

# 工資及薪金總額按季統計報告

## Quarterly Report of Wage and Payroll Statistics

二零一二年三月  
March 2012





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二零一二年三月

March 2012

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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涵蓋香港所有行業，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 部有關行業涵蓋範圍的說明。

1.3 「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，每年第二季及第四季工資統計調查以較小的規模進行（樣本數目由 2 000 間機構單位減少至 1 100 間），而從二零一一年起，每年第三季工資統計調查亦以較小的規模進行。因此，每年第一季度（即統計期為三月）會提供詳細的行業及職業工資統計分項數字，而其餘三個季度（即統計期分別為六月、九月及十二月）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。此外，從二零一一年起，薪金總額統計調查的每季樣本數目由 5 000 間機構單位減少至 4 000 間，按較主要行業主類及行業大類分析的薪金總額統計數字仍會每季提供。

### 特別註釋

1.4 所有增減百分率按小數點後兩個位的指數計算出來。

1.5 如果統計數字是從少數機構單位所搜集的資料編製而成，基於下列理由不在本報告內公布：(i) 統計數字可能披露個別機構單位的資料；或 (ii) 估計數字的抽樣誤差較大。

## 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 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 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 are carried out at a reduced scale (with sample size reduced from 2 000 to 1 100 establishments). As from 2011, the wage enquiry conducted in the third quarter of a year is also carried out at a reduced scale. Therefore, wage statistics at detailed industry and occupation breakdowns are available for the first quarter of a year (in respect of the reference period of March), while wage statistics at broad industry group and occupational group levels are available for the other three quarters (in respect of the reference periods of June, September and December respectively). Moreover, starting from 2011, the quarterly sample size of the payroll enquiry is reduced from 5 000 to 4 000 establishments. Payroll statistics for major industry sections and industry divisions continue to be available every quarter.

### Special Notes

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

1.5 Statistics compiled from data collected from only a small number of establishments are not released in this report because either (i) there is a possibility of disclosure of individual establishments' data, or (ii) the estimates are subject to relatively large sampling errors.

## 代號

1.6 本報告書內各代號的含意如下：

- # 變動在 $\pm 0.05\%$ 內
- N.A. 沒有數字
- 統計調查期內沒有數據
- \*\*\* 為使個別機構單位提供的資料得以保密，數據不予公布。(參照上文第 1.5 段。)

## Symbols

1.6 The following symbols are used in this report:

- # Change within  $\pm 0.05\%$
- N.A. Not available
- Data not available for the survey period
- \*\*\* Data not released in order to safeguard confidentiality of information provided by individual establishments. (See paragraph 1.5 above.)



## 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 薪金總額則是勞工收入的指標。「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部分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部分，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 二零一二年三月的名義工資指數較上年同期上升 8.0%。

3.2 按行業主類分析，在二零一二年三月，所有選定行業主類均錄得 4.2% 至 13.5% 不等的按年升幅。

3.3 二零一一年三月、二零一一年十二月及二零一二年三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 8.0% in March 2012 over a year earlier.

3.2 Analysed by industry section, year-on-year increases were recorded in all selected industry sections in March 2012, ranging from 4.2% to 13.5%.

3.3 The nominal wage indices for March 2011, December 2011 and March 2012 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	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
製造 Manufacturing	160.1	170.0	172.6	+1.5	+7.9
進出口貿易、批發及零售 Import/export, wholesale and retail trades	177.3	188.1	190.2	+1.1	+7.3
運輸 Transportation	154.6	161.8	161.1	-0.4	+4.2
住宿 <sup>^</sup> 及膳食服務活動 Accommodation <sup>^</sup> and food service activities	140.7	150.6	152.1	+1.0	+8.1
金融及保險活動 Financial and insurance activities	185.7	190.3	193.6	+1.7	+4.3
地產租賃及保養管理 Real estate leasing and maintenance management	168.6	186.6	191.3	+2.5	+13.5
專業及商業服務 Professional and business services	166.4	185.8	188.2	+1.3	+13.1
個人服務 Personal services	195.8	222.0	219.7	-1.0	+12.2
所有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	166.9	178.3	180.3	+1.1	+8.0

註釋：<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

<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。

Notes: <sup>^</sup> Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

<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.

## 實質工資指數

3.4 二零一二年三月的實質工資指數較上年同期上升 3.6%。

3.5 按行業主類分析，在二零一二年三月，除運輸業和金融及保險活動業與上年同期相若外，其他選定行業主類均錄得 2.9% 至 8.8% 不等的按年升幅。

3.6 二零一一年三月、二零一一年十二月及二零一二年三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 increased by 3.6% in March 2012 over a year earlier.

3.5 Analysed by industry section, year-on-year increases ranging from 2.9% to 8.8% were recorded in all selected industry sections in March 2012, except the transportation section and financial and insurance activities section which remained virtually unchanged.

3.6 The real wage indices for March 2011, December 2011 and March 2012 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	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
製造 Manufacturing	108.7	112.4	112.5	+0.1	+3.4
進出口貿易、批發及零售 Import/export, wholesale and retail trades	120.4	124.3	123.9	-0.3	+2.9
運輸 Transportation	105.0	106.9	105.0	-1.8	#
住宿 <sup>^</sup> 及膳食服務活動 Accommodation <sup>^</sup> and food service activities	95.6	99.6	99.1	-0.5	+3.7
金融及保險活動 Financial and insurance activities	126.1	125.8	126.1	+0.3	#
地產租賃及保養管理 Real estate leasing and maintenance management	114.5	123.3	124.6	+1.1	+8.8
專業及商業服務 Professional and business services	113.1	122.8	122.6	-0.1	+8.5
個人服務 Personal services	133.0	146.7	143.1	-2.4	+7.6
所有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	113.4	117.9	117.5	-0.4	+3.6

註釋：(1) 自二零一一年起，實質工資指數是以名義工資指數扣除以二零零九至一零年為基期的甲類消費物價指數而計算出來。為方便比較，二零一一年以前的實質工資指數經以二零零九至一零年為基期的甲類消費物價指數再次編製。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

<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。

Notes: (1) As from 2011, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2009/10-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2011 have been re-complied using the 2009/10-based CPI(A).

<sup>^</sup> Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

<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.

## 薪金總額統計

### 就業人士名義平均薪金指數

3.7 二零一二年第一季的就業人士名義平均薪金指數較上年同期上升 7.2%。

3.8 按行業主類分析，在二零一二年第一季，除運輸、倉庫、郵政及速遞服務業錄得 5.3%的按年跌幅外，其他所有選定行業主類均錄得 3.2%至 15.6%不等的按年升幅。

3.9 二零一一年第一季、二零一一年第四季及二零一二年第一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 7.2% in nominal terms in the first quarter of 2012 over a year earlier.

3.8 Analysed by industry section, year-on-year increases ranging from 3.2% to 15.6% were observed in all selected industry sections in the first quarter of 2012 except the transportation, storage, postal and courier services section, in which a year-on-year decrease of 5.3% was recorded.

3.9 The nominal indices of payroll per person engaged for the first quarter of 2011, fourth quarter of 2011 and first quarter of 2012 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 (Q1 1999=100)			增減百分率 Percentage change	
	二零一一年 第一季 Q1 2011	二零一一年 第四季 Q4 2011	二零一二年 第一季 Q1 2012	二零一二年第一季 與二零一一年 第四季比較 Q1 2012 over Q4 2011	二零一二年第一季 與二零一一年 第一季比較 Q1 2012 over Q1 2011
製造 Manufacturing	103.1	101.6	117.5	+15.7	+14.0
污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities	153.0	159.7	162.7	+1.9	+6.4
進出口貿易及批發 Import/export and wholesale trades	126.9	125.0	131.0	+4.8	+3.2
零售 Retail trade	119.4	126.2	138.1	+9.4	+15.6
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	117.8	115.7	111.6	-3.6	-5.3
住宿 <sup>^</sup> 及膳食服務活動 Accommodation <sup>^</sup> and food service activities	100.6	98.0	107.5	+9.6	+6.8
資訊及通訊 Information and communications	101.1	102.7	110.6	+7.7	+9.4
金融及保險活動 Financial and insurance activities	183.4	158.5	194.0	+22.4	+5.8
地產活動 Real estate activities	106.5	113.3	121.9	+7.5	+14.4
專業及商業服務 Professional and business services	94.3	101.3	100.3	-1.0	+6.3
社會及個人服務 Social and personal services	93.1	100.3	100.8	+0.5	+8.3
所有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	118.9	117.4	127.5	+8.6	+7.2

註釋： ^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

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

@ 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。

@ 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 二零一二年第一季的就業人士實質平均薪金指數較上年同期上升 1.9%。

3.11 按行業主類分析，在二零一二年第一季，製造業、污水處理、廢棄物管理及污染防治活動業、零售業、住宿及膳食服務活動業、資訊及通訊業、金融及保險活動業、地產活動業、專業及商業服務業和社會及個人服務業均錄得 0.6%至 9.9%不等的按年升幅。而進出口貿易及批發業和運輸、倉庫、郵政及速遞服務業則分別錄得 1.9%和 10.0%的按年跌幅。

3.12 二零一一年第一季、二零一一年第四季及二零一二年第一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 increased by 1.9% in real terms in the first quarter of 2012 over a year earlier.

3.11 Analysed by industry section, year-on-year increases of 0.6% to 9.9% were recorded in the manufacturing; sewerage, waste management and remediation activities; retail trade; accommodation and food service activities; information and communications; financial and insurance activities; real estate activities; professional and business services; and social and personal services sections in the first quarter of 2012. Yet for the import/export and wholesale trades; and transportation, storage, postal and courier services sections, decreases of 1.9% and 10.0% were recorded respectively.

3.12 The real indices of payroll per person engaged for the first quarter of 2011, fourth quarter of 2011 and first quarter of 2012 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 (Q1 1999=100)			增減百分率 Percentage change	
	二零一一年 第一季 Q1 2011	二零一一年 第四季 Q4 2011	二零一二年 第一季 Q1 2012	二零一二年第一季 與二零一一年 第四季比較 Q1 2012 over Q4 2011	二零一二年第一季 與二零一一年 第一季比較 Q1 2012 over Q1 2011
製造 Manufacturing	101.0	95.9	109.4	+14.1	+8.4
污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities	149.8	150.8	151.5	+0.5	+1.1
進出口貿易及批發 Import/export and wholesale trades	124.3	118.0	122.0	+3.3	-1.9
零售 Retail trade	116.9	119.2	128.6	+7.9	+9.9
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	115.4	109.2	103.9	-4.9	-10.0
住宿 <sup>^</sup> 及膳食服務活動 Accommodation <sup>^</sup> and food service activities	98.5	92.6	100.1	+8.1	+1.6
資訊及通訊 Information and communications	99.1	97.0	103.0	+6.2	+4.0
金融及保險活動 Financial and insurance activities	179.6	149.7	180.6	+20.7	+0.6
地產活動 Real estate activities	104.3	107.0	113.5	+6.0	+8.7
專業及商業服務 Professional and business services	92.4	95.7	93.3	-2.4	+1.1
社會及個人服務 Social and personal services	91.2	94.7	93.9	-0.9	+2.9
所有選定行業主類 <sup>@</sup> All selected industry sections <sup>@</sup>	116.5	110.9	118.7	+7.0	+1.9

註釋： (1) 自二零一一年起，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二零零九至一零年為基期的綜合消費物價指數而計算出來。為方便比較，二零一一年以前的就業人士實質平均薪金指數經以二零零九至一零年為基期的綜合消費物價指數再次編製。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

<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。

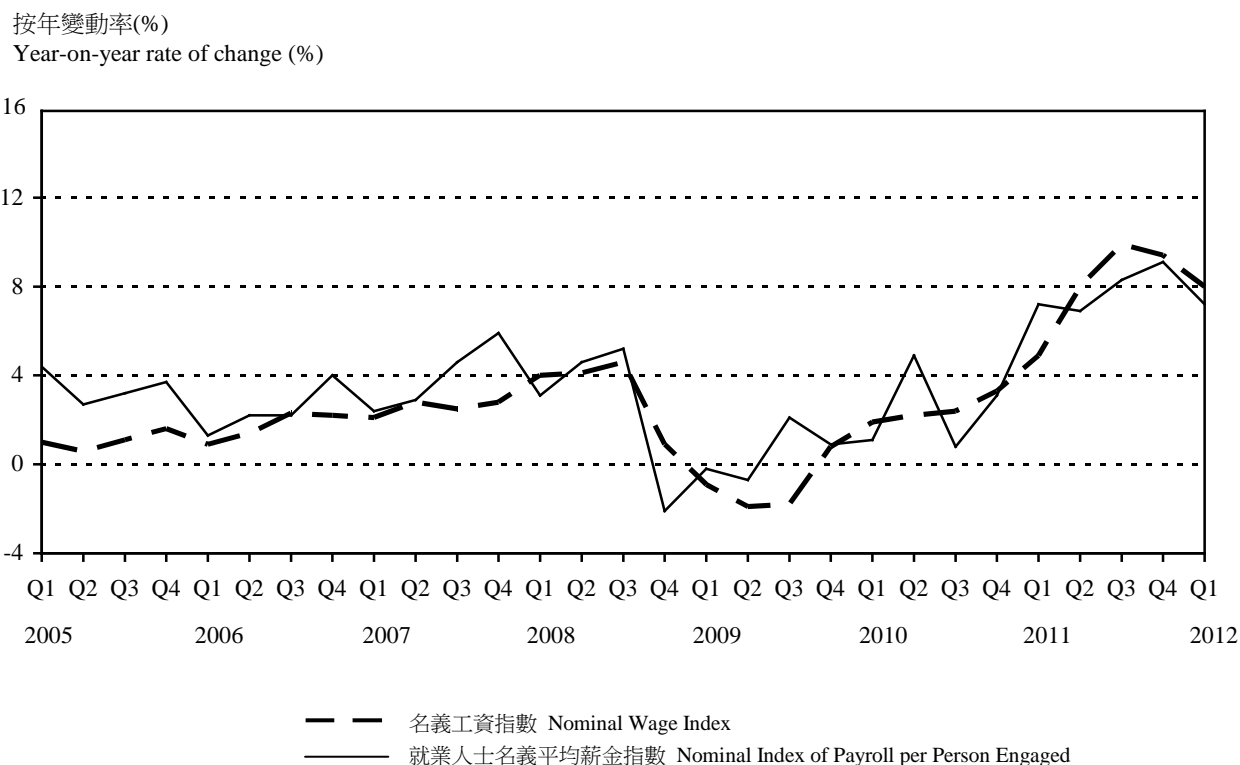
Notes: (1) As from 2011, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2009/10-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2011 have been re-compiled using the 2009/10-based Composite CPI.

<sup>^</sup> Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

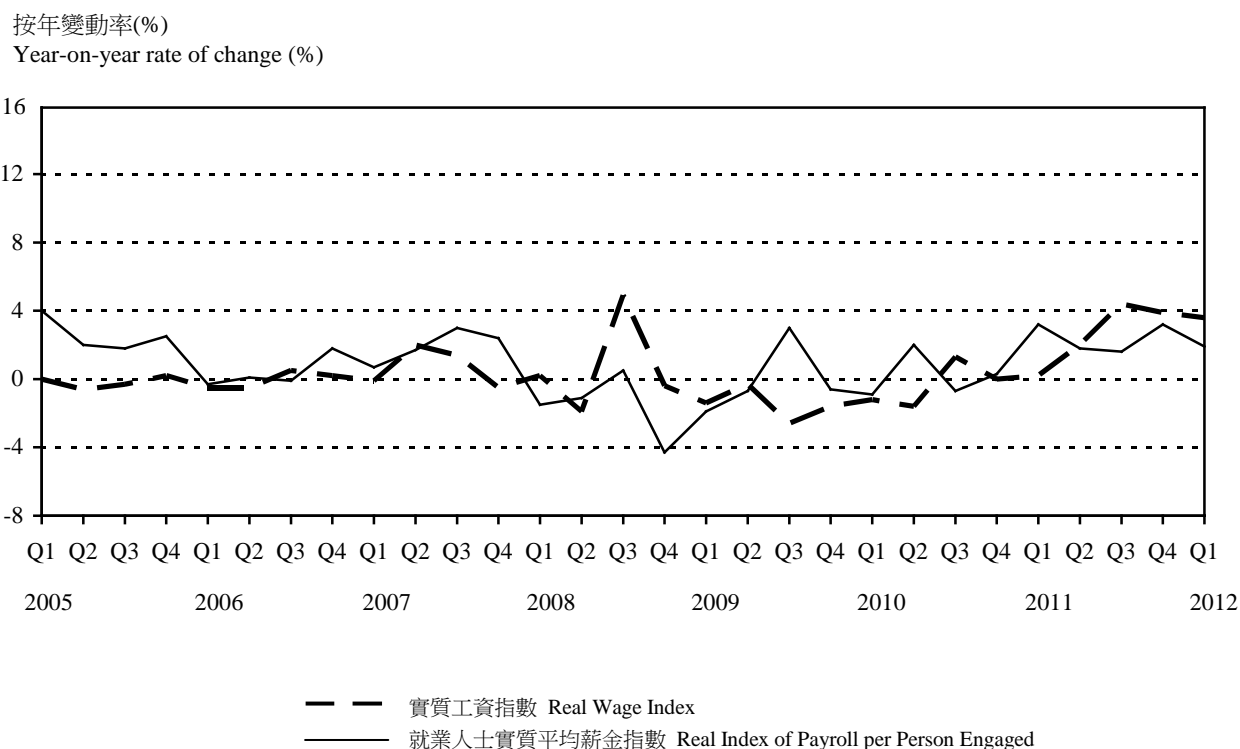
<sup>@</sup> Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.



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就業人士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 二零一二年第一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為+1.3%，二零一一年第一季的相應變動率則為+3.3%。有關就業人士實質平均薪金指數，二零一二年第一季經季節性調整的按季變動率大致維持不變，而二零一一年第一季的相應變動率為+1.5%。

## Seasonally Adjusted Index of Payroll per Person Engaged

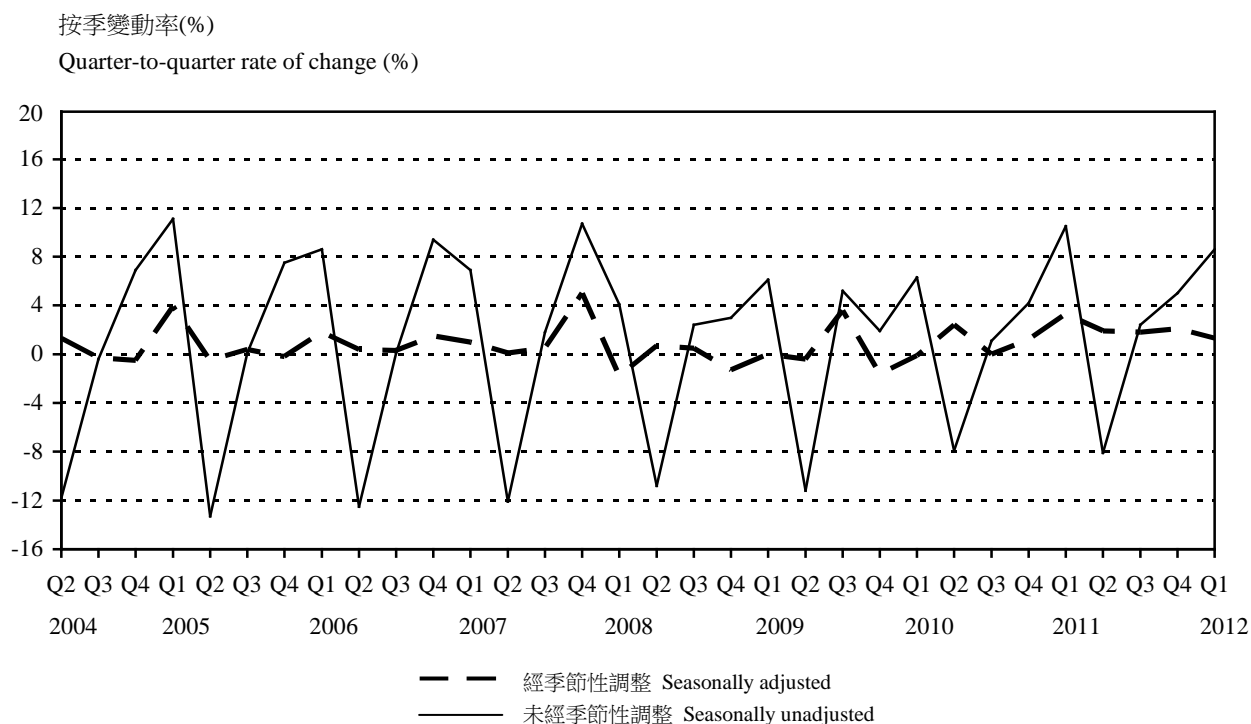
3.13 All the indices of payroll per person engaged quoted in the other sections of this report are not seasonally adjusted. In general, the unadjusted data series are of greater interest to readers because they reflect the quarter-to-quarter movements of earnings actually received by employed persons.

