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背景

Background

這是專題報告書系列中的第二十九號，列載透過「綜合住戶統計調查」進行的專題訪問所搜集得的資料。

This is the twenty-ninth issue in a series of Special Topics Reports to present the results of the supplementary enquiries conducted via the General Household Survey (GHS).

目的

「綜合住戶統計調查」是一項自一九八一年八月開始持續進行的抽樣統計調查，旨在搜集有關勞動人口、就業、失業及就業不足的資料。另一方面，專題訪問是透過「綜合住戶統計調查」以非經常性的形式進行，目的是搜集政府各決策局與部門所需有關各類社會專題的特定統計資料。

Objective

The GHS is a continuous sample survey which has been conducted since August 1981. Its primary objective is to collect information on the labour force, employment, unemployment and underemployment. On the other hand, the supplementary enquiries attached to the GHS are conducted on an ad hoc basis to collect specified statistical data on a wide range of social topics required by Government policy bureaux and departments.

本報告書所包括的專題

專題 (訪問期間)

1. 僱員離職情況 (二零零零年十月至十二月)
2. 就業人士轉工情況 (二零零零年十月至十二月)
3. 僱員工作時間內的用膳及休息時段 (二零零一年一月至二月)

Topics included in this report

Topic (Enquiry period)

1. Worker displacement (Oct-Dec 2000)
2. Job-changing of employed persons (Oct-Dec 2000)
3. Meal breaks and rest breaks of employees during working hours (Jan-Feb 2001)

數字進位

由於進位關係，統計表內個別項目加起來可能與總數略有出入。

Rounding of figures

Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the tables.

代號

'-' 代表「零」。

Symbols

'-' signifies nil.

曾出版的專題報告書

附錄三列出過往曾出版的本系列中各號專題報告書。

Previously released Special Topics Reports

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1 僱員離職情況 Worker displacement

引言

1.1 政府統計處在二零零零年十月至十二月期間，透過「綜合住戶統計調查」進行一項有關僱員離職情況的專題訪問，以搜集有關離職僱員的特徵資料。三個類似的專題訪問曾於一九九二年四月至六月、一九九五年四月至八月及一九九八年七月至九月期間進行。然而，由於最初兩次的專題訪問所採用有關離職僱員的定義與是次專題訪問的有所不同，故此其結果不能互相作直接比較。在適當情況下，是次專題訪問的結果會與一九九八年進行的專題訪問的結果作比較。

1.2 在經科學方法抽選的樣本內，約 10 500 個住戶接受了訪問，回應率為 87%。統計員首先向這些受訪住戶內的所有十七歲及以上人士詢問若干問題以界定他們是否離職僱員（請參閱下文第 1.5 段有關「離職僱員」的定義）。若是，該些受訪者再被問及有關其離職情況的特定問題，其中包括：

- (a) 就所有離職僱員而言，他們主要的離職原因、是否自己辭職、離職前從事的行業及職業、離職前每月平均就業收入及任職年資；
- (b) 就離職後曾有工作的離職僱員而言，他們離職後尋找工作的期間及成功尋獲工作的方法；及
- (c) 就在統計時已重新就業的離職僱員而言，他們離職前從事的行業及職業與現職的比較，有否轉換行業類別及/或職業組別。若有，其轉換行業類別及/或職業組別的原因。

1.3 根據從受訪住戶所搜集得的資料，可推論全港人口的有關情況。有關統計調查所涵蓋的範圍，請參閱本報告書附錄一「統計調查方法」的部分。

Introduction

1.1 An enquiry on worker displacement was conducted via the General Household Survey during October to December 2000 to collect information on the characteristics of displaced workers. Three similar enquiries were conducted during April to June 1992, April to August 1995 and July to September 1998. However, since the definition of displaced workers adopted in the first two enquiries is different from the present one, the findings obtained cannot be strictly comparable to each other. Comparison is thus made with the findings of the enquiry conducted in 1998 where appropriate.

1.2 Some 10 500 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 87%. All persons aged 17 and over in these households were first asked a few questions to identify if they were displaced workers (please see paragraph 1.5 below for definition of 'displaced workers') and if so, they were further asked a set of specified questions pertaining to their displacement, which included:

- (a) for all displaced workers, their main reason for leaving the job, whether resigned on own accord, the industry and occupation of the lost job, the average monthly employment earnings and the length of service (in years) in the lost job;
- (b) for those who had another job after displacement, their duration of seeking work after displacement and the channel through which they had successfully sought work; and
- (c) for those who were employed at the time of enumeration, whether they had changed industry sector and/or occupation group in the present job as compared with the lost job and for those who had, the reason for such change.

1.3 Based on information collected from the interviewed households, the situation related to the entire population in Hong Kong can be inferred. Please see the part on 'Survey methodology' in Appendix 1 of this report for details on the survey coverage.

1.4 由於人口數字已於二零零零年八月改為以「居住人口」方法計算，本報告書內所載有關離職僱員的數字亦以「居住人口」為基礎。這些統計數字與過往載於本系列報告書內以「廣義時點」人口為基礎的離職僱員的統計數字可作概括比較。

概念及定義

1.5 就是項專題訪問而言，「離職僱員」是指在統計前十二個月內因下列原因離開一份曾任職為僱員達兩年或以上的工作的十七歲及以上人士：

- (a) 公司結束營業；*或*
- (b) 僱主遷移業務運作至中國內地或其他國家/地區；*或*
- (c) 職位被取消；*或*
- (d) 公司工作量不足；*或*
- (e) 僱主單方面更改僱傭合約的條款；*或*
- (f) 僱主拖欠工資；*或*
- (g) 遭解僱。

1.6 是項專題訪問所採用的「離職僱員」的定義與一九九二年及一九九五年進行類似的專題訪問所採用的定義有所不同。在先兩次進行的專題訪問中，「離職僱員」只包括二十歲及以上因上述第 1.5 段(a)至(d)項原因而離職的人士。因此，是項專題訪問的結果並不能與一九九二年及一九九五年進行的專題訪問的結果作直接比較。

1.7 有一點值得留意，本報告書列載的「離職率」是以在統計前十二個月內離職僱員的估計人數為分子，並以十七歲及以上僱員的估計人數為分母彼此相除計算出來。後者的估計數字是從「綜合住戶統計調查」所得的在統計前十二個月的平均人數。

1.4 Consequential to the change-over to the 'resident population' approach for compiling population figures as from August 2000, statistics pertaining to the displaced workers as contained in this report are based on the 'resident population'. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report which pertained to the displaced workers based on the 'extended de facto' approach.

Concepts and definitions

1.5 For the purpose of this enquiry, 'displaced workers' referred to persons aged 17 and over who during the 12 months before enumeration, had left a job in which they had worked as an employee for two years or more owing to the following reasons :

- (a) company closing down; *or*
- (b) employer moving operations to the mainland of China or other countries/territories; *or*
- (c) post abolished; *or*
- (d) slack work in company; *or*
- (e) employer unilaterally varying the terms of employment contract; *or*
- (f) employer failing/deferring to pay wages; *or*
- (g) dismissal.

1.6 The definition of 'displaced workers' in this enquiry is different from the one adopted in similar enquiries conducted in 1992 and 1995. In those two former enquiries, 'displaced workers' covered only persons aged 20 and over who had left a job owing to reasons (a) to (d) in paragraph 1.5 above. Hence, the findings of this enquiry cannot be strictly comparable with those of the enquiries conducted in 1992 and 1995.

1.7 It should be noted that the 'displacement rate' presented in this report referred to the estimated number of displaced workers in the 12 months before enumeration divided by the estimated number of employees aged 17 and over, the latter being the average estimate for the 12-month period before enumeration as obtained from the General Household Survey.

專題訪問的主要結果

A. 有關離職僱員的分析

1.8 在是項專題訪問中，被識別為離職僱員的人士估計約有 62 300 人，佔在統計前十二個月的十七歲及以上僱員平均人數的 2.2%。該些數字較一九九八年進行的專題訪問所得的相應數字為低，相應的估計分別為 83 900 人及 2.9%。（圖 1.1 及 1.2）

1.9 在該 62 300 名離職僱員中，在統計時為就業人士者約佔 60.8%，失業人士佔 23.8%，而非從事經濟活動人士則佔 15.4%。另一方面，他們中約 65.4% 在離職後曾有工作，其餘 34.6% 則一直沒有工作。（表 1.1d 及 1.1k）

主要離職原因

1.10 約有 17 900 名離職僱員（佔所有離職僱員的 28.7%）表示是因其所屬公司結束營業而離職，15 300 人（24.6%）是因職位被取消，12 700 人（20.4%）是遭僱主解僱，7 500 人（12.0%）是因公司工作量不足，而 5 300 人（8.5%）是因僱主遷移業務運作至中國內地或其他國家/地區。（表 1.1a 及圖 1.2）

是否自己辭職

1.11 在該 62 300 名離職僱員中，約 2 100 人（3.3%）是自己辭職的。他們最普遍提及的主要離職原因為「僱主單方面更改僱傭合約的條款/僱主拖欠工資」（佔自己辭職者的 41.3%）。其餘 60 200 名（96.7%）離職僱員為非自己辭職者。他們最普遍提及的三個主要離職原因是「公司結束營業」、「職位被取消」及「遭解僱」。在該 60 200 名非自己辭職的離職僱員中，分別有 29.6%、24.4% 及 21.1% 表示因該些原因而離職。（表 1.1a）

Major findings of the enquiry

A. Analysis on displaced workers

1.8 The number of displaced workers as identified in this enquiry was estimated to be 62 300, representing 2.2% of the average number of employees aged 17 and over for the 12-month period before enumeration. These figures were lower than the corresponding estimates of 83 900 and 2.9% obtained from the 1998 enquiry. (Charts 1.1 and 1.2)

1.9 Of those 62 300 displaced workers, about 60.8% were employed at the time of enumeration, 23.8% were unemployed and 15.4% were economically inactive. On the other hand, about 65.4% of them had another job after displacement and the remaining 34.6% had not worked since they were displaced. (Tables 1.1d and 1.1k)

Major reason for leaving job

1.10 Some 17 900 displaced workers (or 28.7% of all displaced workers) cited that they left the job owing to the closure of the companies in which they worked, 15 300 (24.6%) because their posts were abolished, 12 700 (20.4%) because they were dismissed by their employers, 7 500 (12.0%) due to slack work in companies and 5 300 (8.5%) because their employers moved operations to the mainland of China or other countries/territories. (Table 1.1a and Chart 1.2)

Whether resigned on own accord

1.11 Of the 62 300 displaced workers, some 2 100 (3.3%) left the job on own accord, among whom the most commonly cited reason for leaving the job was 'employer unilaterally varied the terms of employment contract/employer failed or deferred to pay wages' (constituting 41.3% of those who resigned on own accord). For the remaining 60 200 (96.7%) displaced workers who did not resign on own accord, the three most commonly cited reasons for leaving the job were 'company closed down', 'post abolished' and 'dismissed'. About 29.6%, 24.4% and 21.1% of those 60 200 displaced workers cited such reasons respectively. (Table 1.1a)

*年齡及性別**Age and sex*

1.12 按年齡分析，在 62 300 名離職僱員中，三十至四十九歲人士佔 65.7%；五十歲及以上人士佔 17.4%；而十七至二十九歲人士則佔 16.9%。所有離職僱員的年齡中位數為四十歲，其中男性的年齡中位數為四十二歲，女性的則為三十六歲。（表 1.1b）

1.12 Analysed by age, 65.7% of the 62 300 displaced workers were aged 30-49; 17.4% were aged 50 and over; and 16.9% were aged 17-29. The median age of all displaced workers was 40, with the median age of males and females being 42 and 36 respectively. (Table 1.1b)

1.13 按性別分析，男性離職僱員較女性顯著為多，分別佔所有離職僱員的 64.6%及 35.4%。差不多所有年齡組別亦有相似情況。（表 1.1b）

1.13 Analysed by sex, there were substantially more male displaced workers than their female counterparts, constituting 64.6% and 35.4% of all displaced workers respectively. Similar pattern was observed for almost all age groups. (Table 1.1b)

1.14 在統計前十二個月期間，十七歲及以上僱員的整體離職率為 2.2%。換言之，在該段期間內，所有十七歲及以上僱員中，約有 2.2% 為離職僱員。一般來說，屬於愈高年齡組別的僱員較可能離職。按年齡分析，離職率介乎於十七至二十四歲僱員的 1.3% 與四十五至四十九歲僱員的 3.1%。此外，男性僱員的離職率較女性的為高，分別為 2.6% 及 1.7%。所有年齡組別亦出現相似情況。（表 1.1b）

1.14 The overall displacement rate for employees aged 17 and over during the 12-month period before enumeration was 2.2%. In other words, about 2.2% of all employees aged 17 and over were displaced during that period. Employees in higher age groups tended to have a higher chance of being displaced in general. Analysed by age, the displacement rate ranged from 1.3% for employees aged 17-24 to 3.1% for those aged 45-49. This apart, the displacement rate for male employees was higher than that of their female counterparts, at 2.6% and 1.7% respectively. Similar pattern was also observed for all age groups. (Table 1.1b)

*教育程度**Educational attainment*

1.15 大部分離職僱員具中學/預科教育程度 (61.9%)，具小學教育程度者佔 21.1%。概括而言，學歷較低的僱員較可能離職。未受教育或只具幼稚園教育程度者的離職率最高，達 4.2%，而具專上教育學位程度者的離職率則最低，只有 0.7%。（表 1.1c）

1.15 The majority of the displaced workers had secondary/matriculation education (61.9%). Another 21.1% had primary education. Generally speaking, persons with lower educational attainment tended to have a higher chance of being displaced. The displacement rate was the highest for employees with no schooling or kindergarten education, at 4.2%, and the lowest for those at tertiary education (degree) level, at 0.7%. (Table 1.1c)

*在統計時的經濟活動身分**Economic activity status at the time of enumeration*

1.16 在該 62 300 名離職僱員中，37 900 人 (60.8%) 在統計時為就業人士，另 14 800 人 (23.8%) 為失業人士。其餘 9 600 名 (15.4%) 離職僱員為非從事經濟活動人士，當中 2 700 人為料理家務者及 2 600 人為退休人士。有一點要

1.16 Among those 62 300 displaced workers, some 37 900 (60.8%) were employed at the time of enumeration and another 14 800 (23.8%) were unemployed. The remaining 9 600 (15.4%) displaced workers were economically inactive, of

注意，雖然該些失業人士及非從事經濟活動人士在統計時沒有工作，但他們可能在離職後至統計時的一段期間內曾有工作。（表 1.1d）

離職前從事的行業

1.17 離職僱員於離職前最普遍從事的行業為批發、零售、進出口貿易、飲食及酒店業，其次為製造業；社區、社會及個人服務業與金融、保險、地產及商用服務業。在該 62 300 名離職僱員中，分別有 34.3%、24.8%、12.5% 及 12.0% 從事該些行業。（表 1.1e）

1.18 按離職前從事的行業分析，從事製造業的僱員的離職率最高，達 5.1%；其次為批發、零售、進出口貿易、飲食及酒店業，離職率為 2.6%。從事建造業與金融、保險、地產及商用服務業的僱員的離職率大致相同，均為 1.8%。另一方面，社區、社會及個人服務業僱員的離職率則最低，只有 1.1%。（表 1.1e）

1.19 建造業僱員的離職率相對較低（1.8%），一個主要原因是由於按該行業的常規，有些建造業工人須頻密地轉換由不同判頭提供的工作，因而他們的轉工次數較從事其他行業類別的僱員為多。這類建造業工人一般較少從事同一工作達兩年或以上，因此即使他們在統計前十二個月內曾經離職，根據上文第 1.5 段所述有關離職僱員的定義，他們均不會被界定為離職僱員。（表 1.1e）

whom 2 700 were home-makers and 2 600 were retired persons. However, it should be noted that those unemployed and economically inactive persons, though being jobless at the time of enumeration, might have been engaged in another job between the time they were displaced and the time of enumeration. (Table 1.1d)

Industry of the lost job

1.17 The most commonly cited industry sector in which displaced workers were previously engaged was the wholesale, retail and import/export trades, restaurants and hotels sector, followed by the manufacturing sector; the community, social and personal services sector; and the financing, insurance, real estate and business service sector. About 34.3%, 24.8%, 12.5% and 12.0% of the 62 300 displaced workers worked in these sectors respectively. (Table 1.1e)

1.18 Analysed by industry of the lost job, the displacement rate was the highest (5.1%) for employees in the manufacturing sector, followed by the wholesale, retail and import/export trades, restaurants and hotels sector (2.6%). The displacement rates for employees in the construction sector and the financing, insurance, real estate and business services sector were virtually the same, at 1.8%. On the other hand, the community, social and personal service sector had the lowest displacement rate, at 1.1%. (Table 1.1e)

1.19 One major reason which accounted for the relatively low displacement rate for employees in the construction sector (1.8%) was that according to the usual trade practice in this sector, some of the construction workers had to change jobs offered by different contractors more often than employees in other industry sectors. Hence, these construction workers were seldom engaged in the same job for two years or more and were therefore not classified as displaced workers (according to the definition in paragraph 1.5 above) even if they might have been displaced from a job during the 12 months before enumeration. (Table 1.1e)

離職前從事的職業

1.20 有關離職前從事的職業，該 62 300 名離職僱員差不多平均分布於各個主要職業組別。他們中，19.5%於離職前為經理及行政級人員與專業及輔助專業人員；18.4%是文員；而17.5%為非技術工人。相對而言，較少離職僱員於離職前為工藝及有關人員；服務工作及商店銷售人員與機台及機器操作員及裝配員。該三組人士分別佔所有離職僱員的 14.9%、14.6%及 14.6%。（表 1.1f）

1.21 按職業組別分析，機台及機器操作員及裝配員的離職率最高，達 4.5%；其次是工藝及有關人員，3.0%；與服務工作及商店銷售人員，2.3%。另一方面，經理及行政級人員與專業及輔助專業人員的離職率則最低，只有 1.5%。（表 1.1f）

離職前從事的行業及主要離職原因

1.22 從事個別行業類別的離職僱員的主要離職原因分布各有不同。就離職前從事製造業、建造業、批發、零售、進出口貿易、飲食及酒店業與運輸、倉庫及通訊業的離職僱員而言，他們最普遍提及的離職原因為「公司結束營業」，分別佔相應行業類別離職僱員的 23.7%、20.5%、40.7%及 32.2%。另一方面，就離職前從事金融、保險、地產及商用服務業與社區、社會及個人服務業的離職僱員而言，最普遍提及的離職原因則為「遭解僱」。在該兩組人士中，分別有 35.3%及 38.5%提及該項原因。（表 1.1g）

Occupation of the lost job

1.20 On the occupation of the lost job, the 62 300 displaced workers were almost evenly distributed across various major occupation groups. Some 19.5% of them were previously managers and administrators, and professionals and associate professionals; 18.4%, clerks; and 17.5%, workers in elementary occupations. There were, relatively speaking, less displaced workers who were previously craft and related workers; service workers and shop sales workers as well as plant and machine operators and assemblers. These three groups of persons constituted 14.9%, 14.6% and 14.6% of all displaced workers respectively. (Table 1.1f)

1.21 Analysed by occupation group, plant and machine operators and assemblers had the highest displacement rate, at 4.5%, followed by craft and related workers, at 3.0%; and service workers and shop sales workers, at 2.3%. On the other hand, the displacement rate was the lowest for managers and administrators, and professionals and associate professionals, at 1.5%. (Table 1.1f)

Industry of the lost job and major reason for leaving job

1.22 The distribution of displaced workers in individual industry sectors by major reason for leaving job was different from each other. For those who previously worked in the manufacturing sector, the construction sector, the wholesale, retail and import/export trades, restaurants and hotels sector as well as the transport, storage and communications sector, the most commonly cited reason for leaving job was 'company closed down'. It accounted for 23.7%, 20.5%, 40.7% and 32.2% of displaced workers in the corresponding industry sectors respectively. On the other hand, 'dismissed' was the most commonly cited reason for leaving job for those who previously worked in the financing, insurance, real estate and business services sector and the community, social and personal services sector. Some 35.3% and 38.5% of these two groups of persons cited such reason respectively. (Table 1.1g)

離職前從事的職業及主要離職原因

1.23 除離職前為非技術工人的離職僱員外，各個職業組別的離職僱員最普遍提及的離職原因皆為「公司結束營業」，分別佔該些職業組別的離職僱員的 25.6%至 51.3%。離職前為非技術工人的離職僱員最普遍提及的離職原因則是「職位被取消」，佔 40.2%。（表 1.1h）

離職前從事的職業及年齡

1.24 從事個別職業組別的離職僱員的年齡分布各有不同。離職前為經理及行政級人員與專業及輔助專業人員與文員的離職僱員相對較年輕，他們中最少三分之二年齡介乎十七與三十九歲。與其他職業組別的離職僱員比較，他們的年齡中位數亦最小，分別為三十六歲及三十五歲。另一方面，在離職前為機台及機器操作員及裝配員與非技術工人的離職僱員中，最少三分之二為四十歲及以上人士。與從事不同職業組別的離職僱員比較，這兩組人士相對較為年長，他們的年齡中位數較大，分別為四十五歲及四十七歲。（表 1.1i）

離職前的任職年資

1.25 按離職前的任職年資分析，35.2%的離職僱員離職前在其服務的機構任職了二至少於四年；23.9%，四至少於七年；11.6%，七至少於十年；而 29.3%，十年及以上。就所有離職僱員而言，他們離職前的任職年資中位數為五至少於六年。（表 1.1j）

1.26 再按離職前從事的職業分析，離職前為文員的任職年資中位數最低，為四至少於五年。離職前為服務工作及商店銷售人員與非技術工人的離職僱員的任職年資中位數相同，皆為五至少於六年。離職前為經理及行政級人員與專業及輔助專業人員和工藝及有關人員的

Occupation of the lost job and major reason for leaving job

1.23 Other than workers in elementary occupations, 'company closed down' was the most commonly cited reason for displaced workers in various occupation groups leaving job. It accounted for 25.6%-51.3% of displaced workers in those occupation groups. For those who were previously workers in elementary occupations, the most commonly cited reason for leaving job 'post abolished', accounting for 40.2%. (Table 1.1h)

Occupation of the lost job and age

1.24 The age distribution of displaced workers in individual occupation groups was different from each other. Those who previously worked as managers and administrators, and professionals and associate professionals as well as clerks had a comparatively younger age profile, with at least two-thirds of them aged 17-39, and with a lower median age (36 and 35 respectively) as compared with displaced workers in other occupation groups. On the other hand, at least two-thirds of the displaced workers who previously worked as plant and machine operators and assemblers as well as workers in elementary occupations were aged 40 and over. These two groups of persons had a relatively older age profile, with a higher median age amongst displaced workers in different occupation groups. The median age of these two groups of persons was 45 and 47 respectively. (Table 1.1i)

Length of service in the lost job

1.25 Analysed by length of service in the lost job, 35.2% of the displaced workers had been in the job for 2 to less than 4 years; 23.9%, 4 to less than 7 years; 11.6%, 7 to less than 10 years; and 29.3%, 10 years and more. For all displaced workers taken together, the median length of service in the lost job was 5 to less than 6 years. (Table 1.1j)

1.26 Further analysed by occupation of the lost job, the median length of service in the lost job was the lowest for those displaced workers who were previously clerks, at 4 to less than 5 years. For those displaced workers who were previously service workers and shop sales workers as well as workers in elementary occupations, their median

任職年資中位數均為六至少於七年。而離職前為機台及機器操作員及裝配員的任職年資中位數則最長，達七至少於八年。（表 1.1j）

length of service in the lost job was both 5 to less than 6 years. For those who were previously managers and administrators, and professionals and associate professionals as well as craft and related workers, their median length of service in the lost job was both 6 to less than 7 years. The plant and machine operators and assemblers had the longest length of service in the lost job, with a median length of 7 to less than 8 years. (Table 1.1j)

離職後曾否工作

Whether had another job after displacement

1.27 在該 62 300 名離職僱員中，40 800 人 (65.4%) 離職後曾有工作。自己辭職的離職僱員中，有 90.5% 在離職後曾有工作。而非自己辭職的離職僱員中，則只有 64.5% 在離職後曾有工作。再按年齡分析，五十歲及以上的離職僱員於離職後曾有工作的百分比最低，只有 45.5%，而其他年齡組別人士的相應百分比約為 70%。（表 1.1k 及 1.1l）

1.27 Of the 62 300 displaced workers, 40 800 (65.4%) had another job after displacement. Among those who resigned on own accord, 90.5% reported the same whereas the percentage was only 64.5% for those who did not resign on own accord. Further analysed by age, the percentage of displaced workers having another job after displacement was the lowest for those aged 50 and over (45.5%), as compared with around 70% for those in other age groups. (Tables 1.1k and 1.1l)

B. 有關離職後曾有工作的離職僱員的分析

B. Analysis on displaced workers who had another job after displacement

離職後尋找工作的期間

Duration of seeking work after displacement

1.28 在該 40 800 名離職後曾有工作的離職僱員中，38.4% 離職後尋找工作少於一個月便再就業；35.9% 需要一個月至少於三個月；而 25.6% 則需要三個月至少於一年。整體而言，離職後曾有工作的離職僱員（即撇除那些離職後未曾有工作的離職僱員）在離職後尋找工作的期間中位數為 49 日。（表 1.2a）

1.28 Of the 40 800 displaced workers who had another job after displacement, 38.4% sought work for less than one month before being employed again; 35.9%, 1 to less than 3 months; and 25.6%, 3 months to less than 1 year. The overall median duration of seeking work for displaced workers who had another job after displacement (i.e. excluding those who had not worked since displacement) was 49 days. (Table 1.2a)

1.29 再按離職後曾有工作的離職僱員的年齡分析，五十歲及以上的離職僱員需要最長時間尋找工作才再就業，他們離職後尋找工作的期間中位數為 72 日。另一方面，十七至二十九歲的僱員離職後尋找工作的期間則最短，他們尋找工作期間中位數為 31 日。（表 1.2a）

1.29 Further analysed by age of displaced workers who had another job after displacement, displaced workers aged 50 and over required the longest duration of seeking work after displacement, with a median duration of 72 days. On the other hand, those aged 17-29 required the shortest period of time, with a median duration of 31 days. (Table 1.2a)

離職前從事的職業

1.30 再按離職前從事的職業分析，除了離職前任職文員的離職僱員外，屬於個別職業組別的離職僱員尋找工作的期間中位數相差不大。離職後尋找工作期間的中位數介乎 41 日（離職前任職經理及行政級人員與專業及輔助專業人員）與 50 日（離職前任職服務工作及商店銷售人員）。而離職前任職文員的離職僱員則需較長時間才找到工作，他們尋找工作的期間中位數為 62 日。（表 1.2b）

離職前的任職年資

1.31 在該 40 800 名離職後曾有工作的離職僱員中，38.7% 離職前的任職年資為二至少於四年；26.5% 為四至少於七年；10.0% 為七至少於十年；而 24.9% 為十年及以上。離職前任職年資為七至少於十年的僱員在離職後尋找工作的期間最長，他們尋找工作的期間中位數為 61 日。（表 1.2c）

成功尋獲工作的方法

1.32 就離職後成功尋獲工作的離職僱員而言，他們最普遍提及的成功尋獲工作的兩種方法為「刊登或回應廣告」及「經朋友、親戚及家人介紹」。在該 40 800 名離職僱員中，分別有 44.4% 及 38.4% 是以這兩種方法尋獲工作。（表 1.2d）

C. 有關在統計時已重新就業的離職僱員的分析

現時從事的行業

1.33 在 62 300 名離職僱員中，37 900 人（60.8%）在統計時已重新就業。他們最普遍從事的首三個行業類別為批發、零售、進出口貿易、飲食及酒店業；金融、保險、地產及商用服務業與製造業。在該 37 900 名離職僱員中，分別

Occupation of the lost job

1.30 Further analysed by occupation of the lost job, the median duration of seeking work after displacement for displaced workers in individual occupation groups was similar to each other, except for those who previously worked as clerks. The median duration ranged from 41 days (for those who previously worked as managers and administrators, and professionals and associate professionals) to 50 days (for those who previously worked as service workers and shop sales workers). The displaced workers who previously worked as clerks had the longest duration of seeking work after displacement, with a median duration of 62 days. (Table 1.2b)

Length of service in the lost job

1.31 Among the 40 800 displaced workers who had another job after displacement, 38.7% had been in the lost job for 2 to less than 4 years; 26.5%, 4 to less than 7 years; 10.0%, 7 to less than 10 years; and 24.9%, 10 years and over. Those who had been in the lost job for 7 to less than 10 years had the longest duration of seeking work after displacement, with a median duration of 61 days. (Table 1.2c)

Channel of successful job search

1.32 The two most commonly cited channels through which displaced workers had successfully sought work after displacement were 'placed or answered advertisement' and 'sought with friends, relatives and family members'. Some 44.4% and 38.4% of the 40 800 displaced workers respectively claimed that they sought the job through these two channels after displacement. (Table 1.2d)

C. Analysis on displaced workers who were employed at the time of enumeration

Industry of the present job

1.33 Of the 62 300 displaced workers, 37 900 (60.8%) were employed at the time of enumeration. The three most commonly cited industry sectors in which they were engaged at the time of enumeration were the wholesale, retail and

有 34.1%、16.8% 及 14.9% 從事該些行業。在統計時所有十七歲及以上的就業人士中，相應的百分比則較低，分別為 30.6%、14.3% 及 10.0%。（表 1.1d 及 1.3a）

import/export trades, restaurants and hotels sector; the financing, insurance, real estate and business services sector; and the manufacturing sector. About 34.1%, 16.8% and 14.9% of the 37 900 displaced workers worked in these sectors respectively. The corresponding percentages for all employed persons aged 17 and over at the time of enumeration were relatively lower, at 30.6%, 14.3% and 10.0% respectively. (Tables 1.1d and 1.3a)

在現職有否轉換行業類別

Whether had changed industry sector in the present job

1.34 該 37 900 名在統計時已重新就業的離職僱員中，24 500 人(64.7%)現時仍在離職前所從事的同一行業類別工作，其餘 13 400 人(35.3%)則已轉往與離職前的工作不相同的行業類別工作。再按離職前所從事的行業分析，離職前從事製造業的離職僱員較可能於離職後轉換行業類別，他們當中有 51.3% 表示在現職有轉換行業類別。另一方面，離職前從事運輸、倉庫及通訊業的離職僱員中，在現職有轉換行業類別的人士所佔的百分比則最低，只有 22.9%。（表 1.3b）

