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### Subcommittee to Study the Subject of Combating Poverty

### Supplementary information on the subject of women in poverty

#### Purpose

This paper provides supplementary information on the Administration's manpower forecast, and the educational attainment and wage levels of the two sexes, as well as a summary of previous discussions on establishing an independent body to collect maintenance payments.

### Background

2. At the Subcommittee meeting on 28 February 2006, when considering the background brief prepared by the Legislative Council (LegCo) Secretariat on the subject of women in poverty, some members requested for further information on the following –

- (a) the Administration's manpower forecast for the various economic sectors;
- (b) the trend of educational attainment and wage levels of the two sexes;
- (c) previous discussions on establishing an independent body for collecting maintenance payments;
- (d) reasons for closing the centres for single parents and new arrivals;
- (e) the work of the Women's Commission and progress made in reducing poverty in women;
- (f) the progress made in the implementation of the Gender Mainstreaming Checklist and the effectiveness of the Checklist;

- (g) the extent of women participation in the decision-making structure and appointment of women from the grassroots to government advisory and statutory bodes;
- (h) response and progress made since the last report made in respect of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
- (i) whether the Government has any plans to amend the Co-operative Societies Ordinance to facilitate the establishment and operation of cooperative societies; and
- (j) the study conducted by the Equal Opportunities Commission (EOC) on Equal Pay for Work of Equal Value, and progress made in reducing discrimination against women after enactment of the anti-discrimination laws, including difficulties encountered in and improvements required for eliminating discrimination against women.

3. This paper provides information on (a) to (c) above. The Administration and EOC have separately provided papers on (d) to (j) above.

### Manpower demand and resource forecasts

4. According to a paper provided by the Education and Manpower Bureau to the Panel on Manpower in July 2003, manpower projections were carried out in 2002 and 2003 to assess, on the basis of Population Census 2001 and related projections, the manpower demand and supply situation in Hong Kong by 2007. The following are some of the relevant major findings –

- (a) the "financing, insurance, real estate and business services" sector would have the highest annual growth (3.0%) in manpower requirement between 2001 and 2007, followed by the "transport, storage, and communications" sector (2.4%), and the "community, social and personal services" sector (1.7%);
- (b) the demand for "professionals", "associate professionals", and "managers and administrators" would have the highest average annual growth rate of 3.4%, 4.0% and 1.7% respectively, while the demand for "clerks", "craft and related workers" and "plant and machine operators and assemblers" would decline;
- (c) future manpower requirement was expected to shift towards the higher end of educational attainment ladder, in tandem with Hong Kong's progressive transformation into a knowledge-based economy; and

(d) in terms of educational attainment, the projected manpower requirement and supply in 2007 show substantial surpluses at the secondary education level but shortages at the "post-secondary" and "first degree and above" levels. The manpower shortfall in the "post-secondary" and "first degree and above" categories in 2007 would be 65 200 and 36 500 workers respectively.

5. In view of the serious mismatch between job requirements and the qualifications of workers, the Administration considered it necessary to address the mismatch in the labour force by a series of measures. These measures included increasing educational opportunities at tertiary level, attracting talents to Hong Kong, promoting continuing education, and upgrading the skills of workers through training and retraining programmes.

### Educational attainment of the two sexes

### Population and Household Statistics

6. According to the "Population and Household Statistics Analysed by District Council District 2005" published by Census and Statistics Department (C&SD) in March 2006, more men (663 000 or 23.8% of overall population) than women (608 100 or 19.6% of overall population) had tertiary education (non-degree and degree). There were also fewer men (613 400 or 22% of overall population) than women (919 800 or 29.7% of overall population) who had primary education or no schooling. An extract of the relevant statistics is in **Appendix I**.

7. On the educational attainment of women, the General Household Survey conducted by C&SD in 2005 revealed that, when all age groups were taken together, 37.61% (1 275 900) of the female population had primary education or no schooling, 44.66% (1 514 800) had secondary education, and 17.73% (601 400) had tertiary education. When discarding the figures for age groups of 0-9 and 10-19, the vast majority of women (67.6% in 2001 and 74.5% in 2005) who had primary education or no schooling was of age 50 or above. On the other hand, the number of women who had tertiary education had increased from 485 000 (15% of the total female population) in 2001 to 601 400 (17.73% of the total female population) in 2005, representing a 24% increase in five years. The statistics on female population by educational attainment by age were provided in Table 2 of LC Paper No. CB(2)1244/05-06 issued for the Subcommittee meeting on 28 February 2006. For members' easy reference, an extract of these statistics is in **Appendix II**.

### Recent trend among the younger generation

8. The LegCo Secretariat has obtained further statistics from C&SD on the trend of educational attainment of the two sexes from 2001 to 2005. According to these statistics, there was a 14% increase over the past five years in the number of women in the age group of 15 to 25 who had tertiary education, and the actual number of women having received tertiary education was greater than men in this age group. In 2005, 166 800 women (36.06% of the female population of age 15 to 25) and 163 600 men (33% of the male population of age 15 to 25) had tertiary education. The corresponding figures in 2001 were 146 200 women (31.18% of the female population of age 15 to 25), and 135 500 men (27.3% of the male population of age 15 to 25).

9. The statistics on the educational attainment of the younger generation also revealed that there were fewer women than men in the age group of 15 to 25 who had lower secondary education or below in the past five years. In 2005, there were 49 500 women of this age group who had lower secondary education or below, representing 10.7% of the female population of this age group. The corresponding figure for men in this age group was 76 400 or 15.42% of the male population of this age group. Table 1 below gives the breakdown by educational attainment of the two sexes of age 15 to 25 in 2001 and 2005.

*Table 1 - Educational attainment of men and women in the age group of 15-25 (2001 and 2005)* 

			20	001				20	05			
	Ma	ale	Female		Both s	exes	Male		Female		Both sexes	
	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%
Educational attainment												
No schooling / Kindergarten	*	*	0.5	0.1	0.8	0.1	*	*	*	*	*	*
Primary	6.5	1.3	4.3	0.9	10.8	1.1	2.2	0.4	1.8	0.4	4.0	0.4
Lower secondary	94.4	19.0	57.1	12.2	151.5	15.7	74.2	15.0	47.7	10.3	122.0	12.7
Upper secondary	211.1	42.4	200.4	42.7	411.4	42.6	207.2	41.8	187.9	40.6	395.1	41.2
Matriculation	49.4	9.9	60.4	12.9	109.8	11.4	48.1	9.7	58.1	12.6	106.1	11.1
Tertiary : non-degree	54.6	11.0	60.1	12.8	114.7	11.9	73.0	14.7	68.0	14.7	141.1	14.7
Tertiary : degree	80.9	16.3	86.1	18.4	167.0	17.3	90.6	18.3	98.8	21.4	189.4	19.8
Total	497.2	100.0	468.9	100.0	966.1	100.0	495.4	100.0	462.5	100.0	957.9	100.0

Source : General Household Surveys

Notes : \* Figures of small magnitude are suppressed owing to large sampling error. Figures may not add up to the respective totals owing to rounding.

#### Single parent

10. According to statistics obtained from C&SD, the number of single parents has increased in the past five years (from 61 200 in 2001 to 76 900 in 2005), and the vast majority of single parents was female (around 80%). The bulk of single parents of either sex received secondary education. In 2005, there were 35 400 female single parents (57.4% of female single parents) and 8 800 male single parents (58% of male single parents) who had secondary education. While the number of female single parents with primary education or below was more or less the same in 2001 and 2005 (17 600 in 2001 and 18 400 in 2005), there was an increase for those with tertiary education (3 400 in 2001 to 6 200 in 2005). Table 2 below gives the number of single parents by educational attainment.

		2001					2005					
	Ma	ale	Fe	Female		sexes	Male		Female		Both sexes	
	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%
Educational attainment												
No schooling / Kindergarten	*	*	2.3	4.8	2.5	4.0	*	*	2.8	4.6	3.0	3.9
Primary	3.6	29.1	15.3	31.4	18.9	30.9	3.7	24.6	15.6	25.2	19.3	25.1
Lower secondary	4.0	31.6	11.9	24.5	15.9	25.9	4.6	30.3	16.8	27.3	21.4	27.9
Upper secondary	3.5	27.8	14.8	30.4	18.3	29.9	4.2	27.7	18.6	30.1	22.8	29.6
Matriculation	*	*	0.9	1.9	1.3	2.1	*	*	1.7	2.7	2.0	2.6
Tertiary : non-degree	*	*	1.6	3.4	2.1	3.4	1.1	7.4	2.5	4.1	3.7	4.7
Tertiary : degree	0.6	4.5	1.8	3.7	2.4	3.9	1.1	7.2	3.7	5.9	4.8	6.2
Total	12.5	100.0	48.7	100.0	61.2	100.0	15.1	100.0	61.8	100.0	76.9	100.0

Table 2 - Educational attainment of single parents by sex (2001 and 2005)

#### Source : General Household Surveys

Notes : \* Figures of small magnitude are suppressed owing to large sampling error. Figures may not add up to the respective totals owing to rounding.

### New arrivals

11. According to the Thematic Household Survey on the topic of "Needs of persons from the Mainland having resided in Hong Kong for three years and less" from November 2002 to May 2003, 77.29% of such new arrivals were women (50 700), while 22.71% (14 900) were men. While the majority of these new arrivals had secondary education (64.7% for women and 78.5% for men), there were more women (16 700 or 25.5% of both sexes) than men (2 000 or 3% of both sexes) who had primary education or no schooling. Table 3 below gives the number of these new arrivals by sex and by educational attainment.

Educational attainment	Μ	[ale	Fem	ale	Both	Sexes
	('000)	%	('000)	%	('000)	%
No schooling / Kindergarten						
/ Primary	2.0	13.2	16.7	33.0	18.7	28.5
Secondary / Matriculation	11.7	78.5	32.8	64.7	44.5	67.8
Tertiary	1.2	8.4	1.2	2.4	2.4	3.7
Total	14.9	100.0	50.7	100.0	65.6	100.0

Table 3 – Number of persons from the Mainland having resided in Hong Kong for three years and less by educational attainment and sex

Source : Thematic Household Survey on the topic "Needs of persons from the Mainland having resided in Hong Kong for three years and less", Nov 2002-May 2003

*Note : Figures may not add up to the respective totals owing to rounding.* 

### Wage levels of the two sexes

12. In the background brief prepared by the LegCo Secretariat on the subject of women in poverty (LC Paper No. CB(2)1215/05-06) issued for the Subcommittee meeting on 28 February 2006, it was pointed out that there was a difference of \$2,000 in the overall median monthly employment earning between men and women in the fourth quarter of 2005. There was also a higher proportion of women in the low-income group earning less than 50% of the monthly median income. For instance, the number of women earning below \$5,000 a month was 222 800 (6.9% of the employed population) and the number of men in this income bracket was 113 400 (3.5% of the employed population).

13. According to the statistical tables provided by C&SD for the Subcommittee meeting on 28 February 2006 (LC Paper No. CB(2) 1244/05-06), there were 101 700 employed women earning less than \$3,000 a month in 2005, as compared to 51 500 employed men in this income bracket. While there were more men (66 100) than women (32 500) who were under-employed, a higher proportion of women (16 900) than men (12 800) in the under-employed category earned less than \$3,000 a month. For members' easy reference, an extract of the relevant statistics is in **Appendix III**.

14. The LegCo Secretariat has obtained further statistics from C&SD on the wage levels in individual occupations (**Appendix IV**). C&SD has advised that while the statistics of the General Household Survey indicated that women generally had lower earnings than men in many occupations (except professionals and associate professionals), the figures compiled from the General Household Survey only provided a broad indication of employment earnings of men and women in some very broad occupation groups. The differences in average earnings between men and

women in these statistics should not be interpreted as pay differences between men and women employees engaged in the same type of job, because each occupation covered many different jobs of different nature, with different job requirements and working conditions.

15. For a more meaningful analysis of the employment earnings between men and women employees, reference has been made to the Labour Earnings Survey (LES) findings compiled by C&SD which provided information on the employment earnings in selected occupations. The LES of the third quarter of 2005 showed that in many sectors/occupations, there was a difference in average monthly earnings between men and women employees, and the difference was greater in non-supervisory and non-technical jobs. These included workers in the industries of cotton knitting, manufacturing, electronics, jewellery, and restaurants. For example, a woman worker in manufacturing industry engaged in non-production work earned about \$6,330 a month, as compared to \$7,867 earned by a man in the same occupation.

16. It should be noted that the LES report of the third quarter of 2005 also indicated that in certain sectors, there was no significant difference in the monthly employment earnings between men and women employees. In some sectors, women employees had much higher average earnings than men, and such sectors included garment, import/export of food stuffs, barber and beauty shops, and financing/insurance/real estate and business services. For example, a woman clerical/secretarial worker in the import/export of food stuffs sector on average earned \$12,065 a month, as compared to \$9,740 earned by a man in the same occupation. An extract of the LES report of the third quarter of 2005 is in **Appendix V**.

### Previous discussions on establishing an independent body for collecting maintenance payments

17. The subject of setting up a maintenance board or alimony council to assist in the collection and payment of alimony to single-parent families had been discussed in various forums of LegCo in previous years. Two motions on the subject were passed by LegCo on 26 February 1997 and 8 December 1999. The Panel on Home Affairs had also discussed the problems relating to the collection and enforcement of maintenance payments.

18. In 1998, the Administration introduced legal remedies to enforce maintenance orders through the Attachment of Income Order Rules (AIOR) which came into effect in April 1998. An attachment of income order (AIO) is a court order requiring an "income source" (e.g. an employer or a tenant) to deduct the maintenance payment from the maintenance payer's income, and pay the deductions direct to the maintenance payee.

19. As the AIOR could not solve all problems faced by divorcees in collecting maintenance payments, the Panel on Home Affairs requested the Research and Library Services Division to conduct a research study in 1998 on the operation and effectiveness of overseas intermediary bodies responsible for the collection and enforcement of maintenance payments. The research covered four countries (i.e. Australia, New Zealand, the United Kingdom and the United States) which had set up Child Support Agencies. Part 6 of the research report (RP04/98-99) which gave an analysis of the overseas systems is in **Appendix VI**.

20. The research report and the subsequent report providing supplementary information on the review of overseas systems were discussed by the Panel on Home Affairs at its meetings on 14 December 1998 and 14 June 1999 respectively. At both meetings, the Panel urged the Administration to seriously consider establishing an intermediary body to enforce and collect maintenance payments, by making reference to overseas practice. Some members considered that establishing an intermediary body to collect maintenance payments would help reduce Comprehensive Social Security Assistance (CSSA) payments to single parents. The intermediary body could also deal with cases not covered by the AIO scheme, for example, where the maintenance payers were self-employed or had no attachable income.

21. The Administration was of the view that the establishment of an intermediary body for the collection of maintenance payments would have substantial financial implications, while the AIO scheme provided an efficient and less costly means to enforce maintenance payments. In view of members' concerns, the Administration agreed to conduct a review of the AIO scheme one year after its implementation.

