

全国単組

上段：単純平均 下段：加重平均

| 項目<br>職種   | 該当       |      |      |     | 労働時間 |              |               |              | 賃金実態    |        |           |          |              |                       |                 |          |              |                 |            |
|------------|----------|------|------|-----|------|--------------|---------------|--------------|---------|--------|-----------|----------|--------------|-----------------------|-----------------|----------|--------------|-----------------|------------|
|            | 単組<br>人員 | 年齢   | 勤続   | 扶養  | 出勤日数 | 所定労働<br>時間 A | 所定外労働<br>時間 B | 総労働時間<br>A+B | 基本+職能   |        | 所定内計<br>C | 仕事給<br>D | 所定内<br>仕事給D1 | 所定内労働<br>時間賃金<br>C+D1 | 1時間<br>当り<br>賃金 | 所定外<br>E | 総 額<br>C+D+E | 1時間<br>当り<br>賃金 | 年間支給<br>総額 |
|            |          |      |      |     |      |              |               |              | C1      | C2     |           |          |              |                       |                 |          |              |                 |            |
| 男子事務職      | 14       | 39.5 | 13.7 | 0.9 | 21.8 | 172.9        | 42.3          | 215.2        | 207,549 | 24,158 | 231,707   | 31,657   | 25,434       | 257,141               | 1,487           | 64,510   | 327,874      | 1,524           | 4,893,471  |
|            | 15,681   | 41.5 | 16.4 | 1.2 | 20.8 | 166.1        | 30.8          | 196.9        | 271,551 | 32,996 | 304,547   | 22,037   | 18,590       | 323,137               | 1,945           | 64,668   | 391,252      | 1,987           | 6,123,697  |
| 女子事務職      | 13       | 38.9 | 11.9 | 0.2 | 21.3 | 169.5        | 23.6          | 193.1        | 166,653 | 14,793 | 181,446   | 31,220   | 27,404       | 208,850               | 1,232           | 32,601   | 245,267      | 1,270           | 3,539,081  |
|            | 3,761    | 38.5 | 12.8 | 0.1 | 20.3 | 161.9        | 25.7          | 187.6        | 182,213 | 12,869 | 195,082   | 34,653   | 29,906       | 224,988               | 1,390           | 41,280   | 271,015      | 1,445           | 4,129,327  |
| 男子大型運転職    | 12       | 47.0 | 19.1 | 1.3 | 21.7 | 172.9        | 57.9          | 230.8        | 168,186 | 27,667 | 195,853   | 135,827  | 101,753      | 297,606               | 1,721           | 115,362  | 447,042      | 1,937           | 6,075,506  |
|            | 4,346    | 48.3 | 19.3 | 1.3 | 21.4 | 173.1        | 48.3          | 221.4        | 154,759 | 28,370 | 183,129   | 134,048  | 104,804      | 287,933               | 1,663           | 96,684   | 413,861      | 1,869           | 5,830,672  |
| 女子大型運転職    | 1        | 45.6 | 11.4 | 0.3 | 19.9 | 165.6        | 34.4          | 200.0        | 130,575 | 13,563 | 144,138   | 53,884   | 44,616       | 188,754               | 1,140           | 58,181   | 256,203      | 1,281           | 4,524,404  |
|            | 16       | 45.6 | 11.4 | 0.3 | 19.9 | 165.6        | 34.4          | 200.0        | 130,575 | 13,563 | 144,138   | 53,884   | 44,616       | 188,754               | 1,140           | 58,181   | 256,203      | 1,281           | 4,524,404  |
| 男子普通運転職    | 13       | 43.9 | 15.7 | 1.2 | 22.1 | 173.8        | 51.4          | 225.2        | 169,357 | 31,318 | 200,675   | 72,213   | 55,731       | 256,406               | 1,475           | 76,372   | 349,260      | 1,551           | 4,880,371  |
|            | 50,412   | 43.0 | 13.3 | 1.4 | 20.7 | 168.8        | 40.1          | 208.9        | 151,160 | 41,186 | 192,346   | 73,912   | 59,724       | 252,070               | 1,493           | 58,613   | 324,871      | 1,555           | 5,470,562  |
| 女子普通運転職    | 8        | 41.0 | 8.9  | 0.5 | 22.5 | 176.3        | 51.3          | 227.6        | 125,034 | 10,900 | 135,934   | 64,089   | 49,644       | 185,578               | 1,053           | 56,183   | 256,206      | 1,126           | 3,602,998  |
|            | 620      | 43.0 | 9.8  | 0.3 | 20.1 | 165.5        | 36.0          | 201.5        | 135,618 | 15,001 | 150,619   | 57,370   | 47,120       | 197,739               | 1,195           | 48,083   | 256,072      | 1,271           | 4,516,344  |
| フォークリフト運転職 | 1        | 51.1 | 30.9 | 1.5 | 21.2 | 167.0        | 32.3          | 199.3        | 415,095 |        |           |          |              |                       |                 | 99,624   |              |                 | 7,508,668  |
|            | 16       | 51.1 | 30.9 | 1.5 | 21.2 | 167.0        | 32.3          | 199.3        | 415,095 |        |           |          |              |                       |                 | 99,624   |              |                 | 7,508,668  |
| 整備職（見習含む）  | 5        | 42.7 | 18.4 | 0.7 | 22.8 | 176.5        | 27.7          | 204.2        | 196,125 | 16,369 | 212,494   | 82,120   | 70,980       | 283,474               | 1,606           | 49,113   | 343,727      | 1,683           | 4,487,737  |
|            | 187      | 42.6 | 14.8 | 0.9 | 22.8 | 178.1        | 31.0          | 209.1        | 146,844 | 14,183 | 161,027   | 100,690  | 85,762       | 246,789               | 1,386           | 33,304   | 295,021      | 1,411           | 3,927,602  |
| 作業職（助手含む）  | 14       | 46.9 | 18.2 | 0.8 | 21.7 | 171.0        | 40.2          | 211.2        | 183,032 | 22,166 | 205,198   | 38,857   | 31,461       | 236,659               | 1,384           | 69,821   | 313,876      | 1,486           | 4,636,072  |
|            | 2,688    | 49.3 | 18.6 | 0.8 | 21.0 | 169.0        | 36.6          | 205.6        | 154,334 | 26,060 | 180,394   | 32,165   | 26,439       | 206,833               | 1,224           | 65,289   | 277,848      | 1,351           | 4,433,742  |
| その他        | 4        | 50.0 | 23.0 | 0.8 | 21.1 | 174.0        | 28.2          | 202.2        | 185,505 | 47,227 | 232,732   | 42,043   | 36,179       | 268,911               | 1,545           | 79,662   | 354,437      | 1,753           | 5,965,247  |
|            | 1,720    | 40.4 | 12.5 | 1.2 | 20.4 | 167.1        | 35.3          | 202.4        | 151,698 | 52,536 | 204,234   | 87,981   | 72,636       | 276,870               | 1,657           | 58,897   | 351,112      | 1,735           | 5,815,333  |
| 平均         | 15       | 42.7 | 15.0 | 1.0 | 21.8 | 172.8        | 46.3          | 219.1        | 178,969 | 26,807 | 205,776   | 63,454   | 50,045       | 255,821               | 1,480           | 75,154   | 344,384      | 1,572           | 4,916,294  |
|            | 80,112   | 42.9 | 14.4 | 1.3 | 20.7 | 168.1        | 37.7          | 205.8        | 176,783 | 37,502 | 214,285   | 67,195   | 54,886       | 269,171               | 1,601           | 61,327   | 342,807      | 1,666           | 5,519,070  |