

從綜合住戶統計調查搜集所得的社會資料
Social data collected via the General Household Survey

第 61 號專題報告書 *61* Special Topics Report No.

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



香港特別行政區 政府統計處
Census and Statistics Department
Hong Kong Special Administrative Region



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背景

Background

這是專題報告書系列中的第 61 號，列載透過「綜合住戶統計調查」進行的專題訪問所搜集得的資料。

This is the 61st 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 1981 年 8 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，目的是搜集政府各政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 bureaux and departments.

本報告書所包括的專題

專題 (訪問期間)

就業人士轉工情況
(2012 年 1 月至 3 月)

Topic included in this report

Topic (Enquiry period)

Job-changing of employed persons
(January to March 2012)

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

本報告書內所用代號的含意如下：

‡ 由於抽樣誤差甚大，數目少於 1 000 的估計(包括數值為零的數字)或基於這些估計而編製的相關統計數字(如百分比和比率)，在本報告書的統計表內不予公布。

Symbol

The following symbol is used throughout the report :

‡ Estimates less than 1 000 (including zero figures) and related statistics derived based on such estimates (e.g. percentages and rates) are not released due to very large sampling errors.

曾出版的專題報告書

附錄 3 列出過往曾出版的本系列中各號專題報告書。

Previously published 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

- ◆ 約 331 000 名人士在統計時正在就業並於統計前 12 個月內曾在香港轉工(以下稱為轉工人士)。(表 1)
- ◆ 他們中約 61%是自願離開上一份工作，而 28%是按最初與僱主的協定完成上一份工作／合約而轉至現時從事的工作。其餘 11%則是非自願地轉工。(表 2d)
- ◆ 男性和較年輕的就業人士的轉工比率較高。(表 2a)
- ◆ 大部分轉工人士在上上一份工作及現時從事的工作都是擔任全職工作。(表 2h)
- ◆ 約 81%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的工作，而約 87% 則仍然在同一職業組別工作。(表 2l 及 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。由於**跨行業勞工流動的情況**，從事公共行政、社會及個人服務業的就業人數有所增加。相反，從事進出口貿易及批發、零售、住宿及膳食服務業的就業人數則有所減少。(表 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最為普遍。由於**跨職業勞工流動的情況**，非技術工人、經理及行政級人員與專業及輔助專業人員，以及文書支援人員的數目均有所增加，而服務工作及銷售人員的數目則有所減少。(表 4)
- ◆ Some 331 000 persons who were employed at the time of enumeration had changed jobs in Hong Kong during the 12 months before enumeration (referred to as job-changers hereafter). (Table 1)
- ◆ Some 61% of them left their last job of their own accord while 28% did so upon completion of work in their last job as initially agreed with their employer/completion of contract before they took up their present job. The remaining 11% changed job involuntarily. (Table 2d)
- ◆ The rate of job-changing was higher among male and younger employed persons. (Table 2a)
- ◆ Most job-changers were engaged in full-time job in both the last job and the present job. (Table 2h)
- ◆ Around 81% of the job-changers were still working in the same industry sector, and around 87% in the same occupation group after changing from the last job to the present job. (Tables 2l and 2m)
- ◆ **Intra-industry mobility** was much more distinct among employed persons in the construction sector. As a result of **inter-industry mobility**, the public administration, social and personal services sector gained more employed persons. In contrast, the number of employed persons in the import/export trade and wholesale, retail, accommodation and food services sector dropped. (Table 3)
- ◆ **Intra-occupation mobility** was most common among craft and related workers, plant and machine operators and assemblers. As a result of **inter-occupation mobility**, the number of workers in elementary occupations, managers and administrators, professionals and associate professionals as well as clerical support workers increased, while the number of service and sales workers decreased. (Table 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、具小學及以下教育程度的人士、在進出口貿易及批發、零售、住宿及膳食服務業任職的人士及從事服務工作及銷售人員的轉工次數明顯較高。整體而言，該些轉工人士在統計前 12 個月內的平均轉工次數為 1.5 次。（表 5a 至 5d）
- ◆ 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 having attained primary and below education, among those working in the import/export trade and wholesale, retail, accommodation and food services sector and among those service and sales workers. For those job-changers taken together, the average number of times of job changes during the 12 months before enumeration was 1.5. (Tables 5a-5d)

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就業人士轉工情況

Job-changing of employed persons

I 引言

1.1 政府統計處在 2012 年 1 月至 3 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 1982 年 1 月至 3 月、1983 年 7 月至 9 月、1987 年 10 月至 12 月、1992 年 10 月至 1993 年 1 月、1995 年 9 月至 10 月、1997 年 10 月至 12 月、1999 年 6 月至 8 月、2000 年 10 月至 12 月、2001 年 10 月至 12 月、2002 年 7 月至 9 月、2004 年 7 月至 9 月、2005 年 7 月至 9 月及 2010 年 10 月至 12 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 10 100 個住戶接受了訪問，回應率為 85%。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 12 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 12 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，他們亦被問及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 1「統計調查方法」的部分。

I Introduction

1.1 An enquiry on job-changing of employed persons was conducted via the General Household Survey during January to March 2012 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, October to December 2001, July to September 2002, July to September 2004, July to September 2005 and October to December 2010. Comparison is made with the findings of the previous enquiries where appropriate.

1.2 About 10 100 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 85%. 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 about the number of times of job changes during the 12-month period, industry and occupation engaged in the 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 the 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.

II 概念及定義

2.1 就是項專題訪問而言，「轉工人士」指 15 歲及以上而在統計時正在就業並於統計前 12 個月內曾在香港轉工的人士。

2.2 至於是項專題訪問所採用有關轉工的定義，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*

II Concepts and Definitions

2.1 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.

2.2 On the definition of job changes adopted in this enquiry, 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 was 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) 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，該僱主／機構／判頭並沒有承諾／協定下一次的工作時間。例如一名從事裝修工程的僱員替其判頭完成一項工程後，該判頭並沒有承諾下一項工程的工作時間；即使該僱員於數天後剛巧再獲同一判頭僱用參與另一項工程，仍算作曾轉工。

- (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 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.

2.3 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**」：

2.3 Regarding the definition of part-time job, 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 5 天（適用於每周有固定工作日數的就業人士）；
或
- (b) 每個工作天通常工作時數少於 6 小時（適用於每周有固定工作日數的就業人士）；**或**
- (c) 每周通常工作時數少於 30 小時（適用於每周沒有固定工作日數的就業人士）。

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

但通常每次值班工作時間為 24 小時的就業人士，不論他們每周通常工作多少天，均不包括在內。

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

2.4 若一名就業人士做多過一份工作，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。

2.4 For an employed 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.

2.5 有關本專題訪問所採用的用語及定義的詳細描述，列載於附錄 2。

2.5 A detailed description of the terms and definitions used in this enquiry is in Appendix 2.

III 專題訪問的主要結果

3.1 在統計前 12 個月內曾在香港轉工的就業人士約有 331 000 人，佔在統計時整體就業人口的 9.1%。（表 1）

年齡及性別

3.2 在該 331 000 名轉工人士中，30 至 49 歲人士佔 46.9%，30 歲以下人士佔 31.1%，而 50 歲及以上人士則佔 22.0%。轉工人士的整體年齡中位數為 36 歲，而整體就業人口的年齡中位數則為 40 歲。在所有轉工人士中，男性所佔的比例為 58.4%，較女性的 41.6% 為高。（表 2a）

3.3 按性別分析，除 60 歲及以上的年齡組別外，男性就業人士在各年齡組別中的轉工比率均較女性的為高。男性就業人士的整體轉工比率為 10.2%，而女性就業人士的相應比率則為 7.8%。較年輕人士的轉工比率亦較高，15 至 29 歲就業人士的比率為 13.7%。相比之下，60 歲及以上就業人士的相應比率只有 6.0%。由於 15 至 29 歲的青年剛加入勞工市場，相信當中有顯著比例曾經轉工，而年長者選定其職業後，則比例上較少人轉工。（表 2a）

教育程度

3.4 具不同教育程度的就業人士中，以小學及以下教育程度者的轉工比率最高，為 11.7%。相比之下，具專上文憑／證書教育程度的就業人士的轉工比率明顯較低，為 7.6%。（表 2b）

III Major Findings of the Enquiry

3.1 Some 331 000 employed persons had changed jobs in Hong Kong during the 12 months before enumeration, representing 9.1% of the total employed population at the time of enumeration. (Table 1)

