

# J A M 2021年春季生活闘争状況報告No.10

3月26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       | 26    | 1.7   |
| 交渉単組数         | 1,495 | 98.3  |
| 要求提出単組        | 1,132 | 74.4  |
| 賃金要求提出        | 1,057 | 69.5  |
| 個別賃金要求        | 298   | 19.6  |
| 平均賃金要求        | 1,034 | 68.0  |
| 要求内容不明        | 75    | 4.9   |
| 要求なしの交渉又は回答のみ | 28    | 1.8   |
| 状況未集約単組       | 335   | 22.0  |

## 2. 賃上げ交渉進捗状況

|    |       |     |       |      |
|----|-------|-----|-------|------|
|    | 合計    | 個別  | 平均    | 進捗率  |
| 要求 | 1,057 | 298 | 1,034 | 69.5 |
| 回答 | 563   | 117 | 559   | 37.0 |
| 妥結 | 340   | -   | -     | 22.4 |

## 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        | 7,454 | 4,963 | 5,169 | -700     | -91  |
| 1~299人     | 7,407 | 4,744 | 4,926 | -610     | -79  |
| 1~99人      | 7,371 | 4,642 | 4,847 | -578     | 92   |
| 100~299人   | 7,475 | 4,905 | 5,050 | -667     | -353 |
| 300~499人   | 8,062 | 5,568 | 5,786 | -888     | -152 |
| 500~999人   | 7,902 | 5,688 | 5,973 | -939     | 47   |
| 1000~2999人 | 6,929 | 5,568 | 5,530 | -1,353   | -213 |
| 3000人以上    | 6,690 | 6,200 | 6,028 | -2,393   | -323 |
| 大手労組       | 7,857 | 6,002 | 5,913 | -1,553   | -295 |

### (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   | 429  | 233,762 | 285  | 237,154 | 112     | 240,649 |
| 所定内 | 81   | 238,882 | 39   | 243,685 | 24      | 250,647 |
| 基本  | 247  | 227,651 | 199  | 231,992 | 74      | 234,863 |
| 基準内 | 60   | 244,908 | 31   | 254,441 | 11      | 252,975 |
| 不詳  | 41   | 244,152 | 16   | 251,945 | 3       | 258,167 |
| 35歳 |      |         |      |         |         |         |
| 計   | 414  | 261,493 | 277  | 264,994 | 107     | 269,736 |
| 所定内 | 81   | 266,366 | 37   | 270,404 | 23      | 277,444 |
| 基本  | 239  | 254,340 | 196  | 259,225 | 72      | 264,651 |
| 基準内 | 57   | 278,298 | 30   | 286,447 | 10      | 283,614 |
| 不詳  | 37   | 271,149 | 14   | 285,501 | 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 | 764 | 7,573 | 4,474 | 3,099 | 431 | 5,234 | 4,679 | 554   |
| 賃金改善分     | 590 | 8,428 | 4,415 | 4,013 | 191 | 5,925 | 4,638 | 1,287 |
| 構造分のみ     | 174 | 4,676 | -     | -     | 231 | 4,714 | -     | -     |
| 構造維持分割れ   |     |       |       |       | 9   | 3,882 | 4,661 | -778  |

## 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 | 654 | 599,436   | 2.25 | -32,636  | -0.11 |
|    | 回答 | 328 | 546,752   | 1.97 | -        | -     |
|    | 妥結 | 198 | 573,518   | 2.06 | -30,450  | -0.08 |
| 年間 | 要求 | 451 | 1,247,314 | 4.57 | -66,467  | -0.24 |
|    | 回答 | 212 | 1,133,009 | 4.07 | -        | -     |
|    | 妥結 | 125 | 1,209,854 | 4.28 | -50,093  | -0.15 |

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

有償ノ単組数/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  | 1,041    | 1,024 | 1,038 | 1,052 | 519      | 431   | 456   | 487   | 288      | 205   | 202   | 226   | 68.4   | 66.8  | 66.9  | 67.3  | 18.9   | 13.4  | 13.0  | 14.5  |
| 10  | 3/26                                 | 3/23  | 3/25  | 3/26  | 1,057    | 1,044 | 1,051 | 1,076 | 563      | 507   | 527   | 570   | 340      | 280   | 284   | 306   | 69.5   | 68.1  | 67.8  | 68.8  | 22.4   | 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  | 4,967 | 5,276 | 5,567 | 5,662 | 5,221 | 5,560 | 5,944 | 6,134 | 5,745 | 6,036 | 6,456 | 6,729 | 5,770 | 6,271 | 6,787 | 7,027 |
| 10    | 3/26       | 3/23  | 3/25  | 3/26  | 4,963 | 5,192 | 5,568 | 5,588 | 5,169 | 5,424 | 5,898 | 5,937 | 5,741 | 5,977 | 6,382 | 6,660 | 5,757 | 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 |



| 2021年<br>春季生活闘争<br>情報No.10<br>3月26日 | 賃上げ交渉状況 ※協議：要求なしの交渉又は回答のみ |       |       |     |       |     |     |     |     |      |      |      |          |         | 賃上げ交渉状況 |         |         |         |         |         |        |         |         |      |      |      |
|-------------------------------------|---------------------------|-------|-------|-----|-------|-----|-----|-----|-----|------|------|------|----------|---------|---------|---------|---------|---------|---------|---------|--------|---------|---------|------|------|------|
|                                     | 単組数                       | 単組数   |       |     |       |     |     |     |     |      |      |      |          |         | 組合員数    |         |         |         |         |         |        |         |         |      |      |      |
|                                     | 単組                        | 総     | 要求    |     |       | 回答  |     |     | 妥結  | 比率   |      |      | 交渉<br>断念 | 協議<br>※ | 人員      | 総       | 要求      |         |         | 回答      |        |         | 妥結      | 比率   |      |      |
|                                     | 総数                        | 要求    | 合計    | 個別  | 平均    | 合計  | 個別  | 平均  | 合計  | 要求   | 回答   | 妥結   |          |         | 総数      | 要求      | 合計      | 個別      | 平均      | 合計      | 個別     | 平均      | 合計      | 要求   | 回答   | 妥結   |
| 全体計                                 | 1,521                     | 1,132 | 1,057 | 298 | 1,034 | 563 | 117 | 559 | 340 | 69.5 | 37.0 | 22.4 | 26       | 28      | 348,660 | 316,632 | 295,857 | 112,532 | 286,881 | 208,195 | 65,758 | 207,541 | 153,439 | 84.9 | 59.7 | 44.0 |
| 大手労組会議                              | 47                        | 47    | 45    | 24  | 43    | 33  | 14  | 33  | 29  | 95.7 | 70.2 | 61.7 |          |         | 133,379 | 133,379 | 127,840 | 60,923  | 122,944 | 104,276 | 44,484 | 104,276 | 83,755  | 95.8 | 78.2 | 62.8 |
| 業種                                  | 鉄鋼業                       | 116   | 87    | 83  | 15    | 81  | 36  | 5   | 35  | 22   | 71.6 | 31.0 | 19.0     | 1       | 12,692  | 11,141  | 10,511  | 2,383   | 10,071  | 6,755   | 1,556  | 6,372   | 5,681   | 82.8 | 53.2 | 44.8 |
|                                     | 非鉄金属                      | 48    | 36    | 34  | 10    | 34  | 16  | 6   | 16  | 11   | 70.8 | 33.3 | 22.9     |         | 8,192   | 6,466   | 6,424   | 2,533   | 6,424   | 2,087   | 993    | 2,087   | 1,361   | 78.4 | 25.5 | 16.6 |
|                                     | 金属製品                      | 243   | 180   | 174 | 54    | 172 | 90  | 17  | 90  | 60   | 71.6 | 37.0 | 24.7     | 5       | 33,687  | 28,853  | 28,254  | 8,966   | 25,296  | 13,008  | 3,036  | 13,008  | 9,019   | 83.9 | 38.6 | 26.8 |
