

# 二零零九年收入及工時 按年統計調查報告

## 2009 Report on Annual Earnings and Hours Survey



中華人民共和國  
香港特別行政區 政府統計處  
Census and Statistics Department  
Hong Kong Special Administrative Region  
People's Republic of China

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# 二零零九年 收入及工時按年統計調查報告 2009 Report on Annual Earnings and Hours Survey

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## I. 緒言

### 背景

**1.1** 本報告載列政府統計處所進行的「2009 年收入及工時按年統計調查」的結果。報告第 I 部介紹統計調查的背景及目的。第 II 部介紹統計調查的主要結果。第 III 部提供統計調查結果的統計表。第 IV 部概述統計調查的方法。有關統計調查所採用的用語及定義，主要統計數字的編製方法及涵蓋的行業的細節則載列於附錄內。

**1.2** 政府統計處於二零零九年第二季展開「2009 年收入及工時按年統計調查」。本處是首次進行這項統計調查，以就香港僱員的工資水平及工資分布、就業情況和人口特徵提供全面的數據，供私營機構和政府就各種與勞工有關的課題進行研究之用。這些統計數字亦可用於與法定最低工資有關的分析。在設計此項統計調查時，已參考了相關的國際標準及其他地方進行同類統計調查的做法，以及主要數據使用者的意見。

### 統計調查目的

**1.3** 「收入及工時按年統計調查」旨在提供以下的數據：

- (i) 香港僱員的工資水平及分布，包括按主要行業類別分析，及按主要職業組別分析的中位數、四分位數及百分位數的工資分布情況；以及
- (ii) 僱員的就業及人口特徵。

## I. Introduction

### Background

**1.1** This report presents the findings of the **2009 Annual Earnings and Hours Survey (AEHS)** conducted by the Census and Statistics Department (C&SD). Part I of the report introduces the background and objectives of the survey. Part II highlights the major findings of the survey. Part III provides statistical tables of the survey results. Part IV outlines the survey methodology. Details on the terms and definitions adopted for the survey, the compilation methods of the key statistics and the list of industries covered in the survey are given in the appendices.

**1.2** The 2009 AEHS was launched by C&SD in the second quarter of 2009. It was conducted for the first time to provide comprehensive data on the level and distribution of wages, employment details and demographic profile of employees in Hong Kong. These statistics are useful for studies on labour related topics by the private sector and the Government. They are also essential inputs for analyses related to the Statutory Minimum Wage (SMW). In designing the survey, reference has been made to relevant international standards and practices in conducting surveys of similar nature as well as views of major data users.

### Objectives of the survey

**1.3** AEHS aims to provide the following data:

- (i) the level and distribution of wages of employees in Hong Kong, including median, quartiles and percentiles spread of wage rates by key industry sector and by broad occupational group; and
- (ii) the employment and demographic characteristics of employees.

## I. 緒言

### 數字的進位

- 1.4** 僱員人數以最近的百位數顯示。
- 1.5** 每小時工資百分位數以小數後一個位的港元顯示。
- 1.6** 每月工資中位數以最近的百位港元顯示。
- 1.7** 由於進位原因，統計表內個別項目的數字加起來可能與總數略有出入。

### 代號

- 1.8** 本報告內各代號的含意如下：
- Q2** 每年第二季（即四月至六月）。
- \* 由於抽樣誤差相對較大，該些估計不予公布。為免從總數減去餘數後能得出該未顯示數字，在有需要時，另一數字亦同時不會顯示。未有顯示數字已包括在較闊分類層面的總數內。
- # 少於 0.05%。

## I. Introduction

### Rounding of figures

- 1.4** Number of employees are rounded to the nearest hundred.
- 1.5** Percentile hourly wages are rounded to the nearest ten cents of Hong Kong dollar.
- 1.6** Median monthly wages are rounded to the nearest hundred of Hong Kong dollar.
- 1.7** Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the tables.

### Symbols

- 1.8** The following symbols are used throughout this report:
- Q2** Second quarter of a year (i.e. April to June).
- \* Estimates are not released due to relatively large sampling error. When necessary, an additional cell is also suppressed to prevent the deduction of a suppressed cell from the total. The suppressed statistics are, nevertheless, included in the respective totals at some broader level of classification.
- # Less than 0.05%.

## II. 統計調查主要結果

## II. Major Findings of the Survey

<b>統計數字摘要</b> <b>Summary statistics</b>	<b>二零零九年第二季</b> <b>Q2 2009</b>
<b>僱員人數（不包括留宿家庭傭工及政府僱員）（'000）：所有僱員</b> <b>Number of employees (excluding live-in domestic workers and employees in the Government) ('000) : All employees</b>	<b>2 776.6</b>
男 Male	1 449.4
女 Female	1 327.3
<b>每小時工資分布（港元）：所有僱員</b> <b>Hourly wage distribution (HK\$) : All employees</b>	
第十個百分位數 10 <sup>th</sup> percentile	27.0
第二十五個百分位數 25 <sup>th</sup> percentile	38.9
第五十個百分位數 50 <sup>th</sup> percentile	58.5
第七十五個百分位數 75 <sup>th</sup> percentile	96.0
第九十個百分位數 90 <sup>th</sup> percentile	171.8
<b>按性別劃分的每小時工資中位數（港元）：所有僱員</b> <b>Median hourly wage by sex (HK\$) : All employees</b>	<b>58.5</b>
男 Male	64.3
女 Female	53.4
<b>按年齡組別劃分的每小時工資中位數（港元）：所有僱員</b> <b>Median hourly wage by age group (HK\$) : All employees</b>	<b>58.5</b>
15-24	40.2
25-34	64.9
35-44	70.0
45-54	57.7
≥55	42.6



## II. 統計調查主要結果

## II. Major Findings of the Survey

### 統計數字摘要 (續)

### Summary statistics (cont'd.)

二零零九年第二季  
Q2 2009

按教育程度劃分的每小時工資中位數 (港元) : 所有僱員 Median hourly wage by educational attainment (HK\$) : All employees	58.5
小學及以下 Primary and below	33.7
中一至中三 Secondary 1 to 3	39.8
中四至中五 Secondary 4 to 5	53.8
中六及以上 Secondary 6 and above	100.5
按職業組別劃分的每小時工資中位數 (港元) : 所有僱員 Median hourly wage by occupational group (HK\$) : All employees	58.5
非技術工人 Elementary occupations	31.7
服務工作及商店銷售人員 Service workers and shop sales workers	36.5
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	55.0
文員 Clerks	54.0
其他 Others	107.2

## II. 統計調查主要結果

## II. Major Findings of the Survey

### 統計數字摘要 (續)

### Summary statistics (cont'd.)

二零零九年第二季  
Q2 2009

按選定行業主類劃分的每小時工資中位數 (港元) : 所有僱員 Median hourly wage by selected industry section (HK\$) : All employees	58.5
建造 Construction	61.1
進出口貿易 Import and export trade	70.7
零售業 Retail trade	39.9
陸路運輸 Land transport	59.3
飲食業 Restaurants	32.7
資訊及通訊 Information and communications	80.0
金融及保險活動 Financial and insurance activities	105.9
物業管理、保安及清潔服務 Estate management, security and cleaning services	27.6
專業、科學及技術活動 Professional, scientific and technical activities	90.8
雜項活動 Miscellaneous activities (包括(i)安老院舍、(ii)洗滌及乾洗服務、(iii)理髮及其他個人服務、(iv)本地速遞服務； 及(v)食品處理及生產。 Including (i) elderly homes; (ii) laundry and dry cleaning services; (iii) hairdressing and other personal services; (iv) local courier services; and (v) food processing and production.)	33.7
按性別劃分的每月工資中位數 (港元) : 所有僱員 Median monthly wage by sex (HK\$) : All employees	11,500
男 Male	13,000
女 Female	10,000

## II. 統計調查主要結果

### 僱員的特徵

#### (i) 按性別分析

**2.1** 二零零九年第二季的僱員人數（不包括留宿家庭傭工及政府僱員）為 2 776 600 人，其中 1 449 400 人（52%）為男性，1 327 300 人（48%）為女性。（見圖一及表一）

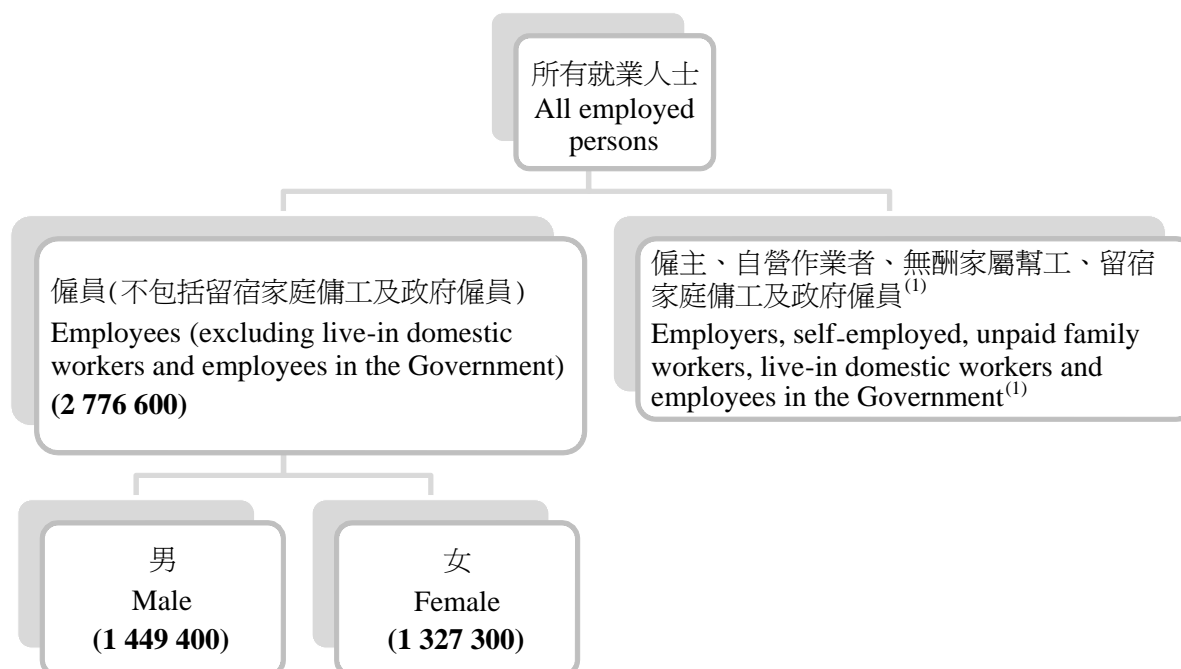
## II. Major Findings of the Survey

### Profiles of employees

#### (i) Analysed by sex

**2.1** In Q2 2009, there were 2 776 600 employees in Hong Kong (excluding live-in domestic workers and employees in the Government), of whom 1 449 400 (52%) were male, and 1 327 300 (48%) were female. (see Chart 1 and Table 1)

圖一：按性別劃分的僱員人數  
Chart 1: Number of employees by sex



註釋：(1) 不包括在「2009 年收入及工時按年統計調查」的範圍內。

Note: (1) Not covered in the 2009 AEHS.

## II. 統計調查主要結果

### (ii) 按年齡組別分析

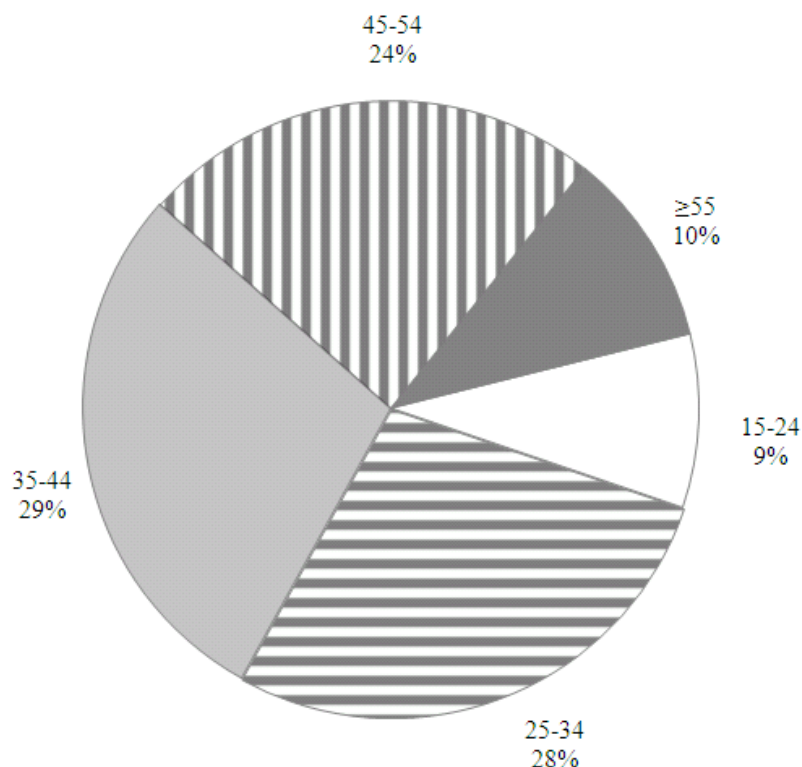
2.2 按年齡分析，超過一半以上的僱員，即 1 563 000 名僱員介乎 25-44 歲。當中，介乎 35-44 歲的僱員人數共 790 800 人（即僱員總人數的 29%），25-34 歲的僱員人數則有 772 200 人（即僱員總人數的 28%）。最年青（即 15-24 歲）及最年長（即 55 歲及以上）組別的僱員人數合共只有 539 100 人（即僱員總人數的 19%）。（見圖二及表一）

## II. Major Findings of the Survey

### (ii) Analysed by age group

2.2 Analysed by age, over half of the employees or 1 563 000 employees were aged 25-44. Of them, 790 800 employees (or 29% of total number of employees) were aged 35-44 and 772 200 employees (or 28% of total number of employees) were aged 25-34. Those belonging to the youngest and the eldest age groups (i.e. aged 15-24 and aged 55 and above respectively) totalled 539 100 persons only, or 19% of total number of employees. (see Chart 2 and Table 1)

圖二：按年齡組別劃分的僱員人數百分比分布  
Chart 2: Percentage distribution of employees by age group



## II. 統計調查主要結果

### (iii) 按教育程度分析

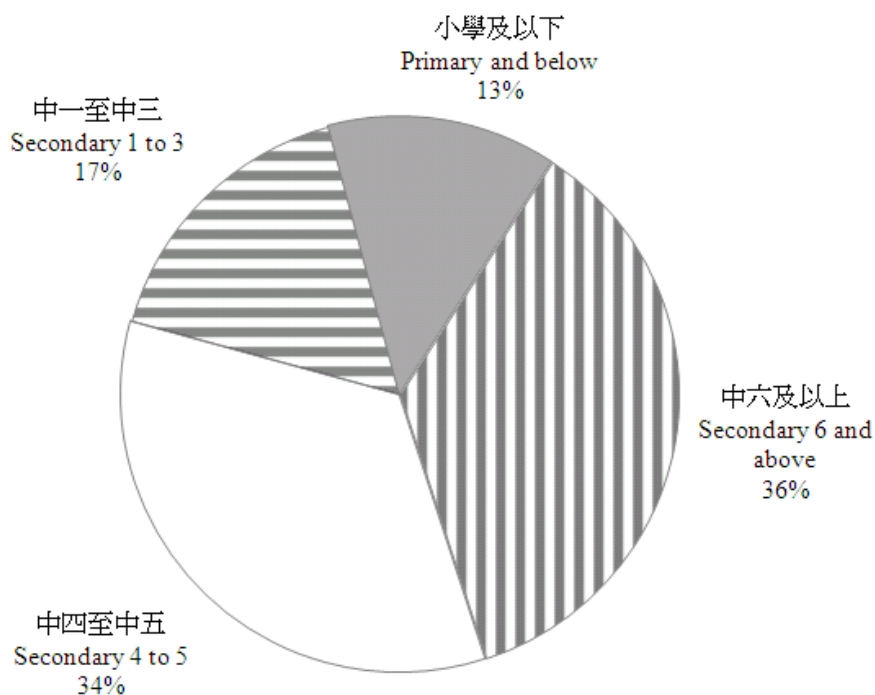
2.3 完成中六及以上教育程度的僱員人數共 993 500 人（即僱員總人數的 36%），而中四至中五教育程度的僱員人數則有 951 200 人（即僱員總人數的 34%）。至於小學及以下教育程度的僱員人數則只有 370 600 人（即僱員總人數的 13%）。（見圖三及表二）

## II. Major Findings of the Survey

### (iii) Analysed by educational attainment

2.3 A total of 993 500 employees (or 36% of total number of employees) had completed education of Secondary 6 and above level. Some 951 200 employees (or 34% of total number of employees) were at Secondary 4 – Secondary 5. Only 370 600 employees (or 13% of total number of employees) had completed education of primary and below level. (see Chart 3 and Table 2)

圖三：按教育程度劃分的僱員人數百分比分布  
Chart 3: Percentage distribution of employees by educational attainment



## II. 統計調查主要結果

### (iv) 按職業組別分析

2.4 從事「非技術工人」及「服務工作及商店銷售人員」職業組別的僱員共有 858 300 人（即僱員總人數的 31%）。以男性僱員以言，屬這兩個職業組別的僱員有 381 500 人，佔男性僱員總人數 26%。

2.5 以女性僱員以言，屬「非技術工人」及「服務工作及商店銷售人員」職業組別的僱員共有 476 800 人，佔女性僱員總人數 36%，較男性僱員的相應百分比高。（見圖四及表三）

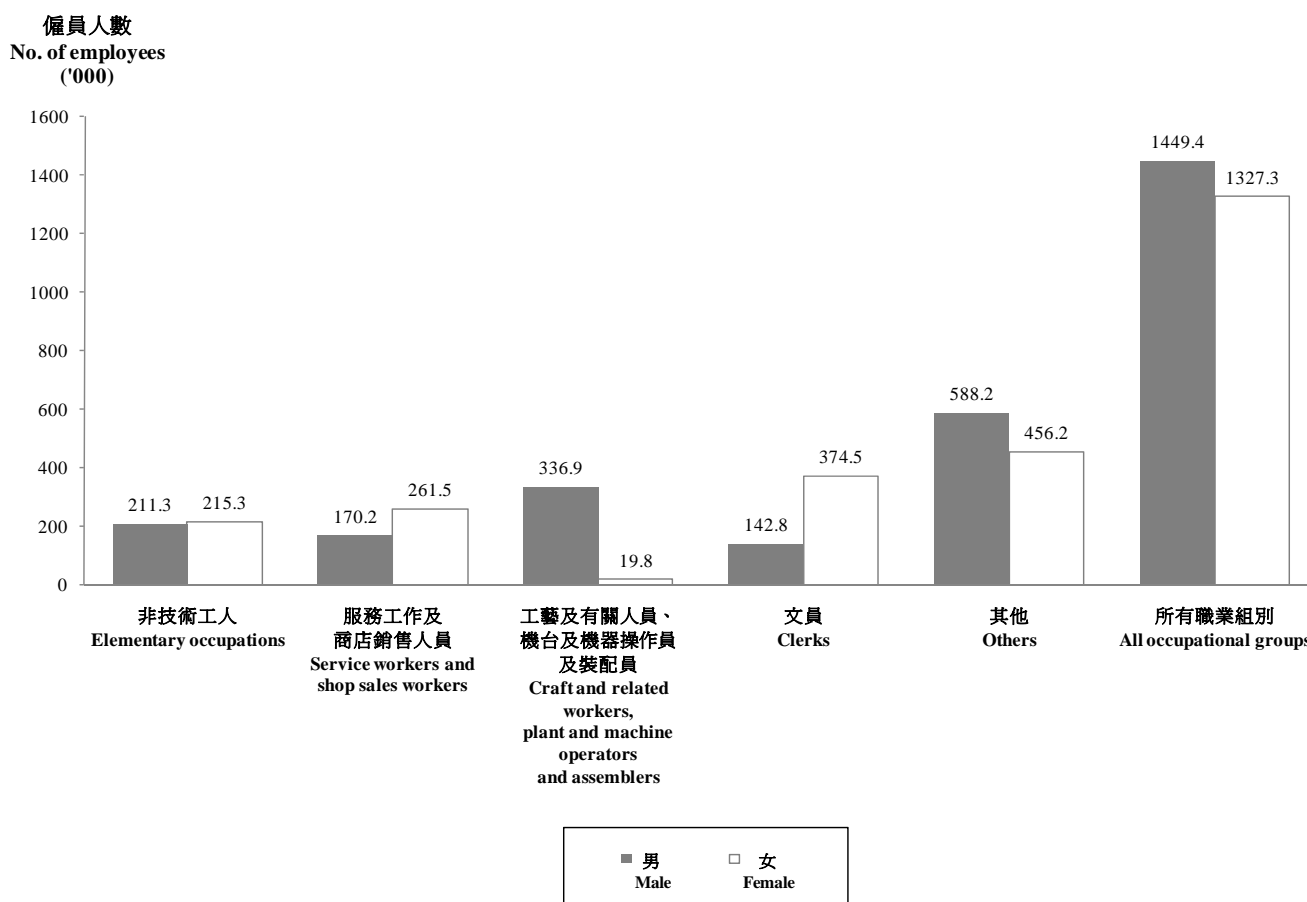
## II. Major Findings of the Survey

### (iv) Analysed by occupational group

2.4 Some 858 300 employees (or 31% of total number of employees) were engaged in the occupational groups “elementary occupations” and “service workers and shop sales workers”. Among the male employees, the number of employees engaged in these occupational groups was 381 500, representing 26% of the total number of male employees.

