

J A M2016年春季生活闘争状況報告No. 3

3月11日

1. 要求提出状況

(単組数) (構成比%)

| | | |
|---------------|-------|-------|
| 交渉単位数 | 1,579 | 100.0 |
| 賃金要求を断念 | 11 | 0.7 |
| 交渉単組数 | 1,568 | 99.3 |
| 要求提出単組 | 1,098 | 69.5 |
| 賃金要求提出 | 969 | 61.4 |
| 個別賃金要求 | 170 | 10.8 |
| 平均賃金要求 | 958 | 60.7 |
| 要求内容不明 | 129 | 8.2 |
| 要求なしの交渉又は回答のみ | 14 | 0.9 |
| 状況未集約単組 | 456 | 28.9 |

2. 賃上げ交渉進捗状況

| | | | | |
|----|-----|-----|-----|------|
| | 合計 | 個別 | 平均 | 進捗率 |
| 要求 | 969 | 170 | 958 | 61.4 |
| 回答 | | | | |
| 妥結 | | - | - | |

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 | 8,427 | | | -1,692 | |
| 1~299人 | 8,250 | | | -1,588 | |
| 1~99人 | 8,083 | | | -1,459 | |
| 100~299人 | 8,561 | | | -1,815 | |
| 300~499人 | 8,662 | | | -1,954 | |
| 500~999人 | 9,528 | | | -2,038 | |
| 1000人以上 | 9,383 | | | -2,757 | |
| 3000人以上 | 9,842 | | | -1,909 | |
| 大手労組 | 9,715 | | | -2,796 | |

(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 | 268 | 235,476 | 157 | 240,898 | | |
| 所定内 | 54 | 240,784 | 26 | 250,874 | | |
| 基本 | 139 | 229,343 | 95 | 232,084 | | |
| 基準内 | 65 | 243,446 | 31 | 258,625 | | |
| 不詳 | 10 | 240,270 | 5 | 246,599 | | |

35歳

| | | | | | | |
|-----|-----|---------|-----|---------|--|--|
| 計 | 263 | 264,329 | 153 | 270,460 | | |
| 所定内 | 52 | 271,729 | 27 | 284,442 | | |
| 基本 | 132 | 256,237 | 90 | 259,374 | | |
| 基準内 | 69 | 277,534 | 32 | 292,492 | | |
| 不詳 | 10 | 241,563 | 4 | 249,275 | | |

(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 | 725 | 8,718 | 4,554 | 4,164 | | | | |
| 賃金改善分 | 647 | 9,191 | 4,525 | 4,666 | | | | |
| 構造分のみ | 78 | 4,796 | - | - | | | - | - |
| 構造維持分割れ | | | | | | | | |

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 | 610 | 632,546 | 2.37 | 4,497 | 0.00 |
| | 回答 | | | | | |
| | 妥結 | | | | | |
| 年間 | 要求 | 435 | 1,308,973 | 4.81 | 10,604 | 0.01 |
| | 回答 | | | | | |
| | 妥結 | | | | | |

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 | |
| 協定あり | 615 | 545 | 238 | 78 | 78 | 73 |
| 要求あり | 150 | 96 | 91 | — | 54 | 51 |
| 回答あり | | | | — | | |

6. その他の労働条件

| 交渉単組数 | 労働時間に関する取り組み | | | | | | | | | | | |
|-------|--------------|------|--------|------|----------|------|--------|------|--------|------|--------|------|
| | 全体を通じて | | | | インターバル規制 | | | | 所定労働時間 | | | |
| | 取組み有り | 検討する | 労使協議有り | 成果有り | 取組み有り | 検討する | 労使協議有り | 成果有り | 取組み有り | 検討する | 労使協議有り | 成果有り |
| 1579 | 232 | 12 | 74 | 26 | 34 | 21 | 10 | 6 | 73 | 15 | 13 | 8 |

| 労働時間に関する取り組み（続き） | | | | | | | | | | | |
|------------------|------|--------|------|----------|------|--------|------|---------|------|--------|------|
| 残業時間 | | | | 時間単位取得年休 | | | | 割増率引き上げ | | | |
| 取組み有り | 検討する | 労使協議有り | 成果有り | 取組み有り | 検討する | 労使協議有り | 成果有り | 取組み有り | 検討する | 労使協議有り | 成果有り |
| 43 | 18 | 40 | 4 | 23 | 13 | 11 | 11 | 60 | 10 | 6 | 2 |

| 労働時間に関する取り組み（続き） | | | | | | | | 労働時間管理協定 | | |
|------------------|------|--------|------|--------|------|--------|------|----------|----|--------|
| その他 | | | | 年休取得促進 | | | | 既に締結済み | 要求 | 今期前進あり |
| 取組み有り | 検討する | 労使協議有り | 成果有り | 取組み有り | 検討する | 労使協議有り | 成果有り | | | |
| 33 | 6 | 2 | 5 | 97 | 19 | 43 | 15 | 751 | 9 | 5 |

| 65歳までの雇用・所得確保の取り組み | | | | | | | | | | | | |
|--------------------|------|------|------|----|---|-------|-------|--------|-------|------|------|----|
| 制度の枠組み | | | | | | 現状 | | 将来への対応 | | | | |
| 回答計 | 継続雇用 | 定年延長 | 定年廃止 | 未定 | 他 | 13年対応 | 12年以前 | 回答数 | 65歳まで | 支給開始 | 切り替え | 他 |
| 387 | 350 | 14 | | 16 | 7 | 155 | 137 | 228 | 119 | 69 | 20 | 32 |

| 65歳までの雇用・所得確保の取り組み（続き） | | | | | | | | | |
|------------------------|--------|----|------|------|------|--------|-----|----|----|
| 組合員化 | | | | | | 今後の問題点 | | | |
| 回答数 | すべて組合員 | 一部 | 取組み中 | これから | 予定なし | 回答数 | 賃金 | 仕事 | 他 |
| 350 | 56 | 24 | 23 | 134 | 114 | 275 | 211 | 96 | 49 |

| 直雇用非正規社員の処遇改善 | | | | | | | | | | | | | |
|---------------|-----|----|------------------------|-----|-----|----|--------|------|------|------|------|-----|----|
| 実態把握 | | | 処遇改善に向けて検討中または取り組み中の課題 | | | | | | | | | | |
| ある | ない | 不在 | 回答数 | 賃上げ | 一時金 | 手当 | 一時金や手当 | 施設利用 | 労災補償 | 教育訓練 | 正規登用 | 退職金 | 他 |
| 68 | 254 | 26 | 91 | 45 | 20 | 7 | 8 | 10 | 8 | 14 | 40 | 6 | 10 |

| 直雇用非正規社員の処遇改善（続き） | | | | | | | | | | | | | |
|---------------------|-----|-----|----|--------|------|------|------|------|-----|---|------|-----|--|
| 処遇改善に向けた諸課題に対する前進回答 | | | | | | | | | | | 転換制度 | | |
| 回答数 | 賃上げ | 一時金 | 手当 | 一時金や手当 | 施設利用 | 労災補償 | 教育訓練 | 正規登用 | 退職金 | 他 | あり | なし | |
| 13 | 3 | | | | 1 | 1 | 5 | 6 | 1 | 1 | 510 | 103 | |

| 直雇用非正規社員の処遇改善（続き） | | | | | |
|-------------------|----|-----|--------|-----|------|
| 組織化 | | | 社会保険点検 | | |
| 全員 | 一部 | なし | あり | なし | 派遣不在 |
| 7 | 18 | 273 | 60 | 185 | 27 |

交渉単位数 2013年 1594 単組 2015年 1590 単組
 2014年 1593 単組 2016年 1579 単組

賃上げの回答・妥結推移・年次比較一覧

有[○]→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% | | | |
| | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 |
| 1 | 2/26 | 2/25 | 2/19 | 2/20 | 679 | 722 | 687 | 261 | | | | | | | | 43.0 | 45.4 | 43.1 | 16.4 | | | | | |
| 2 | 2/29 | 3/2 | 3/3 | 3/4 | 744 | 811 | 858 | 629 | | | | 10 | | | 7 | 47.1 | 51.0 | 53.9 | 39.5 | | | | 0.4 | |
| 3 | 3/3 | 3/12 | 3/6 | 3/7 | 969 | 976 | 906 | 691 | | | | 26 | | | 8 | 61.4 | 61.4 | 56.9 | 43.4 | | | | 0.5 | |
| 4 | 3/15 | 3/17 | 3/11 | 3/12 | | 1042 | 987 | 795 | | 146 | 99 | 87 | | 40 | 37 | 33 | | 65.5 | 62.0 | 49.9 | | 2.5 | 2.3 | 2.1 |
| 5 | 3/16 | 3/18 | 3/12 | 3/13 | | 1,059 | 1,013 | 842 | | 293 | 220 | 171 | | 113 | 60 | 69 | | 66.6 | 63.6 | 52.8 | | 7.1 | 3.8 | 4.3 |
| 6 | 3/17 | 3/19 | 3/13 | 3/14 | | 1,076 | 1,031 | 872 | | 400 | 303 | 260 | | 170 | 111 | 110 | | 67.7 | 64.7 | 54.7 | | 10.7 | 7.0 | 6.9 |
| 7 | 3/18 | 3/20 | 3/14 | 3/15 | | 1,095 | 1,054 | 890 | | 448 | 370 | 329 | | 208 | 150 | 161 | | 68.9 | 66.2 | 55.8 | | 13.1 | 9.4 | 10.1 |
| 8 | 3/22 | 3/23 | 3/17 | 3/18 | | 1,105 | 1,062 | 908 | | 481 | 398 | 359 | | 234 | 170 | 176 | | 69.5 | 66.7 | 57.0 | | 14.7 | 10.7 | 11.0 |
| 9 | 3/23 | 3/25 | 3/24 | 3/25 | | 1,114 | 1,104 | 964 | | 517 | 515 | 481 | | 260 | 279 | 279 | | 70.1 | 69.3 | 60.5 | | 16.4 | 17.5 | 17.5 |
| 10 | 3/28 | 3/27 | 3/26 | 3/27 | | 1,137 | 1,113 | 1,000 | | 590 | 569 | 541 | | 331 | 339 | 351 | | 71.5 | 69.9 | 62.7 | | 20.8 | 21.3 | 22.0 |
| 11 | 3/30 | 3/31 | 3/31 | 4/1 | | 1,150 | 1,141 | 1,037 | | 640 | 651 | 635 | | 398 | 434 | 438 | | 72.3 | 71.6 | 65.1 | | 25.0 | 27.2 | 27.5 |
| 12 | 4/1 | 4/2 | 4/3 | 4/4 | | 1,165 | 1,164 | 1,068 | | 687 | 723 | 696 | | 472 | 520 | 524 | | 73.3 | 73.1 | 67.0 | | 29.7 | 32.6 | 32.9 |
| 13 | 4/5 | 4/6 | 4/7 | 4/8 | | 1,176 | 1,181 | 1,087 | | 728 | 754 | 720 | | 532 | 576 | 563 | | 74.0 | 74.1 | 68.2 | | 33.5 | 36.2 | 35.3 |
| 14 | 4/7 | 4/9 | 4/10 | 4/11 | | 1,188 | 1,195 | 1,103 | | 785 | 809 | 764 | | 604 | 631 | 623 | | 74.7 | 75.0 | 69.2 | | 38.0 | 39.6 | 39.1 |
| 15 | 4/11 | 4/13 | 4/14 | 4/15 | | 1,190 | 1,201 | 1,116 | | 820 | 847 | 798 | | 647 | 675 | 666 | | 74.8 | 75.4 | 70.0 | | 40.7 | 42.4 | 41.8 |
| 16 | 4/18 | 4/20 | 4/22 | 4/22 | | 1,210 | 1,226 | 1,150 | | 906 | 932 | 883 | | 756 | 793 | 774 | | 76.1 | 77.0 | 72.1 | | 47.5 | 49.8 | 48.6 |
| 17 | 5/9 | 5/8 | 5/8 | 5/8 | | 1,242 | 1,255 | 1,191 | | 1,031 | 1,042 | 996 | | 918 | 936 | 910 | | 78.1 | 78.8 | 74.7 | | 57.7 | 58.8 | 57.1 |
| 18 | 5/11 | 5/13 | 5/15 | 5/16 | | 1,247 | 1,270 | 1,206 | | 1,062 | 1,102 | 1,049 | | 962 | 1,013 | 976 | | 78.4 | 79.7 | 75.7 | | 60.5 | 63.6 | 61.2 |
| 19 | 6/17 | 6/19 | 6/20 | 6/19 | | 1,285 | 1,303 | 1,224 | | 1,197 | 1,213 | 1,134 | | 1,151 | 1,168 | 1,090 | | 80.8 | 81.8 | 76.8 | | 72.4 | 73.3 | 68.4 |

| 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 | | | | | | | |
| 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | 2016年 | 2015年 | 2014年 | 2013年 | | | | | |
| 1 | 2/26 | 2/25 | 2/19 | 2/20 | | | | | | | | | | | | | | | | | | | | |
| 2 | 2/29 | 3/2 | 3/3 | 3/4 | | | | 4,114 | | | | 3,800 | | | | 5,389 | | | | | | | | 4,616 |
| 3 | 3/3 | 3/12 | 3/6 | 3/7 | | | | 4,881 | | | | 4,690 | | | | 5,819 | | | | | | | | 5,464 |
| 4 | 3/15 | 3/17 | 3/11 | 3/12 | | 5,757 | 5,727 | 4,698 | | 5,732 | 5,626 | 4,948 | | 7,039 | 5,999 | 5,651 | | 7,610 | 6,494 | 5,758 | | | | |
| 5 | 3/16 | 3/18 | 3/12 | 3/13 | | 5,936 | 5,609 | 4,911 | | 6,383 | 6,047 | 5,183 | | 7,726 | 7,370 | 5,867 | | 8,306 | 7,689 | 5,929 | | | | |
| 6 | 3/17 | 3/19 | 3/13 | 3/14 | | 5,888 | 5,619 | 4,793 | | 6,389 | 6,075 | 5,147 | | 7,582 | 7,013 | 5,677 | | 8,162 | 7,016 | 5,725 | | | | |
| 7 | 3/18 | 3/20 | 3/14 | 3/15 | | 5,847 | 5,534 | 4,744 | | 6,349 | 5,972 | 5,108 | | 7,529 | 6,908 | 5,617 | | 8,147 | 6,847 | 5,707 | | | | |
| 8 | 3/22 | 3/23 | 3/17 | 3/18 | | 5,864 | 5,528 | 4,712 | | 6,316 | 5,941 | 5,094 | | 7,565 | 6,902 | 5,578 | | 8,149 | 7,149 | 5,674 | | | | |
| 9 | 3/23 | 3/25 | 3/24 | 3/25 | | 5,824 | 5,411 | 4,625 | | 6,278 | 5,822 | 4,985 | | 7,515 | 6,728 | 5,483 | | 8,093 | 7,074 | 5,607 | | | | |
| 10 | 3/28 | 3/27 | 3/26 | 3/27 | | 5,761 | 5,390 | 4,613 | | 6,174 | 5,817 | 4,886 | | 7,435 | 6,729 | 5,458 | | 7,918 | 7,055 | 5,551 | | | | |
| 11 | 3/30 | 3/31 | 3/31 | 4/1 | | 5,773 | 5,329 | 4,571 | | 6,132 | 5,647 | 4,771 | | 7,401 | 6,670 | 5,442 | | 7,820 | 6,918 | 5,540 | | | | |
| 12 | 4/1 | 4/2 | 4/3 | 4/4 | | 5,781 | 5,277 | 4,555 | | 6,039 | 5,517 | 4,712 | | 7,337 | 6,564 | 5,420 | | 7,637 | 6,707 | 5,477 | | | | |
| 13 | 4/5 | 4/6 | 4/7 | 4/8 | | 5,732 | 5,268 | 4,531 | | 5,932 | 5,461 | 4,693 | | 7,264 | 6,552 | 5,403 | | 7,499 | 6,669 | 5,464 | | | | |
| 14 | 4/7 | 4/9 | 4/10 | 4/11 | | 5,659 | 5,227 | 4,538 | | 5,845 | 5,405 | 4,667 | | 7,192 | 6,501 | 5,438 | | 7,423 | 6,659 | 5,485 | | | | |
| 15 | 4/11 | 4/13 | 4/14 | 4/15 | | 5,625 | 5,207 | 4,504 | | 5,820 | 5,379 | 4,634 | | 7,162 | 6,483 | 5,403 | | 7,403 | 6,637 | 5,444 | | | | |
| 16 | 4/18 | 4/20 | 4/22 | 4/22 | | 5,530 | 5,128 | 4,413 | | 5,678 | 5,253 | 4,497 | | 7,072 | 6,396 | 5,336 | | 7,298 | 6,554 | 5,357 | | | | |
| 17 | 5/9 | 5/8 | 5/8 | 5/8 | | 5,442 | 5,050 | 4,328 | | 5,569 | 5,130 | 4,389 | | 6,983 | 6,337 | 5,267 | | 7,180 | 6,451 | 5,317 | | | | |
| 18 | 5/11 | 5/13 | 5/15 | 5/16 | | 5,406 | 5,002 | 4,287 | | 5,517 | 5,072 | 4,342 | | 6,924 | 6,280 | 5,246 | | 7,049 | 6,381 | 5,283 | | | | |
| 19 | 6/17 | 6/19 | 6/20 | 6/19 | | 5,321 | 4,930 | 4,255 | | 5,366 | 4,967 | 4,282 | | 6,832 | 6,204 | 5,182 | | 6,880 | 6,227 | 5,207 | | | | |

