

J A M 2021年春季生活闘争状況報告No.8

3月22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 | 25 | 1.6 |
| 交渉単組数 | 1,496 | 98.4 |
| 要求提出単組 | 1,107 | 72.8 |
| 賃金要求提出 | 1,032 | 67.9 |
| 個別賃金要求 | 293 | 19.3 |
| 平均賃金要求 | 1,010 | 66.4 |
| 要求内容不明 | 75 | 4.9 |
| 要求なしの交渉又は回答のみ | 24 | 1.6 |
| 状況未集約単組 | 365 | 24.0 |

2. 賃上げ交渉進捗状況

| | | | | |
|----|-------|-----|-------|------|
| | 合計 | 個別 | 平均 | 進捗率 |
| 要求 | 1,032 | 293 | 1,010 | 67.9 |
| 回答 | 485 | 91 | 481 | 31.9 |
| 妥結 | 251 | - | - | 16.5 |

3. 賃上げ交渉状況

(1) 平均賃上げ

(単純平均)

| | 平均賃上げ | | | 同一単組前年比較 | |
|------------|-------|-------|-------|----------|------|
| | 要求額 | 回答額 | 妥結額 | 要求 | 妥結 |
| 全体計 | 7,486 | 4,981 | 5,273 | -691 | -81 |
| 1~299人 | 7,445 | 4,768 | 5,035 | -598 | -39 |
| 1~99人 | 7,383 | 4,625 | 4,967 | -566 | 140 |
| 100~299人 | 7,558 | 4,989 | 5,142 | -656 | -324 |
| 300~499人 | 8,062 | 5,623 | 6,060 | -888 | -115 |
| 500~999人 | 7,873 | 5,555 | 5,890 | -1,001 | -194 |
| 1000~2999人 | 6,944 | 5,561 | 5,468 | -1,204 | -141 |
| 3000人以上 | 6,690 | 6,224 | 6,040 | -2,393 | -352 |
| 大手労組 | 7,892 | 5,979 | 5,921 | -1,439 | -296 |

(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 | 423 | 233,835 | 280 | 237,396 | 87 | 243,777 |
| 所定内 | 80 | 239,677 | 38 | 246,148 | 13 | 265,892 |
| 基本 | 242 | 227,499 | 196 | 232,216 | 60 | 236,579 |
| 基準内 | 56 | 245,420 | 31 | 254,441 | 11 | 252,975 |
| 不詳 | 45 | 243,105 | 15 | 247,669 | 3 | 258,167 |
| 35歳 | | | | | | |
| 計 | 409 | 261,547 | 272 | 265,243 | 82 | 274,609 |
| 所定内 | 80 | 267,421 | 36 | 273,990 | 12 | 298,684 |
| 基本 | 234 | 254,213 | 193 | 259,509 | 58 | 267,382 |
| 基準内 | 55 | 278,438 | 30 | 286,447 | 10 | 283,614 |
| 不詳 | 40 | 269,476 | 13 | 277,206 | 2 | 294,750 |

(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 | 746 | 7,622 | 4,495 | 3,127 | 370 | 5,266 | 4,753 | 514 |
| 賃金改善分 | 580 | 8,456 | 4,434 | 4,022 | 158 | 5,936 | 4,685 | 1,251 |
| 構造分のみ | 166 | 4,706 | - | - | 204 | 4,805 | - | - |
| 構造維持分割れ | | | | | 8 | 3,820 | 4,761 | -941 |

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 | 638 | 602,597 | 2.25 | -31,548 | -0.11 |
| | 回答 | 278 | 553,244 | 1.98 | - | - |
| | 妥結 | 151 | 611,611 | 2.14 | -29,863 | -0.07 |
| 年間 | 要求 | 440 | 1,255,218 | 4.57 | -64,880 | -0.24 |
| | 回答 | 177 | 1,144,223 | 4.07 | - | - |
| | 妥結 | 95 | 1,280,853 | 4.41 | -50,993 | -0.13 |

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

有償単組数/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 | 912 | 896 | 917 | 929 | | | | | | | | | 60.0 | 58.5 | 59.1 | 59.4 | | | | |
| 4 | 3/16 | 3/10 | 3/12 | 3/13 | 974 | 968 | 974 | 984 | 190 | 106 | 116 | 136 | 85 | 27 | 37 | 51 | 64.0 | 63.2 | 62.8 | 62.9 | 5.6 | 1.8 | 2.4 | 3.3 |
| 5 | 3/17 | 3/11 | 3/13 | 3/14 | 1,002 | 981 | 997 | 1,009 | 308 | 216 | 207 | 246 | 141 | 78 | 67 | 96 | 65.9 | 64.0 | 64.3 | 64.5 | 9.3 | 5.1 | 4.3 | 6.1 |
| 6 | 3/18 | 3/12 | 3/14 | 3/15 | 1,009 | 985 | 1,008 | 1,032 | 361 | 260 | 308 | 342 | 173 | 92 | 121 | 142 | 66.3 | 64.3 | 65.0 | 66.0 | 11.4 | 6.0 | 7.8 | 9.1 |
| 7 | 3/19 | 3/13 | 3/15 | 3/16 | 1,020 | 1,000 | 1,022 | 1,036 | 437 | 366 | 379 | 417 | 211 | 138 | 151 | 174 | 67.1 | 65.3 | 65.9 | 66.2 | 13.9 | 9.0 | 9.7 | 11.1 |
| 8 | 3/22 | 3/16 | 3/18 | 3/19 | 1,032 | 1,008 | 1,026 | 1,044 | 485 | 387 | 421 | 457 | 251 | 160 | 182 | 194 | 67.9 | 65.8 | 66.2 | 66.8 | 16.5 | 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 | 5,100 | 5,431 | 5,673 | 5,889 | 5,410 | 5,380 | 5,683 | 6,152 | 5,721 | 6,087 | 6,187 | 6,338 | 5,998 | 6,612 | 5,547 | 6,831 |
| 5 | 3/17 | 3/11 | 3/13 | 3/14 | 5,099 | 5,303 | 5,805 | 5,749 | 5,447 | 5,464 | 6,110 | 6,085 | 5,707 | 6,167 | 6,793 | 6,763 | 5,962 | 6,408 | 7,087 | 7,291 |
| 6 | 3/18 | 3/12 | 3/14 | 3/15 | 5,069 | 5,350 | 5,759 | 5,774 | 5,294 | 5,586 | 6,185 | 6,193 | 5,826 | 6,157 | 6,647 | 6,871 | 5,842 | 6,368 | 6,896 | 7,229 |
| 7 | 3/19 | 3/13 | 3/15 | 3/16 | 5,031 | 5,316 | 5,679 | 5,706 | 5,308 | 5,625 | 6,188 | 6,197 | 5,764 | 6,086 | 6,604 | 6,770 | 5,773 | 6,236 | 6,941 | 7,181 |
| 8 | 3/22 | 3/16 | 3/18 | 3/19 | 4,981 | 5,289 | 5,635 | 5,688 | 5,273 | 5,564 | 6,004 | 6,209 | 5,766 | 6,033 | 6,521 | 6,757 | 5,788 | 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・闘争状況 / 半期・年間計 / 全単組計 | | | | | | | | | | | | 一時金進捗率 | | | | | | | |
|-----|-------|-------|-------|-------|--------------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|--------|-------|-----|------|------|------|
| | | | | | 一時金要求単組数 | | | | 一時金回答単組数 | | | | 一時金妥結単組数 | | | | 要求進捗率% | | 妥結進捗率% | | | | | |
| | 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 | 564 | 574 | 568 | 575 | | | | | | | | | 37.1 | 37.5 | 36.6 | 36.8 | | | | |
| 4 | 3/16 | 3/10 | 3/12 | 3/13 | 598 | 607 | 606 | 619 | 107 | 75 | 66 | 70 | 46 | 29 | 26 | 30 | 39.3 | 39.6 | 39.1 | 39.6 | 3.0 | 1.9 | 1.7 | 1.9 |
| 5 | 3/17 | 3/11 | 3/13 | 3/14 | 622 | 615 | 618 | 637 | 170 | 132 | 120 | 129 | 80 | 58 | 47 | 58 | 40.9 | 40.1 | 39.8 | 40.7 | 5.3 | 3.8 | 3.0 | 3.7 |
| 6 | 3/18 | 3/12 | 3/14 | 3/15 | 627 | 620 | 627 | 647 | 202 | 157 | 184 | 201 | 95 | 67 | 79 | 86 | 41.2 | 40.5 | 40.4 | 41.4 | 6.2 | 4.4 | 5.1 | 5.5 |
| 7 | 3/19 | 3/13 | 3/15 | 3/16 | 635 | 628 | 634 | 654 | 247 | 220 | 225 | 235 | 121 | 94 | 92 | 109 | 41.7 | 41.0 | 40.9 | 41.8 | 8.0 | 6.1 | 5.9 | 7.0 |
| 8 | 3/22 | 3/16 | 3/18 | 3/19 | 638 | 633 | 642 | 658 | 278 | 235 | 249 | 267 | 151 | 109 | 113 | 131 | 41.9 | 41.3 | 41.4 | 42.1 | 9.9 | 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 | 548,673 | 527,236 | 614,584 | 599,242 | 618,237 | 537,210 | 685,883 | 691,385 | 668,911 | 620,546 | 663,817 | 650,049 | 741,685 | 623,265 | 716,430 | 756,962 | | | | | |
| 5 | 3/17 | 3/11 | 3/13 | 3/14 | 550,991 | 554,137 | 641,594 | 620,667 | 609,782 | 598,080 | 701,543 | 706,394 | 728,422 | 718,564 | 823,066 | 808,826 | 731,790 | 763,054 | 803,727 | 799,005 | | | | | |
| 6 | 3/18 | 3/12 | 3/14 | 3/15 | 537,556 | 571,519 | 621,387 | 614,317 | 598,185 | 618,925 | 675,898 | 695,474 | 693,142 | 741,281 | 779,197 | 784,084 | 699,744 | 805,201 | 776,901 | 793,524 | | | | | |
| 7 | 3/19 | 3/13 | 3/15 | 3/16 | 551,945 | 564,517 | 620,839 | 614,527 | 610,502 | 607,056 | 683,733 | 679,082 | 697,273 | 729,833 | 777,909 | 770,744 | 705,614 | 776,259 | 802,365 | 783,377 | | | | | |
| 8 | 3/22 | 3/16 | 3/18 | 3/19 | 553,244 | 562,131 | 624,132 | 609,705 | 611,611 | 605,628 | 694,914 | 674,468 | 689,521 | 723,073 | 799,224 | 787,959 | 695,864 | 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 | 1.94 | 2.02 | 2.19 | 2.15 | 2.10 | 2.01 | 2.46 | 2.46 | 2.26 | 2.30 | 2.48 | 2.42 | 2.38 | 2.01 | 2.31 | 2.61 | | | | | |
| 5 | 3/17 | 3/11 | 3/13 | 3/14 | 1.92 | 2.03 | 2.24 | 2.21 | 2.06 | 2.13 | 2.45 | 2.49 | 2.26 | 2.24 | 2.53 | 2.49 | 2.32 | 2.17 | 2.53 | 2.55 | | | | | |
| 6 | 3/18 | 3/12 | 3/14 | 3/15 | 1.91 | 2.08 | 2.22 | 2.19 | 2.06 | 2.17 | 2.40 | 2.45 | 2.25 | 2.32 | 2.58 | 2.49 | 2.33 | 2.34 | 2.58 | 2.57 | | | | | |
| 7 | 3/19 | 3/13 | 3/15 | 3/16 | 1.97 | 2.08 | 2.22 | 2.19 | 2.13 | 2.16 | 2.41 | 2.40 | 2.28 | 2.34 | 2.51 | 2.46 | 2.37 | 2.38 | 2.56 | 2.52 | | | | | |
| 8 | 3/22 | 3/16 | 3/18 | 3/19 | 1.98 | 2.08 | 2.23 | 2.20 | 2.14 | 2.15 | 2.41 | 2.39 | 2.27 | 2.34 | 2.55 | 2.52 | 2.35 | 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 | | | | | | | | | |