2.5 For female employees, the number of employees engaged in the occupational groups “elementary occupations” and “service workers and shop sales workers” was 476 800, representing 36% of total number of female employees and being higher than the corresponding percentage of male employees. (see Chart 4 and Table 3)

圖四：按性別及職業組別劃分的僱員人數  
Chart 4: Number of employees by sex and occupational group



## II. 統計調查主要結果

### (v) 按行業分析

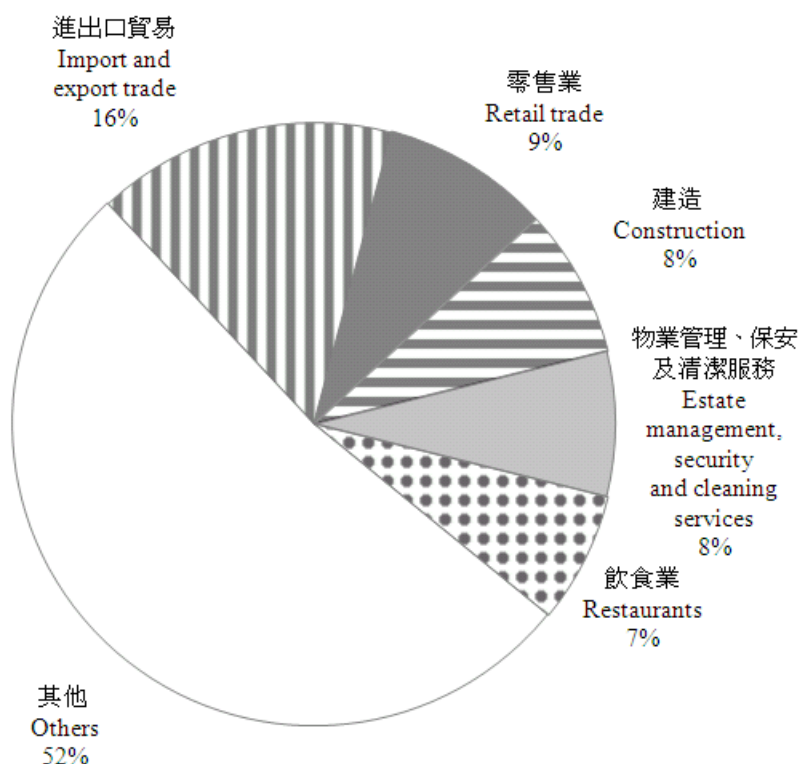
2.6 五個僱員人數最多的行業分別是 (i) 進出口貿易(447 800 人, 佔僱員總人數 16%) ;(ii) 零售業(249 500 人, 佔僱員總人數 9%) ;(iii) 建造(221 400 人, 佔僱員總人數 8%) ;(iv) 物業管理、保安及清潔服務(215 500 人, 佔僱員總人數 8%) ;及(v) 飲食業(195 100 人, 佔僱員總人數 7%)。(見圖五及表四)

## II. Major Findings of the Survey

### (v) Analysed by industry

2.6 The five largest industries in terms of number of employees were (i) import and export trade (447 800 employees, or 16% of total number of employees); (ii) retail trade (249 500 employees, or 9% of total number of employees); (iii) construction (221 400 employees, or 8% of total number of employees); (iv) estate management, security and cleaning services (215 500 employees, or 8% of total number of employees); and (v) restaurants (195 100 employees, or 7% of total number of employees). (see Chart 5 and Table 4)

圖五：按行業劃分的僱員人數百分比分布  
Chart 5: Percentage distribution of employees by industry



## II. 統計調查主要結果

### (vi) 按全職／兼職分析

**2.7** 以全職受聘的僱員人數共 2 609 800 人(即僱員總人數的 94%)，其餘的 166 900 名僱員(即僱員總人數的 6%) 以兼職受聘。

**2.8** 零售業；飲食業；教育及公共行政(不包括政府)；物業管理、保安及清潔服務；以及陸路運輸是僱用最多兼職員工的五大行業。從事這五個行業的兼職僱員人數佔總兼職人數的 69%。(見表五)

### (vii) 按長期／合約／臨時聘用分析

**2.9** 獲長期聘用的僱員人數共 2 500 900 人(即僱員總人數的 90%)，213 900 名僱員(即僱員總人數的 8%) 以有期限的合約形式受聘，其餘的 61 800 名僱員(即僱員總人數的 2%) 以臨時形式受聘。

**2.10** 超過 75% 的臨時僱員從事建造、零售、陸路運輸及飲食行業。(見表五)

## II. Major Findings of the Survey

### (vi) *Analysed by full-time/part-time*

**2.7** 2 609 800 employees (or 94% of total number of employees) were employed on a full-time basis. The other 166 900 employees (or 6% of total number of employees) were employed on a part-time basis.

**2.8** Retail trade; restaurants; education and public administration (excluding Government); estate management, security and cleaning services; and land transport were the top five industries in terms of number of part-time employees engaged. Together they took up a share of 69% of the total number of part-time employees. (see Table 5)

### (vii) *Analysed by permanent/fixed-term contract/casual employment*

**2.9** Some 2 500 900 employees (or 90% of total number of employees) were employed on a permanent basis. Some 213 900 (or 8% of total number of employees) were fixed-term contract employees, and the other 61 800 (or 2% of total number of employees) were casual employees.

**2.10** Over 75% of the casual employees were engaged in construction, retail trade, land transport and restaurants industries. (see Table 5)



## II. 統計調查主要結果

### 每小時工資的分布

#### (i) 整體分布

**2.11** 在二零零九年第二季，本港僱員的每小時工資中位數是 \$58.5。每小時工資下四分位數及上四分位數分別為 \$38.9 及 \$96.0。（見圖六及表六）

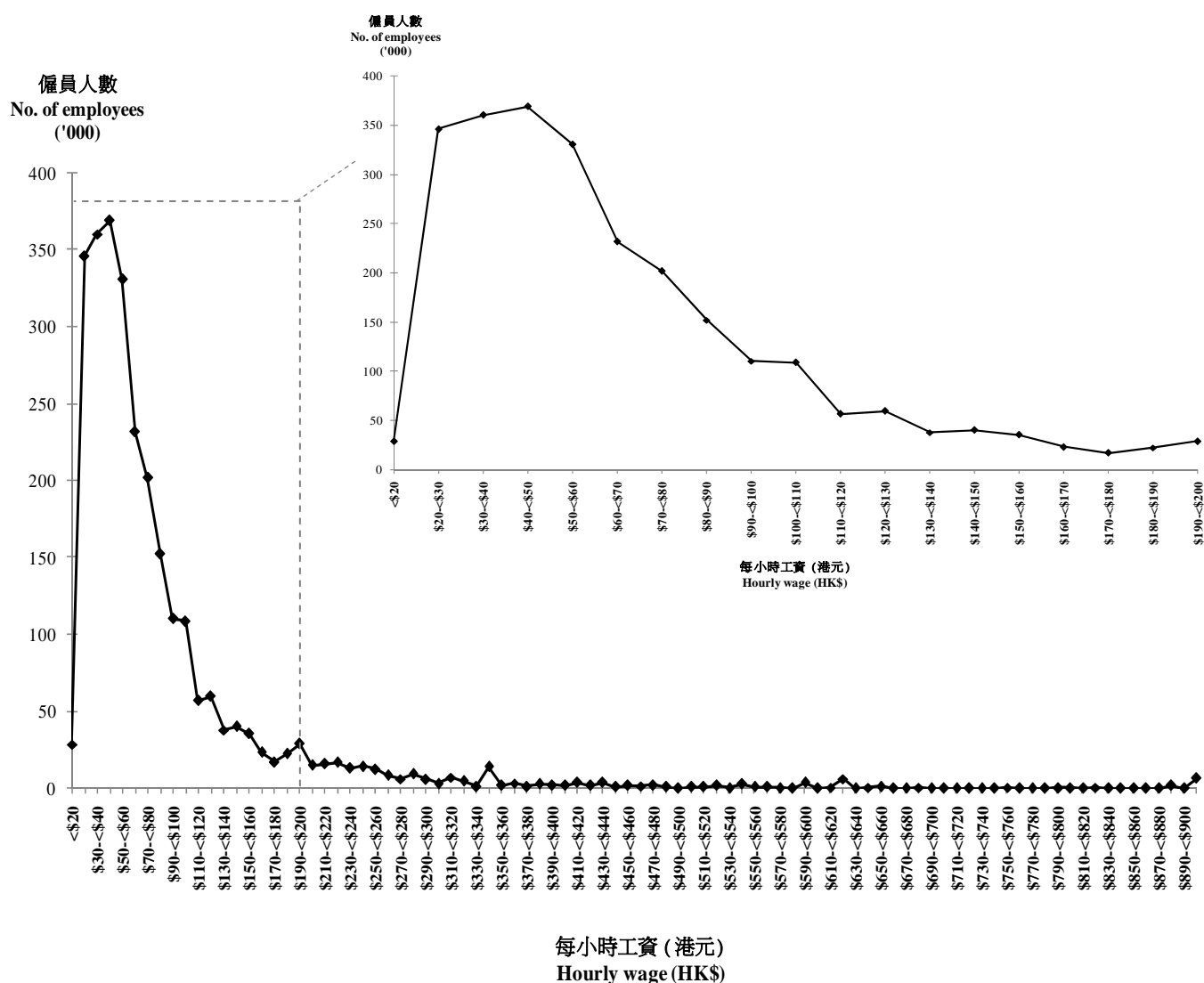
## II. Major Findings of the Survey

### Distribution of hourly wage

#### (i) Overall distribution

**2.11** In Q2 2009, the median hourly wage of Hong Kong employees was \$58.5. The lower quartile and upper quartile hourly wage were \$38.9 and \$96.0 respectively. (see Chart 6 and Table 6)

圖六：每小時工資分布 — 所有僱員  
Chart 6: Distribution of hourly wage - all employees



**2.12** 由於數據使用者一般都對每小時工資分布的較低部分較感興趣，因此每小時工資分布中最低部分的僱員人數分布，已分別按每個百分位數及每港元分析，詳列於表七及表八。

**2.12** As users in general have greater interest in the lower end of the hourly wage distribution, the numbers of employees at the lower end of the hourly wage distribution are presented in greater detail at intervals of each percentile and Hong Kong dollar in Tables 7 and 8 respectively.

## II. 統計調查主要結果

### (ii) 按性別分析

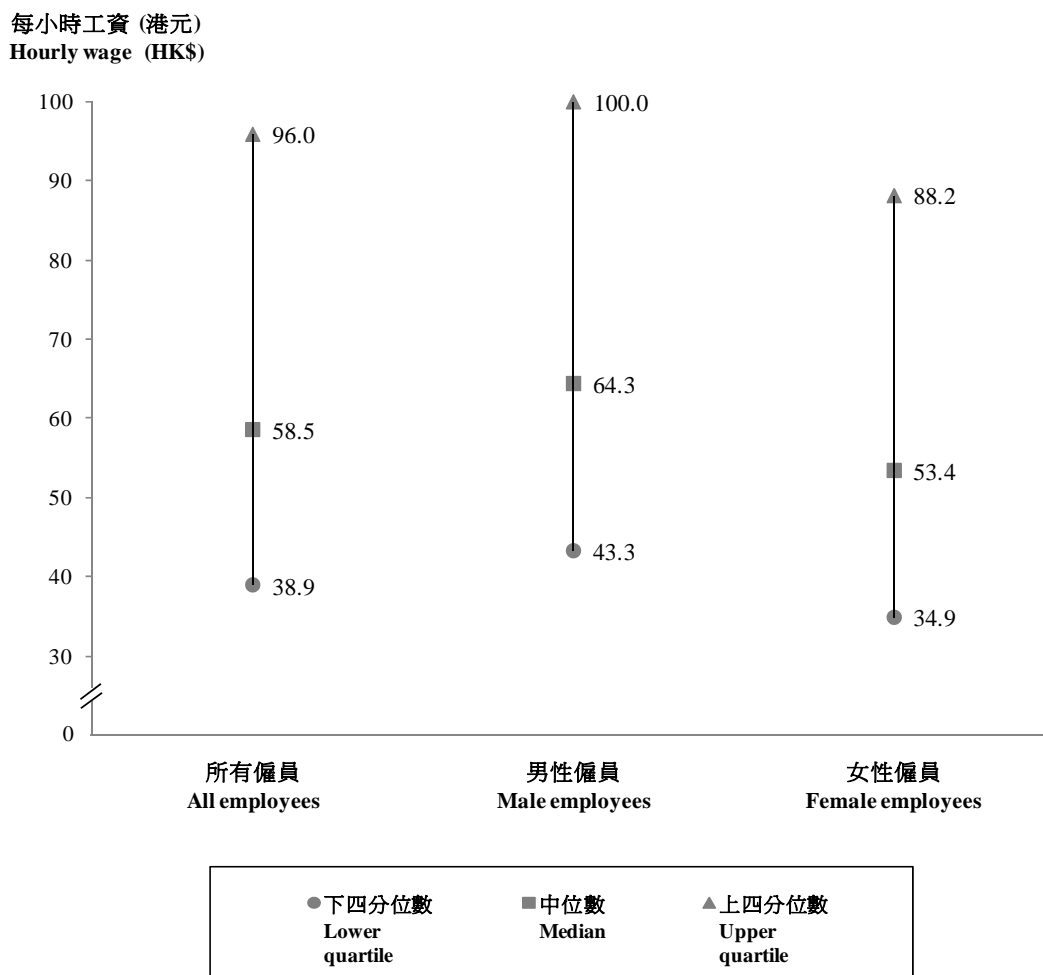
**2.13** 男性及女性僱員的每小時工資中位數分別為 \$64.3 及 \$53.4。男性僱員的每小時工資中位數較女性高，主要原因是男性僱員中已完成中六及以上教育的比例較女性僱員的相應比例為高。（見圖七及表九）

## II. Major Findings of the Survey

### (ii) Analysed by sex

**2.13** The median hourly wages of male and female employees were \$64.3 and \$53.4 respectively. Median hourly wage of male employees was higher than that of female employees mainly because the proportion of male employees who had completed education at Secondary 6 and above level was higher than the corresponding proportion of female employees. (see Chart 7 and Table 9)

圖七：按性別劃分的僱員每小時工資中位數  
Chart 7: Median hourly wage of employees by sex



## II. 統計調查主要結果

### (iii) 按年齡組別分析

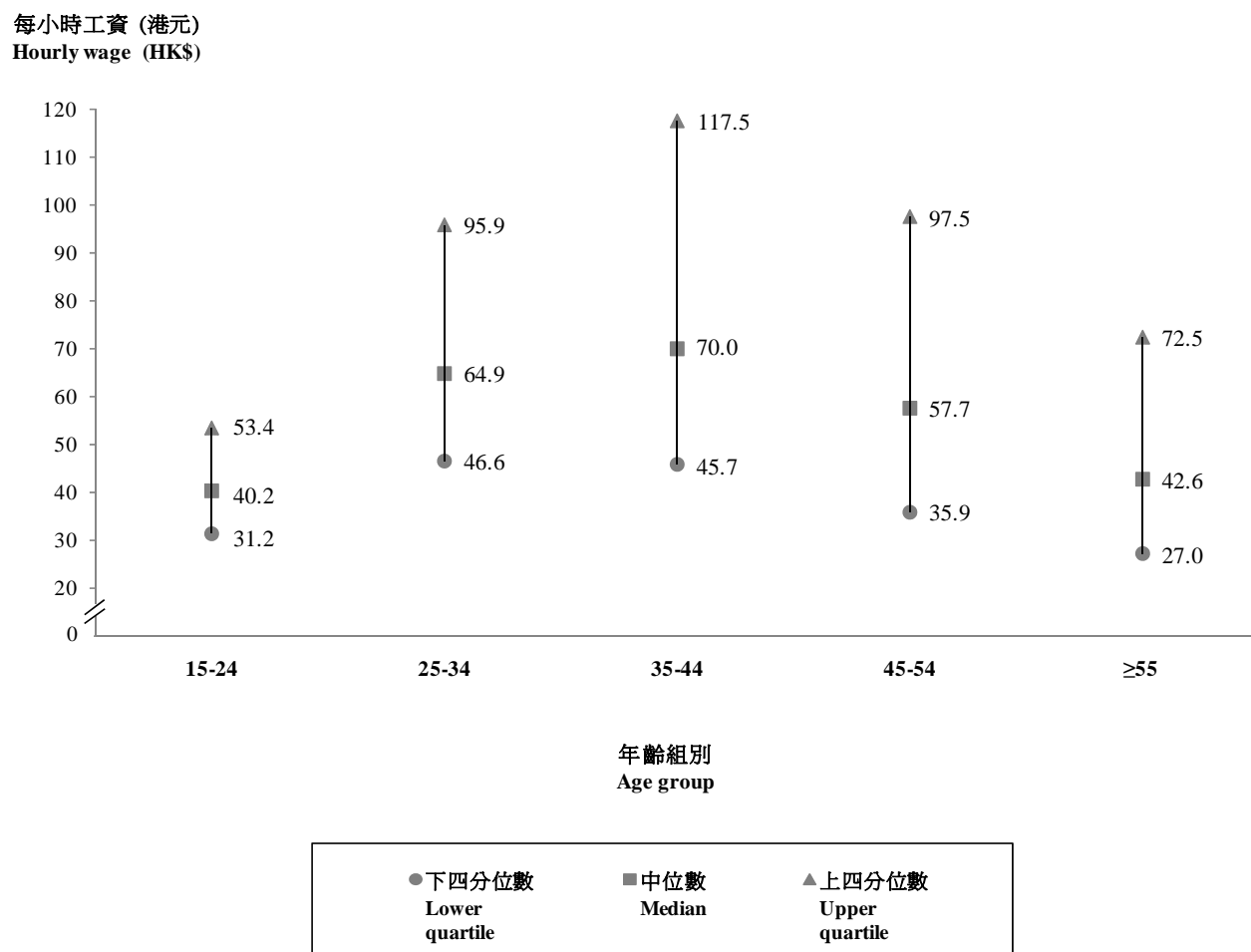
**2.14** 35-44 歲年齡組別的僱員的每小時工資中位數最高（\$70.0），其次為 25-34 歲年齡組別的僱員（\$64.9）及 45-54 歲年齡組別的僱員（\$57.7）。最年青組別（即 15-24 歲）及最年長組別（即 55 歲及以上）僱員的每小時工資中位數則分別為 \$40.2 及 \$42.6。（見圖八及表九）

## II. Major Findings of the Survey

### (iii) Analysed by age group

**2.14** The median hourly wage of employees at age 35-44 was the highest (\$70.0), followed by employees at age 25-34 (\$64.9) and those at age 45-54 (\$57.7). The median hourly wages of employees at the youngest age group of 15-24 and the eldest age group of 55 and above were \$40.2 and \$42.6 respectively. (see Chart 8 and Table 9)

圖八：按年齡組別劃分的僱員每小時工資中位數  
Chart 8: Median hourly wage of employees by age group



## II. 統計調查主要結果

### (iv) 按教育程度分析

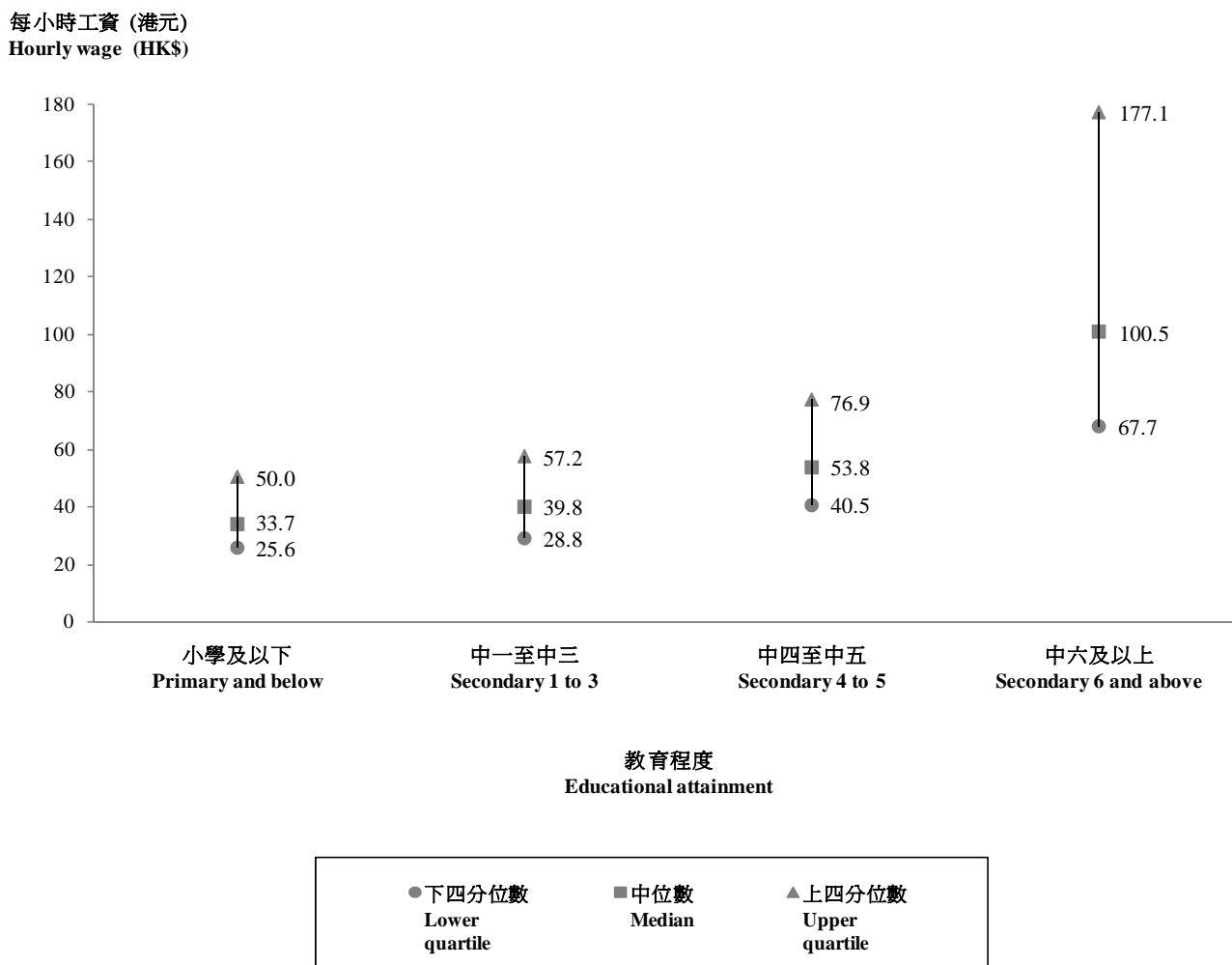
2.15 已完成的教育程度為 (i) 小學及以下；(ii) 中一至中三；(iii) 中四至中五；及 (iv) 中六及以上的僱員的每小時工資中位數分別為 \$33.7、\$39.8、\$53.8 及 \$100.5。(見圖九及表十)

## II. Major Findings of the Survey

### (iv) Analysed by educational attainment

2.15 The median hourly wages of employees at (i) primary and below; (ii) Secondary 1 to 3; (iii) Secondary 4 to 5; and (iv) Secondary 6 and above were \$33.7, \$39.8, \$53.8, and \$100.5 respectively. (see Chart 9 and Table 10)

圖九：按教育程度劃分的僱員每小時工資中位數  
Chart 9: Median hourly wage of employees by educational attainment



