

Table 4-5 The Cases of Complaint Concerning Gender Equality in Employment

Item	2021	
Grand total	423	(283)
Gender discrimination	160	(103)
By type of discrimination		
Gender	158	(103)
Sexual orientation	1	—
Gender identity	1	—
By classification of discrimination		
Recruitment, examination & appointment	24	(21)
Assignment & designation	7	(6)
Evaluation	15	(10)
Promotion	2	(1)
Education, training or other related activities	2	(1)
Various welfare benefit measures	14	(9)
Paying remuneration	5	(2)
Retirement	1	—
Severance	44	(23)
Job leaving & termination	45	(34)
Marry, become pregnant, engage in child-birth or child-raising activity	30	(16)
Prevention and correction of sexual harassment	191	(138)
Employers know of the occurrence of sexual harassment not immediate and effective correctional measures shall be implemented, and other cases involving sexual harassment	182	(132)
Adverse sexual harassment	178	(130)
Assignment & designation	12	(7)
Measures for preventing sexual harassment, related complaint procedures not be established, or not be openly displayed in the workplace	38	(26)
Measure for promoting equality in employment	111	(65)
Menstruation leave	30	(20)
Maternity leave	14	(4)
Pregnancy checkup	8	(5)
Tocolysis leave	12	(7)
Pregnancy checkup accompaniment and paternity leaves	2	(1)
Parental leave without payment	25	(13)
After the expiration of the parental leave apply for reinstatement	24	(15)
Feeding time	2	(1)
Reduce or adjust working time for raising child	1	—
Family leave	7	(5)
Child care facilities and measures	—	—

Source : The Department of Labor Standards and Equal Employment, MOL.

- Note : 1. Gender Equality Law implemented from Mar.2002. The type of gender discrimination was classified as gender, sexual orientation and gender identity from 2015.  
2. The classification of complaint permits two or more than two complaint issues for each case. The figures in the parentheses represent the cases of examination.  
3. Before 2018, the cases of examination were classified by acceptance issues, but starting from 2019, the cases are classified by examination issues.

Unit : Case

2022		2023		2024		Jan., 2025		Cumulation from Mar., 2002	
381	(243)	566	(342)	787	(516)	43	(33)	7,161	(4,444)
154	(98)	160	(94)	250	(186)	9	(5)	3,259	(2,027)
152	(97)	158	(92)	249	(185)	9	(5)	3,243	(2,014)
1	(1)	1	(1)	1	(1)	—	—	8	(7)
1	—	1	(1)	—	—	—	—	8	(6)
33	(28)	67	(33)	119	(97)	3	(1)	600	(464)
12	(8)	15	(11)	25	(19)	—	—	166	(119)
8	(7)	5	(2)	6	(4)	1	—	70	(44)
—	—	2	—	4	(5)	—	—	15	(11)
2	(1)	1	—	5	(1)	—	—	19	(10)
8	(3)	9	(3)	12	(8)	—	—	100	(50)
6	(3)	8	(6)	8	(6)	—	—	109	(73)
—	—	—	—	1	—	—	—	6	(1)
44	(30)	30	(21)	49	(32)	5	(1)	728	(466)
39	(23)	29	(16)	39	(24)	2	(3)	1,105	(688)
27	(11)	15	(10)	14	(11)	—	—	653	(315)
165	(103)	295	(182)	413	(252)	26	(20)	2,871	(1,840)
155	(98)	287	(180)	396	(246)	26	(17)	2,737	(1,756)
152	(96)	276	(177)	388	(240)	22	(16)	2,546	(1,612)
8	(6)	19	(6)	10	(7)	4	(1)	248	(182)
26	(22)	41	(24)	48	(31)	1	(4)	386	(274)
89	(59)	129	(80)	155	(99)	10	(11)	1,582	(925)
18	(10)	32	(19)	41	(31)	2	(4)	251	(158)
17	(11)	15	(11)	10	(4)	1	(2)	376	(232)
3	(3)	9	(8)	5	(2)	—	—	53	(30)
8	(8)	9	(7)	12	(6)	—	(2)	162	(89)
1	—	4	(1)	8	(7)	—	—	52	(23)
30	(22)	56	(32)	56	(37)	4	(4)	492	(284)
19	(11)	18	(15)	27	(12)	2	(2)	259	(145)
—	(1)	—	—	—	—	—	—	17	(11)
—	—	6	(1)	4	(4)	—	—	21	(9)
4	(3)	9	(6)	18	(8)	1	—	69	(39)
—	—	—	—	—	—	—	—	5	(2)