

# J A M 2021年春季生活闘争状況報告No.2

3月2日

## 1. 要求提出状況

(単組数) (構成比%)

|               |       |       |
|---------------|-------|-------|
| 交渉単位数         | 1,521 | 100.0 |
| 賃金要求を断念       | 6     | 0.4   |
| 交渉単組数         | 1,515 | 99.6  |
| 要求提出単組        | 865   | 56.9  |
| 賃金要求提出        | 799   | 52.5  |
| 個別賃金要求        | 218   | 14.3  |
| 平均賃金要求        | 781   | 51.3  |
| 要求内容不明        | 66    | 4.3   |
| 要求なしの交渉又は回答のみ | 10    | 0.7   |
| 状況未集約単組       | 640   | 42.1  |

## 2. 賃上げ交渉進捗状況

|    |     |     |     |      |
|----|-----|-----|-----|------|
|    | 合計  | 個別  | 平均  | 進捗率  |
| 要求 | 799 | 218 | 781 | 52.5 |
| 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        | 7,754 |     |     | -639     |    |
| 1~299人     | 7,743 |     |     | -568     |    |
| 1~99人      | 7,779 |     |     | -456     |    |
| 100~299人   | 7,681 |     |     | -762     |    |
| 300~499人   | 8,186 |     |     | -549     |    |
| 500~999人   | 8,135 |     |     | -896     |    |
| 1000~2999人 | 6,934 |     |     | -1,183   |    |
| 3000人以上    | 6,828 |     |     | -2,462   |    |
| 大手労組       | 8,058 |     |     | -1,219   |    |

### (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   | 330  | 234,442 | 207  | 237,993 |         |    |
| 所定内 | 58   | 240,205 | 20   | 254,770 |         |    |
| 基本  | 185  | 227,981 | 149  | 232,606 |         |    |
| 基準内 | 48   | 246,168 | 23   | 251,975 |         |    |
| 不詳  | 39   | 242,088 | 15   | 247,701 |         |    |
| 35歳 |      |         |      |         |         |    |
| 計   | 314  | 262,015 | 198  | 265,549 |         |    |
| 所定内 | 57   | 268,228 | 18   | 284,123 |         |    |
| 基本  | 177  | 254,330 | 145  | 259,536 |         |    |
| 基準内 | 46   | 278,799 | 22   | 281,976 |         |    |
| 不詳  | 34   | 268,894 | 13   | 279,108 |         |    |

### (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 | 612 | 7,783 | 4,529 | 3,254 |     |    |       |     |
| 賃金改善分     | 477 | 8,688 | 4,513 | 4,175 |     |    |       |     |
| 構造分のみ     | 135 | 4,587 | -     | -     |     |    |       |     |
| 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 | 486 | 607,073   | 2.27 | -37,415  | -0.13 |
|    | 回答 |     |           |      | -        | -     |
|    | 妥結 |     |           |      |          |       |
| 年間 | 要求 | 341 | 1,248,115 | 4.56 | -72,697  | -0.28 |
|    | 回答 |     |           |      | -        | -     |
|    | 妥結 |     |           |      |          |       |

交渉単位数 2018年 1564 単組 2020年 1532 単組  
 2019年 1551 単組 2021年 1521 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% |       |       |       |
|     | 2021年                                | 2020年 | 2019年 | 2018年 | 2021年    | 2020年 | 2019年 | 2018年 | 2021年    | 2020年 | 2019年 | 2018年 | 2021年    | 2020年 | 2019年 | 2018年 | 2021年  | 2020年 | 2019年 | 2018年 | 2021年  | 2020年 | 2019年 | 2018年 |
| 1   | 2/25                                 | 2/19  | 2/20  | 2/21  | 660      | 590   | 662   | 602   |          |       |       |       |          |       |       |       | 43.4   | 38.5  | 42.7  | 38.5  |        |       |       |       |
| 2   | 3/2                                  | 2/24  | 2/25  | 2/26  | 799      | 744   | 768   | 754   |          |       |       |       |          |       |       |       | 52.5   | 48.6  | 49.5  | 48.2  |        |       |       |       |
| 3   | 3/11                                 | 3/5   | 3/7   | 3/8   |          | 896   | 917   | 929   |          |       |       |       |          |       |       |       | 58.5   | 59.1  | 59.4  |       |        |       |       |       |
| 4   | 3/16                                 | 3/10  | 3/12  | 3/13  |          | 968   | 974   | 984   |          | 106   | 116   | 136   |          | 27    | 37    | 51    | 63.2   | 62.8  | 62.9  |       | 1.8    | 2.4   | 3.3   |       |
| 5   | 3/17                                 | 3/11  | 3/13  | 3/14  |          | 981   | 997   | 1,009 |          | 216   | 207   | 246   |          | 78    | 67    | 96    | 64.0   | 64.3  | 64.5  |       | 5.1    | 4.3   | 6.1   |       |
| 6   | 3/18                                 | 3/12  | 3/14  | 3/15  |          | 985   | 1,008 | 1,032 |          | 260   | 308   | 342   |          | 92    | 121   | 142   | 64.3   | 65.0  | 66.0  |       | 6.0    | 7.8   | 9.1   |       |
| 7   | 3/19                                 | 3/13  | 3/15  | 3/16  |          | 1,000 | 1,022 | 1,036 |          | 366   | 379   | 417   |          | 138   | 151   | 174   | 65.3   | 65.9  | 66.2  |       | 9.0    | 9.7   | 11.1  |       |
| 8   | 3/22                                 | 3/16  | 3/18  | 3/19  |          | 1,008 | 1,026 | 1,044 |          | 387   | 421   | 457   |          | 160   | 182   | 194   | 65.8   | 66.2  | 66.8  |       | 10.4   | 11.7  | 12.4  |       |
| 9   | 3/24                                 | 3/18  | 3/20  | 3/20  |          | 1,024 | 1,038 | 1,052 |          | 431   | 456   | 487   |          | 205   | 202   | 226   | 66.8   | 66.9  | 67.3  |       | 13.4   | 13.0  | 14.5  |       |
| 10  | 3/26                                 | 3/23  | 3/25  | 3/26  |          | 1,044 | 1,051 | 1,076 |          | 507   | 527   | 570   |          | 280   | 284   | 306   | 68.1   | 67.8  | 68.8  |       | 18.3   | 18.3  | 19.6  |       |
| 11  | 3/30                                 | 3/25  | 3/27  | 3/28  |          | 1,069 | 1,063 | 1,092 |          | 580   | 579   | 617   |          | 358   | 346   | 363   | 69.8   | 68.5  | 69.8  |       | 23.4   | 22.3  | 23.2  |       |
| 12  | 4/1                                  | 3/27  | 3/29  | 3/30  |          | 1,084 | 1,082 | 1,105 |          | 635   | 633   | 660   |          | 435   | 417   | 429   | 70.8   | 69.8  | 70.7  |       | 28.4   | 26.9  | 27.4  |       |
| 13  | 4/6                                  | 3/31  | 4/1   | 4/3   |          | 1,096 | 1,102 | 1,126 |          | 693   | 704   | 723   |          | 505   | 487   | 524   | 71.5   | 71.1  | 72.0  |       | 33.0   | 31.4  | 33.5  |       |
| 14  | 4/12                                 | 4/2   | 4/4   | 4/5   |          | 1,108 | 1,110 | 1,138 |          | 743   | 731   | 763   |          | 556   | 528   | 575   | 72.3   | 71.6  | 72.8  |       | 36.3   | 34.0  | 36.8  |       |
| 15  | 4/15                                 | 4/6   | 4/8   | 4/9   |          | 1,119 | 1,125 | 1,147 |          | 760   | 759   | 795   |          | 585   | 581   | 626   | 73.0   | 72.5  | 73.3  |       | 38.2   | 37.5  | 40.0  |       |
| 16  | 4/22                                 | 4/13  | 4/15  | 4/16  |          | 1,138 | 1,142 | 1,162 |          | 832   | 827   | 875   |          | 677   | 670   | 726   | 74.3   | 73.6  | 74.3  |       | 44.2   | 43.2  | 46.4  |       |
| 17  | 5/10                                 | 5/8   | 5/8   | 5/8   |          | 1,165 | 1,174 | 1,189 |          | 986   | 992   | 1,017 |          | 898   | 878   | 922   | 76.0   | 75.7  | 76.0  |       | 58.6   | 56.6  | 59.0  |       |
| 18  | 5/17                                 | 5/12  | 5/13  | 5/14  |          | 1,165 | 1,180 | 1,200 |          | 997   | 1,021 | 1,041 |          | 919   | 919   | 960   | 76.0   | 76.1  | 76.7  |       | 60.0   | 59.3  | 61.4  |       |
| 19  | 6/21                                 | 6/22  | 6/20  | 6/20  |          | 1,216 | 1,230 | 1,229 |          | 1,151 | 1,168 | 1,161 |          | 1,116 | 1,102 | 1,111 | 79.4   | 79.3  | 78.6  |       | 72.8   | 71.1  | 71.0  |       |

| 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   |       |       |  |
| 2021年 | 2020年      | 2019年 | 2018年 | 2021年 | 2020年 | 2019年 | 2018年 | 2021年 | 2020年 | 2019年 | 2018年 | 2021年 | 2020年 | 2019年 | 2018年 | 2021年 | 2020年 | 2019年 | 2018年 |  |
| 1     | 2/25       | 2/19  | 2/20  | 2/21  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| 2     | 3/2        | 2/24  | 2/25  | 2/26  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| 3     | 3/11       | 3/5   | 3/7   | 3/8   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |
| 4     | 3/16       | 3/10  | 3/12  | 3/13  | 5,431 | 5,673 | 5,889 | 5,380 | 5,683 | 6,152 | 6,087 | 6,187 | 6,338 | 6,612 | 5,547 | 6,831 |       |       |       |  |
| 5     | 3/17       | 3/11  | 3/13  | 3/14  | 5,303 | 5,805 | 5,749 | 5,464 | 6,110 | 6,085 | 6,167 | 6,793 | 6,763 | 6,408 | 7,087 | 7,291 |       |       |       |  |
| 6     | 3/18       | 3/12  | 3/14  | 3/15  | 5,350 | 5,759 | 5,774 | 5,586 | 6,185 | 6,193 | 6,157 | 6,647 | 6,871 | 6,368 | 6,896 | 7,229 |       |       |       |  |
| 7     | 3/19       | 3/13  | 3/15  | 3/16  | 5,316 | 5,679 | 5,706 | 5,625 | 6,188 | 6,197 | 6,086 | 6,604 | 6,770 | 6,236 | 6,941 | 7,181 |       |       |       |  |
| 8     | 3/22       | 3/16  | 3/18  | 3/19  | 5,289 | 5,635 | 5,688 | 5,564 | 6,004 | 6,209 | 6,033 | 6,521 | 6,757 | 6,203 | 6,817 | 7,116 |       |       |       |  |
| 9     | 3/24       | 3/18  | 3/20  | 3/20  | 5,276 | 5,567 | 5,662 | 5,560 | 5,944 | 6,134 | 6,036 | 6,456 | 6,729 | 6,271 | 6,787 | 7,027 |       |       |       |  |
| 10    | 3/26       | 3/23  | 3/25  | 3/26  | 5,192 | 5,568 | 5,588 | 5,424 | 5,898 | 5,937 | 5,977 | 6,382 | 6,660 | 6,216 | 6,638 | 6,909 |       |       |       |  |
| 11    | 3/30       | 3/25  | 3/27  | 3/28  | 5,131 | 5,577 | 5,581 | 5,273 | 5,778 | 5,907 | 5,944 | 6,415 | 6,653 | 6,110 | 6,581 | 6,821 |       |       |       |  |
| 12    | 4/1        | 3/27  | 3/29  | 3/30  | 5,086 | 5,566 | 5,563 | 5,213 | 5,720 | 5,800 | 5,892 | 6,375 | 6,655 | 6,039 | 6,569 | 6,759 |       |       |       |  |
| 13    | 4/6        | 3/31  | 4/1   | 4/3   | 5,051 | 5,555 | 5,529 | 5,163 | 5,669 | 5,761 | 5,832 | 6,353 | 6,623 | 5,968 | 6,488 | 6,777 |       |       |       |  |
| 14    | 4/12       | 4/2   | 4/4   | 4/5   | 5,039 | 5,535 | 5,504 | 5,136 | 5,632 | 5,702 | 5,816 | 6,345 | 6,614 | 5,941 | 6,477 | 6,755 |       |       |       |  |
| 15    | 4/15       | 4/6   | 4/8   | 4/9   | 5,047 | 5,536 | 5,493 | 5,161 | 5,625 | 5,668 | 5,823 | 6,327 | 6,596 | 5,947 | 6,437 | 6,723 |       |       |       |  |
| 16    | 4/22       | 4/13  | 4/15  | 4/16  | 4,988 | 5,542 | 5,436 | 5,096 | 5,663 | 5,567 | 5,773 | 6,318 | 6,544 | 5,888 | 6,421 | 6,652 |       |       |       |  |
| 17    | 5/10       | 5/8   | 5/8   | 5/8   | 4,882 | 5,435 | 5,402 | 4,917 | 5,482 | 5,450 | 5,709 | 6,250 | 6,470 | 5,759 | 6,313 | 6,577 |       |       |       |  |
| 18    | 5/17       | 5/12  | 5/13  | 5/14  | 4,874 | 5,417 | 5,382 | 4,906 | 5,448 | 5,431 | 5,700 | 6,240 | 6,453 | 5,755 | 6,294 | 6,541 |       |       |       |  |
| 19    | 6/21       | 6/22  | 6/20  | 6/20  | 4,828 | 5,330 | 5,331 | 4,849 | 5,340 | 5,358 | 5,639 | 6,174 | 6,390 | 5,658 | 6,211 | 6,449 |       |       |       |  |

