

# J A M2017年春季生活闘争状況報告No. 4

3月14日

## 1. 要求提出状況

|               | (単組数) | (構成比%) |
|---------------|-------|--------|
| 交渉単位数         | 1,563 | 100.0  |
| 賃金要求を断念       | 23    | 1.5    |
| 交渉単組数         | 1,540 | 98.5   |
| 要求提出単組        | 1,111 | 71.1   |
| 賃金要求提出        | 992   | 63.5   |
| 個別賃金要求        | 261   | 16.7   |
| 平均賃金要求        | 965   | 61.7   |
| 要求内容不明        | 119   | 7.6    |
| 要求なしの交渉又は回答のみ | 28    | 1.8    |
| 状況未集約単組       | 401   | 25.7   |

## 2. 賃上げ交渉進捗状況

|    | 合計  | 個別  | 平均  | 進捗率  |
|----|-----|-----|-----|------|
| 要求 | 992 | 261 | 965 | 63.5 |
| 回答 | 120 | 13  | 117 | 7.7  |
| 妥結 | 44  | —   | —   | 2.8  |

## 3. 賃上げ交渉状況

### (1) 平均賃上げ

(単純平均)

|          | 平均賃上げ |       |       | 同一単組前年比較 |      |
|----------|-------|-------|-------|----------|------|
|          | 要求額   | 回答額   | 妥結額   | 要求       | 妥結   |
| 全体計      | 8,333 | 5,506 | 5,609 | -139     | 215  |
| 1~299人   | 8,185 | 5,222 | 5,403 | -92      | 175  |
| 1~99人    | 8,099 | 5,101 | 5,404 | 19       | 202  |
| 100~299人 | 8,353 | 5,476 | 5,398 | -303     | 100  |
| 300~499人 | 8,682 | 6,222 | 6,701 | -223     | 733  |
| 500~999人 | 9,136 | 6,915 | 6,573 | -249     | 533  |
| 1000人以上  | 9,114 | 7,289 | 6,827 | -606     | -193 |
| 3000人以上  | 9,498 | 6,127 |       | -739     |      |
| 大手労組     | 9,664 | 6,854 | 6,827 | -555     | -193 |

### (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   | 461  | 232,857 | 249  | 239,391 | 12      | 245,816 |
| 所定内 | 70   | 237,428 | 28   | 251,005 | 2       | 275,413 |
| 基本  | 40   | 247,293 | 26   | 259,317 | 1       | 324,530 |
| 基準内 | 163  | 225,096 | 133  | 230,223 | 8       | 232,280 |
| 不詳  | 188  | 234,813 | 62   | 245,457 | 1       | 216,203 |
| 35歳 |      |         |      |         |         |         |
| 計   | 451  | 261,661 | 236  | 270,304 | 11      | 272,812 |
| 所定内 | 67   | 268,600 | 28   | 285,629 | 1       | 272,915 |
| 基本  | 42   | 287,384 | 28   | 298,805 | 2       | 339,043 |
| 基準内 | 157  | 251,007 | 124  | 257,150 | 7       | 257,926 |
| 不詳  | 185  | 262,348 | 56   | 277,518 | 1       | 244,453 |

### (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 | 710 | 8,456 | 4,574 | 3,881 | 80  | 5,688 | 4,695 | 993   |
| 賃金改善分     | 636 | 8,854 | 4,522 | 4,333 | 51  | 6,350 | 4,740 | 1,610 |
| 構造分のみ     | 74  | 5,028 | —     | —     | 25  | 4,614 | —     | —     |
| 構造維持分割れ   |     |       |       |       | 4   | 3,953 | 4,622 | -669  |

## 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 | 627 | 639,798   | 2.38 | 48       | 0.01  |
|    | 回答 | 73  | 580,590   | 2.14 | —        | —     |
|    | 妥結 | 33  | 605,003   | 2.25 | 20,573   | 0.12  |
| 年間 | 要求 | 439 | 1,308,784 | 4.81 | -6,651   | -0.01 |
|    | 回答 | 37  | 1,180,912 | 4.47 | —        | —     |
|    | 妥結 | 14  | 1,108,612 | 4.60 | 22,084   | 0.37  |

交渉単位数 2014年 1593 単組 2016年 1579 単組  
 2015年 1590 単組 2017年 1563 単組

賃上げの回答・妥結推移・年次比較一覧

有<sup>○</sup>→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% |       |       |       |
|     | 2017年                                | 2016年 | 2015年 | 2014年 | 2017年    | 2016年 | 2015年 | 2014年 | 2017年    | 2016年 | 2015年 | 2014年 | 2017年    | 2016年 | 2015年 | 2014年 | 2017年  | 2016年 | 2015年 | 2014年 | 2017年  | 2016年 | 2015年 | 2014年 |
| 1   | 2/21                                 | 2/26  | 2/25  | 2/19  | 599      | 679   | 722   | 687   |          |       |       |       |          |       |       |       | 38.3   | 43.0  | 45.4  | 43.1  |        |       |       |       |
| 2   | 2/27                                 | 2/29  | 3/2   | 3/3   | 773      | 744   | 811   | 858   |          |       |       |       |          |       |       |       | 49.5   | 47.1  | 51.0  | 53.9  |        |       |       |       |
| 3   | 3/10                                 | 3/11  | 3/12  | 3/6   | 944      | 969   | 976   | 906   |          |       |       |       |          |       |       |       | 60.4   | 61.4  | 61.4  | 56.9  |        |       |       |       |
| 4   | 3/14                                 | 3/15  | 3/17  | 3/11  | 992      | 1,004 | 1042  | 987   | 120      | 132   | 146   | 99    | 44       | 56    | 40    | 37    | 63.5   | 63.6  | 65.5  | 62.0  | 2.8    | 3.5   | 2.5   | 2.3   |
| 5   | 3/15                                 | 3/16  | 3/18  | 3/12  |          | 1,016 | 1,059 | 1,013 |          | 253   | 293   | 220   |          | 103   | 113   | 60    |        | 64.3  | 66.6  | 63.6  |        | 6.5   | 7.1   | 3.8   |
| 6   | 3/16                                 | 3/17  | 3/19  | 3/13  |          | 1,021 | 1,076 | 1,031 |          | 327   | 400   | 303   |          | 147   | 170   | 111   |        | 64.7  | 67.7  | 64.7  |        | 9.3   | 10.7  | 7.0   |
| 7   | 3/17                                 | 3/18  | 3/20  | 3/14  |          | 1,037 | 1,095 | 1,054 |          | 403   | 448   | 370   |          | 197   | 208   | 150   |        | 65.7  | 68.9  | 66.2  |        | 12.5  | 13.1  | 9.4   |
| 8   | 3/21                                 | 3/22  | 3/23  | 3/17  |          | 1,049 | 1,105 | 1,062 |          | 452   | 481   | 398   |          | 238   | 234   | 170   |        | 66.4  | 69.5  | 66.7  |        | 15.1  | 14.7  | 10.7  |
| 9   | 3/22                                 | 3/23  | 3/25  | 3/24  |          | 1,061 | 1,114 | 1,104 |          | 489   | 517   | 515   |          | 270   | 260   | 279   |        | 67.2  | 70.1  | 69.3  |        | 17.1  | 16.4  | 17.5  |
| 10  | 3/27                                 | 3/28  | 3/27  | 3/26  |          | 1,086 | 1,137 | 1,113 |          | 581   | 590   | 569   |          | 362   | 331   | 339   |        | 68.8  | 71.5  | 69.9  |        | 22.9  | 20.8  | 21.3  |
| 11  | 3/29                                 | 3/30  | 3/31  | 3/31  |          | 1,107 | 1,150 | 1,141 |          | 623   | 640   | 651   |          | 421   | 398   | 434   |        | 70.1  | 72.3  | 71.6  |        | 26.7  | 25.0  | 27.2  |
| 12  | 3/31                                 | 4/1   | 4/2   | 4/3   |          | 1,126 | 1,165 | 1,164 |          | 687   | 687   | 723   |          | 495   | 472   | 520   |        | 71.3  | 73.3  | 73.1  |        | 31.3  | 29.7  | 32.6  |
| 13  | 4/4                                  | 4/5   | 4/6   | 4/7   |          | 1,135 | 1,176 | 1,181 |          | 727   | 728   | 754   |          | 536   | 532   | 576   |        | 71.9  | 74.0  | 74.1  |        | 33.9  | 33.5  | 36.2  |
| 14  | 4/6                                  | 4/7   | 4/9   | 4/10  |          | 1,143 | 1,188 | 1,195 |          | 760   | 785   | 809   |          | 580   | 604   | 631   |        | 72.4  | 74.7  | 75.0  |        | 36.7  | 38.0  | 39.6  |
| 15  | 4/10                                 | 4/11  | 4/13  | 4/14  |          | 1,148 | 1,190 | 1,201 |          | 778   | 820   | 847   |          | 620   | 647   | 675   |        | 72.7  | 74.8  | 75.4  |        | 39.3  | 40.7  | 42.4  |
| 16  | 4/17                                 | 4/18  | 4/20  | 4/22  |          | 1,168 | 1,210 | 1,226 |          | 857   | 906   | 932   |          | 714   | 756   | 793   |        | 74.0  | 76.1  | 77.0  |        | 45.2  | 47.5  | 49.8  |
| 17  | 5/9                                  | 5/9   | 5/8   | 5/8   |          | 1,196 | 1,242 | 1,255 |          | 993   | 1,031 | 1,042 |          | 890   | 918   | 936   |        | 75.7  | 78.1  | 78.8  |        | 56.4  | 57.7  | 58.8  |
| 18  | 5/12                                 | 5/11  | 5/13  | 5/15  |          | 1,207 | 1,247 | 1,270 |          | 1,032 | 1,062 | 1,102 |          | 939   | 962   | 1,013 |        | 76.4  | 78.4  | 79.7  |        | 59.5  | 60.5  | 63.6  |
| 19  | 6/20                                 | 6/20  | 6/19  | 6/20  |          | 1,239 | 1,285 | 1,303 |          | 1,184 | 1,197 | 1,213 |          | 1,131 | 1,151 | 1,168 |        | 78.5  | 80.8  | 81.8  |        | 71.6  | 72.4  | 73.3  |

| 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   |       |       |       |  |  |  |  |
| 2017年 | 2016年      | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 |       |  |  |  |  |
| 1     | 2/21       | 2/26  | 2/25  | 2/19  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 2     | 2/27       | 2/29  | 3/2   | 3/3   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 3     | 3/10       | 3/11  | 3/12  | 3/6   |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |  |  |  |  |
| 4     | 3/14       | 3/15  | 3/17  | 3/11  | 5,506 | 5,320 | 5,757 | 5,727 | 5,609 | 5,437 | 5,732 | 5,626 | 6,569 | 6,130 | 7,039 | 5,999 | 6,354 | 5,675 | 7,610 | 6,494 |  |  |  |  |
| 5     | 3/15       | 3/16  | 3/18  | 3/12  |       | 5,465 | 5,936 | 5,609 |       | 5,688 | 6,383 | 6,047 |       | 6,856 | 7,726 | 7,370 |       | 7,287 | 8,306 | 7,689 |  |  |  |  |
| 6     | 3/16       | 3/17  | 3/19  | 3/13  |       | 5,410 | 5,888 | 5,619 |       | 5,726 | 6,389 | 6,075 |       | 6,753 | 7,582 | 7,013 |       | 7,048 | 8,162 | 7,016 |  |  |  |  |
| 7     | 3/17       | 3/18  | 3/20  | 3/14  |       | 5,416 | 5,847 | 5,534 |       | 5,763 | 6,349 | 5,972 |       | 6,712 | 7,529 | 6,908 |       | 7,050 | 8,147 | 6,847 |  |  |  |  |
| 8     | 3/21       | 3/22  | 3/23  | 3/17  |       | 5,408 | 5,864 | 5,528 |       | 5,701 | 6,316 | 5,941 |       | 6,648 | 7,565 | 6,902 |       | 6,902 | 8,149 | 7,149 |  |  |  |  |
| 9     | 3/22       | 3/23  | 3/25  | 3/24  |       | 5,400 | 5,824 | 5,411 |       | 5,655 | 6,278 | 5,822 |       | 6,602 | 7,515 | 6,728 |       | 6,832 | 8,093 | 7,074 |  |  |  |  |
| 10    | 3/27       | 3/28  | 3/27  | 3/26  |       | 5,346 | 5,761 | 5,390 |       | 5,614 | 6,174 | 5,817 |       | 6,502 | 7,435 | 6,729 |       | 6,664 | 7,918 | 7,055 |  |  |  |  |
| 11    | 3/29       | 3/30  | 3/31  | 3/31  |       | 5,334 | 5,773 | 5,329 |       | 5,550 | 6,132 | 5,647 |       | 6,478 | 7,401 | 6,670 |       | 6,604 | 7,820 | 6,918 |  |  |  |  |
| 12    | 3/31       | 4/1   | 4/2   | 4/3   |       | 5,272 | 5,781 | 5,277 |       | 5,491 | 6,039 | 5,517 |       | 6,390 | 7,337 | 6,564 |       | 6,505 | 7,637 | 6,707 |  |  |  |  |
| 13    | 4/4        | 4/5   | 4/6   | 4/7   |       | 5,229 | 5,732 | 5,268 |       | 5,430 | 5,932 | 5,461 |       | 6,363 | 7,264 | 6,552 |       | 6,469 | 7,499 | 6,669 |  |  |  |  |
| 14    | 4/6        | 4/7   | 4/9   | 4/10  |       | 5,167 | 5,659 | 5,227 |       | 5,339 | 5,845 | 5,405 |       | 6,273 | 7,192 | 6,501 |       | 6,412 | 7,423 | 6,659 |  |  |  |  |
| 15    | 4/10       | 4/11  | 4/13  | 4/14  |       | 5,130 | 5,625 | 5,207 |       | 5,269 | 5,820 | 5,379 |       | 6,261 | 7,162 | 6,483 |       | 6,456 | 7,403 | 6,637 |  |  |  |  |
| 16    | 4/17       | 4/18  | 4/20  | 4/22  |       | 5,036 | 5,530 | 5,128 |       | 5,157 | 5,678 | 5,253 |       | 6,220 | 7,072 | 6,396 |       | 6,376 | 7,298 | 6,554 |  |  |  |  |
| 17    | 5/9        | 5/9   | 5/8   | 5/8   |       | 4,961 | 5,442 | 5,050 |       | 5,033 | 5,569 | 5,130 |       | 6,221 | 6,983 | 6,337 |       | 6,336 | 7,180 | 6,451 |  |  |  |  |
| 18    | 5/12       | 5/11  | 5/13  | 5/15  |       | 4,942 | 5,406 | 5,002 |       | 4,988 | 5,517 | 5,072 |       | 6,201 | 6,924 | 6,280 |       | 6,297 | 7,049 | 6,381 |  |  |  |  |
| 19    | 6/20       | 6/20  | 6/19  | 6/20  |       | 4,840 | 5,321 | 4,930 |       | 4,870 | 5,366 | 4,967 |       | 6,118 | 6,832 | 6,204 |       | 6,185 | 6,880 | 6,227 |  |  |  |  |

交渉単位数 2014年 1593 単組 2016年 1579 単組  
 2015年 1590 単組 2017年 1563 単組

一時金の回答・妥結状況・年次別状況一覧

進捗率=単組数/交渉単位数\*100

| 集計回 | 集計日   |       |       |       | 一時金・開争状況/半期・年間計/全単組計 |       |       |       |          |       |       |       |          |       |       |       | 一時金進捗率 |       |        |       |      |      |      |     |
|-----|-------|-------|-------|-------|----------------------|-------|-------|-------|----------|-------|-------|-------|----------|-------|-------|-------|--------|-------|--------|-------|------|------|------|-----|
|     |       |       |       |       | 一時金要求単組数             |       |       |       | 一時金回答単組数 |       |       |       | 一時金妥結単組数 |       |       |       | 要求進捗率% |       | 妥結進捗率% |       |      |      |      |     |
|     | 2017年 | 2016年 | 2015年 | 2014年 | 2017年                | 2016年 | 2015年 | 2014年 | 2017年    | 2016年 | 2015年 | 2014年 | 2017年    | 2016年 | 2015年 | 2014年 | 2017年  | 2016年 | 2015年  | 2014年 |      |      |      |     |
| 1   | 2/21  | 2/26  | 2/25  | 2/19  | 382                  | 417   | 447   | 414   |          |       |       |       |          |       |       |       | 24.4   | 26.4  | 28.1   | 26.0  |      |      |      |     |
| 2   | 2/27  | 2/29  | 3/2   | 3/3   | 497                  | 464   | 507   | 538   |          |       |       |       |          |       |       |       | 31.8   | 29.4  | 31.9   | 33.8  |      |      |      |     |
| 3   | 3/10  | 3/11  | 3/12  | 3/6   | 598                  | 610   | 617   | 566   |          |       |       |       |          |       |       |       | 38.3   | 38.6  | 38.8   | 35.5  |      |      |      |     |
| 4   | 3/14  | 3/15  | 3/17  | 3/11  | 627                  | 633   | 656   | 613   | 73       | 78    | 83    | 62    | 33       | 32    | 29    | 22    | 40.1   | 40.1  | 41.3   | 38.5  | 2.1  | 2.0  | 1.8  | 1.4 |
| 5   | 3/15  | 3/16  | 3/18  | 3/12  |                      | 637   | 667   | 632   |          | 143   | 179   | 129   |          | 58    | 73    | 36    | 40.3   | 41.9  | 39.7   |       | 3.7  | 4.6  | 2.3  |     |
| 6   | 3/16  | 3/17  | 3/19  | 3/13  |                      | 639   | 672   | 644   |          | 198   | 241   | 184   |          | 90    | 106   | 70    | 40.5   | 42.3  | 40.4   |       | 5.7  | 6.7  | 4.4  |     |
| 7   | 3/17  | 3/18  | 3/20  | 3/14  |                      | 643   | 679   | 652   |          | 256   | 272   | 228   |          | 121   | 130   | 101   | 40.7   | 42.7  | 40.9   |       | 7.7  | 8.2  | 6.3  |     |
| 8   | 3/21  | 3/22  | 3/23  | 3/17  |                      | 650   | 682   | 654   |          | 281   | 294   | 244   |          | 141   | 144   | 114   | 41.2   | 42.9  | 41.1   |       | 8.9  | 9.1  | 7.2  |     |
| 9   | 3/22  | 3/23  | 3/25  | 3/24  |                      | 657   | 683   | 670   |          | 297   | 315   | 319   |          | 160   | 159   | 179   | 41.6   | 43.0  | 42.1   |       | 10.1 | 10.0 | 11.2 |     |
| 10  | 3/27  | 3/28  | 3/27  | 3/26  |                      | 673   | 695   | 678   |          | 343   | 359   | 344   |          | 212   | 202   | 211   | 42.6   | 43.7  | 42.6   |       | 13.4 | 12.7 | 13.2 |     |
| 11  | 3/29  | 3/30  | 3/31  | 3/31  |                      | 682   | 697   | 688   |          | 367   | 392   | 390   |          | 239   | 237   | 273   | 43.2   | 43.8  | 43.2   |       | 15.1 | 14.9 | 17.1 |     |
| 12  | 3/31  | 4/1   | 4/2   | 4/3   |                      | 695   | 707   | 697   |          | 392   | 413   | 420   |          | 271   | 274   | 312   | 44.0   | 44.5  | 43.8   |       | 17.2 | 17.2 | 19.6 |     |
| 13  | 4/4   | 4/5   | 4/6   | 4/7   |                      | 700   | 714   | 702   |          | 417   | 431   | 434   |          | 298   | 304   | 333   | 44.3   | 44.9  | 44.1   |       | 18.9 | 19.1 | 20.9 |     |
| 14  | 4/6   | 4/7   | 4/9   | 4/10  |                      | 708   | 724   | 706   |          | 435   | 452   | 452   |          | 318   | 342   | 350   | 44.8   | 45.5  | 44.3   |       | 20.1 | 21.5 | 22.0 |     |
| 15  | 4/10  | 4/11  | 4/13  | 4/14  |                      | 713   | 727   | 713   |          | 441   | 466   | 470   |          | 337   | 357   | 371   | 45.2   | 45.7  | 44.8   |       | 21.3 | 22.5 | 23.3 |     |
| 16  | 4/17  | 4/18  | 4/20  | 4/22  |                      | 728   | 737   | 725   |          | 470   | 501   | 507   |          | 381   | 406   | 407   | 46.1   | 46.4  | 45.5   |       | 24.1 | 25.5 | 25.5 |     |
| 17  | 5/9   | 5/9   | 5/8   | 5/8   |                      | 751   | 756   | 743   |          | 537   | 563   | 554   |          | 463   | 484   | 469   | 47.6   | 47.5  | 46.6   |       | 29.3 | 30.4 | 29.4 |     |
| 18  | 5/12  | 5/11  | 5/13  | 5/15  |                      | 763   | 759   | 755   |          | 557   | 581   | 580   |          | 487   | 503   | 496   | 48.3   | 47.7  | 47.4   |       | 30.8 | 31.6 | 31.1 |     |
| S1  |       | 6/13  | 6/12  | 6/13  |                      | 934   | 977   | 949   |          | 708   | 741   | 707   |          | 628   | 673   | 624   | 59.2   | 61.4  | 59.6   |       | 39.8 | 42.3 | 39.2 |     |
| 19  | 6/20  | 6/20  | 6/19  | 6/20  |                      | 976   | 1,022 | 1,024 |          | 788   | 834   | 838   |          | 698   | 745   | 742   | 61.8   | 64.3  | 64.3   |       | 44.2 | 46.9 | 46.6 |     |
| S2  |       | 7/13  | 7/10  | 7/11  |                      | 1,101 | 1,146 | 1,146 |          | 1,060 | 1,113 | 1,104 |          | 982   | 1,044 | 1,019 | 69.7   | 72.1  | 71.9   |       | 62.2 | 65.7 | 64.0 |     |
| S3  |       | 8/8   | 8/7   | 8/7   |                      | 1,185 | 1,229 | 1,203 |          | 1,281 | 1,320 | 1,256 |          | 1,242 | 1,289 | 1,200 | 75.0   | 77.3  | 75.5   |       | 78.7 | 81.1 | 75.3 |     |