Age and sex

3.2 Of those 331 000 job-changers, 46.9% were aged 30-49, 31.1% were aged below 30 and 22.0% were aged 50 and over. The median age of all job-changers taken together was 36, as against 40 for the total employed population. Among all job-changers, there were proportionally more males (58.4%) than females (41.6%). (Table 2a)

3.3 Analysed by sex, the rate of job-changing was higher among male employed persons in all the age groups except for the age group of 60 and over. The overall rate of changing jobs was 10.2% for male employed persons, as against 7.8% for their female counterpart. The rate of changing jobs was also higher for younger persons, at 13.7% for employed persons aged 15-29. In comparison, the corresponding rate for persons aged 60 and over was only 6.0%. Conceivably, a considerable proportion of youngsters aged 15-29 had changed jobs as they first entered the job market, whereas a smaller proportion of older persons did so as they had settled down in their career. (Table 2a)

Educational attainment

3.4 Among employed persons at different levels of educational attainment, those with primary and below education had the highest rate of changing jobs (at 11.7%). In comparison, employed persons with post-secondary diploma/certificate education had much lower rate of changing jobs, at 7.6%. (Table 2b)

在統計前 12 個月內的轉工次數

3.5 大部分轉工人士 (242 800 人或 73.4%) 在統計前 12 個月內曾轉工一次。另一方面，20 500 人 (6.2%) 在該段期間曾轉工 10 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 2c)

離開上一份工作的主要原因

3.6 在該 331 000 名轉工人士中，約 201 500 人 (60.9%) 是自願離開上一份工作。另 91 400 人 (27.6%) 是按最初與僱主的協定完成工作／合約而離開上一份工作，而 38 000 人 (11.5%) 則是非自願地轉工。與過往專題訪問所得的結果比較，非自願轉工人士所佔的比例由 2002 年的 31.6% 顯著下降至 2012 年的 11.5%，相信是由於在該段期間內本地經濟環境及勞工市場情況改善，公司結業和企業刪減職位的情況在 2012 年明顯減少的緣故。(表 2d 及圖 1)

3.7 在該 201 500 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「收入不理想／僱員福利欠佳」(在所有轉工人士中有 17.3% 提及此原因) 及「不喜歡工作性質／公司行政／同事／職員」(13.6%)。至於該 38 000 名非自願轉工人士中，最普遍提及的兩個轉工原因則為「公司結束營業」(4.9%) 及「職位被取消」(2.5%)。(表 2d)

上一份工作的任職年資

3.8 約 44.0% 的轉工人士在上一份工作任職少於 1 年；18.8% 任職 1 年至少於 2 年；24.1% 任職 2 年至少於 5 年；而餘下 13.1% 則任職 5 年及以上。該 331 000 名轉工人士在上一份工作的任職年資中位數為 380 天，低於 2010 年所得的相應數字 (385 天)。(表 2e)

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

3.5 The majority of the job-changers (242 800 persons or 73.4%) changed job once during the 12 months before enumeration. On the other hand, 20 500 persons (6.2%) changed jobs for 10 times and more during the period. The latter group 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 2c)

Main reason for leaving last job

3.6 Of those 331 000 job-changers, some 201 500 (60.9%) left their last job of their own accord. Another 91 400 persons (27.6%) left their last job upon completion of work as initially agreed with their employer/completion of contract, while 38 000 persons (11.5%) changed job involuntarily. Compared with the findings obtained in the previous enquiries, the proportion of involuntary job-changers decreased markedly from 31.6% in 2002 to 11.5% in 2012. Conceivably, with visible improvement in the local economy and the labour market conditions over the periods, closure of companies and deletion of posts in the corporate sector were less common in 2012. (Table 2d and Chart 1)

3.7 Among those 201 500 voluntary job-changers, the most commonly cited reasons for leaving last job were “unsatisfactory earnings/poor employee benefits” (as cited by 17.3% of all job changers) and “disliked the nature of work/administration/colleagues/staff” (13.6%). For those 38 000 involuntary job-changers, the two most commonly cited reasons for changing job were “company closed down” (4.9%) and “post abolished” (2.5%). (Table 2d)

Length of service in last job

3.8 About 44.0% of the job-changers had worked in their last job for less than 1 year; 18.8%, 1 to less than 2 years; 24.1%, 2 to less than 5 years; and the remaining 13.1%, 5 years and more. The median length of service in last job in respect of those 331 000 job-changers was 380 days, lower than the corresponding figure of 385 days in 2010. (Table 2e)

離開上一份工作後找尋工作的期間

3.9 約 39.0%的轉工人士在離開上一份工作後 1 個月內已尋獲新工作。另 25.2%需要 1 個月至少於 3 個月的時間找尋新工作，而 7.1%則要 3 個月至少於 1 年的時間。餘下的 28.7%轉工人士因某些原因離開上一份工作後不需找尋工作（例如他們於離開上一份工作前已受聘新工作）。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 12 天。撇除該些離開上一份工作後沒有找尋工作的轉工人士，他們離開上一份工作後找尋工作的期間中位數為 24 天。（表 2f）

在現時從事的工作及在上上一份工作的就業身分

3.10 在該 331 000 名轉工人士中，大部分（323 600 人）在上上一份工作及在現時從事的工作均為僱員身分。另一方面，3 100 名僱員轉工後成為自僱人士；另 3 300 人則由自僱人士轉為僱員。（表 2g）

現時從事的工作／上一份工作是否全職／部分時間制工作

3.11 約 292 600 名轉工人士在上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，12 900 名轉工人士在上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 2.3 段有關部分時間制工作的定義）；另 8 600 人的情況則相反（即在上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 2h）

Duration of seeking job since leaving last job

3.9 About 39.0% of the job-changers were able to secure a new job within 1 month after leaving last job. Another 25.2% managed to find a new job within 1 to less than 3 months and 7.1% took 3 months to less than 1 year to get a new job. The remaining 28.7% of the job-changers had not sought job after leaving last job for one reason or another (e.g. they had already been offered a new job before leaving last job). For all job-changers taken together, their median duration of seeking job since leaving last job was 12 days. Excluding those job-changers who did not seek job after leaving last job, the median duration of seeking job since leaving last job was 24 days. (Table 2f)

Employment status in present job and in last job

3.10 The great majority (323 600 persons) of those 331 000 job-changers worked as employees in both the last job and the present job. On the other hand, 3 100 employees became self-employed persons after changing job, while 3 300 persons changed in the reverse direction. (Table 2g)

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

3.11 Some 292 600 job-changers were engaged in full-time job in both the last job and the present job. On the other hand, 12 900 job-changers were engaged in full-time job in the last job but part-time job (please see paragraph 2.3 above for the definition of part-time job) in the present job, while the reverse applied to another 8 600 persons (i.e. engaged in part-time job in the last job but full-time job in the present job). (Table 2h)

現時從事的工作的每月就業收入

3.12 該 331 000 名轉工人士現時從事的工作的每月就業收入中位數為\$9,600，較整體就業人口的每月就業收入中位數（\$12,000）為低。這可能是由於與整體就業人口比較，在轉工人士中較小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 26.7%），但有較大的比例為工藝及有關人員、機台及機器操作員及裝配員和非技術工人（44.5%）。在整體就業人口中，相應職業組別的百分比分別為 38.4% 及 31.6%。儘管如此，在 2012 年轉工人士的每月就業收入中位數（\$9,600）較 2010 年的相應數字為高（\$9,000）。（表 2i 及 2k）

在現職有否轉換行業類別及轉換行業類別的原因

3.13 在該 331 000 名轉工人士中，約 266 600 人（80.6%）在現職與上一份工作比較沒有轉換行業類別，餘下的 64 300 人（19.4%）離開上一份工作後則轉為從事另一行業類別。在該 64 300 名轉工人士中，有相當比例（21.4%）在轉工時並沒有特別意願從事哪一行業類別的工作。另 40.4% 因為不喜歡上一份工作所屬行業類別的工作性質或工作環境而在現職轉換行業類別，而 24.3% 則因為與其上一份工作屬同一行業類別的工作的工資或工作條件未能滿足其要求而在現職轉換行業類別。（表 2l）

