

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

113年

2024

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	38,766	22,177	16,589	1,688	37,078
權利事項	Rights dispute	37,421	20,990	16,431	517	36,904
契約爭議	Dispute over labor contracts	2,145	1,277	868	—	2,145
契約性質爭議	Complexion of contracts	553	345	208	—	553
恢復僱傭關係爭議	Labor contracts reinstatement	1,592	932	660	—	1,592
工資爭議	Dispute over wages	15,370	8,712	6,658	171	15,199
積欠工資	Arrear wages	13,231	7,330	5,901	54	13,177
加班費	Overtime payment	2,139	1,382	757	117	2,022
給付資遣費爭議	Dispute over payment of dismissal	9,223	4,701	4,522	1	9,222
給付退休金爭議	Dispute over retirement pension payment	1,658	988	670	2	1,656
勞工保險給付爭議	Dispute over labor insurance benefit payment	791	394	397	—	791
職業災害補償爭議	Dispute over occupational hazards compensation	1,802	1,149	653	1	1,801
工會身分保護爭議	Dispute over protection of union identification	13	9	4	2	11
休假爭議	Dispute over leave	338	202	136	2	336
其他權利事項爭議	Dispute over other rights issues	6,081	3,558	2,523	338	5,743
調整事項	Adjustment dispute	1,345	1,187	158	1,171	174
調整工資爭議	Dispute over wages adjustment	650	605	45	612	38
結算年資爭議	Dispute over work years settlement	—	—	—	—	—
調整工時爭議	Dispute over work hours adjustment	24	19	5	1	23
調整休假爭議	Dispute over leave adjustment	24	8	16	14	10
調整津貼爭議	Dispute over allowances adjustment	1	—	1	—	1
調整獎金爭議	Dispute over bonuses adjustment	17	11	6	7	10
調整福利措施爭議	Dispute over welfare measures adjustment	12	11	1	11	1
調整管理措施爭議	Dispute over disciplinary measures adjustment	41	25	16	—	41
其他調整事項爭議	Dispute over other adjustment issues	576	508	68	526	50

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.