| 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    |         |         |         |         |         |         |         |  |  |  |  |  |
| 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年       | 2015年   | 2014年   | 2017年   | 2016年   | 2015年   | 2014年   | 2017年   | 2016年   | 2015年   | 2014年   | 2017年   | 2016年   | 2015年   | 2014年   |         |  |  |  |  |  |
| 1     | 2/21  | 2/26  | 2/25  | 2/19  |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |  |  |
| 2     | 2/27  | 2/29  | 3/2   | 3/3   |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |  |  |
| 3     | 3/10  | 3/11  | 3/12  | 3/6   |             |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |  |  |  |  |  |
| 4     | 3/14  | 3/15  | 3/17  | 3/11  | 580,590     | 589,180 | 567,532 | 548,445 | 605,003 | 573,757 | 597,541 | 559,101 | 821,406 | 657,094 | 793,919 | 624,333 | 758,554 | 627,267 | 884,048 | 664,342 |  |  |  |  |  |
| 5     | 3/15  | 3/16  | 3/18  | 3/12  |             | 614,758 | 586,010 | 560,861 |         | 659,527 | 635,214 | 613,505 |         | 792,678 | 764,386 | 739,989 | 862,710 | 819,133 | 740,114 |         |  |  |  |  |  |
| 6     | 3/16  | 3/17  | 3/19  | 3/13  |             | 633,002 | 594,919 | 580,709 |         | 681,815 | 660,265 | 633,717 |         | 784,072 | 758,158 | 745,832 | 823,355 | 805,165 | 744,672 |         |  |  |  |  |  |
| 7     | 3/17  | 3/18  | 3/20  | 3/14  |             | 619,583 | 598,012 | 571,258 |         | 676,913 | 670,762 | 618,610 |         | 777,031 | 754,715 | 725,221 | 798,985 | 816,345 | 717,448 |         |  |  |  |  |  |
| 8     | 3/21  | 3/22  | 3/23  | 3/17  |             | 616,129 | 587,990 | 567,132 |         | 669,668 | 658,190 | 614,216 |         | 768,129 | 748,886 | 725,098 | 792,417 | 808,672 | 713,555 |         |  |  |  |  |  |
| 9     | 3/22  | 3/23  | 3/25  | 3/24  |             | 616,045 | 592,467 | 571,099 |         | 666,926 | 652,925 | 617,657 |         | 765,969 | 747,790 | 725,491 | 785,578 | 799,462 | 722,951 |         |  |  |  |  |  |
| 10    | 3/27  | 3/28  | 3/27  | 3/26  |             | 593,929 | 578,293 | 570,318 |         | 637,673 | 638,626 | 609,199 |         | 753,016 | 740,642 | 717,004 | 769,339 | 791,431 | 710,725 |         |  |  |  |  |  |
| 11    | 3/29  | 3/30  | 3/31  | 3/31  |             | 599,258 | 581,088 | 567,389 |         | 640,505 | 631,976 | 592,926 |         | 752,152 | 737,569 | 709,166 | 763,884 | 800,871 | 728,369 |         |  |  |  |  |  |
| 12    | 3/31  | 4/1   | 4/2   | 4/3   |             | 597,587 | 584,571 | 561,615 |         | 626,209 | 619,639 | 582,607 |         | 750,631 | 733,197 | 704,931 | 757,000 | 764,757 | 717,203 |         |  |  |  |  |  |
| 13    | 4/4   | 4/5   | 4/6   | 4/7   |             | 593,228 | 582,280 | 563,726 |         | 621,671 | 602,391 | 580,597 |         | 749,186 | 730,239 | 705,024 | 753,956 | 752,351 | 715,061 |         |  |  |  |  |  |
| 14    | 4/6   | 4/7   | 4/9   | 4/10  |             | 590,859 | 577,746 | 558,289 |         | 618,283 | 593,908 | 575,527 |         | 746,950 | 725,824 | 700,069 | 751,650 | 738,645 | 710,951 |         |  |  |  |  |  |
| 15    | 4/10  | 4/11  | 4/13  | 4/14  |             | 590,661 | 575,360 | 555,541 |         | 613,044 | 590,921 | 568,922 |         | 746,503 | 725,477 | 694,974 | 764,433 | 737,791 | 706,258 |         |  |  |  |  |  |
| 16    | 4/17  | 4/18  | 4/20  | 4/22  |             | 584,345 | 570,907 | 548,873 |         | 599,983 | 577,954 | 560,936 |         | 743,455 | 727,997 | 689,146 | 754,161 | 727,554 | 694,043 |         |  |  |  |  |  |
| 17    | 5/9   | 5/9   | 5/8   | 5/8   |             | 578,470 | 567,006 | 545,269 |         | 587,818 | 568,577 | 552,980 |         | 732,739 | 723,892 | 683,950 | 743,733 | 716,858 | 684,297 |         |  |  |  |  |  |
| 18    | 5/12  | 5/11  | 5/13  | 5/15  |             | 574,490 | 564,018 | 543,212 |         | 583,887 | 565,736 | 548,260 |         | 730,070 | 721,045 | 684,005 | 739,773 | 713,415 | 683,770 |         |  |  |  |  |  |
| S1    |       | 6/13  | 6/12  | 6/13  |             | 561,720 | 560,254 | 546,747 |         | 570,127 | 569,066 | 549,963 |         | 738,794 | 713,720 | 710,175 | 747,243 | 719,669 | 712,034 |         |  |  |  |  |  |
| 19    | 6/20  | 6/20  | 6/19  | 6/20  |             | 554,944 | 548,405 | 539,623 |         | 563,838 | 562,813 | 547,046 |         | 730,482 | 715,932 | 713,837 | 740,342 | 723,704 | 717,205 |         |  |  |  |  |  |
| S2    |       | 7/13  | 7/10  | 7/11  |             | 530,750 | 521,057 | 512,962 |         | 536,638 | 528,301 | 516,211 |         | 720,841 | 709,371 | 697,773 | 726,149 | 714,270 | 698,023 |         |  |  |  |  |  |
| S3    |       | 8/8   | 8/7   | 8/7   |             | 505,276 | 497,008 | 491,774 |         | 508,159 | 498,800 | 493,548 |         | 711,501 | 690,765 | 690,587 | 716,608 | 692,043 | 689,086 |         |  |  |  |  |  |

| 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  |       |       |       |       |       |       |      |  |  |  |  |  |
| 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年       | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 | 2017年 | 2016年 | 2015年 | 2014年 |      |  |  |  |  |  |
| 1     | 2/21  | 2/26  | 2/25  | 2/19  |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |  |  |  |  |
| 2     | 2/27  | 2/29  | 3/2   | 3/3   |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |  |  |  |  |
| 3     | 3/10  | 3/11  | 3/12  | 3/6   |             |       |       |       |       |       |       |       |       |       |       |       |       |       |       |      |  |  |  |  |  |
| 4     | 3/14  | 3/15  | 3/17  | 3/11  | 2.14        | 2.16  | 2.06  | 2.04  | 2.25  | 2.23  | 2.12  | 2.00  | 2.57  | 2.43  | 2.41  | 2.37  | 2.62  | 2.45  | 2.40  | 2.39 |  |  |  |  |  |
| 5     | 3/15  | 3/16  | 3/18  | 3/12  |             | 2.13  | 2.10  | 2.05  |       | 2.28  | 2.26  | 2.09  |       | 2.54  | 2.43  | 2.46  |       | 2.72  | 2.53  | 2.42 |  |  |  |  |  |
| 6     | 3/16  | 3/17  | 3/19  | 3/13  |             | 2.16  | 2.12  | 2.10  |       | 2.29  | 2.34  | 2.26  |       | 2.51  | 2.45  | 2.49  |       | 2.59  | 2.57  | 2.50 |  |  |  |  |  |
| 7     | 3/17  | 3/18  | 3/20  | 3/14  |             | 2.15  | 2.14  | 2.09  |       | 2.30  | 2.33  | 2.22  |       | 2.51  | 2.44  | 2.44  |       | 2.54  | 2.57  | 2.43 |  |  |  |  |  |
| 8     | 3/21  | 3/22  | 3/23  | 3/17  |             | 2.15  | 2.11  | 2.08  |       | 2.30  | 2.28  | 2.20  |       | 2.50  | 2.43  | 2.44  |       | 2.55  | 2.56  | 2.41 |  |  |  |  |  |
| 9     | 3/22  | 3/23  | 3/25  | 3/24  |             | 2.17  | 2.12  | 2.09  |       | 2.31  | 2.27  | 2.23  |       | 2.49  | 2.41  | 2.43  |       | 2.53  | 2.53  | 2.43 |  |  |  |  |  |
| 10    | 3/27  | 3/28  | 3/27  | 3/26  |             | 2.13  | 2.10  | 2.10  |       | 2.25  | 2.27  | 2.21  |       | 2.47  | 2.40  | 2.39  |       | 2.48  | 2.51  | 2.37 |  |  |  |  |  |
| 11    | 3/29  | 3/30  | 3/31  | 3/31  |             | 2.13  | 2.12  | 2.10  |       | 2.24  | 2.26  | 2.18  |       | 2.46  | 2.40  | 2.37  |       | 2.48  | 2.48  | 2.41 |  |  |  |  |  |
| 12    | 3/31  | 4/1   | 4/2   | 4/3   |             | 2.13  | 2.11  | 2.08  |       | 2.22  | 2.20  | 2.15  |       | 2.46  | 2.39  | 2.36  |       | 2.47  | 2     |      |  |  |  |  |  |

| 2017年<br>春季生活闘争<br>情報No. 04<br>3月14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   |      |       | 交渉<br>断念 | 協議<br>※ |
|  |                           |       |       | 総数  | 要求    | 合計  | 個別 | 平均  | 合計 |      | 個別   | 平均   | 合計  |          |         |         |         | 要求      | 回答      | 妥結      | 合計     | 個別     | 平均     |       | 合計   | 個別   | 平均    |          |         |
| 全体計  | 1,563                     | 1,111 | 992   | 261 | 965   | 120 | 13 | 117 | 44 | 63.5 | 7.7  | 2.8  | 23  | 28       | 343,341 | 294,495 | 273,583 | 115,152 | 261,232 | 44,017  | 8,965  | 41,894 | 8,515  | 79.7  | 12.8 | 2.5  | 2,775 | 10,062   |         |
| 大手労組会議                                     | 48                        | 46    | 45    | 28  | 40    | 9   | 3  | 8   | 2  | 93.8 | 18.8 | 4.2  | 1   | 1        | 129,227 | 122,990 | 118,693 | 69,573  | 110,099 | 28,276  | 7,554  | 26,339 | 3,417  | 91.8  | 21.9 | 2.6  | 1,536 | 4,701    |         |
| 業<br>種                                     | 鉄鋼業                       | 126   | 85    | 79  | 15    | 78  | 10 | 3   | 10 | 6    | 62.7 | 7.9  | 4.8 | 2        |         | 13,023  | 10,590  | 10,103  | 2,307   | 10,055  | 379    | 123    | 379    | 212   | 77.6 | 2.9  | 1.6   | 8        |         |
|  | 非鉄金属                      | 53    | 42    | 37  | 12    | 37  | 4  |     | 4  | 1    | 69.8 | 7.5  | 1.9 | 1        |         | 9,321   | 8,278   | 7,284   | 3,497   | 7,284   | 965    |        | 965    | 245   | 78.1 | 10.4 | 2.6   | 5        |         |
|  | 金属製品                      | 251   | 162   | 150 | 41    | 145 | 20 | 1   | 20 | 10   | 59.8 | 8.0  | 4.0 | 5        | 4       | 33,101  | 25,086  | 24,210  | 7,799   | 20,718  | 2,430  | 370    | 2,430  | 1,084 | 73.1 | 7.3  | 3.3   | 111      | 741     |
|  | 一般機械                      | 545   | 413   | 375 | 116   | 369 | 46 | 4   | 44 | 14   | 68.8 | 8.4  | 2.6 | 4        | 9       | 136,275 | 122,793 | 118,241 | 57,963  | 116,618 | 20,169 | 330    | 19,983 | 4,705 | 86.8 | 14.8 | 3.5   | 194      | 533     |
|  | 電気機械                      | 188   | 133   | 107 | 29    | 102 | 13 | 2   | 13 | 3    | 56.9 | 6.9  | 1.6 | 3        | 3       | 56,876  | 45,546  | 36,349  | 18,787  | 33,676  | 7,943  | 3,258  | 7,943  | 700   | 63.9 | 14.0 | 1.2   | 1,569    | 2,824   |
|  | 輸送機械                      | 151   | 120   | 114 | 18    | 111 | 12 | 1   | 11 | 4    | 75.5 | 7.9  | 2.6 | 2        | 1       | 54,235  | 51,245  | 49,162  | 11,842  | 46,541  | 7,986  | 1,937  | 6,049  | 1,216 | 90.6 | 14.7 | 2.2   | 561      | 128     |
|  | 精密機械                      | 65    | 46    | 41  | 10    | 37  | 8  | 1   | 8  | 3    | 63.1 | 12.3 | 4.6 | 1        | 3       | 22,252  | 16,389  | 15,161  | 7,227   | 13,432  | 3,700  | 2,884  | 3,700  | 263   | 68.1 | 16.6 | 1.2   | 94       | 4,783   |
| その他  | 184                       | 110   | 89    | 20  | 86    | 7   | 1  | 7   | 3  | 48.4 | 3.8  | 1.6  | 5   | 8        | 18,258  | 14,568  | 13,073  | 5,730   | 12,908  | 445     | 63     | 445    | 90     | 71.6  | 2.4  | 0.5  | 233   | 1,053    |         |
| 規<br>模                                     | 1～299人                    | 1,332 | 905   | 801 | 183   | 785 | 95 | 8   | 93 | 37   | 60.1 | 7.1  | 2.8 | 21       | 24      | 104,132 | 77,437  | 69,192  | 17,210  | 67,801  | 8,003  | 516    | 7,817  | 2,799 | 66.4 | 7.7  | 2.7   | 681      | 1,694   |
|  | 1～99人                     | 925   | 599   | 530 | 112   | 519 | 64 | 7   | 63 | 27   | 57.3 | 6.9  | 2.9 | 19       | 15      | 36,034  | 25,704  | 22,729  | 5,097   | 22,137  | 2,785  | 373    | 2,742  | 1,189 | 63.1 | 7.7  | 3.3   | 464      | 404     |
|  | 100～299人                  | 407   | 306   | 271 | 71    | 266 | 31 | 1   | 30 | 10   | 66.6 | 7.6  | 2.5 | 2        | 9       | 68,098  | 51,733  | 46,463  | 12,113  | 45,664  | 5,218  | 143    | 5,075  | 1,610 | 68.2 | 7.7  | 2.4   | 217      | 1,290   |
|  | 300～499人                  | 96    | 85    | 77  | 27    | 71  | 10 | 1   | 10 | 3    | 80.2 | 10.4 | 3.1 | 1        | 1       | 37,147  | 32,578  | 29,381  | 10,948  | 27,011  | 3,833  | 370    | 3,833  | 1,088 | 79.1 | 10.3 | 2.9   | 558      | 335     |
|  | 500～999人                  | 74    | 66    | 63  | 25    | 62  | 6  | 1   | 6  | 2    | 85.1 | 8.1  | 2.7 |          | 1       | 50,586  | 45,778  | 43,754  | 17,875  | 43,267  | 3,905  | 525    | 3,905  | 1,211 | 86.5 | 7.7  | 2.4   |          | 669     |
|  | 1000人以上                   | 46    | 41    | 38  | 19    | 35  | 6  | 3   | 5  | 2    | 82.6 | 13.0 | 4.3 | 1        | 1       | 71,292  | 63,219  | 60,070  | 32,025  | 55,144  | 12,110 | 7,554  | 10,173 | 3,417 | 84.3 | 17.0 | 4.8   | 1,536    | 2,663   |
|  | 3000人以上                   | 15    | 14    | 13  | 7     | 12  | 3  |     | 3  |      | 86.7 | 20.0 |     |          | 1       | 80,184  | 75,483  | 71,186  | 37,094  | 68,009  | 16,166 |        | 16,166 |       | 88.8 | 20.2 |       |          | 4,701   |
| 地<br>方<br>（<br>事<br>業<br>所<br>ベ<br>ー<br>ス） | 北海道                       | 9     | 4     | 4   |       | 4   |    |     |    | 44.4 |      |      |     |          | 3,243   | 2,641   | 2,641   |         | 2,641   |         |        |        |        |       | 81.4 |      |       |          |         |
|  | 北東北                       | 44    | 37    | 27  | 8     | 20  | 1  |     | 1  | 61.4 | 2.3  |      |     | 1        | 6,690   | 5,702   | 3,144   | 1,125   | 2,544   | 47      |        | 47     |        | 47.0  | 0.7  |      |       | 123      |         |
|  | 南東北                       | 84    | 60    | 60  | 11    | 58  | 7  |     | 7  | 5    | 71.4 | 8.3  | 6.0 |          |         | 10,747  | 8,303   | 8,303   | 2,924   | 7,516   | 339    |        | 339    | 218   | 77.3 | 3.2  | 2.0   |          |         |
|  | 北関東                       | 181   | 151   | 138 | 21    | 134 | 26 | 2   | 24 | 7    | 76.2 | 14.4 | 3.9 | 4        | 4       | 36,968  | 34,975  | 34,009  | 13,288  | 33,150  | 9,462  | 1,980  | 7,482  | 773   | 92.0 | 25.6 | 2.1   | 33       | 82      |
|  | 東京千葉                      | 161   | 114   | 98  | 18    | 92  | 13 |     | 13 | 2    | 60.9 | 8.1  | 1.2 | 7        | 14      | 45,114  | 31,758  | 27,690  | 10,039  | 25,264  | 5,071  |        | 5,071  | 196   | 61.4 | 11.2 | 0.4   | 957      | 8,678   |
|  | 神奈川                       | 98    | 69    | 48  | 10    | 45  | 6  | 1   | 6  | 2    | 49.0 | 6.1  | 2.0 | 1        | 5       | 25,582  | 22,950  | 19,682  | 6,140   | 17,143  | 3,127  | 81     | 3,127  | 830   | 76.9 | 12.2 | 3.2   | 399      | 787     |
|  | 新潟                        | 79    | 54    | 46  | 7     | 45  | 7  | 2   | 6  | 3    | 58.2 | 8.9  | 3.8 |          |         | 10,655  | 8,734   | 7,938   | 2,511   | 7,791   | 1,757  | 1,028  | 1,614  | 300   | 74.5 | 16.5 | 2.8   |          |         |
|  | 北陸                        | 113   | 74    | 73  | 35    | 71  | 7  | 1   | 7  | 2    | 64.6 | 6.2  | 1.8 | 1        |         | 21,994  | 20,042  | 20,030  | 15,803  | 16,777  | 1,143  | 322    | 1,143  | 364   | 91.1 | 5.2  | 1.7   | 2        |         |
|  | 甲信                        | 76    | 50    | 41  | 4     | 40  | 10 | 1   | 10 | 4    | 53.9 | 13.2 | 5.3 | 1        | 1       | 12,865  | 9,686   | 7,816   | 1,553   | 7,032   | 1,393  | 525    | 1,393  | 849   | 60.8 | 10.8 | 6.6   | 94       | 38      |
|  | 静岡                        | 86    | 54    | 48  | 7     | 48  | 4  | 2   | 4  | 2    | 55.8 | 4.7  | 2.3 |          | 1       | 28,183  | 25,328  | 23,582  | 10,189  | 23,582  | 3,101  | 2,796  | 3,101  | 119   | 83.7 | 11.0 | 0.4   |          | 249     |
|  | 東海                        | 192   | 133   | 120 | 22    | 118 | 12 | 1   | 12 | 7    | 62.5 | 6.3  | 3.6 |          | 1       | 39,558  | 34,765  | 32,964  | 10,366  | 32,796  | 4,527  | 95     | 4,527  | 3,799 | 83.3 | 11.4 | 9.6   |          | 86      |
|  | 京滋                        | 93    | 77    | 69  | 14    | 68  | 10 | 1   | 10 |      | 74.2 | 10.8 |     | 3        | 1       | 17,523  | 17,044  | 16,449  | 8,090   | 16,378  | 4,188  | 2,803  | 4,188  |       | 93.9 | 23.9 |       | 76       | 61      |
|  | 大阪                        | 301   | 215   | 203 | 119   | 201 | 20 | 3   | 20 | 4    | 67.4 | 6.6  | 1.3 |          | 3       | 44,028  | 38,042  | 36,456  | 20,576  | 36,353  | 6,116  | 147    | 6,116  | 145   | 82.8 | 13.9 | 0.3   |          | 363     |
|  | 山陽                        | 136   | 105   | 97  | 21    | 95  | 17 |     | 17 | 4    | 71.3 | 12.5 | 2.9 | 6        | 2       | 23,183  | 17,058  | 16,638  | 5,922   | 16,308  | 2,722  |        | 2,722  | 320   | 71.8 | 11.7 | 1.4   | 301      | 1,300   |
|  | 山陰                        | 39    | 27    | 25  | 3     | 25  | 2  |     | 2  | 1    | 64.1 | 5.1  | 2.6 |          |         | 4,427   | 3,243   | 3,055   | 54      | 3,055   | 63     |        | 63     | 35    | 69.0 | 1.4  | 0.8   |          |         |
| 四国   | 32                        | 32    | 31    | 7   | 28    |     |    |     |    | 96.9 |      |      |     |          | 4,892   | 4,892   | 4,779   | 3,198   | 4,400   |         |        |        |        | 97.7  |      |      |       |          |         |
| 九州・山口                                      | 64                        | 43    | 40    | 17  | 39    | 7   | 1  | 7   | 2  | 62.5 | 10.9 | 3.1  |     | 1        | 7,741   | 6,010   | 5,676   | 2,749   | 5,638   | 961     | 25     | 961    | 153    | 73.3  | 12.4 | 2.0  |       | 128      |         |
| 地方計  | 1,792                     | 1,301 | 1,170 | 324 | 1,133 | 149 | 15 | 146 | 45 | 65.3 | 8.3  | 2.5  | 23  | 34       | 343,456 | 291,224 | 270,903 | 114,527 | 258,419 | 44,017  | 9,802  | 41,894 | 8,101  | 78.9  | 12.8 | 2.4  | 1,862 | 11,895   |         |