1.34 Among those 37 900 displaced workers who were employed at the time of enumeration, some 24 500 (64.7%) still worked in the same industry sector as that of their lost job, while the remaining 13 400 (35.3%) had changed to a job in a different industry sector. Further analysed by industry of the lost job, those previously engaged in the manufacturing sector tended to have a higher chance of changing industry sector after displacement, with 51.3% of them having reported that they had changed industry sector in the present job. On the other hand, those previously engaged in the transport, storage and communications sector had the lowest percentage of changing industry sector in the present job, at 22.9%. (Table 1.3b)

在現職有轉換行業類別的原因

Reason for changing industry sector in the present job

1.35 該 13 400 名在統計時已重新就業並在現職有轉換行業類別的離職僱員中，他們最普遍提及的轉換行業類別的原因為「找不到跟離職前所從事的行業類別相同的工作」，佔這些離職僱員的 46.7%。（表 1.3c）

1.35 For the 13 400 displaced workers who were employed at the time of enumeration and had changed industry sector in the present job, the most commonly cited reason for doing so was 'jobs of the same industry sector as the lost job were not available', as cited by 46.7% of these displaced workers. (Table 1.3c)

現時從事的職業

Occupation of the present job

1.36 在該 37 900 名在統計時已重新就業的離職僱員中，他們現時最普遍從事的職業為非技術工人(24.3%)。其次為經理及行政級人員與專業及輔助專業人員(17.9%)和文員(17.6%)。該三個職業組別亦為在統計時所有十七歲及以上就業人士最普遍從事的職業，分別有 18.7%、30.9% 及 18.0% 的人士從事該些職業組別。（表 1.3d）

1.36 The most popular occupation among the 37 900 displaced workers who were employed at the time of enumeration was workers in elementary occupations (24.3%), followed by managers and administrators, and professionals and associate professionals (17.9%) and clerks (17.6%). They were also the most popular occupations among all employed persons aged 17 and over at the time of enumeration. About 18.7%, 30.9% and 18.0% of

在現職有否轉換職業組別

1.37 約 28 700 名離職僱員(佔該 37 900 名在統計時已重新就業的離職僱員的 75.7%)在統計時仍在離職前所從事的同一職業組別工作，其餘 9 200 人(24.3%)則轉往與離職前的工作不相同的職業組別工作。再按離職前從事的職業分析，以前從事機台及機器操作員及裝配員的離職僱員較可能於離職後轉換職業組別，他們當中有 40.1%表示在現職有轉換職業組別。另一方面，絕大部分離職前為文員和非技術工人的人士在現職仍留在相同的職業組別工作，分別佔該兩組人士的 87.6%及 90.1%。(表 1.3e)

在現職有轉換職業組別的原因

1.38 該 9 200 名在統計時已重新就業並在現職有轉換職業組別的離職僱員中，以「找不到跟離職前所從事的職業組別相同的工作」為他們最普遍提及的轉換職業組別的原因。該些離職僱員中，約 33.3%提及此原因。(表 1.3f)

D. 有關離職後未曾有工作的離職僱員的分析*在統計前七天內可否隨時工作*

1.39 在 62 300 名離職僱員中，21 600 人(34.6%)在離職後未曾有工作。他們當中有 15 300 人(70.7%)在統計前七天內隨時可工作，餘下的 6 300 人(29.3%)則不能隨時工作。在該 6 300 名離職僱員中，約半數為需要料理家務的女性。(表 1.1k 及 1.4a)

these persons were engaged in those occupation groups respectively. (Table 1.3d)

Whether had changed occupation group in the present job

1.37 Some 28 700 displaced workers (or 75.7% of the 37 900 displaced workers who were employed at the time of enumeration) still worked in the same occupation group as that of their lost job at the time of enumeration, and another 9 200 (24.3%) had changed to a job in a different occupation group. Further analysed by occupation of the lost job, those who previously worked as plant and machine operators and assemblers tended to have a higher chance of changing occupation group after displacement, with 40.1% of them having claimed that they had changed occupation group in the present job. On the other hand, the great majority of those who previously worked as clerks and as workers in elementary occupations were still engaged in the same occupation group in their present job, as cited by 87.6% and 90.1% of these two groups of persons respectively. (Table 1.3e)

Reason for changing occupation group in the present job

1.38 The most commonly cited reason for changing occupation group among the 9 200 displaced workers who were employed at the time of enumeration and had changed occupation group in the present job was 'jobs of the same occupation group as the lost job were not available', as cited by 33.3% of these displaced workers. (Table 1.3f)

D. Analysis on displaced workers who had not worked since displacement

Whether available for work during the 7 days before enumeration

1.39 Some 21 600 (34.6%) of the 62 300 displaced workers had not worked since displacement. Among them, 15 300 (70.7%) were available for work during the 7 days before enumeration and the remaining 6 300 (29.3%) were not so. Among these 6 300 displaced workers, around half were females who needed to take care of housework. (Tables 1.1k and 1.4a)

1.40 進一步詳細分析，在該 15 300 名離職後未曾有工作而在統計前七天內隨時可工作的離職僱員中，13 000 人在統計前三十天內曾尋找工作。該 13 000 人符合是項專題訪問所採納的在統計時被界定為失業人士的準則。

年齡/性別

1.41 按性別分析，在 21 600 名離職後未曾有工作的離職僱員之中，男性較女性顯著為多，分別佔 64.6% 及 35.4%。按年齡分析，在這些離職僱員中，三十至三十九歲人士佔 28.8%；四十至四十九歲人士佔 29.3%；而五十歲及以上人士則佔 27.4%。（表 1.4b）

經濟活動身分

1.42 在該 21 600 名離職後未曾有工作的離職僱員中，約 13 000 人(60.2%)在統計時為失業人士，餘下的 8 600 人(39.8%)則為非從事經濟活動人士。這些非從事經濟活動的離職僱員普遍較失業的離職僱員年長。在這些非從事經濟活動人士中，約 38.8% 的年齡為五十歲及以上，而失業的離職僱員的相應百分比則為 19.9%。（表 1.4b）

E. 有關在統計時仍失業的離職僱員的分析

1.43 在該 62 300 名離職僱員中，約 14 800 人(23.8%)在統計時仍失業，其中包括離職後未曾有工作的在統計時正在失業的離職僱員，以及在離職後曾有工作但在統計時正在失業的離職僱員。（表 1.1d）

年齡/性別

1.44 在該 14 800 名在統計時仍失業的離職僱員中，三十至三十九歲人士佔 30.7%；四十至四十九歲人士佔 34.8%；而五十歲及以上人士則佔 20.1%。與三十歲及以上的失業人士比較，十七至二十九歲失業人士的離職率顯著為

1.40 A more detailed analysis showed that among the 15 300 displaced workers who had not worked since displacement and were available for work during the 7 days before enumeration, 13 000 had sought work during the 30 days before enumeration. These 13 000 persons met the criteria for being classified as unemployed at the time of enumeration in this enquiry.

Age/Sex

1.41 Analysed by sex, there were considerably more males than females among the 21 600 displaced workers who had not worked since displacement, constituting 64.6% and 35.4% respectively. Analysed by age, 28.8% of these displaced workers were aged 30-39; 29.3% were aged 40-49 and 27.4% were aged 50 and over. (Table 1.4b)

Economic activity status

1.42 Some 13 000 (60.2%) of the 21 600 displaced workers who had not worked since displacement were unemployed at the time of enumeration, and the remaining 8 600 (39.8%) were economically inactive. These economically inactive persons had an older age profile as compared to those unemployed. About 38.8% of these economically inactive were aged 50 and over, as against 19.9% for those unemployed. (Table 1.4b)

E. Analysis on displaced workers who were unemployed at the time of enumeration

1.43 Some 14 800 (23.8%) of the 62 300 displaced workers were unemployed at the time of enumeration. They included those unemployed persons who had not worked since displacement and those who had another job after displacement but subsequently became unemployed at the time of enumeration. (Table 1.1d)

Age/Sex

1.44 Among those 14 800 displaced workers who were unemployed at the time of enumeration, 30.7% were aged 30-39; 34.8% were aged 40-49 and 20.1% were aged 50 and over. Compared to those aged 30 and over, the unemployed persons

低，只有 3.9%。另一方面，三十歲及以上失業人士的離職率介乎 9.9% (五十歲及以上人士) 與 13.5% (三十至三十九歲人士)。就該 14 800 名正在失業的離職僱員而言，整體離職率為 9.3%。 (表 1.5a)

1.45 按性別分析，該 14 800 名離職僱員中，男性比女性為多，分別佔 74.9% 及 25.1%。同樣地，男性失業人士的離職率亦相對較女性的為高，分別為 10.1% 及 7.4%。 (表 1.5a)

失業期間

1.46 整體而言，該 14 800 名在統計時仍失業的離職僱員的失業期間中位數為 72 日。按年齡分析，十七至二十九歲的離職僱員的失業期間中位數最長，為 83 日。而四十至四十九歲人士的相應中位數則最短，只有 61 日。按性別分析，女性離職僱員的失業期間中位數為 89 日，較男性離職僱員的 64 日為長。 (表 1.5a)

是否期望從事離職前的同一行業類別

1.47 在該 14 800 名正失業的離職僱員中，約半數 (51.8%) 期望從事於離職前曾從事的同一行業類別。另一方面，接近四成人士沒有期望在任何特定的行業類別工作。 (表 1.5b)

是否期望從事離職前的同一職業組別

1.48 在該 14 800 名失業的離職僱員中，大部分 (64.5%) 期望從事於離職前曾從事的同一職業組別。另有 30.0% 表示沒有期望在任何特定的職業組別工作。 (表 1.5c)

aged 17-29 had a significantly lower displacement rate, at 3.9%. On the other hand, the displacement rate for those unemployed persons aged 30 and over was considerably higher, ranging from 9.9% (for those aged 50 and over) to 13.5% (for those aged 30-39). For those 14 800 displaced workers who were unemployed taken together, the displacement rate was 9.3%. (Table 1.5a)

1.45 Analysed by sex, there were more males than females among the 14 800 displaced workers, constituting 74.9% and 25.1% respectively. Likewise, the displacement rate for male unemployed persons was relatively higher than that of their female counterparts, at 10.1% and 7.4% respectively. (Table 1.5a)

Duration of unemployment

1.46 The overall median duration of unemployment for those 14 800 displaced workers who were unemployed at the time of enumeration was 72 days. Analysed by age, the median duration of unemployment for those aged 17-29 was the longest, at 83 days, whereas those aged 40-49 was the shortest, at 61 days. Analysed by sex, females had a longer duration of unemployment, with a median duration of 89 days, as compared with the median duration of 64 days for males. (Table 1.5a)

Whether desired to work in the same industry sector as the lost job

1.47 Of the 14 800 displaced workers who were unemployed, about half of them (51.8%) desired to work in the same industry sector as their lost job. On the other hand, nearly 40% had no preference for any specific industry sector to work in. (Table 1.5b)

Whether desired to work in the same occupation group as the lost job

1.48 Most (64.5%) of those 14 800 displaced workers who were unemployed desired to work in the same occupation group as their lost job. Another 30.0% cited that they had no preference for any specific occupation group to work in. (Table 1.5c)

表 1.1a 按主要離職原因及是否自己辭職劃分的離職僱員數目
Table 1.1a Displaced workers by major reason for leaving job and whether resigned on own accord

主要離職原因 Major reason for leaving job	是否自己辭職 Whether resigned on own accord					
	是 Yes		否 No		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* %*
公司結束營業 Company closed down	-	- (-)	17.9	29.6 (100.0)	17.9	28.7 (100.0)
職位被取消 Post abolished	0.6	29.7 (4.0)	14.7	24.4 (96.0)	15.3	24.6 (100.0)
遭解僱 Dismissed	N.A.	N.A.	12.7	21.1 (100.0)	12.7	20.4 (100.0)
公司工作量不足 Slack work in company	0.2	9.2 (2.5)	7.3	12.1 (97.5)	7.5	12.0 (100.0)
僱主遷移業務運作至中國內地或其他國家/地區 Employer moved operations to the mainland of China or other countries/ territories	0.4	19.8 (7.8)	4.9	8.1 (92.2)	5.3	8.5 (100.0)
僱主單方面更改僱傭合約的條款/僱主拖欠工資 Employer unilaterally varied the terms of employment contract/Employer failed or deferred to pay wages	0.9	41.3 (23.2)	2.8	4.7 (76.8)	3.7	5.9 (100.0)
總計 Total	2.1	100.0 (3.3)	60.2	100.0 (96.7)	62.3	100.0 (100.0)

註釋：* 括號內的數字顯示在屬於個別離職原因的所有離職僱員中所佔的百分比。

Notes: * Figures in brackets represent the percentages in respect of all displaced workers leaving jobs owing to the respective reasons.

N.A.代表「不適用」。

N.A. signifies 'not applicable'.

部分估值只基於少數的觀察所得，故須謹慎闡釋。

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.1b 按年齡及性別劃分的離職僱員數目
Table 1.1b Displaced workers by age and sex

年齡組別 Age group	男 Male			女 Female			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*
17 - 24	3.4	8.4	1.9	1.2	5.3	0.6	4.5	7.3	1.3
25 - 29	3.5	8.8	1.7	2.5	11.2	1.0	6.0	9.7	1.4
30 - 34	4.7	11.7	2.1	4.8	21.9	2.1	9.5	15.3	2.1
35 - 39	6.3	15.6	2.4	4.6	20.9	2.2	10.9	17.5	2.3
40 - 44	7.5	18.6	3.1	3.5	15.8	2.1	11.0	17.6	2.7
45 - 49	6.0	14.8	3.2	3.6	16.3	3.0	9.5	15.3	3.1
≥ 50	8.9	22.2	3.2	1.9	8.7	1.6	10.9	17.4	2.7
合計# Overall #	40.3	100.0 (64.6)	2.6	22.0	100.0 (35.4)	1.7	62.3	100.0 (100.0)	2.2
年齡中位數(歲) Median age (years)		42			36			40	

註釋：* 在統計前十二個月期間個別年齡及性別分組內的十七歲及以上僱員平均人數中所佔的百分比。以統計前十二個月期間十七至二十四歲的男性僱員平均人數為例，1.9%為離職僱員。

括號內的數字顯示在所有離職僱員中所佔的百分比。

Notes：* As a percentage of the average number of employees aged 17 and over in the respective age and sex sub-groups during the 12-month period before enumeration. For example, among the average number of male employees aged 17-24 during the 12-month period before enumeration, 1.9% were displaced workers.

Figures in brackets represent the percentages in respect of all displaced workers.

表 1.1c 按教育程度劃分的離職僱員數目
Table 1.1c Displaced workers by educational attainment

教育程度 Educational attainment	人數 No. of persons ('000)	百分比 %	比率* Rate*
未受教育/幼稚園 No schooling/kindergarten	1.6	2.6	4.2
小學 Primary	13.1	21.1	2.9
中學/預科 Secondary/matriculation	38.6	61.9	2.3
專上教育 Tertiary			
- 非學位 non-degree	6.0	9.6	2.2
- 學位 degree	3.0	4.9	0.7
合計 Overall	62.3	100.0	2.2

註釋：* 在統計前十二個月期間個別教育程度組別內的十七歲及以上僱員平均人數中所佔的百分比。以統計前十二個月期間未受教育/只具幼稚園教育程度的十七歲及以上僱員平均人數為例，4.2%為離職僱員。

Note : * As a percentage of the average number of employees aged 17 and over in the respective educational attainment groups during the 12-month period before enumeration. For example, among the average number of employees aged 17 and over with no schooling or kindergarten education during the 12-month period before enumeration, 4.2% were displaced workers.

表 1.1d 按在統計時的經濟活動身分劃分的離職僱員數目
Table 1.1d Displaced workers by economic activity status at the time of enumeration

在統計時的經濟活動身分 Economic activity status at the time of enumeration	人數 No. of persons ('000)	百分比 %
從事經濟活動 Economically active	52.7	84.6
就業 <i>Employed</i>	37.9	60.8
失業 <i>Unemployed</i>	14.8	23.8
非從事經濟活動 Economically inactive	9.6	15.4
料理家務者 <i>Home-makers</i>	2.7	4.4
退休人士 <i>Retired persons</i>	2.6	4.1
其他 <i>Others</i>	4.3	6.9
總計 Total	62.3	100.0

表 1.1e 按離職前從事的行業劃分的離職僱員數目
Table 1.1e Displaced workers by industry of the lost job

離職前從事的行業 Industry of the lost job	人數 No. of persons ('000)	百分比 %	比率* Rate*
製造業 Manufacturing	15.5	24.8	5.1
建造業 Construction	4.9	7.9	1.8
批發、零售、進出口貿易 、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	21.4	34.3	2.6
運輸、倉庫及通訊業 Transport, storage and communications	5.1	8.2	1.7
金融、保險、地產及商用 服務業 Financing, insurance, real estate and business services	7.5	12.0	1.8
社區、社會及個人服務業 Community, social and personal services	7.8	12.5	1.1
其他 Others	0.2	0.4	1.2
合計 Overall	62.3	100.0	2.2

註釋：* 在統計前十二個月期間個別行業組別內的十七歲及以上僱員平均人數中所佔的百分比。以統計前十二個月期間從事製造業的十七歲及以上僱員平均人數為例，5.1%為離職僱員。

Note : * As a percentage of the average number of employees aged 17 and over in the respective industry sectors during the 12-month period before enumeration. For example, among the average number of employees aged 17 and over engaged in the manufacturing sector during the 12-month period before enumeration, 5.1% were displaced workers.

表 1.1f 按離職前從事的職業劃分的離職僱員數目
Table 1.1f Displaced workers by occupation of the lost job

離職前從事的職業 Occupation of the lost job	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, and professionals and associate professionals	12.2	19.5	1.5
文員 Clerks	11.5	18.4	2.0
服務工作及商店銷售人員 Service workers and shop sales workers	9.1	14.6	2.3
工藝及有關人員 Craft and related workers	9.3	14.9	3.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	9.1	14.6	4.5
非技術工人 Elementary occupations	10.9	17.5	1.9
其他 Others	0.2	0.4	8.3
合計 Overall	62.3	100.0	2.2

註釋：* 在統計前十二個月期間個別職業組別內的十七歲及以上僱員平均人數中所佔的百分比。以統計前十二個月期間任職經理及行政級人員與專業及輔助專業人員的十七歲及以上僱員平均人數為例，1.5%為離職僱員。

Note : * As a percentage of the average number of employees aged 17 and over in the respective occupation groups during the 12-month period before enumeration. For example, among the average number of employees aged 17 and over who worked as managers and administrators, and professionals and associate professionals during the 12-month period before enumeration, 1.5% were displaced workers.

表 1.1g 按離職前從事的行業及主要離職原因劃分的離職僱員數目
 Table 1.1g Displaced workers by industry of the lost job and major reason for leaving job

離職前從事的行業 Industry of the lost job	主要離職原因 Major reason for leaving job					
	公司結束營業 Company closed down		職位被取消 Post abolished		遭解僱 Dismissed	
	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* %*
製造業 Manufacturing	3.7	23.7	2.8	18.0	2.6	16.8
建造業 Construction	1.0	20.5	0.8	17.0	0.6	13.0
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	8.7	40.7	5.3	24.8	3.2	15.1
運輸、倉庫及通訊業 Transport, storage and communications	1.6	32.2	1.2	24.1	0.6	11.6
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	1.0	13.2	2.4	32.4	2.6	35.3
社區、社會及個人服務業 Community, social and personal services	1.6	21.0	2.8	35.5	3.0	38.5
其他 Others	0.2	100.0	-	-	-	-
合計 Overall	17.9	28.7	15.3	24.6	12.7	20.4

註釋：* 在個別行業類別內佔所有離職僱員的百分比。

部分估值只基於少數的觀察所得，故須謹慎闡釋。

Notes : * As a percentage of all displaced workers in the respective industry sectors.

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

(待續)
(To be cont'd)

表 1.1g(續) 按離職前從事的行業及主要離職原因劃分的離職僱員數目
 Table 1.1g Displaced workers by industry of the lost job and major reason for leaving
 (Cont'd) job

離職前從事的行業 Industry of the lost job	主要離職原因(續) Major reason for leaving job (Cont'd)			
	其他原因 Other reasons		總計 Total	
	人數 No. of persons (‘000)	百分比* %*	人數 No. of persons (‘000)	百分比* %*
製造業 Manufacturing	6.4	41.6	15.5	100.0
建造業 Construction	2.4	49.5	4.9	100.0
批發、零售、進出口貿易 、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	4.1	19.4	21.4	100.0
運輸、倉庫及通訊業 Transport, storage and communications	1.6	32.0	5.1	100.0
金融、保險、地產及商用 服務業 Financing, insurance, real estate and business services	1.4	19.0	7.5	100.0
社區、社會及個人服務業 Community, social and personal services	0.4	5.0	7.8	100.0
其他 Others	-	-	0.2	100.0
合計 Overall	16.4	26.4	62.3	100.0

註釋：* 在個別行業類別內佔所有離職僱員的百分比。

部分估值只基於少數的觀察所得，故須謹慎闡釋。

Notes : * As a percentage of all displaced workers in the respective industry sectors.

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.1h 按離職前從事的職業及主要離職原因劃分的離職僱員數目
Table 1.1h Displaced workers by occupation of the lost job and major reason for leaving job

離職前從事的職業 Occupation of the lost job	主要離職原因 Major reason for leaving job					
	公司結束營業 Company closed down		職位被取消 Post abolished		遭解僱 Dismissed	
	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* %*
經理及行政級人員與專業及輔助專業人員 Managers and administrators, and professionals and associate professionals	3.3	27.4	2.9	23.8	3.0	25.0
文員 Clerks	3.4	29.5	3.2	28.1	2.8	24.7
服務工作及商店銷售人員 Service workers and shop sales workers	4.7	51.3	1.8	19.8	1.6	17.5
工藝及有關人員 Craft and related workers	2.4	25.6	2.0	21.7	1.2	13.3
機台及機器操作員及裝配員 Plant and machine operators and assemblers	2.5	27.1	1.0	11.1	1.6	17.8
非技術工人 Elementary occupations	1.4	12.5	4.4	40.2	2.4	21.7
其他 Others	0.2	100.0	-	-	-	-
合計 Overall	17.9	28.7	15.3	24.6	12.7	20.4

註釋：* 在個別職業組別內佔所有離職僱員的百分比。

部分估值只基於少數的觀察所得，故須謹慎闡釋。

Notes : * As a percentage of all displaced workers in the respective occupation groups.

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

(待續)
(To be cont'd)

表 1.1h(續) 按離職前從事的職業及主要離職原因劃分的離職僱員數目
 Table 1.1h Displaced workers by occupation of the lost job and major reason for leaving job
 (Cont'd)

離職前從事的職業 Occupation of the lost job	主要離職原因(續) Major reason for leaving job (Cont'd)			
	其他原因 Other reasons		總計 Total	
	人數 No. of persons ('000)	百分比* %*	人數 No. of persons ('000)	百分比* %*
經理及行政級人員與專業及輔助專業人員 Managers and administrators, and professionals and associate professionals	2.9	23.8	12.2	100.0
文員 Clerks	2.0	17.7	11.5	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	1.0	11.4	9.1	100.0
工藝及有關人員 Craft and related workers	3.7	39.4	9.3	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	4.0	44.0	9.1	100.0
非技術工人 Elementary occupations	2.8	25.6	10.9	100.0
其他 Others	-	-	0.2	100.0
合計 Overall	16.4	26.4	62.3	100.0

註釋：* 在個別職業組別內佔所有離職僱員的百分比。

部分估值只基於少數的觀察所得，故須謹慎闡釋。

Notes : * As a percentage of all displaced workers in the respective occupation groups.

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.1i 按離職前從事的職業及年齡劃分的離職僱員數目
Table 1.1i Displaced workers by occupation of the lost job and age

離職前從事的職業 Occupation of the lost job	年齡組別 Age group										年齡 中位數 (歲) Median age (years)
	17 - 29		30 - 39		40 - 49		≥ 50		總計 Total		
	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 % %	人數 No. of persons (‘000)	百分比 % %	人數 No. of persons (‘000)	百分比 % %	
經理及行政級人員 與專業及輔助 專業人員 Managers and administrators, and professionals and associate professionals	1.6	12.9	6.7	54.8	3.0	24.3	1.0	8.1	12.2	100.0	36
文員 Clerks	3.3	28.8	4.8	41.9	2.4	20.5	1.0	8.7	11.5	100.0	35
服務工作及 商店銷售人員 Service workers and shop sales workers	1.3	14.8	2.8	31.1	3.7	41.1	1.2	13.0	9.1	100.0	42
工藝及有關人員 Craft and related workers	2.8	29.7	1.6	16.9	3.6	38.6	1.4	14.8	9.3	100.0	40
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	0.8	8.6	2.0	21.9	4.4	47.9	2.0	21.5	9.1	100.0	45
非技術工人 Elementary occupations	0.8	7.2	2.3	21.0	3.5	32.0	4.3	39.8	10.9	100.0	47
其他 Others	-	-	0.2	100.0	-	-	-	-	0.2	100.0	30
合計 Overall	10.6	16.9	20.4	32.7	20.5	32.9	10.9	17.4	62.3	100.0	40

註釋：部分估值只基於少數的觀察所得，故須謹慎闡釋。

Note: Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.1j 按離職前從事的職業及離職前的任職年資劃分的離職僱員數目
Table 1.1j Displaced workers by occupation of the lost job and length of service in the lost job

離職前從事的職業 Occupation of the lost job	離職前的任職年資 (年) Length of service in the lost job (years)										離職前的任職年資中位數 (年) Median length of service in the lost job (years)
	2 - < 4		4 - < 7		7 - < 10		≥ 10		總計 Total		
	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 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %	
經理及行政級人員 與專業及輔助 專業人員 Managers and administrators, and professionals and associate professionals	3.5	28.7	3.4	27.5	1.7	13.7	3.7	30.0	12.2	100.0	6 - < 7
文員 Clerks	4.8	41.6	3.1	26.9	1.8	15.7	1.8	15.8	11.5	100.0	4 - < 5
服務工作及商店 銷售人員 Service workers and shop sales workers	3.6	39.6	2.4	26.7	1.2	13.1	1.9	20.7	9.1	100.0	5 - < 6
工藝及有關人員 Craft and related workers	3.8	40.9	1.2	13.4	0.4	4.2	3.9	41.5	9.3	100.0	6 - < 7
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	2.1	22.9	2.0	22.1	1.0	11.0	4.0	44.1	9.1	100.0	7 - < 8
非技術工人 Elementary occupations	4.2	38.2	2.8	25.5	1.2	10.9	2.8	25.4	10.9	100.0	5 - < 6
其他 Others	-	-	-	-	-	-	0.2	100.0	0.2	100.0	10 - < 11
合計 Overall	21.9	35.2	14.9	23.9	7.2	11.6	18.2	29.3	62.3	100.0	5 - < 6

註釋：部分估值只基於少數的觀察所得，故須謹慎闡釋。

Note: Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.1k 按離職後曾否工作及是否自己辭職劃分的離職僱員數目
Table 1.1k Displaced workers by whether had another job after displacement and whether resigned on own accord

離職後曾否工作 Whether had another job after displacement	是否自己辭職 Whether resigned on own accord					
	是 Yes		否 No		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 %
曾有工作 Yes	1.9	90.5	38.9	64.5	40.8	65.4
未曾有工作 No	0.2	9.5	21.4	35.5	21.6	34.6
總計 Total	2.1	100.0	60.2	100.0	62.3	100.0

註釋：部分估值只基於少數的觀察所得，故須謹慎
闡釋。

Note: Some estimates are based on only a small
number of observations and thus should be
interpreted with caution.

表 1.1l 按離職後曾否工作及年齡劃分的離職僱員數目
Table 1.1l Displaced workers by whether had another job after displacement and age

離職後曾否工作 Whether had another job after displacement	年齡組別 Age group									
	17 - 29		30 - 39		40 - 49		≥ 50		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 %	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
曾有工作 Yes	7.4	70.5	14.2	69.5	14.2	69.2	4.9	45.5	40.8	65.4
未曾有工作 No	3.1	29.5	6.2	30.5	6.3	30.8	5.9	54.5	21.6	34.6
總計 Total	10.6	100.0	20.4	100.0	20.5	100.0	10.9	100.0	62.3	100.0

表 1.2a 按年齡及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目
Table 1.2a Displaced workers who had another job after displacement by age and duration of seeking work after displacement

年齡組別 Age group	離職後尋找工作的期間 Duration of seeking work after displacement								離職後尋找工作的期間 中位數(日) Median duration of seeking work after displacement (days)
	少於一個月* < 1 month*		一個月至 少於三個月 1 - < 3 months		三個月至 少於一年 3 months - < 1 year		總計 Total		
	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 %	人數 No. of persons ('000)	百分比# %#	
17 - 29	3.7	49.9	2.0	26.3	1.8	23.8	7.4	100.0 (18.3)	31
30 - 39	5.0	35.3	5.6	39.5	3.6	25.2	14.2	100.0 (34.8)	53
40 - 49	5.9	41.9	5.1	36.0	3.1	22.1	14.2	100.0 (34.8)	44
≥ 50	1.0	19.9	2.0	40.2	2.0	39.9	4.9	100.0 (12.1)	72
合計 Overall	15.7	38.4	14.7	35.9	10.4	25.6	40.8	100.0 (100.0)	49

註釋：* 包括該些於離職前已受聘於新工作或於離職後自己創業的人士，而他們於離職後因此沒有尋找工作。

Notes : * Including those persons who had not sought work after displacement, as in the case when a person had already been offered a new job before displacement or when he/she was to start his/her own business after displacement.

括號內的數字顯示在所有離職後曾有工作的離職僱員中所佔的百分比。

Figures in brackets represent the percentages in respect of all displaced workers who had another job after displacement.

