

| 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 | | | |
|--------|-------------------------------|---|-----|---|------|---|-----|---|-----|---|-----|---|-----|---|------|---|----|---|---------|--------|---|---|---|
| | 社員 | | M | | F | | M | | F | | M | | F | | M | | F | | | 計 | M | F | 計 |
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | | | | | |
| 労働組合関係 | 結成・運営・上部加盟 | 4 | | | | | | | 1 | | | | | | | | 5 | 0 | 5 | 7.2 | 1 | 0 | 1 |
| | 不当労働行為 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 労使関係 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 (組合加入・脱退) | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 | 7.2 | 1 | 0 | 1 |
| 労働契約関係 | 就業規則・雇用契約 | 2 | 1 | | | | 1 | | | | 1 | | | | | | 3 | 2 | 5 | 7.2 | 1 | 1 | 2 |
| | 雇用形態 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 配転・出向・転籍 | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 1.4 | 0 | 1 | 1 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 2 | 1 | | 1 | | | 1 | | | | | | | | | 3 | 2 | 5 | 7.2 | 1 | 1 | 2 |
| | 小計 | 4 | 2 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 6 | 5 | 11 | 15.9 | 2 | 3 | 5 |
| 賃金関係 | 月例賃金未払・控除 | 4 | | | | 1 | | | | | | | | | | | 5 | 0 | 5 | 7.2 | 1 | 0 | 1 |
| | 不払い残業・割増賃金 | 1 | | | | | 4 | | | | | | | | | | 1 | 4 | 5 | 7.2 | 0 | 4 | 4 |
| | 一時金・諸手当 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.4 | 0 | 0 | 0 |
| | 最低賃金 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.4 | 0 | 0 | 0 |
| | その他 (賃上げ・賃下げ) | 1 | 1 | 1 | 1 | | | | | | | | | | | | 2 | 2 | 4 | 5.8 | 1 | 1 | 2 |
| | 小計 | 7 | 2 | 1 | 1 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 7 | 16 | 23.2 | 2 | 5 | 7 |
| 労働時間関係 | 週40時間・長時間労働 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.4 | 0 | 0 | 0 |
| | 休日・休憩 | 1 | | 1 | | | | | | | | | | | | | 2 | 0 | 2 | 2.9 | 1 | 0 | 1 |
| | 年次有給休暇 | 1 | | 1 | 1 | | 3 | 1 | | | | | | | | | 3 | 4 | 7 | 10.1 | 2 | 4 | 6 |
| | その他 (労働時間延長・短縮) | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.4 | 0 | 0 | 0 |
| | 小計 | 4 | 0 | 2 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 4 | 11 | 15.9 | 3 | 4 | 7 |
| 雇用関係 | 解雇・退職強要・契約打ち 合理化・倒産・閉鎖問題 | 1 | 2 | | 1 | | | | | | | | | 1 | 1 | | 1 | 5 | 6 | 8.7 | 0 | 2 | 2 |
| | 解雇予告手当 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 休業補償 | | | | | | 1 | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 5 | 6 | 8.7 | 0 | 2 | 2 |
| 退職関係 | 定年問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 退職金・退職手続 | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | 1.4 | 0 | 1 | 1 |
| | 再雇用問題 | | | | | | | | | | 1 | | | | | | 1 | 0 | 1 | 1.4 | 1 | 0 | 1 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 小計 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2.9 | 1 | 1 | 2 | |
| 保険・税 | 雇用保険・労災保険 | | | 1 | | | | | | | | | 1 | | | | 1 | 1 | 2 | 2.9 | 1 | 1 | 2 |
| | 健康保険・厚生年金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 税金問題 | | | | | | | | | | 1 | | | | | | 0 | 1 | 1 | 1.4 | 0 | 1 | 1 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 小計 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 2 | 3 | 4.3 | 1 | 2 | 3 | |

