

For information on
17 November 2011

Legislative Council Panel on Manpower

Continuous contract under the Employment Ordinance

Purpose

This paper informs Members of the results of a special topic enquiry on employees engaged under employment contracts with short duration or working hours as published by the Census and Statistics Department (C&SD) in July 2011, and the review on continuous contract under the Employment Ordinance (Cap. 57) (EO).

Background

2. Currently, employees are accorded different levels of protection and benefits under labour legislation depending on their length of employment or weekly working hours. Certain protection and entitlement are accorded to employees irrespective of their duration of employment or hours of work per week. These include : protection concerning payment of wages, restriction on deductions from wages, entitlement to statutory holidays and protection against anti-union discrimination etc under the EO; protection regarding compensation for employees who sustain work injuries or suffer from prescribed occupational diseases under the Employees' Compensation Ordinance (Cap. 282); protection of statutory minimum wage under the Minimum Wage Ordinance (Cap. 608). According to the Mandatory Provident Fund Schemes Ordinance (Cap. 485), for employees who have been employed for a period of 60 days or more, their employers must arrange for their enrolment into a mandatory provident fund scheme.

3. On the other hand, under the EO, employees engaged under a continuous contract¹, irrespective of whether they work full-time or part-time, are further entitled to other employment benefits, such as rest days, paid statutory holidays, annual leave, sickness allowance, severance payment and long service payment etc, subject to their meeting the relevant eligibility criteria.

¹ Under the EO, an employee engaged under a continuous contract is defined as one who has been employed under a contract of employment by the same employer for four weeks or more and has worked for 18 hours or more each week.

4. In recent years, there have been opinions calling for a review of the EO so as to enhance employment protection and benefits for employees who are not engaged under a continuous contract. To further understand the latest development of the labour market, the Labour Department (LD) commissioned C&SD to conduct a special topic enquiry via the General Household Survey to collect statistical data on employees engaged under employment contracts with short duration or working hours instead of a continuous contract (hereinafter referred to as “SDWH employees”) including, inter alia, their distribution and proportion in the labour market, as well as the industries and occupations to which they belonged. The survey report was published in July 2011.

Results of the survey on SDWH employees

5. This survey collected information on SDWH employees who worked for employers in the non-government sector at the time of enumeration, i.e. fourth quarter (Q4) of 2009. For the purpose of the survey, “employees” are persons aged 15 and over who worked for an employer in the non-government sector for wage, salary, commission, tips or payment in kind, excluding outworkers. The main results of the survey are summarised in paragraphs 6 to 16 below.

Major findings

6. It was estimated that some 2 873 200 employees were employed in the non-government sector at the time of enumeration. Among them, some 2 724 900 employees (94.8%) were working under a continuous contract at the time of enumeration (hereinafter referred to as “continuous contract employees”).

7. Excluding the above continuous contract employees, the remaining 148 300 were SDWH employees (5.2%) who were not working under a continuous contract at the time of enumeration. It is noteworthy that among the 148 300 SDWH employees, 50 200 usually worked 18 hours or more per week in their present jobs. Although they were employed in their present jobs for less than four weeks at the time of enumeration, they expected to work in their present jobs continuously for four weeks or more and hence might subsequently become continuous contract employees. This group of persons, who might subsequently become continuous contract employees, accounted for around 33.9% of the aforementioned 148 300 SDWH employees. Discounting this group of persons, there were 98 000 SDWH employees who were virtually not engaged under a continuous contract, accounting for 3.4% of the total number of employees in the non-government sector.

8. The abovementioned 148 300 employees who were classified as SDWH employees at the time of enumeration showed the following characteristics:

- 51.8% were male and 48.2% female;
- 25.5% were aged 40-49, 23.0% aged 50-59 and 21.8% aged 20-29;
- 56.5% attained secondary or matriculation education;
- 25.6% were engaged in the construction sector, 24.4% in the public administration, social and personal services sector and 22.4% in the retail, accommodation and food services sector;
- 32.8% worked in elementary occupations and 18.7% were craft and related workers; and
- 38.3% were daily-rated and 28.9% hourly-rated.

9. As compared to a survey of a similar nature conducted in Q1 of 2006, the proportion of such group of persons, who were classified as SDWH employees at the time of enumeration, out of the total number of employees in the non-government sector remained stable at 5.2%. A comparison of the key findings of the survey conducted in Q4 2009 with those of the survey in Q1 2006 is set out at Annex 1. The survey report is at Annex 2.

Breakdowns of the 148 300 employees who were classified as SDWH employees at the time of enumeration

10. The 148 300 employees who were classified as SDWH employees at the time of enumeration comprised : (a) 56 300 employees who usually worked less than 18 hours per week; (b) 75 800 employees who usually worked 18 hours or more per week but were employed in their present jobs for less than four weeks at the time of enumeration (including the 50 200 persons who expected to work in their present jobs continuously for four weeks or more and hence might subsequently become continuous contract employees); and (c) 16 200 employees who had worked continuously for their employers for four weeks or more and usually worked at least 18 hours per week (but not continuously) in their present jobs at the time of enumeration².

² For the 16 200 employees under category (c), it was the first time that C&SD captured data on such type of employees.

Characteristics of the 56 300 SDWH employees who usually worked less than 18 hours a week

11. The 56 300 SDWH employees who usually worked less than 18 hours a week accounted for 2.0% of the total number of employees in the non-government sector. Among these 56 300 SDWH employees, some 42 600 (75.7%) did not choose to work longer hours for personal reasons, including 36.0% having to take care of housework or household members (including children, elders or sick members) at home, 26.2% in educational pursuit, 10.9% owing to health problem or old age and 2.7% having no financial need.

12. The 56 300 SDWH employees who usually worked less than 18 hours a week showed the following characteristics:

- 76.3% were female and 23.7% male;
- 28.4% were aged 50-59, 23.7% aged 40-49 and 21.3% aged 20-29;
- 45.7% attained secondary or matriculation education;
- 41.6% were engaged in the public administration, social and personal services sector, and 24.6% in the retail, accommodation and food services sector;
- 37.1% worked in elementary occupations, 21.1% were service workers and shop sales workers, 18.4% were managers and administrators, professionals and associate professionals, and another 18.4% were clerks; and
- 56.2% were hourly-rated.

Facets of the 75 800 SDWH employees who usually worked 18 hours or more per week but were employed in their present jobs for less than four weeks at the time of enumeration

13. Among the 75 800 SDWH employees who usually worked 18 hours or more per week but were employed in their present jobs for less than four weeks at the time of enumeration, aside from the aforementioned 50 200 employees who expected to work in their present jobs continuously for four weeks or more, the remaining 25 600 employees did not expect to work in their present jobs continuously for four weeks or more.

14. These 25 600 employees who accounted for 0.9% of the total number of employees in the non-government sector cited the following reasons as to why they did not expect to work in their present jobs continuously for four weeks or more:

- 49.7% mentioned custom of trade/ norm of company/ business arrangement of company;
- 26.0% mentioned insufficient work in company;
- 7.4% said that they could not find a permanent job;
- 7.1% said that their work was of casual/seasonal nature; and
- 9.8% cited other reasons, such as “old age/partially retired”, “health problem (ill/ health deteriorating)”, “need to take care of housework/ children/ elders/ sick members at home”, etc.

15. Among the 25 600 SDWH employees who did not expect to work in their present jobs continuously for four weeks or more, over three-quarters (76.7%) were engaged in the construction sector, 8.2% in the retail, accommodation and food services sector, and 6.2% in the transportation, storage, postal and courier services, information and communications sector.

Employment benefits granted to SDWH employees

16. Although employees not engaged under a continuous contract are not entitled to certain employment benefits under the EO, the survey revealed that some SDWH employees were granted such benefits by their employers. Among the 148 300 SDWH employees, 20.4% were granted statutory holiday pay, 24.6% enjoyed paid annual leave and 4.7% were granted end-of-year payment. As for those 56 300 employees who usually worked less than 18 hours a week, 10.3% were granted statutory holiday pay, 8.1% enjoyed paid annual leave and 2.5% were granted end-of-year payment.

17. Members of the Labour Advisory Board (LAB) were informed of the relevant survey findings on 19 July 2011.

Review on continuous contract under the EO

18. With the development of the labour market and calls for relaxing the continuous contract requirement (the so-called “4-18” requirement) under the EO, the Administration is undertaking a review of the subject with reference to the findings of the latest survey conducted by C&SD on SDWH employees. Since continuous contract is the cornerstone upon which various employment benefits are provided by employers to their employees under the EO, any change in this regard will have far-reaching implications on the labour market and the community as a whole. As such, the Administration must prudently and thoroughly explore, bearing in mind the overall interests of Hong Kong, how to

strike a reasonable balance between the interests of employees and the affordability of employers before deciding whether any changes would need to be made.

19. In the course of the review, we will continue to listen to the views of different parties. After LAB's deliberations on this subject and any relevant proposals, we will consult the Panel on Manpower.

Labour and Welfare Bureau
Labour Department
November 2011

**Comparison of the key findings of the surveys on SDWH employees
conducted by C&SD in Q1 2006 and Q4 2009**

Number of employees working in the non-government sector in the present job at the time of enumeration	Survey conducted in Q1 2006	Survey conducted in Q4 2009	Change in number [Change in %]
Total number of employees	2 732 700	2 873 200	+ 140 500 [+ 5.1%]
Number of continuous contract employees	2 591 500 (94.8%)*	2 724 900 (94.8%)*	+ 133 400 [+ 5.1%]
Number of SDWH employees	141 200 (5.2%)*	148 300 (5.2%)*	+ 7 100 [+ 5.0%]
Number of SDWH employees who usually worked less than 18 hours per week	52 400 (1.9%)*	56 300 (2.0%)*	+ 3 900 [+ 7.4%]
Number of SDWH employees with usual working hours of 18 hours or more per week but who were employed in the present job for less than four weeks at the time of enumeration	88 800 (3.3%)*	75 800 (2.6%)*	- 13 000 [- 14.7%]
Number of SDWH employees who were employed in the present job for four weeks or more at the time of enumeration and usually (but not continuously) worked at least 18 hours per week	No such data was captured in this survey.	16 200 (0.6%)*	Not applicable

* The figure in round brackets denotes the percentage of the respective number to the total number of employees working in the non-government sector at the time of enumeration.

從綜合住戶統計調查搜集所得的社會資料
Social data collected via the General Household Survey

第五十五號專題報告書

Special Topics Report No. 55

受僱於短期或短工時的僱傭合約的僱員
Employees engaged under employment contracts
with short duration or working hours



中華人民共和國
香港特別行政區 政府統計處
Census and Statistics Department
Hong Kong Special Administrative Region
People's Republic of China



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www.censtatd.gov.hk

二零一一年七月出版
Published in July 2011

本刊物只備有下載版。
This publication is available in download version only.

目錄 Contents

	頁數	Page
背景	Background	v
統計調查結果摘要	Summary of survey findings	vii
統計表目錄表	List of tables	ix
引言	Introduction	1
概念及定義	Concepts and definitions	3
專題訪問的主要結果	Major findings of the enquiry	5
附錄	<u>Appendices</u>	
一 統計調查方法	1 Survey methodology	32
二 「有關由僱主提供的僱員福利統計調查」的結果	2 Results of the Survey on Provision of Employment Benefits by Employers	36
三 用語及定義	3 Terms and definitions	43
四 曾出版的從綜合住戶統計調查搜集所得的社會資料專題報告書	4 Previously published Special Topics Reports on social data collected via the General Household Survey	51
獲取政府統計處刊物及其他統計產品的方法	Means of obtaining publications and other statistical products of the Census and Statistics Department	63

背景

Background

這是專題報告書系列中的第五十五號，列載透過「綜合住戶統計調查」進行的專題訪問所搜集得的資料。

目的

「綜合住戶統計調查」是一項自一九八一年八月開始持續進行的抽樣統計調查，旨在搜集有關勞動人口、就業、失業及就業不足的資料。另一方面，專題訪問是透過「綜合住戶統計調查」以非經常性的形式進行，目的是搜集政府各政策局與部門所需有關各類社會專題的特定統計資料。

本報告書所包括的專題

專題（訪問期間）

受僱於短期或短工時的僱傭合約的僱員
（二零零九年十月至十二月）

數字進位

由於四捨五入關係，統計表內個別項目的數字加起來可能與總數略有出入。

代號

本報告書內所用代號的含意如下：

‡ 由於抽樣誤差甚大，數目少於 1 000 的估計（包括數值為零的數字）或基於這些估計而編製的相關統計數字（如百分比和比率），在本報告書的統計表內不予公布。

曾出版的專題報告書

附錄四列出過往曾出版的本系列中各號專題報告書。

This is the fifty-fifth issue in a series of Special Topics Reports to present the results of the supplementary enquiries conducted via the General Household Survey (GHS).

Objective

The GHS is a continuous sample survey which has been conducted since August 1981. Its primary objective is to collect information on the labour force, employment, unemployment and underemployment. On the other hand, the supplementary enquiries attached to the GHS are conducted on an ad hoc basis to collect specified statistical data on a wide range of social topics required by Government bureaux and departments.

Topic included in this report

Topic (Enquiry period)

Employees engaged under employment contracts with short duration or working hours
(October to December 2009)

Rounding of figures

There may be a slight discrepancy between the sum of individual items and the total as shown in the tables owing to rounding.

Symbol

The following symbol is used throughout the report :

‡ Estimates less than 1 000 (including zero figures) and related statistics derived based on such estimates (e.g. percentages and rates) are not released due to very large sampling errors.

Previously published Special Topics Reports

The list of past Special Topics Reports published in this series is given in [Appendix 4](#).

統計調查結果摘要

Summary of survey findings

1. 政府統計處在二零零九年十月至十二月期間，透過「綜合住戶統計調查」進行一項「受僱於短期或短工時的僱傭合約的僱員」專題訪問，主要搜集有關受僱於短期或短工時合約的非政府機構僱員（下稱為「短期／短工時」僱員¹）的特徵及其工作機構給予他們的僱員福利資料。

2. 該項專題訪問的結果撮要如下。有關數字指在統計時（即二零零九年十月至十二月）的情況。

148 300 名在非政府機構工作而在統計時為其僱主連續工作少於四周及／或不是每周工作 18 小時或以上的非政府機構僱員（以下簡稱為「短期／短工時」僱員）

[專題訪問的主要結果詳見本報告書第 III 節第 3.2-3.11 段。]

- ◆ 有一點要留意，該 148 300 名「短期／短工時」僱員是按其在統計時在現職的服務期間及每周通常工作時數來界定，他們部分是剛在現職開始受僱並可能會繼續為其僱主工作並於較後時間成為「連續性合約」僱員¹。具體而言，在該 148 300 名「短期／短工時」僱員中，有 50 200 名僱員（33.9%）每周通常工作 18 小時或以上但截至統計時在現職工作少於四周，並預計會在現職連續工作四周或以上。倘若這些僱員在現職工作滿四周並且每周工作 18 小時或以上，便會成為「連續性合約」僱員。（表 3）

¹ 有關「連續性合約」僱員及「短期／短工時」僱員的定義，請參閱本報告書第 II 節第 2.4 段。

1. An enquiry “Employees engaged under employment contracts with short duration or working hours” was conducted by the Census and Statistics Department via the General Household Survey during October to December 2009, mainly to collect information on the characteristics of employees working in the non-government sector who were engaged under employment contracts with short duration or working hours (referred to as “SDWH” employees¹ hereafter) and the employment benefits provided to these employees.

2. The key findings of the enquiry are summarised below. They refer to the situation at the time of enumeration, i.e. October to December 2009.

148 300 employees in the non-government sector who worked for less than four weeks continuously for their employers and/or did not work at least 18 hours per week at the time of enumeration (referred to as “SDWH” employees hereafter)

[Please see paragraphs 3.2-3.11 in Section III of this report for details of the major findings.]

- ◆ It should be noted that those 148 300 “SDWH” employees are classified as such according to the length of service with their employers and usual hours of work per week in their present jobs at the time of enumeration. Some of them had just commenced employment in their present jobs and might subsequently have continued to work for their employers and become “continuous contract” employees¹ afterwards. In particular, among the 148 300 “SDWH” employees, there were 50 200 employees (33.9%) who usually worked 18 hours or more per week but for less than four weeks in their present jobs at the time of enumeration, and they expected to work continuously for four weeks or more in their present jobs. These employees would become “continuous contract” employees if they have completed four weeks’ service with at least 18 hours per

¹ Please refer to paragraph 2.4 in Section II of this report for the definitions of “continuous contract” employees and “SDWH” employees.

