

**LegCo Panel on Manpower**

**Assessment of new jobs created/ to be created  
in the period May 1998 - December 2000  
as a result of Government's major policy initiatives and key projects**

**1. Introduction**

Following our first attempt in June 1998 to assess the number of new jobs which will be generated by the Government's major policy initiatives, spending items and infrastructural and public works projects, we have carried out a further assessment, towards the end of December last year, to gauge actual results. We have also tried to assess the number of new jobs which will be generated during the two years from 1999 to 2000.

**2. Overall results : A Synopsis**

***Estimates in June 1998***

2.1 We estimated back in June 1998 that at least 100,000 job vacancies will come onto the labour market over the period from 1 May 1998 to 31 December 1999 as a result of the Government's major policy initiatives and key projects and the need of the civil service (Annex I refers).

2.2 Out of this total estimate, civil service job vacancies to be filled up in the financial year of 1998-99 accounted for 11,000 jobs to be created, while around 89,000 new jobs were expected to be created either in the private sector or in the non-Governmental Organisations receiving Government subvention (Annex I refers).

2.3 Out of this estimated 89,000 non-Government jobs, **32,674** were expected to be created by December 1998 (Annex II refers).

***Jobs Created between May and December 1998***

2.4 According to our latest assessment, for the civil service, **9,400** job vacancies will be filled in the financial year of 1998-99 (Annex I refers). This estimated number of civil service vacancies to be filled has been revised downward by 1,600 mainly because the

actual retirement figure has been lower than we estimated. Up to the end of December 1998, 5,600 vacancies were filled. These are permanent posts at all levels and spread over a wide spectrum of bureaux/departments.

2.5 Outside the civil service, **32,763** new jobs have been created between May and December 1998 as a result of the Government's key policy initiatives and major projects (Annex II refers). This is almost identical with our previous forecast of 32,674. In most areas, the actual numbers of jobs created more or less met the forecasts, except for public works building projects where 2,200 less jobs were created which were mainly due to the deferral of a number of government departmental quarter projects. On the other hand, the actual numbers of jobs created in the areas of hospital services and housing were higher than expected, by 1,331 and 610 respectively, mainly due to advancement in the provision of additional hospital facilities and an increase in building construction activities.

2.6 Out of the 32,763 new jobs created, 12,064 are permanent, while 20,699 are project based ones with an average duration of 28 months (Annex II refers). 9,705 of these jobs fall within the category of professional, managerial, administrative or supervisory levels while 23,058 are operative/clerical and supporting levels.

**New Jobs to be Created between January 1999 to December 2000**

2.7 As a result of the Government's key policy initiatives and major infrastructural or other projects and the requirements of the civil service, we expect that some **122,000** job vacancies will be generated within the labour market over the next two years (Annex III refers). A summary analysis of this figure is as follows:

- (a) About **32,000** will be permanent jobs, and **90,000** project based ones with an average duration of 25 months depending on the length of individual projects or programmes (Annex III refers);

- (b) **113,500** will come from the private sector and non-Government organisations receiving Government subventions, and **8,500** from the civil service; the civil service vacancies will be filled during the 1999-2000 financial year (Annex III refers);
- (c) **20,000** will fall within the category of professional, managerial, administrative or supervisory levels while **102,000** operative/clerical and supporting levels (Annexes IV and V refer);
- (d) Of the 113,500 non-Government new jobs, some 66,000 will be created in 1999, which has been revised upward by 9,000 from the June forecast of 57,000; and **47,500** will be created in 2000 (Annex III refers).

### **3. Reasons underlying the creation of new jobs**

3.1 The vast majority of these new jobs flow directly or indirectly from the various policy commitments, initiatives or key projects which seek to either provide new services or improve existing ones in a wide spectrum of public services or facilities. The new jobs to be created represent either the estimated manpower requirements of implementing key projects (such as the number and type of workers required to construct a railway), or the job opportunities arising from these initiatives (such as the liberalisation of the telecommunications market and investment promotion).

