

| 相 談 項 目 | | 月 別 | | | | | | | | | | | | 合 計 | 構 成 比 (%) | 相 談 者 数 | 一 件 当 相 談 者 | | |
|------------|-------------------------------|------|------|------|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------------|------------|----------------|------|------|
| | | 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 | 0 | 1 | 1 | | | | | | | | | | | 2 | 0.6 | 0 | 0.00 |
| | 不当労働行為 | 0 | 0 | 0 | 1 | | | | | | | | | | | 1 | 0.3 | 0 | 0.00 |
| | 労使関係 | 0 | 2 | 2 | 2 | | | | | | | | | | | 6 | 1.7 | 4 | 0.67 |
| | その他 (組合加入・脱退) | 1 | 2 | 2 | 0 | | | | | | | | | | | 5 | 1.4 | 5 | 1.00 |
| | 小 計 | (1) | (1) | | | | | | | | | | | | (2) | | (2) | 1.00 | |
| 労働契約関係 | 就業規則・雇用契約 | 8 | 16 | 24 | 15 | | | | | | | | | | | 63 | 17.7 | 40 | 0.63 |
| | 雇用形態 | 0 | 0 | 0 | 1 | | | | | | | | | | | 1 | 0.3 | 1 | 1.00 |
| | 配転・出向・転籍 | 0 | 0 | 0 | 1 | | | | | | | | | | | 1 | 0.3 | 1 | 1.00 |
| | その他 (一方的身分変更) (派遣・人夫貸し) | 2 | 1 | 2 | 3 | | | | | | | | | | | 8 | 2.3 | 5 | 0.63 |
| | 小 計 | (1) | | | (1) | | | | | | | | | | (1) | | (1) | 1.00 | |
| 賃金関係 | 月例賃金未払・控除 | 4 | 3 | 2 | 3 | | | | | | | | | | | 12 | 3.4 | 11 | 0.92 |
| | 不払い残業・割増賃金 | 4 | 11 | 8 | 7 | | | | | | | | | | | 30 | 8.5 | 17 | 0.57 |
| | 一時金・諸手当 | 0 | 2 | 1 | 0 | | | | | | | | | | | 3 | 0.8 | 2 | 0.67 |
| | 最低賃金 | 0 | 0 | 1 | 2 | | | | | | | | | | | 3 | 0.8 | 0 | 0.00 |
| | その他 (賃上げ・賃下げ) | 2 | 6 | 3 | 2 | | | | | | | | | | | 13 | 3.7 | 8 | 0.62 |
| 小 計 | (1) | (3) | (1) | (2) | | | | | | | | | | (7) | | (3) | 1.67 | | |
| 労働時間関係 | 週40時間・長時間労働 | 3 | 1 | 2 | 2 | | | | | | | | | | | 8 | 2.3 | 4 | 0.50 |
| | 休日・休憩 | 0 | 1 | 1 | 3 | | | | | | | | | | | 5 | 1.4 | 4 | 0.80 |
| | 年次有給休暇 | 4 | 6 | 5 | 7 | | | | | | | | | | | 22 | 6.2 | 19 | 0.86 |
| | その他 (労働時間延長・短縮) | 1 | 3 | 1 | 4 | | | | | | | | | | | 9 | 2.5 | 7 | 0.78 |
| | 小 計 | (1) | (1) | | (4) | | | | | | | | | | (6) | | (5) | 1.20 | |
| 雇用関係 | 解雇・退職強要・契約打切 | 8 | 8 | 11 | 7 | | | | | | | | | | | 34 | 9.6 | 24 | 0.71 |
| | 合理化・倒産・閉鎖問題 | 3 | 3 | 0 | 0 | | | | | | | | | | | 6 | 1.7 | 0 | 0.00 |
| | 解雇予告手当 | 0 | 1 | 0 | 0 | | | | | | | | | | | 1 | 0.3 | 1 | 1.00 |
| | 休業補償 | 2 | 1 | 0 | 1 | | | | | | | | | | | 4 | 1.1 | 2 | 0.50 |
| | その他 | 3 | 1 | 3 | 4 | | | | | | | | | | | 11 | 3.1 | 7 | 0.64 |