| 2021年 春季生活闘争 情報No.08 3月22日 | 賃上げ交渉状況 ※協議：要求なしの交渉又は回答のみ | | | | | | | | | | | | | | 賃上げ交渉状況 | | | | | | | | | | | | |
|-------------------------------------|---------------------------|-------|-------|-----|-------|-----|-----|-----|-----|------|------|------|------|--------|---------|---------|---------|---------|---------|---------|--------|---------|---------|--------|------|------|------|
| | 単組数 | 単組数 | | | | | | | | | | | | | 組合員数 | | | | | | | | | | | | |
| | 単組 | 総 | 要求 | | | 回答 | | | 妥結 | 比率 | | | 交渉 | 協議 | 人員 | 総 | 要求 | | | 回答 | | | 妥結 | 比率 | | | |
| | 総数 | 要求 | 合計 | 個別 | 平均 | 合計 | 個別 | 平均 | 合計 | 要求 | 回答 | 妥結 | 断念 | ※ | 総数 | 要求 | 合計 | 個別 | 平均 | 合計 | 個別 | 平均 | 合計 | 要求 | 回答 | 妥結 | |
| 全体計 | 1,521 | 1,107 | 1,032 | 293 | 1,010 | 485 | 91 | 481 | 251 | 67.9 | 31.9 | 16.5 | 25 | 24 | 348,660 | 313,228 | 293,077 | 112,108 | 284,310 | 190,844 | 60,357 | 189,157 | 131,625 | 84.1 | 54.7 | 37.8 | |
| 大手労組会議 | 47 | 46 | 44 | 24 | 42 | 31 | 13 | 30 | 25 | 93.6 | 66.0 | 53.2 | | | 133,379 | 132,225 | 126,686 | 60,923 | 121,790 | 98,867 | 43,675 | 97,684 | 76,313 | 95.0 | 74.1 | 57.2 | |
| 業種 | 鉄鋼業 | 116 | 87 | 83 | 15 | 81 | 30 | 3 | 29 | 15 | 71.6 | 25.9 | 12.9 | 1 | 12,692 | 11,141 | 10,511 | 2,383 | 10,071 | 5,359 | 401 | 4,976 | 4,201 | 82.8 | 42.2 | 33.1 | |
| | 非鉄金属 | 48 | 35 | 33 | 9 | 33 | 16 | 6 | 16 | 9 | 68.8 | 33.3 | 18.8 | | 8,192 | 6,403 | 6,361 | 2,470 | 6,361 | 2,213 | 993 | 2,213 | 1,059 | 77.6 | 27.0 | 12.9 | |
| | 金属製品 | 243 | 174 | 168 | 53 | 166 | 78 | 15 | 78 | 45 | 69.1 | 32.1 | 18.5 | 5 | 33,687 | 28,312 | 27,713 | 8,887 | 24,755 | 11,655 | 2,066 | 11,655 | 6,606 | 82.3 | 34.6 | 19.6 | |
| | 一般機械 | 536 | 410 | 392 | 130 | 382 | 201 | 38 | 200 | 92 | 73.1 | 37.5 | 17.2 | 7 | 143,866 | 129,439 | 126,675 | 51,520 | 124,211 | 87,054 | 26,751 | 85,871 | 48,979 | 88.1 | 60.5 | 34.0 | |
| | 電気機械 | 183 | 136 | 123 | 32 | 117 | 56 | 12 | 55 | 31 | 67.2 | 30.6 | 16.9 | 1 | 53,993 | 49,247 | 42,402 | 18,348 | 39,592 | 28,906 | 12,345 | 28,847 | 25,113 | 78.5 | 53.5 | 46.5 | |
| | 輸送機械 | 152 | 126 | 122 | 23 | 122 | 54 | 6 | 54 | 27 | 80.3 | 35.5 | 17.8 | 1 | 56,664 | 54,277 | 51,743 | 13,303 | 51,743 | 33,848 | 8,389 | 33,848 | 26,420 | 91.3 | 59.7 | 46.6 | |
| | 精密機械 | 70 | 48 | 38 | 13 | 37 | 26 | 6 | 26 | 21 | 54.3 | 37.1 | 30.0 | 2 | 22,891 | 20,998 | 18,115 | 9,787 | 18,082 | 16,106 | 5,088 | 16,106 | 14,811 | 79.1 | 70.4 | 64.7 | |
| その他 | 173 | 91 | 73 | 18 | 72 | 24 | 5 | 23 | 11 | 42.2 | 13.9 | 6.4 | 9 | 16,675 | 13,411 | 9,557 | 5,410 | 9,495 | 5,703 | 4,324 | 5,641 | 4,436 | 57.3 | 34.2 | 26.6 | | |
| 規模 | 1～299人 | 1,286 | 896 | 839 | 217 | 824 | 367 | 58 | 365 | 175 | 65.2 | 28.5 | 13.6 | 24 | 22 | 101,929 | 78,722 | 73,515 | 21,650 | 72,172 | 33,815 | 5,848 | 33,694 | 15,991 | 72.1 | 33.2 | 15.7 |
| | 1～99人 | 888 | 579 | 544 | 122 | 534 | 223 | 28 | 221 | 107 | 61.3 | 25.1 | 12.0 | 22 | 16 | 34,498 | 24,838 | 23,255 | 5,315 | 22,852 | 9,884 | 1,158 | 9,763 | 4,231 | 67.4 | 28.7 | 12.3 |
| | 100～299人 | 398 | 317 | 295 | 95 | 290 | 144 | 30 | 144 | 68 | 74.1 | 36.2 | 17.1 | 2 | 6 | 67,431 | 53,884 | 50,260 | 16,335 | 49,320 | 23,931 | 4,690 | 23,931 | 11,760 | 74.5 | 35.5 | 17.4 |
| | 300～499人 | 96 | 83 | 71 | 26 | 68 | 34 | 10 | 33 | 18 | 74.0 | 35.4 | 18.8 | 1 | 1 | 36,913 | 31,921 | 27,073 | 10,054 | 25,880 | 12,714 | 3,754 | 12,331 | 7,071 | 73.3 | 34.4 | 19.2 |
| | 500～999人 | 81 | 72 | 69 | 28 | 67 | 45 | 11 | 45 | 25 | 85.2 | 55.6 | 30.9 | | | 55,196 | 50,217 | 47,944 | 18,403 | 46,609 | 29,981 | 7,031 | 29,981 | 17,038 | 86.9 | 54.3 | 30.9 |
| | 1000～2999人 | 42 | 40 | 38 | 15 | 36 | 26 | 5 | 25 | 22 | 90.5 | 61.9 | 52.4 | | 1 | 68,032 | 65,778 | 62,658 | 27,101 | 57,762 | 43,137 | 8,824 | 41,954 | 37,211 | 92.1 | 63.4 | 54.7 |
| | 3000人以上 | 16 | 16 | 15 | 7 | 15 | 13 | 7 | 13 | 11 | 93.8 | 81.3 | 68.8 | | | 86,590 | 86,590 | 81,887 | 34,900 | 81,887 | 71,197 | 34,900 | 71,197 | 54,314 | 94.6 | 82.2 | 62.7 |
| 地方 (事業所ベース) | 北海道 | 9 | 5 | 4 | 1 | 4 | 2 | | 2 | 1 | 44.4 | 22.2 | 11.1 | | | 3,109 | 2,909 | 2,895 | 412 | 2,895 | 2,432 | | 2,432 | 2,293 | 93.1 | 78.2 | 73.8 |
| | 北東北 | 43 | 33 | 27 | 9 | 20 | 7 | 1 | 6 | 1 | 62.8 | 16.3 | 2.3 | 1 | | 7,126 | 5,561 | 3,282 | 1,152 | 2,602 | 624 | 62 | 562 | 79 | 46.1 | 8.8 | 1.1 |
| | 南東北 | 79 | 62 | 61 | 5 | 61 | 29 | 1 | 29 | 14 | 77.2 | 36.7 | 17.7 | 2 | | 9,674 | 7,827 | 7,683 | 1,308 | 7,683 | 4,880 | 166 | 4,880 | 2,560 | 79.4 | 50.4 | 26.5 |
| | 北関東 | 178 | 137 | 131 | 9 | 131 | 56 | 3 | 56 | 35 | 73.6 | 31.5 | 19.7 | 5 | 6 | 37,792 | 32,608 | 31,102 | 5,820 | 31,102 | 20,904 | 1,553 | 20,904 | 18,368 | 82.3 | 55.3 | 48.6 |
| | 東京千葉 | 154 | 105 | 80 | 16 | 77 | 46 | 7 | 45 | 32 | 51.9 | 29.9 | 20.8 | 10 | 9 | 40,324 | 36,916 | 30,768 | 8,575 | 29,672 | 20,615 | 4,453 | 20,499 | 19,034 | 76.3 | 51.1 | 47.2 |
| | 神奈川 | 96 | 58 | 52 | 10 | 51 | 31 | 3 | 31 | 23 | 54.2 | 32.3 | 24.0 | | 3 | 26,604 | 23,326 | 21,798 | 6,099 | 19,919 | 14,853 | 1,416 | 14,853 | 12,996 | 81.9 | 55.8 | 48.8 |
| | 新潟 | 79 | 54 | 48 | 32 | 47 | 23 | 6 | 23 | 10 | 60.8 | 29.1 | 12.7 | 1 | 2 | 10,836 | 8,608 | 7,977 | 5,849 | 7,827 | 4,531 | 545 | 4,531 | 2,083 | 73.6 | 41.8 | 19.2 |
| | 北陸 | 111 | 82 | 82 | 54 | 80 | 24 | 7 | 24 | 17 | 73.9 | 21.6 | 15.3 | | | 22,748 | 21,425 | 21,425 | 14,331 | 17,712 | 8,873 | 3,956 | 8,873 | 7,350 | 94.2 | 39.0 | 32.3 |
| | 甲信 | 70 | 50 | 48 | 7 | 48 | 32 | 1 | 32 | 19 | 68.6 | 45.7 | 27.1 | | 1 | 12,329 | 10,620 | 9,592 | 2,558 | 9,592 | 6,869 | 166 | 6,869 | 4,923 | 77.8 | 55.7 | 39.9 |
| | 静岡 | 82 | 63 | 61 | 11 | 61 | 25 | 5 | 25 | 13 | 74.4 | 30.5 | 15.9 | | 2 | 30,332 | 29,074 | 28,841 | 17,193 | 28,841 | 21,676 | 15,071 | 21,676 | 17,975 | 95.1 | 71.5 | 59.3 |
| | 東海 | 186 | 142 | 128 | 22 | 127 | 70 | 4 | 69 | 37 | 68.8 | 37.6 | 19.9 | 1 | 4 | 41,858 | 38,282 | 36,669 | 9,301 | 36,599 | 25,274 | 2,433 | 25,204 | 17,828 | 87.6 | 60.4 | 42.6 |
| | 京滋 | 91 | 74 | 74 | 17 | 74 | 30 | 7 | 30 | 20 | 81.3 | 33.0 | 22.0 | | 3 | 18,965 | 18,002 | 18,002 | 10,878 | 18,002 | 12,907 | 7,431 | 12,907 | 11,690 | 94.9 | 68.1 | 61.6 |
| | 大阪 | 307 | 229 | 218 | 113 | 213 | 119 | 51 | 116 | 48 | 71.0 | 38.8 | 15.6 | 1 | | 45,521 | 41,298 | 39,378 | 18,798 | 38,883 | 25,301 | 12,878 | 25,045 | 13,221 | 86.5 | 55.6 | 29.0 |
| | 山陽 | 125 | 99 | 97 | 28 | 95 | 57 | 9 | 57 | 30 | 77.6 | 45.6 | 24.0 | 4 | 1 | 23,392 | 19,954 | 19,939 | 7,417 | 19,572 | 12,721 | 3,764 | 12,721 | 7,956 | 85.2 | 54.4 | 34.0 |
| | 山陰 | 41 | 32 | 32 | 2 | 32 | 15 | 1 | 15 | 3 | 78.0 | 36.6 | 7.3 | | | 4,857 | 3,418 | 3,418 | 151 | 3,418 | 1,997 | 122 | 1,997 | 178 | 70.4 | 41.1 | 3.7 |
| | 四国 | 32 | 31 | 29 | 4 | 27 | 12 | 1 | 11 | 6 | 90.6 | 37.5 | 18.8 | 1 | | 5,172 | 5,139 | 4,670 | 1,462 | 4,467 | 2,959 | 1,023 | 1,936 | 1,302 | 90.3 | 57.2 | 25.2 |
| 九州・山口 | 59 | 48 | 42 | 15 | 40 | 18 | 3 | 18 | 6 | 71.2 | 30.5 | 10.2 | | | 7,942 | 6,411 | 5,861 | 2,596 | 5,683 | 3,630 | 737 | 3,630 | 824 | 73.8 | 45.7 | 10.4 | |
| 地方計 | 1,745 | 1,305 | 1,215 | 355 | 1,189 | 597 | 110 | 590 | 316 | 69.6 | 34.2 | 18.1 | 26 | 31 | 348,660 | 311,389 | 293,311 | 113,900 | 284,480 | 191,057 | 55,776 | 189,530 | 140,671 | 84.1 | 54.8 | 40.3 | |

| 2021年 春季生活闘争 情報No.08 3月22日 | 平均賃上げ：単純平均 | | | | | | | | | | | | | 平均賃上げ：加重平均 | | | | | | | | | | | | | |
|-------------------------------------|------------|------|---------|---------|-------|-------|-------|-------|-------|--------|--------|-------|--------|------------|------|---------|---------|-------|-------|-------|-------|-------|--------|--------|-------|--------|-------|
| | 同一単組前年比較 | | | | | | | | | | | | | 同一単組前年比較 | | | | | | | | | | | | | |
| | 基礎数値 | | | 要求 | | 回答・妥結 | | 妥結 | | 要求 | | 妥結 | | 基礎数値 | | | 要求 | | 回答・妥結 | | 妥結 | | 要求 | | 妥結 | | |
| | 年齢 | 勤続 | 基礎賃金 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 年齢 | 勤続 | 基礎賃金 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | 金額 | 率 | |
| 全体計 | 39.8 | 14.4 | 263,177 | 7,486 | 2.99 | 4,981 | 1.89 | 5,273 | 1.96 | -691 | -0.26 | -81 | -0.06 | 39.3 | 15.1 | 294,649 | 7,277 | 2.55 | 5,766 | 1.92 | 5,788 | 1.94 | -1,418 | -0.48 | -302 | -0.09 | |
| 大手労組会議 | 39.5 | 15.5 | 309,291 | 7,892 | 2.71 | 5,979 | 1.96 | 5,921 | 1.95 | -1,439 | -0.43 | -296 | -0.09 | 39.4 | 15.4 | 315,664 | 7,179 | 2.33 | 6,185 | 1.93 | 5,976 | 1.93 | -2,012 | -0.60 | -421 | -0.12 | |
| 業種 | 鉄鋼業 | 39.8 | 13.8 | 246,073 | 7,279 | 3.09 | 4,936 | 2.01 | 5,688 | 2.38 | -1,026 | -0.25 | 190 | -0.06 | 38.3 | 13.7 | 267,288 | 7,602 | 2.90 | 5,236 | 1.98 | 5,658 | 2.10 | -1,073 | -0.39 | -863 | -0.40 |
| | 非鉄金属 | 40.2 | 14.6 | 267,702 | 7,066 | 2.73 | 5,011 | 2.03 | 5,880 | 1.97 | -735 | -0.18 | -407 | -0.13 | 39.4 | 15.4 | 270,144 | 6,612 | 2.38 | 5,407 | 2.25 | 6,142 | 1.91 | -1,347 | -0.49 | -1,135 | -0.10 |
| | 金属製品 | 39.6 | 14.5 | 254,647 | 7,036 | 2.87 | 4,815 | 1.89 | 4,935 | 1.90 | -426 | -0.20 | -106 | 0.00 | 39.2 | 15.3 | 264,363 | 7,313 | 3.20 | 4,993 | 2.00 | 5,012 | 2.08 | -452 | -0.12 | -158 | 0.14 |
| | 一般機械 | 39.0 | 13.8 | 265,202 | 7,874 | 3.10 | 5,099 | 1.90 | 5,371 | 2.03 | -768 | -0.27 | -169 | -0.01 | 38.5 | 14.3 | 296,093 | 7,531 | 2.54 | 6,016 | 1.98 | 5,901 | 2.05 | -1,841 | -0.61 | -412 | -0.08 |
| | 電気機械 | 40.6 | 15.2 | 267,013 | 6,990 | 2.80 | 4,871 | 1.74 | 4,933 | 1.72 | -900 | -0.39 | 87 | -0.15 | 40.3 | 16.1 | 302,689 | 7,083 | 2.45 | 5,918 | 1.92 | 6,033 | 1.92 | -1,001 | -0.32 | -23 | -0.06 |
| | 輸送機械 | 39.7 | 15.1 | 270,271 | 7,675 | 3.08 | 4,650 | 1.85 | 5,107 | 1.84 | -357 | -0.14 | -240 | -0.12 | 39.5 | 15.9 | 306,586 | 7,071 | 2.46 | 5,352 | 1.76 | 5,479 | 1.74 | -1,153 | -0.37 | -511 | -0.15 |
| | 精密機械 | 40.9 | 15.3 | 277,056 | 7,708 | 2.73 | 5,989 | 2.01 | 6,134 | 1.99 | -1,169 | -0.64 | 232 | -0.10 | 40.9 | 16.3 | 310,888 | 6,938 | 2.29 | 6,066 | 1.96 | 6,138 | 1.94 | -1,795 | -0.70 | 147 | -0.01 |
| | その他 | 41.5 | 14.7 | 264,256 | 7,257 | 3.04 | 4,457 | 1.83 | 4,524 | 2.01 | -431 | -0.13 | -47 | -0.14 | 40.4 | 14.6 | 274,953 | 6,532 | 2.41 | 5,011 | 1.87 | 4,999 | 1.89 | -1,190 | -0.50 | -259 | -0.11 |
| 規模 | 1~299人 | 40.0 | 14.2 | 255,099 | 7,445 | 3.06 | 4,768 | 1.86 | 5,035 | 1.95 | -598 | -0.23 | -39 | -0.07 | 39.4 | 14.4 | 261,787 | 7,518 | 2.94 | 4,954 | 1.86 | 5,174 | 1.91 | -690 | -0.23 | -181 | -0.11 |
| | 1~99人 | 40.4 | 13.9 | 248,320 | 7,383 | 3.18 | 4,625 | 1.89 | 4,967 | 2.02 | -566 | -0.25 | 140 | 0.03 | 39.7 | 13.7 | 248,277 | 7,235 | 3.10 | 4,661 | 1.90 | 4,996 | 2.04 | -603 | -0.23 | 176 | 0.12 |
| | 100~299人 | 39.3 | 14.6 | 265,474 | 7,558 | 2.88 | 4,989 | 1.83 | 5,142 | 1.86 | -656 | -0.20 | -324 | -0.20 | 39.4 | 14.7 | 267,094 | 7,649 | 2.88 | 5,074 | 1.85 | 5,239 | 1.87 | -731 | -0.24 | -313 | -0.18 |
| | 300~499人 | 39.4 | 15.0 | 280,378 | 8,062 | 3.01 | 5,623 | 2.00 | 6,060 | 2.09 | -888 | -0.25 | -115 | 0.00 | 39.6 | 15.1 | 281,034 | 8,070 | 3.01 | 5,636 | 2.01 | 6,031 | 2.08 | -893 | -0.25 | -149 | -0.00 |
| | 500~999人 | 38.9 | 15.2 | 291,110 | 7,873 | 2.86 | 5,555 | 1.93 | 5,890 | 2.03 | -1,001 | -0.41 | -194 | -0.05 | 38.9 | 15.2 | 292,076 | 7,835 | 2.83 | 5,543 | 1.93 | 5,857 | 2.02 | -1,039 | -0.41 | -240 | -0.06 |
| | 1000~2999人 | 39.1 | 15.0 | 297,264 | 6,944 | 2.52 | 5,561 | 1.98 | 5,468 | 1.93 | -1,204 | -0.40 | -141 | -0.03 | 39.0 | 15.1 | 298,076 | 7,050 | 2.52 | 5,738 | 2.01 | 5,681 | 1.97 | -1,304 | -0.43 | -129 | -0.04 |
| | 3000人以上 | 39.7 | 15.9 | 324,986 | 6,690 | 2.05 | 6,224 | 1.88 | 6,040 | 1.89 | -2,393 | -0.72 | -352 | -0.11 | 39.5 | 15.5 | 324,195 | 6,656 | 1.99 | 6,283 | 1.88 | 5,990 | 1.88 | -2,539 | -0.78 | -497 | -0.14 |
| 地方（事業所ベース） | 北海道 | 40.1 | 11.9 | 279,640 | 6,624 | 2.42 | 6,081 | 2.36 | 6,000 | 2.19 | -286 | -0.12 | -1,500 | -0.62 | 36.7 | 10.2 | 280,374 | 7,552 | 2.69 | 6,009 | 2.21 | 6,000 | 2.19 | -1,915 | -0.77 | -1,500 | -0.62 |
| | 北東北 | 40.4 | 16.9 | 221,982 | 7,250 | 3.42 | 3,812 | 1.71 | 3,240 | 1.57 | -522 | -0.16 | | -0.01 | 41.2 | 18.5 | 228,779 | 7,234 | 3.30 | 3,618 | 1.65 | 3,240 | 1.57 | -1,090 | -0.45 | | -0.01 |
| | 南東北 | 39.0 | 15.2 | 239,940 | 6,878 | 2.77 | 4,544 | 1.78 | 5,058 | 1.94 | -914 | -0.55 | -207 | -0.26 | 39.6 | 16.2 | 264,799 | 7,141 | 2.69 | 4,957 | 1.77 | 5,835 | 1.93 | -974 | -0.44 | -137 | -0.11 |
| | 北関東 | 40.1 | 15.0 | 288,511 | 7,787 | 2.80 | 5,176 | 1.80 | 5,675 | 1.95 | -698 | -0.38 | -273 | -0.09 | 39.7 | 15.2 | 309,885 | 7,192 | 2.35 | 5,865 | 1.88 | 6,029 | 1.91 | -1,602 | -0.57 | -313 | -0.10 |
| | 東京千葉 | 40.8 | 14.9 | 293,920 | 7,570 | 2.64 | 5,638 | 1.96 | 5,927 | 1.99 | -1,246 | -0.50 | -263 | -0.09 | 41.0 | 16.0 | 318,655 | 6,737 | 2.24 | 5,946 | 1.94 | 6,037 | 1.93 | -1,652 | -0.61 | -282 | -0.12 |
| | 神奈川 | 40.1 | 15.8 | 307,432 | 7,171 | 2.44 | 5,442 | 1.82 | 5,424 | 1.83 | -1,093 | -0.33 | -195 | -0.09 | 40.1 | 16.2 | 308,333 | 7,147 | 2.44 | 5,602 | 1.85 | 5,616 | 1.85 | -1,485 | -0.46 | -307 | -0.09 |
| | 新潟 | 40.2 | 15.1 | 242,985 | 7,018 | 2.74 | 4,261 | 1.69 | 4,322 | 1.80 | -1,054 | -0.37 | -66 | -0.16 | 40.0 | 16.1 | 262,917 | 6,846 | 2.58 | 4,317 | 1.66 | 4,341 | 1.67 | -806 | -0.17 | -136 | -0.08 |
| | 北陸 | 39.5 | 13.9 | 244,719 | 7,754 | 3.23 | 5,404 | 2.13 | 5,622 | 2.18 | -284 | -0.11 | 217 | 0.06 | 39.0 | 15.0 | 269,985 | 7,931 | 3.01 | 6,172 | 2.20 | 6,339 | 2.20 | -820 | -0.30 | -306 | -0.13 |
| | 甲信 | 39.8 | 15.2 | 272,209 | 7,280 | 3.18 | 5,438 | 2.29 | 5,979 | 2.59 | -508 | -0.16 | 1,253 | 0.80 | 39.8 | 15.3 | 280,625 | 7,909 | 2.95 | 5,726 | 2.06 | 5,927 | 2.12 | -1,273 | -0.39 | 639 | 0.23 |
| | 静岡 | 39.9 | 15.4 | 286,819 | 6,420 | 2.33 | 5,238 | 1.89 | 5,652 | 1.97 | -539 | -0.27 | -252 | -0.12 | 39.3 | 16.0 | 313,533 | 6,342 | 2.08 | 5,958 | 1.89 | 6,133 | 1.91 | -1,631 | -0.65 | -360 | -0.18 |
| | 東海 | 38.7 | 14.1 | 278,200 | 6,581 | 2.52 | 5,079 | 1.90 | 5,252 | 1.92 | -1,166 | -0.37 | -301 | -0.12 | 38.3 | 14.5 | 288,140 | 6,535 | 2.32 | 5,463 | 1.97 | 5,499 | 1.94 | -1,911 | -0.63 | -285 | -0.01 |
| | 京滋 | 39.6 | 13.6 | 280,798 | 7,174 | 2.59 | 5,565 | 1.89 | 5,818 | 1.92 | -555 | -0.17 | 118 | -0.01 | 39.3 | 14.4 | 309,967 | 7,487 | 2.45 | 5,972 | 1.88 | 6,051 | 1.87 | -1,051 | -0.31 | -8 | 0.00 |
| | 大阪 | 39.6 | 14.6 | 275,813 | 8,224 | 3.09 | 5,298 | 1.92 | 5,265 | 1.92 | -1,045 | -0.43 | -283 | -0.13 | 38.6 | 14.4 | 295,605 | 8,089 | 2.72 | 6,064 | 1.90 | 5,540 | 1.94 | -1,441 | -0.57 | -481 | -0.16 |
| | 山陽 | 38.9 | 14.0 | 271,152 | 8,022 | 3.17 | 5,140 | 1.95 | 5,230 | 1.90 | -700 | -0.20 | -504 | -0.24 | 38.2 | 14.1 | 286,647 | 7,807 | 2.84 | 5,896 | 2.12 | 5,758 | 2.05 | -1,374 | -0.46 | -723 | -0.25 |
| | 山陰 | 40.8 | 13.9 | 227,453 | 7,617 | 3.38 | 3,733 | 1.65 | 4,027 | 1.83 | 527 | 0.28 | -686 | -0.62 | 40.0 | 14.4 | 250,904 | 8,274 | 3.40 | 4,421 | 1.83 | 5,374 | 1.84 | 987 | 0.38 | -534 | -0.30 |
| | 四国 | 41.0 | 14.7 | 253,573 | 9,533 | 3.87 | 4,644 | 1.72 | 4,700 | 1.74 | 133 | -0.03 | -83 | -0.10 | 39.2 | 15.0 | 282,276 | 8,789 | 3.19 | 5,394 | 1.82 | 5,474 | 1.75 | 1,435 | 0.47 | -1 | -0.01 |
| 九州・山口 | 38.8 | 15.4 | 257,642 | 7,591 | 3.45 | 5,090 | 1.99 | 5,246 | 2.00 | -467 | -0.15 | 119 | 0.04 | 38.4 | 15.9 | 271,878 | 8,156 | 3.39 | 5,415 | 1.98 | 5,560 | 1.88 | -814 | -0.33 | -56 | -0.03 | |
| 地方計 | 39.8 | 14.6 | 269,760 | 7,517 | 2.94 | 5,148 | 1.91 | 5,420 | 1.97 | -771 | -0.28 | -137 | -0.06 | 39.4 | 15.2 | 295,004 | 7,275 | 2.55 | 5,761 | 1.93 | 5,852 | 1.94 | -1,367 | -0.47 | -300 | -0.11 | |

