

2021年4月20日會議
資料文件

立法會人力事務委員會

2019/20年有關受僱於短期或短工時的僱傭合約的僱員 的主題性住戶統計調查的主要結果

目的

本文件向各委員簡介政府統計處（統計處）於2019年10月至2020年1月期間就受僱於短期或短工時的僱傭合約的僱員（下稱「短期／短工時」僱員）進行主題性住戶統計調查的主要統計結果。

背景

2. 勞工處曾委託統計處搜集有關「短期／短工時」僱員的就業模式及特徵的資料。由於對上一次進行有關的統計調查已相隔一段時間¹，為了解勞工市場的最新情況，勞工處再度委託統計處，於2019年10月至2020年1月期間進行了主題性住戶統計調查。是次統計調查報告（主題性住戶統計調查第72號報告書）於2021年3月18日出版，有關上述統計調查節錄於附件一。

2019/20年有關「短期／短工時」僱員主題性住戶統計調查結果

3. 本統計調查搜集於統計期間（即2019年10月至2020年1月）在非政府機構工作的「短期／短工時」僱員的資料。就本統計調查而言，「僱員」是指為賺取工資、薪金、佣金、小費或實物津貼而為非政府機構僱主工作的15歲及以上人士，包括支薪家庭從業員，但不包括外籍家庭傭工（外傭）。統計調查的主要結果現撮錄於下文第4至9段。

¹ 對上一次的相關統計調查為統計處於2009年第四季透過綜合住戶統計調查以專題訪問形式進行。

4. 在統計期間估計約有 2 930 800 名僱員²受僱於非政府機構工作，當中約 2 727 300 名僱員（93.1%）是按連續性合約受僱（下稱「連續性合約」僱員），其餘 203 500 名僱員（6.9%）則是「短期／短工時」僱員。

有關「短期／短工時」僱員的分析

5. 上述在統計時屬「短期／短工時」僱員類別的 203 500 名僱員包括：

- (a) 155 800 名（5.3%）每周通常工作少於 18 小時的僱員，佔「短期／短工時」僱員類別的 76.6%；
- (b) 37 800 名（1.3%）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 4 周的僱員，佔「短期／短工時」僱員類別的 18.6%；及
- (c) 9 900 名（0.3%）在統計時在現職已為其僱主工作 4 周或以上，而通常每周工作 18 小時或以上（但非連續）的僱員，佔「短期／短工時」僱員類別的 4.9%。

6. 該 203 500 名僱員的特徵如下：

- 43.6%屬男性，56.4%屬女性；
- 27.1%年齡介乎 20 至 29 歲，20.2%年齡介乎 50 至 59 歲，及 17.6%年齡為 60 歲及以上；
- 48.8%具中學教育程度，38.5%具專上教育程度；
- 36.3%從事零售、住宿及膳食服務業，23.3%從事公共行政、社會及個人服務業，及 16.7% 從事金融、保險、地產、專業及商用服務業；
- 36.5%擔任服務工作及銷售人員，24.1%擔任非技術工作，及 17.7%擔任經理及行政級人員與專業及輔助專業人員；及
- 46.4%為時薪制僱員，25.8%為月／周薪制僱員，及 24.4%為日薪制僱員。

² 按受訪者在統計時在現職（指其主業）的服務期間（不間斷）及每周通常工作時數的資料，界定他們為非政府機構的「連續性合約」僱員或「短期／短工時」僱員。

每周通常工作少於 18 小時的「短期／短工時」僱員的分析

7. 在 203 500 名「短期／短工時」僱員中，約 155 800 人每周通常工作少於 18 小時，佔非政府機構僱員總數的 5.3%。在他們當中，133 900 人（85.9%）沒有找過每周工時通常為 18 小時或以上的工作。此外，5.6% 未能找到每周工時通常為 18 小時或以上的工作，3.2% 曾找過／做過每周工時通常為 18 小時或以上的工作但認為該工作不適合他們，而其餘則因為現職為臨時工作／季節性的工作、公司的常規／業務安排、行業的傳統等而沒有每周工作 18 小時或以上³。

8. 在該 133 900 名現職每周通常工作少於 18 小時而且沒有找過每周工時通常為 18 小時或以上的工作的「短期／短工時」僱員中，有 101 400 人（75.7%）表示若受聘每周工時通常為 18 小時或以上的工作，他們亦不會接受。在他們當中，37.1% 表示要上學／求學／準備升學，27.7% 表示他們需要料理家務／照顧在家成員（包括兒童、長者或傷病成員），21.3% 表示因年老／退休的考慮及 10.0% 希望有更多空閒時間／平衡工作及生活⁴。

「短期／短工時」僱員享有的僱傭福利

9. 雖然「短期／短工時」僱員並未符合資格享有《僱傭條例》下某些法定僱傭福利，但統計調查顯示有部分僱員獲僱主提供該等福利。在 203 500 名「短期／短工時」僱員中，13.3% 享有法定假日薪酬，12.8% 享有有薪年假，另外 6.5% 享有年終酬金。

與上次類似統計調查結果比較

10. 是次主題性住戶統計調查與上次類似統計調查的主要結果載列於附件二。由於涵蓋範圍有所不同，有關資料僅供參考，不宜作直接比較。

11. 值得注意的是，在上述兩次統計調查中，個別年齡組別的僱員數目及其比率有較明顯變化。當中在是項統計時 15 至 19 歲的僱員

³ 受訪者就其沒有每周工作 18 小時或以上的原因，可選擇多項答案。

⁴ 受訪者就其不接受受聘每周工時通常為 18 小時或以上的工作的原因，可選擇多項答案。

有較大比例為「短期／短工時」僱員，達 63.7%，其次為 60 歲及以上的僱員（11.9%）⁵。15-19 歲以及年屆 60 歲及以上兩個年齡組別的「短期／短工時」僱員共 52 000 人，約佔 203 500 名「短期／短工時」僱員的 25.6%。

總結

12. 請委員備悉本文件的內容。

勞工及福利局
勞工處
2021 年 4 月

⁵ 在 2009 年透過綜合住戶統計調查進行的專題訪問，15-19 歲及 60 歲及以上「短期／短工時」僱員的相應比率分別為 24.4% 及 7.8%。

2 統計調查結果摘要 Summary of survey findings

第一部分 Part 1

2019/20 年統計調查的主要結果 Key survey findings for 2019/20

(i) 受僱於短期或短工時的僱傭合約的僱員

(i) Employees engaged under employment contracts with short duration or working hours (“SDWH” employees)

