資料－6

2020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 | | | 2 | | | | | | | | | 3 | 0 |
| 12 不当労働行為 | | 1 | | 1 | | | | | | | | | 2 | 0 |
| 13 労使関係 | | | 2 | 1 | | | | | | | | | 3 | 0 |
| 14 その他 組合 | | | | | | | | | | | | | | |
| 15 組合加入脱退 | | | | | | | | | | | | | | |
| 労働組合関係 | 1 | 1 | 2 | 4 | | | | | | | | | 8 | 0 |
| 21 就業規則・雇用契約 | 17 | 25 | 26 | 17 | | | | | | | | | 85 | 0 |
| 22 雇用形態 | | | | | | | | | | | | | | |
| 23 配転・出向・転籍 | | 2 | 2 | 1 | | | | | | | | | 5 | 0 |
| 24 その他 契約 | 4 | 5 | 11 | 4 | | | | | | | | | 24 | 0 |
| 25 一方的身分変更 | | | | | | | | | | | | | | |
| 26 派遣・人夫貸し | | | | | | | | | | | | | | |
| 労働契約関係 | 21 | 32 | 39 | 22 | | | | | | | | | 114 | 0 |
| 31 月例賃金未払・控除 | 2 | 1 | 1 | 6 | | | | | | | | | 10 | 0 |
| 32 不払残業・割増賃金 | 11 | 9 | 11 | 8 | | | | | | | | | 39 | 0 |
| 33 一時金・諸手当 | 3 | 5 | 1 | | | | | | | | | | 9 | 0 |
| 34 最低賃金 | 1 | 1 | | | | | | | | | | | 2 | 0 |
| 35 その他 賃金 | 8 | 4 | 10 | 11 | | | | | | | | | 33 | 0 |
| 36 賃上げ・賃下げ | | 1 | | 2 | | | | | | | | | 3 | 0 |
| 賃金関係 | 25 | 21 | 23 | 27 | | | | | | | | | 96 | 0 |
| 41 週40時間・長時間労働 | 1 | | 2 | 1 | | | | | | | | | 4 | 0 |
| 42 休日・休憩 | 1 | 2 | 2 | 1 | | | | | | | | | 6 | 0 |
| 43 年次有給休暇 | 16 | 13 | 13 | 11 | | | | | | | | | 53 | 0 |
| 44 その他 労働時間 | 4 | 3 | 3 | | | | | | | | | | 10 | 0 |
| 45 労働時間延長・短縮 | | | | | | | | | | | | | | |
| 労働時間関係 | 22 | 18 | 20 | 13 | | | | | | | | | 73 | 0 |
| 51 解雇・退職強要・契約打切 | 5 | 11 | 12 | 17 | | | | | | | | | 45 | 0 |
| 52 合理化・倒産・閉鎖問題 | 1 | | | | | | | | | | | | 1 | 0 |
| 53 解雇予告手当 | 1 | | 1 | | | | | | | | | | 2 | 0 |
| 54 休業補償 | | | 3 | 8 | | | | | | | | | 11 | 0 |
| 55 その他 雇用 | 2 | | | 1 | | | | | | | | | 3 | 0 |
| 雇用関係 | 9 | 11 | 16 | 26 | | | | | | | | | 62 | 0 |
| 61 定年問題 | | | 1 | | | | | | | | | | 1 | 0 |
| 62 退職金・退職手続 | 6 | 6 | 5 | 1 | | | | | | | | | 18 | 0 |
| 63 再雇用問題 | | | | | | | | | | | | | | |
| 64 その他 退職 | 1 | | 1 | 1 | | | | | | | | | 3 | 0 |
| 退職関係 | 7 | 6 | 7 | 2 | | | | | | | | | 22 | 0 |
| 71 雇用・労災 | 4 | 4 | 1 | 6 | | | | | | | | | 15 | 0 |
| 72 健保・年金 | 2 | 1 | 2 | 3 | | | | | | | | | 8 | 0 |
| 73 税金問題 | | | | 2 | | | | | | | | | 2 | 0 |
| 74 その他 保険・税 | 1 | 1 | | | | | | | | | | | 2 | 0 |
| 保険・税 | 7 | 6 | 3 | 11 | | | | | | | | | 27 | 0 |
| 81 労働災害 | 2 | 2 | 6 | 3 | | | | | | | | | 13 | 0 |
| 82 職業病 | | | | | | | | | | | | | | |
| 83 安全衛生 | | 2 | | 4 | | | | | | | | | 6 | 0 |
| 84 その他 安全衛生 | 3 | 2 | 1 | 2 | | | | | | | | | 8 | 0 |