表 1.2b 按離職前從事的職業及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目
 Table 1.2b Displaced workers who had another job after displacement by occupation of the lost job and duration of seeking work after displacement

離職前從事的職業 Occupation of the lost job	離職後尋找工作的期間 Duration of seeking work after displacement			
	少於一個月* < 1 month*		一個月至 少於三個月 1 - < 3 months	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, and professionals and associate professionals	3.9	45.2	2.9	33.8
文員 Clerks	2.6	37.6	2.2	32.6
服務工作及商店銷售人員 Service workers and shop sales workers	2.3	35.9	2.6	41.8
工藝及有關人員 Craft and related workers	2.3	39.9	1.8	31.4
機台及機器操作員及裝配員 Plant and machine operators and assemblers	2.3	35.9	2.3	36.1
非技術工人 Elementary occupations	2.4	34.1	2.8	40.2
合計 Overall	15.7	38.4	14.7	35.9

註釋：* 包括該些於離職前已受聘於新工作或於離職後自己創業的人士，而他們於離職後因此沒有尋找工作。

Note: * Including those persons who had not sought work after displacement, as in the case when a person had already been offered a new job before displacement or when he/she was to start his/her own business after displacement.

(待續)
(To be cont'd)

表 1.2b(續) 按離職前從事的職業及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目

Table 1.2b (Cont'd) Displaced workers who had another job after displacement by occupation of the lost job and duration of seeking work after displacement

離職前從事的職業 Occupation of the lost job	離職後尋找工作的期間(續) Duration of seeking work after displacement (Cont'd)				離職後尋找工作的 期間中位數(日) Median duration of seeking work after displacement (days)
	三個月至 少於一年 3 months - < 1 year		總計 Total		
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 [#] % [#]	
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, and professionals and associate professionals	1.8	21.0	8.7	100.0 (21.3)	41
文員 Clerks	2.0	29.9	6.9	100.0 (16.8)	62
服務工作及商店銷售人員 Service workers and shop sales workers	1.4	22.3	6.3	100.0 (15.4)	50
工藝及有關人員 Craft and related workers	1.6	28.7	5.7	100.0 (14.0)	48
機台及機器操作員及裝配員 Plant and machine operators and assemblers	1.8	28.0	6.3	100.0 (15.6)	49
非技術工人 Elementary occupations	1.8	25.6	6.9	100.0 (17.0)	49
合計 Overall	10.4	25.6	40.8	100.0 (100.0)	49

註釋：# 括號內的數字顯示在所有離職後曾有工作的離職僱員中所佔的百分比。

Note: # Figures in brackets represent the percentages in respect of all displaced workers who had another job after displacement.

表 1.2c 按離職前的任職年資及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目
 Table 1.2c Displaced workers who had another job after displacement by length of service in the lost job and duration of seeking work after displacement

離職前的任職年資(年) Length of service in the lost job (years)	離職後尋找工作的期間 Duration of seeking work after displacement			
	少於一個月* < 1 month*		一個月至 少於三個月 1 - < 3 months	
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 %
2 - < 4	6.1	38.9	5.7	35.9
4 - < 7	3.9	35.8	4.7	43.6
7 - < 10	1.4	35.0	1.2	29.9
≥ 10	4.2	41.8	3.1	30.2
合計 Overall	15.7	38.4	14.7	35.9

註釋：* 包括該些於離職前已受聘於新工作或於離職後自己創業的人士，而他們於離職後因此沒有尋找工作。

Note: * Including those persons who had not sought work after displacement, as in the case when a person had already been offered a new job before displacement or when he/she was to start his/her own business after displacement.

(待續)
(To be cont'd)

表 1.2c(續) 按離職前的任職年資及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目

Table 1.2c (Cont'd) Displaced workers who had another job after displacement by length of service in the lost job and duration of seeking work after displacement

離職前的任職年資(年) Length of service in the lost job (years)	離職後尋找工作的期間(續) Duration of seeking work after displacement (Cont'd)				離職後尋找工作 的期間中位數(日) Median duration of seeking work after displacement (days)
	三個月至 少於一年 3 months - < 1 year		總計 Total		
	人數 No. of persons (‘000)	百分比 %	人數 No. of persons (‘000)	百分比 [#] % [#]	
2 - < 4	4.0	25.1	15.8	100.0 (38.7)	49
4 - < 7	2.2	20.6	10.8	100.0 (26.5)	51
7 - < 10	1.4	35.0	4.1	100.0 (10.0)	61
≥ 10	2.8	28.0	10.1	100.0 (24.9)	43
合計 Overall	10.4	25.6	40.8	100.0 (100.0)	49

註釋：# 括號內的數字顯示在所有離職後曾有工作的離職僱員中所佔的百分比。

Note: # Figures in brackets represent the percentages in respect of all displaced workers who had another job after displacement.

表 1.2d 按成功尋獲工作的方法及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目
 Table 1.2d Displaced workers who had another job after displacement by channel of successful job search and duration of seeking work after displacement

成功尋獲工作的方法 Channel of successful job search	離職後尋找工作的期間 Duration of seeking work after displacement			
	少於一個月* < 1 month*		一個月至 少於三個月 1 - < 3 months	
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比 %
刊登或回應廣告 Placed or answered advertisement	5.6	30.7	7.5	41.5
經朋友、親戚及家人介紹 Sought with friends, relatives and family members	6.5	41.5	4.9	31.6
其他 Others	3.6	51.7	2.2	31.2
合計 Overall	15.7	38.4	14.7	35.9

註釋：* 包括該些於離職前已受聘於新工作或於離職後自己創業的人士，而他們於離職後因此沒有尋找工作。

Note: * Including those persons who had not sought work after displacement, as in the case when a person had already been offered a new job before displacement or when he/she was to start his/her own business after displacement.

(待續)
(To be cont'd)

表 1.2d(續) 按成功尋獲工作的方法及離職後尋找工作的期間劃分的離職後曾有工作的離職僱員數目

Table 1.2d Displaced workers who had another job after displacement by channel of successful job search and duration of seeking work after displacement (Cont'd)

成功尋獲工作的方法 Channel of successful job search	離職後尋找工作的期間(續) Duration of seeking work after displacement (Cont'd)				離職後尋找工作的期間中位數(日) Median duration of seeking work after displacement (days)
	三個月至少於一年 3 months - < 1 year		總計 Total		
	人數 No. of persons ('000)	百分比 %	人數 No. of persons ('000)	百分比# %#	
刊登或回應廣告 Placed or answered advertisement	5.0	27.8	18.1	100.0 (44.4)	63
經朋友、親戚及家人介紹 Sought with friends, relatives and family members	4.2	27.0	15.7	100.0 (38.4)	44
其他 Others	1.2	17.1	7.0	100.0 (17.1)	20
合計 Overall	10.4	25.6	40.8	100.0 (100.0)	49

註釋：# 括號內的數字顯示在所有離職後曾有工作的離職僱員中所佔的百分比。

Note: # Figures in brackets represent the percentages in respect of all displaced workers who had another job after displacement.

表 1.3a 按現時從事的行業劃分的在統計時已重新就業的離職僱員數目
Table 1.3a Displaced workers who were employed at the time of enumeration by industry of the present job

現時從事的行業 Industry of the present job	在統計時已重新就業的離職僱員 Displaced workers who were employed at the time of enumeration		統計時在香港的所有十七歲及以上就業人士 All employed persons aged 17 and over in Hong Kong at the time of enumeration
	人數 No. of persons ('000)	百分比 %	百分比 %
製造業 Manufacturing	5.7	14.9	10.0
建造業 Construction	2.4	6.4	9.5
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	12.9	34.1	30.6
運輸、倉庫及通訊業 Transport, storage and communications	5.4	14.1	11.1
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	6.4	16.8	14.3
社區、社會及個人服務業 Community, social and personal services	5.2	13.6	23.7
其他 Others	-	-	0.8
總計 Total	37.9	100.0	100.0

表 1.3b 按離職前從事的行業及在現職有否轉換行業類別劃分的在統計時已重新就業的離職僱員數目
Table 1.3b Displaced workers who were employed at the time of enumeration by industry of the lost job and whether had changed industry sector in the present job

離職前從事的行業 Industry of the lost job	在現職有否轉換行業類別 Whether had changed industry sector in the present job					
	有 Yes		沒有 No		總計 Total	
	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 %
製造業 Manufacturing	4.2	51.3	4.0	48.7	8.3	100.0
建造業 Construction	0.8	30.0	1.8	70.0	2.6	100.0
批發、零售、進出口貿易 、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	4.9	34.0	9.5	66.0	14.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	0.8	22.9	2.7	77.1	3.5	100.0
金融、保險、地產及商用 服務業 Financing, insurance, real estate and business services	1.2	31.1	2.6	68.9	3.8	100.0
社區、社會及個人服務業 Community, social and personal services	1.4	27.5	3.8	72.5	5.2	100.0
合計 Overall	13.4	35.3	24.5	64.7	37.9	100.0

註釋：部分估值只基於少數的觀察所得，故須謹慎闡釋。

Note: Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.3c 按在現職有否轉換行業類別/轉換行業類別的原因劃分的在統計時已重新就業的離職僱員數目

Table 1.3c Displaced workers who were employed at the time of enumeration by whether had changed industry sector in the present job/reason for changing industry sector

在現職有否轉換行業類別/轉換行業類別的原因 Whether had changed industry sector in the present job/reason for changing industry sector	人數 No. of persons ('000)	百分比* %*
沒有轉換行業類別 Had not changed industry sector	24.5	64.7
有轉換行業類別 Had changed industry sector	13.4	35.3
找不到跟離職前所從事的行業類別相同的工作 <i>Jobs of the same industry sector as the lost job were not available</i>	6.3	(46.7)
離職前所從事的行業已式微 <i>Industry of the lost job had been faded out</i>	1.3	(9.5)
相同行業類別的工作的薪金/工作條件未能符合 自己的要求 <i>Wages/working conditions of jobs offered in the same industry sector did not meet own expectations</i>	1.2	(9.1)
現職只為臨時性質工作 <i>Present job was a temporary job only</i>	1.0	(7.7)
其他 <i>Others</i>	3.6	(26.9)
總計 Total	37.9	100.0

註釋：* 括號內的數字顯示在所有離職後已重新就業並在現職有轉換行業類別的離職僱員中所佔的百分比。

Note: * Figures in brackets represent the percentages in respect of all displaced workers who were employed at the time of enumeration and had changed industry sector in the present job.

表 1.3d 按現時從事的職業劃分的在統計時已重新就業的離職僱員數目
Table 1.3d Displaced workers who were employed at the time of enumeration by occupation of the present job

現時從事的職業 Occupation of the present job	在統計時已重新就業的離職僱員 Displaced workers who were employed at the time of enumeration		統計時在香港的 所有十七歲及 以上就業人士 All employed persons aged 17 and over in Hong Kong at the time of enumeration
	人數 No. of persons ('000)	百分比 %	百分比 %
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, and professionals and associate professionals	6.8	17.9	30.9
文員 Clerks	6.7	17.6	18.0
服務工作及商店銷售人員 Service workers and shop sales workers	5.5	14.4	13.8
工藝及有關人員 Craft and related workers	4.2	11.2	10.3
機台及機器操作員及裝配員 Plant and machine operators and assemblers	5.5	14.6	8.0
非技術工人 Elementary occupations	9.2	24.3	18.7
其他 Others	-	-	0.3
總計 Total	37.9	100.0	100.0

表 1.3e 按離職前從事的職業及在現職有否轉換職業組別劃分的在統計時已重新就業的離職僱員數目
 Table 1.3e Displaced workers who were employed at the time of enumeration by occupation of the lost job and whether had changed occupation group in the present job

離職前從事的職業 Occupation of the lost job	在現職有否轉換職業組別 Whether had changed occupation group in the present job					
	有 Yes		沒有 No		總計 Total	
	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 %
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, and professionals and associate professionals	2.1	24.8	6.4	75.2	8.5	100.0
文員 Clerks	0.8	12.4	5.6	87.6	6.4	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	2.0	33.6	4.0	66.4	6.1	100.0
工藝及有關人員 Craft and related workers	1.2	25.1	3.6	74.9	4.9	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	2.4	40.1	3.7	59.9	6.1	100.0
非技術工人 Elementary occupations	0.6	9.9	5.3	90.1	5.9	100.0
合計 Overall	9.2	24.3	28.7	75.7	37.9	100.0

註釋：部分估值只基於少數的觀察所得，故須謹慎闡釋。

Note: Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 1.3f 按在現職有否轉換職業組別/轉換職業組別的原因劃分的在統計時已重新就業的離職僱員數目
 Table 1.3f Displaced workers who were employed at the time of enumeration by whether had changed occupation group in the present job/reason for changing occupation group

在現職有否轉換職業組別/轉換職業組別的原因 Whether had changed occupation group in the present job/reason for changing occupation group	人數 No. of persons ('000)	百分比* %*
沒有轉換職業組別 Had not changed occupation group	28.7	75.7
有轉換職業組別 Had changed occupation group	9.2	24.3
找不到跟離職前所從事的職業組別相同的工作 <i>Jobs of the same occupation group as the lost job were not available</i>	3.1	(33.3)
現職只為臨時性質工作 <i>Present job was a temporary job only</i>	1.2	(13.4)
相同職業組別的工作的薪金/工作條件未能符合 自己的要求 <i>Wages/working conditions of jobs offered in the same occupation group did not meet own expectations</i>	1.2	(12.8)
其他 <i>Others</i>	3.7	(40.5)
總計 Total	37.9	100.0

註釋：* 括號內的數字顯示在所有離職後已重新就業並在現職有轉換職業組別的離職僱員中所佔的百分比。

Note: * Figures in brackets represent the percentages in respect of all displaced workers who were employed at the time of enumeration and had changed occupation group in the present job.

表 1.4a 按在統計前七天內可否隨時工作及性別劃分的離職後未曾有工作的離職僱員數目
 Table 1.4a Displaced workers who had not worked since displacement by whether available for work during the 7 days before enumeration and sex

在統計前七天內可否隨時工作 Whether available for work during the 7 days before enumeration	男 Male		女 Female		總計 Total	
	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* %*
隨時可工作 Available for work	11.1	72.9	4.1	27.1	15.3	100.0 (70.7)
不能隨時工作 Not available for work	2.8	44.6	3.5	55.4	6.3	100.0 (29.3)
合計 Overall	13.9	64.6	7.6	35.4	21.6	100.0 (100.0)

註釋：* 括號內的數字顯示在所有離職後未曾有工作的離職僱員中所佔的百分比。

Note: * Figures in brackets represent the percentages in respect of all displaced workers who had not worked since displacement.

表 1.4b 按年齡/性別及經濟活動身分劃分的離職後未曾有工作的離職僱員數目
Table 1.4b Displaced workers who had not worked since displacement by age/sex and economic activity status

年齡組別/性別 Age group/Sex	經濟活動身分 Economic activity status					
	失業 Unemployed		非從事經濟活動 Economically inactive		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 %
年齡組別 Age group						
17 - 29	2.1	16.5	1.0	11.3	3.1	14.4
30 - 39	3.9	30.0	2.3	27.1	6.2	28.8
40 - 49	4.4	33.6	2.0	22.8	6.3	29.3
≥ 50	2.6	19.9	3.3	38.8	5.9	27.4
性別 Sex						
男 Male	9.5	72.9	4.5	52.2	13.9	64.6
女 Female	3.5	27.1	4.1	47.8	7.6	35.4
總計* Total*	13.0	100.0 (60.2)	8.6	100.0 (39.8)	21.6	100.0 (100.0)

註釋：* 括號內的數字顯示在所有離職後未曾有工作的離職僱員中所佔的百分比。

Note: * Figures in brackets represent the percentages in respect of all displaced workers who had not worked since displacement.

表 1.5a 按年齡/性別劃分的在統計時仍失業的離職僱員數目
Table 1.5a Displaced workers who were unemployed at the time of enumeration by age/sex

年齡組別/性別 Age group/Sex	人數 No. of persons (‘000)	百分比 %	比率* Rate *	失業期間中位數(日) Median duration of unemployment (days)
年齡組別 Age group				
17 - 29	2.1	14.4	3.9	83
30 - 39	4.6	30.7	13.5	75
40 - 49	5.2	34.8	12.5	61
≥ 50	3.0	20.1	9.9	70
性別 Sex				
男 Male	11.1	74.9	10.1	64
女 Female	3.7	25.1	7.4	89
合計 Overall	14.8	100.0	9.3	72

註釋：* 在個別年齡/性別組別內佔所有失業人士的百分比。以所有十七至二十九歲的失業人士為例，3.9%為在統計時仍失業的離職僱員。

Note : * As a percentage of all unemployed persons in the respective age/sex groups. For example, among all unemployed persons aged 17-29, 3.9% were displaced workers who were unemployed at the time of enumeration.

表 1.5b 按是否期望從事離職前的同一行業類別劃分的在統計時仍失業的離職僱員數目
Table 1.5b Displaced workers who were unemployed at the time of enumeration by whether desired to work in the same industry sector as the lost job

是否期望從事離職前的同一行業類別 Whether desired to work in the same industry sector as the lost job	人數 No. of persons ('000)	百分比 %
期望從事離職前的同一行業類別 Desired to work in the same industry sector as the lost job	7.7	51.8
期望從事與離職前工作不相同的行業類別 Desired to work in a different industry sector compared with that in the lost job	1.3	8.5
無特別意願 No preference	5.9	39.7
總計 Total	14.8	100.0

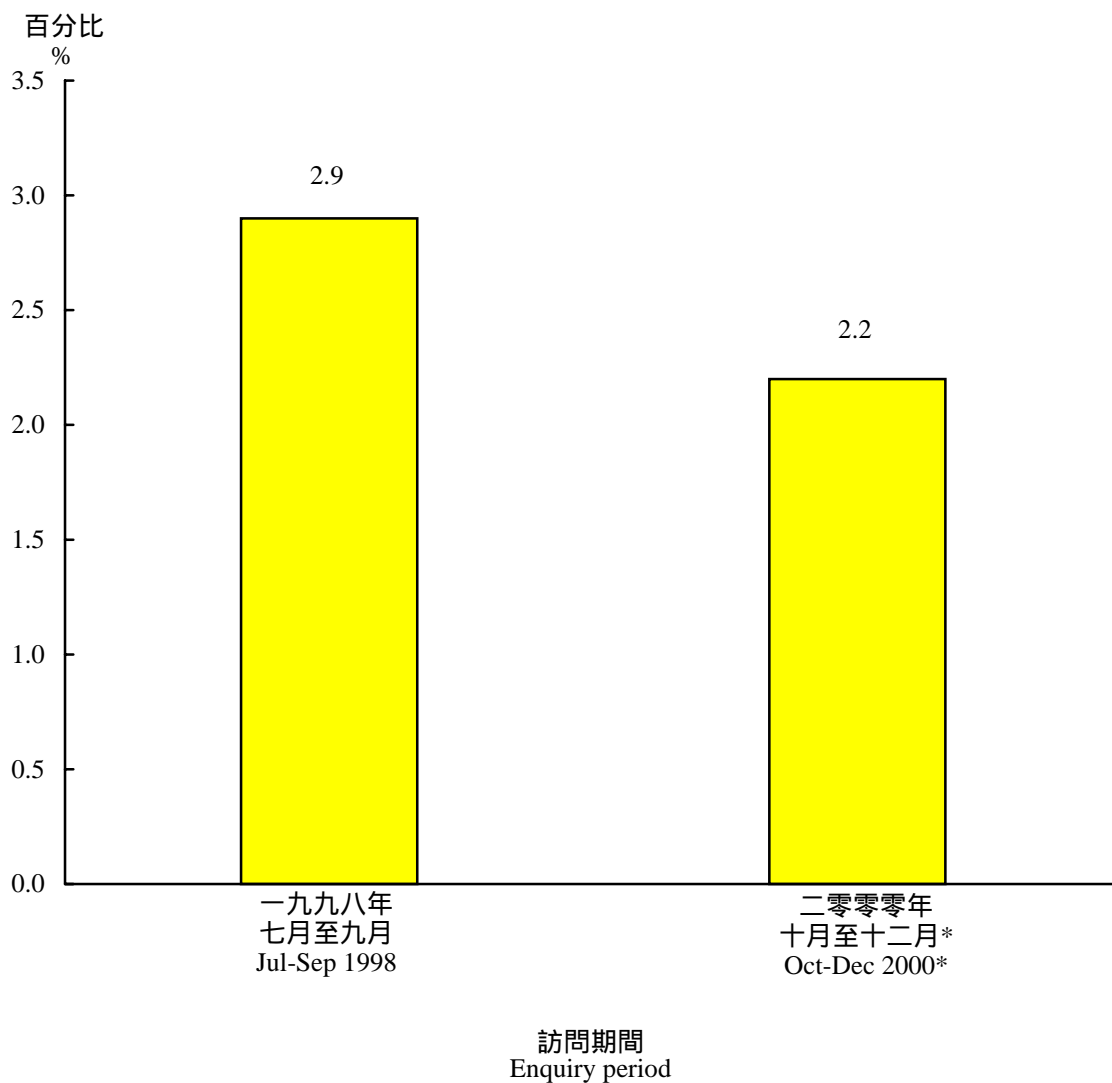
表 1.5c 按是否期望從事離職前的同一職業組別劃分的在統計時仍失業的離職僱員數目
Table 1.5c Displaced workers who were unemployed at the time of enumeration by whether desired to work in the same occupation group as the lost job

是否期望從事離職前的同一職業組別 Whether desired to work in the same occupation group as the lost job	人數 No. of persons ('000)	百分比 %
期望從事離職前的同一職業組別 Desired to work in the same occupation group as the lost job	9.6	64.5
期望從事與離職前工作不相同的職業組別 Desired to work in a different occupation group compared with that in the lost job	0.8	5.4
無特別意願 No preference	4.5	30.0
總計 Total	14.8	100.0

註釋：部分估值只基於少數的觀察所得，故須謹慎闡釋。

Note: Some estimates are based on only a small number of observations and thus should be interpreted with caution.

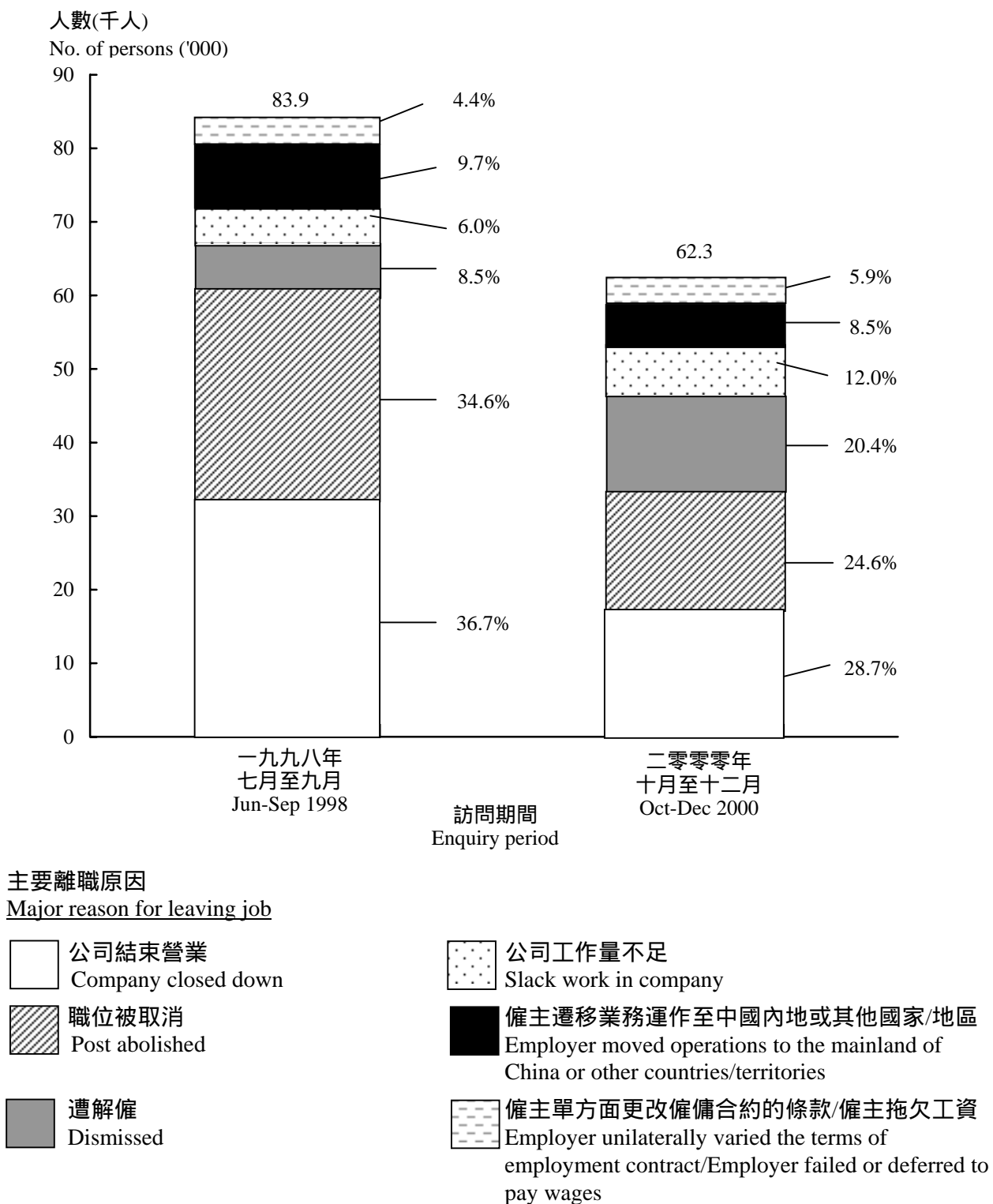
圖 1.1 離職率(按離職僱員佔在統計前十二個月期間所有十七歲及以上僱員平均人數的百分比計算)
Chart 1.1 Displacement rate (expressed as a percentage of displaced workers among the average total number of employees aged 17 and over during the 12-month period before enumeration)



註釋：* 由於人口數字已於二零零零年八月改為以「居住人口」方法計算，有關離職僱員的數字亦由此訪問期間起以「居住人口」為基礎。這些統計數字與過往載於本系列報告書內以「廣義時點」人口為基礎的離職僱員的統計數字可作概括比較。

Note: * Consequential to the change-over to the 'resident population' approach for compiling population figures as from August 2000, statistics pertaining to the displaced workers are based on the 'resident population' starting from this enquiry period. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report which pertained to the displaced workers based on the 'extended de facto' approach.

圖 1.2 按主要離職原因劃分的離職僱員數目
Chart 1.2 Displaced workers by major reason for leaving job



2 就業人士轉工情況 Job-changing of employed persons

引言

2.1 政府統計處在二零零零年十月至十二月期間，透過「綜合住戶統計調查」進行一項有關就業人士轉工情況的專題訪問，搜集有關轉工人士特徵的資料。七個類似的專題訪問，曾在一九八二年一月至三月、一九八三年七月至九月、一九八七年十月至十二月、一九九二年十月至一九九三年一月、一九九五年九月至十月、一九九七年十月至十二月及一九九九年六月至八月期間進行。在適當情況下，是次專題訪問的結果會與先前專題訪問所得的結果作比較。

2.2 在經科學方法抽選的樣本內，約 10 500 個住戶接受了訪問，回應率為 87%。在這些受訪住戶內，對於在「綜合住戶統計調查」核心部分中被界定為就業的所有十五歲及以上人士，統計員詢問他們在統計前十二個月內曾否在香港轉工。就那些在該段期間內曾轉工的人士(簡稱「轉工人士」)，則再問及其轉工次數、上一份工作所屬的行業及職業、從上一份工作轉至現時從事的工作的主要原因、在現職轉換行業類別及/或職業組別的原因(如有轉換)，以及離開上一份工作後至任職現時工作前尋找工作期間。此外，統計員亦詢問有關上一份及現時從事的工作的資料，如每周通常工作日數及每工作日通常工作時數(或者對於每周沒有固定工作日數的人士，則以每周通常工作時數取代)，用以界定一名人士的工作是全職工作或部分時間制工作。

2.3 根據從受訪住戶所搜集得的資料，可推論全港人口的有關情況。有關統計調查所涵蓋的範圍，請參閱本報告書附錄一「統計調查方法」的部分。

Introduction

2.1 An enquiry on job-changing of employed persons was conducted via the General Household Survey during October to December 2000 to collect information on the characteristics of job-changers. Seven similar enquiries were conducted during January to March 1982, July to September 1983, October to December 1987, October 1992 to January 1993, September to October 1995, October to December 1997 and June to August 1999. Comparison is made with the findings of the previous enquiries where appropriate.

2.2 Some 10 500 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 87%. All persons aged 15 and over in these households identified to be employed persons in the core part of the General Household Survey were asked whether they had changed jobs in Hong Kong during the 12 months before enumeration. For those who had changed jobs during that period (referred to as 'job-changers'), they were also asked the number of times of job changes, the industry and occupation of last job, the main reason for changing from last job to present job, reason for changing industry sector and/or occupation group in the present job (if any) and after leaving last job, the duration of seeking work before taking up the present job. In addition, information pertaining to the last and present jobs such as the usual days of work per week and the usual hours of work per working day (or the usual hours of work per week for those without fixed number of working days per week), based on which a person's job could be classified as a full-time job or part-time job, was also enquired.

2.3 Based on information collected from the interviewed households, the situation related to the entire population in Hong Kong can be inferred. Please see the part on 'Survey methodology' in [Appendix 1](#) of this report for details on the survey coverage.

2.4 由於人口數字已於二零零零年八月改為以「居住人口」方法計算，本報告書內所載有關轉工人士的數字亦以「居住人口」為基礎。這些統計數字與過往載於本系列報告書內以「廣義時點」人口為基礎的轉工人士的統計數字可作概括比較。

概念及定義

2.5 就是項專題訪問而言，「轉工人士」是指十五歲及以上而在統計時正在就業並於過去十二個月內曾在香港轉工的人士。

2.6 有關轉工的定義，就業人士在下列任何一種情況下，均被視為「曾轉工」：

- (a) 不論是否在同一機構內，曾轉換就業身分。例如一名室內設計師由自己承辦裝修工程的自僱人士轉為一間建築公司的僱員；*或*
- (b) 不論是否在同一機構內，曾轉換從事的行業/職業；*或*
- (c) 曾轉換其所屬的僱主/機構/判頭。例如一名傢俬木匠交替性地替兩名不同的判頭工作，則他/她每次轉換判頭工作時均算作曾轉工；*或*
- (d) 不論是否在同一機構內，曾轉換聘用形式。例如一名長俸制的僱員於領取退休金後，再被同一僱主以合約形式聘用；*或*

2.4 Consequential to the change-over to the 'resident population' approach for compiling population figures as from August 2000, statistics pertaining to the job-changers as contained in this report are based on the 'resident population'. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report which pertained to the job-changers based on the 'extended de facto' approach.