22. Following the motion debate on 8 December 1999, the Administration set up an Inter-departmental Working Group to conduct a review on the legal and administrative measures affecting divorcees and children eligible for alimony. The review findings and the Administration's response were discussed at the meeting of the Panel on Home Affairs on 2 June 2000.

23. The Panel noted that the Administration had accepted the Working Group's recommendations which aimed to improve existing administrative procedures for recovery of maintenance payments. These recommendations are –

- (a) to relax the circumstances for the issuance of AIOs;
- (b) to relax the requirement for judgement summonses to be served personally and to enable the Court to order payment of maintenance arrears accrued up to the date of court hearing instead of up to the date of application for judgement summonses at present;
- (c) Court Bailiffs to serve judgement summonses for maintenance payees who are not legally represented;

- (d) the Court to order that maintenance specified in maintenance orders be paid into Court in appropriate cases;
- (e) to empower the Court to impose a surcharge against defaulting maintenance payers;
- (f) to inform non-governmental organisations and professional bodies that cases of maintenance payers failing to notify the maintenance payees of changes of address can be reported to the police station nearest to the maintenance payer's last known address;
- (g) to request the Law Society of Hong Kong to inform its members that they can, with the use of a standard letter, request the Immigration Department, Transport Department, and Housing Department to search their records for addresses of maintenance payers against whom legal actions will be taken to sue for arrears in maintenance;
- (h) to conduct a pilot scheme to synchronise the procedures in processing applications for CSSA and legal aid;
- (i) Social Welfare Department to streamline the procedures in referring single-parent families to obtain timely counseling and family services; and
- (j) to mount publicity and public education measures on matters relating to maintenance.

24. As regards the proposal for a maintenance board, the Working Group considered that the proposed board would not be able to offer maintenance payees or taxpayers any significant benefits over and above those that could be achieved by improving the existing system. Given this, the Working Group did not recommend the setting up of such a board.

25. At the Panel meeting on 2 June 2000, the Administration explained that the decision of not setting up an intermediary body was not solely based on economic reasons. It was a matter of principle that Government should not interfere into personal matters unless there was a very strong reason to do so. Moreover, if an intermediary body was to make advance payments in order to relieve the maintenance payee of financial hardship, it might give the wrong impression to the maintenance payer that he could pass the burden to the intermediary body.

26. The Panel on Home Affairs discussed on 8 February 2002 the Administration's progress report on implementation of legislative and administrative measures affecting divorcees and children who were eligible for alimony. According to the Administration, all the recommendations of the Working Group which did not require

legislative amendments had been implemented. Panel members considered that the proposals to improve administrative procedures under the AIO system could benefit only a small number of maintenance payees. They expressed disappointment with the Administration's decision not to set up an intermediary body.

27. Three pieces of legislation were introduced in 2001 and 2002 to implement the recommendations of Working Group to relax the circumstances for the issuance of AIO to facilitate the recovery of maintenance arrears. Bills Committees were formed to examine the Attachment of Income Order (Amendment) Bill 2001 and the Interest on Arrears of Maintenance Bill 2001, while a subcommittee was formed to examine the Attachment of Income Order (Amendment) Rules 2001. During scrutiny of the two Bills, some members of the Bills Committees maintained the view that a maintenance board should be set up.

28. The Bills Committee on Interest on Arrears of Maintenance Bill 2001 completed its scrutiny work in April 2003. In its report to the House Committee, the Bills Committee urged the Administration to re-consider the proposal of setting up an intermediary body for the collection and enforcement of maintenance payments. The Bills Committee was of the view that, apart from shielding maintenance payees from emotional turmoil when confronting their ex-spouses, the intermediary body, with expert knowledge and concerted efforts, would be more cost-effective and efficient in recovering arrears from maintenance payers than if the same act was carried out by the maintenance payees themselves. This would also help relieve the pressure on legal aid and CSSA Scheme. The Bills Committee suggested that the matter be followed up by the Panel on Home Affairs.

### Advice sought

26. Members are invited to note the supplementary information provided in this paper and in the Administration's papers, and give views on the target groups of women requiring assistance and measures to assist these target groups for the Administration's consideration.

Council Business Division 2 <u>Legislative Council Secretariat</u> 21 April 2006

### Extract from Population and Household Statistics Analysed by District Council District 2005

表 6A Table 6A

### 按區議會分區、性別及教育程度劃分的十五歲及以上人口數目 A Population Aged 15 and Over by District Council District, Sex and Educational Attainment

				男女合計 Both sexes/Educa	/教育程度 ational attainme	nt	
		未受教育/	-		專上	教育	
區議會分區 District Council district		幼稚園 schooling/ ndergarten	小學 Primary	中學/預科 Secondary/ Matriculation	Tert 非學位課程 Non-degree	ary 學位課程 Degree	總計 Total
中西區	數目 No.	9 100	26 300	98 100	18 700	60 500	212 700
Central & Western	百分比%	4.3	12.4	46.1	8.8	28.4	100.0
灣仔	數目 No.	7 500	14 700	60 700	10 200	42 000	135 100
Wan Chai	百分比 %	5.6	10.9	45.0	7.5	31.1	100.0
東區	數目 No.	30 200	79 100	260 200	43 600	94 300	507 400
Eastern	百分比 %	6.0	15.6	51.3	8.6	18.6	100.0
南區	數目 No.	23 900	42 200	114 100	16 300	37 900	234 400
Southern	百分比 %	10.2	18.0	48.7	6.9	16.2	100.0
油尖旺	數目 No.	14 400	46 800	138 300	16 000	47 000	262 500
Yau Tsim Mong	百分比 %	5.5	17.8	52.7	6.1	17.9	100.0
深水埗	數目 No.	21 900	75 400	166 000	24 100	42 600	329 900
Sham Shui Po	百分比 %	6.6	22.8	50.3	7.3	12.9	100.0
九龍城	數目 No.	15 400	55 100	168 900	25 000	60 600	325 000
Kowloon City	百分比 %	4.7	17.0	52.0	7.7	18.6	100.0
黃大仙	數目 No.	36 000	91 000	192 700	23 100	28 900	371 600
Wong Tai Sin	百分比 %	9.7	24.5	51.9	6.2	7.8	100.0
觀塘	數目 No.	41 700	115 000	259 000	<b>33</b> 600	53 300	502 500
Kwun Tong	百分比 %	8.3	22.9	51.5	6.7	10.6	100.0
葵青	數目 No.	31 900	104 700	230 700	28 300	44 000	439 600
Kwai Tsing	百分比 %	7.3	23.8	52.5	6.4	10.0	100.0
荃灣	數目 No.	20 900	40 400	119 900	20 500	39 200	240 800
Tsuen Wan	百分比 %	8.7	16.8	49.8	8.5	16.3	100.0
屯門	數目 No.	20 200	84 600	242 400	33 100	38 000	418 400
Tuen Mun	百分比 %	4.8	20.2	57.9	7.9	9.1	100.0
元朗	數目 No.	23 200	92 900	252 800	28 000	43 300	440 200
Yuen Long	百分比 %	5.3	21.1	57.4	6.3	9.8	100.0
北區	數目 No.	17 300	52 500	133 700	16 200	23 300	242 900
North	百分比 %	7.1	21.6	55.0	6.7	9.6	100.0
大埔	數目 No.	19 000	48 700	134 200	19 400	30 500	251 800
Tai Po	百分比 %	7.6	19.3	53.3	7.7	12.1	100.0
沙田	數目 No.	29 700	103 400	273 300	43 000	79 500	529 000
Sha Tin	百分比 %	5.6	19.5	51.7	8.1	15.0	100.0
西貢	數目 No.	15 700	55 200	187 500	27 300	52 700	338 400
Sai Kung	百分比 %	4.6	16.3	55.4	8.1	15.6	100.0
離島	數目 No.	9 100	18 200	50 200	8 200	18 900	104 600
Islands	百分比 %	8.7	17.4	48.0	7.8	18.1	100.0
合計	數目 No.	387 000	1 146 200	3 082 600	434 600	836 400	5 886 900
Overall	百分比 %	6.6	19.5	52.4	7.4	14.2	100.0

### 表 6A (續) 按區議會分區、性別及教育程度劃分的十五歲及以上人口數目 Table 6A (Cont'd) Population Aged 15 and Over by District Council District, Sex

					教育程度 onal attainment	t	
區議會分區 District Council district	No	未受教育/ 幼稚園 schooling/ ndergarten	小學 Primary	中學/預科 Secondary/ Matriculation	專上都 Terti 非學位課程 Non-degree		總計 Total
中西區	數目 No.	1 600 <b>*</b>	10 700	42 300	7 400	32 400	94 400
Central & Western	百分比 %	1.7	11.3	44.8	7.8	34.4	100.0
灣仔	數目 No.	1 700 *	5 600	23 000	4 700	21 900	56 900
Wan Chai	百分比 %	2.9	9.8	40.4	8.3	38.5	100.0
東區	數目 No.	6 400	<b>33</b> 800	122 200	20 900	48 600	231 900
Eastern	百分比 %	2.8	14.6	52.7	9.0	21.0	100.0
南區	數目 No.	7 900	20 500	53 700	8 400	19 200	109 600
Southern	百分比 %	7.2	18.7	49.0	7.6	17.5	100.0
油尖旺	數目 No.	3 700	20 800	65 400	7 500	24 800	122 200
Yau Tsim Mong	百分比 %	3.0	17.0	53.5	6.2	20.3	100.0
深水埗	數目 No.	5 600	34 900	80 200	11 200	24 500	156 400
Sham Shui Po	百分比 %	3.6	22.3	51.3	7.1	15.7	100.0
九龍城	數目 No.	2 700	24 400	75 800	13 400	33 300	149 600
Kowloon City	百分比 %	1.8	16.3	50.6	9.0	22.2	100.0
黃大仙	數目 No.	7 200	41 500	101 500	11 400	15 000	176 700
Wong Tai Sin	百分比 %	4.1	23.5	57.4	6.5	8.5	100.0
觀塘	數目 No.	9 700	54 300	133 600	17 500	27 700	242 700
Kwun Tong	百分比 %	4.0	22.4	55.0	7.2	11.4	100.0
奏青	數目 No.	8 800	50 900	122 600	14 900	23 200	220 400
Kwai Tsing	百分比 %	4.0	23.1	55.6	6.8	10.5	100.0
荃灣	數目 No.	4 200	16 900	58 400	10 400	19 800	109 700
Tsuen Wan	百分比 %	3.8	15.4	53.2	9.5	18.1	100.0
屯門	數目 No.	4 600	38 900	125 000	18 100	19 700	206 300
Tuen Mun	百分比 %	2.2	18.9	60.6	8.8	9.6	100.0
元朗	數目 No.	4 700	42 800	126 500	15 000	24 100	213 000
Yuen Long	百分比 %	2.2	20.1	59.4	7.0	11.3	100.0
北區	數目 No.	5 000	24 800	66 300	8 500	12 700	117 300
North	百分比 %	4.3	21.1	56.5	7.2	10.9	100.0
大埔	數目 No.	4 400	22 200	66 400	9 700	15 600	118 200
Tai Po	百分比 %	3.7	18.8	56.2	8.2	13.2	100.0
沙田	數目 No.	5 000	46 100	130 500	22 000	43 200	247 000
Sha Tin	百分比 %	2.0	18.7	52.9	8.9	17.5	100.0
西貢	數目 No.	3 700	25 200	91 400	14 700	28 800	163 800
Sai Kung	百分比 %	2.2	15.4	55.8	9.0	17.6	100.0
離島	數目 No.	3 000	9 100	23 800	3 500	9 300	48 800
Islands	百分比 %	6.2	18.7	48.8	7.2	19.1	100.0
合計	數目 No.	89 900	523 500	1 508 500	219 100	443 900	2 784 800
Overall	百分比 %	3.2	18.8	54.2	7.9	15.9	100.0

and Educational Attainment

註釋: \* 此估計的精確程度較低(離中系數超過20%),因此須謹慎闡釋。

Note : \* Denotes an estimate with relatively low precision (coefficient of variation having a value greater than 20%) which should thus be interpreted with caution.

表 6A (續)

### 按區議會分區、性別及教育程度劃分的十五歲及以上人口數目 Table 6A (Cont'd) Population Aged 15 and Over by District Council District, Sex and Educational Attainment

					故育程度 ional attainment	;	
區議會分區 District		未受教育/ 幼稚園 schooling/	小學	中學/預科 Secondary/	專上教 Tertia 非學位課程	<b> </b>	總計
Council district	Kir	ndergarten	Primary	Matriculation	Non-degree	Degree	Total
中西區	數目 No.	7 500	15 600	55 800	11 400	28 000	118 400
Central & Western	百分比%	6.3	13.2	47.2	9.6	23.7	100.0
灣仔	數目 No.	5 900	9 100	37 700	5 400	20 100	78 200
Wan Chai	百分比 %	7.5	11.6	48.3	7.0	25.7	100.0
東區	數目 No.	<b>23</b> 800	45 300	138 000	22 700	45 700	275 400
Eastern	百分比 %	8.6	16.5	50.1	8.2	16.6	100.0
南區	數目 No.	16 000	21 800	60 400	7 900	18 700	124 800
Southern	百分比 %	12.8	17.5	48.4	6.3	15.0	100.0
油尖旺	數目 No.	10 700	26 000	73 000	<b>8</b> 500	22 100	140 300
Yau Tsim Mong	百分比 %	7.6	18.5	52.0	6.0	15.8	100.0
深水埗	數目 No.	16 300	40 400 23.3	85 800	12 900	18 100	173 500
Sham Shui Po	百分比 %	9.4		49.4	7.5	10.4	100.0
九龍城	數目 No.	12 700	30 700	93 100	11 600	27 300	175 400
Kowloon City	百分比 %	7.2	17.5	53.1	6.6	15.6	100.0
黃大仙 Wong Tai Sin	数目 No. 百分比 %	28 700 14.7	49 400 25.3	91 200 46.8	11 700 6.0	13 900 7.1	195 000 195.000 100.0
觀塘	數目 No.	32 000	60 700	125 400	16 100	25 600	259 800
Kwun Tong	百分比 %	12.3	23.4	48.3	6.2	9.9	100.0
葵青	數目 No.	23 100	53 800	108 100	13 400	20 800	219 300
Kwai Tsing	百分比 %	10.5	24.5	49.3	6.1	9.5	100.0
荃灣	數目 No.	16 800	23 500	61 500	10 100	19 <b>3</b> 00	131 200
Tsuen Wan	百分比 %	12.8	17.9	46.9	7.7	14.7	100.0
屯門	數目 No.	15 600	45 700	117 400	15 000	18 300	212 100
Tuen Mun	百分比 %	7.3	21.6	55.4	7.1	8.6	100.0
元朗	數目 No.	18 500	50 200	126 300	13 000	19 200	227 200
Yuen Long	百分比 %	8.1	22.1	55.6	5.7	8.5	100.0
北區	數目 No.	12 300	27 700	67 400	7 700	10 600	125 700
North	百分比 %	9.8	22.1	53.6	6.1	8.4	100.0
大埔	數目 No.	14 700	26 500	67 800	9 800	14 900	133 600
Tai Po	百分比 %	11.0	19.8	50.7	7.3	11.2	100.0
沙田		24 700	57 300	142 700	21 000	36 300	<b>282</b> 000
Sha Tin		8.8	20.3	50.6	7.5	12.9	100.0
西貢	數目 No.	12 000	30 000	96 100	12 600	23 900	174 600
Sai Kung	百分比 %	6.9	17.2	55.0	7.2	13.7	100.0
離島		6 100	9 100	26 400	4 700	9 600	55 800
Islands		10.9	16.2	47.3	8.4	17.2	100.0
合計	數目 No.	297 100	622 700	1 574 100	215 600	392 500	3 102 100
Overall	百分比 %	9.6	20.1	50.7	6.9	12.7	100.0

