

資料 5

最低賃金の推移関係資料

Aランク内における地域別最低賃金額の推移

年	22	23	24	25	26	27	28	29	30	R1	R2	R3
東京	821円; -(21.1%)	837円; (1.9%)	850円; (1.6%)	869円; (2.2%)	888円; (2.2%)	907円; (2.1%)	932円; (2.8%)	958円; (2.8%)	989円; (2.8%)	1,013円; (2.8%)	1,013円; (0.0%)	1,041円; (2.8%)
	H22.10.24発効	H23.10.1発効	H24.10.1発効	H25.10.19発効	H26.10.1発効	H27.10.1発効	H28.10.1発効	H29.10.1発効	H30.10.1発効	R1.10.1発効	R2.10.1発効	R3.10.1発効
大阪	779円; -(21.5%)	786円; (0.9%)	800円; (1.8%)	819円; (2.4%)	838円; (2.3%)	858円; (2.4%)	883円; (2.9%)	909円; (2.9%)	936円; (3.0%)	964円; (3.0%)	964円; (0.0%)	992円; (2.9%)
	H22.10.15発効	H23.9.30発効	H24.9.30発効	H25.10.18発効	H26.10.5発効	H27.10.1発効	H28.10.1発効	H29.9.30発効	H30.10.1発効	R1.10.1発効	R2.10.1発効	R3.10.1発効
神奈川	818円; -(21.3%)	836円; (2.2%)	849円; (1.6%)	868円; (2.2%)	887円; (2.2%)	905円; (2.0%)	930円; (2.8%)	956円; (2.8%)	983円; (2.8%)	1,011円; (2.8%)	1,012円; (0.1%)	1,040円; (2.8%)
	H22.10.21発効	H23.10.1発効	H24.10.1発効	H25.10.20発効	H26.10.1発効	H27.10.18発効	H28.10.1発効	H29.10.1発効	H30.10.1発効	R1.10.1発効	R2.10.1発効	R3.10.1発効
愛知	745円; -(22.0%)	750円; (0.7%)	758円; (1.1%)	780円; (2.9%)	800円; (2.6%)	820円; (2.5%)	845円; (3.0%)	871円; (3.1%)	898円; (3.1%)	926円; (3.1%)	927円; (0.1%)	955円; (3.0%)
	H22.10.24発効	H23.10.7発効	H24.10.1発効	H25.10.26発効	H26.10.1発効	H27.10.1発効	H28.10.1発効	H29.10.1発効	H30.10.1発効	R1.10.1発効	R2.10.1発効	R3.10.1発効
千葉	744円; -(21.9%)	748円; (0.5%)	756円; (1.1%)	777円; (2.8%)	798円; (2.7%)	817円; (2.4%)	842円; (3.1%)	868円; (3.1%)	895円; (3.1%)	923円; (3.1%)	925円; (0.2%)	953円; (3.0%)
	H22.10.24発効	H23.10.1発効	H24.10.1発効	H25.10.18発効	H26.10.1発効	H27.10.1発効	H28.10.1発効	H29.10.1発効	H30.10.1発効	R1.10.1発効	R2.10.1発効	R3.10.1発効
埼玉	750円; -(21.5%)	759円; (1.2%)	771円; (1.6%)	785円; (1.8%)	802円; (2.2%)	820円; (2.2%)	845円; (3.0%)	871円; (3.1%)	898円; (3.1%)	926円; (3.1%)	928円; (0.2%)	956円; (3.0%)
	H22.10.16発効	H23.10.1発効	H24.10.1発効	H25.10.1発効	H26.10.1発効	H27.10.1発効	H28.10.1発効	H29.10.1発効	H30.10.1発効	R1.10.1発効	R2.10.1発効	R3.10.1発効

