

| 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 | 構成比率(%) | 違法非社員①~⑥ | | | | | |
|--------|-------------------------------|---|-----|---|------|---|-----|---|-----|---|-----|---|-----|---|------|---|----|---------|----------|------|------|---|---|---|
| | 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 | 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 | 2 | 1 | 1 | | | 1 | | | | 1 | | | | | | 4 | 2 | 6 | 10.9 | 12.9 | 2 | 1 | 3 |
| | 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 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | | | 1 | | | | 1 | | | | | | | | | 2 | 0 | 2 | 3.6 | 100 | 2 | 0 | 2 |
| | 小計 | 2 | 1 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 2 | 8 | 14.5 | 50.0 | 4 | 1 | 5 |
| 賃金関係 | 月例賃金未払・控除 不払い残業、割増賃金 | 7 | 1 | | | 1 | | | | | 2 | | | | | | 9 | 1 | 10 | 18.2 | 100 | 2 | 0 | 2 |
| | 一時金・諸手当 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 最低賃金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 |
| | その他 (賃上げ・賃下げ) | 2 | | | | | | 1 | | | | | | | | | 3 | 0 | 3 | 5.5 | 100 | 1 | 0 | 1 |
| | 小計 | 9 | 1 | 0 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 2 | 14 | 25.5 | 70.0 | 3 | 1 | 4 |
| 労働時間関係 | 週40時間・長時間労働 | 1 | | 1 | | | | | | | | | | | | | 2 | 0 | 2 | 3.6 | 50 | 1 | 0 | 1 |
| | 休日・休憩 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 |
| | 年次有給休暇 | 2 | 3 | | 1 | | 1 | 1 | | | | | | | | | 3 | 5 | 8 | 4.5 | 61.5 | 1 | 2 | 3 |
| | その他 (労働時間延長・短縮) | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 1.8 | 6.7 | 0 | 1 | 1 |
| | 小計 | 3 | 3 | 1 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 6 | 11 | 20.0 | 44.0 | 2 | 3 | 5 |
| 雇用関係 | 解雇・退職強要・契約打ち 合理化・倒産・閉鎖問題 | 3 | 1 | 1 | 1 | | | | | | | | | | | | 4 | 2 | 6 | 10.9 | 75.0 | 1 | 1 | 2 |
| | 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 |
| | その他 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 33.3 | 0 | 0 | 0 |
| | 小計 | 3 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 7 | 12.7 | 53.8 | 1 | 1 | 2 |
| 退職関係 | 定年問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 |
| | 退職金・退職手続 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| 保険・税 | 雇用保険・労災保険 | 1 | | | | | | 1 | | | | | | | | | 2 | 0 | 2 | 3.6 | 100 | 1 | 0 | 1 |
| | 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 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 5.5 | 12.9 | 1 | 0 | 1 |

