

年前半の減産対応等により総労働時間数は151.4時間/月に

Monthly working time fell to 151.4 hours in the year's first half due to production cuts

鉄鋼業における従業者数は、近年増加傾向にあったが、団塊世代を中心とする退職者数が採用者数を上回ったことから、2009年の従業者数は厚生労働省の統計によれば19.5万人と前年をわずかに下回った。また、2009年の月平均総労働時間は、年前半の減産に対応した臨時休業の実施や所定外労働時間の減少等により、前年の172.7時間に対し、151.4時間と大きく下回った。月平均給与総額(一時金等を含む)については、一時金の減少等により、前年の51万5千円に対し、44万2千円と減少した(総労働時間、給与総額とも厚生労働省統計による全国ベース)。

労働災害発生状況についてみると、災害発生頻度を示す度数率については、鉄鋼連盟加盟会社平均で0.51と全産業平均1.75に比較して低位にある(ともに2008年実績)。しかしながら、取り扱う設備の関係上、重量物、高熱物等に伴う作業、高所作業等が多く、一度災害が発生した場合には重篤となる可能性がある。

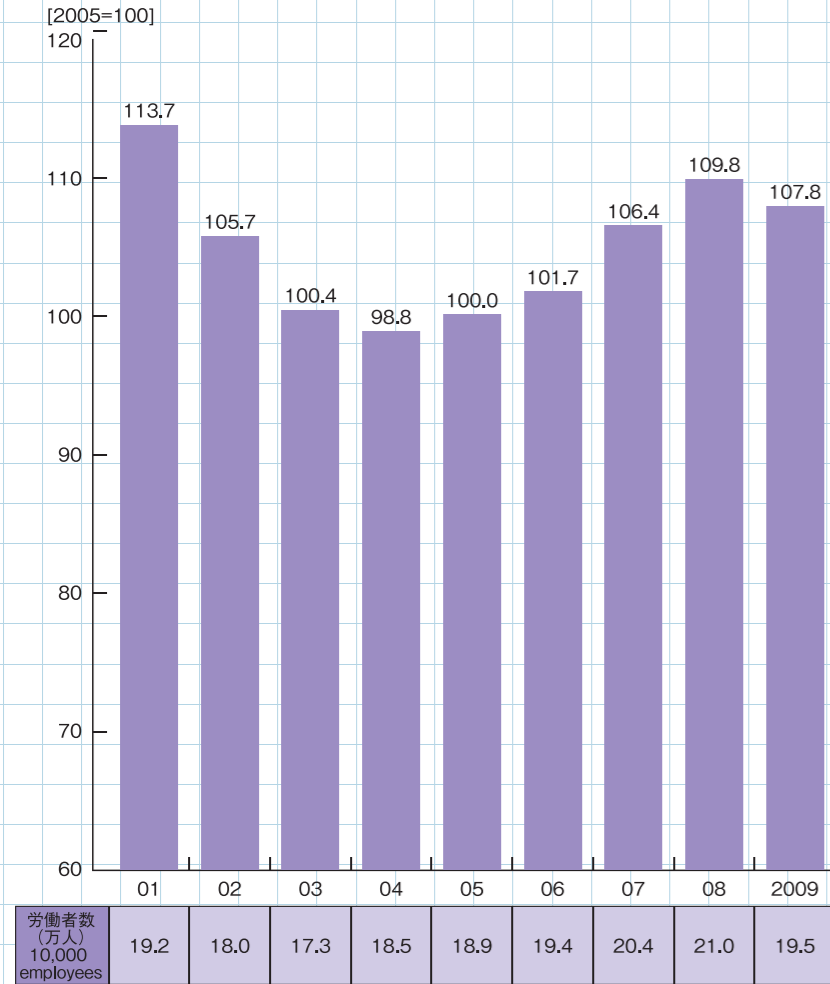
日本鉄鋼連盟では、安全衛生対策を一元的に企画・推進する『安全衛生推進本部』を2006年に設置し、緊急性・ニーズの高いテーマに焦点を当てた重点活動を業界一体で展開している。

Total employment in the Japanese steel industry has been increasing for a number of years. However, according to statistics of the Ministry of Health, Labour and Welfare, steel industry employment decreased slightly to 195,000 in 2009 as the number of people retiring, mainly members of the baby boom generation, exceeded the number of people hired. Furthermore, average monthly working time was down significantly, falling from 172.7 hours in 2008 to 151.4 hours in 2009. The main causes were temporary suspensions of operations in the year's first half to cut production and a decline in overtime hours. The average monthly salary (including bonuses) decreased from 515,000 yen to 442,000 yen mainly because of a decline in bonuses (working time and wages based on nationwide statistics of Ministry of Health, Labour and Welfare).

