**經濟發展局職員性別統計分析**

**經發局會計室**

1. 本局員工性別統計
2. 員工性別比率

以107年底觀察，本局員工共計258人，其中男性占38.76％，女性占61.24％，女性比男性人數較多。再進一步觀察員工組成概況，由於人員任用方式及業務屬性的差異，男女員工比重呈現不同差異，本局現有編制員額共144人，女性80人，占55.56%，約聘僱人員共90人，女性63人，占70%，臨時雇工及雇工共24人，女性15人，占62.50%。

1. 主管性別比率

107年底科(股)長以上人員計38人，其中男性16人(占42.11%)，女性22人(占57.89%)，差距倍數1.375倍，與歷年差距倍數相近。而與104年比較，男性科(股)長以上人員共18人(占54.55%)、女性15人(占45.45%)，男女性主管職皆增加1人。

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **年度** | | | **102** | **103** | **104** | **105** | **106** | **107** |
| 合計 | | 計 | 250 | 250 | 250 | 251 | 248 | 258 |
| 男 | 108 | 100 | 100 | 94 | 102 | 100 |
| 女 | 142 | 150 | 150 | 157 | 148 | 158 |
| 女性比率 | 56.80% | 60.00% | 60.00% | 62.55% | 59.20% | 61.24% |
| 編制員額 | 科(股)長以上人員 | 計 | 35 | 32 | 33 | 35 | 38 | 38 |
| 男 | 18 | 18 | 18 | 19 | 19 | 16 |
| 女 | 17 | 14 | 15 | 16 | 19 | 22 |
| 女性比率 | 48.57% | 43.75% | 45.45% | 45.71% | 50.00% | 57.89% |
| 其他人員 | 計 | 126 | 110 | 105 | 97 | 100 | 105 |
| 男 | 58 | 45 | 47 | 43 | 50 | 47 |
| 女 | 68 | 64 | 58 | 54 | 50 | 58 |
| 女性比率 | 53.97% | 58.72% | 55.24% | 55.67% | 50.00% | 55.24% |
| 約聘僱人員 | | 計 | 74 | 86 | 89 | 95 | 89 | 90 |
| 男 | 30 | 30 | 27 | 25 | 25 | 27 |
| 女 | 44 | 56 | 62 | 70 | 64 | 63 |
| 女性比率 | 59.46% | 65.11% | 69.66% | 73.68% | 71.91% | 70.00% |
| 臨時雇工及雇工 | | 計 | 21 | 22 | 22 | 24 | 22 | 21 |
| 男 | 5 | 6 | 7 | 7 | 7 | 8 |
| 女 | 16 | 16 | 15 | 17 | 15 | 13 |
| 女性比率 | 76.19% | 72.73% | 68.18% | 70.83% | 68.18% | 61.90% |
|  | | | | | | 資料來源:本局人事室 | | |

表1 本局各年度職員性別人數

圖1 本局107年主管性別比例

1. 各科室性別統計

107年本局男女人數為100人及158人，各科室中除綠色產業科40.00%、人事室42.86%及商業發展科44.12%外，其餘科室女性比重皆在50%以上，顯示在本局不論從事哪種業務性質女性人數普偏多於男性。

