Gender Pay Analysis

Acer's Gender Pay Gap in 2024 Overall

Indicator	Difference between Men and Women Employees (%)
Mean Gender Pay Gap	15.35%
Median Gender Pay Gap	11.81%
Mean Bonus Gap	33.71%
Median Bonus Gap	16.33%

The table above shows the overall pay gap between men and women, but our regression analysis proves that the true factor affecting pay is not gender, but grade. Please see the analysis in the slides below

Acer‘s Ratio of Female / Male Salary 2022~2024

Item	Level	Year					
		2024		2023		2022	
		M	F	M	F	M	F
Annual Base	Executive Level (Grade 50 & Above)	1.00	0.85	1.00	0.89	1.00	1.03
	Division Level (Grade 20~40)	1.00	0.95	1.00	0.96	1.00	0.97
	Department Level (20~30)	1.00	0.98	1.00	1.04	1.00	0.98
	Non-Managerial Level (10)	1.00	0.85	1.00	0.87	1.00	0.87
Total Compensation	Executive Level (Grade 50 & Above)	1.00	0.85	1.00	0.89	1.00	1.03
	Division Level (Grade 20~40)	1.00	0.95	1.00	0.96	1.00	0.97
	Department Level (20~30)	1.00	0.98	1.00	1.09	1.00	0.98
	Non-Managerial Level (10)	1.00	0.86	1.00	0.89	1.00	0.87

Note

1. The definition of annual salary includes base salary and all allowances and bonuses in the year
2. Statistics are based on December 31 of each year, full time employees (excluding part-time personnel) in Taiwan Headquarter
3. The proportion of male / female remuneration is also affected by grade, profession fields, seniority, and education level, leading to male's remuneration slightly higher than female.

Correlation Coefficient (R) Analysis 2022~2024

We use R to identify the degree of relationship between the two variables

(1) Gender affects Annual Base Salary
(2) Tenure affects Annual Base Salary
(3) Grade affects Annual Base Salary
(4) Age affects Annual Base Salary
(5) Education background affects Annual Base Salary

2024

	Gender	Tenure	Grade	Age	Education
Management Staff	-0.09	0.19	0.84	0.50	0.11
Technical Staff	-0.33	0.32	0.88	0.60	0.17
Specialist Staff	-0.20	0.37	0.85	0.59	0.15
Administrative Staff	-0.25	0.34	0.82	0.60	0.22
ALL	-0.18	0.32	0.81	0.52	0.18
Average	**-0.22**	**0.30**	**0.85**	**0.57**	**0.16**

2023

	Gender	Tenure	Grade	Age	Education
Management Staff	-0.09	0.17	0.83	0.46	0.14
Technical Staff	-0.31	0.28	0.87	0.58	0.14
Specialist Staff	-0.18	0.37	0.85	0.60	0.18
Administrative Staff	-0.16	0.29	0.83	0.57	0.21
ALL	-0.19	0.35	0.85	0.55	0.20
Average	**-0.19**	**0.28**	**0.85**	**0.55**	**0.17**

2022

	Gender	Tenure	Grade	Age	Education
Management Staff	-0.10	0.16	0.80	0.39	0.11
Technical Staff	-0.27	0.24	0.86	0.58	0.22
Specialist Staff	-0.22	0.30	0.85	0.57	0.15
Administrative Staff	-0.18	0.25	0.80	0.54	0.19
ALL	-0.15	0.28	0.75	0.41	0.15
Average	**-0.19**	**0.24**	**0.83**	**0.52**	**0.17**

Findings of R Analysis:

1. The correlation coefficient (R score) between Grade (independent variable) and Annual Base Salary (dependent variable) reaches as high as 0.85, while the correlation between Gender (independent variable) and Annual Base Salary (dependent variable) is as low as -0.22.

2. This suggests that **Grade is the most significant factor affecting monthly salary, while Gender is one of the least influential factors affecting monthly salary.**

Regression Analysis 2024 (1/5)

In regression analysis, we utilize the P-value to determine whether there exists a statistically significant relationship between the predictor variables (Gender, Tenure, Grade, Age and Education) and the response variable (Annual Base Salary).

