

| 相 談 項 目 | 月 別 | | | | | | | | | | | | 合 計 違法率 | 累計 違法 件数 | 累計 相談 件数 | |
|---------|-------------------------------|------|------|------|------|------|------|------|------|------|-----|-----|------------|----------------|----------------|-----|
| | 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 | 50.0 | 0.0 | 0.0 | | 0.0 | 0.0 | 0.0 | 50.0 | 0.0 | | | | 16.7 | 2 | 12 |
| | 不当労働行為 | 0.0 | 100 | 100 | | 50.0 | 50.0 | 100 | 100 | 100 | | | | 66.7 | 8 | 12 |
| | 労使関係 | | | | 50.0 | 0.0 | 100 | 0.0 | | 0.0 | | | | 33.3 | 2 | 6 |
| | その他 (組合加入・脱退) | | 0.0 | | | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | | | | 0.0 | 0 | 10 |
| | 小 計 | 25.0 | 50.0 | 33.3 | 50.0 | 5.6 | 40.0 | 16.7 | 40.0 | 16.7 | | | | 30.0 | 12 | 40 |
| 労働契約関係 | 就業規則・雇用契約 | 30.8 | 50.0 | 45.5 | 47.1 | 77.8 | 54.5 | 66.7 | 61.5 | 71.4 | | | | 54.6 | 59 | 108 |
| | 雇用形態 | | | | | | | | | | | | | | 0 | 0 |
| | 配転・出向・転籍 | | 50.0 | 0.0 | 100 | 50.0 | | 100 | 100 | 0.0 | | | | 50.0 | 5 | 10 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 33.3 | 75.0 | 40.0 | 0.0 | 50.0 | | 66.7 | 50.0 | 50.0 | | | | 48.4 | 15 | 31 |
| | 小 計 | 31.6 | 55.0 | 38.9 | 47.4 | 66.7 | 54.5 | 70.0 | 61.1 | 63.2 | | | | 53.0 | 79 | 149 |
| 賃金関係 | 月例賃金未払・控除 | 31.8 | 100 | 85.7 | 100 | 88.9 | 100 | 100 | 100 | 66.7 | | | | 88.9 | 48 | 54 |
| | 不払い残業・割増賃金 | 100 | 100 | 80.0 | 100 | 83.3 | 88.9 | 87.5 | 92.3 | 80.0 | | | | 89.2 | 83 | 93 |
| | 一時金・諸手当 | 50.0 | 0.0 | | 16.7 | 14.3 | | 33.3 | 50.0 | 33.3 | | | | 25.9 | 7 | 27 |
| | 最低賃金 | | 100 | | 100 | 66.7 | | 100 | 100 | | | | | 85.7 | 6 | 7 |
| | その他 (賃上げ・賃下げ) | 50.0 | 33.3 | 25.0 | 0.0 | 25.0 | 25.0 | 50.0 | 25.0 | 0.0 | | | | 29.7 | 11 | 37 |
| 小 計 | 76.9 | 75.0 | 71.4 | 69.6 | 62.9 | 66.7 | 76.7 | 77.3 | 65.0 | | | | 71.1 | 155 | 218 | |
| 労働時間関係 | 週40時間・長時間労働 | 0.0 | 100 | 0.0 | 0.0 | 33.3 | | 33.3 | 100 | 0.0 | | | | 36.0 | 9 | 25 |
| | 休日・休憩 | 66.7 | 66.7 | 66.7 | 0.0 | 50.0 | 0.0 | 60.0 | 100 | 33.3 | | | | 53.8 | 14 | 26 |
| | 年次有給休暇 | 2.9 | 66.7 | 0.0 | 83.3 | 40.0 | 62.5 | 40.0 | 71.4 | 25.0 | | | | 53.7 | 29 | 54 |
| | その他 (労働時間延長・短縮) | 0.0 | 71.4 | 100 | 66.7 | 0.0 | 0 | 0 | 66.7 | 33.3 | | | | 50.0 | 11 | 22 |
| | 小 計 | 41.7 | 72.2 | 50.0 | 53.8 | 38.5 | 41.7 | 39.1 | 81.3 | 23.1 | | | | 49.6 | 63 | 127 |
| 雇用関係 | 解雇・退職強要・契約打切 | 33.3 | 66.7 | 71.4 | 57.1 | 50.0 | 75.0 | 54.5 | 30.0 | 60.0 | | | | 55.6 | 40 | 72 |
| | 合理化・倒産・閉鎖問題 | | | 0.0 | 0.0 | 25.0 | | 50.0 | | | | | | 22.2 | 2 | 9 |