### Extract from Population and Household Statistics Analysed by District Council District 2005

### 表 6B 按區議會分區及年齡劃分的具中學及以上教育程度人士 所佔百分比

### Table 6BPercentage of Persons with Secondary Education and Above<br/>by District Council District and Age

				年齡組別 Age group			
區議會分區 District Council district	15-24 (%)	25-34 (%)	35-44 (%)	45-54 (%)	55-64 (%)	≥65 (%)	合計 Overall (%)
中西區 Central & Western	98.7	97.3	95.0	84.9	69.5	33.3	83.4
灣仔 Wan Chai	96.9	96.5	97.8	90.9	76.5	40.2	83.6
東區 Eastern	98.7	95.7	90.9	78.2	66.9	32.5	78.5
南區 Southern	99.4	95.6	85.0	65.6	51.7	21.8	71.8
油尖旺 Yau Tsim Mong	97.9	97.3	91.9	73.8	60.3	28.3	76.7
深水埗 Sham Shui Po	99.3	96.6	87.5	69.0	49.8	23.5	70.5
九龍城 Kowloon City	99.5	96.8	93.3	78.3	64.1	30.6	78.3
黃大仙 Wong Tai Sin	98.6	95.3	87.7	59.3	38.1	12.0	65.8
觀塘 Kwun Tong	99.3	95.6	87.9	62.9	47.5	17.8	68.8
葵青 Kwai Tsing	99.0	96.6	84.6	58.4	39.8	15.9	68.9
荃灣 Tsuen Wan	99.3	96.4	94.4	70.7	55.8	16.4	74.5
屯門 Tuen Mun	99.4	96.2	86.7	57.6	45.9	24.7	75.0
元朗 Yuen Long	97.8	94.9	82.7	59.0	43.6	20.4	73.6
北區 North	98.3	96.5	83.3	62.8	39.6	11.6	71.3
大埔 Tai Po	99.6	96.1	86.3	62.6	44.5	14.9	73.1
沙田 Sha Tin	99.0	96.7	91.0	66.9	47.1	20.3	74.8
西貢 Sai Kung	99.4	97.0	87.2	69.5	51.1	22.4	79.1
離島 Islands	98.3	94.7	79.0	66.9	59.4	19.6	73.9
合計 Overall	98.9	96.2	88.3	67.2	51.3	22.2	74.0

#### Female population (excluding foreign domestic helpers) by educational attainment and age, 2001 - 2005

Period : 2001

		Age group								
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	Total		
	('000)	('000)	('000)	('000)	('000)	('000)	('000)	('000)		
Educational attainment										
No schooling / Kindergarten	182.0	*	0.9	5.3	20.7	31.4	252.9	493.4		
Primary	141.9	108.9	9.1	66.7	193.7	150.7	183.8	854.8		
Secondary# / Matriculation	-	291.2	239.9	393.6	303.1	117.5	54.8	1400.1		
Tertiary : non-degree	-	14.1	70.3	60.1	29.1	12.1	7.0	192.7		
Tertiary : degree	-	8.9	131.2	93.3	38.0	12.3	8.7	292.3		
Total	323.9	423.4	451.3	619.0	584.6	324.0	507.2	3233.5		

#### Period : 2002

		Age group							
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	Total	
	('000)	('000)	('000)	('000)	('000)	('000)	('000)	('000)	
Educational attainment									
No schooling / Kindergarten	175.6	*	0.7	5.5	20.2	28.7	243.0	473.9	
Primary	141.6	109.1	6.9	57.2	186.0	161.6	190.6	853.0	
Secondary# / Matriculation	-	287.8	218.5	388.7	327.3	134.2	63.7	1420.2	
Tertiary : non-degree	-	14.2	74.3	65.9	35.5	14.4	7.3	211.6	
Tertiary : degree	-	10.1	129.9	107.7	41.8	15.4	10.0	315.0	
Total	317.2	421.5	430.3	625.0	610.8	354.4	514.5	3273.7	

#### Period : 2003

		Age group								
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and	Total		
	0-9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	above			
	('000)	('000)	('000)	('000)	('000)	('000)	('000)	('000)		
Educational attainment										
No schooling / Kindergarten	166.3	*	0.8	4.2	19.0	32.7	245.8	469.0		
Primary	140.6	102.5	6.5	51.6	179.4	171.3	185.5	837.4		
Secondary# / Matriculation	-	290.6	200.0	380.9	358.3	149.3	67.6	1446.6		
Tertiary : non-degree	-	18.8	71.7	63.5	38.3	14.5	8.7	215.3		
Tertiary : degree	-	8.7	129.8	114.3	46.3	15.6	12.0	326.6		
Total	307.0	420.7	408.7	614.5	641.2	383.4	519.5	3295.0		

#### Period : 2004

		Age group							
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and	Total	
	0-9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	above		
	('000)	('000)	('000)	('000)	('000)	('000)	('000)	('000)	
Educational attainment									
No schooling / Kindergarten	161.2	*	0.7	4.1	18.3	30.3	248.4	462.9	
Primary	134.1	99.5	5.9	47.0	168.3	179.9	188.0	822.9	
Secondary# / Matriculation	-	293.8	205.7	373.0	382.6	172.2	71.9	1499.3	
Tertiary : non-degree	-	18.6	62.5	58.5	41.8	17.5	9.1	208.0	
Tertiary : degree	-	10.5	137.0	123.6	58.5	17.7	13.2	360.5	
Total	295.4	422.5	411.8	606.2	669.6	417.7	530.6	3353.6	

#### Period : 2005

		Age group								
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	Total		
	('000)	('000)	('000)	('000)	('000)	('000)	('000)	('000)		
Educational attainment										
No schooling / Kindergarten	159.5	*	*	3.0	15.9	28.6	243.8	451.3		
Primary	125.8	98.6	5.7	42.6	160.1	194.5	197.3	824.6		
Secondary# / Matriculation	*	291.1	195.3	360.6	400.4	189.3	78.1	1514.8		
Tertiary : non-degree	-	21.8	66.4	59.4	41.1	15.9	9.7	214.3		
Tertiary : degree	-	11.4	142.6	132.1	66.3	21.4	13.4	387.1		
Total	285.4	422.9	410.3	597.7	683.8	449.8	542.3	3392.2		

Notes : # Including craft course.

\* Figures of small magnitude are suppressed owing to large sampling error.

Figures may not add up to the respective totals owing to rounding.

### Number of **employed** persons (excluding foreign domestic helpers) by sex and monthly employment earnings, 2001 - 2005

		2001	2002	2003	2004	2005
		('000')	('000)	('000)	('000)	('000)
Sex	Monthly employment					
	earnings (HK\$)					
Male	< 3000	30.3	44.2	55.9	58.1	51.5
	3,000 - 3,999	21.5	27.9	31.7	30.2	27.2
	4,000 - 4,999	29.2	38.4	54.6	54.5	48.
	5,000 - 5,999	59.9	76.6	86.4	93.2	88.4
	6,000 - 6,999	101.1	111.2	119.5	126.8	127.8
	7,000 - 7,999	107.8	118.9	121.8	130.7	131.
	8,000 - 8,999	154.1	150.1	150.0	153.2	152.9
	9,000 - 9,999	111.9	107.2	111.3	122.7	133.0
	10,000 - 14,999	490.2	426.5	387.4	385.5	398.3
	15,000 - 19,999	237.5	221.3	204.6	207.1	214.8
	20,000 - 29,999	243.9	227.8	216.8	218.2	223.7
	>= 30,000	256.9	247.1	236.7	238.3	249.3
	Total	1844.3	1797.2	1776.7	1818.4	1846.4
Female	Monthly employment					
	earnings (HK\$)					
	< 3000	62.5	81.1	93.2	105.0	101.7
	3,000 - 3,999	39.6	46.5	44.9	47.0	46.3
	4,000 - 4,999	54.8	62.3	75.8	79.9	76.5
	5,000 - 5,999	78.9	91.0	98.6	102.1	106.3
	6,000 - 6,999	103.7	108.4	106.2	110.9	118.8
	7,000 - 7,999	86.4	89.1	91.3	98.6	105.6
	8,000 - 8,999	100.8	95.8	93.0	98.0	100.1
	9,000 - 9,999	66.4	63.7	65.9	72.5	75.1
	10,000 - 14,999	255.1	239.4	218.4	220.9	234.5
	15,000 - 19,999	122.9	121.8	118.1	120.7	129.6
	20,000 - 29,999	136.8	132.3	127.5	124.5	123.6
	>= 30,000	112.9	114.6	112.3	117.8	118.3
	Total	1220.9	1246.2	1245.2	1297.9	1336.3
Both sexes	Monthly employment earnings (HK\$)					
	< 3000	92.8	125.4	149.1	163.1	153.1
	3,000 - 3,999	61.1	74.4	76.5	77.2	73.5
	4,000 - 4,999	84.0	100.7	130.4	134.4	124.5
	5,000 - 5,999	138.9	167.7	185.1	195.2	194.7
	6,000 - 6,999	204.8	219.6	225.7	237.7	246.7
	7,000 - 7,999	194.2	219.0	213.1	229.3	240.1
	8,000 - 8,999	254.9	208.0	243.0	229.3	257.1
	9,000 - 9,999 9,000 - 9,999	178.2	170.9	177.2	195.2	208.1
	9,000 - 9,999	745.4	665.9	605.8	606.4	632.8
	15,000 - 19,999	360.4	343.1	322.7	327.9	344.4
		380.7	345.1			
	20,000 - 29,999			344.3	342.6	347.3
	>= 30,000	369.8	361.6	349.0	356.1	367.6
	Total	3065.2	3043.3	3021.9	3116.3	3182.7

Note : Figures may not add up to the respective totals owing to rounding.

Source : Census and Statistics Department

		2001	2002	2003	2004	2005
		('000)	('000)	('000)	('000)	('000')
Sex	Monthly employment					
	earnings (HK\$)					
Male	< 3000	7.0	12.3	16.2	17.0	12.8
	3,000 - 3,999	6.2	9.7	9.9	9.6	8.8
	4,000 - 4,999	7.0	7.9	12.3	10.6	9.1
	5,000 - 5,999	7.6	9.5	9.6	9.1	8.9
	6,000 - 6,999	7.2	9.1	9.4	8.7	7.9
	7,000 - 7,999	6.1	6.9	6.4	6.2	5.6
	>= 8,000	19.8	17.4	17.0	14.4	13.0
	Total	60.9	72.9	80.8	75.6	66.1
Female	Monthly employment					
	earnings (HK\$)					
	< 3000	9.6	16.4	21.3	22.4	16.9
	3,000 - 3,999	7.3	8.1	8.2	8.3	7.2
	4,000 - 4,999	3.5	3.4	5.1	5.3	3.8
	5,000 - 5,999	1.8	1.8	2.6	1.8	1.9
	6,000 - 6,999	1.1	1.1	1.5	1.1	1.0
	7,000 - 7,999	0.5	0.5	0.8	0.5	*
	>= 8,000	0.7	0.9	3.0	1.5	1.3
	Total	24.5	32.3	42.5	41.1	32.5
Both sexes	Monthly employment					
	earnings (HK\$)					
	< 3000	16.6	28.7	37.5	39.4	29.7
	3,000 - 3,999	13.5	17.8	18.1	17.9	15.9
	4,000 - 4,999	10.5	11.3	17.5	16.0	13.0
	5,000 - 5,999	9.4	11.3	12.2	11.0	10.8
	6,000 - 6,999	8.3	10.2	10.9	9.8	8.9
	7,000 - 7,999	6.6	7.4	7.2	6.7	6.1
	>= 8,000	20.5	18.4	20.0	15.9	14.3
	Total	85.5	105.2	123.3	116.7	98.7

#### Number of underemployed persons by sex and monthly employment earnings, 2001 - 2005

Notes : \* Figures of small magnitude are suppressed owing to large sampling error. Figures may not add up to the respective totals owing to rounding.

Source : Census and Statistics Department

#### GENERAL HOUSEHOLD SURVEY

Table 1 : Median monthly employment earnings of employed persons (excluding foreign domestic helpers) by occupation and sex, 2001-2005

		2001			2002			2003			2004			2005	
	Male	Female	Both sexes												
	Median	Median	Median												
	(HK\$)	(HK\$)	(HK\$)												
Occupation															
Managers and															
administrators	30000	28000	30000	30000	26000	30000	30000	25000	30000	30000	25000	29000	28000	25000	26500
Professionals	32000	30000	30000	30000	30000	30000	30000	30000	30000	30000	28000	30000	30000	30000	30000
Associate															
professionals	16000	16000	16000	15000	16000	15000	15000	15000	15000	15000	15000	15000	15000	15000	15000
Clerks	10000	10000	10000	10000	9500	10000	9800	9100	9500	9500	9000	9000	9500	9000	9000
Service workers and															
shop sales workers	10000	7000	9000	10000	6600	8000	10000	6300	8000	10000	6150	7800	10000	6500	8000
Craft and related															
workers	10000	8000	10000	10000	8000	10000	9000	8000	9000	9000	8000	9000	9000	8000	9000
Plant and machine															
operators and															
assemblers	10000	6000	10000	10000	5500	9000	9000	5300	8800	9000	5450	9000	9000	5500	9000
Elementary															
occupations	7500	5500	6500	7000	5000	6000	6840	5000	6000	6500	5000	6000	6500	5000	6000
Others	7500	3000	6000	7000	3000	6000	6500	2800	4500	6800	1500	5000	7000	2800	5000
Total	12000	10000	11000	12000	9500	10000	11000	9000	10000	11000	9000	10000	11000	9000	10000

Note : Figures are rounded to the nearest hundred.