The industrial accident rate, an indicator of the frequency of workplace accidents, was an average of 0.51 for JISF member companies, well below the average of 1.75 for all industries just as in 2008. 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.

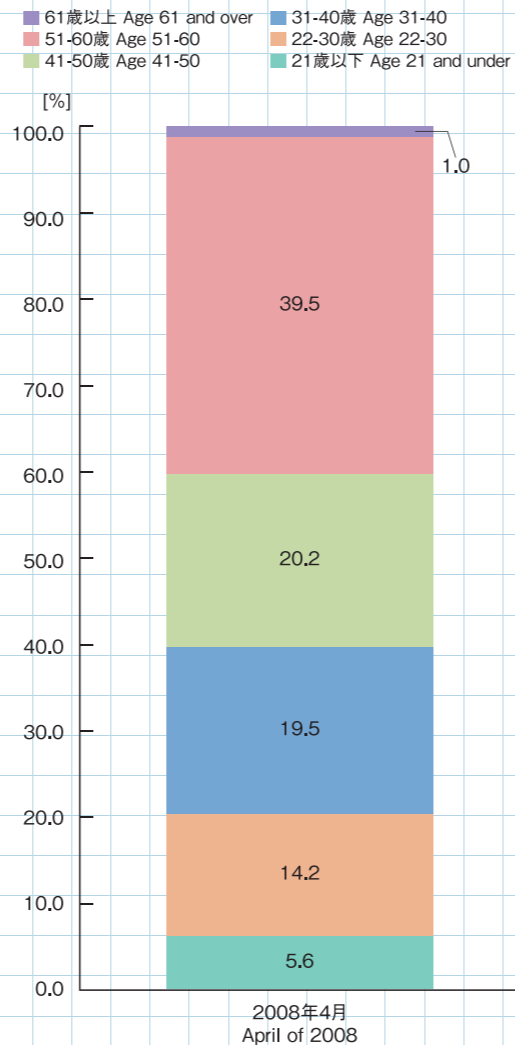
JISF established the Headquarters for Safety and Health Control Promotion in 2006 to facilitate the centralized planning and execution of safety and health measures. This headquarters allows the entire steel industry to work together to perform activities that place priority on urgent issues and other 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.月平均の数値
2.本統計では概ね3年ごとにサンプル事業所の抽出替えが行われているため、表中の労働者数は時系列的に接続しない。
一方、グラフ中の数値は05年=100とした指数であり、時系列的に接続するようにしたものである。
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. Annual figures are the averages of monthly employment in each year.
2. Employment statistics are not comparable over time because business sites used for sampling to determine the number of employees are replaced about every three years. To facilitate comparisons of these statistics, the above graph uses indexes with 2005 as 100.

● 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 注:従業員年齢構成の調査は2年に1度実施
Source: The Japan Iron and Steel Federation
Note: Biennial workforce age composition survey

● 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

	02	03	04	05	06	07	08	2009
大学・大学院卒 Graduates of college or graduate school	734	545	660	857	1,117	1,216	1,240	1,213
高校卒(作業職) Graduates of high school (shopworkers)	771	553	728	1,116	1,727	1,623	1,898	1,896
その他 Others	165	139	215	119	196	195	255	215
合計 Total	1,670	1,237	1,603	2,092	3,040	3,034	3,393	3,324