| 2016年 春季生活闘争 報No | 賃上げ交渉状況 ※協議：要求なしの交渉又は回答のみ | | | | | | | | | | | | | | 賃上げ交渉状況 | | | | | | | | | | | | | |
|--|---------------------------|-------|-------|-----|-------|-----|----|----|------|------|----|----|----|---------|---------|---------|---------|---------|---------|----|----|----|------|------|----|-------|-------|-------|
| | 単組数 | 単組数 | | | | | | | | | | | | | 組合員数 | | | | | | | | | | | | | |
| | 単組 | 総 | 要求 | | | 回答 | | | 妥結 | 比率 | | | 交渉 | 協議 | 人員 | 総 | 要求 | | | 回答 | | | 妥結 | 比率 | | | 交渉 | 協議 |
| | 総数 | 要求 | 合計 | 個別 | 平均 | 合計 | 個別 | 平均 | 合計 | 要求 | 回答 | 妥結 | 断念 | ※ | 総数 | 要求 | 合計 | 個別 | 平均 | 合計 | 個別 | 平均 | 合計 | 要求 | 回答 | 妥結 | 断念 | ※ |
| 全体計 | 1,579 | 1,098 | 969 | 170 | 958 | | | | | 61.4 | | | 11 | 14 | 341,291 | 299,725 | 270,416 | 76,189 | 264,416 | | | | | 79.2 | | | 3,240 | 1,560 |
| 大手労組会議 | 48 | 48 | 44 | 18 | 42 | | | | | 91.7 | | | | | 126,789 | 126,789 | 116,884 | 48,924 | 113,444 | | | | | 92.2 | | | | |
| 業 種 | 鉄鋼業 | 126 | 81 | 79 | 11 | 79 | | | | 62.7 | | | | 1 | 12,878 | 10,723 | 10,631 | 1,991 | 10,631 | | | | | 82.6 | | | | 6 |
| | 非鉄金属 | 54 | 40 | 37 | 4 | 36 | | | | 68.5 | | | | | 9,532 | 7,612 | 7,440 | 998 | 6,523 | | | | | 78.1 | | | | |
| | 金属製品 | 256 | 166 | 147 | 29 | 146 | | | | 57.4 | | | 2 | | 33,252 | 27,436 | 24,689 | 3,917 | 24,605 | | | | | 74.2 | | | 82 | |
| | 一般機械 | 550 | 406 | 367 | 74 | 364 | | | | 66.7 | | | 1 | 6 | 134,901 | 121,045 | 116,365 | 39,534 | 115,398 | | | | | 86.3 | | | 35 | 309 |
| | 電気機械 | 190 | 135 | 111 | 23 | 107 | | | | 58.4 | | | 2 | | 56,642 | 47,153 | 41,548 | 15,905 | 37,746 | | | | | 73.4 | | | 2,961 | |
| | 輸送機械 | 149 | 124 | 106 | 14 | 106 | | | | 71.1 | | | | | 53,419 | 50,715 | 39,515 | 4,400 | 39,515 | | | | | 74.0 | | | | |
| | 精密機械 | 65 | 47 | 40 | 5 | 40 | | | | 61.5 | | | | 2 | 22,046 | 20,873 | 17,401 | 5,037 | 17,401 | | | | | 78.9 | | | | 226 |
| | その他 | 189 | 99 | 82 | 10 | 80 | | | | 43.4 | | | 6 | 5 | 18,621 | 14,168 | 12,827 | 4,407 | 12,597 | | | | | 68.9 | | | 162 | 1,019 |
| 規 模 | 1～299人 | 1,348 | 887 | 782 | 125 | 776 | | | | 58.0 | | | 10 | 13 | 104,530 | 78,069 | 68,926 | 11,331 | 68,218 | | | | | 65.9 | | | 513 | 887 |
| | 1～99人 | 943 | 577 | 509 | 80 | 505 | | | | 54.0 | | | 9 | 10 | 36,505 | 25,447 | 22,192 | 3,493 | 21,985 | | | | | 60.8 | | | 279 | 322 |
| | 100～299人 | 405 | 310 | 273 | 45 | 271 | | | | 67.4 | | | 1 | 3 | 68,025 | 52,622 | 46,734 | 7,838 | 46,233 | | | | | 68.7 | | | 234 | 565 |
| | 300～499人 | 96 | 86 | 73 | 12 | 72 | | | | 76.0 | | | | | 36,827 | 32,594 | 27,581 | 4,799 | 27,200 | | | | | 74.9 | | | | |
| | 500～999人 | 73 | 67 | 62 | 13 | 60 | | | | 84.9 | | | | 1 | 49,748 | 45,603 | 42,386 | 9,043 | 40,915 | | | | | 85.2 | | | | 673 |
| | 1000人以上 | 47 | 43 | 38 | 15 | 36 | | | | 80.9 | | | 1 | | 72,043 | 65,316 | 58,531 | 23,941 | 55,091 | | | | | 81.2 | | | 2,727 | |
| | 3000人以上 | 15 | 15 | 14 | 5 | 14 | | | | 93.3 | | | | | 78,143 | 78,143 | 72,992 | 27,075 | 72,992 | | | | | 93.4 | | | | |
| 地 方 （ 事 業 所 ベ ー ス ） | 北海道 | 9 | 4 | 3 | 1 | 3 | | | | 33.3 | | | | | 3,248 | 3,023 | 2,965 | 402 | 2,965 | | | | | 91.3 | | | | |
| | 北東北 | 46 | 37 | 27 | 2 | 26 | | | | 58.7 | | | | | 6,572 | 5,580 | 4,504 | 174 | 4,455 | | | | | 68.5 | | | | |
| | 南東北 | 87 | 70 | 59 | 9 | 58 | | | | 67.8 | | | | | 10,728 | 9,495 | 6,601 | 1,945 | 6,281 | | | | | 61.5 | | | | |
| | 北関東 | 184 | 147 | 123 | 5 | 123 | | | | 66.8 | | | 1 | | 36,410 | 33,984 | 28,767 | 4,114 | 28,767 | | | | | 79.0 | | | 234 | |
| | 東京千葉 | 161 | 115 | 99 | 13 | 97 | | | | 61.5 | | | 7 | 7 | 44,728 | 37,906 | 34,040 | 7,741 | 32,140 | | | | | 76.1 | | | 2,879 | 1,373 |
| | 神奈川 | 97 | 63 | 41 | 5 | 40 | | | | 42.3 | | | | 1 | 25,711 | 21,909 | 16,489 | 3,669 | 14,568 | | | | | 64.1 | | | | 40 |
| | 新潟 | 80 | 55 | 49 | 3 | 49 | | | | 61.3 | | | 1 | 1 | 10,673 | 8,780 | 8,017 | 1,848 | 8,017 | | | | | 75.1 | | | 69 | 36 |
| | 北陸 | 113 | 74 | 71 | 7 | 71 | | | | 62.8 | | | | | 22,151 | 20,464 | 20,336 | 3,346 | 20,336 | | | | | 91.8 | | | | |
| | 甲信 | 77 | 41 | 35 | 1 | 35 | | | | 45.5 | | | | 1 | 13,035 | 8,592 | 6,882 | 167 | 6,882 | | | | | 52.8 | | | | 186 |
| | 静岡 | 85 | 56 | 53 | 5 | 52 | | | | 62.4 | | | | 1 | 28,120 | 25,773 | 25,142 | 9,354 | 24,225 | | | | | 89.4 | | | | 9 |
| | 東海 | 193 | 132 | 122 | 11 | 121 | | | | 63.2 | | | | 1 | 38,950 | 34,004 | 32,341 | 2,685 | 32,238 | | | | | 83.0 | | | | 55 |
| | 京滋 | 96 | 76 | 66 | 17 | 66 | | | | 68.8 | | | | | 17,142 | 16,557 | 15,279 | 8,601 | 15,279 | | | | | 89.1 | | | | |
| | 大阪 | 304 | 222 | 214 | 121 | 209 | | | | 70.4 | | | | | 43,904 | 39,299 | 38,137 | 23,967 | 37,366 | | | | | 86.9 | | | | |
| | 山陽 | 138 | 99 | 91 | 12 | 90 | | | | 65.9 | | | 2 | 4 | 23,083 | 19,265 | 17,703 | 3,578 | 17,684 | | | | | 76.7 | | | 48 | 47 |
| | 山陰 | 38 | 31 | 24 | | 24 | | | | 63.2 | | | | | 4,151 | 3,895 | 3,492 | | 3,492 | | | | | 84.1 | | | | |
| 四国 | 33 | 32 | 29 | 2 | 29 | | | | 87.9 | | | | | 4,877 | 4,814 | 4,463 | 2,118 | 4,463 | | | | | 91.5 | | | | | |
| 九州・山口 | 64 | 41 | 37 | 6 | 37 | | | | 57.8 | | | | | 7,727 | 5,935 | 5,300 | 1,009 | 5,300 | | | | | 68.6 | | | | | |
| 地方計 | 1,810 | 1,298 | 1,146 | 221 | 1,133 | | | | 63.3 | | | 11 | 16 | 341,291 | 299,344 | 270,527 | 74,762 | 264,527 | | | | | 79.3 | | | 3,230 | 1,746 | |

| 2016年 春季生活闘争 情報No.03 3月11日 | 平均賃上げ：単純平均 | | | | | | | | | | | | | | 平均賃上げ：加重平均 | | | | | | | | | | | | | |
|-------------------------------------|------------|------|---------|---------|-------|-------|---|----|---|--------|--------|-------|---|------|------------|---------|---------|--------|-------|----|----|----|--------|--------|-------|----|---|--|
| | 同一単組前年比較 | | | | | | | | | | | | | | 同一単組前年比較 | | | | | | | | | | | | | |
| | 基礎数値 | | | 要求 | | 回答・妥結 | | 妥結 | | 要求 | | 妥結 | | 基礎数値 | | | 要求 | | 回答・妥結 | | 妥結 | | 要求 | | 妥結 | | | |
| | 年齢 | 勤続 | 基礎賃金 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | |
| 全体計 | 39.0 | 14.4 | 258,031 | 8,427 | 3.43 | | | | | -1,692 | -0.67 | | | 38.9 | 15.4 | 292,623 | 9,336 | 3.29 | | | | | -2,132 | -0.78 | | | | |
| 大手労組会議 | 39.4 | 16.1 | 308,583 | 9,715 | 3.23 | | | | | -2,796 | -0.96 | | | 39.3 | 15.9 | 313,992 | 9,960 | 3.22 | | | | | -2,470 | -0.85 | | | | |
| 業 種 | 鉄鋼業 | 39.0 | 14.2 | 240,481 | 7,815 | 3.27 | | | | | -1,961 | -0.82 | | | 38.2 | 14.6 | 254,454 | 7,447 | 2.92 | | | | | -2,904 | -1.17 | | | |
| | 非鉄金属 | 39.6 | 14.1 | 254,437 | 7,667 | 3.00 | | | | | -2,184 | -1.00 | | | 38.4 | 14.5 | 250,218 | 7,631 | 3.17 | | | | | -2,636 | -0.93 | | | |
| | 金属製品 | 39.2 | 14.3 | 249,803 | 7,999 | 3.34 | | | | | -1,782 | -0.73 | | | 39.2 | 15.5 | 260,325 | 8,143 | 3.21 | | | | | -2,030 | -0.80 | | | |
| | 一般機械 | 38.3 | 13.8 | 259,132 | 8,882 | 3.61 | | | | | -1,701 | -0.60 | | | 38.0 | 14.4 | 290,642 | 10,294 | 3.63 | | | | | -2,295 | -0.81 | | | |
| | 電気機械 | 39.6 | 15.5 | 265,109 | 8,257 | 3.34 | | | | | -1,799 | -0.79 | | | 40.4 | 17.1 | 309,661 | 9,205 | 3.09 | | | | | -2,329 | -0.90 | | | |
| | 輸送機械 | 38.5 | 14.9 | 263,701 | 8,813 | 3.46 | | | | | -1,323 | -0.58 | | | 39.0 | 15.9 | 301,266 | 9,013 | 3.06 | | | | | -1,840 | -0.73 | | | |
| | 精密機械 | 39.5 | 15.7 | 279,828 | 8,310 | 3.04 | | | | | -1,513 | -0.61 | | | 40.2 | 16.6 | 318,519 | 8,441 | 2.57 | | | | | -1,634 | -0.42 | | | |
| | その他 | 41.0 | 14.7 | 258,419 | 7,858 | 3.38 | | | | | -1,413 | -0.59 | | | 40.1 | 15.2 | 289,924 | 8,007 | 2.89 | | | | | -918 | -0.29 | | | |
| 規 模 | 1~299人 | 39.1 | 14.1 | 249,557 | 8,250 | 3.48 | | | | | -1,588 | -0.64 | | | 38.7 | 14.3 | 256,990 | 8,474 | 3.45 | | | | | -1,778 | -0.69 | | | |
| | 1~99人 | 39.3 | 13.7 | 242,028 | 8,083 | 3.57 | | | | | -1,459 | -0.60 | | | 38.7 | 13.6 | 240,478 | 8,004 | 3.58 | | | | | -1,486 | -0.69 | | | |
| | 100~299人 | 38.7 | 14.6 | 262,632 | 8,561 | 3.35 | | | | | -1,815 | -0.70 | | | 38.7 | 14.6 | 264,312 | 8,698 | 3.40 | | | | | -1,909 | -0.69 | | | |
| | 300~499人 | 38.6 | 15.4 | 276,449 | 8,662 | 3.19 | | | | | -1,954 | -0.65 | | | 38.6 | 15.4 | 275,603 | 8,745 | 3.24 | | | | | -1,972 | -0.66 | | | |
| | 500~999人 | 38.6 | 15.2 | 278,863 | 9,528 | 3.47 | | | | | -2,038 | -0.82 | | | 38.6 | 15.2 | 278,502 | 9,509 | 3.47 | | | | | -2,079 | -0.84 | | | |
| | 1000人以上 | 39.1 | 15.6 | 309,423 | 9,383 | 3.08 | | | | | -2,757 | -0.98 | | | 39.3 | 15.8 | 310,751 | 9,418 | 3.07 | | | | | -2,788 | -0.99 | | | |
| | 3000人以上 | 39.6 | 16.5 | 315,995 | 9,842 | 3.15 | | | | | -1,909 | -0.64 | | | 39.2 | 15.9 | 316,897 | 10,202 | 3.26 | | | | | -2,063 | -0.70 | | | |
| 地 方 (事業所ベース) | 北海道 | 39.5 | 13.2 | 243,873 | 7,235 | 2.55 | | | | | -2,561 | -0.81 | | | 42.3 | 9.7 | 251,994 | 5,334 | 2.09 | | | | | -4,716 | -1.72 | | | |
| | 北東北 | 40.9 | 19.9 | 222,872 | 8,221 | 3.67 | | | | | -1,812 | -0.72 | | | 40.9 | 19.1 | 261,047 | 8,516 | 3.35 | | | | | -2,135 | -0.87 | | | |
| | 南東北 | 39.6 | 16.4 | 246,704 | 8,467 | 3.94 | | | | | -1,543 | -0.75 | | | 40.5 | 17.4 | 277,158 | 9,126 | 3.65 | | | | | -1,901 | -0.85 | | | |
| | 北関東 | 39.2 | 15.3 | 281,635 | 8,693 | 3.34 | | | | | -2,138 | -0.85 | | | 39.6 | 16.2 | 301,556 | 9,643 | 3.34 | | | | | -2,630 | -0.97 | | | |
| | 東京千葉 | 39.7 | 14.7 | 292,351 | 8,719 | 3.08 | | | | | -1,846 | -0.62 | | | 40.3 | 16.3 | 325,226 | 7,880 | 2.49 | | | | | -2,004 | -0.63 | | | |
| | 神奈川 | 39.3 | 15.8 | 298,340 | 9,744 | 3.41 | | | | | -2,217 | -0.99 | | | 40.3 | 17.0 | 306,472 | 9,974 | 3.35 | | | | | -1,975 | -0.90 | | | |
| | 新潟 | 39.8 | 16.7 | 238,809 | 8,538 | 3.68 | | | | | -2,044 | -0.59 | | | 39.5 | 16.5 | 259,467 | 9,026 | 3.55 | | | | | -3,161 | -0.99 | | | |
| | 北陸 | 39.1 | 13.8 | 234,967 | 8,619 | 3.63 | | | | | -2,305 | -0.98 | | | 38.3 | 14.5 | 255,604 | 9,581 | 3.72 | | | | | -2,852 | -1.13 | | | |
| | 甲信 | 38.6 | 15.5 | 269,372 | 9,149 | 3.58 | | | | | -1,212 | -0.58 | | | 39.1 | 15.7 | 285,689 | 9,649 | 3.42 | | | | | -2,618 | -1.21 | | | |
| | 静岡 | 39.3 | 15.8 | 280,250 | 8,082 | 3.21 | | | | | -1,237 | -0.71 | | | 39.2 | 16.4 | 305,782 | 10,114 | 3.40 | | | | | -1,747 | -0.69 | | | |
| | 東海 | 38.2 | 13.9 | 271,106 | 7,724 | 2.90 | | | | | -1,993 | -0.80 | | | 37.8 | 14.5 | 282,473 | 8,493 | 3.09 | | | | | -2,136 | -0.74 | | | |
| | 京滋 | 38.9 | 14.1 | 281,097 | 8,099 | 3.09 | | | | | -2,031 | -0.73 | | | 39.3 | 15.3 | 317,052 | 9,826 | 3.24 | | | | | -2,025 | -0.66 | | | |
| | 大阪 | 38.9 | 13.9 | 270,308 | 9,293 | 3.62 | | | | | -1,926 | -0.67 | | | 38.1 | 14.3 | 291,561 | 9,941 | 3.42 | | | | | -2,043 | -0.66 | | | |
| | 山陽 | 38.6 | 14.7 | 263,803 | 8,431 | 3.33 | | | | | -1,101 | -0.46 | | | 38.3 | 14.9 | 278,239 | 9,011 | 3.22 | | | | | -1,902 | -0.74 | | | |
| | 山陰 | 40.3 | 15.3 | 236,939 | 6,815 | 2.98 | | | | | -153 | 0.08 | | | 39.7 | 15.0 | 248,615 | 7,756 | 3.22 | | | | | 512 | 0.27 | | | |
| | 四国 | 40.3 | 14.9 | 246,643 | 9,971 | 4.11 | | | | | -1,993 | -0.87 | | | 38.8 | 14.9 | 276,548 | 10,392 | 3.84 | | | | | -2,944 | -1.07 | | | |
| 九州・山口 | 38.0 | 14.5 | 264,451 | 9,196 | 3.46 | | | | | -1,397 | -0.64 | | | 38.1 | 14.5 | 273,046 | 10,056 | 3.74 | | | | | -1,784 | -0.54 | | | | |
| 地方計 | 39.1 | 14.7 | 265,853 | 8,631 | 3.40 | | | | | -1,800 | -0.71 | | | 39.1 | 15.5 | 292,583 | 9,253 | 3.25 | | | | | -2,183 | -0.80 | | | | |