| 2021年 春季生活闘争 情報No.08 3月22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 | 746 | 7622 | 4495 | 3127 | 580 | 8456 | 4434 | 4022 | 166 | 4706 | | | | 370 | 5266 | 4753 | 514 | 158 | 5936 | 4685 | 1251 | 204 | 4805 | 8 | 3820 | 4761 | -941 | |
| 大手労組会議 | 40 | 7844 | 5354 | 2490 | 25 | 9416 | 5432 | 3984 | 15 | 5225 | | | | 29 | 5923 | 5479 | 444 | 14 | 6626 | 5706 | 920 | 15 | 5267 | | | | | |
| 業種 | 鉄鋼業 | 62 | 7270 | 4125 | 3145 | 49 | 8162 | 4182 | 3979 | 13 | 3907 | | | | 25 | 4873 | 4270 | 603 | 11 | 5887 | 4361 | 1526 | 12 | 4231 | 2 | 3150 | 4000 | -850 |
| | 非鉄金属 | 26 | 7255 | 4507 | 2748 | 19 | 8213 | 4452 | 3761 | 7 | 4654 | | | | 12 | 5560 | 4829 | 731 | 6 | 5841 | 4380 | 1462 | 6 | 5278 | | | | |
| | 金属製品 | 116 | 7068 | 4064 | 3004 | 88 | 8008 | 4049 | 3960 | 28 | 4111 | | | | 50 | 5052 | 4371 | 681 | 22 | 5788 | 4172 | 1616 | 27 | 4492 | 1 | 4000 | 5500 | -1,500 |
| | 一般機械 | 284 | 8068 | 4675 | 3394 | 231 | 8810 | 4638 | 4172 | 53 | 4836 | | | | 162 | 5303 | 4879 | 424 | 66 | 5929 | 4858 | 1071 | 94 | 4879 | 2 | 4571 | 5593 | -1,022 |
| | 電気機械 | 87 | 7042 | 4493 | 2549 | 62 | 7985 | 4408 | 3577 | 25 | 4706 | | | | 42 | 5427 | 4843 | 584 | 20 | 6265 | 5020 | 1245 | 20 | 4700 | 2 | 4310 | 4500 | -190 |
| | 輸送機械 | 95 | 7991 | 4523 | 3469 | 72 | 8913 | 4336 | 4577 | 23 | 5107 | | | | 42 | 5030 | 4597 | 433 | 17 | 5585 | 4402 | 1183 | 24 | 4742 | 1 | 2500 | 4400 | -1,900 |
| | 精密機械 | 29 | 7712 | 5465 | 2247 | 22 | 8368 | 5406 | 2962 | 7 | 5650 | | | | 22 | 6236 | 5569 | 667 | 10 | 6679 | 5213 | 1467 | 12 | 5866 | | | | |
| その他 | 47 | 7230 | 4299 | 2930 | 37 | 7785 | 4062 | 3722 | 10 | 5178 | | | | 15 | 4797 | 4386 | 411 | 6 | 5398 | 4369 | 1029 | 9 | 4397 | | | | | |
| 規模 | 1~299人 | 576 | 7598 | 4308 | 3290 | 453 | 8427 | 4243 | 4183 | 123 | 4548 | | | | 265 | 5089 | 4552 | 538 | 110 | 5774 | 4410 | 1364 | 147 | 4646 | 8 | 3820 | 4761 | -941 |
| | 1~99人 | 323 | 7577 | 4218 | 3359 | 249 | 8510 | 4153 | 4358 | 74 | 4438 | | | | 142 | 5010 | 4382 | 627 | 58 | 5775 | 4151 | 1624 | 79 | 4510 | 5 | 4020 | 5040 | -1,020 |
| | 100~299人 | 253 | 7625 | 4423 | 3201 | 204 | 8324 | 4354 | 3970 | 49 | 4713 | | | | 123 | 5182 | 4747 | 434 | 52 | 5773 | 4699 | 1074 | 68 | 4804 | 3 | 3487 | 4295 | -808 |
| | 300~499人 | 58 | 8099 | 5015 | 3083 | 51 | 8452 | 4946 | 3507 | 7 | 5524 | | | | 26 | 5791 | 5129 | 661 | 14 | 6371 | 5142 | 1228 | 12 | 5115 | | | | |
| | 500~999人 | 62 | 8005 | 5124 | 2880 | 47 | 8992 | 5193 | 3799 | 15 | 4911 | | | | 42 | 5569 | 5207 | 362 | 16 | 6129 | 5179 | 950 | 26 | 5225 | | | | |
| | 1000~2999人 | 36 | 6944 | 5049 | 1896 | 23 | 8087 | 5120 | 2967 | 13 | 4922 | | | | 24 | 5605 | 5208 | 397 | 12 | 6101 | 5307 | 794 | 12 | 5109 | | | | |
| | 3000人以上 | 14 | 6668 | 5796 | 872 | 6 | 7964 | 5929 | 2036 | 8 | 5696 | | | | 13 | 6224 | 5789 | 435 | 6 | 7039 | 6096 | 943 | 7 | 5526 | | | | |
| 地方(事業所ベース) | 北海道 | 2 | 6563 | 4499 | 2064 | 2 | 6563 | 4499 | 2064 | | | | | 2 | 6081 | 4571 | 1510 | 2 | 6081 | 4571 | 1510 | | | | | | | |
| | 北東北 | 11 | 6882 | 3719 | 3164 | 9 | 7286 | 3420 | 3867 | 2 | 5064 | | | | 4 | 4065 | 3815 | 250 | 1 | 5308 | 4308 | 1000 | 3 | 3651 | | | | |
| | 南東北 | 38 | 7083 | 4237 | 2846 | 29 | 7721 | 3991 | 3730 | 9 | 5030 | | | | 23 | 4850 | 4414 | 436 | 8 | 5461 | 4207 | 1254 | 15 | 4524 | | | | |
| | 北関東 | 98 | 7803 | 4593 | 3211 | 72 | 8753 | 4383 | 4370 | 26 | 5174 | | | | 44 | 5378 | 5024 | 354 | 16 | 5635 | 4657 | 978 | 27 | 5261 | 1 | 4400 | 4500 | -100 |
| | 東京千葉 | 70 | 7292 | 4940 | 2352 | 44 | 8750 | 5008 | 3742 | 26 | 4824 | | | | 38 | 5725 | 5359 | 366 | 17 | 6262 | 5403 | 859 | 20 | 5365 | 1 | 3800 | 4500 | -700 |
| | 神奈川 | 40 | 7383 | 4834 | 2549 | 30 | 7997 | 4598 | 3399 | 10 | 5540 | | | | 26 | 5554 | 5050 | 503 | 16 | 5695 | 4877 | 818 | 10 | 5328 | | | | |
| | 新潟 | 36 | 7199 | 3724 | 3475 | 33 | 7528 | 3737 | 3791 | 3 | 3579 | | | | 16 | 4453 | 4014 | 439 | 6 | 4722 | 3552 | 1171 | 10 | 4291 | | | | |
| | 北陸 | 60 | 7922 | 4143 | 3779 | 55 | 8262 | 4140 | 4122 | 5 | 4184 | | | | 18 | 5827 | 4425 | 1402 | 14 | 6306 | 4503 | 1803 | 4 | 4152 | | | | |
| | 甲信 | 41 | 7337 | 4594 | 2744 | 28 | 8520 | 4502 | 4018 | 13 | 4790 | | | | 27 | 5760 | 4744 | 1016 | 8 | 7512 | 4082 | 3430 | 19 | 5023 | | | | |
| | 静岡 | 54 | 6546 | 4793 | 1753 | 37 | 7188 | 4630 | 2559 | 17 | 5149 | | | | 23 | 5385 | 4955 | 430 | 8 | 6195 | 4723 | 1473 | 14 | 5128 | 1 | 2500 | 4400 | -1,900 |
| | 東海 | 102 | 6849 | 4639 | 2210 | 68 | 8033 | 4718 | 3315 | 34 | 4483 | | | | 56 | 5365 | 4853 | 512 | 24 | 5995 | 4726 | 1269 | 31 | 4876 | 1 | 5400 | 7200 | -1,800 |
| | 京滋 | 62 | 7340 | 4742 | 2598 | 53 | 7716 | 4676 | 3040 | 9 | 5129 | | | | 27 | 5677 | 5144 | 533 | 14 | 6247 | 5220 | 1027 | 13 | 5063 | | | | |
| | 大阪 | 166 | 8526 | 4891 | 3634 | 130 | 9466 | 4825 | 4641 | 36 | 5129 | | | | 93 | 5528 | 5035 | 493 | 41 | 6272 | 5154 | 1119 | 52 | 4941 | | | | |
| | 山陽 | 71 | 8430 | 4809 | 3621 | 54 | 9573 | 4813 | 4760 | 17 | 4797 | | | | 46 | 5272 | 4939 | 333 | 22 | 5957 | 5124 | 834 | 20 | 4849 | 4 | 3616 | 4372 | -756 |
| | 山陰 | 18 | 8909 | 4007 | 4902 | 15 | 9654 | 3771 | 5883 | 3 | 5183 | | | | 11 | 4267 | 4194 | 74 | 1 | 5154 | 4344 | 810 | 10 | 4179 | | | | |
| 四国 | 10 | 9317 | 5131 | 4186 | 8 | 10105 | 4873 | 5232 | 2 | 6167 | | | | 4 | 5480 | 5291 | 189 | 2 | 6094 | 5717 | 377 | 2 | 4866 | | | | | |
| 九州・山口 | 27 | 7537 | 4742 | 2795 | 24 | 7955 | 4810 | 3145 | 3 | 4194 | | | | 13 | 5262 | 5047 | 215 | 4 | 5827 | 5127 | 700 | 9 | 5011 | | | | | |
| 地方計 | 907 | 7656 | 4635 | 3021 | 691 | 8516 | 4551 | 3965 | 216 | 4904 | | | | 472 | 5389 | 4891 | 497 | 204 | 6056 | 4868 | 1188 | 260 | 4914 | 8 | 3820 | 4761 | -941 | |

