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這是專題報告書系列中的第三十四號，載列透過「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 thirty-fourth 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. 就業人士轉工情況  
(二零零二年七月至九月)
2. 臨時僱員就業情況  
(二零零二年十月至十二月)
3. 僱員離職情況  
(二零零二年七月至十二月)

### Topics included in this report

#### Topic (Enquiry period)

1. Job-changing of employed persons  
(July to September 2002)
2. Casual employment  
(October to December 2002)
3. Worker displacement  
(July to December 2002)

### 數字進位

由於四捨五入關係，統計圖表內個別項目的數字加起來可能與總數略有出入。

### Rounding of figures

There may be a slight discrepancy between the sum of individual items and the total as shown in the tables and charts owing to rounding.

### 代號

本報告書內各代號的含意如下：

- 零

### Symbol

The following symbol is used throughout the report :

- 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

The list of past Special Topics Reports published in this series is given in **Appendix 3**.

## 統計調查結果摘要 Summary of survey findings

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1. 為加深對勞工市場的了解，政府統計處在二零零二年七月至九月及十月至十二月期間，透過「綜合住戶統計調查」進行三項與勞工相關課題的專題訪問。該三項專題訪問包括「就業人士轉工情況」、「臨時僱員就業情況」及「僱員離職情況」，旨在提供有關下列三類人士的特徵及就業情況的資料，分別為(i)轉工人士；(ii)臨時僱員；及(iii)離職僱員。

2. 該三項專題訪問的結果撮要如下。有關數字指在統計時的情況。

### 就業人士轉工情況

(訪問期間：二零零二年七月至九月)

[專題訪問的主要結果詳見本報告書第一章。]

(a) 369 100 名正在就業並於統計前十二個月內曾在香港轉工的人士(以下稱為轉工人士)

- ◆ 約三分之一的轉工人士是自願離開上一份工作，以及另外三分之一是按最初與僱主的協定完成上一份工作而轉至現時從事的工作。(表 1.2d)
- ◆ 轉工情況在男性和較年輕的就業人士中較為普遍。(表 1.2a)
- ◆ 大部分轉工人士在上一份工作及現時從事的工作都是擔任全職工作。(表 1.2h)
- ◆ 約五分之四的轉工人士從上一份工作轉到現職後仍然從事同一行業類別或同一職業組別的工作。(表 1.2l 及 1.2m)

1. To allow better understanding of the labour market, three enquiries on labour-related topics were conducted via the General Household Survey during July to September and October to December 2002. These three enquiries included "Job-changing of employed persons", "Casual employment" and "Worker displacement". They aimed at providing information on the characteristics and employment situation in respect of three groups of persons, viz. (i) job changers; (ii) casual employees; and (iii) displaced workers.

2. The key findings of the three enquiries are summarized below. They refer to the situation at the time of enumeration.

### Job-changing of employed persons

(Enquiry period : July-September 2002)

[Please see Chapter 1 of this report for details of the major findings.]

(a) 369 100 employed persons who had changed jobs in Hong Kong during the 12 months before enumeration (referred to as **job-changers** hereafter)

- ◆ About one-third of the job-changers left their last job of their own accord while another one-third did so upon completion of work in their last job as initially agreed with their employer before they took up their present job. (Table 1.2d)
- ◆ Job-changing was more commonly observed among male and younger employed persons. (Table 1.2a)
- ◆ Most job-changers were engaged in full-time job in both the last job and the present job. (Table 1.2h)
- ◆ Around four-fifths of the job-changers were still working in the same industry sector, or in the same occupation group after changing from the last job to the present job. (Tables 1.2l and 1.2m)

- ◆ **同行業勞工流動的情況**在從事建造業的就業人士中尤其普遍。另一方面，由於**跨行業勞工流動的情況**，從事其他服務業(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)的就業人數有所增加。(表 1.3)
- ◆ **同職業勞工流動的情況**在工藝及有關人員、機台及機器操作員及裝配員中為最普遍。另一方面，由於**跨職業勞工流動的情況**，經理及行政級人員與專業及輔助專業人員的數目有所增加。(表 1.4)
- ◆ 在轉工人士(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)中，以男性、未受教育或具幼稚園教育程度的人士、在建造業任職的人士及從事較低階層職業的人士(特別是非技術工人)的轉工次數明顯較高。整體而言，該些轉工人士在統計前十二個月內的平均轉工次數為 2.3 次。(表 1.5a-1.5d)
- ◆ **Intra-industry mobility** was much more distinct among employed persons in the construction sector. On the other hand, as a result of **inter-industry mobility**, the other services sector (including the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector) gained more employed persons. (Table 1.3)
- ◆ **Intra-occupation mobility** was most common among craft and related workers, plant and machine operators and assemblers. On the other hand, as a result of **inter-occupation mobility**, the number of managers and administrators, professionals and associate professionals increased. (Table 1.4)
- ◆ The frequency of changing jobs in respect of those job-changers (*other than craftsmen, operatives and labourers in the extraction and building trades in the construction sector*) was apparently higher among male job-changers, among those with no schooling or kindergarten education, among those working in the construction sector and among those at the lower end of the occupation hierarchy (especially workers in elementary occupations). For those job-changers taken together, the average number of times of job changes during the 12 months before enumeration was 2.3. (Tables 1.5a-1.5d)

**臨時僱員就業情況****(訪問期間：二零零二年十月至十二月)***[ 專題訪問的主要結果詳見本報告書第二章。 ]***(b) 80 700 名由僱主按日僱用或僱用一段少於六十天的固定期間的僱員(以下稱為臨時僱員)**

- ◆ 88.1%的臨時僱員是由僱主按日僱用，而11.9%是被僱用一段少於六十天的固定期間的僱員。他們當中接近七成在現職從事全職工作。(表 2.2f)
- ◆ 約三分之二的臨時僱員因為其行業的傳統(例如在建造業中的承判工作)、公司的常規或業務安排而沒有從事固定工作。另五分之一則因未能找到固定工作或公司工作量不足而非自願地沒有從事固定工作。(表 2.2k)
- ◆ 臨時就業的情況在男性僱員與具小學及以下教育程度的僱員中較為普遍。(表 2.2a 及 2.2c)
- ◆ 與所有僱員比較，臨時僱員從事建造業的比例明顯較高，而他們任職為工藝及有關人員與非技術工人的比例亦較高。(表 2.2d 及 2.2e)
- ◆ 約 70 500 名臨時僱員在統計前十二個月內曾在香港轉工，他們在該十二個月期間的轉工次數中位數為十次。(表 2.2m)

**Casual employment****(Enquiry period : October-December 2002)***[Please see Chapter 2 of this report for details of the major findings.]***(b) 80 700 employees who were employed by an employer on a day-to-day basis or for a fixed period of less than 60 days (referred to as casual employees hereafter)**

- ◆ 88.1% of those casual employees were employed by their employer on a day-to-day basis, while 11.9% were employed for a fixed period of less than 60 days. Nearly 70% of them were working full-time in their present job. (Table 2.2f)
- ◆ About two-thirds of the casual employees did not work in permanent job owing to the custom of their trade (e.g. contracting of work in the construction sector) or norm/business arrangement of their company. Another one-fifth was due to involuntary reasons, viz. because of difficulty in finding permanent job or slack work in company. (Table 2.2k)
- ◆ Casual employment was more commonly observed among male employees and employees with primary education and below. (Tables 2.2a and 2.2c)
- ◆ Compared with all employees, a distinctly higher proportion of the casual employees were engaged in the construction sector, and a higher proportion of them worked as craft and related workers and workers in elementary occupations. (Tables 2.2d and 2.2e)
- ◆ Some 70 500 casual employees had changed jobs in Hong Kong during the 12 months before enumeration. Their median number of times of job changes during the 12-month period was 10. (Table 2.2m)

**僱員離職情況**

(訪問期間：二零零二年七月至十二月)

[專題訪問的主要結果詳見本報告書第三章。]

**(c) 78 400 名在統計前十二個月內曾因不同原因而離職的十七歲及以上人士(以下稱為離職僱員<sup>1</sup>)**

- ◆ 他們離職前的任職年資中位數為五年至少於六年。(表 3.1j)
- ◆ 約 28 300 名離職僱員是因其職位被取消而離職，22 700 人則因其所屬的公司結束營業而離職。另 11 000 人是遭僱主解僱。(表 3.1a)
- ◆ 五十歲及以上人士與具小學及以下教育程度人士較大可能離職。(表 3.1b 及 3.1c)
- ◆ 從事製造業的僱員、機台及機器操作員及裝配員與服務工作及商店銷售人員的離職率相對較高。(表 3.1e 及 3.1f)

**Worker displacement**

(Enquiry period : July-December 2002)

[Please see Chapter 3 of this report for details of the major findings.]

**(c) 78 400 persons aged 17 and over who had been displaced from a job for various reasons during the 12 months before enumeration (referred to as displaced workers<sup>1</sup> hereafter)**

- ◆ Their median length of service in the lost job was 5 to less than 6 years. (Table 3.1j)
- ◆ Some 28 300 displaced workers left the job because of the abolition of their posts while 22 700 were due to the closure of the companies in which they worked. Another 11 000 persons were dismissed by their employer. (Table 3.1a)
- ◆ Persons aged 50 and over as well as those with primary education and below tended to have a higher chance of being displaced. (Tables 3.1b and 3.1c)
- ◆ The displacement rate was comparatively higher for employees engaged in the manufacturing sector, for plant and machine operators and assemblers as well as for service workers and shop sales workers. (Tables 3.1e and 3.1f)

<sup>1</sup> 就「僱員離職情況」的專題訪問而言，**離職僱員**是指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。

<sup>1</sup> For the purpose of the enquiry "Worker displacement", **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.

- ◆ 逾六成離職僱員在離職後有找到另一份工作(不論他們在統計時是否仍就業)。他們離職後找尋另一份工作的期間中位數為五十二天。 (表 3.1k 及 3.2a)
- ◆ 十七至四十九歲人士較大可能於離職後重新尋獲工作。 (表 3.1l)
- ◆ 約 46 000 名離職僱員在統計時已重新就業。當中大部分仍然從事與離職前同一行業類別或同一職業組別的工作。 (表 3.3b 及 3.3e)
- ◆ 在所有離職僱員中，27.1%在統計時正失業，而 14.3%則為非從事經濟活動人士。有一點要注意，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 3.1d)
- ◆ Over 60% of the displaced workers had another job after displacement (irrespective of whether they were still being employed at the time of enumeration). Their median duration of seeking another job after displacement was 52 days. (Tables 3.1k and 3.2a)
- ◆ Persons aged 17-49 were more likely to have sought another job after displacement. (Table 3.1l)
- ◆ Some 46 000 displaced workers were employed at the time of enumeration. The majority of them were still working in the same industry sector, or in the same occupation group as their lost job. (Tables 3.3b and 3.3e)
- ◆ 27.1% of the displaced workers were unemployed while 14.3% were economically inactive at the time of enumeration. 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 3.1d)

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

## 引言

1.1 政府統計處在二零零二年七月至九月期間，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，以搜集有關轉工人士特徵的資料。類似的專題訪問曾於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、一九九九年六月至八月、二零零零年十月至十二月及二零零一年十月至十二月期間進行。在適當情況下，是次專題訪問的結果會與過往專題訪問所得的結果作比較。

1.2 在經科學方法抽選的樣本內，約 11 100 個住戶接受了訪問，回應率為 92%。在該些受訪住戶內，對於在「綜合住戶統計調查」核心部分中被界定為正在就業的人士，統計員詢問他們在統計前十二個月內曾否在香港轉工。對於那些在該段期間曾轉工的人士(以下簡稱為「轉工人士」)，他們再被問及在該十二個月內的轉工次數、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找尋工作的期間。此外，統計員亦詢問有關上一份工作及現時從事的工作的資料，如每周通常工作日數及每個工作天通常工作時數(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。

1.3 有關轉工人士的人口、社會及經濟特徵(例如年齡、性別及教育程度)的詳細分析，在「綜合住戶統計調查」的架構下進行。

1.4 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 job-changing of employed persons was conducted via the General Household Survey during July to September 2002 to collect information on the characteristics of job-changers. 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, June to August 1999, October to December 2000 and October to December 2001. Comparison is made with the findings of the previous enquiries where appropriate.

1.2 Some 11 100 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 92%. Within those households, persons identified to be employed persons through 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 done so (hereafter referred to as 'job-changers'), they were further asked the number of times of job changes during the 12-month period, industry and occupation of last job, 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 job before taking up the present job. In addition, information pertaining to the last job and present job such as usual days of work per week and usual hours of work per working day (or usual hours of work per week for those persons without a fixed number of working days per week) was also enquired, based on which a person's job could be classified as a full-time job or a part-time job.

1.3 Detailed analysis of the demographic and socio-economic characteristics (e.g. age, sex and educational attainment) of job-changers was made under the framework of the General Household Survey.

1.4 Based on information collected from the interviewed households, the situation relating 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.

## 概念及定義

1.5 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統計前十二個月內曾在香港轉工的人士。

1.6 有關轉工的定義，一名人士在下列任何一種情況下，均被視為「曾轉工」：

- (a) 一名就業人士曾轉換其就業身分，不論其是否仍在同一機構內工作。例如一名室內設計師由自己承辦裝修工程的自僱人士身分轉為一間建築公司的僱員；*或*
- (b) 一名就業人士曾轉換其從事的行業/職業，不論其是否仍在同一機構內工作；*或*
- (c) 一名僱員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判頭工作，則他/她每次轉換判頭工作時均算作曾轉工；*或*
- (d) 一名僱員在現時從事的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*
- (e) 一名僱員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

## Concepts and definitions

1.5 For the purpose of the 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 12 months before enumeration.

1.6 On the definition of job changes, a person was regarded as 'having changed job' under one of the following conditions :

- (a) an employed person who had changed his/her employment status, irrespective 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) an employed person who had changed the industry/occupation in which he/she engaged, irrespective of whether he/she was still working in the same establishment; *or*
- (c) an employee who had changed his/her employer/establishment/contractor. For example, if a furniture carpenter worked for two 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) an employee who had changed his/her mode of employment in the present establishment. For instance, a pensionable employee was employed by the same employer on contract basis after receiving the gratuity for retirement; *or*
- (e) an employee who had no commitment for employment with the same employer/establishment/contractor for the next job after completing the current one, though he/she had been working for the same employer/

工作時間；即使該僱員於數天後剛巧再獲同一判頭僱用參與另一項工程，仍算作曾轉工。

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 turned out to be employed by the same contractor in another job a few days later.

1.7 至於是項專題訪問所採用有關部分時間制工作的定義，若一名就業人士所從事的主業符合下列的條件，則被視為「部分時間制工作」：

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

- (a) 每周通常工作日數少於五天(適用於每周有固定工作日數的人士)；**或**
- (b) 每個工作天通常工作時數少於六小時(適用於每周有固定工作日數的人士)；**或**
- (c) 每周通常工作時數少於三十小時(適用於每周沒有固定工作日數的人士)。

- (a) the number of usual days of work per week was less than 5 (for a 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 a 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 a 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 number of usual days of work per week.

1.8 若某人做多過一份工作，在統計時佔他/她最多時間的工作算作其主業，其他工作則被視為其兼職。在是項專題訪問中，若一名就業人士在統計時做多過一份工作，現職是指他/她的主業而言。

1.8 For a person with more than one job, the job on which he/she spent most of his/her time at the time of enumeration was regarded as his/her **main employment**. All other jobs were regarded as secondary employment. In this enquiry, the present job referred to the main employment of an employed person if he/she had more than one job at the time of enumeration.

## 專題訪問的主要結果

## Major findings of the enquiry

1.9 在統計前十二個月內曾在香港轉工的就業人士約有 369 100 人，佔在統計時整體就業人口的 11.3%。轉工人士的數目由一九九九年的 354 700 人逐步上升至二零零一年的 432 400 人(或佔當時整體就業人口的 13.2%)，

1.9 Some 369 100 employed persons had changed jobs in Hong Kong during the 12 months before enumeration, accounting for 11.3% of the total employed population at the time of enumeration. The number of job-changers increased steadily from 354 700 in 1999 to

然後明顯回落至二零零二年的 369 100 人(或佔當時整體就業人口的 11.3%)。這可能是在二零零二年時疲弱的勞工市場情況下，就業人士自願離開當時從事的工作的意願較低。(表 1.1)

### 年齡及性別

1.10 在該 369 100 名轉工人士中，逾半(55.8%)為三十至四十九歲人士。十五至二十九歲人士佔 31.4%，而五十歲及以上人士佔 12.8%。轉工人士的整體年齡中位數為三十六歲，稍低於整體就業人口的年齡中位數(三十八歲)。按性別分析，在轉工人士中，男性佔 65.4%，而女性則佔 34.6%。(表 1.2a)

1.11 轉工情況在男性和較年輕的就業人士中較為普遍。男性就業人士轉工的比率為 13.3%，女性轉工的比率則為 8.8%。較年輕人士轉工的比率較高，十五至十九歲就業人士的比率為 19.5%，而二十至二十九歲就業人士的比率則為 14.6%。相比之下，六十歲及以上就業人士的比率只有 6.6%。由於十五至十九歲的青年剛加入勞工市場，當中有較大比例曾經轉工，而年長者選定其職業後，則比例上較少人轉工。(表 1.2a)

### 教育程度

1.12 具不同教育程度的就業人士中，以具小學及以下教育程度者較有可能轉工。未受教育或具幼稚園教育程度者轉工的比率為 14.1%，而具小學教育程度者則為 14.8%。相比之下，具專上教育程度的就業人士轉工的比率明顯較低，具學位程度者轉工的比率為 7.7%，而具非學位程度者則為 8.7%。(表 1.2b)

432 400 (or 13.2% of the total employed population) in 2001 but then dropped visibly to 369 100 (or 11.3% of the total employed population) in 2002. This was probably because employed persons were less inclined to leave jobs of their own accord amidst the slack labour market conditions in 2002. (Table 1.1)

### Age and sex

1.10 Of those 369 100 job-changers, over half (55.8%) were aged 30-49. Another 31.4% were aged 15-29 and 12.8% were aged 50 and over. The median age of all job-changers taken together was 36, slightly lower than the median age of the total employed population, at 38. Analysed by sex, 65.4% of the job-changers were males and 34.6% were females. (Table 1.2a)

1.11 Job-changing was more commonly observed among male and younger employed persons. The rate of male employed persons changing jobs was 13.3%, as compared with 8.8% for their female counterpart. The rate was also higher for younger persons, at 19.5% for employed persons aged 15-19 and 14.6% for those aged 20-29. This compared with only 6.6% for persons aged 60 and over. Among the youngsters aged 15-19, a larger proportion had changed jobs as they first entered the job market, whereas proportionally less older persons did so as they had settled down in their career. (Table 1.2a)

### Educational attainment

1.12 Among employed persons at different levels of educational attainment, those at primary level and below were more likely to change jobs, with the rate of changing jobs at 14.1% for those with no schooling or kindergarten education and 14.8% for those at primary education level. In comparison, employed persons at tertiary education level had much lower rate of changing jobs, at 7.7% for those at degree level and 8.7% for those at non-degree level. (Table 1.2b)

*在統計前十二個月內的轉工次數*

1.13 大部分(227 700 人或 61.7%)轉工人士在統計前十二個月內曾轉工一次。另一方面, 36 400 人(9.9%)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 1.2c)

*離開上一份工作的主要原因*

1.14 在該 369 100 名轉工人士中, 約 135 600 人(36.7%)是自願離開上一份工作。另 117 000 人(31.7%)是按最初與僱主的協定完成工作而離開上一份工作, 而 116 500 人(31.6%)則是非自願轉工。與過往專題訪問的結果比較, 自願轉工人士所佔的比例由一九九九年的 36.4%顯著上升至二零零零年的 47.5%, 然後回落至二零零二年的 36.7%。(表 1.2d 及圖 1.1)

1.15 在該 135 600 名自願轉工人士中, 他們最普遍提及離開上一份工作的原因為「不喜歡工作性質/公司行政/同事/職員」(在所有轉工人士中有 9.2%提及此原因)及「收入不理想/僱員福利欠佳」(8.7%)。至於該 116 500 名非自願轉工人士中, 最普遍提及的兩個轉工原因則為「職位被取消」(11.2%)及「公司結束營業」(11.1%)。(表 1.2d)

*上一份工作的任職年資*

1.16 約 56.0%的轉工人士在上一份工作任職少於一年; 29.8%任職一年至少於四年; 而餘下的 14.2%則任職四年及以上。該 369 100 名轉工人士在上一份工作的任職年資中位數為二百零一天, 明顯低於二零零一年所得的相應估計(二百九十四天)。(表 1.2e)

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

1.13 The majority (227 700 persons or 61.7%) of the job-changers changed job once during the 12 months before enumeration. On the other hand, 36 400 persons (9.9%) changed jobs for 10 times and more during the period. 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 1.2c)

*Main reason for leaving last job*

1.14 Of those 369 100 job-changers, some 135 600 (36.7%) left their last job of their own accord. Another 117 000 persons (31.7%) left their last job upon completion of work as initially agreed with their employer, while 116 500 persons (31.6%) changed job involuntarily. Compared with the findings in the previous enquiries, the proportion of voluntary job-changers increased markedly from 36.4% in 1999 to 47.5% in 2000 but dropped back to 36.7% in 2002. (Table 1.2d and Chart 1.1)

1.15 Among those 135 600 voluntary job-changers, the most commonly cited reasons for leaving last job were 'disliked the nature of work / administration / colleagues / staff' (as cited by 9.2% of all job-changers) and 'unsatisfactory earnings / poor employee benefits' (8.7%). For those 116 500 involuntary job-changers, the two most commonly cited reasons for changing job were 'post abolished' (11.2%) and 'company closed down' (11.1%). (Table 1.2d)

*Length of service in last job*

1.16 About 56.0% of the job-changers had worked in their last job for less than one year; 29.8%, 1 to less than 4 years; and the remaining 14.2%, 4 years and more. The median length of service in last job in respect of those 369 100 job-changers was 201 days, distinctly lower than the corresponding estimate of 294 days in 2001. (Table 1.2e)

*離開上一份工作後找尋工作的期間*

1.17 約 38.9%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 26.9%需要一個月至少於三個月的時間找尋新工作,而 16.7%則要三個月至一年的時間。餘下的 17.6%轉工人士因某些原因離開上一份工作後不需找尋工作(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找尋工作的期間中位數為二十五天。二零零一年專題訪問所得的相應估計則為二十一天。(表 1.2f)

*在現時從事的工作及在上一份工作的就業身分*

1.18 在該 369 100 名轉工人士中,大部分(346 500 人)都是在上一份工作及在現時的工作均為僱員身分。另一方面,14 000 名僱員轉工後成為自僱人士;另 3 100 人則由自僱人士轉為僱員。(表 1.2g)

*現時從事的工作/上一份工作是否全職/部分時間制工作*

1.19 約 310 800 名轉工人士在上一份工作及現時從事的工作都是擔任全職工作。另一方面,17 800 名轉工人士在上一份工作是擔任全職工作,而在現時從事的工作則為部分時間制工作(請參閱上文第 1.7 段有關部分時間制工作的定義);另 14 000 人的情況則相反(即在上一份工作是擔任部分時間制工作,而在現時從事的工作則為全職工作)。(表 1.2h)

*現時從事的工作的每月就業收入*

1.20 該 369 100 名轉工人士現時從事的工作的每月就業收入中位數為\$7,500,較整體就業人口的每月就業收入中位數(\$10,000)為低。這可能是由於與整體就業人口比較,在轉工人士中較少比例為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 21.1%),但有較大的比例為工藝及有關人員、機台及機器操

*Duration of seeking job since leaving last job*

1.17 About 38.9% of the job-changers were able to secure a new job within one month after leaving last job. Another 26.9% managed to find a new job within 1 to less than 3 months and 16.7% took 3 months to a year to get a new job. The remaining 17.6% of the job-changers had not sought job after leaving last job for one reason or another (e.g. they started their own business after leaving last job). For all job-changers taken together, their median duration of seeking job since leaving last job was 25 days. The corresponding estimate obtained in the 2001 enquiry was 21 days. (Table 1.2f)

*Employment status in present job and in last job*

1.18 The great majority (346 500 persons) of those 369 100 job-changers worked as employees in both the last job and the present job. On the other hand, 14 000 employees became self-employed persons after changing job, whilst 3 100 persons changed in the reverse direction. (Table 1.2g)

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

1.19 Some 310 800 job-changers were engaged in full-time job in both the last job and the present job. On the other hand, 17 800 job-changers were engaged in full-time job in the last job but part-time job (please see paragraph 1.7 above for the definition of part-time job) in the present job, while the reverse applied to another 14 000 persons (i.e. engaged in part-time job in the last job but full-time job in the present job). (Table 1.2h)

*Monthly employment earnings in present job*

1.20 The median monthly employment earnings of those 369 100 job-changers in their present job were \$7,500, lower than the corresponding estimate of \$10,000 for the total employed population. It was probably because there were proportionally less managers and administrators, professionals and associate professionals (altogether representing 21.1% of all

作員及裝配員(28.1%)。在整體就業人口中，相應的百分比分別為 33.0%及 16.3%。(表 1.2i 及 1.2k)

#### *在現職有否轉換行業類別及轉換行業類別的原因*

1.21 在該 369 100 名轉工人士中，約 303 300 人(82.2%)在現職與上一份工作比較沒有轉換行業類別，餘下的 65 900 人(17.8%)離開上一份工作後則轉為從事另一行業類別。該 65 900 名轉工人士最普遍提及在現職轉換行業類別的兩個原因為「找不到跟上一份工作所屬行業類別相同的工作」及「相同行業類別的工作的薪金/工作條件未能滿足自己的要求」。(表 1.2j 及 1.2l)

#### *同行業及跨行業勞工流動的情況*

1.22 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 303 300 名轉工人士，佔整體就業人口的 9.3%，低於二零零一年專題訪問所得的相應百分比(10.4%)。按行業類別分析，從事建造業的就業人士在同行業中轉工的比率明顯較高，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工人，須從事不同判頭所提供的工作，因而他們的轉工次數一般遠較從事其他行業的人士為多。其他三個主要的行業類別，即批發、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)與製造業的就業人士在同行業中轉工的比率分別為 9.4%、6.1%及 5.3%。(表 1.3 及圖 1.2)

job-changers) but a larger proportion of craft and related workers, plant and machine operators and assemblers (28.1%) among the job-changers, as compared with the corresponding percentages among the total employed population (33.0% and 16.3% respectively). (Tables 1.2i and 1.2k)

