

| 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 | 0.0 | | | | | | | | | | | | 0.0 | 0 | 1 | | | | | | | | | | | | | | | | | |
| | 不当労働行為 | | | 100 | | | | | | | | | | 100.0 | 1 | 1 | | | | | | | | | | | | | | | | | |
| | 労使関係 | 0.0 | | | | | | | | | | | | 0.0 | 0 | 3 | | | | | | | | | | | | | | | | | |
| | その他 (組合加入・脱退) | 0.0 | 0.0 | 0.0 | | | | | | | | | | 0.0 | 0 | 3 | | | | | | | | | | | | | | | | | |
| | 小計 | 0.0 | 0.0 | 50.0 | | | | | | | | | | 12.5 | 1 | 8 | | | | | | | | | | | | | | | | | |
| 労働契約関係 | 就業規則・雇用契約 | 54.5 | 55.6 | 100 | | | | | | | | | | 66.7 | 18 | 27 | | | | | | | | | | | | | | | | | |
| | 雇用形態 | | | 0.0 | | | | | | | | | | 0.0 | 0 | 1 | | | | | | | | | | | | | | | | | |
| | 配転・出向・転籍 | 0.0 | | 0.0 | | | | | | | | | | 0.0 | 0 | 3 | | | | | | | | | | | | | | | | | |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 100 | | 100 | | | | | | | | | | 100.0 | 7 | 7 | | | | | | | | | | | | | | | | | |
| | 小計 | 50.0 | 55.6 | 86.7 | | | | | | | | | | 65.8 | 25 | 38 | | | | | | | | | | | | | | | | | |
| 賃金関係 | 月例賃金未払・控除 | 100 | 50.0 | 85.7 | | | | | | | | | | 86.7 | 13 | 15 | | | | | | | | | | | | | | | | | |
| | 不払い残業・割増賃金 | 100 | 100 | 100 | | | | | | | | | | 100.0 | 23 | 23 | | | | | | | | | | | | | | | | | |
| | 一時金・諸手当 | 50.0 | | 50.0 | | | | | | | | | | 50.0 | 4 | 8 | | | | | | | | | | | | | | | | | |
| | 最低賃金 | 100 | 0.0 | 100 | | | | | | | | | | 80.0 | 4 | 5 | | | | | | | | | | | | | | | | | |
| | その他 (賃上げ・賃下げ) | 0.0 | 75.0 | 42.9 | | | | | | | | | | 35.3 | 6 | 17 | | | | | | | | | | | | | | | | | |
| 小計 | 72.4 | 72.7 | 75.0 | | | | | | | | | | 73.5 | 50 | 68 | | | | | | | | | | | | | | | | | | |
| 労働時間関係 | 週40時間・長時間労働 | 33.3 | 100 | 33.3 | | | | | | | | | | 72.7 | 8 | 11 | | | | | | | | | | | | | | | | | |
| | 休日・休憩 | 40.0 | 100 | 80.0 | | | | | | | | | | 63.6 | 7 | 11 | | | | | | | | | | | | | | | | | |
| | 年次有給休暇 | 30.0 | 40.0 | 64.3 | | | | | | | | | | 55.9 | 19 | 34 | | | | | | | | | | | | | | | | | |
| | その他 (労働時間延長・短縮) | 0.0 | 50.0 | 40.0 | | | | | | | | | | 33.3 | 5 | 15 | | | | | | | | | | | | | | | | | |
| | 小計 | 40.9 | 52.6 | 66.7 | | | | | | | | | | 54.9 | 39 | 71 | | | | | | | | | | | | | | | | | |
| 雇用関係 | 解雇・退職強要・契約打切 合理化・倒産・閉鎖問題 | 25.0 | 45.5 | 50.0 | | | | | | | | | | 42.9 | 9 | 21 | | | | | | | | | | | | | | | | | |
| | 解雇予告手当 | 100 | 0.0 | 100 | | | | | | | | | | 66.7 | 2 | 3 | | | | | | | | | | | | | | | | | |
| | 休業補償 | | | 0.0 | | | | | | | | | | 0.0 | 0 | 1 | | | | | | | | | | | | | | | | | |
| | その他 | 0.0 | 33.3 | 0 | | | | | | | | | | 20.0 | 1 | 5 | | | | | | | | | | | | | | | | | |
