

## 新卒採用の増加により従業者数も引き続き増加、17.6万人に

Workforce continued to increase to 176,000 as more new graduates were recruited

日本の鉄鋼業は、団塊世代の大量退職に対応すべく、中途も含めた新規採用や高度熟練工の再雇用に積極的に取り組んでいる。こうした状況下、新卒採用者数は2年連続で増加、7年振りに3千人台に乗せ、2016年の鉄鋼業全体の従業者数は、前年比微増の17.6万人となった。

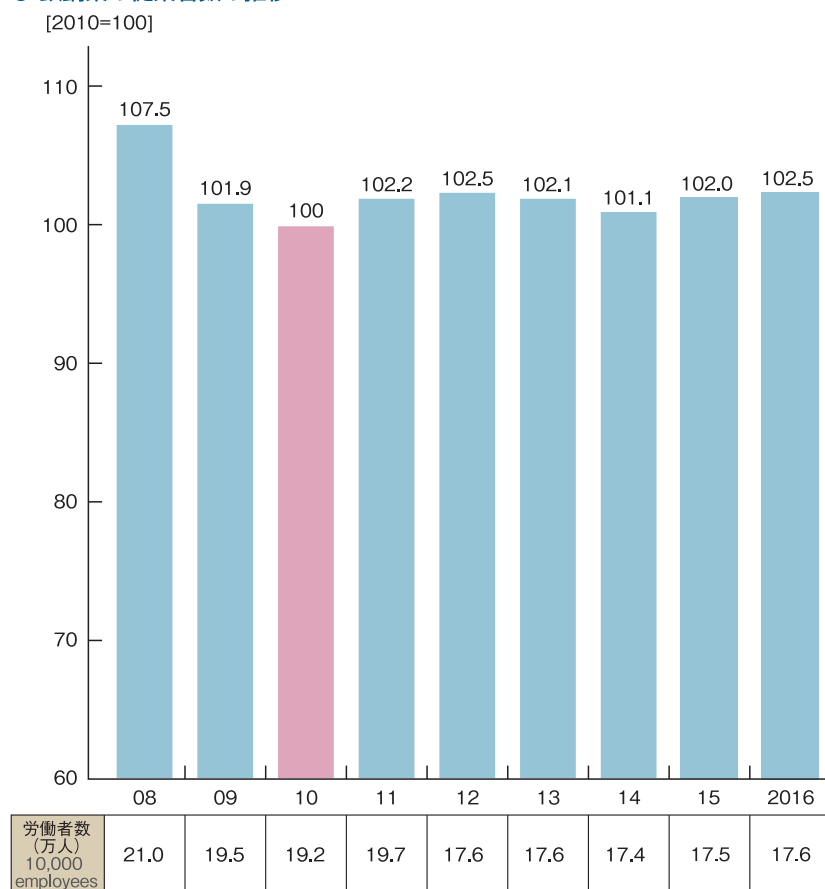
2016年の月平均総労働時間は、所定内労働時間は減少したものの、所定外労働時間の増加を受け、3年連続の170時間を超えた。すでにリーマンショック前とほぼ水準まで増加しており、他の産業と比べても長いものとなっている。

月平均給与総額(一時金等を含む)については、賞与などの特別給与が若干減少したものの、所定内給与や時間外手当などの増加を反映して、前年比横ばいの46万円を維持している(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、休業災害の発生度合を示す度数率については、鉄鋼連盟加盟会社平均は0.27と全産業平均の1.61に比較して低位にある(ともに2015年実績)。

しかしながら、取り扱い設備などの関係上、重量物・高熱物にともなう作業や高所作業などが多く、一度災害が生じれば重篤化する可能性を孕んでいることもあり、当連盟では2006年に『安全衛生推進本部』を設置し、安全情報の共有や研修活動などを展開し、業界をあげた災害防止活動に取り組んでいる。

### ● 鉄鋼業の従業者数の推移 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、表中の従業者数は時系列的に接続しない。一方、グラフ中の数値は10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 2010 as 100.

The Japanese steel industry has been newly hiring large numbers of employees, including experienced workers, and rehiring skilled workers in order to successfully prepare to respond to the expecting mass retirement of baby boom generation employees. The number of new college graduates hired by the steel industry increased in 2016 for the second consecutive year and reached the 3,000 as an annually hiring base for the first time in seven years. Total employment of the steel industry increased slightly from the previous year to 176,000.