| 2021年 春季生活闘争 情報No.08 3月22日 | 平均賃上げ:要求額 賃金改善又はペア額の分布 | | | | | | | 平均賃上げ:回答額 賃金改善又はペア額の分布 | | | | | | |
|--|---------------------------|-------|-------------|----------------|----------------|----------------|-----------|---------------------------|-------|-----------|--------------|--------------|--------------|-----------|
| | 合計 | | 4.5千円 未満 | 4.5千~6 千円未満 | 6千~7.5 千円未満 | 7.5千~9 千円未満 | 9千円 以上 | 合計 | | 1千円 未満 | 1千~2千 円未満 | 2千~3千 円未満 | 3千~4千 円未満 | 4千円 以上 |
| | 件数 | 平均額 | | | | | | 件数 | 平均額 | | | | | |
| 全体計 | 580 | 4,022 | 311 | 66 | 175 | 11 | 17 | 158 | 1,251 | 75 | 54 | 18 | 6 | 5 |
| 大手労組会議 | 25 | 3,984 | 13 | 1 | 10 | | 1 | 14 | 920 | 6 | 8 | | | |
| 業 種 | 鉄鋼業 | 49 | 3,979 | 22 | 9 | 14 | 3 | 1 | 11 | 1,526 | 6 | 1 | 3 | 1 |
| | 非鉄金属 | 19 | 3,761 | 11 | 2 | 6 | | | 6 | 1,462 | 3 | 2 | | 1 |
| | 金属製品 | 88 | 3,960 | 55 | 6 | 19 | 1 | 7 | 22 | 1,616 | 6 | 9 | 4 | 2 |
| | 一般機械 | 231 | 4,172 | 116 | 30 | 77 | 3 | 5 | 66 | 1,071 | 38 | 23 | 3 | 1 |
| | 電気機械 | 62 | 3,577 | 38 | 5 | 16 | 1 | 2 | 20 | 1,245 | 10 | 5 | 2 | 3 |
| | 輸送機械 | 72 | 4,577 | 30 | 12 | 26 | 2 | 2 | 17 | 1,183 | 7 | 5 | 5 | |
| | 精密機械 | 22 | 2,962 | 19 | | 3 | | | 10 | 1,467 | 2 | 6 | 1 | 1 |
| | その他 | 37 | 3,722 | 20 | 2 | 14 | 1 | | 6 | 1,029 | 3 | 3 | | |
| 規 模 | 1~299人 | 453 | 4,183 | 234 | 59 | 134 | 11 | 15 | 110 | 1,364 | 50 | 35 | 16 | 6 |
| | 1~99人 | 249 | 4,358 | 123 | 27 | 83 | 9 | 7 | 58 | 1,624 | 23 | 18 | 11 | 4 |
| | 100~299人 | 204 | 3,970 | 111 | 32 | 51 | 2 | 8 | 52 | 1,074 | 27 | 17 | 5 | 2 |
| | 300~499人 | 51 | 3,507 | 31 | 3 | 16 | | 1 | 14 | 1,228 | 8 | 4 | | 2 |
| | 500~999人 | 47 | 3,799 | 25 | 3 | 19 | | | 16 | 950 | 8 | 6 | 2 | |
| | 1000~2999人 | 23 | 2,967 | 16 | 1 | 5 | | 1 | 12 | 794 | 7 | 5 | | |
| | 3000人以上 | 6 | 2,036 | 5 | | 1 | | | 6 | 943 | 2 | 4 | | |
| 地 方 (事 業 所 ペ ー ス) | 北海道 | 2 | 2,064 | 2 | | | | | 2 | 1,510 | | 1 | 1 | |
| | 北東北 | 9 | 3,867 | 4 | 1 | 4 | | | 1 | 1,000 | | 1 | | |
| | 南東北 | 29 | 3,730 | 19 | 3 | 5 | | 2 | 8 | 1,254 | 4 | 3 | | 1 |
| | 北関東 | 72 | 4,370 | 32 | 7 | 30 | 2 | 1 | 16 | 978 | 9 | 5 | 1 | 1 |
| | 東京千葉 | 44 | 3,742 | 23 | 3 | 17 | | 1 | 17 | 859 | 11 | 4 | 2 | |
| | 神奈川 | 30 | 3,399 | 19 | | 10 | | 1 | 16 | 818 | 7 | 9 | | |
| | 新潟 | 33 | 3,791 | 19 | 6 | 7 | | 1 | 6 | 1,171 | 2 | 3 | 1 | |
| | 北陸 | 55 | 4,122 | 28 | 10 | 15 | 2 | | 14 | 1,803 | 6 | 4 | 1 | 3 |
| | 甲信 | 28 | 4,018 | 19 | 2 | 5 | | 2 | 8 | 3,430 | 2 | 2 | 1 | 2 |
| | 静岡 | 37 | 2,559 | 30 | 2 | 5 | | | 8 | 1,473 | 4 | 2 | 1 | 1 |
| | 東海 | 68 | 3,315 | 46 | 6 | 13 | | 3 | 24 | 1,269 | 7 | 11 | 5 | 1 |
| | 京滋 | 53 | 3,040 | 38 | 5 | 10 | | | 14 | 1,027 | 6 | 7 | 1 | |
| | 大阪 | 130 | 4,641 | 51 | 15 | 55 | 5 | 4 | 41 | 1,119 | 17 | 17 | 5 | 2 |
| | 山陽 | 54 | 4,760 | 24 | 10 | 17 | 1 | 2 | 22 | 834 | 15 | 5 | 2 | |
| | 山陰 | 15 | 5,883 | 2 | 4 | 7 | 1 | 1 | 1 | 810 | 1 | | | |
| | 四国 | 8 | 5,232 | 2 | | 6 | | | 2 | 377 | 2 | | | |
| 九州・山口 | 24 | 3,145 | 18 | | 5 | | 1 | 4 | 700 | 3 | 1 | | | |
| 地方計 | 691 | 3,965 | 376 | 74 | 211 | 11 | 19 | 204 | 1,188 | 96 | 75 | 21 | 6 | |

2021年
春季生活労働
情報No.8
3月22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 | | | | | | | | 現行水準の別分布（台別区分の単位＝千円、単組数をカント） | | | | | | | | | | | | | | | |
|------------|--------------|---------|---------|---------|---------|---------|---------|---------|------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|
| | 一歳前水準 | | 現状水準 | | 要求水準 | | 確定水準 | | 192 | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計 | | |
| | 件 | 円 | 件 | 円 | 件 | 円 | 件 | 円 | 未満 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | 以上 | | | |
| 区分計 | 全規模計 | 212 | 227,325 | 423 | 233,835 | 273 | 237,458 | 87 | 243,777 | 23 | 23 | 45 | 46 | 55 | 65 | 43 | 54 | 26 | 22 | 11 | 6 | 4 | 423 | |
| | 大手労組会議 | 23 | 257,169 | 40 | 267,130 | 22 | 273,636 | 12 | 268,283 | | | 1 | | 3 | 4 | 6 | 6 | 8 | 7 | 2 | 2 | 2 | 40 | |
| | 1～299人 | 150 | 220,435 | 303 | 226,144 | 203 | 230,913 | 56 | 238,345 | 23 | 20 | 43 | 40 | 51 | 43 | 29 | 27 | 12 | 10 | 1 | 2 | 2 | 303 | |
| | 1～99人 | 84 | 216,844 | 165 | 220,339 | 115 | 225,662 | 27 | 235,781 | 18 | 14 | 29 | 25 | 27 | 19 | 13 | 10 | 4 | 5 | | | 1 | | 165 |
| | 100～299人 | 66 | 225,006 | 138 | 233,084 | 88 | 237,776 | 29 | 240,731 | 5 | 6 | 14 | 15 | 24 | 24 | 16 | 17 | 8 | 5 | 1 | 1 | 2 | 2 | 138 |
| | 300～499人 | 22 | 234,512 | 35 | 248,830 | 25 | 250,252 | 10 | 245,758 | | 3 | | 2 | 1 | 5 | 5 | 10 | 3 | 1 | 3 | 2 | | | 35 |
| | 500～999人 | 17 | 239,453 | 44 | 246,122 | 25 | 247,256 | 10 | 244,451 | | | 1 | 3 | 3 | 14 | 2 | 11 | 5 | 3 | 2 | | | | 44 |
| 1000～2999人 | 16 | 258,809 | 26 | 262,823 | 13 | 277,344 | 4 | 264,690 | | | | 1 | | 2 | 6 | 4 | 5 | 4 | 1 | 2 | 1 | 2 | 26 | |
| 3000人以上 | 7 | 250,965 | 15 | 267,907 | 7 | 272,492 | 7 | 271,492 | | | | | | 1 | 1 | 2 | 1 | 4 | 4 | | | 1 | 15 | |
| 所定内賃金 | 全規模計 | 24 | 244,836 | 80 | 239,677 | 37 | 246,612 | 13 | 265,892 | 2 | 3 | 6 | 9 | 14 | 8 | 8 | 11 | 7 | 7 | 3 | 1 | 1 | 80 | |
| | 1～299人 | 10 | 241,888 | 48 | 229,584 | 23 | 240,118 | 7 | 266,243 | 2 | 2 | 6 | 8 | 13 | 3 | 4 | 5 | | | | | 1 | 48 | |
| | 1～99人 | 4 | 228,304 | 18 | 213,399 | 7 | 218,599 | 2 | 263,750 | 2 | 2 | 5 | 4 | 3 | | | 1 | | 1 | | | | 18 | |
| | 100～299人 | 6 | 250,943 | 30 | 239,295 | 16 | 249,533 | 5 | 267,241 | | | 1 | 4 | 10 | 3 | 4 | 4 | | 3 | | | 1 | 30 | |
| | 300～499人 | 7 | 240,064 | 11 | 250,170 | 7 | 249,783 | 3 | 255,400 | | 1 | | 1 | | 1 | 2 | 3 | 1 | 1 | | | 1 | | 11 |
| | 500～999人 | 1 | 250,000 | 8 | 247,562 | 1 | 228,510 | | | | | | 1 | 3 | | 1 | 3 | | | | | | | 8 |
| | 1000～2999人 | 5 | 251,878 | 10 | 256,353 | 5 | 268,474 | 2 | 272,070 | | | | | | 1 | 2 | 2 | 3 | 2 | | | | | 10 |
| 3000人以上 | 1 | 267,350 | 3 | 286,080 | 1 | 282,550 | 1 | 282,550 | | | | | | | | | | | | 3 | | | 3 | |
| 基本賃金 | 全規模計 | 142 | 221,139 | 242 | 227,499 | 193 | 232,331 | 60 | 236,579 | 20 | 18 | 33 | 29 | 30 | 38 | 20 | 32 | 10 | 5 | 2 | 3 | 2 | 242 | |
| | 1～299人 | 110 | 215,543 | 190 | 221,929 | 150 | 226,406 | 40 | 231,670 | 20 | 16 | 31 | 26 | 28 | 26 | 16 | 16 | 7 | 1 | | 2 | 1 | 190 | |
| | 1～99人 | 71 | 214,196 | 123 | 219,017 | 100 | 224,728 | 22 | 230,938 | 15 | 12 | 21 | 18 | 19 | 15 | 9 | 9 | 3 | 1 | | 1 | | 123 | |
| | 100～299人 | 39 | 217,995 | 67 | 227,274 | 50 | 229,762 | 18 | 232,564 | 5 | 4 | 10 | 8 | 9 | 11 | 7 | 7 | 4 | | | 1 | 1 | 1 | 67 |
| | 300～499人 | 10 | 231,248 | 15 | 242,538 | 14 | 247,868 | 6 | 240,180 | | | | 1 | 1 | 2 | 1 | 5 | 2 | | 1 | | | | 15 |
| | 500～999人 | 14 | 238,201 | 26 | 244,791 | 21 | 247,248 | 10 | 244,451 | | | 1 | 1 | 1 | 10 | 1 | 9 | | 2 | 1 | | | | 26 |
| | 1000～2999人 | 6 | 261,192 | 7 | 273,008 | 5 | 288,995 | 1 | 270,620 | | | | 1 | | | 1 | 1 | 1 | 1 | | 1 | 1 | 1 | 7 |
| 3000人以上 | 2 | 238,775 | 4 | 243,618 | 3 | 257,257 | 3 | 257,257 | | | | | | | 1 | 1 | | 1 | | | | | 4 | |
| 基準内賃金 | 全規模計 | 31 | 238,894 | 56 | 245,420 | 30 | 254,213 | 11 | 252,975 | 1 | 2 | 2 | 5 | 4 | 13 | 7 | 5 | 5 | 6 | 4 | 1 | 1 | 56 | |
| | 1～299人 | 20 | 229,150 | 32 | 233,004 | 20 | 245,551 | 6 | 240,384 | 1 | 2 | 2 | 3 | 4 | 10 | 4 | 2 | 2 | 1 | 1 | | | 32 | |
| | 1～99人 | 6 | 221,550 | 11 | 225,485 | 5 | 241,410 | 2 | 240,975 | 1 | | 2 | 2 | 1 | 2 | 2 | | 1 | | | | | 11 | |
| | 100～299人 | 14 | 232,407 | 21 | 236,942 | 15 | 246,931 | 4 | 240,088 | | | | 1 | 3 | 8 | 2 | 2 | 1 | 1 | 1 | | | 21 | |
| | 300～499人 | 2 | 236,239 | 4 | 252,038 | 3 | 259,522 | 1 | 250,300 | | 2 | | | 2 | | | 1 | | | 1 | | | 4 | |
| | 500～999人 | 1 | 258,940 | 5 | 252,265 | 1 | 265,540 | | | | | | 2 | | | | | 1 | 1 | 1 | | | 5 | |
| | 1000～2999人 | 4 | 269,863 | 7 | 261,713 | 3 | 272,708 | 1 | 244,000 | | | | | | | 3 | 1 | 1 | 1 | 1 | | 1 | 7 | |
| 3000人以上 | 4 | 252,964 | 8 | 273,238 | 3 | 284,375 | 3 | 282,042 | | | | | | | 1 | 1 | 1 | 1 | 1 | | 1 | 8 | | |
| 不詳 | 全規模計 | 15 | 233,967 | 45 | 243,105 | 13 | 248,848 | 3 | 258,167 | | | 4 | 3 | 7 | 6 | 8 | 6 | 4 | 4 | 2 | 1 | | 45 | |
| | 1～299人 | 10 | 235,374 | 33 | 238,756 | 10 | 248,077 | 3 | 258,167 | | | 4 | 3 | 6 | 4 | 5 | 4 | 3 | 4 | | | | 33 | |
| | 1～99人 | 3 | 254,838 | 13 | 238,098 | 3 | 247,033 | 1 | 276,000 | | | 1 | 1 | 4 | 2 | 2 | | | 3 | | | | 13 | |
| | 100～299人 | 7 | 227,032 | 20 | 239,184 | 7 | 248,524 | 2 | 249,250 | | | 3 | 2 | 2 | 2 | 3 | 4 | 3 | 1 | | | | 20 | |
| | 300～499人 | 3 | 231,288 | 5 | 262,193 | 1 | 259,100 | | | | | | | | | 2 | 1 | | | 1 | 1 | | 5 | |
| | 500～999人 | 1 | 226,950 | 5 | 244,595 | 2 | 247,580 | | | | | | | 1 | 1 | 1 | 1 | 1 | | | 1 | | 5 | |
| | 1000～2999人 | 1 | 234,956 | 2 | 263,419 | | | | | | | | | | 1 | | | | | 1 | | | 2 | |

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 | | | | 現行水準の別分布（台別区分の単位＝千円、単組数をカント） | | | | | | | | | | | | | | | | | | | |
|------------|--------------|---------|---------|---------|------------------------------|---------|---------|---------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|
| | 一歳前水準 | | 現状水準 | | 要求水準 | | 確定水準 | | 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 | 203 | 256,653 | 409 | 261,547 | 262 | 265,332 | 82 | 274,609 | 41 | 42 | 39 | | 35 | 52 | 42 | 43 | 32 | 20 | 17 | 20 | 11 | 15 | 409 |
| | 大手労組会議 | 22 | 303,383 | 40 | 309,003 | 21 | 314,472 | 12 | 308,712 | | | | 1 | 2 | 2 | 1 | 5 | 6 | 2 | 7 | 5 | 9 | | 40 |
| | 1～299人 | 143 | 247,559 | 290 | 250,962 | 194 | 256,932 | 53 | 267,797 | 39 | 39 | 38 | 30 | 43 | 28 | 27 | 13 | 7 | 10 | 6 | 5 | 5 | 290 | |
| | 1～99人 | 81 | 243,405 | 159 | 242,610 | 110 | 248,936 | 26 | 262,005 | 29 | 31 | 23 | 19 | 16 | 9 | 13 | 5 | 5 | 5 | 1 | 2 | 1 | 1 | 159 |
| | 100～299人 | 62 | 252,986 | 131 | 261,100 | 84 | 267,402 | 27 | 273,375 | 10 | 8 | 15 | 11 | 27 | 19 | 14 | 8 | 2 | 5 | 5 | 3 | 4 | 131 | |
| | 300～499人 | 21 | 259,962 | 35 | 276,997 | 24 | 280,624 | 9 | 273,720 | 2 | 1 | 1 | | 4 | 5 | 5 | 6 | 3 | 3 | 3 | 1 | 1 | 35 | |
| | 500～999人 | 17 | 269,681 | 44 | 278,238 | 25 | 277,626 | 9 | 277,160 | | 2 | | 4 | 4 | 6 | 9 | 7 | 4 | 2 | 3 | 1 | 2 | 44 | |
| 1000～2999人 | 15 | 301,332 | 26 | 301,624 | 13 | 315,564 | 5 | 297,658 | | | | 1 | | 3 | 1 | 5 | 4 | 1 | 5 | 3 | 3 | 26 | | |
| 3000人以上 | 7 | 305,114 | 14 | 315,279 | 6 | 315,695 | 6 | 313,086 | | | | | 1 | | 1 | 1 | 2 | 1 | 3 | 1 | 4 | 14 | | |
| 所定内賃金 | 全規模計 | 23 | 277,318 | 80 | 267,421 | 35 | 274,490 | 12 | 298,684 | 6 | 8 | 7 | 7 | 8 | 9 | 5 | 12 | 2 | 4 | 7 | 1 | 4 | 80 | |
| | 1～299人 | 10 | 273,578 | 49 | 252,307 | 23 | 265,572 | 7 | 297,276 | 5 | 8 | 7 | 6 | 7 | 6 | 2 | 3 | | 2 | 2 | | 1 | 49 | |
| | 1～99人 | 4 | 251,883 | 19 | 230,889 | 7 | 236,207 | 2 | 289,500 | 5 | 7 | 2 | 2 | 1 | 1 | | | | 1 | 2 | | | 19 | |
| | 100～299人 | 6 | 288,042 | 30 | 265,871 | 16 | 278,419 | 5 | 300,387 | | 1 | 5 | 4 | 6 | 5 | 2 | 3 | | 1 | 2 | | 1 | 30 | |
| | 300～499人 | 6 | 258,873 | 11 | 279,281 | 6 | 279,292 | 2 | 274,675 | 1 | | | | 1 | 2 | 1 | 2 | 1 | 2 | | | 1 | 11 | |
| | 500～999人 | 1 | 281,000 | 8 | 283,562 | 1 | 255,910 | | | | | | | 1 | | 1 | 5 | | | 1 | | | 8 | |
| | 1000～2999人 | 5 | 296,487 | 9 | 296,995 | 4 | 306,722 | 2 | 306,735 | | | | | | 1 | 1 | 2 | 1 | | 3 | 1 | | 9 | |
| 3000人以上 | 1 | 325,850 | 3 | 339,039 | 1 | 340,450 | 1 | 340,450 | | | | | | | | | | | 1 | | 2 | 3 | | |
| 基本賃金 | 全規模計 | 137 | 249,131 | 234 | 254,213 | 188 | 259,844 | 58 | 267,382 | 32 | 26 | 26 | 22 | 33 | 23 | 26 | 14 | 10 | 7 | 5 | 3 | 7 | 234 | |
| | 1～299人 | 105 | 241,726 | 182 | 246,806 | 145 | 252,405 | 39 | 261,559 | 31 | 24 | 25 | 19 | 28 | 16 | 16 | 8 | 4 | 4 | 2 | 1 | 4 | 182 | |
| | 1～99人 | 68 | 240,234 | 118 | 241,569 | 97 | 248,498 | 21 | 256,453 | 23 | 20 | 17 | 15 | 15 | 6 | 9 | 5 | 4 | 2 | | 1 | 1 | 118 | |
| | 100～299人 | 37 | 244,467 | 64 | 256,462 | 48 | 260,300 | 18 | 267,517 | 8 | 4 | 8 | 4 | 13 | 10 | 7 | 3 | | 2 | 2 | | 3 | 64 | |
| | 300～499人 | 10 | 259,518 | 15 | 272,326 | 14 | 280,583 | 6 | 272,255 | 1 | 1 | 1 | | 2 | 1 | 2 | 3 | 1 | 1 | 1 | | 1 | 15 | |
| | 500～999人 | 14 | 268,620 | 26 | 276,639 | 21 | 276,664 | 9 | 277,160 | | | | 2 | 2 | 6 | 7 | 2 | 2 | 1 | 1 | | 2 | 26 | |
| | 1000～2999人 | 6 | 306,168 | 8 | 308,489 | | | | | | | | | | | | | | | | | | | |