| | 小計 | 28.6 | 37.5 | 44.4 | | | | | | | | | | 37.5 | 12 | 32 | | | | | | | | | | | | | | | | | |
| 退職関係 | 定年問題 | 0.0 | | 0.0 | | | | | | | | | | 0.0 | 0 | 2 | | | | | | | | | | | | | | | | | |
| | 退職金・退職手続 | 0.0 | 50.0 | 50.0 | | | | | | | | | | 28.6 | 2 | 7 | | | | | | | | | | | | | | | | | |
| | 再雇用問題 | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| | その他 | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| 小計 | 0.0 | 50.0 | 33.3 | | | | | | | | | | 22.2 | 2 | 9 | | | | | | | | | | | | | | | | | | |
| 保険・税 | 雇用保険・労災保険 | 100 | 100 | 40.0 | | | | | | | | | | 57.1 | 4 | 7 | | | | | | | | | | | | | | | | | |
| | 健康保険・厚生年金 | 100 | 50.0 | 100 | | | | | | | | | | 75.0 | 3 | 4 | | | | | | | | | | | | | | | | | |
| | 税金問題 | | | 0.0 | | | | | | | | | | 0.0 | 0 | 2 | | | | | | | | | | | | | | | | | |
| | その他 | | | 0.0 | | | | | | | | | | 0.0 | 0 | 1 | | | | | | | | | | | | | | | | | |
| | 小計 | 100 | 66.7 | 33.3 | | | | | | | | | | 50.0 | 7 | 14 | | | | | | | | | | | | | | | | | |
| 安全衛生 | 労働災害 | | 0.0 | 0.0 | | | | | | | | | | 0.0 | 0 | 2 | | | | | | | | | | | | | | | | | |
| | 職業病 | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| | 安全衛生 | 50.0 | | | | | | | | | | | | 50.0 | 1 | 2 | | | | | | | | | | | | | | | | | |
| | その他 (PTSD) | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| 小計 | 50.0 | 0.0 | 0.0 | | | | | | | | | | 25.0 | 1 | 4 | | | | | | | | | | | | | | | | | | |
| 差別等 | 男女差別 | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| | 女性保護 | | | 100 | | | | | | | | | | 100.0 | 1 | 1 | | | | | | | | | | | | | | | | | |
| | セクハラ | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| | 嫌がらせ・パワハラ | 33.3 | 33.3 | 33.3 | | | | | | | | | | 33.3 | 4 | 12 | | | | | | | | | | | | | | | | | |
| | その他 | | | | | | | | | | | | | | 0 | 0 | | | | | | | | | | | | | | | | | |
| 小計 | 33.3 | 33.3 | 50.0 | | | | | | | | | | 38.5 | 5 | 13 | | | | | | | | | | | | | | | | | | |
| その他 | 経営問題・労務管理 | 13.3 | 50.0 | | | | | | | | | | | 35.7 | 10 | 28 | | | | | | | | | | | | | | | | | |
| | 上記以外の相談 (職業紹介・求人) | | 0.0 | | | | | | | | | | | 16.7 | 1 | 6 | | | | | | | | | | | | | | | | | |
| | 小計 | 13.3 | 36.4 | 62.5 | | | | | | | | | | 100.0 | (1) | (1) | | | | | | | | | | | | | | | | | |
| 月別 違法率 | | | | | | | | | | | | | 43.4 | 48.7 | 64.2 | | | | | | | | | | | | | | | | | | |
| 違法率 構成比 | | | | | | | | | | | | | 27.8 | 31.1 | 41.1 | | | | | | | | | | | | | | | | | | |
| 違法件数 | | | | | | | | | | | | | 46 | 37 | 70 | | | | | | | | | | | 153 | | | | | | | |
| 相談件数 | | | | | | | | | | | | | 106 | 76 | 109 | | | | | | | | | | | 291 | | | | | | | |

(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。