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.

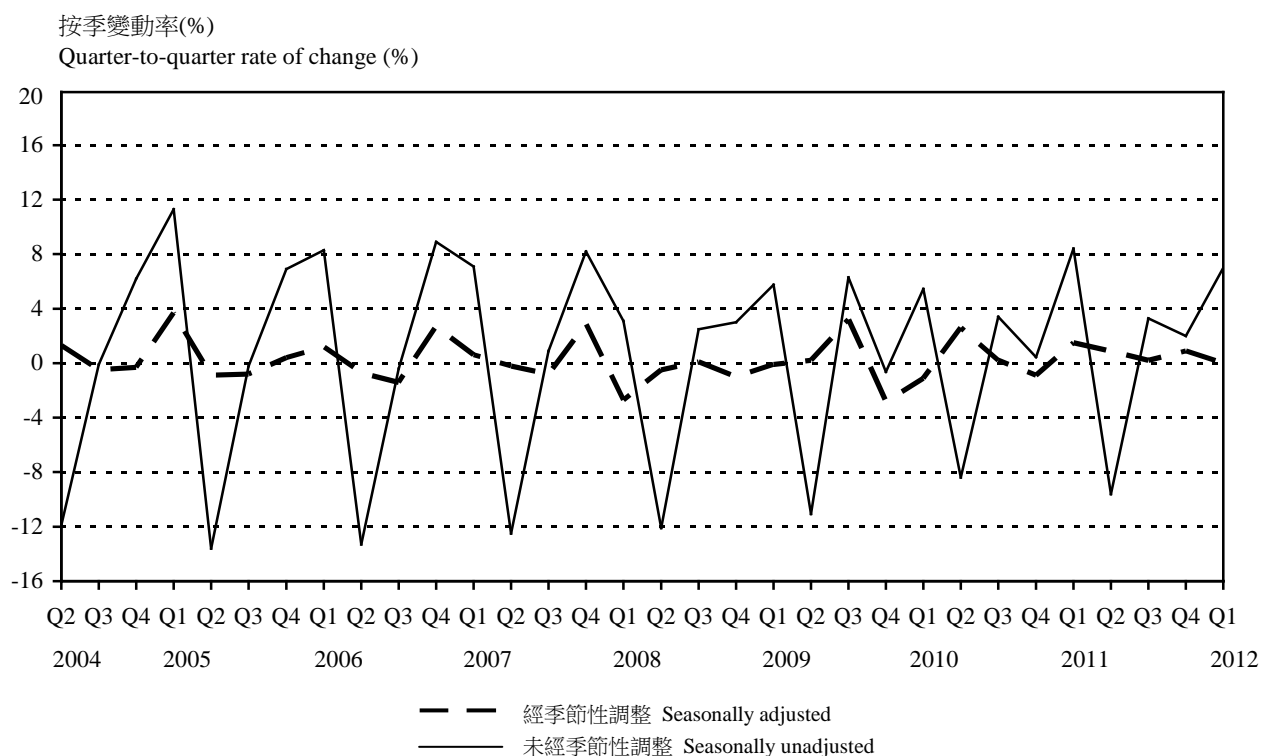
3.15 Seasonally adjusted series may be revised as more data become available. The seasonally adjusted indices of payroll per person engaged for the preceding three years are revised each year when the figures for the fourth quarter become available.

3.16 The seasonally adjusted quarter-to-quarter rate of change of nominal index of payroll per person engaged in the first quarter of 2012 was +1.3%. The corresponding rate of change in the first quarter of 2011 was +3.3%. As regards the real index of payroll per person engaged, the seasonally adjusted quarter-to-quarter rate of changes in the first quarter of 2012 remained virtually unchanged. The corresponding rate of change in the first quarter of 2011 was +1.5%.

圖三 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的按季變動率  
**Chart 3 Seasonally Adjusted Quarter-to-Quarter Rates of Change in Nominal Index of Payroll per Person Engaged: All Selected Industry Sections**



圖四 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的按季變動率  
**Chart 4 Seasonally Adjusted Quarter-to-Quarter Rates of Change in Real Index of Payroll per Person Engaged: All Selected Industry Sections**



## IV. 定義及註釋

### 工資統計

4.1 工資率包括下列員工薪酬組成部分：

- (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) 其他經常性及保證發放的花紅及津貼。

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 5 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。標準工作日數並不指實際工作日數，實際工作日數會受曠工、壞天氣、罷工、超時工作等影響。

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，統計調查不可能按行業、職位和性別界定的某一員工類別內的員工經驗和素質標準化。因此，若員工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. Definitions and 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 are 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. The number of standard working days per month does not refer to the number of days actually worked which may be affected by absenteeism, bad weather, strike, overtime work, etc.

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員工的工資水平。

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在第一季僅為 2 000 間機構單位，而在第二、三及四季則僅為 1 100 間機構單位（見第 VII 部 7.20 段），故本報告內個別職業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 Due to the difference in compilation method, 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 2 000 establishments in the wage enquiry of the LES in the first quarter and 1 100 establishments in the second, third and fourth quarters (see paragraph 7.20 in Part VII), the detailed statistics of wage rates of individual occupations 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.

## 薪金總額統計

4.8 薪金總額包括以下各項員工薪酬組成部分：

- (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) 東主和商業合伙人所賺取的利潤；
- (ii) 實物津貼（例如由機構提供予僱員的住所）；
- (iii) 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；
- (iv) 遣散費、停職費及長期服務金；
- (v) 退休金；及
- (vi) 支付予外發工人的薪金。

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月份的薪金總額除以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。

## Payroll Statistics

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

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，薪金總額一般是指給予僱員的支出。但是，就業人數不單只包括僱員，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。

4.11 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 generally refers to payments to employees, whereas persons engaged do not only cover employees, but 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.

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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> 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)



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

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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
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)
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)
二零一零年三月 Mar. 2010	155.4 (-1.6)	167.5 (+1.5)	151.6 (+1.1)	132.1 (+1.6)
二零一零年六月 Jun. 2010	155.4 (-1.0)	169.7 (+1.8)	152.6 (+0.8)	132.7 (+2.6)
二零一零年九月 Sep. 2010	155.2 (-0.3)	170.9 (+2.6)	153.4 (+1.0)	133.3 (+2.3)
二零一零年十二月 Dec. 2010	153.7 (-1.0)	173.5 (+4.4)	153.9 (+1.5)	135.8 (+3.4)

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
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
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
176.9 (+3.9)	165.8 (+3.0)	157.4 (+3.1)	189.0 (+3.4)	159.0 (+1.9)	二零一零年三月 Mar. 2010
178.3 (+2.8)	166.5 (+3.3)	159.2 (+3.7)	190.2 (+3.1)	160.5 (+2.2)	二零一零年六月 Jun. 2010
178.7 (+3.0)	166.8 (+2.3)	159.8 (+3.1)	190.9 (+2.8)	161.3 (+2.4)	二零一零年九月 Sep. 2010
177.9 (+2.2)	167.1 (+1.9)	162.0 (+3.6)	196.3 (+4.4)	163.1 (+3.3)	二零一零年十二月 Dec. 2010

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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零一一年三月 Mar. 2011	160.1 (+3.0)	177.3 (+5.8)	154.6 (+2.0)	140.7 (+6.5)
二零一一年六月 Jun. 2011	164.3 (+5.7)	181.7 (+7.1)	158.2 (+3.7)	144.9 (+9.2)
二零一一年九月 Sep. 2011	166.5 (+7.3)	187.5 (+9.7)	161.4 (+5.2)	147.2 (+10.5)
二零一一年十二月 Dec. 2011	170.0 (+10.6)	188.1 (+8.4)	161.8 (+5.1)	150.6 (+10.9)
二零一二年三月 Mar. 2012	172.6 (+7.9)	190.2 (+7.3)	161.1 (+4.2)	152.1 (+8.1)

註釋：(1) 括號內數字指按年(該月份與上年同月比較)變動百分率。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。

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
185.7 (+5.0)	168.6 (+1.7)	166.4 (+5.7)	195.8 (+3.6)	166.9 (+4.9)	二零一一年三月 Mar. 2011
191.3 (+7.3)	183.6 (+10.3)	181.6 (+14.1)	206.6 (+8.6)	173.4 (+8.0)	二零一一年六月 Jun. 2011
192.2 (+7.5)	184.5 (+10.6)	184.8 (+15.6)	215.3 (+12.8)	177.2 (+9.9)	二零一一年九月 Sep. 2011
190.3 (+7.0)	186.6 (+11.6)	185.8 (+14.7)	222.0 (+13.1)	178.3 (+9.4)	二零一一年十二月 Dec. 2011
193.6 (+4.3)	191.3 (+13.5)	188.2 (+13.1)	219.7 (+12.2)	180.3 (+8.0)	二零一二年三月 Mar. 2012

Notes: (1) Figures in brackets denote year-on-year (reference month concerned compared with the same month in the preceding year) percentage changes.

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

@ 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.

**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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> 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	114.6 (-1.7)	122.9 (-0.4)	113.1 (-1.6)	98.7 (-1.0)
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)

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
124.9 (-2.6)	120.8 (+0.2)	109.8 (+3.4)	140.2 (+9.3)	116.3 (+0.2)	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

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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
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 (+2.6)	122.8 (-0.1)	112.3 (-0.7)	96.4 (-2.4)
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	115.6 (-0.6)	122.8 (-0.7)	111.6 (+2.0)	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	111.6 (-5.2)	119.5 (-1.7)	109.0 (-0.8)	94.4 (-2.5)
二零一零年三月 Mar. 2010	110.6 (-4.6)	119.2 (-1.6)	107.9 (-2.0)	94.0 (-1.5)
二零一零年六月 Jun. 2010	110.3 (-4.6)	120.4 (-1.9)	108.3 (-2.9)	94.2 (-1.1)
二零一零年九月 Sep. 2010	117.1 (-1.3)	129.0 (+1.5)	115.8 (#)	100.6 (+1.2)
二零一零年十二月 Dec. 2010	107.0 (-4.2)	120.7 (+1.0)	107.1 (-1.7)	94.5 (+0.1)



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
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 (+1.8)	119.6 (-1.0)	110.2 (+0.4)	141.9 (+1.2)	115.8 (-0.5)	二零零七年十二月 Dec. 2007
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
127.8 (#)	118.8 (+0.6)	113.1 (+1.4)	136.0 (+0.6)	115.7 (-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
125.1 (-0.3)	117.9 (-1.2)	112.5 (-0.2)	135.1 (-2.5)	113.5 (-1.6)	二零零九年十二月 Dec. 2009
125.9 (+0.7)	118.0 (-0.1)	112.1 (-0.1)	134.5 (+0.2)	113.2 (-1.2)	二零一零年三月 Mar. 2010
126.6 (-1.0)	118.2 (-0.5)	113.0 (-0.1)	135.0 (-0.8)	113.9 (-1.6)	二零一零年六月 Jun. 2010
134.9 (+1.9)	125.9 (+1.2)	120.6 (+2.0)	144.1 (+1.8)	121.7 (+1.3)	二零一零年九月 Sep. 2010
123.8 (-1.0)	116.3 (-1.3)	112.8 (+0.3)	136.6 (+1.1)	113.5 (#)	二零一零年十二月 Dec. 2010

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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零一一年三月 Mar. 2011	108.7 (-1.7)	120.4 (+1.0)	105.0 (-2.7)	95.6 (+1.7)
二零一一年六月 Jun. 2011	110.1 (-0.1)	121.8 (+1.1)	106.1 (-2.1)	97.1 (+3.2)
二零一一年九月 Sep. 2011	119.5 (+2.0)	134.5 (+4.3)	115.8 (#)	105.6 (+5.0)
二零一一年十二月 Dec. 2011	112.4 (+5.1)	124.3 (+3.0)	106.9 (-0.1)	99.6 (+5.3)
二零一二年三月 Mar. 2012	112.5 (+3.4)	123.9 (+2.9)	105.0 (#)	99.1 (+3.7)

註釋: (1) 自二零一一年起，實質工資指數是以名義工資指數扣除以二零零九至一零年為基期的甲類消費物價指數而計算出來。為方便比較，二零一一年以前的實質工資指數經以二零零九至一零年為基期的甲類消費物價指數再次編製。

(2) 括號內數字指按年(該月份與上年同月比較)變動百分率。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。

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
126.1 (+0.2)	114.5 (-2.9)	113.1 (+0.9)	133.0 (-1.1)	113.4 (+0.2)	二零一一年三月 Mar. 2011
128.2 (+1.3)	123.1 (+4.2)	121.7 (+7.7)	138.5 (+2.6)	116.2 (+2.0)	二零一一年六月 Jun. 2011
137.9 (+2.2)	132.4 (+5.2)	132.6 (+9.9)	154.4 (+7.2)	127.1 (+4.4)	二零一一年九月 Sep. 2011
125.8 (+1.6)	123.3 (+6.0)	122.8 (+8.9)	146.7 (+7.4)	117.9 (+3.9)	二零一一年十二月 Dec. 2011
126.1 (#)	124.6 (+8.8)	122.6 (+8.5)	143.1 (+7.6)	117.5 (+3.6)	二零一二年三月 Mar. 2012

Notes: (1) As from 2011, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2009/10-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2011 have been re-complied using the 2009/10-based CPI(A).

(2) Figures in brackets denote year-on-year (reference month concerned compared with the same month in the preceding year) percentage changes.

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

@ 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.

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

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
	<b>紡織</b> <b>Textile</b>				
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	***	***	***	***	***
所有選定職業 All selected occupations	***	***	***	***	***
<b>衣物縫製</b> <b>Garments</b>					
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	***	***	***	***	***
所有選定職業 All selected occupations	***	***	***	***	***
<b>紙盒、紙袋製造及印刷</b> <b>Paper boxes, bags and printing</b>					
技工及操作工 Craftsmen and operatives	139.4	***	155.0	***	11.2
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	166.5	***	182.0	***	9.3
所有選定職業 All selected occupations	151.8	***	167.2	***	10.1
<b>雜項金屬加工製品、電器配件及電子製品</b> <b>Miscellaneous fabricated metal, domestic electric appliances and accessories, and electronics</b>					
技工及操作工 Craftsmen and operatives	181.9	***	***	***	***
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	162.2	***	***	***	***
所有選定職業 All selected occupations	168.1	***	178.3	***	6.1

表 3 按行業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 by Broad Occupational Group --- Cont'd.

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零一一年 三月	二零一一年 十二月	二零一二年 三月	二零一二年三月 與二零一一年 十二月比較	二零一二年三月 與二零一一年 三月比較
	Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2012 over Dec. 2011	Mar. 2012 over Mar. 2011
<b>塑膠製品</b> <b>Plastic products</b>					
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	***	***	***	***	***
所有選定職業 All selected occupations	***	***	159.3	***	***
<b>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</b> <b>Watches and clocks, optical instruments and equipment (including ophthalmic goods) and jewellery and related articles</b>					
技工及操作工 Craftsmen and operatives	177.4	***	189.8	***	7.0
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	198.8	***	220.7	***	11.0
所有選定職業 All selected occupations	187.3	***	202.1	***	7.9
<b>製造</b> <b>Manufacturing</b>					
技工及操作工 Craftsmen and operatives	150.0	155.3	158.7	2.2	5.8
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	169.4	183.5	185.3	1.0	9.4
所有選定職業 All selected occupations	160.1	170.0	172.6	1.5	7.9
<b>食品進出口貿易§</b> <b>Import/export of foodstuffs§</b>					
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	***	168.0	***	9.9
<b>衣物、鞋類及有關製品進出口貿易§</b> <b>Import/export of clothing, footwear and allied products§</b>					
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	186.9	***	194.6	***	4.1

表 3 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零一一年 三月	二零一一年 十二月	二零一二年 三月	二零一二年三月 與二零一一年 十二月比較	二零一二年三月 與二零一一年 三月比較
	Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2012 over Dec. 2011	Mar. 2012 over Mar. 2011
<b>雜項消費品、耐用品及其他進出口貿易§</b> <b>Import/export of miscellaneous consumer goods, durable goods and others§</b>					
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	182.2	***	197.6	***	8.4
<b>批發§</b> <b>Wholesales§</b>					
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	***	178.0	***	9.8
<b>進出口貿易及批發§</b> <b>Import/export and wholesale trades §</b>					
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	181.8	***	195.5	***	7.6
<b>零售§ **</b> <b>Retail trade §**</b>					
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	148.4	***	153.7	***	3.6
<b>進出口貿易、批發及零售§</b> <b>Import/export, wholesale and retail trades §</b>					
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	177.3	188.1	190.2	1.1	7.3
<b>拖頭拖運服務</b> <b>Transport by tractors</b>					
技工及操作工 Craftsmen and operatives	96.4	***	112.6	***	16.9
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	118.9	***	126.5	***	6.4
所有選定職業 All selected occupations	100.1	***	113.3	***	13.3
<b>航空運輸§</b> <b>Air transports§</b>					
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	161.8	***	161.6	***	-0.2

表 3 按行業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 by Broad Occupational Group --- Cont'd.