| 2017年<br>春季生活闘争<br>情報No.04<br>3月14日 |          | 平均賃上げ：単純平均 |         |         |        |       |       |       |       |      |        |       |        | 平均賃上げ：加重平均 |      |         |         |        |       |       |       |       |      |        |       |        |       |
|-------------------------------------|----------|------------|---------|---------|--------|-------|-------|-------|-------|------|--------|-------|--------|------------|------|---------|---------|--------|-------|-------|-------|-------|------|--------|-------|--------|-------|
|                                     |          | 同一単組前年比較   |         |         |        |       |       |       |       |      |        |       |        | 同一単組前年比較   |      |         |         |        |       |       |       |       |      |        |       |        |       |
|                                     |          | 基礎数値       |         |         | 要求     |       | 回答・妥結 |       | 妥結    |      | 要求     |       | 妥結     |            | 基礎数値 |         |         | 要求     |       | 回答・妥結 |       | 妥結    |      | 要求     |       | 妥結     |       |
|                                     |          | 年齢         | 勤続      | 基礎賃金    | 金額     | 率     | 金額    | 率     | 金額    | 率    | 金額     | 率     | 金額     | 率          | 金額   | 率       | 金額      | 率      | 金額    | 率     | 金額    | 率     | 金額   | 率      | 金額    | 率      | 金額    |
| 全体計                                 |          | 39.1       | 14.1    | 258,211 | 8,333  | 3.37  | 5,506 | 2.18  | 5,609 | 2.40 | -139   | -0.08 | 215    | -0.02      | 38.8 | 15.1    | 291,167 | 9,075  | 3.20  | 6,569 | 2.19  | 6,354 | 2.35 | -425   | -0.15 | 100    | 0.02  |
| 大手労組会議                              |          | 39.3       | 15.9    | 304,749 | 9,664  | 3.24  | 6,854 | 2.21  | 6,827 | 2.38 | -555   | -0.15 | -193   | -0.05      | 39.1 | 15.5    | 310,319 | 9,694  | 3.16  | 6,923 | 2.19  | 6,862 | 2.37 | -607   | -0.18 | -135   | -0.03 |
| 業<br>種                              | 鉄鋼業      | 38.6       | 13.4    | 243,542 | 7,411  | 3.20  | 5,242 | 2.20  | 6,317 | 2.44 | -319   | -0.15 | 375    | 0.07       | 36.9 | 12.9    | 260,412 | 7,307  | 2.83  | 5,025 | 2.21  | 5,958 | 2.32 | -276   | -0.13 | 233    | 0.03  |
|                                     | 非鉄金属     | 39.1       | 14.4    | 259,177 | 7,666  | 2.99  | 5,770 | 2.21  | 6,000 | 2.15 | 168    | 0.03  | 600    | 0.21       | 38.3 | 14.5    | 257,139 | 7,448  | 2.98  | 5,029 | 2.03  | 6,000 | 2.15 | 298    | 0.03  | 600    | 0.21  |
|                                     | 金属製品     | 39.1       | 14.3    | 251,126 | 7,818  | 3.30  | 5,158 | 2.43  | 5,451 | 2.75 | -37    | -0.04 | 1,008  | 0.21       | 39.2 | 15.6    | 261,858 | 7,921  | 3.21  | 5,459 | 2.22  | 6,088 | 2.62 | -243   | -0.09 | 757    | 0.37  |
|                                     | 一般機械     | 38.4       | 13.5    | 257,974 | 8,695  | 3.52  | 6,074 | 2.23  | 5,800 | 2.28 | -152   | -0.10 | -51    | -0.04      | 38.1 | 14.2    | 291,217 | 9,910  | 3.47  | 7,289 | 2.44  | 6,646 | 2.35 | -259   | -0.10 | -92    | -0.02 |
|                                     | 電気機械     | 39.7       | 15.0    | 260,131 | 8,632  | 3.32  | 5,082 | 1.93  | 4,803 | 1.77 | -241   | -0.17 | -962   | -0.44      | 40.2 | 16.7    | 303,430 | 8,690  | 2.97  | 6,661 | 2.17  | 5,911 | 1.95 | -1,191 | -0.42 | -364   | -0.18 |
|                                     | 輸送機械     | 38.9       | 14.9    | 271,126 | 8,694  | 3.38  | 5,001 | 1.89  | 5,590 | 2.53 | -9     | 0.01  | 590    | 0.27       | 39.1 | 15.9    | 300,460 | 8,466  | 2.86  | 5,144 | 1.67  | 6,211 | 2.46 | -580   | -0.17 | 726    | 0.18  |
|                                     | 精密機械     | 39.6       | 15.1    | 273,349 | 8,749  | 3.35  | 5,918 | 2.24  | 5,060 | 2.16 | -475   | -0.08 | -3,000 | -1.78      | 40.0 | 16.2    | 308,266 | 9,765  | 3.22  | 6,388 | 1.83  | 4,895 | 2.14 | -365   | -0.06 | -2,911 | -1.78 |
|                                     | その他      | 41.3       | 14.4    | 259,532 | 7,773  | 3.16  | 4,269 | 2.07  | 5,080 | 2.94 | -130   | -0.06 | 1,090  | 0.43       | 40.2 | 15.2    | 291,569 | 8,148  | 2.81  | 4,158 | 1.72  | 5,868 | 2.72 | -204   | -0.09 | 890    | 0.36  |
| 規<br>模                              | 1~299人   | 39.1       | 13.7    | 250,024 | 8,185  | 3.43  | 5,222 | 2.17  | 5,403 | 2.42 | -92    | -0.06 | 175    | -0.05      | 38.6 | 14.0    | 258,610 | 8,371  | 3.38  | 5,437 | 2.15  | 5,514 | 2.39 | -227   | -0.08 | -86    | -0.05 |
|                                     | 1~99人    | 39.4       | 13.3    | 242,218 | 8,099  | 3.50  | 5,101 | 2.16  | 5,404 | 2.36 | 19     | -0.04 | 202    | -0.10      | 38.8 | 13.2    | 243,132 | 7,982  | 3.46  | 4,890 | 2.03  | 5,225 | 2.23 | -154   | -0.10 | -311   | -0.17 |
|                                     | 100~299人 | 38.7       | 14.4    | 263,826 | 8,353  | 3.30  | 5,476 | 2.19  | 5,398 | 2.60 | -303   | -0.09 | 100    | 0.05       | 38.6 | 14.3    | 265,838 | 8,559  | 3.34  | 5,732 | 2.21  | 5,727 | 2.50 | -261   | -0.08 | 92     | 0.03  |
|                                     | 300~499人 | 38.7       | 15.5    | 278,240 | 8,682  | 3.18  | 6,222 | 2.11  | 6,701 | 2.37 | -223   | -0.14 | 733    | 0.28       | 38.7 | 15.6    | 278,010 | 8,776  | 3.24  | 6,186 | 2.10  | 6,659 | 2.35 | -206   | -0.12 | 743    | 0.28  |
|                                     | 500~999人 | 38.5       | 15.2    | 281,739 | 9,136  | 3.27  | 6,915 | 2.35  | 6,573 | 2.19 | -249   | -0.10 | 533    | 0.02       | 38.4 | 15.2    | 280,691 | 9,079  | 3.28  | 6,818 | 2.35  | 6,589 | 2.22 | -337   | -0.12 | 595    | 0.02  |
|                                     | 1000人以上  | 39.1       | 15.6    | 306,833 | 9,114  | 3.02  | 7,289 | 2.40  | 6,827 | 2.38 | -606   | -0.20 | -193   | -0.05      | 39.0 | 15.4    | 307,131 | 9,167  | 3.02  | 7,408 | 2.40  | 6,862 | 2.37 | -621   | -0.20 | -135   | -0.03 |
|                                     | 3000人以上  | 39.6       | 16.3    | 313,569 | 9,498  | 3.04  | 6,127 | 1.88  |       |      | -739   | -0.24 |        |            | 39.2 | 15.6    | 314,405 | 9,817  | 3.14  | 6,618 | 2.06  |       |      | -600   | -0.19 |        |       |
| 地<br>方<br>(事業所ベース)                  | 北海道      | 33.6       | 10.0    | 269,390 | 5,289  | 2.01  |       |       |       |      | -1,759 | -0.50 |        |            | 33.6 | 10.0    | 256,105 | 5,017  | 1.96  |       |       |       |      | -52    | -0.06 |        |       |
|                                     | 北東北      | 39.6       | 16.6    | 217,889 | 9,402  | 4.58  | 6,304 | 2.49  |       |      | 802    | 0.58  |        |            | 40.5 | 17.3    | 252,802 | 9,576  | 4.42  | 6,304 | 2.49  |       |      | 340    | 0.30  |        |       |
|                                     | 南東北      | 39.7       | 16.2    | 243,336 | 8,127  | 3.55  | 4,936 | 2.25  | 5,217 | 2.48 | -472   | -0.19 | 281    | 0.37       | 40.0 | 17.0    | 270,651 | 8,515  | 3.28  | 5,077 | 2.26  | 5,422 | 2.46 | -341   | -0.11 | 108    | 0.52  |
|                                     | 北関東      | 39.6       | 15.0    | 284,004 | 9,046  | 3.29  | 5,916 | 2.19  | 6,294 | 2.94 | 221    | -0.02 | 390    | 0.16       | 39.1 | 15.0    | 302,243 | 9,582  | 3.22  | 6,022 | 1.96  | 6,419 | 2.56 | -3     | -0.03 | 283    | 0.14  |
|                                     | 東京千葉     | 40.3       | 15.1    | 289,066 | 7,947  | 2.87  | 5,807 | 2.16  | 6,720 | 2.62 | -908   | -0.30 | -1,920 | -0.64      | 40.5 | 16.3    | 321,415 | 7,792  | 2.49  | 5,887 | 1.85  | 6,588 | 2.63 | -1,290 | -0.39 | -1,197 | -0.37 |
|                                     | 神奈川      | 39.3       | 15.6    | 292,952 | 8,500  | 3.15  | 6,397 | 1.94  | 6,502 | 2.25 | -528   | -0.12 | 587    | 0.14       | 40.1 | 16.7    | 298,217 | 9,094  | 3.23  | 5,821 | 1.80  | 6,596 | 2.33 | -741   | -0.14 | 783    | 0.14  |
|                                     | 新潟       | 38.7       | 15.0    | 245,694 | 8,363  | 3.53  | 5,335 | 2.22  | 4,862 | 2.33 | -373   | -0.31 | -128   | -0.06      | 39.2 | 16.3    | 263,160 | 9,111  | 3.53  | 6,220 | 2.26  | 4,903 | 2.41 | -240   | -0.13 | -145   | -0.08 |
|                                     | 北陸       | 39.2       | 13.8    | 235,569 | 8,968  | 3.79  | 5,973 | 2.44  | 6,350 | 2.45 | 444    | 0.21  | 913    | 0.31       | 38.4 | 14.6    | 258,168 | 9,795  | 3.82  | 5,199 | 2.16  | 6,235 | 2.25 | 68     | 0.02  | 1,615  | 0.58  |
|                                     | 甲信       | 39.1       | 14.7    | 270,605 | 8,701  | 3.36  | 4,913 | 2.07  | 6,588 | 2.38 | 211    | -0.13 | 2,026  | -0.13      | 39.5 | 16.0    | 291,475 | 9,943  | 3.62  | 5,452 | 1.95  | 6,348 | 2.12 | 456    | -0.12 | 108    | 0.00  |
|                                     | 静岡       | 39.8       | 15.8    | 277,132 | 7,679  | 2.89  | 6,638 | 2.63  | 5,620 | 2.34 | -564   | -0.15 | 336    | 0.14       | 39.1 | 16.2    | 299,042 | 8,786  | 2.97  | 8,852 | 3.10  | 5,656 | 2.35 | -1,294 | -0.38 | 361    | 0.15  |
|                                     | 東海       | 38.1       | 13.5    | 270,005 | 7,780  | 2.88  | 6,082 | 2.27  | 6,631 | 2.45 | -86    | -0.06 | 112    | 0.00       | 38.0 | 14.5    | 283,246 | 8,454  | 2.93  | 6,672 | 2.36  | 6,864 | 2.41 | -52    | -0.04 | -113   | -0.03 |
|                                     | 京滋       | 39.3       | 13.6    | 277,422 | 8,135  | 2.99  | 6,400 | 2.16  |       |      | -253   | -0.02 |        |            | 39.2 | 14.8    | 308,610 | 9,569  | 3.10  | 6,481 | 1.88  |       |      | -620   | -0.17 |        |       |
|                                     | 大阪       | 38.8       | 14.0    | 272,341 | 9,018  | 3.50  | 6,633 | 2.29  | 5,537 | 2.12 | -273   | -0.18 | -40    | -0.07      | 38.0 | 14.3    | 293,360 | 10,013 | 3.45  | 7,951 | 2.58  | 5,519 | 2.17 | -103   | -0.07 | -7     | -0.02 |
|                                     | 山陽       | 38.5       | 14.0    | 264,814 | 8,544  | 3.61  | 4,916 | 1.96  | 2,545 | 2.10 | 285    | 0.11  | -1,153 | -0.87      | 38.1 | 14.2    | 283,349 | 9,284  | 3.47  | 6,131 | 2.23  | 3,114 | 2.10 | -98    | 0.00  | -1,209 | -0.87 |
|                                     | 山陰       | 39.4       | 13.9    | 219,561 | 5,989  | 3.08  | 3,250 | 1.57  | 3,500 | 1.64 | -330   | -0.31 | -500   | -0.29      | 39.9 | 15.1    | 243,970 | 7,443  | 3.20  | 3,278 | 1.58  | 3,500 | 1.64 | -453   | -0.14 | -500   | -0.29 |
|                                     | 四国       | 39.9       | 14.1    | 249,090 | 10,256 | 4.23  |       |       |       |      | 195    | 0.08  |        |            | 38.7 | 14.5    | 280,667 | 9,849  | 3.54  |       |       |       |      | -756   | -0.29 |        |       |
| 九州・山口                               | 38.9     | 14.6       | 261,048 | 8,424   | 3.25   | 5,483 | 2.34  | 4,702 | 2.40  | -843 | -0.37  | 1,076 | 0.78   | 38.1       | 14.4 | 273,882 | 9,309   | 3.45   | 6,405 | 2.47  | 3,556 | 2.40  | -329 | -0.21  | 351   | 0.78   |       |
| 地方計                                 | 39.1     | 14.4       | 265,353 | 8,481   | 3.34   | 5,783 | 2.20  | 5,625 | 2.42  | -169 | -0.09  | 214   | 0.01   | 38.9       | 15.1 | 291,050 | 9,104   | 3.20   | 6,569 | 2.19  | 6,327 | 2.37  | -384 | -0.14  | 71    | 0.02   |       |