|                                     | 一般機械                      | 536   | 418   | 402 | 133   | 391 | 233 | 55  | 232 | 126  | 75.0 | 43.5 | 23.5     | 7       | 143,866 | 131,061 | 128,436 | 51,802  | 125,763 | 95,857  | 27,885 | 95,707  | 59,100  | 89.3 | 66.6 | 41.1 |
|                                     | 電気機械                      | 183   | 138   | 124 | 32    | 118 | 61  | 12  | 60  | 39   | 67.8 | 33.3 | 21.3     | 2       | 53,993  | 49,629  | 42,034  | 18,348  | 39,224  | 29,443  | 12,345 | 29,384  | 26,235  | 77.9 | 54.5 | 48.6 |
|                                     | 輸送機械                      | 152   | 130   | 126 | 23    | 126 | 69  | 9   | 69  | 43   | 82.9 | 45.4 | 28.3     | 1       | 56,664  | 54,766  | 52,232  | 13,303  | 52,232  | 38,927  | 9,354  | 38,927  | 32,556  | 92.2 | 68.7 | 57.5 |
|                                     | 精密機械                      | 70    | 50    | 40  | 13    | 39  | 26  | 8   | 26  | 21   | 57.1 | 37.1 | 30.0     | 2       | 22,891  | 21,275  | 18,392  | 9,787   | 18,359  | 16,106  | 6,265  | 16,106  | 14,811  | 80.3 | 70.4 | 64.7 |
| その他                                 | 173                       | 93    | 74    | 18  | 73    | 32  | 5   | 31  | 18  | 42.8 | 18.5 | 10.4 | 9        | 16,675  | 13,441  | 9,574   | 5,410   | 9,512   | 6,012   | 4,324   | 5,950  | 4,676   | 57.4    | 36.1 | 28.0 |      |
| 規模                                  | 1～299人                    | 1,286 | 920   | 864 | 222   | 848 | 431 | 78  | 428 | 246  | 67.2 | 33.5 | 19.1     | 25      | 101,929 | 80,972  | 75,891  | 22,074  | 74,339  | 40,021  | 7,931  | 39,750  | 22,601  | 74.5 | 39.3 | 22.2 |
|                                     | 1～99人                     | 888   | 595   | 560 | 126   | 550 | 265 | 37  | 263 | 150  | 63.1 | 29.8 | 16.9     | 22      | 34,498  | 25,659  | 24,066  | 5,530   | 23,663  | 12,028  | 1,543  | 11,907  | 6,208   | 69.8 | 34.9 | 18.0 |
|                                     | 100～299人                  | 398   | 325   | 304 | 96    | 298 | 166 | 41  | 165 | 96   | 76.4 | 41.7 | 24.1     | 3       | 67,431  | 55,313  | 51,825  | 16,544  | 50,676  | 27,993  | 6,388  | 27,843  | 16,393  | 76.9 | 41.5 | 24.3 |
|                                     | 300～499人                  | 96    | 83    | 71  | 26    | 68  | 43  | 14  | 42  | 25   | 74.0 | 44.8 | 26.0     | 1       | 36,913  | 31,921  | 27,073  | 10,054  | 25,880  | 16,054  | 5,198  | 15,671  | 9,646   | 73.3 | 43.5 | 26.1 |
|                                     | 500～999人                  | 81    | 72    | 68  | 28    | 66  | 47  | 12  | 47  | 31   | 84.0 | 58.0 | 38.3     |         | 55,196  | 50,217  | 47,194  | 18,403  | 45,859  | 31,201  | 7,881  | 31,201  | 20,794  | 85.5 | 56.5 | 37.7 |
|                                     | 1000～2999人                | 42    | 41    | 39  | 15    | 37  | 28  | 6   | 28  | 26   | 92.9 | 66.7 | 61.9     |         | 68,032  | 66,932  | 63,812  | 27,101  | 58,916  | 46,257  | 9,848  | 46,257  | 42,619  | 93.8 | 68.0 | 62.6 |
|                                     | 3000人以上                   | 16    | 16    | 15  | 7     | 15  | 14  | 7   | 14  | 12   | 93.8 | 87.5 | 75.0     |         | 86,590  | 86,590  | 81,887  | 34,900  | 81,887  | 74,662  | 34,900 | 74,662  | 57,779  | 94.6 | 86.2 | 66.7 |
| 地方<br>(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  | 9   | 1   | 8   | 4    | 62.8 | 20.9 | 9.3      | 1       | 7,126   | 5,561   | 3,282   | 1,152   | 2,602   | 1,126   | 62     | 1,064   | 700     | 46.1 | 15.8 | 9.8  |
|                                     | 南東北                       | 79    | 66    | 65  | 5     | 65  | 36  | 1   | 36  | 18   | 82.3 | 45.6 | 22.8     | 3       | 9,674   | 8,282   | 8,138   | 1,308   | 8,138   | 5,620   | 166    | 5,620   | 3,062   | 84.1 | 58.1 | 31.7 |
|                                     | 北関東                       | 178   | 143   | 138 | 10    | 137 | 74  | 4   | 74  | 48   | 77.5 | 41.6 | 27.0     | 5       | 37,792  | 33,646  | 32,143  | 6,029   | 31,934  | 23,004  | 1,953  | 23,004  | 20,257  | 85.1 | 60.9 | 53.6 |
|                                     | 東京千葉                      | 154   | 104   | 78  | 17    | 75  | 47  | 8   | 46  | 32   | 50.6 | 30.5 | 20.8     | 10      | 40,324  | 36,710  | 29,812  | 8,647   | 28,716  | 20,769  | 4,525  | 20,653  | 19,034  | 73.9 | 51.5 | 47.2 |
|                                     | 神奈川                       | 96    | 59    | 53  | 10    | 52  | 34  | 3   | 34  | 27   | 55.2 | 35.4 | 28.1     |         | 26,604  | 23,343  | 21,815  | 6,099   | 19,936  | 15,704  | 1,416  | 15,704  | 14,003  | 82.0 | 59.0 | 52.6 |
|                                     | 新潟                        | 79    | 55    | 49  | 33    | 48  | 28  | 19  | 27  | 19   | 62.0 | 35.4 | 24.1     | 1       | 10,836  | 8,575   | 8,067   | 5,891   | 7,917   | 5,335   | 4,112  | 5,185   | 4,205   | 74.4 | 49.2 | 38.8 |
|                                     | 北陸                        | 111   | 89    | 89  | 57    | 87  | 34  | 12  | 34  | 29   | 80.2 | 30.6 | 26.1     |         | 22,748  | 22,013  | 22,013  | 14,504  | 18,300  | 10,918  | 4,513  | 10,918  | 9,784   | 96.8 | 48.0 | 43.0 |
|                                     | 甲信                        | 70    | 50    | 48  | 7     | 48  | 36  | 1   | 36  | 22   | 68.6 | 51.4 | 31.4     |         | 12,329  | 10,620  | 9,592   | 2,558   | 9,592   | 8,147   | 166    | 8,147   | 5,994   | 77.8 | 66.1 | 48.6 |
|                                     | 静岡                        | 82    | 67    | 65  | 11    | 65  | 31  | 5   | 31  | 18   | 79.3 | 37.8 | 22.0     |         | 30,332  | 29,255  | 29,022  | 17,193  | 29,022  | 22,268  | 15,071 | 22,268  | 18,375  | 95.7 | 73.4 | 60.6 |
|                                     | 東海                        | 186   | 143   | 129 | 22    | 128 | 78  | 5   | 77  | 47   | 69.4 | 41.9 | 25.3     | 1       | 41,858  | 38,539  | 36,926  | 9,301   | 36,856  | 29,659  | 3,100  | 29,589  | 22,682  | 88.2 | 70.9 | 54.2 |
|                                     | 京滋                        | 91    | 74    | 74  | 17    | 74  | 37  | 7   | 37  | 25   | 81.3 | 40.7 | 27.5     |         | 18,965  | 18,002  | 18,002  | 10,878  | 18,002  | 13,491  | 7,431  | 13,491  | 11,975  | 94.9 | 71.1 | 63.1 |