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率 Percentage change	
	名義工資指數 Nominal wage index			二零一二年三月 與二零一一年 十二月比較	二零一二年三月 與二零一一年 三月比較
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	Mar. 2012 over Dec. 2011	Mar. 2012 over Mar. 2011
<b>航空貨運代理服務§</b> <b>Air cargo forwarding services§</b>					
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	153.7	***	163.8	***	6.6
<b>運輸</b> <b>Transportation</b>					
技工及操作工 Craftsmen and operatives	147.6	155.4	154.2	-0.8	4.4
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	161.3	168.0	167.9	#	4.1
所有選定職業 All selected occupations	154.6	161.8	161.1	-0.4	4.2
<b>酒店§</b> <b>Hotels§</b>					
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	167.1	***	181.6	***	8.6
<b>中式餐館§</b> <b>Chinese restaurants§</b>					
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	142.9	***	153.4	***	7.3
<b>非中式餐館§</b> <b>Restaurants, other than Chinese restaurants§</b>					
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	137.7	***	151.5	***	10.0
<b>快餐店§‡</b> <b>Fast food shops§‡</b>					
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	119.5	***	131.3	***	9.9
<b>住宿<sup>^</sup>及膳食服務活動§</b> <b>Accommodation<sup>^</sup> and food service activities §</b>					
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	140.7	150.6	152.1	1.0	8.1

表 3 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零一一年 三月	二零一一年 十二月	二零一二年 三月	二零一二年三月 與二零一一年 十二月比較	二零一二年三月 與二零一一年 三月比較
	Mar. 2011	Dec. 2011	Mar. 2012	Mar. 2012 over Dec. 2011	Mar. 2012 over Mar. 2011
<b>本地銀行§§§</b> <b>Domestic bankings§§§</b>					
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	181.7	***	187.1	***	3.0
<b>投資及控股公司§</b> <b>Investment and holding companies§</b>					
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	195.7	***	217.7	***	11.2
<b>保險及退休基金輔助活動§</b> <b>Insurance and activities auxiliary to insurance and pension fundings§</b>					
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	209.2	***	218.2	***	4.3
<b>金融及保險活動§</b> <b>Financial and insurance activities §</b>					
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	185.7	190.3	193.6	1.7	4.3
<b>地產租賃</b> <b>Real estate leasing</b>					
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	168.6	***	189.6	***	12.5
所有選定職業 All selected occupations	170.9	***	191.2	***	11.9
<b>地產保養管理服務(一般亦稱為物業管理)</b> <b>Real estate maintenance management (more commonly known as property management)</b>					
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	168.2	***	191.5	***	13.9
所有選定職業 All selected occupations	168.2	***	191.0	***	13.6



表 3 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<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	168.8	187.5	192.2	2.5	13.8
所有選定職業 All selected occupations	168.6	186.6	191.3	2.5	13.5
<b>建築/測量/工程策劃服務§</b> <i>Architectural/surveying/engineering firms§</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	168.6	***	176.9	***	4.9
<b>旅行社及其他代訂服務及旅遊相關活動§</b> <i>Travel agency and other reservation service and tourist-related 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	183.8	***	214.4	***	16.6
<b>保安及偵查活動§</b> <i>Security and investigations§</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	156.5	***	180.0	***	15.0
<b>防蟲及清潔服務§</b> <i>Pest control and cleaning 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	165.8	***	188.2	***	13.5
<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	166.4	185.8	188.2	1.3	13.1

表 3 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
	<b>汽車及電單車維修服務</b> <b>Motor vehicles/cycles repairing and servicing</b>				
技工及操作工 Craftsmen and operatives	165.3	***	173.8	***	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	182.6	***	194.6	***	6.5
所有選定職業 All selected occupations	172.9	***	183.1	***	5.9
<b>美容及美體護理§‡‡</b> <b>Beauty and body prettifying treatment§‡‡</b>					
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	197.8	***	228.9	***	15.7
<b>個人服務</b> <b>Personal services</b>					
技工及操作工 Craftsmen and operatives	165.3	***	173.8	***	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	198.5	226.9	226.3	-0.3	14.0
所有選定職業 All selected occupations	195.8	222.0	219.7	-1.0	12.2
<b>所有選定行業主類@</b> <b>All selected industry sections @</b>					
技工及操作工 Craftsmen and operatives	155.4	162.9	163.0	#	4.9
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	167.9	179.7	181.8	1.2	8.3
所有選定職業 All selected occupations	166.9	178.3	180.3	1.1	8.0

表 3 按行業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 by Broad Occupational Group --- Cont'd.

註釋: ^	住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。	Notes: ^	Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.
@	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。	@	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.
§	統計調查期內，技工及操作工並沒有數據。	§	Data for craftsmen and operatives are not available for the survey period.
**	只包括超級市場、百貨公司和汽車、電單車及其他運輸設備零售。	**	Including supermarkets, department stores and retail sale of motor vehicles, motorcycles and other transport equipment only.
‡	由二零零七年九月開始，美式快餐店已納入"快餐店業"內。	‡	From Sep 2007 onwards, American style fast food shops have been included in the "Fast food shops" industry.
‡‡	"本地銀行業"及"美容及美體護理業"的職業涵蓋範圍已予擴大(例如電話市場推廣主任和美容師已納入指數的編製範圍)，二零零七年九月開始編製的該兩個行業的工資指數，更能反映市場實況。	‡‡	Compilation of the wage index for both "Domestic banking" and "Beauty and body prettifying treatment" industries has been enhanced by expanding the occupation coverage that would better reflect the prevalent market situation as from Sep 2007 (e.g. telemarketing officer and beautician have been included in index calculation).

表 4 按行業及主要職業組別劃分的實質工資指數  
Table 4 Real Wage Indices Analysed by Industry by Broad Occupational Group

(一九九二年九月=100)  
(September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<b>紡織</b> <b>Textile</b>					
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	***	***	***	***	***
所有選定職業 All selected occupations	***	***	***	***	***
<b>衣物縫製</b> <b>Garments</b>					
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	***	***	***	***	***
所有選定職業 All selected occupations	***	***	***	***	***
<b>紙盒、紙袋製造及印刷</b> <b>Paper boxes, bags and printing</b>					
技工及操作工 Craftsmen and operatives	94.7	***	101.0	***	6.6
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	113.1	***	118.5	***	4.8
所有選定職業 All selected occupations	103.2	***	108.9	***	5.6
<b>雜項金屬加工製品、電器配件及電子製品</b> <b>Miscellaneous fabricated metal, domestic electric appliances and accessories, and electronics</b>					
技工及操作工 Craftsmen and operatives	123.6	***	***	***	***
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	110.2	***	***	***	***
所有選定職業 All selected occupations	114.2	***	116.1	***	1.7

表 4 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<b>塑膠製品</b> <b>Plastic products</b>					
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	***	***	***	***	***
所有選定職業 All selected occupations	***	***	103.8	***	***
<b>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</b> <b>Watches and clocks, optical instruments and equipment (including ophthalmic goods) and jewellery and related articles</b>					
技工及操作工 Craftsmen and operatives	120.5	***	123.7	***	2.6
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	135.1	***	143.8	***	6.4
所有選定職業 All selected occupations	127.3	***	131.6	***	3.4
<b>製造</b> <b>Manufacturing</b>					
技工及操作工 Craftsmen and operatives	101.9	102.6	103.4	0.7	1.4
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	115.1	121.3	120.7	-0.5	4.9
所有選定職業 All selected occupations	108.7	112.4	112.5	0.1	3.4
<b>食品進出口貿易§</b> <b>Import/export of foodstuffs§</b>					
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	103.9	***	109.5	***	5.4
<b>衣物、鞋類及有關製品進出口貿易§</b> <b>Import/export of clothing, footwear and allied products§</b>					
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	126.9	***	126.8	***	-0.1

表 4 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
(September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<b>雜項消費品、耐用品及其他進出口貿易§</b> <b>Import/export of miscellaneous consumer goods, durable goods and others§</b>					
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	123.8	***	128.7	***	4.0
<b>批發§</b> <b>Wholesales</b>					
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	110.2	***	116.0	***	5.3
<b>進出口貿易及批發§</b> <b>Import/export and wholesale trades §</b>					
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	123.5	***	127.4	***	3.2
<b>零售§ **</b> <b>Retail trade §**</b>					
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	100.8	***	100.1	***	-0.7
<b>進出口貿易、批發及零售§</b> <b>Import/export, wholesale and retail trades §</b>					
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	120.4	124.3	123.9	-0.3	2.9
<b>拖頭拖運服務</b> <b>Transport by tractors</b>					
技工及操作工 Craftsmen and operatives	65.5	***	73.4	***	12.1
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	80.8	***	82.4	***	2.0
所有選定職業 All selected occupations	68.0	***	73.8	***	8.6
<b>航空運輸§</b> <b>Air transport§</b>					
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	109.9	***	105.3	***	-4.2

表 4 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
(September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<b>航空貨運代理服務§ Air cargo forwarding services§</b>					
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	104.4	***	106.7	***	2.2
<b>運輸 Transportation</b>					
技工及操作工 Craftsmen and operatives	100.3	102.7	100.4	-2.2	0.1
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	109.6	111.0	109.4	-1.5	-0.2
所有選定職業 All selected occupations	105.0	106.9	105.0	-1.8	#
<b>酒店§ Hotels§</b>					
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	113.5	***	118.3	***	4.2
<b>中式餐館§ Chinese restaurants§</b>					
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	97.1	***	99.9	***	2.9
<b>非中式餐館§ Restaurants, other than Chinese restaurants§</b>					
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	93.6	***	98.7	***	5.5
<b>快餐店§‡ Fast food shops§‡</b>					
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	81.2	***	85.6	***	5.4
<b>住宿^及膳食服務活動§ Accommodation ^ and food service activities §</b>					
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	95.6	99.6	99.1	-0.5	3.7

表 4 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<b>本地銀行§§</b> <b>Domestic bankings§§</b>					
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	123.4	***	121.9	***	-1.3
<b>投資及控股公司§</b> <b>Investment and holding companies§</b>					
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	133.0	***	141.8	***	6.7
<b>保險及退休基金輔助活動§</b> <b>Insurance and activities auxiliary to insurance and pension funding§</b>					
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	142.2	***	142.1	***	#
<b>金融及保險活動§</b> <b>Financial and insurance activities §</b>					
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	126.1	125.8	126.1	0.3	#
<b>地產租賃</b> <b>Real estate leasing</b>					
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	114.5	***	123.5	***	7.9
所有選定職業 All selected occupations	116.1	***	124.5	***	7.3
<b>地產保養管理服務(一般亦稱為物業管理)</b> <b>Real estate maintenance management (more commonly known as property management)</b>					
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	114.3	***	124.8	***	9.2
所有選定職業 All selected occupations	114.3	***	124.5	***	8.9



表 4 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年三月 Mar. 2011	二零一一年十二月 Dec. 2011	二零一二年三月 Mar. 2012	二零一二年三月與二零一一年十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月與二零一一年三月比較 Mar. 2012 over Mar. 2011
<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	114.7	123.9	125.2	1.0	9.1
所有選定職業 All selected occupations	114.5	123.3	124.6	1.1	8.8
<b>建築/測量/工程策劃服務§</b> <i>Architectural/surveying/engineering firms§</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	114.6	***	115.3	***	0.6
<b>旅行社及其他代訂服務及旅遊相關活動§</b> <i>Travel agency and other reservation service and tourist-related 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	124.9	***	139.7	***	11.9
<b>保安及偵查活動§</b> <i>Security and investigations§</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	106.3	***	117.3	***	10.3
<b>防蟲及清潔服務§</b> <i>Pest control and cleaning 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	112.6	***	122.6	***	8.9
<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	113.1	122.8	122.6	-0.1	8.5

表 4 按行業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 by Broad Occupational Group --- Cont'd.

(一九九二年九月=100)  
 (September 1992=100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage index			增減百分率 Percentage change	
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一二年三月 與二零一一年 十二月比較 Mar. 2012 over Dec. 2011	二零一二年三月 與二零一一年 三月比較 Mar. 2012 over Mar. 2011
<b>汽車及電單車維修服務</b> <b>Motor vehicles/cycles repairing and servicing</b>					
技工及操作工 Craftsmen and operatives	112.3	***	113.2	***	0.8
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	124.1	***	126.8	***	2.2
所有選定職業 All selected occupations	117.4	***	119.3	***	1.6
<b>美容及美體護理§‡‡</b> <b>Beauty and body prettifying treatment§‡‡</b>					
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	134.3	***	149.1	***	11.0
<b>個人服務</b> <b>Personal services</b>					
技工及操作工 Craftsmen and operatives	112.3	***	113.2	***	0.8
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	134.8	149.9	147.4	-1.7	9.3
所有選定職業 All selected occupations	133.0	146.7	143.1	-2.4	7.6
<b>所有選定行業主類@</b> <b>All selected industry sections@</b>					
技工及操作工 Craftsmen and operatives	105.5	107.7	106.2	-1.4	0.6
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	114.1	118.8	118.4	-0.3	3.8
所有選定職業 All selected occupations	113.4	117.9	117.5	-0.4	3.6

表 4 按行業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 by Broad Occupational Group --- Cont'd.

<p>註釋： (1) 自二零一一年起，實質工資指數是以名義工資指數扣除以二零零九至一零年為基期的甲類消費物價指數而計算出來。為方便比較，二零一一年以前的實質工資指數經以二零零九至一零年為基期的甲類消費物價指數再次編製。</p> <p>^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。</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>** 只包括超級市場、百貨公司和汽車、電單車及其他運輸設備零售。</p> <p>‡ 由二零零七年九月開始，美式快餐店已納入"快餐店業"內。</p> <p>‡‡ "本地銀行業"及"美容及美體護理業"的職業涵蓋範圍已予擴大(例如電話市場推廣主任和美容師已納入指數的編製範圍)，二零零七年九月開始編製的該兩個行業的工資指數，更能反映市場實況。</p>	<p>Notes : (1) As from 2011, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2009/10-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2011 have been re-complied using the 2009/10-based CPI(A).</p> <p>^ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.</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>** Including supermarkets, department stores and retail sale of motor vehicles, motorcycles and other transport equipment only.</p> <p>‡ From Sep 2007 onwards, American style fast food shops have been included in the "Fast food shops" industry.</p> <p>‡‡ Compilation of the wage index for both "Domestic banking" and "Beauty and body prettifying treatment" industries has been enhanced by expanding the occupation coverage that would better reflect the prevalent market situation as from Sep 2007 (e.g. telemarketing officer and beautician have been included in index calculation).</p>
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表 5 按行業主類及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 Industry Section by Occupational Group

行業主類/職業組別 Industry section/ 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		
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012
<b>製造</b> <i>Manufacturing</i>						
督導級及技術員級人員 Supervisory and technical workers	188.1	***	204.3 (+8.6)	127.8	***	133.1 (+4.1)
文員級及秘書級人員 Clerical and secretarial workers	155.0	***	170.3 (+9.8)	105.3	***	110.9 (+5.3)
技工 Craftsmen	152.1	***	158.4 (+4.1)	103.3	***	103.2 (-0.1)
操作工 Operatives	149.9	***	160.4 (+7.0)	101.8	***	104.5 (+2.6)
服務人員 Service workers	-	-	- -	-	-	- -
其他非生產級工人 Miscellaneous non-production workers	149.2	***	165.7 (+11.1)	101.4	***	108.0 (+6.5)
所有選定職業 All selected occupations	160.1	170.0	172.6 (+7.9)	108.7	112.4	112.5 (+3.4)
<b>進出口貿易及批發</b> <i>Import/export and wholesale trades</i>						
督導級及技術員級人員 Supervisory and technical workers	191.6	***	208.5 (+8.8)	130.2	***	135.8 (+4.3)
文員級及秘書級人員 Clerical and secretarial workers	171.7	***	178.3 (+3.8)	116.6	***	116.1 (-0.4)
技工 Craftsmen	-	-	- -	-	-	- -
操作工 Operatives	-	-	- -	-	-	- -
服務人員 Service workers	-	-	- -	-	-	- -
其他非生產級工人 Miscellaneous non-production workers	153.8	***	168.6 (+9.6)	104.5	***	109.8 (+5.1)
所有選定職業 All selected occupations	181.8	***	195.5 (+7.6)	123.5	***	127.4 (+3.2)

表 5 按行業主類及職業組別劃分的名義及實質工資指數 --- 續頁

Table 5 Nominal and Real Wage Indices Analysed by Industry Section by Occupational Group  
--- Cont'd.

行業主類/職業組別 Industry section/ 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		
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012
<b>零售**</b> <i>Retail trade**</i>						
督導級及技術員級人員 Supervisory and technical workers	131.9	***	145.0 (+9.9)	89.6	***	94.5 (+5.4)
文員級及秘書級人員 Clerical and secretarial workers	149.2	***	160.9 (+7.9)	101.3	***	104.8 (+3.5)
技工 Craftsmen	-	-	-	-	-	-
操作工 Operatives	-	-	-	-	-	-
服務人員 Service workers	-	-	-	-	-	-
其他非生產級工人 Miscellaneous non-production workers	173.4	***	171.2 (-1.3)	117.8	***	111.5 (-5.3)
所有選定職業 All selected occupations	148.4	***	153.7 (+3.6)	100.8	***	100.1 (-0.7)
<b>運輸</b> <i>Transportation</i>						
督導級及技術員級人員 Supervisory and technical workers	159.9	***	166.5 (+4.1)	108.6	***	108.4 (-0.1)
文員級及秘書級人員 Clerical and secretarial workers	170.4	***	176.7 (+3.7)	115.8	***	115.1 (-0.5)
技工 Craftsmen	158.6	***	165.7 (+4.5)	107.7	***	107.9 (+0.2)
操作工 Operatives	115.3	***	120.2 (+4.2)	78.3	***	78.3 (-0.1)
服務人員 Service workers	-	-	-	-	-	-
其他非生產級工人 Miscellaneous non-production workers	154.3	***	165.4 (+7.2)	104.8	***	107.8 (+2.8)
所有選定職業 All selected occupations	154.6	161.8	161.1 (+4.2)	105.0	106.9	105.0 (#)

表 5 按行業主類及職業組別劃分的名義及實質工資指數 --- 續頁

Table 5 Nominal and Real Wage Indices Analysed by Industry Section by Occupational Group  
--- Cont'd.

行業主類/職業組別 Industry section/ 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		
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012
<b>住宿<sup>^</sup>及膳食服務活動</b> <i>Accommodation<sup>^</sup> and food service activities</i>						
督導級及技術員級人員 Supervisory and technical workers	136.6	***	143.8 (+5.3)	92.8	***	93.7 (+0.9)
文員級及秘書級人員 Clerical and secretarial workers	144.1	***	152.3 (+5.7)	97.9	***	99.2 (+1.3)
技工 Craftsmen	-	-	-	-	-	-
操作工 Operatives	-	-	-	-	-	-
服務人員 Service workers	140.6	***	152.0 (+8.1)	95.5	***	99.0 (+3.6)
其他非生產級工人 Miscellaneous non-production workers	146.2	***	168.2 (+15.0)	99.3	***	109.6 (+10.3)
所有選定職業 All selected occupations	140.7	150.6	152.1 (+8.1)	95.6	99.6	99.1 (+3.7)
<b>金融及保險活動</b> <i>Financial and insurance activities</i>						
督導級及技術員級人員 Supervisory and technical workers	183.0	***	192.2 (+5.0)	124.3	***	125.2 (+0.7)
文員級及秘書級人員 Clerical and secretarial workers	191.9	***	197.2 (+2.8)	130.4	***	128.5 (-1.5)
技工 Craftsmen	-	-	-	-	-	-
操作工 Operatives	-	-	-	-	-	-
服務人員 Service workers	-	-	-	-	-	-
其他非生產級工人 Miscellaneous non-production workers	164.1	***	173.3 (+5.6)	111.5	***	112.9 (+1.2)
所有選定職業 All selected occupations	185.7	190.3	193.6 (+4.3)	126.1	125.8	126.1 (#)

表 5 按行業主類及職業組別劃分的名義及實質工資指數 --- 續頁

Table 5 Nominal and Real Wage Indices Analysed by Industry Section by Occupational Group  
--- Cont'd.

行業主類/職業組別 Industry section/ 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		
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012
<b>地產租賃及保養管理</b> <i>Real estate leasing and maintenance management</i>						
督導級及技術員級人員 Supervisory and technical workers	169.6	***	190.4 (+12.3)	115.2	***	124.0 (+7.7)
文員級及秘書級人員 Clerical and secretarial workers	144.6	***	150.3 (+4.0)	98.2	***	97.9 (-0.3)
技工 Craftsmen	***	***	*** ***	***	***	*** ***
操作工 Operatives	-	-	- -	-	-	- -
服務人員 Service workers	-	-	- -	-	-	- -
其他非生產級工人 Miscellaneous non-production workers	168.5	***	193.2 (+14.7)	114.5	***	125.8 (+9.9)
所有選定職業 All selected occupations	168.6	186.6	191.3 (+13.5)	114.5	123.3	124.6 (+8.8)
<b>專業及商業服務</b> <i>Professional and business services</i>						
督導級及技術員級人員 Supervisory and technical workers	154.1	***	162.7 (+5.6)	104.7	***	106.0 (+1.2)
文員級及秘書級人員 Clerical and secretarial workers	178.8	***	196.9 (+10.1)	121.5	***	128.3 (+5.6)
技工 Craftsmen	-	-	- -	-	-	- -
操作工 Operatives	-	-	- -	-	-	- -
服務人員 Service workers	166.1	***	193.2 (+16.4)	112.8	***	125.9 (+11.6)
其他非生產級工人 Miscellaneous non-production workers	168.7	***	193.4 (+14.7)	114.6	***	126.0 (+10.0)
所有選定職業 All selected occupations	166.4	185.8	188.2 (+13.1)	113.1	122.8	122.6 (+8.5)

表 5 按行業主類及職業組別劃分的名義及實質工資指數 --- 續頁

Table 5 Nominal and Real Wage Indices Analysed by Industry Section by Occupational Group  
--- Cont'd.

