

| 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 | 0.9 | 0 | 0 | 0 |
| | 不当労働行為 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 労使関係 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 1.8 | 0 | 0 | 0 |
| | その他 (組合加入・脱退) | 1 | | | | | | | | | | | | | 1 | | 2 | 0 | 2 | 1.8 | 0 | 0 | 0 |
| | 小計 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 0 | 5 | 4.5 | 0 | 0 |
| 労働契約関係 | 就業規則・雇用契約 | 8 | 3 | 1 | 2 | 1 | 5 | | 1 | | | | 1 | | 2 | | 12 | 12 | 24 | 21.8 | 4 | 7 | 11 |
| | 雇用形態 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 配転・出向・転籍 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | | 1 | | | | | | | 1 | | | | | | | 1 | 1 | 2 | 1.8 | 1 | 0 | 1 |
| | 小計 | 8 | 4 | 1 | 2 | 1 | 5 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 13 | 13 | 26 | 23.6 | 5 | 7 |
| 賃金関係 | 月例賃金未払・控除 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 1.8 | 0 | 0 | 0 |
| | 不払い残業・割増賃金 | 2 | 2 | 1 | | 1 | 1 | | 1 | | | | | | | | 5 | 3 | 8 | 7.3 | 3 | 1 | 4 |
| | 一時金・諸手当 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.9 | 0 | 0 | 0 |
| | 最低賃金 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.9 | 0 | 0 | 0 |
| | その他 (賃上げ・賃下げ) | 1 | | 1 | | | | | 1 | | | | | | | | 2 | 1 | 3 | 2.7 | 1 | 1 | 2 |
| 小計 | 7 | 2 | 2 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 11 | 4 | 15 | 13.6 | 4 | 2 | 6 |
| 労働時間関係 | 週40時間・長時間労働 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 1.8 | 0 | 0 | 0 |
| | 休日・休憩 | | | | | | | | | | | | | | 1 | | 1 | 0 | 1 | 0.9 | 0 | 0 | 0 |
| | 年次有給休暇 | 1 | | | | 4 | | | | | | | | | | | 1 | 4 | 5 | 4.5 | 0 | 4 | 4 |
| | その他 (労働時間延長・短縮) | | | | | 1 | | | | | | | | | | | 0 | 1 | 1 | 0.9 | 0 | 1 | 1 |
| | 小計 | 3 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 5 | 9 | 8.2 | 0 | 5 |
| 雇用関係 | 解雇・退職強要・契約打ち 合理化・倒産・閉鎖問題 | 7 | 2 | | | 1 | | 1 | | | | | | | | | 7 | 4 | 11 | 10.0 | 0 | 2 | 2 |
| | 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 | 2 | | | | | | | | | | | | | | 1 | 2 | 3 | 2.7 | 0 | 0 | 0 |
| | 小計 | 8 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 6 | 14 | 12.7 | 0 | 2 | 2 |
| 退職関係 | 定年問題 | | | | | 1 | | | | | | | | | | | 0 | 1 | 1 | 0.9 | 0 | 1 | 1 |
| | 退職金・退職手続 | 2 | 1 | | | 1 | | | | | | | | | 1 | | 2 | 3 | 5 | 4.5 | 0 | 1 | 1 |
| | 再雇用問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | | | | 1 | | | | | | | | | | | | 0 | 1 | 1 | 0.9 | 0 | 1 | 1 |
| 小計 | 2 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 5 | 7 | 6.4 | 0 | 3 | 3 | |
| 保険・税 | 雇用保険・労災保険 | 1 | | | | 1 | | | | | | | | | 1 | | 2 | 1 | 3 | 2.7 | 0 | 1 | 1 |
| | 健康保険・厚生年金 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 1.8 | 0 | 0 | 0 |
| | 税金問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.9 | 0 | 0 | 0 |
| 小計 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 6 | 5.5 | 0 | 1 | 1 | |

