

# 2016年收入及工時 按年統計調查報告 2016 Report on Annual Earnings and Hours Survey



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





# 2016年收入及工時 按年統計調查報告

## 2016 Report on Annual Earnings and Hours Survey

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## I. 緒言

### 背景

**1.1** 本報告載列政府統計處於 2016 年 5 月至 6 月進行的「**2016 年收入及工時按年統計調查**」的結果。報告第 I 部介紹統計調查的背景及目的。第 II 部介紹統計調查的主要結果。第 III 部提供統計調查結果的統計表。第 IV 部概述統計調查的方法。有關統計調查所採用的用語及定義，主要統計數字的編製方法及涵蓋的行業的細節則載列於附錄內。

**1.2** 政府統計處於 2009 年第 2 季首次進行「收入及工時按年統計調查」。這項統計調查的目的，是就香港僱員的工資水平及工資分布、就業情況和人口特徵提供全面的數據，供私營機構和政府就各種與勞工有關的課題進行研究之用。這些統計數字亦可用於與法定最低工資有關的分析。在設計此項統計調查時，已參考了相關的國際標準及其他地方進行同類統計調查的做法，以及主要數據使用者的意見。

### 統計調查目的

**1.3** 「收入及工時按年統計調查」旨在提供以下的數據：

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

## I. Introduction

### Background

**1.1** This report presents the findings of the **2016 Annual Earnings and Hours Survey (AEHS)** conducted by the Census and Statistics Department (C&SD) in May – June 2016. Part I of the report introduces the background and objectives of the survey. Part II highlights the major findings of the survey. Part III provides statistical tables of the survey results. Part IV outlines the survey methodology. Details of the terms and definitions adopted for the survey, the compilation methods of the key statistics and the list of industries covered in the survey are given in the appendices.

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

### Objectives of the survey

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

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

## I. 緒言

### 闡釋統計數字應注意的事項

**1.4** 2009 年及 2010 年的每小時工資計算方法，是把在工資期內付給僱員的工資，除以該僱員在同一工資期內的工作時數。如休息及用膳時間沒有工作或不需工作，有關時間並不計算在工作時數內。從 2011 年起，每小時工資的計算方法，已盡量參照《最低工資條例》下的工作時數及須支付的工資的定義計算，以使數據可直接用於與法定最低工資有關的分析。有關從 2011 年起每小時工資的計算方法詳情，請參閱附錄 II。

**1.5** 雖然從 2011 年起每小時工資的計算方法有所轉變，但每月工資的定義，即支付予僱員的每月總工資，並沒有改變。比較不同年份的每月工資，可以有效反映在有關時段內僱員所收取的薪酬的變化。2016 年的每月總工資數字，載列在本報告的表 6 至表 10 內。

**1.6** 2011 年以前的工作時數包括合約／協議工作時數和在僱主指示下超時工作的工作時數。如用膳時間沒有工作或不需工作，有關時間並不包括在內。從 2011 年起，參照《最低工資條例》下的工作時數定義，工作時數亦包括根據僱傭合約或勞資雙方的協議而被視為工作時間的用膳時間，不論在用膳時間內有否獲派工作。有關工作時數的定義詳情，請參閱附錄 I。

**1.7** 本報告中工資的定義跟隨《僱傭條例》對「工資」的定義，包括在工資期內付給僱員的基本工資、不屬賞贈性質的佣金及小費、保證發放的花紅及津貼，及超時工作津貼，但不包括屬賞贈性質的花紅及津貼、年終酬金，及實物津貼（例如僱主提供的食物及居所的價值）。

## I. Introduction

### Cautions in interpreting the statistics

**1.4** In 2009 and 2010, hourly wage was derived by dividing the amount of wages paid to an employee in the wage period by the total number of working hours in the same period. Rest time and meal break were not counted as working hours if no work was done or to be done during the time period concerned. Starting from 2011, the method for deriving hourly wage has taken into account the definitions of hours worked and wages payable under the Minimum Wage Ordinance as far as possible, such that the data can be directly used for analyses related to the SMW. For details of the compilation method of hourly wage from 2011 onwards, please refer to Appendix II.

**1.5** Despite the change in the calculation method of hourly wage since 2011, there is no change to the definition of monthly wage, which refers to the total monthly wages paid to an employee. Comparison of monthly wages of different years is useful in reflecting the change in take-home pay of employees in the period concerned. Figures on the monthly wages for 2016 are shown in Table 6 to Table 10 of this report.

**1.6** Before 2011, number of working hours was defined to cover contractual/agreed working hours and overtime hours worked at the direction of employers. Meal breaks were excluded if no work was done or to be done during the time period concerned. Starting from 2011, taking into account the definition of hours worked under the Minimum Wage Ordinance, meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period. For details of the definition of working hours, please refer to Appendix I.

**1.7** The definition of wage(s) published in this report follows the definition of “wages” as adopted in the Employment Ordinance. It covers basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances and overtime allowance paid to an employee in the wage period. It does not cover bonuses and allowances of gratuitous nature, end of year payment, and payments in kind (e.g. value of food and

## I. 緒言

**1.8** 在比較接連的統計調查中不同百分位數的每小時工資水平的變動時，應小心闡釋有關變化。除了上述第 1.4 及 1.6 段每小時工資及工作時數定義的轉變外，其他因素，例如工資調整和僱員經驗和素質組合轉變，均可影響工資水平的變動。

**1.9** 本報告自 2010 年起刊載受聘於「就業人數少於 50 的業務事業單位」的僱員每小時工資分布統計數字。這些數字與 2009 年統計調查報告中刊載的「受聘於就業人數少於 50 的機構單位」的僱員每小時工資分布統計數字，並不能直接比較。具體而言，一名在大型連鎖店（假設有 500 人）轄下其中一間小分店（假設有 10 人）工作的僱員，會包括在 2009 年以「機構單位」為基礎的相關統計數字內，卻不會包括在 2010 年及以後年份以「業務事業單位」為基礎的統計數字內。

### 數字的進位

**1.10** 僱員人數以最近的百位數顯示。

**1.11** 每小時工資百分位數以小數點後一個位的港元顯示。

**1.12** 每月工資以最近的百位港元顯示。

**1.13** 每周工作時數以小數點後一個位顯示。

**1.14** 由於進位原因，統計表內個別項目的數字加起來可能與總數略有出入。

**1.15** 變動百分率以未經進位的數字計算。

## I. Introduction

accommodation provided by the employer).

**1.8** Changes in hourly wage levels at different percentiles between successive surveys should be interpreted with care. Apart from changes in definitions of hourly wage and working hours as mentioned in paragraphs 1.4 and 1.6 above, other factors such as salary revisions and changes in composition of employees in terms of experience and quality may also affect the movements of wage levels.

**1.9** Hourly wage distribution statistics of employees in “*business undertakings* with number of persons engaged less than 50” have been published in this report since 2010. They are not comparable to the hourly wage distribution statistics of employees in “*establishments* with number of persons engaged less than 50” published in the report for the 2009 survey. Specifically, an employee who works in a small outlet (say with 10 persons) of a large chain store (say with 500 persons) would have been covered in the relevant 2009 statistics compiled on “establishment” basis, but not in the statistics compiled on “business undertaking” basis from 2010 onwards.

### Rounding of figures

**1.10** Number of employees is rounded to the nearest hundred.

**1.11** Percentile hourly wages are rounded to the nearest ten cents of Hong Kong dollar.

**1.12** Monthly wages are rounded to the nearest hundred of Hong Kong dollar.

**1.13** Weekly working hours are rounded to one decimal place.

**1.14** Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the tables.

**1.15** Percentage changes are derived from unrounded figures.

## I. 緒言

### 代號

**1.16** 本報告內各代號的含意如下：

\* 由於抽樣誤差相對較大，該些估計不予公布。為免從總數減去餘數後能得出未有顯示數字，在有需要時，另一數字亦同時不會顯示。未有顯示數字已包括在較闊分類層面的總數內。

# 少於 0.05%。

## I. Introduction

### Symbols

**1.16** The following symbols are used throughout this report:

\* Estimates are not released due to relatively large sampling error. When necessary, an additional cell is also suppressed to prevent the deduction of a suppressed cell from the total. The suppressed statistics are, nevertheless, included in the respective totals at some broader level of classification.