The monthly averaged total working time in the steel industry surpassed 170 hours in 2016 for the third consecutive year as a non-scheduled working time boosted in despite of a decline in a scheduled working time. The working time has been already increased at the same level as before the global financial crisis and also remained longer level in comparing with other industries.

The monthly averaged total salary, including bonuses in the steel industry was unchanged at ¥460,000 while bonuses and other special compensation were dropped slightly, however there was an increase in scheduled salaries, overtime pay and other earnings. (Total working time and salaries are based on official nationwide statistics by the Ministry of Health, Labour and Welfare.)

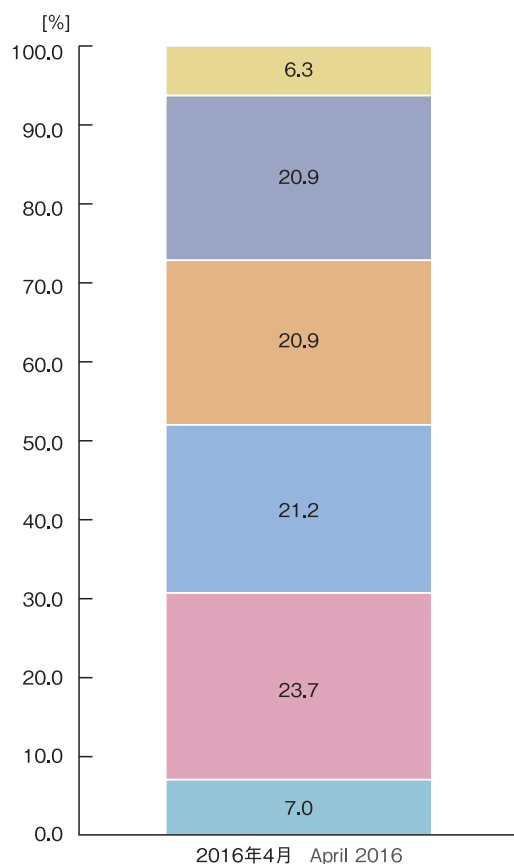
The industrial accident rate, representing as an indicator of the frequency of workplace accidents, was 0.27 on an overall average basis for the JISF member companies in 2015, remaining lower than the average of 1.61 for all industries based on the governmental statistics.

However, accidents in the steel industry could be occurred potentially with serious consequences because various tasks and handling equipment in steel mills are involved in heavy objects, highly heating substances and high-place work. In the light of circumstances, the JISF established the Committee on Promoting Safety and Hygiene in 2006, and since then the committee has been facilitating exchanges of safety information, conducting safety training programs and undertaking several activities that enable the entire steel industry to tackle together to prevent industrial accidents and improve safety level.

### ● 鉄鋼業の従業員年齢構成(高炉4社)

Age Distribution of Employees (at 4 Integrated Steel Producers)

61歳以上 Age 61 and over 31-40歳 Age 31-40  
51-60歳 Age 51-60 22-30歳 Age 22-30  
41-50歳 Age 41-50 21歳以下 Age 21 and under



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 [number of employees]

	09	10	11	12	13	14	15	2016
大学・大学院卒 Graduates of college or graduate school	1,213	888	1,055	1,113	980	828	863	1,127
高校卒(作業職) Graduates of high school (shop floor workers)	1,896	1,267	1,676	1,585	1,305	1,124	1,254	1,193
その他 Others	215	84	151	143	81	37	441	897
合計 Total	3,324	2,239	2,882	2,841	2,366	1,989	2,558	3,217