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

1.21 Of those 369 100 job-changers, some 303 300 (82.2%) had not changed industry sector in their present job when compared with the last job, while the remaining 65 900 (17.8%) had changed to a different industry sector after leaving last job. The two most commonly cited reasons for those 65 900 job-changers changing industry sector in their present job were 'jobs of the same industry sector as the last job were not available' and 'wages/working conditions of jobs offered in the same industry sector did not fulfil own expectations'. (Tables 1.2j and 1.2l)

#### *Intra-industry and inter-industry mobility*

1.22 Those 303 300 job-changers who still remained in the same industry sector as that of their last job after changing job (i.e. intra-industry mobility) comprised 9.3% of the total employed population, lower than the corresponding percentage of 10.4% obtained in the 2001 enquiry. Analysed by industry sector, the rate of intra-industry mobility was distinctly higher among employed persons in the construction sector (32.5%), probably because workers in the extraction and building trades generally had to change jobs much more often than persons in other industries as they took up jobs offered by different contractors, since contracting of work is the usual practice in such trades. The corresponding rates of intra-industry mobility for employed persons in the other three major industry sectors, viz. the wholesale, retail and import/export trades, restaurants and hotels sector; the other services sector (including the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector) and the manufacturing sector were 9.4%, 6.1% and 5.3% respectively. (Table 1.3 and Chart 1.2)

1.23 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 65 900 名轉工人士,他們佔整體就業人口的 2.0%,低於二零零一年專題訪問所得的相應百分比(2.8%),在各行業類別中,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)為最大的吸納者,有 3 400 名就業人士加入。最大的損失者則為批發、零售、進出口貿易、飲食及酒店業,其次是製造業,分別流失了 2 600 名及 2 400 名就業人士。(表 1.3 及圖 1.2)

1.24 按轉工人士上一份工作及現職所屬的行業類別分析,約 17 400 人從批發、零售、進出口貿易、飲食及酒店業轉往其他服務業(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);而約 15 600 人則相反地從後者轉往前者。另有 5 800 人及 4 000 人分別從製造業及建造業轉往其他服務業。另一方面,分別有 2 500 人及 4 700 人從其他服務業轉往製造業及建造業。(表 1.2j)

#### *在現職有否轉換職業組別及轉換職業組別的原因*

1.25 在所有轉工人士中,大部分(即 310 600 人或 84.1%)在現職與上一份工作比較沒有轉換職業組別,而 15.9%(58 500 人)離開上一份工作後則轉為從事另一職業組別。該 58 500 名轉工人士最普遍提及的轉換職業組別的两个原因為「找不到跟上一份工作所屬職業組別相同的工作」及「相同職業組別的工作的薪金/工作條件未能滿足自己的要求」。(表 1.2k 及 1.2m)

1.23 The 65 900 job-changers who had changed to another industry sector after leaving last job (i.e. inter-industry mobility) comprised 2.0% of the total employed population, lower than the corresponding percentage of 2.8% obtained in the 2001 enquiry. Among various industry sectors, the other services sector (including the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector) was the largest gainer, with a net inflow of 3 400 employed persons. 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 2 600 and 2 400 employed persons respectively. (Table 1.3 and Chart 1.2)

1.24 Analysed by industry sector of last job and that of present job of the job-changers, some 17 400 persons had moved from the wholesale, retail and import/export trades, restaurants and hotels sector to the other services sector (including the transport, storage and communications sector; the financing, insurance, real estate and business services sector; and the community, social and personal services sector), while some 15 600 persons moved in the reverse direction. Another 5 800 and 4 000 persons had changed from the manufacturing sector and the construction sector respectively to the other services sector. On the other hand, some 2 500 and 4 700 persons from the other services sector had moved to the manufacturing sector and the construction sector respectively. (Table 1.2j)

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

1.25 The majority (310 600 persons or 84.1%) of all job-changers had not changed occupation group in their present job when compared with the last job, while 15.9% (58 500 persons) had changed to a job in a different occupation group after leaving last job. The two most commonly cited reasons for those 58 500 job-changers changing occupation group in their present job were 'jobs of the same occupation group as the last job were not available' and 'wages/working conditions of jobs offered in the same occupation group did not fulfil own expectations'. (Tables 1.2k and 1.2m)

*同職業及跨職業勞工流動的情況*

1.26 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 310 600 名轉工人士, 佔整體就業人口的 9.5%, 低於二零零一年專題訪問所得的相應百分比(10.9%)。同職業勞工流動的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, 有關的轉工人士佔該職業組別內就業人士的 17.9%。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。對於其他主要職業組別的就業人士而言, 在同職業中轉工的比率介乎文員的 5.7% 與服務工作及商店銷售人員的 11.4%。(表 1.4 及圖 1.3)

1.27 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 58 500 名轉工人士, 他們佔整體就業人口的 1.8%, 低於二零零一年專題訪問所得的相應百分比(2.3%)。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 3 500 人; 而非技術工人則增加了 1 700 人。相反, 文員的人數減少了 4 300 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減少了 2 600 人。(表 1.4 及圖 1.3)

1.28 按轉工人士上一份工作及現職所屬的職業組別分析, 分別有 5 600 名工藝及有關人員、機台及機器操作員及裝配員以及 4 400 名服務工作及商店銷售人員轉為非技術工人, 而 3 900 人及 4 700 人則反向地轉業。此外, 約 5 000 名文員及 3 900 名服務工作及商店銷售人員轉至「經理及行政級人員與專業及輔助專業人員」的組別(大概主要轉為輔助專業人員)。另有 4 900 名文員轉為服務工作及商店銷售人員(表 1.2k)

*Intra-occupation and inter-occupation mobility*

1.26 Those 310 600 job-changers who still remained in the same occupation group as that of their last job after changing job (i.e. intra-occupation mobility) comprised 9.5% of the total employed population, lower than the corresponding percentage of 10.9% obtained in the 2001 enquiry. Intra-occupation mobility was more distinct among craft and related workers, plant and machine operators and assemblers, with the job-changers concerned representing 17.9% 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 employed persons in other major occupation groups ranged from 5.7% for clerks to 11.4% for service workers and shop sales workers. (Table 1.4 and Chart 1.3)

1.27 Those 58 500 job-changers who changed to a job in a different occupation group compared with their last job (i.e. inter-occupation mobility) represented 1.8% of the total employed population, slightly lower than the corresponding percentage of 2.3% obtained in the 2001 enquiry. There was a net inflow of 3 500 managers and administrators, professionals and associate professionals and 1 700 workers in elementary occupations in the labour market. In contrast, the number of clerks dropped by 4 300; and that of craft and related workers, plant and machine operators and assemblers decreased by 2 600. (Table 1.4 and Chart 1.3)

1.28 Analysed by occupation group of last job and that of present job of the job-changers, some 5 600 craft and related workers, plant and machine operators and assemblers as well as 4 400 service workers and shop sales workers changed to work as workers in elementary occupations, whilst 3 900 and 4 700 persons respectively changed in the reverse direction. Also, some 5 000 clerks and 3 900 service workers and shop sales workers changed to the group 'managers and administrators, professionals and associate professionals' (probably mainly as associate professionals). Another 4 900 clerks changed to work as service workers and shop sales workers. (Table 1.2k)

## 平均轉工次數

## Average number of times of job changes

1.29 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 281 400 名轉工人士。這是因為該些與建造業有關的轉工人士，由於承判工作是該些行業的常規而須從事不同判頭提供的工作，因而他們的轉工次數一般遠較從事其他行業/職業的人士為多。

1.29 In the following analysis, only those 281 400 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 generally have to change jobs much more often than persons in other industries/occupations as they take up jobs offered by different contractors, since contracting of work is the usual practice in such trades.

1.30 就該 281 400 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 2.3 次。(表 1.5a)

1.30 For those 281 400 job-changers taken together, the average number of times of job changes during the 12 months before enumeration was 2.3. (Table 1.5a)

1.31 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(2.0 次)為多。再按年齡分析，不同年齡組別的人士中亦出現此情況。在男性轉工人士中，平均轉工次數介乎於十五至十九歲人士的 1.6 次與四十至四十九歲人士的 3.7 次。女性轉工人士中，平均轉工次數介乎於三十至三十九歲人士的 1.3 次與四十至四十九歲人士的 3.1 次。概括而言，年長的轉工人士的平均轉工次數較多。(表 1.5a)

1.31 Analysed by sex, the average number of times of job changes for male job-changers, at 2.6, was higher than that for their female counterpart (2.0). Further analysed by age, this pattern was also observed for persons in different age groups. Among the male job-changers, the average number of times of job changes ranged from 1.6 for those aged 15-19 to 3.7 for those aged 40-49. The corresponding figures for their female counterpart ranged from 1.3 times for those aged 30-39 to 3.1 times for those aged 40-49. Broadly speaking, older job-changers had higher average number of times of job changes. (Table 1.5a)

1.32 按教育程度分析，未受教育或具幼稚園教育程度的轉工人士的平均轉工次數最多，達 8.9 次；其次為具小學教育程度的轉工人士(4.7 次)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，具非學位程度者的平均轉工次數為 1.2 次，而具學位程度者的則為 1.1 次。(表 1.5b)

1.32 Analysed by educational attainment, job-changers with no schooling/kindergarten education had the highest average number of times of job changes, at 8.9, followed by those with primary education (4.7 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 1.2 for those at non-degree level and 1.1 for those at degree level. (Table 1.5b)

1.33 按現職所屬的行業類別分析，在各主要行業類別工作的轉工人士中，從事建造業的轉工人士的平均轉工次數最多，達 3.1 次。從事其他主要行業類別的轉工人士的平均轉工次數則大致相若，介乎 1.8 次與 2.5 次。(表 1.5c)

1.33 Analysed by industry sector of present job, job-changers in the construction sector had the highest average number of times of job-changes, at 3.1, among various major industry sectors. The average number of times of job changes for job-changers in other major industry sectors was broadly close to each other, ranging from 1.8 to 2.5. (Table 1.5c)

1.34 在各主要職業組別工作的轉工人士中，從事較低階層職業的轉工人士的轉工次數較多，介乎工藝及有關人員、機台及機器操作員及裝配員的 2.6 次與非技術工人的 3.5 次。平均來說，經理及行政級人員與專業及輔助專業人員以及文員在統計前十二個月內的轉工次數只有 1.2 次。（表 1.5d）

1.34 Among the job-changers engaged in various major occupation groups, those at the lower end of the occupation hierarchy had higher average number of times of job changes, ranging from 2.6 for craft and related workers, plant and machine operators and assemblers to 3.5 for workers in elementary occupations. On average, managers and administrators, professionals and associate professionals as well as clerks both changed jobs for 1.2 times only during the 12 months before enumeration. (Table 1.5d)

**表 1.1 轉工人士數目**  
**Table 1.1 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
二零零一年十月至十二月* October to December 2001*	432.4	13.2	35
二零零二年七月至九月* July to September 2002*	369.1	11.3	36

註釋：\* 由於(i)人口數字已於二零零零年八月改為以「居住人口」方法計算；及(ii)自一九九六年以後的人口估計數列已因應二零零一年八月公布的二零零一年人口普查結果作出修訂，二零零一年十月至十二月及二零零二年七月至九月期間進行的專題訪問所得的有關轉工人士的統計數字亦以經修訂的居港人口估計為基礎。這些統計數字與過往載於本系列報告書內有關轉工人士的統計數字可作概括比較。

Note : \* Consequential to (i) the change-over to the 'resident population' approach for compiling population figures as from August 2000; and (ii) the revision of the past series of population estimates compiled since 1996 with the availability of the results of the 2001 Population Census in August 2001, statistics pertaining to job-changers obtained in the enquiries conducted in Oct-Dec 2001 and Jul-Sep 2002 are based on the revised estimates of Hong Kong Resident Population. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report pertaining to job-changers.

表 1.2a 按年齡及性別劃分的轉工人士數目  
Table 1.2a 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	4.9	2.0	17.2	6.1	4.8	21.9	11.0	3.0	19.5	1.7
20 - 29	61.0	25.2	17.6	44.1	34.5	11.7	105.0	28.5	14.6	22.1
30 - 39	66.9	27.7	13.3	33.2	26.0	6.8	100.1	27.1	10.1	30.5
40 - 49	74.7	30.9	13.6	31.0	24.3	8.1	105.8	28.7	11.4	28.6
50 - 59	27.6	11.4	9.4	11.5	9.1	7.7	39.1	10.6	8.9	13.7
≥ 60	6.5	2.7	6.7	1.6	1.3	6.4	8.1	2.2	6.6	3.5
合計# Overall#	241.5	100.0 (65.4)	13.3	127.6	100.0 (34.6)	8.8	369.1	100.0 (100.0)	11.3	100.0
年齡中位數(歲) Median age (years)		37			33			36		38

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，17.2%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。

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, 17.2% were job-changers.

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

表 1.2b 按教育程度劃分的轉工人士數目  
Table 1.2b 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	5.7	1.5	14.1	1.3
小學 Primary	70.0	19.0	14.8	14.6
中學/預科 Secondary/matriculation	221.8	60.1	11.9	57.2
專上教育 Tertiary				
- 非學位 non-degree	29.4	8.0	8.7	10.0
- 學位 degree	42.2	11.4	7.7	16.8
合計 Overall	369.1	100.0	11.3	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，14.1%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, 14.1% were job-changers.

**表 1.2c 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 1.2c 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	227.7	61.7
2	41.1	11.1
3	24.2	6.6
4	14.5	3.9
5	11.6	3.1
6 - 9	13.5	3.7
≥ 10	36.4	9.9
總計 Total	369.1	100.0

表 1.2d 按離開上一份工作的主要原因劃分的轉工人士數目  
Table 1.2d Job-changers by main reason for leaving last job

離開上一份工作的主要原因 Main reason for leaving last job	人數 No. of persons ('000)	百分比 %
<b>自願轉工人士</b> <b>Voluntary job-changers</b>	<b>135.6</b>	<b>36.7</b>
不喜歡工作性質/公司行政/同事/職員 Disliked the nature of work/administration/ colleagues/staff	34.0	9.2
收入不理想/僱員福利欠佳 Unsatisfactory earnings/poor employee benefits	32.1	8.7
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	17.3	4.7
不喜歡工作時間長/不方便/欠彈性 Disliked long/inconvenient/inflexible hours of work	13.4	3.6
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	6.0	1.6
工作環境欠佳 Disliked physical working conditions	5.4	1.5
上一份工作只為臨時性質的工作 Last job was a temporary job only	4.2	1.1
在現時工作的機構內轉換職系 Changed grade within the present establishment	3.7	1.0
跟隨舊上司/同事/朋友轉工 Followed job changes of previous supervisor/colleagues/ friends	3.5	0.9
擴闊自己工作技能/經驗 Widened own working skill/experience	3.4	0.9
其他 Others	12.9	3.5

(待續)  
(To be cont'd)

表 1.2d(續) 按離開上一份工作的主要原因劃分的轉工人士數目  
Table 1.2d Job-changers by main reason for leaving last job  
(Cont'd)

離開上一份工作的主要原因(續) Main reason for leaving last job (Cont'd)	人數 No. of persons ('000)	百分比 %
<b>非自願轉工人士</b> <b>Involuntary job-changers</b>	<b>116.5</b>	<b>31.6</b>
職位被取消 Post abolished	41.4	11.2
公司結束營業 Company closed down	41.0	11.1
公司工作量不足 Slack work in company	11.0	3.0
遭解僱 Dismissed	10.0	2.7
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 or deferred to pay wages	8.0	2.2
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	5.0	1.4
<b>其他 - 按最初與僱主協定而完成工作*</b> <b>Others - Completed work as initially agreed with the employer*</b>	<b>117.0</b>	<b>31.7</b>
<b>總計</b> <b>Total</b>	<b>369.1</b>	<b>100.0</b>

註釋：\* 僱主與僱員間的聘用及任職協議未必根據正式合約形式。

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 1.2e 按上一份工作的任職年資劃分的轉工人士數目  
 Table 1.2e 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	70.3	19.0
一個月至少於三個月 1 - < 3 months	47.1	12.8
三個月至少於一年 3 months - < 1 year	89.3	24.2
一年至少於兩年 1 - < 2 years	62.6	16.9
兩年至少於四年 2 - < 4 years	47.4	12.8
四年至少於七年 4 - < 7 years	26.4	7.2
七年至少於十年 7 - < 10 years	10.8	2.9
十年或以上 ≥ 10 years	15.3	4.1
總計 Total	369.1	100.0
上一份工作的任職年資中位數(天) Median length of service in last job (days)		201

**表 1.2f 按離開上一份工作後找尋工作的期間劃分的轉工人士數目**  
**Table 1.2f Job-changers by duration of seeking job since leaving last job**

離開上一份工作後找尋工作的期間 Duration of seeking job since leaving last job	人數 No. of persons ('000)	百分比 %
沒有找尋工作* Nil*	65.0	17.6
少於一個月 < 1 month	143.4	38.9
一個月至少於兩個月 1 - < 2 months	58.8	15.9
兩個月至少於三個月 2 - < 3 months	40.4	10.9
三個月至少於六個月 3 - < 6 months	42.3	11.5
六個月至少於一年 6 months - < 1 year	19.4	5.2
總計 Total	369.1	100.0
離開上一份工作後找尋工作的期間中位數(天) Median duration of seeking job since leaving last job (days)		25

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 in which a person had already been offered a new job before leaving last job or he/she was to start his/her own business after leaving last job.

表 1.2g 按在現時從事的工作及在上一份工作的就業身分劃分的轉工人士數目  
Table 1.2g Job-changers by employment status in present job and in last job

在現時從事的工作 的就業身分 Employment status in present job	在上一份工作的就業身分 Employment status in last job							
	僱員 Employees		僱主 Employers		自僱人士 Self-employed persons		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 %
僱員 Employees	346.5	95.7	1.8	74.8	3.1	67.1	351.4	95.2
僱主 Employers	0.8	0.2	0.4	17.1	-	-	1.2	0.3
自僱人士 Self-employed persons	14.0	3.9	0.2	8.2	1.4	28.9	15.5	4.2
其他 Others	0.8	0.2	-	-	0.2	4.1	1.0	0.3
總計* Total*	362.1	100.0 (98.1)	2.3	100.0 (0.6)	4.7	100.0 (1.3)	369.1	100.0 (100.0)

註釋：\* 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: \* 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 1.2h 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 1.2h Job-changers by whether present/last job was 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	310.8	94.6	14.0	34.6	324.8	88.0
部分時間制工作* Part-time*	17.8	5.4	26.5	65.4	44.3	12.0
總計# Total#	328.6	100.0 (89.0)	40.5	100.0 (11.0)	369.1	100.0 (100.0)

註釋：\* 若某人的主業有固定的每周工作日數並通常每周工作少於五天或每個工作天工作少於六小時；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。

# 括號內的數字顯示在所有轉工人士中所佔的百分比。

Notes : \* A person was regarded as working part-time if he/she usually worked for less than 5 days per week or less than 6 hours per working 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.

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

表 1.2i 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 1.2i 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	46.9	12.7	11.7
4,000 - 5,999	62.7	17.0	9.0
6,000 - 7,999	80.4	21.8	13.5
8,000 - 9,999	58.2	15.8	13.0
10,000 - 14,999	66.6	18.1	20.9
15,000 - 19,999	26.6	7.2	10.6
≥ 20,000	27.6	7.5	21.3
總計 Total	369.1	100.0	100.0
現時從事的工作的每月就業收入中位數 (港元) Median value of monthly employment earnings in present job (HK\$)		7,500	10,000

表 1.2j 按現職所屬的行業類別及上一份工作所屬的行業類別劃分的轉工人士數目  
Table 1.2j Job-changers by industry sector of present job and industry sector of last job

	上一份工作所屬的行業類別 Industry sector of last job			
	製造業 Manufacturing	建造業 Construction	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	其他服務業* Other services*
現職所屬的行業類別 Industry sector of present job	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	<b>15.7</b>	1.3	3.9	2.5
建造業 Construction	1.1	<b>93.9</b>	2.6	4.7
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	3.2	2.3	<b>91.9</b>	15.6
其他服務業* Other services*	5.8	4.0	17.4	<b>101.5</b>
其他 Others	-	-	-	1.0
總計# Total#	25.7 (7.0)	101.6 (27.5)	115.9 (31.4)	125.3 (34.0)

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。

# 括號內的數字顯示在所有轉工人士中所佔的百分比。

粗字體的數字顯示同行業勞工流動的情況—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）。

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.

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

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 1.2j(續) 按現職所屬的行業類別及上一份工作所屬的行業類別劃分的轉工人士數目  
Table 1.2j Job-changers by industry sector of present job and industry sector of last job (Cont'd)

現職所屬的行業類別 Industry sector of present job	上一份工作所屬的行業類別(續) Industry sector of last job (Cont'd)			整體就業人口 Total employed population
	其他 Others	總計 Total		
	人數 No. of persons (‘000)	人數 No. of persons (‘000)	百分比 %	百分比 %
製造業 Manufacturing	-	23.3	6.3	9.0
建造業 Construction	0.2	102.6	27.8	8.9
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	0.2	113.2	30.7	30.1
其他服務業* Other services*	-	128.8	34.9	51.1
其他 Others	<b>0.2</b>	1.2	0.3	0.8
總計# Total#	0.6 (0.2)	369.1	100.0 (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.

# 括號內的數字顯示在所有轉工人士中所佔的百分比。

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

粗字體的數字顯示同行業勞工流動的情況—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)。

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).

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 1.2k 按現職所屬的職業組別及上一份工作所屬的職業組別劃分的轉工人士數目  
 Table 1.2k Job-changers by occupation group of present job and occupation group of last job

現職所屬的職業組別 Occupation group of present job	上一份工作所屬的職業組別 Occupation group of last job			
	經理及行政級人員與專業及輔助專業人員 Managers and administrators, professionals and associate professionals	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, professionals and associate professionals	<b>65.6</b>	5.0	3.9	1.7
文員 Clerks	2.9	<b>29.7</b>	3.6	0.9
服務工作及商店銷售人員 Service workers and shop sales workers	2.4	4.9	<b>54.0</b>	2.8
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	1.5	0.9	2.0	<b>95.5</b>
非技術工人 Elementary occupations	1.8	2.1	4.4	5.6
其他 Others	-	-	-	-
總計* Total*	74.3 (20.1)	42.6 (11.6)	68.0 (18.4)	106.5 (28.8)

註釋：\* 括號內的數字顯示在所有轉工人士中所佔的百分比。

粗字體的數字顯示同職業勞工流動的情況—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)。

Notes: \* Figures in brackets represent the percentages in respect of all job-changers.

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 1.2k(續) 按現職所屬的職業組別及上一份工作所屬的職業組別劃分的轉工人士數目  
 Table 1.2k Job-changers by occupation group of present job and occupation group of last job  
 (Cont'd)

現職所屬的職業組別 Occupation group of present job	上一份工作所屬的職業組別(續) Occupation group of last job (Cont'd)			整體就業人口 Total employed population	
	非技術工人 Elementary occupations	其他 Others	總計 Total		
	人數 No. of persons ('000)	人數 No. of persons ('000)	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, professionals and associate professionals	1.5	-	77.8	21.1	33.0
文員 Clerks	1.3	-	38.4	10.4	16.7
服務工作及商店銷售人員 Service workers and shop sales workers	4.7	-	68.9	18.7	14.6
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	3.9	-	103.8	28.1	16.3
非技術工人 Elementary occupations	<b>65.5</b>	-	79.3	21.5	19.1
其他 Others	0.7	<b>0.2</b>	0.9	0.3	0.3
總計* Total*	77.6 (21.0)	0.2 (0.1)	369.1	100.0 (100.0)	100.0

註釋：\* 括號內的數字顯示在所有轉工人士中所佔的百分比。

粗字體的數字顯示同職業勞工流動的情況—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)。

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 all job-changers.

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).

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

**表 1.2I 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 1.2I 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	303.3	82.2
有轉換行業類別 Had changed industry sector	65.9	17.8
找不到跟上一份工作所屬行業類別相同的工作 <i>Jobs of the same industry sector as the last job were not available</i>	29.4	(44.6)
相同行業類別的工作的薪金/工作條件未能滿足自己的要求 <i>Wages/working conditions of jobs offered in the same industry sector did not fulfil own expectations</i>	19.3	(29.2)
現職只為臨時性質工作 <i>Present job was a temporary job only</i>	5.3	(8.1)
上一份工作所屬的行業已式微 <i>Industry of the last job had faded out</i>	3.1	(4.8)
未能符合相同行業類別的工作所需的技能要求 <i>Did not meet the skill requirements of jobs offered in the same industry sector</i>	2.5	(3.8)
對選擇行業類別沒有特別意願 <i>No preference in industry sector</i>	2.2	(3.4)
其他 <i>Others</i>	4.0	(6.1)
總計 Total	369.1	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 1.2m 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 1.m 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	310.6	84.1
有轉換職業組別 Had changed occupation group	58.5	15.9
找不到跟上一份工作所屬職業組別相同的工作 <i>Jobs of the same occupation group as the last job were not available</i>	24.3	(41.6)
相同職業組別的工作的薪金/工作條件未能滿足自己的要求 <i>Wages/working conditions of jobs offered in the same occupation group did not fulfil own expectations</i>	18.9	(32.3)
現職只為臨時性質工作 <i>Present job was a temporary job only</i>	6.1	(10.4)
未能符合相同職業組別的工作所需的技能要求 <i>Did not meet the skill requirements of jobs offered in the same occupation group</i>	2.4	(4.1)
不喜歡上一份工作所屬職業組別的工作性質 <i>Disliked the nature of work in occupation group of the last job</i>	2.1	(3.6)
其他 <i>Others</i>	4.8	(8.1)
總計 Total	369.1	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 1.3 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 1.3 Intra-industry and inter-industry mobility between the last job and the present job**

行業類別 Industry sector	同行業勞工流動的情況 <sup>(1)</sup> Intra-industry mobility <sup>(1)</sup>		跨行業勞工流動的情況 <sup>(2)</sup> Inter-industry mobility <sup>(2)</sup>			
	人數 No. of persons ('000)	佔該行業類別內 就業人士的 百分比 As % of employed persons in the industry sector concerned	人數 No. of persons ( '000)			淨差額佔該行業 類別內就業人士的 百分比* Net change as % of employed persons in the industry sector concerned*
			入 In	出 Out	淨差 額 Net change	
製造業 Manufacturing	15.7	5.3	7.7	10.1	-2.4	-0.8
建造業 Construction	93.9	32.5	8.7	7.6	1.0	0.4
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	91.9	9.4	21.3	23.9	-2.6	-0.3
其他服務業# Other services#	101.5	6.1	27.2	23.8	3.4	0.2
其他 Others	0.2	0.7	1.0	0.4	0.6	2.1
合計 Overall	303.3	9.3	65.9	65.9	-	-

註釋：<sup>(1)</sup> 「同行業勞工流動的情況」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)。

<sup>(2)</sup> 「跨行業勞工流動的情況」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)。

\* 在統計時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。

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Notes: <sup>(1)</sup> '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).

