

工資及薪金總額按季統計報告

Quarterly Report of Wage and Payroll Statistics

2016 年 12 月
December 2016



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



工資及薪金總額按季統計報告

Quarterly Report of Wage and Payroll Statistics

2016 年 12 月
December 2016

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1. 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 本報告的統計數字只反映「勞工收入統計調查」所包括的行業的情況。由於統計調查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」的數字不應用以反映相關行業主類及所有行業的整體情況。

1.3 此外，工資統計數字只涉及從事督導級或以下職業的全職僱員，經理級及專業僱員並不包括在內。相反，薪金總額統計數字則涵蓋所有受薪僱員、在職董事、無酬家屬幫工和經常參與機構單位業務的東主及合夥人。

1.4 有關「勞工收入統計調查」的涵蓋範圍的詳情，請參考本報告第 7 部的說明。讀者在運用工資及薪金總額統計數據時，必須留意有關數字在涵蓋範圍方面的局限。

特別註釋

1.5 所有增減百分率按小數點後兩個位的指數計算出來。

1.6 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。

1. 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 Statistics quoted in this report relate only to those industries covered by the LES. Since the survey does not cover all the industries in Hong Kong, figures at the industry section level and the “all selected industry sections” level should not be taken to reflect the overall situations in the corresponding industry section and in all industries.

1.3 Moreover, the wage statistics relate to full-time employees engaged in occupations at or below the supervisory level only. Managerial and professional employees are not covered. On the other hand, the payroll statistics cover all paid employees, working directors, unpaid family workers and proprietors and partners actively engaged in the work of the establishments.

1.4 For more details about the coverage of the LES, please refer to Part 7 of this report. Readers should pay caution to the limitations of the wage and payroll statistics in coverage when using such figures.

Special notes

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

1.6 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

1.7 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 1.6 段。)

Symbols

1.7 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 1.6 above.)

2. 工資率與薪金總額的分別

2.1 工資率通常視作勞工的「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，並與時間單位掛鉤，例如 1 小時、1 日、1 星期或 1 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，其收入便會高於工資率。

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 4 部第 4.1、4.8 及 4.9 段。

3. 統計調查結果摘要

工資統計

名義工資指數

3.1 2016 年 12 月的名義工資指數較上年同期上升 3.6%。

3.2 按行業主類分析，在 2016 年 12 月，所有選定行業主類均錄得 2.8% 至 4.9% 不等的按年升幅。

3.3 2015 年 12 月、2016 年 9 月及 2016 年 12 月選定行業主類的名義工資指數載列於下表：

2. 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 hours 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 the elements of payments covered under wage rate and payroll, please refer to paragraphs 4.1, 4.8 and 4.9 in Part 4 of this report.

3. Summary of survey findings

Wage statistics

Nominal Wage Indices

3.1 The Nominal Wage Index increased by 3.6% in December 2016 over a year earlier.

3.2 Analysed by industry section, year-on-year increases ranging from 2.8% to 4.9% were recorded in all selected industry sections in December 2016.

3.3 The Nominal Wage Indices for December 2015, September 2016 and December 2016 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 (1992 年 9 月=100) Index (September 1992=100)			增減百分率 Percentage change	
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2016年12月 與2016年9月比較 Dec. 2016 over Sep. 2016	2016年12月 與2015年12月比較 Dec. 2016 over Dec. 2015
製造 Manufacturing	199.1	206.6	206.8	+0.1	+3.9
進出口貿易、批發及零售 Import/export, wholesale and retail trades	210.5	215.9	216.3	+0.2	+2.8
運輸 Transportation	189.1	195.6	195.3	-0.1	+3.3
住宿 [^] 及膳食服務活動 Accommodation [^] and food service activities	186.2	194.5	195.1	+0.3	+4.8
金融及保險活動 Financial and insurance activities	222.8	228.9	230.0	+0.5	+3.2
地產租賃及保養管理 Real estate leasing and maintenance management	231.7	239.9	239.9	\$	+3.5
專業及商業服務 Professional and business services	236.8	245.3	247.5	+0.9	+4.5
個人服務 Personal services	287.8	297.9	301.9	+1.3	+4.9
所有選定行業主類 [@] All selected industry sections [@]	211.9	219.0	219.6	+0.3	+3.6

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.

實質工資指數

3.4 2016 年 12 月的實質工資指數較上年同期上升 2.5%。

3.5 按行業主類分析，在 2016 年 12 月，所有選定行業主類均錄得 1.7% 至 3.8% 不等的按年升幅。

3.6 2015 年 12 月、2016 年 9 月及 2016 年 12 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 2.5% in December 2016 over a year earlier.

3.5 Analysed by industry section, year-on-year increases ranging from 1.7% to 3.8% were recorded in all selected industry sections in December 2016.

3.6 The Real Wage Indices for December 2015, September 2016 and December 2016 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 (1992 年 9 月=100) Index (September 1992=100)			增減百分率 Percentage change	
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2016年12月 與2016年9月比較 Dec. 2016 over Sep. 2016	2016年12月 與2015年12月比較 Dec. 2016 over Dec. 2015
製造 Manufacturing	110.5	114.2	113.6	-0.5	+2.8
進出口貿易、批發及零售 Import/export, wholesale and retail trades	116.9	119.4	118.8	-0.5	+1.7
運輸 Transportation	105.0	108.1	107.3	-0.8	+2.2
住宿 [^] 及膳食服務活動 Accommodation [^] and food service activities	103.4	107.6	107.2	-0.3	+3.7
金融及保險活動 Financial and insurance activities	123.7	126.6	126.3	-0.2	+2.1
地產租賃及保養管理 Real estate leasing and maintenance management	128.7	132.6	131.8	-0.6	+2.4
專業及商業服務 Professional and business services	131.5	135.6	135.9	+0.2	+3.4
個人服務 Personal services	159.8	164.7	165.8	+0.7	+3.8
所有選定行業主類 [@] All selected industry sections [@]	117.7	121.1	120.7	-0.3	+2.5

註釋：(1) 自2016年起，實質工資指數是以名義工資指數扣除以2014/15年為基期的甲類消費物價指數而計算出來。

[^] 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。

Notes: (1) As from 2016, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2014/15-based CPI(A).

[^] 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.

薪金總額統計

就業人士名義平均薪金指數

3.7 2016年第4季的就業人士名義平均薪金指數較上年同期上升3.8%。

3.8 按行業主類分析，在2016年第4季，所有選定行業主類均錄得2.6%至5.1%不等的按年升幅。

3.9 2015年第4季、2016年第3季及2016年第4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 increased by 3.8% in nominal terms in the fourth quarter of 2016 over a year earlier.

3.8 Analysed by industry section, year-on-year increases ranging from 2.6% to 5.1% were recorded in all selected industry sections in the fourth quarter of 2016.

3.9 The Nominal Indices of Payroll per Person Engaged for the fourth quarter of 2015, third quarter of 2016 and fourth quarter of 2016 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 (1999 年第 1 季=100) Index (Q1 1999=100)			增減百分率 Percentage change	
	2015年 第4季 Q4 2015	2016年 第3季 Q3 2016	2016年 第4季 Q4 2016	2016年第4季 與2016年 第3季比較 Q4 2016 over Q3 2016	2016年第4季 與2015年 第4季比較 Q4 2016 over Q4 2015
製造 Manufacturing	122.7	120.2	126.5	+5.2	+3.1
污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities	187.3	182.3	193.5	+6.1	+3.3
進出口貿易及批發 Import/export and wholesale trades	144.4	140.3	148.1	+5.6	+2.6
零售 Retail trade	157.5	147.2	162.1	+10.1	+2.9
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	136.6	128.0	141.2	+10.3	+3.4
住宿 [^] 及膳食服務活動 Accommodation [^] and food service activities	123.1	126.2	129.4	+2.5	+5.1
資訊及通訊 Information and communications	125.7	126.9	130.7	+3.0	+4.0
金融及保險活動 Financial and insurance activities	183.8	171.6	190.4	+10.9	+3.6
地產活動 Real estate activities	139.6	145.3	145.8	+0.3	+4.4
專業及商業服務 Professional and business services	129.2	126.7	135.1	+6.6	+4.6
社會及個人服務 Social and personal services	116.2	129.5	120.0	-7.3	+3.3
所有選定行業主類 [@] All selected industry sections [@]	141.9	141.7	147.2	+3.9	+3.8

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。

@ 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: ^ 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.

就業人士實質平均薪金指數

3.10 2016 年第 4 季的就業人士實質平均薪金指數較上年同期上升 2.5%。

3.11 按行業主類分析，在 2016 年第 4 季，所有選定行業主類均錄得 1.4% 至 3.8% 不等的按年升幅。

3.12 2015 年第 4 季、2016 年第 3 季及 2016 年第 4 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 Index of Payroll per Person Engaged increased by 2.5% in real terms in the fourth quarter of 2016 over a year earlier.

3.11 Analysed by industry section, year-on-year increases ranging from 1.4% to 3.8% were recorded in all selected industry sections in the fourth quarter of 2016.

3.12 The Real Indices of Payroll per Person Engaged for the fourth quarter of 2015, third quarter of 2016 and fourth quarter of 2016 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 (1999 年第 1 季=100) Index (Q1 1999=100)			增減百分率 Percentage change	
	2015年 第4季 Q4 2015	2016年 第3季 Q3 2016	2016年 第4季 Q4 2016	2016年第4季 與2016年 第3季比較 Q4 2016 over Q3 2016	2016年第4季 與2015年 第4季比較 Q4 2016 over Q4 2015
製造 Manufacturing	99.6	97.1	101.4	+4.5	+1.9
污水處理、廢棄物管理及污染防治活動 Sewerage, waste management and remediation activities	152.0	147.2	155.2	+5.4	+2.1
進出口貿易及批發 Import/export and wholesale trades	117.2	113.3	118.8	+4.9	+1.4
零售 Retail trade	127.9	118.8	130.0	+9.4	+1.7
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	110.9	103.4	113.3	+9.6	+2.1
住宿 [^] 及膳食服務活動 Accommodation [^] and food service activities	99.9	101.9	103.8	+1.8	+3.8
資訊及通訊 Information and communications	102.0	102.5	104.8	+2.3	+2.7
金融及保險活動 Financial and insurance activities	149.2	138.6	152.7	+10.2	+2.3
地產活動 Real estate activities	113.3	117.3	116.9	-0.4	+3.1
專業及商業服務 Professional and business services	104.8	102.3	108.3	+5.8	+3.3
社會及個人服務 Social and personal services	94.3	104.6	96.3	-8.0	+2.1
所有選定行業主類 [@] All selected industry sections [@]	115.2	114.4	118.1	+3.2	+2.5

註釋： (1) 自2016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2014/15年為基期的綜合消費物價指數而計算出來。

[^] 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。

Notes: (1) As from 2016, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2014/15-based Composite CPI.

[^] 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.

圖 1 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

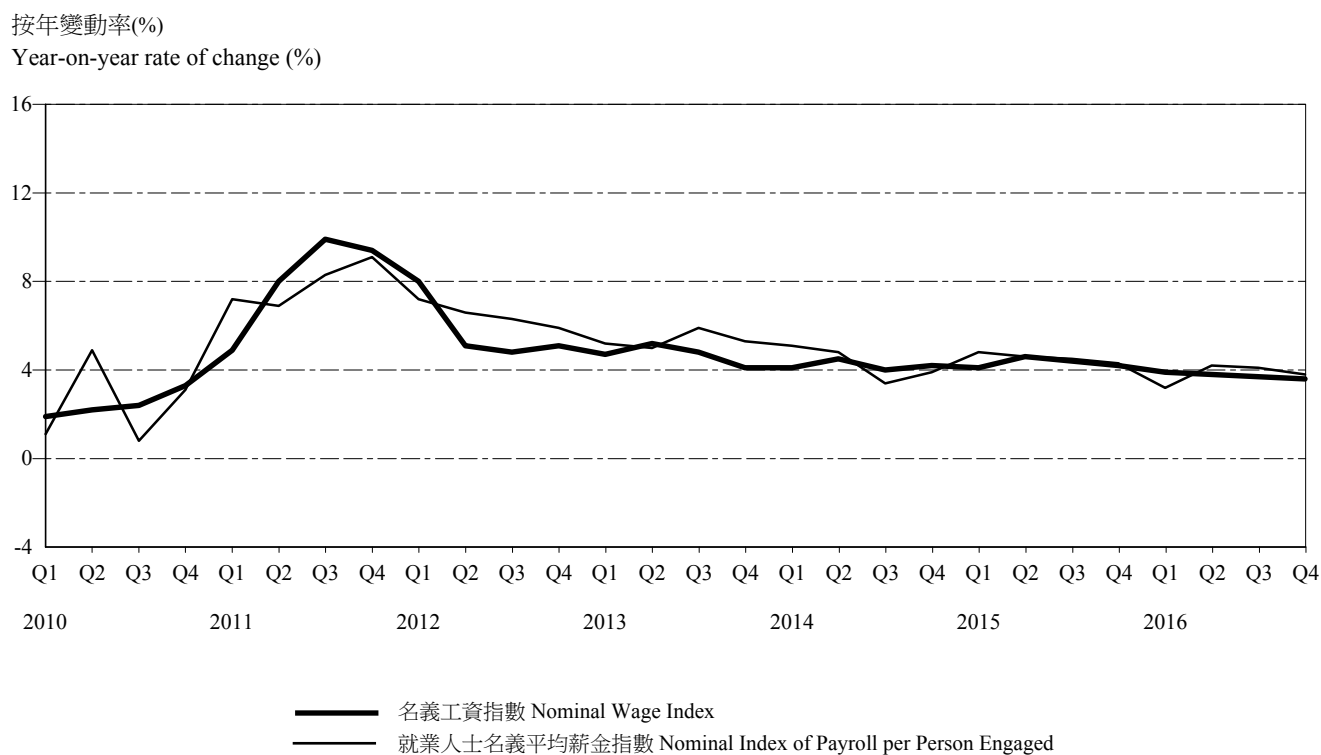
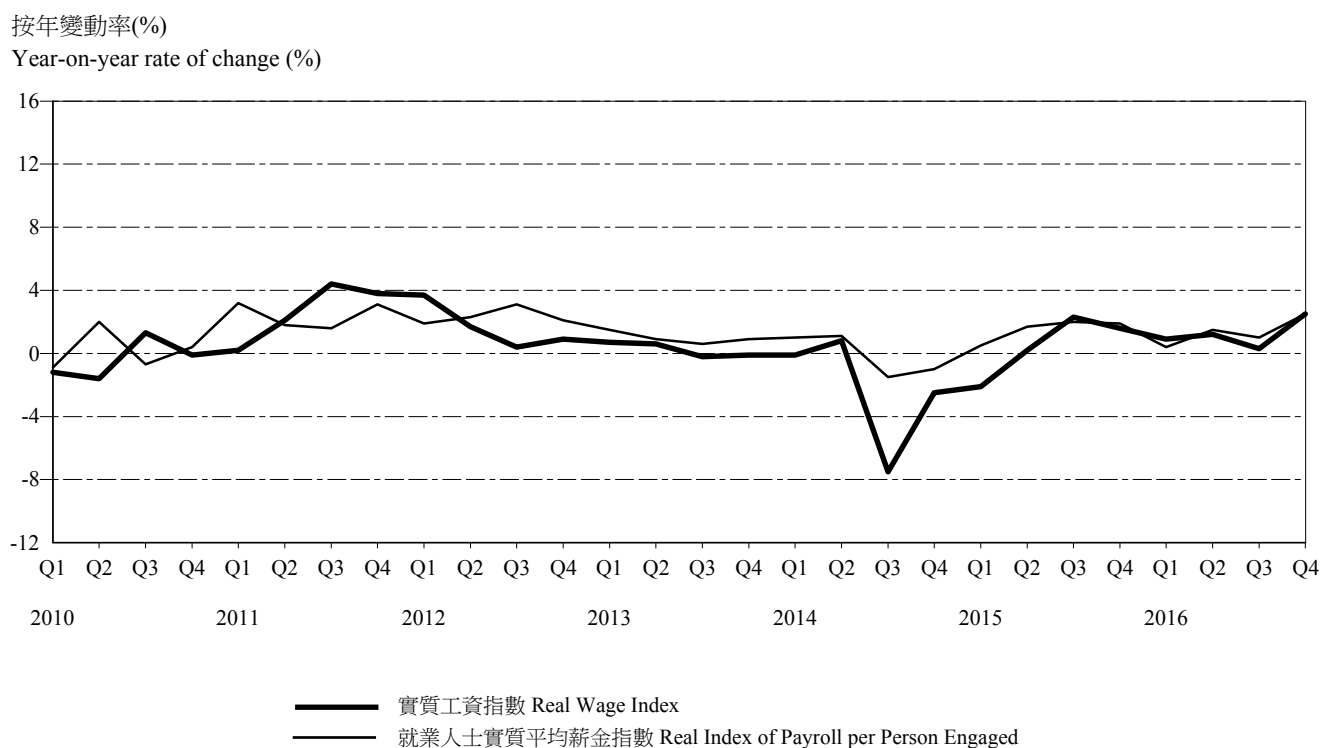


圖 2 所有選定行業主類的實質工資指數及就業人士實質平均薪金指數的按年變動率
Chart 2 Year-on-year rates of change in Real Wage Index and Real Index of Payroll per Person Engaged: all selected industry sections



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 1 季及第 4 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會隨着獲取更新數據後而作出修訂。當每年第 4 季的數字發表時，會一併修訂對上 3 年的經季節性調整的就業人士平均薪金指數。

3.16 2016 年第 4 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+0.8%，而 2015 年第 4 季的相應變動率則為+1.1%。有關就業人士實質平均薪金指數，2016 年第 4 季經季節性調整的按季變動率為+1.2%，而 2015 年第 4 季的相應變動率為-0.1%。

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 series of Indices of Payroll per Person Engaged (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). 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 3 years are revised each year when the figures for the fourth quarter become available.

3.16 The seasonally adjusted quarter-to-quarter rate of change of Nominal Index of Payroll per Person Engaged in the fourth quarter of 2016 was +0.8%. The corresponding rate of change in the fourth quarter of 2015 was +1.1%. As regards the Real Index of Payroll per Person Engaged, the seasonally adjusted quarter-to-quarter rate of changes in the fourth quarter of 2016 was +1.2%. The corresponding rate of change in the fourth quarter of 2015 was -0.1%.

