

# 工資及薪金總額按季統計報告

## Quarterly Report of Wage and Payroll Statistics

二零零九年十二月  
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## I. 緒言

1.1 本報告載列工資及薪金總額的摘要統計數字。這些統計數字是根據政府統計處每季進行的「勞工收入統計調查」的結果編製而成。本報告亦刊載了各行業主類及行業的工資及薪金總額分項統計數字。

1.2 由於本報告的統計數字並不包括香港所有行業，因此個別行業主類及「所有選定行業主類」的數字只涉及統計調查所包括的行業。讀者可參考本報告第 VII 部有關行業範圍的說明。

1.3 「勞工收入統計調查」所涵蓋的行業以「香港標準行業分類」作為分類依歸。政府統計處在二零零八年十月推行新的「香港標準行業分類 2.0 版」後，本統計調查已作出改變，自二零零九年第一季開始採用「香港標準行業分類 2.0 版」，以取代「香港標準行業分類 1.1 版」，劃分受訪機構單位的所屬行業。除另有註明外，所有工資及薪金總額統計數字亦同時採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列工資及薪金總額統計數字已作出後向估計至二零零四年第一季。有關細節可參考本報告第 VII 部第 7.4，7.5 及 7.29 段。

1.4 為顧及工資統計數字的一些主要使用者的數據需求，政府統計處亦有編製按「香港標準行業分類 1.1 版」分類的運輸服務業工資指數。這些指數有別於按「香港標準行業分類 2.0 版」編製的運輸業工資指數，有關數字刊載於本報告的附錄甲。

## I. Introduction

1.1 This report presents summary statistics on wage rates and payroll compiled from the findings of the Labour Earnings Survey (LES) conducted by the Census and Statistics Department on a quarterly basis. Breakdowns of wage and payroll statistics by industry sections and industries are also presented.

1.2 It should be noted that since the statistics quoted in this report do not cover all industries in Hong Kong, figures at the industry section level and the “all selected industry sections” level relate only to those industries covered by the LES. Readers may refer to Part VII of this report for a full description of the industry coverage.

1.3 Industries covered in the LES are classified according to the “Hong Kong Standard Industrial Classification (HSIC)”. Upon implementation of the new Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) by the Census and Statistics Department in October 2008, the LES has been enhanced to adopt HSIC V2.0, in place of HSIC V1.1, in classifying the industries of surveyed establishments. All the wage and payroll statistics from the first quarter of 2009 onwards, unless otherwise specified, are compiled based on HSIC V2.0. The series of wage and payroll indices under HSIC V2.0 have also been backcasted to the first quarter of 2004. Readers may refer to paragraphs 7.4, 7.5 and 7.29 in Part VII of this report for more details.

1.4 To meet the data needs of some major users of wage statistics, wage indices for the transport services sector based on HSIC V1.1 are also compiled. These indices, which are different from the wage indices for the transportation section based on HSIC V2.0, are published in Appendix A of this report.

1.5 隨着以二零零九年第四季為統計期的工資統計數字於二零一零年三月二十五日發布後，政府統計處已為有關過渡安排提供了共四個季度(即二零零九年第一至第四季)的按「香港標準行業分類 1.1 版」分類的運輸服務業工資指數。數據使用者應已有足夠時間切換使用按新的「香港標準行業分類 2.0 版」編製的工資指數。因此，從二零一零年第一季統計期開始，按「香港標準行業分類 1.1 版」分類的運輸服務業工資指數將停止編製及發布，而只會提供按「香港標準行業分類 2.0 版」編製的工資統計數字。

1.6 「勞工收入統計調查」包括兩部分，即工資統計調查及薪金總額統計調查。從二零零九年開始，每年第二季及第四季的工資統計調查將會以較小的規模進行(樣本數目由 2 000 間機構單位減少至 1 100 間)，而薪金總額統計調查則不受影響。因此，有關每年第一及第三季度(即統計期分別為三月及九月)的詳細行業及職業工資統計分項數字將會繼續提供，而其餘兩個季度(即統計期分別為六月及十二月)則提供按較概括的行業組別及職業組別分析的工資統計數字。至於按行業主類及行業大類分析的薪金總額統計數字則仍會一如以往繼續每季提供。

1.5 Following the release of the wage statistics for the survey reference period of the fourth quarter of 2009 on 25 March 2010, wage indices for the transport services sector based on HSIC V1.1 have been provided for a transition period of 4 reference quarters, i.e. first quarter – fourth quarter 2009. Data users should have been given a sufficiently long period for switching over to using wage indices based on the new industrial classification of HSIC V2.0. Therefore, the compilation and publication of wage indices for the transport services sector based on HSIC V1.1 will be discontinued and only wage statistics compiled based on HSIC V2.0 will be available as from the survey reference period of the first quarter of 2010.

1.6 The LES consists of two parts, viz. the wage enquiry and the payroll enquiry. Starting from 2009, the wage enquiry conducted in the second and fourth quarters of a year will be carried out at a reduced scale (with sample size reduced from 2 000 to 1 100 establishments), while the payroll enquiry will not be affected. Therefore, wage statistics at detailed industry and occupation breakdowns will be available for the first and third quarters of a year (in respect of reference periods of March and September respectively) as before, while wage statistics at broad industry group and occupational group levels will be available for the other two quarters (in respect of reference periods of June and December respectively). Payroll statistics analysed by major industry sections and industry divisions will continue to be available in every quarter as before.

## II. 工資率與薪金總額的分別

2.1 工資率通常視作勞工「價格」。因此，工資率一般以時間比率計算，即正常工作時數所支付的款額，並以時間作為計算單位，例如一小時、一日、一星期或一個月。

2.2 薪金總額則是僱員收入的指標。「收入」涉及實際工作時數，而非正常工作時數，因此，如果僱員超時工作，其收入便會超過工資率。

2.3 由於工資率和薪金總額的概念有所不同，部分為薪金總額涵蓋的員工薪酬組成類別並不包括在工資率內(如超時工作津貼及非固定發放的花紅)。因此，兩項統計數列的趨勢不能直接比較。有關該兩項統計數字所涵蓋的薪酬組成類別，請參考本報告第IV部第4.1、4.8及4.9段。

## III. 統計調查結果摘要

### 工資統計

#### 名義工資指數

3.1 二零零九年十二月的名義工資指數較上年同期上升0.8%。

3.2 按行業主類分析，二零零九年十二月與二零零八年十二月的名義工資指數相比，進出口貿易、批發及零售業、運輸業、金融及保險活動業、地產租賃及保養管理業和專業及商業服務業分別錄得0.7%至2.2%不等的按年升幅。而製造業、住宿及膳食服務活動業和個人服務業則錄得0.1%至2.9%不等的按年跌幅。

3.3 二零零八年十二月、二零零九年九月及二零零九年十二月選定行業主類的名義工資指數載列於下表：

## II. Differences between Wage Rate and Payroll

2.1 *Wage rate* is usually thought of as the “price” of labour. As such, wage rates are usually expressed as time rates which refer to the amount of money paid for *normal* hours of work and relate to a time-unit such as an hour, a day, a week or a month.

2.2 *Payroll* is an indicator of labour *earnings* which relates to the amount of time *actually* worked and not to the normal time of work. Thus, if overtime is worked, the amount of earnings will exceed the wage rate.

2.3 Given the difference in the concepts of wage rate and payroll, some elements of payments to workers covered by payroll are not under the coverage of wage rate (such as overtime payment and discretionary bonuses). Therefore, the trends of these two series of statistics are not strictly comparable. For more details about their coverage, please refer to paragraphs 4.1, 4.8 and 4.9 in Part IV of this report.

## III. Summary of Survey Findings

### Wage Statistics

#### Nominal Wage Indices

3.1 The nominal wage index increased by 0.8% in December 2009 over a year earlier.

3.2 Analysed by industry section, year-on-year increases were observed in the import/export, wholesale and retail trades; transportation; financial and insurance activities; real estate leasing and maintenance management; and professional and business services sections, ranging from 0.7% to 2.2% in December 2009. As for the manufacturing; accommodation and food service activities; and personal services sections, year-on-year decreases of 0.1% to 2.9% were recorded.

3.3 The nominal wage indices for December 2008, September 2009 and December 2009 for selected industry sections are given in the following table:

**表甲：選定行業主類的名義工資指數**  
**Table A: Nominal Wage Indices by Selected Industry Section**

選定行業主類 Selected industry section	指數(一九九二年九月=100) Index (September 1992=100)			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
製造 Manufacturing	159.9	155.6	155.3	-0.2	-2.9
進出口貿易、批發及零售 Import/export, wholesale and retail trades	165.1	166.6	166.2	-0.2	+0.7
運輸 <sup>†††</sup> Transportation <sup>†††</sup>	149.1	151.8	151.6	-0.2	+1.7
住宿及膳食服務活動 Accommodation and food service activities	131.6	130.2	131.4	+0.9	-0.2
金融及保險活動 Financial and insurance activities	170.3	173.5	174.0	+0.2	+2.1
地產租賃及保養管理 Real estate leasing and maintenance management	162.0	163.1	164.0	+0.6	+1.2
專業及商業服務 Professional and business services	153.0	155.0	156.4	+0.9	+2.2
個人服務 Personal services	188.1	185.6	187.9	+1.3	-0.1
所有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	156.6	157.5	157.9	+0.2	+0.8

註釋：所有增減百分率按小數後兩個位的指數計算出來。

Notes: All percentage changes are derived from indices rounded to 2 decimal places.

<sup>@</sup> 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

<sup>@</sup> Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

<sup>†††</sup> 按「香港標準行業分類 1.1 版」分類編製的運輸服務業工資指數，有別於刊載在本統計表內的按「香港標準行業分類 2.0 版」編製的運輸業工資指數。前者刊載於本報告的附錄甲。

<sup>†††</sup> Wage indices for the transport services sector based on HSIC V1.1, which are different from the wage indices for the transportation section based on HSIC V2.0 as presented in this table, are published in Appendix A of this report.

## 實質工資指數

3.4 二零零九年十二月的實質工資指數較上年同期下跌 0.8%。

3.5 按行業主類分析，二零零九年十二月與二零零八年十二月的實質工資指數相比，金融及保險活動業和專業及商業服務業分別錄得 0.5% 及 0.6% 的按年升幅。另一方面，製造業、進出口貿易、批發及零售業、住宿及膳食服務活動業、地產租賃及保養管理業和個人服務業則錄得 0.4% 至 4.4% 不等的按年跌幅。運輸業的實質工資指數則大致維持在二零零八年十二月的水平。

3.6 二零零八年十二月、二零零九年九月及二零零九年十二月選定行業主類的實質工資指數載列於下表：

## Real Wage Indices

3.4 The real wage index decreased by 0.8% in December 2009 over a year earlier.

3.5 Analysed by industry section, year-on-year increases of 0.5% and 0.6% were observed in the financial and insurance activities; and professional and business services sections respectively in December 2009. On the other hand, year-on-year decreases of 0.4% to 4.4% were recorded in the manufacturing; import/export, wholesale and retail trades; accommodation and food service activities; real estate leasing and maintenance management; and personal services sections. The real wage index for the transportation section remained virtually unchanged when compared with that in December 2008.

3.6 The real wage indices for December 2008, September 2009 and December 2009 for selected industry sections are given in the following table:



表乙：選定行業主類的實質工資指數  
Table B: Real Wage Indices by Selected Industry Section

選定行業主類 Selected industry section	指數(一九九二年九月=100) Index (September 1992=100)			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
製造 Manufacturing	117.8	118.7	112.5	-5.2	-4.4
進出口貿易、批發及零售 Import/export, wholesale and retail trades	121.6	127.1	120.4	-5.2	-0.9
運輸 <sup>†††</sup> Transportation <sup>†††</sup>	109.8	115.8	109.8	-5.2	#
住宿及膳食服務活動 Accommodation and food service activities	96.9	99.3	95.2	-4.2	-1.8
金融及保險活動 Financial and insurance activities	125.4	132.4	126.1	-4.8	+0.5
地產租賃及保養管理 Real estate leasing and maintenance management	119.3	124.4	118.8	-4.5	-0.4
專業及商業服務 Professional and business services	112.7	118.2	113.4	-4.1	+0.6
個人服務 Personal services	138.5	141.6	136.2	-3.8	-1.7
所有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	115.3	120.2	114.4	-4.8	-0.8

註釋：(1) 實質工資指數是以名義工資指數扣除以二零零四至零五年為基期的甲類消費物價指數而計算出來。

(2) 所有增減百分率按小數後兩個位的指數計算出來。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

††† 按「香港標準行業分類 1.1 版」分類編製的運輸服務業工資指數，有別於刊載在本統計表內的按「香港標準行業分類 2.0 版」編製的運輸業工資指數。前者刊載於本報告的附錄甲。

# 變動在±0.05%內。

Notes: (1) The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2004/05-based CPI(A).

(2) All percentage changes are derived from indices rounded to 2 decimal places.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

††† Wage indices for the transport services sector based on HSIC V1.1, which are different from the wage indices for the transportation section based on HSIC V2.0 as presented in this table, are published in Appendix A of this report.

# Change within ±0.05%.

## 薪金總額統計

### 就業人士名義平均薪金指數

3.7 二零零九年第四季的就業人士名義平均薪金指數較上年同期上升 0.9%。

3.8 按行業主類分析，於二零零九年第四季，製造業、運輸、倉庫、郵政及速遞服務業、住宿及膳食服務活動業、資訊及通訊業、地產活動業和專業及商業服務業均錄得按年升幅，升幅介乎 0.2% 至 2.7%。另一方面，污水處理、廢棄物管理及污染防治活動業、進出口貿易及批發業、零售業、金融及保險活動業和社會及個人服務業則錄得 0.3% 至 5.4% 不等的名義按年跌幅。

3.9 二零零八年第四季、二零零九年第三季及二零零九年第四季選定行業主類的就業人士名義平均薪金指數載列於下表：

## Payroll Statistics

### Nominal Index of Payroll per Person Engaged

3.7 The index of payroll per person engaged for all the industry sections surveyed increased by 0.9% in nominal terms in the fourth quarter of 2009 over a year earlier.

3.8 Analysed by industry section, year-on-year increases were recorded in the manufacturing; transportation, storage, postal and courier services; accommodation and food service activities; information and communications; real estate activities; and professional and business services sections in the fourth quarter of 2009, ranging from 0.2% to 2.7%. Meanwhile, the sewerage, waste management and remediation activities; import/export and wholesale trades; retail trade; financial and insurance activities; and social and personal services sections recorded a decrease in nominal payroll of 0.3% to 5.4% over a year earlier.

3.9 The nominal indices of payroll per person engaged for the fourth quarter of 2008, third quarter of 2009 and fourth quarter of 2009 are given in the following table:

表丙：選定行業主類的就業人士名義平均薪金指數

Table C: Nominal Indices of Payroll per Person Engaged by Selected Industry Section

選定行業主類 Selected industry section	指數(一九九九年第一季=100) Index (1st Qtr. 1999=100)			增減百分率 Percentage change	
	二零零八年 第四季 4th Qtr. 2008	二零零九年 第三季 3rd Qtr. 2009	二零零九年 第四季 4th Qtr. 2009	二零零九年第四季 與二零零九年 第三季比較 4th Qtr. 2009 over 3rd Qtr. 2009	二零零九年第四季 與二零零八年 第四季比較 4th Qtr. 2009 over 4th Qtr. 2008
製造 Manufacturing	91.2	88.3	91.5	+3.7	+0.4
污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities	149.1	133.7	141.1	+5.5	-5.4
進出口貿易及批發 Import/export and wholesale trades	106.2	103.0	105.8	+2.7	-0.3
零售 Retail trade	103.5	99.1	102.2	+3.1	-1.3
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	110.1	103.6	110.4	+6.5	+0.2
住宿及膳食服務活動 Accommodation and food service activities	87.2	86.3	87.5	+1.4	+0.3
資訊及通訊 Information and communications	92.0	89.1	93.2	+4.6	+1.3
金融及保險活動 Financial and insurance activities	133.9	125.3	131.6	+5.0	-1.7
地產活動 Real estate activities	93.7	100.6	96.1	-4.5	+2.5
專業及商業服務 Professional and business services	91.4	91.5	93.8	+2.5	+2.7
社會及個人服務 Social and personal services	96.3	99.5	95.9	-3.6	-0.4
有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	103.4	102.5	104.4	+1.9	+0.9

註釋： 所有增減百分率按小數後兩個位的指數計算出來。

Notes: All percentage changes are derived from indices rounded to 2 decimal places.

<sup>@</sup> 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣供應業。

<sup>@</sup> Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

## 就業人士實質平均薪金指數

3.10 二零零九年第四季的就業人士實質平均薪金指數較上年同期下跌 0.4%。

3.11 按行業主類分析，於二零零九年第四季，地產活動業和專業及商業服務業分別錄得 1.2% 及 1.3% 的按年升幅。而製造業、污水處理、廢棄物管理及污染防治活動業、進出口貿易及批發業、零售業、運輸、倉庫、郵政及速遞服務業、住宿及膳食服務活動業、金融及保險活動業和社會及個人服務業分別錄得 1.0% 至 6.6% 不等的按年跌幅。

3.12 二零零八年第四季、二零零九年第三季及二零零九年第四季選定行業主類的就業人士實質平均薪金指數載列於下表：

## Real Index of Payroll per Person Engaged

3.10 The average payroll per person engaged decreased by 0.4% in real terms in the fourth quarter of 2009 over a year earlier.

3.11 Analysed by industry section, year-on-year increases of 1.2% and 1.3% were observed in the real estate activities; and professional and business services sections in the fourth quarter of 2009. Yet for the manufacturing; sewerage, waste management and remediation activities; import/export and wholesale trades; retail trade; transportation, storage, postal and courier services; accommodation and food service activities; financial and insurance activities; and social and personal services sections, decreases ranging from 1.0% to 6.6% were recorded.

3.12 The real indices of payroll per person engaged for the fourth quarter of 2008, third quarter of 2009 and fourth quarter of 2009 are given in the following table:

表丁：選定行業主類的就業人士實質平均薪金指數

Table D: Real Indices of Payroll per Person Engaged by Selected Industry Section

選定行業主類 Selected industry section	指數(一九九九年第一季=100) Index (1st Qtr. 1999=100)			增減百分率 Percentage change	
	二零零八年 第四季 4th Qtr. 2008	二零零九年 第三季 3rd Qtr. 2009	二零零九年 第四季 4th Qtr. 2009	二零零九年第四季 與二零零九年 第三季比較 4th Qtr. 2009 over 3rd Qtr. 2009	二零零九年第四季 與二零零八年 第四季比較 4th Qtr. 2009 over 4th Qtr. 2008
	製造 Manufacturing	95.0	92.8	94.1	+1.3
污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities	155.3	140.6	145.0	+3.2	-6.6
進出口貿易及批發 Import/export and wholesale trades	110.6	108.4	108.7	+0.4	-1.7
零售 Retail trade	107.8	104.2	105.0	+0.8	-2.6
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	114.7	109.0	113.4	+4.1	-1.1
住宿及膳食服務活動 Accommodation and food service activities	90.9	90.7	89.9	-0.9	-1.1
資訊及通訊 Information and communications	95.8	93.7	95.8	+2.2	#
金融及保險活動 Financial and insurance activities	139.5	131.8	135.3	+2.7	-3.0
地產活動 Real estate activities	97.6	105.8	98.7	-6.6	+1.2
專業及商業服務 Professional and business services	95.2	96.2	96.4	+0.2	+1.3
社會及個人服務 Social and personal services	100.3	104.6	98.6	-5.8	-1.7
所有選定行業主類 <sup>®</sup> All selected industry sections <sup>®</sup>	107.8	107.7	107.3	-0.4	-0.4

註釋： (1) 就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以二零零四至零五年為基期的綜合消費物價指數而計算出來。

(2) 所有增減百分率按小數後兩個位的指數計算出來。

<sup>®</sup> 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣供應業。

# 變動在±0.05%內。

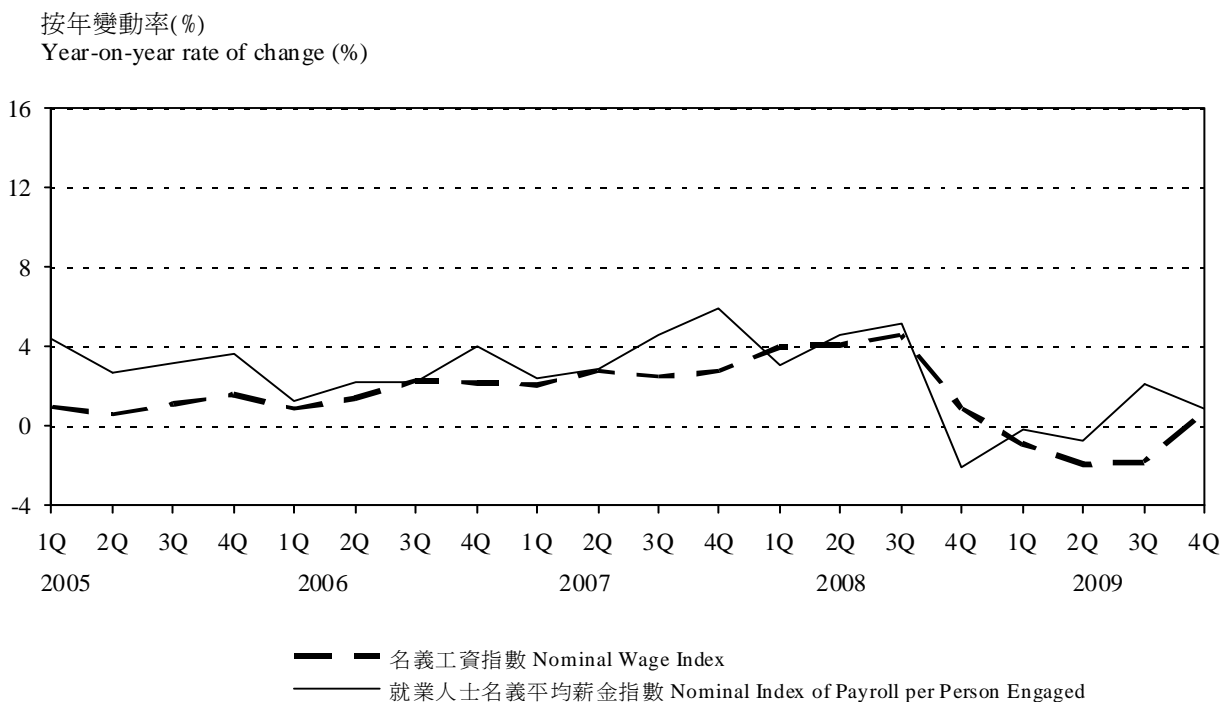
Notes: (1) The Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2004/05-based Composite CPI.

(2) All percentage changes are derived from indices rounded to 2 decimal places.