# Less than 0.05%.

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要

(A) Summary statistics

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
每月工資分布（港元）：所有僱員 Monthly wage distribution (HK\$) : All employees			
第十個百分位數 10 <sup>th</sup> percentile	9,000	8,500	+5.9
第二十五個百分位數 25 <sup>th</sup> percentile	11,600	11,000	+5.7
第五十個百分位數 50 <sup>th</sup> percentile	16,200	15,500	+4.1
第七十五個百分位數 75 <sup>th</sup> percentile	25,400	24,400	+3.9
第九十個百分位數 90 <sup>th</sup> percentile	40,900	39,400	+3.7
按性別劃分的每月工資中位數（港元）： 所有僱員 Median monthly wage by sex (HK\$) : All employees			
男 Male	18,400	17,600	+4.4
女 Female	14,100	13,600	+3.7
按年齡組別劃分的每月工資中位數 （港元）：所有僱員 Median monthly wage by age group (HK\$) : All employees			
15-24	11,900	11,400	+4.1
25-34	16,800	16,200	+3.9
35-44	19,000	18,100	+4.9
45-54	16,600	15,800	+5.0
≥55	13,400	12,900	+3.9

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按教育程度劃分的每月工資中位數 (港元)：所有僱員 Median monthly wage by educational attainment (HK\$) : All employees			
小學及以下 Primary and below	11,000	10,600	+3.8
中一至中三 Secondary 1 to 3	12,800	12,200	+4.3
中四至中七 Secondary 4 to 7	15,400	14,800	+4.0
專上教育 Tertiary education	25,600	24,800	+3.1
按職業組別劃分的每月工資中位數 (港元)：所有僱員 Median monthly wage by occupational group (HK\$) : All employees			
非技術工人 Elementary occupations	11,100	10,600	+5.2
服務工作及銷售人員 Service and sales workers	12,400	12,000	+3.3
工藝及有關人員、機台及機器 操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	19,000	18,100	+5.3
文書支援人員 Clerical support workers	13,500	13,000	+3.8
經理、行政級人員、專業人員及 輔助專業人員 Managers and administrators, professionals and associate professionals	26,000	25,300	+2.8

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按行業主類劃分的每月工資 中位數 (港元) : 所有僱員 Median monthly wage by industry section (HK\$) : All employees			
製造 <sup>(1)</sup> Manufacturing <sup>(1)</sup>	15,600	14,900	+4.6
電力及燃氣供應；污水處理、廢棄 物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	25,800	25,000	+3.2
建造 Construction	21,200	20,000	+5.8
進出口貿易 Import and export trade	17,100	16,500	+3.6
批發 Wholesale	13,800	13,300	+3.6
零售 Retail trade	12,400	12,000	+3.3
陸路運輸 Land transport	17,500	16,800	+3.8
其他運輸、倉庫、郵政及速遞 服務 <sup>(2)</sup> Other transportation, storage, postal and courier services <sup>(2)</sup>	16,800	16,200	+3.9
飲食 Restaurants	11,800	11,100	+6.0
住宿 <sup>(3)</sup> 及其他膳食服務活動 Accommodation <sup>(3)</sup> and other food service activities	14,400	13,800	+4.5
資訊及通訊 Information and communications	20,700	20,000	+3.5
金融及保險 Financing and insurance	26,000	25,100	+3.8
地產活動 <sup>(4)</sup> Real estate activities <sup>(4)</sup>	20,700	20,000	+3.6
物業管理、保安及清潔服務 Estate management, security and cleaning services	11,200	10,600	+5.5

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按行業主類劃分的每月工資 中位數 (港元) : 所有僱員 (續) Median monthly wage by industry section (HK\$) : All employees (cont'd)			
專業、科學及技術活動 Professional, scientific and technical activities	21,500	20,500	+4.8
行政及支援服務活動 Administrative and support services activities	15,800	15,100	+4.7
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	13,800	13,100	+5.6
教育及公共行政 (不包括政府) Education and public administration (excluding the Government)	26,800	25,400	+5.5
人類保健活動；以及美容及美體 護理 Human health activities; and beauty and body prettifying treatment	17,600	16,700	+5.3
雜項活動 <sup>(5)</sup> Miscellaneous activities <sup>(5)</sup>	11,500	11,000	+4.6
以上沒有分類的其他活動 Other activities not classified above	14,500	14,000	+3.6



## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
<b>每小時工資<sup>(6)</sup>分布 (港元) : 所有僱員</b> <b>Hourly wage<sup>(6)</sup> distribution (HK\$) :</b> <b>All employees</b>			
第五個百分位數 5 <sup>th</sup> percentile	35.6	34.3	+3.7
第十個百分位數 10 <sup>th</sup> percentile	38.1	36.5	+4.3
第二十五個百分位數 25 <sup>th</sup> percentile	46.2	44.2	+4.5
第五十個百分位數 50 <sup>th</sup> percentile	65.4	62.9	+4.0
第七十五個百分位數 75 <sup>th</sup> percentile	103.9	100.0	+3.9
第九十個百分位數 90 <sup>th</sup> percentile	172.7	167.2	+3.3
<b>按性別劃分的每小時工資<sup>(6)</sup>中位數 (港元) :</b> <b>所有僱員</b> <b>Median hourly wage<sup>(6)</sup> by sex (HK\$) :</b> <b>All employees</b>			
男 Male	73.5	69.4	+5.8
女 Female	58.5	56.4	+3.6
<b>按年齡組別劃分的每小時工資<sup>(6)</sup>中位數</b> <b>(港元) : 所有僱員</b> <b>Median hourly wage<sup>(6)</sup> by age group</b> <b>(HK\$) : All employees</b>			
15-24	47.1	45.5	+3.5
25-34	67.6	64.5	+4.8
35-44	75.5	72.7	+3.9
45-54	67.0	64.5	+3.8
≥55	55.7	53.8	+3.7

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按教育程度劃分的每小時工資 <sup>(6)</sup> 中位數 (港元)：所有僱員 Median hourly wage <sup>(6)</sup> by educational attainment (HK\$) : All employees			
小學及以下 Primary and below	44.1	42.4	+4.0
中一至中三 Secondary 1 to 3	49.0	47.4	+3.5
中四至中七 Secondary 4 to 7	61.0	58.7	+4.0
專上教育 Tertiary education	104.5	100.4	+4.1
按職業組別劃分的每小時工資 <sup>(6)</sup> 中位數 (港元)：所有僱員 Median hourly wage <sup>(6)</sup> by occupational group (HK\$) : All employees			
非技術工人 Elementary occupations	42.5	40.0	+6.3
服務工作及銷售人員 Service and sales workers	46.9	45.0	+4.2
工藝及有關人員、機台及機器 操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	77.8	72.9	+6.7
文書支援人員 Clerical support workers	55.6	53.5	+3.8
經理、行政級人員、專業人員及 輔助專業人員 Managers and administrators, professionals and associate professionals	106.5	103.7	+2.7

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按行業主類劃分的每小時工資 <sup>(6)</sup> 中位數 (港元) : 所有僱員 Median hourly wage <sup>(6)</sup> by industry section (HK\$) : All employees			
製造 <sup>(1)</sup> Manufacturing <sup>(1)</sup>	63.3	60.7	+4.3
電力及燃氣供應；污水處理、廢棄 物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	100.0	96.6	+3.6
建造 Construction	88.9	83.0	+7.2
進出口貿易 Import and export trade	73.2	70.4	+4.0
批發 Wholesale	58.3	57.4	+1.7
零售 Retail trade	47.1	45.3	+3.9
陸路運輸 Land transport	73.3	70.6	+3.9
其他運輸、倉庫、郵政及速遞 服務 <sup>(2)</sup> Other transportation, storage, postal and courier services <sup>(2)</sup>	62.1	59.4	+4.6
飲食 Restaurants	44.7	42.3	+5.7
住宿 <sup>(3)</sup> 及其他膳食服務活動 Accommodation <sup>(3)</sup> and other food service activities	51.7	49.5	+4.5
資訊及通訊 Information and communications	80.8	78.6	+2.8
金融及保險 Financing and insurance	101.8	98.5	+3.3
地產活動 <sup>(4)</sup> Real estate activities <sup>(4)</sup>	83.1	79.9	+4.1
物業管理、保安及清潔服務 Estate management, security and cleaning services	40.0	38.1	+4.9

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按行業主類劃分的每小時工資 <sup>(6)</sup> 中位數 (港元) : 所有僱員 (續) Median hourly wage <sup>(6)</sup> by industry section (HK\$) : All employees (cont'd)			
專業、科學及技術活動 Professional, scientific and technical activities	86.7	83.1	+4.4
行政及支援服務活動 Administrative and support services activities	65.5	62.1	+5.6
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	60.6	57.7	+4.9
教育及公共行政 (不包括政府) Education and public administration (excluding the Government)	124.7	119.5	+4.3
人類保健活動；以及美容及美體 護理 Human health activities; and beauty and body prettifying treatment	81.5	78.2	+4.3
雜項活動 <sup>(5)</sup> Miscellaneous activities <sup>(5)</sup>	46.1	43.8	+5.4
以上沒有分類的其他活動 Other activities not classified above	59.3	57.8	+2.6

## II. 統計調查主要結果

## II. Major Findings of the Survey

(甲) 統計數字摘要 (續)

(A) Summary statistics (cont'd)

	2016 年 5 月至 6 月 May – Jun 2016	2015 年 5 月至 6 月 May – Jun 2015	變動百分率 Percentage change
按性別劃分的每周工作時數 <sup>(7)</sup> 中位數：所有僱員 Median weekly working hours <sup>(7)</sup> by sex : All employees			
男 Male	45.7	45.7	#
女 Female	43.2	44.3	-2.6

註釋：(1) 不包括食品處理及生產。

Notes: Excluding food processing and production.

(2) 不包括本地速遞服務。

Excluding local courier services.

(3) 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.

(4) 不包括地產保養管理服務。

Excluding real estate maintenance management.

(5) 包括(i) 安老院舍；(ii) 洗滌及乾洗服務；(iii) 理髮及其他個人服務；(iv) 本地速遞服務；及(v) 食品處理及生產。

Including (i) elderly homes; (ii) laundry and dry cleaning services; (iii) hairdressing and other personal services; (iv) local courier services; and (v) food processing and production.

(6) 每小時工資的計算方法載列於附錄 II。

Please refer to Appendix II for the compilation method of hourly wage.

