

## 従業員数は21万人、5年連続で増加

Steel industry employment rises for fifth consecutive year to reach 210,000

鉄鋼業においては、年齢構成の高年齢化に対応し、近年、新卒採用者数を増加させていることもあり、2003年以降、従業員数は増加傾向にある(2008年:21万人、全国ベース)。一方、2008年の総労働時間(月間)は172.7時間、月平均給与総額(一時金等を含む)は51万5千円となっている(いずれも全国ベース・年平均)。

鉄鋼業の労働災害の発生状況は、災害発生頻度を示す休業度数率が0.53と全産業平均1.83(2007年実績)と比較して低い反面、重量物、高熱物等にとまなう作業、高所作業等が多く、一度災害が発生した場合は重篤となる可能性がある。

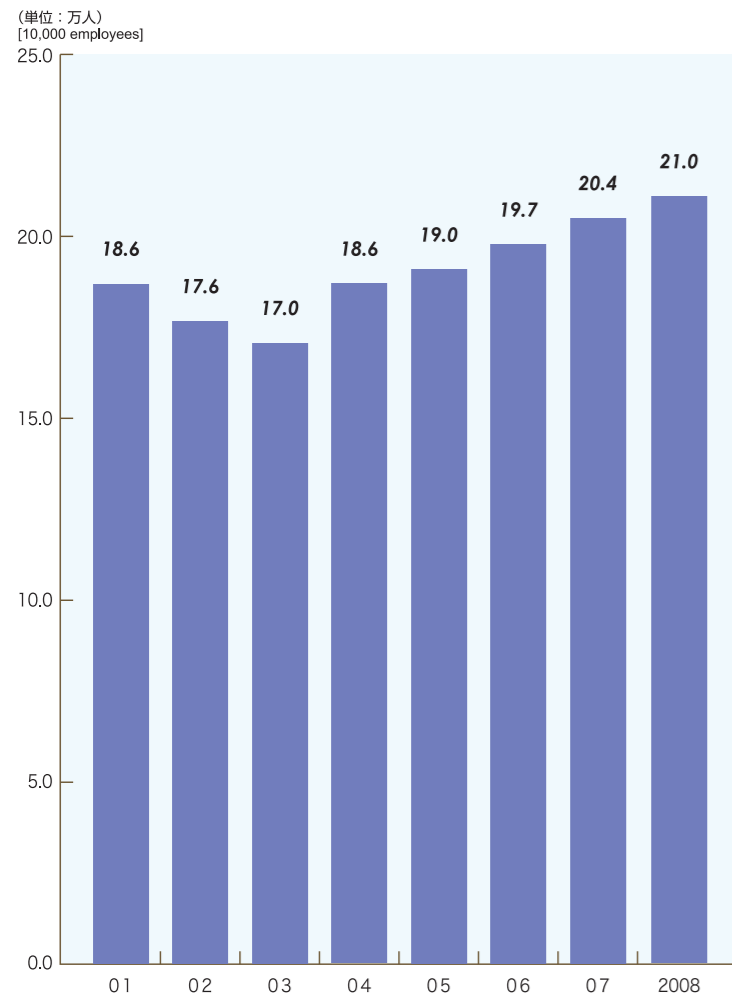
当連盟では、安全衛生対策を一元的に企画・推進する『安全衛生推進本部』を2006年に設置し、緊急性・ニーズの高いテーマに焦点を当てた重点活動を業界一体で展開している。

Total employment in Japan's steel industry has been increasing since 2003. One reason is that Japan's steelmakers have been recruiting more new high school and college graduates because of the aging of their workforces. In 2008, steel industry employment nationwide was 210,000. During 2008, on a nationwide basis, average monthly working time was 172.7 hours and average monthly wage (including bonuses) was 515,000 yen.

In the steel industry, the industrial accident rate, an indicator of the frequency of workplace accidents, was 0.53, well below the average of 1.83 for all industries in 2007. However, accidents in the steel industry can be serious because many tasks involve heavy or extremely hot objects and work is often performed in high places.