(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

2014年10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 | 1 | | | | 1 | | | | | | | | | | | 1 | 1 | 2 | 3.6 | 10.0 | 0 | 1 | 1 | |
| | 職業病 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0 | |
| | 安全衛生 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 100 | 0 | 0 | 0 | |
| | その他 (PTSD) | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 33.3 | 1 | 0 | 1 | |
| | 小計 | 2 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | 7.3 | 40.0 | 1 | 1 | 2 | |
| 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 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 100 | 0 | 0 | 0 | |
| | 嫌がらせ・パワハラ | 1 | | | 1 | | | | | | | | | | | | 1 | 1 | 2 | 3.6 | 20.0 | 0 | 1 | 1 | |
| | 小計 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 5.5 | 27.3 | 0 | 1 | 1 | |
| その他 | 経営問題・労務管理 | 4 | 1 | | | | | | | | | | | | | | 4 | 1 | 5 | 9.1 | 41.7 | 0 | 0 | 0 | |
| | 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 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | 9.1 | 29.4 | 0 | 0 | 0 | |
| 合計 | | 26 | 9 | 5 | 4 | 0 | 4 | 6 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 38 | 17 | 55 | 100 | 42.6 | 12 | 8 | 20 | |
| | | | 35 | | 9 | | 4 | | 6 | | 0 | | 1 | | 0 | 0 | | | | | | | | | |
| 違法件数分布(%) | | 17.3 | 16.4 | 9.1 | 7.3 | 0.0 | 7.3 | 10.9 | 0.0 | 0.0 | 0.0 | 1.8 | 0.0 | 0.0 | 0.0 | 0.0 | 59.1 | 130.9 | 100 | | | 21.8 | 14.5 | 36.4 | |
| | | | 63.6 | | 16.4 | | 7.3 | | 10.9 | | 0.0 | | 1.8 | | 0.0 | 0.0 | | | | | | | | | |
| 相談件数 | | 56 | 20 | 11 | 9 | 2 | 13 | 10 | 0 | 0 | 4 | 0 | 0 | 0 | 2 | 2 | 85 | 44 | 129 | | | 27 | 22 | 49 | |
| 違法率 | | 16.4 | 45.0 | 45.5 | 54.4 | 0.0 | 30.8 | 60.0 | | | 25.0 | | | | 0.0 | 0.0 | 44.7 | 38.6 | 42.6 | | | 14.4 | 36.4 | 40.8 | |
| | | | 46.1 | | 45.0 | | 26.7 | | 60.0 | | 25 | | | | 0.0 | | | | | | | | | | |
| 月別違法件数 | 1月 | 20 | 2 | 0 | 0 | 0 | 1 | 7 | 3 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 29 | 8 | 37 | 7.2 | 45.1 | 9 | 4 | 13 | |
| | 2月 | 22 | 12 | 16 | 2 | 2 | 9 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 46 | 24 | 70 | 13.6 | 66.7 | 24 | 12 | 36 | |
| | 3月 | 13 | 2 | 7 | 5 | 0 | 7 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22 | 16 | 38 | 7.4 | 46.3 | 9 | 14 | 23 | |
| | 4月 | 20 | 5 | 4 | 1 | 0 | 7 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 27 | 16 | 43 | 8.3 | 47.3 | 7 | 11 | 18 | |
| | 5月 | 21 | 13 | 5 | 2 | 0 | 7 | 7 | 2 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 35 | 26 | 61 | 11.8 | 50.8 | 14 | 13 | 27 | |
| | 6月 | 12 | 8 | 4 | 6 | 4 | 6 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 20 | 24 | 44 | 8.5 | 52.4 | 8 | 15 | 23 | |
| | 7月 | 27 | 7 | 2 | 5 | 0 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 4 | 2 | 0 | 33 | 26 | 59 | 11.4 | 50.4 | 6 | 19 | 25 | |
| | 8月 | 29 | 8 | 4 | 0 | 1 | 11 | 10 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 44 | 24 | 68 | 13.2 | 50.7 | 15 | 16 | 31 | |
| | 9月 | 16 | 2 | 0 | 3 | 1 | 8 | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 21 | 20 | 41 | 7.9 | 47.7 | 5 | 18 | 23 | |
| | 10月 | 26 | 9 | 5 | 4 | 0 | 4 | 6 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 38 | 17 | 55 | 10.7 | 42.6 | 12 | 8 | 20 | |
| | 11月 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | |
| | 12月 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | 0 | 0 | 0 | |
| 合計 | | 206 | 68 | 47 | 28 | 8 | 66 | 45 | 23 | 0 | 0 | 1 | 6 | 8 | 7 | 0 | 315 | 201 | 516 | 100 | 51.2 | 109 | 130 | 239 | |
| | | | 274 | | 75 | | 74 | | 68 | | 0 | | 7 | | 15 | 3 | | 516 | | | | | | | |
| 雇用形態別分布 | | 39.9 | 13.2 | 29.1 | 115.4 | 3.1 | 61.2 | 8.7 | 4.5 | 0.0 | 0.0 | 0.2 | 1.2 | 1.6 | 1.4 | 0.0 | 58 | 61 | 39 | 100 | | 21.1 | 25.2 | 46.3 | |
| | | | 53.1 | | 14.5 | | 14.3 | | 13.2 | | 0 | 1.3 | 2.9 | 1 | 0.5 | | 100 | | | | | | | | |
| 累計相談件数 | | 403 | 121 | 90 | 62 | 16 | 123 | 78 | 33 | 0 | 0 | 4 | 8 | 14 | 21 | 11 | 24 | 616 | 392 | 1008 | | | 202 | 247 | 449 |
| 違法率 | | 51.1 | 56.2 | 52.2 | 45.2 | 50.5 | 53.7 | 57.7 | 69.7 | | 25.0 | 75.0 | 57.1 | 33.3 | 0.0 | 12.5 | 51.1 | 45.1 | 51.2 | | | 54.0 | 52.6 | 53.2 | |

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