       |       | 一時金・半期・全単組計 |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----|-------|-------|-------|-------|-------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     |       |       |       |       | 単純平均        |         |         |         |         |         |         |         | 加重平均    |         |         |         |         |         |         |         |
|     |       |       |       |       | 回答金額        |         |         |         | 妥結金額    |         |         |         | 回答金額    |         |         |         | 妥結金額    |         |         |         |
|     | 2024年 | 2023年 | 2022年 | 2021年 | 2024年       | 2023年   | 2022年   | 2021年   | 2024年   | 2023年   | 2022年   | 2021年   | 2024年   | 2023年   | 2022年   | 2021年   | 2024年   | 2023年   | 2022年   | 2021年   |
| 1   | 2/21  | 2/22  | 2/23  | 2/25  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 2   | 2/27  | 2/27  | 2/28  | 3/2   |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 3   | 3/7   | 3/8   | 3/9   | 3/11  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 4   | 3/12  | 3/14  | 3/15  | 3/16  | 700,898     | 646,680 | 608,961 | 548,673 | 739,480 | 689,817 | 664,596 | 618,237 | 899,092 | 877,525 | 821,436 | 668,911 | 897,915 | 887,639 | 833,049 | 741,685 |
| 5   | 3/13  | 3/15  | 3/16  | 3/17  | 674,992     | 656,217 | 604,572 | 550,991 | 721,475 | 738,522 | 674,182 | 609,782 | 864,076 | 841,324 | 839,712 | 728,422 | 883,714 | 853,795 | 842,119 | 731,790 |
| 6   | 3/14  | 3/16  | 3/17  | 3/18  | 684,164     | 639,147 | 601,590 | 537,556 | 720,470 | 717,248 | 664,789 | 598,185 | 842,268 | 814,321 | 800,272 | 693,142 | 876,738 | 844,419 | 800,117 | 699,744 |
| 7   | 3/15  | 3/17  | 3/18  | 3/19  | 667,625     | 631,633 | 601,743 | 551,945 | 712,398 | 708,426 | 643,164 | 610,502 | 858,261 | 802,154 | 792,412 | 697,273 | 900,745 | 843,022 | 788,302 | 705,614 |
| 8   | 3/18  | 3/20  | 3/22  | 3/22  | 656,435     | 628,208 | 595,804 | 553,244 | 690,826 | 691,935 | 639,809 | 611,611 | 846,478 | 801,812 | 786,208 | 689,521 | 883,320 | 833,559 | 781,676 | 695,864 |
| 9   | 3/21  | 3/23  | 3/24  | 3/24  | 659,063     | 624,885 | 599,079 | 553,084 | 679,588 | 672,052 | 635,470 | 598,849 | 844,096 | 801,891 | 783,813 | 689,203 | 863,188 | 825,599 | 778,812 | 690,120 |
| 10  | 3/25  | 3/27  | 3/28  | 3/26  | 650,605     | 620,920 | 595,019 | 546,752 | 669,277 | 666,294 | 619,542 | 573,518 | 836,113 | 796,183 | 778,365 | 684,486 | 848,025 | 812,179 | 763,817 | 678,216 |
| 11  | 3/27  | 3/29  | 3/30  | 3/30  | 647,834     | 617,939 | 593,427 | 538,069 | 657,691 | 652,002 | 612,427 | 560,105 | 827,465 | 793,783 | 770,129 | 697,840 | 830,263 | 805,379 | 750,697 | 674,381 |
| 12  | 3/29  | 3/31  | 4/1   | 4/1   |             | 614,387 | 591,307 | 542,053 |         | 635,420 | 603,511 | 565,218 |         | 786,284 | 767,419 | 696,964 |         | 806,484 | 741,771 | 715,681 |
| 13  | 4/2   | 4/4   | 4/5   | 4/6   |             | 614,264 | 587,784 | 541,205 |         | 632,680 | 599,548 | 564,109 |         | 785,368 | 760,830 | 693,297 |         | 805,296 | 753,845 | 711,853 |
| 14  | 4/5   | 4/7   | 4/8   | 4/12  |             | 606,101 | 584,469 | 541,182 |         | 616,564 | 592,723 | 558,681 |         | 778,176 | 754,402 | 691,619 |         | 794,764 | 747,909 | 706,241 |
| 15  | 4/10  | 4/11  | 4/12  | 4/15  |             | 605,652 | 579,276 | 540,220 |         | 613,918 | 589,641 | 555,653 |         | 777,445 | 749,411 | 689,521 |         | 789,449 | 742,565 | 703,402 |
| 16  | 4/15  | 4/17  | 4/18  | 4/22  |             | 601,380 | 575,987 | 532,415 |         | 609,503 | 577,400 | 544,529 |         | 770,848 | 744,920 | 686,466 |         | 781,153 | 734,610 | 698,336 |
| 17  | 5/8   | 5/9   | 5/9   | 5/10  |             | 599,241 | 564,404 | 532,919 |         | 611,447 | 568,967 | 539,084 |         | 776,361 | 736,265 | 682,271 |         | 789,329 | 743,374 | 687,460 |
| 18  | 5/14  | 5/12  | 5/13  | 5/17  |             | 599,206 | 566,201 | 528,165 |         | 608,071 | 571,049 | 532,235 |         | 779,583 | 735,918 | 675,687 |         | 789,073 | 742,312 | 680,119 |
| S1  |       | 6/8   | 6/9   | 6/10  |             | 597,333 | 567,443 | 547,760 |         | 600,874 | 571,408 | 552,900 |         | 766,747 | 730,360 | 686,894 |         | 777,903 | 734,818 | 691,855 |
| 19  | 6/20  | 6/20  | 6/20  | 6/21  |             | 593,170 | 572,227 | 542,323 |         | 597,696 | 575,693 | 551,277 |         | 762,158 | 739,266 | 683,488 |         | 769,755 | 732,436 | 688,112 |
| S2  |       | 7/6   | 7/18  | 7/8   |             | 580,031 | 552,317 | 523,276 |         | 581,232 | 554,584 | 527,571 |         | 779,454 | 728,280 | 668,313 |         | 773,548 | 717,626 | 669,170 |
| S3  |       | 8/3   | 8/4   | 8/5   |             | 560,345 | 544,262 | 514,348 |         | 561,617 | 543,167 | 515,623 |         | 770,826 | 728,469 | 668,245 |         | 762,806 | 717,759 | 668,330 |

| 集計回 | 集計日   |       |       |       | 一時金・半期・全単組計 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
|-----|-------|-------|-------|-------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
|     |       |       |       |       | 単純平均        |       |       |       |       |       |       |       | 加重平均  |       |       |       |       |       |       |       |  |
|     |       |       |       |       | 回答月数        |       |       |       | 妥結月数  |       |       |       | 回答月数  |       |       |       | 妥結月数  |       |       |       |  |
|     | 2024年 | 2023年 | 2022年 | 2021年 | 2024年       | 2023年 | 2022年 | 2021年 | 2024年 | 2023年 | 2022年 | 2021年 | 2024年 | 2023年 | 2022年 | 2021年 | 2024年 | 2023年 | 2022年 | 2021年 |  |
| 1   | 2/21  | 2/22  | 2/23  | 2/25  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| 2   | 2/27  | 2/27  | 2/28  | 3/2   |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| 3   | 3/7   | 3/8   | 3/9   | 3/11  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| 4   | 3/12  | 3/14  | 3/15  | 3/16  | 2.37        | 2.18  | 2.13  | 1.94  | 2.56  | 2.23  | 2.25  | 2.10  | 2.67  | 2.62  | 2.47  | 2.26  | 2.80  | 2.72  | 2.58  | 2.38  |  |
| 5   | 3/13  | 3/15  | 3/16  | 3/17  | 2.34        | 2.18  | 2.13  | 1.92  | 2.50  | 2.27  | 2.30  | 2.06  | 2.59  | 2.56  | 2.53  | 2.26  | 2.73  | 2.61  | 2.54  | 2.32  |  |
| 6   | 3/14  | 3/16  | 3/17  | 3/18  | 2.35        | 2.17  | 2.13  | 1.91  | 2.47  | 2.27  | 2.28  | 2.06  | 2.57  | 2.53  | 2.48  | 2.25  | 2.70  | 2.60  | 2.49  | 2.33  |  |
| 7   | 3/15  | 3/17  | 3/18  | 3/19  | 2.30        | 2.16  | 2.13  | 1.97  | 2.44  | 2.26  | 2.22  | 2.13  | 2.59  | 2.52  | 2.47  | 2.28  | 2.72  | 2.64  | 2.48  | 2.37  |  |
| 8   | 3/18  | 3/20  | 3/22  | 3/22  | 2.29        | 2.16  | 2.13  | 1.98  | 2.41  | 2.24  | 2.23  | 2.14  | 2.58  | 2.51  | 2.47  | 2.27  | 2.70  | 2.61  | 2.47  | 2.35  |  |
| 9   | 3/21  | 3/23  | 3/24  | 3/24  | 2.29        | 2.15  | 2.13  | 1.98  | 2.37  | 2.19  | 2.20  | 2.10  | 2.57  | 2.50  | 2.47  | 2.27  | 2.66  | 2.57  | 2.46  | 2.33  |  |
| 10  | 3/25  | 3/27  | 3/28  | 3/26  | 2.27        | 2.15  | 2.12  | 1.97  | 2.35  | 2.23  | 2.17  | 2.06  | 2.56  | 2.50  | 2.45  | 2.25  | 2.65  | 2.56  | 2.44  | 2.30  |  |
| 11  | 3/27  | 3/29  | 3/30  | 3/30  | 2.26        | 2.15  | 2.13  | 1.96  | 2.30  | 2.22  | 2.17  | 2.03  | 2.55  | 2.49  | 2.46  | 2.29  | 2.62  | 2.55  | 2.44  | 2.30  |  |
| 12  | 3/29  | 3/31  | 4/1   | 4/1   |             | 2.15  | 2.12  | 1.95  |       | 2.18  | 2.15  | 2.01  |       | 2.47  | 2.45  | 2.27  |       | 2.50  | 2.43  | 2.32  |  |
| 13  | 4/2   | 4/4   | 4/5   | 4/6   |             | 2.16  | 2.12  | 1.96  |       | 2.18  | 2.13  | 2.02  |       | 2.48  | 2.44  | 2.27  |       | 2.50  | 2.41  | 2.31  |  |
| 14  | 4/5   | 4/7   | 4/8   | 4/12  |             | 2.15  | 2.12  | 1.97  |       | 2.17  | 2.12  | 2.02  |       | 2.47  | 2.43  | 2.27  |       | 2.50  | 2.40  | 2.30  |  |
| 15  | 4/10  | 4/11  | 4/12  | 4/15  |             | 2.14  | 2.11  | 1.96  |       | 2.16  | 2.12  | 2.02  |       | 2.46  | 2.42  | 2.26  |       | 2.48  | 2.39  | 2.29  |  |
| 16  | 4/15  | 4/17  | 4/18  | 4/22  |             | 2.15  | 2.10  | 1.95  |       | 2.16  | 2.09  | 1.99  |       | 2.45  | 2.41  | 2.25  |       | 2.47  | 2.38  | 2.28  |  |
| 17  | 5/8   | 5/9   | 5/9   | 5/10  |             | 2.13  | 2.08  | 1.95  |       | 2.16  | 2.09  | 1.98  |       | 2.45  | 2.40  | 2.24  |       | 2.47  | 2.41  | 2.26  |  |
| 18  | 5/14  | 5/12  | 5/13  | 5/17  |             | 2.15  | 2.09  | 1.95  |       | 2.17  | 2.10  | 1.96  |       | 2.47  | 2.40  | 2.23  |       | 2.48  | 2.41  | 2.25  |  |
| S1  |       | 6/8   | 6/9   | 6/10  |             | 2.14  | 2.09  | 1.98  |       | 2.16  | 2.10  | 2.01  |       | 2.43  | 2.38  | 2.25  |       | 2.44  | 2.39  | 2.27  |  |
| 19  | 6/20  | 6/20  | 6/20  | 6/21  |             | 2.13  | 2.09  | 1.97  |       | 2.15  | 2.10  | 2.00  |       | 2.43  | 2.40  | 2.26  |       | 2.44  | 2.38  | 2.27  |  |
| S2  |       | 7/6   | 7/18  | 7/8   |             | 2.10  | 2.03  | 1.93  |       | 2.10  | 2.04  | 1.94  |       | 2.48  | 2.39  | 2.25  |       | 2.47  | 2.37  | 2.25  |  |
| S3  |       | 8/3   | 8/4   | 8/5   |             | 2.03  | 2.00  | 1.90  |       | 2.03  | 2.00  | 1.91  |       | 2.45  | 2.39  | 2.25  |       | 2.44  | 2.37  | 2.25  |  |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27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                                 |            | 1,456                     | 1,129 | 1,069 | 301 | 1,047 | 622 | 98  | 615 | 374 | 73.4  | 42.7 | 25.7 | 16       | 28      | 346,217 | 322,103 | 309,756 | 103,289 | 304,427 | 231,686 | 49,261 | 231,312 | 166,184 | 89.5  | 66.9 | 48.0 |
| 大手労組会議                              |            | 47                        | 47    | 46    | 21  | 45    | 36  | 11  | 36  | 31  | 97.9  | 76.6 | 66.0 |          |         | 132,125 | 132,125 | 130,820 | 51,461  | 129,037 | 113,075 | 31,121 | 113,075 | 92,142  | 99.0  | 85.6 | 69.7 |
| 業種                                  | 鉄鋼業        | 112                       | 93    | 90    | 27  | 88    | 38  | 2   | 38  | 18  | 80.4  | 33.9 | 16.1 | 1        |         | 12,414  | 11,787  | 11,557  | 3,217   | 11,509  | 5,705   | 599    | 5,705   | 2,096   | 93.1  | 46.0 | 16.9 |
|                                     | 非鉄金属       | 44                        | 36    | 34    | 11  | 32    | 20  | 5   | 20  | 12  | 77.3  | 45.5 | 27.3 |          | 1       | 8,234   | 7,357   | 6,516   | 3,790   | 5,843   | 4,305   | 1,399  | 4,305   | 3,282   | 79.1  | 52.3 | 39.9 |
|                                     | 金属製品       | 232                       | 173   | 165   | 49  | 161   | 91  | 13  | 90  | 62  | 71.1  | 39.2 | 26.7 | 3        | 7       | 32,712  | 28,229  | 27,469  | 8,554   | 26,819  | 15,642  | 2,142  | 15,571  | 11,773  | 84.0  | 47.8 | 36.0 |
|                                     | 一般機械       | 517                       | 413   | 399   | 129 | 396   | 258 | 51  | 257 | 149 | 77.2  | 49.9 | 28.8 | 4        | 11      | 144,324 | 135,449 | 133,269 | 48,236  | 132,667 | 106,192 | 28,840 | 106,108 | 76,254  | 92.3  | 73.6 | 52.8 |
|                                     | 電気機械       | 174                       | 133   | 119   | 26  | 115   | 68  | 12  | 64  | 40  | 68.4  | 39.1 | 23.0 | 3        | 2       | 53,652  | 50,473  | 47,505  | 18,124  | 45,472  | 36,465  | 9,590  | 36,333  | 25,556  | 88.5  | 68.0 | 47.6 |
|                                     | 輸送機械       | 151                       | 132   | 126   | 25  | 124   | 78  | 8   | 78  | 52  | 83.4  | 51.7 | 34.4 | 1        | 2       | 56,091  | 53,936  | 51,476  | 8,958   | 50,723  | 43,141  | 4,326  | 43,141  | 34,947  | 91.8  | 76.9 | 62.3 |
|                                     | 精密機械       | 65                        | 47    | 42    | 11  | 42    | 25  | 5   | 25  | 18  | 64.6  | 38.5 | 27.7 | 3        | 3       | 22,386  | 20,929  | 18,501  | 6,624   | 18,501  | 11,605  | 2,174  | 11,605  | 5,521   | 82.6  | 51.8 | 24.7 |
|                                     | その他        | 161                       | 102   | 94    | 23  | 89    | 44  | 2   | 43  | 23  | 58.4  | 27.3 | 14.3 | 1        | 2       | 16,404  | 13,943  | 13,463  | 5,786   | 12,893  | 8,631   | 191    | 8,544   | 6,755   | 82.1  | 52.6 | 41.2 |
| 規模                                  | 1～299人     | 1,221                     | 906   | 856   | 229 | 839   | 473 | 65  | 466 | 264 | 70.1  | 38.7 | 21.6 | 16       | 27      | 97,184  | 79,245  | 74,184  | 21,716  | 72,629  | 43,460  | 6,634  | 43,086  | 24,900  | 76.3  | 44.7 | 25.6 |
|                                     | 1～99人      | 841                       | 591   | 563   | 139 | 552   | 294 | 37  | 287 | 157 | 66.9  | 35.0 | 18.7 | 13       | 20      | 32,850  | 25,675  | 24,496  | 6,504   | 23,901  | 13,546  | 1,902  | 13,172  | 7,228   | 74.6  | 41.2 | 22.0 |
|                                     | 100～299人   | 380                       | 315   | 293   | 90  | 287   | 179 | 28  | 179 | 107 | 77.1  | 47.1 | 28.2 | 3        | 7       | 64,334  | 53,570  | 49,688  | 15,212  | 48,728  | 29,914  | 4,732  | 29,914  | 17,672  | 77.2  | 46.5 | 27.5 |
|                                     | 300～499人   | 98                        | 94    | 89    | 28  | 87    | 55  | 13  | 55  | 41  | 90.8  | 56.1 | 41.8 |          |         | 37,681  | 36,210  | 34,264  | 11,073  | 33,384  | 20,955  | 5,179  | 20,955  | 15,873  | 90.9  | 55.6 | 42.1 |
|                                     | 500～999人   | 80                        | 72    | 69    | 23  | 67    | 49  | 9   | 49  | 36  | 86.3  | 61.3 | 45.0 |          | 1       | 56,336  | 51,632  | 49,278  | 16,023  | 48,167  | 34,561  | 6,092  | 34,561  | 25,942  | 87.5  | 61.3 | 46.0 |
|                                     | 1000～2999人 | 41                        | 41    | 39    | 15  | 38    | 31  | 8   | 31  | 22  | 95.1  | 75.6 | 53.7 |          |         | 67,031  | 67,031  | 64,045  | 27,061  | 62,262  | 51,564  | 14,410 | 51,564  | 36,160  | 95.5  | 76.9 | 53.9 |
|                                     | 3000人以上    | 16                        | 16    | 16    | 6   | 16    | 14  | 3   | 14  | 11  | 100.0 | 87.5 | 68.8 |          |         | 87,985  | 87,985  | 87,985  | 27,416  | 87,985  | 81,146  | 16,946 | 81,146  | 63,309  | 100.0 | 92.2 | 72.0 |
| 地方（事業所ベース）                          | 北海道        | 10                        | 7     | 6     | 2   | 6     | 3   | 1   | 3   |     | 60.0  | 30.0 |      |          |         | 3,190   | 3,033   | 3,021   | 562     | 3,021   | 2,364   | 87     | 2,364   |         | 94.7  | 74.1 |      |
|                                     | 北東北        | 42                        | 33    | 29    | 14  | 28    | 10  | 3   | 10  | 6   | 69.0  | 23.8 | 14.3 |          |         | 7,131   | 5,972   | 5,570   | 1,270   | 5,533   | 2,547   | 276    | 2,547   | 2,225   | 78.1  | 35.7 | 31.2 |
|                                     | 南東北        | 77                        | 63    | 61    | 7   | 61    | 35  | 2   | 35  | 15  | 79.2  | 45.5 | 19.5 |          |         | 9,239   | 8,350   | 8,307   | 1,807   | 8,307   | 5,515   | 497    | 5,515   | 2,498   | 89.9  | 59.7 | 27.0 |
|                                     | 北関東        | 172                       | 146   | 141   | 11  | 141   | 75  | 5   | 75  | 48  | 82.0  | 43.6 | 27.9 | 4        | 2       | 36,692  | 35,292  | 34,704  | 5,240   | 34,704  | 26,605  | 4,205  | 26,605  | 21,713  | 94.6  | 72.5 | 59.2 |
|                                     | 東京千葉       | 147                       | 106   | 91    | 18  | 89    | 70  | 8   | 70  | 54  | 61.9  | 47.6 | 36.7 | 3        | 6       | 39,042  | 36,092  | 32,781  | 7,983   | 32,216  | 25,074  | 6,256  | 25,074  | 23,133  | 84.0  | 64.2 | 59.3 |
|                                     | 神奈川        | 85                        | 67    | 62    | 8   | 60    | 41  | 2   | 41  | 30  | 72.9  | 48.2 | 35.3 | 2        | 2       | 25,742  | 24,730  | 24,050  | 5,329   | 22,214  | 18,252  | 1,427  | 18,252  | 12,566  | 93.4  | 70.9 | 48.8 |
|                                     | 新潟         | 80                        | 63    | 60    | 43  | 60    | 39  | 27  | 38  | 23  | 75.0  | 48.8 | 28.8 |          | 5       | 10,188  | 8,858   | 8,658   | 7,274   | 8,658   | 7,156   | 5,068  | 7,072   | 3,751   | 85.0  | 70.2 | 36.8 |
|                                     | 北陸         | 108                       | 82    | 81    | 40  | 72    | 35  | 8   | 34  | 30  | 75.0  | 32.4 | 27.8 |          |         | 21,735  | 20,462  | 20,329  | 12,074  | 18,758  | 12,290  | 3,313  | 12,281  | 11,241  | 93.5  | 56.5 | 51.7 |
|                                     | 甲信         | 68                        | 53    | 52    | 5   | 52    | 36  | 2   | 36  | 27  | 76.5  | 52.9 | 39.7 | 5        | 1       | 12,196  | 10,998  | 10,977  | 1,717   | 10,977  | 8,720   | 566    | 8,720   | 7,667   | 90.0  | 71.5 | 62.9 |
|                                     | 静岡         | 81                        | 68    | 66    | 10  | 66    | 36  | 6   | 36  | 19  | 81.5  | 44.4 | 23.5 |          |         | 30,011  | 28,985  | 27,199  | 11,531  | 27,199  | 22,318  | 7,394  | 22,318  | 18,553  | 90.6  | 74.4 | 61.8 |
|                                     | 東海         | 183                       | 140   | 118   | 18  | 117   | 79  | 7   | 78  | 53  | 64.5  | 43.2 | 29.0 |          | 5       | 42,202  | 39,237  | 36,171  | 9,444   | 36,083  | 26,009  | 4,404  | 25,971  | 18,787  | 85.7  | 61.6 | 44.5 |
|                                     | 京滋         | 88                        | 71    | 68    | 15  | 67    | 42  | 6   | 42  | 29  | 77.3  | 47.7 | 33.0 |          | 5       | 18,966  | 18,301  | 17,730  | 9,734   | 17,578  | 15,141  | 4,481  | 15,141  | 10,465  | 93.5  | 79.8 | 55.2 |
|                                     | 大阪         | 294                       | 219   | 213   | 107 | 207   | 126 | 29  | 123 | 51  | 72.4  | 42.9 | 17.3 |          | 2       | 48,420  | 43,894  | 43,265  | 18,406  | 42,380  | 34,889  | 5,208  | 34,717  | 18,664  | 89.4  | 72.1 | 38.5 |
|                                     | 山陽         | 124                       | 105   | 104   | 21  | 104   | 78  | 8   | 77  | 46  | 83.9  | 62.9 | 37.1 | 2        | 2       | 23,803  | 20,670  | 20,641  | 5,523   | 20,641  | 15,877  | 2,722  | 15,806  | 10,004  | 86.7  | 66.7 | 42.0 |
|                                     | 山陰         | 41                        | 38    | 38    | 12  | 38    | 20  |     | 20  | 1   | 92.7  | 48.8 | 2.4  |          |         | 4,633   | 4,427   | 4,427   | 764     | 4,427   | 2,187   |        | 2,187   | 125     | 95.6  | 47.2 | 2.7  |
|                                     | 四国         | 30                        | 30    | 30    | 3   | 30    | 19  | 1   | 19  | 16  | 100.0 | 63.3 | 53.3 |          |         | 5,082   | 5,082   | 5,082   | 1,315   | 5,082   | 4,056   | 1,116  | 4,056   | 3,853   | 100.0 | 79.8 | 75.8 |
|                                     | 九州・山口      | 59                        | 55    | 54    | 37  | 53    | 25  | 5   | 25  | 18  | 91.5  | 42.4 | 30.5 |          | 2       | 7,945   | 7,657   | 7,629   | 5,731   | 7,398   | 4,542   | 1,074  | 4,542   | 3,658   | 96.0  | 57.2 | 46.0 |