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

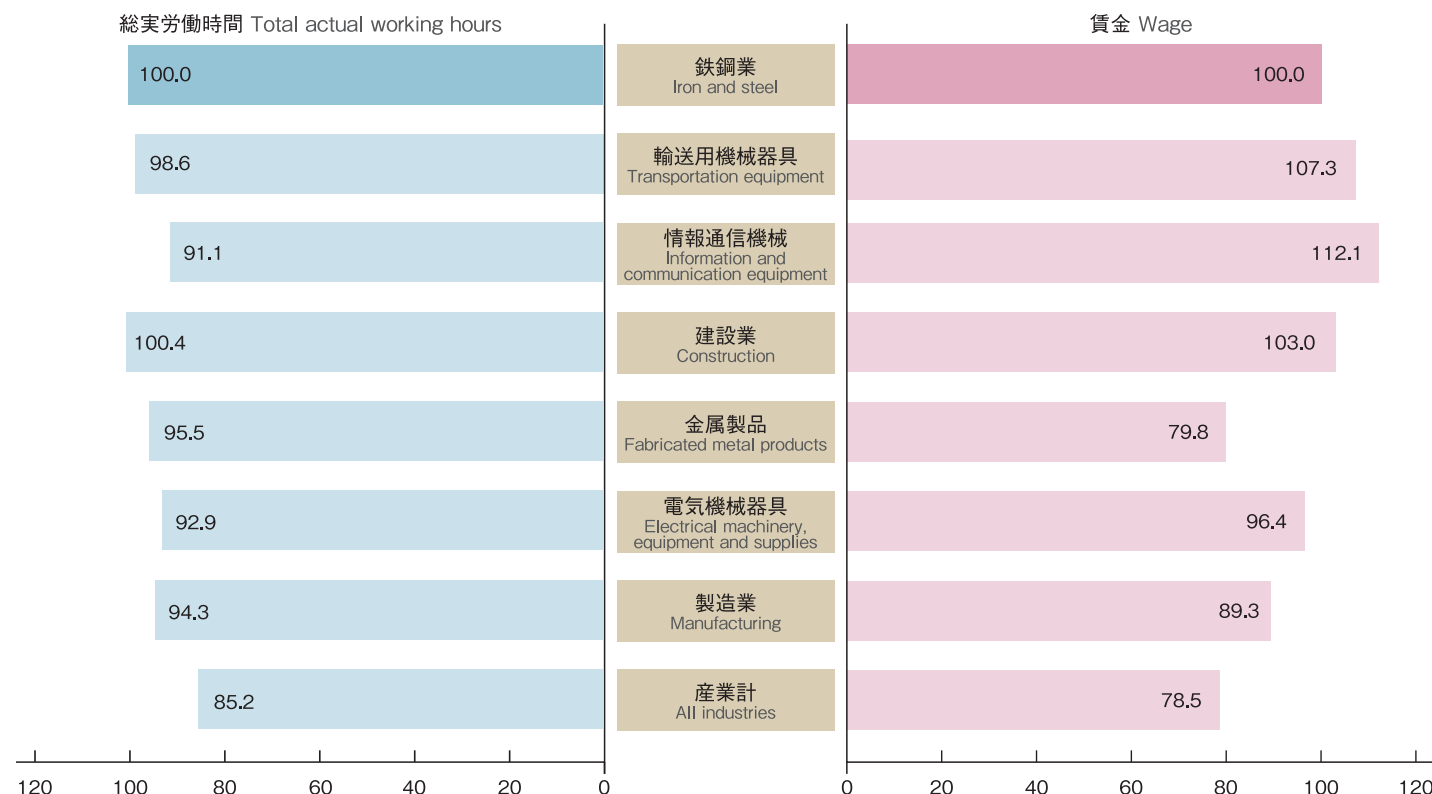
### ● 鉄鋼業の労働時間(月平均)の推移 Average Monthly Working Hours [number of hours]

	09	10	11	12	13	14	15	2016
所定内労働時間 Scheduled hours	141.4	149.8	150.8	150.4	149.0	149.2	151.5	151.3
所定外労働時間 Non-scheduled hours	10.0	17.7	18.3	17.1	17.9	20.8	22.2	23.2
総実労働時間 Total actual working hours	151.4	167.5	169.1	167.5	166.9	170.0	173.7	174.5

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)2016年

Total Actual Working Hours and Wage Level in 2016 (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、労働時間は所定外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2015年 Industrial Safety Performance in 2015

	休業度数率 Lost work time frequency rate
全産業 All industries	1.61
製造業 Manufacturing industries	1.06
日本鉄鋼連盟加盟会社 Member companies of The Japan Iron and Steel Federation	0.27

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100万延実労働時間あたりの休業災害事件数(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.