Regression Statistics	
Multiple R	0.812491497
R Square	0.660142432
Adjusted R Square	0.659036845
Standard Error	13001.87334
Observations	1543

ANOVA

	df	SS	MS	F	Significance F
Regression	5	5.04692E+11	1.00938E+11	597.0965568	0
Residual	1537	2.59828E+11	169048710.3		
Total	1542	7.6452E+11			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-71944.563	2568.013372	-28.0156497	7.1613E-140	-76981.7433	-66907.3826	-76981.7433	-66907.3826
Gender	-600.197961	700.9980867	-0.85620485	0.392017942	-1975.21175	774.8158303	-1975.21175	774.8158303
Tenure	-251.843872	57.82945365	-4.35494123	1.41906E-05	-365.276844	-138.4109	-365.276844	-138.4109
Grade	9460.66517	247.8776776	38.16666858	9.0795E-225	8974.450968	9946.879372	8974.450968	9946.879372
Age	130.4176082	68.09225074	1.915307641	0.055638682	-3.14592881	263.9811451	-3.14592881	263.9811451
Education	17.78990573	20.41106416	0.871581491	0.383572851	-22.2465726	57.82638408	-22.2465726	57.82638408

Findings of Regression Analysis

The p-value indicates the probability of observing the data assuming that there is no relationship between the variables (i.e., under the null hypothesis). A lower p-value suggests stronger statistical evidence against the null hypothesis, meaning the variable is more likely to have a significant effect. In our regression analysis, **Grade had the lowest p-value**, indicating it is the most statistically significant factor affecting monthly salary. **Gender, on the other hand, had one of the highest p-values**, suggesting it is not a significant factor in determining monthly salary.

Regression Analysis 2024 (2/5)

Next, we analyze by level (Executive Level, Division Level, Department Level and Non-Managerial Level) to see the relationship between the predictor variables (Gender, Tenure, Grade, Seniority, and Education) and the response variable (annual base salary).
Below is the results for Executive Level and Division Level:

Executive Level

Regression Statistics	
Multiple R	0.811153252
R Square	0.657969599
Adjusted R Square	0.610465376
Standard Error	38706.685
Observations	42

ANOVA

	df	SS	MS	F	Significance F
Regression	5	1.03757E+11	20751312480	13.85076031	1.44903E-07
Residual	36	53935468698	1498207464		
Total	41	1.57692E+11			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-471421.627	77211.15031	-6.1056159	5.02287E-07	-628013.098	-314830.156	-628013.098	-314830.156
Gender	2551.347966	14909.26318	0.17112502	0.865083702	-27686.0393	32788.73519	-27686.0393	32788.73519
Tenure	-153.413399	708.8559069	-0.21642396	0.829879035	-1591.03981	1284.213013	-1591.03981	1284.213013
Grade	37534.43932	5389.921699	6.963819033	3.66204E-08	26603.17145	48465.70718	26603.17145	48465.70718
Age	-350.145696	1205.585793	-0.29043615	0.773149155	-2795.18701	2094.895618	-2795.18701	2094.895618
Education	-113.806883	371.2525988	-0.30654838	0.760953203	-866.742052	639.1282851	-866.742052	639.1282851

Division Level

Regression Statistics	
Multiple R	0.854527407
R Square	0.730217089
Adjusted R Square	0.726307192
Standard Error	8592.814965
Observations	351

ANOVA

	df	SS	MS	F	Significance F
Regression	5	68948936489	13789787298	186.7611965	7.63492E-96
Residual	345	25473581811	73836469.02		
Total	350	94422518300			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-122300.884	5977.878706	-20.4589102	1.75748E-61	-134058.557	-110543.21	-134058.557	-110543.21
Gender	147.2885392	1006.681436	0.146310972	0.883761358	-1832.71684	2127.293923	-1832.71684	2127.293923
Tenure	-223.642894	76.97694229	-2.90532317	0.003905485	-375.046064	-72.2397245	-375.046064	-72.2397245
Grade	11339.68274	494.188627	22.94606172	2.07553E-71	10367.68096	12311.68451	10367.68096	12311.68451
Age	501.0516037	106.8259259	4.690355824	3.93601E-06	290.9395455	711.1636619	290.9395455	711.1636619
Education	99.55319452	28.16335208	3.534848915	0.000463645	44.15971377	154.9466753	44.15971377	154.9466753

Findings of Regression Analysis

In the by-level analysis for Executive Level and Division Level, we found that Grade is the lowest P-value and Gender is the highest – which again indicated that **Gender is not the factor that affect monthly salary at all**.