交渉単位数 2018年 1564 単組 2020年 1532 単組  
 2019年 1551 単組 2021年 1521 単組

一時金の回答・妥結状況・年次別状況一覧

進捗率 = 単組数 / 交渉単位数 \* 100

| 集計回 | 集計日   |       |       |       | 一時金・開争状況／半期・年間計／全単組計 |       |       |       |          |       |       |       |          |       |       |       | 一時金進捗率 |       |       |       |        |      |      |      |
|-----|-------|-------|-------|-------|----------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|-------|-------|--------|------|------|------|
|     |       |       |       |       | 一時金要求単組数             |       |       |       | 一時金回答単組数 |       |       |       | 一時金妥結単組数 |       |       |       | 要求進捗率% |       |       |       | 妥結進捗率% |      |      |      |
|     | 2021年 | 2020年 | 2019年 | 2018年 | 2021年                | 2020年 | 2019年 | 2018年 | 2021年    | 2020年 | 2019年 | 2018年 | 2021年    | 2020年 | 2019年 | 2018年 | 2021年  | 2020年 | 2019年 | 2018年 |        |      |      |      |
| 1   | 2/25  | 2/19  | 2/20  | 2/21  | 375                  | 360   | 406   | 368   |          |       |       |       |          |       |       |       | 24.7   | 23.5  | 26.2  | 23.5  |        |      |      |      |
| 2   | 3/2   | 2/24  | 2/25  | 2/26  | 486                  | 476   | 480   | 466   |          |       |       |       |          |       |       |       | 32.0   | 31.1  | 30.9  | 29.8  |        |      |      |      |
| 3   | 3/11  | 3/5   | 3/7   | 3/8   |                      | 574   | 568   | 575   |          |       |       |       |          |       |       |       |        | 37.5  | 36.6  | 36.8  |        |      |      |      |
| 4   | 3/16  | 3/10  | 3/12  | 3/13  |                      | 607   | 606   | 619   |          | 75    | 66    | 70    |          | 29    | 26    | 30    |        | 39.6  | 39.1  | 39.6  |        | 1.9  | 1.7  | 1.9  |
| 5   | 3/17  | 3/11  | 3/13  | 3/14  |                      | 615   | 618   | 637   |          | 132   | 120   | 129   |          | 58    | 47    | 58    |        | 40.1  | 39.8  | 40.7  |        | 3.8  | 3.0  | 3.7  |
| 6   | 3/18  | 3/12  | 3/14  | 3/15  |                      | 620   | 627   | 647   |          | 157   | 184   | 201   |          | 67    | 79    | 86    |        | 40.5  | 40.4  | 41.4  |        | 4.4  | 5.1  | 5.5  |
| 7   | 3/19  | 3/13  | 3/15  | 3/16  |                      | 628   | 634   | 654   |          | 220   | 225   | 235   |          | 94    | 92    | 109   |        | 41.0  | 40.9  | 41.8  |        | 6.1  | 5.9  | 7.0  |
| 8   | 3/22  | 3/16  | 3/18  | 3/19  |                      | 633   | 642   | 658   |          | 235   | 249   | 267   |          | 109   | 113   | 131   |        | 41.3  | 41.4  | 42.1  |        | 7.1  | 7.3  | 8.4  |
| 9   | 3/24  | 3/18  | 3/20  | 3/20  |                      | 641   | 650   | 662   |          | 259   | 268   | 284   |          | 129   | 123   | 144   |        | 41.8  | 41.9  | 42.3  |        | 8.4  | 7.9  | 9.2  |
| 10  | 3/26  | 3/23  | 3/25  | 3/26  |                      | 652   | 661   | 674   |          | 300   | 314   | 338   |          | 167   | 182   | 196   |        | 42.6  | 42.6  | 43.1  |        | 10.9 | 11.7 | 12.5 |
| 11  | 3/30  | 3/25  | 3/27  | 3/28  |                      | 666   | 671   | 682   |          | 340   | 339   | 356   |          | 206   | 217   | 215   |        | 43.5  | 43.3  | 43.6  |        | 13.4 | 14.0 | 13.7 |
| 12  | 4/1   | 3/27  | 3/29  | 3/30  |                      | 675   | 682   | 696   |          | 370   | 374   | 381   |          | 239   | 253   | 248   |        | 44.1  | 44.0  | 44.5  |        | 15.6 | 16.3 | 15.9 |
| 13  | 4/6   | 3/31  | 4/1   | 4/3   |                      | 680   | 689   | 703   |          | 396   | 406   | 413   |          | 280   | 285   | 304   |        | 44.4  | 44.4  | 44.9  |        | 18.3 | 18.4 | 19.4 |
| 14  | 4/12  | 4/2   | 4/4   | 4/5   |                      | 687   | 693   | 711   |          | 419   | 415   | 442   |          | 305   | 305   | 336   |        | 44.8  | 44.7  | 45.5  |        | 19.9 | 19.7 | 21.5 |
| 15  | 4/15  | 4/6   | 4/8   | 4/9   |                      | 695   | 705   | 715   |          | 431   | 428   | 464   |          | 324   | 321   | 362   |        | 45.4  | 45.5  | 45.7  |        | 21.1 | 20.7 | 23.1 |
| 16  | 4/22  | 4/13  | 4/15  | 4/16  |                      | 707   | 713   | 725   |          | 467   | 455   | 497   |          | 354   | 355   | 409   |        | 46.1  | 46.0  | 46.4  |        | 23.1 | 22.9 | 26.2 |
| 17  | 5/10  | 5/8   | 5/8   | 5/8   |                      | 725   | 737   | 739   |          | 528   | 527   | 557   |          | 447   | 455   | 483   |        | 47.3  | 47.5  | 47.3  |        | 29.2 | 29.3 | 30.9 |
| 18  | 5/17  | 5/12  | 5/13  | 5/11  |                      | 729   | 744   | 746   |          | 535   | 537   | 570   |          | 459   | 472   | 499   |        | 47.6  | 48.0  | 47.7  |        | 30.0 | 30.4 | 31.9 |
| S1  |       | 6/10  | 6/11  | 6/12  |                      | 930   | 926   | 924   |          | 710   | 672   | 695   |          | 652   | 609   | 624   |        | 60.7  | 59.7  | 59.1  |        | 42.6 | 39.3 | 39.9 |
| 19  | 6/21  | 6/22  | 6/20  | 6/20  |                      | 1,014 | 985   | 983   |          | 900   | 775   | 789   |          | 819   | 702   | 699   |        | 66.2  | 63.5  | 62.9  |        | 53.5 | 45.3 | 44.7 |
| S2  |       | 7/10  | 7/12  | 7/13  |                      | 1,115 | 1,112 | 1,108 |          | 1,148 | 1,069 | 1,037 |          | 1,104 | 1,024 | 960   |        | 72.8  | 71.7  | 70.8  |        | 72.1 | 66.0 | 61.4 |
| S3  |       | 8/5   | 8/7   | 8/7   |                      | 1,161 | 1,171 | 1,178 |          | 1,272 | 1,244 | 1,238 |          | 1,254 | 1,210 | 1,183 |        | 75.8  | 75.5  | 75.3  |        | 81.9 | 78.0 | 75.6 |

| 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    |         |         |       |         |         |         |  |  |  |  |  |
|     | 2021年 | 2020年 | 2019年 | 2018年 | 2021年       | 2020年   | 2019年   | 2018年 | 2021年   | 2020年   | 2019年   | 2018年 | 2021年   | 2020年   | 2019年   | 2018年 |         |         |         |  |  |  |  |  |
| 1   | 2/25  | 2/19  | 2/20  | 2/21  |             |         |         |       |         |         |         |       |         |         |         |       |         |         |         |  |  |  |  |  |
| 2   | 3/2   | 2/24  | 2/25  | 2/26  |             |         |         |       |         |         |         |       |         |         |         |       |         |         |         |  |  |  |  |  |
| 3   | 3/11  | 3/5   | 3/7   | 3/8   |             |         |         |       |         |         |         |       |         |         |         |       |         |         |         |  |  |  |  |  |
| 4   | 3/16  | 3/10  | 3/12  | 3/13  | 527,236     | 614,584 | 599,242 |       | 537,210 | 685,883 | 691,385 |       | 620,546 | 663,817 | 650,049 |       | 623,265 | 716,430 | 756,962 |  |  |  |  |  |
| 5   | 3/17  | 3/11  | 3/13  | 3/14  | 554,137     | 641,594 | 620,667 |       | 598,080 | 701,543 | 706,394 |       | 718,564 | 823,066 | 808,826 |       | 763,054 | 803,727 | 799,005 |  |  |  |  |  |
| 6   | 3/18  | 3/12  | 3/14  | 3/15  | 571,519     | 621,387 | 614,317 |       | 618,925 | 675,898 | 695,474 |       | 741,281 | 779,197 | 784,084 |       | 805,201 | 776,901 | 793,524 |  |  |  |  |  |
| 7   | 3/19  | 3/13  | 3/15  | 3/16  | 564,517     | 620,839 | 614,527 |       | 607,056 | 683,733 | 679,082 |       | 729,833 | 777,909 | 770,744 |       | 776,259 | 802,365 | 783,377 |  |  |  |  |  |
| 8   | 3/22  | 3/16  | 3/18  | 3/19  | 562,131     | 624,132 | 609,705 |       | 605,628 | 694,914 | 674,468 |       | 723,073 | 799,224 | 787,959 |       | 764,071 | 827,154 | 779,232 |  |  |  |  |  |
| 9   | 3/24  | 3/18  | 3/20  | 3/20  | 557,333     | 620,563 | 605,999 |       | 611,258 | 680,697 | 667,113 |       | 722,434 | 802,231 | 783,376 |       | 764,813 | 829,610 | 775,664 |  |  |  |  |  |
| 10  | 3/26  | 3/23  | 3/25  | 3/26  | 563,432     | 619,945 | 603,442 |       | 612,024 | 664,937 | 653,322 |       | 722,467 | 791,566 | 783,452 |       | 757,618 | 812,099 | 779,930 |  |  |  |  |  |
| 11  | 3/30  | 3/25  | 3/27  | 3/28  | 562,593     | 604,689 | 601,308 |       | 600,866 | 641,661 | 652,309 |       | 713,530 | 785,701 | 778,735 |       | 746,119 | 775,314 | 773,851 |  |  |  |  |  |
| 12  | 4/1   | 3/27  | 3/29  | 3/30  | 562,773     | 608,769 | 596,019 |       | 591,867 | 624,809 | 637,817 |       | 711,869 | 781,552 | 775,888 |       | 740,396 | 790,785 | 767,334 |  |  |  |  |  |
| 13  | 4/6   | 3/31  | 4/1   | 4/3   | 566,887     | 606,876 | 587,158 |       | 589,726 | 621,145 | 614,342 |       | 708,551 | 773,519 | 768,965 |       | 729,377 | 781,499 | 776,145 |  |  |  |  |  |
| 14  | 4/12  | 4/2   | 4/4   | 4/5   | 563,065     | 604,558 | 591,346 |       | 589,366 | 616,231 | 616,650 |       | 706,632 | 771,261 | 768,341 |       | 726,985 | 777,311 | 773,332 |  |  |  |  |  |
| 15  | 4/15  | 4/6   | 4/8   | 4/9   | 564,750     | 604,493 | 589,451 |       | 588,079 | 616,415 | 613,589 |       | 705,914 | 769,417 | 762,707 |       | 720,350 | 775,314 | 766,000 |  |  |  |  |  |
| 16  | 4/22  | 4/13  | 4/15  | 4/16  | 553,464     | 602,603 | 583,287 |       | 577,459 | 615,500 | 600,332 |       | 698,156 | 764,828 | 754,200 |       | 716,559 | 774,245 | 771,942 |  |  |  |  |  |
| 17  | 5/10  | 5/8   | 5/8   | 5/8   | 557,993     | 597,419 | 579,140 |       | 559,908 | 607,564 | 589,852 |       | 708,744 | 754,847 | 747,878 |       | 701,338 | 760,404 | 762,391 |  |  |  |  |  |
| 18  | 5/17  | 5/12  | 5/13  | 5/11  | 557,018     | 597,566 | 576,852 |       | 560,280 | 605,772 | 587,000 |       | 709,003 | 754,852 | 746,490 |       | 716,564 | 759,030 | 760,515 |  |  |  |  |  |
| S1  |       | 6/10  | 6/11  | 6/12  | 562,896     | 605,911 | 584,610 |       | 568,139 | 612,407 | 592,494 |       | 726,447 | 764,034 | 749,709 |       | 733,265 | 768,233 | 760,341 |  |  |  |  |  |
| 19  | 6/21  | 6/22  | 6/20  | 6/20  | 547,169     | 601,956 | 581,712 |       | 555,794 | 606,619 | 586,890 |       | 714,063 | 756,333 | 751,990 |       | 721,303 | 760,570 | 753,693 |  |  |  |  |  |
| S2  |       | 7/10  | 7/12  | 7/13  | 517,253     | 567,959 | 559,069 |       | 520,477 | 567,095 | 565,202 |       | 688,235 | 722,501 | 750,687 |       | 689,389 | 723,035 | 747,381 |  |  |  |  |  |
| S3  |       | 8/5   | 8/7   | 8/7   | 502,020     | 565,070 | 541,032 |       | 502,806 | 564,380 | 543,815 |       | 682,394 | 736,776 | 744,951 |       | 682,621 | 737,306 | 737,886 |  |  |  |  |  |

