

Q:大量解僱勞工保護法所稱之大量解僱勞工，
係指何種解雇情事？

What is the circumstance that the term “mass redundancy of workers” means in the Act for Worker Protection of Mass Redundancy?

A:解僱理由：

- 事業單位因勞動基準法第11條所定之情形，如：
 - 歇業或轉讓
 - 虧損或業務緊縮
 - 因不可抗力暫停工作在一個月以上時
 - 業務性質變更，有減少勞工之必要，又無適當工作可安置時
 - 勞工對於所擔任之工作卻不能勝任時
- 併購、改組

The cause of mass redundancy:

- The conditions set forth in Article 11 of the Labor Standards Act, like:
 - Where the employers' businesses are suspended, or have been transferred.
 - Where the employers' businesses suffer operating losses, or business contractions.
 - Where force majeure necessitates the suspension of business for more than one month.
 - Where the change of the nature of business necessitates the reduction of workforce and the terminated employees can not be reassigned to other suitable positions.
 - A particular worker is clearly not able to perform satisfactorily the duties required of the position held.
- Merger or restructure