Regression Analysis 2024 (3/5)

Next, we analyze by level (Executive Level, Division Level, Department Level and Non-Managerial Level) to see the relationship between the predictor variables (Gender, Tenure, Grade, Seniority, and Education) and the response variable (annual base salary).
Below is the results for Department Level and Non-Managerial Level:

Department Level

Regression Statistics	
Multiple R	0.76962467
R Square	0.592322133
Adjusted R Square	0.082724799
Standard Error	5890.75284
Observations	10

ANOVA

	df	SS	MS	F	Significance F
Regression	5	201670521.1	40334104.21	1.162333657	0.45477835
Residual	4	138803876.1	34700969.02		
Total	9	340474397.1			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-25669.2561	36523.95649	-0.70280601	0.520925424	-127076.016	75737.5041	-127076.016	75737.5041
Gender	-1373.1852	6397.063034	-0.21465869	0.840533001	-19134.2795	16387.90915	-19134.2795	16387.90915
Tenure	-249.768878	383.0871946	-0.65198963	0.549974935	-1313.38944	813.8516885	-1313.38944	813.8516885
Grade	2561.721467	3953.918612	0.647894334	0.552364645	-8416.11651	13539.55944	-8416.11651	13539.55944
Age	577.9753667	491.7165983	1.175423748	0.305013225	-787.248776	1943.199509	-787.248776	1943.199509
Education	146.8415989	177.7227383	0.826239795	0.455101476	-346.595828	640.2790258	-346.595828	640.2790258

Non-Managerial Level

Regression Statistics	
Multiple R	0.872078823
R Square	0.760521473
Adjusted R Square	0.759465572
Standard Error	4791.795498
Observations	1140

ANOVA

	df	SS	MS	F	Significance F
Regression	5	82690288760	16538057752	720.257773	0
Residual	1134	26038118843	22961304.09		
Total	1139	1.08728E+11			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-30889.4725	1233.292969	-25.046338	1.4909E-110	-33309.265	-28469.68	-33309.265	-28469.68
Gender	-1783.69261	296.8835989	-6.00805373	2.52641E-09	-2366.19549	-1201.18973	-2366.19549	-1201.18973
Tenure	-125.320221	26.17919457	-4.78701592	1.91641E-06	-176.685323	-73.9551196	-176.685323	-73.9551196
Grade	4864.64711	132.1057815	36.82387747	6.7137E-196	4605.447887	5123.846333	4605.447887	5123.846333
Age	267.7694207	29.5147109	9.072405339	5.01203E-19	209.8598422	325.6789992	209.8598422	325.6789992
Education	52.59950275	8.838274648	5.951331549	3.54075E-09	35.25829411	69.94071139	35.25829411	69.94071139

Findings of Regression Analysis

In the by-level analysis for Executive Level and Division Level, we found that Grade is the lowest P-value and Gender is one of the highest – which again indicated that **Gender is not the factor that affect monthly salary at all**.

Regression Analysis 2024 (4/5)

We also analyze by function (Management Staff, Technical Staff, Specialist Staff and Administrative Staff) to see the relationship between the predictor variables (Gender, Tenure, Grade, Seniority and Education) and the response variable (Annual Base Salary).
Below is the results for Management Staff and Technical Staff:

Management Staff

Regression Statistics	
Multiple R	0.84854069
R Square	0.720021303
Adjusted R Square	0.716495123
Standard Error	17766.08829
Observations	403

ANOVA

	df	SS	MS	F	ignificance F
Regression	5	3.22251E+11	6.45E+10	204.193	2.3E-107
Residual	397	1.25307E+11	3.16E+08		
Total	402	4.47558E+11			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-191887.633	8867.881729	-21.6385	3.75E-69	-209322	-174453.7554	-209321.51	-174453.7554
Gender	529.8730721	1955.679178	0.270941	0.786577	-3314.91	4374.655079	-3314.9089	4374.655079
Tenure	-483.526014	137.0925311	-3.527	0.000469	-753.044	-214.0079346	-753.04409	-214.0079346
Grade	17568.81909	714.6888298	24.58247	9.11E-82	16163.77	18973.8669	16163.7713	18973.8669
Age	427.718024	197.326005	2.16757	0.030785	39.7835	815.6525492	39.7834987	815.6525492
Education	20.46659592	53.52142134	0.3824	0.702369	-84.7542	125.6874317	-84.75424	125.6874317

