

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

		111年	2022		單位：人 Unit：Person	
項 目 別		總 計	性 別		身 分 別	
Item			Sex		The class of the workers involved dispute	
		Grand total	男	女	工 會	勞 工
			Male	Female	Workers' organization	Worker (s)
總 計	Grand total	46,530	29,086	17,444	16,376	30,154
權利事項	Rights dispute	30,058	16,342	13,716	59	29,999
契約爭議	Dispute over labor contracts	1,856	1,040	816	1	1,855
契約性質爭議	Complexion of contracts	716	368	348	1	715
恢復僱傭關係爭議	Labor contracts reinstatement	1,140	672	468	—	1,140
工資爭議	Dispute over wages	13,682	7,471	6,211	13	13,669
積欠工資	Arrear wages	11,868	6,338	5,530	12	11,856
加班費	Overtime payment	1,814	1,133	681	1	1,813
給付資遣費爭議	Dispute over payment of dismissal	7,395	3,719	3,676	—	7,395
給付退休金爭議	Dispute over retirement pension payment	1,429	877	552	—	1,429
勞工保險給付爭議	Dispute over labor insurance benefit payment	623	334	289	1	622
職業災害補償爭議	Dispute over occupational hazards compensation	1,821	1,200	621	—	1,821
工會身分保護爭議	Dispute over protection of union identification	58	32	26	2	56
休假爭議	Dispute over leave	335	188	147	—	335
其他權利事項爭議	Dispute over other rights issues	2,859	1,481	1,378	42	2,817
調整事項	Adjustment dispute	16,472	12,744	3,728	16,317	155
調整工資爭議	Dispute over wages adjustment	49	36	13	18	31
結算年資爭議	Dispute over work years settlement	—	—	—	—	—
調整工時爭議	Dispute over work hours adjustment	40	33	7	—	40
調整休假爭議	Dispute over leave adjustment	3	—	3	—	3
調整津貼爭議	Dispute over allowances adjustment	2	2	—	—	2
調整獎金爭議	Dispute over bonuses adjustment	15,213	12,100	3,113	15,208	5
調整福利措施爭議	Dispute over welfare measures adjustment	14	14	—	—	14
調整管理措施爭議	Dispute over disciplinary measures adjustment	15	12	3	2	13
其他調整事項爭議	Dispute over other adjustment issues	1,136	547	589	1,089	47

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.