行業主類/職業組別 Industry section/ 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		
	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012	二零一一年 三月 Mar. 2011	二零一一年 十二月 Dec. 2011	二零一二年 三月 Mar. 2012
<b>個人服務</b> <i>Personal services</i>						
督導級及技術員級人員 Supervisory and technical workers	229.8	***	263.2 (+14.5)	156.1	***	171.5 (+9.8)
文員級及秘書級人員 Clerical and secretarial workers	181.2	***	196.5 (+8.4)	123.1	***	128.0 (+4.0)
技工 Craftsmen	165.3	***	173.8 (+5.1)	112.3	***	113.2 (+0.8)
操作工 Operatives	-	-	- -	-	-	- -
服務人員 Service workers	173.6	***	219.1 (+26.3)	117.9	***	142.8 (+21.1)
其他非生產級工人 Miscellaneous non-production workers	211.9	***	230.9 (+9.0)	144.0	***	150.4 (+4.5)
所有選定職業 All selected occupations	195.8	222.0	219.7 (+12.2)	133.0	146.7	143.1 (+7.6)
<b>所有選定行業主類@</b> <i>All selected industry sections @</i>						
督導級及技術員級人員 Supervisory and technical workers	179.7	190.1	193.2 (+7.6)	122.0	125.7	125.9 (+3.2)
文員級及秘書級人員 Clerical and secretarial workers	171.7	178.8	179.1 (+4.3)	116.6	118.2	116.7 (#)
技工 Craftsmen	164.8	173.0	172.8 (+4.8)	112.0	114.4	112.6 (+0.5)
操作工 Operatives	141.0	147.1	148.2 (+5.2)	95.8	97.2	96.6 (+0.8)
服務人員 Service workers	156.1	170.6	173.0 (+10.8)	106.1	112.8	112.7 (+6.3)
其他非生產級工人 Miscellaneous non-production workers	162.1	181.5	182.9 (+12.9)	110.1	120.0	119.2 (+8.2)
所有選定職業 All selected occupations	166.9	178.3	180.3 (+8.0)	113.4	117.9	117.5 (+3.6)



表 5 按行業主類及職業組別劃分的名義及實質工資指數 --- 續頁  
**Table 5 Nominal and Real Wage Indices Analysed by Industry Section by Occupational Group**  
 --- Cont'd.

註釋： (1) 自二零一一年起，實質工資指數是以名義工資指數扣除以二零零九至一零年為基期的甲類消費物價指數而計算出來。為方便比較，二零一一年以前的實質工資指數經以二零零九至一零年為基期的甲類消費物價指數再次編製。

(2) 括號內數字指按年(該月份與上年同月比較)變動百分率。

^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。

\*\* 只包括超級市場、百貨公司和汽車、電單車及其他運輸設備零售。

Notes : (1) As from 2011, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2009/10-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2011 have been re-computed using the 2009/10-based CPI(A).

(2) Figures in brackets denote year-on-year (reference month concerned compared with the same month in the preceding year) percentage changes.

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

@ 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.

\*\* Including supermarkets, department stores and retail sale of motor vehicles, motorcycles and other transport equipment only.

表 6 按行業、主要職業組別及性別劃分的平均工資率

Table 6 Average Wage Rates Analysed by Industry by Broad Occupational Group by Sex

元  
\$

行業主類/行業 Industry section/Industry	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			所有選定職業 All selected occupations		
	平均每日工資† Average daily wages †			平均每月薪金‡ Average monthly salaries ‡			平均每月薪金 ‡‡ Average monthly salaries ‡‡		
	男	女	合計	男	女	合計	男	女	合計
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
<b>製造</b> <b>Manufacturing</b>	<b>479</b>	<b>322</b>	<b>421</b>	<b>14,734</b>	<b>11,847</b>	<b>13,219</b>	<b>12,996</b>	<b>10,167</b>	<b>11,745</b>
其中: within which:									
紙盒、紙袋製造及印刷 Paper boxes, bags and printing	492	***	473	14,804	11,385	13,038	13,435	10,888	12,596
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	***	***	360	15,221	12,148	13,868	11,862	8,922	10,317
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	***	***	528	13,332	11,647	12,305	13,815	10,831	12,505
<b>進出口貿易及批發</b> <b>Import/export and wholesale trades</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>16,294</b>	<b>15,464</b>	<b>15,802</b>	<b>16,294</b>	<b>15,464</b>	<b>15,802</b>
其中: within which:									
食品進出口貿易 Import/export of foodstuffs	-	-	-	11,804	13,992	12,867	11,804	13,992	12,867
衣物、鞋類及有關製品進出口貿易 Import/export of clothing, footwear and allied products	-	-	-	17,067	16,241	16,494	17,067	16,241	16,494
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	-	-	-	17,104	15,539	16,209	17,104	15,539	16,209
批發 Wholesale	-	-	-	12,107	11,583	11,852	12,107	11,583	11,852
<b>零售**</b> <b>Retail trade**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13,520</b>	<b>12,020</b>	<b>12,474</b>	<b>13,520</b>	<b>12,020</b>	<b>12,474</b>

表 6 按行業、主要職業組別及性別劃分的平均工資率 --- 續頁

Table 6 Average Wage Rates Analysed by Industry by Broad Occupational Group by Sex --- Cont'd.

元  
\$

行業主類/行業 Industry section/Industry	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			所有選定職業 All selected occupations		
	平均每日工資† Average daily wages †			平均每月薪金†† Average monthly salaries ††			平均每月薪金 ††† Average monthly salaries †††		
	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall
<b>運輸</b> <i>Transportation</i>	<b>565</b>	<b>***</b>	<b>564</b>	<b>18,223</b>	<b>14,656</b>	<b>17,051</b>	<b>16,105</b>	<b>14,555</b>	<b>15,830</b>
其中: within which:									
拖頭拖運服務 Transport by tractors	626	-	626	13,920	10,744	12,519	15,680	10,744	15,099
航空運輸 Air transport	-	-	-	18,660	16,821	17,418	18,660	16,821	17,418
航空貨運代理服務 Air cargo forwarding services	-	-	-	12,839	12,901	12,861	12,839	12,901	12,861
<b>住宿<sup>^</sup>及膳食服務活動</b> <i>Accommodation<sup>^</sup> and food service activities</i>	<b>-</b>	<b>-</b>	<b>-</b>	<b>12,582</b>	<b>9,197</b>	<b>10,854</b>	<b>12,582</b>	<b>9,197</b>	<b>10,854</b>
其中: within which:									
酒店 Hotels	-	-	-	12,740	11,917	12,295	12,740	11,917	12,295
中式餐館 Chinese restaurants	-	-	-	14,072	9,555	11,842	14,072	9,555	11,842
非中式餐館 Restaurants, other than Chinese restaurants	-	-	-	12,792	9,965	11,449	12,792	9,965	11,449
快餐店‡ Fast food shops‡	-	-	-	8,121	6,836	7,373	8,121	6,836	7,373
<b>金融及保險活動</b> <i>Financial and insurance activities</i>	<b>-</b>	<b>-</b>	<b>-</b>	<b>18,850</b>	<b>20,077</b>	<b>19,630</b>	<b>18,850</b>	<b>20,077</b>	<b>19,630</b>
其中: within which:									
本地銀行‡‡ Domestic banking‡‡	-	-	-	19,135	21,081	20,393	19,135	21,081	20,393
投資及控股公司 Investment and holding companies	-	-	-	20,165	18,529	18,874	20,165	18,529	18,874
保險及退休基金輔助活動 Insurance and activities auxiliary to insurance and pension funding	-	-	-	18,135	18,046	18,085	18,135	18,046	18,085

表 6 按行業、主要職業組別及性別劃分的平均工資率 --- 續頁

Table 6 Average Wage Rates Analysed by Industry by Broad Occupational Group by Sex --- Cont'd.

元  
\$

行業主類/行業 Industry section/Industry	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			所有選定職業 All selected occupations		
	平均每日工資† Average daily wages †			平均每月薪金†† Average monthly salaries ††			平均每月薪金 ††† Average monthly salaries †††		
	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall
<b>地產租賃及保養管理</b> <b>Real estate leasing and maintenance management</b>	<b>515</b>	<b>***</b>	<b>515</b>	<b>10,486</b>	<b>10,244</b>	<b>10,412</b>	<b>10,727</b>	<b>10,245</b>	<b>10,589</b>
其中: within which:									
地產租賃 Real estate leasing	***	-	***	13,418	14,955	14,116	13,566	14,955	14,156
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)	512	***	512	10,377	9,900	10,236	10,619	9,902	10,419
<b>專業及商業服務</b> <b>Professional and business services</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>9,599</b>	<b>8,621</b>	<b>9,124</b>	<b>9,599</b>	<b>8,621</b>	<b>9,124</b>
其中: within which:									
建築/測量/工程策劃服務 Architectural/surveying/ engineering firms	-	-	-	20,658	15,963	18,823	20,658	15,963	18,823
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	-	-	-	14,202	13,301	13,576	14,202	13,301	13,576
保安及偵查活動 Security and investigation	-	-	-	9,534	9,094	9,379	9,534	9,094	9,379
防蟲及清潔服務 Pest control and cleaning services	-	-	-	7,308	6,892	7,070	7,308	6,892	7,070
<b>個人服務</b> <b>Personal services</b>	<b>596</b>	<b>-</b>	<b>596</b>	<b>13,145</b>	<b>13,864</b>	<b>13,695</b>	<b>13,405</b>	<b>13,864</b>	<b>13,701</b>
其中: within which:									
汽車及電單車維修服務 Motor vehicles/cycles repairing and servicing	596	-	596	14,376	11,442	13,582	13,960	11,442	13,666
美容及美體護理‡‡ Beauty and body prettifying treatment‡‡	-	-	-	12,170	13,992	13,714	12,170	13,992	13,714
<b>所有選定行業主類@</b> <b>All selected industry sections @</b>	<b>553</b>	<b>352</b>	<b>531</b>	<b>13,437</b>	<b>12,551</b>	<b>12,972</b>	<b>13,512</b>	<b>12,496</b>	<b>13,008</b>

表 6 按行業、主要職業組別及性別劃分的平均工資率 --- 續頁  
**Table 6 Average Wage Rates Analysed by Industry by Broad Occupational Group by Sex --- Cont'd**

<p>註釋： ^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。</p>	<p>Notes : ^ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.</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>@ 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>** 只包括超級市場、百貨公司和汽車、電單車及其他運輸設備零售。</p>	<p>** Including supermarkets, department stores and retail sale of motor vehicles, motorcycles and other transport equipment only.</p>
<p>† 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僱員的工資，亦會轉換為以日計算及包括在本表的平均日薪工資內。</p>	<p>† 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.</p>
<p>†† 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僱員的工資，亦會轉換為以月計算及包括在本表的平均每月薪金內。</p>	<p>†† 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.</p>
<p>††† 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。</p>	<p>††† The average wage rates of "all selected occupations" are estimated and presented on a monthly basis in this table.</p>
<p>‡ 由二零零七年九月開始，美式快餐店已納入"快餐店業"內。</p>	<p>‡ From Sep 2007 onwards, American style fast food shops have been included in the "Fast food shops" industry.</p>
<p>‡‡ 由二零零七年九月開始，“本地銀行業”及“美容及美體護理業”的職業涵蓋範圍已予擴大。</p>	<p>‡‡ From Sep 2007 onwards, the occupation coverage for both "Domestic banking" and "Beauty and body prettifying treatment" industries has been enhanced.</p>

表 7 按行業及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 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 by Occupation

行業/職業	Industry/Occupation	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
		男 Male	女 Female	合計 Overall		
<b>紙盒、紙袋製造及印刷</b>	<b>Manufacture of paper boxes, bags and printing</b>					
技工	<i>Craftsmen</i>	506	***	503	8	26
其中：	among whom:					
柯式平版機印刷技工	Printing machine operator (offset litho)	509	***	508	8	26
操作工	<i>Operatives</i>	418	***	377	8	26
<b>技工及操作工</b>	<b><i>Craftsmen and operatives</i></b>	<b>492</b>	<b>***</b>	<b>473</b>	<b>8</b>	<b>26</b>
<b>雜項金屬加工製品、電器配件及電子製品</b>	<b>Manufacture of miscellaneous fabricated metal, domestic electric appliances and accessories and electronics</b>					
<b>技工及操作工</b>	<b><i>Craftsmen and operatives</i></b>	<b>***</b>	<b>***</b>	<b>360</b>	<b>8</b>	<b>25</b>
<b>鐘錶、光學儀器及設備(包括眼科用品)及珠寶相關物品製造</b>	<b>Manufacture of watches and clocks, optical instruments and equipment (including ophthalmic goods) and jewellery and related articles</b>					
技工	<i>Craftsmen</i>	605	***	603	8	24
<b>技工及操作工</b>	<b><i>Craftsmen and operatives</i></b>	<b>***</b>	<b>***</b>	<b>528</b>	<b>8</b>	<b>24</b>
<b>製造</b>	<b>Manufacturing</b>					
技工	<i>Craftsmen</i>	507	425	503	8	25
操作工	<i>Operatives</i>	411	315	347	8	25
<b>技工及操作工</b>	<b><i>Craftsmen and operatives</i></b>	<b>479</b>	<b>322</b>	<b>421</b>	<b>8</b>	<b>25</b>
<b>拖頭拖運服務</b>	<b>Transport by tractors</b>					
技工	<i>Craftsmen</i>	636	-	636	10	26
其中：	among whom:					
貨櫃拖車司機	Container haulage driver	642	-	642	10	26
<b>技工及操作工</b>	<b><i>Craftsmen and operatives</i></b>	<b>626</b>	<b>-</b>	<b>626</b>	<b>10</b>	<b>26</b>
<b>運輸</b>	<b>Transportation</b>					
技工	<i>Craftsmen</i>	545	***	544	8	26
操作工	<i>Operatives</i>	657	***	656	7	26
<b>技工及操作工</b>	<b><i>Craftsmen and operatives</i></b>	<b>565</b>	<b>***</b>	<b>564</b>	<b>8</b>	<b>26</b>

表 7 按行業及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 --- 續頁

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 by Occupation --- Cont'd.

行業/職業	Industry/Occupation	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
		男 Male	女 Female	合計 Overall		
<b>地產保養管理服務 (一般亦稱為物業管理)</b>	<b>Real estate maintenance management (more commonly known as property management)</b>					
技工及操作工	<i>Craftsmen and operatives</i>	512	***	512	8	26
<b>地產租賃及保養管理</b>	<b>Real estate leasing and maintenance management</b>					
技工及操作工	<i>Craftsmen and operatives</i>	515	***	515	8	26
<b>汽車及電單車維修服務</b>	<b>Motor vehicles/cycles repairing and servicing</b>					
技工 其中：	<i>Craftsmen</i> among whom:	596	-	596	8	23
汽車機械工	Vehicle mechanic	574	-	574	8	23
技工及操作工	<i>Craftsmen and operatives</i>	596	-	596	8	23
<b>個人服務</b>	<b>Personal services</b>					
技工	<i>Craftsmen</i>	596	-	596	8	23
技工及操作工	<i>Craftsmen and operatives</i>	596	-	596	8	23
<b>所有選定行業主類@</b>	<b>All selected industry sections@</b>					
技工	<i>Craftsmen</i>	547	495	545	8	25
操作工	<i>Operatives</i>	584	318	486	8	26
技工及操作工	<i>Craftsmen and operatives</i>	553	352	531	8	25

註釋： @ 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。

Notes: @ 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.

† 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僱員的工資，亦會轉換為以日計算及包括在本表的平均日薪工資內。

† 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 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>紙盒、紙袋製造及印刷</b>	<b>Manufacture of paper boxes, bags and printing</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	18,897	16,246	18,076	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,011	10,585	10,916	8	24
其中：	among whom:					
普通文員	General office clerk	***	***	10,231	8	24
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,820	7,627	9,111	8	25
<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>14,804</b>	<b>11,385</b>	<b>13,038</b>	<b>8</b>	<b>24</b>
<b>雜項金屬加工製品、電器配件及電子製品</b>	<b>Manufacture of miscellaneous fabricated metal, domestic electric appliances and accessories and electronics</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>	15,221	12,148	13,868	8	24
<b>塑膠製造</b>	<b>Manufacture of plastic products</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>	***	***	12,172	8	25
<b>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</b>	<b>Manufacture of watches and clocks, optical instruments and equipment (including ophthalmic goods) and jewellery and related articles</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	***	***	14,019	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	***	10,811	10,803	8	23
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>	13,332	11,647	12,305	8	24
<b>製造</b>	<b>Manufacturing</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,338	15,030	16,465	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,758	10,873	11,060	8	24
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,733	7,414	8,851	8	25
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>	14,734	11,847	13,219	8	24



表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>食品進出口貿易</b>	<b>Import/export of foodstuffs</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,844	***	16,551	8	25
其中：	among whom:					
推銷員/營業代表	Salesman/sales representative	14,849	***	16,464	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,184	11,966	12,007	8	24
其中：	among whom:					
普通文員	General office clerk	***	10,315	10,750	8	25
出入口文件處理/船務文員	Documentation /shipping clerk	***	***	13,511	8	24
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,847	***	9,743	8	26
其中：	among whom:					
雜工	General worker	***	***	8,926	9	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>11,804</b>	<b>13,992</b>	<b>12,867</b>	<b>8</b>	<b>25</b>
<b>衣物、鞋類及有關製品進出口貿易</b>	<b>Import/export of clothing, footwear and allied products</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	19,253	18,494	18,735	8	23
其中：	among whom:					
電子資料處理主任/系統分析員/程式編製員	Data processing supervisor/system analyst/programmer	22,250	***	22,211	8	22
會計主任	Accounting supervisor	18,994	20,521	20,315	8	23
品質控制/保證技術員	Quality control/assurance technician	21,463	15,492	19,358	8	23
推銷員/營業代表	Salesman/sales representative	16,648	16,686	16,677	8	24
商品/採購主任	Merchandiser/buyer	19,338	19,066	19,153	8	23
船務主任	Shipping supervisor	21,543	19,859	20,272	8	23
設計員	Designer/pattern maker	18,014	19,149	18,771	8	23
業務聯絡員	Business co-ordinator	***	13,149	13,306	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,890	13,188	13,132	8	23
其中：	among whom:					
貨倉/採購文員	Stock/purchasing clerk	12,454	13,138	12,887	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	12,890	13,144	13,113	8	23
普通文員	General office clerk	13,277	12,195	12,428	8	23
私人秘書/速記員	Personal secretary/stenographer	-	21,295	21,295	8	23
接待員/電話接線生	Receptionist/telephone operator	***	10,463	10,679	8	23
出入口文件處理/船務文員	Documentation/shipping clerk	12,964	13,278	13,231	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	12,432	8,177	10,512	8	23
其中：	among whom:					
雜工	General worker	9,238	8,336	8,613	8	24
信差/辦公室助理	Messenger/office assistant	9,543	7,962	8,535	8	23
司機	Driver	14,662	-	14,662	8	23
<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>17,067</b>	<b>16,241</b>	<b>16,494</b>	<b>8</b>	<b>23</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>雜項消費品、耐用品及其他進出口貿易</b>	<b>Import/export of miscellaneous consumer goods, durable goods and others</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	20,148	19,222	19,688	8	23
其中：	among whom:					
電子資料處理主任/系統分析員/程式編製員	Data processing supervisor/system analyst/programmer	21,527	***	21,656	8	23
儲物室/貨倉主任	Store/godown supervisor	17,388	***	17,376	8	24
辦公室/行政主任	Office/administrative supervisor	***	19,069	18,919	8	23
會計主任	Accounting supervisor	23,904	21,069	21,561	8	23
電子工程技術員	Electronic engineering technician	20,631	***	20,629	8	23
機械工程技術員	Mechanical engineering technician	18,548	***	18,476	8	24
品質控制/保證技術員	Quality control/assurance technician	18,730	***	17,307	8	23
推銷員/營業代表	Salesman/sales representative	20,663	19,734	20,207	8	23
商品/採購主任	Merchandiser/buyer	18,822	18,462	18,599	8	23
營業主任	Sales supervisor	26,025	26,358	26,150	8	23
船務主任	Shipping supervisor	20,030	19,272	19,459	8	23
設計員	Designer/pattern maker	19,123	16,273	17,989	8	23
業務聯絡員	Business co-ordinator	17,496	16,170	16,523	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,400	13,064	12,927	8	23
其中：	among whom:					
貨倉/採購文員	Stock/purchasing clerk	11,135	12,182	11,701	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	14,221	13,577	13,651	8	23
普通文員	General office clerk	12,466	11,758	11,882	8	23
私人秘書/速記員	Personal secretary/stenographer	-	19,739	19,739	8	23
接待員/電話接線生	Receptionist/telephone operator	***	11,285	11,343	8	23
出入口文件處理/船務文員	Documentation/shipping clerk	13,367	13,876	13,778	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,962	8,210	10,820	8	24
其中：	among whom:					
雜工	General worker	10,322	7,672	9,243	8	24
信差/辦公室助理	Messenger/office assistant	9,493	8,756	8,957	8	23
司機	Driver	14,876	-	14,876	8	24
送貨員	Delivery man	10,362	-	10,362	8	25
<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>17,104</b>	<b>15,539</b>	<b>16,209</b>	<b>8</b>	<b>23</b>

表 8 按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 Industry by Occupation --- Cont'd.