Concepts and definitions

2.5 For the purpose of this enquiry, 'job-changers' referred to persons aged 15 and over who were employed at the time of enumeration and had changed jobs in Hong Kong during the past 12 months.

2.6 Regarding the definition of job changes, an employed person was regarded as **'having changed job'** under one of the following conditions :

- (a) change in the employment status, regardless of whether he/she was still working in the same establishment. For instance, a self-employed interior designer who originally worked for profit in his/her own profession became an employee in a construction company; *or*
- (b) change in the industry/occupation engaged, regardless of whether he/she was still working in the same establishment; *or*
- (c) change in employer/establishment/contractor. For example, if a furniture carpenter worked for two different contractors alternately, he/she was regarded as having changed job every time when he/she stopped working for one contractor and went to work for the other contractor; *or*
- (d) change in the mode of employment, regardless of whether he/she was still working in the same establishment. For instance, a pensionable employee was employed by the same employer on contract basis after receiving the gratuity for retirement; *or*

- (e) 曾間歇性地為同一僱主/機構/判頭工作，但在完成一項工作後，其僱主/機構/判頭並沒有承諾/協定下一次的工作時間。例如一名從事裝修工程的僱員替其判頭完成一項工程後，該判頭並沒有承諾下一項工程的工作時間；即使該僱員於數天後再被同一判頭僱用參與另一項工程，仍算作曾轉工。

- (e) without a commitment for employment with the same employer/establishment/contractor for the next job after completing the current one, though the employee had been working for the same employer/establishment/contractor intermittently for a period of time. For example, a decorator was not certain whether his/her contractor would employ him/her for the next job after completing the current job. This employee was regarded as having changed job even if he/she was employed to work for the same contractor in another job a few days later.

2.7 就是項專題訪問所採用有關部分時間制工作的定義，若就業人士所從事的主業符合下列的準則，會被視為「**部分時間制工作**」：

2.7 On the definition of part-time job adopted in this enquiry, an employed person's *main employment* had to meet the following criteria to be regarded as a '**part-time job**' :

- (a) 每周通常工作少於五天(適用於每周有固定工作日數的就業人士)；**或**
- (b) 每個工作日通常工作少於六小時(適用於每周有固定工作日數的就業人士)；**或**
- (c) 每周通常工作少於三十小時(適用於每周沒有固定工作日數的就業人士)。

- (a) the number of usual days of work per week was less than 5 (for an employed person with a fixed number of working days per week); **or**
- (b) the number of usual hours of work per working day was less than 6 (for an employed person with a fixed number of working days per week); **or**
- (c) the number of usual hours of work per week was less than 30 (for an employed person without a fixed number of working days per week).

但通常每次值班工作時間為二十四小時的人士，不論他們每周通常工作多少天，均不包括在內。

However, persons who usually worked 24 hours per shift were excluded, regardless of the usual number of working days per week.

2.8 若某人做多過一份工作，在統計時佔他/她最多時間的工作將視為其**主業**，其他工作則視為其**兼職**。

2.8 For a person with more than one job, the **main employment** referred to the job on which he/she spent most of his/her time at the time of enumeration. All other jobs were regarded as secondary employment.

專題訪問的主要結果

2.9 在統計前十二個月內曾在香港轉工的就業人士估計共有 392 100 人。這數目較從一九九五年九月至十月(308 000)、一九九七年十月至十二月(369 400)及一九九九年六月至八月(354 700)統計時所得的相應估計人數為高。轉工人士佔整體就業人口的百分比為 12.0%，稍高於前三次專題訪問所得的相應百分比(介乎 10.3%與 11.2%)。(表 2.1)

年齡及性別

2.10 轉工情況在男性和較年輕的就業人士中較為普遍。男性轉工的比率為 13.9%，女性轉工的比率則為 9.5%。在較年長年齡組別中的人士的轉工比率較低。六十歲及以上人士的比率只有 5.2%，而十五至十九歲人士的比率則為 20.2%。由於十五至十九歲的青年剛加入勞動市場，他們較有可能轉工，而年長者選定其職業後，則比例上較少人轉工。(表 2.2a)

教育程度

2.11 在該 392 100 名轉工人士中，逾半數(57.4%)具中學或預科教育程度，具小學教育程度者佔 18.8%，而具專上學位教育程度者則佔 12.8%。具不同學歷的就業人士中，具小學教育程度者最有可能轉工，他們的轉工比率為 14.6%，其次是從未受教育或具幼稚園教育程度者(13.4%)。相比之下，具專上教育學位程度的就業人士轉工的比率最低，只有 10.1%。(表 2.2b)

Major findings of the enquiry

2.9 It was estimated that a total of 392 100 employed persons had changed jobs in Hong Kong during the 12 months before enumeration. This figure was higher than the corresponding estimates obtained from the Sep-Oct 1995 enquiry (308 000), the Oct-Dec 1997 enquiry (369 400) and the Jun-Aug 1999 enquiry (354 700). The percentage of job-changers among the total employed population was 12.0%, slightly higher than the corresponding percentage of 10.3%-11.2% recorded in the three previous enquiries. (Table 2.1)

Age and sex

2.10 Job-changing was more commonly observed among male and younger employed persons. The rate of males changing jobs was 13.9%, as compared to 9.5% for their female counterparts. On the other hand, the rate was lower for the more elderly groups. For persons aged 60 and over, the rate was only 5.2%, as against 20.2% for persons aged 15-19. The youngsters aged 15-19 were more likely to change jobs as they first entered the job market, whereas proportionately less elderly did so as they had settled down in their career. (Table 2.2a)

Educational attainment

2.11 Over half (57.4%) of the 392 100 job-changers had secondary or matriculation education, 18.8% had primary education and 12.8% had tertiary education (degree). Among employed persons at different levels of educational attainment, those at primary education level were most likely to change jobs, with the rate of changing jobs at 14.6%, followed by employed persons with no schooling or kindergarten education (13.4%). In comparison, employed persons at tertiary education (degree) level had the lowest rate of changing jobs, at 10.1%. (Table 2.2b)

在統計前十二個月內的轉工次數

2.12 約 233 900 名(59.6%)轉工人士在統計前十二個月內曾轉工一次。另一方面, 54 200 人(13.8%)則在該段期間曾轉工十次及以上, 當中主要為從事建造業的工藝人員、操作員及雜工。由於承判工作是該行業的常規, 使該些工人須頻密地轉換不同判頭提供的工作, 因而他們的轉工次數較從事其他行業/職業的人士為多。(表 2.2c)

轉上一份工作的主要原因

2.13 在該 392 100 名轉工人士中, 約 186 100 人(47.5%)是自願離開上一份工作。另有 99 700 人(25.4%)是非自願轉工, 其餘 106 400 人(27.1%)轉工則是由於按最初與僱主協定而完成工作。與先前專題訪問的結果比較, 自願轉工人士所佔的百分比由一九九七年的 52.1% 下降至一九九九年的 36.4%, 然後回升至二零零零年的 47.5%。(表 2.2d 及圖 2.1)

2.14 在該 186 100 名自願轉工人士中, 他們最普遍提及的轉工原因為「收入不理想/僱員福利欠佳」(佔所有轉工人士的 11.5%)及「不喜歡工作性質/公司行政/同事/職員」(11.0%)。另一方面, 在該 99 700 名非自願轉工人士中, 最普遍提及的兩個轉工原因則為「公司結束營業」(7.5%)及「職位被取消」(7.2%)。(表 2.2d 及圖 2.2)

上一份工作的任職年資

2.15 約 55.6%的轉工人士在上一份工作任職少於一年; 30.2%任職一年至少於四年; 而餘下的 14.1%則任職四年及以上。該 392 100 名轉工人士在上一份工作的任職年資中位數為 197 日。(表 2.2e)

Number of times of job changes during the 12 months before enumeration

2.12 Some 233 900 (59.6%) job-changers changed job once during the 12 months before enumeration. On the other hand, 54 200 persons (13.8%) changed jobs 10 times and more. They comprised predominantly craftsmen, operatives and labourers in the construction sector. These workers had to change jobs more often than persons in other industries/occupations, as contracting of work is the usual practice in such trades and these workers would have to work for different contractors from time to time. (Table 2.2c)

Main reason for changing last job

2.13 Of the 392 100 job-changers, some 186 100 (47.5%) left their last job on own accord. Another 99 700 persons (25.4%) changed jobs involuntarily and the remaining 106 400 (27.1%) changed jobs due to completion of work as initially agreed with the employer. Compared to the findings in the previous enquiries, the percentage of voluntary job-changers declined from 52.1% in 1997 to 36.4% in 1999 and then increased to 47.5% in 2000. (Table 2.2d and Chart 2.1)

2.14 Among those 186 100 voluntary job-changers, the most commonly cited reasons for changing last job were 'unsatisfactory earnings/poor employee benefits' (accounting for 11.5% of all job-changers) and 'disliked the nature of work/administration/colleagues/staff' (11.0%). On the other hand, the two most commonly cited reasons for changing last job for those 99 700 involuntary job-changers were 'company closed down' (7.5%) and 'post abolished' (7.2%). (Table 2.2d and Chart 2.2)

Length of service in last job

2.15 About 55.6% of the job-changers had worked less than one year in their last job; 30.2%, 1 to less than 4 years; and the remaining 14.1%, 4 years and more. The median length of service in last job in respect of those 392 100 job-changers was 197 days. (Table 2.2e)

離開上一份工作後尋找工作的期間

2.16 約 37.4% 的轉工人士在離開上一份工作後一個月內已尋獲新工作。另 28.3% 需要一個月至少於三個月的時間尋找新工作，15.3% 則要三個月至一年的時間，而餘下的 19.0% 轉工人士表示離開上一份工作後不需尋找工作（例如他們於離職後自己創業）。就所有轉工人士而言，他們離開上一份工作後尋找工作的期間中位數為 17 日。（表 2.2f）

現時從事的工作/上一份工作是否全職/部分時間制工作

2.17 約 311 200 名轉工人士在上一份及現時從事的工作都是擔任全職工作。另外，16 700 名轉工人士在上一份工作是擔任全職工作，而在現時的工作則為部分時間制工作；另 16 900 人的情況則相反（即在上一份工作是擔任部分時間制工作，而在現時的工作則為全職工作）。（表 2.2g）

現時從事的工作的每月就業收入

2.18 轉工人士在現時從事的工作的每月就業收入中位數為 \$8,500，較整體就業人口的 \$10,000 為低。這可能是由於與整體就業人口比較，在轉工人士中比例上較少人任職經理及行政級人員與專業及輔助專業人員（共佔所有轉工人士的 22.9%），但有相當大的比例為工藝及有關人員、機台及機器操作員及裝配員（30.1%）。在整體就業人口中，相應的百分比分別為 30.9% 及 18.3%。（表 2.2h 及 2.2j）

Duration of seeking work since leaving last job

2.16 About 37.4% of the job-changers were able to secure a new job within one month after leaving last job. Another 28.3% managed to find a new job within 1 to less than 3 months, 15.3% took 3 months to a year to get a new job, and the remaining 19.0% of the job-changers cited that they had not sought job after leaving last job (e.g. they started their own business after leaving last job). The median duration of seeking work since leaving last job for all job-changers was 17 days. (Table 2.2f)

Whether present/last job was a full-time/part-time job

2.17 Some 311 200 job-changers were engaged in full-time job in both the last job and the present job. On the other hand, 16 700 job-changers were engaged in full-time job in the last job but in part-time job in the present job, while the reverse applied to another 16 900 persons (i.e. engaged in part-time job in the last job but in full-time job in the present job). (Table 2.2g)

Monthly employment earnings in present job

2.18 The median monthly employment earnings of the job-changers in their present job was \$8,500, lower than that of \$10,000 for the total employed population. It was probably because there were proportionately less managers and administrators, and professionals and associate professionals (altogether constituting 22.9% of all job-changers) but a considerably larger proportion of craft and related workers, and plant and machine operators and assemblers (30.1%) amongst the job-changers, as against the total employed population. The corresponding percentages in the total employed population were 30.9% and 18.3% respectively. (Tables 2.2h and 2.2j)

在現職有否轉換行業類別及轉換行業類別的原因

2.19 在該 392 100 名轉工人士中，約 308 900 人(78.8%)在現職沒有轉換行業類別，餘下的 83 200 人(21.2%)離開上一份工作後則轉為從事另一行業類別。該 83 200 名轉工人士最普遍提及的轉換行業類別的兩個原因為「相同行業類別的工作的薪金/工作條件未能符合自己的要求」及「找不到跟上一份工作所屬行業類別相同的工作」。 (表 2.2i 及 2.2k)

同行業及跨行業勞工流動的情況

2.20 在轉工後仍從事與上一份工作相同的行業類別（即同行業的勞工流動）的 308 900 名轉工人士，他們佔整體就業人口的 9.5%，較一九九九年專題訪問所得的相應百分比(7.9%)為高。按行業分析，從事建造業的就業人士在同行業中轉工的比率顯著較高，達 32.5%。這可能是由於承判工作是該行業的常規，使在採掘及建築工程中工作的地盤工人，須頻密地轉換不同判頭所提供的工作，因而他們的轉工次數較從事其他行業的人士為多。其他三個主要行業，即批發、零售、進出口貿易、飲食及酒店業，其他服務業與製造業的轉工比率分別為 8.6%、6.5%及 6.4%。 (表 2.3 及圖 2.3)

2.21 至於離開上一份工作後轉為從事另一行業類別（即跨行業的勞工流動）的 83 200 名轉工人士，他們佔整體就業人口的 2.6%，稍低於一九九九年專題訪問所得的相應百分比(3.0%)。在各行業類別中，其他服務業為最大的吸納者，其次為建造業，分別有 5 000 名及 1 700 名就業人士加入。另一方面，最大的損失者為批發、零售、進出口貿易、飲食及酒店業，其次是製造業，分別流失了 5 500 名及 1 700 名就業人士。 (表 2.3 及圖 2.3)

Whether had changed industry sector in the present job and reason for changing industry sector

2.19 Of the 392 100 job-changers, some 308 900 (78.8%) had not changed industry sector in their present job, and the remaining 83 200 (21.2%) had changed to a different industry sector after leaving last job. The two most commonly cited reasons for those 83 200 job-changers changing industry sector in their present job were 'wages/working conditions of jobs offered in the same industry sector did not meet own expectations' and 'jobs of the same industry sector as last job were not available'. (Tables 2.2i and 2.2k)

Intra-industry and inter-industry mobility

2.20 Those 308 900 job-changers who still remained in the same industry sector as that of their last job after changing job (i.e. intra-industry mobility) constituted 9.5% of the total employed population, higher than the corresponding percentage of 7.9% in the 1999 enquiry. Analysed by industry, the rate of intra-industry mobility was significantly higher among employed persons in the construction sector (32.5%), probably because site workers in the extraction and building trades had to change jobs offered by different contractors more often than persons in other industries, as contracting of work is the usual practice in such trades. The rates for the other three major industry sectors viz. the wholesale, retail and import/export trades, restaurants and hotels sector, other services sector, and the manufacturing sector were 8.6%, 6.5% and 6.4% respectively. (Table 2.3 and Chart 2.3)

2.21 The 83 200 job-changers who had changed to another industry sector after leaving last job (i.e. inter-industry mobility) comprised 2.6% of the total employed population, slightly lower than the corresponding percentage of 3.0% in the 1999 enquiry. Among various industry sectors, the other services sector was the largest gainer, followed by the construction sector, with a net inflow of 5 000 and 1 700 employed persons respectively. On the other hand, the largest loser was the wholesale, retail and import/export trades, restaurants and hotels sector, followed by the manufacturing sector, with a net outflow of 5 500 and 1 700 employed persons respectively. (Table 2.3 and Chart 2.3)

2.22 按轉工人士上一份工作及現時從事的工作所屬的行業分析，約 22 500 人從批發、零售、進出口貿易、飲食及酒店業轉往其他服務業；而約 18 200 人則反向地轉業。另有 7 600 人及 3 400 人則分別從製造業及建造業轉往其他服務業。另一方面，約 7 200 人及 5 400 人分別從批發、零售、進出口貿易、飲食及酒店業及其他服務業轉往製造業。（表 2.2i）

在現職有否轉換職業組別及轉換職業組別的原因

2.23 在所有轉工人士中，83.8%（即 328 500 人）在現職沒有轉換職業組別，而約 16.2%（即 63 700 人）離開上一份工作後則轉為從事另一職業組別。該 63 700 名轉工人士最普遍提及的轉換職業組別的两个原因為「相同職業組別的工作的薪金/工作條件未能符合自己的要求」及「找不到跟上一份工作所屬職業組別相同的工作」。（表 2.2j 及 2.2l）

同職業及跨職業勞工流動的情況

2.24 在轉工後仍從事與上一份工作相同的職業組別（即同職業的勞工流動）的 328 500 名轉工人士，他們佔整體就業人口的 10.1%，較一九九九年專題訪問所得的相應百分比（8.3%）為高。同職業的勞工流動情況在工藝及有關人員、機台及機器操作員及裝配員中較為顯著，轉工人士佔該職業組別內就業人士的 17.5%。這可能是由於他們主要從事建造業而承判工作是該行業的常規。就其他職業組別而言，同職業的轉工比率介乎經理及行政級人員與專業及輔助專業人員的 7.6% 與非技術工人的 9.8%。（表 2.4 及圖 2.4）

2.22 Analysed by industry of last job and present job of the job-changers, some 22 500 persons had moved from the wholesale, retail and import/export trades, restaurants and hotels sector to the other services sector, and some 18 200 persons moved in the reverse direction. Another 7 600 and 3 400 persons had changed from the manufacturing sector and the construction sector respectively to the other services sector. On the other hand, some 7 200 and 5 400 persons had moved from the wholesale, retail and import/export trades, restaurants and hotels sector and the other services sector respectively to the manufacturing sector. (Table 2.2i)

Whether had changed occupation group in the present job and reason for changing occupation group

2.23 Some 83.8% (or 328 500 persons) of all job-changers had not changed occupation group in their present job, and about 16.2% (or 63 700 persons) had changed to a job in a different occupation group after leaving last job. The two most commonly cited reasons for those 63 700 job-changers changing occupation group in their present job were 'wages/working conditions of jobs offered in the same occupation group did not meet own expectations' and 'jobs of the same occupation group as last job were not available'. (Tables 2.2j and 2.2l)

Intra-occupation and inter-occupation mobility

2.24 Those 328 500 job-changers who still remained in the same occupation group as that of their last job after changing job (i.e. intra-occupation mobility) constituted 10.1% of the total employed population, higher than the corresponding percentage of 8.3% in the 1999 enquiry. Intra-occupation mobility was more distinct among craft and related workers, and plant and machine operators and assemblers, with job-changers representing 17.5% of employed persons in that occupation group. It was probably because they primarily worked in the construction sector where contracting of work is the usual trade practice. The rate of intra-occupation mobility for other occupation groups ranged from 7.6% (for managers and administrators, and professionals and associate professionals) to 9.8% (for workers in elementary occupations). (Table 2.4 and Chart 2.4)

2.25 至於離開上一份工作後轉為從事另一職業組別（即跨職業的勞工流動）的 63 700 名轉工人士，他們佔整體就業人口的 2.0%，較一九九九年專題訪問所得的相應百分比(2.6%)為低。在勞工市場中，經理及行政級人員與專業及輔助專業人員的人數增加了 3 100 人；而工藝及有關人員、機台及機器操作員及裝配員的人數亦增加了 2 700 人。相反，服務工作及商店銷售人員與文員的人數分別減少了 2 400 人及 2 300 人；而非技術工人則減少了 1 200 人。（表 2.4 及圖 2.4）

2.26 按轉工人士上一份工作及現時從事的工作所屬的職業分析，約 6 500 名非技術工人轉為工藝及有關人員、機台及機器操作員及裝配員，而 4 800 人則反向地轉業。約 6 700 名服務工作及商店銷售人員轉為文員，另 7 300 名文員轉工後則成為經理及行政級人員與專業及輔助專業人員。（表 2.2j）

平均轉工次數

2.27 以下的分析只包括已撇除在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工後的 297 800 名轉工人士。這是由於該些與建造業有關的轉工人士，基於承判工作是該些行業的常規而須頻密地轉換不同判頭提供的工作，因而他們的轉工次數較從事其他行業/職業的人士為多。

2.28 就該 297 800 名轉工人士整體而言，他們在統計前十二個月內的平均轉工次數為 2.2 次。（表 2.5a）

2.25 Those 63 700 job-changers who changed to a job in a different occupation group compared with their last job (i.e. inter-occupation mobility) represented 2.0% of the total employed population, lower than the corresponding percentage of 2.6% in the 1999 enquiry. There were net inflows of 3 100 managers and administrators, and professionals and associate professionals; and 2 700 craft and related workers, and plant and machine operators and assemblers in the labour market. In contrast, the number of service workers and shop sales workers and clerks dropped by 2 400 and 2 300 respectively; and workers in elementary occupations decreased by 1 200. (Table 2.4 and Chart 2.4)

2.26 Analysed by occupation of last job and present job of the job-changers, some 6 500 workers in elementary occupations changed to work as craft and related workers, and plant and machine operators and assemblers; whilst 4 800 changed in the reverse direction. Some 6 700 service workers and shop sales workers changed to work as clerks and another 7 300 clerks worked as managers and administrators, and professionals and associate professionals after changing job. (Table 2.2j)

Average number of times of job changes

2.27 In the following analysis, only those 297 800 job-changers other than craftsmen, operatives and labourers in the extraction and building trades in the construction sector are included. This is because such construction-related job-changers had to change jobs offered by different contractors more often than persons in other industries/occupations, as contracting of work is the usual practice in such trades.

2.28 For those 297 800 job-changers taken together, the average number of times of job changes during the 12 months before enumeration was 2.2. (Table 2.5a)

2.29 按性別分析，男性轉工人士的平均轉工次數 2.6 次較女性的 1.7 次為多。再按年齡分析，各年齡組別亦出現相似的情況。在男性轉工人士中，平均轉工次數介乎於二十至二十九歲人士的 1.6 次與五十歲及以上人士的 5.5 次。女性轉工人士中，平均轉工次數介乎於二十至二十九歲人士的 1.4 次與五十歲及以上人士的 3.0 次。概括而言，轉工人士年齡愈大，其平均轉工次數亦愈多。（表 2.5a）

2.30 按教育程度分析，具小學教育程度的轉工人士的平均轉工次數最多，達 4.4 次；其次為未受教育或具幼稚園教育程度的轉工人士，3.6 次；以及具中學/預科教育程度的轉工人士，2.1 次。另一方面，具專上教育程度的轉工人士的平均轉工次數明顯較少，具學位程度的為 1.4 次而具非學位程度的則只有 1.3 次。（表 2.5b）

2.31 按現時從事的行業分析，任職個別行業類別的轉工人士的平均轉工次數大致相同。平均轉工次數介乎 1.9 次與 2.2 次。（表 2.5c）

2.32 在各個職業組別工作的轉工人士中，從事較低層職業的轉工人士的平均轉工次數也較多。平均來說，任職非技術工人的人士轉工 3.4 次，而經理及行政級人員與專業及輔助專業人員的轉工次數則只有 1.3 次。（表 2.5d）

2.29 Analysed by sex, the average number of times of job changes for male job-changers, at 2.6 times, was higher than that for their female counterparts, which was 1.7 times. Further analysed by age, a similar pattern was observed across all age groups. Among the male job-changers, the average number of times of job changes ranged from 1.6 times for those aged 20-29 to 5.5 times for those aged 50 and over. The corresponding figures for the female job-changers ranged from 1.4 times for those aged 20-29 to 3.0 times for those aged 50 and over. Generally speaking, the elder the job-changers, the higher was the average number of times of job changes. (Table 2.5a)

2.30 Analysed by educational attainment, job-changers with primary education had the largest average number of times of job changes, at 4.4 times, followed by those with no schooling/kindergarten education (3.6 times) and those with secondary/matriculation education (2.1 times). On the other hand, job-changers at tertiary education level had much smaller average number of times of job changes, at 1.4 times for those at degree level and 1.3 times for those at non-degree level. (Table 2.5b)

2.31 Analysed by industry of present job, the average number of times of job changes for job-changers in individual industry sectors was broadly similar to each other, ranging from 1.9 times to 2.2 times. (Table 2.5c)

2.32 Amongst the job-changers working in various occupation groups, those at the lower end of the occupational hierarchy had higher tendency of changing jobs. On average, workers in elementary occupations changed jobs 3.4 times, as against 1.3 times for managers and administrators, and professionals and associate professionals. (Table 2.5d)

表 2.1 轉工人士數目
Table 2.1 Job-changers

訪問期間 Enquiry period	人數 No. of persons (‘000)	佔整體就業 人口的百分比 As % of total employed population	年齡中位數(歲) Median age (years)
一九九五年九月至十月 September to October 1995	308.0	10.3	33
一九九七年十月至十二月 October to December 1997	369.4	11.2	34
一九九九年六月至八月 June to August 1999	354.7	10.9	35
二零零零年十月至十二月 October to December 2000	392.1	12.0	34

表 2.2a 按年齡及性別劃分的轉工人士數目
Table 2.2a Job-changers by age and sex

年齡組別 Age group	轉工人士 Job-changers									整體 就業人口 Total employed population
	男 Male			女 Female			合計 Overall			百分比 %
	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*	
15 - 19	7.9	3.0	22.8	4.1	3.1	16.5	12.0	3.0	20.2	1.9
20 - 29	71.2	27.4	18.7	57.1	43.2	13.7	128.2	32.7	16.1	24.3
30 - 39	70.7	27.2	13.1	39.2	29.7	8.4	109.9	28.0	10.9	31.0
40 - 49	78.4	30.2	14.4	25.6	19.4	7.8	104.0	26.5	11.9	26.9
50 - 59	26.2	10.1	9.4	5.7	4.3	4.4	31.9	8.1	7.8	12.6
≥ 60	5.7	2.2	5.9	0.4	0.3	1.9	6.1	1.6	5.2	3.3
合計# Overall#	260.1	100.0 (66.3)	13.9	132.1	100.0 (33.7)	9.5	392.1	100.0 (100.0)	12.0	100.0
年齡中位數(歲) Median age (years)	37			31			34			37

註釋：* 在個別年齡及性別分組內佔整體就業人口的百分比。以所有十五至十九歲的男性就業人士為例，22.8%為轉工人士。

括號內的數字顯示在所有轉工人士中所佔的百分比。

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Notes : * As a percentage of the total employed population in the respective age and sex sub-groups. For example, among all male employed persons aged 15-19, 22.8% were job-changers.

Figures in brackets represent the percentages in respect of all job-changers.

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 2.2b 按教育程度劃分的轉工人士數目
Table 2.2b Job-changers by educational attainment

教育程度 Educational attainment	轉工人士 Job-changers			整體就業人口 Total employed population
	人數 No. of persons ('000)	百分比 %	比率* Rate*	百分比 %
未受教育/幼稚園 No schooling/kindergarten	7.1	1.8	13.4	1.4
小學 Primary	73.9	18.8	14.6	16.0
中學/預科 Secondary/matriculation	225.1	57.4	12.1	57.5
專上教育 Tertiary				
- 非學位 non-degree	35.6	9.1	10.4	9.7
- 學位 degree	50.4	12.8	10.1	15.4
合計 Overall	392.1	100.0	12.0	100.0

註釋：* 在個別教育程度組別內佔整體就業人口的百分比。以所有未受教育或具幼稚園教育程度的就業人士為例，13.4%為轉工人士。

Note: * As a percentage of the total employed population in the respective educational attainment groups. For example, among all employed persons with no schooling or kindergarten education, 13.4% were job-changers.

表 2.2c 按在統計前十二個月內的轉工次數劃分的轉工人士數目
Table 2.2c Job-changers by number of times of job changes during the 12 months before enumeration

在統計前十二個月內的轉工次數 Number of times of job changes during the 12 months before enumeration	人數 No. of persons (‘000)	百分比 %
1	233.9	59.6
2	43.2	11.0
3	29.4	7.5
4	10.1	2.6
5	10.4	2.6
6 - 9	11.0	2.8
≥ 10	54.2	13.8
總計 Total	392.1	100.0

表 2.2d 按轉上一份工作的主要原因劃分的轉工人士數目
Table 2.2d Job-changers by main reason for changing last job

轉上一份工作的主要原因 Main reason for changing last job	人數 No. of persons (‘000)	百分比 %
自願轉工人士 Voluntary job-changers	186.1	47.5
收入不理想/僱員福利欠佳 Unsatisfactory earnings/poor employee benefits	45.3	11.5
不喜歡工作性質/公司行政/同事/職員 Disliked the nature of work/administration/ colleagues/staff	43.3	11.0
不喜歡工作時間長/不方便/欠彈性 Disliked long/inconvenient/inflexible hours of work	18.8	4.8
感覺上一份工作欠缺晉升機會/工作安全感 Felt that last job was lack of opportunities for promotion/job security	17.6	4.5
工作環境欠佳 Disliked physical working conditions	13.6	3.5
上一份工作只為臨時工作 Last job was a temporary job only	8.8	2.2
工作地點離居所很遠/已搬家/公司搬遷 Work place far from home/moved home/moved office	7.9	2.0
擴闊自己工作技能/經驗 Widened own working skill/experience	5.6	1.4
感覺上一份工作太沉悶或刻板 Felt that last job was too dull or routine	4.3	1.1
自己創業 Started own business	3.4	0.9
其他 Others	17.6	4.5

(待續)
(To be cont'd)

表 2.2d(續) 按轉上一份工作的主要原因劃分的轉工人士數目
Table 2.2d Job-changers by main reason for changing last job
(Cont'd)

轉上一份工作的主要原因(續) Main reason for changing last job (Cont'd)	人數 No. of persons (‘000)	百分比 %
非自願轉工人士 Involuntary job-changers	99.7	25.4
公司結束營業 Company closed down	29.4	7.5
職位被取消 Post abolished	28.4	7.2
遭解僱 Dismissed	17.4	4.4
公司工作量不足 Slack work in company	14.5	3.7
僱主單方面更改僱傭合約的條款/僱主拖欠工資 Employer unilaterally varied the terms of employment contract/Employer failed/deferred to pay wages	6.3	1.6
僱主遷移業務運作至中國內地或其他國家/地區 Employer moved operations to the mainland of China or other countries/territories	3.6	0.9
其他 - 按最初與僱主協定而完成工作* Others - Completed work as initially agreed with the employer*	106.4	27.1
總計 Total	392.1	100.0

註釋：* 僱員與僱主間的聘用及任職協議未必是根據正式合約形式。

Note: * The offer of appointment and terms of employment agreed between an employer and an employee might or might not be on a formal contractual basis.