注)金額のち、()内は引上率

Aランク内における最低賃金額と一般賃水準との比較

年	時間額	所定内給与月額(時間額)						短時間労働者(女性)の所定内給与(時間額)※5						高卒初任給(月額)※6																		
		東京	大阪	神奈川	愛知	千葉	埼玉	東京	大阪	神奈川	愛知	千葉	埼玉	東京	大阪	神奈川	愛知	千葉	埼玉													
E3	1041	396,000	392,500	357,600	259,700	365,300	276,100	346,400	247,900	325,600	257,100	331,700	253,700	1,897	1,367	1,391	1,292	1,266	1,245	182,300	211,700	188,000	187,600	201,200	191,000	182,100	175,700	186,700	184,500	183,500	178,500	
	992	<43.0%>	<55.1%>	<46.3%>	<59.8%>	<47.0%>	<59.3%>	<46.0%>	<62.8%>	<48.0%>	<58.3%>	<48.4%>	<51.0%>	<100.0%>	[100.0%]	[64.4%]	[86.8%]	[77.9%]	[78.8%]	[77.5%]	[100.0%]	[100.0%]	[97.8%]	[86.8%]	[104.6%]	[90.2%]	[94.7%]	[83.0%]	[95.4%]	[83.4%]		
	1040	[2419.5]	[1880.5]	[2141.3]	[1058.6]	[2213.9]	[1725.6]	[2074.3]	[1620.9]	[1991.4]	[1606.9]	[1974.4]	[1566.0]	<64.8%>	<73.1%>	<74.8%>	<76.3%>	<75.3%>	<76.8%>	[77.5%]	[100.0%]	[100.0%]	[97.8%]	[86.8%]	[104.6%]	[90.2%]	[94.7%]	[83.0%]	[95.4%]	[83.4%]		
	955	<43.0%>	<55.1%>	<46.3%>	<59.8%>	<47.0%>	<59.3%>	<46.0%>	<62.8%>	<48.0%>	<58.3%>	<48.4%>	<51.0%>	[100.0%]	[100.0%]	[64.4%]	[86.8%]	[77.9%]	[78.8%]	[77.5%]	[100.0%]	[100.0%]	[97.8%]	[86.8%]	[104.6%]	[90.2%]	[94.7%]	[83.0%]	[95.4%]	[83.4%]		
	953	[100.0%]	[100.0%]	[88.5%]	[87.7%]	[91.5%]	[81.3%]	[85.7%]	[80.4%]	[91.1%]	[85.0%]	[81.6%]	[82.8%]	[100.0%]	[100.0%]	[64.4%]	[86.8%]	[77.9%]	[78.8%]	[77.5%]	[100.0%]	[100.0%]	[97.8%]	[86.8%]	[104.6%]	[90.2%]	[94.7%]	[83.0%]	[95.4%]	[83.4%]		
E2	1,013	410,300	392,700	354,900	251,200	382,400	277,400	341,700	254,100	331,000	250,700	327,400	251,100	1,706	1,448	1,419	1,324	1,325	1,282	1,897	181,900	186,700	189,600	188,100	193,900	181,200	178,700	180,800	179,000	183,300	187,700	189,600
	964	<286.7%>	[1880.1]	[2125.1]	[1612.3]	[2183.1]	[1725.0]	[2070.9]	[1608.9]	[1982.0]	[1657.1]	[1948.8]	[1595.0]	<59.4%>	<66.6%>	<71.3%>	<70.0%>	<69.8%>	<72.4%>	[75.1%]	[100.0%]	[100.0%]	[104.2%]	[100.7%]	[106.3%]	[97.1%]	[98.2%]	[96.7%]	[98.2%]	[103.2%]	[101.6%]	
	1,012	<46.7%>	<53.9%>	<45.4%>	<59.8%>	<46.4%>	<58.7%>	<44.8%>	<59.1%>	<46.7%>	<58.4%>	<47.6%>	<59.9%>	[100.0%]	[64.9%]	[83.2%]	[77.6%]	[77.7%]	[75.1%]	[100.0%]	[100.0%]	[100.0%]	[104.2%]	[100.7%]	[106.3%]	[97.1%]	[98.2%]	[96.7%]	[98.2%]	[103.2%]	[101.6%]	
	927	<46.7%>	<53.9%>	<45.4%>	<59.8%>	<46.4%>	<58.7%>	<44.8%>	<59.1%>	<46.7%>	<58.4%>	<47.6%>	<59.9%>	[100.0%]	[64.9%]	[83.2%]	[77.6%]	[77.7%]	[75.1%]	[100.0%]	[100.0%]	[100.0%]	[104.2%]	[100.7%]	[106.3%]	[97.1%]	[98.2%]	[96.7%]	[98.2%]	[103.2%]	[101.6%]	
	925	[100.0%]	[100.0%]	[85.5%]	[85.8%]	[87.8%]	[81.6%]	[83.3%]	[81.4%]	[89.7%]	[82.8%]	[78.4%]	[82.4%]	[100.0%]	[100.0%]	[64.9%]	[83.2%]	[77.6%]	[77.7%]	[75.1%]	[100.0%]	[100.0%]	[100.0%]	[104.2%]	[100.7%]	[106.3%]	[97.1%]	[98.2%]	[96.7%]	[98.2%]	[103.2%]	[101.6%]
E1	1,013	417,400	395,800	365,900	270,700	367,600	280,200	344,700	252,600	331,300	254,900	329,800	248,600	1,339	1,174	1,257	1,124	1,162	1,127	1,897	176,900	180,200	177,200	173,500	175,400	176,100	171,900	168,700	173,500	175,600	174,800	171,400
	964	<258.6%>	[2011.8]	[2272.7]	[1735.3]	[2297.5]	[1796.2]	[2154.4]	[1608.0]	[2032.5]	[1623.6]	[1998.8]	[1573.4]	<75.7%>	<82.1%>	<80.4%>	<82.4%>	<79.4%>	<82.2%>	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
