

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109年

2020

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	55,947	34,037	21,910	17,848	38,099
權利事項	Rights dispute	53,958	33,419	20,539	16,003	37,955
契約爭議	Dispute over labor contracts	2,218	1,211	1,007	4	2,214
契約性質爭議	Complexion of contracts	841	453	388	2	839
恢復僱傭關係爭議	Labor contracts reinstatement	1,377	758	619	2	1,375
工資爭議	Dispute over wages	17,866	9,724	8,142	1	17,865
積欠工資	Arrear wages	15,196	8,057	7,139	1	15,195
加班費	Overtime payment	2,670	1,667	1,003	—	2,670
給付資遣費爭議	Dispute over payment of dismissal	10,333	5,207	5,126	1	10,332
給付退休金爭議	Dispute over retirement pension payment	1,636	1,030	606	6	1,630
勞工保險給付爭議	Dispute over labor insurance benefit payment	828	407	421	—	828
職業災害補償爭議	Dispute over occupational hazards compensation	1,904	1,308	596	1	1,903
工會身分保護爭議	Dispute over protection of union identification	10	8	2	1	9
休假爭議	Dispute over leave	316	168	148	1	315
其他權利事項爭議	Dispute over other rights issues	18,847	14,356	4,491	15,988	2,859
調整事項	Adjustment dispute	1,989	618	1,371	1,845	144
調整工資爭議	Dispute over wages adjustment	166	86	80	139	27
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	6	6	2	10
調整休假爭議	Dispute over leave adjustment	6	1	5	1	5
調整津貼爭議	Dispute over allowances adjustment	2	2	—	—	2
調整獎金爭議	Dispute over bonuses adjustment	10	5	5	—	10
調整福利措施爭議	Dispute over welfare measures adjustment	1	1	—	1	—
調整管理措施爭議	Dispute over disciplinary measures adjustment	7	4	3	2	5
其他調整事項爭議	Dispute over other adjustment issues	1,784	513	1,271	1,700	84

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.