資料－6

２０１９年 月別集計　相談件数 （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 | 1 | | 1 | | | | | | | | | | 2 | 0.7% |
| 12 不当労働行為 | | 1 | | | | | | | | | | | 1 | 0.3% |
| 13 労使関係 | | 1 | 1 | | | | | | | | | | 2 | 0.7% |
| 14 その他 組合 | | | | | | | | | | | | | | |
| 15 組合加入脱退 | | | | | | | | | | | | | | |
| 労働組合関係 | 1 | 2 | 2 | | | | | | | | | | 5 | 1.7% |
| 21 就業規則・雇用契約 | 13 | 12 | 17 | | | | | | | | | | 42 | 14.2% |
| 22 雇用形態 | 1 | | | | | | | | | | | | 1 | 0.3% |
| 23 配転・出向・転籍 | 1 | 1 | | | | | | | | | | | 2 | 0.7% |
| 24 その他 契約 | 7 | 7 | 3 | | | | | | | | | | 17 | 5.8% |
| 25 一方的身分変更 | | | | | | | | | | | | | | |
| 26 派遣・人夫貸し | | | | | | | | | | | | | | |
| 労働契約関係 | 22 | 20 | 20 | | | | | | | | | | 62 | 21.0% |
| 31 月例賃金未払・控除 | 1 | | 1 | | | | | | | | | | 2 | 0.7% |
| 32 不払残業・割増賃金 | 11 | 11 | 7 | | | | | | | | | | 29 | 9.8% |
| 33 一時金・諸手当 | | 1 | 1 | | | | | | | | | | 2 | 0.7% |
| 34 最低賃金 | 2 | 1 | | | | | | | | | | | 3 | 1.0% |
| 35 その他 賃金 | 2 | 1 | 4 | | | | | | | | | | 7 | 2.4% |
| 36 賃上げ・賃下げ | | 1 | 1 | | | | | | | | | | 2 | 0.7% |
| 賃金関係 | 16 | 15 | 14 | | | | | | | | | | 45 | 15.3% |
| 41 週40時間・長時間労働 | 2 | 3 | 2 | | | | | | | | | | 7 | 2.4% |
| 42 休日・休憩 | 1 | 4 | 4 | | | | | | | | | | 9 | 3.1% |
| 43 年次有給休暇 | 10 | 14 | 14 | | | | | | | | | | 38 | 12.9% |
| 44 その他 労働時間 | 1 | 4 | 2 | | | | | | | | | | 7 | 2.4% |
| 45 労働時間延長・短縮 | | | 2 | | | | | | | | | | 2 | 0.7% |
| 労働時間関係 | 14 | 25 | 24 | | | | | | | | | | 63 | 21.4% |
| 51 解雇・退職強要・契約打切 | 11 | 15 | 12 | | | | | | | | | | 38 | 12.9% |
| 52 合理化・倒産・閉鎖問題 | 4 | 3 | 4 | | | | | | | | | | 11 | 3.7% |
| 53 解雇予告手当 | | | 1 | | | | | | | | | | 1 | 0.3% |
| 54 休業補償 | | 1 | 1 | | | | | | | | | | 2 | 0.7% |
| 55 その他 雇用 | | | 2 | | | | | | | | | | 2 | 0.7% |
| 雇用関係 | 15 | 19 | 20 | | | | | | | | | | 54 | 18.3% |
| 61 定年問題 | | | | | | | | | | | | | | |
| 62 退職金・退職手続 | 3 | 2 | 4 | | | | | | | | | | 9 | 3.1% |
| 63 再雇用問題 | | | | | | | | | | | | | | |
| 64 その他 退職 | 4 | 1 | 5 | | | | | | | | | | 10 | 3.4% |
| 退職関係 | 7 | 3 | 9 | | | | | | | | | | 19 | 6.4% |
| 71 雇用・労災 | 1 | | 2 | | | | | | | | | | 3 | 1.0% |
| 72 健保・年金 | 3 | 1 | 1 | | | | | | | | | | 5 | 1.7% |
| 73 税金問題 | 1 | | | | | | | | | | | | 1 | 0.3% |
| 74 その他 保険・税 | 2 | 2 | | | | | | | | | | | 4 | 1.4% |
| 保険・税 | 7 | 3 | 3 | | | | | | | | | | 13 | 4.4% |
| 81 労働災害 | 1 | | | | | | | | | | | | 1 | 0.3% |
| 82 職業病 | | | | | | | | | | | | | | |
| 83 安全衛生 | 1 | | | | | | | | | | | | 1 | 0.3% |
| 84 その他 安全衛生 | 1 | 3 | | | | | | | | | | | 4 | 1.4% |
| 85 PTSD | | | | | | | | | | | | | | |
