



LABOUR DEPARTMENT (Headquarters)

勞工處 (總處)

Your reference 來函編號：

Our reference 本處檔案編號： LD LRD/12-1/1-27

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28 December 2011

Clerk to Panel on Manpower
Legislative Council
Legislative Council Complex
1 Legislative Council Road, Central
Hong Kong
(Attn: Mr Raymond LAM)

Dear Mr LAM,

Panel on Manpower
Information requested by Members at the meeting of 17 November 2011

At the meeting of the Panel on Manpower on 17 November 2011, regarding the results of the 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, Members requested the Administration to further provide statistical breakdowns of the 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 enumeration. Our response is as follows.

As mentioned in the LC Paper No. CB(2)285/11-12(01), it was estimated that some 148 300 employees were engaged under employment contracts with short duration or working hours instead of a continuous contract¹ (hereinafter referred to as “SDWH employees”) at the time of enumeration, constituting 5.2% of the total number of employees in the non-government sector. 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

¹ Under the Employment Ordinance, 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.

contract 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.

The 148 300 employees who were classified as SDWH employees at the time of enumeration comprised: (a) 56 300 employees (2.0%) who usually worked less than 18 hours per week; (b) 75 800 employees (2.6%) 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 aforementioned 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 (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 their present jobs at the time of enumeration.

In response to Members' request, statistical breakdowns of employees under the aforementioned category (c) are provided below. It was the first time that C&SD captured data on such type of employees.

Sex

Sex	No. of persons ('000)	%
Male	9.5	58.7
Female	6.7	41.3
Overall	16.2	100.0

Industry

Industry	No. of persons ('000)	%
Construction	5.4	33.0
Retail, accommodation and food services	5.2	32.0
Public administration, social and personal services	1.9	11.6
Transportation, storage, postal and courier services, information and communications	1.8	11.1
Financing, insurance, real estate, professional and business services	1.4	8.3
Others	‡	‡
Overall	16.2	100.0

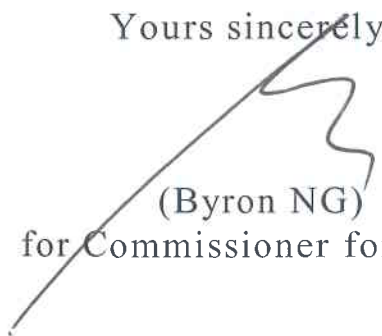
‡ Estimates less than 1 000 and related statistics derived based on such estimates (e.g. percentages and rates) are not released due to large sampling errors.

Occupation

Occupation	No. of persons ('000)	%
Craft and related workers	4.4	27.0
Elementary occupations	3.9	23.7
Clerks	3.0	18.4
Service workers and shop sales workers	3.0	18.2
Plant and machine operators and assemblers	1.6	9.7
Others	‡	‡
Overall	16.2	100.0

‡ Same remarks as above

Yours sincerely,



(Byron NG)

for Commissioner for Labour