|                                     | 地方計        | 1,689                     | 1,346 | 1,274 | 371 | 1,251 | 769 | 120 | 762 | 466 | 75.4  | 45.5 | 27.6 | 16       | 32      | 346,217 | 322,040 | 310,541 | 105,704 | 305,176 | 233,542 | 48,094 | 233,168 | 168,903 | 89.7  | 67.5 | 48.8 |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27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                                            |            | 40.5       | 14.8 | 271,156 | 15,427 | 5.87 | 11,800 | 4.29 | 12,432 | 4.47 | 2,975 | 1.03  | 2,808 | 0.84       | 39.9 | 15.4 | 307,300 | 17,595 | 5.78 | 16,523 | 5.29 | 16,877 | 5.39 | 3,891 | 1.12 | 4,649 | 1.37 |
| 大手労組会議                                         |            | 40.2       | 15.9 | 322,343 | 17,491 | 5.48 | 17,028 | 5.33 | 16,849 | 5.29 | 3,884 | 1.09  | 4,708 | 1.37       | 39.9 | 15.7 | 329,544 | 18,821 | 5.73 | 19,171 | 5.83 | 18,944 | 5.76 | 4,462 | 1.21 | 5,591 | 1.60 |
| 業<br>種                                         | 鉄鋼業        | 40.3       | 14.2 | 257,502 | 15,207 | 5.94 | 12,083 | 4.11 | 13,582 | 4.24 | 2,594 | 0.70  | 5,289 | 0.64       | 39.6 | 14.9 | 278,965 | 15,616 | 5.71 | 13,629 | 4.91 | 12,239 | 4.37 | 2,690 | 0.74 | 2,865 | 0.66 |
|                                                | 非鉄金属       | 41.0       | 15.4 | 275,166 | 14,839 | 5.35 | 11,879 | 4.24 | 13,327 | 4.56 | 1,328 | -0.18 | 1,131 | 0.29       | 40.2 | 15.9 | 278,662 | 16,898 | 6.01 | 16,186 | 5.85 | 17,507 | 6.30 | 2,589 | 0.60 | 4,521 | 1.59 |
|                                                | 金属製品       | 40.4       | 15.2 | 260,961 | 14,228 | 5.56 | 10,500 | 4.04 | 10,615 | 4.09 | 2,600 | 1.00  | 2,287 | 0.84       | 40.0 | 15.7 | 275,651 | 15,083 | 5.45 | 12,503 | 4.51 | 13,418 | 4.81 | 2,962 | 0.83 | 3,929 | 1.19 |
|                                                | 一般機械       | 40.0       | 14.5 | 275,240 | 15,720 | 5.86 | 12,205 | 4.49 | 12,849 | 4.67 | 2,741 | 0.88  | 2,471 | 0.81       | 39.2 | 14.8 | 309,847 | 18,651 | 6.06 | 17,834 | 5.71 | 18,188 | 5.79 | 3,682 | 1.05 | 4,565 | 1.32 |
|                                                | 電気機械       | 40.9       | 15.5 | 276,330 | 15,578 | 5.98 | 12,522 | 4.35 | 13,458 | 4.77 | 2,716 | 1.00  | 4,149 | 1.37       | 40.8 | 16.5 | 317,427 | 17,498 | 5.64 | 16,990 | 5.29 | 17,557 | 5.48 | 4,818 | 1.44 | 5,563 | 1.81 |
|                                                | 輸送機械       | 40.8       | 15.5 | 276,520 | 16,260 | 6.04 | 12,213 | 4.29 | 12,613 | 4.40 | 4,372 | 1.73  | 3,820 | 1.12       | 40.4 | 16.3 | 313,382 | 17,225 | 5.50 | 15,513 | 4.78 | 16,295 | 4.97 | 4,775 | 1.42 | 5,293 | 1.49 |
|                                                | 精密機械       | 40.1       | 14.6 | 284,817 | 17,877 | 6.72 | 11,869 | 4.16 | 11,727 | 4.18 | 5,084 | 1.88  | 642   | 0.30       | 40.5 | 15.2 | 331,715 | 19,236 | 5.88 | 17,069 | 5.12 | 13,621 | 4.40 | 4,515 | 1.23 | 1,691 | 0.45 |
|                                                | その他        | 42.2       | 14.3 | 260,557 | 14,214 | 5.82 | 9,953  | 3.65 | 11,718 | 3.96 | 3,017 | 1.15  | 2,496 | 0.41       | 40.2 | 14.4 | 285,929 | 13,490 | 4.79 | 12,045 | 4.04 | 12,341 | 4.11 | 1,833 | 0.53 | 2,998 | 0.96 |
| 規<br>模                                         | 1～299人     | 40.7       | 14.6 | 262,019 | 14,992 | 5.92 | 10,686 | 4.02 | 11,100 | 4.14 | 2,819 | 1.03  | 2,216 | 0.63       | 40.0 | 14.8 | 270,609 | 15,603 | 5.90 | 11,626 | 4.25 | 12,037 | 4.42 | 3,157 | 1.08 | 2,597 | 0.85 |
|                                                | 1～99人      | 41.3       | 14.4 | 253,738 | 14,477 | 5.92 | 10,001 | 3.83 | 10,351 | 3.86 | 2,501 | 0.99  | 1,844 | 0.35       | 40.6 | 14.3 | 255,941 | 14,656 | 5.94 | 10,420 | 4.02 | 10,709 | 4.04 | 2,664 | 1.03 | 1,946 | 0.49 |
|                                                | 100～299人   | 39.7       | 15.0 | 275,165 | 15,982 | 5.93 | 11,784 | 4.26 | 12,184 | 4.45 | 3,422 | 1.11  | 2,721 | 0.92       | 39.7 | 15.0 | 276,822 | 16,068 | 5.89 | 12,157 | 4.35 | 12,577 | 4.54 | 3,397 | 1.10 | 2,844 | 0.96 |
|                                                | 300～499人   | 39.7       | 15.2 | 292,627 | 16,946 | 5.76 | 14,430 | 4.89 | 14,180 | 4.93 | 3,510 | 0.99  | 3,635 | 1.25       | 39.6 | 15.2 | 293,045 | 17,015 | 5.76 | 14,624 | 4.95 | 14,380 | 4.98 | 3,564 | 0.99 | 3,734 | 1.29 |
|                                                | 500～999人   | 39.9       | 15.7 | 295,681 | 17,027 | 5.71 | 14,974 | 4.90 | 16,113 | 5.26 | 3,374 | 0.90  | 4,482 | 1.19       | 39.9 | 15.7 | 297,236 | 17,036 | 5.67 | 15,111 | 4.93 | 16,120 | 5.25 | 3,421 | 0.90 | 4,546 | 1.19 |
|                                                | 1000～2999人 | 39.8       | 15.5 | 311,522 | 17,036 | 5.56 | 15,024 | 4.84 | 15,526 | 4.97 | 3,418 | 1.06  | 3,687 | 1.10       | 39.8 | 15.4 | 314,021 | 17,047 | 5.51 | 15,471 | 4.96 | 15,958 | 5.08 | 3,398 | 1.01 | 3,836 | 1.12 |
| （<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>）<br>地<br>方 | 3000人以上    | 40.3       | 16.1 | 338,832 | 19,471 | 5.73 | 20,314 | 6.00 | 19,428 | 5.83 | 5,240 | 1.41  | 6,197 | 1.86       | 39.9 | 15.8 | 338,038 | 20,154 | 5.96 | 20,883 | 6.19 | 20,237 | 6.04 | 5,173 | 1.38 | 6,163 | 1.77 |
|                                                | 北海道        | 39.6       | 13.5 | 264,940 | 15,258 | 5.86 | 14,927 | 6.08 |        |      | 2,037 | 1.08  |       |            | 38.5 | 13.0 | 292,691 | 16,411 | 5.64 | 16,259 | 5.74 |        |      | 2,446 | 0.79 |       |      |
|                                                | 北東北        | 40.8       | 16.8 | 244,114 | 16,358 | 7.10 | 12,252 | 4.77 | 14,039 | 5.17 | 3,116 | 1.36  | 385   | 0.11       | 41.1 | 17.0 | 281,611 | 16,628 | 6.00 | 18,498 | 5.71 | 19,816 | 5.95 | 2,299 | 0.47 | 3,505 | 0.82 |
|                                                | 南東北        | 40.7       | 15.8 | 252,391 | 14,412 | 5.77 | 10,193 | 4.01 | 11,522 | 4.64 | 2,142 | 0.73  | 1,974 | 0.68       | 40.9 | 16.7 | 277,370 | 15,939 | 5.83 | 12,072 | 4.13 | 14,912 | 5.09 | 2,686 | 0.82 | 2,902 | 0.80 |
|                                                | 北関東        | 41.2       | 15.7 | 294,626 | 15,962 | 5.82 | 13,616 | 4.73 | 15,336 | 5.15 | 3,324 | 1.26  | 4,200 | 1.05       | 40.5 | 15.9 | 316,000 | 17,923 | 5.81 | 16,693 | 5.28 | 17,947 | 5.59 | 4,154 | 1.26 | 4,601 | 1.30 |
|                                                | 東京千葉       | 40.8       | 15.3 | 303,016 | 16,111 | 5.41 | 14,024 | 4.78 | 14,433 | 4.83 | 3,064 | 0.93  | 3,242 | 1.03       | 40.9 | 15.8 | 337,672 | 17,406 | 5.16 | 17,331 | 5.16 | 17,738 | 5.25 | 3,510 | 0.95 | 5,240 | 1.47 |
|                                                | 神奈川        | 41.0       | 16.5 | 310,106 | 17,107 | 5.65 | 15,068 | 4.86 | 15,328 | 4.79 | 3,016 | 0.87  | 4,236 | 1.16       | 41.2 | 16.8 | 321,244 | 18,394 | 5.83 | 16,859 | 5.22 | 17,060 | 5.15 | 3,964 | 1.05 | 4,319 | 1.15 |
|                                                | 新潟         | 40.7       | 15.2 | 254,860 | 14,090 | 5.52 | 9,234  | 3.50 | 9,619  | 3.61 | 2,479 | 0.91  | 688   | 0.14       | 40.0 | 15.8 | 270,730 | 15,364 | 5.68 | 10,657 | 3.91 | 11,403 | 4.24 | 2,293 | 0.78 | 2,166 | 0.75 |
|                                                | 北陸         | 40.3       | 14.3 | 255,577 | 15,416 | 5.98 | 13,020 | 4.82 | 13,396 | 4.96 | 3,045 | 1.04  | 2,557 | 0.85       | 40.0 | 15.5 | 283,182 | 17,365 | 6.04 | 17,277 | 5.95 | 17,686 | 6.05 | 3,910 | 1.20 | 4,301 | 1.37 |
|                                                | 甲信         | 40.2       | 14.9 | 278,640 | 14,471 | 5.19 | 11,308 | 4.21 | 12,254 | 4.50 | 1,691 | 0.24  | 2,454 | 0.77       | 39.5 | 14.7 | 293,579 | 15,728 | 5.34 | 13,896 | 4.73 | 14,501 | 4.88 | 1,559 | 0.26 | 2,501 | 0.67 |
|                                                | 静岡         | 40.5       | 16.3 | 290,563 | 13,928 | 4.97 | 13,485 | 4.87 | 14,930 | 5.19 | 3,342 | 1.34  | 5,415 | 1.79       | 40.2 | 16.9 | 318,665 | 16,732 | 5.30 | 16,785 | 5.29 | 17,346 | 5.37 | 5,351 | 1.65 | 6,493 | 2.24 |
|                                                | 東海         | 39.2       | 14.6 | 288,274 | 15,716 | 5.66 | 13,170 | 4.74 | 13,906 | 5.06 | 3,475 | 0.96  | 3,606 | 1.31       | 39.0 | 15.0 | 298,497 | 16,844 | 5.69 | 15,015 | 5.04 | 15,462 | 5.23 | 3,215 | 0.92 | 3,858 | 1.23 |
|                                                | 京滋         | 40.4       | 14.0 | 295,031 | 16,819 | 6.21 | 12,591 | 4.39 | 13,911 | 4.76 | 4,753 | 1.74  | 3,024 | 0.85       | 39.8 | 14.7 | 329,612 | 20,077 | 6.18 | 19,740 | 5.86 | 17,799 | 5.54 | 6,168 | 1.75 | 5,372 | 1.51 |
|                                                | 大阪         | 40.6       | 14.8 | 290,357 | 16,958 | 5.99 | 13,681 | 4.48 | 14,300 | 4.74 | 2,941 | 0.90  | 3,282 | 0.72       | 39.1 | 14.4 | 313,051 | 19,450 | 6.27 | 18,771 | 5.98 | 18,885 | 6.06 | 4,255 | 1.21 | 5,797 | 1.73 |
|                                                | 山陽         | 40.0       | 14.6 | 280,820 | 15,896 | 5.89 | 12,253 | 4.68 | 12,093 | 4.53 | 2,930 | 1.00  | 3,623 | 1.44       | 38.8 | 14.3 | 295,519 | 17,184 | 5.99 | 15,490 | 5.26 | 16,081 | 5.46 | 3,952 | 1.45 | 5,544 | 1.91 |
|                                                | 山陰         | 42.1       | 14.4 | 233,158 | 16,581 | 7.28 | 9,683  | 4.18 | 18,252 | 5.33 | 5,214 | 2.15  | 4,861 | 1.34       | 40.5 | 15.2 | 251,406 | 16,364 | 6.76 | 10,505 | 4.59 | 18,252 | 5.33 | 5,263 | 1.85 | 4,861 | 1.34 |
|                                                | 四国         | 42.6       | 14.9 | 262,150 | 16,102 | 6.24 | 10,128 | 3.71 | 10,622 | 3.91 | 3,086 | 1.12  | 542   | 0.15       | 40.1 | 15.0 | 295,174 | 16,726 | 5.74 | 11,455 | 3.78 | 11,719 | 3.86 | 4,079 | 1.24 | 2,212 | 0.61 |
|                                                | 九州・山口      | 39.6       | 15.0 | 264,589 | 16,054 | 6.12 | 13,052 | 4.59 | 12,934 | 4.49 | 2,246 | 0.78  | 2,555 | 0.89       | 38.7 | 14.1 | 277,613 | 15,702 | 5.64 | 14,551 | 5.03 | 14,859 | 5.10 | 2,133 | 0.65 | 3,609 | 1.15 |
| 地方計                                            |            | 40.5       | 15.0 | 278,855 | 15,875 | 5.86 | 12,763 | 4.52 | 13,556 | 4.73 | 3,107 | 1.04  | 3,158 | 0.94       | 39.9 | 15.4 | 307,197 | 17,580 | 5.78 | 16,481 | 5.28 | 16,946 | 5.40 | 3,912 | 1.14 | 4,751 | 1.41 |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27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                                 |            | 845             | 15983 | 4582 | 11401 | 836      | 16109 | 4586 | 11524 | 9     | 4240 |         |     |     |                 | 511   | 12543 | 4765  | 7778     | 488   | 12901 | 4756  | 8145  | 22   | 4990    | 1    | 4000 | 4500 | -500 |
| 大手労組会議                              |            | 44              | 17486 | 5621 | 11865 | 44       | 17486 | 5621 | 11865 |       |      |         |     |     | 36              | 17028 | 5694  | 11334 | 36       | 17028 | 5694  | 11334 |       |      |         |      |      |      |      |
| 業種                                  | 鉄鋼業        | 74              | 15580 | 4115 | 11465 | 74       | 15580 | 4115 | 11465 |       |      |         |     |     | 32              | 12489 | 4273  | 8216  | 31       | 12698 | 4217  | 8481  | 1     | 6000 |         |      |      |      |      |
|                                     | 非鉄金属       | 28              | 15190 | 4868 | 10322 | 27       | 15543 | 4839 | 10704 | 1     | 5655 |         |     |     | 17              | 12652 | 4875  | 7777  | 14       | 14281 | 4837  | 9444  | 3     | 5052 |         |      |      |      |      |
|                                     | 金属製品       | 116             | 15199 | 4343 | 10857 | 114      | 15400 | 4353 | 11047 | 2     | 3773 |         |     |     | 68              | 11141 | 4601  | 6540  | 65       | 11431 | 4589  | 6842  | 3     | 4867 |         |      |      |      |      |
|                                     | 一般機械       | 331             | 16051 | 4772 | 11279 | 329      | 16115 | 4768 | 11348 | 2     | 5495 |         |     |     | 223             | 12856 | 4855  | 8000  | 216      | 13104 | 4842  | 8262  | 6     | 5378 | 1       | 4000 | 4500 | -500 |      |
|                                     | 電気機械       | 96              | 15704 | 4589 | 11115 | 95       | 15817 | 4585 | 11232 | 1     | 5000 |         |     |     | 53              | 13173 | 4858  | 8315  | 49       | 13782 | 4788  | 8994  | 4     | 5715 |         |      |      |      |      |
|                                     | 輸送機械       | 104             | 17393 | 4420 | 12973 | 104      | 17393 | 4420 | 12973 |       |      |         |     |     | 68              | 12911 | 4639  | 8272  | 66       | 13198 | 4675  | 8523  | 2     | 3456 |         |      |      |      |      |
|                                     | 精密機械       | 34              | 18626 | 5227 | 13400 | 34       | 18626 | 5227 | 13400 |       |      |         |     |     | 20              | 12939 | 5487  | 7452  | 20       | 12939 | 5487  | 7452  |       |      |         |      |      |      |      |
|                                     | その他        | 62              | 14538 | 4350 | 10188 | 59       | 15125 | 4419 | 10706 | 3     | 2988 |         |     |     | 30              | 11180 | 4575  | 6605  | 27       | 11978 | 4639  | 7339  | 3     | 4000 |         |      |      |      |      |
| 規模                                  | 1～299人     | 643             | 15611 | 4353 | 11257 | 634      | 15772 | 4355 | 11417 | 9     | 4240 |         |     |     | 366             | 11379 | 4544  | 6835  | 343      | 11810 | 4516  | 7295  | 22    | 4990 | 1       | 4000 | 4500 | -500 |      |
|                                     | 1～99人      | 384             | 15275 | 4248 | 11027 | 378      | 15453 | 4252 | 11202 | 6     | 4035 |         |     |     | 206             | 10763 | 4458  | 6305  | 190      | 11252 | 4414  | 6838  | 15    | 5009 | 1       | 4000 | 4500 | -500 |      |
|                                     | 100～299人   | 259             | 16109 | 4509 | 11600 | 256      | 16243 | 4507 | 11736 | 3     | 4649 |         |     |     | 160             | 12173 | 4655  | 7518  | 153      | 12503 | 4642  | 7862  | 7     | 4952 |         |      |      |      |      |
|                                     | 300～499人   | 83              | 16894 | 5235 | 11659 | 83       | 16894 | 5235 | 11659 |       |      |         |     |     | 52              | 14679 | 5099  | 9579  | 52       | 14679 | 5099  | 9579  |       |      |         |      |      |      |      |
|                                     | 500～999人   | 66              | 17035 | 5166 | 11870 | 66       | 17035 | 5166 | 11870 |       |      |         |     |     | 48              | 15234 | 5199  | 10035 | 48       | 15234 | 5199  | 10035 |       |      |         |      |      |      |      |
|                                     | 1000～2999人 | 37              | 17018 | 5410 | 11607 | 37       | 17018 | 5410 | 11607 |       |      |         |     |     | 31              | 15024 | 5538  | 9486  | 31       | 15024 | 5538  | 9486  |       |      |         |      |      |      |      |
|                                     | 3000人以上    | 16              | 19471 | 6058 | 13413 | 16       | 19471 | 6058 | 13413 |       |      |         |     |     | 14              | 20314 | 6112  | 14202 | 14       | 20314 | 6112  | 14202 |       |      |         |      |      |      |      |
| （事業所ベース）<br>地方                      | 北海道        | 3               | 15609 | 4538 | 11070 | 3        | 15609 | 4538 | 11070 |       |      |         |     |     | 2               | 15200 | 4700  | 10500 | 2        | 15200 | 4700  | 10500 |       |      |         |      |      |      |      |
|                                     | 北東北        | 20              | 17170 | 3773 | 13397 | 20       | 17170 | 3773 | 13397 |       |      |         |     |     | 9               | 12522 | 4662  | 7860  | 9        | 12522 | 4662  | 7860  |       |      |         |      |      |      |      |
|                                     | 南東北        | 43              | 15533 | 4449 | 11084 | 43       | 15533 | 4449 | 11084 |       |      |         |     |     | 26              | 11069 | 4532  | 6537  | 23       | 11841 | 4451  | 7390  | 3     | 5157 |         |      |      |      |      |
|                                     | 北関東        | 114             | 16735 | 4981 | 11754 | 114      | 16735 | 4981 | 11754 |       |      |         |     |     | 63              | 14774 | 5257  | 9517  | 63       | 14774 | 5257  | 9517  |       |      |         |      |      |      |      |
|                                     | 東京千葉       | 76              | 16598 | 5112 | 11486 | 76       | 16598 | 5112 | 11486 |       |      |         |     |     | 61              | 14911 | 5405  | 9507  | 60       | 15044 | 5379  | 9665  | 1     | 6957 |         |      |      |      |      |
|                                     | 神奈川        | 53              | 17111 | 4935 | 12176 | 53       | 17111 | 4935 | 12176 |       |      |         |     |     | 37              | 15683 | 5027  | 10655 | 37       | 15683 | 5027  | 10655 |       |      |         |      |      |      |      |
|                                     | 新潟         | 48              | 14528 | 4201 | 10328 | 47       | 14723 | 4175 | 10547 | 1     | 5390 |         |     |     | 30              | 9547  | 4450  | 5097  | 26       | 10316 | 4435  | 5881  | 4     | 4545 |         |      |      |      |      |
|                                     | 北陸         | 61              | 15638 | 4701 | 10937 | 60       | 15823 | 4704 | 11119 | 1     | 4546 |         |     |     | 32              | 13353 | 5158  | 8195  | 30       | 13856 | 5115  | 8741  | 2     | 5800 |         |      |      |      |      |
|                                     | 甲信         | 45              | 14797 | 4630 | 10167 | 44       | 15019 | 4621 | 10398 | 1     | 5000 |         |     |     | 31              | 12031 | 4789  | 7242  | 28       | 12767 | 4749  | 8018  | 3     | 5167 |         |      |      |      |      |
|                                     | 静岡         | 63              | 13935 | 4511 | 9424  | 60       | 14483 | 4587 | 9895  | 3     | 2988 |         |     |     | 35              | 13641 | 4840  | 8801  | 35       | 13641 | 4840  | 8801  |       |      |         |      |      |      |      |
|                                     | 東海         | 100             | 16344 | 4965 | 11379 | 100      | 16344 | 4965 | 11379 |       |      |         |     |     | 69              | 13831 | 5013  | 8818  | 69       | 13831 | 5013  | 8818  |       |      |         |      |      |      |      |
|                                     | 京滋         | 59              | 17404 | 4806 | 12597 | 58       | 17652 | 4838 | 12814 | 1     | 3000 |         |     |     | 36              | 13833 | 5104  | 8729  | 33       | 14676 | 5154  | 9523  | 3     | 4558 |         |      |      |      |      |
|                                     | 大阪         | 175             | 17665 | 4964 | 12701 | 174      | 17734 | 4960 | 12774 | 1     | 5655 |         |     |     | 114             | 13902 | 5134  | 8768  | 107      | 14519 | 5177  | 9342  | 7     | 4465 |         |      |      |      |      |
|                                     | 山陽         | 80              | 16777 | 5005 | 11772 | 79       | 16918 | 4998 | 11921 | 1     | 5600 |         |     |     | 62              | 13186 | 4906  | 8280  | 61       | 13337 | 4913  | 8424  |       |      | 1       | 4000 | 4500 | -500 |      |