| 2016年 春季生活闘争 情報No.03 3月11日 | | 全体の賃金構造分と改善分：要求 | | | | | | | | | | 全体の賃金構造分と改善分：回答 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------------|----------|-----------------|-------|------|------|----------|-------|------|------|-------|------|-----------------|-----|-----|----|------|-----|-----|-----|----------|-----|------|-----|-------|----|---------|-----|------|----|----|--|----|--|----|--|------|--|----|--|-----|--|
| | | 全体計 | | | | 改善分がある場合 | | | | 構造維持分 | | 構造維持分割れ | | | | 全体計 | | | | 改善分がある場合 | | | | 構造維持分 | | 構造維持分割れ | | | | | | | | | | | | | | | |
| | | 賃上げ額 | | 構造 | | ペア | | 賃上げ額 | | 構造 | | ペア | | のみ | | 賃上げ額 | | 構造 | | マイナ | | 賃上げ額 | | 構造 | | 賃金 | | 賃上げ額 | | 構造 | | 賃金 | | のみ | | 賃上げ額 | | 構造 | | マイナ | |
| | | 単組数 | 全体計 | 維持分 | 改善分 | 単組数 | 全体計 | 維持分 | 改善分 | 単組数 | 金額 | 単組数 | 全体計 | 維持分 | ス分 | 単組数 | 全体計 | 維持分 | 改善分 | 単組数 | 全体計 | 維持分 | 改善分 | 単組数 | 金額 | 単組数 | 全体計 | 維持分 | ス分 | | | | | | | | | | | | |
| 全体計 | | 725 | 8718 | 4554 | 4164 | 647 | 9191 | 4525 | 4666 | 78 | 4796 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 大手労組会議 | | 41 | 9732 | 5405 | 4327 | 33 | 10951 | 5574 | 5376 | 8 | 4707 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 業種 | 鉄鋼業 | 59 | 8048 | 4183 | 3866 | 49 | 8822 | 4167 | 4654 | 10 | 4258 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 非鉄金属 | 32 | 7938 | 4697 | 3241 | 23 | 8842 | 4333 | 4509 | 9 | 5627 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 金属製品 | 103 | 8236 | 4135 | 4101 | 93 | 8683 | 4141 | 4542 | 10 | 4079 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 一般機械 | 287 | 9069 | 4762 | 4307 | 263 | 9452 | 4752 | 4700 | 24 | 4873 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 電気機械 | 79 | 8658 | 4487 | 4171 | 71 | 9102 | 4461 | 4641 | 8 | 4714 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 輸送機械 | 84 | 9054 | 4564 | 4490 | 75 | 9544 | 4515 | 5029 | 9 | 4968 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 精密機械 | 29 | 8781 | 5139 | 3643 | 25 | 9355 | 5130 | 4225 | 4 | 5196 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | その他 | 52 | 8488 | 4330 | 4158 | 48 | 8780 | 4276 | 4504 | 4 | 4978 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 規模 | 1～299人 | 556 | 8537 | 4384 | 4153 | 496 | 8985 | 4330 | 4655 | 60 | 4830 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1～99人 | 326 | 8471 | 4270 | 4201 | 289 | 8968 | 4229 | 4739 | 37 | 4590 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 100～299人 | 230 | 8630 | 4546 | 4084 | 207 | 9010 | 4472 | 4538 | 23 | 5215 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 300～499人 | 64 | 8949 | 5049 | 3900 | 57 | 9414 | 5035 | 4379 | 7 | 5160 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 500～999人 | 58 | 9451 | 4968 | 4484 | 55 | 9814 | 5086 | 4728 | 3 | 2806 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 1000人以上 | 34 | 9537 | 5377 | 4160 | 27 | 10688 | 5450 | 5238 | 7 | 5098 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 3000人以上 | 13 | 9907 | 5380 | 4527 | 12 | 10395 | 5491 | 4904 | 1 | 4052 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 地方 (事業所ベース) | 北海道 | 3 | 7235 | 4735 | 2500 | 2 | 8353 | 4603 | 3750 | 1 | 5000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 北東北 | 18 | 8723 | 4114 | 4609 | 17 | 9115 | 4235 | 4880 | 1 | 2057 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 南東北 | 37 | 9693 | 4473 | 5219 | 35 | 9880 | 4362 | 5517 | 2 | 6415 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 北関東 | 86 | 9257 | 4877 | 4381 | 80 | 9584 | 4875 | 4709 | 6 | 4901 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 東京千葉 | 81 | 8642 | 4833 | 3810 | 69 | 9349 | 4876 | 4472 | 12 | 4582 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 神奈川 | 33 | 9992 | 5257 | 4735 | 31 | 10273 | 5232 | 5041 | 2 | 5650 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 新潟 | 35 | 8957 | 4230 | 4727 | 33 | 9215 | 4201 | 5014 | 2 | 4704 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 北陸 | 60 | 8861 | 4276 | 4585 | 55 | 9269 | 4268 | 5001 | 5 | 4370 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 甲信 | 31 | 8711 | 4826 | 3885 | 27 | 9273 | 4813 | 4461 | 4 | 4915 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 静岡 | 49 | 8270 | 4671 | 3600 | 41 | 8941 | 4639 | 4302 | 8 | 4834 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 東海 | 96 | 8059 | 4661 | 3398 | 82 | 8689 | 4711 | 3978 | 14 | 4369 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 京滋 | 52 | 8430 | 4954 | 3475 | 44 | 9029 | 4922 | 4107 | 8 | 5130 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 大阪 | 174 | 9618 | 4800 | 4819 | 160 | 10038 | 4798 | 5240 | 14 | 4821 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 山陽 | 64 | 8964 | 4872 | 4092 | 57 | 9465 | 4871 | 4595 | 7 | 4882 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 山陰 | 20 | 7213 | 3469 | 3744 | 20 | 7213 | 3469 | 3744 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 四国 | 13 | 10435 | 5166 | 5270 | 13 | 10435 | 5166 | 5270 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 九州・山口 | 27 | 9462 | 4701 | 4762 | 27 | 9462 | 4701 | 4762 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 地方計 | 882 | 8948 | 4701 | 4247 | 794 | 9417 | 4699 | 4718 | 88 | 4716 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| 2016年 春季生活闘争 情報No. 03 3月11日 | | 平均賃上げ:要求額 賃金改善又はベア額の分布 | | | | | | | 平均賃上げ:回答額 賃金改善又はベア額の分布 | | | | | | |
|--------------------------------------|----------|---------------------------|-------|-------------|--------------------|--------------------|--------------------|-----------|---------------------------|-----|-----------|--------------|--------------|--------------|-----------|
| | | 合計 | | 4.5千円 未満 | 4.5千～ 6千円未 満 | 6千～ 7.5千円 未満 | 7.5千～ 9千円未 満 | 9千円 以上 | 合計 | | 1千円 未満 | 1千～2 千円未満 | 2千～3千 円未満 | 3千～4千 円未満 | 4千円 以上 |
| | | 件数 | 平均額 | | | | | | 件数 | 平均額 | | | | | |
| 全体計 | | 647 | 4,666 | 264 | 81 | 272 | 19 | 11 | | | | | | | |
| 大手労組会議 | | 33 | 5,376 | 8 | 2 | 21 | 2 | | | | | | | | |
| 業 種 | 鉄鋼業 | 49 | 4,654 | 18 | 7 | 23 | 1 | | | | | | | | |
| | 非鉄金属 | 23 | 4,509 | 10 | 2 | 10 | 1 | | | | | | | | |
| | 金属製品 | 93 | 4,542 | 43 | 11 | 30 | 5 | 4 | | | | | | | |
| | 一般機械 | 263 | 4,700 | 103 | 32 | 119 | 5 | 4 | | | | | | | |
| | 電気機械 | 71 | 4,641 | 26 | 9 | 34 | 2 | | | | | | | | |
| | 輸送機械 | 75 | 5,029 | 30 | 14 | 27 | 1 | 3 | | | | | | | |
| | 精密機械 | 25 | 4,225 | 13 | 2 | 8 | 2 | | | | | | | | |
| | その他 | 48 | 4,504 | 21 | 4 | 21 | 2 | | | | | | | | |
| 規 模 | 1～299人 | 496 | 4,655 | 206 | 61 | 203 | 15 | 11 | | | | | | | |
| | 1～99人 | 289 | 4,739 | 117 | 29 | 126 | 9 | 8 | | | | | | | |
| | 100～299人 | 207 | 4,538 | 89 | 32 | 77 | 6 | 3 | | | | | | | |
| | 300～499人 | 57 | 4,379 | 27 | 8 | 21 | 1 | | | | | | | | |
| | 500～999人 | 55 | 4,728 | 20 | 6 | 27 | 2 | | | | | | | | |
| | 1000人以上 | 27 | 5,238 | 7 | 4 | 15 | 1 | | | | | | | | |
| | 3000人以上 | 12 | 4,904 | 4 | 2 | 6 | | | | | | | | | |
| 地 方 (事業所ベース) | 北海道 | 2 | 3,750 | 2 | | | | | | | | | | | |
| | 北東北 | 17 | 4,880 | 5 | 1 | 11 | | | | | | | | | |
| | 南東北 | 35 | 5,517 | 9 | 8 | 16 | | 2 | | | | | | | |
| | 北関東 | 80 | 4,709 | 32 | 6 | 41 | 1 | | | | | | | | |
| | 東京千葉 | 69 | 4,472 | 29 | 8 | 31 | 1 | | | | | | | | |
| | 神奈川 | 31 | 5,041 | 13 | 5 | 9 | 3 | 1 | | | | | | | |
| | 新潟 | 33 | 5,014 | 12 | 2 | 14 | 3 | 2 | | | | | | | |
| | 北陸 | 55 | 5,001 | 13 | 8 | 34 | | | | | | | | | |
| | 甲信 | 27 | 4,461 | 12 | 6 | 9 | | | | | | | | | |
| | 静岡 | 41 | 4,302 | 18 | 8 | 15 | | | | | | | | | |
| | 東海 | 82 | 3,978 | 46 | 11 | 24 | 1 | | | | | | | | |
| | 京滋 | 44 | 4,107 | 23 | 8 | 12 | 1 | | | | | | | | |
| | 大阪 | 160 | 5,240 | 44 | 15 | 88 | 9 | 4 | | | | | | | |
| | 山陽 | 57 | 4,595 | 28 | 5 | 21 | 1 | 2 | | | | | | | |
| | 山陰 | 20 | 3,744 | 12 | 2 | 6 | | | | | | | | | |
| | 四国 | 13 | 5,270 | 3 | | 10 | | | | | | | | | |
| 九州・山口 | 27 | 4,762 | 13 | 1 | 10 | 3 | | | | | | | | | |
| 地方計 | 794 | 4,718 | 315 | 94 | 351 | 23 | 11 | | | | | | | | |

