

2013年 主相談項目別 相談者数 月別集計

| 相談項目   | 月別                   |      |      |      |      |     |     |     |     |     |     |     | 合計  | 前年相談者数 |     |     |
|--------|----------------------|------|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|--------|-----|-----|
|        | 1月                   | 2月   | 3月   | 4月   | 5月   | 6月  | 7月  | 8月  | 9月  | 10月 | 11月 | 12月 |     |        |     |     |
| 労働組合関係 | 結成・運営・上部加盟           | 0    | 0    | 0    | 1    | 1   |     |     |     |     |     |     |     |        | 2   | 5   |
|        | 不当労働行為               | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 3   |
|        | 労使関係                 | 0    | 0    | 0    | 1    | 0   |     |     |     |     |     |     |     |        | 1   | 9   |
|        | その他<br>(組合加入・脱退)     | 0    | 1    | 0    | 1    | 1   |     |     |     |     |     |     |     |        | 3   | 10  |
|        | 小計                   | (1)  |      |      | (1)  | (1) |     |     |     |     |     |     |     |        | (3) | (5) |
| 労働契約関係 | 就業規則・雇用契約            | 0    | 1    | 0    | 3    | 2   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0      | 6   | 27  |
|        | 雇用形態                 | 3    | 1    | 1    | 8    | 3   |     |     |     |     |     |     |     |        | 16  | 79  |
|        | 配転・出向・転籍             | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 2   |
|        | その他<br>(一方的身分変更)     | 0    | 0    | 0    | 0    | 2   |     |     |     |     |     |     |     |        | 2   | 12  |
|        | 小計<br>(派遣・人夫貸し)      | 1    | 4    | 2    | 1    | 3   |     |     |     |     |     |     |     |        | 11  | 17  |
| 賃金関係   | 月例賃金未払・控除            |      | (2)  |      |      |     |     |     |     |     |     |     |     |        | (2) | (2) |
|        | 不払い残業・割増賃金           | 4    | 5    | 3    | 9    | 8   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0      | 29  | 110 |
|        | 一時金・諸手当              | 6    | 8    | 2    | 7    | 4   |     |     |     |     |     |     |     |        | 27  | 51  |
|        | 最低賃金                 | 0    | 2    | 0    | 1    | 2   |     |     |     |     |     |     |     |        | 5   | 14  |
|        | その他<br>(賃上げ・賃下げ)     | 0    | 0    | 0    | 2    | 0   |     |     |     |     |     |     |     |        | 2   | 4   |
| 労働時間関係 | 週40時間・長時間労働          | 1    | 3    | 5    | 4    | 2   |     |     |     |     |     |     |     |        | 15  | 23  |
|        | 休日・休憩                | 7    | 18   | 15   | 19   | 15  | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0      | 74  | 119 |
|        | 年次有給休暇               | 1    | 1    | 2    | 2    | 0   |     |     |     |     |     |     |     |        | 6   | 17  |
|        | その他<br>(労働時間延長・短縮)   | 0    | 2    | 1    | 1    | 4   |     |     |     |     |     |     |     |        | 8   | 10  |
|        | 小計                   | 3    | 10   | 9    | 4    | 6   |     |     |     |     |     |     |     |        | 32  | 55  |
| 雇用関係   | 解雇・退職強要・契約打切         | 2    | 2    | 0    | 2    | 0   |     |     |     |     |     |     |     |        | 6   | 15  |
|        | 合理化・倒産・閉鎖問題          | 0    | 3    | 4    | 0    | 0   |     |     |     |     |     |     |     |        | 7   | 5   |
|        | 解雇予告手当               | 0    | 1    | 0    | 0    | 2   |     |     |     |     |     |     |     |        | 3   | 10  |
|        | 休業補償                 | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 3   |
|        | その他                  | 0    | 3    | 1    | 0    | 2   |     |     |     |     |     |     |     |        | 6   | 10  |
| 退職関係   | 小計                   | 2    | 18   | 13   | 15   | 8   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 56     | 148 |     |
|        | 定年問題                 | 0    | 1    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 1   | 5   |
|        | 退職金・退職手続             | 5    | 1    | 3    | 0    | 4   |     |     |     |     |     |     |     |        | 13  | 44  |
|        | 再雇用問題                | 2    | 0    | 1    | 0    | 0   |     |     |     |     |     |     |     |        | 3   | 0   |
|        | その他                  | 0    | 1    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 1   | 7   |
| 保険・税   | 小計                   | 7    | 3    | 4    | 0    | 4   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 18     | 56  |     |
|        | 雇用保険・労災保険            | 3    | 1    | 0    | 1    | 1   |     |     |     |     |     |     |     |        | 6   | 24  |
|        | 健康保険・厚生年金            | 0    | 0    | 1    | 1    | 0   |     |     |     |     |     |     |     |        | 2   | 11  |
|        | 税金問題                 | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 4   |
|        | その他                  | 0    | 2    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 2   | 2   |
| 安全衛生   | 小計                   | 3    | 3    | 1    | 2    | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 10     | 41  |     |
|        | 労働災害                 | 0    | 2    | 1    | 1    | 1   |     |     |     |     |     |     |     |        | 5   | 15  |
|        | 職業病                  | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 0   |
|        | 安全衛生                 | 0    | 1    | 2    | 1    | 0   |     |     |     |     |     |     |     |        | 4   | 10  |
|        | その他<br>(PTSD)        | 0    | 0    | 0    | 1    | 2   |     |     |     |     |     |     |     |        | 3   | 4   |
| 差別等    | 小計                   | 0    | 3    | 3    | 3    | 3   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 12     | 29  |     |
|        | 男女差別                 | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 0   |
|        | 女性保護                 | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 0   |
|        | セクハラ                 | 0    | 0    | 0    | 0    | 0   |     |     |     |     |     |     |     |        | 0   | 3   |
|        | 嫌がらせ・パワハラ            | 3    | 2    | 0    | 4    | 4   |     |     |     |     |     |     |     |        | 13  | 39  |
| その他    | 小計                   | 0    | 1    | 0    | 0    | 0   |     |     |     |     |     |     |     | 1      | 0   |     |
|        | 経営問題・労務管理            | 1    | 3    | 6    | 3    | 1   |     |     |     |     |     |     |     |        | 14  | 35  |
|        | 上記以外の相談<br>(職業紹介・求人) | 4    | 4    | 1    | 3    | 1   |     |     |     |     |     |     |     |        | 13  | 24  |
|        | 小計                   | (2)  |      |      |      |     |     |     |     |     |     |     |     |        | (2) | (8) |
|        | 小計                   | 5    | 7    | 7    | 6    | 2   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0      | 27  | 59  |
| 相談者合計  | 37                   | 76   | 58   | 70   | 57   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 293    | 728 |     |
| 相談者構成比 | 12.4                 | 25.5 | 19.5 | 23.5 | 19.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0  |     |     |
| 相談件数   | 58                   | 136  | 100  | 119  | 103  |     |     |     |     |     |     |     |     | 516    |     |     |

(注) 1. 主相談項目別相談者数は相談者の実数に同じ。カッコの数字は「その他」の内数