

8.2.6 Employment policy pay scale equity

1. Takes into account professional competencies, education and experiences as the main basis for employment, and practices equal pay for equal work, irrespective of gender. No discriminative treatment is adopted with respect to wages or promotions, fully realizing the employment policy of pay equity, practicing a fair and inclusive workplace

專業能力、學歷和經歷為主要依據，不分性別實行同工同酬，無論是薪資給付還是升遷晉級，皆不會有所差異，充分體現了薪資公平的雇傭政策，實踐工作環境的公正與包容

明志科技大學 Ming Chi University of Technology 規章編號 Document No. A220190015 薪資管理辦法 Salary Management Guidelines 制定部門：人事室 Established by: Personnel Office 中華民國 114 年 10 月 29 日 修訂 Revised on October 29, 2025	第三條 薪資定義 Article 3: Definition of Salary 一、教師：本俸、學術研究費、伙食津貼、主管職務加給、主管不超授獎金、導師津貼、工作獎金、超授鐘點費。 1. Academic Staff: Base salary, academic research funds, meal allowances, supervisory role allowances, bonuses for not exceeding teaching hours, class advisor allowances, work bonuses, and overtime teaching fees. 二、研究人員：本俸、學術研究費、伙食津貼、主管職務加給、工作獎金、授課鐘點費。 2. Researchers: Base salary, academic research funds, meal allowances, supervisory role allowances, work bonuses, and lecture fees. 三、職員工：本俸、伙食津貼、地區津貼、主管職務加給、職務獎金、加班費、值勤津貼。 3. Administrative Staff: Base salary, meal allowances, location allowances, supervisory role allowances, duty bonuses, overtime pay, and on-duty allowances. 第二章 核薪 Chapter 2: Salary Determination 第四條 本薪 Article 4: Base Salary 一、教師之本薪（含本俸及學術研究費）依「教職員工薪辦法」教師敘薪標準表核給。 1. The base salary of academic staff (including base salary and academic research funds) is determined based on the "Guidelines for Salary Assessment for Academic and Administrative Staff" for academic staff. 二、研究人員之本薪（含本俸及學術研究費）比照教師敘薪標準表核給。 2. The base salary of researchers (including base salary and academic research funds) is determined in accordance with the salary scale for academic staff. 三、職員工之本薪依「教職員工薪辦法」職員工敘薪標準表核給。 3. The base salary of administrative staff is determined based on the "Guidelines for Salary Assessment for Academic and Administrative Staff" for administrative staff.
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學術研究費	71650	55300	48400	34540	34540	25060	113.01.01調薪
薪級	月本俸	教授	副教授	助理教授	講師	教師	助教
770	61660	133310					
740	58480	130130					
710	57740	129390	113040				
680	55510	127160	110810				
650	54020	125670	109320	102420			
625	52540	124190	107840	100940	87080	87080	
600	51050	122700	106350	99450	85590	85590	
575	49570	121220	104870	97970	84110	84110	
550	48080	119730	103380	96480	82620	82620	
525	46590	118240	101890	94990	81130	81130	
500	45110	116760	100410	93510	79650	79650	
475	43620	115270	98920	92020	78160	78160	
450	40650		95950	89050	75190	75190	65710
430	39540		94840	87940	74080	74080	64600
410	38420		93720	86820	72960	72960	63480
390	37310		92610	85710	71850	71850	62370
370	36190			84590	70730	70730	61250
350	35080			83480	69620	69620	60140
330	33960			82360	68500	68500	59020
310	32850			81250	67390	67390	57910
290	31730				66270	66270	56790
275	30620				65160	65160	55680
260	29500				64040	64040	54560
245	28390				62930	62930	53450
230	27280						52340
220	26530						51590
210	25790						50850
200	25050						50110
190	24300						
180	23560						
170	22820						
160	22070						
150	21330						
140	20590						
130	19850						
120	19100						
110	18360						
100	17620						
90	16870						