| 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  |       |       |       |      |      |      |  |  |  |  |  |
|     | 2021年 | 2020年 | 2019年 | 2018年 | 2021年       | 2020年 | 2019年 | 2018年 | 2021年 | 2020年 | 2019年 | 2018年 | 2021年 | 2020年 | 2019年 | 2018年 |      |      |      |  |  |  |  |  |
| 1   | 2/25  | 2/19  | 2/20  | 2/21  |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |  |  |  |  |  |
| 2   | 3/2   | 2/24  | 2/25  | 2/26  |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |  |  |  |  |  |
| 3   | 3/11  | 3/5   | 3/7   | 3/8   |             |       |       |       |       |       |       |       |       |       |       |       |      |      |      |  |  |  |  |  |
| 4   | 3/16  | 3/10  | 3/12  | 3/13  | 2.02        | 2.19  | 2.15  |       | 2.01  | 2.46  | 2.46  |       | 2.30  | 2.48  | 2.42  |       | 2.01 | 2.31 | 2.61 |  |  |  |  |  |
| 5   | 3/17  | 3/11  | 3/13  | 3/14  | 2.03        | 2.24  | 2.21  |       | 2.13  | 2.45  | 2.49  |       | 2.24  | 2.53  | 2.49  |       | 2.17 | 2.53 | 2.55 |  |  |  |  |  |
| 6   | 3/18  | 3/12  | 3/14  | 3/15  | 2.08        | 2.22  | 2.19  |       | 2.17  | 2.40  | 2.45  |       | 2.32  | 2.58  | 2.49  |       | 2.34 | 2.58 | 2.57 |  |  |  |  |  |
| 7   | 3/19  | 3/13  | 3/15  | 3/16  | 2.08        | 2.22  | 2.19  |       | 2.16  | 2.41  | 2.40  |       | 2.34  | 2.51  | 2.46  |       | 2.38 | 2.56 | 2.52 |  |  |  |  |  |
| 8   | 3/22  | 3/16  | 3/18  | 3/19  | 2.08        | 2.23  | 2.20  |       | 2.15  | 2.41  | 2.39  |       | 2.34  | 2.55  | 2.52  |       | 2.37 | 2.61 | 2.55 |  |  |  |  |  |
| 9   | 3/24  | 3/18  | 3/20  | 3/20  | 2.07        | 2.22  | 2.20  |       | 2.17  | 2.37  | 2.37  |       | 2.33  | 2.56  | 2.50  |       | 2.38 | 2.61 | 2.54 |  |  |  |  |  |
| 10  | 3/26  | 3/23  | 3/25  | 3/26  | 2.08        | 2.20  | 2.21  |       | 2.17  | 2.30  | 2.35  |       | 2.33  | 2.53  | 2.52  |       | 2.37 | 2.57 | 2.56 |  |  |  |  |  |
| 11  | 3/30  | 3/25  | 3/27  | 3/28  | 2.08        | 2.21  | 2.21  |       | 2.13  | 2.28  | 2.37  |       | 2.32  | 2.52  | 2.52  |       | 2.36 | 2.56 | 2.55 |  |  |  |  |  |
| 12  | 4/1   | 3/27  | 3/29  | 3/30  | 2.08        | 2.20  | 2.20  |       | 2.11  | 2.25  | 2.33  |       | 2.32  | 2.52  | 2.51  |       | 2.34 | 2.54 | 2.53 |  |  |  |  |  |
| 13  | 4/6   | 3/31  | 4/1   | 4/3   | 2.08        | 2.20  | 2.18  |       | 2.11  | 2.24  | 2.27  |       | 2.31  | 2.50  | 2.49  |       | 2.34 | 2.53 | 2.50 |  |  |  |  |  |
| 14  | 4/12  | 4/2   | 4/4   | 4/5   | 2.08        | 2.20  | 2.18  |       | 2.12  |       |       |       |       |       |       |       |      |      |      |  |  |  |  |  |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2日             | 賃上げ交渉状況 ※協議：要求なしの交渉又は回答のみ |         |     |     |     |     |    |    |          |      |    |    |          |         | 賃上げ交渉状況  |         |        |         |        |    |    |    |          |    |      |    |      |      |  |  |
|--|---------------------------|---------|-----|-----|-----|-----|----|----|----------|------|----|----|----------|---------|----------|---------|--------|---------|--------|----|----|----|----------|----|------|----|------|------|--|--|
|  | 単組数                       | 単組数     |     |     |     |     |    |    |          |      |    |    |          |         | 組合員数     |         |        |         |        |    |    |    |          |    |      |    |      |      |  |  |
|  | 単組<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>※ | 人員<br>総数 | 総<br>要求 | 要求     |         |        | 回答 |    |    | 妥結<br>合計 | 比率 |      |    |      |      |  |  |
|  |                           |         | 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  | 1,521                     | 865     | 799 | 218 | 781 |     |    |    | 52.5     |      |    | 6  | 10       | 348,660 | 251,662  | 222,738 | 79,420 | 217,070 |        |    |    |    |          |    | 63.9 |    |      |      |  |  |
| 大手労組会議   | 47                        | 41      | 36  | 20  | 35  |     |    |    | 76.6     |      |    |    |          | 133,379 | 104,648  | 88,374  | 39,824 | 85,465  |        |    |    |    |          |    |      |    | 66.3 |      |  |  |
| 業<br>種   | 鉄鋼業                       | 116     | 69  | 66  | 11  | 64  |    |    |          | 56.9 |    |    |          | 1       | 12,692   | 10,102  | 9,522  | 1,878   | 9,082  |    |    |    |          |    |      |    |      | 75.0 |  |  |
|  | 非鉄金属                      | 48      | 27  | 25  | 8   | 25  |    |    |          | 52.1 |    |    |          |         | 8,192    | 5,147   | 5,065  | 2,103   | 5,065  |    |    |    |          |    |      |    |      | 61.8 |  |  |
|  | 金属製品                      | 243     | 132 | 127 | 44  | 125 |    |    |          | 52.3 |    |    | 2        | 1       | 33,687   | 22,364  | 22,017 | 7,912   | 19,059 |    |    |    |          |    |      |    |      | 65.4 |  |  |
|  | 一般機械                      | 536     | 323 | 304 | 95  | 297 |    |    |          | 56.7 |    |    | 3        | 3       | 143,866  | 95,629  | 84,946 | 37,118  | 83,999 |    |    |    |          |    |      |    |      | 59.0 |  |  |
|  | 電気機械                      | 183     | 95  | 86  | 25  | 82  |    |    |          | 47.0 |    |    |          | 2       | 53,993   | 38,282  | 33,677 | 15,998  | 32,913 |    |    |    |          |    |      |    |      | 62.4 |  |  |
|  | 輸送機械                      | 152     | 109 | 104 | 15  | 103 |    |    |          | 68.4 |    |    |          |         | 56,664   | 50,139  | 43,370 | 5,078   | 42,906 |    |    |    |          |    |      |    |      | 76.5 |  |  |
|  | 精密機械                      | 70      | 39  | 32  | 10  | 31  |    |    |          | 45.7 |    |    |          | 1       | 22,891   | 18,632  | 16,543 | 8,353   | 16,510 |    |    |    |          |    |      |    |      | 72.3 |  |  |
| その他  | 173                       | 71      | 55  | 10  | 54  |     |    |    | 31.8     |      |    |    | 3        | 16,675  | 11,367   | 7,598   | 980    | 7,536   |        |    |    |    |          |    |      |    | 45.6 |      |  |  |
| 規<br>模   | 1～299人                    | 1,286   | 690 | 644 | 156 | 631 |    |    |          | 50.1 |    |    | 5        | 8       | 101,929  | 62,096  | 57,777 | 15,400  | 56,675 |    |    |    |          |    |      |    |      | 56.7 |  |  |
|  | 1～99人                     | 888     | 433 | 407 | 91  | 398 |    |    |          | 45.8 |    |    | 4        | 6       | 34,498   | 18,599  | 17,414 | 4,004   | 17,070 |    |    |    |          |    |      |    |      | 50.5 |  |  |
|  | 100～299人                  | 398     | 257 | 237 | 65  | 233 |    |    |          | 59.5 |    |    | 1        | 2       | 67,431   | 43,497  | 40,363 | 11,396  | 39,605 |    |    |    |          |    |      |    |      | 59.9 |  |  |
|  | 300～499人                  | 96      | 65  | 54  | 20  | 50  |    |    |          | 56.3 |    |    | 1        | 1       | 36,913   | 25,124  | 20,598 | 7,742   | 18,941 |    |    |    |          |    |      |    |      | 55.8 |  |  |
|  | 500～999人                  | 81      | 62  | 57  | 25  | 57  |    |    |          | 70.4 |    |    |          |         | 55,196   | 43,453  | 39,664 | 16,448  | 39,664 |    |    |    |          |    |      |    |      | 71.9 |  |  |
|  | 1000～2999人                | 42      | 35  | 33  | 13  | 32  |    |    |          | 78.6 |    |    |          | 1       | 68,032   | 58,502  | 54,909 | 24,049  | 52,000 |    |    |    |          |    |      |    |      | 80.7 |  |  |
|  | 3000人以上                   | 16      | 13  | 11  | 4   | 11  |    |    |          | 68.8 |    |    |          |         | 86,590   | 62,487  | 49,790 | 15,781  | 49,790 |    |    |    |          |    |      |    |      | 57.5 |  |  |
| 地<br>方<br>（<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>） | 北海道                       | 9       | 3   | 3   | 1   | 3   |    |    |          | 33.3 |    |    |          |         | 3,109    | 2,844   | 2,844  | 412     | 2,844  |    |    |    |          |    |      |    |      | 91.5 |  |  |
|  | 北東北                       | 43      | 27  | 23  | 9   | 16  |    |    |          | 53.5 |    |    | 1        |         | 7,126    | 2,850   | 2,358  | 1,152   | 1,678  |    |    |    |          |    |      |    |      | 33.1 |  |  |
|  | 南東北                       | 79      | 39  | 37  | 5   | 37  |    |    |          | 46.8 |    |    |          | 1       | 9,674    | 5,424   | 4,436  | 1,308   | 4,436  |    |    |    |          |    |      |    |      | 45.9 |  |  |
|  | 北関東                       | 178     | 117 | 110 | 9   | 109 |    |    |          | 61.8 |    |    |          | 1       | 37,792   | 28,603  | 23,864 | 5,656   | 23,742 |    |    |    |          |    |      |    |      | 63.1 |  |  |
|  | 東京千葉                      | 154     | 94  | 61  | 15  | 59  |    |    |          | 39.6 |    |    | 1        | 2       | 40,324   | 35,135  | 21,753 | 8,044   | 21,188 |    |    |    |          |    |      |    |      | 53.9 |  |  |
|  | 神奈川                       | 96      | 48  | 40  | 7   | 40  |    |    |          | 41.7 |    |    |          | 2       | 26,604   | 19,101  | 17,542 | 3,680   | 17,542 |    |    |    |          |    |      |    |      | 65.9 |  |  |
|  | 新潟                        | 79      | 38  | 36  | 11  | 36  |    |    |          | 45.6 |    |    | 1        | 1       | 10,836   | 5,973   | 5,687  | 1,636   | 5,687  |    |    |    |          |    |      |    |      | 52.5 |  |  |
|  | 北陸                        | 111     | 48  | 48  | 37  | 47  |    |    |          | 43.2 |    |    |          |         | 22,748   | 13,266  | 13,266 | 11,708  | 10,357 |    |    |    |          |    |      |    |      | 58.3 |  |  |
|  | 甲信                        | 70      | 36  | 34  | 6   | 34  |    |    |          | 48.6 |    |    |          | 1       | 12,329   | 7,203   | 6,780  | 2,301   | 6,780  |    |    |    |          |    |      |    |      | 55.0 |  |  |
|  | 静岡                        | 82      | 48  | 47  | 9   | 47  |    |    |          | 57.3 |    |    |          | 2       | 30,332   | 27,520  | 27,133 | 11,121  | 27,133 |    |    |    |          |    |      |    |      | 89.5 |  |  |
|  | 東海                        | 186     | 97  | 89  | 21  | 88  |    |    |          | 47.8 |    |    |          | 1       | 41,858   | 32,391  | 31,806 | 9,196   | 31,736 |    |    |    |          |    |      |    |      | 76.0 |  |  |
|  | 京滋                        | 91      | 67  | 63  | 15  | 63  |    |    |          | 69.2 |    |    |          | 2       | 18,965   | 17,390  | 16,023 | 10,645  | 16,023 |    |    |    |          |    |      |    |      | 84.5 |  |  |
|  | 大阪                        | 307     | 191 | 177 | 88  | 172 |    |    |          | 57.7 |    |    | 1        |         | 45,521   | 36,031  | 29,275 | 12,484  | 28,375 |    |    |    |          |    |      |    |      | 64.3 |  |  |
|  | 山陽                        | 125     | 88  | 84  | 26  | 82  |    |    |          | 67.2 |    |    | 1        |         | 23,392   | 18,714  | 17,634 | 6,704   | 17,267 |    |    |    |          |    |      |    |      | 75.4 |  |  |
|  | 山陰                        | 41      | 24  | 23  | 2   | 23  |    |    |          | 56.1 |    |    |          |         | 4,857    | 1,944   | 1,816  | 151     | 1,816  |    |    |    |          |    |      |    |      | 37.4 |  |  |
|  | 四国                        | 32      | 31  | 27  | 3   | 26  |    |    |          | 84.4 |    |    | 1        |         | 5,172    | 5,139   | 4,450  | 1,308   | 4,401  |    |    |    |          |    |      |    |      | 86.0 |  |  |
|  | 九州・山口                     | 59      | 37  | 33  | 12  | 31  |    |    |          | 55.9 |    |    |          |         | 7,942    | 5,605   | 4,877  | 1,986   | 4,699  |    |    |    |          |    |      |    |      | 61.4 |  |  |
| 地方計  | 1,745                     | 1,034   | 936 | 276 | 914 |     |    |    | 53.6     |      |    | 6  | 13       | 348,660 | 265,144  | 231,555 | 89,492 | 225,715 |        |    |    |    |          |    |      |    | 66.4 |      |  |  |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2日             | 平均賃上げ：単純平均 |      |         |         |       |      |    |    |       |    |        |        |          | 平均賃上げ：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 |       |       |  |    |
|  |            |      |         |         |       |      |    |    |       |    |        |        | 要求       |            | 妥結   |      |         |         |       |      |    |   |    |   |       |   |    |        | 要求       |       | 妥結    |  | 要求 |
|  | 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    | 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     |       |  |    |
| 全体計  | 39.7       | 14.4 | 266,289 | 7,754   | 3.03  |      |    |    |       |    | -639   | -0.23  |          |            | 39.3 | 15.2 | 294,920 | 7,491   | 2.62  |      |    |   |    |   |       |   |    | -1,277 | -0.41    |       |       |  |    |
| 大手労組会議   | 39.5       | 15.5 | 314,969 | 8,058   | 2.69  |      |    |    |       |    | -1,219 | -0.38  |          |            | 39.5 | 15.7 | 317,424 | 7,475   | 2.42  |      |    |   |    |   |       |   |    | -1,769 | -0.50    |       |       |  |    |
| 業<br>種   | 鉄鋼業        | 40.2 | 13.9    | 246,607 | 7,526 | 3.14 |    |    |       |    |        | -1,046 | -0.25    |            |      | 38.4 | 13.8    | 269,764 | 7,758 | 2.92 |    |   |    |   |       |   |    | -1,094 | -0.41    |       |       |  |    |
|  | 非鉄金属       | 40.0 | 15.1    | 269,165 | 7,062 | 2.57 |    |    |       |    |        | -868   | -0.33    |            |      | 38.9 | 15.3    | 256,247 | 6,683 | 2.47 |    |   |    |   |       |   |    |        | -1,186   | -0.58 |       |  |    |
|  | 金属製品       | 39.6 | 14.6    | 257,255 | 7,160 | 2.85 |    |    |       |    |        | -325   | -0.21    |            |      | 39.3 | 15.4    | 267,511 | 6,980 | 2.84 |    |   |    |   |       |   |    |        | -354     | -0.14 |       |  |    |
|  | 一般機械       | 38.8 | 13.8    | 269,531 | 8,192 | 3.13 |    |    |       |    |        | -778   | -0.26    |            |      | 38.4 | 14.4    | 291,023 | 8,110 | 2.82 |    |   |    |   |       |   |    |        | -1,548   | -0.43 |       |  |    |
|  | 電気機械       | 40.6 | 15.3    | 273,700 | 7,506 | 2.88 |    |    |       |    |        | -413   | -0.11    |            |      | 40.3 | 15.9    | 306,899 | 7,280 | 2.39 |    |   |    |   |       |   |    |        | -688     | -0.27 |       |  |    |
|  | 輸送機械       | 39.5 | 15.2    | 269,173 | 8,061 | 3.23 |    |    |       |    |        | -306   | -0.04    |            |      | 39.5 | 16.0    | 307,435 | 7,266 | 2.57 |    |   |    |   |       |   |    |        | -1,342   | -0.39 |       |  |    |
|  | 精密機械       | 41.1 | 15.1    | 283,503 | 7,928 | 2.69 |    |    |       |    |        | -1,547 | -0.77    |            |      | 41.0 | 16.4    | 317,137 | 6,686 | 2.15 |    |   |    |   |       |   |    |        | -2,155   | -0.78 |       |  |    |
|  | その他        | 41.4 | 14.3    | 266,013 | 7,002 | 3.02 |    |    |       |    |        | -454   | -0.16    |            |      | 41.5 | 15.7    | 274,010 | 6,067 | 2.20 |    |   |    |   |       |   |    |        | -1,492   | -0.63 |       |  |    |
| 規<br>模   | 1~299人     | 39.9 | 14.2    | 257,682 | 7,743 | 3.12 |    |    |       |    |        | -568   | -0.20    |            |      | 39.5 | 14.5    | 263,283 | 7,744 | 2.97 |    |   |    |   |       |   |    |        | -741     | -0.21 |       |  |    |
|  | 1~99人      | 40.3 | 13.8    | 251,452 | 7,779 | 3.28 |    |    |       |    |        | -456   | -0.18    |            |      | 39.6 | 13.8    | 250,337 | 7,581 | 3.21 |    |   |    |   |       |   |    |        | -480     | -0.15 |       |  |    |
|  | 100~299人   | 39.4 | 14.6    | 266,534 | 7,681 | 2.89 |    |    |       |    |        | -762   | -0.21    |            |      | 39.5 | 14.7    | 268,027 | 7,814 | 2.89 |    |   |    |   |       |   |    |        | -855     | -0.23 |       |  |    |
|  | 300~499人   | 39.4 | 14.9    | 283,647 | 8,186 | 2.96 |    |    |       |    |        | -549   | -0.19    |            |      | 39.5 | 15.0    | 283,830 | 8,213 | 2.97 |    |   |    |   |       |   |    |        |          | -547  | -0.18 |  |    |
|  | 500~999人   | 38.9 | 15.1    | 290,599 | 8,135 | 2.91 |    |    |       |    |        | -896   | -0.37    |            |      | 38.8 | 15.2    | 291,773 | 8,100 | 2.90 |    |   |    |   |       |   |    |        | -905     | -0.37 |       |  |    |
|  | 1000~2999人 | 39.1 | 15.0    | 301,336 | 6,934 | 2.47 |    |    |       |    |        | -1,183 | -0.38    |            |      | 39.0 | 15.0    | 301,177 | 7,040 | 2.47 |    |   |    |   |       |   |    |        | -1,297   | -0.42 |       |  |    |
|  | 3000人以上    | 40.0 | 16.3    | 326,328 | 6,828 | 2.09 |    |    |       |    |        | -2,462 | -0.73    |            |      | 39.7 | 16.1    | 327,511 | 6,913 | 2.03 |    |   |    |   |       |   |    |        | -2,500   | -0.72 |       |  |    |
| 地<br>方<br>(<br>事<br>業<br>所<br>バ<br>ー<br>ス<br>) | 北海道        | 41.7 | 11.3    | 292,660 | 7,332 | 2.57 |    |    |       |    |        | -381   | -0.16    |            |      | 36.7 | 10.2    | 281,317 | 7,607 | 2.71 |    |   |    |   |       |   |    |        | -1,950   | -0.78 |       |  |    |
|  | 北東北        | 39.7 | 16.5    | 223,862 | 7,170 | 3.32 |    |    |       |    |        | -347   | -0.03    |            |      | 41.5 | 18.6    | 229,222 | 7,430 | 3.24 |    |   |    |   |       |   |    |        | -385     | -0.07 |       |  |    |