| 2017年<br>春季生活闘争<br>情報No.04<br>3月14日 | 全体の賃金構造分と改善分：要求 |      |       |      |          |       |       |      |       |      |      | 全体の賃金構造分と改善分：回答 |      |      |      |      |      |      |      |          |      |      |      |       |      |      |         |      |    |     |
|-------------------------------------|-----------------|------|-------|------|----------|-------|-------|------|-------|------|------|-----------------|------|------|------|------|------|------|------|----------|------|------|------|-------|------|------|---------|------|----|-----|
|                                     | 全体計             |      |       |      | 改善分がある場合 |       |       |      | 構造維持分 |      |      | 構造維持分割れ         |      |      |      | 全体計  |      |      |      | 改善分がある場合 |      |      |      | 構造維持分 |      |      | 構造維持分割れ |      |    |     |
|                                     | 賃上げ額            |      | 構造    | ペア   | 賃上げ額     |       | 構造    | ペア   | のみ    |      |      | 賃上げ額            |      | 構造   | マイナ  | 賃上げ額 |      | 構造   | 賃金   | 賃上げ額     |      | 構造   | 賃金   | のみ    |      |      | 賃上げ額    |      | 構造 | マイナ |
|                                     | 単組数             | 全体計  | 維持分   | 改善分  | 単組数      | 全体計   | 維持分   | 改善分  | 単組数   | 金額   | 単組数  | 全体計             | 維持分  | ス分   | 単組数  | 全体計  | 維持分  | 改善分  | 単組数  | 全体計      | 維持分  | 改善分  | 単組数  | 金額    | 単組数  | 全体計  | 維持分     | ス分   |    |     |
| 全体計                                 | 710             | 8456 | 4574  | 3881 | 636      | 8854  | 4522  | 4333 | 74    | 5028 |      |                 |      |      | 80   | 5688 | 4695 | 993  | 51   | 6350     | 4740 | 1610 | 25   | 4614  | 4    | 3953 | 4622    | -669 |    |     |
| 大手労組会議                              | 38              | 9775 | 5496  | 4279 | 35       | 10270 | 5624  | 4646 | 3     | 4004 |      |                 |      |      | 8    | 6854 | 6124 | 730  | 6    | 7134     | 6161 | 973  | 2    | 6011  |      |      |         |      |    |     |
| 業<br>種                              | 鉄鋼業             | 58   | 7434  | 4066 | 3368     | 49    | 7989  | 4002 | 3986  | 9    | 4415 |                 |      |      | 5    | 5004 | 3950 | 1054 | 4    | 5263     | 3946 | 1318 | 1    | 3967  |      |      |         |      |    |     |
|                                     | 非鉄金属            | 35   | 7819  | 4582 | 3237     | 31    | 8203  | 4549 | 3654  | 4    | 4840 |                 |      |      | 4    | 5770 | 4929 | 841  | 2    | 5488     | 3805 | 1683 | 2    | 6053  |      |      |         |      |    |     |
|                                     | 金属製品            | 96   | 7824  | 4115 | 3709     | 85    | 8309  | 4120 | 4189  | 11   | 4077 |                 |      |      | 12   | 5326 | 3760 | 1566 | 8    | 6351     | 3904 | 2447 | 3    | 3035  | 1    | 4000 | 4783    | -783 |    |     |
|                                     | 一般機械            | 280  | 8843  | 4793 | 4050     | 253   | 9210  | 4728 | 4482  | 27   | 5404 |                 |      |      | 30   | 6340 | 5132 | 1208 | 21   | 6812     | 5077 | 1735 | 8    | 5354  | 1    | 4312 | 4500    | -188 |    |     |
|                                     | 電気機械            | 73   | 8548  | 4640 | 3908     | 69    | 8763  | 4629 | 4135  | 4    | 4831 |                 |      |      | 10   | 5586 | 4945 | 641  | 7    | 6408     | 5366 | 1042 | 2    | 3953  | 1    | 3100 | 3985    | -885 |    |     |
|                                     | 輸送機械            | 88   | 8549  | 4555 | 3994     | 79    | 8919  | 4470 | 4449  | 9    | 5301 |                 |      |      | 8    | 5214 | 4518 | 696  | 4    | 5897     | 4301 | 1596 | 3    | 4573  | 1    | 4400 | 5218    | -818 |    |     |
|                                     | 精密機械            | 28   | 8984  | 5335 | 3649     | 23    | 9664  | 5222 | 4442  | 5    | 5858 |                 |      |      | 5    | 6268 | 5788 | 480  | 3    | 6721     | 5921 | 800  | 2    | 5590  |      |      |         |      |    |     |
|                                     | その他             | 52   | 8531  | 4338 | 4193     | 47    | 8888  | 4249 | 4639  | 5    | 5177 |                 |      |      | 6    | 3981 | 3749 | 232  | 2    | 4678     | 3983 | 695  | 4    | 3632  |      |      |         |      |    |     |
| 規<br>模                              | 1～299人          | 537  | 8270  | 4399 | 3871     | 479   | 8673  | 4333 | 4340  | 58   | 4946 |                 |      |      | 57   | 5351 | 4308 | 1044 | 34   | 6139     | 4310 | 1829 | 19   | 4237  | 4    | 3953 | 4622    | -669 |    |     |
|                                     | 1～99人           | 312  | 8197  | 4293 | 3904     | 275   | 8638  | 4209 | 4429  | 37   | 4917 |                 |      |      | 35   | 5110 | 3995 | 1115 | 20   | 6105     | 4061 | 2044 | 12   | 3779  | 3    | 3804 | 4423    | -619 |    |     |
|                                     | 100～299人        | 225  | 8372  | 4546 | 3826     | 204   | 8719  | 4500 | 4219  | 21   | 4999 |                 |      |      | 22   | 5736 | 4805 | 931  | 14   | 6188     | 4667 | 1521 | 7    | 5022  | 1    | 4400 | 5218    | -818 |    |     |
|                                     | 300～499人        | 68   | 8834  | 4964 | 3869     | 63    | 9104  | 4927 | 4177  | 5    | 5425 |                 |      |      | 10   | 6222 | 5243 | 979  | 8    | 6460     | 5237 | 1223 | 2    | 5269  |      |      |         |      |    |     |
|                                     | 500～999人        | 60   | 9066  | 5031 | 4035     | 53    | 9586  | 5018 | 4568  | 7    | 5125 |                 |      |      | 5    | 6586 | 5724 | 862  | 3    | 6882     | 5444 | 1437 | 2    | 6143  |      |      |         |      |    |     |
|                                     | 1000人以上         | 35   | 9114  | 5420 | 3694     | 31    | 9575  | 5405 | 4171  | 4    | 5540 |                 |      |      | 5    | 7289 | 6445 | 844  | 4    | 7331     | 6276 | 1055 | 1    | 7122  |      |      |         |      |    |     |
|                                     | 3000人以上         | 10   | 9886  | 5632 | 4254     | 10    | 9886  | 5632 | 4254  |      |      |                 |      |      | 3    | 6127 | 5587 | 540  | 2    | 6741     | 5931 | 810  | 1    | 4900  |      |      |         |      |    |     |
| 地<br>方<br>(事業所ベース)                  | 北海道             | 4    | 5289  | 4489 | 800      | 2     | 5320  | 3720 | 1600  | 2    | 5258 |                 |      |      |      |      |      |      |      |          |      |      |      |       |      |      |         |      |    |     |
|                                     | 北東北             | 15   | 8731  | 4231 | 4500     | 14    | 9211  | 4390 | 4821  | 1    | 2011 |                 |      |      | 1    | 6304 | 4804 | 1500 | 1    | 6304     | 4804 | 1500 |      |       |      |      |         |      |    |     |
|                                     | 南東北             | 39   | 8719  | 4344 | 4375     | 35    | 9230  | 4354 | 4875  | 4    | 4250 |                 |      |      | 5    | 4710 | 4210 | 500  | 2    | 6152     | 4902 | 1250 | 3    | 3749  |      |      |         |      |    |     |
|                                     | 北関東             | 102  | 9205  | 4879 | 4326     | 97    | 9381  | 4833 | 4549  | 5    | 5781 |                 |      |      | 16   | 6268 | 5457 | 811  | 7    | 7342     | 5489 | 1853 | 9    | 5432  |      |      |         |      |    |     |
|                                     | 東京千葉            | 74   | 7928  | 5066 | 2862     | 53    | 9052  | 5056 | 3996  | 21   | 5090 |                 |      |      | 9    | 6355 | 5675 | 680  | 7    | 6483     | 5608 | 875  | 2    | 5908  |      |      |         |      |    |     |
|                                     | 神奈川             | 40   | 8769  | 5330 | 3439     | 32    | 9577  | 5278 | 4298  | 8    | 5538 |                 |      |      | 6    | 6397 | 5577 | 820  | 5    | 6696     | 5712 | 984  | 1    | 4900  |      |      |         |      |    |     |
|                                     | 新潟              | 31   | 8714  | 4155 | 4558     | 25    | 9682  | 4030 | 5652  | 6    | 4679 |                 |      |      | 4    | 5331 | 5110 | 221  | 1    | 5900     | 4200 | 1700 | 2    | 5511  | 1    | 4400 | 5218    | -818 |    |     |
|                                     | 北陸              | 53   | 8890  | 4180 | 4710     | 51    | 9064  | 4169 | 4895  | 2    | 4450 |                 |      |      | 6    | 5885 | 4257 | 1628 | 5    | 6200     | 4209 | 1991 |      |       | 1    | 4312 | 4500    | -188 |    |     |
|                                     | 甲信              | 29   | 8496  | 4466 | 4030     | 27    | 8847  | 4519 | 4329  | 2    | 3750 |                 |      |      | 7    | 4018 | 3528 | 490  | 2    | 6223     | 4506 | 1717 | 5    | 3137  |      |      |         |      |    |     |
|                                     | 静岡              | 38   | 8275  | 4731 | 3544     | 35    | 8516  | 4668 | 3848  | 3    | 5467 |                 |      |      | 4    | 6638 | 4978 | 1660 | 4    | 6638     | 4978 | 1660 |      |       |      |      |         |      |    |     |
|                                     | 東海              | 98   | 7998  | 4685 | 3313     | 88    | 8300  | 4611 | 3690  | 10   | 5339 |                 |      |      | 10   | 6254 | 4862 | 1391 | 8    | 6934     | 5084 | 1850 | 1    | 3967  | 1    | 3100 | 3985    | -885 |    |     |
|                                     | 京滋              | 57   | 8320  | 4774 | 3546     | 54    | 8497  | 4754 | 3743  | 3    | 5134 |                 |      |      | 8    | 6750 | 5490 | 1260 | 7    | 6857     | 5417 | 1440 | 1    | 6000  |      |      |         |      |    |     |
|                                     | 大阪              | 168  | 9277  | 4832 | 4445     | 150   | 9800  | 4821 | 4979  | 17   | 4855 | 1               | 6114 | 6144 | -30  | 17   | 6565 | 5543 | 1022 | 14       | 6850 | 5609 | 1241 | 3     | 5239 |      |         |      |    |     |
|                                     | 山陽              | 57   | 8797  | 4779 | 4018     | 53    | 9155  | 4834 | 4321  | 4    | 4042 |                 |      |      | 10   | 5457 | 4844 | 614  | 5    | 6170     | 4786 | 1384 | 4    | 4931  | 1    | 4000 | 4783    | -783 |    |     |
|                                     | 山陰              | 17   | 6367  | 3482 | 2885     | 17    | 6367  | 3482 | 2885  |      |      |                 |      |      | 1    | 3000 | 3000 |      |      |          |      |      |      | 1     | 3000 |      |         |      |    |     |
|                                     | 四国              | 11   | 10624 | 5250 | 5374     | 11    | 10624 | 5250 | 5374  |      |      |                 |      |      |      |      |      |      |      |          |      |      |      |       |      |      |         |      |    |     |
| 九州・山口                               | 26              | 8239 | 4748  | 3491 | 23       | 8610  | 4664  | 3946 | 3     | 5392 |      |                 |      | 5    | 6476 | 4622 | 1854 | 4    | 7103 | 4785     | 2318 | 1    | 3967 |       |      |      |         |      |    |     |
| 地方計                                 | 861             | 8640 | 4719  | 3921 | 768      | 9082  | 4686  | 4396 | 92    | 4979 | 1    | 6114            | 6144 | -30  | 109  | 6010 | 5042 | 968  | 72   | 6714     | 5211 | 1503 | 33   | 4725  | 4    | 3953 | 4622    | -669 |    |     |

| 2017年<br>春季生活闘争<br>情報No. 04<br>3月14日 |          | 平均賃上げ: 要求額<br>賃金改善又はベア額の分布 |       |             |                    |                    |                    | 平均賃上げ: 回答額<br>賃金改善又はベア額の分布 |       |       |           |              |              |              |           |
|--------------------------------------|----------|----------------------------|-------|-------------|--------------------|--------------------|--------------------|----------------------------|-------|-------|-----------|--------------|--------------|--------------|-----------|
|                                      |          | 合計                         |       | 4.5千円<br>未満 | 4.5千～<br>6千円未<br>満 | 6千～<br>7.5千円<br>未満 | 7.5千～<br>9千円未<br>満 | 9千円<br>以上                  | 合計    |       | 1千円<br>未満 | 1千～2<br>千円未満 | 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                                  |          | 636                        | 4,333 | 302         | 76                 | 237                | 14                 | 7                          | 51    | 1,610 | 15        | 21           | 4            | 9            | 2         |
| 大手労組会議                               |          | 35                         | 4,646 | 14          | 2                  | 18                 | 1                  |                            | 6     | 973   | 4         | 2            |              |              |           |
| 業<br>種                               | 鉄鋼業      | 49                         | 3,986 | 27          | 4                  | 17                 | 1                  |                            | 4     | 1,318 |           | 3            | 1            |              |           |
|                                      | 非鉄金属     | 31                         | 3,654 | 19          | 4                  | 8                  |                    |                            | 2     | 1,683 | 1         |              |              | 1            |           |
|                                      | 金属製品     | 85                         | 4,189 | 44          | 12                 | 23                 | 5                  | 1                          | 8     | 2,447 | 1         | 3            | 1            | 2            | 1         |
|                                      | 一般機械     | 253                        | 4,482 | 114         | 32                 | 100                | 2                  | 5                          | 21    | 1,735 | 5         | 9            | 2            | 4            | 1         |
|                                      | 電気機械     | 69                         | 4,135 | 33          | 9                  | 26                 |                    | 1                          | 7     | 1,042 | 4         | 2            |              | 1            |           |
|                                      | 輸送機械     | 79                         | 4,449 | 35          | 9                  | 32                 | 3                  |                            | 4     | 1,596 |           | 3            |              | 1            |           |
|                                      | 精密機械     | 23                         | 4,442 | 10          | 2                  | 10                 | 1                  |                            | 3     | 800   | 3         |              |              |              |           |
|                                      | その他      | 47                         | 4,639 | 20          | 4                  | 21                 | 2                  |                            | 2     | 695   | 1         | 1            |              |              |           |
| 規<br>模                               | 1～299人   | 479                        | 4,340 | 229         | 59                 | 171                | 13                 | 7                          | 34    | 1,829 | 8         | 13           | 3            | 8            | 2         |
|                                      | 1～99人    | 275                        | 4,429 | 121         | 35                 | 107                | 8                  | 4                          | 20    | 2,044 | 2         | 9            | 3            | 5            | 1         |
|                                      | 100～299人 | 204                        | 4,219 | 108         | 24                 | 64                 | 5                  | 3                          | 14    | 1,521 | 6         | 4            |              | 3            | 1         |
|                                      | 300～499人 | 63                         | 4,177 | 33          | 7                  | 23                 |                    |                            | 8     | 1,223 | 2         | 5            | 1            |              |           |
|                                      | 500～999人 | 53                         | 4,568 | 20          | 6                  | 26                 | 1                  |                            | 3     | 1,437 | 1         | 1            |              | 1            |           |
|                                      | 1000人以上  | 31                         | 4,171 | 15          | 3                  | 13                 |                    |                            | 4     | 1,055 | 2         | 2            |              |              |           |
| 地<br>方<br>(事業所ベース)                   | 3000人以上  | 10                         | 4,254 | 5           | 1                  | 4                  |                    |                            | 2     | 810   | 2         |              |              |              |           |
|                                      | 北海道      | 2                          | 1,600 | 2           |                    |                    |                    |                            |       |       |           |              |              |              |           |
|                                      | 北東北      | 14                         | 4,821 | 4           |                    | 10                 |                    |                            | 1     | 1,500 |           | 1            |              |              |           |
|                                      | 南東北      | 35                         | 4,875 | 14          | 4                  | 15                 |                    | 2                          | 2     | 1,250 |           | 2            |              |              |           |
|                                      | 北関東      | 97                         | 4,549 | 44          | 6                  | 45                 | 2                  |                            | 7     | 1,853 | 3         | 1            |              | 3            |           |
|                                      | 東京千葉     | 53                         | 3,996 | 30          | 3                  | 19                 | 1                  |                            | 7     | 875   | 5         | 2            |              |              |           |
|                                      | 神奈川      | 32                         | 4,298 | 14          | 6                  | 11                 | 1                  |                            | 5     | 984   | 2         | 3            |              |              |           |
|                                      | 新潟       | 25                         | 5,652 | 8           | 1                  | 11                 | 3                  | 2                          | 1     | 1,700 |           | 1            |              |              |           |
|                                      | 北陸       | 51                         | 4,895 | 14          | 16                 | 19                 | 2                  |                            | 5     | 1,991 | 2         | 2            |              |              | 1         |
|                                      | 甲信       | 27                         | 4,329 | 12          | 7                  | 8                  |                    |                            | 2     | 1,717 | 1         |              |              | 1            |           |
|                                      | 静岡       | 35                         | 3,848 | 21          | 5                  | 9                  |                    |                            | 4     | 1,660 |           | 3            |              | 1            |           |
|                                      | 東海       | 88                         | 3,690 | 50          | 14                 | 24                 |                    |                            | 8     | 1,850 | 1         | 3            | 3            | 1            |           |
|                                      | 京滋       | 54                         | 3,743 | 32          | 5                  | 16                 | 1                  |                            | 7     | 1,440 | 3         | 2            |              | 2            |           |
|                                      | 大阪       | 150                        | 4,979 | 47          | 22                 | 74                 | 4                  | 3                          | 14    | 1,241 | 6         | 7            |              | 1            |           |
|                                      | 山陽       | 53                         | 4,321 | 26          | 3                  | 23                 |                    | 1                          | 5     | 1,384 | 3         | 1            |              |              | 1         |
|                                      | 山陰       | 17                         | 2,885 | 13          | 3                  | 1                  |                    |                            |       |       |           |              |              |              |           |
|                                      | 四国       | 11                         | 5,374 | 2           |                    | 9                  |                    |                            |       |       |           |              |              |              |           |
| 九州・山口                                | 23       | 3,946                      | 15    |             | 6                  | 2                  |                    | 4                          | 2,318 |       | 1         | 1            | 2            |              |           |
| 地方計                                  | 768      | 4,396                      | 349   | 95          | 300                | 16                 | 8                  | 72                         | 1,503 | 26    | 29        | 4            | 11           | 2            |           |