- ◆ 在 148 300 名「短期／短工時」僱員中，男性佔 51.8%，而女性則佔 48.2%。（表 1a）
 - ◆ 在所有在非政府機構工作的僱員中，「短期／短工時」僱員從事建造業的比例較高。同時，「短期／短工時」僱員任職為非技術工人與工藝及有關人員的比例亦較高。（表 1c 及 1d）
 - ◆ 「短期／短工時」僱員可享有《僱傭條例》下的某些保障及福利，例如工資保障、防止歧視職工會及放取法定假日等。他們亦受《僱員補償條例》、《強制性公積金計劃條例》及《最低工資條例》等所保障。
 - ◆ 儘管「短期／短工時」僱員並未符合資格享有現行《僱傭條例》下某些規定的僱員福利，但是項專題訪問發現有部分僱主酌情地給予他們該些福利。其中包括：
 - (a) 20.4%有法定假日薪酬（表 2c）；
 - (b) 24.6%有有薪年假（表 2d）；及
 - (c) 4.7%有年終酬金（表 2c）。
- week in their present jobs. (Table 3)
- ◆ Among the 148 300 “SDWH” employees, 51.8% were males and 48.2% were females. (Table 1a)
 - ◆ Among all employees working in the non-government sector, a higher proportion of “SDWH” employees were engaged in the construction sector. Meanwhile, a higher proportion of “SDWH” employees worked as workers in elementary occupations and craft and related workers. (Tables 1c and 1d)
 - ◆ “SDWH” employees are entitled to certain protection and benefits under the Employment Ordinance such as wage protection, protection against anti-union discrimination and granting of statutory holidays, etc. They are also protected by the Employees’ Compensation Ordinance, Mandatory Provident Fund Schemes Ordinance and Minimum Wage Ordinance, etc.
 - ◆ Although “SDWH” employees are not entitled to certain statutory employment benefits stipulated under the Employment Ordinance, some of them were found to have been granted such benefits on a discretionary basis by their employers. These included :
 - (a) 20.4% had statutory holiday pay (Table 2c);
 - (b) 24.6% had paid annual leave (Table 2d); and
 - (c) 4.7% had end of year payment (Table 2c).

統計表目錄表

List of tables

頁數 *Page*

表 1	按下列變量／分類劃分的非政府機構僱員數目：	Table 1	Employees in the non-government sector by :	
	a. 年齡／性別及僱員類別		a. age/sex and type of employees	13
	b. 教育程度及僱員類別		b. educational attainment and type of employees	14
	c. 行業及僱員類別		c. industry and type of employees	15
	d. 職業及僱員類別		d. occupation and type of employees	16
	e. 薪金基制及僱員類別		e. mode of salary payment and type of employees	17
表 2	按下列變量／分類劃分的在非政府機構工作的「短期／短工時」僱員數目：	Table 2	“SDWH” employees working in the non-government sector by :	
	a. 平均每日就業收入		a. average daily employment earnings	18
	b. 在現職的服務期間及每周通常工作時數		b. length of service and usual hours of work per week in the present job	19
	c. 在現職有否法定假日薪酬／年終酬金		c. whether they had statutory holiday pay/end of year payment in the present job	20
	d. 在現職有否有薪年假／有薪年假日數		d. whether they had paid annual leave in the present job/annual leave entitlement	21
表 3	按預計在現職會否連續工作四周或以上／預計在現職工作少於四周的主要原因劃分的統計時在非政府機構工作少於四周並且每周通常工作不少於十八小時的「短期／短工時」僱員數目	Table 3	“SDWH” employees working in the non-government sector who worked for less than 4 weeks and at least 18 hours per week usually at the time of enumeration by whether they expected to work continuously for 4 weeks or more in the present job/main reason for not doing so	22

頁數 *Page*

表 4	按下列變量／分類劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員數目：	Table 4	“SDWH” employees working in the non-government sector who usually worked less than 18 hours per week in the present job by :	
a.	每周沒有工作較長時數的主要原因	a.	main reason for not working longer hours per week	23
b.	年齡／性別	b.	age/sex	24
c.	教育程度	c.	educational attainment	25
d.	行業	d.	industry	26
e.	職業	e.	occupation	27
f.	薪金基制	f.	mode of salary payment	28
g.	平均每日就業收入	g.	average daily employment earnings	29
h.	在現職有否法定假日薪酬／年終酬金	h.	whether had statutory holiday pay/end of year payment in that job	30
i.	在現職有否有薪年假／有薪年假日數	i.	whether had paid annual leave in that job/annual leave entitlement	31
表 A2.1	按就業人數劃分的有聘用「短期／短工時」僱員的機構單位數目	Table A2.1	Number of establishments with “SDWH” employees by number of persons engaged	40
表 A2.2	按行業主類及僱員類別劃分的平均每小時工資	Table A2.2	Average hourly wage by industry section and type of employees	41
表 A2.3	按提供予「短期／短工時」僱員的僱員福利劃分有聘用「短期／短工時」僱員的機構單位數目	Table A2.3	Number of establishments with “SDWH” employees by type of benefit provided to “SDWH” employees	42

受僱於短期或短工時的僱傭合約的僱員

Employees engaged under employment contracts with short duration or working hours

I 引言

1.1 政府統計處在二零零九年十月至十二月期間，透過「綜合住戶統計調查」進行一項有關受僱於短期或短工時的僱傭合約的僱員的專題訪問，以搜集有關在非政府機構工作的「短期／短工時」僱員（請參閱下文第 2.4 段的定義）的特徵及其工作機構給予他們的僱員福利資料¹。

1.2 類似有關在非政府機構工作的「短期／短工時」僱員的專題訪問曾於二零零一年七月至九月及二零零六年一月至三月期間進行。

1.3 在經科學方法抽選的樣本內，約 10 000 個住戶接受了訪問，回應率為 84%。是項專題訪問主要透過以下兩方面的問題，搜集所需資料：

I Introduction

1.1 An enquiry on employees engaged under employment contracts with short duration or working hours was conducted by the Census and Statistics Department via the General Household Survey during October to December 2009 to collect information on the characteristics of “SDWH” employees working in the non-government sector (please see paragraph 2.4 below for definition) and the employment benefits provided to these employees¹.

1.2 Similar enquiries on “SDWH” employees working in the non-government sector were conducted during July to September 2001 and January to March 2006.

1.3 About 10 000 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 84%. This enquiry mainly collected the required information through questions on the following two aspects:

¹ 除《僱傭條例》指明不適用的人士類別外，所有僱員，包括「短期／短工時」僱員（關於「連續性合約」及「短期／短工時」僱員的定義，請參閱下文第 2.4 段）在內，不論其受僱期及每周工作時數的長短，均受到《僱傭條例》就工資的支付、扣除工資的限制、法定假日的享用、及防止歧視職工會等的保障；此外，他們亦受《僱員補償條例》、《強制性公積金計劃條例》及《最低工資條例》等條例的保障。另一方面，「連續性合約」僱員在符合《僱傭條例》訂明的相關條件的情況下，還可享有其他僱傭福利，例如休息日、有薪法定假日及年假、疾病津貼、遣散費及長期服務金等。

¹ Except for those few categories of people to whom the Employment Ordinance does not apply, all employees, including “SDWH” employees (please see paragraph 2.4 below for the definitions of “continuous contract” and “SDWH” employees), irrespective of their duration of employment and hours of work per week, are protected by the Employment Ordinance in areas such as payment of wages, restriction on deductions from wages, entitlement to statutory holidays and protection against anti-union discrimination, etc. Moreover, they are also protected by the Employees’ Compensation Ordinance, Mandatory Provident Fund Schemes Ordinance and Minimum Wage Ordinance, etc. On the other hand, subject to meeting certain requirements as specified in the Employment Ordinance, “continuous contract” employees are further entitled to other employment benefits, such as rest days, paid statutory holidays and annual leave, sickness allowance, severance payment and long service payment, etc.

受僱於短期或短工時的僱傭合約的僱員

- (甲) 用以界定在非政府機構工作的「連續性合約」僱員及「短期／短工時」僱員的問題；及
- (乙) 有關僱主現時給予在非政府機構工作的「短期／短工時」僱員的福利的問題。

- (A) questions to identify “continuous contract” and “SDWH” employees working in the non-government sector; and
- (B) questions on existing employment benefits provided to “SDWH” employees working in the non-government sector by their employers.

1.4 在(甲)部中，在該些接受訪問的住戶內，對於在「綜合住戶統計調查」核心部分中被界定為在非政府機構工作的僱員，統計員主要按他們在統計時在現職的每周通常工作時數及服務期間等資料分辨他們為非政府機構的「短期／短工時」僱員或「連續性合約」僱員。

1.4 In Part (A), all persons in the successfully enumerated households identified to be employees working in the non-government sector through the core part of the General Household Survey were classified as “SDWH” or “continuous contract” employees in the non-government sector, mainly based on information on the usual hours of work per week and the length of service with their employers in the present job at the time of enumeration.

1.5 在(乙)部中，統計員詢問所有在非政府機構工作的「短期／短工時」僱員在現職是否有法定假日薪酬、年終酬金及有薪年假；若有，其有薪年假日數。

1.5 In Part (B), all “SDWH” employees working in the non-government sector were asked whether they had statutory holiday pay, end of year payment and paid annual leave in the present job and if so, their annual leave entitlement.

1.6 有關在非政府機構工作的「連續性合約」僱員及「短期／短工時」僱員的人口、社會及經濟特徵（例如年齡、性別及其從事的行業和職業）的詳細分析，在「綜合住戶統計調查」的架構下進行。

1.6 Detailed analysis of the demographic and socio-economic characteristics (e.g. age, sex and industry and occupation in which they were engaged) of “continuous contract” employees and “SDWH” employees working in the non-government sector was made under the framework of the General Household Survey.

1.7 根據從受訪住戶所搜集得的資料，可推論全港人口的有關情況。有關統計調查所涵蓋的範圍，請參閱本報告書附錄一「統計調查方法」的部分。

1.7 Based on information collected from the interviewed households, the situation relating to the entire population in Hong Kong can be inferred. Please see the part on “Survey methodology” in Appendix 1.

1.8 除了是次專題訪問外，政府統計處亦透過一項「有關由僱主提供的僱員福利統計調查」，向機構單位搜集了一些有關「連續性合約」僱員及「短期／短工時」僱員的聘用及工資數據。本報告書附錄二列載有關該統計調查的主要結果，以供參考。

1.8 Apart from this enquiry, a “Survey on Provision of Employment Benefits by Employers” has also been conducted to collect information on the employment of and payment of wages to “continuous contract” and “SDWH” employees from establishments. The key findings of the survey are at Appendix 2 of this report for reference.

II 概念及定義

2.1 就是項專題訪問而言，「**僱員**」是指為賺取工資、薪金、佣金、小費或實物津貼而為僱主工作的15歲及以上人士，包括家庭傭工和支薪家庭從業員。就是項專題訪問而言，外發工並不包括在內。此外，僱員是指在非政府機構（例如私營機構、補助機構及法定組織）工作的僱員。

2.2 「**每周通常工作時數**」是指僱員每周通常為其僱主工作的時數，包括通常超時工作及在工作地點的全部有薪及無薪的工作時數，但用膳時間則不包括在內。

2.3 若某人做多過一份工作，在統計時佔他／她最多時間的工作算作其**主業**，其他工作則視為其兼職。在是項專題訪問中，若一名僱員在統計時做多過一份工作，現職是指他／她的主業而言。

2.4 就是項專題訪問而言，「**連續性合約**」**僱員**是指在統計時已為其僱主連續工作四周或以上並且每周工作不少於18小時的非政府機構僱員。另一方面，「**短期／短工時**」**僱員**是指在統計時為其僱主連續工作少於四周及／或不是每周工作18小時或以上的非政府機構僱員，亦包括一些在統計時在現職為其僱主連續工作四周或以上，而通常（但並非連續）每周工作18小時或以上的僱員。有一點要留意，這些「**短期／短工時**」僱員是按其在統計時在現職的服務期間及每周工作時數來界定，他們部分可能會繼續為其僱主工作並於較後時間成為「**連續性合約**」僱員。

II Concepts and definitions

2.1 For the purpose of the enquiry, '**employees**' refer to persons aged 15 and over who work for an employer for wage, salary, commission, tips or payment in kind, including domestic helpers and paid family workers. For the purpose of this enquiry, outworkers are excluded. Moreover, employees refer to those working in the non-government sector, such as the private sector, subvented organisations and statutory bodies.

2.2 '**Usual hours of work per week**' refer to the number of hours which an employee usually works for his/her employer each week, including usual overtime work. All paid and unpaid hours of work at the place of work are included, but meal breaks are excluded.

2.3 For a person with more than one job, the job on which he/she spends most of his/her time at the time of enumeration is regarded as his/her **main employment**. All other jobs are regarded as secondary employment. In this enquiry, the present job refers to the main employment of an employee if he/she has more than one job at the time of enumeration.

2.4 For the purpose of the enquiry, "**continuous contract**" **employees** refer to those in the non-government sector who have worked continuously for the same employer for four weeks or more at the time of enumeration, with at least 18 hours in each week. On the other hand, "**SDWH**" **employees** refer to those employees in the non-government sector who worked for less than four weeks continuously for their employers at the time of enumeration *and/or* did not work at least 18 hours per week. They also include those who have worked continuously for their employers for four weeks or more and usually worked at least 18 hours per week (but not continuously) in their present job at the time of enumeration. It should be noted that these "**SDWH**" employees are classified as such according to the length of service with their employers and hours of work per week in their present jobs *at the time of enumeration*. Some of them might subsequently have continued to work for their employers and become "continuous contract" employees afterwards.

2.5 「**年終酬金**」是指根據僱傭合約訂明每年發放的酬金，包括雙糧、第13個月糧、年終花紅等，但不包括屬賞贈性質及隨僱主酌情發放的款項。

2.6 有關本專題訪問所採用的用語及定義的詳細描述，列載於附錄三。

2.5 '**End of year payment**' means any annual payment (including double pay, 13th month payment and end of year bonus) of a contractual nature. It does not include any payment which is of a gratuitous nature or which is payable at the discretion of the employer.

2.6 A detailed description of the terms and definitions used in this enquiry is in Appendix 3.

III 專題訪問的主要結果

3.1 在統計時估計約有 2 873 200 名僱員在非政府機構工作。在該 2 873 200 名非政府機構僱員中，約 2 724 900 人（94.8%）是「連續性合約」僱員，即在統計時在現職已為其僱主連續工作四周或以上並且每周工作不少於 18 小時的僱員。其餘 148 300 名僱員（5.2%）則是「短期／短工時」僱員，包括：

- (i) 56 300 名（2.0%）每周通常工作少於 18 小時的僱員（不論他們在統計時為其僱主服務的期間多久）；
- (ii) 75 800 名（2.6%）每周通常工作 18 小時或以上但截至統計時在現職工作少於四周的僱員。當中包括 50 200 名（1.7%）預計會在現職連續工作四周或以上的僱員，但由於在統計時他們在其現職工作未達四周，故此在本專題訪問中，這 50 200 名僱員沒有被界定為「連續性合約」僱員。倘若這 50 200 名僱員在現職工作滿四周並且每周工作 18 小時或以上，便會成為「連續性合約」僱員。另一方面，其餘 25 600 名（0.9%）僱員預計不會在現職連續工作四周或以上；以及
- (iii) 16 200 名（0.6%）在統計時在現職為其僱主連續工作四周或以上，而通常（但並非連續）每周工作 18 小時或以上的僱員。

（表 1a，2b 及 3）

III Major findings of the enquiry

3.1 It was estimated that some 2 873 200 employees worked in the non-government sector at the time of enumeration. Of the 2 873 200 employees in the non-government sector, some 2 724 900 (94.8%) were “continuous contract” employees, i.e. those who had worked continuously for their employers for four weeks or more with at least 18 hours per week in the present job at the time of enumeration. The remaining 148 300 employees (5.2%) were “SDWH” employees. They comprised:

- (i) some 56 300 employees (2.0%) who usually worked less than 18 hours per week (irrespective of the length of service with their employers at the time of enumeration);
- (ii) 75 800 employees (2.6%) who usually worked 18 hours or more per week but for less than four weeks in the present job at the time of enumeration, of which 50 200 employees (1.7%) expected that they would work continuously for four weeks or more in the present job. Despite this, these 50 200 employees were not classified as “continuous contract” employees in this enquiry as they had not worked in the present job for at least four weeks at the time of enumeration. These 50 200 employees would become “continuous contract” employees if they have completed four weeks’ service with at least 18 hours per week in their present jobs. On the other hand, the remaining 25 600 employees (0.9%) did not expect themselves to work continuously for four weeks or more in the present job; and
- (iii) 16 200 employees (0.6%) who had worked continuously for their employers for four weeks or more and usually worked at least 18 hours per week (but not continuously) in the present job at the time of enumeration.