|  | 南東北        | 38.5 | 14.9    | 251,306 | 7,127 | 2.83 |    |    |       |    |        | -760   | -0.55    |            |      | 39.2 | 15.8    | 273,875 | 7,602 | 2.81 |    |   |    |   |       |   |    |        | -939     | -0.50 |       |  |    |
|  | 北関東        | 40.1 | 15.3    | 294,018 | 7,965 | 2.77 |    |    |       |    |        | -733   | -0.34    |            |      | 40.3 | 15.7    | 314,855 | 7,439 | 2.43 |    |   |    |   |       |   |    |        | -1,472   | -0.44 |       |  |    |
|  | 東京千葉       | 40.7 | 14.9    | 294,974 | 8,036 | 2.68 |    |    |       |    |        | -1,404 | -0.52    |            |      | 41.0 | 16.0    | 320,584 | 6,926 | 2.27 |    |   |    |   |       |   |    |        | -1,722   | -0.53 |       |  |    |
|  | 神奈川        | 40.4 | 16.1    | 308,490 | 7,291 | 2.54 |    |    |       |    |        | -904   | -0.36    |            |      | 40.4 | 16.6    | 309,745 | 7,397 | 2.58 |    |   |    |   |       |   |    |        | -1,265   | -0.41 |       |  |    |
|  | 新潟         | 40.3 | 15.0    | 242,436 | 7,013 | 2.72 |    |    |       |    |        | -1,052 | -0.35    |            |      | 40.1 | 16.2    | 263,329 | 7,135 | 2.46 |    |   |    |   |       |   |    |        | -736     | -0.13 |       |  |    |
|  | 北陸         | 39.4 | 13.8    | 246,588 | 7,452 | 3.00 |    |    |       |    |        | -208   | -0.07    |            |      | 39.0 | 15.0    | 265,678 | 8,037 | 3.09 |    |   |    |   |       |   |    |        | -349     | -0.14 |       |  |    |
|  | 甲信         | 39.9 | 15.4    | 279,599 | 7,920 | 3.35 |    |    |       |    |        | -158   | 0.13     |            |      | 39.8 | 15.5    | 284,941 | 8,695 | 3.20 |    |   |    |   |       |   |    |        | -1,015   | -0.27 |       |  |    |
|  | 静岡         | 39.7 | 15.3    | 290,570 | 6,398 | 2.36 |    |    |       |    |        | -731   | -0.34    |            |      | 39.3 | 15.9    | 314,968 | 6,326 | 2.07 |    |   |    |   |       |   |    |        | -1,746   | -0.69 |       |  |    |
|  | 東海         | 38.5 | 13.9    | 275,918 | 6,865 | 2.56 |    |    |       |    |        | -1,232 | -0.41    |            |      | 38.2 | 14.5    | 287,635 | 6,569 | 2.34 |    |   |    |   |       |   |    |        | -2,006   | -0.65 |       |  |    |
|  | 京滋         | 39.5 | 13.8    | 281,474 | 7,315 | 2.57 |    |    |       |    |        | -528   | -0.15    |            |      | 39.3 | 14.4    | 310,370 | 7,581 | 2.47 |    |   |    |   |       |   |    |        | -1,028   | -0.30 |       |  |    |
|  | 大阪         | 39.8 | 15.1    | 272,312 | 8,731 | 3.29 |    |    |       |    |        | -952   | -0.38    |            |      | 38.6 | 14.8    | 281,305 | 8,620 | 3.02 |    |   |    |   |       |   |    |        | -1,262   | -0.46 |       |  |    |
|  | 山陽         | 39.1 | 14.0    | 269,600 | 8,311 | 3.29 |    |    |       |    |        | -678   | -0.21    |            |      | 38.3 | 14.0    | 286,292 | 7,944 | 2.90 |    |   |    |   |       |   |    |        | -1,464   | -0.53 |       |  |    |
|  | 山陰         | 40.3 | 13.6    | 233,501 | 8,318 | 3.89 |    |    |       |    |        | 699    | 0.50     |            |      | 39.8 | 14.1    | 247,659 | 8,427 | 3.62 |    |   |    |   |       |   |    |        | 1,269    | 0.82  |       |  |    |
|  | 四国         | 41.0 | 14.5    | 253,375 | 9,506 | 3.87 |    |    |       |    |        | 133    | -0.03    |            |      | 39.2 | 15.0    | 282,204 | 8,767 | 3.18 |    |   |    |   |       |   |    |        | 1,435    | 0.47  |       |  |    |
| 九州・山口  | 38.1       | 16.6 | 270,412 | 7,473   | 4.45  |      |    |    |       |    | -510   | -0.02  |          |            | 38.4 | 16.5 | 278,136 | 8,384   | 4.02  |      |    |   |    |   |       |   |    | -949   | -0.44    |       |       |  |    |
| 地方計  | 39.7       | 14.6 | 273,141 | 7,798   | 2.99  |      |    |    |       |    | -743   | -0.26  |          |            | 39.5 | 15.3 | 296,907 | 7,445   | 2.60  |      |    |   |    |   |       |   |    | -1,334 | -0.44    |       |       |  |    |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2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                                | 612             | 7783 | 4529 | 3254 | 477      | 8688  | 4513 | 4175 | 135   | 4587 |         |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 大手労組会議                             | 34              | 7981 | 5316 | 2665 | 24       | 9236  | 5462 | 3775 | 10    | 4967 |         |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 業種                                 | 鉄鋼業             | 49   | 7453 | 4179 | 3274     | 39    | 8352 | 4239 | 4113  | 10   | 3947    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 非鉄金属            | 22   | 7220 | 4150 | 3069     | 17    | 7984 | 4012 | 3972  | 5    | 4620    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 金属製品            | 98   | 6974 | 4048 | 2926     | 71    | 8097 | 4058 | 4039  | 27   | 4021    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 一般機械            | 232  | 8282 | 4756 | 3526     | 191   | 9003 | 4721 | 4283  | 41   | 4920    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 電気機械            | 65   | 7579 | 4815 | 2764     | 46    | 8658 | 4752 | 3905  | 19   | 4969    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 輸送機械            | 86   | 8358 | 4469 | 3889     | 69    | 9228 | 4381 | 4847  | 17   | 4828    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 精密機械            | 27   | 7535 | 5278 | 2257     | 20    | 8497 | 5450 | 3047  | 7    | 4787    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | その他             | 33   | 6658 | 4113 | 2545     | 24    | 7641 | 4141 | 3500  | 9    | 4039    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 規模                                 | 1～299人          | 470  | 7780 | 4353 | 3427     | 366   | 8727 | 4326 | 4401  | 104  | 4447    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 1～99人           | 268  | 7804 | 4303 | 3501     | 205   | 8872 | 4295 | 4577  | 63   | 4330    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 100～299人        | 202  | 7749 | 4419 | 3330     | 161   | 8544 | 4366 | 4178  | 41   | 4628    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 300～499人        | 44   | 8217 | 5107 | 3110     | 40    | 8465 | 5044 | 3421  | 4    | 5744    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 500～999人        | 55   | 8148 | 5007 | 3141     | 44    | 9013 | 5087 | 3926  | 11   | 4688    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 1000～2999人      | 32   | 6934 | 5089 | 1845     | 21    | 7965 | 5153 | 2811  | 11   | 4967    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 3000人以上         | 11   | 6828 | 5717 | 1110     | 6     | 7935 | 5899 | 2036  | 5    | 5499    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 地方（事業所ベース）                         | 北海道             | 2    | 6563 | 4499 | 2064     | 2     | 6563 | 4499 | 2064  |      |         |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 北東北             | 11   | 7311 | 3920 | 3391     | 9     | 7810 | 3665 | 4144  | 2    | 5064    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 南東北             | 26   | 7511 | 4255 | 3256     | 22    | 7994 | 4146 | 3848  | 4    | 4856    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 北関東             | 86   | 7943 | 4511 | 3432     | 64    | 8990 | 4378 | 4612  | 22   | 4898    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 東京千葉            | 54   | 7614 | 5035 | 2579     | 33    | 9238 | 5019 | 4219  | 21   | 5061    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 神奈川             | 32   | 7431 | 4837 | 2594     | 24    | 8211 | 4753 | 3458  | 8    | 5092    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 新潟              | 29   | 7181 | 3773 | 3409     | 25    | 7708 | 3754 | 3954  | 4    | 3890    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 北陸              | 39   | 7327 | 4128 | 3199     | 33    | 7889 | 4108 | 3781  | 6    | 4234    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 甲信              | 32   | 7651 | 4634 | 3016     | 22    | 9139 | 4751 | 4387  | 10   | 4376    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 静岡              | 43   | 6411 | 4631 | 1781     | 30    | 7239 | 4687 | 2552  | 13   | 4500    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 東海              | 78   | 7086 | 4713 | 2373     | 57    | 8068 | 4820 | 3247  | 21   | 4423    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 京滋              | 57   | 7397 | 4758 | 2638     | 45    | 8124 | 4782 | 3342  | 12   | 4669    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 大阪              | 148  | 8918 | 4872 | 4046     | 121   | 9774 | 4826 | 4948  | 27   | 5081    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 山陽              | 61   | 8708 | 4843 | 3865     | 48    | 9797 | 4885 | 4912  | 13   | 4687    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
|                                    | 山陰              | 11   | 8837 | 3499 | 5338     | 10    | 9319 | 3447 | 5872  | 1    | 4024    |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 四国                                 | 8               | 9598 | 5284 | 4314 | 6        | 10742 | 4990 | 5752 | 2     | 6167 |         |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 九州・山口                              | 21              | 7548 | 4681 | 2866 | 19       | 8000  | 4832 | 3168 | 2     | 3250 |         |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |
| 地方計                                | 739             | 7842 | 4643 | 3198 | 570      | 8765  | 4618 | 4147 | 169   | 4730 |         |                 |     |     |      |     |     |          |      |     |     |       |     |         |      |     |     |     |  |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2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  | 477                       | 4,175 | 244         | 60             | 148            | 9              | 16        |                           |     |           |              |              |              |           |
| 大手労組会議   | 24                        | 3,775 | 13          | 1              | 10             |                |           |                           |     |           |              |              |              |           |
| 業<br>種   | 鉄鋼業                       | 39    | 4,113       | 17             | 7              | 13             | 1         | 1                         |     |           |              |              |              |           |
|  | 非鉄金属                      | 17    | 3,972       | 9              | 3              | 5              |           |                           |     |           |              |              |              |           |
|  | 金属製品                      | 71    | 4,039       | 41             | 6              | 18             | 1         | 5                         |     |           |              |              |              |           |
|  | 一般機械                      | 191   | 4,283       | 93             | 27             | 63             | 3         | 5                         |     |           |              |              |              |           |
|  | 電気機械                      | 46    | 3,905       | 27             | 3              | 13             | 1         | 2                         |     |           |              |              |              |           |
|  | 輸送機械                      | 69    | 4,847       | 27             | 11             | 26             | 2         | 3                         |     |           |              |              |              |           |
|  | 精密機械                      | 20    | 3,047       | 16             | 1              | 3              |           |                           |     |           |              |              |              |           |
|  | その他                       | 24    | 3,500       | 14             | 2              | 7              | 1         |                           |     |           |              |              |              |           |
| 規<br>模   | 1～299人                    | 366   | 4,401       | 176            | 52             | 114            | 9         | 15                        |     |           |              |              |              |           |
|  | 1～99人                     | 205   | 4,577       | 96             | 23             | 70             | 8         | 8                         |     |           |              |              |              |           |
|  | 100～299人                  | 161   | 4,178       | 80             | 29             | 44             | 1         | 7                         |     |           |              |              |              |           |
|  | 300～499人                  | 40    | 3,421       | 26             | 2              | 11             |           | 1                         |     |           |              |              |              |           |
|  | 500～999人                  | 44    | 3,926       | 22             | 5              | 17             |           |                           |     |           |              |              |              |           |
|  | 1000～2999人                | 21    | 2,811       | 15             | 1              | 5              |           |                           |     |           |              |              |              |           |
|  | 3000人以上                   | 6     | 2,036       | 5              |                | 1              |           |                           |     |           |              |              |              |           |
| 地<br>方<br>(<br>事<br>業<br>所<br>ペ<br>ー<br>ス<br>) | 北海道                       | 2     | 2,064       | 2              |                |                |           |                           |     |           |              |              |              |           |
|  | 北東北                       | 9     | 4,144       | 4              | 1              | 4              |           |                           |     |           |              |              |              |           |
|  | 南東北                       | 22    | 3,848       | 12             | 3              | 6              |           | 1                         |     |           |              |              |              |           |
|  | 北関東                       | 64    | 4,612       | 25             | 6              | 30             | 2         | 1                         |     |           |              |              |              |           |
|  | 東京千葉                      | 33    | 4,219       | 14             | 3              | 15             |           | 1                         |     |           |              |              |              |           |
|  | 神奈川                       | 24    | 3,458       | 15             | 1              | 7              |           | 1                         |     |           |              |              |              |           |
|  | 新潟                        | 25    | 3,954       | 13             | 6              | 5              | 1         |                           |     |           |              |              |              |           |
|  | 北陸                        | 33    | 3,781       | 18             | 9              | 6              |           |                           |     |           |              |              |              |           |
|  | 甲信                        | 22    | 4,387       | 15             |                | 5              |           | 2                         |     |           |              |              |              |           |
|  | 静岡                        | 30    | 2,552       | 25             | 1              | 4              |           |                           |     |           |              |              |              |           |
|  | 東海                        | 57    | 3,247       | 40             | 5              | 10             |           | 2                         |     |           |              |              |              |           |
|  | 京滋                        | 45    | 3,342       | 29             | 6              | 10             |           |                           |     |           |              |              |              |           |
|  | 大阪                        | 121   | 4,948       | 43             | 13             | 54             | 4         | 7                         |     |           |              |              |              |           |
|  | 山陽                        | 48    | 4,912       | 20             | 9              | 16             | 1         | 2                         |     |           |              |              |              |           |
|  | 山陰                        | 10    | 5,872       | 2              | 4              | 2              | 1         | 1                         |     |           |              |              |              |           |
| 四国   | 6                         | 5,752 | 1           |                | 5              |                |           |                           |     |           |              |              |              |           |
| 九州・山口  | 19                        | 3,168 | 14          |                | 4              |                | 1         |                           |     |           |              |              |              |           |
| 地方計  | 570                       | 4,147 | 292         | 67             | 183            | 9              | 19        |                           |     |           |              |              |              |           |