|                                     | 大阪                        | 307   | 229   | 218 | 113   | 213 | 127 | 58  | 124 | 58   | 71.0 | 41.4 | 18.9     | 1       | 45,521  | 41,298  | 39,378  | 18,798  | 38,883  | 26,707  | 14,105 | 26,451  | 15,139  | 86.5 | 58.7 | 33.3 |
|                                     | 山陽                        | 125   | 100   | 98  | 28    | 96  | 66  | 13  | 66  | 46   | 78.4 | 52.8 | 36.8     | 4       | 23,392  | 20,104  | 20,089  | 7,417   | 19,722  | 14,828  | 4,597  | 14,828  | 11,983  | 85.9 | 63.4 | 51.2 |
|                                     | 山陰                        | 41    | 34    | 34  | 2     | 34  | 18  | 1   | 18  | 7    | 82.9 | 43.9 | 17.1     |         | 4,857   | 3,670   | 3,670   | 151     | 3,670   | 2,281   | 122    | 2,281   | 500     | 75.6 | 47.0 | 10.3 |
|                                     | 四国                        | 32    | 31    | 29  | 4     | 27  | 13  |     | 13  | 10   | 90.6 | 40.6 | 31.3     | 1       | 5,172   | 5,139   | 4,670   | 1,462   | 4,467   | 2,304   |        | 2,304   | 2,140   | 90.3 | 44.5 | 41.4 |
| 九州・山口                               | 59                        | 48    | 42    | 15  | 40    | 21  | 3   | 21  | 7   | 71.2 | 35.6 | 11.9 |          | 7,942   | 6,411   | 5,861   | 2,596   | 5,683   | 4,257   | 737     | 4,257  | 1,358   | 73.8    | 53.6 | 17.1 |      |
| 地方計                                 | 1,745                     | 1,331 | 1,241 | 361 | 1,214 | 692 | 141 | 685 | 419 | 71.1 | 39.7 | 24.0 | 27       | 35      | 348,660 | 314,088 | 295,386 | 114,396 | 286,346 | 208,861 | 62,076 | 208,207 | 163,495 | 84.7 | 59.9 | 46.9 |

| 2021年<br>春季生活闘争<br>情報No.10<br>3月26日 | 平均賃上げ：単純平均 |      |         |         |       |       |       |       |       |        |        |       |        | 平均賃上げ：加重平均 |      |         |         |       |       |       |       |       |        |        |       |        |       |
|-------------------------------------|------------|------|---------|---------|-------|-------|-------|-------|-------|--------|--------|-------|--------|------------|------|---------|---------|-------|-------|-------|-------|-------|--------|--------|-------|--------|-------|
|                                     | 同一単組前年比較   |      |         |         |       |       |       |       |       |        |        |       |        | 同一単組前年比較   |      |         |         |       |       |       |       |       |        |        |       |        |       |
|                                     | 基礎数値       |      |         | 要求      |       | 回答・妥結 |       | 妥結    |       | 要求     |        | 妥結    |        | 基礎数値       |      |         | 要求      |       | 回答・妥結 |       | 妥結    |       | 要求     |        | 妥結    |        |       |
|                                     | 年齢         | 勤続   | 基礎賃金    | 金額      | 率     | 金額    | 率     | 金額    | 率     | 金額     | 率      | 金額    | 率      | 金額         | 率    | 年齢      | 勤続      | 基礎賃金  | 金額    | 率     | 金額    | 率     | 金額     | 率      | 金額    | 率      | 金額    |
| 全体計                                 | 39.8       | 14.4 | 262,537 | 7,454   | 2.99  | 4,963 | 1.90  | 5,169 | 1.97  | -700   | -0.26  | -91   | -0.05  | 39.3       | 15.1 | 294,253 | 7,261   | 2.55  | 5,741 | 1.93  | 5,757 | 1.95  | -1,427 | -0.48  | -275  | -0.08  |       |
| 大手労組会議                              | 39.5       | 15.5 | 309,381 | 7,857   | 2.69  | 6,002 | 1.96  | 5,913 | 1.95  | -1,553 | -0.47  | -295  | -0.09  | 39.4       | 15.4 | 315,631 | 7,172   | 2.32  | 6,176 | 1.94  | 5,969 | 1.93  | -2,053 | -0.62  | -420  | -0.12  |       |
| 業種                                  | 鉄鋼業        | 39.8 | 13.7    | 246,073 | 7,279 | 3.09  | 4,965 | 2.03  | 5,369 | 2.23   | -1,026 | -0.25 | -65    | -0.21      | 38.3 | 13.7    | 267,288 | 7,602 | 2.90  | 5,300 | 1.93  | 5,573 | 1.99   | -1,073 | -0.39 | -659   | -0.31 |
|                                     | 非鉄金属       | 40.2 | 14.6    | 265,506 | 7,028 | 2.73  | 5,190 | 2.04  | 5,685 | 2.03   | -749   | -0.19 | -451   | -0.12      | 39.4 | 15.4    | 269,373 | 6,604 | 2.38  | 5,521 | 2.32  | 5,707 | 1.95   | -1,345 | -0.49 | -1,090 | -0.10 |
|                                     | 金属製品       | 39.6 | 14.6    | 253,636 | 6,978 | 2.86  | 4,755 | 1.89  | 4,839 | 1.94   | -486   | -0.19 | -165   | -0.04      | 39.2 | 15.3    | 263,664 | 7,257 | 3.16  | 5,009 | 2.01  | 5,061 | 2.09   | -483   | -0.12 | -137   | 0.09  |
|                                     | 一般機械       | 39.1 | 13.8    | 265,045 | 7,850 | 3.10  | 5,070 | 1.91  | 5,244 | 2.02   | -773   | -0.27 | -163   | 0.00       | 38.5 | 14.3    | 296,217 | 7,518 | 2.54  | 5,950 | 1.98  | 5,868 | 2.04   | -1,877 | -0.62 | -366   | -0.07 |
|                                     | 電気機械       | 40.7 | 15.4    | 265,769 | 6,946 | 2.77  | 4,853 | 1.75  | 4,927 | 1.77   | -857   | -0.37 | 91     | -0.12      | 40.4 | 16.2    | 301,785 | 7,072 | 2.44  | 5,898 | 1.91  | 5,996 | 1.92   | -912   | -0.30 | -18    | -0.06 |
|                                     | 輸送機械       | 39.7 | 15.1    | 268,487 | 7,658 | 3.09  | 4,722 | 1.91  | 5,104 | 1.92   | -392   | -0.17 | 19     | 0.06       | 39.5 | 15.9    | 305,488 | 7,058 | 2.45  | 5,424 | 1.82  | 5,528 | 1.81   | -1,159 | -0.37 | -420   | -0.12 |
|                                     | 精密機械       | 40.8 | 15.1    | 276,113 | 7,564 | 2.69  | 5,989 | 2.01  | 6,134 | 1.99   | -1,151 | -0.62 | 232    | -0.10      | 40.9 | 16.3    | 310,323 | 6,907 | 2.29  | 6,066 | 1.96  | 6,138 | 1.94   | -1,777 | -0.70 | 147    | -0.01 |
| その他                                 | 41.5       | 14.6 | 264,256 | 7,265   | 3.05  | 4,531 | 1.84  | 4,742 | 1.94  | -423   | -0.13  | -162  | -0.35  | 40.4       | 14.6 | 274,953 | 6,536   | 2.41  | 4,960 | 1.86  | 4,969 | 1.88  | -1,189 | -0.50  | -276  | -0.13  |       |
| 規模                                  | 1~299人     | 40.0 | 14.2    | 254,522 | 7,407 | 3.05  | 4,744 | 1.87  | 4,926 | 1.95   | -610   | -0.22 | -79    | -0.07      | 39.5 | 14.5    | 261,400 | 7,451 | 2.91  | 4,874 | 1.84  | 5,071 | 1.90   | -703   | -0.23 | -232   | -0.11 |
|                                     | 1~99人      | 40.4 | 13.9    | 247,423 | 7,371 | 3.19  | 4,642 | 1.91  | 4,847 | 2.02   | -578   | -0.24 | 92     | 0.01       | 39.7 | 13.7    | 247,226 | 7,207 | 3.11  | 4,632 | 1.90  | 4,795 | 1.99   | -637   | -0.22 | 81     | 0.07  |