圖 3 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

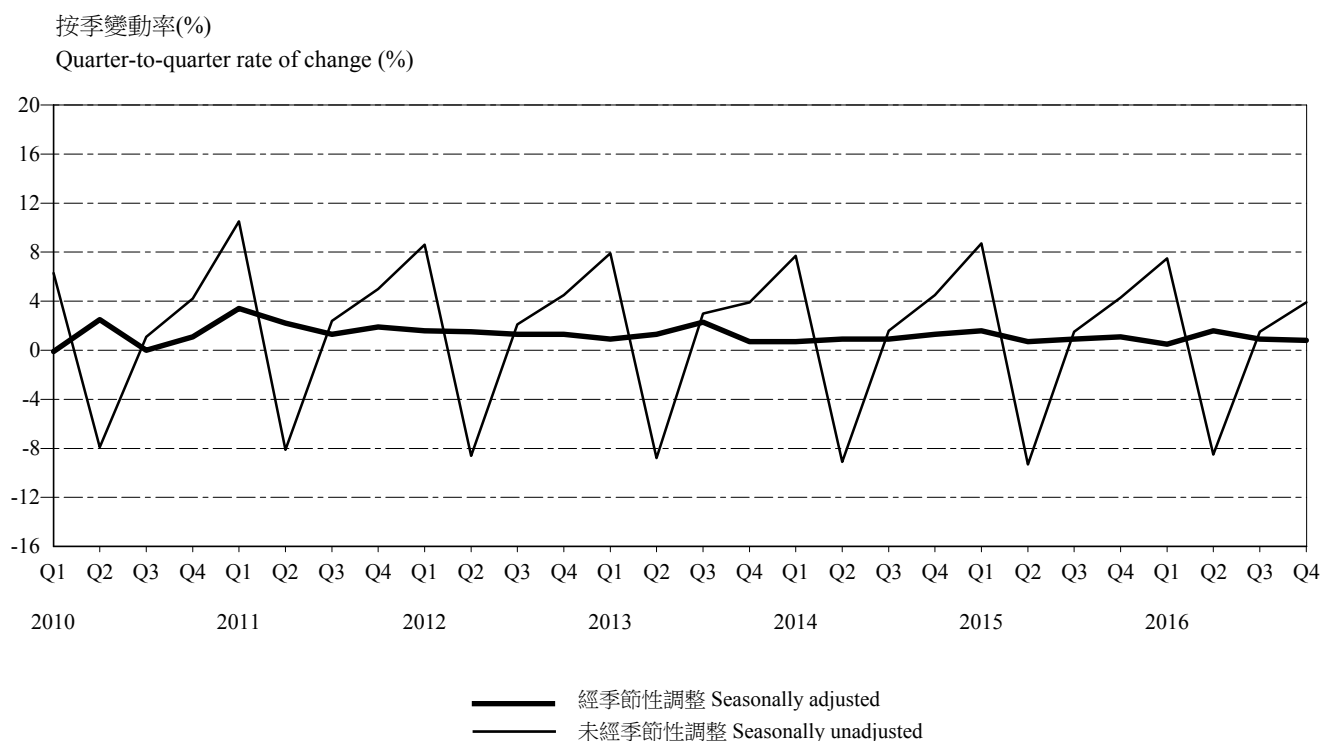
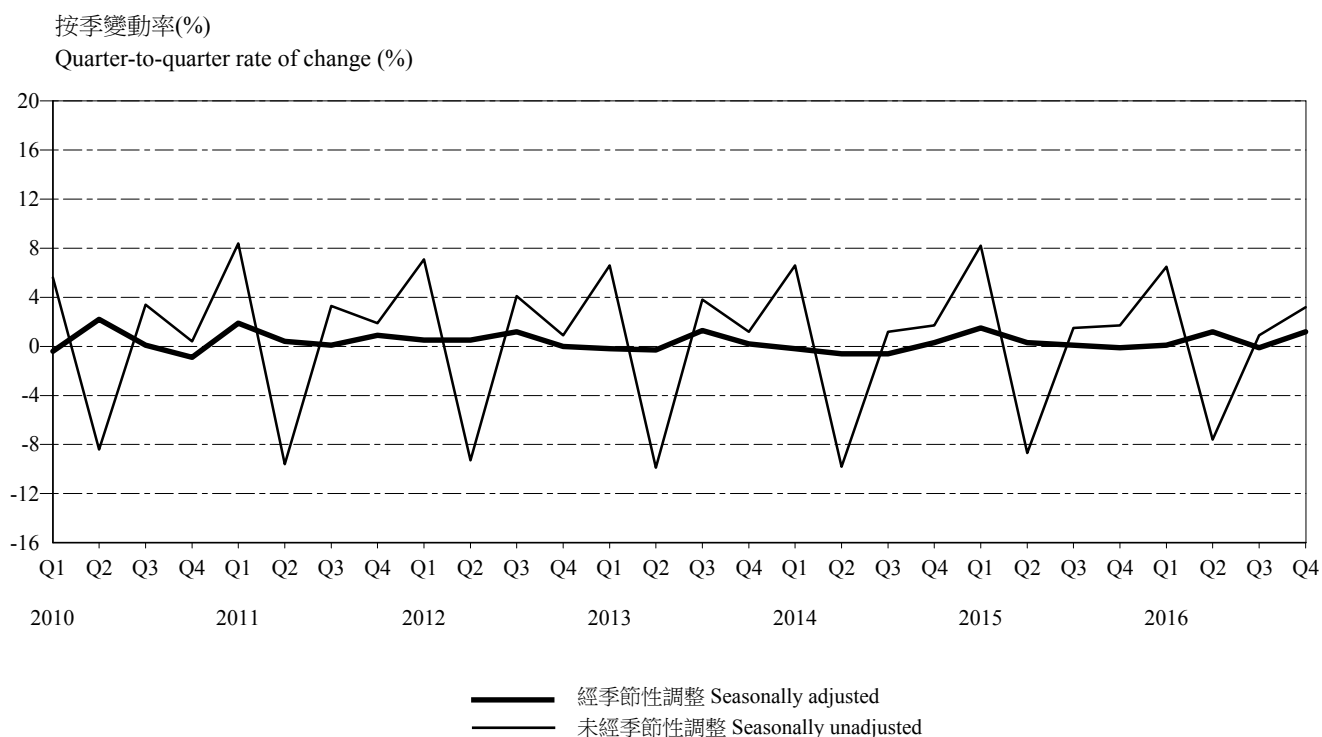


圖 4 經季節性調整的所有選定行業主類就業人士實質平均薪金指數的按季變動率
Chart 4 Seasonally adjusted quarter-to-quarter rates of change in Real Index of Payroll per Person Engaged: all selected industry sections



4. 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) 保證發放的年終花紅／酬金；及
- (viii) 其他保證發放的獎金及津貼。

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，不包括用膳時間和休息時間。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，每月標準工作日數為 26 日；如每星期工作 5½ 日，每月標準工作日數為 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，每月標準工作日數為 23 日；如每星期工作 5 日，每月標準工作日數為 22 日。每月標準工作日數並不是指實際工作日數，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勞動人口的行業、職業及性別結構維持不變，從而量度督導級及以下僱員（即不包括經理級與專業僱員）純粹在工資率方面的變動。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。

4. 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 benefit;
- (vi) good attendance bonus;
- (vii) guaranteed year-end bonus/ payment; and
- (viii) other 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 standard working days per month if working 6 days a week or if 4 rest days are granted per month; 24 standard working days per month if working 5½ days a week; 23 standard working days per month if working 5 days per week with an additional half day on alternate Saturdays; and 22 standard working days per month 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 of employees up to supervisory level (that is, managerial and professional employees are not included) 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中，以甲類消費物價指數扣除通脹的影響而得出。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，如需分析純粹在工資率方面的變動，應採用工資指數作為反映工資率變動的指標。

4.7 個別職業工資率的可靠性 在「勞工收入統計調查」中，工資統計調查的樣本數目僅為 1 100 間機構單位（見第 7 部的 7.21 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。

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) 東主和商業合夥人所賺取的利潤；
- (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的利益；
- (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。

4.5 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 1 100 establishments in the wage enquiry of the LES (see paragraph 7.21 in Part 7), 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.

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 就業人士名義和實質薪金指數 就業人士平均薪金是將有關統計期的薪金總額除以統計日期的就業人數而得出。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 1999 年第 1 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中，以綜合消費物價指數扣除通脹的影響而得出。

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及在職董事，還包括在職東主、在職合夥人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，一般可用以顯示僱員的平均收入的變動。

4.10 Nominal and Real Indices of Payroll per Person Engaged Payroll per person engaged is derived by dividing the total payroll of the reference period 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 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 and working directors, but also include working proprietors, active business partners and unpaid family workers 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

(1992 年 9 月=100) (September 1992=100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿^及 膳食服務活動 Accommodation^ and food service activities	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@
2004年3月 Mar. 2004	144.0 (n.a.)	154.6 (n.a.)	144.1 (n.a.)	126.9 (n.a.)	156.0 (n.a.)	152.8 (n.a.)	137.5 (n.a.)	160.3 (n.a.)	145.5 (n.a.)
2004年6月 Jun. 2004	145.7 (n.a.)	155.5 (n.a.)	145.5 (n.a.)	126.8 (n.a.)	163.7 (n.a.)	154.0 (n.a.)	140.6 (n.a.)	158.9 (n.a.)	146.6 (n.a.)
2004年9月 Sep. 2004	145.5 (n.a.)	152.8 (n.a.)	143.8 (n.a.)	125.6 (n.a.)	164.1 (n.a.)	150.2 (n.a.)	139.1 (n.a.)	162.4 (n.a.)	144.8 (n.a.)
2004年12月 Dec. 2004	146.2 (n.a.)	154.4 (n.a.)	144.6 (n.a.)	126.0 (n.a.)	161.7 (n.a.)	152.0 (n.a.)	137.1 (n.a.)	164.5 (n.a.)	145.4 (n.a.)
2005年3月 Mar. 2005	150.1 (+4.3)	157.5 (+1.9)	145.7 (+1.1)	126.8 (-0.1)	158.6 (+1.7)	150.9 (-1.2)	136.5 (-0.7)	168.5 (+5.1)	146.9 (+1.0)
2005年6月 Jun. 2005	147.7 (+1.4)	156.9 (+0.9)	146.6 (+0.8)	125.5 (-1.0)	163.2 (-0.3)	154.1 (+0.1)	137.7 (-2.1)	168.3 (+5.9)	147.5 (+0.6)
2005年9月 Sep. 2005	144.6 (-0.6)	155.7 (+1.9)	146.3 (+1.8)	125.9 (+0.2)	161.2 (-1.7)	153.2 (+2.0)	134.7 (-3.2)	161.9 (-0.3)	146.4 (+1.1)
2005年12月 Dec. 2005	148.4 (+1.5)	157.1 (+1.8)	146.4 (+1.2)	126.9 (+0.7)	163.3 (+1.0)	153.5 (+1.0)	135.1 (-1.5)	163.3 (-0.7)	147.7 (+1.6)
2006年3月 Mar. 2006	147.9 (-1.5)	157.0 (-0.3)	145.8 (+0.1)	126.7 (-0.1)	164.2 (+3.5)	158.8 (+5.2)	135.8 (-0.5)	165.8 (-1.6)	148.3 (+0.9)
2006年6月 Jun. 2006	147.3 (-0.3)	159.4 (+1.6)	146.6 (§)	127.4 (+1.5)	166.1 (+1.8)	155.0 (+0.5)	138.7 (+0.7)	166.9 (-0.8)	149.5 (+1.4)
2006年9月 Sep. 2006	148.5 (+2.7)	158.3 (+1.6)	146.1 (-0.1)	127.9 (+1.6)	167.3 (+3.8)	155.5 (+1.5)	140.3 (+4.1)	169.8 (+4.9)	149.8 (+2.3)
2006年12月 Dec. 2006	148.7 (+0.2)	159.6 (+1.6)	146.9 (+0.3)	128.1 (+0.9)	162.1 (-0.7)	156.8 (+2.2)	142.5 (+5.5)	182.0 (+11.4)	151.0 (+2.2)

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.

(1992 年 9 月=100) (September 1992=100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2007年3月 Mar. 2007	152.7 (+3.3)	159.7 (+1.7)	146.1 (+0.2)	128.5 (+1.4)	169.8 (+3.4)	157.6 (-0.8)	142.6 (+5.0)	178.4 (+7.6)	151.4 (+2.1)
2007年6月 Jun. 2007	153.4 (+4.2)	162.9 (+2.2)	148.3 (+1.2)	130.1 (+2.2)	167.5 (+0.9)	158.6 (+2.3)	146.3 (+5.5)	184.2 (+10.4)	153.7 (+2.8)
2007年9月 Sep. 2007	153.8 (+3.6)	161.5 (+2.0)	148.9 (+1.9)	129.2 (+1.0)	167.9 (+0.3)	158.1 (+1.7)	147.3 (+5.0)	189.5 (+11.6)	153.5 (+2.5)
2007年12月 Dec. 2007	157.7 (+6.0)	164.6 (+3.2)	150.6 (+2.5)	129.2 (+0.9)	170.5 (+5.1)	160.4 (+2.3)	147.8 (+3.7)	190.3 (+4.6)	155.2 (+2.8)
2008年3月 Mar. 2008	154.6 (+1.2)	166.9 (+4.5)	151.3 (+3.5)	132.8 (+3.3)	170.2 (+0.2)	162.4 (+3.1)	151.3 (+6.1)	179.5 (+0.6)	157.5 (+4.0)
2008年6月 Jun. 2008	160.3 (+4.5)	170.4 (+4.6)	150.7 (+1.6)	134.0 (+3.0)	176.1 (+5.1)	162.6 (+2.6)	153.6 (+5.0)	186.3 (+1.1)	160.0 (+4.1)
2008年9月 Sep. 2008	158.8 (+3.3)	169.6 (+5.0)	153.5 (+3.1)	134.5 (+4.1)	178.1 (+6.1)	164.8 (+4.2)	154.8 (+5.1)	192.2 (+1.4)	160.5 (+4.6)
2008年12月 Dec. 2008	159.9 (+1.4)	165.1 (+0.3)	149.1 (-1.0)	131.6 (+1.9)	170.3 (-0.1)	162.0 (+1.0)	153.0 (+3.5)	188.1 (-1.2)	156.6 (+0.9)
2009年3月 Mar. 2009	157.9 (+2.2)	165.0 (-1.1)	150.0 (-0.9)	130.0 (-2.1)	170.4 (+0.1)	161.0 (-0.9)	152.8 (+1.0)	182.8 (+1.9)	156.1 (-0.9)
2009年6月 Jun. 2009	156.9 (-2.1)	166.6 (-2.2)	151.4 (+0.4)	129.3 (-3.5)	173.5 (-1.5)	161.1 (-0.9)	153.4 (-0.1)	184.6 (-0.9)	157.0 (-1.9)
2009年9月 Sep. 2009	155.6 (-2.0)	166.6 (-1.8)	151.8 (-1.1)	130.2 (-3.2)	173.5 (-2.5)	163.1 (-1.0)	155.0 (+0.1)	185.6 (-3.4)	157.5 (-1.8)
2009年12月 Dec. 2009	155.3 (-2.9)	166.2 (+0.7)	151.6 (+1.7)	131.4 (-0.2)	174.0 (+2.1)	164.0 (+1.2)	156.4 (+2.2)	187.9 (-0.1)	157.9 (+0.8)

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.

(1992 年 9 月=100) (September 1992=100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2010年3月 Mar. 2010	155.4 (-1.6)	167.5 (+1.5)	151.6 (+1.1)	132.1 (+1.6)	176.9 (+3.9)	165.8 (+3.0)	157.4 (+3.1)	189.0 (+3.4)	159.0 (+1.9)
2010年6月 Jun. 2010	155.4 (-1.0)	169.7 (+1.8)	152.6 (+0.8)	132.7 (+2.6)	178.3 (+2.8)	166.5 (+3.3)	159.2 (+3.7)	190.2 (+3.1)	160.5 (+2.2)
2010年9月 Sep. 2010	155.2 (-0.3)	170.9 (+2.6)	153.4 (+1.0)	133.3 (+2.3)	178.7 (+3.0)	166.8 (+2.3)	159.8 (+3.1)	190.9 (+2.8)	161.3 (+2.4)
2010年12月 Dec. 2010	153.7 (-1.0)	173.5 (+4.4)	153.9 (+1.5)	135.8 (+3.4)	177.9 (+2.2)	167.1 (+1.9)	162.0 (+3.6)	196.3 (+4.4)	163.1 (+3.3)
2011年3月 Mar. 2011	160.1 (+3.0)	177.3 (+5.8)	154.6 (+2.0)	140.7 (+6.5)	185.7 (+5.0)	168.6 (+1.7)	166.4 (+5.7)	195.8 (+3.6)	166.9 (+4.9)
2011年6月 Jun. 2011	164.3 (+5.7)	181.7 (+7.1)	158.2 (+3.7)	144.9 (+9.2)	191.3 (+7.3)	183.6 (+10.3)	181.6 (+14.1)	206.6 (+8.6)	173.4 (+8.0)
2011年9月 Sep. 2011	166.5 (+7.3)	187.5 (+9.7)	161.4 (+5.2)	147.2 (+10.5)	192.2 (+7.5)	184.5 (+10.6)	184.8 (+15.6)	215.3 (+12.8)	177.2 (+9.9)
2011年12月 Dec. 2011	170.0 (+10.6)	188.1 (+8.4)	161.8 (+5.1)	150.6 (+10.9)	190.3 (+7.0)	186.6 (+11.6)	185.8 (+14.7)	222.0 (+13.1)	178.3 (+9.4)
2012年3月 Mar. 2012	172.6 (+7.9)	190.2 (+7.3)	161.1 (+4.2)	152.1 (+8.1)	193.6 (+4.3)	191.3 (+13.5)	188.2 (+13.1)	219.7 (+12.2)	180.3 (+8.0)
2012年6月 Jun. 2012	170.5 (+3.8)	189.5 (+4.3)	163.3 (+3.2)	156.0 (+7.6)	196.2 (+2.6)	193.4 (+5.3)	192.0 (+5.7)	226.3 (+9.5)	182.1 (+5.1)
2012年9月 Sep. 2012	173.6 (+4.2)	193.0 (+3.0)	166.6 (+3.3)	158.6 (+7.7)	200.4 (+4.3)	196.9 (+6.7)	194.7 (+5.3)	234.7 (+9.0)	185.6 (+4.8)
2012年12月 Dec. 2012	172.8 (+1.6)	195.1 (+3.7)	166.4 (+2.9)	163.2 (+8.4)	201.8 (+6.1)	199.8 (+7.1)	192.7 (+3.7)	240.7 (+8.4)	187.5 (+5.1)

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.

(1992 年 9 月=100) (September 1992=100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2013年3月 Mar. 2013	176.7 (+2.4)	197.0 (+3.6)	166.9 (+3.6)	162.7 (+6.9)	204.0 (+5.3)	202.5 (+5.8)	194.4 (+3.3)	235.8 (+7.3)	188.8 (+4.7)
2013年6月 Jun. 2013	181.6 (+6.5)	195.1 (+3.0)	169.4 (+3.7)	167.2 (+7.2)	206.2 (+5.1)	211.1 (+9.2)	203.1 (+5.8)	241.9 (+6.9)	191.6 (+5.2)
2013年9月 Sep. 2013	182.3 (+5.1)	199.6 (+3.4)	173.1 (+3.9)	167.3 (+5.5)	208.4 (+4.0)	215.5 (+9.4)	206.6 (+6.1)	247.3 (+5.4)	194.6 (+4.8)
2013年12月 Dec. 2013	180.9 (+4.7)	198.8 (+1.9)	173.2 (+4.1)	169.4 (+3.7)	207.5 (+2.8)	219.2 (+9.7)	208.3 (+8.1)	253.8 (+5.4)	195.2 (+4.1)
2014年3月 Mar. 2014	185.2 (+4.8)	198.8 (+0.9)	174.1 (+4.3)	170.7 (+5.0)	209.5 (+2.7)	222.1 (+9.7)	212.1 (+9.1)	254.2 (+7.8)	196.7 (+4.1)
2014年6月 Jun. 2014	189.7 (+4.5)	203.1 (+4.1)	177.6 (+4.9)	174.4 (+4.3)	212.0 (+2.8)	222.1 (+5.2)	215.6 (+6.2)	261.1 (+7.9)	200.3 (+4.5)
2014年9月 Sep. 2014	190.7 (+4.6)	203.8 (+2.1)	181.8 (+5.0)	176.2 (+5.3)	215.1 (+3.2)	222.1 (+3.1)	218.7 (+5.9)	267.9 (+8.3)	202.3 (+4.0)
2014年12月 Dec. 2014	191.1 (+5.6)	204.7 (+3.0)	181.7 (+4.9)	176.8 (+4.4)	215.4 (+3.8)	223.6 (+2.0)	221.3 (+6.2)	271.9 (+7.1)	203.3 (+4.2)
2015年3月 Mar. 2015	193.3 (+4.4)	204.8 (+3.0)	182.6 (+4.9)	179.9 (+5.4)	216.7 (+3.4)	226.9 (+2.2)	222.6 (+4.9)	274.3 (+7.9)	204.8 (+4.1)
2015年6月 Jun. 2015	196.6 (+3.6)	209.7 (+3.3)	185.8 (+4.6)	184.0 (+5.5)	218.4 (+3.0)	230.7 (+3.9)	231.7 (+7.4)	277.6 (+6.3)	209.4 (+4.6)
2015年9月 Sep. 2015	199.1 (+4.4)	210.2 (+3.1)	189.3 (+4.1)	185.4 (+5.2)	222.2 (+3.3)	231.2 (+4.1)	235.0 (+7.4)	282.9 (+5.6)	211.3 (+4.4)
2015年12月 Dec. 2015	199.1 (+4.2)	210.5 (+2.8)	189.1 (+4.1)	186.2 (+5.3)	222.8 (+3.5)	231.7 (+3.7)	236.8 (+7.0)	287.8 (+5.9)	211.9 (+4.2)

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.

