

2013年 相談項目別 相談件数 月別集計

| 相 談 項 目 | | 月 別 | | | | | | | | | | | | 合 計 | 構 成 比 (%) | 相 談 者 数 | 一 件 当 相 談 者 |
|-------------|-------------------------------|------|------|------|------|------|------|------|------|-----|-----|-----|-----|------|--------------|------------|----------------|
| | | 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 | 2 | 3 | 0 | 0 | 4 | | | | 10 | 1.2 | 7 | 0.70 |
| | 不当労働行為 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | | | | 4 | 0.5 | 2 | 0.50 |
| | 労使関係 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 1 | | | | 4 | 0.5 | 1 | 0.25 |
| | その他 (組合加入・脱退) | 0 | 2 | 0 | 1 | 2 | 1 | 1 | 0 | 0 | | | | 7 | 0.8 | 5 | 0.71 |
| | 小 計 | (2) | | | (1) | (1) | (1) | (1) | | | | | | (6) | | (5) | |
| 労働契約関係 | 就業規則・雇用契約 | 0 | 2 | 0 | 3 | 4 | 5 | 4 | 1 | 6 | 0 | 0 | 0 | 25 | 2.9 | 15 | 0.60 |
| | 雇用形態 | 7 | 8 | 8 | 16 | 12 | 7 | 16 | 7 | 18 | | | | 99 | 11.4 | 35 | 0.35 |
| | 配転・出向・転籍 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 1 | 0.1 | 0 | 0.00 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 0 | 0 | 2 | 1 | 3 | 0 | 0 | 1 | 0 | | | | 7 | 0.8 | 3 | 0.43 |
| | 小 計 | 1 | 5 | 6 | 3 | 5 | 4 | 4 | 5 | 3 | | | | 36 | 4.2 | 21 | 0.58 |
| 賃金関係 | 月例賃金未払・控除 不払い残業・割増賃金 | (2) | | | | | | | | (1) | | | (1) | | (2) | | |
| | 一時金・諸手当 | 9 | 13 | 16 | 20 | 20 | 11 | 20 | 13 | 21 | 0 | 0 | 0 | 143 | 16.5 | 59 | 0.41 |
| | 最低賃金 | 8 | 15 | 3 | 10 | 8 | 9 | 4 | 10 | 10 | | | | 48 | 5.5 | 41 | 0.85 |
| | その他 (賃上げ・賃下げ) | 0 | 3 | 0 | 1 | 3 | 1 | 1 | 1 | 2 | | | | 12 | 1.4 | 7 | 0.58 |
| | 小 計 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 1 | 1 | | | | 6 | 0.7 | 4 | 0.67 |
| 労働時間関係 | 週40時間・長時間労働 | 1 | 4 | 3 | 2 | 0 | 3 | 2 | 3 | 3 | | | | 21 | 2.4 | 12 | 0.57 |
| | 休日・休憩 | 1 | 2 | 1 | 2 | 6 | 3 | 5 | 4 | 0 | | | | 24 | 2.8 | 17 | 0.71 |
| | 年次有給休暇 | 3 | 14 | 11 | 5 | 7 | 5 | 4 | 6 | 3 | | | | 58 | 6.7 | 47 | 0.81 |
| | その他 (労働時間延長・短縮) | 2 | 2 | 0 | 4 | 0 | 1 | 5 | 4 | 2 | | | | 20 | 2.3 | 10 | 0.50 |
| | 小 計 | (1) | (2) | | (1) | | | (5) | (2) | (2) | | | | (13) | | (7) | 1.00 |
| 雇用関係 | 解雇・退職強要・契約打切 合理化・倒産・閉鎖問題 | 7 | 22 | 15 | 13 | 13 | 12 | 16 | 17 | 8 | 0 | 0 | 0 | 123 | 14.2 | 86 | 0.70 |
| | 解雇予告手当 | 3 | 13 | 15 | 15 | 5 | 9 | 5 | 9 | 9 | | | | 83 | 9.6 | 63 | 0.76 |
| | 休業補償 | 0 | 4 | 0 | 0 | 3 | 1 | 0 | 0 | 1 | 0 | | | 21 | 2.4 | 9 | 0.43 |
| | その他 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 9 | 1.0 | 4 | 0.44 |
| | 小 計 | 0 | 4 | 1 | 1 | 2 | 0 | 1 | 1 | 1 | | | | 11 | 1.3 | 8 | 0.73 |