Monthly employment earnings in present job

3.12 The median monthly employment earnings of those 331 000 job-changers in their present job was \$9,600, lower than the corresponding figure of \$12,000 for the total employed population. It was probably because there were proportionally less managers and administrators, professionals and associate professionals (altogether representing 26.7% of all job-changers) but a larger proportion of craft and related workers, plant and machine operators and assemblers, and workers in elementary occupations (44.5%) among the job-changers, as compared with the corresponding percentages for those occupation groups among the total employed population (38.4% and 31.6% respectively). Having said that, the median monthly employment earnings of job-changers in 2012 (\$9,600) was higher than the corresponding figure obtained in 2010 (\$9,000). (Tables 2i and 2k)

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

3.13 Of those 331 000 job-changers, some 266 600 (80.6%) had not changed industry sector in their present job when compared with the last job, while the remaining 64 300 (19.4%) had changed to a different industry sector after leaving last job. Among those 64 300 job-changers, a considerable proportion (21.4%) had no specific preference in regard to any industry sector when changing their last job. Another 40.4% changed the industry sector in their present job because they disliked the nature of work or working environment in respect of the industry sector of the last job, while 24.3% did so because the wages or working conditions offered by jobs in the same industry sector of the last job did not fulfil their expectations. (Tables 2l)

同行業及跨行業勞工流動的情況

3.14 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 266 600 名轉工人士，佔整體就業人口的 7.3%。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 23.2%。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，即進出口貿易及批發、零售、住宿及膳食服務業，金融、保險、地產、專業及商用服務業與公共行政、社會及個人服務業的就業人士在同行業中轉工的比率分別為 7.4%、7.1% 及 5.0%。（表 3）

3.15 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 64 300 名轉工人士，他們佔整體就業人口的 1.8%。在各行業類別中，公共行政、社會及個人服務業為最大的吸納者，淨增加了 7 000 名就業人士。最大的損失者則為進出口貿易及批發、零售、住宿及膳食服務業，淨流失了 10 500 名就業人士。（表 3）

3.16 按轉工人士上一份工作及現職所屬的行業類別分析，約 5 000 人、8 500 人及 6 300 人從進出口貿易及批發、零售、住宿及膳食服務業分別轉往運輸、倉庫、郵政及速遞服務、資訊及通訊業，金融、保險、地產、專業及商用服務業與公共行政、社會及個人服務業；而約 3 500 人、3 500 人及 2 500 人則相反地分別從後者轉往前者。另有 5 100 人則從金融、保險、地產、專業及商用服務業轉往公共行政、社會及個人服務業。（表 2j）

Intra-industry and inter-industry mobility

3.14 Those 266 600 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 7.3% of the total employed population. Analysed by industry sector, the rate of intra-industry mobility was distinctly higher among employed persons in the construction sector (23.2%), probably because contracting of work is the usual practice in the extraction and building trades. These workers had to change jobs much more often than persons in other industries as they took up jobs offered by different contractors. The corresponding rates of intra-industry mobility for employed persons in the other three major industry sectors, viz. the import/export trade and wholesale, retail, accommodation and food services sector; the financing, insurance, real estate, professional and business services sector; and the public administration, social and personal services sector were 7.4%, 7.1% and 5.0% respectively. (Table 3)

3.15 The 64 300 job-changers who had changed to another industry sector after leaving last job (i.e. inter-industry mobility) comprised 1.8% of the total employed population. Among various industry sectors, the public administration, social and personal services sector was the largest gainer, with a net inflow of 7 000 employed persons. The largest loser was the import/export trade and wholesale, retail, accommodation and food services sector, with a net outflow of 10 500 employed persons. (Table 3)

3.16 Analysed by industry sector of last job and that of present job of the job-changers, some 5 000, 8 500 and 6 300 persons from the import/export trade and wholesale, retail, accommodation and food services sector had moved to the transportation, storage, postal and courier services, information and communications sector; the financing, insurance, real estate, professional and business services sector; and the public administration, social and personal services sector respectively; while some 3 500, 3 500 and 2 500 persons moved in the reverse direction. Another 5 100 persons had changed from the financing, insurance, real estate, professional and business services sector to the public administration, social and personal services sector. (Table 2j)

在現職有否轉換職業組別及轉換職業組別的原因

3.17 在所有轉工人士中，大部分(即 288 500 人或 87.2%)在現職與上一份工作比較沒有轉換職業組別，而 12.8% (42 500 人)離開上一份工作後則轉為從事另一職業組別。該 42 500 名轉工人士中，他們最普遍提及的轉換職業組別的两个原因為「不喜歡上一份工作所屬職業組別的工作性質／工作環境」(16 600 人或 39.0%)及「相同職業組別的工作的工資／工作條件未能滿足自己的要求」(8 700 人或 20.6%)。(表 2k 及 2m)

同職業及跨職業勞工流動的情況

3.18 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 288 500 名轉工人士，佔整體就業人口的 7.9%，與 2010 年專題訪問所得的相應百分比相同。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 13.4%。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則介乎文書支援人員的 4.6% 與非技術工人的 10.4% 之間。(表 4)

3.19 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 42 500 名轉工人士，他們佔整體就業人口的 1.2%。在勞工市場中，非技術工人的人數淨增加了 3 000 人。相反，服務工作及銷售人員的人數淨流失了 7 500 人。(表 4)

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

3.17 The majority (288 500 persons or 87.2%) of all job-changers had not changed occupation group in their present job when compared with the last job, while 12.8% (42 500 persons) had changed to a job in a different occupation group after leaving last job. Of those 42 500 job-changers, the two most commonly cited reasons for those job-changers changing occupation group in their present job were “disliked the nature of work/working environment in occupation group of the last job” (16 600 persons or 39.0%) and “wages/working conditions of jobs offered in the same occupation group did not fulfil own expectations” (8 700 persons or 20.6%). (Tables 2k and 2m)

Intra-occupation and inter-occupation mobility

3.18 Those 288 500 job-changers who still remained in the same occupation group as that of their last job after changing job (i.e. intra-occupation mobility) comprised 7.9% of the total employed population, same as the corresponding percentage obtained in the 2010 enquiry. Intra-occupation mobility was more distinct among craft and related workers, plant and machine operators and assemblers, with the job-changers concerned representing 13.4% 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 4.6% for clerical support workers to 10.4% for workers in elementary occupations. (Table 4)

3.19 Those 42 500 job-changers who changed to a job in a different occupation group compared with their last job (i.e. inter-occupation mobility) represented 1.2% of the total employed population. There was a net inflow of 3 000 workers in elementary occupations in the labour market. In contrast, the number of service and sales workers dropped by 7 500. (Table 4)

3.20 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 5 100 名服務工作及銷售人員與 2 400 名工藝及有關人員、機台及機器操作員及裝配員轉為非技術工人，而分別有 2 200 名及 2 600 名非技術工人則反向地轉業。此外，約 4 000 名文書支援人員及 4 500 名服務工作及銷售人員轉至「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 5 000 名服務工作及銷售人員轉為文書支援人員，而有 3 800 名文書支援人員則反向地轉業。（表 2k）

平均轉工次數

3.21 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 268 400 名轉工人士。這是因為這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。

3.22 就該 268 400 名轉工人士整體而言，他們在統計前 12 個月內的平均轉工次數為 1.5 次。（表 5a）

3.23 按性別分析，男性轉工人士的平均轉工次數（1.6 次）較女性的（1.4 次）為多。再按年齡分析，30 歲及以上年齡組別的人士中亦見此情況。在男性轉工人士中，平均轉工次數介乎於 15 至 29 歲人士的 1.2 次與 50 歲及以上人士的 2.3 次之間。女性轉工人士中，平均轉工次數則介乎於 15 至 29 歲及 40 至 49 歲人士的 1.2 次與 50 歲及以上人士的 2.1 次之間。概括而言，年長的轉工人士的平均轉工次數較多。（表 5a）

3.20 Analysed by occupation group of last job and that of present job of the job-changers, some 5 100 service and sales workers as well as 2 400 craft and related workers, plant and machine operators and assemblers changed to work as workers in elementary occupations, while 2 200 and 2 600 workers in elementary occupations respectively changed in the reverse direction. Also, some 4 000 clerical support workers and 4 500 service and sales workers changed to the group “managers and administrators, professionals and associate professionals” (probably mainly as associate professionals). Another 5 000 service and sales workers changed to clerical support workers while 3 800 clerical support workers changed in the reverse direction. (Table 2k)