| 85 PTSD | | | | | | | | | | | | | | |
| 労働安全衛生 | 5 | 6 | 7 | 9 | | | | | | | | | 27 | 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 | 6 | 5 | 4 | 4 | | | | | | | | | 19 | 0 |
| 95 その他 差別 | | | | 1 | | | | | | | | | 1 | 0 |
| 差別等 | 6 | 5 | 4 | 5 | | | | | | | | | 20 | 0 |
| 991 経営問題・労務管理 | 2 | | 1 | 2 | | | | | | | | | 5 | 0 |
| 992 上記以外 | 2 | 2 | 3 | 1 | | | | | | | | | 8 | 0 |
| 993 職業紹介・求人 | | | | | | | | | | | | | | |
| その他 | 4 | 2 | 4 | 3 | | | | | | | | | 13 | 0 |
| 合計 | 107 | 108 | 125 | 122 | | | | | | | | | 462 | 1 |

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% | | | 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 | 100.0% | | | 1 | 25.0% | | | | | | | | | | | | | | | | |
| 21 就業規則・雇用契約 | 12 | 70.6% | 11 | 44.0% | 18 | 69.2% | 8 | 47.1% | | | | | | | | | | | | | | | | |
| 22 雇用形態 | | | | | | | | | | | | | | | | | | | | | | | | |
| 23 配転・出向・転籍 | | | | | | | | | | | | | | | | | | | | | | | | |
| 24 その他 契約 | | | 1 | 20.0% | 5 | 45.5% | 1 | 25.0% | | | | | | | | | | | | | | | | |
| 25 一方的身分変更 | | | | | | | | | | | | | | | | | | | | | | | | |
| 26 派遣・人夫貸し | | | | | | | | | | | | | | | | | | | | | | | | |
| 労働契約関係 | 12 | 57.1% | 12 | 37.5% | 23 | 59.0% | 9 | 40.9% | | | | | | | | | | | | | | | | |
| 31 月例賃金未払・控除 | 2 | 100.0% | 1 | 100.0% | 1 | 100.0% | 5 | 83.3% | | | | | | | | | | | | | | | | |
| 32 不払残業・割増賃金 | 11 | 100.0% | 6 | 66.7% | 8 | 72.7% | 7 | 87.5% | | | | | | | | | | | | | | | | |
| 33 一時金・諸手当 | 2 | 66.7% | 2 | 40.0% | 1 | 100.0% | | | | | | | | | | | | | | | | | | |
| 34 最低賃金 | | | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | |
| 35 その他 賃金 | 3 | 37.5% | 1 | 25.0% | 2 | 20.0% | 7 | 63.6% | | | | | | | | | | | | | | | | |
| 36 賃上げ・賃下げ | | | 1 | 100.0% | | | 1 | 50.0% | | | | | | | | | | | | | | | | |
| 賃金関係 | 18 | 72.0% | 12 | 57.1% | 12 | 52.2% | 20 | 74.1% | | | | | | | | | | | | | | | | |
| 41 週40時間・長時間労働 | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | | | |
| 42 休日・休憩 | | | 1 | 50.0% | | | 1 | 100.0% | | | | | | | | | | | | | | | | |
| 43 年次有給休暇 | 5 | 31.3% | 4 | 30.8% | 7 | 53.8% | 6 | 54.5% | | | | | | | | | | | | | | | | |
| 44 その他 労働時間 | 1 | 25.0% | | | 1 | 33.3% | | | | | | | | | | | | | | | | | | |
| 45 労働時間延長・短縮 | | | | | | | | | | | | | | | | | | | | | | | | |
| 労働時間関係 | 7 | 31.8% | 5 | 27.8% | 8 | 40.0% | 7 | 53.8% | | | | | | | | | | | | | | | | |
