

8.2.7 Tracking pay scale for gender equity

1. Hiring faculty and staff entirely based on their professional competencies, education, and experiences; all employees receive equal pay for equal work in accordance with the Wage Grade Table or the “Labor Standards Act”; remuneration does not differ based on gender and the same applies to promotions

明志僱用教職員工時，完全以專業能力、學歷、經歷為依據，所有員工薪資依據本俸薪級對照表或《勞動基準法》，同工同酬，從未因性別給予不同報酬，升遷晉級時亦同

112.12.26 行政會議通過

明志科技大學
專案計畫工作人員酬金標準
單位：新台幣元

2024 MCUT Faculty and Staff Salaries by Gender

員工編號	支薪年月	本俸	健保費	勞保費	公保費	福利金	扣減合計	實發合計	職稱	性別
E000048053	11312	58489	2426	0	2080	292	4798	53682	教授	Female
E000047392	11312	58489	2426	0	2080	292	4798	53682	教授	Male
E000045640	11312	61669	2126	0	2193	308	4627	57033	教授	Female
E000048441	11312	61669	2126	0	2193	308	4627	57033	教授	Male
E000048195	11312	61669	2210	0	2193	308	4711	56949	教授	Male
E000047501	11312	61669	2210	0	2193	308	4711	56949	教授	Female
E000048117	11312	57740	1875	0	2053	289	4217	53523	副教授	Female
E000045793	11312	57740	1875	0	2053	289	4217	53523	副教授	Male
E000047826	11312	57740	1791	0	2053	289	4133	53607	副教授	Female
E000044368	11312	57740	1791	0	2053	289	4133	53607	副教授	Male
E000049716	11312	43620	1498	0	1551	218	3267	40353	助理教授	Female
E000050020	11312	43620	1498	0	1551	218	3267	40353	助理教授	Male
E000050134	11312	45110	1568	0	1604	226	3398	41712	助理教授	Female
E000049890	11312	45110	1568	0	1604	226	3398	41712	助理教授	Male
E000050548	11312	34480	540	836	0	172	1548	32912	佔編制的 聘人員	Female
E000050595	11312	34480	540	836	0	172	1548	32912	佔編制的 聘人員	Male
E000050145	11312	35200	563	872	0	176	1611	33589	佔編制的 聘人員	Female
E000050259	11312	35200	563	872	0	176	1611	33589	佔編制的 聘人員	Male
E000047937	11312	38420	2688	0	1366	192	4346	34174	組員	Female
E000048013	11312	38420	2688	0	1366	192	4346	34174	組員	Male
E000045444	11312	40650	1885	0	1446	203	3534	37116	組員	Female
E000047513	11312	40650	1886	0	1446	203	3535	37115	組員	Male
E000050102	11312	22820	539	0	824	114	1477	21343	辦事員	Female
E000050251	11312	22820	540	0	824	114	1478	21342	辦事員	Male

年資 \ 級別	學士	碩士
第九年	42,812	48,541
第八年	41,777	47,516
第七年	40,742	46,367
第六年	39,706	45,332
第五年	38,681	44,296
第四年	37,756	43,271
第三年	36,843	42,123
第二年	35,918	41,087
第一年	35,200	40,200

註：

1. 表列數額為月支工作酬金標準。
2. 本表自 113 年 1 月 1 日起適用。

<https://sustainability.mcut.edu.tw/var/file/65/1065/img/2153/892449671.pdf>

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

2. According to Chapter 9 of the “Work Rules of MCUT under the Labor Standards Act,” MCUT has clear rules for gender discrimination, sexual harassment prevention, and the sexual harassment grievance handling system

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>