Average number of times of job changes

3.21 In the following analysis, only those 268 400 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.

3.22 For those 268 400 job-changers taken together, the average number of times of job changes during the 12 months before enumeration was 1.5. (Table 5a)

3.23 Analysed by sex, the average number of times of job changes for male job-changers, at 1.6 was higher than that for their female counterpart (1.4). Further analysed by age, this pattern was also observed for persons in the age group of 30 and over. Among the male job-changers, the average number of times of job changes ranged from 1.2 for those aged 15-29 to 2.3 for those aged 50 and over. The corresponding figures for their female counterpart ranged from 1.2 times for those aged 15-29 and 40-49 to 2.1 times for those aged 50 and over. Broadly speaking, older job-changers had higher average number of times of job changes. (Table 5a)

3.24 按教育程度分析，具小學及以下教育程度的轉工人士的平均轉工次數最多，達 2.4 次；其次為具中學教育程度的轉工人士（1.6 次）。另一方面，具專上教育程度的轉工人士的平均轉工次數較少（具專上文憑／證書教育程度、專上副學位教育程度和專上學位教育程度者均為 1.1 次）。（表 5b）

3.25 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，從事進出口貿易及批發、零售、住宿及膳食服務業的轉工人士的平均轉工次數最多，達 1.7 次。另一方面，金融、保險、地產、專業及商用服務業的轉工人士的平均轉工次數最少，為 1.2 次。（表 5c）

3.26 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，如服務工作及銷售人員的 2.1 次與工藝及有關人員、機台及機器操作員及裝配員的 1.7 次。平均來說，經理及行政級人員與專業及輔助專業人員在統計前 12 個月內的轉工次數為 1.1 次。（表 5d）

3.24 Analysed by educational attainment, job-changers with primary and below education had the highest average number of times of job changes, at 2.4, followed by those with secondary education (1.6 times). On the other hand, job-changers with post-secondary education had smaller average number of times of job changes (1.1 times for those with post-secondary diploma/certificate, post-secondary sub-degree and post-secondary degree education levels). (Table 5b)

3.25 Analysed by industry sector of present job, job-changers in the import/export trade and wholesale, retail, accommodation and food services sector had the highest average number of times of job-changes, at 1.7. On the other hand, financing, insurance, real estate, professional and business services sector had the lowest average number of times of job-changes, at 1.2. (Table 5c)

3.26 Among the job-changers engaged in various major occupation groups, those at the lower end of the occupational hierarchy had higher average number of times of job changes, being 2.1 for service and sales workers and 1.7 for craft and related workers, plant and machine operators and assemblers. On average, managers and administrators, professionals and associate professionals changed jobs for only 1.1 times during the 12 months before enumeration. (Table 5d)

表 1 **轉工人士數目**
Table 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) |
|---|--------------------------------|--|------------------------------------|
| 1995 年 9 月至 10 月 September to October 1995 | 308.0 | 10.3 | 33 |
| 1997 年 10 月至 12 月 October to December 1997 | 369.4 | 11.2 | 34 |
| 1999 年 6 月至 8 月 June to August 1999 | 354.7 | 10.9 | 35 |
| 2000 年 10 月至 12 月 October to December 2000 | 392.1 | 12.0 | 34 |
| 2001 年 10 月至 12 月 October to December 2001 | 432.4 | 13.2 | 35 |
| 2002 年 7 月至 9 月 July to September 2002 | 369.1 | 11.3 | 36 |
| 2004 年 7 月至 9 月 July to September 2004 | 383.5 | 11.7 | 36 |
| 2005 年 7 月至 9 月 July to September 2005 | 384.2 | 11.3 | 36 |
| 2010 年 10 月至 12 月 October to December 2010 | 331.2 | 9.3 | 36 |
| 2012 年 1 月至 3 月 January to March 2012 | 331.0 | 9.1 | 36 |

表 2a 按年齡及性別劃分的轉工人士數目
Table 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 | | | |
| | 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 - 29 | 55.1 | 28.5 | 16.0 | 47.8 | 34.7 | 11.8 | 102.9 | 31.1 | 13.7 | 20.5 |
| 30 - 39 | 45.0 | 23.3 | 10.4 | 40.3 | 29.3 | 8.0 | 85.3 | 25.8 | 9.1 | 25.7 |
| 40 - 49 | 41.0 | 21.2 | 8.4 | 28.9 | 21.0 | 6.1 | 69.8 | 21.1 | 7.3 | 26.3 |
| 50 - 59 | 43.4 | 22.5 | 9.2 | 16.6 | 12.1 | 5.2 | 60.1 | 18.1 | 7.6 | 21.6 |
| ³ 60 | 8.8 | 4.5 | 5.6 | 4.1 | 3.0 | 7.0 | 12.9 | 3.9 | 6.0 | 5.9 |
| 合計# Overall# | 193.2 | 100.0 (58.4) | 10.2 | 137.8 | 100.0 (41.6) | 7.8 | 331.0 | 100.0 (100.0) | 9.1 | 100.0 |
| 年齡中位數(歲) Median age (years) | 39 | | | 34 | | | 36 | | | 40 |

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 15 至 29 歲的男性就業人士為例，16.0% 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 15-29, 16.0% were job-changers.

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

表 2b 按教育程度劃分的轉工人士數目
Table 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 % |
| 小學及以下 Primary and below | 44.3 | 13.4 | 11.7 | 10.6 |
| 中學# Secondary# | 186.8 | 56.4 | 9.3 | 54.7 |
| 專上教育 Post-secondary | | | | |
| - 文憑/證書 diploma/certificate | 13.5 | 4.1 | 7.6 | 4.5 |
| - 副學位 sub-degree | 13.1 | 4.0 | 9.7 | 3.8 |
| - 學位 degree | 73.4 | 22.2 | 7.8 | 26.3 |
| 合計 Overall | 331.0 | 100.0 | 9.1 | 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。以所有具小學及以下教育程度的就業人士為例，11.7%為轉工人士。

具中學教育程度的人士包括具中一至中七教育程度或同等學歷的人士。

Notes: ** As a percentage of the total employed population in the respective educational attainment groups. For example, among all employed persons with primary and below education, 11.7% were job-changers.

Persons with educational attainment at secondary level refer to those with Secondary 1 to Secondary 7 education or equivalent level.

表 2c 按在統計前 12 個月內的轉工次數劃分的轉工人數目
Table 2c Job-changers by number of times of job changes during the 12 months before enumeration

| 在統計前 12 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 | 242.8 | 73.4 |
| 2 | 24.9 | 7.5 |
| 3 | 15.7 | 4.7 |
| 4 | 8.3 | 2.5 |
| 5 | 10.1 | 3.0 |
| 6 - 9 | 8.7 | 2.6 |
| ³ 10 | 20.5 | 6.2 |
| 總計 Total | 331.0 | 100.0 |

表 2d 按離開上一份工作的主要原因劃分的轉工人士數目
Table 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 % |
|---|--------------------------------|-------------|
| 自願轉工人士 Voluntary job-changers | 201.5 | 60.9 |
| 收入不理想／僱員福利欠佳 Unsatisfactory earnings/poor employee benefits | 57.2 | 17.3 |
| 不喜歡工作性質／公司行政／同事／職員 Disliked the nature of work/administration/ colleagues/staff | 45.1 | 13.6 |
| 不喜歡工作時間長／不方便／欠彈性 Disliked long/inconvenient/inflexible hours of work | 26.1 | 7.9 |
| 工作環境欠佳 Disliked physical working conditions | 21.5 | 6.5 |
| 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 | 19.7 | 6.0 |
| 在現時工作的機構內轉換職系／聘用形式 Changed grade/mode of employment within the present establishment | 11.4 | 3.4 |
| 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 | 9.5 | 2.9 |
| 其他 Others | 10.9 | 3.3 |

(待續)
(To be cont'd)

表 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 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 % |
|---|--------------------------------|--------------|
| 非自願轉工人士 Involuntary job-changers | 38.0 | 11.5 |
| 公司結束營業 Company closed down | 16.3 | 4.9 |
| 職位被取消 Post abolished | 8.4 | 2.5 |
| 公司工作量不足 Slack work in company | 5.3 | 1.6 |
| 遭解僱 Dismissed | 3.2 | 1.0 |
| 其他 Others | 4.8 | 1.5 |
| 其他—按最初與僱主協定而完成工作[#]/合約 Others - Completed work as initially agreed with the employer[#]/completion of contract | 91.4 | 27.6 |
| 總計 Total | 331.0 | 100.0 |