|                                     | 100~299人   | 39.4 | 14.7    | 265,234 | 7,475 | 2.84  | 4,905 | 1.81  | 5,050 | 1.85   | -667   | -0.21 | -353   | -0.18      | 39.4 | 14.9    | 266,912 | 7,565 | 2.84  | 4,978 | 1.82  | 5,176 | 1.87   | -734   | -0.24 | -354   | -0.17 |
|                                     | 300~499人   | 39.4 | 15.0    | 280,378 | 8,062 | 3.01  | 5,568 | 2.03  | 5,786 | 2.06   | -888   | -0.25 | -152   | -0.02      | 39.5 | 15.1    | 281,034 | 8,070 | 3.01  | 5,575 | 2.03  | 5,773 | 2.05   | -893   | -0.25 | -172   | -0.02 |
|                                     | 500~999人   | 38.9 | 15.2    | 291,110 | 7,902 | 2.87  | 5,688 | 2.00  | 5,973 | 2.12   | -939   | -0.39 | 47     | 0.08       | 38.9 | 15.2    | 292,076 | 7,865 | 2.84  | 5,686 | 2.00  | 5,960 | 2.12   | -972   | -0.39 | 25     | 0.07  |
|                                     | 1000~2999人 | 39.1 | 15.0    | 297,763 | 6,929 | 2.50  | 5,568 | 1.97  | 5,530 | 1.95   | -1,353 | -0.45 | -213   | -0.07      | 39.0 | 15.1    | 298,398 | 7,037 | 2.51  | 5,735 | 2.00  | 5,708 | 1.97   | -1,408 | -0.46 | -214   | -0.07 |
|                                     | 3000人以上    | 39.7 | 15.9    | 324,986 | 6,690 | 2.05  | 6,200 | 1.89  | 6,028 | 1.89   | -2,393 | -0.72 | -323   | -0.10      | 39.5 | 15.5    | 324,195 | 6,656 | 1.99  | 6,265 | 1.88  | 5,984 | 1.89   | -2,539 | -0.78 | -467   | -0.13 |
| 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    | 221,429 | 7,250 | 3.42  | 3,813 | 1.72  | 3,221 | 1.50   | -522   | -0.16 | -828   | -0.40      | 41.2 | 18.5    | 228,430 | 7,234 | 3.30  | 4,184 | 1.92  | 4,162 | 1.86   | -1,090 | -0.45 | -592   | -0.25 |
|                                     | 南東北        | 39.5 | 15.8    | 241,284 | 6,906 | 2.81  | 4,594 | 1.79  | 5,074 | 1.93   | -956   | -0.57 | -372   | -0.35      | 40.2 | 17.0    | 264,483 | 7,084 | 2.68  | 4,969 | 1.79  | 5,717 | 1.91   | -1,026 | -0.46 | -123   | -0.10 |
|                                     | 北関東        | 40.4 | 15.1    | 287,354 | 7,776 | 2.80  | 4,939 | 1.82  | 5,337 | 1.94   | -725   | -0.36 | -336   | -0.06      | 39.8 | 15.2    | 309,055 | 7,206 | 2.37  | 5,739 | 1.88  | 5,915 | 1.91   | -1,627 | -0.57 | -349   | -0.10 |
|                                     | 東京千葉       | 40.8 | 14.9    | 293,920 | 7,621 | 2.64  | 5,648 | 1.96  | 5,933 | 1.99   | -1,211 | -0.48 | -256   | -0.09      | 41.0 | 16.0    | 318,655 | 6,766 | 2.24  | 5,950 | 1.94  | 6,042 | 1.93   | -1,564 | -0.59 | -276   | -0.12 |
|                                     | 神奈川        | 39.9 | 15.7    | 303,920 | 7,174 | 2.42  | 5,551 | 1.83  | 5,584 | 1.85   | -1,067 | -0.34 | -121   | -0.13      | 40.1 | 16.1    | 307,466 | 7,144 | 2.44  | 5,612 | 1.85  | 5,631 | 1.86   | -1,487 | -0.46 | -299   | -0.10 |
|                                     | 新潟         | 40.2 | 15.2    | 242,985 | 7,051 | 2.74  | 4,336 | 1.75  | 4,453 | 1.85   | -1,072 | -0.37 | 12     | 0.04       | 40.0 | 16.1    | 262,917 | 6,866 | 2.58  | 4,519 | 1.78  | 4,664 | 1.82   | -819   | -0.17 | 30     | 0.06  |
|                                     | 北陸         | 39.5 | 13.9    | 243,014 | 7,640 | 3.22  | 5,439 | 2.20  | 5,471 | 2.21   | -335   | -0.13 | 102    | 0.02       | 39.0 | 15.0    | 268,854 | 7,843 | 2.99  | 6,027 | 2.18  | 6,059 | 2.16   | -829   | -0.30 | -254   | -0.11 |
|                                     | 甲信         | 39.8 | 15.2    | 273,575 | 7,280 | 3.18  | 5,592 | 2.27  | 6,197 | 2.59   | -508   | -0.16 | 1,283  | 0.72       | 39.7 | 15.3    | 281,774 | 7,909 | 2.95  | 6,063 | 2.20  | 6,443 | 2.35   | -1,273 | -0.39 | 1,195  | 0.49  |
|                                     | 静岡         | 39.9 | 15.4    | 286,819 | 6,391 | 2.33  | 4,985 | 1.90  | 5,367 | 2.01   | -545   | -0.27 | 7      | -0.00      | 39.3 | 16.0    | 313,533 | 6,339 | 2.08  | 5,913 | 1.89  | 6,109 | 1.91   | -1,631 | -0.65 | -341   | -0.17 |
|                                     | 東海         | 38.7 | 14.1    | 278,162 | 6,553 | 2.50  | 5,100 | 1.87  | 5,194 | 1.91   | -1,156 | -0.37 | -341   | -0.15      | 38.3 | 14.5    | 288,017 | 6,510 | 2.31  | 5,488 | 1.95  | 5,557 | 1.94   | -1,897 | -0.62 | -334   | -0.06 |
|                                     | 京滋         | 39.6 | 13.6    | 280,800 | 7,160 | 2.58  | 5,471 | 1.89  | 5,727 | 1.92   | -569   | -0.17 | 165    | -0.02      | 39.3 | 14.4    | 309,974 | 7,485 | 2.45  | 5,944 | 1.88  | 6,023 | 1.87   | -1,053 | -0.31 | -5     | -0.00 |
|                                     | 大阪         | 39.6 | 14.6    | 275,818 | 8,224 | 3.09  | 5,337 | 1.91  | 5,315 | 1.91   | -1,045 | -0.43 | -134   | -0.05      | 38.6 | 14.4    | 295,606 | 8,089 | 2.72  | 6,040 | 1.89  | 5,537 | 1.91   | -1,441 | -0.57 | -427   | -0.14 |
|                                     | 山陽         | 38.8 | 14.0    | 270,415 | 7,958 | 3.14  | 5,062 | 1.91  | 5,167 | 1.88   | -745   | -0.20 | -576   | -0.24      | 38.1 | 14.1    | 286,429 | 7,776 | 2.84  | 5,822 | 2.07  | 5,916 | 2.09   | -1,387 | -0.46 | -667   | -0.22 |
|                                     | 山陰         | 40.6 | 13.8    | 226,281 | 7,456 | 3.30  | 3,819 | 1.72  | 4,191 | 1.91   | 504    | 0.26  | -547   | -0.40      | 39.7 | 14.3    | 247,600 | 8,008 | 3.31  | 4,398 | 1.86  | 4,663 | 1.96   | 922    | 0.34  | -270   | -0.17 |
| 四国                                  | 41.0       | 14.7 | 253,573 | 9,552   | 3.87  | 4,631 | 1.74  | 4,723 | 1.81  | 133    | -0.03  | -167  | -0.12  | 39.2       | 15.0 | 282,276 | 8,796   | 3.19  | 5,307 | 1.86  | 5,296 | 1.85  | 1,435  | 0.47   | -145  | -0.07  |       |
| 九州・山口                               | 38.9       | 15.2 | 257,642 | 7,592   | 3.45  | 5,073 | 1.99  | 5,304 | 2.00  | -467   | -0.15  | 68    | 0.04   | 38.4       | 15.8 | 271,878 | 8,158   | 3.39  | 5,424 | 1.98  | 5,596 | 1.88  | -812   | -0.33  | -127  | -0.03  |       |
| 地方計                                 | 39.8       | 14.6 | 269,093 | 7,496   | 2.93  | 5,122 | 1.91  | 5,328 | 1.97  | -776   | -0.28  | -140  | -0.06  | 39.4       | 15.2 | 294,552 | 7,266   | 2.55  | 5,736 | 1.94  | 5,823 | 1.96  | -1,361 | -0.47  | -272  | -0.09  |       |

| 2021年<br>春季生活闘争<br>情報No.10<br>3月26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    |
