

2015年5月 相談件数 (雇用形態別・相談項目別) (1)

| 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 (%) | 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 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 0.8 | 0 | 0 | 0 |
| | 不当労働行為 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 労使関係 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.8 | 0 | 0 | 0 |
| | その他 (組合加入・脱退) | | | | | | 1 | 1 | | | | | | | | | 0 | 2 | 2 | 1.7 | 0 | 2 | 2 |
| | 小計 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 | 3.3 | 0 | 2 | 2 |
| 労働契約関係 | 就業規則・雇用契約 | | 2 | 2 | | 5 | 2 | 2 | 1 | | | | | | | | 5 | 9 | 14 | 11.6 | 5 | 7 | 12 |
| | 雇用形態 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 配転・出向・転籍 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 0.8 | 0 | 0 | 0 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 1 | | | | | 1 | | | | | | | | 1 | | 3 | 0 | 3 | 2.5 | 1 | 0 | 1 |
| | 小計 | 1 | 3 | 2 | 0 | 0 | 5 | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 8 | 10 | 18 | 14.9 | 6 | 7 | 13 |
| 賃金関係 | 月例賃金未払・控除 | | | | | 2 | 3 | | | | | | | | | | 3 | 2 | 5 | 4.1 | 3 | 2 | 5 |
| | 不払い残業・割増賃金 | 5 | 2 | 1 | | | 3 | 1 | | | | | | | | | 10 | 2 | 12 | 9.9 | 5 | 0 | 5 |
| | 一時金・諸手当 | 3 | 1 | 1 | | 1 | | | | | | | | | | | 4 | 2 | 6 | 5.0 | 1 | 1 | 2 |
| | 最低賃金 | 1 | | | | 1 | | | | | | | | | | | 1 | 1 | 2 | 1.7 | 0 | 1 | 1 |
| | その他 (賃上げ・賃下げ) | 1 | (1) | | | | 1 | | | | | | | | | | 1 | (1) | (2) | | | | |
| 小計 | 11 | 4 | 2 | 0 | 0 | 5 | 6 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 9 | 29 | 24.0 | 9 | 5 | 14 | |
| 労働時間関係 | 週40時間・長時間労働 | 1 | | | | 1 | 1 | 1 | | | | | | | | | 3 | 1 | 4 | 3.3 | 2 | 1 | 3 |
| | 休日・休憩 | | 1 | | 2 | | 1 | | | | | | | | | | 2 | 2 | 4 | 3.3 | 2 | 1 | 3 |
| | 年次有給休暇 | 1 | 1 | 1 | 1 | 3 | 3 | 2 | | | | | | 1 | | | 7 | 6 | 13 | 10.7 | 5 | 5 | 10 |
| | その他 (労働時間延長・短縮) | 1 | | | | 1 | 1 | 1 | | | | | | | | | 3 | 1 | 4 | 3.3 | 2 | 1 | 3 |
| | 小計 | 3 | 2 | 1 | 0 | 3 | 3 | 5 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 15 | 10 | 25 | 20.7 | 11 | 8 | 19 |
| 雇用関係 | 解雇・退職強要・契約打ち 合理化・倒産・閉鎖問題 | 1 | 2 | | | 3 | 2 | 1 | | | | | | 1 | | | 4 | 6 | 10 | 8.3 | 3 | 4 | 7 |
| | 解雇予告手当 | | | | | 1 | | | | | | | | | 1 | | 1 | 1 | 2 | 1.7 | 1 | 0 | 1 |
| | 休業補償 | | | | 1 | 1 | | | | | | | | | | | 1 | 1 | 2 | 1.7 | 1 | 1 | 2 |
| | その他 | 1 | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 0.8 | 0 | 0 | 0 |
| | 小計 | 1 | 3 | 0 | 0 | 1 | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 6 | 9 | 15 | 12.4 | 5 | 5 | 10 |
| 退職関係 | 定年問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 退職金・退職手続 | 1 | | 1 | | 2 | | | | | | | | | | | 2 | 2 | 4 | 3.3 | 1 | 2 | 3 |
| | 再雇用問題 | | | | | | | | | | | | | 1 | | | 1 | 0 | 1 | 0.8 | 0 | 0 | 0 |
| | その他 | 1 | | 1 | | | | | | | | | | | | | 2 | 0 | 2 | 1.7 | 1 | 0 | 1 |
| | 小計 | 2 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 2 | 7 | 5.8 | 2 | 2 | 4 |
| 保険・税 | 雇用保険・労災保険 | | | | | | | | | | | | 1 | 1 | | | 0 | 2 | 2 | 1.7 | 0 | 1 | 1 |
| | 健康保険・厚生年金 | | | | | | | | | | | | | 1 | | | 1 | 0 | 1 | 0.8 | 0 | 0 | 0 |
| | 税金問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.8 | 0 | 0 | 0 |
| | 小計 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 4 | 3.3 | 0 | 1 | 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 (続く)
 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。