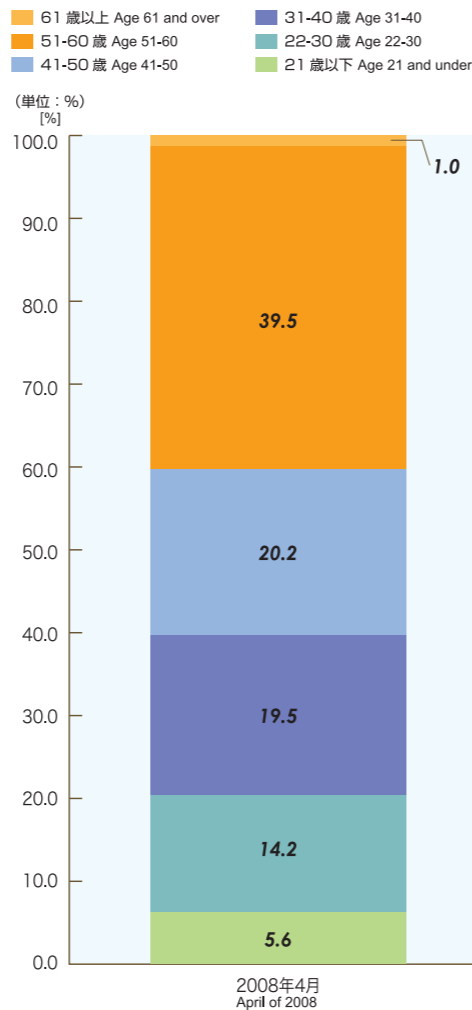
JISF established the Headquarters for Safety and Health Control Promotion in 2006 to facilitate the centralized planning and execution of safety and health measures. Through this division, the entire steel industry works together to perform activities that place priority on urgent issues and areas where there are significant needs.

### 鉄鋼業の労働者数の推移 Number of Employees



出所: 厚生労働省「毎月労働統計調査」(事業所規模30人以上の全常用労働者数)  
注: 1.各年次とも12月末現在(※08年は速報値)  
2.日本標準産業分類の改定にともない、2005年より新産業分類となったため、それ以前と厳密には接続しない。  
Source: "Monthly Labour Survey," Ministry of Health, Labour and Welfare (the total number of regular employees employed at establishments with 30 or more regular employees)  
Note: 1. As of the end of December each year (preliminary data for 2008)  
2. According to an amendment in the Japan Standard Industry Classification, a new classification was applied to figures in 2005 and later. Figures before and after 2005 are not directly comparable.

### 鉄鋼業の従業員年齢構成(高炉5社) Age Distribution of Employees (at 5 Integrated Steel Producers)



出所: 日本鉄鋼連盟  
Source: The Japan Iron and Steel Federation

### 鉄鋼連盟会員会社の新卒採用者数の推移

Employment of New Graduates at Member Companies of the Japan Iron and Steel Federation

	01	02	03	04	05	06	07	2008
大学・大学院卒 Graduates of college or graduate school	609	734	545	660	857	1,117	1,216	1,240
高校卒(作業職) Graduates of high school (shopworkers)	813	771	553	728	1,116	1,727	1,623	1,898
その他 Others	174	165	139	215	119	196	195	255
合計 Total	1,596	1,670	1,237	1,603	2,092	3,040	3,034	3,393