<sup>(2)</sup> '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.

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

**表 1.4 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 1.4 Intra-occupation and inter-occupation mobility between the last job and the present job**

職業組別 Occupation group	同職業勞工流動的情況 <sup>(1)</sup> Intra-occupation mobility <sup>(1)</sup>		跨職業勞工流動的情況 <sup>(2)</sup> Inter-occupation mobility <sup>(2)</sup>			
	人數 No. of persons ('000)	佔該職業組別內 就業人士的 百分比 As % of employed persons in the occupation group concerned	人數 No. of persons ('000)		淨差額 Net change	淨差額佔該職業 組別內就業人士的 百分比* Net change as % of employed persons in the occupation group concerned*
			入 In	出 Out		
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, professionals and associate professionals	65.6	6.0	12.2	8.7	3.5	0.3
文員 Clerks	29.7	5.7	8.7	12.9	-4.3	-0.8
服務工作及商店銷售人員 Service workers and shop sales workers	54.0	11.4	14.8	13.9	0.9	0.2
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	95.5	17.9	8.3	10.9	-2.6	-0.5
非技術工人 Elementary occupations	65.5	10.6	13.8	12.1	1.7	0.3
其他 Others	0.2	2.3	0.7	-	0.7	9.0
合計 Overall	310.6	9.5	58.5	58.5	-	-

註釋：(1) 「同職業勞工流動的情況」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) 「跨職業勞工流動的情況」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)。

\* 在統計時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。

部分估計只基於少數的觀察所得，故須謹慎闡釋。

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.

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

表 1.5a 按轉工人士的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 1.5a Average number of times of job changes during the 12 months before enumeration in respect of job-changers by age and sex of job-changers

年齡組別 Age group	在統計前十二個月內的平均轉工次數 Average number of times of job changes during the 12 months before enumeration		
	男 Male	女 Female	合計 Overall
15 - 19	1.6	1.5	1.6
20 - 29	2.0	1.5	1.7
30 - 39	2.1	1.3	1.8
40 - 49	3.7	3.1	3.5
≥ 50	3.3	2.9	3.2
合計 Overall	2.6	2.0	2.3

註釋：在計算上表的數字時，並不包括 87 800 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，使上述類別的工人須從事不同判頭提供的工作，因而他們的轉工次數一般遠較從事其他行業/職業的人士為多。

Note: In deriving the figures in the above table, the 87 800 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors, since contracting of work is the usual practice in such trades.

**表 1.5b 按轉工人士的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 1.5b Average number of times of job changes during the 12 months before enumeration in respect of job-changers by educational attainment of job-changers**

教育程度 Educational attainment	在統計前十二個月內的平均轉工次數 Average number of times of job changes during the 12 months before enumeration
未受教育/幼稚園 No schooling/kindergarten	8.9
小學 Primary	4.7
中學/預科 Secondary/matriculation	2.1
專上教育 Tertiary	
- 非學位 non-degree	1.2
- 學位 degree	1.1
合計 Overall	2.3

註釋：在計算上表的數字時，並不包括 87 800 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，使上述類別的工人須從事不同判頭提供的工作，因而他們的轉工次數一般遠較從事其他行業/職業的人士為多。

Note: In deriving the figures in the above table, the 87 800 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors, since contracting of work is the usual practice in such trades.

表 1.5c 按轉工人士的現職所屬的行業類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 1.5c Average number of times of job changes during the 12 months before enumeration in respect of job-changers by industry sector in respect of present job of job-changers

現職所屬的行業類別 Industry sector of present job	在統計前十二個月內的平均轉工次數 Average number of times of job changes during the 12 months before enumeration
製造業 Manufacturing	1.8
建造業 Construction	3.1
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	2.5
其他服務業* Other services*	2.1
其他 Others	17.1
合計 Overall	2.3

註釋：在計算上表的數字時，並不包括 87 800 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，使上述類別的工人須從事不同判頭提供的工作，因而他們的轉工次數一般遠較從事其他行業/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。

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Notes : In deriving the figures in the above table, the 87 800 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors, since 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.

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

表 1.5d 按轉工人士的現職所屬的職業組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 1.5d Average number of times of job changes during the 12 months before enumeration in respect of job-changers by occupation group in respect of present job of job-changers

現職所屬的職業組別 Occupation group of present job	在統計前十二個月內的平均轉工次數 Average number of times of job changes during the 12 months before enumeration
經理及行政級人員與專業及輔助專業人員 Managers and administrators, professionals and associate professionals	1.2
文員 Clerks	1.2
服務工作及商店銷售人員 Service workers and shop sales workers	2.8
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
非技術工人 Elementary occupations	3.5
其他 Others	21.4
合計 Overall	2.3

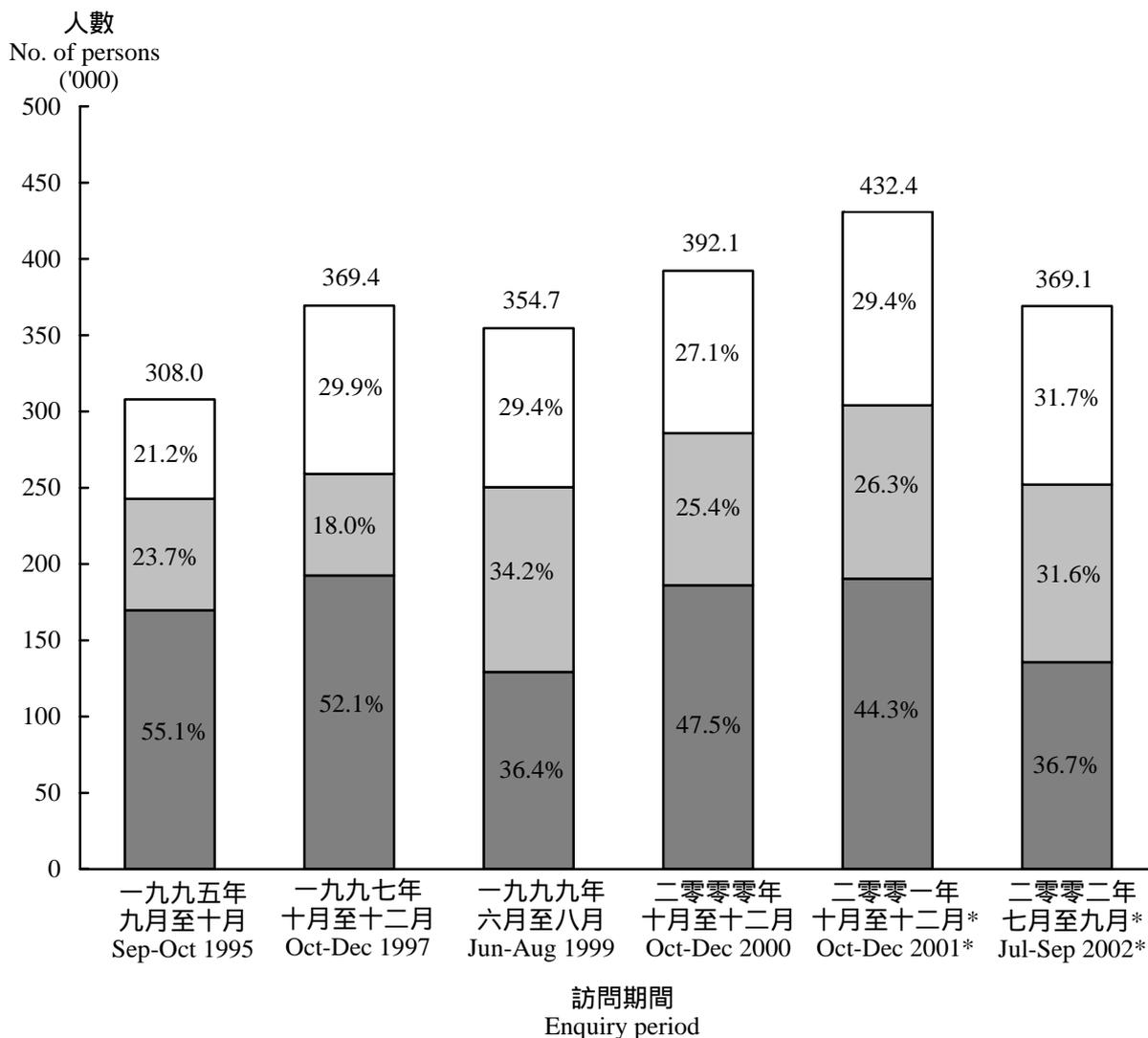
註釋：在計算上表的數字時，並不包括 87 800 名在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工。由於承判工作是該些行業的常規，使上述類別的工人須從事不同判頭提供的工作，因而他們的轉工次數一般遠較從事其他行業/職業的人士為多。

部分估計只基於少數的觀察所得，故須謹慎闡釋。

Notes: In deriving the figures in the above table, the 87 800 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded because they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors, since contracting of work is the usual practice in such trades.

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

圖 1.1 按離開上一份工作的主要原因類別劃分的轉工人士數目  
Chart 1.1 Job-changers by type of main reason for leaving last job



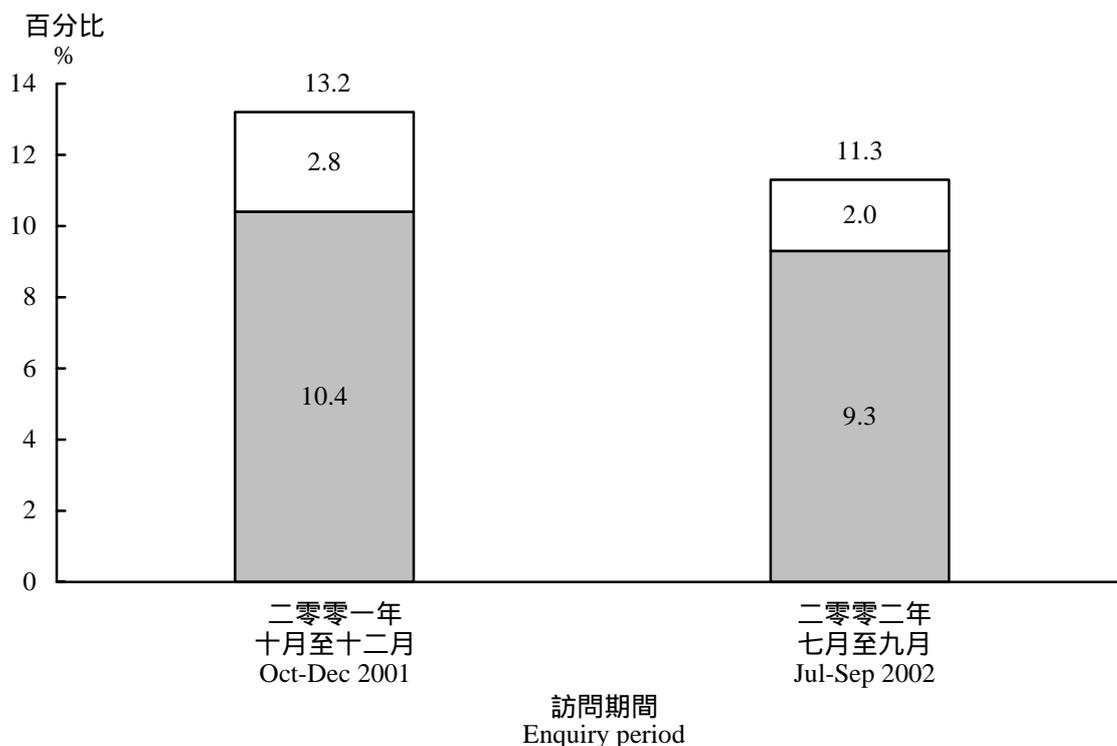
離開上一份工作的主要原因類別  
Type of main reason for leaving last job

- 自願轉工  
Changed job voluntarily
- 非自願轉工  
Changed job involuntarily
- 按最初與僱主協定而完成工作  
Completed work as initially agreed with the employer

註釋：\* 由於(i)人口數字已於二零零零年八月改為以「居住人口」方法計算；及(ii)自一九九六年以後的人口估計數列已因應二零零一年八月公布的二零零一年人口普查結果作出修訂，二零零一年十月至十二月及二零零二年七月至九月期間進行的專題訪問所得的有關轉工人士的統計數字亦以經修訂的居港人口估計為基礎。這些統計數字與過往載於本系列報告書內有關轉工人士的統計數字可作概括比較。

Note：\* Consequential to (i) the change-over to the 'resident population' approach for compiling population figures as from August 2000; and (ii) the revision of the past series of population estimates compiled since 1996 with the availability of the results of the 2001 Population Census in August 2001, statistics pertaining to job-changers obtained in the enquiries conducted in Oct-Dec 2001 and Jul-Sep 2002 are based on the revised estimates of Hong Kong Resident Population. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report pertaining to job-changers.

**圖 1.2** 在統計前十二個月內同行業及跨行業勞工流動的比率(按有關類別的轉工人士在統計時的整體就業人口中所佔的比例計算)  
**Chart 1.2** Intra-industry/inter-industry mobility rate during the 12 months before enumeration (expressed as a proportion of the respective groups of job-changers among the total employed population at the time of enumeration)

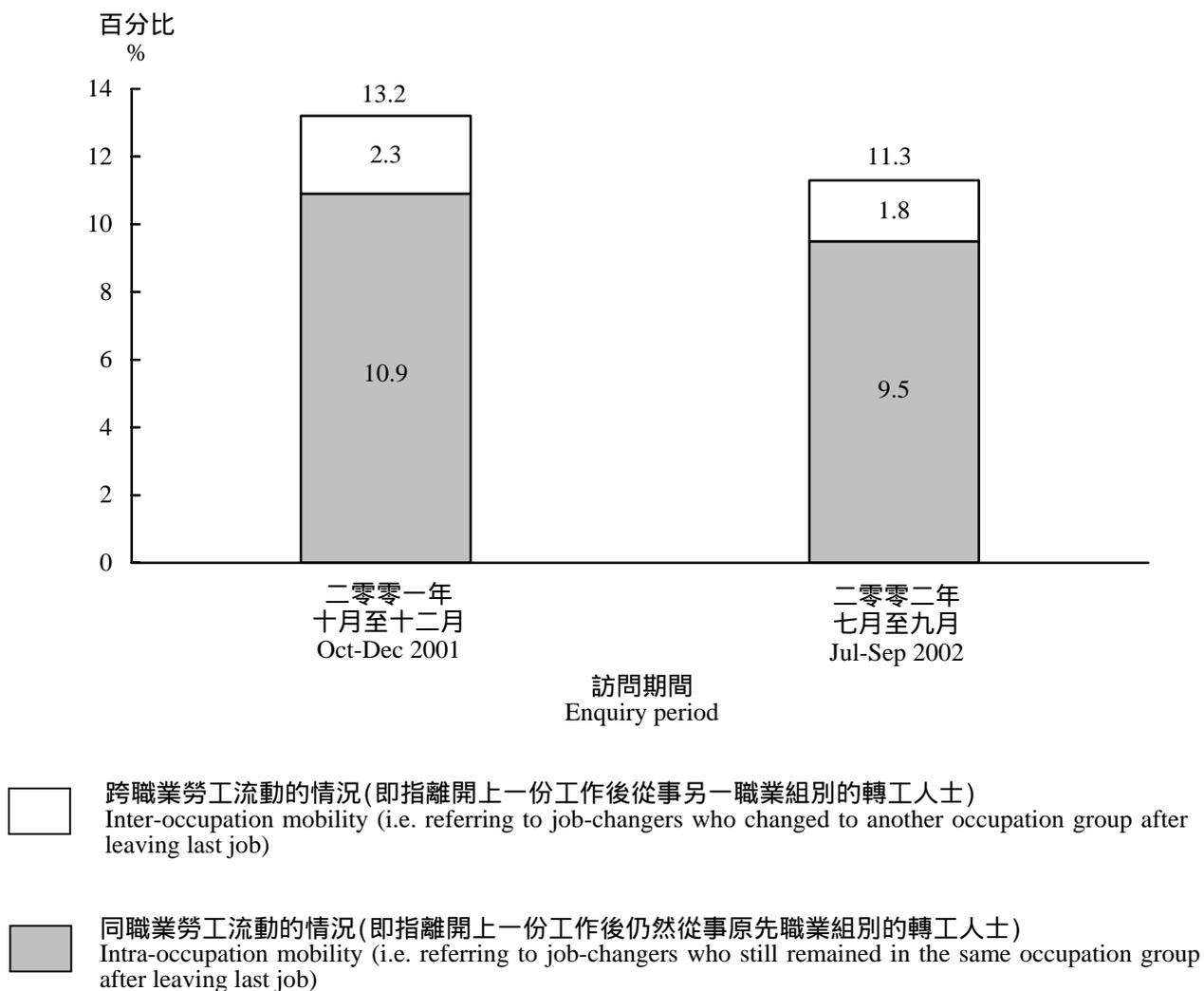


- 跨行業勞工流動的情況(即指離開上一份工作後從事另一行業類別的轉工人士)  
Inter-industry mobility (i.e. referring to job-changers who changed to another industry sector after leaving last job)
- 同行業勞工流動的情況(即指離開上一份工作後仍然從事原先行業類別的轉工人士)  
Intra-industry mobility (i.e. referring to job-changers who still remained in the same industry sector after leaving last job)

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)與其他。

Note: 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.

**圖 1.3** 在統計前十二個月內同職業及跨職業勞工流動的比率(按有關類別的轉工人士在統計時的整體就業人口中所佔的比例計算)  
**Chart 1.3** Intra-occupation/inter-occupation mobility rate during the 12 months before enumeration (expressed as a proportion of the respective groups of 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；非技術工人與其他。

Note: Occupation groups are classified into managers and administrators, 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.



## 2 臨時僱員就業情況 Casual employment

### 引言

2.1 政府統計處在二零零二年十月至十二月期間，透過「綜合住戶統計調查」進行一項有關臨時僱員就業情況的專題訪問，以搜集有關臨時僱員特徵的資料。類似的專題訪問曾於一九九九年十月至十二月、二零零零年七月至九月、二零零一年四月至六月及二零零二年四月至六月期間進行。在適當情況下，是次專題訪問的結果會與過往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 11 300 個住戶接受了訪問，回應率為 94%。在該些受訪住戶內，對於在「綜合住戶統計調查」核心部分中被界定為僱員的人士，統計員向他們提問數個問題以界定他們是否為臨時僱員（請參閱下文第 2.5 段有關臨時僱員的定義）；若是，他們再被問及有關其臨時工作情況的問題，其中包括：

- (a) 他們在現職的任職日數、現職的每周通常工作日數及每個工作天通常工作時數（或者對於每周沒有固定工作日數的僱員，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（請參閱下文第 2.6 段有關部分時間制工作的定義）]、薪金基制、平均就業收入，以及他們成功尋獲現職的途徑；
- (b) 他們沒有從事固定工作的主要原因。而就那些曾試圖找尋固定工作的人士而言，他們期望從事的行業及職業；及
- (c) 他們在統計前十二個月內曾否在香港轉工。對於那些在該段期間曾轉工的人士，他們在該十二個月內的轉工次數及曾服務的僱主/機構數目，以及他們最近期從事的工作（最多五份）的任

### Introduction

2.1 An enquiry on casual employment was conducted via the General Household Survey during October to December 2002 to collect information on the characteristics of casual employees. Similar enquiries were conducted during October to December 1999, July to September 2000, April to June 2001 and April to June 2002. Comparison is made with the findings of the previous enquiries where appropriate.

2.2 About 11 300 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 94%. Within those households, persons identified to be employees through the core part of the General Household Survey were asked a few questions to identify if they were casual employees (please see paragraph 2.5 below for the definition of casual employees); and if so, they were further asked questions pertaining to their casual employment, which included:

- (a) their length of service (in days) in present job, usual days of work per week and usual hours of work per working day (or usual hours of work per week for those without a fixed number of working days per week) in present job [based on which a person's job could be classified as a full-time job or a part-time job (please see paragraph 2.6 below for the definition of part-time job)], mode of salary payment, average employment earnings and the channel through which they had successfully sought the present job;
- (b) their main reason for not working in permanent job, and for those who had tried to seek permanent job, the industry and occupation which they desired to work in; and
- (c) whether they had changed jobs in Hong Kong during the 12 months before enumeration, and for those who had done so, the number of times of job changes and number of distinct employers/establishments whom/which

職日數及所屬職業。

they had worked for during the 12-month period, and the length of service (in days) and occupation in their previous jobs (up to a maximum of five).

2.3 有關臨時僱員的人口、社會及經濟特徵(例如年齡、性別及教育程度)的詳細分析,在「綜合住戶統計調查」的架構下進行。

2.3 Detailed analysis of the demographic and socio-economic characteristics (e.g. age, sex and educational attainment) of casual employees was made under the framework of the General Household Survey.

2.4 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。

2.4 Based on information collected from the interviewed households, the situation relating 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.

## 概念及定義

## Concepts and definitions

2.5 就是項專題訪問而言,「臨時僱員」是指在統計時由僱主按日僱用或僱用一段少於六十天的固定期間的僱員。

2.5 For the purpose of the enquiry, 'casual employees' referred to employees who were employed by an employer on a day-to-day basis or for a fixed period of less than 60 days at the time of enumeration.

2.6 有關部分時間制工作的定義,若一名僱員所從事的主業符合下列的條件,則被視為「部分時間制工作」:

2.6 Regarding the definition of part-time job, an employee's *main employment* had to fulfil the following criteria to be regarded as a 'part-time job':

- (a) 每周通常工作日數少於五天(適用於每周有固定工作日數的人士); **或**
- (b) 每個工作天通常工作時數少於六小時(適用於每周有固定工作日數的人士); **或**
- (c) 每周通常工作時數少於三十小時(適用於每周沒有固定工作日數的人士)。

- (a) the number of usual days of work per week was less than 5 (for a 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 a 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 a 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。此外,在統計時正在從事暑期工的全日制學生亦不包括在內。

However, persons who usually worked 24 hours per shift were excluded, regardless of the number of usual days of work per week. Moreover, full-time students taking up a summer job at the time of enumeration were also excluded.

2.7 若某人做多過一份工作，在統計時佔他/她最多時間的工作算作其**主業**，其他工作則被視為其兼職。在是項專題訪問中，若一名僱員在統計時做多過一份工作，現職是指他/她的主業而言。

2.7 For a person with more than one job, the job on which he/she spent most of his/her time at the time of enumeration was regarded as his/her **main employment**. All other jobs were regarded as secondary employment. In this enquiry, the present job referred to the main employment of an employee if he/she had more than one job at the time of enumeration.

2.8 至於是項專題訪問所採用有關轉工的定義，一名僱員在下列任何一種情況下，均被視為「**曾轉工**」：

2.8 On the definition of job changes adopted in this enquiry, an employee was regarded as '**having changed job**' under one of the following conditions :

- |  |  |
|--|--|
| <p>(a) 一名僱員曾轉換其就業身分，不論其是否仍在同一機構內工作。例如一名室內設計師由自己承辦裝修工程的自僱人士身分轉為一間建築公司的僱員；<b>或</b></p>                         | <p>(a) an employee who had changed his/her employment status, irrespective 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; <b>or</b></p>         |
| <p>(b) 一名僱員曾轉換其從事的行業/職業，不論其是否仍在同一機構內工作；<b>或</b></p>  | <p>(b) an employee who had changed the industry/occupation in which he/she was engaged, irrespective of whether he/she was still working in the same establishment; <b>or</b></p>  |
| <p>(c) 一名僱員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判頭工作，則他/她每次轉換判頭工作時均算作曾轉工；<b>或</b></p>                              | <p>(c) an employee who had changed his/her employer/establishment/contractor. For example, if a furniture carpenter worked for two 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; <b>or</b></p> |
| <p>(d) 一名僱員在現時從事的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；<b>或</b></p>                                     | <p>(d) an employee who had changed his/her mode of employment in the present establishment. For instance, a pensionable employee was employed by the same employer on contract basis after receiving the gratuity for retirement; <b>or</b></p>  |
| <p>(e) 一名僱員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</p> | <p>(e) an employee who had no commitment for employment with the same employer/establishment/contractor for the next job after completing the current one, though he/she had been working for the same employer/establishment/contractor intermittently for a period of</p>  |

工作時間；即使該僱員於數天後剛巧再獲同一判頭僱用參與另一項工程，仍算作曾轉工。

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 turned out to be employed by the same contractor in another job a few days later.

## 專題訪問的主要結果

2.9 在統計時估計共有 80 700 名臨時僱員，佔在統計時所有僱員的 2.9%。按實際人數及在所有僱員中所佔的百分比計算，臨時僱員的數目於二零零零年七月至九月高達 122 900 人(或佔當時所有僱員的 4.3%)，然後逐漸減少至二零零二年四月至六月的 65 600 人(或佔當時所有僱員的 2.4%)。然而，在二零零二年十月至十二月，臨時僱員的數目回升至 80 700 人。(表 2.1)

2.10 在二零零二年四月至六月與二零零二年十月至十二月期間，臨時僱員數目增加了 15 200 人，主要是由於從事建造業的臨時僱員增加了 14 100 人。根據「綜合住戶統計調查」的結果，在上述期間從事建造業的僱員只上升了 5 600 人。在該段期間，大概有相當數目的建造業固定職位轉為臨時性質的職位。

### 年齡及性別

2.11 在該 80 700 名臨時僱員中，三十至四十九歲人士佔 60.2%，五十歲及以上人士佔 23.5%，而三十歲以下人士則佔 16.3%。臨時僱員的整體年齡中位數為四十二歲，而所有僱員的年齡中位數則為三十七歲。在該些臨時僱員中，男性僱員所佔的比例遠高於女性僱員，分別佔 84.0% 及 16.0%，其性別比率為每 1 000 名女性對 5 250 名男性。(表 2.2a 及圖 2.1)

## Major findings of the enquiry

2.9 It was estimated that there were a total of 80 700 casual employees at the time of enumeration, representing 2.9% of all employees at the time of enumeration. The number of casual employees stood at 122 900 (or 4.3% of all employees) in July-September 2000 and then decreased progressively (both in absolute terms and as a percentage of all employees) to 65 600 (or 2.4% of all employees) in April-June 2002. However, it rebounded to 80 700 in October-December 2002. (Table 2.1)

2.10 The increase in the number of casual employees by 15 200 between April-June 2002 and October-December 2002 was mainly attributable to an increase in the number of casual employees engaged in the construction sector, by 14 100. According to the findings of the General Household Survey, the total number of employees in the construction sector only went up by 5 600 over the same period. Conceivably, a considerable number of jobs in the sector had changed from permanent to casual or temporary nature during the period.

