

**SUBCOMMITTEE TO STUDY THE  
SUBJECT OF COMBATING POVERTY**

**REPORT ON  
WOMEN IN POVERTY**

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Legislative Council of the  
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## Chapter 1 – Introduction

### Background

1.1 A literature review of the subject of poverty has indicated that there are links between gender and poverty, and that there are more women than men living in poverty worldwide. There is a consensus among nations that the gap between men and women caught in the cycle of poverty has widened in the past decade, which is often referred to as “feminisation of poverty”. The Platform for Action adopted by the Fourth World Conference on Women, which was held in Beijing in 1995, identified the eradication of the persistent and increasing burden of poverty on women as one of the 12 critical areas of concern requiring special attention and action by international communities, governments and civil societies.

1.2 In Hong Kong, issues relating to poverty and women straddle several policy areas, and discussions have been held in different forums. Various committees under the Legislative Council (LegCo) had, in the past, also discussed different aspects of problems faced by women. At the LegCo meeting on 6 April 2005, the motion on “Policy on assisting women in poverty” was passed. The motion urged the Government to face up to the feminisation of poverty and formulate concrete policies and measures in various policy areas to assist women in poverty.

1.3 The Subcommittee to Study the Subject of Combating Poverty (the Subcommittee) was formed under the House Committee on 14 November 2004. The Subcommittee completed its study on “Working Poverty” (LC Paper No. CB(2) 1002/05-06) and tabled its report in Council on 15 February 2006. A brief on the work of Subcommittee and its membership are in **Appendix I**.

1.4 The Subcommittee has now completed its study of the subject of women in poverty. In the course of its study, the Subcommittee has gauged the views of non-governmental organisations (NGOs) and the Equal Opportunities Commission (EOC), and has held discussions with the relevant bureaux/departments on the situation of women in Hong Kong, causes of women in poverty, and measures to address the problems faced by women. A list of

organisations and bureaux/departments which have given views and information to the Subcommittee is in **Appendix II**.

1.5 This report summarises the Subcommittee's discussion and recommendations on the subject of women in poverty. The report will be forwarded to the House Committee and then to the Administration for consideration.

## Chapter 2 – Statistics on men and women in Hong Kong

### General

2.1 As at the end of 2005, Hong Kong has a population of about 6.72 million (excluding foreign domestic helpers)<sup>1</sup>, of which 3.33 million (49.5%) are males and 3.39 million (50.5%) are females. There are more women than men especially in the age groups of 30 to 39, 40 to 49 and 65 or above. The life expectancy of women is 84.4 years, which is higher than that of men (78.8 years). A breakdown of the population by age and sex in mid-2005 is in **Appendix III**.

### Labour force participation rate

2.2 According to the General Household Survey conducted by Census and Statistics Department (C&SD) in the fourth quarter of 2005, the labour force participation rate of men and women (excluding foreign domestic helpers) was 71.0% and 48.4% respectively. For women, the labour force participation rate for the unmarried was 64.5%, which was significantly higher than that of the married (42%).

2.3 In the fourth quarter of 2005, there were 3 223 700 employed persons, of whom 58% were men and 42% were women. The median age of employed women was 38, while that of men was 41. Among the employed persons, there were more women (179 100 persons or 6% of all employed persons) than men (140 800 persons or 4% of all employed persons) who were engaged in part-time employment or were under-employed<sup>2</sup>.

2.4 In the fourth quarter of 2005, significant proportions of women were employed in the wholesale, retail and import/export trades, restaurants and hotel sectors (17.1% of the employed population), and in the community, social and

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<sup>1</sup> All population and labour force figures quoted in this report exclude foreign domestic helpers.

<sup>2</sup> The figures on part-time employment and under-employment refer to those who work less than 35 hours in the reference week during the General Household Survey.

personal sector (12.2% of the employed population). Relatively more women were employed as clerks, service workers, shop sales workers, and associate professionals; and relatively fewer women were in the positions of managers and administrators, professionals, craft and related workers, and plant and machine operators/assemblers. **Appendix IV** gives a breakdown of employed persons by sex and by industry/occupation in the fourth quarter of 2005.

2.5 As regards the economically inactive, there were substantially more women (1 510 200) than men (810 000) in this category, and the majority of economically inactive women were home-makers (675 700 persons or 45% of economically inactive women). The definitions of “employed persons”, “under-employed persons”, “economically inactive persons” and other terms used in the General Household Survey are given in **Appendix V**.

### **Employment earnings**

2.6 According to the General Household Survey, the median monthly employment earning in the fourth quarter of 2005 was \$10,000, and there was a difference of \$2,000 between the earnings of men (\$11,000) and that of women (\$9,000). There were also more women than men in the low-income group earning less than 50% of the monthly median income. In 2005, there were 224 500 female employed persons earning less than \$5,000 a month, as compared to 126 800 male employed persons earning less than \$5,000. **Appendix VI** gives a breakdown of employed persons by sex and by employment earnings in 2001 to 2005.

2.7 On the wage levels of the two sexes in individual occupations, C&SD has advised that the figures compiled for the General Household Survey only provide 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.

2.8 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. The LES findings of the third quarter of 2005 show that in many sectors and 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 include workers in the industries of cotton knitting, manufacturing, electronics, jewellery, and restaurants. For example, a woman worker engaged in non-production work in the manufacturing industry earned about \$6,330 a month, as compared to \$7,867 earned by a man doing the same type of work.

2.9 According to the LES findings, in some other sectors, there was no significant difference in the monthly employment earnings between men and women employees. In certain sectors, women employees even had higher average earnings than men, and these 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 on average earned \$12,065 a month, as compared to \$9,740 earned by a man in the same type of work.

2.10 The Subcommittee's discussion on the issue of difference in earnings between men and women is in paragraphs 3.15 to 3.25.

### **Educational attainment**

2.11 According to the "Population and Household Statistics Analysed by District Council district 2005" published by 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) aged 15 or above 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) aged 15 or above who had primary education or no schooling. The relevant statistics are in **Appendix VII**.



2.12 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 the age groups of 0 to 9 and 10 to 19, the vast majority of women (67.6% in 2001 and 74.5% in 2005) who had primary education or no schooling were 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 relevant statistics are in **Appendix VIII**.

*Recent trend among the younger generation*

2.13 During the years 2001 to 2005, there was a 14% increase 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 the same age group. In 2005, 166 800 women in the age group of 15 to 25 (36% of the female population in this age group) and 163 600 men in this age group (33% of the male population in this age group) had tertiary education. The corresponding figures in 2001 were 146 200 women (31.2% of the female population of age 15 to 25), and 135 500 men (27.3% of the male population of age 15 to 25).