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>批發</b>	<b>Wholesale</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,727	15,948	15,843	8	25
其中：	among whom:					
會計主任	Accounting supervisor	18,894	20,716	20,107	8	23
推銷員/營業代表	Salesman/sales representative	15,040	13,007	14,160	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,344	10,528	10,747	8	25
其中：	among whom:					
貨倉/採購文員	Stock/purchasing clerk	10,221	9,699	9,992	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	***	10,461	11,202	8	25
普通文員	General office clerk	***	9,761	9,998	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,866	***	10,231	8	26
其中：	among whom:					
雜工	General worker	10,556	***	9,536	8	26
司機	Driver	12,453	***	12,454	9	26
送貨員	Delivery man	9,786	-	9,786	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>12,107</b>	<b>11,583</b>	<b>11,852</b>	<b>8</b>	<b>25</b>
<b>進出口貿易及批發</b>	<b><i>Import/export and wholesale trades</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	19,633	18,750	19,138	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,380	12,854	12,756	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,478	8,214	10,532	8	25
<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>16,294</b>	<b>15,464</b>	<b>15,802</b>	<b>8</b>	<b>23</b>
<b>超級市場、百貨公司及 汽車、電單車及 其他運輸設備零售</b>	<b><i>Supermarkets, department stores and retail sale of motor vehicles, motorcycles and other transport equipment</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,170	16,425	16,719	8	24
其中：	among whom:					
營業主任	Sales supervisor	12,506	12,730	12,637	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,330	10,530	10,728	8	26
其中：	among whom:					
收銀員/出納員	Cashier	-	9,351	9,351	9	26
售貨員	Sales clerk/shop assistant	11,253	10,640	10,822	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	***	***	10,646	8	25
<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>13,520</b>	<b>12,020</b>	<b>12,474</b>	<b>8</b>	<b>25</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>零售**</b>	<b>Retail**</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,170	16,425	16,719	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,330	10,530	10,728	8	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,742	***	10,646	8	25
<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>13,520</b>	<b>12,020</b>	<b>12,474</b>	<b>8</b>	<b>25</b>
<b>拖頭拖運服務</b>	<b>Transport by tractors</b>					
<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>13,920</b>	<b>10,744</b>	<b>12,519</b>	<b>8</b>	<b>25</b>
<b>航空運輸</b>	<b>Air transport</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	23,559	22,027	22,562	8	22
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	16,645	14,993	15,513	8	22
<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>18,660</b>	<b>16,821</b>	<b>17,418</b>	<b>8</b>	<b>22</b>
<b>航空貨運代理服務</b>	<b>Air cargo forwarding services</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,570	16,339	16,506	8	24
其中：	among whom:					
儲物室/貨倉主任	Store/godown supervisor	***	***	14,110	8	23
會計主任	Accounting supervisor	***	19,993	19,234	8	24
貨運主任	Air freight operation supervisor	17,148	***	17,208	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,874	12,096	11,408	8	23
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	12,334	12,273	8	23
普通文員	General office clerk	***	10,181	10,319	8	24
接待員/電話接線生	Receptionist/telephone operator	***	12,127	12,096	8	23
出入口文件處理/收發文員	Documentation/receiving clerk	10,963	12,228	11,419	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,898	8,880	11,546	8	24
其中：	among whom:					
司機	Driver	13,593	-	13,593	9	25
<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>12,839</b>	<b>12,901</b>	<b>12,861</b>	<b>8</b>	<b>24</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>運輸</b>	<b>Transportation</b>					
督導級及技術員級人員	Supervisory and technical workers	22,545	18,320	21,721	8	25
文員級及秘書級人員	Clerical and secretarial workers	12,226	13,409	12,848	8	23
其他非生產級工人	Miscellaneous non-production workers	12,142	8,711	11,709	8	25
<b>督導級、技術員級、文員級及其他非生產級工人</b>	<b>Supervisory, technical, clerical and miscellaneous non-production workers</b>	<b>18,223</b>	<b>14,656</b>	<b>17,051</b>	<b>8</b>	<b>24</b>
<b>酒店</b>	<b>Hotels</b>					
督導級及技術員級人員	Supervisory and technical workers	15,875	15,978	15,910	8	25
其中：	among whom:					
儲物室/貨倉主任	Store/godown supervisor	16,165	-	16,165	8	24
會計主任	Accounting supervisor	17,690	16,551	17,108	8	23
營業主任	Sales supervisor	***	***	15,022	8	24
人事主任	Personnel supervisor	***	16,926	17,046	8	24
行李主管/行李領班	Bell superintendent/bell captain	13,315	***	13,285	8	26
房口監督員/房口部領班	Floor supervisor/floor housekeeper	16,078	15,448	15,904	8	26
保安主任	Chief security officer	15,599	***	15,561	8	26
電話部主任	Telephone supervisor	***	16,414	16,767	8	25
大堂款接主任	Front office supervisor	16,872	17,361	17,097	8	26
文員級及秘書級人員	Clerical and secretarial workers	13,032	13,106	13,080	8	25
其中：	among whom:					
貨倉/採購主任	Stock/purchasing clerk	12,364	***	13,020	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	12,173	11,488	11,861	8	23
私人秘書/速記員	Personal secretary/stenographer	-	***	17,425	8	23
出納員	Cashier	***	13,986	14,286	8	25
接待員/電話接線生	Receptionist/telephone operator	***	12,580	12,636	8	25
訂房文員	Reservation clerk	***	12,736	12,801	8	26
大堂款接員	Front office clerk	13,087	12,575	12,780	8	26
房口部文員	House-keeping clerk	***	12,628	12,670	8	26
服務人員	Service workers	12,164	10,887	11,360	8	26
其中：	among whom:					
保安員	Security officer	11,956	***	11,871	9	26
房間侍應生/房間服務員	Room attendant/houseman	12,156	10,965	11,330	8	26
制服及布草房侍應生	Uniform and linen room attendant	***	10,193	10,203	8	25
其他非生產級工人	Miscellaneous non-production workers	10,595	10,101	10,419	8	26
其中：	among whom:					
司機	Driver	12,582	-	12,582	8	26
行李生	Bell boy	9,277	-	9,277	8	26
公眾地方清潔工	Public area cleaner	10,247	9,939	10,046	8	26
<b>督導級、技術員級、文員級及其他非生產級工人</b>	<b>Supervisory, technical, clerical and miscellaneous non-production workers</b>	<b>12,740</b>	<b>11,917</b>	<b>12,295</b>	<b>8</b>	<b>25</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>中式餐館</b>	<b>Chinese restaurants</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,515	12,680	14,973	10	26
其中：	among whom:					
樓面部主任	Maitre d'	14,272	13,710	14,056	10	26
總廚師	Chief cook	20,535	-	20,535	10	26
領班	Captain	12,546	12,475	12,503	10	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,719	9,492	9,569	9	26
其中：	among whom:					
貨倉/採購文員	Stock/purchasing clerk	10,655	***	10,353	9	26
收銀員/出納員/帳單處理文員	Cashier/chit clerk	***	8,384	8,402	9	26
接待員(知客)	Receptionist	***	11,547	11,583	10	26
服務人員	<i>Service workers</i>					
其中：	among whom:					
廚師	Cook	13,932	9,077	11,987	10	26
初級廚師	Junior cook	14,712	11,617	14,604	10	26
男/女侍應生	Waiter/waitress	12,298	9,975	11,762	10	26
初級侍應生	Bus boy	10,360	9,388	9,628	9	26
海鮮料理員(魚王)	Aquarium attendant	***	8,586	8,582	9	26
		***	***	12,836	10	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,552	8,910	8,832	9	26
其中：	among whom:					
雜工	General worker	8,411	8,520	8,456	9	26
看更/守衛	Watchman/guard	8,273	-	8,273	9	26
洗碟工	Dishwasher	***	8,923	8,954	9	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>14,072</b>	<b>9,555</b>	<b>11,842</b>	<b>10</b>	<b>26</b>
<b>非中式餐館</b>	<b>Restaurants, other than chinese restaurants</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,781	12,705	14,649	9	26
其中：	among whom:					
樓面部主任	Maitre d'	13,689	14,027	13,850	9	26
總廚師	Chief cook	20,236	***	20,228	9	26
領班	Captain	12,748	11,734	12,250	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	9,074	9,887	9,809	9	26
其中：	among whom:					
收銀員/出納員/帳單處理文員	Cashier/chit clerk	***	8,925	8,888	9	26
服務人員	<i>Service workers</i>	12,351	9,864	11,387	9	26
其中：	among whom:					
調酒員	Bartender	11,574	***	11,387	9	26
廚師	Cook	13,763	10,696	13,232	9	26
初級廚師	Junior cook	10,392	9,107	10,067	9	26
男/女侍應生	Waiter/waitress	10,358	9,708	9,920	9	26

表 8 按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 Industry by Occupation --- Cont'd.

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>非中式餐館(續)</b>	<b>Restaurants, other than chinese restaurants (cont'd.)</b>					
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,858	9,124	9,109	9	26
其中：	among whom:					
洗碟工	Dishwasher	***	9,083	9,059	9	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>12,792</b>	<b>9,965</b>	<b>11,449</b>	<b>9</b>	<b>26</b>
<b>快餐店‡</b>	<b>Fast food shops‡</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	12,844	12,480	12,643	8	24
其中：	among whom:					
領班	Captain	12,716	12,277	12,472	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	***	9,339	9,369	9	26
其中：	among whom:					
收銀員/出納員/帳單處理文員	Cashier/chit clerk	***	8,960	8,969	9	26
服務人員	<i>Service workers</i>	7,465	5,623	6,465	7	22
其中：	among whom:					
廚師	Cook	12,937	9,742	12,342	9	26
初級廚師	Junior cook	5,205	4,717	4,923	6	21
顧客服務員	Customer services worker	5,096	5,803	5,550	7	22
其他非生產級工人	<i>Miscellaneous non-production workers</i>	***	8,651	8,673	9	26
其中：	among whom:					
洗碟及清潔工	Dishwasher/cleaner	***	8,644	8,663	9	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>8,121</b>	<b>6,836</b>	<b>7,373</b>	<b>7</b>	<b>23</b>
<b>住宿<sup>^</sup>及膳食服務活動</b>	<b><i>Accommodation<sup>^</sup> and food service activities</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,801	12,861	14,583	9	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,896	10,162	10,392	9	26
服務人員	<i>Service workers</i>	12,116	8,353	10,453	9	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,328	9,006	9,071	9	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>12,582</b>	<b>9,197</b>	<b>10,854</b>	<b>9</b>	<b>25</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>本地銀行††</b>	<b>Domestic banking††</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	23,527	24,908	24,420	8	22
其中：	among whom:					
辦公室/行政主任	Office /administrative supervisor	***	28,764	28,549	8	22
往來部主任/存戶部主任	Cash supervisor/ deposit account supervisor	***	20,820	22,305	8	22
市場發展主任/營業代表/ 業務發展主任	Marketing officer/sales representative/ business development officer	25,484	29,884	28,255	8	22
財務顧問代表/私人顧問	Financial adviser representative/ personal consultant	22,590	***	24,219	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	14,896	17,344	16,549	8	22
其中：	among whom:					
接待員/電話接線生	Receptionist/telephone operator	***	***	17,290	8	22
往來部文員	Cash clerk	***	15,038	14,961	8	22
櫃檯員	Teller	12,995	13,115	13,073	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,310	10,128	10,804	8	23
其中：	among whom:					
信差/辦公室助理	Messenger/office assistant	9,951	10,923	10,475	8	22
<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>19,135</b>	<b>21,081</b>	<b>20,393</b>	<b>8</b>	<b>22</b>
<b>投資及控股公司</b>	<b>Investment and holding companies</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	25,339	24,707	24,973	7	22
其中：	among whom:					
會計主任	Accounting supervisor	***	24,530	24,351	7	22
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	16,110	18,280	18,041	8	22
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	18,493	18,353	8	23
私人秘書/速記員	Personal secretary/stenographer	***	22,750	22,147	8	22
接待員/電話接線生	Receptionist/telephone operator	-	13,897	13,897	8	22
<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>20,165</b>	<b>18,529</b>	<b>18,874</b>	<b>8</b>	<b>22</b>



表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>保險及退休基金輔助活動</b>	<b>Insurance and activities auxiliary to insurance and pension funding</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	***	19,599	19,191	8	22
其中：	among whom:					
電子資料處理主任/	Data processing supervisor/	26,089	27,308	26,362	8	22
系統分析員/程式編製員	system analyst/programmer					
辦公室/行政主任	Office/administrative supervisor	***	18,756	18,398	8	22
會計主任	Accounting supervisor	24,526	23,183	23,426	8	22
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	13,627	15,430	15,076	8	22
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	14,106	14,034	8	22
普通文員	General office clerk	12,182	12,601	12,498	8	22
私人秘書/速記員	Personal secretary/stenographer	-	23,264	23,264	8	22
核保文員	Underwriting clerk	***	15,603	15,557	8	22
索賠文員	Claims clerk	13,060	15,408	14,822	8	22
<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>18,135</b>	<b>18,046</b>	<b>18,085</b>	<b>8</b>	<b>22</b>
<b>金融及保險活動</b>	<b><i>Financial and insurance activities</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	21,471	23,278	22,534	8	22
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	14,796	17,108	16,471	8	22
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,492	9,978	10,747	8	23
<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>18,850</b>	<b>20,077</b>	<b>19,630</b>	<b>8</b>	<b>22</b>
<b>地產租賃</b>	<b><i>Real estate leasing</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,669	19,035	18,153	8	24
其中：	among whom:					
會計主任	Accounting supervisor	***	22,147	22,071	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	16,487	15,301	15,493	8	23
其中：	among whom:					
會計文員	Accounting clerk	17,834	15,692	16,264	8	23
<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>13,418</b>	<b>14,955</b>	<b>14,116</b>	<b>8</b>	<b>24</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>地產保養管理服務 (一般亦稱為物業管理)</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>	14,105	14,296	14,151	9	25
其中:	among whom:					
會計主任	Accounting supervisor	***	18,244	18,155	8	23
保養技術員	Maintenance technician	15,759	***	15,777	8	25
屋邨主任/屋宇事務主任	Estate officer/building services officer	15,118	14,874	15,010	8	23
樓宇主任/保安主任	Building supervisor/ security supervisor	12,633	11,189	12,420	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,331	10,497	10,466	8	23
其中:	among whom:					
會計文員	Accounting clerk	***	12,737	12,749	8	23
普通文員	General office clerk	9,937	9,898	9,906	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,237	8,727	9,092	10	26
其中:	among whom:					
樓宇管理員/保安員	Building attendant/guard	9,235	8,940	9,159	10	26
其中:	among whom:					
以二更制(12小時一更)	those employed under 2-shift system(12 hours per shift)	9,299	9,501	9,344	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)	9,113	8,195	8,823	8	26
受聘的管理員/保安員						
(請參閱第72頁的註釋1及2)	(see notes 1 and 2 on page 72)					
園丁	Gardener	***	***	9,955	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>10,377</b>	<b>9,900</b>	<b>10,236</b>	<b>10</b>	<b>26</b>
<b>地產租賃及保養管理</b>	<b><i>Real estate leasing and maintenance management</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	14,291	14,710	14,394	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,706	11,707	11,707	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,267	8,763	9,125	10	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>10,486</b>	<b>10,244</b>	<b>10,412</b>	<b>10</b>	<b>26</b>
<b>建築/測量/工程策劃服務</b>	<b><i>Architectural/surveying/engineering firms</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	22,676	17,846	21,487	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	***	15,043	14,650	8	23
其中:	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	13,448	13,459	8	23
普通文員	General office clerk	***	10,953	10,691	8	23
私人秘書/速記員	Personal secretary/stenographer	-	19,133	19,133	8	22
接待員/電話接線生	Receptionist/telephone operator	-	12,199	12,199	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,394	10,268	10,367	8	24
其中:	among whom:					
信差/辦公室助理	Messenger/office assistant	***	***	9,783	8	23
<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>20,658</b>	<b>15,963</b>	<b>18,823</b>	<b>8</b>	<b>23</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>旅行社及其他代訂服務及旅遊相關活動</b>	<b>Travel agents and other reservation service and tourist-related activities</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,411	18,649	18,154	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,886	12,360	12,465	8	24
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	11,520	12,483	12,292	8	24
旅行社文員/定位員	Travel agency clerk/reservationist	13,011	13,159	13,135	8	24
<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>14,202</b>	<b>13,301</b>	<b>13,576</b>	<b>8</b>	<b>24</b>
<b>保安及偵查活動</b>	<b>Security and investigation</b>					
(請參閱第72頁的註釋4)	(see notes 4 on page 72)					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	11,466	10,669	11,292	10	26
其中：	among whom:					
保安主任	Security supervisor	11,466	10,427	11,245	10	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	***	10,259	10,294	8	24
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	10,363	10,536	8	24
普通文員	General office clerk	***	10,066	10,104	8	24
服務人員	<i>Service workers</i>	9,278	8,967	9,165	10	26
其中：	among whom:					
保安員	Guard	9,227	8,966	9,132	10	26
其中：	among whom:					
以二更制(12小時一更)	those employed for non-airport work under 2-shift system(12 hours per shift)	9,545	9,363	9,478	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)	7,611	7,351	7,503	8	26
受聘的非機場保安員						
(請參閱第72頁的註釋1,2及3)	(see notes 1,2 and 3 on page 72)					
<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>9,534</b>	<b>9,094</b>	<b>9,379</b>	<b>10</b>	<b>26</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>防蟲及清潔服務</b>	<b>Pest control and cleaning services</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	9,885	8,883	9,427	9	26
其中：	among whom:					
監督/管工	Supervisor/foreman	9,885	8,883	9,427	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,375	10,461	10,441	8	24
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	10,325	10,368	8	23
普通文員	General office clerk	10,316	10,122	10,189	8	24
服務人員	<i>Service workers</i>	8,250	***	7,939	8	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	6,932	6,700	6,794	8	26
其中：	among whom:					
司機	Driver	10,647	-	10,647	8	26
廁所清潔工	Cleaner (lavatory)	***	***	6,796	8	26
一般清潔工	Cleaner (general)	6,862	6,705	6,768	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>7,308</b>	<b>6,892</b>	<b>7,070</b>	<b>8</b>	<b>26</b>
<b>專業及商業服務</b>	<b><i>Professional and business services</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,434	12,802	14,596	9	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,190	12,655	12,570	8	24
服務人員	<i>Service workers</i>	9,421	9,362	9,399	10	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	7,093	6,729	6,879	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>9,599</b>	<b>8,621</b>	<b>9,124</b>	<b>9</b>	<b>26</b>
<b>汽車及電單車維修服務</b>	<b><i>Motor vehicles/cycles repairing and servicing</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,973	***	16,748	8	23
其中：	among whom:					
監督/管工	Supervisor/foreman	19,383	***	19,326	8	23
維修服務員/維修款待員	Service advisor/service receptionist	16,086	***	15,560	8	22
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,918	12,517	12,338	8	23
其中：	among whom:					
普通文員	General office clerk	12,518	12,689	12,638	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,039	8,162	9,578	8	23
其中：	among whom:					
雜工	General worker	9,349	8,094	8,585	8	23
司機	Driver	10,195	-	10,195	8	22
<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>14,376</b>	<b>11,442</b>	<b>13,582</b>	<b>8</b>	<b>23</b>

表 8 按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 Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	平均每月薪金(元)††			平均每日	平均每月
		男	女	合計	正常工作時數	標準工作日數
		Male	Female	Overall	Average number of normal hours of work per day	Average number of standard working days per month
<b>美容及美體護理 ††</b>	<b>Beauty and body prettifying treatment ††</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	***	16,616	16,423	9	26
其中：	among whom:					
剪髮師傅/髮型師	Barber/stylist	***	***	15,371	9	26
美容顧問/高級美容師	Beauty consultant/senior beautician	-	23,520	23,520	9	26
美容師	Beautician	-	15,130	15,130	9	26
按摩師	Masseur	-	15,363	15,363	8	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	***	10,559	10,553	9	26
其中：	among whom:					
收銀員/出納員/接待員	Cashier/receptionist	-	10,293	10,293	9	26
服務人員	<i>Service workers</i>	7,945	9,541	8,964	9	25
其中：	among whom:					
洗頭員	Hair washer	7,850	8,813	8,432	10	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	-	7,956	7,956	8	26
其中：	among whom:					
雜工	General worker	-	7,956	7,956	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>12,170</b>	<b>13,992</b>	<b>13,714</b>	<b>9</b>	<b>26</b>
<b>個人服務</b>	<b><i>Personal services</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,031	16,587	16,459	9	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,307	10,864	10,909	9	25
服務人員	<i>Service workers</i>	7,945	9,541	8,964	9	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,039	7,988	8,645	8	25
<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>13,145</b>	<b>13,864</b>	<b>13,695</b>	<b>9</b>	<b>25</b>
<b>所有選定行業主類@</b>	<b><i>All selected industry sections@</i></b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	18,744	18,179	18,466	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,556	12,755	12,709	8	24
服務人員	<i>Service workers</i>	11,161	8,654	10,103	9	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,397	7,803	8,651	9	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>13,437</b>	<b>12,551</b>	<b>12,972</b>	<b>9</b>	<b>25</b>

表 8 按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 Industry by Occupation --- Cont'd.