2021年  
春季生活闘争  
情報No.2  
3月2日

30歳個別賃金：現行水準（交渉単位ベース）

|         |            | 現行水準データがある場合 |         |         |         | 現行水準の別別分布（台別区分の単位=千円、単組数を加ト） |         |      |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---------|------------|--------------|---------|---------|---------|------------------------------|---------|------|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|         |            | 一歳前水準        |         | 現状水準    |         | 要求水準                         |         | 確定水準 |   | 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       | 180          | 227,641 | 330     | 234,442 | 202                          | 238,063 |      |   | 21  | 19  | 33  | 32  | 36  | 51  | 33  | 48  | 26  | 15  | 8   | 4   | 4   |     |
|         | 大手労組会議     | 21           | 256,734 | 34      | 269,551 | 17                           | 277,149 |      |   |     |     |     |     |     | 2   | 4   | 5   | 6   | 6   | 6   | 1   | 3   | 34  |
|         | 1~299人     | 123          | 219,265 | 229     | 225,478 | 146                          | 230,360 |      |   | 21  | 17  | 32  | 27  | 34  | 33  | 21  | 23  | 12  | 7   |     | 1   | 1   | 229 |
|         | 1~99人      | 73           | 215,692 | 128     | 219,215 | 86                           | 226,354 |      |   | 16  | 13  | 22  | 19  | 19  | 13  | 10  | 8   | 4   | 3   |     | 1   |     | 128 |
|         | 100~299人   | 50           | 224,481 | 101     | 233,415 | 60                           | 236,103 |      |   | 5   | 4   | 10  | 8   | 15  | 20  | 11  | 15  | 8   | 4   |     |     |     | 101 |
|         | 300~499人   | 21           | 237,959 | 29      | 249,440 | 20                           | 252,053 |      |   |     | 1   |     | 2   | 1   | 6   | 4   | 8   | 3   |     | 2   | 2   |     | 29  |
|         | 500~999人   | 17           | 240,275 | 38      | 246,427 | 21                           | 248,954 |      |   |     | 1   | 1   | 3   | 1   | 10  | 1   | 12  | 5   | 2   | 2   |     |     | 38  |
|         | 1000~2999人 | 13           | 262,330 | 21      | 262,942 | 11                           | 278,025 |      |   |     |     |     |     |     | 1   | 6   | 4   | 5   | 3   |     | 1   | 1   | 21  |
| 3000人以上 | 6          | 252,296      | 13      | 277,815 | 4       | 282,210                      |         |      |   |     |     |     |     | 1   | 1   | 1   | 3   | 4   |     | 2   |     | 13  |     |
| 所定内賃金   | 全規模計       | 20           | 244,413 | 58      | 240,205 | 20                           | 254,770 |      |   | 2   | 3   | 4   | 5   | 8   | 6   | 5   | 10  | 7   | 4   | 3   | 1   |     | 58  |
|         | 1~299人     | 8            | 232,821 | 31      | 227,663 | 9                            | 245,169 |      |   | 2   | 2   | 4   | 4   | 8   | 1   | 2   | 5   |     | 3   |     |     |     | 31  |
|         | 1~99人      | 3            | 215,738 | 12      | 207,294 | 2                            | 218,300 |      |   | 2   | 2   | 4   | 1   | 2   |     |     | 1   |     |     |     |     |     | 12  |
|         | 100~299人   | 5            | 243,070 | 19      | 240,527 | 7                            | 252,846 |      |   |     |     |     | 3   | 6   | 1   | 2   | 4   |     | 3   |     |     |     | 19  |
|         | 300~499人   | 5            | 249,792 | 8       | 253,972 | 5                            | 257,827 |      |   |     |     | 1   |     | 1   | 1   | 3   | 1   |     |     |     | 1   |     | 8   |
|         | 500~999人   | 1            | 250,000 | 7       | 242,126 | 1                            | 228,510 |      |   |     | 1   |     |     | 3   |     |     | 3   |     |     |     |     |     | 7   |
|         | 1000~2999人 | 5            | 251,878 | 9       | 254,381 | 4                            | 272,169 |      |   |     |     |     |     | 1   | 2   | 2   | 3   | 1   |     |     |     |     | 9   |
|         | 3000人以上    | 1            | 267,350 | 3       | 286,080 | 1                            | 282,550 |      |   |     |     |     |     |     |     |     |     |     |     | 3   |     |     | 3   |
| 基本賃金    | 全規模計       | 122          | 221,911 | 185     | 227,981 | 146                          | 232,766 |      |   | 17  | 15  | 22  | 21  | 21  | 28  | 16  | 27  | 8   | 5   | 2   | 1   | 2   | 185 |
|         | 1~299人     | 92           | 215,614 | 143     | 221,509 | 111                          | 225,832 |      |   | 17  | 14  | 21  | 19  | 19  | 20  | 11  | 13  | 6   | 1   |     | 1   | 1   | 143 |
|         | 1~99人      | 63           | 214,222 | 96      | 218,871 | 77                           | 225,287 |      |   | 13  | 11  | 14  | 15  | 13  | 10  | 8   | 7   | 3   | 1   |     | 1   |     | 96  |
|         | 100~299人   | 29           | 218,639 | 47      | 226,897 | 34                           | 227,066 |      |   | 4   | 3   | 7   | 4   | 6   | 10  | 3   | 6   | 3   |     |     |     | 1   | 47  |
|         | 300~499人   | 11           | 234,713 | 14      | 243,446 | 12                           | 249,610 |      |   |     |     |     | 1   | 1   | 3   | 2   | 3   | 2   |     | 1   |     |     | 14  |
|         | 500~999人   | 14           | 239,199 | 22      | 247,443 | 17                           | 250,164 |      |   |     |     | 1   | 1   | 1   | 5   | 1   | 10  |     | 2   | 1   |     |     | 22  |
|         | 1000~2999人 | 4            | 267,863 | 4       | 283,207 | 4                            | 287,869 |      |   |     |     |     |     |     | 1   | 1   |     | 1   |     |     |     | 1   | 4   |
|         | 3000人以上    | 1            | 234,570 | 2       | 257,945 | 2                            | 258,445 |      |   |     |     |     |     |     |     |     |     | 1   |     |     |     |     | 2   |
| 基準内賃金   | 全規模計       | 26           | 239,307 | 48      | 246,168 | 22                           | 251,550 |      |   | 1   | 1   | 2   | 4   | 3   | 12  | 7   | 5   | 5   | 3   | 2   | 1   | 2   | 48  |
|         | 1~299人     | 15           | 226,617 | 26      | 232,092 | 15                           | 241,570 |      |   | 1   | 1   | 2   | 2   | 3   | 9   | 4   | 2   | 2   |     |     |     |     | 26  |
|         | 1~99人      | 6            | 221,550 | 11      | 225,485 | 4                            | 235,413 |      |   | 1   |     | 2   | 2   | 1   | 2   | 2   |     | 1   |     |     |     |     | 11  |
|         | 100~299人   | 9            | 229,995 | 15      | 236,936 | 11                           | 243,809 |      |   |     | 1   |     |     | 2   | 7   | 2   | 2   | 1   |     |     |     |     | 15  |
|         | 300~499人   | 2            | 236,239 | 3       | 242,359 | 2                            | 248,746 |      |   |     |     |     |     |     | 2   |     | 1   |     |     |     |     |     | 3   |
|         | 500~999人   | 1            | 258,940 | 4       | 246,283 | 1                            | 265,540 |      |   |     |     |     | 2   |     |     |     | 1   |     | 1   |     |     |     | 4   |
|         | 1000~2999人 | 4            | 269,863 | 7       | 261,713 | 3                            | 272,708 |      |   |     |     |     |     |     | 3   | 1   | 1   | 1   | 1   |     | 1   |     | 7   |
|         | 3000人以上    | 4            | 252,964 | 8       | 279,684 | 1                            | 329,400 |      |   |     |     |     |     |     | 1   | 1   | 1   | 2   | 1   |     |     | 2   | 8   |
| 不詳      | 全規模計       | 12           | 232,670 | 39      | 242,088 | 14                           | 248,252 |      |   | 1   |     |     | 5   | 2   | 4   | 5   | 5   | 6   | 6   | 3   | 1   | 1   | 39  |
|         | 1~299人     | 8            | 233,903 | 29      | 236,785 | 11                           | 248,657 |      |   | 1   |     |     | 5   | 2   | 4   | 3   | 4   | 3   | 4   | 3   |     |     | 29  |
|         | 1~99人      | 1            | 273,000 | 9       | 231,120 | 3                            | 247,033 |      |   |     |     | 2   | 1   | 3   | 1   |     |     |     | 2   |     |     |     | 9   |
|         | 100~299人   | 7            | 228,318 | 20      | 239,335 | 8                            | 249,266 |      |   | 1   |     |     | 3   | 1   | 1   | 2   | 4   | 3   | 4   | 1   |     |     | 20  |
|         | 300~499人   | 3            | 231,288 | 4       | 266,668 | 1                            | 259,100 |      |   |     |     |     |     |     | 1   | 1   |     |     |     | 1   | 1   |     | 4   |
|         | 500~999人   | 1            | 226,950 | 5       | 248,093 | 2                            | 240,596 |      |   |     |     |     |     | 2   |     | 2   | 1   |     |     |     |     |     | 5   |
|         | 1000~2999人 |              |         | 1       | 267,526 |                              |         |      |   |     |     |     |     |     |     |     | 1   |     |     |     |     |     | 1   |
|         | 3000人以上    |              |         |         |         |                              |         |      |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |

35歳個別賃金：現行水準（交渉単位ベース）

|         |            | 現行水準データがある場合 |         |         |         | 現行水準の別別分布（台別区分の単位=千円、単組数を加ト） |         |      |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|---------|------------|--------------|---------|---------|---------|------------------------------|---------|------|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|         |            | 一歳前水準        |         | 現状水準    |         | 要求水準                         |         | 確定水準 |   | 216 | 216 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 305 | 310 | 320 | 330 | 合計  |
|         |            | 件            | 円       | 件       | 円       | 件                            | 円       | 件    | 円 | 未満  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |
| 区分計     | 全規模計       | 171          | 256,612 | 314     | 262,015 | 190                          | 265,411 |      |   | 35  | 29  | 28  | 26  | 26  | 39  | 32  | 32  | 30  | 14  | 12  | 18  | 7   |     |
|         | 大手労組会議     | 20           | 303,342 | 34      | 311,098 | 17                           | 314,085 |      |   |     |     |     |     |     | 1   | 1   | 1   | 5   | 5   | 2   | 7   | 3   | 34  |
|         | 1~299人     | 115          | 245,017 | 214     | 249,776 | 136                          | 255,837 |      |   | 33  | 27  | 27  | 23  | 31  | 22  | 17  | 10  | 4   | 8   | 6   | 3   | 3   | 214 |
|         | 1~99人      | 69           | 241,616 | 120     | 241,373 | 80                           | 249,865 |      |   | 25  | 21  | 19  | 15  | 11  | 6   | 9   | 4   | 3   | 3   | 1   | 2   | 1   | 120 |
|         | 100~299人   | 46           | 250,120 | 94      | 260,502 | 56                           | 264,368 |      |   | 8   | 6   | 8   | 8   | 20  | 16  | 8   | 6   | 1   | 5   | 5   | 1   | 2   | 94  |
|         | 300~499人   | 20           | 264,858 | 28      | 276,306 | 18                           | 281,500 |      |   | 1   |     |     | 1   | 5   | 4   | 5   | 6   | 1   | 1   | 2   | 1   | 1   | 28  |
|         | 500~999人   | 18           | 269,854 | 39      | 277,758 | 22                           | 275,727 |      |   | 1   | 2   |     | 3   | 3   | 4   | 8   | 8   | 4   | 1   | 2   | 1   | 2   | 39  |
|         | 1000~2999人 | 12           | 308,179 | 21      | 302,150 | 11                           | 318,039 |      |   |     |     |     |     | 2   | 1   | 5   | 4   | 1   | 5   | 1   | 5   | 1   | 21  |
| 3000人以上 | 6          | 308,486      | 12      | 325,529 | 3       | 334,295                      |         |      |   |     |     |     |     |     | 1   | 1   | 1   | 1   | 3   | 1   | 4   | 12  |     |
| 所定内賃金   | 全規模計       | 20           | 274,782 | 57      | 268,228 | 18                           | 284,123 |      |   | 5   | 6   | 4   | 4   | 6   | 5   | 3   | 11  | 1   | 2   | 7   |     | 3   | 57  |
|         | 1~299人     | 8            | 258,069 | 32      | 249,102 | 9                            | 273,383 |      |   | 4   | 6   | 4   | 4   | 5   | 3   |     | 3   |     | 1   | 2   |     |     | 32  |
|         | 1~99人      | 3            | 233,844 | 13      | 226,156 | 2                            | 234,300 |      |   | 4   | 5   | 1   | 1   | 1   | 1   |     |     |     |     |     |     |     | 13  |
|         | 100~299人   | 5            | 272,604 | 19      | 264,801 | 7                            | 284,550 |      |   |     | 1   | 3   | 3   | 4   | 2   |     | 3   |     | 1   | 2   |     |     | 19  |
|         | 300~499人   | 4            | 271,555 | 7       | 285,462 | 3                            | 295,370 |      |   |     |     |     | 1   | 1   | 1   | 2   |     | 1   |     |     |     | 1   | 7   |
|         | 500~999人   | 2            | 268,289 | 7       | 278,956 | 2                            | 237,855 |      |   |     | 1   |     |     |     |     | 1   | 4   |     |     | 1   |     |     | 7   |
|         | 1000~2999人 | 5            | 296,487 | 8       | 293,714 | 3                            | 317,164 |      |   |     |     |     |     | 1   | 1   | 2   | 1   |     | 3   |     |     | 8   |     |
|         | 3000人以上    | 1            | 325,850 | 3       | 339,039 | 1                            | 340,450 |      |   |     |     |     |     |     |     |     |     |     |     | 1   |     | 2   | 3   |
| 基本賃金    | 全規模計       | 116          | 249,467 | 177     | 254,330 | 141                          | 259,871 |      |   | 27  | 16  | 20  | 15  | 25  | 19  | 20  | 12  | 7   | 3   | 5   | 2   | 6   | 177 |
|         | 1~299人     | 86           | 240,880 | 134     | 245,660 | 105                          | 251,040 |      |   | 26  | 15  | 19  | 13  | 20  | 15  | 11  | 5   | 2   | 2   | 2   | 2   | 1   | 134 |
|         | 1~99人      | 59           | 239,855 | 90      | 241,167 | 73                           | 249,316 |      |   | 20  | 13  | 14  | 11  | 10  | 5   | 7   | 4   | 2   | 2   |     | 1   | 1   | 90  |
|         | 100~299人   | 27           | 243,121 | 44      | 254,848 | 32                           | 254,975 |      |   | 6   | 2   | 5   | 2   | 10  | 10  | 4   | 1   |     |     | 2   |     | 2   | 44  |
|         | 300~499人   | 11           | 263,651 | 14      | 272,150 | 12                           | 280,333 |      |   | 1   |     | 1   |     | 3   | 1   | 2   | 3   | 1   |     | 1   | 1   |     | 14  |
|         | 500~999人   | 14           | 269,850 | 23      | 279,160 | 18                           | 279,200 |      |   |     | 1   |     | 2   | 2   | 3   | 6   | 3   | 2   | 1   | 1   |     | 2   | 23  |
|         | 1000~2999人 | 4            | 318,077 | 5       | 317,639 | 5                            | 322,572 |      |   |     |     |     |     |     |     | 1   | 2   |     |     | 1   |     | 1   | 5   |
|         | 3000人以上    | 1            | 272,050 | 1       | 279,140 | 1                            | 280,140 |      |   |     |     |     |     |     |     |     |     | 1   |     |     |     |     | 1   |
| 基準内賃金   | 全規模計       | 24           | 274,284 | 46      | 278,799 | 20                           | 280,270 |      |   | 2   | 2   | 2   | 5   | 5   | 4   | 5   | 5   | 3   | 3   | 3   | 4   | 3   | 46  |
|         | 1~299人     | 14           | 254,951 | 24      | 259,063 |                              |         |      |   |     |     |     |     |     |     |     |     |     |     |     |     |     |     |



30歳個別賃金：要求水準（交渉単位ベース）

|            |            | 要求水準データがある場合 |         |         |         | 要求水準の台別分布（台別区分の単位=千円、単組数を加付） |         |      |   |           |           |           |           |           |           |           |           |           | 合計 |           |           |           |           |
|------------|------------|--------------|---------|---------|---------|------------------------------|---------|------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----|-----------|-----------|-----------|-----------|
|            |            | 一歳前水準        |         | 現状水準    |         | 要求水準                         |         | 確定水準 |   | 192<br>未満 | 192<br>以上 | 200<br>以上 | 210<br>以上 | 220<br>以上 | 230<br>以上 | 240<br>以上 | 250<br>以上 | 260<br>以上 |    | 270<br>以上 | 280<br>以上 | 290<br>以上 | 300<br>以上 |
|            |            | 件            | 円       | 件       | 円       | 件                            | 円       | 件    | 円 |           |           |           |           |           |           |           |           |           |    |           |           |           |           |
| 区分計        | 全規模計       | 142          | 228,060 | 202     | 232,761 | 207                          | 237,993 |      |   | 7         | 5         | 22        | 14        | 36        | 25        | 31        | 25        | 19        | 13 | 5         |           | 5         | 207       |
|            | 大手労組会議     | 13           | 262,632 | 17      | 271,840 | 17                           | 277,149 |      |   |           |           |           |           |           | 1         | 2         |           | 5         | 4  | 2         |           | 3         | 17        |
|            | 1～299人     | 102          | 220,510 | 146     | 224,856 | 151                          | 230,519 |      |   | 7         | 5         | 22        | 13        | 30        | 18        | 23        | 14        | 10        | 7  | 1         |           | 1         | 151       |
|            | 1～99人      | 61           | 216,750 | 86      | 220,622 | 89                           | 226,633 |      |   | 5         | 3         | 16        | 7         | 20        | 10        | 13        | 8         | 4         | 2  | 1         |           |           | 89        |
|            | 100～299人   | 41           | 226,104 | 60      | 230,926 | 62                           | 236,097 |      |   | 2         | 2         | 6         | 6         | 10        | 8         | 10        | 6         | 6         | 5  |           |           | 1         | 62        |
|            | 300～499人   | 15           | 238,390 | 20      | 247,474 | 20                           | 252,053 |      |   |           |           |           |           | 1         | 3         | 3         | 2         | 5         | 1  | 3         |           | 1         | 20        |
|            | 500～999人   | 13           | 239,989 | 21      | 243,301 | 21                           | 248,954 |      |   |           |           |           |           |           | 3         | 4         | 3         | 6         | 4  |           | 1         |           | 21        |
| 1000～2999人 | 9          | 266,999      | 11      | 273,038 | 11      | 278,025                      |         |      |   |           |           |           |           |           | 2         |           | 4         | 2         | 1  |           | 2         | 11        |           |
| 3000人以上    | 3          | 264,627      | 4       | 281,635 | 4       | 282,210                      |         |      |   |           |           |           |           |           | 1         |           |           | 1         | 1  |           | 1         | 4         |           |
| 所定内賃金      | 全規模計       | 11           | 257,248 | 20      | 251,914 | 20                           | 254,770 |      |   | 1         |           |           | 1         | 3         | 1         | 1         | 2         | 5         | 3  | 2         |           | 1         | 20        |
|            | 1～299人     | 4            | 255,190 | 9       | 241,793 | 9                            | 245,169 |      |   | 1         |           |           | 1         | 1         | 1         | 1         | 3         | 1         |    |           |           |           | 9         |
|            | 1～99人      | 1            | 250,000 | 2       | 216,050 | 2                            | 218,300 |      |   | 1         |           |           |           |           |           |           | 1         |           |    |           |           |           | 2         |
|            | 100～299人   | 3            | 256,920 | 7       | 249,148 | 7                            | 252,846 |      |   |           |           |           | 1         | 1         | 1         |           |           | 3         | 1  |           |           |           | 7         |
|            | 300～499人   | 3            | 253,575 | 5       | 255,088 | 5                            | 257,827 |      |   |           |           |           |           | 2         |           |           | 1         |           | 1  |           |           | 1         | 5         |
|            | 500～999人   |              |         | 1       | 236,714 | 1                            | 228,510 |      |   |           |           |           |           | 1         |           |           |           |           |    |           |           |           | 1         |
|            | 1000～2999人 | 3            | 260,297 | 4       | 266,859 | 4                            | 272,169 |      |   |           |           |           |           |           |           |           |           | 2         | 1  | 1         |           |           | 4         |
| 3000人以上    | 1          | 267,350      | 1       | 282,550 | 1       | 282,550                      |         |      |   |           |           |           |           |           |           |           |           |           |    |           | 1         | 1         |           |
| 基本賃金       | 全規模計       | 107          | 222,253 | 146     | 227,022 | 149                          | 232,606 |      |   | 6         | 5         | 20        | 12        | 32        | 18        | 18        | 18        | 10        | 5  | 3         |           | 2         | 149       |
|            | 1～299人     | 82           | 216,188 | 111     | 220,017 | 114                          | 225,805 |      |   | 6         | 5         | 20        | 11        | 29        | 12        | 13        | 10        | 5         | 1  | 1         |           | 1         | 114       |
|            | 1～99人      | 56           | 214,958 | 77      | 219,464 | 79                           | 225,456 |      |   | 4         | 3         | 15        | 7         | 20        | 8         | 9         | 7         | 4         | 1  | 1         |           |           | 79        |
|            | 100～299人   | 26           | 218,836 | 34      | 221,269 | 35                           | 226,593 |      |   | 2         | 2         | 5         | 4         | 9         | 4         | 4         | 3         | 1         |    |           |           | 1         | 35        |
|            | 300～499人   | 9            | 234,861 | 12      | 244,238 | 12                           | 249,610 |      |   |           |           |           | 1         | 1         | 3         | 1         | 2         | 1         | 2  | 1         |           |           | 12        |
|            | 500～999人   | 11           | 239,451 | 17      | 243,755 | 17                           | 250,164 |      |   |           |           |           |           | 2         | 3         | 2         | 6         | 3         |    | 1         |           |           | 17        |
|            | 1000～2999人 | 4            | 267,863 | 4       | 283,207 | 4                            | 287,869 |      |   |           |           |           |           |           |           | 1         |           | 1         | 1  |           |           | 1         | 4         |
| 3000人以上    | 1          | 234,570      | 2       | 257,945 | 2       | 258,445                      |         |      |   |           |           |           |           |           | 1         |           |           |           |    |           |           | 1         |           |
| 基準内賃金      | 全規模計       | 16           | 242,870 | 22      | 247,106 | 23                           | 251,975 |      |   |           |           |           | 1         | 3         | 9         | 3         | 3         | 1         |    |           |           | 2         | 23        |
|            | 1～299人     | 10           | 231,189 | 15      | 236,765 | 16                           | 242,804 |      |   |           |           | 1         | 1         | 3         | 7         | 2         | 1         | 1         |    |           |           |           | 16        |
|            | 1～99人      | 3            | 220,360 | 4       | 229,663 | 4                            | 235,413 |      |   |           |           | 1         |           |           | 3         |           |           |           |    |           |           |           | 4         |
|            | 100～299人   | 7            | 235,831 | 11      | 239,347 | 12                           | 245,267 |      |   |           |           |           |           | 1         | 3         | 4         | 2         | 1         | 1  |           |           |           | 12        |
|            | 300～499人   | 2            | 236,239 | 2       | 245,039 | 2                            | 248,746 |      |   |           |           |           |           |           |           | 1         | 1         |           |    |           |           |           | 2         |
|            | 500～999人   | 1            | 258,940 | 1       | 263,540 | 1                            | 265,540 |      |   |           |           |           |           |           |           |           |           | 1         |    |           |           |           | 1         |
|            | 1000～2999人 | 2            | 275,325 | 3       | 267,717 | 3                            | 272,708 |      |   |           |           |           |           |           |           | 1         |           | 1         |    |           |           |           | 3         |
| 3000人以上    | 1          | 291,960      | 1       | 328,100 | 1       | 329,400                      |         |      |   |           |           |           |           |           |           |           |           |           |    |           | 1         | 1         |           |
| 不詳         | 全規模計       | 8            | 235,978 | 14      | 242,706 | 15                           | 247,701 |      |   |           |           |           | 1         | 1         |           | 3         | 3         | 2         | 1  | 4         |           |           | 15        |
|            | 1～299人     | 6            | 238,662 | 11      | 243,597 | 12                           | 247,936 |      |   |           |           |           | 1         | 1         |           | 2         | 2         | 1         | 1  | 4         |           |           | 12        |
|            | 1～99人      | 1            | 273,000 | 3       | 241,333 | 4                            | 245,275 |      |   |           |           |           |           |           |           | 2         | 1         |           |    | 1         |           |           | 4         |
|            | 100～299人   | 5            | 231,794 | 8       | 244,446 | 8                            | 249,266 |      |   |           |           |           | 1         | 1         |           | 1         | 1         | 1         | 3  |           |           |           | 8         |
|            | 300～499人   | 1            | 228,900 | 1       | 253,100 | 1                            | 259,100 |      |   |           |           |           |           |           |           |           | 1         |           |    |           |           |           | 1         |
|            | 500～999人   | 1            | 226,950 | 2       | 232,610 | 2                            | 240,596 |      |   |           |           |           |           |           | 1         | 1         |           |           |    |           |           |           | 2         |
|            | 1000～2999人 |              |         |         |         |                              |         |      |   |           |           |           |           |           |           |           |           |           |    |           |           |           |           |