|                                     | 山陰         | 27              | 18067 | 3562 | 14505 | 27       | 18067 | 3562 | 14505 |       |      |         |     |     | 13              | 11497 | 3426  | 8072  | 13       | 11497 | 3426  | 8072  |       |      |         |      |      |      |      |
|                                     | 四国         | 19              | 15982 | 4860 | 11122 | 19       | 15982 | 4860 | 11122 |       |      |         |     |     | 13              | 10196 | 4945  | 5250  | 12       | 10583 | 4895  | 5688  | 1     | 5551 |         |      |      |      |      |
|                                     | 九州・山口      | 47              | 15297 | 4450 | 10847 | 47       | 15297 | 4450 | 10847 |       |      |         |     |     | 23              | 13422 | 5194  | 8228  | 23       | 13422 | 5194  | 8228  |       |      |         |      |      |      |      |
|                                     | 地方計        | 1033            | 16393 | 4769 | 11625 | 1024     | 16500 | 4773 | 11727 | 9     | 4240 |         |     |     | 656             | 13508 | 5000  | 8508  | 631      | 13849 | 5003  | 8846  | 24    | 4925 | 1       | 4000 | 4500 | -500 |      |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27日 |            |       | 平均賃上げ:要求額<br>賃金改善又はベア額の分布 |        |           |              |              |              |                    |                      |                      |                      |                      |             | 平均賃上げ:回答額<br>賃金改善又はベア額の分布 |        |        |           |              |              |              |              |                    |                      |                      |                      |             |           |
|-------------------------------------|------------|-------|---------------------------|--------|-----------|--------------|--------------|--------------|--------------------|----------------------|----------------------|----------------------|----------------------|-------------|---------------------------|--------|--------|-----------|--------------|--------------|--------------|--------------|--------------------|----------------------|----------------------|----------------------|-------------|-----------|
|                                     |            |       | 合計                        |        | 3千円<br>未満 | 3千～5<br>千円未満 | 5千～7<br>千円未満 | 7千～9<br>千円未満 | 9千～<br>1.1万円<br>未満 | 1.1万～<br>1.3万円<br>未満 | 1.3万～<br>1.5万円<br>未満 | 1.5万～<br>1.7万円<br>未満 | 1.7万～<br>1.9万円<br>未満 | 1.9万円<br>以上 | 1.2万<br>円                 | 合計     |        | 1千円<br>未満 | 1千～3<br>千円未満 | 3千～5<br>千円未満 | 5千～7<br>千円未満 | 7千～9<br>千円未満 | 9千～<br>1.1万円<br>未満 | 1.1万～<br>1.3万円<br>未満 | 1.3万～<br>1.5万円<br>未満 | 1.5万～<br>1.7万円<br>未満 | 1.7万円<br>以上 | 1.2万<br>円 |
|                                     |            |       | 件数                        | 平均額    |           |              |              |              |                    |                      |                      |                      |                      |             |                           | 件数     | 平均額    |           |              |              |              |              |                    |                      |                      |                      |             |           |
| 全体計                                 |            |       | 836                       | 11,524 | 18        | 20           | 51           | 90           | 114                | 348                  | 96                   | 53                   | 16                   | 30          | 258                       | 488    | 8,145  | 8         | 41           | 59           | 89           | 83           | 88                 | 65                   | 27                   | 12                   | 16          | 40        |
| 大手労組会議                              |            |       | 44                        | 11,865 |           | 2            |              | 1            | 8                  | 21                   | 9                    | 1                    | 1                    | 1           | 15                        | 36     | 11,334 |           |              | 4            | 1            | 1            | 5                  | 16                   | 5                    | 1                    | 3           | 12        |
| 業<br>種                              | 鉄鋼業        | 74    | 11,465                    |        | 2         | 6            | 7            | 9            | 30                 | 11                   | 6                    | 1                    | 2                    | 19          | 31                        | 8,481  | 2      |           | 4            | 5            | 8            | 7            | 3                  |                      | 1                    | 1                    | 2           |           |
|                                     | 非鉄金属       | 27    | 10,704                    | 2      | 1         | 2            | 2            | 4            | 10                 | 2                    | 3                    |                      | 1                    | 9           | 14                        | 9,444  |        | 1         |              | 3            | 3            | 4            | 1                  |                      | 1                    | 1                    |             |           |
|                                     | 金属製品       | 114   | 11,047                    | 2      | 4         | 8            | 14           | 17           | 51                 | 7                    | 4                    | 1                    | 6                    | 37          | 65                        | 6,842  |        | 3         | 15           | 19           | 11           | 9            | 6                  | 1                    |                      | 1                    | 3           |           |
|                                     | 一般機械       | 329   | 11,348                    | 9      | 7         | 17           | 38           | 47           | 135                | 35                   | 21                   | 9                    | 11                   | 91          | 216                       | 8,262  | 4      | 20        | 26           | 34           | 34           | 38           | 34                 | 11                   | 8                    | 7                    | 21          |           |
|                                     | 電気機械       | 95    | 11,232                    | 2      | 3         | 7            | 10           | 10           | 40                 | 11                   | 8                    | 2                    | 2                    | 38          | 49                        | 8,994  | 1      | 4         | 4            | 6            | 4            | 14           | 8                  | 5                    | 2                    | 1                    | 4           |           |
|                                     | 輸送機械       | 104   | 12,973                    |        |           | 8            | 7            | 15           | 47                 | 14                   | 7                    | 3                    | 3                    | 35          | 66                        | 8,523  |        | 7         | 6            | 8            | 17           | 12           | 7                  | 5                    |                      | 4                    | 5           |           |
|                                     | 精密機械       | 34    | 13,400                    |        |           |              | 4            | 6            | 12                 | 6                    | 2                    |                      | 4                    | 9           | 20                        | 7,452  |        | 3         |              | 7            | 6            | 2            |                    | 1                    |                      | 1                    |             |           |
|                                     | その他        | 59    | 10,706                    | 3      | 3         | 3            | 8            | 6            | 23                 | 10                   | 2                    |                      | 1                    | 20          | 27                        | 7,339  | 1      | 3         | 4            | 7            |              | 2            | 6                  | 4                    |                      |                      | 5           |           |
| 規<br>模                              | 1～299人     | 634   | 11,417                    | 17     | 17        | 42           | 78           | 89           | 252                | 64                   | 39                   | 11                   | 25                   | 191         | 343                       | 7,295  | 8      | 39        | 47           | 75           | 62           | 54           | 29                 | 12                   | 9                    | 8                    | 16          |           |
|                                     | 1～99人      | 378   | 11,202                    | 16     | 10        | 27           | 46           | 43           | 154                | 43                   | 20                   | 4                    | 15                   | 121         | 190                       | 6,838  | 6      | 24        | 32           | 45           | 30           | 23           | 16                 | 7                    | 3                    | 4                    | 10          |           |
|                                     | 100～299人   | 256   | 11,736                    | 1      | 7         | 15           | 32           | 46           | 98                 | 21                   | 19                   | 7                    | 10                   | 70          | 153                       | 7,862  | 2      | 15        | 15           | 30           | 32           | 31           | 13                 | 5                    | 6                    | 4                    | 6           |           |
|                                     | 300～499人   | 83    | 11,659                    | 1      |           | 5            | 7            | 10           | 37                 | 12                   | 8                    | 2                    | 1                    | 25          | 52                        | 9,579  |        | 1         | 5            | 6            | 14           | 9            | 9                  | 4                    | 2                    | 2                    | 5           |           |
|                                     | 500～999人   | 66    | 11,870                    |        | 2         | 3            | 3            | 9            | 31                 | 9                    | 5                    | 2                    | 2                    | 24          | 48                        | 10,035 |        |           | 5            | 3            | 4            | 18           | 11                 | 5                    |                      | 2                    | 8           |           |
|                                     | 1000～2999人 | 37    | 11,607                    |        |           | 1            | 2            | 4            | 24                 | 5                    | 1                    |                      |                      | 15          | 31                        | 9,486  |        | 1         | 2            | 4            | 3            | 6            | 12                 | 3                    |                      |                      | 8           |           |
|                                     | 3000人以上    | 16    | 13,413                    |        | 1         |              |              | 2            | 4                  | 6                    |                      | 1                    | 2                    | 3           | 14                        | 14,202 |        |           |              | 1            |              | 1            | 4                  | 3                    | 1                    | 4                    | 3           |           |
| （事業所ベース）<br>地<br>方                  | 北海道        | 3     | 11,070                    |        |           |              |              | 1            | 2                  |                      |                      |                      |                      | 1           | 2                         | 10,500 |        |           |              |              |              | 1            | 1                  |                      |                      |                      |             |           |
|                                     | 北東北        | 20    | 13,397                    |        | 1         | 1            | 3            | 4            | 1                  | 4                    | 5                    |                      | 1                    | 1           | 9                         | 7,860  |        |           | 2            | 2            | 2            |              | 2                  | 1                    |                      |                      | 2           |           |
|                                     | 南東北        | 43    | 11,084                    |        | 1         | 3            | 5            | 8            | 20                 | 2                    | 2                    | 1                    | 1                    | 15          | 23                        | 7,390  |        | 2         | 5            | 3            | 6            | 3            | 1                  | 2                    |                      | 1                    | 1           |           |
|                                     | 北関東        | 114   | 11,754                    | 2      | 2         | 3            | 5            | 14           | 56                 | 23                   | 5                    | 3                    | 1                    | 47          | 63                        | 9,517  |        | 4         | 6            | 9            | 8            | 9            | 15                 | 5                    | 3                    | 4                    | 11          |           |
|                                     | 東京千葉       | 76    | 11,486                    |        | 3         | 3            | 9            | 16           | 23                 | 14                   | 3                    | 1                    | 4                    | 19          | 60                        | 9,665  |        | 2         | 7            | 9            | 1            | 17           | 9                  | 10                   | 3                    | 2                    | 7           |           |
|                                     | 神奈川        | 53    | 12,176                    |        |           | 1            | 3            | 6            | 29                 | 7                    | 3                    | 4                    |                      | 24          | 37                        | 10,655 |        |           | 2            | 5            | 2            | 10           | 12                 | 2                    |                      | 4                    | 8           |           |
|                                     | 新潟         | 47    | 10,547                    | 1      | 1         | 5            | 4            | 6            | 26                 | 3                    | 1                    |                      |                      | 17          | 26                        | 5,881  | 1      | 6         | 5            | 3            | 5            | 4            | 1                  |                      | 1                    |                      | 1           |           |
|                                     | 北陸         | 60    | 11,119                    | 2      | 1         | 3            | 6            | 9            | 28                 | 3                    | 5                    | 2                    | 1                    | 19          | 30                        | 8,741  | 1      | 3         | 6            | 1            | 3            | 5            | 6                  | 2                    |                      | 3                    | 2           |           |
|                                     | 甲信         | 44    | 10,398                    | 2      |           | 6            | 6            | 6            | 16                 | 3                    | 3                    | 1                    | 1                    | 9           | 28                        | 8,018  | 1      | 3         | 1            | 5            | 6            | 7            | 1                  | 3                    | 1                    |                      | 1           |           |
|                                     | 静岡         | 60    | 9,895                     | 2      | 4         | 6            | 6            | 14           | 20                 | 5                    | 3                    |                      |                      | 15          | 35                        | 8,801  |        | 2         | 3            | 6            | 6            | 5            | 8                  | 4                    | 1                    |                      | 5           |           |
|                                     | 東海         | 100   | 11,379                    | 1      | 3         | 2            | 9            | 18           | 44                 | 13                   | 8                    |                      | 2                    | 23          | 69                        | 8,818  |        | 5         | 5            | 11           | 14           | 13           | 12                 | 5                    | 2                    | 2                    | 8           |           |
|                                     | 京滋         | 58    | 12,814                    | 1      | 2         | 7            | 5            | 5            | 24                 | 4                    | 5                    |                      | 5                    | 18          | 33                        | 9,523  |        | 1         | 2            | 8            | 3            | 4            | 12                 | 1                    |                      | 2                    | 7           |           |
|                                     | 大阪         | 174   | 12,774                    | 4      | 4         | 5            | 12           | 13           | 68                 | 25                   | 20                   | 9                    | 14                   | 52          | 107                       | 9,342  | 4      | 4         | 11           | 21           | 14           | 20           | 10                 | 5                    | 10                   | 8                    | 6           |           |
|                                     | 山陽         | 79    | 11,921                    | 1      |           | 4            | 6            | 9            | 38                 | 8                    | 8                    | 2                    | 3                    | 31          | 61                        | 8,424  |        | 5         | 6            | 12           | 13           | 9            | 10                 | 2                    | 1                    | 3                    | 7           |           |
