表1-12. 財政部事業機構員工之性別比率－按薪資級距及性別分

114年

單位：%

機關別	級距1 * Scale Range 1			級距2 * Scale Range 2		
	合計 Total	男性 Male	女性 Female	合計 Total	男性 Male	女性 Female
金融事業機構						
臺灣金融控股(股)公司	100.00	37.50	62.50	100.00	50.00	50.00
臺灣銀行(股)公司	100.00	46.10	53.90	100.00	43.21	56.79
臺銀人壽(股)公司	100.00	41.18	58.82	100.00	46.28	53.72
臺銀綜合證券(股)公司	100.00	45.24	54.76	100.00	43.42	56.58
中國輸出入銀行	100.00	44.27	55.73	100.00	35.14	64.86
臺灣土地銀行(股)公司	100.00	42.04	57.96	100.00	45.18	54.82
生產事業機構						
臺灣菸酒(股)公司	100.00	73.15	26.85	100.00	68.54	31.46
財政部印刷廠	100.00	50.00	50.00	100.00	57.33	42.67

資料來源：財政部人事處。

說　　明：1.本表統計不含董事長及總經理。

2.*全公司員工分為4個薪資級距，即(薪資最高 － 薪資最低) / 4，如(全公司最高薪員工之薪資10萬元 － 最低薪員工之薪資4萬元) / 4 = 1.5萬元，則4萬元 ≤ 級距1薪資 ≤ 5.5萬元之員工，5.5萬元 < 級距2薪資 ≤ 7萬元之員工，以此類推。

Table 1-12. Gender Ratio of Current Staff of Public Institutions Affiliated with the Ministry of Finance－by Salary Scale Range and Gender

CY 2025

Unit：%

級距3 ＊ Scale Range 3			級距4 ＊ Scale Range 4			Agency
合計 Total	男性 Male	女性 Female	合計 Total	男性 Male	女性 Female	
						Financial Institutions
100.00	50.00	50.00	100.00	14.29	85.71	Taiwan Financial Holdings
100.00	45.41	54.59	100.00	35.42	64.58	Bank Of Taiwan
100.00	56.41	43.59	100.00	70.83	29.17	BankTaiwan Life Insurance
100.00	54.17	45.83	100.00	85.71	14.29	BankTaiwan Securities
100.00	35.00	65.00	100.00	27.78	72.22	Export-Import Bank of the ROC
100.00	59.55	40.45	100.00	44.74	55.26	Land Bank of Taiwan
						Production Interprises
100.00	53.61	46.39	100.00	68.92	31.08	Taiwan Tobacco & Liquor Corporation
—	—	—	100.00	64.29	35.71	The Printing Plant, Ministry of Finance

Source：Department of Personnel, Ministry of Finance.

Explanation：1.This data does not include the chairman and general manager.

2.The salary system for employees is divided into four scale ranges. Each scale range can be calculated by deducting the lowest amount from the highest amount of income and then divided by four. For example, if the highest and the lowest amount of incomes are NT$100,000 and NT$40,000 respectively, each scale range is NT$15,000 apart - i.e., from the bottom to the top, the lowest scale ranges from NT$40,000 to NT$55,000, followed by the next scale range from NT$55,000 to NT$70,000, etc.