

# J A M 2019年春季生活闘争状況報告No.19

6月20日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,551 | 100.0 |
| 賃金要求を断念       | 29    | 1.9   |
| 交渉単組数         | 1,522 | 98.1  |
| 要求提出単組        | 1,309 | 84.4  |
| 賃金要求提出        | 1,230 | 79.3  |
| 個別賃金要求        | 303   | 19.5  |
| 平均賃金要求        | 1,208 | 77.9  |
| 要求内容不明        | 79    | 5.1   |
| 要求なしの交渉又は回答のみ | 62    | 4.0   |
| 状況未集約単組       | 151   | 9.7   |

## 2. 賃上げ交渉進捗状況

|    |       |     |       |      |
|----|-------|-----|-------|------|
|    | 合計    | 個別  | 平均    | 進捗率  |
| 要求 | 1,230 | 303 | 1,208 | 79.3 |
| 回答 | 1,168 | 202 | 1,150 | 75.3 |
| 妥結 | 1,102 | -   | -     | 71.1 |

## 3. 賃上げ交渉状況

### (1) 平均賃上げ

(単純平均)

|            | 平均賃上げ |       |       | 同一単組前年比較 |      |
|------------|-------|-------|-------|----------|------|
|            | 要求額   | 回答額   | 妥結額   | 要求       | 妥結   |
| 全体計        | 8,306 | 5,330 | 5,340 | 17       | -30  |
| 1~299人     | 8,110 | 5,167 | 5,174 | 73       | -1   |
| 1~99人      | 8,033 | 5,009 | 5,018 | 179      | 54   |
| 100~299人   | 8,258 | 5,469 | 5,480 | -127     | -108 |
| 300~499人   | 9,304 | 6,077 | 6,116 | -182     | 27   |
| 500~999人   | 9,387 | 5,856 | 5,873 | -106     | -286 |
| 1000~2999人 | 9,086 | 6,492 | 6,547 | -652     | -211 |
| 3000人以上    | 9,289 | 6,693 | 6,693 | -450     | -612 |
| 大手労組       | 9,524 | 6,525 | 6,577 | -731     | -504 |

### (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   | 570  | 232,872 | 290  | 238,376 | 192     | 234,971 |
| 所定内 | 138  | 240,012 | 34   | 249,767 | 20      | 255,035 |
| 基本  | 311  | 226,743 | 192  | 231,965 | 139     | 227,929 |
| 基準内 | 70   | 247,633 | 44   | 253,610 | 31      | 252,264 |
| 不詳  | 51   | 230,665 | 20   | 247,044 | 2       | 255,717 |
| 35歳 |      |         |      |         |         |         |
| 計   | 552  | 261,707 | 268  | 268,473 | 180     | 264,395 |
| 所定内 | 134  | 269,799 | 34   | 282,523 | 20      | 289,241 |
| 基本  | 293  | 253,107 | 172  | 259,211 | 127     | 254,485 |
| 基準内 | 72   | 282,455 | 44   | 286,829 | 31      | 287,944 |
| 不詳  | 53   | 260,612 | 18   | 285,571 | 2       | 280,200 |

### (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 | 862 | 8,502 | 4,465 | 4,037 | 836 | 5,622 | 4,473 | 1,149 |
| 賃金改善分     | 783 | 8,893 | 4,448 | 4,445 | 598 | 6,053 | 4,435 | 1,618 |
| 構造分のみ     | 79  | 4,625 | -     | -     | 229 | 4,550 | -     | -     |
| 構造維持分割れ   |     |       |       |       | 9   | 4,227 | 4,976 | -750  |

## 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 | 985 | 646,504   | 2.40 | 9,288    | 0.00 |
|    | 回答 | 775 | 601,956   | 2.18 | -        | -    |
|    | 妥結 | 702 | 606,619   | 2.20 | 15,067   | 0.04 |
| 年間 | 要求 | 578 | 1,346,285 | 4.89 | 20,584   | 0.01 |
|    | 回答 | 431 | 1,258,112 | 4.49 | -        | -    |
|    | 妥結 | 399 | 1,252,370 | 4.49 | 21,543   | 0.04 |

5. 企業内最賃協定

(単組数)

|        | 全体計 |     |     | 年齢別最賃有 |     |     |
|--------|-----|-----|-----|--------|-----|-----|
|        | 18歳 | 全員  |     | 30歳    | 35歳 |     |
| 現行あり   | 272 | 167 | 120 | 118    | 117 | 113 |
| 要求あり   | 167 | 113 | 106 | -      | 80  | 79  |
| 新規要求あり | 39  | 18  | 27  | -      | -   | -   |
| 回答あり   | 120 | 74  | 78  | -      | 39  | 37  |
| 協定なし   | -   | 151 | 169 | -      | -   | -   |

6. その他の労働条件

【労働時間に関する取組】

| 交渉単組数 | 全体を通じて |        | 総実労働短縮 |        | 所定労働時間 |        | 残業時間 |        | 割増率引上 |        | その他  |        |
|-------|--------|--------|--------|--------|--------|--------|------|--------|-------|--------|------|--------|
|       | 要求する   | 前進回答あり | 要求する   | 前進回答あり | 要求する   | 前進回答あり | 要求する | 前進回答あり | 要求する  | 前進回答あり | 要求する | 前進回答あり |
| 1551  | 417    | 54     | 330    | 42     | 93     | 9      | 67   | 5      | 82    | 7      | 65   | 5      |

| 時間管理協定 |        | インターバル規制導入 |        | 36協定の内容再点検 |        | 年休取得促進 |        | 協定あり |        |
|--------|--------|------------|--------|------------|--------|--------|--------|------|--------|
| 要求する   | 前進回答あり | 要求する       | 前進回答あり | 要求する       | 前進回答あり | 要求する   | 前進回答あり | 時間管理 | インターバル |
| 33     | 2      | 51         | 7      | 104        | 12     | 140    | 34     | 798  | 55     |

【高齢者雇用に関する取組】

| 現在の制度 |      |      | 65歳定年 |        | 60歳超定年 |        | 賃上げ  |        | 無年金者への手当 |        |
|-------|------|------|-------|--------|--------|--------|------|--------|----------|--------|
| 継続雇用  | 定年延長 | 定年廃止 | 要求する  | 前進回答あり | 要求する   | 前進回答あり | 要求する | 前進回答あり | 要求する     | 前進回答あり |
| 570   | 54   | 1    | 45    | 4      | 26     |        | 79   | 13     | 12       |        |

| 一時金水準 |        | その他労働条件 |        | 組合員化   |    |      |      |      |
|-------|--------|---------|--------|--------|----|------|------|------|
| 要求する  | 前進回答あり | 要求する    | 前進回答あり | すべて組合員 | 一部 | 取組み中 | これから | 予定なし |
| 28    | 2      | 26      | 2      | 74     | 49 | 23   | 252  | 201  |

【直雇用非正規社員の処遇改善】

| 実態把握 |       |    |
|------|-------|----|
| している | していない | 不在 |
| 142  | 319   | 69 |

| 処遇改善取組       |     | 今期取組項目 |       |      |          |      |      |      |      |     |    |
|--------------|-----|--------|-------|------|----------|------|------|------|------|-----|----|
| あり           | なし  | 賃上げ    | 一時金改善 | 手当改善 | 一時金/手当導入 | 施設利用 | 労災補償 | 教育訓練 | 正規登用 | 退職金 | 他  |
| 109          | 314 | 64     | 27    | 23   | 6        | 3    | 2    | 4    | 44   | 4   | 14 |
| 上記のうち前進回答あり→ |     | 13     | 8     | 3    | 1        | 1    |      | 1    | 14   | 3   | 1  |

| 無期転換権対応      |     | 今期取組項目 |          |          |    | 組合員化   |    |      |      |      |
|--------------|-----|--------|----------|----------|----|--------|----|------|------|------|
| あり           | なし  | 制度の確立  | 制度の周知・徹底 | 法制の周知・徹底 | 他  | すべて組合員 | 一部 | 取組み中 | これから | 予定なし |
| 227          | 125 | 62     | 49       | 38       | 15 | 14     | 20 | 29   | 156  | 196  |
| 上記のうち前進回答あり→ |     | 16     | 13       | 10       | 3  |        |    |      |      |      |

| 社会保険点検 |     |      | 誰もが1,000円の取組み |       |      | JCミラム(35歳)21万円の取組み |       |      |
|--------|-----|------|---------------|-------|------|--------------------|-------|------|
| あり     | なし  | 派遣不在 | している          | していない | 達成した | している               | していない | 達成した |
| 57     | 237 | 53   | 29            | 48    | 6    | 41                 | 31    | 2    |

7. 価値を認めあう社会へ要請

| 使側への要請 |     |     |
|--------|-----|-----|
| した     | しない | 検討中 |
| 180    | 236 | 138 |

交渉単位数 2016年 1579 単組 2018年 1564 単組  
 2017年 1563 単組 2019年 1551 単組

賃上げの回答・妥結推移・年次比較一覧

有データ単組数/交渉単位・%

| 集計回 | 賃上げ（個別賃金のみの場合を含む・要求は総計・回答は数値のある全単組計） |       |       |       |          |       |       |       |          |       |       |       |          |       |       |       | 賃上げ進捗率 |       |       |       |        |       |       |       |
|-----|--------------------------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|-------|-------|--------|-------|-------|-------|
|     | 集計日                                  |       |       |       | 賃上げ要求単組数 |       |       |       | 賃上げ回答単組数 |       |       |       | 賃上げ妥結単組数 |       |       |       | 要求進捗率% |       |       |       | 妥結進捗率% |       |       |       |
|     | 2019年                                | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年  | 2018年 | 2017年 | 2016年 | 2019年  | 2018年 | 2017年 | 2016年 |
| 1   | 2/20                                 | 2/21  | 2/21  | 2/26  | 662      | 602   | 599   | 679   |          |       |       |       |          |       |       |       | 42.7   | 38.5  | 38.3  | 43.0  |        |       |       |       |
| 2   | 2/25                                 | 2/26  | 2/27  | 2/29  | 768      | 754   | 773   | 744   |          |       |       |       |          |       |       |       | 49.5   | 48.2  | 49.5  | 47.1  |        |       |       |       |
| 3   | 3/7                                  | 3/8   | 3/10  | 3/11  | 917      | 929   | 944   | 969   |          |       |       |       |          |       |       |       | 59.1   | 59.4  | 60.4  | 61.4  |        |       |       |       |
| 4   | 3/12                                 | 3/13  | 3/14  | 3/15  | 974      | 984   | 992   | 1,004 | 116      | 136   | 120   | 132   | 37       | 51    | 44    | 56    | 62.8   | 62.9  | 63.5  | 63.6  | 2.4    | 3.3   | 2.8   | 3.5   |
| 5   | 3/13                                 | 3/14  | 3/15  | 3/16  | 997      | 1,009 | 1,013 | 1,016 | 207      | 246   | 251   | 253   | 67       | 96    | 110   | 103   | 64.3   | 64.5  | 64.8  | 64.3  | 4.3    | 6.1   | 7.0   | 6.5   |
| 6   | 3/14                                 | 3/15  | 3/16  | 3/17  | 1,008    | 1,032 | 1,028 | 1,021 | 308      | 342   | 371   | 327   | 121      | 142   | 179   | 147   | 65.0   | 66.0  | 65.8  | 64.7  | 7.8    | 9.1   | 11.5  | 9.3   |
| 7   | 3/15                                 | 3/16  | 3/17  | 3/18  | 1,022    | 1,036 | 1,038 | 1,037 | 379      | 417   | 424   | 403   | 151      | 174   | 218   | 197   | 65.9   | 66.2  | 66.4  | 65.7  | 9.7    | 11.1  | 13.9  | 12.5  |
| 8   | 3/18                                 | 3/19  | 3/21  | 3/22  | 1,026    | 1,044 | 1,051 | 1,049 | 421      | 457   | 467   | 452   | 182      | 194   | 255   | 238   | 66.2   | 66.8  | 67.2  | 66.4  | 11.7   | 12.4  | 16.3  | 15.1  |
| 9   | 3/20                                 | 3/20  | 3/22  | 3/23  | 1,038    | 1,052 | 1,060 | 1,061 | 456      | 487   | 498   | 489   | 202      | 226   | 283   | 270   | 66.9   | 67.3  | 67.8  | 67.2  | 13.0   | 14.5  | 18.1  | 17.1  |
| 10  | 3/25                                 | 3/26  | 3/27  | 3/28  | 1,051    | 1,076 | 1,079 | 1,086 | 527      | 570   | 560   | 581   | 284      | 306   | 354   | 362   | 67.8   | 68.8  | 69.0  | 68.8  | 18.3   | 19.6  | 22.6  | 22.9  |
| 11  | 3/27                                 | 3/28  | 3/29  | 3/30  | 1,063    | 1,092 | 1,093 | 1,107 | 579      | 617   | 610   | 623   | 346      | 363   | 401   | 421   | 68.5   | 69.8  | 69.9  | 70.1  | 22.3   | 23.2  | 25.7  | 26.7  |
| 12  | 3/29                                 | 3/30  | 3/31  | 4/1   | 1,082    | 1,105 | 1,116 | 1,126 | 633      | 660   | 657   | 687   | 417      | 429   | 480   | 495   | 69.8   | 70.7  | 71.4  | 71.3  | 26.9   | 27.4  | 30.7  | 31.3  |
| 13  | 4/1                                  | 4/3   | 4/4   | 4/5   | 1,102    | 1,126 | 1,123 | 1,135 | 704      | 723   | 714   | 727   | 487      | 524   | 552   | 536   | 71.1   | 72.0  | 71.8  | 71.9  | 31.4   | 33.5  | 35.3  | 33.9  |
| 14  | 4/4                                  | 4/5   | 4/6   | 4/7   | 1,110    | 1,138 | 1,130 | 1,143 | 731      | 763   | 742   | 760   | 528      | 575   | 591   | 580   | 71.6   | 72.8  | 72.3  | 72.4  | 34.0   | 36.8  | 37.8  | 36.7  |
| 15  | 4/8                                  | 4/9   | 4/10  | 4/11  | 1,125    | 1,147 | 1,138 | 1,148 | 759      | 795   | 770   | 778   | 581      | 626   | 618   | 620   | 72.5   | 73.3  | 72.8  | 72.7  | 37.5   | 40.0  | 39.5  | 39.3  |
| 16  | 4/15                                 | 4/16  | 4/17  | 4/18  | 1,142    | 1,162 | 1,158 | 1,168 | 827      | 875   | 868   | 857   | 670      | 726   | 747   | 714   | 73.6   | 74.3  | 74.1  | 74.0  | 43.2   | 46.4  | 47.8  | 45.2  |
| 17  | 5/8                                  | 5/8   | 5/9   | 5/9   | 1,174    | 1,189 | 1,192 | 1,196 | 992      | 1,017 | 1,022 | 993   | 878      | 922   | 938   | 890   | 75.7   | 76.0  | 76.3  | 75.7  | 56.6   | 59.0  | 60.0  | 56.4  |
| 18  | 5/13                                 | 5/14  | 5/12  | 5/11  | 1,180    | 1,200 | 1,201 | 1,207 | 1021     | 1,041 | 1,044 | 1,032 | 919      | 960   | 964   | 939   | 76.1   | 76.7  | 76.8  | 76.4  | 59.3   | 61.4  | 61.7  | 59.5  |
| 19  | 6/20                                 | 6/20  | 6/20  | 6/20  | 1,230    | 1,229 | 1,241 | 1,239 | 1168     | 1,161 | 1,166 | 1,184 | 1102     | 1,111 | 1,123 | 1,131 | 79.3   | 78.6  | 79.4  | 78.5  | 71.1   | 71.0  | 71.8  | 71.6  |

| 集計回   | 平均賃上げ・全単組計 |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
|-------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|--|--|--|
|       | 集計日        |       |       |       | 単純平均  |       |       |       |       |       |       |       | 加重平均  |       |       |       |       |       |       |       |  |  |  |  |
|       |            |       |       |       | 回答額   |       |       |       | 妥結額   |       |       |       | 回答額   |       |       |       | 妥結額   |       |       |       |  |  |  |  |
| 2019年 | 2018年      | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 |       |  |  |  |  |
| 1     | 2/20       | 2/21  | 2/21  | 2/26  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 2     | 2/25       | 2/26  | 2/27  | 2/29  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 3     | 3/7        | 3/8   | 3/10  | 3/11  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 4     | 3/12       | 3/13  | 3/14  | 3/15  | 5,673 | 5,889 | 5,506 | 5,320 | 5,683 | 6,152 | 5,609 | 5,437 | 6,187 | 6,338 | 6,569 | 6,130 | 5,547 | 6,831 | 6,354 | 5,675 |  |  |  |  |
| 5     | 3/13       | 3/14  | 3/15  | 3/16  | 5,805 | 5,749 | 5,447 | 5,465 | 6,110 | 6,085 | 5,748 | 5,688 | 6,793 | 6,763 | 6,383 | 6,856 | 7,087 | 7,291 | 6,679 | 7,287 |  |  |  |  |
| 6     | 3/14       | 3/15  | 3/16  | 3/17  | 5,759 | 5,774 | 5,337 | 5,410 | 6,185 | 6,193 | 5,677 | 5,726 | 6,647 | 6,871 | 6,154 | 6,753 | 6,896 | 7,229 | 6,403 | 7,048 |  |  |  |  |
| 7     | 3/15       | 3/16  | 3/17  | 3/18  | 5,679 | 5,706 | 5,305 | 5,416 | 6,188 | 6,197 | 5,655 | 5,763 | 6,604 | 6,770 | 6,250 | 6,712 | 6,941 | 7,181 | 6,440 | 7,050 |  |  |  |  |
| 8     | 3/18       | 3/19  | 3/21  | 3/22  | 5,635 | 5,688 | 5,301 | 5,408 | 6,004 | 6,209 | 5,669 | 5,701 | 6,521 | 6,757 | 6,259 | 6,648 | 6,817 | 7,116 | 6,430 | 6,902 |  |  |  |  |
| 9     | 3/20       | 3/20  | 3/22  | 3/23  | 5,567 | 5,662 | 5,268 | 5,400 | 5,944 | 6,134 | 5,597 | 5,655 | 6,456 | 6,729 | 6,245 | 6,602 | 6,787 | 7,027 | 6,406 | 6,832 |  |  |  |  |
| 10    | 3/25       | 3/26  | 3/27  | 3/28  | 5,568 | 5,588 | 5,287 | 5,346 | 5,898 | 5,937 | 5,562 | 5,614 | 6,382 | 6,660 | 6,289 | 6,502 | 6,638 | 6,909 | 6,403 | 6,664 |  |  |  |  |
| 11    | 3/27       | 3/28  | 3/29  | 3/30  | 5,577 | 5,581 | 5,271 | 5,334 | 5,778 | 5,907 | 5,498 | 5,550 | 6,415 | 6,653 | 6,270 | 6,478 | 6,581 | 6,821 | 6,378 | 6,604 |  |  |  |  |
| 12    | 3/29       | 3/30  | 3/31  | 4/1   | 5,566 | 5,563 | 5,250 | 5,272 | 5,720 | 5,800 | 5,413 | 5,491 | 6,375 | 6,655 | 6,245 | 6,390 | 6,569 | 6,759 | 6,332 | 6,505 |  |  |  |  |
| 13    | 4/1        | 4/3   | 4/4   | 4/5   | 5,555 | 5,529 | 5,204 | 5,229 | 5,669 | 5,761 | 5,353 | 5,430 | 6,353 | 6,623 | 6,211 | 6,363 | 6,488 | 6,777 | 6,340 | 6,469 |  |  |  |  |
| 14    | 4/4        | 4/5   | 4/6   | 4/7   | 5,535 | 5,504 | 5,176 | 5,167 | 5,632 | 5,702 | 5,320 | 5,339 | 6,345 | 6,614 | 6,193 | 6,273 | 6,477 | 6,755 | 6,297 | 6,412 |  |  |  |  |
| 15    | 4/8        | 4/9   | 4/10  | 4/11  | 5,536 | 5,493 | 5,157 | 5,130 | 5,625 | 5,668 | 5,312 | 5,269 | 6,327 | 6,596 | 6,184 | 6,261 | 6,437 | 6,723 | 6,285 | 6,456 |  |  |  |  |
| 16    | 4/15       | 4/16  | 4/17  | 4/18  | 5,542 | 5,436 | 5,068 | 5,036 | 5,663 | 5,567 | 5,163 | 5,157 | 6,318 | 6,544 | 6,135 | 6,220 | 6,421 | 6,652 | 6,219 | 6,376 |  |  |  |  |
| 17    | 5/8        | 5/8   | 5/9   | 5/9   | 5,435 | 5,402 | 4,996 | 4,961 | 5,482 | 5,450 | 5,052 | 5,033 | 6,250 | 6,470 | 6,057 | 6,221 | 6,313 | 6,577 | 6,111 | 6,336 |  |  |  |  |
| 18    | 5/13       | 5/14  | 5/12  | 5/11  | 5,417 | 5,382 | 4,984 | 4,942 | 5,448 | 5,431 | 5,030 | 4,988 | 6,240 | 6,453 | 6,051 | 6,201 | 6,294 | 6,541 | 6,102 | 6,297 |  |  |  |  |
| 19    | 6/20       | 6/20  | 6/20  | 6/20  | 5,330 | 5,331 | 4,937 | 4,840 | 5,340 | 5,358 | 4,954 | 4,870 | 6,174 | 6,390 | 6,010 | 6,118 | 6,211 | 6,449 | 6,018 | 6,185 |  |  |  |  |

交渉単位数 2016年 1579 単組 2018年 1564 単組  
 2017年 1563 単組 2019年 1551 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・闘争状況 / 半期・年間計 / 全単組計 |       |       |       |          |       |       |       |          |       |       |       | 一時金進捗率 |       |        |       |      |      |      |      |
|-----|-------|-------|-------|-------|--------------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|--------|-------|------|------|------|------|
|     |       |       |       |       | 一時金要求単組数                 |       |       |       | 一時金回答単組数 |       |       |       | 一時金妥結単組数 |       |       |       | 要求進捗率% |       | 妥結進捗率% |       |      |      |      |      |
|     | 2019年 | 2018年 | 2017年 | 2016年 | 2019年                    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年    | 2018年 | 2017年 | 2016年 | 2019年  | 2018年 | 2017年  | 2016年 |      |      |      |      |
| 1   | 2/20  | 2/21  | 2/21  | 2/26  | 406                      | 368   | 382   | 417   |          |       |       |       |          |       |       |       |        | 26.2  | 23.5   | 24.4  | 26.4 |      |      |      |
| 2   | 2/25  | 2/26  | 2/27  | 2/29  | 480                      | 466   | 497   | 464   |          |       |       |       |          |       |       |       |        | 30.9  | 29.8   | 31.8  | 29.4 |      |      |      |
| 3   | 3/7   | 3/8   | 3/10  | 3/11  | 568                      | 575   | 598   | 610   |          |       |       |       |          |       |       |       |        | 36.6  | 36.8   | 38.3  | 38.6 |      |      |      |
| 4   | 3/12  | 3/13  | 3/14  | 3/15  | 606                      | 619   | 627   | 633   | 66       | 70    | 73    | 78    | 26       | 30    | 33    | 32    | 39.1   | 39.6  | 40.1   | 40.1  | 1.7  | 1.9  | 2.1  | 2.0  |
| 5   | 3/13  | 3/14  | 3/15  | 3/16  | 618                      | 637   | 639   | 637   | 120      | 129   | 161   | 143   | 47       | 58    | 88    | 58    | 39.8   | 40.7  | 40.9   | 40.3  | 3.0  | 3.7  | 5.6  | 3.7  |
| 6   | 3/14  | 3/15  | 3/16  | 3/17  | 627                      | 647   | 647   | 639   | 184      | 201   | 242   | 198   | 79       | 86    | 125   | 90    | 40.4   | 41.4  | 41.4   | 40.5  | 5.1  | 5.5  | 8.0  | 5.7  |
| 7   | 3/15  | 3/16  | 3/17  | 3/18  | 634                      | 654   | 658   | 643   | 225      | 235   | 272   | 256   | 92       | 109   | 150   | 121   | 40.9   | 41.8  | 42.1   | 40.7  | 5.9  | 7.0  | 9.6  | 7.7  |
| 8   | 3/18  | 3/19  | 3/21  | 3/22  | 642                      | 658   | 666   | 650   | 249      | 267   | 303   | 281   | 113      | 131   | 173   | 141   | 41.4   | 42.1  | 42.6   | 41.2  | 7.3  | 8.4  | 11.1 | 8.9  |
| 9   | 3/20  | 3/20  | 3/22  | 3/23  | 650                      | 662   | 672   | 657   | 268      | 284   | 320   | 297   | 123      | 144   | 186   | 160   | 41.9   | 42.3  | 43.0   | 41.6  | 7.9  | 9.2  | 11.9 | 10.1 |
| 10  | 3/25  | 3/26  | 3/27  | 3/28  | 661                      | 674   | 680   | 673   | 314      | 338   | 346   | 343   | 182      | 196   | 217   | 212   | 42.6   | 43.1  | 43.5   | 42.6  | 11.7 | 12.5 | 13.9 | 13.4 |
| 11  | 3/27  | 3/28  | 3/29  | 3/30  | 671                      | 682   | 686   | 682   | 339      | 356   | 371   | 367   | 217      | 215   | 245   | 239   | 43.3   | 43.6  | 43.9   | 43.2  | 14.0 | 13.7 | 15.7 | 15.1 |
| 12  | 3/29  | 3/30  | 3/31  | 4/1   | 682                      | 696   | 702   | 695   | 374      | 381   | 400   | 392   | 253      | 248   | 289   | 271   | 44.0   | 44.5  | 44.9   | 44.0  | 16.3 | 15.9 | 18.5 | 17.2 |
| 13  | 4/1   | 4/3   | 4/4   | 4/5   | 689                      | 703   | 708   | 700   | 406      | 413   | 424   | 417   | 285      | 304   | 322   | 298   | 44.4   | 44.9  | 45.3   | 44.0  | 18.4 | 19.4 | 20.6 | 18.9 |
| 14  | 4/4   | 4/5   | 4/6   | 4/7   | 693                      | 711   | 714   | 708   | 415      | 442   | 439   | 435   | 305      | 336   | 343   | 318   | 44.7   | 45.5  | 45.7   | 44.8  | 19.7 | 21.5 | 21.9 | 20.1 |
| 15  | 4/8   | 4/9   | 4/10  | 4/11  | 705                      | 715   | 718   | 713   | 428      | 464   | 450   | 441   | 321      | 362   | 360   | 337   | 45.5   | 45.7  | 45.9   | 45.2  | 20.7 | 23.1 | 23.0 | 21.3 |
| 16  | 4/15  | 4/16  | 4/17  | 4/18  | 713                      | 725   | 729   | 728   | 455      | 497   | 491   | 470   | 355      | 409   | 422   | 381   | 46.0   | 46.4  | 46.6   | 46.1  | 22.9 | 26.2 | 27.0 | 24.1 |
| 17  | 5/8   | 5/8   | 5/9   | 5/9   | 737                      | 739   | 745   | 751   | 527      | 557   | 559   | 537   | 455      | 483   | 499   | 463   | 47.5   | 47.3  | 47.7   | 47.7  | 29.3 | 30.9 | 31.9 | 29.3 |
| 18  | 5/13  | 5/11  | 5/12  | 5/11  | 744                      | 746   | 750   | 763   | 537      | 570   | 564   | 557   | 472      | 499   | 507   | 487   | 48.0   | 47.7  | 48.0   | 48.3  | 30.4 | 31.9 | 32.4 | 30.8 |
| S1  | 6/11  | 6/12  | 6/14  | 6/13  | 926                      | 924   | 940   | 934   | 672      | 695   | 726   | 708   | 609      | 624   | 671   | 628   | 59.7   | 59.1  | 60.1   | 59.2  | 39.3 | 39.9 | 42.9 | 42.3 |
| 19  | 6/20  | 6/20  | 6/20  | 6/20  | 985                      | 983   | 988   | 976   | 775      | 789   | 816   | 788   | 702      | 699   | 736   | 698   | 63.5   | 62.9  | 63.2   | 61.8  | 45.3 | 44.7 | 47.1 | 44.2 |
| S2  |       | 7/13  | 7/13  | 7/13  |                          | 1,108 | 1,123 | 1,101 |          | 1,037 | 1,116 | 1,060 |          | 960   | 1,069 | 982   |        | 70.8  | 71.8   | 69.7  |      | 61.4 | 68.4 | 65.7 |
| S3  |       | 8/7   | 8/7   | 8/8   |                          | 1,178 | 1,176 | 1,185 |          | 1,238 | 1,251 | 1,281 |          | 1,183 | 1,212 | 1,242 |        | 75.3  | 75.2   | 75.0  |      | 75.6 | 77.5 | 81.1 |

