

| 相談項目   | 業種                 |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 合計 | 構成比 (%) |
|--------|--------------------|------|----|-----|-----|---------------|-------|-----|-----|-----|-----|-----|--------|-----|-----|-------|-----|----|---------|
|        | 農林漁業               | 食品工業 | 鉱業 | 建設業 | 製造業 | 電気・ガス・熱供給・水道業 | 情報通信業 | 運輸業 | 卸売業 | 小売業 | 金融業 | 医療業 | ビジュアル業 | 労働者 | 教育業 | 社会福祉業 | その他 |    |         |
| 労働組合関係 | 結成、1営・上部加盟         |      |    |     |     |               |       |     |     | 1   |     |     |        |     |     |       |     | 1  | 1.4     |
|        | 不当労働行為             |      |    |     |     |               |       |     |     |     |     |     | 1      |     |     |       |     | 1  | 1.4     |
|        | 労使関係               |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | その他<br>(組合加入・脱退)   |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | 小計                 | 0    | 0  | 0   | 0   | 0             | 0     | 0   | 0   | 0   | 1   | 0   | 0      | 1   | 0   | 0     | 0   | 0  | 2       |
| 労働契約関係 | 就業規則・雇用契約          |      |    |     | 1   |               |       |     | 1   | 2   | 1   |     |        |     | 1   | 1     |     | 7  | 9.5     |
|        | 雇用形態               |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | 配転・出向・転籍           |      |    |     |     |               |       |     |     | 1   |     |     |        |     |     |       |     | 1  | 1.4     |
|        | その他<br>(一方的身分変更)   |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | (派遣・入夫貸し)          |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     |    |         |
| 小計     | 0                  | 0    | 0  | 1   | 0   | 0             | 0     | 1   | 0   | 3   | 1   | 0   | 0      | 0   | 1   | 0     | 1   | 8  | 10.8    |
| 賃金関係   | 月例賃金未払・控除          |      |    |     | 1   |               |       |     | 1   | 1   | 1   |     | 1      |     |     |       |     | 5  | 6.8     |
|        | 不払い残業・割増賃金         |      |    |     |     | 1             |       |     |     | 2   | 1   | 1   | 1      |     |     |       | 1   | 7  | 9.5     |
|        | 一時金・諸手当            |      |    |     | 1   |               |       |     |     |     |     |     |        |     |     | 2     | 1   | 4  | 5.4     |
|        | 最低賃金               |      |    |     |     |               |       | 1   |     |     | 1   |     |        |     |     |       |     | 2  | 2.7     |
|        | その他<br>(賃上げ・賃下げ)   |      |    |     | 1   | 1             |       |     |     |     | 3   | 1   |        |     |     |       |     | 6  | 8.1     |
| 小計     | 0                  | 0    | 0  | 2   | 3   | 0             | 1     | 0   | 1   | 7   | 3   | 0   | 1      | 1   | 1   | 0     | 2   | 24 | 32.4    |
| 労働時間関係 | 週40時間・長時間労働        |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | 休日・休憩              |      | 1  |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 1  | 1.4     |
|        | 年次有給休暇             | 1    |    |     |     |               |       |     | 1   | 2   |     |     | 2      | 1   | 1   |       | 1   | 10 | 13.5    |
|        | その他<br>(労働時間延長・短縮) |      |    |     |     |               |       |     |     | 1   |     |     | 1      |     |     |       |     | 2  | 2.7     |
|        | 小計                 | 1    | 1  | 0   | 0   | 0             | 0     | 0   | 0   | 2   | 2   | 0   | 0      | 3   | 1   | 1     | 0   | 1  | 13      |
| 雇用関係   | 解雇・退職強要・契約打ち       |      |    |     |     |               |       | 1   | 1   | 1   | 2   | 2   | 5      |     |     |       |     | 12 | 16.2    |
|        | 合理化・倒産・閉鎖問題        |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | 解雇予告手当             |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | 休業補償               |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | その他                |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
| 小計     | 0                  | 0    | 0  | 0   | 0   | 0             | 1     | 1   | 1   | 2   | 0   | 2   | 5      | 0   | 0   | 0     | 0   | 12 | 16.2    |
| 退職関係   | 定年問題               |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | 退職金・退職手続           |      |    |     |     |               |       |     |     |     |     |     | 1      |     |     |       |     | 1  | 1.4     |
|        | 再雇用問題              |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | その他                |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
| 小計     | 0                  | 0    | 0  | 0   | 0   | 0             | 0     | 0   | 0   | 0   | 0   | 0   | 1      | 0   | 0   | 0     | 0   | 1  | 1.4     |
| 保険・税   | 雇用保険・労災保険          |      |    |     |     |               |       |     |     | 1   |     |     |        |     |     |       |     | 1  | 1.4     |
|        | 健康保険・厚生年金          |      |    |     |     |               |       |     |     |     |     | 1   |        |     |     |       |     | 1  | 1.4     |
|        | 税金問題               |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
|        | その他                |      |    |     |     |               |       |     |     |     |     |     |        |     |     |       |     | 0  | 0.0     |
| 小計     | 0                  | 0    | 0  | 0   | 0   | 0             | 0     | 0   | 0   | 1   | 0   | 1   | 0      | 0   | 0   | 0     | 0   | 2  | 2.7     |

