

如果事業單位大量解僱時，以下列其中一個原因為解雇理由，那終止契約有效力嗎？

Is the termination of a labor contract valid if the business entity implements a mass redundancy plan and takes the following reason as the cause of discharge?

種族  
Race

語言  
Language

階級  
Social  
Station

思想  
Ideology

宗教  
Religion

黨派  
Political  
Affiliation

籍貫  
Birthplace

性別  
Gender

容貌  
Appearance

身心障礙  
Physical/  
Mental  
Handicap

年齡  
Age

任工會職務  
Position in a  
labor union

Labor Affairs Bureau of  
Tainan City Government



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→ 依據大量解雇保護法第13條規定，事業單位大量解僱勞工時，不得以種族、語言、階級、思想、宗教、黨派、籍貫、性別、容貌、身心障礙、年齡及擔任工會職務為由解雇勞工。

When implementing a mass redundancy plan, race, language, social station, ideology, religion, political affiliation, birthplace, gender, appearance, physical/mental handicap, age, and position in a labor union shall not be taken as the cause of discharge.

→ 違反上述規定或勞動基準法第十一條規定者，其勞動契約之終止不生效力。

Termination of a labor contract shall be invalid if such termination is in violation of the preceding paragraph or Article 11 of the Labor Standards Act.

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