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 2e 按上一份工作的任職年資劃分的轉工人士數目
Table 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 1 個月 < 1 month | 35.7 | 10.8 |
| 1 個月至少於 3 個月 1 - < 3 months | 35.7 | 10.8 |
| 3 個月至少於 1 年 3 months - < 1 year | 74.1 | 22.4 |
| 1 年至少於 2 年 1 - < 2 years | 62.2 | 18.8 |
| 2 年至少於 5 年 2 - < 5 years | 79.9 | 24.1 |
| 5 年及以上 ≥ 5 years | 43.3 | 13.1 |
| 總計 Total | 331.0 | 100.0 |
| 上一份工作的任職年資中位數 (天) Median length of service in last job (days) | 380 | |

表 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 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 [#] | 94.9 | 28.7 |
| 少於 1 個月 < 1 month | 129.0 | 39.0 |
| 1 個月至少於 2 個月 1 - < 2 months | 59.1 | 17.9 |
| 2 個月至少於 3 個月 2 - < 3 months | 24.4 | 7.4 |
| 3 個月至少於 6 個月 3 - < 6 months | 17.1 | 5.2 |
| 6 個月至少於 1 年 6 months - < 1 year | 6.4 | 1.9 |
| 總計 Total | 331.0 | 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) | | 12 |
| 離開上一份工作後找尋工作的期間中位數 (天) (撇除該些離開上一份工作後沒有找尋工作者) Median duration of seeking job since leaving last job (days) (excluding those who did not seek job after leaving last job) | | 24 |

註釋：[#] 包括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 2g 按在現時從事的工作及在上上一份工作的就業身分劃分的轉工人士數目
Table 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 | 323.6 | 98.9 | ‡ | ‡ | 3.3 | 100.0 | 327.3 | 98.9 |
| 僱主 Employers | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| 自僱人士 Self-employed persons | 3.1 | 1.0 | ‡ | ‡ | ‡ | ‡ | 3.1 | 1.0 |
| 其他 Others | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ | ‡ |
| 總計 [#] Total [#] | 327.3 | 100.0 (98.9) | ‡ | 100.0 (‡) | 3.3 | 100.0 (1.0) | 331.0 | 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。

Note: [#] Figures in brackets represent the percentages in respect of all job-changers.

表 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 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 | 292.6 | 95.8 | 8.6 | 33.8 | 301.2 | 91.0 |
| 部分時間制工作** Part-time** | 12.9 | 4.2 | 16.9 | 66.2 | 29.8 | 9.0 |
| 總計# Total# | 305.4 | 100.0 (92.3) | 25.5 | 100.0 (7.7) | 331.0 | 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 5 天或每個工作天工作少於 6 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 30 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 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 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 | 31.5 | 9.5 | 11.4 |
| 4,000 – 5,999 | 19.3 | 5.8 | 3.9 |
| 6,000 – 7,999 | 45.3 | 13.7 | 8.8 |
| 8,000 – 9,999 | 73.2 | 22.1 | 14.3 |
| 10,000 – 14,999 | 82.0 | 24.8 | 20.5 |
| 15,000 – 19,999 | 30.2 | 9.1 | 11.3 |
| ³ 20,000 | 49.4 | 14.9 | 29.9 |
| 總計 Total | 331.0 | 100.0 | 100.0 |
| 現時從事的工作的每月就業收入中位數 (港元) Median monthly employment earnings in present job (HK\$) | | 9,600 | 12,000 |

表 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 2j Job-changers by industry sector of present job and industry sector of last job

| 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 Industry sector of last job | | | |
|--|---|--|---|---|
| | 建造 Construction | 進出口貿易及批發、零售、住宿 ⁽¹⁾ 及膳食服務 Import/export trade and wholesale, retail, accommodation ⁽¹⁾ and food services | 運輸、倉庫、郵政及速遞服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications | 金融、保險、地產、專業及商用服務 Financing, insurance, real estate, professional and business services |
| | 人數 No. of persons ('000) | 人數 No. of persons ('000) | 人數 No. of persons ('000) | 人數 No. of persons ('000) |
| 建造 Construction | 65.7 | 2.0 | 1.0 | 1.7 |
| 進出口貿易及批發、零售、住宿 ⁽¹⁾ 及膳食服務 Import/export trade and wholesale, retail, accommodation ⁽¹⁾ and food services | 1.0 | 84.7 | 3.5 | 3.5 |
| 運輸、倉庫、郵政及速遞服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications | 1.8 | 5.0 | 16.6 | 1.6 |
| 金融、保險、地產、專業及商用服務 Financing, insurance, real estate, professional and business services | 1.4 | 8.5 | 3.0 | 49.6 |
| 公共行政、社會及個人服務 Public administration, social and personal services | ‡ | 6.3 | 2.3 | 5.1 |
| 其他 Others | ‡ | 1.3 | ‡ | 1.5 |
| 總計 [#] Total [#] | 70.5 (21.3) | 107.8 (32.5) | 27.0 (8.2) | 63.0 (19.0) |

註釋：⁽¹⁾ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務機構單位。

[#] 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: ⁽¹⁾ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

[#] 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 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 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) | | | 總計 Total | 整體就業人口 Total employed population |
|---|---|-----------------------------------|-----------------------------------|------------------|-------------------------------------|
| | 公共行政、 社會及 個人服務 Public administration, social and personal services | 其他 Others | | | |
| | 人數 No. of persons (‘000) | 人數 No. of persons (‘000) | 人數 No. of persons (‘000) | | |
| | | | 百分比 % | 百分比 % | |
| 建造 Construction | ‡ | ‡ | 71.1 | 21.5 | 7.8 |
| 進出口貿易及批發、 零售、住宿 ⁽¹⁾ 及膳食服務 Import/export trade and wholesale, retail, accommodation ⁽¹⁾ and food services | 2.5 | 2.1 | 97.3 | 29.4 | 31.2 |
| 運輸、倉庫、郵政及速遞 服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications | 2.1 | ‡ | 27.8 | 8.4 | 11.5 |
| 金融、保險、地產、專業及 商用服務 Financing, insurance, real estate, professional and business services | 2.5 | 1.3 | 66.2 | 20.0 | 19.1 |
| 公共行政、社會及個人服務 Public administration, social and personal services | 47.8 | ‡ | 62.5 | 18.9 | 26.0 |
| 其他 Others | ‡ | 2.3 | 6.1 | 1.8 | 4.4 |
| 總計# Total# | 55.5 (16.8) | 7.1 (2.1) | 331.0 | 100.0 (100.0) | 100.0 |

註釋：⁽¹⁾ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務機構單位。

Notes: ⁽¹⁾ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

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).

表 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 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 | 文書支援人員 Clerical support workers | 服務工作及銷售人員 Service and 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 | 79.2 | 4.0 | 4.5 | ‡ |
| 文書支援人員 Clerical support workers | 2.9 | 22.3 | 5.0 | 1.3 |
| 服務工作及銷售人員 Service and sales workers | 2.1 | 3.8 | 54.2 | 1.1 |
| 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 | ‡ | ‡ | 1.6 | 55.8 |
| 非技術工人 Elementary occupations | 1.1 | ‡ | 5.1 | 2.4 |
| 其他 Others | ‡ | ‡ | ‡ | ‡ |
| 總計# Total# | 86.3 (26.1) | 30.7 (9.3) | 70.5 (21.3) | 60.4 (18.3) |

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 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 2k Job-changers by occupation group of present job and occupation group of last (Cont'd) 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 (續) Occupation group of last job (Cont'd) | | | 百分比 % | 整體就業人口 Total employed population 百分比 % |
|---|---|-----------------------------------|-----------------------------------|------------------|---|
| | 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) | | |
| 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 | ‡ | ‡ | 88.3 | 26.7 | 38.4 |
| 文書支援人員 Clerical support workers | ‡ | ‡ | 32.5 | 9.8 | 13.4 |
| 服務工作及銷售人員 Service and sales workers | 2.2 | ‡ | 63.0 | 19.0 | 16.4 |
| 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 | ‡ | 61.1 | 18.4 | 11.4 |
| 非技術工人 Elementary occupations | 76.9 | ‡ | 86.1 | 26.0 | 20.3 |
| 其他 Others | ‡ | ‡ | ‡ | ‡ | 0.2 |
| 總計# Total# | 83.1 (25.1) | ‡ (‡) | 331.0 | 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）。

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).

