

| 相談項目      | 月別                          |       |      |       |       |       |       |      |      |       |      |      | 合計    | 累計<br>相談<br>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     | 1    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 1     | 14             |     |
|           | 不当労働行為                      | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 1    | 1    | 2     | 2              |     |
|           | 労使関係                        | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 1     | 2    | 0    | 3     | 11             |     |
|           | その他<br>(組合加入・脱退)            | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 1    | 1     | 14             |     |
|           | 小計                          | 0     | 1    | 0     | 0     | 0     | 0     | 0    | 0    | 1     | 3    | 2    | 7     | 41             |     |
| 労働契約関係    | 就業規則・雇用契約                   | 7     | 2    | 11    | 5     | 8     | 3     | 4    | 5    | 7     | 6    | 3    | 61    | 155            |     |
|           | 雇用形態                        | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 1              |     |
|           | 配転・出向・転籍                    | 0     | 0    | 0     | 0     | 0     | 1     | 0    | 0    | 1     | 0    | 0    | 2     | 13             |     |
|           | その他<br>(一方的身分変更)            | 2     | 1    | 4     | 3     | 2     | 0     | 3    | 1    | 1     | 0    | 2    | 19    | 33             |     |
|           | (派遣・人夫貸し)                   | (1)   | (1)  | (1)   | (1)   |       | (1)   |      | (1)  |       |      |      | (3)   | (5)            |     |
| 小計        | 9                           | 3     | 15   | 8     | 10    | 4     | 7     | 6    | 9    | 6     | 5    | 82   | 202   |                |     |
| 賃金関係      | 月例賃金未払・控除<br>不払い残業、割増賃金     | 4     | 8    | 6     | 14    | 8     | 1     | 10   | 1    | 6     | 6    | 3    | 67    | 69             |     |
|           | 一時金・諸手当                     | 1     | 0    | 0     | 1     | 0     | 0     | 2    | 1    | 0     | 0    | 3    | 8     | 32             |     |
|           | 最低賃金                        | 0     | 0    | 2     | 0     | 0     | 1     | 2    | 2    | 1     | 1    | 0    | 9     | 10             |     |
|           | その他<br>(賃上げ・賃下げ)            | 2     | 3    | 4     | 2     | 0     | 3     | 1    | 0    | 1     | 0    | 2    | 18    | 49             |     |
|           | (賃上げ・賃下げ)                   | (2)   | (2)  | (3)   | (2)   |       | (3)   | (1)  |      | (1)   |      | (2)  | (6)   | (31)           |     |
| 小計        | 14                          | 14    | 20   | 24    | 11    | 14    | 26    | 7    | 14   | 20    | 17   | 181  | 243   |                |     |
| 労働時間関係    | 週40時間・長時間労働                 | 2     | 1    | 2     | 4     | 0     | 1     | 4    | 2    | 2     | 4    | 1    | 23    | 30             |     |
|           | 休日・休憩                       | 2     | 0    | 0     | 0     | 0     | 0     | 2    | 1    | 0     | 3    | 2    | 10    | 18             |     |
|           | 年次有給休暇                      | 8     | 2    | 1     | 5     | 2     | 5     | 3    | 4    | 2     | 2    | 4    | 38    | 59             |     |
|           | その他<br>(労働時間延長・短縮)          | 0     | 0    | 1     | 1     | 0     | 0     | 3    | 1    | 1     | 1    | 1    | 9     | 26             |     |
|           | (労働時間延長・短縮)                 |       |      | (1)   |       |       |       | (2)  |      |       |      |      | (3)   | (11)           |     |
| 小計        | 12                          | 3     | 4    | 10    | 2     | 6     | 12    | 8    | 5    | 10    | 8    | 80   | 133   |                |     |
| 雇用関係      | 解雇・退職強要・契約打切<br>合理化・倒産・閉鎖問題 | 2     | 2    | 15    | 14    | 5     | 8     | 9    | 3    | 3     | 4    | 5    | 70    | 139            |     |
|           | 解雇予告手当                      | 1     | 0    | 1     | 0     | 1     | 0     | 1    | 0    | 2     | 0    | 0    | 6     | 15             |     |
|           | 休業補償                        | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 3              |     |
|           | その他                         | 1     | 1    | 0     | 0     | 0     | 0     | 0    | 1    | 0     | 0    | 0    | 3     | 11             |     |
|           | 小計                          | 4     | 3    | 16    | 14    | 6     | 8     | 10   | 4    | 6     | 4    | 5    | 80    | 193            |     |
