

表1-11. 財政部事業機構員工之薪資－按性別及4等分位分

112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	53,438	67,423	81,878	98,962	50,584	63,427
臺灣銀行(股)公司	42,862	62,288	78,368	116,506	43,634	63,896
臺銀人壽(股)公司	42,508	64,634	76,270	110,161	41,056	61,309
臺銀綜合證券(股)公司	48,972	65,931	77,802	106,630	48,972	64,235
臺銀綜合保險經紀人(股)公司	54,660	57,430	68,971	102,759	48,011	57,430
中國輸出入銀行	50,376	51,638	69,306	131,192	45,454	59,526
臺灣土地銀行(股)公司	43,634	62,288	79,976	115,773	40,546	59,072
生產事業機構						
臺灣菸酒(股)公司	37,790	54,305	61,070	71,895	39,620	54,305
財政部印刷廠	39,235	55,978	59,806	70,393	34,248	55,978

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 2023

Unit : NT\$

Female		薪資落差(男-女) Male salary minus Female salary				Agency
M3	M4	M1	M2	M3	M4	
						Financial Institutions
72,560	123,461	2,854	3,996	9,318	-24,499	Taiwan Financial Holdings
81,905	123,836	-772	-1,608	-3,537	-7,330	Bank Of Taiwan
72,945	101,712	1,452	3,325	3,325	8,449	BankTaiwan Life Insurance
69,323	87,478	—	1,696	8,479	19,152	BankTaiwan Securities
57,430	121,425	6,649	—	11,541	-18,666	BankTaiwan Insurance Brokers
71,199	137,663	4,922	-7,888	-1,893	-6,471	Export-Import Bank of the ROC
76,438	112,841	3,088	3,216	3,538	2,932	Land Bank of Taiwan
						Production Interprises
61,070	84,865	-1,830	—	—	-12,970	Taiwan Tobacco & Liquor Corporation
55,978	59,806	4,987	—	3,828	10,587	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.