

Measures to Ensure Men and Women Receive Equal Opportunities and Treatment

The Equal Employment opportunity Act prohibits discrimination against female workers in terms of recruitment, hiring, assignment, promotion, training, fringe benefits, mandatory retirement age, retirement, resignation and dismissal.

The Equal Employment office of the Prefectural Labour Bureau offers administrative guidance to businesses in order to ensure full compliance with the Equal Employment opportunity Act, and provides consultation to female workers. The office gives assistance to female workers who have disputes with their employers by providing advice, guidance, and recommendation in the name of the director-general of the office and by helping them settle the conflicts individually through the Equal Opportunity Mediation Conference, an intermediary organization.

The table below shows the numbers of cases the Equal Employment Office of the Prefectural Labour Bureaus provided consultation and guidance to correct employment management systems.