| 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    |         |         |         |         |         |         |         |
| 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年       | 2017年   | 2016年   | 2019年   | 2018年   | 2017年   | 2016年   | 2019年   | 2018年   | 2017年   | 2016年   | 2019年   | 2018年   | 2017年   | 2016年   |         |
| 1     | 2/20  | 2/21  | 2/21  | 2/26  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 2     | 2/25  | 2/26  | 2/27  | 2/29  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 3     | 3/7   | 3/8   | 3/10  | 3/11  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
| 4     | 3/12  | 3/13  | 3/14  | 3/15  | 614,584     | 599,242 | 580,590 | 589,180 | 685,883 | 691,385 | 605,003 | 573,757 | 663,817 | 650,049 | 821,406 | 657,094 | 716,430 | 756,962 | 758,554 | 627,267 |
| 5     | 3/13  | 3/14  | 3/15  | 3/16  | 641,594     | 620,667 | 609,783 | 614,758 | 701,543 | 706,394 | 677,891 | 659,527 | 823,066 | 808,826 | 785,774 | 792,678 | 803,727 | 799,005 | 818,135 | 862,710 |
| 6     | 3/14  | 3/15  | 3/16  | 3/17  | 621,387     | 614,317 | 585,723 | 633,002 | 675,898 | 695,474 | 664,357 | 681,815 | 779,197 | 784,084 | 748,435 | 784,072 | 776,901 | 793,524 | 808,346 | 823,355 |
| 7     | 3/15  | 3/16  | 3/17  | 3/18  | 620,839     | 614,527 | 592,769 | 619,583 | 683,733 | 679,082 | 668,179 | 676,913 | 777,909 | 770,744 | 771,952 | 777,031 | 802,365 | 783,377 | 799,576 | 798,985 |
| 8     | 3/18  | 3/19  | 3/21  | 3/22  | 624,132     | 609,705 | 591,262 | 616,129 | 694,914 | 674,468 | 665,694 | 669,668 | 799,224 | 787,959 | 768,140 | 768,129 | 827,154 | 779,232 | 797,837 | 792,417 |
| 9     | 3/20  | 3/20  | 3/22  | 3/23  | 620,563     | 605,999 | 589,089 | 616,045 | 680,697 | 667,113 | 660,287 | 666,926 | 802,231 | 783,376 | 767,300 | 765,969 | 829,610 | 775,664 | 789,465 | 785,578 |
| 10    | 3/25  | 3/26  | 3/27  | 3/28  | 619,945     | 603,442 | 587,028 | 593,929 | 664,937 | 653,322 | 643,804 | 637,673 | 791,566 | 783,452 | 763,881 | 753,016 | 812,099 | 779,930 | 786,775 | 769,339 |
| 11    | 3/27  | 3/28  | 3/29  | 3/30  | 616,689     | 601,308 | 583,991 | 599,258 | 641,661 | 652,389 | 627,790 | 640,505 | 785,701 | 778,735 | 757,202 | 752,152 | 797,548 | 773,851 | 773,360 | 763,884 |
| 12    | 3/29  | 3/30  | 3/31  | 4/1   | 608,769     | 596,019 | 582,414 | 597,587 | 624,809 | 637,817 | 615,056 | 626,209 | 781,552 | 775,888 | 751,013 | 750,631 | 790,785 | 767,334 | 765,026 | 757,000 |
| 13    | 4/1   | 4/3   | 4/4   | 4/5   | 606,876     | 587,158 | 581,518 | 593,228 | 621,145 | 614,342 | 611,273 | 621,671 | 773,519 | 768,965 | 748,453 | 749,186 | 781,499 | 776,145 | 768,895 | 753,956 |
| 14    | 4/4   | 4/5   | 4/6   | 4/7   | 604,558     | 591,346 | 578,369 | 590,859 | 616,231 | 616,650 | 606,194 | 618,283 | 771,261 | 768,341 | 746,634 | 746,950 | 777,311 | 773,332 | 761,709 | 751,650 |
| 15    | 4/8   | 4/9   | 4/10  | 4/11  | 604,493     | 589,451 | 577,937 | 590,661 | 616,415 | 613,589 | 604,021 | 613,044 | 769,417 | 762,707 | 745,897 | 746,503 | 775,314 | 766,000 | 759,360 | 764,433 |
| 16    | 4/15  | 4/16  | 4/17  | 4/18  | 602,603     | 583,287 | 572,728 | 584,345 | 615,500 | 600,332 | 591,379 | 599,983 | 764,828 | 754,200 | 739,556 | 743,455 | 774,245 | 771,942 | 752,003 | 754,161 |
| 17    | 5/8   | 5/8   | 5/9   | 5/9   | 597,419     | 579,140 | 566,109 | 578,470 | 607,564 | 589,852 | 577,818 | 587,818 | 754,847 | 747,878 | 729,367 | 732,739 | 760,404 | 762,391 | 741,579 | 743,733 |
| 18    | 5/13  | 5/11  | 5/12  | 5/11  | 597,566     | 576,852 | 565,222 | 574,490 | 605,772 | 587,000 | 576,741 | 583,887 | 754,852 | 746,490 | 728,312 | 730,070 | 759,030 | 760,515 | 740,271 | 739,773 |
| S1    | 6/11  | 6/12  | 6/14  | 6/13  | 605,911     | 584,610 | 562,753 | 561,720 | 612,407 | 592,494 | 570,975 | 570,127 | 764,034 | 749,709 | 734,132 | 738,794 | 768,233 | 760,341 | 741,628 | 747,243 |
| 19    | 6/20  | 6/20  | 6/20  | 6/20  | 601,956     | 581,712 | 558,955 | 554,944 | 606,619 | 586,890 | 567,697 | 563,838 | 756,333 | 751,990 | 726,152 | 730,482 | 760,570 | 753,693 | 734,596 | 740,342 |
| S2    |       | 7/13  | 7/13  | 7/13  |             | 559,069 | 538,509 | 530,750 |         | 565,202 | 544,472 | 536,638 |         | 750,687 | 711,453 | 720,841 |         | 747,381 | 715,228 | 726,149 |
| S3    |       | 8/7   | 8/7   | 8/8   |             | 541,032 | 523,275 | 505,276 |         | 543,815 | 526,915 | 508,159 |         | 744,951 | 706,277 | 711,501 |         | 737,886 | 709,447 | 716,608 |

| 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  |       |       |       |       |       |       |      |
| 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年       | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 | 2019年 | 2018年 | 2017年 | 2016年 |      |
| 1     | 2/20  | 2/21  | 2/21  | 2/26  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |
| 2     | 2/25  | 2/26  | 2/27  | 2/29  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |
| 3     | 3/7   | 3/8   | 3/10  | 3/11  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |
| 4     | 3/12  | 3/13  | 3/14  | 3/15  | 2.19        | 2.15  | 2.14  | 2.16  | 2.46  | 2.46  | 2.25  | 2.23  | 2.48  | 2.42  | 2.57  | 2.43  | 2.31  | 2.61  | 2.62  | 2.45 |
| 5     | 3/13  | 3/14  | 3/15  | 3/16  | 2.24        | 2.21  | 2.16  | 2.13  | 2.45  | 2.49  | 2.36  | 2.28  | 2.53  | 2.49  | 2.55  | 2.54  | 2.53  | 2.55  | 2.63  | 2.72 |
| 6     | 3/14  | 3/15  | 3/16  | 3/17  | 2.22        | 2.19  | 2.10  | 2.16  | 2.40  | 2.45  | 2.33  | 2.29  | 2.58  | 2.49  | 2.50  | 2.51  | 2.58  | 2.57  | 2.62  | 2.59 |
| 7     | 3/15  | 3/16  | 3/17  | 3/18  | 2.22        | 2.19  | 2.11  | 2.15  | 2.41  | 2.40  | 2.30  | 2.30  | 2.51  | 2.46  | 2.53  | 2.51  | 2.56  | 2.52  | 2.60  | 2.54 |
| 8     | 3/18  | 3/19  | 3/21  | 3/22  | 2.23        | 2.20  | 2.12  | 2.15  | 2.41  | 2.39  | 2.31  | 2.30  | 2.55  | 2.52  | 2.52  | 2.50  | 2.61  | 2.55  | 2.59  | 2.55 |
| 9     | 3/20  | 3/20  | 3/22  | 3/23  | 2.22        | 2.20  | 2.11  | 2.17  | 2.37  | 2.37  | 2.30  | 2.31  | 2.56  | 2.50  | 2.51  | 2.49  | 2.61  | 2.54  | 2.56  | 2.53 |
| 10    | 3/25  | 3/26  | 3/27  | 3/28  | 2.20        | 2.21  | 2.11  | 2.13  | 2.30  | 2.35  | 2.26  | 2.25  | 2.53  | 2.52  | 2.50  | 2.47  | 2.57  | 2.56  | 2.54  |      |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20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     |       |       |       |       |       |       |          |      |      |      |          |         |         | 人員      | 総       | 組合員数    |         |         |         |         |          |      |      |       | 交渉       | 協議      |
|                                     |            | 単組<br>総数                  | 総<br>要求 | 要求    |       |       | 回答    |       |       | 妥結<br>合計 | 比率   |      |      | 交渉<br>断念 | 協議<br>※ | 総<br>人数 | 総<br>要求 | 要求      |         |         | 回答      |         |         | 妥結<br>合計 | 比率   |      |       | 交渉<br>断念 | 協議<br>※ |
|                                     |            |                           |         | 合計    | 個別    | 平均    | 合計    | 個別    | 平均    |          | 要求   | 回答   | 妥結   |          |         |         |         | 合計      | 個別      | 平均      | 合計      | 個別      | 平均      |          | 要求   | 回答   | 妥結    |          |         |
| 全体計                                 |            | 1,551                     | 1,309   | 1,230 | 303   | 1,208 | 1,168 | 202   | 1,150 | 1,102    | 79.3 | 75.3 | 71.1 | 29       | 62      | 345,449 | 326,129 | 312,587 | 115,302 | 304,246 | 303,855 | 85,504  | 295,393 | 290,058  | 90.5 | 88.0 | 84.0  | 4,626    | 6,109   |
| 大手労組会議                              |            | 48                        | 47      | 45    | 27    | 43    | 44    | 21    | 41    | 42       | 93.8 | 91.7 | 87.5 | 1        |         | 130,676 | 126,970 | 125,677 | 62,397  | 121,007 | 124,902 | 51,366  | 118,273 | 121,926  | 96.2 | 95.6 | 93.3  | 3,706    |         |
| 業種                                  | 鉄鋼業        | 121                       | 100     | 99    | 19    | 97    | 93    | 14    | 92    | 87       | 81.8 | 76.9 | 71.9 |          | 4       | 13,045  | 12,443  | 12,370  | 2,393   | 11,976  | 11,785  | 1,796   | 11,736  | 11,214   | 94.8 | 90.3 | 86.0  |          | 170     |
|                                     | 非鉄金属       | 51                        | 46      | 45    | 12    | 45    | 45    | 10    | 45    | 42       | 88.2 | 88.2 | 82.4 |          |         | 8,139   | 7,948   | 7,891   | 2,983   | 7,891   | 7,891   | 2,414   | 7,891   | 6,518    | 97.0 | 97.0 | 80.1  |          |         |
|                                     | 金属製品       | 248                       | 213     | 198   | 51    | 196   | 184   | 30    | 183   | 172      | 79.8 | 74.2 | 69.4 | 4        | 10      | 33,468  | 31,545  | 29,913  | 10,111  | 26,790  | 28,645  | 6,494   | 25,577  | 26,077   | 89.4 | 85.6 | 77.9  | 75       | 1,099   |
|                                     | 一般機械       | 542                       | 481     | 463   | 135   | 454   | 441   | 96    | 435   | 417      | 85.4 | 81.4 | 76.9 | 2        | 15      | 140,662 | 135,614 | 131,765 | 51,009  | 130,098 | 129,731 | 38,366  | 128,725 | 124,584  | 93.7 | 92.2 | 88.6  | 86       | 980     |
|                                     | 電気機械       | 190                       | 155     | 136   | 31    | 134   | 131   | 20    | 128   | 121      | 71.6 | 68.9 | 63.7 | 8        | 8       | 54,361  | 51,628  | 47,403  | 23,601  | 47,045  | 45,594  | 17,832  | 43,277  | 42,466   | 87.2 | 83.9 | 78.1  | 322      | 653     |
|                                     | 輸送機械       | 152                       | 137     | 134   | 28    | 131   | 132   | 13    | 130   | 127      | 88.2 | 86.8 | 83.6 | 2        | 5       | 56,008  | 55,121  | 54,359  | 14,251  | 51,837  | 52,750  | 9,137   | 51,105  | 52,433   | 97.1 | 94.2 | 93.6  | 6        | 647     |
|                                     | 精密機械       | 69                        | 57      | 49    | 7     | 48    | 43    | 5     | 42    | 42       | 71.0 | 62.3 | 60.9 | 4        | 4       | 21,955  | 17,021  | 14,916  | 5,388   | 14,882  | 14,499  | 4,440   | 14,465  | 14,476   | 67.9 | 66.0 | 65.9  | 3,878    | 989     |
| その他                                 | 177        | 120                       | 106     | 20    | 103   | 99    | 14    | 95    | 94    | 59.9     | 55.9 | 53.1 | 9    | 16       | 17,809  | 14,809  | 13,970  | 5,566   | 13,727  | 12,960  | 5,025   | 12,617  | 12,290  | 78.4     | 72.8 | 69.0 | 259   | 1,571    |         |
| 規模                                  | 1～299人     | 1,316                     | 1,086   | 1,021 | 219   | 1,007 | 966   | 146   | 953   | 913      | 77.6 | 73.4 | 69.4 | 28       | 56      | 103,984 | 93,871  | 88,454  | 20,616  | 87,384  | 83,975  | 13,837  | 82,973  | 78,928   | 85.1 | 80.8 | 75.9  | 920      | 3,272   |
|                                     | 1～99人      | 910                       | 716     | 673   | 132   | 663   | 636   | 89    | 627   | 605      | 74.0 | 69.9 | 66.5 | 25       | 45      | 35,732  | 31,247  | 29,273  | 5,724   | 28,821  | 27,722  | 3,947   | 27,354  | 26,443   | 81.9 | 77.6 | 74.0  | 519      | 1,397   |
|                                     | 100～299人   | 406                       | 370     | 348   | 87    | 344   | 330   | 57    | 326   | 308      | 85.7 | 81.3 | 75.9 | 3        | 11      | 68,252  | 62,624  | 59,181  | 14,892  | 58,563  | 56,253  | 9,890   | 55,619  | 52,485   | 86.7 | 82.4 | 76.9  | 401      | 1,875   |
|                                     | 300～499人   | 95                        | 87      | 82    | 32    | 78    | 78    | 18    | 77    | 72       | 86.3 | 82.1 | 75.8 |          | 5       | 36,732  | 33,463  | 31,474  | 12,300  | 29,907  | 30,071  | 6,608   | 29,769  | 27,865   | 85.7 | 81.9 | 75.9  |          | 2,145   |
|                                     | 500～999人   | 82                        | 79      | 71    | 24    | 69    | 70    | 17    | 69    | 65       | 86.6 | 85.4 | 79.3 |          | 1       | 55,201  | 52,969  | 47,801  | 15,693  | 46,767  | 47,026  | 11,143  | 46,497  | 43,458   | 86.6 | 85.2 | 78.7  |          | 692     |
|                                     | 1000～2999人 | 43                        | 43      | 42    | 22    | 41    | 40    | 16    | 38    | 38       | 97.7 | 93.0 | 88.4 |          |         | 68,609  | 68,609  | 67,641  | 39,151  | 66,039  | 65,566  | 29,798  | 62,005  | 62,590   | 98.6 | 95.6 | 91.2  |          |         |
| 3000人以上                             | 15         | 14                        | 14      | 6     | 13    | 14    | 5     | 13    | 14    | 93.3     | 93.3 | 93.3 | 1    |          | 80,923  | 77,217  | 77,217  | 27,542  | 74,149  | 77,217  | 24,118  | 74,149  | 77,217  | 95.4     | 95.4 | 95.4 | 3,706 |          |         |
| 地方                                  | 北海道        | 9                         | 8       | 7     | 1     | 7     | 7     |       | 7     | 6        | 77.8 | 77.8 | 66.7 |          |         | 3,092   | 3,042   | 3,001   | 383     | 3,001   | 3,001   |         | 3,001   | 2,618    | 97.1 | 97.1 | 84.7  |          |         |
|                                     | 北東北        | 44                        | 37      | 29    | 10    | 21    | 30    | 7     | 23    | 27       | 65.9 | 68.2 | 61.4 | 1        | 5       | 6,905   | 5,714   | 4,900   | 942     | 4,142   | 5,585   | 680     | 4,905   | 4,511    | 71.0 | 80.9 | 65.3  | 13       | 1,173   |
|                                     | 南東北        | 83                        | 75      | 74    | 9     | 74    | 71    | 2     | 71    | 68       | 89.2 | 85.5 | 81.9 | 2        |         | 10,254  | 10,156  | 10,128  | 2,606   | 10,128  | 9,825   | 666     | 9,825   | 9,569    | 98.8 | 95.8 | 93.3  | 6        |         |
|                                     | 北関東        | 177                       | 161     | 159   | 18    | 158   | 152   | 9     | 151   | 151      | 89.8 | 85.9 | 85.3 | 10       | 5       | 36,855  | 35,943  | 35,837  | 8,896   | 35,662  | 35,223  | 6,646   | 35,048  | 35,214   | 97.2 | 95.6 | 95.5  | 218      | 641     |
|                                     | 東京千葉       | 153                       | 121     | 98    | 12    | 98    | 87    | 6     | 86    | 79       | 64.1 | 56.9 | 51.6 | 7        | 12      | 41,643  | 34,721  | 29,415  | 7,264   | 29,415  | 29,352  | 5,147   | 27,393  | 27,909   | 70.6 | 70.5 | 67.0  | 4,000    | 2,120   |
|                                     | 神奈川        | 99                        | 77      | 69    | 16    | 66    | 67    | 10    | 65    | 53       | 69.7 | 67.7 | 53.5 | 1        | 9       | 26,344  | 24,281  | 23,226  | 9,228   | 22,514  | 22,340  | 6,151   | 22,084  | 18,737   | 88.2 | 84.8 | 71.1  | 110      | 861     |
|                                     | 新潟         | 80                        | 65      | 60    | 9     | 60    | 62    | 2     | 62    | 62       | 75.0 | 77.5 | 77.5 | 1        | 10      | 10,808  | 10,255  | 9,839   | 3,070   | 9,839   | 9,948   | 937     | 9,948   | 9,948    | 91.0 | 92.0 | 92.0  | 2        | 265     |
|                                     | 北陸         | 112                       | 101     | 101   | 59    | 100   | 99    | 48    | 97    | 99       | 90.2 | 88.4 | 88.4 |          | 3       | 22,266  | 22,059  | 22,059  | 18,933  | 18,991  | 21,831  | 17,606  | 18,599  | 21,831   | 99.1 | 98.0 | 98.0  |          | 112     |
|                                     | 甲信         | 77                        | 65      | 60    | 8     | 60    | 59    | 4     | 59    | 59       | 77.9 | 76.6 | 76.6 | 1        | 3       | 13,253  | 12,816  | 12,519  | 3,317   | 12,519  | 11,804  | 1,659   | 11,804  | 11,804   | 94.5 | 89.1 | 89.1  | 8        | 70      |
|                                     | 静岡         | 84                        | 76      | 74    | 8     | 74    | 70    | 6     | 70    | 62       | 88.1 | 83.3 | 73.8 |          | 2       | 28,892  | 28,484  | 28,235  | 10,165  | 28,235  | 27,054  | 9,636   | 27,054  | 24,609   | 97.7 | 93.6 | 85.2  |          | 109     |
|                                     | 東海         | 192                       | 154     | 145   | 25    | 143   | 139   | 8     | 138   | 115      | 75.5 | 72.4 | 59.9 |          | 4       | 40,469  | 37,588  | 36,057  | 11,639  | 35,482  | 35,678  | 2,967   | 35,635  | 31,438   | 89.1 | 88.2 | 77.7  |          | 493     |
|                                     | 京滋         | 94                        | 87      | 84    | 17    | 84    | 77    | 14    | 77    | 72       | 89.4 | 81.9 | 76.6 | 1        | 3       | 18,186  | 18,006  | 17,931  | 9,674   | 17,931  | 17,168  | 9,507   | 17,168  | 16,650   | 98.6 | 94.4 | 91.6  | 31       | 47      |
|                                     | 大阪         | 307                       | 258     | 244   | 128   | 238   | 225   | 102   | 221   | 212      | 79.5 | 73.3 | 69.1 |          | 1       | 45,533  | 43,460  | 41,286  | 19,575  | 40,295  | 39,783  | 17,064  | 39,414  | 38,089   | 90.7 | 87.4 | 83.7  |          | 163     |
|                                     | 山陽         | 129                       | 116     | 113   | 28    | 112   | 110   | 17    | 110   | 108      | 87.6 | 85.3 | 83.7 | 5        | 4       | 23,233  | 22,678  | 22,149  | 7,030   | 22,141  | 21,139  | 5,709   | 21,139  | 20,750   | 95.3 | 91.0 | 89.3  | 238      | 267     |
|                                     | 山陰         | 42                        | 40      | 38    | 4     | 38    | 35    | 2     | 35    | 32       | 90.5 | 83.3 | 76.2 |          |         | 4,878   | 4,422   | 4,309   | 472     | 4,309   | 4,105   | 115     | 4,105   | 3,971    | 88.3 | 84.2 | 81.4  |          |         |
| 四国                                  | 30         | 30                        | 30      | 8     | 28    | 26    | 2     | 26    | 25    | 100.0    | 86.7 | 83.3 |      |          | 4,990   | 4,990   | 4,990   | 3,255   | 4,787   | 4,397   | 2,269   | 4,397   | 4,249   | 100.0    | 88.1 | 85.2 |       |          |         |
| 九州・山口                               | 61         | 55                        | 50      | 13    | 49    | 54    | 5     | 54    | 52    | 82.0     | 88.5 | 85.2 |      | 4        | 7,821   | 7,348   | 6,555   | 2,173   | 6,380   | 6,969   | 1,063   | 6,969   | 6,821   | 83.8     | 89.1 | 87.2 |       | 414      |         |
| 地方計                                 | 1,775      | 1,527                     | 1,436   | 373   | 1,411 | 1,371 | 244   | 1,353 | 1,283 | 80.9     | 77.2 | 72.3 | 29   | 65       | 345,449 | 325,974 | 312,447 | 118,622 | 305,782 | 305,213 | 87,822  | 298,499 | 288,729 | 90.4     | 88.4 | 83.6 | 4,626 | 6,735    |         |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20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   |      |         |         |       |       |       |       |       |      |       |       |            |       |      |         |         |       |       |       |       |       |        |       |       |       |       |    |
|  | 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          | 金額    | 率    | 金額      | 率       | 金額    | 率     | 金額    | 率     | 金額    | 率      | 金額    | 率     | 金額    | 率     | 金額 |
| 全体計  | 39.5       | 14.5 | 259,990 | 8,306   | 3.35  | 5,330 | 2.12  | 5,340 | 2.12  | 17   | 0.02  | -30   | -0.03      | 39.2  | 15.3 | 291,048 | 9,007   | 3.18  | 6,174 | 2.17  | 6,211 | 2.18  | -339   | -0.13 | -251  | -0.09 |       |    |
| 大手労組会議   | 39.6       | 15.8 | 311,259 | 9,524   | 3.15  | 6,525 | 2.18  | 6,577 | 2.20  | -731 | -0.25 | -504  | -0.15      | 39.5  | 15.6 | 313,357 | 9,482   | 3.07  | 6,815 | 2.22  | 6,848 | 2.23  | -646   | -0.21 | -508  | -0.15 |       |    |
| 業<br>種   | 鉄鋼業        | 39.5 | 14.1    | 243,655 | 7,939 | 3.44  | 4,859 | 2.08  | 4,890 | 2.09 | 196   | 0.09  | -1         | 0.01  | 38.8 | 14.5    | 260,161 | 8,572 | 3.42  | 5,901 | 2.36  | 5,975 | 2.38   | 196   | 0.05  | 71    | 0.04  |    |
|  | 非鉄金属       | 40.2 | 14.9    | 261,010 | 7,707 | 3.14  | 5,560 | 2.12  | 5,625 | 2.15 | 174   | 0.00  | 152        | 0.01  | 39.2 | 15.5    | 263,472 | 8,038 | 3.22  | 5,520 | 2.07  | 5,829 | 2.22   | 832   | 0.39  | 397   | 0.24  |    |
|  | 金属製品       | 39.2 | 14.0    | 249,732 | 7,974 | 3.30  | 5,187 | 2.15  | 5,197 | 2.16 | -8    | 0.03  | 50         | 0.00  | 39.1 | 15.1    | 260,921 | 8,206 | 3.23  | 5,260 | 2.09  | 5,340 | 2.13   | -97   | -0.03 | -70   | -0.01 |    |
|  | 一般機械       | 38.8 | 13.9    | 260,780 | 8,815 | 3.54  | 5,682 | 2.24  | 5,710 | 2.26 | -3    | 0.00  | -14        | -0.02 | 38.4 | 14.4    | 291,111 | 9,813 | 3.44  | 6,599 | 2.30  | 6,647 | 2.32   | -473  | -0.17 | -255  | -0.09 |    |
|  | 電気機械       | 40.6 | 16.0    | 265,373 | 7,956 | 3.14  | 5,175 | 1.94  | 5,076 | 1.92 | -14   | 0.00  | -190       | -0.09 | 40.7 | 17.1    | 304,036 | 8,065 | 2.72  | 5,983 | 2.00  | 5,899 | 1.97   | -457  | -0.18 | -358  | -0.13 |    |
|  | 輸送機械       | 39.1 | 14.8    | 264,921 | 8,275 | 3.27  | 5,102 | 2.04  | 5,118 | 2.04 | -285  | -0.03 | -41        | 0.00  | 39.4 | 15.7    | 299,506 | 8,579 | 2.94  | 6,002 | 2.06  | 6,007 | 2.06   | -530  | -0.18 | -412  | -0.15 |    |
|  | 精密機械       | 40.5 | 16.4    | 276,616 | 8,343 | 3.01  | 5,908 | 2.11  | 5,886 | 2.10 | -103  | -0.05 | 52         | -0.03 | 40.3 | 16.4    | 307,789 | 9,707 | 3.22  | 6,375 | 2.11  | 6,374 | 2.11   | 36    | -0.01 | -194  | -0.07 |    |
|  | その他        | 41.4 | 14.8    | 267,530 | 7,773 | 3.13  | 4,605 | 1.84  | 4,639 | 1.86 | 397   | 0.17  | -200       | -0.14 | 40.3 | 14.9    | 290,758 | 7,952 | 2.89  | 5,478 | 1.92  | 5,523 | 1.94   | 191   | 0.17  | -237  | -0.05 |    |
| 規<br>模   | 1~299人     | 39.6 | 14.2    | 252,976 | 8,110 | 3.36  | 5,167 | 2.10  | 5,174 | 2.11 | 73    | 0.06  | -1         | -0.02 | 38.9 | 14.3    | 260,057 | 8,230 | 3.28  | 5,381 | 2.12  | 5,403 | 2.13   | -28   | 0.00  | -68   | -0.04 |    |
|  | 1~99人      | 40.0 | 14.0    | 245,785 | 8,033 | 3.45  | 5,009 | 2.09  | 5,018 | 2.10 | 179   | 0.13  | 54         | -0.01 | 39.2 | 13.8    | 246,009 | 8,022 | 3.45  | 5,093 | 2.11  | 5,117 | 2.12   | 163   | 0.15  | 52    | 0.00  |    |
|  | 100~299人   | 38.9 | 14.5    | 264,938 | 8,258 | 3.21  | 5,469 | 2.12  | 5,480 | 2.13 | -127  | -0.05 | -108       | -0.05 | 38.8 | 14.5    | 266,260 | 8,333 | 3.20  | 5,523 | 2.12  | 5,546 | 2.14   | -121  | -0.07 | -127  | -0.05 |    |
|  | 300~499人   | 39.6 | 16.1    | 278,911 | 9,304 | 3.45  | 6,077 | 2.23  | 6,116 | 2.24 | -182  | -0.12 | 27         | 0.02  | 39.6 | 16.1    | 279,137 | 9,416 | 3.49  | 6,134 | 2.25  | 6,171 | 2.26   | -165  | -0.11 | 75    | 0.04  |    |
|  | 500~999人   | 39.0 | 15.5    | 285,500 | 9,387 | 3.37  | 5,856 | 2.10  | 5,873 | 2.10 | -106  | -0.05 | -286       | -0.11 | 38.9 | 15.5    | 287,321 | 9,344 | 3.35  | 5,850 | 2.09  | 5,863 | 2.09   | -124  | -0.04 | -326  | -0.11 |    |
|  | 1000~2999人 | 39.1 | 15.3    | 305,910 | 9,086 | 3.06  | 6,492 | 2.19  | 6,547 | 2.20 | -652  | -0.24 | -211       | -0.09 | 39.2 | 15.3    | 308,307 | 8,972 | 2.99  | 6,600 | 2.21  | 6,655 | 2.23   | -785  | -0.28 | -225  | -0.09 |    |
|  | 3000人以上    | 39.9 | 16.3    | 313,381 | 9,289 | 2.96  | 6,693 | 2.13  | 6,693 | 2.13 | -450  | -0.13 | -612       | -0.18 | 39.5 | 15.7    | 314,227 | 9,575 | 3.05  | 6,924 | 2.20  | 6,924 | 2.20   | -530  | -0.16 | -539  | -0.16 |    |
| 地<br>方<br>（<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>） | 北海道        | 37.9 | 11.1    | 260,375 | 6,947 | 2.58  | 6,017 | 2.24  | 5,935 | 2.29 | 162   | 0.07  | 386        | 0.18  | 36.3 | 10.1    | 268,419 | 9,549 | 3.56  | 8,723 | 3.27  | 9,047 | 3.47   | 264   | 0.07  | 834   | 0.26  |    |
|  | 北東北        | 39.9 | 17.7    | 225,609 | 8,071 | 3.52  | 4,589 | 1.98  | 4,606 | 2.03 | -605  | -0.19 | -235       | 0.04  | 40.9 | 18.5    | 256,263 | 7,158 | 2.69  | 5,390 | 2.04  | 5,838 | 2.16   | -776  | -0.34 | 1,636 | 0.74  |    |
|  | 南東北        | 39.8 | 16.0    | 241,228 | 8,139 | 3.50  | 4,979 | 2.08  | 4,988 | 2.08 | 86    | 0.16  | 308        | 0.16  | 40.3 | 17.2    | 263,706 | 8,384 | 3.30  | 5,379 | 2.05  | 5,408 | 2.06   | 77    | 0.08  | 145   | 0.06  |    |
|  | 北関東        | 39.7 | 15.1    | 277,103 | 8,575 | 3.27  | 5,407 | 2.03  | 5,418 | 2.03 | -267  | -0.09 | -224       | -0.17 | 39.5 | 15.2    | 301,866 | 9,204 | 3.12  | 6,292 | 2.11  | 6,293 | 2.11   | -507  | -0.19 | -300  | -0.13 |    |
|  | 東京千葉       | 40.4 | 15.7    | 294,873 | 8,489 | 2.97  | 5,831 | 2.00  | 5,940 | 2.03 | -97   | -0.03 | -53        | -0.04 | 40.6 | 16.5    | 324,582 | 8,111 | 2.56  | 6,388 | 2.01  | 6,486 | 2.02   | -390  | -0.13 | -275  | -0.09 |    |
|  | 神奈川        | 39.9 | 15.7    | 295,269 | 8,462 | 3.02  | 5,961 | 2.09  | 5,888 | 2.08 | -105  | 0.00  | -253       | -0.10 | 40.2 | 16.4    | 304,717 | 9,029 | 3.02  | 6,077 | 2.03  | 6,084 | 2.01   | -346  | -0.13 | -417  | -0.15 |    |
|  | 新潟         | 39.1 | 15.5    | 247,444 | 8,522 | 3.55  | 5,888 | 2.46  | 5,888 | 2.46 | 341   | 0.16  | 545        | 0.14  | 39.1 | 15.8    | 261,515 | 8,700 | 3.41  | 5,841 | 2.27  | 5,841 | 2.27   | 153   | 0.05  | 24    | -0.02 |    |
|  | 北陸         | 39.3 | 13.7    | 240,030 | 8,473 | 3.58  | 5,302 | 2.21  | 5,302 | 2.21 | -143  | -0.07 | -44        | -0.02 | 38.5 | 14.7    | 264,403 | 9,562 | 3.68  | 6,440 | 2.45  | 6,440 | 2.45   | -170  | -0.12 | 58    | -0.01 |    |
|  | 甲信         | 39.5 | 15.2    | 267,321 | 8,551 | 3.39  | 5,013 | 1.98  | 5,013 | 1.98 | -166  | -0.08 | -137       | -0.11 | 39.9 | 15.9    | 284,818 | 9,187 | 3.30  | 5,468 | 1.96  | 5,468 | 1.96   | -328  | -0.22 | -179  | -0.08 |    |
|  | 静岡         | 39.6 | 15.7    | 281,493 | 7,338 | 2.82  | 5,397 | 2.05  | 5,406 | 2.05 | 32    | -0.09 | -112       | -0.02 | 39.4 | 16.3    | 302,320 | 8,828 | 3.06  | 6,401 | 2.17  | 6,365 | 2.17   | 68    | 0.01  | -355  | -0.15 |    |
|  | 東海         | 38.7 | 14.2    | 272,019 | 7,747 | 2.96  | 5,586 | 2.10  | 5,649 | 2.12 | -307  | -0.18 | -50        | -0.08 | 38.3 | 14.6    | 287,120 | 8,569 | 3.06  | 5,919 | 2.12  | 5,974 | 2.14   | -606  | -0.30 | -345  | -0.16 |    |
|  | 京滋         | 39.6 | 13.8    | 278,059 | 7,815 | 2.87  | 5,354 | 1.97  | 5,446 | 1.99 | 296   | 0.12  | -99        | -0.02 | 39.4 | 14.8    | 309,089 | 9,105 | 2.97  | 6,199 | 2.02  | 6,230 | 2.03   | 107   | 0.04  | -404  | -0.13 |    |
|  | 大阪         | 39.5 | 14.0    | 269,956 | 9,245 | 3.52  | 5,675 | 2.14  | 5,683 | 2.15 | 165   | 0.03  | -91        | -0.02 | 38.3 | 14.1    | 288,820 | 9,936 | 3.47  | 6,372 | 2.21  | 6,410 | 2.22   | -350  | -0.10 | -342  | -0.09 |    |
|  | 山陽         | 38.5 | 13.8    | 267,498 | 8,651 | 3.39  | 5,755 | 2.27  | 5,755 | 2.28 | -233  | -0.03 | -142       | -0.06 | 37.9 | 13.9    | 283,525 | 9,170 | 3.31  | 6,484 | 2.37  | 6,495 | 2.38   | -255  | -0.07 | -83   | -0.01 |    |
|  | 山陰         | 39.4 | 13.8    | 222,194 | 7,411 | 3.39  | 4,210 | 1.97  | 4,198 | 1.96 | -251  | -0.05 | -428       | -0.23 | 38.3 | 14.2    | 238,870 | 7,466 | 3.21  | 4,764 | 2.07  | 4,776 | 2.07   | -519  | -0.25 | -504  | -0.27 |    |
| 四国   | 40.2       | 14.1 | 248,219 | 9,826   | 4.06  | 4,792 | 1.91  | 4,758 | 1.90  | -70  | -0.01 | -223  | -0.11      | 39.0  | 14.3 | 280,102 | 9,574   | 3.47  | 5,749 | 2.05  | 5,752 | 2.05  | -2,073 | -0.73 | -435  | -0.18 |       |    |
| 九州・山口  | 39.0       | 15.1 | 267,954 | 8,685   | 3.74  | 5,635 | 2.39  | 5,639 | 2.42  | 558  | 0.28  | -542  | -0.27      | 38.1  | 14.9 | 272,970 | 9,471   | 3.71  | 5,851 | 2.29  | 5,857 | 2.30  | -27    | -0.06 | -501  | -0.23 |       |    |
| 地方計  | 39.5       | 14.7 | 266,177 | 8,437   | 3.32  | 5,475 | 2.12  | 5,488 | 2.12  | -37  | 0.00  | -92   | -0.05      | 39.2  | 15.3 | 291,459 | 9,007   | 3.17  | 6,171 | 2.16  | 6,203 | 2.17  | -311   | -0.12 | -238  | -0.09 |       |    |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日 | 全体の賃金構造分と改善分：要求 |      |      |      |          |       |       |      |       |      |         |     |     |      | 全体の賃金構造分と改善分：回答 |      |      |      |          |      |      |      |       |      |         |      |      |       |
|-------------------------------------|-----------------|------|------|------|----------|-------|-------|------|-------|------|---------|-----|-----|------|-----------------|------|------|------|----------|------|------|------|-------|------|---------|------|------|-------|
|                                     | 全体計             |      |      |      | 改善分がある場合 |       |       |      | 構造維持分 |      | 構造維持分割れ |     |     |      | 全体計             |      |      |      | 改善分がある場合 |      |      |      | 構造維持分 |      | 構造維持分割れ |      |      |       |
|                                     | 賃上げ額            |      | 構造   | ヘア   | 賃上げ額     |       | 構造    | ヘア   | のみ    |      | 賃上げ額    |     | 構造  | マイナ  | 賃上げ額            |      | 構造   | 賃金   | 賃上げ額     |      | 構造   | 賃金   | のみ    |      | 賃上げ額    |      | 構造   | マイナ   |
|                                     | 単組数             | 全体計  | 維持分  | 改善分  | 単組数      | 全体計   | 維持分   | 改善分  | 単組数   | 金額   | 単組数     | 全体計 | 維持分 | ス分   | 単組数             | 全体計  | 維持分  | 改善分  | 単組数      | 全体計  | 維持分  | 改善分  | 単組数   | 金額   | 単組数     | 全体計  | 維持分  | ス分    |
| 全体計                                 | 862             | 8502 | 4465 | 4037 | 783      | 8893  | 4448  | 4445 | 79    | 4625 |         |     |     | 836  | 5622            | 4473 | 1149 | 598  | 6053     | 4435 | 1618 | 229  | 4550  | 9    | 4227    | 4976 | -750 |       |
| 大手労組会議                              | 40              | 9596 | 5346 | 4250 | 37       | 9922  | 5328  | 4594 | 3     | 5574 |         |     |     | 38   | 6489            | 5420 | 1069 | 28   | 6961     | 5510 | 1451 | 10   | 5167  |      |         |      |      |       |
| 業種                                  | 鉄鋼業             | 63   | 8135 | 4073 | 4062     | 59    | 8430  | 4092 | 4337  | 4    | 3786    |     |     |      | 63              | 5009 | 4062 | 947  | 46       | 5342 | 4045 | 1297 | 17    | 4109 |         |      |      |       |
|                                     | 非鉄金属            | 40   | 7746 | 4333 | 3414     | 34    | 8277  | 4262 | 4016  | 6    | 4735    |     |     |      | 40              | 5633 | 4362 | 1271 | 25       | 6486 | 4442 | 2043 | 14    | 4167 | 1       | 4850 | 5100 | -250  |
|                                     | 金属製品            | 127  | 7994 | 4206 | 3788     | 116   | 8289  | 4141 | 4147  | 11   | 4885    |     |     |      | 122             | 5557 | 4174 | 1383 | 88       | 6023 | 4094 | 1929 | 32    | 4326 | 2       | 4750 | 5250 | -500  |
|                                     | 一般機械            | 328  | 9105 | 4682 | 4423     | 300   | 9536  | 4700 | 4836  | 28   | 4486    |     |     |      | 319             | 5975 | 4731 | 1244 | 243      | 6310 | 4675 | 1636 | 75    | 4908 | 1       | 4500 | 5229 | -729  |
|                                     | 電気機械            | 98   | 8028 | 4307 | 3722     | 87    | 8445  | 4253 | 4192  | 11   | 4732    |     |     |      | 94              | 5544 | 4360 | 1184 | 62       | 6158 | 4326 | 1831 | 30    | 4452 | 2       | 2900 | 4000 | -1100 |
|                                     | 輸送機械            | 105  | 8537 | 4423 | 4114     | 94    | 8910  | 4314 | 4596  | 11   | 5349    |     |     |      | 105             | 5323 | 4334 | 989  | 77       | 5675 | 4307 | 1368 | 27    | 4406 | 1       | 3000 | 4458 | -1458 |
|                                     | 精密機械            | 37   | 8488 | 5121 | 3368     | 33    | 8993  | 5217 | 3776  | 4    | 4329    |     |     |      | 34              | 6010 | 5191 | 820  | 21       | 6488 | 5152 | 1337 | 12    | 5150 | 1       | 6300 | 6500 | -200  |
|                                     | その他             | 64   | 7932 | 4266 | 3666     | 60    | 8223  | 4313 | 3910  | 4    | 3566    |     |     |      | 59              | 4920 | 4216 | 703  | 36       | 5368 | 4190 | 1178 | 22    | 4225 | 1       | 4090 | 5000 | -910  |
| 規模                                  | 1~299人          | 674  | 8292 | 4306 | 3986     | 610   | 8694  | 4290 | 4404  | 64   | 4458    |     |     |      | 649             | 5491 | 4317 | 1174 | 455      | 5943 | 4254 | 1688 | 186   | 4451 | 8       | 3968 | 4786 | -818  |
|                                     | 1~99人           | 376  | 8221 | 4169 | 4053     | 335   | 8702  | 4154 | 4549  | 41   | 4289    |     |     |      | 365             | 5438 | 4163 | 1276 | 250      | 5983 | 4094 | 1889 | 107   | 4276 | 8       | 3968 | 4786 | -818  |
|                                     | 100~299人        | 298  | 8381 | 4480 | 3901     | 275   | 8683  | 4456 | 4227  | 23   | 4759    |     |     |      | 284             | 5558 | 4515 | 1043 | 205      | 5894 | 4449 | 1445 | 79    | 4688 |         |      |      |       |
|                                     | 300~499人        | 72   | 9131 | 4906 | 4225     | 68    | 9403  | 4930 | 4473  | 4    | 4500    |     |     |      | 74              | 5984 | 4836 | 1148 | 54       | 6373 | 4796 | 1577 | 19    | 4863 | 1       | 6300 | 6500 | -200  |
|                                     | 500~999人        | 67   | 9456 | 4963 | 4494     | 61    | 9822  | 4887 | 4936  | 6    | 5735    |     |     |      | 67              | 5889 | 4941 | 948  | 54       | 6200 | 5024 | 1176 | 13    | 4598 |         |      |      |       |
|                                     | 1000~2999人      | 37   | 9121 | 5253 | 3868     | 33    | 9573  | 5236 | 4337  | 4    | 5392    |     |     |      | 34              | 6411 | 5360 | 1051 | 26       | 6654 | 5280 | 1374 | 8     | 5619 |         |      |      |       |
|                                     | 3000人以上         | 12   | 9313 | 5506 | 3807     | 11    | 9606  | 5452 | 4153  | 1    | 6090    |     |     |      | 12              | 6726 | 5506 | 1221 | 9        | 7068 | 5440 | 1627 | 3     | 5701 |         |      |      |       |
| 地方(事業所ベース)                          | 北海道             | 4    | 7033 | 4265 | 2768     | 4     | 7033  | 4265 | 2768  |      |         |     |     | 4    | 5962            | 4438 | 1524 | 4    | 5962     | 4438 | 1524 |      |       |      |         |      |      |       |
|                                     | 北東北             | 15   | 7759 | 3825 | 3934     | 14    | 7984  | 3770 | 4215  | 1    | 4600    |     |     |      | 14              | 4413 | 3517 | 897  | 8        | 5141 | 3571 | 1569 | 6     | 3444 |         |      |      |       |
|                                     | 南東北             | 47   | 8466 | 4200 | 4267     | 42    | 8966  | 4192 | 4774  | 5    | 4267    |     |     |      | 48              | 5185 | 4280 | 905  | 32       | 5703 | 4345 | 1358 | 16    | 4150 |         |      |      |       |
|                                     | 北関東             | 115  | 8763 | 4643 | 4120     | 109   | 8968  | 4622 | 4347  | 6    | 5026    |     |     |      | 114             | 5634 | 4683 | 951  | 84       | 5955 | 4661 | 1294 | 29    | 4731 | 1       | 4850 | 5100 | -250  |
|                                     | 東京千葉            | 75   | 8414 | 4959 | 3455     | 69    | 8656  | 4901 | 3755  | 6    | 5627    |     |     |      | 69              | 6049 | 4908 | 1141 | 51       | 6365 | 4822 | 1544 | 18    | 5152 |         |      |      |       |
|                                     | 神奈川             | 53   | 8540 | 4596 | 3944     | 47    | 9092  | 4644 | 4448  | 6    | 4221    |     |     |      | 49              | 5998 | 4702 | 1296 | 36       | 6330 | 4566 | 1764 | 13    | 5080 |         |      |      |       |
|                                     | 新潟              | 41   | 8572 | 3883 | 4688     | 40    | 8682  | 3877 | 4806  | 1    | 4152    |     |     |      | 45              | 6336 | 4032 | 2304 | 37       | 6781 | 3979 | 2802 | 8     | 4279 |         |      |      |       |
|                                     | 北陸              | 69   | 8500 | 4248 | 4252     | 63    | 8936  | 4278 | 4657  | 6    | 3929    |     |     |      | 65              | 5472 | 4395 | 1077 | 50       | 5763 | 4331 | 1433 | 13    | 4509 | 2       | 4445 | 5250 | -805  |
|                                     | 甲信              | 49   | 8531 | 4449 | 4082     | 42    | 9203  | 4440 | 4763  | 7    | 4502    |     |     |      | 48              | 5472 | 4460 | 1012 | 29       | 6161 | 4485 | 1675 | 19    | 4421 |         |      |      |       |
|                                     | 静岡              | 59   | 7777 | 4563 | 3213     | 55    | 8026  | 4579 | 3447  | 4    | 4352    |     |     |      | 58              | 5617 | 4494 | 1123 | 42       | 5989 | 4396 | 1593 | 14    | 4755 | 2       | 3850 | 4729 | -879  |
|                                     | 東海              | 113  | 8187 | 4639 | 3548     | 98    | 8714  | 4623 | 4091  | 15   | 4742    |     |     |      | 111             | 5843 | 4614 | 1229 | 78       | 6307 | 4538 | 1769 | 32    | 4802 | 1       | 2900 | 4500 | -1600 |
|                                     | 京滋              | 70   | 7928 | 4713 | 3215     | 59    | 8497  | 4682 | 3815  | 11   | 4882    |     |     |      | 64              | 5593 | 4716 | 877  | 47       | 6007 | 4799 | 1209 | 16    | 4488 | 1       | 3800 | 4500 | -700  |
|                                     | 大阪              | 186  | 9676 | 4840 | 4836     | 167   | 10203 | 4816 | 5387  | 19   | 5051    |     |     |      | 180             | 5965 | 4814 | 1151 | 141      | 6266 | 4791 | 1474 | 38    | 4888 | 1       | 4500 | 5229 | -729  |
|                                     | 山陽              | 77   | 9115 | 5024 | 4092     | 73    | 9331  | 5015 | 4316  | 4    | 5188    |     |     |      | 78              | 6037 | 5031 | 1007 | 59       | 6442 | 5108 | 1334 | 18    | 4694 | 1       | 6300 | 6500 | -200  |
|                                     | 山陰              | 22   | 6954 | 3789 | 3164     | 20    | 7105  | 3624 | 3481  | 2    | 5442    |     |     |      | 21              | 4575 | 3873 | 702  | 10       | 5304 | 3680 | 1624 | 10    | 4104 | 1       | 2000 | 3500 | -1500 |
| 四国                                  | 11              | 9286 | 5055 | 4231 | 9        | 10250 | 5079  | 5171 | 2     | 4946 |         |     |     | 12   | 5675            | 5043 | 631  | 5    | 6300     | 4784 | 1515 | 7    | 5228  |      |         |      |      |       |
| 九州・山口                               | 36              | 9141 | 4560 | 4581 | 33       | 9564  | 4566  | 4998 | 3     | 4497 |         |     |     | 38   | 6243            | 4581 | 1661 | 23   | 7300     | 4556 | 2745 | 15   | 4621  |      |         |      |      |       |
| 地方計                                 | 1043            | 8651 | 4609 | 4042 | 945      | 9053  | 4592  | 4461 | 98    | 4772 |         |     |     | 1019 | 5762            | 4620 | 1142 | 736  | 6195     | 4603 | 1592 | 273  | 4656  | 10   | 4094    | 4929 | -835 |       |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日            | 平均賃上げ:要求額<br>賃金改善又はペア額の分布 |       |             |                |                |                |           | 平均賃上げ:回答額<br>賃金改善又はペア額の分布 |       |           |              |              |              |           |    |
|--|---------------------------|-------|-------------|----------------|----------------|----------------|-----------|---------------------------|-------|-----------|--------------|--------------|--------------|-----------|----|
|  | 合計                        |       | 4.5千円<br>未満 | 4.5千~6<br>千円未満 | 6千~7.5<br>千円未満 | 7.5千~9<br>千円未満 | 9千円<br>以上 | 合計                        |       | 1千円<br>未満 | 1千~2千<br>円未満 | 2千~3千<br>円未満 | 3千~4千<br>円未満 | 4千円<br>以上 |    |
|  | 件数                        | 平均額   |             |                |                |                |           | 件数                        | 平均額   |           |              |              |              |           |    |
| 全体計  | 783                       | 4,445 | 385         | 100            | 245            | 27             | 26        | 598                       | 1,618 | 171       | 269          | 93           | 29           | 36        |    |
| 大手労組会議   | 37                        | 4,594 | 17          | 3              | 15             | 1              | 1         | 28                        | 1,451 | 8         | 11           | 8            |              | 1         |    |
| 業<br>種   | 鉄鋼業                       | 59    | 4,337       | 29             | 8              | 16             | 2         | 46                        | 1,297 | 15        | 20           | 8            | 3            |           |    |
|  | 非鉄金属                      | 34    | 4,016       | 19             | 3              | 11             | 1         | 25                        | 2,043 | 7         | 8            | 5            | 1            | 4         |    |
|  | 金属製品                      | 116   | 4,147       | 71             | 9              | 30             | 1         | 5                         | 88    | 1,929     | 23           | 43           | 9            | 8         | 5  |
|  | 一般機械                      | 300   | 4,836       | 114            | 47             | 118            | 11        | 10                        | 243   | 1,636     | 67           | 107          | 43           | 9         | 17 |
|  | 電気機械                      | 87    | 4,192       | 50             | 8              | 23             | 3         | 3                         | 62    | 1,831     | 15           | 27           | 11           | 3         | 6  |
|  | 輸送機械                      | 94    | 4,596       | 45             | 17             | 26             | 4         | 2                         | 77    | 1,368     | 28           | 31           | 11           | 4         | 3  |
|  | 精密機械                      | 33    | 3,776       | 21             | 2              | 7              | 1         | 2                         | 21    | 1,337     | 3            | 16           | 2            |           |    |
|  | その他                       | 60    | 3,910       | 36             | 6              | 14             | 2         | 2                         | 36    | 1,178     | 13           | 17           | 4            | 1         | 1  |
| 規<br>模   | 1~299人                    | 610   | 4,404       | 307            | 80             | 183            | 18        | 22                        | 455   | 1,688     | 126          | 202          | 69           | 28        | 30 |
|  | 1~99人                     | 335   | 4,549       | 160            | 41             | 103            | 15        | 16                        | 250   | 1,889     | 69           | 101          | 40           | 18        | 22 |
|  | 100~299人                  | 275   | 4,227       | 147            | 39             | 80             | 3         | 6                         | 205   | 1,445     | 57           | 101          | 29           | 10        | 8  |
|  | 300~499人                  | 68    | 4,473       | 36             | 5              | 21             | 3         | 3                         | 54    | 1,577     | 13           | 29           | 7            | 1         | 4  |
|  | 500~999人                  | 61    | 4,936       | 18             | 10             | 30             | 3         |                           | 54    | 1,176     | 24           | 21           | 8            |           | 1  |
|  | 1000~2999人                | 33    | 4,337       | 17             | 5              | 7              | 3         | 1                         | 26    | 1,374     | 7            | 13           | 5            |           | 1  |
|  | 3000人以上                   | 11    | 4,153       | 7              |                | 4              |           |                           | 9     | 1,627     | 1            | 4            | 4            |           |    |
| 地<br>方<br>(<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>) | 北海道                       | 4     | 2,768       | 3              |                | 1              |           |                           | 4     | 1,524     | 1            | 2            | 1            |           |    |
|  | 北東北                       | 14    | 4,215       | 7              | 1              | 6              |           |                           | 8     | 1,569     | 2            | 4            | 1            | 1         |    |
|  | 南東北                       | 42    | 4,774       | 18             | 4              | 18             |           | 2                         | 32    | 1,358     | 12           | 12           | 5            | 2         | 1  |
|  | 北関東                       | 109   | 4,347       | 54             | 13             | 38             | 4         |                           | 84    | 1,294     | 28           | 38           | 14           | 3         | 1  |
|  | 東京千葉                      | 69    | 3,755       | 45             | 6              | 15             | 1         | 2                         | 51    | 1,544     | 10           | 27           | 10           | 2         | 2  |
|  | 神奈川                       | 47    | 4,448       | 22             | 7              | 17             |           | 1                         | 36    | 1,764     | 4            | 19           | 10           |           | 3  |
|  | 新潟                        | 40    | 4,806       | 18             | 3              | 15             | 2         | 2                         | 37    | 2,802     | 11           | 9            | 8            | 2         | 7  |
|  | 北陸                        | 63    | 4,657       | 27             | 12             | 20             | 2         | 2                         | 50    | 1,433     | 20           | 19           | 7            | 1         | 3  |
|  | 甲信                        | 42    | 4,763       | 21             | 7              | 9              | 2         | 3                         | 29    | 1,675     | 5            | 15           | 4            | 3         | 2  |
|  | 静岡                        | 55    | 3,447       | 36             | 8              | 10             | 1         |                           | 42    | 1,593     | 10           | 21           | 7            | 1         | 3  |
|  | 東海                        | 98    | 4,091       | 53             | 12             | 29             | 2         | 2                         | 78    | 1,769     | 14           | 34           | 21           | 6         | 3  |
|  | 京滋                        | 59    | 3,815       | 36             | 8              | 15             |           |                           | 47    | 1,209     | 17           | 24           | 4            | 1         | 1  |
|  | 大阪                        | 167   | 5,387       | 50             | 19             | 75             | 15        | 8                         | 141   | 1,474     | 37           | 69           | 21           | 8         | 6  |
|  | 山陽                        | 73    | 4,316       | 35             | 12             | 25             |           | 1                         | 59    | 1,334     | 19           | 32           | 4            | 1         | 3  |
|  | 山陰                        | 20    | 3,481       | 13             | 3              | 4              |           |                           | 10    | 1,624     | 5            | 2            |              | 2         | 1  |
|  | 四国                        | 9     | 5,171       | 3              |                | 4              | 1         | 1                         | 5     | 1,515     | 2            | 1            | 2            |           |    |
| 九州・山口  | 33                        | 4,998 | 17          | 4              | 7              | 1              | 4         | 23                        | 2,745 | 4         | 10           | 3            | 4            | 2         |    |
| 地方計  | 945                       | 4,461 | 458         | 119            | 309            | 31             | 28        | 736                       | 1,592 | 201       | 338          | 122          | 37           | 38        |    |