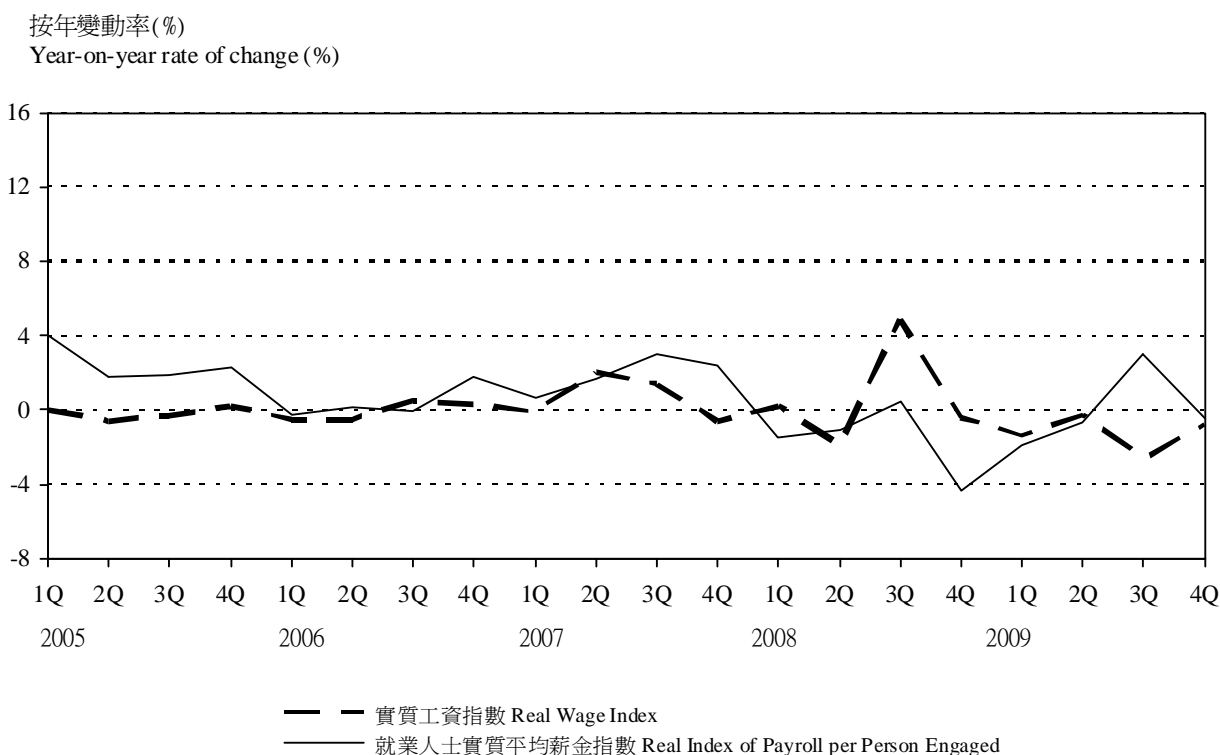
<sup>®</sup> Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

# Change within ± 0.05%.

圖一 所有選定行業主類的名義工資指數及就業人士名義平均薪金指數的按年變動率  
**Chart 1 Year-on-Year Rates of Change in Nominal Wage Index and Nominal Index of Payroll per Person Engaged: All Selected Industry Sections**



圖二 所有選定行業主類的實質工資指數及就業人士實質平均薪金指數的按年變動率  
**Chart 2 Year-on-Year Rates of Change in Real Wage Index and Real Index of Payroll per Person Engaged: All Selected Industry Sections**



## 經季節性調整的就業人士平均薪金指數

3.13 本報告其他章節所列出的就業人士平均薪金指數均為未經季節性調整的數字。普遍而言，讀者對未經季節性調整的數據比較感興趣，原因是這些數據反映僱員實際收入的按季變動情況。

3.14 然而，根據原來的就業人士平均薪金指數數列（即未經季節性調整的數列）計算的勞工平均收入按季變動，是會受季節性變異的影響。根據以往統計調查結果顯示，由於年終花紅（例如雙糧）較多在第一季及第四季發放，故該兩季的就業人士平均薪金通常較高。把這些季節性變異從數列中剔除，便可更有意義地比較相連季度的數字，從而更能清楚地反映勞工平均收入的根本趨勢。

3.15 經季節性調整的數列可隨着資料更新而作出修訂。每年發表第四季的數字時，會一併修訂對上三年的經季節性調整的就業人士平均薪金指數。

3.16 二零零九年第四季經季節性調整的就業人士名義平均薪金指數的按季變動率則為-2.3%。二零零八年第四季的相應變動率則為-1.7%。有關就業人士實質平均薪金指數，二零零八年及二零零九年第四季經季節性調整的按季變動率，分別為-1.6% 及 -4.2%。

3.17 編製經季節性調整的就業人士名義及實質平均薪金指數的方法，於二零零八年第四季開始已由以往的「X-11 自迴歸-求和-移動平均 (X-11 ARIMA)」方法更改為「X-12 自迴歸-求和-移動平均 (X-12 ARIMA)」方法。「X-12 自迴歸-求和-移動平均」方法改良自「X-11 自迴歸-求和-移動平均」方法，能提供更佳的模型建造及模型評估能力。「X-12 自迴歸-求和-移動平均」方法現時是很多國家/地區的統計機構用作編製經季節性調整的統計數列的標準方法。

## Seasonally Adjusted Index of Payroll per Person Engaged

3.13 All the indices of payroll per person engaged quoted in the other sections of this report are not seasonally adjusted. In general, the unadjusted data series are of greater interest to readers because they reflect the quarter-to-quarter movements of earnings actually received by employees.

3.14 However, quarter-to-quarter rates of change in average labour earnings based on the original payroll per person engaged indices series (i.e. the seasonally unadjusted series) are affected by seasonal variations. Based on past survey results, average payroll per person engaged is usually higher in the first and fourth quarters of a year due to the issue of year-end bonuses during these quarters (e.g. double pay bonuses). By removing these seasonal variations from the series, figures for consecutive quarters can be compared more meaningfully, and hence the underlying trends of the average labour earnings can be reflected more clearly.

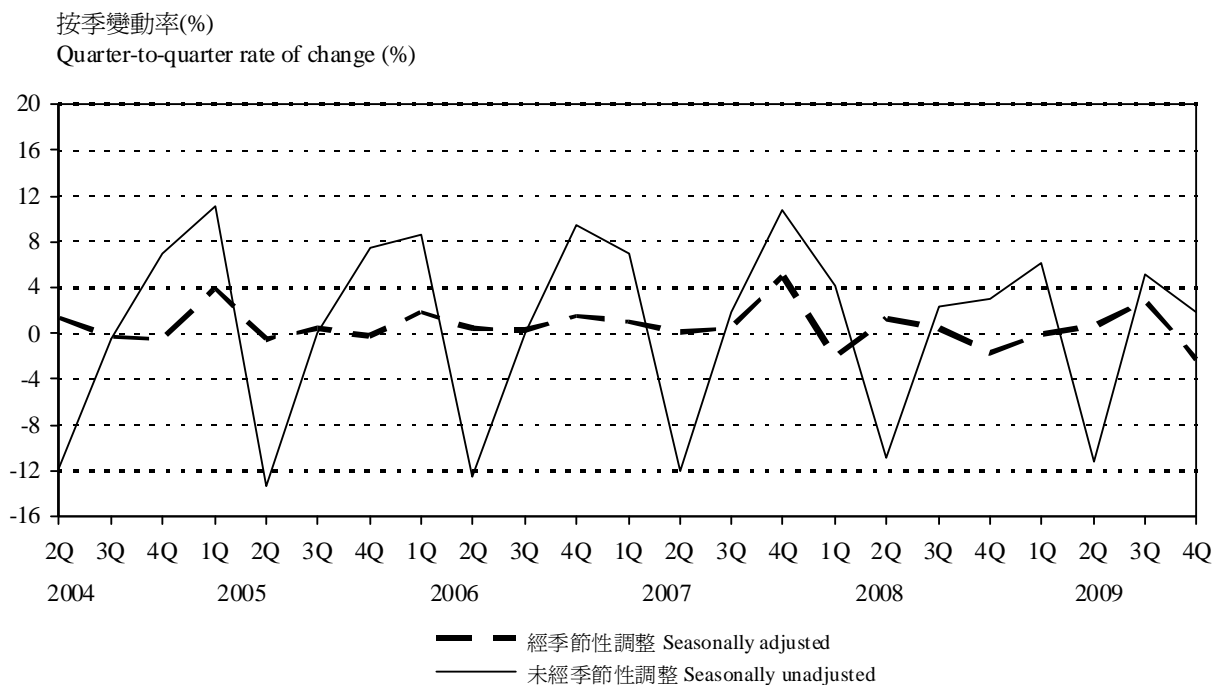
3.15 Seasonally adjusted series may be revised as more data become available. The seasonally adjusted indices of payroll per person engaged for the preceding three years are revised each year when the figures for the fourth quarter become available.

3.16 The seasonally adjusted quarter-to-quarter rate of change of nominal index of payroll per person engaged in the fourth quarter of 2009 was -2.3%. The corresponding rate of change in the fourth quarter of 2008 was -1.7%. As regards the real index of payroll per person engaged, the seasonally adjusted quarter-to-quarter rates of changes in the fourth quarter of 2008 and 2009 were -1.6% and -4.2% respectively.

3.17 Starting from the fourth quarter of 2008, the X-12 ARIMA method had replaced the X-11 ARIMA method for performing seasonal adjustment of the nominal and real indices of payroll per person engaged. The X-12 ARIMA method is an update to the X-11 ARIMA method with enhanced modelling and diagnostic capabilities. The X-12 ARIMA has now been a standard method used by statistical offices in many countries/territories for performing seasonal adjustment of statistical series.

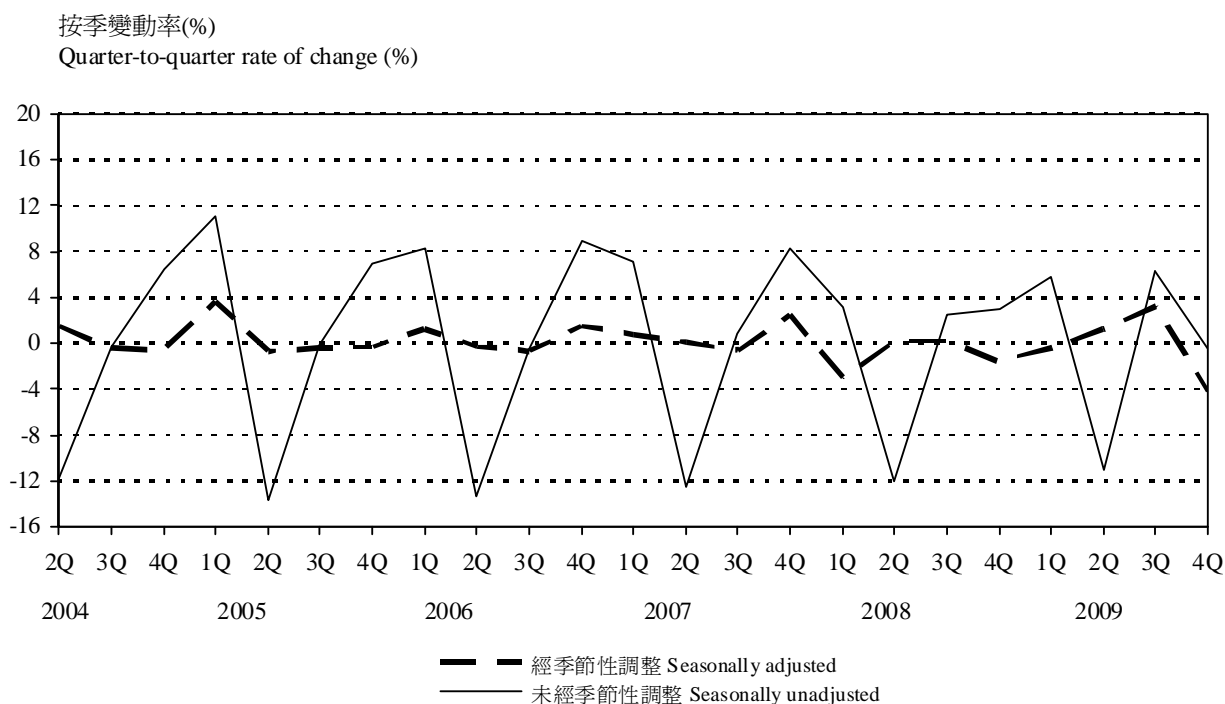
圖三 二零零四年第二季至二零零九年第四季經季節性調整的所有選定行業主類就業人士名義平均薪金指數按季變動率

Chart 3 Seasonally Adjusted Quarter-to-Quarter Rates of Change in Nominal Index of Payroll per Person Engaged: All Selected Industry Sections, Second Quarter 2004 – Fourth Quarter 2009



圖四 二零零四年第二季至二零零九年第四季經季節性調整的所有選定行業主類就業人士實質平均薪金指數按季變動率

Chart 4 Seasonally Adjusted Quarter-to-Quarter Rates of Change in Real Index of Payroll per Person Engaged: All Selected Industry Sections, Second Quarter 2004 – Fourth Quarter 2009





## IV. 註釋

### 工資統計

4.1 工資率包括下列員工薪酬組成類別：

- (i) 基本工資／薪金（包括有薪假期和休假）；
- (ii) 佣金及小費（直接從顧客收取的小費不包括在內）；
- (iii) 輪班津貼；
- (iv) 生活津貼；
- (v) 膳食津貼及膳食福利；
- (vi) 勤工獎；
- (vii) 固定發放的年終花紅；及
- (viii) 其他固定及定期發放的花紅和津貼。

4.2 每日正常工作時數是指「勞工收入統計調查」涵蓋的機構單位的規定工作時數，不包括用膳和休息時間。在該規定的工作時數以外的工作，會按超時補薪率支付，或只屬機構單位規則和慣例上的例外情況。

4.3 每月標準工作日數：如每星期工作 6 日或每月休假 4 日，標準工作日數為 26 日；如每星期工作 5½ 日，標準工作日數為 24 日；如每星期工作五日，而星期六採取長短週方式工作半日，標準工作日數為 23 日；如每星期工作 5 日，標準工作日數為 22 日。

4.4 本報告內載列的工資指數，是將接連兩次統計調查中有關行業、職業及性別方面的勞動人口結構維持不變，從而量度工資率的「純」變動。然而，統計調查不可能將按行業、職位和性別界定的某一僱員類別內的僱員經驗和素質標準化。因此，若僱員經驗和素質組合有所轉變，工資指數的變動仍可能會受影響，在闡釋數據時應予注意。

## IV. Explanatory Notes

### Wage Statistics

4.1 Wage rate covers the following elements of payments to workers:

- (i) basic wages/salaries (including paid holidays and leave);
- (ii) commission and tips (tips received directly from customers are excluded);
- (iii) shift allowance;
- (iv) cost-of-living allowance;
- (v) meal allowance and meal benefits;
- (vi) good attendance bonus;
- (vii) guaranteed year-end bonus; and
- (viii) other regular and guaranteed bonuses and allowances.

4.2 Number of normal working hours per day refers to the hours of work, excluding meal time and rest time, stipulated by the establishments covered by LES beyond which any time worked is remunerated at overtime rate or forms an exception to the rules and customs of the establishment.

4.3 Number of standard working days per month is taken as 26 days if working 6 days a week or if 4 rest days granted per month; 24 days if working 5½ days a week; 23 days if working 5 days per week with an additional half day on alternate Saturdays; and 22 days if working 5 days per week.

4.4 The wage indices in this report are designed to measure the “pure” changes in wage rates by holding constant the structure of the labour force with respect to industry, occupation and sex between two successive rounds of the survey. However, it is not possible to standardise the experience and quality of workers within a specific group which is defined by an occupation and sex in a particular industry. Hence, caution should be exercised in interpreting the changes in wage indices as changes in composition of workers in terms of experience and quality within the group may affect the movements of the wage indices.

4.5 實質工資指數是根據有關的名義指數，扣除甲類消費物價指數變動的影響而計算出來。選擇甲類消費物價指數，是因為該指數較配合督導級及以下僱員的工資水平。

4.6 工資率的變動 基於計算方法不同，工資率絕對水平的變動可能有別於工資指數的變動。在這情況下，如需分析工資率的「純」變動，應採用工資指數作為反映工資率變動的指標。

4.7 個別職業工資率的可靠性 在「勞工收入統計調查」中，「工資統計調查」的樣本數目僅為 1 100 間機構單位(見第 VII 部 7.19 段)，故本報告內表八至表十所載的按職業及性別分析的工資率詳細統計數字，可能有較大的估計誤差。因此，這些工資率統計數字只可作粗略參考，闡釋時應特別注意。

4.5 The Real Wage Index is obtained by deflating the Nominal Wage Index by the Consumer Price Index (A). The Consumer Price Index (A) is considered more appropriate to be used for deriving the real wage indices for workers up to supervisory level by virtue of their wage levels.

4.6 Changes in wage rates For computational reasons, the movement of the absolute level of wage rates may differ slightly from the movement of the wage indices. Where this happens, the wage indices should be used as the indicator of changes if the "pure" changes in wage rates are being analysed.

4.7 Reliability of wage rates of individual occupations With a total sample size of only 1 100 establishments in the wage enquiry of the LES (see paragraph 7.19 in Part VII), the detailed statistics of wage rates by individual occupation by sex as shown in Tables 8 to 10 are subject to relatively large estimation errors. These wage rate statistics are therefore published for rough reference only and should therefore be interpreted with caution.

## 4.8 薪金總額包括以下各項員工薪酬組成類別：

- (i) 所有工資率的薪酬組成部分；
- (ii) 非保證發放的現金花紅及津貼（例如紅利及長期服務獎金）；
- (iii) 超時工作津貼；及
- (iv) 補薪。

## 4.9 薪金總額不包括以下各項：

- (i) 支付予外發工人的薪金；
- (ii) 東主和商業合伙人所賺取的利潤；
- (iii) 實物津貼（例如由機構提供予僱員的住所）；
- (iv) 僱主為僱員支付社會保障和退休金計劃，以及僱員從該等計劃獲得之利益；
- (v) 遣散費、停職費及長期服務金；及
- (vi) 退休長俸。

4.10 就業人士名義和實質薪金指數 就業人士平均薪金是將有關統計期的薪金總額除以該統計日期的就業人數而計算出來。就業人士名義平均薪金指數是將有關季度的就業人士每月平均薪金與一九九九年第一季的每月平均薪金作比較，後者並已設定為基數 100。就業人士實質平均薪金指數是根據有關的名義指數，扣除綜合消費物價指數變動的影響而計算出來。

4.8 Payroll covers the following elements of payments to workers:

- (i) all elements covered by wage rate;
- (ii) non-guaranteed or discretionary cash bonuses and allowances (e.g. profit-sharing bonuses and long service bonuses);
- (iii) overtime payment; and
- (iv) back-pay.

## 4.9 The following elements are excluded from payroll statistics:

- (i) payment to outworkers;
- (ii) profits earned by proprietors and business partners;
- (iii) payments in kind (e.g. quarters provided by company);
- (iv) employers' contribution in respect of their employees paid to social security and pension schemes, and benefits received by employees under these schemes;
- (v) severance payments, termination payments and long service payments; and
- (vi) pensions.

4.10 Nominal and real indices of payroll per person engaged Payroll per person engaged is derived by dividing the total monthly payroll by the total number of persons engaged as at the survey reference date. The nominal index of payroll per person engaged is obtained by comparing the average monthly payroll per person engaged for the quarter concerned with that for the first quarter of 1999, which is taken as 100. The real index of payroll per person engaged is obtained by deflating the respective nominal index by the Composite Consumer Price Index.

**4.11 闡釋就業人士平均薪金** 就業人士平均薪金不應被視為完全相等於僱員的平均入息。首先，計算就業人數的統計期和計算每月薪金總額的統計期並不相同。就業人數針對一個指定統計日期，但每月薪金總額是將整個月內所有現金支出合算而成。其次，薪金總額是指給予僱員的支出。但是，就業人數不單只包括僱員，同時還包括在職東主、在職股東及無酬家屬幫工等通常不支薪的人士。最後，就有關入息而言，僱員的入息通常不只限於薪金總額中所反映的現金收入，其整體薪酬還可能包括其他附帶福利或實物津貼。但是，只要就業人數的結構大致保持穩定，就業人士名義及實質平均薪金指數的變動，一般可以顯示僱員平均收入的變動情況。

**4.12 統計資料的公布** 如果統計數字是從少數機構單位所搜集的資料編製而成，基於下列理由將不會在本報告內公布：(i)該些資料不足以提供有意義的統計結果；或(ii)有些可能披露個別機構單位的資料。

**4.11 Interpretation of payroll per person engaged** Payroll per person engaged should not be interpreted strictly as the average income of employees. First, the time period covered by employment figures is not the same as that covered by monthly payroll figures. Employment refers to a reference date, while monthly payroll is obtained by aggregating cash payments made over the whole month. Second, payroll refers to payments to employees, whereas persons engaged include more than just employees. They also include working proprietors, business partners and unpaid family members who normally are not on payroll. Finally, as far as income is concerned, employees' income usually is not just limited to cash payments for work as reflected in payroll figures. There may also be other fringe benefits or payments in kind which form part of the total pay package. However, movements in the nominal and real indices of payroll per person engaged can generally be used to indicate changes in average earnings of employees provided that the employment structure remains relatively stable over time.

**4.12 Publication of statistical information** Statistics compiled from data collected from only a small number of establishments are not released in this report because either (i) data are insufficient to provide meaningful statistical results, or (ii) there is a possibility of disclosure of individual establishment's data.

表 1 按行業主類劃分的名義工資指數數列  
Table 1 Time Series of Nominal Wage Indices Analysed by Industry Section

(一九九二年九月 = 100)  
(September 1992=100)

月份／年份 Month/Year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸††† Transportation†††	住宿及 膳食服務活動 Accommodation and food service activities
二零零四年三月 Mar. 2004	144.0 (N.A.)	154.6 (N.A.)	144.1 (N.A.)	126.9 (N.A.)
二零零四年六月 Jun. 2004	145.7 (N.A.)	155.5 (N.A.)	145.5 (N.A.)	126.8 (N.A.)
二零零四年九月 Sep. 2004	145.5 (N.A.)	152.8 (N.A.)	143.8 (N.A.)	125.6 (N.A.)
二零零四年十二月 Dec. 2004	146.2 (N.A.)	154.4 (N.A.)	144.6 (N.A.)	126.0 (N.A.)
二零零五年三月 Mar. 2005	150.1 (+4.3)	157.5 (+1.9)	145.7 (+1.1)	126.8 (-0.1)
二零零五年六月 Jun. 2005	147.7 (+1.4)	156.9 (+0.9)	146.6 (+0.8)	125.5 (-1.0)
二零零五年九月 Sep. 2005	144.6 (-0.6)	155.7 (+1.9)	146.3 (+1.8)	125.9 (+0.2)
二零零五年十二月 Dec. 2005	148.4 (+1.5)	157.1 (+1.8)	146.4 (+1.2)	126.9 (+0.7)
二零零六年三月 Mar. 2006	147.9 (-1.5)	157.0 (-0.3)	145.8 (+0.1)	126.7 (-0.1)
二零零六年六月 Jun. 2006	147.3 (-0.3)	159.4 (+1.6)	146.6 (#)	127.4 (+1.5)
二零零六年九月 Sep. 2006	148.5 (+2.7)	158.3 (+1.6)	146.1 (-0.1)	127.9 (+1.6)
二零零六年十二月 Dec. 2006	148.7 (+0.2)	159.6 (+1.6)	146.9 (+0.3)	128.1 (+0.9)
二零零七年三月 Mar. 2007	152.7 (+3.3)	159.7 (+1.7)	146.1 (+0.2)	128.5 (+1.4)
二零零七年六月 Jun. 2007	153.4 (+4.2)	162.9 (+2.2)	148.3 (+1.2)	130.1 (+2.2)
二零零七年九月 Sep. 2007	153.8 (+3.6)	161.5 (+2.0)	148.9 (+1.9)	129.2 (+1.0)
二零零七年十二月 Dec. 2007	157.7 (+6.0)	164.6 (+3.2)	150.6 (+2.5)	129.2 (+0.9)

表 1  
Table 1

按行業主類劃分的名義工資指數數列 --- 續頁  
Time Series of Nominal Wage Indices Analysed by Industry Section --- Cont'd.

