

月平均の総労働時間は6年ぶりの170時間台に Average monthly working time topped 170 hours for the first time in six years

日本の鉄鋼業は、近年、団塊世代の大量退職に対応し、中途も含めた新規採用や高度熟練工の再雇用について積極的に取り組んでおり、着実に若手・中堅層の人材確保が図られてきている。従業員年齢構成バランスの偏りも確実に是正されつつあるが、こうした状況の下、2014年の従業員数は、前年比微減の17.4万人となった。

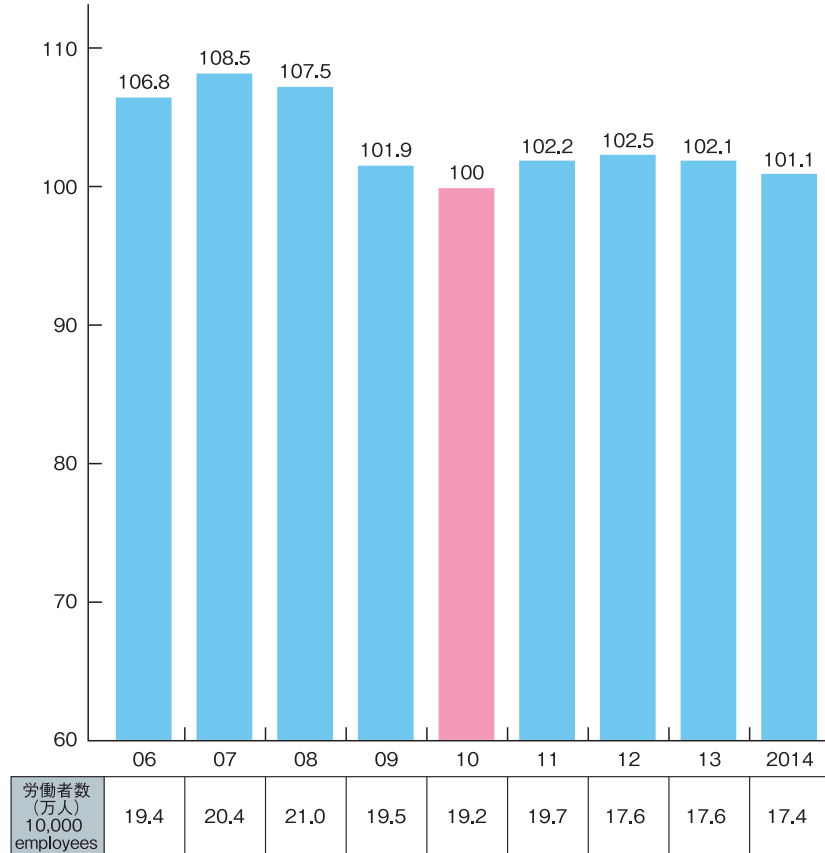
また、2014年の月平均総労働時間は、景気回復にともなう鉄鋼生産の増加を反映し、所定外労働時間が増加したことから、6年ぶりにリーマンショック前の水準である170時間台となった。

月平均給与総額(一時金等を含む)についても景気の回復基調や所定外手当の増加を受けて、前年比約1万8千円増の46万1千円となった(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、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0.31と全産業平均の1.58に比較して低位にある(ともに2013年の実績ベース)。

しかしながら、取扱設備等の関係上、重量物・高熱物に伴う作業や高所作業等が多く、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。

● 鉄鋼業の労働者数の推移 Number of Employees [2010=100]



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 hiring large numbers of employees, including experienced workers, and rehiring skilled workers to replace the high volume of retiring baby boom generation employees. Companies want to increase the number of young and middle-age workers. Although a definite improvement in the balance of workforce age composition has started, total steel industry employment decreased slightly to 174,000.

The average monthly working time in 2014 returned to the 170-hour level of prior to the financial crisis for the first time in six years. More overtime was the main reason as companies boosted steel output as Japan's economy recovered.

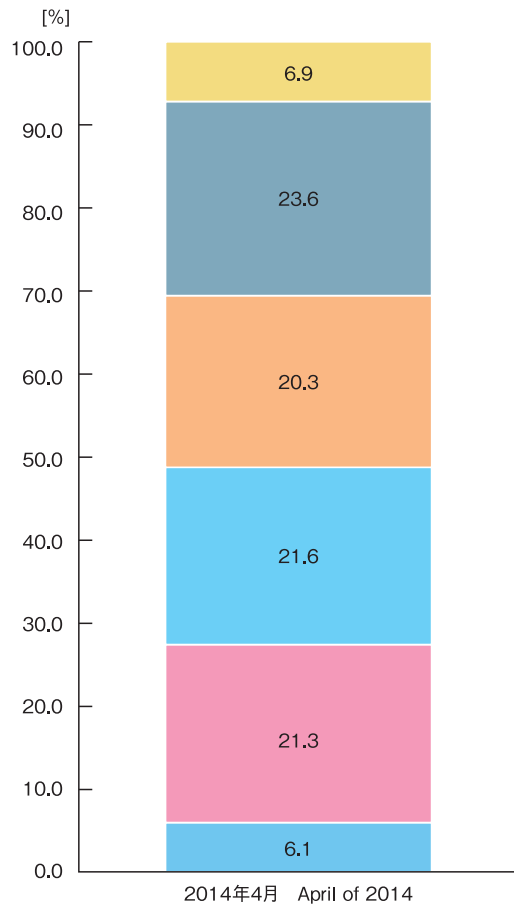
The average monthly salary (including bonuses) increased ¥18,000 to ¥461,000, which was also a reflection of the improving economy and higher overtime income. (Working time and wages are based on nationwide statistics of the Ministry of Health, Labour and Welfare.)