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 |         |         |         | 要求水準の台別分布（台別区分の単位=千円、単組数を加付） |         |      |   |           |           |           |           |           |           |           |           |           | 合計 |           |           |           |           |
|------------|------------|--------------|---------|---------|---------|------------------------------|---------|------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----|-----------|-----------|-----------|-----------|
|            |            | 一歳前水準        |         | 現状水準    |         | 要求水準                         |         | 確定水準 |   | 216<br>未満 | 216<br>以上 | 230<br>以上 | 240<br>以上 | 250<br>以上 | 260<br>以上 | 270<br>以上 | 280<br>以上 | 290<br>以上 |    | 305<br>以上 | 310<br>以上 | 320<br>以上 | 330<br>以上 |
|            |            | 件            | 円       | 件       | 円       | 件                            | 円       | 件    | 円 |           |           |           |           |           |           |           |           |           |    |           |           |           |           |
| 区分計        | 全規模計       | 133          | 256,517 | 190     | 259,189 | 198                          | 265,549 |      |   | 12        | 17        | 15        | 14        | 37        | 17        | 25        | 17        | 14        | 6  | 11        | 7         | 6         | 198       |
|            | 大手労組会議     | 11           | 312,737 | 17      | 307,919 | 17                           | 314,085 |      |   |           |           |           |           |           | 1         |           | 3         | 1         | 1  | 4         | 1         | 5         | 17        |
|            | 1～299人     | 96           | 246,595 | 136     | 249,024 | 143                          | 256,290 |      |   | 12        | 16        | 15        | 12        | 29        | 12        | 20        | 6         | 8         | 4  | 3         | 5         | 1         | 143       |
|            | 1～99人      | 58           | 243,475 | 80      | 242,763 | 84                           | 250,857 |      |   | 9         | 12        | 8         | 8         | 17        | 6         | 11        | 4         | 6         |    | 2         | 1         |           | 84        |
|            | 100～299人   | 38           | 251,356 | 56      | 257,969 | 59                           | 264,026 |      |   | 3         | 4         | 7         | 4         | 12        | 6         | 9         | 2         | 2         | 4  | 1         | 4         | 1         | 59        |
|            | 300～499人   | 13           | 265,506 | 18      | 276,447 | 18                           | 281,500 |      |   |           |           |           | 1         | 5         | 1         | 2         | 4         | 1         |    | 2         | 1         | 1         | 18        |
|            | 500～999人   | 14           | 270,625 | 22      | 271,205 | 23                           | 276,565 |      |   |           |           |           | 1         | 3         | 3         | 3         | 5         | 4         | 1  | 2         |           |           | 23        |
| 1000～2999人 | 7          | 319,361      | 11      | 312,323 | 11      | 318,039                      |         |      |   |           |           |           |           | 1         |           | 1         | 1         | 1         | 4  | 1         | 2         | 11        |           |
| 3000人以上    | 3          | 322,597      | 3       | 333,528 | 3       | 334,295                      |         |      |   |           |           |           |           |           |           | 1         |           |           |    |           |           | 2         | 3         |
| 所定内賃金      | 全規模計       | 9            | 290,520 | 18      | 282,304 | 18                           | 284,123 |      |   | 1         | 2         |           | 1         | 2         | 1         | 1         | 1         | 1         | 1  | 2         | 3         | 2         | 18        |
|            | 1～299人     | 5            | 276,881 | 9       | 268,888 | 9                            | 273,383 |      |   | 1         | 1         |           | 1         | 1         | 1         |           | 1         | 1         |    |           | 2         |           | 9         |
|            | 1～99人      | 1            | 266,000 | 2       | 232,050 | 2                            | 234,300 |      |   |           |           |           |           |           | 1         |           |           |           |    |           |           |           | 2         |
|            | 100～299人   | 4            | 279,602 | 7       | 279,413 | 7                            | 284,550 |      |   |           |           |           | 1         |           |           | 1         |           | 1         |    |           | 2         |           | 7         |
|            | 300～499人   | 1            | 281,500 | 3       | 299,427 | 3                            | 295,370 |      |   |           |           |           |           | 1         |           |           | 1         |           |    |           |           | 1         | 3         |
|            | 500～999人   |              |         | 2       | 247,241 | 2                            | 237,855 |      |   |           |           |           | 1         |           |           |           |           |           |    |           |           |           | 2         |
|            | 1000～2999人 | 2            | 311,462 | 3       | 309,420 | 3                            | 317,164 |      |   |           |           |           |           |           |           |           |           |           |    | 2         | 1         |           | 3         |
| 3000人以上    | 1          | 325,850      | 1       | 340,450 | 1       | 340,450                      |         |      |   |           |           |           |           |           |           |           |           |           |    |           |           | 1         |           |
| 基本賃金       | 全規模計       | 102          | 250,174 | 141     | 252,835 | 145                          | 259,536 |      |   | 11        | 13        | 13        | 12        | 32        | 11        | 18        | 13        | 8         | 2  | 7         | 3         | 2         | 145       |
|            | 1～299人     | 76           | 241,443 | 105     | 243,696 | 109                          | 250,918 |      |   | 11        | 13        | 13        | 10        | 27        | 8         | 14        | 4         | 4         |    | 2         | 2         | 1         | 109       |
|            | 1～99人      | 52           | 241,106 | 73      | 241,971 | 75                           | 249,615 |      |   | 8         | 11        | 7         | 8         | 17        | 5         | 9         | 3         | 4         |    | 2         | 1         |           | 75        |
|            | 100～299人   | 24           | 242,171 | 32      | 247,630 | 34                           | 253,794 |      |   | 3         | 2         | 6         | 2         | 10        | 3         | 5         | 1         |           |    |           | 1         | 1         | 34        |
|            | 300～499人   | 9            | 264,209 | 12      | 272,862 | 12                           | 280,333 |      |   |           |           |           | 1         | 3         | 1         | 1         | 2         | 1         |    | 2         | 1         |           | 12        |
|            | 500～999人   | 12           | 270,489 | 18      | 273,334 | 18                           | 279,200 |      |   |           |           |           | 1         | 2         | 2         | 3         | 5         | 2         | 1  | 2         |           |           | 18        |
|            | 1000～2     |              |         |         |         |                              |         |      |   |           |           |           |           |           |           |           |           |           |    |           |           |           |           |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2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  | 1,521      | 341   | 486 |       |    |    |      | 32.0    |    |        | 348,660  | 131,533 | 158,665 |       |    |    |      | 45.5    |    |    |
| 大手労組会議   | 47         | 22    | 27  |       |    |    |      | 57.4    |    |        | 133,379  | 51,897  | 63,675  |       |    |    |      | 47.7    |    |    |
| 業<br>種   | 鉄鋼業        | 116   | 32  | 40    |    |    |      | 34.5    |    |        | 12,692   | 7,309   | 7,749   |       |    |    |      | 61.1    |    |    |
|  | 非鉄金属       | 48    | 8   | 14    |    |    |      | 29.2    |    |        | 8,192    | 1,141   | 2,019   |       |    |    |      | 24.6    |    |    |
|  | 金属製品       | 243   | 46  | 69    |    |    |      | 28.4    |    |        | 33,687   | 11,914  | 13,761  |       |    |    |      | 40.8    |    |    |
|  | 一般機械       | 536   | 119 | 187   |    |    |      | 34.9    |    |        | 143,866  | 54,034  | 66,649  |       |    |    |      | 46.3    |    |    |
|  | 電気機械       | 183   | 35  | 46    |    |    |      | 25.1    |    |        | 53,993   | 21,617  | 23,224  |       |    |    |      | 43.0    |    |    |
|  | 輸送機械       | 152   | 62  | 75    |    |    |      | 49.3    |    |        | 56,664   | 21,621  | 30,157  |       |    |    |      | 53.2    |    |    |
|  | 精密機械       | 70    | 13  | 16    |    |    |      | 22.9    |    |        | 22,891   | 7,015   | 7,644   |       |    |    |      | 33.4    |    |    |
| その他  | 173        | 26    | 39  |       |    |    | 22.5 |         |    | 16,675 | 6,882    | 7,462   |         |       |    |    | 44.7 |         |    |    |
| 規<br>模   | 1~299人     | 1,286 | 239 | 370   |    |    |      | 28.8    |    |        | 101,929  | 26,601  | 37,246  |       |    |    |      | 36.5    |    |    |
|  | 1~99人      | 888   | 118 | 209   |    |    |      | 23.5    |    |        | 34,498   | 6,099   | 9,773   |       |    |    |      | 28.3    |    |    |
|  | 100~299人   | 398   | 121 | 161   |    |    |      | 40.5    |    |        | 67,431   | 20,502  | 27,473  |       |    |    |      | 40.7    |    |    |
|  | 300~499人   | 96    | 35  | 41    |    |    |      | 42.7    |    |        | 36,913   | 13,273  | 15,583  |       |    |    |      | 42.2    |    |    |
|  | 500~999人   | 81    | 38  | 42    |    |    |      | 51.9    |    |        | 55,196   | 25,979  | 28,546  |       |    |    |      | 51.7    |    |    |
|  | 1000~2999人 | 42    | 23  | 26    |    |    |      | 61.9    |    |        | 68,032   | 37,483  | 42,265  |       |    |    |      | 62.1    |    |    |
| 3000人以上  | 16         | 6     | 7   |       |    |    | 43.8 |         |    | 86,590 | 28,197   | 35,025  |         |       |    |    | 40.4 |         |    |    |
| 地<br>方<br>(<br>事<br>業<br>所<br>へ<br>入<br>る<br>) | 北海道        | 9     | 1   | 1     |    |    |      | 11.1    |    |        | 3,109    | 2,293   | 2,293   |       |    |    |      | 73.8    |    |    |
|  | 北東北        | 43    | 10  | 11    |    |    |      | 25.6    |    |        | 7,126    | 1,199   | 1,261   |       |    |    |      | 17.7    |    |    |
|  | 南東北        | 79    | 17  | 23    |    |    |      | 29.1    |    |        | 9,674    | 2,291   | 2,583   |       |    |    |      | 26.7    |    |    |
|  | 北関東        | 178   | 65  | 74    |    |    |      | 41.6    |    |        | 37,792   | 14,507  | 15,580  |       |    |    |      | 41.2    |    |    |
|  | 東京千葉       | 154   | 34  | 39    |    |    |      | 25.3    |    |        | 40,324   | 8,049   | 9,014   |       |    |    |      | 22.4    |    |    |
|  | 神奈川        | 96    | 24  | 27    |    |    |      | 28.1    |    |        | 26,604   | 10,105  | 10,802  |       |    |    |      | 40.6    |    |    |
|  | 新潟         | 79    | 19  | 27    |    |    |      | 34.2    |    |        | 10,836   | 4,278   | 5,112   |       |    |    |      | 47.2    |    |    |
|  | 北陸         | 111   | 10  | 29    |    |    |      | 26.1    |    |        | 22,748   | 4,079   | 8,034   |       |    |    |      | 35.3    |    |    |
|  | 甲信         | 70    | 7   | 14    |    |    |      | 20.0    |    |        | 12,329   | 2,331   | 3,834   |       |    |    |      | 31.1    |    |    |
|  | 静岡         | 82    | 31  | 34    |    |    |      | 41.5    |    |        | 30,332   | 17,744  | 23,775  |       |    |    |      | 78.4    |    |    |
|  | 東海         | 186   | 52  | 68    |    |    |      | 36.6    |    |        | 41,858   | 21,612  | 26,662  |       |    |    |      | 63.7    |    |    |
|  | 京滋         | 91    | 21  | 24    |    |    |      | 26.4    |    |        | 18,965   | 6,891   | 7,246   |       |    |    |      | 38.2    |    |    |
|  | 大阪         | 307   | 67  | 94    |    |    |      | 30.6    |    |        | 45,521   | 20,368  | 22,139  |       |    |    |      | 48.6    |    |    |
|  | 山陽         | 125   | 41  | 58    |    |    |      | 46.4    |    |        | 23,392   | 10,524  | 12,759  |       |    |    |      | 54.5    |    |    |
| 山陰   | 41         | 6     | 11  |       |    |    | 26.8 |         |    | 4,857  | 710      | 1,190   |         |       |    |    | 24.5 |         |    |    |
| 四国   | 32         | 13    | 29  |       |    |    | 90.6 |         |    | 5,172  | 3,276    | 5,042   |         |       |    |    | 97.5 |         |    |    |
| 九州・山口  | 59         | 13    | 20  |       |    |    | 33.9 |         |    | 7,942  | 3,074    | 3,261   |         |       |    |    | 41.1 |         |    |    |
| 地方計  | 1,745      | 432   | 584 |       |    |    |      | 33.5    |    |        | 348,660  | 133,342 | 160,598 |       |    |    |      | 46.1    |    |    |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2日 | 一時金：半期：単純平均 |      |         |         |         |      |       |    |    |    |          |         |       | 一時金：半期：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 |          |       |  |    |
|                                    |             |      |         |         |         |      |       |    |    |    | 要求       |         | 妥結    |             |      |      |         |         |         |      |       |    |    |    | 要求       |          | 妥結    |  | 要求 |
|                                    | 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                                | 39.7        | 14.4 | 272,531 | 607,073 | 2.27    |      |       |    |    |    | -37,415  | -0.13   |       |             | 39.3 | 15.2 | 295,431 | 690,464 | 2.36    |      |       |    |    |    | -60,707  | -0.15    |       |  |    |
| 大手労組会議                             | 39.5        | 15.5 | 315,288 | 700,813 | 2.32    |      |       |    |    |    | -63,394  | -0.17   |       |             | 39.5 | 15.7 | 310,105 | 731,855 | 2.36    |      |       |    |    |    | -87,087  | -0.18    |       |  |    |
| 業種                                 | 鉄鋼業         | 40.2 | 13.9    | 255,610 | 602,523 | 2.25 |       |    |    |    |          | -15,694 | -0.09 |             |      | 38.4 | 13.8    | 276,719 | 639,535 | 2.29 |       |    |    |    |          | -19,375  | -0.17 |  |    |
|                                    | 非鉄金属        | 40.0 | 15.1    | 274,380 | 559,800 | 2.22 |       |    |    |    |          | -66,882 | -0.17 |             |      | 38.9 | 15.3    | 261,080 | 580,011 | 2.36 |       |    |    |    |          | -72,310  | -0.27 |  |    |
|                                    | 金属製品        | 39.6 | 14.6    | 256,890 | 556,484 | 2.18 |       |    |    |    |          | -23,597 | -0.11 |             |      | 39.3 | 15.4    | 269,656 | 619,496 | 2.33 |       |    |    |    |          | -31,279  | -0.12 |  |    |
|                                    | 一般機械        | 38.8 | 13.8    | 277,238 | 628,193 | 2.29 |       |    |    |    |          | -46,807 | -0.17 |             |      | 38.4 | 14.4    | 301,809 | 719,212 | 2.28 |       |    |    |    |          | -64,115  | -0.20 |  |    |
|                                    | 電気機械        | 40.6 | 15.3    | 280,553 | 631,029 | 2.32 |       |    |    |    |          | -39,452 | -0.09 |             |      | 40.3 | 15.9    | 308,652 | 771,088 | 2.55 |       |    |    |    |          | -39,106  | -0.11 |  |    |
|                                    | 輸送機械        | 39.5 | 15.2    | 266,002 | 633,400 | 2.37 |       |    |    |    |          | -34,761 | -0.06 |             |      | 39.5 | 16.0    | 291,142 | 623,828 | 2.43 |       |    |    |    |          | -109,617 | -0.12 |  |    |
|                                    | 精密機械        | 41.1 | 15.1    | 290,377 | 667,267 | 2.23 |       |    |    |    |          | -83,686 | -0.33 |             |      | 41.0 | 16.4    | 307,109 | 711,682 | 2.33 |       |    |    |    |          | -18,961  | -0.08 |  |    |
| その他                                | 41.4        | 14.3 | 278,653 | 521,128 | 2.12    |      |       |    |    |    | -17,782  | -0.07   |       |             | 41.5 | 15.7 | 270,193 | 583,293 | 2.28    |      |       |    |    |    | -29,945  | -0.09    |       |  |    |
| 規模                                 | 1～299人      | 39.9 | 14.2    | 262,702 | 578,320 | 2.23 |       |    |    |    |          | -32,622 | -0.12 |             |      | 39.5 | 14.5    | 266,931 | 602,812 | 2.27 |       |    |    |    |          | -34,393  | -0.12 |  |    |
|                                    | 1～99人       | 40.3 | 13.8    | 257,183 | 556,730 | 2.20 |       |    |    |    |          | -26,064 | -0.11 |             |      | 39.6 | 13.8    | 252,737 | 559,402 | 2.22 |       |    |    |    |          | -20,227  | -0.10 |  |    |
|                                    | 100～299人    | 39.4 | 14.6    | 270,191 | 605,209 | 2.27 |       |    |    |    |          | -40,660 | -0.13 |             |      | 39.5 | 14.8    | 271,511 | 617,079 | 2.29 |       |    |    |    |          | -38,978  | -0.13 |  |    |
|                                    | 300～499人    | 39.4 | 14.9    | 295,375 | 700,810 | 2.46 |       |    |    |    |          | -41,328 | -0.12 |             |      | 39.5 | 15.0    | 290,815 | 700,313 | 2.46 |       |    |    |    |          | -40,149  | -0.12 |  |    |
|                                    | 500～999人    | 38.9 | 15.1    | 292,408 | 661,639 | 2.33 |       |    |    |    |          | -49,204 | -0.14 |             |      | 38.8 | 15.2    | 295,404 | 663,032 | 2.33 |       |    |    |    |          | -47,525  | -0.14 |  |    |
|                                    | 1000～2999人  | 39.1 | 15.0    | 304,993 | 695,046 | 2.36 |       |    |    |    |          | -50,758 | -0.20 |             |      | 39.0 | 15.0    | 301,854 | 709,882 | 2.38 |       |    |    |    |          | -43,753  | -0.18 |  |    |
| 3000人以上                            | 40.0        | 16.3 | 315,093 | 736,218 | 2.47    |      |       |    |    |    | -92,482  | -0.14   |       |             | 39.7 | 16.1 | 311,334 | 754,887 | 2.42    |      |       |    |    |    | -111,994 | -0.18    |       |  |    |
| 地方（事業所へ入る）                         | 北海道         | 41.7 | 11.3    | 264,407 | 634,575 | 2.40 |       |    |    |    |          |         | -0.35 |             | 36.7 | 10.2 | 264,407 | 634,575 | 2.40    |      |       |    |    |    |          |          | -0.35 |  |    |
|                                    | 北東北         | 39.7 | 16.5    | 228,735 | 481,104 | 2.08 |       |    |    |    |          | -3,419  | -0.04 |             |      | 41.5 | 18.6    | 235,639 | 538,097 | 2.24 |       |    |    |    |          | -1,716   | -0.02 |  |    |
|                                    | 南東北         | 38.5 | 14.9    | 253,396 | 547,805 | 2.28 |       |    |    |    |          | -31,178 | -0.16 |             |      | 39.2 | 15.8    | 253,992 | 612,981 | 2.40 |       |    |    |    |          | -22,439  | -0.09 |  |    |
|                                    | 北関東         | 40.1 | 15.3    | 293,203 | 688,175 | 2.37 |       |    |    |    |          | -29,425 | -0.07 |             |      | 40.3 | 15.7    | 303,956 | 759,096 | 2.39 |       |    |    |    |          | -46,724  | -0.12 |  |    |
|                                    | 東京千葉        | 40.7 | 14.9    | 292,917 | 708,176 | 2.32 |       |    |    |    |          | -67,860 | -0.23 |             |      | 41.0 | 16.0    | 318,198 | 753,057 | 2.34 |       |    |    |    |          | -62,773  | -0.19 |  |    |
|                                    | 神奈川         | 40.4 | 16.1    | 304,268 | 682,575 | 2.33 |       |    |    |    |          | -33,460 | -0.18 |             |      | 40.4 | 16.6    | 293,147 | 719,019 | 2.45 |       |    |    |    |          | -27,230  | -0.11 |  |    |
|                                    | 新潟          | 40.3 | 15.0    | 249,953 | 546,075 | 2.06 |       |    |    |    |          | -16,457 | -0.08 |             |      | 40.1 | 16.2    | 267,792 | 569,089 | 2.05 |       |    |    |    |          | -7,051   | -0.05 |  |    |
|                                    | 北陸          | 39.4 | 13.8    | 251,742 | 532,931 | 2.15 |       |    |    |    |          | -41,744 | -0.17 |             |      | 39.0 | 15.1    | 269,099 | 535,830 | 2.05 |       |    |    |    |          | -71,076  | -0.33 |  |    |
|                                    | 甲信          | 39.9 | 15.4    | 294,380 | 693,422 | 2.28 |       |    |    |    |          | -37,875 | -0.07 |             |      | 39.8 | 15.5    | 291,047 | 709,324 | 2.39 |       |    |    |    |          | -12,727  | -0.04 |  |    |
|                                    | 静岡          | 39.7 | 15.3    | 288,798 | 640,038 | 2.29 |       |    |    |    |          | -87,352 | -0.23 |             |      | 39.3 | 15.9    | 311,824 | 640,397 | 2.46 |       |    |    |    |          | -152,971 | -0.21 |  |    |
|                                    | 東海          | 38.5 | 13.9    | 279,067 | 660,355 | 2.23 |       |    |    |    |          | -44,291 | -0.11 |             |      | 38.2 | 14.5    | 287,960 | 681,557 | 2.37 |       |    |    |    |          | -34,531  | -0.09 |  |    |
|                                    | 京滋          | 39.5 | 13.8    | 284,559 | 623,883 | 2.32 |       |    |    |    |          | -28,253 | -0.02 |             |      | 39.3 | 14.4    | 305,931 | 744,933 | 2.48 |       |    |    |    |          | -47,542  | -0.09 |  |    |
|                                    | 大阪          | 39.8 | 15.1    | 283,197 | 659,243 | 2.39 |       |    |    |    |          | -46,653 | -0.16 |             |      | 38.6 | 14.8    | 288,065 | 776,550 | 2.42 |       |    |    |    |          | -41,267  | -0.13 |  |    |
|                                    | 山陽          | 39.1 | 14.0    | 268,168 | 639,070 | 2.38 |       |    |    |    |          | -44,001 | -0.13 |             |      | 38.3 | 14.0    | 283,031 | 693,670 | 2.38 |       |    |    |    |          | -80,952  | -0.23 |  |    |
|                                    | 山陰          | 40.3 | 13.6    | 226,979 | 416,508 | 2.02 |       |    |    |    |          | -17,576 | -0.04 |             |      | 39.8 | 14.1    | 242,517 | 424,598 | 1.95 |       |    |    |    |          | -10,847  | -0.07 |  |    |
| 四国                                 | 41.0        | 14.5 | 254,873 | 602,870 | 2.31    |      |       |    |    |    | -6,586   | -0.12   |       |             | 39.2 | 15.0 | 286,623 | 606,614 | 2.13    |      |       |    |    |    | -88,149  | -0.32    |       |  |    |
| 九州・山口                              | 38.1        | 16.6 | 260,888 | 599,527 | 2.20    |      |       |    |    |    | -52,485  | -0.12   |       |             | 38.4 | 16.5 | 264,768 | 596,155 | 2.25    |      |       |    |    |    | -41,967  | -0.11    |       |  |    |
| 地方計                                | 39.7        | 14.6 | 278,757 | 631,343 | 2.29    |      |       |    |    |    | -40,163  | -0.13   |       |             | 39.5 | 15.3 | 295,132 | 688,482 | 2.36    |      |       |    |    |    | -59,973  | -0.15    |       |  |    |

