

表 4-7 性別平等工作申訴案件

單位：件

項 目 別 Item		108年 2019
總 計	Grand total	400 (272)
性別歧視	Gender discrimination	170 (128)
按歧視態樣分	By type of discrimination	
性別	Gender	165 (125)
性傾向	Sexual orientation	3 (1)
性別認同	Gender identity	2 (2)
按歧視類別分	By classification of discrimination	
招募、甄試、進用	Recruitment, examination & appointment	36 (47)
分發、配置	Assignment & designation	11 (8)
考 績	Evaluation	4 (2)
陞 遷	Promotion	2 (2)
雇主提供之教育、訓練或其他類似活動	Education, training or other related activities	1 (1)
雇主提供之各項福利措施	Various welfare benefit measures	6 (2)
薪資之給付	Paying remuneration	7 (3)
退 休	Retirement	1 (1)
資 遣	Severance	40 (25)
離職及解僱	Job leaving & termination	61 (39)
規定或事先約定因結婚、懷孕、分娩或育兒時，應行離職或留職停薪	Marry, become pregnant, engage in child-birth or child-raising activity	20 (9)
性騷擾防治	Prevention and correction of sexual harassment	153 (106)
雇主於知悉職場性騷擾之情形時，未採取立即有效之糾正補救措施	Employers know of the occurrence of sexual harassment not immediate and effective correctional measures shall be implemented	146 (102)
敵意式性騷擾	Adverse sexual harassment	143 (98)
交換式性騷擾	Assignment & designation	8 (7)
雇主未依規模採取適當措施(訂定申訴管道，或性騷擾防治措施、申訴及懲戒辦法)	Measures for preventing sexual harassment, related complaint procedures not be established, or not be openly displayed in the workplace	23 (15)
工作平等措施	Measure for promoting equality in employment	100 (52)
生 理 假	Menstruation leave	17 (6)
產 假	Maternity leave	13 (8)
產 檢 假	Pregnancy checkup	6 (3)
安胎休養請假	Tocolysis leave	12 (8)
陪產檢及陪產假	Pregnancy checkup accompaniment and paternity leaves	4 (1)
育嬰留職停薪	Parental leave without payment	33 (20)
育嬰留職復職	After the expiration of the parental leave apply for reinstatement	16 (9)
哺乳時間	Feeding time	4 (3)
育兒減少工時或調整工時	Reduce or adjust working time for raising child	2 (1)
家庭照顧假	Family leave	5 (4)
托兒設施或措施	Child care facilities and measures	— —

資料來源：勞動部勞動條件及就業平等司。

說 明：1.性別工作平等法自91年3月開始實施，性別歧視態樣自104年起細分為性別、性傾向及性別認同，自112年8月16日起修正名稱為「性別平等工作法」。

2.每一申訴案件容許2項以上申訴類別，括弧內()數字為評議件數。

3.107年以前評議案件數依受理案件類別分類，108年起依評議類別分類。

Table 4-7 The Cases of Complaint Concerning Gender Equality in Employment

Unit : Case

109年 2020	110年 2021	111年 2022	112年 2023	自91年3月起累計數 Cumulation from Mar., 2002
388 (251)	423 (283)	381 (243)	566 (342)	6,331 (3,895)
137 (81)	160 (103)	154 (98)	160 (94)	3,000 (1,836)
137 (79)	158 (103)	152 (97)	158 (92)	2,985 (1,824)
— (2)	1 —	1 (1)	1 (1)	7 (6)
— —	1 —	1 —	1 (1)	8 (6)
27 (22)	24 (21)	33 (28)	67 (33)	478 (366)
11 (10)	7 (6)	12 (8)	15 (11)	141 (100)
7 (5)	15 (10)	8 (7)	5 (2)	63 (40)
— —	2 (1)	— —	2 —	11 (6)
1 (1)	2 (1)	2 (1)	1 —	14 (9)
5 (3)	14 (9)	8 (3)	9 (3)	88 (42)
2 (3)	5 (2)	6 (3)	8 (6)	101 (67)
— —	1 —	— —	— —	5 (1)
33 (16)	44 (23)	44 (30)	30 (21)	674 (433)
50 (25)	45 (34)	39 (23)	29 (16)	1,064 (661)
17 (7)	30 (16)	27 (11)	15 (10)	639 (304)
188 (112)	191 (138)	165 (103)	295 (182)	2,432 (1,568)
182 (108)	182 (132)	155 (98)	287 (180)	2,315 (1,493)
177 (105)	178 (130)	152 (96)	276 (177)	2,136 (1,356)
7 (5)	12 (7)	8 (6)	19 (6)	234 (174)
23 (18)	38 (26)	26 (22)	41 (24)	337 (239)
89 (70)	111 (65)	89 (59)	129 (80)	1,417 (815)
17 (16)	30 (20)	18 (10)	32 (19)	208 (123)
15 (13)	14 (4)	17 (11)	15 (11)	365 (226)
5 (3)	8 (5)	3 (3)	9 (8)	48 (28)
10 (7)	12 (7)	8 (8)	9 (7)	150 (81)
— —	2 (1)	1 —	4 (1)	44 (16)
30 (25)	25 (13)	30 (22)	56 (32)	432 (243)
18 (11)	24 (15)	19 (11)	18 (15)	230 (131)
1 (1)	2 (1)	— (1)	— —	17 (11)
1 (1)	1 —	— —	6 (1)	17 (5)
5 (3)	7 (5)	4 (3)	9 (6)	50 (31)
1 (1)	— —	— —	— —	5 (2)

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.