表 2.2e 按上一份工作的任職年資劃分的轉工人士數目
Table 2.2e Job-changers by length of service in last job

上一份工作的任職年資 Length of service in last job	人數 No. of persons ('000)	百分比 %
少於一個月 < 1 month	88.7	22.6
一個月至少於三個月 1 - < 3 months	30.6	7.8
三個月至少於一年 3 months - < 1 year	98.9	25.2
一年至少於兩年 1 - < 2 years	62.8	16.0
兩年至少於四年 2 - < 4 years	55.8	14.2
四年至少於七年 4 - < 7 years	29.4	7.5
七年至少於十年 7 - < 10 years	10.3	2.6
十年及以上 ≥ 10 years	15.8	4.0
總計 Total	392.1	100.0
任職年資中位數(日) Median length of service (days)		197

表 2.2f 按離開上一份工作後尋找工作的期間劃分的轉工人士數目
Table 2.2f Job-changers by duration of seeking work since leaving last job

離開上一份工作後尋找工作的期間 Duration of seeking work since leaving last job	人數 No. of persons (‘000)	百分比 %
沒有找尋工作* Nil*	74.5	19.0
少於一個月 < 1 month	146.6	37.4
一個月至少於兩個月 1 - < 2 months	71.9	18.3
兩個月至少於三個月 2 - < 3 months	39.1	10.0
三個月至少於六個月 3 - < 6 months	43.9	11.2
六個月至少於一年 6 months - < 1 year	16.3	4.1
總計 Total	392.1	100.0
期間中位數(日) Median duration (days)		17

註釋：* 包括一名人士於離開上一份工作前已受聘新工作或於離職後自己創業等情況。

Note : * Including cases such as when a person had already been offered a new job before leaving last job or when he/she was to start his/her own business after leaving last job.

表 2.2g 按現時從事的工作/上一份工作是否全職/部分時間制工作劃分的轉工人
士數目
Table 2.2g Job-changers by whether present/last job was a full-time/part-time job

	上一份工作 Last job					
	全職工作 Full-time		部分時間制*工作 Part-time*		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 %
現時從事的工作 Present job						
全職工作 Full-time	311.2	94.9	16.9	26.4	328.1	83.7
部分時間制*工作 Part-time*	16.7	5.1	47.3	73.6	64.0	16.3
總計 Total	327.9	100.0	64.2	100.0	392.1	100.0

註釋：* 若受訪者的主業有固定的每周工作日數並通常每周工作少於五日或每日工作少於六小時；或他/她的每周工作日數並不固定，但通常每周工作少於三十小時，則他/她會被視為從事部分時間制工作的人士。

Note: * A person was regarded as working part-time if he/she usually worked less than 5 days per week or less than 6 hours per day if the number of working days per week was fixed, or less than 30 hours per week if the number of working days per week was not fixed, in his/her main employment.

表 2.2h 按現時從事的工作的每月就業收入劃分的轉工人士數目
 Table 2.2h Job-changers by monthly employment earnings in present job

現時從事的工作的每月就業收入(港元) Monthly employment earnings in present job (HK\$)	轉工人士 Job-changers		整體就業人口 Total employed population
	人數 No. of persons (‘000)	百分比 %	百分比 %
< 4,000	34.4	8.8	9.0
4,000 – 5,999	40.9	10.4	7.2
6,000 – 7,999	75.0	19.1	12.7
8,000 – 9,999	75.2	19.2	14.4
10,000 - 14,999	93.3	23.8	24.2
15,000 - 19,999	33.0	8.4	11.0
≥ 20,000	40.4	10.3	21.5
總計 Total	392.1	100.0	100.0
每月就業收入中位數(港元) Median monthly employment earnings (HK\$)		8,500	10,000

表 2.2i 按現時從事的行業及上一份工作所屬行業劃分的轉工人士數目
Table 2.2i Job-changers by industry of present job and industry of last job

現時從事的行業 Industry of present job	上一份工作所屬行業 Industry of last job			
	製造業 Manufacturing	建造業 Construction	服務業 Services	
	人數 No. of persons ('000)	人數 No. of persons ('000)	批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	其他服務業* Other services*
	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)
製造業 Manufacturing	21.8	0.4	7.2	5.4
建造業 Construction	1.2	97.4	3.1	4.5
服務業 Services				
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	5.9	3.2	84.6	18.2
其他服務業* Other services*	7.6	3.4	22.5	105.2
其他 Others	-	-	-	0.6
總計 Total	36.4	104.4	117.3	133.8

註釋：* 其他服務業包括運輸、倉庫及通訊業；金融、保險、地產及商用服務業與社區、社會及個人服務業。

Notes：* Other services sector includes the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector.

粗字體的數字顯示同行業勞工流動的情況(即指離開上一份工作後仍然從事原先行業類別的轉工人士)。

Figures in bold indicate the intra-industry mobility which refers to changing jobs within the same industry sector (i.e. referring to job-changers who still remained in the same industry sector after leaving last job).

(待續)
(To be cont'd)

表 2.2i (續) 按現時從事的行業及上一份工作所屬行業劃分的轉工人士數目
Table 2.2i Job-changers by industry of present job and industry of last job
(Cont'd)

整體就業人口 Total employed population	上一份工作所屬行業(續) Industry of last job (Cont'd)			
	其他 Others	總計 Total		
現時從事的行業 Industry of present job	人數 No. of persons ('000)	人數 No. of persons ('000)	百分比 %	百分比 %
製造業 Manufacturing	-	34.7	8.8	10.0
建造業 Construction	-	106.1	27.1	9.5
服務業 Services				
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	-	111.8	28.5	30.6
其他服務業* Other services*	0.2	138.9	35.4	49.1
其他 Others	-	0.6	0.2	0.8
總計 Total	0.2	392.1	100.0	100.0

註釋：* 其他服務業包括運輸、倉庫及通訊業；金融、保險、地產及商用服務業與社區、社會及個人服務業。

Notes : * Other services sector includes the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector.

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 2.2j 按現時從事的職業及上一份工作所屬職業劃分的轉工人士數目
Table 2.2j Job-changers by occupation of present job and occupation of last job

現時從事的職業 Occupation of present job	上一份工作所屬職業 Occupation of last job			
	經理及行政級 人員與專業 及輔助專業人員 Managers and administrators, and professionals and associate professionals	文員 Clerks	服務工作 及商店銷售人員 Service workers and shop sales workers	工藝及有關人員 機台及機器操作 員及裝配員 Craft and related workers, plant and machine operators and assemblers
	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, and professionals and associate professionals	77.4	7.3	3.0	0.9
文員 Clerks	3.2	44.0	6.7	1.2
服務工作及商店銷售人員 Service workers and shop sales workers	2.5	4.1	41.8	3.2
工藝及有關人員、機台及 機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	2.6	1.4	2.2	105.4
非技術工人 Elementary occupations	1.0	2.4	3.8	4.8
其他 Others	-	-	-	-
總計 Total	86.7	59.2	57.6	115.5

註釋：粗字體的數字顯示同職業勞工流動的情況
(即指離開上一份工作後仍然從事原先職業
組別的轉工人士)。

Note: Figures in bold indicate the intra-occupation
mobility which refers to changing jobs within
the same occupation group (i.e. referring to
job-changers who still remained in the same
occupation group after leaving last job).

(待續)
(To be cont'd)

表 2.2j(續) 按現時從事的職業及上一份工作所屬職業劃分的轉工人士數目
Table 2.2j Job-changers by occupation of present job and occupation of last job
(Cont'd)

現時從事的職業 Occupation of present job	上一份工作所屬職業(續) Occupation of last job (Cont'd)			整體就業人口 Total employed population
	非技術工人 Elementary occupations	總計 Total		
	人數 No. of persons ('000)	人數 No. of persons ('000)	百分比 %	
經理及行政級人員與專業及輔助專業人員 Managers and administrators, and professionals and associate professionals	1.2	89.8	22.9	30.9
文員 Clerks	1.8	56.9	14.5	18.0
服務工作及商店銷售人員 Service workers and shop sales workers	3.6	55.1	14.1	13.9
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	6.5	118.1	30.1	18.3
非技術工人 Elementary occupations	59.9	72.0	18.3	18.7
其他 Others	0.2	0.2	0.1	0.3
總計 Total	73.2	392.1	100.0	100.0

註釋：粗字體的數字顯示同職業勞工流動的情況(即指離開上一份工作後仍然從事原先職業組別的轉工人士)。

Note: Figures in bold indicate the intra-occupation mobility which refers to changing jobs within the same occupation group (i.e. referring to job-changers who still remained in the same occupation group after leaving last job).

表 2.2k 按在現職有否轉換行業類別/轉換行業類別的原因劃分的轉工人士數目
 Table 2.2k Job-changers by whether had changed industry sector in the present job/reason for changing industry sector

在現職有否轉換行業類別/ 轉換行業類別的原因 Whether had changed industry sector in the present job/reason for changing industry sector	人數 No. of persons ('000)	百分比* %*
沒有轉換行業類別 Had not changed industry sector	308.9	78.8
有轉換行業類別 Had changed industry sector	83.2	21.2
相同行業類別的工作的薪金/工作條件未能符合 自己的要求 Wages/working conditions of jobs offered in the same industry sector did not meet own expectations	22.1	(26.6)
找不到跟上一份工作所屬行業類別相同的工作 Jobs of the same industry sector as last job were not available	21.5	(25.8)
對選擇行業類別沒有特別意願 No preference in industry sector	7.0	(8.4)
現職只為臨時性質工作 Present job was a temporary job only	6.7	(8.1)
現職所屬行業類別有較佳前景/較穩定 Better prospect/job security in industry sector of present job	4.2	(5.1)
不喜歡上一份工作所屬行業類別的性質 Disliked the nature in industry sector of the last job	3.6	(4.3)
其他 Others	18.1	(21.7)
總計 Total	392.1	100.0

註釋：* 括號內的數字顯示所有在現職有轉換行業類別的轉工人士中所佔的百分比。

Note: * Figures in brackets represent the percentages in respect of all job-changers who had changed industry sector in the present job.

表 2.2I 按在現職有否轉換職業組別/轉換職業組別的原因劃分的轉工人士數目
 Table 2.2I Job-changers by whether had changed occupation group in the present job/reason for changing occupation group

在現職有否轉換職業組別/ 轉換職業組別的原因 Whether had changed occupation group in the present job/reason for changing occupation group	人數 No. of persons ('000)	百分比* %*
沒有轉換職業組別 Had not changed occupation group	328.5	83.8
有轉換職業組別 Had changed occupation group	63.7	16.2
相同職業組別的工作的薪金/工作條件未能符合 自己的要求 Wages/working conditions of jobs offered in the same occupation group did not meet own expectations	18.6	(29.2)
找不到跟上一份工作所屬職業組別相同的工作 Jobs of the same occupation group as last job were not available	15.3	(24.0)
現職只為臨時性質工作 Present job was a temporary job only	6.8	(10.6)
不喜歡上一份工作所屬職業組別的性质 Disliked the nature in occupation group of the last job	3.6	(5.6)
對選擇職業組別沒有特別意願 No preference in occupation group	3.0	(4.6)
現職所屬職業組別有較佳前景/較穩定 Better prospect/job security in occupation group of the present job	1.8	(2.8)
其他 Others	14.7	(23.2)
總計 Total	392.1	100.0

註釋：* 括號內的數字顯示所有在現職有轉換職業組別的轉工人士中所佔的百分比。

Note: * Figures in brackets represent the percentages in respect of all job-changers who had changed occupation group in the present job.

表 2.3 在上一份工作及現時從事的工作間同行業及跨行業勞工流動的情況
Table 2.3 Intra-industry and inter-industry mobility between the last job and the present job

行業 Industry	同行業勞工流動的情況 ⁽¹⁾ Intra-industry ⁽¹⁾		跨行業勞工流動的情況 ⁽²⁾ Inter-industry ⁽²⁾			
	人數 No. of persons (‘000)	佔該行業內就業 人士的百分比 As a % of employed persons in the industry concerned	人數 No. of persons (‘000)			淨差額佔該行業內 就業人士的百分比* Net change as a % of employed persons in the industry concerned*
			入 In	出 Out	淨差 額 Net change	
製造業 Manufacturing	21.8	6.4	12.9	14.6	-1.7	-0.5
建造業 Construction	97.4	32.5	8.8	7.0	1.7	0.6
服務業 Services						
批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	84.6	8.6	27.2	32.7	-5.5	-0.6
其他服務業# Other services#	105.2	6.5	33.7	28.6	5.0	0.3
其他 Others	-	-	0.6	0.2	0.4	1.6
合計 Overall	308.9	9.5	83.2	83.2	-	-

註釋：(1) 「同行業的勞工流動」是指曾轉工並仍然從事原先行業類別的工作(即指離開上一份工作後仍然從事原先行業類別的轉工人士)。

(2) 「跨行業的勞工流動」是指曾轉工並從事另一行業類別的工作(即指離開上一份工作後從事另一行業類別的轉工人士)。

* 跨行業勞工流動的淨差額佔該行業類別在統計時的所有就業人士的百分比。

其他服務業包括運輸、倉庫及通訊業；金融、保險、地產及商用服務業與社區、社會及個人服務業。

Notes: (1) 'Intra-industry mobility' refers to changing jobs within the same industry sector (i.e. referring to job-changers who still remained in the same industry sector after leaving last job).

(2) 'Inter-industry mobility' refers to changing jobs to another industry sector (i.e. referring to job-changers who changed to another industry sector after leaving last job).

* The net gain or loss in the number of employed persons at the time of enumeration as a result of inter-industry mobility expressed as a percentage of all employed persons at the time of enumeration in the industry sector concerned.

Other services sector includes the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector.

表 2.4 在上一份工作及現時從事的工作間同職業及跨職業勞工流動的情況
Table 2.4 Intra-occupation and inter-occupation mobility between the last job and the present job

職業 Occupation	同職業勞工流動的情況 ⁽¹⁾ Intra-occupation ⁽¹⁾		跨職業勞工流動的情況 ⁽²⁾ Inter-occupation ⁽²⁾			
	人數 No. of persons ('000)	佔該職業內就業人士的百分比 As a % of employed persons in the occupation concerned	人數 No. of persons ('000)			淨差額佔該職業內就業人士的百分比* Net change as a % of employed persons in the occupation concerned*
			入 In	出 Out	淨差額 Net change	
經理及行政級人員與專業及輔助專業人員 Managers and administrators, and professionals and associate professionals	77.4	7.6	12.4	9.3	3.1	0.3
文員 Clerks	44.0	7.7	12.9	15.2	-2.3	-0.4
服務工作及商店銷售人員 Service workers and shop sales workers	41.8	9.2	13.4	15.8	-2.4	-0.5
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	105.4	17.5	12.8	10.1	2.7	0.4
非技術工人 Elementary occupations	59.9	9.8	12.1	13.3	-1.2	-0.2
其他 Others	-	-	0.2	-	0.2	2.4
合計 Overall	328.5	10.1	63.7	63.7	-	-

註釋：(1) 「同職業的勞工流動」是指曾轉工並仍然從事原先職業組別的工作(即指離開上一份工作後仍然從事原先職業組別的轉工人士)。

(2) 「跨職業的勞工流動」是指曾轉工並從事另一職業組別的工作(即指離開上一份工作後從事另一職業組別的轉工人士)。

* 跨職業勞工流動的淨差額佔該職業組別在統計時的所有就業人士的百分比。

Notes: (1) 'Intra-occupation mobility' refers to changing jobs within the same occupation group (i.e. referring to job-changers who still remained in the same occupation group after leaving last job).

(2) 'Inter-occupation mobility' refers to changing jobs to another occupation group (i.e. referring to job-changers who changed to another occupation group after leaving last job).

* The net gain or loss in the number of employed persons at the time of enumeration as a result of inter-occupation mobility expressed as a percentage of all employed persons at the time of enumeration in the occupation group concerned.

表 2.5a 按年齡及性別劃分的轉工人士在統計前十二個月內的平均轉工次數
Table 2.5a Average number of times of job changes during the 12 months before enumeration of job-changers by age and sex

年齡組別 Age group	平均轉工次數 Average number of times of job changes		
	男 Male	女 Female	合計 Overall
15 - 19	1.9	1.5	1.7
20 - 29	1.6	1.4	1.5
30 - 39	2.2	1.8	2.0
40 - 49	3.6	1.7	2.9
≥ 50	5.5	3.0	4.8
合計 Overall	2.6	1.7	2.2

註釋：在計算上表中的數據時，並不包括 94 400 名在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工。由於承判工作是該些行業的常規，使在採掘及建築工程中工作的地盤工人，須頻密地轉換不同判頭提供的工作，因而他們的轉工次數較從事其他行業/職業的人士為多。

Note: In deriving the figures in the above table, the 94 400 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they had to change jobs offered by different contractors more often than persons in other industries/ occupations, as contracting of work is the usual practice in such trades.

表 2.5b 按教育程度劃分的轉工人士在統計前十二個月內的平均轉工次數
Table 2.5b Average number of times of job changes during the 12 months before enumeration of job-changers by educational attainment

教育程度 Educational attainment	平均轉工次數 Average number of times of job changes
未受教育/幼稚園 No schooling/kindergarten	3.6
小學 Primary	4.4
中學/預科 Secondary/matriculation	2.1
專上教育 Tertiary	
- 非學位 non-degree	1.3
- 學位 degree	1.4
合計 Overall	2.2

註釋：在計算上表中的數據時，並不包括 94 400 名在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工。由於承判工作是該些行業的常規，使在採掘及建築工程中工作的地盤工人，須頻密地轉換不同判頭提供的工作，因而他們的轉工次數較從事其他行業/職業的人士為多。

Note: In deriving the figures in the above table, the 94 400 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they had to change jobs offered by different contractors more often than persons in other industries/ occupations, as contracting of work is the usual practice in such trades.

表 2.5c 按現時從事的行業劃分的轉工人士在統計前十二個月內的平均轉工次數
Table 2.5c Average number of times of job changes during the 12 months before enumeration of job-changers by industry of present job

現時從事的行業 Industry of present job	平均轉工次數 Average number of times of job changes
製造業 Manufacturing	2.2
建造業 Construction	2.0
服務業 Services	
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	2.2
其他服務業* Other services*	2.2
其他 Others	1.9
合計 Overall	2.2

註釋：在計算上表中的數據時，並不包括 94 400 名在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工。由於承判工作是這些行業的常規，使在採掘及建築工程中工作的地盤工人，須頻密地轉換不同判頭提供的工作，因而他們的轉工次數較從事其他行業/職業的人士為多。

* 其他服務業包括運輸、倉庫及通訊業；金融、保險、地產及商用服務業與社區、社會及個人服務業。

Notes: In deriving the figures in the above table, the 94 400 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they had to change jobs offered by different contractors more often than persons in other industries/ occupations, as contracting of work is the usual practice in such trades.

* Other services sector includes the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector.

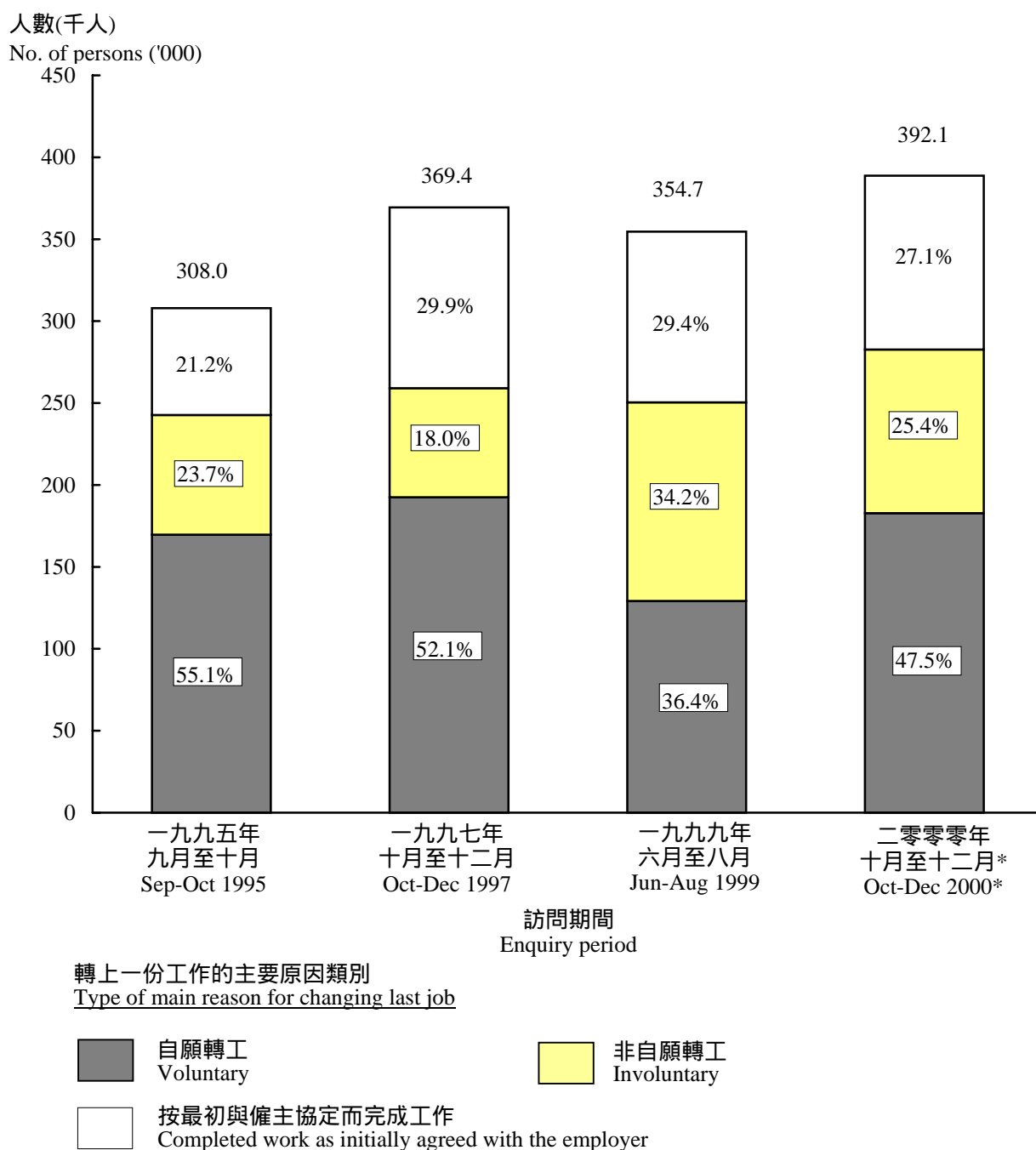
表 2.5d 按現時從事的職業劃分的轉工人士在統計前十二個月內的平均轉工次數
Table 2.5d Average number of times of job changes during the 12 months before enumeration of job-changers by occupation of present job

現時從事的職業 Occupation of present job	平均轉工次數 Average number of times of job changes
經理及行政級人員與專業及輔助專業人員 Managers and administrators, and professionals and associate professionals	1.3
文員 Clerks	1.4
服務工作及商店銷售人員 Service workers and shop sales workers	2.6
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	3.2
非技術工人 Elementary occupations	3.4
其他 Others	2.0
合計 Overall	2.2

註釋：在計算上表中的數據時，並不包括 94 400 名在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工。由於承判工作是該些行業的常規，使在採掘及建築工程中工作的地盤工人，須頻密地轉換不同判頭提供的工作，因而他們的轉工次數較從事其他行業/職業的人士為多。

Note: In deriving the figures in the above table, the 94 400 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they had to change jobs offered by different contractors more often than persons in other industries/ occupations, as contracting of work is the usual practice in such trades.

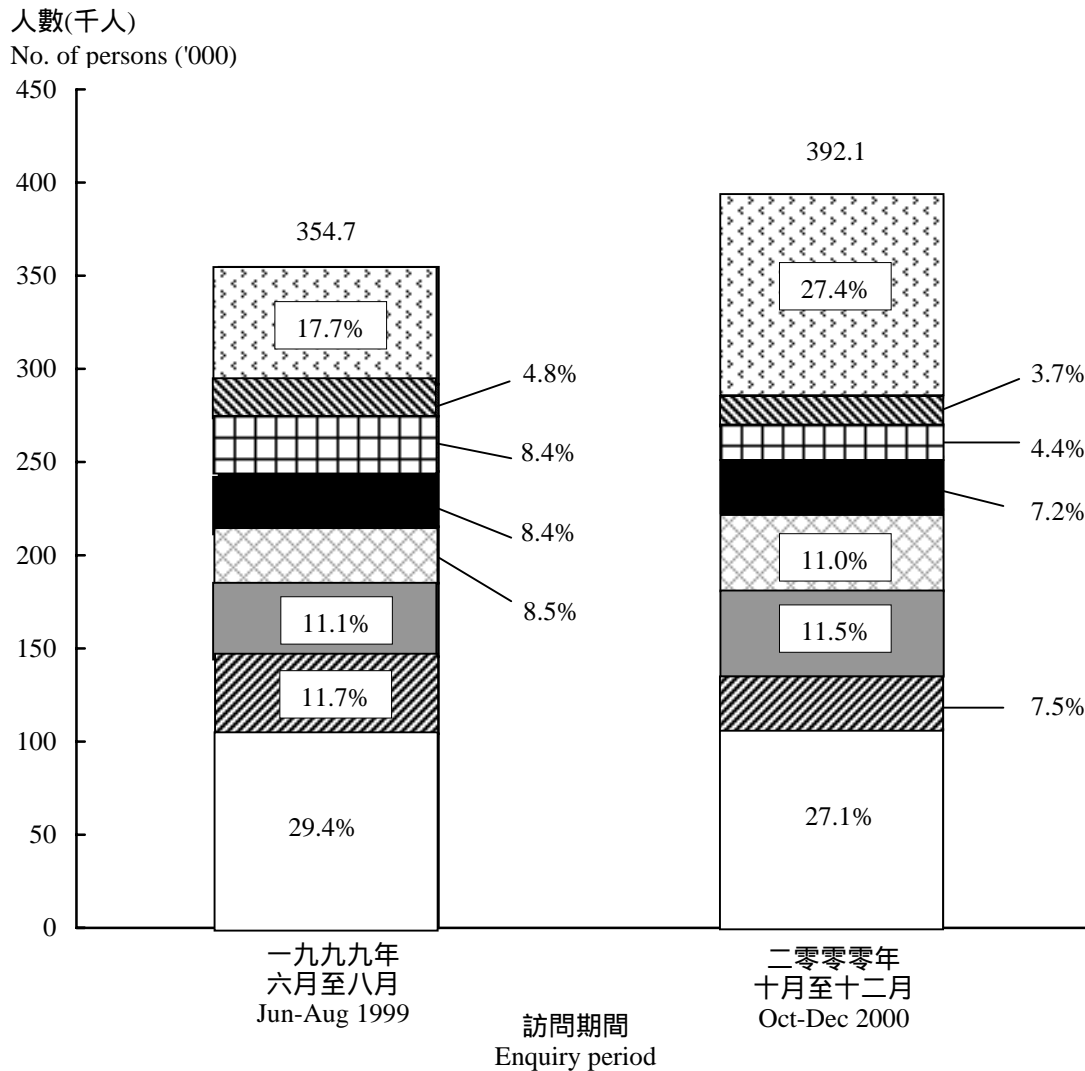
圖 2.1 按轉上一份工作的主要原因類別劃分的轉工人士數目
Chart 2.1 Job-changers by type of main reason for changing last job



註釋：* 由於人口數字已於二零零零年八月改為以「居住人口」方法計算，有關轉工人士的數字亦由此訪問期間起以「居住人口」為基礎。這些統計數字與過往載於本系列報告書內以「廣義時點」人口為基礎的轉工人士的統計數字可作概括比較。

Note：* Consequential to the change-over to the 'resident population' approach for compiling population figures as from August 2000, statistics pertaining to the job-changers are based on the 'resident population' starting from this enquiry period. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report which pertained to the job-changers based on the 'extended de facto' approach.