2019年  
春季生活闘争  
情報No.19  
6月20日

30歳個別賃金：要求水準（交渉単位ベース）

|       | 要求水準データがある場合 |     |         |     |         |     |         |     | 要求水準の台別分布（台別区分の単位＝千円、単組数をカント） |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|-------|--------------|-----|---------|-----|---------|-----|---------|-----|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|       | 一歳前水準        |     | 現状水準    |     | 要求水準    |     | 確定水準    |     | 192                           | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計  |     |
|       | 件            | 円   | 件       | 円   | 件       | 円   | 件       | 円   | 未満                            | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |     |     |
| 区分計   | 全規模計         | 195 | 225,676 | 283 | 232,065 | 290 | 238,376 | 188 | 235,214                       | 12  | 10  | 17  | 28  | 49  | 34  | 46  | 42  | 18  | 15  | 1   | 6   |     | 290 |
|       | 大手労組会議       | 15  | 255,457 | 24  | 259,996 | 24  | 264,290 | 17  | 266,473                       |     |     |     | 1   | 1   | 4   | 6   | 1   | 5   | 5   |     | 1   | 24  |     |
|       | 1～299人       | 149 | 221,777 | 210 | 226,621 | 215 | 233,328 | 139 | 229,597                       | 10  | 9   | 16  | 25  | 45  | 26  | 35  | 21  | 8   | 8   | 1   | 3   | 215 |     |
|       | 1～99人        | 94  | 215,885 | 128 | 221,277 | 131 | 227,980 | 88  | 222,630                       | 8   | 8   | 14  | 15  | 27  | 15  | 22  | 9   | 6   | 4   | 3   |     | 131 |     |
|       | 100～299人     | 55  | 231,847 | 82  | 234,961 | 84  | 241,669 | 51  | 241,618                       | 2   | 1   | 2   | 10  | 18  | 11  | 13  | 12  | 2   | 4   | 5   | 1   | 84  |     |
|       | 300～499人     | 21  | 227,957 | 29  | 237,280 | 30  | 241,407 | 17  | 236,220                       |     | 2   | 1   | 1   | 3   | 5   | 3   | 9   | 1   | 2   | 1   |     | 30  |     |
|       | 500～999人     | 11  | 234,900 | 20  | 246,623 | 20  | 254,077 | 15  | 250,528                       |     |     |     | 1   | 1   | 3   | 4   | 6   | 1   | 2   | 1   |     | 20  |     |
| 所定内賃金 | 1000～2999人   | 11  | 257,390 | 19  | 260,704 | 20  | 265,067 | 13  | 266,581                       |     |     |     | 1   | 1   | 4   | 3   | 2   | 5   | 4   |     | 1   | 20  |     |
|       | 3000人以上      | 3   | 253,227 | 5   | 263,419 | 5   | 267,679 | 4   | 266,745                       |     |     |     |     |     |     | 3   |     | 1   | 1   |     |     | 5   |     |
|       | 全規模計         | 20  | 242,171 | 34  | 244,232 | 34  | 249,767 | 20  | 255,035                       | 1   | 2   | 1   | 3   | 3   | 7   | 6   | 7   | 2   | 2   |     | 2   | 34  |     |
|       | 1～299人       | 11  | 238,693 | 20  | 233,309 | 20  | 240,120 | 9   | 238,764                       | 1   | 1   | 1   | 2   | 1   | 6   | 6   | 2   |     |     |     |     | 20  |     |
|       | 1～99人        | 5   | 244,850 | 7   | 233,814 | 7   | 239,120 | 5   | 232,938                       | 1   | 1   |     |     |     | 1   | 2   |     | 2   |     |     |     | 7   |     |
|       | 100～299人     | 6   | 233,562 | 13  | 233,037 | 13  | 240,658 | 4   | 246,047                       |     |     | 1   | 2   | 1   | 5   | 4   |     |     |     |     |     | 13  |     |
|       | 300～499人     | 4   | 235,329 | 5   | 242,750 | 5   | 245,865 | 3   | 254,074                       |     | 1   |     | 1   | 1   |     |     |     | 1   |     |     |     | 5   |     |
| 基本賃金  | 500～999人     | 2   | 235,163 | 4   | 264,313 | 4   | 269,070 | 3   | 273,293                       |     |     |     |     |     | 1   | 1   |     | 1   |     |     | 1   | 4   |     |
|       | 1000～2999人   | 3   | 268,718 | 5   | 273,345 | 5   | 276,818 | 5   | 273,946                       |     |     |     |     |     |     |     |     | 3   | 2   |     |     | 5   |     |
|       | 3000人以上      |     |         |     |         |     |         |     |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|       | 全規模計         | 140 | 219,779 | 188 | 225,624 | 192 | 231,965 | 135 | 228,058                       | 10  | 8   | 15  | 25  | 42  | 21  | 25  | 24  | 9   | 6   | 5   |     | 192 |     |
|       | 1～299人       | 109 | 216,555 | 147 | 222,107 | 150 | 228,527 | 106 | 225,343                       | 8   | 8   | 14  | 23  | 39  | 15  | 16  | 12  | 6   | 4   | 3   |     | 150 |     |
|       | 1～99人        | 82  | 212,871 | 106 | 219,466 | 108 | 225,727 | 76  | 220,743                       | 7   | 7   | 13  | 15  | 26  | 9   | 14  | 7   | 6   | 2   | 2   |     | 108 |     |
|       | 100～299人     | 27  | 227,743 | 41  | 228,936 | 42  | 235,728 | 30  | 236,997                       | 1   | 1   | 1   | 8   | 13  | 6   | 2   | 5   | 2   | 1   |     | 2   | 42  |     |
| 基準内賃金 | 300～499人     | 16  | 225,074 | 19  | 231,806 | 20  | 236,216 | 12  | 227,643                       | 2   |     | 1   | 1   | 2   | 4   | 3   | 5   | 1   | 1   |     |     | 20  |     |
|       | 500～999人     | 9   | 234,842 | 15  | 239,710 | 15  | 248,181 | 11  | 241,498                       |     |     |     | 1   | 1   | 2   | 3   | 6   | 1   | 1   |     |     | 15  |     |
|       | 1000～2999人   | 5   | 241,686 | 5   | 248,566 | 5   | 255,266 | 4   | 246,533                       |     |     |     |     |     |     |     | 1   | 1   |     |     |     | 5   |     |
|       | 3000人以上      | 1   | 241,430 | 2   | 262,365 | 2   | 267,365 | 2   | 263,565                       |     |     |     |     |     |     |     | 1   |     | 1   |     |     | 2   |     |
|       | 全規模計         | 30  | 241,121 | 44  | 246,847 | 44  | 253,610 | 31  | 252,264                       |     |     | 1   | 2   | 4   | 7   | 8   | 8   | 1   | 4   | 6   | 1   | 2   | 44  |
|       | 1～299人       | 24  | 235,586 | 31  | 238,948 | 31  | 246,855 | 22  | 243,967                       |     |     | 1   | 2   | 4   | 7   | 7   | 2   | 1   | 2   | 3   | 1   | 1   | 31  |
|       | 1～99人        | 6   | 230,589 | 9   | 229,796 | 9   | 238,434 | 6   | 236,053                       |     | 1   |     | 1   | 3   | 3   |     |     |     | 1   |     |     |     | 9   |
| 不詳    | 100～299人     | 18  | 237,252 | 22  | 242,692 | 22  | 250,300 | 16  | 246,935                       |     |     |     | 2   | 3   | 4   | 4   | 2   | 1   | 2   | 2   | 1   | 22  |     |
|       | 300～499人     | 1   | 244,600 | 4   | 253,542 | 4   | 259,167 | 2   | 260,900                       |     |     |     |     |     |     | 3   |     | 1   |     |     |     | 4   |     |
|       | 500～999人     |     |         | 1   | 279,560 | 1   | 282,560 | 1   | 281,560                       |     |     |     |     |     |     |     |     |     |     | 1   |     | 1   |     |
|       | 1000～2999人   | 3   | 272,237 | 6   | 270,215 | 6   | 273,825 | 4   | 277,425                       |     |     |     |     |     | 1   | 2   |     | 1   | 1   |     |     | 6   |     |
|       | 3000人以上      | 2   | 259,125 | 2   | 269,425 | 2   | 272,075 | 2   | 269,925                       |     |     |     |     |     |     | 1   |     |     | 1   |     |     | 2   |     |
|       | 全規模計         | 5   | 232,120 | 17  | 240,702 | 20  | 247,044 | 2   | 255,717                       | 1   |     |     | 1   |     | 3   | 6   | 4   | 2   | 1   | 2   |     | 20  |     |
|       | 1～299人       | 5   | 232,120 | 12  | 238,915 | 14  | 245,107 | 2   | 255,717                       | 1   |     |     |     |     | 3   | 6   | 1   | 1   | 2   |     |     | 14  |     |
| 区分計   | 1～99人        | 1   | 230,000 | 6   | 225,873 | 7   | 238,149 | 1   | 234,000                       |     |     |     |     |     | 3   | 4   |     |     |     |     |     | 7   |     |
|       | 100～299人     | 4   | 232,650 | 6   | 251,958 | 7   | 252,065 | 1   | 277,434                       | 1   |     |     |     |     | 2   | 1   | 1   |     | 2   |     |     | 7   |     |
|       | 300～499人     |     |         | 1   | 248,900 | 1   | 251,900 |     |                               |     |     |     |     |     |     | 1   |     |     |     |     |     | 1   |     |
|       | 500～999人     |     |         |     |         |     |         |     |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|       | 1000～2999人   |     |         | 3   | 240,846 | 4   | 249,492 |     |                               |     |     |     | 1   |     |     | 1   | 1   | 1   |     |     |     | 4   |     |
|       | 3000人以上      |     |         | 1   | 253,513 | 1   | 259,513 |     |                               |     |     |     |     |     |     | 1   |     |     |     |     |     | 1   |     |