## II. 統計調查主要結果

(v) 按職業組別分析

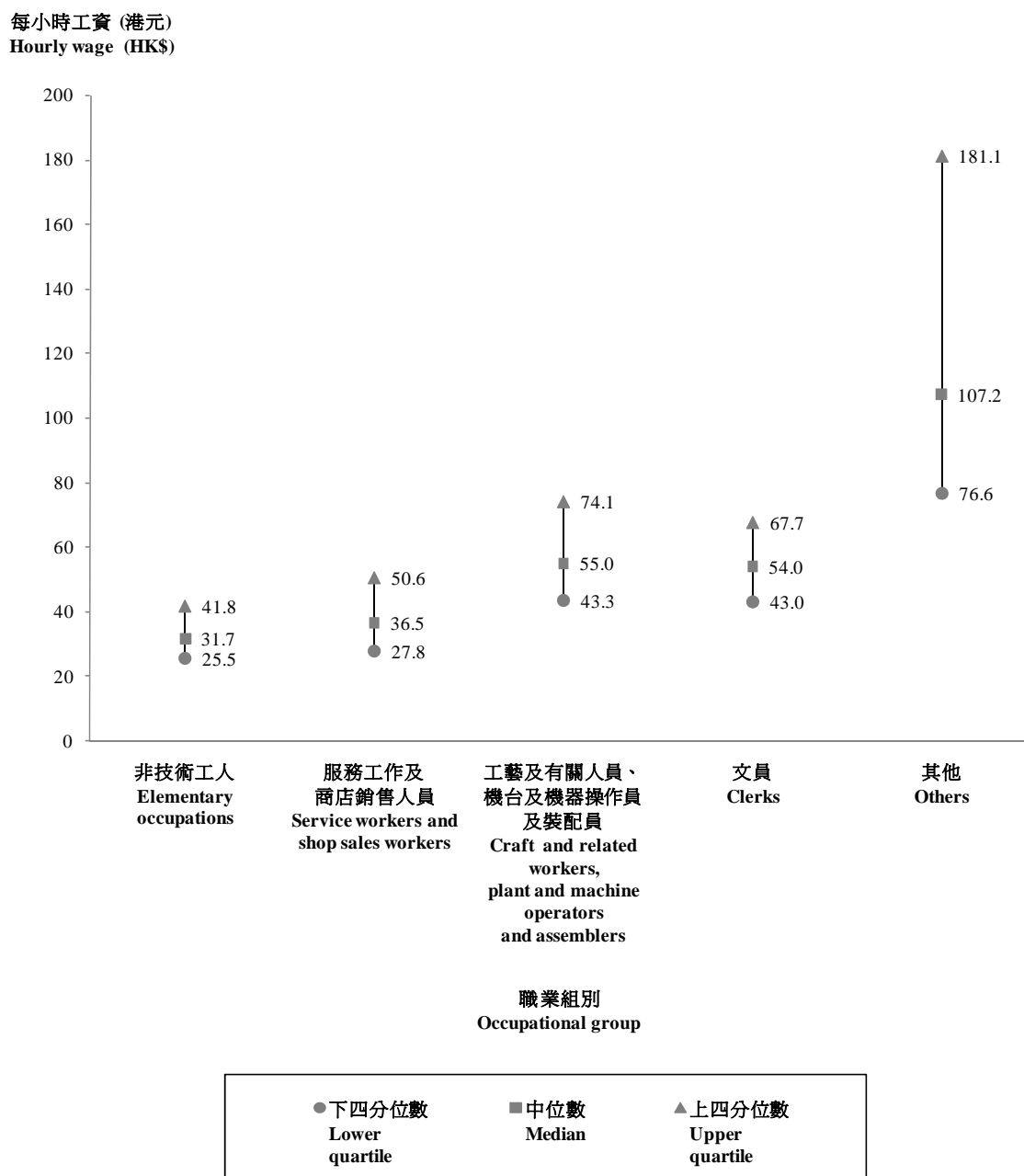
**2.16** 從事(i)「非技術工人」；(ii)「服務工作及商店銷售人員」；(iii)「工藝及有關人員、機台及機器操作員及裝配員」；(iv)「文員」；及(v)「其他」職業的僱員的每小時工資中位數分別為\$31.7、\$36.5、\$55.0、\$54.0及\$107.2。(見圖十及表十一)

## II. Major Findings of the Survey

(v) Analysed by occupational group

**2.16** The median hourly wages of employees engaged in (i) elementary occupations; (ii) service workers and shop sales workers; (iii) craft and related workers, plant and machine operators and assemblers; (iv) clerks; and (v) other occupations were \$31.7, \$36.5, \$55.0, \$54.0 and \$107.2 respectively. (see Chart 10 and Table 11)

圖十：按職業組別劃分的僱員每小時工資中位數  
Chart 10: Median hourly wage of employees by occupational group



## II. 統計調查主要結果

### (vi) 按行業分析

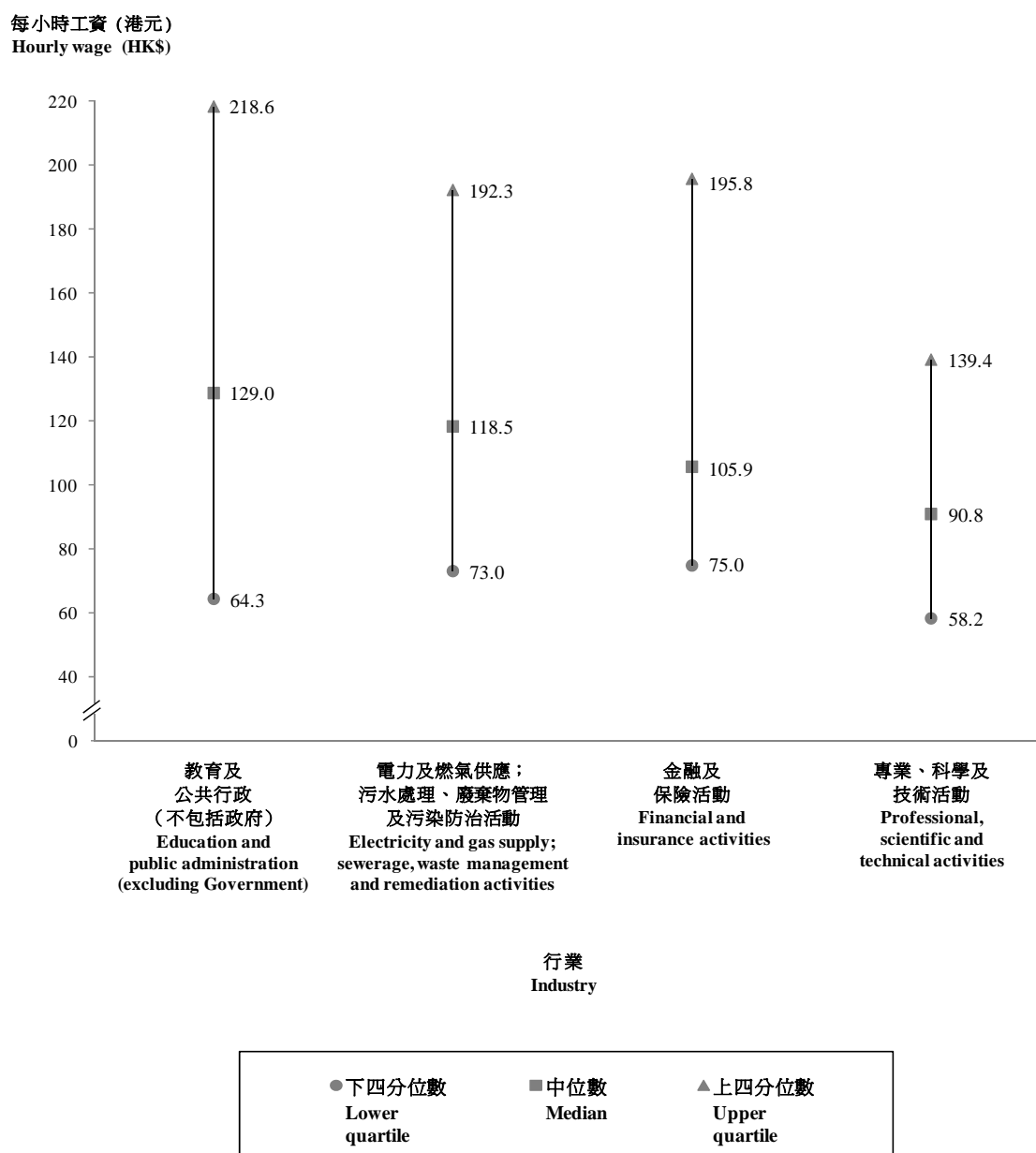
2.17 在各受訪行業當中，從事教育及公共行政（不包括政府）行業的僱員的每小時工資中位數最高，為 \$129.0。從事物業管理、保安及清潔服務行業的僱員的每小時工資中位數則最低，為 \$27.6。（見圖十一及十二和表十二（甲））

## II. Major Findings of the Survey

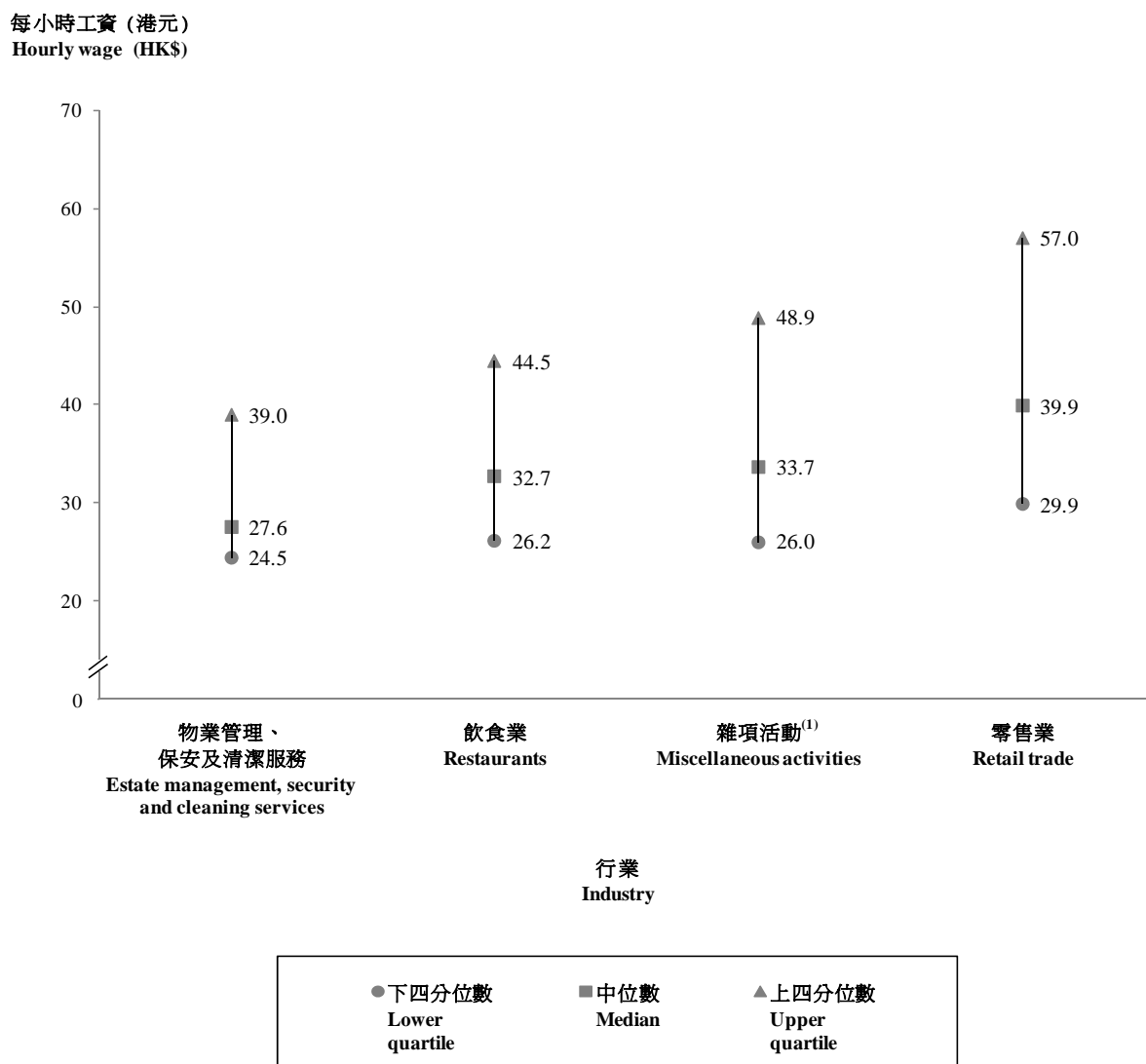
### (vi) Analysed by industry

2.17 Among the various industries surveyed, the median hourly wage of those engaged in the education and public administration (excluding Government) industry was the highest, at \$129.0. The median hourly wage of employees working in the estate management, security and cleaning services industry was the lowest, at \$27.6. (see Charts 11 and 12 and Table 12(a))

圖十一：每小時工資中位數最高的四個行業  
Chart 11: The four industries with the highest median hourly wage



圖十二：每小時工資中位數最低的四個行業  
Chart 12: The four industries with the lowest median hourly wage



註釋：(1) 「雜項活動」包括(i)安老院舍、(ii)洗滌及乾洗服務、(iii)理髮及其他個人服務、(iv)本地速遞服務；及(v)食品處理及生產。

Note: (1) “Miscellaneous activities” includes (i) elderly homes; (ii) laundry and dry cleaning services; (iii) hairdressing and other personal services; (iv) local courier services; and (v) food processing and production.

**2.18** 值得留意是受僱於較小規模機構單位（即就業人數少於 50 的機構單位）的僱員整體工資分布相當接近所有僱員整體分布情況，尤其是分布中的首（即較低）四份一部份。這些較小規模的機構單位的僱員人數約佔總僱員人數的 50%。（見表十二（甲）及十二（乙））

**2.18** It is noted that the overall wage distribution of employees engaging in smaller establishments with less than 50 persons engaged, which accounted for 50% of the total number of employees, was close to the overall wage distribution of all employees, especially in the first (or lower) quarter of the distribution. (see Tables 12(a) and 12(b))

## II. 統計調查主要結果

### 每月工資中位數

**2.19** 在二零零九年第二季，本港僱員的每月工資中位數為 \$11,500。男性僱員的每月工資中位數為 \$13,000，而女性僱員則較低，為 \$10,000。這部分是由於平均而言，女性僱員的工作時數較男性短。

**2.20** 全職僱員的每月工資中位數為 \$12,000，較所有僱員的每月工資中位數(\$11,500)高 4 %。（見表十五）

## II. Major Findings of the Survey

### Median monthly wage

**2.19** In Q2 2009, the median monthly wage of Hong Kong employees was \$11,500. For male employees, the median monthly wage was \$13,000. For female employees, the median was \$10,000, lower than that of male employees. This was partly attributable to the fact that female employees, on average, worked less hours than male employees.

**2.20** The median monthly wage of full-time employees was \$12,000, which was 4% higher than that of all employees (\$11,500). (see Table 15)



### III. 統計表

### Tables

表一 二零零九年第二季按性別及年齡組別劃分的僱員人數  
**Table 1 Number of Employees Analysed by Sex and Age Group, Q2 2009**

性別／年齡組別 Sex/Age Group	人數 Number (‘000)	百分比 Percentage (%)
男性 Male	1 449.4	52.2
15-24	105.8	3.8
25-34	375.1	13.5
35-44	424.0	15.3
45-54	365.3	13.2
≥55	179.1	6.5
女性 Female	1 327.3	47.8
15-24	147.3	5.3
25-34	397.1	14.3
35-44	366.8	13.2
45-54	309.1	11.1
≥55	106.8	3.8
<b>總計 Overall</b>	<b>2 776.6</b>	<b>100.0</b>
15-24	253.2	9.1
25-34	772.2	27.8
35-44	790.8	28.5
45-54	674.4	24.3
≥55	286.0	10.3

表二 二零零九年第二季按性別及教育程度劃分的僱員人數  
**Table 2 Number of Employees Analysed by Sex and Educational Attainment, Q2 2009**

性別／教育程度 Sex/Educational Attainment	人數 Number (‘000)	百分比 Percentage (%)
男性 Male	1 449.4	52.2
小學及以下 Primary and below	176.9	6.4
中一至中三 Secondary 1 to 3	284.9	10.3
中四至中五 Secondary 4 to 5	450.5	16.2
中六及以上 Secondary 6 and above	537.0	19.3
女性 Female	1 327.3	47.8
小學及以下 Primary and below	193.7	7.0
中一至中三 Secondary 1 to 3	176.4	6.4
中四至中五 Secondary 4 to 5	500.7	18.0
中六及以上 Secondary 6 and above	456.5	16.4
<b>總計 Overall</b>	<b>2 776.6</b>	<b>100.0</b>
小學及以下 Primary and below	370.6	13.3
中一至中三 Secondary 1 to 3	461.3	16.6
中四至中五 Secondary 4 to 5	951.2	34.3
中六及以上 Secondary 6 and above	993.5	35.8

表三 二零零九年第二季按性別及職業組別劃分的僱員人數  
**Table 3 Number of Employees Analysed by Sex and Occupational Group, Q2 2009**

性別／職業組別 Sex/Occupational Group	人數 Number (‘000)	百分比 Percentage (%)
男性 Male	1 449.4	52.2
非技術工人 Elementary occupations	211.3	7.6
服務工作及商店銷售人員 Service workers and shop sales workers	170.2	6.1
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	336.9	12.1
文員 Clerks	142.8	5.1
其他 Others	588.2	21.2
女性 Female	1 327.3	47.8
非技術工人 Elementary occupations	215.3	7.8
服務工作及商店銷售人員 Service workers and shop sales workers	261.5	9.4
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	19.8	0.7
文員 Clerks	374.5	13.5
其他 Others	456.2	16.4
<b>總計 Overall</b>	<b>2 776.6</b>	<b>100.0</b>
非技術工人 Elementary occupations	426.6	15.4
服務工作及商店銷售人員 Service workers and shop sales workers	431.7	15.5
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	356.7	12.8
文員 Clerks	517.3	18.6
其他 Others	1 044.4	37.6

表四 二零零九年第二季按行業主類劃分的僱員人數  
**Table 4 Number of Employees Analysed by Industry Section, Q2 2009**

行業主類 Industry Section	人數 Number ('000)	百分比 Percentage (%)
製造（不包括食品處理及生產） Manufacturing (excluding food processing and production)	112.8	4.1
電力及燃氣供應；污水處理、廢棄物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	17.2	0.6
建造 Construction	221.4	8.0
進出口貿易 Import and export trade	447.8	16.1
批發 Wholesale	35.0	1.3
零售業 Retail trade	249.5	9.0
陸路運輸 Land transport	121.0	4.4
其他運輸、倉庫、郵政及速遞服務（不包括本地速遞服務） Other transportation, storage, postal and courier services (excluding local courier services)	118.6	4.3
飲食業 Restaurants	195.1	7.0
港式茶餐廳 <i>Hong Kong style tea cafes</i>	20.8	0.8
中式酒樓菜館 <i>Chinese restaurants</i>	63.9	2.3
非中式酒樓菜館 <i>Restaurants, other than Chinese</i>	62.5	2.2
快餐店（包括外賣店） <i>Fast food cafes (including takeaway shops)</i>	48.0	1.7
住宿及其他膳食服務活動 Accommodation and other food service activities	46.6	1.7
資訊及通訊 Information and communications	103.2	3.7
金融及保險活動 Financial and insurance activities	194.7	7.0
地產活動（不包括地產保養管理服務） Real estate activities (excluding real estate maintenance management)	30.5	1.1
物業管理、保安及清潔服務 Estate management, security and cleaning services	215.5	7.8
地產保養管理服務 <i>Real estate maintenance management</i>	99.4	3.6
保安服務（包括偵查活動以及建築物及園境護理服務） <i>Security services (including investigation activities and services to buildings and landscape care activities)</i>	34.1	1.2
清潔服務 <i>Cleaning services</i>	65.5	2.4
會員制組織（包括業主及租客立案法團和街坊福利會等） <i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>	16.6	0.6
專業、科學及技術活動 Professional, scientific and technical activities	133.2	4.8
行政及支援服務活動 Administrative and support services activities	15.8	0.6

表四 二零零九年第二季按行業主類劃分的僱員人數（續）  
**Table 4 Number of Employees Analysed by Industry Section, Q2 2009 (cont'd.)**

行業主類 Industry Section	人數 Number (‘000)	百分比 Percentage (%)
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	19.6	0.7
教育及公共行政（不包括政府） Education and public administration (excluding Government)	179.0	6.4
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	113.6	4.1
雜項活動 Miscellaneous activities	93.3	3.4
安老院舍 Elderly homes	18.6	0.7
洗滌及乾洗服務 Laundry and dry cleaning services	3.3	0.1
理髮及其他個人服務 Hairdressing and other personal services	42.8	1.5
本地速遞服務 Local courier services	5.1	0.2
食品處理及生產 Food processing and production	23.5	0.8
以上沒有分類的其他活動 Other activities not classified above	113.0	4.1
<b>所有以上行業主類 All industry sections above</b>	<b>2 776.6</b>	<b>100.0</b>

表五  
Table 5

二零零九年第二季按行業主類及受聘性質劃分的僱員人數  
Number of Employees Analysed by Industry Section and Employment Nature,  
Q2 2009