表 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 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 | 266.6 | 80.6 |
| 有轉換行業類別 Had changed industry sector | 64.3 | 19.4 |
| 不喜歡上一份工作所屬行業類別的工作性質／ 工作環境 <i>Disliked the nature of work/working environment in industry sector of the last job</i> | 26.0 | (40.4) |
| 相同行業類別的工作的工資／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> | 15.6 | (24.3) |
| 對選擇行業類別沒有特別意願 <i>No preference in industry sector</i> | 13.7 | (21.4) |
| 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> | 2.7 | (4.2) |
| 未能符合以前任職行業所需的技能要求 <i>Did not meet the skill requirements of jobs offered in the previous industry</i> | 2.0 | (3.2) |
| 其他 <i>Others</i> | 4.3 | (6.7) |
| 總計 Total | 331.0 | 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 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 2m 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 | 288.5 | 87.2 |
| 有轉換職業組別 Had changed occupation group | 42.5 | 12.8 |
| 不喜歡上一份工作所屬職業組別的工作性質／工 作環境 <i>Disliked the nature of work/working environment in occupation group of the last job</i> | 16.6 | (39.0) |
| 相同職業組別的工作的工資／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> | 8.7 | (20.6) |
| 對選擇職業組別沒有特別意願 <i>No preference in occupation group</i> | 8.4 | (19.7) |
| 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> | 3.0 | (7.0) |
| 自己技能／學歷／專業資格有所提升 <i>Skill/academic qualification/professional qualification has improved</i> | 1.4 | (3.3) |
| 其他 <i>Others</i> | 4.4 | (10.4) |
| 總計 Total | 331.0 | 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 3 在上一份工作及現時從事的工作之間同行業及跨行業勞工流動的情況
Table 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 ⁽¹⁾ Intra-industry mobility ⁽¹⁾ | | 跨行業勞工流動的情況 ⁽²⁾ Inter-industry mobility ⁽²⁾ | | | |
|---|---|---|---|----------|-------------------|---|
| | 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 | |
| 建造 Construction | 65.7 | 23.2 | 5.4 | 4.9 | ‡ | 0.2 |
| 進出口貿易及批發、 零售、住宿 ⁽³⁾ 及膳食服務 Import/export trade and wholesale, retail, accommodation ⁽³⁾ and food services | 84.7 | 7.4 | 12.7 | 23.2 | -10.5 | -0.9 |
| 運輸、倉庫、郵政及速遞服 務、資訊及通訊 Transportation, storage, postal and courier services, information and communications | 16.6 | 4.0 | 11.2 | 10.4 | ‡ | ‡ |
| 金融、保險、地產、專業及 商用服務 Financing, insurance, real estate, professional and business services | 49.6 | 7.1 | 16.6 | 13.4 | 3.2 | 0.5 |
| 公共行政、社會及個人服務 Public administration, social and personal services | 47.8 | 5.0 | 14.6 | 7.7 | 7.0 | 0.7 |
| 其他 Others | 2.3 | 1.4 | 3.8 | 4.8 | -1.0 | -0.6 |
| 合計 Overall | 266.6 | 7.3 | 64.3 | 64.3 | - | - |

註釋：⁽¹⁾ 「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）。

⁽²⁾ 「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）。

⁽³⁾ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務機構單位。

** 指在統計時跨行業勞工流動的淨差額佔在統計時從事有關行業類別的所有就業人士的百分比。

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

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

⁽³⁾ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

** This refers to 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 in the industry sector concerned at the time of enumeration.

表 4 在上一份工作及現時從事的工作之間同職業及跨職業勞工流動的情況
Table 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 ⁽¹⁾ Intra-occupation mobility ⁽¹⁾ | | 跨職業勞工流動的情況 ⁽²⁾ Inter-occupation mobility ⁽²⁾ | | | |
|---|---|--|---|----------|----------------------|--|
| | 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 | 79.2 | 5.6 | 9.1 | 7.1 | 2.1 | 0.1 |
| 文書支援人員 Clerical support workers | 22.3 | 4.6 | 10.2 | 8.4 | 1.8 | 0.4 |
| 服務工作及銷售人員 Service and sales workers | 54.2 | 9.0 | 8.7 | 16.2 | -7.5 | -1.3 |
| 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 | 55.8 | 13.4 | 5.3 | 4.6 | ‡ | ‡ |
| 非技術工人 Elementary occupations | 76.9 | 10.4 | 9.1 | 6.1 | 3.0 | 0.4 |
| 合計 Overall | 288.5 | 7.9 | 42.5 | 42.5 | - | - |

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）。

** 指在統計時跨職業勞工流動的淨差額佔在統計時從事有關職業組別的所有就業人士的百分比。

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

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

** This refers to 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 in the occupation group concerned at the time of enumeration.

表 5a 按年齡及性別劃分的轉工人士在統計前 12 個月內的平均轉工次數
Table 5a Average number of times of job changes during the 12 months before enumeration in respect of job-changers by age and sex

| 年齡組別 Age group | 在統計前 12 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 - 29 | 1.2 | 1.2 | 1.2 |
| 30 - 39 | 1.5 | 1.3 | 1.4 |
| 40 - 49 | 1.5 | 1.2 | 1.3 |
| ³ 50 | 2.3 | 2.1 | 2.2 |
| 合計 Overall | 1.6 | 1.4 | 1.5 |

註釋：在計算上表的數字時，並不包括 62 600 名在建造業的採掘及建築工程中工作的工藝人員、操作員及雜工。由於承判工作是這些行業的常規，使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 62 600 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded. Since contracting of work is the usual practice in such trades, they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors.

表 5b 按教育程度劃分的轉工人士在統計前 12 個月內的平均轉工次數
Table 5b Average number of times of job changes during the 12 months before enumeration in respect of job-changers by educational attainment

| 教育程度 Educational attainment | 在統計前 12 個月內的平均轉工次數 Average number of times of job changes during the 12 months before enumeration |
|---|--|
| 小學及以下 Primary and below | 2.4 |
| 中學 [#] Secondary [#] | 1.6 |
| 專上教育 Post-secondary | |
| - 文憑／證書 diploma/certificate | 1.1 |
| - 副學位 sub-degree | 1.1 |
| - 學位 degree | 1.1 |
| 合計 Overall | 1.5 |

註釋：在計算上表的數字時，並不包括 62 600 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。

[#] 具中學教育程度的人士包括具中一至中七教育程度或同等學歷的人士。

Notes : In deriving the figures in the above table, the 62 600 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded. Since contracting of work is the usual practice in such trades, they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors.

[#] Persons with educational attainment at secondary level refer to those with Secondary 1 to Secondary 7 education or equivalent level.

表 5c 按現職所屬的行業類別劃分的轉工人士在統計前 12 個月內的平均轉工次數
Table 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

| 現職所屬的行業類別 Industry sector of present job | 在統計前 12 個月內的平均轉工次數 Average number of times of job changes during the 12 months before enumeration |
|--|--|
| 建造 Construction | 1.4 |
| 進出口貿易及批發、零售、住宿 ⁽¹⁾ 及膳食服務 Import/export trade and wholesale, retail, accommodation ⁽¹⁾ and food services | 1.7 |
| 運輸、倉庫、郵政及速遞服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications | 1.6 |
| 金融、保險、地產、專業及商用服務 Financing, insurance, real estate, professional and business services | 1.2 |
| 公共行政、社會及個人服務 Public administration, social and personal services | 1.3 |
| 其他 Others | 1.5 |
| 合計 Overall | 1.5 |

註釋：在計算上表的數字時，並不包括 62 600 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。

⁽¹⁾ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務機構單位。

Notes : In deriving the figures in the above table, the 62 600 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded. Since contracting of work is the usual practice in such trades, they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors.