| | 解雇予告手当 | 50.0 | | 0.0 | | 0.0 | | 0.0 | | 50.0 | | | | 28.6 | 2 | 7 |
| | 休業補償 | | | | | 50.0 | 0.0 | | | | | | | 33.3 | 1 | 3 |
| | その他 | 0.0 | 100 | | 33.3 | | 100 | | | 0.0 | | | | 40.0 | 4 | 10 |
| 小 計 | 30.7 | 71.4 | 55.6 | 41.7 | 38.5 | 70.0 | 50.0 | 30.0 | 44.4 | | | | 48.5 | 49 | 101 | |
| 退職関係 | 定年問題 | | 100 | | 0.0 | 0.0 | | | | | | | | 33.3 | 1 | 3 |
| | 退職金・退職手続 | 0.0 | 100 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 | | 50.0 | | | | 13.6 | 3 | 22 |
| | 再雇用問題 | | | 0.0 | | | | | | | | | | 0.0 | 0 | 1 |
| | その他 | 0 | 50.0 | 0.0 | 50.0 | | | 0 | 25.0 | 0.0 | | | | 20.0 | 3 | 15 |
| | 小 計 | 0.0 | 75.0 | 42.9 | 16.7 | 0.0 | 33.3 | 0.0 | 25.0 | 33.3 | | | | 17.1 | 7 | 41 |
| 保険・税 | 雇用保険・労災保険 | | 50.0 | 20.0 | 0.0 | 40.0 | 50.0 | 50.0 | 75.0 | 100 | | | | 44.0 | 11 | 25 |
| | 健康保険・厚生年金 | | 0.0 | 100 | 100 | 50.0 | 100 | 66.7 | | | | | | 66.7 | 6 | 9 |
| | 税金問題 | | 0.0 | | | | | | | | | | | 0.0 | 0 | 1 |
| | その他 | | | | | 0.0 | 0.0 | | | | | | | 0.0 | 0 | 2 |
| | 小 計 | | 25.0 | 33.3 | 33.3 | 37.5 | 50.0 | 57.1 | 75.0 | 100 | | | | 45.9 | 17 | 37 |
| 安全衛生 | 労働災害 | | 100 | | 100 | | | 100 | 0.0 | 0.0 | | | | 27.3 | 3 | 11 |
| | 職業病 | 0.0 | | 0.0 | | | | | | | | | | 0.0 | 0 | 2 |
| | 安全衛生 | | 100 | 50.0 | | 100 | 100 | 100 | 75.0 | 0.0 | | | | 69.2 | 9 | 13 |
| | その他 (PTSD) | 0 | | 100 | | | | | 100 | 100 | | | | 60.0 | 3 | 5 |
| | 小 計 | | 100 | 50.0 | 100 | 40.0 | 100 | 100 | 66.7 | 100 | | | | 48.4 | 15 | 31 |
| 差別等 | 男女差別 | | | | | | | | | | | | | | 0 | 0 |
| | 女性保護 | | | | | | | | | | | | | | 0 | 0 |
| | セクハラ | | | | | | | | | | | | | | 0 | 0 |
| | 嫌がらせ・パワハラ | 66.7 | 71.4 | 50.0 | | 66.7 | 60.0 | 20.0 | 62.5 | 0.0 | | | | 57.1 | 28 | 49 |
| | その他 | | | | | | | | | | | | | 0.0 | 0 | 1 |
| 小 計 | 66.7 | 71.4 | 50.0 | 0.0 | 66.7 | 60.0 | 20.0 | 66.7 | 0.0 | | | | 56.0 | 28 | 50 | |
| その他 | 経営問題・労務管理 | | 60.0 | 40.0 | 100 | 75.0 | 18.2 | 31.3 | 40.0 | 57.1 | | | | 43.7 | 31 | 71 |
| | 上記以外の相談 (職業紹介・求人) | | 100 | | | 25.0 | 100 | | 0.0 | 33.3 | | | | 35.7 | 5 | 14 |
| | 小 計 | | 66.7 | 40.0 | 100 | 58.3 | 25.0 | 31.3 | 36.4 | 50.0 | | | | 42.4 | 36 | 85 |
| | 違法率 合計 | 45.1 | 66.7 | 46.3 | 47.3 | 50.8 | 52.4 | 50.4 | 60.7 | 47.7 | | | | 52.4 | 461 | 879 |
| 違法件数 | 37 | 70 | 38 | 43 | 61 | 44 | 59 | 68 | 41 | | | | 461 | | | |
| 相談件数 | 82 | 105 | 82 | 91 | 120 | 84 | 117 | 112 | 86 | | | | 879 | | | |

(注) カッコの項目の数値は「その他」の内数で小計、合計の外数である。