(1992 年 9 月=100) (September 1992=100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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 [@]
2016年3月 Mar. 2016	200.0 (+3.5)	210.6 (+2.9)	189.4 (+3.8)	188.8 (+5.0)	224.4 (+3.5)	234.6 (+3.4)	234.6 (+5.4)	291.5 (+6.3)	212.7 (+3.9)
2016年6月 Jun. 2016	203.6 (+3.6)	215.5 (+2.8)	192.5 (+3.6)	193.1 (+4.9)	225.5 (+3.2)	238.6 (+3.4)	242.6 (+4.7)	293.7 (+5.8)	217.3 (+3.8)
2016年9月 Sep. 2016	206.6 (+3.8)	215.9 (+2.7)	195.6 (+3.3)	194.5 (+5.0)	228.9 (+3.0)	239.9 (+3.7)	245.3 (+4.4)	297.9 (+5.3)	219.0 (+3.7)
2016年12月 Dec. 2016	206.8 (+3.9)	216.3 (+2.8)	195.3 (+3.3)	195.1 (+4.8)	230.0 (+3.2)	239.9 (+3.5)	247.5 (+4.5)	301.9 (+4.9)	219.6 (+3.6)

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

[^] 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.

[@] 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.

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

(1992 年 9 月= 100) (September 1992 = 100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2004年3月 Mar. 2004	115.4 (n.a.)	124.0 (n.a.)	115.6 (n.a.)	101.8 (n.a.)	125.1 (n.a.)	122.5 (n.a.)	110.2 (n.a.)	128.6 (n.a.)	116.7 (n.a.)
2004年6月 Jun. 2004	116.5 (n.a.)	124.4 (n.a.)	116.4 (n.a.)	101.4 (n.a.)	130.9 (n.a.)	123.2 (n.a.)	112.5 (n.a.)	127.1 (n.a.)	117.3 (n.a.)
2004年9月 Sep. 2004	116.3 (n.a.)	122.2 (n.a.)	114.9 (n.a.)	100.4 (n.a.)	131.1 (n.a.)	120.1 (n.a.)	111.2 (n.a.)	129.8 (n.a.)	115.7 (n.a.)
2004年12月 Dec. 2004	116.4 (n.a.)	122.9 (n.a.)	115.1 (n.a.)	100.3 (n.a.)	128.7 (n.a.)	121.0 (n.a.)	109.2 (n.a.)	131.0 (n.a.)	115.8 (n.a.)
2005年3月 Mar. 2005	119.1 (+3.2)	125.0 (+0.8)	115.6 (+0.1)	100.6 (-1.2)	125.9 (+0.7)	119.8 (-2.2)	108.4 (-1.7)	133.7 (+4.0)	116.6 (§)
2005年6月 Jun. 2005	116.8 (+0.2)	124.0 (-0.3)	115.9 (-0.4)	99.2 (-2.2)	129.0 (-1.5)	121.9 (-1.1)	108.8 (-3.2)	133.0 (+4.6)	116.6 (-0.6)
2005年9月 Sep. 2005	114.1 (-2.0)	122.8 (+0.5)	115.4 (+0.4)	99.3 (-1.1)	127.1 (-3.1)	120.8 (+0.6)	106.2 (-4.5)	127.7 (-1.7)	115.4 (-0.3)
2005年12月 Dec. 2005	116.6 (+0.2)	123.4 (+0.4)	115.0 (-0.1)	99.7 (-0.6)	128.3 (-0.4)	120.6 (-0.3)	106.1 (-2.8)	128.3 (-2.0)	116.1 (+0.2)
2006年3月 Mar. 2006	115.8 (-2.8)	123.0 (-1.6)	114.2 (-1.2)	99.2 (-1.4)	128.6 (+2.1)	124.4 (+3.8)	106.3 (-1.9)	129.8 (-2.9)	116.1 (-0.4)
2006年6月 Jun. 2006	114.3 (-2.1)	123.7 (-0.3)	113.7 (-1.9)	98.8 (-0.4)	128.8 (-0.1)	120.2 (-1.3)	107.6 (-1.1)	129.5 (-2.6)	116.0 (-0.5)
2006年9月 Sep. 2006	114.9 (+0.7)	122.5 (-0.3)	113.1 (-2.0)	99.0 (-0.3)	129.5 (+1.9)	120.3 (-0.4)	108.6 (+2.2)	131.4 (+2.9)	115.9 (+0.4)
2006年12月 Dec. 2006	114.7 (-1.7)	123.0 (-0.3)	113.2 (-1.5)	98.8 (-0.9)	125.0 (-2.5)	120.9 (+0.3)	109.9 (+3.5)	140.3 (+9.4)	116.4 (+0.3)

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.

(1992 年 9 月 = 100) (September 1992 = 100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2007年3月 Mar. 2007	116.9 (+1.0)	122.3 (-0.6)	111.9 (-2.0)	98.4 (-0.8)	130.0 (+1.1)	120.6 (-3.0)	109.2 (+2.7)	136.6 (+5.2)	115.9 (-0.1)
2007年6月 Jun. 2007	118.1 (+3.4)	125.4 (+1.4)	114.2 (+0.4)	100.2 (+1.4)	129.0 (+0.1)	122.1 (+1.5)	112.6 (+4.7)	141.8 (+9.5)	118.3 (+2.0)
2007年9月 Sep. 2007	117.9 (+2.6)	123.8 (+1.1)	114.2 (+0.9)	99.1 (+0.1)	128.7 (-0.6)	121.3 (+0.8)	113.0 (+4.0)	145.3 (+10.6)	117.7 (+1.5)
2007年12月 Dec. 2007	117.6 (+2.5)	122.8 (-0.2)	112.3 (-0.8)	96.4 (-2.4)	127.1 (+1.7)	119.6 (-1.0)	110.2 (+0.3)	141.9 (+1.2)	115.8 (-0.6)
2008年3月 Mar. 2008	114.1 (-2.5)	123.2 (+0.7)	111.7 (-0.2)	98.0 (-0.4)	125.6 (-3.4)	119.9 (-0.7)	111.6 (+2.2)	132.4 (-3.1)	116.2 (+0.2)
2008年6月 Jun. 2008	116.3 (-1.5)	123.6 (-1.4)	109.4 (-4.2)	97.2 (-2.9)	127.8 (-0.9)	118.0 (-3.3)	111.5 (-1.0)	135.2 (-4.7)	116.1 (-1.9)
2008年9月 Sep. 2008	122.1 (+3.5)	130.3 (+5.3)	118.0 (+3.3)	103.4 (+4.3)	136.9 (+6.3)	126.6 (+4.4)	119.0 (+5.3)	147.7 (+1.7)	123.4 (+4.8)
2008年12月 Dec. 2008	117.8 (+0.2)	121.6 (-0.9)	109.9 (-2.2)	97.0 (+0.7)	125.5 (-1.3)	119.4 (-0.2)	112.7 (+2.3)	138.6 (-2.4)	115.4 (-0.3)
2009年3月 Mar. 2009	115.9 (+1.6)	121.1 (-1.6)	110.1 (-1.4)	95.5 (-2.6)	125.1 (-0.4)	118.2 (-1.4)	112.2 (+0.5)	134.2 (+1.4)	114.6 (-1.4)
2009年6月 Jun. 2009	115.7 (-0.5)	122.9 (-0.6)	111.6 (+2.1)	95.3 (-2.0)	127.9 (+0.1)	118.8 (+0.7)	113.2 (+1.5)	136.1 (+0.7)	115.8 (-0.3)
2009年9月 Sep. 2009	118.7 (-2.8)	127.1 (-2.5)	115.8 (-1.8)	99.3 (-3.9)	132.4 (-3.3)	124.4 (-1.8)	118.2 (-0.6)	141.6 (-4.2)	120.2 (-2.6)
2009年12月 Dec. 2009	111.7 (-5.2)	119.6 (-1.7)	109.0 (-0.8)	94.5 (-2.6)	125.2 (-0.3)	118.0 (-1.2)	112.5 (-0.2)	135.2 (-2.5)	113.6 (-1.6)

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.

(1992 年 9 月 = 100) (September 1992 = 100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2010年3月 Mar. 2010	110.6 (-4.6)	119.2 (-1.6)	107.9 (-2.0)	94.0 (-1.5)	125.9 (+0.7)	118.0 (-0.1)	112.1 (-0.1)	134.5 (+0.2)	113.2 (-1.2)
2010年6月 Jun. 2010	110.3 (-4.7)	120.4 (-2.0)	108.3 (-3.0)	94.2 (-1.2)	126.6 (-1.1)	118.2 (-0.6)	113.0 (-0.2)	135.0 (-0.8)	113.9 (-1.6)
2010年9月 Sep. 2010	117.1 (-1.3)	129.0 (+1.5)	115.8 (§)	100.6 (+1.2)	134.9 (+1.9)	125.9 (+1.2)	120.6 (+2.0)	144.1 (+1.8)	121.7 (+1.3)
2010年12月 Dec. 2010	107.0 (-4.2)	120.8 (+1.0)	107.1 (-1.7)	94.6 (+0.1)	123.9 (-1.0)	116.4 (-1.3)	112.8 (+0.3)	136.7 (+1.1)	113.5 (-0.1)
2011年3月 Mar. 2011	108.7 (-1.7)	120.4 (+1.0)	105.0 (-2.7)	95.6 (+1.7)	126.1 (+0.2)	114.5 (-2.9)	113.1 (+0.9)	133.0 (-1.1)	113.4 (+0.2)
2011年6月 Jun. 2011	110.2 (-0.1)	121.9 (+1.2)	106.1 (-2.0)	97.2 (+3.2)	128.3 (+1.4)	123.2 (+4.2)	121.8 (+7.8)	138.6 (+2.7)	116.3 (+2.1)
2011年9月 Sep. 2011	119.5 (+2.0)	134.5 (+4.3)	115.8 (§)	105.6 (+5.0)	137.9 (+2.2)	132.4 (+5.2)	132.6 (+9.9)	154.4 (+7.2)	127.1 (+4.4)
2011年12月 Dec. 2011	112.4 (+5.0)	124.3 (+2.9)	106.9 (-0.2)	99.6 (+5.3)	125.8 (+1.6)	123.3 (+5.9)	122.8 (+8.8)	146.7 (+7.3)	117.9 (+3.8)
2012年3月 Mar. 2012	112.5 (+3.5)	124.0 (+3.0)	105.0 (§)	99.2 (+3.8)	126.2 (+0.1)	124.7 (+8.9)	122.7 (+8.5)	143.2 (+7.7)	117.5 (+3.7)
2012年6月 Jun. 2012	110.6 (+0.4)	122.9 (+0.9)	106.0 (-0.1)	101.2 (+4.1)	127.3 (-0.8)	125.5 (+1.9)	124.6 (+2.3)	146.8 (+5.9)	118.2 (+1.7)
2012年9月 Sep. 2012	119.4 (-0.1)	132.8 (-1.3)	114.6 (-1.0)	109.1 (+3.3)	137.8 (§)	135.4 (+2.3)	133.9 (+1.0)	161.4 (+4.5)	127.7 (+0.4)
2012年12月 Dec. 2012	109.6 (-2.5)	123.7 (-0.5)	105.5 (-1.3)	103.5 (+4.0)	128.0 (+1.8)	126.7 (+2.7)	122.2 (-0.5)	152.6 (+4.0)	118.9 (+0.9)

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.

(1992 年 9 月 = 100) (September 1992 = 100)									
月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2013年3月 Mar. 2013	110.7 (-1.6)	123.4 (-0.5)	104.6 (-0.4)	101.9 (+2.8)	127.8 (+1.3)	126.9 (+1.7)	121.8 (-0.7)	147.7 (+3.1)	118.3 (+0.7)
2013年6月 Jun. 2013	112.6 (+1.8)	121.0 (-1.6)	105.1 (-0.8)	103.7 (+2.5)	127.9 (+0.5)	131.0 (+4.4)	126.0 (+1.1)	150.1 (+2.2)	118.9 (+0.6)
2013年9月 Sep. 2013	119.4 (§)	130.7 (-1.5)	113.4 (-1.1)	109.5 (+0.4)	136.5 (-1.0)	141.1 (+4.2)	135.3 (+1.1)	162.0 (+0.3)	127.5 (-0.2)
2013年12月 Dec. 2013	110.0 (+0.4)	120.9 (-2.2)	105.3 (-0.2)	103.0 (-0.5)	126.2 (-1.4)	133.3 (+5.2)	126.7 (+3.7)	154.4 (+1.1)	118.7 (-0.1)
2014年3月 Mar. 2014	111.4 (+0.6)	119.5 (-3.2)	104.7 (+0.1)	102.7 (+0.7)	126.0 (-1.4)	133.6 (+5.3)	127.5 (+4.7)	152.8 (+3.5)	118.3 (-0.1)
2014年6月 Jun. 2014	113.4 (+0.7)	121.4 (+0.3)	106.2 (+1.1)	104.3 (+0.6)	126.8 (-0.9)	132.8 (+1.4)	129.0 (+2.3)	156.2 (+4.0)	119.8 (+0.8)
2014年9月 Sep. 2014	111.2 (-6.9)	118.8 (-9.2)	105.9 (-6.5)	102.7 (-6.3)	125.3 (-8.2)	129.4 (-8.3)	127.5 (-5.8)	156.1 (-3.6)	117.9 (-7.5)
2014年12月 Dec. 2014	108.8 (-1.1)	116.6 (-3.6)	103.5 (-1.8)	100.7 (-2.3)	122.7 (-2.8)	127.3 (-4.5)	126.0 (-0.5)	154.8 (+0.3)	115.8 (-2.5)
2015年3月 Mar. 2015	109.3 (-1.8)	115.8 (-3.1)	103.3 (-1.4)	101.8 (-0.9)	122.6 (-2.7)	128.4 (-3.9)	125.9 (-1.3)	155.2 (+1.5)	115.8 (-2.1)
2015年6月 Jun. 2015	112.7 (-0.6)	120.2 (-1.0)	106.5 (+0.3)	105.5 (+1.2)	125.2 (-1.2)	132.3 (-0.4)	132.9 (+3.0)	159.2 (+1.9)	120.1 (+0.2)
2015年9月 Sep. 2015	113.7 (+2.3)	120.0 (+1.1)	108.1 (+2.0)	105.9 (+3.1)	126.9 (+1.3)	132.1 (+2.0)	134.2 (+5.3)	161.6 (+3.5)	120.7 (+2.3)
2015年12月 Dec. 2015	110.5 (+1.6)	116.9 (+0.2)	105.0 (+1.5)	103.4 (+2.7)	123.7 (+0.9)	128.7 (+1.1)	131.5 (+4.3)	159.8 (+3.2)	117.7 (+1.6)

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.

(1992 年 9 月 = 100)
(September 1992 = 100)

月份／年份 Month/year	製造 Manufacturing	進出口貿易、 批發及零售 Import/export, wholesale and retail trades	運輸 Transportation	住宿 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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@
2016年3月 Mar. 2016	109.9 (+0.5)	115.7 (-0.1)	104.0 (+0.7)	103.7 (+1.9)	123.2 (+0.5)	128.8 (+0.4)	128.8 (+2.3)	160.1 (+3.2)	116.8 (+0.9)
2016年6月 Jun. 2016	113.9 (+1.0)	120.6 (+0.3)	107.7 (+1.1)	108.0 (+2.3)	126.1 (+0.7)	133.5 (+0.9)	135.7 (+2.1)	164.3 (+3.2)	121.5 (+1.2)
2016年9月 Sep. 2016	114.2 (+0.5)	119.4 (-0.5)	108.1 (+0.1)	107.6 (+1.6)	126.6 (-0.3)	132.6 (+0.4)	135.6 (+1.1)	164.7 (+2.0)	121.1 (+0.3)
2016年12月 Dec. 2016	113.6 (+2.8)	118.8 (+1.7)	107.3 (+2.2)	107.2 (+3.7)	126.3 (+2.1)	131.8 (+2.4)	135.9 (+3.4)	165.8 (+3.8)	120.7 (+2.5)

註釋：(1) 自2016年起，實質工資指數是以名義工資指數扣除以2014/15年為基期的甲類消費物價指數而計算出來。為方便比較，2016年以前的實質工資指數經以2014/15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。

Notes: (1) As from 2016, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2014/15-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2016 have been re-compiled using the 2014/15-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 按行業主類及主要職業組別劃分的名義工資指數
Table 3 Nominal Wage Indices analysed by industry section by broad occupational group

(1992 年 9 月=100)
(September 1992=100)

行業主類/主要職業組別 Industry section/broad occupational group	名義工資指數 Nominal Wage Index			增減百分率 Percentage change	
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2016年12月 與2016年 9月比較 Dec. 2016 over Sep. 2016	2016年12月 與2015年 12月比較 Dec. 2016 over Dec. 2015
製造 <i>Manufacturing</i>					
技術工人及操作工人 Craftsmen and operatives	176.6	189.4	187.6	-0.9	6.3
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	218.3	221.9	224.0	1.0	2.6
所有上列主要職業組別 All above broad occupational groups	199.1	206.6	206.8	0.1	3.9
進出口貿易、批發及零售# <i>Import/export, wholesale and retail trades#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	210.5	215.9	216.3	0.2	2.8
運輸 <i>Transportation</i>					
技術工人及操作工人 Craftsmen and operatives	180.2	186.7	186.6	-0.1	3.5
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	198.1	204.6	204.2	-0.2	3.1
所有上列主要職業組別 All above broad occupational groups	189.1	195.6	195.3	-0.1	3.3
住宿及膳食服務活動# <i>Accommodation and food service activities#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	186.2	194.5	195.1	0.3	4.8
金融及保險活動# <i>Financial and insurance activities#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	222.8	228.9	230.0	0.5	3.2

表 3 按行業主類及主要職業組別劃分的名義工資指數 --- 續頁
Table 3 Nominal Wage Indices analysed by industry section by broad occupational group --- cont'd.

(1992 年 9 月=100)
(September 1992=100)

行業主類/主要職業組別 Industry section/broad occupational group	名義工資指數 Nominal Wage Index			增減百分率 Percentage change	
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2016年12月 與2016年 9月比較 Dec. 2016 over Sep. 2016	2016年12月 與2015年 12月比較 Dec. 2016 over Dec. 2015
地產租賃及保養管理 <i>Real estate leasing and maintenance management</i>					
技術工人及操作工人 Craftsmen and operatives	***	***	***	***	***
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	232.3	240.3	240.7	0.1	3.6
所有上列主要職業組別 All above broad occupational groups	231.7	239.9	239.9	\$	3.5
專業及商業服務# <i>Professional and business services#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	236.8	245.3	247.5	0.9	4.5
個人服務 <i>Personal services</i>					
技術工人及操作工人 Craftsmen and operatives	***	***	***	***	***
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	299.9	308.8	312.7	1.3	4.3
所有上列主要職業組別 All above broad occupational groups	287.8	297.9	301.9	1.3	4.9
所有選定行業主類@ <i>All selected industry sections@</i>					
技術工人及操作工人 Craftsmen and operatives	190.5	198.3	197.9	-0.2	3.9
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	213.8	220.8	221.5	0.3	3.6
所有上列主要職業組別 All above broad occupational groups	211.9	219.0	219.6	0.3	3.6

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，技術工人及操作工人並沒有數據。

Data for craftsmen and operatives are not available for the survey period.