行業主類	僱員總數 Total number of employees (‘000)	按全職／兼職僱員分析 Analysed by full-time/part-time employees			
		全職 Full-time		兼職 Part-time	
		人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)
製造（不包括食品處理及生產）	112.8	110.0	97.5	2.9	2.5
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動	17.2	*	*	*	*
建造	221.4	218.2	98.5	3.3	1.5
進出口貿易	447.8	437.6	97.7	10.2	2.3
批發	35.0	33.9	96.8	1.1	3.2
零售業	249.5	219.7	88.1	29.8	11.9
陸路運輸	121.0	108.9	90.0	12.1	10.0
其他運輸、倉庫、郵政及速遞服務 （不包括本地速遞服務）	118.6	116.4	98.1	2.2	1.9
飲食業	195.1	167.4	85.8	27.7	14.2
港式茶餐廳	20.8	19.2	91.9	1.7	8.1
中式酒樓菜館	63.9	60.7	95.1	3.1	4.9
非中式酒樓菜館	62.5	54.8	87.8	7.6	12.2
快餐店（包括外賣店）	48.0	32.7	68.1	15.3	31.9
住宿及其他膳食服務活動	46.6	44.8	96.1	1.8	3.9
資訊及通訊	103.2	101.5	98.4	1.7	1.6
金融及保險活動	194.7	191.6	98.4	3.2	1.6
地產活動（不包括地產保養管理服務）	30.5	29.6	96.8	1.0	3.2
物業管理、保安及清潔服務	215.5	195.0	90.5	20.5	9.5
地產保養管理服務	99.4	98.8	99.3	0.7	0.7
保安服務（包括偵查活動以及建築 物及園境護理服務）	34.1	32.0	93.9	2.1	6.1
清潔服務	65.5	50.4	77.0	15.1	23.0
會員制組織（包括業主及住客立案 法團和街坊福利會等）	16.6	13.8	83.5	2.7	16.5
專業、科學及技術活動	133.2	130.6	98.0	2.6	2.0
行政及支援服務活動	15.8	15.0	94.9	0.8	5.1
旅行代理、代訂服務及相關活動	19.6	*	*	*	*
教育及公共行政（不包括政府）	179.0	154.1	86.1	24.9	13.9
人類保健活動；以及美容及美體護理	113.6	107.4	94.5	6.2	5.5
雜項活動	93.3	84.8	90.9	8.5	9.1
安老院舍	18.6	18.0	97.0	0.6	3.0
洗滌及乾洗服務	3.3	2.8	82.6	0.6	17.4
理髮及其他個人服務	42.8	40.3	94.3	2.4	5.7
本地速遞服務	5.1	4.5	87.1	0.7	12.9
食品處理及生產	23.5	19.2	81.7	4.3	18.3
以上沒有分類的其他活動	113.0	107.1	94.7	5.9	5.3
<b>所有以上行業主類</b>	<b>2 776.6</b>	<b>2 609.8</b>	<b>94.0</b>	<b>166.9</b>	<b>6.0</b>

註釋：(1) 表示佔所屬行業主類僱員總人數的百分比。

按長期／合約／臨時聘用分析  
Analysed by permanent/fixed term contract/casual employees

長期 Permanent		合約 Fixed term contract		臨時 Casual		Industry Section
人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	
110.8	98.2	0.7	0.6	1.3	1.2	Manufacturing (excluding food processing and production)
16.8	97.8	*	*	*	*	Electricity and gas supply; sewerage, waste management and remediation activities
182.5	82.4	23.2	10.5	15.8	7.1	Construction
443.5	99.0	2.7	0.6	1.6	0.4	Import and export trade
34.3	97.8	*	*	*	*	Wholesale
230.2	92.3	4.3	1.7	15.0	6.0	Retail trade
96.2	79.5	16.5	13.6	8.3	6.9	Land transport
114.3	96.3	3.5	3.0	0.8	0.7	Other transportation, storage, postal and courier services (excluding local courier services)
181.0	92.8	6.8	3.5	7.3	3.7	Restaurants
19.1	91.5	*	*	*	*	<i>Hong Kong style tea cafes</i>
61.3	96.0	*	*	*	*	<i>Chinese restaurants</i>
55.8	89.4	1.6	2.5	5.0	8.1	<i>Restaurants, other than Chinese</i>
44.8	93.5	2.2	4.6	0.9	1.9	<i>Fast food cafes (including takeaway shops)</i>
45.7	98.1	*	*	*	*	Accommodation and other food service activities
97.8	94.7	*	*	*	*	Information and communications
190.5	97.9	*	*	*	*	Financial and insurance activities
30.4	99.4	*	*	*	*	Real estate activities (excluding real estate maintenance management)
193.4	89.7	19.9	9.2	2.3	1.1	Estate management, security and cleaning services
94.8	95.3	*	*	*	*	<i>Real estate maintenance management</i>
31.2	91.6	1.8	5.3	1.1	3.1	<i>Security services (including investigation activities and services to buildings and landscape care activities)</i>
53.4	81.5	11.6	17.7	0.6	0.9	<i>Cleaning services</i>
14.1	84.9	*	*	*	*	<i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>
128.5	96.5	*	*	*	*	Professional, scientific and technical activities
13.7	86.2	1.6	10.1	0.6	3.6	Administrative and support services activities
18.2	92.9	*	*	*	*	Travel agency, reservation service and related activities
119.2	66.6	56.5	31.6	3.3	1.8	Education and public administration (excluding Government)
84.5	74.4	27.5	24.2	1.6	1.5	Human health activities; and beauty and body prettifying treatment
83.2	89.1	8.3	8.9	1.8	2.0	Miscellaneous activities
13.1	70.3	*	*	*	*	<i>Elderly homes</i>
3.2	95.0	*	*	*	*	<i>Laundry and dry cleaning services</i>
39.0	91.1	2.7	6.3	1.1	2.5	<i>Hairdressing and other personal services</i>
4.8	94.5	*	*	*	*	<i>Local courier services</i>
23.1	98.4	*	*	*	*	<i>Food processing and production</i>
86.4	76.4	25.8	22.9	0.8	0.7	Other activities not classified above
<b>2 500.9</b>	<b>90.1</b>	<b>213.9</b>	<b>7.7</b>	<b>61.8</b>	<b>2.2</b>	<b>All industry sections above</b>

Note: (1) denotes percentage of the total number of employees in the industry section concerned.



表六 二零零九年第二季每小時工資分布 — 所有僱員  
**Table 6 Hourly Wage Distribution, Q2 2009 - All Employees**

百分位數 Percentile	每小時工資 (港元) Hourly wage (HK\$)	賺取少於該每小時工資百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage
5 <sup>th</sup>	24.0	138 200
10 <sup>th</sup>	27.0	277 400
15 <sup>th</sup>	31.2	416 200
20 <sup>th</sup>	35.3	555 000
25 <sup>th</sup>	38.9	692 700
50 <sup>th</sup>	58.5	1 387 000
75 <sup>th</sup>	96.0	2 082 400
90 <sup>th</sup>	171.8	2 498 800

註釋：(1) 上表所載的每小時工資百分位數以小數後一個位的港元顯示。因此，賺取少於某個每小時工資百分位數的僱員人數，可能與表八所載的相關僱員人數會有所不同。

Note: (1) Percentile hourly wages in the above table are rounded to the nearest ten cents of Hong Kong dollar. Therefore, the number of employees earning less than a particular percentile hourly wage may be different from the corresponding number of employees shown in Table 8.

表七 二零零九年第二季按每小時工資的百分位數劃分的僱員人數分布 — 所有僱員  
**Table 7 Number of Employees Analysed by Percentile of Hourly Wage, Q2 2009**  
**- All Employees**

百分位數 Percentile	每小時工資 (港元) Hourly wage (HK\$)	賺取少於該每小時工資百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage
1 <sup>st</sup>	19.9	27 100
2 <sup>nd</sup>	21.4	55 500
3 <sup>rd</sup>	22.4	82 400
4 <sup>th</sup>	23.2	111 000
5 <sup>th</sup>	24.0	138 200
6 <sup>th</sup>	25.0	166 100
7 <sup>th</sup>	25.5	194 300
8 <sup>th</sup>	26.2	221 500
9 <sup>th</sup>	26.6	249 700
10 <sup>th</sup>	27.0	277 400
11 <sup>th</sup>	27.8	304 400
12 <sup>th</sup>	28.7	333 200
13 <sup>th</sup>	29.6	360 800
14 <sup>th</sup>	30.2	388 600
15 <sup>th</sup>	31.2	416 200
16 <sup>th</sup>	32.1	443 000
17 <sup>th</sup>	33.1	472 000
18 <sup>th</sup>	33.8	499 600
19 <sup>th</sup>	34.5	527 500
20 <sup>th</sup>	35.3	555 000

表七 二零零九年第二季按每小時工資的百分位數劃分的僱員人數分布 — 所有僱員 (續)  
**Table 7 Number of Employees Analysed by Percentile of Hourly Wage, Q2 2009**  
**- All Employees (cont'd.)**

百分位數 Percentile	每小時工資 (港元) Hourly wage (HK\$)	賺取少於該每小時工資百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage
21 <sup>st</sup>	36.1	581 600
22 <sup>nd</sup>	36.8	610 700
23 <sup>rd</sup>	37.8	638 000
24 <sup>th</sup>	38.5	666 400
25 <sup>th</sup>	38.9	692 700

註釋： (1) 上表所載的每小時工資百分位數以小數後一個位的港元顯示。因此，賺取少於某個每小時工資百分位數的僱員人數，可能與表八所載的相關僱員人數會有所不同。

(2) 由於數據使用者一般都對工資分布的較低部分較感興趣，因此上表載列了每小時工資分布中的首（即較低）四分一部分的僱員人數分布的較詳細的統計數字。使用者如欲知道整個工資分布的情況，可參閱表六及表十四（甲）。

Notes: (1) Percentile hourly wages in the above table are rounded to the nearest ten cents of Hong Kong dollar. Therefore, the number of employees earning less than a particular percentile hourly wage may be different from the corresponding number of employees shown in Table 8.

(2) The numbers of employees at the first (lower) quarter of the hourly wage distribution, which are of greater interest to statistical users in general, are presented in greater detail in the above. Users who are interested in knowing the full hourly wage distribution may refer to Tables 6 and 14(a).

表八 二零零九年第二季按每小時工資劃分的僱員人數分布 — 所有僱員  
**Table 8** **Number of Employees Analysed by Hourly Wage, Q2 2009**  
**- All Employees**

每小時工資 (港元) Hourly wage (HK\$)	賺取少於該每小時工資的僱員人數 Number of employees earning less than the specified hourly wage
\$20	28 700
\$21	49 100
\$22	67 900
\$23	97 000
\$24	130 200
\$25	169 200
\$26	213 600
\$27	270 000
\$28	314 600
\$29	347 800
\$30	374 800
\$31	411 700
\$32	439 000
\$33	469 400
\$34	507 800
\$35	540 800
\$36	572 400
\$37	615 200
\$38	643 100
\$39	699 600

註釋：由於數據使用者一般都對工資分布的較低部分較感興趣，因此上表只載列每小時工資分布中較低部分的僱員人數分布。使用者如欲知道整個工資分布的情況，可參閱表六及表十四（甲）。

Note: The numbers of employees at the lower end of the hourly wage distribution, which are of greater interest to statistical users in general, are presented in the above. Users who are interested in knowing the full hourly wage distribution may refer to Tables 6 and 14(a).

表九 二零零九年第二季按性別及年齡組別劃分的每小時工資水平及分布  
**Table 9 Hourly Wage Level and Distribution Analysed by Sex and Age Group, Q2 2009**

性別／年齡組別	僱員 Employees		每小時工資(港元) Hourly wage (HK\$)		
	人數 Number (‘000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
男性	1 449.4	52.2	25.2	30.1	35.8
15-24	105.8	3.8	22.5	24.0	26.4
25-34	375.1	13.5	32.4	38.0	42.3
35-44	424.0	15.3	30.0	37.5	41.7
45-54	365.3	13.2	25.8	32.6	38.5
≥55	179.1	6.5	19.9	21.9	24.0
女性	1 327.3	47.8	23.5	26.0	28.3
15-24	147.3	5.3	23.0	25.3	27.4
25-34	397.1	14.3	26.8	32.7	37.5
35-44	366.8	13.2	24.2	27.8	31.5
45-54	309.1	11.1	22.1	24.3	26.0
≥55	106.8	3.8	21.2	23.0	24.5
<b>總計</b>	<b>2 776.6</b>	<b>100.0</b>	<b>24.0</b>	<b>27.0</b>	<b>31.2</b>
15-24	253.2	9.1	23.0	24.9	27.0
25-34	772.2	27.8	28.2	35.4	40.0
35-44	790.8	28.5	26.2	30.8	37.0
45-54	674.4	24.3	23.4	26.1	28.2
≥55	286.0	10.3	20.3	22.2	24.4

每小時工資 (港元)  
Hourly wage (HK\$)

第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	Sex/Age Group
39.1	43.3	64.3	100.0	194.3	Male
28.4	30.0	38.0	48.3	66.7	15-24
45.5	48.5	67.2	91.7	150.9	25-34
45.6	48.3	74.1	125.0	225.4	35-44
42.0	46.8	73.0	105.4	222.2	45-54
26.2	27.8	47.6	78.3	159.9	≥55
31.7	34.9	53.4	88.2	154.9	Female
29.9	32.7	41.7	55.3	78.1	15-24
41.4	44.3	62.8	99.7	157.4	25-34
35.6	40.5	63.7	109.4	234.8	35-44
27.0	28.7	42.4	71.9	130.2	45-54
25.2	26.4	36.1	57.1	117.6	≥55
<b>35.3</b>	<b>38.9</b>	<b>58.5</b>	<b>96.0</b>	<b>171.8</b>	<b>Overall</b>
<b>29.3</b>	<b>31.2</b>	<b>40.2</b>	<b>53.4</b>	<b>70.6</b>	<b>15-24</b>
<b>43.1</b>	<b>46.6</b>	<b>64.9</b>	<b>95.9</b>	<b>154.9</b>	<b>25-34</b>
<b>41.2</b>	<b>45.7</b>	<b>70.0</b>	<b>117.5</b>	<b>231.1</b>	<b>35-44</b>
<b>32.1</b>	<b>35.9</b>	<b>57.7</b>	<b>97.5</b>	<b>181.8</b>	<b>45-54</b>
<b>25.7</b>	<b>27.0</b>	<b>42.6</b>	<b>72.5</b>	<b>131.4</b>	<b>≥55</b>

表十 二零零九年第二季按性別及教育程度劃分的每小時工資水平及分布  
**Table 10 Hourly Wage Level and Distribution Analysed by Sex and Educational Attainment, Q2 2009**

性別／教育程度	僱員 Employees		每小時工資 (港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
男性	1 449.4	52.2	25.2	30.1	35.8
小學及以下	176.9	6.4	20.1	22.6	25.1
中一至中三	284.9	10.3	22.0	24.8	26.8
中四至中五	450.5	16.2	27.0	32.4	36.4
中六及以上	537.0	19.3	42.7	49.9	55.6
女性	1 327.3	47.8	23.5	26.0	28.3
小學及以下	193.7	7.0	20.4	22.0	22.9
中一至中三	176.4	6.4	22.0	23.5	24.8
中四至中五	500.7	18.0	26.2	29.9	33.7
中六及以上	456.5	16.4	40.0	47.0	52.9
<b>總計</b>	<b>2 776.6</b>	<b>100.0</b>	<b>24.0</b>	<b>27.0</b>	<b>31.2</b>
小學及以下	370.6	13.3	20.2	22.1	23.4
中一至中三	461.3	16.6	22.0	24.0	25.7
中四至中五	951.2	34.3	26.6	30.8	34.7
中六及以上	993.5	35.8	41.3	48.5	54.5

每小時工資 (港元)  
Hourly wage (HK\$)

第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	Sex/Educational Attainment
39.1	43.3	64.3	100.0	194.3	Male
26.7	28.8	43.5	59.8	78.5	<i>Primary and below</i>
30.0	32.5	46.5	64.9	90.9	<i>Secondary 1 to 3</i>
39.4	42.7	57.5	80.0	109.3	<i>Secondary 4 to 5</i>
64.1	71.2	101.9	191.3	308.5	<i>Secondary 6 and above</i>
31.7	34.9	53.4	88.2	154.9	Female
23.9	24.8	28.7	37.5	51.3	<i>Primary and below</i>
25.5	26.4	33.3	42.8	61.5	<i>Secondary 1 to 3</i>
36.5	39.1	52.1	68.9	94.9	<i>Secondary 4 to 5</i>
58.5	63.9	100.0	158.6	270.5	<i>Secondary 6 and above</i>
<b>35.3</b>	<b>38.9</b>	<b>58.5</b>	<b>96.0</b>	<b>171.8</b>	<b>Overall</b>
<b>24.8</b>	<b>25.6</b>	<b>33.7</b>	<b>50.0</b>	<b>68.2</b>	<b><i>Primary and below</i></b>
<b>26.8</b>	<b>28.8</b>	<b>39.8</b>	<b>57.2</b>	<b>78.1</b>	<b><i>Secondary 1 to 3</i></b>
<b>38.2</b>	<b>40.5</b>	<b>53.8</b>	<b>76.9</b>	<b>103.7</b>	<b><i>Secondary 4 to 5</i></b>
<b>61.0</b>	<b>67.7</b>	<b>100.5</b>	<b>177.1</b>	<b>286.9</b>	<b><i>Secondary 6 and above</i></b>



表十一 二零零九年第二季按職業組別及性別劃分的每小時工資水平及分布  
**Table 11 Hourly Wage Level and Distribution Analysed by Occupational Group and Sex, Q2 2009**

職業組別／性別	僱員 Employees		每小時工資 (港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
非技術工人	426.6	15.4	20.3	22.0	23.1
<i>男性</i>	<i>211.3</i>	<i>7.6</i>	<i>19.9</i>	<i>21.6</i>	<i>23.0</i>
<i>女性</i>	<i>215.3</i>	<i>7.8</i>	<i>21.0</i>	<i>22.2</i>	<i>23.1</i>
服務工作及商店銷售人員	431.7	15.5	22.0	23.8	25.0
<i>男性</i>	<i>170.2</i>	<i>6.1</i>	<i>22.8</i>	<i>24.5</i>	<i>26.5</i>
<i>女性</i>	<i>261.5</i>	<i>9.4</i>	<i>21.7</i>	<i>23.1</i>	<i>24.3</i>
工藝及有關人員、機台及 機器操作員及裝配員	356.7	12.8	30.4	35.7	38.5
<i>男性</i>	<i>336.9</i>	<i>12.1</i>	<i>31.5</i>	<i>37.5</i>	<i>39.1</i>
<i>女性</i>	<i>19.8</i>	<i>0.7</i>	<i>25.0</i>	<i>25.4</i>	<i>26.9</i>
文員	517.3	18.6	30.7	36.1	39.0
<i>男性</i>	<i>142.8</i>	<i>5.1</i>	<i>33.3</i>	<i>37.6</i>	<i>39.9</i>
<i>女性</i>	<i>374.5</i>	<i>13.5</i>	<i>29.3</i>	<i>35.0</i>	<i>38.7</i>
其他	1 044.4	37.6	47.2	55.3	64.1
<i>男性</i>	<i>588.2</i>	<i>21.2</i>	<i>48.1</i>	<i>56.8</i>	<i>65.0</i>
<i>女性</i>	<i>456.2</i>	<i>16.4</i>	<i>46.1</i>	<i>54.0</i>	<i>62.5</i>
<b>所有以上職業組別</b>	<b>2 776.6</b>	<b>100.0</b>	<b>24.0</b>	<b>27.0</b>	<b>31.2</b>
<i>男性</i>	<i>1 449.4</i>	<i>52.2</i>	<i>25.2</i>	<i>30.1</i>	<i>35.8</i>
<i>女性</i>	<i>1 327.3</i>	<i>47.8</i>	<i>23.5</i>	<i>26.0</i>	<i>28.3</i>

每小時工資 (港元) Hourly wage (HK\$)					
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	Occupational Group/Sex
24.6	25.5	31.7	41.8	56.3	Elementary occupations
24.7	26.0	34.1	46.5	62.5	<i>Male</i>
24.5	25.2	29.9	38.2	49.2	<i>Female</i>
26.4	27.8	36.5	50.6	67.1	Service workers and shop sales workers
28.2	30.4	42.1	55.8	71.0	<i>Male</i>
25.6	26.8	34.2	46.2	63.7	<i>Female</i>
40.2	43.3	55.0	74.1	87.5	Craft and related workers, plant and machine operators and assemblers
42.5	44.9	56.1	74.8	89.6	<i>Male</i>
28.7	30.0	35.4	44.0	55.0	<i>Female</i>
40.9	43.0	54.0	67.7	85.2	Clerks
42.6	44.5	54.9	73.3	87.4	<i>Male</i>
40.2	42.6	53.5	65.2	84.9	<i>Female</i>
70.8	76.6	107.2	181.1	289.8	Others
72.1	77.7	107.7	191.3	298.3	<i>Male</i>
68.3	75.4	106.9	161.5	272.7	<i>Female</i>
<b>35.3</b>	<b>38.9</b>	<b>58.5</b>	<b>96.0</b>	<b>171.8</b>	<b>All occupational groups above</b>
<b>39.1</b>	<b>43.3</b>	<b>64.3</b>	<b>100.0</b>	<b>194.3</b>	<b><i>Male</i></b>
<b>31.7</b>	<b>34.9</b>	<b>53.4</b>	<b>88.2</b>	<b>154.9</b>	<b><i>Female</i></b>

表十二(甲) 二零零九年第二季按行業主類劃分的每小時工資水平及分布 — 所有機構  
**Table 12(a) Hourly Wage Level and Distribution Analysed by Industry Section, Q2 2009**  
**- All Establishments**

行業主類	僱員 Employees		每小時工資(港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
製造(不包括食品處理及生產)	112.8	4.1	26.1	30.4	33.9
電力及燃氣供應; 污水處理、廢棄物 管理及污染防治活動	17.2	0.6	39.3	56.0	63.7
建造	221.4	8.0	30.4	37.5	40.0
進出口貿易	447.8	16.1	35.2	41.0	45.5
批發	35.0	1.3	28.4	32.1	34.2
零售業	249.5	9.0	23.0	25.0	26.3
陸路運輸	121.0	4.4	29.9	34.7	38.6
其他運輸、倉庫、郵政及速遞服務 (不包括本地速遞服務)	118.6	4.3	31.5	36.1	40.2
飲食業	195.1	7.0	21.0	23.0	24.0
港式茶餐廳	20.8	0.8	22.0	23.1	24.0
中式酒樓菜館	63.9	2.3	23.5	25.6	27.4
非中式酒樓菜館	62.5	2.2	23.1	25.0	25.9
快餐店(包括外賣店)	48.0	1.7	19.5	20.0	21.0
住宿及其他膳食服務活動	46.6	1.7	28.3	32.7	36.1
資訊及通訊	103.2	3.7	43.3	50.5	54.1
金融及保險活動	194.7	7.0	48.2	56.8	62.5
地產活動(不包括地產保養管理服務)	30.5	1.1	34.2	38.4	42.6
物業管理、保安及清潔服務	215.5	7.8	19.6	21.0	22.2
地產保養管理服務	99.4	3.6	19.9	20.5	21.6
保安服務(包括偵查活動以及建築 物及園境護理服務)	34.1	1.2	19.1	20.2	21.7
清潔服務	65.5	2.4	21.2	22.2	23.5
會員制組織(包括業主及住客立案 法團和街坊福利會等)	16.6	0.6	18.5	20.4	21.8
專業、科學及技術活動	133.2	4.8	39.1	42.6	48.1
行政及支援服務活動	15.8	0.6	28.6	34.1	36.1
旅行代理、代訂服務及相關活動	19.6	0.7	31.6	37.1	37.8
教育及公共行政(不包括政府)	179.0	6.4	39.3	45.7	47.0
人類保健活動; 以及美容及美體護理	113.6	4.1	30.8	35.9	38.5
雜項活動	93.3	3.4	21.0	22.2	23.2
安老院舍	18.6	0.7	22.0	22.7	23.5
洗滌及乾洗服務	3.3	0.1	*	*	*
理髮及其他個人服務	42.8	1.5	19.2	21.3	23.1
本地速遞服務	5.1	0.2	*	24.0	24.4
食品處理及生產	23.5	0.8	22.0	22.2	24.0
以上沒有分類的其他活動	113.0	4.1	26.1	27.8	33.7
<b>所有以上行業主類</b>	<b>2 776.6</b>	<b>100.0</b>	<b>24.0</b>	<b>27.0</b>	<b>31.2</b>

