

| 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 | 2.4 | 0 | 0 | 0 |
| | その他 | 1 | | | | | | | | | | | | | 1 | | 2 | 0 | 2 | 2.4 | 0 | 0 | 0 |
| | (組合加入・脱退) | 1) | | | | | | | | | | | | | 1) | | 1) | | | | | | |
| 小計 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 4 | 0 | 4 | 4.8 | 0 | 0 | 0 |
| 労働契約関係 | 就業規則・雇用契約 | 7 | 1 | 1 | 2 | 3 | | | | | | | | | 1 | 1 | 9 | 7 | 16 | 19.0 | 1 | 5 | 6 |
| | 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 | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | 1.2 | 1 | 0 | 1 |
| | (一方的身分変更) (派遣・人夫貸し) | | | | | | | | | | | | | | | | | | | | | | |
| 小計 | 7 | 1 | 2 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 10 | 7 | 17 | 20.2 | 2 | 5 | 7 |
| 賃金関係 | 月例賃金未払・控除 | | | 1 | | 1 | 1 | | | | | | | | | | 1 | 2 | 3 | 3.6 | 1 | 2 | 3 |
| | 不払い残業・割増賃金 | 7 | | 1 | | 3 | | | | | | | | | | | 8 | 3 | 11 | 13.1 | 1 | 3 | 4 |
| | 一時金・諸手当 | 2 | | | | | | | | | | | | | | | 2 | 0 | 2 | 2.4 | 0 | 0 | 0 |
| | 最低賃金 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | その他 | 2 | | 2 | | 1 | 1 | | | | | | | | | | 5 | 1 | 6 | 7.1 | 3 | 1 | 4 |
| (賃上げ・賃下げ) | 1) | | 1) | | 1) | | | | | | | | | | | 3) | 3) | | | | | | |
| 小計 | 11 | 0 | 4 | 0 | 0 | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 6 | 22 | 26.2 | 5 | 6 | 11 | |
| 労働時間関係 | 週40時間・長時間労働 | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | 1.2 | 0 | 0 | 0 |
| | 休日・休憩 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.2 | 0 | 0 | 0 |
| | 年次有給休暇 | 1 | 1 | 1 | 2 | | | | | | | 1 | | | | | 2 | 4 | 6 | 7.1 | 1 | 3 | 4 |
| | その他 | | 1 | | 1 | 1 | | | | | | | | | | | 1 | 2 | 3 | 3.6 | 1 | 1 | 2 |
| | (労働時間延長・短縮) | | | | | 1) | | | | | | | | | | | 1) | 1) | | | | | |
| 小計 | 2 | 3 | 0 | 1 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 7 | 11 | 13.1 | 2 | 4 | 6 | |
| 雇用関係 | 解雇・退職強要・契約打ち | 2 | | 3 | 2 | 1 | | | | | | | | | | | 5 | 3 | 8 | 9.5 | 3 | 3 | 6 |
| | 合理化・倒産・閉鎖問題 | | 1 | | 1 | 1 | | | | | | | | | | | 1 | 2 | 3 | 3.6 | 1 | 1 | 2 |
| | 解雇予告手当 | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | 1.2 | 1 | 0 | 1 |
| | 休業補償 | 1 | | | | | | | | | | | | | | | 1 | 0 | 1 | 1.2 | 0 | 0 | 0 |
| | その他 | | | | 1 | | | | | | | | | | | | 1 | 0 | 1 | 1.2 | 1 | 0 | 1 |
| 小計 | 3 | 1 | 4 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 5 | 14 | 16.7 | 6 | 4 | 10 | |
| 退職関係 | 定年問題 | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 退職金・退職手続 | 1 | 1 | | | 1 | | | | | | | | | | | 1 | 2 | 3 | 3.6 | 0 | 1 | 1 |
| | 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 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 3.6 | 0 | 1 | 1 | |
| 保険・税 | 雇用保険・労災保険 | | | 1 | 1 | | | | | | | | | | 1 | | 0 | 3 | 3 | 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 | 1 | 0 | 3 | 3 | 3.6 | 0 | 2 | 2 | |

(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

(続く)

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

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 | | | | |
|----------------|----------------------|------|------|------|------|------|------|------|------|-----|-----|------|------|------|------|------|------|------|------|------|-------|-------|------|----|
| | 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 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 職業病 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 安全衛生 | | | | 1 | | 1 | | | | | | | | | | | 0 | 2 | 2 | 2.4 | 0 | 2 | 2 |
| | その他 (PTSD) | | | | | | | | | | | | | | | | | 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 | 2.4 | 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 | 1.2 | 0 | 0 | 0 |
| | 小計 | | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1.2 | 0 | 0 | 0 |
| その他 | 経営問題・労務管理 | | 2 | 1 | | 1 | | 2 | | | | | | | | | 2 | 4 | 6 | 7.1 | 0 | 3 | 3 | |
| | 上記以外の相談 (職業紹介・求人) | | | | | | | | | | 1 | | | | | | 1 | 0 | 1 | 1.2 | 1 | 0 | 1 | |
| | 小計 | | 2 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 4 | 7 | 8.3 | 1 | 3 | 4 |
| 合計 | | 29 | 7 | 10 | 8 | 2 | 18 | 2 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 2 | 48 | 36 | 84 | 100.0 | 16 | 27 | 43 |
| 雇用形態別相談者分布 (%) | | 34.5 | 8.3 | 11.9 | 9.5 | 2.4 | 21.4 | 2.4 | 1.2 | 0.0 | 0.0 | 1.2 | 0.0 | 1.2 | 0.0 | 3.6 | 2.4 | 57.1 | 42.9 | 100 | | 193 | 151 | 2 |
| 当月相談者数 | | 17 | 5 | 9 | 5 | 1 | 14 | 1 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 32 | 26 | 58 | | 13 | 20 | 33 |
| 相談者一人当たり相談件数 | | 1.71 | 1.40 | 1.11 | 1.60 | 2.00 | 1.29 | 2.00 | 1.00 | | | 1.00 | 1.00 | 1.50 | 2.00 | 1.50 | 1.38 | 1.45 | | 1.23 | 1.35 | 1.30 | | |
| 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 | 43.2 | 23 | 12 | 35 |
| | 2月 | 29 | 7 | 10 | 8 | 2 | 18 | 2 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 2 | 48 | 36 | 84 | 56.8 | 16 | 27 | 43 |
| | 3月 | | | | | | | | | | | | | | | | | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| | 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 | | 39 | 21 | 23 | 11 | 5 | 25 | 7 | 1 | 0 | 0 | 3 | 0 | 1 | 2 | 3 | 7 | 81 | 67 | 148 | 100.0 | 39 | 39 |
| 雇用形態別分布 | | 26.4 | 14.2 | 15.5 | 7.4 | 3.4 | 16.9 | 4.7 | 0.7 | 0.0 | 0.0 | 2.0 | 0.0 | 0.7 | 1.4 | 2.0 | 4.7 | 54.7 | 45.3 | 100 | | 26 | 42 | 68 |
| 累計相談者数 | | 22 | 11 | 17 | 7 | 2 | 19 | 3 | 1 | 0 | 0 | 2 | 0 | 1 | 2 | 2 | 3 | 49 | 43 | 92 | | 25 | 29 | 54 |
| 相談者一人当たり相談件数 | | 1.77 | 1.91 | 1.35 | 1.57 | 2.50 | 1.32 | 2.33 | 1.00 | | | 1.50 | 1.00 | 1.00 | 1.50 | 2.33 | 1.65 | 1.56 | 1.61 | | 1.56 | 1.34 | 1.44 | |

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 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