(注) 「交通業」とは、陸上貨物運送以外の交通機関で、バス、タクシー、鉄道、航空、船舶等をいう。

(続く)

カッコの数字は「その他」の内数

2010年12月 相談者数(業種別・相談項目別) (2)

| 相談項目                 | 業種   |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      | 合計   | 構成比 (%) |     |   |     |     |     |       |
|----------------------|------|-------|-----|-----|-----|-------|-----|-----|-----|------|-------|-----|------|-----|-----|-----|------|------|---------|-----|---|-----|-----|-----|-------|
|                      | 農林漁業 | 食品加工業 | 鉱業  | 建設業 | 製造業 | エネルギー | 通信業 | 交通業 | 陸運業 | 卸売業  | 商品販売業 | 金融業 | 医療業  | ビル業 | 労働者 | 教育業 | 社会福祉 |      |         | その他 |   |     |     |     |       |
| 安全衛生                 |      |       |     |     |     |       |     |     | 1   |      |       |     |      |     |     |     |      |      | 1       | 1.4 |   |     |     |     |       |
| 労働災害                 |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     | 0 | 0.0 |     |     |       |
| 職業病                  |      |       |     |     |     |       |     |     |     |      |       |     | 1    |     |     |     |      |      |         |     | 1 | 1.4 |     |     |       |
| 安全衛生                 |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| その他                  |      |       |     |     | 1   |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 小計                   | 0    | 0     | 0   | 0   | 1   | 0     | 0   | 0   | 1   | 0    | 0     | 0   | 1    | 0   | 0   | 0   | 0    | 0    | 0       | 0   | 0 | 3   | 4.1 |     |       |
| 差別等                  |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 男女差別                 |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 女性保護                 |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| セクハラ                 |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 嫌がらせ・パワハラ            |      |       |     |     | 1   |       |     |     |     | 1    |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| その他                  |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 小計                   | 0    | 0     | 0   | 0   | 1   | 0     | 0   | 0   | 0   | 1    | 0     | 0   | 0    | 0   | 0   | 0   | 0    | 0    | 0       | 0   | 0 | 0   | 2   | 2.7 |       |
| その他                  |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 経営問題・労務管理            |      |       |     |     | 1   |       |     |     |     | 2    |       |     |      |     |     |     |      |      |         |     | 1 |     |     | 4   | 5.4   |
| 上記以外の相談<br>(職業紹介・求人) |      | 1     |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     | 2   | 3   | 4.1   |
| 小計                   | 0    | 1     | 0   | 0   | 1   | 0     | 0   | 0   | 0   | 2    | 0     | 0   | 0    | 0   | 0   | 0   | 0    | 0    | 0       | 1   | 0 | 2   |     | 7   | 9.5   |
| 合計                   | 1    | 2     | 0   | 3   | 6   | 0     | 2   | 2   | 5   | 19   | 4     | 2   | 8    | 6   | 2   | 2   | 0    | 4    | 1       | 5   |   |     |     | 74  | 100.0 |