|                                     | 山陰         | 27    | 14,505                    | 1      |           | 2            | 4            | 1            | 2                  | 14                   |                      |                      | 3                    |             | 13                        | 8,072  |        |           |              | 6            | 3            | 2            |                    | 2                    |                      |                      |             |           |
|                                     | 四国         | 19    | 11,122                    |        |           |              | 3            | 2            | 14                 |                      |                      |                      |                      | 11          | 12                        | 5,688  |        | 3         | 3            | 2            | 1            | 1            | 2                  |                      |                      |                      | 1           |           |
|                                     | 九州・山口      | 47    | 10,847                    | 1      | 2         | 4            | 10           | 6            | 16                 | 3                    | 2                    |                      | 3                    | 10          | 23                        | 8,228  | 1      | 1         | 5            | 2            | 3            | 4            | 5                  | 1                    |                      | 1                    | 3           |           |
| 地方計                                 |            | 1,024 | 11,727                    | 18     | 24        | 55           | 96           | 138          | 427                | 131                  | 73                   | 23                   | 39                   | 312         | 631                       | 8,846  | 8      | 41        | 69           | 105          | 90           | 114          | 107                | 45                   | 22                   | 30                   | 70          |           |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27日 |            |  | 30歳個別賃金：現行水準（交渉単位ベース） |         |         |         |      |         |      |         |                               |         |       |       |       |       |       |       |       |       |       |       |       |     |  |
|-------------------------------------|------------|--|-----------------------|---------|---------|---------|------|---------|------|---------|-------------------------------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|--|
|                                     |            |  | 現行水準データがある場合          |         |         |         |      |         |      |         | 現行水準の台別分布（台別区分の単位＝千円、単組数をカケツ） |         |       |       |       |       |       |       |       |       |       |       |       |     |  |
|                                     |            |  | 一歳前水準                 |         | 現状水準    |         | 要求水準 |         | 確定水準 |         | 199.5未満                       | 199.5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 | 310以上 | 合計  |  |
| 区分計                                 | 全規模計       |  | 222                   | 236,206 | 428     | 240,904 | 286  | 252,800 | 92   | 256,679 | 35                            | 46      | 35    | 51    | 52    | 47    | 49    | 41    | 26    | 15    | 13    | 8     | 10    | 428 |  |
|                                     | 大手労組会議     |  | 23                    | 265,087 | 37      | 274,619 | 19   | 288,783 | 10   | 295,464 |                               |         |       | 1     | 3     |       | 4     | 7     | 9     | 5     | 5     | 2     | 1     | 37  |  |
|                                     | 1～299人     |  | 164                   | 227,400 | 313     | 231,481 | 221  | 244,522 | 63   | 246,307 | 35                            | 42      | 35    | 47    | 43    | 35    | 31    | 18    | 10    | 5     | 5     | 3     | 4     | 313 |  |
|                                     | 1～99人      |  | 101                   | 222,667 | 184     | 226,037 | 133  | 239,254 | 36   | 241,943 | 24                            | 32      | 26    | 30    | 22    | 15    | 16    | 9     | 6     | 2     |       | 1     | 1     | 184 |  |
|                                     | 100～299人   |  | 63                    | 234,989 | 129     | 239,245 | 88   | 252,483 | 27   | 252,126 | 11                            | 10      | 9     | 17    | 21    | 20    | 15    | 9     | 4     | 3     | 5     | 2     | 3     | 129 |  |
|                                     | 300～499人   |  | 15                    | 257,730 | 40      | 260,954 | 25   | 270,385 | 11   | 269,881 |                               |         | 3     | 2     | 4     | 4     | 8     | 7     | 3     | 3     | 1     | 3     | 2     | 40  |  |
|                                     | 500～999人   |  | 19                    | 255,911 | 38      | 264,056 | 21   | 279,333 | 8    | 268,874 |                               | 1       |       | 1     | 3     | 5     | 7     | 9     | 5     | 2     | 2     | 1     | 2     | 38  |  |
|                                     | 1000～2999人 |  | 19                    | 265,609 | 24      | 270,708 | 13   | 296,125 | 7    | 302,328 |                               |         |       | 2     | 3     | 3     | 3     | 4     | 7     | 1     | 3     |       | 1     | 24  |  |
| 所定内賃金                               | 3000人以上    |  | 5                     | 273,866 | 13      | 283,393 | 6    | 297,705 | 3    | 287,043 |                               |         |       | 1     |       |       |       | 3     | 1     | 4     | 2     | 1     | 1     | 13  |  |
|                                     | 全規模計       |  | 41                    | 250,830 | 76      | 255,522 | 43   | 263,515 | 22   | 257,185 | 1                             | 5       | 4     | 9     | 5     | 9     | 6     | 15    | 7     | 3     | 6     | 3     | 3     | 76  |  |
|                                     | 1～299人     |  | 25                    | 240,673 | 48      | 246,294 | 31   | 255,531 | 15   | 247,030 | 1                             | 5       | 4     | 8     | 4     | 6     | 4     | 7     | 2     | 1     | 3     | 2     | 1     | 48  |  |
|                                     | 1～99人      |  | 12                    | 228,682 | 22      | 234,884 | 16   | 241,467 | 8    | 242,035 |                               | 4       | 3     | 4     | 3     | 2     | 1     | 3     | 2     |       |       |       |       | 22  |  |
|                                     | 100～299人   |  | 13                    | 251,742 | 26      | 255,948 | 15   | 270,532 | 7    | 252,739 | 1                             | 1       | 1     | 4     | 1     | 4     | 3     | 4     |       | 1     | 3     | 2     | 1     | 26  |  |
|                                     | 300～499人   |  | 6                     | 269,203 | 12      | 266,797 | 6    | 277,392 | 4    | 270,133 |                               |         |       | 1     | 1     | 2     |       | 4     | 2     |       |       |       | 1     | 12  |  |
|                                     | 500～999人   |  | 3                     | 270,259 | 7       | 273,449 | 2    | 301,790 |      |         |                               |         |       |       |       | 1     | 3     | 1     |       |       | 1     |       | 1     | 7   |  |
|                                     | 1000～2999人 |  | 5                     | 264,184 | 6       | 273,172 | 2    | 293,635 | 2    | 289,770 |                               |         |       |       |       |       | 2     |       | 2     | 1     | 1     |       |       | 6   |  |
| 基本賃金                                | 3000人以上    |  | 2                     | 260,150 | 3       | 280,947 | 2    | 277,250 | 1    | 292,550 |                               |         |       |       |       |       |       | 1     |       | 1     | 1     |       |       | 3   |  |
|                                     | 全規模計       |  | 140                   | 233,864 | 253     | 235,571 | 191  | 249,413 | 58   | 255,872 | 23                            | 33      | 26    | 30    | 35    | 31    | 27    | 18    | 11    | 9     | 4     | 2     | 4     | 253 |  |
|                                     | 1～299人     |  | 110                   | 227,221 | 201     | 228,942 | 155  | 242,969 | 42   | 246,543 | 23                            | 30      | 26    | 28    | 30    | 25    | 19    | 7     | 4     | 3     | 2     | 1     | 3     | 201 |  |
|                                     | 1～99人      |  | 72                    | 223,344 | 128     | 225,366 | 100  | 238,853 | 27   | 241,840 | 16                            | 23      | 20    | 18    | 17    | 11    | 13    | 5     | 1     | 2     |       | 1     | 1     | 128 |  |
|                                     | 100～299人   |  | 38                    | 234,566 | 73      | 235,212 | 55   | 250,452 | 15   | 255,008 | 7                             | 7       | 6     | 10    | 13    | 14    | 6     | 2     | 3     | 1     | 2     |       | 2     | 73  |  |
|                                     | 300～499人   |  | 7                     | 250,777 | 18      | 254,113 | 12   | 265,698 | 4    | 268,359 |                               | 2       |       | 1     | 2     | 2     | 4     | 2     | 1     | 3     |       | 1     |       | 18  |  |
|                                     | 500～999人   |  | 13                    | 255,141 | 20      | 259,308 | 15   | 275,139 | 7    | 272,210 |                               | 1       |       |       | 2     | 3     | 3     | 6     | 3     | 1     | 1     |       |       | 20  |  |
|                                     | 1000～2999人 |  | 8                     | 268,289 | 9       | 275,588 | 6    | 299,911 | 3    | 312,770 |                               |         |       |       | 1     | 1     | 1     | 2     | 2     |       | 1     |       | 1     | 9   |  |
| 基準内賃金                               | 3000人以上    |  | 2                     | 264,045 | 5       | 268,348 | 3    | 287,613 | 2    | 284,290 |                               |         |       | 1     |       |       |       | 1     | 1     | 2     |       |       |       | 5   |  |
|                                     | 全規模計       |  | 18                    | 255,625 | 50      | 255,930 | 29   | 270,228 | 10   | 260,524 | 1                             | 2       | 2     | 7     | 8     | 4     | 7     | 4     | 5     | 3     | 2     | 2     | 3     | 50  |  |
|                                     | 1～299人     |  | 11                    | 248,397 | 28      | 240,196 | 20   | 257,015 | 5    | 244,274 | 1                             | 2       | 2     | 6     | 5     | 3     | 3     | 1     | 4     | 1     |       |       |       | 28  |  |
|                                     | 1～99人      |  | 6                     | 249,182 | 14      | 236,463 | 9    | 253,786 | 1    | 244,000 | 1                             | 2       | 1     | 3     | 1     | 2     | 1     |       | 3     |       |       |       |       | 14  |  |
|                                     | 100～299人   |  | 5                     | 247,455 | 14      | 243,930 | 11   | 259,657 | 4    | 244,343 |                               |         |       | 1     | 3     | 4     | 1     | 2     | 1     | 1     | 1     |       |       | 14  |  |
|                                     | 300～499人   |  | 1                     | 248,200 | 5       | 281,163 | 3    | 286,935 | 2    | 269,945 |                               |         |       |       | 1     |       | 1     | 1     |       |       |       | 1     | 1     | 5   |  |
|                                     | 500～999人   |  | 3                     | 244,895 | 9       | 267,130 | 3    | 288,927 | 1    | 245,523 |                               |         |       |       | 1     | 1     | 1     | 3     |       | 1     |       | 1     | 1     | 9   |  |
|                                     | 1000～2999人 |  | 2                     | 282,525 | 4       | 267,027 | 2    | 299,925 | 2    | 299,225 |                               |         |       |       | 1     |       |       |       | 1     | 1     |       | 1     |       | 4   |  |
| 不詳                                  | 3000人以上    |  | 1                     | 320,940 | 4       | 298,234 | 1    | 368,890 |      |         |                               |         |       |       |       |       | 1     |       | 1     | 1     |       |       | 1     | 4   |  |
|                                     | 全規模計       |  | 23                    | 209,198 | 49      | 230,430 | 23   | 238,915 | 2    | 255,288 | 10                            | 6       | 3     | 5     | 4     | 3     | 9     | 4     | 3     |       | 1     | 1     |       | 49  |  |
|                                     | 1～299人     |  | 18                    | 197,233 | 36      | 219,125 | 15   | 221,159 | 1    | 235,740 | 10                            | 5       | 3     | 5     | 4     | 1     | 5     | 3     |       |       |       |       |       | 36  |  |
|                                     | 1～99人      |  | 11                    | 197,213 | 20      | 213,303 | 8    | 223,494 |      |         | 7                             | 3       | 2     | 5     | 1     |       | 1     | 1     |       |       |       |       |       | 20  |  |
|                                     | 100～299人   |  | 7                     | 197,265 | 16      | 226,402 | 7    | 218,492 | 1    | 235,740 | 3                             | 2       | 1     |       | 3     | 1     | 4     | 2     |       |       |       |       |       | 16  |  |
|                                     | 300～499人   |  | 1                     | 247,092 | 5       | 251,349 | 4    | 261,522 | 1    | 274,836 |                               | 1       |       |       |       |       | 3     |       |       |       | 1     |       |       | 5   |  |
|                                     | 500～999人   |  |                       |         | 2       | 264,828 | 1    | 268,544 |      |         |                               |         |       |       |       |       | 1     |       | 1     |       |       |       |       | 2   |  |
|                                     | 1000～2999人 |  | 4                     | 253,570 | 5       | 261,911 | 3    | 287,678 |      |         |                               |         |       |       |       | 2     |       | 1     | 2     |       |       |       |       | 5   |  |
| 3000人以上                             |            |  |                       | 1       | 306,600 |         |      |         |      |         |                               |         |       |       |       |       |       |       |       |       | 1     |       | 1     |     |  |

|       |            | 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 |         | 220未満 | 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 | 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       | 219                   | 264,556 | 421  | 267,364 | 277  | 279,147 | 85   | 285,979 | 45    | 34    | 30    | 40    |       | 43    | 35    | 44    | 38    | 35    | 18    | 10    | 18    | 31  | 421 |
|       | 大手労組会議     | 23                    | 300,783 | 36   | 310,619 | 19   | 326,668 | 9    | 331,070 |       |       |       |       | 1     | 2     | 1     | 6     | 5     | 6     | 3     | 2     | 10    | 36  |     |
|       | 1～299人     | 159                   | 253,491 | 309  | 255,631 | 211  | 267,895 | 56   | 271,240 | 44    | 32    | 29    | 40    | 38    | 27    | 30    | 24    | 16    | 6     | 3     | 9     | 11    | 309 |     |
|       | 1～99人      | 97                    | 245,234 | 180  | 247,683 | 125  | 260,204 | 30   | 264,682 | 31    | 27    | 20    | 25    | 20    | 13    | 17    | 10    | 6     | 4     | 1     | 3     | 3     | 180 |     |
|       | 100～299人   | 62                    | 266,409 | 129  | 266,721 | 86   | 279,074 | 26   | 278,808 | 13    | 5     | 9     | 15    | 18    | 14    | 13    | 14    | 10    | 2     | 2     | 6     | 8     | 129 |     |
|       | 300～499人   | 16                    | 287,850 | 39   | 293,230 | 25   | 305,451 | 13   | 309,559 | 1     | 1     | 1     |       | 2     | 3     | 6     | 4     | 7     | 3     | 3     | 2     | 6     | 39  |     |
|       | 500～999人   | 20                    | 284,317 | 37   | 293,064 | 22   | 308,520 | 7    | 299,835 |       |       |       |       | 2     | 4     | 6     | 4     | 7     | 5     |       | 4     | 4     | 37  |     |
|       | 1000～2999人 | 19                    | 301,088 | 25   | 305,055 | 14   | 331,783 | 7    | 332,975 |       | 1     |       |       | 1     | 1     | 2     | 5     | 4     | 3     | 2     | 3     | 4     | 25  |     |
| 所定内賃金 | 3000人以上    | 5                     | 324,032 | 11   | 333,153 | 5    | 345,820 | 2    | 332,415 |       |       |       |       |       |       |       | 1     | 1     | 1     | 2     |       | 6     | 11  |     |
|       | 全規模計       | 41                    | 283,360 | 75   | 284,044 | 42   | 294,072 | 22   | 289,076 | 2     | 4     | 5     | 6     | 6     | 3     | 9     | 9     | 5     | 5     | 4     | 7     | 10    | 75  |     |
|       | 1～299人     | 24                    | 271,291 | 49   | 272,270 | 31   | 281,255 | 15   | 270,613 | 2     | 4     | 5     | 6     | 6     | 3     | 5     | 3     | 4     | 2     | 1     | 4     | 4     | 49  |     |
|       | 1～99人      | 11                    | 252,035 | 22   | 255,705 | 16   | 263,387 | 8    | 265,376 |       | 4     | 4     | 3     | 3     | 1     | 2     | 2     | 1     | 2     |       |       |       | 22  |     |
|       | 100～299人   | 13                    | 287,585 | 27   | 285,767 | 15   | 300,314 | 7    | 276,598 | 2     |       |       | 1     | 3     | 3     | 2     | 3     | 1     | 3     |       | 1     | 4     | 27  |     |
|       | 300～499人   | 7                     | 297,126 | 11   | 306,619 | 5    | 325,609 | 4    | 325,273 |       |       |       |       |       |       | 2     | 2     | 1     | 1     | 1     | 1     | 3     | 11  |     |
|       | 500～999人   | 3                     | 297,696 | 6    | 293,452 | 2    | 337,005 |      |         |       |       |       |       |       |       | 2     | 2     |       | 1     |       |       | 1     | 6   |     |
|       | 1000～2999人 | 5                     | 300,848 | 6    | 307,396 | 2    | 333,450 | 2    | 324,470 |       |       |       |       |       |       |       | 2     |       | 1     | 1     | 2     |       | 6   |     |
| 基本賃金  | 3000人以上    | 2                     | 314,785 | 3    | 328,055 | 2    | 331,585 | 1    | 350,450 |       |       |       |       |       |       |       |       |       |       | 1     |       | 2     | 3   |     |
|       | 全規模計       | 139                   | 260,915 | 243  | 259,485 | 183  | 273,992 | 50   | 282,779 | 33    | 23    | 19    | 26    | 25    | 27    | 26    | 17    | 18    | 11    | 3     | 7     | 8     | 243 |     |
|       | 1～299人     | 107                   | 252,225 | 193  | 251,820 | 147  | 266,096 | 36   | 272,737 | 32    | 21    | 18    | 26    | 23    | 21    | 19    | 13    | 8     | 3     |       | 3     | 6     | 193 |     |
|       | 1～99人      | 69                    | 245,991 | 122  | 246,083 | 93   | 259,087 | 21   | 264,450 | 24    | 18    | 12    | 17    | 12    | 11    | 12    | 7     | 4     | 1     |       | 2     | 2     | 122 |     |
