表1-13. 財政部事業機構員工之薪資－按性別及4等分位分

114年

單位：新臺幣元

機關別	男性* Male				女性 *	
	M1	M2	M3	M4	M1	M2
金融事業機構						
臺灣金融控股(股)公司	57,980	70,326	90,972	145,333	60,920	70,326
臺灣銀行(股)公司	40,960	63,107	82,650	126,508	40,960	66,452
臺銀人壽(股)公司	45,531	72,795	83,815	121,687	40,866	67,453
臺銀綜合證券(股)公司	50,112	67,627	80,076	113,773	50,102	68,475
中國輸出入銀行	55,549	75,755	115,477	155,101	54,224	77,412
臺灣土地銀行(股)公司	45,376	64,779	84,852	124,015	42,164	63,107
生產事業機構						
臺灣菸酒(股)公司	38,510	50,925	65,415	77,010	38,510	52,375
財政部印刷廠	48,943	59,859	63,952	85,018	38,755	59,859

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.*M1、M2、M3、M4分別為公司員工男(女)性第1、2、3、4等分之員工每月薪資中位數。如公司有100位男性及60位女性，分別按薪資由低到高排序並分成4等分(M1、M2、M3、M4）後，男性每等分有25人 ，女性每等分有15人，M1男性之薪資為男性第1等分(薪資最低的25人)中由低到高排序第13位員工之薪資，女性之薪資為女性第1等分(薪資最低的15人)中由低到高排序第8位員工之薪資，以此類推。

Table 1-13. Salaries of Current Staff of Public Institutions Affiliated with the Ministry of Finance —by Gender and Quantile

CY 2025

Unit：NT$

Female		薪資落差(男-女) Male salary minus Female salary				Agency
M3	M4	M1	M2	M3	M4	
						Financial Institutions
88,228	141,230	-2,940	—	2,744	4,103	Taiwan Financial Holdings
85,187	130,295	—	-3,345	-2,537	-3,787	Bank Of Taiwan
79,622	102,919	4,665	5,342	4,193	18,768	BankTaiwan Life Insurance
73,934	93,936	10	-848	6,142	19,837	BankTaiwan Securities
121,819	148,880	1,325	-1,657	-6,342	6,221	Export-Import Bank of the ROC
81,507	113,930	3,212	1,672	3,345	10,085	Land Bank of Taiwan
						Production Interprises
65,415	90,905	—	-1,450	—	-13,895	Taiwan Tobacco & Liquor Corporation
59,859	64,635	10,188	—	4,093	20,383	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.By equally dividing the number of employees into four groups, M1 to M4 refer to the median monthly income of each of the four groups in ascending order. For example, if a company has 100 male and 60 female employees, the number of persons in each group is 25 for male and 15 for female respectively. In this case, M1 refers to the income of the 13th male and the 8th female employee from the lowest group, whereas M2 refers to the income of the 38th male and the 23rd female employee from the second lowest group, etc.