表 4 按行業主類及主要職業組別劃分的實質工資指數
Table 4 Real Wage Indices analysed by industry section by broad occupational group

(1992 年 9 月=100)
(September 1992=100)

行業主類/主要職業組別 Industry section/broad occupational group	實質工資指數 Real Wage Index			增減百分率 Percentage change	
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2016年12月 與2016年 9月比較 Dec. 2016 over Sep. 2016	2016年12月 與2015年 12月比較 Dec. 2016 over Dec. 2015
製造 <i>Manufacturing</i>					
技術工人及操作工人 Craftsmen and operatives	98.0	104.7	103.1	-1.6	5.1
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	121.2	122.7	123.1	0.3	1.5
所有上列主要職業組別 All above broad occupational groups	110.5	114.2	113.6	-0.5	2.8
進出口貿易、批發及零售# <i>Import/export, wholesale and retail trades#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	116.9	119.4	118.8	-0.5	1.7
運輸 <i>Transportation</i>					
技術工人及操作工人 Craftsmen and operatives	100.1	103.2	102.5	-0.7	2.4
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	110.0	113.1	112.2	-0.8	2.0
所有上列主要職業組別 All above broad occupational groups	105.0	108.1	107.3	-0.8	2.2
住宿及膳食服務活動# <i>Accommodation and food service activities#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	103.4	107.6	107.2	-0.3	3.7
金融及保險活動# <i>Financial and insurance activities#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	123.7	126.6	126.3	-0.2	2.1

表 4 按行業主類及主要職業組別劃分的實質工資指數 --- 續頁

Table 4 Real Wage Indices analysed by industry section by broad occupational group --- cont'd.

(1992 年 9 月=100)
(September 1992=100)

行業主類/主要職業組別 Industry section/broad occupational group	實質工資指數 Real Wage Index			增減百分率 Percentage change	
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2016年12月 與2016年 9月比較 Dec. 2016 over Sep. 2016	2016年12月 與2015年 12月比較 Dec. 2016 over Dec. 2015
地產租賃及保養管理 <i>Real estate leasing and maintenance management</i>					
技術工人及操作工人 Craftsmen and operatives	***	***	***	***	***
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	129.0	132.9	132.2	-0.5	2.5
所有上列主要職業組別 All above broad occupational groups	128.7	132.6	131.8	-0.6	2.4
專業及商業服務# <i>Professional and business services#</i>					
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	131.5	135.6	135.9	0.2	3.4
個人服務 <i>Personal services</i>					
技術工人及操作工人 Craftsmen and operatives	***	***	***	***	***
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	166.5	170.7	171.8	0.6	3.2
所有上列主要職業組別 All above broad occupational groups	159.8	164.7	165.8	0.7	3.8
所有選定行業主類@ <i>All selected industry sections@</i>					
技術工人及操作工人 Craftsmen and operatives	105.8	109.7	108.7	-0.8	2.8
督導級、技術員級、文書級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	118.7	122.1	121.7	-0.3	2.5
所有上列主要職業組別 All above broad occupational groups	117.7	121.1	120.7	-0.3	2.5

註釋：(1) 自2016年起，實質工資指數是以名義工資指數扣除以2014/15年為基期的甲類消費物價指數而計算出來。

Notes: (1) As from 2016, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2014/15-based CPI(A).

^ 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.

@ 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，技術工人及操作工人並沒有數據。

Data for craftsmen and operatives are not available for the survey period.

表 5 按職業組別劃分的名義及實質工資指數
Table 5 Nominal and Real Wage Indices analysed by occupational group

(1992 年 9 月=100)
(September 1992=100)

職業組別 Occupational group	名義工資指數 Nominal Wage Index			實質工資指數 Real Wage Index		
	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016	2015年12月 Dec. 2015	2016年9月 Sep. 2016	2016年12月 Dec. 2016
所有選定行業主類@ <i>All selected industry sections@</i>						
督導級及技術員級人員 Supervisory and technical workers	223.2	228.4	229.6 (+2.9)	123.9	126.3	126.1 (+1.8)
文書級及秘書級人員 Clerical and secretarial workers	199.7	207.0	206.5 (+3.4)	110.9	114.5	113.4 (+2.3)
技術工人 Craftsmen	203.8	211.8	211.3 (+3.7)	113.1	117.1	116.1 (+2.6)
操作工人 Operatives	167.8	176.4	176.5 (+5.2)	93.1	97.5	96.9 (+4.1)
服務工作人員 Service workers	215.8	225.9	226.0 (+4.7)	119.8	124.9	124.2 (+3.6)
其他非生產級工人 Miscellaneous non-production workers	223.2	230.8	232.8 (+4.3)	123.9	127.6	127.9 (+3.2)
所有上列職業組別 All above occupational groups	211.9	219.0	219.6 (+3.6)	117.7	121.1	120.7 (+2.5)

註釋：(1) 自2016年起，實質工資指數是以名義工資指數扣除以2014/15年為基期的甲類消費物價指數而計算出來。

(2) 括號內數字指按年（該月份與上年同月比較）變動百分率。

@ 指工資統計調查涵蓋的所有行業，詳情請參閱附錄。

Notes: (1) As from 2016, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2014/15-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.

@ Refers to all industries covered by the wage enquiry. Please refer to the Appendix for details.

表 6 按行業主類劃分的平均工資率
Table 6 Average wage rates analysed by industry section

元
\$

行業主類 Industry section	所有選定職業的平均每月薪金 ^{aaa} Average monthly salaries of all selected occupations ^{aaa}
製造 <i>Manufacturing</i>	13,983
進出口貿易、批發及零售 <i>Import/export, wholesale and retail trades</i>	17,774
運輸 <i>Transportation</i>	19,353
住宿及膳食服務活動 [^] <i>Accommodation[^] and food service activities</i>	14,106
金融及保險活動 <i>Financial and insurance activities</i>	22,146
地產租賃及保養管理 <i>Real estate leasing and maintenance management</i>	13,132
專業及商業服務 <i>Professional and business services</i>	11,448
個人服務 <i>Personal services</i>	19,318
所有選定行業主類@ <i>All selected industry sections@</i>	15,451

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。

@ 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。

^{aaa} 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。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。

Notes : [^] 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.

^{aaa} The average wage rates of "all selected occupations" are estimated and presented on a monthly basis in this table. For those employees paid on other time basis, their wage rates are also converted to monthly rates and included in the average monthly salaries in this table.

表 7 按行業主類劃分的技術工人及操作工人職級的平均每日工資、平均每日正常工作時數與平均每月標準工作日數

Table 7 Average daily wages, average number of normal working hours per day and average number of standard working days per month of craftsmen and operatives analysed by industry section

行業主類/職業組別	Industry section/occupational group	平均每日工資(元) ^a Average daily wages(\$) ^a	平均每日 正常工作時數 Average number of normal working hours per day	平均每月 標準工作日數 Average number of standard working days per month
製造	Manufacturing			
技術工人	Craftsmen	583	8	25
操作工人	Operatives	412	8	25
技術工人及操作工人	Craftsmen and operatives	504	8	25
運輸	Transportation			
技術工人	Craftsmen	675	8	26
操作工人	Operatives	750	7	26
技術工人及操作工人	Craftsmen and operatives	688	8	26
地產租賃及保養管理	Real estate leasing and maintenance management			
技術工人	Craftsmen	653	8	26
操作工人	Operatives	---	---	---
技術工人及操作工人	Craftsmen and operatives	653	8	26
所有選定行業主類@	All selected industry sections@			
技術工人	Craftsmen	673	8	25
操作工人	Operatives	611	8	26
技術工人及操作工人	Craftsmen and operatives	661	8	26

註釋：@ 指工資統計調查涵蓋的所有行業，詳情請參閱附錄。

Notes: @ Refers to all industries covered by the wage enquiry. Please refer to the Appendix for details.

^a 本報告所包括的「技術工人及操作工人」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。

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

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

Table 8 Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical and miscellaneous non-production workers analysed by selected industry by occupation

行業/職業	Industry/occupation	平均每月薪金(元) ^{aa} Average monthly salaries(\$) ^{aa}			平均每日 正常工作時數 Average number of normal working hours 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		
中式餐館	Chinese restaurants					
服務工作人員	Service workers	18,773	12,743	15,865	9	26
其中：	among whom:					
初級侍應生	Bus boy	***	10,645	10,672	9	26
其他非生產級工人	Miscellaneous non-production workers	10,980	12,188	11,933	9	26
其中：	among whom:					
洗碟工	Dishwasher	***	12,220	12,231	9	26
督導級、技術員級、文書級及 其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	18,817	12,762	15,435	9	26
地產保養管理服務業 (一般亦稱為物業管理業)	Real estate maintenance management (more commonly known as property management)					
督導級及技術員級人員	Supervisory and technical workers	17,516	16,829	17,324	9	25
其中：	among whom:					
會計主任	Accounting supervisor	***	22,469	22,434	8	23
保養技術員	Maintenance technician	20,089	***	20,135	8	25
屋邨主任/屋宇事務主任	Estate officer/building services officer	18,448	17,281	17,929	8	23
樓宇主任/保安主任	Building supervisor/security supervisor	15,706	14,283	15,476	9	26
文書級及秘書級人員	Clerical and secretarial workers	13,192	13,482	13,448	8	23
其中：	among whom:					
會計文員	Accounting clerk	***	15,464	15,145	8	23
普通文員	General office clerk	***	13,247	13,246	8	23

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

Table 8 Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical and miscellaneous non-production workers analysed by selected industry by occupation --- cont'd.

行業/職業	Industry/occupation	平均每月薪金(元) ^{aa} Average monthly salaries(\$) ^{aa}			平均每日 正常工作時數 Average number of normal working hours 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		
地產保養管理服務業 (一般亦稱為物業管理業)(續)	Real estate maintenance management (more commonly known as property management) (cont'd.)					
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,881	11,188	11,639	10	26
其中：	among whom:					
樓宇管理員/保安員	Building attendant/guard	11,941	11,629	11,842	10	26
其中：	among whom:					
以兩更制受聘的 管理員/保安員	those employed under 2-shift system	12,289	12,366	12,309	11	26
以三更制受聘的 管理員/保安員	those employed under 3-shift system	11,262	10,815	11,069	8	26
(請參閱第38頁的註釋1及2)	(see notes 1 and 2 on page 38)					
督導級、技術員級、文書級及 其他非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	13,075	12,227	12,774	10	26
保安及偵查活動 (請參閱第38頁的註釋4)	Security and investigation (see note 4 on page 38)					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,974	14,870	15,734	9	26
其中：	among whom:					
保安主任	Security supervisor	15,961	***	15,632	9	26
文書級及秘書級人員	<i>Clerical and secretarial workers</i>	***	13,010	13,174	8	23
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	***	13,469	8	23
普通文員	General office clerk	***	12,599	12,826	8	23

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

Table 8 Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical and miscellaneous non-production workers analysed by selected industry by occupation --- cont'd.

行業/職業	Industry/occupation	平均每月薪金(元) ^{aa} Average monthly salaries(\$) ^{aa}			平均每日 正常工作時數 Average number of normal working hours 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		
保安及偵查活動(續)	Security and investigation (cont'd.)					
服務工作人員	Service workers	12,294	11,511	12,019	10	26
其中：	among whom:					
保安員	Guard	12,275	11,509	12,005	10	26
其中：	among whom:					
以兩更制受聘的 非機場保安員	those employed for non-airport work under 2-shift system	12,673	12,301	12,566	11	26
以三更制受聘的 非機場保安員	those employed for non-airport work under 3-shift system	9,891	***	9,594	8	26
(請參閱第38頁的註釋1、2及3) (see notes 1, 2 and 3 on page 38)						
督導級、技術員級、文書級及 其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,563	11,664	12,251	10	26
防蟲及清潔服務業	Pest control and cleaning services					
督導級及技術員級人員	Supervisory and technical workers	12,928	12,206	12,598	8	26
其中：	among whom:					
監督/管工	Supervisor/foreman	12,928	12,206	12,598	8	26
文書級及秘書級人員	Clerical and secretarial workers	***	12,255	12,385	8	24
其中：	among whom:					
簿記員/會計文員	Bookkeeper/accounting clerk	***	13,824	13,841	8	23
普通文員	General office clerk	***	11,353	11,644	8	24
服務工作人員	Service workers	***	***	11,033	8	26
其他非生產級工人	Miscellaneous non-production workers	9,101	8,663	8,841	8	26
其中：	among whom:					
廁所清潔工	Cleaner (lavatory)	***	***	9,356	9	26
一般清潔工	Cleaner (general)	8,751	8,652	8,690	8	26
督導級、技術員級、文書級及 其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	9,567	8,931	9,200	8	26

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

Table 8 Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical and miscellaneous non-production workers analysed by selected industry by occupation --- cont'd.

		平均每月薪金(元) ^{aa} Average monthly salaries(\$) ^{aa}			平均每日 正常工作時數 Average number of normal working hours per day	平均每月 標準工作日數 Average number of standard working days per month
行業/職業	Industry/occupation	男 Male	女 Female	合計 Overall		
所有選定行業主類@	All selected industry sections@					
督導級及技術員級人員	Supervisory and technical workers	22,912	20,733	21,888	8	24
其中：	among whom:					
辦公室/行政主任	Office/administrative supervisor	***	***	23,616	8	23
會計主任	Accounting supervisor	25,249	24,999	25,046	8	23
屋邨主任/屋宇事務主任	Estate officer/building services officer	18,431	17,341	17,941	8	23
文書級及秘書級人員	Clerical and secretarial workers	14,749	14,539	14,583	8	24
其中：	among whom:					
貨倉/採購文員	Stock/purchasing clerk	13,069	13,305	13,175	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	16,072	15,885	15,910	8	23
普通文員	General office clerk	14,585	12,907	13,200	8	24
收銀員/出納員	Cashier/chit clerk	***	11,603	11,655	8	25
接待員/電話接綫生	Receptionist/telephone operator	***	14,051	14,111	8	23
出入口文件處理/船務文員	Documentation/shipping clerk	15,967	15,749	15,789	8	22
酒樓或餐館接待員	Receptionist (in restaurants)	***	13,942	13,943	9	26
服務工作人員	Service workers	14,399	11,873	13,212	9	25
其中：	among whom:					
廚師	Cook	18,427	14,755	17,385	9	26
男/女侍應生	Waiter/waitress	13,291	12,319	12,530	9	26
其他非生產級工人	Miscellaneous non-production workers	11,580	9,996	10,838	9	26
其中：	among whom:					
雜工	General worker	11,266	10,281	10,780	8	25
信差/辦公室助理	Messenger/office assistant	10,693	10,794	10,740	8	23
司機	Driver	16,300	***	16,295	8	25
洗碟工	Dishwasher	12,213	12,361	12,351	9	26
酒店行李生	Bell boy (in hotels)	12,528	---	12,528	9	24
督導級、技術員級、文書級及 其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	16,362	14,481	15,357	9	25

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

Table 8 Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical and miscellaneous non-production workers analysed by selected industry by occupation --- cont'd.

<p>註釋： (1) 以兩更制聘用的樓宇管理員和保安員的工時大多數為每更12小時，而以三更制聘用的樓宇管理員和保安員的工時則大多數為每更8小時。</p>	<p>Notes: (1) Building attendants/guards and security guards under the 2-shift system mostly work 12 hours per shift while those under the 3-shift system mostly work 8 hours per shift.</p>
<p>(2) 樓宇管理員的主要職責為：</p> <p>(i) 防止未經許可人士進入大廈；</p> <p>(ii) 遇有緊急事故，趕往現場支援及通知警方；</p> <p>(iii) 登記進出大廈的訪客資料；</p> <p>(iv) 記錄大廈發生的事故(如電梯損壞、停電、漏水、警鐘鳴響等)，並通知有關負責人跟進處理；</p> <p>(v) 確保公共走廊及走火通道暢通無阻；及</p> <p>(vi) 處理大廈業主、住客和訪客的投訴和查詢。</p>	<p>(2) The major duties of building attendant are:</p> <p>(i) to prevent unauthorised entry into the building;</p> <p>(ii) to rush to the scene to assist and report to the police as appropriate if an emergency occurs;</p> <p>(iii) to register visitors going in and out of the building;</p> <p>(iv) to record every incident that occurs in the building (e.g. lift breakdown, power failure, water seepage, alarm ringing), and notify those responsible for appropriate follow-up action;</p> <p>(v) to ensure that common corridors and fire escapes are always kept clear; and</p> <p>(vi) to attend to all complaints and enquiries lodged by owners, occupants and visitors.</p>
<p>保安員的主要職責為：</p> <p>(i) 防止未經許可人士進入大廈；</p> <p>(ii) 定時巡樓，以防範暴力事件，火災及其他滋擾；及</p> <p>(iii) 遇有緊急事故，趕往現場支援及通知警方。</p>	<p>The major duties of guard are:</p> <p>(i) to prevent unauthorised entry into the building;</p> <p>(ii) to patrol regularly to prevent violence, fire or disturbances; and</p> <p>(iii) to rush to the scene to assist and report to the police as appropriate if an emergency occurs.</p>
<p>(3) 以兩更制或三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。</p>	<p>(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.</p>
<p>(4) 統計調查所包括的公司主要為保安服務公司。</p>	<p>(4) The companies included in the statistical survey are essentially security services companies.</p>
<p>@ 指工資統計調查涵蓋的所有行業，詳情請參閱附錄。個別職業的統計數字並不包括發電、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。</p>	<p>@ Refers to all industries covered by the wage enquiry. Please refer to the Appendix for details. For statistics on individual occupations, 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.</p>
<p>aa 本報告所包括的「督導級、技術員級、文書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>aa 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>

表 9 按選定常見職業劃分的技術工人及操作工人職級的平均每日工資、平均每日正常工作時數與平均每月標準工作日數

Table 9 Average daily wages, average number of normal working hours per day and average number of standard working days per month of craftsmen and operatives by selected common occupation

職業類別/職業 Occupational group/occupation	平均每日工資(元) ^a Average daily wages(\$) ^a			平均每日 正常工作時數 Average number of normal working hours 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		
技術工人 Craftsmen					
電器技工 Electrician	657	***	657	8	26
操作工人 Operatives					
品質檢查工 Quality checker	***	***	387	8	25

註釋：^a 本報告所包括的「技術工人及操作工人」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：^a The average wage rates of all employees under "craftsmen and operatives" are estimated and presented on a daily basis in this report. For those employees paid on other time basis, their wage rates are also converted to daily rates and included in the average daily wages in this table. Employees under the electric power generation, transmission and distribution, gas manufacture and distribution, railway and cable transport, public bus services, and licensed and franchised ferry services sectors are excluded.