(一九九二年九月 = 100)  
(September 1992=100)

金融及 保險活動 Financial and insurance activities	地產租賃及 保養管理 Real estate leasing and maintenance management	專業及 商業服務 Professional and business services	個人服務 Personal services	所有選定 行業主類@ All selected industry sections@	月份/年份 Month/Year
156.0 (N.A.)	152.8 (N.A.)	137.5 (N.A.)	160.3 (N.A.)	145.5 (N.A.)	二零零四年三月 Mar. 2004
163.7 (N.A.)	154.0 (N.A.)	140.6 (N.A.)	158.9 (N.A.)	146.6 (N.A.)	二零零四年六月 Jun. 2004
164.1 (N.A.)	150.2 (N.A.)	139.1 (N.A.)	162.4 (N.A.)	144.8 (N.A.)	二零零四年九月 Sep. 2004
161.7 (N.A.)	152.0 (N.A.)	137.1 (N.A.)	164.5 (N.A.)	145.4 (N.A.)	二零零四年十二月 Dec. 2004
158.6 (+1.7)	150.9 (-1.2)	136.5 (-0.7)	168.5 (+5.1)	146.9 (+1.0)	二零零五年三月 Mar. 2005
163.2 (-0.3)	154.1 (+0.1)	137.7 (-2.1)	168.3 (+5.9)	147.5 (+0.6)	二零零五年六月 Jun. 2005
161.2 (-1.7)	153.2 (+2.0)	134.7 (-3.2)	161.9 (-0.3)	146.4 (+1.1)	二零零五年九月 Sep. 2005
163.3 (+1.0)	153.5 (+1.0)	135.1 (-1.5)	163.3 (-0.7)	147.7 (+1.6)	二零零五年十二月 Dec. 2005
164.2 (+3.5)	158.8 (+5.2)	135.8 (-0.5)	165.8 (-1.6)	148.3 (+0.9)	二零零六年三月 Mar. 2006
166.1 (+1.8)	155.0 (+0.5)	138.7 (+0.7)	166.9 (-0.8)	149.5 (+1.4)	二零零六年六月 Jun. 2006
167.3 (+3.8)	155.5 (+1.5)	140.3 (+4.1)	169.8 (+4.9)	149.8 (+2.3)	二零零六年九月 Sep. 2006
162.1 (-0.7)	156.8 (+2.2)	142.5 (+5.5)	182.0 (+11.4)	151.0 (+2.2)	二零零六年十二月 Dec. 2006
169.8 (+3.4)	157.6 (-0.8)	142.6 (+5.0)	178.4 (+7.6)	151.4 (+2.1)	二零零七年三月 Mar. 2007
167.5 (+0.9)	158.6 (+2.3)	146.3 (+5.5)	184.2 (+10.4)	153.7 (+2.8)	二零零七年六月 Jun. 2007
167.9 (+0.3)	158.1 (+1.7)	147.3 (+5.0)	189.5 (+11.6)	153.5 (+2.5)	二零零七年九月 Sep. 2007
170.5 (+5.1)	160.4 (+2.3)	147.8 (+3.7)	190.3 (+4.6)	155.2 (+2.8)	二零零七年十二月 Dec. 2007

表 1 按行業主類劃分的名義工資指數數列 --- 續頁  
**Table 1 Time Series of Nominal Wage Indices Analysed by Industry Section --- Cont'd.**

(一九九二年九月 = 100)  
 (September 1992=100)

月份/年份 Month/Year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸††† Transportation†††	住宿及 膳食服務活動 Accommodation and food service activities
二零零八年三月 Mar. 2008	154.6 (+1.2)	166.9 (+4.5)	151.3 (+3.5)	132.8 (+3.3)
二零零八年六月 Jun. 2008	160.3 (+4.5)	170.4 (+4.6)	150.7 (+1.6)	134.0 (+3.0)
二零零八年九月 Sep. 2008	158.8 (+3.3)	169.6 (+5.0)	153.5 (+3.1)	134.5 (+4.1)
二零零八年十二月 Dec. 2008	159.9 (+1.4)	165.1 (+0.3)	149.1 (-1.0)	131.6 (+1.9)
二零零九年三月 Mar. 2009	157.9 (+2.2)	165.0 (-1.1)	150.0 (-0.9)	130.0 (-2.1)
二零零九年六月 Jun. 2009	156.9 (-2.1)	166.6 (-2.2)	151.4 (+0.4)	129.3 (-3.5)
二零零九年九月 Sep. 2009	155.6 (-2.0)	166.6 (-1.8)	151.8 (-1.1)	130.2 (-3.2)
二零零九年十二月 Dec. 2009	155.3 (-2.9)	166.2 (+0.7)	151.6 (+1.7)	131.4 (-0.2)

表 1  
Table 1

按行業主類劃分的名義工資指數數列 --- 續頁  
Time Series of Nominal Wage Indices Analysed by Industry Section --- Cont'd.

(一九九二年九月 = 100)  
(September 1992=100)

金融及 保險活動 Financial and insurance activities	地產租賃及 保養管理 Real estate leasing and maintenance management	專業及 商業服務 Professional and business services	個人服務 Personal services	所有選定 行業主類@ All selected industry sections@	月份/年份 Month/Year
170.2 (+0.2)	162.4 (+3.1)	151.3 (+6.1)	179.5 (+0.6)	157.5 (+4.0)	二零零八年三月 Mar. 2008
176.1 (+5.1)	162.6 (+2.6)	153.6 (+5.0)	186.3 (+1.1)	160.0 (+4.1)	二零零八年六月 Jun. 2008
178.1 (+6.1)	164.8 (+4.2)	154.8 (+5.1)	192.2 (+1.4)	160.5 (+4.6)	二零零八年九月 Sep. 2008
170.3 (-0.1)	162.0 (+1.0)	153.0 (+3.5)	188.1 (-1.2)	156.6 (+0.9)	二零零八年十二月 Dec. 2008
170.4 (+0.1)	161.0 (-0.9)	152.8 (+1.0)	182.8 (+1.9)	156.1 (-0.9)	二零零九年三月 Mar. 2009
173.5 (-1.5)	161.1 (-0.9)	153.4 (-0.1)	184.6 (-0.9)	157.0 (-1.9)	二零零九年六月 Jun. 2009
173.5 (-2.5)	163.1 (-1.0)	155.0 (+0.1)	185.6 (-3.4)	157.5 (-1.8)	二零零九年九月 Sep. 2009
174.0 (+2.1)	164.0 (+1.2)	156.4 (+2.2)	187.9 (-0.1)	157.9 (+0.8)	二零零九年十二月 Dec. 2009

註釋： (1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列工資指數已作出後向估計至二零零四年三月。

(2) 括號內數字指按年(該月份與上年同月比較)變動百分率。所有增減百分率按小數後兩個位的指數計算出來。

+++ 按「香港標準行業分類 1.1 版」分類編製的運輸服務業工資指數，有別於刊載在本統計表內的按「香港標準行業分類 2.0 版」編製的運輸業工資指數。前者刊載於本報告的附錄甲。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

N.A. 沒有數字。

# 變動在±0.05%內。

Notes: (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0. The series of wage indices under HSIC V2.0 has also been backcasted to March 2004.

(2) Figures in brackets denote year-on-year (reference month concerned compared with the same month in the preceding year) percentage changes. All percentage changes are derived from indices rounded to 2 decimal places.

+++ Wage indices for the transport services sector based on HSIC V1.1, which are different from the wage indices for the transportation section based on HSIC V2.0 as presented in this table, are published in Appendix A of this report.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

N.A. Not available.

# Change within ±0.05%.



表 2 按行業主類劃分的實質工資指數數列  
Table 2 Time Series of Real Wage Indices Analysed by Industry Section

(一九九二年九月 = 100)  
(September 1992=100)

月份／年份 Month/Year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸### Transportation###	住宿及 膳食服務活動 Accommodation and food service activities
二零零四年三月 Mar. 2004	115.4 (N.A.)	124.0 (N.A.)	115.6 (N.A.)	101.8 (N.A.)
二零零四年六月 Jun. 2004	116.5 (N.A.)	124.4 (N.A.)	116.4 (N.A.)	101.4 (N.A.)
二零零四年九月 Sep. 2004	116.2 (N.A.)	122.1 (N.A.)	114.9 (N.A.)	100.4 (N.A.)
二零零四年十二月 Dec. 2004	116.4 (N.A.)	122.9 (N.A.)	115.1 (N.A.)	100.3 (N.A.)
二零零五年三月 Mar. 2005	119.1 (+3.2)	125.0 (+0.8)	115.6 (+0.1)	100.6 (-1.2)
二零零五年六月 Jun. 2005	116.8 (+0.2)	124.0 (-0.3)	115.9 (-0.4)	99.2 (-2.2)
二零零五年九月 Sep. 2005	114.0 (-2.0)	122.7 (+0.6)	115.3 (+0.4)	99.2 (-1.1)
二零零五年十二月 Dec. 2005	116.6 (+0.2)	123.4 (+0.4)	115.0 (-0.1)	99.7 (-0.6)
二零零六年三月 Mar. 2006	115.7 (-2.9)	122.9 (-1.7)	114.1 (-1.3)	99.1 (-1.5)
二零零六年六月 Jun. 2006	114.3 (-2.1)	123.7 (-0.3)	113.7 (-1.9)	98.8 (-0.4)
二零零六年九月 Sep. 2006	114.9 (+0.8)	122.5 (-0.2)	113.1 (-1.9)	99.0 (-0.2)
二零零六年十二月 Dec. 2006	114.7 (-1.7)	123.0 (-0.3)	113.2 (-1.5)	98.8 (-0.9)
二零零七年三月 Mar. 2007	116.9 (+1.1)	122.3 (-0.5)	111.9 (-1.9)	98.4 (-0.7)
二零零七年六月 Jun. 2007	118.1 (+3.4)	125.4 (+1.4)	114.2 (+0.4)	100.2 (+1.4)
二零零七年九月 Sep. 2007	117.8 (+2.5)	123.7 (+1.0)	114.1 (+0.8)	99.0 (#)
二零零七年十二月 Dec. 2007	117.6 (+2.5)	122.8 (-0.2)	112.3 (-0.8)	96.4 (-2.4)

表 2  
Table 2

按行業主類劃分的實質工資指數數列 --- 續頁  
Time Series of Real Wage Indices Analysed by Industry Section --- Cont'd.

(一九九二年九月 = 100)  
(September 1992=100)

金融及 保險活動 Financial and insurance activities	地產租賃及 保養管理 Real estate leasing and maintenance management	專業及 商業服務 Professional and business services	個人服務 Personal services	所有選定 行業主類@ All selected industry sections@	月份/年份 Month/Year
125.1 (N.A.)	122.5 (N.A.)	110.2 (N.A.)	128.6 (N.A.)	116.7 (N.A.)	二零零四年三月 Mar. 2004
130.9 (N.A.)	123.2 (N.A.)	112.5 (N.A.)	127.1 (N.A.)	117.3 (N.A.)	二零零四年六月 Jun. 2004
131.0 (N.A.)	120.0 (N.A.)	111.1 (N.A.)	129.7 (N.A.)	115.7 (N.A.)	二零零四年九月 Sep. 2004
128.7 (N.A.)	121.0 (N.A.)	109.2 (N.A.)	131.0 (N.A.)	115.8 (N.A.)	二零零四年十二月 Dec. 2004
125.9 (+0.7)	119.8 (-2.2)	108.4 (-1.7)	133.7 (+4.0)	116.6 (#)	二零零五年三月 Mar. 2005
129.0 (-1.5)	121.9 (-1.1)	108.8 (-3.2)	133.0 (+4.6)	116.6 (-0.6)	二零零五年六月 Jun. 2005
127.0 (-3.1)	120.7 (+0.6)	106.2 (-4.5)	127.6 (-1.7)	115.3 (-0.3)	二零零五年九月 Sep. 2005
128.3 (-0.4)	120.6 (-0.3)	106.1 (-2.8)	128.3 (-2.0)	116.1 (+0.2)	二零零五年十二月 Dec. 2005
128.5 (+2.0)	124.3 (+3.7)	106.3 (-1.9)	129.7 (-3.0)	116.0 (-0.5)	二零零六年三月 Mar. 2006
128.8 (-0.1)	120.2 (-1.3)	107.6 (-1.1)	129.5 (-2.6)	116.0 (-0.5)	二零零六年六月 Jun. 2006
129.5 (+1.9)	120.3 (-0.3)	108.6 (+2.3)	131.4 (+3.0)	115.9 (+0.5)	二零零六年九月 Sep. 2006
125.0 (-2.5)	120.9 (+0.3)	109.9 (+3.5)	140.3 (+9.4)	116.4 (+0.3)	二零零六年十二月 Dec. 2006
130.0 (+1.2)	120.6 (-2.9)	109.2 (+2.8)	136.6 (+5.3)	115.9 (-0.1)	二零零七年三月 Mar. 2007
129.0 (+0.1)	122.1 (+1.5)	112.6 (+4.7)	141.8 (+9.5)	118.3 (+2.0)	二零零七年六月 Jun. 2007
128.6 (-0.7)	121.2 (+0.7)	112.9 (+4.0)	145.2 (+10.5)	117.6 (+1.4)	二零零七年九月 Sep. 2007
127.1 (+1.7)	119.6 (-1.0)	110.2 (+0.3)	141.9 (+1.2)	115.8 (-0.6)	二零零七年十二月 Dec. 2007

表 2 按行業主類劃分的實質工資指數數列 --- 續頁  
 Table 2 Time Series of Real Wage Indices Analysed by Industry Section --- Cont'd.

(一九九二年九月 = 100)  
 (September 1992=100)

月份/年份 Month/Year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸††† Transportation†††	住宿及 膳食服務活動 Accommodation and food service activities
二零零八年三月 Mar. 2008	114.1 (-2.5)	123.2 (+0.7)	111.7 (-0.2)	98.0 (-0.4)
二零零八年六月 Jun. 2008	116.3 (-1.5)	123.6 (-1.4)	109.4 (-4.2)	97.2 (-2.9)
二零零八年九月 Sep. 2008	122.1 (+3.6)	130.3 (+5.3)	118.0 (+3.4)	103.4 (+4.4)
二零零八年十二月 Dec. 2008	117.8 (+0.2)	121.6 (-1.0)	109.8 (-2.2)	96.9 (+0.6)
二零零九年三月 Mar. 2009	115.9 (+1.6)	121.1 (-1.6)	110.1 (-1.4)	95.5 (-2.6)
二零零九年六月 Jun. 2009	115.7 (-0.5)	122.9 (-0.6)	111.6 (+2.1)	95.3 (-2.0)
二零零九年九月 Sep. 2009	118.7 (-2.8)	127.1 (-2.5)	115.8 (-1.8)	99.3 (-3.9)
二零零九年十二月 Dec. 2009	112.5 (-4.4)	120.4 (-0.9)	109.8 (#)	95.2 (-1.8)

表 2  
Table 2

按行業主類劃分的實質工資指數數列 --- 續頁  
Time Series of Real Wage Indices Analysed by Industry Section --- Cont'd.

(一九九二年九月 = 100)  
(September 1992=100)

金融及 保險活動 Financial and insurance activities	地產租賃及 保養管理 Real estate leasing and maintenance management	專業及 商業服務 Professional and business services	個人服務 Personal services	所有選定 行業主類@ All selected industry sections@	月份/年份 Month/Year
125.6 (-3.4)	119.9 (-0.7)	111.6 (+2.2)	132.4 (-3.1)	116.2 (+0.2)	二零零八年三月 Mar. 2008
127.8 (-0.9)	118.0 (-3.3)	111.5 (-1.0)	135.2 (-4.7)	116.1 (-1.9)	二零零八年六月 Jun. 2008
136.9 (+6.4)	126.6 (+4.5)	119.0 (+5.4)	147.7 (+1.7)	123.4 (+4.9)	二零零八年九月 Sep. 2008
125.4 (-1.3)	119.3 (-0.3)	112.7 (+2.2)	138.5 (-2.4)	115.3 (-0.4)	二零零八年十二月 Dec. 2008
125.1 (-0.4)	118.2 (-1.4)	112.2 (+0.5)	134.2 (+1.4)	114.6 (-1.4)	二零零九年三月 Mar. 2009
127.9 (+0.1)	118.8 (+0.7)	113.2 (+1.5)	136.1 (+0.7)	115.8 (-0.3)	二零零九年六月 Jun. 2009
132.4 (-3.3)	124.4 (-1.8)	118.2 (-0.6)	141.6 (-4.2)	120.2 (-2.6)	二零零九年九月 Sep. 2009
126.1 (+0.5)	118.8 (-0.4)	113.4 (+0.6)	136.2 (-1.7)	114.4 (-0.8)	二零零九年十二月 Dec. 2009

註釋： (1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列工資指數已作出後向估計至二零零四年三月。

(2) 實質工資指數是以名義工資指數扣除以二零零四至零五年為基期的甲類消費物價指數而計算出來。

(3) 括號內數字指按年(該月份與上年同月比較)變動百分率。所有增減百分率按小數後兩個位的指數計算出來。

\*\*\* 按「香港標準行業分類 1.1 版」分類編製的運輸服務業工資指數，有別於刊載在本統計表內的按「香港標準行業分類 2.0 版」編製的運輸業工資指數。前者刊載於本報告的附錄甲。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

N.A. 沒有數字。

# 變動在±0.05%內。

Notes: (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0. The series of wage indices under HSIC V2.0 has also been backcasted to March 2004.

(2) The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2004/05-based CPI(A).

(3) Figures in brackets denote year-on-year (reference month concerned compared with the same month in the preceding year) percentage changes. All percentage changes are derived from indices rounded to 2 decimal places.

\*\*\* Wage indices for the transport services sector based on HSIC V1.1, which are different from the wage indices for the transportation section based on HSIC V2.0 as presented in this table, are published in Appendix A of this report.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

N.A. Not available.

# Change within ± 0.05%.

**表 3 按行業主類及主要職業組別劃分的名義工資指數**  
**Table 3 Nominal Wage Indices Analysed by Industry Section by Broad Occupational Group**

(一九九二年九月=100)  
 (September 1992=100)

行業主類/主要職業組別 Industry section/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
<b>製造</b> <i>Manufacturing</i>					
技工及操作工 Craftsmen and operatives	151.9	147.1	146.5	-0.4	-3.5
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	166.5	162.8	162.8	#	-2.2
所有選定職業 All selected occupations	159.9	155.6	155.3	-0.2	-2.9
<b>進出口貿易、批發及零售§</b> <i>Import/export, wholesale and retail trades §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	165.1	166.6	166.2	-0.2	0.7
<b>運輸###</b> <i>Transportation ###</i>					
技工及操作工 Craftsmen and operatives	142.2	145.3	144.9	-0.3	1.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	155.9	158.2	158.1	#	1.5
所有選定職業 All selected occupations	149.1	151.8	151.6	-0.2	1.7
<b>住宿及膳食服務活動§</b> <i>Accommodation and food service activities §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	131.6	130.2	131.4	0.9	-0.2
<b>金融及保險活動§</b> <i>Financial and insurance activities §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	170.3	173.5	174.0	0.2	2.1

表 3 按行業主類及主要職業組別劃分的名義工資指數 --- 續頁  
 Table 3 Nominal Wage Indices Analysed by Industry Section by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業主類/主要職業組別 Industry section/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
<b>地產租賃及保養管理</b> <i>Real estate leasing and maintenance management</i>					
技工及操作工 Craftsmen and operatives	*	*	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	162.2	162.8	163.9	0.7	1.0
所有選定職業 All selected occupations	162.0	163.1	164.0	0.6	1.2
<b>專業及商業服務§</b> <i>Professional and business services §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	153.0	155.0	156.4	0.9	2.2
<b>個人服務</b> <i>Personal services</i>					
技工及操作工 Craftsmen and operatives	158.4	161.3	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	190.7	187.1	189.7	1.4	-0.5
所有選定職業 All selected occupations	188.1	185.6	187.9	1.3	-0.1
<b>所有選定行業主類@</b> <i>All selected industry sections @</i>					
技工及操作工 Craftsmen and operatives	151.1	153.0	152.5	-0.4	0.9
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	157.2	158.0	158.5	0.3	0.8
所有選定職業 All selected occupations	156.6	157.5	157.9	0.2	0.8

表 3 按行業主類及主要職業組別劃分的名義工資指數 --- 續頁  
 Table 3 Nominal Wage Indices Analysed by Industry Section by Broad Occupational Group --- Cont'd.

<p>註釋： (1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列工資指數已作出後向估計至二零零四年三月。</p> <p>(2) 所有增減百分率按小數後兩個位的指數計算出來。</p> <p>☺☺☺ 按「香港標準行業分類 1.1 版」分類編製的運輸服務業工資指數，有別於刊載在本統計表內的按「香港標準行業分類 2.0 版」編製的運輸業工資指數。前者刊載於本報告的附錄甲。</p> <p>@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。</p> <p>§ 統計調查期內，技工及操作工並沒有數據。</p> <p>* 為使個別公司所提供的資料得以保密，數據不予公布。(參照本報告第 IV 部的 4.12 段。)</p> <p># 變動在±0.05%內。</p>	<p>Notes : (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0. The series of wage indices under HSIC V2.0 has also been backcasted to March 2004.</p> <p>(2) All percentage changes are derived from indices rounded to 2 decimal places.</p> <p>☺☺☺ Wage indices for the transport services sector based on HSIC V1.1, which are different from the wage indices for the transportation section based on HSIC V2.0 as presented in this table, are published in Appendix A of this report.</p> <p>@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.</p> <p>§ Data for craftsmen and operatives are not available for the survey period.</p> <p>* Data not released in order to safeguard confidentiality of information provided by individual firms. (See paragraph 4.12 in Part IV of this report.)</p> <p># Change within ±0.05%.</p>
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**表 4 按行業主類及主要職業組別劃分的實質工資指數**  
**Table 4 Real Wage Indices Analysed by Industry Section by Broad Occupational Group**

(一九九二年九月=100)  
 (September 1992=100)

行業主類/主要職業組別 Industry section/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
<b>製造</b> <i>Manufacturing</i>					
技工及操作工 Craftsmen and operatives	111.9	112.2	106.2	-5.4	-5.1
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	122.6	124.2	118.0	-5.0	-3.8
所有選定職業 All selected occupations	117.8	118.7	112.5	-5.2	-4.4
<b>進出口貿易、批發及零售§</b> <i>Import/export, wholesale and retail trades §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	121.6	127.1	120.4	-5.2	-0.9
<b>運輸###</b> <i>Transportation ###</i>					
技工及操作工 Craftsmen and operatives	104.7	110.9	105.0	-5.3	0.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	114.8	120.6	114.6	-5.0	-0.2
所有選定職業 All selected occupations	109.8	115.8	109.8	-5.2	#
<b>住宿及膳食服務活動§</b> <i>Accommodation and food service activities §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	96.9	99.3	95.2	-4.2	-1.8
<b>金融及保險活動§</b> <i>Financial and insurance activities §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	125.4	132.4	126.1	-4.8	0.5



表 4 按行業主類及主要職業組別劃分的實質工資指數 --- 續頁  
 Table 4 Real Wage Indices Analysed by Industry Section by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業主類/主要職業組別 Industry section/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
<b>地產租賃及保養管理</b> <i>Real estate leasing and maintenance management</i>					
技工及操作工 Craftsmen and operatives	*	*	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	119.4	124.2	118.8	-4.3	-0.6
所有選定職業 All selected occupations	119.3	124.4	118.8	-4.5	-0.4
<b>專業及商業服務§</b> <i>Professional and business services §</i>					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	112.7	118.2	113.4	-4.1	0.6
<b>個人服務</b> <i>Personal services</i>					
技工及操作工 Craftsmen and operatives	116.6	123.1	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	140.4	142.8	137.5	-3.7	-2.1
所有選定職業 All selected occupations	138.5	141.6	136.2	-3.8	-1.7
<b>所有選定行業主類@</b> <i>All selected industry sections @</i>					
技工及操作工 Craftsmen and operatives	111.3	116.7	110.5	-5.4	-0.7
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	115.7	120.5	114.8	-4.7	-0.8
所有選定職業 All selected occupations	115.3	120.2	114.4	-4.8	-0.8

表 4 按行業主類及主要職業組別劃分的實質工資指數 --- 續頁  
 Table 4 Real Wage Indices Analysed by Industry Section by Broad Occupational Group --- Cont'd.