2021年
春季生活闘争
情報No.8
3月22日

30歳個別賃金：要求水準（交渉単位ベース）

| | 要求水準データがある場合 | | | | | | | | 要求水準の台別分布（台別区分の単位＝千円、単組数を加付） | | | | | | | | | | | | | | |
|------------|--------------|---------|---------|---------|---------|---------|---------|---------|------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|
| | 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 | 172 | 227,289 | 273 | 232,258 | 280 | 237,396 | 86 | 243,782 | 10 | 8 | 30 | 25 | 46 | 34 | 38 | 34 | 23 | 17 | 7 | 1 | 7 | 280 |
| | 大手労組会議 | 16 | 261,687 | 22 | 268,969 | 22 | 273,636 | 12 | 268,283 | | | | | | 2 | 2 | 5 | 5 | 2 | 1 | 3 | 22 | |
| | 1～299人 | 128 | 220,968 | 203 | 225,451 | 210 | 231,048 | 55 | 238,254 | 10 | 6 | 30 | 24 | 40 | 25 | 29 | 18 | 13 | 10 | 2 | | 3 | 210 |
| | 1～99人 | 73 | 216,997 | 115 | 219,902 | 119 | 225,917 | 27 | 235,781 | 8 | 5 | 22 | 10 | 24 | 15 | 15 | 10 | 6 | 3 | 1 | | | 119 |
| | 100～299人 | 55 | 226,240 | 88 | 232,702 | 91 | 237,759 | 28 | 240,639 | 2 | 1 | 8 | 14 | 16 | 10 | 14 | 8 | 7 | 7 | 1 | | 3 | 91 |
| | 300～499人 | 16 | 233,393 | 25 | 246,112 | 25 | 250,252 | 10 | 245,758 | | 2 | | 1 | 3 | 2 | 2 | 7 | 2 | 3 | 2 | | 1 | 25 |
| | 500～999人 | 13 | 238,915 | 25 | 241,651 | 25 | 247,256 | 10 | 244,451 | | | | | 3 | 7 | 4 | 6 | 4 | | 1 | | | 25 |
| 1000～2999人 | 10 | 268,349 | 13 | 272,893 | 13 | 277,344 | 4 | 264,690 | | | | | | | 2 | 1 | 4 | 2 | 1 | 1 | 2 | 13 | |
| 3000人以上 | 5 | 257,232 | 7 | 271,164 | 7 | 272,492 | 7 | 271,492 | | | | | | | 1 | 2 | | 2 | 1 | | 1 | 7 | |
| 所定内賃金 | 全規模計 | 14 | 255,604 | 37 | 243,306 | 38 | 246,148 | 13 | 265,892 | 1 | 2 | 2 | 4 | 6 | 1 | 4 | 4 | 5 | 5 | 2 | | 2 | 38 |
| | 1～299人 | 6 | 262,845 | 23 | 236,332 | 24 | 239,655 | 7 | 266,243 | 1 | 1 | 2 | 4 | 3 | 1 | 4 | 2 | 2 | 3 | | | 1 | 24 |
| | 1～99人 | 2 | 258,000 | 7 | 215,613 | 8 | 219,899 | 2 | 263,750 | 1 | 1 | 2 | 1 | 1 | | | 1 | | 1 | | | | 8 |
| | 100～299人 | 4 | 265,268 | 16 | 245,396 | 16 | 249,533 | 5 | 267,241 | | | | 3 | 2 | 1 | 4 | 1 | 2 | 2 | | | 1 | 16 |
| | 300～499人 | 4 | 238,286 | 7 | 246,756 | 7 | 249,783 | 3 | 255,400 | | 1 | | | 2 | | | 1 | 1 | 1 | | | | 7 |
| | 500～999人 | | | 1 | 236,714 | 1 | 228,510 | | | | | | | 1 | | | | | | | | | 1 |
| | 1000～2999人 | 3 | 260,297 | 5 | 264,026 | 5 | 268,474 | 2 | 272,070 | | | | | | | | 1 | 2 | 1 | 1 | | | 5 |
| 3000人以上 | 1 | 267,350 | 1 | 282,550 | 1 | 282,550 | 1 | 282,550 | | | | | | | | | | | 1 | | | 1 | |
| 基本賃金 | 全規模計 | 129 | 221,203 | 193 | 226,629 | 196 | 232,216 | 59 | 236,465 | 9 | 6 | 26 | 19 | 39 | 27 | 22 | 23 | 12 | 6 | 3 | 1 | 3 | 196 |
| | 1～299人 | 102 | 215,744 | 150 | 220,522 | 153 | 226,375 | 39 | 231,371 | 9 | 5 | 26 | 18 | 36 | 18 | 16 | 13 | 7 | 2 | 1 | | 2 | 153 |
| | 1～99人 | 67 | 214,786 | 100 | 218,714 | 102 | 224,870 | 22 | 230,938 | 7 | 4 | 19 | 9 | 23 | 13 | 11 | 9 | 5 | 1 | 1 | | | 102 |
| | 100～299人 | 35 | 217,579 | 50 | 224,139 | 51 | 229,384 | 17 | 231,931 | 2 | 1 | 7 | 9 | 13 | 5 | 5 | 4 | 2 | 1 | | | 2 | 51 |
| | 300～499人 | 9 | 231,086 | 14 | 242,948 | 14 | 247,868 | 6 | 240,180 | | | | 1 | 1 | 2 | 1 | 4 | 1 | 2 | 1 | | | 14 |
| | 500～999人 | 11 | 238,182 | 21 | 241,174 | 21 | 247,248 | 10 | 244,451 | | | | | 2 | 7 | 3 | 5 | 3 | | 1 | | | 21 |
| | 1000～2999人 | 5 | 270,390 | 5 | 284,866 | 5 | 288,995 | 1 | 270,620 | | | | | | | 1 | 1 | 1 | | 1 | 1 | 1 | 5 |
| 3000人以上 | 2 | 238,775 | 3 | 256,923 | 3 | 257,257 | 3 | 257,257 | | | | | | | 1 | 1 | | | | | | 3 | |
| 基準内賃金 | 全規模計 | 21 | 242,919 | 30 | 250,287 | 31 | 254,441 | 11 | 252,975 | | | 1 | 1 | 1 | 4 | 9 | 4 | 4 | 3 | 2 | | 2 | 31 |
| | 1～299人 | 14 | 234,140 | 20 | 241,296 | 21 | 246,301 | 6 | 240,384 | | | 1 | 1 | 1 | 4 | 7 | 2 | 2 | 2 | 1 | | | 21 |
| | 1～99人 | 3 | 220,360 | 5 | 236,810 | 5 | 241,410 | 2 | 240,975 | | | 1 | | | | 3 | | 1 | | | | | 5 |
| | 100～299人 | 11 | 237,899 | 15 | 242,792 | 16 | 247,830 | 4 | 240,088 | | | | 1 | 1 | 4 | 4 | 2 | 1 | 2 | 1 | | | 16 |
| | 300～499人 | 2 | 236,239 | 3 | 257,051 | 3 | 259,522 | 1 | 250,300 | | | | | | | 1 | 1 | | | 1 | | | 3 |
| | 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 | 244,000 | | | | | | | 1 | 1 | | | | | 1 | 3 |
| 3000人以上 | 2 | 270,630 | 3 | 281,609 | 3 | 284,375 | 3 | 282,042 | | | | | | | | 1 | | 1 | | | | 3 | |
| 不詳 | 全規模計 | 8 | 234,853 | 13 | 242,775 | 15 | 247,669 | 3 | 258,167 | | | 1 | 1 | | 2 | 3 | 3 | 2 | 3 | | | 1 | 15 |
| | 1～299人 | 6 | 237,162 | 10 | 242,661 | 12 | 246,731 | 3 | 258,167 | | | 1 | 1 | | 2 | 2 | 1 | 2 | 3 | | | | 12 |
| | 1～99人 | 1 | 273,000 | 3 | 241,333 | 4 | 245,275 | 1 | 276,000 | | | | | | 2 | 1 | | | 1 | | | | 4 |
| | 100～299人 | 5 | 229,994 | 7 | 243,230 | 8 | 247,459 | 2 | 249,250 | | | 1 | 1 | | | 1 | 1 | 2 | 2 | | | | 8 |
| | 300～499人 | 1 | 228,900 | 1 | 253,100 | 1 | 259,100 | | | | | | | | | | 1 | | | | | | 1 |
| | 500～999人 | 1 | 226,950 | 2 | 238,182 | 2 | 247,580 | | | | | | | | | 1 | 1 | | | | | | 2 |
| | 1000～2999人 | | | | | | | | | | | | | | | | | | | | | | |
| 3000人以上 | | | | | | | | | | | | | | | | | | | | | | | |

35歳個別賃金：要求水準（交渉単位ベース）

| | 一歳前水準 | | 現状水準 | | 要求水準 | | 確定水準 | | 216 | 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 | 164 | 256,042 | 262 | 259,442 | 272 | 265,243 | 81 | 274,441 | 17 | 25 | 23 | 23 | 45 | 22 | 38 | 19 | 17 | 9 | 15 | 9 | 10 | 272 |
| | 大手労組会議 | 14 | 309,813 | 21 | 308,692 | 21 | 314,472 | 12 | 308,712 | | | | | | 2 | | 4 | 2 | 1 | 5 | 2 | 5 | 21 |
| | 1～299人 | 123 | 247,971 | 194 | 250,589 | 203 | 257,039 | 52 | 267,404 | 16 | 24 | 23 | 21 | 38 | 14 | 30 | 6 | 10 | 7 | 3 | 6 | 5 | 203 |
| | 1～99人 | 70 | 243,578 | 110 | 242,319 | 114 | 249,391 | 26 | 262,005 | 13 | 20 | 11 | 11 | 22 | 7 | 13 | 4 | 8 | 2 | 2 | 1 | | 114 |
| | 100～299人 | 53 | 253,774 | 84 | 261,418 | 89 | 266,836 | 26 | 272,803 | 3 | 4 | 12 | 10 | 16 | 7 | 17 | 2 | 2 | 5 | 1 | 5 | 5 | 89 |
| | 300～499人 | 14 | 258,449 | 24 | 275,921 | 24 | 280,624 | 9 | 273,720 | 1 | 1 | | 1 | 4 | 1 | 3 | 5 | 2 | | 4 | 1 | 1 | 24 |
| | 500～999人 | 14 | 269,396 | 25 | 272,989 | 26 | 278,294 | 9 | 277,160 | | | | 1 | 3 | 6 | 4 | 5 | 3 | 1 | 3 | | | 26 |
| 1000～2999人 | 8 | 319,779 | 13 | 310,496 | 13 | 315,564 | 5 | 297,658 | | | | | | 1 | 1 | 1 | 1 | 1 | 4 | 2 | 2 | 13 | |
| 3000人以上 | 5 | 308,474 | 6 | 312,703 | 6 | 315,695 | 6 | 313,086 | | | | | | | | 2 | 1 | | 1 | | | 6 | |
| 所定内賃金 | 全規模計 | 12 | 290,728 | 35 | 272,117 | 36 | 273,990 | 12 | 298,684 | 3 | 4 | 1 | 2 | 5 | 1 | 6 | 2 | 2 | 1 | 3 | 3 | 3 | 36 |
| | 1～299人 | 7 | 293,662 | 23 | 261,843 | 24 | 265,194 | 7 | 297,276 | 2 | 4 | 1 | 2 | 3 | 1 | 5 | | 1 | 1 | 1 | 2 | 1 | 24 |
| | 1～99人 | 2 | 286,000 | 7 | 233,221 | 8 | 238,743 | 2 | 289,500 | 2 | 3 | | 1 | 1 | 1 | | | 1 | | 1 | | | 8 |
| | 100～299人 | 5 | 296,727 | 16 | 274,365 | 16 | 278,419 | 5 | 300,387 | | 1 | 1 | 2 | 2 | | 5 | | | 1 | | 1 | 2 | 16 |
| | 300～499人 | 2 | 242,160 | 6 | 279,904 | 6 | 279,292 | 2 | 274,675 | 1 | | | | 1 | | | 2 | 1 | | | | | 6 |
| | 500～999人 | | | 1 | 279,181 | 1 | 255,910 | | | | | | | 1 | | | | | | | | | 1 |
| | 1000～2999人 | 2 | 311,462 | 4 | 300,664 | 4 | 306,722 | 2 | 306,735 | | | | | | | 1 | | | | | 2 | 1 | 4 |
| 3000人以上 | 1 | 325,850 | 1 | 340,450 | 1 | 340,450 | 1 | 340,450 | | | | | | | | | | | | | | 1 | 1 |
| 基本賃金 | 全規模計 | 126 | 249,343 | 188 | 253,139 | 193 | 259,509 | 57 | 267,016 | 14 | 19 | 19 | 20 | 37 | 16 | 24 | 13 | 11 | 4 | 8 | 4 | 4 | 193 |
| | 1～299人 | 98 | 241,785 | 145 | 245,427 | 150 | 252,222 | 38 | 260,857 | 14 | 18 | 19 | 18 | 33 | 10 | 18 | 4 | 7 | 2 | 2 | 2 | 3 | 150 |
| | 1～99人 | 64 | 241,150 | 97 | 241,494 | 99 | 248,741 | 21 | 256,453 | 11 | 16 | 10 | 11 | 21 | 6 | 11 | 3 | 7 | 2 | 1 | | | 99 |
| | 100～299人 | 34 | 242,979 | 48 | 253,377 | 51 | 258,979 | 17 | 266,298 | 3 | 2 | 9 | 7 | 12 | 4 | 7 | 1 | | 2 | | 1 | 3 | 51 |
| | 300～499人 | 9 | 260,197 | 14 | 273,220 | 14 | 280,583 | 6 | 272,255 | | 1 | | 1 | 2 | 1 | 2 | 2 | 1 | | 3 | 1 | | 14 |
| | 500～999人 | 12 | 269,054 | 21 | 271,045 | 21 | 276,664 | 9 | 277,160 | | | | 1 | 2 | 5 | 4 | 5 | 1 | 1 | 2 | | | 21 |
| | 1000～2999人 | 5 | 319,001 | 6 | 319,116 | 6 | 323,560 | 2 | 303,410 | | | | | | | | 1 | 1 | 1 | 1 | 1 | 1 | 6 |
| 3000人以上 | 2 | 278,465 | 2 | 285,760 | 2 | 286,260 | 2 | 286,260 | | | | | | | | 1 | 1 | | | | | 2 | |
| 基準内賃金 | 全規模計 | 19 | | | | | | | | | | | | | | | | | | | | | |