圖2 本局女性比重-按各科室分

資料來源:本局人事室

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 表2 本局性別人數-按科室分   |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | | 年度 | | 102 | 103 | 104 | 105 | 106 | 107 | | 本局各科室 | | | 合計 | 計 | 250 | 250 | 250 | 251 | 250 | 258 | | 男 | 108 | 100 | 100 | 94 | 100 | 100 | | 女 | 142 | 150 | 150 | 157 | 150 | 158 | | 女性比率 | 56.80% | 60.00% | 60.00% | 62.55% | 60.00% | 61.24% | | 會計室 | 計 | 6 | 6 | 6 | 6 | 6 | 7 | | 男 | 1 | 1 | 1 | 2 | 2 | 2 | | 女 | 5 | 5 | 5 | 4 | 4 | 5 | | 女性比率 | 83.33% | 83.33% | 83.33% | 66.67% | 66.67% | 71.43% | | 秘書室 | 計 | 18 | 20 | 20 | 24 | 24 | 24 | | 男 | 5 | 5 | 3 | 7 | 6 | 9 | | 女 | 13 | 15 | 17 | 17 | 18 | 15 | | 女性比率 | 72.22% | 75.00% | 85.00% | 70.83% | 75.00% | 62.50% | | 人事室 | 計 | 8 | 8 | 8 | 8 | 8 | 7 | | 男 | 3 | 4 | 3 | 3 | 4 | 4 | | 女 | 5 | 4 | 5 | 5 | 4 | 3 | | 女性比率 | 62.50% | 62.50% | 62.50% | 62.50% | 50.00% | 42.86% | | 政風室 | 計 | 3 | 3 | 3 | 3 | 3 | 3 | | 男 | 1 | 1 | 1 | 1 | 2 | 1 | | 女 | 2 | 2 | 2 | 2 | 1 | 2 | | 女性比率 | 66.67% | 66.67% | 66.67% | 66.67% | 33.33% | 66.67% | | 局本部 | 計 | 8 | 7 | 8 | 11 | 11 | 12 | | 男 | 5 | 4 | 5 | 5 | 4 | 3 | | 女 | 3 | 3 | 3 | 6 | 7 | 9 | | 女性比率 | 37.50% | 42.86% | 37.50% | 54.55% | 63.64% | 75.00% | | 公司登記科 | 計 | 41 | 52 | 50 | 51 | 47 | 50 | | 男 | 16 | 18 | 15 | 13 | 9 | 10 | | 女 | 25 | 34 | 35 | 38 | 38 | 40 | | 女性比率 | 60.98% | 65.38% | 70.00% | 74.51% | 80.85% | 80.00% | | 工商登記科 | 計 | 36 | 37 | 37 | 34 | 35 | 33 | | 男 | 12 | 12 | 13 | 7 | 11 | 11 | | 女 | 24 | 25 | 24 | 27 | 24 | 22 | | 女性比率 | 66.67% | 67.57% | 64.86% | 79.41% | 68.57% | 66.67% | | 商業發展科 | 計 | 32 | 30 | 31 | 32 | 32 | 34 | | 男 | 16 | 15 | 16 | 17 | 20 | 19 | | 女 | 16 | 15 | 15 | 15 | 12 | 15 | | 女性比率 | 50.00% | 50.00% | 48.39% | 46.88% | 37.50% | 44.12% | | 工業發展科 | 計 | 30 | 32 | 31 | 30 | 30 | 30 | | 男 | 16 | 16 | 15 | 14 | 15 | 14 | | 女 | 14 | 16 | 16 | 16 | 15 | 16 | | 女性比率 | 46.67% | 50.00% | 51.61% | 53.33% | 50.00% | 53.33% | | 綠色產業科 | 計 | 16 | 16 | 17 | 16 | 18 | 20 | | 男 | 13 | 12 | 11 | 10 | 11 | 12 | | 女 | 3 | 4 | 6 | 6 | 7 | 8 | | 女性比率 | 18.75% | 25.00% | 35.29% | 37.50% | 38.89% | 40.00% | | 招商科 | 計 | 19 | 23 | 23 | 21 | 19 | 23 | | 男 | 4 | 7 | 9 | 9 | 9 | 8 | | 女 | 15 | 16 | 14 | 12 | 10 | 15 | | 女性比率 | 78.95% | 69.57% | 60.87% | 57.14% | 52.63% | 65.22% | | 工商企劃科 | 計 | 17 | 16 | 16 | 15 | 17 | 15 | | 男 | 6 | 5 | 8 | 6 | 7 | 7 | | 女 | 11 | 11 | 8 | 9 | 10 | 8 | | 女性比率 | 64.71% | 68.75% | 50.00% | 60.00% | 58.82% | 53.33% | |

資料來源:本局人事室

1. 教育程度性別統計

本局107年學歷最高為碩士，各學歷女性比重方面以大學(含四技及二技)學歷女性比例69.12%最高；以男女性別比例來看，碩士學歷女性比例為48%為最低，除碩士學歷外女性比例皆高於50%，顯示本局女性學歷普偏比男性低。