### **4. Major areas of creation (Non-government new jobs)**

4.1 The majority of new jobs to be created during the next two years arise from initiatives, developments, or projects in the following areas:

	<b>Project Area</b>	<b>New jobs to be created between Jan 1999 &amp; Dec 2000</b>
1.	Infrastructural Projects	53,482
2.	Public Works Building Projects	20,400
3.	Housing	9,017
4.	Tourism	5,384
5.	Social Welfare	2,993
6.	Telecommunications	2,966
7.	Building Management	2,940
8.	Industrial Promotion and Development	2,490
9.	Education	2,147
10.	Environmental Protection	1,895
11.	Hospital Services	1,878
12.	Minor Works Projects	1,681

***Infrastructural Development Projects***

4.2 The Government is spending about \$235 billion on infrastructural projects in the five years up to 2002-03, which is 50% above the Airport Core Projects. These projects will altogether generate **53,482** job opportunities in 1999 and 2000, comprising 6,944 at the professional or managerial levels and 46,538 at the operative/supporting levels. Such projects can be broadly divided into the following 8 categories:

- (a) **21,776 from railway projects**, including
- i) construction of KCRC West Rail (Phase 1), MTR Tseung Kwan O Extension and MTR Quarry Bay Congestion Relief Works; and
  - ii) KCR extension projects including Ma On Shan to Tai Wai Rail Link, KCR Extension from Hung Hom to Tsim Sha Tsui and Lok Ma Chau Spur Line.
- (b) **7,600 from roads and highways projects**, including widening of Tolo Highway between Island House Interchange and Ma Liu Shui Interchange and Tsing Yi North Coastal Road; design consultancies of Route 9, Route 10, Route 16, Central Kowloon Route; Improvement to Kam Tin Road; Lantau North-South road link between Tai Ho Wan and Mui Wo; construction of Road T5 and Route 16 (Tai Wai Section);
- (c) **7,400 from sewerage and drainage projects** including West Kowloon Drainage Improvement works, Wanchai East and North Point Sewerage Stage 2 works, Aberdeen, Ap Lei Chau and Pok Fu Lam Sewerage, and Outlying Islands Sewerage Stage I Phase I;
- (d) **4,400 from port works** including Tseung Kwan O Port Development at area 137 remaining works, design consultancy of Tsuen Wan Bay further reclamation development and Tsuen Wan Bay further reclamation, Penny's Bay Reclamation, design consultancies of Green Island Development;
- (e) **3,000 from projects related to the Chek Lap Kok Airport**, including the construction of the Second Runway and other construction works of the Airport;
- (f) **1,800 from site formation** works including South East Kowloon development and site formation of Tai Po Area 12 (part) and 39 Phase 2; Tin Shui Wai further development, formation in Sha Tin areas; and

- (g) **1,300 from waterworks** including water supply to West Kowloon and to South East Kowloon Development; Mainlaying between Yuen Long and Tan Kwai Tsuen, Mainlaying in Mongkok, Ho Man Tin and Sham Shui Po and water supply to new development areas in Yuen Long; and
- (h) **4,100 from slope works, waste management and other miscellaneous projects.**

4.3 Apart from the above public-funded projects, the following two port development projects will also generate substantial job opportunities during these two years:

- (a) The construction work of the **River Trade Terminal project in Tuen Mun Area 38** will give rise to **1,206** new job opportunities; and
- (b) The construction of Container Terminal No. 9 (CT9) will give rise to 900 job opportunities.

#### **Public Works Building Projects**

4.4 Apart from infrastructural development projects, the Government will also spend over \$65 billion on **public works building projects** in the next five years. These projects will produce **20,400** new jobs for the private sector during 1999 and 2000, comprising 3,210 at the professional/managerial levels such as engineers and surveyors, and 17,190 at the operative levels, mainly on-site construction workers. Major projects which will generate employment opportunities in 1999 and 2000 include **Public Health Laboratory Centre, departmental quarters** at West Kowloon, Lai King and Kwun Tong, **redevelopment of police headquarters** at Arsenal Yard, **expansion of kiosks and other facilities at Lok Ma Chau Boundary, new penal institutions** at Yam O and High Island, and improvement works to existing schools.

## **Housing**

4.5 The Government will be implementing a massive housing programme aimed at providing 50,000 public housing units a year over the next 10 years, up 35% from the yearly average of 37,000 (excluding sandwich class housing) in the past several years. The construction works, together with the related infrastructural and management works, will give rise to some **9,017** job opportunities in the next two years in the private sector. These comprise 1,016 professional or managerial or supervisory posts, and 8,001 at the operative levels (mainly construction workers). A broad breakdown of these jobs by major areas of activities is as follows:

- (a) **5,307** jobs (2,499 permanent jobs and 2,808 project based jobs) for the ***public housing construction/civil engineering programme***;
- (b) **2,900** permanent jobs for the ***management of newly completed commercial premises and home ownership flats*** etc., through private management agencies, involving jobs such as property management professionals, property maintenance technicians, cleansing operators, clerks and security guards; and
- (c) 810 permanent jobs in the private sector for tower guards for the upgrading of security system in existing public rental estates.