35歳個別賃金：要求水準（交渉単位ベース）

|       | 要求水準データがある場合 |     |         |     | 216     | 216 | 230     | 240 | 250     | 260 | 270 | 280 | 290 | 305 | 310 | 320 | 330 | 合計  |   |   |   |   |     |   |
|-------|--------------|-----|---------|-----|---------|-----|---------|-----|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|---|---|---|-----|---|
|       | 一歳前水準        |     | 現状水準    |     | 要求水準    |     | 確定水準    |     | 未満      | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |   |   |   |   |     |   |
|       | 件            | 円   | 件       | 円   | 件       | 円   | 件       | 円   | 未満      | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |     |   |   |   |   |     |   |
| 区分計   | 全規模計         | 183 | 255,427 | 261 | 261,530 | 268 | 268,473 | 176 | 264,782 | 16  | 21  | 17  | 21  | 38  | 18  | 49  | 22  | 268 |   |   |   |   |     |   |
|       | 大手労組会議       | 16  | 295,943 | 26  | 300,122 | 26  | 305,081 | 20  | 307,216 |     |     |     |     | 1   | 2   | 1   | 4   | 3   | 2 | 4 | 6 | 3 | 26  |   |
|       | 1～299人       | 136 | 249,840 | 187 | 252,483 | 192 | 259,754 | 125 | 255,822 | 14  | 21  | 17  | 18  | 33  | 14  | 36  | 8   | 10  | 6 | 5 | 5 | 5 | 192 |   |
|       | 1～99人        | 83  | 240,139 | 110 | 244,258 | 113 | 251,954 | 77  | 245,910 | 13  | 14  | 12  | 10  | 19  | 7   | 23  | 4   | 7   | 2 | 1 | 1 |   | 113 |   |
|       | 100～299人     | 53  | 265,032 | 77  | 264,233 | 79  | 270,911 | 48  | 271,722 | 1   | 7   | 5   | 8   | 14  | 7   | 13  | 4   | 3   | 4 | 4 | 4 | 5 | 79  |   |
|       | 300～499人     | 18  | 253,868 | 27  | 271,170 | 28  | 275,061 | 16  | 262,089 | 2   |     |     | 2   | 4   | 7   | 5   | 2   | 2   | 4 |   |   |   | 28  |   |
|       | 500～999人     | 14  | 265,194 | 23  | 281,067 | 23  | 290,475 | 16  | 285,625 |     |     |     | 1   | 4   | 4   | 6   | 3   | 1   | 2 |   |   | 2 | 23  |   |
| 所定内賃金 | 1000～2999人   | 12  | 298,525 | 19  | 299,716 | 20  | 305,493 | 15  | 306,688 |     |     |     | 1   |     |     | 2   | 3   | 2   | 3 | 2 | 5 | 2 | 20  |   |
|       | 3000人以上      | 3   | 300,067 | 5   | 312,878 | 5   | 317,113 | 4   | 315,033 |     |     |     |     |     |     |     | 1   |     | 2 | 1 | 1 |   | 5   |   |
|       | 全規模計         | 20  | 273,343 | 33  | 276,130 | 34  | 282,523 | 20  | 289,241 | 2   | 2   | 2   |     | 3   | 1   | 6   | 3   | 2   | 5 | 2 | 4 | 2 | 34  |   |
|       | 1～299人       | 12  | 271,159 | 19  | 263,114 | 20  | 270,565 | 10  | 273,283 | 1   | 2   | 2   |     | 2   |     | 5   | 2   | 1   | 4 |   | 1 |   | 20  |   |
|       | 1～99人        | 5   | 268,160 | 7   | 254,261 | 7   | 266,196 | 5   | 260,285 | 1   |     | 1   |     |     |     | 3   |     | 1   | 1 |   |   |   | 7   |   |
|       | 100～299人     | 7   | 273,300 | 12  | 268,279 | 13  | 272,918 | 5   | 286,281 |     | 2   | 1   |     | 2   |     | 2   | 2   |     | 3 |   |   |   | 13  |   |
|       | 300～499人     | 2   | 240,985 | 3   | 255,385 | 3   | 254,320 | 2   | 250,178 | 1   |     |     |     | 1   |     |     |     |     | 1 |   |   |   | 3   |   |
| 基本賃金  | 500～999人     | 3   | 261,076 | 6   | 293,245 | 6   | 303,528 | 3   | 320,301 |     |     |     |     |     | 1   | 1   | 1   | 1   |   |   | 1 | 6 |     |   |
|       | 1000～2999人   | 3   | 315,918 | 5   | 317,501 | 5   | 322,066 | 5   | 318,146 |     |     |     |     |     |     |     |     |     |   |   | 1 | 3 | 1   | 5 |
|       | 3000人以上      |     |         |     |         |     |         |     |         |     |     |     |     |     |     |     |     |     |   |   |   |   |     |   |
|       | 全規模計         | 130 | 247,273 | 169 | 252,211 | 172 | 259,211 | 123 | 254,717 | 13  | 16  | 15  | 18  | 27  | 14  | 30  | 14  | 14  | 3 | 3 | 3 | 2 | 172 |   |
|       | 1～299人       | 97  | 241,675 | 128 | 246,029 | 130 | 253,109 | 93  | 250,093 | 12  | 16  | 15  | 16  | 23  | 11  | 19  | 4   | 8   | 1 | 1 | 2 | 2 | 130 |   |
|       | 1～99人        | 71  | 236,420 | 89  | 242,068 | 91  | 248,854 | 65  | 243,361 | 11  | 14  | 11  | 9   | 15  | 6   | 14  | 3   | 6   | 1 |   |   | 1 | 91  |   |
|       | 100～299人     | 26  | 256,024 |     |         |     |         |     |         |     |     |     |     |     |     |     |     |     |   |   |   |   |     |   |