表3 本局性別人數-按學歷分

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 年度 | | 102 | 103 | 104 | 105 | 106 | 107 |
| 合計 | |
| 碩士 | 計 | 77 | 69 | 70 | 70 | 75 | 75 |
| 男 | 44 | 36 | 42 | 41 | 42 | 39 |
| 女 | 33 | 33 | 28 | 29 | 33 | 36 |
| 女性比率 | 42.86% | 47.83% | 40.00% | 41.43% | 44.00% | 48.00% |
| 大學(含四技及二技) | 計 | 129 | 131 | 130 | 136 | 133 | 136 |
| 男 | 45 | 45 | 39 | 38 | 45 | 42 |
| 女 | 83 | 86 | 91 | 98 | 88 | 94 |
| 女性比率 | 64.34% | 65.65% | 70.00% | 72.06% | 66.17% | 69.12% |
| 專科(二專及五專) | 計 | 19 | 21 | 19 | 19 | 18 | 18 |
| 男 | 9 | 9 | 7 | 7 | 6 | 6 |
| 女 | 10 | 12 | 12 | 12 | 12 | 12 |
| 女性比率 | 52.63% | 57.14% | 63.16% | 63.16% | 66.67% | 66.67% |
| 高中職以下 | 計 | 25 | 29 | 30 | 26 | 26 | 29 |
| 男 | 9 | 10 | 11 | 8 | 9 | 13 |
| 女 | 16 | 19 | 19 | 18 | 17 | 16 |
| 女性比率 | 64.00% | 65.52% | 63.33% | 69.23% | 65.38% | 55.17% |

資料來源:本局人事室

圖3 本局107年女性比重-按學歷分

1. 年齡性別統計

本局107年職員年齡介於20歲至59歲之間，各年齡區間女性比重以30-39歲女性比例69.39%最高，50-59歲女性比例51.52%最低，但各年齡區間女性比例皆超過50%，顯示本局女性各年齡區間性別比重皆高於男性。

圖4 本局107年女性比重-按各年齡分

資料來源:本局人事室

表4 本局性別人數-按年齡分

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 年度 | | 102 | 103 | 104 | 105 | 106 | 107 |
| 合計 | |
| 20-29歲 | 計 | 66 | 64 | 51 | 63 | 56 | 48 |
| 男 | 23 | 17 | 16 | 20 | 20 | 20 |
| 女 | 43 | 47 | 35 | 43 | 36 | 28 |
| 女性比率 | 65.15% | 73.44% | 68.63% | 68.25% | 64.29% | 58.33% |
| 30-39歲 | 計 | 104 | 101 | 106 | 100 | 89 | 98 |
| 男 | 46 | 43 | 43 | 37 | 37 | 30 |
| 女 | 58 | 58 | 63 | 63 | 52 | 68 |
| 女性比率 | 55.77% | 57.43% | 59.43% | 63.00% | 58.43% | 69.39% |
| 40-49歲 | 計 | 56 | 58 | 65 | 63 | 67 | 74 |
| 男 | 26 | 27 | 29 | 27 | 30 | 31 |
| 女 | 30 | 31 | 36 | 36 | 37 | 43 |
| 女性比率 | 53.57% | 53.45% | 55.38% | 57.14% | 55.22% | 58.11% |
| 50-59歲 | 計 | 21 | 19 | 24 | 21 | 33 | 33 |
| 男 | 11 | 6 | 10 | 9 | 14 | 16 |
| 女 | 10 | 13 | 14 | 12 | 19 | 17 |
| 女性比率 | 47.62% | 68.42% | 58.33% | 57.14% | 57.58% | 51.52% |
| 60歲以上 | 計 | 3 | 3 | 4 | 4 | 3 | 5 |
| 男 | 2 | 2 | 2 | 1 | 1 | 3 |
| 女 | 1 | 1 | 2 | 3 | 2 | 2 |
| 女性比率 | 33.33% | 33.33% | 50.00% | 75.00% | 66.67% | 40.00% |

資料來源:本局人事室

1. 結論

依據本局各項性別統計顯示，本局職員男女比率以女性所占比例為高，本局女性所占百分比由102年56.8%至107年61.24%，如就承辦業務科室觀察，可發現公司登記科所占女性比重最高，其次是局本部第三為會計室；再從本局107年女性學歷及年齡來看，女性碩士學歷者共36人其中30-39歲為19人比例最高，大學(含四技及二技)學歷為94人為女性學歷中人數最多，其中30-39歲為44人比例最高，高中職以下學歷人數為16人是各學歷中人數最低，50-59歲為7人比例最高，本局女性學歷以大學(含四技及二技)為主，年齡層大多為30-39歲。由以上數據統計可見，本局任職員工之教育程度以大學畢業者為主，且女性同仁居多，而通過考試任職本局的職員，年齡也逐漸年輕化，平均介於25-34歲間。