主要指標	Key indicators	2019/20 年統計調查結果 2019/20 Survey findings
• 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	203 500
「短期／短工時」僱員類別	Type of “SDWH” employees	
- 每周通常工作少於 18 小時	- Usually worked less than 18 hours per week	155 800
- 每周通常工作 18 小時或以上但工作少於 4 周	- Usually worked 18 hours or more per week but had worked for less than 4 weeks	37 800
- 每周通常工作 18 小時或以上 (但非連續) 並已工作 4 周或以上	- Usually worked 18 hours or more per week (but not continuously) and had already worked for 4 weeks or more	9 900

主要指標	Key indicators	2019/20 年統計調查結果 2019/20 Survey findings
<ul style="list-style-type: none"> 「短期／短工時」僱員佔所有非政府機構的僱員的百分比 	<ul style="list-style-type: none"> Percentage of “SDWH” employees among all employees in the non-government sector 	6.9%
<ul style="list-style-type: none"> 按「短期／短工時」僱員類別劃分的非政府機構「短期／短工時」僱員的百分比 	<ul style="list-style-type: none"> Percentage of “SDWH” employees in the non-government sector by type of “SDWH” employees 	
<p style="text-align: center;">「短期／短工時」僱員類別</p>	<p style="text-align: center;"><i>Type of “SDWH” employees</i></p>	
<ul style="list-style-type: none"> - 每周通常工作少於 18 小時 	<ul style="list-style-type: none"> - <i>Usually worked less than 18 hours per week</i> 	76.6%
<ul style="list-style-type: none"> - 每周通常工作 18 小時或以上但工作少於 4 周 	<ul style="list-style-type: none"> - <i>Usually worked 18 hours or more per week but had worked for less than 4 weeks</i> 	18.6%
<ul style="list-style-type: none"> - 每周工作 18 小時或以上（但非連續）並已工作 4 周或以上 	<ul style="list-style-type: none"> - <i>Usually worked 18 hours or more per week (but not continuously) and had already worked for 4 weeks or more</i> 	4.9%
<ul style="list-style-type: none"> 按平均每日就業收入劃分的非政府機構「短期／短工時」僱員的百分比 	<ul style="list-style-type: none"> Percentage of “SDWH” employees in the non-government sector by average daily employment earnings 	
<p style="text-align: center;">平均每日就業收入</p>	<p style="text-align: center;"><i>Average daily employment earnings</i></p>	
<ul style="list-style-type: none"> - 少於 200 元 	<ul style="list-style-type: none"> - <i>Less than \$200</i> 	9.8%
<ul style="list-style-type: none"> - 200 - 399 元 	<ul style="list-style-type: none"> - <i>\$200 - 399</i> 	35.7%
<ul style="list-style-type: none"> - 400 - 599 元 	<ul style="list-style-type: none"> - <i>\$400 - 599</i> 	21.7%
<ul style="list-style-type: none"> - 600 - 799 元 	<ul style="list-style-type: none"> - <i>\$600 - 799</i> 	12.8%
<ul style="list-style-type: none"> - 800 - 999 元 	<ul style="list-style-type: none"> - <i>\$800 - 999</i> 	8.0%
<ul style="list-style-type: none"> - 1,000 元及以上 	<ul style="list-style-type: none"> - <i>\$1,000 and over</i> 	11.9%

主要指標

Key indicators

2019/20 年統計調查結果
2019/20 Survey findings

- 按年齡劃分的「短期／短工時」僱員佔所有非政府機構僱員的比率[^]

年齡組別

- 15 - 19
- 20 - 29
- 30 - 39
- 40 - 49
- 50 - 59
- ≥ 60

- Rate of “SDWH” employees among all employees in the non-government sector by age[^]

Age group

- 15 - 19 63.7%
- 20 - 29 10.2%
- 30 - 39 3.9%
- 40 - 49 4.0%
- 50 - 59 6.3%
- ≥ 60 11.9%

- 按行業劃分的「短期／短工時」僱員佔所有非政府機構僱員的比率[^]

行業

- 零售、住宿及膳食服務
- 公共行政、社會及個人服務
- 建造

- Rate of “SDWH” employees among all employees in the non-government sector by industry[^]

Industry

- Retail, accommodation and food services 11.3%
- Public administration, social and personal services 9.9%
- Construction 6.9%

- 按職業劃分的「短期／短工時」僱員佔所有非政府機構僱員的比率[^]

職業

- 服務工作及銷售人員
- 非技術工人
- 工藝及有關人員

- Rate of “SDWH” employees among all employees in the non-government sector by occupation[^]

Occupation

- Service and sales workers 13.0%
- Elementary occupations 11.3%
- Craft and related workers 7.2%

註釋：[^] 在個別組別中佔該組別非政府機構僱員數目的百分比。例如，在所有 15 - 19 歲的非政府機構僱員中，63.7%為「短期／短工時」僱員。

Note：[^] As a percentage of the number of employees in the non-government sector in the respective groups. For example, among all employees in the non-government sector aged 15 - 19, 63.7% were “SDWH” employees.

第二部分 Part 2

主要觀察 - 與上次類似統計調查結果比較

以下陳述 2019/20 年與上次類似統計調查的主要結果的變化：

(i) 受僱於短期或短工時的僱傭合約的僱員 - 與 2009 年透過綜合住戶統計調查進行的專題訪問的結果比較

「短期／短工時」僱員數目上升

- 在 2019/20 年，非政府機構有 203 500 名「短期／短工時」僱員（不包括外籍家庭傭工）（佔所有非政府機構僱員的 6.9%），數目高於 2009 年（148 300 名[#]，或 5.2%）。
- 「短期／短工時」僱員數目的上升大致可於個別年齡組別的比率變化反映出來。在 15 - 19 歲的年齡組別中，「短期／短工時」僱員的比率由 2009 年的 24.4% 上升至 2019/20 年的 63.7%。其次為 60 歲及以上的年齡組別，由 7.8% 上升至 11.9%。

註釋：# 包括約 4 300 名在統計時為其僱主工作少於 4 周的外籍家庭傭工。

Key observations as compared to previous round of similar survey

Changes in key findings of the 2019/20 round of the survey as compared to the previous round of similar survey are given below:

(i) Employees engaged under employment contracts with short duration or working hours - as compared to the results of a special topic enquiry conducted via General Household Survey in 2009

Number of “SDWH” employees increased

- There were 203 500 “SDWH” employees (excluding foreign domestic helpers) in the non-government sector in 2019/20 (representing 6.9% among all employees in the non-government sector), higher than the number of “SDWH” employees (148 300[#], or 5.2%) in 2009.
- The increase in “SDWH” employees could be reflected from the change in rates in some age groups. Among persons aged 15 - 19, the rate of “SDWH” employees increased from 24.4% in 2009 to 63.7% in 2019/20. This was followed by the age group of 60 and over, with the rate increased from 7.8% to 11.9%.

Notes: # Including some 4 300 foreign domestic helpers who worked less than 4 weeks for their employers at the time of enumeration.

