

| 相談項目 | 月別 | | | | | | | | | | | | 合計 | 累計 相談 件数 | 累計 違法率 | |
|-----------|-------------------------------|------|------|------|------|------|------|------|------|------|------|-----|-----|----------------|-----------|-------|
| | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | | | 2 | 13 | 15.4 |
| | 不当労働行為 | 0 | 2 | 1 | 0 | 1 | 1 | 1 | 1 | 1 | 0 | | | 8 | 12 | 66.7 |
| | 労使関係 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | | | 2 | 7 | 28.6 |
| | その他 (組合加入・脱退) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 13 | 0.0 |
| | 小計 | 1 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 0 | 0 | 0 | 12 | 45 | 26.7 |
| 労働契約関係 | 就業規則・雇用契約 | 4 | 7 | 5 | 8 | 7 | 6 | 4 | 8 | 10 | 6 | | | 65 | 122 | 53.3 |
| | 雇用形態 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | 0 |
| | 配転・出向・転籍 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | | | 5 | 10 | 50.0 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 2 | 3 | 2 | 0 | 2 | 0 | 2 | 2 | 2 | 2 | | | 17 | 33 | 51.5 |
| | 小計 | 6 | 11 | 7 | 9 | 10 | 6 | 7 | 11 | 12 | 8 | 0 | 0 | 87 | 165 | 66.7 |
| 賃金関係 | 月例賃金未払・控除 | 9 | 2 | 6 | 8 | 8 | 4 | 5 | 2 | 4 | 1 | | | 49 | 55 | 89.1 |
| | 不払い残業・割増賃金 | 7 | 10 | 8 | 6 | 10 | 8 | 14 | 12 | 8 | 10 | | | 93 | 103 | 90.3 |
| | 一時金・諸手当 | 1 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 1 | 0 | | | 7 | 30 | 23.8 |
| | 最低賃金 | 0 | 1 | 0 | 1 | 2 | 0 | 1 | 1 | 0 | 0 | | | 6 | 10 | 60.0 |
| | その他 (賃上げ・賃下げ) | 3 | 2 | 1 | 0 | 1 | 2 | 1 | 1 | 0 | 3 | | | 14 | 40 | 35.0 |
| 小計 | 20 | 15 | 15 | 16 | 22 | 14 | 23 | 17 | 13 | 14 | 0 | 0 | 169 | 238 | 71.0 | |
| 労働時間関係 | 週40時間・長時間労働 | 0 | 2 | 0 | 0 | 1 | 0 | 2 | 4 | 0 | 2 | | | 11 | 29 | 37.9 |
| | 休日・休憩 | 2 | 2 | 2 | 0 | 2 | 0 | 3 | 2 | 1 | 0 | | | 14 | 28 | 50.0 |
| | 年次有給休暇 | 3 | 4 | 0 | 5 | 2 | 5 | 4 | 5 | 1 | 8 | | | 37 | 67 | 55.2 |
| | その他 (労働時間延長・短縮) | 0 | 5 | 1 | 2 | 0 | 0 | 0 | 2 | 1 | 1 | | | 12 | 28 | 42.9 |
| | 小計 | 5 | 13 | 3 | 7 | 5 | 5 | 9 | 13 | 3 | 11 | 0 | 0 | 74 | 152 | 48.7 |
| 雇用関係 | 解雇・退職強要・契約打切 | 2 | 8 | 5 | 4 | 3 | 6 | 6 | 3 | 3 | 6 | | | 46 | 80 | 57.5 |
| | 合理化・倒産・閉鎖問題 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | | | 2 | 11 | 18.2 |
| | 解雇予告手当 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | | | 2 | 7 | 28.6 |
| | 休業補償 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | | 1 | 3 | 33.3 |
| | その他 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | | | 5 | 13 | 38.5 |
| 小計 | 3 | 10 | 5 | 5 | 5 | 7 | 7 | 3 | 4 | 7 | 0 | 0 | 56 | 114 | 49.1 | |
| 退職関係 | 定年問題 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 1 | 3 | 33.3 |
| | 退職金・退職手続 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | | | 3 | 27 | 11.1 |
| | 再雇用問題 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 1 | 0.0 |
| | その他 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | | | 3 | 15 | 20.0 |
| | 小計 | 0 | 3 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 7 | 46 | 15.2 |
| 保険・税 | 雇用保険・労災保険 | 0 | 1 | 1 | 0 | 2 | 1 | 2 | 3 | 1 | 2 | | | 13 | 27 | 48.1 |
| | 健康保険・厚生年金 | 0 | 0 | 1 | 1 | 1 | 1 | 2 | 0 | 0 | 1 | | | 7 | 10 | 70.0 |
| | 税金問題 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 3 | 0.0 |
| | その他 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 4 | 0.0 |
| | 小計 | 0 | 1 | 2 | 1 | 3 | 2 | 4 | 3 | 1 | 3 | 0 | 0 | 20 | 44 | 45.5 |
| 安全衛生 | 労働災害 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 | | | 5 | 16 | 31.3 |
| | 職業病 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 3 | 0.0 |
| | 安全衛生 | 0 | 1 | 1 | 0 | 2 | 1 | 1 | 3 | 0 | 1 | | | 10 | 14 | 71.4 |
| | その他 (P T S D) | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | | | 4 | 8 | 50.0 |
| | 小計 | 0 | 2 | 2 | 1 | 2 | 1 | 2 | 4 | 1 | 4 | 0 | 0 | 19 | 41 | 46.3 |
| 差別等 | 男女差別 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 0 | |
| | 女性保護 | 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 | 1 | | | 1 | 1 | 100.0 |
| | 嫌がらせ・パワハラ | 2 | 5 | 1 | 0 | 6 | 3 | 1 | 10 | 0 | 2 | | | 30 | 59 | 50.8 |
| | その他 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 | 1 | 0.0 |
| 小計 | 2 | 5 | 1 | 0 | 6 | 3 | 1 | 10 | 0 | 3 | 0 | 0 | 31 | 61 | 50.8 | |
| その他 | 経営問題・労務管理 | 0 | 6 | 2 | 2 | 6 | 2 | 5 | 4 | 4 | 5 | | | 36 | 83 | 43.4 |
| | 上記以外の相談 (職業紹介・求人) | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | | | 5 | 19 | 26.3 |
| | 小計 | 0 | 8 | 2 | 2 | 7 | 3 | 5 | 4 | 5 | 5 | 0 | 0 | 41 | 102 | 40.2 |
| 月別違法件数 合計 | | 37 | 70 | 38 | 43 | 61 | 44 | 59 | 68 | 41 | 55 | 0 | 0 | 516 | 1008 | 51.2 |
| 同 構成比 | | 7.17 | 13.6 | 7.4 | 8.3 | 11.8 | 8.5 | 11.4 | 13.2 | 7.9 | 10.7 | 0.0 | 0.0 | 100 | | |
| 月別 相談件数 | | 82 | 105 | 82 | 91 | 120 | 84 | 117 | 112 | 86 | 129 | | | 1,008 | | |
| 月別 違法率 | | 45.1 | 66.7 | 46.3 | 47.3 | 50.8 | 52.4 | 50.4 | 50.7 | 47.7 | 42.6 | | | 51.2 | | |

(注) カッコの数値は「その他」の内数で、小計、合計の外数である。