

# 依據大量解僱勞工保護法第10條規定

According to Article 10 of the

Act for Worker Protection of Mass Redundancy:

大量勞工解僱保護法所稱大量解僱勞工，指事業單位有勞動基準法第十一條所定各款情形之一、或因併購、改組而解僱勞工，且解僱人數達相關門檻(如下圖)。

The term "mass redundancy of workers" as used in the Act shall mean the circumstance where a business entity has a need to lay off its workers on account of any of the conditions set forth in Article 11 of the Labor Standards Act, including merger and restructure, and is under any of the circumstances mentioned below.

|        | 雇用勞工人數           | 單日<br>解僱勞工人數 | 60日內<br>解僱勞工人數  |
|--------|------------------|--------------|-----------------|
| 同一廠場   | 未滿<30人           |              | 愈10人            |
|        | 30人以上<br>未滿200人  | 愈20人         | 愈所雇用<br>勞工人數1/3 |
|        | 200人以上<br>未滿500人 | 愈50人         | 愈所雇用<br>勞工人數1/4 |
|        | 500人以上           | 愈80人         | 愈所雇用<br>勞工人數1/5 |
| 同一事業單位 | 無人數限制            | 愈100人        | 愈200人           |

|                                     | Number of<br>workers                   | Number of<br>workers been<br>laid off in <u>1 day</u> | Number of<br>workers been<br>laid off in <u>60 days</u> |
|-------------------------------------|--|---|---|
| In a site of<br>the business entity | Fewer than 30                          |   | More than 10  |
|                                     | More than 30<br>but<br>fewer than 200  | More than 20  | Over 1/3 of the<br>total number<br>of workers           |
|                                     | More than 200<br>but<br>fewer than 500 | More than 50  | Over 1/4 of the<br>total number<br>of workers           |
|                                     | More than 500                          | More than 80  | Over 1/5 of the<br>total number<br>of workers           |
| In the<br>business entity           | Any number<br>of workers               | More than 100   | More than 200   |