2017年  
春季生活闘争  
情報No. 4  
3月14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 |         |         |         | 現行水準の台別分布（台別区分の単位=千円、単組数をカント） |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     | 合計 |     |     |
|------------|--------------|---------|---------|---------|-------------------------------|---------|---------|---------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|
|            | 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 |     |
|            | 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         | 210     | 224,767 | 461     | 232,857                       | 244     | 240,075 | 12      | 245,816 | 29  | 25  | 48  | 68  | 60  | 55  | 60  | 43  | 23  | 21  | 10  | 6  | 13  | 461 |
|            | 大手労組会議       | 19      | 260,193 | 42      | 266,689                       | 26      | 274,196 | 3       | 291,785 |     |     |     | 1   | 1   | 5   | 5   | 9   | 4   | 7   | 3   | 1  | 6   | 42  |
|            | 1～299人       | 152     | 218,665 | 325     | 225,135                       | 174     | 232,032 | 7       | 223,860 | 27  | 23  | 44  | 63  | 47  | 36  | 30  | 25  | 12  | 8   | 2   | 3  | 5   | 325 |
|            | 1～99人        | 94      | 212,971 | 180     | 218,513                       | 105     | 224,513 | 6       | 227,217 | 23  | 21  | 25  | 40  | 19  | 14  | 13  | 15  | 4   | 4   | 1   | 1  |     | 180 |
|            | 100～299人     | 58      | 227,892 | 145     | 233,354                       | 69      | 243,473 | 1       | 203,720 | 4   | 2   | 19  | 23  | 28  | 22  | 17  | 10  | 8   | 4   | 1   | 2  | 5   | 145 |
|            | 300～499人     | 23      | 226,773 | 52      | 242,188                       | 25      | 251,261 | 1       | 245,033 | 2   | 1   | 2   | 3   | 9   | 8   | 12  | 2   | 3   | 4   | 3   | 1  | 2   | 52  |
|            | 500～999人     | 18      | 238,613 | 35      | 246,992                       | 22      | 257,740 | 1       | 262,385 |     | 1   | 1   | 2   | 2   | 7   | 9   | 6   | 3   | 1   | 1   |    | 2   | 35  |
| 1000～2999人 | 15           | 264,133 | 35      | 264,680 | 16                            | 273,231 | 3       | 291,785 |         |     |     |     | 2   | 4   | 8   | 6   | 3   | 4   | 3   | 1   | 4  | 35  |     |
| 3000人以上    | 2            | 245,650 | 14      | 262,579 | 7                             | 268,775 |         |         |         |     |     |     |     |     | 1   | 4   | 2   | 4   | 1   | 1   |    | 14  |     |
| 所定内賃金      | 全規模計         | 24      | 237,791 | 70      | 237,428                       | 28      | 251,005 | 2       | 275,413 | 7   | 2   | 5   | 3   | 11  | 13  | 7   | 7   | 3   | 4   | 2   | 4  | 2   | 70  |
|            | 1～299人       | 13      | 223,411 | 43      | 226,344                       | 12      | 234,746 |         |         | 7   | 2   | 4   | 3   | 9   | 8   | 1   | 4   | 1   | 1   |     | 2  | 1   | 43  |
|            | 1～99人        | 6       | 224,717 | 24      | 223,801                       | 5       | 222,737 |         |         | 5   | 2   | 2   | 1   | 4   | 3   | 1   | 3   | 1   | 1   |     | 1  |     | 24  |
|            | 100～299人     | 7       | 222,293 | 19      | 229,557                       | 7       | 243,325 |         |         | 2   |     | 2   | 2   | 5   | 5   |     | 1   |     |     |     |    | 1   | 19  |
|            | 300～499人     | 2       | 257,150 | 5       | 248,071                       | 3       | 260,382 |         |         |     |     |     |     | 1   | 1   | 2   |     |     |     |     |    | 1   | 5   |
|            | 500～999人     | 3       | 244,058 | 5       | 246,305                       | 4       | 252,710 |         |         |     |     |     |     |     | 1   | 2   | 2   |     |     |     |    |     | 5   |
|            | 1000～2999人   | 6       | 259,359 | 14      | 262,066                       | 8       | 270,496 | 2       | 275,413 |     |     |     |     | 1   | 3   | 1   | 1   | 2   | 3   | 2   |    | 1   | 14  |
| 3000人以上    |              |         | 3       | 248,791 | 1                             | 255,235 |         |         |         |     | 1   |     |     |     | 1   |     |     |     |     |     | 1  | 3   |     |
| 基本賃金       | 全規模計         | 22      | 242,423 | 40      | 247,293                       | 26      | 259,317 | 1       | 324,530 | 2   | 2   | 3   | 5   | 4   | 7   | 4   | 3   | 5   | 3   |     | 2  | 40  |     |
|            | 1～299人       | 13      | 241,114 | 19      | 239,164                       | 11      | 258,594 |         |         | 2   | 2   | 2   | 3   | 2   | 1   | 1   | 2   | 2   | 1   |     | 1  | 19  |     |
|            | 1～99人        | 5       | 224,818 | 8       | 219,339                       | 4       | 239,268 |         |         | 2   | 2   | 1   | 1   | 1   | 1   |     |     |     |     |     |    | 8   |     |
|            | 100～299人     | 8       | 251,298 | 11      | 253,583                       | 7       | 269,637 |         |         |     |     |     | 1   | 2   | 2   |     | 1   | 2   | 1   | 1   |    | 1   | 11  |
|            | 300～499人     | 2       | 230,540 | 2       | 238,822                       | 2       | 241,784 |         |         |     |     |     |     | 1   |     | 1   |     |     |     |     |    |     | 2   |
|            | 500～999人     | 5       | 236,194 | 8       | 239,750                       | 6       | 249,750 |         |         |     |     |     | 1   | 1   | 2   | 3   |     |     |     | 1   |    |     | 8   |
|            | 1000～2999人   | 1       | 304,173 | 4       | 268,058                       | 4       | 274,565 | 1       | 324,530 |     |     |     |     |     |     | 2   | 1   |     |     |     |    |     | 4   |
| 3000人以上    | 1            | 252,600 | 7       | 268,534 | 3                             | 272,463 |         |         |         |     |     |     |     |     |     | 2   | 1   | 3   | 1   |     |    | 7   |     |
| 基準内賃金      | 全規模計         | 121     | 217,968 | 163     | 225,096                       | 131     | 230,604 | 8       | 232,280 | 10  | 8   | 24  | 33  | 24  | 18  | 20  | 17  | 6   | 1   |     | 1  | 163 |     |
|            | 1～299人       | 98      | 216,623 | 132     | 223,306                       | 108     | 228,716 | 6       | 225,137 | 9   | 7   | 22  | 30  | 19  | 12  | 14  | 13  | 3   | 1   |     | 1  | 132 |     |
|            | 1～99人        | 67      | 214,091 | 82      | 220,851                       | 74      | 225,968 | 5       | 229,420 | 8   | 5   | 13  | 20  | 8   | 8   | 8   | 9   | 2   | 1   |     |    | 82  |     |
|            | 100～299人     | 31      | 222,096 | 50      | 227,333                       | 34      | 234,697 | 1       | 203,720 | 1   | 2   | 9   | 10  | 11  | 4   | 6   | 4   | 1   |     |     | 1  | 1   | 50  |
|            | 300～499人     | 12      | 212,721 | 16      | 222,905                       | 11      | 225,028 | 1       | 245,033 | 1   | 1   | 1   | 2   | 4   | 3   | 3   | 1   |     |     |     |    |     | 16  |
|            | 500～999人     | 8       | 234,324 | 10      | 239,537                       | 8       | 249,864 | 1       | 262,385 |     |     | 1   | 1   | 1   | 2   | 2   | 1   | 2   |     |     |    |     | 10  |
|            | 1000～2999人   | 2       | 239,588 | 3       | 244,206                       | 2       | 252,381 |         |         |     |     |     |     |     | 1   | 1   | 1   |     |     |     |    |     | 3   |
| 3000人以上    | 1            | 238,700 | 2       | 259,900 | 2                             | 264,400 |         |         |         |     |     |     |     |     |     | 1   | 1   |     |     |     |    | 2   |     |
| 不詳         | 全規模計         | 43      | 227,598 | 188     | 234,813                       | 59      | 247,439 | 1       | 216,203 | 12  | 13  | 17  | 29  | 20  | 20  | 26  | 15  | 11  | 11  | 5   | 1  | 8   | 188 |
|            | 1～299人       | 28      | 213,184 | 131     | 224,545                       | 43      | 232,806 | 1       | 216,203 | 11  | 12  | 16  | 28  | 16  | 14  | 14  | 7   | 6   | 4   | 1   |    | 2   | 131 |
|            | 1～99人        | 16      | 200,177 | 66      | 213,586                       | 22      | 217,339 | 1       | 216,203 | 10  | 12  | 8   | 18  | 6   | 3   | 3   | 3   | 1   | 1   | 1   |    |     | 66  |
|            | 100～299人     | 12      | 230,527 | 65      | 235,673                       | 21      | 249,010 |         |         | 1   |     | 8   | 10  | 10  | 11  | 11  | 4   | 5   | 3   |     |    | 2   | 65  |
|            | 300～499人     | 7       | 241,108 | 29      | 252,044                       | 9       | 282,389 |         |         | 1   |     | 1   | 1   | 3   | 4   | 6   | 1   | 3   | 4   | 3   |    | 2   | 29  |
|            | 500～999人     | 2       | 253,650 | 12      | 258,321                       | 4       | 290,506 |         |         |     | 1   |     |     |     | 2   | 2   | 3   | 1   | 1   |     |    | 2   | 12  |
|            | 1000～2999人   | 6       | 270,417 | 14      | 270,717                       | 2       | 302,354 |         |         |     |     |     |     | 1   |     | 4   | 3   | 1   | 1   | 1   | 1  | 2   | 14  |
| 3000人以上    |              |         | 2       | 265,095 | 1                             | 280,000 |         |         |         |     |     |     |     |     |     | 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 |         |         |         | 現行水準の台別分布（台別区分の単位=千円、単組数をカント） |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     | 合計 |     |     |
|------------|--------------|---------|---------|---------|-------------------------------|---------|---------|---------|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|----|-----|-----|
|            | 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 |     |
|            | 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  | 以上  |
| 区分計        | 全規模計         | 203     | 254,498 | 451     | 261,661                       | 229     | 271,054 | 10      | 270,100 | 46  | 40  | 46  | 55  | 51  | 42  | 36  | 17  | 28  | 17  | 9   | 22 | 451 |     |
|            | 大手労組会議       | 19      | 300,875 | 42      | 308,181                       | 27      | 315,964 | 2       | 325,535 |     |     |     |     | 1   |     | 3   | 6   | 7   | 1   | 4   | 7  | 4   | 42  |
|            | 1～299人       | 149     | 246,870 | 315     | 251,713                       | 157     | 260,893 | 6       | 245,879 | 44  | 36  | 44  | 48  | 38  | 22  | 23  | 18  | 9   | 13  | 7   | 3  | 10  | 315 |
|            | 1～99人        | 92      | 239,388 | 176     | 242,243                       | 96      | 251,593 | 5       | 248,311 | 40  | 23  | 29  | 21  | 19  | 7   | 10  | 10  | 6   | 7   | 2   | 1  | 1   | 176 |
|            | 100～299人     | 57      | 258,947 | 139     | 263,703                       | 61      | 275,529 | 1       | 233,720 | 4   | 13  | 15  | 27  | 19  | 15  | 13  | 8   | 3   | 6   | 5   | 2  | 9   | 139 |
|            | 300～499人     | 20      | 254,164 | 52      | 269,177                       | 25      | 275,727 | 1       | 271,525 | 2   | 3   | 1   | 4   | 11  | 7   | 6   | 6   | 3   | 4   | 2   | 2  | 1   | 52  |
|            | 500～999人     | 18      | 270,889 | 34      | 280,209                       | 22      | 289,640 | 1       | 303,135 |     | 1   | 1   | 2   | 1   | 7   | 6   | 6   | 3   | 5   |     |    |     | 34  |
| 1000～2999人 | 14           | 311,807 | 36      | 300,334 | 19                            | 312,832 | 2       | 325,535 |         |     | 1   | 1   | 1   | 5   | 6   | 4   | 2   | 4   | 5   | 3   | 5  | 36  |     |
| 3000人以上    | 2            | 277,465 | 14      | 313,077 | 6                             | 317,036 |         |         |         |     |     |     |     | 1   | 1   | 2   |     | 2   | 3   | 1   | 4  | 14  |     |
| 所定内賃金      | 全規模計         | 22      | 268,396 | 67      | 268,600                       | 28      | 285,629 | 1       | 272,915 | 7   | 2   | 4   | 4   | 10  | 8   | 9   | 6   | 3   | 3   | 4   | 3  | 4   | 67  |
|            | 1～299人       | 12      | 249,299 | 40      | 254,624                       | 11      | 266,066 |         |         | 7   | 2   | 4   | 3   | 10  | 2   | 3   | 2   | 2   | 1   |     |    | 2   | 40  |
|            | 1～99人        | 6       | 245,870 | 22      | 248,843                       | 4       | 245,386 |         |         | 6   |     | 3   | 1   | 5   |     | 1   | 1   | 2   | 2   | 1   |    |     | 22  |
|            | 100～299人     | 6       | 252,728 | 18      | 261,688                       | 7       | 277,882 |         |         | 1   | 2   | 1   | 2   | 5   | 2   | 2   | 1   |     |     |     |    | 2   | 18  |
|            | 300～499人     | 1       | 265,550 | 4       | 267,079                       | 2       | 278,192 |         |         |     |     |     | 1   |     | 1   | 2   |     |     |     |     |    |     | 4   |
|            | 500～999人     | 3       | 276,708 | 6       | 281,598                       | 5       | 286,717 |         |         |     |     |     |     |     | 1   | 1   | 3   | 1   |     |     |    |     | 6   |
|            | 1000～2999人   | 6       | 302,908 | 14      | 298,845                       | 9       | 310,558 | 1       | 272,915 |     |     |     |     |     | 3   | 2   | 1   |     | 1   | 3   | 2  | 2   | 14  |
| 3000人以上    |              |         | 3       | 289,835 | 1                             | 285,893 |         |         |         |     |     |     |     |     | 1   | 1   |     |     |     |     | 1  | 3   |     |
| 基本賃金       | 全規模計         | 23      | 279,391 | 42      | 287,384                       | 27      | 299,258 | 1       | 378,155 | 2   | 1   |     | 1   | 6   | 3   | 6   | 5   | 3   | 5   | 4   | 1  | 5   | 42  |
|            | 1～299人       | 13      | 280,070 | 20      | 273,908                       | 10      | 293,781 |         |         | 2   | 1   |     | 1   | 4   | 2   | 2   | 1   | 1   | 3   | 1   | 1  | 1   | 20  |
|            | 1～99人        | 5       | 254,279 | 9       | 255,438                       | 4       | 268,814 |         |         | 2   | 1   |     |     | 2   |     | 2   | 1   |     | 1   |     |    |     | 9   |
|            | 100～299人     | 8       | 296,189 | 11      | 289,019                       | 6       | 310,425 |         |         |     |     |     | 1   | 2   | 2   |     |     | 1   | 2   | 1   | 1  | 1   | 11  |
|            | 300～499人     | 2       | 259,137 | 3       | 272,612                       | 3       | 278,279 |         |         |     |     |     |     | 1   |     | 1   | 1   |     |     |     |    |     | 3   |
|            | 500～999人     | 5       | 268,895 | 7       | 277,854                       | 6       | 284,093 |         |         |     |     |     |     | 1   | 1   | 3   |     | 1   | 1   |     |    |     | 7   |
|            | 1000～2999人   | 2       | 324,004 | 5       | 310,171                       | 5       | 319,508 | 1       | 378,155 |     |     |     |     |     |     |     | 2   | 1   | 1   |     |    |     | 5   |
| 3000人以上    | 1            | 274,330 | 7       | 325,474 | 3                             | 335,073 |         |         |         |     |     |     |     |     |     | 1   |     |     | 3   |     | 3  | 7   |     |
| 基準内賃金      | 全規模計         | 120     | 244     |         |                               |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     |    |     |     |