表 10 按選定常見職業劃分的平均每月薪金、平均每日正常工作時數與平均每月標準工作日數
Table 10 Average monthly salaries, average number of normal working hours per day and average number of standard working days per month by selected common occupation

行業/職業	Industry/occupation	平均每月薪金(元) ^{aa} Average monthly salaries(\$) ^{aa}	平均每日 正常工作時數 Average number of normal working hours per day	平均每月 標準工作日數 Average number of standard working days per month
保安及偵查活動	Security and investigation			
服務工作人員	<i>Service workers</i>			
其中：	among whom:			
保安員	Guard	12,005	10	26
其中：	within which:			
以兩更制受聘的 非機場保安員	those employed for non-airport work under 2-shift system	12,566	11	26
以三更制受聘的 非機場保安員	those employed for non-airport work under 3-shift system	9,594	8	26
(請參閱第38頁的註釋1、2及3) (see notes 1, 2 and 3 on page 38)				
防蟲及清潔服務	Pest control and cleaning services			
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)	9,356	9	26
一般清潔工	Cleaner (general)	8,690	8	26
所有選定行業主類@	All selected industry sections@			
服務工作人員	<i>Service workers</i>			
其中：	among whom:			
男/女侍應生	Waiter/waitress	12,530	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>			
其中：	among whom:			
雜工	General worker	10,780	8	25
信差/辦公室助理	Messenger/office assistant	10,740	8	23

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

@ 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: ^{aa} 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

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2004年第1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.)	95.1 (n.a.)	111.9 (n.a.)	99.4 (n.a.)	83.1 (n.a.)	93.2 (n.a.)	98.5 (n.a.)
2004年第2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.)	86.3 (n.a.)	94.7 (n.a.)	82.7 (n.a.)	79.9 (n.a.)	92.1 (n.a.)	86.9 (n.a.)
2004年第3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.)	82.8 (n.a.)	87.3 (n.a.)	87.4 (n.a.)	75.2 (n.a.)	96.9 (n.a.)	86.5 (n.a.)
2004年第4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.)	85.2 (n.a.)	101.3 (n.a.)	97.2 (n.a.)	81.9 (n.a.)	93.0 (n.a.)	92.5 (n.a.)
2005年第1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)	96.7 (+1.7)	115.5 (+3.2)	108.0 (+8.6)	83.2 (+0.2)	88.6 (-4.9)	102.8 (+4.4)
2005年第2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)	86.2 (-0.1)	96.7 (+2.1)	89.6 (+8.4)	78.9 (-1.1)	91.8 (-0.2)	89.2 (+2.7)
2005年第3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)	84.2 (+1.7)	96.6 (+10.7)	91.1 (+4.3)	77.3 (+2.8)	91.3 (-5.7)	89.3 (+3.2)
2005年第4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)	82.2 (-3.5)	108.2 (+6.8)	98.9 (+1.8)	88.7 (+8.3)	91.5 (-1.7)	96.0 (+3.7)
2006年第1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)	90.3 (-6.7)	129.6 (+12.2)	105.1 (-2.8)	85.0 (+2.1)	90.0 (+1.6)	104.2 (+1.3)
2006年第2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)	86.7 (+0.7)	103.9 (+7.4)	92.3 (+3.1)	84.5 (+7.1)	91.9 (+0.1)	91.1 (+2.2)
2006年第3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)	87.0 (+3.3)	103.7 (+7.4)	90.7 (-0.5)	77.8 (+0.6)	92.6 (+1.4)	91.2 (+2.2)
2006年第4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)	87.4 (+6.3)	121.5 (+12.3)	89.8 (-9.2)	91.8 (+3.5)	92.2 (+0.9)	99.8 (+4.0)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2007年第1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)	87.7 (-2.8)	146.4 (+13.0)	96.8 (-7.9)	88.9 (+4.6)	90.2 (+0.3)	106.7 (+2.4)
2007年第2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)	86.3 (-0.5)	112.6 (+8.4)	93.6 (+1.4)	88.1 (+4.3)	90.4 (-1.7)	93.8 (+2.9)
2007年第3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)	82.7 (-4.9)	110.8 (+6.9)	92.9 (+2.5)	82.3 (+5.7)	96.9 (+4.6)	95.5 (+4.6)
2007年第4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)	84.6 (-3.2)	133.7 (+10.1)	93.1 (+3.7)	96.1 (+4.7)	94.9 (+2.9)	105.7 (+5.9)
2008年第1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)	95.6 (+9.0)	166.7 (+13.8)	114.4 (+18.2)	96.3 (+8.4)	92.0 (+2.0)	110.0 (+3.1)
2008年第2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)	87.7 (+1.6)	123.9 (+10.0)	102.2 (+9.1)	92.8 (+5.3)	94.8 (+4.9)	98.1 (+4.6)
2008年第3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)	88.7 (+7.2)	124.6 (+12.4)	96.3 (+3.6)	87.5 (+6.3)	101.0 (+4.2)	100.4 (+5.2)
2008年第4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)	92.0 (+8.7)	133.9 (+0.2)	93.7 (+0.6)	91.4 (-4.9)	96.3 (+1.4)	103.4 (-2.1)
2009年第1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)	92.6 (-3.2)	150.4 (-9.8)	98.1 (-14.2)	94.7 (-1.7)	98.3 (+6.8)	109.7 (-0.2)
2009年第2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)	89.7 (+2.3)	123.7 (-0.2)	101.8 (-0.3)	90.1 (-2.9)	96.8 (+2.2)	97.4 (-0.7)
2009年第3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)	89.1 (+0.5)	125.3 (+0.6)	100.6 (+4.5)	91.5 (+4.6)	99.5 (-1.5)	102.5 (+2.1)
2009年第4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)	93.2 (+1.3)	131.6 (-1.7)	96.1 (+2.5)	93.8 (+2.7)	95.9 (-0.4)	104.4 (+0.9)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2010年第1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)	97.4 (+5.2)	157.4 (+4.7)	101.7 (+3.7)	99.0 (+4.6)	95.3 (-3.0)	111.0 (+1.1)
2010年第2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)	93.8 (+4.6)	132.1 (+6.8)	102.3 (+0.5)	92.5 (+2.7)	94.1 (-2.9)	102.2 (+4.9)
2010年第3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)	90.2 (+1.2)	131.8 (+5.2)	101.9 (+1.3)	91.7 (+0.2)	97.2 (-2.4)	103.3 (+0.8)
2010年第4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)	92.7 (-0.5)	148.1 (+12.5)	95.9 (-0.1)	95.9 (+2.2)	94.8 (-1.2)	107.6 (+3.1)
2011年第1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)	101.1 (+3.8)	183.4 (+16.5)	106.5 (+4.7)	94.3 (-4.8)	93.1 (-2.3)	118.9 (+7.2)
2011年第2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)	100.7 (+7.3)	150.7 (+14.1)	113.0 (+10.4)	92.7 (+0.2)	93.9 (-0.2)	109.2 (+6.9)
2011年第3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)	97.2 (+7.8)	142.3 (+7.9)	114.9 (+12.8)	98.3 (+7.2)	105.9 (+9.0)	111.9 (+8.3)
2011年第4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)	102.7 (+10.8)	158.5 (+7.0)	113.3 (+18.2)	101.3 (+5.6)	100.3 (+5.9)	117.4 (+9.1)
2012年第1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)	110.6 (+9.4)	194.0 (+5.8)	121.9 (+14.4)	100.3 (+6.3)	100.8 (+8.3)	127.5 (+7.2)
2012年第2季 Q2 2012	102.0 (+5.8)	153.2 (+4.4)	120.8 (+4.7)	121.3 (+6.7)	104.9 (+1.6)	102.8 (+6.1)	108.4 (+7.7)	156.4 (+3.7)	119.7 (+5.9)	99.0 (+6.8)	102.1 (+8.7)	116.5 (+6.6)
2012年第3季 Q3 2012	101.8 (+8.6)	146.0 (+5.6)	121.2 (+3.8)	126.4 (+8.1)	109.3 (+5.0)	100.2 (+5.0)	106.0 (+9.0)	148.0 (+4.1)	119.4 (+3.9)	101.0 (+2.7)	113.8 (+7.4)	118.9 (+6.3)
2012年第4季 Q4 2012	107.6 (+5.9)	163.0 (+2.1)	132.6 (+6.1)	138.7 (+9.9)	122.4 (+5.8)	103.9 (+5.9)	110.0 (+7.1)	164.5 (+3.8)	120.2 (+6.1)	105.4 (+4.0)	105.6 (+5.2)	124.3 (+5.9)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2013年第1季 Q1 2013	120.1 (+2.1)	168.5 (+3.5)	135.2 (+3.2)	144.9 (+4.9)	116.7 (+4.6)	112.5 (+4.7)	115.5 (+4.4)	206.4 (+6.4)	127.4 (+4.5)	105.0 (+4.8)	106.7 (+5.8)	134.1 (+5.2)
2013年第2季 Q2 2013	105.2 (+3.1)	162.9 (+6.3)	121.3 (+0.4)	131.0 (+8.0)	110.9 (+5.7)	110.7 (+7.6)	113.8 (+5.0)	161.7 (+3.4)	127.4 (+6.4)	106.3 (+7.4)	106.3 (+4.1)	122.3 (+5.0)
2013年第3季 Q3 2013	104.9 (+3.1)	157.3 (+7.8)	128.2 (+5.8)	135.2 (+6.9)	114.6 (+4.9)	107.9 (+7.7)	111.9 (+5.6)	152.4 (+3.0)	128.3 (+7.5)	109.0 (+8.0)	116.1 (+2.0)	126.0 (+5.9)
2013年第4季 Q4 2013	110.5 (+2.8)	168.5 (+3.4)	136.8 (+3.1)	148.0 (+6.8)	128.6 (+5.0)	111.0 (+6.9)	116.9 (+6.3)	170.8 (+3.8)	126.0 (+4.8)	113.5 (+7.6)	109.5 (+3.7)	130.9 (+5.3)
2014年第1季 Q1 2014	125.0 (+4.1)	178.8 (+6.1)	137.5 (+1.7)	154.8 (+6.8)	121.5 (+4.1)	119.1 (+5.9)	123.1 (+6.6)	224.3 (+8.7)	133.0 (+4.4)	113.4 (+7.9)	110.2 (+3.3)	141.0 (+5.1)
2014年第2季 Q2 2014	111.1 (+5.7)	176.6 (+8.4)	126.6 (+4.4)	136.8 (+4.5)	114.9 (+3.6)	116.3 (+5.1)	118.3 (+3.9)	169.3 (+4.8)	134.7 (+5.7)	113.2 (+6.4)	110.4 (+3.9)	128.1 (+4.8)
2014年第3季 Q3 2014	110.6 (+5.4)	164.1 (+4.3)	132.6 (+3.4)	138.3 (+2.3)	118.4 (+3.4)	113.4 (+5.1)	117.8 (+5.2)	161.1 (+5.7)	132.3 (+3.1)	115.7 (+6.1)	114.5 (-1.3)	130.2 (+3.4)
2014年第4季 Q4 2014	117.7 (+6.5)	176.7 (+4.9)	140.3 (+2.6)	152.5 (+3.0)	131.5 (+2.3)	116.3 (+4.7)	122.8 (+5.0)	177.7 (+4.0)	132.8 (+5.4)	121.4 (+7.0)	110.6 (+0.9)	136.1 (+3.9)
2015年第1季 Q1 2015	132.8 (+6.3)	192.0 (+7.4)	142.3 (+3.5)	161.0 (+4.0)	125.2 (+3.1)	125.8 (+5.7)	129.4 (+5.1)	234.0 (+4.3)	139.0 (+4.5)	121.0 (+6.7)	119.5 (+8.4)	147.8 (+4.8)
2015年第2季 Q2 2015	116.7 (+5.0)	181.2 (+2.6)	132.4 (+4.6)	141.9 (+3.7)	120.4 (+4.8)	123.0 (+5.8)	125.2 (+5.9)	177.9 (+5.1)	142.1 (+5.5)	119.5 (+5.6)	114.9 (+4.0)	134.0 (+4.6)
2015年第3季 Q3 2015	115.7 (+4.6)	176.3 (+7.4)	137.7 (+3.9)	143.2 (+3.5)	125.0 (+5.5)	119.9 (+5.8)	122.5 (+4.0)	166.8 (+3.6)	139.1 (+5.1)	120.9 (+4.5)	124.5 (+8.7)	136.1 (+4.5)
2015年第4季 Q4 2015	122.7 (+4.2)	187.3 (+5.9)	144.4 (+2.9)	157.5 (+3.3)	136.6 (+3.9)	123.1 (+5.9)	125.7 (+2.4)	183.8 (+3.5)	139.6 (+5.1)	129.2 (+6.4)	116.2 (+5.1)	141.9 (+4.3)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2016年第1季 Q1 2016	138.1 (+3.9)	201.7 (+5.1)	145.9 (+2.6)	164.3 (+2.0)	130.0 (+3.8)	132.1 (+5.0)	133.5 (+3.2)	239.9 (+2.5)	144.5 (+4.0)	128.0 (+5.8)	118.0 (-1.2)	152.5 (+3.2)
2016年第2季 Q2 2016	121.4 (+4.0)	187.4 (+3.4)	135.5 (+2.3)	145.1 (+2.2)	124.8 (+3.6)	129.3 (+5.1)	129.0 (+3.0)	183.2 (+3.0)	147.9 (+4.1)	125.5 (+5.0)	119.2 (+3.7)	139.6 (+4.2)
2016年第3季 Q3 2016	120.2 (+3.9)	182.3 (+3.4)	140.3 (+1.9)	147.2 (+2.8)	128.0 (+2.4)	126.2 (+5.2)	126.9 (+3.6)	171.6 (+2.9)	145.3 (+4.5)	126.7 (+4.8)	129.5 (+4.1)	141.7 (+4.1)
2016年第4季 Q4 2016	126.5 (+3.1)	193.5 (+3.3)	148.1 (+2.6)	162.1 (+2.9)	141.2 (+3.4)	129.4 (+5.1)	130.7 (+4.0)	190.4 (+3.6)	145.8 (+4.4)	135.1 (+4.6)	120.0 (+3.3)	147.2 (+3.8)

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。

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

[^] 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.

@ 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.

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

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2004年第1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.)	108.9 (n.a.)	128.1 (n.a.)	113.9 (n.a.)	95.2 (n.a.)	106.8 (n.a.)	112.8 (n.a.)
2004年第2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.)	98.7 (n.a.)	108.4 (n.a.)	94.6 (n.a.)	91.4 (n.a.)	105.3 (n.a.)	99.4 (n.a.)
2004年第3季 Q3 2004	93.0 (n.a.)	112.2 (n.a.)	92.6 (n.a.)	92.8 (n.a.)	96.8 (n.a.)	88.0 (n.a.)	95.0 (n.a.)	100.1 (n.a.)	100.2 (n.a.)	86.3 (n.a.)	111.1 (n.a.)	99.2 (n.a.)
2004年第4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.)	97.2 (n.a.)	115.5 (n.a.)	110.8 (n.a.)	93.4 (n.a.)	106.1 (n.a.)	105.5 (n.a.)
2005年第1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)	110.4 (+1.4)	131.8 (+2.9)	123.3 (+8.3)	95.0 (-0.2)	101.2 (-5.3)	117.3 (+4.0)
2005年第2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)	97.9 (-0.8)	109.9 (+1.4)	101.8 (+7.6)	89.7 (-1.8)	104.3 (-0.9)	101.3 (+2.0)
2005年第3季 Q3 2005	91.9 (-1.2)	133.8 (+19.2)	100.7 (+8.7)	98.6 (+6.2)	101.2 (+4.6)	86.8 (-1.4)	95.4 (+0.4)	109.4 (+9.3)	103.2 (+3.0)	87.6 (+1.5)	103.4 (-6.9)	101.1 (+1.9)
2005年第4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)	92.6 (-4.7)	121.8 (+5.5)	111.4 (+0.5)	99.9 (+6.9)	103.0 (-2.9)	108.1 (+2.5)
2006年第1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)	101.4 (-8.1)	145.6 (+10.5)	118.0 (-4.3)	95.5 (+0.5)	101.1 (§)	117.0 (-0.3)
2006年第2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)	96.6 (-1.4)	115.7 (+5.3)	102.8 (+1.0)	94.1 (+4.9)	102.4 (-1.9)	101.5 (+0.1)
2006年第3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)	96.4 (+1.0)	114.9 (+5.0)	100.4 (-2.7)	86.2 (-1.6)	102.6 (-0.8)	101.0 (-0.1)
2006年第4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)	96.4 (+4.1)	133.9 (+9.9)	99.0 (-11.1)	101.2 (+1.3)	101.7 (-1.2)	110.0 (+1.8)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2007年第1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)	96.9 (-4.5)	161.8 (+11.1)	107.0 (-9.4)	98.2 (+2.9)	99.7 (-1.4)	117.9 (+0.7)
2007年第2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)	95.0 (-1.7)	123.9 (+7.1)	103.0 (+0.2)	97.0 (+3.0)	99.4 (-2.9)	103.2 (+1.7)
2007年第3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)	90.2 (-6.4)	120.9 (+5.2)	101.3 (+0.9)	89.7 (+4.1)	105.7 (+3.0)	104.1 (+3.0)
2007年第4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)	90.2 (-6.4)	142.5 (+6.4)	99.2 (+0.2)	102.5 (+1.3)	101.2 (-0.5)	112.7 (+2.4)
2008年第1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)	101.0 (+4.2)	176.0 (+8.8)	120.8 (+13.0)	101.7 (+3.6)	97.2 (-2.5)	116.1 (-1.5)
2008年第2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)	91.2 (-3.9)	129.0 (+4.1)	106.3 (+3.2)	96.5 (-0.4)	98.6 (-0.8)	102.1 (-1.1)
2008年第3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)	92.4 (+2.4)	129.8 (+7.3)	100.3 (-1.0)	91.1 (+1.6)	105.2 (-0.5)	104.6 (+0.5)
2008年第4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)	95.8 (+6.2)	139.5 (-2.1)	97.6 (-1.7)	95.2 (-7.1)	100.3 (-0.9)	107.8 (-4.3)
2009年第1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)	96.1 (-4.8)	156.2 (-11.3)	101.9 (-15.7)	98.4 (-3.3)	102.0 (+5.0)	114.0 (-1.9)
2009年第2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)	93.3 (+2.3)	128.7 (-0.2)	106.0 (-0.3)	93.7 (-2.9)	100.8 (+2.2)	101.4 (-0.7)
2009年第3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)	93.7 (+1.4)	131.8 (+1.6)	105.8 (+5.5)	96.2 (+5.6)	104.6 (-0.5)	107.7 (+3.0)
2009年第4季 Q4 2009	93.8 (-1.3)	144.6 (-6.9)	108.4 (-2.0)	104.7 (-2.9)	113.1 (-1.4)	89.6 (-1.4)	95.5 (-0.3)	134.9 (-3.3)	98.4 (+0.9)	96.1 (+1.0)	98.3 (-2.0)	106.9 (-0.8)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	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@
2010年第1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)	99.1 (+3.1)	160.1 (+2.5)	103.5 (+1.6)	100.7 (+2.4)	96.9 (-5.0)	112.9 (-0.9)
2010年第2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)	94.9 (+1.8)	133.7 (+3.8)	103.6 (-2.3)	93.6 (-0.1)	95.2 (-5.5)	103.4 (+2.0)
2010年第3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)	93.3 (-0.4)	136.5 (+3.6)	105.4 (-0.3)	94.9 (-1.4)	100.6 (-3.9)	106.9 (-0.7)
2010年第4季 Q4 2010	93.8 (§)	141.8 (-1.9)	110.7 (+2.2)	110.9 (+5.9)	112.0 (-1.0)	89.0 (-0.7)	92.5 (-3.1)	147.8 (+9.6)	95.7 (-2.7)	95.7 (-0.4)	94.6 (-3.8)	107.4 (+0.4)
2011年第1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)	99.1 (§)	179.6 (+12.2)	104.3 (+0.8)	92.4 (-8.3)	91.2 (-5.9)	116.5 (+3.2)
2011年第2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)	97.0 (+2.1)	145.2 (+8.6)	108.8 (+5.1)	89.3 (-4.6)	90.4 (-5.0)	105.2 (+1.8)
2011年第3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)	94.5 (+1.2)	138.3 (+1.3)	111.7 (+5.9)	95.5 (+0.6)	102.9 (+2.3)	108.7 (+1.6)
2011年第4季 Q4 2011	95.8 (+2.1)	150.7 (+6.2)	117.9 (+6.5)	119.1 (+7.4)	109.1 (-2.5)	92.5 (+3.9)	96.9 (+4.7)	149.6 (+1.2)	106.9 (+11.7)	95.6 (-0.2)	94.7 (+0.1)	110.8 (+3.1)
2012年第1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)	103.0 (+4.0)	180.6 (+0.6)	113.5 (+8.7)	93.3 (+1.1)	93.9 (+2.9)	118.7 (+1.9)
2012年第2季 Q2 2012	94.3 (+1.5)	141.6 (+0.1)	111.7 (+0.4)	112.1 (+2.4)	96.9 (-2.5)	95.0 (+1.8)	100.2 (+3.3)	144.5 (-0.5)	110.6 (+1.6)	91.5 (+2.5)	94.3 (+4.3)	107.6 (+2.3)
2012年第3季 Q3 2012	95.9 (+5.3)	137.6 (+2.4)	114.2 (+0.6)	119.1 (+4.8)	103.0 (+1.8)	94.4 (+1.9)	99.9 (+5.7)	139.5 (+0.9)	112.6 (+0.8)	95.2 (-0.4)	107.2 (+4.2)	112.1 (+3.1)
2012年第4季 Q4 2012	97.9 (+2.2)	148.3 (-1.6)	120.7 (+2.3)	126.2 (+6.0)	111.4 (+2.1)	94.5 (+2.2)	100.1 (+3.3)	149.7 (+0.1)	109.4 (+2.3)	95.9 (+0.3)	96.1 (+1.5)	113.1 (+2.1)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation^ and food service activities	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@
2013年第1季 Q1 2013	107.9 (-1.4)	151.4 (-0.1)	121.5 (-0.4)	130.2 (+1.3)	104.8 (+0.9)	101.1 (+1.0)	103.8 (+0.8)	185.4 (+2.7)	114.5 (+0.9)	94.4 (+1.1)	95.9 (+2.1)	120.5 (+1.5)
2013年第2季 Q2 2013	93.4 (-0.9)	144.7 (+2.2)	107.7 (-3.6)	116.3 (+3.7)	98.5 (+1.6)	98.3 (+3.4)	101.1 (+0.9)	143.6 (-0.7)	113.1 (+2.3)	94.4 (+3.2)	94.4 (+0.1)	108.6 (+0.9)
2013年第3季 Q3 2013	93.9 (-2.1)	140.9 (+2.4)	114.8 (+0.5)	121.0 (+1.6)	102.6 (-0.4)	96.6 (+2.3)	100.2 (+0.3)	136.5 (-2.2)	114.9 (+2.1)	97.6 (+2.5)	103.9 (-3.1)	112.8 (+0.6)
2013年第4季 Q4 2013	96.4 (-1.5)	146.9 (-1.0)	119.3 (-1.2)	129.1 (+2.3)	112.1 (+0.6)	96.8 (+2.4)	102.0 (+1.9)	149.0 (-0.5)	109.8 (+0.4)	98.9 (+3.1)	95.5 (-0.6)	114.2 (+0.9)
2014年第1季 Q1 2014	107.8 (§)	154.3 (+1.9)	118.7 (-2.3)	133.6 (+2.6)	104.8 (§)	102.8 (+1.7)	106.2 (+2.3)	193.6 (+4.4)	114.8 (+0.3)	97.8 (+3.6)	95.1 (-0.8)	121.7 (+1.0)
2014年第2季 Q2 2014	95.2 (+1.9)	151.3 (+4.6)	108.5 (+0.8)	117.2 (+0.8)	98.5 (§)	99.6 (+1.4)	101.4 (+0.3)	145.1 (+1.1)	115.4 (+2.0)	97.0 (+2.7)	94.6 (+0.3)	109.8 (+1.1)
2014年第3季 Q3 2014	94.4 (+0.5)	140.0 (-0.6)	113.1 (-1.4)	118.0 (-2.5)	101.0 (-1.5)	96.8 (+0.2)	100.5 (+0.3)	137.4 (+0.7)	112.9 (-1.7)	98.7 (+1.1)	97.7 (-6.0)	111.1 (-1.5)
2014年第4季 Q4 2014	97.8 (+1.4)	146.8 (-0.1)	116.5 (-2.3)	126.7 (-1.8)	109.2 (-2.5)	96.6 (-0.2)	102.0 (§)	147.6 (-0.9)	110.3 (+0.4)	100.8 (+1.9)	91.8 (-3.8)	113.0 (-1.0)
2015年第1季 Q1 2015	109.9 (+1.9)	158.8 (+2.9)	117.7 (-0.8)	133.2 (-0.3)	103.6 (-1.2)	104.1 (+1.3)	107.1 (+0.8)	193.6 (§)	115.0 (+0.2)	100.0 (+2.3)	98.8 (+3.9)	122.3 (+0.5)
2015年第2季 Q2 2015	97.2 (+2.1)	150.9 (-0.3)	110.3 (+1.6)	118.2 (+0.8)	100.3 (+1.8)	102.5 (+2.8)	104.3 (+2.9)	148.1 (+2.1)	118.3 (+2.5)	99.5 (+2.6)	95.7 (+1.1)	111.6 (+1.7)
2015年第3季 Q3 2015	96.3 (+2.1)	146.8 (+4.8)	114.7 (+1.4)	119.2 (+1.0)	104.0 (+3.0)	99.9 (+3.2)	102.0 (+1.5)	138.9 (+1.1)	115.8 (+2.6)	100.7 (+2.0)	103.6 (+6.1)	113.3 (+2.0)
2015年第4季 Q4 2015	99.6 (+1.9)	152.0 (+3.5)	117.2 (+0.6)	127.9 (+0.9)	110.9 (+1.5)	99.9 (+3.5)	102.0 (+0.1)	149.2 (+1.1)	113.3 (+2.7)	104.8 (+4.0)	94.3 (+2.7)	115.2 (+1.9)