112.12.26 行政會議通過

博士級研究人員研究費支給標準

單位：新台幣元

年資	薪級
第十一年	86,061
第十年	83,766
第九年	81,470
第八年	79,177
第七年	76,882
第六年	74,587
第五年	72,291
第四年	69,996
第三年	67,702
第二年	65,407
第一年	63,111

註：

1. 表列數額為月支研究費支給標準。
2. 本表自 113 年 1 月 1 日起適用。

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/103847269.pdf>

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/297651623.pdf>

2. In accordance with Chapter 9 of the “Work Rules of MCUT under the Labor Standards Act,” MCUT has clear rules for gender discrimination, sexual harassment prevention, and sexual harassment grievance handling system, further protecting the equal rights of all employees and ensuring workplace safety
依據《明志科技大學適用勞動基準法人員工作管理規則》第九章專章規定，學校禁止對性別歧視、性騷擾防治工作、性騷擾申訴處理制度有明確規範，進一步保障教職員工的平等權益與職場安全

明志科技大學 Ming Chi University of Technology 規章編號 Document No. A220610002 適用勞動基準法人員工作規則 Work Rules for Personnel Subject to the Labor Standards Act 制定部門：人事室 Established by: Personnel Office 中華民國 108 年 5 月 14 日 制訂 Established on May 14, 2019	第九章 性別工作平等與性騷擾防治 Chapter 9 Gender Equality in Employment and Sexual Harassment Prevention 第四十三條 性別歧視之禁止 Article 43 Prohibition of Gender Discrimination 本校為保障性別工作權之平等，消除性別歧視、促進性別地位之實質平等，對於員工之行政管理措施應不得違反「性別工作平等法」 第七條至十一條所訂性別歧視之禁止。 員工發現本校違反前項規定時，得向縣市政府提出申訴。本校為處理員工之申訴，應建立申訴制度協調處理。 To ensure equal gender rights in employment, eliminate gender discrimination, and promote substantive equality of gender status, administrative measures for employees shall not violate Articles 7 to 11 of the "Act of Gender Equality in Employment" concerning the prohibition of gender discrimination. If employees find that the university is violating the above provision, they may file a complaint with the local government. The university shall establish a complaint system to coordinate and handle employee complaints. 第四十四條 性騷擾之防治 Article 44 Prevention of Sexual Harassment 本校為提供員工免於性騷擾之工作環境，應加強防治性騷擾之政策宣示並採取適當之預防、糾正、懲處及其他處理措施，另依「工作場所性騷擾防治措施、申訴及懲戒辦法訂定準則」訂定相關辦法處理性騷擾申訴事宜，以防治性騷擾行為之發生，並確實維護當事人之隱私。 To provide employees with a work environment free from sexual harassment, the university shall strengthen the policy declaration to prevent sexual harassment and take appropriate prevention, correction,
punishment, and other measures. Additionally, in accordance with the "Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace," the university has established relevant procedures for handling sexual harassment complaints, to prevent the occurrence of such behavior and protect the privacy of the parties involved. 第四十五條 員工申訴性騷擾處理制度 Article 45 Employee Complaint System for Sexual Harassment 員工於工作場所若遇性騷擾時，可向本校人事室申訴後，提報性別平等委員會處理；申訴管道如下。 If employees encounter sexual harassment in the workplace, they may file a complaint with the Personnel Office of the university, which will then be referred to the Gender Equality Committee for handling. The channels for complaints are as follows: 一、性騷擾申訴專線電話：02-29089899 分機 4032 1. Sexual Harassment Complaint Hotline: 02-29089899 ext. 4032 二、專用信箱：hrmit@mail.mcut.edu.tw 2. Email: hrmit@mail.mcut.edu.tw 三、傳真電話：02-29084509 3. Fax: 02-29084509 前項之防制措施及申請程序，依本校「性騷擾防治辦法」辦理。 The prevention measures and application procedures for the above are implemented in accordance with the university's "Sexual Harassment Prevention Act."	

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/650409215.pdf>

<https://gender.mcut.edu.tw/?Lang=zh-tw>