

2012年9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 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.8 | 0 | 0 | 0 |
| | 不当労働行為 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.8 | 0 | 0 | 0 |
| | 労使関係 | 2 | 1 | | | | | | | | | | | | | | 2 | 1 | 3 | 2.4 | 0 | 0 | 0 |
| | その他 (組合加入・脱退) | | | 1 | 1 | | | | | | | | | | | | 1 | 1 | 2 | 1.6 | 1 | 1 | 2 |
| | 小計 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 7 | 5.6 | 1 | 1 | 2 |
| 労働契約関係 | 就業規則・雇用契約 | 7 | | 1 | 1 | | 2 | | | | | | | | 2 | | 10 | 3 | 13 | 10.4 | 1 | 3 | 4 |
| | 雇用形態 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 配転・出向・転籍 | 1 | | | | | 1 | | | | | | | | | | 1 | 1 | 2 | 1.6 | 0 | 1 | 1 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 1 | | 1 | | | | | | | | | | | | | 1 | 1 | 2 | 1.6 | 0 | 1 | 1 |
| | 小計 | 9 | 0 | 1 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 12 | 5 | 17 | 13.6 | 1 | 5 | 6 |
| 賃金関係 | 月例賃金未払・控除 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 1.6 | 0 | 0 | 0 |
| | 不払い残業・割増賃金 | 2 | | 1 | | | 4 | | | | | | | | | | 3 | 4 | 7 | 5.6 | 1 | 4 | 5 |
| | 一時金・諸手当 | 4 | | | | | | | | | | | | | | | 4 | 0 | 4 | 3.2 | 0 | 0 | 0 |
| | 最低賃金 | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | 0.8 | 1 | 0 | 1 |
| | その他 (賃上げ・賃下げ) | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 0.8 | 0 | 1 | 1 |
| 小計 | 8 | 0 | 2 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 5 | 15 | 12.0 | 2 | 5 | 7 | |
| 労働時間関係 | 週40時間・長時間労働 | 3 | | | | | | 1 | | | | | | | | | 3 | 1 | 4 | 3.2 | 0 | 1 | 1 |
| | 休日・休憩 | 1 | | | | | 1 | | | | | | | | | | 1 | 1 | 2 | 1.6 | 0 | 1 | 1 |
| | 年次有給休暇 | 3 | 1 | | | | 3 | | | | | | | | | | 3 | 4 | 7 | 5.6 | 0 | 3 | 3 |
| | その他 (労働時間延長・短縮) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 7 | 1 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 6 | 13 | 10.4 | 0 | 5 | 5 |
| 雇用関係 | 解雇・退職強要・契約打ち | 9 | 3 | 3 | | 3 | | | | | | | | 1 | 2 | | 14 | 7 | 21 | 16.8 | 3 | 4 | 7 |
| | 合理化・倒産・閉鎖問題 | 2 | 2 | | | | | | | | | | | | | | 2 | 2 | 4 | 3.2 | 0 | 0 | 0 |
| | 解雇予告手当 | | 1 | | | 1 | | | | | | | | | | | 0 | 2 | 2 | 1.6 | 0 | 1 | 1 |
| | 休業補償 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | 1 | | | | | | | | | | | | | 1 | | 2 | 0 | 2 | 1.6 | 0 | 0 | 0 |
| 小計 | 12 | 6 | 3 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 18 | 11 | 29 | 23.2 | 3 | 5 | 8 |
| 退職関係 | 定年問題 | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | 0.8 | 1 | 0 | 1 |
| | 退職金・退職手続 | 3 | | 1 | 1 | | 1 | | | | | | | | | | 4 | 2 | 6 | 4.8 | 1 | 2 | 3 |
| | 再雇用問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 3 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 7 | 5.6 | 2 | 2 | 4 |
| 保険・税 | 雇用保険・労災保険 | | | | 1 | | 1 | | | | | | | | | | 0 | 2 | 2 | 1.6 | 0 | 2 | 2 |
| | 健康保険・厚生年金 | | | | | | 1 | 1 | | | | | | | | | 1 | 1 | 2 | 1.6 | 1 | 1 | 2 |
| | 税金問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 0 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 | 3.2 | 1 | 3 | 4 |

(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

(続く)