每小時工資 (港元) Hourly wage (HK\$)					Industry Section
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
36.1	38.9	52.8	78.0	100.0	Manufacturing (excluding food processing and production)
70.0	73.0	118.5	192.3	286.2	Electricity and gas supply; sewerage, waste management and remediation activities
43.3	47.2	61.1	81.3	110.6	Construction
48.1	51.3	70.7	102.7	170.5	Import and export trade
36.6	38.9	52.1	72.1	113.6	Wholesale
27.8	29.9	39.9	57.0	81.3	Retail trade
39.8	43.1	59.3	87.4	105.4	Land transport
44.2	46.1	63.4	89.2	135.4	Other transportation, storage, postal and courier services (excluding local courier services)
25.0	26.2	32.7	44.5	58.8	Restaurants
24.9	25.6	30.4	42.9	53.9	<i>Hong Kong style tea cafes</i>
28.8	29.9	37.6	50.0	64.1	<i>Chinese restaurants</i>
26.9	28.6	35.0	47.0	62.5	<i>Restaurants, other than Chinese</i>
22.0	23.0	25.6	32.7	45.8	<i>Fast food cafes (including takeaway shops)</i>
38.4	40.9	52.9	73.5	119.6	Accommodation and other food service activities
58.3	64.2	80.0	120.7	188.9	Information and communications
70.0	75.0	105.9	195.8	353.5	Financial and insurance activities
49.2	56.0	84.0	113.6	177.1	Real estate activities (excluding real estate maintenance management)
23.4	24.5	27.6	39.0	63.6	Estate management, security and cleaning services
23.1	24.5	33.3	48.1	77.6	<i>Real estate maintenance management</i>
22.2	23.2	27.9	34.1	43.8	<i>Security services (including investigation activities and services to buildings and landscape care activities)</i>
24.5	24.9	26.2	28.2	33.3	<i>Cleaning services</i>
23.1	24.5	45.7	72.5	126.3	<i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>
53.2	58.2	90.8	139.4	219.8	Professional, scientific and technical activities
39.1	42.3	60.0	96.2	150.0	Administrative and support services activities
38.5	38.9	50.8	69.3	98.1	Travel agency, reservation service and related activities
53.8	64.3	129.0	218.6	346.9	Education and public administration (excluding Government)
42.3	44.2	69.4	193.8	265.5	Human health activities; and beauty and body prettifying treatment
24.5	26.0	33.7	48.9	72.4	Miscellaneous activities
24.4	25.0	35.9	53.1	76.4	<i>Elderly homes</i>
25.0	25.3	34.7	42.4	52.3	<i>Laundry and dry cleaning services</i>
23.5	26.4	33.7	47.0	69.4	<i>Hairdressing and other personal services</i>
26.0	29.8	33.9	39.0	44.3	<i>Local courier services</i>
25.0	26.5	37.3	51.9	79.0	<i>Food processing and production</i>
36.3	38.2	53.3	74.3	117.9	Other activities not classified above
<b>35.3</b>	<b>38.9</b>	<b>58.5</b>	<b>96.0</b>	<b>171.8</b>	<b>All industry sections above</b>

表十二(乙) 二零零九年第二季按行業主類劃分的每小時工資水平及分布

一 就業人數少於50的機構單位

Table 12(b) Hourly Wage Level and Distribution Analysed by Industry Section, Q2 2009  
- Establishments with Number of Persons Engaged Less Than 50

行業主類	僱員 Employees		每小時工資(港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
製造(不包括食品處理及生產)	64.1	4.6	26.0	29.9	33.7
電力及燃氣供應; 污水處理、廢棄物 管理及污染防治活動	1.9	0.1	*	*	*
建造	132.9	9.6	30.4	38.5	40.7
進出口貿易	337.4	24.3	33.7	39.8	43.0
批發	30.6	2.2	28.1	31.7	34.4
零售業	183.8	13.2	22.6	24.4	25.6
陸路運輸	33.3	2.4	27.0	29.9	32.2
其他運輸、倉庫、郵政及速遞服務 (不包括本地速遞服務)	42.4	3.1	28.0	36.1	40.2
飲食業	116.2	8.4	22.0	23.1	24.6
港式茶餐廳	19.4	1.4	22.0	23.1	24.0
中式酒樓菜館	17.7	1.3	23.5	25.4	26.7
非中式酒樓菜館	52.3	3.8	23.0	24.8	25.7
快餐店(包括外賣店)	26.9	1.9	20.0	21.5	22.5
住宿及其他膳食服務活動	10.4	0.7	24.5	26.1	27.9
資訊及通訊	34.4	2.5	36.5	45.3	48.2
金融及保險活動	56.1	4.0	38.0	48.1	53.3
地產活動(不包括地產保養管理服務)	19.1	1.4	33.7	34.2	38.4
物業管理、保安及清潔服務	44.9	3.2	19.6	20.4	21.7
地產保養管理服務	28.0	2.0	19.9	20.5	22.5
保安服務(包括偵查活動以及建築 物及園境護理服務)	1.3	0.1	*	*	*
清潔服務	5.0	0.4	*	22.0	23.0
會員制組織(包括業主及住客立案 法團和街坊福利會等)	10.7	0.8	18.2	18.9	20.4
專業、科學及技術活動	59.8	4.3	34.4	41.7	44.7
行政及支援服務活動	11.4	0.8	26.4	33.0	34.6
旅行代理、代訂服務及相關活動	13.8	1.0	30.8	37.1	37.8
教育及公共行政(不包括政府)	42.7	3.1	30.3	35.7	41.7
人類保健活動; 以及美容及美體護理	42.8	3.1	25.6	27.2	32.1
雜項活動	55.8	4.0	19.7	21.9	23.1
安老院舍	10.7	0.8	21.7	22.3	22.7
洗滌及乾洗服務	2.0	0.1	*	*	*
理髮及其他個人服務	35.5	2.6	18.8	21.2	23.1
本地速遞服務	2.5	0.2	*	*	*
食品處理及生產	5.1	0.4	*	25.0	25.0
以上沒有分類的其他活動	56.0	4.0	22.6	27.0	30.0
<b>所有以上行業主類</b>	<b>1 390.0</b>	<b>100.0</b>	<b>24.0</b>	<b>27.0</b>	<b>30.4</b>

每小時工資 (港元) Hourly wage (HK\$)					Industry Section
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
35.7	39.1	50.1	75.5	100.0	Manufacturing (excluding food processing and production)
*	*	60.0	81.3	192.3	Electricity and gas supply; sewerage, waste management and remediation activities
43.3	46.3	60.8	79.3	100.0	Construction
46.8	49.5	67.8	100.0	151.0	Import and export trade
36.5	38.9	52.1	72.1	113.6	Wholesale
27.0	28.8	38.5	53.8	76.9	Retail trade
34.2	38.5	47.2	57.1	76.3	Land transport
40.2	43.4	59.7	80.4	98.9	Other transportation, storage, postal and courier services (excluding local courier services)
25.6	26.5	32.6	42.9	56.7	Restaurants
24.9	25.6	30.8	42.9	55.3	<i>Hong Kong style tea cafes</i>
28.1	29.4	38.5	52.4	66.5	<i>Chinese restaurants</i>
26.9	28.2	34.4	44.8	59.4	<i>Restaurants, other than Chinese</i>
23.0	23.9	28.3	35.3	47.0	<i>Fast food cafes (including takeaway shops)</i>
29.7	30.0	36.3	48.6	64.1	Accommodation and other food service activities
56.8	63.5	80.0	120.7	171.1	Information and communications
58.9	63.1	94.6	132.0	292.9	Financial and insurance activities
42.6	49.6	74.5	101.0	125.0	Real estate activities (excluding real estate maintenance management)
22.9	23.7	32.4	49.9	71.1	Estate management, security and cleaning services
23.2	24.9	33.9	49.9	71.7	<i>Real estate maintenance management</i>
*	*	30.8	37.4	48.7	<i>Security services (including investigation activities and services to buildings and landscape care activities)</i>
23.5	23.8	25.4	28.7	33.7	<i>Cleaning services</i>
21.0	22.0	31.7	56.3	85.7	<i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>
49.9	52.4	76.9	110.5	187.1	Professional, scientific and technical activities
37.2	40.8	59.1	85.2	116.9	Administrative and support services activities
38.2	38.5	48.1	67.9	98.1	Travel agency, reservation service and related activities
44.9	46.3	66.3	143.6	208.1	Education and public administration (excluding Government)
35.0	36.8	46.2	64.1	108.8	Human health activities; and beauty and body prettifying treatment
23.5	25.0	31.7	40.0	56.8	Miscellaneous activities
23.4	23.8	27.7	39.0	56.5	<i>Elderly homes</i>
*	26.4	34.7	42.4	48.3	<i>Laundry and dry cleaning services</i>
23.5	25.0	31.7	39.7	57.7	<i>Hairdressing and other personal services</i>
24.4	26.0	34.1	39.5	44.8	<i>Local courier services</i>
26.6	28.0	41.7	53.0	78.1	<i>Food processing and production</i>
33.7	36.5	52.5	73.8	114.5	Other activities not classified above
<b>33.9</b>	<b>37.5</b>	<b>52.4</b>	<b>81.5</b>	<b>122.1</b>	<b>All industry sections above</b>

表十三 二零零九年第二季按行業主類及職業組別劃分的每小時工資水平及分布  
**Table 13 Hourly Wage Level and Distribution Analysed by Industry Section and Occupational Group, Q2 2009**

行業主類／職業組別	僱員 Employees		每小時工資 (港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
製造 (不包括食品處理及生產)	112.8	4.1	26.1	30.4	33.9
非技術工人、服務工作及 商店銷售人員	12.6	0.5	20.0	23.1	25.4
其他	100.2	3.6	27.1	33.7	36.1
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動	17.2	0.6	39.3	56.0	63.7
非技術工人、服務工作及 商店銷售人員	2.9	0.1	*	*	*
其他	14.3	0.5	60.0	70.0	73.0
建造	221.4	8.0	30.4	37.5	40.0
非技術工人、服務工作及 商店銷售人員	32.5	1.2	26.3	27.6	36.2
其他	189.0	6.8	32.5	38.5	42.3
進出口貿易	447.8	16.1	35.2	41.0	45.5
非技術工人、服務工作及 商店銷售人員	26.5	1.0	25.6	26.4	28.3
其他	421.3	15.2	39.1	43.8	46.9
批發	35.0	1.3	28.4	32.1	34.2
非技術工人、服務工作及 商店銷售人員	12.7	0.5	24.0	28.4	30.8
其他	22.4	0.8	32.6	38.5	42.7
零售業	249.5	9.0	23.0	25.0	26.3
非技術工人、服務工作及 商店銷售人員	175.1	6.3	22.5	24.0	25.0
其他	74.4	2.7	33.7	37.6	38.5
陸路運輸	121.0	4.4	29.9	34.7	38.6
非技術工人、服務工作及 商店銷售人員	27.5	1.0	22.7	26.4	29.1
其他	93.4	3.4	36.2	38.7	39.8
其他運輸、倉庫、郵政及速遞服務 (不包括本地速遞服務)	118.6	4.3	31.5	36.1	40.2
非技術工人、服務工作及 商店銷售人員	32.3	1.2	25.8	31.5	32.9
其他	86.3	3.1	36.1	40.2	44.5
飲食業	195.1	7.0	21.0	23.0	24.0
非技術工人、服務工作及 商店銷售人員	168.1	6.1	20.0	22.7	23.5
其他	27.0	1.0	30.5	33.5	35.3
港式茶餐廳	20.8	0.8	22.0	23.1	24.0
非技術工人、服務工作及 商店銷售人員	19.6	0.7	21.9	23.1	24.0
其他	1.2	#	*	*	*
中式酒樓菜館	63.9	2.3	23.5	25.6	27.4
非技術工人、服務工作及 商店銷售人員	54.1	1.9	23.1	25.0	26.6
其他	9.8	0.4	*	32.7	34.7

每小時工資 (港元) Hourly wage (HK\$)					Industry Section/Occupational Group
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
36.1	38.9	52.8	78.0	100.0	Manufacturing (excluding food processing and production)
26.4	26.9	34.0	42.4	50.0	<i>Elementary occupations, service workers and shop sales workers</i>
39.1	42.1	54.9	81.5	104.2	<i>Others</i>
70.0	73.0	118.5	192.3	286.2	Electricity and gas supply; sewerage, waste management and remediation activities
35.0	39.2	59.8	74.8	87.4	<i>Elementary occupations, service workers and shop sales workers</i>
78.5	80.0	137.7	207.4	286.2	<i>Others</i>
43.3	47.2	61.1	81.3	110.6	Construction
36.2	38.8	46.3	64.0	72.2	<i>Elementary occupations, service workers and shop sales workers</i>
46.7	48.5	64.1	86.5	124.1	<i>Others</i>
48.1	51.3	70.7	102.7	170.5	Import and export trade
30.8	32.3	39.4	49.5	52.7	<i>Elementary occupations, service workers and shop sales workers</i>
51.0	53.4	76.5	104.2	173.9	<i>Others</i>
36.6	38.9	52.1	72.1	113.6	Wholesale
32.1	33.3	38.9	50.5	59.8	<i>Elementary occupations, service workers and shop sales workers</i>
43.6	46.7	64.0	99.5	128.2	<i>Others</i>
27.8	29.9	39.9	57.0	81.3	Retail trade
26.2	27.0	34.9	46.9	64.3	<i>Elementary occupations, service workers and shop sales workers</i>
41.9	43.3	57.0	77.7	113.4	<i>Others</i>
39.8	43.1	59.3	87.4	105.4	Land transport
32.1	33.0	44.0	57.1	73.4	<i>Elementary occupations, service workers and shop sales workers</i>
44.3	47.9	64.8	92.8	105.4	<i>Others</i>
44.2	46.1	63.4	89.2	135.4	Other transportation, storage, postal and courier services (excluding local courier services)
35.1	37.4	56.8	72.1	96.2	<i>Elementary occupations, service workers and shop sales workers</i>
46.1	50.1	67.6	98.3	158.7	<i>Others</i>
25.0	26.2	32.7	44.5	58.8	Restaurants
24.2	25.4	30.9	41.5	53.3	<i>Elementary occupations, service workers and shop sales workers</i>
36.9	38.5	46.9	65.8	92.5	<i>Others</i>
24.9	25.6	30.4	42.9	53.9	Hong Kong style tea cafes
24.9	25.6	30.0	42.7	51.9	<i>Elementary occupations, service workers and shop sales workers</i>
*	*	41.7	66.2	76.9	<i>Others</i>
28.8	29.9	37.6	50.0	64.1	Chinese restaurants
28.0	29.0	35.0	48.2	60.0	<i>Elementary occupations, service workers and shop sales workers</i>
36.3	37.0	42.3	63.9	93.5	<i>Others</i>



表十三 二零零九年第二季按行業主類及職業組別劃分的每小時工資水平及分布 (續)  
**Table 13 Hourly Wage Level and Distribution Analysed by Industry Section and Occupational Group, Q2 2009 (cont'd.)**

行業主類／職業組別	僱員 Employees		每小時工資 (港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
非中式酒樓菜館	62.5	2.2	23.1	25.0	25.9
非技術工人、服務工作及 商店銷售人員	51.3	1.8	22.9	24.2	25.5
其他	11.1	0.4	32.0	34.4	41.0
快餐店 (包括外賣店)	48.0	1.7	19.5	20.0	21.0
非技術工人、服務工作及 商店銷售人員	43.0	1.5	19.5	19.5	20.0
其他	4.9	0.2	*	*	36.3
住宿及其他膳食服務活動	46.6	1.7	28.3	32.7	36.1
非技術工人、服務工作及 商店銷售人員	23.3	0.8	26.5	30.0	32.4
其他	23.3	0.8	33.3	41.8	44.7
資訊及通訊	103.2	3.7	43.3	50.5	54.1
非技術工人、服務工作及 商店銷售人員	4.1	0.1	*	*	28.2
其他	99.1	3.6	47.2	52.7	55.0
金融及保險活動	194.7	7.0	48.2	56.8	62.5
非技術工人、服務工作及 商店銷售人員	3.2	0.1	*	*	*
其他	191.5	6.9	50.0	57.6	64.7
地產活動 (不包括地產保養管理服務)	30.5	1.1	34.2	38.4	42.6
非技術工人、服務工作及 商店銷售人員	1.4	0.1	*	*	*
其他	29.1	1.0	34.2	40.0	44.6
物業管理、保安及清潔服務	215.5	7.8	19.6	21.0	22.2
非技術工人、服務工作及 商店銷售人員	163.3	5.9	19.2	20.3	21.5
其他	52.3	1.9	32.3	34.1	36.5
地產保養管理服務	99.4	3.6	19.9	20.5	21.6
非技術工人、服務工作及 商店銷售人員	61.9	2.2	19.1	20.0	20.3
其他	37.5	1.4	33.2	34.2	39.6
保安服務 (包括偵查活動以及建築 物及園境護理服務)	34.1	1.2	19.1	20.2	21.7
非技術工人、服務工作及 商店銷售人員	30.6	1.1	18.8	19.9	21.3
其他	3.5	0.1	*	*	32.8
清潔服務	65.5	2.4	21.2	22.2	23.5
非技術工人、服務工作及 商店銷售人員	63.4	2.3	21.2	22.2	23.1
其他	2.1	0.1	*	*	*
會員制組織 (包括業主及住客立案 法團和街坊福利會等)	16.6	0.6	18.5	20.4	21.8
非技術工人、服務工作及 商店銷售人員	7.4	0.3	*	18.5	19.2
其他	9.1	0.3	*	36.0	40.5

每小時工資 (港元)  
Hourly wage (HK\$)

第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	Industry Section/Occupational Group
26.9	28.6	35.0	47.0	62.5	Restaurants, other than Chinese
26.4	27.0	32.7	42.7	53.4	<i>Elementary occupations, service workers and shop sales workers</i>
42.7	42.8	48.1	66.9	105.8	<i>Others</i>
22.0	23.0	25.6	32.7	45.8	Fast food cafes (including takeaway shops)
21.5	22.5	24.7	30.1	38.5	<i>Elementary occupations, service workers and shop sales workers</i>
36.3	37.6	48.1	62.5	80.0	<i>Others</i>
38.4	40.9	52.9	73.5	119.6	Accommodation and other food service activities
34.2	36.2	43.3	53.8	68.7	<i>Elementary occupations, service workers and shop sales workers</i>
48.1	52.0	66.8	105.8	156.3	<i>Others</i>
58.3	64.2	80.0	120.7	188.9	Information and communications
30.0	30.0	37.2	57.1	90.2	<i>Elementary occupations, service workers and shop sales workers</i>
63.5	68.7	80.6	121.5	188.9	<i>Others</i>
70.0	75.0	105.9	195.8	353.5	Financial and insurance activities
39.1	39.8	49.5	54.1	62.2	<i>Elementary occupations, service workers and shop sales workers</i>
70.3	75.3	106.8	198.5	355.1	<i>Others</i>
49.2	56.0	84.0	113.6	177.1	Real estate activities (excluding real estate maintenance management)
*	*	35.8	46.6	60.6	<i>Elementary occupations, service workers and shop sales workers</i>
52.9	57.7	85.2	113.6	189.8	<i>Others</i>
23.4	24.5	27.6	39.0	63.6	Estate management, security and cleaning services
22.2	23.1	26.2	30.1	36.3	<i>Elementary occupations, service workers and shop sales workers</i>
40.5	42.6	55.2	82.7	145.5	<i>Others</i>
23.1	24.5	33.3	48.1	77.6	Real estate maintenance management
21.0	21.8	26.3	32.1	38.6	<i>Elementary occupations, service workers and shop sales workers</i>
40.9	42.7	55.4	80.0	135.1	<i>Others</i>
22.2	23.2	27.9	34.1	43.8	Security services (including investigation activities and services to buildings and landscape care activities)
22.1	22.4	26.9	32.4	38.8	<i>Elementary occupations, service workers and shop sales workers</i>
34.2	36.1	43.4	78.0	125.0	<i>Others</i>
24.5	24.9	26.2	28.2	33.3	Cleaning services
24.2	24.8	26.1	27.9	32.1	<i>Elementary occupations, service workers and shop sales workers</i>
*	31.3	38.5	50.0	72.4	<i>Others</i>
23.1	24.5	45.7	72.5	126.3	Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)
19.7	20.8	23.9	32.8	57.5	<i>Elementary occupations, service workers and shop sales workers</i>
43.5	46.0	63.5	113.5	200.0	<i>Others</i>

表十三 二零零九年第二季按行業主類及職業組別劃分的每小時工資水平及分布（續）  
**Table 13 Hourly Wage Level and Distribution Analysed by Industry Section and Occupational Group, Q2 2009 (cont'd.)**