## **Tourism**

4.6 Together, there will be some **5,384** new jobs created in tourism industry in 1999 and 2000. The granting of the former Tamar Site to the Hong Kong Tourist Association for facilitating the ***staging of recreational, entertainment and tourism-oriented activities*** will generate some 2,600 new jobs including 6 permanent jobs and 2,594 project based ones in 1999 and 2000. Besides, the Government fund of \$100 million to establish an “***International Events Fund***” will generate an estimated 2,784 new jobs including 70 permanent jobs and 2,714 project based jobs in the private sector in 1999 and 2000. The major jobs to be created include production managers, producers, print and production technicians, stage managers, public relations executives, ushers, performers, music directors, sales staff, transport operators and cleansing staff.

### **Social Welfare**

4.7 The Social Welfare Department and the various subvented Non-Government Organisations will be providing employment opportunities, in 1999 and 2000, through a wide spectrum of *welfare programmes in elderly services, family and child care, rehabilitation, youth services and administration of the social security system*. These include, in particular, the provision of residential care homes for the elderly, child care centres, as well as day and residential services for people with disabilities. These will create around **2,993** additional jobs, comprising 584 at the professional/managerial levels (including mainly Social Welfare Officers, Social Welfare Assistants, nurses and allied health personnel) and 2,409 at the clerical/supportive levels (including mainly clerical grade staff).

### **Telecommunications**

4.8 During 1999 and 2000, it is estimated that some **2,966** new jobs will be created in the private sector. They include 459 at the professional/managerial levels and 2,507 at the operative/supportive levels. The estimated breakdown of the majority of these jobs by major activities is as follows:

- (a) 796 as a result of further liberalisation of external and local fixed telecommunication network services markets;
- (b) 675 from liberalisation of external telecommunication services market;
- (c) 822 from local mobile services operators;
- (d) 500 from Video-on-demand and interactive multi-media services; and
- (e) 160 for fixing the Year 2000 problem in telecommunications equipment such as private telephone exchanges, interactive voice response systems etc.

### **Building Management**

4.9 Some **2,940** new jobs will be created as a result of building

management projects. Of these, about 653 are at the professional/managerial levels, and 2,287 are at the operative/clerical levels. Major projects and their respective new jobs generated are as follows:

- (a) **2,000** for meeting requirements arising from the introduction of mandatory ***building management*** initiatives;
- (b) 818 for stepping up enforcement action on unsafe old buildings and encouraging owners to join the Building Safety Inspection Scheme; and
- (a) 106 for accelerating the clearance of unauthorised rooftop structures to improve fire safety of buildings involving clearance of some 1,000 rooftop structures per year.

### **Industrial Promotion and Development**

4.10 Some **2,490** new jobs will be created in the private sector as a result of on-going support services and a few large-scale capital projects which aimed at facilitating the long-term development of high value-added and high-tech industries in Hong Kong. Of these, about 516 are at the professional/managerial levels, and 1,974 are at the operative/clerical levels. A broad breakdown of the majority of these jobs by major projects is as follows:

- (a) **1450** from the development of the ***Second Industrial Technology Centre***;
- (b) 461 from committed investment projects arising from investment promotion activities;
- (c) 245 arising from projects funded by the Industrial Support Fund which provides financial support for projects which can contribute to Hong Kong's industrial or technological developments and are conducive to enhancing the competitiveness of Hong Kong's manufacturing industry; and
- (d) 156 from the development of the Hong Kong Science Park Phase One at Pak Shek Kok, Tai Po.

### **Education**

4.11 An estimated **2,147** new jobs are expected to be created during 1999 and 2000. Of this, about 1,617 are at the professional or managerial levels while some 530 are at the operative/supportive levels. These new jobs arise mainly from the following major initiatives :

- (a) 561 additional staff including 500 teaching/administrative staff and 61 non-teaching clerical staff to fill new positions arising from operation of new and converted whole-day primary schools;
- (b) 372 additional teaching and supporting staff arising from the opening of new schools and provision of additional clerical support to secondary schools;
- (c) 285 additional teachers for primary schools to support library service and the Chinese and English Extensive Reading Schemes;
- (d) 205 additional teaching staff to be provided to schools due to more use of Chinese as the medium of instruction;
- (e) 615 additional staff including 256 teachers/administrative staff and 359 supporting staff for wider use of information technology in schools;
- (f) 46 additional teaching posts for improvement of Student Guidance Teacher to pupil ratio in primary schools; and
- (g) 50 additional staff including 30 teaching staff and 20 supporting staff for the pilot project on integration of children with special needs in ordinary schools.