圖 2.2 按轉上一份工作的主要原因劃分的轉工人士數目
Chart 2.2 Job-changers by major reason for changing last job

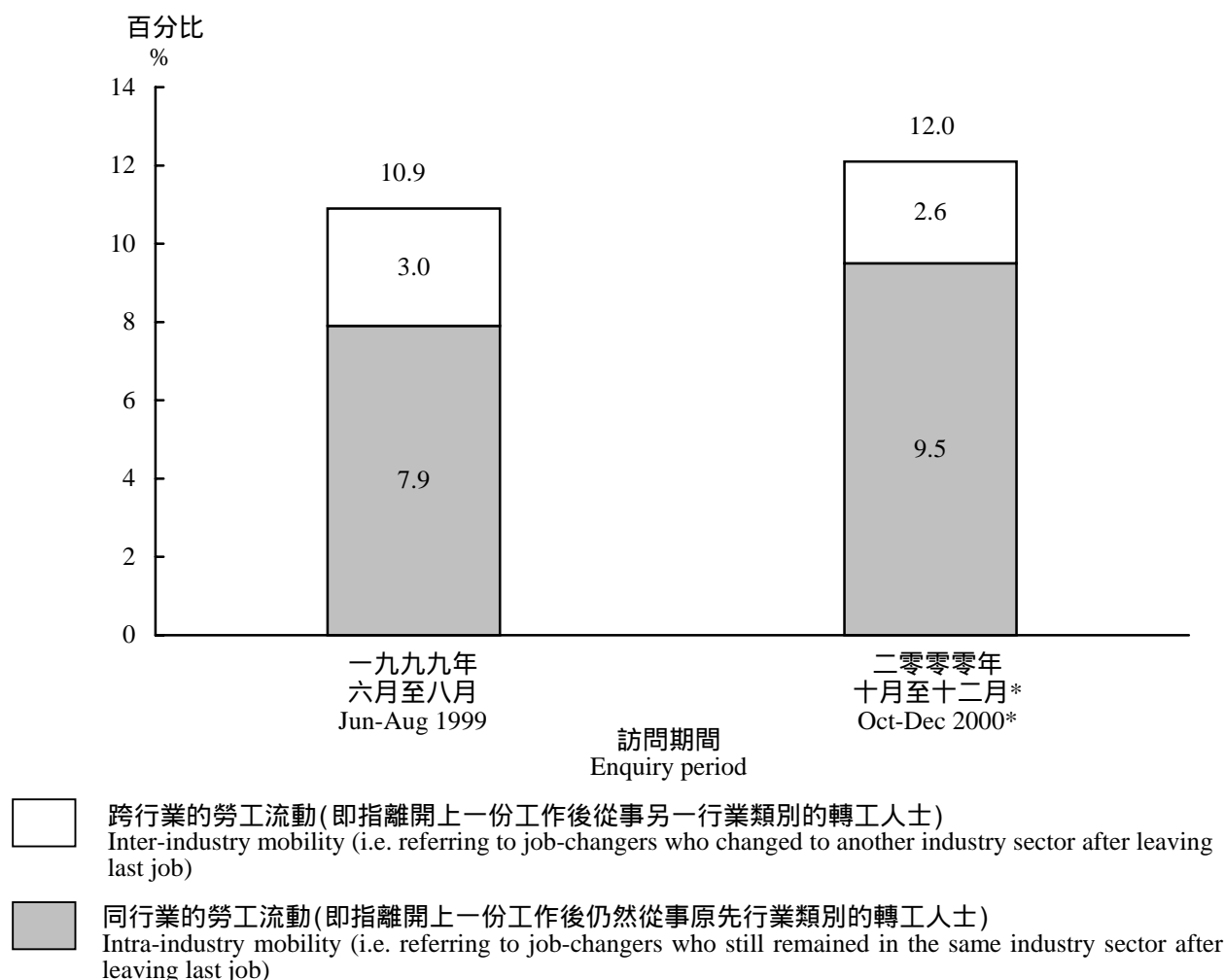


轉上一份工作的主要原因

Major reason for changing last job

- 按最初與僱主協定而完成工作
Completed work as initially agreed with the employer
- 遭解僱
Dismissed
- 公司結束營業
Company closed down
- 公司工作量不足
Slack work in company
- 收入不理想/僱員福利欠佳
Unsatisfactory earnings/poor employee benefits
- 不喜歡工作性質/公司行政/同事/職員
Disliked the nature of work/administration/colleagues/staff
- 職位被取消
Post abolished
- 其他(例如工作環境欠佳、不喜歡工作時間長/不方便/欠彈性、感覺上一份工作欠缺晉升機會/工作安全感、工作地點離居所很遠/已搬家/公司搬遷或僱主遷移業務運作至中國內地或其他國家/地區)
Others (e.g. Disliked physical working conditions, disliked long/inconvenient/inflexible hours of work, felt that last job was lack of opportunities for promotion/job security, work place far from home/moved home/moved office or employer moved operations to the mainland of China or other countries/territories)

圖 2.3 在統計前十二個月內同行業及跨行業勞工流動的比率(按有關轉工人士在統計時的整體就業人口中所佔的比例計算)
Chart 2.3 Intra-industry/inter-industry mobility rate during the 12 months before enumeration (expressed as a proportion of the relevant job-changers among the total employed population at the time of enumeration)



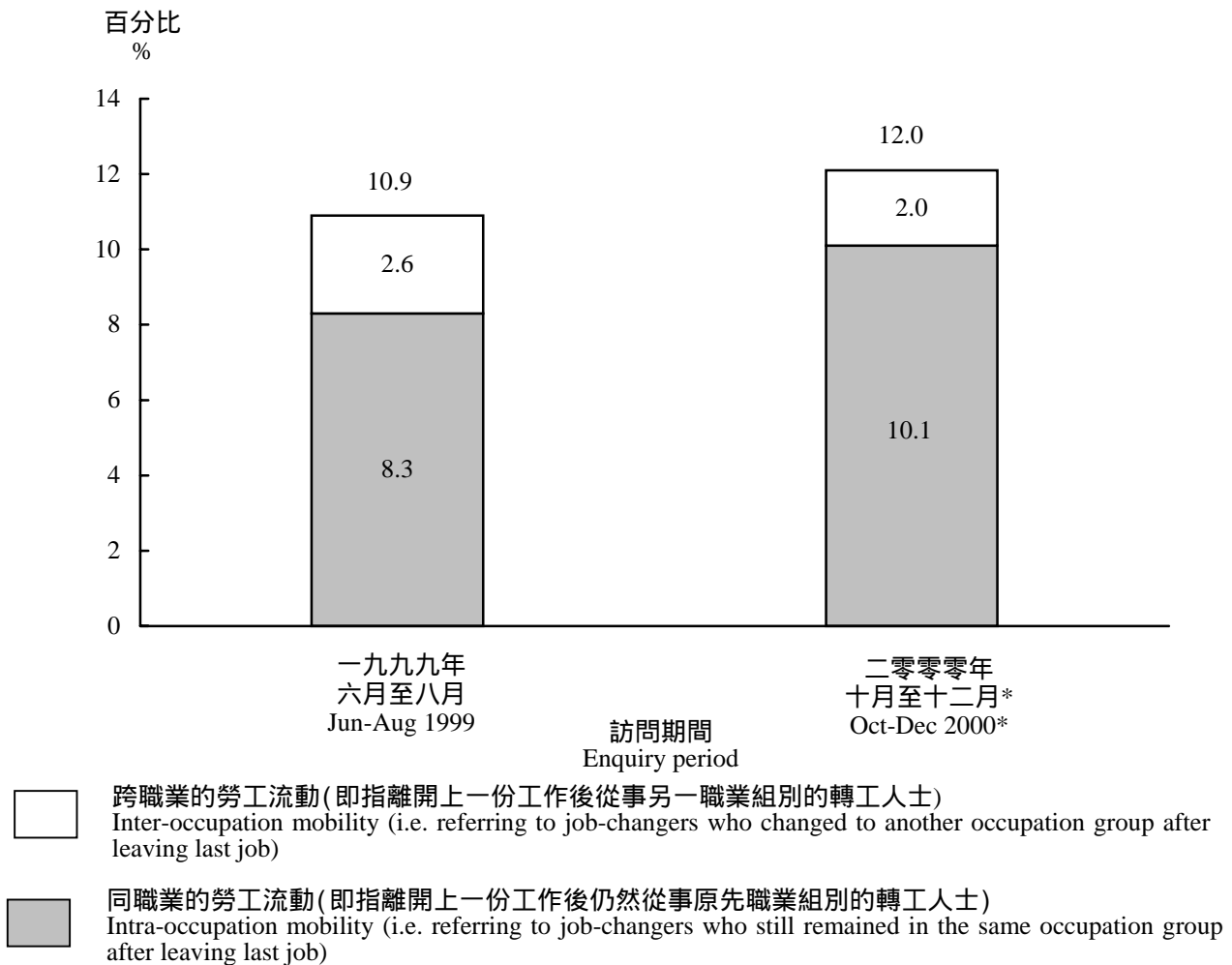
註釋：行業類別分為製造業；建造業；批發、零售、進出口貿易、飲食及酒店業；其他服務業(包括運輸、倉庫及通訊業；金融、保險、地產及商用服務業與社區、社會及個人服務業)及其他。

Notes: Industry sectors are classified into manufacturing; construction; wholesale, retail and import/export trades, restaurants and hotels; other services (i.e. transport, storage and communications; financing, insurance, real estate and business services; and community, social and personal services); and others.

* 由於人口數字已於二零零零年八月改為以「居住人口」方法計算，有關轉工人士的數字亦由此訪問期間起以「居住人口」為基礎。這些統計數字與過往載於本系列報告書內以「廣義時點」人口為基礎的轉工人士的統計數字可作概括比較。

* Consequential to the change-over to the 'resident population' approach for compiling population figures as from August 2000, statistics pertaining to the job-changers are based on the 'resident population' starting from this enquiry period. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report which pertained to the job-changers based on the 'extended de facto' approach.

圖 2.4 在統計前十二個月內同職業及跨職業勞工流動的比率(按有關轉工人士在統計時的整體就業人口中所佔的比例計算)
Chart 2.4 Intra-occupation/inter-occupation mobility rate during the 12 months before enumeration (expressed as a proportion of the relevant job-changers among the total employed population at the time of enumeration)



註釋：職業組別分為經理及行政級人員與專業及輔助專業人員；文員；服務工作及商店銷售人員；工藝及有關人員、機台及機器操作員及裝配員；非技術工人及其他。

Notes : Occupation groups are classified into managers and administrators, and professionals and associate professionals; clerks; service workers and shop sales workers; craft and related workers, plant and machine operators and assemblers; elementary occupations; and others.

* 由於人口數字已於二零零零年八月改為以「居住人口」方法計算，有關轉工人士的數字亦由此訪問期間起以「居住人口」為基礎。這些統計數字與過往載於本系列報告書內以「廣義時點」人口為基礎的轉工人士的統計數字可作概括比較。

* Consequential to the change-over to the 'resident population' approach for compiling population figures as from August 2000, statistics pertaining to the job-changers are based on the 'resident population' starting from this enquiry period. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report which pertained to the job-changers based on the 'extended de facto' approach.

3 僱員工作時間內的用膳及休息時段

Meal breaks and rest breaks of employees during working hours

引言

3.1 政府統計處在二零零一年一月至二月期間，透過「綜合住戶統計調查」進行一項有關僱員工作時間內的用膳及休息時段的專題訪問，以搜集有關私營機構僱員在工作時間內的用膳及休息時段模式的資料。

3.2 在經科學方法抽選的樣本內，約 7 100 個住戶接受了訪問，回應率為 89%。在這些受訪住戶內，對於在「綜合住戶統計調查」核心部分中被界定為十五歲及以上的私營機構僱員，統計員詢問他們現時每工作天的協議工作時數及他們在工作時間內有否用膳及休息時段。就那些有用膳及/或休息時段的僱員而言，他們再被問及在每工作天內的用膳/休息次數、平均每次用膳/休息的時間、用膳/休息時段的開始與終結時間有否固定，以及需否先知會僱主/主管才可休息（只適用於有休息時段的僱員）。對於那些沒有用膳/休息時段的僱員，統計員亦詢問他們以其所知，僱主沒有給予用膳/休息時段的主要原因。

3.3 根據從受訪住戶所搜集得的資料，可推論全港人口的有關情況。有關統計調查所涵蓋的範圍，請參閱本報告書附錄一「統計調查方法」的部分。

概念及定義

3.5 根據定義，「僱員」是指為賺取工資、薪金、佣金、小費或實物津貼而為僱主工作的十五歲及以上人士。就是項專題訪問而言，公務員及外發工並不包括在內。

Introduction

3.1 An enquiry on meal breaks and rest breaks of employees during working hours was conducted via the General Household Survey during January to February 2001 to collect information on the patterns of meal breaks and rest breaks taken by employees in the private sector during working hours.

3.2 Some 7 100 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 89%. All persons aged 15 and over in these households identified to be employees in the private sector through the core part of the General Household Survey were asked about their contractual hours of work per working day and whether they had meal breaks and rest breaks during working hours. For those who had meal breaks and/or rest breaks, they were also asked the number of meal/rest breaks they had per working day, the average duration of each meal/rest break, whether the start time and end time of all meal/rest breaks were fixed and whether they had to inform their employer/supervisor before taking rest break each time (applicable only to those employees having rest breaks). For those employees who did not have meal/rest breaks during working hours, they were asked to give the main reason for being so according to their own understanding.

3.3 Based on information collected from the interviewed households, the situation related to the entire population of Hong Kong can be inferred. Please see the part on 'Survey methodology' in [Appendix 1](#) of this report for details on the survey coverage.

Concepts and definitions

3.5 By definition, 'employees' referred to persons aged 15 and over who worked for an employer for wage, salary, commission, tips or payment in kind. For the purpose of this enquiry, civil servants and outworkers were excluded.

3.6 「用膳時段」是指由僱主口頭或書面指定的一段於工作時間內的連續期間，僱員在該段期間內可以用膳及有權不為其僱主工作。

3.7 同樣地，「休息時段」是指由僱主口頭或書面指定的一段於工作時間內的連續期間，僱員在該段期間內可以休息及有權不為其僱主工作。

3.8 「每工作天的協議工作時數」是指僱員按其與僱主以口頭/書面協議的僱傭合約的條款，每工作天須為其僱主工作的時數。用膳時間並不包括在協議的工作時數內。是項專題訪問所指的「工作時間」則包括協議的工作時數及其間的用膳及休息時段。

3.9 至於留宿的家庭傭工，就他們的工作性質而言，一般較難清楚明確地從他們的工作時間內分辨出用膳/休息時段，因此亦較難分析他們的用膳/休息時段模式。在此情況下，下列分析不包括該些家庭傭工的資料。

專題訪問的主要結果

A. 有關私營機構僱員的整體分析

3.10 根據是項專題訪問的結果，在統計時有 2 483 500 名私營機構僱員。當中大部分 (2 061 800 人或 83.0%) 在工作時間內只有用膳時段 (而沒有休息時段)，另 221 400 名僱員 (8.9%) 在工作時間內同時有用膳及休息時段，9 800 人 (0.4%) 則只有休息時段 (而沒有用膳時段)。其餘 190 500 名僱員 (7.7%) 在工作時間內沒有任何用膳及休息時段。由於上述估計包括每天只工作較短時間的僱員，而這些僱員一般而言未必有用膳及休息時段，因此有關數字須謹慎闡釋。(表 3.1 及圖 3.1)

3.6 'Meal break' was defined as a continuous period within working hours specified verbally/in written form by an employer during which an employee could have meal and abstain from working for the employer.

3.7 Likewise, 'rest break' was defined as a continuous period within working hours specified verbally/in written form by an employer during which an employee could take a rest and abstain from working for the employer.

3.8 'Contractual hours of work per working day' referred to the number of hours of work per working day which an employee committed to work for his/her employer according to the terms of employment contract made verbally/in written form. Meal breaks were excluded from the contractual hours of work. In this enquiry, 'working hours' covered the contractual hours of work as well as the meal breaks and rest breaks in between.

3.9 In the case of live-in domestic helpers, their meal breaks/rest breaks during working hours are generally not clearly delineated by nature of their work duties, to the effect that it is difficult to analyse their patterns of meal breaks/rest breaks. Such domestic helpers are therefore excluded from the following analysis.

Major findings of the enquiry

A. Overall analysis on employees in the private sector

3.10 According to the findings of the enquiry, there were a total of 2 483 500 employees in the private sector at the time of enumeration. The majority (2 061 800 persons or 83.0%) of them had meal breaks only (i.e. with no rest breaks) during working hours. Another 221 400 employees (8.9%) had both meal breaks and rest breaks during working hours and 9 800 (0.4%) had rest breaks only (i.e. with no meal breaks). The remaining 190 500 employees (7.7%) did not have any meal breaks nor rest breaks during working hours. The above estimates should be interpreted with caution as they covered employees working for just a relatively short period of time a day. Normally, this type of employees might not have meal breaks nor rest breaks. (Table 3.1 and Chart 3.1)

B. 有關私營機構僱員在工作時間內有否
用膳時段的分析

3.11 在該 2 483 500 名私營機構僱員中，約 2 283 200 人(91.9%)在工作時間內有用膳時段，餘下的 200 300 人(8.1%)則沒有用膳時段。而就 2 344 600 名每工作天固定協議工作時數為五小時以上的私營機構僱員而言(即不包括每工作天固定協議工作時數為五小時或以下及每工作天沒有固定協議工作時數的私營機構僱員)，相應的估計分別為 2 213 200 人(94.4%)及 131 400 人(5.6%)。(表 3.1 及 3.2)

每工作天的協議工作時數

3.12 在每工作天有固定協議工作時數的私營機構僱員中，以每天工作 5 小時或以下的僱員在工作時間內有用膳時段的百分比最低，只有 17.0%，主要是由於他們每天工作時數少的緣故。相對而言，相應的百分比以每天工作多於 5 小時至 8 小時的僱員為最高，達 96.4%。其次是每天工作多於 8 小時至 10 小時的僱員(93.2%)及每天工作多於 10 小時的僱員(82.8%)。而在每工作天沒有固定協議工作時數的私營機構僱員中，80.1%的僱員在工作時間內有用膳時段。(表 3.3a)

行業

3.13 在從事各行業類別的私營機構僱員中，從事社區、社會及個人服務業的僱員在工作時間內沒有用膳時段的百分比相對較高，達 15.8%。其次為從事運輸、倉庫及通訊業的僱員，11.7%。而在其他主要行業類別內，則分別約有 92.4%-99.1%的僱員在工作時間內有用膳時段。(表 3.3b)

B. Analysis on whether employees in the
private sector had meal breaks during
working hours

3.11 Of the 2 483 500 employees in the private sector, some 2 283 200 (91.9%) had meal breaks during working hours while the remaining 200 300 (8.1%) did not. In regard to the 2 344 600 employees in the private sector with fixed contractual hours of work being more than 5 hours per working day (i.e. excluding those with fixed contractual hours of work being 5 hours or less per working day and those without fixed contractual hours of work per working day), the corresponding estimates were 2 213 200 (94.4%) and 131 400 (5.6%) respectively. (Tables 3.1 and 3.2)

Contractual hours of work per working day

3.12 Amongst employees in the private sector with fixed contractual hours of work per working day, the percentage of employees with meal breaks during working hours was the lowest for those working 5 hours or less per day, at 17.0%, primarily owing to their short working hours per day. In contrast, the corresponding percentage was the highest for employees working more than 5 hours to 8 hours per day (96.4%), followed by those working more than 8 hours to 10 hours per day (93.2%) and those working more than 10 hours per day (82.8%). For employees in the private sector without fixed contractual hours of work per working day, 80.1% had meal breaks during working hours. (Table 3.3a)

Industry

3.13 Amongst the various industry sectors engaged by employees in the private sector, the community, social and personal services sector had a relatively higher percentage of employees who had no meal breaks during working hours, at 15.8%; followed by those in the transport, storage and communications sector, at 11.7%. For other major industry sectors, the percentage of employees having meal breaks during working hours ranged from 92.4% to 99.1%. (Table 3.3b)

職業

3.14 在從事各個職業組別的私營機構僱員中，超過 95%的經理及行政級人員、專業及輔助專業人員、文員與工藝及有關人員在工作時間內都有用膳時段。而從事其他主要職業組別的僱員中，在工作時間內有用膳時段的僱員的相應百分比則介乎 83.3%與 86.0%。(表 3.3c)

B1. 在工作時間內有用膳時段的私營機構僱員

每工作天工作時間內的用膳次數

3.15 在該 2 283 200 名在工作時間內有用膳時段的私營機構僱員中，絕大部分(2 212 700 人或 96.9%)在工作時間內只有一次用膳時段。其餘 70 500 人(3.1%)則有最少兩次的用膳時段，這可能是他們每天的工作時數相對較長的緣故。(表 3.4a)

平均每次用膳時間

3.16 在該 2 283 200 名僱員中，約 84.9%每次用膳時間平均為 60 至少於 90 分鐘，另 12.4%為 30 至少於 60 分鐘。在該 2 212 700 名在工作時間內只有一次用膳時段的私營機構僱員中，大部分(87.2%)的用膳時間為 60 至少於 90 分鐘，10.2%為 30 至少於 60 分鐘，而 1.8%為 90 分鐘或以上。另一方面，就該 70 500 名在工作時間內有最少兩次用膳時段的僱員而言，約 80.3%的平均每次用膳時間為 30 至少於 60 分鐘，13.1%為 60 至少於 90 分鐘，而 6.1%則為少於 30 分鐘。(表 3.4a)

用膳時段的開始及終結時間是否固定/沒有固定用膳時段的開始及終結時間的原因

3.17 在該 2 283 200 名在工作時間內有用膳時段的私營機構僱員中，大部分(82.8%)僱員的所有用膳時段的開始及終結時間均有固定。另 7.1%只部分用膳時段的開始及終結時間有固

Occupation

3.14 Amongst employees in the private sector engaged in various occupation groups, over 95% of managers and administrators, professionals and associate professionals, clerks and craft and related workers had meal breaks during working hours. For employees engaged in other major occupation groups, the corresponding percentage ranged from 83.3% to 86.0%. (Table 3.3c)

B1. Employees in the private sector having meal breaks during working hours

Number of meal breaks during working hours per working day

3.15 Of the 2 283 200 employees in the private sector who had meal breaks during working hours, the great majority (2 212 700 persons or 96.9%) had only one meal break during working hours. The remaining 70 500 (3.1%) had at least 2 meal breaks, probably because of their relatively longer hours of work per day. (Table 3.4a)

Average duration of meal break

3.16 About 84.9% of those 2 283 200 employees had meal breaks lasting 60 to less than 90 minutes each time on average and another 12.4%, 30 to less than 60 minutes. Of the 2 212 700 employees in the private sector who had only one meal break during working hours, the majority (87.2%) had their meal break lasting 60 to less than 90 minutes; 10.2%, 30 to less than 60 minutes; and 1.8%, 90 minutes or more. On the other hand, for the 70 500 employees who had at least 2 meal breaks per working day, about 80.3% had an average duration of 30 to less than 60 minutes for each meal break; 13.1%, 60 to less than 90 minutes; and 6.1%, less than 30 minutes. (Table 3.4a)

Whether the start time and end time of meal breaks were fixed/reason for not fixing the start time and end time of meal breaks

3.17 Most (82.8%) of the 2 283 200 employees in the private sector who had meal breaks during working hours had the start time and end time of all their meal breaks being fixed

定，而餘下的 10.1%則所有用膳時段的開始及終結時間皆沒有固定。就後兩類僱員而言，他們最普遍提及沒有固定用膳時段的開始及終結時間的原因為「用膳時段的開始及終結時間須視乎每天工作情況而定」。在該兩組人士中，分別有 86.8%及 94.4%提及此原因。（表 3.4b）

by their employers. Another 7.1% had such condition for some meal breaks only, whereas for the remaining 10.1%, the start time and end time of all their meal breaks were not fixed. For the latter two groups of employees, their most commonly cited reason for not having fixed start time and end time of their meal breaks was 'the start time and end time of meal breaks depended on day-to-day working conditions', constituting 86.8% and 94.4% of those two groups of persons respectively. (Table 3.4b)

B2. 在工作時間內沒有用膳時段的私營機構僱員

B2. Employees in the private sector not having meal breaks during working hours

在工作時間內沒有用膳時段的原因

Reason for not having meal breaks during working hours

3.18 在 200 300 名在工作時間內沒有用膳時段的私營機構僱員中，68 900 人(34.4%)表示他們是因為每天工作時數少而沒有用膳時段。而餘下的 131 400 名僱員中，他們最普遍提及沒有用膳時段的原因為「需隨時準備工作/執勤」，其次為「公司/行業的常規」；在該 200 300 名僱員中，分別有 49.3%及 10.6%提及該兩個原因。另約有 11 400 名僱員(5.7%)表示因為「工作量很大/人手不足」而沒有用膳時段。（表 3.5 及圖 3.2）

3.18 Of those 200 300 employees in the private sector who did not have meal breaks during working hours, 68 900 persons (34.4%) reported that they had no meal breaks owing to their short working hours per day. For the remaining 131 400 employees, their most commonly cited reason was 'needed to stand-by for work at any time', followed by 'norm of company/trade'; about 49.3% and 10.6% of those 200 300 employees cited such reasons respectively. Some 11 400 employees (5.7%) gave the reason 'heavy workload/insufficient manpower resources'. (Table 3.5 and Chart 3.2)

C. 有關私營機構僱員在工作時間內有否休息時段的分析

C. Analysis on whether employees in the private sector had rest breaks during working hours

3.19 在該 2 483 500 名私營機構僱員中，231 300 人(9.3%)在工作時間內有休息時段，而 2 252 300 人(90.7%)則沒有休息時段。而就 2 344 600 名每工作天固定協議工作時數為五小時以上的私營機構僱員而言(即不包括每工作天固定協議工作時數為五小時或以下及每工作天沒有固定協議工作時數的私營機構僱員)，相應的估計分別為 205 800 人(8.7%)及 2 138 700 人(91.2%)。（表 3.1 及 3.2）

3.19 Of the 2 483 500 employees in the private sector, 231 300 (9.3%) had rest breaks during working hours while 2 252 300 (90.7%) did not. In regard to the 2 344 600 employees in the private sector with fixed contractual hours of work being more than 5 hours per working day (i.e. excluding those with fixed contractual hours of work being 5 hours or less per working day and those without fixed contractual hours of work per working day), the corresponding estimates were 205 800 (8.7%) and 2 138 700 (91.2%) respectively. (Tables 3.1 and 3.2)

每工作天的協議工作時數

Contractual hours of work per working day

3.20 與每天有固定協議工作時數的僱員比較，每天沒有固定協議工作時數的僱員中，有休息時段的僱員所佔的百分比顯著為高，達 31.2%。而每天有固定協議工作時數的僱員的相應百分比則介乎每天工作 5 小時或以下僱員的 3.8% 與每天工作多於 8 小時至 10 小時僱員的 9.1%。（表 3.6a）

3.20 The percentage of employees with rest breaks was considerably higher amongst those in the private sector without fixed contractual hours of work per day, at 31.2%, as compared to employees with fixed contractual hours of work per day. The corresponding percentage for those employees with fixed contractual hours of work ranged from 3.8% for those working 5 hours or less per day to 9.1% for those working more than 8 hours to 10 hours per day. (Table 3.6a)

行業

Industry

3.21 在從事各行業類別的私營機構僱員中，從事建造業的僱員在工作時間內有休息時段的百分比明顯較高，達 41.7%。而從事其他主要行業類別的僱員，則分別約有 2.6%-8.1% 在工作時間內有休息時段。（表 3.6b）

3.21 Amongst the various industry sectors engaged by employees in the private sector, the construction sector had a significantly higher percentage of employees having rest breaks during working hours, at 41.7%. For other major industry sectors, some 2.6%-8.1% of employees had rest breaks during working hours. (Table 3.6b)

職業

Occupation

3.22 按職業分析，私營機構的工藝及有關人員有較大比例(34.2%)在工作時間內有休息時段。而從事其他主要職業組別的僱員中，相應百分比則介乎文員的 2.8% 與非技術工人的 9.4%。（表 3.6c）

3.22 Analysed by occupation, a much higher proportion (34.2%) of craft and related workers in the private sector had rest breaks during working hours. The corresponding percentage for other major occupation groups ranged from 2.8% for clerks to 9.4% for workers in elementary occupations. (Table 3.6c)

C1 在工作時間內有休息時段的私營機構僱員

C1. Employees in the private sector having rest breaks during working hours

每工作天工作時間內的休息次數

Number of rest breaks during working hours per working day

3.23 在該 231 300 名在工作時間內有休息時段的私營機構僱員中，83.1% 在工作時間內有一次休息時段，有兩次的佔 14.8%，而有三次或以上的佔 2.1%。（表 3.7a）

3.23 Of the 231 300 employees in the private sector who had rest breaks during working hours, 83.1% had only one rest break during working hours; 14.8%, two times; and 2.1%, three times or more. (Table 3.7a)

平均每次休息時間

Average duration of rest break

3.24 該 231 300 名在工作時間內有休息時段的僱員中，最多僱員表示其平均每次休息時間為 30 至少於 45 分鐘，達 42.6%。另 35.8% 的僱員表示他們每次的休息時段平均為時 15

3.24 The most commonly cited average duration of rest break for those 231 300 employees who had rest breaks during working hours was 30 to less than 45 minutes, as cited by

至少於 20 分鐘；45 分鐘或以上的佔 10.3%；少於 15 分鐘的佔 6.7%；而 20 至少於 30 分鐘的佔 4.6%。概括而言，每工作天有較多休息次數的僱員，其平均每次的休息時間則相對較短。（表 3.7a）

42.6% of those employees. Another 35.8% claimed that their rest breaks lasted for 15 to less than 20 minutes each time on average; 10.3%, 45 minutes or more; 6.7%, less than 15 minutes; and 4.6%, 20 to less than 30 minutes. In general, the average duration of each rest break was relatively shorter for those employees with more rest breaks per working day. (Table 3.7a)

休息時段的開始及終結時間是否固定

Whether the start time and end time of rest breaks were fixed

3.25 在該 231 300 名僱員中，約 72.0% 表示他們的僱主有規定所有休息時段的開始及終結時間。另 11.1% 的僱員表示僱主只規定部分休息時段的開始及終結時間，而 16.9% 的僱員則表示他們所有休息時段的開始及終結時間均沒有固定。（表 3.7b）

3.25 Amongst those 231 300 employees, about 72.0% claimed that the start time and end time of all their rest breaks were fixed by their employer. Another 11.1% reported that the start time and end time of some of their rest breaks were fixed, whereas 16.9% cited that the start time and end time of their rest breaks were not fixed. (Table 3.7b)

每次休息是否需要先知會僱主/主管

Whether had to inform employer/supervisor before taking each rest break

3.26 在工作時間內有休息時段的僱員中，大部分僱員(67.4%)在每次休息前不需要預先知會僱主/主管。另 20.7% 僱員表示每次都需要預先知會，而 12.0% 則表示只有時需要。（表 3.7c）

3.26 The majority (67.4%) of those employees who had rest breaks during working hours did not need to inform their employer/supervisor before taking each rest break. Another 20.7% had to do so every time, whereas 12.0% required to do so for some rest breaks only. (Table 3.7c)