2012年9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 | | | | |
|----------------|----------------------|------|------|------|------|------|------|------|------|-----|------|-----|------|------|------|------|------|------|------|-------|------|------|------|----|
| | 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 | 1 | | | | | 1 | | | | | | 1 | | | | 3 | 0 | 3 | 2.4 | 2 | 0 | 2 | |
| | 職業病 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | |
| | 安全衛生 | 1 | | | | | | 1 | | | | | | | | | 1 | 1 | 2 | 1.6 | 0 | 1 | 1 | |
| | その他 | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 0.8 | 0 | 1 | 1 | |
| | (PTSD) | | | | | | (1) | | | | | | | | | | (1) | (1) | | | | | | |
| 小計 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 2 | 6 | 4.8 | 2 | 2 | 4 | |
| 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 | 3 | 2 | | | | 1 | 1 | 1 | | | | | | | | 4 | 4 | 8 | 6.4 | 1 | 2 | 3 | |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | |
| 小計 | 3 | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 8 | 6.4 | 1 | 2 | 3 | | |
| その他 | 経営問題・労務管理 | 8 | 1 | 2 | | | 4 | 1 | 1 | | | | | | | | 11 | 6 | 17 | 13.6 | 3 | 5 | 8 | |
| | 上記以外の相談 (職業紹介・求人) | | | | | | 1 | | | | | | | | | (1) | 0 | 2 | 2 | 1.6 | 0 | 1 | 1 | |
| | 小計 | 8 | 1 | 2 | 0 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 | 8 | 19 | 15.2 | 3 | 6 | 9 | |
| 合計 | 56 | 11 | 11 | 5 | 0 | 26 | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 5 | 1 | 77 | 48 | 125 | 100.0 | 16 | 36 | 52 | |
| 雇用形態別相談者分布 (%) | 44.8 | 8.8 | 8.8 | 4.0 | 0.0 | 20.8 | 3.2 | 3.2 | 0.0 | 0.0 | 0.0 | 0.0 | 0.8 | 0.8 | 4.0 | 0.8 | 61.6 | 38.4 | 100 | | | | | |
| 当月相談者数 | 29 | 5 | 9 | 3 | 0 | 17 | 3 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 1 | 46 | 28 | 74 | | 13 | 22 | 35 | |
| 相談者一人当たり相談件数 | 1.93 | 2.01 | 2.21 | 1.67 | | 1.53 | 1.33 | 1.00 | | | | | 1.00 | 1.00 | 2.51 | 1.00 | 1.67 | 1.71 | 1.69 | | 1.23 | 1.64 | 1.49 | |
| | | | | | | | | | | | | | | | | | 1.97 | 1.33 | 1.53 | | | | | |
| 月別相談件数 | 1月 | 10 | 14 | 13 | 3 | 3 | 7 | 5 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 33 | 31 | 64 | 7.0 | 23 | 12 | 35 | |
| | 2月 | 29 | 7 | 10 | 8 | 2 | 18 | 2 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 2 | 48 | 36 | 84 | 9.2 | 16 | 27 | 43 |
| | 3月 | 46 | 11 | 9 | 5 | 1 | 20 | 1 | 4 | 3 | 0 | 0 | 0 | 1 | 0 | 6 | 3 | 67 | 43 | 110 | 12.1 | 15 | 29 | 44 |
| | 4月 | 40 | 5 | 6 | 8 | 0 | 26 | 3 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 52 | 45 | 97 | 10.6 | 10 | 38 | 48 |
| | 5月 | 26 | 10 | 10 | 9 | 1 | 19 | 7 | 1 | 0 | 0 | 1 | 0 | 0 | 2 | 3 | 1 | 48 | 42 | 90 | 9.9 | 19 | 31 | 50 |
| | 6月 | 31 | 18 | 7 | 13 | 3 | 27 | 8 | 0 | 0 | 0 | 6 | 0 | 0 | 2 | 3 | 5 | 58 | 65 | 123 | 13.5 | 24 | 42 | 66 |
| | 7月 | 24 | 15 | 10 | 17 | 2 | 22 | 1 | 0 | 0 | 0 | 1 | 0 | 7 | 0 | 2 | 2 | 47 | 56 | 103 | 11.3 | 21 | 39 | 60 |
| | 8月 | 61 | 9 | 5 | 6 | 3 | 14 | 12 | 2 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 84 | 32 | 116 | 12.7 | 22 | 23 | 45 |
| | 9月 | 56 | 11 | 11 | 5 | 0 | 26 | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 5 | 1 | 77 | 48 | 125 | 13.7 | 16 | 36 | 52 |
| | 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 | 323 | 100 | 81 | 74 | 15 | 179 | 43 | 15 | 4 | 0 | 11 | 0 | 12 | 9 | 25 | 21 | 514 | 398 | 912 | 100.0 | 166 | 277 | 443 | |
| 雇用形態別分布 | 85.4 | 11.0 | 8.9 | 8.1 | 1.6 | 19.6 | 4.7 | 1.6 | 0.4 | 0.0 | 1.2 | 0.0 | 1.3 | 1.0 | 2.7 | 2.3 | 56.4 | 43.6 | 100 | | | | | |
| 累計相談者数 | 171 | 48 | 53 | 43 | 10 | 109 | 25 | 7 | 4 | 0 | 6 | 0 | 7 | 7 | 21 | 13 | 297 | 227 | 524 | | 105 | 166 | 271 | |
| 相談者一人当たり相談件数 | 1.89 | 2.08 | 1.53 | 1.72 | 1.50 | 1.64 | 1.72 | 1.41 | 1.00 | | 1.83 | | 1.71 | 1.29 | 1.91 | 1.62 | 1.73 | 1.75 | 1.74 | | 1.58 | 1.67 | 1.63 | |
| | | | | | | | | | | | | | | | | | 1.93 | 1.61 | 1.63 | | | | | |

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