

2012年7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   | 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  |
|           | 不当労働行為                 |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | 労使関係                   |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | その他                    | 1  |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 1   | 0   | 1         | 1.0  | 0  | 0  |
|           | (組合加入・脱退)              | 1) |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 1)  |     |           |      |    |    |
| 小計        | 1                      | 0  | 0   | 0   | 0    | 0 | 0   | 0 | 0   | 0 | 0   | 0   | 0   | 0   | 0    | 1   | 0   | 1   | 1.0       | 0    | 0  |    |
| 労働契約関係    | 就業規則・雇用契約              |    | 2   | 1   | 4    |   | 6   |   |     |   |     |     | 2   |     |      |     | 3   | 12  | 15        | 14.6 | 3  | 10 |
|           | 雇用形態                   |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | 配転・出向・転籍               | 2  |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 2   | 0   | 2         | 1.9  | 0  | 0  |
|           | その他                    |    |     |     |      |   |     |   |     |   |     |     | 1   |     |      |     | 1   | 0   | 1         | 1.0  | 1  | 0  |
|           | (一方的身分変更)<br>(派遣・人夫貸し) |    |     |     |      |   |     |   |     |   |     |     |     | (1) |      |     | (1) | (1) |           |      |    |    |
| 小計        | 2                      | 2  | 1   | 4   | 0    | 6 | 0   | 0 | 0   | 0 | 0   | 0   | 3   | 0   | 0    | 6   | 12  | 18  | 17.5      | 4    | 10 |    |
| 賃金関係      | 月例賃金未払・控除              | 1  |     |     | 1    |   | 1   |   |     |   | 1   |     | 1   |     | 1    |     | 4   | 2   | 6         | 5.8  | 2  | 4  |
|           | 不払い残業・割増賃金             | 2  | 3   | 1   |      |   | 1   |   |     |   |     |     |     |     |      |     | 3   | 4   | 7         | 6.8  | 1  | 2  |
|           | 一時金・諸手当                |    |     |     | 1    |   |     |   |     |   |     |     |     |     |      |     | 0   | 1   | 1         | 1.0  | 0  | 1  |
|           | 最低賃金                   |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | その他                    |    | 1   |     | 1    |   | 2   |   |     |   |     |     | 1   |     |      |     | 1   | 4   | 5         | 4.9  | 1  | 3  |
| (賃上げ・賃下げ) | (1)                    |    |     |     | (2)  |   |     |   |     |   |     | (1) |     |     |      | (1) | (3) | (4) |           |      |    |    |
| 小計        | 3                      | 4  | 1   | 3   | 0    | 4 | 0   | 0 | 0   | 0 | 1   | 0   | 2   | 0   | 1    | 0   | 8   | 11  | 19        | 18.4 | 4  | 7  |
| 労働時間関係    | 週40時間・長時間労働            |    |     |     | 1    |   |     |   |     |   |     |     |     |     |      |     | 0   | 1   | 1         | 1.0  | 0  | 1  |
|           | 休日・休憩                  |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | 年次有給休暇                 |    | 1   | 1   |      |   | 1   |   |     |   |     |     |     |     |      |     | 1   | 2   | 3         | 2.9  | 1  | 2  |
|           | その他                    |    |     | 2   | 1    |   | 1   |   |     |   |     |     |     |     |      |     | 2   | 2   | 4         | 3.9  | 2  | 2  |
|           | (労働時間延長・短縮)            |    |     | (1) |      |   |     |   |     |   |     |     |     |     |      |     | (1) | (1) |           |      |    |    |
| 小計        | 0                      | 1  | 3   | 2   | 0    | 2 | 0   | 0 | 0   | 0 | 0   | 0   | 0   | 0   | 0    | 3   | 5   | 8   | 7.8       | 3    | 4  |    |
| 雇用関係      | 解雇・退職強要・契約打ち           | 4  |     | 2   | 1    | 1 |     |   |     |   |     |     |     |     |      |     | 7   | 1   | 8         | 7.8  | 3  | 4  |