3 Employees engaged under employment contracts with short duration or working hours

引言

3.1 就受僱於短期或短工時的僱傭合約的非政府機構僱員（下稱為「短期／短工時」僱員），統計調查透過以下三方面的問題，搜集所需資料：

- (a) 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；
- (b) 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；及
- (c) 有關「短期／短工時」僱員沒有每周工作較長時數的意向的問題。

3.2 在每個接受訪問的住戶中，所有 15 歲及以上的人士（不包括外籍家庭傭工）均被訪問，以分辨他們在統計時是否是非政府機構工作的僱員。其後，按他們在統計時在現職（指其主業）的服務期間（不間斷）及每周通常工作時數的資料，界定他們為非政府機構的「連續性合約」僱員或「短期／短工時」僱員。

3.3 是項統計調查亦搜集在非政府機構工作的「連續性合約」僱員及「短期／短工時」僱員有關人口、社會及經濟特徵的資料（例如年齡、性別、教育程度及其從事的行業和職業）。

3.4 在非政府機構工作的「短期／短工時」僱員均被問到他們在現職是否有法定假日薪酬、年終酬金及有薪年假；若有有薪年假，其有薪年假日數。

Introduction

3.1 For employees working in the non-government sector who were engaged under employment contracts with short duration or working hours (referred to as “SDWH” employees hereafter), the required information was collected through questions on the following three aspects in the survey:

- (a) questions to classify “continuous contract” employees and “SDWH” employees working in the non-government sector;
- (b) questions on existing employment benefits provided to “SDWH” employees working in the non-government sector by their employers; and
- (c) questions on “SDWH” employees’ preference for not working longer hours per week.

3.2 Within each enumerated household, all persons aged 15 and over (excluding foreign domestic helpers) were interviewed to identify at the time of enumeration if they were employees working in the non-government sector. They were then classified as “continuous contract” employees or “SDWH” employees in the non-government sector, based on information on the length of service (unbroken) and the usual hours of work per week with their employers in the present job (referring to their main employment) at the time of enumeration.

3.3 This survey also collected information pertaining to the demographic and socio-economic characteristics (e.g. age, sex, educational attainment, industry and occupation in which they were engaged) of “continuous contract” employees and “SDWH” employees working in the non-government sector.

3.4 “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 their present job and if they had annual leave, their annual leave entitlement.

3.5 在現職每周通常工作少於 18 小時的非政府機構「短期／短工時」僱員會被問到他們有否找過每周工時通常為 18 小時或以上的工作。如他們沒有找過，便會被問及若受聘每周工時通常為 18 小時或以上的工作時會否接受及其不接受的原因。

3.6 最後，是項統計調查亦搜集了在非政府機構兼職工作的僱員的資料。

概念及定義

3.7 是項統計調查涉及的主要名詞的定義如下：

- 「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 15 歲及以上人士，包括支薪家庭從業員。就是項統計調查而言，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。
- 「連續性合約」僱員指在統計時已為其僱主工作 4 周或以上（不間斷），並且每周工作不少於 18 小時的非政府機構僱員。

3.5 “SDWH” employees working in the non-government sector who usually worked less than 18 hours per week in the present job, were asked whether they had sought job usually with 18 hours of work or more per week. If they did not, they were further asked whether they would take up jobs usually with 18 hours of work or more per week if offered and reasons for not doing so.

3.6 Finally, information pertaining to employees working on secondary employment in the non-government sector were also collected in this survey.

Concepts and definitions

3.7 The definitions of the key terms used in the survey are given below:

- “Employees” refer to persons aged 15 and over who work for an employer for wage, salary, commission, tips or payment in kind, including paid family workers. For the purpose of this statistical survey, outworkers are excluded. Moreover, employees refer to those working in the non-government sector, such as the private sector, subvented organisations and statutory bodies.
- “Continuous contract” employees refer to employees in the non-government sector who have worked for the same employer for 4 weeks or more (unbroken) at the time of enumeration, with at least 18 hours in each week.

- 「短期／短工時」僱員指在統計時為其僱主工作少於 4 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已工作 4 周或以上，而通常每周工作 18 小時或以上（但非連續）的僱員。有一點要留意，這些「短期／短工時」僱員是按在統計時他們在其主業的服務期間（不間斷）及每周通常工作時數來界定，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。
- 「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。
- 「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。
- 「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。
- “SDWH” employees refer to employees in the non-government sector who worked for less than 4 weeks 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 already worked for their employers for 4 weeks or more and usually work at least 18 hours per week (but not continuously) in the 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 (unbroken) with their employers and usual hours of work per week in their main employment at the time of enumeration. Some of them might subsequently have continued to work for their employers and become “continuous contract” employees afterwards.
- “Main employment” refers to the job on which a person spends most of his/her time if he/she has more than one job at the time of enumeration. All other jobs are regarded as secondary employment.
- “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.
- “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.

主要結果

3.8 在統計時估計約有 2 930 800 名僱員（不包括外籍家庭傭工）在非政府機構工作。在該 2 930 800 名非政府機構僱員中，約 2 727 300 人（93.1%）是「連續性合約」僱員，即在統計時在現職已為其僱主工作 4 周或以上（不間斷），並且每周工作不少於 18 小時的僱員。其餘 203 500 名僱員（6.9%）則是「短期／短工時」僱員，包括：

- (a) 155 800 名（5.3%）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）；
- (b) 37 800 名（1.3%）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 4 周的僱員；以及
- (c) 9 900 名（0.3%）在統計時在現職已為其僱主工作 4 周或以上，而通常每周工作 18 小時或以上（但非連續）的僱員。

（圖 3.1 及表 3.1a 和 3.2b）

Major findings

3.8 It was estimated that some 2 930 800 employees (excluding foreign domestic helpers) worked in the non-government sector at the time of enumeration. Of the 2 930 800 employees in the non-government sector, some 2 727 300 (93.1%) were “continuous contract” employees, i.e. those who had worked for their employers for 4 weeks or more (unbroken) with at least 18 hours per week in the present job at the time of enumeration. The remaining 203 500 employees (6.9%) were “SDWH” employees. They comprised:

- (a) 155 800 employees (5.3%) who usually worked less than 18 hours per week (irrespective of the length of service with their employers at the time of enumeration);
- (b) 37 800 employees (1.3%) who usually worked 18 hours or more per week but had worked for less than 4 weeks in the present job at the time of enumeration; and
- (c) 9 900 employees (0.3%) who had already worked for their employers for 4 weeks or more and usually worked 18 hours or more per week (but not continuously) in the present job at the time of enumeration.