30歳個別賃金：確定水準（交渉単位ベース）

|            | 確定水準データがある場合 |         |         |         |         |         |         |         | 確定水準の台別分布（台別区分の単位=千円、単組数をカント） |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|------------|--------------|---------|---------|---------|---------|---------|---------|---------|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|            | 一歳前水準        |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 192                           | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計  |     |
|            | 件            | 円       | 件       | 円       | 件       | 円       | 件       | 円       | 未満                            | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |     |
| 区分計        | 全規模計         | 136     | 226,676 | 190     | 233,568 | 188     | 239,201 | 192     | 234,971                       | 14  | 5   | 17  | 20  | 28  | 20  | 22  | 10  | 15  | 6   | 3   | 4   | 192 |     |
|            | 大手労組会議       | 12      | 259,188 | 17      | 265,751 | 17      | 269,744 | 17      | 266,473                       |     |     |     |     |     | 1   | 4   | 2   | 4   | 3   |     | 1   | 17  |     |
|            | 1~299人       | 101     | 221,817 | 142     | 227,881 | 139     | 233,381 | 143     | 229,429                       | 11  | 9   | 17  | 19  | 25  | 16  | 13  | 12  | 6   | 10  | 1   | 2   | 143 |     |
|            | 1~99人        | 66      | 215,790 | 88      | 221,181 | 88      | 226,539 | 88      | 222,630                       | 10  | 3   | 15  | 10  | 17  | 5   | 9   | 6   | 4   | 5   |     |     | 88  |     |
|            | 100~299人     | 35      | 233,181 | 54      | 238,800 | 51      | 245,188 | 55      | 240,306                       | 1   | 1   | 2   | 9   | 8   | 11  | 4   | 6   | 2   | 5   | 1   | 2   | 2   | 55  |
|            | 300~499人     | 15      | 228,308 | 16      | 235,067 | 17      | 240,178 | 17      | 236,220                       | 2   | 1   |     | 1   | 1   | 2   | 3   | 2   | 1   | 1   | 1   | 1   |     | 17  |
|            | 500~999人     | 8       | 237,562 | 15      | 249,357 | 15      | 256,870 | 15      | 250,528                       | 1   |     |     |     | 1   | 2   | 3   | 5   | 1   |     |     |     | 1   | 15  |
| 所定内賃金      | 1000~2999人   | 9       | 259,966 | 13      | 265,672 | 13      | 270,367 | 13      | 266,581                       |     |     |     | 1   |     | 3   | 1   | 2   | 3   | 2   |     | 1   | 13  |     |
|            | 3000人以上      | 3       | 253,227 | 4       | 265,895 | 4       | 269,720 | 4       | 266,745                       |     |     |     |     |     | 2   |     |     | 1   | 1   |     |     | 4   |     |
|            | 全規模計         | 13      | 246,704 | 20      | 253,716 | 20      | 258,062 | 20      | 255,035                       | 1   | 2   |     |     | 1   | 1   | 1   | 3   | 4   | 4   | 1   | 1   | 20  |     |
|            | 1~299人       | 5       | 241,370 | 9       | 237,451 | 9       | 241,676 | 9       | 238,764                       | 1   | 1   |     |     |     | 1   | 1   | 3   |     | 2   |     |     | 9   |     |
|            | 1~99人        | 4       | 245,263 | 5       | 232,318 | 5       | 235,528 | 5       | 232,938                       | 1   | 1   |     |     |     |     |     |     |     | 2   |     |     |     | 5   |
|            | 100~299人     | 1       | 225,800 | 4       | 243,867 | 4       | 249,361 | 4       | 246,047                       |     |     |     |     |     | 1   | 1   | 2   |     |     |     |     |     | 4   |
|            | 300~499人     | 3       | 241,273 | 3       | 250,906 | 3       | 256,937 | 3       | 254,074                       |     | 1   |     |     |     |     |     |     | 1   |     |     | 1   |     | 3   |
| 基本賃金       | 500~999人     | 2       | 235,163 | 3       | 272,607 | 3       | 277,085 | 3       | 273,293                       |     |     |     |     | 1   |     |     |     | 1   |     |     |     | 1   | 3   |
|            | 1000~2999人   | 3       | 268,718 | 5       | 273,345 | 5       | 276,818 | 5       | 273,946                       |     |     |     |     |     |     |     | 2   | 2   | 1   |     |     |     | 5   |
|            | 3000人以上      |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|            | 全規模計         | 100     | 219,978 | 137     | 226,518 | 135     | 232,062 | 139     | 227,929                       | 13  | 3   | 14  | 19  | 23  | 13  | 18  | 16  | 4   | 5   | 3   | 1   | 1   | 139 |
|            | 1~299人       | 78      | 216,855 | 109     | 223,787 | 106     | 228,864 | 110     | 225,279                       | 10  | 8   | 14  | 18  | 21  | 9   | 11  | 8   | 4   | 4   | 1   | 1   | 1   | 110 |
|            | 1~99人        | 56      | 211,895 | 76      | 219,176 | 76      | 224,672 | 76      | 220,743                       | 9   | 2   | 14  | 10  | 15  | 3   | 8   | 5   | 4   | 2   |     |     |     | 76  |
|            | 100~299人     | 22      | 229,478 | 33      | 234,405 | 30      | 239,484 | 34      | 235,420                       | 1   | 1   |     | 8   | 6   | 6   | 3   | 3   |     | 2   | 1   | 1   | 1   | 34  |
| 基準内賃金      | 300~499人     | 11      | 223,290 | 11      | 226,341 | 12      | 231,801 | 12      | 227,643                       | 2   |     |     | 1   | 1   | 2   | 2   | 2   |     |     |     |     | 12  |     |
|            | 500~999人     | 6       | 238,362 | 11      | 240,271 | 11      | 249,021 | 11      | 241,498                       | 1   |     |     |     |     | 2   | 3   | 5   |     |     |     |     | 11  |     |
|            | 1000~2999人   | 4       | 238,833 | 4       | 245,683 | 4       | 253,308 | 4       | 246,533                       |     |     |     |     | 1   |     | 2   |     |     |     | 1   |     | 4   |     |
|            | 3000人以上      | 1       | 241,430 | 2       | 262,365 | 2       | 267,365 | 2       | 263,565                       |     |     |     |     |     |     |     | 1   |     |     |     |     |     | 2   |
|            | 全規模計         | 22      | 245,140 | 31      | 250,476 | 31      | 256,831 | 31      | 252,264                       |     |     | 3   | 1   | 4   | 5   | 3   | 3   | 2   | 5   | 2   | 1   | 2   | 31  |
|            | 1~299人       | 17      | 238,354 | 22      | 241,975 | 22      | 249,409 | 22      | 243,967                       |     |     | 3   | 1   | 4   | 5   | 1   | 1   | 2   | 3   |     | 1   | 1   | 22  |
|            | 1~99人        | 5       | 232,994 | 6       | 235,154 | 6       | 241,121 | 6       | 236,053                       |     |     | 1   |     | 2   | 1   | 1   |     |     | 1   |     |     |     | 6   |
| 不詳         | 100~299人     | 12      | 240,587 | 16      | 244,533 | 16      | 252,517 | 16      | 246,935                       |     |     | 2   | 1   | 2   | 4   |     | 1   | 2   |     |     | 1   | 16  |     |
|            | 300~499人     | 1       | 244,600 | 2       | 259,300 | 2       | 265,300 | 2       | 260,900                       |     |     |     |     |     |     | 1   |     |     | 1   |     |     |     | 2   |
|            | 500~999人     |         |         | 1       | 279,560 | 1       | 282,560 | 1       | 281,560                       |     |     |     |     |     |     |     |     |     |     | 1   |     |     | 1   |
|            | 1000~2999人   | 2       | 289,105 | 4       | 276,072 | 4       | 279,363 | 4       | 277,425                       |     |     |     |     |     |     | 1   | 1   |     | 1   |     |     | 1   | 4   |
|            | 3000人以上      | 2       | 259,125 | 2       | 269,425 | 2       | 272,075 | 2       | 269,925                       |     |     |     |     |     |     |     | 1   |     |     | 1   |     |     | 2   |
|            | 全規模計         | 1       | 230,000 | 2       | 252,917 | 2       | 259,167 | 2       | 255,717                       |     |     |     |     |     |     | 1   |     |     | 1   |     |     |     | 2   |
|            | 1~299人       | 1       | 230,000 | 2       | 252,917 | 2       | 259,167 | 2       | 255,717                       |     |     |     |     |     |     |     |     |     | 1   |     |     |     | 2   |
| 区分計        | 1~99人        | 1       | 230,000 | 1       | 234,000 | 1       | 236,000 | 1       | 234,000                       |     |     |     |     |     | 1   |     |     |     |     |     |     |     | 1   |
|            | 100~299人     |         |         | 1       | 271,834 | 1       | 282,334 | 1       | 277,434                       |     |     |     |     |     |     |     |     |     | 1   |     |     |     | 1   |
|            | 300~499人     |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|            | 500~999人     |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|            | 1000~2999人   |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|            | 3000人以上      |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|            | 全規模計         | 129     | 257,381 | 178     | 263,213 | 176     | 269,321 | 180     | 264,395                       | 23  | 10  | 11  | 18  | 21  | 13  | 22  | 17  | 8   | 10  | 9   | 4   | 10  | 180 |
| 大手労組会議     | 13           | 301,522 | 20      | 306,188 | 20      | 310,806 | 20      | 307,216 |                               |     |     |     |     | 1   |     | 2   | 2   | 3   | 3   | 4   | 2   | 3   | 20  |
| 1~299人     | 92           | 251,462 | 128     | 254,249 | 125     | 260,053 | 129     | 255,559 | 19                            | 14  | 10  | 17  | 16  | 10  | 16  | 9   | 2   | 6   | 3   | 2   | 5   | 129 |     |
| 1~99人      | 58           | 241,047 | 77      | 244,587 | 77      | 250,434 | 77      | 245,910 | 16                            | 8   | 6   | 12  | 9   | 4   | 9   | 5   | 2   | 3   |     | 1   |     | 77  |     |
| 100~299人   | 34           | 269,228 | 51      | 268,836 | 48      | 275,484 | 52      | 269,848 | 3                             | 2   | 4   | 5   | 7   | 6   | 7   | 4   |     | 3   | 3   | 1   | 5   | 52  |     |
| 300~499人   | 14           | 249,788 | 15      | 260,808 | 16      | 266,289 | 16      | 262,089 | 3                             |     | 1   |     | 3   |     | 3   | 2   | 2   |     | 2   |     |     | 16  |     |
| 500~999人   | 10           | 265,059 | 16      | 284,750 | 16      | 293,463 | 16      | 285,625 |                               |     |     | 1   | 1   | 3   | 1   | 5   | 1   | 1   |     |     |     | 16  |     |
| 1000~2999人 | 10           | 301,990 | 15      | 305,663 | 15      | 311,175 | 15      | 306,688 |                               |     |     |     | 1   |     | 2   | 1   | 2   | 2   | 3   | 2   | 2   | 15  |     |
| 3000人以上    | 3            | 300,067 | 4       | 313,733 | 4       | 317,526 | 4       | 315,033 |                               |     |     |     |     |     |     |     | 1   | 1   | 1   |     | 1   | 4   |     |
| 所定内賃金      | 全規模計         | 14      | 276,420 | 19      | 290,888 | 20      | 293,013 | 20      | 289,241                       | 2   | 2   |     |     |     | 2   | 1   |     | 2   | 5   | 3   | 1   | 2   | 20  |
|            | 1~299人       | 7       | 271,780 | 9       | 276,016 | 10      | 276,538 | 10      | 273,283                       | 1   | 2   |     |     |     | 1   | 1   |     | 1   | 3   | 1   |     | 10  |     |
|            | 1~99人        | 4       | 267,700 | 5       | 259,665 | 5       | 262,875 | 5       | 260,285                       | 1   | 1   |     |     |     | 1   |     |     | 1   | 1   |     |     | 5   |     |
|            | 100~299人     | 3       | 277,220 | 4       | 296,455 | 5       | 290,201 | 5       | 286,281                       |     |     | 1   |     |     |     | 1   |     |     | 2   | 1   |     |     | 5   |
|            | 300~499人     | 2       | 240,985 | 2       | 245,771 | 2       | 253,525 | 2       | 250,178                       | 1   |     |     |     |     |     |     |     | 1   |     |     |     |     | 2   |
|            | 500~999人     | 2       | 268,847 | 3       | 321,228 | 3       | 325,833 | 3       | 320,301                       |     |     |     |     |     | 1   |     |     |     | 1   |     |     | 1   | 3   |
|            | 1000~2999人   | 3       | 315,918 | 5       | 317,501 | 5       | 322,066 | 5       | 318,146                       |     |     |     |     |     |     |     |     |     | 1   | 2   | 1   | 1   | 5   |
| 3000人以上    |              |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
| 基本賃金       | 全規模計         | 93      | 248,636 | 126     | 253,086 | 123     | 259,371 | 127     | 254,485                       | 20  | 9   | 9   | 18  | 14  | 9   | 18  | 15  | 5   | 2   | 1   | 3   | 2   | 127 |
|            | 1~299人       | 68      | 244,068 | 97      | 248,501 | 93      | 254,089 | 97      | 249,980                       | 17  | 11  | 8   | 17  | 9   | 7   | 13  | 8   | 1   | 2   |     | 2   | 2   | 97  |
|            | 1~99人        | 48      | 236,388 | 65      | 241,924 | 65      | 247,966 | 65      | 243,361                       | 14  | 8   | 5   | 12  | 5   | 3   | 8   | 5   | 1   | 1   |     | 1   |     | 65  |
|            | 100~299人     | 20      | 262,500 | 32      | 261,860 | 28      | 268,302 | 32      | 263,426                       | 3   | 1   | 3   | 5   | 4   | 4   | 5   | 3   |     | 1   |     | 1   | 2   | 32  |
|            | 300~499人     | 11      | 249,151 | 10      | 253,954 | 11      | 259,777 | 11      | 254,985                       | 2   |     | 1   |     | 3   |     | 3   | 1   |     |     | 1   |     |     | 11  |
|            | 500~999人     | 8       | 264,112 | 12      | 269,025 | 12      | 279,240 | 12      | 270,257                       | 1   |     |     | 1   | 1   | 2   | 1   | 5   | 1   |     |     |     |     | 12  |
|            | 1000~2999人   | 5       | 277,926 | 6       | 287,605 | 6       | 294,855 | 6       | 288,588                       |     |     |     |     | 1   |     | 1   | 1   | 2   |     |     |     | 1   | 6   |
| 3000人以上    | 1            | 283,330 | 1       | 290,830 | 1       | 294,830 | 1       | 292,030 |                               |     |     |     |     |     |     |     |     |     |     |     |     |     | 1   |
| 基準内賃金      | 全規模計         | 21      | 283,770 | 31      | 286,345 | 31      | 292,681 | 31      | 287,944                       | 1   | 1   |     |     | 6   | 2   | 3   | 2   | 1   | 2   | 5   |     | 6   | 31  |
|            | 1~299人       | 16      | 274,086 | 21      | 271,482 | 21      | 278,810 | 21      | 272,965                       | 1   | 3   |     |     | 6   | 2   | 2   | 1   |     | 1   | 2   |     | 3   | 21  |
|            | 1~99人        | 5       | 262,659 | 6       | 259,302 | 6       | 265,869 | 6       | 260,200                       | 1   |     |     |     | 3   |     | 1   |     |     | 1   |     |     |     | 6   |
|            | 100~299人     | 11      | 279,280 | 15      | 276,354 | 15      | 283,986 | 15      | 278,071                       |     | 1   |     |     | 3   | 2   | 1   | 1   |     |     | 2   |     |     | 15  |
|            | 300~499人     | 1       | 274,400 | 3       | 293,678 | 3       | 298,678 | 3       | 296,078                       |     |     |     |     |     |     |     | 1   | 1   |     | 1   |     |     | 3   |
|            | 500~999人     |         |         | 1       | 364,020 | 1       | 367,020 | 1       | 366,020                       |     |     |     |     |     |     |     |     |     |     |     |     | 1   | 1   |
|            | 1000~2999人   | 2       | 341,260 | 3       | 322,137 | 3       | 326,590 | 3       | 323,887                       |     |     |     |     |     |     | 1   |     |     |     | 1   |     | 1   | 3   |
| 300        |              |         |         |         |         |         |         |         |                               |     |     |     |     |     |     |     |     |     |     |     |     |     |     |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20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                                 | 1,551      | 578   | 985   | 431   | 775 | 399 | 702 | 63.5    | 50.0 | 45.3 | 345,449  | 193,202 | 245,568 | 180,785 | 260,230 | 174,823 | 249,838 | 71.1    | 75.3 | 72.3 |      |
| 大手労組会議                              | 48         | 32    | 38    | 30    | 39  | 30  | 39  | 79.2    | 81.3 | 81.3 | 130,676  | 78,320  | 89,607  | 82,596  | 115,039 | 82,596  | 115,039 | 68.6    | 88.0 | 88.0 |      |
| 業<br>種                              | 鉄鋼業        | 121   | 53    | 80    | 39  | 58  | 37  | 56      | 66.1 | 47.9 | 46.3     | 13,045  | 9,323   | 10,846  | 7,908   | 9,349   | 7,652   | 9,093   | 83.1 | 71.7 | 69.7 |
|                                     | 非鉄金属       | 51    | 17    | 35    | 16  | 34  | 14  | 27      | 68.6 | 66.7 | 52.9     | 8,139   | 2,110   | 4,747   | 2,014   | 6,069   | 1,852   | 4,318   | 58.3 | 74.6 | 53.1 |
|                                     | 金属製品       | 248   | 84    | 158   | 58  | 109 | 53  | 95      | 63.7 | 44.0 | 38.3     | 33,468  | 18,741  | 25,280  | 12,707  | 21,477  | 11,961  | 20,109  | 75.5 | 64.2 | 60.1 |
|                                     | 一般機械       | 542   | 206   | 359   | 158 | 305 | 147 | 279     | 66.2 | 56.3 | 51.5     | 140,662 | 75,717  | 96,391  | 70,113  | 114,532 | 67,543  | 110,482 | 68.5 | 81.4 | 78.5 |
|                                     | 電気機械       | 190   | 62    | 112   | 41  | 82  | 38  | 78      | 58.9 | 43.2 | 41.1     | 54,361  | 29,657  | 39,508  | 29,309  | 39,625  | 28,456  | 38,664  | 72.7 | 72.9 | 71.1 |
|                                     | 輸送機械       | 152   | 87    | 112   | 62  | 87  | 60  | 79      | 73.7 | 57.2 | 52.0     | 56,008  | 39,539  | 45,137  | 40,554  | 46,044  | 39,702  | 44,902  | 80.6 | 82.2 | 80.2 |
|                                     | 精密機械       | 69    | 19    | 40    | 18  | 36  | 16  | 34      | 58.0 | 52.2 | 49.3     | 21,955  | 9,580   | 12,635  | 8,706   | 11,874  | 8,561   | 11,729  | 57.5 | 54.1 | 53.4 |
| その他                                 | 177        | 50    | 89    | 39    | 64  | 34  | 54  | 50.3    | 36.2 | 30.5 | 17,809   | 8,535   | 11,024  | 9,474   | 11,260  | 9,096   | 10,541  | 61.9    | 63.2 | 59.2 |      |
| 規<br>模                              | 1～299人     | 1,316 | 433   | 808   | 302 | 600 | 275 | 534     | 61.4 | 45.6 | 40.6     | 103,984 | 45,580  | 74,467  | 33,321  | 60,216  | 29,991  | 53,349  | 71.6 | 57.9 | 51.3 |
|                                     | 1～99人      | 910   | 241   | 504   | 163 | 351 | 152 | 315     | 55.4 | 38.6 | 34.6     | 35,732  | 12,109  | 22,902  | 8,568   | 17,124  | 8,039   | 15,426  | 64.1 | 47.9 | 43.2 |
|                                     | 100～299人   | 406   | 192   | 304   | 139 | 249 | 123 | 219     | 74.9 | 61.3 | 53.9     | 68,252  | 33,471  | 51,565  | 24,753  | 43,092  | 21,952  | 37,923  | 75.6 | 63.1 | 55.6 |
|                                     | 300～499人   | 95    | 52    | 71    | 39  | 62  | 37  | 58      | 74.7 | 65.3 | 61.1     | 36,732  | 19,666  | 26,936  | 14,769  | 23,602  | 14,100  | 22,040  | 73.3 | 64.3 | 60.0 |
|                                     | 500～999人   | 82    | 54    | 62    | 51  | 64  | 48  | 61      | 75.6 | 78.0 | 74.4     | 55,201  | 36,269  | 41,407  | 34,809  | 43,703  | 32,846  | 41,740  | 75.0 | 79.2 | 75.6 |
|                                     | 1000～2999人 | 43    | 31    | 35    | 29  | 35  | 29  | 35      | 81.4 | 81.4 | 81.4     | 68,609  | 49,023  | 55,514  | 47,252  | 55,492  | 47,252  | 55,492  | 80.9 | 80.9 | 80.9 |
| 3000人以上                             | 15         | 8     | 9     | 10    | 14  | 10  | 14  | 60.0    | 93.3 | 93.3 | 80,923   | 42,664  | 47,244  | 50,634  | 77,217  | 50,634  | 77,217  | 58.4    | 95.4 | 95.4 |      |
| 地<br>方<br><br>(事業所<br>へ入<br>ス)      | 北海道        | 9     | 3     | 5     | 2   | 5   | 2   | 5       | 55.6 | 55.6 | 55.6     | 3,092   | 2,529   | 2,589   | 2,434   | 2,589   | 2,434   | 2,589   | 83.7 | 83.7 | 83.7 |
|                                     | 北東北        | 44    | 15    | 26    | 11  | 18  | 10  | 17      | 59.1 | 40.9 | 38.6     | 6,905   | 2,366   | 5,188   | 1,947   | 4,074   | 1,796   | 3,923   | 75.1 | 59.0 | 56.8 |
|                                     | 南東北        | 83    | 35    | 47    | 23  | 37  | 19  | 31      | 56.6 | 44.6 | 37.3     | 10,254  | 6,218   | 7,161   | 4,317   | 6,122   | 3,803   | 5,473   | 69.8 | 59.7 | 53.4 |
|                                     | 北関東        | 177   | 91    | 124   | 62  | 110 | 61  | 105     | 70.1 | 62.1 | 59.3     | 36,855  | 18,877  | 23,494  | 18,995  | 31,412  | 18,941  | 30,969  | 63.7 | 85.2 | 84.0 |
|                                     | 東京千葉       | 153   | 67    | 88    | 52  | 74  | 45  | 63      | 57.5 | 48.4 | 41.2     | 41,643  | 19,231  | 22,945  | 20,487  | 26,431  | 18,696  | 24,281  | 55.1 | 63.5 | 58.3 |
|                                     | 神奈川        | 99    | 42    | 50    | 39  | 53  | 35  | 49      | 50.5 | 53.5 | 49.5     | 26,344  | 13,890  | 15,123  | 15,589  | 19,961  | 15,066  | 19,438  | 57.4 | 75.8 | 73.8 |
|                                     | 新潟         | 80    | 29    | 54    | 23  | 41  | 23  | 38      | 67.5 | 51.3 | 47.5     | 10,808  | 6,966   | 9,527   | 5,653   | 8,399   | 5,653   | 7,914   | 88.1 | 77.7 | 73.2 |
|                                     | 北陸         | 112   | 24    | 74    | 15  | 55  | 14  | 53      | 66.1 | 49.1 | 47.3     | 22,266  | 5,184   | 11,881  | 7,289   | 16,663  | 6,704   | 15,603  | 53.4 | 74.8 | 70.1 |
|                                     | 甲信         | 77    | 9     | 32    | 9   | 28  | 9   | 27      | 41.6 | 36.4 | 35.1     | 13,253  | 3,375   | 8,206   | 3,375   | 8,085   | 3,375   | 8,032   | 61.9 | 61.0 | 60.6 |
|                                     | 静岡         | 84    | 44    | 54    | 37  | 49  | 33  | 43      | 64.3 | 58.3 | 51.2     | 28,892  | 23,900  | 24,661  | 23,164  | 25,082  | 22,604  | 24,464  | 85.4 | 86.8 | 84.7 |
|                                     | 東海         | 192   | 80    | 123   | 60  | 97  | 45  | 75      | 64.1 | 50.5 | 39.1     | 40,469  | 25,610  | 32,953  | 21,575  | 31,001  | 18,508  | 26,993  | 81.4 | 76.6 | 66.7 |
|                                     | 京滋         | 94    | 44    | 64    | 33  | 55  | 30  | 49      | 68.1 | 58.5 | 52.1     | 18,186  | 10,046  | 12,333  | 8,720   | 10,752  | 8,382   | 10,144  | 67.8 | 59.1 | 55.8 |
|                                     | 大阪         | 307   | 128   | 221   | 103 | 166 | 95  | 149     | 72.0 | 54.1 | 48.5     | 45,533  | 31,588  | 37,221  | 31,258  | 36,691  | 29,823  | 34,495  | 81.7 | 80.6 | 75.8 |
|                                     | 山陽         | 129   | 56    | 96    | 47  | 79  | 47  | 75      | 74.4 | 61.2 | 58.1     | 23,233  | 13,733  | 18,654  | 12,705  | 17,910  | 12,705  | 17,442  | 80.3 | 77.1 | 75.1 |
| 山陰                                  | 42         | 14    | 24    | 11    | 22  | 10  | 18  | 57.1    | 52.4 | 42.9 | 4,878    | 2,449   | 3,556   | 2,198   | 3,436   | 2,080   | 3,086   | 72.9    | 70.4 | 63.3 |      |
| 四国                                  | 30         | 13    | 27    | 12    | 23  | 12  | 21  | 90.0    | 76.7 | 70.0 | 4,990    | 2,855   | 4,512   | 2,750   | 4,353   | 2,750   | 4,346   | 90.4    | 87.2 | 87.1 |      |
| 九州・山口                               | 61         | 24    | 41    | 22    | 38  | 21  | 36  | 67.2    | 62.3 | 59.0 | 7,821    | 4,410   | 5,850   | 3,888   | 5,677   | 3,714   | 5,367   | 74.8    | 72.6 | 68.6 |      |
| 地方計                                 | 1,775      | 719   | 1,151 | 562   | 951 | 512 | 855 | 64.8    | 53.6 | 48.2 | 345,449  | 193,238 | 245,865 | 186,355 | 258,649 | 177,045 | 244,570 | 71.2    | 74.9 | 70.8 |      |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20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                                 | 39.5        | 14.5 | 264,202 | 646,504 | 2.40    | 601,956 | 2.18    | 606,619 | 2.20    | 9,288   | -0.00   | 15,067  | 0.04    | 39.2        | 15.3 | 289,824 | 769,134 | 2.57    | 756,333 | 2.48    | 760,570 | 2.50    | -5,631  | -0.01   | -4,235  | 0.00    |       |
| 大手労組会議                              | 39.6        | 15.8 | 307,823 | 809,159 | 2.60    | 796,860 | 2.56    | 796,860 | 2.56    | -11,699 | -0.01   | -21,494 | -0.02   | 39.5        | 15.6 | 308,615 | 861,817 | 2.67    | 866,374 | 2.68    | 866,374 | 2.68    | -25,394 | -0.04   | -26,035 | -0.04   |       |
| 業種                                  | 鉄鋼業         | 39.5 | 14.1    | 249,424 | 615,641 | 2.40    | 558,858 | 2.19    | 557,017 | 2.20    | 17,278  | -0.02   | 25,751  | 0.08        | 38.8 | 14.5    | 267,991 | 638,436 | 2.53    | 598,155 | 2.34    | 597,889 | 2.34    | 6,301   | 0.04    | 6,891   | 0.07  |
|                                     | 非鉄金属        | 40.2 | 14.9    | 254,902 | 572,465 | 2.29    | 565,528 | 2.09    | 543,369 | 2.12    | -446    | -0.09   | -19,721 | -0.15       | 39.2 | 15.5    | 248,543 | 590,478 | 2.46    | 545,313 | 2.07    | 512,365 | 2.05    | -8,081  | -0.08   | -8,592  | -0.11 |
|                                     | 金属製品        | 39.2 | 14.0    | 255,417 | 602,597 | 2.34    | 544,944 | 2.07    | 550,297 | 2.09    | 4,795   | -0.02   | 12,701  | -0.01       | 39.1 | 15.1    | 263,899 | 655,863 | 2.47    | 639,201 | 2.34    | 642,147 | 2.37    | 20,724  | 0.06    | 17,229  | 0.04  |
|                                     | 一般機械        | 38.8 | 13.9    | 265,587 | 676,519 | 2.49    | 622,948 | 2.21    | 631,268 | 2.23    | 6,959   | -0.01   | 11,861  | 0.05        | 38.4 | 14.4    | 292,148 | 809,008 | 2.62    | 772,153 | 2.48    | 776,073 | 2.50    | -19,812 | -0.06   | -16,085 | -0.02 |
|                                     | 電気機械        | 40.6 | 16.0    | 267,861 | 640,931 | 2.32    | 626,140 | 2.15    | 617,195 | 2.14    | 21,307  | 0.04    | 22,754  | 0.05        | 40.7 | 17.1    | 304,139 | 818,546 | 2.59    | 878,676 | 2.71    | 881,768 | 2.72    | -6,626  | 0.00    | -2,556  | 0.02  |
|                                     | 輸送機械        | 39.1 | 14.8    | 273,706 | 683,862 | 2.46    | 600,357 | 2.17    | 615,525 | 2.19    | 10,534  | 0.02    | 11,340  | 0.00        | 39.4 | 15.7    | 298,890 | 777,120 | 2.61    | 730,713 | 2.49    | 735,551 | 2.50    | 10,193  | 0.02    | 7,656   | -0.01 |
|                                     | 精密機械        | 40.5 | 16.4    | 272,456 | 689,757 | 2.54    | 688,973 | 2.46    | 707,337 | 2.51    | 6,954   | 0.03    | 40,065  | 0.13        | 40.3 | 16.4    | 293,360 | 713,824 | 2.39    | 708,518 | 2.35    | 709,739 | 2.35    | 2,109   | -0.01   | 17,139  | 0.03  |
| その他                                 | 41.4        | 14.8 | 268,889 | 596,211 | 2.22    | 562,901 | 2.15    | 557,063 | 2.16    | 10,161  | 0.01    | 23,035  | 0.07    | 40.3        | 14.9 | 268,304 | 628,176 | 2.36    | 619,639 | 2.29    | 616,866 | 2.31    | 5,178   | -0.01   | 10,743  | 0.03    |       |
| 規模                                  | 1～299人      | 39.6 | 14.2    | 256,882 | 621,910 | 2.37    | 566,073 | 2.10    | 569,298 | 2.11    | 11,874  | 0.00    | 19,578  | 0.04        | 38.9 | 14.3    | 261,469 | 655,974 | 2.43    | 603,972 | 2.18    | 601,820 | 2.20    | 12,722  | 0.00    | 20,044  | 0.05  |
|                                     | 1～99人       | 40.0 | 14.0    | 249,608 | 590,417 | 2.32    | 531,640 | 2.02    | 539,661 | 2.03    | 8,676   | 0.00    | 23,439  | 0.05        | 39.2 | 13.8    | 245,598 | 600,110 | 2.36    | 549,179 | 2.08    | 556,796 | 2.09    | 4,758   | 0.00    | 29,328  | 0.06  |
|                                     | 100～299人    | 38.9 | 14.5    | 266,917 | 669,295 | 2.44    | 616,399 | 2.20    | 612,599 | 2.22    | 16,423  | -0.00   | 14,102  | 0.04        | 38.8 | 14.5    | 267,522 | 679,430 | 2.46    | 626,722 | 2.22    | 620,414 | 2.24    | 15,808  | 0.00    | 16,373  | 0.04  |
|                                     | 300～499人    | 39.6 | 16.1    | 273,632 | 710,615 | 2.53    | 689,975 | 2.44    | 691,907 | 2.44    | -14,712 | -0.06   | -5,376  | 0.02        | 39.6 | 16.1    | 271,234 | 715,105 | 2.53    | 694,875 | 2.45    | 699,568 | 2.45    | -12,448 | -0.05   | -1,815  | 0.02  |
|                                     | 500～999人    | 39.0 | 15.5    | 291,713 | 727,904 | 2.55    | 678,533 | 2.37    | 681,543 | 2.38    | 18,122  | 0.04    | 15,830  | 0.01        | 38.9 | 15.5    | 293,449 | 732,699 | 2.54    | 690,352 | 2.39    | 693,175 | 2.40    | 18,714  | 0.04    | 15,586  | 0.01  |
|                                     | 1000～2999人  | 39.1 | 15.3    | 299,755 | 791,907 | 2.64    | 767,091 | 2.56    | 767,091 | 2.56    | 1,205   | 0.01    | -3,331  | 0.02        | 39.2 | 15.3    | 299,774 | 799,439 | 2.66    | 782,269 | 2.59    | 782,269 | 2.59    | -11,813 | -0.01   | -12,776 | 0.02  |
| 3000人以上                             | 39.9        | 16.3 | 314,435 | 879,109 | 2.69    | 905,162 | 2.80    | 905,162 | 2.80    | -39,061 | -0.10   | -35,912 | -0.11   | 39.5        | 15.7 | 312,491 | 912,615 | 2.73    | 924,345 | 2.81    | 924,345 | 2.81    | -32,417 | -0.07   | -27,769 | -0.08   |       |
| （事業所へ入る）                            | 北海道         | 37.9 | 11.1    | 250,740 | 600,000 | 2.56    | 480,000 | 2.32    | 480,000 | 2.32    | -4,552  | -0.03   | -0.10   | 36.3        | 10.1 | 261,261 | 600,000 | 2.86    | 480,000 | 2.52    | 480,000 | 2.52    | -4,552  | 0.22    |         | 0.08    |       |
|                                     | 北東北         | 39.9 | 17.7    | 227,289 | 488,659 | 2.21    | 495,454 | 2.07    | 495,454 | 2.06    | -4,842  | 0.00    | -9,827  | -0.01       | 40.9 | 18.5    | 259,048 | 621,089 | 2.33    | 656,423 | 2.28    | 656,423 | 2.28    | -21,090 | -0.02   | -33,139 | -0.06 |
|                                     | 南東北         | 39.8 | 16.0    | 245,178 | 609,166 | 2.49    | 550,466 | 2.19    | 536,151 | 2.20    | 12,478  | 0.08    | -2,294  | -0.01       | 40.3 | 17.2    | 264,627 | 681,502 | 2.54    | 661,736 | 2.39    | 649,759 | 2.38    | 771     | 0.00    | -745    | -0.00 |
|                                     | 北関東         | 39.7 | 15.1    | 289,335 | 695,251 | 2.44    | 655,738 | 2.23    | 658,905 | 2.25    | -12,695 | -0.01   | 9,139   | 0.02        | 39.5 | 15.2    | 299,909 | 772,447 | 2.60    | 764,178 | 2.50    | 766,189 | 2.51    | -8,529  | -0.01   | 9,934   | 0.03  |
|                                     | 東京千葉        | 40.4 | 15.7    | 299,582 | 737,276 | 2.44    | 741,477 | 2.39    | 733,584 | 2.39    | 1,236   | 0.00    | 4,899   | 0.03        | 40.6 | 16.5    | 326,547 | 861,985 | 2.59    | 939,099 | 2.80    | 942,519 | 2.80    | 5,050   | 0.03    | 4,470   | 0.03  |
|                                     | 神奈川         | 39.9 | 15.7    | 296,137 | 771,947 | 2.55    | 776,390 | 2.49    | 776,984 | 2.50    | 26,278  | -0.01   | 55,276  | 0.08        | 40.2 | 16.4    | 304,380 | 794,933 | 2.63    | 802,358 | 2.58    | 803,328 | 2.59    | 4,342   | 0.01    | 16,990  | 0.03  |
|                                     | 新潟          | 39.1 | 15.5    | 250,118 | 589,597 | 2.28    | 516,097 | 1.93    | 528,705 | 1.95    | 9,429   | -0.01   | 10,069  | 0.08        | 39.1 | 15.8    | 266,637 | 631,870 | 2.35    | 567,172 | 2.04    | 574,151 | 2.07    | 23,518  | -0.04   | -2,933  | 0.03  |
|                                     | 北陸          | 39.3 | 13.7    | 240,721 | 573,640 | 2.38    | 544,809 | 2.17    | 546,860 | 2.17    | 9,599   | 0.03    | 4,181   | 0.01        | 38.5 | 14.7    | 261,157 | 633,765 | 2.49    | 676,009 | 2.31    | 691,896 | 2.34    | -15,115 | -0.06   | -2,846  | -0.03 |
|                                     | 甲信          | 39.5 | 15.2    | 286,328 | 707,848 | 2.43    | 674,965 | 2.29    | 675,180 | 2.29    | -164    | -0.03   | -12,149 | -0.06       | 39.9 | 15.9    | 295,962 | 760,614 | 2.56    | 710,640 | 2.38    | 710,921 | 2.38    | -3,199  | -0.04   | -23,256 | -0.11 |
|                                     | 静岡          | 39.6 | 15.7    | 289,314 | 749,521 | 2.54    | 697,533 | 2.35    | 710,288 | 2.38    | 31,143  | 0.05    | 28,007  | 0.04        | 39.4 | 16.3    | 305,412 | 841,567 | 2.70    | 800,882 | 2.56    | 803,215 | 2.57    | 17,982  | 0.04    | -2,229  | -0.00 |
|                                     | 東海          | 38.7 | 14.2    | 282,440 | 695,793 | 2.41    | 714,025 | 2.33    | 712,385 | 2.33    | -27,916 | -0.06   | -34,277 | -0.02       | 38.3 | 14.6    | 289,744 | 732,234 | 2.52    | 697,732 | 2.44    | 692,751 | 2.45    | -74,009 | -0.15   | -87,003 | -0.10 |
|                                     | 京滋          | 39.6 | 13.8    | 279,216 | 718,656 | 2.44    | 658,785 | 2.32    | 651,231 | 2.28    | 20,308  | -0.06   | 24,153  | 0.05        | 39.4 | 14.8    | 302,106 | 833,025 | 2.66    | 789,245 | 2.58    | 787,299 | 2.58    | 14,594  | -0.00   | 10,993  | 0.05  |
|                                     | 大阪          | 39.5 | 14.0    | 280,539 | 698,795 | 2.47    | 650,882 | 2.25    | 664,188 | 2.29    | 4,589   | 0.00    | 9,106   | 0.03        | 38.3 | 14.1    | 299,460 | 833,418 | 2.64    | 820,877 | 2.56    | 828,568 | 2.59    | -4,881  | 0.01    | 5,880   | 0.03  |
|                                     | 山陽          | 38.5 | 13.8    | 264,160 | 677,171 | 2.50    | 649,956 | 2.30    | 659,999 | 2.35    | 6,007   | 0.01    | 7,857   | 0.05        | 37.9 | 13.9    | 277,407 | 759,774 | 2.62    | 733,480 | 2.50    | 737,968 | 2.53    | 7,977   | 0.01    | 14,538  | 0.05  |
| 山陰                                  | 39.4        | 13.8 | 228,979 | 484,965 | 2.11    | 426,475 | 1.89    | 440,548 | 1.84    | -21,950 | -0.02   | 26,276  | 0.14    | 38.3        | 14.2 | 229,868 | 484,239 | 2.13    | 423,610 | 1.88    | 424,154 | 1.84    | -36,036 | -0.08   | 22,586  | 0.07    |       |
| 四国                                  | 40.2        | 14.1 | 250,054 | 609,314 | 2.43    | 512,640 | 2.01    | 528,129 | 2.06    | 6,978   | 0.01    | 2,790   | 0.02    | 39.0        | 14.3 | 283,144 | 710,936 | 2.53    | 635,413 | 2.24    | 635,861 | 2.24    | 9,269   | 0.01    | 22,954  | 0.08    |       |
| 九州・山口                               | 39.0        | 15.1 | 264,214 | 638,314 | 2.34    | 610,525 | 2.11    | 610,525 | 2.12    | 7,551   |         | 18,270  | -0.02   | 38.1        | 14.9 | 268,337 | 670,968 | 2.39    | 658,371 | 2.20    | 658,371 | 2.21    | 449     | 0.02    | 3,428   | 0.00    |       |
| 地方計                                 | 39.5        | 14.7 | 271,753 | 671,299 | 2.43    | 641,683 | 2.25    | 644,535 | 2.27    | 4,231   | -0.00   | 8,903   | 0.02    | 39.2        | 15.3 | 290,212 | 768,985 | 2.58    | 764,157 | 2.49    | 766,744 | 2.51    | -6,349  | -0.02   | -2,897  | 0.01    |       |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日 | 一時金：年間：単純平均 |      |         |           |           |           |           |           |           |         |          |         |          | 一時金：年間：加重平均 |      |         |           |           |           |           |           |           |         |         |          |          |       |      |    |    |    |    |
|-------------------------------------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|----------|---------|----------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|---------|----------|----------|-------|------|----|----|----|----|
|                                     | 基礎数値        |      |         |           | 要求        |           | 回答・妥結     |           | 妥結        |         | 同一単組前年比較 |         |          |             | 基礎数値 |         |           |           | 要求        |           | 回答・妥結     |           | 妥結      |         | 同一単組前年比較 |          |       |      |    |    |    |    |
|                                     | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数       | 金額      | 月数       | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数      | 金額       | 月数       | 金額    | 月数   | 金額 | 月数 | 金額 | 月数 |
|                                     | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数       | 金額      | 月数       | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数      | 金額       | 月数       | 金額    | 月数   | 金額 | 月数 | 金額 | 月数 |
| 全体計                                 | 39.5        | 14.5 | 264,202 | 1,346,285 | 4.89      | 1,258,112 | 4.49      | 1,252,370 | 4.49      | 20,584  | 0.01     | 21,543  | 0.04     | 39.2        | 15.3 | 289,824 | 1,597,713 | 5.22      | 1,574,173 | 5.05      | 1,578,125 | 5.07      | -2,096  | 0.02    | -3,609   | -0.01    |       |      |    |    |    |    |
| 大手労組会議                              | 39.6        | 15.8 | 307,823 | 1,649,568 | 5.23      | 1,611,230 | 5.08      | 1,611,230 | 5.08      | -4,851  | 0.04     | -20,654 | -0.04    | 39.5        | 15.6 | 308,615 | 1,762,929 | 5.40      | 1,740,264 | 5.32      | 1,740,264 | 5.32      | -32,047 | -0.01   | -31,285  | -0.07    |       |      |    |    |    |    |
| 業種                                  | 鉄鋼業         | 39.5 | 14.1    | 249,424   | 1,270,264 | 4.85      | 1,199,707 | 4.49      | 1,200,083 | 4.50    | 13,134   | -0.01   | 12,000   | 0.10        | 38.8 | 14.5    | 267,991   | 1,306,367 | 5.10      | 1,254,880 | 4.70      | 1,257,925 | 4.70    | -6,195  | 0.13     | -23,168  | 0.07  |      |    |    |    |    |
|                                     | 非鉄金属        | 40.2 | 14.9    | 254,902   | 1,218,413 | 4.81      | 1,210,139 | 4.33      | 1,185,102 | 4.49    | 18,857   | 0.01    | -1,771   | -0.06       | 39.2 | 15.5    | 248,543   | 1,178,785 | 5.01      | 1,266,633 | 4.63      | 1,243,521 | 4.71    | 26,553  | 0.02     | -31,085  | -0.17 |      |    |    |    |    |
|                                     | 金属製品        | 39.2 | 14.0    | 255,417   | 1,266,660 | 4.71      | 1,114,468 | 4.23      | 1,096,115 | 4.22    | 29,479   | 0.01    | 33,747   | -0.03       | 39.1 | 15.1    | 263,899   | 1,328,512 | 4.98      | 1,252,907 | 4.71      | 1,246,012 | 4.74    | 35,874  | 0.14     | 17,107   | 0.01  |      |    |    |    |    |
|                                     | 一般機械        | 38.8 | 13.9    | 265,587   | 1,404,979 | 5.04      | 1,280,309 | 4.59      | 1,273,159 | 4.58    | 25,792   | -0.00   | 10,829   | 0.00        | 38.4 | 14.4    | 292,148   | 1,683,436 | 5.30      | 1,610,516 | 5.06      | 1,612,132 | 5.08    | -27,313 | -0.06    | -26,060  | -0.09 |      |    |    |    |    |
|                                     | 電気機械        | 40.6 | 16.0    | 267,861   | 1,346,278 | 4.78      | 1,433,798 | 4.46      | 1,417,362 | 4.41    | 9,324    | 0.08    | 41,867   | 0.14        | 40.7 | 17.1    | 304,139   | 1,723,390 | 5.42      | 1,789,101 | 5.45      | 1,796,582 | 5.46    | 19,030  | 0.09     | 14,386   | 0.06  |      |    |    |    |    |
|                                     | 輸送機械        | 39.1 | 14.8    | 273,706   | 1,380,260 | 5.03      | 1,274,981 | 4.53      | 1,280,337 | 4.55    | 16,952   | 0.02    | 50,524   | 0.08        | 39.4 | 15.7    | 298,890   | 1,600,903 | 5.30      | 1,527,014 | 5.11      | 1,537,030 | 5.14    | 20,852  | 0.04     | 20,803   | 0.01  |      |    |    |    |    |
|                                     | 精密機械        | 40.5 | 16.4    | 272,456   | 1,422,833 | 4.81      | 1,333,957 | 4.49      | 1,409,871 | 4.67    | -1,015   | 0.03    | 15,678   | 0.08        | 40.3 | 16.4    | 293,360   | 1,441,209 | 4.68      | 1,453,460 | 4.69      | 1,457,001 | 4.71    | 2,316   | -0.00    | 40,306   | 0.08  |      |    |    |    |    |
|                                     | その他         | 41.4 | 14.8    | 268,889   | 1,248,277 | 4.58      | 1,176,470 | 4.48      | 1,148,178 | 4.42    | 14,033   | -0.05   | 7,098    | 0.05        | 40.3 | 14.9    | 268,304   | 1,298,119 | 4.85      | 1,271,600 | 4.68      | 1,265,894 | 4.68    | 2,420   | -0.03    | 2,221    | 0.00  |      |    |    |    |    |
| 規模                                  | 1～299人      | 39.6 | 14.2    | 256,882   | 1,270,389 | 4.78      | 1,143,399 | 4.25      | 1,128,825 | 4.24    | 22,180   | -0.01   | 23,406   | 0.05        | 38.9 | 14.3    | 261,469   | 1,320,626 | 4.86      | 1,208,398 | 4.39      | 1,187,189 | 4.38    | 17,703  | -0.01    | 25,992   | 0.06  |      |    |    |    |    |
|                                     | 1～99人       | 40.0 | 14.0    | 249,608   | 1,220,870 | 4.73      | 1,070,207 | 4.14      | 1,065,431 | 4.12    | 30,064   | 0.01    | 29,670   | 0.06        | 39.2 | 13.8    | 245,598   | 1,243,543 | 4.82      | 1,092,637 | 4.21      | 1,087,481 | 4.20    | 26,935  | 0.01     | 33,408   | 0.07  |      |    |    |    |    |
|                                     | 100～299人    | 38.9 | 14.5    | 266,917   | 1,324,131 | 4.84      | 1,230,052 | 4.39      | 1,209,287 | 4.39    | 14,226   | -0.03   | 16,170   | 0.04        | 38.8 | 14.5    | 267,522   | 1,346,379 | 4.87      | 1,248,784 | 4.45      | 1,224,530 | 4.45    | 14,976  | -0.02    | 23,511   | 0.06  |      |    |    |    |    |
|                                     | 300～499人    | 39.6 | 16.1    | 273,632   | 1,554,825 | 5.21      | 1,540,969 | 5.12      | 1,536,892 | 5.12    | -12,962  | 0.01    | 26,425   | 0.05        | 39.6 | 16.1    | 271,234   | 1,566,148 | 5.21      | 1,550,855 | 5.13      | 1,547,929 | 5.13    | -10,260 | 0.02     | 33,460   | 0.06  |      |    |    |    |    |
|                                     | 500～999人    | 39.0 | 15.5    | 291,713   | 1,450,619 | 5.09      | 1,378,629 | 4.78      | 1,387,055 | 4.81    | 47,803   | 0.10    | 35,658   | 0.04        | 38.9 | 15.5    | 293,449   | 1,466,309 | 5.08      | 1,411,806 | 4.85      | 1,419,876 | 4.89    | 49,826  | 0.10     | 36,538   | 0.05  |      |    |    |    |    |
|                                     | 1000～2999人  | 39.1 | 15.3    | 299,755   | 1,614,615 | 5.39      | 1,550,089 | 5.10      | 1,550,089 | 5.10    | 30,031   | 0.10    | 16,505   | 0.02        | 39.2 | 15.3    | 299,774   | 1,644,272 | 5.43      | 1,589,965 | 5.18      | 1,589,965 | 5.18    | 18,527  | 0.08     | 11,131   | 0.03  |      |    |    |    |    |
| 3000人以上                             | 39.9        | 16.3 | 314,435 | 1,776,528 | 5.44      | 1,771,502 | 5.49      | 1,771,502 | 5.49      | -70,791 | -0.18    | -66,854 | -0.20    | 39.5        | 15.7 | 312,491 | 1,850,109 | 5.52      | 1,827,603 | 5.53      | 1,827,603 | 5.53      | -57,093 | -0.11   | -49,239  | -0.15    |       |      |    |    |    |    |
| （事業所へ入る）                            | 北海道         | 37.9 | 11.1    | 250,740   | 1,200,000 | 5.47      |           | 5.10      |           | 5.10    | -9,103   | 0.17    |          | 0.12        | 36.3 | 10.1    | 261,261   | 1,200,000 | 5.76      |           | 5.10      |           | 5.10    | -9,103  | 0.47     |          |       | 0.20 |    |    |    |    |
|                                     | 北東北         | 39.9 | 17.7    | 227,289   | 1,057,844 | 4.59      | 881,934   | 4.00      | 881,934   | 3.95    | -11,665  | 0.04    | -23,648  | 0.02        | 40.9 | 18.5    | 259,048   | 1,137,698 | 4.65      | 994,509   | 4.24      | 994,509   | 4.22    | 2,515   | 0.05     | 2,959    | 0.02  |      |    |    |    |    |
|                                     | 南東北         | 39.8 | 16.0    | 245,178   | 1,253,164 | 4.98      | 1,118,474 | 4.35      | 1,106,840 | 4.37    | -26,940  | -0.06   | -29,966  | -0.04       | 40.3 | 17.2    | 264,627   | 1,419,048 | 5.17      | 1,408,875 | 4.93      | 1,394,710 | 4.92    | -40,098 | -0.14    | -21,644  | -0.07 |      |    |    |    |    |
|                                     | 北関東         | 39.7 | 15.1    | 289,335   | 1,427,714 | 4.91      | 1,458,254 | 4.60      | 1,458,254 | 4.65    | -16,339  | -0.03   | 5,142    | -0.01       | 39.5 | 15.2    | 299,909   | 1,623,331 | 5.28      | 1,624,090 | 5.12      | 1,624,090 | 5.13    | -28,892 | -0.01    | 683      | -0.02 |      |    |    |    |    |
|                                     | 東京千葉        | 40.4 | 15.7    | 299,582   | 1,542,672 | 5.06      | 1,539,940 | 4.93      | 1,521,088 | 4.90    | 908      | 0.03    | 8,989    | 0.07        | 40.6 | 16.5    | 326,547   | 1,768,478 | 5.32      | 1,867,769 | 5.49      | 1,868,316 | 5.47    | 31,342  | 0.12     | 29,149   | 0.07  |      |    |    |    |    |
|                                     | 神奈川         | 39.9 | 15.7    | 296,137   | 1,586,505 | 5.17      | 1,555,381 | 4.96      | 1,557,087 | 4.98    | 62,528   | 0.08    | 67,234   | 0.11        | 40.2 | 16.4    | 304,380   | 1,625,921 | 5.36      | 1,635,633 | 5.25      | 1,638,556 | 5.27    | 24,571  | 0.07     | 39,960   | 0.11  |      |    |    |    |    |
|                                     | 新潟          | 39.1 | 15.5    | 250,118   | 1,216,604 | 4.41      | 1,004,073 | 3.66      | 1,004,073 | 3.66    | 58,377   | 0.12    | 1,316    | -0.03       | 39.1 | 15.8    | 266,637   | 1,272,649 | 4.54      | 1,106,344 | 4.03      | 1,106,344 | 4.03    | 91,036  | 0.21     | -11,068  | -0.05 |      |    |    |    |    |
|                                     | 北陸          | 39.3 | 13.7    | 240,721   | 1,229,603 | 5.01      | 1,219,058 | 4.64      | 1,231,134 | 4.68    | -2,955   | -0.09   | -20,620  | -0.15       | 38.5 | 14.7    | 261,157   | 1,344,102 | 5.12      | 1,552,612 | 5.02      | 1,596,471 | 5.15    | -85,462 | -0.32    | -22,185  | -0.18 |      |    |    |    |    |
|                                     | 甲信          | 39.5 | 15.2    | 286,328   | 1,441,240 | 4.82      | 1,330,072 | 4.38      | 1,330,072 | 4.38    | -61,284  | -0.28   | -114,617 | -0.46       | 39.9 | 15.9    | 295,962   | 1,490,805 | 5.01      | 1,375,032 | 4.62      | 1,375,032 | 4.62    | -33,376 | -0.20    | -87,843  | -0.42 |      |    |    |    |    |
|                                     | 静岡          | 39.6 | 15.7    | 289,314   | 1,461,800 | 5.04      | 1,384,926 | 4.66      | 1,384,754 | 4.67    | 17,325   | 0.06    | 30,280   | 0.01        | 39.4 | 16.3    | 305,412   | 1,681,883 | 5.39      | 1,607,445 | 5.13      | 1,609,731 | 5.15    | 24,227  | 0.06     | -6,536   | -0.01 |      |    |    |    |    |
|                                     | 東海          | 38.7 | 14.2    | 282,440   | 1,445,504 | 4.96      | 1,433,513 | 4.83      | 1,414,742 | 4.89    | -24,998  | -0.04   | -3,076   | -0.00       | 38.3 | 14.6    | 289,744   | 1,505,797 | 5.18      | 1,454,275 | 4.96      | 1,442,676 | 4.99    | -85,960 | -0.16    | -107,653 | -0.24 |      |    |    |    |    |
|                                     | 京滋          | 39.6 | 13.8    | 279,216   | 1,444,521 | 4.79      | 1,330,762 | 4.52      | 1,301,606 | 4.42    | 42,849   | 0.01    | 39,683   | 0.06        | 39.4 | 14.8    | 302,106   | 1,713,762 | 5.34      | 1,628,372 | 5.15      | 1,618,305 | 5.13    | 28,515  | 0.05     | 8,806    | 0.02  |      |    |    |    |    |
|                                     | 大阪          | 39.5 | 14.0    | 280,539   | 1,432,915 | 5.00      | 1,379,507 | 4.70      | 1,388,915 | 4.76    | -1,108   | -0.00   | -7,432   | -0.01       | 38.3 | 14.1    | 299,460   | 1,700,970 | 5.34      | 1,689,219 | 5.23      | 1,699,223 | 5.28    | -15,750 | 0.03     | 6,501    | 0.04  |      |    |    |    |    |
|                                     | 山陽          | 38.5 | 13.8    | 264,160   | 1,437,281 | 5.16      | 1,398,655 | 4.92      | 1,398,655 | 4.92    | 23,838   | 0.05    | 2,508    | 0.02        | 37.9 | 13.9    | 277,407   | 1,592,996 | 5.38      | 1,564,935 | 5.24      | 1,564,935 | 5.24    | 31,711  | 0.11     | 17,742   | 0.05  |      |    |    |    |    |
| 山陰                                  | 39.4        | 13.8 | 228,979 | 1,085,718 | 4.62      | 1,072,707 | 4.05      | 1,079,249 | 4.04      | 31,750  | 0.10     | 57,636  | 0.26     | 38.3        | 14.2 | 229,868 | 1,111,872 | 4.73      | 1,001,252 | 4.11      | 997,511   | 4.11      | 27,904  | 0.03    | 36,451   | 0.15     |       |      |    |    |    |    |
| 四国                                  | 40.2        | 14.1 | 250,054 | 1,326,005 | 5.27      | 1,109,493 | 4.43      | 1,109,493 | 4.43      | 21,005  | 0.03     | 37,702  | 0.10     | 39.0        | 14.3 | 283,144 | 1,353,095 | 5.02      | 1,115,609 | 4.16      | 1,115,609 | 4.16      | 43,588  | 0.12    | 77,078   | 0.24     |       |      |    |    |    |    |
| 九州・山口                               | 39.0        | 15.1 | 264,214 | 1,293,987 | 4.65      | 1,230,387 | 4.19      | 1,230,387 | 4.20      | 46,276  | 0.07     | 61,427  | 0.04     | 38.1        | 14.9 | 268,337 | 1,355,899 | 4.87      | 1,343,371 | 4.63      | 1,343,371 | 4.65      | 14,008  | 0.08    | 24,437   | 0.03     |       |      |    |    |    |    |
| 地方計                                 | 39.5        | 14.7 | 271,753 | 1,407,386 | 4.96      | 1,355,890 | 4.64      | 1,350,931 | 4.65      | 7,605   | 0.01     | 7,017   | 0.01     | 39.2        | 15.3 | 290,212 | 1,596,266 | 5.25      | 1,591,793 | 5.08      | 1,593,196 | 5.10      | -3,489  | 0.02    | 324      | -0.01    |       |      |    |    |    |    |