<p>註釋： (1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列工資指數已作出後向估計至二零零四年三月。</p> <p>(2) 實質工資指數是以名義工資指數扣除以二零零四至零五年為基期的甲類消費物價指數而計算出來。</p> <p>(3) 所有增減百分率按小數後兩個位的指數計算出來。</p> <p>⦿ 按「香港標準行業分類 1.1 版」分類編製的運輸服務業工資指數，有別於刊載在本統計表內的按「香港標準行業分類 2.0 版」編製的運輸業工資指數。前者刊載於本報告的附錄甲。</p> <p>@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。</p> <p>§ 統計調查期內，技工及操作工並沒有數據。</p> <p>* 為使個別公司所提供的資料得以保密，數據不予公布。(參照本報告第 IV 部的 4.12 段。)</p> <p># 變動在±0.05%內。</p>	<p>Notes : (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0. The series of wage indices under HSIC V2.0 has also been backcasted to March 2004.</p> <p>(2) The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2004/05-based CPI(A).</p> <p>(3) All percentage changes are derived from indices rounded to 2 decimal places.</p> <p>⦿ Wage indices for the transport services sector based on HSIC V1.1, which are different from the wage indices for the transportation section based on HSIC V2.0 as presented in this table, are published in Appendix A of this report.</p> <p>@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.</p> <p>§ Data for craftsmen and operatives are not available for the survey period.</p> <p>* Data not released in order to safeguard confidentiality of information provided by individual firms. (See paragraph 4.12 in Part IV of this report.)</p> <p># Change within ±0.05%.</p>
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表 5 按職業組別劃分的名義及實質工資指數  
Table 5 Nominal and Real Wage Indices Analysed by Occupational Group

職業組別 Occupational group	(一九九二年九月=100) (September 1992=100)					
	名義工資指數 Nominal wage index			實質工資指數 Real wage index		
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009
所有選定行業主類@ <i>All selected industry sections @</i>						
督導級及技術員級人員 Supervisory and technical workers	167.6	169.3	169.2 (+0.9)	123.5	129.1	122.6 (-0.7)
文員級及秘書級人員 Clerical and secretarial workers	163.2	163.9	163.8 (+0.4)	120.2	125.0	118.7 (-1.2)
技工 Craftsmen	159.0	161.2	160.6 (+1.0)	117.1	122.9	116.4 (-0.6)
操作工 Operatives	139.9	141.4	140.8 (+0.7)	103.0	107.9	102.1 (-0.9)
服務人員 Service workers	144.7	143.7	145.1 (+0.3)	106.6	109.6	105.2 (-1.3)
其他非生產級工人 Miscellaneous non-production workers	151.7	152.9	154.1 (+1.6)	111.7	116.7	111.7 (#)
所有選定職業 All selected occupations	156.6	157.5	157.9 (+0.8)	115.3	120.2	114.4 (-0.8)

註釋：(1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列工資指數已作出後向估計至二零零四年三月。

(2) 實質工資指數是以名義工資指數扣除以二零零四至零五年為基期的甲類消費物價指數而計算出來。

(3) 括號內數字指按年(該月份與上年同月比較)變動百分率。所有增減百分率按小數後兩個位的指數計算出來。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

# 變動在±0.05%內。

Notes : (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0. The series of wage indices under HSIC V2.0 has also been backcasted to March 2004.

(2) The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2004/05-based CPI(A).

(3) Figures in brackets denote year-on-year (reference month concerned compared with the same month in the preceding year) percentage changes. All percentage changes are derived from indices rounded to 2 decimal places.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

# Change within ±0.05%.

表 6 按行業主類劃分的平均工資率  
Table 6 Average Wage Rates Analysed by Industry Section

行業主類 Industry section	所有選定職業 All selected occupations
	平均每月薪金 ††† Average monthly salaries †††
製造業 <i>Manufacturing</i>	8,900
進出口貿易、批發及零售業 <i>Import/export, wholesale and retail trades</i>	14,007
運輸 <i>Transportation</i>	14,642
住宿及膳食服務活動 <i>Accommodation and food service activities</i>	8,994
金融及保險活動 <i>Financial and insurance activities</i>	17,305
地產租賃及保養管理 <i>Real estate leasing and maintenance management</i>	8,907
專業及商業服務 <i>Professional and business services</i>	7,329
個人服務 <i>Personal services</i>	11,539
所有選定行業主類@ <i>All selected industry sections @</i>	11,342

註釋：(1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

††† 本表所包括的「所有選定職業」的平均工資是以月為計算基準的。

Notes: (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

††† The average wage rates of “all selected occupations” are estimated and presented on a monthly basis in this table.

**表 7** 按行業主類劃分的技工及操作工職級的平均每日工資、平均正常工作時數與平均標準工作日數  
**Table 7** Average Daily Wages, Average Number of Normal Hours of Work and Average Number of Standard Working Days of Craftsmen and Operatives Analysed by Industry Section

行業主類/職業組別	Industry section/Occupational group	平均每日工資(元)† Average daily wages(\$)†	平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
<b>製造業</b>	<b>Manufacturing</b>			
技工	Craftsmen	455	8	25
操作工	Operatives	270	8	25
技工及操作工	<b>Craftsmen and operatives</b>	<b>295</b>	<b>8</b>	<b>25</b>
<b>運輸</b>	<b>Transportation</b>			
技工	Craftsmen	500	8	26
操作工	Operatives	624	7	26
技工及操作工	<b>Craftsmen and operatives</b>	<b>523</b>	<b>8</b>	<b>26</b>
<b>地產租賃及保養管理</b>	<b>Real estate leasing and maintenance management</b>			
技工	Craftsmen	474	8	26
操作工	Operatives	-	-	-
技工及操作工	<b>Craftsmen and operatives</b>	<b>474</b>	<b>8</b>	<b>26</b>
<b>所有選定行業主類@</b>	<b>All selected industry sections@</b>			
技工	Craftsmen	508	8	25
操作工	Operatives	368	8	25
技工及操作工	<b>Craftsmen and operatives</b>	<b>458</b>	<b>8</b>	<b>25</b>

註釋： (1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

- 統計調查期內並沒有數據。

† 本報告所包括的「技工及操作工」的平均工資是以日為計算基準的。按其他時計方式支薪的工人的工資，亦會轉換為以日計算及包括在本表的平均日薪工資內。

Notes : (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

- Data not available for the survey period.

† The average wage rates of all employees under “craftsmen and operatives” are estimated and presented on a daily basis in this report. For those employees paid on other time basis, their wage rates are also converted to daily rates and included in the average daily wages in this table.

表 8 按選定行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均正常工作時數與平均標準工作日數

Table 8 Average Monthly Salaries, Average Number of Normal Hours of Work and Average Number of Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Selected Industry by Occupation

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
		男 Male	女 Female	合計 Overall		
<b>地產保養管理服務業 (一般亦稱為物業管理業)</b>	<b>Real estate maintenance management (more commonly known as property management)</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	11,620	12,386	11,755	9	25
其中：	within which:					
會計主任	Accounting supervisor	*	20,064	21,327	8	23
保養技術員	Maintenance technician	15,012	*	15,006	8	25
屋邨主任/屋宇事務主任	Estate officer/bldg. services officer	13,850	13,943	13,878	8	24
樓宇主任/保安主任	Building supervisor/ security supervisor	8,814	8,390	8,755	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	9,958	10,228	10,177	8	23
其中：	within which:					
會計文員	Accounting clerk	11,378	12,034	11,866	8	23
普通文員	General office clerk	9,493	9,866	9,801	8	24
其他非生產級工人	<i>Miscellaneous non-production workers</i>	7,884	7,484	7,786	10	26
其中：	within which:					
樓宇管理員/保安員	Building attendant/guard	7,879	7,484	7,787	10	26
其中：	within which:					
以二更制(12小時一更)	those employed under 2-shift system(12 hours per shift)	8,012	7,892	7,991	11	26
受聘的管理員/保安員						
以三更制(8小時一更)	those employed under 3-shift system(8 hours per shift)	7,396	7,032	7,268	8	26
受聘的管理員/保安員						
(請參閱第37頁的註釋2及3)	(see notes 2 and 3 on page 37)					
園丁	Gardener	9,369	*	8,897	8	26
<b>督導級、技術員級、文員級及 其他非生產級工人</b>	<b><i>Supervisory, technical, clerical and miscellaneous non-production workers</i></b>	<b>8,604</b>	<b>8,410</b>	<b>8,555</b>	<b>10</b>	<b>26</b>
<b>保安及偵查活動 (請參閱第38頁的註釋5)</b>	<b>Security and investigation (see note 5 on page 38)</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	10,124	10,914	10,227	10	26
其中：	within which:					
會計主任	Accounting supervisor	*	16,959	16,727	8	24
保安主任	Security supervisor	10,104	10,515	10,155	10	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	8,916	9,538	9,412	8	24
其中：	within which:					
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,679	9,706	8	24
普通文員	General office clerk	*	9,157	9,068	8	24
服務人員	<i>Service workers</i>	7,392	7,445	7,405	10	26
其中：	within which:					
保安員	Guard	7,361	7,443	7,381	10	26
其中：	within which:					
以二更制(12小時一更)	those employed for non-airport work under 2-shift system(12 hours per shift)	7,204	7,323	7,228	11	26
受聘的非機場保安員						
以三更制(8小時一更)	those employed for non-airport work under 3-shift system(8 hours per shift)	6,696	6,482	6,611	8	26
受聘的非機場保安員						
(請參閱第37及38頁的註釋2,3及4)	(see notes 2, 3 and 4 on page 37-38)					
<b>督導級、技術員級、文員級及 其他非生產級工人</b>	<b><i>Supervisory, technical, clerical and miscellaneous non-production workers</i></b>	<b>7,569</b>	<b>7,607</b>	<b>7,578</b>	<b>10</b>	<b>26</b>

表 8 按選定行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均正常工作時數與平均標準工作日數 --- 續頁  
**Table 8 Average Monthly Salaries, Average Number of Normal Hours of Work and Average Number of Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Selected Industry by Occupation --- Cont'a**

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
		男 Male	女 Female	合計 Overall		
<b>防蟲及清潔服務業</b>	<b>Pest control and cleaning services</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	8,913	7,992	8,538	9	26
其中：	within which:					
監督/管工	Supervisor/foreman	8,913	7,992	8,538	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	7,256	8,896	8,664	8	24
其中：	within which:					
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,824	9,770	8	24
普通文員	General office clerk	6,806	8,316	8,063	8	24
服務人員	<i>Service workers</i>	6,923	*	6,487	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	5,668	5,406	5,492	8	26
其中：	within which:					
司機	Driver	9,204	*	9,173	8	26
廁所清潔工	Cleaner (lavatory)	*	5,230	5,279	9	26
一般清潔工	Cleaner (general)	5,588	5,411	5,468	8	26
督導級、技術員級、文員級及 其他非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	<b>6,072</b>	<b>5,582</b>	<b>5,754</b>	<b>8</b>	<b>26</b>
所有選定行業主類@	<i>All selected industry sections@</i>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	<b>17,102</b>	<b>16,116</b>	<b>16,624</b>	<b>8</b>	<b>24</b>
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	<b>11,244</b>	<b>11,589</b>	<b>11,499</b>	<b>8</b>	<b>24</b>
服務人員	<i>Service workers</i>	<b>8,958</b>	<b>7,107</b>	<b>8,234</b>	<b>9</b>	<b>25</b>
其他非生產級工人	<i>Miscellaneous non-production workers</i>	<b>7,828</b>	<b>6,470</b>	<b>7,183</b>	<b>9</b>	<b>26</b>
督導級、技術員級、文員級及 其他非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	<b>11,648</b>	<b>11,013</b>	<b>11,321</b>	<b>9</b>	<b>25</b>

**表 8** 按選定行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均正常工作時數與平均標準工作日數 --- 續頁

**Table 8** Average Monthly Salaries, Average Number of Normal Hours of Work and Average Number of Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Selected Industry by Occupation --- *Cont'd.*

<p>註釋： (1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。</p> <p>(2) 大部分樓宇管理員和保安員的工時為 12 小時(以 2 更制聘用)，其次為 8 小時(以 3 更制聘用)，其他 9 小時、10 小時等等也有。政府部門外判合約多採用 8 小時的 3 更制。為方便參考，除整體平均薪金外，本報告也附加編制以 2 更制(12 小時一更)及 3 更制(8 小時一更)受聘的樓宇管理員/保安員及保安員的平均薪金。</p> <p>(3) 樓宇管理員的主要職責為：</p> <p>(i) 防止未經許可人士進入大廈；</p> <p>(ii) 遇有緊急事故，趕往現場支援及通知警方；</p> <p>(iii) 登記進出大廈的訪客資料；</p> <p>(iv) 記錄大廈發生的事故(如電梯損壞、停電、漏水、警鐘鳴響等)，並通知有關負責人跟進處理；</p> <p>(v) 確保公共走廊及走火通道暢通無阻；及</p> <p>(vi) 處理大廈業主、住客和訪客的投訴和查詢。</p> <p>保安員的主要職責為：</p> <p>(i) 防止未經許可人士進入大廈；</p> <p>(ii) 定時巡樓，以防範暴力事件，火災及其他滋擾；及</p> <p>(iii) 遇有緊急事故，趕往現場支援及通知警方。</p>	<p>Notes : (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0.</p> <p>(2) The majority of the building attendants/guards and security guards work for 12 hours a day(under 2-shift system). Some work for 8 hours (under 3-shift system). Other working hours, such as 9 hours and 10 hours, are also prevalent. However, under government departments' contracting out service arrangements, building attendants and security guards are generally employed with 3 shifts. To facilitate reference, the average salaries for those working under 2-shift and 3-shift arrangements are additionally compiled and published in this report, besides the overall average for all building attendants and guards.</p> <p>(3) The major duties of building attendant are:</p> <p>(i) to prevent unauthorised entry into the building;</p> <p>(ii) to rush to the scene to assist and report to the police as appropriate if an emergency occurs;</p> <p>(iii) to register visitors going in and out of the building;</p> <p>(iv) to record every incident that occurs in the building (e.g. lift breakdown, power failure, water seepage, alarm ringing), and notify those responsible for appropriate follow-up action;</p> <p>(v) to ensure that common corridors and fire escapes are always kept clear; and</p> <p>(vi) to attend to all complaints and enquiries lodged by owners, occupants and visitors.</p> <p>The major duties of guard are:</p> <p>(i) to prevent unauthorized entry into the building ;</p> <p>(ii) to patrol regularly to prevent violence, fire or disturbances; and</p> <p>(iii) to rush to the scene to assist and report to the police as appropriate if an emergency occurs.</p>
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**表 8** 按選定行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、平均正常工作時數與平均標準工作日數 --- 續頁

**Table 8** **Average Monthly Salaries, Average Number of Normal Hours of Work and Average Number of Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Selected Industry by Occupation --- Cont'd.**

註釋： (4) 以2更制或3更制受聘的保安員的平均薪金數字並不包括駐守機場的保安員，這是由於駐守機場的保安員的特殊工作性質(例如進行X光保安檢查及機場禁區進出控制)，以及相關的特別技能要求。但整體保安員的平均薪金則包括駐守機場的保安員。

(5) 統計調查所包括的公司主要為保安服務公司。

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣供應業、污水處理及廢棄物管理業與出版活動業。

\* 為使個別公司所提供的資料得以保密，數據不予公布。(參照本報告第 IV 部的 4.12 段。)

†† 本報告所包括的「督導級、技術員級、文員級及其他非生產級工人」的平均工資是以月為計算基準的。按其他時計方式支薪的工人的工資，亦會轉換為以月計算及包括在本表的平均每月薪金內。

Notes: (4) The average salaries for those guards working under 2-shift and 3-shift arrangements do not include guards performing airport security due to their special job duties (such as X-ray screening and access control to the airport restricted area) and related requirements of special skills. However, the overall average salaries of guard include guards performing airport security.

(5) The companies included in the statistical survey are essentially security services companies.

@ Refers to all industries covered by the Wage Enquiry, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

\* Data not released in order to safeguard confidentiality of information provided by individual firms. (See paragraph 4.12 in Part IV of this report.)

†† The average wage rates of all employees under “supervisory, technical, clerical and miscellaneous non-production workers” are estimated and presented on a monthly basis in this report. For those employees paid on other time basis, their wage rates are also converted to monthly rates and included in the average monthly salaries in this table.

表 9 按選定常見職業劃分的技工及操作工職級的平均每日工資、平均正常工作時數與平均標準工作日數  
**Table 9 Average Daily Wages, Average Number of Normal Hours of Work and Average Number of Standard Working Days of Craftsmen and Operatives by Selected Common Occupation**

職業類別/職業 Occupational group/Occupation	平均每日工資(元)† Average daily wages(\$) <sup>†</sup>			平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
	男 Male	女 Female	合計 Overall		
<b>技工</b> <b>Craftsmen</b>					
保養技工 Repair and maintenance mechanic	458	-	458	8	25
<b>操作工</b> <b>Operatives</b>					
切紙機操作工 Guillotining machine operator	413	-	413	8	26

註釋：(1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。

- 統計調查期內並沒有數據。

† 本報告所包括的「技工及操作工」的平均工資是以日為計算基準的。按其他時計方式支薪的工人的工資，亦會轉換為以日計算及包括在本表的平均日薪工資內。不包括發電、輸電及配電業、燃氣製造及配送業、鐵路及纜索運輸業、公共巴士服務業及持牌及專營渡輪服務業的僱員。

Notes : (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0.

- Data not available for the survey period.

† The average wage rates of all employees under “craftsmen and operatives” are estimated and presented on a daily basis in this report. For those employees paid on other time basis, their wage rates are also converted to daily rates and included in the average daily wages in this table. Employees under the electric power generation, transmission and distribution, gas manufacture and distribution, railway and cable transport, public bus services, and licensed and franchised ferry services sectors are excluded.

表 10 按選定常見職業劃分的平均每月薪金、平均正常工作時數與平均標準工作日數  
**Table 10 Average Monthly Salaries, Average Number of Normal Hours of Work and Average Number of Standard Working Days by Selected Common Occupation**

行業/職業 Industry/Occupation	平均每月薪金(元)†† Average monthly salaries(\$) ††	平均每日 正常工作時數 Average number of normal hours of work per day	平均每月 標準工作日數 Average number of standard working days per month
<b>防蟲及清潔服務</b> <b>Pest control and cleaning services</b>			
廁所清潔工 Cleaner (lavatory)	5,279	9	26
一般清潔工 Cleaner (general)	5,468	8	26
<b>保安及偵查活動</b> <b>Security and investigation</b>			
保安員 Security guard	7,381	10	26
其中: within which:			
以二更制(12小時一更) 受聘的非機場保安員 those employed for non-airport work under 2-shift system (12 hours per shift)	7,228	11	26
以三更制(8小時一更) 受聘的非機場保安員 those employed for non-airport work under 3-shift system (8 hours per shift)	6,611	8	26
<b>所有選定行業</b> <b>All selected industries</b>			
信差/辦公室助理 Messenger/office assistant	7,969	8	23
男/女侍應生 Waiter/waitress	8,267	9	26
雜工 General worker	7,520	8	25

**表 10 按選定常見職業劃分的平均每月薪金、平均正常工作時數與平均標準工作日數 --- 續頁**  
**Table 10 Average Monthly Salaries/Daily Wages, Average Number of Normal Hours of Work and Average Number of Standard Working Days by Selected Common Occupation --- Cont'd.**

註釋：(1) 自二零零九年第一季開始，所有工資統計數字均採用「香港標準行業分類 2.0 版」編製。

†† 本報告所包括的「督導級、技術員級、文員級及其他非生產級工人」的平均工資是以月為計算基準的。按其他時計方式支薪的工人的工資，亦會轉換為以月計算及包括在本表的平均每月薪金內。不包括發電、輸電及配電業、燃氣製造及配送業、鐵路及纜索運輸業、公共巴士服務業及持牌及專營渡輪服務業的僱員。

Notes: (1) Starting from the first quarter of 2009, the wage statistics are compiled based on the HSIC V2.0.

†† The average wage rates of all employees under “supervisory, technical, clerical and miscellaneous non-production workers” are estimated and presented on a monthly basis in this report. For those employees paid on other time basis, their wage rates are also converted to monthly rates and included in the average monthly salaries in this table. Employees under the electric power generation, transmission and distribution, gas manufacture and distribution, railway and cable transport, public bus services, and licensed and franchised ferry services sections are excluded.

表 11 按行業主類劃分的就業人士名義平均薪金指數數列  
**Table 11 Time Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section**

(一九九九年第一季=100)

(1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零四年第一季 1st Qtr. 2004	96.3 (N.A.)	92.6 (N.A.)	104.0 (N.A.)	93.4 (N.A.)	97.4 (N.A.)	82.2 (N.A.)
二零零四年第二季 2nd Qtr. 2004	85.3 (N.A.)	82.3 (N.A.)	80.9 (N.A.)	76.0 (N.A.)	85.5 (N.A.)	74.3 (N.A.)
二零零四年第三季 3rd Qtr. 2004	81.1 (N.A.)	97.8 (N.A.)	80.8 (N.A.)	81.0 (N.A.)	84.4 (N.A.)	76.7 (N.A.)
二零零四年第四季 4th Qtr. 2004	87.7 (N.A.)	94.1 (N.A.)	88.2 (N.A.)	85.2 (N.A.)	99.4 (N.A.)	78.2 (N.A.)
二零零五年第一季 1st Qtr. 2005	97.7 (+1.5)	115.6 (+24.8)	107.6 (+3.5)	101.6 (+8.8)	103.0 (+5.8)	87.4 (+6.4)
二零零五年第二季 2nd Qtr. 2005	86.1 (+1.0)	118.0 (+43.3)	85.6 (+5.8)	83.8 (+10.2)	89.3 (+4.5)	76.2 (+2.6)
二零零五年第三季 3rd Qtr. 2005	81.1 (+0.1)	118.1 (+20.7)	88.9 (+10.1)	87.0 (+7.5)	89.4 (+5.9)	76.6 (-0.2)
二零零五年第四季 4th Qtr. 2005	88.5 (+1.0)	118.0 (+25.4)	96.2 (+9.0)	93.3 (+9.6)	104.1 (+4.7)	77.2 (-1.2)
二零零六年第一季 1st Qtr. 2006	100.4 (+2.7)	136.2 (+17.9)	110.0 (+2.2)	105.6 (+4.0)	100.0 (-2.9)	86.7 (-0.8)
二零零六年第二季 2nd Qtr. 2006	86.0 (-0.1)	117.3 (-0.6)	88.9 (+3.9)	86.8 (+3.6)	93.2 (+4.3)	76.8 (+0.8)
二零零六年第三季 3rd Qtr. 2006	83.8 (+3.3)	124.8 (+5.6)	93.5 (+5.2)	87.9 (+1.0)	93.4 (+4.5)	78.9 (+2.9)
二零零六年第四季 4th Qtr. 2006	89.3 (+0.9)	140.0 (+18.6)	100.5 (+4.4)	93.1 (-0.3)	110.7 (+6.3)	83.5 (+8.1)
二零零七年第一季 1st Qtr. 2007	100.8 (+0.4)	165.0 (+21.1)	110.2 (+0.2)	109.5 (+3.7)	105.5 (+5.5)	90.3 (+4.1)
二零零七年第二季 2nd Qtr. 2007	88.3 (+2.6)	154.0 (+31.3)	90.3 (+1.6)	88.2 (+1.6)	96.4 (+3.5)	80.5 (+4.7)
二零零七年第三季 3rd Qtr. 2007	86.1 (+2.7)	126.3 (+1.2)	96.1 (+2.7)	89.9 (+2.3)	97.1 (+3.9)	81.8 (+3.7)
二零零七年第四季 4th Qtr. 2007	93.4 (+4.6)	161.4 (+15.3)	103.5 (+3.0)	95.5 (+2.7)	113.9 (+2.9)	85.8 (+2.9)

表 11  
Table 11

按行業主類劃分的就業人士名義平均薪金指數數列--- 續頁  
Time Series of Nominal Indices of Payroll per Person Engaged Analysed by  
Industry Section --- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
95.1 (N.A.)	111.9 (N.A.)	99.4 (N.A.)	83.1 (N.A.)	93.2 (N.A.)	98.5 (N.A.)	二零零四年第一季 1st Qtr. 2004
86.3 (N.A.)	94.7 (N.A.)	82.7 (N.A.)	79.9 (N.A.)	92.1 (N.A.)	86.9 (N.A.)	二零零四年第二季 2nd Qtr. 2004
82.8 (N.A.)	87.3 (N.A.)	87.4 (N.A.)	75.2 (N.A.)	96.9 (N.A.)	86.5 (N.A.)	二零零四年第三季 3rd Qtr. 2004
85.2 (N.A.)	101.3 (N.A.)	97.2 (N.A.)	81.9 (N.A.)	93.0 (N.A.)	92.5 (N.A.)	二零零四年第四季 4th Qtr. 2004
96.7 (+1.7)	115.5 (+3.2)	108.0 (+8.6)	83.2 (+0.2)	88.6 (-4.9)	102.8 (+4.4)	二零零五年第一季 1st Qtr. 2005
86.2 (-0.1)	96.7 (+2.1)	89.6 (+8.4)	78.9 (-1.1)	91.8 (-0.2)	89.2 (+2.7)	二零零五年第二季 2nd Qtr. 2005
84.2 (+1.7)	96.6 (+10.7)	91.1 (+4.3)	77.3 (+2.8)	91.3 (-5.7)	89.3 (+3.2)	二零零五年第三季 3rd Qtr. 2005
82.2 (-3.5)	108.2 (+6.8)	98.9 (+1.8)	88.7 (+8.3)	91.5 (-1.7)	96.0 (+3.7)	二零零五年第四季 4th Qtr. 2005
90.3 (-6.7)	129.6 (+12.2)	105.1 (-2.8)	85.0 (+2.1)	90.0 (+1.6)	104.2 (+1.3)	二零零六年第一季 1st Qtr. 2006
86.7 (+0.7)	103.9 (+7.4)	92.3 (+3.1)	84.5 (+7.1)	91.9 (+0.1)	91.1 (+2.2)	二零零六年第二季 2nd Qtr. 2006
87.0 (+3.3)	103.7 (+7.4)	90.7 (-0.5)	77.8 (+0.6)	92.6 (+1.4)	91.2 (+2.2)	二零零六年第三季 3rd Qtr. 2006
87.4 (+6.3)	121.5 (+12.3)	89.8 (-9.2)	91.8 (+3.5)	92.2 (+0.9)	99.8 (+4.0)	二零零六年第四季 4th Qtr. 2006
87.7 (-2.8)	146.4 (+13.0)	96.8 (-7.9)	88.9 (+4.6)	90.2 (+0.3)	106.7 (+2.4)	二零零七年第一季 1st Qtr. 2007
86.3 (-0.5)	112.6 (+8.4)	93.6 (+1.4)	88.1 (+4.3)	90.4 (-1.7)	93.8 (+2.9)	二零零七年第二季 2nd Qtr. 2007
82.7 (-4.9)	110.8 (+6.9)	92.9 (+2.5)	82.3 (+5.7)	96.9 (+4.6)	95.5 (+4.6)	二零零七年第三季 3rd Qtr. 2007
84.6 (-3.2)	133.7 (+10.1)	93.1 (+3.7)	96.1 (+4.7)	94.9 (+2.9)	105.7 (+5.9)	二零零七年第四季 4th Qtr. 2007

表 11 按行業主類劃分的就業人士名義平均薪金指數數列--- 續頁  
 Table 11 Time Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.