2.14 The trend in the past five years also indicates that fewer women than men in the age group of 15 to 25 had lower secondary education or below. In 2005, there were 49 500 women in 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 15.4% of the male population of this age group. Table 1 below gives a 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)*

Educational attainment	2001						2005					
	Male		Female		Both sexes		Male		Female		Both sexes	
	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%
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
<b>Total</b>	<b>497.2</b>	<b>100.0</b>	<b>468.9</b>	<b>100.0</b>	<b>966.1</b>	<b>100.0</b>	<b>495.4</b>	<b>100.0</b>	<b>462.5</b>	<b>100.0</b>	<b>957.9</b>	<b>100.0</b>

*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 parents*

2.15 The number of single parents increased in the past five years from 61 200 in 2001 to 76 900 in 2005, and the vast majority were women (around 80%). Among these women who were single parents, 30%, 60% and 10% of them had primary education/no schooling, secondary education/matriculation, and tertiary education respectively. Table 2 below gives a breakdown of single parents by educational attainment.

Table 2 - Number of single parents by educational attainment (2001 and 2005)

Educational attainment	2001						2005					
	Male		Female		Both sexes		Male		Female		Both sexes	
	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%	('000)	%
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
<b>Total</b>	<b>12.5</b>	<b>100.0</b>	<b>48.7</b>	<b>100.0</b>	<b>61.2</b>	<b>100.0</b>	<b>15.1</b>	<b>100.0</b>	<b>61.8</b>	<b>100.0</b>	<b>76.9</b>	<b>100.0</b>

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

2.16 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, 77.3% of such new arrivals were women (50 700), and 22.7% (14 900) are 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) than men (2 000) who had primary education or no schooling. Table 3 below gives the number of these new arrivals by sex and by educational attainment.

*Table 3 - Number of new arrivals from the Mainland having resided in Hong Kong for three years and less by sex and by educational attainment (November 2002 to May 2003)*

Educational attainment	Male		Female		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
<b>Total</b>	<b>14.9</b>	100.0	<b>50.7</b>	100.0	<b>65.6</b>	100.0

*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.

### **Recipients under the Comprehensive Social Security Assistance Scheme**

2.17 As at the end of 2005, there were about 540 000 recipients under the Comprehensive Social Security Assistance (CSSA) Scheme. Among them, there were some 202 100 recipients under the old age category (of age 60 or above), and 53% were women. The low-earning cases involved about 65 700 recipients, of whom 51% were women.

2.18 There were about 40 000 CSSA single-parent family cases, 83% of them were headed by women, and the number of female recipients under this category was 63 600. A breakdown of the number of recipients by nature of case under the CSSA Scheme is given in Table 4 below.

## Chapter 2 – Statistics on men and women in Hong Kong

*Table 4 – Number of CSSA recipients by nature of case by sex*

Nature of case	Sex	1996	2001	2002	2003	2004	2005
Old age	Female	50 573	91 151	97 127	101 087	104 750	106 198
	Male	46 405	81 493	87 140	91 371	94 335	95 928
Permanent disability	Female	7 068	8 828	10 062	11 094	12 116	12 574
	Male	8 794	11 122	12 562	13 410	14 226	14 659
Ill health	Female	11 116	17 734	19 596	20 992	22 217	22 171
	Male	17 612	21 051	23 004	24 207	25 241	25 327
Single parent	Female	21 758	44 986	53 014	59 657	63 420	63 575
	Male	14 847	28 778	33 904	37 300	39 203	38 638
Low earnings	Female	6 769	17 264	20 529	25 838	30 887	33 788
	Male	6 272	16 012	19 159	24 308	28 965	31 867
Unemployment	Female	6 716	23 666	38 089	48 260	45 203	39 755
	Male	13 008	29 523	46 420	58 088	53 362	47 041
Others	Female	6 244	3 162	3 382	3 637	4 316	4 437
	Male	6 202	2 698	2 880	3 207	3 776	4 005
Sub-total	Female	110 244	206 791	241 799	270 565	282 909	282 498
	Male	113 140	190 677	225 069	251 891	259 108	257 465
Total		223 384	397 468	466 868	522 456	542 017	539 963

*Note : 1. It should be noted that CSSA is assessed on a household basis and cases are categorised according to the principal reason of receiving CSSA. As such, recipients under a specific category could not be entirely treated as having the same characteristics as indicated by the nature of the case. For example, some recipients under the old age category may be non-elderly members in the household.*

*2. Figures refer to end of the respective year.*

**Chapter 3 – Causes of women in poverty and problems  
faced by women**

**General**

3.1 The Subcommittee is of the view that the phenomenon of women in poverty is the result of many social, cultural and institutional factors. While some of these factors are common to both men and women, there are factors which are relevant only to women. The following are some major causes of women in poverty –

- (a) globalisation and economic restructuring;
- (b) gender prejudice and stereotyping;
- (c) lack of educational opportunities;
- (d) discrimination in employment and difference in earnings;
- (e) insufficient social security and retirement protection for women;  
and
- (f) inadequate assistance to single parents and new arrivals.

**Globalisation and economic restructuring**

3.2 Globalisation has brought about significant changes to the economy of many countries. World economic markets have merged through free trade agreements which have made important impact on various aspects of life, including the provision of education, healthcare and employment. The current processes of globalisation include technological changes, particularly in communications, transport and information processing, and also unprecedented flows of capital across some borders. While globalisation has removed trade barriers and facilitated easier flow of goods and services, which supposedly can reduce poverty levels, it has also created problems. The economic restructuring which has taken place in many countries has given rise to social polarisation.

3.3 Literature on globalisation and poverty has pointed out that the flows in world trade, production and investment still remain highly concentrated, largely within the rich countries and larger economies. Processes of international integration for some countries and regions often go hand-in-hand with the marginalisation of others. To maintain competitiveness, governments of many countries tend to reduce corporate taxes and cut back on public spending, especially resources for social services. The push for “small government” has led to less regulation of business and less social services which are to be provided by the private sector. The de-regulation of business sometimes results in exploitation of the most vulnerable who are offered low pay and little employment protection. The costs of services such as education, healthcare and childcare have also become expensive to poor families.

3.4 In the Report of the Expert Group Meeting of the Division for the Advancement of Women of the United Nations (UN) held in New Delhi in November 2001, it is pointed out that the impact of globalisation on men and women, gender relations, poverty reduction and development are very contradictory and dependent on many factors, such as resource endowments, infrastructure, labour market policies, skills and educational levels, socio-cultural norms, and the position of men and women in the processes of production and reproduction, etc.