(Chart 3.1 and Tables 3.1a and 3.2b)

有關「短期／短工時」僱員的分析

Analysis of “SDWH” employees

人口、社會及經濟特徵Demographic and socio-economic characteristics

年齡

Age

3.9 在 203 500 名「短期／短工時」僱員中，20 - 29 歲人士佔 27.1%，50 - 59 歲人士則佔 20.2%。在各年齡組別的僱員中，15 - 19 歲僱員屬於「短期／短工時」僱員的比率最高。15 - 19 歲僱員屬於「短期／短工時」僱員的比率為 63.7%，而其他年齡組別僱員的相應比率則介乎 3.9% 與 11.9%。所有「短期／短工時」僱員的年齡中位數為 40 歲，較所有非政府機構僱員的年齡中位數（42 歲）稍低。（表 3.1a）

3.9 Of the 203 500 “SDWH” employees, 27.1% were aged 20 - 29 and 20.2% were aged 50 - 59. Among employees in different age groups, those aged 15 - 19 had the highest rate of being “SDWH” employees. The rate of employees aged 15 - 19 being “SDWH” employees was 63.7%, as compared with the range of 3.9% - 11.9% for employees in other age groups. The median age of all “SDWH” employees was 40, slightly lower than that of 42 for all employees in the non-government sector. (Table 3.1a)

性別

Sex

3.10 按性別分析，在所有「短期／短工時」僱員中，男性佔 43.6%，而女性則佔 56.4%。（表 3.1a）

3.10 Analysed by sex, 43.6% of “SDWH” employees were males and 56.4% were females. (Table 3.1a)

教育程度

Educational attainment

3.11 在該 203 500 名「短期／短工時」僱員中，近半（48.8%）具中學教育程度，另 38.5% 則具專上教育程度。此外，具小學教育程度的「短期／短工時」僱員佔「短期／短工時」僱員總數的 12.1%。（表 3.1b）

3.11 Nearly half (48.8%) of the 203 500 “SDWH” employees attained secondary education, and another 38.5% attained post-secondary education. Those with primary education level accounted for 12.1% of the total number of “SDWH” employees. (Table 3.1b)

行業

Industry

3.12 在該 203 500 名「短期／短工時」僱員中，最大比例是從事零售、住宿及膳食服務業（36.3%）。其次是公共行政、社會及個人服務業（23.3%）與金融、保險、地產、專業及商用服務業（16.7%）。從事零售、住宿及膳食服務業的僱員屬於「短期／短工時」僱員的比率亦最高，達 11.3%；而從事其他主要行業類別的僱員的相應比率則介乎 1.9% 與 9.9%。（表 3.1c）

3.12 Of the 203 500 “SDWH” employees, the largest proportion worked in the retail, accommodation and food services sector (36.3%). This was followed by the public administration, social and personal services sector (23.3%) and the financing, insurance, real estate, professional and business services sector (16.7%). Employees in the retail, accommodation and food services sector also had the highest rate of being “SDWH” employees, at 11.3%, as compared with the range of 1.9% - 9.9% for employees in other major industry sectors. (Table 3.1c)

職業

3.13 按職業分析，在 203 500 名「短期／短工時」僱員中，服務工作及銷售人員佔 36.5%，而非技術工人則佔 24.1%。這兩組人士中屬於「短期／短工時」僱員的比率亦最高，服務工作及銷售人員的比率為 13.0%，而非技術工人的比率則為 11.3%。（表 3.1d）

Occupation

3.13 Analysed by occupation, 36.5% of the 203 500 “SDWH” employees were service and sales workers and 24.1% were workers in elementary occupations. These two groups of persons also had the highest rates of being “SDWH” employees, at 13.0% for service and sales workers and 11.3% for workers in elementary occupations. (Table 3.1d)

兼職

3.14 在 203 500 名「短期／短工時」僱員中，大部分僱員(97.8%)在統計時並沒有兼職工作。（表 3.1e）

Secondary employment

3.14 Of the 203 500 “SDWH” employees, majority of them (97.8%) did not have secondary employment at the time of enumeration. (Table 3.1e)

工作概況Overview of work*薪金基制**Mode of salary payment*

3.15 在 203 500 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 25.8%，明顯低於所有非政府機構僱員的相應比例（87.5%）。另一方面，70.8%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的相應比例（11.3%）。時薪制的僱員屬於「短期／短工時」僱員的比率最高，達 60.3%。其次為日薪制的僱員（28.6%）。（表 3.1f）

3.15 Of the 203 500 “SDWH” employees, only 25.8% had their employment earnings being calculated on a monthly or weekly basis, distinctly smaller than the corresponding proportion (87.5%) for all employees in the non-government sector. On the other hand, 70.8% of the “SDWH” employees were daily or hourly-rated, much higher than that for all employees in the non-government sector (11.3%). The rate of being “SDWH” employees was the highest for hourly-rated employees, at 60.3%, followed by daily-rated employees (28.6%). (Table 3.1f)

*平均每日就業收入**Average daily employment earnings*

3.16 在該 203 500 名「短期／短工時」僱員中，9.8% 的平均每日就業收入少於 200 元；35.7% 收入為 200 元至 399 元；21.7% 收入為 400 元至 599 元；12.8% 收入為 600 元至 799 元；8.0% 收入為 800 元至 999 元；及 11.9% 收入則為 1,000 元及以上。（表 3.2a）

3.16 Among those 203 500 “SDWH” employees, 9.8% had an average daily employment earnings of less than \$200; 35.7%, \$200 - \$399; 21.7%, \$400 - \$599; 12.8%, \$600 - \$799; 8.0%, \$800 - \$999; and 11.9%, \$1,000 and over. (Table 3.2a)

*服務期間及每周通常工作時數**Length of service and usual hours of work
per week*

3.17 在該203 500名「短期／短工時」僱員中，約四分之一（49 500人或 24.3%）於統計時在現職工作少於4周，26.8% 工作了4周至少於1年，37.7%工作了1年至少於5年，而11.2%則工作了5年或以上。在他們當中，約37 800人在每周通常工作時數為18小時或以上的現職工作少於4周。當中如果有僱員在現職工作滿4周，便會成為「連續性合約」僱員。（表 3.2b）

3.17 Of the 203 500 “SDWH” employees, about one-quarter (49 500 persons or 24.3%) had worked in the present job for less than 4 weeks at the time of enumeration; 26.8%, 4 weeks to less than 1 year; 37.7%, 1 to less than 5 years; and 11.2%, 5 years or more. Among them, some 37 800 persons had worked for less than 4 weeks in the present job and usually worked 18 hours or more per week. Some of these employees would become “continuous contract” employees after they had completed 4 weeks’ service in their present job. (Table 3.2b)

僱員福利Employment benefits*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*

3.18 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酌情地給予他們該些福利。在 203 500 名「短期／短工時」僱員中，約 27 000 人（13.3%）及 13 200 人（6.5%）分別表示在現職其僱主有給予他們法定假日薪酬及年終酬金，而不知道／表示僱主沒有提及他們有否法定假日薪酬及年終酬金的則分別有 9 100 人（4.5%）及 8 600 人（4.2%）。（表 3.3a）