行業主類／職業組別	僱員 Employees		每小時工資 (港元) Hourly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
專業、科學及技術活動	133.2	4.8	39.1	42.6	48.1
非技術工人、服務工作及 商店銷售人員	5.6	0.2	*	27.5	28.4
其他	127.6	4.6	41.7	45.2	50.0
行政及支援服務活動	15.8	0.6	28.6	34.1	36.1
非技術工人、服務工作及 商店銷售人員	2.9	0.1	*	*	*
其他	13.0	0.5	33.1	38.4	40.8
旅行代理、代訂服務及相關活動	19.6	0.7	31.6	37.1	37.8
非技術工人、服務工作及 商店銷售人員	3.9	0.1	*	*	32.2
其他	15.7	0.6	35.3	37.8	38.2
教育及公共行政（不包括政府）	179.0	6.4	39.3	45.7	47.0
非技術工人、服務工作及 商店銷售人員	19.6	0.7	30.2	34.8	36.5
其他	159.4	5.7	44.5	47.0	58.4
人類保健活動；以及美容及美體護理	113.6	4.1	30.8	35.9	38.5
非技術工人、服務工作及 商店銷售人員	36.5	1.3	26.3	30.3	33.3
其他	77.1	2.8	35.0	38.5	43.3
雜項活動	93.3	3.4	21.0	22.2	23.2
非技術工人、服務工作及 商店銷售人員	66.4	2.4	20.0	21.7	22.7
其他	26.9	1.0	27.9	30.0	33.0
安老院舍	18.6	0.7	22.0	22.7	23.5
非技術工人、服務工作及 商店銷售人員	15.6	0.6	21.7	22.7	23.1
其他	3.0	0.1	*	*	*
洗滌及乾洗服務	3.3	0.1	*	*	*
非技術工人、服務工作及 商店銷售人員	2.0	0.1	*	*	*
其他	1.3	#	*	*	*
理髮及其他個人服務	42.8	1.5	19.2	21.3	23.1
非技術工人、服務工作及 商店銷售人員	34.8	1.3	18.8	21.2	22.0
其他	7.9	0.3	*	36.5	39.7
本地速遞服務	5.1	0.2	*	24.0	24.4
非技術工人、服務工作及 商店銷售人員	3.5	0.1	*	*	24.4
其他	1.6	0.1	*	*	*
食品處理及生產	23.5	0.8	22.0	22.2	24.0
非技術工人、服務工作及 商店銷售人員	10.5	0.4	21.2	22.1	22.2
其他	13.0	0.5	27.9	29.6	30.9

每小時工資 (港元) Hourly wage (HK\$)					Industry Section/Occupational Group
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
53.2	58.2	90.8	139.4	219.8	Professional, scientific and technical activities
32.4	34.7	42.4	49.9	57.9	<i>Elementary occupations, service workers and shop sales workers</i>
55.6	61.0	92.8	144.4	227.3	<i>Others</i>
39.1	42.3	60.0	96.2	150.0	Administrative and support services activities
31.8	33.0	37.3	45.5	60.0	<i>Elementary occupations, service workers and shop sales workers</i>
48.7	51.1	68.4	101.7	162.3	<i>Others</i>
38.5	38.9	50.8	69.3	98.1	Travel agency, reservation service and related activities
34.7	34.7	45.9	51.0	52.9	<i>Elementary occupations, service workers and shop sales workers</i>
38.5	39.1	52.1	76.0	100.0	<i>Others</i>
53.8	64.3	129.0	218.6	346.9	Education and public administration (excluding Government)
38.5	39.3	45.9	55.4	70.6	<i>Elementary occupations, service workers and shop sales workers</i>
69.7	76.5	145.9	228.9	346.9	<i>Others</i>
42.3	44.2	69.4	193.8	265.5	Human health activities; and beauty and body prettifying treatment
35.9	36.8	46.2	63.3	69.5	<i>Elementary occupations, service workers and shop sales workers</i>
49.3	52.9	125.2	231.1	347.9	<i>Others</i>
24.5	26.0	33.7	48.9	72.4	Miscellaneous activities
23.1	24.0	29.9	40.6	57.7	<i>Elementary occupations, service workers and shop sales workers</i>
35.7	38.3	45.7	72.5	108.5	<i>Others</i>
24.4	25.0	35.9	53.1	76.4	Elderly homes
23.8	24.5	30.8	48.5	71.7	<i>Elementary occupations, service workers and shop sales workers</i>
37.7	39.3	63.1	101.2	166.1	<i>Others</i>
25.0	25.3	34.7	42.4	52.3	Laundry and dry cleaning services
*	24.0	28.8	38.5	45.1	<i>Elementary occupations, service workers and shop sales workers</i>
*	*	40.6	52.1	100.0	<i>Others</i>
23.5	26.4	33.7	47.0	69.4	Hairdressing and other personal services
23.1	23.5	31.6	39.3	57.8	<i>Elementary occupations, service workers and shop sales workers</i>
39.7	39.7	48.3	74.8	100.0	<i>Others</i>
26.0	29.8	33.9	39.0	44.3	Local courier services
25.1	26.0	31.2	36.1	39.1	<i>Elementary occupations, service workers and shop sales workers</i>
*	*	39.0	42.7	61.0	<i>Others</i>
25.0	26.5	37.3	51.9	79.0	Food processing and production
22.3	23.0	26.5	35.8	47.6	<i>Elementary occupations, service workers and shop sales workers</i>
34.1	36.8	45.9	64.8	119.2	<i>Others</i>

表十三 二零零九年第二季按行業主類及職業組別劃分的每小時工資水平及分布（續）  
**Table 13 Hourly Wage Level and Distribution Analysed by Industry Section and Occupational Group, Q2 2009 (cont'd.)**

行業主類／職業組別	僱員 Employees		每小時工資 (港元) Hourly wage (HK\$)		
	人數 Number (’000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
以上沒有分類的其他活動	113.0	4.1	26.1	27.8	33.7
非技術工人、服務工作及 商店銷售人員	38.0	1.4	21.2	23.3	26.4
其他	75.0	2.7	27.8	33.7	38.5
<b>所有以上行業主類</b>	<b>2 776.6</b>	<b>100.0</b>	<b>24.0</b>	<b>27.0</b>	<b>31.2</b>
非技術工人、服務工作及 商店銷售人員	858.3	30.9	20.9	22.7	24.0
其他	1 918.3	69.1	35.2	40.1	44.5

每小時工資 (港元) Hourly wage (HK\$)					Industry Section/Occupational Group
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
36.3	38.2	53.3	74.3	117.9	Other activities not classified above
30.0	33.7	39.0	51.0	65.3	<i>Elementary occupations, service workers and shop sales workers</i>
41.7	45.5	62.5	93.8	137.0	<i>Others</i>
<b>35.3</b>	<b>38.9</b>	<b>58.5</b>	<b>96.0</b>	<b>171.8</b>	<b>All industry sections above</b>
<b>25.2</b>	<b>26.3</b>	<b>34.0</b>	<b>46.2</b>	<b>62.2</b>	<i>Elementary occupations, service workers and shop sales workers</i>
<b>48.1</b>	<b>52.1</b>	<b>75.8</b>	<b>119.6</b>	<b>215.9</b>	<i>Others</i>

表十四(甲) 二零零九年第二季按行業主類及每小時工資劃分的僱員人數分布 — 所有僱員  
**Table 14(a) Number of Employees Analysed by Industry Section and Hourly Wage, Q2 2009 - All Employees**

行業主類	僱員總數 Total number of employees	每小時工資(港元) Hourly wage (HK\$)					
		< \$20	\$20 - < \$25	\$25 - < \$30	\$30 - < \$35	\$35 - < \$40	\$40 - < \$50
製造(不包括食品處理及生產)	112.8	0.7	2.6	7.7	8.5	12.9	19.5
電力及燃氣供應; 污水處理、 廢棄物管理及污染防治活動	17.2	*	*	*	*	*	0.5
建造	221.4	*	*	5.2	5.9	18.9	37.1
進出口貿易	447.8	*	*	8.8	10.8	17.9	58.8
批發	35.0	*	0.8	1.3	3.3	3.9	6.5
零售業	249.5	1.9	22.9	39.4	28.9	31.7	42.3
陸路運輸	121.0	0.6	2.2	3.4	6.0	13.5	20.4
其他運輸、倉庫、郵政及速遞 服務(不包括本地速遞服務)	118.6	*	*	3.7	4.9	5.7	18.3
飲食業	195.1	5.9	34.4	36.9	33.1	19.3	30.1
港式茶餐廳	20.8	*	4.5	5.2	3.5	1.3	3.2
中式酒樓菜館	63.9	*	4.9	10.5	12.5	7.3	11.7
非中式酒樓菜館	62.5	*	6.6	12.5	11.4	7.5	11.6
快餐店(包括外賣店)	48.0	4.8	18.3	8.7	5.7	3.1	3.6
住宿及其他膳食服務活動	46.6	*	*	2.0	3.3	4.4	10.6
資訊及通訊	103.2	*	*	0.7	1.2	2.1	5.6
金融及保險活動	194.7	*	*	0.7	0.9	2.2	6.7
地產活動(不包括地產保養管理 服務)	30.5	*	0.6	*	1.7	*	2.6
物業管理、保安及清潔服務	215.5	13.2	45.6	62.3	27.9	14.0	18.5
地產保養管理服務	99.4	6.3	19.5	17.8	10.9	8.5	13.3
保安服務(包括偵查活動以及 建築物及園境護理服務)	34.1	3.2	8.6	7.2	7.7	2.2	2.7
清潔服務	65.5	2.0	14.8	36.4	8.5	2.5	0.7
會員制組織(包括業主及住客 立案法團和街坊福利會等)	16.6	1.6	2.8	0.9	0.9	0.8	1.8
專業、科學及技術活動	133.2	*	*	2.4	1.6	3.0	14.6
行政及支援服務活動	15.8	*	*	0.5	1.1	1.4	2.1
旅行代理、代訂服務及相關活動	19.6	*	*	*	*	3.7	4.3
教育及公共行政(不包括政府)	179.0	*	*	1.9	1.6	5.3	21.9
人類保健活動; 以及美容及美體 護理	113.6	0.5	1.1	3.6	4.4	9.6	19.1
雜項活動	93.3	3.4	16.9	15.6	13.2	10.3	11.4
安老院舍	18.6	*	4.6	3.0	1.3	1.2	3.0
洗滌及乾洗服務	3.3	*	0.6	0.5	0.5	0.5	0.6
理髮及其他個人服務	42.8	2.6	6.9	7.8	7.2	4.8	3.2
本地速遞服務	5.1	*	0.7	0.7	1.5	1.1	0.7
食品處理及生產	23.5	*	4.1	3.5	2.6	2.6	3.8
以上沒有分類的其他活動	113.0	0.9	4.2	8.6	6.4	13.3	18.1
<b>所有以上行業主類</b>	<b>2 776.6</b>	<b>28.7</b>	<b>140.5</b>	<b>205.6</b>	<b>166.0</b>	<b>194.3</b>	<b>368.9</b>

每小時工資 (港元) Hourly wage (HK\$)						Industry Section
\$50 - < \$60	\$60 - < \$70	\$70 - < \$80	\$80 - < \$90	\$90 - < \$100	≥ \$100	
18.4	8.8	8.1	9.8	3.4	12.3	Manufacturing (excluding food processing and production)
*	1.0	2.6	1.6	*	9.7	Electricity and gas supply; sewerage, waste management and remediation activities
34.2	27.8	29.6	21.5	6.5	31.6	Construction
78.3	45.8	32.9	37.8	25.6	128.7	Import and export trade
5.6	3.7	2.2	*	*	5.7	Wholesale
31.7	16.6	8.8	6.5	4.5	14.3	Retail trade
18.8	10.8	13.0	3.1	15.6	13.5	Land transport
19.3	16.4	8.8	10.4	8.8	20.8	Other transportation, storage, postal and courier services (excluding local courier services)
17.7	8.1	4.0	2.2	0.9	2.5	Restaurants
1.9	*	*	*	*	*	<i>Hong Kong style tea cafes</i>
8.1	3.9	1.9	1.0	*	0.8	<i>Chinese restaurants</i>
5.8	3.1	1.1	1.1	*	1.4	<i>Restaurants, other than Chinese</i>
1.9	*	*	*	*	*	<i>Fast food cafes (including takeaway shops)</i>
7.3	5.7	2.6	2.1	1.1	6.6	Accommodation and other food service activities
11.5	7.5	21.8	12.3	7.6	32.8	Information and communications
14.3	14.9	21.3	13.3	12.9	106.9	Financial and insurance activities
*	3.8	1.9	2.7	1.3	12.1	Real estate activities (excluding real estate maintenance management)
9.5	6.8	3.5	3.4	1.6	9.3	Estate management, security and cleaning services
6.4	5.0	2.4	2.7	1.0	5.8	<i>Real estate maintenance management</i>
*	*	*	*	*	*	<i>Security services (including investigation activities and services to buildings and landscape care activities)</i>
*	*	*	*	*	*	<i>Cleaning services</i>
2.0	1.2	1.0	*	*	2.8	<i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>
13.6	11.0	12.7	7.3	7.8	58.9	Professional, scientific and technical activities
2.4	1.6	0.9	1.2	0.6	3.8	Administrative and support services activities
3.3	2.0	1.0	*	1.7	1.7	Travel agency, reservation service and related activities
9.6	9.5	10.3	6.2	3.4	108.9	Education and public administration (excluding Government)
10.3	9.7	6.2	2.7	1.2	45.2	Human health activities; and beauty and body prettifying treatment
8.5	4.2	3.7	1.8	0.5	3.7	Miscellaneous activities
1.8	0.6	1.6	*	*	0.8	<i>Elderly homes</i>
*	*	*	*	*	*	<i>Laundry and dry cleaning services</i>
3.9	2.8	1.2	*	*	1.1	<i>Hairdressing and other personal services</i>
*	*	*	*	*	*	<i>Local courier services</i>
2.6	0.7	0.9	0.6	*	1.6	<i>Food processing and production</i>
13.7	16.1	5.9	5.1	4.2	16.6	Other activities not classified above
<b>330.7</b>	<b>231.9</b>	<b>201.9</b>	<b>152.2</b>	<b>110.4</b>	<b>645.7</b>	<b>All industry sections above</b>



表十四(乙) 二零零九年第二季按行業主類及每小時工資劃分的僱員人數分布 — 全職僱員  
**Table 14(b) Number of Employees Analysed by Industry Section and Hourly Wage, Q2 2009 - Full-time Employees**

僱員人數 ('000)		每小時工資 (港元)					
行業主類	僱員總數 Total number of employees	Hourly wage (HK\$)					
		< \$20	\$20 - < \$25	\$25 - < \$30	\$30 - < \$35	\$35 - < \$40	\$40 - < \$50
製造 (不包括食品處理及生產)	110.0	0.7	2.4	6.8	8.2	12.5	19.3
電力及燃氣供應; 污水處理、 廢棄物管理及污染防治活動	17.0	*	*	*	*	*	0.5
建造	218.2	*	*	5.2	5.9	18.3	36.9
進出口貿易	437.6	*	*	8.0	9.8	17.1	57.1
批發	33.9	*	0.8	1.2	3.2	3.9	6.4
零售業	219.7	1.4	11.7	31.8	25.6	28.9	41.2
陸路運輸	108.9	*	*	2.9	5.2	11.8	18.6
其他運輸、倉庫、郵政及速遞 服務 (不包括本地速遞服務)	116.4	*	*	3.5	4.6	5.6	18.0
飲食業	167.4	2.6	22.5	31.8	29.7	18.0	28.8
港式茶餐廳	19.2	*	3.8	4.9	3.1	1.3	3.1
中式酒樓菜館	60.7	*	4.8	10.0	11.9	6.7	11.1
非中式酒樓菜館	54.8	*	4.4	10.3	9.8	7.0	11.2
快餐店 (包括外賣店)	32.7	1.6	9.4	6.6	4.9	3.0	3.5
住宿及其他膳食服務活動	44.8	*	*	1.9	2.5	4.1	10.5
資訊及通訊	101.5	*	*	*	1.2	2.1	5.4
金融及保險活動	191.6	*	*	0.7	*	1.7	6.4
地產活動 (不包括地產保養管理 服務)	29.6	*	0.6	*	1.7	*	2.5
物業管理、保安及清潔服務	195.0	12.4	43.1	53.3	23.2	12.8	17.8
地產保養管理服務	98.8	6.3	19.4	17.7	10.6	8.4	13.3
保安服務 (包括偵查活動以及 建築物及園境護理服務)	32.0	3.0	8.2	6.4	7.3	2.1	2.7
清潔服務	50.4	1.6	13.0	28.5	4.6	*	*
會員制組織 (包括業主及住客 立案法團和街坊福利會等)	13.8	1.5	2.5	0.7	0.7	*	*
專業、科學及技術活動	130.6	*	*	2.3	1.5	3.0	13.9
行政及支援服務活動	15.0	*	*	*	1.0	1.3	2.0
旅行代理、代訂服務及相關活動	19.4	*	*	*	*	3.7	4.3
教育及公共行政 (不包括政府)	154.1	*	*	*	1.1	3.4	13.6
人類保健活動; 以及美容及美體 護理	107.4	0.5	0.9	3.5	3.7	8.5	18.2
雜項活動	84.8	3.0	13.3	14.5	12.9	10.0	10.8
安老院舍	18.0	*	4.5	2.9	1.3	1.1	2.9
洗滌及乾洗服務	2.8	*	*	*	0.5	*	*
理髮及其他個人服務	40.3	2.4	6.9	7.8	7.1	4.7	3.1
本地速遞服務	4.5	*	*	*	1.4	*	*
食品處理及生產	19.2	*	1.2	2.7	2.5	2.6	3.7
以上沒有分類的其他活動	107.1	0.8	3.2	8.0	5.9	11.9	17.7
<b>所有以上行業主類</b>	<b>2 609.8</b>	<b>22.9</b>	<b>108.4</b>	<b>177.7</b>	<b>148.7</b>	<b>179.9</b>	<b>350.0</b>

每小時工資 (港元) Hourly wage (HK\$)						Industry Section
\$50 - < \$60	\$60 - < \$70	\$70 - < \$80	\$80 - < \$90	\$90 - < \$100	≥ \$100	
18.2	8.4	8.1	9.8	3.4	12.1	Manufacturing (excluding food processing and production)
*	1.0	2.5	1.5	*	9.7	Electricity and gas supply; sewerage, waste management and remediation activities
33.2	27.7	29.2	21.0	6.5	31.1	Construction
77.2	45.6	32.3	37.6	24.5	126.1	Import and export trade
5.6	3.4	2.2	*	*	5.3	Wholesale
30.4	15.8	8.6	6.3	4.5	13.5	Retail trade
14.4	10.3	12.9	3.0	15.5	12.8	Land transport
19.1	15.9	8.8	10.4	8.8	20.2	Other transportation, storage, postal and courier services (excluding local courier services)
17.2	7.8	4.0	2.1	0.8	2.1	Restaurants
1.8	*	*	*	*	*	<i>Hong Kong style tea cafes</i>
8.0	3.9	1.9	0.9	*	*	<i>Chinese restaurants</i>
5.5	3.0	1.1	1.1	*	1.2	<i>Restaurants, other than Chinese</i>
1.9	*	*	*	*	*	<i>Fast food cafes (including takeaway shops)</i>
7.1	5.7	2.5	2.1	1.1	6.6	Accommodation and other food service activities
11.4	7.5	21.8	11.3	7.5	32.7	Information and communications
13.8	14.3	21.0	13.3	12.9	106.4	Financial and insurance activities
*	3.8	1.8	2.7	1.3	11.5	Real estate activities (excluding real estate maintenance management)
9.2	6.4	3.1	3.4	1.6	8.9	Estate management, security and cleaning services
6.4	5.0	2.4	2.7	1.0	5.7	<i>Real estate maintenance management</i>
*	*	*	*	*	*	<i>Security services (including investigation activities and services to buildings and landscape care activities)</i>
*	*	*	*	*	*	<i>Cleaning services</i>
1.7	1.1	0.6	*	*	2.6	<i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>
13.4	10.8	12.7	7.3	7.7	57.6	Professional, scientific and technical activities
*	1.4	0.9	1.2	0.6	3.7	Administrative and support services activities
3.3	2.0	1.0	*	1.7	1.6	Travel agency, reservation service and related activities
7.9	8.3	8.9	6.0	2.9	101.3	Education and public administration (excluding Government)
8.9	9.4	6.0	2.7	1.0	44.0	Human health activities; and beauty and body prettifying treatment
8.0	2.7	3.7	1.8	0.5	3.5	Miscellaneous activities
1.7	0.6	1.6	*	*	0.7	<i>Elderly homes</i>
*	*	*	*	*	*	<i>Laundry and dry cleaning services</i>
3.5	1.4	1.2	*	*	1.0	<i>Hairdressing and other personal services</i>
*	*	*	*	*	*	<i>Local courier services</i>
2.5	0.7	0.9	0.6	*	1.6	<i>Food processing and production</i>
13.5	15.1	5.9	5.1	3.9	16.2	Other activities not classified above
<b>316.4</b>	<b>223.6</b>	<b>197.8</b>	<b>149.6</b>	<b>107.9</b>	<b>626.8</b>	<b>All industry sections above</b>

表十五 二零零九年第二季按性別劃分的每月工資中位數  
Table 15 Median Monthly Wage by Sex, Q2 2009

港元  
HK\$

性別 Sex	全職僱員 Full-time Employees	所有僱員 All Employees
男性 Male	13,200	13,000
女性 Female	10,500	10,000
<b>男女合計 Both sexes</b>	<b>12,000</b>	<b>11,500</b>

表十六 二零零九年第二季按年齡組別劃分的每月工資中位數  
Table 16 Median Monthly Wage by Age Group, Q2 2009

港元  
HK\$

年齡 Age Group	全職僱員 Full-time Employees	所有僱員 All Employees
15-24	8,400	7,700
25-34	12,600	12,300
35-44	14,100	13,600
45-54	12,000	11,400
≥ 55	9,200	8,900
<b>所有以上年齡 All age groups above</b>	<b>12,000</b>	<b>11,500</b>

表十七 二零零九年第二季按教育程度劃分的每月工資中位數  
**Table 17 Median Monthly Wage by Educational Attainment, Q2 2009**

港元  
HK\$

教育程度 Educational Attainment	全職僱員 Full-time Employees	所有僱員 All Employees
小學及以下 Primary and below	7,700	7,100
中一至中三 Secondary 1 to 3	8,900	8,600
中四至中五 Secondary 4 to 5	10,700	10,400
中六及以上 Secondary 6 and above	18,900	18,400
<b>所有以上教育程度 All educational attainment groups above</b>	<b>12,000</b>	<b>11,500</b>

表十八 二零零九年第二季按職業組別劃分的每月工資中位數  
**Table 18 Median Monthly Wage by Occupational Group, Q2 2009**

港元  
HK\$

職業組別 Occupational Group	全職僱員 Full-time Employees	所有僱員 All Employees
非技術工人 Elementary occupations	7,100	6,800
服務工作及商店銷售人員 Service workers and shop sales workers	8,800	8,300
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	12,000	11,900
文員 Clerks	10,000	9,800
其他 Others	20,000	20,000
<b>所有以上職業組別 All occupational groups above</b>	<b>12,000</b>	<b>11,500</b>