3.5 It is acknowledged internationally that women are much more adversely affected than men by reduction in public spending on social services such as childcare, taking care of the aged and disabled. This is because under the existing socio-cultural norms, women have to shoulder greater responsibility for child rearing and taking care of the aged and the disabled in families. If the government reduces the provision of these services or when these services become expensive, more women will have to sacrifice their employment and personal interests in order to take care of their children and other family members.

3.6 As in many other places in the world, Hong Kong has experienced economic restructuring in past years. There is a shift from the traditional labour-intensive production economy to a knowledge-based high-technology economy, which has made important impact on the business and production sectors, and also the labour market.

3.7 According to a paper provided by the Education and Manpower Bureau to the LegCo 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 major findings –

- (a) the “financing, insurance, real estate and business services” would have the highest annual growth (3%) 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 worker” and “plant and machine operators and assemblers” would decline;
- (c) future manpower requirement would 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 would 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 respectively.



3.8 In view of the serious mismatch between job requirements and the qualifications of workers, the Administration has proposed to address the mismatch by a series of measures. These measures include 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.

3.9 Some members of the Subcommittee have pointed out that the relocation of manufacturing industries to the Mainland since the 1980s has led to a loss of jobs in the traditional manufacturing industries in Hong Kong. As a result, many experienced women workers previously working in these industries have lost their jobs. While the services sector has become the driving force of Hong Kong's economic growth, with an increasing share of the better-educated and professionals in total employment, many middle-aged workers with low educational attainment have encountered difficulties in finding employment. As they do not possess the skills for employment in occupations requiring high-skills, some of them have shifted to low-skill jobs and part-time/casual employment.

### **Gender prejudice and stereotyping**

3.10 The traditional conceptions on the roles, values, images and abilities of the two sexes have restricted the full development of women's potentials. Women are expected to be mainly responsible for the family responsibilities, including taking care of children and the aged. Because of the traditional segregations of roles, women are often deprived of the chance to further their education or develop their interests or career. The stereotyping of the abilities of the two sexes has also given rise to the concentration of women employees in certain low-paid and low-skill jobs, and the low percentage of women in managerial positions and jobs requiring technological skills.

3.11 The Subcommittee has noted that the family status or family responsibilities of married women often pose difficulties for them to engage in full-time employment. Women often have to forego their jobs and careers after marriage, or to accept lower pay or part-time jobs which enable them to take care of their families. This has adversely affected women's opportunities to develop skills and accumulate experience, and their employability and financial independence are weakened as a result.

### **Lack of educational opportunities**

3.12 Education is generally regarded as the most effective means to reduce poverty. Through education, people can acquire knowledge and skills, and obtain the necessary qualifications for entering the labour market. Education is an essential step for social mobility, especially in a knowledge-based society.

3.13 Some members have pointed out that in Hong Kong, women of older age generally have lower educational attainment than men, because of fewer opportunities for women to receive higher education in their younger days. In the 1960s and 1970s, many young girls in Hong Kong had to work in factories in order to supplement their family income and enable their brothers to continue education. Women in these older age groups therefore have lower skills and have greater difficulties in finding employment in present-day society.

3.14 The Subcommittee has noted that many single parents and new arrivals have low educational attainment. In 2005, among the 61 800 women who were single parents, 30% of them had primary education or no schooling, and 27.3% had lower secondary education (paragraph 2.15 refers). As regards the new arrivals who had resided in Hong Kong for three years or less, 33% of them had primary education or no schooling (paragraph 2.16 refers). Given the relatively low educational attainment of these groups of women, it is difficult for them to find suitable employment with a reasonable income.

### **Discrimination in employment and difference in earnings**

3.15 The Subcommittee has noted that the UN Committee on Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) made the following comment in 2002 on the implementation of CEDAW by the Hong Kong Special Administrative Region (HKSAR) -

“Noting the growing participation of women in the formal economy and the low level of unemployment of women, the Committee is nonetheless concerned about the large discrepancies in wage earned by men and women. The Committee is also concerned about the highly disproportionate number of women in the lowest wage levels, especially given the absence of minimum wage laws. The Committee is also concerned that the contraction of manufacturing sector affects particularly low-skilled women.”

3.16 The HKSAR Government’s second report on the implementation on CEDAW has been incorporated into China’s report to the UN. As the UN hearing of China’s report will be held in August 2006, the LegCo Panel on Home Affairs plans to further discuss with the Administration, before the UN hearing, the progress made in Hong Kong relating to the implementation of CEDAW.

3.17 The Subcommittee has also noted that most women are not paid for their home-making responsibilities. For those who have paid employment, many of them have much lower earnings than men. Furthermore, due to segregation of duties between men and women, many women are still engaged in low-skill and low-paid jobs.

3.18 Statistics reveal that there are far more women than men engaging in part-time employment. In the second quarter of 2005, there were 94 600 women working part-time (62.7% of all part-time employees), as compared to 56 300 men working part-time (37.3% of all part-time employees). Of these part-time women employees, the majority were married (64 200 persons or 67.8% of the women part-time employees), and 47.5% (45 000 persons) and 26.4% (25 000 persons) had secondary and primary education respectively.

3.19 The Subcommittee has expressed concern that about 70% of the part-time women workers (64 800 persons) had a monthly income lower than \$4,000, and a significant number (26 100 persons) of them earned less than \$2,000 a month. Most women part-time employees work as clerks, service workers or shop sales workers, or unskilled workers in elementary occupations. As many of them do not work on a continuous contract (i.e. persons who are employed for less than four weeks and whose working hours are less than 18 each week), they may not have employment protection and benefits. Moreover, as many employers tend to cut back on clerical and low-skill jobs during streamlining exercises, women employees in such jobs are more prone to displacement than men.

3.20 Some members are of the view that in the absence of a framework to implement the principle of “equal pay for equal value” (EPEV), it is difficult to ensure that the remuneration of women would not be inferior to that of men.

3.21 The EOC has been invited to brief the Subcommittee on the progress of work in implementing the principle of EPEV. In its paper provided to the Subcommittee, EOC has explained the difference between the concepts of EPEV and “equal pay for equal work”. EPEV is a concept to redress discrimination which arises when men and women are segregated into different jobs, but the jobs done mainly by men are better paid by those done mainly by women, even though they may require similar credentials and similar work experience. On the other hand, “equal pay for equal work” means that women should not be paid less than men doing the same job.