| 2016年 春季生活闘争 情報No. 03 3月11日 | | 一時金交渉状況 | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|----------|---------|-----|-----|-------|----|------|------|---------|-------|---------|----------|---------|----|-------|----|------|------|---------|----|----|
| | | 単組数 | | | | | | | | | | 組合員数 | | | | | | | | | |
| | | 組合 数 | 要求 | | 回答・妥結 | | 妥結 | | 進捗状況(%) | | | 組合 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 | 1,579 | 435 | 610 | | | | | 38.6 | | | 341,291 | 162,844 | 187,744 | | | | | 55.0 | | | |
| 大手労組会議 | 48 | 32 | 36 | | | | | 75.0 | | | 126,789 | 71,940 | 79,470 | | | | | 62.7 | | | |
| 業 種 | 鉄鋼業 | 126 | 37 | 43 | | | | 34.1 | | | 12,878 | 7,739 | 7,986 | | | | | 62.0 | | | |
| | 非鉄金属 | 54 | 12 | 24 | | | | 44.4 | | | 9,532 | 1,449 | 2,773 | | | | | 29.1 | | | |
| | 金属製品 | 256 | 49 | 78 | | | | 30.5 | | | 33,252 | 13,332 | 15,705 | | | | | 47.2 | | | |
| | 一般機械 | 550 | 165 | 237 | | | | 43.1 | | | 134,901 | 67,285 | 78,123 | | | | | 57.9 | | | |
| | 電気機械 | 190 | 54 | 74 | | | | 38.9 | | | 56,642 | 26,435 | 33,154 | | | | | 58.5 | | | |
| | 輸送機械 | 149 | 67 | 81 | | | | 54.4 | | | 53,419 | 29,104 | 30,779 | | | | | 57.6 | | | |
| | 精密機械 | 65 | 14 | 20 | | | | 30.8 | | | 22,046 | 8,031 | 8,618 | | | | | 39.1 | | | |
| | その他 | 189 | 37 | 53 | | | | 28.0 | | | 18,621 | 9,469 | 10,606 | | | | | 57.0 | | | |
| 規 模 | 1～299人 | 1,348 | 312 | 474 | | | | 35.2 | | | 104,530 | 34,645 | 47,212 | | | | | 45.2 | | | |
| | 1～99人 | 943 | 163 | 279 | | | | 29.6 | | | 36,505 | 8,551 | 13,133 | | | | | 36.0 | | | |
| | 100～299人 | 405 | 149 | 195 | | | | 48.1 | | | 68,025 | 26,094 | 34,079 | | | | | 50.1 | | | |
| | 300～499人 | 96 | 43 | 48 | | | | 50.0 | | | 36,827 | 15,932 | 17,941 | | | | | 48.7 | | | |
| | 500～999人 | 73 | 41 | 46 | | | | 63.0 | | | 49,748 | 27,866 | 30,924 | | | | | 62.2 | | | |
| | 1000人以上 | 47 | 32 | 34 | | | | 72.3 | | | 72,043 | 48,609 | 51,569 | | | | | 71.6 | | | |
| | 3000人以上 | 15 | 7 | 8 | | | | 53.3 | | | 78,143 | 35,792 | 40,098 | | | | | 51.3 | | | |
| 地 方 (事業 所べ ース) | 北海道 | 9 | 3 | 3 | | | | 33.3 | | | 3,248 | 3,003 | 3,003 | | | | | 92.5 | | | |
| | 北東北 | 46 | 9 | 10 | | | | 21.7 | | | 6,572 | 1,449 | 2,887 | | | | | 43.9 | | | |
| | 南東北 | 87 | 29 | 34 | | | | 39.1 | | | 10,728 | 4,547 | 4,768 | | | | | 44.4 | | | |
| | 北関東 | 184 | 70 | 83 | | | | 45.1 | | | 36,410 | 13,173 | 14,577 | | | | | 40.0 | | | |
| | 東京千葉 | 161 | 59 | 73 | | | | 45.3 | | | 44,728 | 19,377 | 22,363 | | | | | 50.0 | | | |
| | 神奈川 | 97 | 37 | 40 | | | | 41.2 | | | 25,711 | 13,935 | 14,576 | | | | | 56.7 | | | |
| | 新潟 | 80 | 22 | 27 | | | | 33.8 | | | 10,673 | 4,964 | 5,541 | | | | | 51.9 | | | |
| | 北陸 | 113 | 14 | 36 | | | | 31.9 | | | 22,151 | 3,573 | 7,144 | | | | | 32.3 | | | |
| | 甲信 | 77 | 8 | 20 | | | | 26.0 | | | 13,035 | 2,247 | 4,662 | | | | | 35.8 | | | |
| | 静岡 | 85 | 30 | 34 | | | | 40.0 | | | 28,120 | 21,862 | 22,182 | | | | | 78.9 | | | |
| | 東海 | 193 | 64 | 91 | | | | 47.2 | | | 38,950 | 21,851 | 27,743 | | | | | 71.2 | | | |
| | 京滋 | 96 | 36 | 40 | | | | 41.7 | | | 17,142 | 8,274 | 8,432 | | | | | 49.2 | | | |
| | 大阪 | 304 | 89 | 128 | | | | 42.1 | | | 43,904 | 25,797 | 28,369 | | | | | 64.6 | | | |
| | 山陽 | 138 | 46 | 61 | | | | 44.2 | | | 23,083 | 11,281 | 12,626 | | | | | 54.7 | | | |
| | 山陰 | 38 | 6 | 12 | | | | 31.6 | | | 4,151 | 1,315 | 1,889 | | | | | 45.5 | | | |
| 四国 | 33 | 19 | 30 | | | | 90.9 | | | 4,877 | 4,454 | 4,741 | | | | | 97.2 | | | | |
| 九州・山口 | 64 | 15 | 22 | | | | 34.4 | | | 7,727 | 3,051 | 3,550 | | | | | 45.9 | | | | |
| 地方計 | 1,810 | 557 | 745 | | | | | 41.2 | | | 341,291 | 164,166 | 189,066 | | | | | 55.4 | | | |

| 2016年 春季生活闘争 情報No. 03 3月11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 | 金額 | 月数 |
| 全体計 | 39.0 | 14.4 | 263,048 | 632,546 | 2.37 | | | | | 4,497 | -0.00 | | | 38.9 | 15.4 | 290,429 | 769,760 | 2.57 | | | | | | | | | | |
| 大手労組会議 | 39.4 | 16.1 | 305,831 | 785,635 | 2.54 | | | | | -4,945 | -0.02 | | | 39.3 | 15.9 | 304,236 | 854,888 | 2.73 | | | | | | | | | | |
| 業種 | 鉄鋼業 | 39.0 | 14.2 | 247,461 | 603,398 | 2.51 | | | | | 1,455 | 0.02 | | | 38.2 | 14.6 | 280,405 | 628,118 | 2.41 | | | | | | | | | |
| | 非鉄金属 | 39.6 | 14.1 | 250,552 | 629,752 | 2.43 | | | | | 1,625 | 0.02 | | | 38.4 | 14.5 | 243,778 | 679,524 | 2.60 | | | | | | | | | |
| | 金属製品 | 39.2 | 14.3 | 246,521 | 561,819 | 2.22 | | | | | -1,375 | -0.04 | | | 39.2 | 15.5 | 262,772 | 608,482 | 2.26 | | | | | | | | | |
| | 一般機械 | 38.3 | 13.8 | 263,198 | 660,774 | 2.45 | | | | | 4,225 | 0.02 | | | 38.0 | 14.4 | 289,565 | 824,487 | 2.71 | | | | | | | | | |
| | 電気機械 | 39.6 | 15.5 | 278,215 | 640,766 | 2.23 | | | | | -155 | -0.05 | | | 40.4 | 17.1 | 312,987 | 799,640 | 2.52 | | | | | | | | | |
| | 輸送機械 | 38.5 | 14.9 | 274,094 | 652,444 | 2.38 | | | | | 16,825 | 0.02 | | | 39.0 | 15.9 | 296,659 | 743,467 | 2.53 | | | | | | | | | |
| | 精密機械 | 39.5 | 15.7 | 303,476 | 747,715 | 2.39 | | | | | 86,055 | 0.11 | | | 40.2 | 16.6 | 294,271 | 713,957 | 2.39 | | | | | | | | | |
| | その他 | 41.0 | 14.7 | 265,116 | 588,121 | 2.23 | | | | | -13,111 | -0.07 | | | 40.1 | 15.2 | 270,407 | 713,297 | 2.52 | | | | | | | | | |
| 規模 | 1～299人 | 39.1 | 14.1 | 253,132 | 598,208 | 2.33 | | | | | 4,845 | -0.00 | | | 38.7 | 14.3 | 261,497 | 628,070 | 2.38 | | | | | | | | | |
| | 1～99人 | 39.3 | 13.7 | 245,057 | 573,136 | 2.30 | | | | | 3,582 | 0.00 | | | 38.7 | 13.6 | 242,184 | 586,729 | 2.34 | | | | | | | | | |
| | 100～299人 | 38.7 | 14.6 | 266,091 | 632,434 | 2.37 | | | | | 6,631 | -0.01 | | | 38.7 | 14.6 | 268,837 | 643,152 | 2.39 | | | | | | | | | |
| | 300～499人 | 38.6 | 15.4 | 280,925 | 712,987 | 2.47 | | | | | 16,534 | -0.01 | | | 38.6 | 15.4 | 277,739 | 709,846 | 2.48 | | | | | | | | | |
| | 500～999人 | 38.6 | 15.2 | 280,907 | 709,039 | 2.47 | | | | | 3,275 | 0.01 | | | 38.6 | 15.2 | 278,491 | 710,309 | 2.47 | | | | | | | | | |
| | 1000人以上 | 39.1 | 15.6 | 309,061 | 755,626 | 2.49 | | | | | -18,092 | -0.04 | | | 39.3 | 15.8 | 305,358 | 768,224 | 2.52 | | | | | | | | | |
| | 3000人以上 | 39.6 | 16.5 | 310,905 | 922,593 | 2.89 | | | | | 26,366 | 0.06 | | | 39.2 | 15.9 | 304,086 | 945,498 | 2.95 | | | | | | | | | |
| 地方 (事業所ベース) | 北海道 | 39.5 | 13.2 | 277,828 | 606,356 | 2.26 | | | | | -51,222 | -0.10 | | | 42.3 | 9.7 | 277,828 | 597,188 | 2.27 | | | | | | | | | |
| | 北東北 | 40.9 | 19.9 | 239,615 | 635,041 | 2.25 | | | | | -12,751 | -0.09 | | | 40.9 | 19.1 | 235,693 | 740,594 | 2.50 | | | | | | | | | |
| | 南東北 | 39.6 | 16.4 | 265,638 | 554,834 | 2.24 | | | | | -35,400 | -0.10 | | | 40.5 | 17.4 | 278,345 | 681,177 | 2.42 | | | | | | | | | |
| | 北関東 | 39.2 | 15.3 | 293,036 | 660,465 | 2.40 | | | | | -8,235 | -0.01 | | | 39.6 | 16.2 | 293,083 | 813,254 | 2.60 | | | | | | | | | |
| | 東京千葉 | 39.7 | 14.7 | 305,312 | 749,386 | 2.41 | | | | | 22,826 | 0.05 | | | 40.3 | 16.3 | 323,753 | 814,001 | 2.43 | | | | | | | | | |
| | 神奈川 | 39.3 | 15.8 | 295,130 | 741,295 | 2.51 | | | | | -1,899 | 0.01 | | | 40.3 | 17.0 | 305,864 | 757,535 | 2.49 | | | | | | | | | |
| | 新潟 | 39.8 | 16.7 | 251,360 | 600,573 | 2.17 | | | | | -21,370 | -0.08 | | | 39.5 | 16.5 | 274,170 | 626,228 | 2.21 | | | | | | | | | |
| | 北陸 | 39.1 | 13.8 | 236,445 | 555,330 | 2.34 | | | | | 923 | 0.00 | | | 38.3 | 14.5 | 259,404 | 639,596 | 2.51 | | | | | | | | | |
| | 甲信 | 38.6 | 15.5 | 285,721 | 652,695 | 2.28 | | | | | 7,669 | 0.04 | | | 39.1 | 15.7 | 308,152 | 820,550 | 2.58 | | | | | | | | | |
| | 静岡 | 39.3 | 15.8 | 291,245 | 740,341 | 2.44 | | | | | 46,324 | 0.03 | | | 39.2 | 16.4 | 301,323 | 824,783 | 2.63 | | | | | | | | | |
| | 東海 | 38.2 | 13.9 | 277,214 | 672,075 | 2.42 | | | | | 17,316 | 0.03 | | | 37.8 | 14.5 | 281,691 | 739,087 | 2.55 | | | | | | | | | |
| | 京滋 | 38.9 | 14.1 | 286,942 | 672,520 | 2.36 | | | | | 28,896 | -0.03 | | | 39.3 | 15.3 | 309,657 | 829,053 | 2.58 | | | | | | | | | |
| | 大阪 | 38.9 | 13.9 | 280,250 | 719,720 | 2.58 | | | | | 8,566 | 0.03 | | | 38.1 | 14.3 | 293,956 | 851,122 | 2.86 | | | | | | | | | |
| | 山陽 | 38.6 | 14.7 | 273,331 | 661,996 | 2.47 | | | | | -4,661 | -0.04 | | | 38.3 | 14.9 | 282,712 | 739,729 | 2.52 | | | | | | | | | |
| | 山陰 | 40.3 | 15.3 | 236,223 | 535,220 | 2.18 | | | | | 85,039 | 0.30 | | | 39.7 | 15.0 | 240,619 | 551,880 | 2.26 | | | | | | | | | |
| | 四国 | 40.3 | 14.9 | 250,601 | 572,917 | 2.31 | | | | | -27,735 | -0.12 | | | 38.8 | 14.9 | 283,781 | 606,340 | 2.17 | | | | | | | | | |
| 九州・山口 | 38.0 | 14.5 | 275,547 | 629,538 | 2.42 | | | | | 56,135 | 0.03 | | | 38.1 | 14.5 | 270,779 | 680,428 | 2.46 | | | | | | | | | | |
| 地方計 | 39.1 | 14.7 | 271,440 | 671,355 | 2.41 | | | | | 7,852 | 0.00 | | | 39.1 | 15.5 | 289,355 | 770,357 | 2.56 | | | | | | | | | | |