### **Environmental Protection**

4.12 Some **1,895** new jobs will be created in 1999 and 2000 as a result of environmental protection projects. Of these, about 122 are at the professional/managerial levels, and 1,773 are at the operative/clerical levels. Major projects and their respective new jobs generated are as follows:

- (a) 950 from the implementation of the 10-year Waste Reduction Framework Plan;

- (b) 645 for phasing out diesel taxis and replacing them with LPG taxis;
- (c) 100 from Northwest New Territories Refuse Transfer Station;
- (d) 59 from the project of Northwest New Territories Landfills and Gin Drinkers Bay Landfill Restoration;
- (e) 40 from clinical waste disposal at the Chemical Waste Treatment Facility;
- (f) 31 from operating denitrification facility at the Northeast New Territories landfill operation;
- (g) 26 from the provision of a purpose-built facility for packaging and storing low-level radioactive waste; and
- (h) 24 from the capital project of Outlying Islands Transfer Facilities.

**Hospital services**

4.13 The Hospital Authority plans to create some **1,878** new jobs in 1999 and 2000 for the services arising from *new bed openings* in North District Hospitals, Tai Po Hospital, Pamela Youde Nethersole Hospital, United Christian Hospital, Yan Chai Hospital, Kowloon Medical Rehabilitation centre, Tseung Kwan O Hospital and Hong Kong Eye Hospital. These 1,878 new jobs comprise 1,544 new job vacancies for professional/administrative/supervisory staff including doctors, nurses, allied health professionals (physiotherapists, occupational therapists, radiographers, pharmacists, dispensers and medical social workers), and 334 other supporting staff (including clerks, workmen, healthcare assistants).

**Minor Works Project**

4.14 Some **1,681** new jobs will be created in 1999 and 2000 as a result of minor works projects. Of these, about 223 are at the professional/managerial levels, and 1,458 are at the operative/clerical levels. Major projects and their respective new jobs generated are as follows:

- (a) 1059 from Rural Public Works Programme;

- (b) 413 from Rural Planning and Improvement Strategy minor works programme;
- (c) 110 from the requirement of owners of man-made private slopes to rectify their substandard slopes; and
- (b) 99 for completing screening studies of underground services affecting 500 slopes per year.

**Others**

4.15           **5,987** jobs (comprising 4,443 permanent and 1,544 project based jobs) are expected to be created in 1999 and 2000 in a wide range of other areas including Government property management, arts/sports/recreation, industrial safety, fire safety, urban planning, community services, land management and airport management and services.

Education and Manpower Bureau  
January 1999

因政府的主要政策措及發展計劃而開設的職位數目  
(1998年5月1日至1999年12月31日)  
Number of Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.5.1998 to 31.12.1999)

工作類別：各類 Job Categories : All

範疇/計劃 Type of items/projects	職位數目 (上次預測) (A) No. of posts (previous forecast) (A)				職位數目 (修訂預測) (B) No. of posts (revised forecast) (B)				變動 (B) - (A) Changes (B) - (A)			
	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d) = (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d) = (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d) = (a) + (b)
		數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)	
非政府職位 Non-government posts	22 318	67 049	25	89 367	28 323	70 116	26	98 439	+6 005	+3 067	+1	+9 072
基礎建設計劃 <sup>(1)</sup> Infrastructural Projects <sup>(1)</sup>	1 555	39 095	27	40 650	1 524	40 240	31	41 764	-31	+1 145	+4	+1 114
公共工程建築計劃 <sup>(2)</sup> Public Works Building Projects <sup>(2)</sup>	0	18 900	30	18 900	0	16 000	30	16 000	0	-2 900	0	-2 900
房屋 <sup>(3)</sup> Housing <sup>(3)</sup>	2 270	2 170	7	4 440	5 570	2 776	12	8 346	+3 300	+606	+6	+3 906
社會福利 Social Welfare	3 174	91	12	3 265	2 919	270	26	3 189	-255	+179	+14	-76
教育 Education	2 714	19	26	2 733	2 601	226	17	2 827	-113	+207	-9	+94
旅遊業 Tourism	82	2 900	3	2 982	88	4 889	1	4 977	+6	+1 989	-2	+1 995
電訊業 Telecommunications	1 748	950	12	2 698	2 294	568	7	2 862	+546	-382	-5	+164
醫院服務 Hospital Services	2 430	0	0	2 430	3 385	0	0	3 385	+955	0	0	+955
政府物業管理 Government Property Management	0	1 317	16	1 317	42	1 587	19	1 629	+42	+270	+3	+312
工業推廣及發展 Industrial Promotion and Development	290	878	10	1 168	575	1 020	13	1 595	+285	+142	+3	+427
其他 <sup>(4)</sup> Others <sup>(4)</sup>	8 055	729	17	8 784	9 325	2 540	7	11 865	+1 270	+1 811	-10	+3 081
政府職位 <sup>(5)</sup> (98年4月1日至99年3月31日) Government posts <sup>(5)</sup> (1.4.1998 - 31.3.1999)	11 000	0	0	11 000	9 400	0	0	9 400	-1 600	0	0	-1 600
合計 Total	33 318	67 049	25	100 367	37 723	70 116	26	107 839	+4 405	+3 067	+1	+7 472

