



香港職工會聯盟

HONG KONG CONFEDERATION OF TRADE UNIONS

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新聞稿

就自由黨的最低工資研究報告，香港職工會聯盟發表聲明回應如下：

香港職工會聯盟歡迎自由黨摒棄意識形態爭論，以務實態度理性討論最低工資政策。

自由黨日前發表研究報告，建議法定最低工資不高於時薪 24 元，並指這水平相當於「全港平均工資」每月 11,063 元的 45%，遠高於其他國家或地區；報告同時警告，最低工資若定為時薪 32 元，會令超過 17 萬低技術工人飯碗不保。

職工盟認為，自由黨引用的統計數字和採用的研究方法，均有嚴重錯誤，使研究報告不僅未能幫助公眾理性討論最低工資政策，反而有混淆視聽的不良效果，令人感到可惜。

自由黨引用的「平均工資」數字，是來自政府統計處的「工資及薪金總額統計調查」；該項調查的範圍不包括經理級人員與專業僱員(附件一)，這與其他國家所用的所有全職僱員平均工資有別(註)，兩者不應直接比較。

香港現時沒有所有全職僱員平均工資的數字，我們只可以從「工資及薪金總額」和「經理級與專業僱員薪金」兩項統計調查所得的數字，估計香港所有全職僱員平均工資的大約水平。《2008 年經理級與專業僱員薪金及僱員福利統計報告》列出 75 個不同行業和職業的每月平均薪金，未加權平均數為 39,995 元。以經理級與專業僱員佔整體就業人士(不包括外籍家庭傭工)約 17.5% 計算，香港所有全職僱員平均工資大約是 16,100 元 (39,995 元 x 17.5% + 11,063 元 x 82.5%)。

上述估計數字跟政府統計處的「住戶統計調查」所得的數據大致吻合。在 2003 年(即過去 10 年香港經濟狀況最差的一年)，本地全職就業人士每月平均收入為 16,400 元。職工盟相信，16,000 元是比較接近現實的香港所有全職僱員平均工資水平。

以自由黨可以接受的最低工資水平(即相當於平均工資的 45%)計算，最低工資應是時薪 35 元(16,000 元 x 45% / 26 日 / 8 小時)，而非自由黨引用錯誤統計數字得出的 24 元。

另一方面，自由黨以受訪者表達的意向，推算不同最低工資水平對就業的影響，研究方法亦毫不專業。

眾所周知，受訪者事前表達的意向，往往與其後真實出現的情況有極大差別。舉例來說，今年七一遊行前，香港中文大學亞太研究所的民意調查顯示，有 7.2%受訪者表示「一定會」參加遊行，以全港 18 歲或以上市民推算，應有超過 40 萬人參加遊行，但實際參與人數卻遠低於此數。自由黨錯誤使用民調結果，指最低工資若定為時薪 32 元，會令超過 17 萬低技術工人飯碗不保，純屬危言聳聽。

英國保守黨曾經警告，「最低工資導致百萬人失業」(a minimum wage could cost a million jobs)，但當最低工資落實後，發現對就業市場影響極為輕微，最終只好尷尬地「轉軚」，承認最低工資實無傷大雅(minimum wage, minimum fuss)。

職工盟呼籲自由黨實事求是，切勿重蹈保守黨覆轍。

香港職工會聯盟
2009 年 10 月 13 日

註：以英國為例，2008 年成人最低工資水平為時薪 5.52 鎊，所有全職僱員平均工資是 14.53 鎊，比例是 38%；如果不計算經理級和專業僱員，平均工資是 11.13 鎊，比例是 50%。英國按職業劃分的平均工資詳細資料見附件二。

7.13 工資統計調查搜集為統計調查所涵蓋的個別選定職業的工資資料。統計調查所包括的職業可分為下列職業組別：

督導級、技術員級、文員級及其他非生產級工人

- (i) 督導級及技術員級人員；
- (ii) 文員級及秘書級人員；
- (iii) 服務人員；及
- (iv) 其他非生產級工人。

技工及操作工

- (i) 技工；及
- (ii) 操作工。

7.14 經理級人員與專業僱員不包括在工資統計調查範圍內。政府統計處會進行另外一項統計調查，名為「經理級與專業僱員薪金及僱員福利統計調查(高層管理人員除外)」，以搜集經理級人員與專業僱員的薪金資料。

7.15 薪金總額統計調查並沒有搜集個別職位的數據，只搜集被抽選機構單位內所有人員的整體薪金總額開支。

統計調查方法

7.16 勞工收入統計調查是以機構單位作為統計單位。機構單位是指在單一地點(例如工廠、工場、零售店或寫字樓)，在單一擁有權或控制權下，從事一種或主要一種經濟活動(即生產貨物或服務)的經濟單位。

7.17 每一輪統計調查周期開始時，政府統計處會發出通知書予獲抽選的機構單位，然後派出外勤人員造訪各機構單位，並在有需要的情況下協助受訪者填寫問卷。

7.18 搜集得來的資料會經電腦程序檢定，有問題的個案會由辦事處職員審查，在有需要時再由外勤人員進一步核實。統計調查已採取各種措施，確保取得高素質的數據。

7.13 The wage enquiry collects wage information in respect of individual selected occupations under the coverage of the survey. Occupations covered are classified according to the following occupational groups:

Supervisory, technical, clerical and miscellaneous non-production workers

- (i) Supervisory and technical workers;
- (ii) Clerical and secretarial workers;
- (iii) Service workers; and
- (iv) Miscellaneous non-production workers.