| 2016年 春季生活闘争 情報No. 03 3月11日 | | 一時金：年間：単純平均 | | | | | | | | | | | | 一時金：年間：加重平均 | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|----------|-------------|---------|-----------|-----------|------|--|-------|----|--|----|----|--|-------------|--------|----------|-------|----|------|------|------|---------|-----------|-----------|------|-------|----|--|----|----|--|----|----|--------|----------|-------|--|--|--|
| | | 同一単組前年比較 | | | | | | | | | | | | 同一単組前年比較 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 基礎数値 | | | 要求 | | | 回答・妥結 | | | 妥結 | | | 要求 | | | 妥結 | | | 基礎数値 | | | 要求 | | | 回答・妥結 | | | 妥結 | | | 要求 | | | 妥結 | | | | |
| | | 年齢 | 勤続 | 基礎賃金 | 金額 | 月数 | | 金額 | 月数 | | 金額 | 月数 | | 金額 | 月数 | | 年齢 | 勤続 | 基礎賃金 | 金額 | 月数 | | 金額 | 月数 | | 金額 | 月数 | | 金額 | 月数 | | 金額 | 月数 | | 金額 | 月数 | | | |
| 全体計 | | 39.0 | 14.4 | 263,048 | 1,308,973 | 4.81 | | | | | | | | | | 10,604 | 0.01 | | | | 38.9 | 15.4 | 290,429 | 1,561,843 | 5.18 | | | | | | | | | | 19,592 | 0.04 | | | |
| 大手労組会議 | | 39.4 | 16.1 | 305,831 | 1,577,405 | 5.08 | | | | | | | | | | 25,132 | 0.05 | | | | 39.3 | 15.9 | 304,236 | 1,717,411 | 5.48 | | | | | | | | | | 29,129 | 0.07 | | | |
| 業 種 | 鉄鋼業 | 39.0 | 14.2 | 247,461 | 1,202,281 | 4.99 | | | | | | | | | | 15,521 | 0.04 | | | | 38.2 | 14.6 | 280,405 | 1,257,697 | 4.80 | | | | | | | | | | 16,156 | 0.07 | | | |
| | 非鉄金属 | 39.6 | 14.1 | 250,552 | 1,330,133 | 4.70 | | | | | | | | | | 5,896 | 0.12 | | | | 38.4 | 14.5 | 243,778 | 1,401,297 | 5.12 | | | | | | | | | | 8,972 | 0.11 | | | |
| | 金属製品 | 39.2 | 14.3 | 246,521 | 1,174,596 | 4.59 | | | | | | | | | | -3,299 | -0.10 | | | | 39.2 | 15.5 | 262,772 | 1,250,318 | 4.56 | | | | | | | | | | 8,969 | -0.06 | | | |
| | 一般機械 | 38.3 | 13.8 | 263,198 | 1,366,608 | 4.96 | | | | | | | | | | 11,538 | 0.04 | | | | 38.0 | 14.4 | 289,565 | 1,693,368 | 5.48 | | | | | | | | | | 47,677 | 0.12 | | | |
| | 電気機械 | 39.6 | 15.5 | 278,215 | 1,333,545 | 4.60 | | | | | | | | | | -14,124 | -0.05 | | | | 40.4 | 17.1 | 312,987 | 1,596,279 | 5.09 | | | | | | | | | | -25,178 | -0.09 | | | |
| | 輸送機械 | 38.5 | 14.9 | 274,094 | 1,322,907 | 4.78 | | | | | | | | | | -834 | 0.00 | | | | 39.0 | 15.9 | 296,659 | 1,493,582 | 5.05 | | | | | | | | | | -1,526 | -0.04 | | | |
| | 精密機械 | 39.5 | 15.7 | 303,476 | 1,505,536 | 4.98 | | | | | | | | | | 115,957 | 0.26 | | | | 40.2 | 16.6 | 294,271 | 1,426,044 | 4.76 | | | | | | | | | | 48,295 | 0.23 | | | |
| | その他 | 41.0 | 14.7 | 265,116 | 1,265,755 | 4.62 | | | | | | | | | | 22,742 | -0.00 | | | | 40.1 | 15.2 | 270,407 | 1,483,983 | 5.17 | | | | | | | | | | 10,592 | 0.04 | | | |
| 規 模 | 1～299人 | 39.1 | 14.1 | 253,132 | 1,230,033 | 4.74 | | | | | | | | | | 7,028 | 0.01 | | | | 38.7 | 14.3 | 261,497 | 1,288,862 | 4.82 | | | | | | | | | | 6,963 | 0.00 | | | |
| | 1～99人 | 39.3 | 13.7 | 245,057 | 1,158,854 | 4.69 | | | | | | | | | | 7,400 | -0.01 | | | | 38.7 | 13.6 | 242,184 | 1,189,801 | 4.73 | | | | | | | | | | 4,090 | -0.04 | | | |
| | 100～299人 | 38.7 | 14.6 | 266,091 | 1,295,968 | 4.80 | | | | | | | | | | 6,698 | 0.02 | | | | 38.7 | 14.6 | 268,837 | 1,317,342 | 4.85 | | | | | | | | | | 7,738 | 0.02 | | | |
| | 300～499人 | 38.6 | 15.4 | 280,925 | 1,440,099 | 4.92 | | | | | | | | | | 32,400 | 0.02 | | | | 38.6 | 15.4 | 277,739 | 1,440,780 | 4.96 | | | | | | | | | | 15,573 | -0.00 | | | |
| | 500～999人 | 38.6 | 15.2 | 280,907 | 1,407,521 | 4.93 | | | | | | | | | | 5,307 | 0.02 | | | | 38.6 | 15.2 | 278,491 | 1,412,336 | 4.92 | | | | | | | | | | 5,129 | 0.01 | | | |
| | 1000人以上 | 39.1 | 15.6 | 309,061 | 1,513,023 | 4.96 | | | | | | | | | | 15,909 | 0.03 | | | | 39.3 | 15.8 | 305,358 | 1,540,129 | 5.02 | | | | | | | | | | 9,666 | 0.03 | | | |
| | 3000人以上 | 39.6 | 16.5 | 310,905 | 1,855,744 | 5.84 | | | | | | | | | | 40,088 | 0.10 | | | | 39.2 | 15.9 | 304,086 | 1,905,335 | 5.98 | | | | | | | | | | 49,765 | 0.13 | | | |
| 地 方 （ 事 業 所 ベ ー ス ） | 北海道 | 39.5 | 13.2 | 277,828 | 1,212,713 | 4.52 | | | | | | | | | | -102,443 | -0.20 | | | | 42.3 | 9.7 | 277,828 | 1,194,376 | 4.55 | | | | | | | | | | -192,618 | 0.06 | | | |
| | 北東北 | 40.9 | 19.9 | 239,615 | 1,206,112 | 4.37 | | | | | | | | | | -43,184 | -0.25 | | | | 40.9 | 19.1 | 235,693 | 1,182,207 | 4.60 | | | | | | | | | | -30,168 | -0.16 | | | |
| | 南東北 | 39.6 | 16.4 | 265,638 | 1,109,669 | 4.39 | | | | | | | | | | -39,784 | -0.13 | | | | 40.5 | 17.4 | 278,345 | 1,362,355 | 4.85 | | | | | | | | | | -2,578 | -0.11 | | | |
| | 北関東 | 39.2 | 15.3 | 293,036 | 1,385,874 | 4.90 | | | | | | | | | | -16,442 | 0.02 | | | | 39.6 | 16.2 | 293,083 | 1,659,289 | 5.25 | | | | | | | | | | 10,557 | 0.02 | | | |
| | 東京千葉 | 39.7 | 14.7 | 305,312 | 1,539,564 | 4.90 | | | | | | | | | | 43,075 | 0.05 | | | | 40.3 | 16.3 | 323,753 | 1,639,714 | 4.84 | | | | | | | | | | 27,290 | 0.04 | | | |
| | 神奈川 | 39.3 | 15.8 | 295,130 | 1,490,694 | 5.03 | | | | | | | | | | -3,997 | 0.03 | | | | 40.3 | 17.0 | 305,864 | 1,523,690 | 4.98 | | | | | | | | | | -17,236 | -0.07 | | | |
| | 新潟 | 39.8 | 16.7 | 251,360 | 1,184,671 | 4.27 | | | | | | | | | | 18,663 | -0.02 | | | | 39.5 | 16.5 | 274,170 | 1,247,910 | 4.38 | | | | | | | | | | 10,072 | 0.00 | | | |
| | 北陸 | 39.1 | 13.8 | 236,445 | 1,235,700 | 5.12 | | | | | | | | | | 21,609 | 0.06 | | | | 38.3 | 14.5 | 259,404 | 1,403,523 | 5.46 | | | | | | | | | | 16,116 | 0.02 | | | |
| | 甲信 | 38.6 | 15.5 | 285,721 | 1,765,301 | 5.05 | | | | | | | | | | 75,140 | 0.10 | | | | 39.1 | 15.7 | 308,152 | 1,743,068 | 5.35 | | | | | | | | | | 54,445 | 0.11 | | | |
| | 静岡 | 39.3 | 15.8 | 291,245 | 1,495,291 | 4.86 | | | | | | | | | | 63,442 | 0.02 | | | | 39.2 | 16.4 | 301,323 | 1,650,197 | 5.26 | | | | | | | | | | 27,097 | 0.02 | | | |
| | 東海 | 38.2 | 13.9 | 277,214 | 1,394,651 | 4.94 | | | | | | | | | | 25,961 | 0.11 | | | | 37.8 | 14.5 | 281,691 | 1,480,719 | 5.10 | | | | | | | | | | 36,512 | 0.05 | | | |
| | 京滋 | 38.9 | 14.1 | 286,942 | 1,337,028 | 4.74 | | | | | | | | | | 26,782 | -0.03 | | | | 39.3 | 15.3 | 309,657 | 1,661,542 | 5.16 | | | | | | | | | | 10,315 | -0.02 | | | |
| | 大阪 | 38.9 | 13.9 | 280,250 | 1,489,722 | 5.33 | | | | | | | | | | 19,078 | 0.06 | | | | 38.1 | 14.3 | 293,956 | 1,738,226 | 5.81 | | | | | | | | | | 46,032 | 0.14 | | | |
| | 山陽 | 38.6 | 14.7 | 273,331 | 1,371,694 | 4.94 | | | | | | | | | | 3,826 | -0.07 | | | | 38.3 | 14.9 | 282,712 | 1,507,779 | 5.04 | | | | | | | | | | 28,701 | 0.01 | | | |
| | 山陰 | 40.3 | 15.3 | 236,223 | 1,139,661 | 4.82 | | | | | | | | | | 85,341 | 0.39 | | | | 39.7 | 15.0 | 240,619 | 1,130,447 | 4.91 | | | | | | | | | | 84,868 | 0.39 | | | |
| | 四国 | 40.3 | 14.9 | 250,601 | 1,230,323 | 4.78 | | | | | | | | | | -658 | -0.02 | | | | 38.8 | 14.9 | 283,781 | 1,219,175 | 4.32 | | | | | | | | | | 2,491 | -0.02 | | | |
| | 九州・山口 | 38.0 | 14.5 | 275,547 | 1,323,934 | 4.86 | | | | | | | | | | 158,011 | 0.09 | | | | 38.1 | 14.5 | 270,779 | 1,346,115 | 4.91 | | | | | | | | | | 109,343 | 0.07 | | | |
| 地方計 | 39.1 | 14.7 | 271,440 | 1,397,001 | 4.91 | | | | | | | | | | 18,948 | 0.02 | | | | 39.1 | 15.5 | 289,355 | 1,562,808 | 5.15 | | | | | | | | | | 24,286 | 0.04 | | | | |

| 企業内最低賃金協定 2016情報No.3 3月11日 | 総合状況 | | | | 18歳以上対象協定 | | | | | | | | | | | | | | | | | |
|----------------------------------|---------------|----------------|---------------|---------------|-----------|---------------|---------------|----|---------|---------|-------|-------|-------|-------|------|----|---|-----|---|--------|-----|----|
| | 所属 単組 数 | 最賃 協定 あり | 要求 単組 数 | 回答 単組 数 | 既に 有り | 要求 単組 数 | 回答 単組 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 | | 有り | 無し | 可能 |
| | | | | | | | | 数 | 単純平均 | 数 | 同 | 数 | 同 | 数 | 単純平均 | 数 | 同 | 数 | 同 | | | |
| 全体計 | 1,579 | 615 | 150 | 12 | 545 | 96 | 7 | 82 | 163,894 | 13 | 7,908 | 36 | 945 | | | | | | | 74 | 105 | 7 |
| 大手労組会議 | 48 | 38 | 20 | 3 | 35 | 12 | 3 | 9 | 162,789 | | | 5 | 928 | | | | | | | 22 | 9 | |
| 業種 | 鉄鋼業 | 126 | 40 | 2 | | 38 | 2 | 2 | 161,000 | | | 1 | 921 | | | | | | | 3 | 9 | |
| | 非鉄金属 | 54 | 28 | 3 | | 27 | 3 | 2 | 179,115 | | | 1 | 989 | | | | | | | 4 | 6 | |
| | 金属製品 | 256 | 82 | 20 | 3 | 75 | 13 | 3 | 9 | 166,297 | 1 | 8,442 | 6 | 930 | | | | | | 8 | 9 | |
| | 一般機械 | 550 | 246 | 64 | 1 | 213 | 40 | 1 | 37 | 162,194 | 8 | 7,868 | 16 | 951 | | | | | | 30 | 33 | 5 |
| | 電気機械 | 190 | 78 | 18 | 3 | 73 | 13 | 2 | 11 | 163,849 | 2 | 7,875 | 4 | 937 | | | | | | 12 | 17 | |
| | 輸送機械 | 149 | 67 | 28 | 3 | 60 | 20 | 1 | 17 | 162,881 | 2 | 7,831 | 7 | 958 | | | | | | 13 | 14 | 1 |
| | 精密機械 | 65 | 29 | 9 | 2 | 22 | 1 | | 1 | 210,900 | | | | | | | | | | 3 | 7 | |
| その他 | 189 | 45 | 6 | | 37 | 4 | | 3 | 159,667 | | | 1 | 850 | | | | | | | 1 | 10 | 1 |
| 組合規模 | 1~299人 | 1,348 | 467 | 90 | 8 | 413 | 59 | 4 | 50 | 163,671 | 9 | 7,973 | 22 | 946 | | | | | | 29 | 76 | 5 |
| | 1~99人 | 943 | 268 | 42 | 1 | 232 | 31 | 1 | 25 | 164,476 | 2 | 7,680 | 10 | 892 | | | | | | 4 | 43 | 1 |
| | 100~299人 | 405 | 199 | 48 | 7 | 181 | 28 | 3 | 25 | 162,865 | 7 | 8,057 | 12 | 990 | | | | | | 25 | 33 | 4 |
| | 300~499人 | 96 | 60 | 23 | 1 | 54 | 16 | | 16 | 164,908 | 2 | 7,464 | 4 | 932 | | | | | | 14 | 8 | 1 |
| | 500~999人 | 73 | 49 | 21 | 1 | 43 | 12 | 1 | 10 | 161,604 | 2 | 8,056 | 6 | 946 | | | | | | 12 | 8 | 1 |
| | 1000人以上 | 47 | 28 | 13 | 1 | 27 | 7 | 1 | 4 | 168,350 | | | 4 | 952 | | | | | | 14 | 12 | |
| 3000人以上 | 15 | 11 | 3 | 1 | 8 | 2 | 1 | 2 | 163,900 | | | | | | | | | | 5 | 1 | | |
| 地方 (事業所ベース) | 北海道 | 9 | 2 | | | 2 | | | | | | | | | | | | | | 1 | 1 | |
| | 北東北 | 46 | 16 | 3 | | 15 | | | | | | | | | | | | | | 2 | 2 | |
| | 南東北 | 87 | 42 | 10 | | 36 | 4 | | 1 | 158,000 | | | 3 | 805 | | | | | | 4 | 6 | |
| | 北関東 | 184 | 66 | 20 | 2 | 59 | 12 | | 9 | 173,122 | 1 | 7,900 | 6 | 945 | | | | | | 17 | 17 | |
| | 東京千葉 | 161 | 63 | 10 | 2 | 59 | 5 | 1 | 5 | 161,660 | | | 1 | 921 | | | | | | 11 | 13 | 1 |
| | 神奈川 | 97 | 39 | 12 | 2 | 33 | 5 | 2 | 5 | 164,890 | | | | | | | | | | 8 | 9 | |
| | 新潟 | 80 | 18 | 4 | | 14 | 1 | | | | | | 1 | 850 | | | | | | 1 | 10 | |
| | 北陸 | 113 | 63 | 17 | | 42 | 9 | | 8 | 160,938 | 1 | 7,042 | 3 | 896 | | | | | | 1 | | |
| | 甲信 | 77 | 34 | 7 | 3 | 31 | 4 | 1 | 4 | 167,876 | 1 | 7,895 | 1 | 1,030 | | | | | | 3 | 6 | 1 |
| | 静岡 | 85 | 39 | 15 | 1 | 37 | 8 | 1 | 5 | 168,966 | | | 4 | 899 | | | | | | 10 | 4 | 1 |
| | 東海 | 193 | 74 | 14 | 2 | 70 | 10 | 2 | 9 | 168,191 | 1 | 8,442 | 2 | 950 | | | | | | 8 | 17 | |
| | 京滋 | 96 | 36 | 9 | | 33 | 6 | | 5 | 162,040 | 1 | 7,885 | 2 | 934 | | | | | | 11 | 9 | 1 |
| | 大阪 | 304 | 152 | 23 | 2 | 142 | 21 | 2 | 19 | 166,553 | 4 | 8,098 | 9 | 983 | | | | | | 13 | | |
| | 山陽 | 138 | 57 | 17 | | 51 | 13 | | 13 | 158,588 | 2 | 7,986 | 2 | 1,011 | | | | | | 12 | 18 | 3 |
| | 山陰 | 38 | 7 | 2 | | 6 | | | | | | | | | | | | | | | 1 | |
| 四国 | 33 | 21 | 9 | | 17 | 8 | | 8 | 163,063 | 2 | 7,703 | 3 | 1,014 | | | | | | 4 | | | |
| 九州・山口 | 64 | 26 | 5 | | 23 | 3 | | 3 | 159,000 | 1 | 7,750 | 1 | 990 | | | | | | 5 | 7 | | |
| 全国計 | 1,810 | 756 | 177 | 14 | 671 | 109 | 9 | 94 | 164,726 | 14 | 7,906 | 38 | 943 | | | | | | | 111 | 120 | 7 |

| 企業内最低賃金協定 2016情報No.3 3月11日 | 全労働者対象協定 | | | | | | | | | | | | | | | | | |
|--|----------|---------------|---------------|-------|---------|---------|-------|-------|-----|-------|------|-----|---|-------|----|--------|----|----|
| | 既に 有り | 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 | | 有り | 無し | 可能 |
| | | | | 数 | 単純平均 | 数 | 同 | 数 | 同 | 数 | 単純平均 | 数 | 同 | 数 | 同 | | | |
| 全体計 | 238 | 91 | 6 | 20 | 154,458 | 9 | 7,395 | 83 | 910 | | | | | | | 57 | 97 | 7 |
| 大手労組会議 | 28 | 16 | 1 | 2 | 151,550 | | | 15 | 937 | | | | | | | 12 | 15 | 1 |
| 業 種 | 鉄鋼業 | 6 | 1 | | | | | 1 | 921 | | | | | | | | | 9 |
| | 非鉄金属 | 12 | | | | | | | | | | | | | | | | 5 |
| | 金属製品 | 27 | 10 | 1 | 4 | 157,050 | 1 | 7,607 | 6 | 906 | | | | | | 5 | 9 | |
| | 一般機械 | 102 | 42 | | 8 | 154,289 | 4 | 7,451 | 40 | 898 | | | | | | 29 | 25 | 5 |
| | 電気機械 | 31 | 9 | 1 | 2 | 152,070 | 1 | 7,570 | 8 | 926 | | | | | | 7 | 20 | |
| | 輸送機械 | 32 | 16 | 2 | 3 | 159,667 | 1 | 7,850 | 15 | 937 | | | | | | 12 | 13 | 2 |
| | 精密機械 | 13 | 8 | 2 | 3 | 147,834 | 2 | 6,863 | 8 | 897 | | | | | | 4 | 6 | |
| | その他 | 15 | 5 | | | | | | 5 | 928 | | | | | | | | 10 |
| 組 合 規 模 | 1～299人 | 164 | 53 | 4 | 12 | 152,401 | 7 | 7,300 | 49 | 900 | | | | | | 30 | 62 | 3 |
| | 1～99人 | 88 | 22 | | 3 | 156,333 | 2 | 7,190 | 21 | 897 | | | | | | 6 | 33 | 1 |
| | 100～299人 | 76 | 31 | 4 | 9 | 151,090 | 5 | 7,344 | 28 | 901 | | | | | | 24 | 29 | 2 |
| | 300～499人 | 26 | 12 | 1 | 5 | 162,722 | 1 | 7,607 | 9 | 899 | | | | | | 6 | 7 | 2 |
| | 500～999人 | 23 | 15 | 1 | 2 | 143,120 | 1 | 7,850 | 15 | 924 | | | | | | 12 | 11 | 1 |
| | 1000人以上 | 16 | 8 | | 1 | 160,500 | | | 7 | 952 | | | | | | 4 | 14 | 1 |
| | 3000人以上 | 9 | 3 | | | | | | 3 | 947 | | | | | | 5 | 3 | |
| 地 方 (事 業 所 べ い ス) | 北海道 | 1 | | | | | | | | | | | | | | | | 1 |
| | 北東北 | 7 | 3 | | | | | | 3 | 800 | | | | | | 2 | 1 | |
| | 南東北 | 20 | 10 | | 1 | 156,000 | 3 | 7,150 | 9 | 825 | | | | | | 6 | 5 | 1 |
| | 北関東 | 33 | 13 | 2 | 1 | 159,000 | 2 | 7,875 | 13 | 954 | | | | | | 18 | 13 | 1 |
| | 東京千葉 | 18 | 8 | 2 | | | | | 8 | 946 | | | | | | 6 | 14 | 1 |
| | 神奈川 | 14 | 11 | 1 | 2 | 159,750 | 1 | 7,570 | 9 | 962 | | | | | | 7 | 13 | |
| | 新潟 | 10 | 3 | | | | | | 3 | 985 | | | | | | 1 | 8 | 1 |
| | 北陸 | 42 | 13 | | 3 | 154,200 | 1 | 6,880 | 12 | 894 | | | | | | 8 | | |
| | 甲信 | 11 | 6 | 2 | 3 | 148,361 | 1 | 6,766 | 6 | 917 | | | | | | 4 | 6 | |
| | 静岡 | 23 | 9 | | 2 | 157,000 | | | 8 | 891 | | | | | | 6 | 7 | 1 |
| | 東海 | 16 | 6 | 1 | | | | | 6 | 867 | | | | | | 2 | 14 | 1 |
| | 京滋 | 12 | 6 | | 2 | 166,855 | | | 5 | 949 | | | | | | 4 | 12 | 1 |
| | 大阪 | 34 | 6 | | 2 | 148,150 | 3 | 8,033 | 5 | 936 | | | | | | 1 | 4 | |
| | 山陽 | 24 | 9 | | 2 | 142,182 | 1 | 6,960 | 9 | 916 | | | | | | 8 | 13 | 1 |
| | 山陰 | 5 | 2 | | | | | | 2 | 907 | | | | | | 1 | 1 | |
| | 四国 | 9 | 6 | | 1 | 152,700 | 1 | 7,522 | 6 | 925 | | | | | | 3 | | |
| | 九州・山口 | 7 | 2 | | 1 | 165,900 | 1 | 7,607 | 1 | 950 | | | | | | 1 | 7 | |
| 全国計 | 286 | 113 | 8 | 20 | 154,458 | 14 | 7,472 | 105 | 914 | | | | | | 78 | 119 | 8 | |

