

| 相談項目 | 雇用形態 | | ①契約 | | ②パート | | ③臨時 | | ④属託 | | ⑤季節 | | ⑥派遣 | | 不明・他 | | 合計 | | 構成比(%) | 違法率(%) | 非社員①~⑥ | | | |
|--------|--------------------|---|-----|---|------|---|-----|---|-----|---|-----|---|-----|---|------|----|----|----|--------|--------|--------|---|---|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | | | 計 | M | F | 計 |
| 労働組合関係 | 結成・運営・上部加盟 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 不当労働行為 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 労使関係 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | その他 (組合加入・脱退) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| 労働契約関係 | 就業規則・雇用契約 | 5 | 2 | | | 1 | 1 | 2 | | | | | | | | | 8 | 3 | 11 | 9.6 | 64.7 | 3 | 1 | 4 |
| | 雇用形態 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 配転・出向・転籍 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | その他 (一方的身分変更) | | 1 | | | 1 | | | | | | | | | | | 1 | 1 | 2 | 3.6 | 50.0 | 1 | 0 | 1 |
| | 小計 | 5 | 3 | 0 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 4 | 13 | 23.2 | 59.1 | 4 | 1 | 5 |
| 賃金関係 | 月例賃金未払・控除 | 2 | | 1 | | | 1 | | | | | | | | | | 3 | 1 | 4 | 7.1 | 180.0 | 1 | 1 | 2 |
| | 不払い残業・割増賃金 | 4 | 6 | | 1 | 1 | | 2 | | | | | | | | | 7 | 7 | 14 | 25.0 | 93.3 | 3 | 1 | 4 |
| | 一時金・諸手当 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 最低賃金 | | | | | | | 1 | | | | | | | | | 1 | 0 | 1 | 1.8 | 100 | 1 | 0 | 1 |
| | その他 (賃上げ・賃下げ) | 5 | | | | | | | 1 | | | | | | | | 6 | 0 | 6 | 10.7 | 56.7 | 1 | 0 | 1 |
| 小計 | 11 | 6 | 1 | 1 | 1 | 1 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 8 | 25 | 14.6 | 78.1 | 6 | 2 | 8 | |
| 労働時間関係 | 週40時間・長時間労働 | | | | 1 | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 100 | 0 | 1 | 1 |
| | 休日・休憩 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 年次有給休暇 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | その他 (労働時間延長・短縮) | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 100 | 0 | 0 | 0 |
| | 小計 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 3.6 | 25.0 | 0 | 1 | 1 |
| 雇用関係 | 解雇・退職強要・契約打ち | 4 | | | | 1 | | | | | | | 1 | | | | 6 | 0 | 6 | 10.7 | 100 | 2 | 0 | 2 |
| | 合理化・倒産・閉鎖問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 解雇予告手当 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 休業補償 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 小計 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 6 | 0 | 6 | 10.7 | 75.0 | 2 | 0 | 2 |
| 退職関係 | 定年問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 退職金・退職手続 | | | | | 1 | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 50.0 | 1 | 0 | 1 |
| | 再雇用問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 小計 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1.8 | 50.0 | 1 | 0 | 1 |
| 保険・税 | 雇用保険・労災保険 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 50 | 0 | 0 | 0 |
| | 健康保険・厚生年金 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 100 | 0 | 0 | 0 |
| | 税金問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 小計 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 3.6 | 66.7 | 0 | 0 | 0 |

(注) 1. 「M」男性、「F」女性、「不明・他」雇用形態不詳者、委託請負者、経営者、非就業者等
 2. 右列「非社員」には「不明・他」を含まないが、非社員一般の統計ではこれを含む。
 3. カッコの数字は「その他」の内数

2013年11月 違法件数 (雇用形態別・相談項目別) (2)