| 企業内最低<br>賃金協定<br>2019情報No.19<br>6月20日 | 総合状況          |                |               |                 |               | 18歳以上対象協定 |               |                 |               |     |         |         |       |       |       |       |         |         |       |       |       |        |     |     |          |     |  |
|---------------------------------------|---------------|----------------|---------------|-----------------|---------------|-----------|---------------|-----------------|---------------|-----|---------|---------|-------|-------|-------|-------|---------|---------|-------|-------|-------|--------|-----|-----|----------|-----|--|
|                                       | 所属<br>単組<br>数 | 最賃<br>現行<br>あり | 要求<br>単組<br>数 | 新規<br>要求<br>単組数 | 回答<br>単組<br>数 | 現行<br>あり  | 要求<br>単組<br>数 | 新規<br>要求<br>単組数 | 回答<br>単組<br>数 | 要求  |         |         |       |       |       | 回答    |         |         |       |       |       | 産別最賃申請 |     |     |          |     |  |
|                                       |               |                |               |                 |               |           |               |                 |               | 月額  |         | 日額      |       | 時間額   |       | 月額    |         | 日額      |       | 時間額   |       | 協定あり   |     |     | 協定な<br>し |     |  |
|                                       |               |                |               |                 |               |           |               |                 |               | 数   | 単純平均    | 数       | 同     | 数     | 同     | 数     | 単純平均    | 数       | 同     | 数     | 同     | 数      | 無し  | 可能  |          |     |  |
| 全体計                                   | 1,551         | 272            | 167           | 39              | 120           | 167       | 113           | 18              | 74            | 85  | 166,473 | 19      | 8,134 | 47    | 1,003 | 55    | 165,218 | 11      | 7,993 | 32    | 986   | 99     | 179 | 13  | 151      |     |  |
| 大手労組会議                                | 48            | 36             | 22            | 1               | 17            | 21        | 11            | 1               | 10            | 9   | 166,024 | 1       | 7,750 | 4     | 1,048 | 8     | 166,181 | 2       | 7,807 | 5     | 1,013 | 14     | 10  | 2   | 7        |     |  |
| 業種                                    | 鉄鋼業           | 121            | 9             | 5               | 2             | 3         | 7             | 5               | 3             | 3   | 166,200 | 2       | 8,075 | 3     | 1,011 | 3     | 166,200 |         |       |       |       | 6      | 11  |     | 10       |     |  |
|                                       | 非鉄金属          | 51             | 11            | 3               |               | 2         | 5             |                 |               |     |         |         |       |       |       |       |         |         |       |       |       | 3      | 4   |     | 4        |     |  |
|                                       | 金属製品          | 248            | 35            | 21              | 5             | 9         | 23            | 18              | 4             | 8   | 15      | 165,613 | 2     | 8,183 | 6     | 1,011 | 8       | 164,637 | 2     | 7,735 | 4     | 1,027  | 14  | 26  | 1        | 18  |  |
|                                       | 一般機械          | 542            | 113           | 71              | 20            | 60        | 66            | 42              | 9             | 30  | 30      | 165,216 | 5     | 8,157 | 20    | 997   | 20      | 164,876 | 5     | 7,928 | 15    | 987    | 37  | 69  | 5        | 51  |  |
|                                       | 電気機械          | 190            | 29            | 19              | 5             | 14        | 20            | 13              | 1             | 10  | 8       | 162,131 | 6     | 7,984 | 7     | 995   | 6       | 161,872 | 2     | 7,788 | 5     | 941    | 16  | 11  | 1        | 27  |  |
|                                       | 輸送機械          | 152            | 47            | 31              | 2             | 23        | 33            | 24              | 1             | 19  | 20      | 167,706 | 2     | 8,138 | 7     | 1,011 | 16      | 165,959 | 1     | 8,029 | 5     | 991    | 17  | 26  | 4        | 15  |  |
|                                       | 精密機械          | 69             | 16            | 12              | 4             | 8         | 7             | 7               | 2             | 3   | 5       | 179,960 | 1     | 9,210 | 3     | 1,008 | 1       | 184,200 | 1     | 9,210 | 3     | 996    | 4   | 11  | 1        | 7   |  |
|                                       | その他           | 177            | 12            | 5               | 1             | 1         | 6             | 4               | 1             | 1   | 4       | 165,000 | 1     | 7,860 | 1     | 1,024 | 1       | 163,000 |       |       |       |        | 2   | 21  | 1        | 19  |  |
| 組合規模                                  | 1~299人        | 1,316          | 172           | 107             | 31            | 72        | 104           | 75              | 13            | 43  | 57      | 166,995 | 12    | 8,165 | 28    | 1,003 | 34      | 165,347 | 5     | 8,036 | 14    | 982    | 53  | 132 | 11       | 127 |  |
|                                       | 1~99人         | 910            | 69            | 45              | 21            | 27        | 39            | 32              | 6             | 14  | 24      | 166,081 | 5     | 8,090 | 12    | 991   | 11      | 165,173 | 1     | 7,581 | 3     | 942    | 14  | 78  | 2        | 86  |  |
|                                       | 100~299人      | 406            | 103           | 62              | 10            | 45        | 65            | 43              | 7             | 29  | 33      | 167,660 | 7     | 8,218 | 16    | 1,012 | 23      | 165,431 | 4     | 8,150 | 11    | 993    | 39  | 54  | 9        | 41  |  |
|                                       | 300~499人      | 95             | 33            | 22              | 5             | 20        | 26            | 15              | 3             | 13  | 12      | 164,522 | 4     | 8,137 | 7     | 977   | 9       | 163,803 | 3     | 8,034 | 7     | 973    | 18  | 15  |          | 9   |  |
|                                       | 500~999人      | 82             | 33            | 19              | 3             | 11        | 19            | 14              | 2             | 8   | 9       | 165,898 | 3     | 8,008 | 9     | 1,013 | 4       | 161,300 | 2     | 7,657 | 7     | 998    | 13  | 19  |          | 6   |  |
|                                       | 1000~2999人    | 43             | 23            | 16              |               | 13        | 13            | 8               |               | 8   | 6       | 164,930 |       |       | 3     | 1,031 | 6       | 168,967 | 1     | 8,328 | 4     | 1,004  | 11  | 11  | 2        | 9   |  |
|                                       | 3000人以上       | 15             | 11            | 3               |               | 4         | 5             | 1               |               | 2   | 1       | 174,600 |       |       |       |       | 2       | 165,975 |       |       |       |        | 4   | 2   |          |     |  |
| 地方<br>(事業所<br>バース)                    | 北海道           | 9              | 1             | 1               |               | 1         | 1             |                 |               | 1   | 162,000 |         |       |       |       |       |         |         |       |       |       | 1      | 1   |     | 1        |     |  |
|                                       | 北東北           | 44             | 12            | 6               | 1             | 5         | 7             | 2               | 1             | 2   | 1       | 162,000 |       |       | 1     | 830   | 1       | 162,500 |       |       | 1     | 830    | 6   | 6   |          | 16  |  |
|                                       | 南東北           | 83             | 20            | 15              | 1             | 9         | 8             | 7               |               | 2   | 5       | 162,000 |       |       | 2     | 821   | 2       | 163,000 |       |       |       |        | 6   | 10  | 3        | 4   |  |
|                                       | 北関東           | 177            | 53            | 30              | 19            | 30        | 32            | 17              | 5             | 17  | 14      | 169,611 | 3     | 7,666 | 4     | 991   | 14      | 164,379 | 2     | 7,695 | 4     | 963    | 26  | 22  | 4        | 41  |  |
|                                       | 東京千葉          | 153            | 25            | 13              | 4             | 7         | 9             | 8               | 4             | 5   | 6       | 166,507 |       |       | 3     | 1,115 | 3       | 165,500 |       |       | 3     | 1,052  | 10  | 6   |          | 41  |  |
|                                       | 神奈川           | 99             | 21            | 10              |               | 7         | 3             | 4               |               | 2   | 2       | 173,200 | 2     | 8,439 | 2     | 1,068 | 1       | 173,450 | 1     | 8,636 | 1     | 1,080  | 8   | 21  | 4        | 3   |  |
|                                       | 新潟            | 80             | 6             | 2               |               | 2         | 2             | 1               |               | 1   | 1       | 165,000 |       |       |       |       | 1       | 168,000 |       |       |       |        |     | 45  |          | 34  |  |
|                                       | 北陸            | 112            | 39            | 26              | 2             | 15        | 21            | 20              | 2             | 9   | 14      | 164,009 | 1     | 7,750 | 7     | 963   | 7       | 161,830 | 2     | 7,643 | 4     | 946    | 3   | 11  |          | 5   |  |
|                                       | 甲信            | 77             | 13            | 9               | 1             | 7         | 9             | 7               |               | 5   | 5       | 165,040 | 3     | 8,087 | 5     | 1,012 | 3       | 160,810 | 1     | 7,995 | 3     | 972    | 6   | 8   | 1        | 3   |  |
|                                       | 静岡            | 84             | 17            | 14              | 2             | 12        | 13            | 11              | 2             | 9   | 8       | 163,453 |       |       | 4     | 947   | 5       | 161,960 |       |       | 5     | 930    | 14  | 13  | 1        |     |  |
|                                       | 東海            | 192            | 38            | 19              | 2             | 10        | 30            | 15              | 2             | 8   | 13      | 173,029 | 3     | 8,837 | 7     | 1,044 | 7       | 169,485 | 2     | 8,179 | 4     | 1,028  | 16  | 36  |          | 1   |  |
|                                       | 京滋            | 94             | 18            | 9               | 1             | 6         | 13            | 6               |               | 3   | 6       | 170,315 | 3     | 8,699 | 3     | 1,102 | 2       | 165,200 | 1     | 7,581 | 1     | 968    | 8   | 18  | 1        | 10  |  |
|                                       | 大阪            | 307            | 37            | 18              | 2             | 6         | 17            | 14              |               | 4   | 8       | 169,013 | 4     | 8,227 | 9     | 1,036 | 4       | 164,875 |       |       | 1     | 1,011  | 7   | 1   | 1        | 1   |  |
|                                       | 山陽            | 129            | 47            | 16              | 4             | 14        | 36            | 7               | 2             | 6   | 5       | 169,180 | 1     | 9,210 | 4     | 1,031 | 4       | 172,438 | 1     | 9,210 | 3     | 1,047  | 18  | 12  | 1        | 6   |  |
|                                       | 山陰            | 42             | 3             | 4               | 1             | 2         | 1             | 2               | 1             | 1   | 1       | 150,000 |       |       | 1     | 897   |         |         |       |       | 1     | 897    | 2   |     |          | 2   |  |
|                                       | 四国            | 30             | 9             | 10              |               | 10        | 6             | 7               |               | 6   | 7       | 164,754 |       |       | 1     | 1,117 | 6       | 164,750 |       |       | 1     | 1,111  | 3   | 1   |          |     |  |
| 九州・山口                                 | 61            | 11             | 7             | 1               | 2             | 8         | 6             | 1               | 2             | 4   | 162,467 | 1       | 7,607 | 2     | 1,014 | 1     | 162,900 | 1       | 7,470 | 2     | 995   | 7      | 6   |     |          |     |  |
| 全国計                                   | 1,775         | 370            | 209           | 41              | 144           | 216       | 135           | 20              | 82            | 101 | 167,033 | 21      | 8,296 | 55    | 1,011 | 61    | 165,086 | 11      | 7,993 | 34    | 985   | 141    | 217 | 16  | 168      |     |  |

| 企業内最低賃金協定<br>2019情報No.19<br>6月20日 | 全労働者対象協定   |       |         |       |       |         |         |       |       |       |       |         |         |       |       |       |        |     |     |      |     |
|-----------------------------------|------------|-------|---------|-------|-------|---------|---------|-------|-------|-------|-------|---------|---------|-------|-------|-------|--------|-----|-----|------|-----|
|                                   | 現行あり       | 要求単組数 | 新規要求単組数 | 回答単組数 | 要 求 額 |         |         |       |       |       | 回 答 額 |         |         |       |       |       | 産別最賃申請 |     |     |      |     |
|                                   |            |       |         |       | 月額    |         | 日額      |       | 時間額   |       | 月額    |         | 日額      |       | 時間額   |       | 協定あり   |     |     | 協定なし |     |
|                                   |            |       |         |       | 数     | 単純平均    | 数       | 同     | 数     | 同     | 数     | 単純平均    | 数       | 同     | 数     | 同     | 有り     | 無し  | 可能  |      |     |
| 全体計                               | 120        | 106   | 27      | 78    | 11    | 155,882 | 11      | 7,581 | 104   | 957   | 5     | 153,340 | 8       | 7,222 | 78    | 942   | 89     | 193 | 20  | 169  |     |
| 大手労組会議                            | 20         | 16    |         | 12    | 2     | 155,850 |         |       | 15    | 998   | 1     | 147,700 |         |       | 12    | 979   | 13     | 14  | 2   | 4    |     |
| 業種                                | 鉄鋼業        | 1     | 1       | 2     | 1     |         |         |       | 1     | 955   |       |         |         |       | 1     | 955   | 6      | 14  |     | 13   |     |
|                                   | 非鉄金属       | 7     | 3       |       | 2     |         |         |       | 3     | 908   |       |         |         |       | 2     | 954   | 4      | 5   | 2   | 6    |     |
|                                   | 金属製品       | 16    | 10      | 3     | 5     | 2       | 159,500 |       | 9     | 976   | 1     | 162,000 |         |       | 5     | 976   | 7      | 33  | 6   | 23   |     |
|                                   | 一般機械       | 47    | 47      | 15    | 42    | 2       | 153,045 | 3     | 7,578 | 47    | 949   |         |         | 1     | 7,137 | 42    | 936    | 36  | 70  | 3    | 54  |
|                                   | 電気機械       | 17    | 16      | 4     | 11    | 2       | 148,725 | 4     | 7,389 | 16    | 962   | 2       | 145,300 | 4     | 7,031 | 11    | 923    | 9   | 17  | 2    | 27  |
|                                   | 輸送機械       | 19    | 17      | 1     | 10    | 2       | 157,850 | 2     | 8,258 | 17    | 982   | 1       | 147,700 | 1     | 8,100 | 10    | 980    | 18  | 24  | 3    | 14  |
|                                   | 精密機械       | 9     | 8       | 2     | 6     | 3       | 158,822 | 2     | 7,293 | 7     | 937   | 1       | 166,400 | 2     | 7,208 | 6     | 915    | 8   | 9   | 1    | 7   |
|                                   | その他        | 4     | 4       |       | 1     |         |         |       |       | 4     | 963   |         |         |       |       | 1     | 980    | 1   | 20  | 3    | 25  |
| 組合規模                              | 1~299人     | 76    | 73      | 23    | 51    | 7       | 153,961 | 7     | 7,601 | 72    | 948   | 3       | 150,867 | 4     | 7,053 | 51    | 932    | 58  | 144 | 16   | 144 |
|                                   | 1~99人      | 33    | 31      | 18    | 23    | 1       | 148,200 | 2     | 7,425 | 31    | 942   | 1       | 148,200 | 1     | 7,200 | 23    | 934    | 22  | 82  | 6    | 98  |
|                                   | 100~299人   | 43    | 42      | 5     | 28    | 6       | 154,921 | 5     | 7,672 | 41    | 953   | 2       | 152,200 | 3     | 7,004 | 28    | 930    | 36  | 62  | 10   | 46  |
|                                   | 300~499人   | 12    | 10      | 2     | 10    | 2       | 162,640 | 3     | 7,327 | 10    | 953   | 1       | 166,400 | 3     | 7,154 | 10    | 941    | 10  | 13  | 1    | 9   |
|                                   | 500~999人   | 14    | 10      | 2     | 6     | 1       | 164,000 | 1     | 8,200 | 9     | 978   |         |         | 1     | 8,100 | 6     | 966    | 7   | 19  | 1    | 9   |
|                                   | 1000~2999人 | 13    | 10      |       | 7     | 1       | 147,700 |       |       | 10    | 995   | 1       | 147,700 |       |       | 7     | 970    | 9   | 15  | 1    | 7   |
|                                   | 3000人以上    | 5     | 3       |       | 4     |         |         |       |       | 3     | 1,012 |         |         |       |       | 4     | 991    | 5   | 2   | 1    |     |
| 地方（事業所ベース）                        | 北海道        | 1     | 1       |       |       |         |         |       | 1     | 1,000 |       |         |         |       |       |       |        | 2   |     | 1    |     |
|                                   | 北東北        | 6     | 6       |       | 4     |         |         |       | 6     | 897   |       |         |         |       | 4     | 852   | 4      | 4   |     | 20   |     |
|                                   | 南東北        | 14    | 14      | 1     | 8     | 2       | 156,880 | 4     | 8,022 | 13    | 922   |         |         | 3     | 8,100 | 8     | 888    | 12  | 13  | 2    | 4   |
|                                   | 北関東        | 27    | 22      | 17    | 22    | 2       | 155,850 | 1     | 8,200 | 21    | 967   | 2       | 145,050 | 2     | 7,610 | 22    | 958    | 19  | 31  | 3    | 41  |
|                                   | 東京千葉       | 7     | 9       |       | 4     | 2       | 164,000 |       |       | 7     | 1,041 |         |         |       | 4     | 1,014 | 6      | 5   |     | 44   |     |
|                                   | 神奈川        | 10    | 9       |       | 6     |         |         |       | 9     | 1,030 |       |         |         |       | 6     | 1,017 | 6      | 19  | 3   | 3    |     |
|                                   | 新潟         | 3     | 2       |       | 1     |         |         |       | 2     | 975   |       |         |         |       | 1     | 930   | 2      | 41  | 2   | 34   |     |
|                                   | 北陸         | 22    | 18      | 2     | 10    | 1       | 148,200 | 1     | 7,200 | 18    | 925   | 1       | 148,200 | 1     | 7,200 | 10    | 908    | 5   | 7   | 10   | 19  |
|                                   | 甲信         | 4     | 6       | 1     | 4     | 3       | 153,589 | 4     | 7,429 | 6     | 970   |         |         | 3     | 6,926 | 4     | 898    | 5   | 8   | 1    | 2   |
|                                   | 静岡         | 9     | 7       | 1     | 8     |         |         |       | 7     | 973   |       |         |         |       | 8     | 946   | 7      | 17  |     |      |     |
|                                   | 東海         | 7     | 6       |       | 4     |         |         |       | 6     | 947   |       |         |         |       | 4     | 964   | 4      | 38  |     | 1    |     |
|                                   | 京滋         | 7     | 6       | 1     | 4     | 1       | 168,950 |       |       | 6     | 998   | 1       | 166,400 |       |       | 4     | 986    | 3   | 20  | 1    | 11  |
|                                   | 大阪         | 6     | 7       | 2     | 3     | 1       | 162,000 | 2     | 7,875 | 7     | 1,012 | 1       | 162,000 |       |       | 3     | 977    | 4   | 1   | 2    | 2   |
|                                   | 山陽         | 18    | 11      | 2     | 10    | 2       | 156,665 | 2     | 7,518 | 10    | 974   |         |         | 2     | 7,289 | 10    | 960    | 11  | 8   |      | 6   |
|                                   | 山陰         | 2     | 2       |       | 1     |         |         |       | 2     | 913   |       |         |         |       | 1     | 896   | 24     | 17  |     |      |     |
|                                   | 四国         | 7     | 8       |       | 8     |         |         |       | 8     | 970   |       |         |         |       | 8     | 961   | 2      |     |     |      |     |
| 九州・山口                             | 4          | 3     |         | 1     |       |         |         | 3     | 988   |       |       |         |         | 1     | 930   | 2     | 9      |     |     |      |     |
| 全国計                               | 154        | 137   | 27      | 98    | 14    | 157,622 | 14      | 7,714 | 132   | 966   | 5     | 153,340 | 11      | 7,461 | 98    | 946   | 116    | 240 | 24  | 188  |     |