2015年5月 相談件数 (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 (%) | 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 | 2 | 1 | | | 2 | | | | | | | | | | | 4 | 1 | 5 | 4.1 | 2 | 0 | 2 | |
| | その他 (PTSD) | 1 | | | | | | | | | | | | | | 1 | 1 | 1 | 2 | 1.7 | 0 | 0 | 0 | |
| | 小計 | 3 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 5 | 2 | 7 | 5.8 | 2 | 0 | 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 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | |
| | 嫌がらせ・パワハラ | 1 | 2 | | | 2 | | | | | 1 | | | | | | 2 | 4 | 6 | 5.0 | 1 | 2 | 3 | |
| | 小計 | 1 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 4 | 6 | 5.0 | 1 | 2 | 3 | |
| その他 | 経営問題・労務管理 | 2 | 2 | | | 1 | | | | | | | | | | | 3 | 2 | 5 | 4.1 | 1 | 0 | 1 | |
| | 上記以外の相談 (職業紹介・求人) | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 0.8 | 0 | 0 | 0 | |
| | 小計 | 2 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 6 | 5.0 | 1 | 0 | 1 | |
| 合計 | 26 | 19 | 7 | 0 | 7 | 22 | 17 | 8 | 5 | 0 | 1 | 0 | 0 | 2 | 4 | 3 | 67 | 54 | 121 | 100.0 | 37 | 32 | 69 | |
| 相談件数分布 (%) | 21.5 | 15.7 | 5.8 | 0.0 | 5.8 | 18.2 | 14.0 | 6.6 | 4.1 | 0.0 | 0.8 | 0.0 | 0.0 | 1.7 | 3.3 | 2.5 | 55.4 | 44.6 | 100 | | 30.6 | 26.4 | 57.0 | |
| 当月相談者数 | 12 | 7 | 4 | 0 | 4 | 12 | 11 | 3 | 2 | 0 | 1 | 0 | 0 | 1 | 3 | 3 | 37 | 26 | 63 | | 22 | 16 | 38 | |
| 相談者一人当たり相談件数 | 2.17 | 2.71 | 1.75 | | 1.75 | 1.83 | 1.55 | 2.67 | 2.50 | | 1.00 | | | 2.00 | 1.33 | 1.00 | 1.81 | 2.08 | 1.92 | | 1.68 | 2.00 | 1.82 | |
| | 2.37 | 1.75 | 1.81 | | 1.79 | 2.50 | 1.00 | 2.00 | 1.17 | | | | | | | | | | | | | | | |
| 月別相談件数 | 1月 | 31 | 19 | 3 | 6 | 2 | 17 | 2 | 12 | 0 | 0 | 0 | 2 | 6 | 6 | 0 | 46 | 60 | 106 | 20.6 | 9 | 41 | 50 | |
| | 2月 | 15 | 19 | 2 | 6 | 1 | 9 | 12 | 0 | 0 | 2 | 0 | 2 | 3 | 3 | 2 | 37 | 39 | 76 | 14.8 | 19 | 18 | 37 | |
| | 3月 | 36 | 23 | 12 | 2 | 1 | 15 | 9 | 5 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 64 | 45 | 109 | 21.2 | 22 | 22 | 44 | |
| | 4月 | 46 | 14 | 9 | 3 | 5 | 19 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 65 | 38 | 103 | 20.0 | 19 | 24 | 43 | |
| | 5月 | 26 | 19 | 7 | 0 | 7 | 22 | 17 | 8 | 5 | 0 | 0 | 1 | 0 | 2 | 4 | 3 | 66 | 55 | 121 | 23.5 | 36 | 33 | 69 |
| | 6月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 7月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 8月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 9月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 10月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 11月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 12月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 合計 | 154 | 94 | 33 | 17 | 16 | 82 | 43 | 27 | 7 | 0 | 2 | 1 | 4 | 11 | 19 | 5 | 278 | 237 | 515 | 100.0 | 105 | 138 | 243 |
| 雇用形態別分布 | 29.9 | 18.3 | 6.4 | 3.3 | 3.1 | 15.9 | 8.3 | 5.2 | 1.4 | 0.0 | 0.4 | 0.2 | 0.8 | 2.1 | 3.7 | 1.0 | 54.0 | 46.0 | 100 | | 20.4 | 26.8 | 47.2 | |
| 累計相談者数 | 84 | 45 | 17 | 12 | 11 | 51 | 28 | 14 | 3 | 0 | 2 | 0 | 2 | 7 | 9 | 4 | 156 | 133 | 289 | | 63 | 84 | 147 | |
| 相談者一人当たり相談件数 | 1.83 | 2.09 | 1.94 | 1.42 | 1.45 | 1.61 | 1.54 | 1.93 | 2.33 | | 1.00 | | 2.00 | 1.57 | 2.11 | 1.25 | 1.78 | 1.78 | 1.78 | | 1.67 | 1.64 | 1.65 | |
| | 1.92 | 1.72 | 1.58 | 1.67 | 1.67 | 2.33 | 1.50 | 1.67 | 1.85 | | | | | | | | | | | | | | | |

(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