|       | 100～299人   | 38                    | 263,545 | 71   | 261,679 | 54   | 278,167 | 15   | 284,338 | 8     | 3     | 6     | 9     | 11    | 10    | 7     | 6     | 4     | 2     |       | 1     | 4     | 71  |     |
|       | 300～499人   | 7                     | 280,730 | 17   | 277,248 | 12   | 294,206 | 4    | 296,059 | 1     | 1     | 1     |       | 1     | 3     | 2     | 1     | 3     | 1     | 2     | 1     |       | 17  |     |
|       | 500～999人   | 14                    | 283,646 | 20   | 288,522 | 15   | 302,670 | 5    | 296,431 |       | 1     |       |       | 1     | 2     | 4     |       | 5     | 4     |       | 3     |       | 20  |     |
|       | 1000～2999人 | 9                     | 304,109 | 10   | 306,629 | 7    | 329,838 | 4    | 334,921 |       |       |       |       |       | 1     | 1     | 2     | 2     | 2     |       |       | 2     | 10  |     |
| 基準内賃金 | 3000人以上    | 2                     | 303,005 | 3    | 301,229 | 2    | 322,490 | 1    | 314,380 |       |       |       |       |       |       |       | 1     |       | 1     | 1     |       |       | 3   |     |
|       | 全規模計       | 16                    | 288,879 | 53   | 287,984 | 30   | 299,134 | 11   | 292,468 | 1     | 1     | 2     | 3     | 11    | 4     | 4     | 4     | 7     | 2     | 2     | 3     | 9     | 53  |     |
|       | 1～299人     | 10                    | 280,908 | 29   | 269,679 | 18   | 280,703 | 4    | 257,685 | 1     | 1     | 2     | 3     | 8     | 2     | 4     | 2     |       | 1     | 2     | 2     | 1     | 29  |     |
|       | 1～99人      | 6                     | 278,792 | 15   | 270,503 | 8    | 283,338 | 1    | 264,000 | 1     | 1     |       | 2     | 4     | 1     | 2     |       |       | 1     | 1     | 1     | 1     | 15  |     |
|       | 100～299人   | 4                     | 284,081 | 14   | 268,796 | 10   | 278,596 | 3    | 255,580 |       |       |       | 2     | 1     | 4     | 1     | 2     | 2     |       | 1     | 1     |       | 14  |     |
|       | 300～499人   | 1                     | 278,000 | 7    | 311,211 | 5    | 316,906 | 4    | 306,878 |       |       |       |       | 1     |       |       | 1     | 2     | 1     |       |       | 2     | 7   |     |
|       | 500～999人   | 3                     | 274,070 | 9    | 297,969 | 4    | 316,997 | 2    | 308,346 |       |       |       |       | 1     | 2     |       | 1     | 2     |       |       | 1     | 2     | 9   |     |
|       | 1000～2999人 | 1                     | 328,200 | 4    | 294,004 | 2    | 323,950 | 1    | 342,200 |       |       |       |       | 1     |       |       |       | 2     |       |       |       | 1     | 4   |     |
| 不詳    | 3000人以上    | 1                     | 384,580 | 4    | 351,558 | 1    | 420,950 |      |         |       |       |       |       |       |       |       |       |       | 1     |       |       | 3     | 4   |     |
|       | 全規模計       | 23                    | 236,121 | 50   | 258,777 | 22   | 266,276 | 2    | 296,211 | 9     | 6     | 4     | 5     | 1     | 1     | 5     | 8     | 5     |       | 1     | 1     | 4     | 50  |     |
|       | 1～299人     | 18                    | 222,052 | 38   | 242,806 | 15   | 242,546 | 1    | 281,000 | 9     | 6     | 4     | 5     | 1     | 1     | 2     | 6     | 4     |       |       |       |       | 38  |     |
|       | 1～99人      | 11                    | 215,383 | 21   | 232,271 | 8    | 243,692 |      |         | 6     | 4     | 4     | 3     | 1     |       | 1     | 1     | 1     |       |       |       |       | 21  |     |
|       | 100～299人   | 7                     | 232,531 | 17   | 255,820 | 7    | 241,236 | 1    | 281,000 | 3     | 2     |       | 2     |       | 1     | 1     | 5     | 3     |       |       |       |       | 17  |     |
|       | 300～499人   | 1                     | 282,604 | 4    | 292,863 | 3    | 297,739 | 1    | 311,421 |       |       |       |       |       |       | 2     |       | 1     |       |       |       | 1     | 4   |     |
|       | 500～999人   |                       |         | 2    | 315,241 | 1    | 305,384 |      |         |       |       |       |       |       |       |       | 1     |       |       |       |       | 1     | 2   |     |
|       | 1000～2999人 | 4                     | 287,814 | 5    | 307,937 | 3    | 340,430 |      |         |       |       |       |       |       |       | 1     | 1     |       |       | 1     | 1     | 1     | 5   |     |
| 合計    | 3000人以上    |                       |         | 1    | 370,600 |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       | 1     | 1   |     |



30歳個別賃金：要求水準（交渉単位ベース）

| 春季生活闘争<br>情報No.11<br>3月27日 |            | 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、単組数を加付） |       |     |     |     |     |     |     |     |     |     |     |     |     |
|----------------------------|------------|--------------|---------|------|---------|------|---------|------|---------|------------------------------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|                            |            | 1歳前水準        |         | 現状水準 |         | 要求水準 |         | 確定水準 |         | 199.5                        | 199.5 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 310 | 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       | 195          | 234,509 | 286  | 239,125 | 290  | 252,725 | 87   | 257,649 |                              |       |     |     |     |     |     |     |     |     |     |     |     |     |
|                            | 大手労組会議     | 17           | 267,643 | 19   | 276,923 | 19   | 288,783 | 10   | 295,464 |                              |       |     |     |     | 1   | 1   | 2   | 3   | 3   | 5   | 2   | 2   | 19  |
|                            | 1～299人     | 150          | 226,545 | 221  | 231,337 | 225  | 244,572 | 59   | 247,057 | 7                            | 15    | 18  | 23  | 43  | 34  | 30  | 19  | 15  | 8   | 5   | 4   | 4   | 225 |
|                            | 1～99人      | 92           | 221,533 | 133  | 225,708 | 136  | 239,389 | 34   | 243,048 | 4                            | 10    | 16  | 16  | 32  | 15  | 19  | 8   | 11  | 1   | 4   |     |     | 136 |
|                            | 100～299人   | 58           | 234,496 | 88   | 239,845 | 89   | 252,492 | 25   | 252,509 | 3                            | 5     | 2   | 7   | 11  | 19  | 11  | 11  | 4   | 7   | 1   | 4   | 4   | 89  |
|                            | 300～499人   | 12           | 251,741 | 25   | 254,342 | 25   | 270,385 | 10   | 271,069 |                              |       |     |     | 3   | 2   | 2   | 7   | 5   | 2   |     | 2   | 2   | 25  |
|                            | 500～999人   | 16           | 254,891 | 21   | 263,457 | 21   | 279,333 | 8    | 268,874 |                              |       |     |     | 1   | 2   | 1   | 3   | 8   | 1   | 1   | 1   | 3   | 21  |
| 所定内賃金                      | 1000～2999人 | 12           | 273,244 | 13   | 281,278 | 13   | 296,125 | 7    | 302,328 |                              |       |     |     |     |     |     | 1   | 2   | 4   | 2   | 2   | 2   | 13  |
|                            | 3000人以上    | 5            | 273,866 | 6    | 286,067 | 6    | 297,705 | 3    | 287,043 |                              |       |     |     |     |     |     | 1   | 1   |     | 3   |     | 1   | 6   |
|                            | 全規模計       | 30           | 247,169 | 43   | 250,263 | 44   | 263,185 | 20   | 257,057 |                              |       | 2   | 7   | 6   | 3   | 4   | 2   | 8   | 4   | 2   | 2   | 4   | 44  |
|                            | 1～299人     | 20           | 237,815 | 31   | 242,215 | 32   | 255,327 | 14   | 246,180 |                              |       | 2   | 7   | 6   | 2   | 4   |     | 5   | 2   | 1   | 1   | 2   | 32  |
|                            | 1～99人      | 9            | 223,013 | 16   | 231,018 | 17   | 241,910 | 8    | 242,035 |                              |       | 2   | 5   | 3   | 2   | 2   |     | 3   |     |     |     |     | 17  |
|                            | 100～299人   | 11           | 249,926 | 15   | 254,160 | 15   | 270,532 | 6    | 251,708 |                              |       |     | 2   | 3   |     | 2   |     | 2   | 2   | 1   | 1   | 2   | 15  |
|                            | 300～499人   | 4            | 260,179 | 6    | 264,508 | 6    | 277,392 | 3    | 274,177 |                              |       |     |     |     | 1   |     | 1   | 2   | 1   |     |     | 1   | 6   |
| 基本賃金                       | 500～999人   | 2            | 272,950 | 2    | 279,225 | 2    | 301,790 |      |         |                              |       |     |     |     |     |     |     | 1   |     |     |     | 1   | 2   |
|                            | 1000～2999人 | 2            | 275,920 | 2    | 281,770 | 2    | 293,635 | 2    | 289,770 |                              |       |     |     |     |     |     |     |     | 1   |     |     | 1   | 2   |
|                            | 3000人以上    | 2            | 260,150 | 2    | 271,800 | 2    | 277,250 | 1    | 292,550 |                              |       |     |     |     |     |     | 1   |     |     | 1   |     |     | 2   |
|                            | 全規模計       | 132          | 232,840 | 191  | 236,015 | 192  | 249,438 | 57   | 256,812 | 5                            | 12    | 12  | 12  | 36  | 28  | 26  | 19  | 20  | 6   | 6   | 5   | 5   | 192 |
|                            | 1～299人     | 106          | 226,485 | 155  | 230,016 | 156  | 243,041 | 41   | 247,621 | 5                            | 12    | 12  | 12  | 33  | 26  | 23  | 14  | 8   | 4   | 3   | 2   | 2   | 156 |
|                            | 1～99人      | 70           | 222,374 | 100  | 225,393 | 101  | 239,005 | 26   | 243,360 | 4                            | 8     | 11  | 8   | 25  | 12  | 16  | 8   | 6   |     | 3   |     |     | 101 |
|                            | 100～299人   | 36           | 234,479 | 55   | 238,420 | 55   | 250,452 | 15   | 255,008 | 1                            | 4     | 1   | 4   | 8   | 14  | 7   | 6   | 2   | 4   |     | 2   | 2   | 55  |
| 基準内賃金                      | 300～499人   | 6            | 247,480 | 12   | 248,580 | 12   | 265,698 | 4    | 268,359 |                              |       |     |     | 2   | 1   | 2   | 3   | 2   |     |     | 2   |     | 12  |
|                            | 500～999人   | 12           | 255,405 | 15   | 259,547 | 15   | 275,139 | 7    | 272,210 |                              |       |     |     | 1   | 1   | 1   | 1   | 7   | 1   | 1   | 1   | 1   | 15  |
|                            | 1000～2999人 | 6            | 274,937 | 6    | 287,568 | 6    | 299,911 | 3    | 312,770 |                              |       |     |     |     |     |     | 1   | 2   | 1   |     |     | 2   | 6   |
|                            | 3000人以上    | 2            | 264,045 | 3    | 274,947 | 3    | 287,613 | 2    | 284,290 |                              |       |     |     |     |     |     |     | 1   |     | 2   |     |     | 3   |
|                            | 全規模計       | 15           | 256,270 | 29   | 257,370 | 29   | 270,228 | 9    | 262,359 |                              |       |     | 2   | 3   | 6   | 1   | 6   | 1   | 3   | 2   | 2   | 3   | 29  |
|                            | 1～299人     | 9            | 249,152 | 20   | 244,497 | 20   | 257,015 | 4    | 244,343 |                              |       |     |     | 2   | 3   | 5   | 1   | 4   | 1   | 2   | 1   | 1   | 20  |
|                            | 1～99人      | 4            | 251,273 | 9    | 240,895 | 9    | 253,786 |      |         |                              |       |     | 1   | 3   | 1   | 1   |     | 1   | 1   | 1   |     | 9   |     |
| 不詳                         | 100～299人   | 5            | 247,455 | 11   | 247,444 | 11   | 259,657 | 4    | 244,343 |                              |       |     |     | 1   |     | 4   |     | 4   |     | 1   |     | 1   | 11  |
|                            | 300～499人   | 1            | 248,200 | 3    | 273,935 | 3    | 286,935 | 2    | 269,945 |                              |       |     |     |     |     |     | 1   |     | 1   |     |     | 1   | 3   |
|                            | 500～999人   | 2            | 233,746 | 3    | 276,429 | 3    | 288,927 | 1    | 245,523 |                              |       |     |     |     | 1   |     | 1   |     |     |     |     | 1   | 3   |
|                            | 1000～2999人 | 2            | 282,525 | 2    | 287,375 | 2    | 299,925 | 2    | 299,225 |                              |       |     |     |     |     |     |     |     |     |     |     |     | 2   |
|                            | 3000人以上    | 1            | 320,940 | 1    | 347,960 | 1    | 368,890 |      |         |                              |       |     |     |     |     |     |     |     |     | 1   | 1   |     | 1   |
|                            | 全規模計       | 18           | 207,513 | 23   | 221,121 | 25   | 239,249 | 1    | 274,836 | 2                            | 3     | 4   | 2   | 2   | 1   | 2   | 4   | 2   | 2   | 1   |     |     | 25  |
|                            | 1～299人     | 15           | 198,381 | 15   | 204,964 | 17   | 223,738 |      |         | 2                            | 3     | 4   | 2   | 1   | 1   | 2   | 1   | 1   |     |     |     |     | 17  |
| 詳細                         | 1～99人      | 9            | 200,296 | 8    | 201,931 | 9    | 224,534 |      |         |                              | 2     | 3   | 2   | 1   |     |     |     | 1   |     |     |     |     | 9   |
|                            | 100～299人   | 6            | 195,509 | 7    | 208,430 | 8    | 222,843 |      |         | 2                            | 1     |     |     |     | 1   | 2   | 1   |     |     |     |     |     | 8   |
|                            | 300～499人   | 1            | 247,092 | 4    | 241,687 | 4    | 261,522 | 1    | 274,836 |                              |       |     |     | 1   |     |     | 2   | 1   |     |     |     |     | 4   |
|                            | 500～999人   |              |         | 1    | 251,656 | 1    | 268,544 |      |         |                              |       |     |     |     |     |     | 1   |     |     |     |     |     | 1   |
|                            | 1000～2999人 | 2            | 256,212 | 3    | 264,308 | 3    | 287,678 |      |         |                              |       |     |     |     |     |     |     |     | 2   | 1   |     |     | 3   |
|                            | 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    |         | 220 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 310 | 320 | 330 |     |   |
|---------|------------|---------|---------|---------|---------|---------|---------|---------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|
|         |            | 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  | 合計  |   |
| 区分計     | 全規模計       | 190     | 262,716 | 277     | 264,982 | 280     | 279,138 | 81      | 286,305 | 12  | 13  | 17  | 21  | 18  | 42  | 26  | 31  | 25  | 19  | 15  | 8   | 33  | 280 |   |
|         | 大手労組会議     | 17      | 307,161 | 19      | 314,489 | 19      | 326,668 | 9       | 331,070 |     |     |     |     |     |     | 2   |     | 1   | 1   | 6   | 1   | 8   | 19  |   |
|         | 1～299人     | 143     | 251,892 | 211     | 254,106 | 214     | 268,041 | 53      | 271,106 | 12  | 13  | 17  | 21  | 18  | 38  | 22  | 22  | 20  | 10  | 4   | 5   | 12  | 214 |   |
|         | 1～99人      | 88      | 243,336 | 125     | 246,189 | 127     | 260,443 | 29      | 265,254 | 8   | 10  | 13  | 17  | 10  | 24  | 12  | 11  | 10  | 7   |     | 2   | 3   | 127 |   |
|         | 100～299人   | 55      | 265,582 | 86      | 265,613 | 87      | 279,134 | 24      | 278,178 | 4   | 3   | 4   | 4   | 8   | 14  | 10  | 11  | 10  | 3   | 4   | 3   | 9   | 87  |   |
|         | 300～499人   | 12      | 283,980 | 25      | 288,987 | 25      | 305,451 | 12      | 310,630 |     |     |     |     |     | 2   | 2   | 5   | 3   | 4   | 2   | 1   | 6   | 25  |   |
|         | 500～999人   | 18      | 285,523 | 22      | 293,232 | 22      | 308,520 | 7       | 299,835 |     |     |     |     |     | 2   | 2   | 4   |     | 4   | 4   |     | 6   | 22  |   |
|         | 1000～2999人 | 12      | 310,674 | 14      | 316,756 | 14      | 331,783 | 7       | 332,975 |     |     |     |     |     |     |     |     | 2   | 1   | 3   | 2   | 6   | 14  |   |
| 3000人以上 | 5          | 324,032 | 5       | 334,654 | 5       | 345,820 | 2       | 332,415 |         |     |     |     |     |     |     |     |     |     | 2   |     | 3   | 5   |     |   |
| 所定内賃金   | 全規模計       | 30      | 279,691 | 42      | 280,649 | 43      | 293,628 | 20      | 288,562 |     |     | 2   | 6   | 5   | 3   | 3   | 2   | 4   | 1   | 4   | 3   | 10  | 43  |   |
|         | 1～299人     | 20      | 266,701 | 31      | 267,326 | 32      | 281,059 | 14      | 269,105 |     |     | 2   | 6   | 5   | 3   | 2   | 2   | 4   | 1   | 1   | 2   | 4   | 32  |   |
|         | 1～99人      | 9       | 244,060 | 16      | 252,938 | 17      | 264,070 | 8       | 265,376 |     |     | 2   | 4   | 3   | 1   | 2   | 1   | 3   | 1   |     |     |     | 17  |   |
|         | 100～299人   | 11      | 285,225 | 15      | 282,673 | 15      | 300,314 | 6       | 274,076 |     |     |     | 2   | 2   | 2   |     | 1   | 1   |     | 1   | 2   | 4   | 15  |   |
|         | 300～499人   | 4       | 295,095 | 5       | 315,329 | 5       | 325,609 | 3       | 334,797 |     |     |     |     |     |     | 1   |     |     |     | 1   |     | 3   | 5   |   |
|         | 500～999人   | 2       | 312,945 | 2       | 319,160 | 2       | 337,005 |         |         |     |     |     |     |     |     |     |     |     |     |     | 1   |     | 1   | 2 |
|         | 1000～2999人 | 2       | 310,435 | 2       | 316,470 | 2       | 333,450 | 2       | 324,470 |     |     |     |     |     |     |     |     |     |     |     |     | 1   | 1   | 2 |
| 3000人以上 | 2          | 314,785 | 2       | 326,135 | 2       | 331,585 | 1       | 350,450 |         |     |     |     |     |     |     |     |     |     | 1   |     |     | 1   | 2   |   |
| 基本賃金    | 全規模計       | 131     | 259,583 | 183     | 260,089 | 184     | 274,001 | 50      | 283,097 | 9   | 9   | 13  | 13  | 10  | 33  | 20  | 22  | 17  | 12  | 10  | 2   | 14  | 184 |   |
|         | 1～299人     | 103     | 251,044 | 147     | 252,676 | 148     | 266,161 | 36      | 273,178 | 9   | 9   | 13  | 13  | 10  | 29  | 18  | 16  | 13  | 7   | 3   | 2   | 6   | 148 |   |
|         | 1～99人      | 67      | 244,150 | 93      | 245,242 | 94      | 259,264 | 21      | 265,207 | 7   | 7   | 10  | 12  | 5   | 20  | 10  | 9   | 6   | 5   |     | 1   | 2   | 94  |   |
|         | 100～299人   | 36      | 263,874 | 54      | 265,479 | 54      | 278,167 | 15      | 284,338 | 2   | 2   | 3   | 1   | 5   | 9   | 8   | 7   | 7   | 2   | 3   | 1   | 4   | 54  |   |
|         | 300～499人   | 6       | 277,797 | 12      | 274,400 | 12      | 294,206 | 4       | 296,059 |     |     |     |     |     | 2   | 1   | 3   | 2   | 2   |     |     | 2   | 12  |   |