表十九 二零零九年第二季按行業主類劃分的每月工資中位數  
Table 19 Median Monthly Wage by Industry Section, Q2 2009

港元  
HK\$

行業主類 Industry Section	全職僱員 Full-time Employees	所有僱員 All Employees
製造（不包括食品處理及生產） Manufacturing (excluding food processing and production)	11,400	11,200
電力及燃氣供應；污水處理、廢棄物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	19,700	19,700
建造 Construction	13,000	13,000
進出口貿易 Import and export trade	13,000	12,700
批發 Wholesale	10,400	10,300
零售業 Retail trade	9,100	8,600
陸路運輸 Land transport	12,900	12,200
其他運輸、倉庫、郵政及速遞服務（不包括本地速遞服務） Other transportation, storage, postal and courier services (excluding local courier services)	12,300	12,300
飲食業 Restaurants	8,100	7,600
港式茶餐廳 <i>Hong Kong style tea cafes</i>	7,500	7,000
中式酒樓菜館 <i>Chinese restaurants</i>	9,000	9,000
非中式酒樓菜館 <i>Restaurants, other than Chinese</i>	8,200	8,000
快餐店（包括外賣店） <i>Fast food cafes (including takeaway shops)</i>	7,000	5,800
住宿及其他膳食服務活動 Accommodation and other food service activities	11,200	11,000
資訊及通訊 Information and communications	14,600	14,600
金融及保險活動 Financial and insurance activities	19,000	18,900
地產活動（不包括地產保養管理服務） Real estate activities (excluding real estate maintenance management)	15,800	15,500
物業管理、保安及清潔服務 Estate management, security and cleaning services	7,000	6,700
地產保養管理服務 <i>Real estate maintenance management</i>	7,700	7,700
保安服務（包括偵查活動以及建築物及園境護理服務） <i>Security services (including investigation activities and services to buildings and landscape care activities)</i>	6,900	6,800
清潔服務 <i>Cleaning services</i>	5,400	5,300
會員制組織（包括業主及租客立案法團和街坊福利會等） <i>Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)</i>	9,000	7,800

表十九 二零零九年第二季按行業主類劃分的每月工資中位數（續）  
**Table 19 Median Monthly Wage by Industry Section, Q2 2009 (cont'd.)**

港元  
HK\$

行業主類 Industry Section	全職僱員 Full-time Employees	所有僱員 All Employees
專業、科學及技術活動 Professional, scientific and technical activities	16,000	15,500
行政及支援服務活動 Administrative and support services activities	12,100	12,000
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	9,400	9,300
教育及公共行政（不包括政府） Education and public administration (excluding Government)	24,200	21,300
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	14,700	13,500
雜項活動 Miscellaneous activities	7,600	7,200
安老院舍 Elderly homes	8,000	8,000
洗滌及乾洗服務 Laundry and dry cleaning services	7,800	7,000
理髮及其他個人服務 Hairdressing and other personal services	7,000	7,000
本地速遞服務 Local courier services	6,800	6,500
食品處理及生產 Food processing and production	9,200	8,000
以上沒有分類的其他活動 Other activities not classified above	10,600	10,500
<b>所有以上行業主類 All industry sections above</b>	<b>12,000</b>	<b>11,500</b>

## IV. 統計調查方法

### 有關法例

**4.1** 「2009 年收入及工時按年統計調查」根據《普查及統計條例》(第 316 章)第 IIIA 部進行，屬自願參與性質，並已於 2009 年 4 月 3 日在香港特別行政區政府憲報第 2052 號政府公告內公布。上述條例規定，個別機構單位提供的資料必須嚴加保密，政府統計處只會發表不顯示個別機構單位情況的整體資料。

### 統計調查範圍

**4.2** 「2009 年收入及工時按年統計調查」以政府統計處備存的機構單位記錄庫為抽樣框。機構單位記錄庫是一個由政府統計處整理的完備商業機構記錄冊，主要作統計抽樣用途。機構單位記錄庫根據其他政府部門提供的資料，如稅務局商業登記署、運輸署及社會福利署，以及政府統計處各項統計調查所搜集得的資料，定期更新。

**4.3** 統計調查採納「香港標準行業分類 2.0 版」來劃分機構單位所屬的行業。「香港標準行業分類 2.0 版」是以聯合國的「國際標準產業分類修訂本第 4 版」為藍本，配合本地的情況作出修訂，以反映香港經濟產業結構，並自 2009 年開始被政府統計處採用作為標準分類架構，藉以根據各經濟單位的主要活動性質把其撥歸不同的行業類別。有關「香港標準行業分類 2.0 版」的細節，可參閱刊載於 2008 年 11 月版的《香港統計月刊》內題為「修訂「香港標準行業分類」」的專題文章。

## IV. Survey Methodology

### Legislation

**4.1** The 2009 AEHS was conducted under Part IIIA of the Census and Statistics Ordinance (Chapter 316). It was notified in the Government Notice No. 2052 in the Government of the Hong Kong Special Administrative Region Gazette of 3 April 2009 as a voluntary survey. The Ordinance stipulates that the collected information relating to individual establishments must be kept in strict confidence. Only aggregate information, which does not reveal details of individual establishments, would be released.

### Survey coverage

**4.2** The sampling frame for the 2009 AEHS is the Central Register of Establishments (CRE), which is a comprehensive register maintained by C&SD for statistical sampling purpose. Regular updating to CRE is made with reference to information provided by relevant Government departments such as the Business Registration Office of the Inland Revenue Department, the Transport Department and the Social Welfare Department, as well as data obtained by C&SD through various statistical surveys.

**4.3** The Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) is adopted for classifying the industries of establishments in the survey. HSIC V2.0 is an industrial classification system devised on the basis of the United Nations' International Standard Industrial Classification of All Economic Activities Revision 4 with suitable adaptation to reflect the structure of the local economy, and has been used by C&SD as a standard classification framework for classifying economic units into industry classes based on their major activities since 2009. More details about HSIC V2.0 are available in the feature article entitled "Revision of the Hong Kong Standard Industrial Classification" published in the November 2008 issue of the *Hong Kong Monthly Digest of Statistics*.

## IV. 統計調查方法

4.4 統計調查涵蓋所有機構單位，不論其行業及就業人數規模，除從事農業、林業及漁業（即屬於「香港標準行業分類 2.0 版」的行業主類 A）的機構單位外。具體而言，統計調查涵蓋下列的行業：

行業主類 (香港標準行 業分類 2.0 版)	包括的行業
B, C	採礦及採石；製造
D, E	電力、燃氣及廢棄物管理
F	建造
G	進出口貿易、批發及零售
H	運輸、倉庫、郵政及速遞服務
I	住宿及膳食服務
J	資訊及通訊
K	金融及保險
L	地產
M, N	專業及商用服務
O-U	社區、社會及個人服務

4.5 屬統計調查涵蓋範圍內的機構單位的所有受《僱傭條例》保障的僱員，均包括在統計調查內。

### 統計期

4.6 「2009 年收入及工時按年統計調查」搜集 2009 年第二季的資料。

## IV. Survey Methodology

4.4 The survey covers all establishments, irrespective of their employment sizes and industries, except those engaged in agriculture, forestry and fishing activities (i.e. those classified to the HSIC V2.0 industry section A). Specifically, the following industries are covered :

Industry section (HSIC V2.0)	Industries covered
B, C	Mining and quarrying, Manufacturing
D, E	Electricity, gas and waste management
F	Construction
G	Import/export, wholesale and retail trades
H	Transportation, storage, postal and courier services
I	Accommodation and food services
J	Information and communications
K	Financing and insurance
L	Real estate
M, N	Professional and business services
O-U	Community, social and personal services

4.5 All employees of establishments falling within the scope of the survey who are covered under the Employment Ordinance are included by the survey.

### Survey reference period

4.6 Data collected in the 2009 AEHS refer to the second quarter of the calendar year 2009.



## IV. 統計調查方法

### 樣本設計

**4.7** 「2009 年收入及工時按年統計調查」採用二階段分層抽樣的設計。分層抽樣是一種科學化的抽選樣本方法。統計調查總體會被分成多個組別，稱為「分層」，而每個分層是互不重疊的，即總體內每一單位只歸屬一個分層，然後在每個分層內進行抽樣。分層的一個主要優點是通過適當地構建的分層，可使每個分層內的單位的一致性增加，達致提高調查結果的精確度的效果。

**4.8** 在統計調查第一階段的抽樣，統計調查總體（即機構單位記錄庫內的機構單位）按行業及就業人數劃分成多個分層，並從每個分層內按指定的抽選比率抽選機構單位作隨機樣本。選用機構單位的行業及就業人數作分層的準則，是由於政府統計處過往進行的機構統計調查的經驗顯示，使用適當的行業及就業人數分類，可增加各分層內的機構單位的一致性，從而提高統計調查結果的精確度。此外，有關的分層方法有助編製及分析從事不同行業類別及不同規模的機構單位的數據。獲抽選作為「2009 年收入及工時按年統計調查」樣本的機構單位共 10 598 間。

**4.9** 在第二階段，政府統計處職員從第一階段獲抽選的每間機構單位中選取一定數目的僱員，然後搜集每位獲選取僱員的資料。每間獲抽選機構單位的僱員首先會按其職業分成數個組別，每個組別內的僱員會按其工資的高低從小至大排序，然後使用等距抽樣法抽選僱員作隨機樣本。把僱員分組並從每個組別抽選僱員作資料搜集，有助編製從事不同職業類別的僱員的數據。

## IV. Survey Methodology

### Sample design

**4.7** A 2-stage stratified sample design was adopted in the 2009 AEHS. Stratified sampling is a scientific method of selecting sample. The survey population is divided into groups called “strata”. The strata are mutually exclusive, i.e. every unit in the population is assigned to only one stratum. A sample is then drawn from within each stratum. A major advantage of stratification is that precision of the survey results will be enhanced if strata are properly constructed such that a greater degree of homogeneity within strata is achieved.

**4.8** In the first stage of sample selection, the survey population (i.e. establishments in CRE) was classified into a number of strata in accordance with their industry and employment size, and a random sample of establishments was selected from each stratum in accordance with the pre-set selection fraction. Industry and employment size were used as stratification factors as experience from other surveys on establishments conducted by C&SD indicated that using these two factors with proper categorisation could achieve a greater degree of homogeneity within strata, thus enhancing the precision of the survey results. The stratification could also facilitate data compilation and analysis for establishments in different industry groups and employment size groups. Altogether 10 598 establishments were selected for enumeration in the 2009 round of AEHS.

**4.9** In the second stage, a number of employees were selected from each establishment sampled in the first stage for whom data were collected on an individual basis. Employees in the selected establishment were classified into a number of groups according to their occupations and, within each group, listed in ascending order in terms of their basic wages/salaries. A random sample of employees was then selected from each group using systematic sampling method. The categorisation of employees into different groups and selection of employees by group for data collection could facilitate compilation of statistics by different occupational groups.

## IV. 統計調查方法

### 資料搜集及處理

**4.10** 為減輕獲抽選的機構單位的填報負擔，在進行第一階段的抽樣時，政府統計處抽選了三個機構單位數目相若的獨立子樣本（三個子樣本合共包括 10 598 間機構單位），然後要求各子樣本內的獲抽選機構單位提供指定月份的資料，即分別為 2009 年四月、五月及六月的資料。由於統計調查每個月的樣本都是隨機及獨立抽選的，所以搜集得的資料可準確反映該月的整體情況，而且三個月的子樣本所搜集得的數據可以結合起來，以準確反映 2009 年第二季的整體情況。

**4.11** 上述方法在統計學上可同時達致兩項目的，一方面讓受訪機構單位不用提供整個統計期內三個月的資料，以減輕它們的填報負擔，另一方面使政府統計處可獲取三個月的資料，從而減少短期的工資波動（例如按季發放的佣金）所帶來的影響。

**4.12** 「2009 年收入及工時按年統計調查」搜集的主要資料項目包括個別僱員的工資分項數字、工作時數、就業特徵（例如全職或兼職員工，長期或合約僱員）及人口特徵（例如性別、年齡、教育程度）。資料項目的定義詳列於附錄一。

## IV. Survey Methodology

### Data collection and processing

**4.10** To reduce the reporting burden of the sampled establishments, three independent sub-samples of approximately equal size were drawn, each for April, May and June 2009 (so that the total sample size for all three months was 10 598 establishments) in the first stage of sample selection. The sampled establishments in each sub-sample were asked to provide data for the specific month. Because the sample for each month was selected randomly and independently, the data collected from each of them would be representative of the real situation in that month and could be combined to provide an unbiased picture of the overall situation over the second quarter of 2009.

**4.11** The above method is statistically sound in achieving the dual purpose, i.e. on the one hand it helps reduce the data reporting efforts of the sampled establishments which would otherwise have to provide data for the entire 3-month period covered by the survey reference period and on the other hand, it enables C&SD to obtain data for a period of three months such that month-to-month fluctuations in wage payments (e.g. commissions paid on a quarterly basis) could be smoothed out.

**4.12** Major data items collected from the 2009 AEHS include breakdowns of wage components, hours of work, employment characteristics (e.g. whether full-time or part time workers, and permanent or contract staff) and demographics (e.g. sex, age, educational attainment) of individual employees. Details of the definitions of the data items are given in Appendix I.

## IV. 統計調查方法

**4.13** 統計調查問卷及註釋分別於二零零九年五月初、六月初及七月初郵寄予獲抽選提供四月、五月及六月資料的機構單位。此外，政府統計處亦製備問卷的電子版本，以供索取應用。外勤人員探訪獲抽選的機構單位，解釋統計調查的要求，協助受訪者抽選僱員作資料搜集，並搜集個別獲抽選僱員的工資、就業及人口特徵資料。截至資料搜集期完結時，在 10 598 間獲抽選的機構單位中，成功訪問的機構單位有 9 312 間，共搜集得 55 162 名僱員的資料。扣除不屬統計調查涵蓋範圍的機構單位後，統計調查的整體回應率為 86%。

**4.14** 在編製統計表前，受訪者填報的資料會經外勤工作主管及辦事處職員詳細審核，以及經電腦仔細檢定。有關的審核包括問卷所有項目是否已填報，項目之間的資料是否前後一致，以及填報資料的可靠性。有問題的問卷會透過電話或外勤訪問跟進核實。採取這些措施，目的在確保統計調查取得高素質的數據。

**4.15** 為確保搜集得的工資數字的素質，政府統計處外勤工作人員在進行探訪時，會參照機構單位保存的工資記錄，及要求受訪機構在已填妥的問卷上簽署作實。若受訪機構單位未能提供有關工資記錄或簽署，政府統計處於完成訪問不久後，會把已填妥問卷的副本寄給受訪機構單位，並要求受訪者若發現問卷上的資料與工資記錄不符，應盡快聯絡政府統計處更正問卷上的資料。有關措施有助進一步確保受訪機構單位提供的工資數據的素質。

## IV. Survey Methodology

**4.13** Survey questionnaire together with the explanatory notes were mailed to the establishments selected to provide April, May and June data in early May, June and July 2009 respectively. Electronic template of the questionnaire was also available upon request. Field officers had paid visits to individual establishments to explain the survey requirements, assist the respondents in selecting employees for enumeration, and to collect wage, employment and demographic information pertaining to the selected employees. By the end of the data collection period, among the 10 598 establishments selected, 9 312 establishments were successfully enumerated and data in respect of 55 162 employees were collected. Excluding enumerated cases which were outside the scope of the survey, the overall response rate of the survey was 86%.

**4.14** Data reported by respondents were subject to thorough checking by field supervisors and office staff, and detailed validation checks by computer before tabulation. Such checking included completeness of entries, consistency among data items and credibility of reported data. Dubious cases were followed up by telephone enquiry or by field verification visit. These measures were adopted to ensure that data collected from the survey are of good quality.

**4.15** To ensure the quality of the wage data collected, reference had been made to the relevant wage records kept by the establishments during field visits by C&SD field officers and respondents had been requested to sign off the completed questionnaires. For establishments which had not provided relevant wage records for cross reference or signed off the completed questionnaire during enumeration, the respondents concerned had been provided with a copy of the completed questionnaire shortly after enumeration and requested to inform C&SD should there be any discrepancies between the data recorded in the completed questionnaire and their wage records. This measure could further safeguard the quality of the wage data supplied by respondents.

## IV. 統計調查方法

**4.16** 除了第 4.14 及 4.15 段提及的各項審核程序外，政府統計處亦從已填妥的問卷中，隨機抽選 5%，安排另一隊外勤職員再向有關機構單位搜集問卷所需的資料，以進一步確保從統計調查搜集得的數據的素質。

### 闡釋統計數字應注意的事項

**4.17** 本報告中的工資指《僱傭條例》下「工資」的定義，包括統計期內付給僱員的基本工資／薪金、不屬賞贈性質的佣金及小費、保證發放的津貼，及超時工作收入，但不包括屬賞贈性質的花紅及津貼，年終酬金，及實物津貼（例如僱主提供的食物及居所的價值）。「2009 年收入及工時按年統計調查」的工資定義列於附錄一。

**4.18** 本報告所刊載的僱員每小時工資，是把統計期內付給僱員的工資，除以該僱員的工作時數（如休息及用膳時間沒有工作或不需工作，有關時間並不包括在內）而得出。「2009 年收入及工時按年統計調查」的工作時數指僱員的合約／協議工作時數及有償的超時工作時數的總和。

### 估計的可靠性

**4.19** 「2009 年收入及工時按年統計調查」的結果受抽樣誤差和非抽樣誤差的影響。本報告所載的估價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樣本，而是項統計調查的樣本為眾多樣本的其中之一。由於每次抽選的樣本都有所不同，因此不同樣本得出的估價亦互有差異。抽樣誤差是計算這些差異的統計數量，可用以量度從一個特定樣本所得的估價，在估計總體數據方面的精確程度。

## IV. Survey Methodology

**4.16** As a further step to assure the quality of data collection, 5% of the completed questionnaires had been randomly selected for re-enumeration by an independent field team, in addition to the various types of checking as mentioned in paragraphs 4.14 – 4.15.

### Cautions in interpreting the statistics

**4.17** Wage in this report refers to “wages” as defined in the Employment Ordinance. It covers basic wage/salary, commission and tips not of gratuitous nature, guaranteed allowances and overtime payment paid to an employee in the survey period. It does not cover bonuses and allowances of gratuitous nature, end of year payment, and payments in kind (e.g. value of food and accommodation provided by the employer). The definition of wage adopted in the 2009 AEHS is given in Appendix I.

**4.18** Hourly wage of an employee published in this report is derived by dividing the “amount of wages paid” by the “number of working hours (excluding rest time and meal break if no work is done or to be done)” in the survey period. “Hours worked” in the 2009 AEHS is the sum of the contractual/agreed working hours plus paid overtime hours of an employee.

### Reliability of the estimates

**4.19** Results of the 2009 AEHS are subject to sampling and non-sampling errors. The estimates contained in this report are based on information obtained from a particular sample, which is one of many samples that could be selected using the same sampling design. Estimates derived from different samples may differ from each other. Sampling error is a measure of these variations and thus is a measure of the precision of an estimate derived from the particular sample in estimating the population parameter to be measured.

## IV. 統計調查方法

**4.20** 本報告在評估各種變數估值的精確程度時，採用了離中系數。離中系數為一統計量數，顯示估計數值的相對精確性。離中系數的計算方法，是將估值的抽樣誤差除以估值本身的數值，再以百分比表示。離中系數越低，估計數值越精確。

**4.21** 本報告所載列的主要變數估值的離中系數如下：

變數 <u>Variable</u>	估計 <u>Estimate</u>	離中系數 <u>CV (%)</u>
每小時工資第25個百分位數 25 <sup>th</sup> percentile hourly wage	\$38.9	1.48
每小時工資中位數 Median hourly wage	\$58.5	2.31
每小時工資第75個百分位數 75 <sup>th</sup> percentile hourly wage	\$96.0	3.81

## IV. Survey Methodology

**4.20** For assessing the precision of the estimates for various variables in this report, the coefficient of variation (CV) is used. The CV is a statistical measure to indicate the relative precision of an estimate. The CV is obtained by expressing the sampling error of an estimate as a percentage of the value of the estimate itself. The smaller the CV, the more precise is the value of the estimate.

**4.21** The CV of the estimates of the key variables in this report are given below :

## 用語及定義

### Terms and Definitions

#### 僱員

1 「2009 年收入及工時按年統計調查」包括除留宿家庭傭工外，所有為《僱傭條例》涵蓋的僱員。具體而言，《僱傭條例》涵蓋所有僱員，但下列人士則除外：

- (i) 僱主家屬並與僱主同住的僱員；
- (ii) 《往香港以外地方就業合約條例》所界定的僱員；
- (iii) 根據《商船(海員)條例》所指的船員協議而服務的人，或在並非於香港註冊的船上服務的人；以及
- (iv) 根據《學徒制度條例》註冊的學徒。

此外，「收入及工時按年統計調查」不包括政府僱員。

2 統計調查搜集僱員下列的人口及就業特徵作分析用途：

- (i) 年齡
- (ii) 性別
- (iii) 教育程度
- (iv) 行業
- (v) 職業組別
- (vi) 全職／兼職僱員
- (vii) 長期／合約／臨時僱員

3 **教育程度**指僱員已完成的最高教育水平。

#### Employees

1 The 2009 AEHS covers all employees under the coverage of the Employment Ordinance (EO), except live-in domestic workers. Specifically, the EO applies to all employees with the following exceptions:

- (i) a family member who lives in the same dwelling as the employer;
- (ii) an employee as defined in the Contracts for Employment Outside Hong Kong Ordinance;
- (iii) a person serving under a crew agreement under the Merchant Shipping (Seafarers) Ordinance, or on board a ship which is not registered in Hong Kong; and
- (iv) an apprentice whose contract of apprenticeship has been registered under the Apprenticeship Ordinance.

Furthermore, Government employees are not covered in the AEHS.

2 The following demographic and employment characteristics of an employee are collected for analytical purpose:

- (i) Age
- (ii) Sex
- (iii) Educational attainment
- (iv) Industry
- (v) Occupational group
- (vi) Full-time/part-time employee
- (vii) Permanent/fixed-term contract/casual employee

3 **Educational attainment** refers to the highest level of education completed by an employee.