2021年
春季生活闘争
情報No.8
3月22日

30歳個別賃金：確定水準（交渉単位ベース）

| | 確定水準データがある場合 | | | | | | | | 確定水準の台別分布（台別区分の単位＝千円、単組数を加った） | | | | | | | | | | | | | | | |
|------------|--------------|---------|---------|---------|---------|---------|---------|---------|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|----|----|
| | 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 | 58 | 236,788 | 87 | 242,941 | 86 | 246,433 | 87 | 243,777 | 1 | 3 | 6 | 4 | 11 | 13 | 13 | 16 | 4 | 7 | 3 | 1 | 4 | 87 | |
| | 大手労組会議 | 8 | 255,943 | 12 | 266,834 | 12 | 270,409 | 12 | 268,283 | | | | | | 1 | 1 | 2 | 2 | 3 | 2 | | 1 | 12 | |
| | 1～299人 | 39 | 233,069 | 56 | 237,608 | 55 | 240,991 | 56 | 238,345 | 1 | 2 | 6 | 4 | 11 | 8 | 9 | 6 | 1 | 4 | 1 | 1 | 2 | 56 | |
| | 1～99人 | 21 | 231,997 | 27 | 235,287 | 27 | 238,198 | 27 | 235,781 | | 1 | 4 | 1 | 5 | 5 | 3 | 5 | | 3 | | | | | 27 |
| | 100～299人 | 18 | 234,321 | 29 | 239,768 | 28 | 243,685 | 29 | 240,731 | 1 | | 2 | 3 | 6 | 3 | 6 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 29 |
| | 300～499人 | 7 | 232,721 | 10 | 244,175 | 10 | 246,748 | 10 | 245,758 | | 2 | | | | 1 | 1 | 3 | 1 | 1 | | | | 1 | 10 |
| | 500～999人 | 5 | 238,613 | 10 | 244,051 | 10 | 248,871 | 10 | 244,451 | | | | | | 4 | 1 | 5 | | | | | | | 10 |
| 1000～2999人 | 2 | 267,850 | 4 | 262,368 | 4 | 268,768 | 4 | 264,690 | | | | | | | 1 | | 1 | 1 | 1 | | | | 4 | |
| 3000人以上 | 5 | 257,232 | 7 | 271,164 | 7 | 272,492 | 7 | 271,492 | | | | | | | 1 | 2 | 1 | 1 | 1 | | | 1 | 7 | |
| 所定内賃金 | 全規模計 | 8 | 262,230 | 13 | 263,602 | 13 | 267,800 | 13 | 265,892 | | 1 | | 1 | | 1 | 1 | 1 | 1 | 3 | 3 | | 2 | 13 | |
| | 1～299人 | 4 | 268,318 | 7 | 264,116 | 7 | 267,411 | 7 | 266,243 | | | | 1 | | 1 | 1 | | 2 | 1 | | | 1 | 7 | |
| | 1～99人 | 2 | 258,000 | 2 | 263,750 | 2 | 263,750 | 2 | 263,750 | | | | | | | 1 | | 1 | | | | | 2 | |
| | 100～299人 | 2 | 278,636 | 5 | 264,262 | 5 | 268,875 | 5 | 267,241 | | | | 1 | | 1 | | | 1 | 1 | | | 1 | 5 | |
| | 300～499人 | 2 | 241,910 | 3 | 253,067 | 3 | 257,367 | 3 | 255,400 | | 1 | | | | | | | 1 | | | | 1 | 3 | |
| | 500～999人 | | | | | | | | | | | | | | | | | | | | | | | |
| | 1000～2999人 | 1 | 273,400 | 2 | 268,135 | 2 | 277,435 | 2 | 272,070 | | | | | | | | | 1 | | 1 | | | | 2 |
| 3000人以上 | 1 | 267,350 | 1 | 282,550 | 1 | 282,550 | 1 | 282,550 | | | | | | | | | | | 1 | | | | 1 | |
| 基本賃金 | 全規模計 | 39 | 228,685 | 60 | 235,956 | 59 | 239,175 | 60 | 236,579 | 1 | 2 | 6 | 3 | 10 | 10 | 9 | 12 | 1 | 3 | | 1 | 1 | 60 | |
| | 1～299人 | 27 | 225,440 | 40 | 231,091 | 39 | 234,091 | 40 | 231,670 | 1 | 2 | 6 | 3 | 10 | 5 | 6 | 4 | | 1 | | 1 | 1 | 40 | |
| | 1～99人 | 16 | 226,100 | 22 | 230,337 | 22 | 233,409 | 22 | 230,938 | 1 | 1 | 4 | 1 | 5 | 4 | 2 | 4 | | 1 | | | | 22 | |
| | 100～299人 | 11 | 224,479 | 18 | 232,012 | 17 | 234,975 | 18 | 232,564 | 1 | | 2 | 2 | 5 | 1 | 4 | | | | | 1 | 1 | 18 | |
| | 300～499人 | 4 | 224,732 | 6 | 238,709 | 6 | 240,846 | 6 | 240,180 | | 1 | | | | 1 | 1 | 2 | 1 | | | | | 6 | |
| | 500～999人 | 5 | 238,613 | 10 | 244,051 | 10 | 248,871 | 10 | 244,451 | | | | | | 4 | 1 | 5 | | | | | | 10 | |
| | 1000～2999人 | 1 | 262,300 | 1 | 270,200 | 1 | 276,200 | 1 | 270,620 | | | | | | | | | | 1 | | | | | 1 |
| 3000人以上 | 2 | 238,775 | 3 | 256,923 | 3 | 257,257 | 3 | 257,257 | | | | | | | 1 | 1 | | 1 | | | | | 3 | |
| 基準内賃金 | 全規模計 | 8 | 245,078 | 11 | 252,474 | 11 | 255,501 | 11 | 252,975 | | | | 1 | 3 | 2 | 2 | 2 | | | | | 1 | 11 | |
| | 1～299人 | 5 | 234,613 | 6 | 239,848 | 6 | 243,848 | 6 | 240,384 | | | | 1 | 3 | 1 | | 1 | | | | | | 6 | |
| | 1～99人 | 2 | 232,665 | 2 | 240,925 | 2 | 246,425 | 2 | 240,975 | | | | | 1 | 1 | | | | | | | | 2 | |
| | 100～299人 | 3 | 235,911 | 4 | 239,309 | 4 | 242,559 | 4 | 240,088 | | | | 1 | 2 | | | 1 | | | | | | 4 | |
| | 300～499人 | 1 | 246,300 | 1 | 250,300 | 1 | 250,300 | 1 | 250,300 | | | | | | | | 1 | | | | | | | 1 |
| | 500～999人 | | | | | | | | | | | | | | | | | | | | | | | |
| | 1000～2999人 | | | 1 | 243,000 | 1 | 244,000 | 1 | 244,000 | | | | | | | 1 | | | | | | | | 1 |
| 3000人以上 | 2 | 270,630 | 3 | 281,609 | 3 | 284,375 | 3 | 282,042 | | | | | | | | 1 | 1 | | | | 1 | 3 | | |
| 不詳 | 全規模計 | 3 | 252,167 | 3 | 258,167 | 3 | 263,333 | 3 | 258,167 | | | | | | | 1 | 1 | | 1 | | | | 3 | |
| | 1～299人 | 3 | 252,167 | 3 | 258,167 | 3 | 263,333 | 3 | 258,167 | | | | | | | 1 | 1 | | 1 | | | | 3 | |
| | 1～99人 | 1 | 273,000 | 1 | 276,000 | 1 | 276,000 | 1 | 276,000 | | | | | | | | | | 1 | | | | 1 | |
| | 100～299人 | 2 | 241,750 | 2 | 249,250 | 2 | 257,000 | 2 | 249,250 | | | | | | | 1 | 1 | | | | | | 2 | |
| | 300～499人 | | | | | | | | | | | | | | | | | | | | | | | |
| | 500～999人 | | | | | | | | | | | | | | | | | | | | | | | |
| | 1000～2999人 | | | | | | | | | | | | | | | | | | | | | | | |
| 3000人以上 | | | | | | | | | | | | | | | | | | | | | | | | |

35歳個別賃金：確定水準（交渉単位ベース）

| | 一歳前水準 | | 現状水準 | | 要求水準 | | 確定水準 | | 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 | 55 | 269,673 | 82 | 273,834 | 81 | 277,500 | 82 | 274,609 | 3 | 6 | 2 | 5 | 9 | 12 | 12 | 9 | 3 | 2 | 3 | 6 | 82 | |
| | 大手労組会議 | 8 | 301,935 | 12 | 307,573 | 12 | 312,700 | 12 | 308,712 | | | | | | 1 | 2 | 4 | | 1 | 1 | 3 | 12 | |
| | 1～299人 | 36 | 266,008 | 53 | 267,054 | 52 | 270,260 | 53 | 267,797 | 2 | 6 | 2 | 5 | 8 | 9 | 7 | 3 | 4 | 1 | 1 | 2 | 3 | 53 |
| | 1～99人 | 21 | 261,659 | 26 | 261,484 | 26 | 264,580 | 26 | 262,005 | 1 | 3 | 1 | 2 | 3 | 4 | 4 | 2 | 3 | 1 | | 1 | | 26 |
| | 100～299人 | 15 | 272,097 | 27 | 272,417 | 26 | 275,939 | 27 | 273,375 | 1 | 2 | 1 | 3 | 5 | 5 | 3 | 1 | 1 | | 1 | 1 | 3 | 27 |
| | 300～499人 | 6 | 247,783 | 9 | 272,051 | 9 | 275,709 | 9 | 273,720 | 1 | 1 | | | 1 | | 1 | 2 | 1 | 1 | | | 1 | 9 |
| | 500～999人 | 6 | 268,043 | 9 | 276,833 | 9 | 281,205 | 9 | 277,160 | | | | | | 2 | 4 | 2 | | 1 | | | | 9 |
| 1000～2999人 | 2 | 309,200 | 5 | 296,874 | 5 | 303,520 | 5 | 297,658 | | | | | | 1 | | | 2 | | 1 | 1 | | 5 | |
| 3000人以上 | 5 | 308,474 | 6 | 312,703 | 6 | 315,695 | 6 | 313,086 | | | | | | | | 2 | 2 | | | | 2 | 6 | |
| 所定内賃金 | 全規模計 | 7 | 299,322 | 12 | 296,718 | 12 | 301,584 | 12 | 298,684 | 1 | 1 | | | | 2 | | 1 | 1 | 1 | 2 | 3 | 12 | |
| | 1～299人 | 4 | 312,721 | 7 | 295,149 | 7 | 298,443 | 7 | 297,276 | | 1 | | | | 2 | | | 1 | 1 | 1 | 1 | 7 | |
| | 1～99人 | 2 | 286,000 | 2 | 289,500 | 2 | 289,500 | 2 | 289,500 | | | | | | 1 | | | 1 | | | | | 2 |
| | 100～299人 | 2 | 339,442 | 5 | 297,408 | 5 | 302,021 | 5 | 300,387 | | 1 | | | | 1 | | | | 1 | 1 | 1 | 1 | 5 |
| | 300～499人 | 1 | 202,820 | 2 | 270,825 | 2 | 276,875 | 2 | 274,675 | 1 | | | | | | | | | | | | 1 | 2 |
| | 500～999人 | | | | | | | | | | | | | | | | | | | | | | |
| | 1000～2999人 | 1 | 315,700 | 2 | 306,235 | 2 | 317,850 | 2 | 306,735 | | | | | | | | | 1 | | | 1 | | 2 |
| 3000人以上 | 1 | 325,850 | 1 | 340,450 | 1 | 340,450 | 1 | 340,450 | | | | | | | | | | | | | 1 | 1 | |
| 基本賃金 | 全規模計 | 39 | 260,879 | 58 | 266,753 | 57 | 269,972 | 58 | 267,382 | 2 | 5 | 2 | 3 | 9 | 9 | 9 | 7 | 5 | 2 | 1 | 1 | 2 | 58 |
| | 1～299人 | 26 | 257,639 | 39 | 260,962 | 38 | 263,793 | 39 | 261,559 | 2 | 5 | 2 | 3 | 8 | 7 | 4 | 3 | 2 | | 1 | 2 | 3 | 39 |
| | 1～99人 | 16 | 255,876 | 21 | 255,813 | 21 | 259,122 | 21 | 256,453 | 1 | 3 | 1 | 2 | 3 | 3 | 2 | 2 | 2 | | | 1 | | 21 |
| | 100～299人 | 10 | 260,459 | 18 | 266,970 | 17 | 269,562 | 18 | 267,517 | 1 | 1 | 1 | 1 | 5 | 4 | 2 | 1 | | | | 2 | | 18 |
| | 300～499人 | 4 | 251,944 | 6 | 271,034 | 6 | 274,505 | 6 | 272,255 | | 1 | | | 1 | | 1 | 1 | 1 | 1 | | | | 6 |
| | 500～999人 | 6 | 268,043 | 9 | 276,833 | 9 | 281,205 | 9 | 277,160 | | | | | | 2 | 4 | 2 | | 1 | | | | 9 |
| | 1000～2999人 | 1 | 302,700 | 2 | 302,450 | 2 | 306,950 | 2 | 303,410 | | | | | | | | | 1 | | 1 | 1 | | 2 |
| 3000人以上 | 2 | 278,465 | 2 | 285,760 | 2 | 286,260 | 2 | 286,260 | | | | | | | | | 1 | 1 | | | | 2 | |
| 基準内賃金 | 全規模計 | 7 | 283,429 | 10 | 283,262 | 10 | 286,857 | 10 | 283,614 | | | | 2 | | 1 | 3 | 2 | 1 | | | 1 | 10 | |
| | 1～299人 | 4 | 262,078 | 5 | 264,155 | 5 | 267,755 | 5 | 264,398 | | | | | | | 3 | | | | | | | 5 |
| | 1～99人 | 2 | 268,415 | 2 | 276,255 | 2 | 281,755 | 2 | 276,305 | | | | | | | 2 | | | | | | | 2 |
| | 100～299人 | 2 | 255,740 | 3 | 256,088 | 3 | 258,422 | 3 | 256,460 | | | | 2 | | | 1 | | | | | | | |

| 2021年 春季生活闘争 情報No.08 3月22日 | 一時金交渉状況 | | | | | | | | | | | | | | | | | | | | |
|--|------------|-------|-----|-------|-----|-----|-----|---------|------|------|----------|---------|---------|---------|---------|--------|---------|---------|------|------|------|
| | 単組数 | | | | | | | | | | 組合員数 | | | | | | | | | | |
| | 組合 数 | 要求 | | 回答・妥結 | | 妥結 | | 進捗状況(%) | | | 組合 員数 | 要求 | | 回答・妥結 | | 妥結 | | 進捗状況(%) | | | |
| | | 年間 | 半期 | 年間 | 半期 | 年間 | 半期 | 要求 | 回答 | 妥結 | | 年間 | 半期 | 年間 | 半期 | 年間 | 半期 | 要求 | 回答 | 妥結 | |
| 全体計 | 1,521 | 440 | 638 | 177 | 278 | 95 | 151 | 41.9 | 18.3 | 9.9 | 348,660 | 167,316 | 204,402 | 108,143 | 139,701 | 74,124 | 100,507 | 58.6 | 40.1 | 28.8 | |
| 大手労組会議 | 47 | 27 | 33 | 20 | 26 | 15 | 21 | 70.2 | 55.3 | 44.7 | 133,379 | 69,966 | 86,447 | 56,309 | 72,435 | 42,239 | 58,365 | 64.8 | 54.3 | 43.8 | |
| 業 種 | 鉄鋼業 | 116 | 40 | 50 | 10 | 17 | 5 | 9 | 43.1 | 14.7 | 7.8 | 12,692 | 8,095 | 8,690 | 3,984 | 4,323 | 3,468 | 3,644 | 68.5 | 34.1 | 28.7 |
| | 非鉄金属 | 48 | 11 | 16 | 7 | 9 | 4 | 6 | 33.3 | 18.8 | 12.5 | 8,192 | 1,398 | 2,236 | 1,032 | 1,995 | 716 | 1,679 | 27.3 | 24.4 | 20.5 |
| | 金属製品 | 243 | 59 | 94 | 19 | 31 | 9 | 18 | 38.7 | 12.8 | 7.4 | 33,687 | 15,466 | 18,399 | 4,842 | 6,523 | 2,930 | 4,432 | 54.6 | 19.4 | 13.2 |
| | 一般機械 | 536 | 153 | 236 | 78 | 123 | 36 | 60 | 44.0 | 22.9 | 11.2 | 143,866 | 67,198 | 81,026 | 44,901 | 56,204 | 23,386 | 32,642 | 56.3 | 39.1 | 22.7 |
| | 電気機械 | 183 | 50 | 73 | 21 | 38 | 12 | 21 | 39.9 | 20.8 | 11.5 | 53,993 | 27,605 | 35,738 | 21,571 | 28,831 | 16,963 | 23,396 | 66.2 | 53.4 | 43.3 |
| | 輸送機械 | 152 | 74 | 91 | 27 | 38 | 18 | 21 | 59.9 | 25.0 | 13.8 | 56,664 | 31,380 | 40,228 | 21,244 | 29,976 | 17,387 | 24,535 | 71.0 | 52.9 | 43.3 |
| | 精密機械 | 70 | 17 | 22 | 9 | 13 | 6 | 9 | 31.4 | 18.6 | 12.9 | 22,891 | 8,467 | 9,170 | 6,093 | 7,129 | 5,131 | 5,854 | 40.1 | 31.1 | 25.6 |
| その他 | 173 | 36 | 56 | 6 | 9 | 5 | 7 | 32.4 | 5.2 | 4.0 | 16,675 | 7,707 | 8,915 | 4,476 | 4,720 | 4,143 | 4,325 | 53.5 | 28.3 | 25.9 | |
| 規 模 | 1～299人 | 1,286 | 315 | 494 | 102 | 185 | 46 | 88 | 38.4 | 14.4 | 6.8 | 101,929 | 34,167 | 48,649 | 12,179 | 19,635 | 6,171 | 9,956 | 47.7 | 19.3 | 9.8 |
| | 1～99人 | 888 | 165 | 288 | 46 | 99 | 17 | 42 | 32.4 | 11.1 | 4.7 | 34,498 | 8,439 | 13,436 | 2,349 | 4,834 | 806 | 1,878 | 38.9 | 14.0 | 5.4 |
| | 100～299人 | 398 | 150 | 206 | 56 | 86 | 29 | 46 | 51.8 | 21.6 | 11.6 | 67,431 | 25,728 | 35,213 | 9,830 | 14,801 | 5,365 | 8,078 | 52.2 | 21.9 | 12.0 |
| | 300～499人 | 96 | 46 | 56 | 18 | 25 | 12 | 15 | 58.3 | 26.0 | 15.6 | 36,913 | 17,358 | 21,082 | 6,785 | 9,460 | 4,691 | 5,862 | 57.1 | 25.6 | 15.9 |
| | 500～999人 | 81 | 44 | 48 | 29 | 34 | 15 | 20 | 59.3 | 42.0 | 24.7 | 55,196 | 30,617 | 33,184 | 19,608 | 23,062 | 10,835 | 14,289 | 60.1 | 41.8 | 25.9 |
| | 1000～2999人 | 42 | 27 | 30 | 21 | 25 | 16 | 20 | 71.4 | 59.5 | 47.6 | 68,032 | 44,280 | 49,062 | 35,494 | 41,936 | 26,749 | 33,191 | 72.1 | 61.6 | 48.8 |
| 3000人以上 | 16 | 8 | 10 | 7 | 9 | 6 | 8 | 62.5 | 56.3 | 50.0 | 86,590 | 40,894 | 52,425 | 34,077 | 45,608 | 25,678 | 37,209 | 60.5 | 52.7 | 43.0 | |
| 地 方 （ 事 業 所 へ 入 る ） | 北海道 | 9 | 1 | 1 | 1 | 1 | 1 | 11.1 | 11.1 | 11.1 | 3,109 | 2,293 | 2,293 | 2,293 | 2,293 | 2,293 | 2,293 | 73.8 | 73.8 | 73.8 | |
| | 北東北 | 43 | 11 | 13 | 1 | 3 | 1 | 2 | 30.2 | 7.0 | 4.7 | 7,126 | 1,646 | 3,392 | 97 | 1,843 | 97 | 1,781 | 47.6 | 25.9 | 25.0 |
| | 南東北 | 79 | 25 | 38 | 9 | 19 | 3 | 11 | 48.1 | 24.1 | 13.9 | 9,674 | 3,757 | 5,059 | 1,948 | 3,346 | 963 | 1,934 | 52.3 | 34.6 | 20.0 |
| | 北関東 | 178 | 75 | 89 | 29 | 38 | 20 | 24 | 50.0 | 21.3 | 13.5 | 37,792 | 17,873 | 19,318 | 11,116 | 15,381 | 9,760 | 13,549 | 51.1 | 40.7 | 35.9 |
| | 東京千葉 | 154 | 46 | 54 | 22 | 33 | 15 | 24 | 35.1 | 21.4 | 15.6 | 40,324 | 13,523 | 16,480 | 8,405 | 14,690 | 7,196 | 13,331 | 40.9 | 36.4 | 33.1 |
| | 神奈川 | 96 | 32 | 35 | 20 | 22 | 14 | 16 | 36.5 | 22.9 | 16.7 | 26,604 | 13,582 | 14,279 | 9,635 | 10,655 | 6,524 | 7,544 | 53.7 | 40.1 | 28.4 |
| | 新潟 | 79 | 25 | 34 | 7 | 10 | 3 | 4 | 43.0 | 12.7 | 5.1 | 10,836 | 5,663 | 6,538 | 2,737 | 3,335 | 1,646 | 1,679 | 60.3 | 30.8 | 15.5 |
| | 北陸 | 111 | 17 | 45 | 7 | 11 | 4 | 6 | 40.5 | 9.9 | 5.4 | 22,748 | 4,608 | 9,193 | 3,613 | 4,557 | 2,674 | 3,445 | 40.4 | 20.0 | 15.1 |
| | 甲信 | 70 | 9 | 20 | 6 | 14 | 3 | 6 | 28.6 | 20.0 | 8.6 | 12,329 | 2,917 | 5,595 | 1,944 | 3,805 | 975 | 2,168 | 45.4 | 30.9 | 17.6 |
| | 静岡 | 82 | 37 | 44 | 15 | 18 | 9 | 11 | 53.7 | 22.0 | 13.4 | 30,332 | 18,677 | 25,228 | 13,704 | 19,872 | 12,035 | 18,137 | 83.2 | 65.5 | 59.8 |
| | 東海 | 186 | 71 | 95 | 36 | 58 | 21 | 39 | 51.1 | 31.2 | 21.0 | 41,858 | 24,747 | 30,453 | 15,438 | 24,030 | 10,729 | 19,013 | 72.8 | 57.4 | 45.4 |
| | 京滋 | 91 | 31 | 36 | 15 | 18 | 12 | 14 | 39.6 | 19.8 | 15.4 | 18,965 | 9,410 | 9,841 | 6,641 | 8,230 | 6,120 | 7,594 | 51.9 | 43.4 | 40.0 |
| | 大阪 | 307 | 98 | 134 | 42 | 64 | 18 | 30 | 43.6 | 20.8 | 9.8 | 45,521 | 28,871 | 31,354 | 17,147 | 18,944 | 9,568 | 10,399 | 68.9 | 41.6 | 22.8 |
| | 山陽 | 125 | 45 | 64 | 23 | 37 | 14 | 19 | 51.2 | 29.6 | 15.2 | 23,392 | 11,493 | 14,015 | 8,601 | 10,518 | 6,255 | 7,106 | 59.9 | 45.0 | 30.4 |
| | 山陰 | 41 | 8 | 16 | 3 | 4 | 1 | 1 | 39.0 | 9.8 | 2.4 | 4,857 | 1,433 | 2,439 | 834 | 960 | 128 | 128 | 50.2 | 19.8 | 2.6 |
| 四国 | 32 | 13 | 29 | 4 | 7 | 1 | 2 | 90.6 | 21.9 | 6.3 | 5,172 | 3,276 | 5,042 | 1,574 | 2,927 | 81 | 1,336 | 97.5 | 56.6 | 25.8 | |
| 九州・山口 | 59 | 18 | 28 | 11 | 12 | 4 | 5 | 47.5 | 20.3 | 8.5 | 7,942 | 3,755 | 4,255 | 2,491 | 2,702 | 840 | 1,051 | 53.6 | 34.0 | 13.2 | |
| 地方計 | 1,745 | 563 | 776 | 252 | 370 | 145 | 216 | 44.5 | 21.2 | 12.4 | 348,660 | 167,535 | 204,785 | 108,229 | 148,099 | 77,895 | 112,499 | 58.7 | 42.5 | 32.3 | |