C2. 在工作時間內沒有休息時段的私營機構僱員

C2. Employees in the private sector not having rest breaks during working hours

在工作時間內沒有休息時段的原因

Reason for not having rest breaks during working hours

3.27 在 2 252 300 名在工作時間內沒有休息時段的私營機構僱員中，他們最普遍提及沒有休息時段的原因為「公司沒有這個制度/行業沒有這個常規」，佔該些僱員的 93.5%。另分別有 4.2% 及 2.3% 的僱員表示他們沒有休息時段是由於「工作量很大/人手不足」及「每天工作時數少」。（表 3.8 及圖 3.3）

3.27 The most commonly cited reason for the 2 252 300 employees in the private sector who had no rest breaks during working hours was 'no such policy in company/not the norm of trade', as cited by 93.5% of those employees. Another 4.2% and 2.3% claimed that they had no rest breaks owing to 'heavy workload/insufficient manpower resources' and 'short working hours per day' respectively. (Table 3.8 and Chart 3.3)

表 3.1 按在工作時間內有否用膳或休息時段劃分的私營機構僱員數目
Table 3.1 Employees in the private sector by whether had meal breaks or rest breaks during working hours

在工作時間內有否休息時段 Whether had rest breaks during working hours	在工作時間內有否用膳時段 Whether had meal breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
有 Yes	221.4	8.9	9.8	0.4	231.3	9.3
沒有 No	2 061.8	83.0	190.5	7.7	2 252.3	90.7
總計 Total	2 283.2	91.9	200.3	8.1	2 483.5	100.0

表 3.2 按在工作時間內有否用膳或休息時段劃分的每工作天固定協議工作時數為五小時以上的私營機構僱員數目
Table 3.2 Employees in the private sector with fixed contractual hours of work being more than 5 hours per working day by whether had meal breaks or rest breaks during working hours

在工作時間內有否休息時段 Whether had rest breaks during working hours	在工作時間內有否用膳時段 Whether had meal breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
有 Yes	199.2	8.5	6.6	0.3	205.8	8.7
沒有 No	2 014.0	85.9	124.8	5.3	2 138.7	91.2
總計 Total	2 213.2	94.4	131.4	5.6	2 344.6	100.0

表 3.3a 按每工作天的協議工作時數及在工作時間內有否用膳時段劃分的私營機構僱員數目
Table 3.3a Employees in the private sector by contractual hours of work per working day and whether had meal breaks during working hours

每工作天的協議工作時數 Contractual hours of work per working day	在工作時間內有否用膳時段 Whether had meal breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
≤ 5	11.2	17.0	54.3	83.0	65.5	100.0
> 5 - 8	1 404.6	96.4	52.1	3.6	1 456.6	100.0
> 8 - 10	655.5	93.2	47.5	6.8	703.1	100.0
> 10	153.1	82.8	31.8	17.2	184.9	100.0
不固定 Not fixed	58.9	80.1	14.6	19.9	73.5	100.0
合計 Overall	2 283.2	91.9	200.3	8.1	2 483.5	100.0

表 3.3b 按行業及在工作時間內有否用膳時段劃分的私營機構僱員數目
Table 3.3b Employees in the private sector by industry and whether had meal breaks during working hours

行業 Industry	在工作時間內有否用膳時段 Whether had meal breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
製造業 Manufacturing	296.7	96.6	10.3	3.4	307.0	100.0
建造業 Construction	248.6	99.1	2.3	0.9	250.9	100.0
批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	732.7	92.4	60.3	7.6	793.0	100.0
運輸、倉庫及通訊業 Transport, storage and communications	245.4	88.3	32.4	11.7	277.8	100.0
金融、保險、地產及 商用服務業 Financing, insurance, real estate and business services	381.2	93.6	25.9	6.4	407.1	100.0
社區、社會及個人服務業 Community, social and personal services	365.8	84.2	68.8	15.8	434.6	100.0
其他 Others	12.8	97.9	0.3	2.1	13.1	100.0
合計 Overall	2 283.2	91.9	200.3	8.1	2 483.5	100.0

表 3.3c 按職業及在工作時間內有否用膳時段劃分的私營機構僱員數目
Table 3.3c Employees in the private sector by occupation and whether had meal breaks during working hours

職業 Occupation	在工作時間內有否用膳時段 Whether had meal breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
經理及行政級人員 Managers and administrators	172.4	98.1	3.3	1.9	175.7	100.0
專業及輔助專業人員 Professionals and associate professionals	583.0	95.2	29.5	4.8	612.5	100.0
文員 Clerks	493.7	96.7	16.7	3.3	510.5	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	287.0	83.3	57.4	16.7	344.4	100.0
工藝及有關人員 Craft and related workers	241.8	98.0	5.0	2.0	246.8	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	165.1	86.0	26.8	14.0	191.9	100.0
非技術工人 Elementary occupations	338.4	84.7	61.3	15.3	399.8	100.0
其他 Others	1.8	86.6	0.3	13.4	2.0	100.0
合計 Overall	2 283.2	91.9	200.3	8.1	2 483.5	100.0

表 3.4a 按平均每次用膳時間及每工作天工作時間內的用膳次數劃分的在工作時間內有用膳時段的私營機構僱員數目
Table 3.4a Employees in the private sector having meal breaks during working hours by average duration of meal break and number of meal breaks during working hours per working day

平均每次用膳時間(分鐘) Average duration of meal break (minutes)	每工作天工作時間內的用膳次數 Number of meal breaks during working hours per working day					
	1		≥ 2		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 %
< 30	17.6	0.8	4.3	6.1	21.9	1.0
30 - < 60	226.7	10.2	56.6	80.3	283.3	12.4
60 - < 90	1 929.6	87.2	9.2	13.1	1 938.8	84.9
≥ 90	38.8	1.8	0.4	0.5	39.2	1.7
總計* Total*	2 212.7	100.0 (96.9)	70.5	100.0 (3.1)	2 283.2	100.0 (100.0)

註釋：* 括號內的數字顯示在所有於工作時間內有用膳時段的私營機構僱員中所佔的百分比。

Notes: * Figures in brackets represent the percentages in respect of all employees in the private sector who had meal breaks during working hours.

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 3.4b 按用膳時段的開始及終結時間是否固定/沒有固定用膳時段的開始及終結時間的原因劃分的在工作時間內有用膳時段的私營機構僱員數目
Table 3.4b Employees in the private sector having meal breaks during working hours by whether the start time and end time of meal breaks were fixed/reason for not fixing the start time and end time of meal breaks

用膳時段的開始及終結時間是否固定/沒有固定用膳時段的開始及終結時間的原因 Whether the start time and end time of meal breaks were fixed/reason for not fixing the start time and end time of meal breaks	人數 No. of persons ('000)	百分比 %
所有用膳時段的開始及終結時間均有固定 The start time and end time of all meal breaks were fixed	1 891.2	82.8
只部分用膳時段的開始及終結時間有固定 The start time and end time of some meal breaks were fixed	161.7	7.1
用膳時段的開始及終結時間須視乎每天工作情況而定 The start time and end time of meal breaks depended on day-to-day working conditions	140.4	(86.8)*
公司/行業的常規 Norm of company/trade	20.8	(12.8)*
每天沒有固定工作時間 No fixed working time per day	0.5	(0.3)*
所有用膳時段的開始及終結時間均沒有固定 The start time and end time of all meal breaks were not fixed	230.3	10.1
用膳時段的開始及終結時間須視乎每天工作情況而定 The start time and end time of meal breaks depended on day-to-day working conditions	217.4	(94.4)#
公司/行業的常規 Norm of company/trade	11.1	(4.8)#
每天沒有固定工作時間 No fixed working time per day	1.7	(0.7)#
總計 Total	2 283.2	100.0

註釋：* 括號內的數字顯示在只部分用膳時段的開始及終結時間有固定的 161 700 名私營機構僱員中所佔的百分比。

括號內的數字顯示在所有用膳時段的開始及終結時間均沒有固定的 230 300 名私營機構僱員中所佔的百分比。

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Notes: * Figures in brackets represent the percentages in respect of those 161 700 employees in the private sector with the start time and end time of some of their meal breaks being fixed.

Figures in brackets represent the percentages in respect of those 230 300 employees in the private sector with the start time and end time of all their meal breaks not being fixed.

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 3.5 按在工作時間內沒有用膳時段的原因劃分的在工作時間內沒有用膳時段的
私營機構僱員數目
Table 3.5 Employees in the private sector not having meal breaks during working
hours by reason for not having meal breaks during working hours

在工作時間內沒有用膳時段的原因 Reason for not having meal breaks during working hours	人數 No. of persons ('000)	百分比 %
需隨時準備工作/執勤 Needed to stand-by for work at any time	98.8	49.3
每天工作時數少 Short working hours per day	68.9	34.4
公司/行業的常規 Norm of company/trade	21.3	10.6
工作量很大/人手不足 Heavy workload/insufficient manpower resources	11.4	5.7
總計 Total	200.3	100.0

表 3.6a 按每工作天的協議工作時數及在工作時間內有否休息時段劃分的私營機構僱員數目
Table 3.6a Employees in the private sector by contractual hours of work per working day and whether had rest breaks during working hours

每工作天的協議工作時數 Contractual hours of work per working day	在工作時間內有否休息時段 Whether had rest breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
≤ 5	2.5	3.8	63.0	96.2	65.5	100.0
> 5 – 8	127.0	8.7	1 329.7	91.3	1 456.6	100.0
> 8 – 10	63.8	9.1	639.2	90.9	703.1	100.0
> 10	15.0	8.1	169.8	91.9	184.9	100.0
不固定 Not fixed	22.9	31.2	50.5	68.8	73.5	100.0
合計 Overall	231.3	9.3	2 252.3	90.7	2 483.5	100.0

表 3.6b 按行業及在工作時間內有否休息時段劃分的私營機構僱員數目
Table 3.6b Employees in the private sector by industry and whether had rest breaks during working hours

行業 Industry	在工作時間內有否休息時段 Whether had rest breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
製造業 Manufacturing	18.5	6.0	288.5	94.0	307.0	100.0
建造業 Construction	104.6	41.7	146.3	58.3	250.9	100.0
批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	41.0	5.2	752.0	94.8	793.0	100.0
運輸、倉庫及通訊業 Transport, storage and communications	20.6	7.4	257.2	92.6	277.8	100.0
金融、保險、地產及 商用服務業 Financing, insurance, real estate and business services	10.7	2.6	396.4	97.4	407.1	100.0
社區、社會及個人服務業 Community, social and personal services	35.1	8.1	399.5	91.9	434.6	100.0
其他 Others	0.8	6.4	12.3	93.6	13.1	100.0
合計 Overall	231.3	9.3	2 252.3	90.7	2 483.5	100.0

表 3.6c 按職業及在工作時間內有否休息時段劃分的私營機構僱員數目
Table 3.6c Employees in the private sector by occupation and whether had rest breaks during working hours

職業 Occupation	在工作時間內有否休息時段 Whether had rest breaks during working hours					
	有 Yes		沒有 No		總計 Total	
	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 %
經理及行政級人員 Managers and administrators	5.0	2.9	170.7	97.1	175.7	100.0
專業及輔助專業人員 Professionals and associate professionals	43.6	7.1	568.9	92.9	612.5	100.0
文員 Clerks	14.3	2.8	496.1	97.2	510.5	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	31.3	9.1	313.1	90.9	344.4	100.0
工藝及有關人員 Craft and related workers	84.3	34.2	162.5	65.8	246.8	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	14.7	7.7	177.2	92.3	191.9	100.0
非技術工人 Elementary occupations	37.7	9.4	362.0	90.6	399.8	100.0
其他 Others	0.3	13.0	1.8	87.0	2.0	100.0
合計 Overall	231.3	9.3	2 252.3	90.7	2 483.5	100.0

表 3.7a 按平均每次休息時間及每工作天工作時間內的休息次數劃分的在工作時間內有休息時段的私營機構僱員數目
Table 3.7a Employees in the private sector having rest breaks during working hours by average duration of rest break and number of rest breaks during working hours per working day

平均每次休息時間 (分鐘) Average duration of rest break (minutes)	每工作天工作時間內的休息次數 Number of rest breaks during working hours per working day							
	1		2		≥ 3		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 %	人數 No. of persons (‘000)	百分比 %
< 15	7.5	3.9	6.0	17.5	2.0	41.4	15.5	6.7
15 - < 20	61.7	32.1	18.8	54.8	2.3	46.6	82.7	35.8
20 - < 30	8.9	4.6	1.4	4.2	0.3	5.6	10.6	4.6
30 - < 45	92.3	48.1	6.3	18.3	-	-	98.6	42.6
≥ 45	21.7	11.3	1.8	5.2	0.3	6.4	23.8	10.3
總計* Total*	192.1	100.0 (83.1)	34.2	100.0 (14.8)	4.9	100.0 (2.1)	231.3	100.0 (100.0)

註釋：* 括號內的數字顯示在所有於工作時間內有休息時段的私營機構僱員中所佔的百分比。

Notes : * Figures in brackets represent the percentages in respect of all employees in the private sector who had rest breaks during working hours.

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Some estimates are based on only a small number of observations and thus should be interpreted with caution.

表 3.7b 按休息時段的開始及終結時間是否固定劃分的在工作時間內有休息時段的私營機構僱員數目
Table 3.7b Employees in the private sector having rest breaks during working hours by whether the start time and end time of rest breaks were fixed

休息時段的開始及終結時間是否固定 Whether the start time and end time of rest breaks were fixed	人數 No. of persons ('000)	百分比 %
所有休息時段的開始及終結時間均有固定 The start time and end time of all rest breaks were fixed	166.6	72.0
只部分休息時段的開始及終結時間有固定 The start time and end time of some rest breaks were fixed	25.7	11.1
所有休息時段的開始及終結時間均沒有固定 The start time and end time of all rest breaks were not fixed	39.0	16.9
總計 Total	231.3	100.0

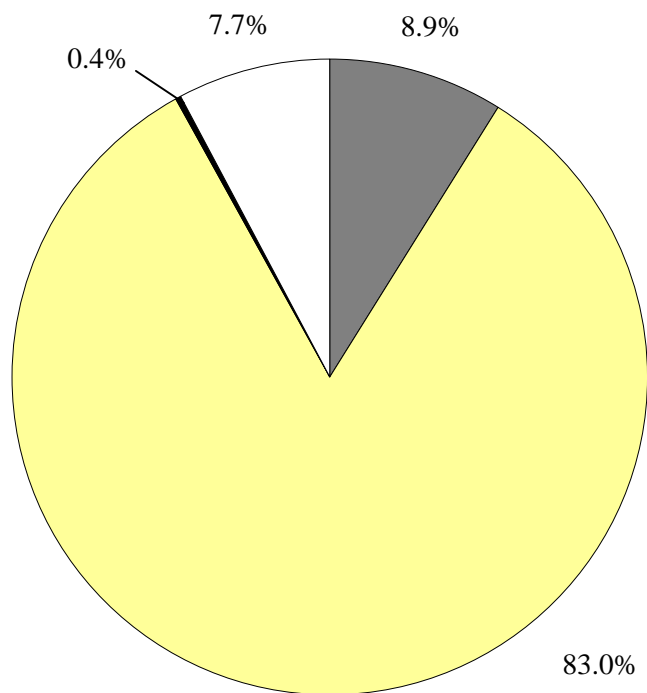
表 3.7c 按每次休息是否需要先知會僱主/主管劃分的在工作時間內有休息時段的私營機構僱員數目
Table 3.7c Employees in the private sector having rest breaks during working hours by whether had to inform employer/supervisor before taking each rest break

每次休息是否需要先知會僱主/主管 Whether had to inform employer/supervisor before taking each rest break	人數 No. of persons ('000)	百分比 %
每次都需要 Yes, every time	47.8	20.7
有時需要 Yes, sometimes	27.7	12.0
全部不需要 No need	155.8	67.4
總計 Total	231.3	100.0

表 3.8 按在工作時間內沒有休息時段的原因劃分的在工作時間內沒有休息時段的私營機構僱員數目
Table 3.8 Employees in the private sector not having rest breaks during working hours by reason for not having rest breaks during working hours

在工作時間內沒有休息時段的原因 Reason for not having rest breaks during working hours	人數 No. of persons ('000)	百分比 %
公司沒有這個制度/行業沒有這個常規 No such policy in company/not the norm of trade	2 106.0	93.5
工作量很大/人手不足 Heavy workload/insufficient manpower resources	95.5	4.2
每天工作時數少 Short working hours per day	50.8	2.3
總計 Total	2 252.3	100.0

圖 3.1 按在工作時間內有否用膳或休息時段劃分的私營機構僱員的百分比分布
Chart 3.1 Percentage distribution of employees in the private sector by whether had meal breaks or rest breaks during working hours



在工作時間內有否用膳或休息時段

Whether had meal breaks or rest breaks during working hours

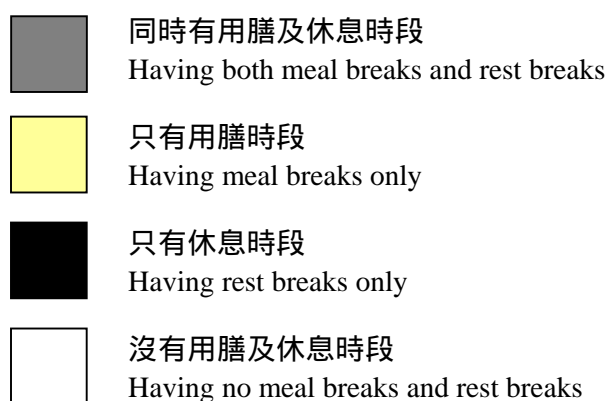
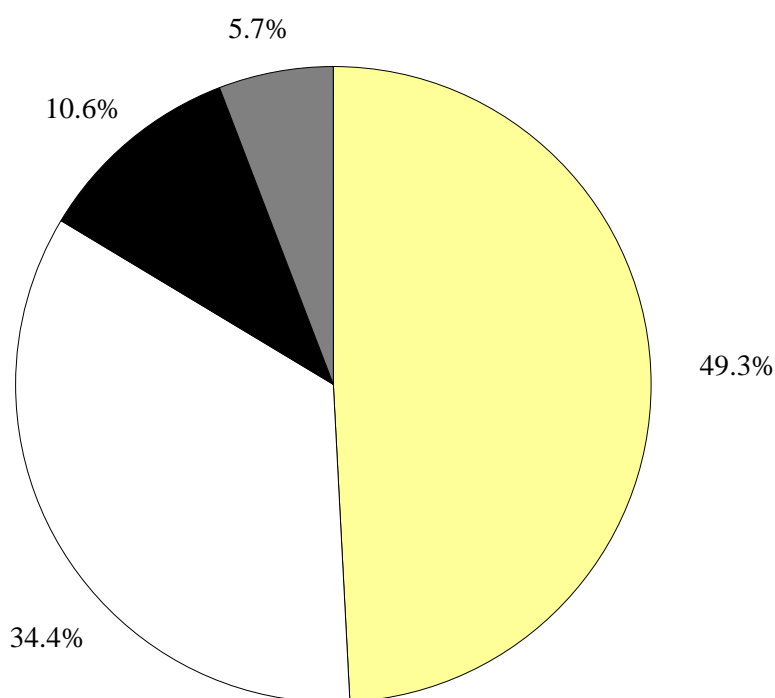


圖 3.2 按在工作時間內沒有用膳時段的原因劃分的在工作時間內沒有用膳時段的私營機構僱員的百分比分布
Chart 3.2 Percentage distribution of employees in the private sector not having meal breaks during working hours by reason for not having meal breaks during working hours



在工作時間內沒有用膳時段的原因

Reason for not having meal breaks during working hours





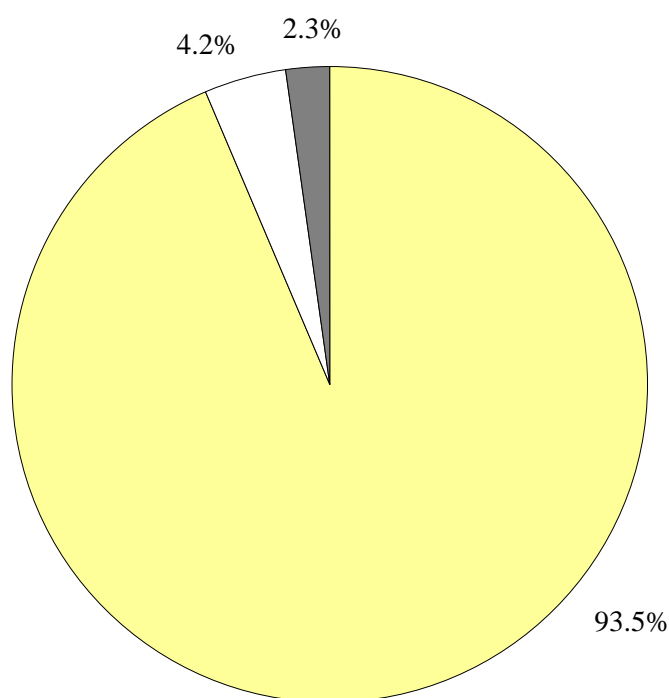



-  需隨時準備工作/執勤
Needed to stand-by for work at any time
-  每天工作時數少
Short working hours per day
-  公司/行業的常規
Norm of company/trade
-  工作量很大/人手不足
Heavy workload/insufficient manpower resources

圖 3.3 按在工作時間內沒有休息時段的原因劃分的在工作時間內沒有休息時段的私營機構僱員的百分比分布
Chart 3.3 Percentage distribution of employees in the private sector not having rest breaks during working hours by reason for not having rest breaks during working hours



在工作時間內沒有休息時段的原因

Reason for not having rest breaks during working hours

-  公司沒有這個制度/行業沒有這個常規
No such policy in company/not the norm of trade
-  工作量很大/人手不足
Heavy workload/insufficient manpower resources
-  每天工作時數少
Short working hours per day

附錄一：統計調查方法

Appendix 1: Survey methodology

專題訪問的樣本設計

A1.1 專題訪問為「綜合住戶統計調查」的附加部分，旨在以非經常性的形式搜集有關選定社會事項的統計資料，供政府各決策局/部門檢討及制定政策時參考。下文 A1.2-A1.6 段為「綜合住戶統計調查」的樣本設計簡介。

「綜合住戶統計調查」的涵蓋範圍

A1.2 「綜合住戶統計調查」是一項政府統計處自一九八一年八月開始持續進行的抽樣統計調查，旨在搜集有關勞動人口、就業、失業及就業不足的資料。此外，亦有搜集有關全港人口的人口、社會及經濟特徵的資料。「綜合住戶統計調查」亦會按政府各決策局/部門的要求，透過其附加部分，包含一些特別設計的問題以搜集有關選定社會專題的統計資料。

A1.3 專題訪問乃是透過「綜合住戶統計調查」進行。「綜合住戶統計調查」涵蓋全港陸上非住院人口，下列人士並不包括在內：

- (a) 公共機構/社團院舍的住院人士；及
- (b) 水上居民。

「綜合住戶統計調查」的涵蓋範圍約佔居港人口(包括常住居民¹及流動居民²)的99%。

註釋：¹「常住居民」包括兩類人士：(一)在統計時點之前的六個月內，在港逗留最少三個月，又或在統計時點之後的六個月內，在港逗留最少三個月之香港永久性居民，不論在統計時點他們是否身在香港；及(二)在統計時點身在香港的香港非永久性居民。

²至於「流動居民」，是指在統計時點之前的六個月內，在港逗留最少一個月但少於三個月，又或在統計時點之後的六個月內，在港逗留最少一個月但少於三個月之香港永久性居民，不論在統計時點他們是否身在香港。

Sample design of the special topic enquiry (STE)

A1.1 The STE, which is a supplementary part of the General Household Survey (GHS), aims at collecting statistical data on selected social issues on an ad hoc basis to facilitate policy review and policy formulation by Government policy bureaux/departments. Paragraphs A1.2-A1.6 give a brief account of the sample design of the GHS.

Coverage of the General Household Survey

A1.2 The GHS is a sample survey which has been conducted by the Census and Statistics Department on a continuous basis since August 1981. The main objective of the GHS is to collect data on the labour force, employment, unemployment and underemployment. Some information on the demographic and socio-economic characteristics of the population is also obtained. In addition, through the use of a supplementary part, the GHS also includes some specially designed questions to collect statistical data on selected social topics required by other Government policy bureaux/departments.

A1.3 The GHS through which the STEs are conducted covers the land-based non-institutional population of Hong Kong. The following categories of people are excluded :

- (a) inmates of institutions; and
- (b) persons living on board vessels.

The GHS thus covers about 99% of the Hong Kong Resident Population (i.e. including both Usual Residents¹ and Mobile Residents²).

Notes: ¹ 'Usual Residents' include two categories of people: (1) Hong Kong Permanent Residents who have stayed in Hong Kong for at least three months during the six months before or for at least three months during the six months after the reference time-point, regardless of whether they are in Hong Kong or not at the reference time-point; and (2) Hong Kong Non-permanent Residents who are in Hong Kong at the reference time-point.

² As for 'Mobile Residents', they are Hong Kong Permanent Residents who have stayed in Hong Kong for at least one month but less than three months during the six months before or for at least one month but less than three months during the six months after the reference time-point, regardless of whether they are in Hong Kong or not at the reference time-point.

「綜合住戶統計調查」的抽樣框

A1.4 「綜合住戶統計調查」是以屋宇單位的樣本作依據。該樣本是從本港所有供居住用途及只部分作居住用途的永久性屋宇單位及小區內的屋宇單位中，以一個根據科學方法設計的抽樣系統選出。抽樣單位包括在已建設地區內的永久性屋宇單位及在非建設地區內的小區。

A1.5 「綜合住戶統計調查」採用政府統計處設立的屋宇單位框作為抽樣框，當中包括兩部分：(i)屋宇單位檔案庫和(ii)小區檔案庫。屋宇單位檔案庫載有在已建設地區內（包括市區、新市鎮和其他主要發展區）所有永久性屋宇單位地址的電腦化紀錄。每個屋宇單位均以一個獨有的地址作識別，並詳列街道名稱、大廈名稱、層數和單位號碼。

A1.6 小區檔案庫載有在非建設地區內的小區的紀錄，有關紀錄以相對較永久和可辨認的標記（例如小徑和河流）來劃分。每個小區約有 10 個屋宇單位。由於在非建設地區內的屋宇單位未必有明確的地址，以致未能個別識別，故此以小區作為在非建設地區內的抽樣單位的安排是有必要的。

問卷

A1.7 「綜合住戶統計調查」的問卷分兩部分：

- (a) 核心部分用以搜集有關勞動人口特徵的詳細資料；及
- (b) 附加的專題訪問部分包括特別設計的問題，用以搜集有關一些特定社會專題的資料。

資料搜集方法

A1.8 專題訪問採用面談方式進行訪問。在訪問中，曾接受良好訓練及富經驗的訪問員邀請受訪者回答一系列客觀及清晰界定的問題，

Sampling frame of the GHS

A1.4 The GHS is based on a sample of quarters selected from all permanent quarters and quarters in segments which are for residential and partially residential purposes in Hong Kong in accordance with a scientifically designed sampling scheme. The sampling units are permanent quarters in built-up areas and segments in non-built-up areas.

A1.5 The GHS makes use of the frame of quarters maintained by the Census and Statistics Department as the sampling frame. The frame consists of two parts: (i) Register of Quarters (RQ) and (ii) Register of Segments (RS). The RQ contains computerized records of all addresses of permanent quarters in built-up areas (including urban areas, new towns and other major developed areas). Each unit of quarters is identified by a unique address with details such as street name, building name, floor number and flat number.

A1.6 The RS contains records of segments in non-built-up areas which are delineated by relatively permanent and identifiable landmarks such as footpath and river. There are about 10 quarters in each segment. The use of segments as the sampling unit in non-built-up areas is necessary since the quarters in these areas may not have clear addresses and cannot readily be identified individually.

Questionnaire

A1.7 The questionnaire for the GHS consists of two parts :

- (a) a core part designed to collect detailed information on labour force characteristics; and
- (b) a supplementary part on STE containing specially designed questions to collect data on a number of specified social topics.

Data collection method

A1.8 Face-to-face interviewing with the selected respondents is employed in the STE. During the interview, a series of objective and well-defined questions are asked by well-trained

以搜集所需有關各類特定社會專題的統計資料。

and experienced interviewers to collect the required statistical data on specified social topics.

A1.9 為確保所搜集資料的素質，所有完成的問卷都要經過不同階段的檢定程序，有問題的個案再由外勤職員覆核。另外亦採取一連串的措施，以盡量減少誤差。

A1.9 To safeguard the quality of the collected data, completed questionnaires are subject to editing processes and the doubtful cases are verified by field officers. Various measures are adopted to minimize errors as far as practicable.

估計的可靠性

Reliability of the estimates

A1.10 專題訪問的結果受抽樣誤差和非抽樣誤差影響。對於一些只是基於樣本內所得的少數觀察而作出的估計，其抽樣誤差程度會較大。其中特別是「零」值的估計，可能是一個小數值的數字，而並非是零。這些估計須謹慎闡釋。

A1.10 Findings of the enquiries are subject to sampling error and non-sampling error. For those estimates which are based on only a small number of sample observations, the sampling error may be relatively large. In particular, a zero figure may mean a non-zero figure of a small magnitude. These estimates should be interpreted with caution.

A1.11 在比較本報告書所列載各種變數估計的精確程度時，可採用離中系數。離中系數的計算方法，是將標準誤差除以有關估計，再以百分比表示。標準誤差是根據統計原理所訂的公式計算。一般來說，標準誤差與總體內各元素的變異、樣本規模和樣本設計相關。

A1.11 For comparing the precision of the estimates of various variables in this report, the *coefficient of variation* (CV) can be used. CV is obtained by expressing the *standard error* (SE) as a percentage of the estimate to which it refers. In turn, the SE is computed according to a formula which is established on the basis of statistical theory. Generally speaking, the SE is related to the variability of the elements in the population, the size of the sample and the sample design adopted for the survey.

