

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

		112年	2023		單位：人 Unit：Person	
項 目 別		總 計	性 別 Sex		身 分 別 The class of the workers involved dispute	
Item			男 Male	女 Female	工 會 Workers' organization	勞 工 Worker (s)
總 計	Grand total	137,050	89,271	47,779	103,830	33,220
權利事項	Rights dispute	38,755	20,652	18,103	6,000	32,755
契約爭議	Dispute over labor contracts	2,159	1,176	983	123	2,036
契約性質爭議	Complexion of contracts	617	309	308	123	494
恢復僱傭關係爭議	Labor contracts reinstatement	1,542	867	675	—	1,542
工資爭議	Dispute over wages	14,220	7,862	6,358	11	14,209
積欠工資	Arrear wages	12,394	6,724	5,670	5	12,389
加班費	Overtime payment	1,826	1,138	688	6	1,820
給付資遣費爭議	Dispute over payment of dismissal	8,777	4,491	4,286	—	8,777
給付退休金爭議	Dispute over retirement pension payment	1,432	820	612	2	1,430
勞工保險給付爭議	Dispute over labor insurance benefit payment	591	311	280	—	591
職業災害補償爭議	Dispute over occupational hazards compensation	1,880	1,271	609	1	1,879
工會身分保護爭議	Dispute over protection of union identification	47	29	18	17	30
休假爭議	Dispute over leave	402	205	197	1	401
其他權利事項爭議	Dispute over other rights issues	9,247	4,487	4,760	5,845	3,402
調整事項	Adjustment dispute	98,295	68,619	29,676	97,830	465
調整工資爭議	Dispute over wages adjustment	59,553	40,970	18,583	59,541	12
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	611	308	303	600	11
調整休假爭議	Dispute over leave adjustment	6	—	6	—	6
調整津貼爭議	Dispute over allowances adjustment	3	2	1	3	—
調整獎金爭議	Dispute over bonuses adjustment	37,977	27,270	10,707	37,595	382
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	13	12	1	6	7
其他調整事項爭議	Dispute over other adjustment issues	130	55	75	85	45

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.