註釋：(1) 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。

Notes : (1) 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.

(2) 樓宇管理員的主要職責為：

- (i) 防止未經許可人士進入大廈；
- (ii) 遇有緊急事故，趕往現場支援及通知警方；
- (iii) 登記進出大廈的訪客資料；
- (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；
- (v) 確保公共走廊及走火通道暢通無阻；及
- (vi) 處理大廈業主、住客和訪客的投訴和查詢。

保安員的主要職責為：

- (i) 防止未經許可人士進入大廈；
- (ii) 定時巡樓，以防範暴力事件，火災及其他滋擾；及
- (iii) 遇有緊急事故，趕往現場支援及通知警方。

(3) 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。

(4) 統計調查所包括的公司主要為保安服務公司。

^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

(2) The major duties of building attendant are:

- (i) to prevent unauthorised entry into the building;
- (ii) to rush to the scene to assist and report to the police as appropriate if an emergency occurs;
- (iii) to register visitors going in and out of the building;
- (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;
- (v) to ensure that common corridors and fire escapes are always kept clear; and
- (vi) to attend to all complaints and enquiries lodged by owners, occupants and visitors.

The major duties of guard are:

- (i) to prevent unauthorized entry into the building ;
- (ii) to patrol regularly to prevent violence, fire or disturbances; and
- (iii) to rush to the scene to assist and report to the police as appropriate if an emergency occurs.

(3) 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.

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

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

表 8 按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 Industry by Occupation --- Cont'd.**

註釋：@ 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。

Notes: @ 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.

\*\* 只包括超級市場、百貨公司和汽車、電單車及其他運輸設備零售。

\*\* Including supermarkets, department stores and retail sale of motor vehicles, motorcycles and other transport equipment only.

†† 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僱員的工資，亦會轉換為以月計算及包括在本表的平均每月薪金內。

†† 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.

‡ 由二零零七年九月開始，美式快餐店已納入"快餐店業"內。

‡ From Sep 2007 onwards, American style fast food shops have been included in the "Fast food shops" industry.

‡‡ 由二零零七年九月開始，“本地銀行業”及“美容及美體護理業”的職業涵蓋範圍已予擴大。

‡‡ From Sep 2007 onwards, the occupation coverage for both "Domestic banking" and "Beauty and body prettifying treatment" industries have been enhanced.

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>					
電器技工 Electrician	504	***	503	8	26
<b>操作工</b> <b>Operatives</b>					
品質檢查工 Quality checker	***	***	376	8	25

註釋：† 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僱員的工資，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。

Note: † 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 10 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 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
		男 Male	女 Female	合計 Overall		
<b>保安及偵查活動</b>	<b>Security and investigation</b>					
服務人員	<i>Service workers</i>					
其中：	among whom:					
保安員	Guard	9,227	8,966	9,132	10	26
其中：	among whom:					
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)	9,545	9,363	9,478	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)	7,611	7,351	7,503	8	26
<b>防蟲及清潔服務</b>	<b>Pest control and cleaning services</b>					
其他非生產級工人	<i>Miscellaneous non-production workers</i>					
其中：	among whom:					
廁所清潔工	Cleaner (lavatory)	***	***	6,796	8	26
一般清潔工	Cleaner (general)	6,862	6,705	6,768	8	26
<b>所有選定行業主類@</b>	<b>All selected industry sections@</b>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>					
其中：	among whom:					
電子資料處理主任/ 系統分析員/程序編製員	Data processing supervisor/ system analyst/programmer	23,014	24,667	23,251	8	23
辦公室主任/行政主任	Office/administrative supervisor	19,873	20,556	20,373	8	23
會計主任	Accounting supervisor	21,910	20,995	21,192	8	23
生產部監督	Production supervisor	***	***	14,575	8	24
船務主任	Shipping supervisor	20,401	19,385	19,644	8	23
樓面部主任	Maitre D'	14,077	13,844	13,980	10	26
總廚師	Chief cook	20,437	***	20,434	10	26
屋邨主任/屋宇事務主任	Estate officer/building services officer	15,439	14,965	15,230	8	23
酒吧主管	Bar supervisor	14,822	***	14,821	9	26

表 10 按選定常見職業劃分的督導級、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 10 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 by Selected Common Occupation --- Cont'd.**

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>所有選定行業主類@(續)</b>	<b>All selected industry sections@(cont'd)</b>					
文員級及秘書級人員	<i>Clerical and secretarial workers</i>					
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	13,806	13,233	13,315	8	23
普通文員	General office clerk	11,916	11,338	11,453	8	24
接待員/電話接綫生	Receptionist/telephone operator	13,904	11,752	11,899	8	23
出入口文件處理/船務文員	Documentation/shipping clerk	12,028	13,510	13,092	8	23
售貨員	Sales clerk/shop assistant	11,272	10,572	10,778	9	26
人事文員	Personnel clerk	***	14,246	14,250	8	23
酒店訂房、航空公司或 旅行社的定位文員	Reservation clerk (in hotels, airline and travel agents)	14,645	13,386	13,606	8	24
酒樓或餐館接待員	Receptionist (in restaurants)	***	11,601	11,581	10	26
服務人員	<i>Service workers</i>					
其中：	among whom:					
調酒員	Bartender	11,678	***	11,338	9	26
制服及布草房侍應生	Uniform and linen room attendant	***	9,666	9,706	8	25
廚師	Cook	14,265	10,728	13,926	10	26
初級廚師	Junior cook	8,446	5,765	7,255	7	23
男/女侍應生	Waiter/waitress	10,335	9,513	9,746	9	26
初級侍應生	Bus boy	***	8,725	8,743	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>					
其中：	among whom:					
雜工	General worker	9,796	8,184	9,022	8	25
信差/辦公室助理	Messenger/office assistant	9,484	8,857	9,078	8	23
司機	Driver	13,674	***	13,669	8	24
送貨員	Delivery man	10,189	***	10,181	8	25
洗碟工	Dishwasher	9282	8,937	8,948	9	26

表 10 按選定常見職業劃分的督導級、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 10 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 by Selected Common Occupation --- Cont'd.**

註釋：†† 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僱員的工資，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。

@ 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。

Notes : †† 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.

@ 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.

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)  
(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零四年第一季 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 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)

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)  
 (Q1 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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 2006

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)  
 (Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零七年第一季 Q1 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 Q2 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 Q3 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 Q4 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)
二零零八年第一季 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 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 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)  
 (Q1 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
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 Q1 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 Q2 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 Q3 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 Q4 2007
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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 2009

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)  
 (Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零一零年第一季 Q1 2010	94.1 (+3.6)	146.3 (-4.3)	115.4 (+2.2)	113.4 (+1.2)	108.8 (+2.4)	91.8 (+4.4)
二零一零年第二季 Q2 2010	90.8 (+2.8)	141.5 (+2.1)	99.2 (+2.7)	98.1 (+3.6)	95.5 (+6.6)	86.5 (+3.8)
二零一零年第三季 Q3 2010	89.3 (+1.1)	135.9 (+1.6)	103.5 (+0.5)	101.5 (+2.4)	107.4 (+3.6)	88.9 (+3.0)
二零一零年第四季 Q4 2010	94.0 (+2.7)	142.1 (+0.7)	111.0 (+4.9)	111.1 (+8.8)	112.2 (+1.7)	89.2 (+2.0)
二零一一年第一季 Q1 2011	103.1 (+9.6)	153.0 (+4.6)	126.9 (+10.0)	119.4 (+5.3)	117.8 (+8.3)	100.6 (+9.6)
二零一一年第二季 Q2 2011	96.4 (+6.2)	146.8 (+3.7)	115.5 (+16.4)	113.7 (+15.9)	103.2 (+8.1)	96.9 (+12.1)
二零一一年第三季 Q3 2011	93.7 (+4.9)	138.3 (+1.7)	116.8 (+12.8)	116.9 (+15.3)	104.0 (-3.1)	95.4 (+7.3)
二零一一年第四季 Q4 2011	101.6 (+8.0)	159.7 (+12.4)	125.0 (+12.7)	126.2 (+13.6)	115.7 (+3.1)	98.0 (+9.9)
二零一二年第一季 Q1 2012	117.5 (+14.0)	162.7 (+6.4)	131.0 (+3.2)	138.1 (+15.6)	111.6 (-5.3)	107.5 (+6.8)

註釋： (1) 括號內數字指按年(該季度與上年同季比較)變動百分率。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。



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)  
(Q1 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
97.4 (+5.2)	157.4 (+4.7)	101.7 (+3.7)	99.0 (+4.6)	95.3 (-3.0)	111.0 (+1.1)	二零一零年第一季 Q1 2010
93.8 (+4.6)	132.1 (+6.8)	102.3 (+0.5)	92.5 (+2.7)	94.1 (-2.9)	102.2 (+4.9)	二零一零年第二季 Q2 2010
90.2 (+1.2)	131.8 (+5.2)	101.9 (+1.3)	91.7 (+0.2)	97.2 (-2.4)	103.3 (+0.8)	二零一零年第三季 Q3 2010
92.7 (-0.5)	148.1 (+12.5)	95.9 (-0.1)	95.9 (+2.2)	94.8 (-1.2)	107.6 (+3.1)	二零一零年第四季 Q4 2010
101.1 (+3.8)	183.4 (+16.5)	106.5 (+4.7)	94.3 (-4.8)	93.1 (-2.3)	118.9 (+7.2)	二零一一年第一季 Q1 2011
100.7 (+7.3)	150.7 (+14.1)	113.0 (+10.4)	92.7 (+0.2)	93.9 (-0.2)	109.2 (+6.9)	二零一一年第二季 Q2 2011
97.2 (+7.8)	142.3 (+7.9)	114.9 (+12.8)	98.3 (+7.2)	105.9 (+9.0)	111.9 (+8.3)	二零一一年第三季 Q3 2011
102.7 (+10.8)	158.5 (+7.0)	113.3 (+18.2)	101.3 (+5.6)	100.3 (+5.9)	117.4 (+9.1)	二零一一年第四季 Q4 2011
110.6 (+9.4)	194.0 (+5.8)	121.9 (+14.4)	100.3 (+6.3)	100.8 (+8.3)	127.5 (+7.2)	二零一二年第一季 Q1 2012

Notes : (1) Figures in brackets denote year-on-year (reference quarter concerned compared with the same quarter in the preceding year) percentage changes.

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

@ 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.

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)  
 (Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零四年第一季 Q1 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 Q2 2004	97.6 (N.A.)	94.2 (N.A.)	92.6 (N.A.)	87.0 (N.A.)	97.8 (N.A.)	85.0 (N.A.)
二零零四年第三季 Q3 2004	93.1 (N.A.)	112.3 (N.A.)	92.7 (N.A.)	92.9 (N.A.)	96.9 (N.A.)	88.1 (N.A.)
二零零四年第四季 Q4 2004	100.0 (N.A.)	107.3 (N.A.)	100.6 (N.A.)	97.1 (N.A.)	113.3 (N.A.)	89.1 (N.A.)
二零零五年第一季 Q1 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 Q2 2005	97.8 (+0.3)	134.1 (+42.3)	97.3 (+5.1)	95.2 (+9.5)	101.5 (+3.8)	86.6 (+1.9)
二零零五年第三季 Q3 2005	91.9 (-1.3)	133.8 (+19.1)	100.7 (+8.6)	98.6 (+6.1)	101.2 (+4.5)	86.8 (-1.5)
二零零五年第四季 Q4 2005	99.7 (-0.3)	132.9 (+23.9)	108.3 (+7.7)	105.1 (+8.2)	117.2 (+3.4)	86.9 (-2.4)
二零零六年第一季 Q1 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 Q2 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 Q3 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 Q4 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)

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)  
(Q1 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 Q1 2004
98.7 (N.A.)	108.4 (N.A.)	94.6 (N.A.)	91.4 (N.A.)	105.3 (N.A.)	99.4 (N.A.)	二零零四年第二季 Q2 2004
95.1 (N.A.)	100.2 (N.A.)	100.3 (N.A.)	86.4 (N.A.)	111.2 (N.A.)	99.3 (N.A.)	二零零四年第三季 Q3 2004
97.2 (N.A.)	115.5 (N.A.)	110.8 (N.A.)	93.4 (N.A.)	106.1 (N.A.)	105.5 (N.A.)	二零零四年第四季 Q4 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 Q1 2005
97.9 (-0.8)	109.9 (+1.4)	101.8 (+7.6)	89.7 (-1.8)	104.3 (-0.9)	101.3 (+2.0)	二零零五年第二季 Q2 2005
95.4 (+0.3)	109.4 (+9.2)	103.2 (+2.9)	87.6 (+1.4)	103.4 (-7.0)	101.1 (+1.8)	二零零五年第三季 Q3 2005
92.6 (-4.7)	121.8 (+5.5)	111.4 (+0.5)	99.9 (+6.9)	103.0 (-2.9)	108.1 (+2.5)	二零零五年第四季 Q4 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 Q1 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 Q2 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 Q3 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 Q4 2006

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)  
 (Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零七年第一季 Q1 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 Q2 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 Q3 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 Q4 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)
二零零八年第一季 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 2009	93.9 (-1.2)	144.7 (-6.8)	108.5 (-1.9)	104.8 (-2.8)	113.2 (-1.3)	89.7 (-1.3)

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)  
(Q1 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
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 Q1 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 Q2 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 Q3 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 Q4 2007
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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 2009
95.6 (-0.2)	135.0 (-3.2)	98.5 (+1.0)	96.2 (+1.1)	98.4 (-1.9)	107.1 (-0.6)	二零零九年第四季 Q4 2009

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)  
 (Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零一零年第一季 Q1 2010	95.7 (+1.5)	148.8 (-6.2)	117.4 (+0.1)	115.3 (-0.9)	110.6 (+0.3)	93.4 (+2.3)
二零一零年第二季 Q2 2010	91.9 (#)	143.2 (-0.7)	100.4 (-0.1)	99.3 (+0.8)	96.6 (+3.7)	87.5 (+0.9)
二零一零年第三季 Q3 2010	92.4 (-0.4)	140.7 (+0.1)	107.2 (-1.1)	105.0 (+0.8)	111.2 (+2.0)	92.0 (+1.4)
二零一零年第四季 Q4 2010	93.8 (-0.1)	141.8 (-2.0)	110.7 (+2.1)	110.9 (+5.8)	112.0 (-1.1)	89.0 (-0.8)
二零一一年第一季 Q1 2011	101.0 (+5.5)	149.8 (+0.7)	124.3 (+5.9)	116.9 (+1.4)	115.4 (+4.3)	98.5 (+5.5)
二零一一年第二季 Q2 2011	92.9 (+1.1)	141.4 (-1.3)	111.2 (+10.8)	109.5 (+10.3)	99.4 (+2.9)	93.3 (+6.7)
二零一一年第三季 Q3 2011	91.0 (-1.5)	134.4 (-4.5)	113.5 (+5.9)	113.6 (+8.2)	101.1 (-9.0)	92.7 (+0.7)
二零一一年第四季 Q4 2011	95.9 (+2.2)	150.8 (+6.3)	118.0 (+6.6)	119.2 (+7.5)	109.2 (-2.5)	92.6 (+4.0)
二零一二年第一季 Q1 2012	109.4 (+8.4)	151.5 (+1.1)	122.0 (-1.9)	128.6 (+9.9)	103.9 (-10.0)	100.1 (+1.6)

註釋： (1) 自二零一一年起，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二零零九至一零年為基期的綜合消費物價指數而計算出來。為方便比較，二零一一年以前的就業人士實質平均薪金指數經以二零零九至一零年為基期的綜合消費物價指數再次編製。

(2) 括號內數字指按年(該季度與上年同季比較)變動百分率。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。

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)  
(Q1 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
99.1 (+3.1)	160.1 (+2.5)	103.5 (+1.6)	100.7 (+2.4)	96.9 (-5.0)	112.9 (-0.9)	二零一零年第一季 Q1 2010
94.9 (+1.8)	133.7 (+3.8)	103.6 (-2.3)	93.6 (-0.1)	95.2 (-5.5)	103.4 (+2.0)	二零一零年第二季 Q2 2010
93.3 (-0.4)	136.5 (+3.6)	105.4 (-0.3)	94.9 (-1.4)	100.6 (-3.9)	106.9 (-0.7)	二零一零年第三季 Q3 2010
92.5 (-3.2)	147.8 (+9.5)	95.7 (-2.8)	95.7 (-0.5)	94.6 (-3.9)	107.4 (+0.3)	二零一零年第四季 Q4 2010
99.1 (#)	179.6 (+12.2)	104.3 (+0.8)	92.4 (-8.3)	91.2 (-5.9)	116.5 (+3.2)	二零一一年第一季 Q1 2011
97.0 (+2.1)	145.2 (+8.6)	108.8 (+5.1)	89.3 (-4.6)	90.4 (-5.0)	105.2 (+1.8)	二零一一年第二季 Q2 2011
94.5 (+1.2)	138.3 (+1.3)	111.7 (+5.9)	95.5 (+0.6)	102.9 (+2.3)	108.7 (+1.6)	二零一一年第三季 Q3 2011
97.0 (+4.8)	149.7 (+1.3)	107.0 (+11.8)	95.7 (-0.1)	94.7 (+0.2)	110.9 (+3.2)	二零一一年第四季 Q4 2011
103.0 (+4.0)	180.6 (+0.6)	113.5 (+8.7)	93.3 (+1.1)	93.9 (+2.9)	118.7 (+1.9)	二零一二年第一季 Q1 2012

- Notes :
- (1) As from 2011, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2009/10-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2011 have been re-compiled using the 2009/10-based Composite CPI.
  - (2) Figures in brackets denote year-on-year (reference quarter concerned compared with the same quarter in the preceding year) percentage changes.
- ^ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.
- @ 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.

