

2009年8月 労働相談(男女雇用形態別・相談内容別)

札幌地区連合 さっぽろ労働相談センター

| 相談内容 | 社員 | | 契約 | | パート | | 臨時 | | 嘱託 | | 季節 | | 派遣 | | 不明他 | | 合計 | | 比率 | | 相談者数 | | | | 社員外 | | | | | |
|---|------|------|------|-----|-----|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|-------|--------|------|-----|-----|-----|-----|-----|----|---|---|---|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | % | M | F | M | F | M | F | | | |
| ①賃上げ・賃下げ | | | | 1 | | 2 | | | | | | | | | | | 1 | 2 | 3 | 3.66 | | | | | 2 | 1 | 2 | | | |
| ②一時金・諸手当 | 1 | | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.22 | | | | | | | 0 | 0 | | |
| ③最低賃金 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.00 | | | | | | | | 0 | 0 | |
| ④月例賃金未払い・遅配 給与控除 | 3 | 1 | | | | 2 | 1 | 1 | | | | | | | | 4 | 4 | 8 | 9.76 | 3 | 1 | 1 | 1 | 1 | 1 | 3 | | | | |
| ⑤残業手当未払い | 1 | | | 1 | | | | | | | | | | | | 1 | 0 | 1 | 1.22 | | | | | 1 | | 1 | 0 | | | |
| 〃 問い合わせ | | 1 | 1 | | | | | | | | | | | | | 1 | 1 | 2 | 2.44 | | | | | | | | 0 | 1 | | |
| 賞金小計 | 5 | 2 | 2 | 1 | 0 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 9 | 8 | 17 | 20.73 | 3 | 2 | 2 | 3 | 4 | 6 | | | | |
| ⑥契約 就業規則・雇用契約 一方の身分変更 | 2 | 1 | 1 | | | 1 | 2 | | | | | | | | | 5 | 2 | 7 | 8.54 | 1 | 1 | 2 | | | | 3 | 1 | | | |
| ⑦配 転・出向・転籍 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.22 | | | | | | | | 0 | 0 | | |
| ⑧派 遣・人夫貸し | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.00 | | | | | | | | 0 | 0 | | |
| ⑨勤 務 長時間労働 休憩・休日 時間延長・短縮・変形 | 1 | | | | | | 1 | | | | | | | | | 1 | 0 | 1 | 1.22 | 1 | | | | | | | 0 | 0 | | |
| 勤務小計 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 2.44 | 1 | 0 | 0 | 0 | | | | 1 | 0 | | |
| ⑩有 給 休暇 | 1 | 1 | | 1 | | 1 | 1 | | | | | | | | | 2 | 3 | 5 | 6.10 | | | | | | | | 1 | 1 | 2 | |
| ⑪解 雇・雇止め・退職 | 3 | | 2 | 1 | | 4 | | | | | | | | | | 5 | 5 | 10 | 12.20 | 1 | | | | 1 | 4 | 2 | 5 | | | |
| ⑫合 理化・倒産・企業閉鎖 | 2 | 1 | 1 | | | | | | | | | | | | | 3 | 1 | 4 | 4.88 | | | | | | | | 1 | 0 | | |
| ⑬休 業 補償 | | | | 1 | | | | | | | | | | | | 1 | 0 | 1 | 1.22 | | | | | | | | 1 | 0 | | |
| ⑭定 年 制度・再雇用 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.00 | | | | | | | | | 0 | 0 | |
| ⑮退 職 金 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.22 | 1 | | | | | | | | 0 | 0 | |
| ⑯労 働 保険(労働・労災) | | | | | | | 1 | | | | 1 | | | | | 3 | 0 | 3 | 3.66 | | | | | | | | 1 | 3 | 0 | |
| ⑰社 会 保険(健保・年金) | 1 | | | | | | 1 | | | | | | | | | 2 | 0 | 2 | 2.44 | | | | | | | | | 1 | 0 | |
| ⑱税 金 問 題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.00 | | | | | | | | | 0 | 0 | |
| ⑲芳 災・職業病・安全衛生 | 1 | | | | | | | | | | 1 | | | | | 3 | 0 | 3 | 3.66 | | | | | | | | 1 | 2 | 0 | |
| ⑳男 女 差別・女性保護 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.00 | | | | | | | | | 0 | 0 | |
| ㉑差 別・嫌がらせ・セクハラ | 2 | | | | | 1 | 1 | | | | | | | | | 3 | 1 | 4 | 4.88 | 2 | | | | 1 | 1 | 1 | 1 | 1 | | |
| ㉒經 営 問題・労務管理 | 4 | 2 | 2 | 1 | | 1 | 2 | | | | | | | | | 8 | 4 | 12 | 14.63 | 1 | 1 | 3 | 2 | | | 4 | 2 | | | |