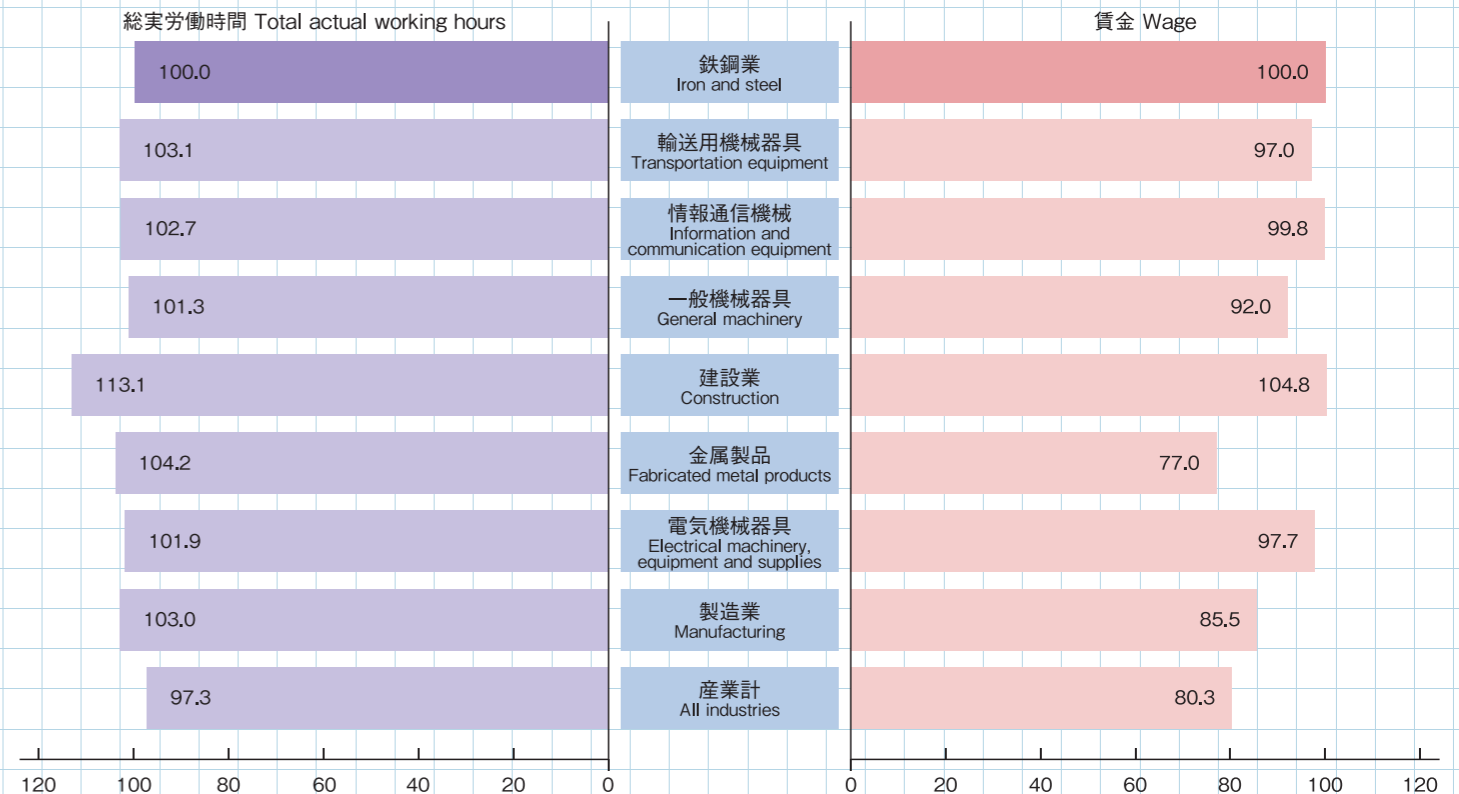
出所:日本鉄鋼連盟 Source: The Japan Iron and Steel Federation

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

	02	03	04	05	06	07	08	2009
所定内労働時間 Scheduled hours	150.2	151.7	152.0	150.9	151.6	153.5	152.3	141.4
所定外労働時間 Non-scheduled hours	14.6	17.8	21.0	20.9	21.9	22.5	20.4	10.0
総実労働時間 Total actual working hours	164.8	169.5	173.0	171.8	173.5	176.0	172.7	151.4

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)2009年 Total Actual Working Hours and Wage Level in 2009(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2008年 Industrial Safety Performance in 2008

	休業度数率 Lost work time frequency rate
全産業 All industries	1.75
製造業 Manufacturing industries	1.12
鉄連加盟会社 Member companies of The Japan Iron and Steel Federation	0.51

出所:(全産業、製造業)厚生労働省「労働災害動向調査」(鉄連加盟会社)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.