出所: 日本鉄鋼連盟  
Source: The Japan Iron and Steel Federation

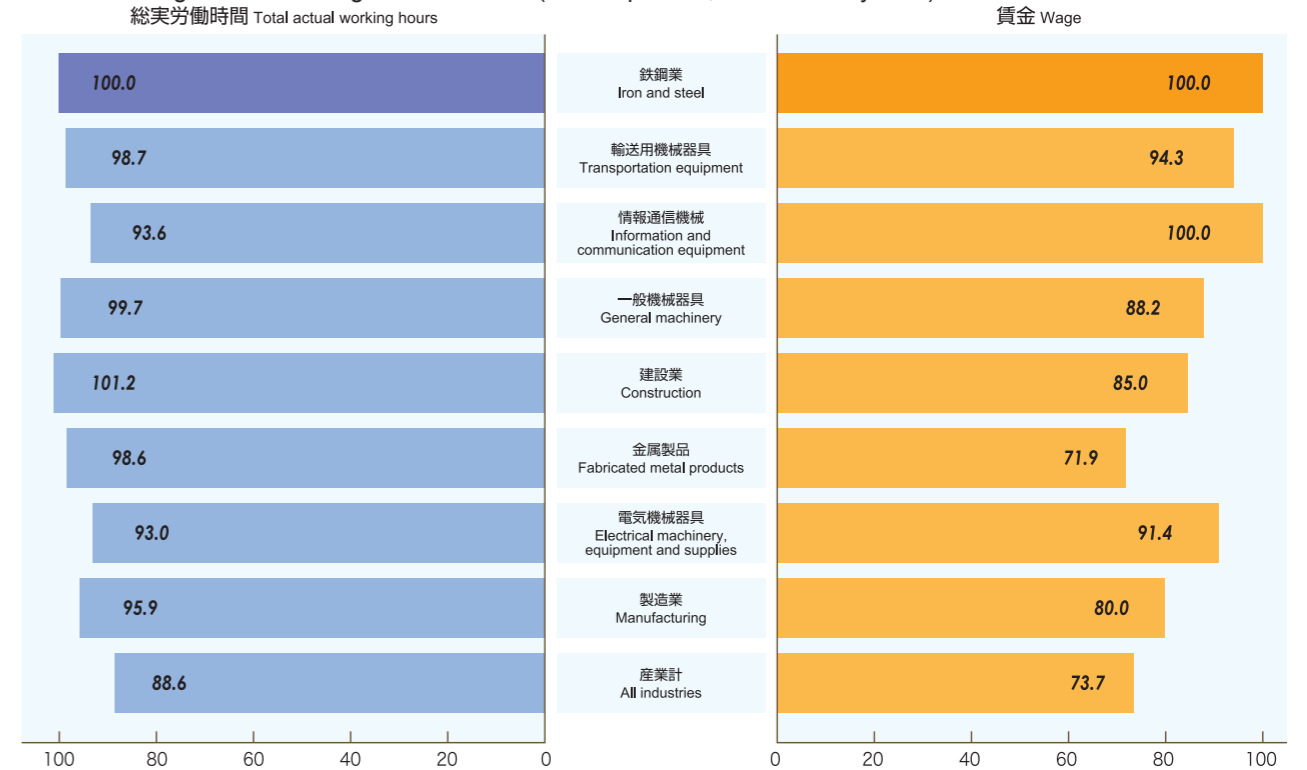
### 鉄鋼業の労働時間(月平均)の推移 Average Monthly Working Hours

	01	02	03	04	05	06	07	2008
所定内労働時間 Scheduled hours	149.9	150.2	151.7	152.0	150.9	151.6	153.5	152.3
所定外労働時間 Non-scheduled hours	13.4	14.6	17.8	21.0	20.9	21.9	22.5	20.4
総実労働時間 Total actual working hours	163.3	164.8	169.5	173.0	171.8	173.5	176.0	172.7

出所: 厚生労働省「毎月労働統計調査」規模30人以上  
注: サンプル事業所の抽出替えが行われているため各年の数値は直接的には接続しない。  
Source: "Monthly Labour Survey," Ministry of Health, Labour and Welfare (establishments with 30 or more regular employees)  
Note: Since sampled establishments are regularly replaced, the above figures are not directly comparable from year to year.

### 鉄鋼業の労働時間と賃金水準(鉄鋼業を100とした場合の比較) 2008年

Total Actual Working Hours and Wage Level in 2008 (for comparison, Steel Industry=100)



出所: 厚生労働省「毎月労働統計調査」規模30人以上 注: 賃金は給与総額。労働時間は所定労働時間を含む総実労働時間より算出。  
Source: "Monthly Labour Survey," Ministry of Health, Labour and Welfare (establishments with 30 or more regular employees)  
Note: Wage is calculated based on gross pay and work time based on total actual working hours including regular working hours.

### 鉄鋼業の休業度数率 2007年 Industrial Safety Performance in 2007

Industry	Frequency rate
全産業 All industries	1.83
製造業 Manufacturing industries	1.09
鉄鋼連盟会員会社 Member companies of The Japan Iron and Steel Federation	0.53

出所: (全産業、製造業)厚生労働省「労働災害動向調査」(鉄鋼連盟)日本鉄鋼連盟  
注: 休業度数率は100万延労働時間あたりの休業災害件数(死亡を含む)  
Sources: "Survey on Industrial Accidents," Ministry of Health, Labour and Welfare (for All industries and manufacturing industries) and the Japan Iron and Steel Federation (for member companies)  
Note: Frequency rate of injuries resulting in lost work time is the number of labour accident injuries (including fatal injuries) occurring per 1 million working hours.