

| 月 別     |                               | 1月   | 2月   | 3月   | 4月  | 5月  | 6月  | 7月  | 8月  | 9月  | 10月 | 11月 | 12月 | 合 計   | 前年相<br>談者数 |
|---------|-------------------------------|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|------------|
| 労働組合関係  | 相談項目                          |      |      |      |     |     |     |     |     |     |     |     |     |       |            |
|         | 結成、運営・上部加盟                    | 2    | 1    | 1    |     |     |     |     |     |     |     |     |     | 4     | 10         |
|         | 不当労働行為                        | 1    | 0    | 1    |     |     |     |     |     |     |     |     |     | 2     | 3          |
|         | 労使関係                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 1          |
|         | その他<br>(組合加入・脱退)              | 0    | 1    | 0    |     |     |     |     |     |     |     |     |     | 1     | 6          |
| 小 計     | 3                             | 2    | 2    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 7   | 20    |            |
| 労働契約関係  | 就業規則・雇用契約                     | 3    | 4    | 5    |     |     |     |     |     |     |     |     |     | 12    | 50         |
|         | 雇用形態                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 0          |
|         | 配転・出向・転籍                      | 0    | 2    | 0    |     |     |     |     |     |     |     |     |     | 2     | 4          |
|         | その他<br>(一方的身分変更)<br>(派遣・人夫貸し) | 5    | 3    | 5    |     |     |     |     |     |     |     |     |     | 13    | 25         |
|         | 小 計                           | (1)  | (1)  |      |     |     |     |     |     |     |     |     |     | (2)   | (1)        |
| 賃金関係    | 月例賃金未払・控除                     | 5    | 1    | 7    |     |     |     |     |     |     |     |     |     | 13    | 53         |
|         | 不払い残業・割増賃金                    | 3    | 9    | 9    |     |     |     |     |     |     |     |     |     | 21    | 67         |
|         | 一時金・諸手当                       | 1    | 1    | 0    |     |     |     |     |     |     |     |     |     | 2     | 10         |
|         | 最低賃金                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 9          |
|         | その他<br>(賃上げ・賃下げ)              | 5    | 5    | 2    |     |     |     |     |     |     |     |     |     | 12    | 31         |
| 小 計     | (3)                           | (2)  | (1)  |      |     |     |     |     |     |     |     |     | (6) | (9)   |            |
| 労働時間関係  | 週40時間・長時間労働                   | 0    | 1    | 1    |     |     |     |     |     |     |     |     |     | 2     | 13         |
|         | 休日・休憩                         | 3    | 1    | 2    |     |     |     |     |     |     |     |     |     | 6     | 18         |
|         | 年次有給休暇                        | 5    | 3    | 0    |     |     |     |     |     |     |     |     |     | 8     | 57         |
|         | その他<br>(労働時間延長・短縮)            | 1    | 5    | 1    |     |     |     |     |     |     |     |     |     | 7     | 17         |
|         | 小 計                           | (1)  | (3)  |      |     |     |     |     |     |     |     |     |     | (4)   | (10)       |
| 雇用関係    | 解雇・退職強要・契約打切                  | 3    | 10   | 7    |     |     |     |     |     |     |     |     |     | 20    | 77         |
|         | 合理化・倒産・閉鎖問題                   | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 11         |
|         | 解雇予告手当                        | 0    | 0    | 1    |     |     |     |     |     |     |     |     |     | 1     | 4          |
|         | 休業補償                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 0          |
|         | その他                           | 2    | 0    | 0    |     |     |     |     |     |     |     |     |     | 2     | 9          |
| 小 計     | 5                             | 10   | 8    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 23  | 101   |            |
| 退職関係    | 定年問題                          | 0    | 1    | 0    |     |     |     |     |     |     |     |     |     | 1     | 1          |
|         | 退職金・退職手続                      | 1    | 0    | 2    |     |     |     |     |     |     |     |     |     | 3     | 24         |
|         | 再雇用問題                         | 0    | 0    | 1    |     |     |     |     |     |     |     |     |     | 1     | 3          |
|         | その他                           | 2    | 2    | 0    |     |     |     |     |     |     |     |     |     | 4     | 4          |
|         | 小 計                           | 3    | 3    | 3    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 9     | 32         |
| 保険・税    | 雇用保険・労災保険                     | 0    | 1    | 4    |     |     |     |     |     |     |     |     |     | 5     | 14         |
|         | 健康保険・厚生年金                     | 0    | 1    | 0    |     |     |     |     |     |     |     |     |     | 1     | 5          |
|         | 税金問題                          | 0    | 1    | 0    |     |     |     |     |     |     |     |     |     | 1     | 1          |
|         | その他                           | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 2          |
|         | 小 計                           | 0    | 3    | 4    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 7     | 22         |
| 安全衛生    | 労働災害                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 10         |
|         | 職業病                           | 1    | 0    | 1    |     |     |     |     |     |     |     |     |     | 2     | 0          |
|         | 安全衛生                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 9          |
|         | その他<br>(P T S D)              | 2    | 0    | 0    |     |     |     |     |     |     |     |     |     | 2     | 5          |
|         | 小 計                           | 3    | 0    | 1    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 4     | 24         |
| 差別等     | 男女差別                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 0          |
|         | 女性保護                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 0          |
|         | セクハラ                          | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 2          |
|         | 嫌がらせ・パワハラ                     | 3    | 4    | 1    |     |     |     |     |     |     |     |     |     | 8     | 37         |
|         | その他                           | 0    | 0    | 0    |     |     |     |     |     |     |     |     |     | 0     | 1          |
| 小 計     | 3                             | 4    | 1    | 0    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 8   | 40    |            |
| その他     | 経営問題・労務管理                     | 0    | 2    | 5    |     |     |     |     |     |     |     |     |     | 7     | 43         |
|         | 上記以外の相談<br>(職業紹介・求人)          | 0    | 1    | 0    |     |     |     |     |     |     |     |     |     | 1     | 24         |
|         | 小 計                           | 0    | 3    | 5    | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 8     | 67         |
| 相談者 合計  |                               | 48   | 60   | 56   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 164   | 660        |
| 相談者 構成比 |                               | 29.3 | 36.6 | 34.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 |            |
| 相談件数    |                               | 82   | 105  | 84   |     |     |     |     |     |     |     |     |     | 268   | 1143       |

(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