(一九九九年第一季=100)  
 (1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零八年第一季 1st Qtr. 2008	98.9 (-1.8)	150.4 (-8.8)	119.8 (+8.7)	111.6 (+1.9)	105.6 (+0.1)	90.0 (-0.3)
二零零八年第二季 2nd Qtr. 2008	91.5 (+3.6)	123.1 (-20.1)	96.1 (+6.4)	95.3 (+8.0)	95.9 (-0.6)	83.8 (+4.2)
二零零八年第三季 3rd Qtr. 2008	90.2 (+4.8)	132.1 (+4.6)	103.2 (+7.4)	103.9 (+15.6)	98.8 (+1.7)	86.1 (+5.2)
二零零八年第四季 4th Qtr. 2008	91.2 (-2.4)	149.1 (-7.6)	106.2 (+2.6)	103.5 (+8.4)	110.1 (-3.3)	87.2 (+1.6)
二零零九年第一季 1st Qtr. 2009	90.8 (-8.2)	152.9 (+1.6)	112.9 (-5.7)	112.0 (+0.4)	106.2 (+0.6)	87.9 (-2.3)
二零零九年第二季 2nd Qtr. 2009	88.2 (-3.5)	138.7 (+12.7)	96.5 (+0.5)	94.7 (-0.6)	89.5 (-6.6)	83.3 (-0.6)
二零零九年第三季 3rd Qtr. 2009	88.3 (-2.2)	133.7 (+1.2)	103.0 (-0.2)	99.1 (-4.7)	103.6 (+4.9)	86.3 (+0.2)
二零零九年第四季 4th Qtr. 2009	91.5 (+0.4)	141.1 (-5.4)	105.8 (-0.3)	102.2 (-1.3)	110.4 (+0.2)	87.5 (+0.3)

表 11  
Table 11

按行業主類劃分的就業人士名義平均薪金指數數列 --- 續頁  
Time Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及通訊 Information and communications	金融及保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及商業服務 Professional and business services	社會及個人服務 Social and personal services	所有選定行業主類@ All selected industry sections@	季度/年份 Quarter/Year
95.6 (+9.0)	166.7 (+13.8)	114.4 (+18.2)	96.3 (+8.4)	92.0 (+2.0)	110.0 (+3.1)	二零零八年第一季 1st Qtr. 2008
87.7 (+1.6)	123.9 (+10.0)	102.2 (+9.1)	92.8 (+5.3)	94.8 (+4.9)	98.1 (+4.6)	二零零八年第二季 2nd Qtr. 2008
88.7 (+7.2)	124.6 (+12.4)	96.3 (+3.6)	87.5 (+6.3)	101.0 (+4.2)	100.4 (+5.2)	二零零八年第三季 3rd Qtr. 2008
92.0 (+8.7)	133.9 (+0.2)	93.7 (+0.6)	91.4 (-4.9)	96.3 (+1.4)	103.4 (-2.1)	二零零八年第四季 4th Qtr. 2008
92.6 (-3.2)	150.4 (-9.8)	98.1 (-14.2)	94.7 (-1.7)	98.3 (+6.8)	109.7 (-0.2)	二零零九年第一季 1st Qtr. 2009
89.7 (+2.3)	123.7 (-0.2)	101.8 (-0.3)	90.1 (-2.9)	96.8 (+2.2)	97.4 (-0.7)	二零零九年第二季 2nd Qtr. 2009
89.1 (+0.5)	125.3 (+0.6)	100.6 (+4.5)	91.5 (+4.6)	99.5 (-1.5)	102.5 (+2.1)	二零零九年第三季 3rd Qtr. 2009
93.2 (+1.3)	131.6 (-1.7)	96.1 (+2.5)	93.8 (+2.7)	95.9 (-0.4)	104.4 (+0.9)	二零零九年第四季 4th Qtr. 2009

註釋：(1) 自二零零九年第一季開始，所有薪金總額統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列薪金總額指數已作出後向估計至二零零四年第一季。

(2) 括號內數字指按年(該季度與上年同季比較)變動百分率。所有增減百分率按小數後兩個位的指數計算出來。

@ 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣供應業。

# 變動在±0.05%內。

Notes: (1) Starting from the first quarter of 2009, the payroll statistics are compiled based on the HSIC V2.0. The series of payroll indices under HSIC V2.0 has also been backcasted to the first quarter of 2004.

(2) Figures in brackets denote year-on-year (reference quarter concerned compared with the same quarter in the preceding year) percentage changes. All percentage changes are derived from indices rounded to 2 decimal places.

@ Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

# Change within ± 0.05%.



表 12 按行業主類劃分的就業人士實質平均薪金指數數列  
 Table 12 Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section

(一九九九年第一季=100)

(1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零四年第一季 1st Qtr. 2004	110.4 (N.A.)	106.0 (N.A.)	119.2 (N.A.)	106.9 (N.A.)	111.5 (N.A.)	94.1 (N.A.)
二零零四年第二季 2nd Qtr. 2004	97.7 (N.A.)	94.3 (N.A.)	92.7 (N.A.)	87.1 (N.A.)	97.9 (N.A.)	85.1 (N.A.)
二零零四年第三季 3rd Qtr. 2004	93.0 (N.A.)	112.2 (N.A.)	92.6 (N.A.)	92.8 (N.A.)	96.8 (N.A.)	88.0 (N.A.)
二零零四年第四季 4th Qtr. 2004	100.1 (N.A.)	107.4 (N.A.)	100.7 (N.A.)	97.2 (N.A.)	113.5 (N.A.)	89.2 (N.A.)
二零零五年第一季 1st Qtr. 2005	111.6 (+1.1)	131.9 (+24.4)	122.9 (+3.1)	116.0 (+8.4)	117.5 (+5.4)	99.8 (+6.0)
二零零五年第二季 2nd Qtr. 2005	97.8 (+0.2)	134.1 (+42.1)	97.3 (+5.0)	95.2 (+9.4)	101.5 (+3.6)	86.6 (+1.8)
二零零五年第三季 3rd Qtr. 2005	91.9 (-1.2)	133.8 (+19.2)	100.7 (+8.7)	98.6 (+6.2)	101.2 (+4.6)	86.8 (-1.4)
二零零五年第四季 4th Qtr. 2005	99.7 (-0.4)	132.9 (+23.8)	108.3 (+7.5)	105.1 (+8.1)	117.2 (+3.3)	86.9 (-2.6)
二零零六年第一季 1st Qtr. 2006	112.8 (+1.1)	153.1 (+16.0)	123.6 (+0.6)	118.7 (+2.4)	112.4 (-4.4)	97.4 (-2.4)
二零零六年第二季 2nd Qtr. 2006	95.8 (-2.1)	130.6 (-2.6)	99.0 (+1.8)	96.7 (+1.5)	103.8 (+2.2)	85.6 (-1.2)
二零零六年第三季 3rd Qtr. 2006	92.8 (+1.0)	138.2 (+3.3)	103.6 (+2.9)	97.3 (-1.3)	103.5 (+2.2)	87.3 (+0.7)
二零零六年第四季 4th Qtr. 2006	98.5 (-1.2)	154.4 (+16.2)	110.8 (+2.2)	102.6 (-2.4)	122.0 (+4.1)	92.0 (+5.8)
二零零七年第一季 1st Qtr. 2007	111.4 (-1.2)	182.3 (+19.1)	121.8 (-1.5)	121.0 (+2.0)	116.6 (+3.8)	99.8 (+2.4)
二零零七年第二季 2nd Qtr. 2007	97.1 (+1.4)	169.4 (+29.7)	99.4 (+0.3)	97.0 (+0.4)	106.1 (+2.2)	88.5 (+3.5)
二零零七年第三季 3rd Qtr. 2007	93.9 (+1.2)	137.7 (-0.3)	104.8 (+1.2)	98.0 (+0.7)	105.9 (+2.4)	89.2 (+2.2)
二零零七年第四季 4th Qtr. 2007	99.6 (+1.1)	172.1 (+11.5)	110.3 (-0.4)	101.8 (-0.7)	121.4 (-0.5)	91.5 (-0.6)

表 12  
Table 12

按行業主類劃分的就業人士實質平均薪金指數數列--- 續頁  
Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
108.9 (N.A.)	128.1 (N.A.)	113.9 (N.A.)	95.2 (N.A.)	106.8 (N.A.)	112.8 (N.A.)	二零零四年第一季 1st Qtr. 2004
98.8 (N.A.)	108.5 (N.A.)	94.7 (N.A.)	91.5 (N.A.)	105.4 (N.A.)	99.5 (N.A.)	二零零四年第二季 2nd Qtr. 2004
95.0 (N.A.)	100.1 (N.A.)	100.2 (N.A.)	86.3 (N.A.)	111.1 (N.A.)	99.2 (N.A.)	二零零四年第三季 3rd Qtr. 2004
97.3 (N.A.)	115.6 (N.A.)	110.9 (N.A.)	93.5 (N.A.)	106.2 (N.A.)	105.6 (N.A.)	二零零四年第四季 4th Qtr. 2004
110.4 (+1.4)	131.8 (+2.9)	123.3 (+8.3)	95.0 (-0.2)	101.2 (-5.3)	117.3 (+4.0)	二零零五年第一季 1st Qtr. 2005
97.9 (-0.9)	109.9 (+1.3)	101.8 (+7.5)	89.7 (-1.9)	104.3 (-1.0)	101.3 (+1.8)	二零零五年第二季 2nd Qtr. 2005
95.4 (+0.4)	109.4 (+9.3)	103.2 (+3.0)	87.6 (+1.5)	103.4 (-6.9)	101.1 (+1.9)	二零零五年第三季 3rd Qtr. 2005
92.6 (-4.8)	121.8 (+5.4)	111.4 (+0.4)	99.9 (+6.8)	103.0 (-3.0)	108.1 (+2.3)	二零零五年第四季 4th Qtr. 2005
101.4 (-8.1)	145.6 (+10.5)	118.0 (-4.3)	95.5 (+0.5)	101.1 (#)	117.0 (-0.3)	二零零六年第一季 1st Qtr. 2006
96.6 (-1.4)	115.7 (+5.3)	102.8 (+1.0)	94.1 (+4.9)	102.4 (-1.9)	101.5 (+0.1)	二零零六年第二季 2nd Qtr. 2006
96.4 (+1.0)	114.9 (+5.0)	100.4 (-2.7)	86.2 (-1.6)	102.6 (-0.8)	101.0 (-0.1)	二零零六年第三季 3rd Qtr. 2006
96.4 (+4.1)	133.9 (+9.9)	99.0 (-11.1)	101.2 (+1.3)	101.7 (-1.2)	110.0 (+1.8)	二零零六年第四季 4th Qtr. 2006
96.9 (-4.5)	161.8 (+11.1)	107.0 (-9.4)	98.2 (+2.9)	99.7 (-1.4)	117.9 (+0.7)	二零零七年第一季 1st Qtr. 2007
95.0 (-1.7)	123.9 (+7.1)	103.0 (+0.2)	97.0 (+3.0)	99.4 (-2.9)	103.2 (+1.7)	二零零七年第二季 2nd Qtr. 2007
90.2 (-6.4)	120.9 (+5.2)	101.3 (+0.9)	89.7 (+4.1)	105.7 (+3.0)	104.1 (+3.0)	二零零七年第三季 3rd Qtr. 2007
90.2 (-6.4)	142.5 (+6.4)	99.2 (+0.2)	102.5 (+1.3)	101.2 (-0.5)	112.7 (+2.4)	二零零七年第四季 4th Qtr. 2007

表 12 按行業主類劃分的就業人士實質平均薪金指數數列--- 續頁  
 Table 12 Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.

(一九九九年第一季=100)  
 (1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零八年第一季 1st Qtr. 2008	104.5 (-6.2)	158.8 (-12.9)	126.5 (+3.9)	117.8 (-2.7)	111.5 (-4.4)	95.0 (-4.7)
二零零八年第二季 2nd Qtr. 2008	95.2 (-2.0)	128.1 (-24.4)	100.0 (+0.6)	99.2 (+2.2)	99.8 (-5.9)	87.2 (-1.5)
二零零八年第三季 3rd Qtr. 2008	94.0 (+0.1)	137.7 (#)	107.5 (+2.6)	108.2 (+10.4)	102.9 (-2.9)	89.7 (+0.5)
二零零八年第四季 4th Qtr. 2008	95.0 (-4.6)	155.3 (-9.8)	110.6 (+0.2)	107.8 (+5.9)	114.7 (-5.5)	90.9 (-0.7)
二零零九年第一季 1st Qtr. 2009	94.3 (-9.7)	158.7 (#)	117.3 (-7.3)	116.3 (-1.3)	110.3 (-1.1)	91.3 (-4.0)
二零零九年第二季 2nd Qtr. 2009	91.8 (-3.5)	144.3 (+12.7)	100.4 (+0.5)	98.5 (-0.6)	93.2 (-6.6)	86.7 (-0.6)
二零零九年第三季 3rd Qtr. 2009	92.8 (-1.2)	140.6 (+2.2)	108.4 (+0.8)	104.2 (-3.8)	109.0 (+5.9)	90.7 (+1.2)
二零零九年第四季 4th Qtr. 2009	94.1 (-1.0)	145.0 (-6.6)	108.7 (-1.7)	105.0 (-2.6)	113.4 (-1.1)	89.9 (-1.1)

表 12  
Table 12

按行業主類劃分的就業人士實質平均薪金指數數列--- 續頁  
Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
101.0 (+4.2)	176.0 (+8.8)	120.8 (+13.0)	101.7 (+3.6)	97.2 (-2.5)	116.1 (-1.5)	二零零八年第一季 1st Qtr. 2008
91.2 (-3.9)	129.0 (+4.1)	106.3 (+3.2)	96.5 (-0.4)	98.6 (-0.8)	102.1 (-1.1)	二零零八年第二季 2nd Qtr. 2008
92.4 (+2.4)	129.8 (+7.3)	100.3 (-1.0)	91.1 (+1.6)	105.2 (-0.5)	104.6 (+0.5)	二零零八年第三季 3rd Qtr. 2008
95.8 (+6.2)	139.5 (-2.1)	97.6 (-1.7)	95.2 (-7.1)	100.3 (-0.9)	107.8 (-4.3)	二零零八年第四季 4th Qtr. 2008
96.1 (-4.8)	156.2 (-11.3)	101.9 (-15.7)	98.4 (-3.3)	102.0 (+5.0)	114.0 (-1.9)	二零零九年第一季 1st Qtr. 2009
93.3 (+2.3)	128.7 (-0.2)	106.0 (-0.3)	93.7 (-2.9)	100.8 (+2.2)	101.4 (-0.7)	二零零九年第二季 2nd Qtr. 2009
93.7 (+1.4)	131.8 (+1.6)	105.8 (+5.5)	96.2 (+5.6)	104.6 (-0.5)	107.7 (+3.0)	二零零九年第三季 3rd Qtr. 2009
95.8 (#)	135.3 (-3.0)	98.7 (+1.2)	96.4 (+1.3)	98.6 (-1.7)	107.3 (-0.4)	二零零九年第四季 4th Qtr. 2009

註釋：(1) 自二零零九年第一季開始，所有薪金總額統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列薪金總額指數已作出後向估計至二零零四年第一季。

(2) 就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以二零零四至零五年為基期的綜合消費物價指數而計算出來。

(3) 括號內數字指按年(該季度與上年同季比較)變動百分率。所有增減百分率按小數後兩個位的指數計算出來。

@ 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣供應業。

# 變動在±0.05%內。

Notes : (1) Starting from the first quarter of 2009, the payroll statistics are compiled based on the HSIC V2.0. The series of payroll indices under HSIC V2.0 has also been backcasted to the first quarter of 2004.

(2) The Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2004/05-based Composite CPI.

(3) Figures in brackets denote year-on-year (reference quarter concerned compared with the same quarter in the preceding year) percentage changes. All percentage changes are derived from indices rounded to 2 decimal places.

@ Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

# Change within ± 0.05%.

表 13 按2位數字行業大類劃分的就業人士名義及實質平均薪金指數  
Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 2-digit Industry Division

(一九九九年第一季=100)  
(1st Qtr. 1999=100)

香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		二零零八年 第四季	二零零九年 第三季	二零零九年 第四季	二零零八年 第四季	二零零九年 第三季	二零零九年 第四季
		4th Qtr. 2008	3rd Qtr. 2009	4th Qtr. 2009	4th Qtr. 2008	3rd Qtr. 2009	4th Qtr. 2009
<b>B</b>	<b>採礦及採石 Mining and quarrying</b>	<b>88.8</b>	<b>92.0</b>	<b>95.1</b>	<b>92.5</b>	<b>96.8</b>	<b>97.8</b>
		<b>(+1.0)</b>	<b>(-1.5)</b>	<b>(+7.1)</b>	<b>(-1.3)</b>	<b>(-0.6)</b>	<b>(+5.7)</b>
10-11	食品及飲品的製造 Manufacture of food products and beverages	71.6	66.4	67.7	74.6	69.8	69.6
		(-4.6)	(-3.4)	(-5.4)	(-6.8)	(-2.5)	(-6.7)
12	煙草製品的製造 Manufacture of tobacco products	*	*	*	*	*	*
		(*)	(*)	(*)	(*)	(*)	(*)
13	紡織品的製造 Manufacture of textiles	83.8	76.1	85.8	87.3	80.0	88.2
		(+10.6)	(-5.3)	(+2.4)	(+8.1)	(-4.4)	(+1.0)
14	成衣的製造 Manufacture of wearing apparel	96.3	87.6	91.3	100.3	92.2	93.8
		(-7.8)	(-0.3)	(-5.2)	(-9.9)	(+0.6)	(-6.5)
15	皮革及相關製品的製造 Manufacture of leather and related products	*	*	*	*	*	*
		(*)	(*)	(*)	(*)	(*)	(*)
16	木材及木製品、水松製品、草編及編結材料製品的製造(傢具及玩具除外) Manufacture of wood and of products of wood and cork, articles of straw and plaiting materials (except furniture and toys)	*	*	*	*	*	*
		(*)	(*)	(*)	(*)	(*)	(*)
17	紙及紙製品的製造 Manufacture of paper and paper products	86.1	84.3	86.1	89.6	88.6	88.5
		(+3.4)	(-7.5)	(+0.1)	(+1.0)	(-6.6)	(-1.2)
18	印刷及已儲錄資料媒體的複製 Printing and reproduction of recorded media	97.2	86.5	91.0	101.2	90.9	93.5
		(+11.5)	(+5.1)	(-6.4)	(+9.0)	(+6.1)	(-7.6)
19	焦煤和精煉石油產品的製造 Manufacture of coke and refined petroleum products	*	*	*	*	*	*
		(*)	(*)	(*)	(*)	(*)	(*)
20-21	化學品、化學產品、藥品、醫藥化學劑和植物藥材的製造 Manufacture of chemicals, chemical products, pharmaceuticals, medicinal chemical and botanical products	81.6	89.6	85.5	85.0	94.3	87.9
		(-5.2)	(+5.6)	(+4.8)	(-7.3)	(+6.6)	(+3.4)
22-23	橡膠、塑膠及其他非金屬礦產製品的製造(傢具、玩具、體育用品及文具除外) Manufacture of rubber, plastics and other non-metallic mineral products (except furniture, toys, sports goods and stationery)	93.5	84.2	92.5	97.4	88.5	95.0
		(-2.2)	(+6.1)	(-1.1)	(-4.5)	(+7.2)	(-2.5)

表 13 按2位數字行業大類劃分的就業人士名義及實質平均薪金指數--- 續頁  
 Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 2-digit Industry Division --- Cont'd.

(一九九九年第一季=100)  
 (1st Qtr. 1999=100)

香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		二零零八年 第四季	二零零九年 第三季	二零零九年 第四季	二零零八年 第四季	二零零九年 第三季	二零零九年 第四季
		4th Qtr. 2008	3rd Qtr. 2009	4th Qtr. 2009	4th Qtr. 2008	3rd Qtr. 2009	4th Qtr. 2009
24-25	基本金屬及金屬製品的製造(機械及設備除外) Manufacture of basic metals and fabricated metal products (except machinery and equipment)	94.2 (+2.2)	105.6 (-6.9)	99.4 (+5.5)	98.2 (-0.1)	111.1 (-6.0)	102.1 (+4.0)
26	電腦、電子及光學產品的製造 Manufacture of computer, electronic and optical products	102.2 (-0.9)	89.0 (+11.7)	101.7 (-0.5)	106.4 (-3.2)	93.6 (+12.7)	104.5 (-1.8)
27-28	電器設備及其他機械設備的製造 Manufacture of electrical equipment, machinery and equipment n.e.c.	* (* )	* (* )	* (* )	* (* )	* (* )	* (* )
29-30	汽車的裝嵌及其他運輸設備的製造 Body assembly of motor vehicles and manufacture of other transport equipment	134.0 (-7.2)	131.0 (+1.8)	133.7 (-0.2)	139.5 (-9.3)	137.7 (+2.8)	137.4 (-1.5)
31-33	其他製造 Other manufacturing	97.8 (+0.3)	95.5 (-5.0)	96.5 (-1.3)	101.8 (-2.0)	100.5 (-4.1)	99.2 (-2.6)
<b>C</b>	<b>製造 Manufacturing</b>	<b>91.2 (-2.4)</b>	<b>88.3 (-2.2)</b>	<b>91.5 (+0.4)</b>	<b>95.0 (-4.6)</b>	<b>92.8 (-1.2)</b>	<b>94.1 (-1.0)</b>
<b>D</b>	<b>電力及燃氣供應 Electricity and gas supply</b>	<b>123.3 (+4.7)</b>	<b>108.9 (-0.1)</b>	<b>125.0 (+1.4)</b>	<b>128.4 (+2.3)</b>	<b>114.5 (+0.8)</b>	<b>128.4 (#)</b>
<b>E</b>	<b>污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities</b>	<b>149.1 (-7.6)</b>	<b>133.7 (+1.2)</b>	<b>141.1 (-5.4)</b>	<b>155.3 (-9.8)</b>	<b>140.6 (+2.2)</b>	<b>145.0 (-6.6)</b>
45	進出口貿易 Import and export trade	108.9 (+4.6)	104.2 (-0.4)	105.9 (-2.7)	113.5 (+2.2)	109.6 (+0.6)	108.9 (-4.0)
46	批發 Wholesale	90.4 (+2.9)	90.2 (+2.7)	91.2 (+0.9)	94.2 (+0.6)	94.8 (+3.7)	93.7 (-0.5)
<b>G (part of)</b>	<b>進出口貿易及批發 Import/export and wholesale trades</b>	<b>106.2 (+2.6)</b>	<b>103.0 (-0.2)</b>	<b>105.8 (-0.3)</b>	<b>110.6 (+0.2)</b>	<b>108.4 (+0.8)</b>	<b>108.7 (-1.7)</b>

表 13 按2位數字行業大類劃分的就業人士名義及實質平均薪金指數--- 續頁  
 Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 2-digit Industry Division --- Cont'd.