3.22 The Subcommittee has noted that although there is no specific equal pay legislation in Hong Kong, the HKSAR Government is bound by a number of international human rights instruments to implement the principle of EPEV. In this connection, the Government takes the view that the provisions in the Sex Discrimination Ordinance already cover the concept of EPEV, and EOC is tasked to include EPEV in its portfolio.

3.23 The EOC has informed the Subcommittee that in a feasibility study on EPEV conducted in 1997, the research team recommended a suasive approach for implementing EPEV in Hong Kong rather than making EPEV mandatory through legislation. It also suggested that EOC could promote voluntary practice of EPEV by large organisations, while “equal pay for equal work” could be tackled by the current Sex Discrimination Ordinance. Discriminatory policies and stereotypical socialisation and attitudes could be changed through education.

3.24 The EOC has pointed out that its members had divergent views on the draft consultant’s report on EPEV. The following actions were agreed to by EOC in late 2004 –

- (a) strengthening public education and training to remove gender stereotyping;
- (b) encouraging and supporting the tertiary institutes to work in collaboration with stakeholder groups to combat baseline survey on public understanding of EPEV; and
- (c) encouraging employers to introduce family-friendly employment policies and practices.

3.25 While there are insufficient or inconclusive findings on EPEV, the Subcommittee has noted that the LES findings reveal a difference in earnings between men and women in certain sectors and certain occupations (paragraph 2.8 above refers). There is also a lowering of wage level over the past years, especially for women employees. According to the findings of the Hong Kong Council of Social Service, the median wage for women employees in most occupations is lower than that of men. The median wages of men and women, as provided by C&SD, are given in Table 5 below.

### Chapter 3 – Causes of women in poverty and problems faced by women

*Table 5 – Median employment earnings of employed persons (excluding Foreign Domestic Helpers) by occupation and sex (1996-2005)*

Occupation	Sex	1996 (\$)	1998 (\$)	2000 (\$)	2002 (\$)	2004 (\$)	2005 (\$)
Managers and administrators	Female	20,000	28,000	30,000	26,000	25,000	25,000
	Male	22,000	30,000	30,000	30,000	30,000	28,000
Professionals	Female	22,000	26,400	29,000	30,000	28,000	30,000
	Male	26,400	30,000	30,800	30,000	30,000	30,000
Associate professionals	Female	15,000	16,000	16,000	16,000	15,000	15,000
	Male	15,000	16,000	16,000	15,000	15,000	15,000
Clerks	Female	9,000	10,000	10,000	9,500	9,000	9,000
	Male	9,500	10,000	10,000	10,000	9,500	9,500
Service workers and shop sales workers	Female	7,000	8,000	7,000	6,600	6,200	6,500
	Male	10,000	10,000	10,000	10,000	10,000	10,000
Craft and related workers	Female	7,000	8,000	8,000	8,000	8,000	8,000
	Male	9,500	10,000	10,000	10,000	9,000	9,000
Plant and machine operators & assemblers	Female	5,300	6,000	6,000	5,500	5,500	5,500
	Male	9,500	10,000	10,000	10,000	9,000	9,000
Elementary occupations	Female	5,000	5,900	5,500	5,000	5,000	5,000
	Male	7,000	8,000	7,500	7,000	6,500	6,500
Overall	Female	8,500	9,800	10,000	9,500	9,000	9,000
	Male	10,000	12,000	12,000	12,000	11,000	11,000
	Both Sexes	10,000	10,000	10,000	10,000	10,000	10,000

*Source : General Household Survey, Census and Statistics Department*

3.26 The EOC has also pointed out that there were complaints about discrimination against pregnancy, such as dismissal upon return to work after maternity leave, deprivation of promotion opportunities, non-payment of bonus and unfair work arrangements. These cases represent about 40% of complaints made under the Sex Discrimination Ordinance.

### **Insufficient social security and retirement protection for women**

3.27 In Hong Kong, women who are home-makers and women who are in precarious employment or earning a monthly income below \$5,000 are not covered by the Mandatory Provident Funds Scheme, and they do not have any retirement protection. Although women as home-makers are assumed to have an equal share of the household resources, this is often not the case because household resources usually go to the breadwinner and the children rather than the women. It is also difficult for women with a meagre employment income to lift themselves out of poverty, or to save for their old age. As a result, home-makers and low-income women have to rely on their spouse, children or other family members for financial support in old age. These women will lose their financial support in case of illness or unemployment of their spouse or family members.

3.28 The Subcommittee has noted that women generally live longer than men. As there are more women in our population and with the ageing of the population, there will be more widowed women with little or no financial means in their old age.

### **Inadequate assistance to single parents and new arrivals**

3.29 Some members have pointed out that many single parents and new arrivals from the Mainland face more difficulties in finding employment and in making both ends meet. As many women have to quit their job after marriage in order to take up the role of home-maker, they have no income and are financially dependent on their spouse. These women will face financial hardship upon divorce, and they have difficulties in re-joining the workforce due to lack of skills and working experience. These members have also expressed concern about the problems faced by divorced women caused by default in maintenance payments.

3.30 The Subcommittee has noted that single parents who have to take care of young children cannot take up full-time employment unless there are affordable childcare and after-school services for their children. Some members have pointed out that certain child care services cannot meet the needs of parents who have to work irregular hours and during holidays. Some child care centres are also far away from their residence, making it difficult for the parents to make use of such services. The inadequacy in child care and support programmes has not helped women to participate in the labour force or to attend courses to enhance their skills and competence.

3.31 The Subcommittee has also noted that new arrivals with little skills or low educational attainment have great difficulties in finding employment, given the low demand for low-skill jobs. For the more educated new arrivals, as their academic qualifications and working experience in the Mainland are often not recognised, they may have to attend educational or accreditation programmes before they can find suitable employment. Many of them, therefore, have to accept low-paid jobs in the meantime.

3.32 Some members have expressed concern that the seven-year residence rule for public housing and CSSA has posed hardship for the new arrivals as many of them are in genuine need of housing and financial assistance. For those new arrival women who are divorced, they are in greater hardship as they have to take care of their young children while struggling to make both ends meet and adapting to the new environment. The Subcommittee considers that these groups of women should be given more support to prevent them from falling into poverty.