| 退職関係 | 定年問題 | 3 | 25 | 24 | 21 | 10 | 13 | 6 | 11 | 11 | 0 | 0 | 0 | 124 | 14.3 | 84 | 0.68 |
| | 退職金・退職手続 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | | | 2 | 0.2 | 1 | 0.50 |
| | 再雇用問題 | 5 | 3 | 6 | 2 | 4 | 3 | 1 | 1 | 4 | | | | 29 | 3.3 | 19 | 0.66 |
| | その他 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 3 | 0.3 | 3 | 1.00 |
| | 小 計 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | | | | 6 | 0.7 | 2 | 0.33 |
| 保険・税 | 雇用保険・労災保険 | 7 | 6 | 8 | 4 | 5 | 3 | 1 | 2 | 4 | 0 | 0 | 0 | 40 | 4.6 | 25 | 0.63 |
| | 健康保険・厚生年金 | 4 | 3 | 0 | 2 | 3 | 3 | 2 | 2 | 1 | | | | 20 | 2.3 | 10 | 0.50 |
| | 税金問題 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 0 | | | | 12 | 1.4 | 4 | 0.33 |
| | その他 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | | | | 3 | 0.3 | 1 | 0.33 |
| | 小 計 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 2 | 0.2 | 2 | 1.00 |
| 安全衛生 | 労働災害 | 5 | 7 | 1 | 3 | 5 | 6 | 4 | 5 | 1 | 0 | 0 | 0 | 37 | 4.3 | 17 | 0.46 |
| | 職業病 | 0 | 3 | 1 | 2 | 2 | 0 | 1 | 2 | 3 | | | | 14 | 1.6 | 7 | 0.50 |
| | 安全衛生 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0 | 0.0 | 0 | |
| | その他 (PTSD) | 1 | 5 | 2 | 3 | 4 | 2 | 3 | 2 | 4 | | | | 26 | 3.0 | 6 | 0.23 |
| | 小 計 | 0 | 1 | 0 | 1 | 2 | 0 | 0 | 1 | 0 | | | | 5 | 0.6 | 4 | 0.80 |
| 差別等 | 男女差別 | 1 | 9 | 3 | 6 | 8 | 2 | 4 | 5 | 7 | 0 | 0 | 0 | 45 | 5.2 | 17 | 0.38 |
| | 女性保護 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0 | 0.0 | 0 | |
| | セクハラ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | 0 | 0.0 | 0 | |
| | 嫌がらせ・パワハラ | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | | | | 3 | 0.3 | 1 | 0.33 |
| | 小 計 | 5 | 6 | 2 | 6 | 8 | 6 | 3 | 5 | 5 | | | | 46 | 5.3 | 29 | 0.63 |
| その他 | 経営問題・労務管理 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | | | | 2 | 0.2 | 1 | 0.50 |
| | 上記以外の相談 (職業紹介・求人) | 5 | 8 | 3 | 6 | 9 | 6 | 3 | 5 | 6 | 0 | 0 | 0 | 51 | 5.9 | 31 | 0.61 |
| | 小 計 | 8 | 9 | 9 | 15 | 6 | 4 | 10 | 4 | 6 | | | | 71 | 8.2 | 25 | 0.35 |
| | 小 計 | 4 | 6 | 2 | 3 | 1 | 2 | 8 | 1 | 1 | | | | 28 | 3.2 | 21 | 0.75 |
| | 小 計 | (2) | | | | | | | | | | | | (2) | | (2) | |
| 相 談 件 数 合 計 | | 12 | 15 | 11 | 18 | 7 | 6 | 18 | 5 | 7 | 0 | 0 | 0 | 99 | 11.4 | 46 | 0.46 |
| 月別相談件数 構成比 | | 58 | 136 | 100 | 119 | 103 | 84 | 93 | 78 | 95 | 0 | 0 | 0 | 866 | 100.0 | 505 | 0.58 |
| 相談者数 | | 6.7 | 15.7 | 11.5 | 13.7 | 11.9 | 9.7 | 10.7 | 9.0 | 11 | 0 | 0 | 0 | 100 | | | |
| 1人当り相談件数 | | 37 | 76 | 58 | 70 | 57 | 57 | 51 | 43 | 56 | | | | 505 | | | |
| | | 1.57 | 1.79 | 1.72 | 1.7 | 1.81 | 1.47 | 1.82 | 1.81 | 1.7 | | | | 1.71 | | | |