(Tables 1a, 2b and 3)

甲. 有關在非政府機構工作的「短期／短工時」僱員的分析

A. Analysis on “SDWH” employees working in the non-government sector

甲一. 人口、社會及經濟特徵

A1. Demographic and socio-economic characteristics

年齡

Age

3.2 在非政府機構工作的 148 300 名「短期／短工時」僱員中，40 歲至 49 歲人士佔 25.5%，50 歲至 59 歲人士則佔 23.0%。在各年齡組別的僱員中，年齡介乎 15 歲至 19 歲的僱員有較大比例為「短期／短工時」僱員。15 歲至 19 歲僱員屬於「短期／短工時」僱員的比率為 24.4%，而其他年齡組別僱員的相應比率則介乎 3.4%與 7.8%。所有「短期／短工時」僱員的年齡中位數為 42 歲，較所有非政府機構僱員的年齡中位數（39 歲）為高。（表 1a）

3.2 Of the 148 300 “SDWH” employees working in the non-government sector, 25.5% were aged 40-49 and another 23.0% were aged 50-59. Among employees in different age groups, those aged 15-19 had the largest proportion of being “SDWH” employees. The rate of employees aged 15-19 being “SDWH” employees was 24.4%, as compared with the range of 3.4%-7.8% for employees in other age groups. The median age of all “SDWH” employees was 42, higher than that of 39 for all employees in the non-government sector. (Table 1a)

性別

Sex

3.3 按性別分析，在所有「短期／短工時」僱員中，男性佔 51.8%，而女性則佔 48.2%。非政府機構的男性僱員屬於「短期／短工時」僱員的比率為 5.5%，較女性僱員的相應比率 4.8%高。（表 1a）

3.3 Analysed by sex, 51.8% of “SDWH” employees were males and 48.2% were females. Male employees in the non-government sector had a higher rate of being “SDWH” employees (5.5%) as compared with their female counterpart (4.8%). (Table 1a)

教育程度

Educational attainment

3.4 在該 148 300 名「短期／短工時」僱員中，逾半（56.5%）具中學或預科教育程度，另 18.9%則具小學教育程度。此外，未受教育或具學前教育程度的「短期／短工時」僱員佔「短期／短工時」僱員總數的 2.0%。（表 1b）

3.4 Over half (56.5%) of the 148 300 “SDWH” employees had secondary or sixth-form education, and another 18.9% had primary education. Those with no schooling or at pre-primary education level accounted for 2.0% of the total number of “SDWH” employees. (Table 1b)

行業

Industry

3.5 在該 148 300 名「短期／短工時」僱員中，最大比例是從事建造業（25.6%）。緊隨其後的是公共行政、社會及個人服務業（24.4%）與零售、住宿及膳食服務業（22.4%）。從事建造業的僱員屬於「短期／短工時」僱員的比率亦最高，達 16.8%；而從事其他主要行業類別的僱員的相應比率則介乎 2.5%與 6.6%。（表 1c）

3.5 Of the 148 300 “SDWH” employees, the largest proportion worked in the construction sector (25.6%). This was closely followed by the public administration, social and personal services sector (24.4%) and the retail, accommodation and food services sector (22.4%). Employees in the construction sector also had the highest rate of being “SDWH” employees, at 16.8%, as compared with the range of 2.5%-6.6% for employees in other major industry sectors. (Table 1c)

職業

3.6 按職業分析，在 148 300 名「短期／短工時」僱員中，非技術工人佔 32.8%，而工藝及有關人員則佔 18.7%。這兩組人士中屬於「短期／短工時」僱員的比率亦最高，工藝及有關人員的比率為 13.2%，而非技術工人的比率則為 7.5%。（表 1d）

甲二. 工作情況*薪金基制*

3.7 在非政府機構工作的 148 300 名「短期／短工時」僱員中，按月或按周計算就業收入的僱員只有 31.1%，較所有非政府機構僱員中相應的比例（87.9%）明顯為低。另一方面，逾三分之二（67.2%）的「短期／短工時」僱員是日薪或時薪制僱員，遠高於所有非政府機構僱員中相應的比例（10.8%）。時薪制的僱員屬於「短期／短工時」僱員的比率最高，達 40.8%。其次為日薪制的僱員（27.7%）及件工制的僱員（6.6%）。（表 1e）

平均每日就業收入

3.8 在該 148 300 名「短期／短工時」僱員中，30.1% 的平均每日就業收入少於 200 元；18.2% 收入為 200 元至 299 元；16.7% 收入為 300 元至 399 元；及 11.0% 收入則為 400 元至 499 元。（表 2a）

Occupation

3.6 Analysed by occupation, 32.8% of the 148 300 “SDWH” employees were workers in elementary occupations and 18.7% were craft and related workers. These two groups of persons also had the highest rates of being “SDWH” employees, at 13.2% for craft and related workers and 7.5% for workers in elementary occupations. (Table 1d)

A2. Working conditions*Mode of salary payment*

3.7 Of the 148 300 “SDWH” employees working in the non-government sector, only 31.1% had their employment earnings being calculated on a monthly or weekly basis, distinctly smaller than the corresponding proportion of 87.9% for all employees in the non-government sector. On the other hand, over two-thirds (67.2%) of the “SDWH” employees were daily or hourly-rated, much larger than that of 10.8% for all employees in the non-government sector. The rate of being “SDWH” employees was the highest for hourly-rated employees (40.8%), followed by daily-rated employees (27.7%) and piece-rated employees (6.6%). (Table 1e)

Average daily employment earnings

3.8 Among those 148 300 “SDWH” employees, 30.1% had an average daily employment earnings of less than \$200; 18.2%, \$200-\$299; 16.7%, \$300-\$399; and 11.0%, \$400-\$499. (Table 2a)

在現職的服務期間及每周通常工作時數

3.9 在該 148 300 名「短期／短工時」僱員中，逾半（81 400 人或 54.9%）於統計時在現職工作少於四周，22.2% 工作了四周至少於一年，17.3% 工作了一年至少於五年，而 5.6% 則工作了五年或以上。於統計時在現職工作少於四周的 81 400 名「短期／短工時」僱員中，約 75 800 人每周通常工作 18 小時或以上，佔所有非政府機構的「短期／短工時」僱員的 51.1%。此外，另有 56 300 名「短期／短工時」僱員（37.9%）在現職每周通常工作少於 18 小時，當中超過五分之二（45.8%）於統計時在現職工作了一年或以上。（表 2b）

Length of service and usual hours of work per week in the present job

3.9 Of the 148 300 “SDWH” employees, over half (81 400 persons or 54.9%) had worked in the present job for less than four weeks at the time of enumeration; 22.2%, four weeks to less than one year; 17.3%, one to less than five years; and 5.6%, five years or more. Among those 81 400 “SDWH” employees who worked for less than four weeks in the present job at the time of enumeration, some 75 800 usually worked 18 hours or more per week, constituting 51.1% of all “SDWH” employees in the non-government sector. On the other hand, there were 56 300 “SDWH” employees (37.9%) working less than 18 hours per week usually in the present job, over two-fifths of whom (45.8%) had worked for one year or longer in the present job at the time of enumeration. (Table 2b)

甲三. 僱員福利*在現職有否法定假日薪酬／年終酬金*

3.10 儘管「短期／短工時」僱員並未符合資格享有現行《僱傭條例》下某些規定的僱員福利，但是項專題訪問發現有部分僱主酌情地給予他們該些福利。在非政府機構工作的 148 300 名「短期／短工時」僱員中，約 30 300 人（20.4%）表示在現職其僱主有給予他們法定假日薪酬，而 7 000 人（4.7%）則有年終酬金。（表 2c）

A3. Employment benefits*Whether had statutory holiday pay/end of year payment in the present job*

3.10 Although “SDWH” employees are not entitled to certain statutory employment benefits stipulated under the Employment Ordinance, some of them were found to have been granted such benefits on a discretionary basis by their employers. Of the 148 300 “SDWH” employees working in the non-government sector, some 30 300 persons (20.4%) indicated that they had been granted statutory holiday pay in their present jobs by their employers and 7 000 persons (4.7%) had been granted end of year payment. (Table 2c)

在現職有否有薪年假／有薪年假日數

3.11 此外，約 36 400 名（24.6%）在非政府機構工作的「短期／短工時」僱員表示在現職其僱主有給予他們有薪年假。當中大部分（78.1%）有一天至七天的有薪年假，16.9% 有 8 天至 14 天，而 5.1% 則有 15 天或以上。（表 2d）

Whether had paid annual leave in the present job/annual leave entitlement

3.11 Also, some 36 400 (24.6%) “SDWH” employees in the non-government sector had been granted paid annual leave by their employers in the present job. Among them, the majority (78.1%) had an annual leave of one to seven days; 16.9%, 8-14 days; and 5.1%, 15 days or more. (Table 2d)

乙. 有關在現職每周通常工作少於18小時
在非政府機構工作的「短期／短工時」
僱員的分析

3.12 在非政府機構工作的 148 300 名「短期／短工時」僱員中，約 56 300 人（37.9%）在現職每周通常工作少於18小時。他們佔在統計時所有非政府機構僱員的 2.0%。（表 1a 和 2b）

每周沒有工作較長時數的主要原因

3.13 在現職每周通常工作少於 18 小時的 56 300 名在非政府機構工作的「短期／短工時」僱員中，約四分之三表示他們因個人原因而沒有工作較長時數，包括 36.0%表示他們因要料理家務或在家照顧住戶成員（包括兒童、長者或傷病成員），26.2%要求學，10.9%因健康問題／年老及 2.7%因無經濟需要。另 17.3%則因未能找到較長時數的工作（12.4%）或「行業的傳統／公司的常規／公司的業務安排」（4.9%）而未能工作較長時數。另一個提及的原因為公司工作量不足（3.3%）。（表 4a）

乙一. 人口、社會及經濟特徵*年齡*

3.14 在該 56 300 名每周通常工作少於18小時的「短期／短工時」僱員中，50 歲至 59 歲人士佔 28.4%，40 歲至 49 歲人士佔 23.7%，而 20 歲至 29 歲人士則佔 21.3%。整體而言，該 56 300 名僱員的年齡中位數為 43 歲。在各年齡組別的僱員中，年齡介乎 15 歲至 19 歲的僱員有較大比例為每周通常工作少於 18 小時的「短期／短工時」僱員。他們屬於該類僱員的比率為 14.5%，而其他年齡組別僱員的相應比率則介乎 0.8%與 3.2%。（表 4b）

B. Analysis on “SDWH” employees
working in the non-government sector
who usually worked less than 18 hours
per week in the present job

3.12 Of the 148 300 “SDWH” employees working in the non-government sector, some 56 300 (37.9%) usually worked less than 18 hours per week in the present job. They represented about 2.0% of all employees working in the non-government sector at the time of enumeration. (Tables 1a and 2b)

*Main reason for not working longer hours
per week*

3.13 Of the 56 300 “SDWH” employees working in the non-government sector who usually worked less than 18 hours per week in the present job, about three quarters of them did not work longer hours for personal reasons, including 36.0% who had to take care of housework or household members (including children, older persons, disabled or sick members) at home, 26.2% for educational pursuit, 10.9% due to health problem/old age and 2.7% having no financial need. Another 17.3% did so either because they could not find job of longer working hours (12.4%) or due to “custom of trade/norm of company/business arrangement of company” (4.9%). Another cited reason was slack work in company (3.3%). (Table 4a)

B1. Demographic and socio-economic characteristics*Age*

3.14 Among those 56 300 “SDWH” employees who usually worked less than 18 hours per week in the present job, 28.4% were aged 50-59; 23.7% were aged 40-49; and another 21.3% were aged 20-29. For all the 56 300 employees taken together, the median age was 43. Among employees in different age groups, those aged 15-19 had the largest proportion of being “SDWH” employees who usually worked less than 18 hours per week. Their rate of being so was 14.5%, as compared with 0.8%-3.2% for employees in other age groups. (Table 4b)

性別

3.15 按性別分析，在該 56 300 名每周通常工作少於 18 小時的「短期／短工時」僱員中，大部分（76.3%）是女性，而男性則佔 23.7%。與男性比較，非政府機構的女性僱員有較大比例為每周通常工作少於 18 小時的「短期／短工時」僱員。女性僱員屬於該類僱員的比率為 2.9%，而男性僱員的相應比率則為 1.0%。（表 4b）

Sex

3.15 Analysed by sex, the majority of those 56 300 “SDWH” employees who usually worked less than 18 hours per week in the present job were females (76.3%) and 23.7% were males. Compared with their male counterparts, female employees in the non-government sector also had a higher rate of being “SDWH” employees who usually worked less than 18 hours per week. The rate for female employees being so was 2.9%, compared with the figure of 1.0% for males. (Table 4b)

教育程度

3.16 在該 56 300 名每周通常工作少於 18 小時的「短期／短工時」僱員中，具中學或預科教育程度的僱員佔 45.7%，另 19.0% 具專上教育學位教育程度。此外，未受教育或具學前教育程度的「短期／短工時」僱員佔每周通常工作少於 18 小時的「短期／短工時」僱員數目的 2.7%。（表 4c）

Educational attainment

3.16 Among those 56 300 “SDWH” employees who usually worked less than 18 hours per week in the present job, 45.7% had secondary or sixth-form education, and another 19.0% had post-secondary degree education. Those with no schooling or at pre-primary education level accounted for 2.7% of the number of “SDWH” employees who usually worked less than 18 hours per week. (Table 4c)

行業

3.17 按行業分析，每周通常工作少於 18 小時的「短期／短工時」僱員主要從事公共行政、社會及個人服務業（佔該 56 300 名僱員的 41.6%）與零售、住宿及膳食服務業（24.6%）。在各行業中，從事公共行政、社會及個人服務業的僱員屬於每周通常工作少於 18 小時的「短期／短工時」僱員的比率亦最高，達 3.4%，其次是零售、住宿及膳食服務業（2.7%）。而從事其他行業類別的僱員的相應比率則約為 1%。（表 4d）

Industry

3.17 Analysed by industry, “SDWH” employees who usually worked less than 18 hours per week were mostly engaged in the public administration, social and personal services sector (41.6% of those 56 300 employees) and the retail, accommodation and food services sector (24.6%). Among various industries, employees in the public administration, social and personal services sector also had the highest rate of being “SDWH” employees who worked less than 18 hours per week, at 3.4%, followed by the retail, accommodation and food services sector (2.7%). The corresponding rates for employees in other industry sectors hovered around 1%. (Table 4d)

職業

3.18 在該 56 300 名每周通常工作少於 18 小時的「短期／短工時」僱員中，接近五分之一（37.1%）是非技術工人。其次是服務工作及商店銷售人員（21.1%）、文員（18.4%）和經理及行政級人員與專業及輔助專業人員（18.4%）。在各類職業中，非技術工人屬於每周通常工作少於 18 小時的「短期／短工時」僱員的比率亦最高，達 3.2%；緊隨其後的是服務工作及商店銷售人員（2.8%）。（表 4e）

乙二. 工作情況*薪金基制*

3.19 在非政府機構每周通常工作少於 18 小時的 56 300 名「短期／短工時」僱員中，月薪或周薪制的僱員佔 22.8%，而日薪制的僱員則佔 20.2%。有較大比例的僱員（56.2%）是按時數計算就業收入。時薪制的僱員屬於每周通常工作少於 18 小時的「短期／短工時」僱員的比率亦最高，達 30.0%。（表 4f）

平均每日就業收入

3.20 在該 56 300 名每周通常工作少於 18 小時的「短期／短工時」僱員中，約 54.5% 的平均每日就業收入少於 200 元；17.0% 收入為 200 元至 299 元；及 12.7%，收入則為 500 元或以上。（表 4g）

Occupation

3.18 Nearly two-fifths (37.1%) of those 56 300 “SDWH” employees who usually worked less than 18 hours per week in the present job were workers in elementary occupations. This was followed by service workers and shop sales workers (21.1%), clerks (18.4%) and managers and administrators, professionals and associate professionals (18.4%). Among various occupations, the rate of being “SDWH” employees who worked less than 18 hours per week was also the highest for workers in elementary occupations (at 3.2%), closely followed by service workers and shop sales workers (2.8%). (Table 4e)

B2. Working conditions*Mode of salary payment*

3.19 Of those 56 300 “SDWH” employees working in the non-government sector who usually worked less than 18 hours per week, some 22.8% were monthly or weekly-rated and another 20.2% were daily-rated. A much larger proportion (56.2%) had their employment earnings being calculated on an hourly basis. The rate of being “SDWH” employees who usually worked less than 18 hours per week was also the highest for hourly-rated employees, at 30.0%. (Table 4f)