(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2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 (%) | 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 | | | 1 | 1 | | | | | | | | | | | | | 1 | 1 | 2 | 1.8 | 1 | 1 | 2 |
| | 職業病 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 安全衛生 | | | 2 | | | | | | | | | | | 1 | | | 3 | 0 | 3 | 2.7 | 2 | 0 | 2 |
| | その他 (PTSD) | 1 | | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.9 | 0 | 0 | 0 |
| | 小計 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 1 | 6 | 5.5 | 3 | 1 | 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 | | | | | | | | 1 | | | | | | | | | 0 | 1 | 1 | 0.9 | 0 | 1 | 1 |
| | 嫌がらせ・パワハラ | 3 | | 3 | | | 2 | | | | | | | | 1 | | | 7 | 2 | 9 | 8.2 | 3 | 2 | 5 |
| | その他 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 小計 | 3 | 0 | 3 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | 3 | 10 | 9.1 | 3 | 3 | 6 | |
| その他 | 経営問題・労務管理 | 6 | | | 1 | | 3 | | 1 | | | | | | | | 1 | 7 | 5 | 12 | 10.9 | 0 | 5 | 5 |
| | 上記以外の相談 (職業紹介・求人) | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 6 | 0 | 0 | 1 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | 5 | 12 | 10.9 | 0 | 5 | 5 |
| 合計 | 46 | 11 | 9 | 5 | 1 | 20 | 1 | 4 | 3 | 0 | 0 | 0 | 1 | 0 | 6 | 3 | 67 | 43 | 110 | 100.0 | 15 | 29 | 44 | |
| | | | 57 | 14 | | 21 | | 5 | | 3 | | 0 | | 1 | | 9 | | | | | | | | |
| 雇用形態別相談者分布 (%) | 41.8 | 10.0 | 8.2 | 4.5 | 0.9 | 18.2 | 0.9 | 3.6 | 2.7 | 0.0 | 0.0 | 0.0 | 0.9 | 0.0 | 5.5 | 2.7 | 60.9 | 39.1 | 100 | | 13.6 | 26.4 | 40 | |
| | 51.8 | | 12.7 | | 19.1 | | 4.5 | | 2.7 | | 0.0 | | 0.9 | | 8.2 | | | | | | | | | |
| 当月相談者数 | 24 | 5 | 5 | 3 | 2 | 11 | 1 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 4 | 2 | 40 | 23 | 63 | | 12 | 16 | 28 | |
| 相談者一人当たり相談件数 | 1.92 | 2.0 | 1.80 | 1.67 | 1.50 | 1.82 | 1.00 | 1.00 | 1.00 | | | | 1.00 | 1.50 | 1.50 | 1.68 | 1.87 | 1.75 | | 1.25 | 1.81 | 1.57 | | |
| | 1.97 | | 1.75 | | 1.62 | | 1.67 | | 1.00 | | | | 1.00 | | 1.50 | | | | | | | | | |
| 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 | 24.8 | 23 | 12 | 35 |
| | 2月 | 29 | 7 | 10 | 8 | 2 | 18 | 2 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 2 | 48 | 36 | 84 | 32.6 | 16 | 27 | 43 |
| | 3月 | 46 | 11 | 9 | 5 | 1 | 20 | 1 | 4 | 3 | 0 | 0 | 0 | 1 | 0 | 6 | 3 | 67 | 43 | 110 | 42.6 | 15 | 29 | 44 |
| | 4月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 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 | 85 | 32 | 32 | 16 | 6 | 45 | 8 | 5 | 3 | 0 | 3 | 0 | 2 | 2 | 9 | 10 | 148 | 110 | 258 | 100.0 | 54 | 68 | 122 | |
| | 117 | | 48 | | 51 | | 13 | | 3 | | 3 | | 4 | | 19 | | | | | | | | | |
| 雇用形態別分布 | 32.9 | 12.4 | 12.4 | 6.2 | 2.3 | 17.4 | 3.1 | 1.9 | 1.2 | 0.0 | 1.2 | 0.0 | 0.8 | 0.8 | 3.5 | 3.9 | 57.4 | 42.6 | 100 | | 20.9 | 26.4 | 47.3 | |
| | 45.3 | | 18.6 | | 19.8 | | 5.0 | | 1.2 | | 1.2 | | 1.6 | | 7.4 | | | | | | | | | |
| 累計相談者数 | 46 | 16 | 22 | 10 | 4 | 30 | 4 | 3 | 3 | 0 | 2 | 0 | 2 | 2 | 6 | 5 | 89 | 66 | 155 | | 37 | 45 | 82 | |
| 相談者一人当たり相談件数 | 1.85 | 2.00 | 1.45 | 1.60 | 1.50 | 1.50 | 2.00 | 1.67 | 1.00 | | 1.50 | | 1.00 | 1.00 | 1.50 | 2.00 | 1.66 | 1.67 | 1.66 | | 1.46 | 1.51 | 1.49 | |
| | 1.89 | | 1.50 | | 1.50 | | 1.86 | | 1.00 | | 1.50 | | 1.00 | | 1.73 | | | | | | | | | |

(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