|         | 500～999人   | 13      | 283,948 | 15      | 287,631 | 15      | 302,670 | 5       | 296,431 |     |     |     |     |     | 2   | 1   | 3   |     | 3   | 3   |     | 3   | 15  |   |
|         | 1000～2999人 | 7       | 311,965 | 7       | 317,830 | 7       | 329,838 | 4       | 334,921 |     |     |     |     |     |     |     |     | 2   |     | 3   |     | 2   | 7   |   |
| 3000人以上 | 2          | 303,005 | 2       | 310,490 | 2       | 322,490 | 1       | 314,380 |         |     |     |     |     |     |     |     |     |     | 1   |     |     | 1   | 2   |   |
| 基準内賃金   | 全規模計       | 13      | 290,136 | 30      | 286,035 | 30      | 299,134 | 10      | 295,315 |     |     | 1   | 1   | 1   | 6   | 2   | 3   | 4   | 3   |     | 2   | 7   | 30  |   |
|         | 1～299人     | 7       | 279,826 | 18      | 268,194 | 18      | 280,703 | 3       | 255,580 |     |     | 1   | 1   | 1   | 6   | 1   | 2   | 3   |     |     | 1   | 2   | 18  |   |
|         | 1～99人      | 4       | 282,888 | 8       | 270,393 | 8       | 283,338 |         |         |     |     | 1   |     |     | 3   |     | 1   | 1   |     |     | 1   | 1   | 8   |   |
|         | 100～299人   | 3       | 275,742 | 10      | 266,434 | 10      | 278,596 | 3       | 255,580 |     |     |     | 1   | 1   | 3   | 1   | 1   | 2   |     |     |     | 1   | 10  |   |
|         | 300～499人   | 1       | 278,000 | 5       | 303,158 | 5       | 316,906 | 4       | 306,878 |     |     |     |     |     |     |     | 1   | 2   |     |     | 1   | 1   | 5   |   |
|         | 500～999人   | 3       | 274,070 | 4       | 302,711 | 4       | 316,997 | 2       | 308,346 |     |     |     |     |     |     | 1   | 1   |     |     |     |     | 2   | 4   |   |
|         | 1000～2999人 | 1       | 328,200 | 2       | 313,450 | 2       | 323,950 | 1       | 342,200 |     |     |     |     |     |     |     |     |     | 1   |     |     | 1   | 2   |   |
| 3000人以上 | 1          | 384,580 | 1       | 400,020 | 1       | 420,950 |         |         |         |     |     |     |     |     |     |     |     |     |     |     | 1   | 1   |     |   |
| 不詳      | 全規模計       | 16      | 234,257 | 22      | 247,062 | 23      | 267,060 | 1       | 311,421 | 3   | 4   | 1   | 1   | 2   |     | 1   | 4   |     | 3   | 1   | 1   | 2   | 23  |   |
|         | 1～299人     | 13      | 220,789 | 15      | 223,899 | 16      | 245,155 |         |         | 3   | 4   | 1   | 1   | 2   |     | 1   | 2   |     | 2   |     |     |     | 16  |   |
|         | 1～99人      | 8       | 215,925 | 8       | 219,504 | 8       | 243,692 |         |         | 1   | 3   |     | 1   | 2   |     |     |     |     | 1   |     |     |     | 8   |   |
|         | 100～299人   | 5       | 228,571 | 7       | 228,922 | 8       | 246,619 |         |         | 2   | 1   | 1   |     |     |     | 1   | 2   |     | 1   |     |     |     | 8   |   |
|         | 300～499人   | 1       | 282,604 | 3       | 279,817 | 3       | 297,739 | 1       | 311,421 |     |     |     |     |     |     |     | 2   |     |     | 1   |     |     | 3   |   |
|         | 500～999人   |         |         | 1       | 287,482 | 1       | 305,384 |         |         |     |     |     |     |     |     |     |     |     | 1   |     |     |     | 1   |   |
|         | 1000～2999人 | 2       | 297,628 | 3       | 316,644 | 3       | 340,430 |         |         |     |     |     |     |     |     |     |     |     |     |     | 1   | 2   | 3   |   |
| 3000人以上 |            |         |         |         |         |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     |     |     |     |   |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27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                         |         | 199.5未満 | 199.5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 | 310以上 | 合計 |
| 区分計                                 | 全規模計       |  | 60                    | 246,396 | 92   | 248,165 | 87   | 261,098 | 93                           | 256,272 | 1       | 3       | 6     | 7     | 10    | 15    | 12    | 9     | 14    | 5     | 5     | 4     | 2     | 93 |
|                                     | 大手労組会議     |  | 9                     | 273,419 | 10   | 284,594 | 10   | 296,777 | 10                           | 295,464 |         |         |       |       |       | 1     |       | 2     | 1     | 3     | 2     | 1     | 10    |    |
|                                     | 1～299人     |  | 39                    | 238,019 | 63   | 238,811 | 59   | 250,914 | 64                           | 245,877 | 1       | 3       | 6     | 7     | 10    | 12    | 9     | 5     | 6     | 2     | 1     | 1     | 64    |    |
|                                     | 1～99人      |  | 24                    | 233,714 | 36   | 234,287 | 34   | 247,653 | 37                           | 241,318 | 1       | 2       | 4     | 5     | 6     | 6     | 5     | 3     | 3     | 1     | 1     |       | 37    |    |
|                                     | 100～299人   |  | 15                    | 244,908 | 27   | 244,842 | 25   | 255,349 | 27                           | 252,126 |         | 1       | 2     | 2     | 4     | 6     | 4     | 2     | 3     | 1     |       | 1     | 27    |    |
|                                     | 300～499人   |  | 6                     | 254,031 | 11   | 259,024 | 10   | 274,309 | 11                           | 269,881 |         |         |       |       |       | 1     | 2     | 2     | 3     | 2     | 1     |       | 11    |    |
|                                     | 500～999人   |  | 6                     | 248,676 | 8    | 258,363 | 8    | 272,095 | 8                            | 268,874 |         |         |       |       |       | 2     | 1     | 1     | 3     |       |       | 1     | 8     |    |
|                                     | 1000～2999人 |  | 7                     | 280,493 | 7    | 291,969 | 7    | 304,373 | 7                            | 302,328 |         |         |       |       |       |       |       | 1     | 1     | 1     | 1     | 2     | 7     |    |
| 所定内賃金                               | 3000人以上    |  | 2                     | 260,665 | 3    | 275,377 | 3    | 287,043 | 3                            | 287,043 |         |         |       |       |       |       |       | 1     |       | 2     |       |       | 3     |    |
|                                     | 全規模計       |  | 14                    | 247,870 | 22   | 249,282 | 20   | 259,614 | 22                           | 257,185 |         |         |       | 6     |       | 2     | 4     | 2     | 5     | 1     | 1     |       | 22    |    |
|                                     | 1～299人     |  | 9                     | 238,335 | 15   | 239,996 | 14   | 249,117 | 15                           | 247,030 |         |         |       | 6     |       | 2     | 3     | 1     | 3     |       |       |       | 15    |    |
|                                     | 1～99人      |  | 5                     | 234,853 | 8    | 236,160 | 8    | 244,958 | 8                            | 242,035 |         |         |       | 4     |       | 1     | 1     | 1     | 1     |       |       |       | 8     |    |
|                                     | 100～299人   |  | 4                     | 242,686 | 7    | 244,379 | 6    | 254,662 | 7                            | 252,739 |         |         |       | 2     |       | 1     | 2     |       | 2     |       |       |       | 7     |    |
|                                     | 300～499人   |  | 2                     | 252,489 | 4    | 259,294 | 3    | 274,943 | 4                            | 270,133 |         |         |       |       |       |       | 1     | 1     | 1     | 1     |       |       | 4     |    |
|                                     | 500～999人   |  |                       |         |      |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 1000～2999人 |  | 2                     | 275,920 | 2    | 281,770 | 2    | 293,635 | 2                            | 289,770 |         |         |       |       |       |       |       |       | 1     |       |       | 1     | 2     |    |
| 基本賃金                                | 3000人以上    |  | 1                     | 268,350 | 1    | 283,550 | 1    | 292,550 | 1                            | 292,550 |         |         |       |       |       |       |       |       |       |       | 1     |       | 1     |    |
|                                     | 全規模計       |  | 38                    | 245,317 | 58   | 247,123 | 57   | 260,437 | 59                           | 255,244 | 1       | 3       | 5     | 1     | 8     | 10    | 7     | 7     | 7     | 3     | 3     | 2     | 59    |    |
|                                     | 1～299人     |  | 27                    | 238,382 | 42   | 238,615 | 41   | 251,465 | 43                           | 245,898 | 1       | 3       | 5     | 1     | 8     | 8     | 6     | 4     | 2     | 2     | 1     | 1     | 43    |    |
|                                     | 1～99人      |  | 18                    | 234,131 | 27   | 234,095 | 26   | 248,482 | 28                           | 241,017 | 1       | 2       | 4     | 1     | 6     | 4     | 4     | 2     | 2     | 1     | 1     |       | 28    |    |
|                                     | 100～299人   |  | 9                     | 246,882 | 15   | 246,751 | 15   | 256,635 | 15                           | 255,008 |         | 1       | 1     |       | 2     | 4     | 2     | 2     |       | 1     |       | 1     | 15    |    |
|                                     | 300～499人   |  | 2                     | 261,958 | 4    | 258,208 | 4    | 273,633 | 4                            | 268,359 |         |         |       |       |       | 1     |       | 1     | 1     |       | 1     |       | 4     |    |
|                                     | 500～999人   |  | 5                     | 252,457 | 7    | 261,483 | 7    | 275,463 | 7                            | 272,210 |         |         |       |       |       | 1     | 1     | 1     | 3     |       |       | 1     | 7     |    |
|                                     | 1000～2999人 |  | 3                     | 282,188 | 3    | 301,830 | 3    | 314,497 | 3                            | 312,770 |         |         |       |       |       |       |       | 1     |       | 1     |       |       | 3     |    |
| 基準内賃金                               | 3000人以上    |  | 1                     | 252,980 | 2    | 271,290 | 2    | 284,290 | 2                            | 284,290 |         |         |       |       |       |       |       |       | 1     |       | 1     |       | 2     |    |
|                                     | 全規模計       |  | 7                     | 249,208 | 10   | 251,924 | 9    | 266,555 | 10                           | 260,524 |         |         | 1     |       | 1     | 3     | 1     |       | 1     | 1     | 1     |       | 10    |    |
|                                     | 1～299人     |  | 3                     | 233,811 | 5    | 237,514 | 4    | 251,557 | 5                            | 244,274 |         |         | 1     |       | 1     | 2     |       |       | 1     |       |       |       | 5     |    |
|                                     | 1～99人      |  | 1                     | 220,500 | 1    | 224,500 |      |         | 1                            | 244,000 |         |         |       |       |       | 1     |       |       |       |       |       |       | 1     |    |
|                                     | 100～299人   |  | 2                     | 240,467 | 4    | 240,768 | 4    | 251,557 | 4                            | 244,343 |         |         | 1     |       | 1     | 1     |       |       | 1     |       |       |       | 4     |    |
|                                     | 300～499人   |  | 1                     | 248,200 | 2    | 260,195 | 2    | 272,195 | 2                            | 269,945 |         |         |       |       |       |       | 1     |       |       | 1     |       |       | 2     |    |
|                                     | 500～999人   |  | 1                     | 229,771 | 1    | 236,523 | 1    | 248,523 | 1                            | 245,523 |         |         |       |       |       | 1     |       |       |       |       |       |       | 1     |    |
|                                     | 1000～2999人 |  | 2                     | 282,525 | 2    | 287,375 | 2    | 299,925 | 2                            | 299,225 |         |         |       |       |       |       |       |       |       |       | 1     | 1     | 2     |    |
| 不詳                                  | 3000人以上    |  |                       |         |      |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 全規模計       |  | 1                     | 247,092 | 2    | 247,302 | 1    | 279,336 | 2                            | 255,288 |         |         |       |       | 1     |       |       |       | 1     |       |       |       | 2     |    |
|                                     | 1～299人     |  |                       |         | 1    | 235,740 |      |         | 1                            | 235,740 |         |         |       |       | 1     |       |       |       |       |       |       |       | 1     |    |
|                                     | 1～99人      |  |                       |         |      |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 100～299人   |  |                       |         | 1    | 235,740 |      |         | 1                            | 235,740 |         |         |       |       | 1     |       |       |       |       |       |       |       | 1     |    |
|                                     | 300～499人   |  | 1                     | 247,092 | 1    | 258,864 | 1    | 279,336 | 1                            | 274,836 |         |         |       |       |       |       |       |       | 1     |       |       |       | 1     |    |
|                                     | 500～999人   |  |                       |         |      |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
|                                     | 1000～2999人 |  |                       |         |      |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |
| 3000人以上                             |            |  |                       |         |      |         |      |         |                              |         |         |         |       |       |       |       |       |       |       |       |       |       |       |    |

|       |            | 35歳個別賃金：確定水準（交渉単位ベース） |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |   |
|-------|------------|-----------------------|---------|------|---------|------|---------|------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|---|
|       |            | 一歳前水準                 |         | 現状水準 |         | 要求水準 |         | 確定水準 |         | 220未満 | 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 | 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       | 59                    | 276,897 | 85   | 277,642 | 81   | 290,035 | 86   | 285,450 | 2     | 2     | 3     | 7     | 7     | 8     | 12    | 8     | 11    | 6     | 7     | 2     | 11    | 86 |   |
|       | 大手労組会議     | 9                     | 313,690 | 9    | 320,848 | 9    | 333,399 | 9    | 331,070 |       |       |       |       |       |       | 1     |       |       | 1     | 3     |       | 4     | 9  |   |
|       | 1～299人     | 36                    | 264,012 | 56   | 264,101 | 53   | 275,206 | 57   | 270,700 | 2     | 2     | 3     | 7     | 7     | 7     | 9     | 6     | 7     | 2     | 3     |       | 2     | 57 |   |
|       | 1～99人      | 22                    | 257,130 | 30   | 257,523 | 29   | 270,472 | 31   | 263,900 | 1     | 2     | 2     | 5     | 4     | 3     | 6     | 2     | 4     | 1     | 1     |       |       | 31 |   |
|       | 100～299人   | 14                    | 274,825 | 26   | 271,691 | 24   | 280,926 | 26   | 278,808 | 1     |       | 1     | 2     | 3     | 4     | 3     | 4     | 3     | 1     | 2     |       | 2     | 26 |   |
|       | 300～499人   | 7                     | 288,443 | 13   | 297,882 | 12   | 313,001 | 13   | 309,559 |       |       |       |       |       |       | 1     | 1     | 3     | 2     | 1     | 2     | 3     | 13 |   |
|       | 500～999人   | 7                     | 281,046 | 7    | 290,373 | 7    | 304,731 | 7    | 299,835 |       |       |       |       |       | 1     | 2     |       | 1     | 1     |       |       | 2     | 7  |   |
|       | 1000～2999人 | 7                     | 317,765 | 7    | 323,001 | 7    | 336,138 | 7    | 332,975 |       |       |       |       |       |       |       | 1     |       | 1     | 2     |       | 3     | 7  |   |
| 所定内賃金 | 3000人以上    | 2                     | 310,865 | 2    | 321,915 | 2    | 332,415 | 2    | 332,415 |       |       |       |       |       |       |       |       |       |       | 1     |       | 1     | 2  |   |
|       | 全規模計       | 15                    | 278,607 | 22   | 280,755 | 20   | 291,440 | 22   | 289,076 |       |       | 1     | 2     | 2     | 2     | 3     | 1     | 4     | 1     | 1     | 1     | 4     | 22 |   |
|       | 1～299人     | 9                     | 262,010 | 15   | 263,187 | 14   | 271,765 | 15   | 270,613 |       |       | 1     | 2     | 2     | 2     | 3     | 1     | 3     |       | 1     |       |       | 15 |   |
|       | 1～99人      | 5                     | 258,208 | 8    | 259,502 | 8    | 268,299 | 8    | 265,376 |       |       | 1     | 1     | 2     |       | 2     |       | 2     |       |       |       |       | 8  |   |
|       | 100～299人   | 4                     | 266,762 | 7    | 267,399 | 6    | 276,386 | 7    | 276,598 |       |       |       | 1     |       | 2     | 1     | 1     | 1     |       | 1     |       |       | 7  |   |
|       | 300～499人   | 3                     | 291,100 | 4    | 313,603 | 3    | 335,582 | 4    | 325,273 |       |       |       |       |       |       |       |       |       | 1     |       |       | 1     | 2  | 4 |
|       | 500～999人   |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |   |
|       | 1000～2999人 | 2                     | 310,435 | 2    | 316,470 | 2    | 333,450 | 2    | 324,470 |       |       |       |       |       |       |       |       |       | 1     |       |       | 1     | 2  |   |
| 基本賃金  | 3000人以上    | 1                     | 326,850 | 1    | 341,450 | 1    | 350,450 | 1    | 350,450 |       |       |       |       |       |       |       |       |       |       |       |       | 1     | 1  |   |
|       | 全規模計       | 37                    | 276,424 | 50   | 274,927 | 50   | 287,332 | 51   | 281,949 | 2     | 2     | 2     | 4     | 4     | 4     | 8     | 6     | 6     | 3     | 5     |       | 5     | 51 |   |
|       | 1～299人     | 25                    | 266,896 | 36   | 265,636 | 36   | 277,711 | 37   | 271,864 | 2     | 2     | 2     | 4     | 4     | 3     | 6     | 4     | 4     | 2     | 2     |       | 2     | 37 |   |
|       | 1～99人      | 16                    | 257,833 | 21   | 257,389 | 21   | 271,300 | 22   | 263,359 | 1     | 2     | 1     | 4     | 2     | 2     | 4     | 2     | 2     | 1     | 1     |       |       | 22 |   |