3.18 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 203 500 “SDWH” employees, some 27 000 persons (13.3%) and 13 200 persons (6.5%) indicated that they had been granted statutory holiday pay and end of year payment in their present jobs by their employers respectively, while 9 100 persons (4.5%) and 8 600 persons (4.2%) did not know / indicated that the employer did not mention whether they would be granted statutory holiday pay and end of year payment respectively. (Table 3.3a)

*在現職有否有薪年假／有薪年假日數**Whether had paid annual leave in the
present job / annual leave entitlement*

3.19 此外，約 26 000 名（12.8%）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。當中分別約五分之二有 1 天至 7 天（39.5%）及 8 天至 14 天（39.4%）的有薪年假，而有 13.8%則不知道他們享有的有薪年假日數。（表 3.3b）

3.19 Also, some 26 000 (12.8%) “SDWH” employees had been granted paid annual leave by their employers in the present job. Among them, about two-fifths had an annual leave of 1 - 7 days (39.5%) and 8 - 14 days (39.4%) respectively, while 13.8% did not know how many days of paid annual leave they were entitled to. (Table 3.3b)

有關在現職每周通常工作少於 18 小時的
「短期／短工時」僱員的分析

3.20 在 203 500 名「短期／短工時」僱員中，約 155 800 人（76.6%）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 5.3%。（表 3.1a 及 3.2b）

沒有每周工作較長時數的原因*沒有每周工作 18 小時或以上的原因*

3.21 在該 155 800 名現職每周通常工作少於 18 小時的「短期／短工時」僱員中，133 900 人（85.9%）沒有找過每周工時通常為 18 小時或以上的工作。此外，5.6% 未能找到每周工時通常為 18 小時或以上的工作，而 3.2% 曾找過／做過每周工時通常為 18 小時或以上的工作但認為該工作不適合他們。（表 3.4）

若受聘每周工時通常為 18 小時或以上的工作時會否接受／不接受的原因

3.22 在該 133 900 名現職每周通常工作少於 18 小時而且沒有找過每周工時通常為 18 小時或以上的工作的「短期／短工時」僱員中，75.7% 表示若受聘每周工時通常為 18 小時或以上的工作，他們亦不會接受。在他們當中，37.1% 表示上學／求學／準備升學為其原因，27.7% 表示他們需要料理家務／照顧在家成員（包括兒童、長者或傷病成員），及 21.3% 出於年老／退休的考慮。（表 3.5）

Analysis of “SDWH” employees who usually
worked less than 18 hours per week in the
present job

3.20 Of the 203 500 “SDWH” employees, some 155 800 (76.6%) usually worked less than 18 hours per week in the present job. They represented about 5.3% of all employees working in the non-government sector at the time of enumeration. (Tables 3.1a and 3.2b)

Reasons for not working longer hours per week*Reasons for not working 18 hours or more per week*

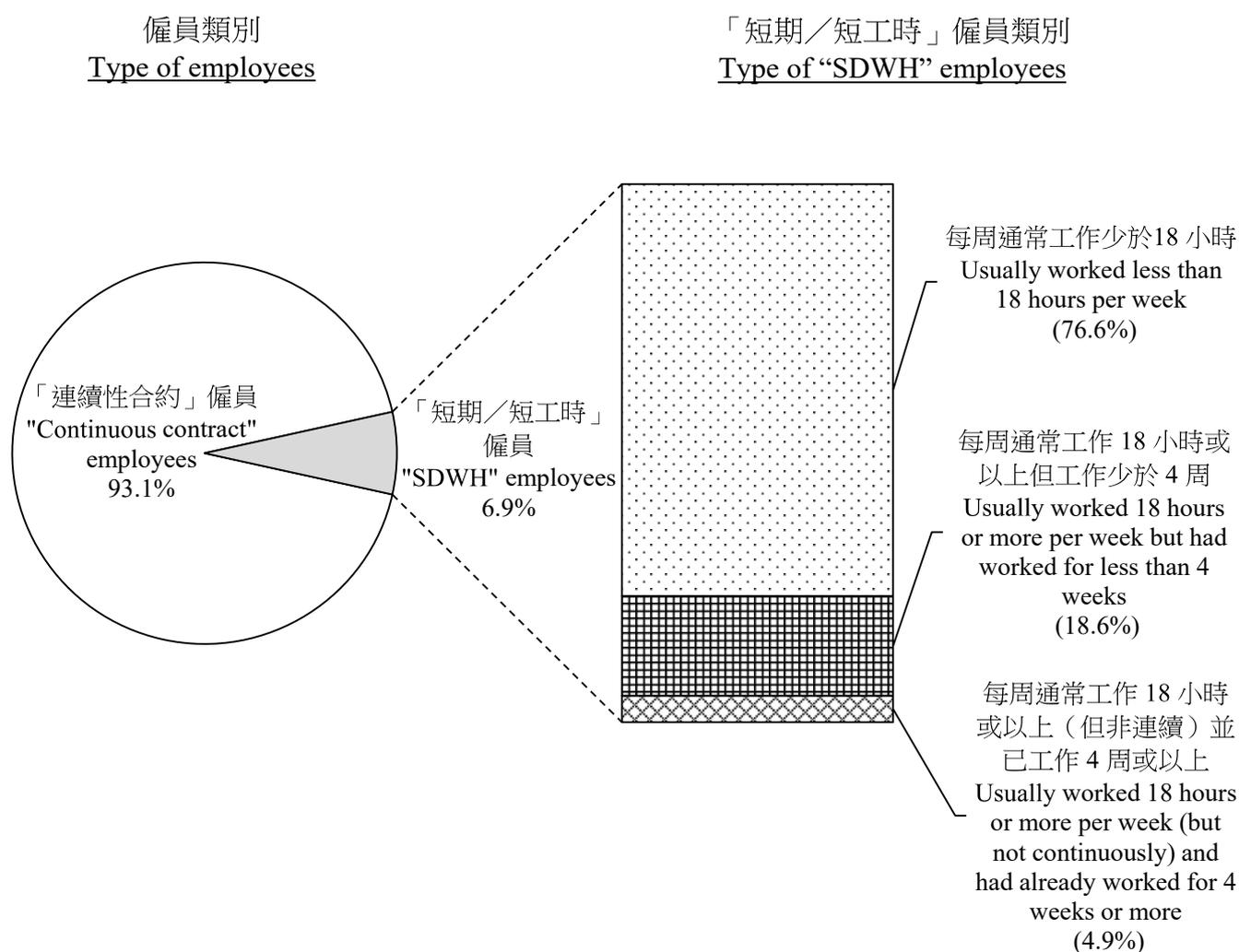
3.21 Of the 155 800 “SDWH” employees who usually worked less than 18 hours per week in the present job, 133 900 persons (85.9%) did not seek job usually with 18 hours of work or more per week. Besides, 5.6% of them could not find job usually with 18 hours of work or more per week, and 3.2% had sought / worked in job usually with 18 hours of work or more per week but considered the job was not suitable for them. (Table 3.4)

