

|        |                  | 1 正社員 |     | 2 契約社員 |     | 3 パート |     | 4 アルバイト |     | 5 嘱託 |     | 6 季節 |     | 7 派遣 |     | 8 求職者・他 |     | 合計  |     | 構成比   |        |
|--------|------------------|-------|-----|--------|-----|-------|-----|---------|-----|------|-----|------|-----|------|-----|---------|-----|-----|-----|-------|--------|
|        |                  | 1 男   | 2 女 | 1 男    | 2 女 | 1 男   | 2 女 | 1 男     | 2 女 | 1 男  | 2 女 | 1 男  | 2 女 | 1 男  | 2 女 | 1 男     | 2 女 | 1 男 | 2 女 |       | 男女計    |
| 労働組合関係 | 11 結成・運営・加盟      | 2     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 2   |     | 2     | 1.6%   |
|        | 12 不当労働行為        | 1     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   |     | 1     | 0.8%   |
|        | 13 労使関係          | 1     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   |     | 1     | 0.8%   |
|        | 14 その他 組合        |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 15 組合加入・脱退       |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 小計               | 4     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 4   |     | 4     | 3.3%   |
| 労働契約関係 | 21 就業規則・雇用契約     | 6     | 3   | 2      | 1   |       | 2   |         | 2   |      |     |      |     |      |     | 1       |     | 9   | 8   | 17    | 13.9%  |
|        | 22 雇用形態          |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 23 配転・出向・転籍      | 1     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   |     | 1     | 0.8%   |
|        | 24 その他 契約        | 1     | 1   | 1      |     |       |     |         |     |      |     | 1    |     |      |     |         |     | 2   | 2   | 4     | 3.3%   |
|        | 25 一方的身分変更       |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 26 派遣・人夫貸し       |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 小計               | 8     | 4   | 3      | 1   |       | 2   |         | 2   |      |     | 1    |     |      | 1   |         | 12  | 10  | 22  | 18.0% |        |
| 賃金関係   | 31 月例賃金未払・控除     | 1     |     |        |     | 1     | 1   | 2       |     |      |     |      |     |      | 1   |         |     | 5   | 1   | 6     | 4.9%   |
|        | 32 不払残業・割増賃金     | 6     | 1   |        |     |       |     | 1       |     |      |     |      |     |      |     |         |     | 7   | 1   | 8     | 6.6%   |
|        | 33 一時金・諸手当       |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 34 最低賃金          |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 35 その他 賃金        | 2     | 4   |        |     |       |     | 1       | 1   | 1    |     |      |     | 2    |     |         |     | 4   | 7   | 11    | 9.0%   |
|        | 36 賃上げ・賃下げ       |       | 2   |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     | 2   | 2     | 2      |
|        | 小計               | 9     | 7   |        |     | 1     | 1   | 4       | 1   | 1    |     |      | 2   | 1    |     |         | 16  | 11  | 27  | 22.1% |        |
| 労働時間関係 | 41 週40時間・長時間労働   |       |     | 1      |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   |     | 1     | 0.8%   |
|        | 42 休日・休憩         | 1     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   |     | 1     | 0.8%   |
|        | 43 年次有給休暇        | 3     | 2   | 1      | 1   | 1     | 2   |         |     |      |     |      |     | 1    |     |         |     | 5   | 6   | 11    | 9.0%   |
|        | 44 その他 労働時間      |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 45 労働時間延長・短縮     |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 小計               | 4     | 2   | 2      | 1   | 1     | 2   |         |     |      |     |      | 1   |      |     |         |     | 7   | 6   | 13    | 10.7%  |
| 雇用関係   | 51 解雇・退職強要・契約打ち切 | 3     | 3   | 1      | 1   |       | 6   |         | 1   |      |     |      | 1   | 1    |     |         |     | 5   | 12  | 17    | 13.9%  |
|        | 52 合理化・倒産・閉鎖問題   |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 53 解雇予告手当        |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 54 休業補償          | 1     | 2   |        | 2   |       | 1   |         | 1   |      |     |      |     |      |     |         |     | 1   | 7   | 8     | 6.6%   |
|        | 55 その他 雇用        |       |     |        |     |       |     |         |     |      |     |      |     | 1    |     |         |     |     | 1   | 1     | 0.8%   |
|        | 小計               | 4     | 5   | 1      | 3   |       | 7   |         | 2   |      |     | 1    | 1   | 2    |     |         | 6   | 20  | 26  | 21.3% |        |
| 退職関係   | 61 定年問題          |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 62 退職金・退職手続      |       |     |        | 1   |       |     |         |     |      |     |      |     |      |     |         |     |     | 1   | 1     | 0.8%   |
|        | 63 再雇用問題         |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 64 その他 退職        |       |     |        |     |       | 1   |         |     |      |     |      |     |      |     |         |     |     | 1   | 1     | 0.8%   |
|        | 小計               |       |     |        | 1   |       | 1   |         |     |      |     |      |     |      |     |         |     |     | 2   | 2     | 1.6%   |
| 保険・税   | 71 雇用・労災         | 4     | 1   |        | 1   |       |     |         |     |      |     |      |     |      |     |         |     | 4   | 2   | 6     | 4.9%   |
|        | 72 健保・年金         | 1     | 1   |        | 1   |       |     |         |     |      |     |      |     |      |     |         |     | 1   | 2   | 3     | 2.5%   |
|        | 73 税金問題          | 1     |     |        | 1   |       |     |         |     |      |     |      |     |      |     |         |     | 1   | 1   | 2     | 1.6%   |
|        | 74 その他 保険・税      |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 小計               | 6     | 2   |        | 3   |       |     |         |     |      |     |      |     |      |     |         |     | 6   | 5   | 11    | 9.0%   |
| 労働安全衛生 | 81 労働災害          | 2     |     |        | 1   |       |     |         |     |      |     |      |     |      |     |         |     | 2   | 1   | 3     | 2.5%   |
|        | 82 職業病           |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 83 安全衛生          |       | 1   |        |     |       | 3   |         |     |      |     |      |     |      |     |         |     |     | 4   | 4     | 3.3%   |
|        | 84 その他 安全衛生      | 1     |     |        |     |       | 1   |         |     |      |     |      |     |      |     |         |     | 1   | 1   | 2     | 1.6%   |
|        | 85 P T S D       |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 小計               | 3     | 1   |        | 1   |       | 4   |         |     |      |     |      |     |      |     |         |     | 3   | 6   | 9     | 7.4%   |
| 差別等    | 91 男女差別          |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 92 女性保護          |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 93 セクハラ          |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 94 嫌がらせ・ハワハラ     | 1     | 1   |        | 1   |       |     |         |     |      |     |      |     | 1    |     |         |     | 1   | 3   | 4     | 3.3%   |
|        | 95 その他 差別        | 1     |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   |     | 1     | 0.8%   |
|        | 小計               | 2     | 1   |        | 1   |       |     |         |     |      |     |      | 1   |      |     |         |     | 2   | 3   | 5     | 4.1%   |
| その他    | 991 経営問題・労務管理    | 1     | 1   |        |     |       |     |         |     |      |     |      |     |      |     |         |     | 1   | 1   | 2     | 1.6%   |
|        | 992 上記以外         |       |     |        |     |       | 1   |         |     |      |     |      |     |      |     |         |     |     | 1   | 1     | 0.8%   |
|        | 993 職業紹介・求人      |       |     |        |     |       |     |         |     |      |     |      |     |      |     |         |     |     |     |       |        |
|        | 小計               | 1     | 1   |        |     |       | 1   |         |     |      |     |      |     |      |     |         |     | 1   | 2   | 3     | 2.5%   |
|        | 合計               | 41    | 23  | 6      | 11  | 2     | 18  | 4       | 5   | 1    |     | 2    | 1   | 6    | 2   |         |     | 57  | 65  | 122   | 100.0% |