Average daily employment earnings

3.20 Some 54.5% of those 56 300 “SDWH” employees who usually worked less than 18 hours per week in the present job had an average daily employment earnings of less than \$200; 17.0%, \$200-\$299; and 12.7%, \$500 or above. (Table 4g)

乙三. 僱員福利

在現職有否法定假日薪酬／年終酬金

3.21 每周通常工作少於 18 小時的 56 300 名「短期／短工時」僱員中，約 5 800 人（10.3%）表示在現職其僱主有給予他們法定假日薪酬，而 1 400 人（2.5%）則有年終酬金。（表 4h）

在現職有否有薪年假／有薪年假日數

3.22 此外，在該 56 300 名「短期／短工時」僱員中，約 4 600 人（8.1%）表示在現職其僱主有給予他們有薪年假。當中 66.4% 有一天至七天的有薪年假。（表 4i）

B3. Employment benefits

Whether had statutory holiday pay/end of year payment in the present job

3.21 Of those 56 300 “SDWH” employees who usually worked less than 18 hours per week, some 5 800 (10.3%) indicated that they had been granted statutory holiday pay in the present job by their employers and 1 400 (2.5%) had been granted end of year payment. (Table 4h)

Whether had paid annual leave in the present job/annual leave entitlement

3.22 Also, some 4 600 (8.1%) of those 56 300 “SDWH” employees had paid annual leave in the present job. Among them, 66.4% had an annual leave of one to seven days. (Table 4i)

表 1a 按年齡／性別及僱員類別[@]劃分的非政府機構僱員數目
Table 1a Employees in the non-government sector by age/sex and type of employees[@]

	「連續性合約」僱員 “Continuous contract” employees			「短期／短工時」僱員 “SDWH” employees			合計 Overall		
	人數 No. of persons (‘000)	百分比 %	比率** Rate**	人數 No. of persons (‘000)	百分比 %	比率** Rate**	人數 No. of persons (‘000)	百分比 %	比率** Rate**
年齡組別／性別 Age group/Sex									
年齡組別 Age group									
15 – 19	27.1	1.0	75.6	8.7	5.9	24.4	35.8	1.2	100.0
20 – 29	627.8	23.0	95.1	32.3	21.8	4.9	660.1	23.0	100.0
30 – 39	766.7	28.1	96.6	26.8	18.1	3.4	793.4	27.6	100.0
40 – 49	741.2	27.2	95.1	37.8	25.5	4.9	779.1	27.1	100.0
50 – 59	460.9	16.9	93.1	34.1	23.0	6.9	495.0	17.2	100.0
≥ 60	101.3	3.7	92.2	8.5	5.7	7.8	109.8	3.8	100.0
年齡中位數 (歲) Median age (years)		38			42			39	
性別 Sex									
男 Male	1 315.7	48.3	94.5	76.9	51.8	5.5	1 392.6	48.5	100.0
女 Female	1 409.2	51.7	95.2	71.4	48.2	4.8	1 480.6	51.5	100.0
合計 Overall	2 724.9	100.0	94.8	148.3	100.0	5.2	2 873.2	100.0	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

** 在個別年齡／性別組別內佔所有非政府機構僱員的百分比。以所有十五歲至十九歲非政府機構僱員為例，75.6%為「連續性合約」僱員。

Notes : [@] The classification of “continuous contract” employees and “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** As a percentage of all employees in the non-government sector in the respective age/sex groups. For example, among all employees in the non-government sector aged 15-19, 75.6% were “continuous contract” employees.

表 1b 按教育程度及僱員類別[@]劃分的非政府機構僱員數目
Table 1b Employees in the non-government sector by educational attainment and type of employees[@]

教育程度 Educational attainment	「連續性合約」僱員 “Continuous contract” employees			「短期／短工時」僱員 “SDWH” employees			合計 Overall		
	人數 No. of persons ('000)	百分比 %	比率** Rate**	人數 No. of persons ('000)	百分比 %	比率** Rate**	人數 No. of persons ('000)	百分比 %	比率** Rate**
未受教育／學前教育 No schooling/ pre-primary	23.1	0.8	88.8	2.9	2.0	11.2	26.1	0.9	100.0
小學 Primary	283.2	10.4	91.0	28.0	18.9	9.0	311.3	10.8	100.0
中學／預科 [#] Secondary/ sixth-form [#]	1 542.4	56.6	94.8	83.8	56.5	5.2	1 626.2	56.6	100.0
專上教育 Post-secondary									
- 非學位 non-degree	233.0	8.5	94.4	13.9	9.4	5.6	246.9	8.6	100.0
- 學位 degree	643.1	23.6	97.0	19.7	13.3	3.0	662.8	23.1	100.0
合計 Overall	2 724.9	100.0	94.8	148.3	100.0	5.2	2 873.2	100.0	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

Notes: [@] The classification of “continuous contract” employees and “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別教育程度組別內佔所有非政府機構僱員的百分比。以所有未受教育或具學前教育程度的非政府機構僱員為例，88.8%為「連續性合約」僱員。

** As a percentage of all employees in the non-government sector in the respective educational attainment groups. For example, among all employees in the non-government sector with no schooling or pre-primary education, 88.8% were “continuous contract” employees.

[#] 具中學教育程度的人士包括具中一至中五教育程度的人士，而具預科教育程度的人士則包括具中六及中七教育程度的人士。

[#] Persons who have attained secondary education include those with Secondary 1 to Secondary 5 educational attainment while persons who have attained sixth-form education include those with Secondary 6 to Secondary 7 educational attainment.

表 1c 按行業及僱員類別[@]劃分的非政府機構僱員數目
Table 1c Employees in the non-government sector by industry and type of employees[@]

行業 Industry	「連續性合約」僱員 “Continuous contract” employees			「短期／短工時」僱員 “SDWH” employees			合計 Overall		
	人數 No. of persons ('000)	百分比 %	比率** Rate**	人數 No. of persons ('000)	百分比 %	比率** Rate**	人數 No. of persons ('000)	百分比 %	比率** Rate**
製造 Manufacturing	117.6	4.3	96.9	3.7	2.5	3.1	121.3	4.2	100.0
建造 Construction	187.4	6.9	83.2	37.9	25.6	16.8	225.4	7.8	100.0
進出口貿易及批發 Import/export trade and wholesale	444.1	16.3	97.5	11.3	7.6	2.5	455.4	15.8	100.0
零售、住宿及膳食服務 Retail, accommodation and food services	469.3	17.2	93.4	33.3	22.4	6.6	502.5	17.5	100.0
運輸、倉庫、郵政及速遞服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications	308.8	11.3	97.1	9.4	6.3	2.9	318.2	11.1	100.0
金融、保險、地產、專業及商用服務 Financing, insurance, real estate, professional and business services	526.2	19.3	97.0	16.0	10.8	3.0	542.3	18.9	100.0
公共行政、社會及個人服務 Public administration, social and personal services	658.9	24.2	94.8	36.2	24.4	5.2	695.0	24.2	100.0
其他 Others	12.6	0.5	96.2	‡	‡	‡	13.1	0.5	100.0
合計 Overall	2 724.9	100.0	94.8	148.3	100.0	5.2	2 873.2	100.0	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

** 在個別行業類別內佔所有非政府機構僱員的百分比。以所有從事製造業的非政府機構僱員為例，96.9%為「連續性合約」僱員。

Notes：[@] The classification of “continuous contract” employees and “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** As a percentage of all employees in the non-government sector engaged in the respective industry sectors. For example, among all employees in the non-government sector engaged in the manufacturing sector, 96.9% were “continuous contract” employees.

表 1d 按職業及僱員類別[@]劃分的非政府機構僱員數目
Table 1d Employees in the non-government sector by occupation and type of employees[@]

職業 Occupation	「連續性合約」僱員 “Continuous contract” employees			「短期／短工時」僱員 “SDWH” employees			合計 Overall		
	人數 No. of persons ('000)	百分比 %	比率** Rate**	人數 No. of persons ('000)	百分比 %	比率** Rate**	人數 No. of persons ('000)	百分比 %	比率** Rate**
經理及行政級人員與 專業及輔助專業人員 Managers and administrators, professionals and associate professionals	933.2	34.2	97.9	20.1	13.6	2.1	953.3	33.2	100.0
文員 Clerks	492.2	18.1	96.0	20.4	13.8	4.0	512.6	17.8	100.0
服務工作及商店 銷售人員 Service workers and shop sales workers	402.4	14.8	93.7	27.2	18.3	6.3	429.6	15.0	100.0
工藝及有關人員 Craft and related workers	181.8	6.7	86.8	27.8	18.7	13.2	209.6	7.3	100.0
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	111.2	4.1	96.4	4.1	2.8	3.6	115.4	4.0	100.0
非技術工人 Elementary occupations	603.8	22.2	92.5	48.6	32.8	7.5	652.4	22.7	100.0
其他 Others	‡	‡	‡	‡	‡	‡	‡	‡	‡
合計 Overall	2 724.9	100.0	94.8	148.3	100.0	5.2	2 873.2	100.0	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

Notes：[@] The classification of “continuous contract” employees and “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別職業組別內佔所有非政府機構僱員的百分比。以所有在非政府機構以僱員身分工作的經理及行政級人員與專業及輔助專業人員為例，97.9%為「連續性合約」僱員。

** As a percentage of all employees in the non-government sector in the respective occupation groups. For example, among all employees working in the non-government sector as managers and administrators, professionals and associate professionals, 97.9% were “continuous contract” employees.

表 1e 按薪金基制及僱員類別[®]劃分的非政府機構僱員數目
Table 1e Employees in the non-government sector by mode of salary payment and type of employees[®]

	「連續性合約」僱員 “Continuous contract” employees			「短期／短工時」僱員 “SDWH” employees			合計 Overall		
	人數 No. of persons (‘000)	百分比 %	比率** Rate**	人數 No. of persons (‘000)	百分比 %	比率** Rate**	人數 No. of persons (‘000)	百分比 %	比率** Rate**
薪金基制 Mode of salary payment									
月薪／周薪 Monthly-rated/ weekly-rated	2 478.4	91.0	98.2	46.1	31.1	1.8	2 524.4	87.9	100.0
日薪 Daily-rated	148.5	5.4	72.3	56.8	38.3	27.7	205.3	7.1	100.0
時薪 Hourly-rated	62.4	2.3	59.2	42.9	28.9	40.8	105.3	3.7	100.0
件工 Piece-rated	35.7	1.3	93.4	2.5	1.7	6.6	38.2	1.3	100.0
合計 Overall	2 724.9	100.0	94.8	148.3	100.0	5.2	2 873.2	100.0	100.0

註釋：[®] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

Notes : [®] The classification of “continuous contract” employees and “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別薪金基制組別內佔所有非政府機構僱員的百分比。以所有按月或按周計算就業收入的非政府機構僱員為例，98.2%為「連續性合約」僱員。

** As a percentage of all employees in the non-government sector falling within the respective modes of salary payment. For example, among all employees in the non-government sector whose employment earnings was calculated on a monthly or weekly basis, 98.2% were “continuous contract” employees.

表 2a 按平均每日就業收入劃分的在非政府機構工作的「短期／短工時」僱員[@]
數目
Table 2a “SDWH” employees[@] working in the non-government sector by average
daily employment earnings

平均每日就業收入（港元） Average daily employment earnings (HK\$)	人數 No. of persons (‘000)	百分比 %
< 200	44.7	30.1
200 – 299	27.1	18.2
300 – 399	24.8	16.7
400 – 499	16.3	11.0
500 – 599	12.8	8.6
600 – 799	14.1	9.5
≥ 800	8.6	5.8
總計 Total	148.3	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Note: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

表 2b 按在現職的服務期間及每周通常工作時數劃分的在非政府機構工作的「短期／短工時」僱員[@]數目

Table 2b “SDWH” employees[@] working in the non-government sector by length of service and usual hours of work per week in the present job

在現職的服務期間 Length of service in the present job	在現職的每周通常工作時數 Usual hours of work per week in the present job					
	< 18		≥ 18		合計 Overall	
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %
< 4 周 < 4 weeks	5.6	10.0	75.8	82.4	81.4	54.9
4 周 - < 1 年 4 weeks - < 1 year	24.8	44.1	8.1 [#]	8.8	33.0	22.2
1 - < 5 年 1 - < 5 years	20.1	35.7	5.5 [#]	6.0	25.6	17.3
≥ 5 年 ≥ 5 years	5.7	10.1	2.6 [#]	2.8	8.3	5.6
總計** Total**	56.3	100.0 (37.9)	92.0	100.0 (62.1)	148.3	100.0 (100.0)

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

這些僱員每周通常工作 18 小時或以上，但並非連續每周工作 18 小時或以上。請參閱本報告書第 III 節第 3.1 段的介紹。

** 括號內的數字顯示在所有非政府機構工作的「短期／短工時」僱員中所佔的百分比。

Notes: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

They were employees with usual working hours of 18 or more per week but did not work for 18 hours or more every week continuously. Please refer to paragraph 3.1 in Section III of this report for more information.

** Figures in brackets represent the percentages in respect of all “SDWH” employees working in the non-government sector.

表 2c 按在現職有否法定假日薪酬／年終酬金劃分的在非政府機構工作的「短期／短工時」僱員[@]數目Table 2c “SDWH” employees[@] working in the non-government sector by whether they had statutory holiday pay/end of year payment in the present job

在現職有否法定假日薪酬／年終酬金 Whether had statutory holiday pay/end of year payment in the present job	人數 No. of persons (‘000)	百分比 %
在現職有否法定假日薪酬 Whether had statutory holiday pay in the present job		
有 Yes	30.3	20.4
沒有 No	118.0	79.6
在現職有否年終酬金 Whether had end of year payment in the present job		
有 Yes	7.0	4.7
沒有 No	141.3	95.3
總計 Total	148.3	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Note: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

表 2d 按在現職有否有薪年假／有薪年假日數劃分的在非政府機構工作的「短期／短工時」僱員[@]數目Table 2d “SDWH” employees[@] in the non-government sector by whether they had paid annual leave in the present job/annual leave entitlement

在現職有否有薪年假／有薪年假日數（日） Whether had paid annual leave in the present job/annual leave entitlement (days)	人數 No. of persons (‘000)	百分比** % **
有 Yes	36.4	24.6
1 – 7	28.4	(78.1)
8 – 14	6.1	(16.9)
≥ 15	1.8	(5.1)
沒有 No	111.8	75.4
總計 Total	148.3	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

** 括號內的數字顯示在所有非政府機構工作並在現職有有薪年假的「短期／短工時」僱員中所佔的百分比。

Notes: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** Figures in brackets represent the percentages in respect of all “SDWH” employees working in the non-government sector who had paid annual leave in the present job.

表 3 按預計在現職會否連續工作四周或以上／預計在現職工作少於四周的主要原因劃分的統計時在非政府機構工作少於四周並且每周通常工作不少於十八小時的「短期／短工時」僱員[@]數目

Table 3 “SDWH” employees[@] working in the non-government sector who worked for less than 4 weeks and at least 18 hours per week usually at the time of enumeration by whether they expected to work continuously for 4 weeks or more in the present job/main reason for not doing so

預計在現職會否連續工作四周或以上／ 預計在現職工作少於四周的主要原因 Whether expected to work continuously for 4 weeks or more in the present job/main reason for not doing so	人數 No. of persons (‘000)	百分比** % **
會 Yes	50.2	66.3
不會 No	25.6	33.7
行業的傳統／公司的常規／公司的業務安排 Custom of trade/norm of company/business arrangement of company	12.7	(49.7)
公司工作量不足 Slack work in company	6.7	(26.0)
未能找到固定工作 Could not find permanent job	1.9	(7.4)
臨時性工作／季節性的工作 Casual work/seasonal work	1.8	(7.1)
其他 Others	2.5	(9.8)
總計 Total	75.8	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 括號內的數字顯示在所有於統計時在非政府機構工作少於四周並且每周工作不少於十八小時並預計在現職不會連續工作四周或以上的「短期／短工時」僱員中所佔的百分比。

** Figures in brackets represent the percentages in respect of all “SDWH” employees working in the non-government sector who worked for less than 4 weeks and at least 18 hours per week at the time of enumeration and did not expect to work continuously for 4 weeks or more in the present job.