(一九九九年第一季=100)  
 (1st Qtr. 1999=100)

香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		二零零八年 第四季	二零零九年 第三季	二零零九年 第四季	二零零八年 第四季	二零零九年 第三季	二零零九年 第四季
		4th Qtr. 2008	3rd Qtr. 2009	4th Qtr. 2009	4th Qtr. 2008	3rd Qtr. 2009	4th Qtr. 2009
<b>G (part of)</b>	<b>零售</b> <i>Retail trade</i>	<b>103.5</b> <b>(+8.4)</b>	<b>99.1</b> <b>(-4.7)</b>	<b>102.2</b> <b>(-1.3)</b>	<b>107.8</b> <b>(+5.9)</b>	<b>104.2</b> <b>(-3.8)</b>	<b>105.0</b> <b>(-2.6)</b>
49	陸路運輸 Land transport	105.5 (-1.0)	96.3 (-2.9)	100.4 (-4.8)	109.9 (-3.3)	101.3 (-2.0)	103.2 (-6.0)
50	水上運輸 Water transport	123.3 (+12.1)	119.9 (-1.1)	119.8 (-2.9)	128.5 (+9.5)	126.0 (-0.2)	123.1 (-4.2)
51	航空運輸 Air transport	125.5 (-5.3)	105.6 (+1.1)	126.4 (+0.7)	130.8 (-7.5)	111.0 (+2.0)	129.9 (-0.7)
52	貨倉及運輸輔助活動 Warehousing and support activities for transportation	107.3 (-3.0)	104.4 (+8.0)	105.9 (-1.3)	111.8 (-5.3)	109.8 (+9.0)	108.9 (-2.6)
53	郵政及速遞活動 Postal and courier activities	81.8 (+4.6)	80.6 (+8.4)	83.3 (+1.8)	85.2 (+2.2)	84.8 (+9.4)	85.6 (+0.4)
<b>H</b>	<b>運輸、倉庫、郵政及速遞服務</b> <i>Transportation, storage, postal and courier services</i>	<b>110.1</b> <b>(-3.3)</b>	<b>103.6</b> <b>(+4.9)</b>	<b>110.4</b> <b>(+0.2)</b>	<b>114.7</b> <b>(-5.5)</b>	<b>109.0</b> <b>(+5.9)</b>	<b>113.4</b> <b>(-1.1)</b>
55	短期住宿活動 Short term accommodation activities	91.0 (-0.3)	94.3 (+10.1)	91.6 (+0.7)	94.7 (-2.6)	99.1 (+11.1)	94.2 (-0.6)
56	餐飲服務活動 Food and beverage service activities	85.7 (+2.8)	86.9 (+0.6)	88.1 (+2.8)	89.3 (+0.4)	91.3 (+1.6)	90.5 (+1.4)
<b>I</b>	<b>住宿及膳食服務活動</b> <i>Accommodation and food services activities</i>	<b>87.2</b> <b>(+1.6)</b>	<b>86.3</b> <b>(+0.2)</b>	<b>87.5</b> <b>(+0.3)</b>	<b>90.9</b> <b>(-0.7)</b>	<b>90.7</b> <b>(+1.2)</b>	<b>89.9</b> <b>(-1.1)</b>
58	出版活動 Publishing activities	97.5 (+10.9)	89.6 (+7.8)	99.2 (+1.7)	101.6 (+8.3)	94.3 (+8.9)	102.0 (+0.4)
59-60	電影、錄像及電視節目製作、錄音、音樂出版、節目編製及廣播活動 Motion picture, video and television programme production, sound recording, music publishing, programming and broadcasting activities	82.6 (-2.2)	79.7 (-11.4)	79.2 (-4.1)	86.1 (-4.5)	83.8 (-10.6)	81.4 (-5.4)

表 13 按2位數字行業大類劃分的就業人士名義及實質平均薪金指數--- 續頁  
 Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 2-digit Industry Division --- Cont'd.

(一九九九年第一季=100)  
 (1st Qtr. 1999=100)

香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		二零零八年 第四季 4th Qtr. 2008	二零零九年 第三季 3rd Qtr. 2009	二零零九年 第四季 4th Qtr. 2009	二零零八年 第四季 4th Qtr. 2008	二零零九年 第三季 3rd Qtr. 2009	二零零九年 第四季 4th Qtr. 2009
61	電訊 Telecommunications	104.0 (+1.0)	105.5 (-5.0)	105.8 (+1.7)	108.3 (-1.3)	110.9 (-4.1)	108.7 (+0.4)
62-63	資訊科技服務及資訊服務活動 Information technology service and information service activities	75.6 (+12.8)	69.9 (-6.7)	74.8 (-1.0)	78.7 (+10.2)	73.5 (-5.8)	76.9 (-2.3)
<b>J</b>	<b>資訊及通訊 Information and communications</b>	<b>92.0 (+8.7)</b>	<b>89.1 (+0.5)</b>	<b>93.2 (+1.3)</b>	<b>95.8 (+6.2)</b>	<b>93.7 (+1.4)</b>	<b>95.8 (#)</b>
64	金融中介(保險及退休基金除外) Financial intermediation (except insurance and pension funding)	131.9 (-1.2)	119.1 (-1.1)	130.9 (-0.8)	137.4 (-3.5)	125.3 (-0.2)	134.5 (-2.1)
65	保險 Insurance	127.0 (+6.8)	124.7 (+3.4)	128.4 (+1.1)	132.2 (+4.4)	131.2 (+4.4)	131.9 (-0.2)
66	金融保險輔助活動 Activities auxiliary to financial service and insurance activities	149.5 (-0.3)	155.0 (+3.9)	149.8 (+0.2)	155.8 (-2.6)	163.0 (+4.9)	154.0 (-1.1)
<b>K</b>	<b>金融及保險活動 Financial and insurance activities</b>	<b>133.9 (+0.2)</b>	<b>125.3 (+0.6)</b>	<b>131.6 (-1.7)</b>	<b>139.5 (-2.1)</b>	<b>131.8 (+1.6)</b>	<b>135.3 (-3.0)</b>
<b>L</b>	<b>地產活動 Real estate activities</b>	<b>93.7 (+0.6)</b>	<b>100.6 (+4.5)</b>	<b>96.1 (+2.5)</b>	<b>97.6 (-1.7)</b>	<b>105.8 (+5.5)</b>	<b>98.7 (+1.2)</b>
69	法律及會計活動 Legal and accounting activities	96.7 (+14.2)	95.6 (+8.5)	102.5 (+6.0)	100.7 (+11.5)	100.6 (+9.5)	105.3 (+4.6)
70-75	其他專業、科學及技術活動 Other professional, scientific and technical activities	100.9 (+3.2)	94.4 (+4.4)	103.4 (+2.4)	105.1 (+0.9)	99.3 (+5.4)	106.3 (+1.1)
77	租賃活動 Rental and leasing activities	96.8 (+7.9)	83.9 (-11.6)	98.5 (+1.8)	100.8 (+5.4)	88.3 (-10.8)	101.2 (+0.4)
79	旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	94.0 (+2.4)	88.2 (-0.7)	96.2 (+2.3)	97.9 (+0.1)	92.7 (+0.3)	98.9 (+1.0)
80	保安及偵查活動 Security and investigation activities	87.1 (-10.1)	86.3 (-1.9)	88.3 (+1.4)	90.8 (-12.2)	90.7 (-0.9)	90.8 (#)



表 13 按2位數字行業大類劃分的就業人士名義及實質平均薪金指數--- 續頁  
 Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 2-digit Industry Division --- Cont'd.

(一九九九年第一季=100)  
 (1st Qtr. 1999=100)

香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		二零零八年 第四季 4th Qtr. 2008	二零零九年 第三季 3rd Qtr. 2009	二零零九年 第四季 4th Qtr. 2009	二零零八年 第四季 4th Qtr. 2008	二零零九年 第三季 3rd Qtr. 2009	二零零九年 第四季 4th Qtr. 2009
78, 81-82	其他行政及支援服務活動 Other administrative and support services activities	86.0 (-8.2)	79.5 (-5.8)	83.5 (-3.0)	89.6 (-10.3)	83.6 (-4.9)	85.8 (-4.3)
<b>M, N</b>	<b>專業及商業服務 Professional and business services</b>	<b>91.4 (-4.9)</b>	<b>91.5 (+4.6)</b>	<b>93.8 (+2.7)</b>	<b>95.2 (-7.1)</b>	<b>96.2 (+5.6)</b>	<b>96.4 (+1.3)</b>
85	教育 Education	92.5 (+0.9)	98.8 (+0.8)	93.5 (+1.0)	96.4 (-1.4)	103.9 (+1.7)	96.1 (-0.3)
86	人類保健活動 Human health activities	108.2 (+2.0)	106.0 (-8.9)	107.4 (-0.7)	112.7 (-0.4)	111.5 (-8.1)	110.4 (-2.0)
87-88	住宿護理及不提供住宿的社會工作活動 Residential care activities and social work activities without accommodation	93.6 (+2.0)	95.5 (+3.7)	94.0 (+0.4)	97.5 (-0.3)	100.5 (+4.6)	96.6 (-0.9)
90	創作及表演藝術活動 Creative and performing arts activities	87.1 (-2.6)	94.7 (-0.5)	96.9 (+11.3)	90.7 (-4.9)	99.6 (+0.5)	99.6 (+9.8)
91	圖書館、檔案保存、博物館及其他文化活動 Libraries, archives, museums and other cultural activities	90.8 (-0.1)	85.1 (+3.8)	90.9 (+0.1)	94.6 (-2.4)	89.5 (+4.8)	93.5 (-1.2)
92-93	遊樂園、主題樂園、體育及其他娛樂活動 Amusement parks, theme parks, sports and other entertainment activities	89.6 (-1.3)	88.0 (-4.8)	85.2 (-4.9)	93.3 (-3.6)	92.5 (-3.9)	87.6 (-6.2)
95	汽車、電單車、電腦、個人及家庭用品修理 Repair of motor vehicles, motorcycles, computers, personal and household goods	94.8 (+6.4)	87.5 (+7.1)	94.1 (-0.7)	98.7 (+4.0)	92.0 (+8.1)	96.7 (-2.0)
94, 96	會員制組織及其他個人服務活動 Membership organization and other personal service activities	96.4 (+5.1)	102.2 (-1.2)	95.1 (-1.3)	100.4 (+2.7)	107.4 (-0.3)	97.7 (-2.7)
<b>P, Q, R, S</b>	<b>社會及個人服務 Social and personal services</b>	<b>96.3 (+1.4)</b>	<b>99.5 (-1.5)</b>	<b>95.9 (-0.4)</b>	<b>100.3 (-0.9)</b>	<b>104.6 (-0.5)</b>	<b>98.6 (-1.7)</b>
	所有選定行業主類@ All selected industry sections@	<b>103.4 (-2.1)</b>	<b>102.5 (+2.1)</b>	<b>104.4 (+0.9)</b>	<b>107.8 (-4.3)</b>	<b>107.7 (+3.0)</b>	<b>107.3 (-0.4)</b>

表 13 按2位數字行業大類劃分的就業人士名義及實質平均薪金指數--- 續頁  
 Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed  
 by 2-digit Industry Division --- *Cont'd.*

註釋：	(1) 自二零零九年第一季開始，所有薪金總額統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列薪金總額指數已作出後向估計至二零零四年第一季。	Notes:	(1) Starting from the first quarter of 2009, the payroll statistics are compiled based on the HSIC V2.0. The series of payroll indices under HSIC V2.0 has also been backcasted to the first quarter of 2004.
	(2) 就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以二零零四至零五年為基期的綜合消費物價指數而計算出來。		(2) The Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2004/05-based Composite CPI.
	(3) 括號內數字指按年(該季度與上年同季比較)變動百分率。所有增減百分率按小數後兩個位的指數計算出來。		(3) Figures in brackets denote year-on-year (reference quarter concerned compared with the same quarter in the preceding year) percentage changes. All percentage changes are derived from indices rounded to 2 decimal places.
	@ 指薪金總額統計調查涵蓋的所有行業。		@ Refers to all industries covered by the Payroll Enquiry.
	* 為使個別公司所提供的資料得以保密，數據不予公布。(參照本報告第 IV 部的 4.12 段)。		* Data not released in order to safeguard confidentiality of information provided by individual firms. (see paragraph 4.12 in Part IV of this report).
	# 變動在±0.05%內。		# Change within ± 0.05%.

表 14 按行業主類劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數  
按季變動

**Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section**

(一九九九年第一季=100)

(1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零四年第一季 1st Qtr. 2004	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)
二零零四年第二季 2nd Qtr. 2004	+0.9 (-11.5)	-0.8 (-11.1)	-1.4 (-22.2)	+0.8 (-18.6)	-0.8 (-12.2)	+2.2 (-9.6)
二零零四年第三季 3rd Qtr. 2004	-1.7 (-4.9)	+16.1 (+18.8)	-1.1 (-0.2)	+4.5 (+6.5)	-0.6 (-1.3)	+1.9 (+3.4)
二零零四年第四季 4th Qtr. 2004	+1.3 (+8.1)	-3.3 (-3.8)	+1.8 (+9.2)	-0.8 (+5.2)	+0.6 (+17.8)	-0.4 (+1.9)
二零零五年第一季 1st Qtr. 2005	+1.0 (+11.5)	+11.1 (+22.8)	+4.6 (+22.0)	+4.4 (+19.3)	+7.3 (+3.6)	+2.6 (+11.9)
二零零五年第二季 2nd Qtr. 2005	+0.2 (-11.9)	+15.1 (+2.1)	+1.1 (-20.4)	+1.8 (-17.5)	-2.9 (-13.3)	-1.3 (-12.9)
二零零五年第三季 3rd Qtr. 2005	-2.5 (-5.8)	-1.3 (+0.1)	+1.6 (+3.9)	+1.6 (+3.9)	+0.8 (+0.1)	-1.1 (+0.5)
二零零五年第四季 4th Qtr. 2005	+2.3 (+9.1)	-1.2 (-0.1)	+1.1 (+8.2)	+1.7 (+7.2)	-0.6 (+16.5)	-1.3 (+0.8)
二零零六年第一季 1st Qtr. 2006	+2.9 (+13.4)	+4.5 (+15.4)	-0.8 (+14.4)	-1.1 (+13.2)	+0.4 (-3.9)	+3.0 (+12.3)
二零零六年第二季 2nd Qtr. 2006	-2.8 (-14.3)	-2.0 (-13.9)	+2.4 (-19.2)	+1.2 (-17.8)	+3.8 (-6.8)	+0.2 (-11.4)
二零零六年第三季 3rd Qtr. 2006	+0.6 (-2.6)	+5.6 (+6.4)	+1.5 (+5.2)	-1.2 (+1.2)	+0.5 (+0.3)	+1.0 (+2.6)
二零零六年第四季 4th Qtr. 2006	+0.5 (+6.6)	+8.6 (+12.2)	+1.2 (+7.4)	+1.0 (+5.9)	+1.5 (+18.4)	+3.7 (+5.8)
二零零七年第一季 1st Qtr. 2007	+4.1 (+12.8)	+9.0 (+17.8)	-3.3 (+9.7)	+3.3 (+17.7)	+0.5 (-4.6)	+0.6 (+8.2)
二零零七年第二季 2nd Qtr. 2007	-2.5 (-12.4)	+5.7 (-6.7)	+2.3 (-18.1)	-2.2 (-19.5)	+1.0 (-8.6)	-0.8 (-10.9)
二零零七年第三季 3rd Qtr. 2007	-0.1 (-2.5)	-19.5 (-18.0)	+1.2 (+6.4)	+0.2 (+1.9)	-0.4 (+0.7)	-0.4 (+1.7)

表 14 按行業主類劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數  
按季變動--- 續頁

**Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.**

(一九九九年第一季=100)

(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	二零零四年第一季 1st Qtr. 2004
# (-9.3)	+1.2 (-15.3)	+0.1 (-16.9)	+5.3 (-3.9)	+0.9 (-1.3)	+1.3 (-11.8)	二零零四年第二季 2nd Qtr. 2004
-3.3 (-4.0)	-2.5 (-7.9)	+2.8 (+5.7)	-4.1 (-5.8)	+0.7 (+5.3)	-0.3 (-0.4)	二零零四年第三季 3rd Qtr. 2004
+0.5 (+2.9)	+1.5 (+16.0)	+2.9 (+11.2)	-1.9 (+8.9)	-1.9 (-4.0)	-0.5 (+6.9)	二零零四年第四季 4th Qtr. 2004
+4.8 (+13.5)	+1.2 (+14.0)	+3.5 (+11.2)	+2.0 (+1.6)	-3.8 (-4.7)	+3.9 (+11.1)	二零零五年第一季 1st Qtr. 2005
-2.3 (-10.9)	+3.1 (-16.2)	-2.6 (-17.1)	+1.6 (-5.1)	+4.5 (+3.6)	-0.5 (-13.3)	二零零五年第二季 2nd Qtr. 2005
-1.6 (-2.3)	+4.8 (-0.1)	-0.1 (+1.7)	+2.0 (-2.1)	-4.4 (-0.5)	+0.4 (+0.1)	二零零五年第三季 3rd Qtr. 2005
-3.6 (-2.4)	-1.4 (+12.0)	+2.8 (+8.5)	+1.7 (+14.7)	+1.9 (+0.1)	-0.2 (+7.5)	二零零五年第四季 4th Qtr. 2005
+0.8 (+9.8)	+3.1 (+19.8)	-1.8 (+6.2)	-2.4 (-4.2)	+0.6 (-1.6)	+1.8 (+8.6)	二零零六年第一季 1st Qtr. 2006
+4.9 (-3.9)	+2.3 (-19.8)	# (-12.1)	+4.7 (-0.5)	+2.0 (+2.2)	+0.4 (-12.5)	二零零六年第二季 2nd Qtr. 2006
+1.2 (+0.3)	+4.0 (-0.2)	-2.0 (-1.8)	-2.2 (-8.0)	-3.2 (+0.8)	+0.3 (+0.1)	二零零六年第三季 3rd Qtr. 2006
-0.6 (+0.5)	+2.9 (+17.1)	-3.6 (-1.0)	+3.1 (+18.0)	+1.5 (-0.4)	+1.5 (+9.4)	二零零六年第四季 4th Qtr. 2006
-6.6 (+0.3)	+1.9 (+20.6)	+1.3 (+7.8)	-0.7 (-3.2)	+0.2 (-2.2)	+1.0 (+6.9)	二零零七年第一季 1st Qtr. 2007
+5.3 (-1.6)	+0.3 (-23.1)	+3.2 (-3.3)	+2.9 (-0.8)	-0.4 (+0.1)	+0.1 (-12.1)	二零零七年第二季 2nd Qtr. 2007
-3.1 (-4.2)	+0.2 (-1.6)	-0.9 (-0.8)	+0.9 (-6.7)	+3.3 (+7.2)	+0.5 (+1.8)	二零零七年第三季 3rd Qtr. 2007

表 14 按行業主類劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數  
按季變動--- 續頁

**Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.**

(一九九九年第一季=100)

(1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零七年第四季 4th Qtr. 2007	+1.2 (+8.5)	+22.2 (+27.8)	+2.1 (+7.7)	+1.3 (+6.3)	+2.2 (+17.3)	+2.3 (+4.9)
二零零八年第一季 1st Qtr. 2008	+1.4 (+5.9)	-12.0 (-6.8)	+3.6 (+15.8)	+2.9 (+16.8)	-2.3 (-7.3)	-0.8 (+4.8)
二零零八年第二季 2nd Qtr. 2008	+0.9 (-7.5)	-7.4 (-18.2)	-0.6 (-19.8)	+3.2 (-14.6)	+0.1 (-9.2)	+3.0 (-6.9)
二零零八年第三季 3rd Qtr. 2008	+0.3 (-1.4)	+5.7 (+7.4)	+1.3 (+7.4)	+7.1 (+9.1)	+1.0 (+3.0)	+0.4 (+2.7)
二零零八年第四季 4th Qtr. 2008	-5.1 (+1.1)	+6.2 (+12.8)	-1.4 (+2.8)	-4.7 (-0.4)	-1.8 (+11.5)	-1.2 (+1.3)
二零零九年第一季 1st Qtr. 2009	-2.8 (-0.4)	-1.8 (+2.5)	-4.5 (+6.4)	-4.4 (+8.2)	+1.5 (-3.6)	-3.8 (+0.8)
二零零九年第二季 2nd Qtr. 2009	+3.9 (-2.8)	+2.7 (-9.3)	+5.2 (-14.5)	+1.6 (-15.5)	-7.1 (-15.7)	+4.1 (-5.2)
二零零九年第三季 3rd Qtr. 2009	+1.2 (#)	-5.5 (-3.6)	+0.2 (+6.8)	+2.8 (+4.6)	+12.6 (+15.8)	+1.1 (+3.6)
二零零九年第四季 4th Qtr. 2009	-1.9 (+3.7)	-1.3 (+5.5)	-0.8 (+2.7)	-1.1 (+3.1)	-5.2 (+6.5)	-0.9 (+1.4)

註釋：(1) 自二零零九年第一季開始，所有薪金總額統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列薪金總額指數已作出後向估計至二零零四年第一季。

(2) 括號內數字指未經季節性調整的按季變動百分率。

(3) 所有增減百分率按小數後兩個位的指數計算出來。

(4) 上表所列經季節性調整的數字，會隨着獲取更多後期數據後，在首度發表後三年內，進行修訂。最近一次修訂是在獲取二零零九年第四季的數字後完成。

@ 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣供應業。

# 變動在±0.05%內。

表 14 按行業主類劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數  
按季變動--- 續頁

**Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.**

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
+0.4 (+2.2)	+9.9 (+20.6)	-0.1 (+0.2)	+2.7 (+16.9)	+0.4 (-2.0)	+5.0 (+10.7)	二零零七年第四季 4th Qtr. 2007
+7.0 (+13.1)	+1.6 (+24.7)	+17.6 (+22.9)	+1.0 (+0.2)	-1.5 (-3.1)	-2.1 (+4.1)	二零零八年第一季 1st Qtr. 2008
-2.3 (-8.3)	-0.6 (-25.6)	-8.0 (-10.7)	+0.5 (-3.7)	+2.9 (+3.0)	+1.3 (-10.8)	二零零八年第二季 2nd Qtr. 2008
+2.3 (+1.2)	+0.7 (+0.5)	-5.1 (-5.8)	+1.9 (-5.7)	+2.2 (+6.5)	+0.5 (+2.4)	二零零八年第三季 3rd Qtr. 2008
+0.8 (+3.7)	-0.6 (+7.5)	-0.9 (-2.7)	-7.1 (+4.5)	-1.4 (-4.6)	-1.7 (+3.0)	二零零八年第四季 4th Qtr. 2008
-3.2 (+0.7)	-10.1 (+12.3)	+0.3 (+4.8)	+2.5 (+3.6)	+2.7 (+2.0)	-0.1 (+6.1)	二零零九年第一季 1st Qtr. 2009
+2.4 (-3.2)	+11.7 (-17.7)	+4.6 (+3.8)	+0.3 (-4.9)	-1.2 (-1.4)	+0.6 (-11.2)	二零零九年第二季 2nd Qtr. 2009
+0.6 (-0.6)	+0.3 (+1.3)	-0.2 (-1.2)	+9.3 (+1.6)	-1.5 (+2.7)	+2.9 (+5.2)	二零零九年第三季 3rd Qtr. 2009
+1.2 (+4.6)	-1.6 (+5.0)	-1.4 (-4.5)	-8.0 (+2.5)	# (-3.6)	-2.3 (+1.9)	二零零九年第四季 4th Qtr. 2009

- Notes : (1) Starting from the first quarter of 2009, the payroll statistics are compiled based on the HSIC V2.0. The series of payroll indices under HSIC V2.0 has also been backcasted to the first quarter of 2004.
- (2) Figures in brackets denote seasonally unadjusted quarter-to-quarter percentage changes.
- (3) All percentage changes are derived from indices rounded to 2 decimal places.
- (4) The seasonally adjusted figures presented above are subject to revision (as more data become available) up to three years after original publication. The latest revision has been done with data of the fourth quarter of 2009 taken into account.
- @ Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.
- # Change within  $\pm 0.05\%$ .