### Age and sex

2.11 Of those 80 700 casual employees, 60.2% were aged 30-49, 23.5% were aged 50 and over and 16.3% were aged below 30. The median age of all casual employees taken together was 42, as against 37 for all employees. Among those casual employees, there were much more males (84.0%) than females (16.0%), with the sex ratio being 5 250 males per 1 000 females. (Table 2.2a and Chart 2.1)

2.12 在不同年齡組別中，臨時就業的情況以男性僱員較為普遍。男性僱員從事臨時工作的整體比率為 4.7%，而女性僱員的相應比率則為 1.0%。按年齡分析，十五至十九歲的僱員從事臨時工作的比率最高，達 6.9%。其次是五十至五十九歲的僱員(5.0%)及四十至四十九歲的僱員(4.4%)。(表 2.2a)

### 婚姻狀況

2.13 曾經結婚的僱員(包括已婚、喪偶、分居或離婚者)相比從未結婚的僱員較有可能從事臨時工作。已婚僱員從事臨時工作的比率為 3.5%，屬於喪偶、分居或離婚者的僱員的相應比率為 3.1%，而從未結婚的僱員的相應比率則為 1.9%。(表 2.2b)

### 教育程度

2.14 該 80 700 名臨時僱員的教育程度較所有僱員的相對為低。前者約有 36.9% 具小學及以下教育程度，而所有僱員的相應百分比為 14.6%。具不同教育程度的僱員中，具小學教育程度的僱員最有可能從事臨時工作，他們從事臨時工作的比率為 7.3%，其次為未受教育或具幼稚園教育程度的僱員(6.1%)。相比之下，具專上教育程度的僱員從事臨時工作的比率則低很多。(表 2.2c)

### 行業

2.15 接近七成的臨時僱員從事建造業。再按性別分析，男性臨時僱員按行業類別的分布跟女性臨時僱員的分布各有不同。在男性臨時僱員中，從事建造業者佔最大比例(80.8%)，另 10.5% 從事其他服務業(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)。至於女性臨時僱員，接近一半從事批發、零售、進出口貿易、飲食及酒店業(47.9%)，其次是其他服務業(27.4%)。(表

2.12 Casual employment was more commonly observed among male employees in different age groups. The overall rate of taking up casual employment was 4.7% for male employees, as compared with the corresponding rate of 1.0% for their female counterpart. Analysed by age, employees aged 15-19 had the highest rate of taking up casual employment, at 6.9%. This was followed by employees aged 50-59 (5.0%) and those aged 40-49 (4.4%). (Table 2.2a)

### Marital status

2.13 The ever married employees (including the married, widowed, separated or divorced) were more likely to take up casual employment than the never married employees. The rate of taking up casual employment was 3.5% for the married employees and 3.1% for the widowed, separated or divorced employees, while that for the never married employees was 1.9%. (Table 2.2b)

### Educational attainment

2.14 Those 80 700 casual employees had relatively lower educational attainment as compared with all employees. Some 36.9% of those casual employees had primary and below education, as against 14.6% for all employees. Among employees at different levels of educational attainment, those at primary education level were most likely to take up casual employment (with the rate of taking up casual employment at 7.3%), followed by employees with no schooling or kindergarten education (6.1%). In comparison, employees at tertiary education level had a distinctly lower rate of taking up casual employment. (Table 2.2c)

### Industry

2.15 Nearly 70% of the casual employees worked in the construction sector. Further analysed by sex, the distribution of male and female casual employees differed among various industry sectors. For male casual employees, the largest proportion (80.8%) was engaged in the construction sector and 10.5% worked in the other services sector (including the transport, storage and communications sector; the financing, insurance, real estate and business services sector;

2.2d)

and the community, social and personal services sector). For female casual employees, nearly half of them were engaged in the wholesale, retail and import/export trades, restaurants and hotels sector (47.9%), followed by the other services sector (27.4%). (Table 2.2d)

2.16 按臨時僱員佔業內所有僱員的百分比計算，在各主要行業類別中，以建造業為最高(25.4%)，主要是由於這行業類別的獨特工作性質所致。其他主要行業類別的相應百分比約為1%。(表 2.2d)

2.16 Among various major industry sectors, the construction sector had the highest percentage of employees taking up casual employment (25.4%), attributable mainly to the unique job nature of the sector. The corresponding percentages for other major industry sectors hovered around 1%. (Table 2.2d)

### 職業

### Occupation

2.17 在臨時僱員中有相當比例為工藝及有關人員(54.6%)與非技術工人(26.3%)。同樣地，男性臨時僱員按職業組別的分布跟女性臨時僱員的分布各有不同。大部分男性臨時僱員為工藝及有關人員(64.7%)與非技術工人(23.0%)。至於女性臨時僱員，以非技術工人佔最大比例(43.5%)，其次為服務工作及商店銷售人員(33.4%)。(表 2.2e)

2.17 A sizeable proportion of the casual employees was craft and related workers (54.6%) and workers in elementary occupations (26.3%). The distribution of male and female casual employees likewise differed among various occupation groups. Most of the male casual employees were craft and related workers (64.7%) and workers in elementary occupations (23.0%). As to their female counterpart, the largest proportion was workers in elementary occupations (43.5%), followed by service workers and shop sales workers (33.4%). (Table 2.2e)

2.18 從事各主要職業組別的僱員中，工藝及有關人員最有可能成為臨時僱員，他們從事臨時工作的比率為 19.8%。屬於其他主要職業組別的僱員從事臨時工作的比率則較低，介乎 1.9%與 3.5%。(表 2.2e)

2.18 Among various major occupation groups, craft and related workers were more likely to become casual employees, with the rate of taking up casual employment at 19.8%. The corresponding rates for employees in other major occupation groups were much smaller, ranging from 1.9% to 3.5%. (Table 2.2e)

### 僱用形式/僱用條件中訂明的僱用期間

### Mode of employment/employment period stipulated in the terms of employment

2.19 在該 80 700 名臨時僱員中，大部分(71 200 人或 88.1%)是由僱主按日僱用，而餘下 9 600 人(11.9%)是被僱用一段少於六十天的固定期間的僱員。在該 9 600 名僱員中，3 200 人的僱用期間少於十天，3 400 人的僱用期間為十至十九天，而 1 900 人的僱用期間為三十至五十九天。(表 2.2f)

2.19 Of those 80 700 casual employees, the majority (71 200 persons or 88.1%) was employed by their employer on a day-to-day basis, while the remaining 9 600 persons (11.9%) were employed for a fixed period of less than 60 days. Among those 9 600 employees, 3 200 were employed for a fixed period of less than 10 days; 3 400, 10-19 days; and 1 900, 30-59 days. (Table 2.2f)

*現時從事的工作是否全職/部分時間制工作*

2.20 接近七成的臨時僱員(56 200 人)在統計時從事全職工作，而餘下 24 500 人(30.4%)則從事部分時間制工作(請參閱上文第 2.6 段有關部分時間制工作的定義)。這兩類僱員按僱用形式劃分的分布模式大致相若；然而，從事部分時間制工作的臨時僱員甚少被僱用三十至五十九天的較長期間。(表 2.2f)

*Whether present job was full-time/part-time job*

2.20 Nearly 70% (56 200 persons) of the casual employees were engaged in full-time job at the time of enumeration, while the remaining 24 500 persons (30.4%) were engaged in part-time job (please see paragraph 2.6 above for the definition of part-time job). These two groups of employees had broadly similar distribution pattern by mode of employment, except that casual employees working part-time were seldom employed for a relatively longer period of 30-59 days. (Table 2.2f)

*每周通常工作時數及在現職的任職周數*

2.21 在該 80 700 名臨時僱員中，78.5%在其現職通常每周工作最少三十小時，而 89.8%則於統計時在現職工作少於兩周(包括該些按僱用條件訂明僱用少於兩周的臨時僱員，以及於統計時剛任職一份臨時工作少於兩周的臨時僱員)。(表 2.2g)

*Usual hours of work per week and length of service in present job*

2.21 Of those 80 700 casual employees, 78.5% usually worked at least 30 hours per week in their present job, and 89.8% had been working in their present job for less than 2 weeks at the time of enumeration (including casual employees who were employed for a fixed period of less than 2 weeks according to the terms of employment as well as those who newly joined a casual job for less than 2 weeks at the time of enumeration). (Table 2.2g)

*薪金基制及平均每日就業收入*

2.22 大部分臨時僱員(74 600 人或 92.3%)的就業收入是按日計算。該 80 700 名臨時僱員的平均每日就業收入中位數為\$400，跟二零零二年四月至六月期間進行的專題訪問所得的結果相同。(表 2.2h 及 2.2i)

*Mode of salary payment and average daily employment earnings*

2.22 The majority (74 600 persons or 92.3%) of the casual employees had their employment earnings being calculated on a daily basis. The median value of the average daily employment earnings in respect of those 80 700 casual employees was \$400, being the same as that obtained in the enquiry conducted in April-June 2002. (Tables 2.2h and 2.2i)

*成功尋獲現職的途徑*

2.23 不論是被按日僱用的臨時僱員或被僱用一段少於六十天的固定期間的臨時僱員，他們大部分(約五分之四)是經朋友、親戚及家人介紹而成功尋獲現職。其他較普遍提及成功尋獲現職的途徑包括「直接向僱主求職」、「刊登或回應廣告」及「在工作地點或慣常聚集的地方有可能招聘人手的僱主查問」。(表 2.2j)

*Channel of successfully seeking the present job*

2.23 Most (about four-fifths) of the casual employees employed on a day-to-day basis and those employed for a fixed period of less than 60 days had successfully sought the present job with friends, relatives and family members. Other commonly cited channels through which they had successfully sought the present job included 'sought directly with employer', 'placed or answered advertisement' and 'sought with

prospective employers at work places or usual assembly places'. (Table 2.2j)

### 沒有從事固定工作的主要原因

### *Main reason for not working in permanent job*

2.24 臨時僱員最普遍提及沒有從事固定工作的原因為「行業的傳統/公司的常規/公司的業務安排」(在所有臨時僱員中有 67.7%提及此原因)。其他較普遍提及的原因包括「未能找到固定工作」(18.5%)、「公司工作量不足」(5.2%)及「健康問題/年老」(4.8%)。在該 54 600 名因行業的傳統/公司的常規/公司的業務安排而沒有從事固定工作的臨時僱員中, 90.3%是從事建造業的工藝及有關人員與非技術工人。按性別分析, 男性臨時僱員最普遍提及沒有從事固定工作的原因是「行業的傳統/公司的常規/公司的業務安排」(在男性臨時僱員中有 77.8%提及此原因), 而女性臨時僱員最普遍提及的原因則是「未能找到固定工作」(在女性臨時僱員中有 41.6%提及此原因)。 (表 2.2k 及圖 2.2)

2.24 The most commonly cited reason for casual employees not working in permanent job was 'custom of trade/norm of company/business arrangement of company' (cited by 67.7% of all casual employees). Other commonly cited reasons included 'could not find permanent job' (18.5%), 'slack work in company' (5.2%) and 'health problem/old age' (4.8%). Among those 54 600 casual employees who did not work in permanent job because of custom of trade/norm of company/business arrangement of company, 90.3% were craft and related workers and workers in elementary occupations engaged in the construction sector. Analysed by sex, the most commonly cited reason for male casual employees not working in permanent job was 'custom of trade/norm of company/business arrangement of company' (cited by 77.8% of the male casual employees), while that for their female counterpart was 'could not find permanent job' (cited by 41.6% of the female casual employees). (Table 2.2k and Chart 2.2)

2.25 按年齡分析, 不同年齡組別的臨時僱員最普遍提及沒有從事固定工作的原因均為「行業的傳統/公司的常規/公司的業務安排」。相對於三十歲及以上的臨時僱員, 十五至二十九歲的臨時僱員比例上較多因未能找到固定工作而從事臨時工作。 (表 2.2l)

2.25 Analysed by age, the most commonly cited reason for not working in permanent job was still 'custom of trade/norm of company/business arrangement of company' for casual employees in different age groups. Compared with casual employees aged 30 and over, there were proportionally more casual employees aged 15-29 who took up casual employment because of difficulty in finding permanent job. (Table 2.2l)

### 找尋固定工作的期間

### *Duration of seeking permanent job*

2.26 主要因未能找到固定工作而從事臨時工作的 15 000 名僱員中, 50.1%曾找尋固定工作為時少於六個月, 24.7%為時六個月至少於十二個月, 而 25.1%則為時一年及以上。該 15 000 名臨時僱員找尋固定工作的期間中位數為一百八十一天。 (表 2.3a)

2.26 Of those 15 000 employees who took up casual employment mainly because of difficulty in finding permanent job, 50.1% had sought permanent job for less than 6 months, 24.7% for 6 months to less than 12 months and 25.1% for one year and more. The median duration of seeking permanent job in respect of those 15 000 casual employees was 181 days. (Table 2.3a)

*期望固定工作所屬的行業*

2.27 在該 15 000 名臨時僱員中，6 600 人 (44.3%) 期望從事於現職臨時工作所屬的同一行業類別的固定工作，而 6 100 人 (40.5%) 則沒有期望從事屬於某一特定行業類別的固定工作。(表 2.3b)

*期望固定工作所屬的職業*

2.28 至於該 15 000 名臨時僱員所期望固定工作所屬的職業，8 200 人 (54.6%) 期望從事於現職臨時工作所屬的同一職業組別的固定工作，而 5 000 人 (33.2%) 則沒有期望從事屬於某一特定職業組別的固定工作。(表 2.3c)

*在統計前十二個月內的轉工次數*

2.29 在該 80 700 名臨時僱員中，約 10 200 人 (12.7%) 在統計前十二個月內在香港沒有轉工 (請參閱上文第 2.8 段有關轉工的定義)。至於餘下 70 500 名在該十二個月內曾在香港轉工的臨時僱員，16.6% 在該段期間曾轉工二十五次及以上，16.7% 則曾轉工十五至二十四次。在該 70 500 名臨時僱員中，74.8% 從事建造業。由於承判工作是該行業的常規，使有關僱員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的人士為多。就該 70 500 名曾轉工的臨時僱員整體而言，他們在統計前十二個月內的轉工次數中位數為十次。(表 2.2m)

*在統計前十二個月內曾服務的僱主/機構數目*

2.30 在統計前十二個月內曾在香港轉工的 70 500 名臨時僱員中，5 100 人 (7.3%) 在統計前十二個月內只曾為一個僱主/機構服務，即其現時的僱主/從事的機構。另 15 700 人 (22.3%) 曾為十個及以上的僱主/機構服務，當中大部分 (85.9%) 從事建造業。就該 70 500 名臨時僱員整體而言，他們在統計前十二個月內曾服務的僱

*Desired industry for permanent job*

2.27 Among those 15 000 casual employees, while 6 600 (44.3%) desired to take up a permanent job in the same industry sector as that applicable to their present casual job, 6 100 (40.5%) had no specific preference for the industry sector of permanent job. (Table 2.3b)

*Desired occupation for permanent job*

2.28 As regards the desired occupation for permanent job in respect of those 15 000 casual employees, while 8 200 (54.6%) desired to take up a permanent job in the same occupation group as that applicable to their present casual job, 5 000 (33.2%) had no specific preference for the occupation group of permanent job. (Table 2.3c)

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

2.29 Of those 80 700 casual employees, some 10 200 (12.7%) had not changed jobs in Hong Kong during the 12 months before enumeration (please see paragraph 2.8 above for the definition of job changes). For the remaining 70 500 casual employees who had changed jobs in Hong Kong during the 12-month period, 16.6% had changed jobs for 25 times and more, and 16.7% for 15-24 times during that period. Among those 70 500 casual employees, 74.8% were engaged in the construction sector. As contracting of work is the usual trade practice in this sector, most of the respective employees had to change jobs offered by different contractors more often than persons engaged in other industries. Overall speaking, the median number of times of job changes during the 12 months before enumeration was 10 in respect of those 70 500 casual employees who had changed jobs. (Table 2.2m)

*Number of distinct employers/establishments worked for during the 12 months before enumeration*

2.30 Of the 70 500 casual employees who had changed jobs in Hong Kong during the 12 months before enumeration, 5 100 (7.3%) had worked for only one employer/establishment, i.e. their present employer/establishment, during the 12-month period. Another 15 700 (22.3%) had worked for ten and more employers/ establishments, and the

主/機構數目中位數為四個。(表 2.2n)

majority of them (85.9%) were engaged in the construction sector. Taking those 70 500 casual employees together, the median number of distinct employers/ establishments whom/which they had worked for during the 12 months before enumeration was 4. (Table 2.2n)

*在最近從事的工作內有否轉換職業*

*Whether had changed occupation in the previous jobs*

2.31 在該 70 500 名於統計前十二個月內曾在香港轉工的臨時僱員中，65 100 人(92.3%)的現職與其最近從事的工作(最多五份)屬於同一職業組別。在該 65 100 人中，主要為工藝及有關人員與非技術工人，分別佔 61.8%及 23.4%。(表 2.4)

2.31 Among those 70 500 casual employees who had changed jobs in Hong Kong during the 12 months before enumeration, 65 100 (92.3%) were engaged in the same occupation group as their present job throughout their previous jobs (up to a maximum of five). They comprised mainly craft and related workers (61.8%) and workers in elementary occupations (23.4%). (Table 2.4)

**表 2.1 臨時僱員數目**  
**Table 2.1 Casual employees**

訪問期間 Enquiry period	人數 No. of persons (‘000)	佔所有僱員的 百分比 As % of all employees	年齡中位數(歲) Median age (years)
一九九九年十月至十二月 October to December 1999	102.5	3.6	41
二零零零年七月至九月 July to September 2000	122.9	4.3	42
二零零一年四月至六月* April to June 2001*	93.8	3.3	43
二零零二年四月至六月* April to June 2002*	65.6	2.4	43
二零零二年十月至十二月* October to December 2002*	80.7	2.9	42

註釋：\* 由於(i)人口數字已於二零零零年八月改為以「居住人口」方法計算；及(ii)自一九九六年以後的人口估計數列已因應二零零一年八月公布的二零零一年人口普查結果作出修訂，由二零零一年四月起進行的專題訪問所得的有關臨時僱員的統計數字亦以經修訂的居港人口估計為基礎。這些統計數字與過往載於本系列報告書內有關臨時僱員的統計數字可作概括比較。

Note : \* Consequential to (i) the change-over to the 'resident population' approach for compiling population figures as from August 2000; and (ii) the revision of the past series of population estimates compiled since 1996 with the availability of the results of the 2001 Population Census in August 2001, statistics pertaining to casual employees obtained in the enquiries conducted since April 2001 are based on the revised estimates of Hong Kong Resident Population. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report pertaining to casual employees.

表 2.2a 按年齡及性別劃分的臨時僱員數目  
Table 2.2a Casual employees by age and sex

年齡組別 Age group	臨時僱員 Casual employees									所有僱員 All employees
	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*	
15 – 19	2.4	3.5	9.4	1.1	8.5	4.4	3.5	4.3	6.9	1.8
20 – 29	8.7	12.8	2.7	1.0	7.7	0.3	9.7	12.0	1.4	24.4
30 – 39	12.3	18.2	3.0	2.9	22.4	0.6	15.2	18.8	1.7	31.4
40 – 49	29.0	42.7	7.0	4.4	34.3	1.3	33.4	41.4	4.4	27.2
50 – 59	14.2	21.0	6.7	3.3	25.7	2.4	17.5	21.7	5.0	12.6
≥ 60	1.2	1.8	2.2	0.2	1.4	1.0	1.4	1.8	1.9	2.6
合計# Overall#	67.8	100.0 (84.0)	4.7	12.9	100.0 (16.0)	1.0	80.7	100.0 (100.0)	2.9	100.0
年齡中位數(歲) Median age (years)	43			42			42			37

註釋：\* 在個別年齡及性別分組內佔所有僱員的百分比。以所有十五至十九歲的男性僱員為例，9.4%為臨時僱員。

# 括號內的數字顯示在所有臨時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: \* As a percentage of all employees in the respective age and sex sub-groups. For example, among all male employees aged 15-19, 9.4% were casual employees.

# Figures in brackets represent the percentages in respect of all casual employees.

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

表 2.2b 按婚姻狀況及性別劃分的臨時僱員數目  
Table 2.2b Casual employees by marital status and sex

婚姻狀況 Marital status	臨時僱員 Casual employees									所有僱員 All employees
	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*	
從未結婚 Never married	16.2	23.8	3.4	2.7	20.8	0.5	18.9	23.3	1.9	36.2
已婚 Married	49.8	73.4	5.4	8.9	68.9	1.2	58.7	72.7	3.5	60.1
喪偶/分居/離婚 Widowed/ separated/ divorced	1.9	2.7	6.5	1.3	10.2	1.8	3.2	3.9	3.1	3.7
合計 Overall	67.8	100.0	4.7	12.9	100.0	1.0	80.7	100.0	2.9	100.0

註釋：\* 在個別婚姻狀況及性別分組內佔所有僱員的百分比。以所有從未結婚的男性僱員為例，3.4%為臨時僱員。

Note：\* As a percentage of all employees in the respective marital status and sex sub-groups. For example, among all male employees who were never married, 3.4% were casual employees.

表 2.2c 按教育程度及性別劃分的臨時僱員數目  
Table 2.2c Casual employees by educational attainment and sex

教育程度 Educational attainment	臨時僱員 Casual employees									所有僱員 All employees 百分比 %
	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*	
未受教育/ 幼稚園 No schooling/ kindergarten	1.3	2.0	13.4	0.6	4.3	2.6	1.9	2.4	6.1	1.0
小學 Primary	24.1	35.6	12.4	3.8	29.1	2.0	27.9	34.5	7.3	13.6
中學/預科 Secondary/ matriculation	40.2	59.2	4.9	8.1	62.6	1.1	48.3	59.8	3.1	56.5
專上教育 Tertiary	2.2	3.3	0.5	0.5	3.9	0.1	2.7	3.4	0.3	28.9
合計 Overall	67.8	100.0	4.7	12.9	100.0	1.0	80.7	100.0	2.9	100.0

註釋：\* 在個別教育程度及性別分組內佔所有僱員的百分比。以所有未受教育或具幼稚園教育程度的男性僱員為例，13.4%為臨時僱員。

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 all employees in the respective educational attainment and sex sub-groups. For example, among all male employees with no schooling or kindergarten education, 13.4% were casual employees.

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

表 2.2d 按行業及性別劃分的臨時僱員數目  
Table 2.2d Casual employees by industry and sex

行業 Industry	臨時僱員 Casual employees									所有僱員 All employees 百分比 %
	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*	
製造業 Manufacturing	0.6	0.8	0.4	1.7	13.3	1.9	2.3	2.8	1.0	8.6
建造業 Construction	54.8	80.8	27.4	1.5	11.4	6.9	56.3	69.7	25.4	8.4
服務業 Services	12.1	17.8	1.1	9.7	75.3	0.8	21.8	27.0	0.9	82.4
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	7.3	1.3	6.2	47.9	1.4	11.1	13.8	1.3	28.8
其他服務業 <sup>#</sup> Other services <sup>#</sup>	7.1	10.5	1.0	3.5	27.4	0.4	10.7	13.2	0.7	53.5
其他 Others	0.4	0.6	2.6	-	-	-	0.4	0.5	2.0	0.7
合計 Overall	67.8	100.0	4.7	12.9	100.0	1.0	80.7	100.0	2.9	100.0

註釋：\* 在個別行業及性別分組內佔所有僱員的百分比。以所有從事建造業的男性僱員為例，27.4%為臨時僱員。

Notes：\* As a percentage of all employees in the respective industry and sex sub-groups. For example, among all male employees who were engaged in the construction sector, 27.4% were casual employees.

<sup>#</sup> 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。

<sup>#</sup> 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 2.2e 按職業及性別劃分的臨時僱員數目  
Table 2.2e Casual employees by occupation and sex

職業 Occupation	臨時僱員 Casual employees									所有僱員 All employees 百分比
	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*	
服務工作及商店 銷售人員 Service workers and shop sales workers	3.8	5.6	1.8	4.3	33.4	2.1	8.1	10.0	1.9	14.7
工藝及有關人員 Craft and related workers	43.9	64.7	20.5	0.8	5.9	2.3	44.1	54.6	19.8	8.3
機台及機器操作 員及裝配員 Plant and machine operators and assemblers	3.1	4.6	2.2				3.7	4.5	2.2	6.0
非技術工人 Elementary occupations	15.6	23.0	7.4	5.6	43.5	1.4	21.2	26.3	3.5	21.5
其他 Others	1.5	2.1	0.2	2.2	17.3	0.3	3.7	4.6	0.3	49.4
合計 Overall	67.8	100.0	4.7	12.9	100.0	1.0	80.7	100.0	2.9	100.0

註釋：\* 在個別職業及性別分組內佔所有僱員的百分比。以所有任職工藝及有關人員的男性僱員為例，20.5%為臨時僱員。

Notes: \* As a percentage of all employees in the respective occupation and sex sub-groups. For example, among all male employees working as craft and related workers, 20.5% were casual employees.

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 2.2f 按僱用形式/僱用條件中訂明的僱用期間及現時從事的工作是否全職/部分時間制工作劃分的臨時僱員數目  
 Table 2.2f Casual employees by mode of employment/employment period stipulated in the terms of employment and whether present job was full-time/part-time job

僱用形式/僱用條件中訂明的 僱用期間(天) Mode of employment/ employment period stipulated in the terms of employment (days)	現時從事的工作是否全職/部分時間制工作 Whether present job was full-time/part-time 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 %
按日僱用 Day-to-day basis	48.5	86.2	22.7	92.5	71.2	88.1
一段少於六十天的固定期間 A fixed period of less than 60 days	7.7	13.8	1.8	7.5	9.6	11.9
< 10	2.3	4.0	0.9	3.7	3.2	3.9
10 – 19	2.7	4.7	} 0.9	} 3.7	3.4	4.2
20 – 29	0.9	1.7			1.1	1.4
30 – 59	1.9	3.4	-	-	1.9	2.3
總計# Total#	56.2	100.0 (69.6)	24.5	100.0 (30.4)	80.7	100.0 (100.0)

註釋：\* 若某人的主業有固定的每周工作日數並通常每周工作少於五天或每個工作天工作少於六小時；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。

# 括號內的數字顯示在所有臨時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 : \* A person was regarded as working part-time if he/she usually worked for less than 5 days per week or less than 6 hours per working 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.