表 4a 按每周沒有工作較長時數的主要原因劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[®]數目

Table 4a “SDWH” employees[®] working in the non-government sector who usually worked less than 18 hours per week in the present job by main reason for not working longer hours per week

每周沒有工作較長時數的主要原因 Main reason for not working longer hours per week	人數 No. of persons (‘000)	百分比 %
料理家務／在家照顧兒童、長者或傷病成員 Took care of housework/took care of children, older persons or sick members at home	20.2	36.0
求學 Educational pursuit	14.7	26.2
未能找到較長時數的工作 Could not find job of longer working hours	7.0	12.4
健康問題／年老 Health problem/old age	6.1	10.9
行業的傳統／公司的常規／公司的業務安排 Custom of trade/norm of company/business	2.8	4.9
公司工作量不足 Slack work in company	1.9	3.3
無經濟需要 No financial need	1.5	2.7
其他 Others	2.1	3.7
總計 Total	56.3	100.0

註釋：[®] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Note: [®] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

表 4b 按年齡／性別劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目

Table 4b “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by age/sex

年齡組別／性別 Age group/Sex	人數 No. of persons (‘000)	百分比 %	比率** Rate**
年齡組別 Age group			
15 – 19	5.2	9.2	14.5
20 – 29	12.0	21.3	1.8
30 – 39	6.5	11.5	0.8
40 – 49	13.4	23.7	1.7
50 – 59	16.0	28.4	3.2
≥ 60	3.3	5.8	3.0
年齡中位數（歲） Median age (years)		43	
性別 Sex			
男 Male	13.3	23.7	1.0
女 Female	42.9	76.3	2.9
合計 Overall	56.3	100.0	2.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別年齡／性別組別內佔所有非政府機構僱員的百分比。以所有十五歲至十九歲非政府機構僱員為例，14.5%為在現職每周通常工作少於十八小時的「短期／短工時」僱員。

** As a percentage of all employees in the non-government sector in the respective age/sex groups. For example, among all employees in the non-government sector aged 15-19, 14.5% were “SDWH” employees who usually worked less than 18 hours per week in the present job.

表 4c 按教育程度劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目

Table 4c “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by educational attainment

教育程度 Educational attainment	人數 No. of persons (‘000)	百分比 %	比率** Rate**
未受教育／學前教育 No schooling/pre-primary	1.5	2.7	5.9
小學 Primary	10.6	18.8	3.4
中學／預科 [#] Secondary/Sixth-form [#]	25.7	45.7	1.6
專上教育 Post-secondary			
- 非學位 non-degree	7.7	13.8	3.1
- 學位 degree	10.7	19.0	1.6
合計 Overall	56.3	100.0	2.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes：[@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別教育程度組別內佔所有非政府機構僱員的百分比。以所有未受教育或具學前教育程度的非政府機構僱員為例，5.9%為在現職每周通常工作少於十八小時的「短期／短工時」僱員。

** As a percentage of all employees in the non-government sector in the respective educational attainment groups. For example, among all employees in the non-government sector with no schooling or pre-primary education, 5.9% were “SDWH” employees who usually worked less than 18 hours per week in the present job.

[#] 具中學教育程度的人士包括具中一至中五教育程度的人士，而具預科教育程度的人士則包括具中六及中七教育程度的人士。

[#] Persons who have attained secondary education include those with Secondary 1 to Secondary 5 educational attainment while persons who have attained sixth-form education include those with Secondary 6 to Secondary 7 educational attainment.

表 4d 按行業劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目Table 4d “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by industry

行業 Industry	人數 No. of persons (‘000)	百分比 %	比率** Rate**
製造 Manufacturing	1.6	2.9	1.3
建造 Construction	2.1	3.8	0.9
進出口貿易及批發 Import/export trade and wholesale	5.0	9.0	1.1
零售、住宿及膳食服務 Retail, accommodation and food services	13.8	24.6	2.7
運輸、倉庫、郵政及速遞服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications	4.0	7.2	1.3
金融、保險、地產、專業及商用服務 Financing, insurance, real estate, professional and business services	5.7	10.2	1.1
公共行政、社會及個人服務 Public administration, social and personal services	23.4	41.6	3.4
其他 Others	‡	‡	‡
合計 Overall	56.3	100.0	2.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes：[@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別行業類別內佔所有非政府機構僱員的百分比。以所有從事製造業的非政府機構僱員為例，1.3%為在現職每周通常工作少於十八小時的「短期／短工時」僱員。

** As a percentage of all employees in the non-government sector in the respective industry sectors. For example, among all employees in the non-government sector engaged in the manufacturing sector, 1.3% were “SDWH” employees who usually worked less than 18 hours per week.

表 4e 按職業劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目

Table 4e “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by occupation

職業 Occupation	人數 No. of persons (‘000)	百分比 %	比率** Rate**
經理及行政級人員與專業及輔助專業人員 Managers and administrators, professionals and associate professionals	10.3	18.4	1.1
文員 Clerks	10.4	18.4	2.0
服務工作及商店銷售人員 Service workers and shop sales workers	11.9	21.1	2.8
工藝及有關人員 Craft and related workers	2.1	3.7	1.0
非技術工人 Elementary occupations	20.9	37.1	3.2
其他 Others	‡	‡	‡
合計 Overall	56.3	100.0	2.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes：[@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別職業組別內佔所有非政府機構僱員的百分比。以所有在非政府機構以僱員身分工作的經理及行政級人員與專業及輔助專業人員為例，1.1%為在現職每周通常工作少於十八小時的「短期／短工時」僱員。

** As a percentage of all employees in the non-government sector in the respective occupation groups. For example, among all employees working in the non-government sector as managers and administrators, professionals and associate professionals, 1.1% were “SDWH” employees who usually worked less than 18 hours per week in the present job.

表 4f 按薪金基制劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目

Table 4f “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by mode of salary payment

薪金基制 Mode of salary payment	人數 No. of persons (’000)	百分比 %	比率** Rate**
月薪／周薪 Monthly-rated/weekly-rated	12.8	22.8	0.5
日薪 Daily-rated	11.3	20.2	5.5
時薪 Hourly-rated	31.6	56.2	30.0
件工 Piece-rated	‡	‡	‡
合計 Overall	56.3	100.0	2.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 在個別薪金基制組別內佔所有非政府機構僱員的百分比。以所有按日計算就業收入的非政府機構僱員為例，5.5%為在現職每周通常工作少於十八小時的「短期／短工時」僱員。

** As a percentage of all employees in the non-government sector falling within the respective modes of salary payment. For example, among all employees in the non-government sector whose employment earnings was calculated on a daily basis, 5.5% were “SDWH” employees who usually worked less than 18 hours per week in the present job.

表 4g 按平均每日就業收入劃分的在現職每周通常工作少於十八小時的非政府機構的「短期／短工時」僱員[@]數目

Table 4g “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by average daily employment earnings

平均每日就業收入（港元） Average daily employment earnings (HK\$)	人數 No. of persons (‘000)	百分比 %
< 200	30.6	54.5
200 – 299	9.6	17.0
300 – 399	6.5	11.6
400 – 499	2.4	4.2
≥ 500	7.2	12.7
總計 Total	56.3	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Note: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

表 4h 按在現職有否法定假日薪酬／年終酬金劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目

Table 4h “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by whether had statutory holiday pay/end of year payment in that job

在現職有否法定假日薪酬／年終酬金 Whether had statutory holiday pay/end of year payment in the present job	人數 No. of persons (‘000)	百分比 %
在現職有否法定假日薪酬 Whether had statutory holiday pay in the present job		
有 Yes	5.8	10.3
沒有 No	50.5	89.7
在現職有否年終酬金 Whether had end of year payment in the present job		
有 Yes	1.4	2.5
沒有 No	54.9	97.5
總計 Total	56.3	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Note: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

表 4i 按在現職有否有薪年假／有薪年假日數劃分的在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員[@]數目Table 4i “SDWH” employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by whether had paid annual leave in that job/annual leave entitlement

在現職有否有薪年假／有薪年假日數(日) Whether had paid annual leave in the present job/annual leave entitlement (days)	人數 No. of persons (‘000)	百分比** % **
有 Yes	4.6	8.1
1 – 7	3.0	(66.4)
≥ 8	1.5	(33.6)
沒有 No	51.7	91.9
總計 Total	56.3	100.0

註釋：[@] 以在統計時僱員在其現職的服務期間及每周工作時數界定他／她是否為「短期／短工時」僱員。

Notes: [@] The classification of “SDWH” employees is based on the employee’s length of service and hours of work per week in his/her present job at the time of enumeration.

** 括號內的數字顯示所有非政府機構通常每周工作少於十八小時並在現職有有薪年假的「短期／短工時」僱員中所佔的百分比。

** Figures in brackets represent the percentages in respect of all “SDWH” employees working in the non-government sector who usually worked less than 18 hours per week and had paid annual leave in the present job.

附錄一：統計調查方法

Appendix 1: Survey methodology

專題訪問的樣本設計

A1.1 專題訪問為「綜合住戶統計調查」的附加部分，旨在以非經常性的形式搜集有關選定社會事項的統計資料，供政府各政策局／部門檢討及制定政策時參考。下文 A1.2-A1.6 段為「綜合住戶統計調查」的樣本設計簡介。

「綜合住戶統計調查」的涵蓋範圍

A1.2 「綜合住戶統計調查」是一項政府統計處自一九八一年八月開始持續進行的抽樣統計調查，旨在搜集有關勞動人口、就業、失業及就業不足的資料。此外，亦有搜集有關全港人口的人口、社會及經濟特徵的資料。「綜合住戶統計調查」亦會按政府各政策局／部門的要求，透過其附加部分，包含一些特別設計的問題以搜集有關選定社會專題的統計資料。

A1.3 專題訪問乃是透過「綜合住戶統計調查」進行。「綜合住戶統計調查」涵蓋全港陸上非住院人口，下列人士並不包括在內：

- (a) 院舍的住院人士；及
- (b) 水上居民。

「綜合住戶統計調查」的涵蓋範圍約佔居港人口（包括常住居民¹及流動居民²）的 99%。

¹ 「常住居民」包括兩類人士：（一）在統計時點之前的六個月內，在港逗留最少三個月，又或在統計時點之後的六個月內，在港逗留最少三個月之香港永久性居民，不論在統計時點他們是否身在香港；及（二）在統計時點身在香港的香港非永久性居民。

² 「流動居民」是指在統計時點之前的六個月內，在港逗留最少一個月但少於三個月，又或在統計時點之後的六個月內，在港逗留最少一個月但少於三個月的香港永久性居民，不論在統計時點他們是否身在香港。

Sample design of the special topic enquiry

A1.1 The special topic enquiry (STE), which is a supplementary part of the General Household Survey (GHS), aims at collecting statistical data on selected social issues on an ad hoc basis to facilitate policy review and policy formulation by individual Government bureaux/departments. Paragraphs A1.2-A1.6 give a brief account of the sample design of the GHS.

Coverage of the General Household Survey

A1.2 The GHS is a sample survey which has been conducted by the Census and Statistics Department on a continuous basis since August 1981. The main objective of the GHS is to collect data on the labour force, employment, unemployment and underemployment. Some information on the demographic and socio-economic characteristics of the population is also obtained. In addition, through the use of a supplementary part, the GHS also includes some specially designed questions to collect statistical data on selected social topics required by other Government bureaux/departments.

A1.3 The GHS through which the STEs are conducted covers the land-based non-institutional population of Hong Kong. The following categories of people are excluded :

- (a) inmates of institutions; and
- (b) persons living on board vessels.

The GHS thus covers about 99% of the Hong Kong Resident Population (i.e. including both Usual Residents¹ and Mobile Residents²).

¹ 'Usual Residents' include two categories of people: (1) Hong Kong Permanent Residents who have stayed in Hong Kong for at least three months during the six months before or for at least three months during the six months after the reference time-point, regardless of whether they are in Hong Kong or not at the reference time-point; and (2) Hong Kong Non-permanent Residents who are in Hong Kong at the reference time-point.

² 'Mobile Residents' are Hong Kong Permanent Residents who have stayed in Hong Kong for at least one month but less than three months during the six months before the reference time-point or for at least one month but less than three months during the six months after the reference time-point, regardless of whether they are in Hong Kong or not at the reference time-point.

「綜合住戶統計調查」的抽樣框

A1.4 「綜合住戶統計調查」是以屋宇單位的樣本作依據。該樣本是從本港所有供居住用途及只部分作居住用途的永久性屋宇單位及小區內的屋宇單位中，以一個根據科學方法設計的抽樣系統選出。抽樣單位包括在已建設地區內的永久性屋宇單位及在非建設地區內的小區。

A1.5 「綜合住戶統計調查」採用政府統計處設立的屋宇單位框作為抽樣框，當中包括兩部分：(i)屋宇單位檔案庫和(ii)小區檔案庫。屋宇單位檔案庫載有在已建設地區內（包括市區、新市鎮和其他主要發展區）所有永久性屋宇單位地址的電腦化記錄。每個屋宇單位均以一個獨有的地址作識別，並詳列街道名稱、大廈名稱、層數和單位號碼。

A1.6 小區檔案庫載有在非建設地區內的小區的記錄，有關記錄以相對較永久和可辨認的標記（例如小徑和河流）來劃分。每個小區約有 10 個屋宇單位。由於在非建設地區內的屋宇單位未必有明確的地址，以致未能個別識別，故此以小區作為在非建設地區內的抽樣單位的安排是有必要的。

問卷

A1.7 「綜合住戶統計調查」的問卷分兩部分：

- (a) 核心部分用以搜集有關勞動人口特徵的詳細資料；及
- (b) 附加的專題訪問部分包括特別設計的問題，用以搜集有關一些特定社會專題的資料。

用以計算勞動人口、就業、失業和就業不足數字所採用的概念及定義，均遵照國際勞工組織的建議。

Sampling frame of the GHS

A1.4 The GHS is based on a sample of quarters selected from all permanent quarters and quarters in segments which are for residential and partially residential purposes in Hong Kong in accordance with a scientifically designed sampling scheme. The sampling units are permanent quarters in built-up areas and segments in non-built-up areas.

A1.5 The GHS makes use of the frame of quarters maintained by the Census and Statistics Department as the sampling frame. The frame consists of two parts: (i) Register of Quarters (RQ) and (ii) Register of Segments (RS). The RQ contains computerised records of all addresses of permanent quarters in built-up areas (including urban areas, new towns and other major developed areas). Each unit of quarters is identified by a unique address with details such as street name, building name, floor number and flat number.

A1.6 The RS contains records of segments in non-built-up areas which are delineated by relatively permanent and identifiable landmarks such as footpath and river. There are about 10 quarters in each segment. The use of segments as the sampling unit in non-built-up areas is necessary since the quarters in these areas may not have clear addresses and cannot readily be identified individually.

Questionnaire

A1.7 The questionnaire for the GHS consists of two parts :

- (a) a core part designed to collect detailed information on labour force characteristics; and
- (b) a supplementary part on STE containing specially designed questions to collect data on a number of specified social topics.

The concepts and definitions used in measuring labour force, employment, unemployment and underemployment follow closely the recommendations of the International Labour Organization (ILO).

資料搜集方法

A1.8 專題訪問採用面談方式進行訪問。在訪問中，曾接受良好訓練及富經驗的訪問員邀請受訪者回答一系列客觀及清晰界定的問題，以搜集所需有關各類特定社會專題的統計資料。

A1.9 為確保所搜集資料的素質，所有完成的問卷都要經過不同階段的檢定程序，有問題的個案再由外勤職員覆核。另外亦採取各種措施，以盡量避免錯漏。

估計的可靠性

A1.10 專題訪問的結果受抽樣誤差和非抽樣誤差的影響。本報告書所載列的估計是根據一個特定樣本所得的資料編製。以同樣的抽樣方式，可抽選出許多大小相同的可能樣本，而是項專題訪問的樣本為眾多樣本的其中之一。由於每次抽選的樣本都會略有不同，因此不同樣本得出的估計亦互有差異。「抽樣誤差」正是計算這些差異的統計量數，可用以量度從一個特定樣本所得的估計在估算總體數據方面的精確程度。

A1.11 由於本報告書所載列的估計有抽樣誤差，寫作零的數字，可能是一個小數值的數字，而並非是零。這些估計須謹慎闡釋。

A1.12 在比較本報告書所載列各種變數估計的精確程度時，可採用離中系數。離中系數的計算方法，是將標準誤差除以有關估計，再以百分比表示。標準誤差是根據統計原理所訂的公式計算。一般來說，標準誤差與總體內各元素的變異、樣本規模和樣本設計相關。

Data collection method

A1.8 Face-to-face interviewing with the selected respondents is employed in the STE. During the interview, a series of objective and well-defined questions are asked by well-trained and experienced interviewers to collect the required statistical data on specified social topics.

A1.9 To safeguard the quality of the collected data, completed questionnaires are subject to editing processes and the doubtful cases are verified by field officers. Various measures are adopted to avoid mistakes as far as practicable.

Reliability of the estimates

A1.10 Findings of the STE are subject to sampling error and non-sampling error. The estimates contained in this report were based on information obtained from a particular sample, which was one of a large number of possible samples that could be selected using the same sample design. By chance, estimates derived from different samples would differ from each other. The 'sampling error' is a measure of these variations and is thus a measure of the precision with which an estimate derived from a particular sample would approximate the population parameter to be measured.