| ㉓組 合 加入・結成・上部加盟 | 3 | | | | | | | | | | | | | | | 3 | 0 | 3 | 3.66 | 1 | | | | | | | | 0 | 0 | |
| ㉔組 合 運営・労使関係 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.22 | 1 | | | | | | | | 0 | 0 | |
| ㉕職 業 紹介・求人 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.00 | | | | | | | | | 0 | 0 | |
| ㉖そ の 他 | 1 | | | | | 1 | 1 | 1 | | | | | | | | 3 | 2 | 5 | 6.10 | | | | | | | | 2 | 1 | 2 | 2 |
| 合計 | 29 | 8 | 9 | 4 | 1 | 13 | 10 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 55 | 27 | 82 | 100.00 | 12 | 5 | 15 | 12 | 26 | 19 | | | | |
| 相談項目数分布 | 35.4 | 9.8 | 11.0 | 4.9 | 1.2 | 15.9 | 12.2 | 2.4 | 0.0 | 0.0 | 2.4 | 0.0 | 0.0 | 0.0 | 4.9 | 0.0 | 67.1 | 32.9 | 100 | | | | | | | | | | | |
| 相談者数 | 12 | 5 | 5 | 3 | 1 | 7 | 5 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 27 | 17 | 44 | | | | | | | | | | | |
| 相談者数分布 | 27.3 | 11.4 | 11.4 | 6.8 | 2.3 | 15.9 | 11.4 | 4.5 | 0.0 | 0.0 | 2.3 | 0.0 | 0.0 | 0.0 | 6.8 | 0.0 | 61.4 | 38.6 | 100 | | | | | | | | | | | |
| 一人当たり相談件数 | 2.4 | 1.6 | 1.8 | 1.3 | 1.0 | 1.8 | 2.0 | 1.0 | | | 2.0 | | | | 1.3 | | 2.0 | 1.5 | 86 | | | | | | | | | | | |
| 月別相談件数 | 1月 | 73 | 20 | 5 | 11 | 2 | 21 | 6 | 2 | 2 | 0 | 5 | 3 | 4 | 11 | 4 | 3 | 101 | 71 | 172 | 13.7 | 41 | 13 | 21 | 33 | 28 | 51 | | | |
| 2月 | 73 | 46 | 11 | 33 | 2 | 54 | 14 | 2 | 1 | 1 | 1 | 2 | 4 | 8 | 2 | 3 | 108 | 149 | 257 | 20.4 | 41 | 24 | 25 | 63 | 35 | 103 | | | | |
| 3月 | 56 | 24 | 19 | 12 | 2 | 20 | 25 | 3 | 0 | 0 | 1 | 0 | 0 | 2 | 2 | 5 | 105 | 66 | 171 | 13.6 | 29 | 14 | 28 | 29 | 49 | 42 | | | | |
| 4月 | 62 | 29 | 13 | 12 | 0 | 48 | 3 | 7 | 2 | 3 | 3 | 2 | 0 | 0 | 4 | 1 | 87 | 102 | 189 | 15.0 | 29 | 18 | 11 | 38 | 25 | 73 | | | | |
| 5月 | 43 | 21 | 17 | 10 | 3 | 16 | 8 | 6 | 7 | 4 | 3 | 1 | 2 | 3 | 4 | 0 | 87 | 61 | 148 | 11.7 | 22 | 9 | 26 | 22 | 44 | 40 | | | | |
| 6月 | 47 | 27 | 12 | 6 | 7 | 27 | 6 | 5 | 6 | 0 | 0 | 0 | 3 | 0 | 7 | 2 | 88 | 67 | 155 | 12.3 | 27 | 17 | 28 | 26 | 41 | 40 | | | | |
| 7月 | 23 | 7 | 6 | 4 | 2 | 20 | 12 | 1 | 0 | 0 | 2 | 0 | 0 | 1 | 7 | 1 | 52 | 34 | 86 | 6.8 | 15 | 3 | 17 | 18 | 29 | 27 | | | | |
| 8月 | 29 | 8 | 9 | 4 | 1 | 13 | 10 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 55 | 27 | 82 | 6.5 | 12 | 5 | 15 | 12 | 26 | 19 | | | | |
| 9月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | | | | | | 0 | 0 | | |
| 10月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | | | | | | 0 | 0 | | |
| 11月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | | | | | | 0 | 0 | | |
| 12月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | | | | | | | 0 | 0 | | |
| 合計 | 406 | 182 | 92 | 92 | 19 | 219 | 84 | 28 | 18 | 8 | 17 | 8 | 13 | 25 | 34 | 15 | 683 | 577 | 1260 | 100 | 216 | 103 | 171 | 241 | 277 | 395 | | | | |
| 相談項目数合計分布 | 32.2 | 14.4 | 7.3 | 7.3 | 1.5 | 17.4 | 6.7 | 2.2 | 1.4 | 0.6 | 1.3 | 0.6 | 1.0 | 2.0 | 2.7 | 1.2 | 54.2 | 45.8 | 100 | | | | | | | | | | | |

凡例：M(男性)、F(女性)、不明他(雇用形態不明、請負委託、経営者、非就業者等)
右列「社員外」には不明他の数を含む。