| 退職関係      | 定年問題                        | 0     | 0    | 1     | 0     | 0     | 0     | 0    | 0    | 0     | 1    |      | 2     | 7              |     |
|           | 退職金・退職手続                    | 1     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 1     | 0    | 1    | 3     | 31             |     |
|           | 再雇用問題                       | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 1    | 0     | 0    | 0    | 1     | 2              |     |
|           | その他                         | 1     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 1     | 0    | 0    | 2     | 6              |     |
|           | 小計                          | 2     | 0    | 1     | 0     | 0     | 0     | 0    | 1    | 2     | 0    | 2    | 8     | 46             |     |
| 保険・税      | 雇用保険・労災保険                   | 2     | 0    | 3     | 7     | 1     | 3     | 6    | 0    | 1     | 0    | 0    | 23    | 43             |     |
|           | 健康保険・厚生年金                   | 2     | 1    | 3     | 2     | 0     | 2     | 0    | 0    | 0     | 0    | 1    | 11    | 23             |     |
|           | 税金問題                        | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 3              |     |
|           | その他                         | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 3              |     |
|           | 小計                          | 4     | 1    | 6     | 9     | 1     | 5     | 6    | 0    | 1     | 0    | 1    | 34    | 72             |     |
| 安全衛生      | 労働災害                        | 0     | 0    | 1     | 0     | 0     | 0     | 0    | 0    | 2     | 0    |      | 3     | 18             |     |
|           | 職業病                         | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 0              |     |
|           | 安全衛生                        | 2     | 3    | 0     | 2     | 0     | 2     | 2    | 0    | 1     | 2    | 0    | 14    | 26             |     |
|           | その他<br>(PTSD)               | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 7              |     |
|           | (PTSD)                      |       |      |       |       |       |       |      |      |       |      |      | (6)   |                |     |
| 小計        | 2                           | 3     | 1    | 2     | 0     | 2     | 2     | 0    | 1    | 4     | 0    | 17   | 51    |                |     |
| 差別等       | 男女差別                        | 0     | 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    | 1    | 1     | 1              |     |
|           | セクハラ                        | 0     | 0    | 0     | 0     | 0     | 1     | 1    | 0    | 0     | 0    | 0    | 2     | 2              |     |
|           | 嫌がらせ・パワハラ                   | 1     | 0    | 4     | 0     | 1     | 1     | 1    | 0    | 0     | 4    | 2    | 14    | 63             |     |
|           | その他                         | 0     | 0    | 0     | 0     | 0     | 0     | 0    | 0    | 0     | 0    | 0    | 0     | 2              |     |
| 小計        | 1                           | 0     | 4    | 0     | 1     | 2     | 2     | 0    | 0    | 4     | 3    | 17   | 68    |                |     |
| その他       | 経営問題・労務管理                   | 7     | 5    | 2     | 7     | 3     | 5     | 8    | 3    | 7     | 6    | 3    | 56    | 112            |     |
|           | 上記以外の相談<br>(職業紹介・求人)        | 2     | 1    | 0     | 1     | 2     | 0     | 0    | 0    | 0     | 4    |      | 10    | 35             |     |
|           | (職業紹介・求人)                   | (1)   |      |       |       |       |       |      |      |       | (1)  | (2)  | (6)   |                |     |
| 小計        | 9                           | 6     | 2    | 8     | 5     | 5     | 8     | 3    | 7    | 6     | 7    | 66   | 147   |                |     |
| 月別違法件数 合計 |                             | 57    | 34   | 69    | 75    | 36    | 46    | 73   | 29   | 46    | 57   | 50   | 0     | 572            | 196 |
| 同 構成比     |                             | 9.97  | 5.94 | 12.11 | 13.16 | 29.80 | 12.80 | 5.10 | 8.00 | 10.00 | 8.70 | 0.00 | 100   |                |     |
| 月別 相談件数   |                             | 88    | 74   | 153   | 137   | 86    | 121   | 130  | 93   | 103   | 112  | 99   | 1,196 |                |     |
| 月別 違法率    |                             | 64.84 | 5.94 | 45.15 | 4.74  | 41.93 | 8.05  | 6.23 | 1.24 | 4.75  | 0.95 | 0.50 | 47.8  |                |     |