| 企業内最低賃金協定<br>2019情報No.19<br>6月20日 | 18歳以上対象協定：回答又は現行額、その月額分布 |     |         |         |       |       |       |       |      |      |       |       |      |      |      | 全労働者対象協定：時間額：回答又は現行額、その時間額分布 |     |         |         |         |       |       |      |      |      |      |       |       |    |  |
|-----------------------------------|--------------------------|-----|---------|---------|-------|-------|-------|-------|------|------|-------|-------|------|------|------|------------------------------|-----|---------|---------|---------|-------|-------|------|------|------|------|-------|-------|----|--|
|                                   | 全体計                      |     |         |         |       |       |       | 14万円  | 15万円 | 16万円 | 16.2万 | 16.2万 | 17万円 | 18万円 | 18万円 | 全体計                          |     |         |         |         |       |       | 800円 | 850円 | 900円 | 950円 | 1000円 | 1000円 |    |  |
|                                   | 総数                       | 月額  |         | 日額      |       | 時間額   |       | 未満    | 未満   | 未満   | 未満    | 円     | 未満   | 未満   | 以上   | 総数                           | 月額  |         | 日額      |         | 時間額   |       | 未満   | 未満   | 未満   | 未満   | 未満    | 以上    |    |  |
|                                   |                          | 単組数 | 平均      | 単組数     | 平均    | 単組数   | 平均    | 件数    | 件数   | 件数   | 件数    | 件数    | 件数   | 件数   | 件数   |                              | 単組数 | 平均      | 単組数     | 平均      | 単組数   | 平均    | 件数   | 件数   | 件数   | 件数   | 件数    | 件数    |    |  |
| 全体計                               | 174                      | 144 | 164,107 | 36      | 7,903 | 67    | 989   |       | 6    | 24   | 14    | 16    | 61   | 18   | 5    | 130                          | 10  | 153,836 | 11      | 7,260   | 128   | 927   | 1    | 18   | 13   | 47   | 30    | 19    |    |  |
| 大手労組会議                            | 21                       | 18  | 165,462 | 3       | 7,947 | 7     | 1,011 |       | 1    | 2    |       | 3     | 9    | 3    |      | 21                           | 2   | 155,850 |         |         | 20    | 967   |      | 1    |      | 6    | 6     | 7     |    |  |
| 業種                                | 鉄鋼業                      | 7   | 6       | 164,747 | 1     | 8,000 | 2     | 993   |      | 1    |       |       | 1    | 2    | 2    | 1                            |     |         |         |         | 1     | 955   |      |      |      |      | 1     |       |    |  |
|                                   | 非鉄金属                     | 5   | 4       | 160,583 | 2     | 7,917 | 1     | 1,052 |      | 1    |       |       |      | 3    |      | 8                            | 1   | 159,760 | 2       | 7,521   | 8     | 918   |      | 1    | 1    | 4    | 2     |       |    |  |
|                                   | 金属製品                     | 23  | 22      | 163,816 | 5     | 7,838 | 9     | 1,001 |      | 1    | 2     | 1     | 5    | 9    | 4    | 16                           | 3   | 151,967 |         |         | 15    | 906   |      | 6    |      | 4    | 4     | 1     |    |  |
|                                   | 一般機械                     | 71  | 59      | 164,572 | 15    | 8,032 | 31    | 1,007 |      | 2    | 10    | 5     | 4    | 28   | 8    | 2                            | 55  |         |         | 1       | 7,137 | 55    | 930  | 1    | 4    | 6    | 25    | 8     | 11 |  |
|                                   | 電気機械                     | 20  | 13      | 160,672 | 5     | 7,684 | 8     | 941   |      |      |       | 3     | 2    | 4    | 4    |                              | 17  | 2       | 145,300 | 4       | 7,031 | 17    | 927  |      | 3    | 2    | 5     | 6     | 1  |  |
|                                   | 輸送機械                     | 35  | 30      | 163,488 | 6     | 7,626 | 11    | 960   |      | 1    | 6     | 5     | 2    | 13   | 2    | 1                            | 20  | 2       | 150,850 | 1       | 8,100 | 20    | 951  |      | 2    | 1    | 5     | 6     | 6  |  |
|                                   | 精密機械                     | 7   | 5       | 178,632 | 1     | 9,210 | 3     | 996   |      |      |       | 1     |      |      | 1    | 1                            | 2   | 9       | 2       | 165,200 | 3     | 7,152 | 8    | 913  |      | 1    | 2     | 3     | 2  |  |
|                                   | その他                      | 6   | 5       | 160,080 | 1     | 7,619 | 2     | 976   |      |      |       | 2     | 1    |      | 1    | 1                            |     | 4       |         |         |       |       | 4    | 892  |      | 1    | 1     | 1     | 1  |  |
| 組合規模                              | 1～299人                   | 110 | 94      | 164,197 | 23    | 7,853 | 36    | 987   |      | 5    | 16    | 11    | 6    | 38   | 13   | 5                            | 84  | 6       | 151,043 | 7       | 7,185 | 83    | 915  | 1    | 14   | 12   | 32    | 16    | 8  |  |
|                                   | 1～99人                    | 42  | 37      | 162,915 | 9     | 7,738 | 12    | 981   |      | 3    | 7     | 5     |      | 15   | 6    | 1                            | 38  | 2       | 153,980 | 3       | 7,414 | 38    | 914  |      | 7    | 1    | 21    | 7     | 2  |  |
|                                   | 100～299人                 | 68  | 57      | 165,029 | 14    | 7,927 | 24    | 990   |      | 2    | 9     | 6     | 6    | 23   | 7    | 4                            | 46  | 4       | 149,575 | 4       | 7,013 | 45    | 915  | 1    | 7    | 11   | 11    | 9     | 6  |  |
|                                   | 300～499人                 | 27  | 20      | 163,912 | 5     | 8,031 | 13    | 978   |      |      |       | 3     | 1    | 4    | 11   | 1                            | 12  | 1       | 166,400 | 3       | 7,154 | 12    | 932  |      | 2    |      | 4     | 4     | 2  |  |
|                                   | 500～999人                 | 19  | 15      | 161,592 | 6     | 7,863 | 12    | 1,002 |      | 1    | 3     | 2     | 3    | 5    | 1    | 15                           | 2   | 159,000 | 1       | 8,100   | 14    | 940   |      | 1    | 1    | 6    | 3     | 3     |    |  |
|                                   | 1000～2999人               | 13  | 10      | 167,086 | 2     | 8,278 | 6     | 1,005 |      |      |       | 1     |      | 2    | 5    | 2                            | 13  | 1       | 147,700 |         |       | 13    | 970  |      |      |      | 4     | 6     | 3  |  |
|                                   | 3000人以上                  | 5   | 5       | 164,790 |       |       |       |       |      |      |       | 1     |      | 1    | 2    | 1                            | 6   |         |         |         |       | 6     | 965  |      | 1    |      | 1     | 1     | 3  |  |
| 地方（事業所ベース）                        | 北海道                      | 1   | 1       | 162,000 |       |       |       |       |      |      |       |       | 1    |      |      | 1                            |     |         |         |         | 1     | 990   |      |      |      |      | 1     |       |    |  |
|                                   | 北東北                      | 7   | 4       | 153,625 |       |       | 3     | 902   |      |      |       | 3     |      |      | 1    |                              | 6   |         |         |         | 6     | 871   |      | 3    | 1    | 1    | 1     |       |    |  |
|                                   | 南東北                      | 8   | 5       | 161,100 |       |       | 3     | 878   |      | 1    |       | 1     | 1    | 1    |      | 16                           | 1   | 164,000 | 3       | 8,100   | 15    | 883   | 1    | 5    | 3    | 1    | 4     | 1     |    |  |
|                                   | 北関東                      | 33  | 27      | 165,811 | 7     | 7,428 | 6     | 947   |      | 1    | 4     | 2     | 2    | 14   | 3    | 1                            | 31  | 4       | 153,465 | 3       | 7,684 | 30    | 954  |      |      | 3    | 12    | 7     | 8  |  |
|                                   | 東京千葉                     | 11  | 9       | 164,022 | 1     | 8,235 | 4     | 1,054 |      |      | 2     | 1     | 1    | 3    | 2    |                              | 8   | 1       | 164,000 |         |       | 7     | 994  |      |      |      | 1     | 3     | 3  |  |
|                                   | 神奈川                      | 4   | 2       | 174,475 | 1     | 8,636 | 2     | 1,065 |      |      |       |       |      |      | 2    |                              | 11  |         |         |         | 11    | 1,008 |      |      |      |      | 3     | 8     |    |  |
|                                   | 新潟                       | 2   | 2       | 162,500 |       |       |       |       |      |      | 1     |       |      | 1    |      |                              | 3   |         |         |         |       | 3     | 960  |      |      |      | 2     |       | 1  |  |
|                                   | 北陸                       | 23  | 19      | 161,527 | 3     | 7,542 | 8     | 974   |      | 2    | 5     | 2     |      | 8    | 2    |                              | 23  | 1       | 148,200 | 1       | 7,200 | 23    | 877  |      | 8    | 3    | 12    |       |    |  |
|                                   | 甲信                       | 9   | 7       | 162,476 | 3     | 7,892 | 5     | 983   |      |      | 2     | 1     |      | 4    |      |                              | 4   |         |         | 3       | 6,926 | 4     | 898  |      |      | 2    | 2     |       |    |  |
|                                   | 静岡                       | 13  | 9       | 163,789 |       |       | 5     | 930   |      |      | 1     | 1     | 2    | 5    |      |                              | 9   |         |         |         |       | 9     | 943  |      |      |      | 6     | 3     |    |  |
|                                   | 東海                       | 30  | 28      | 168,564 | 8     | 8,323 | 12    | 1,028 |      |      | 2     |       | 4    | 13   | 5    | 4                            | 7   |         |         |         |       | 7     | 929  |      | 1    |      | 2     | 4     |    |  |
|                                   | 京滋                       | 13  | 12      | 167,791 | 3     | 8,293 | 4     | 1,035 |      |      | 1     | 1     | 2    | 5    | 2    | 1                            | 7   | 1       | 166,400 |         |       | 7     | 966  |      |      |      | 2     | 3     | 2  |  |
|                                   | 大阪                       | 18  | 13      | 165,246 | 3     | 8,201 | 7     | 1,014 |      |      |       |       | 3    | 9    | 1    |                              | 8   | 2       | 154,150 |         |       | 8     | 953  |      |      |      | 4     | 3     | 1  |  |
|                                   | 山陽                       | 37  | 35      | 164,277 | 10    | 8,142 | 15    | 1,023 |      | 1    | 7     | 6     | 3    | 11   | 5    | 2                            | 19  | 2       | 150,800 | 4       | 7,207 | 18    | 939  |      | 2    | 1    | 4     | 8     | 3  |  |
|                                   | 山陰                       | 1   |         |         |       |       | 1     | 897   |      |      |       |       |      |      |      |                              | 2   |         |         |         |       | 2     | 888  |      |      | 2    |       |       |    |  |
|                                   | 四国                       | 6   | 6       | 164,750 |       |       | 1     | 1,111 |      |      |       |       |      | 5    | 1    |                              | 8   |         |         |         |       | 8     | 961  |      |      |      | 3     | 4     | 1  |  |
| 九州・山口                             | 8                        | 7   | 161,087 | 2       | 7,752 | 4     | 1,007 |       |      | 1    |       | 2     | 4    |      |      | 4                            |     |         |         |         | 4     | 936   |      | 1    |      | 1    | 2     |       |    |  |
| 全国計                               | 224                      | 186 | 164,714 | 41      | 8,004 | 80    | 996   |       | 6    | 28   | 15    | 21    | 84   | 24   | 8    | 167                          | 12  | 155,530 | 14      | 7,440   | 163   | 934   | 1    | 20   | 15   | 53   | 46    | 28    |    |  |

| 企業内最低賃金協定<br>2019情報No.19<br>6月20日 | 年齢別最賃協定    |     |     |         |         |         |         |         |         |     |         |         |         |         |         |         |
|-----------------------------------|------------|-----|-----|---------|---------|---------|---------|---------|---------|-----|---------|---------|---------|---------|---------|---------|
|                                   | 協定額        | 30歳 |     |         |         |         |         |         | 35歳     |     |         |         |         |         |         |         |
|                                   | あり         | 現行  |     | 要求      |         | 回答      |         | あり      | 現行      |     | 要求      |         | 回答      |         |         |         |
|                                   | 単組数        | あり  | 単組数 | 金額      | 単組数     | 金額      | 単組数     | 金額      | あり      | 単組数 | 金額      | 単組数     | 金額      | 単組数     | 金額      |         |
| 全体計                               | 118        | 117 | 114 | 202,160 | 80      | 206,286 | 39      | 202,812 | 113     | 110 | 221,650 | 79      | 225,945 | 37      | 221,951 |         |
| 大手労組会議                            | 21         | 21  | 21  | 204,419 | 16      | 210,371 | 10      | 207,912 | 20      | 20  | 220,205 | 16      | 227,139 | 9       | 224,489 |         |
| 業種                                | 鉄鋼業        | 6   | 6   | 6       | 196,163 | 4       | 200,119 | 3       | 196,033 | 5   | 5       | 220,256 | 4       | 226,844 | 3       | 223,667 |
|                                   | 非鉄金属       | 1   | 1   | 1       | 208,500 | 2       | 199,250 | 1       | 210,500 | 1   | 1       | 223,700 | 2       | 206,450 | 1       | 225,700 |
|                                   | 金属製品       | 17  | 17  | 17      | 200,852 | 8       | 205,200 | 2       | 200,950 | 17  | 17      | 219,933 | 8       | 223,384 | 2       | 205,725 |
|                                   | 一般機械       | 48  | 47  | 46      | 204,718 | 26      | 209,728 | 10      | 206,844 | 46  | 45      | 223,358 | 26      | 226,631 | 9       | 223,594 |
|                                   | 電気機械       | 13  | 13  | 12      | 200,488 | 13      | 204,765 | 7       | 204,536 | 13  | 12      | 218,866 | 13      | 224,676 | 7       | 220,355 |
|                                   | 輸送機械       | 20  | 20  | 20      | 200,660 | 17      | 204,447 | 11      | 205,077 | 20  | 20      | 220,687 | 17      | 225,076 | 11      | 224,759 |
|                                   | 精密機械       | 8   | 8   | 7       | 202,695 | 6       | 205,029 | 3       | 187,094 | 7   | 6       | 226,115 | 5       | 230,696 | 2       | 220,640 |
|                                   | その他        | 5   | 5   | 5       | 198,268 | 4       | 210,410 | 2       | 195,920 | 4   | 4       | 217,415 | 4       | 237,340 | 2       | 217,780 |
| 組合規模                              | 1~299人     | 67  | 66  | 63      | 203,967 | 44      | 206,930 | 19      | 402,156 | 64  | 61      | 224,038 | 44      | 226,565 | 19      | 439,561 |
|                                   | 1~99人      | 26  | 25  | 25      | 199,517 | 13      | 206,732 | 5       | 197,490 | 23  | 23      | 216,659 | 13      | 223,858 | 5       | 214,630 |
|                                   | 100~299人   | 41  | 41  | 38      | 206,896 | 31      | 207,013 | 14      | 204,666 | 41  | 38      | 228,504 | 31      | 227,700 | 14      | 224,931 |
|                                   | 300~499人   | 15  | 15  | 15      | 196,348 | 12      | 205,597 | 5       | 193,894 | 14  | 14      | 217,207 | 11      | 228,406 | 4       | 214,649 |
|                                   | 500~999人   | 15  | 15  | 15      | 199,388 | 11      | 200,482 | 4       | 203,175 | 15  | 15      | 219,387 | 12      | 220,233 | 4       | 222,850 |
|                                   | 1000~2999人 | 14  | 14  | 14      | 200,513 | 8       | 207,844 | 6       | 205,497 | 14  | 14      | 217,190 | 8       | 226,946 | 6       | 224,390 |
|                                   | 3000人以上    | 7   | 7   | 7       | 207,581 | 5       | 212,548 | 5       | 208,348 | 6   | 6       | 223,798 | 4       | 227,490 | 4       | 223,415 |
| 地方（事業所ベース）                        | 北海道        |     |     |         |         | 1       | 192,000 |         |         |     |         |         | 1       | 216,000 |         |         |
|                                   | 北東北        | 2   | 1   | 1       | 172,500 | 3       | 188,932 | 1       | 178,500 | 2   | 2       | 202,000 | 4       | 212,574 | 2       | 205,000 |
|                                   | 南東北        | 6   | 6   | 6       | 187,538 | 6       | 203,000 | 2       | 198,250 | 6   | 6       | 203,405 | 6       | 221,092 | 2       | 210,850 |
|                                   | 北関東        | 28  | 28  | 26      | 203,297 | 15      | 213,049 | 14      | 209,758 | 28  | 26      | 221,936 | 16      | 232,783 | 14      | 230,188 |
|                                   | 東京千葉       | 17  | 17  | 16      | 208,538 | 10      | 216,933 | 5       | 207,037 | 16  | 15      | 227,092 | 9       | 239,153 | 4       | 222,770 |
|                                   | 神奈川        | 15  | 15  | 15      | 204,967 | 12      | 204,601 | 6       | 206,687 | 15  | 15      | 224,379 | 12      | 224,553 | 6       | 225,255 |
|                                   | 新潟         | 4   | 4   | 4       | 194,824 | 5       | 196,244 | 1       | 196,500 | 4   | 4       | 207,046 | 4       | 207,090 | 1       | 212,000 |
|                                   | 北陸         | 4   | 4   | 4       | 208,145 | 10      | 206,699 | 2       | 210,500 | 4   | 4       | 222,595 | 10      | 225,527 | 2       | 225,700 |
|                                   | 甲信         | 7   | 7   | 7       | 206,386 | 6       | 212,928 | 3       | 206,724 | 6   | 6       | 216,436 | 5       | 220,983 | 2       | 212,048 |
|                                   | 静岡         | 7   | 7   | 7       | 205,297 | 4       | 218,670 | 3       | 222,293 | 6   | 6       | 218,798 | 3       | 232,897 | 2       | 238,170 |
|                                   | 東海         | 22  | 22  | 22      | 206,017 | 13      | 211,062 | 5       | 209,340 | 20  | 20      | 225,933 | 13      | 229,352 | 4       | 225,325 |
|                                   | 京滋         | 13  | 13  | 13      | 206,631 | 8       | 211,095 | 5       | 196,984 | 12  | 12      | 230,423 | 7       | 237,797 | 4       | 221,258 |
|                                   | 大阪         | 30  | 30  | 30      | 208,215 | 13      | 214,258 | 6       | 215,473 | 27  | 27      | 227,221 | 13      | 229,533 | 4       | 223,490 |
|                                   | 山陽         | 23  | 22  | 22      | 196,841 | 4       | 213,425 | 4       | 209,775 | 20  | 20      | 213,272 | 3       | 226,467 | 3       | 222,400 |
|                                   | 山陰         |     |     |         |         |         |         |         |         |     |         |         |         |         |         |         |
|                                   | 四国         | 1   | 1   | 1       | 192,000 |         |         |         |         | 1   | 1       | 216,000 |         |         |         |         |
| 九州・山口                             | 6          | 6   | 6   | 193,057 | 6       | 197,607 | 5       | 196,708 | 6       | 6   | 212,102 | 6       | 219,235 | 5       | 217,862 |         |
| 全国計                               | 185        | 183 | 180 | 203,523 | 116     | 209,093 | 62      | 207,074 | 173     | 170 | 221,586 | 112     | 227,469 | 55      | 223,592 |         |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日            | 登録<br>単組数  | 労働時間に関する取り組み |            |          |            |        |            |      |            |       |            |      |            |           |            |             |            |            |            |        |            |                    |                      |    |
|--|------------|--------------|------------|----------|------------|--------|------------|------|------------|-------|------------|------|------------|-----------|------------|-------------|------------|------------|------------|--------|------------|--------------------|----------------------|----|
|  |            | 全体           |            | 総実労働時間短縮 |            | 所定労働時間 |            | 残業時間 |            | 割増率引上 |            | その他  |            | 時間管理協定の締結 |            | インターバル規制の導入 |            | 36協定の内容再点検 |            | 年休取得促進 |            | 労働時<br>間管理<br>協定あり | インターバル<br>規制協<br>定あり |    |
|  |            | 要求する         | 前進回<br>答あり | 要求する     | 前進回<br>答あり | 要求する   | 前進回<br>答あり | 要求する | 前進回<br>答あり | 要求する  | 前進回<br>答あり | 要求する | 前進回<br>答あり | 要求する      | 前進回<br>答あり | 要求する        | 前進回<br>答あり | 要求する       | 前進回<br>答あり | 要求する   | 前進回<br>答あり | 要求する               | 前進回<br>答あり           |    |
| 全体計  | 1551       | 417          | 54         | 330      | 42         | 93     | 9          | 67   | 5          | 82    | 7          | 65   | 5          | 33        | 2          | 51          | 7          | 104        | 12         | 140    | 34         | 798                | 55                   |    |
| 大手労組会議   | 48         | 33           | 7          | 30       | 6          | 8      | 1          | 8    | 1          | 5     | 1          | 6    | 1          | 5         | 1          | 8           |            | 6          | 2          | 13     | 5          | 40                 | 5                    |    |
| 業<br>種   | 鉄 鋼        | 121          | 25         | 5        | 22         | 3      | 11         | 1    | 7          | 1     | 8          | 2    | 1          |           | 1          |             | 4          | 1          | 6          |        | 9          | 3                  | 58                   | 4  |
|  | 非鉄金属       | 51           | 15         | 5        | 11         | 3      | 3          |      | 2          |       | 4          |      | 3          |           | 3          |             | 1          | 1          | 3          | 2      | 4          | 3                  | 32                   | 1  |
|  | 金属製品       | 248          | 56         | 4        | 38         | 3      | 9          | 1    | 7          |       | 15         | 1    | 8          | 1         | 4          |             | 8          |            | 19         | 2      | 17         | 2                  | 105                  | 6  |
|  | 一般機械器具     | 542          | 156        | 18       | 117        | 15     | 27         | 3    | 24         | 1     | 25         | 2    | 29         | 3         | 13         | 1           | 22         | 2          | 36         | 3      | 49         | 12                 | 292                  | 18 |
|  | 電気機械器具     | 190          | 50         | 10       | 44         | 8      | 13         | 1    | 5          | 3     | 9          | 1    | 10         | 1         | 6          | 1           | 2          |            | 11         | 3      | 18         | 5                  | 111                  | 3  |
|  | 輸送用機器      | 152          | 55         | 4        | 46         | 3      | 12         |      | 13         |       | 12         | 1    | 9          |           | 4          |             | 7          | 1          | 12         | 1      | 27         | 3                  | 95                   | 16 |
|  | 精密機器       | 69           | 28         | 3        | 25         | 3      | 9          | 2    | 3          |       | 4          |      | 2          |           | 1          |             | 4          | 1          | 6          |        | 7          | 2                  | 39                   | 5  |
|  | その他        | 177          | 32         | 5        | 27         | 4      | 9          | 1    | 6          |       | 5          |      | 3          |           | 1          |             | 3          | 1          | 11         | 1      | 9          | 4                  | 66                   | 2  |
| 規<br>模   | 1~299人     | 1316         | 286        | 36       | 219        | 28     | 68         | 8    | 44         | 2     | 59         | 4    | 40         | 3         | 18         |             | 24         | 4          | 76         | 7      | 90         | 23                 | 629                  | 30 |
|  | 100人未満     | 910          | 145        | 16       | 103        | 12     | 38         | 3    | 23         | 2     | 30         | 1    | 22         | 1         | 12         |             | 7          | 3          | 40         | 2      | 41         | 10                 | 363                  | 10 |
|  | 100~299人   | 406          | 141        | 20       | 116        | 16     | 30         | 5    | 21         |       | 29         | 3    | 18         | 2         | 6          |             | 17         | 1          | 36         | 5      | 49         | 13                 | 266                  | 20 |
|  | 300~499人   | 95           | 47         | 6        | 39         | 4      | 8          | 1    | 8          | 1     | 9          | 2    | 11         |           | 5          | 1           | 10         | 3          | 13         |        | 17         | 3                  | 69                   | 9  |
|  | 500~999人   | 82           | 41         | 6        | 33         | 5      | 9          |      | 7          | 1     | 8          |      | 5          | 2         | 6          |             | 8          |            | 8          | 3      | 16         | 4                  | 56                   | 10 |
|  | 1000~2999人 | 43           | 36         | 4        | 32         | 4      | 7          |      | 6          |       | 5          |      | 9          |           | 1          | 1           | 6          |            | 5          | 1      | 13         | 4                  | 29                   | 4  |
| 3000人以上  | 15         | 7            | 2          | 7        | 1          | 1      |            | 2    | 1          | 1     | 1          |      |            | 3         |            | 3           |            | 2          | 1          | 4      |            | 15                 | 2                    |    |
| 地<br>方<br>(<br>事<br>業<br>所<br>へ<br>ー<br>ス<br>) | 北海道        | 9            | 5          | 1        | 4          | 1      | 2          |      | 1          |       | 2          |      | 1          |           |            |             |            | 2          |            | 2      | 1          | 3                  |                      |    |
|  | 北東北        | 44           | 22         | 5        | 21         | 5      | 10         | 2    | 6          | 3     | 3          |      | 6          |           | 1          |             | 2          |            | 4          |        | 9          | 2                  | 21                   | 7  |
|  | 南東北        | 83           | 30         | 4        | 26         | 3      | 10         |      | 5          | 1     | 8          |      | 2          |           | 7          |             | 3          | 2          | 6          | 1      | 9          | 2                  | 49                   | 4  |
|  | 北関東        | 177          | 69         | 9        | 64         | 6      | 20         | 1    | 12         | 2     | 10         | 2    | 7          | 1         | 8          |             | 19         | 1          | 21         | 3      | 38         | 3                  | 94                   | 15 |
|  | 東京千葉       | 153          | 63         | 7        | 51         | 4      | 17         | 3    | 12         |       | 8          | 1    | 16         | 1         | 5          | 1           | 7          |            | 9          | 3      | 14         | 2                  | 85                   | 9  |
|  | 神奈川        | 99           | 44         | 6        | 37         | 5      | 10         |      | 8          | 1     | 9          | 1    | 6          |           | 7          |             | 10         |            | 15         | 2      | 21         | 4                  | 58                   | 7  |
|  | 新潟         | 80           | 26         | 3        | 21         | 3      | 8          |      | 1          |       | 11         |      | 3          |           | 1          |             | 6          | 1          | 6          | 1      | 10         | 3                  | 36                   | 3  |
|  | 北陸         | 112          | 28         | 6        | 12         | 4      | 2          |      | 4          | 1     | 7          | 1    | 7          | 2         | 5          | 1           | 4          | 1          | 9          | 2      | 7          | 3                  | 47                   | 3  |
|  | 甲信         | 77           | 23         | 4        | 17         | 2      | 2          |      | 1          |       | 4          | 1    | 1          |           | 2          |             | 2          | 2          | 5          |        | 5          | 2                  | 39                   | 4  |
|  | 静岡         | 84           | 34         | 3        | 30         | 3      | 5          |      | 4          |       | 6          |      | 6          | 1         | 1          |             | 3          | 1          | 7          | 1      | 11         | 3                  | 52                   | 1  |
|  | 東海         | 192          | 58         | 5        | 50         | 4      | 8          | 2    | 13         |       | 14         | 1    | 8          | 1         | 5          |             | 7          |            | 14         |        | 25         | 4                  | 87                   | 8  |
|  | 京滋         | 94           | 37         | 2        | 31         | 2      | 6          |      | 7          |       | 4          |      | 3          |           | 4          |             | 6          |            | 8          |        | 16         | 2                  | 53                   | 1  |
|  | 大阪         | 307          | 27         | 4        | 25         | 3      | 4          |      | 4          | 1     | 3          |      | 1          | 1         | 3          |             | 5          | 1          | 5          | 2      | 7          | 2                  | 130                  | 5  |
|  | 山陽         | 129          | 49         | 4        | 27         | 4      | 4          |      | 4          |       | 9          |      | 7          | 1         | 4          |             | 8          |            | 27         |        | 12         | 4                  | 65                   | 7  |
|  | 山陰         | 42           | 9          | 2        | 6          | 2      | 4          | 2    | 2          |       | 1          |      | 2          |           |            |             | 2          |            | 1          | 1      | 2          | 2                  | 17                   |    |
| 四国   | 30         | 6            | 1          | 4        |            | 1      |            | 1    |            | 3     |            | 1    |            |           |            |             |            |            | 1          | 2      |            | 11                 | 1                    |    |
| 九州・山口  | 61         | 20           | 2          | 19       | 1          | 3      |            | 6    |            | 3     | 1          | 4    |            | 2         |            | 1           | 1          | 4          |            | 8      | 1          | 32                 | 5                    |    |
| 全国計  | 1775       | 550          | 68         | 445      | 52         | 116    | 10         | 91   | 9          | 105   | 8          | 81   | 8          | 55        | 2          | 85          | 10         | 143        | 17         | 198    | 40         | 880                | 80                   |    |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日            | 登録<br>単組数  | 高齢者雇用に関する取り組み |          |          |          |       |          |            |        |          |            |           |          |            |          |          |            |        |          |            |         |          |            |           |          |            |     |     |     |          |
|--|------------|---------------|----------|----------|----------|-------|----------|------------|--------|----------|------------|-----------|----------|------------|----------|----------|------------|--------|----------|------------|---------|----------|------------|-----------|----------|------------|-----|-----|-----|----------|
|  |            | 現在の制度         |          |          |          | 65歳定年 |          |            | 60歳超定年 |          |            | 再雇用者の労働条件 |          |            |          |          |            |        |          |            |         |          |            |           |          |            |     |     |     |          |
|  |            | 回答数           | 継続雇<br>用 | 定年延<br>長 | 定年廃<br>止 | 回答数   | 要求す<br>る | 前進回<br>答あり | 回答数    | 要求す<br>る | 前進回<br>答あり | 賃上げ       |          |            | 無年金者への手当 |          |            | 一時金の水準 |          |            | その他労働条件 |          |            | 再雇用者の組合員化 |          |            |     |     |     |          |
|  |            |               |          |          |          |       |          |            |        |          |            | 回答数       | 要求す<br>る | 前進回<br>答あり | 回答数      | 要求す<br>る | 前進回<br>答あり | 回答数    | 要求す<br>る | 前進回<br>答あり | 回答数     | 要求す<br>る | 前進回<br>答あり | 回答数       | 要求す<br>る | 前進回<br>答あり | 回答数 | すべて | 一部  | 取組み<br>中 |
| 全体計  | 1551       | 618           | 570      | 54       | 1        | 190   | 45       | 4          | 141    | 26       |            | 193       | 79       | 13         | 102      | 12       |            | 123    | 28       | 2          | 129     | 26       | 2          | 597       | 74       | 49         | 23  | 252 | 201 |          |
| 大手労組会議   | 48         | 41            | 35       | 6        |          | 22    | 6        | 1          | 14     | 3        |            | 28        | 15       | 4          | 9        | 1        |            | 16     | 4        |            | 16      | 6        |            | 41        | 12       | 5          | 2   | 18  | 4   |          |
| 業<br>種   | 鉄 鋼        | 121           | 42       | 37       | 5        |       | 12       | 2          | 1      | 11       | 1          |           | 11       | 2          | 1        | 8        | 1          |        | 9        | 2          |         | 7        | 3          |           | 39       | 6          | 5   | 1   | 18  | 9        |
|  | 非鉄金属       | 51            | 22       | 21       | 1        |       | 7        | 1          |        | 7        | 1          |           | 8        | 5          | 2        | 3        |            |        | 2        |            |         | 2        |            |           | 25       | 3          | 1   | 1   | 13  | 7        |
|  | 金属製品       | 248           | 91       | 87       | 3        | 1     | 20       | 6          |        | 11       | 1          |           | 25       | 11         | 2        | 10       | 1          |        | 19       | 9          |         | 17       | 5          | 1         | 80       | 8          | 3   | 2   | 45  | 22       |
|  | 一般機械器具     | 542           | 221      | 205      | 18       |       | 64       | 15         | 2      | 50       | 11         |           | 56       | 21         | 6        | 31       | 4          |        | 31       | 2          |         | 36       | 5          |           | 212      | 30         | 20  | 6   | 75  | 83       |
|  | 電気機械器具     | 190           | 79       | 68       | 11       |       | 30       | 9          |        | 18       | 3          |           | 26       | 9          | 1        | 17       | 4          |        | 19       | 3          |         | 21       | 5          |           | 73       | 9          | 8   | 1   | 29  | 26       |
|  | 輸送用機器      | 152           | 76       | 74       | 4        |       | 23       | 6          | 1      | 15       | 3          |           | 31       | 17         |          | 13       |            |        | 17       | 3          |         | 21       | 2          | 1         | 81       | 7          | 7   | 7   | 41  | 19       |
|  | 精密機器       | 69            | 32       | 28       | 6        |       | 15       | 4          |        | 15       | 4          |           | 16       | 6          | 1        | 7        | 1          |        | 9        | 3          |         | 7        |            |           | 35       | 1          |     | 3   | 10  | 21       |
|  | その他        | 177           | 55       | 50       | 6        |       | 19       | 2          |        | 14       | 2          |           | 20       | 8          |          | 13       | 1          |        | 17       | 6          | 2       | 18       | 6          |           | 52       | 10         | 5   | 2   | 21  | 14       |
| 規<br>模   | 1~299人     | 1316          | 472      | 440      | 36       | 1     | 125      | 22         | 3      | 99       | 18         |           | 115      | 36         | 5        | 72       | 8          |        | 80       | 16         | 2       | 85       | 13         | 2         | 448      | 47         | 34  | 17  | 187 | 163      |
|  | 100人未満     | 910           | 279      | 265      | 16       | 1     | 61       | 10         | 1      | 54       | 12         |           | 58       | 15         | 4        | 40       | 4          |        | 44       | 10         | 2       | 41       | 5          | 1         | 262      | 24         | 21  | 10  | 106 | 101      |
|  | 100~299人   | 406           | 193      | 175      | 20       |       | 64       | 12         | 2      | 45       | 6          |           | 57       | 21         | 1        | 32       | 4          |        | 36       | 6          |         | 44       | 8          | 1         | 186      | 23         | 13  | 7   | 81  | 62       |
|  | 300~499人   | 95            | 54       | 47       | 8        |       | 21       | 8          |        | 14       | 3          |           | 27       | 13         | 2        | 13       | 1          |        | 14       | 4          |         | 16       | 5          |           | 52       | 5          | 6   | 3   | 25  | 14       |
|  | 500~999人   | 82            | 46       | 44       | 3        |       | 19       | 8          |        | 13       | 3          |           | 22       | 13         | 1        | 9        | 1          |        | 11       | 3          |         | 11       | 2          |           | 47       | 10         | 4   | 2   | 17  | 14       |
|  | 1000~2999人 | 43            | 34       | 29       | 5        |       | 15       | 5          |        | 11       | 2          |           | 20       | 13         | 4        | 5        | 2          |        | 13       | 4          |         | 12       | 5          |           | 37       | 7          | 3   | 1   | 17  | 10       |
|  | 3000人以上    | 15            | 12       | 10       | 2        |       | 10       | 2          | 1      | 4        |            |           | 9        | 4          | 1        | 3        |            |        | 5        | 1          |         | 5        | 1          |           | 13       | 5          | 2   |     | 6   |          |
| 地<br>方<br>（<br>事<br>業<br>所<br>ハ<br>ー<br>ス<br>） | 北海道        | 9             | 5        | 4        | 1        |       | 3        | 1          |        | 2        |            |           | 3        | 1          |          | 2        |            |        | 2        |            |         | 2        |            |           | 5        | 1          |     |     | 2   | 2        |
|  | 北東北        | 44            | 33       | 29       | 5        |       | 16       | 8          |        | 11       | 3          |           | 10       | 8          | 1        | 3        | 1          |        | 5        | 3          |         | 3        | 1          |           | 31       | 6          |     | 3   | 9   | 14       |
|  | 南東北        | 83            | 37       | 35       | 2        |       | 12       | 5          | 1      | 7        | 1          |           | 16       | 8          |          | 5        |            |        | 9        | 4          |         | 7        | 1          |           | 38       | 4          | 5   | 2   | 16  | 12       |
|  | 北関東        | 177           | 177      | 173      | 4        | 1     | 51       | 12         | 5      | 26       | 4          |           | 41       | 18         | 3        | 20       | 2          | 1      | 31       | 11         |         | 28       | 5          |           | 176      | 20         | 16  | 11  | 94  | 35       |
|  | 東京千葉       | 153           | 77       | 68       | 10       |       | 29       | 8          | 1      | 21       | 4          |           | 30       | 13         | 2        | 13       | 1          |        | 17       | 6          |         | 21       | 8          |           | 67       | 12         | 8   | 1   | 24  | 22       |
|  | 神奈川        | 99            | 42       | 36       | 6        |       | 26       | 8          |        | 18       | 3          |           | 26       | 11         | 2        | 13       | 3          |        | 19       | 5          |         | 18       | 5          |           | 45       | 5          | 5   | 1   | 19  | 17       |
|  | 新潟         | 80            | 36       | 33       | 3        |       | 10       |            | 1      | 11       | 3          |           | 9        | 4          | 1        | 4        |            |        | 8        | 3          | 1       | 9        | 3          |           | 38       | 4          | 1   | 1   | 8   | 24       |
|  | 北陸         | 112           | 45       | 44       | 1        |       | 5        | 2          | 1      | 4        | 3          |           | 11       | 11         | 2        | 2        | 2          |        | 2        | 2          |         | 3        | 3          |           | 46       | 7          | 3   |     | 33  | 3        |
|  | 甲信         | 77            | 27       | 25       | 3        |       | 12       |            |        | 10       |            |           | 11       | 2          |          | 9        | 1          |        | 7        | 2          |         | 9        |            |           | 32       | 2          | 1   | 1   | 17  | 11       |
|  | 静岡         | 84            | 35       | 29       | 6        |       | 11       | 2          |        | 7        | 1          |           | 14       | 9          | 1        | 5        | 1          |        | 7        | 3          |         | 9        | 4          | 1         | 40       | 2          | 4   | 2   | 17  | 16       |
|  | 東海         | 192           | 60       | 53       | 7        |       | 29       | 6          |        | 18       | 2          |           | 22       | 7          | 2        | 15       | 3          |        | 19       | 5          | 1       | 17       | 3          | 1         | 62       | 8          | 6   |     | 26  | 22       |
|  | 京滋         | 94            | 37       | 32       | 8        |       | 20       | 5          |        | 12       | 3          |           | 16       | 7          | 1        | 10       | 2          |        | 11       | 2          |         | 9        | 1          |           | 44       | 16         | 3   | 2   | 10  | 13       |
|  | 大阪         | 307           | 36       | 32       | 4        |       | 18       | 5          | 1      | 9        | 1          |           | 22       | 9          | 3        | 5        | 1          |        | 10       |            |         | 12       | 2          |           | 46       | 5          | 10  | 1   | 17  | 13       |
|  | 山陽         | 129           | 84       | 81       | 3        |       | 15       | 4          |        | 16       | 3          |           | 19       | 9          | 4        | 8        | 1          |        | 10       | 3          |         | 10       | 2          |           | 42       | 5          | 5   |     | 16  | 16       |
| 山陰   | 42         | 9             | 8        | 1        |          | 4     | 2        |            | 2      |          |            | 4         | 2        |            | 2        |          |            | 2      |          |            | 2       |          |            | 10        | 1        | 1          | 1   | 6   | 1   |          |
| 四国   | 30         | 8             | 8        |          |          | 2     |          |            | 3      | 1        |            | 4         | 2        |            | 2        |          |            | 2      |          |            | 2       |          |            | 9         | 3        | 1          |     | 2   | 3   |          |
| 九州・山口  | 61         | 26            | 22       | 4        |          | 14    | 4        |            | 11     | 5        |            | 15        | 8        | 1          | 7        | 1        |            | 9      | 3        |            | 9       | 2        |            | 27        | 8        | 2          |     | 10  | 7   |          |
| 全国計  | 1775       | 775           | 713      | 68       | 1        | 277   | 72       | 10         | 188    | 37       |            | 273       | 129      | 23         | 125      | 19       | 1          | 170    | 52       | 2          | 170     | 40       | 2          | 759       | 109      | 71         | 26  | 327 | 231 |          |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日            | 登録<br>単組数  | 直雇用非正規労働者の処遇改善 |       |     |      |     |          |     |     |    |            |          |          |          |          |     |    |     |             |     |    |            |          |          |          |          |     |   |  |
|--|------------|----------------|-------|-----|------|-----|----------|-----|-----|----|------------|----------|----------|----------|----------|-----|----|-----|-------------|-----|----|------------|----------|----------|----------|----------|-----|---|--|
|  |            | 実態把握           |       |     | 取り組み |     | 今期取り組み項目 |     |     |    |            |          |          |          |          |     |    |     | 今期前進回答/実施項目 |     |    |            |          |          |          |          |     |   |  |
|  |            | している           | していない | 不在  | あり   | なし  | 回答数      | 賃上げ | 一時金 | 手当 | 一時金<br>や手当 | 施設<br>利用 | 労災<br>補償 | 教育<br>訓練 | 正規<br>登用 | 退職金 | 他  | 回答数 | 賃上げ         | 一時金 | 手当 | 一時金<br>や手当 | 施設<br>利用 | 労災<br>補償 | 教育<br>訓練 | 正規<br>登用 | 退職金 | 他 |  |
| 全体計  | 1551       | 142            | 319   | 69  | 109  | 314 | 115      | 64  | 27  | 23 | 6          | 3        | 2        | 4        | 44       | 4   | 14 | 26  | 13          | 8   | 3  | 1          | 1        |          | 1        | 14       | 3   | 1 |  |
| 大手労組会議   | 48         | 19             | 16    | 6   | 13   | 23  | 13       | 8   | 2   | 3  |            |          | 1        |          | 3        |     | 2  | 4   | 3           | 1   | 1  |            |          |          |          | 1        |     |   |  |
| 業<br>種   | 鉄 鋼        | 121            | 9     | 20  | 7    | 4   | 20       | 6   | 2   | 1  | 2          |          |          |          | 3        |     | 1  | 2   |             |     |    |            |          |          |          | 2        |     |   |  |
|  | 非鉄金属       | 51             | 5     | 12  | 1    | 4   | 13       | 5   | 3   | 1  |            |          |          |          | 1        | 1   | 1  | 2   | 1           | 1   |    |            |          |          |          |          | 1   | 1 |  |
|  | 金属製品       | 248            | 17    | 44  | 6    | 8   | 45       | 10  | 6   | 5  | 4          | 1        |          | 1        | 5        | 1   |    | 2   | 2           | 1   |    | 1          |          |          |          | 1        | 1   |   |  |
|  | 一般機械器具     | 542            | 49    | 117 | 31   | 37  | 120      | 31  | 16  | 2  | 6          | 1        |          | 1        | 11       | 1   | 3  | 8   | 4           | 2   | 1  |            |          |          |          | 4        | 1   |   |  |
|  | 電気機械器具     | 190            | 21    | 36  | 9    | 19  | 34       | 16  | 12  | 4  | 3          | 1        |          |          | 7        |     | 2  | 3   | 2           | 1   | 1  |            |          |          |          | 1        |     |   |  |
|  | 輸送用機器      | 152            | 15    | 49  | 3    | 13  | 38       | 19  | 10  | 5  | 3          | 1        | 3        | 1        | 3        | 10  |    | 1   | 4           | 3   | 2  |            | 1        |          | 1        | 3        |     |   |  |
|  | 精密機器       | 69             | 12    | 16  | 3    | 12  | 18       | 15  | 7   | 3  | 1          | 2        |          |          | 2        | 1   | 5  | 1   |             |     | 1  |            |          |          |          |          |     |   |  |
|  | その他        | 177            | 14    | 25  | 9    | 12  | 26       | 13  | 8   | 6  | 4          |          |          |          | 5        |     | 1  | 4   | 1           | 1   |    |            |          |          |          | 3        |     |   |  |
| 規<br>模   | 1~299人     | 1316           | 93    | 236 | 57   | 72  | 225      | 77  | 37  | 16 | 18         | 4        | 1        | 3        | 31       | 2   | 10 | 15  | 6           | 3   | 2  |            |          | 1        | 8        | 1        | 1   |   |  |
|  | 100人未満     | 910            | 44    | 125 | 43   | 34  | 116      | 36  | 14  | 7  | 11         | 3        | 1        | 1        | 11       |     | 6  | 7   | 3           | 1   |    |            |          |          | 3        |          | 1   |   |  |
|  | 100~299人   | 406            | 49    | 111 | 14   | 38  | 109      | 41  | 23  | 9  | 7          | 1        |          | 2        | 20       | 2   | 4  | 8   | 3           | 2   | 2  |            |          | 1        | 5        | 1        |     |   |  |
|  | 300~499人   | 95             | 16    | 28  | 6    | 13  | 29       | 13  | 10  | 4  | 2          | 1        | 2        | 1        | 5        | 1   |    | 3   | 1           | 2   |    | 1          | 1        |          | 2        | 1        |     |   |  |
|  | 500~999人   | 82             | 13    | 29  | 2    | 10  | 30       | 11  | 9   | 3  |            |          |          |          | 4        | 1   | 1  | 4   | 3           | 2   |    |            |          |          | 3        | 1        |     |   |  |
|  | 1000~2999人 | 43             | 13    | 22  | 3    | 11  | 22       | 9   | 5   | 4  | 2          | 1        |          | 1        | 3        |     | 2  | 1   | 1           | 1   |    |            |          |          |          |          |     |   |  |
| 3000人以上  | 15         | 7              | 4     | 1   | 3    | 8   | 5        | 3   |     | 1  |            |          |          | 1        |          | 1   | 3  | 2   |             | 1   |    |            |          | 1        |          |          |     |   |  |
| 地<br>方<br>(<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>) | 北海道        | 9              | 1     | 1   | 3    | 1   | 3        | 1   | 1   |    |            |          |          |          | 1        |     |    |     |             |     |    |            |          |          |          |          |     |   |  |
|  | 北東北        | 44             | 6     | 19  | 6    | 3   | 22       | 3   | 1   |    |            |          |          |          | 2        |     | 1  |     |             |     |    |            |          |          |          |          |     |   |  |
|  | 南東北        | 83             | 10    | 20  | 7    | 16  | 17       | 13  | 10  | 2  | 1          | 1        |          | 1        | 6        |     |    | 5   | 3           | 2   |    |            |          | 1        | 3        |          |     |   |  |
|  | 北関東        | 177            | 22    | 82  | 2    | 15  | 57       | 24  | 10  | 7  | 6          | 2        | 2        | 2        | 3        | 8   | 2  | 4   | 3           | 2   |    | 1          |          |          | 1        | 1        |     |   |  |
|  | 東京千葉       | 153            | 20    | 43  | 7    | 16  | 47       | 15  | 8   | 1  | 4          |          |          |          | 4        |     | 2  | 2   | 1           |     | 1  |            |          |          | 1        |          |     |   |  |
|  | 神奈川        | 99             | 19    | 25  | 3    | 11  | 30       | 14  | 9   | 6  | 1          | 1        |          |          | 3        |     | 4  | 2   | 1           | 1   | 1  |            |          |          | 1        |          |     |   |  |
|  | 新潟         | 80             | 11    | 22  |      | 8   | 25       | 10  | 3   | 3  | 1          | 1        |          | 1        | 5        |     | 2  | 3   | 2           | 1   |    |            |          |          | 1        |          |     |   |  |
|  | 北陸         | 112            | 21    | 6   | 3    | 4   | 25       | 6   | 6   | 1  |            |          |          |          |          | 1   |    | 3   | 3           | 1   |    |            |          |          |          | 1        |     |   |  |
|  | 甲信         | 77             | 15    | 16  |      | 16  | 15       | 9   | 5   | 1  | 2          |          |          |          | 1        |     | 2  | 2   |             |     | 1  |            |          |          |          |          | 1   |   |  |
|  | 静岡         | 84             | 7     | 27  | 4    | 10  | 22       | 11  | 8   | 4  | 3          |          | 1        |          | 3        |     |    | 3   | 2           |     |    |            | 1        |          | 1        |          |     |   |  |
|  | 東海         | 192            | 16    | 44  | 5    | 11  | 44       | 9   | 3   | 2  | 1          | 1        |          |          | 4        |     |    | 3   | 2           | 1   |    |            |          |          | 1        |          |     |   |  |
|  | 京滋         | 94             | 18    | 23  | 1    | 13  | 23       | 12  | 6   | 3  | 5          |          |          |          | 3        |     | 2  | 4   | 1           | 2   |    |            |          |          | 3        |          |     |   |  |
|  | 大阪         | 307            | 12    | 23  | 1    | 11  | 23       | 5   | 3   |    | 2          |          |          |          | 1        |     |    | 1   | 1           |     |    |            |          |          |          |          |     |   |  |
|  | 山陽         | 129            | 8     | 29  | 28   | 10  | 27       | 11  | 10  | 3  | 3          |          |          |          | 2        |     |    | 3   | 3           |     |    |            |          |          | 1        |          |     |   |  |
|  | 山陰         | 42             | 1     | 9   | 1    | 2   | 7        | 2   | 1   | 1  | 1          |          |          |          |          |     | 1  |     |             |     |    |            |          |          |          |          |     |   |  |
| 四国   | 30         | 1              | 6     | 1   | 2    | 5   | 2        | 2   |     |    |            |          |          | 2        |          |     | 1  | 1   |             |     |    |            |          | 1        |          |          |     |   |  |
| 九州・山口  | 61         | 8              | 17    |     | 7    | 17  | 7        | 4   | 2   | 2  | 1          |          |          | 6        | 1        |     | 2  | 1   | 1           |     | 1  |            |          | 2        | 1        |          |     |   |  |
| 全国計  | 1775       | 196            | 413   | 72  | 156  | 410 | 154      | 90  | 36  | 32 | 7          | 3        | 3        | 4        | 51       | 4   | 18 | 37  | 23          | 9   | 4  | 1          | 1        |          | 1        | 16       | 3   | 1 |  |

