

| 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 | | | | | | | | | | | | | | | | 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 | 2 | 0 | 2 | 3.5 | 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 | 1 | 2 | 0 | 2 | 3.5 | 0 | 0 | 0 |
| 労働契約関係 | 就業規則・雇用契約 | 3 | 1 | 1 | 1 | | 3 | | | | | | 1 | | | | 5 | 5 | 10 | 17.5 | 2 | 4 | 6 |
| | 雇用形態 | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 1 | 0 | 1 |
| | 配転・出向・転籍 | | | 1 | | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 0 | 0 | 0 |
| | その他 (一方的身分変更) | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |
| | (派遣・人夫貸し) | 1 | | | | | | | | | | | | | | | 1 | | 1 | | | | |
| 小計 | 4 | 2 | 2 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 7 | 6 | 13 | 22.8 | 3 | 4 | 7 | |
| 賃金関係 | 月例賃金未払・控除 不払い残業、割増賃金 | | | 1 | | | | 1 | 1 | | | | | | | | 2 | 1 | 3 | 5.3 | 2 | 1 | 3 |
| | 一時金・諸手当 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 最低賃金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 (賃上げ・賃下げ) | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |
| | (1) | | | | | | | | | | | | | | | | 1 | | 1 | | | | |
| 小計 | 3 | 0 | 1 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 8 | 14.0 | 2 | 3 | 5 | |
| 労働時間関係 | 週40時間・長時間労働 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 休日・休憩 | 1 | 1 | | | | | | | | | | | | | | 1 | 1 | 2 | 3.5 | 0 | 0 | 0 |
| | 年次有給休暇 | 1 | | | 1 | | 2 | | | | | | 1 | | | | 1 | 4 | 5 | 8.8 | 0 | 4 | 4 |
| | その他 (労働時間延長・短縮) | 1 | | | | | 2 | | | | | | | | | | 1 | 2 | 3 | 5.3 | 0 | 2 | 2 |
| | (2) | | | | | | | | | | | | | | | | 1 | (2) | (3) | | | | |
| 小計 | 3 | 1 | 0 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 7 | 10 | 17.5 | 0 | 6 | 6 | |
| 雇用関係 | 解雇・退職強要・契約打ち 合理化・倒産・閉鎖問題 | 2 | 1 | | 1 | | 2 | | | | | | | | | | 2 | 4 | 6 | 10.5 | 0 | 3 | 3 |
| | 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 | | | | | | | | | | | | | 2 | 1 | 3 | 4 | 7.0 | 0 | 0 | 0 |
| | 小計 | 3 | 2 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 7 | 10 | 17.5 | 0 | 3 | 3 |
| 退職関係 | 定年問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 退職金・退職手続 | | | | | | 2 | | | | | | | | | | 0 | 2 | 2 | 3.5 | 0 | 2 | 2 |
| | 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 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 3.5 | 0 | 2 | 2 |
| 保険・税 | 雇用保険・労災保険 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 健康保険・厚生年金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 税金問題 | | | | | | | | | | | | | | 1 | | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |
| | その他 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小計 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1.8 | 0 | 0 | 0 |

注) カッコの数字は「その他」の内数

2012年 4月 相 談 者 数 (雇用形態・相談項目別) (2)

| 雇用形態 相談項目 | | 社員 | | 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 | 0 | 1 | 1.8 | 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) | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小 計 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1.8 | 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 | | | | 1 | | | | | | | | | | | | | 0 | 1 | 1 | 1.8 | 0 | 1 | 1 |
| | 嫌がらせ・パワハラ | 4 | | | | | 2 | | | | | | | | | | | 4 | 2 | 6 | 10.5 | 0 | 2 | 2 |
| | 小 計 | 4 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 7 | 12.3 | 0 | 3 | 3 |
| その他 | 経営問題・労務管理 | 1 | | 1 | | | 1 | | | | | | | | | | | 2 | 1 | 3 | 5.3 | 1 | 1 | 2 |
| | 上記以外の相談 (職業紹介・求人) | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 小 計 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 | 5.3 | 1 | 1 | 2 |
| 合 計 | | 19 | 5 | 5 | 4 | 0 | 16 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 28 | 29 | 57 | 100.0 | 7 | 22 | 29 |
| 雇用形態別相談者分布 (%) | | 33.3 | 8.8 | 8.8 | 7.0 | 0.0 | 28.1 | 1.8 | 1.8 | 0.0 | 0.0 | 0.0 | 0.0 | 1.8 | 1.8 | 3.5 | 3.5 | 49.1 | 50.9 | 100 | | 12.3 | 38.6 | 50.9 |
| | | | 42.1 | | 15.8 | | 28.1 | | 3.5 | | 0.0 | | 0 | | 3.5 | | 7.0 | | | | | | | |
| 月別相談人数 | 1 月 | 5 | 6 | 8 | 2 | 1 | 5 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 2 | 17 | 17 | 34 | 16.0 | 12 | 9 | 21 |
| | 2 月 | 17 | 5 | 9 | 5 | 1 | 14 | 1 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 32 | 26 | 58 | 27.4 | 13 | 20 | 33 |
| | 3 月 | 24 | 5 | 5 | 3 | 2 | 11 | 1 | 2 | 3 | 0 | 0 | 0 | 1 | 0 | 4 | 2 | 40 | 23 | 63 | 29.7 | 12 | 16 | 28 |
| | 4 月 | 19 | 5 | 5 | 4 | 0 | 16 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 28 | 29 | 57 | 26.9 | 7 | 22 | 29 |
| | 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 | | 65 | 21 | 27 | 14 | 4 | 46 | 5 | 4 | 3 | 0 | 2 | 0 | 3 | 3 | 8 | 7 | 117 | 95 | 212 | 100.0 | 44 | 67 | 111 |
| 雇用形態別分布 | | 30.7 | 9.9 | 12.7 | 6.6 | 1.9 | 21.7 | 2.4 | 1.9 | 1.4 | 0.0 | 0.9 | 0.0 | 1.4 | 1.4 | 3.8 | 3.3 | 55.2 | 44.8 | 100 | | 20.8 | 31.6 | 52.4 |
| | | | 40.6 | | 19.3 | | 23.6 | | 4.2 | | 1.4 | | 0.9 | | 2.8 | | 7.1 | | | | | | | |

(注) カッコの数字は「その他」の内数