**Chapter 4 - Measures to assist women in poverty**

**General**

4.1 The Subcommittee generally considers that the Government and EOC should make greater efforts to ensure equal opportunities for men and women, by reviewing its current policies and legislation which might give rise to discrimination against women and poverty among women. The Subcommittee has discussed the following proposed measures to alleviate the problems faced by women in poverty, and to assist the disadvantaged women in preventing them from falling into poverty -

- (a) gender mainstreaming and empowerment of women;
- (b) enhancing the employability of women;
- (c) protecting women against discrimination in employment;
- (d) enhancing social and economic participation of women;
- (e) providing financial assistance to women in poverty;
- (f) providing support services to disadvantaged women; and
- (g) providing retirement protection for women.

4.2 The Subcommittee is of the view that the Government should formulate concrete policies and measures to address the problems faced by women. Details of the Subcommittee's discussions are given in the following paragraphs.

### **Gender mainstreaming and empowerment of women**

4.3 Some members are of the view that reduction of gender inequalities and empowerment of women are necessary measures for eliminating poverty among women. To achieve this, the Government and relevant organisations such as EOC should make greater efforts to ensure equal opportunities for men and women, and take into account women's needs and perspectives in the formulation and implementation of policies. The Government should also enhance women's participation in advisory and decision-making bodies in the government structure. As the participation of women in these bodies are currently biased towards women coming from the business sector and the middle class, some members suggest that the Government should increase the participation of women from the grassroots in the advisory and decision-making bodies, and enhance the transparency of the operation of these bodies.

4.4 Noting that the Government has yet to fully implement gender mainstreaming in all policy areas and programmes, some members urge the Government to expedite work in this area, and develop an evaluation mechanism on the measures taken. Some members have also commented that the Women's Commission has not made sufficient efforts to ensure that women's perspective and needs have been taken into account by the Government in the formulation of policies, legislation and funding proposals. These members urge the Women's Commission and the Government to draw up specific targets and measures for implementing gender mainstreaming, and let the community know what concrete progress has been made in reducing gender inequalities and addressing the needs of women.

4.5 To eliminate gender stereotyping and inequalities, some members also urge the Government and EOC to step up public education to eradicate the prejudice concerning women's abilities, development and participation in the social, economic and political arenas.

### **Enhancing the employability of women**

4.6 The Subcommittee considers that women's access to more and better jobs is important to eradicating poverty among women and empowering women. Employment can enhance financial independence and self-esteem of women, and provide opportunities for women to interact with co-workers outside their kinship and residential network. This can also enhance the status of women within their households and beyond.

4.7 Given the limited market demand for low-skill labour, women with low educational attainment and low skills inevitably encounter difficulties in finding employment. Some women workers are exploited and offered lower pay or less desirable working conditions. Some members have pointed out that it is important for these women to attain a higher level of education or upgrade their skills in order to enhance their competitiveness in the labour market. In this connection, the Government should consider providing 12-year universal education so that nobody will be deprived of secondary school education because of lack of means. The Government should also allocate more resources for adult education courses including the provision of evening secondary school courses, to enable those women who have missed the opportunity to receive formal education to continue education. For those who wish to upgrade their vocational skills, the Government should work with the welfare and business sectors to provide more targeted employment training for women of different age groups and different educational background to enhance their employability.

4.8 A member has pointed out that some local domestic helpers who have passed the competency tests of the Employees Retraining Board (ERB) cannot get employment because some prospective employers are reluctant to take out employee insurance for hiring part-time domestic helpers. He considers that the Government should assist in removing this obstacle by providing insurance cover for all domestic helpers registered with ERB.

### **Protecting women against discrimination in employment**

4.9 Noting that there is a substantial number of women engaging in part-time employment and many of them receive unreasonably low wages and have little employment protection, some members suggest that the Government should consider amending the Employment Ordinance to enable those who are not employed under a continuous contract to entitle to the full range of employment benefits (such as rest days, paid sickness days, paid maternity leave and severance payments) on a pro rata basis. Some members also suggest that EOC and the Government should review the anti-discrimination legislation to examine whether improvements should be made to the current provisions to eliminate discrimination against women in employment, such as age discrimination in employment and dismissal upon return from maternity leave.

4.10 To protect women workers from being exploited and offered unreasonably low wages, some members urge the Government to seriously consider prescribing a minimum wage and maximum working hours. There is a suggestion that the statutory minimum wage could start with the cleansing and catering industries as relatively more low-income women are employed in these industries. However, some other members of the Subcommittee have expressed reservations about prescribing a minimum wage and maximum working hours by legislation. Nevertheless, members generally agree that contractors of government services should strictly comply with the employment conditions (including the prescribed wages for their employees) as stipulated in the contracts, and should be punished for breaches of such conditions.

4.11 To avoid the further lowering of wages by unscrupulous contractors, some members consider that the Government should review the contracting-out arrangements and award more contracts to NGOs where practicable. This will increase the availability of employment opportunities to low-skilled women through arrangements made by the NGOs.

### **Enhancing social and economic participation of women**

4.12 Some members suggest that the Government should formulate pragmatic measures to enhance the social and economic participation of women. They urge the Government to review the Co-operative Society Ordinance to facilitate the setting up of women co-operatives as a means of economic empowerment of women. These members request the Government to review whether the current legislative requirement for 10 members to form a co-operative may be waived, to provide flexibility for the formation of women co-operatives of different sizes.

4.13 To foster self-reliance of women who may not be able to find employment, some members suggest that the Administration should consider establishing a fund to provide seed money to women for starting their own business in their local community. The private sector may also be involved in providing professional advice to these women on starting and operating a business.

4.14 Some members also suggest that the Administration should formulate a family-friendly policy, and encourage practices in both public and private sectors to facilitate sharing of family responsibilities between the two sexes and women's participation in the labour force and community activities.

### **Providing financial assistance to women in poverty**

4.15 To provide practical assistance to women who are living in poverty, some members consider that the Government should increase the amounts of Disregarded Earnings under the CSSA Scheme, and provide more affordable child care services. The Subcommittee also urges the Government to implement the proposed transport subsidy to low-income employees as soon as possible. These measures will encourage women on CSSA and low-income women to stay in employment, as a means to lift themselves out of poverty and be self-reliant in the long run.

4.16 Some members also urge the Administration not to implement the proposal for single parents on CSSA with the youngest children below the age of 12 to participate in the Active Employment Assistance Programme under the Support for Self-reliance Programme. These members consider that the existing policy should continue unless there are adequate child care support and training services to prepare single parents for taking up employment.

### **Providing support services to disadvantaged women**

4.17 The Subcommittee considers that single parents and new arrival women should be provided with more support and assistance. Women who have to take care of their young children have difficulties to take up employment. To help single mothers to engage in employment and be self-reliant, some members suggest that the Government should strengthen child care support, extend the service hours of child care centres and provide fee waivers for after-school care services. They also suggest the Government should consider introducing a tax incentive to employers for providing child care services for their employees.