A1.11 It should be noted that since all estimates contained in this report are subject to sampling error, a zero figure may mean a non-zero figure of a small magnitude. These estimates should be interpreted with caution.

A1.12 For comparing the precision of the estimates of various variables in this report, the *coefficient of variation* (CV) can be used. CV is obtained by expressing the *standard error* (SE) as a percentage of the estimate to which it refers. In turn, the SE is computed according to a formula which is established on the basis of statistical theory. Generally speaking, the SE is related to the variability of the elements in the population, the size of the sample and the sample design adopted for the survey.

A1.13 本報告書所列載的主要變數估計的離中系數如下：

A1.13 The CV of the estimates of the main variables presented in this report are given below :

<u>變數</u> <u>Variable</u>	<u>估計</u> <u>Estimate</u>	<u>離中系數</u> <u>CV</u> (%)
非政府機構僱員數目 Number of employees in the non-government sector	2 873 200	0.3
在統計時在非政府機構工作的「短期／短工時」僱員數目 Number of “SDWH” employees working in the non-government sector at the time of enumeration	148 300	4.1
在統計時在現職每周通常工作少於十八小時的在非政府機構工作的「短期／短工時」僱員數目 Number of “SDWH” employees working in the non-government sector who usually worked less than 18 hours per week in the present job at the time of enumeration	56 300	8.0

附錄二：「有關由僱主提供的僱員福利統計調查」的結果

Appendix 2 : Results of the Survey on Provision of Employment Benefits by Employers

引言

A2.1 「有關由僱主提供的僱員福利統計調查」在二零一零年三月至五月期間進行，搜集有關在二零零九年底僱主僱用「連續性合約」及「短期／短工時」僱員的資料，以及支付予這些僱員的工資數額。

A2.2 在這項統計調查中，「連續性合約」僱員是指以連續性合約聘用的受薪僱員，即受聘最少四星期及每星期工作最少十八小時。

「短期／短工時」僱員是指：

- ◆ 每星期工作最少十八小時，但受聘少於四星期；及
- ◆ 每星期工作少於十八小時的受薪僱員，不論其服務年期。

A2.3 「有關由僱主提供的僱員福利統計調查」以機構單位為統計調查單位。機構單位是指在單一擁有權或控制權下，在單一地點從事一種或主要從事一種經濟活動的經濟單位，例如個別工廠、工場、零售店及辦公室。

Introduction

A2.1 The Survey on Provision of Employment Benefits by Employers (SEB) was conducted during March to May 2010 to collect information on the employment of and payment of wages to “continuous contract” employees and employees engaged under employment contracts with short duration or working hours (i.e. “SDWH” employees) by employers in end 2009.

A2.2 In this survey, “continuous contract” employees refer to paid employees employed under continuous contract, i.e. with employment period of at least 4 weeks and working hours of at least 18 hours each week. “SDWH” employees refer to:

- ◆ those with at least 18 working hours each week, but with employment period of less than 4 weeks; and
- ◆ paid employees with less than 18 working hours each week, irrespective of their length of service.

A2.3 The unit of enquiry in the SEB is an establishment, which is defined as an economic unit (i.e. a unit engaged in the production of goods or services) which engages, under a single ownership or control, in one or predominantly one kind of economic activity at a single physical location, e.g. a factory, workshop, retail shop or office.

A2.4 本統計調查採用分層抽樣法，以增加有關估算的準確性。機構單位根據其行業及就業人數以作分層。行業按「香港標準行業分類 2.0 版」(HSIC V2.0)作為依歸，根據其主要活動分類。有關統計調查涵蓋以下的行業主類：

- (i) 採礦及採石；
- (ii) 製造；
- (iii) 電力及燃氣供應；
- (iv) 供水、污水處理、廢棄物管理及污染防治活動；
- (v) 建造；
- (vi) 進出口貿易、批發及零售；
- (vii) 運輸、倉庫、郵政及速遞服務；
- (viii) 住宿及膳食服務活動；
- (ix) 資訊及通訊；
- (x) 金融及保險活動；
- (xi) 地產活動；
- (xii) 專業及商業服務；及
- (xiii) 社會及個人服務。

可是本統計調查並沒有涵蓋以下的經濟活動：

- (i) 農業、林業及漁業；
- (ii) 小販及零售攤檔（街市攤檔除外）；
- (iii) 的士、公共小巴及貨車；
- (iv) 公共行政、獸醫服務及宗教組織；及
- (v) 家居住戶內的工作活動和境外機構和團體的活動。

A2.5 而以就業人數的分層分類，把機構單位分為大型（就業人數為 100 名或以上）、中型（就業人數為 20 至少於 100 名）及小型（就業人數為少於 20 名）。

A2.6 本統計調查成功訪問了 3 157 間隨機抽選的機構單位，回應率為 78%。

A2.4 A stratified sampling method was adopted in the survey so as to enhance the precision of the estimates. The stratification was by industry and employment size. Establishments were classified into different industry sections, according to the Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) with reference to their major activities, and employment sizes. The following industry sections were covered by the SEB:

- (i) Mining and quarrying;
- (ii) Manufacturing;
- (iii) Electricity and gas supply;
- (iv) Water supply, sewerage, waste management and remediation activities;
- (v) Construction;
- (vi) Import/export, wholesale and retail trades;
- (vii) Transportation, storage, postal and courier services;
- (viii) Accommodation and food service activities;
- (ix) Information and communications;
- (x) Financial and insurance activities;
- (xi) Real estate activities;
- (xii) Professional and business services; and
- (xiii) Social and personal services.

However, the following economic activities were not covered by the survey:

- (i) Agriculture, forestry and fishing;
- (ii) Hawkers and retail pitches (other than market stalls);
- (iii) Taxis, public light buses, goods vehicles;
- (iv) Public administration, veterinary services and religious organizations; and
- (v) Work activities within domestic households and activities of extraterritorial organizations and bodies.

A2.5 As for the stratification of employment size, establishments were classified into large (number of persons engaged is more than or equal to 100), medium (number of persons engaged is more than or equal to 20, but less than 100) and small (number of persons engaged is less than 20) establishments.

A2.6 A total of 3 157 randomly selected establishments were successfully enumerated in the survey. The response rate was 78%.

主要結果

聘用「短期／短工時」僱員

A2.7 在二零零九年年底，約有 31 800 機構單位有聘用「短期／短工時」僱員；當中，約三分之二為就業人數少於 10 人的小型機構單位。44.9%的機構單位的就業人數為 5 至少於 10 人，另外 23.9%的機構單位的就業人數為少於 5 人（表 A2.1）。

平均每小時工資

A2.8 在這項統計調查中，「工資」的定義包括下列組成部分：

- (i) 基本工資及薪金（未扣除僱員為退休計劃或強積金計劃所作的供款）；
- (ii) 不屬於賞贈性質的佣金，以及僱員在受僱期間及在與其僱傭有關的情況下收取的小費而該款項獲僱主承認為僱員工資的一部分；
- (iii) 輪班津貼；
- (iv) 合約訂明的花紅及津貼，例如生活津貼、住屋津貼、膳食津貼、交通津貼及勤工獎；及
- (v) 超時工作薪酬（須屬固定性質或過去十二個月內其每月平均款額不少於僱員在同期的每月平均工資的 20%）。

A2.9 「連續性合約」僱員的平均每小時工資為 78 元，是「短期／短工時」僱員的平均每小時工資 39 元的兩倍。事實上，所有行業主類的「連續性合約」僱員均較「短期／短工時」僱員獲得較高的平均每小時工資（表 A2.2）。然而，是項統計調查沒有每名僱員的所在職業資料，而他們的平均每小時工資水平或與其職業有所關聯。

Major findings

Employment of “SDWH” employees

A2.7 There were about 31 800 establishments employing “SDWH” employees in end 2009. Among these establishments, about two-thirds were small establishments with persons engaged of less than 10. Some 44.9% were establishments with persons engaged of 5 to less than 10. Another 23.9% were establishments with persons engaged of less than 5 (Table A2.1).

Average hourly wage

A2.8 In this survey, “wages” is defined to include the following components:

- (i) basic wages and salaries (before deducting employees’ contribution to retirement schemes or MPF schemes);
- (ii) commissions not of gratuitous nature, as well as tips received by employees in the course of and in connection with their employment, which are recognised by the employer as part of the employees’ wages;
- (iii) shift premium pay;
- (iv) bonuses and allowances of a contractual nature, such as cost of living allowance, housing allowance, meal allowance, transportation allowance and good attendance bonus; and
- (v) overtime pay (which is of a regular nature or the monthly average of which over the past 12 months is not less than 20% of the employees’ average monthly wages during the same period).

A2.9 The average hourly wage of “continuous contract” employees was \$78, which doubled that of “SDWH” employees, at \$39. In fact, higher average hourly wages for “continuous contract” employees than “SDWH” employees were observed in all industry sections (Table A2.2). However, no information about the respective occupations of each of these employees was available from the survey, which may have bearings on their levels of average hourly wages.

提供予「短期／短工時」僱員的
僱員福利

Provision of employment benefits to
“SDWH” employees

A2.10 儘管「短期／短工時」僱員並未符合資格享有現行《僱傭條例》下某些規定的僱員福利，但是項統計調查發現有部分僱主給予他們該些福利。

A2.10 Although “SDWH” employees are not entitled to certain statutory employment benefits stipulated under the Employment Ordinance, some of them were found to have been provided such benefits by their employers.

A2.11 在 21 800 間有聘用「短期／短工時」僱員的機構單位中（不包括有聘用在現職工作少於四星期而預期將會連續工作四星期或以上的「短期／短工時」僱員，但沒有聘用其他的「短期／短工時」僱員的機構單位），有 23.0% 的機構單位有提供休息日，18.6% 的機構單位有提供有薪法定假日，而 15.4% 有提供有薪年假予「短期／短工時」僱員。（表 A2.3）。

A2.11 Among the 21 800 establishments employing “SDWH” employees (excluding those establishments employing “SDWH” employees who had worked in the present job for less than four weeks and were expected to work continuously for 4 weeks or more in the present job, but not employing other “SDWH” employees), 23.0% provided rest days, 18.6% provided paid statutory holidays, and 15.4% provided paid annual leave to “SDWH” employees. (Table A2.3).

表 A2.1 按就業人數劃分的有聘用「短期／短工時」僱員的機構單位數目
Table A2.1 Number of establishments with “SDWH” employees by number of persons engaged

就業人數 Number of persons engaged	機構單位數目 Number of establishments	百分比 %
100 名或以上 100 or more	1 300	4.2
50 至少於 100 名 50 to less than 100	1 600	5.2
10 至少於 50 名 10 to less than 50	6 900	21.9
5 至少於 10 名 5 to less than 10	14 300	44.9
少於 5 Less than 5	7 600	23.9
總計 Overall	31 800	100.0

表 A2.2 按行業主類及僱員類別劃分的平均每小時工資
Table A2.2 Average hourly wage by industry section and type of employees

港元
HK\$

行業主類 Industry Section	「連續性合約」僱員 “Continuous contract” employees	「短期／短工時」僱員 “SDWH” employees
製造、電力、燃氣及水務業 Manufacturing, electricity, gas supply and water	69	25
建造 Construction	76	64
進出口貿易及批發 Import/export trade and wholesale	96	88
零售、住宿及膳食服務 Retail, accommodation and food services	48	30
運輸、倉庫、郵政及速遞服務、 資訊及通訊 Transportation, storage, postal and courier services, information and communications	76	40
金融、保險、地產、專業及商用 服務 Financial, insurance, real estate, professional and business services	102	62
公共行政、社會及個人服務 Public administration, social and personal services	102	64
所有行業主類 [@] All industry sections [@]	78	39

註釋：[@] 指統計調查涵蓋的所有行業，包括並沒
有列出其數字的採礦及採石業。

Note : [@] Refers to all industries covered, including
the mining and quarrying industry for
which figures are not separately shown.

表 A2.3 按提供予「短期／短工時」僱員的僱員福利劃分有聘用「短期／短工時」
僱員的機構單位數目[#]

Table A2.3 Number of establishments[#] with “SDWH” employees by type of
employment benefit provided to “SDWH” employees

提供予「短期／短工時」僱員的僱員福利* [@] Type of employment benefit provided to “SDWH” employees* [@]	機構單位數目 Number of establishments	百分比 %
休息日 Rest days	5 000	23.0
有薪法定假日 Paid statutory holidays	4 000	18.6
有薪年假 Paid annual leave	3 400	15.4
終止僱傭合約的通知或代通知金 Notice of termination of employment or payment in lieu of notice	1 600	7.5
合約訂明的年終酬金 End of year payment of a contractual nature	1 300	5.9
有薪產假 Paid maternity leave	1 200	5.7
遣散費 Severance payment	1 100	5.0
疾病津貼 Sickness allowance	1 000	4.8
長期服務金 Long service payment	900	4.1

註釋： * 指在《僱傭條例》下「連續性合約」僱
員可享有的僱員福利。

Notes: * Refers to entitlements of employment benefits
for “continuous contract” employees under
the Employment Ordinance.

@ 每間機構單位可提供多於一項福利。

@ Each establishment may provide more than
one type of benefit.

機構單位的總數為 21 800 間。不包括有
聘用在現職工作少於四星期而預期將會
連續工作四星期或以上的「短期／短工
時」僱員，但沒有聘用其他的「短期／
短工時」僱員的機構單位。

The total of number of establishments was
21 800. Excluding those establishments
employing “SDWH” employees who had
worked in the present job for less than four
weeks and were expected to work
continuously for 4 weeks or more in the
present job, but not employing other “SDWH”
employees.

附錄三：用語及定義

Appendix 3 : Terms and definitions

年齡：指某人在出生後所度過的完整年數。

Age refers to the number of complete years a person has passed since his/her birth date.

「連續性合約」僱員：指在統計時已為其僱主連續工作四周或以上並且每周工作不少於十八小時的僱員。

“Continuous contract” employees refer to employees who have worked continuously for the same employer for 4 weeks or more at the time of enumeration, with at least 18 hours in each week.

經濟活動身分：人口可劃分為從事經濟活動人口（即勞動人口）及非從事經濟活動人口兩大類。（請參閱**勞動人口**及**非從事經濟活動人口**）

Economic activity status : The population can be divided into two main groups, economically active population (that is the labour force) and economically inactive population. (Please see **labour force** and **economically inactive population**)

從事經濟活動人口：即**勞動人口**，可再分為就業人口及失業人口。（請參閱**勞動人口**）

The **economically active population**, synonymous with the **labour force**, comprises the employed population and the unemployed population. (Please see **labour force**)

非從事經濟活動人口：包括所有在統計前七天內並無職位亦無工作的人士，在這七天內正在休假的人士及失業人士除外。料理家務者、退休人士及所有十五歲以下人士等均包括在內。

The **economically inactive population** is made up of those persons who have not had a job and have not been at work during the seven days before enumeration, excluding persons who have been on leave/holiday during the seven-day period and persons who are unemployed. Persons such as home-makers, retired persons and all those below the age of 15 are thus included.

教育程度：指某人在學校或其他教育機構修讀達到的最高教育水平，不論他／她有否完成該課程。計算教育程度時只包括正式課程。正式課程須符合下列準則：

Educational attainment refers to the highest level of education attained by a person in school or other educational institution, regardless of whether he/she had completed the course. Only formal courses are counted as educational attainment. A formal course must satisfy the following criteria:

- 1) 最少為期一個學年。
- 2) 入學須具備指定的學歷資格（香港公開大學的非學位、副學位、學位及研究生課程除外）。
- 3) 設有考試或指定評核成績的程序。

- 1) It lasts for at least one academic year.
- 2) It has specific academic qualifications for entrance (except sub-degree, associate degree, degree and post-graduate courses offered by the Open University of Hong Kong).
- 3) It includes examinations or specific academic assessment procedures.

僱員：指為賺取工資、薪金、佣金、小費或實物津貼而為僱主工作的十五歲及以上人士，包括家庭傭工和支薪家庭從業員。在本報告書中，外發工並不包括在內。

Employees refer to persons aged 15 and over who work for an employer for wage, salary, commission, tips or payment in kind, including domestic helpers and paid family workers. In this report, outworkers are excluded.

年終酬金：指根據僱傭合約訂明每年發放的酬金，包括雙糧、第13個月糧、年終花紅等，但不包括屬賞贈性質及隨僱主酌情發放的款項。

End of year payment means any annual payment (including double pay, 13th month payment and end of year bonus) of a contractual nature. It does not include any payment which is of a gratuitous nature or which is payable at the discretion of the employer.