# Figures in brackets represent the percentages in respect of all casual employees.

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

**表 2.2g 按每周通常工作時數及在現職的任職周數劃分的臨時僱員數目**  
**Table 2.2g Casual employees by usual hours of work per week and length of service in present job**

每周通常 工作時數 Usual hours of work per week	在現職的任職周數(周) Length of service in present job (weeks)								總計 Total	
	< 2		2 - < 4		4 - < 6		≥ 6			
	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 %
< 18	6.3	7.7	-	-	0.2	0.2	0.2	0.2	6.6	8.2
18 - < 30	10.4	12.8	0.4	0.5	-	-	-	-	10.7	13.3
≥ 30	55.9	69.2	5.7	7.0	1.3	1.6	0.6	0.7	63.4	78.5
總計 Total	72.5	89.8	6.0	7.5	1.5	1.9	0.8	0.9	80.7	100.0

註釋：部分估計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 2.2h 按薪金基制劃分的臨時僱員數目**  
**Table 2.2h Casual employees by mode of salary payment**

薪金基制 Mode of salary payment	人數 No. of persons (‘000)	百分比 %
月薪/周薪 Monthly-rated/weekly-rated	0.5	0.7
日薪 Daily-rated	74.6	92.3
時薪 Hourly-rated	4.9	6.1
件工 Piece-rated	0.8	0.9
總計 Total	80.7	100.0

註釋：部分估計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 2.2i 按平均每日就業收入劃分的臨時僱員數目**  
**Table 2.2i Casual employees by average daily employment earnings**

平均每日就業收入(港元) Average daily employment earnings (HK\$)	人數 No. of persons (‘000)	百分比 %
< 300	17.9	22.2
300 – 399	14.5	17.9
400 – 499	15.4	19.1
500 – 599	17.5	21.7
≥ 600	15.4	19.1
總計 Total	80.7	100.0
平均每日就業收入中位數(港元) Median value of average daily employment earnings (HK\$)		400

**表 2.2j 按成功尋獲現職的途徑及僱用形式劃分的臨時僱員數目**  
**Table 2.2j Casual employees by channel of successfully seeking the present job and mode of employment**

成功尋獲現職的途徑 Channel of successfully seeking the present job	僱用形式 Mode of employment					
	按日僱用 Day-to-day basis		一段少於六十天 的固定期間 A fixed period of less than 60 days		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 %
經朋友、親戚及家人介紹 Sought with friends, relatives and family members	58.5	82.1	7.5	78.0	65.9	81.7
直接向僱主求職 Sought directly with employer	4.9	6.9	0.8	8.2	5.7	7.1
刊登或回應廣告 Placed or answered advertisement	3.0	4.3	0.7	7.6	3.8	4.7
在工作地點或慣常聚集的地方 向有可能招聘人手的僱主查 問 Sought with prospective employers at work places or usual assembly places	3.2	4.5	0.2	2.0	3.4	4.2
其他 Others	1.5	2.2	0.4	4.2	1.9	2.4
總計 Total	71.2	100.0	9.6	100.0	80.7	100.0

註釋：部分估計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 2.2k 按沒有從事固定工作的主要原因及性別劃分的臨時僱員數目**  
**Table 2.2k Casual employees by main reason for not working in permanent job and sex**

沒有從事固定工作的主要原因 Main reason for not working in permanent job	男 Male		女 Female		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 %
行業的傳統/公司的常規/ 公司的業務安排 Custom of trade/norm of company/business arrangement of company	52.8	77.8	1.9	14.5	54.6	67.7
未能找到固定工作 Could not find permanent job	9.6	14.1	5.4	41.6	15.0	18.5
公司工作量不足 Slack work in company	3.0	4.5	1.1	8.9	4.2	5.2
健康問題/年老 Health problem/old age	2.2	3.3	1.7	12.9	3.9	4.8
料理家務/在家照顧兒童、 長者或傷病成員 Took care of housework/took care of children, older persons, disabled or sick members at home	-	-	2.9	22.1	2.9	3.5
其他 Others	0.2	0.3	-	-	0.2	0.2
總計 Total	67.8	100.0	12.9	100.0	80.7	100.0

註釋：部分估計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 2.2I 按沒有從事固定工作的主要原因及年齡劃分的臨時僱員數目  
Table 2.2I Casual employees by main reason for not working in permanent job and age

沒有從事固定工作的主要原因 Main reason for not working in permanent job	年齡組別 Age group							
	15 - 29		30 - 39		40 - 49		≥ 50	
	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 %
行業的傳統/公司的常規/ 公司的業務安排 Custom of trade/norm of company/business arrangement of company	8.0	60.5	9.8	64.6	23.7	71.1	13.1	69.2
未能找到固定工作 Could not find permanent job	4.7	35.3	2.7	17.7	5.4	16.3	2.2	11.4
公司工作量不足 Slack work in company	0.5	4.1	1.0	6.4	2.3	6.9	0.4	1.9
健康問題/年老 Health problem/old age	-	-	0.4	2.6	0.6	1.7	2.9	15.5
料理家務/在家照顧兒童、 長者或傷病成員 Took care of housework/took care of children, older persons, disabled or sick members at home	-	-	1.3	8.8	1.2	3.4	0.4	1.9
其他 Others	-	-	-	-	0.2	0.6	-	-
總計 Total	13.2	100.0	15.2	100.0	33.4	100.0	19.0	100.0

註釋：部分估計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 2.2m 按在統計前十二個月內曾否在香港轉工/在該十二個月內的轉工次數劃分的臨時僱員數目**  
**Table 2.2m Casual employees by whether had changed jobs in Hong Kong during the 12 months before enumeration/number of times of job changes during the 12-month period**

在統計前十二個月內曾否在香港轉工 / 在該十二個月內的轉工次數 Whether had changed jobs in Hong Kong during the 12 months before enumeration/number of times of job changes during the 12-month period	人數 No. of persons ('000)	百分比* %*
沒有轉工 Had not changed jobs	10.2	12.7
曾轉工 Had changed jobs	70.5	87.3
1	4.6	(6.6)
2	5.1	(7.2)
3	5.9	(8.3)
4	4.5	(6.4)
5	4.4	(6.2)
6 – 9	6.6	(9.4)
10 – 14	12.8	(18.2)
15 – 24	11.8	(16.7)
≥25	11.7	(16.6)
不詳 Unknown	3.0	(4.3)
在統計前十二個月內的轉工次數中位數 <sup>#</sup> Median number of times of job changes during the 12 months before enumeration <sup>#</sup>		10
總計 Total	80.7	100.0

註釋：\* 括號內的數字顯示在統計前十二個月內所有曾在香港轉工的臨時僱員中所佔的百分比。

<sup>#</sup> 不包括未能提供有關在統計前十二個月內轉工次數的資料的臨時僱員。

Notes : \* Figures in brackets represent the percentages in respect of all casual employees who had changed jobs in Hong Kong during the 12 months before enumeration.

<sup>#</sup> Excluding casual employees who were unable to provide information on the number of times of job changes during the 12 months before enumeration.

**表 2.2n 按在統計前十二個月內曾否在香港轉工/在該十二個月內曾服務的僱主/機構數目劃分的臨時僱員數目**  
**Table 2.2n Casual employees by whether had changed jobs in Hong Kong during the 12 months before enumeration/number of distinct employers/establishments worked for during the 12-month period**

在統計前十二個月內曾否在香港轉工/在該十二個月內曾服務的僱主/機構數目 Whether had changed jobs in Hong Kong during the 12 months before enumeration/number of distinct employers/establishments worked for during the 12-month period	人數 No. of persons ('000)	百分比* %*
沒有轉工 Had not changed jobs	10.2	12.7
曾轉工 Had changed jobs	70.5	87.3
1	5.1	(7.3)
2	11.2	(16.0)
3	11.3	(16.0)
4	10.6	(15.0)
5	6.5	(9.2)
6 - 9	7.4	(10.5)
10 - 14	11.8	(16.7)
≥ 15	3.9	(5.6)
不詳 Unknown	2.7	(3.8)
在統計前十二個月內曾服務的僱主/機構數目 中位數# Median number of distinct employers/establishments worked for during the 12 months before enumeration#	4	
總計 Total	80.7	100.0

註釋：\* 括號內的數字顯示在統計前十二個月內所有曾在香港轉工的臨時僱員中所佔的百分比。

Notes : \* Figures in brackets represent the percentages in respect of all casual employees who had changed jobs in Hong Kong during the 12 months before enumeration.

# 不包括未能提供有關在統計前十二個月內曾服務的僱主/機構數目的資料的臨時僱員。

# Excluding casual employees who were unable to provide information on the number of distinct employers/establishments worked for during the 12 months before enumeration.

**表 2.3a 按找尋固定工作的期間劃分的未能找到固定工作的臨時僱員數目**  
**Table 2.3a Casual employees who could not find permanent job by duration of seeking permanent job**

找尋固定工作的期間 Duration of seeking permanent job	人數 No. of persons ('000)	百分比 %
少於兩個月 < 2 months	3.4	23.1
兩個月至少於六個月 2 - < 6 months	4.0	27.1
六個月至少於十二個月 6 - < 12 months	3.7	24.7
一年至少於一年半 1 - < 1.5 years	1.3	8.9
一年半或以上 ≥ 1.5 years	2.4	16.2
總計 Total	15.0	100.0
找尋固定工作的期間中位數(天) Median duration of seeking permanent job (days)		181

**表 2.3b 按期望固定工作所屬的行業劃分的未能找到固定工作的臨時僱員數目**  
**Table 2.3b Casual employees who could not find permanent job by desired industry for permanent job**

期望固定工作所屬的行業 Desired industry for permanent job	人數* No. of persons* ('000)	百分比 %
無特別意願 No preference	6.1	40.5
製造業 Manufacturing	0.6 (0.2)	3.9
建造業 Construction	1.5 (0.9)	9.9
服務業 Services	6.8 (5.5)	45.7
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 (3.8)	27.7
其他服務業# Other services#	2.7 (1.7)	18.0
總計 Total	15.0 (6.6)	100.0

註釋：\* 括號內的數字顯示在統計時正從事個別行業類別的工作並期望從事屬於相同行業類別的固定工作的臨時僱員數目。

Notes : \* Figures in brackets represent the number of casual employees who were working in the respective industry sectors at the time of enumeration and desired to work in permanent job belonging to the same industry sector.

# 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。

# 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 2.3c 按期望固定工作所屬的職業劃分的未能找到固定工作的臨時僱員數目**  
**Table 2.3c Casual employees who could not find permanent job by desired occupation for permanent job**

期望固定工作所屬的職業 Desired occupation for permanent job	人數* No. of persons* ('000)	百分比 %
無特別意願 No preference	5.0	33.2
服務工作及商店銷售人員 Service workers and shop sales workers	3.2 (3.0)	21.4
工藝及有關人員 Craft and related workers	1.5 (0.9)	10.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	1.2 (1.0)	7.7
非技術工人 Elementary occupations	2.9 (2.5)	19.1
其他 Others	1.3 (0.7)	8.5
總計 Total	15.0 (8.2)	100.0

註釋：\* 括號內的數字顯示在統計時正從事個別職業組別的工作並期望從事屬於相同職業組別的固定工作的臨時僱員數目。

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 number of casual employees who were working in the respective occupation groups at the time of enumeration and desired to work in permanent job belonging to the same occupation group.

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

**表 2.4 按現時從事的職業劃分的在統計前十二個月內曾在香港轉工並在最近從事的工作(最多五份)與現職屬於同一職業組別\*的臨時僱員數目**  
**Table 2.4 Casual employees who had changed jobs in Hong Kong during the 12 months before enumeration and were engaged in jobs belonging to the present occupation group in their previous jobs (up to a maximum of five)\* by present occupation**

現時從事的職業 Present occupation	人數 No. of persons ('000)	百分比 %	比率# Rate#
服務工作及商店銷售人員 Service workers and shop sales workers	5.8	9.0	93.8
工藝及有關人員 Craft and related workers	40.2	61.8	98.2
機台及機器操作員及裝配員 Plant and machine operators and assemblers	2.5	3.8	100.0
非技術工人 Elementary occupations	15.2	23.4	95.5
其他 Others	1.3	2.0	77.9
合計 Overall	65.1	100.0	96.7

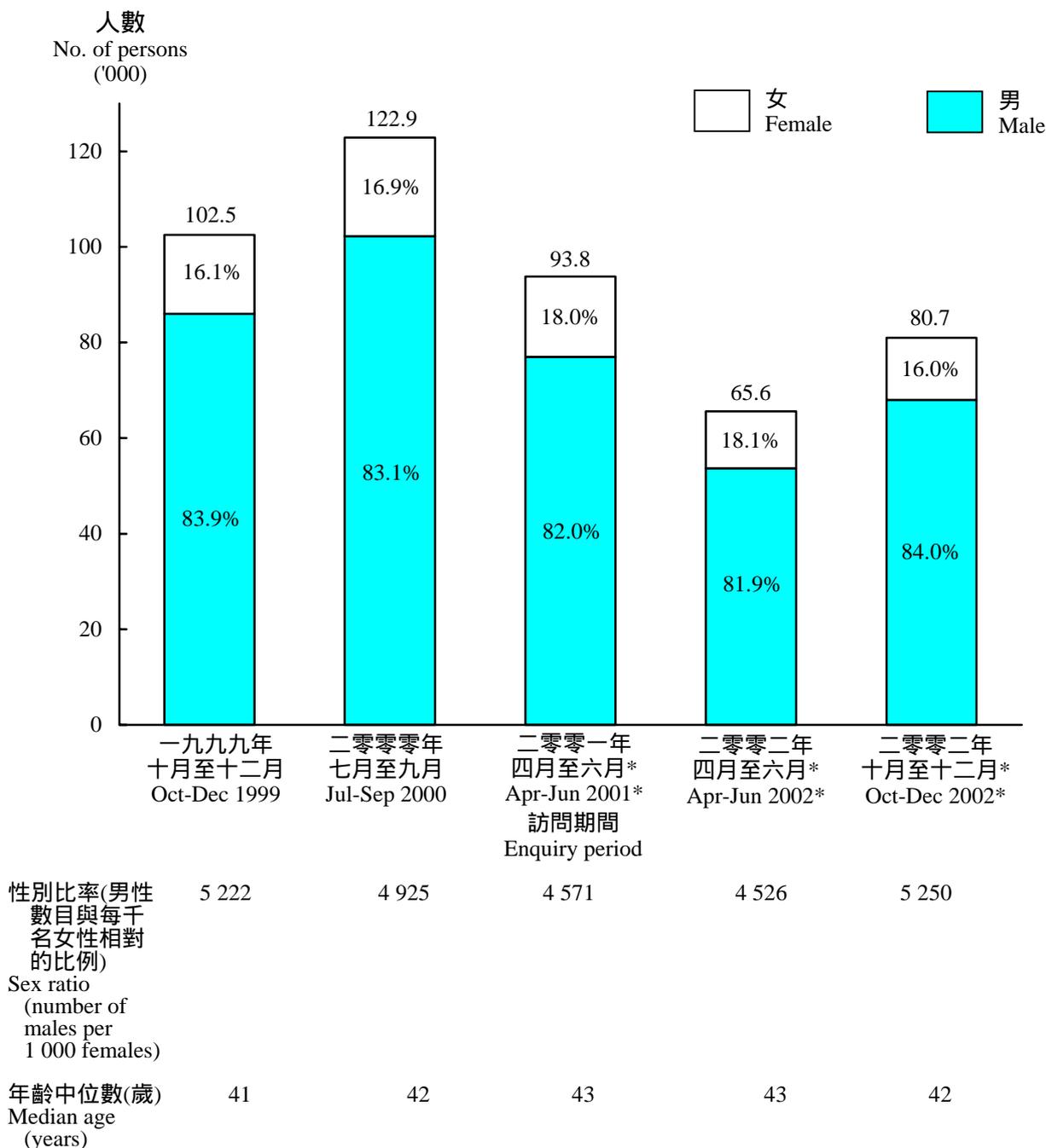
註釋：\* 根據在統計前十二個月內曾在香港轉工的臨時僱員現時從事的職業及最近曾從事的工作(最多五份)所屬的職業資料界定。未能提供最近曾從事的工作所屬的職業資料的臨時僱員不包括在內。

Notes：\* Based on the present occupation and the occupation in the previous jobs (up to a maximum of five) of those casual employees who had changed jobs in Hong Kong during the 12 months before enumeration. Casual employees who were unable to provide information on the occupation which they were engaged in the previous jobs were excluded.

# 在個別現時從事的職業組別內佔所有在統計前十二個月內曾在香港轉工的臨時僱員(不包括該些未能提供最近曾從事的工作所屬的職業資料的臨時僱員)的百分比。

# As a percentage of all casual employees who had changed jobs in Hong Kong during the 12 months before enumeration (excluding those who were unable to provide information on the occupation in the previous jobs) in the respective present occupation groups.

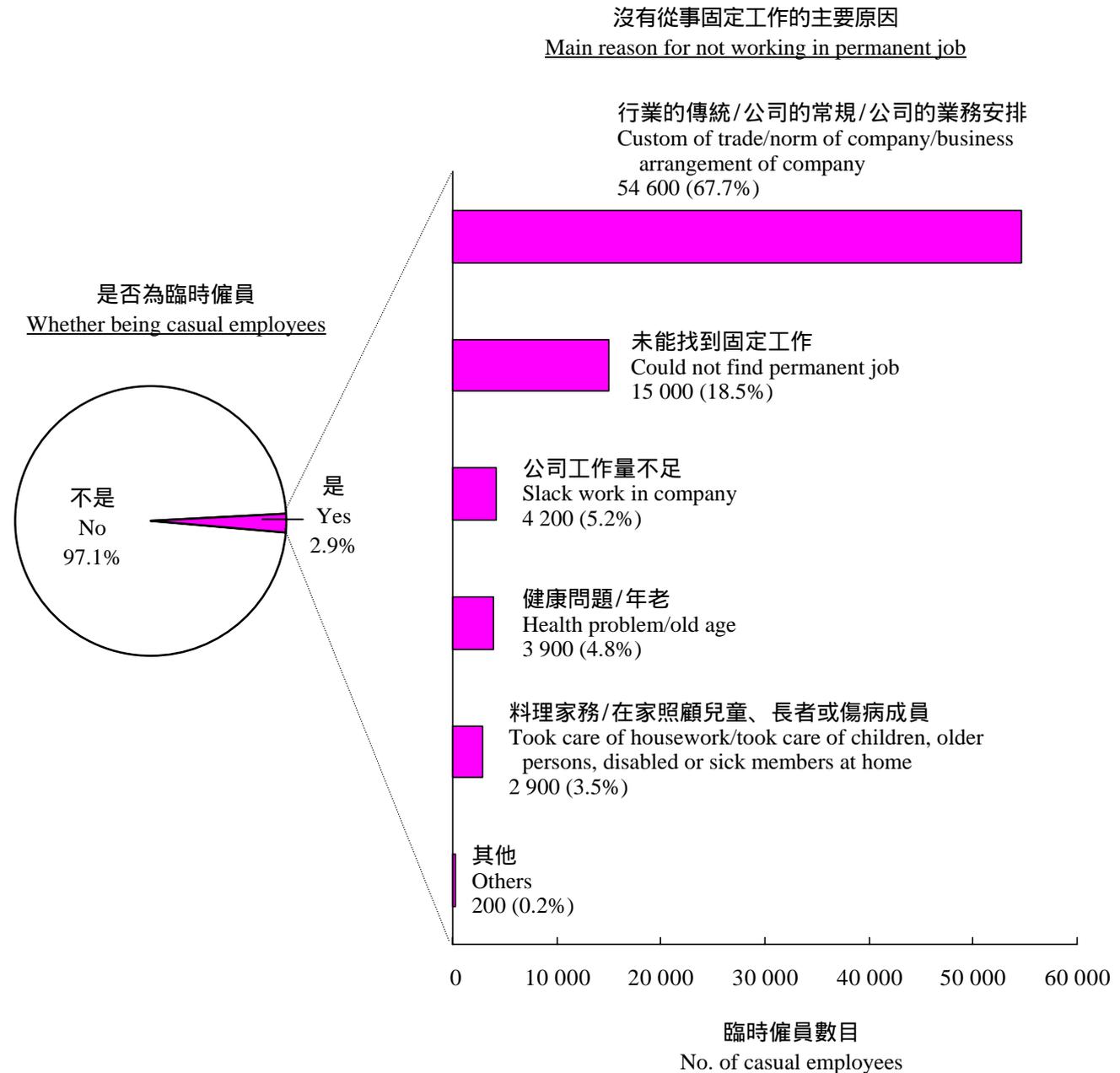
**圖 2.1 按性別劃分的臨時僱員數目及其性別比率與年齡中位數**  
**Chart 2.1 Number of casual employees by sex, and their sex ratio and median age**



註釋：\* 由於(i)人口數字已於二零零零年八月改為以「居住人口」方法計算；及(ii)自一九九六年以後的人口估計數列已因應二零零一年八月公布的二零零一年人口普查結果作出修訂，由二零零一年四月起進行的專題訪問所得的有關臨時僱員的統計數字亦以經修訂的居港人口估計為基礎。這些統計數字與過往載於本系列報告書內有關臨時僱員的統計數字可作概括比較。

Note: \* Consequential to (i) the change-over to the 'resident population' approach for compiling population figures as from August 2000; and (ii) the revision of the past series of population estimates compiled since 1996 with the availability of the results of the 2001 Population Census in August 2001, statistics pertaining to casual employees obtained in the enquiries conducted since April 2001 are based on the revised estimates of Hong Kong Resident Population. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report pertaining to casual employees.

**圖 2.2 按是否為臨時僱員及沒有從事固定工作的主要原因劃分的僱員百分比分布**  
**Chart 2.2 Percentage distribution of employees by whether being casual employees and main reason for not working in permanent job**



註釋：括號內的數字顯示在所有臨時僱員中所佔的百分比。

Note: Figures in brackets represent the percentages in respect of all casual employees.

## 3 僱員離職情況 Worker displacement

### 引言

3.1 政府統計處在二零零二年七月至十二月期間，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特徵的資料。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、一九九八年七月至九月及二零零零年十月至十二月期間進行。由於在一九九八年以前進行的專題訪問所採用有關離職僱員的定義與一九九八年起進行的專題訪問所採用的定義有所不同，故此於一九九八年以前進行的專題訪問的結果不能與是次專題訪問所得的結果作比較。

3.2 在經科學方法抽選的樣本內，約22 400個住戶接受了訪問，回應率為93%。對於在該些受訪住戶內的十七歲及以上人士，統計員向他們提問數個問題以界定他們是否為離職僱員（請參閱下文第3.5段有關離職僱員的定義）；若是，他們再被問及有關其離職情況的問題，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以及離職前的任職年資；
- (b) 就離職後有找到另一份工作的離職僱員而言，他們離職後找尋工作的期間及成功尋獲工作的途徑；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。

3.3 有關離職僱員的人口、社會及經濟特徵(例如年齡、性別及教育程度)的詳細分析，在「綜合住戶統計調查」的架構下進行。

### Introduction

3.1 An enquiry on worker displacement was conducted via the General Household Survey during July to December 2002 to collect information on the characteristics of displaced workers. Similar enquiries were conducted during April to June 1992, April to August 1995, July to September 1998 and October to December 2000. However, the definition of displaced workers adopted in the enquiries conducted before 1998 is different from that in the enquiries conducted from 1998 onwards. Therefore, the findings obtained from the enquiries conducted before 1998 are not comparable with those of the present enquiry.

3.2 About 22 400 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 93%. Within those households, all persons aged 17 and over were asked a few questions to identify if they were displaced workers (please see paragraph 3.5 below for the definition of displaced workers); and if so, they were further asked questions pertaining to their displacement, which included :

- (a) for all displaced workers, their main reason for leaving the job, whether resigned of own accord, industry and occupation which they were engaged in the lost job, and 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.

3.3 Detailed analysis of the demographic and socio-economic characteristics (e.g. age, sex and educational attainment) of displaced workers was made under the framework of the General Household Survey.

3.4 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。

3.4 Based on information collected from the interviewed households, the situation relating 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.

## 概念及定義

## Concepts and definitions

3.5 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：

3.5 For the purpose of the 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) 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 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.

3.6 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的類似的專題訪問所採用的定義有所不同。在先前兩次進行的專題訪問中，離職僱員只包括因上文第 3.5 段(a)至(d)項原因而離職的二十歲及以上人士。因此，是次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。

3.6 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 3.5 above. Hence, the findings of the present enquiry are not strictly comparable with those of the enquiries conducted in 1992 and 1995.

3.7 有一點要留意，本報告書的表 3.1b、3.1c、3.1e 及 3.1f 以及圖 3.2 中載列的離職率是以離職僱員的估計人數為分子，並以在有關組別內的十七歲及以上僱員平均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」所得在統計前十二個月有關組別內的十七歲及以上僱員平均人數。

3.7 It should be noted that the displacement rate, as given in Tables 3.1b, 3.1c, 3.1e and 3.1f and Chart 3.2, referred to the estimated number of displaced workers divided by the estimated average number of employees aged 17 and over in the categories concerned, the latter being the average estimate for the respective categories during the 12-month period before enumeration as obtained from the General Household Survey.