| 全体計                                 | 764             | 7573 | 4474 | 3099 | 590      | 8428  | 4415 | 4013 | 174   | 4676 |         |     |     | 431             | 5234 | 4679 | 554  | 191      | 5925 | 4638 | 1287 | 231   | 4714 | 9       | 3882 | 4661 | -778   |
| 大手労組会議                              | 41              | 7809 | 5380 | 2429 | 25       | 9415  | 5432 | 3984 | 16    | 5299 |         |     |     | 32              | 5952 | 5503 | 449  | 16       | 6532 | 5633 | 899  | 16    | 5372 |         |      |      |        |
| 業種                                  | 鉄鋼業             | 62   | 7270 | 4125 | 3145     | 49    | 8162 | 4182 | 3979  | 13   | 3907    |     |     | 29              | 5050 | 4243 | 807  | 15       | 6153 | 4479 | 1674 | 12    | 3988 | 2       | 3150 | 4000 | -850   |
|                                     | 非鉄金属            | 27   | 7200 | 4498 | 2702     | 20    | 8100 | 4453 | 3648  | 7    | 4627    |     |     | 12              | 5798 | 4854 | 944  | 6        | 6350 | 4462 | 1888 | 6     | 5247 |         |      |      |        |
|                                     | 金属製品            | 120  | 7002 | 4009 | 2993     | 90    | 8029 | 4038 | 3991  | 30   | 3922    |     |     | 60              | 4904 | 4221 | 683  | 28       | 5549 | 4032 | 1517 | 31    | 4352 | 1       | 4000 | 5500 | -1,500 |
|                                     | 一般機械            | 290  | 8035 | 4664 | 3371     | 235   | 8772 | 4613 | 4159  | 55   | 4886    |     |     | 190             | 5269 | 4820 | 449  | 80       | 5890 | 4804 | 1086 | 107   | 4827 | 3       | 4507 | 5015 | -508   |
|                                     | 電気機械            | 89   | 6971 | 4446 | 2525     | 63    | 7933 | 4366 | 3567  | 26   | 4640    |     |     | 45              | 5437 | 4863 | 574  | 22       | 6237 | 5046 | 1191 | 21    | 4706 | 2       | 4310 | 4500 | -190   |
|                                     | 輸送機械            | 97   | 7960 | 4510 | 3450     | 73    | 8899 | 4315 | 4584  | 24   | 5103    |     |     | 53              | 4998 | 4483 | 515  | 22       | 5661 | 4333 | 1328 | 30    | 4595 | 1       | 2500 | 4400 | -1,900 |
|                                     | 精密機械            | 31   | 7531 | 5396 | 2134     | 23    | 8204 | 5327 | 2877  | 8    | 5594    |     |     | 22              | 6236 | 5569 | 667  | 10       | 6679 | 5213 | 1467 | 12    | 5866 |         |      |      |        |
| その他                                 | 48              | 7181 | 4312 | 2869 | 37       | 7795  | 4073 | 3722 | 11    | 5116 |         |     | 20  | 4873            | 4370 | 503  | 8    | 5777     | 4520 | 1257 | 12   | 4270  |      |         |      |      |        |
| 規模                                  | 1~299人          | 594  | 7538 | 4286 | 3252     | 464   | 8389 | 4225 | 4163  | 130  | 4503    |     |     | 312             | 5039 | 4462 | 577  | 134      | 5756 | 4360 | 1396 | 169   | 4533 | 9       | 3882 | 4661 | -778   |
|                                     | 1~99人           | 334  | 7521 | 4195 | 3326     | 256   | 8470 | 4130 | 4340  | 78   | 4406    |     |     | 169             | 5027 | 4317 | 710  | 75       | 5807 | 4153 | 1654 | 89    | 4414 | 5       | 4236 | 5040 | -804   |
|                                     | 100~299人        | 260  | 7561 | 4404 | 3157     | 208   | 8289 | 4343 | 3947  | 52   | 4648    |     |     | 143             | 5054 | 4634 | 420  | 59       | 5691 | 4623 | 1068 | 80    | 4665 | 4       | 3441 | 4187 | -746   |
|                                     | 300~499人        | 57   | 8109 | 5005 | 3104     | 50    | 8471 | 4932 | 3539  | 7    | 5524    |     |     | 34              | 5702 | 5114 | 588  | 17       | 6373 | 5197 | 1176 | 17    | 5030 |         |      |      |        |
|                                     | 500~999人        | 62   | 8005 | 5125 | 2880     | 47    | 8992 | 5193 | 3799  | 15   | 4911    |     |     | 44              | 5711 | 5185 | 525  | 20       | 6277 | 5121 | 1156 | 24    | 5239 |         |      |      |        |
|                                     | 1000~2999人      | 37   | 6929 | 5085 | 1844     | 23    | 8087 | 5120 | 2967  | 14   | 5028    |     |     | 27              | 5608 | 5234 | 374  | 14       | 6021 | 5299 | 722  | 13    | 5163 |         |      |      |        |
|                                     | 3000人以上         | 14   | 6668 | 5796 | 872      | 6     | 7964 | 5929 | 2036  | 8    | 5696    |     |     | 14              | 6200 | 5796 | 404  | 6        | 7039 | 6096 | 943  | 8     | 5571 |         |      |      |        |
| 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             | 12   | 7184 | 3784 | 3400     | 10    | 7608 | 3528 | 4080  | 2    | 5064    |     |     | 5               | 4272 | 4072 | 200  | 1        | 5308 | 4308 | 1000 | 4     | 4013 |         |      |      |        |
|                                     | 南東北             | 40   | 6963 | 4210 | 2753     | 30    | 7608 | 3937 | 3671  | 10   | 5027    |     |     | 28              | 4861 | 4398 | 463  | 11       | 5282 | 4104 | 1178 | 17    | 4588 |         |      |      |        |
|                                     | 北関東             | 103  | 7757 | 4592 | 3165     | 75    | 8714 | 4367 | 4347  | 28   | 5194    |     |     | 58              | 5132 | 4769 | 363  | 20       | 5576 | 4518 | 1058 | 37    | 4911 | 1       | 4400 | 4500 | -100   |
|                                     | 東京千葉            | 70   | 7292 | 4940 | 2352     | 44    | 8750 | 5008 | 3742  | 26   | 4824    |     |     | 39              | 5735 | 5373 | 362  | 18       | 6301 | 5478 | 823  | 20    | 5322 | 1       | 3800 | 4500 | -700   |
|                                     | 神奈川             | 40   | 7380 | 4831 | 2549     | 30    | 7997 | 4598 | 3399  | 10   | 5529    |     |     | 29              | 5670 | 5081 | 589  | 17       | 5897 | 4892 | 1005 | 12    | 5347 |         |      |      |        |
|                                     | 新潟              | 38   | 7264 | 3748 | 3517     | 35    | 7580 | 3762 | 3818  | 3    | 3579    |     |     | 21              | 4458 | 3982 | 476  | 10       | 4757 | 3757 | 1000 | 11    | 4187 |         |      |      |        |
|                                     | 北陸              | 65   | 7741 | 4088 | 3653     | 58    | 8241 | 4147 | 4094  | 7    | 3601    |     |     | 27              | 5690 | 4381 | 1309 | 20       | 6215 | 4420 | 1795 | 6     | 4337 | 1       | 3300 | 3860 | -560   |