- 註：  
Notes:
- 基礎建設計劃包括與機場有關的工程、內河貨運碼頭及九龍貨櫃碼頭工程、港口工程、鐵路、鐵路、公路、污水收集、水務及地盤平整工程。  
Infrastructural Projects include Airport-related Projects, River Trade Terminal and Container Terminal No. 9, Port Works, Railways, Drainage, Highways, Sewerage, Waterworks and Site Formation.
  - 公共工程建築計劃包括興建消防局、警署、運動場、室內運動場、街市大樓、學校及醫院等。  
Public Works Building Projects include Fire Stations, Police Stations, Sports Grounds, Classes Halls, Market Complexes, Schools and Hospitals etc.
  - 房屋計劃包括大廈管理、建築、房屋管理及保安服務。  
Housing include Building Management, Construction, Housing Management and Security Services.
  - 其他項目包括藝術/體育/康樂、工業安全、環境保護、消防、小型工程計劃、規劃、社區服務、機場管理服務、入境事務及土地管理。  
Other projects include Arts/Sports/Recreation, Industrial Safety, Environmental Protection, Fire Safety, Minor Works Projects, Planning, Community Services, Airport Management & Services, Immigration Services and Land Management.
  - 職位包括新開設的職位、需填補的現有空缺及預期提早/正常退休而屬出來的空缺。  
Posts include new posts to be created, existing vacancies to be filled and expected vacancies arising from early/normal retirement.

Number of Non-government Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.5.1998 to 31.12.1998)

工作類別：各類 Job Categories : All

類別/計劃 Type of items/projects	前預測職位數目 (A) No. of posts previously forecasted (A)				確實已開設的職位數目 (B) Actual no. of posts created (B)				變動 (B) - (A) Changes (B) - (A)			
	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d) = (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d) = (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d) = (a) + (b)
		數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)	
基礎建設計劃 <sup>(1)</sup> Infrastructural Projects <sup>(1)</sup>	314	10 637	30	10 951	318	10 623	34	10 941	+ 4	- 14	+ 4	- 10
公共工程建築計劃 <sup>(2)</sup> Public Works Building Projects <sup>(2)</sup>	0	8 300	30	8 300	0	6 100	30	6 100	0	-2 200	0	-2 200
房屋 <sup>(3)</sup> Housing <sup>(3)</sup>	782	1 135	8	1 917	1 790	737	8	2 527	+1 008	- 398	+ 1	+ 610
社會福利 Social Welfare	1 685	35	12	1 720	1 004	162	26	1 166	- 681	+ 127	+ 14	- 554
教育 Education	1 585	19	26	1 604	1 532	134	18	1 666	- 53	+ 115	- 7	+ 62
旅遊業 Tourism	22	400	3	422	12	781	1	793	- 10	+ 381	- 2	+ 371
電訊業 Telecommunications	660	320	12	980	753	309	8	1 062	+ 93	- 11	- 4	+ 82
醫院服務 Hospital Services	1 064	0	0	1 064	2 395	0	0	2 395	+1 331	0	0	+1 331
政府物業管理 Government Property Management	0	1 317	16	1 317	0	1 317	16	1 317	0	0	0	0
工業推廣及發展 Industrial Promotion and Development	251	263	12	514	318	165	19	483	+ 67	- 98	+ 6	- 31
其他 <sup>(4)</sup> Others <sup>(4)</sup>	3 608	277	13	3 885	3 942	371	10	4 313	+ 334	+ 94	- 3	+ 428
合計 Total	9 971	22 703	27	32 674	12 064	20 699	28	32 763	+2 093	-2 004	+ 2	+ 89

