

# 資料-3

2018年7月 相談件数（雇用形態別）

|        | 1 正社員             |     | 2 契約社員 |     | 3 パート |     | 4 アルバイト |     | 5 嘱託 |     | 6 季節 |     | 7 派遣 |     | 8 分類不能・その他 |     | 合計  |     |        | 構成比   |      |
|--------|-------------------|-----|--------|-----|-------|-----|---------|-----|------|-----|------|-----|------|-----|------------|-----|-----|-----|--------|-------|------|
|        | 1 男               | 2 女 | 1 男    | 2 女 | 1 男   | 2 女 | 1 男     | 2 女 | 1 男  | 2 女 | 1 男  | 2 女 | 1 男  | 2 女 | 1 男        | 2 女 | 1 男 | 2 女 | 男女計    |       |      |
| 労働組合関係 | 11 結成・運営・加盟       | 1   |        | 2   |       |     |         |     |      |     |      |     |      |     |            |     | 3   | 3   | 3      | 2.7%  |      |
|        | 12 不当労働行為         |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 13 労使関係           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 14 その他 組合         |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 15 組合加入・脱退        |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
| 小計     | 1                 |     | 2      |     |       |     |         |     |      |     |      |     |      |     |            |     | 3   | 3   | 3      | 2.7%  |      |
| 労働契約関係 | 21 就業規則・雇用契約      | 5   | 2      | 1   |       | 1   | 4       |     |      |     |      |     |      |     | 1          | 1   | 11  | 4   | 15     | 13.6% |      |
|        | 22 雇用形態           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     | 1   |     | 1      | 0.9%  |      |
|        | 23 配転・出向・転籍       | 1   |        |     |       |     |         |     |      |     |      |     |      |     |            |     | 1   |     | 1      | 0.9%  |      |
|        | 24 その他 契約         |     |        |     |       |     |         |     |      |     |      |     |      |     | 1          |     | 1   |     | 1      | 0.9%  |      |
|        | 25 一方的身分変更        |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 26 派遣・人夫貸し        |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
| 小計     | 6                 | 2   | 1      |     | 1     | 4   |         |     |      |     |      |     |      | 2   | 1          | 13  | 4   | 17  | 15.5%  |       |      |
| 賃金関係   | 31 月例賃金未払・控除      | 1   | 1      |     |       |     | 2       |     |      |     |      |     |      |     |            |     | 3   | 1   | 4      | 3.6%  |      |
|        | 32 不払残業・割増賃金      | 4   | 5      | 1   |       | 1   | 2       |     |      |     | 1    |     |      |     |            |     | 8   | 6   | 14     | 12.7% |      |
|        | 33 一時金・諸手当        | 5   |        |     |       |     |         |     |      |     |      |     |      |     |            |     | 5   |     | 5      | 4.5%  |      |
|        | 34 最低賃金           | 1   |        | 1   |       | 1   | 1       |     |      |     |      |     |      |     |            |     | 3   | 1   | 4      | 3.6%  |      |
|        | 35 その他 賃金         | 4   | 1      |     | 1     |     | 2       |     |      |     |      |     |      |     |            |     | 6   | 2   | 8      | 7.3%  |      |
|        | 36 賃上げ・賃下げ        |     |        | 1   |       |     |         |     |      |     |      |     |      |     |            |     |     | 1   | 1      | 0.9%  |      |
| 小計     | 15                | 8   | 2      | 1   |       | 2   | 7       |     |      |     | 1    |     |      |     |            | 25  | 11  | 36  | 32.7%  |       |      |
| 労働時間関係 | 41 週40時間・長時間労働    | 1   | 3      |     |       |     |         |     |      |     |      |     |      |     |            |     | 1   | 3   | 4      | 3.6%  |      |
|        | 42 休日・休憩          |     | 1      |     |       | 1   |         |     |      |     |      |     |      |     |            |     |     | 2   | 2      | 1.8%  |      |
|        | 43 年次有給休暇         | 4   | 2      |     | 1     | 3   |         |     |      |     |      |     |      |     |            |     | 4   | 6   | 10     | 9.1%  |      |
|        | 44 その他 労働時間       | 1   |        |     |       |     |         |     |      |     |      |     |      |     |            |     | 1   |     | 1      | 0.9%  |      |
|        | 45 労働時間延長・短縮      |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
| 小計     | 6                 | 6   |        | 1   | 4     |     |         |     |      |     |      |     |      |     |            |     | 6   | 11  | 17     | 15.5% |      |
| 雇用関係   | 51 解雇・退職強要・契約打ち切り |     |        |     |       |     | 1       |     |      |     |      |     |      |     |            |     |     |     | 1      | 1     | 0.9% |
|        | 52 合理化・倒産・閉鎖問題    |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 53 解雇予告手当         |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 54 休業補償           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 55 その他 雇用         |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
| 小計     |                   |     |        |     |       |     | 1       |     |      |     |      |     |      |     |            |     |     | 1   | 1      | 0.9%  |      |
| 退職関係   | 61 定年問題           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 62 退職金・退職手続       |     |        |     |       |     | 3       | 1   |      |     |      |     |      |     | 1          |     | 4   | 1   | 5      | 4.5%  |      |
|        | 63 再雇用問題          |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 64 その他 退職         | 3   | 1      |     |       | 1   | 1       |     |      |     |      |     |      |     |            |     | 4   | 2   | 6      | 5.5%  |      |
| 小計     | 3                 | 1   |        |     | 1     | 4   | 1       |     |      |     |      |     |      | 1   |            | 8   | 3   | 11  | 10.0%  |       |      |
| 保険・税   | 71 雇用・労災          |     |        |     |       | 1   | 1       |     |      |     |      |     |      | 1   |            |     | 1   | 2   | 3      | 2.7%  |      |
|        | 72 健保・年金          |     |        |     |       | 2   |         |     |      |     |      |     |      |     |            |     |     | 2   | 2      | 1.8%  |      |
|        | 73 税金問題           |     |        |     |       | 2   |         |     |      |     |      |     |      |     |            |     |     | 2   | 2      | 1.8%  |      |
|        | 74 その他 保険・税       |     |        | 1   |       |     |         |     |      |     |      |     |      |     |            |     |     | 1   | 1      | 0.9%  |      |
| 小計     |                   |     | 1      |     | 5     | 1   |         |     |      |     |      |     | 1    |     |            | 2   | 6   | 8   | 7.3%   |       |      |
| 労働安全衛生 | 81 労働災害           | 1   |        |     |       |     |         |     |      |     |      |     |      |     |            |     | 1   |     | 1      | 0.9%  |      |
|        | 82 職業病            |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 83 安全衛生           | 2   |        |     |       |     |         |     |      |     |      |     |      |     |            |     | 2   |     | 2      | 1.8%  |      |
|        | 84 その他 安全衛生       | 1   | 1      |     |       |     |         |     |      |     |      |     |      |     |            |     | 1   | 1   | 2      | 1.8%  |      |
|        | 85 PTSD           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
| 小計     | 4                 | 1   |        |     |       |     |         |     |      |     |      |     |      |     |            | 4   | 1   | 5   | 4.5%   |       |      |
| 差別等    | 91 男女差別           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 92 女性保護           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 93 セクハラ           |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 94 嫌がらせ・パワハラ      | 3   |        |     |       | 3   | 1       |     |      |     |      |     |      |     |            |     | 3   | 4   | 7      | 6.4%  |      |
|        | 95 その他 差別         | 1   |        | 1   |       |     |         |     |      |     |      |     |      |     |            |     | 2   |     | 2      | 1.8%  |      |
| 小計     | 4                 |     | 1      |     | 3     | 1   |         |     |      |     |      |     |      |     |            | 5   | 4   | 9   | 8.2%   |       |      |
| その他    | 991 経営問題・労務管理     | 1   | 1      |     |       | 1   |         |     |      |     |      |     |      |     |            |     | 1   | 2   | 3      | 2.7%  |      |
|        | 992 上記以外          |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
|        | 993 職業紹介・求人       |     |        |     |       |     |         |     |      |     |      |     |      |     |            |     |     |     |        |       |      |
| 小計     | 1                 | 1   |        |     | 1     |     |         |     |      |     |      |     |      |     |            | 1   | 2   | 3   | 2.7%   |       |      |
| 合計     | 40                | 19  | 7      | 2   | 17    | 15  | 4       |     |      |     | 1    |     | 4    | 1   |            | 67  | 43  | 110 | 100.0% |       |      |