| 2019年<br>春季生活闘争<br>情報No.19<br>6月20日 |            | 登録<br>単組数 | 直雇用非正規労働者の処遇改善（続き） |     |          |               |                 |                 |    |             |               |                 |                 |     |         |     |    |          |          |          |     |     |           |         |          |                |          |         | 価値を認めあう社会へ要請 |    |          |     |           |         |
|-------------------------------------|------------|-----------|--------------------|-----|----------|---------------|-----------------|-----------------|----|-------------|---------------|-----------------|-----------------|-----|---------|-----|----|----------|----------|----------|-----|-----|-----------|---------|----------|----------------|----------|---------|--------------|----|----------|-----|-----------|---------|
|                                     |            |           | 無期転換権対応            |     | 今期取り組み項目 |               |                 |                 |    | 今期前進回答/実施項目 |               |                 |                 |     | 組合員化    |     |    |          |          | 社会保険点検   |     |     | 誰もが1,000円 |         |          | JCニッパ(35歳)21万円 |          |         |              |    | 使側への要請   |     |           |         |
|                                     |            |           | あり                 | なし  | 回答<br>数  | 制度<br>の確<br>立 | 制度<br>の周<br>知・徹 | 法政<br>の周<br>知・徹 | 他  | 回答<br>数     | 制度<br>の確<br>立 | 制度<br>の周<br>知・徹 | 法政<br>の周<br>知・徹 | 他   | 回答<br>数 | すべて | 一部 | 取組<br>み中 | 今後<br>課題 | 予定<br>なし | あり  | なし  | 派遣<br>不在  | 回答<br>数 | 達成<br>済み | する             | 前進<br>あり | 回答<br>数 | 達成<br>済み     | する | 前進<br>あり | した  | してい<br>ない | 検討<br>中 |
| 全体計                                 | 1551       | 227       | 125                | 122 | 62       | 49            | 38              | 15              | 26 | 16          | 13            | 10              | 3               | 414 | 14      | 20  | 29 | 156      | 196      | 57       | 237 | 53  | 83        | 29      | 48       | 6              | 74       | 41      | 31           | 2  | 180      | 236 | 138       |         |
| 大手労組会議                              | 48         | 26        | 5                  | 11  | 5        | 3             | 2               | 2               | 2  | 1           |               |                 | 1               | 31  | 1       | 2   | 2  | 15       | 11       | 5        | 22  | 1   | 15        | 4       | 9        | 2              | 16       | 13      | 3            |    | 16       | 13  | 8         |         |
| 業種                                  | 鉄 鋼        | 121       | 9                  | 8   | 6        | 3             | 2               | 1               | 1  | 1           |               |                 |                 | 24  |         | 1   | 1  | 12       | 10       | 4        | 10  | 5   | 1         | 1       |          |                | 2        | 2       |              | 10 | 15       | 11  |           |         |
|                                     | 非鉄金属       | 51        | 6                  | 5   | 4        | 3             | 1               | 2               |    |             |               |                 |                 | 16  | 1       |     | 1  | 6        | 8        |          | 9   | 4   | 3         | 1       | 2        |                | 3        | 2       | 1            | 6  | 8        | 6   |           |         |
|                                     | 金属製品       | 248       | 29                 | 15  | 10       | 5             | 5               | 6               |    | 2           | 1             | 1               | 1               | 55  | 3       | 2   | 5  | 23       | 22       | 11       | 27  | 6   | 8         | 3       | 4        | 1              | 5        | 1       | 4            |    | 20       | 31  | 15        |         |
|                                     | 一般機械器具     | 542       | 84                 | 49  | 43       | 28            | 13              | 11              | 4  | 12          | 7             | 5               | 3               | 2   | 143     | 1   | 8  | 11       | 42       | 82       | 18  | 91  | 17        | 35      | 12       | 20             | 3        | 26      | 16           | 9  | 1        | 69  | 98        | 41      |
|                                     | 電気機械器具     | 190       | 37                 | 11  | 21       | 7             | 9               | 6               | 3  | 4           | 1             | 1               | 2               | 1   | 55      | 6   | 2  | 1        | 19       | 27       | 4   | 33  | 6         | 11      | 2        | 8              | 1        | 12      | 5            | 7  |          | 22  | 28        | 22      |
|                                     | 輸送用機器      | 152       | 29                 | 18  | 18       | 10            | 10              | 6               | 3  | 5           | 4             | 5               | 4               |     | 57      | 1   | 4  | 6        | 29       | 17       | 9   | 31  | 4         | 15      | 7        | 7              | 1        | 14      | 8            | 5  | 1        | 32  | 29        | 15      |
|                                     | 精密機器       | 69        | 18                 | 5   | 13       | 5             | 5               | 3               | 2  | 2           | 2             | 1               |                 |     | 26      | 1   | 2  | 3        | 5        | 15       | 4   | 14  | 4         | 6       |          | 6              |          | 8       | 5            | 3  |          | 8   | 12        | 13      |
| その他                                 | 177        | 15        | 14                 | 7   | 1        | 4             | 3               | 2               |    |             |               |                 |                 | 38  | 1       | 1   | 1  | 20       | 15       | 7        | 22  | 7   | 4         | 3       | 1        |                | 4        | 2       | 2            |    | 13       | 15  | 15        |         |
| 規模                                  | 1～299人     | 1316      | 140                | 100 | 75       | 36            | 30              | 19              | 8  | 15          | 9             | 7               | 5               | 2   | 298     | 12  | 12 | 23       | 110      | 141      | 38  | 158 | 51        | 47      | 19       | 27             | 1        | 39      | 15           | 23 | 1        | 123 | 178       | 103     |
|                                     | 100人未満     | 910       | 56                 | 52  | 29       | 16            | 9               | 4               | 3  | 5           | 1             | 1               | 1               | 2   | 154     | 6   | 5  | 7        | 56       | 80       | 13  | 74  | 40        | 21      | 9        | 12             |          | 18      | 7            | 11 |          | 64  | 99        | 53      |
|                                     | 100～299人   | 406       | 84                 | 48  | 46       | 20            | 21              | 15              | 5  | 10          | 8             | 6               | 4               |     | 144     | 6   | 7  | 16       | 54       | 61       | 25  | 84  | 11        | 26      | 10       | 15             | 1        | 21      | 8            | 12 | 1        | 59  | 79        | 50      |
|                                     | 300～499人   | 95        | 31                 | 8   | 18       | 11            | 9               | 9               | 2  | 5           | 3             | 3               | 4               |     | 41      |     | 3  | 3        | 15       | 20       | 8   | 24  | 1         | 9       | 2        | 7              |          | 8       | 6            | 2  |          | 23  | 18        | 16      |
|                                     | 500～999人   | 82        | 26                 | 8   | 16       | 8             | 5               | 6               | 3  | 3           | 2             | 2               | 1               |     | 33      | 1   | 3  |          | 12       | 17       | 6   | 24  |           | 12      | 4        | 4              | 4        | 8       | 5            | 2  | 1        | 16  | 25        | 8       |
|                                     | 1000～2999人 | 43        | 21                 | 8   | 10       | 6             | 4               | 4               | 1  | 2           | 1             | 1               |                 | 1   | 32      | 1   | 2  | 2        | 14       | 14       | 4   | 25  | 1         | 12      | 2        | 9              | 1        | 14      | 10           | 4  |          | 16  | 12        | 7       |
| 3000人以上                             | 15         | 9         | 1                  | 3   | 1        | 1             |                 | 1               | 1  | 1           |               |                 |                 | 10  |         |     | 1  | 5        | 4        | 1        | 6   |     | 3         | 2       | 1        |                | 5        | 5       |              |    | 2        | 3   | 4         |         |
| 地方<br>(事業所<br>ベース)                  | 北海道        | 9         | 2                  | 1   | 1        |               | 1               |                 |    |             |               |                 |                 | 3   | 2       |     |    |          | 1        | 1        | 1   | 1   | 1         |         | 1        |                | 1        |         | 1            |    | 4        |     |           |         |
|                                     | 北東北        | 44        | 12                 | 4   | 6        | 1             | 2               | 1               | 2  | 1           | 1             |                 |                 | 22  | 1       | 1   | 1  | 4        | 15       | 2        | 12  | 9   | 3         |         | 3        |                | 3        | 1       | 2            |    | 10       | 16  | 5         |         |
|                                     | 南東北        | 83        | 25                 | 6   | 11       | 4             | 5               | 4               | 1  | 4           | 2             | 1               | 1               | 1   | 32      | 4   | 3  | 4        | 7        | 15       | 5   | 16  | 7         | 8       | 2        | 5              | 1        | 11      | 4            | 5  | 2        | 29  | 8         | 5       |
|                                     | 北関東        | 177       | 44                 | 23  | 19       | 10            | 10              | 7               | 3  | 5           | 5             | 3               | 1               |     | 104     |     | 4  | 16       | 56       | 28       | 11  | 49  | 6         | 17      | 7        | 9              | 1        | 18      | 13           | 4  | 1        | 53  | 28        | 28      |
|                                     | 東京千葉       | 153       | 34                 | 16  | 12       | 7             | 2               | 4               | 1  | 2           | 2             |                 |                 | 51  | 2       | 1   |    | 19       | 29       | 7        | 33  | 4   | 8         | 4       | 4        |                | 8        | 7       | 1            |    | 22       | 12  | 47        |         |
|                                     | 神奈川        | 99        | 29                 | 7   | 22       | 11            | 8               | 9               | 4  | 6           | 4             | 3               | 2               | 2   | 36      | 1   | 3  | 2        | 17       | 14       | 6   | 24  | 3         | 10      | 5        | 4              | 1        | 12      | 10           | 2  |          | 13  | 18        | 13      |
|                                     | 新潟         | 80        | 15                 | 12  | 6        | 4             | 1               | 1               | 1  |             |               |                 |                 | 33  |         | 4   | 4  | 4        | 21       | 1        | 21  | 2   | 8         | 4       | 3        | 1              | 5        | 2       | 3            |    | 9        | 22  | 5         |         |
|                                     | 北陸         | 112       | 5                  | 2   | 2        | 1             | 1               | 1               |    |             |               |                 |                 | 28  |         |     | 1  | 18       | 9        | 2        | 25  | 2   | 3         | 2       | 1        |                | 3        | 2       | 1            |    | 6        | 3   | 1         |         |
|                                     | 甲信         | 77        | 21                 | 5   | 13       | 7             | 5               | 2               | 2  | 3           | 2             | 1               | 1               |     | 25      | 1   |    | 2        | 12       | 11       | 9   | 12  | 3         | 8       | 3        | 5              |          | 8       | 2            | 5  | 1        | 6   | 22        | 7       |
|                                     | 静岡         | 84        | 17                 | 12  | 13       | 12            | 3               | 3               |    | 2           | 1             | 1               | 1               |     | 27      | 2   | 2  | 2        | 8        | 14       | 2   | 15  | 2         | 8       | 3        | 4              | 1        | 6       | 5            | 1  |          | 3   | 25        | 7       |
|                                     | 東海         | 192       | 26                 | 22  | 14       | 8             | 3               | 6               |    | 1           | 1             |                 |                 |     | 50      |     | 1  | 2        | 12       | 35       | 8   | 28  | 4         | 18      | 10       | 8              |          | 15      | 9            | 6  |          | 31  | 40        | 20      |
|                                     | 京滋         | 94        | 20                 | 12  | 4        | 2             | 2               | 2               |    | 3           | 2             | 1               | 2               |     | 29      | 1   | 2  | 2        | 12       | 12       | 6   | 21  | 6         | 9       | 2        | 7              |          | 9       | 7            | 2  |          | 15  | 20        | 6       |
|                                     | 大阪         | 307       | 27                 | 3   | 3        |               | 1               | 2               |    |             |               |                 |                 |     | 30      | 2   | 2  |          | 5        | 21       | 6   | 10  |           | 6       | 2        | 3              | 1        | 7       | 6            |    | 1        | 4   | 16        | 7       |
|                                     | 山陽         | 129       | 33                 | 14  | 8        | 2             | 4               | 2               | 1  | 1           |               |                 |                 |     | 39      |     |    |          | 10       | 29       | 3   | 25  | 3         | 7       | 1        | 5              | 1        | 7       | 6            |    | 1        | 17  | 39        | 6       |
| 山陰                                  | 42         | 5         | 2                  | 4   | 2        | 1             | 2               | 1               |    |             |               |                 |                 | 8   |         | 1   | 1  | 2        | 4        |          | 3   | 1   |           |         |          |                |          |         |              |    | 4        | 5   | 1         |         |
| 四国                                  | 30         | 3         | 1                  |     |          |               |                 |                 |    |             |               |                 |                 | 6   |         |     |    | 3        | 3        | 2        | 6   |     | 2         |         | 2        |                | 1        | 1       |              |    | 5        | 3   |           |         |
| 九州・山口                               | 61         | 13        | 6                  | 11  | 5        | 5             | 3               | 1               | 5  | 3           | 3             | 2               |                 | 24  | 1       | 1   | 2  | 10       | 10       | 7        | 12  | 3   | 7         | 2       | 4        | 1              | 8        | 4       | 4            |    | 13       | 8   | 5         |         |
| 全国計                                 | 1775       | 332       | 148                | 150 | 77       | 54            | 49              | 17              | 33 | 23          | 14            | 10              | 3               | 548 | 17      | 25  | 39 | 199      | 272      | 78       | 314 | 56  | 123       | 47      | 68       | 8              | 122      | 79      | 37           | 6  | 240      | 290 | 163       |         |