4.18 Some members suggest that the Government should consider re-opening the centres for single parents and new arrivals to cater for the special needs of these groups of women. They also suggest that the Government should re-consider setting up an intermediary body for collection and enforcement of maintenance payments, as the attachment of income order scheme does not cover self-employed persons, such as taxi-drivers, to relieve women from the financial difficulties arising from default payment of maintenance.

4.19 To assist new arrivals in integrating into the community and to find employment, some members have suggested that the Government should step up assistance for new arrivals and remove the seven-year residence rule for new arrivals to receive CSSA and public housing.

### **Providing retirement protection for women**

4.20 Members have expressed concern about the ageing of the population and the lack of retirement protection for the aged. As home-makers and low-income women are not covered by the Mandatory Provident Funds Scheme, some members urge the Government to seriously consider providing a universal retirement protection scheme for the elderly in Hong Kong. The Subcommittee has noted that the Expert Panel on Financial Security in Old Age set up under the Central Policy Unit is studying how the existing arrangements for retirement protection modelled on the World Bank's three pillar approach could be made more sustainable. The Subcommittee urges the Government to release the findings of the Expert Group's study for discussion by the community and LegCo. The Subcommittee has agreed to study the proposal of providing a universal retirement protection scheme for the elderly at its future meetings.

**Chapter 5 – Recommendations**

5.1 The Subcommittee recommends that the Government should take proactive steps to implement the following recommendations to alleviate the problems faced by women in poverty and to prevent women from falling into poverty –

- (a) designate a bureau/department to assume the overall responsibility for coordinating policies and measures for alleviating the problems faced by women in poverty. The Commission on Poverty should also have a role to play in addressing the poverty problem faced by women;
- (b) extend the concept of social partnership to assist women to start their business in local community, and establish a fund to provide seed money for women to start such businesses;
- (c) provide 12-year universal education and allocate more resources for adult education including the provision of evening secondary school courses;
- (d) provide more targeted employment training for women of different age groups and different educational background to enhance their employability;
- (e) review the Employment Ordinance to enable employees not engaged on a continuous employment contract to entitle to the full range of employment benefits on a pro rata basis;
- (f) review the anti-discrimination legislation to identify improvements to eliminate discrimination against women in employment, including age discrimination and dismissal upon return from maternity leave;



- (g) ensure contractors of government services will strictly comply with the contract terms particularly the wages and employment conditions for their workers;
- (h) review the contracting-out arrangements and award more contracts to non-governmental organisations for providing more employment opportunities to disadvantaged groups;
- (i) review the Co-operative Society Ordinance and consider relaxing the requirement for 10 members to form a co-operative;
- (j) formulate a family-friendly policy, and encourage practices in public and private sectors to facilitate sharing of family responsibilities between the two sexes and women's participation in the labour force and community services;
- (k) strengthen the child care and after-school care services, extend the service hours and provide fee waivers to low-income households;
- (l) implement the transport subsidy to low-income employees as soon as possible;
- (m) consider providing insurance cover for about 10 000 local domestic helpers currently registered with ERB;
- (n) consider increasing the amount of Disregarded Earnings under the CSSA scheme, relaxing the seven-year residence rule for public housing and CSSA payments, and withholding the proposal for single parents on CSSA with youngest children below the age of 12 to participate in the Active Employment Assistance Programme under the Support for Self-reliance Programme;
- (o) consider establishing an intermediary body for the collection and enforcement of maintenance payments;

- (p) consider establishing “one-stop” service centres for low-income families in each of the 18 districts, with separate units to cater for the specific needs of single parents and new arrivals;
- (q) take into account women’s needs and perspectives in the formulation of policies, legislation and funding proposals, and ensure equal opportunities for men and women;
- (r) increase the rate of women’s participation, particularly those from the grassroots, in Government’s advisory and decision-making bodies, to 40%;
- (s) draw up specific targets and measures for implementing gender mainstreaming, and inform the public regularly of the progress made in reducing gender inequalities and addressing the needs of women;
- (t) step up public education to eradicate the prejudice concerning women’s abilities, development and participation in the social, economic and political arenas; and
- (u) consider providing a universal retirement scheme for all elderly, including home-makers, self-employed and employees with a monthly earning below \$5,000.

5.2 Members belonging to the Liberal Party agree to the above recommendations, except items (e), (f), (m), (n), (o) and (u). Hon Abraham SHEK agrees to the recommendations except items (e), (f), (m), (o) and (u).

5.3 The Subcommittee agrees that the report should be provided to the Administration for consideration and response.

### **A brief on the work of the Subcommittee to Study the Subject of Combating Poverty**

Following the passage of the motion on “Alleviating the disparity between the rich and the poor” at the Council meeting on 3 November 2004, a subcommittee was set up under the House Committee on 12 November 2004 to study the subject of combating poverty. The Subcommittee comprises 17 members and is chaired by Hon Frederick FUNG.

To assist the Subcommittee in its work, the Legislative Council Secretariat has conducted research studies on anti-poverty strategies adopted by overseas countries and the benchmarks for granting financial assistance under various schemes to needy people in Hong Kong. In addition, the Subcommittee has sought the views of non-governmental organisations (NGOs) and academics on the situation of poverty in Hong Kong and possible measures to reduce poverty.

The first task of the Subcommittee was to persuade the Government to set up an inter-departmental committee comprising representatives of the relevant policy bureaux and various stakeholders to formulate a comprehensive strategy to tackle poverty. It is the objective of the Subcommittee to work with the inter-departmental committee, and to monitor its work on reducing poverty in Hong Kong. The Subcommittee wrote to the former Chief Executive (CE) in December 2004, strongly requesting that such a committee be set up. A few weeks later in his Policy Address, the former CE announced the setting up of a commission, to alleviate poverty.

On 27 January 2005, the Government announced the membership of the Commission on Poverty (CoP), which was chaired by the Financial Secretary and comprised members from the relevant bureaux, business people, NGOs, LegCo Members, experts and academics. The Subcommittee has held meetings with CoP and relevant bureaux/departments to discuss issues relating to reducing poverty in Hong Kong.

In September 2005, a delegation of the Subcommittee visited the United Kingdom and the Republic of Ireland to better understand these countries’ anti-poverty strategies and measures, and their effectiveness. The report of the delegation on the duty visit was provided separately to the House Committee [LC Paper No. CB(2)1001/05-06].

