

第4表 福利厚生費の推移

| 項目 年度 | 現金給与総額 (円) | 福利厚生費 (円) | | | 退職金 (円) | 福利厚生費の 対現金給与 総額比率 (%) |
|----------|------------|-----------|--------|--------|---------|-----------------------------|
| | | 合計 | 法定福利費 | 法定外福利費 | | |
| 1956 | 26,926 | 3,643 | 1,600 | 2,043 | - | 13.5 |
| 60 | 35,041 | 4,228 | 1,842 | 2,386 | 1,642 | 12.1 |
| 61 | 37,038 | 4,365 | 1,908 | 2,457 | 1,642 | 11.8 |
| 63 | 43,531 | 4,982 | 2,188 | 2,794 | 3,108 | 11.4 |
| 64 | 45,862 | 5,580 | 2,356 | 3,224 | 2,534 | 12.2 |
| 65 | 49,273 | 6,197 | 2,897 | 3,300 | 2,814 | 12.6 |
| 66 | 55,431 | 7,233 | 3,382 | 3,851 | 2,838 | 13.0 |
| 67 | 63,083 | 7,925 | 3,798 | 4,127 | 3,397 | 12.6 |
| 68 | 69,855 | 8,566 | 4,207 | 4,359 | 3,076 | 12.3 |
| 69 | 82,406 | 9,814 | 4,836 | 4,978 | 3,520 | 11.9 |
| 70 | 96,417 | 11,159 | 5,604 | 5,555 | 4,104 | 11.6 |
| 71 | 107,971 | 12,769 | 6,473 | 6,296 | 4,346 | 11.8 |
| 72 | 125,042 | 14,732 | 7,435 | 7,297 | 5,090 | 11.8 |
| 73 | 152,413 | 17,896 | 9,031 | 8,865 | 6,395 | 11.7 |
| 74 | 196,557 | 23,378 | 12,687 | 10,691 | 9,223 | 11.9 |
| 75 | 218,877 | 27,095 | 14,897 | 12,198 | 11,306 | 12.4 |
| 76 | 241,964 | 31,494 | 17,854 | 13,640 | 12,182 | 13.0 |
| 77 | 262,601 | 34,285 | 20,397 | 13,888 | 15,131 | 13.1 |
| 78 | 281,331 | 37,877 | 22,620 | 15,257 | 20,438 | 13.5 |
| 79 | 297,512 | 39,180 | 23,488 | 15,692 | 18,837 | 13.2 |
| 80 | 320,575 | 43,957 | 26,375 | 17,582 | 18,298 | 13.7 |
| 81 | 340,045 | 47,649 | 29,632 | 18,017 | 19,483 | 14.0 |
| 82 | 357,213 | 49,675 | 31,106 | 18,569 | 21,115 | 13.9 |
| 83 | 371,493 | 51,712 | 32,296 | 19,416 | 25,784 | 13.9 |
| 84 | 389,641 | 54,025 | 33,844 | 20,181 | 26,792 | 13.9 |
| 85 | 398,630 | 56,797 | 36,420 | 20,377 | 32,296 | 14.2 |
| 86 | 415,488 | 58,826 | 38,536 | 20,290 | 32,651 | 14.2 |
| 87 | 422,568 | 59,712 | 38,917 | 20,795 | 35,837 | 14.1 |
| 88 | 437,933 | 61,778 | 40,045 | 21,733 | 33,174 | 14.1 |
| 89 | 466,769 | 67,266 | 43,739 | 23,527 | 37,562 | 14.4 |
| 90 | 482,592 | 74,482 | 48,600 | 25,882 | 36,466 | 15.4 |
| 91 | 492,587 | 77,091 | 49,865 | 27,226 | 42,786 | 15.7 |
| 92 | 501,188 | 79,130 | 50,782 | 28,348 | 36,866 | 15.8 |
| 93 | 500,983 | 79,543 | 50,998 | 28,545 | 38,171 | 15.9 |
| 94 | 513,412 | 82,169 | 53,291 | 28,878 | 42,908 | 16.0 |
| 95 | 525,651 | 88,174 | 58,679 | 29,495 | 45,341 | 16.8 |
| 96 | 542,368 | 90,989 | 61,233 | 29,756 | 48,288 | 16.8 |
| 97 | 541,209 | 91,828 | 62,896 | 28,932 | 56,745 | 17.0 |
| 98 | 546,116 | 91,575 | 63,162 | 28,413 | 63,341 | 16.8 |
| 99 | 548,191 | 92,188 | 63,763 | 28,425 | 72,775 | 16.8 |
| 2000 | 550,802 | 93,203 | 65,423 | 27,780 | 69,256 | 16.9 |
| 01 | 562,098 | 95,883 | 68,482 | 27,401 | 80,495 | 17.1 |
| 02 | 558,494 | 96,755 | 68,552 | 28,203 | 87,283 | 17.3 |
| 03 | 565,935 | 100,811 | 72,853 | 27,958 | 92,037 | 17.8 |
| 04 | 578,054 | 102,372 | 74,106 | 28,266 | 80,499 | 17.7 |

- (注) 1. 金額は、従業員1人1ヵ月あたりの数値。
 2. 四捨五入の関係上、100%あるいは合計数値にならない場合がある。
 3. 2002年度から法定福利費には、障害者雇用納付金を含まない。
 4. 1956年度～61年度までの調査期間は10月～9月である。