## 專題訪問的主要結果

### 甲. 有關離職僱員的分析

3.8 在統計時，估計約有 78 400 名十七歲及以上人士為離職僱員，佔在統計前十二個月期間十七歲及以上僱員平均人數的 2.8%。這些數字高於二零零零年的相應估計，分別為 62 300 人及 2.2%。（圖 3.1 及 3.2）

3.9 在該 78 400 名離職僱員中，約 46 000 人(58.6%)在統計時已重新就業，21 200 人(27.1%)在統計時正失業，而 11 200 人(14.3%)在統計時為非從事經濟活動人士。統計調查結果亦顯示約 48 900 名離職僱員(62.3%)在離職後有找到另一份工作，其餘 29 500 人(37.7%)離職後則一直沒有工作。要注意的是在該 48 900 及 29 500 名離職僱員中，部分屬於在統計時正失業的人士。（表 3.1d 及 3.1k）

#### 主要離職原因

3.10 約 28 300 名離職僱員(佔所有離職僱員的 36.1%)表示是因其職位被取消而離職。另 22 700 人(28.9%)是因其所屬的公司結束營業而離職，11 000 人(14.1%)是遭僱主解僱，6 300 人(8.0%)是因僱主單方面更改僱傭合約的條款或僱主拖欠工資，而 6 100 人(7.8%)是因僱主遷移業務運作至中國內地或其他國家/地區。（表 3.1a）

#### 是否自己辭職

3.11 在該 78 400 名離職僱員中，5 600 人(7.2%)是自己辭職。當中大部分因為僱主單方面更改僱傭合約的條款或僱主拖欠工資而離職(佔自己辭職者的 62.0%)，其餘 72 800 名(92.8%)離職僱員並非自己辭職，他們最普遍提及的三個離職原因是「職位被取消」、「公司結束營業」及「遭解僱」(在該 72 800 名離職僱員中，分別有 38.0%、30.9%及 15.1%提及該原因)。（表 3.1a）

## Major findings of the enquiry

### A. Analysis on displaced workers

3.8 It was estimated that some 78 400 persons aged 17 and over were displaced workers at the time of enumeration, representing 2.8% of the number of employees aged 17 and over averaged over the 12-month period before enumeration. These figures were higher than the corresponding estimates of 62 300 persons and 2.2% obtained in 2000. (Charts 3.1 and 3.2)

3.9 Of those 78 400 displaced workers, while 46 000 (58.6%) were employed at the time of enumeration, 21 200 (27.1%) were unemployed and 11 200 (14.3%) were economically inactive. The survey findings also showed that some 48 900 displaced workers (62.3%) had another job after displacement and the remaining 29 500 (37.7%) had not worked since they were displaced. It should be noted that part of those 48 900 and 29 500 displaced workers were unemployed persons at the time of enumeration. (Tables 3.1d and 3.1k)

#### Main reason for leaving job

3.10 Some 28 300 displaced workers (or 36.1% of all displaced workers) cited that they left the job because their posts were abolished. Another 22 700 persons (28.9%) did so owing to the closure of the companies in which they worked, 11 000 (14.1%) because they were dismissed by their employer, 6 300 (8.0%) because their employer unilaterally varied the terms of employment contract or their employer failed/deferred to pay wages, and 6 100 (7.8%) because their employer moved operations to the mainland of China or other countries/territories. (Table 3.1a)

#### Whether resigned of own accord

3.11 Some 5 600 (7.2%) of those 78 400 displaced workers left the job of their own accord. Most of them resigned as their employer unilaterally varied the terms of employment contract or their employer failed/deferred to pay wages (constituting 62.0% of those who resigned of their own accord). For the remaining 72 800 (92.8%) displaced workers who did not resign of their own accord, the three most commonly cited

### 年齡及性別

3.12 在 78 400 名離職僱員中，三十至四十九歲人士佔 62.7%，而五十歲及以上人士佔 22.7%。這些數字高於在統計時所有十七歲及以上僱員中的相應比例，分別為 58.7% 及 15.1%。因此，該 78 400 名離職僱員的年齡中位數(四十歲)高於在統計時所有十七歲及以上僱員的年齡中位數(三十七歲)。按性別分析，在該些離職僱員中，男性僱員所佔的比例較女性的為高，分別佔 56.4% 及 43.6%。除了十七至二十四歲的年齡組別外，所有年齡組別亦出現此情況。(表 3.1b)

3.13 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 2.8%。換言之，在該段期間內所有十七歲及以上僱員中，2.8% 曾離職。一般來說，愈高年齡組別的僱員較可能離職。五十歲及以上僱員的離職率最高，達 4.2%，而三十歲以下僱員的離職率明顯較低。十七至二十四歲僱員的離職率為 1.2%，而二十五至二十九歲僱員的離職率為 1.8%。按性別分析，男性僱員的離職率稍高於女性僱員，分別為 3.0% 及 2.6%。除了四十五至四十九歲以及五十歲及以上的年齡組別外，其他年齡組別亦出現此情況。(表 3.1b)

### 教育程度

3.14 與所有十七歲及以上僱員相比，該 78 400 名離職僱員的教育程度相對較低。他們中約 21.0% 具小學及以下教育程度，而所有十七歲及以上僱員的相應比例則為 14.9%。此外，具小學及以下教育程度的僱員的離職率較高，未受教育及具幼稚園教育程度者的離職率為 3.0%，而具小學教育程度者的離職率為 3.8%。相比之下，具專上學位教育程度的僱員的離職率則明顯較低，只有 1.4%。(表 3.1c)

### Age and sex

reasons for leaving the job were 'post abolished', 'company closed down' and 'dismissed' (cited by 38.0%, 30.9% and 15.1% respectively of those 72 800 displaced workers). (Table 3.1a)

3.12 Of the 78 400 displaced workers, 62.7% were aged 30-49 and 22.7% were aged 50 and over. These figures were higher than the corresponding proportions of 58.7% and 15.1% among all employees aged 17 and over at the time of enumeration. As a result, the median age of those 78 400 displaced workers, at 40, was higher than that of 37 among all employees aged 17 and over at the time of enumeration. Analysed by sex, there were proportionally more males (56.4%) than females (43.6%) among all displaced workers. Such pattern was also observed for all age groups, except for the age group 17-24. (Table 3.1b)

3.13 The overall displacement rate for employees aged 17 and over during the 12-month period before enumeration was 2.8%. In other words, about 2.8% of all employees aged 17 and over during that period were displaced. Employees in higher age groups tended to have a higher chance of being displaced in general. The displacement rate was the highest for employees aged 50 and over (at 4.2%), whereas the displacement rate was much smaller for employees aged below 30, at 1.2% for employees aged 17-24 and 1.8% for those aged 25-29. Analysed by sex, the displacement rate for male employees was slightly higher than that of their female counterpart, at 3.0% and 2.6% respectively. Except for the age groups 45-49 and 50 and over, such pattern was also observed for other age groups. (Table 3.1b)

### Educational attainment

3.14 Compared with all employees aged 17 and over, those 78 400 displaced workers had relatively lower educational attainment. Some 21.0% of them had primary education and below, as against 14.9% for all employees aged 17 and over. Furthermore, employees with primary education and below had higher rate of being displaced (3.0% for those with no schooling or kindergarten education and 3.8% for those with primary education). In comparison, the displacement rate was much smaller for employees with tertiary degree education, at 1.4%. (Table 3.1c)

*在統計時的經濟活動身分*

3.15 在該 78 400 名離職僱員中，約 46 000 人(58.6%)在統計時已重新就業，另 21 200 人(27.1%)在統計時正失業。其餘 11 200 名(14.3%)離職僱員在統計時為非從事經濟活動人士，當中 4 000 人為料理家務者及 2 000 人為退休人士。有一點要注意，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 3.1d)

*離職前從事的行業*

3.16 在 78 400 名離職僱員中，接近四成於離職前從事批發、零售、進出口貿易、飲食及酒店業，其次為製造業(20.9%)與金融、保險、地產及商用服務業(15.2%)。(表 3.1e)

3.17 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 6.3%；其次為批發、零售、進出口貿易、飲食及酒店業(3.7%)。相比之下，從事建造業與社區、社會及個人服務業的僱員的離職率明顯較低，分別為 1.7% 及 1.0%。(表 3.1e)

3.18 從事建造業的僱員的離職率相對較低(1.7%)，一個主要原因是按該行業的常規，部分建造業工人須從事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任職同一份工作達兩年或以上，因此即使他們在統計前十二個月內曾經離職，根據上文第 3.5 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 3.1e)

*Economic activity status at the time of enumeration*

3.15 Of those 78 400 displaced workers, some 46 000 (58.6%) were employed at the time of enumeration and another 21 200 (27.1%) were unemployed. The remaining 11 200 displaced workers (14.3%) were economically inactive at the time of enumeration, of whom 4 000 were home-makers and 2 000 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 3.1d)

*Industry of the lost job*

3.16 Nearly 40% of the 78 400 displaced workers were previously engaged in the wholesale, retail and import/export trades, restaurants and hotels sector. This was followed by the manufacturing sector (20.9%) and the financing, insurance, real estate and business services sector (15.2%). (Table 3.1e)

3.17 Analysed by industry of the lost job, the displacement rate was the highest for employees engaged in the manufacturing sector (6.3%), followed by the wholesale, retail and import/export trades, restaurants and hotels sector (3.7%). In comparison, the displacement rates were much lower for employees engaged in the construction sector and the community, social and personal services sector, at 1.7% and 1.0% respectively. (Table 3.1e)

3.18 One main reason which accounted for the relatively low displacement rate for employees in the construction sector (1.7%) was that according to the usual trade practice in this sector, some of the construction workers had to change jobs more often than employees in other industry sectors as they took up jobs offered by different contractors. Hence, these construction workers were generally 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 3.5 above) even if they might have been displaced from a job during the 12 months before enumeration. (Table 3.1e)

*離職前從事的職業*

3.19 至於離職前從事的職業，在該 78 400 名離職僱員中，23.9%於離職前為經理及行政級人員與專業及輔助專業人員，19.8%為文員，19.1%為服務工作及商店銷售人員，而 18.4%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(9.3%)與機台及機器操作員及裝配員(9.5%)。(表 3.1f)

3.20 從事各職業組別的僱員中，機台及機器操作員及裝配員較可能離職，其次為服務工作及商店銷售人員。這兩類職業組別的離職率分別為 4.3%及 3.7%，而其他職業組別的離職率則介乎 2.2%與 2.9%。(表 3.1f)

*離職前從事的行業及主要離職原因*

3.21 在離職前從事批發、零售、進出口貿易、飲食及酒店業與建造業的僱員中，有相當比例因其所屬的公司結束營業或其職位被取消而離職。至於離職前從事其他行業類別的僱員(即製造業；運輸、倉庫及通訊業；金融、保險、地產及商用服務業以及社區、社會及個人服務業)，其離職的主要原因為職位被取消。(表 3.1g)

*離職前從事的職業及主要離職原因*

3.22 約半數(49.5%)於離職前任職服務工作及商店銷售人員的僱員因其所屬的公司結束營業而離職。至於其他職業組別中的離職僱員，他們最普遍提及的離職原因皆為「職位被取消」。屬於該些職業組別的離職僱員中，分別有 30.9%-43.1%提及該原因。(表 3.1h)

*Occupation of the lost job*

3.19 On the occupation of the lost job, some 23.9% of those 78 400 displaced workers were previously managers and administrators, professionals and associate professionals, 19.8% were clerks, 19.1% were service workers and shop sales workers and 18.4% were workers in elementary occupations. There were relatively less displaced workers who were previously craft and related workers (9.3%) as well as plant and machine operators and assemblers (9.5%). (Table 3.1f)

3.20 Among various occupation groups, plant and machine operators and assemblers tended to have a higher chance of being displaced, followed by service workers and shop sales workers. The displacement rates for these two occupation groups were 4.3% and 3.7% respectively, whereas the displacement rates for other occupation groups ranged from 2.2% to 2.9%. (Table 3.1f)

*Industry of the lost job and main reason for leaving job*

3.21 For the displaced workers who previously worked in the wholesale, retail and import/export trades, restaurants and hotels sector and the construction sector, a sizeable proportion of them left their job because of the closure of their companies or the abolition of their posts. As to the displaced workers who previously worked in the other industry sectors (viz. the manufacturing sector, the transport, storage and communications sector, the financing, insurance, real estate and business services sector as well as the community, social and personal services sector), their main reason for leaving the job was that their posts were abolished. (Table 3.1g)

*Occupation of the lost job and main reason for leaving job*

3.22 About half of the displaced workers who were previously service workers and shop sales workers left the job because of the closure of their companies (49.5%). As for displaced workers in the other occupation groups, the most commonly cited reason for leaving the job was 'post abolished' (cited by 30.9%-43.1% of displaced workers in the respective occupation groups). (Table 3.1h)

*離職前從事的職業及年齡*

3.23 屬於個別職業組別的離職僱員的年齡分布各有不同。離職前任職經理及行政級人員與專業及輔助專業人員、文員與工藝及有關人員的僱員相對較年輕，他們中逾半在四十歲以下。與其他職業組別的離職僱員比較，他們的年齡中位數亦較低，介乎三十七歲與三十八歲。另一方面，在離職前任職機台及機器操作員及裝配員與非技術工人的僱員中，逾七成為四十歲及以上人士，其年齡中位數分別為四十三歲及五十歲。（表 3.1i）

*離職前的任職年資*

3.24 按離職前的任職年資分析，在所有離職僱員中，36.8%離職前的任職年資為兩年至少於四年；27.2%，四年至少於七年；13.2%，七年至少於十年；而 22.8%，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年至少於六年。（表 3.1j）

3.25 再按離職前從事的職業分析，離職前為服務工作及商店銷售人員與非技術工人的僱員的任職年資中位數較低，皆為四年至少於五年。離職前屬於其他職業組別的僱員的任職年資中位數則為五年至少於六年。（表 3.1j）

*離職後有否另一份工作*

3.26 在 78 400 名離職僱員中，約六成（48 900 人或 62.3%）離職後有另一份工作，而 37.7%則沒有。不論離職僱員是否為自己辭職，此情況亦大致相同。再按年齡分析，五十歲及以上的離職僱員於離職後有另一份工作的百分比比較低（52.3%）。其他年齡組別人士的相應百分比則介乎 62.7%與 69.7%。（表 3.1k 及 3.1l）

*Occupation of the lost job and age*

3.23 The distribution of displaced workers by age in individual occupation groups was different from each other. Those who previously worked as managers and administrators, professionals and associate professionals, clerks as well as craft and related workers had comparatively younger age profile, with over half of them aged below 40 and a lower median age (ranging from 37 to 38) as compared with displaced workers in other occupation groups. On the other hand, over 70% 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, with a higher median age of 43 and 50 respectively. (Table 3.1i)

*Length of service in the lost job*

3.24 Analysed by length of service in the lost job, 36.8% of all displaced workers had worked in the job for 2 to less than 4 years; 27.2%, 4 to less than 7 years; 13.2%, 7 to less than 10 years; and 22.8%, 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 3.1j)

3.25 Further analysed by occupation of the lost job, the median length of service in the lost job was comparatively lower for those displaced workers who were previously service workers and shop sales workers as well as workers in elementary occupations, both at 4 to less than 5 years. For displaced workers who were previously worked in the other occupation groups, their median length of service in the lost job was 5 to less than 6 years. (Table 3.1j)

*Whether had another job after displacement*

3.26 Of the 78 400 displaced workers, about 60% (48 900 persons or 62.3%) had another job after displacement and 37.7% had not got any job after displacement. Similar pattern was observed irrespective of whether the displaced workers resigned of their own accord or otherwise. Further analysed by age, displaced workers aged 50 and over had lower percentage having another job after displacement, at 52.3%. The corresponding percentages for displaced workers in other age groups ranged from 62.7% to 69.7%. (Tables 3.1k and 3.1l)

## 乙. 有關離職後有找到另一份工作的離職僱員的分析

### *離職後找尋工作的期間*

3.27 離職後有找到另一份工作的離職僱員約有 48 900 人。當中 37.2% 在離職後一個月內已尋獲新工作(包括該些因某些原因於離職後沒有找尋工作的人士, 例如他們於離職後自己創業)。另 32.3% 需要一個月至少於三個月的時間找尋新工作, 而 30.4% 則要三個月至一年的時間。就所有離職後有找到另一份工作的離職僱員(即撇除那些離職後未曾有另一份工作的離職僱員)而言, 他們離職後找尋工作的期間中位數為五十二天。(表 3.2a)

3.28 再按離職後有找到另一份工作的僱員的年齡分析, 十七至二十九歲與五十歲及以上的僱員於離職後需要較長時間才尋獲新工作, 他們離職後找尋工作的期間中位數分別為五十五天及五十四天。三十至四十九歲的離職僱員離職後找尋工作的期間中位數為五十天。(表 3.2a)

### *離職前從事的職業*

3.29 再按離職前從事的職業組別分析, 離職前任職文員以及機台及機器操作員及裝配員的僱員, 於離職後需要較長時間找尋工作, 其找尋工作的期間中位數分別為六十天及六十四天。離職前任職非技術工人的僱員, 於離職後找尋工作的期間中位數明顯較短, 只有三十七天。(表 3.2b)

### *離職前的任職年資*

3.30 在該 48 900 名離職後有找到另一份工作的離職僱員中, 37.4% 離職前的任職年資為兩年至少於四年; 27.9% 為四年至少於七年; 13.1% 為七年至少於十年; 而 21.6% 則為十年及以上。離職前任職年資為十年及以上的僱員在離職後找尋工作的期間相對較長, 他們找尋工作的期間中位數為六十八天。(表 3.2c)

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

### *Duration of seeking work after displacement*

3.27 Some 48 900 displaced workers had another job after displacement. Among them, 37.2% were able to secure a new job within one month after displacement (including those who had not sought work after displacement for one reason or another, say, they started their own business after displacement). Another 32.3% managed to find a new job within 1 to less than 3 months and 30.4% took 3 months to a year to get a new job. For all displaced workers who had another job after displacement (i.e. excluding those who had not worked since displacement) taken together, their median duration of seeking work after displacement was 52 days. (Table 3.2a)

3.28 Further analysed by age of displaced workers who had another job after displacement, those aged 17-29 and those aged 50 and over needed a longer period of time to secure a new job after displacement, with the median duration of 55 and 54 days respectively. The median duration of seeking work after displacement for those displaced workers aged 30-49 was 50 days. (Table 3.2a)

### *Occupation of the lost job*

3.29 Further analysed by occupation of the lost job, those displaced workers who previously worked as clerks as well as plant and machine operators and assemblers needed a longer period of time to seek work after displacement, with the median duration of 60 and 64 days respectively. The median duration of seeking work after displacement for those displaced workers who previously worked in elementary occupations was much shorter, at 37 days only. (Table 3.2b)

### *Length of service in the lost job*

3.30 Of those 48 900 displaced workers who had another job after displacement, 37.4% had worked in their lost job for 2 to less than 4 years; 27.9%, 4 to less than 7 years; 13.1%, 7 to less than 10 years; and 21.6%, 10 years and more. Those who had worked in the lost job for 10 years and more had a comparatively longer duration of

seeking work after displacement, with a median duration of 68 days. (Table 3.2c)

#### 成功尋獲工作的途徑

3.31 在該 48 900 名離職僱員中，逾半 (51.3%)於離職後是經朋友、親戚及家人介紹而成功尋獲工作，他們於離職後找尋工作的期間中位數為四十五天。另 25.6%表示他們是透過刊登或回應廣告而尋獲新工作，其找尋工作的期間中位數較長(六十四天)。 (表 3.2d)

#### Channel of successfully seeking work

3.31 Over half (51.3%) of those 48 900 displaced workers had successfully sought work with friends, relatives and family members after displacement, and their median duration of seeking work after displacement was 45 days. Another 25.6% cited that they found a new job by placing or answering advertisement, with a longer median duration of seeking work (64 days). (Table 3.2d)

### 丙. 有關在統計時已重新就業的離職僱員的分析

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

#### 現時從事的行業

3.32 在 78 400 名離職僱員中，46 000 人 (58.6%)在統計時已重新就業。在該 46 000 人中，40.9%在統計時從事批發、零售、進出口貿易、飲食及酒店業。其次為金融、保險、地產及商用服務業(16.3%)，社區、社會及個人服務業(13.1%)以及製造業(11.5%)。與在統計時所有十七歲及以上的就業人士比較，離職僱員在統計時從事製造業、批發、零售、進出口貿易、飲食及酒店業以及金融、保險、地產及商用服務業的比例較高。 (表 3.1d 及 3.3a)

#### Industry of the present job

3.32 Of the 78 400 displaced workers, 46 000 (58.6%) were employed at the time of enumeration. Some 40.9% of those 46 000 persons were engaged in the wholesale, retail and import/export trades, restaurants and hotels sector at the time of enumeration. This was followed by the financing, insurance, real estate and business services sector (16.3%); the community, social and personal services sector (13.1%); and the manufacturing sector (11.5%). Compared with all employed persons aged 17 and over at the time of enumeration, a higher proportion of those 46 000 persons were engaged in the manufacturing sector, the wholesale, retail and import/export trades, restaurants and hotels sector and the financing, insurance, real estate and business services sector at the time of enumeration. (Tables 3.1d and 3.3a)

#### 在現職有否轉換行業類別

3.33 在統計時已重新就業的 46 000 名離職僱員中，29 700 人(64.7%)現時仍在離職前所從事的同一行業類別工作，其餘 16 200 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僱員較可能於離職後轉換行業類別，他們當中有 61.1%表示在現職有轉換行業類別。至於離職前從事其他主要行業類別的僱員，當中只有 11.9%-40.8%表示他們在現職有轉

#### Whether had changed industry sector in the present job

3.33 Of those 46 000 displaced workers who were employed at the time of enumeration, 29 700 (64.7%) still worked in the same industry sector as that of their lost job, while the remaining 16 200 (35.3%) had changed to a different industry sector. Further analysed by industry of the lost job, those displaced workers who were previously engaged in the manufacturing sector tended to have a much higher chance of changing industry sector after displacement, with 61.1% of them having changed

換行業類別。(表 3.3b)

*在現職有轉換行業類別的原因*

3.34 在該 16 200 名在現職有轉換行業類別的離職僱員中，逾三分之二(68.1%)表示他們因為找不到跟離職前所從事的行業類別相同的工作而轉換行業類別。(表 3.3c)

*現時從事的職業*

3.35 在統計時已重新就業的 46 000 名離職僱員中，約 22.6%在統計時任職非技術工人，22.5%任職服務工作及商店銷售人員，而 22.1%則任職經理及行政級人員與專業及輔助專業人員。與在統計時所有十七歲及以上的就業人士比較，離職僱員在統計時任職服務工作及商店銷售人員、機台及機器操作員及裝配員與非技術工人的比例較高。(表 3.3d)

*在現職有否轉換職業組別*

3.36 約 35 300 名離職僱員(佔在統計時已重新就業的 46 000 名離職僱員中的 76.8%)在統計時仍在離職前所從事的同一職業組別工作，其餘 10 700 人(23.2%)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，以前任職工藝及有關人員與機台及機器操作員及裝配員的僱員較可能於離職後轉換職業組別，他們當中分別有 45.2%及 35.5%表示在現職有轉換職業組別。屬於其他職業組別的離職僱員相應的百分比介乎 16.0%與 26.1%。(表 3.3e)

industry sector in the present job. For those displaced workers who were previously engaged in other major industry sectors, only 11.9%-40.8% cited that they had changed industry sector in the present job. (Table 3.3b)

*Reason for changing industry sector in the present job*

3.34 Of those 16 200 displaced workers who had changed industry sector in their present job, over two-thirds (68.1%) cited that they had done so because jobs of the same industry sector as the lost job were not available. (Table 3.3c)

*Occupation of the present job*

3.35 Of those 46 000 displaced workers who were employed at the time of enumeration, some 22.6% were workers in elementary occupations at the time of enumeration, 22.5% were service workers and shop sales workers and 22.1% were managers and administrators, professionals and associate professionals. Compared with all employed persons aged 17 and over at the time of enumeration, a higher proportion of those 46 000 persons worked as service workers and shop sales workers, plant and machine operators and assemblers as well as workers in elementary occupations at the time of enumeration. (Table 3.3d)

*Whether had changed occupation group in the present job*

3.36 Some 35 300 displaced workers (or 76.8% of those 46 000 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, while the remaining 10 700 (23.2%) had changed to a job in a different occupation group. Further analysed by occupation of the lost job, those who previously worked as craft and related workers as well as plant and machine operators and assemblers tended to have a higher chance of changing occupation group after displacement, with 45.2% and 35.5% of them respectively having changed occupation group in the present job. The corresponding percentages for displaced workers in other occupation groups ranged from 16.0% to 26.1%. (Table 3.3e)

*在現職有轉換職業組別的原因*

3.37 至於該 10 700 名在現職有轉換職業組別的離職僱員，他們最普遍提及有轉換職業組別的原因為「找不到跟離職前所從事的職業組別相同的工作」。他們當中有 68.1% 提及此原因。（表 3.3f）

*Reason for changing occupation group in the present job*

3.37 For those 10 700 displaced workers who had changed occupation group in the present job, the most commonly cited reason for changing occupation group was 'jobs of the same occupation group as the lost job were not available', as cited by 68.1% of those displaced workers. (Table 3.3f)

丁. 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*

3.38 在 78 400 名離職僱員中，約 29 500 人 (37.7%) 在離職後未曾有工作。他們當中有 22 800 人 (77.2%) 在統計前七天內隨時可工作，其餘 6 700 人 (22.8%) 則不能隨時工作。在該 6 700 名離職僱員中，有相當比例為需要料理家務的女性。（表 3.1k 及 3.4a）

D. Analysis on displaced workers who had not worked since displacement*Whether available for work during the 7 days before enumeration*

3.38 Some 29 500 (37.7%) of the 78 400 displaced workers had not worked since displacement. Among them, some 22 800 (77.2%) were available for work during the 7 days before enumeration and the remaining 6 700 (22.8%) were not so. A sizeable proportion of those 6 700 displaced workers were females who had to take care of household responsibilities. (Tables 3.1k and 3.4a)

3.39 根據進一步的分析，在離職後未曾有工作的 29 500 名離職僱員中，約 19 000 人符合界定為在統計時正失業的人士的條件。（表 3.4b）

3.39 A more detailed analysis showed that among those 29 500 displaced workers who had not worked since displacement, some 19 000 fulfilled the criteria for being classified as unemployed at the time of enumeration. (Table 3.4b)

*年齡/性別*

3.40 在離職後未曾有工作的 29 500 名離職僱員中，男性僱員所佔的比例較女性僱員的為高，分別佔 51.8% 及 48.2%。按年齡分析，在這些離職僱員中，三十至三十九歲人士佔 31.1%；四十至四十九歲人士佔 28.5%；而五十歲及以上人士則佔 28.7%。（表 3.4b）

*Age/Sex*

3.40 Among the 29 500 displaced workers who had not worked since displacement, there were proportionally more male employees (51.8%) than female employees (48.2%). Analysed by age, 31.1% of those displaced workers were aged 30-39; 28.5% were aged 40-49 and 28.7% were aged 50 and over. (Table 3.4b)

*在統計時的經濟活動身分*

3.41 在離職後未曾有工作的 29 500 名離職僱員中，接近三分之二 (19 000 人或 64.2%) 在統計時為失業人士，其餘 10 600 人 (35.8%) 則為非從事經濟活動人士。該些非從事經濟活動的離職僱員普遍較正在失業的離職僱員年長。在該

*Economic activity status at the time of enumeration*

3.41 Nearly two-thirds (19 000 persons or 64.2%) of those 29 500 displaced workers who had not worked since displacement were unemployed at the time of enumeration, and the remaining 10 600 (35.8%) were economically inactive. Those economically inactive persons were generally older

些非從事經濟活動人士中，約 42.5% 年齡在五十歲及以上，而正在失業的離職僱員中的相應百分比則為 21.0%。 (表 3.4b)

as compared to those unemployed. About 42.5% of those economically inactive persons were aged 50 and over, as against 21.0% for those unemployed. (Table 3.4b)

#### 戊. 有關在統計時正失業的離職僱員的分析

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

3.42 在 78 400 名離職僱員中，約 21 200 人 (27.1%) 在統計時正失業，其中包括離職後未曾有工作而在統計時正在失業的離職僱員，以及在離職後曾有另一份工作但在統計時正在失業的離職僱員。 (表 3.1d)

3.42 Some 21 200 (27.1%) of the 78 400 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 3.1d)

#### 年齡/性別

#### Age/Sex

3.43 在統計時正失業的 21 200 名離職僱員中，三十至三十九歲人士佔 33.1%；四十至四十九歲人士佔 31.3%；而五十歲及以上人士則佔 21.7%。不同年齡組別的失業人士中，十七至二十九歲失業人士離職的機會顯著較低，他們當中只有 3.3% 表示在統計前十二個月內離職。較年長的失業人士的相應比率介乎 10.3% 與 12.4%。就所有在統計時正在失業的十七歲及以上人士而言，當中 8.3% 是在統計前十二個月內離職。 (表 3.5a)