(7) 每周工作時數的計算方法載列於附錄 II。

Please refer to Appendix II for the compilation method of weekly working hours.

## II. 統計調查主要結果

### (乙) 僱員的特徵

#### (i) 按性別分析

**2.1** 2016 年 5 月至 6 月的僱員人數（不包括政府僱員和《最低工資條例》所豁免的實習學員、工作經驗學員和留宿家庭傭工）為 3 012 900 人，其中 1 564 900 人（52%）為男性，1 448 000 人（48%）為女性。（圖 1 及表 1）

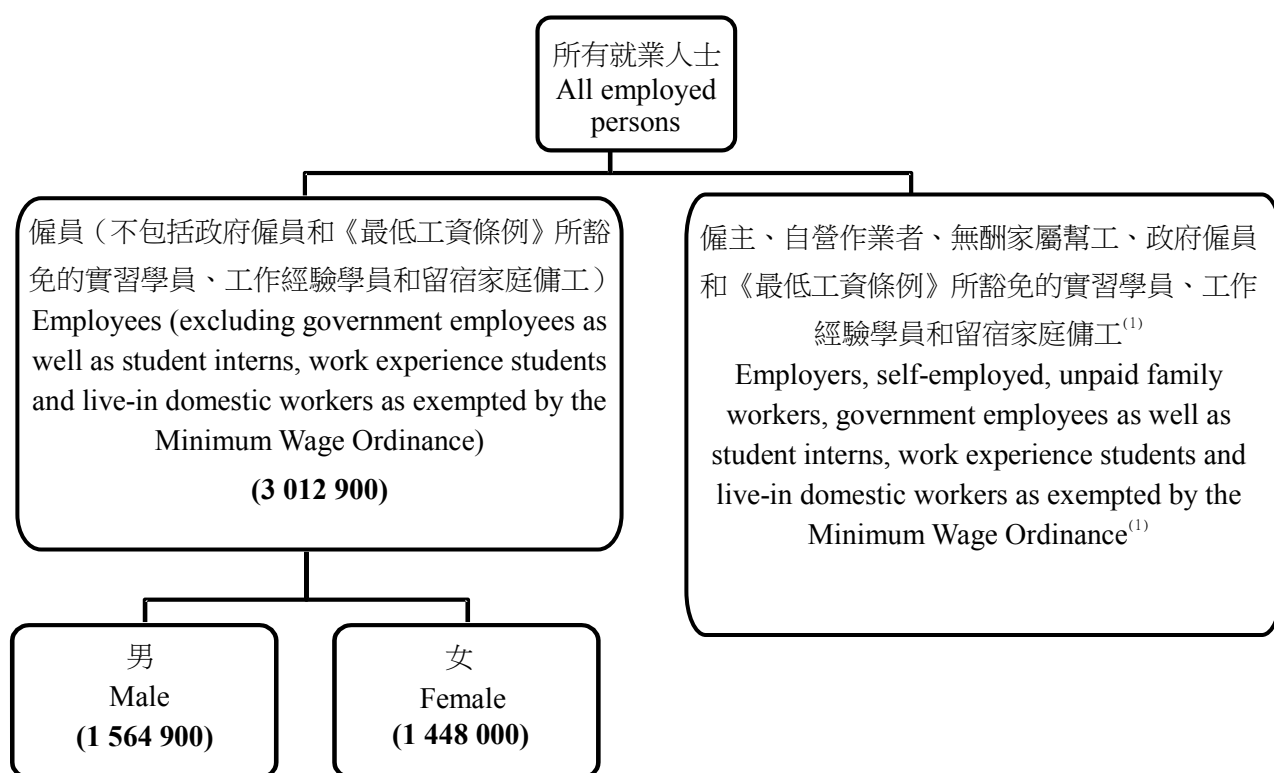
## II. Major Findings of the Survey

### (B) Profiles of employees

#### (i) Analysed by sex

**2.1** In May – June 2016, there were 3 012 900 employees in Hong Kong (excluding government employees as well as student interns, work experience students and live-in domestic workers as exempted by the Minimum Wage Ordinance), of whom 1 564 900 (52%) were male, and 1 448 000 (48%) were female. (Chart 1 and Table 1)

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



註釋：(1) 不包括在「2016 年收入及工時按年統計調查」的範圍內。

Note: (1) Not covered in the 2016 AEHS.

## II. 統計調查主要結果

### (ii) 按年齡組別分析

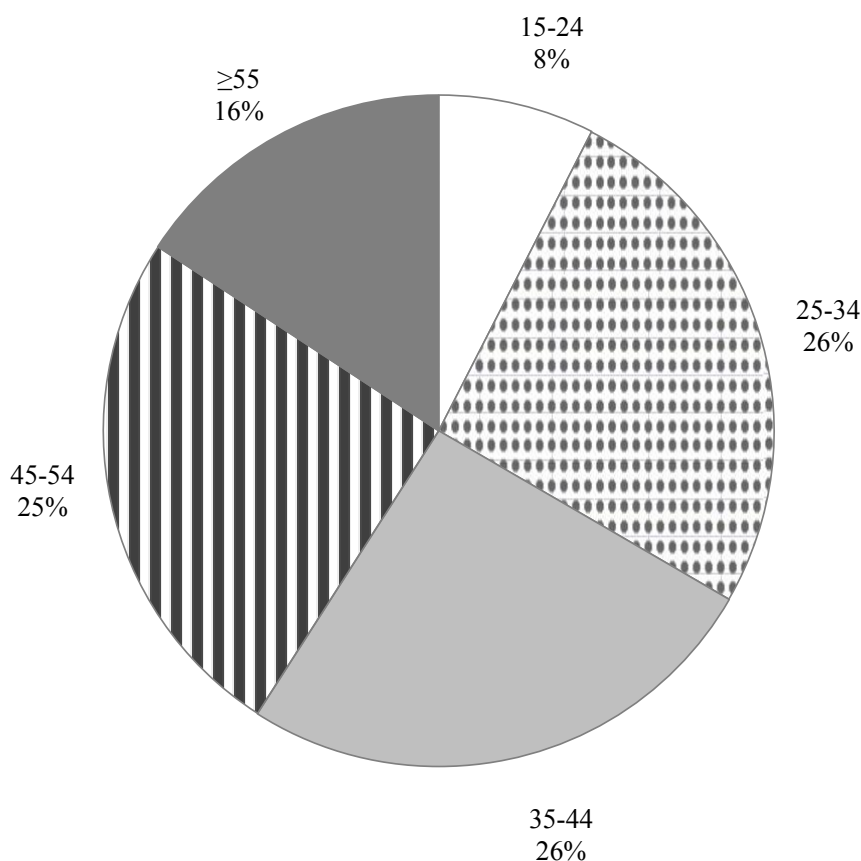
**2.2** 按年齡分析，超過一半以上的僱員（即 1 553 400 名僱員）介乎 25 歲至 44 歲。當中，介乎 25 歲至 34 歲的僱員人數共 778 100 人（即僱員總人數的 26%），35 歲至 44 歲的僱員人數則有 775 300 人（即僱員總人數的 26%）。最年青（即 15 歲至 24 歲）及最年長（即 55 歲及以上）組別的僱員人數合共有 701 800 人（即僱員總人數的 23%）。（圖 2 及表 1）

## II. Major Findings of the Survey

### (ii) Analysed by age group

**2.2** Analysed by age, over half of the employees (or 1 553 400 employees) were aged 25 – 44. Of them, 778 100 employees (or 26% of total number of employees) were aged 25 – 34 and 775 300 employees (or 26% of total number of employees) were aged 35 – 44. Those belonging to the youngest and the eldest age groups (i.e. aged 15 – 24 and aged 55 and above respectively) totalled 701 800 persons, or 23% of total number of employees. (Chart 2 and Table 1)