|           | 合理化・倒産・閉鎖問題            | 4  |     |     | 1    |   | 1   |   |     |   |     |     |     |     |      |     | 4   | 2   | 6         | 5.8  | 0  | 2  |
|           | 解雇予告手当                 |    |     |     |      |   |     |   |     |   |     |     |     |     | 1    |     | 1   | 0   | 1         | 1.0  | 0  | 0  |
|           | 休業補償                   |    |     |     |      |   | 1   |   |     |   |     |     |     |     |      |     | 0   | 1   | 1         | 1.0  | 0  | 1  |
|           | その他                    |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
| 小計        | 8                      | 0  | 2   | 2   | 1    | 2 | 0   | 0 | 0   | 0 | 0   | 0   | 0   | 0   | 1    | 0   | 12  | 4   | 16        | 15.5 | 3  | 4  |
| 退職関係      | 定年問題                   |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | 退職金・退職手続               | 2  |     |     | 2    |   | 1   |   |     |   |     |     | 1   |     |      |     | 3   | 3   | 6         | 5.8  | 1  | 3  |
|           | 再雇用問題                  |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | その他                    |    |     |     | 1    |   |     |   |     |   |     |     |     |     |      |     | 0   | 1   | 1         | 1.0  | 0  | 1  |
| 小計        | 2                      | 0  | 0   | 3   | 0    | 1 | 0   | 0 | 0   | 0 | 0   | 0   | 0   | 0   | 0    | 3   | 4   | 7   | 6.8       | 1    | 4  |    |
| 保険・税      | 雇用保険・労災保険              |    | 2   |     |      | 1 | 3   |   |     |   |     |     | 1   |     |      |     | 2   | 5   | 7         | 6.8  | 2  | 3  |
|           | 健康保険・厚生年金              | 2  | 5   |     |      |   |     |   |     |   |     |     |     |     |      | 1   | 2   | 6   | 8         | 7.8  | 0  | 0  |
|           | 税金問題                   |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
|           | その他                    |    |     |     |      |   |     |   |     |   |     |     |     |     |      |     | 0   | 0   | 0         | 0.0  | 0  | 0  |
| 小計        | 2                      | 7  | 0   | 0   | 1    | 3 | 0   | 0 | 0   | 0 | 0   | 0   | 0   | 0   | 1    | 4   | 11  | 15  | 14.6      | 2    | 3  |    |

(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

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2012年7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<br>(%) | 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    |      | 2    | 1    |      |      |      |      |      |      |      |      |      |      | 4    | 1    | 5    | 4.9        | 2      | 1     | 3    |      |
|                | その他<br>(PTSD)        |      |      | 1    |      |      |      |      |      |      |      |      |      |      |      |      | 0    | 1    | 1    | 1.0        | 0      | 0     | 0    |      |
|                | 小計                   |      | 2    | 1    | 2    | 1    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 4    | 2    | 6    | 5.8        | 2      | 1     | 3    |      |
| 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            |      | 2    |      |      |      | 1    | 1    |      |      |      |      |      |      |      |      | 3    | 1    | 4    | 3.9        | 1      | 1     | 2    |      |
|                | 小計                   |      | 2    | 0    | 0    | 0    | 0    | 1    | 1    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 3    | 1    | 4    | 3.9        | 1      | 1     | 2    |      |
| その他            | 経営問題・労務管理            |      |      |      | 1    | 2    | 3    |      |      |      |      |      |      |      |      |      | 1    | 5    | 6    | 5.8        | 1      | 5     | 6    |      |
|                | 上記以外の相談<br>(職業紹介・求人) |      | 2    |      |      |      |      |      |      |      |      |      |      |      |      |      | 2    | 1    | 3    | 2.9        | 0      | 0     | 0    |      |