表 13 按選定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 Selected Industry Division

(一九九九年第一季=100)  
(Q1 1999=100)

香港標準 行業分類 編碼	行業主類/行業大類 HSIC code Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		2011 第一季	2011 第四季	2012 第一季	2011 第一季	2011 第四季	2012 第一季
		Q1	Q4	Q1	Q1	Q4	Q1
<b>B</b>	<b>採礦及採石</b> <i>Mining and quarrying</i>	*** (***)	*** (***)	*** (***)	*** (***)	*** (***)	*** (***)
10-11	食品及飲品的製造 Manufacture of food products and beverages	70.0 (+2.4)	70.5 (+4.1)	80.5 (+15.1)	68.5 (-1.4)	66.6 (-1.5)	75.0 (+9.4)
14	成衣的製造 Manufacture of wearing apparel	90.6 (+3.6)	97.5 (+8.3)	97.7 (+7.8)	88.7 (-0.3)	92.1 (+2.5)	91.0 (+2.5)
<b>C</b>	<b>製造</b> <i>Manufacturing</i>	<b>103.1</b> <b>(+9.6)</b>	<b>101.6</b> <b>(+8.0)</b>	<b>117.5</b> <b>(+14.0)</b>	<b>101.0</b> <b>(+5.5)</b>	<b>95.9</b> <b>(+2.2)</b>	<b>109.4</b> <b>(+8.4)</b>
<b>D</b>	<b>電力及燃氣供應</b> <i>Electricity and gas supply</i>	<b>153.7</b> <b>(+3.4)</b>	<b>128.9</b> <b>(+3.2)</b>	<b>158.0</b> <b>(+2.8)</b>	<b>150.5</b> <b>(-0.4)</b>	<b>121.8</b> <b>(-2.4)</b>	<b>147.1</b> <b>(-2.3)</b>
<b>E</b>	<b>污水處理、廢棄物管理及污染防治活動</b> <i>Sewerage, waste management and remediation activities</i>	<b>153.0</b> <b>(+4.6)</b>	<b>159.7</b> <b>(+12.4)</b>	<b>162.7</b> <b>(+6.4)</b>	<b>149.8</b> <b>(+0.7)</b>	<b>150.8</b> <b>(+6.3)</b>	<b>151.5</b> <b>(+1.1)</b>
45	進出口貿易 Import and export trade	129.2 (+10.5)	126.8 (+13.8)	132.3 (+2.5)	126.5 (+6.4)	119.7 (+7.7)	123.2 (-2.6)
46	批發 Wholesale	95.6 (+0.4)	100.7 (+10.3)	100.9 (+5.5)	93.6 (-3.3)	95.1 (+4.4)	93.9 (+0.3)
<b>G (part of)</b>	<b>進出口貿易及批發</b> <i>Import/export and wholesale trades</i>	<b>126.9</b> <b>(+10.0)</b>	<b>125.0</b> <b>(+12.7)</b>	<b>131.0</b> <b>(+3.2)</b>	<b>124.3</b> <b>(+5.9)</b>	<b>118.0</b> <b>(+6.6)</b>	<b>122.0</b> <b>(-1.9)</b>
<b>G (part of)</b>	<b>零售</b> <i>Retail trade</i>	<b>119.4</b> <b>(+5.3)</b>	<b>126.2</b> <b>(+13.6)</b>	<b>138.1</b> <b>(+15.6)</b>	<b>116.9</b> <b>(+1.4)</b>	<b>119.2</b> <b>(+7.5)</b>	<b>128.6</b> <b>(+9.9)</b>
49	陸路運輸 Land transport	99.7 (+0.7)	108.3 (+5.9)	103.4 (+3.8)	97.6 (-3.1)	102.2 (+0.2)	96.3 (-1.4)
50	水上運輸 Water transport	125.3 (+2.7)	130.7 (+4.9)	132.7 (+5.8)	122.8 (-1.1)	123.4 (-0.7)	123.5 (+0.6)
51	航空運輸 Air transport	138.6 (+16.0)	130.9 (+3.5)	130.9 (-5.5)	135.7 (+11.7)	123.6 (-2.1)	121.9 (-10.2)
52	貨倉及運輸輔助活動 Warehousing and support activities for transportation	106.0 (-1.1)	106.4 (-2.0)	108.6 (+2.4)	103.8 (-4.8)	100.4 (-7.3)	101.1 (-2.6)
<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>117.8</b> <b>(+8.3)</b>	<b>115.7</b> <b>(+3.1)</b>	<b>111.6</b> <b>(-5.3)</b>	<b>115.4</b> <b>(+4.3)</b>	<b>109.2</b> <b>(-2.5)</b>	<b>103.9</b> <b>(-10.0)</b>



表 13 按選定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 Selected Industry Division --- Cont'd.**

(一九九九年第一季=100)  
(Q1 1999=100)

香港標準 行業分類 編碼	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		2011 第一季	2011 第四季	2012 第一季	2011 第一季	2011 第四季	2012 第一季
		Q1	Q4	Q1	Q1	Q4	Q1
55	短期住宿活動 Short term accommodation activities	104.8 (+2.5)	92.9 (+3.9)	115.2 (+9.9)	102.7 (-1.3)	87.7 (-1.7)	107.2 (+4.5)
56	餐飲服務活動 Food and beverage service activities	98.2 (+9.0)	100.2 (+11.5)	104.7 (+6.7)	96.1 (+4.9)	94.6 (+5.5)	97.5 (+1.4)
<b>I</b>	<b>住宿<sup>A</sup>及膳食服務活動 Accommodation<sup>A</sup> and food service activities</b>	<b>100.6 (+9.6)</b>	<b>98.0 (+9.9)</b>	<b>107.5 (+6.8)</b>	<b>98.5 (+5.5)</b>	<b>92.6 (+4.0)</b>	<b>100.1 (+1.6)</b>
58	出版活動 Publishing activities	116.7 (+8.1)	113.4 (+11.3)	122.3 (+4.8)	114.3 (+4.0)	107.1 (+5.3)	113.9 (-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	89.9 (+9.8)	81.2 (+0.3)	99.7 (+10.9)	88.0 (+5.7)	76.7 (-5.1)	92.8 (+5.4)
61	電訊 Telecommunications	109.1 (+1.2)	122.3 (+4.6)	114.7 (+5.2)	106.8 (-2.5)	115.5 (-1.1)	106.8 (#)
62-63	資訊科技服務及資訊服務活動 Information technology service and information service activities	80.1 (+6.9)	86.2 (+11.8)	93.2 (+16.2)	78.5 (+2.9)	81.4 (+5.8)	86.7 (+10.5)
<b>J</b>	<b>資訊及通訊 Information and communications</b>	<b>101.1 (+3.8)</b>	<b>102.7 (+10.8)</b>	<b>110.6 (+9.4)</b>	<b>99.1 (#)</b>	<b>97.0 (+4.8)</b>	<b>103.0 (+4.0)</b>
64	金融中介(保險及退休基金除外) Financial intermediation (except insurance and pension funding)	200.2 (+19.5)	150.9 (+3.3)	212.3 (+6.1)	196.0 (+15.1)	142.5 (-2.2)	197.7 (+0.9)
65	保險 Insurance	136.9 (+5.8)	149.3 (+6.5)	152.6 (+11.5)	134.1 (+1.8)	141.0 (+0.8)	142.0 (+6.0)
66	金融保險輔助活動 Activities auxiliary to financial service and insurance activities	182.6 (+14.9)	197.0 (+11.6)	197.9 (+8.4)	178.9 (+10.6)	186.0 (+5.6)	184.3 (+3.0)
<b>K</b>	<b>金融及保險活動 Financial and insurance activities</b>	<b>183.4 (+16.5)</b>	<b>158.5 (+7.0)</b>	<b>194.0 (+5.8)</b>	<b>179.6 (+12.2)</b>	<b>149.7 (+1.3)</b>	<b>180.6 (+0.6)</b>
<b>L</b>	<b>地產活動 Real estate activities</b>	<b>106.5 (+4.7)</b>	<b>113.3 (+18.2)</b>	<b>121.9 (+14.4)</b>	<b>104.3 (+0.8)</b>	<b>107.0 (+11.8)</b>	<b>113.5 (+8.7)</b>

表 13 按選定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 Selected Industry Division --- Cont'd.**

(一九九九年第一季=100)

(Q1 1999=100)

香港標準 行業分類 編碼	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		2011 第一季	2011 第四季	2012 第一季	2011 第一季	2011 第四季	2012 第一季
		Q1	Q4	Q1	Q1	Q4	Q1
69	法律及會計活動 Legal and accounting activities	106.8 (+7.0)	105.8 (+3.8)	114.1 (+6.8)	104.6 (+3.1)	99.9 (-1.8)	106.2 (+1.6)
70-75	其他專業、科學及技術活動 Other professional, scientific and technical activities	106.1 (+4.6)	111.4 (+7.9)	113.8 (+7.2)	104.0 (+0.7)	105.2 (+2.1)	106.0 (+1.9)
79	旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	98.3 (+6.1)	105.1 (+8.3)	115.1 (+17.2)	96.2 (+2.1)	99.3 (+2.5)	107.2 (+11.4)
80	保安及偵查活動 Security and investigation activities	95.3 (+7.5)	100.1 (+15.4)	104.4 (+9.5)	93.4 (+3.5)	94.5 (+9.2)	97.2 (+4.1)
<b>M, N</b>	<b>專業及商業服務 Professional and business services</b>	<b>94.3 (-4.8)</b>	<b>101.3 (+5.6)</b>	<b>100.3 (+6.3)</b>	<b>92.4 (-8.3)</b>	<b>95.7 (-0.1)</b>	<b>93.3 (+1.1)</b>
85	教育 Education	90.8 (-0.9)	96.8 (+6.9)	97.1 (+6.9)	88.9 (-4.6)	91.4 (+1.1)	90.4 (+1.6)
86	人類保健活動 Human health activities	100.7 (-2.0)	111.1 (+5.6)	108.0 (+7.3)	98.6 (-5.6)	104.9 (-0.1)	100.5 (+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	93.7 (-4.9)	101.3 (+6.7)	101.0 (+7.8)	91.8 (-8.5)	95.7 (+0.9)	94.1 (+2.5)
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	92.5 (+0.3)	101.3 (+2.1)	99.5 (+7.6)	90.6 (-3.5)	95.7 (-3.4)	92.6 (+2.3)
<b>P, Q, R, S</b>	<b>社會及個人服務 Social and personal services</b>	<b>93.1 (-2.3)</b>	<b>100.3 (+5.9)</b>	<b>100.8 (+8.3)</b>	<b>91.2 (-5.9)</b>	<b>94.7 (+0.2)</b>	<b>93.9 (+2.9)</b>
	所有選定行業主類@ All selected industry sections@	<b>118.9 (+7.2)</b>	<b>117.4 (+9.1)</b>	<b>127.5 (+7.2)</b>	<b>116.5 (+3.2)</b>	<b>110.9 (+3.2)</b>	<b>118.7 (+1.9)</b>

表 13 按選定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 Selected Industry Division --- Cont'd.**

註釋：(1) 自二零一一年起，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二零零九至一零年為基期的綜合消費物價指數而計算出來。為方便比較，二零一一年以前的就業人士實質平均薪金指數經以二零零九至一零年為基期的綜合消費物價指數再次編製。

(2) 括號內數字指按年(該季度與上年同季比較)變動百分率。

^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 指薪金總額統計調查涵蓋的所有行業。

Notes: (1) As from 2011, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2009/10-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2011 have been re-compiled using the 2009/10-based Composite CPI.

(2) Figures in brackets denote year-on-year (reference quarter concerned compared with the same quarter in the preceding year) percentage changes.

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

@ Refers to all industries covered by the Payroll Enquiry.

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)

(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零四年第一季 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 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)

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)  
(Q1 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 Q1 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 Q2 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 Q3 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 Q4 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 Q1 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 Q2 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 Q3 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 Q4 2005
+0.8 (+9.8)	+3.1 (+19.8)	-1.8 (+6.2)	-2.4 (-4.2)	+0.6 (-1.6)	+1.7 (+8.6)	二零零六年第一季 Q1 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 Q2 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 Q3 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 Q4 2006

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)

(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零七年第一季 Q1 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 Q2 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 Q3 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)
二零零七年第四季 Q4 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 Q1 2008	+1.1 (+5.9)	-12.4 (-6.8)	+4.3 (+15.8)	+3.5 (+16.8)	-2.4 (-7.3)	-0.5 (+4.8)
二零零八年第二季 Q2 2008	+0.6 (-7.5)	-8.6 (-18.2)	-1.7 (-19.8)	+2.5 (-14.6)	+1.3 (-9.2)	+2.4 (-6.9)
二零零八年第三季 Q3 2008	+0.5 (-1.4)	+8.5 (+7.4)	+1.5 (+7.4)	+7.5 (+9.1)	-1.0 (+3.0)	+0.5 (+2.7)
二零零八年第四季 Q4 2008	-3.4 (+1.1)	+6.7 (+12.8)	-1.7 (+2.8)	-5.6 (-0.4)	-0.7 (+11.5)	-0.7 (+1.3)
二零零九年第一季 Q1 2009	-5.4 (-0.4)	-3.2 (+2.5)	-2.7 (+6.4)	-2.8 (+8.2)	+0.3 (-3.6)	-4.0 (+0.8)
二零零九年第二季 Q2 2009	+4.5 (-2.8)	-0.5 (-9.3)	+2.2 (-14.5)	+0.6 (-15.5)	-5.0 (-15.7)	+2.8 (-5.2)
二零零九年第三季 Q3 2009	+2.7 (#)	-0.9 (-3.6)	+1.9 (+6.8)	+3.1 (+4.6)	+9.7 (+15.8)	+2.4 (+3.6)
二零零九年第四季 Q4 2009	-1.0 (+3.7)	-1.1 (+5.5)	-1.0 (+2.7)	-2.5 (+3.1)	-2.3 (+6.5)	+0.1 (+1.4)

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)

(Q1 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
-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 Q1 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 Q2 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 Q3 2007
+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 Q4 2007
+7.4 (+13.1)	+5.0 (+24.7)	+17.4 (+22.9)	+1.5 (+0.2)	-1.5 (-3.1)	-1.8 (+4.1)	二零零八年第一季 Q1 2008
-3.5 (-8.3)	-5.6 (-25.6)	-7.6 (-10.7)	+0.6 (-3.7)	+2.8 (+3.0)	+0.7 (-10.8)	二零零八年第二季 Q2 2008
+3.2 (+1.2)	+2.0 (+0.5)	-5.5 (-5.8)	-1.4 (-5.7)	+2.3 (+6.5)	+0.5 (+2.4)	二零零八年第三季 Q3 2008
+1.4 (+3.7)	-2.5 (+7.5)	-0.7 (-2.7)	-3.7 (+4.5)	-2.0 (-4.6)	-1.3 (+3.0)	二零零八年第四季 Q4 2008
-4.5 (+0.7)	-3.6 (+12.3)	# (+4.8)	+3.6 (+3.6)	+3.5 (+2.0)	# (+6.1)	二零零九年第一季 Q1 2009
+2.1 (-3.2)	+2.7 (-17.7)	+5.2 (+3.8)	-0.6 (-4.9)	-1.8 (-1.4)	-0.4 (-11.2)	二零零九年第二季 Q2 2009
+2.0 (-0.6)	+4.1 (+1.3)	-1.0 (-1.2)	+3.3 (+1.6)	-1.4 (+2.7)	+3.6 (+5.2)	二零零九年第三季 Q3 2009
+2.3 (+4.6)	-3.3 (+5.0)	-0.7 (-4.5)	-3.6 (+2.5)	-0.3 (-3.6)	-1.6 (+1.9)	二零零九年第四季 Q4 2009

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)

(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零一零年第一季 Q1 2010	-2.2 (+2.8)	-1.2 (+3.7)	-0.6 (+9.0)	+0.7 (+10.9)	-0.3 (-1.4)	-0.8 (+5.0)
二零一零年第二季 Q2 2010	+3.2 (-3.5)	+4.9 (-3.3)	+1.4 (-14.1)	+2.4 (-13.5)	-0.2 (-12.2)	+1.6 (-5.8)
二零一零年第三季 Q3 2010	+1.7 (-1.6)	-0.7 (-4.0)	+1.0 (+4.4)	+1.8 (+3.4)	+6.2 (+12.5)	+2.2 (+2.8)
二零一零年第四季 Q4 2010	-0.2 (+5.3)	-2.3 (+4.6)	+3.4 (+7.2)	+3.3 (+9.5)	-2.6 (+4.5)	-0.8 (+0.3)
二零一一年第一季 Q1 2011	+4.5 (+9.7)	+3.0 (+7.6)	+3.9 (+14.4)	-1.8 (+7.4)	+3.9 (+5.0)	+6.4 (+12.8)
二零一一年第二季 Q2 2011	+0.2 (-6.5)	+3.5 (-4.0)	+6.6 (-9.0)	+12.3 (-4.8)	+0.1 (-12.4)	+3.7 (-3.7)
二零一一年第三季 Q3 2011	+0.7 (-2.8)	-2.3 (-5.8)	-1.2 (+1.2)	+1.2 (+2.9)	-3.6 (+0.8)	-1.9 (-1.5)
二零一一年第四季 Q4 2011	+2.2 (+8.4)	+8.2 (+15.5)	+3.2 (+7.0)	+1.6 (+7.9)	+3.2 (+11.2)	+1.7 (+2.8)
二零一二年第一季 Q1 2012	+10.4 (+15.7)	-2.5 (+1.9)	-5.3 (+4.8)	+0.4 (+9.4)	-5.4 (-3.6)	+3.3 (+9.6)

註釋： (1) 括號內數字指未經季節性調整的按季變動百分率。

(2) 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二零一一年第四季的数字後完成。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。



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)  
(Q1 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
-1.2 (+4.5)	+1.5 (+19.6)	+0.8 (+5.9)	+5.8 (+5.5)	+0.4 (-0.7)	-0.1 (+6.3)	二零一零年第一季 Q1 2010
+1.3 (-3.7)	+3.6 (-16.1)	+0.8 (+0.6)	-1.9 (-6.6)	-1.7 (-1.3)	+2.4 (-7.9)	二零一零年第二季 Q2 2010
-1.1 (-3.9)	+3.5 (-0.2)	-0.2 (-0.5)	-1.1 (-0.8)	-0.8 (+3.3)	# (+1.1)	二零一零年第三季 Q3 2010
+0.4 (+2.9)	+4.0 (+12.3)	-0.8 (-5.8)	# (+4.6)	+1.1 (-2.4)	+1.2 (+4.2)	二零一零年第四季 Q4 2010
+3.1 (+9.1)	+4.3 (+23.8)	+5.2 (+11.1)	-1.5 (-1.7)	-0.9 (-1.8)	+3.3 (+10.5)	二零一一年第一季 Q1 2011
+4.7 (-0.5)	+1.0 (-17.8)	+5.8 (+6.0)	+3.4 (-1.7)	+0.2 (+0.8)	+1.9 (-8.1)	二零一一年第二季 Q2 2011
-0.5 (-3.4)	-1.1 (-5.6)	+2.0 (+1.7)	+4.5 (+6.1)	+8.6 (+12.8)	+1.8 (+2.4)	二零一一年第三季 Q3 2011
+3.1 (+5.7)	+2.9 (+11.4)	+4.5 (-1.4)	-0.6 (+3.1)	-1.8 (-5.2)	+2.1 (+5.0)	二零一一年第四季 Q4 2011
+1.8 (+7.7)	+2.7 (+22.4)	+1.5 (+7.5)	-0.7 (-1.0)	+1.3 (+0.5)	+1.3 (+8.6)	二零一二年第一季 Q1 2012

Notes : (1) Figures in brackets denote seasonally unadjusted quarter-to-quarter percentage changes.

(2) 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 2011 taken into account.

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

@ 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.