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



## II. 統計調查主要結果

### (iii) 按教育程度分析

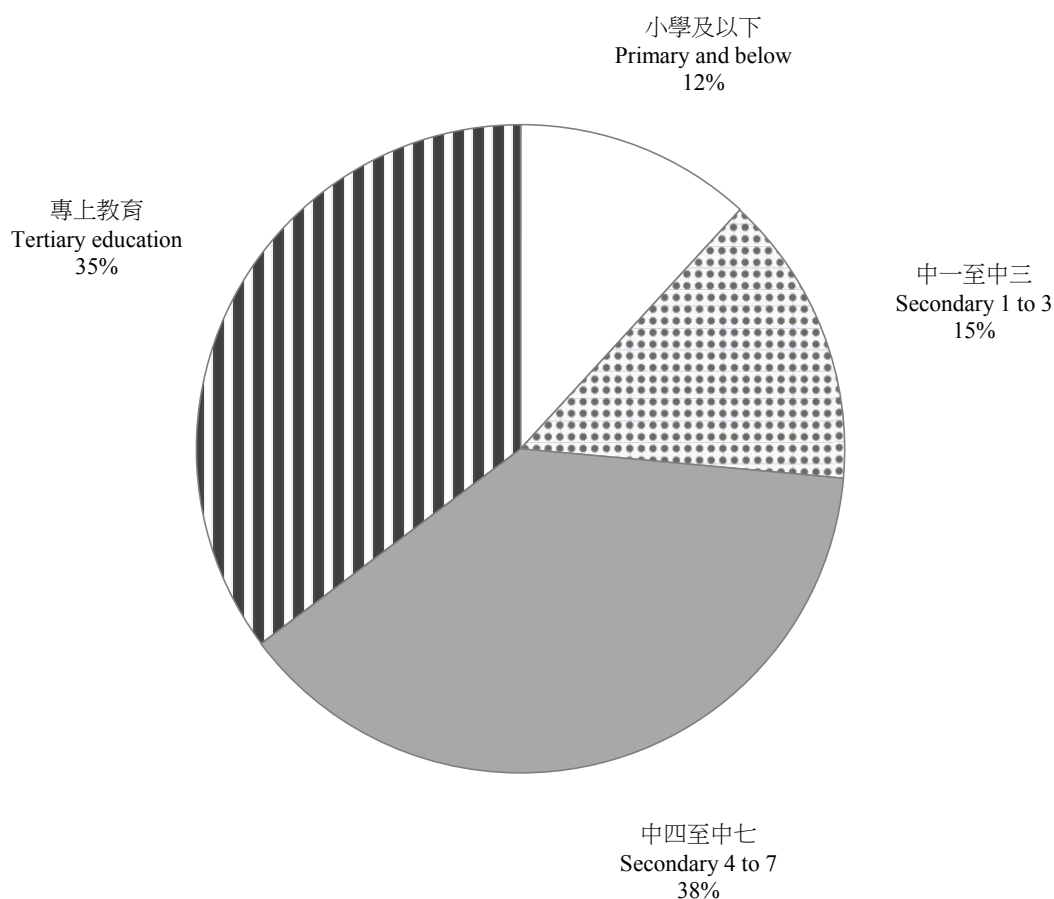
2.3 完成中四至中七教育程度的僱員人數有 1 154 000 人（即僱員總人數的 38%），而完成專上教育的僱員人數共有 1 062 200 人（即僱員總人數的 35%）。至於完成中三及以下教育程度的僱員人數則有 796 700 人（即僱員總人數的 26%）。（圖 3 及表 2）

## II. Major Findings of the Survey

### (iii) Analysed by educational attainment

2.3 A total of 1 154 000 employees (or 38% of total number of employees) had completed education level of Secondary 4 to Secondary 7. Another 1 062 200 employees (or 35% of total number of employees) had completed tertiary education. Some 796 700 employees (or 26% of total number of employees) had completed education level of Secondary 3 and below. (Chart 3 and Table 2)

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





## II. 統計調查主要結果

### (iv) 按職業組別分析

2.4 從事「非技術工人」及「服務工作及銷售人員」職業組別的僱員共有 980 600 人（即僱員總人數的 33%）。以男性僱員而言，屬這兩個職業組別的僱員有 439 100 人，佔男性僱員總人數的 28%。

2.5 以女性僱員而言，屬「非技術工人」及「服務工作及銷售人員」職業組別的僱員共有 541 500 人，佔女性僱員總人數的 37%，較男性僱員的相應百分比高。（圖 4 及表 3）

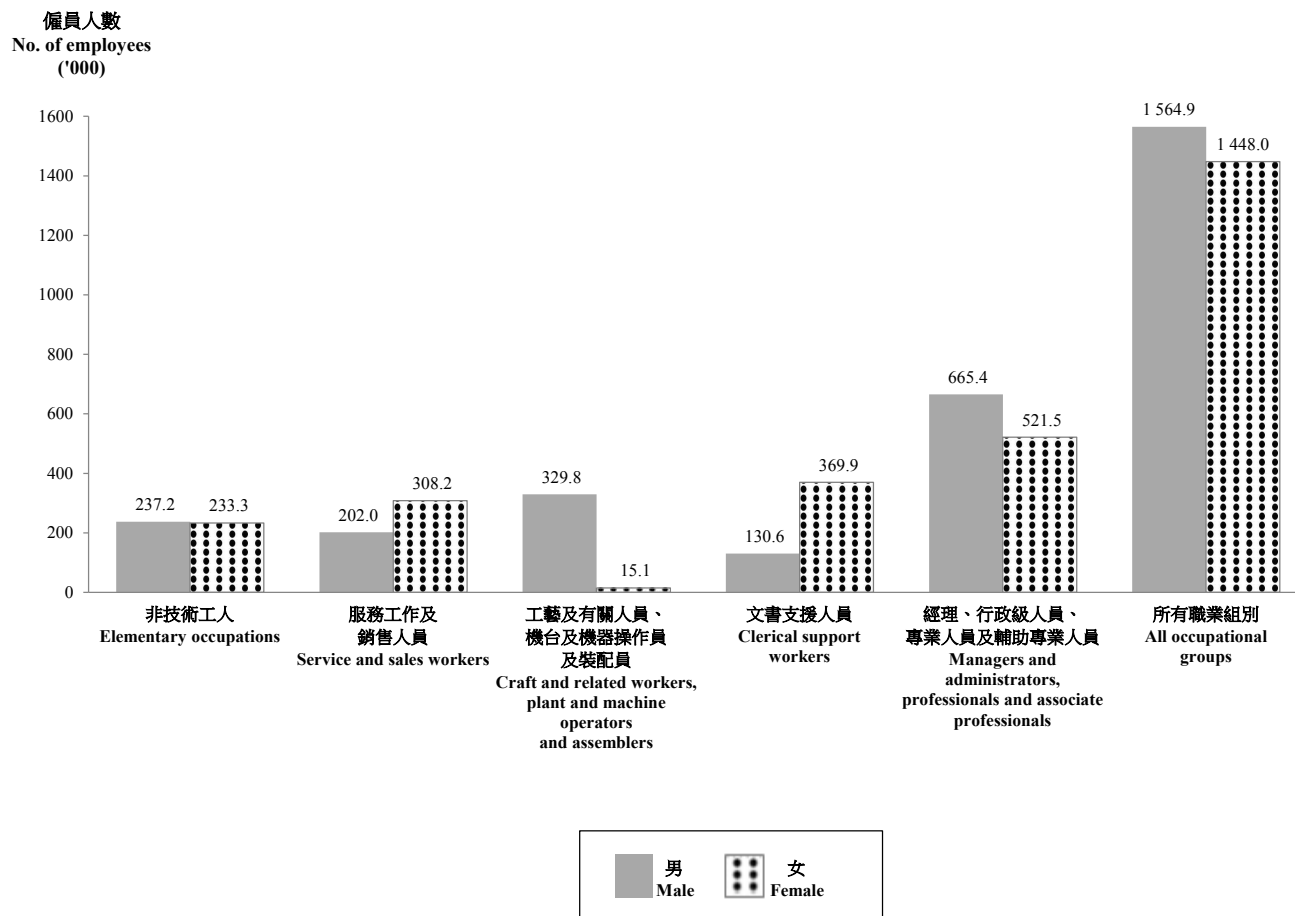
## II. Major Findings of the Survey

### (iv) Analysed by occupational group

2.4 Some 980 600 employees (or 33% of total number of employees) were engaged in the occupational groups “elementary occupations” and “service and sales workers”. Among the male employees, the number of employees engaged in these occupational groups was 439 100, representing 28% of the total number of male employees.

2.5 For female employees, the number of employees engaged in the occupational groups “elementary occupations” and “service and sales workers” was 541 500, representing 37% of total number of female employees and being higher than the corresponding percentage of male employees. (Chart 4 and Table 3)

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



## II. 統計調查主要結果

### (v) 按行業主類分析

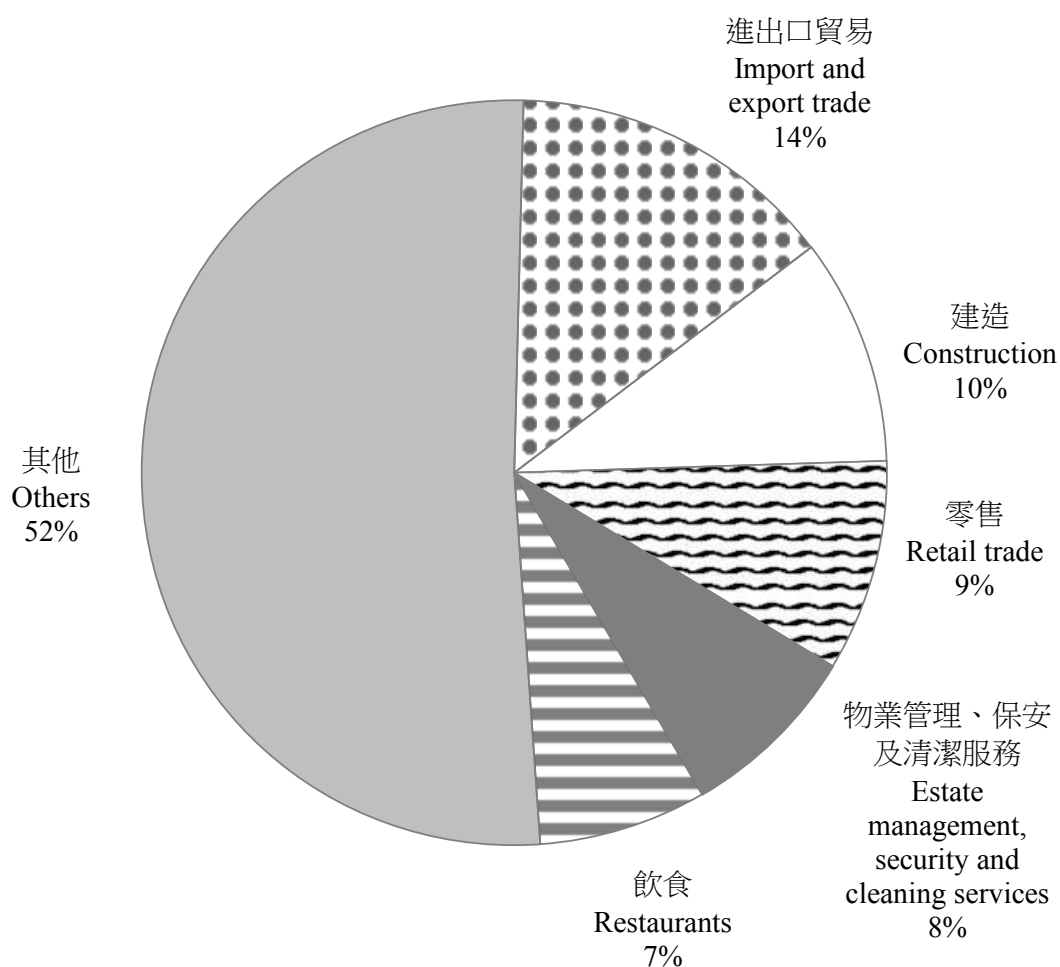
2.6 五個僱員人數最多的行業分別是 (i) 進出口貿易 (430 200 人, 佔僱員總人數的 14%) ; (ii) 建造 (295 700 人, 佔僱員總人數的 10%) ; (iii) 零售 (277 500 人, 佔僱員總人數的 9%) ; (iv) 物業管理、保安及清潔服務 (237 600 人, 佔僱員總人數的 8%) ; 及(v) 飲食 (220 100 人, 佔僱員總人數的 7%) 。 (圖 5 及表 4)