|       | 100～299人   | 9                     | 283,009 | 15   | 277,182 | 15   | 286,687 | 15   | 284,338 | 1     |       | 1     |       | 2     | 1     | 2     | 2     | 2     | 1     | 1     |       | 2     | 15 |   |
|       | 300～499人   | 2                     | 292,598 | 4    | 285,908 | 4    | 300,083 | 4    | 296,059 |       |       |       |       |       |       | 1     | 1     | 1     |       |       |       | 1     | 4  |   |
|       | 500～999人   | 5                     | 279,988 | 5    | 288,313 | 5    | 302,085 | 5    | 296,431 |       |       |       |       |       | 1     | 1     |       | 1     | 1     |       |       | 1     | 5  |   |
|       | 1000～2999人 | 4                     | 318,821 | 4    | 323,966 | 4    | 335,966 | 4    | 334,921 |       |       |       |       |       |       |       | 1     |       |       | 2     |       | 1     | 4  |   |
| 基準内賃金 | 3000人以上    | 1                     | 294,880 | 1    | 302,380 | 1    | 314,380 | 1    | 314,380 |       |       |       |       |       |       |       |       |       |       | 1     |       |       | 1  |   |
|       | 全規模計       | 6                     | 274,586 | 11   | 282,041 | 10   | 298,350 | 11   | 292,468 |       |       |       | 1     | 1     | 2     | 1     |       | 1     | 2     |       | 1     | 2     | 11 |   |
|       | 1～299人     | 2                     | 236,964 | 4    | 249,485 | 3    | 261,199 | 4    | 257,685 |       |       |       | 1     | 1     | 2     |       |       |       |       |       |       |       | 4  |   |
|       | 1～99人      | 1                     | 240,500 | 1    | 244,500 |      |         | 1    | 264,000 |       |       |       |       |       | 1     |       |       |       |       |       |       |       | 1  |   |
|       | 100～299人   | 1                     | 233,427 | 3    | 251,147 | 3    | 261,199 | 3    | 255,580 |       |       |       | 1     | 1     | 1     |       |       |       |       |       |       |       | 3  |   |
|       | 300～499人   | 1                     | 278,000 | 4    | 295,318 | 4    | 308,753 | 4    | 306,878 |       |       |       |       |       |       |       |       | 1     | 2     |       | 1     |       | 4  |   |
|       | 500～999人   | 2                     | 283,693 | 2    | 295,521 | 2    | 311,346 | 2    | 308,346 |       |       |       |       |       | 1     |       |       |       |       |       | 1     | 2     |    |   |
|       | 1000～2999人 | 1                     | 328,200 | 1    | 332,200 | 1    | 342,200 | 1    | 342,200 |       |       |       |       |       |       |       |       |       |       |       |       | 1     | 1  |   |
| 不詳    | 3000人以上    |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |   |
|       | 全規模計       | 1                     | 282,604 | 2    | 287,077 | 1    | 313,921 | 2    | 296,211 |       |       |       |       |       |       |       | 1     |       |       | 1     |       |       | 2  |   |
|       | 1～299人     |                       |         | 1    | 281,000 |      |         | 1    | 281,000 |       |       |       |       |       |       |       | 1     |       |       |       |       |       | 1  |   |
|       | 1～99人      |                       |         |      |         |      |         |      |         |       |       |       |       |       |       |       |       |       |       |       |       |       |    |   |
|       | 100～299人   |                       |         | 1    | 281,000 |      |         | 1    | 281,000 |       |       |       |       |       |       |       | 1     |       |       |       |       |       | 1  |   |
|       | 300～499人   | 1                     | 282,604 | 1    | 293,154 | 1    | 313,921 | 1    | 311,421 |       |       |       |       |       |       |       |       |       |       | 1     |       |       | 1  |   |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27日 |            | 一時金交渉状況 |     |     |       |     |     |     |         |      |      |          |         |         |         |         |        |         |         |      |      |
|-------------------------------------|------------|---------|-----|-----|-------|-----|-----|-----|---------|------|------|----------|---------|---------|---------|---------|--------|---------|---------|------|------|
|                                     |            | 単組数     |     |     |       |     |     |     |         |      |      | 組合員数     |         |         |         |         |        |         |         |      |      |
|                                     |            | 組合<br>数 | 要求  |     | 回答・妥結 |     | 妥結  |     | 進捗状況(%) |      |      | 組合<br>員数 | 要求      |         | 回答・妥結   |         | 妥結     |         | 進捗状況(%) |      |      |
|                                     |            |         | 年間  | 半期  | 年間    | 半期  | 年間  | 半期  | 要求      | 回答   | 妥結   |          | 年間      | 半期      | 年間      | 半期      | 年間     | 半期      | 要求      | 回答   | 妥結   |
| 全体計                                 |            | 1,456   | 450 | 636 | 241   | 342 | 138 | 198 | 43.7    | 23.5 | 13.6 | 346,217  | 177,977 | 207,738 | 138,618 | 172,814 | 80,826 | 108,623 | 60.0    | 49.9 | 31.4 |
| 大手労組会議                              |            | 47      | 30  | 34  | 26    | 30  | 21  | 24  | 72.3    | 63.8 | 51.1 | 132,125  | 80,113  | 88,721  | 75,640  | 91,701  | 49,991 | 63,886  | 67.1    | 69.4 | 48.4 |
| 業<br><br><br><br><br><br>種          | 鉄鋼業        | 112     | 44  | 53  | 19    | 22  | 9   | 9   | 47.3    | 19.6 | 8.0  | 12,414   | 8,321   | 8,868   | 4,245   | 4,303   | 1,303  | 1,303   | 71.4    | 34.7 | 10.5 |
|                                     | 非鉄金属       | 44      | 14  | 22  | 8     | 11  | 4   | 6   | 50.0    | 25.0 | 13.6 | 8,234    | 1,672   | 3,002   | 1,910   | 2,196   | 658    | 888     | 36.5    | 26.7 | 10.8 |
|                                     | 金属製品       | 232     | 62  | 93  | 29    | 38  | 18  | 24  | 40.1    | 16.4 | 10.3 | 32,712   | 14,871  | 18,528  | 8,554   | 9,984   | 6,124  | 7,416   | 56.6    | 30.5 | 22.7 |
|                                     | 一般機械       | 517     | 159 | 240 | 98    | 146 | 54  | 80  | 46.4    | 28.2 | 15.5 | 144,324  | 71,546  | 84,697  | 56,642  | 75,308  | 28,565 | 42,705  | 58.7    | 52.2 | 29.6 |
|                                     | 電気機械       | 174     | 43  | 65  | 26    | 40  | 16  | 26  | 37.4    | 23.0 | 14.9 | 53,652   | 25,261  | 33,021  | 22,555  | 29,797  | 13,094 | 20,068  | 61.5    | 55.5 | 37.4 |
|                                     | 輸送機械       | 151     | 80  | 93  | 42    | 55  | 28  | 38  | 61.6    | 36.4 | 25.2 | 56,091   | 39,191  | 40,854  | 33,422  | 36,640  | 26,491 | 29,521  | 72.8    | 65.3 | 52.6 |
|                                     | 精密機械       | 65      | 16  | 21  | 9     | 14  | 6   | 9   | 32.3    | 21.5 | 13.8 | 22,386   | 9,533   | 10,310  | 6,440   | 7,701   | 4,482  | 4,927   | 46.1    | 34.4 | 22.0 |
| 規<br><br><br><br><br><br>模          | その他        | 161     | 32  | 49  | 10    | 16  | 3   | 6   | 30.4    | 9.9  | 3.7  | 16,404   | 7,582   | 8,458   | 4,850   | 6,885   | 109    | 1,795   | 51.6    | 42.0 | 10.9 |
|                                     | 1～299人     | 1,221   | 319 | 484 | 145   | 228 | 81  | 126 | 39.6    | 18.7 | 10.3 | 97,184   | 33,525  | 46,717  | 15,985  | 24,223  | 9,451  | 14,272  | 48.1    | 24.9 | 14.7 |
|                                     | 1～99人      | 841     | 178 | 291 | 76    | 124 | 41  | 65  | 34.6    | 14.7 | 7.7  | 32,850   | 9,304   | 13,843  | 3,956   | 6,185   | 2,094  | 3,207   | 42.1    | 18.8 | 9.8  |
|                                     | 100～299人   | 380     | 141 | 193 | 69    | 104 | 40  | 61  | 50.8    | 27.4 | 16.1 | 64,334   | 24,221  | 32,874  | 12,029  | 18,038  | 7,357  | 11,065  | 51.1    | 28.0 | 17.2 |
|                                     | 300～499人   | 98      | 50  | 62  | 30    | 37  | 18  | 24  | 63.3    | 37.8 | 24.5 | 37,681   | 19,241  | 23,755  | 11,547  | 14,162  | 7,208  | 9,514   | 63.0    | 37.6 | 25.2 |
|                                     | 500～999人   | 80      | 46  | 52  | 36    | 40  | 21  | 24  | 65.0    | 50.0 | 30.0 | 56,336   | 33,001  | 36,596  | 25,735  | 28,003  | 15,180 | 16,941  | 65.0    | 49.7 | 30.1 |
|                                     | 1000～2999人 | 41      | 26  | 28  | 21    | 26  | 13  | 17  | 68.3    | 63.4 | 41.5 | 67,031   | 43,036  | 46,380  | 35,903  | 43,749  | 22,973 | 28,653  | 69.2    | 65.3 | 42.7 |
| （事業所ベース）                            | 3000人以上    | 16      | 9   | 10  | 9     | 11  | 5   | 7   | 62.5    | 68.8 | 43.8 | 87,985   | 49,174  | 54,290  | 49,448  | 62,677  | 26,014 | 39,243  | 61.7    | 71.2 | 44.6 |
|                                     | 北海道        | 10      | 4   | 4   | 2     | 2   |     |     | 40.0    | 20.0 |      | 3,190    | 2,499   | 2,499   | 2,302   | 2,302   |        |         | 78.3    | 72.2 |      |
|                                     | 北東北        | 42      | 12  | 14  | 6     | 8   | 5   | 6   | 33.3    | 19.0 | 14.3 | 7,131    | 1,972   | 3,910   | 923     | 2,861   | 866    | 2,732   | 54.8    | 40.1 | 38.3 |
|                                     | 南東北        | 77      | 25  | 34  | 12    | 16  | 5   | 8   | 44.2    | 20.8 | 10.4 | 9,239    | 4,250   | 5,074   | 2,335   | 3,127   | 1,273  | 1,793   | 54.9    | 33.8 | 19.4 |
|                                     | 北関東        | 172     | 80  | 92  | 42    | 52  | 23  | 30  | 53.5    | 30.2 | 17.4 | 36,692   | 19,198  | 20,243  | 14,714  | 20,790  | 9,929  | 15,484  | 55.2    | 56.7 | 42.2 |
|                                     | 東京千葉       | 147     | 52  | 62  | 33    | 45  | 26  | 37  | 42.2    | 30.6 | 25.2 | 39,042   | 14,217  | 17,806  | 10,417  | 15,701  | 9,762  | 15,016  | 45.6    | 40.2 | 38.5 |
|                                     | 神奈川        | 85      | 29  | 34  | 20    | 22  | 17  | 18  | 40.0    | 25.9 | 21.2 | 25,742   | 11,652  | 12,422  | 10,309  | 10,711  | 7,617  | 7,992   | 48.3    | 41.6 | 31.0 |
|                                     | 新潟         | 80      | 27  | 38  | 13    | 20  | 8   | 12  | 47.5    | 25.0 | 15.0 | 10,188   | 5,929   | 6,972   | 3,450   | 4,527   | 1,853  | 2,594   | 68.4    | 44.4 | 25.5 |
|                                     | 北陸         | 108     | 18  | 49  | 7     | 15  | 6   | 12  | 45.4    | 13.9 | 11.1 | 21,735   | 4,787   | 9,188   | 1,430   | 2,987   | 1,279  | 2,677   | 42.3    | 13.7 | 12.3 |
|                                     | 甲信         | 68      | 12  | 21  | 9     | 16  | 8   | 14  | 30.9    | 23.5 | 20.6 | 12,196   | 3,043   | 5,393   | 2,855   | 5,065   | 2,773  | 4,699   | 44.2    | 41.5 | 38.5 |
|                                     | 静岡         | 81      | 37  | 41  | 23    | 27  | 11  | 13  | 50.6    | 33.3 | 16.0 | 30,011   | 24,143  | 24,415  | 22,888  | 23,222  | 13,588 | 13,788  | 81.4    | 77.4 | 45.9 |
|                                     | 東海         | 183     | 68  | 90  | 41    | 57  | 20  | 30  | 49.2    | 31.1 | 16.4 | 42,202   | 25,000  | 30,278  | 15,353  | 21,849  | 8,012  | 11,999  | 71.7    | 51.8 | 28.4 |
|                                     | 京滋         | 88      | 31  | 34  | 17    | 22  | 12  | 16  | 38.6    | 25.0 | 18.2 | 18,966   | 9,974   | 10,152  | 7,635   | 9,410   | 6,868  | 8,567   | 53.5    | 49.6 | 45.2 |
|                                     | 大阪         | 294     | 86  | 114 | 53    | 71  | 18  | 25  | 38.8    | 24.1 | 8.5  | 48,420   | 29,808  | 32,575  | 26,021  | 27,508  | 8,574  | 9,221   | 67.3    | 56.8 | 19.0 |
|                                     | 山陽         | 124     | 50  | 70  | 38    | 54  | 24  | 32  | 56.5    | 43.5 | 25.8 | 23,803   | 13,009  | 15,598  | 11,219  | 12,960  | 6,632  | 7,446   | 65.5    | 54.4 | 31.3 |
|                                     | 山陰         | 41      | 12  | 20  | 5     | 6   | 1   | 1   | 48.8    | 14.6 | 2.4  | 4,633    | 2,138   | 3,126   | 1,291   | 1,389   | 125    | 125     | 67.5    | 30.0 | 2.7  |
|                                     | 四国         | 30      | 13  | 27  | 9     | 13  | 9   | 11  | 90.0    | 43.3 | 36.7 | 5,082    | 3,174   | 3,685   | 3,607   | 3,959   | 3,607  | 3,794   | 72.5    | 77.9 | 74.7 |
|                                     | 九州・山口      | 59      | 21  | 34  | 12    | 14  | 8   | 9   | 57.6    | 23.7 | 15.3 | 7,945    | 4,131   | 5,169   | 2,960   | 3,203   | 1,988  | 2,223   | 65.1    | 40.3 | 28.0 |
|                                     | 地方計        | 1,689   | 577 | 778 | 342   | 460 | 201 | 274 | 46.1    | 27.2 | 16.2 | 346,217  | 178,924 | 208,505 | 139,709 | 171,571 | 84,746 | 110,150 | 60.2    | 49.6 | 31.8 |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27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                                 |            | 40.5        | 14.8    | 276,772 | 680,659 | 2.43    | 647,834 | 2.26    | 657,691 | 2.30   | 23,425  | 0.04   | 34,273  | 0.14        | 39.9 | 15.4    | 304,834 | 829,256 | 2.60    | 827,465 | 2.55    | 830,263   | 2.62   | 25,857  | 0.02   | 38,602  | 0.09  |
| 大手労組会議                              |            | 40.2        | 15.9    | 321,482 | 834,046 | 2.59    | 818,330 | 2.59    | 811,982 | 2.60   | 11,250  | -0.04  | 41,950  | 0.06        | 39.9 | 15.7    | 323,861 | 914,042 | 2.69    | 907,568 | 2.69    | 908,089   | 2.73   | 24,324  | -0.03  | 46,216  | 0.05  |
| 業種                                  | 鉄鋼業        | 40.3        | 14.2    | 269,891 | 637,014 | 2.36    | 543,713 | 2.06    | 574,154 | 2.06   | 5,735   | -0.04  | 802     | 0.10        | 39.6 | 14.9    | 290,682 | 732,236 | 2.51    | 648,313 | 2.34    | 616,064   | 2.19   | 34,071  | 0.06   | 20,436  | 0.11  |
|                                     | 非鉄金属       | 41.0        | 15.4    | 281,320 | 716,218 | 2.48    | 671,835 | 2.39    | 653,411 | 2.35   | 32,961  | 0.04   | 4,725   | -0.03       | 40.2 | 15.9    | 266,813 | 742,232 | 2.64    | 735,517 | 2.83    | 820,562   | 2.80   | 40,018  | 0.04   | 68,092  | 0.04  |
|                                     | 金属製品       | 40.4        | 15.2    | 261,770 | 619,660 | 2.37    | 653,600 | 2.25    | 631,572 | 2.13   | 8,116   | 0.06   | 6,368   | 0.06        | 40.0 | 15.7    | 277,388 | 692,656 | 2.49    | 712,448 | 2.41    | 718,259   | 2.40   | 2,210   | 0.06   | -2,315  | 0.09  |
|                                     | 一般機械       | 40.0        | 14.5    | 281,423 | 715,286 | 2.47    | 652,926 | 2.27    | 643,299 | 2.29   | 23,907  | 0.02   | 43,027  | 0.13        | 39.2 | 14.8    | 304,674 | 882,026 | 2.63    | 882,716 | 2.58    | 846,832   | 2.66   | 8,382   | -0.07  | 34,170  | 0.03  |
|                                     | 電気機械       | 40.9        | 15.5    | 282,835 | 731,420 | 2.51    | 717,946 | 2.42    | 738,665 | 2.46   | 39,976  | 0.06   | 27,422  | 0.11        | 40.8 | 16.5    | 320,944 | 892,612 | 2.78    | 896,670 | 2.75    | 940,192   | 2.82   | 49,583  | 0.09   | 30,825  | 0.07  |
|                                     | 輸送機械       | 40.8        | 15.5    | 281,262 | 702,800 | 2.44    | 676,204 | 2.19    | 693,856 | 2.33   | 30,918  | 0.06   | 55,171  | 0.19        | 40.4 | 16.3    | 319,954 | 802,425 | 2.56    | 790,901 | 2.47    | 800,547   | 2.53   | 50,335  | 0.09   | 67,112  | 0.15  |
|                                     | 精密機械       | 40.1        | 14.6    | 289,276 | 703,774 | 2.62    | 649,365 | 2.39    | 673,201 | 2.56   | 54,968  | 0.21   | 31,341  | 0.53        | 40.5 | 15.2    | 303,097 | 769,373 | 2.54    | 687,647 | 2.28    | 743,464   | 2.41   | 48,344  | 0.09   | -21,829 | 0.15  |
|                                     | その他        | 42.2        | 14.3    | 264,510 | 550,508 | 2.21    | 419,154 | 1.91    | 354,550 | 2.04   | 20,298  | 0.02   | -855    | 0.03        | 40.2 | 14.4    | 271,753 | 631,330 | 2.36    | 589,483 | 2.22    | 349,311   | 2.02   | 20,706  | 0.03   | -7,597  | -0.00 |
| 規模                                  | 1～299人     | 40.7        | 14.6    | 267,261 | 641,921 | 2.38    | 587,422 | 2.13    | 591,948 | 2.17   | 23,571  | 0.04   | 37,180  | 0.14        | 40.0 | 14.8    | 275,019 | 672,980 | 2.44    | 626,711 | 2.23    | 648,092   | 2.30   | 24,324  | 0.04   | 53,305  | 0.18  |
|                                     | 1～99人      | 41.3        | 14.4    | 259,254 | 615,940 | 2.34    | 548,579 | 2.04    | 519,728 | 2.01   | 22,543  | 0.04   | 19,077  | 0.13        | 40.6 | 14.3    | 260,141 | 622,650 | 2.37    | 564,389 | 2.11    | 530,796   | 2.08   | 26,595  | 0.06   | 29,437  | 0.19  |
|                                     | 100～299人   | 39.7        | 15.0    | 277,328 | 678,680 | 2.44    | 629,291 | 2.24    | 653,413 | 2.33   | 24,924  | 0.04   | 49,934  | 0.16        | 39.7 | 15.0    | 280,176 | 692,077 | 2.46    | 645,711 | 2.27    | 675,857   | 2.36   | 23,549  | 0.03   | 57,750  | 0.18  |
|                                     | 300～499人   | 39.7        | 15.2    | 289,599 | 764,518 | 2.57    | 744,666 | 2.45    | 703,025 | 2.47   | 31,195  | 0.05   | 64,212  | 0.21        | 39.6 | 15.2    | 287,326 | 769,311 | 2.59    | 755,687 | 2.47    | 715,612   | 2.48   | 30,488  | 0.05   | 64,691  | 0.20  |
|                                     | 500～999人   | 39.9        | 15.7    | 296,985 | 767,636 | 2.53    | 740,736 | 2.44    | 739,858 | 2.46   | 12,568  | 0.02   | -17,855 | 0.07        | 39.9 | 15.7    | 296,716 | 771,739 | 2.54    | 746,120 | 2.47    | 747,828   | 2.48   | 11,476  | 0.03   | -16,153 | 0.07  |
|                                     | 1000～2999人 | 39.8        | 15.5    | 307,982 | 817,993 | 2.65    | 792,322 | 2.58    | 810,790 | 2.65   | 18,224  | -0.00  | 54,459  | 0.13        | 39.8 | 15.4    | 308,693 | 826,138 | 2.67    | 795,186 | 2.63    | 816,634   | 2.71   | 11,973  | -0.04  | 40,978  | 0.10  |
| 3000人以上                             | 40.3       | 16.1        | 340,479 | 949,026 | 2.77    | 928,914 | 2.71    | 974,619 | 2.80    | 43,917 | 0.03    | 51,598 | 0.01    | 39.9        | 15.8 | 334,166 | 971,240 | 2.77    | 957,182 | 2.71    | 977,496 | 2.79      | 41,878 | 0.04    | 53,155 | 0.02    |       |
| （事業所別）                              | 北海道        | 39.6        | 13.5    | 268,074 | 719,950 | 2.61    | 735,386 | 2.75    |         |        | 42,060  | -0.00  |         |             | 38.5 | 13.0    | 275,687 | 752,428 | 2.73    | 694,145 | 2.52    |           |        | 79,288  | 0.22   |         |       |
|                                     | 北東北        | 40.8        | 16.8    | 253,854 | 638,017 | 2.41    | 651,920 | 2.22    | 740,341 | 2.38   | 24,865  | 0.04   | 107,318 | 0.14        | 41.1 | 17.0    | 308,042 | 837,750 | 2.67    | 882,418 | 2.63    | 905,676   | 2.67   | 23,091  | -0.01  | 41,429  | 0.02  |
|                                     | 南東北        | 40.7        | 15.8    | 259,163 | 632,629 | 2.45    | 551,173 | 2.08    | 585,137 | 2.21   | 33,084  | 0.08   | 19,328  | 0.03        | 40.9 | 16.7    | 279,631 | 717,114 | 2.56    | 700,496 | 2.31    | 804,284   | 2.61   | 39,873  | 0.09   | 67,494  | 0.12  |
|                                     | 北関東        | 41.2        | 15.7    | 300,546 | 760,528 | 2.45    | 735,185 | 2.22    | 760,415 | 2.39   | 25,274  | 0.03   | 48,883  | 0.11        | 40.5 | 15.9    | 321,742 | 832,246 | 2.55    | 817,706 | 2.37    | 845,408   | 2.52   | 34,701  | 0.06   | 59,697  | 0.12  |