表 15 按行業主類劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數  
按季變動

**Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section**

(一九九九年第一季=100)

(1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零四年第一季 1st Qtr. 2004	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)
二零零四年第二季 2nd Qtr. 2004	+0.9 (-11.5)	+0.2 (-11.1)	-1.4 (-22.2)	+0.7 (-18.6)	-0.7 (-12.2)	+2.3 (-9.7)
二零零四年第三季 3rd Qtr. 2004	-2.0 (-4.8)	+14.6 (+19.0)	-1.3 (#)	+4.5 (+6.6)	-1.0 (-1.2)	+1.7 (+3.5)
二零零四年第四季 4th Qtr. 2004	+1.3 (+7.6)	-2.8 (-4.3)	+1.6 (+8.7)	-1.0 (+4.7)	+0.9 (+17.3)	-0.7 (+1.4)
二零零五年第一季 1st Qtr. 2005	+1.1 (+11.5)	+10.5 (+22.8)	+4.5 (+22.0)	+4.4 (+19.3)	+6.9 (+3.6)	+2.6 (+11.9)
二零零五年第二季 2nd Qtr. 2005	-0.3 (-12.3)	+15.7 (+1.6)	+0.6 (-20.8)	+1.4 (-17.9)	-3.2 (-13.7)	-1.7 (-13.3)
二零零五年第三季 3rd Qtr. 2005	-3.1 (-6.1)	-3.1 (-0.2)	+1.1 (+3.5)	+1.1 (+3.5)	+0.1 (-0.2)	-1.7 (+0.2)
二零零五年第四季 4th Qtr. 2005	+2.0 (+8.5)	-0.5 (-0.6)	+0.7 (+7.6)	+1.4 (+6.6)	-0.6 (+15.8)	-1.8 (+0.2)
二零零六年第一季 1st Qtr. 2006	+2.7 (+13.1)	+3.1 (+15.2)	-1.2 (+14.1)	-1.4 (+12.9)	-0.2 (-4.1)	+2.8 (+12.0)
二零零六年第二季 2nd Qtr. 2006	-3.6 (-15.0)	-1.6 (-14.7)	+1.6 (-19.9)	+0.4 (-18.6)	+3.0 (-7.7)	-0.5 (-12.2)
二零零六年第三季 3rd Qtr. 2006	-0.3 (-3.2)	+3.3 (+5.8)	+0.9 (+4.6)	-1.9 (+0.7)	-0.3 (-0.3)	+0.2 (+2.1)
二零零六年第四季 4th Qtr. 2006	+0.1 (+6.2)	+10.3 (+11.7)	+0.8 (+6.9)	+0.7 (+5.4)	+1.4 (+17.9)	+3.2 (+5.4)
二零零七年第一季 1st Qtr. 2007	+4.2 (+13.1)	+7.8 (+18.1)	-4.0 (+10.0)	+3.3 (+18.0)	# (-4.4)	+1.1 (+8.4)
二零零七年第二季 2nd Qtr. 2007	-2.7 (-12.8)	+5.6 (-7.1)	+2.9 (-18.4)	-1.8 (-19.8)	+1.6 (-9.0)	-1.3 (-11.3)
二零零七年第三季 3rd Qtr. 2007	-1.8 (-3.4)	-20.9 (-18.7)	+0.7 (+5.5)	-2.4 (+1.0)	-1.4 (-0.2)	-1.9 (+0.8)

表 15 按行業主類劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數  
按季變動--- 續頁

Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section--- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	N.A. (N.A.)	二零零四年第一季 1st Qtr. 2004
+0.1 (-9.3)	+2.2 (-15.3)	+0.1 (-16.9)	+3.0 (-3.9)	+1.0 (-1.3)	+1.5 (-11.8)	二零零四年第二季 2nd Qtr. 2004
-3.5 (-3.9)	+0.2 (-7.8)	+2.7 (+5.8)	-2.5 (-5.7)	+0.4 (+5.4)	-0.4 (-0.3)	二零零四年第三季 3rd Qtr. 2004
+0.4 (+2.4)	-0.4 (+15.5)	+2.5 (+10.7)	-2.2 (+8.4)	-1.9 (-4.4)	-0.6 (+6.4)	二零零四年第四季 4th Qtr. 2004
+4.6 (+13.5)	+0.2 (+14.0)	+3.5 (+11.2)	+2.5 (+1.6)	-3.8 (-4.7)	+3.7 (+11.1)	二零零五年第一季 1st Qtr. 2005
-2.7 (-11.3)	+2.5 (-16.6)	-2.9 (-17.5)	-0.8 (-5.6)	+4.1 (+3.2)	-0.7 (-13.6)	二零零五年第二季 2nd Qtr. 2005
-2.1 (-2.6)	+4.1 (-0.5)	-0.8 (+1.4)	+2.9 (-2.4)	-5.2 (-0.9)	-0.4 (-0.2)	二零零五年第三季 3rd Qtr. 2005
-3.8 (-2.9)	+0.2 (+11.4)	+2.2 (+7.9)	+1.5 (+14.1)	+1.9 (-0.4)	-0.3 (+6.9)	二零零五年第四季 4th Qtr. 2005
+0.3 (+9.5)	+0.8 (+19.5)	-2.1 (+6.0)	-2.3 (-4.4)	+0.2 (-1.8)	+1.2 (+8.3)	二零零六年第一季 1st Qtr. 2006
+4.1 (-4.8)	+1.4 (-20.5)	-0.3 (-12.9)	+2.0 (-1.4)	+1.2 (+1.3)	-0.3 (-13.3)	二零零六年第二季 2nd Qtr. 2006
+0.4 (-0.2)	+3.8 (-0.7)	-3.0 (-2.4)	-2.0 (-8.5)	-4.2 (+0.2)	-0.7 (-0.4)	二零零六年第三季 3rd Qtr. 2006
-0.8 (#)	+3.9 (+16.6)	-4.0 (-1.4)	+3.6 (+17.5)	+1.5 (-0.9)	+1.5 (+8.9)	二零零六年第四季 4th Qtr. 2006
-6.4 (+0.5)	+2.0 (+20.8)	-0.1 (+8.1)	-0.5 (-3.0)	+0.3 (-2.0)	+0.8 (+7.1)	二零零七年第一季 1st Qtr. 2007
+4.8 (-2.0)	-2.8 (-23.4)	+4.7 (-3.7)	+2.0 (-1.3)	-0.7 (-0.3)	+0.1 (-12.5)	二零零七年第二季 2nd Qtr. 2007
-4.1 (-5.0)	+1.4 (-2.5)	-0.6 (-1.6)	-2.2 (-7.5)	+1.7 (+6.3)	-0.6 (+0.9)	二零零七年第三季 3rd Qtr. 2007



表 15 按行業主類劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數  
按季變動--- 續頁

Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section --- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

季度/年份 Quarter/Year	製造 Manufacturing	污水處理、 廢棄物管理及 污染防治活動 Sewerage, waste management and remediation activities	進出口貿易 及批發 Import/export and wholesale trades	零售 Retail trade	運輸、倉庫、郵政 及速遞服務 Transportation, storage, postal and courier services	住宿及 膳食服務活動 Accommodation and food service activities
二零零七年第四季 4th Qtr. 2007	+0.8 (+6.1)	+21.2 (+25.0)	+0.4 (+5.3)	+0.4 (+3.9)	-0.6 (+14.6)	+1.0 (+2.6)
二零零八年第一季 1st Qtr. 2008	-1.8 (+4.9)	-13.7 (-7.7)	+0.2 (+14.7)	+1.4 (+15.7)	-3.9 (-8.2)	-2.2 (+3.8)
二零零八年第二季 2nd Qtr. 2008	+0.8 (-8.9)	-8.4 (-19.4)	-0.4 (-21.0)	+2.9 (-15.8)	+0.2 (-10.5)	+1.3 (-8.2)
二零零八年第三季 3rd Qtr. 2008	-0.5 (-1.3)	+4.7 (+7.5)	+1.9 (+7.5)	+5.0 (+9.2)	+1.1 (+3.1)	+0.4 (+2.8)
二零零八年第四季 4th Qtr. 2008	-3.2 (+1.1)	+8.1 (+12.8)	-1.3 (+2.8)	-3.2 (-0.4)	-2.8 (+11.5)	# (+1.3)
二零零九年第一季 1st Qtr. 2009	-6.1 (-0.7)	-3.3 (+2.2)	-7.3 (+6.0)	-5.3 (+7.9)	+0.5 (-3.9)	-5.3 (+0.5)
二零零九年第二季 2nd Qtr. 2009	+6.7 (-2.6)	+3.4 (-9.1)	+8.0 (-14.4)	+3.2 (-15.3)	-5.2 (-15.5)	+4.2 (-5.0)
二零零九年第三季 3rd Qtr. 2009	+1.2 (+1.1)	-5.6 (-2.6)	+1.6 (+7.9)	+1.3 (+5.7)	+13.9 (+17.0)	+2.5 (+4.7)
二零零九年第四季 4th Qtr. 2009	-2.3 (+1.3)	-1.5 (+3.2)	-3.2 (+0.4)	-1.5 (+0.8)	-8.8 (+4.1)	-2.0 (-0.9)

- 註釋： (1) 自二零零九年第一季開始，所有薪金總額統計數字均採用「香港標準行業分類 2.0 版」編製。以「香港標準行業分類 2.0 版」編製的一系列薪金總額指數已作出後向估計至二零零四年第一季。
- (2) 就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以二零零四至零五年為基期的綜合消費物價指數而計算出來。
- (3) 括號內數字指未經季節性調整的按季變動百分率。
- (4) 所有增減百分率按小數後兩個位的指數計算出來。
- (5) 上表所列經季節性調整的數字，會隨着獲取更多後期數據後，在首度發表後三年內，進行修訂。最近一次修訂是在獲取二零零九年第四季的數字後完成。
- @ 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣供應業。
- # 變動在±0.05%內。

表 15 按行業主類劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數  
按季變動--- 續頁

Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Section--- Cont'd.

(一九九九年第一季=100)  
(1st Qtr. 1999= 100)

資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 Real estate activities	專業及 商業服務 Professional and business services	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@	季度/年份 Quarter/Year
-1.4 (-0.1)	+5.2 (+17.9)	-2.9 (-2.1)	+3.5 (+14.2)	-1.0 (-4.2)	+2.5 (+8.2)	二零零七年第四季 4th Qtr. 2007
+5.9 (+12.0)	+4.1 (+23.5)	+13.1 (+21.8)	-0.1 (-0.8)	-2.6 (-4.0)	-3.0 (+3.1)	二零零八年第一季 1st Qtr. 2008
-3.8 (-9.7)	-6.1 (-26.7)	-6.9 (-12.0)	-1.1 (-5.1)	+1.2 (+1.5)	+0.2 (-12.1)	二零零八年第二季 2nd Qtr. 2008
+2.0 (+1.3)	+4.5 (+0.6)	-4.1 (-5.7)	-2.3 (-5.6)	+1.5 (+6.7)	+0.2 (+2.5)	二零零八年第三季 3rd Qtr. 2008
+1.5 (+3.7)	-3.5 (+7.5)	-1.4 (-2.7)	-2.1 (+4.5)	-0.2 (-4.6)	-1.6 (+3.0)	二零零八年第四季 4th Qtr. 2008
-3.6 (+0.4)	-6.7 (+12.0)	-3.4 (+4.4)	+1.5 (+3.3)	+2.1 (+1.7)	-0.4 (+5.8)	二零零九年第一季 1st Qtr. 2009
+2.6 (-3.0)	+5.8 (-17.6)	+8.1 (+4.0)	+0.8 (-4.7)	-1.2 (-1.2)	+1.2 (-11.1)	二零零九年第二季 2nd Qtr. 2009
+0.9 (+0.4)	+6.3 (+2.4)	+1.6 (-0.2)	+3.7 (+2.7)	-1.4 (+3.8)	+3.2 (+6.3)	二零零九年第三季 3rd Qtr. 2009
-0.2 (+2.2)	-7.1 (+2.7)	-3.8 (-6.6)	-3.2 (+0.2)	-0.8 (-5.8)	-4.2 (-0.4)	二零零九年第四季 4th Qtr. 2009

- Notes : (1) Starting from the first quarter of 2009, the payroll statistics are compiled based on the HSIC V2.0. The series of payroll indices under HSIC V2.0 has also been backcasted to the first quarter of 2004.
- (2) The Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2004/05-based Composite CPI.
- (3) Figures in brackets denote seasonally unadjusted quarter-to-quarter percentage changes.
- (4) All percentage changes are derived from indices rounded to 2 decimal places.
- (5) The seasonally adjusted figures presented above are subject to revision (as more data become available) up to three years after original publication. The latest revision has been done with data of the fourth quarter of 2009 taken into account.
- @ Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.
- # Change within  $\pm 0.05\%$ .

## VII. 統計方法

### 緒言

7.1 自一九九四年三月起，政府統計處進行一項「勞工收入統計調查」，這項統計調查是由「工資、薪酬及僱員福利半年度統計調查」及「就業、空缺及薪金總額按季統計調查」中的「薪金總額統計調查」部分合併而成，旨在改良統計調查的運作，提高薪金總額和工資率兩項統計數字的相容性。

7.2 「勞工收入統計調查」包括兩部分：分別為工資統計調查及薪金總額統計調查。在一九九九年前，搜集工資率數據的工作是按半年進行的，統計期為每年的三月和九月。自統計期一九九九年三月起，本處已改為按季搜集工資統計數字，統計期為每年的三月、六月、九月和十二月。

7.3 薪金總額數據的搜集是按季進行的，統計期為每年第一季(一月至三月)；第二季(四月至六月)；第三季(七月至九月)和第四季(十月至十二月)。

### 行業涵蓋範圍

7.4 「勞工收入統計調查」所涵蓋的行業以「香港標準行業分類」作為分類依歸。自二零零九年第一季開始，已採用「香港標準行業分類 2.0 版」，以取代「香港標準行業分類 1.1 版」。「香港標準行業分類 2.0 版」採用聯合國「國際標準產業分類修訂本第 4 版」的基本分類架構和歸類原則，由以下五個層次構成。

HSIC V2.0 層次	編碼	名稱
第一層次	A - U	行業主類
第二層次	二位數字	行業大類
第三層次	三位數字	行業中類
第四層次	四位數字	行業小類
第五層次	六位數字	行業小分類

有關「香港標準行業分類 2.0 版」的細節，尤其是由「香港標準行業分類 1.1 版」轉為「香港標準行業分類 2.0 版」所涉及的改變，可參閱刊載於《香港統計月刊》二零零八年十一月號內題為「修訂「香港標準行業分類」」的專題文章。

## VII. Statistical Methodology

### Introduction

7.1 The Census and Statistics Department has conducted the Labour Earnings Survey (LES) since March 1994 by integrating the former Half-yearly Survey of Wages, Salaries and Employee Benefits with the part of “payroll” enquiry of the former Quarterly Survey of Employment, Vacancies and Payroll. This integration aims at improving the survey operations and enhancing data compatibility between payroll and wage rate statistics.

7.2 The LES consists of two parts: the wage enquiry and the payroll enquiry. Prior to 1999, data on wage rates were collected on a half-yearly basis for the reference periods of March and September of the year. Starting from the reference period of March 1999, data on wage rates have been collected at quarterly intervals for the reference periods of March, June, September and December of the year.

7.3 Data on payroll are collected on a quarterly basis for the reference periods of first quarter (January-March), second quarter (April-June), third quarter (July-September) and fourth quarter (October-December) of the year.

### Industry Coverage

7.4 Industries covered in the LES are classified according to the “Hong Kong Standard Industrial Classification (HSIC)”. HSIC Version 2.0 (HSIC V2.0) has been adopted in place of HSIC V1.1 starting from the first quarter of 2009. HSIC V2.0 adopts the basic framework and principles of the International Standard Industrial Classification of All Economic Activities Revision 4, with a 5-level hierarchical structure as follows:

HSIC V2.0 level	Code	Description
1 <sup>st</sup>	A - U	Industry Section
2 <sup>nd</sup>	2-digit	Industry Division
3 <sup>rd</sup>	3-digit	Industry Group
4 <sup>th</sup>	4-digit	Industry Class
5 <sup>th</sup>	6-digit	Industry Sub-class

More details about HSIC V2.0, particularly the changeover from HSIC V1.1, 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.

7.5 由於第一層次的分組數目會由「香港標準行業分類 1.1 版」的 9 個行業類別增加至 21 個行業主類，所以採用「香港標準行業分類 2.0 版」編製的統計數字會有別於採用「香港標準行業分類 1.1 版」編製的統計數字。以工資統計數字為例，兩者在第一層次分類的概略比較如下：

7.5 As the number of top level groupings has been increased from 9 industry sectors in HSIC V1.1 to 21 industry sections in HSIC V2.0, the statistics compiled under HSIC V2.0 will be different from those under HSIC V1.1. A very crude conversion between the top level classification of HSIC V1.1 and HSIC V2.0 for wage statistics is given below for illustration:

「香港標準行業分類 1.1 版」下的行業類別 Industry sector under HSIC V1.1	「香港標準行業分類 2.0 版」下的行業主類 Industry section under HSIC V2.0
製造業 Manufacturing	製造 Manufacturing
	出版活動* Publishing activities *
電力及燃氣業* Electricity and gas *	電力及燃氣供應* Electricity and gas supply *
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	進出口貿易及批發 Import/export and wholesale trades
	零售 Retail trade
	住宿及膳食服務活動 Accommodation and food service activities
運輸服務業 Transport services	運輸 <sup>(1), (2)</sup> Transportation <sup>(1), (2)</sup>
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	金融及保險活動 Financial and insurance activities
	地產租賃及保養管理 Real estate leasing and maintenance management
	專業及商業服務 <sup>(1), (3)</sup> Professional and business services <sup>(1), (3)</sup>
個人服務業 Personal services	個人服務 <sup>(3)</sup> Personal services <sup>(3)</sup>
	污水處理及廢棄物管理* Sewerage and waste management activities *

註釋： \* 為使個別機構單位所提供的資料得以保密，數據不予公布。

- (1) 在「香港標準行業分類 1.1 版」下，旅行社及其他代訂服務及旅遊相關活動被歸類為運輸服務業。在「香港標準行業分類 2.0 版」下，有關行業則被歸類為專業及商業服務。
- (2) 部分水上運輸輔助活動，例如中流作業，以及貨櫃後勤活動在「香港標準行業分類 1.1 版」下被歸類為運輸服務業。在「香港標準行業分類 2.0 版」下，有關行業被歸類為貨倉及運輸輔助活動，不在工資統計調查的涵蓋範圍內。
- (3) 在「香港標準行業分類 1.1 版」下，防蟲及清潔服務被歸類為個人服務業。在「香港標準行業分類 2.0 版」下，有關行業則被歸類為專業及商業服務。

Notes: \* Data not released in order to safeguard confidentiality of information provided by individual establishments.

- (1) Travel agency and other reservation service and tourist-related activities are classified under transport services under HSIC V1.1, but are classified under professional and business services under HSIC V2.0.
- (2) Some supporting activities for water transport such as mid-stream operation and container back-up services are classified as transport services under HSIC V1.1. These activities are classified under warehousing and support activities for transportation under HSIC V2.0 and are not covered by the wage enquiry under HSIC V2.0.
- (3) Pest control and cleaning services is classified under personal services under HSIC V1.1, but is classified under professional and business services under HSIC V2.0.

7.6 工資統計調查涵蓋三十六個主要行業。所有選定行業均由一個或以上的二位、三位、四位或六位數字層次的香港標準行業分類 2.0 版譯碼所界定，詳情請參閱附錄乙。

7.7 薪金總額統計調查的行業涵蓋範圍較工資統計調查廣闊，包括下列行業主類：

- (i) 採礦及採石；
- (ii) 製造；
- (iii) 電力及燃氣供應；
- (iv) 污水處理、廢棄物管理及污染防治活動；
- (v) 進出口貿易及批發；
- (vi) 零售；
- (vii) 運輸、倉庫、郵政及速遞服務；
- (viii) 住宿及膳食服務活動；
- (ix) 資訊及通訊；
- (x) 金融及保險活動；
- (xi) 地產活動；
- (xii) 專業及商業服務；及
- (xiii) 社會及個人服務。

7.8 薪金總額統計調查並不包括下列經濟活動：

- (i) 農業、林業及漁業；
- (ii) 建造；
- (iii) 小販及零售攤檔(街市攤檔除外)；
- (iv) 的士、公共小巴、貨車、駁船及船上裝卸服務；及
- (v) 公共行政、獸醫服務、宗教組織、作家及其他獨立藝術工作者、家務助理及其他康樂和個人服務。

7.6 The wage enquiry covers 36 principal industries, each defined by one or more HSIC V2.0 codes at 2-digit, 3-digit, 4-digit or 6-digit level, as shown in Appendix B.

7.7 The industry coverage of the payroll enquiry is more comprehensive than the wage enquiry. The following industry sections are covered:

- (i) Mining and quarrying;
- (ii) Manufacturing;
- (iii) Electricity and gas supply;
- (iv) Sewerage, waste management and remediation activities;
- (v) Import/export and wholesale trades;
- (vi) Retail trade;
- (vii) Transportation, storage, postal and courier services;
- (viii) Accommodation and food service activities;
- (ix) Information and communications;
- (x) Financial and insurance activities;
- (xi) Real estate activities;
- (xii) Professional and business services; and
- (xiii) Social and personal services.

7.8 Some economic activities are, however, not covered by the payroll enquiry, including:

- (i) Agriculture, forestry and fishing;
- (ii) Construction;
- (iii) Hawkers and retail pitches (other than market stalls);
- (iv) Taxis, public light buses, goods vehicles, barges, lighters and stevedoring services; and
- (v) Public administration, veterinary services, religious organisations, authors and other independent artists, domestic helpers and miscellaneous recreational and personal services.

## 機構單位涵蓋範圍

7.9 工資統計調查旨在搜集選定職位的工資資料，以編製工資指數。因此，政府統計處在進行統計調查前已界定職位分類及職責說明。我們注意到為數不少的「小型機構單位」，並無清楚界定其僱員的職責範圍，或要求其僱員負責多項職責。因此，統計人員在搜集該些機構單位選定職業的工資時，可能會有實際困難。基於上述理由，工資統計調查只包括僱員人數達一定規模的機構單位(不同行業有不同的規模要求)。政府統計處在顧及各行業特徵後，訂出各選定行業中列入工資統計調查範圍的機構單位僱員人數下限，詳情請參閱附錄乙。

7.10 薪金總額統計調查包括統計調查涵蓋的所有機構單位，而不論僱員人數的規模。

## 僱員涵蓋範圍

7.11 工資統計調查包括從事統計調查所涵蓋的選定職業的按時支薪工人及按件支薪工人，但不包括東主，家屬幫工及外發工。這項統計調查亦不包括兼職工人、學徒、見習人員、受訓人員及在試用期的人員，原因是這些人員的工作職務與統計調查所界定的職責說明，可能有所不同。

7.12 薪金總額統計調查包括所有受薪僱員(包括全職和兼職僱員)、無酬家屬幫工和經常參與機構單位業務的在職東主及股東。

## Establishment Coverage

7.9 The wage enquiry aims at collecting occupational wage information for compiling wage indices. Thus, occupational classifications and job descriptions are defined in advance of the survey. It is noted that quite a number of "small establishments" do not have clearly defined job duties for their workers, or that the workers of these establishments are required to handle a wide range of duties. It may be difficult to obtain wage information from these establishments in respect of the specific occupations as defined by the survey. Hence, only those establishments with a certain employment size are covered in the wage enquiry (the sizes are different for different industries). Having regard to the characteristics of individual industries, the minimum employment size limits of establishments covered in the wage enquiry are determined for individual industries and are shown in Appendix B.

