

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

|               |                                                 | 114年       | 2025        | 單位：人 Unit：Person                                      |                   |        |
|---------------|-------------------------------------------------|------------|-------------|-------------------------------------------------------|-------------------|--------|
| 項 目 別<br>Item | 總 計<br>Grand total                              | 性 別<br>Sex |             | 身 分 別<br>The class of the<br>workers involved dispute |                   |        |
|               |                                                 | 男<br>Male  | 女<br>Female | 工 會<br>Workers'<br>organization                       | 勞 工<br>Worker (s) |        |
| 總 計           | Grand total                                     | 85,097     | 41,366      | 43,731                                                | 44,688            | 40,409 |
| 權利事項          | Rights dispute                                  | 62,414     | 25,947      | 36,467                                                | 23,669            | 38,745 |
| 契約爭議          | Dispute over labor contracts                    | 2,207      | 1,175       | 1,032                                                 | 1                 | 2,206  |
| 契約性質爭議        | Complexion of contracts                         | 412        | 207         | 205                                                   | 1                 | 411    |
| 恢復僱傭關係爭議      | Labor contracts reinstatement                   | 1,795      | 968         | 827                                                   | —                 | 1,795  |
| 工資爭議          | Dispute over wages                              | 40,242     | 14,516      | 25,726                                                | 23,579            | 16,663 |
| 積欠工資          | Arrear wages                                    | 37,961     | 13,195      | 24,766                                                | 23,578            | 14,383 |
| 加班費           | Overtime payment                                | 2,281      | 1,321       | 960                                                   | 1                 | 2,280  |
| 給付資遣費爭議       | Dispute over payment of dismissal               | 10,935     | 5,474       | 5,461                                                 | 51                | 10,884 |
| 給付退休金爭議       | Dispute over retirement pension payment         | 1,528      | 872         | 656                                                   | —                 | 1,528  |
| 勞工保險給付爭議      | Dispute over labor insurance benefit payment    | 874        | 418         | 456                                                   | —                 | 874    |
| 職業災害補償爭議      | Dispute over occupational hazards compensation  | 1,861      | 1,129       | 732                                                   | —                 | 1,861  |
| 工會身分保護爭議      | Dispute over protection of union identification | 24         | 18          | 6                                                     | 14                | 10     |
| 休假爭議          | Dispute over leave                              | 515        | 267         | 248                                                   | 6                 | 509    |
| 其他權利事項爭議      | Dispute over other rights issues                | 4,228      | 2,078       | 2,150                                                 | 18                | 4,210  |
| 調整事項          | Adjustment dispute                              | 22,683     | 15,419      | 7,264                                                 | 21,019            | 1,664  |
| 調整工資爭議        | Dispute over wages adjustment                   | 42         | 29          | 13                                                    | 10                | 32     |
| 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              | 15         | 6           | 9                                                     | —                 | 15     |
| 調整休假爭議        | Dispute over leave adjustment                   | 7          | 4           | 3                                                     | 1                 | 6      |
| 調整津貼爭議        | Dispute over allowances adjustment              | 10         | 10          | —                                                     | 2                 | 8      |
| 調整獎金爭議        | Dispute over bonuses adjustment                 | 25         | 14          | 11                                                    | —                 | 25     |
| 調整福利措施爭議      | Dispute over welfare measures adjustment        | 2          | 2           | —                                                     | 1                 | 1      |
| 調整管理措施爭議      | Dispute over disciplinary measures adjustment   | 19         | 9           | 10                                                    | —                 | 19     |
| 其他調整事項爭議      | Dispute over other adjustment issues            | 22,562     | 15,344      | 7,218                                                 | 21,005            | 1,557  |

資料來源：勞動部勞動關係司。

Source：The Department of Employment Relations, MOL.