## II. Major Findings of the Survey

### (v) Analysed by industry section

2.6 The five largest industries in terms of number of employees were (i) import and export trade (430 200 employees, or 14% of total number of employees); (ii) construction (295 700 employees, or 10% of total number of employees); (iii) retail trade (277 500 employees, or 9% of total number of employees); (iv) estate management, security and cleaning services (237 600 employees, or 8% of total number of employees); and (v) restaurants (220 100 employees, or 7% of total number of employees). (Chart 5 and Table 4)

圖 5：按行業主類劃分的僱員人數百分比分布  
Chart 5: Percentage distribution of employees by industry section



## II. 統計調查主要結果

### (vi) 按全職／兼職僱員分析

**2.7** 以全職受聘的僱員人數共 2 800 400 人(即僱員總人數的 93%)，其餘的 212 600 名僱員(即僱員總人數的 7%)以兼職受聘。

**2.8** 飲食；零售；教育及公共行政(不包括政府)；物業管理、保安及清潔服務；以及進出口貿易是僱用最多兼職員工的五大行業。從事這五個行業的兼職僱員人數佔總兼職人數的 65%。(表 5)

### (vii) 按長期／合約／臨時聘用分析

**2.9** 獲長期聘用的僱員人數共 2 680 300 人(即僱員總人數的 89%)，232 800 名僱員(即僱員總人數的 8%)以有期限的合約形式受聘，其餘的 99 800 名僱員(即僱員總人數的 3%)以臨時形式受聘。

**2.10** 超過 82% 的臨時僱員從事建造、零售、教育及公共行政(不包括政府)、飲食及陸路運輸行業。(表 5)

## II. Major Findings of the Survey

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

**2.7** 2 800 400 employees (or 93% of total number of employees) were employed on a full-time basis. The other 212 600 employees (or 7% of total number of employees) were employed on a part-time basis.

**2.8** Restaurants; retail trade; education and public administration (excluding the Government); estate management, security and cleaning services; and import and export trade were the top five industries in terms of number of part-time employees engaged. Together they took up a share of 65% of the total number of part-time employees. (Table 5)

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

**2.9** Some 2 680 300 employees (or 89% of total number of employees) were employed on a permanent basis. Some 232 800 (or 8% of total number of employees) were fixed-term contract employees, and the other 99 800 (or 3% of total number of employees) were casual employees.

**2.10** Over 82% of the casual employees were engaged in construction, retail trade, education and public administration (excluding the Government), restaurants and land transport industries. (Table 5)

## II. 統計調查主要結果

### (丙) 每月工資的分布

**2.11** 在 2016 年 5 月至 6 月，本港僱員的每月工資中位數為 \$16,200。男性僱員的每月工資中位數為 \$18,400，而女性僱員則為 \$14,100。

**2.12** 2016 年與 2015 年比較的每月工資的變動，可反映在這兩年間僱員所收取的薪酬的變化。2016 年 5 月至 6 月所有僱員及全職僱員的每月工資中位數分別為 \$16,200 及 \$16,900，較 2015 年 5 月至 6 月所有及全職僱員的每月工資中位數（\$15,500 及 \$16,200）分別高約 4.1% 及 4.8%。一般而言，每月工資在各行業和職業組別中均全面錄得升幅。（圖 6 至 8 及表 6、9 及 10）

## II. Major Findings of the Survey

### (C) Distribution of monthly wage

**2.11** In May – June 2016, the median monthly wage of Hong Kong employees was \$16,200. For male employees, the median monthly wage was \$18,400. For female employees, the median was \$14,100.

**2.12** The change in monthly wages in 2016 as compared to 2015 is useful in reflecting the change in take-home pay of employees between these two years. The median monthly wages of all employees and full-time employees in May – June 2016 were \$16,200 and \$16,900 respectively, which were about 4.1% and 4.8% higher than those of May – June 2015 (\$15,500 and \$16,200) respectively. Increase in monthly wages was generally observed across the board for all industries and all occupational groups. (Charts 6 – 8 and Tables 6, 9 and 10)

圖 6：2016 年 5 月至 6 月全職僱員的每月工資與 2015 年 5 月至 6 月比較的變動百分率

Chart 6: Percentage change in monthly wages of full-time employees in May-Jun 2016 over May-Jun 2015