| 業種別相談者分布 (%)         | 1.4  | 2.7   | 0.0 | 4.1 | 8.1 | 0.0   | 2.7 | 2.7 | 6.8 | 25.7 | 5.4   | 2.7 | 10.8 | 8.1 | 2.7 | 2.7 | 0.0  | 5.4  | 1.4     | 6.8 |   |     |     | 100 |       |
| 月別相談人数               |      |       |     |     |     |       |     |     |     |      |       |     |      |     |     |     |      |      |         |     |   |     |     |     |       |
| 1月                   | 0    | 2     | 0   | 3   | 1   | 0     | 0   | 1   | 3   | 16   | 3     | 0   | 5    | 1   | 0   | 2   | 0    | 7    | 1       | 4   |   |     |     | 49  | 5.4   |
| 2月                   | 1    | 2     | 0   | 9   | 6   | 0     | 2   | 2   | 2   | 15   | 3     | 2   | 8    | 6   | 0   | 3   | 0    | 15   | 4       | 7   |   |     |     | 87  | 9.7   |
| 3月                   | 1    | 5     | 0   | 7   | 11  | 1     | 3   | 4   | 4   | 23   | 4     | 2   | 6    | 4   | 0   | 0   | 0    | 16   | 1       | 13  |   |     |     | 105 | 11.7  |
| 4月                   | 0    | 1     | 0   | 10  | 11  | 3     | 8   | 1   | 3   | 28   | 2     | 0   | 9    | 5   | 0   | 0   | 0    | 12   | 4       | 8   |   |     |     | 105 | 11.7  |
| 5月                   | 0    | 2     | 0   | 5   | 2   | 5     | 3   | 0   | 5   | 13   | 4     | 0   | 10   | 3   | 2   | 2   | 2    | 8    | 2       | 7   |   |     |     | 75  | 8.3   |
| 6月                   | 0    | 4     | 0   | 5   | 1   | 1     | 0   | 2   | 4   | 20   | 3     | 3   | 3    | 1   | 1   | 1   | 0    | 16   | 1       | 7   |   |     |     | 73  | 8.1   |
| 7月                   | 0    | 3     | 0   | 3   | 4   | 0     | 1   | 4   | 4   | 12   | 9     | 0   | 9    | 2   | 0   | 0   | 0    | 11   | 1       | 7   |   |     |     | 70  | 7.8   |
| 8月                   | 0    | 0     | 0   | 7   | 8   | 0     | 2   | 5   | 10  | 14   | 2     | 0   | 4    | 6   | 5   | 0   | 1    | 10   | 3       | 8   |   |     |     | 85  | 9.4   |
| 9月                   | 2    | 4     | 0   | 7   | 5   | 0     | 1   | 3   | 5   | 13   | 2     | 0   | 5    | 4   | 1   | 3   | 0    | 9    | 1       | 3   |   |     |     | 68  | 7.6   |
| 10月                  | 0    | 1     | 0   | 6   | 3   | 0     | 0   | 1   | 4   | 14   | 2     | 1   | 4    | 7   | 1   | 1   | 1    | 8    | 1       | 9   |   |     |     | 64  | 7.1   |
| 11月                  | 0    | 2     | 0   | 1   | 2   | 0     | 1   | 0   | 0   | 5    | 0     | 3   | 12   | 3   | 2   | 0   | 0    | 5    | 3       | 6   |   |     |     | 45  | 5.0   |
| 12月                  | 1    | 2     | 0   | 3   | 6   | 0     | 2   | 2   | 5   | 19   | 4     | 2   | 8    | 6   | 2   | 2   | 0    | 4    | 1       | 5   |   |     |     | 74  | 8.2   |
| 合計                   | 5    | 28    | 0   | 66  | 60  | 10    | 23  | 25  | 49  | 192  | 38    | 13  | 83   | 48  | 14  | 14  | 4    | 121  | 23      | 84  |   |     |     | 900 | 100.0 |
| 相談者累計分布 (%)          | 0.6  | 3.1   | 0.0 | 7.3 | 6.7 | 1.1   | 2.6 | 2.8 | 5.4 | 21.3 | 4.2   | 1.4 | 9.2  | 5.3 | 1.6 | 1.6 | 0.4  | 13.4 | 2.6     | 9.3 |   |     |     | 100 |       |

(注) 「交通業」とは、陸上貨物運送以外の交通機関で、バス、タクシー、鉄道、航空、船舶等をいう。  
カッコの数字は「その他」の内数。