| 2021年<br>春季生活闘争<br>情報No.02<br>3月2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          | 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                                | 39.7        | 14.4 | 272,531 | 1,248,115 | 4.56      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 大手労組会議                             | 39.5        | 15.5 | 315,288 | 1,477,945 | 4.77      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 業種                                 | 鉄鋼業         | 40.2 | 13.9    | 255,610   | 1,177,738 | 4.39 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 非鉄金属        | 40.0 | 15.1    | 274,380   | 1,158,407 | 4.68 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 金属製品        | 39.6 | 14.6    | 256,890   | 1,185,273 | 4.40 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 一般機械        | 38.8 | 13.8    | 277,238   | 1,275,505 | 4.61 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 電気機械        | 40.6 | 15.3    | 280,553   | 1,299,751 | 4.57 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 輸送機械        | 39.5 | 15.2    | 266,002   | 1,267,978 | 4.77 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 精密機械        | 41.1 | 15.1    | 290,377   | 1,389,766 | 4.45 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| その他                                | 41.4        | 14.3 | 278,653 | 1,131,975 | 4.36      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 規模                                 | 1～299人      | 39.9 | 14.2    | 262,702   | 1,168,017 | 4.45 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 1～99人       | 40.3 | 13.8    | 257,183   | 1,112,309 | 4.35 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 100～299人    | 39.4 | 14.6    | 270,191   | 1,220,060 | 4.54 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 300～499人    | 39.4 | 14.9    | 295,375   | 1,441,641 | 4.98 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 500～999人    | 38.9 | 15.1    | 292,408   | 1,331,615 | 4.68 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 1000～2999人  | 39.1 | 15.0    | 304,993   | 1,416,487 | 4.79 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 3000人以上                            | 40.0        | 16.3 | 315,093 | 1,566,923 | 4.94      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| （事業所へ入る）                           | 北海道         | 41.7 | 11.3    | 264,407   | 1,269,150 | 4.80 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 北東北         | 39.7 | 16.5    | 228,735   | 1,010,607 | 4.29 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 南東北         | 38.5 | 14.9    | 253,396   | 1,170,747 | 4.69 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 北関東         | 40.1 | 15.3    | 293,203   | 1,451,677 | 4.75 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 東京千葉        | 40.7 | 14.9    | 292,917   | 1,422,049 | 4.62 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 神奈川         | 40.4 | 16.1    | 304,268   | 1,380,425 | 4.69 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 新潟          | 40.3 | 15.0    | 249,953   | 1,065,663 | 3.95 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 北陸          | 39.4 | 13.8    | 251,742   | 1,092,926 | 4.25 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 甲信          | 39.9 | 15.4    | 294,380   | 1,360,711 | 4.43 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 静岡          | 39.7 | 15.3    | 288,798   | 1,311,492 | 4.65 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 東海          | 38.5 | 13.9    | 279,067   | 1,331,726 | 4.59 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 京滋          | 39.5 | 13.8    | 284,559   | 1,271,850 | 4.48 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 大阪          | 39.8 | 15.1    | 283,197   | 1,337,577 | 4.82 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
|                                    | 山陽          | 39.1 | 14.0    | 268,168   | 1,311,122 | 4.67 |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 山陰                                 | 40.3        | 13.6 | 226,979 | 1,000,000 | 4.49      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 四国                                 | 41.0        | 14.5 | 254,873 | 1,294,216 | 4.79      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 九州・山口                              | 38.1        | 16.6 | 260,888 | 1,195,944 | 4.40      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |
| 地方計                                | 39.7        | 14.6 | 278,757 | 1,308,170 | 4.62      |      |       |    |    |    |          |    |             |    |      |    |    |    |    |    |       |    |    |    |          |    |    |    |    |