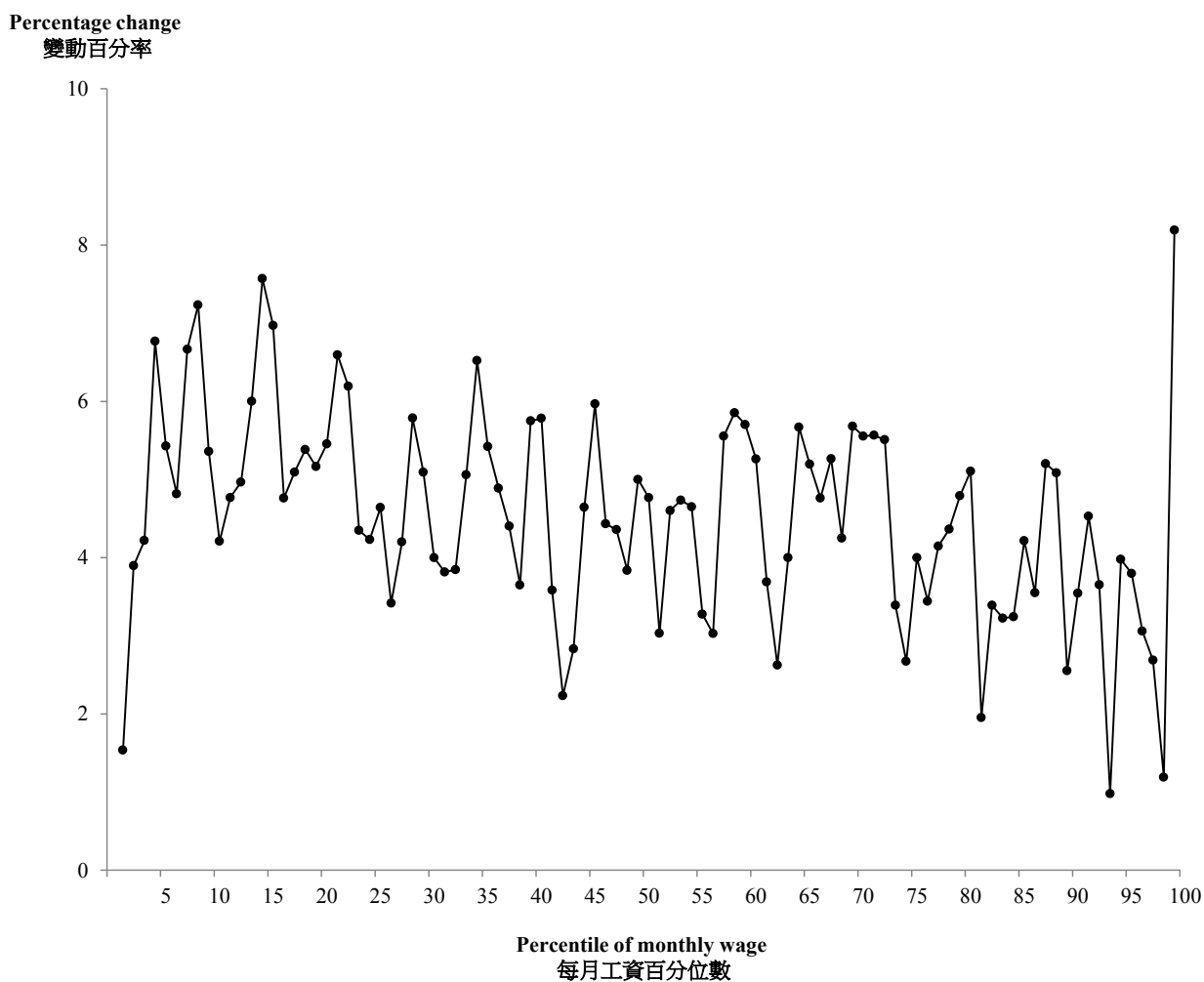


圖 7：按選定行業主類劃分的全職僱員每月工資中位數

Chart 7: Median monthly wage of full-time employees by selected industry section

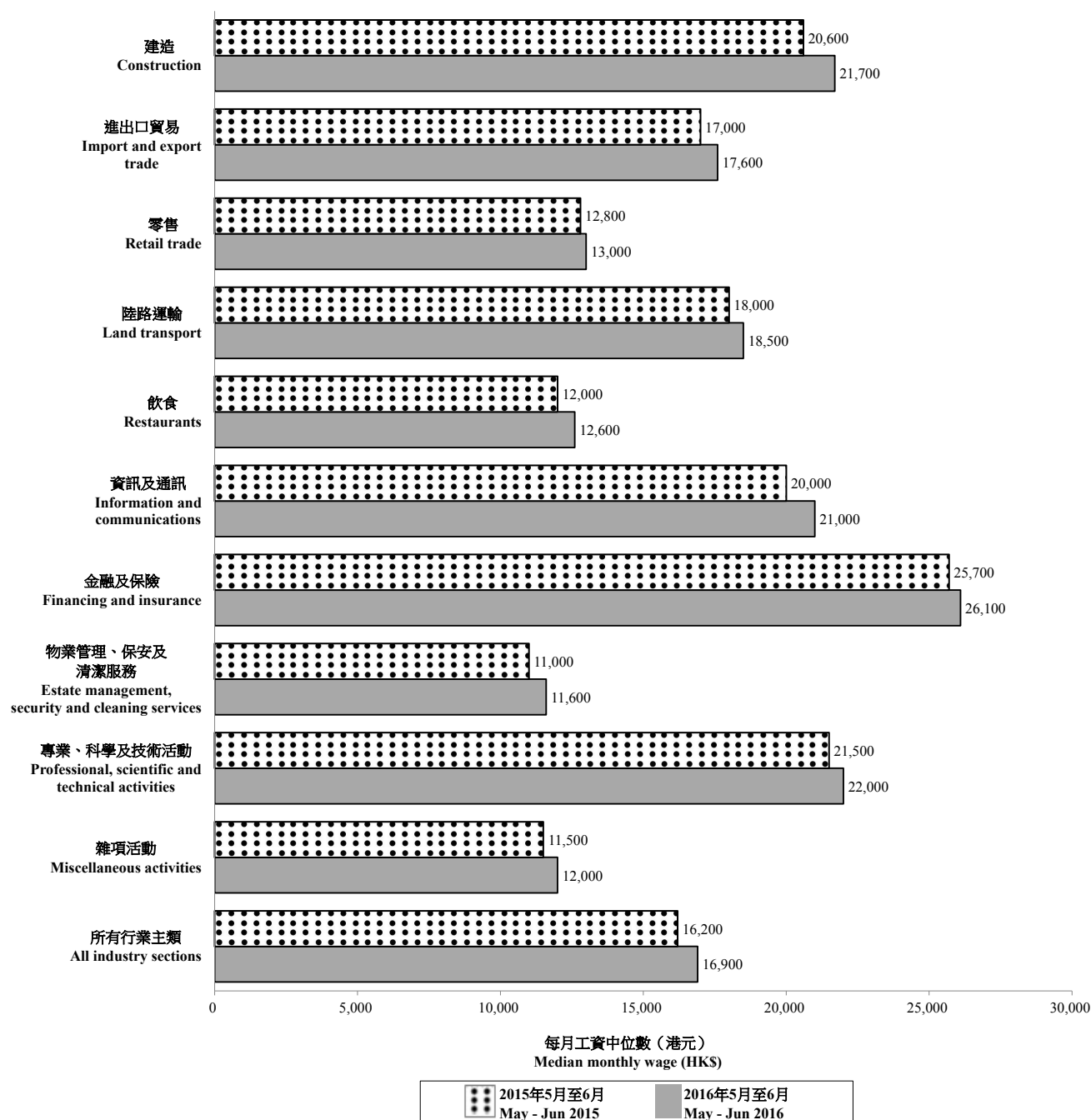
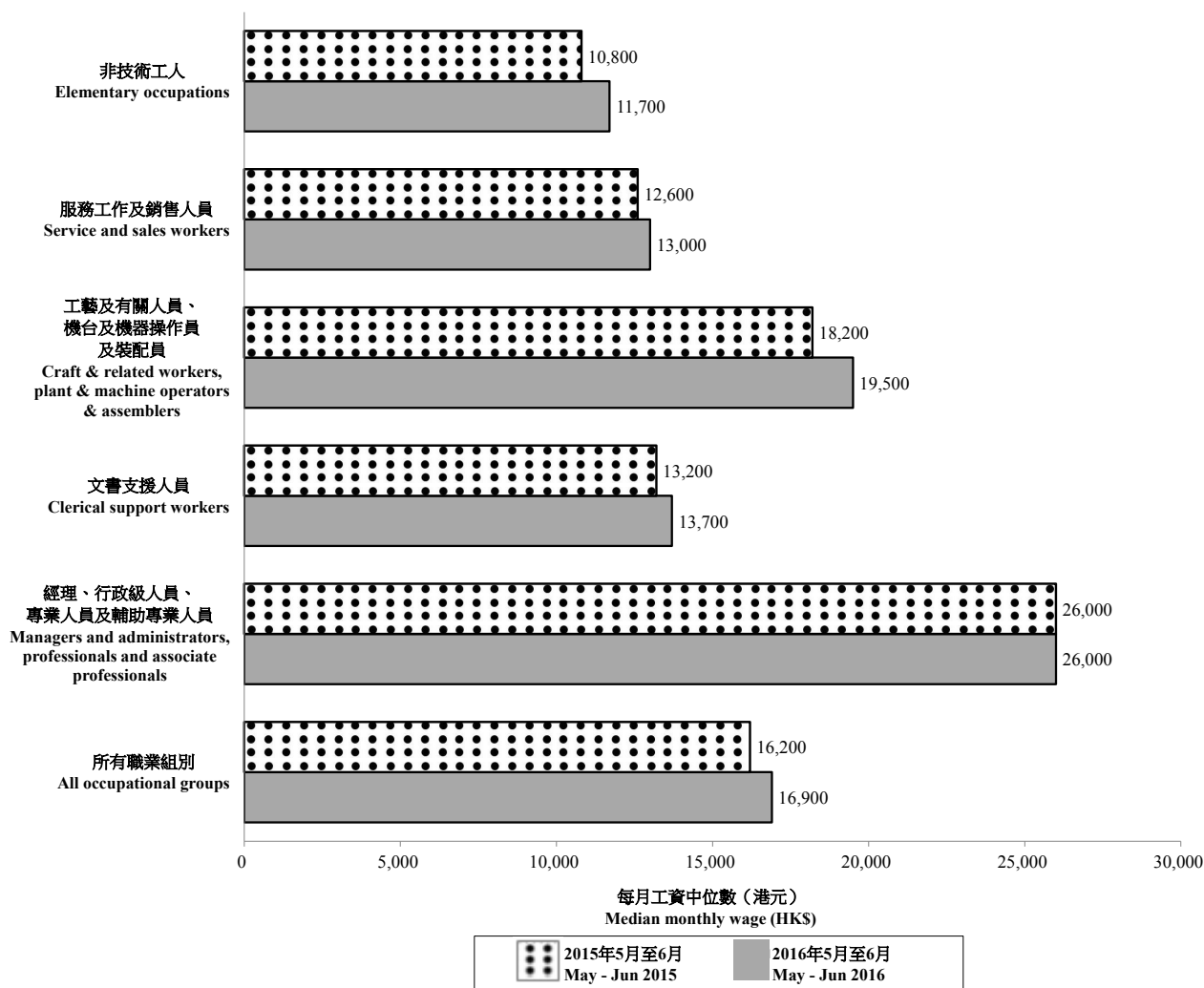


