資料－7

２０１８年･月別集計 違法件数 （相談項目別）

| | 1月 | 2月 | 3月 | 4月 | 5月 | 6月 | 7月 | 8月 | 9月 | １０月 | １１月 | １２月 | 総計 | 構成比 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 11 結成･運営･加盟 | | | | | | | | | | | | | | |
| 12 不当労働行為 | | | | | | | | | | | | | | |
| 13 労使関係 | | | | | | | | | | | | | | |
| 14 その他 組合 | | | | | | | | | | | | | | |
| 15 組合加入脱退 | | | | | | | | | | | | | | |
| 労働組合関係 | | | | | | | | | | | | | | |
| 21 就業規則･雇用契約 | 2 | 7 | | | | | | | | | | | 9 | 12.0% |
| 22 雇用形態 | | | | | | | | | | | | | | |
| 23 配転･出向･転籍 | | 1 | | | | | | | | | | | 1 | 1.3% |
| 24 その他 契約 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 25 一方的身分変更 | | | | | | | | | | | | | | |
| 26 派遣･人夫貸し | | | | | | | | | | | | | | |
| 労働契約関係 | 3 | 8 | | | | | | | | | | | 11 | 14.7% |
| 31 月例賃金未払･控除 | 3 | 4 | | | | | | | | | | | 7 | 9.3% |
| 32 不払残業･割増賃金 | 7 | 3 | | | | | | | | | | | 10 | 13.3% |
| 33 一時金･諸手当 | 1 | 1 | | | | | | | | | | | 2 | 2.7% |
| 34 最低賃金 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 35 その他 賃金 | | 1 | | | | | | | | | | | 1 | 1.3% |
| 36 賃上げ･賃下げ | 1 | | | | | | | | | | | | 1 | 1.3% |
| 賃金関係 | 13 | 9 | | | | | | | | | | | 22 | 29.3% |
| 41 週40時間･長時間労働 | 2 | | | | | | | | | | | | 2 | 2.7% |
| 42 休日･休憩 | 1 | 1 | | | | | | | | | | | 2 | 2.7% |
| 43 年次有給休暇 | 2 | 3 | | | | | | | | | | | 5 | 6.7% |
| 44 その他 労働時間 | 6 | 1 | | | | | | | | | | | 7 | 9.3% |
| 45 労働時間延長･短縮 | | | | | | | | | | | | | | |
| 労働時間関係 | 11 | 5 | | | | | | | | | | | 16 | 21.3% |
| 51 解雇･退職強要･契約打切 | 6 | 7 | | | | | | | | | | | 13 | 17.3% |
| 52 合理化･倒産･閉鎖問題 | | | | | | | | | | | | | | |
| 53 解雇予告手当 | | 1 | | | | | | | | | | | 1 | 1.3% |
| 54 休業補償 | | | | | | | | | | | | | | |
| 55 その他 雇用 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 雇用関係 | 7 | 8 | | | | | | | | | | | 15 | 20.0% |
| 61 定年問題 | | | | | | | | | | | | | | |
| 62 退職金･退職手続 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 63 再雇用問題 | | | | | | | | | | | | | | |
| 64 その他 退職 | | | | | | | | | | | | | | |
| 退職関係 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 71 雇用保険･労災保険 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 72 健康保険･厚生年金 | 1 | | | | | | | | | | | | 1 | 1.3% |
| 73 税金問題 | | | | | | | | | | | | | | |
| 74 その他 保険･税 | 2 | | | | | | | | | | | | 2 | 2.7% |
| 保険･税 | 4 | | | | | | | | | | | | 4 | 5.3% |
| 81 労働災害 | 1 | 3 | | | | | | | | | | | 4 | 5.3% |
| 82 職業病 | | | | | | | | | | | | | | |
| 83 安全衛生 | | | | | | | | | | | | | | |
| 84 その他 安全衛生 | | | | | | | | | | | | | | |
| 85 PTSD | | | | | | | | | | | | | | |
| 労働安全衛生 | 1 | 3 | | | | | | | | | | | 4 | 5.3% |
| 91 男女差別 | | | | | | | | | | | | | | |
| 92 女性保護 | | | | | | | | | | | | | | |
| 93 セクハラ | | 1 | | | | | | | | | | | 1 | 1.3% |
| 94 嫌がらせ･パワハラ | | 1 | | | | | | | | | | | 1 | 1.3% |
| 95 その他 差別 | | | | | | | | | | | | | | |
| 差別等 | | 2 | | | | | | | | | | | 2 | 2.7% |
| 991 経営問題･労務管理 | | | | | | | | | | | | | | |
| 992 上記以外 | | | | | | | | | | | | | | |
| 993 職業紹介･求人 | | | | | | | | | | | | | | |
| その他 | | | | | | | | | | | | | | |
| 合計 | 40 | 35 | | | | | | | | | | | 75 | 100.0% |
| 相談件数 | 92 | 78 | | | | | | | | | | | 170 | |
| 違法率 | 43.5% | 44.9% | | | | | | | | | | | 44.1% | |
| 相談者数 | 56 | 56 | | | | | | | | | | | 112 | |
| １人当たり件数 | 1.64 | 1.39 | | | | | | | | | | | 1.52 | |