| 企業内最低賃金協定 2016情報No.3 3月11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 | | | | | | | 12万円 | 14万円 | 15万円 | 15.6万円 | 16万円 | 17万円 | 18万円 | 18万円 | 全体計 | | | | | | | 700円 | 750円 | 800円 | 850円 | 900円 | 900円 | |
| | 月額 | | | 日額 | | 時間額 | | 未満 | 未満 | 未満 | 未満 | 未満 | 未満 | 未満 | 以上 | 月額 | | | 日額 | | 時間額 | | 未満 | 未満 | 未満 | 未満 | 未満 | 以上 | |
| | 総数 | 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 | 件数 | 件数 | 総数 | 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 | 518 | 466 | 161,164 | 81 | 7,649 | 165 | 930 | | 18 | 46 | 89 | 100 | 174 | 25 | 13 | 208 | 39 | 149,990 | 19 | 6,907 | 190 | 863 | | 5 | 19 | 52 | 55 | 59 | |
| 大手労組会議 | 32 | 32 | 159,600 | 3 | 8,189 | 10 | 954 | | 1 | 2 | 4 | 8 | 15 | 2 | | 25 | 3 | 144,668 | 1 | 6,743 | 25 | 896 | | | | 6 | 7 | 12 | |
| 業種 | 鉄鋼業 | 37 | 35 | 159,681 | 7 | 7,525 | 12 | 942 | | 1 | 4 | 10 | 4 | 9 | 3 | 4 | 5 | 1 | 148,200 | | | 4 | 865 | | | 1 | | 1 | 2 |
| | 非鉄金属 | 26 | 25 | 159,635 | 4 | 7,819 | 5 | 950 | | | 7 | 3 | 2 | 9 | 2 | 2 | 11 | 2 | 159,350 | 1 | 6,600 | 10 | 867 | | | | 3 | 5 | 2 |
| | 金属製品 | 70 | 61 | 179,413 | 11 | 7,554 | 28 | 920 | | 2 | 5 | 14 | 10 | 24 | 4 | 1 | 25 | 3 | 153,267 | 2 | 6,837 | 22 | 840 | | | 3 | 10 | 5 | 4 |
| | 一般機械 | 204 | 185 | 158,935 | 31 | 7,763 | 65 | 930 | | 8 | 13 | 32 | 39 | 81 | 9 | 3 | 86 | 15 | 147,192 | 5 | 6,685 | 79 | 867 | | 2 | 6 | 23 | 24 | 24 |
| | 電気機械 | 70 | 63 | 154,506 | 13 | 7,453 | 22 | 928 | | 3 | 12 | 11 | 19 | 17 | 1 | | 26 | 8 | 147,099 | 7 | 6,944 | 24 | 847 | | 2 | 4 | 5 | 6 | 7 |
| | 輸送機械 | 57 | 50 | 158,930 | 4 | 7,427 | 14 | 921 | | 1 | 2 | 7 | 14 | 25 | 1 | | 31 | 7 | 150,257 | 1 | 7,750 | 28 | 888 | | | 3 | 4 | 7 | 14 |
| | 精密機械 | 20 | 18 | 159,715 | 5 | 7,738 | 7 | 942 | | 1 | 2 | 4 | 5 | 4 | 1 | 1 | 12 | 1 | 166,460 | 2 | 6,589 | 12 | 874 | | | | 3 | 5 | 4 |
| その他 | 34 | 29 | 159,325 | 6 | 7,769 | 12 | 938 | | 2 | 1 | 8 | 7 | 5 | 4 | 2 | 12 | 2 | 160,000 | 1 | 8,000 | 11 | 833 | | 1 | 2 | 4 | 2 | 2 | |
| 組合規模 | 1～299人 | 394 | 350 | 161,548 | 66 | 7,609 | 128 | 925 | | 14 | 34 | 78 | 70 | 124 | 19 | 10 | 142 | 29 | 149,042 | 13 | 6,896 | 127 | 850 | | 4 | 16 | 42 | 36 | 29 |
| | 1～99人 | 219 | 196 | 157,340 | 31 | 7,531 | 65 | 907 | | 9 | 20 | 49 | 37 | 68 | 6 | 7 | 73 | 13 | 149,312 | 4 | 6,781 | 65 | 850 | | 2 | 7 | 22 | 20 | 14 |
| | 100～299人 | 175 | 154 | 166,903 | 35 | 7,679 | 63 | 943 | | 5 | 14 | 29 | 33 | 56 | 13 | 3 | 69 | 16 | 148,823 | 9 | 6,947 | 62 | 851 | | 2 | 9 | 20 | 16 | 15 |
| | 300～499人 | 52 | 47 | 160,021 | 6 | 7,636 | 15 | 929 | | 1 | 6 | 4 | 15 | 16 | 3 | 2 | 25 | 5 | 160,352 | 1 | 7,332 | 22 | 870 | | 1 | 3 | 3 | 5 | 10 |
| | 500～999人 | 40 | 38 | 160,245 | 6 | 7,836 | 14 | 944 | | 2 | 4 | 3 | 7 | 20 | 1 | 1 | 20 | 3 | 142,215 | 4 | 6,879 | 20 | 893 | | | | 3 | 7 | 10 |
| | 1000人以上 | 24 | 23 | 158,857 | 3 | 8,189 | 8 | 985 | | 1 | 2 | 4 | 4 | 11 | 1 | | 14 | 2 | 149,500 | 1 | 6,743 | 14 | 892 | | | | 3 | 5 | 6 |
| 3000人以上 | 8 | 8 | 162,113 | | | | | | | | | 4 | 3 | 1 | | 7 | | | | | 7 | 922 | | | | 1 | 2 | 4 | |
| 地方（事業所ベース） | 北海道 | 2 | 2 | 152,250 | | | | | | | 1 | 1 | | | | 1 | | | | | 1 | 795 | | | 1 | | | | |
| | 北東北 | 14 | 10 | 150,440 | | 4 | 753 | | 2 | 2 | 2 | 2 | 2 | | | 7 | | | | | 7 | 777 | | 1 | 4 | 2 | | | |
| | 南東北 | 35 | 29 | 149,937 | 4 | 7,559 | 10 | 847 | | 3 | 9 | 9 | 5 | 2 | 1 | | 18 | 2 | 136,420 | 3 | 7,050 | 17 | 817 | | 3 | 3 | 8 | | 3 |
| | 北関東 | 57 | 55 | 159,028 | 6 | 7,499 | 12 | 915 | | 1 | 7 | 12 | 12 | 18 | 3 | 2 | 32 | 5 | 146,340 | 2 | 7,155 | 30 | 891 | | | 1 | 8 | 8 | 13 |
| | 東京千葉 | 52 | 49 | 162,241 | 9 | 8,281 | 11 | 1,023 | | | 5 | 2 | 12 | 23 | 4 | 3 | 14 | 1 | 160,000 | 1 | 8,000 | 14 | 931 | | | | | 2 | 12 |
| | 神奈川 | 22 | 20 | 163,059 | 4 | 7,944 | 5 | 1,019 | | | 1 | | 6 | 9 | 4 | | 9 | | | 1 | 7,570 | 9 | 931 | | | | | 1 | 8 |
| | 新潟 | 14 | 12 | 159,277 | 1 | 6,401 | 5 | 807 | | 2 | 2 | 1 | | 5 | 1 | 1 | 9 | | | | | 9 | 847 | | | 1 | 4 | 3 | 1 |
| | 北陸 | 42 | 30 | 154,948 | 3 | 7,130 | 17 | 858 | | 3 | 5 | 5 | 5 | 10 | 2 | | 41 | 5 | 151,081 | 4 | 6,532 | 39 | 842 | | | 3 | 21 | 10 | 5 |
| | 甲信 | 30 | 30 | 159,454 | 4 | 7,384 | 5 | 942 | | 2 | 1 | 6 | 5 | 15 | | 1 | 10 | 4 | 143,098 | 4 | 6,746 | 9 | 848 | | | 1 | 4 | 2 | 2 |
| | 静岡 | 37 | 33 | 158,624 | | | 8 | 895 | | 1 | 4 | 4 | 8 | 14 | 1 | 1 | 22 | 3 | 151,167 | 1 | 6,743 | 21 | 876 | | | | 4 | 12 | 5 |
| | 東海 | 69 | 65 | 161,404 | 12 | 7,845 | 22 | 965 | | | 3 | 10 | 12 | 32 | 7 | 1 | 12 | 2 | 165,000 | | | 10 | 859 | | | 2 | 1 | 4 | 3 |
| | 京滋 | 31 | 29 | 160,802 | 9 | 7,913 | 12 | 994 | | | | 9 | 6 | 9 | 5 | | 11 | 4 | 160,165 | | | 9 | 909 | | | | | 4 | 5 |
| | 大阪 | 136 | 129 | 160,742 | 23 | 7,835 | 45 | 979 | | | 1 | 26 | 38 | 50 | 10 | 4 | 24 | 6 | 151,817 | 2 | 8,163 | 20 | 903 | | | | 1 | 9 | 10 |
| | 山陽 | 51 | 48 | 186,523 | 8 | 7,547 | 13 | 939 | | 2 | 2 | 5 | 12 | 23 | 2 | 1 | 22 | 5 | 149,903 | 1 | 6,800 | 20 | 899 | | | | 2 | 8 | 10 |
| | 山陰 | 6 | 4 | 151,008 | 2 | 7,252 | 4 | 842 | | | 2 | 1 | | 1 | | | 5 | 1 | 146,200 | 1 | 7,191 | 5 | 812 | | | 2 | 2 | | 1 |
| 四国 | 17 | 17 | 154,935 | 6 | 7,117 | 8 | 933 | | 1 | 3 | 3 | 5 | 4 | 1 | | 8 | 2 | 144,110 | 1 | 6,710 | 8 | 856 | | | 2 | 2 | 2 | 2 | |
| 九州・山口 | 23 | 22 | 151,822 | 1 | 6,323 | 3 | 835 | | 3 | 4 | 6 | 6 | 2 | 1 | | 6 | 1 | 159,900 | 2 | 6,837 | 5 | 839 | | 1 | 1 | | 1 | 2 | |
| 全国計 | 639 | 585 | 161,160 | 92 | 7,699 | 184 | 935 | | 20 | 52 | 101 | 135 | 220 | 42 | 14 | 251 | 41 | 150,518 | 23 | 7,025 | 233 | 870 | | 5 | 21 | 59 | 66 | 82 | |

| 企業内最低賃金協定 2016情報No.3 3月11日 | | 年齢別最賃協定 | | | | | | | | | | | | | | | |
|----------------------------------|----------|---------|-----|---------|---------|---------|---------|-----|-----|-----|---------|---------|---------|---------|-----|----|--|
| | | 協定額 | | 30歳 | | | | | | 35歳 | | | | | | | |
| | | あり | 協定額 | 現行 | | 要求 | | 回答 | | 協定額 | 現行 | | 要求 | | 回答 | | |
| | | 単組数 | 単組数 | 単組数 | 金額 | 単組数 | 金額 | 単組数 | 金額 | 単組数 | 単組数 | 金額 | 単組数 | 金額 | 単組数 | 金額 | |
| 全体計 | | 78 | 78 | 78 | 201,291 | 54 | 201,627 | | | 73 | 73 | 219,650 | 51 | 221,788 | | | |
| 大手労組会議 | | 19 | 19 | 19 | 201,158 | 10 | 206,149 | | | 18 | 18 | 217,624 | 10 | 221,411 | | | |
| 業種 | 鉄鋼業 | 3 | 3 | 3 | 203,627 | 1 | 203,200 | | | 3 | 3 | 219,907 | 1 | 235,200 | | | |
| | 非鉄金属 | | | | | | | | | | | | | | | | |
| | 金属製品 | 14 | 14 | 14 | 201,079 | 7 | 197,357 | | | 13 | 13 | 222,950 | 7 | 221,979 | | | |
| | 一般機械 | 35 | 35 | 35 | 201,864 | 18 | 205,762 | | | 33 | 33 | 219,055 | 17 | 221,965 | | | |
| | 電気機械 | 6 | 6 | 6 | 200,499 | 10 | 198,756 | | | 6 | 6 | 212,853 | 10 | 218,361 | | | |
| | 輸送機械 | 14 | 14 | 14 | 198,697 | 11 | 203,284 | | | 13 | 13 | 219,267 | 11 | 222,278 | | | |
| | 精密機械 | 6 | 6 | 6 | 204,128 | 5 | 207,547 | | | 5 | 5 | 223,998 | 4 | 226,015 | | | |
| | その他 | | | | | 2 | 169,000 | | | | | | 1 | 216,000 | | | |
| 組合規模 | 1～299人 | 40 | 40 | 40 | 403,283 | 31 | 396,586 | | | 38 | 38 | 441,201 | 29 | 442,547 | | | |
| | 1～99人 | 10 | 10 | 10 | 201,747 | 13 | 197,051 | | | 9 | 9 | 219,471 | 12 | 221,559 | | | |
| | 100～299人 | 30 | 30 | 30 | 201,537 | 18 | 199,536 | | | 29 | 29 | 221,730 | 17 | 220,988 | | | |
| | 300～499人 | 12 | 12 | 12 | 198,987 | 10 | 204,158 | | | 10 | 10 | 214,780 | 9 | 222,886 | | | |
| | 500～999人 | 10 | 10 | 10 | 196,842 | 5 | 206,334 | | | 10 | 10 | 213,644 | 6 | 222,733 | | | |
| | 1000人以上 | 10 | 10 | 10 | 204,240 | 5 | 205,378 | | | 10 | 10 | 223,887 | 5 | 221,781 | | | |
| | 3000人以上 | 6 | 6 | 6 | 206,417 | 3 | 211,467 | | | 5 | 5 | 221,190 | 2 | 222,200 | | | |
| 地方（事業所ベース） | 北海道 | | | | | | | | | | | | | | | | |
| | 北東北 | | | | | | | | | | | | | | | | |
| | 南東北 | 5 | 5 | 5 | 178,160 | 4 | 187,550 | | | 5 | 5 | 194,490 | 4 | 204,575 | | | |
| | 北関東 | 13 | 13 | 13 | 210,985 | 4 | 212,830 | | | 13 | 13 | 229,540 | 5 | 230,884 | | | |
| | 東京千葉 | 13 | 13 | 13 | 203,317 | 8 | 205,517 | | | 12 | 12 | 221,064 | 7 | 224,626 | | | |
| | 神奈川 | 11 | 11 | 11 | 200,091 | 9 | 202,365 | | | 11 | 11 | 219,725 | 9 | 220,906 | | | |
| | 新潟 | 1 | 1 | 1 | 177,450 | | | | | 1 | 1 | 202,020 | | | | | |
| | 北陸 | 3 | 3 | 3 | 192,200 | 7 | 205,847 | | | 3 | 3 | 211,372 | 7 | 227,324 | | | |
| | 甲信 | 3 | 3 | 3 | 206,867 | 3 | 218,029 | | | 2 | 2 | 221,475 | 2 | 234,245 | | | |
| | 静岡 | 3 | 3 | 3 | 190,033 | 3 | 177,000 | | | 2 | 2 | 223,150 | 1 | 250,700 | | | |
| | 東海 | 10 | 10 | 10 | 204,116 | 5 | 212,010 | | | 9 | 9 | 218,817 | 4 | 222,488 | | | |
| | 京滋 | 13 | 13 | 13 | 206,337 | 6 | 209,659 | | | 11 | 11 | 225,728 | 5 | 222,916 | | | |
| | 大阪 | 25 | 25 | 25 | 209,772 | 14 | 210,540 | | | 23 | 23 | 227,605 | 13 | 226,711 | | | |
| | 山陽 | 9 | 9 | 9 | 202,196 | 7 | 201,666 | | | 8 | 8 | 218,095 | 6 | 219,777 | | | |
| | 山陰 | | | | | | | | | | | | | | | | |
| | 四国 | 1 | 1 | 1 | 160,900 | 1 | 167,100 | | | 1 | 1 | 170,700 | 1 | 176,900 | | | |
| 九州・山口 | 3 | 3 | 3 | 182,535 | 3 | 193,500 | | | 3 | 3 | 194,392 | 3 | 212,683 | | | | |
| 全国計 | 113 | 113 | 113 | 202,819 | 74 | 204,294 | | | 104 | 104 | 220,553 | 67 | 222,822 | | | | |