|                | 小計                   |      | 2    | 0    | 1    | 2    | 0    | 3    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1    | 3    | 6    | 9    | 8.7        | 1      | 5     | 6    |      |
| 合計             |                      | 24   | 15   | 10   | 17   | 2    | 22   | 1    | 0    | 0    | 0    | 1    | 0    | 7    | 0    | 2    | 2    | 47   | 56   | 103        | 100.0  | 21    | 39   | 60   |
| 雇用形態別相談者分布 (%) |                      | 23.3 | 14.6 | 9.7  | 16.5 | 1.9  | 21.4 | 1.0  | 0.0  | 0.0  | 0.0  | 1.0  | 0.0  | 6.8  | 0.0  | 1.9  | 1.9  | 45.6 | 54.4 | 100        |        | 20.4  | 37.9 | 58.3 |
| 当月相談者数         |                      | 9    | 6    | 5    | 8    | 1    | 12   | 1    | 0    | 0    | 0    | 1    | 0    | 2    | 0    | 2    | 1    | 21   | 27   | 48         |        | 10    | 20   | 30   |
| 相談者一人当たり相談件数   |                      | 2.67 | 2.50 | 2.00 | 2.13 | 2.00 | 1.83 | 1.00 |      |      | 1.00 | 3.50 |      | 1.00 | 2.00 | 2.24 | 2.07 | 2.15 |      | 2.10       | 1.93   | 2.00  |      |      |
| 月別相談件数         | 1月                   | 10   | 14   | 13   | 3    | 3    | 7    | 5    | 0    | 0    | 0    | 2    | 0    | 0    | 2    | 0    | 5    | 33   | 31   | 64         | 9.5    | 23    | 12   | 35   |
|                | 2月                   | 29   | 7    | 10   | 8    | 2    | 18   | 2    | 1    | 0    | 0    | 1    | 0    | 1    | 0    | 3    | 2    | 48   | 36   | 84         | 12.5   | 16    | 27   | 43   |
|                | 3月                   | 46   | 11   | 9    | 5    | 1    | 20   | 1    | 4    | 3    | 0    | 0    | 0    | 1    | 0    | 6    | 3    | 67   | 43   | 110        | 16.4   | 15    | 29   | 44   |
|                | 4月                   | 40   | 5    | 6    | 8    | 0    | 26   | 3    | 3    | 0    | 0    | 0    | 0    | 1    | 1    | 2    | 2    | 52   | 45   | 97         | 14.5   | 10    | 38   | 48   |
|                | 5月                   | 26   | 10   | 10   | 9    | 1    | 19   | 7    | 1    | 0    | 0    | 1    | 0    | 0    | 2    | 3    | 1    | 48   | 42   | 90         | 13.4   | 19    | 31   | 50   |
|                | 6月                   | 31   | 18   | 7    | 13   | 3    | 27   | 8    | 0    | 0    | 0    | 6    | 0    | 0    | 2    | 3    | 5    | 58   | 65   | 123        | 18.3   | 24    | 42   | 66   |
|                | 7月                   | 24   | 15   | 10   | 17   | 2    | 22   | 1    | 0    | 0    | 0    | 1    | 0    | 7    | 0    | 2    | 2    | 47   | 56   | 103        | 15.4   | 21    | 39   | 60   |
|                | 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                   |      | 206  | 80   | 65   | 63   | 12   | 139  | 27   | 9    | 3    | 0    | 11   | 0    | 10   | 7    | 19   | 20   | 353  | 318        | 671    | 100.0 | 128  | 218  |
| 雇用形態別分布        |                      | 30.7 | 11.9 | 9.7  | 9.4  | 1.8  | 20.7 | 4.0  | 1.3  | 0.4  | 0.0  | 1.6  | 0.0  | 1.5  | 1.0  | 2.8  | 3.0  | 52.6 | 47.4 | 100        |        | 19.1  | 32.5 | 51.6 |
| 累計相談者数         |                      | 110  | 38   | 40   | 37   | 8    | 87   | 17   | 5    | 3    | 0    | 6    | 0    | 5    | 5    | 16   | 12   | 205  | 184  | 389        |        | 79    | 134  | 213  |
| 相談者一人当たり相談件数   |                      | 1.87 | 1.11 | 1.63 | 1.70 | 1.50 | 1.60 | 1.59 | 1.80 | 1.00 | 1.83 | 2.00 | 1.40 | 1.19 | 1.67 | 1.72 | 1.73 | 1.72 |      | 1.62       | 1.63   | 1.62  |      |      |
|                |                      | 1.93 | 1.66 | 1.59 | 1.64 | 1.00 | 1.83 | 1.70 | 1.39 |      |      |      |      |      |      |      |      |      |      |            |        |       |      |      |

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