⁽¹⁾ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

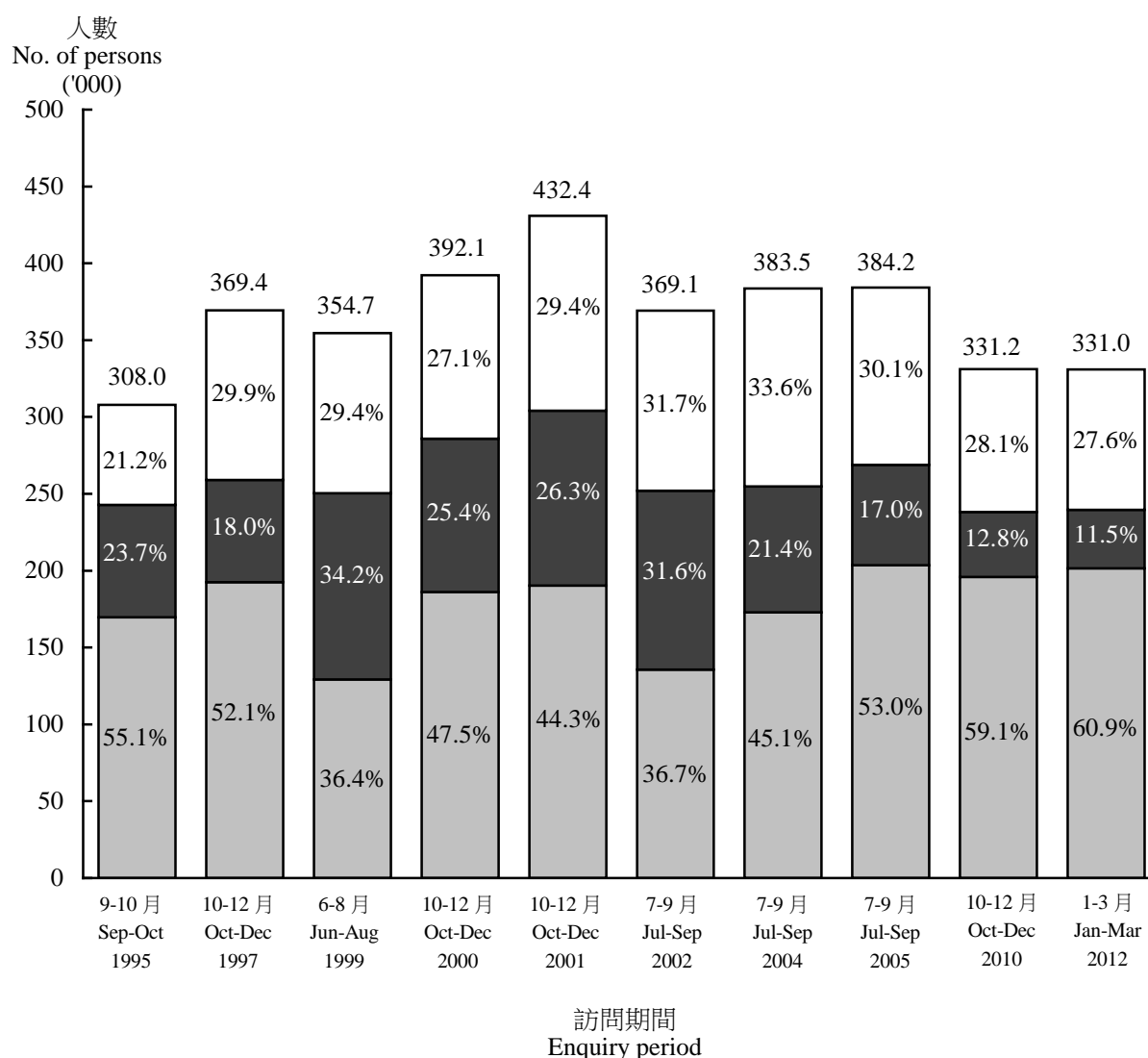
表 5d 按現職所屬的職業組別劃分的轉工人士在統計前 12 個月內的平均轉工次數
Table 5d Average number of times of job changes during the 12 months before enumeration in respect of job-changers by occupation group in respect of present job

| 現職所屬的職業組別 Occupation group of present job | 在統計前 12 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 | 1.1 |
| 文書支援人員 Clerical support workers | 1.2 |
| 服務工作及銷售人員 Service and sales workers | 2.1 |
| 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 | 1.7 |
| 非技術工人 Elementary occupations | 1.4 |
| 其他 Others | ‡ |
| 合計 Overall | 1.5 |

註釋：在計算上表的數字時，並不包括 62 600 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 62 600 job-changers who were craftsmen, operatives and labourers in the extraction and building trades in the construction sector were excluded. Since contracting of work is the usual practice in such trades, they generally had to change jobs much more often than persons in other industries/occupations as they took up jobs offered by different contractors.

圖 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 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/合約
Completed work as initially agreed with the employer/completion of contract

附錄 1：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，供政府各政策局／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 1981 年 8 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」亦會按政府各政策局／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) 院舍的住院人士；及
- (b) 水上居民。

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

¹ 「常住居民」包括兩類人士：（一）在統計時點之前的 6 個月內，在港逗留最少 3 個月，又或在統計時點之後的 6 個月內，在港逗留最少 3 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。

² 「流動居民」是指在統計時點之前的 6 個月內，在港逗留最少一個月但少於 3 個月，又或在統計時點之後的 6 個月內，在港逗留最少 1 個月但少於 3 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。

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 individual Government 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 bureaux/departments.

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

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

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

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

² '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記錄。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記錄，有關記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。

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 computerised 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.

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。

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。

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

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 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。

A1.13 本報告書所連載的主要變數估計的離中系數如下：

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 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 | 331 000 | 3.0 |
| 自願轉工人士數目 Number of voluntary job-changers | 201 500 | 3.2 |
| 非自願轉工人士數目 Number of involuntary job-changers | 38 000 | 8.2 |
| 按最初與僱主協定而完成工作／合約的轉工人士數目 Number of job-changers who completed work as initially agreed with the employer/completion of contract | 91 400 | 5.6 |

附錄 2：用語及定義

Appendix 2 : Terms and Definitions

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.

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。

Economic activity status : The population can be divided into two main groups, economically active population (that is the 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 7 天內並無職位亦無工作的人士，在這 7 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 15 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：

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) 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。

- 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.

教育程度分類如下：

Educational attainment is classified as follows:

小學及以下：包括未受教育、所有幼稚園及幼兒中心班級及所有小學的一至六年級。

Primary and below : Including no schooling, all classes in kindergartens and child care centres, and Primary 1 - 6 in all schools.

初中：包括所有中學的一至三年級。

Lower Secondary : Including Secondary 1 - 3 in all schools.

高中：包括所有中學的四至七年級或同等程度，毅進課程以及工藝程度教育。

Upper Secondary : Including Secondary 4 - 7 or equivalent in all schools, Project Yi Jin and craft level.

專上教育 - 文憑/證書：包括本地及非本地教育機構的證書及文憑程度課程。

專上教育 - 副學位：包括本地及非本地教育機構的高級證書、高級文憑、專業文憑、副學士、副學士先修、增修證書、院士銜或同等課程及其他非學位課程。

專上教育 - 學位：包括本地及非本地教育機構的學士學位課程、修課形式研究院程度課程及研究形式研究院程度課程。

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。

工作時數：指一名就業人士用於主業的通常工作時數，包括在工作地點的全部有薪及無薪的工作時數，但用膳時間則不包括在內。

Post-secondary - diploma/certificate : Including Certificate and Diploma level courses in local or non-local institutions.

Post-secondary - sub-degree : Including Higher Certificate, Higher Diploma, Professional Diploma, Associate Degree, Pre-Associate Degree, Endorsement Certificate, Associateship or equivalent courses and other non-degree level courses in local or non-local institutions.

Post-secondary - degree : Including all first degree, taught postgraduate and research postgraduate courses in local or non-local institutions.

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.

Hours of work refer to the number of hours which an employed person usually worked in the main employment. All paid and unpaid hours worked at the place of work are included, but meal breaks are excluded.