| 労働安全衛生 | 3 | 3 | | | | | | | | | | | 6 | 2.0% |
| 91 男女差別 | | | | | | | | | | | | | | |
| 92 女性保護 | | | | | | | | | | | | | | |
| 93 セクハラ | | | | | | | | | | | | | | |
| 94 嫌がらせ・パワハラ | 5 | 6 | 6 | | | | | | | | | | 17 | 5.8% |
| 95 その他 差別 | | | | | | | | | | | | | | |
| 差別等 | 5 | 6 | 6 | | | | | | | | | | 17 | 5.8% |
| 991 経営問題・労務管理 | 1 | 1 | 1 | | | | | | | | | | 3 | 1.0% |
| 992 上記以外 | 5 | 2 | 1 | | | | | | | | | | 8 | 2.7% |
| 993 職業紹介・求人 | | | | | | | | | | | | | | |
| その他 | 6 | 3 | 2 | | | | | | | | | | 11 | 3.7% |
| 合計 | 96 | 99 | 100 | | | | | | | | | | 295 | 100.0% |

| うち違法 | 1月 | 割合 | 2月 | 割合 | 3月 | 割合 | 4月 | 割合 | 5月 | 割合 | 6月 | 割合 | 7月 | 割合 | 8月 | 割合 | 9月 | 割合 | 10月 | 割合 | 11月 | 割合 | 12月 | 割合 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 11 結成・運営・加盟 | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 不当労働行為 | | | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | |
| 13 労使関係 | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 その他 組合 | | | | | | | | | | | | | | | | | | | | | | | | |
| 15 組合加入脱退 | | | | | | | | | | | | | | | | | | | | | | | | |
| 労働組合関係 | | | 1 | 50.0% | | | | | | | | | | | | | | | | | | | | |
| 21 就業規則・雇用契約 | 8 | 61.5% | 6 | 50.0% | 7 | 41.2% | | | | | | | | | | | | | | | | | | |
| 22 雇用形態 | | | | | | | | | | | | | | | | | | | | | | | | |
| 23 配転・出向・転籍 | | | | | | | | | | | | | | | | | | | | | | | | |
| 24 その他 契約 | 4 | 57.1% | 2 | 28.6% | | | | | | | | | | | | | | | | | | | | |
| 25 一方的身分変更 | | | | | | | | | | | | | | | | | | | | | | | | |
| 26 派遣・人夫貸し | | | | | | | | | | | | | | | | | | | | | | | | |
| 労働契約関係 | 12 | 54.5% | 8 | 40.0% | 7 | 35.0% | | | | | | | | | | | | | | | | | | |
| 31 月例賃金未払・控除 | | | | | 1 | 100.0% | | | | | | | | | | | | | | | | | | |
| 32 不払残業・割増賃金 | 9 | 81.8% | 10 | 90.9% | 6 | 85.7% | | | | | | | | | | | | | | | | | | |
| 33 一時金・諸手当 | | | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | |
| 34 最低賃金 | 1 | 50.0% | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | |
| 35 その他 賃金 | | | | | 2 | 50.0% | | | | | | | | | | | | | | | | | | |
| 36 賃上げ・賃下げ | | | | | | | | | | | | | | | | | | | | | | | | |
| 賃金関係 | 10 | 62.5% | 12 | 80.0% | 9 | 64.3% | | | | | | | | | | | | | | | | | | |
| 41 週40時間・長時間労働 | 1 | 50.0% | 3 | 100.0% | 1 | 50.0% | | | | | | | | | | | | | | | | | | |
| 42 休日・休憩 | | | 3 | 75.0% | 3 | 75.0% | | | | | | | | | | | | | | | | | | |
| 43 年次有給休暇 | 1 | 10.0% | 10 | 71.4% | 7 | 50.0% | | | | | | | | | | | | | | | | | | |
| 44 その他 労働時間 | 1 | 100.0% | 2 | 50.0% | | | | | | | | | | | | | | | | | | | | |
