

表 3-14 勞資爭議人數—按性別、身分及主要爭議類別分
Table 3-14 Workers Involved Labor-Management Disputes by Sex, Class
and Major Type of Labor Dispute

中華民國108年

2019

單位：人 Unit：Person

項 目 別 Item		總 計 Grand total	性 別 Sex		身 分 別 The class of the workers involved dispute	
			男 Male	女 Female	工 會 Workers' organization	勞 工 Worker (s)
總 計	Grand total	39,626	21,912	17,714	1,132	38,494
權利事項	Rights dispute	38,706	21,383	17,323	392	38,314
契約爭議	Dispute over labor contracts	2,049	1,202	847	1	2,048
契約性質爭議	Complexion of contracts	785	505	280	1	784
恢復僱傭關係爭議	Labor Contracts reinstatement	1,264	697	567	—	1,264
工資爭議	Dispute over wages	17,286	9,463	7,823	4	17,282
積欠工資	Arrear wages	15,166	8,120	7,046	2	15,164
加班費	Overtime payment	2,120	1,343	777	2	2,118
給付資遣費爭議	Dispute over payment of dismissal	10,926	5,507	5,419	10	10,916
給付退休金爭議	Dispute over retirement pension payment	2,235	1,460	775	—	2,235
勞工保險給付爭議	Dispute over labor insurance benefit payment	733	400	333	—	733
職業災害補償爭議	Dispute over occupational hazards compensation	1,850	1,256	594	—	1,850
工會身分保護爭議	Dispute over protection of union identification	7	6	1	1	6
休假爭議	Dispute over leave	374	213	161	3	371
其他權利事項爭議	Dispute over other rights issues	3,246	1,876	1,370	373	2,873
調整事項	Adjustment dispute	920	529	391	740	180
調整工資爭議	Dispute over wages adjustment	15	12	3	8	7
結算年資爭議	Dispute over work years settlement	1	—	1	—	1
調整工時爭議	Dispute over work hours adjustment	12	3	9	1	11
調整休假爭議	Dispute over leave adjustment	6	4	2	—	6
調整津貼爭議	Dispute over allowances adjustment	3	2	1	1	2
調整獎金爭議	Dispute over bonuses adjustment	28	19	9	16	12
調整福利措施爭議	Dispute over welfare measures adjustment	2	2	—	1	1
調整管理措施爭議	Dispute over disciplinary measures adjustment	324	198	126	312	12
其他調整事項爭議	Dispute over other adjustment issues	529	289	240	401	128

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.