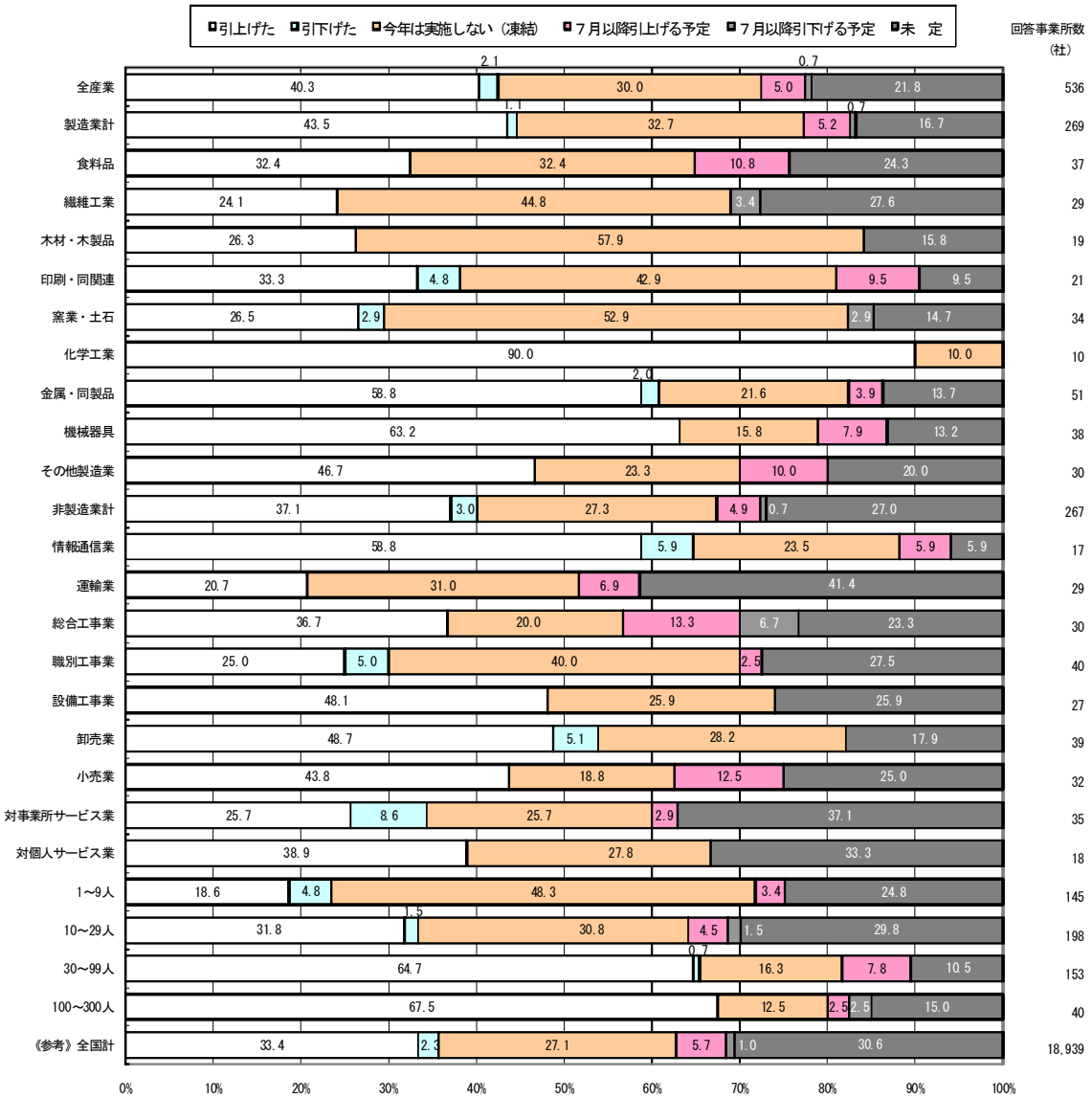第 40 図表　賃金改定実施状況