The industrial accident rate, an indicator of the frequency of workplace accidents, was an average of 0.31 for JISF member companies. This is much lower than the average of 1.58 for all industries (both based in 2013 data).

However, accidents in the steel industry can be serious because many tasks involve heavy or extremely hot objects. Moreover, work is often performed in high places. The JISF established the Safety and Hygiene Promotion Committee in 2006. This committee facilitates exchanges of safety information, conducts training programs and oversees other activities that enable the entire steel industry to work together to prevent accidents and improve safety.

● 鉄鋼業の従業員年齢構成(高炉4社) Age Distribution of Employees (at 5 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

● 日本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] (単位:人)

	07	08	09	10	11	12	13	2014
大学・大学院卒 Graduates of college or graduate school	1,216	1,240	1,213	888	1,055	1,113	980	828
高校卒(作業職) Graduates of high school (shopworkers)	1,623	1,898	1,896	1,267	1,676	1,585	1,305	1,124
その他 Others	195	255	215	84	151	143	81	37
合計 Total	3,034	3,393	3,324	2,239	2,882	2,841	2,366	1,989

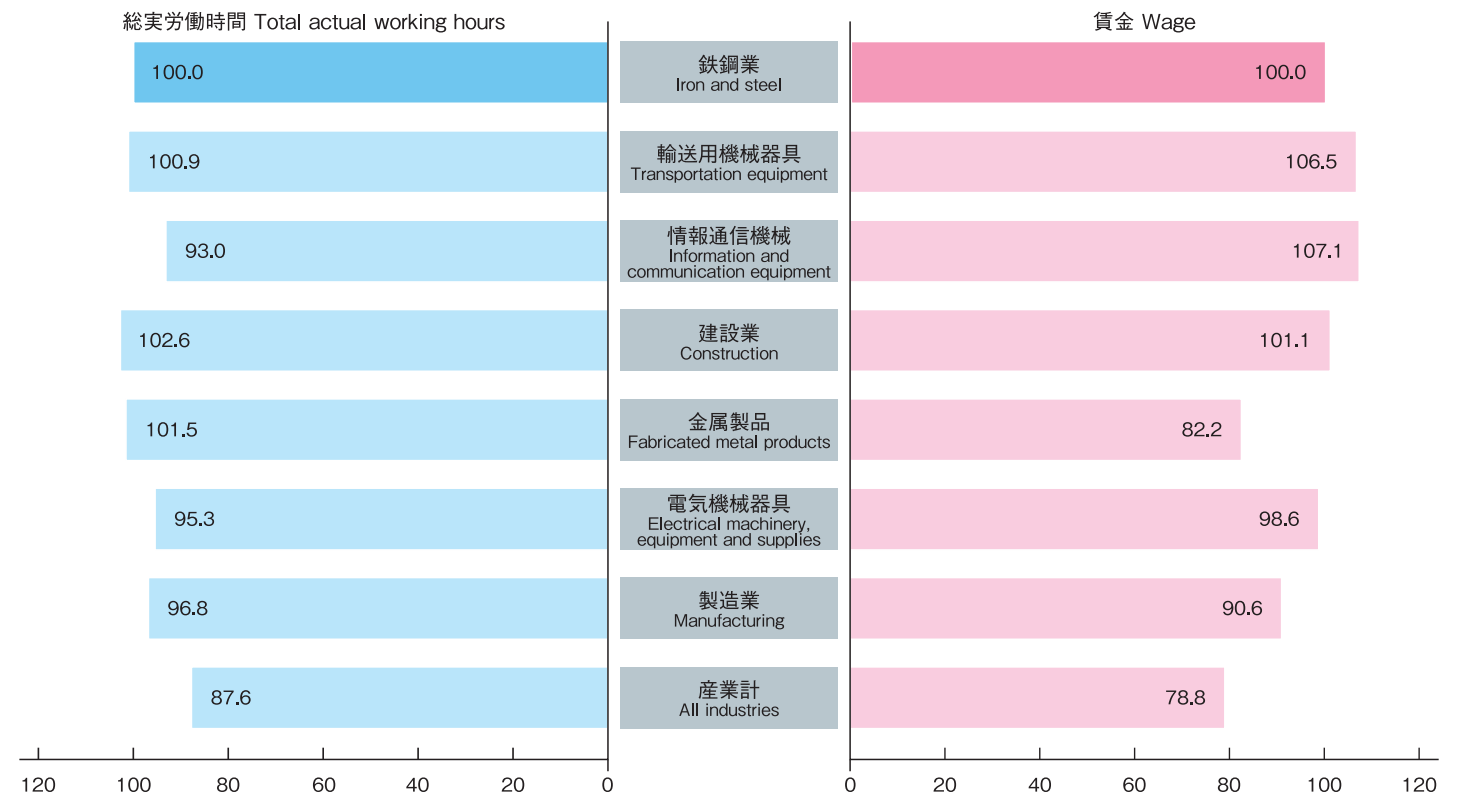
出所:日本鉄鋼連盟 Source: The Japan Iron and Steel Federation

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

	07	08	09	10	11	12	13	2014
所定内労働時間 Scheduled hours	153.5	152.3	141.4	149.8	150.8	150.4	149.0	149.2
所定外労働時間 Non-scheduled hours	22.5	20.4	10.0	17.7	18.3	17.1	17.9	20.8
総実労働時間 Total actual working hours	176.0	172.7	151.4	167.5	169.1	167.5	166.9	170.0

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)2014年 Total Actual Working Hours and Wage Level in 2014 (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2013年 Industrial Safety Performance in 2013

	休業度数率 Lost work time frequency rate
全産業 All industries	1.58
製造業 Manufacturing industries	0.94
日本鉄鋼連盟加盟会社 Member companies of The Japan Iron and Steel Federation	0.31

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.