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.

(1999 年第 1 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 [^] 及 膳食服務活動 Accommodation [^] and food service activities	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 [@]
2016年第1季 Q1 2016	111.1 (+1.1)	162.2 (+2.2)	117.4 (-0.2)	132.2 (-0.8)	104.6 (+1.0)	106.3 (+2.1)	107.4 (+0.3)	193.0 (-0.3)	116.3 (+1.1)	103.0 (+2.9)	94.9 (-3.9)	122.7 (+0.4)
2016年第2季 Q2 2016	98.6 (+1.4)	152.1 (+0.8)	110.0 (-0.3)	117.8 (-0.3)	101.3 (+1.0)	105.0 (+2.5)	104.7 (+0.4)	148.7 (+0.4)	120.0 (+1.4)	101.8 (+2.4)	96.8 (+1.1)	113.3 (+1.5)
2016年第3季 Q3 2016	97.1 (+0.7)	147.2 (+0.3)	113.3 (-1.2)	118.8 (-0.3)	103.4 (-0.7)	101.9 (+2.0)	102.5 (+0.5)	138.6 (-0.2)	117.3 (+1.3)	102.3 (+1.6)	104.6 (+0.9)	114.4 (+1.0)
2016年第4季 Q4 2016	101.4 (+1.9)	155.2 (+2.1)	118.8 (+1.4)	130.0 (+1.7)	113.3 (+2.1)	103.8 (+3.8)	104.8 (+2.7)	152.7 (+2.3)	116.9 (+3.1)	108.3 (+3.3)	96.3 (+2.1)	118.1 (+2.5)

註釋：(1) 自2016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2014/15年為基期的綜合消費物價指數而計算出來。為方便比較，2016年以前的就業人士實質平均薪金指數經以2014/15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，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 2016, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2014/15-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2016 have been recompiled using the 2014/15-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

(1999 年第 1 季=100)
(Q1 1999=100)

香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		2015 第4季 Q4	2016 第3季 Q3	2016 第4季 Q4	2015 第4季 Q4	2016 第3季 Q3	2016 第4季 Q4
B	採礦及採石 <i>Mining and quarrying</i>	*** (***)	*** (***)	*** (***)	*** (***)	*** (***)	*** (***)
10-11	食品及飲品的製造 Manufacture of food products and beverages	94.8 (+8.3)	98.2 (+8.1)	98.2 (+3.5)	76.9 (+5.9)	79.3 (+4.9)	78.7 (+2.3)
14	成衣的製造 Manufacture of wearing apparel	108.5 (+3.6)	105.0 (+1.9)	108.8 (+0.3)	88.0 (+1.2)	84.8 (-1.2)	87.2 (-0.9)
C	製造 <i>Manufacturing</i>	122.7 (+4.2)	120.2 (+3.9)	126.5 (+3.1)	99.6 (+1.9)	97.1 (+0.7)	101.4 (+1.9)
D	電力及燃氣供應 <i>Electricity and gas supply</i>	*** (***)	*** (***)	*** (***)	*** (***)	*** (***)	*** (***)
E	污水處理、廢棄物管理及污染防治活動 <i>Sewerage, waste management and remediation activities</i>	187.3 (+5.9)	182.3 (+3.4)	193.5 (+3.3)	152.0 (+3.5)	147.2 (+0.3)	155.2 (+2.1)
45	進出口貿易 Import and export trade	144.5 (+2.3)	140.3 (+1.8)	148.3 (+2.6)	117.3 (§)	113.3 (-1.3)	118.9 (+1.4)
46	批發 Wholesale	132.5 (+7.0)	138.3 (+3.2)	136.4 (+3.0)	107.5 (+4.6)	111.6 (+0.1)	109.4 (+1.7)
G (part of)	進出口貿易及批發 <i>Import/export and wholesale trades</i>	144.4 (+2.9)	140.3 (+1.9)	148.1 (+2.6)	117.2 (+0.6)	113.3 (-1.2)	118.8 (+1.4)
G (part of)	零售 <i>Retail trade</i>	157.5 (+3.3)	147.2 (+2.8)	162.1 (+2.9)	127.9 (+0.9)	118.8 (-0.3)	130.0 (+1.7)
49	陸路運輸 Land transport	125.7 (+3.4)	136.4 (+0.6)	129.6 (+3.1)	102.0 (+1.0)	110.1 (-2.5)	104.0 (+1.9)
50	水上運輸 Water transport	152.9 (+6.1)	145.6 (+4.7)	159.1 (+4.1)	124.1 (+3.7)	117.5 (+1.5)	127.6 (+2.8)
51	航空運輸 Air transport	148.5 (+2.0)	120.1 (+1.9)	154.2 (+3.9)	120.5 (-0.4)	96.9 (-1.2)	123.7 (+2.7)
52	貨倉及運輸輔助活動 Warehousing and support activities for transportation	127.0 (+4.7)	120.9 (+3.0)	130.8 (+3.0)	103.1 (+2.3)	97.7 (-0.1)	104.9 (+1.7)
H	運輸、倉庫、郵政及速遞服務 <i>Transportation, storage, postal and courier services</i>	136.6 (+3.9)	128.0 (+2.4)	141.2 (+3.4)	110.9 (+1.5)	103.4 (-0.7)	113.3 (+2.1)

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.

		(1999 年第 1 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	名義指數 Nominal index			實質指數 Real index		
		2015 第4季 Q4	2016 第3季 Q3	2016 第4季 Q4	2015 第4季 Q4	2016 第3季 Q3	2016 第4季 Q4
55	短期住宿活動 Short term accommodation activities	117.0 (+2.7)	123.3 (+2.9)	119.1 (+1.8)	95.0 (+0.4)	99.6 (-0.2)	95.5 (+0.6)
56	餐飲服務活動 Food and beverage service activities	124.0 (+6.9)	126.6 (+5.5)	131.3 (+5.9)	100.6 (+4.5)	102.2 (+2.3)	105.3 (+4.6)
I	住宿[^]及膳食服務活動 Accommodation[^] and food service activities	123.1 (+5.9)	126.2 (+5.2)	129.4 (+5.1)	99.9 (+3.5)	101.9 (+2.0)	103.8 (+3.8)
58	出版活動 Publishing activities	138.2 (+0.7)	135.2 (+0.1)	142.6 (+3.2)	112.2 (-1.6)	109.2 (-2.9)	114.4 (+1.9)
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	92.7 (+0.7)	98.8 (+3.3)	95.4 (+3.0)	75.2 (-1.6)	79.8 (+0.2)	76.5 (+1.7)
61	電訊 Telecommunications	146.0 (+2.3)	141.1 (+2.3)	148.4 (+1.6)	118.5 (-0.1)	113.9 (-0.8)	119.0 (+0.4)
62-63	資訊科技服務及資訊服務活動 Information technology service and information service activities	107.0 (+4.0)	109.4 (+4.9)	112.3 (+4.9)	86.9 (+1.6)	88.3 (+1.7)	90.0 (+3.6)
J	資訊及通訊 Information and communications	125.7 (+2.4)	126.9 (+3.6)	130.7 (+4.0)	102.0 (+0.1)	102.5 (+0.5)	104.8 (+2.7)
64	金融中介(保險及退休基金除外) Financial intermediation (except insurance and pension funding)	176.3 (+3.0)	169.3 (+4.5)	186.0 (+5.5)	143.1 (+0.6)	136.7 (+1.3)	149.2 (+4.3)
65	保險 Insurance	197.6 (+4.1)	170.4 (+3.5)	203.1 (+2.8)	160.4 (+1.7)	137.6 (+0.4)	162.9 (+1.5)
66	金融保險輔助活動 Activities auxiliary to financial service and insurance activities	219.2 (+4.6)	197.0 (+0.3)	219.3 (+0.1)	177.9 (+2.2)	159.1 (-2.8)	175.9 (-1.1)
K	金融及保險活動 Financial and insurance activities	183.8 (+3.5)	171.6 (+2.9)	190.4 (+3.6)	149.2 (+1.1)	138.6 (-0.2)	152.7 (+2.3)
L	地產活動 Real estate activities	139.6 (+5.1)	145.3 (+4.5)	145.8 (+4.4)	113.3 (+2.7)	117.3 (+1.3)	116.9 (+3.1)

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.

		(1999 年第 1 季=100)			(Q1 1999=100)		
香港標準 行業分類 編碼 HSIC code	行業主類/行業大類 Industry section/Industry division	名義指數 Nominal index			實質指數 Real index		
		2015 第4季 Q4	2016 第3季 Q3	2016 第4季 Q4	2015 第4季 Q4	2016 第3季 Q3	2016 第4季 Q4
69	法律及會計活動 Legal and accounting activities	120.7 (+3.8)	122.3 (+1.4)	124.4 (+3.1)	98.0 (+1.5)	98.7 (-1.7)	99.7 (+1.8)
70-75	其他專業、科學及技術活動 Other professional, scientific and technical activities	138.6 (+7.2)	134.8 (+5.1)	145.4 (+5.0)	112.5 (+4.8)	108.8 (+1.9)	116.6 (+3.7)
79	旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	127.1 (+5.3)	134.1 (+6.2)	133.0 (+4.7)	103.2 (+2.9)	108.3 (+3.0)	106.7 (+3.4)
80	保安及偵查活動 Security and investigation activities	124.0 (+5.9)	126.3 (+3.8)	129.4 (+4.4)	100.6 (+3.5)	102.0 (+0.6)	103.7 (+3.1)
M, N	專業及商業服務 Professional and business services	129.2 (+6.4)	126.7 (+4.8)	135.1 (+4.6)	104.8 (+4.0)	102.3 (+1.6)	108.3 (+3.3)
85	教育 Education	112.2 (+3.0)	124.3 (+3.6)	116.0 (+3.4)	91.1 (+0.7)	100.4 (+0.5)	93.0 (+2.2)
86	人類保健活動 Human health activities	128.5 (+10.8)	139.5 (+4.9)	131.6 (+2.4)	104.3 (+8.3)	112.6 (+1.7)	105.6 (+1.2)
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	119.9 (+8.7)	123.6 (+5.9)	125.8 (+4.9)	97.3 (+6.3)	99.8 (+2.7)	100.9 (+3.7)
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	124.4 (+2.1)	121.5 (+2.6)	128.7 (+3.4)	101.0 (-0.2)	98.1 (-0.5)	103.2 (+2.2)
P, Q, R, S	社會及個人服務 Social and personal services	116.2 (+5.1)	129.5 (+4.1)	120.0 (+3.3)	94.3 (+2.7)	104.6 (+0.9)	96.3 (+2.1)
	所有選定行業主類@ All selected industry sections@	141.9 (+4.3)	141.7 (+4.1)	147.2 (+3.8)	115.2 (+1.9)	114.4 (+1.0)	118.1 (+2.5)

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2016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2014/15年為基期的綜合消費物價指數而計算出來。

(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 2016, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2014/15-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

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2004年第1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.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)
2004年第2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)	§ (-9.3)	+1.2 (-15.3)	+0.1 (-16.9)	+5.3 (-3.9)	+0.9 (-1.3)	+1.3 (-11.8)
2004年第3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)	-3.3 (-4.0)	-2.5 (-7.9)	+2.8 (+5.7)	-4.1 (-5.8)	+0.7 (+5.3)	-0.3 (-0.4)
2004年第4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)	+0.5 (+2.9)	+1.5 (+16.0)	+2.9 (+11.2)	-1.9 (+8.9)	-1.9 (-4.0)	-0.5 (+6.9)
2005年第1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)	+4.8 (+13.5)	+1.2 (+14.0)	+3.5 (+11.2)	+2.0 (+1.6)	-3.8 (-4.7)	+3.9 (+11.1)
2005年第2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)	-2.3 (-10.9)	+3.1 (-16.2)	-2.6 (-17.1)	+1.6 (-5.1)	+4.5 (+3.6)	-0.5 (-13.3)
2005年第3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)	-1.6 (-2.3)	+4.8 (-0.1)	-0.1 (+1.7)	+2.0 (-2.1)	-4.4 (-0.5)	+0.4 (+0.1)
2005年第4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)	-3.6 (-2.4)	-1.4 (+12.0)	+2.8 (+8.5)	+1.7 (+14.7)	+1.9 (+0.1)	-0.2 (+7.5)
2006年第1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)	+0.8 (+9.8)	+3.1 (+19.8)	-1.8 (+6.2)	-2.4 (-4.2)	+0.6 (-1.6)	+1.7 (+8.6)
2006年第2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)	+4.9 (-3.9)	+2.3 (-19.8)	§ (-12.1)	+4.7 (-0.5)	+2.0 (+2.2)	+0.4 (-12.5)
2006年第3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)	+1.2 (+0.3)	+4.0 (-0.2)	-2.0 (-1.8)	-2.2 (-8.0)	-3.2 (+0.8)	+0.3 (+0.1)
2006年第4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)	-0.6 (+0.5)	+2.9 (+17.1)	-3.6 (-1.0)	+3.1 (+18.0)	+1.5 (-0.4)	+1.5 (+9.4)

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.