|                                     | 甲信              | 42   | 7222 | 4544 | 2679     | 28    | 8520 | 4502 | 4018  | 14   | 4627    |     |     | 31              | 5897 | 4729 | 1168 | 10       | 7885 | 4265 | 3620 | 21    | 4950 |         |      |      |        |
|                                     | 静岡              | 56   | 6598 | 4800 | 1798     | 38    | 7262 | 4613 | 2649  | 18   | 5196    |     |     | 28              | 5202 | 4771 | 431  | 10       | 6100 | 4704 | 1397 | 17    | 4832 | 1       | 2500 | 4400 | -1,900 |
|                                     | 東海              | 104  | 6872 | 4635 | 2236     | 69    | 8105 | 4734 | 3371  | 35   | 4441    |     |     | 64              | 5354 | 4839 | 515  | 27       | 5917 | 4669 | 1247 | 36    | 4900 | 1       | 6480 | 7200 | -720   |
|                                     | 京滋              | 62   | 7324 | 4709 | 2615     | 53    | 7696 | 4638 | 3059  | 9    | 5129    |     |     | 32              | 5623 | 4995 | 628  | 17       | 6308 | 5127 | 1181 | 15    | 4845 |         |      |      |        |
|                                     | 大阪              | 166  | 8525 | 4891 | 3634     | 130   | 9466 | 4825 | 4641  | 36   | 5129    |     |     | 101             | 5558 | 5086 | 472  | 47       | 6261 | 5246 | 1015 | 54    | 4946 |         |      |      |        |
|                                     | 山陽              | 70   | 8409 | 4809 | 3600     | 53    | 9552 | 4798 | 4754  | 17   | 4842    |     |     | 52              | 5249 | 4916 | 333  | 23       | 6003 | 5118 | 884  | 25    | 4816 | 4       | 3616 | 4372 | -756   |
|                                     | 山陰              | 20   | 8506 | 3923 | 4583     | 17    | 9092 | 3701 | 5391  | 3    | 5183    |     |     | 13              | 4361 | 4036 | 325  | 3        | 4970 | 3563 | 1407 | 10    | 4179 |         |      |      |        |
| 四国                                  | 10              | 9368 | 5183 | 4186 | 8        | 10169 | 4937 | 5232 | 2     | 6167 |         |     | 4   | 5608            | 5420 | 189  | 2    | 6094     | 5717 | 377  | 2    | 5122  |      |         |      |      |        |
| 九州・山口                               | 27              | 7538 | 4743 | 2795 | 24       | 7956  | 4811 | 3145 | 3     | 4194 |         |     | 17  | 5219            | 4901 | 319  | 7    | 5607     | 4833 | 774  | 10   | 4948  |      |         |      |      |        |
| 地方計                                 | 928             | 7625 | 4618 | 3007 | 704      | 8501  | 4536 | 3964 | 224   | 4874 |         |     | 552 | 5358            | 4830 | 528  | 245  | 6033     | 4816 | 1218 | 298  | 4847  | 9    | 3882    | 4661 | -778 |        |

| 2021年<br>春季生活闘争<br>情報No.10<br>3月26日            | 平均賃上げ:要求額<br>賃金改善又はペア額の分布 |       |             |                |                |                |           | 平均賃上げ:回答額<br>賃金改善又はペア額の分布 |       |           |              |              |              |           |
|--|---------------------------|-------|-------------|----------------|----------------|----------------|-----------|---------------------------|-------|-----------|--------------|--------------|--------------|-----------|
|  | 合計                        |       | 4.5千円<br>未満 | 4.5千~6<br>千円未満 | 6千~7.5<br>千円未満 | 7.5千~9<br>千円未満 | 9千円<br>以上 | 合計                        |       | 1千円<br>未満 | 1千~2千<br>円未満 | 2千~3千<br>円未満 | 3千~4千<br>円未満 | 4千円<br>以上 |
|  | 件数                        | 平均額   |             |                |                |                |           | 件数                        | 平均額   |           |              |              |              |           |
| 全体計  | 590                       | 4,013 | 317         | 67             | 177            | 12             | 17        | 191                       | 1,287 | 89        | 67           | 20           | 7            | 8         |
| 大手労組会議   | 25                        | 3,984 | 13          | 1              | 10             |                | 1         | 16                        | 899   | 7         | 9            |              |              |           |
| 業<br>種   | 鉄鋼業                       | 49    | 3,979       | 22             | 9              | 14             | 3         | 1                         | 15    | 1,674     | 9            | 1            | 3            | 2         |
|  | 非鉄金属                      | 20    | 3,648       | 12             | 2              | 6              |           |                           | 6     | 1,888     | 2            | 2            | 1            | 1         |
|  | 金属製品                      | 90    | 3,991       | 55             | 6              | 20             | 2         | 7                         | 28    | 1,517     | 8            | 13           | 4            | 1         |
|  | 一般機械                      | 235   | 4,159       | 119            | 31             | 77             | 3         | 5                         | 80    | 1,086     | 43           | 30           | 4            | 2         |
|  | 電気機械                      | 63    | 3,567       | 39             | 5              | 16             | 1         | 2                         | 22    | 1,191     | 12           | 5            | 2            | 3         |
|  | 輸送機械                      | 73    | 4,584       | 30             | 12             | 27             | 2         | 2                         | 22    | 1,328     | 9            | 7            | 5            | 1         |
|  | 精密機械                      | 23    | 2,877       | 20             |                | 3              |           |                           | 10    | 1,467     | 2            | 6            | 1            | 1         |
|  | その他                       | 37    | 3,722       | 20             | 2              | 14             | 1         |                           | 8     | 1,257     | 4            | 3            |              | 1         |
| 規<br>模   | 1~299人                    | 464   | 4,163       | 241            | 60             | 136            | 12        | 15                        | 134   | 1,396     | 59           | 45           | 18           | 7         |
|  | 1~99人                     | 256   | 4,340       | 127            | 28             | 84             | 10        | 7                         | 75    | 1,654     | 29           | 24           | 14           | 4         |