行業：指受訪者工作機構的活動類別。分類法是依照「香港標準行業分類 2.0 版」的主要類別。詳細資料可參閱《香港標準行業分類 2.0 版》手冊，該手冊可於統計處網站 (http://www.censtatd.gov.hk/products_and_services/publications/classification_lists/index_cd_B2XX000401_dt_latest.jsp)免費下載（PDF 格式）。

Industry refers to the activity of the establishment in which the respondent worked. The classification follows the major industry groups of the Hong Kong Standard Industrial Classification V2.0. Detailed information can be obtained from the manual *Hong Kong Standard Industrial Classification Version 2.0*, which can be downloaded (in PDF format) free of charge from the website of C&SD at http://www.censtatd.gov.hk/products_and_services/publications/classification_lists/index_cd_B2XX000401E_dt_detail.jsp.

製造：包括食品、飲品、煙草、紡織品、成衣、皮革製品及鞋類、木製品、紙製品、印刷、化學品、藥品、橡膠及塑膠產品、非金屬礦產製品、金屬製品、電腦、電子及光學產品、電器設備、機械設備及傢具的製造；與機械及設備的維修及安裝。

Manufacturing - including manufacturing of food products, beverages, tobacco, textiles, wearing apparel, leather products and footwear, wood products, paper products; printing; chemicals and chemical products; pharmaceuticals, rubber and plastics products, non-metallic mineral products, metal products, computer, electronic and optical products; electrical equipment, machinery and equipment; transport equipment, furniture; as well as the repair and installation of machinery and equipment.

建造：包括樓宇建造；土木工程；清拆及地盤預備工程；建築物設備安裝及保養與樓房裝飾、修葺及保養。

Construction - including building construction, civil engineering, demolition and site preparation, building services installation and maintenance; and decoration and repair.

進出口貿易及批發：包括各類進出口貿易與批發。

Import/export trade and wholesale - including various kinds of import and export trade and wholesale.

零售、住宿及膳食服務：包括各類零售；短期住宿活動；與餐飲服務活動。

Retail, accommodation and food services - including various kinds of retail trade; short term accommodation activities; and food and beverage service activities.

運輸、倉庫、郵政及速遞服務、資訊及通訊：包括陸路、水上及航空運輸；貨倉及運輸輔助活動；郵政及速遞活動；出版；電影、錄像及電視節目製作、錄音及音樂出版；節目編製及廣播；電訊；與資訊科技服務。

金融、保險、地產、專業及商用服務：包括金融；保險；地產；法律及會計；管理顧問；建築、工程、技術測試及分析服務；科學研究及發展；獸醫；廣告、設計及攝影；設備租賃；職業介紹；旅行代理；保安及偵查服務；病媒防治及清潔服務；園境護理及綠化服務；與商業及辦公室行政支援服務。

公共行政、社會及個人服務：包括公共行政；教育；人類保健及社會工作活動；藝術、娛樂及康樂活動；宗教及政治組織；各項個人及家庭用品修理與其他家庭及個人服務。

其他：包括「農業、林業及漁業」、「採礦及採石」、「電力及燃氣供應」與「自來水供應；污水處理、廢棄物管理及污染防治活動」等行業，及報稱的行業不能分類或描述不足。

Transportation, storage, postal and courier services, information and communications - including land, water and air transport; warehousing and support activities for transportation; postal and courier activities; publishing; motion picture, video and television programme production, sound recording and music publishing; programming and broadcasting; telecommunications; and information technology service.

Financing, insurance, real estate, professional and business services - including financing; insurance; real estate; legal and accounting services; architecture, engineering, technical testing and analysis services; scientific research and development; veterinary; advertising, design and photography; renting and leasing of equipments; employment agency; travel agency; security and investigation services; pest control and cleaning services; landscape care and greenery services; and business and office administration support services.

Public administration, social and personal services - including public administration; education; human health and social work activities; arts, entertainment and recreation; political and religious organisations; various personal and household item repairing as well as other household and personal services.

Others - including such industries as 'Agriculture, forestry and fishing'; 'Mining and quarrying'; 'Electricity and gas supply' and 'Water supply; sewerage, waste management and remediation activities'; and industrial activities inadequately described or unclassifiable.

勞動人口：指十五歲及以上陸上非住院人口，並符合下列就業人口或失業人口定義的人士。公共機構／社團院舍的住院人士及水上居民並不包括在內。

就業人口：

由所有就業人士構成。一名十五歲或以上人士如符合下列情況，可界定為就業人士：

- 1) 統計前七天內從事一些工作賺取薪酬或利潤；*或*
- 2) 有一份正式工作（即該人士持續支取工資或薪金；*或*已獲保證或已有既定日期返回工作崗位或所經營之業務；*或*正支取補償費而無須接受其他工作）。

失業人口：

- 1) 由所有失業人士構成。一名十五歲或以上人士如符合下列情況，便界定為失業人士：
 - (a) 在統計前七天內並無職位，且並無為賺取薪酬或利潤而工作；*及*
 - (b) 在統計前七天內隨時可工作；*及*
 - (c) 在統計前三十天內有找尋工作。

不過，一名十五歲或以上的人士，如果符合上述(a)和(b)的條件，但因為相信沒有工作可做而沒有在統計前三十天內找尋工作，則仍會被界定為失業，即所謂「因灰心而不求職的人士」。

- 2) 除上述情況外，下列人士亦視作失業人士：

Labour force refers to the land-based non-institutional population aged 15 and over who satisfy the criteria for inclusion in the employed population or the unemployed population as defined below. Inmates of institutions and persons living on board vessels are excluded.

The employed population

This comprises all employed persons. For a person aged 15 or over to be classified as employed, that person should:

- 1) be engaged in performing work for pay or profit during the seven days before enumeration; *or*
- 2) 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 unemployed 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 believed that work was 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) 並無職位，有找尋工作，但由於暫時生病而不能工作的人士；*及*
- (b) 並無職位，且隨時可工作，但由於下列原因並無找尋工作的人士：
 - i) 已為於稍後時間擔當的新工作或開展的業務作出安排；*或*
 - ii) 正期待返回原來的工作崗位（例如散工在有需要時通常會獲通知開工）。

主業：指若某人做多過一份工作，在統計時佔他／她最多時間的工作。其他工作則視為其兼職。

每月就業收入：指因就業而獲得的收入。就僱員來說，收入包括工資和薪金、花紅、佣金、房屋津貼、逾時工作津貼及勤工津貼，但不包括補薪。

職業：指某人所從事的主要工作種類、性質及主要職務。分類基本上是按照「國際標準職業分類（一九八八年）」或簡稱 ISCO-88 的主要組別，並因應本港情況作出修訂。

經理及行政級人員：包括政府的行政人員、專員及署／處長、領事、議員；工商界、進出口貿易、批發和零售業、飲食及旅店業、運輸、電力、燃氣、水務及其他服務、以及漁農業中的董事、執行總監、總裁、總經理、專職經理、分行經理及小型機構經理。

- (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) were expecting to return to their original jobs (e.g. casual workers are usually called back to work when service is needed).

Main employment refers to the job on which a person spent most of his/her time if he/she had more than one job at the time of enumeration. All other jobs were regarded as secondary employment.

Monthly employment earnings refer to earnings from employment. For employees, they include wage and salary, bonus, commission, housing allowance, overtime allowance and attendance allowance. However, back pays are excluded.

Occupation refers to the kind of work, nature of duties and main task performed by a person in his/her main job. The classification used basically follows the major groups of the International Standard Classification of Occupations (1988) or ISCO-88 for abbreviation, with local adaptation for Hong Kong.

Managers and administrators - including administrators, commissioners and directors in government service; consuls; councillors; directors, chief executive officers, presidents, general managers, functional managers, branch managers and small business managers in industry, commerce, import and export trades, wholesale and retail trades, catering and lodging services, transport, electricity, gas, water and other services and agricultural and fishery sectors.

專業人員：包括合資格的專業科學家、醫生、牙醫及其他醫療專業人員；建築師、測量師及工程師；大學及專上學院的校長、院長、教職員及行政人員；中學校長及教師；統計師、數學家、電腦系統分析員及程序編寫員；律師及法官；會計師；商界顧問及分析員；社會工作者；翻譯員及傳譯員；新聞編輯及新聞記者；作家；圖書館管理員及宗教活動專業人員。

輔助專業人員：包括科學技術員、護士及助產士、牙科助理及其他保健輔助專業人員；建築、測量及工程技術員；光學及電子儀器控制員；船隻領航員及空中交通指揮員；小學及幼稚園／幼兒院校長及教師；統計助理；電腦操作員；法律文員；會計督導員；公共關係主任；營業代表；設計師；屋邨經理；社會工作助理；警隊及其他紀律部隊的警司、督察及主任；藝人及運動員。

文員：包括速記員、秘書及打字員；簿記、金融、船務、存案及人事部文員；出納員及銀行櫃位員；接待員及查詢文員。

服務工作及商店銷售人員：包括空中小姐及導遊；管家；廚師及侍應生；保姆；理髮師及美容師；警隊及其他紀律部隊的員佐級人員；運輸指導員及其他服務工作人員；批發及零售商店推銷員；店員及時裝模特兒。

Professionals - including qualified professional scientists, doctors, dentists and other medical professionals; architects, surveyors and engineers; vice-chancellors, directors, academic staff and administrators of university and post-secondary college; principals and teachers of secondary school; statisticians; mathematicians; system analysts and computer programmers; lawyers and judges; accountants; business consultants and analysts; social workers; translators and interpreters; news editors and journalists; writers; librarians and members of religious orders.

Associate professionals - including science technicians, nurses and midwives, dental assistants and other health associate professionals; architectural, surveying and engineering technicians; optical and electronic equipment controllers; ship pilots and air traffic controllers; principals and teachers of primary school and kindergarten/nursery; statistical assistants; computer operators; law clerks; accounting supervisors; public relation officers; sales representatives; designers; estate managers; social work assistants; superintendents, inspectors and officers of the police and other discipline services; performers and sportsmen.

Clerks - including stenographers, secretaries and typists; bookkeeping, finance, shipping, filing and personnel clerks; cashiers and tellers; receptionists and information clerks.

Service workers and shop sales workers - including air hostesses and travel guides; house stewards; cooks and waiters; baby-sitters; hairdressers and beauticians; rank and file of the police and other discipline services; transport conductors and other service workers; wholesale and retail salesmen in shops; shop assistants and fashion models.

工藝及有關人員：包括礦工及採石工人；砌磚工人、木匠及其他建造業工人；金屬模工；鐵匠；機械、電器及電子儀器技工；珠寶工人及手錶製造工人；製陶工人；排字工人；麵包師傅、食品及飲品處理工人；油漆工人；紡織、成衣、皮革、橡膠和塑膠行業的工人及其他工藝工人。

機台及機器操作員及裝配員：包括鑽井工人及鏟床操作員；礦熔爐操作員；磚及磁磚燒窯工人；鋸木廠鋸工；造紙工人；化學處理機台操作員；發電廠及鍋爐操作員；石棉水泥產品製造工人；金屬整理工人及電鍍工人；牛奶製品及其他食品處理機器操作員；印刷機操作員；生產紡織、橡膠及塑膠製品的機器操作員；裝配員；司機；海員及其他工廠及機器操作員。

非技術工人：包括小販；家務助理及清潔工人；信差；私人護衛員；看更；貨運工人；電梯操作員；建造業雜工；包裝工人；漁農業雜工。

其他：包括農夫、畜牧業工人及漁夫、及報稱的職業不能分類或描述不足。

「短期／短工時」僱員：指在統計時為其僱主連續工作少於四周及／或不是每周工作18小時或以上的僱員，亦包括一些在統計時在現職為其僱主連續工作四周或以上，而通常（但並非連續）每周工作18小時或以上的僱員。

失業人口（請參閱勞動人口內的失業人口）

Craft and related workers - including miners and quarrymen; bricklayers, carpenters and other construction workers; metal moulders; blacksmiths; machinery, electric and electronic instrument mechanics; jewellery workers and watch makers; potters; typesetters; bakers, food and beverage processors; painters; craft workers in textile, garment, leather, rubber and plastic trades and other craft workers.

Plant and machine operators and assemblers - including well drillers and borers; ore smelting furnace operators; brick and tile kilnmen; sawmill sawyers; paper makers; chemical processing plant operators; power-generating plant and boiler operators; asbestos cement products makers; metal finishers and electroplaters; dairy and other food processing machine operators; printing machine operators; machine operators for production of textile, rubber and plastic products; assemblers; drivers; seamen and other plant and machine operators.

Elementary occupations - including street vendors; domestic helpers and cleaners; messengers; private security guards; watchmen; freight handlers; lift operators; construction labourers; hand packers; agricultural and fishery labourers.

Others - including farm workers, animal husbandry workers and fishermen, and occupations unidentifiable and inadequately described.

“SDWH” employees refer to employees who worked for less than 4 weeks continuously for their employers at the time of enumeration *and/or* did not work at least 18 hours per week. They also include those who have worked continuously for their employers for four weeks or more and usually worked at least 18 hours per week (but not continuously) in the present job at the time of enumeration.

Unemployed population (Please see *unemployed population* under *labour force*)

通常工作時數：指僱員通常為其僱主工作的時數，包括通常超時工作及在工作地點的全部有薪及無薪的工作時數，但用膳時間則不包括在內。

Usual hours of work refer to the number of hours which an employee usually works for his/her employer, including usual overtime work. All paid and unpaid hours of work at the place of work are included, but meal breaks are excluded.

附錄四：曾出版的從綜合住戶統計調查搜集所得的社會資料專題報告書

Appendix 4 : Previously published Special Topics Reports on social data collected via the General Household Survey

曾出版的專題報告書

第一號專題報告書

英文版，已售罄

- 就醫情況 (11/1982-1/1983)
- 有關吸烟及呼吸系統疾病的流行病學統計調查 (5/1982-7/1982)
- 體育及野外康樂活動 (2/1982-3/1982)
- 學生在家溫習的時間 (11/1982-1/1983)
- 勞工流動情況 (1/1982-3/1982)
- 部分時間工作 (5/1982-7/1982)
- 氣體安全 (2/1983-4/1983)
- 住戶飼養的貓狗數目 (1/1982-3/1982)

第二號專題報告書

英文版，已售罄

- 就醫情況 (7/1983-9/1983)
- 吸烟習慣 (3/1983)
- 可供使用的汽車及通宵泊車情況 (10/1983-12/1983)
- 上／下班的公共交通支出 (10/1983-12/1983)
- 體育及野外康樂活動 (7/1983-9/1983)
- 勞工流動情況 (7/1983-9/1983)
- 私人住宅的居住面積及密度 (10/1983-12/1983)
- 家居耐用品 (8/1982-10/1982)

第三號專題報告書

英文版，已售罄

- 文盲 (10/1984-12/1984)
- 修讀兼讀課程的情況 (4/1984-6/1984)
- 香港居民在海外獲取高等教育資格的情況 (4/1984-6/1984)
- 私家車使用情況 (10/1984-12/1984)
- 的士使用情況 (8/1984-9/1984)
- 有薪酬的超時工作 (5/1984)
- 僱員病假模式 (7/1984-9/1984)
- 吸烟習慣 (7/1984)

Previously published Special Topics Reports

Special Topics Report No. I

English version, out of stock

- Doctor consultation (11/1982-1/1983)
- Epidemiological survey on smoking and diseases of the respiratory system (5/1982-7/1982)
- Sports and countryside recreational activities (2/1982-3/1982)
- Time spent on home study by students (11/1982-1/1983)
- Labour mobility (1/1982-3/1982)
- Part-time employment (5/1982-7/1982)
- Gas safety (2/1983-4/1983)
- Number of cats/dogs kept in households (1/1982-3/1982)

Special Topics Report No. II

English version, out of stock

- Doctor consultation (7/1983-9/1983)
- Smoking patterns (3/1983)
- Car availability and overnight parking (10/1983-12/1983)
- Expenditure on public transport in commuting to and from work (10/1983-12/1983)
- Sports and countryside recreational activities (7/1983-9/1983)
- Labour mobility (7/1983-9/1983)
- Living area and occupation density of private households (10/1983-12/1983)
- Household durables (8/1982-10/1982)

Special Topics Report No. III

English version, out of stock

- Illiteracy (10/1984-12/1984)
- Participation in part-time education (4/1984-6/1984)
- Higher education attained outside Hong Kong by local residents (4/1984-6/1984)
- Availability and use of private cars (10/1984-12/1984)
- Use of taxis (8/1984-9/1984)
- Paid overtime work (5/1984)
- Sick leave pattern of employees (7/1984-9/1984)
- Smoking patterns (7/1984)