| 2021年 春季生活闘争 情報No.08 3月22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 | | | |
| | 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 | 39.8 | 14.4 | 268,954 | 602,597 | 2.25 | 553,244 | 1.98 | 611,611 | 2.14 | -31,548 | -0.11 | -29,863 | -0.07 | 39.3 | 15.1 | 293,289 | 717,803 | 2.40 | 689,521 | 2.27 | 695,864 | 2.35 | -49,294 | -0.13 | -49,453 | -0.08 | |
| 大手労組会議 | 39.5 | 15.5 | 312,382 | 733,804 | 2.37 | 707,506 | 2.33 | 737,523 | 2.40 | -56,365 | -0.15 | -43,711 | -0.07 | 39.4 | 15.4 | 310,108 | 785,109 | 2.48 | 752,504 | 2.42 | 730,449 | 2.45 | -64,020 | -0.13 | -52,675 | -0.04 | |
| 業種 | 鉄鋼業 | 39.8 | 13.8 | 254,865 | 589,724 | 2.28 | 506,489 | 1.93 | 567,407 | 2.19 | -20,546 | -0.10 | 14,612 | -0.11 | 38.3 | 13.7 | 275,677 | 633,286 | 2.31 | 564,336 | 2.11 | 588,342 | 2.18 | -22,700 | -0.17 | 23,226 | -0.11 |
| | 非鉄金属 | 40.2 | 14.6 | 269,706 | 585,785 | 2.27 | 603,654 | 2.09 | 598,206 | 2.29 | -24,981 | -0.13 | -194,082 | -0.16 | 39.4 | 15.4 | 264,321 | 585,274 | 2.36 | 561,893 | 2.19 | 559,839 | 2.28 | -42,446 | -0.22 | -337,846 | -0.64 |
| | 金属製品 | 39.6 | 14.5 | 253,807 | 554,122 | 2.18 | 494,304 | 1.81 | 529,162 | 1.88 | -21,440 | -0.10 | -38,738 | -0.06 | 39.2 | 15.3 | 266,819 | 602,942 | 2.28 | 593,097 | 2.10 | 660,256 | 2.21 | -39,607 | -0.14 | -57,546 | -0.12 |
| | 一般機械 | 39.0 | 13.8 | 272,249 | 623,596 | 2.27 | 548,843 | 1.97 | 600,351 | 2.13 | -39,317 | -0.15 | -34,435 | -0.12 | 38.5 | 14.3 | 296,918 | 749,001 | 2.36 | 683,067 | 2.09 | 642,208 | 2.14 | -55,674 | -0.18 | -45,184 | -0.12 |
| | 電気機械 | 40.6 | 15.2 | 273,522 | 617,897 | 2.25 | 587,491 | 2.02 | 711,768 | 2.23 | -33,447 | -0.09 | -15,764 | 0.01 | 40.3 | 16.1 | 303,214 | 789,799 | 2.54 | 804,875 | 2.55 | 840,247 | 2.60 | -28,205 | -0.07 | -289 | 0.02 |
| | 輸送機械 | 39.7 | 15.1 | 270,052 | 640,546 | 2.34 | 585,543 | 2.09 | 658,612 | 2.31 | -26,173 | -0.04 | -53,971 | -0.06 | 39.5 | 15.9 | 301,218 | 685,521 | 2.45 | 620,902 | 2.36 | 649,494 | 2.51 | -73,553 | -0.08 | -122,707 | -0.09 |
| | 精密機械 | 40.9 | 15.3 | 282,794 | 664,141 | 2.28 | 646,056 | 2.18 | 646,963 | 2.18 | -41,886 | -0.11 | 18,584 | 0.09 | 40.9 | 16.3 | 300,780 | 707,429 | 2.32 | 696,222 | 2.25 | 699,070 | 2.27 | -25,581 | -0.08 | 10,521 | 0.03 |
| その他 | 41.5 | 14.7 | 274,972 | 522,877 | 2.11 | 415,508 | 1.80 | 447,508 | 1.74 | -28,817 | -0.08 | -18,412 | -0.12 | 40.4 | 14.6 | 272,075 | 575,320 | 2.25 | 580,018 | 2.26 | 584,522 | 2.26 | -29,301 | -0.09 | -33,723 | -0.14 | |
| 規模 | 1～299人 | 40.0 | 14.2 | 259,646 | 573,006 | 2.21 | 498,855 | 1.86 | 552,792 | 2.01 | -26,870 | -0.10 | -21,238 | -0.06 | 39.4 | 14.4 | 264,793 | 597,694 | 2.25 | 534,838 | 1.97 | 585,984 | 2.12 | -30,013 | -0.11 | -34,170 | -0.08 |
| | 1～99人 | 40.4 | 13.9 | 252,333 | 550,158 | 2.18 | 456,356 | 1.77 | 518,987 | 1.89 | -22,796 | -0.09 | -6,260 | -0.05 | 39.7 | 13.7 | 249,700 | 553,884 | 2.18 | 437,925 | 1.76 | 523,884 | 1.94 | -21,023 | -0.09 | -15,356 | -0.06 |
| | 100～299人 | 39.3 | 14.6 | 269,428 | 603,674 | 2.25 | 542,748 | 1.96 | 575,972 | 2.11 | -32,118 | -0.12 | -31,678 | -0.06 | 39.4 | 14.7 | 269,692 | 613,866 | 2.27 | 562,535 | 2.03 | 596,119 | 2.16 | -33,172 | -0.12 | -37,238 | -0.08 |
| | 300～499人 | 39.4 | 15.0 | 288,946 | 669,347 | 2.40 | 612,235 | 2.19 | 700,100 | 2.34 | -35,602 | -0.10 | -7,146 | 0.03 | 39.6 | 15.1 | 283,221 | 671,366 | 2.40 | 619,647 | 2.20 | 701,142 | 2.34 | -35,354 | -0.11 | -3,696 | 0.04 |
| | 500～999人 | 38.9 | 15.2 | 293,802 | 686,453 | 2.34 | 641,457 | 2.16 | 679,140 | 2.25 | -49,570 | -0.14 | -43,206 | -0.15 | 38.9 | 15.2 | 296,864 | 695,559 | 2.36 | 649,834 | 2.19 | 685,955 | 2.27 | -47,260 | -0.13 | -52,721 | -0.17 |
| | 1000～2999人 | 39.1 | 15.0 | 300,674 | 708,695 | 2.36 | 651,185 | 2.22 | 685,616 | 2.24 | -51,287 | -0.20 | -58,229 | -0.16 | 39.0 | 15.1 | 297,997 | 724,610 | 2.39 | 686,826 | 2.29 | 722,803 | 2.30 | -46,477 | -0.18 | -43,851 | -0.12 |
| 3000人以上 | 39.7 | 15.9 | 321,359 | 800,838 | 2.60 | 764,577 | 2.54 | 720,340 | 2.54 | -55,861 | -0.06 | -45,835 | -0.03 | 39.5 | 15.5 | 315,058 | 822,084 | 2.62 | 777,302 | 2.51 | 707,054 | 2.51 | -68,746 | -0.07 | -60,358 | -0.02 | |
| （事業所へ入る） 地方 | 北海道 | 40.1 | 11.9 | 264,407 | 634,575 | 2.40 | | 2.20 | | 2.20 | | -0.35 | | -0.20 | 36.7 | 10.2 | 264,407 | 634,575 | 2.40 | | 2.20 | | 2.20 | | -0.35 | | -0.20 |
| | 北東北 | 40.4 | 16.9 | 238,109 | 520,731 | 2.14 | 660,270 | 2.33 | 846,649 | 2.75 | -6,074 | -0.05 | 65,416 | 0.09 | 41.2 | 18.5 | 279,716 | 716,253 | 2.50 | 859,577 | 2.75 | 879,492 | 2.79 | 19,639 | 0.07 | 65,416 | 0.25 |
| | 南東北 | 39.0 | 15.2 | 241,087 | 529,057 | 2.19 | 409,635 | 1.78 | 409,231 | 1.71 | -9,722 | -0.07 | 8,723 | 0.03 | 39.6 | 16.2 | 259,863 | 618,543 | 2.35 | 593,031 | 2.07 | 669,811 | 2.13 | -10,075 | -0.06 | 4,577 | 0.00 |
| | 北関東 | 40.1 | 15.0 | 292,302 | 682,390 | 2.35 | 660,533 | 2.13 | 794,171 | 2.45 | -23,722 | -0.06 | -16,625 | -0.08 | 39.7 | 15.2 | 306,013 | 762,514 | 2.39 | 763,782 | 2.46 | 833,321 | 2.62 | -36,245 | -0.09 | -6,974 | -0.06 |
| | 東京千葉 | 40.8 | 14.9 | 293,238 | 745,982 | 2.46 | 713,413 | 2.27 | 745,689 | 2.35 | -42,946 | -0.12 | -36,600 | -0.10 | 41.0 | 16.0 | 317,610 | 841,380 | 2.57 | 836,745 | 2.51 | 850,717 | 2.54 | -33,860 | -0.07 | -18,613 | -0.04 |
| | 神奈川 | 40.1 | 15.8 | 304,501 | 702,434 | 2.36 | 630,279 | 2.09 | 640,381 | 2.11 | -33,257 | -0.17 | -60,593 | -0.24 | 40.1 | 16.2 | 294,120 | 739,119 | 2.42 | 676,311 | 2.21 | 670,714 | 2.16 | -35,728 | -0.13 | -99,853 | -0.34 |
| | 新潟 | 40.2 | 15.1 | 251,070 | 562,543 | 2.01 | 421,510 | 1.70 | 459,837 | 1.94 | -18,347 | -0.10 | 69,019 | 0.30 | 40.0 | 16.1 | 267,626 | 578,186 | 2.05 | 510,673 | 1.88 | 528,918 | 1.96 | -8,712 | -0.05 | 120,650 | 0.33 |
| | 北陸 | 39.5 | 13.9 | 246,320 | 506,130 | 2.09 | 416,311 | 1.79 | 465,701 | 2.04 | -36,038 | -0.14 | 37,236 | 0.10 | 39.0 | 15.0 | 273,666 | 527,451 | 2.06 | 425,172 | 1.89 | 592,845 | 2.13 | -60,978 | -0.30 | 49,326 | 0.05 |
| | 甲信 | 39.8 | 15.2 | 289,036 | 630,328 | 2.19 | 575,623 | 1.92 | 696,157 | 1.94 | -18,539 | -0.06 | 307 | 0.03 | 39.8 | 15.3 | 292,644 | 674,003 | 2.29 | 673,246 | 2.19 | 742,855 | 2.31 | -9,387 | -0.03 | 16,521 | 0.13 |
| | 静岡 | 39.9 | 15.4 | 290,495 | 656,673 | 2.26 | 644,718 | 2.29 | 710,562 | 2.43 | -64,642 | -0.20 | -79,611 | -0.12 | 39.3 | 16.0 | 312,259 | 651,345 | 2.46 | 630,411 | 2.45 | 634,619 | 2.48 | -142,659 | -0.20 | -152,764 | -0.12 |
| | 東海 | 38.7 | 14.1 | 280,535 | 644,695 | 2.25 | 634,019 | 2.13 | 667,706 | 2.30 | -32,124 | -0.08 | -6,333 | -0.02 | 38.3 | 14.5 | 288,221 | 682,618 | 2.36 | 645,070 | 2.30 | 683,612 | 2.35 | -30,558 | -0.09 | -6,256 | -0.02 |
| | 京滋 | 39.6 | 13.6 | 284,131 | 619,175 | 2.29 | 579,492 | 2.05 | 632,002 | 2.16 | -16,985 | -0.06 | -2,436 | -0.00 | 39.3 | 14.4 | 303,000 | 777,322 | 2.55 | 722,116 | 2.36 | 740,856 | 2.39 | -35,071 | -0.09 | -6,224 | -0.02 |
| | 大阪 | 39.6 | 14.6 | 284,872 | 675,633 | 2.38 | 601,278 | 2.00 | 620,391 | 2.11 | -45,017 | -0.15 | -49,593 | -0.16 | 38.6 | 14.4 | 299,325 | 821,230 | 2.56 | 753,239 | 2.24 | 650,181 | 2.27 | -39,108 | -0.12 | -52,812 | -0.16 |
| | 山陽 | 38.9 | 14.0 | 267,535 | 647,911 | 2.37 | 643,403 | 2.18 | 653,575 | 2.23 | -37,889 | -0.11 | -47,904 | -0.08 | 38.2 | 14.1 | 283,387 | 700,066 | 2.38 | 677,607 | 2.24 | 666,921 | 2.27 | -70,188 | -0.20 | -50,503 | -0.12 |
| 山陰 | 40.8 | 13.9 | 238,249 | 442,416 | 2.01 | 836,000 | 1.94 | 836,000 | 2.50 | -31,145 | -0.09 | 6,000 | | 40.0 | 14.4 | 246,021 | 424,915 | 2.00 | 836,000 | 1.98 | 836,000 | 2.50 | -31,264 | -0.10 | 6,000 | | |
| 四国 | 41.0 | 14.7 | 254,868 | 602,870 | 2.31 | 552,281 | 2.04 | 662,500 | 2.61 | -6,586 | -0.12 | -122,500 | -0.35 | 39.2 | 15.0 | 286,658 | 606,614 | 2.13 | 497,695 | 1.69 | 519,704 | 1.71 | -88,149 | -0.32 | -260,902 | -0.82 | |
| 九州・山口 | 38.8 | 15.4 | 280,704 | 650,160 | 2.30 | 604,722 | 2.05 | 771,002 | 2.33 | -32,326 | -0.07 | 12,305 | 0.08 | 38.4 | 15.9 | 281,015 | 664,466 | 2.34 | 651,356 | 2.14 | 782,081 | 2.47 | -20,727 | -0.08 | 9,339 | 0.04 | |
| 地方計 | 39.8 | 14.6 | 276,037 | 635,173 | 2.29 | 608,804 | 2.07 | 662,228 | 2.23 | -31,984 | -0.11 | -28,820 | -0.07 | 39.4 | 15.2 | 294,811 | 718,206 | 2.40 | 692,100 | 2.29 | 707,628 | 2.37 | -48,285 | -0.13 | -52,422 | -0.09 | |