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)

(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零四年第一季 Q1 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 Q2 2004	-0.1 (-11.6)	+2.1 (-11.2)	-2.8 (-22.3)	+0.8 (-18.6)	# (-12.3)	+2.0 (-9.8)
二零零四年第三季 Q3 2004	-0.9 (-4.6)	+14.0 (+19.2)	-1.2 (+0.2)	+4.0 (+6.8)	-0.8 (-0.9)	+1.5 (+3.7)
二零零四年第四季 Q4 2004	+1.0 (+7.4)	-2.4 (-4.5)	+1.3 (+8.5)	-1.1 (+4.5)	-0.8 (+17.0)	-0.8 (+1.1)
二零零五年第一季 Q1 2005	+1.5 (+11.6)	+9.4 (+23.0)	+6.5 (+22.1)	+4.9 (+19.4)	+7.9 (+3.7)	+3.5 (+12.0)
二零零五年第二季 Q2 2005	-0.8 (-12.3)	+16.2 (+1.6)	-0.9 (-20.8)	+1.4 (-17.9)	-2.7 (-13.7)	-2.2 (-13.3)
二零零五年第三季 Q3 2005	-3.3 (-6.1)	-2.9 (-0.2)	+0.9 (+3.5)	+0.3 (+3.5)	-0.2 (-0.2)	-2.0 (+0.2)
二零零五年第四季 Q4 2005	+2.0 (+8.5)	-0.4 (-0.6)	+0.7 (+7.6)	+1.6 (+6.6)	-1.3 (+15.8)	-1.8 (+0.2)
二零零六年第一季 Q1 2006	+4.0 (+13.1)	+3.6 (+15.2)	+0.7 (+14.1)	-0.6 (+12.9)	+0.8 (-4.1)	+4.2 (+12.0)
二零零六年第二季 Q2 2006	-4.1 (-15.0)	-3.3 (-14.7)	-0.1 (-19.9)	# (-18.6)	+2.6 (-7.7)	-1.6 (-12.2)
二零零六年第三季 Q3 2006	-1.5 (-3.2)	+4.6 (+5.8)	+0.5 (+4.6)	-2.7 (+0.7)	-0.5 (-0.3)	-0.3 (+2.1)
二零零六年第四季 Q4 2006	+0.5 (+6.2)	+9.7 (+11.7)	+0.7 (+6.9)	+1.1 (+5.4)	+1.2 (+17.9)	+3.3 (+5.4)

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)

(Q1 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 Q1 2004
-1.8 (-9.4)	+1.5 (-15.4)	-0.2 (-17.0)	+2.4 (-4.0)	-0.2 (-1.4)	+1.3 (-11.9)	二零零四年第二季 Q2 2004
-2.7 (-3.7)	-2.6 (-7.6)	+2.6 (+6.0)	-2.7 (-5.5)	+0.3 (+5.6)	-0.5 (-0.1)	二零零四年第三季 Q3 2004
+1.0 (+2.2)	+1.7 (+15.2)	+2.5 (+10.5)	-2.0 (+8.2)	-2.0 (-4.6)	-0.3 (+6.2)	二零零四年第四季 Q4 2004
+5.3 (+13.6)	+0.6 (+14.1)	+4.2 (+11.3)	+3.0 (+1.7)	-2.8 (-4.6)	+3.7 (+11.3)	二零零五年第一季 Q1 2005
-4.5 (-11.3)	+2.7 (-16.6)	-3.6 (-17.5)	-1.0 (-5.6)	+3.1 (+3.2)	-0.9 (-13.6)	二零零五年第二季 Q2 2005
-1.4 (-2.6)	+3.8 (-0.5)	-1.0 (+1.4)	+1.9 (-2.4)	-5.1 (-0.9)	-0.8 (-0.2)	二零零五年第三季 Q3 2005
-4.0 (-2.9)	-0.9 (+11.4)	+2.3 (+7.9)	+3.0 (+14.1)	+1.9 (-0.4)	+0.4 (+6.9)	二零零五年第四季 Q4 2005
+2.2 (+9.5)	+3.1 (+19.5)	-0.6 (+6.0)	-3.0 (-4.4)	+0.7 (-1.8)	+1.2 (+8.3)	二零零六年第一季 Q1 2006
+1.7 (-4.8)	+0.3 (-20.5)	-2.1 (-12.9)	+2.6 (-1.4)	+0.5 (+1.3)	-0.7 (-13.3)	二零零六年第二季 Q2 2006
+1.0 (-0.2)	+2.4 (-0.7)	-3.1 (-2.4)	-3.9 (-8.5)	-3.8 (+0.2)	-1.4 (-0.4)	二零零六年第三季 Q3 2006
-1.0 (#)	+4.0 (+16.6)	-4.4 (-1.4)	+6.3 (+17.5)	+1.7 (-0.9)	+2.7 (+8.9)	二零零六年第四季 Q4 2006

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)  
(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零零七年第一季 Q1 2007	+5.2 (+13.1)	+7.6 (+18.1)	-1.4 (+10.0)	+4.3 (+18.0)	+1.0 (-4.4)	+1.7 (+8.4)
二零零七年第二季 Q2 2007	-2.9 (-12.8)	+5.0 (-7.1)	+0.7 (-18.4)	-2.5 (-19.8)	+1.0 (-9.0)	-1.5 (-11.3)
二零零七年第三季 Q3 2007	-2.4 (-3.4)	-19.1 (-18.7)	-0.1 (+5.5)	-2.6 (+1.0)	-2.2 (-0.2)	-1.7 (+0.8)
二零零七年第四季 Q4 2007	+1.3 (+6.1)	+20.8 (+25.0)	+0.4 (+5.3)	+0.1 (+3.9)	# (+14.6)	+0.8 (+2.6)
二零零八年第一季 Q1 2008	-1.0 (+4.9)	-14.4 (-7.7)	+4.0 (+14.7)	+3.1 (+15.7)	-3.0 (-8.2)	-1.7 (+3.8)
二零零八年第二季 Q2 2008	-0.5 (-8.9)	-9.9 (-19.4)	-3.7 (-21.0)	+1.5 (-15.8)	+0.2 (-10.5)	+1.0 (-8.2)
二零零八年第三季 Q3 2008	-0.5 (-1.3)	+7.7 (+7.5)	+0.8 (+7.5)	+4.8 (+9.2)	-2.1 (+3.1)	-0.2 (+2.8)
二零零八年第四季 Q4 2008	-2.6 (+1.1)	+7.8 (+12.8)	-0.9 (+2.8)	-3.7 (-0.4)	+0.3 (+11.5)	+0.2 (+1.3)
二零零九年第一季 Q1 2009	-5.7 (-0.7)	-3.7 (+2.2)	-3.1 (+6.0)	-2.6 (+7.9)	# (-3.9)	-4.5 (+0.5)
二零零九年第二季 Q2 2009	+5.1 (-2.6)	# (-9.1)	+3.1 (-14.4)	+0.7 (-15.3)	-4.4 (-15.5)	+3.3 (-5.0)
二零零九年第三季 Q3 2009	+2.2 (+1.1)	-1.2 (-2.6)	+1.6 (+7.9)	+1.1 (+5.7)	+9.1 (+17.0)	+2.3 (+4.7)
二零零九年第四季 Q4 2009	-2.4 (+1.1)	-2.5 (+2.9)	-2.9 (+0.1)	-2.3 (+0.6)	-3.7 (+3.9)	-1.3 (-1.1)

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)

(Q1 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
-5.6 (+0.5)	+3.7 (+20.8)	+1.6 (+8.1)	-1.9 (-3.0)	+0.3 (-2.0)	+0.6 (+7.1)	二零零七年第一季 Q1 2007
+4.0 (-2.0)	-2.4 (-23.4)	+3.9 (-3.7)	+2.6 (-1.3)	-0.9 (-0.3)	-0.2 (-12.5)	二零零七年第二季 Q2 2007
-4.0 (-5.0)	-0.7 (-2.5)	-0.9 (-1.6)	-3.2 (-7.5)	+1.4 (+6.3)	-0.8 (+0.9)	二零零七年第三季 Q3 2007
-1.2 (-0.1)	+6.2 (+17.9)	-2.9 (-2.1)	+4.6 (+14.2)	-0.9 (-4.2)	+2.9 (+8.2)	二零零七年第四季 Q4 2007
+6.2 (+12.0)	+6.3 (+23.5)	+14.9 (+21.8)	-0.7 (-0.8)	-2.3 (-4.0)	-2.7 (+3.1)	二零零八年第一季 Q1 2008
-4.8 (-9.7)	-7.2 (-26.7)	-8.2 (-12.0)	-0.8 (-5.1)	+1.2 (+1.5)	-0.5 (-12.1)	二零零八年第二季 Q2 2008
+2.2 (+1.3)	+1.1 (+0.6)	-4.8 (-5.7)	-2.5 (-5.6)	+1.2 (+6.7)	+0.1 (+2.5)	二零零八年第三季 Q3 2008
+2.6 (+3.7)	-1.7 (+7.5)	-0.8 (-2.7)	-2.4 (+4.5)	-0.3 (-4.6)	-1.0 (+3.0)	二零零八年第四季 Q4 2008
-4.9 (+0.4)	-3.6 (+12.0)	-2.0 (+4.4)	+2.0 (+3.3)	+3.0 (+1.7)	-0.1 (+5.8)	二零零九年第一季 Q1 2009
+2.5 (-3.0)	+3.1 (-17.6)	+6.7 (+4.0)	+0.3 (-4.7)	-1.3 (-1.2)	+0.2 (-11.1)	二零零九年第二季 Q2 2009
+1.6 (+0.4)	+3.4 (+2.4)	+0.7 (-0.2)	+4.4 (+2.7)	-2.3 (+3.8)	+3.2 (+6.3)	二零零九年第三季 Q3 2009
+1.0 (+2.0)	-4.4 (+2.5)	-2.9 (-6.8)	-4.3 (#)	-1.6 (-6.0)	-2.8 (-0.6)	二零零九年第四季 Q4 2009

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)  
(Q1 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 <sup>^</sup> 及 膳食服務活動 Accommodation <sup>^</sup> and food service activities
二零一零年第一季 Q1 2010	-2.8 (+1.9)	-1.9 (+2.8)	-0.8 (+8.2)	+0.5 (+10.0)	-0.9 (-2.3)	-1.6 (+4.1)
二零一零年第二季 Q2 2010	+3.0 (-4.0)	+4.5 (-3.7)	+1.4 (-14.5)	+1.1 (-13.9)	-0.3 (-12.7)	+1.3 (-6.3)
二零一零年第三季 Q3 2010	+1.9 (+0.6)	+0.2 (-1.8)	+0.9 (+6.8)	+1.2 (+5.8)	+6.5 (+15.0)	+2.9 (+5.2)
二零一零年第四季 Q4 2010	-2.4 (+1.5)	-4.6 (+0.8)	+0.9 (+3.3)	+2.6 (+5.6)	-4.7 (+0.7)	-3.0 (-3.3)
二零一一年第一季 Q1 2011	+3.1 (+7.7)	+1.1 (+5.6)	+2.9 (+12.3)	-2.7 (+5.4)	+2.2 (+3.1)	+4.6 (+10.7)
二零一一年第二季 Q2 2011	-1.3 (-8.0)	+1.8 (-5.6)	+5.2 (-10.5)	+8.8 (-6.3)	-1.2 (-13.9)	+1.9 (-5.3)
二零一一年第三季 Q3 2011	-0.7 (-2.0)	-2.8 (-5.0)	-3.2 (+2.0)	-0.5 (+3.8)	-4.9 (+1.7)	-2.6 (-0.7)
二零一一年第四季 Q4 2011	+0.8 (+5.3)	+6.4 (+12.2)	+2.1 (+4.0)	+1.8 (+4.9)	+2.1 (+8.0)	+0.2 (-0.1)
二零一二年第一季 Q1 2012	+9.7 (+14.1)	-3.8 (+0.5)	-5.6 (+3.3)	+0.1 (+7.9)	-6.6 (-4.9)	+2.2 (+8.1)

註釋： (1) 自二零一一年起，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二零零九至一零年為基期的綜合消費物價指數而計算出來。為方便比較，二零一一年以前的就業人士實質平均薪金指數經以二零零九至一零年為基期的綜合消費物價指數再次編製。

(2) 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二零一一年第四季的數字後完成。

(3) 括號內數字指未經季節性調整的按季變動百分率。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

@ 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。

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)  
(Q1 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
-1.9 (+3.7)	+0.9 (+18.6)	-1.6 (+5.1)	+1.7 (+4.7)	+0.2 (-1.5)	-1.1 (+5.5)	二零一零年第一季 Q1 2010
+1.0 (-4.2)	+3.3 (-16.5)	+1.2 (+0.1)	-1.2 (-7.1)	-1.6 (-1.8)	+2.6 (-8.4)	二零一零年第二季 Q2 2010
-0.5 (-1.7)	+3.6 (+2.1)	+1.8 (+1.8)	+1.6 (+1.4)	-1.3 (+5.6)	+0.2 (+3.4)	二零一零年第三季 Q3 2010
-1.9 (-0.8)	+2.0 (+8.3)	-3.6 (-9.2)	-1.8 (+0.8)	-1.2 (-6.0)	-0.9 (+0.4)	二零一零年第四季 Q4 2010
+1.4 (+7.1)	+2.7 (+21.5)	+2.3 (+9.0)	-7.2 (-3.5)	-2.0 (-3.6)	+1.5 (+8.4)	二零一一年第一季 Q1 2011
+3.1 (-2.1)	-0.4 (-19.1)	+4.6 (+4.3)	+3.4 (-3.3)	-0.6 (-0.8)	+0.9 (-9.6)	二零一一年第二季 Q2 2011
-1.4 (-2.6)	-2.5 (-4.8)	+2.1 (+2.6)	+6.1 (+7.0)	+6.0 (+13.8)	+0.2 (+3.3)	二零一一年第三季 Q3 2011
+1.6 (+2.7)	+1.9 (+8.3)	+2.6 (-4.2)	-1.4 (+0.1)	-3.0 (-7.9)	+0.9 (+2.0)	二零一一年第四季 Q4 2011
+0.6 (+6.2)	+1.5 (+20.7)	-0.5 (+6.0)	-6.7 (-2.4)	+0.7 (-0.9)	# (+7.0)	二零一二年第一季 Q1 2012

- Notes :
- (1) As from 2011, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2009/10-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2011 have been re-compiled using the 2009/10-based Composite CPI.
  - (2) 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 2011 taken into account.
  - (3) Figures in brackets denote seasonally unadjusted quarter-to-quarter percentage changes.
- ^ Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.
- @ 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.

## 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 <sup>***</sup> Publishing activities <sup>***</sup>
電力及燃氣業 <sup>***</sup> Electricity and gas <sup>***</sup>	電力及燃氣供應 <sup>***</sup> Electricity and gas supply <sup>***</sup>
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 <sup>^</sup> 及膳食服務活動 Accommodation <sup>^</sup> 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 <sup>***</sup> Sewerage and waste management activities <sup>***</sup>

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。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

(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，有關行業被歸類為倉倉及運輸輔助活動，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.

<sup>^</sup> Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

(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 為顧及工資統計數字的一些主要使用者的數據需求，政府統計處在「勞工收入統計調查」採用「香港標準行業分類 2.0 版」後，仍有編製及發布按「香港標準行業分類 1.1 版」分類的運輸服務業工資指數。隨着以二零零九年第四季為統計期的工資統計數字的發布，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已停止編製及發布，而只提供按「香港標準行業分類 2.0 版」編製的工資統計數字。

7.7 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。

7.8 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<sup>^</sup>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。

<sup>^</sup> 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。

7.6 To meet the data needs of some major users of wage statistics, wage indices for the transport services sector based on HSIC V1.1 have also been compiled and published after implementation of HSIC V2.0 in the LES. Following the release of the wage statistics for the survey reference period of the fourth quarter of 2009, 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 of 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 is discontinued and only wage statistics compiled based on HSIC V2.0 are available as from the survey reference period of the first quarter of 2010.

7.7 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 the Appendix.

7.8 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<sup>^</sup> 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.

<sup>^</sup> Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

7.9 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。

#### *機構單位涵蓋範圍*

7.10 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」，並無清楚界定其員工的職責範圍，或要求其員工負責多項職責。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就業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就業人數下限，詳情請參閱附錄。

7.11 薪金總額統計調查包括統計調查涵蓋的所有機構單位，而不論就業人數的多少。

#### *僱員涵蓋範圍*

7.12 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員工，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員工、學徒、見習人員、受訓人員及在試用期的員工，原因是這些員工的工作職務與統計調查所界定的職責說明，可能有所不同。

7.13 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。

7.9 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.

#### *Establishment Coverage*

7.10 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 the Appendix.

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

#### *Employee Coverage*

7.12 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.

7.13 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

7.14 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。

7.15 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。

7.16 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

7.17 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。

7.18 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，然後由外勤人員致電或造訪各機構單位，並在有需要的情況下協助受訪者填寫問卷。

7.19 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

7.14 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.

7.15 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).

7.16 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

7.17 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.

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

7.19 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

7.20 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。每季的薪金總額統計調查的樣本由約 4 000 間機構單位組成。另在每年的第一季，會從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，而在第二、三及四季則抽選約 1 100 間機構單位，作為工資統計調查的樣本。

7.21 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

7.22 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。

7.23 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

7.20 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 4 000 establishments in each quarter. A sub-sample of 2 000 establishments from the payroll enquiry is taken as the sample for the wage enquiry in the first quarter of the year, while sub-samples of around 1 100 establishments are selected for the wage enquiry in the second, third and fourth quarters.

7.21 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

7.22 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.

7.23 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.

7.24 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。

7.24 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.

7.25 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中有關行業、職業及性別方面的勞動人口結構轉變影響下工資率的變動。計算方法是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：

7.25 Nominal and Real Wage Indices The Nominal Wage Index is designed to measure the pure change in wage rates unaffected by changes in the structure of the labour force with respect to industry, occupation and sex 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

$$W_j^{t-1} = N_j^{t-1} R_j^{t-1} = \text{在 } t-1 \text{ 期付予第 } j \text{ 個僱員類別所有僱員的總工資；}$$

total wage bill paid to all employees in the jth category at period t-1;

$$\frac{R_j^t}{R_j^{t-1}} = \text{第 } j \text{ 個僱員類別的僱員在 } t \text{ 至 } t-1 \text{ 期間的工資率對比。}$$

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

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

7.26 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員工工資金額購買力的轉變。

7.26 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.

## 估計方法 - 薪金總額統計

7.27 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：

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

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).

7.28 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。

## Estimation Method - Payroll Statistics

7.27 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:

7.28 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.



7.29 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」方法是用作編製經季節性調整的統計數列的標準方法。

#### *工資及薪金總額指數的後向估計數列*

7.30 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)聯絡，或參考政府統計處網站 ([www.censtatd.gov.hk](http://www.censtatd.gov.hk))。

7.29 For performing seasonal adjustment of the nominal and real indices of payroll per person engaged, starting from the fourth quarter of 2008, the X-12 ARIMA method had replaced the X-11 ARIMA method. The X-12 ARIMA method is an update to the X-11 ARIMA method with enhanced modelling and diagnostic capabilities. The X-12 ARIMA is a standard method applied in compiling seasonally adjusted statistical data series.

#### *Backcasted Series of Wage and Payroll Indices*

7.30 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)).

「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>Manufacturing</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>Electricity and gas supply</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	20
<b>(iii) 污水處理及廢棄物管理</b>	<b>Sewerage and waste management activities</b>		
9. 污水處理及廢棄物管理	Sewerage and waste management activities	370, 381, 382, 3839	10
<b>(iv) 進出口貿易及批發</b>	<b>Import/export and wholesale trades</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

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>(iv) 進出口貿易及批發</b> <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>Retail trade</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>Transportation</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	20
19. 航空運輸	Air transport	510	20
20. 航空貨運代理服務	Air cargo forwarding services	522901	10
<b>(vii) 住宿<sup>^</sup>及膳食服務活動</b>	<b>Accommodation<sup>^</sup> and food service activities</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>Publishing activities</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>Financial and insurance activities</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>Real estate leasing and maintenance management</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 7.10 段。

Notes: See paragraph 7.10 in part VII of this report.

^ 住宿服務包括酒店、賓館、旅舍及其他提供短期住宿服務的機構單位。  
Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

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