圖 8：按職業組別劃分的全職僱員每月工資中位數

Chart 8: Median monthly wage of full-time employees by occupational group



## II. 統計調查主要結果

### (丁) 每小時工資<sup>(1)</sup>的分布

#### (i) 整體分布

**2.13** 在 2016 年 5 月至 6 月，本港僱員的每小時工資中位數是 \$65.4。每小時工資下四分位數及上四分位數分別為 \$46.2 及 \$103.9。（圖 9 及表 11）

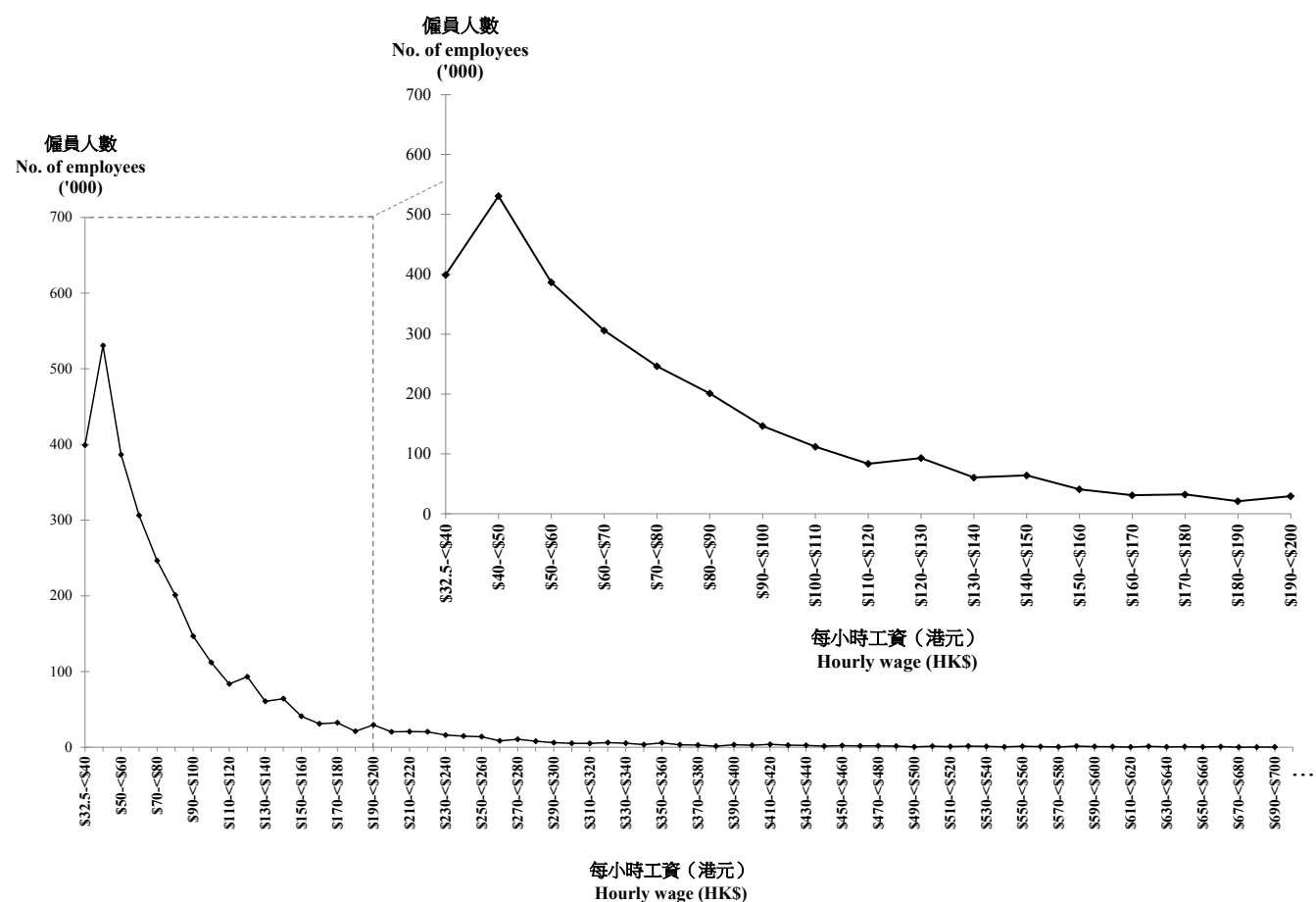
## II. Major Findings of the Survey

### (D) Distribution of hourly wage<sup>(1)</sup>

#### (i) Overall distribution

**2.13** In May – June 2016, the median hourly wage of Hong Kong employees was \$65.4. The lower quartile and upper quartile hourly wage were \$46.2 and \$103.9 respectively. (Chart 9 and Table 11)

圖 9：每小時工資分布 — 所有僱員  
Chart 9: Distribution of hourly wage – all employees



註釋：(1) 每小時工資的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of hourly wage.



## II. 統計調查主要結果

**2.14** 由於數據使用者一般都對每小時工資分布的較低部分較感興趣，因此每小時工資分布中最低部分的僱員人數分布，已分別按每個百分位數及每港元分析，詳列於表 12 及表 13。

### (ii) 按性別分析

**2.15** 男性及女性僱員的每小時工資中位數分別為 \$73.5 及 \$58.5。（圖 10 及表 14）

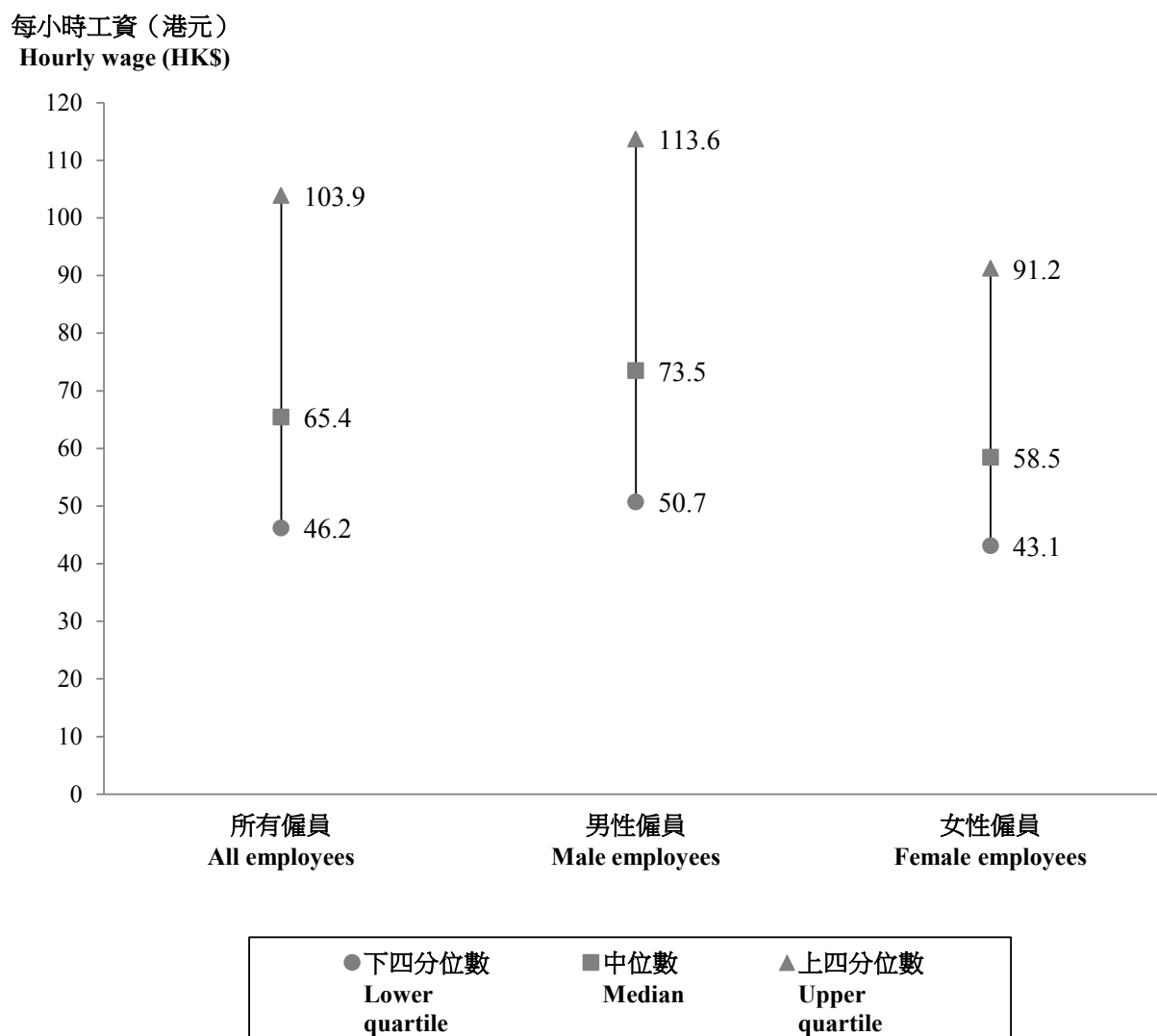
## II. Major Findings of the Survey

**2.14** As statistical users in general have greater interest in the lower end of the hourly wage distribution, the numbers of employees at the lower end of the hourly wage distribution are presented in greater detail at intervals of each percentile and Hong Kong dollar in Tables 12 and 13 respectively.