	1,011	<38.1%>	<50.4%>	<42.4%>	<56.6%>	<44.0%>	<56.3%>	<43.0%>	<57.6%>	<45.4%>	<56.8%>	<46.3%>	<58.9%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	926	<38.1%>	<50.4%>	<42.4%>	<56.6%>	<44.0%>	<56.3%>	<43.0%>	<57.6%>	<45.4%>	<56.8%>	<46.3%>	<58.9%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	923	[100.0%]	[100.0%]	[85.5%]	[85.8%]	[87.8%]	[81.6%]	[83.3%]	[81.4%]	[89.7%]	[82.8%]	[78.4%]	[82.4%]	[100.0%]	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
30	985	420,300	300,600	363,800	265,000	366,300	277,400	349,900	250,700	327,900	257,400	331,500	248,300	1,310	1,193	1,226	1,114	1,131	1,097	1,897	175,300	174,400	178,300	167,400	175,000	172,400	175,300	174,400	174,400	164,700	170,000	189,500
	936	<281.0%>	[1914.6]	[2178.4]	[1646.0]	[2251.1]	[1744.7]	[2133.5]	[1547.5]	[1963.9]	[1608.0]	[1997.0]	[1548.4]	<75.2%>	<78.5%>	<80.2%>	<80.0%>	<78.1%>	<81.9%>	[81.9%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
	983	<37.7%>	<51.4%>	<43.0%>	<56.9%>	<43.5%>	<56.3%>	<42.1%>	<56.0%>	<45.4%>	<56.8%>	<46.3%>	<58.9%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	898	<37.7%>	<51.4%>	<43.0%>	<56.9%>	<43.5%>	<56.3%>	<42.1%>	<56.0%>	<45.4%>	<56.8%>	<46.3%>	<58.9%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	895	[100.0%]	[100.0%]	[83.4%]	[83.8%]	[85.8%]	[81.1%]	[81.7%]	[80.8%]	[87.5%]	[80.7%]	[76.5%]	[80.7%]	[100.0%]	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
29	958	414,600	303,000	356,100	265,600	359,800	267,700	345,000	252,400	338,700	260,400	325,700	242,000	1,293	1,155	1,164	1,086	1,138	1,092	1,897	174,000	169,900	170,600	168,700	170,800	173,600	167,200	166,600	167,900	164,100	171,000	171,200
	909	<284.3%>	[1905.7]	[2163.9]	[1649.7]	[2174.5]	[1652.5]	[2065.9]	[1639.0]	[2040.4]	[1607.4]	[1924.3]	[1484.7]	<74.1%>	<78.7%>	<82.1%>	<80.2%>	<78.3%>	<79.0%>	[79.0%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
	956	<37.7%>	<50.3%>	<41.8%>	<55.1%>	<44.0%>	<57.9%>	<42.2%>	<56.6%>	<42.6%>	<54.0%>	<45.3%>	<58.7%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	871	<37.7%>	<50.3%>	<41.8%>	<55.1%>	<44.0%>	<57.9%>	<42.2%>	<56.6%>	<42.6%>	<54.0%>	<45.3%>	<58.7%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	868	[100.0%]	[100.0%]	[85.8%]	[86.3%]	[88.3%]	[82.6%]	[84.3%]	[82.8%]	[89.7%]	[83.0%]	[78.6%]	[83.0%]	[100.0%]	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
28	982	411,700	296,500	360,200	265,900	364,300	268,500	341,100	246,100	322,900	246,200	326,400	244,600	1,236	1,105	1,163	1,079	1,098	1,056	1,897	175,100	170,000	168,700	165,900	169,600	164,700	169,800	165,600	164,500	162,000	168,200	163,500
	883	<257.1%>	[1864.0]	[2209.8]	[1673.9]	[2248.8]	[1673.9]	[2054.0]	[1599.8]	[1957.0]	[1623.0]	[1954.5]	[1509.8]	<75.4%>	<78.9%>	<80.0%>	<78.3%>	<76.7%>	<79.9%>	[79.9%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	
	980	<36.4%>	<50.0%>	<40.0%>	<52.8%>	<41.4%>	<55.6%>	<41.1%>	<56.0%>	<43.4%>	<55.3%>	<45.2%>	<56.0%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	845	<36.4%>	<50.0%>	<40.0%>	<52.8%>	<41.4%>	<55.6%>	<41.1%>	<56.0%>	<43.4%>	<55.3%>	<45.2%>	<56.0%>	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]		
	842	[100.0%]	[100.0%]	[86.4%]	[86.9%]	[88.9%]	[83.2%]	[84.9%]	[83.0%]	[89.7%]	[82.1%]	[77.9%]	[82.1%]	[100.0%]	[100.0%]	[67.7%]	[83.9%]	[83.9%]	[86.8%]	[84.2%]	[100.0%]	[100.0%]	[100.2%]	[106.3%]	[97.1%]	[97.2%]	[93.6%]	[98.1%]	[97.4%]	[98.6%]	[95.1%]	