Whether would take up jobs usually with 18 hours of work or more per week if offered / reasons for not doing so

3.22 As for the 133 900 “SDWH” employees who usually worked less than 18 hours per week in the present job and did not seek job usually with 18 hours of work or more per week, 75.7% would not take up jobs usually with 18 hours of work or more per week even if they were offered. While 37.1% of them indicated that educational pursuit as the reason, 27.7% indicated that they needed to take care of housework / members (including children, older persons, disabled or sick members) at home, and 21.3% revealed old age / retirement concerns. (Table 3.5)

圖 3.1 按僱員類別／「短期／短工時」僱員類別[@]劃分的非政府機構僱員的百分比分布

Chart 3.1 Percentage distribution of employees in the non-government sector by type of employees / "SDWH" employees[@]



註釋：[@] 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

括號內的數字表示個別「短期／短工時」僱員類別佔在非政府機構工作的「短期／短工時」僱員數目的百分比。

Notes: [@] The classification of "continuous contract" employees and "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

Figures in brackets represent the percentages of individual type of "SDWH" employees among the number of "SDWH" employees working in the non-government sector.

表 3.1a 按年齡／性別及僱員類別[@]劃分的非政府機構僱員數目
Table 3.1a Employees in the non-government sector by age / sex and type of employees[@]

年齡組別／性別 Age group / Sex	「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 Age group									
15 - 19	9.2	0.3	36.3	16.2	8.0	63.7	25.4	0.9	100.0
20 - 29	483.9	17.7	89.8	55.2	27.1	10.2	539.1	18.4	100.0
30 - 39	688.5	25.2	96.1	27.8	13.6	3.9	716.3	24.4	100.0
40 - 49	666.2	24.4	96.0	27.6	13.6	4.0	693.8	23.7	100.0
50 - 59	614.8	22.5	93.7	41.0	20.2	6.3	655.8	22.4	100.0
≥ 60	264.7	9.7	88.1	35.8	17.6	11.9	300.5	10.3	100.0
年齡中位數 (歲) Median age (years)		42		40			42		
性別 Sex									
男 Male	1 419.0	52.0	94.1	88.7	43.6	5.9	1 507.8	51.4	100.0
女 Female	1 308.3	48.0	91.9	114.8	56.4	8.1	1 423.1	48.6	100.0
合計 Overall	2 727.3	100.0	93.1	203.5	100.0	6.9	2 930.8	100.0	100.0

註釋：[@] 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

* 在個別年齡／性別及僱員類別分組中佔該分組非政府機構僱員數目的百分比。例如，在所有20 - 29歲的非政府機構僱員中，10.2%為「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 (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

* As a percentage of the number of employees in the non-government sector in the respective sub-groups regarding age / sex and type of employees. For example, among all employees in the non-government sector aged 20 - 29, 10.2% were "SDWH" employees.

表 3.1b 按教育程度及僱員類別[@]劃分的非政府機構僱員數目
Table 3.1b 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	9.0	0.3	89.1	‡	‡	‡	10.2	0.3	100.0
小學 Primary	169.1	6.2	87.3	24.7	12.1	12.7	193.8	6.6	100.0
中學 Secondary	1 393.1	51.1	93.3	99.4	48.8	6.7	1 492.5	50.9	100.0
專上教育 Post-secondary	1 156.1	42.4	93.7	78.3	38.5	6.3	1 234.4	42.1	100.0
非學位 Non-degree	232.7	8.5	90.1	25.6	12.6	9.9	258.3	8.8	100.0
學位 Degree	923.3	33.9	94.6	52.8	25.9	5.4	976.1	33.3	100.0
合計 Overall	2 727.3	100.0	93.1	203.5	100.0	6.9	2 930.8	100.0	100.0

註釋：
① 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

* 在個別教育程度及僱員類別分組中佔該分組非政府機構僱員數目的百分比。例如，在所有具有中學程度的非政府機構僱員中，6.7%為「短期／短工時」僱員。

‡ 由於抽樣誤差大，有關統計數字不予公布。

Notes :
① The classification of "continuous contract" employees and "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

* As a percentage of the number of employees in the non-government sector in the respective sub-groups regarding educational attainment and type of employees. For example, among all employees in the non-government sector who attained secondary education, 6.7% were "SDWH" employees.

‡ Statistics are not released due to large sampling error.

表 3.1c 按行業及僱員類別[@]劃分的非政府機構僱員數目
Table 3.1c 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	27.8	1.0	94.5	‡	‡	‡	29.5	1.0
建造 Construction	308.3	11.3	93.1	22.8	11.2	6.9	331.2	11.3	100.0
進出口貿易及批發 Import/export trade and wholesale	333.8	12.2	98.1	6.4	3.2	1.9	340.2	11.6	100.0
零售、住宿及膳食服務 Retail, accommodation and food services	581.5	21.3	88.7	73.9	36.3	11.3	655.4	22.4	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	397.5	14.6	96.0	16.5	8.1	4.0	414.0	14.1	100.0
金融、保險、地產、 專業及商用服務 Financing, insurance, real estate, professional and business services	625.9	22.9	94.8	34.0	16.7	5.2	659.9	22.5	100.0
公共行政、社會及 個人服務 Public administration, social and personal services	431.0	15.8	90.1	47.4	23.3	9.9	478.4	16.3	100.0
其他 Others	21.5	0.8	96.4	‡	‡	‡	22.3	0.8	100.0
合計 Overall	2 727.3	100.0	93.1	203.5	100.0	6.9	2 930.8	100.0	100.0

(待續)
(To be cont'd)

**表 3.1c 按行業及僱員類別[@]劃分的非政府機構僱員數目
(續)****Table 3.1c Employees in the non-government sector by industry and type of employees[@]
(Cont'd)**

註釋： @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

* 在個別行業及僱員類別分組中佔該分組非政府機構僱員數目的百分比。例如，在所有從事零售、住宿及膳食服務業的非政府機構僱員中，11.3%為「短期／短工時」僱員。

‡ 由於抽樣誤差大，有關統計數字不予公布。

Notes : @ The classification of "continuous contract" employees and "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

* As a percentage of the number of employees in the non-government sector in the respective sub-groups regarding industry sector and type of employees. For example, among all employees in the non-government sector who engaged in the retail, accommodation and food services sector, 11.3% were "SDWH" employees.

‡ Statistics are not released due to large sampling error.