The Subcommittee presented its report on working poverty to the House Committee on 10 February 2006. A copy of the report was also forwarded to the Administration for consideration and response. The Report on Working Poverty was tabled at the Legislative Council meeting on 15 February 2006, and Hon Frederick FUNG moved a motion on the report for debate at the Council meeting. The motion was passed. The Subcommittee will follow up with the Administration and CoP on the progress of taking forward the Subcommittee's recommendations.

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**Membership of  
Subcommittee to Study the Subject of Combating Poverty**

<b>Chairman</b>	Hon Frederick FUNG Kin-kee, JP
<b>Deputy Chairman</b>	Hon James TIEN Pei-chun, GBS, JP
<b>Members</b>	Hon Albert HO Chun-yan Hon LEE Cheuk-yan Hon Fred LI Wah-ming, JP (until 17.1.2006) Hon Margaret NG Hon Mrs Selina CHOW LIANG Shuk-ye, GBS, JP Hon CHAN Yuen-han, JP Hon LEUNG Yiu-chung Hon LAU Chin-shek, JP (until 14.10.2005) Hon Emily LAU Wai-hing, JP Hon Andrew CHENG Kar-foo (until 10.10.2005) Hon TAM Yiu-chung, GBS, JP Hon Abraham SHEK Lai-him, JP Hon LI Fung-ying, BBS, JP Hon WONG Kwok-hing, MH (until 26.9.2005) Hon Alan LEONG Kah-kit, SC Hon LEUNG Kwok-hung Dr Hon Fernando CHEUNG Chiu-hung Hon Ronny TONG Ka-wah, SC Hon Albert Jinghan CHENG Hon KWONG Chi-kin (until 26.9.2005)

(Total : 17 Members)

<b>Clerk</b>	Mrs Constance LI
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<b>Legal adviser</b>	Mr LEE Yu-sung
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<b>Date</b>	17 January 2006
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**List of non-governmental organizations (NGOs) and bureaux/departments  
which have given views or information  
on the subject of women in poverty to the  
Subcommittee to Study the Subject on Combating Poverty**

NGOs

1. The Hong Kong Council of Social Service
2. Concerning Group for Women Poverty
3. Hong Kong Federation of Women's Centres
4. Society for Community Organisation/Concern Group on the Rights of New Immigrant Women
5. Hong Kong Women Development Association
6. Hong Kong Federation of Women
7. 香港婦女勞工協會
8. 婦女力量
9. Mission to New Arrivals Organization Hong Kong
10. Hong Kong Association for the Survivors of Women Abuse (Kwan Fook)
11. The Association for the Advancement of Feminism
- \* 12. 香港職工會聯盟 - 婦女事務委員會

(\* Written submission only)

Bureaux/departments/organisations

Health, Welfare and Food Bureau

Home Affairs Bureau

Census and Statistics Department

Secretariat of Commission on Poverty

Equal Opportunities Commission

## Appendix III

### Mid-2005 population (excluding foreign domestic helpers) by age and sex

Age	Male		Female		Both sexes	
	No. ('000)	Percentage (%)	No. ('000)	Percentage (%)	No. ('000)	Percentage (%)
0 - 14	519.1	7.7	486.3	7.2	1005.4	15.0
15 - 19	227.5	3.4	217.3	3.2	444.8	6.6
20 - 29	450.2	6.7	403.8	6.0	854.0	12.7
30 - 39	508.5	7.6	595.5	8.9	1104.0	16.4
40 - 49	645.4	9.6	682.8	10.2	1328.2	19.8
50 - 59	456.5	6.8	449.8	6.7	906.3	13.5
60 - 64	125.7	1.9	110.3	1.6	236.0	3.5
65 and above	388.8	5.8	447.6	6.7	836.4	12.5
Total	3321.7	49.5	3393.4	50.5	6715.1	100.0

Source: Demographic Statistics Section, Census and Statistics Department



## Appendix IV

(a) Number of employed persons (excluding foreign domestic helpers)  
by sex and **industry** in the fourth quarter of 2005

Industry	Male		Female		Both sexes	
	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)
Manufacturing	150.0	4.7	85.1	2.6	235.2	7.3
Construction	257.2	8.0	21.9	0.7	279.2	8.7
Wholesale, retail and import/export trades, restaurants and hotels	563.2	17.5	549.8	17.1	1113.0	34.5
Transport, storage and communications	292.9	9.1	85.7	2.7	378.7	11.7
Financing, insurance, real estate and business services	300.3	9.3	211.4	6.6	511.7	15.9
Community, social and personal services	284.9	8.8	392.5	12.2	677.4	21.0
<b>Others</b>	<b>21.2</b>	<b>0.7</b>	<b>7.3</b>	<b>0.2</b>	<b>28.6</b>	<b>0.9</b>
<b>Sub-total</b>	<b>1869.9</b>	<b>58.0</b>	<b>1353.8</b>	<b>42.0</b>	<b>3223.7</b>	<b>100.0</b>