Technical Staff

Regression Statistics	
Multiple R	0.902143901
R Square	0.813863618
Adjusted R Square	0.81171919
Standard Error	4077.260573
Observations	440

ANOVA

	df	SS	MS	F	ignificance F
Regression	5	31546198481	6.31E+09	379.5247	6.4E-156
Residual	434	7214839339	16624054		
Total	439	38761037820			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-34218.1444	1808.418147	-18.9216	1.16E-58	-37772.5	-30663.79789	-37772.491	-30663.79789
Gender	-2442.88003	493.3649161	-4.95147	1.06E-06	-3412.56	-1473.198389	-3412.5617	-1473.198389
Tenure	-147.092795	40.94007912	-3.59288	0.000364	-227.558	-66.62731854	-227.55827	-66.62731854
Grade	5139.927874	195.9310865	26.23335	1.44E-91	4754.836	5525.019661	4754.83609	5525.019661
Age	263.9308659	44.39391575	5.945204	5.68E-09	176.6771	351.1846685	176.677063	351.1846685
Education	67.89025939	12.63311987	5.37399	1.26E-07	43.06056	92.71996247	43.0605563	92.71996247

Findings of Regression Analysis

In the by-function analysis for Management Staff and Technical Staff, we found that that Grade is the lowest P-value and Gender is one of the highest – which indicated that **Gender is not the factor that affect monthly salary at all**.

Regression Analysis 2024 (5/5)

We also analyze by function (Management Staff, Technical Staff, Specialist Staff and Administrative Staff) to see the relationship between the predictor variables (Gender, Tenure, Grade, Seniority and Education) and the response variable (Annual Base Salary).
Below is the results for Management Staff and Technical Staff:

Specialist Staff

Regression Statistics	
Multiple R	0.859270807
R Square	0.73834632
Adjusted R Square	0.735386436
Standard Error	5053.417354
Observations	448

ANOVA

	df	SS	MS	F	ignificance F
Regression	5	31851205250	6.37E+09	249.4512	3.3E-126
Residual	442	11287365914	25537027		
Total	447	43138571164			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-30963.4218	2106.018813	-14.7023	4.04E-40	-35102.5	-26824.36704	-35102.477	-26824.36704
Gender	-1358.97274	496.58967	-2.73661	0.006458	-2334.94	-383.002419	-2334.9431	-383.002419
Tenure	-83.232981	42.1818197	-1.9732	0.049096	-166.135	-0.331127637	-166.13483	-0.331127637
Grade	5016.173653	223.8532852	22.40831	7.44E-75	4576.225	5456.12272	4576.22459	5456.12272
Age	215.6161935	49.8845086	4.322308	1.91E-05	117.5759	313.6564925	117.575894	313.6564925
Education	45.22537493	14.70565591	3.075373	0.002233	16.32368	74.12707093	16.3236789	74.12707093

Adminitrative Staff

Regression Statistics	
Multiple R	0.855122099
R Square	0.731233804
Adjusted R Square	0.725771076
Standard Error	5329.365315
Observations	252

ANOVA

	df	SS	MS	F	ignificance F
Regression	5	19009369131	3.8E+09	133.8587	4.26E-68
Residual	246	6986925125	28402135		
Total	251	25996294256			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	-27333.4429	2739.223572	-9.97854	6.56E-20	-32728.8	-21938.11975	-32728.766	-21938.11975
Gender	-2172.40292	728.219346	-2.98317	0.00314	-3606.74	-738.0626446	-3606.7432	-738.0626446
Tenure	-148.242834	61.32387917	-2.41738	0.016361	-269.03	-27.45599934	-269.02967	-27.45599934
Grade	4422.565367	294.1755853	15.03376	1.13E-36	3843.141	5001.989537	3843.1412	5001.989537
Age	323.1213449	64.51078243	5.008796	1.05E-06	196.0574	450.1852769	196.057413	450.1852769
Education	53.17773896	21.64592148	2.456709	0.014713	10.54276	95.81271859	10.5427593	95.81271859

Findings of Regression Analysis

In the by-function analysis for Management Staff and Technical Staff, we found that that Grade is the lowest P-value and Gender is one of the highest – which indicated that **Gender is not the factor that affect monthly salary at all**.