| 小 計 | 16 | 14 | 14 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 56 | 15.8 | 34 | 0.61 | |
| 退職関係 | 定年問題 | 0 | 0 | 1 | 0 | | | | | | | | | | | 1 | 0.3 | 1 | 1.00 |
| | 退職金・退職手続 | 5 | 3 | 5 | 3 | | | | | | | | | | | 16 | 4.5 | 11 | 0.69 |
| | 再雇用問題 | 0 | 0 | 0 | 0 | | | | | | | | | | | 0 | 0.0 | 0 | |
| | その他 | 1 | 0 | 1 | 0 | | | | | | | | | | | 2 | 0.6 | 0 | 0.00 |
| | 小 計 | 6 | 3 | 7 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 19 | 5.4 | 12 | 0.63 |
| 保険・税 | 雇用保険・労災保険 | 3 | 3 | 3 | 0 | | | | | | | | | | | 9 | 2.5 | 7 | 0.78 |
| | 健康保険・厚生年金 | 0 | 0 | 2 | 0 | | | | | | | | | | | 2 | 0.6 | 1 | 0.50 |
| | 税金問題 | 1 | 0 | 0 | 2 | | | | | | | | | | | 3 | 0.8 | 2 | 0.67 |
| | その他 | 0 | 0 | 1 | 0 | | | | | | | | | | | 1 | 0.3 | 0 | 0.00 |
| | 小 計 | 4 | 3 | 6 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 4.2 | 10 | 0.67 |
| 安全衛生 | 労働災害 | 0 | 0 | 2 | 2 | | | | | | | | | | | 4 | 1.1 | 2 | 0.50 |
| | 職業病 | 0 | 0 | 0 | 0 | | | | | | | | | | | 0 | 0.0 | 0 | |
| | 安全衛生 | 0 | 2 | 3 | 1 | | | | | | | | | | | 6 | 1.7 | 1 | 0.17 |
| | その他 (PTSD) | 1 | 0 | 1 | 1 | | | | | | | | | | | 3 | 0.8 | 1 | 0.33 |
| | 小 計 | (1) | | | (1) | | | | | | | | | | (2) | | | | |
| 差別等 | 男女差別 | 0 | 0 | 0 | 0 | | | | | | | | | | | 0 | 0.0 | 0 | |
| | 女性保護 | 0 | 0 | 0 | 0 | | | | | | | | | | | 0 | 0.0 | 0 | |
| | セクハラ | 0 | 0 | 1 | 2 | | | | | | | | | | | 3 | 0.8 | 1 | 0.33 |
| | 嫌がらせ・パワハラ | 0 | 1 | 9 | 8 | | | | | | | | | | | 18 | 5.1 | 12 | 0.67 |
| | その他 | 0 | 0 | 0 | | | | | | | | | | | | 0 | 0.0 | 0 | |
| 小 計 | 0 | 1 | 10 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 21 | 5.9 | 13 | 0.62 | |
| その他 | 経営問題・労務管理 | 7 | 6 | 12 | 12 | | | | | | | | | | | 37 | 10.4 | 10 | 0.27 |
| | 上記以外の相談 | 1 | 1 | 0 | 0 | | | | | | | | | | | 2 | 0.6 | 1 | 0.50 |
| | (職業紹介・求人) | (1) | (1) | | | | | | | | | | | | (2) | | (1) | 2.00 | |
| 小 計 | 8 | 7 | 12 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 39 | 11.0 | 11 | 0.28 | |
| 相談件数 合計 | | 64 | 84 | 110 | 97 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 355 | 100.0 | 212 | 0.60 | |
| 月別相談件数 構成比 | | 18 | 23.7 | 31 | 27.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100 | | | | |
| 相談者数 | | 34 | 58 | 63 | 57 | | | | | | | | | | 212 | | | | |
| 1人当り相談件数 | | 1.88 | 1.45 | 1.75 | 1.7 | | | | | | | | | | 1.67 | | | | |