(単位:円)

(注) 1 資料出所: 「賃金調整基本情報調査報告」(企業規模10人以上、産業別)
 2 所定内給与の()内は、所定内給与月額を所定内給与時間数で除したものである。事務所が計算。
 3 < >内は、各時間額に対する地域最低賃金額の比率である。事務所が計算。
 4 ()内は、それぞれの項目ごとを比較する方針に変更している(令和5年度までは1時間当たり3000円を指す単位の業種及び職種を除いていた)。
 5 令和2年から前時間労働者全体を比較する方針に変更している(令和5年度までは1時間当たり3000円を指す単位の業種及び職種を除いていた)。
 6 令和2年から「初任給額」の調査を中止し、新卒学生者の月分の所定内給与額(月間手当を含む。)を比較する方針に変更している。

Aランク内における地域別最低賃金の影響率と未満率の推移

(単位:%)

都府県	平成28年度		平成29年度		平成30年度		令和元年度		令和2年度		令和3年度	
	影響率	未満率	影響率	未満率	影響率	未満率	影響率	未満率	影響率	未満率	影響率	未満率
東京	12.8	5.3	11.2	2.3	11.6	3.3	18.9	2.5	3.1	3.1	15.4	1.7
大阪	18.7	5.5	20.3	3.2	19.3	2.6	22.5	1.9	3.3	3.3	17.3	2.9
神奈川	18.8	2.8	18.3	1.1	25.6	1.5	32.1	2.1	8.8	2.3	20.7	2.3
愛知	10.3	2.1	11.6	1.8	11.7	1.1	14.6	0.5	4.2	0.8	15.8	1.5
千葉	8.7	2.0	11.3	0.9	12.3	1.4	13.9	0.6	4.2	1.8	19.6	1.3
埼玉	8.4	2.1	13.9	2.7	9.8	2.0	18.3	0.6	5.6	1.8	19.3	1.3
全国 加重平均	11.0	2.7	11.8	1.7	13.8	1.9	16.3	1.6	4.7	2.0	16.2	1.7

資料出所：厚生労働省「最低賃金に関する基礎調査」

注)「影響率」とは、最低賃金額を改正した場合、その改定後の最低賃金額を下回る労働者の割合。

注)「未満率」とは、現在設定されている最低賃金額を下回っている労働者の割合。