| 2016年 春季生活闘争 情報No.3 3月11日 | 登録 単組数 | 労働時間に関する取り組み | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------------|------------|--------------|----------|------------|----------|-----------|----------|------------|----------|-----------|----------|------------|----------|-----------|----------|------------|----------|-----------|----------|------------|----------|-----------|----------|------------|----------|---|
| | | 全体を通じて | | | | インターバル規制 | | | | 所定労働時間 | | | | 残業時間 | | | | 時間単位取得年休 | | | | 割増率引き上げ | | | | |
| | | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | |
| 全体計 | 1579 | 232 | 12 | 74 | 26 | 34 | 21 | 10 | 6 | 73 | 15 | 13 | 8 | 43 | 18 | 40 | 4 | 23 | 13 | 11 | 11 | 60 | 10 | 6 | 2 | |
| 大手労組会議 | 48 | 30 | 1 | 15 | 5 | 8 | 3 | 6 | 2 | 7 | | | 1 | 7 | 4 | 10 | 1 | 3 | 1 | 3 | 2 | 7 | | | 1 | |
| 業 種 | 鉄 鋼 | 126 | 10 | 1 | 4 | 1 | | | | 5 | | | 2 | 1 | | 2 | | | | 1 | | 1 | 2 | | | |
| | 非鉄金属 | 54 | 10 | | 3 | 2 | | 2 | | 3 | | | 1 | | 1 | 2 | | | | 1 | 1 | 1 | | 1 | 1 | |
| | 金属製品 | 256 | 24 | 2 | 3 | 1 | 6 | 2 | | 1 | 9 | 1 | 1 | | 6 | 1 | | | 1 | | | | 9 | | | |
| | 一般機械器具 | 550 | 89 | 2 | 29 | 11 | 7 | 4 | 4 | 3 | 30 | 5 | 6 | 4 | 16 | 4 | 14 | 3 | 7 | 3 | 4 | 6 | 21 | 4 | 1 | 2 |
| | 電気機械器具 | 190 | 29 | 4 | 14 | 3 | 6 | 6 | 3 | 1 | 7 | 4 | 1 | 1 | 7 | 7 | 7 | | 7 | 5 | 2 | 1 | 7 | 3 | 2 | |
| | 輸送用機器 | 149 | 33 | 1 | 11 | 4 | 8 | 6 | 2 | | 12 | 2 | 1 | 2 | 10 | 1 | 8 | 1 | 2 | 2 | 2 | 1 | 13 | 1 | | |
| | 精密機器 | 65 | 19 | | 3 | 2 | 5 | | 1 | 1 | 3 | 1 | | | 3 | 1 | 2 | | 6 | | | 1 | 1 | 3 | | |
| その他 | 189 | 18 | 2 | 7 | 2 | 2 | 1 | | | 4 | 2 | 1 | | 1 | 3 | 5 | | | | 1 | 1 | | 5 | 1 | 2 | |
| 規 模 | 1~299人 | 1348 | 139 | 11 | 35 | 13 | 13 | 10 | 1 | 3 | 55 | 11 | 8 | 6 | 19 | 12 | 19 | 1 | 13 | 10 | 5 | 3 | 42 | 9 | 3 | |
| | 100人未満 | 943 | 62 | 4 | 15 | 6 | 4 | 5 | 1 | | 28 | 6 | 5 | 5 | 6 | 7 | 8 | 1 | 7 | 5 | 2 | 2 | 23 | 7 | 1 | |
| | 100~299人 | 405 | 77 | 7 | 20 | 7 | 9 | 5 | | 3 | 27 | 5 | 3 | 1 | 13 | 5 | 11 | | 6 | 5 | 3 | 1 | 19 | 2 | 2 | |
| | 300~499人 | 96 | 32 | | 11 | 4 | 6 | 4 | 4 | 1 | 5 | 2 | 3 | | 7 | 1 | 5 | 1 | 4 | | 2 | 3 | 7 | | 2 | 1 |
| | 500~999人 | 73 | 32 | | 13 | 4 | 6 | 3 | 1 | 1 | 5 | | 1 | | 9 | | 4 | 1 | 3 | 1 | 1 | 2 | 4 | | | |
| | 1000~2999人 | 47 | 21 | 1 | 9 | 3 | 6 | 2 | 1 | | 7 | 2 | 1 | 2 | 6 | 3 | 7 | | 2 | 1 | 1 | 2 | 7 | 1 | 1 | 1 |
| 3000人以上 | 15 | 8 | | 6 | 2 | 3 | 2 | 3 | 1 | 1 | | | | 2 | 2 | 5 | 1 | 1 | 1 | 2 | 1 | | | | | |
| 地 方 （ 事 業 所 ） | 北海道 | 9 | 2 | | 1 | | | | | | | | | | | | | | | | | | 1 | | | |
| | 北東北 | 46 | 6 | | 1 | | 3 | | 1 | 3 | | | | 1 | | | | | 2 | | | | 2 | | | |
| | 南東北 | 87 | 19 | | 3 | 5 | 5 | 2 | 1 | 1 | 6 | 1 | | 1 | 1 | 2 | 2 | | 2 | 2 | | 2 | 5 | 1 | 1 | |
| | 北関東 | 184 | 29 | 1 | 9 | 4 | 7 | 2 | 4 | | 7 | 1 | | 1 | 3 | 1 | 7 | | 1 | 1 | 2 | 1 | 7 | | | |
| | 東京千葉 | 161 | 42 | 1 | 12 | 4 | 5 | | 3 | 2 | 14 | | 2 | 1 | 4 | 1 | 8 | | 5 | | 4 | 1 | 6 | | 3 | |
| | 神奈川 | 97 | 25 | | 14 | 2 | 9 | 8 | 4 | 1 | 9 | 8 | 4 | | 11 | 7 | 7 | | 6 | 5 | 3 | 2 | 4 | 1 | 1 | |
| | 新潟 | 80 | 16 | | 1 | 1 | 2 | 1 | | | 8 | | 1 | | 2 | | 1 | | 2 | | 1 | | 7 | | 1 | |
| | 北陸 | 113 | 6 | | 1 | | | 2 | | 1 | 2 | | | | 2 | 1 | | | 1 | | | | 5 | | | |
| | 甲信 | 77 | 13 | 3 | 9 | | 1 | 4 | 1 | | 2 | 3 | 1 | | 2 | 3 | 5 | | | 4 | | | 1 | 3 | | |
| | 静岡 | 85 | 18 | 2 | 7 | 1 | 4 | 1 | 1 | | 4 | 1 | 1 | | 3 | 2 | 4 | | 1 | | | | 5 | | 2 | |
| | 東海 | 193 | 27 | 3 | 9 | 6 | 1 | 3 | 1 | 2 | 9 | 1 | 4 | 3 | 4 | 3 | 4 | 2 | 2 | 4 | 2 | 3 | 7 | 2 | 1 | 3 |
| | 京滋 | 96 | 20 | 1 | 10 | 3 | 2 | | 1 | | 6 | | 2 | | 7 | 2 | 7 | 1 | 3 | | 1 | 1 | 5 | 1 | | |
| | 大阪 | 304 | 23 | | 9 | 2 | 5 | 1 | 1 | 1 | 7 | | 3 | | 6 | | 7 | | 2 | | 1 | 2 | 5 | | | 1 |
| | 山陽 | 138 | 22 | 1 | 8 | 2 | 5 | | 1 | | 8 | 1 | 2 | 1 | 5 | | 4 | 1 | 2 | 1 | 1 | 2 | 4 | 1 | 1 | |
| | 山陰 | 38 | 2 | | 1 | | 1 | | | | 1 | | 1 | | | | 1 | | 1 | | 1 | | 1 | | | |
| 四国 | 33 | 7 | 1 | 4 | 1 | 1 | | | | 1 | 1 | | 1 | 1 | 1 | 2 | | | | | | 3 | | | | |
| 九州・山口 | 64 | 11 | | 2 | 2 | 1 | | 1 | 1 | 4 | | | | 4 | | 2 | | 3 | | 1 | 2 | 3 | 1 | | | |
| 全国計 | 1810 | 288 | 13 | 101 | 33 | 52 | 24 | 20 | 9 | 91 | 17 | 21 | 8 | 56 | 23 | 61 | 4 | 33 | 17 | 17 | 16 | 71 | 10 | 10 | 4 | |

| 2016年 春季生活闘争 情報No.3 3月11日 | 労働時間に関する取り組み（続き） | | | | | | | | 労働時間管理協定 | | | | 65歳までの雇用・所得確保の取り組み | | | | | | | | | | | | | |
|--|------------------|----------|------------|----------|-----------|----------|------------|----------|----------|-----|--------|--------|--------------------|----------|----------|----|----|-----------|-----------|--------|-----------|----------|----------|----|----|---|
| | その他 | | | | 年休取得促進 | | | | 既に締結済み | 要求 | 今期前進あり | 制度の枠組み | | | | | | 現状 | | 将来への対応 | | | | | | |
| | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | 取組み 有り | 検討す る | 労使協 議有り | 成果有 り | | | | 回答計 | 継続雇 用 | 定年延 長 | 定年廃 止 | 未定 | 他 | 13年対 応 | 12年以 前 | 回答数 | 65歳ま で | 支給開 始 | 切り替 え | 他 | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 全体計 | 33 | 6 | 2 | 5 | 97 | 19 | 43 | 15 | 751 | 9 | 5 | 387 | 350 | 14 | | 16 | 7 | 155 | 137 | 228 | 119 | 69 | 20 | 32 | | |
| 大手労組会議 | 2 | | 1 | 1 | 13 | 3 | 12 | 5 | 43 | 2 | | 44 | 43 | 1 | | | | 25 | 15 | 36 | 22 | 12 | 6 | | | |
| 業 種 | 鉄 鋼 | 1 | | | 1 | 4 | | 1 | 54 | 1 | 2 | 17 | 16 | | | 1 | | 8 | 5 | 12 | 8 | 3 | | 1 | | |
| | 非鉄金属 | | 1 | | | 3 | 3 | 1 | 30 | | | 15 | 13 | | | 2 | | 4 | 9 | 9 | 7 | | | 2 | | |
| | 金属製品 | 8 | | | | 15 | | 3 | 104 | 2 | 1 | 45 | 41 | 2 | | 2 | | 19 | 15 | 25 | 8 | 11 | 2 | 6 | | |
| | 一般機械器具 | 7 | 1 | 1 | 3 | 27 | 3 | 16 | 6 | 273 | 3 | 147 | 129 | 8 | | 5 | 5 | 63 | 47 | 83 | 45 | 23 | 9 | 12 | | |
| | 電気機械器具 | 4 | 2 | | | 17 | 8 | 10 | 2 | 108 | | 57 | 52 | 1 | | 3 | 1 | 18 | 26 | 36 | 22 | 12 | 1 | 3 | | |
| | 輸送用機器 | 6 | 1 | | 1 | 10 | 2 | 7 | 3 | 86 | 3 | 54 | 52 | | | 2 | | 20 | 19 | 30 | 14 | 8 | 6 | 4 | | |
| | 精密機器 | 2 | | | | 10 | 1 | 1 | 1 | 36 | | 21 | 19 | 1 | | 1 | | 10 | 9 | 14 | 9 | 3 | 2 | | | |
| その他 | 5 | 1 | 1 | | 11 | 2 | 4 | | 60 | | 2 | 31 | 28 | 2 | | 1 | 13 | 7 | 19 | 6 | 9 | | 4 | | | |
| 規 模 | 1～299人 | 25 | 5 | 1 | 3 | 51 | 12 | 17 | 6 | 584 | 3 | 3 | 255 | 223 | 11 | | 16 | 5 | 85 | 94 | 132 | 66 | 43 | 10 | 18 | |
| | 100人未満 | 6 | 4 | 1 | 2 | 20 | 6 | 7 | 2 | 340 | 3 | 3 | 138 | 118 | 5 | | 12 | 3 | 38 | 55 | 62 | 31 | 21 | 3 | 7 | |
| | 100～299人 | 19 | 1 | | 1 | 31 | 6 | 10 | 4 | 244 | | | 117 | 105 | 6 | | 4 | 2 | 47 | 39 | 70 | 35 | 22 | 7 | 11 | |
| | 300～499人 | 4 | | | 1 | 17 | 1 | 6 | 2 | 64 | 2 | 2 | 45 | 42 | 1 | | | 2 | 25 | 13 | 34 | 18 | 7 | 2 | 9 | |
| | 500～999人 | 4 | 1 | 1 | | 16 | 1 | 10 | 2 | 51 | 3 | | 38 | 37 | 1 | | | | 21 | 12 | 24 | 12 | 9 | 2 | 1 | |
| | 1000～2999人 | | | | 1 | 11 | 4 | 4 | 3 | 37 | 1 | | 36 | 35 | 1 | | | | 17 | 15 | 27 | 16 | 7 | 3 | 4 | |
| 3000人以上 | | | | | 2 | 1 | 6 | 2 | 15 | | | 13 | 13 | | | | | 7 | 3 | 11 | 7 | 3 | 3 | | | |
| 地 方 （ 事 業 所 ベ ー ス） | 北海道 | | | | | 1 | | | | 4 | | | 2 | 2 | | | | | 2 | | 2 | 2 | | | | |
| | 北東北 | 3 | | | | 1 | | | | 25 | | | 9 | 8 | | | 1 | 6 | 2 | 8 | 7 | 1 | | | 2 | |
| | 南東北 | 5 | 2 | | 1 | 7 | | 3 | | 50 | | | 26 | 25 | | | 1 | 8 | 15 | 21 | 12 | 4 | 4 | | 3 | |
| | 北関東 | 2 | 1 | | | 8 | 1 | 8 | 2 | 107 | 1 | | 74 | 68 | 2 | | 4 | | 24 | 19 | 37 | 21 | 13 | 7 | 1 | |
| | 東京千葉 | 11 | | | | 19 | 1 | 6 | 3 | 93 | 1 | 1 | 61 | 57 | 3 | | 1 | | 28 | 24 | 42 | 19 | 19 | 4 | 2 | |
| | 神奈川 | 2 | 1 | | | 18 | 11 | 9 | 1 | 61 | 1 | | 25 | 23 | | | 2 | 14 | 10 | 18 | 11 | 6 | 4 | | 1 | |
| | 新潟 | 3 | | | | 8 | 1 | | 1 | 34 | | | 14 | 12 | 1 | | 1 | | 7 | 3 | 9 | 6 | 2 | 1 | | |
| | 北陸 | 1 | | | | 2 | | | | 46 | | | 10 | 8 | 1 | | | 1 | 4 | 3 | 3 | 1 | 2 | | | |
| | 甲信 | 1 | 2 | 1 | | 5 | 3 | 6 | | 40 | | | 23 | 21 | | | 1 | 1 | 9 | 11 | 14 | 9 | 3 | 1 | 2 | |
| | 静岡 | 2 | | | | 10 | 1 | 4 | 1 | 57 | | | 30 | 27 | 2 | | 1 | | 10 | 12 | 19 | 11 | 3 | | | 5 |
| | 東海 | 4 | | 1 | 1 | 8 | 2 | 4 | 4 | 91 | 1 | | 47 | 42 | 3 | | 2 | | 24 | 17 | 30 | 16 | 8 | 2 | | 7 |
| | 京滋 | 1 | | | 1 | 8 | 2 | 4 | 2 | 61 | | 2 | 39 | 36 | 2 | | 1 | | 20 | 7 | 24 | 17 | 4 | 2 | | 3 |
| | 大阪 | 1 | | | | 6 | | | 1 | 133 | | | 43 | 42 | | | 1 | | 22 | 12 | 29 | 20 | 5 | 1 | | 4 |
| | 山陽 | 4 | 1 | | 1 | 8 | 1 | 5 | 1 | 71 | 2 | 1 | 45 | 39 | 3 | | 2 | 1 | 22 | 13 | 24 | 11 | 7 | 2 | | 5 |
| | 山陰 | 1 | | | | 2 | | | | 15 | | | 4 | 4 | | | | | 2 | 1 | 3 | 2 | | | | 1 |
| | 四国 | | | | | 2 | 1 | 4 | | 12 | 1 | | 11 | 9 | | | 1 | 1 | 4 | 4 | 4 | 3 | 1 | | | |
| 九州・山口 | 1 | | | 1 | 5 | 1 | 1 | | 30 | 2 | 1 | 17 | 16 | 1 | | | | 7 | 9 | 14 | 5 | 5 | 2 | | 2 | |
| 全国計 | 42 | 7 | 2 | 5 | 118 | 25 | 60 | 19 | 931 | 9 | 5 | 480 | 439 | 18 | | 16 | 7 | 213 | 162 | 301 | 173 | 83 | 30 | | 38 | |

