

表1-11. 財政部事業機構員工之薪資—按性別及4等分位分

110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	53,220	63,743	78,694	104,571	47,226	56,550
臺灣銀行(股)公司	41,554	59,320	75,860	108,518	41,554	60,851
臺銀人壽(股)公司	41,917	62,145	73,334	104,571	49,358	60,546
臺銀綜合證券(股)公司	47,226	60,546	80,047	105,925	47,226	57,882
臺銀綜合保險經紀人(股)公司	46,161	52,554	58,948	124,280	39,474	52,554
中國輸出入銀行	43,026	50,133	67,286	133,655	43,026	56,259
臺灣土地銀行(股)公司	41,554	60,851	76,473	108,518	38,613	57,788
生產事業機構						
臺灣菸酒(股)公司	39,865	53,520	58,725	67,830	39,865	53,520
財政部印刷廠	42,821	53,873	57,557	75,775	44,049	53,873

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等分中位數員工每月薪資。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 1-11. Salaries of Current Staff of Public Institutions Affiliated with the Ministry of Finance
 — by Gender and Quantile
 CY 2021

Unit : NT\$

Female		薪資落差(男-女) Male salary minus Female salary				Agency
M3	M4	M1	M2	M3	M4	
						Financial Institutions
67,739	118,864	5,994	7,193	10,955	-14,293	Taiwan Financial Holdings
78,004	118,642	—	-1,531	-2,144	-10,124	Bank Of Taiwan
69,604	103,217	-7,441	1,599	3,730	1,354	BankTaiwan Life Insurance
62,145	79,446	—	2,664	17,902	26,479	BankTaiwan Securities
52,554	95,694	6,687	—	6,394	28,586	BankTaiwan Insurance Brokers
67,286	130,862	—	-6,126	—	2,793	Export-Import Bank of the ROC
71,572	113,056	2,941	3,063	4,901	-4,538	Land Bank of Taiwan
						Production Interprises
58,725	78,730	—	—	—	-10,900	Taiwan Tobacco & Liquor Corporation
53,873	70,082	-1,228	—	3,684	5,693	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.