- 註： 1 基礎建設計劃包括與機場有關的工程、內河貨運碼頭及九龍貨櫃碼頭工程、港口工程、鐵路、橋樑、公路、污水收集、水務及地盤平整工程。  
Infrastructural Projects include Airport-related Projects, River Trade Terminal and Container Terminal No. 9, Port Works, Railways, Drainage, Highways, Sewerage, Waterworks and Site Formation.
- 2 公共工程建築計劃包括興建消防局、警署、運動場、室內運動場、街市大樓、學校及醫院等。  
Public Works Building Projects include Fire Stations, Police Stations, Sports Grounds, Games Halls, Market Complexes, Schools and Hospitals etc.
- 3 房屋計劃包括大廈管理、建築、房屋管理及保安服務。  
Housing include Building Management, Construction, Housing Management and Security Services.
- 4 其他項目包括藝術/體育/康樂、工業安全、環境保護、消防、小型工程計劃、規劃、社區服務、機場管理及服務、入境事務及土地管理。  
Other projects include Arts/Sports/Recreation, Industrial Safety, Environmental Protection, Fire Safety, Minor Works Projects, Planning, Community Services, Airport Management & Services, Immigration Services and Land Management.

因政府的主要政策措施及發展計劃而開設的職位數目  
(1999年1月1日至2000年12月31日)  
Number of Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.1.1999 to 31.12.2000)

工作類別：各類  
Job Categories: All

範疇/計劃 Type of items/projects	1.1.1999 - 31.12.1999				1.1.2000 - 31.12.2000				合計 Overall			
	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no of post (d)= (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)
		數目 Numbers (b)	平均聘期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘期 (月) Average duration (Months) (c)	
非政府職位 Non-government posts	16 259	49 417	26	65 676	8 989	38 595	25	47 584	25 248	88 012	25	113 260
基礎建設計劃 <sup>(1)</sup> Infrastructural Projects <sup>(1)</sup>	1 206	29 617	30	30 823	0	22 659	27	22 659	1 206	52 276	29	53 482
公共工程建築計劃 <sup>(2)</sup> Public Works Building Projects <sup>(2)</sup>	0	9 900	30	9 900	0	10 500	30	10 500	0	20 400	30	20 400
房屋 <sup>(3)</sup> Housing <sup>(3)</sup>	3 780	2 039	14	5 819	2 429	769	9	3 198	6 209	2 808	12	9 017
旅遊業 Tourism	76	4 108	1	4 184	0	1 200	0	1 200	76	5 308	1	5 384
社會福利 Social Welfare	1 915	108	26	2 023	970	0	0	970	2 885	108	26	2 993
電訊業 Telecommunications	1 541	259	7	1 800	996	170	3	1 166	2 537	429	5	2 966
大廈管理 Building Management	225	240	5	465	2 185	290	5	2 475	2 410	530	5	2 940
工業推廣及發展 Industrial Promotion and Development	257	855	12	1 112	112	1 266	6	1 378	369	2 121	9	2 490
教育 Education	1 069	92	15	1 161	976	10	2	986	2 045	102	14	2 147
環境保護 Environmental Protection	1 023	450	14	1 473	136	286	12	422	1 159	736	13	1 895
醫院服務 Hospital Services	990	0	0	990	888	0	0	888	1 878	0	0	1 878
小型工程計劃 Minor Works Projects	13	773	2	786	18	877	2	895	31	1 650	2	1 681
其他 <sup>(4)</sup> Others <sup>(4)</sup>	4 164	976	15	5 140	279	568	23	847	4 443	1 544	18	5 987
政府職位 <sup>(5)</sup> (1999年4月1日至2000年3月31日) Government posts <sup>(5)</sup> (1.4.1999 - 31.3.2000)	6 709	1 579	9	8 288	--	--	--	--	6 709	1 579	9	8 288
合計 Total	22 968	50 996	25	73 964	8 989	38 595	25	47 584	31 957	89 591	25	121 548