(1999 年第 1 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 [^] 及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類 [@] All selected industry sections [@]
2007年第1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)	-6.6 (+0.3)	+1.9 (+20.6)	+1.3 (+7.8)	-0.7 (-3.2)	+0.2 (-2.2)	+1.0 (+6.9)
2007年第2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)	+5.3 (-1.6)	+0.3 (-23.1)	+3.2 (-3.3)	+2.9 (-0.8)	-0.4 (+0.1)	+0.1 (-12.1)
2007年第3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)	-3.1 (-4.2)	+0.2 (-1.6)	-0.9 (-0.8)	+0.9 (-6.7)	+3.3 (+7.2)	+0.5 (+1.8)
2007年第4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)	+0.4 (+2.2)	+9.9 (+20.6)	-0.1 (+0.2)	+2.7 (+16.9)	+0.4 (-2.0)	+5.0 (+10.7)
2008年第1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)	+7.4 (+13.1)	+5.0 (+24.7)	+17.4 (+22.9)	+1.5 (+0.2)	-1.5 (-3.1)	-1.8 (+4.1)
2008年第2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)	-3.5 (-8.3)	-5.6 (-25.6)	-7.6 (-10.7)	+0.6 (-3.7)	+2.8 (+3.0)	+0.7 (-10.8)
2008年第3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)	+3.2 (+1.2)	+2.0 (+0.5)	-5.5 (-5.8)	-1.4 (-5.7)	+2.3 (+6.5)	+0.5 (+2.4)
2008年第4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)	+1.4 (+3.7)	-2.5 (+7.5)	-0.7 (-2.7)	-3.7 (+4.5)	-2.0 (-4.6)	-1.3 (+3.0)
2009年第1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)	-4.5 (+0.7)	-3.6 (+12.3)	§ (+4.8)	+3.6 (+3.6)	+3.5 (+2.0)	§ (+6.1)
2009年第2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)	+2.1 (-3.2)	+2.7 (-17.7)	+5.2 (+3.8)	-0.6 (-4.9)	-1.8 (-1.4)	-0.4 (-11.2)
2009年第3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)	+2.0 (-0.6)	+4.1 (+1.3)	-1.0 (-1.2)	+3.3 (+1.6)	-1.4 (+2.7)	+3.6 (+5.2)
2009年第4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)	+2.3 (+4.6)	-3.3 (+5.0)	-0.7 (-4.5)	-3.6 (+2.5)	-0.3 (-3.6)	-1.6 (+1.9)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2010年第1季 Q1 2010	-4.5 (+2.8)	-1.0 (+3.7)	-0.2 (+9.0)	+1.0 (+10.9)	+0.2 (-1.4)	-0.4 (+5.0)	-1.2 (+4.5)	+1.1 (+19.6)	+0.2 (+5.9)	+6.1 (+5.5)	+0.7 (-0.7)	-0.1 (+6.3)
2010年第2季 Q2 2010	+6.8 (-3.5)	+5.0 (-3.3)	+0.8 (-14.1)	+1.9 (-13.5)	-0.9 (-12.2)	+1.1 (-5.8)	+1.3 (-3.7)	+3.9 (-16.1)	+1.2 (+0.6)	-2.6 (-6.6)	-1.2 (-1.3)	+2.5 (-7.9)
2010年第3季 Q3 2010	+1.1 (-1.6)	-0.8 (-4.0)	+1.5 (+4.4)	+2.0 (+3.4)	+7.4 (+12.5)	+2.1 (+2.8)	-1.0 (-3.9)	+4.3 (-0.2)	+0.7 (-0.5)	-0.6 (-0.8)	-2.6 (+3.3)	§ (+1.1)
2010年第4季 Q4 2010	+0.6 (+5.3)	-3.2 (+4.6)	+2.3 (+7.2)	+2.8 (+9.5)	-5.2 (+4.5)	-0.9 (+0.3)	+0.6 (+2.9)	+3.4 (+12.3)	-1.5 (-5.8)	-0.1 (+4.6)	+2.0 (-2.4)	+1.1 (+4.2)
2011年第1季 Q1 2011	+1.5 (+9.7)	+4.4 (+7.6)	+6.8 (+14.4)	-0.5 (+7.4)	+8.0 (+5.0)	+7.3 (+12.8)	+3.2 (+9.1)	+3.4 (+23.8)	+4.1 (+11.1)	-1.0 (-1.7)	-0.7 (-1.8)	+3.4 (+10.5)
2011年第2季 Q2 2011	+2.7 (-6.5)	+2.5 (-4.0)	+4.1 (-9.0)	+11.0 (-4.8)	-2.2 (-12.4)	+1.7 (-3.7)	+4.0 (-0.5)	+2.3 (-17.8)	+6.9 (+6.0)	+2.1 (-1.7)	+1.9 (+0.8)	+2.2 (-8.1)
2011年第3季 Q3 2011	§ (-2.8)	-1.8 (-5.8)	-0.8 (+1.2)	+1.3 (+2.9)	-3.5 (+0.8)	-0.2 (-1.5)	-0.1 (-3.4)	-0.6 (-5.6)	+3.2 (+1.7)	+5.4 (+6.1)	+4.6 (+12.8)	+1.3 (+2.4)
2011年第4季 Q4 2011	+3.5 (+8.4)	+7.2 (+15.5)	+0.7 (+7.0)	+1.1 (+7.9)	+1.2 (+11.2)	+1.9 (+2.8)	+3.0 (+5.7)	+1.9 (+11.4)	+2.6 (-1.4)	-1.0 (+3.1)	+0.4 (-5.2)	+1.9 (+5.0)
2012年第1季 Q1 2012	+5.9 (+15.7)	-1.3 (+1.9)	+1.1 (+4.8)	+2.5 (+9.4)	-0.4 (-3.6)	+3.0 (+9.6)	+2.2 (+7.7)	+1.0 (+22.4)	+0.6 (+7.5)	+0.4 (-1.0)	+1.1 (+0.5)	+1.6 (+8.6)
2012年第2季 Q2 2012	-2.8 (-13.2)	-0.7 (-5.8)	+4.1 (-7.7)	+1.6 (-12.1)	+3.7 (-6.0)	+0.3 (-4.3)	+2.6 (-2.0)	+1.0 (-19.4)	-0.2 (-1.8)	+1.9 (-1.2)	+1.9 (+1.2)	+1.5 (-8.6)
2012年第3季 Q3 2012	+2.2 (-0.2)	+0.7 (-4.7)	-3.0 (+0.3)	+2.7 (+4.2)	+0.6 (+4.2)	+0.3 (-2.6)	+0.9 (-2.2)	+1.2 (-5.3)	+1.3 (-0.2)	+1.1 (+2.0)	+4.4 (+11.5)	+1.3 (+2.1)
2012年第4季 Q4 2012	+1.2 (+5.7)	+3.9 (+11.7)	+2.6 (+9.4)	+1.8 (+9.7)	+1.7 (+12.1)	+3.0 (+3.7)	+1.0 (+3.8)	+1.6 (+11.1)	+3.8 (+0.6)	+0.4 (+4.4)	-2.2 (-7.2)	+1.3 (+4.5)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2013年第1季 Q1 2013	+1.0 (+11.6)	-0.2 (+3.3)	+0.7 (+1.9)	-0.9 (+4.5)	-0.4 (-4.7)	+0.7 (+8.3)	-0.1 (+5.0)	+1.1 (+25.4)	n.a. (+6.0)	n.a. (-0.4)	+1.4 (+1.0)	+0.9 (+7.9)
2013年第2季 Q2 2013	-1.0 (-12.4)	+1.9 (-3.3)	-0.4 (-10.3)	+4.1 (-9.6)	+2.8 (-5.0)	+2.9 (-1.6)	+3.2 (-1.5)	-0.2 (-21.7)	n.a. (§)	n.a. (+1.3)	+1.0 (-0.4)	+1.3 (-8.8)
2013年第3季 Q3 2013	+2.1 (-0.2)	+1.9 (-3.4)	+2.2 (+5.7)	+2.1 (+3.2)	+0.5 (+3.3)	+1.2 (-2.5)	+1.3 (-1.6)	+1.3 (-5.7)	n.a. (+0.8)	n.a. (+2.5)	+1.4 (+9.2)	+2.3 (+3.0)
2013年第4季 Q4 2013	+0.7 (+5.4)	§ (+7.1)	+0.8 (+6.7)	+1.2 (+9.5)	+1.9 (+12.2)	+2.5 (+2.9)	+1.7 (+4.5)	+2.4 (+12.1)	n.a. (-1.8)	n.a. (+4.1)	+1.0 (-5.6)	+0.7 (+3.9)
2014年第1季 Q1 2014	+1.7 (+13.1)	+1.4 (+6.1)	§ (+0.5)	-0.2 (+4.6)	-0.3 (-5.5)	-0.1 (+7.3)	+0.5 (+5.3)	+4.0 (+31.3)	n.a. (+5.6)	n.a. (-0.1)	+0.1 (+0.6)	+0.7 (+7.7)
2014年第2季 Q2 2014	+1.6 (-11.1)	+5.2 (-1.2)	+1.0 (-7.9)	+1.1 (-11.6)	+0.9 (-5.4)	+1.4 (-2.4)	-0.1 (-3.9)	-2.6 (-24.5)	n.a. (+1.2)	n.a. (-0.2)	+1.4 (+0.2)	+0.9 (-9.1)
2014年第3季 Q3 2014	+1.3 (-0.5)	-2.3 (-7.1)	+1.1 (+4.7)	+0.3 (+1.1)	+0.7 (+3.1)	+1.2 (-2.5)	+2.9 (-0.4)	+2.2 (-4.9)	n.a. (-1.7)	n.a. (+2.2)	-4.0 (+3.7)	+0.9 (+1.6)
2014年第4季 Q4 2014	+1.8 (+6.4)	+1.1 (+7.7)	+0.5 (+5.8)	+1.3 (+10.3)	+0.9 (+11.1)	+1.1 (+2.5)	+1.7 (+4.2)	+0.9 (+10.3)	n.a. (+0.4)	n.a. (+4.9)	+4.0 (-3.4)	+1.3 (+4.5)
2015年第1季 Q1 2015	+1.3 (+12.9)	+3.0 (+8.6)	+1.4 (+1.4)	+1.4 (+5.6)	+1.0 (-4.8)	+1.9 (+8.2)	+0.5 (+5.4)	+3.0 (+31.7)	n.a. (+4.7)	n.a. (-0.3)	+7.0 (+8.1)	+1.6 (+8.7)
2015年第2季 Q2 2015	+0.6 (-12.1)	+1.0 (-5.6)	+1.2 (-6.9)	+0.6 (-11.9)	+1.9 (-3.8)	+1.4 (-2.2)	+0.7 (-3.2)	-0.9 (-24.0)	n.a. (+2.2)	n.a. (-1.2)	-2.8 (-3.8)	+0.7 (-9.3)
2015年第3季 Q3 2015	+0.9 (-0.9)	+1.8 (-2.7)	+0.5 (+4.0)	+0.4 (+0.9)	+1.4 (+3.8)	+1.3 (-2.5)	+1.0 (-2.2)	+0.8 (-6.2)	n.a. (-2.1)	n.a. (+1.2)	+0.7 (+8.3)	+0.9 (+1.5)
2015年第4季 Q4 2015	+1.4 (+6.0)	+0.5 (+6.2)	-0.2 (+4.8)	+0.7 (+10.0)	-0.2 (+9.3)	+1.3 (+2.7)	+0.2 (+2.7)	+0.8 (+10.2)	n.a. (+0.4)	n.a. (+6.8)	+0.6 (-6.6)	+1.1 (+4.3)

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.

(1999 年第 1 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 [^] 及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類 [@] All selected industry sections [@]
2016年第1季 Q1 2016	+0.9 (+12.5)	+1.3 (+7.7)	+1.4 (+1.1)	+0.4 (+4.3)	+0.9 (-4.9)	+1.1 (+7.3)	+1.3 (+6.2)	+1.3 (+30.5)	n.a. (+3.5)	n.a. (-0.9)	+0.2 (+1.5)	+0.5 (+7.5)
2016年第2季 Q2 2016	+0.8 (-12.0)	-0.1 (-7.1)	+0.3 (-7.2)	+0.8 (-11.7)	+1.4 (-4.0)	+1.4 (-2.1)	+0.5 (-3.4)	+0.1 (-23.6)	n.a. (+2.3)	n.a. (-2.0)	+2.1 (+1.0)	+1.6 (-8.5)
2016年第3季 Q3 2016	+0.7 (-1.0)	+1.5 (-2.7)	+0.3 (+3.6)	+1.0 (+1.4)	+0.3 (+2.6)	+1.3 (-2.4)	+1.5 (-1.6)	+0.8 (-6.3)	n.a. (-1.7)	n.a. (+1.0)	+1.2 (+8.7)	+0.9 (+1.5)
2016年第4季 Q4 2016	+0.7 (+5.2)	+0.8 (+6.1)	+0.6 (+5.6)	+0.7 (+10.1)	+0.9 (+10.3)	+1.2 (+2.5)	+0.6 (+3.0)	+1.4 (+10.9)	n.a. (+0.3)	n.a. (+6.6)	-0.2 (-7.3)	+0.8 (+3.9)

註釋：(1) 括號內數字指未經季節性調整的按季變動百分率。

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

(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3年內，進行修訂。最近一次修訂是在獲取2016年第4季的數字後完成。

(2) The seasonally adjusted figures presented above are subject to revision (as more data become available) up to 3 years after original publication. The latest revision has been done with data of the fourth quarter of 2016 taken into account.

[^] 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.

^Ω 由於此行業主類的就業人士名義平均薪金指數自2013年起沒有錄得明顯的季節性模式，所以沒有提供經季節性調整的數字。

^Ω Seasonally adjusted figures are not available since 2013 as there are no clear seasonal patterns found in the Nominal Indices of Payroll per Person Engaged in the industry section.

[@] 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.

