

| 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 | 0 |
| | 不当労働行為 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 労使関係 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |
| | その他 (組合加入・脱退) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |
| 労働契約関係 | 就業規則・雇用契約 | 6 | | 3 | 1 | | | | | | | | | | | | 9 | 1 | 10 | 17.9 | 3 | 1 | 4 |
| | 雇用形態 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 配転・出向・転籍 | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 1.8 | 0 | 1 | 1 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |
| | 小計 | 7 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 2 | 12 | 21.4 | 3 | 2 | 5 |
| 賃金関係 | 月例賃金未払・控除 | 1 | 1 | | | | 2 | 2 | | | | | | | | | 3 | 3 | 6 | 10.7 | 2 | 2 | 4 |
| | 不払い残業・割増賃金 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 3.6 | 0 | 0 | 0 |
| | 一時金・諸手当 | 1 | | | | | 1 | | | | | 1 | | | | | 1 | 3 | 4 | 7.1 | 0 | 2 | 2 |
| | 最低賃金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 (賃上げ・賃下げ) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 小計 | 4 | 1 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 6 | 6 | 12 | 21.4 | 2 | 4 | 6 | |
| 労働時間関係 | 週40時間・長時間労働 | 1 | 1 | | | | | 1 | | | | | | | | | 2 | 1 | 3 | 5.4 | 1 | 0 | 1 |
| | 休日・休憩 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 年次有給休暇 | 1 | 1 | | | | 1 | 1 | | | | | | 1 | | | 2 | 3 | 5 | 8.9 | 1 | 2 | 3 |
| | その他 (労働時間延長・短縮) | 1 | | | | | 1 | | | | | | | | | | 1 | 2 | 3 | 5.4 | 0 | 1 | 1 |
| | 小計 | 3 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 6 | 11 | 19.6 | 2 | 3 | 5 |
| 雇用関係 | 解雇・退職強要・契約打切 | | | | | | 1 | | | | | | | | 1 | 1 | 1 | 2 | 3 | 5.4 | 0 | 2 | 2 |
| | 合理化・倒産・閉鎖問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 解雇予告手当 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 休業補償 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | | | | 1 | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 1 | 0 | 1 |
| 小計 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 4 | 7.1 | 1 | 2 | 3 | |
| 退職関係 | 定年問題 | | | | 1 | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 1 | 0 | 1 |
| | 退職金・退職手続 | 1 | | 1 | | | | | | | | | | | | | 2 | 0 | 2 | 3.6 | 1 | 0 | 1 |
| | 再雇用問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | 1 | | | | | | | 1 | | | | | | | | 1 | 1 | 2 | 3.6 | 0 | 1 | 1 |
| | 小計 | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | 8.9 | 2 | 1 | 3 |
| 保険・税 | 雇用保険・労災保険 | | | | 1 | | 1 | | | | | | | | | | 0 | 2 | 2 | 3.6 | 0 | 2 | 2 |
| | 健康保険・厚生年金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 3.6 | 0 | 2 | 2 |

注) カッコの数字は「その他」の内数

2014年4月 相談者数 (雇用形態・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 (%) | 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 | | | | | 2 | | | | | | | | | | | 0 | 2 | 2 | 3.6 | 0 | 2 | 2 | |
| | 職業病 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | |
| | 安全衛生 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | |
| | その他 (PTSD) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | |
| | 小計 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 3.6 | 0 | 2 | 2 | |
| 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 | | | | 1 | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 1 | 0 | 1 | |
| | その他 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 0 | 0 | 0 | |
| 小計 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 3.6 | 1 | 0 | 1 | | |
| その他 | 経営問題・労務管理 | 2 | 1 | | | | | | | | | | | | | | 2 | 1 | 3 | 5.4 | 0 | 0 | 0 | |
| | 上記以外の相談 (職業紹介・求人) | | | | | | 1 | | | | | | | | 1 | | 2 | 0 | 2 | 3.6 | 1 | 0 | 1 | |
| | 小計 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 1 | 5 | 8.9 | 1 | 0 | 1 | |
| 合計 | 19 | 6 | 7 | 2 | 0 | 10 | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 1 | 33 | 23 | 56 | 100.0 | 12 | 16 | 28 | |
| 雇用形態別相談者分布 (%) | 33.9 | 10.7 | 12.5 | 3.6 | 0.0 | 17.9 | 8.9 | 1.8 | 0.0 | 0.0 | 0.0 | 1.8 | 0.0 | 3.6 | 3.6 | 1.8 | 58.9 | 41.1 | 100 | | 21.4 | 28.6 | 50.0 | |
| | 44.6 | | 16.1 | | | 17.9 | | 10.7 | | | 0.0 | | 1.79 | | 3.6 | | 5.36 | | | | | | | |
| 月別相談人数 | 1月 | 22 | 4 | 0 | 2 | 0 | 5 | 8 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 31 | 17 | 48 | 21.8 | 9 | 11 | 20 |
| | 2月 | 16 | 9 | 8 | 5 | 1 | 9 | 4 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 2 | 31 | 29 | 60 | 27.3 | 13 | 18 | 31 |
| | 3月 | 19 | 2 | 11 | 4 | 0 | 9 | 5 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 35 | 21 | 56 | 25.5 | 16 | 17 | 33 | |
| | 4月 | 19 | 6 | 7 | 2 | 0 | 10 | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 1 | 33 | 23 | 56 | 25.5 | 12 | 16 | 28 |
| | 5月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 6月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 7月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 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 | 76 | 21 | 26 | 13 | 1 | 33 | 22 | 9 | 0 | 0 | 0 | 2 | 1 | 5 | 4 | 7 | 130 | 90 | 220 | 100.0 | 50 | 62 | 112 |
| | 97 | | 39 | | | 34 | | 31 | | | 0 | | 2 | | 6 | | 11 | | | | | | | |
| 雇用形態別分布 | 34.5 | 9.5 | 11.8 | 5.9 | 0.5 | 15.0 | 10.0 | 4.1 | 0.0 | 0.0 | 0.0 | 0.9 | 0.5 | 2.3 | 1.8 | 3.2 | 59.1 | 40.9 | 100 | | 22.7 | 28.6 | 50.9 | |
| | 44.1 | | 17.7 | | | 15.5 | | 14.1 | | | 0.0 | | 0.9 | | 2.7 | | 5.0 | | | | | | | |

(注) カッコの数字は「その他」の内数