表 3.1d 按職業及僱員類別[@]劃分的非政府機構僱員數目Table 3.1d 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	959.4	35.2	96.4	36.0	17.7	3.6	995.4	34.0
文書支援人員 Clerical support workers	598.9	22.0	96.3	23.3	11.5	3.7	622.2	21.2	100.0
服務工作及銷售人員 Service and sales workers	496.2	18.2	87.0	74.3	36.5	13.0	570.5	19.5	100.0
工藝及有關人員 Craft and related workers	172.0	6.3	92.8	13.3	6.5	7.2	185.3	6.3	100.0
機台及機器 操作員及裝配員 Plant and machine operators and assemblers	111.0	4.1	93.6	7.6	3.7	6.4	118.6	4.0	100.0
非技術工人 Elementary occupations	385.8	14.1	88.7	49.0	24.1	11.3	434.8	14.8	100.0
其他 Others	4.1	0.2	100.0	‡	‡	‡	4.1	0.1	100.0
合計 Overall	2 727.3	100.0	93.1	203.5	100.0	6.9	2 930.8	100.0	100.0

(待續)
(To be cont'd)

表 3.1d 按職業及僱員類別[@]劃分的非政府機構僱員數目
(續)

Table 3.1d Employees in the non-government sector by occupation and type of employees[@]
(Cont'd)

註釋： @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

* 在個別職業及僱員類別分組中佔該分組非政府機構僱員數目的百分比。例如，在所有任職服務工作及銷售人員的非政府機構僱員中，13.0%為「短期／短工時」僱員。

‡ 由於抽樣誤差大，有關統計數字不予公布。

Notes : @ The classification of "continuous contract" employees and "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

* As a percentage of the number of employees in the non-government sector in the respective sub-groups regarding occupation and type of employees. For example, among all employees in the non-government sector who were working as service and sales workers, 13.0% were "SDWH" employees.

‡ Statistics are not released due to large sampling error.

表 3.1e 按是否有兼職及僱員類別[@]劃分的非政府機構僱員數目
Table 3.1e Employees in the non-government sector by whether having secondary employment and type of employees[@]

是否有兼職 Whether having secondary employment	「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*
有 Yes	14.7	0.5	76.3	4.6	2.2	23.7	19.2	0.7	100.0
沒有 No	2 712.7	99.5	93.2	199.0	97.8	6.8	2 911.6	99.3	100.0
合計 Overall	2 727.3	100.0	93.1	203.5	100.0	6.9	2 930.8	100.0	100.0

註釋：
[@] 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

* 在個別是否有兼職及僱員類別分組中佔該分組非政府機構僱員數目的百分比。例如，在所有沒有兼職的非政府機構僱員中，6.8%為「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 (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

* As a percentage of the number of employees in the non-government sector in the respective sub-groups regarding whether having secondary employment and type of employees. For example, among all employees in the non-government sector who did not have secondary employment, 6.8% were "SDWH" employees.

表 3.1f 按薪金基制及僱員類別[@]劃分的非政府機構僱員數目
Table 3.1f 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	2 511.8	92.1	97.9	52.6	25.8	2.1	2 564.3	87.5	100.0
日薪 Daily-rated	124.2	4.6	71.4	49.7	24.4	28.6	173.9	5.9	100.0
時薪 Hourly-rated	62.1	2.3	39.7	94.4	46.4	60.3	156.5	5.3	100.0
件工／以整個項目計算／ 底薪加件工／ 底薪加佣金 Piece-rated / project based / basic salary plus piece-rated / basic salary plus commission	29.2	1.1	81.1	6.8	3.4	18.9	36.1	1.2	100.0
合計 Overall	2 727.3	100.0	93.1	203.5	100.0	6.9	2 930.8	100.0	100.0

註釋：
 @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

* 在個別薪金基制及僱員類別分組中佔該分組非政府機構僱員數目的百分比。例如，在所有按時計算就業收入的非政府機構僱員中，60.3%為「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 (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

* As a percentage of the number of employees in the non-government sector in the respective sub-groups regarding mode of salary payment and type of employees. For example, among all employees in the non-government sector whose employment earnings was calculated on an hourly basis, 60.3% were "SDWH" employees.

表 3.2a 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 3.2a "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	20.0	9.8
200 - 399	72.7	35.7
400 - 599	44.3	21.7
600 - 799	26.0	12.8
800 - 999	16.3	8.0
≥ 1,000	24.2	11.9
總計 Total	203.5	100.0

註釋： @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「短期／短工時」僱員。

Note : @ The classification of "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

表 3.2b 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 3.2b "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	11.8	7.5	37.8	79.2	49.5	24.3
4 周 - < 1 年 4 weeks - < 1 year	51.1	32.8	3.4 [#]	7.0	54.5	26.8
1 - < 5 年 1 - < 5 years	70.8	45.4	5.9 [#]	12.3	76.7	37.7
≥ 5 年 ≥ 5 years	22.2	14.2	‡ [#]	‡	22.9	11.2
總計 [^] Total [^]	155.8	100.0 (76.6)	47.7	100.0 (23.4)	203.5	100.0 (100.0)

註釋：
[@] 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「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3章第3.8(c)段的介紹。
[^] 括號內的數字表示在所有非政府機構工作的「短期／短工時」僱員數目的百分比。
[‡] 由於抽樣誤差大，有關統計數字不予公布。

Notes :
[@] The classification of "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.
[#] They were employees who usually worked 18 hours or more per week but did not continuously work for 18 hours or more every week. Please refer to paragraph 3.8(c) in Chapter 3 of this report for more information.
[^] Figures in brackets represent the percentages in respect of all "SDWH" employees working in the non-government sector.
[‡] Statistics are not released due to large sampling error.

表 3.3a 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 3.3a "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	27.0	13.3
沒有 No	167.4	82.3
不知道／僱主沒有提及 Did not know / the employer did not mention	9.1	4.5
在現職有否年終酬金 Whether had end of year payment in the present job		
有 Yes	13.2	6.5
沒有 No	181.8	89.3
不知道／僱主沒有提及 Did not know / the employer did not mention	8.6	4.2
總計 Total	203.5	100.0

註釋： @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「短期／短工時」僱員。

Note: @ The classification of "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

表 3.3b 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 3.3b "SDWH" employees[@] working 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	26.0	12.8
1 - 7	10.3	(39.5)
8 - 14	10.2	(39.4)
≥ 15	‡	(‡)
不知道 Unknown	3.6	(13.8)
沒有 No	172.1	84.6
不知道／僱主沒有提及 Did not know / the employer did not mention	5.4	2.7
總計 Total	203.5	100.0

註釋：
 @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「短期／短工時」僱員。
 ^ 括號內的數字表示個別有薪年假日數的組別佔在非政府機構工作並在現職有有薪年假的「短期／短工時」僱員數目的百分比。
 ‡ 由於抽樣誤差大，有關統計數字不予公布。

Notes :
 @ The classification of "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.
 ^ Figures in brackets represent the percentages of the respective groups of annual leave entitlement among the number of "SDWH" employees working in the non-government sector who had paid annual leave in the present job.
 ‡ Statistics are not released due to large sampling error.