2017年  
春季生活闘争  
情報No. 4  
3月14日

30歳個別賃金：要求水準（交渉単位ベース）

|            |            | 要求水準データがある場合 |         |         |         |         |         |         |         | 要求水準の台別分布（台別区分の単位=千円、単組数をカント） |     |     |     |     |     |     |     |     |     |     |     |     |     |  |
|------------|------------|--------------|---------|---------|---------|---------|---------|---------|---------|-------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--|
|            |            | 一歳前水準        |         | 現状水準    |         | 要求水準    |         | 確定水準    |         | 192                           | 192 | 200 | 210 | 220 | 230 | 240 | 250 | 260 | 270 | 280 | 290 | 300 | 合計  |  |
|            |            | 件            | 円       | 件       | 円       | 件       | 円       | 件       | 円       | 未満                            | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  | 以上  |     |  |
| 区分計        | 全規模計       | 183          | 223,210 | 244     | 232,949 | 249     | 239,391 | 11      | 239,776 | 11                            | 11  | 16  | 31  | 33  | 25  | 39  | 27  | 19  | 11  | 10  | 5   | 11  | 249 |  |
|            | 大手労組会議     | 16           | 259,362 | 26      | 268,885 | 26      | 274,196 | 2       | 281,549 |                               |     |     |     |     |     | 4   | 5   | 2   | 5   | 5   | 1   | 4   | 26  |  |
|            | 1~299人     | 137          | 217,477 | 174     | 225,088 | 179     | 231,304 | 7       | 223,860 | 9                             | 11  | 15  | 30  | 28  | 19  | 28  | 14  | 11  | 4   | 4   | 2   | 4   | 179 |  |
|            | 1~99人      | 86           | 211,379 | 105     | 218,369 | 108     | 224,012 | 6       | 227,217 | 8                             | 11  | 10  | 21  | 17  | 10  | 14  | 6   | 7   | 1   | 2   | 1   |     | 108 |  |
|            | 100~299人   | 51           | 227,761 | 69      | 235,313 | 71      | 242,397 | 1       | 203,720 | 1                             |     | 5   | 9   | 11  | 9   | 14  | 8   | 4   | 3   | 2   | 1   | 4   | 71  |  |
|            | 300~499人   | 18           | 226,349 | 25      | 240,317 | 25      | 251,261 | 1       | 245,033 | 2                             |     | 1   | 1   | 3   | 4   | 3   | 3   | 2   | 1   |     | 2   | 3   | 25  |  |
|            | 500~999人   | 16           | 240,668 | 22      | 251,937 | 22      | 257,740 | 1       | 262,385 |                               |     |     |     | 2   | 2   | 5   | 6   | 3   | 1   | 1   |     |     | 2   |  |
| 1000~2999人 | 10         | 263,681      | 16      | 268,290 | 16      | 273,231 | 2       | 281,549 |         |                               |     |     |     |     | 3   | 2   | 2   | 3   | 3   | 1   | 2   | 16  |     |  |
| 3000人以上    | 2          | 245,650      | 7       | 261,596 | 7       | 268,775 |         |         |         |                               |     |     |     |     |     | 2   | 1   | 2   | 2   |     |     | 7   |     |  |
| 所定内賃金      | 全規模計       | 20           | 240,535 | 28      | 243,969 | 28      | 251,005 | 1       | 238,568 | 2                             |     | 1   |     | 1   | 1   | 9   | 4   | 2   | 3   | 2   | 3   |     | 28  |  |
|            | 1~299人     | 9            | 223,120 | 12      | 224,093 | 12      | 234,746 |         |         | 2                             |     | 1   |     | 1   |     | 5   | 1   | 1   |     |     | 1   |     | 12  |  |
|            | 1~99人      | 4            | 216,988 | 5       | 214,274 | 5       | 222,737 |         |         | 2                             |     | 1   |     |     |     | 1   |     |     |     |     |     |     | 5   |  |
|            | 100~299人   | 5            | 228,026 | 7       | 231,107 | 7       | 243,325 |         |         |                               |     |     | 1   |     | 7   | 4   | 1   | 1   |     |     |     |     | 7   |  |
|            | 300~499人   | 2            | 257,150 | 3       | 256,898 | 3       | 260,382 |         |         |                               |     |     |     | 1   | 1   |     |     |     |     |     |     | 1   | 3   |  |
|            | 500~999人   | 3            | 244,058 | 4       | 248,181 | 4       | 252,710 |         |         |                               |     |     |     |     |     | 1   | 2   | 1   |     |     |     |     | 4   |  |
|            | 1000~2999人 | 6            | 259,359 | 8       | 266,218 | 8       | 270,496 | 1       | 238,568 |                               |     |     |     |     |     | 2   |     |     | 3   | 2   | 1   |     | 8   |  |
| 3000人以上    |            |              | 1       | 248,835 | 1       | 255,235 |         |         |         |                               |     |     |     |     |     |     | 1   |     |     |     |     | 1   |     |  |
| 基本賃金       | 全規模計       | 20           | 243,327 | 26      | 253,859 | 26      | 259,317 | 1       | 324,530 |                               | 1   |     |     | 2   | 4   | 3   | 3   | 5   | 2   | 4   |     | 2   | 26  |  |
|            | 1~299人     | 11           | 242,521 | 11      | 252,868 | 11      | 258,594 |         |         |                               |     | 1   | 1   | 2   | 1   |     | 2   | 1   | 2   |     | 1   | 1   | 11  |  |
|            | 1~99人      | 4            | 227,900 | 4       | 233,577 | 4       | 239,268 |         |         |                               |     | 1   | 1   | 1   |     |     |     |     |     |     |     |     | 4   |  |
|            | 100~299人   | 7            | 250,875 | 7       | 263,891 | 7       | 269,637 |         |         |                               |     |     |     | 1   | 1   |     |     | 2   | 1   | 1   |     | 1   | 7   |  |
|            | 300~499人   | 2            | 230,540 | 2       | 238,822 | 2       | 241,784 |         |         |                               |     |     |     | 1   | 1   |     | 1   |     |     |     |     |     | 2   |  |
|            | 500~999人   | 5            | 236,194 | 6       | 244,186 | 6       | 249,750 |         |         |                               |     |     | 1   | 1   | 2   |     | 1   |     |     | 1   |     |     | 6   |  |
|            | 1000~2999人 | 1            | 304,173 | 4       | 268,058 | 4       | 274,565 | 1       | 324,530 |                               |     |     |     |     |     |     | 1   | 2   |     |     |     |     | 4   |  |
| 3000人以上    | 1          | 252,600      | 3       | 267,930 | 3       | 272,463 |         |         |         |                               |     |     |     |     |     |     | 1   | 1   | 1   |     |     | 3   |     |  |
| 基準内賃金      | 全規模計       | 111          | 217,228 | 131     | 225,528 | 133     | 230,223 | 8       | 232,280 | 6                             | 5   | 12  | 22  | 24  | 17  | 18  | 16  | 6   | 4   | 1   | 1   | 1   | 133 |  |
|            | 1~299人     | 92           | 215,779 | 108     | 221,143 | 110     | 228,290 | 6       | 225,137 | 5                             | 5   | 11  | 21  | 20  | 14  | 13  | 11  | 5   | 2   | 1   | 1   | 1   | 110 |  |
|            | 1~99人      | 64           | 213,842 | 74      | 221,742 | 74      | 225,968 | 5       | 229,420 | 4                             | 5   | 7   | 15  | 12  | 9   | 9   | 6   | 5   | 1   | 1   |     |     | 74  |  |
|            | 100~299人   | 28           | 220,206 | 34      | 229,369 | 36      | 233,063 | 1       | 203,720 | 1                             |     | 4   | 6   | 8   | 5   | 4   | 5   |     |     | 1   | 1   | 1   | 36  |  |
|            | 300~499人   | 10           | 211,255 | 11      | 216,600 | 11      | 225,028 | 1       | 245,033 | 1                             |     | 1   | 1   | 3   | 2   | 2   | 1   |     |     |     |     |     | 11  |  |
|            | 500~999人   | 6            | 238,374 | 8       | 242,789 | 8       | 249,864 | 1       | 262,385 |                               |     |     |     | 1   | 1   | 2   | 2   | 1   | 1   |     |     |     | 8   |  |
|            | 1000~2999人 | 2            | 239,588 | 2       | 245,978 | 2       | 252,381 |         |         |                               |     |     |     |     |     | 1   | 1   |     |     |     |     |     | 2   |  |
| 3000人以上    | 1          | 238,700      | 2       | 259,900 | 2       | 264,400 |         |         |         |                               |     |     |     |     |     |     | 1   | 1   |     |     |     | 2   |     |  |
| 不詳         | 全規模計       | 32           | 220,557 | 59      | 234,984 | 62      | 245,457 | 1       | 216,203 | 3                             | 5   | 3   | 9   | 6   | 3   | 9   | 4   | 6   | 2   | 3   | 1   | 8   | 62  |  |
|            | 1~299人     | 25           | 210,675 | 43      | 220,631 | 46      | 231,089 | 1       | 216,203 | 2                             | 5   | 3   | 9   | 6   | 3   | 9   | 2   | 3   | 1   | 1   |     | 2   | 46  |  |
|            | 1~99人      | 14           | 193,792 | 22      | 205,187 | 25      | 216,035 | 1       | 216,203 | 2                             | 5   | 2   | 6   | 5   |     | 3   |     | 2   |     |     |     |     | 25  |  |
|            | 100~299人   | 11           | 232,162 | 21      | 236,811 | 21      | 249,010 |         |         |                               |     | 1   | 3   | 1   | 3   | 6   | 2   | 1   | 1   | 1   |     |     | 21  |  |
|            | 300~499人   | 4            | 246,587 | 9       | 264,109 | 9       | 282,389 |         |         | 1                             |     |     |     |     |     |     | 1   | 2   | 1   |     | 1   | 3   | 9   |  |
|            | 500~999人   | 2            | 253,650 | 4       | 285,616 | 4       | 290,506 |         |         |                               |     |     |     |     |     |     | 1   | 1   |     |     |     |     | 4   |  |
|            | 1000~2999人 | 1            | 297,304 | 2       | 299,354 | 2       | 302,354 |         |         |                               |     |     |     |     |     |     |     |     |     |     | 1   | 1   | 2   |  |
| 3000人以上    |            |              | 1       | 258,750 | 1       | 280,000 |         |         |         |                               |     |     |     |     |     |     |     |     |     |     | 1   | 1   |     |  |

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       | 178     | 252,184 | 229     | 263,102 | 236     | 270,304 | 11      | 272,812 | 16  | 18  | 18  | 19  | 27  | 18  | 31  | 23  | 17  | 18  | 6   | 10  | 15  | 236 |
|            | 大手労組会議     | 17      | 298,408 | 27      | 310,694 | 27      | 315,964 | 2       | 325,535 |     |     |     |     |     |     | 2   | 3   | 4   | 4   | 1   | 7   | 6   | 27  |
|            | 1~299人     | 133     | 244,715 | 157     | 252,250 | 162     | 259,953 | 7       | 253,600 | 14  | 16  | 18  | 18  | 23  | 13  | 21  | 12  | 8   | 6   | 3   | 3   | 7   | 162 |
|            | 1~99人      | 84      | 236,549 | 96      | 243,637 | 100     | 250,874 | 6       | 256,914 | 14  | 12  | 12  | 14  | 14  | 4   | 11  | 6   | 6   | 3   | 1   | 2   | 1   | 100 |
|            | 100~299人   | 49      | 258,714 | 61      | 265,806 | 62      | 274,596 | 1       | 233,720 |     | 4   | 6   | 4   | 9   | 9   | 10  | 6   | 2   | 3   | 2   | 1   | 6   | 62  |
|            | 300~499人   | 16      | 252,495 | 25      | 268,022 | 26      | 275,626 | 1       | 271,525 | 2   | 2   |     |     | 3   | 2   | 4   | 4   | 2   | 4   | 1   | 1   | 1   | 26  |
|            | 500~999人   | 16      | 273,307 | 22      | 283,659 | 23      | 289,873 | 1       | 303,135 |     |     |     | 1   | 1   | 3   | 3   | 5   | 4   | 3   | 1   |     |     | 23  |
| 1000~2999人 | 11         | 306,706 | 19      | 307,599 | 19      | 312,832 | 2       | 325,535 |         |     |     |     |     |     | 3   | 1   | 1   | 5   | 1   | 5   | 3   | 19  |     |
| 3000人以上    | 2          | 277,465 | 6       | 310,294 | 6       | 317,036 |         |         |         |     |     |     |     |     |     | 1   | 2   |     |     | 1   | 2   | 6   |     |
| 所定内賃金      | 全規模計       | 19      | 269,524 | 28      | 278,619 | 28      | 285,629 | 1       | 272,915 | 1   | 1   |     |     | 2   | 2   | 7   | 2   | 4   | 3   | 1   | 4   | 1   | 28  |
|            | 1~299人     | 9       | 245,315 | 11      | 254,772 | 11      | 266,066 |         |         | 1   | 1   |     |     | 2   | 1   | 3   |     | 1   | 2   |     |     |     | 11  |
|            | 1~99人      | 4       | 234,938 | 4       | 239,183 | 4       | 245,386 |         |         | 1   | 1   |     |     | 1   |     |     |     |     | 1   |     |     |     | 4   |
|            | 100~299人   | 5       | 253,617 | 7       | 263,680 | 7       | 277,882 |         |         |     |     |     |     | 1   | 1   | 3   |     | 1   | 1   |     |     |     | 7   |
|            | 300~499人   | 1       | 265,550 | 2       | 274,140 | 2       | 278,192 |         |         |     |     |     |     |     |     | 1   | 1   |     |     |     |     |     | 2   |
|            | 500~999人   | 3       | 276,708 | 5       | 280,824 | 5       | 286,717 |         |         |     |     |     |     | 1   | 1   |     |     | 3   |     |     |     |     | 5   |
|            | 1000~2999人 | 6       | 302,908 | 9       | 307,439 | 9       | 310,558 | 1       | 272,915 |     |     |     |     |     |     | 2   |     |     | 1   | 1   | 4   | 1   | 9   |
| 3000人以上    |            |         | 1       | 279,493 | 1       | 285,893 |         |         |         |     |     |     |     |     |     |     |     |     |     |     |     | 1   |     |
| 基本賃金       | 全規模計       | 20      | 279,942 | 27      | 292,859 | 28      | 298,805 | 2       | 339,043 |     | 1   |     |     | 2   | 3   | 1   | 5   | 3   | 5   | 3   |     | 5   | 28  |
|            | 1~299人     | 10      | 281,375 | 10      | 287,821 | 11      | 293,126 | 1       | 299,930 |     | 1   |     |     | 1   | 2   |     | 2   |     | 1   | 2   |     | 2   | 11  |
|            | 1~99人      | 4       | 256,307 | 4       | 262,873 | 5       | 272,367 | 1       | 299,930 |     | 1   |     |     | 1   |     |     | 2   |     |     | 1   |     |     | 5   |
|            | 100~299人   | 6       | 298,087 | 6       | 3       |         |         |         |         |     |     |     |     |     |     |     |     |     |     |     |     |     |     |

2017年  
春季生活闘争  
情報No. 4  
3月14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、単組数をカント） |         |      |         |       |       |       |       |       |       |       |       |       | 合計 |       |       |       |       |    |   |
|------------|------------|--------------|---------|------|---------|-------------------------------|---------|------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|----|---|
|            |            | 一歳前水準        |         | 現状水準 |         | 要求水準                          |         | 確定水準 |         | 192未満 | 192以上 | 200以上 | 210以上 | 220以上 | 230以上 | 240以上 | 250以上 | 260以上 |    | 270以上 | 280以上 | 290以上 | 300以上 |    |   |
|            |            | 件            | 円       | 件    | 円       | 件                             | 円       | 件    | 円       |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 区分計        | 全規模計       | 10           | 228,969 | 12   | 244,634 | 11                            | 242,136 | 12   | 245,816 |       |       | 2     | 3     |       | 1     | 2     | 1     | 1     |    |       |       |       | 2     | 12 |   |
|            | 大手労組会議     | 2            | 265,997 | 3    | 291,118 | 2                             | 284,714 | 3    | 291,785 |       |       |       |       |       | 1     |       |       |       |    |       |       |       | 2     | 3  |   |
|            | 1~299人     | 6            | 211,218 | 7    | 222,403 | 7                             | 225,470 | 7    | 223,860 |       |       | 2     | 3     |       |       | 1     | 1     |       |    |       |       |       |       | 7  |   |
|            | 1~99人      | 5            | 214,018 | 6    | 225,850 | 6                             | 228,762 | 6    | 227,217 |       |       | 1     | 3     |       |       | 1     | 1     |       |    |       |       |       |       | 6  |   |
|            | 100~299人   | 1            | 197,220 | 1    | 201,720 | 1                             | 205,720 | 1    | 203,720 |       |       | 1     |       |       |       |       |       |       |    |       |       |       |       | 1  |   |
|            | 300~499人   | 1            | 237,300 | 1    | 243,350 | 1                             | 247,688 | 1    | 245,033 |       |       |       |       |       |       | 1     |       |       |    |       |       |       |       | 1  |   |
|            | 500~999人   | 1            | 253,085 | 1    | 262,085 | 1                             | 268,085 | 1    | 262,385 |       |       |       |       |       |       |       | 1     |       |    |       |       |       |       | 1  |   |
|            | 1000~2999人 | 2            | 265,997 | 3    | 291,118 | 2                             | 284,714 | 3    | 291,785 |       |       |       |       |       | 1     |       |       |       |    |       |       |       | 2     | 3  |   |
| 3000人以上    |            |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 所定内賃金      | 全規模計       | 1            | 227,821 | 2    | 274,763 | 1                             | 241,768 | 2    | 275,413 |       |       |       |       |       | 1     |       |       |       |    |       |       |       | 1     | 2  |   |
|            | 1~299人     |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 1~99人      |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 100~299人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 300~499人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 500~999人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 1000~2999人 | 1            | 227,821 | 2    | 274,763 | 1                             | 241,768 | 2    | 275,413 |       |       |       |       |       | 1     |       |       |       |    |       |       |       | 1     | 2  |   |
|            | 3000人以上    |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 基本賃金       | 全規模計       | 1            | 304,173 | 1    | 323,830 | 1                             | 327,660 | 1    | 324,530 |       |       |       |       |       |       |       |       |       |    |       |       |       | 1     | 1  |   |
|            | 1~299人     |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 1~99人      |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 100~299人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 300~499人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 500~999人   | 1            | 304,173 | 1    | 323,830 | 1                             | 327,660 | 1    | 324,530 |       |       |       |       |       |       |       |       |       |    |       |       |       | 1     | 1  |   |
| 1000~2999人 |            |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 3000人以上    |            |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 基準内賃金      | 全規模計       | 7            | 221,935 | 8    | 231,557 | 8                             | 234,577 | 8    | 232,280 |       |       | 2     | 2     |       | 2     | 1     | 1     |       |    |       |       |       |       | 8  |   |
|            | 1~299人     | 5            | 212,632 | 6    | 224,503 | 6                             | 226,807 | 6    | 225,137 |       |       | 2     | 2     |       | 1     | 1     |       |       |    |       |       |       |       | 6  |   |
|            | 1~99人      | 4            | 216,485 | 5    | 229,060 | 5                             | 231,024 | 5    | 229,420 |       |       | 1     | 2     |       | 1     | 1     |       |       |    |       |       |       |       | 5  |   |
|            | 100~299人   | 1            | 197,220 | 1    | 201,720 | 1                             | 205,720 | 1    | 203,720 |       |       | 1     |       |       |       |       |       |       |    |       |       |       |       |    | 1 |
|            | 300~499人   | 1            | 237,300 | 1    | 243,350 | 1                             | 247,688 | 1    | 245,033 |       |       |       |       |       | 1     |       |       |       |    |       |       |       |       |    | 1 |
|            | 500~999人   | 1            | 253,085 | 1    | 262,085 | 1                             | 268,085 | 1    | 262,385 |       |       |       |       |       |       | 1     |       |       |    |       |       |       |       |    | 1 |
|            | 1000~2999人 |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 3000人以上    |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 不詳         | 全規模計       | 1            | 204,150 | 1    | 209,800 | 1                             | 217,450 | 1    | 216,203 |       |       |       | 1     |       |       |       |       |       |    |       |       |       |       | 1  |   |
|            | 1~299人     | 1            | 204,150 | 1    | 209,800 | 1                             | 217,450 | 1    | 216,203 |       |       |       | 1     |       |       |       |       |       |    |       |       |       |       | 1  |   |
|            | 1~99人      | 1            | 204,150 | 1    | 209,800 | 1                             | 217,450 | 1    | 216,203 |       |       |       | 1     |       |       |       |       |       |    |       |       |       |       | 1  |   |
|            | 100~299人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 300~499人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 500~999人   |              |         |      |         |                               |         |      |         |       |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |

35歳個別賃金：確定水準（交渉単位ベース）

|            |            | 確定水準データがある場合 |         |         |         | 確定水準の台別分布（台別区分の単位=千円、単組数をカント） |         |         |         |         |       |       |       |       |       |       |       |       | 合計 |       |       |       |       |    |   |
|------------|------------|--------------|---------|---------|---------|-------------------------------|---------|---------|---------|---------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|----|---|
|            |            | 一歳前水準        |         | 現状水準    |         | 要求水準                          |         | 確定水準    |         | 216未満   | 216以上 | 230以上 | 240以上 | 250以上 | 260以上 | 270以上 | 280以上 | 290以上 |    | 305以上 | 310以上 | 320以上 | 330以上 |    |   |
|            |            | 件            | 円       | 件       | 円       | 件                             | 円       | 件       | 円       |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 区分計        | 全規模計       | 10           | 262,239 | 10      | 268,688 | 11                            | 273,719 | 11      | 272,812 |         |       | 3     | 2     |       | 3     |       | 1     | 1     |    |       |       |       | 1     | 11 |   |
|            | 大手労組会議     | 2            | 314,597 | 2       | 324,535 | 2                             | 328,178 | 2       | 325,535 |         |       |       |       |       |       | 1     |       |       |    |       |       |       |       | 1  | 2 |
|            | 1~299人     | 6            | 238,810 | 6       | 244,178 | 7                             | 252,971 | 7       | 253,600 |         |       | 3     | 2     |       |       | 1     |       | 1     |    |       |       |       |       | 7  |   |
|            | 1~99人      | 5            | 241,168 | 5       | 246,670 | 6                             | 255,680 | 6       | 256,914 |         |       | 2     | 2     |       |       | 1     |       | 1     |    |       |       |       |       | 6  |   |
|            | 100~299人   | 1            | 227,020 | 1       | 231,720 | 1                             | 236,720 | 1       | 233,720 |         |       | 1     |       |       |       |       |       |       |    |       |       |       |       |    | 1 |
|            | 300~499人   | 1            | 265,000 | 1       | 269,900 | 1                             | 274,922 | 1       | 271,525 |         |       |       |       |       |       | 1     |       |       |    |       |       |       |       |    | 1 |
|            | 500~999人   | 1            | 295,335 | 1       | 302,835 | 1                             | 308,835 | 1       | 303,135 |         |       |       |       |       |       |       |       |       | 1  |       |       |       |       |    | 1 |
|            | 1000~2999人 | 2            | 314,597 | 2       | 324,535 | 2                             | 328,178 | 2       | 325,535 |         |       |       |       |       | 1     |       |       |       |    |       |       |       | 1     | 2  |   |
|            | 3000人以上    |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 所定内賃金      | 全規模計         | 1       | 263,187 | 1       | 271,615                       | 1       | 276,115 | 1       | 272,915 |       |       |       |       |       |       | 1     |       |    |       |       |       |       |    | 1 |
| 1~299人     |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 1~99人      |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 100~299人   |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 300~499人   |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 500~999人   |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 1000~2999人 |            | 1            | 263,187 | 1       | 271,615 | 1                             | 276,115 | 1       | 272,915 |         |       |       |       |       |       | 1     |       |       |    |       |       |       |       | 1  |   |
| 3000人以上    |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 基本賃金       | 全規模計       | 1            | 366,007 | 1       | 377,455 | 2                             | 333,410 | 2       | 339,043 |         |       |       |       |       |       |       |       | 1     |    |       |       |       | 1     | 2  |   |
|            | 1~299人     |              |         |         |         | 1                             | 286,580 | 1       | 299,930 |         |       |       |       |       |       |       |       | 1     |    |       |       |       |       | 1  |   |
|            | 1~99人      |              |         |         |         | 1                             | 286,580 | 1       | 299,930 |         |       |       |       |       |       |       |       | 1     |    |       |       |       |       | 1  |   |
|            | 100~299人   |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 300~499人   |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
|            | 500~999人   | 1            | 366,007 | 1       | 377,455 | 1                             | 380,240 | 1       | 378,155 |         |       |       |       |       |       |       |       |       |    |       |       |       | 1     | 1  |   |
| 1000~2999人 |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 3000人以上    |            |              |         |         |         |                               |         |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |
| 基準内賃金      | 全規模計       | 7            | 251,542 | 7       | 257,108 | 7                             | 260,325 | 7       | 257,926 |         |       | 3     | 1     |       | 2     |       |       | 1     |    |       |       |       |       | 7  |   |
|            | 1~299人     | 5            | 240,092 | 5       | 245,404 | 5                             | 247,704 | 5       | 246,164 |         |       | 3     | 1     |       | 1     |       |       |       |    |       |       |       |       | 5  |   |
|            | 1~99人      | 4            | 243,360 | 4       | 248,825 | 4                             | 250,450 | 4       | 249,275 |         |       | 2     | 1     |       | 1     |       |       |       |    |       |       |       |       | 4  |   |
|            | 100~299人   | 1            | 227,020 | 1       | 231,720 | 1                             | 236,720 | 1       | 233,720 |         |       | 1     |       |       |       |       |       |       |    |       |       |       |       |    | 1 |
|            | 300~499人   | 1            | 265,000 | 1       | 269,900 | 1                             | 274,922 | 1       | 271,525 |         |       |       |       |       |       | 1     |       |       |    |       |       |       |       |    | 1 |
|            | 500~999人   | 1            | 295,335 | 1       | 302,835 | 1                             | 308,835 |         |         |         |       |       |       |       |       |       |       |       |    |       |       |       |       |    |   |