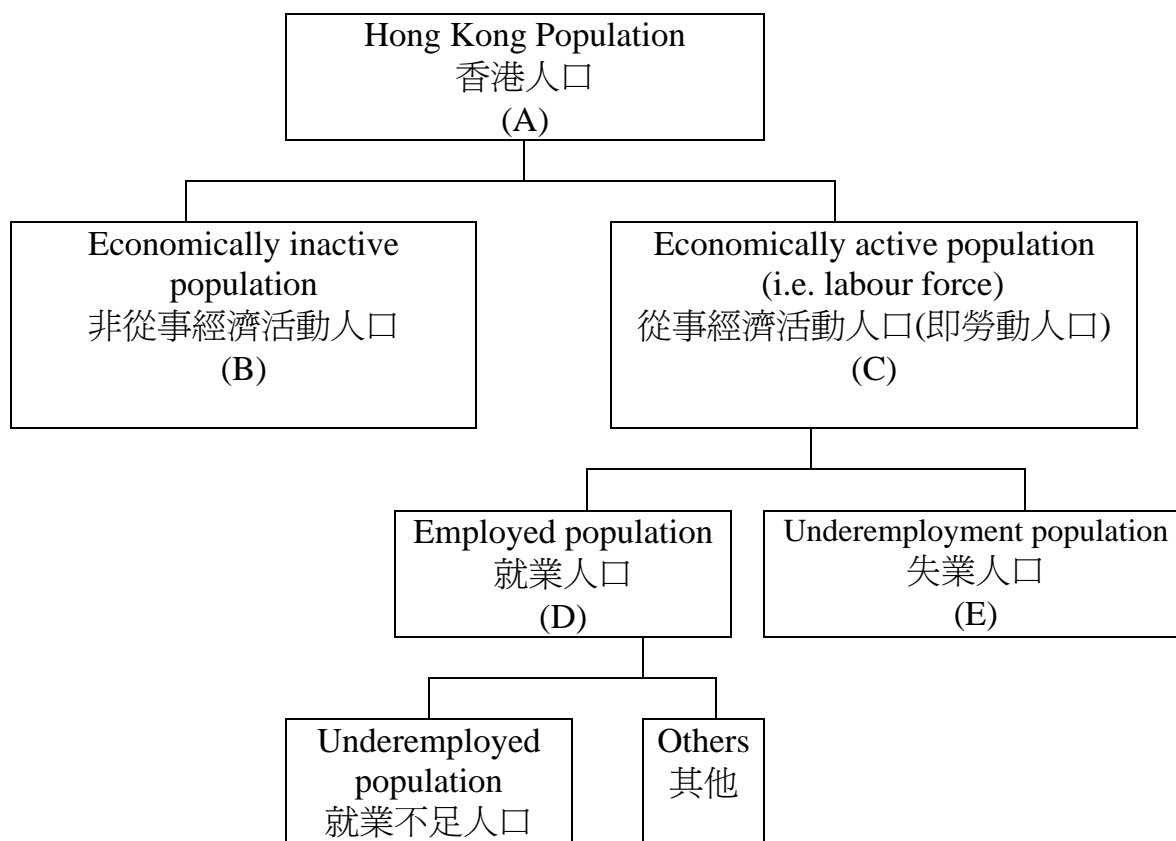
(b) Number of employed persons (excluding foreign domestic helpers)  
by sex and **occupation** in the fourth quarter of 2005

Occupation	Male		Female		Both sexes	
	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)	No. of persons ('000)	Percentage (%)
Managers and administrators	246.2	7.6	91.5	2.8	337.7	10.5
Professionals	153.7	4.8	80.6	2.5	234.4	7.3
Associate professionals	352.0	10.9	263.2	8.2	615.2	19.1
Clerks	149.8	4.6	404.2	12.5	554.0	17.2
Service workers and shop sales workers	253.4	7.9	265.2	8.2	518.7	16.1
Craft and related workers	263.5	8.2	10.5	0.3	274.0	8.5
Plant and machine operators and assemblers	209.4	6.5	28.3	0.9	237.7	7.4
Elementary occupations	235.1	7.3	<b>206.6</b>	6.4	441.7	13.7
<b>Others</b>	<b>6.7</b>	<b>0.2</b>	<b>3.7</b>	<b>0.1</b>	<b>10.3</b>	<b>0.3</b>
<b>Sub-total</b>	<b>1869.9</b>	<b>58.0</b>	<b>1353.8</b>	<b>42.0</b>	<b>3223.7</b>	<b>100.0</b>

Source: General Household Survey, Census and Statistics Department

## Definitions of Employment, Unemployment and Underemployment

## I. Conceptual Framework of Labour Force Statistics



- The population of Hong Kong is composed of two main groups of people, viz. the economically inactive and the economically active (i.e.  $A = B + C$ ).
- Within the economically active population (also known as “labour force”), there are employed persons and unemployed persons (i.e.  $C = D + E$ ).
- Among the employed persons, a group of underemployed persons can be differentiated for further analysis.
- Persons who are neither employed nor unemployed are economically inactive persons. Such persons are mainly young children, students, retired persons and full-time home-makers (「全時間料理家務人士」).

- Statistics on the labour force, employment, unemployment and underemployment are compiled in accordance with the conceptual framework recommended by the International Labour Organization (ILO).

## II. Definitions

### The employed population

- 1) This comprises all employed persons. For a person aged 15 or over to be classified as employed, that person should :
  - a) be engaged in performing work for pay or profit during the seven days before enumeration; *or*
  - b) have formal job attachment (i.e. that the person has continued receipt of wage or salary; or has an assurance or an agreed date of return to job or business; or is in receipt of compensation without obligation to accept another job).

### The underemployed population

- 1) Within the employed population, a group of underemployed persons can be differentiated for further analysis.
- 2) The criteria for an employed person to be classified as underemployed are :

*involuntarily* working less than 35 hours during the seven days before enumeration; **and** either

  - a) has been available for additional work during the seven days before enumeration; **or**
  - b) has sought additional work during the thirty days before enumeration.
- 3) Working short hours is considered *involuntary* if it is due to slack work, material shortage, mechanical breakdown or inability to find a full-time job. Following this definition, employed persons taking no-pay leave due to slack work during the seven days before enumeration are also classified as underemployed if they worked less than 35 hours or were on leave even for the whole period during the seven-day period.

## **The unemployment population**

- 1) This comprises all unemployed persons. For a person aged 15 or over to be classified as unemployed, that person should :
  - a) not have had a job and should not have performed any work for pay or profit during the seven days before enumeration; *and*
  - b) have been available for work during the seven days before enumeration; *and*
  - c) have sought work during the thirty days before enumeration.

However, if a person aged 15 or over fulfils the conditions (a) and (b) above but has not sought work during the thirty days before enumeration because he/she believes that work is not available, he/she is still classified as unemployed, being regarded as a so-called 'discouraged worker'.

- 2) Notwithstanding the above, the following types of persons are also classified as unemployed :
  - a) persons without a job, have sought work but have not been available for work because of temporary sickness; *and*
  - b) persons without a job, have been available for work but have not sought work because they :
    - (i) have made arrangements to take up a new job or to start business at a subsequent date; or
    - (ii) are expecting to return to their original jobs (e.g. casual workers are usually called back to work when service is needed).

## Appendix VI

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	48.1
	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	131.5
	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	208.0	213.1	229.3	237.1
	8,000 - 8,999	254.9	245.9	243.0	251.2	253.0
	9,000 - 9,999	178.2	170.9	177.2	195.2	208.1
	10,000 - 14,999	745.4	665.9	605.8	606.4	632.8
	15,000 - 19,999	360.4	343.1	322.7	327.9	344.4
	20,000 - 29,999	380.7	360.1	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

**表 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**  
**Table 6A Population Aged 15 and Over by District Council District, Sex and Educational Attainment**

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

**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**

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

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**

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



**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 6B Percentage of Persons with Secondary Education and Above  
by District Council District and Age**

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

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

Period : 2001

	Age group							Total
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	
	('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							Total
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	
	('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							Total
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	
	('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							Total
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	
	('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							Total
	0 - 9	10 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 and above	
	('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.