表 3.4 按沒有每周工作18小時或以上的原因劃分的在現職每周通常工作少於18小時的非政府機構「短期／短工時」僱員[@]數目Table 3.4 "SDWH" employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job by reasons for not working 18 hours or more per week

沒有每周工作18小時或以上的原因 [#] Reasons for not working 18 hours or more per week [#]	人數 No. of persons ('000)	百分比 %
沒有找過每周工時通常為18小時或以上的工作 Did not seek job usually with 18 hours of work or more per week	133.9	85.9
曾找過但未能找到每周工時通常為18小時或以上的工作 Had sought but could not find job usually with 18 hours of work or more per week	8.7	5.6
曾找過／做過每周工時通常為18小時或以上的工作， 但認為該工作不適合 Had sought / worked in job usually with 18 hours of work or more per week but considered that the job was not suitable	5.0	3.2
現職為臨時工作／季節性的工作 The present job was on a temporary / seasonal basis	4.2	2.7
公司的常規／業務安排 Norm / business arrangement of company	3.1	2.0
行業的傳統 Custom of trade	3.0	2.0
其他 Others	‡	‡
合計 Overall	155.8	100.0

註釋： @ 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「短期／短工時」僱員。

可選擇多項答案。

‡ 由於抽樣誤差大，有關統計數字不予公布。

Notes : @ The classification of "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.

Multiple answers were allowed.

‡ Statistics are not released due to large sampling error.

表 3.5 按若受聘每周工時通常為18小時或以上的工作時會否接受該工作／不
接受的原因劃分的在現職每周通常工作少於18小時而且沒有找過每周
工時通常為18小時或以上的工作的在非政府機構工作的「短期／短工
時」僱員[@]數目

**Table 3.5 "SDWH" employees[@] working in the non-government sector who
usually worked less than 18 hours per week in the present job and did
not seek job usually with 18 hours of work or more per week by whether
would take up jobs usually with 18 hours of work or more per week if
offered / reasons for not doing so**

若受聘每周工時通常為18小時或以上的工作時會否接受該工作／ 不接受的原因 [#]	人數 No. of persons (^{'000})	百分比 [^] %^
會 Yes	32.5	24.3
不會 No	101.4	75.7
上學／求學／準備升學 <i>Educational pursuit</i>	37.6	(37.1)
需要料理家務／照顧在家兒童／長者／傷病成員 <i>Needed to take care of housework / children / older persons / disabled or sick members at home</i>	28.1	(27.7)
年老／退休 <i>Old age / retirement</i>	21.6	(21.3)
希望有更多空閒時間／平衡工作及生活 <i>Wanted to have more leisure time / work-life balance</i>	10.2	(10.0)
喜歡彈性工作模式 <i>Preferred flexible work style</i>	6.6	(6.5)
健康問題（有傷病／健康轉壞） <i>Health problem (ill / health deteriorating)</i>	5.7	(5.6)
喜歡較短時數的工作 <i>Preferred jobs of shorter working hours</i>	5.5	(5.4)
想有工作但沒有經濟需要 <i>Wanted to be engaged in a job but without financial need</i>	4.5	(4.5)
想有工作以免與社會脫節 <i>Wanted to be engaged in a job for preventing from falling behind the society</i>	2.6	(2.5)
其他 <i>Others</i>	3.9	(3.8)
合計 Overall	133.9	100.0

(待續)
(To be cont'd)

表 3.5 (續) 按若受聘每周工時通常為18小時或以上的工作時會否接受該工作／不接受的原因劃分的在現職每周通常工作少於18小時而且沒有找過每周工時通常為18小時或以上的工作的非政府機構工作的「短期／短工時」僱員[@]數目

Table 3.5 (Cont'd) "SDWH" employees[@] working in the non-government sector who usually worked less than 18 hours per week in the present job and did not seek job usually with 18 hours of work or more per week by whether would take up jobs usually with 18 hours of work or more per week if offered / reasons for not doing so

註釋：
① 以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「短期／短工時」僱員。
可選擇多項答案。
^ 括號內的數字表示在該101 400名在非政府機構工作(i)現職每周通常工作少於18小時、(ii)沒有找過每周工時通常為18小時或以上的工作、及(iii)若受聘每周工時通常為18小時或以上的工作時不會接受該工作的「短期／短工時」僱員中，由於個別原因而不會接受該工作的百分比。

Notes :
① The classification of "SDWH" employees is based on the employee's length of service (unbroken) and usual hours of work per week in his/her main employment at the time of enumeration.
Multiple answers were allowed.
^ Figures in brackets represent the percentages of the persons with respective reasons for not taking up jobs usually with 18 hours of work or more per week if offered, among those 101 400 "SDWH" employees working in the non-government sector who (i) usually worked less than 18 hours per week in the present job; (ii) did not seek job usually with 18 hours of work or more per week; and (iii) would not take up jobs usually with 18 hours of work or more per week if offered.

**統計處於 2009 年及 2019/20 年
有關「短期／短工時」僱員的統計調查的主要結果**

在統計時現職於 非政府機構工作僱員	2009 年 統計調查 ⁶ (包括外傭)	2019/20 年 統計調查 (不包括外傭)
僱員總數	2 873 200 (100.0%)	2 930 800 (100.0%)
(1) 「連續性合約」 僱員人數 [@]	2 724 900 (94.8%)	2 727 300 (93.1%)
(2) 「短期／短工時」 僱員人數 [@]	148 300 (5.2%)	203 500 (6.9%)
<i>(a) 每周通常工作少於 18 小時的 僱員人數</i>	<i>56 300 (2.0%)</i>	<i>155 800 (5.3%)</i>
<i>(b) 每周通常工作 18 小時或以上 但工作少於 4 周的僱員人數</i>	<i>75 800 (2.6%)</i>	<i>37 800 (1.3%)</i>
<i>(c) 每周通常工作 18 小時或以上 (但非連續)並已工作 4 周或 以上的僱員人數</i>	<i>16 200 (0.6%)</i>	<i>9 900 (0.3%)</i>

@ 2009 年的專題訪問是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「短期／短工時」僱員，而 2019/20 年的主題性住戶統計調查則是以在統計時僱員在其主業的服務期間（不間斷）及每周通常工作時數界定他／她為「連續性合約」僱員或「短期／短工時」僱員。

() 圓括號內的數字是指在統計時有關僱員人數佔非政府機構僱員總數的百分比。

⁶ 有關統計數字刊登於統計處在 2011 年出版的第 55 號專題報告書內。