

表 4-7 性別平等工作申訴案件

單位：件

項 目 別 Item		110年 2021	
總 計	Grand total	423	(283)
性別歧視	Gender discrimination	160	(103)
按歧視態樣分	By type of discrimination		
性別	Gender	158	(103)
性傾向	Sexual orientation	1	—
性別認同	Gender identity	1	—
按歧視類別分	By classification of discrimination		
招募、甄試、進用	Recruitment, examination & appointment	24	(21)
分發、配置	Assignment & designation	7	(6)
考 績	Evaluation	15	(10)
陞 遷	Promotion	2	(1)
雇主提供之教育、訓練或其他類似活動	Education, training or other related activities	2	(1)
雇主提供之各項福利措施	Various welfare benefit measures	14	(9)
薪資之給付	Paying remuneration	5	(2)
退 休	Retirement	1	—
資 遣	Severance	44	(23)
離職及解僱	Job leaving & termination	45	(34)
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	30	(16)
性騷擾防治	Prevention and correction of sexual harassment	191	(138)
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及其他涉及性騷擾案件	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)
敵意式性騷擾	Adverse sexual harassment	178	(130)
交換式性騷擾	Assignment & designation	12	(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	38	(26)
工作平等措施	Measure for promoting equality in employment	111	(65)
生 理 假	Menstruation leave	30	(20)
產 假	Maternity leave	14	(4)
產 檢 假	Pregnancy checkup	8	(5)
安胎休養請假	Tocolysis leave	12	(7)
陪產檢及陪產假	Pregnancy checkup accompaniment and paternity leaves	2	(1)
育嬰留職停薪	Parental leave without payment	25	(13)
育嬰留職復職	After the expiration of the parental leave apply for reinstatement	24	(15)
哺(集)乳時間	Feeding (breast milk collection) time	2	(1)
育兒減少工時或調整工時	Reduce or adjust working time for raising child	1	—
家庭照顧假	Family leave	7	(5)
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. 配合「兩性工作平等法」自91年3月實施而開始編列表（於97年1月更名為「性別工作平等法」，於112年8月再更名為「性別平等工作法」）；性別歧視態樣則自104年起細分為性別、性傾向及性別認同。
 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

111年 2022	112年 2023	113年 2024	114年 2025	自91年3月起累計數 Cumulation from Mar., 2002
381 (243)	566 (342)	787 (516)	940 (479)	8,058 (4,890)
154 (98)	160 (94)	250 (186)	185 (99)	3,435 (2,121)
152 (97)	158 (92)	249 (185)	181 (96)	3,415 (2,105)
1 (1)	1 (1)	1 (1)	3 (2)	11 (9)
1 —	1 (1)	— —	1 (1)	9 (7)
33 (28)	67 (33)	119 (97)	61 (47)	658 (510)
12 (8)	15 (11)	25 (19)	16 (6)	182 (125)
8 (7)	5 (2)	6 (4)	14 (9)	83 (53)
— —	2 —	4 (5)	4 (2)	19 (13)
2 (1)	1 —	5 (1)	2 (2)	21 (12)
8 (3)	9 (3)	12 (8)	11 (5)	111 (55)
6 (3)	8 (6)	8 (6)	14 (7)	123 (80)
— —	— —	1 —	1 (1)	7 (2)
44 (30)	30 (21)	49 (32)	50 (19)	773 (484)
39 (23)	29 (16)	39 (24)	40 (17)	1,143 (702)
27 (11)	15 (10)	14 (11)	13 (4)	666 (319)
165 (103)	295 (182)	413 (252)	621 (291)	3,466 (2,111)
155 (98)	287 (180)	396 (246)	612 (285)	3,323 (2,024)
152 (96)	276 (177)	388 (240)	592 (275)	3,116 (1,871)
8 (6)	19 (6)	10 (7)	24 (12)	268 (193)
26 (22)	41 (24)	48 (31)	82 (37)	467 (307)
89 (59)	129 (80)	155 (99)	172 (105)	1,744 (1,019)
18 (10)	32 (19)	41 (31)	43 (25)	292 (179)
17 (11)	15 (11)	10 (4)	15 (4)	390 (234)
3 (3)	9 (8)	5 (2)	9 (3)	62 (33)
8 (8)	9 (7)	12 (6)	12 (5)	174 (92)
1 —	4 (1)	8 (7)	4 (3)	56 (26)
30 (22)	56 (32)	56 (37)	71 (43)	559 (323)
19 (11)	18 (15)	27 (12)	21 (19)	278 (162)
— (1)	— —	— —	3 (3)	20 (14)
— —	6 (1)	4 (4)	3 (1)	24 (10)
4 (3)	9 (6)	18 (8)	13 (10)	81 (49)
— —	— —	— —	— —	5 (2)

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

- Note : 1. The table was compiled since the Act of Gender Equality in Employment was implemented from March 2002 (renamed Gender Equality in Employment Act in August 2023). 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.