| 相談項目 | 雇用形態 | | ①契約 | | ②パート | | ③臨時 | | ④嘱託 | | ⑤季節 | | ⑥派遣 | | 不明・他 | | 合計 | | 構成比 | 違法率 | 非社員①~⑥ | | | | |
|------------|----------------------|------|------|------|------|------|------|------|------|-----|-----|-----|------|-----|------|------|------|------|------|------|--------|------|------|------|------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | | | 計 | M | F | 計 | |
| 安全衛生 | 労働災害 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | | |
| | 職業病 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | | |
| | 安全衛生 | | 1 | | | | 1 | | | | | | | | | | 1 | 1 | 2 | 3.6 | 66.7 | 0 | 1 | 1 | |
| | その他 (PTSD) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | |
| | 小計 | | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 3.6 | 10.0 | 0 | 1 | 1 | |
| 差別等 | 男女差別 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | |
| | 女性保護 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | |
| | セクハラ | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | |
| | 嫌がらせ・パワハラ | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 1.8 | 25.0 | 0 | 1 | 1 | |
| | 小計 | | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0.0 | | 0 | 0 | 0 | |
| その他 | 経営問題・労務管理 | | 1 | | | 1 | 1 | 1 | | | | | | | | | 2 | 2 | 4 | 7.1 | 30.8 | 1 | 2 | 3 | |
| | 上記以外の相談 (職業紹介・求人) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 | |
| | 小計 | | 1 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 | 7.1 | 28.6 | 1 | 2 | 3 | |
| 合計 | | 24 | 10 | 1 | 3 | 6 | 5 | 5 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 38 | 18 | 56 | 100 | 56.0 | 14 | 8 | 22 | | |
| 違法件数分布 (%) | | 42.9 | 17.9 | 1.8 | 5.4 | 10.7 | 8.9 | 8.9 | 0.0 | 1.8 | 0.0 | 0.0 | 1.8 | 0.0 | 0.0 | 67.9 | 32.1 | 100 | | | 25.0 | 14.3 | 39.3 | | |
| 相談件数 | | 34 | 18 | 6 | 7 | 10 | 11 | 9 | 0 | 1 | 0 | 0 | 3 | 1 | 0 | 63 | 37 | 100 | | | 29 | 19 | 48 | | |
| 違法率 | | 70.6 | 55.6 | 16.7 | 42.9 | 60.0 | 45.5 | 55.6 | 0 | 100 | | | 33.3 | 0 | | 60.3 | 48.6 | 56.0 | | | 48.3 | 42.1 | 45.8 | | |
| 月別違法件数 | 1月 | 10 | 2 | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 14 | 5 | 19 | 3.4 | 32.8 | 4 | 3 | 7 | | |
| | 2月 | 28 | 12 | 4 | 1 | 0 | 9 | 3 | 1 | 0 | 0 | 0 | 1 | 5 | 2 | 38 | 28 | 66 | 11.8 | 48.5 | 8 | 16 | 24 | | |
| | 3月 | 20 | 8 | 4 | 4 | 5 | 10 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 1 | 34 | 22 | 56 | 10.0 | 56.0 | 13 | 14 | 27 | | |
| | 4月 | 20 | 7 | 3 | 7 | 6 | 25 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 30 | 41 | 71 | 12.7 | 79.7 | 10 | 34 | 44 | | |
| | 5月 | 9 | 6 | 4 | 3 | 0 | 17 | 7 | 1 | 0 | 0 | 1 | 0 | 6 | 1 | 22 | 36 | 58 | 10.4 | 56.3 | 12 | 27 | 39 | | |
| | 6月 | 11 | 1 | 7 | 1 | 0 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 21 | 9 | 30 | 5.4 | 35.7 | 10 | 7 | 17 | | |
| | 7月 | 21 | 4 | 4 | 1 | 0 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 2 | 6 | 36 | 14 | 50 | 9.0 | 53.8 | 9 | 9 | 18 | | |
| | 8月 | 17 | 6 | 8 | 0 | 0 | 2 | 4 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 30 | 9 | 39 | 7.0 | 50.0 | 13 | 3 | 16 | | |
| | 9月 | 25 | 7 | 2 | 3 | 0 | 5 | 2 | 2 | 0 | 0 | 0 | 3 | 3 | 1 | 32 | 23 | 55 | 9.9 | 57.9 | 7 | 14 | 21 | | |
| | 10月 | 25 | 5 | 6 | 1 | 2 | 7 | 7 | 1 | 0 | 0 | 2 | 0 | 0 | 2 | 44 | 14 | 58 | 10.4 | 55.8 | 17 | 9 | 26 | | |
| | 11月 | 24 | 10 | 1 | 3 | 6 | 5 | 5 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 38 | 18 | 56 | 0.0 | | 14 | 8 | 22 | | |
| | 12月 | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | | |
| | 合計 | | 210 | 68 | 45 | 26 | 19 | 91 | 36 | 8 | 1 | 0 | 6 | 3 | 10 | 16 | 12 | 7 | 339 | 219 | 558 | 100 | 52.1 | 117 | 144 |
| 雇用形態別分布 | | 37.6 | 12.8 | 0.6 | 4.6 | 3.4 | 16.3 | 6.5 | 1.4 | 0.2 | 0.0 | 1.1 | 0.5 | 1.8 | 2.9 | 15.1 | 25.6 | 60.8 | 39.2 | 100 | | | 21.0 | 25.8 | 46.8 |
| 累計相談件数 | | 391 | 127 | 84 | 57 | 32 | 180 | 64 | 20 | 6 | 1 | 12 | 5 | 12 | 29 | 35 | 15 | 636 | 434 | 1070 | | | 210 | 292 | 502 |
| 違法率 | | 53.7 | 53.6 | 45.6 | 59.4 | 50.6 | 56.3 | 34.0 | 16.7 | 0.0 | 0.0 | 0.8 | 3.5 | 2.3 | 4.6 | 7.5 | 3.0 | 52.1 | | 55.7 | 49.3 | 52 | | | |

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