附錄 V

#### 表 8

Appendix V 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數

### Table 8

			每月薪金(元 nonthly sala 女	aries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work	Average number of standard working days
行業/職業	Industry/Occupation	Male	Female	Overall	per day	per month
衣物縫製業	Garments					
督導級及技術員級人員	Supervisory and technical workers	*	12,071	12,761	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	9,341	10,840	10,247	8	25
紡棉紗及梭織棉布業	Cotton spinning and weaving					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	14,203	12,872	14,035	8	26
監督/管工 伊美林海星	Supervisor/foreman Maintenance technician	14,340	*	14,140	8	26 26
保養技術員		14,184 *	-	14,184	8	26 25
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	44	9,683	9,534	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,467	10,475	8	25
普通文員	General office clerk	*	8,515	8,421	8	25
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	8,236	7,120	7,628	8	26
兵中• 雜工 保安員	General worker Guard	8,218 7,466	7,120 *	7,518 7,458	8 10	26 26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,542	8,567	10,218	8	26
針織棉布及外衣業	Cotton knitting and knit outerwear					
督導級及技術員級人員	Supervisory and technical workers	15,325	15,783	15,491	9	25
文員級及秘書級人員	Clerical and secretarial workers	*	12,678	12,259	8	24
其他非生產級工人	Miscellaneous non-production workers	7,511	6,161	6,493	8	26
其中: 雜工	within which: General worker	*	*	6,281	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,040	11,088	11,848	8	25
漂染業	Bleaching and dyeing					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	15,422	*	14,813	9	26
監督/管工	Supervisor/foreman	16,720	*	16,775	9	26
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	*	10,658	10,667	8	26
簿記員/會計文員 普通文員	Bookkeeper/accounting clerk General office clerk	*	11,168 *	11,358 10,779	8 8	26 26

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			每月薪金(元 nonthly sala	平均每日 正常工作時數 Average number of normal hours	Average number of	
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall		working days per month
漂染業(續)	Bleaching and dyeing (Cont'd.)					
其他非生產級工人	Miscellaneous non-production workers within which:	8,374	*	8,281	9	26
其中: 雜工	General worker	8,206	*	8,106	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,812	10,404	12,026	9	26
紙盒及紙袋製造業	Paper boxes and bags					
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,162	*	10,419	8	25
印刷、出版及有關行業	Printing, publishing and allied industries					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	15,902	15,784	15,851	8	24
監督/管工	Supervisor/foreman Office/administrative supervisor	18,613 *	*	18,803 16,836	8 8	25 24
辦公室主任/行政主任 會計主任	Accounting supervisor	*	17,915	10,850	8 8	24 24
推銷員/營業代表 生產策劃員/管理員	Salesman/sales representative Production planner/controller	13,900 16,679	14,413 *	14,133 15,575	8 8	24 24
文員級及秘書級人員 其中:	<i>Clerical and secretarial workers</i> within which:	9,208	10,788	10,350	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,645	10,402	8	24
普通文員	General office clerk	*	9,021	8,752		24
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	8,432	7,077	8,018	8	25
雜工	General worker	*	6,742	7,215	8	25
信差/辦公室助理	Messenger/office assistant	6,331	7,532	6,765	8	24
司機	Driver	11,269	-	11,269		24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,936	12,701	12,823	8	24
電器用具及配件製造業	Electrical appliances and accessories					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	13,922	*	13,646	8	25
監督/管工	Supervisor/foreman	16,945	*	16,332	8	25
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	*	10,610	10,275	8	24
普通文員	General office clerk	*	9,868	9,794	8	24

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			每月薪金(元 nonthly sala	ries(\$) ††	平均每日 正常工作時數 Average number of normal hours	Average number of
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall	of work	working days per month
電器用具及配件製造業 (續)	Electrical appliances and accessories (Cont'd.)					
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,716	10,303	11,844	8	25
電子製品業	Electronics					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	11,456	*	11,579	8	25
監督/管工	Supervisor/foreman	*	*	12,502	8	25
文員級及秘書級人員	Clerical and secretarial workers	*	*	8,412	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,033	8,935	10,031	8	25
<b>珠寶</b> 首飾及有 <b>關</b> 物品 製造業	Jewellery and related articles					
督導級及技術員級人員	Supervisory and technical workers	16,576	13,396	14,908	8	24
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	*	9,021	9,060	8	24
普通文員	General office clerk	*	8,544	8,523	8	23
其他非生產級工人	Miscellaneous non-production workers	*	*	6,977	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,850	10,258	11,169	8	24
製造業	Manufacturing					
督導級及技術員級人員	Supervisory and technical workers	14,279	13,647	14,022	8	24
文員級及秘書級人員	Clerical and secretarial workers	9,306	10,160	9,984	8	24
其他非生產級工人	Miscellaneous non-production workers	7,867	6,330	7,245	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,798	10,755	11,254	8	25

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			每月薪金(元 nonthly sala 女	ries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work	平均每月 標準工作日數 Average number of standard working days
行業/職業	Industry/Occupation	Male	Female	Overall	per day	per month
批發業	Wholesale					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	13,537	11,177	12,739	8	25
會計主任	Accounting supervisor	*	17,820	17,059	8	24
推銷員/營業代表	Salesman/sales representative	13,199	8,622	11,962	8	25
商品/採購主任	Merchandiser/buyer	*	*	11,181	8	24
營業主任	Sales supervisor	17,734	12,284	15,816	8	25
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	10,823	9,699	10,100	8	25
貨倉/採購文員	Stock/purchasing clerk	9,908	9,767	9,865	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	12,639	9,237	9,900	8	25
普通文員	General office clerk	8,295	8,568	8,511	8	25
私人秘書/速記員	Personal secretary/stenographer	-	15,310	15,310	8	24
售貨員	Sales clerk/shop assistant	11,981	11,855	11,921	8	26
其他非生產級工人	Miscellaneous non-production workers	9,274	8,119	9,187	9	26
其中:	within which:					
雜工	General worker	8,067	8,200	8,096	8	26
信差/辦公室助理	Messenger/office assistant	*	*	6,924	8	25
司機	Driver	11,035	*	11,032	9	26
送貨員	Delivery man	8,828	-	8,828	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,529	9,890	10,316	8	25
零售業	Retail					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	12,330	11,098	11,646	9	25
營業主任	Sales supervisor	11,472	10,469	10,830	9	25
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	8,595	8,505	8,529	9	25
貨倉/採購文員	Stock/purchasing clerk	*	*	8,019	8	24
普通文員	General office clerk	*	9,287	9,099	8	24
收銀員/出納員	Cashier	*	7,632	7,664	8	25
售貨員	Sales clerk/shop assistant	8,736	8,561	8,601	9	25
其他非生產級工人	Miscellaneous non-production workers	8,911	*	8,784	9	25
督導級、技術員級、 文員級及其他	Supervisory, technical, clerical and miscellaneous non-production workers	9,624	8,967	9,206	9	25
非生產級工人						
	Import/export of foodstuffs					
非生產級工人	<b>Import/export of foodstuffs</b> Supervisory and technical workers within which:	16,256	16,412	16,322	8	24
<b>非生產級工人</b> 食品進出口貿易業 督導級及技術員級人員	Supervisory and technical workers	16,256	16,412 20,056	16,322 20,435	8 8	24 24

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

行業/職業	Industry/Occupation		每月薪金(元 nonthly sala 女 Female	aries(\$) ††		Average number of
		intuie	Tennare	overun	per auj	per monun
食品進出口貿易業(續)	Import/export of foodstuffs (Cont'd.)					
文員級及秘書級人員	Clerical and secretarial workers	9,740	12,065	11,594	8	24
其中:	within which:	-1-		11.40.6	0	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	11,445	11,496	8	24
普通文員	General office clerk	*	9,152	9,037	8	24
私人秘書/速記員	Personal secretary/stenographer	-	20,297	20,297	7	23
其他非生產級工人	Miscellaneous non-production workers	9,453	*	9,370	8	25
其中:	within which:					
兵中・ 雑工	General worker	*	*	9,631	8	25
<sup>枻上</sup> 司機	Driver	10,515	*	10,525	9	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,733	13,644	12,451	8	24
衣物、鞋類及有關製品 進出口貿易業	Import/export of clothing, footwear and allied products					
督導級及技術員級人員	Supervisory and technical workers	17,227	16,538	16,777	8	23
其中:	within which:	10.464	*	10 450	0	22
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	18,464	Ť	18,452	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	20,240	18,685	8	23
會計主任	Accounting supervisor	19,380	18,208	18,394	8	23
品質控制/保證技術員	Quality control/assurance technician	17,068	19,092	17,637	8	23
推銷員/營業代表	Salesman/sales representative	22,847	17,422	19,507	8	24
商品/採購主任	Merchandiser/buyer	16,367	16,434	16,415	8	23
營業主任	Sales supervisor	*	*	27,135	8	24
船務主任	Shipping supervisor	20,876	17,754	18,437	8	23
設計員	Designer/pattern maker	15,156	15,427	15,340	8	23
業務聯絡員	Business co-ordinator	*	10,846	10,842	8	23
文員級及秘書級人員	Clerical and secretarial workers	11,634	11,558	11,572	8	23
其中:	within which:	10.196	0.767	0.005	0	24
貨倉/採購文員	Stock/purchasing clerk	10,186	9,767	9,905	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	11,590	12,615	12,478	8	23
普通文員	General office clerk	10,588	9,066	9,357	8	24
私人秘書/速記員	Personal secretary/stenographer	*	18,610	19,441	8	22
接待員/電話接綫生 出入口文件處理/船務 文員	Receptionist/telephone operator Documentation/shipping clerk	* 13,933	10,141 12,639	10,153 12,806	8 8	23 23
其他非生產級工人	Miscellaneous non-production workers	11,675	6,996	9,462	8	24
其中:	within which:					
雜工	General worker	9,048	6,794	7,691	8	24
信差/辦公室助理	Messenger/office assistant	7,836	7,076	7,388	8	23
	0	,	*	14,448	-	24

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			時月薪金(元 nonthly sala	Average number of	平均每月 標準工作日數 Average number of	
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall		standard working days per month
衣物、鞋類及有關製品 進出口貿易業(續)	Import/export of clothing, footwear and allied products (Cont'd.)					
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,581	14,276	14,677	8	23
雜項消費品進出口 貿易業	Import/export of miscellaneous consumer goods					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	16,229	14,914	15,504	8	23
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	17,205	27,124	18,247	8	23
儲物室/貨倉主任	Store/godown supervisor	16,348	15,130	15,955	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	16,891	18,617	8	23
會計主任	Accounting supervisor	19,447	18,198	18,507	8	23
電子工程技術員	Electronic engineering technician	16,632	*	16,480	8	23
機械工程技術員	Mechanical engineering technician	17,384	*	17,428	8	24
品質控制/保證技術員	Quality control/assurance technician	14,847	11,528	13,261	8	24
推銷員/營業代表	Salesman/sales representative	14,581	13,366	13,978	8	24
商品/採購主任	Merchandiser/buyer	16,021	14,623	15,167	8	23
營業主任	Sales supervisor	19,479	20,395	19,949	8	24
船務主任	Shipping supervisor	*	16,922	16,804	8	23
設計員	Designer/pattern maker	18,102	16,585	17,328	8	23
業務聯絡員	Business co-ordinator	13,217	12,618	12,761	8	23
	<i>Clerical and secretarial workers</i> within which:	9,982	10,773	10,618	8	24
貨倉/採購文員	Stock/purchasing clerk	9,485	9,840	9,665	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	11,255	11,732	11,676	8	24
普通文員	General office clerk	9,658	8,712	8,905	8	24
私人秘書/速記員	Personal secretary/stenographer	*	16,271	16,305	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	9,069	9,020	8	23
出入口文件處理/船務 文員	Documentation/shipping clerk	10,691	11,303	11,249	8	23
其他非生產級工人	Miscellaneous non-production workers	10,541	7,645	9,705	8	24
其中:	within which:					
雜工.	General worker	9,126	7,428	8,214	8	24
信差/辦公室助理	Messenger/office assistant	7,619	7,986	7,795	8	24
保安員	Guard	7,713	-	7,713	8	25
司機	Driver	12,654	-	12,654	8	24
送貨員	Delivery man	10,292	-	10,292	8	24
	Supervisory, technical, clerical and miscellaneous	13,958	12,618	13,141	8	23