註：  
1. 基礎建設計劃包括與機場有關的工程、內河貨運碼頭及九龍貨運碼頭工程、港口工程、鐵路、渠務、公路、污水收集、水務及地盤平整工程。  
Infrastructural Projects include Airport-related Projects, River Trade Terminal and Container Terminal No. 9, Port Works, Railways, Drainage, Highways, Sewerage, Waterworks and Site Formation.  
2. 公共工程建築計劃包括興建海防局、警署、運動場、室內運動場、街市大樓、學校及醫院等。  
Public Works Building Projects include Fire Stations, Police Stations, Sports Grounds, Courts Halls, Market Complexes, Schools and Hospitals etc.  
3. 房屋計劃包括大廈管理、建築、房屋管理及保安服務。  
Housing include Building Management, Construction, Housing Management and Security Services.  
4. 其他項目包括藝術/康樂、工業安全、消防、規劃、社區服務、機場管理及服務、政府物業管理、入境事務及土地管理。  
Other projects include Arts/Sports/Recreation, Industrial Safety, Fire Safety, Planning, Community Services, Airport Management & Services, Government Property Management, Immigration Services and Land Management.  
5. 職位包括新開設的職位、需填補的現有空缺及預期提早/正常退休而產生的空缺。  
Posts include new posts to be created, existing vacancies to be filled and expected vacancies arising from early/normal retirement.

因政府的主要政策及發展計劃而開設的職位數目  
(1999年1月1日至2000年12月31日)  
Number of Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.1.1999 to 31.12.2000)

附件四  
Annex IV

工作類別：專業/管理/行政/督導  
Job Categories : Professional/Managerial/Administrative/Supervisory

範疇/計劃 Type of items/projects	1.1.1999 - 31.12.1999				1.1.2000 - 31.12.2000				合計 Overall			
	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)
		數目 Numbers (b)	平均聘期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘期 (月) Average duration (Months) (c)	
非政府職位 Non-government posts	3 055	6 407	29	9 462	2 907	5 337	29	8 244	5 962	11 744	29	17 706
基礎建設計劃 <sup>(1)</sup> Infrastructural Projects <sup>(1)</sup>	0	3 795	33	3 795	0	3 149	32	3 149	0	6 944	33	6 944
公共工程建築計劃 <sup>(2)</sup> Public Works Building Projects <sup>(2)</sup>	0	1 549	30	1 549	0	1 661	30	1 661	0	3 210	30	3 210
房屋 <sup>(3)</sup> Housing <sup>(3)</sup>	385	345	15	730	161	125	8	286	546	470	13	1 016
旅遊業 Tourism	19	20	8	39	0	5	1	5	19	25	6	44
社會福利 Social Welfare	390	0	0	390	194	0	0	194	584	0	0	584
電訊業 Telecommunications	252	40	9	292	167	0	0	167	419	40	9	459
大廈管理 Building Management	73	0	0	73	580	0	0	580	653	0	0	653
工業推廣及發展 Industrial Promotion and Development	103	239	11	342	62	112	6	174	165	351	9	516
教育 Education	766	37	20	803	805	9	2	814	1 571	46	16	1 617
環境保護 Environmental Protection	64	34	15	98	14	10	15	24	78	44	15	122
醫院服務 Hospital Services	770	0	0	770	774	0	0	774	1 544	0	0	1 544
小型工程計劃 Minor Works Projects	8	82	2	90	13	120	2	133	21	202	2	223
其他 <sup>(4)</sup> Others <sup>(4)</sup>	225	266	17	491	137	146	24	283	362	412	19	774
政府職位 <sup>(5)</sup> (1999年4月1日至2000年3月31日) Government posts <sup>(5)</sup> (1.4.1999 - 31.3.2000)	1 970	244	14	2 214	--	--	--	--	1 970	244	14	2 214
合計 Total	5 025	6 651	29	11 676	2 907	5 337	29	8 244	7 932	11 988	29	19 920

- 註：  
Notes:
- 基礎建設計劃包括與機場有關的工程、內河貨運碼頭及九龍貨運碼頭工程、港口工程、鐵路、鐵路、公路、污水收集、水務及地盤平整工程。  
Infrastructural Projects include Airport-related Projects, River Trade Terminal and Container Terminal No. 2, Port Works, Railways, Drainage, Highways, Sewerage, Waterworks and Site Preparation.
  - 公共工程建築計劃包括興建消防局、警署、運動場、室內運動場、街市大樓、學校及醫院等。  
Public Works Building Projects include Fire Stations, Police Stations, Sports Grounds, Courts Halls, Market Complexes, Schools and Hospitals etc.
  - 房屋計劃包括大廈管理、建築、房屋管理及保安服務。  
Housing include Building Management, Construction, Housing Management and Security Services.
  - 其他項目包括藝術/體育/康樂、工業安全、消防、規劃、社區服務、機場管理服務、政府物業管理、入境事務及土地管理。  
Other projects include Arts/Sports/Recreation, Industrial Safety, Fire Safety, Planning, Community Services, Airport Management & Services, Government Property Management, Immigration Services and Land Management.
  - 職位包括新開設的職位、需填補的現有空缺及預期提早/正常退休而產生的空缺。  
Posts include new posts to be created, existing vacancies to be filled and expected vacancies arising from early/normal retirement.