|                                     | 東京千葉       | 40.8        | 15.3    | 311,398 | 782,168 | 2.52    | 768,332 | 2.45    | 793,148 | 2.51   | 26,536  | 0.09   | 49,241  | 0.21        | 40.9 | 15.8    | 328,512 | 886,052 | 2.71    | 924,995 | 2.77    | 937,549   | 2.80   | 29,282  | 0.08   | 43,689  | 0.13  |
|                                     | 神奈川        | 41.0        | 16.5    | 306,255 | 839,299 | 2.72    | 766,224 | 2.47    | 755,331 | 2.43   | 31,396  | 0.07   | -8,338  | -0.09       | 41.2 | 16.8    | 307,191 | 840,305 | 2.71    | 760,979 | 2.50    | 767,091   | 2.50   | 33,423  | 0.06   | -13,038 | -0.09 |
|                                     | 新潟         | 40.7        | 15.2    | 267,257 | 614,288 | 2.18    | 531,642 | 1.91    | 567,978 | 2.06   | 24,709  | 0.06   | 55,380  | 0.17        | 40.0 | 15.8    | 287,854 | 661,391 | 2.27    | 569,609 | 2.01    | 586,775   | 2.07   | 20,594  | 0.04   | 57,117  | 0.13  |
|                                     | 北陸         | 40.3        | 14.3    | 259,838 | 563,596 | 2.22    | 546,874 | 2.05    | 570,593 | 2.10   | 937     | -0.04  | 50,099  | 0.13        | 40.0 | 15.5    | 290,622 | 614,488 | 2.24    | 622,887 | 2.24    | 645,767   | 2.30   | -31,434 | -0.16  | 71,478  | 0.22  |
|                                     | 甲信         | 40.2        | 14.9    | 299,548 | 826,655 | 2.54    | 767,237 | 2.34    | 786,986 | 2.41   | 12,242  | -0.11  | 38,231  | 0.08        | 39.5 | 14.7    | 303,303 | 871,085 | 2.66    | 803,135 | 2.48    | 820,559   | 2.54   | 34,129  | -0.03  | 18,330  | 0.06  |
|                                     | 静岡         | 40.5        | 16.3    | 309,166 | 813,597 | 2.54    | 818,952 | 2.59    | 811,323 | 2.54   | 43,101  | 0.04   | 24,932  | 0.08        | 40.2 | 16.9    | 320,571 | 868,949 | 2.65    | 872,642 | 2.64    | 864,672   | 2.60   | 79,551  | 0.13   | 93,394  | 0.14  |
|                                     | 東海         | 39.2        | 14.6    | 289,350 | 731,200 | 2.48    | 694,998 | 2.41    | 695,984 | 2.48   | 19,749  | -0.00  | 33,630  | 0.03        | 39.0 | 15.0    | 295,941 | 812,722 | 2.64    | 766,612 | 2.58    | 745,940   | 2.67   | -9,673  | -0.10  | 11,774  | 0.01  |
|                                     | 京滋         | 40.4        | 14.0    | 309,609 | 771,263 | 2.49    | 702,140 | 2.38    | 879,725 | 2.46   | 24,645  | 0.01   | 64,348  | 0.13        | 39.8 | 14.7    | 332,636 | 952,048 | 2.66    | 966,145 | 2.67    | 989,066   | 2.73   | 53,919  | -0.01  | 40,377  | 0.03  |
|                                     | 大阪         | 40.6        | 14.8    | 300,035 | 795,736 | 2.60    | 769,466 | 2.38    | 824,300 | 2.59   | 38,008  | 0.04   | 40,870  | 0.15        | 39.1 | 14.4    | 307,511 | 919,224 | 2.70    | 939,766 | 2.68    | 1,044,353 | 2.93   | 26,523  | 0.04   | 25,178  | 0.04  |
|                                     | 山陽         | 40.0        | 14.6    | 288,787 | 755,313 | 2.61    | 719,980 | 2.45    | 738,764 | 2.52   | 33,502  | 0.10   | 40,167  | 0.17        | 38.8 | 14.3    | 298,904 | 853,546 | 2.70    | 829,913 | 2.59    | 821,695   | 2.70   | 16,260  | 0.07   | 13,843  | 0.12  |
|                                     | 山陰         | 42.1        | 14.4    | 246,714 | 459,931 | 2.06    | 589,646 | 2.18    | 969,000 | 2.80   | -16,336 | -0.06  | -34,000 | -0.20       | 40.5 | 15.2    | 241,783 | 464,725 | 2.07    | 500,937 | 2.12    | 969,000   | 2.80   | 1,539   | -0.08  | -34,000 | -0.20 |
|                                     | 四国         | 42.6        | 14.9    | 265,029 | 634,570 | 2.43    | 517,229 | 1.82    | 517,776 | 1.84   | 24,892  | 0.09   | 27,845  | 0.06        | 40.1 | 15.0    | 296,797 | 692,974 | 2.45    | 637,200 | 2.08    | 639,612   | 2.08   | 30,621  | 0.03   | 96,371  | 0.26  |
| 九州・山口                               | 39.6       | 15.0        | 269,659 | 679,855 | 2.43    | 735,107 | 2.46    | 695,416 | 2.33    | 9,019  | -0.00   | 6,792  | -0.02   | 38.7        | 14.1 | 292,831 | 713,014 | 2.37    | 746,111 | 2.46    | 738,340 | 2.44      | 5,718  | -0.03   | 13,373 | 0.00    |       |
| 地方計                                 |            | 40.5        | 15.0    | 284,597 | 721,428 | 2.47    | 704,639 | 2.33    | 722,733 | 2.41   | 24,790  | 0.03   | 36,839  | 0.10        | 39.9 | 15.4    | 304,730 | 828,642 | 2.61    | 827,792 | 2.55    | 842,495   | 2.62   | 25,800  | 0.02   | 40,731  | 0.08  |

| 2024年<br>春季生活闘争<br>情報No.11<br>3月27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    | 金額 | 月数 |
| 全体計                                                                                                               |            | 40.5        | 14.8    | 276,772   | 1,399,060 | 4.91      | 1,327,956 | 4.59      | 1,341,031 | 4.67   | 49,740  | 0.07   | 47,351   | 0.15        | 39.9 | 15.4    | 304,834   | 1,687,832 | 5.25      | 1,680,629 | 5.10      | 1,685,317 | 5.23   | 53,515   | 0.05   | 35,986   | 0.04  |    |    |
| 大手労組会議                                                                                                            |            | 40.2        | 15.9    | 321,482   | 1,688,466 | 5.22      | 1,652,380 | 5.16      | 1,646,120 | 5.18   | 47,501  | 0.04   | 50,684   | 0.04        | 39.9 | 15.7    | 323,861   | 1,835,522 | 5.39      | 1,824,050 | 5.33      | 1,823,491 | 5.41   | 51,082   | 0.00   | 48,509   | -0.01 |    |    |
| 業種                                                                                                                | 鉄鋼業        | 40.3        | 14.2    | 269,891   | 1,248,296 | 4.72      | 1,101,783 | 4.27      | 1,148,308 | 4.12   | 1,698   | -0.05  | 2,054    | 0.23        | 39.6 | 14.9    | 290,682   | 1,471,108 | 5.01      | 1,301,676 | 4.70      | 1,232,127 | 4.38   | 68,374   | 0.10   | 42,618   | 0.14  |    |    |
|                                                                                                                   | 非鉄金属       | 41.0        | 15.4    | 281,320   | 1,257,998 | 4.70      | 1,118,349 | 4.59      | 1,226,323 | 4.81   | 63,581  | 0.05   | -118,230 | -0.14       | 40.2 | 15.9    | 266,813   | 1,349,192 | 5.13      | 1,164,706 | 5.63      | 1,264,936 | 5.59   | 68,879   | 0.04   | -118,230 | -0.04 |    |    |
|                                                                                                                   | 金属製品       | 40.4        | 15.2    | 261,770   | 1,288,587 | 4.79      | 1,290,470 | 4.43      | 1,223,897 | 4.18   | 22,512  | 0.17   | 746      | 0.07        | 40.0 | 15.7    | 277,388   | 1,411,944 | 5.02      | 1,392,040 | 4.75      | 1,398,145 | 4.73   | -4,033   | 0.11   | -14,139  | 0.16  |    |    |
|                                                                                                                   | 一般機械       | 40.0        | 14.5    | 281,423   | 1,486,445 | 5.01      | 1,379,316 | 4.66      | 1,350,399 | 4.74   | 51,654  | 0.03   | 52,927   | 0.09        | 39.2 | 14.8    | 304,674   | 1,823,570 | 5.32      | 1,827,431 | 5.18      | 1,750,479 | 5.29   | 36,864   | -0.07  | 33,982   | -0.09 |    |    |
|                                                                                                                   | 電気機械       | 40.9        | 15.5    | 282,835   | 1,490,338 | 5.07      | 1,476,694 | 4.90      | 1,568,151 | 5.08   | 99,049  | 0.18   | 53,896   | 0.12        | 40.8 | 16.5    | 320,944   | 1,769,486 | 5.60      | 1,757,619 | 5.48      | 1,888,428 | 5.70   | 118,824  | 0.25   | 91,886   | 0.22  |    |    |
|                                                                                                                   | 輸送機械       | 40.8        | 15.5    | 281,262   | 1,445,608 | 4.93      | 1,388,122 | 4.49      | 1,437,696 | 4.73   | 65,500  | 0.11   | 94,429   | 0.30        | 40.4 | 16.3    | 319,954   | 1,643,164 | 5.18      | 1,640,003 | 5.02      | 1,666,302 | 5.15   | 59,218   | 0.08   | 63,979   | 0.11  |    |    |
|                                                                                                                   | 精密機械       | 40.1        | 14.6    | 289,276   | 1,364,720 | 5.09      | 1,199,292 | 4.80      | 1,298,870 | 5.07   | 117,898 | 0.23   | 68,040   | 0.68        | 40.5 | 15.2    | 303,097   | 1,535,414 | 5.03      | 1,359,812 | 4.60      | 1,493,469 | 4.79   | 93,973   | 0.12   | -57,365  | -0.18 |    |    |
|                                                                                                                   | その他        | 42.2        | 14.3    | 264,510   | 1,199,265 | 4.62      | 960,631   | 4.29      | 709,100   | 3.83   | 17,347  | -0.08  | -1,711   | 0.07        | 40.2 | 14.4    | 271,753   | 1,295,705 | 4.80      | 1,234,282 | 4.62      | 698,621   | 3.61   | 34,609   | -0.05  | -15,194  | -0.00 |    |    |
| 規模                                                                                                                | 1～299人     | 40.7        | 14.6    | 267,261   | 1,301,055 | 4.79      | 1,180,025 | 4.30      | 1,188,336 | 4.36   | 48,686  | 0.08   | 54,325   | 0.17        | 40.0 | 14.8    | 275,019   | 1,361,611 | 4.88      | 1,252,757 | 4.43      | 1,275,654 | 4.51   | 54,428   | 0.08   | 74,402   | 0.24  |    |    |
|                                                                                                                   | 1～99人      | 41.3        | 14.4    | 259,254   | 1,219,582 | 4.67      | 1,057,483 | 4.08      | 1,021,224 | 4.07   | 37,569  | 0.07   | 19,342   | 0.12        | 40.6 | 14.3    | 260,141   | 1,226,064 | 4.73      | 1,064,494 | 4.17      | 1,026,050 | 4.16   | 41,156   | 0.09   | 31,997   | 0.18  |    |    |
|                                                                                                                   | 100～299人   | 39.7        | 15.0    | 277,328   | 1,388,532 | 4.92      | 1,290,784 | 4.52      | 1,324,115 | 4.65   | 59,019  | 0.09   | 74,149   | 0.22        | 39.7 | 15.0    | 280,176   | 1,405,293 | 4.93      | 1,302,473 | 4.52      | 1,333,457 | 4.62   | 57,955   | 0.07   | 80,718   | 0.25  |    |    |
|                                                                                                                   | 300～499人   | 39.7        | 15.2    | 289,599   | 1,564,053 | 5.17      | 1,547,043 | 4.95      | 1,449,934 | 5.04   | 64,444  | 0.02   | 165,337  | 0.33        | 39.6 | 15.2    | 287,326   | 1,579,758 | 5.21      | 1,574,841 | 5.00      | 1,482,502 | 5.08   | 64,699   | 0.04   | 168,976  | 0.33  |    |    |
|                                                                                                                   | 500～999人   | 39.9        | 15.7    | 296,985   | 1,547,212 | 5.11      | 1,470,602 | 4.95      | 1,478,515 | 4.93   | 33,613  | 0.05   | -49,952  | 0.04        | 39.9 | 15.7    | 296,716   | 1,556,499 | 5.13      | 1,487,887 | 5.00      | 1,499,786 | 4.98   | 30,599   | 0.05   | -44,784  | 0.05  |    |    |
|                                                                                                                   | 1000～2999人 | 39.8        | 15.5    | 307,982   | 1,641,585 | 5.32      | 1,592,498 | 5.07      | 1,651,729 | 5.20   | 58,450  | 0.10   | 22,959   | 0.05        | 39.8 | 15.4    | 308,693   | 1,653,030 | 5.34      | 1,597,952 | 5.14      | 1,665,918 | 5.28   | 56,143   | 0.09   | 12,636   | 0.06  |    |    |
| 3000人以上                                                                                                           | 40.3       | 16.1        | 340,479 | 1,899,430 | 5.57      | 1,854,333 | 5.42      | 1,965,103 | 5.64      | 71,125 | 0.01    | 60,000 | -0.12    | 39.9        | 15.8 | 334,166 | 1,948,022 | 5.56      | 1,917,160 | 5.43      | 1,970,017 | 5.61      | 61,753 | -0.02    | 57,965 | -0.14    |       |    |    |
| （事業所）<br>北海道<br>東北<br>関東<br>東京<br>神奈川<br>新潟<br>北陸<br>甲信<br>静岡<br>東海<br>京滋<br>大阪<br>山陽<br>山陰<br>四国<br>九州・山口<br>地方計 | 北海道        | 39.6        | 13.5    | 268,074   | 1,439,900 | 5.23      | 1,470,773 | 5.50      |           |        | 84,120  | -0.01  |          |             | 38.5 | 13.0    | 275,687   | 1,504,857 | 5.46      | 1,388,289 | 5.04      |           |        | 158,575  | 0.45   |          |       |    |    |
|                                                                                                                   | 北東北        | 40.8        | 16.8    | 253,854   | 1,264,714 | 4.88      | 1,263,071 | 4.29      | 1,372,090 | 4.55   | 52,531  | 0.10   | 269,967  | 0.37        | 41.1 | 17.0    | 308,042   | 1,368,951 | 4.99      | 1,314,655 | 4.24      | 1,353,929 | 4.33   | 44,317   | 0.08   | 168,792  | 0.34  |    |    |
|                                                                                                                   | 南東北        | 40.7        | 15.8    | 259,163   | 1,263,068 | 4.84      | 1,172,907 | 4.36      | 1,397,627 | 4.90   | 59,732  | 0.16   | 38,483   | 0.03        | 40.9 | 16.7    | 279,631   | 1,474,171 | 5.16      | 1,488,979 | 4.91      | 1,877,329 | 5.68   | 59,113   | 0.11   | 59,193   | 0.00  |    |    |
|                                                                                                                   | 北関東        | 41.2        | 15.7    | 300,546   | 1,583,731 | 4.98      | 1,531,756 | 4.56      | 1,583,880 | 4.83   | 58,676  | 0.04   | 76,247   | 0.16        | 40.5 | 15.9    | 321,742   | 1,710,609 | 5.18      | 1,698,421 | 4.80      | 1,763,243 | 5.07   | 71,229   | 0.09   | 76,591   | 0.06  |    |    |
|                                                                                                                   | 東京千葉       | 40.8        | 15.3    | 311,398   | 1,541,062 | 5.01      | 1,545,978 | 5.00      | 1,575,997 | 5.08   | 32,027  | 0.10   | 61,585   | 0.24        | 40.9 | 15.8    | 328,512   | 1,748,004 | 5.44      | 1,876,875 | 5.62      | 1,911,716 | 5.70   | 59,029   | 0.16   | 96,477   | 0.29  |    |    |
|                                                                                                                   | 神奈川        | 41.0        | 16.5    | 306,255   | 1,663,612 | 5.36      | 1,505,150 | 4.84      | 1,522,564 | 4.88   | 56,862  | 0.09   | -19,564  | -0.19       | 41.2 | 16.8    | 307,191   | 1,690,914 | 5.44      | 1,519,155 | 4.97      | 1,534,089 | 4.97   | 64,563   | 0.11   | -31,747  | -0.19 |    |    |
|                                                                                                                   | 新潟         | 40.7        | 15.2    | 267,257   | 1,249,532 | 4.31      | 1,094,411 | 3.94      | 1,120,618 | 4.11   | 57,050  | 0.06   | 31,339   | 0.02        | 40.0 | 15.8    | 287,854   | 1,331,776 | 4.52      | 1,165,800 | 4.14      | 1,182,670 | 4.26   | 45,859   | 0.04   | 44,832   | 0.00  |    |    |
|                                                                                                                   | 北陸         | 40.3        | 14.3    | 259,838   | 1,174,960 | 4.41      | 1,124,783 | 4.08      | 1,223,580 | 4.42   | -43,186 | -0.31  | 215,176  | 0.55        | 40.0 | 15.5    | 290,622   | 1,249,225 | 4.40      | 1,262,517 | 4.43      | 1,348,762 | 4.72   | -105,888 | -0.50  | 289,218  | 0.89  |    |    |
|                                                                                                                   | 甲信         | 40.2        | 14.9    | 299,548   | 1,685,558 | 5.08      | 1,566,416 | 4.73      | 1,566,416 | 4.84   | 78,507  | 0.03   | 120,499  | 0.22        | 39.5 | 14.7    | 303,303   | 1,726,956 | 5.23      | 1,577,486 | 4.83      | 1,577,486 | 4.86   | 126,283  | 0.12   | 67,848   | 0.28  |    |    |
|                                                                                                                   | 静岡         | 40.5        | 16.3    | 309,166   | 1,582,346 | 5.07      | 1,592,616 | 5.23      | 1,589,771 | 5.15   | 96,763  | 0.09   | 29,560   | 0.04        | 40.2 | 16.9    | 320,571   | 1,737,319 | 5.30      | 1,745,242 | 5.30      | 1,729,644 | 5.20   | 113,579  | 0.14   | 57,666   | -0.03 |    |    |
|                                                                                                                   | 東海         | 39.2        | 14.6    | 289,350   | 1,514,770 | 5.03      | 1,472,717 | 4.95      | 1,466,190 | 5.05   | 51,405  | 0.05   | 58,492   | 0.03        | 39.0 | 15.0    | 295,941   | 1,631,562 | 5.26      | 1,545,696 | 5.08      | 1,542,153 | 5.23   | 29,077   | -0.02  | -30,989  | -0.07 |    |    |
|                                                                                                                   | 京滋         | 40.4        | 14.0    | 309,609   | 1,550,273 | 4.99      | 1,419,588 | 4.62      | 1,759,450 | 4.74   | 53,576  | 0.07   | 128,696  | 0.16        | 39.8 | 14.7    | 332,636   | 1,913,049 | 5.33      | 1,950,018 | 5.33      | 1,978,132 | 5.42   | 109,185  | 0.06   | 80,754   | 0.14  |    |    |
|                                                                                                                   | 大阪         | 40.6        | 14.8    | 300,035   | 1,593,210 | 5.13      | 1,628,697 | 4.88      | 1,761,746 | 5.34   | 59,283  | 0.00   | 22,294   | 0.08        | 39.1 | 14.4    | 307,511   | 1,862,536 | 5.43      | 1,887,370 | 5.38      | 2,113,091 | 5.87   | 47,854   | -0.02  | 28,676   | -0.13 |    |    |
|                                                                                                                   | 山陽         | 40.0        | 14.6    | 288,787   | 1,549,718 | 5.28      | 1,477,182 | 5.05      | 1,490,340 | 5.20   | 48,270  | 0.19   | 67,301   | 0.24        | 38.8 | 14.3    | 298,904   | 1,742,547 | 5.47      | 1,706,499 | 5.25      | 1,674,324 | 5.48   | 3,880    | 0.06   | -5,907   | 0.02  |    |    |
|                                                                                                                   | 山陰         | 42.1        | 14.4    | 246,714   | 1,304,691 | 4.70      | 1,457,938 | 4.45      | 2,076,000 | 6.00   | 74,989  |        | 70,000   |             | 40.5 | 15.2    | 241,783   | 1,174,550 | 4.78      | 1,060,297 | 4.28      | 2,076,000 | 6.00   | 123,015  |        | 70,000   |       |    |    |
|                                                                                                                   | 四国         | 42.6        | 14.9    | 265,029   | 1,418,357 | 5.32      | 991,256   | 3.48      | 991,256   | 3.48   | 108,181 | 0.29   | 5,609    | -0.05       | 40.1 | 15.0    | 296,797   | 1,408,736 | 4.93      | 1,282,010 | 4.14      | 1,282,010 | 4.14   | 62,716   | 0.05   | 36,984   | 0.05  |    |    |
| 九州・山口                                                                                                             | 39.6       | 15.0        | 269,659 | 1,413,854 | 4.81      | 1,387,355 | 4.69      | 1,285,293 | 4.43      | 43,134 | 0.04    | 17,906 | -0.01    | 38.7        | 14.1 | 292,831 | 1,465,363 | 4.83      | 1,439,712 | 4.83      | 1,413,534 | 4.77      | 31,835 | 0.00     | 26,645 | 0.02     |       |    |    |
| 地方計                                                                                                               | 40.5       | 15.0        | 284,597 | 1,492,638 | 5.00      | 1,453,841 | 4.75      | 1,475,825 | 4.87      | 52,344 | 0.06    | 57,492 | 0.11     | 39.9        | 15.4 | 304,730 | 1,685,448 | 5.25      | 1,677,695 | 5.11      | 1,708,337 | 5.24      | 53,218 | 0.05     | 43,568 | 0.05     |       |    |    |