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

機能、設備及其零件 進出口変易素         Import/export of machinery, equipment and parts         Import/export of machinery, equipment and parts           営爆扱及技術員級人員 次中:         Supervisory and technical workers         15,174         14,760         15,078         8         23           デオ:         """"""""""""""""""""""""""""""""""""		Industry/Occupation		時月薪金(元 nonthly sala 女 Female	ries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
単中:         within which:           電子審評解型:         9.117         * 19.271         8         23           分析指/程序編與目 師物架/(負責任         Store'godown supervisor         15,738         * 15,730         8         23           窗前梁子(負責任         Store'godown supervisor         15,738         * 15,730         8         23           窗前梁常在代台歌天任         Store'godown supervisor         * 17,438         17,709         8         23           資析指/程序編集         Machanical engineering technician         14,021         * 13,957         8         23           運業         Salesman/sales representative         14,645         * 14,406         8         24           営業         Salesman/sales representative         14,645         * 14,406         8         23           電話         Salesman/sales representative         14,645         * 14,406         8         24           空音         Salesman/sales representative         14,645         * 14,406         8         23           Sale         Salesman/sales representative         14,645         * 11,500         11,602         8         23           Spip         Stock/purchasing clerk         10,500         9,789         9,910         8         23           Spip<							
電子容林建理上化/系統         D.P. supervisor/system analyst/ programmer         19,117         *         19,271         8         23           分析百/位炉偏酸百 幅約減/保含土ビ         Store'godown supervisor         15,738         *         15,730         8         23           富大式/百人任/百人任         Store'godown supervisor         *         18,899         18,618         8         23           富大式/百人任         Accounting supervisor         *         17,478         17,709         8         23           儒紙工程发展員         Mechanical engineering technician         14,021         *         13,597         8         23           電気         Saless supervisor         *         17,709         18,193         8         24           雪素数量名         Business co-condinator         *         11,550         11,602         8         24           支自秋友福之員         Clerical and secretarial workers         12,502         11,040         11,308         8         23           東古         within which:          9,742         10,711         8         23           支自秋麦草素         Documentation/shipping         *         12,552         11,040         11,308         8         23           大自義之員         General office clerk <td< td=""><td></td><td></td><td>15,174</td><td>14,760</td><td>15,078</td><td>8</td><td>23</td></td<>			15,174	14,760	15,078	8	23
	電子資料處理主任/系統	D.P. supervisor/system analyst/	19,117	*	19,271	8	23
静公室主任/行政主任         Office/administrative supervisor         *         18,899         18,618         8         23           會計主任         Accounting supervisor         *         17,438         17,099         8         23           撤納工程发版目         Mechanical engineering technician         14,021         *         13,957         8         23           撤納工程发版目         Sales supervisor         2,2672         *         14,406         8         24           約務主任         Shipping supervisor         *         11,500         18,193         8         23           案務務総員         Business co-ordinator         *         11,500         11,602         8         24           数点板大板主任         Shipping supervisor         *         10,006         9,789         9,910         8         24           弊:         within which:         *         10,006         9,789         9,910         8         24           警弦公員         General office clerk         *         0,757         10,684         8         23           放人板力速活出日         Bookkeeptr/accounting clerk         *         0,757         10,644         8         23           支付長力学派         General office clerk         *         9,751 <td></td> <td></td> <td>15,738</td> <td>*</td> <td>15,730</td> <td>8</td> <td>23</td>			15,738	*	15,730	8	23
會計主任         Accounting supervisor         *         17,438         17,709         8         23           機械工程技術員         Mechanical engineering technician         14,021         *         13,957         8         23           推销員/當果代表         Salessman/sales representative         14,645         *         14,406         8         24           燈葉主任         Sales supervisor         22,672         *         21,290         8         24           必務基工任         Shipping supervisor         *         17,709         18,193         8         23           変目級及科書報人員         Clerical and secretarial workers         12,502         11,040         11,308         8         23           支井:         within which:         *         10,500         9,910         8         24           電算員/採購交員         General office clerk         *         10,501         10,684         24           書通会員         General office derk         *         10,501         10,684         24           調査員         General office derk         *         12,543         15,843         8         23           基人秘書         Decementation/shipping         *         12,155         12,445         24           支				18.899			
機械工程技術員 指摘員/當業代表         Mechanical engineering technician 14,645         14,645         *         13,957         8         23           指摘員/當業代表         Saless supervisor         14,645         *         14,406         8         24           當素生任         Sales supervisor         22,672         *         21,200         8         24           簡務主任         Shipping supervisor         *         17,709         18,193         8         23           文員級及琴書級人員         Business co-ordinator         *         11,500         11,602         8         24           算道力/(請交員         Stock/purchasing clerk         10,006         9,789         9,910         8         24           實認及員/會計交員         Bookkeeper/accounting clerk         *         10,570         10,684         8         24           實認及員/會計交員         Bookkeeper/accounting clerk         *         10,770         10,684         8         23           私経書/短知員/電話検護         Recertariystenographer         -         15,843         15,843         15,843         23           其他書文員         General orker         8,863         7,152         8,629         8         24           其中:         Workers          13,168         13,168			*				
#請負了答案代表             Salessuar/sale's representative             14.645             *             14.406             *             21,420             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             21,290             *             11,500             11,602             8             23			14 021				
警要主任 船務主任 約務主任 支員級及秘書級人員         Sales supervisor Shipping supervisor         22,672         *         21,290         8         24           公員級及秘書級人員         Business co-ordinator         *         17,709         18,193         8         23           文員級及秘書級人員         Clerical and secretarial workers yet: 'within which:         12,502         11,040         11,308         8         23           其中:         Within which:         *         10,0570         10,684         8         24           資盈(採網隊交員         General office clerk         *         9,742         10,721         8         23           私人都書/经認成員         General office clerk         *         9,742         10,721         8         23           支付員/保護務總經         Receptionist/telephone operator         -         11,798         11,798         8         23           支付         clerk         *         12,155         12,436         8         24           其他非生産級工人         Miscellaneous non-production workers         9,492         7,514         9,224         8         24           其中:         within which:         *         *         8,263         7,152         8,629         8         24           雪機         Driver							
船務主任         Shipping supervisor         *         17,709         18,193         8         23           文良級及秘書級人員         Clerical and secretarial workers         12,502         11,600         8         24           文良級及秘書級人員         Clerical and secretarial workers         12,502         11,040         11,308         8         23           東中:         within which:         10,006         9,789         9,910         8         24           層台/保障之員         Bookkeeper/accounting clerk         10,006         9,789         9,910         8         24           普通交員         General office clerk         *         9,742         10,721         8         23           基分信/(電話路線上         Receptionist/(clephone operator         -         11,798         11,798         8         23           出入口交件處理/船務         Documentation/shipping         *         12,155         12,436         8         23           其中:         within which:         #         *         *         8,633         7,152         8,629         8         24           其体:         Within which:         #         *         *         8,224         8         24           支体:         YA         Messenger/office assist							
業務聯結員         Business co-ordinator         *         11,500         11,602         8         24           文良設及秘書級人員         Clerical and secretarial workers within which:         12,502         11,040         11,308         8         23           其中:         within which:         10,006         9,789         9,910         8         24           鑽道文員         Bookkeeper/accounting clerk         10,006         9,789         9,910         8         24           灣道文員         Bookkeeper/accounting clerk         *         10,570         10,684         8         23           個人都高校園         General office clerk         *         9,742         10,721         8         23           基件員/電話接線生         Receptionis/(lephone operator         -         11,798         11,798         8         23           其中:         within which:         *         12,155         12,436         8         24           其中:         within which:         *         *         8,863         7,152         8,629         8         25           其中:         Within which:         *         *         8,863         7,152         8,629         8         24           管機次員         Messenger/office assistant <td></td> <td></td> <td>,</td> <td></td> <td></td> <td></td> <td></td>			,				
文員級及影響級人員 其中:: (Mathing Which: (Mathing Which: ) (Mathing Which: ) )							
其中:       within which:       9,789       9,910       8       24         資給(採購交員       Bookkeeper/accounting clerk       10,670       10,684       8       24         普通交員       General office clerk       *       10,570       10,684       8       23         私人秘書/速記員       Personal secretary/stengrapher       -       15,843       15,843       8       23         進份有(電話接線上       Rcceptionist/telephone operator       -       11,798       11,798       8       23         其他:#生產級工人       Miscellaneous non-production       9,492       7,514       9,224       8       24         其中:       within which:       #       #       8,224       8       24         其中:       within which:       #       #       8,224       8       24         實成       General worker       8,863       7,152       8,629       8       24         實成       Driver       13,168       -       13,168       8       24         電機       Driver       13,746       11,997       13,030       8       24         電機器       Murable goods       non-production workers       17,509       15,43       16,640       8       23 <td>美扮聯絡貝</td> <td>Business co-ordinator</td> <td>*</td> <td>11,550</td> <td>11,602</td> <td>8</td> <td>24</td>	美扮聯絡貝	Business co-ordinator	*	11,550	11,602	8	24
簿記員/會計文員       Bookkeeper/accounting clerk       **       10,570       10,684       8       24         普通文員       General office clerk       **       9,742       10,721       8       23         私人能者/違記員       Personal secretary/stenographer       -       15,843       15,843       8       23         遊校員/電話接線生       Receptionist/telephone operator       -       11,798       11,798       8       23         出入口文件處理/船路       Documentation/shipping       *       12,155       12,436       8       23         其他非生       within which:       *       12,155       12,436       8       24         費       clerk       General worker       8,863       7,152       8,629       8       24         雪機       Driver       13,168       -       13,168       24       24         雪機       Driver       13,168       -       13,030       8       24         雪機       Driver       13,746       11,997       13,030       8       23         算機設式       General echnical workers       17,509       15,343       16,640       8       23         算機設式       Marable goods       -       15,576       *       15			12,502	11,040	11,308	8	23
普通交員       General office clerk       *       9,742       10,721       8       23         私人経書/速記員       Personal secretary/stenographer       -       11,5843       15,843       8       23         進代員/電話接線生       Receptionist/telephone operator       -       11,798       11,798       8       23         武山二文作處理/船務       Documentation/shipping       *       12,155       12,436       8       23         其他非生產級工人       Miscellaneous non-production verkers       9,492       7,514       9,224       8       24         其中:       within which:       *       *       8,224       8       24         可機       Driver       13,168       -       13,168       8       24 <b>管導級 技術員級、</b> Supervisory, technical, clerical and miscellaneous non-production workers       13,168       -       13,168       8       24 <b>管導級 技術員級上       Supervisory, technical, clerical and miscellaneous non-production workers</b> 17,509       15,343       16,640       8       23         其中:       範疇       D.P. supervisor/system analyst/       19,222       21,375       19,881       8       23         董子婆科區理社/公       D.P. supervisor/system analyst/       19,222       21,375 <td< td=""><td>貨倉/採購文員</td><td>Stock/purchasing clerk</td><td>10,006</td><td>9,789</td><td>9,910</td><td>8</td><td>24</td></td<>	貨倉/採購文員	Stock/purchasing clerk	10,006	9,789	9,910	8	24
私人報告/選記員       Personal secretary/stenographer       -       15,843       15,843       8       23         接待員/電話授總生       Receptionis/telephone operator       -       11,798       11,798       8       23         出入口文件處理/船務       Documentation/shipping       *       12,155       12,436       8       23         其他非生產級工人       Miscellaneous non-production       9,492       7,514       9,224       8       24         其中:       within which:       *       *       8,863       7,152       8,629       8       25         增進       Driver       13,168       -       13,168       8       24         可機       Driver       13,168       -       13,168       8       24         可機       Driver       13,168       -       13,168       8       24         可機       Driver       13,168       -       13,030       8       24         文員裏主       and miscellaneous non-production workers       17,509       15,343       16,640       8       23         第中:       within which:       #       -       15,576       *       15,684       8       23         其中:       Within which:       -	簿記員/會計文員	Bookkeeper/accounting clerk	*	10,570	10,684	8	24
私人報告/建記員       Personal secretary/stenographer       -       15,843       15,843       8       23         接待信/電話授縫生       Receptionis/telephone operator       -       11,798       11,798       8       23         出入口文件處理/船務       Documentation/shipping       *       12,155       12,436       8       23         其他非生產級工人       Miscellaneous non-production       9,492       7,514       9,224       8       24         其中:       within which:       *       *       8,863       7,152       8,629       8       25         備差/辦公室助理       Messenger/office assistant       *       *       8,224       8       24         可機       Driver       13,168       -       13,168       8       24         可機       Driver       13,168       -       13,168       8       24         可機       Driver       13,168       -       13,030       8       24         掌握動用       and miscellaneous non-production workers       17,509       15,343       16,640       8       23         算子資料處理主任/系統       Supervisor/system analyst/ 分析員/程序稿製具       D.P. supervisor/system analyst/ 97,620 and supervisor       15,576       *       15,684       8       23 <td></td> <td></td> <td>*</td> <td>9,742</td> <td>10,721</td> <td>8</td> <td>23</td>			*	9,742	10,721	8	23
接待員/電話接線生 出入口文件處理/船務 文員       Receptionist/telephone operator Documentation/shipping       -       11,798       11,798       8       23         其他非生產級工人       Miscellaneous non-production workers       9,492       7,514       9,224       8       24         其中:       within which: workers       -       8,863       7,152       8,629       8       24         費用:       Within which: workers       -       13,168       -       13,168       24         電子/辦公室助理       Messenger/office assistant       *       *       8,263       7,152       8,629       8       24         管導級、技術員級、 文員級及其他 非生産取工人       Driver       13,168       -       13,168       24         管導級及技術員級人員 公式       Supervisory, technical, clerical and miscellaneous non-production workers       13,746       11,997       13,030       8       24         警導級及技術員級人員 其中:       Supervisory and technical workers nor production workers       17,509       15,343       16,640       8       23         管導級及技術員後人員 方符員/程序編製具 方向信/程/指線員       D.P. supervisor/system analyst/       19,222       21,375       19,881       8       23         電子資料處理主任/系統 分析員/程序編製具       D.P. supervisor       15,576       *       15,684		Personal secretary/stenographer	-				
出入口交件處理/船務 交員       Documentation/shipping clerk       *       12,155       12,436       8       23         其他非生產級工人       Miscellaneous non-production workers       9,492       7,514       9,224       8       24         其中:       within which: #T       General worker       8,863       7,152       8,629       8       25         信差/辦公室助理       Messenger/office assistant       *       *       8,224       8       24         司機       Driver       13,168       -       13,168       8       24         警報数大簧魚員級、       Supervisory, technical, clerical and miscellaneous non-production workers       13,746       11,997       13,030       8       24         警察       Import/export of miscellaneous durable goods       13,746       11,997       13,030       8       23         警察       Supervisory and technical workers       17,509       15,343       16,640       8       23         「中 :       within which: "#1       programmer       19,222       21,375       19,881       8       23         「都 空」 貸自主任       Store/godown supervisor       15,576       *       15,684       23       23         「書 空」 資」 公式       Office/administrative supervisor       *       19,002			-				
水中: 第中: 增工 可微workers within which: % 在差/辦公室助理 可微Workers within which: % General worker Messenger/office assistant 13,1688,863 * 	出入口文件處理/船務	Documentation/shipping					
$\frac{1}{42}$ General worker $8,863$ $7,152$ $8,629$ $8$ $25$ $(EE/M) \subseteq uptic grammerMessenger/office assistant**8,224824Teg (M)Driver13,168-13,168824Teg (M)Supervisory, technical, clericaland miscellaneousnon-production workers13,74611,99713,030824Teg (M)Supervisory, technical, clericaland miscellaneousnon-production workers13,74611,99713,030824Teg (M)Import/export of miscellaneousdurable goods13,74611,99713,030824Teg (M)Supervisory and technical workerswithin which:17,50915,34316,640823Teg (T)TechnicalTechnical workers17,50915,34316,640823Te (T)TechnicalTechnical workers17,50915,34316,640823Te (T)TechnicalTechnical workers15,57615,684823Te (T)Technical expression15,57615,684823Te (T)Technical expression18,24319,47119,087823Te (T)Technical expression18,24319,47119,087823Te (T)Technical expression18,24319,471119,087823T$		workers	9,492	7,514	9,224	8	24
信差/辦公室助理 可機Messenger/office assistant Driver****8,224824可機Driver13,168-13,168-13,168824 <b>智導級、技術員級、</b> 文員級及其他 非生產級工人Supervisory, technical, clerical and miscellaneous non-production workers13,74611,99713,030824 <b>雅項耐用品進出口</b> 貿易業Import/export of miscellaneous durable goods13,74611,99713,030824 <b>著導級及技術員級人員</b> 其中:Supervisory and technical workers within which:17,50915,34316,640823國物室/貸會主任 會計主任 音計主任 電子工程技術員 品質控制/保證技術員 品質控制/保證技術員 品質控制/保證技術員 品質控制/保證技術員 人口的口/assurance15,576*15,684823推銷負/營業代表Salesman/sales representative18,34813,98116,690823	其中:						
可機Driver13,168-13,168824管導級、技術員級、 文員級及其他 非生產級工人Supervisory, technical, clerical and miscellaneous non-production workers13,74611,99713,030824雅項耐用品進出口 貿易梁Import/export of miscellaneous durable goodsImport/export of miscellaneous durable goods17,50915,34316,640823警導級及技術員級人員 其中:Supervisory and technical workers within which:17,50915,34316,640823簡物室/貸會主任 辦公室主任/行政主任 會計主任 電子工程技術員 機械工程技術員 品質控制/保證技術員 品質控制/保證技術員 品質控制/保證技術員 代表Salesman/sales representative18,34813,98116,690823	雜工	General worker	8,863	7,152	8,629	8	25
智導級、技術員級、 文員級及其他 非生產級工人Supervisory, technical, clerical and miscellaneous non-production workers13,74611,99713,030824雅項耐用品進出口 貿易業Import/export of miscellaneous durable goods13,74611,99713,030824警導級及技術員級人員 其中:Supervisory and technical workers17,50915,34316,640823電子資料處理主任/系統 分析員/程序編製員 音計主任D.P. supervisor/system analyst/ programmer19,22221,37519,881823儲物室/貨倉主任 静公室主任/行政主任 合計主任 電子工程技術員 電子工程技術員 機械工程技術員 品質控制/保證技術員 品質控制/保證技術員 日安白油ical engineering technician 推銷員/營業代表Salesman/sales representative18,34813,98116,690823	信差/辦公室助理	Messenger/office assistant	*	*	8,224	8	24
文員級及其他 非生產級工人and miscellaneous non-production workers雑項耐用品進出口 貿易業Import/export of miscellaneous durable goods營導級及技術員級人員 其中:Supervisory and technical workers17,50915,34316,640823工中:within which:19,22221,37519,881823估析員/程序編製員 分析員/程序編製員 合析員/程序編製員 方标員/程序編製員D.P. supervisor/system analyst/19,22221,37519,881823儲物室/貸倉主任 辦公室主任/行政主任 會計主任 電子工程技術員 電子工程技術員Store/godown supervisor15,576*15,684823電子工程技術員 晶質控制/保證技術員Dectoric engineering technician technician17,409*17,230823推銷員/營業代表Salesman/sales representative18,34813,98116,690823	司機	Driver	13,168	-	13,168	8	24
貿易業durable goods督導級及技術員級人員 其中:Supervisory and technical workers within which:17,50915,34316,640823電子資料處理主任/系統 分析員/程序編製員 解公室主任/行政主任D.P. supervisor/system analyst/ programmer19,22221,37519,881823儲物室/貸倉主任 會計主任Store/godown supervisor office/administrative supervisor15,576*15,684823電子工程技術員 機械工程技術員 品質控制/保證技術員Electronic engineering technician ultive control/assurance17,409*17,230823推銷員/營業代表Salesman/sales representative18,34813,98116,690823	文員級及其他	and miscellaneous	13,746	11,997	13,030	8	24
其中:within which:電子資料處理主任/系統 分析員/程序編製員 储物室/貸倉主任D.P. supervisor/system analyst/19,22221,37519,881823分析員/程序編製員 離分室/貸倉主任D.P. supervisor/system analyst/19,22221,37519,881823儲物室/貸倉主任Store/godown supervisor15,576*15,684823離分室主任/行政主任Office/administrative supervisor*19,00218,383823會計主任Accounting supervisor18,24319,47119,087823電子工程技術員Electronic engineering technician17,409*17,230823機械工程技術員Mechanical engineering technician14,193*14,237823品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823							
電子資料處理主任/系統 分析員/程序編製員 儲物室/貨倉主任D.P. supervisor/system analyst/ programmer19,22221,37519,881823儲物室/貨倉主任Store/godown supervisor15,576*15,684823辦公室主任/行政主任Office/administrative supervisor*19,00218,383823會計主任Accounting supervisor18,24319,47119,087823電子工程技術員Electronic engineering technician17,409*17,230823機械工程技術員Mechanical engineering technician14,193*14,237823品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823			17,509	15,343	16,640	8	23
儲物室/貨倉主任Store/godown supervisor15,576*15,684823辦公室主任/行政主任Office/administrative supervisor*19,00218,383823會計主任Accounting supervisor18,24319,47119,087823電子工程技術員Electronic engineering technician17,409*17,230823機械工程技術員Mechanical engineering technician14,193*14,237823品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823	電子資料處理主任/系統	D.P. supervisor/system analyst/	19,222	21,375	19,881	8	23
辦公室主任/行政主任 會計主任Office/administrative supervisor*19,00218,383823會計主任Accounting supervisor18,24319,47119,087823電子工程技術員Electronic engineering technician17,409*17,230823機械工程技術員Mechanical engineering technician14,193*14,237823品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823			15,576	*	15,684	8	23
會計主任Accounting supervisor18,24319,47119,087823電子工程技術員Electronic engineering technician17,409*17,230823機械工程技術員Mechanical engineering technician14,193*14,237823品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823				19,002			
電子工程技術員Electronic engineering technician17,409*17,230823機械工程技術員Mechanical engineering technician14,193*14,237823品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823			18,243	,			
機械工程技術員 品質控制/保證技術員Mechanical engineering technician Quality control/assurance14,193*14,237823品質控制/保證技術員Quality control/assurance technician15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823							
品質控制/保證技術員Quality control/assurance15,351*15,053823推銷員/營業代表Salesman/sales representative18,34813,98116,690823				*			
推銷員/營業代表 Salesman/sales representative 18,348 13,981 16,690 8 23		Quality control/assurance					
	推銷員/營業代表		18,348	13,981	16,690	8	23
	商品/採購主任	Merchandiser/buyer	16,688	15,380	15,977	8	23