|  | 100~299人                  | 208   | 3,947       | 114            | 32             | 52             | 2         | 8                         | 59    | 1,068     | 30           | 21           | 4            | 3         |
|  | 300~499人                  | 50    | 3,539       | 30             | 3              | 16             |           | 1                         | 17    | 1,176     | 9            | 6            |              | 2         |
|  | 500~999人                  | 47    | 3,799       | 25             | 3              | 19             |           |                           | 20    | 1,156     | 10           | 7            | 2            | 1         |
|  | 1000~2999人                | 23    | 2,967       | 16             | 1              | 5              |           | 1                         | 14    | 722       | 9            | 5            |              |           |
|  | 3000人以上                   | 6     | 2,036       | 5              |                | 1              |           |                           | 6     | 943       | 2            | 4            |              |           |
| 地<br>方<br>(<br>事<br>業<br>所<br>ベ<br>ー<br>ス<br>) | 北海道                       | 2     | 2,064       | 2              |                |                |           |                           | 2     | 1,510     |              | 1            | 1            |           |
|  | 北東北                       | 10    | 4,080       | 4              | 1              | 5              |           |                           | 1     | 1,000     |              | 1            |              |           |
|  | 南東北                       | 30    | 3,671       | 20             | 3              | 5              |           | 2                         | 11    | 1,178     | 6            | 4            |              | 1         |
|  | 北関東                       | 75    | 4,347       | 34             | 7              | 30             | 3         | 1                         | 20    | 1,058     | 9            | 9            | 1            | 1         |
|  | 東京千葉                      | 44    | 3,742       | 23             | 3              | 17             |           | 1                         | 18    | 823       | 12           | 4            | 2            |           |
|  | 神奈川                       | 30    | 3,399       | 19             |                | 10             |           | 1                         | 17    | 1,005     | 7            | 9            |              | 1         |
|  | 新潟                        | 35    | 3,818       | 20             | 6              | 8              |           | 1                         | 10    | 1,000     | 4            | 5            | 1            |           |
|  | 北陸                        | 58    | 4,094       | 30             | 11             | 15             | 2         |                           | 20    | 1,795     | 9            | 5            | 2            | 4         |
|  | 甲信                        | 28    | 4,018       | 19             | 2              | 5              |           | 2                         | 10    | 3,620     | 2            | 2            | 2            | 2         |
|  | 静岡                        | 38    | 2,649       | 30             | 2              | 6              |           |                           | 10    | 1,397     | 5            | 3            | 1            | 1         |
|  | 東海                        | 69    | 3,371       | 46             | 6              | 14             |           | 3                         | 27    | 1,247     | 9            | 12           | 5            | 1         |
|  | 京滋                        | 53    | 3,059       | 38             | 5              | 10             |           |                           | 17    | 1,181     | 6            | 9            | 1            | 1         |
|  | 大阪                        | 130   | 4,641       | 51             | 15             | 55             | 5         | 4                         | 47    | 1,015     | 23           | 17           | 5            | 2         |
|  | 山陽                        | 53    | 4,754       | 23             | 10             | 17             | 1         | 2                         | 23    | 884       | 15           | 6            | 1            | 1         |
|  | 山陰                        | 17    | 5,391       | 4              | 4              | 7              | 1         | 1                         | 3     | 1,407     | 1            | 1            | 1            |           |
|  | 四国                        | 8     | 5,232       | 2              |                | 6              |           |                           | 2     | 377       | 2            |              |              |           |
| 九州・山口  | 24                        | 3,145 | 18          |                | 5              |                | 1         | 7                         | 774   | 5         | 2            |              |              |           |
| 地方計  | 704                       | 3,964 | 383         | 75             | 215            | 12             | 19        | 245                       | 1,218 | 115       | 90           | 23           | 8            | 9         |









| 2021年<br>春季生活闘争<br>情報No.10<br>3月26日            | 一時金交渉状況    |       |     |       |     |     |     |         |      |      |          |         |         |         |         |        |         |         |      |      |      |
|--|------------|-------|-----|-------|-----|-----|-----|---------|------|------|----------|---------|---------|---------|---------|--------|---------|---------|------|------|------|
|  | 単組数        |       |     |       |     |     |     |         |      |      | 組合員数     |         |         |         |         |        |         |         |      |      |      |
|  | 組合<br>数    | 要求    |     | 回答・妥結 |     | 妥結  |     | 進捗状況(%) |      |      | 組合<br>員数 | 要求      |         | 回答・妥結   |         | 妥結     |         | 進捗状況(%) |      |      |      |
|  |            | 年間    | 半期  | 年間    | 半期  | 年間  | 半期  | 要求      | 回答   | 妥結   |          | 年間      | 半期      | 年間      | 半期      | 年間     | 半期      | 要求      | 回答   | 妥結   |      |