| 2016年 春季生活闘争 情報No.3 3月11日 | 65歳までの雇用・所得確保の取り組み（続き） | | | | | | | | | | | 直雇用非正規社員の処遇改善 | | | | | | | | | | | | | |
|------------------------------------|------------------------|------------|----|------|------|------|--------|-----|-----|----|----|---------------|-----|-----|------------------------|-----|----|------------|----------|----------|----------|----------|-----|----|---|
| | 組合員化 | | | | | | 今後の問題点 | | | | | 実態把握 | | | 処遇改善に向けて検討中または取り組み中の課題 | | | | | | | | | | |
| | 回答数 | すべて組 合員 | 一部 | 取組み中 | これから | 予定なし | 回答数 | 賃金 | 仕事 | 他 | ある | ない | 不在 | 回答数 | 賃上げ | 一時金 | 手当 | 一時金 や手当 | 施設 利用 | 労災 補償 | 教育 訓練 | 正規 登用 | 退職金 | 他 | |
| 全体計 | 350 | 56 | 24 | 23 | 134 | 114 | 275 | 211 | 96 | 49 | 68 | 254 | 26 | 91 | 45 | 20 | 7 | 8 | 10 | 8 | 14 | 40 | 6 | 10 | |
| 大手労組会議 | 44 | 12 | 4 | 4 | 19 | 6 | 39 | 31 | 13 | 9 | 13 | 30 | 2 | 15 | 9 | 1 | 1 | 1 | 5 | 4 | 3 | 7 | | 2 | |
| 業 種 | 鉄 鋼 | 16 | 1 | 2 | | 9 | 4 | 11 | 8 | 3 | 4 | 3 | 10 | 2 | 1 | | | 1 | | 1 | | 1 | | | |
| | 非鉄金属 | 15 | 2 | | 1 | 4 | 8 | 14 | 6 | 11 | | 1 | 12 | 1 | 1 | | 1 | | | | | | 1 | | |
| | 金属製品 | 41 | 6 | 3 | 3 | 11 | 18 | 31 | 24 | 9 | 7 | 5 | 32 | 2 | 8 | 2 | 1 | 1 | 2 | 3 | 1 | 3 | 4 | | |
| | 一般機械器具 | 133 | 30 | 10 | 6 | 48 | 39 | 109 | 85 | 32 | 19 | 28 | 101 | 6 | 33 | 17 | 7 | 1 | 4 | 4 | 3 | 4 | 18 | 1 | |
| | 電気機械器具 | 51 | 8 | 3 | 5 | 23 | 12 | 42 | 36 | 14 | 11 | 9 | 36 | 9 | 11 | 8 | 3 | 1 | 1 | 1 | 1 | 1 | 4 | 2 | 2 |
| | 輸送用機器 | 49 | 3 | 4 | 5 | 21 | 17 | 37 | 27 | 16 | 5 | 13 | 32 | 4 | 19 | 8 | 3 | 2 | | 1 | 2 | 4 | 8 | 2 | 2 |
| | 精密機器 | 21 | 1 | 2 | 2 | 7 | 9 | 15 | 10 | 7 | 3 | 4 | 15 | | 9 | 5 | 3 | 1 | | | | 1 | 1 | 1 | 6 |
| その他 | 24 | 5 | | 1 | 11 | 7 | 16 | 15 | 4 | | 5 | 16 | 2 | 9 | 5 | 2 | 1 | | 1 | | 1 | 3 | | | |
| 規 模 | 1～299人 | 218 | 31 | 14 | 15 | 77 | 81 | 163 | 123 | 54 | 24 | 34 | 164 | 20 | 51 | 22 | 13 | 5 | 6 | 4 | 3 | 8 | 26 | 2 | 5 |
| | 100人未満 | 113 | 15 | 6 | 8 | 38 | 46 | 83 | 64 | 30 | 7 | 15 | 92 | 13 | 26 | 9 | 6 | 2 | 3 | 1 | 1 | 4 | 11 | 1 | 2 |
| | 100～299人 | 105 | 16 | 8 | 7 | 39 | 35 | 80 | 59 | 24 | 17 | 19 | 72 | 7 | 25 | 13 | 7 | 3 | 3 | 2 | 4 | 15 | 1 | 3 | |
| | 300～499人 | 45 | 8 | 3 | 1 | 20 | 13 | 37 | 28 | 19 | 8 | 12 | 30 | 2 | 16 | 10 | 6 | | 1 | 1 | 1 | 2 | 3 | 2 | 2 |
| | 500～999人 | 38 | 7 | 3 | 2 | 14 | 12 | 31 | 26 | 7 | 7 | 9 | 26 | 2 | 9 | 5 | | 1 | | 1 | | 2 | 3 | 2 | |
| | 1000～2999人 | 36 | 6 | 3 | 4 | 16 | 7 | 31 | 24 | 12 | 6 | 9 | 25 | 2 | 9 | 5 | 1 | | 1 | 2 | 3 | 2 | 7 | | 2 |
| | 3000人以上 | 13 | 4 | 1 | 1 | 7 | 1 | 13 | 10 | 4 | 4 | 4 | 9 | | 6 | 3 | | 1 | | 2 | 1 | | 1 | | 1 |
| 地 方 （ 事 業 所 ） | 北海道 | 2 | | | | | 2 | 2 | 1 | 1 | | 2 | | | | | | | | | | | | | |
| | 北東北 | 9 | 2 | 1 | | 2 | 4 | 8 | 7 | 1 | 1 | 2 | 5 | 2 | 4 | 3 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | 1 | |
| | 南東北 | 26 | 4 | 1 | 2 | 10 | 9 | 24 | 20 | 10 | 4 | 5 | 17 | 3 | 8 | 3 | 2 | 1 | | 1 | 2 | 3 | 8 | | |
| | 北関東 | 52 | 9 | 4 | 5 | 21 | 15 | 44 | 33 | 16 | 8 | 11 | 37 | 5 | 16 | 5 | 3 | | 2 | | 1 | 1 | 7 | 2 | 5 |
| | 東京千葉 | 55 | 8 | 4 | 7 | 23 | 13 | 46 | 35 | 11 | 9 | 13 | 41 | 1 | 11 | 7 | | 1 | | | | | 2 | | 2 |
| | 神奈川 | 26 | 5 | 1 | 3 | 10 | 7 | 24 | 22 | 8 | 9 | 7 | 18 | | 11 | 6 | 2 | | | | | 1 | 4 | 1 | 3 |
| | 新潟 | 14 | 2 | | 1 | 8 | 3 | 11 | 9 | 4 | 2 | 4 | 10 | | 5 | 1 | 1 | 1 | | 1 | | | 5 | | |
| | 北陸 | 9 | 2 | 2 | 2 | 3 | | 6 | 4 | 4 | | 2 | 5 | 2 | 5 | | 3 | | | 2 | 1 | 1 | 2 | | |
| | 甲信 | 23 | 1 | | 3 | 13 | 6 | 20 | 18 | 10 | 4 | 4 | 17 | 2 | 8 | 3 | 1 | 1 | | 1 | 1 | 2 | 5 | | 2 |
| | 静岡 | 29 | 1 | 2 | 2 | 18 | 6 | 24 | 19 | 14 | 6 | 5 | 16 | 2 | 4 | 4 | 1 | | | | | | | | |
| | 東海 | 47 | 8 | 1 | 1 | 15 | 22 | 34 | 24 | 12 | 7 | 6 | 37 | 2 | 7 | 2 | 1 | | | 1 | | | 3 | | |
| | 京滋 | 38 | 12 | 5 | 1 | 10 | 10 | 31 | 26 | 8 | 4 | 8 | 24 | 4 | 10 | 6 | 2 | | 1 | 2 | 2 | 3 | 2 | 1 | 3 |
| | 大阪 | 41 | 7 | 6 | 1 | 15 | 12 | 30 | 25 | 9 | 6 | 14 | 22 | 4 | 10 | 7 | 1 | 3 | 1 | 2 | | 2 | 3 | 2 | |
| | 山陽 | 41 | 8 | 4 | 2 | 13 | 14 | 32 | 22 | 11 | 3 | 6 | 34 | 2 | 8 | 4 | | | 1 | 1 | 2 | 1 | 4 | | |
| | 山陰 | 4 | 2 | 1 | 1 | | | 2 | 2 | | | 2 | 2 | 1 | 1 | 1 | 1 | 1 | | | | | | | |
| 四国 | 10 | 4 | 1 | | 3 | 2 | 7 | 6 | 3 | | 2 | 8 | | 4 | 3 | 2 | 1 | | | | | 3 | | | |
| 九州・山口 | 16 | 4 | | | 6 | 6 | 13 | 11 | 4 | 4 | 3 | 15 | | 4 | 2 | | 1 | | 1 | | | 1 | | | |
| 全国計 | 442 | 79 | 33 | 31 | 170 | 131 | 358 | 284 | 126 | 67 | 94 | 310 | 30 | 116 | 57 | 22 | 8 | 9 | 13 | 11 | 16 | 51 | 7 | 15 | |

| 2016年 春季生活闘争 情報No.3 3月11日 | | 直雇用非正規社員の処遇改善（続き） | | | | | | | | | | | | | | | | | | |
|--|------------|---------------------|-----|-----|----|------------|----------|----------|----------|----------|-----|------|-----|-----|----|-----|--------|-----|-----|----------|
| | | 処遇改善に向けた諸課題に対する前進回答 | | | | | | | | | | 転換制度 | | 組織化 | | | 社会保険点検 | | | |
| | | 回答数 | 賃上げ | 一時金 | 手当 | 一時金 や手当 | 施設 利用 | 労災 補償 | 教育 訓練 | 正規 登用 | 退職金 | 他 | あり | なし | 全員 | 一部 | なし | あり | なし | 派遣 不在 |
| 全体計 | | 13 | 3 | | | | 1 | 1 | 5 | 6 | 1 | 1 | 510 | 103 | 7 | 18 | 273 | 60 | 185 | 27 |
| 大手労組会議 | | 1 | | | | | 1 | 1 | 1 | 1 | | | 29 | 15 | 1 | 2 | 39 | 11 | 30 | |
| 業 種 | 鉄 鋼 | 1 | | | | | | | | 1 | | | 27 | 2 | 1 | | 9 | 1 | 7 | 3 |
| | 非鉄金属 | | | | | | | | | | | | 17 | 6 | | 1 | 11 | 2 | 9 | 1 |
| | 金属製品 | | | | | | | | | | | | 76 | 9 | | 1 | 29 | 3 | 21 | 3 |
| | 一般機械器具 | 4 | 1 | | | | 1 | 1 | 2 | 3 | | | 181 | 46 | 3 | 9 | 112 | 25 | 76 | 10 |
| | 電気機械器具 | 2 | 1 | | | | | | | 1 | | | 63 | 18 | 1 | 4 | 39 | 7 | 29 | 3 |
| | 輸送用機器 | 4 | | | | | | | 2 | 1 | 1 | 1 | 73 | 11 | 1 | 2 | 41 | 14 | 22 | 4 |
| | 精密機器 | | | | | | | | | | | | 32 | 2 | 1 | | 14 | 4 | 9 | 2 |
| | その他 | 2 | 1 | | | | | 1 | | | | 41 | 9 | | 1 | 18 | 4 | 12 | 1 | |
| 規 模 | 1～299人 | 7 | 2 | | | | | 3 | 3 | | 1 | 361 | 72 | 4 | 14 | 160 | 33 | 107 | 22 | |
| | 100人未満 | 4 | 1 | | | | | 2 | 2 | | | 206 | 43 | 1 | 10 | 84 | 14 | 59 | 15 | |
| | 100～299人 | 3 | 1 | | | | | 1 | 1 | | 1 | 155 | 29 | 3 | 4 | 76 | 19 | 48 | 7 | |
| | 300～499人 | 3 | 1 | | | | | 1 | 1 | | | 54 | 10 | 1 | 1 | 40 | 9 | 24 | 3 | |
| | 500～999人 | 1 | | | | | | | | | | 55 | 5 | | 2 | 31 | 6 | 25 | 1 | |
| | 1000～2999人 | 2 | | | | | 1 | 1 | 1 | 2 | | | 30 | 13 | 2 | 1 | 30 | 8 | 22 | 1 |
| | 3000人以上 | | | | | | | | | | | 10 | 3 | | | 12 | 4 | 7 | | |
| 地 方 （ 事 業 所 へ い ス） | 北海道 | | | | | | | | | | | 3 | 1 | | | 2 | 1 | 1 | | |
| | 北東北 | 1 | 1 | | | | | | | | | 24 | | | | 8 | 1 | 2 | 1 | |
| | 南東北 | 3 | 1 | | | | | 2 | 2 | | | 33 | 8 | | | 21 | 5 | 12 | 2 | |
| | 北関東 | 3 | | | | | | 1 | 1 | | 1 | 78 | 11 | 1 | 3 | 44 | 3 | 38 | 3 | |
| | 東京千葉 | | | | | | | | | | | 58 | 22 | 2 | 2 | 49 | 8 | 36 | 3 | |
| | 神奈川 | 1 | | | | | | | | 1 | | 36 | 7 | 2 | 1 | 22 | 7 | 17 | | |
| | 新潟 | | | | | | | | | | | 26 | 2 | | | 14 | 2 | 8 | 2 | |
| | 北陸 | | | | | | | | | | | 29 | 5 | | 1 | 8 | 1 | 7 | 1 | |
| | 甲信 | | | | | | | | | | | 42 | 4 | | 4 | 18 | 5 | 14 | 2 | |
| | 静岡 | | | | | | | | | | | 33 | 4 | 1 | | 15 | 4 | 13 | 1 | |
| | 東海 | | | | | | | | | | | 69 | 14 | | 2 | 39 | 13 | 21 | 3 | |
| | 京滋 | 4 | 1 | | | | 1 | 1 | 2 | 2 | | 47 | 8 | 1 | 1 | 27 | 9 | 16 | 2 | |
| | 大阪 | 2 | | | | | | | | 1 | 1 | 96 | 13 | 1 | 2 | 27 | 14 | 15 | 2 | |
| | 山陽 | 1 | | | | | 1 | 1 | 1 | 1 | | 47 | 11 | | 2 | 30 | 4 | 20 | 5 | |
| | 山陰 | | | | | | | | | | | 9 | 2 | | 1 | 3 | | | 3 | |
| | 四国 | | | | | | | | | | | 13 | 4 | | | 10 | 3 | 5 | 1 | |
| | 九州・山口 | 1 | | | | | | | | 1 | | 27 | 4 | 1 | 1 | 14 | 7 | 8 | | |
| 全国計 | | 16 | 3 | | | | 2 | 2 | 6 | 9 | 1 | 1 | 672 | 120 | 9 | 20 | 351 | 87 | 236 | 28 |