|     |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
|-----|-----|----|----|----|----|----|----|----|---|--|--|---|---|----|---|----|-----|-----|--------|---------|
| 1月  | 47  | 8  | 3  | 13 | 4  | 23 | 3  | 2  |   |  |  |   | 1 | 1  | 2 | 58 | 49  | 107 | 23.16% |         |
| 2月  | 49  | 12 | 11 | 5  |    | 16 | 3  | 4  |   |  |  |   | 4 | 3  | 1 | 67 | 41  | 108 | 23.38% |         |
| 3月  | 47  | 22 | 4  | 13 | 4  | 25 | 3  | 1  |   |  |  |   |   | 3  | 1 | 2  | 59  | 66  | 125    | 27.06%  |
| 4月  | 41  | 23 | 6  | 11 | 2  | 18 | 4  | 5  | 1 |  |  | 2 | 1 | 6  | 2 | 57 | 65  | 122 | 26.41% |         |
| 5月  |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 6月  |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 7月  |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 8月  |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 9月  |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 10月 |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 11月 |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 12月 |     |    |    |    |    |    |    |    |   |  |  |   |   |    |   |    |     |     |        |         |
| 合計  | 184 | 65 | 24 | 42 | 10 | 82 | 13 | 12 | 1 |  |  | 2 | 5 | 13 | 4 | 5  | 241 | 221 | 462    | 100.00% |

|             | 1 正社員 | 2 契約社員 | 3 パート | 4 アルバイト | 5 嘱託 | 6 季節 | 7 派遣 | 8 求職者・他 |
|-------------|-------|--------|-------|---------|------|------|------|---------|
| 業種別相談件数(年計) | 249   | 66     | 92    | 25      | 1    | 2    | 18   | 9       |
| 業種別相談数年間比率  | 53.9% | 14.3%  | 19.9% | 5.4%    | 0.2% | 0.4% | 3.9% | 1.9%    |