7.10 The payroll enquiry covers all establishments that fall into the scope of the enquiry, irrespective of their employment sizes.

## Employee Coverage

7.11 For the wage enquiry, the employees covered include time-rated and piece-rated workers of selected occupations under the coverage of the survey. Proprietors, family workers and out-workers are excluded. Part-time workers, apprentices, learners, trainees and workers on probation are also excluded because their job duties may be different from the job descriptions pre-defined in the survey.

7.12 The payroll enquiry covers all paid employees (both full-time and part-time), unpaid family workers and proprietors and partners actively engaged in the work of the establishments.

## 職業涵蓋範圍

7.13 工資統計調查搜集為統計調查所涵蓋的個別選定職業的工資資料。統計調查所包括的職業可分為下列職業組別：

### 督導級、技術員級、文員級及其他非生產級工人

- (i) 督導級及技術員級人員；
- (ii) 文員級及秘書級人員；
- (iii) 服務人員；及
- (iv) 其他非生產級工人。

### 技工及操作工

- (i) 技工；及
- (ii) 操作工。

7.14 經理級人員與專業僱員不包括在工資統計調查範圍內。政府統計處會進行另外一項統計調查，名為「經理級與專業僱員薪金及僱員福利統計調查(高層管理人員除外)」，以搜集經理級人員與專業僱員的薪金資料。

7.15 薪金總額統計調查並沒有搜集個別職位的數據，只搜集被抽選機構單位內所有人員的整體薪金總額開支。

## 統計調查方法

7.16 勞工收入統計調查是以機構單位作為統計單位。機構單位是指在單一地點(例如工廠、工場、零售店或寫字樓)，在單一擁有權或控制權下，從事一種或主要一種經濟活動(即生產貨物或服務)的經濟單位。

7.17 每一輪統計調查周期開始時，政府統計處會發出通知書予獲抽選的機構單位，然後派出外勤人員造訪各機構單位，並在有需要的情況下協助受訪者填寫問卷。

7.18 搜集得來的資料會經電腦程序檢定，有問題的個案會由辦事處職員審查，在有需要時再由外勤人員進一步核實。統計調查已採取各種措施，確保取得高素質的數據。

## Occupational Coverage

7.13 The wage enquiry collects wage information in respect of individual selected occupations under the coverage of the survey. Occupations covered are classified according to the following occupational groups:

### Supervisory, technical, clerical and miscellaneous non-production workers

- (i) Supervisory and technical workers;
- (ii) Clerical and secretarial workers;
- (iii) Service workers; and
- (iv) Miscellaneous non-production workers.

### Craftsmen and operatives

- (i) Craftsmen; and
- (ii) Operatives.

7.14 Employees at managerial and professional levels are not included. Salaries of managerial and professional employees are collected from a separate survey called Survey of Salaries and Employee Benefits - Managerial and Professional Employees (Excluding Top Management).

7.15 For the payroll enquiry, information on individual occupations is not separately collected. Instead, the aggregate payroll figure for all personnel in a sampled establishment is collected.

## Survey Method

7.16 The unit of enquiry in the LES is an establishment, which is defined as an economic unit (i.e. a unit engaged in the production of goods or services) which engages, under a single ownership or control, in one or predominantly one kind of economic activity at a single physical location, e.g. a factory, workshop, retail shop or office.

7.17 At the start of a survey cycle, notification letters are sent to the sampled establishments. Field officers would pay visits to individual establishments to assist the respondents concerned in filling in the questionnaires, if necessary.

7.18 The collected data are validated by computer programs and dubious cases are checked by office editors and further verified by field officers if necessary. Various measures are adopted to ensure that the data collected are of good quality.

## 抽樣設計

7.19 勞工收入統計調查使用政府統計處提供的機構單位記錄庫作為抽樣框。薪金總額統計調查的樣本由約 5 000 間機構單位組成，另由薪金總額統計調查的樣本中抽選約 2 000 間機構單位，作為工資統計調查的樣本。從二零零九年，每年第二季及第四季工資統計調查的樣本數目將減少至約 1 100 間機構單位，而每年第一季及第三季的工資統計調查的樣本數目則維持在 2 000 間機構單位。至於每季的薪金總額統計調查的樣本數目，同樣保持約 5 000 間機構單位。

7.20 勞工收入統計調查採用輪換複樣本抽樣設計。每次統計調查均會更換約四分一的樣本機構單位，以分攤所有獲抽選機構單位的填報負擔。在重新抽選主要樣本的兩年間，每次統計調查開始前亦會抽選補充子樣本，並納入主要樣本內，使新成立或最近才符合統計調查範圍的機構單位，亦可包括在統計調查內。

## 估計方法 - 工資統計

7.21 平均每日工資 / 每月薪金 估計某一指定行業內指定職業的平均工資率時，必須估計下列兩項數字：第一項是該類別僱員的工資總額；第二項是該類別僱員的總人數。然後計算工資總額與僱員總人數的比率，便可得出平均工資率。

7.22 平均每日正常工作時數及平均每月標準工作日數 估計這兩項平均數的方法與估計平均每日工資 / 每月薪金相似，即分別計算人時總額（即僱員人數乘每日正常工作時數）和人日總額（即僱員人數乘每月標準工作日數）與僱員總人數的比率。

## Sample Design

7.19 The LES utilises the Central Register of Establishments kept by the Census and Statistics Department as the sampling frame. The sample for the payroll enquiry consists of around 5 000 establishments. A sub-sample of 2 000 establishments from the payroll enquiry is taken as the sample for the wage enquiry. Starting from 2009, the sample size of the wage enquiry conducted in the second and fourth quarters of a year will be reduced to around 1 100 establishments, while the sample size of the wage enquiry conducted in the first and third quarters of a year will remain unchanged at 2 000 and that of the payroll enquiry at around 5 000 establishments in each quarter.

7.20 A rotational replicate sample design is adopted for the LES. About one quarter of the sampled establishments are replaced in each round of the survey in order to spread the reporting burden of selected establishments. Supplementary sub-samples are chosen and incorporated into the main sample in each round of the survey to cover those establishments which have newly opened or lately fell into the scope of the survey.

## Estimation Method - Wage Statistics

7.21 Average daily wages/monthly salaries To estimate the average wage rate of a particular occupation in a particular industry, it is necessary to estimate first, the total wage bill for that category of employees, and second, the total number of employees in that category. The average wage rate is then given by the ratio of the total wage bill to the total number of employees.

7.22 Average number of normal hours of work per day and average number of standard working days per month The estimation method of these two average numbers is similar to that of average daily wage/monthly salary. They are given by the ratios respectively of total man-hours (i.e. number of employees multiplied by number of normal hours of work per day) and total man-days (i.e. number of employees multiplied by number of standard working days per month) to the total number of employees.



7.23 在本報告中，平均每日工資 / 每月薪金、平均每日正常工作時數、及平均每月標準工作日數均以經四捨五入後最接近的整數刊載。數據使用者如有需要，可向本處查詢更精確的數字。

7.23 The average daily wages/monthly salaries, the average number of normal hours of work per day, and the average number of standard working days per month are rounded off to the nearest integer in this Report for publication purpose. If required, data users could call this Department for more precise figures.

7.24 名義及實質工資指數 名義工資指數是用來量度在不受接連兩次統計調查的職業和行業結構轉變情況下工資率的變動。採用連鎖拉氏類型指數。下列舉出某一指定行業工資指數的計算公式：

7.24 Nominal and Real Wage Indices The Nominal Wage Index is designed to measure the pure change in wage rates unaffected by changes in occupational and industrial structure between two successive rounds of the survey. A chain Laspeyres index is used. The index formula for a particular industry is shown below :

$$I_{o,t} = C_{t-1,t} I_{o,t-1} / 100$$

而  
where

$I_{o,t}$  = 以基期 o(即一九九二年九月)設定為 100 計算，指定行業在 t 期(例如，是次統計調查)的工資指數；  
wage index for a given industry for period t (say, current round of the survey) with reference to the base period o (i.e. September 1992) taken as 100;

$I_{o,t-1}$  = 以基期 o 設定為 100 計算，該行業在 t-1 期的工資指數；  
wage index for that industry for period t-1 with reference to the base period o taken as 100;

$C_{t-1,t}$  = t 期(是次統計調查)及 t-1 期(上一次統計調查)比較，該行業平均工資率的增減百分率。percentage change of average wage rate for that industry for period t (current round of the survey) over that of period t-1 (previous round of the survey).

即，  
That is,

$$C_{t-1,t} = \frac{\sum [N_j^{t-1} R_j^t]}{\sum [N_j^{t-1} R_j^{t-1}]} \times 100\%$$

而  
where

$N_j^{t-1}$  = 第 j 個僱員類別在 t-1 期的僱員總人數，而僱員類別是指這項統計調查的某一指定行業內某性別和職業的僱員；  
total number of employees in the jth category at period t-1, where a category refers to employees of a certain sex and occupation in that particular industry for the present purpose;

$R_j^t$  = 第 j 個僱員類別在 t 期的僱員平均工資率；  
average wage rate of employees in the jth category at period t;

$R_j^{t-1}$  = 第 j 個僱員類別在 t-1 期的僱員平均工資率。  
average wage rate of employees in the jth category at period t-1.

為方便計算起見， $C_{t-1,t}$  的公式亦可以下列方式代表：  
for computational purpose, the formula for  $C_{t-1,t}$  is expressed as :

$$C_{t-1,t} = \frac{\sum [N_j^{t-1} R_j^{t-1} R_j^t / R_j^{t-1}]}{\sum N_j^{t-1} R_j^{t-1}} \times 100\%$$

$$= \frac{\sum [W_j^{t-1} R_j^t / R_j^{t-1}]}{\sum W_j^{t-1}} \times 100\%$$

而  
where

$W_j^{t-1} = N_j^{t-1} R_j^{t-1}$  = 在 t-1 期付予第 j 個僱員類別所有僱員的總工資；  
total wage bill paid to all employees in the jth category at period t-1;

$\frac{R_j^t}{R_j^{t-1}}$  = 第 j 個僱員類別的僱員在 t 至 t-1 期間的工資率對比。  
wage rate relative between periods t and t-1 for employees in the jth category.

因此，該指數成為工資率對比的加權平均數，  
Thus the index becomes a weighted average of wage rate relatives,  
而第 j 個僱員類別的權數為  
where the weight for the jth category is

$$\frac{W_j^{t-1}}{\sum W_j^{t-1}}$$

而  
and

$$\sum \frac{W_j^{t-1}}{\sum W_j^{t-1}} = 1$$

7.25 各行業的實質工資指數，是根據有關的名義工資指數扣除甲類消費物價變動的影響而計算出來(採用甲類消費物價指數，是因為該指數配合工資統計調查所涵蓋人員的工資水平)。實質工資指數可顯示在一段時間內僱員工資金額購買力的轉變。

7.25 The Real Wage Index for each industry is obtained by deflating its nominal counterpart by the Consumer Price Index (A) to discount consumer price changes (Consumer Price Index (A) is used because of the wage level of the workers covered under the wage survey). The real index can be used to indicate changes in the purchasing power of the amount of money earned as wages by workers over a period of time.

7.26 就業人士名義平均薪金指數是將有關季度的就業人士平均薪金與基期的就業人士平均薪金作比較，後者並已設定為基數 100。下列舉出某一指定行業就業人士平均薪金指數的計算公式：

7.26 The Nominal Index of Payroll per Person Engaged is the ratio obtained by comparing the payroll per person engaged for the reference period in question with that for the base period which is taken as 100. The index formula for a particular industry is given below:

$$P_t = \frac{\left[ \sum F_i^t a_i^t \right] / \left[ \sum F_i^t b_i^t \right]}{\left[ \sum F_i^o a_i^o \right] / \left[ \sum F_i^o b_i^o \right]} \times 100$$

而  
where

- $P_t$  = 指定行業在 t 期的就業人士平均薪金指數；  
payroll per person engaged index for a given industry for period t;
- $F_i^t$  = 第 i 個選定機構單位在 t 期的倍大因子；  
grossing-up factor for the ith establishment sampled at period t;
- $a_i^t$  = 第 i 個選定機構單位在 t 期的整體薪金總額；  
total payroll for the ith establishment sampled at period t;
- $b_i^t$  = 第 i 個選定機構單位在 t 期的就業人數；  
number of persons engaged in the ith establishment sampled at period t;
- $F_i^o$  = 第 i 個選定機構單位在基期的倍大因子；  
grossing-up factor for the ith establishment sampled at base period;
- $a_i^o$  = 第 i 個選定機構單位在基期(即一九九九年第一季)的整體薪金總額；  
total payroll for the ith establishment sampled at base period (i.e. first quarter 1999);
- $b_i^o$  = 第 i 個選定機構單位在基期(即一九九九年第一季)的就業人數。  
number of persons engaged in the ith establishment sampled at base period (i.e. first quarter 1999).

7.27 就業人士實質平均薪金指數是從名義指數扣除綜合消費物價指數變動的影響計算出來，以顯示購買力的轉變。

7.27 The Real Index of Payroll per Person Engaged is obtained by deflating the nominal index by the Composite Consumer Price Index to adjust for changes in consumer prices.

7.28 在編製工資指數與就業人士平均薪金指數時，本處是採用原本的數據(即未經四捨五入後的數字)以維持統計數字的精確度。

7.28 In compiling the wage indices and the indices of payroll per person engaged, this Department applies the source data (rather than the rounded figures) so as to maintain a high precision level of the resulting statistics.

7.29 政府統計處就二零零八統計年度進行的「勞工收入統計調查」所涵蓋的機構單位，按其行業組別採用並行編碼（即一套編碼按「香港標準行業分類 1.1 版」，而另一套則按「香港標準行業分類 2.0 版」）。根據新舊系統並行分類的二零零八年調查數據，以「香港標準行業分類 2.0 版」為基礎的一系列工資及薪金總額指數已作出後向估計至二零零四年第一季。用戶如對後向估計的統計數列或統計調查結果有任何查詢，請與政府統計處工資及勞工成本統計組(一)組聯絡，或參考政府統計處網站（[www.censtatd.gov.hk](http://www.censtatd.gov.hk)）。

7.29 Parallel coding of the industry classes of establishments covered in the LES, one under the HSIC V1.1 and the other under the HSIC V2.0, was undertaken in different survey rounds in the reference year of 2008. Based on the 2008 survey data with dual classifications, the series of wage and payroll indices under HSIC V2.0 have been backcasted to the first quarter of 2004. Users who are interested in the backcasted series or have enquiries about the survey results may contact the Wages and Labour Costs Statistics Section (1), or refer to the website of the Census and Statistics Department ([www.censtatd.gov.hk](http://www.censtatd.gov.hk)).

按「香港標準行業分類1.1版」行業劃分的運輸服務業名義及實質工資指數

Nominal and Real Wage Indices for Transport Services Sector Analysed by Industry under HSIC V1.1

(一九九二年九月=100)  
(September 1992=100)

行業 Industry	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
<b>運輸服務業</b> <i>Transport services</i>	<b>150.5</b>	<b>152.6</b>	<b>152.7</b>	<b>0.1</b>	<b>1.4</b>
其中: within which:					
貨櫃裝卸及貨櫃租賃服務業 <b>Haulage of containers and containers leasing</b>	95.8	91.7	91.8	0.1	-4.2
航空公司 <b>Airline companies</b>	153.2	151.6	153.4	1.1	0.1
旅行社及票務代理 <b>Travel agents and airline ticket agents</b>	169.7	171.1	174.0	1.7	2.6
航空貨運代理業 <b>Air cargo forwarding services</b>	149.8	147.3	147.3	#	-1.6
行業 Industry	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零零八年 十二月 Dec. 2008	二零零九年 九月 Sep. 2009	二零零九年 十二月 Dec. 2009	二零零九年十二月 與二零零九年 九月比較 Dec. 2009 over Sep. 2009	二零零九年十二月 與二零零八年 十二月比較 Dec. 2009 over Dec. 2008
<b>運輸服務業</b> <i>Transport services</i>	<b>110.8</b>	<b>116.4</b>	<b>110.6</b>	<b>-4.9</b>	<b>-0.2</b>
其中: within which:					
貨櫃裝卸及貨櫃租賃服務業 <b>Haulage of containers and containers leasing</b>	70.6	69.9	66.5	-4.9	-5.7
航空公司 <b>Airline companies</b>	112.8	115.7	111.1	-3.9	-1.5
旅行社及票務代理 <b>Travel agents and airline ticket agents</b>	124.9	130.5	126.1	-3.4	0.9
航空貨運代理業 <b>Air cargo forwarding services</b>	110.3	112.3	106.8	-5.0	-3.2

註釋：(1) 本表內所有工資指數均按「香港標準行業分類1.1版」編製。這些指數有別於刊載在本報告其他統計表內的按「香港標準行業分類2.0版」編製的運輸業工資指數。從二零一零年第一季統計期開始，按「香港標準行業分類1.1版」分類的運輸服務業工資指數將停止編製及發布。

(2) 實質工資指數是以名義工資指數扣除以二零零四至零五年為基期的甲類消費物價指數而計算出來。

(3) 所有增減百分率按小數後兩個位的指數計算出來。

# 變動在±0.05%內。

(1) All the wage indices presented in this table are compiled based on HSIC V1.1. These indices are different from the wage indices for the transportation section based on HSIC V2.0 as presented in other tables in this report. Starting from the survey reference period of the first quarter of 2010, the compilation and publication of wage indices for the transport services sector based on HSIC V1.1 will be discontinued.

(2) The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2004/05-based CPI(A).

(3) All percentage changes are derived from indices rounded to 2 decimal places.

# Change within ±0.05%.

「勞工收入統計調查」中「工資統計調查」所包括的行業列表  
List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey

行業	Industry	香港標準行業 分類 2.0 版編碼 Hong Kong Standard Industrial Classification V2.0 code	規模下限 (以就業人數計算)⊕ Minimum employment size limit (in terms of number of persons engaged)⊕
<b>(i) 製造</b>	<b><i>Manufacturing</i></b>		
1. 紡織	Textile	131102, 131201 131303-6, 139101, 143200	20
2. 衣物縫製	Garments	1411 (except 141105)	20
3. 紙盒、紙袋製造及印刷	Paper boxes, bags and printing	1702, 181	10
4. 雜項金屬加工製品、 電器配件及 電子製品	Miscellaneous fabricated metal, domestic electric appliances and accessories, and electronics	182, 2512, 2591, 259299, 259999 261-3, 268, 273, 275, 2817, 3245	10
5. 塑膠製品	Plastic products	222, 3243	10
6. 鐘錶、光學儀器 及設備(包括眼科 用品)及珠寶及相關物品 製造	Watches and clocks, optical instruments and equipment (including ophthalmic goods) and jewellery and related articles	2652, 267, 3211, 3251	10
<b>(ii) 電力及燃氣供應</b>	<b><i>Electricity and gas supply</i></b>		
7. 發電、輸電及配電	Electric power generation, transmission and distribution	351	
8. 燃氣製造及配送	Gas manufacture and distribution	352	
<b>(iii) 污水處理及廢棄物管理</b>	<b><i>Sewerage and waste management activities</i></b>		
9. 污水處理及廢棄物管理	Sewerage and waste management activities	370, 381, 382, 3839	
<b>(iv) 進出口貿易及批發</b>	<b><i>Import/export and wholesale trades</i></b>		
10. 食品進出口貿易	Import/export of foodstuffs	451201, 4513 (except 451322-3), 452201, 4523 (except 452322-3)	10
11. 衣物、鞋類及有關製品進出 口貿易	Import/export of clothing, footwear and allied products	451401-5, 452401-5	10

「勞工收入統計調查」中「工資統計調查」所包括的行業列表

## List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey

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(iv) 進出口貿易及批發	<i>Import/export and wholesale trades</i>		
12. 雜項消費品、耐用品及其他進出口貿易	Import/export of miscellaneous consumer goods, durable goods and others	4511, 451202-5, 451206-7, 451299, 451406-8, 451411-35, 451436, 451437-41, 451442, 451443-51, 451452, 451499, 451601-2, 451611-3, 451621, 451631-4, 451635, 451699, 451711, 451721, 451731, 451741-4, 451799, 4519, 4521, 452202-7, 452299, 452406-8, 452411-52, 452499, 452601-2, 452611-3, 452621, 452631-5, 452699, 452711, 452721, 452731, 452741-4, 452799, 4529	10
13. 批發	Wholesale		10
農產品及活動物批發	Agricultural products and live animals	4602	
食物、飲料及煙草批發	Food, beverages and tobacco	4603	
家居用品批發	Household goods	4604	
機械、設備及其配備批發	Machinery, equipment and supplies	4606	
其他專賣及非專賣貨品批發	Other specialised and non-specialised products	4607, 4609	

「勞工收入統計調查」中「工資統計調查」所包括的行業列表

## List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey

行業	Industry	香港標準行業 分類 2.0 版編碼 Hong Kong Standard Industrial Classification V2.0 code	規模下限 (以就業人數計算)⊕ Minimum employment size limit (in terms of number of persons engaged)⊕
<b>(v) 零售</b>	<b><i>Retail trade</i></b>		
14. 零售	Retail		10
超級市場	Supermarkets	471101-2	
百貨公司	Department stores	471901	
汽車、電單車及 其他運輸設備零售	Retail sale of motor vehicles, motorcycles and other transport equipment	4773	
<b>(vi) 運輸</b>	<b><i>Transportation</i></b>		
15. 鐵路及纜索運輸	Railway and cable transport	491	
16. 公共巴士服務	Public bus services	4921	
17. 拖頭拖運服務	Transport by tractors	4928	10
18. 持牌及專營渡輪服務	Licensed and franchised ferry services	502101	
19. 航空運輸	Air transport	510	
20. 航空貨運代理服務	Air cargo forwarding services	522901	10
<b>(vii) 住宿及膳食服務活動</b>	<b><i>Accommodation and food service activities</i></b>		
21. 酒店	Hotels	5501	100
22. 中式餐館	Chinese restaurants	561101, 561109-11	20
23. 非中式餐館	Restaurants, other than Chinese restaurants	561103-08, 561199, 561901	10
24. 快餐店	Fast food shops	561200, 561902	10
<b>(viii) 出版活動</b>	<b><i>Publishing activities</i></b>		
25. 書籍、期刊的出版及 其他出版活動	Publishing of books, periodicals and other publishing activities	581	10
<b>(ix) 金融及保險活動</b>	<b><i>Financial and insurance activities</i></b>		
26. 本地銀行	Domestic banking	641201	20
27. 投資及控股公司	Investment and holding companies	642	10
28. 保險及退休基金輔助活動	Insurance and activities auxiliary to insurance and pension funding	65, 662	10
<b>(x) 地產租賃及保養管理</b>	<b><i>Real estate leasing and maintenance management</i></b>		
29. 地產租賃	Real estate leasing	6812-3	10
30. 地產保養管理服務 (一般亦稱為物業管理)	Real estate maintenance management (more commonly known as property management)	6822	20



「勞工收入統計調查」中「工資統計調查」所包括的行業列表

**List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey**

行業	Industry	香港標準行業 分類 2.0 版編碼 Hong Kong Standard Industrial Classification V2.0 code	規模下限 (以就業人數計算)⊕ Minimum employment size limit (in terms of number of persons engaged)⊕
<b>(xi) 專業及商業服務</b>	<b><i>Professional and business services</i></b>		
31. 建築/測量/工程策劃 服務	Architectural/surveying/engineering firms	7111-5, 7117, 7119	10
32. 旅行社及其他代訂 服務及旅遊相關活動	Travel agency and other reservation service and tourist-related activities	791, 799	10
33. 保安及偵查活動	Security and investigation	80	20
34. 防蟲及清潔服務	Pest control and cleaning services	811, 812	10
<b>(xii) 個人服務</b>	<b><i>Personal services</i></b>		
35. 汽車及電單車維修 服務	Motor vehicles/cycles repairing and servicing	951	10
36. 美容及美體護理	Beauty and body prettifying treatment	9602	10

註釋： ⊕ 參照本報告第 VII 部的 7.9 段。

Note : See paragraph 7.9 in part VII of this report.

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