| 2021年 春季生活闘争 情報No.08 3月22日 | 一時金：年間：単純平均 | | | | | | | | | | | | 一時金：年間：加重平均 | | | | | | | | | | | | | | | |
|-------------------------------------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|----------|---------|-------------|-------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|----------|----------|----------|----------|-------|----|
| | 基礎数値 | | | | 要求 | | 回答・妥結 | | 妥結 | | 同一単組前年比較 | | | | 基礎数値 | | | | 要求 | | 回答・妥結 | | 妥結 | | 同一単組前年比較 | | | |
| | 年齢 | 勤続 | 基礎賃金 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 | 年齢 | 勤続 | 基礎賃金 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 | 金額 | 月数 |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 全体計 | 39.8 | 14.4 | 268,954 | 1,255,218 | 4.57 | 1,144,223 | 4.07 | 1,280,853 | 4.41 | -64,880 | -0.24 | -50,993 | -0.13 | 39.3 | 15.1 | 293,289 | 1,492,704 | 4.85 | 1,430,158 | 4.59 | 1,453,733 | 4.75 | -84,837 | -0.28 | -38,493 | -0.15 | | |
| 大手労組会議 | 39.5 | 15.5 | 312,382 | 1,533,012 | 4.84 | 1,461,135 | 4.73 | 1,580,252 | 4.92 | -81,340 | -0.26 | -58,641 | -0.18 | 39.4 | 15.4 | 310,108 | 1,650,401 | 4.98 | 1,590,058 | 4.83 | 1,563,166 | 4.91 | -96,676 | -0.30 | -38,441 | -0.16 | | |
| 業種 | 鉄鋼業 | 39.8 | 13.8 | 254,865 | 1,162,966 | 4.48 | 1,048,659 | 4.03 | 1,172,601 | 4.36 | -24,289 | -0.24 | 7,965 | -0.09 | 38.3 | 13.7 | 275,677 | 1,277,480 | 4.62 | 1,142,810 | 4.28 | 1,183,462 | 4.36 | -27,475 | -0.35 | 10,130 | -0.28 | |
| | 非鉄金属 | 40.2 | 14.6 | 269,706 | 1,217,892 | 4.65 | 1,245,469 | 4.12 | 1,300,000 | 4.68 | 24,513 | -0.10 | | 0.21 | 39.4 | 15.4 | 264,321 | 1,231,321 | 4.91 | 1,200,169 | 4.85 | 1,300,000 | 5.46 | 19,908 | -0.26 | | 0.34 | |
| | 金属製品 | 39.6 | 14.5 | 253,807 | 1,195,481 | 4.45 | 1,001,065 | 3.59 | 1,122,177 | 3.76 | -52,748 | -0.29 | -62,436 | -0.11 | 39.2 | 15.3 | 266,819 | 1,267,942 | 4.67 | 1,263,503 | 4.35 | 1,527,651 | 4.70 | -88,068 | -0.31 | -64,239 | -0.15 | |
| | 一般機械 | 39.0 | 13.8 | 272,249 | 1,273,655 | 4.58 | 1,133,859 | 4.06 | 1,267,163 | 4.47 | -82,840 | -0.30 | -75,804 | -0.22 | 38.5 | 14.3 | 296,918 | 1,549,784 | 4.79 | 1,396,818 | 4.17 | 1,289,282 | 4.26 | -111,401 | -0.34 | -75,062 | -0.20 | |
| | 電気機械 | 40.6 | 15.2 | 273,522 | 1,275,964 | 4.51 | 1,263,067 | 4.32 | 1,473,201 | 4.74 | -107,561 | -0.35 | -30,206 | -0.03 | 40.3 | 16.1 | 303,214 | 1,592,549 | 5.08 | 1,619,524 | 5.13 | 1,687,682 | 5.21 | -99,608 | -0.29 | -45,694 | -0.12 | |
| | 輸送機械 | 39.7 | 15.1 | 270,052 | 1,325,755 | 4.75 | 1,170,028 | 4.24 | 1,348,465 | 4.58 | -53,266 | -0.08 | -58,106 | -0.19 | 39.5 | 15.9 | 301,218 | 1,510,215 | 4.98 | 1,427,795 | 4.83 | 1,588,818 | 5.10 | -34,781 | -0.16 | -5,503 | -0.19 | |
| | 精密機械 | 40.9 | 15.3 | 282,794 | 1,367,316 | 4.64 | 1,275,119 | 4.32 | 1,289,040 | 4.41 | -86,552 | -0.23 | 25,238 | 0.06 | 40.9 | 16.3 | 300,780 | 1,440,287 | 4.69 | 1,402,107 | 4.52 | 1,407,056 | 4.58 | -47,999 | -0.16 | 54,674 | 0.17 | |
| その他 | 41.5 | 14.7 | 274,972 | 1,157,171 | 4.49 | 969,182 | 3.85 | 969,182 | 3.62 | -14,137 | -0.12 | -18,429 | -0.20 | 40.4 | 14.6 | 272,075 | 1,198,371 | 4.63 | 1,180,524 | 4.59 | 1,180,524 | 4.55 | -63,266 | -0.19 | -68,550 | -0.29 | | |
| 規模 | 1～299人 | 40.0 | 14.2 | 259,646 | 1,173,480 | 4.46 | 1,022,828 | 3.79 | 1,158,694 | 4.11 | -54,659 | -0.23 | -43,788 | -0.10 | 39.4 | 14.4 | 264,793 | 1,212,828 | 4.52 | 1,092,278 | 4.01 | 1,217,668 | 4.35 | -60,169 | -0.24 | -51,342 | -0.14 | |
| | 1～99人 | 40.4 | 13.9 | 252,333 | 1,125,098 | 4.38 | 896,604 | 3.47 | 1,076,420 | 3.66 | -42,898 | -0.20 | -18,665 | 0.02 | 39.7 | 13.7 | 249,700 | 1,139,588 | 4.39 | 861,085 | 3.42 | 1,146,939 | 3.87 | -42,213 | -0.19 | -6,291 | 0.03 | |
| | 100～299人 | 39.3 | 14.6 | 269,428 | 1,223,759 | 4.54 | 1,117,497 | 4.06 | 1,190,889 | 4.37 | -66,547 | -0.27 | -54,955 | -0.16 | 39.4 | 14.7 | 269,692 | 1,236,177 | 4.56 | 1,142,275 | 4.15 | 1,224,396 | 4.42 | -65,807 | -0.26 | -56,549 | -0.17 | |
| | 300～499人 | 39.4 | 15.0 | 288,946 | 1,429,543 | 4.96 | 1,170,827 | 4.38 | 1,351,567 | 4.81 | -79,061 | -0.21 | -54,352 | -0.04 | 39.6 | 15.1 | 283,221 | 1,429,239 | 4.96 | 1,182,965 | 4.42 | 1,348,046 | 4.81 | -81,617 | -0.22 | -50,626 | -0.03 | |
| | 500～999人 | 38.9 | 15.2 | 293,802 | 1,385,369 | 4.73 | 1,278,235 | 4.32 | 1,380,322 | 4.55 | -91,673 | -0.24 | -99,032 | -0.30 | 38.9 | 15.2 | 296,864 | 1,405,411 | 4.76 | 1,305,288 | 4.40 | 1,410,414 | 4.64 | -85,843 | -0.23 | -88,430 | -0.25 | |
| （事業所へ入る） | 1000～2999人 | 39.1 | 15.0 | 300,674 | 1,442,709 | 4.79 | 1,324,177 | 4.49 | 1,424,602 | 4.57 | -89,377 | -0.37 | -25,424 | -0.15 | 39.0 | 15.1 | 297,997 | 1,468,940 | 4.81 | 1,394,944 | 4.62 | 1,500,264 | 4.65 | -89,254 | -0.37 | -28,663 | -0.14 | |
| | 3000人以上 | 39.7 | 15.9 | 321,359 | 1,678,295 | 5.19 | 1,607,413 | 5.05 | 1,494,266 | 5.05 | -82,334 | -0.21 | -30,214 | -0.16 | 39.5 | 15.5 | 315,058 | 1,759,808 | 5.24 | 1,677,757 | 4.99 | 1,505,909 | 4.99 | -94,525 | -0.25 | -23,489 | -0.15 | |
| | 北海道 | 40.1 | 11.9 | 264,407 | 1,269,150 | 4.80 | | 4.40 | | 4.40 | | -0.70 | | -0.40 | 36.7 | 10.2 | 264,407 | 1,269,150 | 4.80 | | 4.40 | | 4.40 | | -0.70 | | -0.40 | |
| | 北東北 | 40.4 | 16.9 | 238,109 | 1,012,672 | 4.28 | 1,619,582 | 5.40 | 1,619,582 | 5.40 | -30,358 | -0.16 | | -0.20 | 41.2 | 18.5 | 279,716 | 1,083,088 | 4.45 | 1,619,582 | 5.40 | 1,619,582 | 5.40 | -65,027 | -0.25 | | -0.20 | |
| | 南東北 | 39.0 | 15.2 | 241,087 | 1,153,468 | 4.57 | 987,556 | 3.91 | 1,057,212 | 3.93 | 4,420 | -0.08 | 15,176 | 0.03 | 39.6 | 16.2 | 259,863 | 1,326,336 | 4.84 | 1,439,890 | 4.47 | 1,640,821 | 5.02 | -2,173 | -0.06 | 11,231 | 0.00 | |
| | 北関東 | 40.1 | 15.0 | 292,302 | 1,443,643 | 4.76 | 1,423,206 | 4.62 | 1,617,934 | 5.00 | -32,123 | -0.11 | -50,657 | -0.20 | 39.7 | 15.2 | 306,013 | 1,579,210 | 4.89 | 1,592,292 | 5.11 | 1,713,379 | 5.35 | -59,390 | -0.20 | -38,625 | -0.26 | |
| | 東京千葉 | 40.8 | 14.9 | 293,238 | 1,498,241 | 4.90 | 1,495,809 | 4.72 | 1,520,188 | 4.77 | -103,380 | -0.28 | -131,290 | -0.37 | 41.0 | 16.0 | 317,610 | 1,709,539 | 5.14 | 1,739,293 | 5.11 | 1,770,441 | 5.16 | -103,405 | -0.26 | -95,933 | -0.25 | |
| | 神奈川 | 40.1 | 15.8 | 304,501 | 1,422,186 | 4.76 | 1,312,250 | 4.30 | 1,359,418 | 4.40 | -62,316 | -0.35 | -22,097 | -0.10 | 40.1 | 16.2 | 294,120 | 1,485,685 | 4.86 | 1,421,088 | 4.60 | 1,441,550 | 4.56 | -70,239 | -0.27 | -61,861 | -0.23 | |
| | 新潟 | 40.2 | 15.1 | 251,070 | 1,115,918 | 3.91 | 768,229 | 3.17 | 919,674 | 3.75 | -50,671 | -0.15 | 206,977 | 0.50 | 40.0 | 16.1 | 267,626 | 1,143,636 | 4.05 | 1,030,649 | 3.87 | 1,057,836 | 4.03 | -19,308 | -0.08 | 362,959 | 0.97 | |
| | 北陸 | 39.5 | 13.9 | 246,320 | 1,024,836 | 4.20 | 611,121 | 3.00 | 667,802 | 3.60 | -134,825 | -0.56 | | 0.10 | 39.0 | 15.0 | 273,666 | 993,066 | 4.01 | 531,372 | 3.49 | 1,010,238 | 4.10 | -177,075 | -0.81 | | 0.10 | |
| | 甲信 | 39.8 | 15.2 | 289,036 | 1,179,514 | 4.23 | 1,036,805 | 3.48 | 1,164,519 | 3.20 | -111,165 | -0.30 | -134,231 | -0.50 | 39.8 | 15.3 | 292,644 | 1,263,626 | 4.39 | 1,130,406 | 3.70 | 1,181,434 | 2.96 | -64,657 | -0.21 | -146,750 | -0.65 | |
| | 静岡 | 39.9 | 15.4 | 290,495 | 1,333,615 | 4.61 | 1,280,623 | 4.64 | 1,456,171 | 4.80 | -102,807 | -0.31 | -11,687 | -0.10 | 39.3 | 16.0 | 312,259 | 1,459,578 | 4.92 | 1,432,252 | 4.92 | 1,478,493 | 4.97 | -145,951 | -0.40 | -37,762 | -0.10 | |
| | 東海 | 38.7 | 14.1 | 280,535 | 1,342,166 | 4.59 | 1,291,833 | 4.24 | 1,424,457 | 4.59 | -82,243 | -0.23 | -32,071 | -0.09 | 38.3 | 14.5 | 288,221 | 1,366,800 | 4.74 | 1,272,059 | 4.62 | 1,411,191 | 4.73 | -84,530 | -0.23 | -21,925 | -0.06 | |
| | 京滋 | 39.6 | 13.6 | 284,131 | 1,273,164 | 4.58 | 1,227,196 | 4.24 | 1,269,327 | 4.29 | -40,513 | -0.24 | -6,868 | -0.01 | 39.3 | 14.4 | 303,000 | 1,579,314 | 5.09 | 1,471,361 | 4.77 | 1,486,688 | 4.78 | -72,788 | -0.23 | -12,839 | -0.04 | |
| 大阪 | 39.6 | 14.6 | 284,872 | 1,385,571 | 4.82 | 1,288,069 | 4.10 | 1,359,556 | 4.61 | -65,674 | -0.24 | -70,093 | -0.24 | 38.6 | 14.4 | 299,325 | 1,669,972 | 5.18 | 1,545,924 | 4.55 | 1,322,142 | 4.64 | -75,662 | -0.19 | -86,110 | -0.31 | | |
| 山陽 | 38.9 | 14.0 | 267,535 | 1,337,240 | 4.69 | 1,315,774 | 4.46 | 1,342,018 | 4.51 | -80,878 | -0.28 | -46,482 | -0.17 | 38.2 | 14.1 | 283,387 | 1,440,927 | 4.76 | 1,385,361 | 4.49 | 1,374,114 | 4.58 | -137,102 | -0.46 | -58,069 | -0.26 | | |
| 山陰 | 40.8 | 13.9 | 238,249 | 1,257,400 | 4.65 | 1,772,200 | 4.28 | 1,772,200 | 5.30 | 20,733 | -0.11 | 12,200 | | 40.0 | 14.4 | 246,021 | 1,220,394 | 4.85 | 1,772,200 | 4.16 | 1,772,200 | 5.30 | 28,636 | -0.05 | 12,200 | | | |
| 四国 | 41.0 | 14.7 | 254,868 | 1,294,216 | 4.79 | 1,230,000 | 4.79 | 1,650,000 | 7.25 | -18,622 | -0.40 | 70,000 | 0.37 | 39.2 | 15.0 | 286,658 | 1,296,209 | 4.63 | 984,060 | 3.53 | 1,650,000 | 7.25 | -21,448 | -0.18 | 70,000 | 0.37 | | |
| 九州・山口 | 38.8 | 15.4 | 280,704 | 1,325,343 | 4.65 | 1,133,361 | 3.96 | 1,479,500 | 4.51 | -58,630 | -0.13 | -28,500 | 0.08 | 38.4 | 15.9 | 281,015 | 1,325,944 | 4.68 | 1,265,495 | 4.20 | 1,564,758 | 4.93 | -52,678 | -0.19 | -16,695 | -0.03 | | |
| 地方計 | 39.8 | 14.6 | 276,037 | 1,330,821 | 4.65 | 1,275,437 | 4.27 | 1,390,402 | 4.58 | -64,203 | -0.24 | -46,841 | -0.14 | 39.4 | 15.2 | 294,811 | 1,492,676 | 4.85 | 1,438,628 | 4.63 | 1,484,785 | 4.80 | -83,143 | -0.28 | -46,059 | -0.16 | | |