

表 3-14 勞資爭議受理案件涉及人數—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110年

2021

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	96,668	62,524	34,144	64,227	32,441
權利事項	Rights dispute	76,332	48,182	28,150	44,028	32,304
契約爭議	Dispute over labor contracts	2,038	1,160	878	6	2,032
契約性質爭議	Complexion of contracts	755	390	365	6	749
恢復僱傭關係爭議	Labor contracts reinstatement	1,283	770	513	—	1,283
工資爭議	Dispute over wages	14,383	7,772	6,611	18	14,365
積欠工資	Arrear wages	12,553	6,763	5,790	16	12,537
加班費	Overtime payment	1,830	1,009	821	2	1,828
給付資遣費爭議	Dispute over payment of dismissal	8,421	4,246	4,175	—	8,421
給付退休金爭議	Dispute over retirement pension payment	1,487	898	589	—	1,487
勞工保險給付爭議	Dispute over labor insurance benefit payment	750	385	365	—	750
職業災害補償爭議	Dispute over occupational hazards compensation	1,719	1,172	547	—	1,719
工會身分保護爭議	Dispute over protection of union identification	42,419	29,958	12,461	42,391	28
休假爭議	Dispute over leave	384	267	117	—	384
其他權利事項爭議	Dispute over other rights issues	4,731	2,324	2,407	1,613	3,118
調整事項	Adjustment dispute	20,336	14,342	5,994	20,199	137
調整工資爭議	Dispute over wages adjustment	20,212	14,268	5,944	20,175	37
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	2	1	1	1	1
調整休假爭議	Dispute over leave adjustment	5	3	2	—	5
調整津貼爭議	Dispute over allowances adjustment	31	30	1	18	13
調整獎金爭議	Dispute over bonuses adjustment	9	4	5	—	9
調整福利措施爭議	Dispute over welfare measures adjustment	2	2	—	—	2
調整管理措施爭議	Dispute over disciplinary measures adjustment	9	7	2	—	9
其他調整事項爭議	Dispute over other adjustment issues	65	27	38	5	60

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.