#### 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- *績*頁

行業/職業	Industry/Occupation		每月薪金(元 nonthly sala 女 Female	aries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
雜項耐用品進出口 貿易業(續)	Import/export of miscellaneous durable goods (Cont'd.)					
營業主任 船務主任 設計員 業務聯絡員	Sales supervisor Shipping supervisor Designer/pattern maker Business co-ordinator	20,584 * 19,664 *	19,832 17,392 16,288 11,356	20,295 17,209 18,692 11,534	8 8 8 8	23 23 23 23
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	10,182	10,575	10,482	8	23
貨倉/採購文員 簿記員/會計文員 普通文員 私人秘書/速記員 接待員/電話接綫生 出入口文件處理/船務 文員	Stock/purchasing clerk Bookkeeper/accounting clerk General office clerk Personal secretary/stenographer Receptionist/telephone operator Documentation/shipping clerk	9,743 11,793 8,827 * 11,730	9,889 10,627 9,112 15,488 9,977 11,047	9,808 10,882 9,067 15,488 9,978 11,148	8 8 8 8 8	23 23 24 23 23 23 23
其他非生產級工人 其中: 雜工 信差/辦公室助理 司機 送貨員	Miscellaneous non-production workers within which: General worker Messenger/office assistant Driver Delivery man	9,933 * 8,020 11,837 8,394	6,318 5,911 7,099	9,156 6,322 7,706 11,837 8,394	8 8 8 8 8	24 23 24 24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,319	12,654	13,983	8	23
原料及半製成品進出口 貿易業	Import/export of raw materials and semi-manufactures					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	15,699	14,925	15,344	8	23
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	18,169	*	18,442	8	23
儲物室/貨倉主任 辦公室主任/行政主任 會計主任 品質控制/保證技術員	Store/godown supervisor Office/administrative supervisor Accounting supervisor Quality control/assurance technician	14,764 * 17,417 *	* 18,390 18,885 *	14,217 19,000 18,515 13,831	8 8 8 8	23 23 23 22
推銷員/營業代表 商品/採購主任 營業主任 船務主任 業務聯絡員	Salesman/sales representative Merchandiser/buyer Sales supervisor Shipping supervisor Business co-ordinator	15,465 * 18,283 * 10,757	15,978 13,231 18,181 15,250 12,915	15,567 13,009 18,253 15,876 12,733	8 8 8 8	23 23 24 22 23
<sup>未</sup> 协 <sup>ψн相</sup> 員 文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	10,135	11,371	11,105	8	23
(1-4) (「) (「) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1	Stock/purchasing clerk Bookkeeper/accounting clerk General office clerk	9,451 13,466 10,051	9,506 11,232 9,729	9,465 11,451 9,771	8 8 8	23 23 24

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

# Table 8Average Monthly Salaries, Average Number of Normal Hours of Work and Average<br/>Number of Standard Working Days of Supervisory, Technical, Clerical and<br/>Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

			每月薪金(元 nonthly sala 女	aries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work	Average number of standard working days
行業/職業	Industry/Occupation	Male	Female	Overall	per day	per month
原料及半製成品進出口 貿易業(續)	Import/export of raw materials and semi-manufactures (Cont'd.)					
私人秘書/速記員 接待員/電話接綫生 出入口文件處理/船務 文員	Personal secretary/stenographer Receptionist/telephone operator Documentation/shipping clerk	- 11,664	18,796 9,864 11,598	18,796 9,864 11,603	8 8 8	22 23 23
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	9,400	6,991	8,322	8	24
雜工	General worker	*	6,710	7,442	8	24
信差/辦公室助理	Messenger/office assistant	7,716	7,140	7,382	8	23
司機	Driver	11,509	*	11,505	9	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,997	12,657	13,222	8	23
一般貨品進出口貿易業	Import/export of general commodities					
督導級及技術員級人員	Supervisory and technical workers	15,549	16,644	16,134	8	23
文員級及秘書級人員 其中:	<i>Clerical and secretarial workers</i> within which:	*	12,435	12,076	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	13,523	13,591	7	23
普通文員 出入口文件處理/船務 文員	General office clerk Documentation/shipping clerk	*	9,037 *	8,981 13,445	8 7	23 24
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	9,611	7,642	8,830	7	24
雜工	General worker	*	*	7,009	7	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,898	14,350	14,169	8	23
中式餐館及酒樓業	Chinese restaurants					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	14,216	10,002	12,904	10	26
總出納員	Head cashier	*	9,215	10,494	9	26
樓面部主任	Maitre D'	11,433	10,964	11,250	10	26
總廚師 領班	Chief cook Captain	18,276 10,395	- 9,391	18,276 9,928	10 10	26 26
<sup>與斑</sup> 文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	8,627	9,391 7,557	9,928 7,691	9	20 26
近下· 貨倉/採購文員	Stock/purchasing clerk	8,841	-	8,841	9	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,305	9,266	8	26
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk Becentionist	*	6,751 ° 777	6,768 8 777	9	26
接待員	Receptionist	-	8,777	8,777	10	26

55

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			平均每日新金(元) <sup>††</sup> ge monthly salaries(\$) <sup>††</sup> Tr常工作時數標準工作日期 Average Average number of number of				
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall	normal hours of work per day	s standard working days per month	
中式餐館及酒樓業(續)	Chinese restaurants (Cont'd.)						
服務人員 其中:	Service workers within which:	11,810	6,755	9,397	10	26	
廚師	Cook	13,103	*	12,909	10	26	
初級廚師	Junior cook	8,445	8,712	8,492	10	26	
管事	Steward	*	7,617	7,629	11	25	
男/女侍應生	Waiter/waitress	8,622	7,353	7,684	10	26	
點心員	Refreshment server	*	5,172	5,353	9	26	
初級侍應生	Bus boy	5,892	6,348	6,284	10	26	
	·						
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	6,505	6,247	6,287	10	26	
<u></u> 業工	General worker	6,371	6,027	6,155	10	26	
	Guard	6,412	0,027	6,412	9	26 26	
保安員	Dishwasher	0,412	- - 202				
洗碟工	Distiwastier	-1-	6,302	6,298	10	26	
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,119	7,079	9,481	10	26	
非中式餐館業	Restaurants, other than Chinese restaurants						
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	13,681	10,178	12,506	9	26	
樓面部主任	Maitre D'	12,631	11,234	11,978	9	26	
總廚師	Chief cook	17,000	*	16,948	9	26	
領班	Captain	10,890	9,391	10,169	9	26	
文員級及秘書級人員	Clerical and secretarial workers	*	7,144	7,263	8	26 26	
其中:	within which:						
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk	*	7,178	7,248	8	26	
服務人員 其中:	Service workers within which:	9,369	7,316	8,598	9	26	
調酒員	Bartender	9,882	*	9,843	9	26	
廚師	Cook	11,185	9,311	11,021	9	26	
初級廚師	Junior cook	8,146	6,976	7,958	9	26	
男/女侍應生	Waiter/waitress	7,770	7,168	7,373	9	26	
其他非生產級工人	Miscellaneous non-production	6,632	6,362	6,372	9	26	
+++++++++++++++++++++++++++++++++++++++	workers						
其中:	within which:	-1-	< 000	· • • •	0	24	
雜工	General worker	*	6,032	6,211	9	26 26	
洗碟工	Dishwasher	*	6,405	6,397	9	26	
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	9,882	7,243	8,623	9	26	

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			平均每月薪金(元)†† Average monthly salaries(\$) ††			平均每月 標準工作日數 Average number of standard
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall		working days per month
快餐店業(美式快餐店 除外)	Fast food shops (excluding American style fast food shops)					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	9,568	8,472	8,887	10 10	26 26
領班 文員級及秘書級人員	Captain Clerical and secretarial workers	9,568 *	8,472 6,339	8,887 6,358	9	26 26
其中: 收銀員/出納員/ 帳單處理文員	within which: Cashier/chit clerk	-	6,339	6,339	9	26
服務人員 其中:	Service workers within which:	8,995	6,485	7,939	9	26
廚師	Cook	10,487	*	10,277	9	26
初級廚師	Junior cook	7,110	6,562	6,833	10	26
顧客服務員	Customer services worker	5,803	6,171	6,087	9	26
其他非生產級工人	Miscellaneous non-production workers	*	5,426	5,411	9	26
其中:	within which:	*	5 (50		10	26
雜工 洗碟及清潔工	General worker Dishwasher/cleaner	*	5,658 5,309	5,576 5,309	10 9	26 26
		-				
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,928	6,373	7,363	9	26
酒店業	Hotels					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	13,526	14,109	13,706	8	25
儲物室/貨倉主任	Store/godown supervisor	14,117	-	14,117	8	25
會計主任	Accounting supervisor	15,501	14,113	14,867	8	24
營業主任	Sales supervisor	*	14,322 *	14,640	8	24
收入核數主任 人事主任	Income auditing supervisor Personnel supervisor	13,992 *	14,381	14,041 14,791	8 8	24 24
八爭工口 行李主管/行李領班	Bell superintendent/bell captain	11,052	*	11,164	8	24
房口監督員/ 房口部領班	Floor supervisor/ floor housekeeper	13,694	13,646	13,684	8	26
保安主任	Chief security officer	14,011	-	14,011	8	26
電話部主任	Telephone supervisor	*	14,285	14,325	8	26
大堂款接主任	Front office supervisor	14,442	14,530	14,470	8	26
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	11,051	10,951	10,984	8	26
貨倉/採購文員	Stock/purchasing clerk	10,419	*	10,522	8	25
簿記員/會計文員 私人秘書/速記号	Bookkeeper/accounting clerk Personal secretary/stenographer	10,230 *	10,279 13 735	10,257	8	24 24
私人秘書/速記員 出納員	Cashier	*	13,735 11,995	13,702 11,903	8 8	24 25
山枘員 接待員/電話接綫生	Receptionist/telephone operator	11,331	10,424	10,564	8	25 26
人事文員	Personnel clerk	*	10,023	10,504	8	24
訂房文員	Reservation clerk	*	10,622	10,512	8	26
大堂款接員	Front office clerk	10,641	10,685	10,668	8	26
八王朳按貝	Tione office clerk	10,011				-0