因政府的主要政策措拖及發展計劃而開設的職位數目  
(1999年1月1日至2000年12月31日)  
Number of Jobs Created as a Result of Government's Major Policy Initiatives and Projects  
(Period from 1.1.1999 to 31.12.2000)

附件五  
Annex V

工作類別：操作/文書/支援等  
Job Categories : Operative/Clerical/Support, etc.

範疇/計劃 Type of items/projects	1.1.1999 - 31.12.1999				1.1.2000 - 31.12.2000				合計 Overall			
	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)	永久職位 Permanent Jobs (a)	項目性職位 Project based jobs		總職位數目 Total no. of post (d)= (a) + (b)
		數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)			數目 Numbers (h)	平均聘用期 (月) Average duration (Months) (c)			數目 Numbers (b)	平均聘用期 (月) Average duration (Months) (c)	
非政府職位 Non-government posts	13 204	43 010	25	56 214	6 082	33 258	24	39 340	19 286	76 268	25	95 554
基礎建設計劃 <sup>(1)</sup> Infrastructural Projects <sup>(1)</sup>	1 206	25 822	30	27 028	0	19 510	26	19 510	1 206	45 332	28	46 538
公共工程建築計劃 <sup>(2)</sup> Public Works Building Projects <sup>(2)</sup>	0	8 351	30	8 351	0	8 839	30	8 839	0	17 190	30	17 190
房屋 <sup>(3)</sup> Housing <sup>(3)</sup>	3 395	1 694	14	5 089	2 268	644	9	2 912	5 663	2 338	12	8 001
旅遊業 Tourism	57	4 088	1	4 145	0	1 195	0	1 195	57	5 283	1	5 340
社會福利 Social Welfare	1 525	108	26	1 633	776	0	0	776	2 301	108	26	2 409
電訊業 Telecommunications	1 289	219	6	1 508	829	170	3	999	2 118	389	5	2 507
大廈管理 Building Management	152	240	5	392	1 605	290	5	1 895	1 757	530	5	2 287
工業推廣及發展 Industrial Promotion and Development	154	616	13	770	50	1 154	6	1 204	204	1 770	8	1 974
教育 Education	303	55	12	358	171	1	3	172	474	56	12	530
環境保護 Environmental Protection	959	416	14	1 375	122	276	12	398	1 081	692	13	1 773
醫院服務 Hospital Services	220	0	0	220	114	0	0	114	334	0	0	334
小型工程計劃 Minor Works Projects	5	691	2	696	5	757	2	762	10	1 448	2	1 458
其他 <sup>(4)</sup> Others <sup>(4)</sup>	3 939	710	15	4 649	142	422	23	564	4 081	1 132	18	5 213
政府職位 <sup>(5)</sup> (1999年4月1日至2000年3月31日) (Government posts <sup>(5)</sup> (1.4.1999 - 31.3.2000))	4 739	1 335	8	6 074	--	--	--	--	4 739	1 335	8	6 074
合計 Total	17 943	44 345	25	62 288	6 082	33 258	24	39 340	24 025	77 603	25	101 628

- 11 : 1. 基礎建設計劃包括與機場有關的工程、內河貨運碼頭及九龍貨運碼頭工程、港口工程、鐵路、橋樑、公路、污水收集、水務及地盤平整工程。  
Infrastructural Projects include Airport-related Projects, River Trade Terminal and Container Terminal No. 9, Port Works, Railways, Drainage, Highways, Sewerage, Waterworks and Site Formation.
2. 公共工程建築計劃包括興建消防局、警署、運動場、室內運動場、街市大樓、學校及醫院等。  
Public Works Building Projects include Fire Stations, Police Stations, Sports Grounds, Census Halls, Market Complexes, Schools and Hospitals etc.
3. 房屋計劃包括大廈管理、建築、房屋管理及保安服務。  
Housing include Building Management, Construction, Housing Management and Security Services.
4. 其他項目包括藝術/體育/康樂、工業安全、消防、規劃、社區服務、機場管理服務、政府物業管理、入境事務及土地管理。  
Other projects include Arts/Sports/Recreation, Industrial Safety, Fire Safety, Planning, Community Services, Airport Management & Service, Government Property Management, Immigration Services and Land Management.
5. 職位包括新開設的職位、需填補的現有空缺及預料提早/正當退休而騰出來的空缺。  
Posts include new posts to be created, existing vacancies to be filled and expected vacancies arising from early/normal retirement.