

| 相談項目   |                               | 月別  |    |    |    |    |    |    |    |    |     |     |     | 合計 | 前年相談者数 |     |     |
|--------|-------------------------------|-----|----|----|----|----|----|----|----|----|-----|-----|-----|----|--------|-----|-----|
|        |                               | 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                    | 2   |    |    |    |    |    |    |    |    |     |     |     |    |        | 2   | 21  |
|        | 不当労働行為                        | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 0   |
|        | 労使関係                          | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 13  |
|        | その他<br>(組合加入・脱退)              | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 0   |
|        | 小計                            | 4   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 0      | 4   | (0) |
| 労働契約関係 | 就業規則・雇用契約                     | 8   |    |    |    |    |    |    |    |    |     |     |     |    |        | 8   | 34  |
|        | 雇用形態                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 97  |
|        | 配転・出向・転籍                      | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 3   |
|        | その他<br>(一方的身分変更)<br>(派遣・人夫貸し) | 2   |    |    |    |    |    |    |    |    |     |     |     |    |        | 2   | 16  |
|        | 小計                            | 10  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 0      | 10  | 2   |
| 賃金関係   | 月例賃金未払・控除                     | 6   |    |    |    |    |    |    |    |    |     |     |     |    |        | 6   | 118 |
|        | 不払い残業・割増賃金                    | 5   |    |    |    |    |    |    |    |    |     |     |     |    |        | 5   | 117 |
|        | 一時金・諸手当                       | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 62  |
|        | 最低賃金                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 11  |
|        | その他<br>(貸上げ・貸下げ)              | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 5   |
| 小計     | 13                            | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 13     | 16  |     |
| 労働時間関係 | 週40時間・長時間労働                   | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 211 |
|        | 休日・休憩                         | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 9   |
|        | 年次有給休暇                        | 3   |    |    |    |    |    |    |    |    |     |     |     |    |        | 3   | 7   |
|        | その他<br>(労働時間延長・短縮)            | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 49  |
|        | 小計                            | 4   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 0      | 4   | 10  |
| 雇用関係   | 解雇・退職強要・契約打切                  | 2   |    |    |    |    |    |    |    |    |     |     |     |    |        | 2   | 75  |
|        | 合理化・倒産・閉鎖問題                   | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 189 |
|        | 解雇予告手当                        | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 12  |
|        | 休業補償                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 5   |
|        | その他                           | 2   |    |    |    |    |    |    |    |    |     |     |     |    |        | 2   | 8   |
| 小計     | 4                             | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 4      | 0   |     |
| 退職関係   | 定年問題                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 214 |
|        | 退職金・退職手続                      | 2   |    |    |    |    |    |    |    |    |     |     |     |    |        | 2   | 8   |
|        | 再雇用問題                         | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 19  |
|        | その他                           | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 3   |
| 小計     | 2                             | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 2      | 0   |     |
| 保険・税   | 雇用保険・労災保険                     | 4   |    |    |    |    |    |    |    |    |     |     |     |    |        | 4   | 30  |
|        | 健康保険・厚生年金                     | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 103 |
|        | 税金問題                          | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 17  |
|        | その他                           | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 5   |
| 小計     | 5                             | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 5      | 0   |     |
| 安全衛生   | 労働災害                          | 2   |    |    |    |    |    |    |    |    |     |     |     |    |        | 2   | 125 |
|        | 職業病                           | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 8   |
|        | 安全衛生                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 3   |
|        | その他                           | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 12  |
| 小計     | 2                             | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 2      | 0   |     |
| 差別等    | 男女差別                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 23  |
|        | 女性保護                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 2   |
|        | セクハラ                          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 0   |
|        | 嫌がらせ・パワハラ                     | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 2   |
|        | その他                           | 1   |    |    |    |    |    |    |    |    |     |     |     |    |        | 1   | 70  |
| 小計     | 2                             | 0   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 2      | 0   |     |
| その他    | 経営問題・労務管理                     | 3   |    |    |    |    |    |    |    |    |     |     |     |    |        | 3   | 74  |
|        | 上記以外の相談<br>(職業紹介・求人)          | 0   |    |    |    |    |    |    |    |    |     |     |     |    |        | 0   | 94  |
|        | 小計                            | 3   | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 0      | 3   | 66  |
| 相談者合計  |                               | 49  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 0      | 49  | 160 |
| 相談者構成比 |                               | 100 | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0   | 0   | 0  | 0      | 100 | 66  |
| 相談件数   |                               | 85  |    |    |    |    |    |    |    |    |     |     |     |    |        | 85  | (3) |

(注) 1. 主相談項目別相談者数は相談者の実数に同じ  
 2. 対前年率増減は、前年とのとの構成比の比較。単位はポイント