第四號專題報告書

英文版，已售罄

- 勞工供應及流動情況 (10/1987-12/1987)

Special Topics Report No. IV

English version, out of stock

Labour supply and mobility (10/1987-12/1987)

第五號專題報告書

英文版，港幣二十九元

- 修讀兼讀課程的情況 (4/1988-6/1988)
- 吸烟習慣 (7/1988)
- 的士使用情況 (8/1987-9/1987)
- 文化表演出席情況 (1/1988-3/1988)
- 僱員病假模式 (8/1987-9/1987)
- 部分時間工作 (4/1988-6/1988)

Special Topics Report No. V

English version, HK\$29

Participation in part-time education
(4/1988-6/1988)
Cigarette smoking pattern (7/1988)
Use of taxis (8/1987-9/1987)
Attending cultural performances
(1/1988-3/1988)
Sick leave pattern of employees
(8/1987-9/1987)
Part-time employment (4/1988-6/1988)

第六號專題報告書

英文版，港幣二十八元

- 郊野公園 (10/1988-12/1988)
- 香港文物保護 (1/1989)
- 就醫情況 (1/1989)
- 上／下班的公共交通支出
(8/1988-9/1988)
- 等候的士時間 (3/1989)
- 家庭傭工 (10/1988-12/1988)
- 在中國工作的香港居民
(10/1988-12/1988)

Special Topics Report No. VI

English version, HK\$28

Country parks (10/1988-12/1988)
Heritage preservation (1/1989)
Doctor consultation (1/1989)
Expenditure on public transport to and from
work (8/1988-9/1988)
Taxi waiting time (3/1989)
Domestic helpers (10/1988-12/1988)
Hong Kong residents working in China
(10/1988-12/1988)

第七號專題報告書

英文版，港幣四十六元

- 在中國工作的香港居民
(10/1989-12/1989)
- 積極找尋其他工作的就業人士
(1/1990-3/1990)
- 僱員病假及產假模式 (8/1990-9/1990)
- 入住醫院情況 (10/1989-12/1989)
- 就醫情況 (7/1990)
- 吸烟習慣 (7/1990)
- 玩具安全 (1/1990-3/1990)
- 家庭生活教育服務 (1/1990-3/1990)
- 對家庭服務中心的認識 (4/1990-6/1990)

Special Topics Report No. VII

English version, HK\$46

Hong Kong residents working in China
(10/1989-12/1989)
Employed persons actively seeking other
employment (1/1990-3/1990)
Sick leave pattern and maternity leave pattern
of employees (8/1990-9/1990)
Hospitalization (10/1989-12/1989)
Doctor consultation (7/1990)
Cigarette smoking pattern (7/1990)
Toy safety (1/1990-3/1990)
Family life education service (1/1990-3/1990)
Awareness of family service centres
(4/1990-6/1990)

第八號專題報告書

英文版，港幣四十三元

- 電台廣播的收聽情況 (1/1991-3/1991)
- 文化表演出席情況 (1/1991-3/1991)
- 捐腎情況 (5/1991-6/1991)
- 牙科診治情況 (10/1990-12/1990)
- 入住醫院情況 (7/1991-9/1991)
- 僱主或工作機構提供的醫療福利及醫療保險 (7/1991-9/1991)
- 家庭傭工 (10/1990-12/1990)
- 汽車防盜設施的安裝及使用情況 (4/1991-6/1991)
- 在中國結婚的香港居民 (4/1991-6/1991)

Special Topics Report No. VIII

English version, HK\$43

Radio audienceship (1/1991-3/1991)
Attending cultural performances (1/1991-3/1991)
Kidney donation (5/1991-6/1991)
Dental consultation (10/1990-12/1990)
Hospitalization (7/1991-9/1991)
Medical benefits provided by employer/company and medical insurance (7/1991-9/1991)
Domestic helpers (10/1990-12/1990)
Installation and use of anti-theft device in motor vehicles (4/1991-6/1991)
Hong Kong residents married in China (4/1991-6/1991)

第九號專題報告書

英文版，港幣四十二元

- 家庭傭工 (10/1991-12/1991)
- 在海外獲取高等教育資格的情況 (10/1991-12/1991)
- 等候的士時間 (10/1991-11/1991)
- 就業人士轉職情況 (1/1992-3/1992)
- 電視及錄影機的使用情況 (1/1992-3/1992)

Special Topics Report No. IX

English version, HK\$42

Domestic helpers (10/1991-12/1991)
Higher education attained outside Hong Kong (10/1991-12/1991)
Taxi waiting time (10/1991-11/1991)
Occupational mobility (1/1992-3/1992)
Use of television sets and video cassette recorders (1/1992-3/1992)

第十號專題報告書

英文版，港幣五十四元

- 在中國工作的香港居民 (4/1992-6/1992)
- 僱員離職情況 (4/1992-6/1992)
- 香港居民的健康狀況 (7/1992)
- 就醫情況 (8/1992-9/1992)
- 捐贈器官情況 (8/1992-9/1992)
- 學童保健計劃 (8/1992-9/1992)

Special Topics Report No. X

English version, HK\$54

Hong Kong residents working in China (4/1992-6/1992)
Worker displacement in Hong Kong (4/1992-6/1992)
Health status of the population in Hong Kong (7/1992)
Doctor consultation (8/1992-9/1992)
Organ donation (8/1992-9/1992)
School medical services (8/1992-9/1992)

第十一號專題報告書

英文版，港幣八十一元

- 勞工流動情況 (10/1992-1/1993)
- 家庭傭工 (11/1992-2/1993)
- 僱員病假及產假模式 (3/1993-7/1993)
- 吸烟習慣 (8/1993-9/1993)
- 公眾對能源效益的認識 (9/1993-11/1993)
- 等候的士時間 (10/1993-12/1993)

Special Topics Report No. 11

English version, HK\$81

Labour mobility (10/1992-1/1993)
Domestic helpers (11/1992-2/1993)
Sick leave and maternity leave patterns of
employees (3/1993-7/1993)
Cigarette smoking pattern (8/1993-9/1993)
Public awareness of the concept of energy
efficiency (9/1993-11/1993)
Taxi waiting time (10/1993-12/1993)

第十二號專題報告書

英文版，港幣四十元

- 家庭傭工 (8/1993-12/1993)
- 家庭生活教育 (1/1994-2/1994)
- 市民光顧小販的情況 (4/1994-5/1994)
- 香港文物保護 (6/1994-10/1994)
- 捐贈器官情況 (6/1994-10/1994)
- 乘搭的士的地點 (10/1994)

Special Topics Report No. 12

English version, HK\$40

Domestic helpers (8/1993-12/1993)
Family life education (1/1994-2/1994)
Hawker situation and hawker patronage
behaviour (4/1994-5/1994)
Heritage preservation (6/1994-10/1994)
Organ donation (6/1994-10/1994)
Taxi boarding location (10/1994)

第十三號專題報告書

中英文對照版，港幣三十元

- 部分時間工作 (11/1994-3/1995)
- 學生做暑期工的情況 (11/1994-3/1995)
- 入住醫院情況 (4/1995-8/1995)
- 僱員離職情況 (4/1995-8/1995)

Special Topics Report No. 13

Bilingual version, HK\$30

Part-time employment (11/1994-3/1995)
Students taking up summer jobs
(11/1994-3/1995)
Hospitalization (4/1995-8/1995)
Worker displacement (4/1995-8/1995)

第十四號專題報告書

中英文對照版，港幣四十二元

- 在中國工作的香港居民 (9/1995-10/1995)
- 勞工流動情況 (9/1995-10/1995)
- 等候的士時間 (11/1995-12/1995)
- 家庭傭工 (11/1995-1/1996)

Special Topics Report No. 14

Bilingual version, HK\$42

Hong Kong residents working in China
(9/1995-10/1995)
Labour mobility (9/1995-10/1995)
Taxi waiting time (11/1995-12/1995)
Domestic helpers (11/1995-1/1996)

第十五號專題報告書

中英文對照版，港幣四十二元

- 在中國內地結婚的香港居民
(11/1995-1/1996)
- 吸烟習慣 (1/1996)
- 公眾對能源效益的認識 (2/1996-4/1996)
- 公眾對申訴專員公署的認識
(2/1996-4/1996)
- 香港居民的健康及就醫情況
(5/1996-6/1996)

Special Topics Report No. 15

Bilingual version, HK\$42

Hong Kong residents married in Mainland
China (11/1995-1/1996)
Cigarette smoking pattern (1/1996)
Public awareness of the concept of energy
efficiency (2/1996-4/1996)
Public awareness of the Office of The
Ombudsman (2/1996-4/1996)
Hong Kong residents' health status and doctor
consultation (5/1996-6/1996)

第十六號專題報告書

中英文對照版，港幣四十元

- 保姆照顧六歲以下兒童的服務使用情況
(7/1996-9/1996)
- 僱員病假及產假模式 (7/1996-9/1996)
- 內地來港定居未足七年人士對社會服務
的需求及認識 (10/1996-1/1997)
- 使用公共小巴服務情況 (2/1997-3/1997)

Special Topics Report No. 16

Bilingual version, HK\$40

Utilization of service provided by childminders
for care of children aged below six
(7/1996-9/1996)
Sick leave and maternity leave patterns of
employees (7/1996-9/1996)
Need for and awareness of social services in
respect of persons from the mainland of
China having resided in Hong Kong for less
than 7 years (10/1996-1/1997)
Patronage of public light buses
(2/1997-3/1997)

第十七號專題報告書

中英文對照版，港幣三十元

- 獨留十二歲及以下兒童在家情況
(4/1997-6/1997)
- 住戶飼養貓狗情況 (4/1997-6/1997)

Special Topics Report No. 17

Bilingual version, HK\$30

Leaving children aged 12 and below
unattended at home (4/1997-6/1997)
Keeping of cats and dogs in households
(4/1997-6/1997)

第十八號專題報告書

中英文對照版，港幣二十八元

- 公眾對維修斜坡的重要性的認識
(7/1997-9/1997)
- 公眾對投訴警方獨立監察委員會的認識
(7/1997-9/1997)

Special Topics Report No. 18

Bilingual version, HK\$28

Public awareness of the importance of slope
maintenance (7/1997-9/1997)
Public awareness of the Independent Police
Complaints Council (7/1997-9/1997)

第十九號專題報告書

中英文對照版，港幣四十八元

- 勞工流動情況及相關課題
(10/1997-12/1997)

Special Topics Report No. 19

Bilingual version, HK\$48

Labour mobility and related subjects
(10/1997-12/1997)

第二十號專題報告書

中英文對照版，港幣三十二元

- 僱員工作時數模式 (10/1996-11/1996)
- 住戶參與家居廢物分類及回收的情況 (1/1998-3/1998)
- 使用互聯網服務情況 (1/1998-3/1998)
- 吸煙習慣 (3/1998)

Special Topics Report No. 20

Bilingual version, HK\$32

Patterns of hours of work of employees
(10/1996-11/1996)
Participation of households in source separation
and recovery of domestic wastes
(1/1998-3/1998)
Utilization of Internet service (1/1998-3/1998)
Cigarette smoking pattern (3/1998)

第二十一號專題報告書

中英文對照版，印刷版：已售罄

下載版：免費

- 等候的士時間 (4/1998-5/1998)
- 入住醫院情況 (4/1998-6/1998)
- 在中國內地工作的香港居民 (5/1998-6/1998)

Special Topics Report No. 21

Bilingual version, Print version : out of stock

Download version : Free

Time spent in waiting taxi (4/1998-5/1998)
Hospitalization (4/1998-6/1998)
Hong Kong residents working in the mainland
of China (5/1998-6/1998)

第二十二號專題報告書

中英文對照版，印刷版：港幣三十元

下載版：免費

- 有配偶或子女在中國內地的香港居民 (3/1999-5/1999)

Special Topics Report No. 22

Bilingual version, Print version : HK\$30

Download version : Free

Hong Kong residents with spouses/children in
the Mainland of China (3/1999-5/1999)

第二十三號專題報告書

中英文對照版，印刷版：已售罄

下載版：免費

- 僱員病假模式 (7/1998-9/1998)
- 僱員離職情況 (7/1998-9/1998)

Special Topics Report No. 23

Bilingual version, Print version : out of stock

Download version : Free

Sick leave pattern of employees
(7/1998-9/1998)
Worker displacement (7/1998-9/1998)

第二十四號專題報告書

中英文對照版，印刷版：已售罄

下載版：免費

- 僱主或機構提供醫療福利予僱員及個人
購買醫療保險的情況 (10/1998-12/1998)
- 六十歲及以上獨居長者的情況 (1/1999-3/1999)
- 部分時間工作 (1/1999-2/1999)

Special Topics Report No. 24

Bilingual version, Print version : out of stock

Download version : Free

Provision of medical benefits by employers/
companies and purchase of medical insurance
by individuals (10/1998-12/1998)
A profile of elderly persons aged 60 and over
living alone (1/1999-3/1999)
Part-time employment (1/1999-2/1999)

第二十五號專題報告書

中英文對照版，印刷版：港幣三十四元
下載版：免費

- 就業人士轉工情況 (6/1999-8/1999)
- 內地來港定居未足七年人士
(7/1999-12/1999)
- 回流香港人士 (7/1999-12/1999)

Special Topics Report No. 25

Bilingual version, Print version : HK\$34
Download version : Free

Job-changing of employed persons
(6/1999-8/1999)
Persons from the mainland of China
having resided in Hong Kong for
less than 7 years (7/1999-12/1999)
Returnees to Hong Kong (7/1999-12/1999)

第二十六號專題報告書

中英文對照版，印刷版：港幣四十二元
下載版：免費

- 勞工流動情況及其他與勞工相關課題
(10/1999-12/1999)

Special Topics Report No. 26

Bilingual version, Print version : HK\$42
Download version : Free

Labour mobility and other labour-related
subjects (10/1999-12/1999)

第二十七號專題報告書

中英文對照版，印刷版：港幣四十元
下載版：免費

- 臨時僱員就業情況 (7/2000-9/2000)
- 部分時間制工作 (7/2000-9/2000)
- 長者及中年人的生活、健康及經濟狀況
(7/2000-9/2000)

Special Topics Report No. 27

Bilingual version, Print version : HK\$40
Download version : Free

Casual employment (7/2000-9/2000)
Part-time employment (7/2000-9/2000)
Socio-demographic, health and economic
profiles of elderly people and soon-to-be old
people (7/2000-9/2000)

第二十八號專題報告書

中英文對照版，印刷版：港幣五十六元
下載版：免費

- 殘疾人士及長期病患者
(1/2000-12/2000)

Special Topics Report No. 28

Bilingual version, Print version : HK\$56
Download version : Free

Persons with disabilities and chronic diseases
(1/2000-12/2000)

第二十九號專題報告書

中英文對照版，印刷版：港幣六十四元
下載版：免費

- 僱員離職情況 (10/2000-12/2000)
- 就業人士轉工情況 (10/2000-12/2000)
- 僱員工作時間內的用膳及休息時段
(1/2001-2/2001)

Special Topics Report No. 29

Bilingual version, Print version : HK\$64
Download version : Free

Worker displacement (10/2000-12/2000)
Job-changing of employed persons
(10/2000-12/2000)
Meal breaks and rest breaks of employees
during working hours (1/2001-2/2001)

第三十號專題報告書

中英文對照版，印刷版：港幣四十二元
下載版：免費

- 臨時僱員就業情況 (4/2001-6/2001)
- 在中國內地工作的香港居民
(4/2001-6/2001)

Special Topics Report No. 30

Bilingual version, Print version : HK\$42
Download version : Free

Casual employment (4/2001-6/2001)
Hong Kong residents working in the mainland
of China (4/2001-6/2001)

第三十一號專題報告書

中英文對照版，印刷版：港幣四十四元
下載版：免費

- 勞工流動情況 (10/2001-12/2001)
- 就業人士轉工情況 (10/2001-12/2001)
- 非從事經濟活動人士若遇上合適工作時
會接受工作的意願 (1/2002-3/2002)

Special Topics Report No. 31

Bilingual version, Print version : HK\$44
Download version : Free

Labour mobility (10/2001-12/2001)
Job-changing of employed persons
(10/2001-12/2001)
Desire of economically inactive persons for
taking up jobs if being offered suitable
employment (1/2002-3/2002)

第三十二號專題報告書

中英文對照版，印刷版：港幣四十四元
下載版：免費

- 僱員工作時數模式 (7/2001-9/2001)
- 僱傭條例下的僱員福利 (7/2001-9/2001)

Special Topics Report No. 32

Bilingual version, Print version : HK\$44
Download version : Free

Patterns of hours of work of employees
(7/2001-9/2001)
Benefits of employees under the Employment
Ordinance (7/2001-9/2001)

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