注) カッコの数字は「その他」の内数

2015年12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 | | | | |
|----------------|-------------------|------|------|------|------|------|------|------|-----|-----|-----|-----|-----|-----|------|-----|-----|------|------|---------|--------|-------|------|------|-----|
| | 社員 | | M | | F | | M | | F | | M | | F | | M | | F | | 計 | | | | | | |
| | 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 | | 1 | | | | | | | | | | | | | | 3 | 0 | 3 | 4.3 | 1 | 0 | 1 |
| | 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) | | | 1 | | | | | | | | | | | | | | | 0 | 1 | 1 | 1.4 | 0 | 0 | 0 |
| | 小計 | | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 | 5.8 | 1 | 0 | 1 |
| 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 | 2 | 1 | 1 | | | | | | | | | | | | | 3 | 3 | 6 | 8.7 | 1 | 1 | 2 |
| | その他 | | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 小計 | | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 6 | 8.7 | 1 | 1 | 2 | |
| その他 | 経営問題・労務管理 | | 1 | | 1 | 1 | 1 | | | | | | | | | | | | 2 | 2 | 4 | 5.8 | 1 | 2 | 3 |
| | 上記以外の相談 (職業紹介・求人) | | | | | | | | | | | | | 1 | | | | | 1 | 0 | 1 | 1.4 | 1 | 0 | 1 |
| | 小計 | | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 2 | 5 | 7.2 | 2 | 2 | 4 |
| 合計 | | 25 | 9 | 7 | 6 | 1 | 11 | 2 | 0 | 1 | 1 | 2 | 1 | 1 | 1 | 0 | 1 | 39 | 30 | 69 | 100.0 | 14 | 20 | 34 | |
| 雇用形態別相談者分布 (%) | | 36.2 | 13.0 | 10.1 | 8.7 | 1.4 | 15.9 | 2.9 | 0.0 | 1.4 | 1.4 | 2.9 | 1.4 | 1.4 | 1.4 | 0.0 | 1.4 | 56.5 | 43.5 | 100 | | 20.3 | 29.0 | 49.3 | |
| | | 49.3 | | 18.8 | | 17.4 | | 2.9 | | 2.9 | | 4.3 | | 2.9 | | 1.4 | | | | | | | | | |
| 月別相談人数 | 1月 | | 20 | 9 | 1 | 4 | 2 | 10 | 2 | 5 | 0 | 0 | 0 | 0 | 1 | 3 | 4 | 0 | 30 | 31 | 61 | 8.6 | 6 | 22 | 28 |
| | 2月 | | 11 | 9 | 1 | 4 | 1 | 6 | 7 | 0 | 0 | 0 | 1 | 0 | 1 | 3 | 1 | 1 | 23 | 23 | 46 | 6.5 | 11 | 13 | 24 |
| | 3月 | | 20 | 12 | 6 | 2 | 1 | 10 | 6 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 34 | 29 | 63 | 8.8 | 13 | 17 | 30 |
| | 4月 | | 21 | 8 | 5 | 2 | 3 | 13 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 32 | 24 | 56 | 7.9 | 11 | 16 | 27 |
| | 5月 | | 12 | 7 | 4 | 0 | 4 | 12 | 11 | 3 | 2 | 0 | 1 | 0 | 0 | 1 | 3 | 3 | 37 | 26 | 63 | 8.8 | 22 | 16 | 38 |
| | 6月 | | 19 | 4 | 3 | 3 | 3 | 8 | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 36 | 22 | 58 | 8.1 | 12 | 17 | 29 |
| | 7月 | | 23 | 8 | 2 | 4 | 1 | 10 | 6 | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 32 | 29 | 61 | 8.6 | 9 | 18 | 27 |
| | 8月 | | 25 | 5 | 4 | 2 | 0 | 12 | 10 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 39 | 21 | 60 | 8.4 | 14 | 16 | 30 |
| | 9月 | | 17 | 7 | 3 | 2 | 0 | 8 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 32 | 18 | 50 | 7.0 | 15 | 10 | 25 |
| | 10月 | | 22 | 14 | 2 | 1 | 0 | 6 | 5 | 1 | 0 | 0 | 0 | 0 | 2 | 2 | 5 | 0 | 36 | 24 | 60 | 8.4 | 9 | 10 | 19 |
| | 11月 | | 26 | 5 | 1 | 5 | 0 | 15 | 6 | 3 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 35 | 30 | 65 | 9.1 | 9 | 24 | 33 |
| | 12月 | | 25 | 9 | 7 | 6 | 1 | 11 | 2 | 0 | 1 | 1 | 2 | 1 | 1 | 1 | | 1 | 39 | 30 | 69 | 9.7 | 14 | 20 | 34 |
| | 合計 | | 241 | 97 | 39 | 35 | 16 | 121 | 75 | 27 | 4 | 1 | 5 | 1 | 6 | 14 | 19 | 11 | 405 | 307 | 712 | 100.0 | 145 | 199 | 344 |
| 雇用形態別分布 | | 33.8 | 13.6 | 5.5 | 4.9 | 2.2 | 17.0 | 10.5 | 3.8 | 0.6 | 0.1 | 0.7 | 0.1 | 0.8 | 2.0 | 2.7 | 1.5 | 56.9 | 43.1 | 100 | | 20.4 | 27.9 | 48.3 | |
| | | 47.5 | | 10.4 | | 19.2 | | 14.3 | | 0.7 | | 0.8 | | 2.8 | | 4.2 | | | | | | | | | |

(注) カッコの数字は「その他」の内数