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

		Average n	每月薪金(元 nonthly sala	ries(\$) ††	平均每日 平均每月 正常工作時數 標準工作日 Average Average number of number or normal hours standard	
行業/職業	Industry/Occupation	男 Male	女 Female	overall	of work per day	working days per month
酒店業(續)	Hotels (Cont'd.)					
服務人員 其中:	Service workers within which:	10,557	9,630	10,024	8	26
保安員	Security officer	10,681	*	10,735	8	26
房間侍應生/房間服務員	Room attendant/houseman	10,477	9,709	10,000	8	26
制服及布草房侍應生	Uniform and linen room attendant	*	8,665	8,679	8	26
其他非生產級工人	Miscellaneous non-production workers	8,713	8,572	8,665	8	26
其中:	within which:	10.045		10.047	0	24
司機	Driver	10,947	-	10,947	8	26 26
行李生	Bell boy Public area cleaner	7,435	0 5 4 0	7,435	8	26 26
公眾地方清潔工	Public area cleaner	8,642	8,569	8,595	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,818	10,349	10,579	8	26
批發、零售、進出口 貿易、飲食及酒店業	Wholesale, retail and import/export trades, restaurants and hotels					
督導級及技術員級人員	Supervisory and technical workers	15,864	14,951	15,406	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,109	10,249	10,219	8	24
服務人員	Service workers	10,571	7,174	9,057	9	26
其他非生產級工人	Miscellaneous non-production workers	9,546	6,616	8,196	9	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,587	10,879	11,634	8	24
貨櫃裝卸及貨櫃租賃 服務業	Haulage of containers and containers leasing					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	15,922	*	15,096	9	26
調度/裝載策劃員	Despatcher/load planner	15,295	*	14,432	9	26
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	8,612	8,329	8,505	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,075	11,036	8	25
普通文員	General office clerk	*	7,735	8,639	8	25
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	9,509	*	9,105	9	25
兵中· 信差/辦公室助理	Messenger/office assistant	*	*	6,464	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,681	8,281	10,054	8	25

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			平均每月薪金(元) <sup>††</sup> Average monthly salaries(\$) <sup>††</sup>			平均每月 標準工作日數 Average number of standard
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall	of work per day	working days per month
航空公司	Airline companies					
督導級及技術員級人員	Supervisory and technical workers	20,985	18,480	19,350	8	22
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	14,027	13,442	13,576	8	22
私人秘書/速記員	Personal secretary/stenographer	-	19,422	19,422	8	22
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	16,390	14,622	15,087	8	22
旅行社及票務代理	Travel agents and airline ticket agents					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	13,461	14,335	14,031	8	24
會計主任	Accounting supervisor	*	13,542	13,790	8	24
推銷員/營業代表 定位部主任	Salesman/sales representative Reservation supervisor	*	* 11,597	10,368 11,860	8 8	24 25
業務主任	Operation supervisor	15,581	15,873	15,787	8	23 24
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	7,948	9,109	8,781	8	24
簿記員/會計文員 旅行社文員/定位員	Bookkeeper/accounting clerk Travel agency clerk/reservationist	* 7,693	9,933 8,791	9,954 8,433	8 8	24 24
服務人員 其中:	Service workers within which:	6,447	8,117	7,250	8	25
旅遊顧問	Travel consultant	11,981	10,679	11,095	8	24
其他非生產級工人	Miscellaneous non-production workers	7,839	6,950	7,554	8	24
其中: 信差/辦公室助理	within which: Messenger/office assistant	6.628	7,009	6,850	8	24
司機	Driver	8,393	-	8,393	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,210	9,797	9,158	8	24
航空貨運代理業	Air cargo forwarding services					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	16,582	16,001	16,367	8	24
會計主任	Accounting supervisor	*	17,784	16,948	8	23
推銷員/營業代表	Salesman/sales representative	19,124	*	18,770	8	24
貨運主任 運輸主管/交通事務 控制員	Air freight operation supervisor Transport supervisor/traffic controller	16,430 15,247	*	16,302 14,247	8 8	24 24

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			每月薪金(元 nonthly sala	ries(\$) ††	平均每日 平均每月 正常工作時數 標準工作日數 Average Average number of number of normal hours standard	
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall	of work per day	working days per month
	Air cargo forwarding services (Cont'd.)					
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	9,847	11,105	10,317	8	24
貨倉/採購文員	Stock/purchasing clerk	9,974	*	9,979	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	12,060	11,830	8	24
普通文員	General office clerk	*	9,101	9,220	8	24
私人秘書/速記員	Personal secretary/stenographer	-	18,534	18,534	8	24
接待員/電話接綫生	Receptionist/telephone operator	*	9,570	9,667	8	24
出入口文件處理/收發 文員	Documentation/receiving clerk	9,747	9,912	9,794	8	24
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	8,098	7,782	8,069	8	24
雜工	General worker	7,932	7,504	7,866	8	25
信差/辦公室助理	Messenger/office assistant	*	*	8,146	8	24
司機	Driver	8,373	-	8,373	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,629	12,173	11,099	8	24
運輸服務業	Transport services					
督導級及技術員級人員	Supervisory and technical workers	19,248	16,887	18,696	8	25
文員級及秘書級人員	Clerical and secretarial workers	10,172	11,193	10,740	8	24
服務人員	Service workers	6,447	8,117	7,250	8	25
其他非生產級工人	Miscellaneous non-production workers	8,673	7,428	8,491	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,844	11,999	13,146	8	24
銀行業	Banks					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	18,859	17,677	18,105	8	23
授信/放款主任	Credit/loans supervisor	*	19,678	20,357	8	23
往來部主任/存戶部主任	Cash supervisor/deposit account supervisor	20,607	17,637	18,714	8	23
出納主任/總出納員	Cashier/head teller	15,616	15,871	15,803	8	23
客戶服務主任	Customer services officer	15,866	14,803	15,128	8	23
財務顧問代表/私人顧問	Financial adviser representative/ personal consultant	*	19,159	19,132	8	23

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

行業/職業	Industry/Occupation		均每月薪金(元)†† monthly salaries(\$) †† 女 合計 Female Overall		平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
銀行業(續)	Banks (Cont'd.)					
文員級及秘書級人員 其中: 接待員/電話接綫生 往來部文員	Clerical and secretarial workers within which: Receptionist/telephone operator Cash clerk	11,817 * 12,546	12,042 10,917 11,127	11,983 12,043 11,565	8 8 8	23 23 23
櫃枱員	Teller	11,208	11,670	11,561	8	23
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	10,815	8,630	9,848	8	23
信差/辦公室助理	Messenger/office assistant	8,879	8,934	8,913	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,603	14,645	14,965	8	23
投資及控股公司	Investment and holding companies					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	21,179	20,964	21,072	8	23
電子資料處理主任/系統 分析員/程序編製員 辦公室主任/行政主任	D.P. supervisor/system analyst/ programmer Office/administrative supervisor	19,728 *	*	19,890 19,122	8	24 22
辦公室主任711或主任 會計主任	Accounting supervisor	*	21,113	22,704	8	22
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	13,141	13,950	13,839	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,631	11,791	8	23
普通文員	General office clerk	*	9,607	9,570	8	23
私人秘書/速記員	Personal secretary/stenographer	-	20,001	20,001	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	10,173	10,173	8	23
其他非生產級工人	Miscellaneous non-production workers	*	6,988	7,766	8	23
其中: 信差/辦公室助理	within which: Messenger/office assistant	*	*	7,797	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	17,832	15,385	16,116	8	23
保險業	Insurance					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	18,852	17,850	18,269	7	22
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	16,139	*	16,167	7	22
辦公室主任/行政主任	Office/administrative supervisor	*	19,379	19,621	8	22
會計主任	Accounting supervisor	*	17,650	18,081	7	23
推銷員	Agents/salesman	*	*	20,657	8	22
核保監督	Underwriting supervisor	*	18,143	18,501	7	22
索賠監督	Claims supervisor	*	17,365	16,979	7	22

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

/- N/C (Dan N/C		Average n 男	每月薪金(元 nonthly sala	nries(\$) †† 合計		Average number of standard working days
行業/職業	Industry/Occupation	Male	Female	Overall	per day	per month
保險業(續)	Insurance (Cont'd.)					
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	10,243	12,639	12,195	7	22
簿記員/會計文員 並通立員	Bookkeeper/accounting clerk General office clerk	10,325 *	12,642	12,056	7	23
普通文員 私人秘書/速記員	Personal secretary/stenographer	4	13,240 20,294	12,401 20,294	8 8	22 22
运入秘查/迷記員 接待員/電話接綫生	Receptionist/telephone operator	-	11,326	11,326	8	22
核保文員	Underwriting clerk	10,688	11,273	11,165	7	22
索賠文員	Claims clerk	10,359	10,357	10,357	7	22
其他非生產級工人	Miscellaneous non-production workers	10,128	8,089	9,235	8	23
其中:	within which:					
信差/辦公室助理	Messenger/office assistant	*	8,437	8,113	8	23
司機	Driver	12,124	-	12,124	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,888	14,765	15,129	7	22
地產租賃業	Real estate leasing					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	13,216	17,437	13,833	8	25
會計主任 樓宇主任/保安主任	Accounting supervisor Building/security supervisor	* 11,975	19,417 *	19,039 12,076	7 9	23 25
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	12,329	11,926	12,013	8	23
會計文員	Accounting clerk	11,558	11,675	11,640	8	23
普通文員	General office clerk	*	12,048	12,229	8	23
其他非生產級工人	Miscellaneous non-production workers	9,666	8,610	9,395	8	26
其中: 樓宇管理員/保安員 (請參閱第67頁的註釋1)	within which: Building attendant/guard (see note 1 on page 67)	9,845	*	9,817	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,534	11,773	11,613	8	25
地產保養管理服務業 (一般亦稱爲物業管理業)	Real estate maintenance management (more commonly known as property management)					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	11,332	12,362	11,486	8	25
會計主任	Accounting supervisor	*	14,761	14,870	8	23
保養技術員	Maintenance technician	13,496	*	13,496	8	25
屋邨主任/屋宇事務主任	officer	12,244	13,131	12,491	8	24
樓宇主任/保安主任	Building/security supervisor	9,899	8,897	9,823	9	26

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			平均每日 平均每月薪金(元) <sup>††</sup> Average monthly salaries(\$) <sup>††</sup> number of n normal hourse			
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall		standard working days per month
地產保養管理服務業 (一般亦稱爲物業管理業) (續)	Real estate maintenance management (more commonly known as property management) (Cont'd.)					
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	9,234	9,055	9,078	8	24
會計文員	Accounting clerk	*	10,389	10,389	8	24
普通文員	General office clerk	9,083	8,584	8,660	8	24
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	7,398	6,785	7,316	10	26
共中・ 樓宇管理員/保安員 其中:	Building attendant/guard within which:	7,387	6,940	7,335	10	26
以三更制(8小時一夏 受聘的管理員/保安 (請參閱第67頁的註釋12	員 3-shifts (8 hours per shift)	(7,226)	(6,807)	(7,153)	(8)	(26)
園丁	Gardener	8,596	*	8,459	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,203	8,270	8,214	10	26
建築/測量/工程策劃 服務業	Architectural/surveying/ engineering firms					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	17,525	18,167	17,597	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	17,248	16,452	8	23
會計主任	Accounting supervisor	*	20,288	21,289	8	22
繪圖員	Draughtsman	16,397	15,630 *	16,349	8	23
監工(建築師或工程師 所僱用)	Clerk of works/inspector/foreman (Architect's/engineer's)	18,671		18,667	8	24
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	*	11,763	11,557	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	12,039	11,714		23
普通文員	General office clerk Personal secretary/stenographer	*	8,589	8,476	8	23
私人秘書/速記員 接待員/電話接綫生	Receptionist/telephone operator	-	14,387 9,851	14,387 9,851	8 8	22 23
其他非生產級工人	Miscellaneous non-production workers	7,500	6,537	7,266	8	23
其中:	within which:					
信差/辦公室助理	Messenger/office assistant	6,803	*	6,561	8	23
司機	Driver	10,181	-	10,181	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	16,107	12,652	14,860	8	23

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			)每月薪金(元 nonthly sala 女	ries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work	平均每月 標準工作日數 Average number of standard working days
行業/職業 	Industry/Occupation	Male	Female	Overall	per day	per month
保安及偵探服務業 (請參閱第67頁的註釋4)	Security and detective services (see note 4 on page 67)					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	8,887	9,665	8,983	11	26
會計主任	Accounting supervisor	*	15,102	15,444	8	23
保安主任	Security supervisor	8,873	9,190	8,909	11	26
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	*	9,182	9,107	8	24
簿記員/會計文員	Bookkeeper/accounting clerk General office clerk	*	9,721	9,550	8	24
普通文員 私人秘書/速記員	Personal secretary/stenographer	*	8,313 11,707	8,374 11,495	8 8	24 24
服務人員 其中:	Service workers within which:	6,656	6,581	6,640	10	26
兵中· 保安員 其中:	Guard within which:	6,621	6,579	6,612	10	26
以三更制 (8小時一更) 受聘的非機場保安員 (請參閱第67頁的註釋 2及3)	those employed for non-airport work under 3-shifts (8 hours per shift)	(6,297)	(5,597)	(6,096)	(8)	(26)
其他非生產級工人	Miscellaneous non-production workers	*	*	7,478	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	6,899	6,844	6,887	10	26
金融、保 <b>險、地產</b> 及 商用服務業	Financing, insurance, real estate and business services					
督導級及技術員級人員	Supervisory and technical workers	13,995	16,985	15,044	8	24
文員級及秘書級人員	Clerical and secretarial workers	11,403	11,987	11,873	8	23
服務人員	Service workers	6,656	6,581	6,640	10	26
其他非生產級工人	Miscellaneous non-production workers	7,578	7,116	7,504	10	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,920	11,460	9,722	9	25
清潔及同類服務業	Sanitary and similar services					
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	8,938	7,504	8,354	8	26
監督/管工	Supervisor/foreman	8,938	7,504	8,354	8	26

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

### Table 8Average Monthly Salaries, Average Number of Normal Hours of Work and Average<br/>Number of Standard Working Days of Supervisory, Technical, Clerical and<br/>Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