A1.12 本報告書所列載的主要變數估計的離中系數如下：

A1.12 The CV of the estimates of the main variables presented in this report are given below :

變數 Variable	估計 Estimate	離中系數 CV (%)
離職僱員數目 Number of displaced workers	62 300	4.6
轉工人士數目 Number of job-changers	392 100	2.3
在工作時間內有用膳時段的私營機構僱員數目 Number of employees in the private sector having meal breaks during working hours	2 283 200	0.4
在工作時間內有休息時段的私營機構僱員數目 Number of employees in the private sector having rest breaks during working hours	231 300	4.8

附錄二：詞彙釋義

Appendix 2 : Definition of terms

年齡：指某人在出生後所度過的完整年數。

Age refers to the number of complete years a person has passed since his/her birth date.

每工作天的協議工作時數：指僱員按其與僱主以口頭/書面協議的僱傭合約的條款，每工作天須為其僱主工作的時數。用膳時間並不包括在協議的工作時數內。

Contractual hours of work per working day refers to the number of hours of work per working day which an employee committed to work for his/her employer according to the terms of employment contract made verbally/in written form.

離職僱員：指十七歲及以上而在統計前十二個月內因下列原因離開曾任職兩年或以上的工作的僱員：

Displaced workers refer to persons aged 17 and over who during the 12 months before enumeration, had left a job which they had been engaged for two years or more owing to :

- (a) 公司結束營業；或
- (b) 僱主遷移業務運作至中國內地或其他國家/地區；或
- (c) 職位被取消；或
- (d) 公司工作量不足；或
- (e) 僱主單方面更改僱傭合約的條款；或
- (f) 僱主拖欠工資；或
- (g) 遭解僱。

- (a) company closing down; or
- (b) employer moving operations to the mainland of China or other countries/territories; or
- (c) post being abolished; or
- (d) slack work in company; or
- (e) employer unilaterally varying the terms of employment contract; or
- (f) employer failing/deferring to pay wages; or
- (g) dismissal.

經濟活動身分：人口可劃分為從事經濟活動人口（即勞動人口）及非從事經濟活動人口兩大類。（請參閱**從事經濟活動人口及非從事經濟活動人口**）

Economic activity status : The population can be divided into two main groups, economically active population (that is the labour force) and economically inactive population. (Please see **economically active population** and **economically inactive population**)

從事經濟活動人口：即勞動人口，可再分為就業人口及失業人口。（詳情請參閱**勞動人口**。）

The **economically active population**, synonymous with the **labour force**, comprises the employed population and the unemployed population. (Please see **labour force** for details.)

非從事經濟活動人口：包括所有在統計前七天內並無職位亦無工作的人士，在這七天內正在休假的人士及失業人士除外。料理家務者、退休人士及所有十五歲以下人士等均包括在內。

The **economically inactive population** is made up of those persons who have not had a job and have not been at work during the seven days before enumeration, excluding persons who have been on leave/holiday during the seven-day period and persons who are unemployed. Persons such as home-makers, retired persons and all those below the age of 15 are thus included.

教育程度：指某人在學校或其他教育機構達到的最高教育水平，不論他/她已否完成該項課程。計算教育程度時只包括正式課程。正式課程須符合下列準則：

- 1) 最少為期一學年。
- 2) 入學須具備特定的學歷資格(香港公開大學的學位課程除外)。
- 3) 採用考試方式評定學業成績。

僱員是指為賺取工資、薪金、佣金、小費或實物津貼而為僱主工作的十五歲及以上人士。

行業：指統計前七天內受訪者工作機構的活動類別，分類法是依照「香港標準行業分類（一九九一年）」的主要類別。

製造業：包括棉及其他紗線紡織、棉及其他布料的梭織及針織；漂染、印染、整理；衣著用品、針織及其他紡織製成品的製造；地氈、繩索、細繩、食品、飲品、烟草、鞋履、皮革製品、橡膠製品、塑膠製品、木製品、印刷品、紙品、金屬製品、機械、化學品、化學產品、玻璃及陶器的製造。

建造業：包括樓宇建造、土木工程、敷設水管、敷設電線、安裝及維修冷氣系統。

批發、零售、進出口貿易、飲食及酒店業：包括批發及零售業；進出口貿易業；小販；非固定行業的經紀；其他商業代理人；酒樓；咖啡室；酒店及旅舍。

Educational attainment refers to the highest level of education attained by a person in an educational institution regardless of whether he/she had completed the course. Only formal courses are counted as educational attainment. A formal course must satisfy the following criteria:

- 1) It lasts for at least one academic year.
- 2) It has specific academic qualifications for entrance (except degree courses offered by the Open University of Hong Kong).
- 3) It adopts examinations to assess the academic achievement.

Employees refer to persons aged 15 and over who worked for an employer for wage, salary, commission, tips or payment in kind.

Industry refers to the activity of the establishment in which the respondent worked during the seven days before enumeration. The classification used follows the major divisions of the Hong Kong Standard Industrial Classification (1991).

Manufacturing - including spinning of cotton and other yarn, weaving and knitting of cotton and other fabrics; bleaching, dyeing, finishing; manufacturing of wearing apparel, knitwear and other made-up textile goods; and manufacturing of carpets, cordages, ropes and twines, food, beverage, tobacco, footwear, leather products, rubber products, plastic products, wood products, printed matters and paper products, metal products, machinery, chemicals, chemical products, glass and pottery.

Construction - including building construction, civil engineering, plumbing, electrical wiring, air-conditioning installation and repair.

Wholesale, retail and import/export trades, restaurants and hotels - including wholesale and retail trades; import and export trades; peddlers; Chinese general brokers; other commercial agents; restaurants; cafes; hotels and boarding houses.

運輸、倉庫及通訊業：包括陸路運輸、海上運輸及空運業；運輸業的附帶服務；貨棧及倉庫；郵政及電訊業。

Transport, storage and communications - including land transport, water transport and air transport; services allied to transport; storage and warehousing; and post and telecommunications.

金融、保險、地產及商用服務業：包括金融；保險；地產；律師、會計師、核數師、建築師、測量師及廣告公司的辦事處及資料處理服務。

Financing, insurance, real estate and business services - including financing; insurance; real estate; offices of lawyers, accountants, auditors, architects, surveyors and advertising agents and data processing services.

社區、社會及個人服務業：包括政府服務；教育服務；醫療、牙科及其他保健服務；衛生服務；福利機構；宗教團體；電影院及劇院；電台及電視台；圖書館及博物館；電器修理店；車輛維修店以及其他家庭及個人服務。

Community, social and personal services - including government services; educational service; medical, dental and other health services; sanitary services; welfare institutions; religious organizations; cinemas and theatres; radio and television broadcasting; libraries and museums; electrical repair shops; automobile repair garages and other household and personal services.

其他：包括「農業及漁業」、「採礦及採石業」、「電力、燃氣及水務業」等行業，及報稱的行業不能分類或描述不足。

Others - including such industries as 'Agriculture and fishing'; 'Mining and quarrying'; 'Electricity, gas and water' and industrial activities inadequately described or unclassifiable.

轉工人士：指十五歲及以上而在統計時正在就業並於過去十二個月內曾在香港轉工的人士。

Job-changers - refer to persons aged 15 and over who were employed at the time of enumeration and had changed jobs in Hong Kong during the past 12 months.

有關轉工的定義，就業人士在下列任何一種情況下，均被視為「**曾轉工**」：

Regarding the definition of job changes, an employed person was regarded as '**having changed job**' under one of the following conditions :

- (a) 不論是否在同一機構內，曾轉換就業身分。例如一名室內設計師由自己承辦裝修工程的自僱人士轉為一間建築公司的僱員；**或**
- (b) 不論是否在同一機構內，曾轉換從事的行業/職業；**或**

- (a) change in the employment status, regardless of whether he/she was still working in the same establishment. For instance, a self-employed interior designer who originally worked for profit in his/her own profession became an employee in a construction company; **or**
- (b) change in the industry/occupation engaged, regardless of whether he/she was still working in the same establishment; **or**

- | | |
|--|--|
| <p>(c) 曾轉換其所屬的僱主/機構/判頭。例如一名傢俬木匠交替性地替兩名不同的判頭工作，則他/她每次轉換判頭工作時均算作曾轉工；<i>或</i></p> <p>(d) 不論是否在同一機構內，曾轉換聘用形式。例如一名長俸制的僱員於領取退休金後，再被同一僱主以合約形式聘用；<i>或</i></p> <p>(e) 曾間歇性地為同一僱主/機構/判頭工作，但在完成一項工作後，其僱主/機構/判頭並沒有承諾/協定下一次的工作時間。例如一名從事裝修工程的僱員替其判頭完成一項工程後，該判頭並沒有承諾下一項工程的工作時間；即使該僱員於數天後再被同一判頭僱用參與另一項工程，仍算作曾轉工。</p> | <p>(c) change in employer/establishment/contractor. For example, if a furniture carpenter worked for two different contractors alternately, he/she was regarded as having changed job every time when he/she stopped working for one contractor and went to work for the other contractor; <i>or</i></p> <p>(d) change in the mode of employment, regardless of whether he/she was still working in the same establishment. For instance, a pensionable employee was employed by the same employer on contract basis after receiving the gratuity for retirement; <i>or</i></p> <p>(e) without a commitment for employment with the same employer/establishment/contractor for the next job after completing the current one, though the employee had been working for the same employer/ establishment/ contractor intermittently for a period of time. For example, a decorator was not certain whether his/her contractor would employ him/her for the next job after completing the current job. This employee was regarded as having changed job even if he/she was employed to work for the same contractor in another job a few days later.</p> |
|--|--|

勞動人口：指十五歲及以上陸上人口，並符合下列就業人口或失業人口定義的人士。水上居民並不包括在內。

Labour force refers to the land-based population aged 15 and over who satisfy the criteria for inclusion in the employed population or the unemployed population as defined below. Persons living on board vessels are excluded.

就業人口：

The employed population

- | | |
|--|---|
| <p>1) 由所有就業人士構成。一名十五歲或以上人士如符合下列情況，可界定為就業人士：</p> <p>a) 統計前七天內從事一些工作賺取薪酬或利潤；<i>或</i></p> | <p>1) This comprises all employed persons. For a person aged 15 or over to be classified as employed, that person should:</p> <p>a) be engaged in performing work for pay or profit during the seven days before enumeration; <i>or</i></p> |
|--|---|

- b) 有一份正式工作(即該人士持續支取工資或薪金;或已獲保證或已有既定日期返回工作崗位或所經營之業務;或正支取補償費而無須接受其他工作)。
- b) have formal job attachment (i.e. that the person has continued receipt of wage or salary; *or* has an assurance or an agreed date of return to job or business; *or* is in receipt of compensation without obligation to accept another job).
- 2) 就業人士可分為：
- 2) Employed persons can be categorized into:
- 自營作業者*：從事本身業務/職業時為賺取利潤或費用而工作，並沒有僱用他人或受僱於人。
- Self-employed*: A person who works for profit or fees in his/her own business/profession, neither employed by someone nor employing others.
- 僱主*：從事本身業務/職業時為賺取利潤或費用而工作，最少僱用一人為其工作。
- Employer*: A person who works for profit or fees in his/her own business/profession and employs one or more persons to work for him/her.
- 僱員*：為賺取工資、薪金、佣金、小費或實物津貼而為僱主（私營公司或政府）工作。外發工、家庭傭工和支薪家庭從業員亦包括在內。
- Employee*: A person who works for an employer (private companies or government) for wage, salary, commission, tips, or payment in kind. This also includes outworker, domestic helper and paid family worker.
- 3) 為有關家屬生意工作而並無收取報酬的無酬家庭從業員，應視作就業人士。報酬不包括膳宿和零用錢，但若他們因工作而定時支取報酬，應視為僱員。
- 3) Unpaid family workers who work for no pay in a family business are considered as employed. Food and lodging and pocket money are not counted as pay. However, if the workers receive regular pay for the work performed, they should be regarded as employees.
- 4) 支取現金報酬或實物津貼的學徒，應視作就業人士。
- 4) Apprentices who receive payment in cash or in kind are regarded as employed.
- 5) 沒有按所做工作支取現金報酬或實物津貼的志願工作者，而本身並無從事一份工作或企業，不應視作就業人士。
- 5) Volunteer workers who perform some work not for any payment in cash or in kind, and who do not have a job or an enterprise are not regarded as employed.

失業人口：

- 1) 由所有失業人士構成。一名十五歲或以上人士如符合下列情況，便界定為失業人士：
 - a) 在統計前七天內並無職位，且並無為賺取薪酬或利潤而工作；**及**
 - b) 在統計前七天內隨時可工作；**及**
 - c) 在統計前三十天內有找尋工作。

另外，一名十五歲或以上的人士，如果他/她符合上述(a)和(b)的條件，但由於相信沒有工作可做而在統計前三十天內沒有找尋工作，亦會被界定為失業，即所謂「因灰心而不求職的人士」。

- 2) 除上述情況外，下列人士亦視作失業人士：
 - a) 並無職位，有找尋工作，但由於暫時生病而不能工作的人士；**及**
 - b) 並無職位，且隨時可工作，但由於下列原因並無找尋工作的人士：
 - i) 已為於稍後時間擔當的新工作或開展的業務作出安排；**或**
 - ii) 正期待返回原來的工作崗位（例如散工在有需要時通常會獲通知開工）。

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。

The unemployed population

- 1) This comprises all unemployed persons. For a person aged 15 or over to be classified as unemployed, that person should:
 - a) not have had a job and should not have performed any work for pay or profit during the seven days before enumeration; **and**
 - b) have been available for work during the seven days before enumeration; **and**
 - c) have sought work during the thirty days before enumeration.

Besides, if a person aged 15 or over fulfils the conditions (a) and (b) above but has not sought work during the thirty days before enumeration because he/she believed that work was not available, he/she is still classified as unemployed, being regarded as a so-called 'discouraged worker'.

- 2) Notwithstanding the above, the following types of persons are also classified as unemployed:
 - a) persons without a job, have sought work but have not been available for work because of temporary sickness; **and**
 - b) persons without a job, have been available for work but have not sought work because they:
 - i) have made arrangements to take up a new job or to start business at a subsequent date; **or**
 - ii) were expecting to return to their original jobs (e.g. casual workers are usually called back to work when service is needed).

Main employment refers to the job on which a person spent most of his/her time if he/she had more than one job at the time of enumeration. All other jobs were regarded as secondary employment.

用膳時段：指由僱主口頭或書面指定的一段於工作時間內的連續期間，僱員在該段期間內可以用膳及有權不為其僱主工作。

每月就業收入：指上月因就業而獲得的收入。就僱員來說，收入包括工資和薪金、花紅、佣金、房屋津貼、逾時工作津貼及勤工津貼，但不包括補薪。

職業：指在統計前七天內某人所從事的主要工作種類、性質及主要職務。分類基本上是按照「國際標準職業分類（一九八八年）」或簡稱ISCO-88 的主要組別，並因應本港情況作出修訂。

經理及行政級人員：包括政府的行政人員、專員及署/處長、領事、議員；工商界、進出口貿易、批發和零售業、飲食及旅店業、運輸、電力、燃氣、水務及其他服務、以及漁農業中的董事、執行總監、總裁、總經理、專職經理、分行經理及小型機構經理。

專業人員：包括合資格的專業科學家、醫生、牙醫及其他醫療專業人員；建築師、測量師及工程師；大學及專上學院的校長、院長、教職員及行政人員；中學校長及教師；統計師、數學家、電腦系統分析員及程序編寫員；律師及法官；會計師；商界顧問及分析員；社會工作者；翻譯員及傳譯員；新聞編輯及新聞記者；作家；圖書館管理員及宗教活動專業人員。

Meal break refers to a continuous period within working hours specified verbally/in written form by an employer during which an employee could have meal and abstain from working for the employer.

Monthly employment earnings refer to earnings from employment during the last month. For employees, they include wage and salary, bonus, commission, housing allowance, overtime allowance and attendance allowance. However, back pays are excluded.

Occupation refers to the kind of work, nature of duties and main task performed by a person in his/her main job during the seven days before enumeration. The classification used basically follows the major groups of the International Standard Classification of Occupations (1988) or ISCO-88 for abbreviation, with local adaptation for Hong Kong.

Managers and administrators - including administrators, commissioners and directors in government service; consuls; councillors; directors, chief executive officers, presidents, general managers, functional managers, branch managers and small business managers in industry, commerce, import and export trades, wholesale and retail trades, catering and lodging services, transport, electricity, gas, water and other services and agricultural and fishery sectors.

Professionals - including qualified professional scientists, doctors, dentists and other medical professionals; architects, surveyors and engineers; vice-chancellors, directors, academic staff and administrators of university and post-secondary college; principals and teachers of secondary school; statisticians; mathematicians; system analysts and computer programmers; lawyers and judges; accountants; business consultants and analysts; social workers; translators and interpreters; news editors and journalists; writers; librarians and members of religious orders.

輔助專業人員：包括科學技術員、護士及助產士、牙科助理及其他保健輔助專業人員；建築、測量及工程技術員；光學及電子儀器控制員；船隻領航員及空中交通指揮員；小學及幼稚園/幼兒院校長及教師；統計助理；電腦操作員；法律文員；會計督導員；公共關係主任；營業代表；設計師；屋邨經理；社會工作助理；警隊及其他紀律部隊的警司、督察及主任；藝人及運動員。

文員：包括速記員、秘書及打字員；簿記、金融、船務、存案及人事部文員；出納員及銀行櫃位員；接待員及查詢文員。

服務工作及商店銷售人員：包括空中小姐及導遊；管家；廚師及侍應生；保姆；理髮師及美容師；警隊及其他紀律部隊的員佐級人員；運輸指導員及其他服務工作人員；批發及零售商店推銷員；店員及時裝模特兒。

工藝及有關人員：包括礦工及採石工人；砌磚工人、木匠及其他建造業工人；金屬模工；鐵匠；機械、電器及電子儀器技工；珠寶工人及手錶製造工人；製陶工人；排字工人；麵包師傅、食品及飲品處理工人；油漆工人；紡織、成衣、皮革、橡膠和塑膠行業的工人及其他工藝工人。

機台及機器操作員及裝配員：包括鑽井工人及鏟床操作員；礦熔爐操作員；磚及磁磚燒窯工人；鋸木廠鋸工；造紙工人；化學處理機台操作員；發電廠及鍋爐操作員；石棉水泥產品製造工人；金屬整理工人及電鍍工人；牛奶製品及其他食品處理機器操作員；印刷機操作員；生產紡織、橡膠及塑膠製品的機器操作員；裝配員；司機；海員及其他工廠及機器操作員。

Associate professionals - including science technicians, nurses and midwives, dental assistants and other health associate professionals; architectural, surveying and engineering technicians; optical and electronic equipment controllers; ship pilots and air traffic controllers; principals and teachers of primary school and kindergarten/nursery; statistical assistants; computer operators; law clerks; accounting supervisors; public relation officers; sales representatives; designers; estate managers; social work assistants; superintendents, inspectors and officers of the police and other discipline services; performers and sportsmen.

Clerks - including stenographers, secretaries and typists; bookkeeping, finance, shipping, filing and personnel clerks; cashiers and tellers; receptionists and information clerks.

Service workers and shop sales workers - including air hostesses and travel guides; house stewards; cooks and waiters; baby-sitters; hairdressers and beauticians; rank and file of the police and other discipline services; transport conductors and other service workers; wholesale and retail salesmen in shops; shop assistants and fashion models.

Craft and related workers - including miners and quarrymen; bricklayers, carpenters and other construction workers; metal moulders; blacksmiths; machinery, electric and electronic instrument mechanics; jewellery workers and watch makers; potters; typesetters; bakers, food and beverage processors; painters; craft workers in textile, garment, leather, rubber and plastic trades and other craft workers.

Plant and machine operators and assemblers - including well drillers and borers; ore smelting furnace operators; brick and tile kilnmen; sawmill sawyers; paper makers; chemical processing plant operators; power-generating plant and boiler operators; asbestos cement products makers; metal finishers and electroplaters; dairy and other food processing machine operators; printing machine operators; machine operators for production of textile, rubber and plastic products; assemblers; drivers; seamen and other plant and machine operators.

非技術工人：包括小販；家務助理及清潔工人；信差；私人護衛員；看更；貨運工人；電梯操作員；建造業雜工；包裝工人；漁農業雜工。

其他：包括農夫、畜牧業工人及漁夫、及報稱的職業不能分類或描述不足。

部分時間制工作：指就業人士所從事的主業符合下列的準則

- (a) 每周通常工作少於五天(適用於每周有固定工作日數的就業人士)；**或**
- (b) 每個工作日通常工作少於六小時(適用於每周有固定工作日數的就業人士)；**或**
- (c) 每周通常工作少於三十小時(適用於每周沒有固定工作日數的就業人士)。

但通常每次值班工作時間為二十四小時的人士，不論他們每周通常工作多少天，均不包括在內。

休息時段：指由僱主口頭或書面指定的一段於工作時間內的連續期間，僱員在該段期間內可以休息及有權不為其僱主工作。

失業人口（請參閱勞動人口內的**失業人口**）

Elementary occupations - including street vendors; domestic helpers and cleaners; messengers; private security guards; watchmen; freight handlers; lift operators; construction labourers; hand packers; agricultural and fishery labourers.

Others - including farm workers, animal husbandry workers and fishermen, and occupations unidentifiable and inadequately described.

Part-time job refers to an employed person's *main employment* had to meet the following criteria

- (a) the number of usual days of work per week was less than 5 (for an employed person with a fixed number of working days per week); **or**
- (b) the number of usual hours of work per working day was less than 6 (for an employed person with a fixed number of working days per week); **or**
- (c) the number of usual hours of work per week was less than 30 (for an employed person without a fixed number of working days per week).

However, persons who usually worked 24 hours per shift were excluded, regardless of the usual number of working days per week.

Rest break refers to a continuous period within working hours specified verbally/in written form by an employer during which an employee could take a rest and abstain from working for the employer.

Unemployed population (Please see *unemployed population* under **labour force**)

附錄三：曾出版的從綜合住戶統計調查搜集所得的社會資料專題報告書
Appendix 3 : Previously released Special Topics Reports on social data
collected via the General Household Survey

曾出版的專題報告書

Previously released Special Topics Reports

第一號專題報告書

英文版，已售罄

- 就醫情況 (11/1982-1/1983)
- 有關吸煙及呼吸系統疾病的流行病學統計調查 (5/1982-7/1982)
- 體育及野外康樂活動 (2/1982-3/1982)
- 學生在家溫習的時間 (11/1982-1/1983)
- 勞工流動情況 (1/1982-3/1982)
- 部分時間工作 (5/1982-7/1982)
- 氣體安全 (2/1983-4/1983)
- 住戶飼養的貓狗數目 (1/1982-3/1982)

Special Topics Report No. I

English version, out of stock

- Doctor consultation (11/1982-1/1983)
- Epidemiological survey on smoking and diseases of the respiratory system (5/1982-7/1982)
- Sports and countryside recreational activities (2/1982-3/1982)
- Time spent on home study by students (11/1982-1/1983)
- Labour mobility (1/1982-3/1982)
- Part-time employment (5/1982-7/1982)
- Gas safety (2/1983-4/1983)
- Number of cats/dogs kept in households (1/1982-3/1982)

第二號專題報告書

英文版，已售罄

- 就醫情況 (7/1983-9/1983)
- 吸煙習慣 (3/1983)
- 可供使用的汽車及通宵泊車情況 (10/1983-12/1983)
- 上/下班的公共交通支出 (10/1983-12/1983)
- 體育及野外康樂活動 (7/1983-9/1983)
- 勞工流動情況 (7/1983-9/1983)
- 私人住宅的居住面積及密度 (10/1983-12/1983)
- 家居耐用品 (8/1982-10/1982)

Special Topics Report No. II

English version, out of stock

- Doctor consultation (7/1983-9/1983)
- Smoking patterns (3/1983)
- Car availability and overnight parking (10/1983-12/1983)
- Expenditure on public transport in commuting to and from work (10/1983-12/1983)
- Sports and countryside recreational activities (7/1983-9/1983)
- Labour mobility (7/1983-9/1983)
- Living area and occupation density of private households (10/1983-12/1983)
- Household durables (8/1982-10/1982)

第三號專題報告書

英文版，已售罄

- 文盲 (10/1984-12/1984)
- 修讀兼讀課程的情況 (4/1984-6/1984)
- 香港居民在海外獲取高等教育資格的情況 (4/1984-6/1984)
- 私家車使用情況 (10/1984-12/1984)
- 的士使用情況 (8/1984-9/1984)
- 有薪酬的超時工作 (5/1984)
- 僱員病假模式 (7/1984-9/1984)
- 吸煙習慣 (7/1984)

Special Topics Report No. III

English version, out of stock

- Illiteracy (10/1984-12/1984)
- Participation in part-time education (4/1984-6/1984)
- Higher education attained outside Hong Kong by local residents (4/1984-6/1984)
- Availability and use of private cars (10/1984-12/1984)
- Use of taxis (8/1984-9/1984)
- Paid overtime work (5/1984)
- Sick leave pattern of employees (7/1984-9/1984)
- Smoking patterns (7/1984)

第四號專題報告書

英文版，港幣十三元

- 勞工供應及流動情況 (10/1987-12/1987)

Special Topics Report No. IV

English version, HK\$13

Labour supply and mobility (10/1987-12/1987)

第五號專題報告書

英文版，港幣二十九元

- 修讀兼讀課程的情況 (4/1988-6/1988)
- 吸烟習慣 (7/1988)
- 的士使用情況 (8/1987-9/1987)
- 文化表演出席情況 (1/1988-3/1988)
- 僱員病假模式 (8/1987-9/1987)
- 部分時間工作 (4/1988-6/1988)

Special Topics Report No. V

English version, HK\$29

Participation in part-time education
(4/1988-6/1988)
Cigarette smoking pattern (7/1988)
Use of taxis (8/1987-9/1987)
Attending cultural performances
(1/1988-3/1988)
Sick leave pattern of employees
(8/1987-9/1987)
Part-time employment (4/1988-6/1988)

第六號專題報告書

英文版，港幣二十八元

- 郊野公園 (10/1988-12/1988)
- 香港文物保護 (1/1989)
- 就醫情況 (1/1989)
- 上/下班的公共交通支出 (8/1988-9/1988)
- 等候的士時間 (3/1989)
- 家庭傭工 (10/1988-12/1988)
- 在中國工作的香港居民
(10/1988-12/1988)

Special Topics Report No. VI

English version, HK\$28

Country parks (10/1988-12/1988)
Heritage preservation (1/1989)
Doctor consultation (1/1989)
Expenditure on public transport to and from
work (8/1988-9/1988)
Taxi waiting time (3/1989)
Domestic helpers (10/1988-12/1988)
Hong Kong residents working in China
(10/1988-12/1988)

第七號專題報告書

英文版，港幣四十六元

- 在中國工作的香港居民
(10/1989-12/1989)
- 積極找尋其他工作的就業人士
(1/1990-3/1990)
- 僱員病假及產假模式 (8/1990-9/1990)
- 入住醫院情況 (10/1989-12/1989)
- 就醫情況 (7/1990)
- 吸烟習慣 (7/1990)
- 玩具安全 (1/1990-3/1990)
- 家庭生活教育服務 (1/1990-3/1990)
- 對家庭服務中心的認識 (4/1990-6/1990)

Special Topics Report No. VII

English version, HK\$46

Hong Kong residents working in China
(10/1989-12/1989)
Employed persons actively seeking other
employment (1/1990-3/1990)
Sick leave pattern and maternity leave pattern
of employees (8/1990-9/1990)
Hospitalization (10/1989-12/1989)
Doctor consultation (7/1990)
Cigarette smoking pattern (7/1990)
Toy safety (1/1990-3/1990)
Family life education service (1/1990-3/1990)
Awareness of family service centres
(4/1990-6/1990)

第八號專題報告書

英文版，港幣四十三元

- 電台廣播的收聽情況 (1/1991-3/1991)
- 文化表演出席情況 (1/1991-3/1991)
- 捐腎情況 (5/1991-6/1991)
- 牙科診治情況 (10/1990-12/1990)
- 入住醫院情況 (7/1991-9/1991)
- 僱主或工作機構提供的醫療福利及醫療保險 (7/1991-9/1991)
- 家庭傭工 (10/1990-12/1990)
- 汽車防盜設施的安裝及使用情況 (4/1991-6/1991)
- 在中國結婚的香港居民 (4/1991-6/1991)

Special Topics Report No. VIII

English version, HK\$43

- Radio audienceship (1/1991-3/1991)
- Attending cultural performances (1/1991-3/1991)
- Kidney donation (5/1991-6/1991)
- Dental consultation (10/1990-12/1990)
- Hospitalization (7/1991-9/1991)
- Medical benefits provided by employer/company and medical insurance (7/1991-9/1991)
- Domestic helpers (10/1990-12/1990)
- Installation and use of anti-theft device in motor vehicles (4/1991-6/1991)
- Hong Kong residents married in China (4/1991-6/1991)

第九號專題報告書

英文版，港幣四十二元

- 家庭傭工 (10/1991-12/1991)
- 在海外獲取高等教育資格的情況 (10/1991-12/1991)
- 等候的士時間 (10/1991-11/1991)
- 就業人士轉職情況 (1/1992-3/1992)
- 電視及錄影機的使用情況 (1/1992-3/1992)

Special Topics Report No. IX

English version, HK\$42

- Domestic helpers (10/1991-12/1991)
- Higher education attained outside Hong Kong (10/1991-12/1991)
- Taxi waiting time (10/1991-11/1991)
- Occupational mobility (1/1992-3/1992)
- Use of television sets and video cassette recorders (1/1992-3/1992)

第十號專題報告書

英文版，港幣五十四元

- 在中國工作的香港居民 (4/1992-6/1992)
- 僱員離職情況 (4/1992-6/1992)
- 香港居民的健康狀況 (7/1992)
- 就醫情況 (8/1992-9/1992)
- 捐贈器官情況 (8/1992-9/1992)
- 學童保健計劃 (8/1992-9/1992)

Special Topics Report No. X

English version, HK\$54

- Hong Kong residents working in China (4/1992-6/1992)
- Worker displacement in Hong Kong (4/1992-6/1992)
- Health status of the population in Hong Kong (7/1992)
- Doctor consultation (8/1992-9/1992)
- Organ donation (8/1992-9/1992)
- School medical services (8/1992-9/1992)

第十一號專題報告書

英文版，港幣八十一元

- 勞工流動情況 (10/1992-1/1993)
- 家庭傭工 (11/1992-2/1993)
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