| 2017年<br>春季生活闘争<br>情報No. 04<br>3月14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  | 1,563    | 439   | 627 | 37    | 73 | 14 | 33 | 40.1    | 4.7  | 2.1  | 343,341  | 166,246 | 196,072 | 22,753 | 34,323 | 7,462  | 17,408 | 57.1    | 10.0 | 5.1  |      |
| 大手労組会議   | 48       | 32    | 37  | 5     | 7  | 2  | 4  | 77.1    | 14.6 | 8.3  | 129,227  | 77,277  | 86,047  | 18,322 | 24,492 | 5,711  | 11,881 | 66.6    | 19.0 | 9.2  |      |
| 業<br>種   | 鉄鋼業      | 126   | 40  | 47    | 3  | 6  | 2  | 3       | 37.3 | 4.8  | 2.4      | 13,023  | 7,524   | 7,821  | 131    | 209    | 109    | 131     | 60.1 | 1.6  | 1.0  |
|  | 非鉄金属     | 53    | 11  | 25    |    | 3  |    | 2       | 47.2 | 5.7  | 3.8      | 9,321   | 1,353   | 3,870  |        | 483    |        | 431     | 41.5 | 5.2  | 4.6  |
|  | 金属製品     | 251   | 56  | 85    | 3  | 5  | 1  | 3       | 33.9 | 2.0  | 1.2      | 33,101  | 13,500  | 16,138 | 196    | 604    | 133    | 541     | 48.8 | 1.8  | 1.6  |
|  | 一般機械     | 545   | 164 | 237   | 17 | 29 | 5  | 11      | 43.5 | 5.3  | 2.0      | 136,275 | 67,908  | 80,299 | 11,893 | 15,453 | 1,989  | 4,771   | 58.9 | 11.3 | 3.5  |
|  | 電気機械     | 188   | 52  | 75    | 6  | 13 | 1  | 3       | 39.9 | 6.9  | 1.6      | 56,876  | 27,194  | 34,154 | 4,924  | 10,081 | 137    | 4,959   | 60.0 | 17.7 | 8.7  |
|  | 輸送機械     | 151   | 70  | 84    | 5  | 10 | 3  | 6       | 55.6 | 6.6  | 4.0      | 54,235  | 34,340  | 36,628 | 5,158  | 6,607  | 4,981  | 6,224   | 67.5 | 12.2 | 11.5 |
|  | 精密機械     | 65    | 12  | 18    | 1  | 3  |    | 1       | 27.7 | 4.6  | 1.5      | 22,252  | 6,945   | 7,734  | 338    | 610    |        | 75      | 34.8 | 2.7  | 0.3  |
|  | その他      | 184   | 34  | 56    | 2  | 4  | 2  | 4       | 30.4 | 2.2  | 2.2      | 18,258  | 7,482   | 9,428  | 113    | 276    | 113    | 276     | 51.6 | 1.5  | 1.5  |
| 規<br>模   | 1～299人   | 1,332 | 318 | 489   | 29 | 59 | 11 | 24      | 36.7 | 4.4  | 1.8      | 104,132 | 34,577  | 48,943 | 2,546  | 5,715  | 1,065  | 2,610   | 47.0 | 5.5  | 2.5  |
|  | 1～99人    | 925   | 172 | 285   | 19 | 37 | 7  | 14      | 30.8 | 4.0  | 1.5      | 36,034  | 9,069   | 13,609 | 915    | 1,892  | 390    | 725     | 37.8 | 5.3  | 2.0  |
|  | 100～299人 | 407   | 146 | 204   | 10 | 22 | 4  | 10      | 50.1 | 5.4  | 2.5      | 68,098  | 25,508  | 35,334 | 1,631  | 3,823  | 675    | 1,885   | 51.9 | 5.6  | 2.8  |
|  | 300～499人 | 96    | 44  | 49    | 1  | 2  |    | 1       | 51.0 | 2.1  | 1.0      | 37,147  | 16,596  | 18,378 | 338    | 666    |        | 328     | 49.5 | 1.8  | 0.9  |
|  | 500～999人 | 74    | 39  | 47    | 2  | 5  | 1  | 4       | 63.5 | 6.8  | 5.4      | 50,586  | 27,240  | 32,362 | 1,547  | 3,450  | 686    | 2,589   | 64.0 | 6.8  | 5.1  |
|  | 1000人以上  | 46    | 30  | 33    | 3  | 4  | 1  | 2       | 71.7 | 8.7  | 4.3      | 71,292  | 46,106  | 50,365 | 6,206  | 8,079  | 1,544  | 3,417   | 70.6 | 11.3 | 4.8  |
|  | 3000人以上  | 15    | 8   | 9     | 2  | 3  | 1  | 2       | 60.0 | 20.0 | 13.3     | 80,184  | 41,727  | 46,024 | 12,116 | 16,413 | 4,167  | 8,464   | 57.4 | 20.5 | 10.6 |
| 地<br>方<br>(<br>事<br>業<br>所<br>ベ<br>ー<br>ス<br>) | 北海道      | 9     | 2   | 2     |    |    |    | 22.2    |      |      | 3,243    | 2,605   | 2,605   |        |        |        |        | 80.3    |      |      |      |
|  | 北東北      | 44    | 9   | 10    |    | 1  |    | 22.7    | 2.3  | 2.3  | 6,690    | 1,602   | 3,029   |        | 1,427  |        | 1,427  | 45.3    | 21.3 | 21.3 |      |
|  | 南東北      | 84    | 28  | 35    | 1  | 2  | 1  | 2       | 41.7 | 2.4  | 2.4      | 10,747  | 5,282   | 5,721  | 18     | 40     | 18     | 40      | 53.2 | 0.4  | 0.4  |
|  | 北関東      | 181   | 79  | 91    | 11 | 14 | 3  | 4       | 50.3 | 7.7  | 2.2      | 36,968  | 16,121  | 17,497 | 5,487  | 5,942  | 3,062  | 3,307   | 47.3 | 16.1 | 8.9  |
|  | 東京千葉     | 161   | 62  | 72    | 6  | 13 | 1  | 7       | 44.7 | 8.1  | 4.3      | 45,114  | 18,747  | 21,578 | 2,856  | 5,421  | 95     | 2,463   | 47.8 | 12.0 | 5.5  |
|  | 神奈川      | 98    | 35  | 36    | 2  | 2  | 1  | 1       | 36.7 | 2.0  | 1.0      | 25,582  | 13,565  | 13,669 | 1,658  | 1,658  | 612    | 612     | 53.4 | 6.5  | 2.4  |
|  | 新潟       | 79    | 21  | 30    | 1  | 3  |    |         | 38.0 | 3.8  |          | 10,655  | 4,844   | 5,788  | 252    | 510    |        |         | 54.3 | 4.8  |      |
|  | 北陸       | 113   | 17  | 42    |    | 2  |    |         | 37.2 | 1.8  |          | 21,994  | 3,841   | 8,163  |        | 218    |        |         | 37.1 | 1.0  |      |
|  | 甲信       | 76    | 10  | 23    |    | 6  |    | 3       | 30.3 | 7.9  | 3.9      | 12,865  | 3,055   | 6,334  |        | 1,992  |        | 1,646   | 49.2 | 15.5 | 12.8 |
|  | 静岡       | 86    | 31  | 36    | 1  | 2  |    | 1       | 41.9 | 2.3  | 1.2      | 28,183  | 22,175  | 22,560 | 2,733  | 2,936  |        | 203     | 80.0 | 10.4 | 0.7  |
|  | 東海       | 192   | 67  | 94    | 2  | 8  | 2  | 6       | 49.0 | 4.2  | 3.1      | 39,558  | 22,798  | 28,743 | 1,639  | 4,046  | 1,639  | 3,920   | 72.7 | 10.2 | 9.9  |
|  | 京滋       | 93    | 35  | 38    | 3  | 4  |    |         | 40.9 | 4.3  |          | 17,523  | 8,963   | 9,154  | 670    | 755    |        |         | 52.2 | 4.3  |      |
|  | 大阪       | 301   | 84  | 127   | 14 | 22 | 3  | 10      | 42.2 | 7.3  | 3.3      | 44,028  | 24,225  | 26,887 | 5,420  | 5,949  | 291    | 799     | 61.1 | 13.5 | 1.8  |
|  | 山陽       | 136   | 49  | 71    | 7  | 11 | 2  | 4       | 52.2 | 8.1  | 2.9      | 23,183  | 11,141  | 14,004 | 1,770  | 2,925  | 175    | 1,202   | 60.4 | 12.6 | 5.2  |
|  | 山陰       | 39    | 7   | 11    |    | 1  |    |         | 28.2 | 2.6  |          | 4,427   | 1,171   | 1,789  |        | 35     |        |         | 40.4 | 0.8  |      |
|  | 四国       | 32    | 16  | 30    |    |    |    |         | 93.8 |      |          | 4,892   | 2,912   | 4,801  |        |        |        |         | 98.1 |      |      |
| 九州・山口  | 64       | 16    | 23  | 3     | 4  | 2  | 3  | 35.9    | 6.3  | 4.7  | 7,741    | 3,540   | 4,091   | 250    | 469    | 163    | 382    | 52.8    | 6.1  | 4.9  |      |
| 地方計  | 1,792    | 569   | 772 | 51    | 95 | 15 | 42 | 43.1    | 5.3  | 2.3  | 343,456  | 166,595 | 196,421 | 22,753 | 34,323 | 6,055  | 16,001 | 57.2    | 10.0 | 4.7  |      |

| 2017年<br>春季生活闘争<br>情報No. 04<br>3月14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      | 金額    | 月数 |
|                                      |             |      |         |         |         |         |         |         |         |        |          |        |             |       |      |         |         |         |         |         |         |         |         |         |          |         |       |    |
| 全体計                                  | 39.1        | 14.1 | 262,676 | 639,798 | 2.38    | 580,590 | 2.14    | 605,003 | 2.25    | 48     | 0.01     | 20,573 | 0.12        | 38.9  | 15.1 | 291,498 | 765,381 | 2.57    | 821,406 | 2.57    | 758,554 | 2.62    | -5,999  | -0.01   | 26,516   | 0.10    |       |    |
| 大手労組会議                               | 39.3        | 15.9 | 308,081 | 799,811 | 2.58    | 846,082 | 2.77    | 807,586 | 2.77    | -8,433 | -0.04    | 10,154 | 0.05        | 39.1  | 15.5 | 307,111 | 851,994 | 2.73    | 919,574 | 2.79    | 852,686 | 2.82    | -9,060  | -0.03   | 30,339   | 0.12    |       |    |
| 業種                                   | 鉄鋼業         | 38.6 | 13.4    | 249,162 | 605,631 | 2.32    | 504,909 | 2.51    | 555,000 | 2.97   | 3,153    | -0.01  | 67,500      | 0.61  | 36.9 | 12.9    | 266,961 | 621,797 | 2.31    | 511,494 | 2.40    | 555,000 | 2.64    | 3,774   | -0.05    | 67,500  | 0.46  |    |
|                                      | 非鉄金属        | 39.1 | 14.4    | 254,926 | 662,693 | 2.47    | 716,000 | 2.32    | 722,000 | 2.32   | -8,260   | 0.05   | -16,000     | -0.06 | 38.3 | 14.5    | 248,127 | 668,787 | 2.56    | 719,899 | 2.36    | 722,000 | 2.36    | -15,796 | 0.02     | -16,000 | -0.06 |    |
|                                      | 金属製品        | 39.1 | 14.3    | 245,664 | 565,682 | 2.34    | 470,711 | 1.79    | 532,132 | 1.96   | 19,222   | 0.08   | -8,952      |       | 39.2 | 15.6    | 261,013 | 610,034 | 2.39    | 463,081 | 1.85    | 532,132 | 1.95    | 13,195  | 0.04     | -8,952  |       |    |
|                                      | 一般機械        | 38.4 | 13.5    | 261,826 | 657,495 | 2.43    | 609,376 | 2.23    | 653,498 | 2.45   | -9,906   | -0.03  | 1,695       | -0.07 | 38.1 | 14.2    | 291,367 | 807,018 | 2.67    | 868,322 | 2.43    | 734,740 | 2.57    | -17,727 | -0.06    | -5,794  | -0.06 |    |
|                                      | 電気機械        | 39.7 | 15.0    | 274,277 | 631,232 | 2.31    | 609,677 | 2.11    | 801,047 | 2.10   | -216     | 0.02   | 88,319      | 0.15  | 40.2 | 16.7    | 313,636 | 803,710 | 2.58    | 843,879 | 2.68    | 903,855 | 2.68    | -4,167  | 0.03     | 64,888  | 0.21  |    |
|                                      | 輸送機械        | 38.9 | 14.9    | 278,526 | 688,304 | 2.44    | 558,472 | 1.96    | 548,090 | 2.12   | 28,292   | 0.09   | 14,000      | 0.12  | 39.1 | 15.9    | 299,650 | 760,376 | 2.55    | 530,949 | 2.68    | 524,613 | 2.72    | 16,291  | 0.04     | 2,801   | 0.15  |    |
|                                      | 精密機械        | 39.6 | 15.1    | 297,344 | 722,320 | 2.47    | 552,200 | 2.18    | 424,400 | 1.50   | -24,052  | 0.05   | -1          |       | 40.0 | 16.2    | 301,652 | 718,006 | 2.40    | 609,522 | 2.42    | 424,400 | 1.50    | -1,680  | 0.01     | -1      |       |    |
|                                      | その他         | 41.3 | 14.4    | 263,979 | 612,407 | 2.23    | 489,274 | 1.64    | 489,274 | 1.64   | -3,494   | -0.03  | 39,319      | 0.26  | 40.2 | 15.2    | 271,393 | 692,675 | 2.53    | 513,286 | 1.62    | 513,286 | 1.62    | -7,358  | -0.03    | 49,905  | 0.29  |    |
| 規模                                   | 1～299人      | 39.1 | 13.7    | 252,037 | 612,846 | 2.35    | 546,907 | 2.07    | 577,107 | 2.20   | 2,018    | 0.02   | 25,120      | 0.13  | 38.6 | 14.0    | 260,525 | 637,921 | 2.39    | 592,501 | 2.11    | 650,473 | 2.17    | 1,286   | 0.00     | 31,409  | 0.05  |    |
|                                      | 1～99人       | 39.4 | 13.3    | 243,016 | 586,224 | 2.32    | 515,410 | 2.06    | 537,372 | 2.33   | -1,923   | 0.03   | 10,629      | 0.20  | 38.8 | 13.2    | 242,556 | 591,813 | 2.34    | 516,695 | 2.04    | 564,981 | 2.20    | -7,393  | -0.01    | 17,028  | 0.15  |    |
|                                      | 100～299人    | 38.7 | 14.4    | 265,340 | 647,751 | 2.39    | 596,121 | 2.07    | 649,955 | 2.04   | 7,144    | 0.01   | 46,855      | 0.06  | 38.6 | 14.3    | 267,756 | 654,996 | 2.40    | 626,344 | 2.13    | 691,806 | 2.16    | 4,404   | 0.01     | 37,555  | 0.03  |    |
|                                      | 300～499人    | 38.7 | 15.5    | 285,281 | 693,833 | 2.45    |         | 2.65    |         |        | -4,820   | 0.01   |             |       | 38.7 | 15.6    | 277,253 | 693,332 | 2.45    |         | 2.65    |         |         | -6,443  | 0.00     |         |       |    |
|                                      | 500～999人    | 38.5 | 15.2    | 288,432 | 686,560 | 2.41    | 591,296 | 2.09    | 571,620 | 1.95   | -134     | -0.05  | 8,257       | 0.08  | 38.4 | 15.2    | 284,599 | 684,641 | 2.42    | 586,443 | 2.12    | 558,655 | 1.94    | -692    | -0.05    | 6,245   | 0.09  |    |
|                                      | 1000人以上     | 39.1 | 15.6    | 308,801 | 766,963 | 2.57    | 754,312 | 2.71    | 745,143 | 2.67   | -18,814  | -0.02  | -13,953     | -0.07 | 39.0 | 15.4    | 302,528 | 770,655 | 2.58    | 761,371 | 2.71    | 752,350 | 2.68    | -16,451 | -0.03    | -4,906  | -0.03 |    |
| 3000人以上                              | 39.6        | 16.3 | 315,196 | 893,029 | 2.86    | 983,737 | 2.88    | 932,473 | 2.88    | -3,486 | 0.02     | 58,366 | 0.18        | 39.2  | 15.6 | 311,688 | 916,109 | 2.91    | 999,024 | 2.87    | 932,473 | 2.87    | -5,818  | 0.00    | 58,366   | 0.18    |       |    |
| 地方<br>(事業所ベース)                       | 北海道         | 33.6 | 10.0    | 249,113 | 569,024 | 2.35    |         |         |         |        | 33,863   | 0.01   |             |       | 33.6 | 10.0    | 249,113 | 549,176 | 2.21    |         |         |         |         | 33,863  | -0.09    |         |       |    |
|                                      | 北東北         | 39.6 | 16.6    | 244,130 | 616,138 | 2.35    | 932,473 | 2.80    | 932,473 | 2.80   | -19,256  | 0.01   | 58,366      | 0.20  | 40.5 | 17.3    | 242,443 | 758,842 | 2.57    | 932,473 | 2.80    | 932,473 | 2.80    | 19,245  | 0.08     | 58,366  | 0.20  |    |
|                                      | 南東北         | 39.7 | 16.2    | 259,774 | 620,647 | 2.45    | 305,594 | 1.96    | 305,594 | 1.96   | 25,826   | 0.03   | 36,731      | 0.14  | 40.0 | 17.0    | 275,366 | 691,747 | 2.52    | 305,594 | 1.99    | 305,594 | 1.99    | 10,017  | 0.01     | 36,731  | 0.13  |    |
|                                      | 北関東         | 39.6 | 15.0    | 293,784 | 681,253 | 2.41    | 705,298 | 2.36    | 720,772 | 3.11   | -215     | 0.05   | -5,231      | 0.40  | 39.1 | 15.0    | 301,209 | 802,336 | 2.48    | 886,811 | 2.75    | 720,697 | 2.89    | -6,403  | 0.01     | -4,570  | 0.13  |    |
|                                      | 東京千葉        | 40.3 | 15.1    | 302,404 | 747,133 | 2.41    | 702,938 | 2.18    | 690,037 | 2.16   | -14,412  | -0.01  | 16,631      | 0.03  | 40.5 | 16.3    | 325,248 | 811,395 | 2.54    | 845,901 | 2.63    | 811,468 | 2.51    | -19,895 | -0.00    | 20,801  | 0.07  |    |
|                                      | 神奈川         | 39.3 | 15.6    | 295,056 | 735,652 | 2.52    | 748,656 | 2.36    | 500,359 | 1.76   | 6,705    | 0.02   |             | 0.21  | 40.1 | 16.7    | 303,682 | 744,362 | 2.48    | 813,650 | 2.51    | 500,359 | 1.76    | 3,603   | 0.01     |         | 0.21  |    |
|                                      | 新潟          | 38.7 | 15.0    | 246,790 | 584,963 | 2.24    | 535,000 | 1.89    |         |        | -12,380  | 0.04   |             |       | 39.2 | 16.3    | 267,944 | 618,902 | 2.26    | 523,636 | 1.96    |         |         | -4,937  | 0.04     |         |       |    |
|                                      | 北陸          | 39.2 | 13.8    | 237,126 | 535,938 | 2.24    | 567,500 | 2.26    |         |        | -4,903   | -0.02  |             |       | 38.4 | 14.6    | 259,968 | 613,954 | 2.40    | 578,050 | 2.32    |         |         | -21,397 | -0.10    |         |       |    |
|                                      | 甲信          | 39.1 | 14.7    | 279,597 | 687,559 | 2.38    | 608,474 | 1.84    | 750,698 | 2.43   | 1,028    | 0.07   | 55,546      | 0.16  | 39.5 | 16.0    | 299,031 | 736,753 | 2.49    | 748,273 | 2.32    | 800,412 | 2.49    | 6,384   | 0.04     | 65,802  | 0.20  |    |
|                                      | 静岡          | 39.8 | 15.8    | 292,452 | 705,228 | 2.40    | 852,562 | 2.73    | 932,473 | 2.80   | -36,975  | -0.08  | 58,366      | 0.20  | 39.1 | 16.2    | 303,582 | 799,609 | 2.60    | 783,700 | 2.66    | 932,473 | 2.80    | -14,746 | -0.03    | 58,366  | 0.20  |    |
|                                      | 東海          | 38.1 | 13.5    | 274,016 | 697,637 | 2.45    | 719,653 | 2.79    | 721,583 | 2.55   | -2,078   | 0.02   | 16,729      | 0.03  | 38.0 | 14.5    | 284,927 | 742,419 | 2.59    | 747,254 | 2.69    | 747,793 | 2.66    | 10,924  | 0.02     | -3,796  | -0.03 |    |
|                                      | 京滋          | 39.3 | 13.6    | 284,575 | 690,234 | 2.39    | 686,909 | 2.35    |         |        | 11,565   | 0.03   |             |       | 39.2 | 14.8    | 310,068 | 825,909 | 2.59    | 761,989 | 2.51    |         |         | 15,840  | 0.02     |         |       |    |
|                                      | 大阪          | 38.8 | 14.0    | 279,273 | 709,835 | 2.54    | 765,451 | 2.28    | 638,752 | 2.17   | -3,415   | -0.03  | 44,614      | 0.14  | 38.0 | 14.3    | 295,914 | 862,103 | 2.86    | 985,401 | 2.23    | 664,273 | 2.13    | -5,214  | -0.04    | 78,739  | 0.18  |    |
|                                      | 山陽          | 38.5 | 14.0    | 276,768 | 684,163 | 2.39    | 572,030 | 1.93    | 580,803 | 2.14   | 5,774    | -0.04  |             | -0.05 | 38.1 | 14.2    | 286,199 | 734,707 | 2.47    | 681,911 | 2.20    | 506,986 | 1.93    | -12,933 | -0.05    |         | -0.06 |    |
|                                      | 山陰          | 39.4 | 13.9    | 214,620 | 515,593 | 2.19    | 360,000 | 1.65    |         |        | 9,565    | 0.09   |             |       | 39.9 | 15.1    | 234,081 | 523,974 | 2.25    | 360,000 | 1.65    |         |         | 16,005  | 0.10     |         |       |    |
| 四国                                   | 39.9        | 14.1 | 251,602 | 613,034 | 2.46    |         |         |         |         | 6,984  | 0.05     |        |             | 38.7  | 14.5 | 283,738 | 712,852 | 2.54    |         |         |         |         | -15,164 | -0.02   |          |         |       |    |
| 九州・山口                                | 38.9        | 14.6 | 298,281 | 678,362 | 2.40    | 519,158 | 2.10    | 603,737 | 2.10    | 13,283 | -0.01    | 58,366 | 0.15        | 38.1  | 14.4 | 294,798 | 700,662 | 2.42    | 716,383 | 2.28    | 841,876 | 2.28    | -3,116  | -0.02   | 58,366   | 0.16    |       |    |
| 地方計                                  | 39.1        | 14.4 | 271,616 | 673,129 | 2.42    | 680,886 | 2.23    | 675,206 | 2.34    | -879   | 0.00     | 30,833 | 0.13        | 38.9  | 15.2 | 290,980 | 763,550 | 2.56    | 828,147 | 2.57    | 758,554 | 2.59    | -4,965  | -0.01   | 26,038   | 0.10    |       |    |