行業：指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 2.0 版」的主要類別。詳細資料可參閱《香港標準行業分類 2.0 版》手冊，該手冊可於政府統計處網站 (http://www.censtatd.gov.hk/hkstat/sub/sc30_tc.jsp?productCode=B2XX0005)免費下載（PDF 格式）。

製造：包括食品、飲品、煙草、紡織品、成衣、皮革製品及鞋類、木製品、紙製品、印刷、化學品、藥品、橡膠及塑膠產品、非金屬礦產製品、金屬製品、電腦、電子及光學產品、電器設備、機械設備及傢具的製造；與機械及設備的維修及安裝。

建造：包括樓宇建造；土木工程；清拆及地盤預備工程；建築物設備安裝及保養與樓房裝飾、修葺及保養。

進出口貿易及批發：包括各類進出口貿易與批發。

零售、住宿及膳食服務：包括各類零售；短期住宿活動（包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位）；與餐飲服務活動。

運輸、倉庫、郵政及速遞服務、資訊及通訊：包括陸路、水上及航空運輸；貨倉及運輸輔助活動；郵政及速遞活動；出版；電影、錄像及電視節目製作、錄音及音樂出版；節目編製及廣播；電訊；與資訊科技服務。

Industry refers to the activity of the establishment in which the respondent worked. The classification follows the major industry groups of the Hong Kong Standard Industrial Classification V2.0. Detailed information can be obtained from the manual *Hong Kong Standard Industrial Classification Version 2.0*, which can be downloaded (in PDF format) free of charge from the website of C&SD at <http://www.censtatd.gov.hk/hkstat/sub/sc30.jsp?productCode=B2XX0005>.

Manufacturing : including manufacturing of food products, beverages, tobacco, textiles, wearing apparel, leather products and footwear, wood products, paper products; printing; chemicals and chemical products; pharmaceuticals, rubber and plastics products, non-metallic mineral products, metal products, computer, electronic and optical products; electrical equipment, machinery and equipment; transport equipment, furniture; as well as the repair and installation of machinery and equipment.

Construction : including building construction, civil engineering, demolition and site preparation, building services installation and maintenance; and decoration and repair.

Import/export trade and wholesale : including various kinds of import and export trade and wholesale.

Retail, accommodation and food services : including various kinds of retail trade; short term accommodation activities which cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation; and food and beverage service activities.

Transportation, storage, postal and courier services, information and communications : including land, water and air transport; warehousing and support activities for transportation; postal and courier activities; publishing; motion picture, video and television programme production, sound recording and music publishing; programming and broadcasting; telecommunications; and information technology service.

金融、保險、地產、專業及商用服務：包括金融；保險；地產；法律及會計；管理顧問；建築、工程、技術測試及分析服務；科學研究及發展；獸醫；廣告、設計及攝影；設備租賃；職業介紹；旅行代理；保安及偵查服務；病媒防治及清潔服務；園境護理及綠化服務；與商業及辦公室行政支援服務。

公共行政、社會及個人服務：包括公共行政；教育；人類保健及社會工作活動；藝術、娛樂及康樂活動；宗教及政治組織；各項個人及家庭用品修理與其他家庭及個人服務。

其他：包括「農業、林業及漁業」、「採礦及採石」、「電力及燃氣供應」與「自來水供應；污水處理、廢棄物管理及污染防治活動」等行業，及報稱的行業不能分類或描述不足。

轉工人士：指 15 歲及以上而在統計時正在就業並於統計前 12 個月內曾在香港轉工的人士。

勞動人口：指 15 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的定義。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 15 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 7 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）。

Financing, insurance, real estate, professional and business services : including financing; insurance; real estate; legal and accounting services; architecture, engineering, technical testing and analysis services; scientific research and development; veterinary; advertising, design and photography; renting and leasing of equipments; employment agency; travel agency; security and investigation services; pest control and cleaning services; landscape care and greenery services; and business and office administration support services.

Public administration, social and personal services : including public administration; education; human health and social work activities; arts, entertainment and recreation; political and religious organisations; various personal and household item repairing as well as other household and personal services.

Others : including such industries as 'Agriculture, forestry and fishing'; 'Mining and quarrying'; 'Electricity and gas supply' and 'Water supply; sewerage, waste management and remediation activities'; and industrial activities inadequately described or unclassifiable.

Job-changers refer to persons aged 15 and over who are employed at the time of enumeration and has 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).

就業人士可分為：

自營業者：從事本身業務／專業時為賺取利潤或費用而工作，並沒有受僱於人或僱用他人。

僱主：從事本身業務／職業時為賺取利潤或費用而工作，最少僱用一人為其工作。

僱員：為賺取工資、薪金、佣金、小費或實物津貼而為僱主（私營公司或政府）工作。家庭傭工和支薪家庭從業員亦包括在內。在本報告書中，外發工並不包括在內。

無酬家庭從業員：為有關家庭生意工作而並無收取報酬。報酬不包括膳宿和零用錢，但若他／她因工作而定時支取報酬，應視為僱員。

失業人口：

- 1) 由所有失業人士構成。一名 15 歲或以上人士如符合下列情況，便界定為失業人士：
 - (a) 在統計前 7 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 7 天內隨時可工作；**及**
 - (c) 在統計前 30 天內有找尋工作。

不過，一名 15 歲或以上的人士，如果符合上述(a)和(b)的條件，但因為相信沒有工作可做而沒有在統計前 30 天內找尋工作，則仍會被界定為失業，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：

Employed persons can be categorised into:

Self-employed : A person who works for profit or fees in his/her own business/profession, neither employed by someone nor employing others.

Employer : A person who works for profit or fees in his/her own business/profession and employs one or more persons to work for him/her.

Employee : A person who works for an employer (private companies or government) for wage, salary, commission, tips, or payment in kind. This also includes domestic helper and paid family worker. Outworkers are excluded in this report.

Unpaid family worker : A person who works for no pay in a family business. Food and lodging and pocket money are not counted as pay. However, if the worker receives regular pay for the work performed, he/she should be regarded as an employee.

The unemployed population

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

However, 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) 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）。

- (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 on 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).

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

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：指統計前一個月因就業而獲得的收入。就僱員來說，收入包括工資和薪金、花紅、佣金、房屋津貼、超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。

Monthly employment earnings refer to earnings from employment during the month before enumeration. 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.

職業：指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 2008 年版」或簡稱 ISCO-08 的主要組別，並因應本港情況作出修訂。

Occupation refers to the kind of work, nature of duties and main task performed by a person in his/her main job. The classification used basically follows the major groups of the International Standard Classification of Occupations 2008 or ISCO-08 for abbreviation, with local adaptation for Hong Kong.

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。

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.

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；社會工作助理；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。

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；室內設計師；屋邨經理；警隊及其他紀律部隊的警司、督察及主任；藝人及運動員。

文書支援人員：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。

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; social work assistants; translators and interpreters; news editors and journalists; writers; librarians and members of religious orders.

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; interior designers; estate managers; superintendents, inspectors and officers of the police and other discipline services; performers and sportsmen.

Clerical support workers : including stenographers, secretaries and typists; bookkeeping, finance, shipping, filing and personnel clerks; cashiers and tellers; receptionists and information clerks.

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

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

其他：包括農夫、畜牧業工人及漁夫、及報稱的職業不能分類或描述不足。

部分時間制工作：指符合下列條件的工作：

- (a) 每周通常工作日數少於 5 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 6 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 30 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 24 小時的工作，不論每周通常工作多少天，均不包括在內。

失業人口（請參閱**勞動人口內的失業人口**）

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.

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.

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

附錄 3：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 Published Special Topics Reports on Social Data
Collected via the General Household Survey

曾出版的專題報告書

第一號專題報告書

英文版，已售罄

- 就醫情況 (11/1982-1/1983)
- 有關吸烟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)

第二號專題報告書

英文版，已售罄

- 就醫情況 (7/1983-9/1983)
- 吸烟習慣 (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)

第三號專題報告書

英文版，已售罄

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

Previously published Special Topics Reports

Special Topics Report No. I

English version, out of stock

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

Special Topics Report No. II

English version, out of stock

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

Special Topics Report No. III

English version, out of stock

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

第四號專題報告書

英文版，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 29 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 28 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 46 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 43 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 42 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 54 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 81 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 40 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 30 元

- 部分時間工作 (11/1994-3/1995)
- 學生做暑期工的情況 (11/1994-3/1995)
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(10/1997-12/1997)

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- Returnees to Hong Kong (7/1999-12/1999)

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China (4/2001-6/2001)

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(10/2001-12/2001)
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Ordinance (7/2001-9/2001)

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(4/2002-6/2002)

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- 僱員工作時數模式 (7/2003-9/2003)
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(1/2005-3/2005)

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(4/2005-6/2005)

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(7/2008-9/2008)

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Desire of economically inactive persons for taking up
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(1/2009-3/2009)

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(7/2010-9/2010)

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(10/2010-12/2010)

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