

National Pension Childbirth Credit — South Korea's Gender-Neutral Design That Mostly Benefits Men

Gender Equality · Good practice · South Korea

Quality score: 37/100

Evidence strength: Cautionary / limited

Summary

South Korea's pension credit for childbirth was meant to offset caregiving time lost to child-rearing, but official 2025 data show 97.3% of recipients are men versus 2.7% women — a cautionary case of a gender-neutral eligibility rule producing a starkly gender-unequal outcome.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-28

[National Pension Service \(NPS\), Republic of Korea](#) — accessed 2026-09-28

[Korea JoongAng Daily — Women receive less than 3% of South Korea's childbirth pension credits](#) — accessed 2026-09-28

[Human Rights Watch — Too Old and A Woman: Systemic Age and Gender Discrimination Against Women at Work in South Korea](#) — accessed 2026-09-28

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