	Industry/Occupation		平均每月薪金(元)†† Average monthly salaries(\$) †† 男 女 合計 Male Female Overall			平均每月 数 標準工作日數 Average number of rs standard working days per month	
 清潔及同類服務業 (續)	Sanitary and similar services (Cont'd.)						
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	8,405	8,695	8,669	8	24	
簿記員/會計文員 普通文員 私人秘書/速記員	Bookkeeper/accounting clerk General office clerk Personal secretary/stenographer	* 7,894 -	8,407 7,605 15,194	8,542 7,640 15,194	8 8 8	24 24 24	
服務人員 其中:	Service workers within which:	6,152	*	5,809	8	26	
高空清潔工 倒垃圾工	Cleaner (building exterior) Garbage disposal worker	8,897 *	*	8,865 4,938	9 8	26 26	
其他非生產級工人 其中:	Miscellaneous non-production workers within which:	5,167	4,638	4,860	8	26	
具中・ 司機	Driver	8,005	*	7,991	8	26	
廁所清潔工	Cleaner (lavatory)	4,538	4,566	4,552	9	26	
一般清潔工	Cleaner (general)	5,063	4,641	4,811	8	26	
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	5,645	4,882	5,227	8	26	
汽車及電單車維修 服務業	Motor vehicles/cycles repairing and servicing						
督導級及技術員級人員 其中: 監督/管工	Supervisory and technical workers within which: Supervisor/foreman	15,262 17,776	*	15,040 17,776	8	23 23	
	•	*	11.5(1	,			
文員級及秘書級人員 其中: 普通文員	Clerical and secretarial workers within which: General office clerk	*	11,561 11,527	12,191 12,013	8	23 22	
其他非生產級工人	Miscellaneous non-production workers	8,151	6,927	7,740	8	23	
其中:	within which:						
雜工	General worker	*	6,884	7,145	8	23	
司機	Driver	8,356	*	8,353	8	23	
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,214	10,325	12,255	8	23	
理髮及美容服務業	Barber and beauty shops						
督導級及技術員級人員 其中:	Supervisory and technical workers within which:	12,649	11,166	11,750	9	26	
剪髮師傅/髮型師 美容顧問/高級美容師	Barber/stylist Beauty consultant/ Senior beautician	12,649	10,214 13,239	11,635 13,239	9 9	26 25	
美容師	Beautician	-	10,193	10,193	8	25	

65

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

			平均每月薪金(元)†† Average monthly salaries(\$) ††			平均每月 標準工作日數 Average number of standard
行業/職業	Industry/Occupation	男 Male	女 Female	合計 Overall	of work per day	working days per month
理髮及美容服務業(續)	Barber and beauty shops (Cont'd.)					
文員級及秘書級人員 其中:	Clerical and secretarial workers within which:	*	8,129	8,131	9	25
收銀員/出納員/接待員	Cashier/receptionist	-	7,962	7,962	9	25
服務人員 其中: 修甲師 <sup>洗</sup> 商号	Service workers within which: Manicurist/pedicurist Hair washer	5,295 - 5,248	6,597 15,189 6,071	5,822 15,189 5,571	9 8 9	26 25 26
洗頭員 其他非生產級工人	Miscellaneous non-production	- 3,240	6,298	6,298	9	20 25
其中: 雜工	workers within which: General worker	-	6,298	6,298	9	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,556	9,002	8,820	9	26
個人服務業	Personal services					
督導級及技術員級人員	Supervisory and technical workers	11,059	9,724	10,424	9	26
文員級及秘書級人員	Clerical and secretarial workers	11,566	8,872	9,132	8	24
服務人員	Service workers	5,822	5,799	5,815	9	26
其他非生產級工人	Miscellaneous non-production workers	5,204	4,674	4,895	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	6,234	5,538	5,852	8	26
所有選定行業@	All selected industries@					
督導級及技術員級人員	Supervisory and technical workers	15,671	15,019	15,382	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,351	10,596	10,537	8	24
服務人員	Service workers	8,536	7,007	7,985	10	26
其他非生產級工人	Miscellaneous non-production workers	7,598	5,707	6,839	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,946	10,349	10,656	9	25

按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均 正常工作時數與平均標準工作日數 --- 續頁

註釋: Notes :	@ 指工資統計調查涵蓋的所有行業,包括並沒有列出其統計數字的電力及燃氣業。 Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.
	<ul> <li>* 為使個別公司所提供的資料得以保密,數據不予公布。</li> <li>Data not released in order to safeguard confidentiality of information provided by individual firms.</li> <li>(參照本報告第IV部的4.14段)。</li> <li>(see paragraph 4.14 in Part IV of this report).</li> </ul>
	- 統計調查期內並沒有數據。 Data not available for the survey period.
	*** 本報告所包括的「督導級、技術員級、文員級及其他非生產級工人」的平均工資是以月為計算基準的。 按其他時計方式支薪的工人的工資,亦會轉換為以月計算及包括在本表的平均月薪工資內。 The wage rates of all employees under "supervisory, technical, clerical and miscellaneous non-production workers" are estimated and presented on a monthly basis in this report. For those employees paid on other time bases, their wage rates are also converted to the monthly rates and included in the average monthly wages in this table.
	<ul> <li>(1) 大部分樓宇管理員和保安員的工時為12小時(以2更制聘用),其次為8小時(以3更制聘用),其他9小時、10小時等等也有。政府部門外判合約多採用8小時的3更制。為方便參考,除整體平均薪金外,本報告也附加編制以3更制(8小時一更)受聘的樓宇管理員/保安員及保安員的平均薪金。</li> <li>The majority of the building attendants/guards and security guards work for 12 hours a day (under 2-shifts). Some work for 8 hours (under 3-shifts). Other working hours, such as 9 hours and 10 hours, are also prevalent. However, under government departments' contracting out service arrangements, building attendants and security guards are generally employed with 3 shifts. To facilitate reference, the average salary for those working under 3-shifts arrangement is additionally compiled and published in this report, besides the overall average for all attendants and guards.</li> </ul>
	(2) <b>樓宇</b> 管理員的主要職責為: The major duties of building attendant are:
	<ul> <li>(i) 防止未經許可人士進入大廈;</li> <li>to prevent unauthorized entry into the building;</li> </ul>
	<ul> <li>(ii) 遇有緊急事故,趕往現場支援及通知警方;</li> <li>to rush to the scene to assist and report to the police as appropriate if an emergency occurs;</li> </ul>
	(iii)登記進出大廈的訪客資料; to register visitors going in and out of the building;
	(iv) 記錄大廈發生的事故(如電梯損壞、停電、漏水、警鐘鳴響等),並通知有關負責人跟進處理; to record every incident that occurs in the building (e.g. lift breakdown, power failure, water seepage, alarm ringing), and notify those responsible for appropriate follow-up action;
	<ul> <li>(v) 確保公共走廊及走火通道暢通無阻;及</li> <li>to ensure that common corridors and fire escapes are always kept clear; and</li> </ul>
	<ul> <li>(vi) 處理大廈業主、住客和訪客的投訴和查詢。</li> <li>to attend to all complaints and enquiries lodged by owners, occupants and visitors.</li> </ul>
	保安員的主要職責為: The major duties of guard are:
	<ul> <li>(i) 防止未經許可人士進入大廈;</li> <li>to prevent unauthorized entry into the building;</li> </ul>
	<ul> <li>(ii) 定時巡樓,以防範暴力事件,火災及其他滋擾;及</li> <li>to patrol regularly to prevent violence, fire or disturbances; and</li> </ul>
	<ul> <li>(iii)遇有緊急事故,趕往現場支援及通知警方。</li> <li>to rush to the scene to assist and report to the police as appropriate if an emergency occurs.</li> </ul>
	(3) 數字不包括駐守機場的保安員,這是由於他們的特殊工作性質(例如進行X光保安檢查及機場禁區進出控制), 以及相關的特別技能要求。
	Figures not including guards performing airport security due to their special job duties (such as X-ray screening and access control to the airport restricted area) and related requirements of special skills.
	(4) 統計調查所包括的公司主要為保安服務公司。 The companies included in the statistical survey are essentially security services companies.

### PART 6 - ANALYSIS

#### 14. Comparison of the Child Maintenance Assessment and Collection Systems

14.1 Unlike the four countries studied in this paper, Hong Kong does not have a dedicated organization for assessing and collecting child maintenance. Hong Kong also has a much smaller number of single-parent families receiving social security when compared to the four countries (Table 20). However, the total number of single-parent families in Hong Kong is not known.

#### Maintenance Assessment

14.2 In Hong Kong, the amount of maintenance can be determined by voluntary agreement between the divorcing couple. Where the parties concerned cannot come to an agreement, assessment is made by the court. In Australia, New Zealand and the UK, there are dedicated child support agencies for assessing the level of child maintenance according to pre-determined formulae. In the US, the decision is made by the court based on guidelines drawn up by individual states.

#### Collection of Maintenance

14.3 In Hong Kong, if the maintenance payer defaults on payment, the payee can enforce collection by legal action. In all four countries, maintenance payment can be enforced by the court as well as the child support agencies.

#### Maintenance Enforcement Measures

14.4 While Hong Kong does not have a child support agency, there are a number of enforcement measures available to maintenance payees. The main difference is that the measures can be enforced by the child support agencies in the four countries while the measures have to be enforced by the court in Hong Kong.

14.5 The normal procedure for enforcing maintenance orders is by way of a judgement summons. A judgement debtor (i.e. the maintenance payer) served with a judgement summons is required to appear in court to be examined as to his or her means. If the court is satisfied that the judgement debtor has wilfully neglected to comply with the maintenance order, it may either make a committal order committing the judgement debtor to prison or a suspended committal order subject to the judgement debtor paying maintenance arrears by monthly instalment.

14.6 With the enactment of Attachment of Income Order Rules in April 1998 in Hong Kong, a maintenance payee may apply to the court for an attachment of income order if his or her ex-spouse has failed without reasonable excuse to pay maintenance. After a maintenance payee has filed an application for an attachment of income order, the maintenance payer has to submit to the court a statement of means which details his or her income and expenditure. He or she has to give also particulars of all of his or her income sources. Income under the ordinance is not confined to wages. It also includes, for example, rental receipts and dividends. Where an attachment of income order is issued by the court, the income source of the ex-spouse would have to deduct the amount from the ex-spouse's income and pay it direct to the maintenance payee.

14.7 In addition to judgement summons and attachment of income order, maintenance payees may also apply to the court for other orders such as charging order which charges arrears of maintenance on property held in the name of the defaulting party and prohibition order which prohibits the defaulting party who needs to travel in and out of Hong Kong from leaving the territory to facilitate payment of sum owing pursuant to a judgement order.

	Hong Kong	US	Australia	New Zealand	UK
Single-parent families:					
Total number Number on social security Percentage on social security (%) Maintenance assessment:	n.a. 13 303 n.a.	11 500 000 4 000 000 35.0	721 100 342 290 47.0	142 719 107 629 75.0	1 700 000 1 100 000 65.0
By agreement By courts By collection agency	✓ ✓ X	✓ ✓ X	✓ X ✓	<ul><li>✓</li><li>✓</li></ul>	✓ X ✓
Collection of maintenance payment:					
Voluntary payment Legal action Collection agency	✓ ✓ X	$\checkmark$	$\checkmark$	$\checkmark$	✓ ✓ ✓
Maintenance enforcement measures:					
Direct deduction from income	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$
sources Reporting to credit reference bureaux	Х	$\checkmark$	Х	Х	Х
Revocation of certain licences Departure prohibition Legal action	X ✓ ✓	✓ X ✓	X ✓	X X ✓	X X ✓

### Table 21 - Comparison of the Maintenance Assessment and Collection Systems between Hong Kong and Overseas Countries

Remarks : n.a. means not available.

Sources : Commissioner of Taxation Annual Report 1996/97, Australian Taxation Office Management of Selected Functions of the Child Support Agency, Australian National Audit Office New Zealand Inland Revenue Department Annual Report 1996/97 UK Child Support Agency Annual Report and Accounts 1995/96 US Office of Child Support Enforcement 20th Annual Report PLC Paper No.CB(2)1212(04)

### 15. Analysis of the Child Maintenance Collection Systems in Overseas Countries

#### Intermediary Between Custodial and Non-custodial Parents

15.1 One advantage of having a maintenance collection agency is the removal of responsibility of custodial parents to collect payment from non-custodial parents who do not volunteer payment. With the maintenance collection agency, both parties can avoid the bitterness, distress and argument over money especially in the presence of children.

#### Recognition of Responsibility by Parents

15.2 One of the main reasons for the four countries to establish child maintenance collection agencies was that they considered parents instead of taxpayers should provide financial support for children involved in divorces or separation. However, the recognition of the responsibility of parents requires a cultural shift in the community. The cultural shift does not come automatically. While Australia claims success in shifting the culture which is evidenced by the fact that more and more parents volunteer maintenance payment, the UK has failed. The UK government admitted the failure in the Green Paper, "Children First: A New Approach to Child Support". "We needed a fundamental culture change to convince non-resident (non-custodial) parents that their responsibility to their children did not end when they stopped living with them, or because either parent was in a new relationship. Unfortunately, this culture change did not materialize and there was little recognition of children's need for two positive and committed parents."

15.3 It is difficult to find out the factors that would lead to the required cultural shift. However, the experience of overseas countries highlights the importance of the perception and co-operation of the community for the success of a dedicated maintenance collection agency.

### Problems Concerning Formulaic Assessment

15.4 Formulaic assessment aims to provide an objective standard in determining the amount of maintenance. However, the formula is usually complex and the process can take very long to finish. During assessment and before child support is collected, custodial parents have to rely on their own means for living.

#### Privacy Concerns of Data-Matching

15.5 The US child support agency has wide powers in its access to information contained in various databases, public or private. By cross-matching the information of different databases, it is able to track down non-custodial parents. However, such wide powers in information access and data-matching may not be possible in every territory due to different standards of privacy. In 1996/97, the Australian Taxation Office received eight privacy complaints from the Privacy Commissioner's Office relating to the child support agency.

#### Child Support Collection

15.6 Child support collection to a large extent depends on the co-operation of non-custodial parents. Despite wide enforcement powers, it remains difficult to collect child support from those who are unwilling to co-operate. This is why the child support agencies in all four countries face the problems of debts. Some of them have to sub-contract part of the debts to private agencies for collection.

#### Cost-effectiveness

15.7 With the assistance of a child support agency, some single-parent families may be able to leave social security and depend on regular child support for their living. However, it does not necessarily mean that the government expenditure would fall as a result since the government would need to provide resources for the operation of the child support agency. Savings in social security payment may not be able to cover the cost for operating a child support agency.

### Custodial Parents Facing Domestic Violence

15.8 A child support agency may not be a solution to all types of maintenance cases, especially for custodial parents who may face the possibility of domestic violence if they approach their ex-spouses for maintenance. While all four overseas countries require social security recipients to authorize the child support agencies to collect child support, they would not be required to do so if they have "good reasons" such as they would be at risk of harm or undue distress if they were to apply.

### 16. Summary

16.1 The number of single-parent families relying on social security is relatively small in Hong Kong when compared to overseas countries especially that in the UK and the US. The financial burden posed by single-parent families on Hong Kong's taxpayers is therefore relatively small. However, it is not known how many single-parent families there are in Hong Kong and how many of them are facing financial difficulties but have not approached the government for social security.

16.2 While Hong Kong does not have a separate and dedicated organization for the collection of child support, maintenance payees have various ways to enforce payment through the court such as direct deduction of maintenance from various income sources. Child support agencies in overseas countries also use similar ways to collect child support but the difference is that they may not need to go to the court for an order. It should be noted that wide enforcement powers do not guarantee a good collection rate as shown in the case of the US.

16.3 The establishment of a maintenance collection agency is a matter which warrants careful consideration. The structure, size, functions and powers of such an agency also need to be carefully considered to avoid the problems encountered by overseas countries.