| 全体計  | 1,521      | 451   | 654 | 212   | 328 | 125 | 198 | 43.0    | 21.6 | 13.0 | 348,660  | 169,472 | 207,194 | 120,735 | 154,086 | 86,257 | 115,082 | 59.4    | 44.2 | 33.0 |      |
| 大手労組会議   | 47         | 28    | 34  | 23    | 29  | 17  | 23  | 72.3    | 61.7 | 48.9 | 133,379  | 71,120  | 87,601  | 61,876  | 78,002  | 46,846 | 62,972  | 65.7    | 58.5 | 47.2 |      |
| 業<br>種   | 鉄鋼業        | 116   | 40  | 50    | 13  | 21  | 8   | 13      | 43.1 | 18.1 | 11.2     | 12,692  | 8,095   | 8,690   | 5,236   | 5,607  | 4,720   | 4,928   | 68.5 | 44.2 | 38.8 |
|  | 非鉄金属       | 48    | 11  | 17    | 7   | 10  | 4   | 7       | 35.4 | 20.8 | 14.6     | 8,192   | 1,398   | 2,324   | 906     | 1,907  | 716     | 1,717   | 28.4 | 23.3 | 21.0 |
|  | 金属製品       | 243   | 59  | 96    | 25  | 38  | 11  | 21      | 39.5 | 15.6 | 8.6      | 33,687  | 15,370  | 18,725  | 6,688   | 8,539  | 3,284   | 4,901   | 55.6 | 25.3 | 14.5 |
|  | 一般機械       | 536   | 158 | 241   | 89  | 143 | 48  | 81      | 45.0 | 26.7 | 15.1     | 143,866 | 68,508  | 82,336  | 50,914  | 62,898 | 29,959  | 40,236  | 57.2 | 43.7 | 28.0 |
|  | 電気機械       | 183   | 53  | 77    | 23  | 42  | 15  | 26      | 42.1 | 23.0 | 14.2     | 53,993  | 28,167  | 36,413  | 21,708  | 29,695 | 17,656  | 24,615  | 67.4 | 55.0 | 45.6 |
|  | 輸送機械       | 152   | 76  | 93    | 34  | 46  | 25  | 31      | 61.2 | 30.3 | 20.4     | 56,664  | 31,632  | 40,480  | 23,992  | 32,869 | 20,504  | 28,362  | 71.4 | 58.0 | 50.1 |
|  | 精密機械       | 70    | 19  | 24    | 10  | 14  | 6   | 9       | 34.3 | 20.0 | 12.9     | 22,891  | 8,627   | 9,330   | 6,564   | 7,600  | 5,131   | 5,854   | 40.8 | 33.2 | 25.6 |
|  | その他        | 173   | 35  | 56    | 11  | 14  | 8   | 10      | 32.4 | 8.1  | 5.8      | 16,675  | 7,675   | 8,896   | 4,727   | 4,971  | 4,287   | 4,469   | 53.3 | 29.8 | 26.8 |
| 規<br>模   | 1~299人     | 1,286 | 326 | 509   | 125 | 222 | 65  | 122     | 39.6 | 17.3 | 9.5      | 101,929 | 35,501  | 50,287  | 14,809  | 23,620 | 8,461   | 13,893  | 49.3 | 23.2 | 13.6 |
|  | 1~99人      | 888   | 171 | 297   | 59  | 120 | 25  | 57      | 33.4 | 13.5 | 6.4      | 34,498  | 8,678   | 13,866  | 3,193   | 6,015  | 1,249   | 2,687   | 40.2 | 17.4 | 7.8  |
|  | 100~299人   | 398   | 155 | 212   | 66  | 102 | 40  | 65      | 53.3 | 25.6 | 16.3     | 67,431  | 26,823  | 36,421  | 11,616  | 17,605 | 7,212   | 11,206  | 54.0 | 26.1 | 16.6 |
|  | 300~499人   | 96    | 45  | 56    | 24  | 32  | 16  | 21      | 58.3 | 33.3 | 21.9     | 36,913  | 17,026  | 21,082  | 9,150   | 12,263 | 6,202   | 8,168   | 57.1 | 33.2 | 22.1 |
|  | 500~999人   | 81    | 44  | 48    | 33  | 38  | 19  | 24      | 59.3 | 46.9 | 29.6     | 55,196  | 30,617  | 33,184  | 22,598  | 26,052 | 13,455  | 16,909  | 60.1 | 47.2 | 30.6 |
|  | 1000~2999人 | 42    | 28  | 31    | 22  | 26  | 18  | 22      | 73.8 | 61.9 | 52.4     | 68,032  | 45,434  | 50,216  | 36,636  | 43,078 | 28,996  | 35,438  | 73.8 | 63.3 | 52.1 |
| 3000人以上  | 16         | 8     | 10  | 8     | 10  | 7   | 9   | 62.5    | 62.5 | 56.3 | 86,590   | 40,894  | 52,425  | 37,542  | 49,073  | 29,143 | 40,674  | 60.5    | 56.7 | 47.0 |      |
| 地<br>方<br>（<br>事<br>業<br>所<br>へ<br>入<br>る<br>） | 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    | 13  | 15    | 2   | 4   | 2   | 3       | 34.9 | 9.3  | 7.0      | 7,126   | 1,685   | 3,431   | 544     | 2,290  | 544     | 2,228   | 48.1 | 32.1 | 31.3 |
|  | 南東北        | 79    | 28  | 41    | 12  | 22  | 5   | 13      | 51.9 | 27.8 | 16.5     | 9,674   | 4,211   | 5,513   | 2,319   | 3,717  | 1,135   | 2,106   | 57.0 | 38.4 | 21.8 |
|  | 北関東        | 178   | 77  | 91    | 36  | 48  | 27  | 34      | 51.1 | 27.0 | 19.1     | 37,792  | 18,226  | 19,671  | 12,869  | 17,532 | 11,736  | 15,894  | 52.1 | 46.4 | 42.1 |
|  | 東京千葉       | 154   | 46  | 54    | 23  | 34  | 16  | 25      | 35.1 | 22.1 | 16.2     | 40,324  | 13,523  | 16,480  | 8,559   | 14,844 | 7,350   | 13,485  | 40.9 | 36.8 | 33.4 |
|  | 神奈川        | 96    | 32  | 35    | 22  | 25  | 15  | 18      | 36.5 | 26.0 | 18.8     | 26,604  | 13,582  | 14,279  | 10,623  | 12,081 | 7,197   | 8,655   | 53.7 | 45.4 | 32.5 |
|  | 新潟         | 79    | 26  | 37    | 8   | 11  | 4   | 7       | 46.8 | 13.9 | 8.9      | 10,836  | 6,531   | 7,509   | 2,957   | 3,555  | 1,747   | 2,345   | 69.3 | 32.8 | 21.6 |
|  | 北陸         | 111   | 19  | 47    | 6   | 14  | 5   | 11      | 42.3 | 12.6 | 9.9      | 22,748  | 4,875   | 9,460   | 3,568   | 4,908  | 3,242   | 4,484   | 41.6 | 21.6 | 19.7 |
|  | 甲信         | 70    | 9   | 20    | 9   | 18  | 5   | 9       | 28.6 | 25.7 | 12.9     | 12,329  | 2,917   | 5,595   | 2,933   | 5,083  | 1,958   | 3,239   | 45.4 | 41.2 | 26.3 |
|  | 静岡         | 82    | 37  | 45    | 19  | 22  | 11  | 13      | 54.9 | 26.8 | 15.9     | 30,332  | 18,677  | 25,341  | 14,255  | 20,423 | 12,245  | 18,347  | 83.5 | 67.3 | 60.5 |
|  | 東海         | 186   | 70  | 96    | 38  | 62  | 22  | 42      | 51.6 | 33.3 | 22.6     | 41,858  | 24,640  | 30,766  | 18,424  | 27,120 | 13,371  | 21,759  | 73.5 | 64.8 | 52.0 |
|  | 京滋         | 91    | 32  | 36    | 18  | 22  | 14  | 18      | 39.6 | 24.2 | 19.8     | 18,965  | 9,440   | 9,831   | 6,806   | 8,435  | 6,240   | 7,869   | 51.8 | 44.5 | 41.5 |
|  | 大阪         | 307   | 98  | 134   | 46  | 71  | 23  | 36      | 43.6 | 23.1 | 11.7     | 45,521  | 28,871  | 31,354  | 18,289  | 20,171 | 11,266  | 12,135  | 68.9 | 44.3 | 26.7 |
|  | 山陽         | 125   | 45  | 64    | 28  | 43  | 20  | 27      | 51.2 | 34.4 | 21.6     | 23,392  | 11,493  | 14,015  | 9,257   | 11,344 | 7,777   | 8,896   | 59.9 | 48.5 | 38.0 |
|  | 山陰         | 41    | 10  | 18    | 5   | 7   | 3   | 4       | 43.9 | 17.1 | 9.8      | 4,857   | 1,685   | 2,691   | 1,086   | 1,244  | 380     | 412     | 55.4 | 25.6 | 8.5  |
| 四国   | 32         | 13    | 29  | 7     | 11  | 5   | 6   | 90.6    | 34.4 | 18.8 | 5,172    | 3,276   | 5,042   | 2,023   | 3,530   | 919    | 2,174   | 97.5    | 68.3 | 42.0 |      |
| 九州・山口  | 59         | 18    | 28  | 12    | 13  | 4   | 5   | 47.5    | 22.0 | 8.5  | 7,942    | 3,755   | 4,255   | 3,025   | 3,236   | 840    | 1,051   | 53.6    | 40.7 | 13.2 |      |
| 地方計  | 1,745      | 575   | 792 | 293   | 429 | 183 | 273 | 45.4    | 24.6 | 15.6 | 348,660  | 169,691 | 207,537 | 119,841 | 161,817 | 90,251 | 127,383 | 59.5    | 46.4 | 36.5 |      |