| 45 労働時間延長・短縮 | | | | | 1 | 50.0% | | | | | | | | | | | | | | | | | | |
| 労働時間関係 | 3 | 21.4% | 18 | 72.0% | 12 | 50.0% | | | | | | | | | | | | | | | | | | |
| 51 解雇・退職強要・契約打切 | 7 | 63.6% | 7 | 46.7% | 9 | 75.0% | | | | | | | | | | | | | | | | | | |
| 52 合理化・倒産・閉鎖問題 | 1 | 25.0% | 1 | 33.3% | 1 | 25.0% | | | | | | | | | | | | | | | | | | |
| 53 解雇予告手当 | | | | | 1 | 100.0% | | | | | | | | | | | | | | | | | | |
| 54 休業補償 | | | | | | | | | | | | | | | | | | | | | | | | |
| 55 その他 雇用 | | | | | | | | | | | | | | | | | | | | | | | | |
| 雇用関係 | 8 | 53.3% | 8 | 42.1% | 11 | 55.0% | | | | | | | | | | | | | | | | | | |
| 61 定年問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 62 退職金・退職手続 | | | | | 1 | 25.0% | | | | | | | | | | | | | | | | | | |
| 63 再雇用問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 64 その他 退職 | 1 | 25.0% | 1 | 100.0% | 1 | 20.0% | | | | | | | | | | | | | | | | | | |
| 退職関係 | 1 | 14.3% | 1 | 33.3% | 2 | 22.2% | | | | | | | | | | | | | | | | | | |
| 71 雇用・労災 | | | | | 1 | 50.0% | | | | | | | | | | | | | | | | | | |
| 72 健保・年金 | 1 | 33.3% | | | | | | | | | | | | | | | | | | | | | | |
| 73 税金問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 74 その他 保険・税 | | | | | | | | | | | | | | | | | | | | | | | | |
| 保険・税 | 1 | 14.3% | | | 1 | 33.3% | | | | | | | | | | | | | | | | | | |
| 81 労働災害 | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | | | |
| 82 職業病 | | | | | | | | | | | | | | | | | | | | | | | | |
| 83 安全衛生 | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | | | |
| 84 その他 安全衛生 | | | | | | | | | | | | | | | | | | | | | | | | |
| 85 PTSD | | | | | | | | | | | | | | | | | | | | | | | | |
| 労働安全衛生 | 2 | 66.7% | | | | | | | | | | | | | | | | | | | | | | |
| 91 男女差別 | | | | | | | | | | | | | | | | | | | | | | | | |
| 92 女性保護 | | | | | | | | | | | | | | | | | | | | | | | | |
| 93 セクハラ | | | | | | | | | | | | | | | | | | | | | | | | |
| 94 嫌がらせ・パワハラ | 2 | 40.0% | 4 | 66.7% | 4 | 66.7% | | | | | | | | | | | | | | | | | | |
| 95 その他 差別 | | | | | | | | | | | | | | | | | | | | | | | | |
| 差別等 | 2 | 40.0% | 4 | 66.7% | 4 | 66.7% | | | | | | | | | | | | | | | | | | |
| 991 経営問題・労務管理 | | | | | | | | | | | | | | | | | | | | | | | | |
| 992 上記以外 | 1 | 20.0% | | | | | | | | | | | | | | | | | | | | | | |
| 993 職業紹介・求人 | | | | | | | | | | | | | | | | | | | | | | | | |
| その他 | 1 | 16.7% | | | | | | | | | | | | | | | | | | | | | | |
| 合計 | **40** | 41.7% | **52** | 52.5% | **46** | 46.0% | | | | | | | | | | | | | | | | | | |