用語及定義

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**4 行業**指統計期內僱員工作機構單位的經濟活動類別。有關分類按照「香港標準行業分類2.0 版」。行業列表載於附錄三。

**4 Industry** refers to the business activity of the establishment in which the employee worked during the survey period. The classification follows the Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0). A list of industries is given in Appendix III.

**5 職業組別**指在統計期內僱員所從事的工作種類、性質及主要職務。職業組別共有五組：

**5 Occupational group** refers to the kind of work, nature of duties and main task performed by an employee during the survey period. There are 5 occupational groups:

(i) 非技術工人：主要使用手提工具，並通常需要體力勞動，以進行簡單及常規性的工作。包括清潔工、保安員、樓宇管理員、信差、派遞員、速遞員、洗碟工、貨運工人、電梯操作員、雜工、包裝工人，以及卡片／傳單派發人員。

(i) Elementary occupations: mainly use hand-held tools and often some physical effort to carry out simple and routine tasks. Include cleaners; security guards; building caretakers; messengers; delivery workers; couriers; dishwashers; freight handlers; lift operators; labourers/general workers; hand packers; and card/pamphlet distributors.

(ii) 服務工作及商店銷售人員：提供與旅遊、餐飲服務，及個人護理有關的個人服務；或在批發或零售店鋪，以及相類似的店鋪，和在貨攤及市場示範及銷售貨品。包括空中服務員及導遊、廚師及侍應生、護理員、理髮師及美容師、個人服務人員、批發及零售商店銷售人員，以及店員。

(ii) Service workers and shop sales workers: provide personal services related to travel, catering, personal care; or demonstrate and sell goods in wholesale or retail shops and similar establishments, as well as at stalls and on markets. Include flight attendants and travel guides; cooks and waiters; care workers; hairdressers and beauticians; personal services workers; wholesale and retail sales persons in shops; and shop assistants.

(iii) 工藝及有關人員、機台及機器操作員及裝配員：工藝及有關人員的主要職責包括提取及處理原料；製造及修理貨物；以及建設、保養及修葺道路、建築物及機械。包括砌磚工人；木匠及其他建造業工人；機械、電器及電子儀器技工；珠寶工人及手錶製造工人。機台及機器操作員及裝配員的主要職責包括操作車輛及其他的機動設備；控制及監察工業用機台及機械的運作；以

(iii) Craft and related workers, plant and machine operators and assemblers: Major duties of craft and related workers are to extract and treat raw materials; to manufacture and repair goods; or construct, maintain and repair roads, structures and machinery. Include bricklayers, carpenters and other construction workers; machinery, electric and electronic instrument mechanics; jewellery workers and watch makers.

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及根據嚴格的規則及程序將部件裝配成製品。包括司機；食品處理機器操作員；印刷機操作員；以及生產紡織、橡膠及塑膠製品的機器操作員。

Major duties of plant and machine operators are to operate vehicles and other mobile equipment; to control and monitor the operation of industrial plant and machinery; or to assemble products from component parts according to strict rules and procedures. Include drivers; food processing machine operators; printing machine operators; and machine operators for production of textile, rubber and plastic products.

(iv) 文員：記錄、組織、儲存及翻查資料；計數、計算財務及統計數據；以及執行一些以客戶為本的文書職責。

(iv) Clerks: To record, organise, store and retrieve information; to compute numerical, financial and statistical data; and to perform a number of client-oriented clerical duties.

(v) 其他：包括經理及行政級人員；以及專業人員及輔助專業人員。

(v) Others: Include managers and administrators; professionals and associate professionals.

6 若符合下述其中一項條件，有關僱員將被歸類為兼職僱員：

6 An employee is regarded as working *part-time* if one of the following conditions is met:

(i) 每周通常工作日數少於五天（適用於每周有固定工作日數的人士）；或

(i) the number of usual days of work per week is less than 5 (for a person with a fixed number of working days per week); or

(ii) 每個工作天通常工作時數少於六小時（適用於每周有固定工作日數的人士）；或

(ii) the number of usual hours of work per working day is less than 6 (for a person with a fixed number of working days per week); or

(iii) 每周通常工作時數少於三十小時（適用於每周沒有固定工作日數的人士）。

(iii) the number of usual hours of work per week is less than 30 (for a person without a fixed number of working days per week).

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

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



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7 若僱員不能根據第 6 段的定義歸類為兼職僱員，該僱員將被視作**全職**僱員。

7 An employee is regarded as working *full-time* if he or she could not be classified as a part-time employee according to the definition in paragraph 6.

8 **臨時**僱員指由僱主按日僱用或僱用一段少於六十天的固定期間的僱員。

8 A *casual* employee refers to an employee who is employed by an employer on a day-to-day basis or for a fixed period of less than 60 days.

9 **合約**僱員指簽有為期六十天或以上僱傭合約的僱員，其合約將於指定日期到達時完結。若僱員的僱傭合約並沒有事前指定合約期限，該僱員將被視作長期僱員，而非合約僱員。

9 A *fixed term contract* employee refers to an employee with a contract of employment for a fixed period of 60 days or more, and is due to end when a specified date is reached. If the duration of an employee's contract of employment has not been specified in advance, the employee will be regarded as a permanent employee, not a fixed term contract employee.

10 若僱員不能根據第 8 段的定義歸類為臨時僱員，或根據第 9 段的定義歸類為合約僱員，該僱員將被視作**長期**僱員。

10 An employee is regarded as a *permanent* employee if he or she could not be classified as a casual employee according to the definition in paragraph 8, or a fixed term contract employee according to the definition in paragraph 9.

## 工資

## Wages

11 本報告刊載的**工資**的定義跟隨《僱傭條例》對工資的定義。總括而言，包括下列組成部分：

11 The definition of *wage* published in this report follows the definition as adopted in the Employment Ordinance. In brief, the following components are covered:

- (i) 基本工資／薪金；
- (ii) 不屬賞贈性質的佣金及小費；
- (iii) 除保證發放的年終花紅／酬金以外的保證發放花紅及津貼（例如輪班津貼、生活津貼、膳食津貼、不屬賞贈性質的勤工獎）；以及
- (iv) 超時工作收入。

- (i) Basic wage/salary;
- (ii) Commission and tips not of gratuitous nature;
- (iii) Guaranteed bonuses and allowances other than guaranteed year-end bonus/payment (e.g. shift allowance, cost-of-living allowance, meal allowance, good attendance bonus not of gratuitous nature); and
- (iv) Overtime payment.

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**12** **基本工資／薪金**指未扣除僱員對公積金／強積金供款的工資／薪金，但不包括花紅、佣金、超時津貼、勤工獎、小費及服務費，以及其他津貼。

**13** **佣金**指根據推銷貨量，保證支付給推銷員或有關人員的報酬，不論向個別支付或向一組人支付，以及機構單位的整體盈虧情況。（註：佣金和利潤分紅不同，因後者須視乎機構單位的盈利額而定。）

**14** **小費**指機構單位先集齊後才分發給各服務員及有關員工的款額。由顧客直接給予服務員工及有關員工的數額，並不包括在內。

**15** **輪班津貼**指基本工資／薪金以外支付給僱員以補償他們輪班工作的津貼。

**16** 本報告內的工資數字不包括：

- (i) 由僱主提供的居所、教育、食物<sup>(1)</sup>、燃料、用水、燈火或醫療的價值；
- (ii) 僱主為退休計劃支付的供款；
- (iii) 屬賞贈性質或僅由僱主酌情付給的佣金、勤工津貼或勤工花紅；
- (iv) 屬非經常出現性質的交通津貼，或交通特惠的價值，或因工作而由僱員招致的實際開銷而須付給該僱員的交通津貼；

**12** **Basic wage/salary** refers to wage/salary before deducting employee's contribution to provident fund/Mandatory Provident Fund; but not including bonus, commission, overtime allowance, good attendance bonus, tips and service charge, and other allowances.

**13** **Commission** refers to the guaranteed payment for sales and related personnel in accordance with their sales volume achieved, either individually or as a group, regardless of the gain or loss of the establishment as a whole. (Note: Commission is different from profit-sharing bonus, which is the amount paid to employees depending on the amount of profit of the establishment.)

**14** **Tips** refers to the amount gathered by the establishment and then distributed amongst the service or related personnel. The amount paid directly by customers to service or related personnel is not covered.

**15** **Shift premium pay** refers to the allowance paid to employees in addition to basic wages/salaries in order to compensate them for working on shifts.

**16** Wage in this report does not include:

- (i) the value of any accommodation, education, food<sup>(1)</sup>, fuel, water, light or medical care provided by the employer;
- (ii) employer's contribution to any retirement scheme;
- (iii) commission, attendance allowance or attendance bonus which is of a gratuitous nature or is payable only at the discretion of the employer;
- (iv) Non-recurrent travelling allowance or the value of any travelling concession or travelling allowance for actual expenses incurred by the employment;

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(v) 僱員支付因其工作性質所招致的特別開銷而須付給該僱員的款項；

(vi) 年終酬金<sup>(1)</sup>，或屬賞贈性質或僅由僱主酌情付給的每年花紅；以及

(vii) 於僱傭合約完成或終止時付給的酬金。

註釋： (1) 根據國際勞工組織頒布的國際統計標準，保證發放的年終酬金及膳食福利亦屬工資的組成部分。因此，「2009 年收入及工時按年統計調查」亦有搜集這兩項資料，以便編製符合國際統計標準的工資統計數字，以方便國際間進行工資統計數字的比較。

(v) Any sum payable to the employee to defray special expenses incurred by him/her by the nature of his/her employment;

(vi) End of year payment<sup>(1)</sup>, or annual bonus which is of a gratuitous nature or is payable only at the discretion of the employer; and

(vii) Gratuity payable on completion or termination of a contract of employment.

Note: (1) Guaranteed year-end payment and meal benefits in kind are also regarded as wage components in accordance with the international statistical standards promulgated by the International Labour Organisation. Therefore, data on these two items were also collected in the 2009 AEHS for compilation of wage statistics which can meet international statistical standards to facilitate international comparison on wage statistics.

工作時數

17 「2009 年收入及工時按年統計調查」搜集統計期內的獲支薪的工作時數。獲支薪的工作時數指以下工作時數的總和：

(i) 合約／協議工作時數；以及

(ii) 有償的超時工作時數。

18 合約／協議工作時數指僱傭合約所載，或經僱主同意或指示下的工作時數。如休息時間及用膳時間沒有工作或不需工作，有關時間並不包括在合約／協議工作時數內。

Hours of work

17 *Number of working hours paid for* in the survey period was collected in 2009 AEHS. It refers to the sum of:

(i) number of contractual/agreed working hours; and

(ii) number of paid overtime hours.

18 *Number of contractual/agreed working hours* is the number of working hours in accordance with the contract of employment, or with the agreement or at the direction of the employer. Rest time and meal break, if no work is done or to be done during the time period concerned, is not included in the number of contractual/agreed working hours.

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**19** **有償的超時工作時數**指僱員在合約／協議工作時數以外，經僱主同意或根據僱主指示，在僱傭地點留駐並獲支薪的時數。

### 機構單位

**20** **機構單位**指在單一擁有權或控制權下，在單一地點從事一種或主要從事一種經濟活動的經濟單位，例如個別工廠、工場、零售店或辦公室。

**19** **Number of paid overtime hours** is the number of hours (in addition to the contractual/agreed working hours) spent by an employee and paid by the employer at the place of employment, and with the agreement or at the direction of the employer.

### Establishments

**20** An **establishment** is defined as an economic unit which engages, under a ownership or control, in one or predominantly one kind of economic activity at a single physical location, e.g. an individual factory, workshop, retail shop or office.

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1 統計期內付給某位僱員 i 的總工資 (TW<sub>i</sub>) 為下列工資組成部分的總和：

- (i) 基本工資／薪金 (BW<sub>i</sub>)；
- (ii) 不屬賞贈性質的佣金及小費 (COM<sub>i</sub>)；
- (iii) 除保證發放的年終花紅／酬金以外的保證發放花紅及津貼 (GAL<sub>i</sub>)；以及
- (iv) 超時工作收入 (OT<sub>i</sub>)。

2 以數學公式顯示，統計期內付給某位僱員 i 的總工資 (TW<sub>i</sub>) 可利用下列公式計算：

$$TW_i = BW_i + COM_i + GAL_i + OT_i$$

3 統計期內某位僱員 i 的獲支薪總工作時數 (TWH<sub>i</sub>) 為下列組成部分的總和：

- (i) 合約／協議工作時數 (CWH<sub>i</sub>)；以及
- (ii) 有償的超時工作時數 (OWH<sub>i</sub>)。

4 以數學公式顯示，統計期內某位僱員 i 的獲支薪總工作時數 (TWH<sub>i</sub>) 可利用下列公式計算：

$$TWH_i = CWH_i + OWH_i$$

5 統計期內某位僱員 i 的**每小時工資率** (HW<sub>i</sub>) 便可根據下列公式計算：

$$HW_i = \frac{TW_i}{TWH_i}$$

1 Total wage paid to an employee i in the survey period (TW<sub>i</sub>) is equal to the sum of the following wage components:

- (i) Basic wage/salary (BW<sub>i</sub>);
- (ii) Commission and tips not of gratuitous nature (COM<sub>i</sub>);
- (iii) Guaranteed bonuses and allowances other than guaranteed year-end bonus/payment (GAL<sub>i</sub>); and
- (iv) Overtime payment (OT<sub>i</sub>).

2 In mathematical formula, total wage paid to an employee i in the survey period (TW<sub>i</sub>) can be calculated as follows:

3 Total working hours paid for in respect of an employee i in the survey period (TWH<sub>i</sub>) is equal to the sum of the following components:

- (i) his/her number of contractual/agreed working hours (CWH<sub>i</sub>); and
- (ii) his/her number of paid overtime hours (OWH<sub>i</sub>).

4 In mathematical formula, total working hours paid for in respect of an employee i in the survey period (TWH<sub>i</sub>) can be calculated as follows:

5 *Hourly wage rate* of an employee i in the survey period (HW<sub>i</sub>) can then be derived using the following formula:

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6 把所有僱員的每小時工資按數值從小至大排列，**每小時工資中位數**是指排列在中間位置的僱員的每小時工資。如果僱員總人數為單數，中位數便是處於經排序後的每小時工資數據集內中間位置的數值。若僱員總人數為雙數，中位數便是處於數據集內中間位置的兩個數值的平均數。

7 把一個已排序的數據集分成四個等份（就包含的數據的數目而言）的三個數值，便是**四分位數**。這三個數值依次稱為第一個四分位數（亦稱下四分位數）、第二個四分位數（亦稱中位數）及第三個四分位數（亦稱上四分位數）。因此，**每小時工資第一個（下）四分位數**即指把所有僱員中每小時工資水平最低的 25% 劃分出來的每小時工資數值。**每小時工資第二個四分位數**即指把所有僱員中每小時工資水平最低的 50% 劃分出來的每小時工資數值，亦即相等於每小時工資中位數。**每小時工資第三個（上）四分位數**即指把所有僱員中每小時工資水平最低的 75% 劃分出來的每小時工資數值。

8 把一個已排序的數據集分成一百個等份（就包含的數據的數目而言）的 99 個數值，便是**百分位數**。概括而言，**每小時工資第 p 個百分位數**即指把所有僱員中每小時工資水平最低的 p% 劃分出來的每小時工資數值，而 p 可以是 1 至 99 之間任何一個整數值。每小時工資第 25 個、50 個及 75 個百分位數，分別相等於每小時工資第一個（下）四分位數、中位數及第三個（上）四分位數。

6 By arranging the hourly wages of all employees in ascending order (i.e. from the smallest value to the largest value), the **median hourly wage** is the hourly wage of the employee who ranks in the middle of all the employees concerned. If the total number of employees is an odd number, the median is the middle value of the ordered data set of hourly wages. If the total number of employees is an even number, the median is the mean of the two middle values of the ordered data set.

7 **Quartiles** are the three values that divide an ordered data set into four equal parts in terms of number of observations. The three values, in order of magnitude, are called the first quartile (also known as the lower quartile), the second quartile (also known as the median) and the third quartile (also known as the upper quartile). Correspondingly, the **first (lower) quartile hourly wage** is the hourly wage value that delineates the lowest 25% of all the employees concerned. The **second quartile hourly wage** is the hourly wage value that delineates the lowest 50% of all the employees concerned, and thus is equal to the median hourly wage. The **third (upper) quartile hourly wage** is the hourly wage value that delineates the lowest 75% of all the employees concerned.

8 **Percentiles** are the 99 values that divide an ordered data set into 100 equal parts (in terms of number of observations). In brief, the  **$p^{\text{th}}$  percentile hourly wage** is the hourly wage value which delineates the lowest p% of all the employees concerned, where p can be any integer value from 1 to 99. The 25<sup>th</sup> percentile, 50<sup>th</sup> percentile and 75<sup>th</sup> percentile hourly wage are equal to the first (lower) quartile, median and third (upper) quartile hourly wage respectively.

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9 若僱員  $i$  的發薪期為一個月 (即該僱員每月獲發薪一次, 是香港最常見的發薪期), 該僱員的**每月工資**便是在統計期內付給他/她的總工資 (即  $TW_i$ )。若僱員的發薪期並非為一個月, 便須要把在統計期內付給他/她的總工資, 乘以一個適當的轉化因子, 從而計算每月工資等值。舉例說, 若僱員  $i$  的發薪期為兩星期, 他/她的每月工資便是把  $TW_i$  乘以 2.17 (=52/24) 計算得出。當計算了每名僱員的每月工資後, 所有僱員的**每月工資中位數**便可運用第 6 段的方法編製出來。

10 從「收入及工時按年統計調查」搜集得的原始資料會適當地加權, 以編製能代表整體及沒有偏差的樣本估計, 從而使統計調查結果能準確反映整體的實際情況。

11 簡單而言, 加權是以樣本中每名僱員獲抽選的機會率的倒數 (即以 1 除以有關機會率所得的數字) 作為準則。換言之, 加權時所用的權數, 會與僱員所屬機構單位被抽選的機會率及該僱員本身從該獲選的機構單位內被抽選中的機會率的積成反比。

9 For an employee  $i$  with a monthly pay period (i.e. the employee is paid every month, which is the most common pay period in Hong Kong), his/her **monthly wage** is equal to the total wage paid to him/her in the survey period (i.e.  $TW_i$ ). For an employee with a pay period other than monthly, his/her monthly wage is derived by converting the total wage paid to him/her in the survey period to a monthly equivalent by multiplying it by a relevant conversion factor. For example, the monthly wage of an employee  $i$  with a bi-weekly pay period is derived by multiplying  $TW_i$  by a factor of 2.17 (=52/24). After estimating the monthly wage of individual employee, the **median monthly wage** of all the employees concerned can then be compiled using the method described in paragraph 6.

10 Raw data collected from AEHS are weighted appropriately so that unbiased sample estimates which represent the overall situation can be compiled. Consequently, the survey results can accurately represent the actual situation from an overall perspective.

11 In simple terms, weighting applied to each sampled employee is the reciprocal of the probability of that employee being selected (i.e. 1 divided by the probability of that employee being selected). In other words, weightings are inversely proportional to the product of the probability of selecting the employee's establishment and the probability of selecting that employee from the establishment concerned.

行業列表  
List of Industries

行業 Industry	香港標準行業分類 2.0 版編碼 HSIC V2.0 Code
1. 製造（不包括食品處理及生產） Manufacturing (excluding food processing and production)	05-09, 13-33
2. 電力及燃氣供應；污水處理、廢棄物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	35-39
3. 建造 Construction	41-43
4. 進出口貿易 Import and export trade	45
5. 批發 Wholesale	46
6. 零售業 Retail trade	47
7. 陸路運輸 Land transport	49
8. 其他運輸、倉庫、郵政及速遞服務（不包括本地速遞服務） Other transportation, storage, postal and courier services (excluding local courier services)	50-53 (excl. 5322)
9. 飲食業 Restaurants	561
9.1 港式茶餐廳 Hong Kong style tea cafes	561101
9.2 中式酒樓菜館 Chinese restaurants	561109-11
9.3 非中式酒樓菜館 Restaurants, other than Chinese	561103-8, 561199
9.4 快餐店（包括外賣店） Fast food cafes (including takeaway shops)	5612, 5619
10. 住宿及其他膳食服務活動 Accommodation and other food service activities	55, 562, 563



行業列表

List of Industries

行業 Industry	香港標準行業分類 2.0 版編碼 HSIC V2.0 Code
11. 資訊及通訊 Information and communications	58-63
12. 金融及保險活動 Financial and insurance activities	64-66
13. 地產活動（不包括地產保養管理服務） Real estate activities (excluding real estate maintenance management)	68 (excl. 6822)
14. 物業管理、保安及清潔服務 Estate management, security and cleaning services	6822, 80-81, 949
14.1 地產保養管理服務 Real estate maintenance management	6822
14.2 保安服務（包括偵查活動以及建築物及園境護理服務） Security services (including investigation activities and services to buildings and landscape care activities)	80-81 (excl. 812)
14.3 清潔服務 Cleaning services	812
14.4 會員制組織（包括業主及住客立案法團和街坊福利會等） Membership organisations (including incorporated owners/tenants committees, kaifong welfare associations, etc.)	949
15. 專業、科學及技術活動 Professional, scientific and technical activities	69-75
16. 行政及支援服務活動 Administrative and support services activities	77, 78, 82
17. 旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	79
18. 教育及公共行政（不包括政府） Education and public administration (excluding Government)	84, 85
19. 人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	86, 9602 (excl. 960201)

行業列表  
List of Industries

行業 Industry	香港標準行業分類 2.0 版編碼 HSIC V2.0 Code
20. 雜項活動 Miscellaneous activities	10-12, 5322, 873, 9601, 960201, 9603-9, 97-99
20.1 安老院舍 Elderly homes	873
20.2 洗滌及乾洗服務 Laundry and dry cleaning services	9601
20.3 理髮及其他個人服務 Hairdressing and other personal services	960201, 9603-9, 97-99
20.4 本地速遞服務 Local courier services	5322
20.5 食品處理及生產 Food processing and production	10-12
21. 以上沒有分類的其他活動 Other activities not classified above	87 (excl. 873), 88, 90-93, 94 (excl. 949), 95

註釋： 一套完整的香港標準行業分類 2.0 版編碼及行業名稱索引刊載於題為《香港標準行業分類 2.0 版》的手冊。該手冊可於政府統計處網站(www.censtatd.gov.hk)免費下載。

Note: A full index of HSIC V2.0 codes and industry titles are given in the manual entitled *Hong Kong Standard Industrial Classification (HSIC) Version 2.0*, which can be downloaded free of charge from the website of C&SD (www.censtatd.gov.hk).



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