|     |     |    |    |    |    |    |    |    |   |   |   |   |   |   |    |    |     |     |        |         |
|-----|-----|----|----|----|----|----|----|----|---|---|---|---|---|---|----|----|-----|-----|--------|---------|
| 1月  | 46  | 19 |    | 4  | 1  | 11 | 7  | 3  |   |   |   |   |   | 1 |    | 54 | 38  | 92  | 13.49% |         |
| 2月  | 22  | 14 | 5  | 5  | 2  | 16 | 4  | 1  |   | 3 |   |   | 4 | 2 |    | 35 | 43  | 78  | 11.44% |         |
| 3月  | 43  | 13 | 4  | 8  | 1  | 14 | 8  | 6  | 4 |   | 2 | 4 | 1 | 3 | 1  | 67 | 45  | 112 | 16.42% |         |
| 4月  | 59  | 8  | 7  | 2  | 4  | 8  |    |    |   |   | 1 |   |   | 4 | 2  | 75 | 20  | 95  | 13.93% |         |
| 5月  | 48  | 11 | 5  | 4  | 3  | 8  | 10 | 2  |   |   | 2 |   | 1 | 1 | 1  | 70 | 26  | 96  | 14.08% |         |
| 6月  | 37  | 14 | 10 | 5  | 4  | 11 | 10 |    | 2 |   | 1 | 1 | 1 | 3 |    | 65 | 34  | 99  | 14.52% |         |
| 7月  | 40  | 19 | 7  | 2  |    | 17 | 15 | 4  |   |   |   |   |   | 4 | 1  | 67 | 43  | 110 | 16.13% |         |
| 8月  |     |    |    |    |    |    |    |    |   |   |   |   |   |   |    |    |     |     |        |         |
| 9月  |     |    |    |    |    |    |    |    |   |   |   |   |   |   |    |    |     |     |        |         |
| 10月 |     |    |    |    |    |    |    |    |   |   |   |   |   |   |    |    |     |     |        |         |
| 11月 |     |    |    |    |    |    |    |    |   |   |   |   |   |   |    |    |     |     |        |         |
| 12月 |     |    |    |    |    |    |    |    |   |   |   |   |   |   |    |    |     |     |        |         |
| 合計  | 295 | 98 | 38 | 30 | 15 | 85 | 54 | 16 | 6 | 3 | 4 | 3 | 7 | 9 | 14 | 5  | 433 | 249 | 682    | 100.00% |