

**Information requested  
at the Panel on Manpower meeting held on 21 April 2015**

At the meeting of the Panel on Manpower held on 21 April 2015, the Government was requested to provide the following information: (a) comparison of the average weekly total working hours and average annualised working hours between employees of Hong Kong and employees of member states of the Organisation for Economic Co-operation and Development (OECD) from 2009 onwards if available; and (b) disparity in wage level between male and female employees in other overseas places, including Finland and Denmark.

Information on average weekly working hours of employees of OECD member states is available at [http://stats.oecd.org/Index.aspx?DataSetCode=AVE\\_HRS](http://stats.oecd.org/Index.aspx?DataSetCode=AVE_HRS); while information on disparity in wage levels of male and female employees in other overseas places, including Finland and Denmark, is available at <http://www.oecd.org/gender/data/genderwagegap.htm>.

Owing to differences in the definition of working hours and coverage of workers between the working hours statistics obtained from OECD and those compiled for Hong Kong based on the Annual Earnings and Hours Survey, the Government considers that the two sets of figures are not comparable. The Government has also studied statistics on average annualised working hours of employees obtained from OECD. Apart from differences in the coverage of workers, OECD's statistics exclude meal breaks and time not worked because of public holidays, annual paid leave, maternity leave, sick leave, training and other reasons. The Government considers that it is not feasible to compile average annualised working hours of employees in Hong Kong on the basis of OECD's definition as relevant information on time not worked by employees in Hong Kong owing to the above-mentioned reasons is not available.

In light of the variations in the definitions of wage/earnings and working hours, coverage of employees and data available in the relevant surveys in other places, and the relevant data on the disparity in wage level between male and female employees provided by OECD are unadjusted for differences in socio-economic characteristics between male and female

employees (such as differences in educational attainments and occupations) which might affect their wage levels, the Government also considers that the figures are not comparable to Hong Kong figures.

Census and Statistics Department  
September 2015