Craftsmen and operatives

- (i) Craftsmen; and
- (ii) Operatives.

7.14 Employees at managerial and professional levels are not included. Salaries of managerial and professional employees are collected from a separate survey called Survey of Salaries and Employee Benefits - Managerial and Professional Employees (Excluding Top Management).

7.15 For the payroll enquiry, information on individual occupations is not separately collected. Instead, the aggregate payroll figure for all personnel in a sampled establishment is collected.

Survey Method

7.16 The unit of enquiry in the LES 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.

7.17 At the start of a survey cycle, notification letters are sent to the sampled establishments. Field officers would pay visits to individual establishments to assist the respondents concerned in filling in the questionnaires, if necessary.

7.18 The collected data are validated by computer programs and dubious cases are checked by office editors and further verified by field officers if necessary. Various measures are adopted to ensure that the data collected are of good quality.

Table 2.5a Hourly pay - Gross (£) - For full-time employee jobs^a: United Kingdom, 2008

2/14/08

Description	Code	Number of jobs ^b (thousand)	Median	Annual percentage change	Mean	Annual percentage change
All employees		18,161	11.97	4.4	14.53	4.0
Managers and senior officials	1	3,548	18.10	2.8	21.97	2.7
Corporate managers	11	3,089	18.95	2.4	22.91	2.3
Managers and proprietors in agriculture and services	12	460	13.12	2.5	15.82	3.9
Professional occupations	2	2,688	19.05	2.8	21.04	3.7
Science and technology professionals	21	839	17.89	3.3	19.27	3.6
Health professionals	22	193	24.58	-2.5	30.15	2.3
Teaching and research professionals	23	1,054	19.76	2.6	21.01	5.7
Business and public service professionals	24	602	17.81	1.4	20.54	2.1
Associate professional and technical occupations	3	3,017	14.09	4.2	15.33	3.9
Science and technology associate professionals	31	473	13.12	4.6	13.97	3.8
Health and social welfare associate professionals	32	801	14.03	4.7	14.23	4.2
Protective service occupations	33	364	15.62	1.7	16.06	2.2
Culture, media and sports occupations	34	212	13.48	4.8	16.00	6.9
Business and public service associate professionals	35	1,167	14.11	4.2	16.27	3.7
Administrative and secretarial occupations	4	2,143	9.64	3.2	10.54	4.3
Administrative occupations	41	1,753	9.66	3.5	10.55	4.5
Secretarial and related occupations	42	389	9.56	2.2	10.47	3.1
Skilled trades occupations	5	1,732	10.73	4.3	11.27	3.5
Skilled agricultural trades	51	100	8.13	0.5	8.69	3.1
Skilled metal and electrical trades	52	959	11.79	4.3	12.22	3.5
Skilled construction and building trades	53	372	10.71	3.7	11.28	4.2
Textiles, printing and other skilled trades	54	300	8.05	1.2	8.95	2.1
Personal service occupations	6	1,055	8.24	3.4	8.80	4.1
Caring personal service occupations	61	815	8.13	2.5	8.49	2.8
Leisure and other personal service occupations	62	240	8.64	7.0	9.83	8.6
Sales and customer service occupations	7	805	7.40	3.5	8.12	2.6
Sales occupations	71	573	6.93	3.5	7.82	2.8
Customer service occupations	72	233	8.41	1.9	8.87	1.3
Process, plant and machine operatives	8	1,465	9.19	2.7	9.94	3.5
Process, plant and machine operatives	81	813	9.50	4.3	10.42	4.6
Transport and mobile machine drivers and operatives	82	653	9.00	2.9	9.40	2.5
Elementary occupations	9	1,708	7.59	3.0	8.18	3.0
Elementary trades, plant and storage related occupations	91	878	7.92	3.2	8.48	2.5
Elementary administration and service occupations	92	829	7.12	1.7	7.85	3.3
Not Classified		:				

a Employees on adult rates whose pay for the survey pay-period was not affected by absence.

b Figures for Number of Jobs are for indicative purposes only and should not be considered an accurate estimate of employee jobs.

KEY - The colour coding indicates the quality of each estimate; jobs, median, mean and percentiles but not the annual percentage change. The quality of an estimate is measured by its coefficient of variation (CV), which is the ratio of the standard error of an estimate to the estimate.

Source: Annual Survey of Hours and Earnings, Office for National Statistics.