

表1-13. 財政部事業機構員工之薪資－按性別及4等分位分

113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	57,719	70,562	87,358	141,104	57,719	69,992
臺灣銀行(股)公司	40,546	62,288	80,297	120,645	43,634	65,504
臺銀人壽(股)公司	40,810	67,219	79,321	114,892	38,545	63,761
臺銀綜合證券(股)公司	44,469	65,931	76,558	111,143	48,972	66,162
臺銀綜合保險經紀人(股)公司	56,845	61,168	73,389	83,815	56,845	61,168
中國輸出入銀行	52,899	57,537	72,774	132,653	47,731	62,505
臺灣土地銀行(股)公司	43,634	63,896	81,584	120,537	40,546	60,680
生產事業機構						
臺灣菸酒(股)公司	39,295	53,660	63,510	74,765	39,295	56,475
財政部印刷廠	42,839	58,168	62,146	84,515	36,623	56,842

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 1-13. Salaries of Current Staff of Public Institutions Affiliated with the Ministry of Finance
— by Gender and Quantile
CY 2024

Unit : NT\$

Female		薪資落差(男-女) Male salary minus Female salary				Agency
M3	M4	M1	M2	M3	M4	
						Financial Institutions
98,640	148,408	—	570	-11,282	-7,304	Taiwan Financial Holdings
81,905	127,501	-3,088	-3,216	-1,608	-6,856	Bank Of Taiwan
75,287	99,923	2,265	3,458	4,034	14,969	BankTaiwan Life Insurance
71,403	92,733	-4,503	-231	5,155	18,410	BankTaiwan Securities
61,168	115,152	—	—	12,221	-31,337	BankTaiwan Insurance Brokers
77,412	145,677	5,168	-4,968	-4,638	-13,024	Export-Import Bank of the ROC
78,368	110,185	3,088	3,216	3,216	10,352	Land Bank of Taiwan
						Production Interprises
63,510	88,255	—	-2,815	—	-13,490	Taiwan Tobacco & Liquor Corporation
58,168	62,146	6,216	1,326	3,978	22,369	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.