| 51 解雇・退職強要・契約打切 | 3 | 60.0% | 7 | 63.6% | 8 | 66.7% | 13 | 76.5% | | | | | | | | | | | | | | | | |
| 52 合理化・倒産・閉鎖問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 53 解雇予告手当 | | | | | | | | | | | | | | | | | | | | | | | | |
| 54 休業補償 | | | | | | | 2 | 25.0% | | | | | | | | | | | | | | | | |
| 55 その他 雇用 | | | | | | | 1 | 100.0% | | | | | | | | | | | | | | | | |
| 雇用関係 | 3 | 33.3% | 7 | 63.6% | 8 | 50.0% | 16 | 61.5% | | | | | | | | | | | | | | | | |
| 61 定年問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 62 退職金・退職手続 | | | 2 | 33.3% | 1 | 20.0% | | | | | | | | | | | | | | | | | | |
| 63 再雇用問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 64 その他 退職 | | | | | | | | | | | | | | | | | | | | | | | | |
| 退職関係 | | | 2 | 33.3% | 1 | 14.3% | | | | | | | | | | | | | | | | | | |
| 71 雇用・労災 | 3 | 75.0% | | | 1 | 100.0% | 2 | 33.3% | | | | | | | | | | | | | | | | |
| 72 健保・年金 | 2 | 100.0% | 1 | 100.0% | | | 1 | 33.3% | | | | | | | | | | | | | | | | |
| 73 税金問題 | | | | | | | | | | | | | | | | | | | | | | | | |
| 74 その他 保険・税 | | | 1 | 100.0% | | | | | | | | | | | | | | | | | | | | |
| 保険・税 | 5 | 71.4% | 2 | 33.3% | 1 | 33.3% | 3 | 27.3% | | | | | | | | | | | | | | | | |
| 81 労働災害 | 1 | 50.0% | 1 | 50.0% | 1 | 16.7% | 3 | 100.0% | | | | | | | | | | | | | | | | |
| 82 職業病 | | | | | | | | | | | | | | | | | | | | | | | | |
| 83 安全衛生 | | | | | | | 1 | 25.0% | | | | | | | | | | | | | | | | |
| 84 その他 安全衛生 | | | 2 | 100.0% | 1 | 100.0% | | | | | | | | | | | | | | | | | | |
| 85 PTSD | | | | | | | | | | | | | | | | | | | | | | | | |
| 労働安全衛生 | 1 | 20.0% | 3 | 50.0% | 2 | 28.6% | 4 | 44.4% | | | | | | | | | | | | | | | | |
| 91 男女差別 | | | | | | | | | | | | | | | | | | | | | | | | |
| 92 女性保護 | | | | | | | | | | | | | | | | | | | | | | | | |
| 93 セクハラ | | | | | | | | | | | | | | | | | | | | | | | | |
| 94 嫌がらせ・パワハラ | 4 | 66.7% | 3 | 60.0% | 1 | 25.0% | 2 | 50.0% | | | | | | | | | | | | | | | | |
| 95 その他 差別 | | | | | | | | | | | | | | | | | | | | | | | | |
| 差別等 | 4 | 66.7% | 3 | 60.0% | 1 | 25.0% | 2 | 40.0% | | | | | | | | | | | | | | | | |
| 991 経営問題・労務管理 | 1 | 50.0% | | | | | | | | | | | | | | | | | | | | | | |
| 992 上記以外 | 1 | 50.0% | | | | | | | | | | | | | | | | | | | | | | |
| 993 職業紹介・求人 | | | | | | | | | | | | | | | | | | | | | | | | |
| その他 | 2 | 50.0% | | | | | | | | | | | | | | | | | | | | | | |
| 合計 | 52 | 48.6% | 47 | 43.5% | 56 | 44.8% | 62 | 50.8% | | | | | | | | | | | | | | | | |