3.43 Of those 21 200 displaced workers who were unemployed at the time of enumeration, 33.1% were aged 30-39; 31.3% were aged 40-49 and 21.7% were aged 50 and over. Among unemployed persons in various age groups, those aged 17-29 had a distinctly lower chance of being displaced, with only 3.3% of them indicating that they had been displaced during the 12 months before enumeration. The corresponding rate for unemployed persons in older age groups ranged from 10.3% to 12.4%. For all the unemployed persons aged 17 and over at the time of enumeration taken together, some 8.3% had been displaced during the 12 months before enumeration. (Table 3.5a)

3.44 按性別分析，在該 21 200 名正失業的離職僱員中，男性僱員所佔的比例較女性僱員的為高，分別佔 60.5% 及 39.5%。另一方面，在所有十七歲及以上的男性失業人士中，有 7.8% 是在統計前十二個月內離職，這數字較女性失業人士的相應百分比(9.2%)為低。 (表 3.5a)

3.44 Analysed by sex, there were proportionally more male employees (60.5%) than female employees (39.5%) among those 21 200 unemployed displaced workers. On the other hand, some 7.8% of all male unemployed persons aged 17 and over were displaced during the 12 months before enumeration, relatively lower than the corresponding percentage of 9.2% for their female counterpart. (Table 3.5a)

#### 失業期間

#### Duration of unemployment

3.45 就該 21 200 名在統計時正失業的離職僱員而言，他們的整體失業期間中位數為九十天。按年齡分析，三十至三十九歲的離職僱員的失業期間中位數最長，達一百天。其他年齡組別的失業人士的失業期間中位數介乎八十四

3.45 Taking those 21 200 displaced workers who were unemployed at the time of enumeration together, the overall median duration of unemployment was 90 days. Analysed by age, those unemployed persons aged 30-39 had the

天與九十天。按性別分析，男性離職僱員的失業期間中位數為一百天，明顯高於女性離職僱員的失業期間中位數(七十九天)。 (表 3.5a)

longest median duration of unemployment, at 100 days. The corresponding median duration for unemployed persons in other age groups ranged from 84 to 91 days. Analysed by sex, the median duration of unemployment for male unemployed persons was 100 days, much longer than the median duration of 79 days for their female counterpart. (Table 3.5a)

*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*

3.46 在該 21 200 名正失業的離職僱員中，52.4% 期望從事於離職前曾從事的同一行業類別的工作，而 37.3% 則沒有期望從事屬於某一特定行業類別的工作。 (表 3.5b)

3.46 Among those 21 200 displaced workers who were unemployed, 52.4% desired to take up a job in the same industry sector as their lost job, while 37.3% had no specific preference for the industry sector to work in. (Table 3.5b)

*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*

3.47 至於該 21 200 名正失業的離職僱員所期望從事的職業，63.0% 期望從事於離職前曾從事的同一職業組別的工作，而 25.8% 則沒有期望從事屬於某一特定職業組別的工作。 (表 3.5c)

3.47 As regards the desired occupation for those 21 200 displaced workers who were unemployed, 63.0% desired to take up a job in the same occupation group as their lost job, while 25.8% had no specific preference for the occupation group to work in. (Table 3.5c)

**表 3.1a 按主要離職原因及是否自己辭職劃分的離職僱員數目**  
**Table 3.1a Displaced workers by main reason for leaving job and whether resigned of own accord**

主要離職原因 Main reason for leaving job	是否自己辭職 Whether resigned of 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 %
職位被取消 Post abolished	0.7	11.8 (2.4)	27.7	38.0 (97.6)	28.3	36.1 (100.0)
公司結束營業 Company closed down	0.2	3.6 (0.9)	22.5	30.9 (99.1)	22.7	28.9 (100.0)
遭解僱 Dismissed	N.A.	N.A.	11.0	15.1 (100.0)	11.0	14.1 (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	3.5	62.0 (55.4)	2.8	3.9 (44.6)	6.3	8.0 (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	0.7	11.8 (10.8)	5.5	7.5 (89.2)	6.1	7.8 (100.0)
公司工作量不足 Slack work in company	0.6	10.8 (15.4)	3.3	4.6 (84.6)	4.0	5.0 (100.0)
總計 Total	5.6	100.0 (7.2)	72.8	100.0 (92.8)	78.4	100.0 (100.0)

註釋：括號內的數字顯示在個別離職原因中佔所有離職僱員的百分比。

N.A.代表「不適用」。

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 of displaced workers leaving jobs owing to the respective reasons.

N.A. denotes 'not applicable'.

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

表 3.1b 按年齡及性別劃分的離職僱員數目  
Table 3.1b Displaced workers by age and sex

年齡組別 Age group	離職僱員 Displaced workers									在統計時 所有十七歲 及以上僱員 All employees aged 17 and over at the time of enumeration  百分比 %
	男 Male			女 Female			合計 Overall			
	人數 No. of persons (‘000)	百分比 %	離職率* Displace- ment rate*	人數 No. of persons (‘000)	百分比 %	離職率* Displace- ment rate*	人數 No. of persons (‘000)	百分比 %	離職率* Displace- ment rate*	
17 – 24	2.0	4.6	1.3	2.0	5.7	1.1	4.0	5.1	1.2	11.6
25 – 29	4.8	10.9	2.5	2.6	7.7	1.2	7.5	9.5	1.8	14.6
30 – 34	6.4	14.4	3.1	6.3	18.5	2.7	12.7	16.2	2.9	15.6
35 – 39	6.2	14.1	2.7	5.7	16.8	2.5	12.0	15.3	2.6	16.0
40 – 44	8.1	18.3	3.4	5.4	15.7	2.8	13.4	17.1	3.1	15.3
45 – 49	6.0	13.5	3.2	5.2	15.1	3.6	11.1	14.2	3.4	11.9
≥ 50	10.7	24.3	3.8	7.0	20.6	4.9	17.8	22.7	4.2	15.1
合計# Overall#	44.2	100.0 (56.4)	3.0	34.2	100.0 (43.6)	2.6	78.4	100.0 (100.0)	2.8	100.0
年齡中位數(歲) Median age (years)	41		40		40		37			

註釋：\* 在統計前十二個月期間個別年齡及性別分組內的所有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平均所有十七至二十四歲的男性僱員為例，1.3%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 total number of employees aged 17 and over in the respective age and sex sub-groups averaged over the 12-month period before enumeration. For example, among all male employees aged 17-24 averaged over the 12-month period before enumeration, 1.3% were displaced workers.

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

表 3.1c 按教育程度劃分的離職僱員數目  
Table 3.1c Displaced workers by educational attainment

教育程度 Educational attainment	離職僱員 Displaced workers			在統計時所有 十七歲及以上僱員 All employees aged 17 and over at the time of enumeration
	人數 No. of persons ('000)	百分比 %	離職率* Displacement rate*	百分比 %
未受教育/幼稚園 No schooling/kindergarten	1.0	1.3	3.0	1.2
小學 Primary	15.5	19.7	3.8	13.8
中學/預科 Secondary/matriculation	47.4	60.4	2.9	56.7
專上教育 Tertiary				
- 非學位 non-degree	8.0	10.2	2.8	10.8
- 學位 degree	6.5	8.3	1.4	17.6
合計 Overall	78.4	100.0	2.8	100.0

註釋：\* 在統計前十二個月期間個別教育程度組別內的所有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平均所有未受教育或具幼稚園教育程度的十七歲及以上僱員為例，3.0%為離職僱員。

Note: \* As a percentage of the total number of employees aged 17 and over in the respective educational attainment groups averaged over the 12-month period before enumeration. For example, among all employees aged 17 and over with no schooling or kindergarten education averaged over the 12-month period before enumeration, 3.0% were displaced workers.

**表 3.1d 按在統計時的經濟活動身分劃分的離職僱員數目**  
**Table 3.1d 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	67.2	85.7
就業 <i>Employed</i>	46.0	58.6
失業 <i>Unemployed</i>	21.2	27.1
非從事經濟活動 Economically inactive	11.2	14.3
料理家務者 <i>Home-makers</i>	4.0	5.1
退休人士 <i>Retired persons</i>	2.0	2.6
其他 <i>Others</i>	5.2	6.7
總計 Total	78.4	100.0

**表 3.1e 按離職前從事的行業劃分的離職僱員數目**  
**Table 3.1e 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 %	離職率* Displacement rate*
製造業 Manufacturing	16.4	20.9	6.3
建造業 Construction	4.2	5.3	1.7
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	31.1	39.7	3.7
運輸、倉庫及通訊業 Transport, storage and Communications	7.2	9.1	2.6
金融、保險、地產及商用 服務業 Financing, insurance, real estate and business services	11.9	15.2	2.7
社區、社會及個人服務業 Community, social and personal services	7.6	9.7	1.0
其他 Others	0.1	0.1	0.5
合計 Overall	78.4	100.0	2.8

註釋：\* 在統計前十二個月期間個別行業組別內的所有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平均所有從事製造業的十七歲及以上僱員為例，6.3%為離職僱員。

Notes: \* As a percentage of the total number of employees aged 17 and over in the respective industry sectors averaged over the 12-month period before enumeration. For example, among all employees aged 17 and over who were engaged in the manufacturing sector averaged over the 12-month period before enumeration, 6.3% were displaced workers.

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 3.1f 按離職前從事的職業劃分的離職僱員數目**  
**Table 3.1f 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 %	離職率* Displacement rate*
經理及行政級人員與專業 及輔助專業人員 Managers and administrators, professionals and associate professionals	18.8	23.9	2.2
文員 Clerks	15.5	19.8	2.9
服務工作及商店銷售人員 Service workers and shop sales workers	15.0	19.1	3.7
工藝及有關人員 Craft and related workers	7.3	9.3	2.9
機台及機器操作員及裝配員 Plant and machine operators and assemblers	7.4	9.5	4.3
非技術工人 Elementary occupations	14.4	18.4	2.4
其他 Others	-	-	-
合計 Overall	78.4	100.0	2.8

註釋：\* 在統計前十二個月期間個別職業組別內的所有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平均所有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為例，2.2%為離職僱員。

Note: \* As a percentage of the total number of employees aged 17 and over in the respective occupation groups averaged over the 12-month period before enumeration. For example, among all employees aged 17 and over who worked as managers and administrators, professionals and associate professionals averaged over the 12-month period before enumeration, 2.2% were displaced workers.

**表 3.1g 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 3.1g Displaced workers by industry of the lost job and main reason for leaving job**

離職前從事的行業 Industry of the lost job	主要離職原因 Main reason for leaving job				總計 Total
	職位被取消 Post abolished	公司結束營業 Company closed down	遭解僱 Dismissed	其他原因 Other reasons	
	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	5.5 (33.2%)	3.3 (19.8%)	1.9 (11.5%)	5.8 (35.4%)	16.4 (100.0%)
建造業 Construction	1.6 (39.3%)	1.6 (38.1%)	0.6 (13.4%)	0.4 (9.2%)	4.2 (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	9.8 (31.5%)	12.7 (41.0%)	3.4 (10.9%)	5.2 (16.7%)	31.1 (100.0%)
運輸、倉庫及通訊業 Transport, storage and communications	2.8 (38.5%)	1.2 (17.1%)	1.2 (16.9%)	2.0 (27.5%)	7.2 (100.0%)
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	6.0 (50.6%)	1.6 (13.8%)	2.4 (20.3%)	1.8 (15.3%)	11.9 (100.0%)
社區、社會及個人服務業 Community, social and personal services	2.6 (33.6%)	2.2 (29.4%)	1.6 (20.7%)	1.2 (16.3%)	7.6 (100.0%)
其他 Others	0.1 (100.0%)	-	-	-	0.1 (100.0%)
合計 Overall	28.3 (36.1%)	22.7 (28.9%)	11.0 (14.1%)	16.4 (20.9%)	78.4 (100.0%)

註釋：括號內的數字顯示在個別行業類別中佔所有離職僱員的百分比。

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 of 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 3.1h 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 3.1h Displaced workers by occupation of the lost job and main reason for leaving job**

離職前從事的職業 Occupation of the lost job	主要離職原因 Main reason for leaving job				總計 Total
	職位被取消 Post abolished	公司結束營業 Company closed down	遭解僱 Dismissed	其他原因 Other reasons	
	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, professionals and associate professionals	7.9 (42.2%)	5.0 (26.4%)	2.5 (13.1%)	3.4 (18.3%)	18.8 (100.0%)
文員 Clerks	6.7 (43.1%)	3.9 (25.2%)	1.8 (11.3%)	3.2 (20.4%)	15.5 (100.0%)
服務工作及商店銷售 人員 Service workers and shop sales workers	3.2 (21.5%)	7.4 (49.5%)	2.2 (15.0%)	2.1 (14.0%)	15.0 (100.0%)
工藝及有關人員 Craft and related workers	2.5 (33.7%)	2.1 (28.7%)	0.9 (12.8%)	1.8 (24.8%)	7.3 (100.0%)
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	2.3 (30.9%)	1.8 (24.0%)	0.7 (8.8%)	2.7 (36.3%)	7.4 (100.0%)
非技術工人 Elementary occupations	5.7 (39.8%)	2.5 (17.5%)	3.0 (20.6%)	3.2 (22.2%)	14.4 (100.0%)
合計 Overall	28.3 (36.1%)	22.7 (28.9%)	11.0 (14.1%)	16.4 (20.9%)	78.4 (100.0%)

註釋：括號內的數字顯示在個別職業組別中佔所有離職僱員的百分比。

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 of 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 3.1i 按離職前從事的職業及年齡劃分的離職僱員數目**  
**Table 3.1i 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				總計 Total	年齡中位數(歲) Median age (years)
	17 - 29	30 - 39	40 - 49	≥ 50		
	人數 No. of persons (‘000)	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, professionals and associate professionals	2.5 (13.1%)	8.5 (45.1%)	4.9 (25.9%)	3.0 (15.9%)	18.8 (100.0%)	38
文員 Clerks	3.3 (21.4%)	5.9 (37.7%)	4.7 (30.1%)	1.7 (10.7%)	15.5 (100.0%)	37
服務工作及商店 銷售人員 Service workers and shop sales workers	3.3 (21.8%)	3.7 (24.7%)	5.3 (35.2%)	2.7 (18.3%)	15.0 (100.0%)	40
工藝及有關人員 Craft and related workers	1.2 (17.0%)	2.7 (36.4%)	1.9 (25.4%)	1.5 (21.2%)	7.3 (100.0%)	38
機台及機器操作員及 裝配員 Plant and machine operators and assemblers	0.7 (9.7%)	1.4 (18.7%)	3.9 (52.0%)	1.5 (19.6%)	7.4 (100.0%)	43
非技術工人 Elementary occupations	0.4 (3.1%)	2.6 (17.9%)	4.0 (27.9%)	7.4 (51.2%)	14.4 (100.0%)	50
合計 Overall	11.4 (14.6%)	24.6 (31.4%)	24.5 (31.3%)	17.8 (22.7%)	78.4 (100.0%)	40

註釋：括號內的數字顯示在個別職業組別中佔所有離職僱員的百分比。

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 of 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 3.1j 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 3.1j 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)				總計 Total No. of persons (‘000)	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		
	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, professionals and associate professionals	6.6 (35.2%)	4.3 (23.0%)	2.4 (12.6%)	5.5 (29.2%)	18.8 (100.0%)	5 - < 6
文員 Clerks	5.1 (32.7%)	5.0 (31.9%)	2.2 (14.4%)	3.3 (21.1%)	15.5 (100.0%)	5 - < 6
服務工作及商店 銷售人員 Service workers and shop sales workers	5.9 (39.6%)	4.7 (31.2%)	2.1 (13.8%)	2.3 (15.4%)	15.0 (100.0%)	4 - < 5
工藝及有關人員 Craft and related workers	2.6 (35.2%)	1.8 (24.4%)	1.0 (14.4%)	1.9 (26.1%)	7.3 (100.0%)	5 - < 6
機台及機器操作員及 裝配員 Plant and machine operators and assemblers	2.7 (36.9%)	1.7 (23.3%)	0.8 (10.2%)	2.2 (29.5%)	7.4 (100.0%)	5 - < 6
非技術工人 Elementary occupations	6.0 (41.3%)	3.9 (27.1%)	1.9 (12.9%)	2.7 (18.7%)	14.4 (100.0%)	4 - < 5
合計 Overall	28.9 (36.8%)	21.4 (27.2%)	10.3 (13.2%)	17.8 (22.8%)	78.4 (100.0%)	5 - < 6

註釋：括號內的數字顯示在個別職業組別中佔所有離職僱員的百分比。

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 of 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 3.1k 按離職後有否另一份工作及是否自己辭職劃分的離職僱員數目**  
**Table 3.1k Displaced workers by whether had another job after displacement and whether resigned of own accord**

離職後有否另一份工作 Whether had another job after displacement	是否自己辭職 Whether resigned of 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 %
有 Yes	3.5	61.5	45.4	62.4	48.9	62.3
沒有 No	2.2	38.5	27.4	37.6	29.5	37.7
總計 Total	5.6	100.0	72.8	100.0	78.4	100.0

**表 3.1l 按離職後有否另一份工作及年齡劃分的離職僱員數目**  
**Table 3.1l Displaced workers by whether had another job after displacement and age**

離職後有否另一 份工作 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 %
有 Yes	8.0	69.7	15.5	62.7	16.1	65.7	9.3	52.3	48.9	62.3
沒有 No	3.5	30.3	9.2	37.3	8.4	34.3	8.5	47.7	29.5	37.7
總計 Total	11.4	100.0	24.6	100.0	24.5	100.0	17.8	100.0	78.4	100.0

表 3.2a 按年齡及離職後找尋工作的期間劃分的離職後有找到另一份工作的離職僱員數目  
 Table 3.2a Displaced workers who had another job after displacement by age and duration of seeking work after displacement

年齡組別 Age group	離職後找尋工作的期間 Duration of seeking work after displacement								離職後找尋 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	2.7	33.3	3.1	38.8	2.2	27.8	8.0	100.0 (16.3)	55
30 - 39	5.7	37.2	5.5	35.6	4.2	27.2	15.5	100.0 (31.6)	50
40 - 49	6.4	39.7	4.7	29.4	5.0	30.8	16.1	100.0 (33.0)	50
≥ 50	3.4	36.3	2.5	26.3	3.5	37.4	9.3	100.0 (19.0)	54
合計 Overall	18.2	37.2	15.8	32.3	14.9	30.4	48.9	100.0 (100.0)	52

註釋：\* 包括該些於離職後沒有找尋工作的人士，例如一名人士於離職前已受聘新工作或於離職後自己創業等情況。

# 括號內的數字顯示在所有離職後有找到另一份工作的離職僱員中所佔的百分比。

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

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

表 3.2b 按離職前從事的職業及離職後找尋工作的期間劃分的離職後有找到另一份工作的離職僱員數目  
 Table 3.2b 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	離職後找尋工作的期間 Duration of seeking work after displacement				百分比 %	離職後找尋工作的期間 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)	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, professionals and associate professionals	4.1 (38.0%)	3.1 (28.4%)	3.6 (33.6%)	10.8 (100.0%)	22.2	49
文員 Clerks	2.8 (31.0%)	3.3 (36.0%)	3.0 (33.0%)	9.1 (100.0%)	18.7	60
服務工作及商店銷售人員 Service workers and shop sales workers	3.7 (36.8%)	3.7 (36.8%)	2.6 (26.4%)	10.0 (100.0%)	20.4	56
工藝及有關人員 Craft and related workers	1.7 (35.6%)	2.2 (44.8%)	0.9 (19.6%)	4.8 (100.0%)	9.9	46
機台及機器操作員及裝配員 Plant and machine operators and assemblers	1.7 (32.5%)	1.6 (30.6%)	1.9 (36.9%)	5.2 (100.0%)	10.7	64
非技術工人 Elementary occupations	4.2 (46.9%)	2.0 (22.6%)	2.7 (30.4%)	8.9 (100.0%)	18.1	37
合計 Overall	18.2 (37.2%)	15.8 (32.3%)	14.9 (30.4%)	48.9 (100.0%)	100.0	52

註釋：\* 包括該些於離職後沒有找尋工作的人士，例如一名人士於離職前已受聘新工作或於離職後自己創業等情況。

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

括號內的數字顯示在個別職業組別中佔所有離職後有找到另一份工作的離職僱員的百分比。

Figures in brackets represent the percentages of displaced workers who had another job after displacement in the respective occupation groups.

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 3.2c 按離職前的任職年資及離職後找尋工作的期間劃分的離職後有找到另一份工作的離職僱員數目  
 Table 3.2c 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)	離職後找尋工作的期間 Duration of seeking work after displacement				百分比 %	離職後找尋 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)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)		
2 - < 4	7.4 (40.6%)	6.3 (34.3%)	4.6 (25.1%)	18.3 (100.0%)	37.4	46
4 - < 7	5.7 (41.7%)	4.1 (29.8%)	3.9 (28.6%)	13.6 (100.0%)	27.9	45
7 - < 10	1.7 (27.2%)	2.7 (41.7%)	2.0 (31.1%)	6.4 (100.0%)	13.1	60
≥ 10	3.4 (31.8%)	2.8 (26.6%)	4.4 (41.7%)	10.6 (100.0%)	21.6	68
合計 Overall	18.2 (37.2%)	15.8 (32.3%)	14.9 (30.4%)	48.9 (100.0%)	100.0	52

註釋：\* 包括該些於離職後沒有找尋工作的人士，例如一名人士於離職前已受聘新工作或於離職後自己創業等情況。

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

括號內的數字顯示在個別任職年資組別中佔所有離職後有找到另一份工作的離職僱員的百分比。

Figures in brackets represent the percentages of displaced workers who had another job after displacement in the respective length of service groups.

表 3.2d 按成功尋獲工作的途徑及離職後找尋工作的期間劃分的離職後有找到另一份工作的離職僱員數目  
 Table 3.2d Displaced workers who had another job after displacement by channel of successfully seeking work and duration of seeking work after displacement

成功尋獲工作的途徑 Channel of successfully seeking work	離職後找尋工作的期間 Duration of seeking work after displacement			總計 Total	百分比 %	離職後找尋工作的期間 中位數(日) Median duration of seeking work after displacement (days)
	少於一個月* < 1 month*	一個月至三個月 1 - < 3 months	三個月至少於一年 3 months - < 1 year			
	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)		
經朋友、親戚及家人介紹 Sought with friends, relatives and family members	10.5 (41.8%)	7.8 (31.2%)	6.8 (26.9%)	25.1 (100.0%)	51.3	45
刊登或回應廣告 Placed or answered advertisement	3.0 (24.2%)	4.7 (37.6%)	4.8 (38.3%)	12.5 (100.0%)	25.6	64
其他 Others	4.7 (41.5%)	3.3 (29.0%)	3.3 (29.6%)	11.3 (100.0%)	23.1	49
合計 Overall	18.2 (37.2%)	15.8 (32.3%)	14.9 (30.4%)	48.9 (100.0%)	100.0	52

註釋：\* 包括該些於離職後沒有找尋工作的人士，例如一名人士於離職前已受聘新工作或於離職後自己創業等情況。

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

括號內的數字顯示在個別途徑中佔所有離職後有找到另一份工作的離職僱員的百分比。

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

**表 3.3a 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 3.3a 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		在統計時 所有十七歲及 以上就業人士 All employed persons aged 17 and over at the time of enumeration
	人數 No. of persons ('000)	百分比 %	百分比 %
製造業 Manufacturing	5.3	11.5	8.9
建造業 Construction	3.9	8.5	9.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	18.8	40.9	29.9
運輸、倉庫及通訊業 Transport, storage and Communications	4.3	9.4	10.7
金融、保險、地產及商用 服務業 Financing, insurance, real estate and business services	7.5	16.3	14.8
社區、社會及個人服務業 Community, social and personal services	6.0	13.1	25.9
其他 Others	0.1	0.2	0.8
總計 Total	46.0	100.0	100.0

註釋：部分估計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 3.3b 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 3.3b 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	5.5	61.1	3.5	38.9	9.1	100.0 (19.7)
建造業 Construction	0.9	29.1	2.1	70.9	3.0	100.0 (6.5)
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	4.8	25.3	14.3	74.7	19.1	100.0 (41.6)
運輸、倉庫及通訊業 Transport, storage and communications	1.8	40.7	2.6	59.3	4.4	100.0 (9.7)
金融、保險、地產及商用 服務業 Financing, insurance, real estate and business services	2.7	40.8	3.9	59.2	6.5	100.0 (14.1)
社區、社會及個人服務業 Community, social and personal services	0.4	11.9	3.3	88.1	3.8	100.0 (8.2)
其他 Others	0.1	100.0	-	-	0.1	100.0 (0.2)
合計 Overall	16.2	35.3	29.7	64.7	46.0	100.0 (100.0)

註釋：\* 括號內的數字顯示所有在統計時已重新就業的離職僱員中所佔的百分比。

Notes: \* Figures in brackets represent the percentages in respect of all displaced workers who were employed at the time of enumeration.

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 3.3c 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 3.3c 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	29.7	64.7
有轉換行業類別 Had changed industry sector	16.2	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>	11.1	(68.1)
離職前所從事的行業已式微 <i>Industry of the lost job had faded out</i>	1.4	(8.8)
相同行業類別的工作的薪金/工作條件未能滿足 自己的要求 <i>Wages/working conditions of jobs offered in the same industry sector did not fulfil own expectations</i>	1.1	(7.0)
現職只為臨時性質工作 <i>Present job was a temporary job only</i>	0.9	(5.3)
其他 <i>Others</i>	1.7	(10.7)
總計 Total	46.0	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。

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 all displaced workers who were employed at the time of enumeration and had changed industry sector in the present job.

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

**表 3.3d 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 3.3d 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		在統計時 所有十七歲及 以上就業人士 All employed persons aged 17 and over 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, professionals and associate professionals	10.1	22.1	33.2
文員 Clerks	7.7	16.7	16.3
服務工作及商店銷售人員 Service workers and shop sales workers	10.4	22.5	14.7
工藝及有關人員 Craft and related workers	3.1	6.8	8.8
機台及機器操作員及裝配員 Plant and machine operators and assemblers	4.3	9.4	7.5
非技術工人 Elementary occupations	10.4	22.6	19.2
其他 Others	-	-	0.3
總計 Total	46.0	100.0	100.0

**表 3.3e 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 3.3e 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, professionals and associate professionals	1.6	16.0	8.5	84.0	10.1	100.0 (22.1)
文員 Clerks	2.2	26.1	6.4	73.9	8.6	100.0 (18.7)
服務工作及商店銷售人員 Service workers and shop sales workers	1.6	16.5	8.1	83.5	9.7	100.0 (21.1)
工藝及有關人員 Craft and related workers	2.0	45.2	2.4	54.8	4.4	100.0 (9.5)
機台及機器操作員及裝配員 Plant and machine operators and assemblers	1.8	35.5	3.3	64.5	5.0	100.0 (11.0)
非技術工人 Elementary occupations	1.5	18.0	6.7	82.0	8.1	100.0 (17.7)
合計 Overall	10.7	23.2	35.3	76.8	46.0	100.0 (100.0)

註釋：\* 括號內的數字顯示所有在統計時已重新就業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.