| 2017年<br>春季生活闘争<br>情報No. 04<br>3月14日 | 一時金：年間：単純平均 |      |         |           |           |           |           |           |           |         |         |          |          | 一時金：年間：加重平均 |      |         |           |           |           |           |           |           |         |          |          |          |       |
|--------------------------------------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|---------|----------|----------|-------------|------|---------|-----------|-----------|-----------|-----------|-----------|-----------|---------|----------|----------|----------|-------|
|                                      | 同一単組前年比較    |      |         |           |           |           |           |           |           |         |         |          |          | 同一単組前年比較    |      |         |           |           |           |           |           |           |         |          |          |          |       |
|                                      | 基礎数値        |      |         | 要求        |           | 回答・妥結     |           | 妥結        |           | 要求      |         | 妥結       |          | 基礎数値        |      |         | 要求        |           | 回答・妥結     |           | 妥結        |           | 要求      |          | 妥結       |          |       |
|                                      | 年齢          | 勤続   | 基礎賃金    | 金額        | 月数        | 金額        | 月数        | 金額        | 月数        | 金額      | 月数      | 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                                  | 39.1        | 14.1 | 262,676 | 1,308,784 | 4.81      | 1,180,912 | 4.47      | 1,108,612 | 4.60      | -6,651  | -0.01   | 22,084   | 0.37     | 38.9        | 15.1 | 291,498 | 1,556,171 | 5.18      | 1,724,539 | 5.22      | 1,245,123 | 5.27      | -20,744 | -0.05    | -144,461 | 0.06     |       |
| 大手労組会議                               | 39.3        | 15.9 | 308,081 | 1,594,219 | 5.13      | 1,651,957 | 5.50      | 1,340,570 | 5.50      | -30,700 | -0.11   | -215,810 | -0.25    | 39.1        | 15.5 | 307,111 | 1,705,492 | 5.47      | 1,860,590 | 5.59      | 1,340,570 | 5.68      | -30,614 | -0.09    | -215,810 | 0.00     |       |
| 業種                                   | 鉄鋼業         | 38.6 | 13.4    | 249,162   | 1,224,212 | 4.64      | 1,055,213 | 5.97      | 1,110,000 | 6.70    | 5,195   | -0.02    | 135,000  | 1.77        | 36.9 | 12.9    | 266,961   | 1,245,183 | 4.62      | 1,087,258 | 5.29      | 1,110,000 | 5.46    | 7,406    | -0.10    | 135,000  | 1.10  |
|                                      | 非鉄金属        | 39.1 | 14.4    | 254,926   | 1,286,029 | 5.15      |           |           |           |         | 46,954  | 0.16     |          |             | 38.3 | 14.5    | 248,127   | 1,323,507 | 5.50      |           |           |           |         | 21,275   | 0.07     |          |       |
|                                      | 金属製品        | 39.1 | 14.3    | 245,664   | 1,168,010 | 4.78      | 880,000   | 3.36      |           | 3.85    | 8,220   | 0.14     |          |             | 39.2 | 15.6    | 261,013   | 1,255,770 | 4.83      | 750,794   | 3.58      |           | 3.85    | 5,849    | 0.06     |          |       |
|                                      | 一般機械        | 38.4 | 13.5    | 261,826   | 1,334,821 | 4.89      | 1,270,775 | 4.71      | 1,236,774 | 5.22    | -22,717 | -0.12    | -41,244  | -0.27       | 38.1 | 14.2    | 291,367   | 1,643,292 | 5.36      | 1,826,641 | 4.87      | 1,349,143 | 5.08    | -46,570  | -0.16    | -168,292 | -0.66 |
|                                      | 電気機械        | 39.7 | 15.0    | 274,277   | 1,278,310 | 4.63      | 1,545,300 | 4.17      |           | 3.00    | -46,626 | 0.00     |          | -0.30       | 40.2 | 16.7    | 313,636   | 1,598,663 | 5.15      | 1,545,300 | 5.36      |           | 3.00    | -40,824  | -0.00    |          | -0.30 |
|                                      | 輸送機械        | 38.9 | 14.9    | 278,526   | 1,401,433 | 4.88      | 1,000,718 | 4.04      | 1,000,718 | 4.07    | 55,929  | 0.11     |          | 0.31        | 39.1 | 15.9    | 299,650   | 1,556,958 | 5.15      | 1,000,718 | 5.45      | 1,000,718 | 5.49    | 30,628   | 0.06     |          | 0.31  |
|                                      | 精密機械        | 39.6 | 15.1    | 297,344   | 1,536,661 | 5.16      |           | 5.30      |           |         | -27,911 | 0.15     |          |             | 40.0 | 16.2    | 301,652   | 1,449,933 | 4.78      |           | 5.30      |           |         | 4,842    | 0.04     |          |       |
|                                      | その他         | 41.3 | 14.4    | 263,979   | 1,321,744 | 4.55      | 841,460   | 3.25      | 841,460   | 3.25    | -19,507 | -0.10    | 60,617   | 0.37        | 40.2 | 15.2    | 271,393   | 1,457,668 | 5.32      | 998,371   | 3.15      | 998,371   | 3.15    | -6,474   | -0.03    | 51,864   | 0.35  |
| 規模                                   | 1～299人      | 39.1 | 13.7    | 252,037   | 1,240,907 | 4.74      | 1,103,578 | 4.28      | 1,090,888 | 4.53    | -1,098  | 0.00     | 69,662   | 0.52        | 38.6 | 14.0    | 260,525   | 1,286,000 | 4.80      | 1,219,560 | 4.21      | 1,276,729 | 4.15    | -407     | -0.03    | 49,146   | 0.18  |
|                                      | 1～99人       | 39.4 | 13.3    | 243,016   | 1,194,463 | 4.70      | 1,016,151 | 4.42      | 1,032,855 | 5.14    | -10,152 | 0.02     | 84,308   | 0.85        | 38.8 | 13.2    | 242,556   | 1,212,186 | 4.73      | 1,052,887 | 4.29      | 1,153,515 | 4.69    | -24,231  | -0.04    | 85,259   | 0.61  |
|                                      | 100～299人    | 38.7 | 14.4    | 265,340   | 1,291,480 | 4.78      | 1,330,886 | 4.07      | 1,439,088 | 3.61    | 8,288   | -0.02    | 11,078   | -0.03       | 38.6 | 14.3    | 267,756   | 1,311,834 | 4.82      | 1,328,732 | 4.17      | 1,439,088 | 3.87    | 7,214    | -0.03    | 11,078   | -0.03 |
|                                      | 300～499人    | 38.7 | 15.5    | 285,281   | 1,420,614 | 4.91      |           | 5.30      |           |         | -15,103 | -0.00    |          |             | 38.7 | 15.6    | 277,253   | 1,419,644 | 4.92      |           | 5.30      |           |         | -17,740  | -0.02    |          |       |
|                                      | 500～999人    | 38.5 | 15.2    | 288,432   | 1,380,611 | 4.81      | 1,170,359 | 4.26      | 1,000,718 | 3.52    | -5,176  | -0.12    |          | 0.42        | 38.4 | 15.2    | 284,599   | 1,375,781 | 4.82      | 1,189,549 | 4.34      | 1,000,718 | 3.52    | -6,391   | -0.12    |          | 0.42  |
|                                      | 1000人以上     | 39.1 | 15.6    | 308,801   | 1,517,135 | 5.09      | 1,442,935 | 5.37      | 1,340,570 | 5.10    | -45,679 | -0.04    | -215,810 | -0.80       | 39.0 | 15.4    | 302,528   | 1,527,131 | 5.12      | 1,471,392 | 5.37      | 1,340,570 | 5.10    | -43,473  | -0.08    | -215,810 | -0.80 |
| 3000人以上                              | 39.6        | 16.3 | 315,196 | 1,788,321 | 5.77      | 2,070,000 | 5.90      |           | 5.90      | -19,842 | 0.00    |          | 0.30     | 39.2        | 15.6 | 311,688 | 1,841,032 | 5.88      | 2,070,000 | 5.90      |           | 5.90      | -22,217 | -0.02    |          | 0.30     |       |
| 地方（事業所ベース）                           | 北海道         | 33.6 | 10.0    | 249,113   | 1,138,049 | 4.70      |           |           |           |         | 57,726  | 0.03     |          |             | 33.6 | 10.0    | 249,113   | 1,098,352 | 4.42      |           |           |           |         | 57,726   | -0.19    |          |       |
|                                      | 北東北         | 39.6 | 16.6    | 244,130   | 1,153,193 | 4.59      |           |           |           |         | -62,838 | -0.03    |          |             | 40.5 | 17.3    | 242,443   | 1,174,512 | 4.75      |           |           |           |         | -26,091  | 0.02     |          |       |
|                                      | 南東北         | 39.7 | 16.2    | 259,774   | 1,255,995 | 4.81      | 611,187   | 3.40      | 611,187   | 3.40    | -596    | 0.02     | 73,461   | 0.40        | 40.0 | 17.0    | 275,366   | 1,415,494 | 5.06      | 611,187   | 3.40      | 611,187   | 3.40    | -2,430   | 0.01     | 73,461   | 0.40  |
|                                      | 北関東         | 39.6 | 15.0    | 293,784   | 1,365,724 | 4.84      | 1,729,772 | 4.97      | 1,439,088 | 6.57    | -16,741 | -0.02    | 11,078   | 1.10        | 39.1 | 15.0    | 301,209   | 1,639,910 | 4.99      | 1,930,206 | 5.64      | 1,439,088 | 5.83    | -17,482  | -0.04    | 11,078   | 0.29  |
|                                      | 東京千葉        | 40.3 | 15.1    | 302,404   | 1,483,640 | 4.84      | 1,384,346 | 3.89      | 1,071,732 | 3.10    | -38,468 | -0.01    | 47,772   | 0.34        | 40.5 | 16.3    | 325,248   | 1,612,157 | 5.08      | 1,881,742 | 5.51      | 1,071,732 | 3.10    | -60,999  | -0.02    | 47,772   | 0.34  |
|                                      | 神奈川         | 39.3 | 15.6    | 295,056   | 1,496,974 | 5.08      | 1,497,312 | 4.71      | 1,000,718 | 3.52    | -7,494  | -0.02    |          | 0.42        | 40.1 | 16.7    | 303,682   | 1,497,523 | 4.97      | 1,627,300 | 5.02      | 1,000,718 | 3.52    | 1,794    | 0.01     |          | 0.42  |
|                                      | 新潟          | 38.7 | 15.0    | 246,790   | 1,223,803 | 4.47      | 940,000   | 3.70      |           |         | -8,400  | 0.04     |          |             | 39.2 | 16.3    | 267,944   | 1,265,364 | 4.52      | 940,000   | 3.70      |           |         | 3,541    | 0.07     |          |       |
|                                      | 北陸          | 39.2 | 13.8    | 237,126   | 1,169,181 | 4.83      |           |           |           |         | -21,038 | -0.09    |          |             | 38.4 | 14.6    | 259,968   | 1,279,133 | 4.97      |           |           |           |         | -122,750 | -0.48    |          |       |
|                                      | 甲信          | 39.1 | 14.7    | 279,597   | 1,435,390 | 4.93      |           |           |           |         | -67,621 | -0.01    |          |             | 39.5 | 16.0    | 299,031   | 1,513,159 | 5.04      |           |           |           |         | -40,275  | -0.04    |          |       |
|                                      | 静岡          | 39.8 | 15.8    | 292,452   | 1,405,004 | 4.85      | 1,545,300 | 5.30      |           |         | -41,241 | -0.08    |          |             | 39.1 | 16.2    | 303,582   | 1,596,915 | 5.21      | 1,545,300 | 5.30      |           |         | -30,140  | -0.07    |          |       |
|                                      | 東海          | 38.1 | 13.5    | 274,016   | 1,422,815 | 4.97      | 1,435,785 | 5.15      | 1,435,785 | 5.15    | 25,331  | -0.01    | -67,405  | -0.80       | 38.0 | 14.5    | 284,927   | 1,472,395 | 5.15      | 1,351,608 | 5.11      | 1,351,608 | 5.11    | 19,706   | 0.01     | -198,606 | -0.80 |
|                                      | 京滋          | 39.3 | 13.6    | 284,575   | 1,376,878 | 4.74      | 1,681,552 | 4.93      |           |         | 30,495  | 0.09     |          |             | 39.2 | 14.8    | 310,068   | 1,658,076 | 5.18      | 1,681,552 | 5.16      |           |         | 33,637   | 0.05     |          |       |
|                                      | 大阪          | 38.8 | 14.0    | 279,273   | 1,448,292 | 5.17      | 1,647,902 | 4.53      | 1,055,359 | 3.92    | -14,430 | -0.14    | 112,953  | 0.48        | 38.0 | 14.3    | 295,914   | 1,757,341 | 5.81      | 2,021,711 | 4.41      | 1,058,817 | 3.92    | -14,911  | -0.11    | 114,348  | 0.48  |
|                                      | 山陽          | 38.5 | 14.0    | 276,768   | 1,464,893 | 4.80      | 1,267,273 | 4.31      | 1,323,210 | 4.38    | 16,728  | 0.00     |          | -0.15       | 38.1 | 14.2    | 286,199   | 1,526,861 | 4.99      | 1,595,359 | 4.54      | 1,323,210 | 3.60    | -32,768  | -0.07    |          | -0.23 |
|                                      | 山陰          | 39.4 | 13.9    | 214,620   | 1,113,248 | 4.47      |           |           |           |         | 23,586  | 0.08     |          |             | 39.9 | 15.1    | 234,081   | 1,132,962 | 4.84      |           |           |           |         | 13,400   | 0.04     |          |       |
|                                      | 四国          | 39.9 | 14.1    | 251,602   | 1,322,942 | 5.24      |           |           |           |         | 33,155  | 0.13     |          |             | 38.7 | 14.5    | 283,738   | 1,336,018 | 5.06      |           |           |           |         | 28,290   | 0.15     |          |       |
| 九州・山口                                | 38.9        | 14.6 | 298,281 | 1,340,045 | 4.78      | 625,000   | 2.80      | 550,000   | 2.80      | -3,359  | -0.08   |          | 0.20     | 38.1        | 14.4 | 294,798 | 1,396,744 | 4.83      | 656,967   | 2.80      | 550,000   | 2.80      | -25,608 | -0.09    |          | 0.20     |       |
| 地方計                                  | 39.1        | 14.4 | 271,616 | 1,387,364 | 4.89      | 1,429,600 | 4.55      | 1,097,822 | 4.53      | -7,148  | -0.03   | 31,915   | 0.38     | 38.9        | 15.2 | 290,980 | 1,551,864 | 5.16      | 1,741,642 | 5.22      | 1,245,123 | 5.12      | -18,432 | -0.04    | -136,497 | 0.00     |       |