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

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation ^Ω and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2004年第1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.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)	n.a. (n.a.)
2004年第2季 Q2 2004	+0.7 (-11.6)	+1.3 (-11.2)	-2.2 (-22.3)	+0.9 (-18.6)	-2.3 (-12.3)	+1.3 (-9.8)	-2.3 (-9.4)	+4.6 (-15.4)	-4.7 (-17.0)	+2.2 (-4.0)	-2.1 (-1.4)	+1.5 (-11.9)
2004年第3季 Q3 2004	-0.2 (-4.7)	+18.7 (+19.1)	-2.5 (+0.1)	+3.8 (+6.7)	-0.5 (-1.1)	+1.1 (+3.6)	-2.0 (-3.8)	-3.0 (-7.7)	+5.5 (+5.9)	-3.0 (-5.6)	+1.5 (+5.5)	+0.2 (-0.2)
2004年第4季 Q4 2004	§ (+7.5)	-4.6 (-4.4)	+1.7 (+8.6)	+0.5 (+4.6)	+0.3 (+17.1)	-0.9 (+1.3)	+2.2 (+2.3)	+1.8 (+15.4)	+5.2 (+10.6)	-1.6 (+8.3)	-2.4 (-4.5)	-0.4 (+6.3)
2005年第1季 Q1 2005	+0.6 (+11.6)	+8.6 (+23.0)	+6.7 (+22.1)	+3.3 (+19.4)	+8.4 (+3.7)	+4.5 (+12.0)	+3.7 (+13.6)	-1.0 (+14.1)	+3.0 (+11.3)	+3.1 (+1.7)	-2.4 (-4.6)	+2.8 (+11.3)
2005年第2季 Q2 2005	§ (-12.3)	+15.6 (+1.6)	-0.5 (-20.8)	+1.4 (-17.9)	-4.1 (-13.7)	-2.6 (-13.3)	-4.5 (-11.3)	+4.2 (-16.6)	-6.3 (-17.5)	-1.2 (-5.6)	+2.4 (+3.2)	-0.5 (-13.6)
2005年第3季 Q3 2005	-2.2 (-6.1)	-0.3 (-0.2)	+0.2 (+3.5)	+1.0 (+3.5)	+0.2 (-0.2)	-2.4 (+0.2)	-0.9 (-2.6)	+4.1 (-0.5)	+0.8 (+1.4)	+1.9 (-2.4)	-4.8 (-0.9)	§ (-0.2)
2005年第4季 Q4 2005	+1.2 (+8.5)	-1.5 (-0.6)	+0.9 (+7.6)	+2.2 (+6.6)	-0.9 (+15.8)	-1.8 (+0.2)	-3.1 (-2.9)	-1.3 (+11.4)	+3.9 (+7.9)	+2.6 (+14.1)	+2.1 (-0.4)	-0.1 (+6.9)
2006年第1季 Q1 2006	+2.6 (+13.1)	+2.7 (+15.2)	+0.6 (+14.1)	-1.7 (+12.9)	+0.9 (-4.1)	+4.9 (+12.0)	+0.5 (+9.5)	+2.3 (+19.5)	-1.1 (+6.0)	-1.9 (-4.4)	+0.4 (-1.8)	+0.7 (+8.3)
2006年第2季 Q2 2006	-3.5 (-15.0)	-3.7 (-14.7)	+0.3 (-19.9)	-0.3 (-18.6)	+2.1 (-7.7)	-1.9 (-12.2)	+2.2 (-4.8)	+0.9 (-20.5)	-3.7 (-12.9)	+1.6 (-1.4)	+0.6 (+1.3)	-0.4 (-13.3)
2006年第3季 Q3 2006	-0.1 (-3.2)	+6.3 (+5.8)	+0.2 (+4.6)	-1.4 (+0.7)	-0.3 (-0.3)	-0.6 (+2.1)	+1.3 (-0.2)	+2.9 (-0.7)	-2.7 (-2.4)	-3.5 (-8.5)	-4.0 (+0.2)	-0.7 (-0.4)
2006年第4季 Q4 2006	-0.3 (+6.2)	+9.6 (+11.7)	+0.8 (+6.9)	+0.8 (+5.4)	+1.3 (+17.9)	+3.3 (+5.4)	-0.4 (§)	+3.7 (+16.6)	-3.2 (-1.4)	+5.7 (+17.5)	+2.0 (-0.9)	+2.0 (+8.9)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2007年第1季 Q1 2007	+3.7 (+13.1)	+6.8 (+18.1)	-1.6 (+10.0)	+3.5 (+18.0)	+0.9 (-4.4)	+2.3 (+8.4)	-7.0 (+0.5)	+2.8 (+20.8)	+1.7 (+8.1)	-0.7 (-3.0)	+0.1 (-2.0)	+0.5 (+7.1)
2007年第2季 Q2 2007	-1.8 (-12.8)	+4.0 (-7.1)	+1.1 (-18.4)	-2.7 (-19.8)	+1.0 (-9.0)	-1.9 (-11.3)	+4.8 (-2.0)	-2.0 (-23.4)	+2.6 (-3.7)	+1.7 (-1.3)	-0.8 (-0.3)	+0.1 (-12.5)
2007年第3季 Q3 2007	-1.5 (-3.4)	-18.0 (-18.7)	-0.2 (+5.5)	-1.1 (+1.0)	-1.9 (-0.2)	-1.8 (+0.8)	-3.8 (-5.0)	+0.1 (-2.5)	-1.4 (-1.6)	-3.2 (-7.5)	+1.5 (+6.3)	-0.4 (+0.9)
2007年第4季 Q4 2007	+0.6 (+6.1)	+21.3 (+25.0)	+0.2 (+5.3)	-0.6 (+3.9)	-0.1 (+14.6)	+1.0 (+2.6)	-0.6 (-0.1)	+6.0 (+17.9)	-1.5 (-2.1)	+4.7 (+14.2)	-1.0 (-4.2)	+2.3 (+8.2)
2008年第1季 Q1 2008	-2.4 (+4.9)	-15.0 (-7.7)	+4.1 (+14.7)	+2.7 (+15.7)	-3.4 (-8.2)	-1.4 (+3.8)	+4.6 (+12.0)	+5.0 (+23.5)	+15.4 (+21.8)	+0.3 (-0.8)	-2.2 (-4.0)	-2.6 (+3.1)
2008年第2季 Q2 2008	+1.1 (-8.9)	-11.0 (-19.4)	-3.4 (-21.0)	+1.1 (-15.8)	+0.5 (-10.5)	+0.1 (-8.2)	-4.1 (-9.7)	-6.7 (-26.7)	-9.4 (-12.0)	-1.6 (-5.1)	+1.3 (+1.5)	-0.4 (-12.1)
2008年第3季 Q3 2008	-0.4 (-1.3)	+9.0 (+7.5)	+0.8 (+7.5)	+6.4 (+9.2)	-1.3 (+3.1)	+0.5 (+2.8)	+2.5 (+1.3)	+2.4 (+0.6)	-5.0 (-5.7)	-3.2 (-5.6)	+1.0 (+6.7)	+0.1 (+2.5)
2008年第4季 Q4 2008	-2.7 (+1.1)	+8.6 (+12.8)	-1.4 (+2.8)	-4.6 (-0.4)	-0.3 (+11.5)	+0.4 (+1.3)	+3.0 (+3.7)	-2.0 (+7.5)	§ (-2.7)	-1.2 (+4.5)	-0.8 (-4.6)	-0.9 (+3.0)
2009年第1季 Q1 2009	-7.1 (-0.7)	-4.3 (+2.2)	-1.9 (+6.0)	-2.7 (+7.9)	-0.5 (-3.9)	-4.4 (+0.5)	-5.6 (+0.4)	-4.4 (+12.0)	-0.9 (+4.4)	+2.2 (+3.3)	+3.5 (+1.7)	§ (+5.8)
2009年第2季 Q2 2009	+6.8 (-2.6)	-0.9 (-9.1)	+2.2 (-14.4)	+0.6 (-15.3)	-3.6 (-15.5)	+2.3 (-5.0)	+2.5 (-3.0)	+3.3 (-17.6)	+4.9 (+4.0)	+0.1 (-4.7)	-1.1 (-1.2)	§ (-11.1)
2009年第3季 Q3 2009	+1.7 (+1.1)	-0.8 (-2.6)	+1.2 (+7.9)	+2.4 (+5.7)	+9.3 (+17.0)	+2.7 (+4.7)	+1.6 (+0.4)	+4.1 (+2.4)	+0.4 (-0.2)	+2.7 (+2.7)	-2.7 (+3.8)	+3.1 (+6.3)
2009年第4季 Q4 2009	-1.7 (+1.0)	-1.6 (+2.8)	-3.6 (§)	-3.6 (+0.5)	-5.0 (+3.8)	-1.4 (-1.2)	+1.2 (+1.9)	-5.1 (+2.4)	-2.5 (-6.9)	-2.6 (-0.1)	-1.3 (-6.0)	-3.1 (-0.7)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2010年第1季 Q1 2010	-4.9 (+2.1)	-2.1 (+2.9)	+1.8 (+8.3)	+0.9 (+10.2)	+0.2 (-2.1)	-0.9 (+4.2)	-1.7 (+3.8)	+0.6 (+18.7)	-0.6 (+5.2)	+2.2 (+4.8)	§ (-1.4)	-0.4 (+5.6)
2010年第2季 Q2 2010	+5.2 (-4.0)	+3.4 (-3.7)	-0.3 (-14.5)	+1.2 (-13.9)	-0.3 (-12.7)	-0.1 (-6.3)	+0.7 (-4.2)	+3.7 (-16.5)	+0.4 (+0.1)	-1.9 (-7.1)	-1.2 (-1.8)	+2.2 (-8.4)
2010年第3季 Q3 2010	+1.2 (+0.6)	+0.4 (-1.8)	+0.9 (+6.8)	+1.9 (+5.8)	+6.7 (+15.0)	+3.9 (+5.2)	-0.5 (-1.7)	+4.5 (+2.1)	+1.9 (+1.8)	-0.1 (+1.4)	-1.9 (+5.6)	+0.1 (+3.4)
2010年第4季 Q4 2010	-0.6 (+1.5)	-3.7 (+0.8)	-0.6 (+3.3)	+1.1 (+5.6)	-6.4 (+0.7)	-2.8 (-3.3)	-1.6 (-0.8)	+1.4 (+8.3)	-4.0 (-9.2)	+0.1 (+0.8)	-0.3 (-6.0)	-0.9 (+0.4)
2011年第1季 Q1 2011	-1.1 (+7.7)	+1.3 (+5.6)	+7.6 (+12.3)	-1.9 (+5.4)	+5.2 (+3.1)	+4.8 (+10.7)	+1.6 (+7.1)	+1.6 (+21.5)	+2.8 (+9.0)	-6.5 (-3.5)	-2.6 (-3.6)	+1.9 (+8.4)
2011年第2季 Q2 2011	+1.9 (-8.0)	+0.4 (-5.6)	+1.7 (-10.5)	+9.1 (-6.3)	-3.0 (-13.9)	§ (-5.3)	+2.6 (-2.1)	+0.4 (-19.1)	+4.8 (+4.3)	+2.1 (-3.3)	-0.2 (-0.8)	+0.4 (-9.6)
2011年第3季 Q3 2011	-1.3 (-2.0)	-2.4 (-5.0)	-2.6 (+2.0)	-0.2 (+3.8)	-4.7 (+1.7)	-0.9 (-0.7)	-1.5 (-2.6)	-1.3 (-4.8)	+2.3 (+2.6)	+4.8 (+7.0)	+5.1 (+13.8)	+0.1 (+3.3)
2011年第4季 Q4 2011	+2.9 (+5.2)	+7.1 (+12.1)	-0.4 (+3.9)	§ (+4.8)	-0.1 (+7.9)	+0.7 (-0.2)	+1.9 (+2.6)	+1.2 (+8.2)	+1.2 (-4.3)	§ (§)	-1.7 (-8.0)	+0.9 (+1.9)
2012年第1季 Q1 2012	+3.5 (+14.2)	-3.4 (+0.6)	+0.7 (+3.4)	+1.7 (+8.0)	-1.3 (-4.8)	+1.7 (+8.2)	+1.1 (+6.3)	-0.8 (+20.8)	+0.2 (+6.1)	-5.4 (-2.3)	-0.4 (-0.8)	+0.5 (+7.1)
2012年第2季 Q2 2012	-2.9 (-13.9)	-1.3 (-6.5)	+2.2 (-8.4)	+0.7 (-12.8)	+2.4 (-6.7)	-0.5 (-5.0)	+1.7 (-2.7)	+0.5 (-20.0)	-1.8 (-2.5)	+3.4 (-1.9)	+1.5 (+0.5)	+0.5 (-9.3)
2012年第3季 Q3 2012	+2.1 (+1.7)	+0.3 (-2.8)	-2.0 (+2.3)	+2.5 (+6.3)	+1.0 (+6.2)	+0.4 (-0.6)	+1.0 (-0.3)	+0.9 (-3.5)	+1.4 (+1.8)	+1.8 (+4.0)	+4.6 (+13.7)	+1.2 (+4.1)
2012年第4季 Q4 2012	-0.3 (+2.1)	+3.1 (+7.8)	+1.1 (+5.7)	+0.4 (+5.9)	-0.2 (+8.2)	+1.4 (+0.1)	-0.5 (+0.2)	+0.2 (+7.3)	+1.9 (-2.8)	+0.9 (+0.8)	-3.6 (-10.4)	§ (+0.9)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2013年第1季 Q1 2013	-1.0 (+10.2)	-2.1 (+2.0)	-0.8 (+0.6)	-1.8 (+3.2)	-1.0 (-5.9)	-0.6 (+7.0)	-1.4 (+3.7)	-0.2 (+23.9)	n.a. (+4.7)	n.a. (-1.6)	-0.6 (-0.2)	-0.2 (+6.6)
2013年第2季 Q2 2013	-1.5 (-13.4)	+0.6 (-4.4)	-2.3 (-11.3)	+2.1 (-10.6)	+0.8 (-6.1)	+1.5 (-2.8)	+1.8 (-2.6)	-1.5 (-22.6)	n.a. (-1.2)	n.a. (+0.1)	-0.3 (-1.5)	-0.3 (-9.9)
2013年第3季 Q3 2013	+0.9 (+0.6)	+1.0 (-2.7)	+2.1 (+6.5)	+1.2 (+4.0)	§ (+4.2)	+0.6 (-1.8)	+0.4 (-0.9)	§ (-5.0)	n.a. (+1.6)	n.a. (+3.3)	+1.4 (+10.1)	+1.3 (+3.8)
2013年第4季 Q4 2013	+0.1 (+2.6)	-0.2 (+4.3)	-0.1 (+3.9)	+0.5 (+6.7)	+0.6 (+9.3)	+1.5 (+0.2)	+1.1 (+1.8)	+1.8 (+9.2)	n.a. (-4.4)	n.a. (+1.4)	-0.5 (-8.1)	+0.2 (+1.2)
2014年第1季 Q1 2014	+0.3 (+11.9)	+0.2 (+5.0)	-1.1 (-0.5)	-0.8 (+3.5)	-0.8 (-6.5)	-1.2 (+6.2)	-0.3 (+4.2)	+3.1 (+29.9)	n.a. (+4.5)	n.a. (-1.1)	-1.0 (-0.4)	-0.2 (+6.6)
2014年第2季 Q2 2014	+0.5 (-11.7)	+3.8 (-1.9)	-0.3 (-8.5)	-0.5 (-12.2)	-0.4 (-6.1)	+0.1 (-3.0)	-1.3 (-4.6)	-3.7 (-25.0)	n.a. (+0.5)	n.a. (-0.8)	+0.1 (-0.5)	-0.6 (-9.8)
2014年第3季 Q3 2014	-0.2 (-0.9)	-4.0 (-7.5)	-0.4 (+4.2)	-1.2 (+0.6)	-1.0 (+2.6)	-0.2 (-2.9)	+0.8 (-0.8)	+0.3 (-5.3)	n.a. (-2.2)	n.a. (+1.8)	-4.9 (+3.2)	-0.6 (+1.2)
2014年第4季 Q4 2014	+0.7 (+3.6)	-0.1 (+4.8)	-0.5 (+3.0)	+0.3 (+7.4)	-0.2 (+8.1)	§ (-0.2)	+0.8 (+1.5)	-0.1 (+7.4)	n.a. (-2.3)	n.a. (+2.1)	+2.2 (-6.0)	+0.3 (+1.7)
2015年第1季 Q1 2015	+0.9 (+12.4)	+3.0 (+8.2)	+1.1 (+1.0)	+1.2 (+5.1)	+0.9 (-5.2)	+1.6 (+7.8)	+0.5 (+5.0)	+2.9 (+31.2)	n.a. (+4.2)	n.a. (-0.8)	+6.8 (+7.6)	+1.5 (+8.2)
2015年第2季 Q2 2015	+0.4 (-11.5)	+0.8 (-5.0)	+1.1 (-6.3)	+0.1 (-11.3)	+1.6 (-3.2)	+1.0 (-1.6)	+0.7 (-2.6)	-1.1 (-23.5)	n.a. (+2.9)	n.a. (-0.5)	-2.9 (-3.2)	+0.3 (-8.7)
2015年第3季 Q3 2015	+0.4 (-0.9)	+1.0 (-2.7)	-0.2 (+4.0)	-0.2 (+0.9)	+0.5 (+3.8)	+0.7 (-2.5)	-0.5 (-2.2)	§ (-6.2)	n.a. (-2.1)	n.a. (+1.2)	+0.2 (+8.3)	+0.1 (+1.5)
2015年第4季 Q4 2015	+0.1 (+3.4)	-0.8 (+3.5)	-1.4 (+2.2)	-0.4 (+7.3)	-1.5 (+6.6)	§ (+0.1)	-0.6 (+0.1)	-0.5 (+7.4)	n.a. (-2.1)	n.a. (+4.1)	-1.0 (-9.0)	-0.1 (+1.7)

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.

(1999 年第 1 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	住宿及 膳食服務活動 Accommodation [^] and food service activities	資訊及 通訊 Information and communications	金融及 保險活動 Financial and insurance activities	地產活動 ^Ω Real estate activities ^Ω	專業及 商業服務 ^Ω Professional and business services ^Ω	社會及 個人服務 Social and personal services	所有選定 行業主類@ All selected industry sections@
2016年第1季 Q1 2016	+0.3 (+11.5)	+1.0 (+6.7)	+0.7 (+0.2)	-0.2 (+3.4)	+0.5 (-5.7)	+0.5 (+6.3)	+0.8 (+5.3)	+1.0 (+29.3)	n.a. (+2.6)	n.a. (-1.8)	-0.4 (+0.6)	+0.1 (+6.5)
2016年第2季 Q2 2016	+0.4 (-11.3)	-0.3 (-6.3)	+0.3 (-6.3)	+0.4 (-10.9)	+1.2 (-3.2)	+1.0 (-1.2)	+0.7 (-2.5)	-0.3 (-23.0)	n.a. (+3.2)	n.a. (-1.1)	+2.1 (+1.9)	+1.2 (-7.6)
2016年第3季 Q3 2016	+0.2 (-1.5)	+0.5 (-3.2)	-0.7 (+3.0)	+0.3 (+0.9)	-0.8 (+2.1)	+0.7 (-3.0)	-0.3 (-2.1)	-0.1 (-6.8)	n.a. (-2.2)	n.a. (+0.5)	+0.3 (+8.1)	-0.1 (+0.9)
2016年第4季 Q4 2016	+0.8 (+4.5)	+1.1 (+5.4)	+1.0 (+4.9)	+1.0 (+9.4)	+1.3 (+9.6)	+1.4 (+1.8)	+1.5 (+2.3)	+1.6 (+10.2)	n.a. (-0.4)	n.a. (+5.8)	+0.1 (-8.0)	+1.2 (+3.2)

註釋：(1) 自2016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2014/15年為基期的綜合消費物價指數而計算出來。為方便比較，2016年以前的就業人士實質平均薪金指數經以2014/15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3年內，進行修訂。最近一次修訂是在獲取2016年第4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。

[^] 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。

^Ω 由於此行業主類的就業人士實質平均薪金指數自2013年起沒有錄得明顯的季節性模式，所以沒有提供經季節性調整的數字。

@ 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 2016, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2014/15-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2016 have been recompiled using the 2014/15-based Composite CPI.

(2) The seasonally adjusted figures presented above are subject to revision (as more data become available) up to 3 years after original publication. The latest revision has been done with data of the fourth quarter of 2016 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.

^Ω Seasonally adjusted figures are not available since 2013 as there are no clear seasonal patterns found in the Real Indices of Payroll per Person Engaged in the industry section.

@ 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.

7. 統計方法

緒言

7.1 自 1994 年 3 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」（即工資統計調查）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 在 1999 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 3 月和 9 月。自統計期 1999 年 3 月起，本處已改為按季搜集工資統計數字，統計期為每年的 3 月、6 月、9 月和 12 月。

7.3 由 2014 年第 1 季開始，每季的工資統計調查的樣本數目已統一為 1 100 間機構單位，以提供較概括的行業主類及職業組別分析的工資統計數字。在此之前，每年第 1 季度的樣本規模與其他季度不同。

7.4 薪金總額數據的搜集是按季進行的，統計期為每年第 1 季（1 月至 3 月）；第 2 季（4 月至 6 月）；第 3 季（7 月至 9 月）和第 4 季（10 月至 12 月）。薪金總額統計調查的每季樣本數目由 2011 年起均維持在 4 000 間機構單位，以提供按較主要行業主類及行業大類分析的薪金總額統計數字。

7. 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 (i.e. the wage enquiry) 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 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 As from the first quarter of 2014, the sample size of the wage enquiry is synchronized at 1 100 establishments in each quarter to provide wage statistics at broad industry section and occupational group levels. Before that, the sample size in the first quarter of each year was different from those in the other quarters.

7.4 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. The quarterly sample size of the payroll enquiry is maintained at 4 000 establishments as from 2011 to provide payroll statistics for major industry sections and industry divisions.

行業涵蓋範圍

7.5 「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 2009 年第 1 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 1 層次	A - U	行業主類
第 2 層次	二位數字	行業大類
第 3 層次	三位數字	行業中類
第 4 層次	四位數字	行業小類
第 5 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》2008 年 11 月號內題為「修訂「香港標準行業分類」」的專題文章。

7.6 由於第 1 層次分組數目由「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 1 層次分類的概略比較如下：

Industry coverage

7.5 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 st	A - U	Industry section
2 nd	2-digit	Industry division
3 rd	3-digit	Industry group
4 th	4-digit	Industry class
5 th	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.

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

「香港標準行業分類 1.1 版」下的行業類別 Industry sector under HSIC V1.1	「香港標準行業分類 2.0 版」下的行業主類 Industry section under HSIC V2.0
製造業 Manufacturing	製造 Manufacturing
	出版活動 ^{***} Publishing activities ^{***}
電力及燃氣業 ^{***} Electricity and gas ^{***}	電力及燃氣供應 ^{***} Electricity and gas supply ^{***}
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	進出口貿易及批發 Import/export and wholesale trades
	零售 Retail trade
	住宿 [^] 及膳食服務活動 Accommodation [^] and food service activities
運輸服務業 Transport services	運輸 ^{(1), (2)} Transportation ^{(1), (2)}
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 ^{(1), (3)} Professional and business services ^{(1), (3)}
個人服務業 Personal services	個人服務 ⁽³⁾ Personal services ⁽³⁾
	污水處理及廢棄物管理 ^{***} Sewerage and waste management activities ^{***}

註釋： *** 為使個別機構單位所提供的資料得以保密，數據不予公布。

[^] 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，有關行業被歸類為貨倉及運輸輔助活動，不在工資統計調查的涵蓋範圍內。
- (3) 在「香港標準行業分類 1.1 版」下，防蟲及清潔服務被歸類為個人服務業。在「香港標準行業分類 2.0 版」下，有關行業則被歸類為專業及商業服務。

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

[^] 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.

7.7 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 2009 年第 4 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 4 個季度（即 2009 年第 1 至第 4 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 2010 年第 1 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。

7.8 工資統計調查涵蓋 36 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」編碼所界定，詳情請參閱附錄。

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

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

[^] 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。

7.7 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.

7.8 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.

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

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

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

7.10 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

7.11 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。

7.12 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

7.13 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。

7.14 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）及在職董事、無酬家屬幫工和經常參與機構單位業務的東主及合夥人。

7.10 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

7.11 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.

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

Employee coverage

7.13 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.

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

職業涵蓋範圍

7.15 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、文書級及其他非生產級工人

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

技術工人及操作工人

- (i) 技術工人；及
- (ii) 操作工人。

7.16 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。

7.17 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。

統計調查方法

7.18 「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。

7.19 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。

7.20 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

7.15 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.

7.16 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).

7.17 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

7.18 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.

7.19 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.

7.20 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

7.21 「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。每季的工資統計調查的樣本由約 1 100 間機構單位組成，而薪金總額統計調查的樣本則由約 4 000 間機構單位組成。

7.22 「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 2 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

7.23 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 1 項是該類別僱員的工資總額；第 2 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。

7.24 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

7.21 The LES utilises the Central Register of Establishments kept by the Census and Statistics Department as the sampling frame. The sample for the wage enquiry consists of around 1 100 establishments in each quarter. As for the payroll enquiry, the sample consists of around 4 000 establishments.

7.22 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

7.23 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.

7.24 Average number of normal working hours 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 working hours 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.

7.25 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。

7.25 The average daily wages/monthly salaries, the average number of normal working hours 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.

7.26 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：

7.26 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 1992 年 9 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

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

7.27 各行業的實質工資指數，是根據有關的名義工資指數中，以甲類消費物價扣除通脹的影響而得出（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的購買力的變動。

7.27 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 wages earned by workers over a period of time.

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

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

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

而
where

- P_t = 指定行業在 t 期的就業人士平均薪金指數；
Index of Payroll per Person Engaged 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 1999 年第 1 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 1999 年第 1 季）的就業人數。
number of persons engaged in the ith establishment sampled at base period (i.e. first quarter 1999).

7.29 就業人士實質平均薪金指數是從名義指數中，以綜合消費物價指數扣除通脹的影響而得出，顯示僱員收入的購買力的變動。

7.29 The Real Index of Payroll per Person Engaged, obtained by deflating the nominal index by the Composite Consumer Price Index, indicates changes in the purchasing power of labour earnings.

7.30 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 2008 年第 4 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

7.31 政府統計處就 2008 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 2008 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 2004 年第 1 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）。

7.30 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

7.31 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).

「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) ø Minimum employment size limit (in terms of number of persons engaged) ø
(i) 製造	<i>Manufacturing</i>		
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
(ii) 電力及燃氣供應	<i>Electricity and gas supply</i>		
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
(iii) 污水處理及廢棄物管理	<i>Sewerage and waste management activities</i>		
9. 污水處理及廢棄物管理	Sewerage and waste management activities	370, 381, 382, 3839	10
(iv) 進出口貿易及批發	<i>Import/export and wholesale trades</i>		
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

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

「勞工收入統計調查」中「工資統計調查」所包括的行業列表
List of industries covered in the wage enquiry of the Labour Earnings Survey

行業	Industry	香港標準行業 分類 2.0 版編碼 Hong Kong Standard Industrial Classification V2.0 code	規模下限 (以就業人數計算) ϕ Minimum employment size limit (in terms of number of persons engaged) ϕ
(v) 零售	Retail trade		
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	
(vi) 運輸	Transportation		
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
(vii) 住宿[^]及膳食服務活動	Accommodation[^] and food service activities		
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
(viii) 出版活動	Publishing activities		
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
(ix) 金融及保險活動	Financial and insurance activities		
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
(x) 地產租賃及保養管理	Real estate leasing and maintenance management		
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) ø Minimum employment size limit (in terms of number of persons engaged) ø
(xi) 專業及商業服務	Professional and business services		
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
(xii) 個人服務	Personal services		
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: ø 參照本報告第 7 部的 7.11 段。

Notes : See paragraph 7.11 in part 7 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。
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