表 3.3f 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 3.3f 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	35.3	76.8
有轉換職業組別 Had changed occupation group	10.7	23.2
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>	7.3	(68.1)
現職只為臨時性質工作 <i>Present job was a temporary job only</i>	0.9	(8.9)
離職前所從事的職業已式微 <i>Occupation of the lost job had faded out</i>	0.8	(7.2)
相同職業組別的工作的薪金/工作條件未能滿足 自己的要求 <i>Wages/working conditions of jobs offered in the same occupation group did not fulfil own expectations</i>	0.8	(7.2)
其他 <i>Others</i>	0.9	(8.6)
總計 Total	46.0	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。

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 all displaced workers who were employed at the time of enumeration and had changed occupation group in the present job.

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

**表 3.4a 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 3.4a 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	13.0	56.9	9.8	43.1	22.8	100.0 (77.2)
不能隨時工作 Not available for work	2.3	34.4	4.4	65.6	6.7	100.0 (22.8)
合計 Overall	15.3	51.8	14.2	48.2	29.5	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 3.4b 按年齡/性別及在統計時的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 3.4b Displaced workers who had not worked since displacement by age/sex and economic activity status at the time of enumeration**

年齡組別/性別 Age group/Sex	在統計時的經濟活動身分 Economic activity status at the time of enumeration					
	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	2.8	14.5	0.7	6.7	3.5	11.7
30 - 39	6.5	34.5	2.6	25.0	9.2	31.1
40 - 49	5.7	30.0	2.7	25.8	8.4	28.5
≥ 50	4.0	21.0	4.5	42.5	8.5	28.7
性別 Sex						
男 Male	11.3	59.7	4.0	37.5	15.3	51.8
女 Female	7.6	40.3	6.6	62.5	14.2	48.2
總計* Total*	19.0	100.0 (64.2)	10.6	100.0 (35.8)	29.5	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。

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

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 3.5a 按年齡/性別劃分的在統計時正失業的離職僱員數目**  
**Table 3.5a 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)
<b>年齡組別</b> Age group				
17 - 29	2.9	13.8	3.3	85
30 - 39	7.0	33.1	12.4	100
40 - 49	6.7	31.3	10.3	84
≥ 50	4.6	21.7	10.6	91
<b>性別</b> Sex				
男 Male	12.9	60.5	7.8	100
女 Female	8.4	39.5	9.2	79
合計 Overall	21.2	100.0	8.3	90

註釋：\* 在個別年齡/性別組別內佔在統計時失業人口的百分比。以所有十七至二十九歲的失業人士為例，3.3%為在統計時正失業的離職僱員。

Note: \* As a percentage of the unemployed population at the time of enumeration in the respective age/sex groups. For example, among all unemployed persons aged 17-29, 3.3% were displaced workers who were unemployed at the time of enumeration.

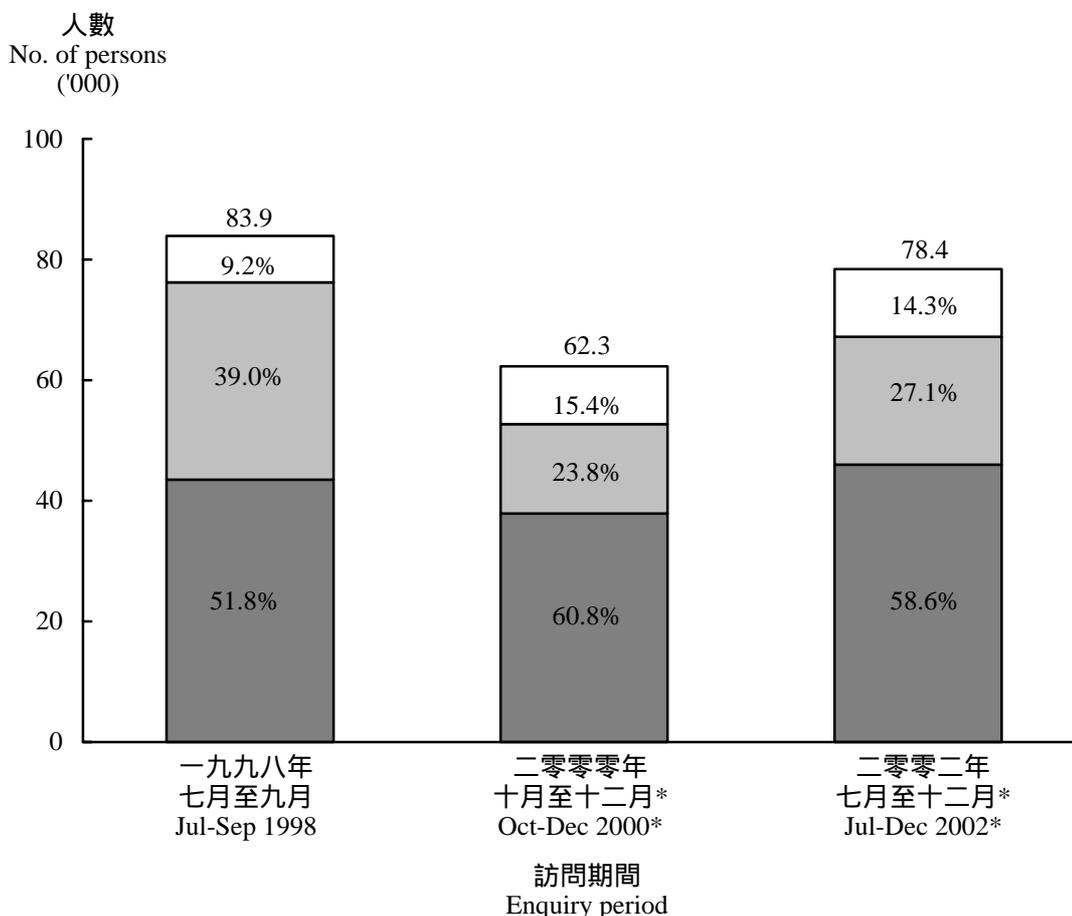
**表 3.5b 按是否期望從事離職前的同一行業類別劃分的在統計時正失業的離職僱員數目**  
**Table 3.5b Displaced workers who were unemployed at the time of enumeration by whether desired to work in the same industry sector as the lost job**

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	11.1	52.4
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	2.2	10.3
無特別意願 No preference	7.9	37.3
總計 Total	21.2	100.0

**表 3.5c 按是否期望從事離職前的同一職業組別劃分的在統計時正失業的離職僱員數目**  
**Table 3.5c 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	13.4	63.0
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	2.4	11.2
無特別意願 No preference	5.5	25.8
總計 Total	21.2	100.0

**圖 3.1 按在統計時的經濟活動身分劃分的離職僱員數目**  
**Chart 3.1 Number of displaced workers by economic activity status at the time of enumeration**



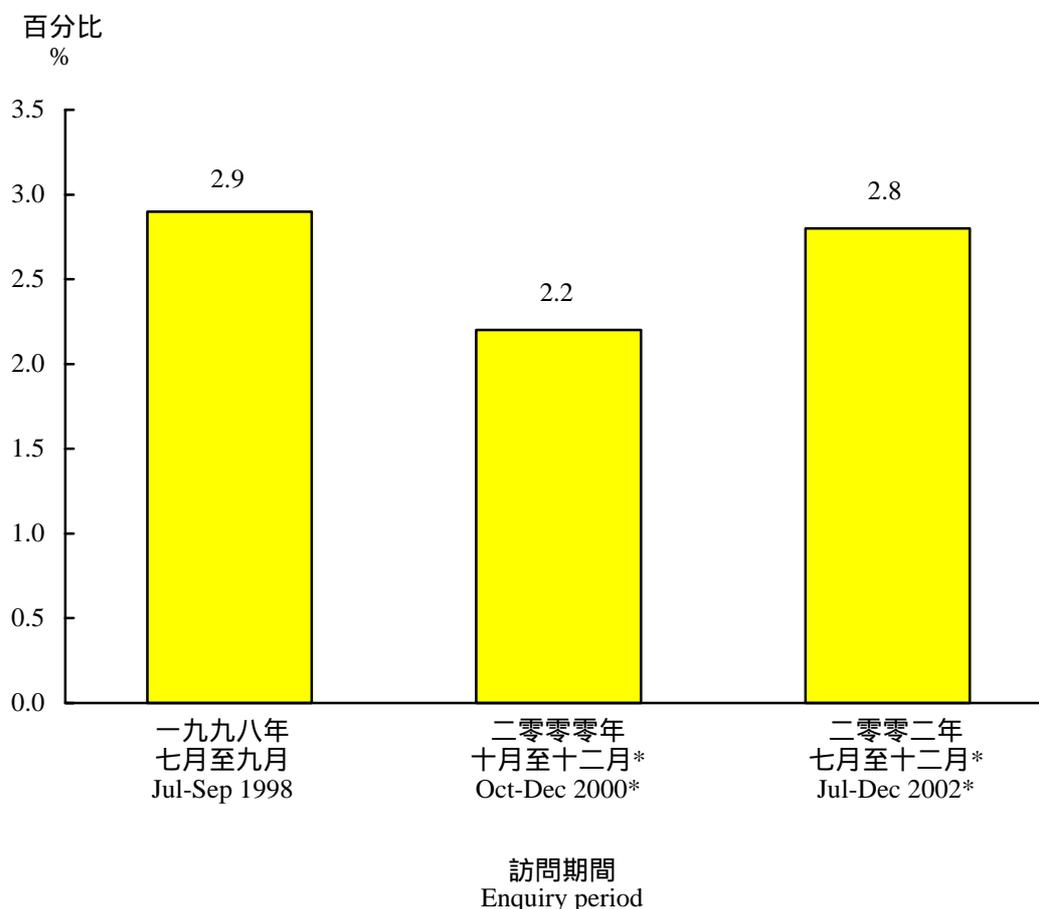
在統計時的經濟活動身分  
Economic activity status at the time of enumeration

- 非從事經濟活動  
Economically inactive
- 失業  
Unemployed
- 就業  
Employed

註釋：\* 由於(i)人口數字已於二零零零年八月改為以「居住人口」方法計算；及(ii)自一九九六年以後的人口估計數列已因應二零零一年八月公布的二零零一年人口普查結果作出修訂，二零零零年十月至十二月及二零零二年七月至十二月期間進行的專題訪問所得的有關離職僱員的統計數字亦以經修訂的居港人口估計為基礎。這些統計數字與過往載於本系列報告書內有關離職僱員的統計數字可作概括比較。

Note: \* Consequential to (i) the change-over to the 'resident population' approach for compiling population figures as from August 2000; and (ii) the revision of the past series of population estimates compiled since 1996 with the availability of the results of the 2001 Population Census in August 2001, statistics pertaining to displaced workers obtained in the enquiries conducted in Oct-Dec 2000 and Jul-Dec 2002 are based on the revised estimates of Hong Kong Resident Population. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report pertaining to displaced workers.

**圖 3.2 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 3.2 Displacement rate (expressed as a percentage of displaced workers among the total number of employees aged 17 and over averaged over the 12-month period before enumeration)**



註釋：\* 由於(i)人口數字已於二零零零年八月改為以「居住人口」方法計算；及(ii)自一九九六年以後的人口估計數列已因應二零零一年八月公布的二零零一年人口普查結果作出修訂，二零零零年十月至十二月及二零零二年七月至十二月期間進行的專題訪問所得的有關離職僱員的統計數字亦以經修訂的居港人口估計為基礎。這些統計數字與過往載於本系列報告書內有關離職僱員的統計數字可作概括比較。

Note : \* Consequential to (i) the change-over to the 'resident population' approach for compiling population figures as from August 2000; and (ii) the revision of the past series of population estimates compiled since 1996 with the availability of the results of the 2001 Population Census in August 2001, statistics pertaining to displaced workers obtained in the enquiries conducted in Oct-Dec 2000 and Jul-Dec 2002 are based on the revised estimates of Hong Kong Resident Population. These statistics are broadly comparable with those of earlier years published in the past issues of this series of report pertaining to displaced workers.

## 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<sup>1</sup>及流動居民<sup>2</sup>)的99%。

<sup>1</sup> 「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的香港永久性居民，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。

<sup>2</sup> 「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

A1.1 The special topic enquiry (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 Residents<sup>1</sup> and Mobile Residents<sup>2</sup>).

<sup>1</sup> '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 the reference time-point 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.

<sup>2</sup> 'Mobile Residents' 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 the reference time-point 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，以致未能個別識認，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。

用以計算勞動人口、就業、失業和就業不足數字所採用的概念及定義，均遵照國際勞工組織的建議。

*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.

The concepts and definitions used in measuring labour force, employment, unemployment and underemployment follow closely the recommendations of the International Labour Organization (ILO).

## 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，以搜集所需有關各類特定社會專題的統計資料。

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。另外亦採取各種措施，以盡量避免錯漏。

## 估計的可靠性

A1.10 專題訪問的結果受抽樣誤差和非抽樣誤差的影響。本報告書所載列的估計是根據一個特定樣本所得的資料編製。以同樣的抽樣方式，可抽選出許多大小相同的可能樣本，而是項專題訪問的樣本為眾多樣本的其中之一。由於每次抽選的樣本都會略有不同，因此不同樣本得出的估計亦互有差異。「抽樣誤差」正是計算這些差異的統計量數，可用以量度從一個特定樣本所得的估計，在估算總體數據方面的精確程度。

A1.11 由於本報告書所載列的估計有抽樣誤差，寫作零的數字，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。

A1.12 在比較本報告書所載列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。

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

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 avoid mistakes as far as practicable.

## Reliability of the estimates

A1.10 Findings of the STE are subject to sampling error and non-sampling error. The estimates contained in this report were based on information obtained from a particular sample, which was one of a large number of possible samples that could be selected using the same sample design. By chance, estimates derived from different samples would differ from each other. The 'sampling error' is a measure of these variations and is thus a measure of the precision with which an estimate derived from a particular sample would approximate the population parameter to be measured.

A1.11 It should be noted that since all estimates contained in this report are subject to sampling error, a zero figure may mean a non-zero figure of a small magnitude. These estimates should be interpreted with caution.

A1.12 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.

A1.13 本報告書所載列的主要變數估計的離中系數如下：

A1.13 The CV of the estimates of the main variables presented in this report are given below :

<u>變數</u> <u>Variable</u>	<u>估計</u> <u>Estimate</u>	<u>離中系數</u> <u>CV</u> (%)
轉工人士數目 Number of job-changers	369 100	2.7
臨時僱員數目 Number of casual employees	80 700	5.2
離職僱員數目 Number of displaced workers	78 400	3.8

## 附錄二：用語及定義

### Appendix 2 : Terms and definitions

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**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.

**臨時僱員**：指在統計時由僱主按日僱用或僱用一段少於六十天的固定期間的僱員。

**Casual employees** refer to employees who were employed by an employer on a day-to-day basis or for a fixed period of less than 60 days at the time of enumeration.

**離職僱員**：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：

**Displaced workers** refer 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) 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 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**勞動人口**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 **labour force** 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。（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**)

**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修讀達到的最高教育水平，不論他/她有否完成該課程。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) 最少為期一個學年。
- 2) 入學須具備指定的學歷資格(香港公開大學的非學位、副學位、學位及研究生課程除外)。
- 3) 設有考試或指定評核成績的程序。

**僱員**：指為賺取工資、薪金、佣金、小費或實物津貼而為僱主工作的十五歲及以上人士，包括家庭傭工和支薪家庭從業員。在本報告書中，外發工及在統計時正在從事暑期工的全日制學生並不包括在內。

**曾轉工**：指下列任何一種情況：

- (a) 一名就業人士曾轉換其就業身分，不論其是否仍在同一機構內工作；**或**
- (b) 一名就業人士曾轉換其從事的行業/職業，不論其是否仍在同一機構內工作；**或**
- (c) 一名僱員曾轉換其所屬的僱主/機構/判頭；**或**
- (d) 一名僱員在現時從事的機構內曾轉換聘用形式；**或**
- (e) 一名僱員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。

**Educational attainment** refers to the highest level of education attained by a person in school or other 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 sub-degree, associate degree, degree and post-graduate courses offered by the Open University of Hong Kong).
- 3) It includes examinations or specific academic assessment procedures.

**Employees** refer to persons aged 15 and over who work for an employer for wage, salary, commission, tips or payment in kind, including domestic helpers and paid family workers. In this report, outworkers and full-time students taking up a summer job at the time of enumeration are excluded.

**Having changed job** refers to one of the following conditions :

- (a) an employed person who has changed his/her employment status, irrespective of whether he/she is still working in the same establishment; **or**
- (b) an employed person who has changed the industry/occupation in which he/she engaged, irrespective of whether he/she is still working in the same establishment; **or**
- (c) an employee who has changed his/her employer/establishment/contractor; **or**
- (d) an employee who has changed his/her mode of employment in the present establishment; **or**
- (e) an employee who have no commitment for employment with the same employer/establishment/contractor for the next job after completing the current one, though he/she has been working for the same employer/establishment/contractor intermittently for a period of time.

**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）」的主要行業類別。

**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。

**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。

**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。

**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 industry groups 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.

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

**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。

**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。

**轉工人士：**指十五歲及以上而在統計時正在就業並於統計前十二個月內曾在香港轉工的人士。

**勞動人口：**指十五歲及以上陸上非住院人口，並符合下列就業人口或失業人口定義的人士。公共機構/社團院舍的住院人士及水上居民並不包括在內。

#### **就業人口：**

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：

- 1) 統計前七天內從事一些工作賺取薪酬或利潤；**或**
- 2) 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）。

#### **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：

**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.

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

**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 12 months before enumeration.

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

#### **The employed population**

This comprises all employed persons. For a person aged 15 or over to be classified as employed, that person should:

- 1) be engaged in performing work for pay or profit during the seven days before enumeration; **or**
- 2) 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).

#### **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) 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。其他工作則被視為其兼職。

- (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.

**每月就業收入：**指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。就僱主和自營作業者而言，收入是指從自己擁有的企業提取作個人及家居用途的款額。如果提取作個人及家居用途的款額資料未能提供，則將會搜集有關從業務所得的淨收入數據。

**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。

**Monthly employment earnings** refer to earnings from employment. For employees, they include wage and salary, bonus, commission, housing allowance, overtime allowance and attendance allowance. However, back pays are excluded. For employers and self-employed, they refer to amounts drawn from the self-owned enterprise for personal and household use. If information on the amounts drawn for personal and household use is not available, data on net earnings from business would be collected instead.

**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。

**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.

**機台及機器操作員及裝配員**：包括鑽井工人及鏗床操作員；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。

**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。

**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.

**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.

**部分時間制工作**：指符合下列條件的工作：

- (a) 每周通常工作日數少於五天(適用於每周有固定工作日數的工作)；**或**
- (b) 每個工作天通常工作時數少於六小時(適用於每周有固定工作日數的工作)；**或**
- (c) 每周通常工作時數少於三十小時(適用於每周沒有固定工作日數的工作)。

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

**Part-time jobs** refer to jobs fulfilling the following criteria :

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

However, those jobs with 24 hours of work per shift are excluded, regardless of the number of usual days of work per week.

**失業人口**（請參閱勞動人口內的**失業人口**）

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

**通常工作時數**：指僱員通常為其僱主工作的時數，包括通常超時工作。用膳時間並不包括在通常的工作時數內。

**Usual hours of work** refer to the number of hours of work which an employee usually works for his/her employer, including usual overtime work. Meal breaks are excluded from the usual hours of work.

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

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曾出版的專題報告書

Previously released Special Topics Reports

第一號專題報告書

Special Topics Report No. I

英文版，已售罄

English version, out of stock

- 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)

- 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

Special Topics Report No. II

英文版，已售罄

English version, out of stock

- 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)

- 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

Special Topics Report No. III

英文版，已售罄

English version, out of stock

- 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)

- 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，已售罄

- 勞工供應及流動情況 (10/1987-12/1987)

#### Special Topics Report No. IV

English version, out of stock

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)
- 僱員病假及產假模式 (3/1993-7/1993)
  
- 吸煙習慣 (8/1993-9/1993)
- 公眾對能源效益的認識 (9/1993-11/1993)
  
- 等候的士時間 (10/1993-12/1993)

### Special Topics Report No. 11

English version, HK\$81

- Labour mobility (10/1992-1/1993)
- Domestic helpers (11/1992-2/1993)
- Sick leave and maternity leave patterns of employees (3/1993-7/1993)
  
- Cigarette smoking pattern (8/1993-9/1993)
- Public awareness of the concept of energy efficiency (9/1993-11/1993)
  
- Taxi waiting time (10/1993-12/1993)

### 第十二號專題報告書

英文版，港幣四十元

- 家庭傭工 (8/1993-12/1993)
- 家庭生活教育 (1/1994-2/1994)
- 市民光顧小販的情況 (4/1994-5/1994)
  
- 香港文物保護 (6/1994-10/1994)
- 捐贈器官情況 (6/1994-10/1994)
- 乘搭的士的地點 (10/1994)

### Special Topics Report No. 12

English version, HK\$40

- Domestic helpers (8/1993-12/1993)
- Family life education (1/1994-2/1994)
- Hawker situation and hawker patronage behaviour (4/1994-5/1994)
  
- Heritage preservation (6/1994-10/1994)
- Organ donation (6/1994-10/1994)
- Taxi boarding location (10/1994)

### 第十三號專題報告書

中英文對照版，港幣三十元

- 部分時間工作 (11/1994-3/1995)
- 學生做暑期工的情況 (11/1994-3/1995)
  
- 入住醫院情況 (4/1995-8/1995)
- 僱員離職情況 (4/1995-8/1995)

### Special Topics Report No. 13

Bilingual version, HK\$30

- Part-time employment (11/1994-3/1995)
- Students taking up summer jobs (11/1994-3/1995)
  
- Hospitalization (4/1995-8/1995)
- Worker displacement (4/1995-8/1995)

### 第十四號專題報告書

中英文對照版，港幣四十二元

- 在中國工作的香港居民 (9/1995-10/1995)
  
- 勞工流動情況 (9/1995-10/1995)
- 等候的士時間 (11/1995-12/1995)
- 家庭傭工 (11/1995-1/1996)

### Special Topics Report No. 14

Bilingual version, HK\$42

- Hong Kong residents working in China (9/1995-10/1995)
  
- Labour mobility (9/1995-10/1995)
- Taxi waiting time (11/1995-12/1995)
- Domestic helpers (11/1995-1/1996)

### 第十五號專題報告書

中英文對照版，港幣四十二元

- 在中國內地結婚的香港居民  
(11/1995-1/1996)
- 吸煙習慣 (1/1996)
- 公眾對能源效益的認識 (2/1996-4/1996)
- 公眾對申訴專員公署的認識  
(2/1996-4/1996)
- 香港居民的健康及就醫情況  
(5/1996-6/1996)

### Special Topics Report No. 15

Bilingual version, HK\$42

Hong Kong residents married in Mainland  
China (11/1995-1/1996)  
Cigarette smoking pattern (1/1996)  
Public awareness of the concept of energy  
efficiency (2/1996-4/1996)  
Public awareness of the Office of The  
Ombudsman (2/1996-4/1996)  
Hong Kong residents' health status and doctor  
consultation (5/1996-6/1996)

### 第十六號專題報告書

中英文對照版，港幣四十元

- 保姆照顧六歲以下兒童的服務使用情況  
(7/1996-9/1996)
- 僱員病假及產假模式 (7/1996-9/1996)
- 內地來港定居未足七年人士對社會服務  
的需求及認識 (10/1996-1/1997)
- 使用公共小巴服務情況 (2/1997-3/1997)

### Special Topics Report No. 16

Bilingual version, HK\$40

Utilization of service provided by childminders  
for care of children aged below six  
(7/1996-9/1996)  
Sick leave and maternity leave patterns of  
employees (7/1996-9/1996)  
Need for and awareness of social services in  
respect of persons from the mainland of  
China having resided in Hong Kong for less  
than 7 years (10/1996-1/1997)  
Patronage of public light buses  
(2/1997-3/1997)

### 第十七號專題報告書

中英文對照版，港幣三十元

- 獨留十二歲及以下兒童在家情況  
(4/1997-6/1997)
- 住戶飼養貓狗情況 (4/1997-6/1997)

### Special Topics Report No. 17

Bilingual version, HK\$30

Leaving children aged 12 and below  
unattended at home (4/1997-6/1997)  
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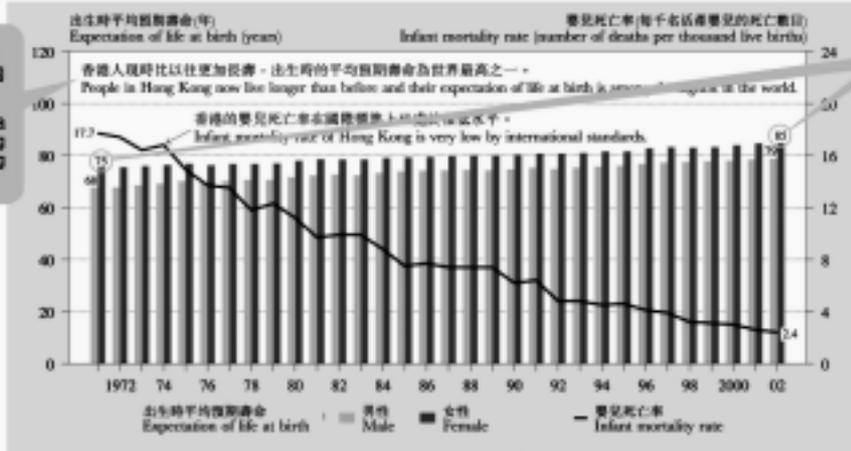
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每一個圖表均輔以短句，摘要說明香港在某方面的進展。  
Each chart carries a caption summarizing the key progress Hong Kong has made.

#### 12.4 嬰兒死亡率及出生時平均預期壽命 Infant mortality rate and expectation of life at birth



資料來源：政府統計處人口統計處  
Source: Demographic Statistics Section, Census and Statistics Department

圖表內每一項統計數列亦標明最新及起始年份的數字，讓讀者掌握趨勢之餘，亦能了解目前和數年前的情況。  
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