### (ii) Analysed by sex

**2.15** The median hourly wages of male and female employees were \$73.5 and \$58.5 respectively. (Chart 10 and Table 14)

圖 10：按性別劃分的僱員每小時工資分布  
Chart 10: Distribution of hourly wage of employees by sex



## II. 統計調查主要結果

### (iii) 按年齡組別分析

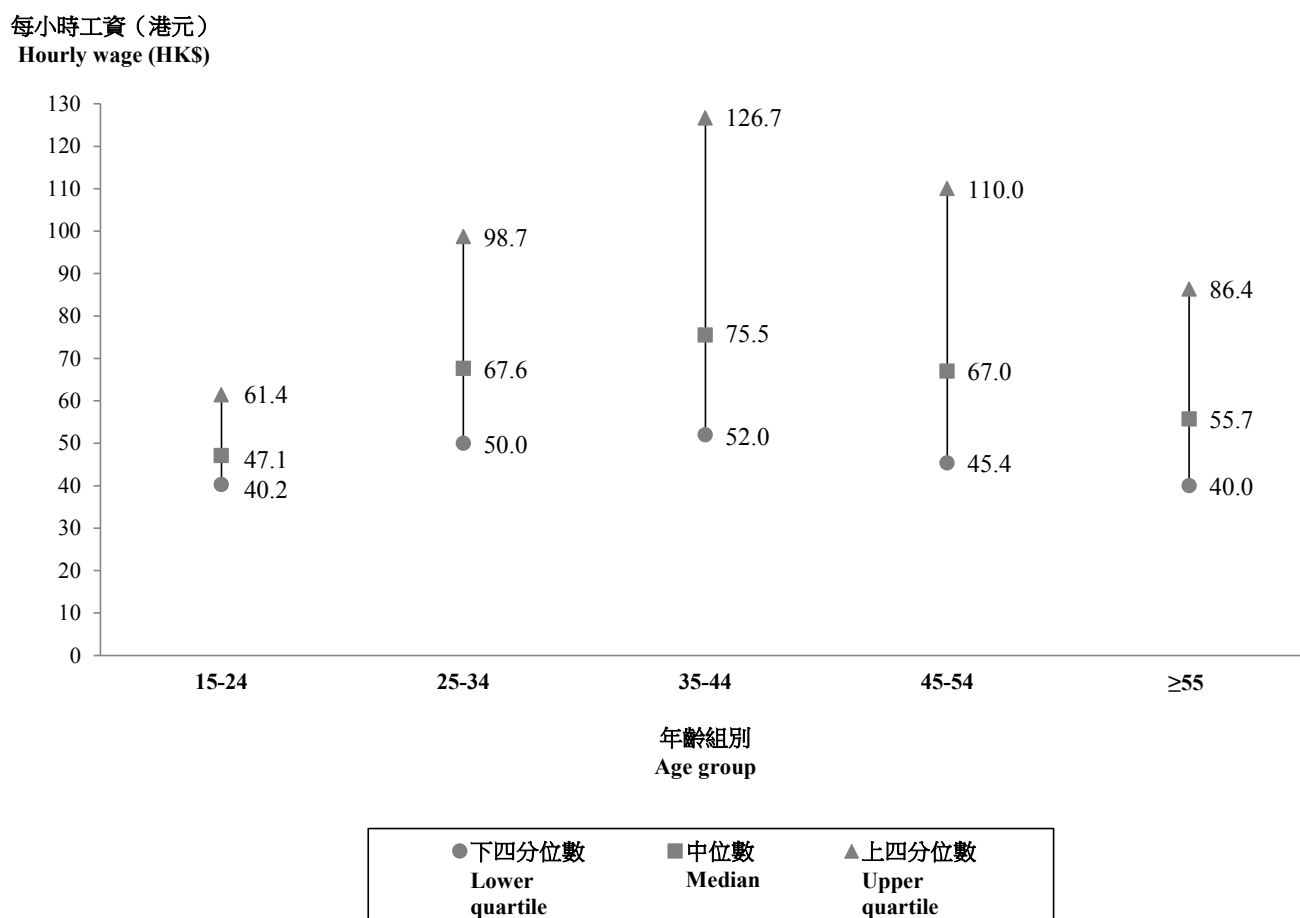
**2.16** 35 歲至 44 歲年齡組別的僱員的每小時工資中位數最高（\$75.5），其次是介乎 25 歲至 34 歲年齡組別的僱員（\$67.6）及 45 歲至 54 歲年齡組別的僱員（\$67.0）。最年長組別（即 55 歲及以上）及最年青組別（即 15 歲至 24 歲）僱員的每小時工資中位數則分別為 \$55.7 及 \$47.1。（圖 11 及表 14）

## II. Major Findings of the Survey

### (iii) Analysed by age group

**2.16** The median hourly wage of employees at age 35 – 44 was the highest (\$75.5), followed by employees at age 25 – 34 (\$67.6) and those at age 45 – 54 (\$67.0). The median hourly wages of employees at the eldest age group of 55 and above and the youngest age group of 15 – 24 were \$55.7 and \$47.1 respectively. (Chart 11 and Table 14)

圖 11：按年齡組別劃分的僱員每小時工資分布  
Chart 11: Distribution of hourly wage of employees by age group



## II. 統計調查主要結果

### (iv) 按教育程度分析

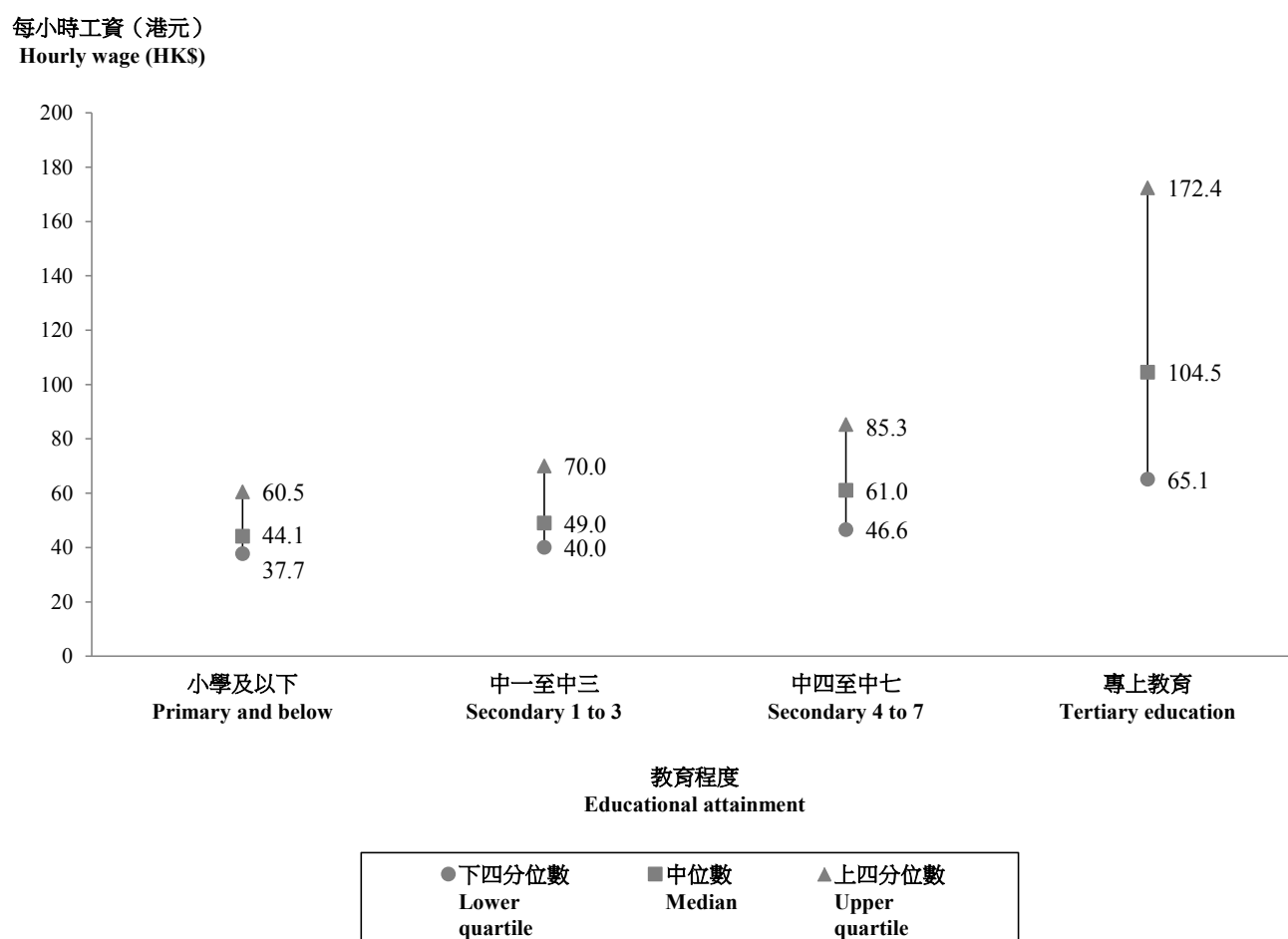
**2.17** 已完成的教育程度為 (i) 小學及以下；(ii) 中一至中三；(iii) 中四至中七；及 (iv) 專上教育的僱員的每小時工資中位數分別為 \$44.1、\$49.0、\$61.0 及 \$104.5。(圖 12 及表 15)

## II. Major Findings of the Survey

### (iv) Analysed by educational attainment

**2.17** The median hourly wages of employees who had completed education at the level of (i) primary and below; (ii) Secondary 1 to 3; (iii) Secondary 4 to 7; and (iv) tertiary education were \$44.1, \$49.0, \$61.0 and \$104.5 respectively. (Chart 12 and Table 15)

圖 12：按教育程度劃分的僱員每小時工資分布  
Chart 12: Distribution of hourly wage of employees by educational attainment



## II. 統計調查主要結果

### (v) 按職業組別分析

**2.18** 從事 (i)「非技術工人」；(ii)「服務工作及銷售人員」；(iii)「工藝及有關人員、機台及機器操作員及裝配員」；(iv)「文書支援人員」；及 (v)「經理、行政級人員、專業人員及輔助專業人員」職業組別的僱員的每小時工資中位數分別為 \$42.5、\$46.9、\$77.8、\$55.6 及 \$106.5。(圖13及表16)

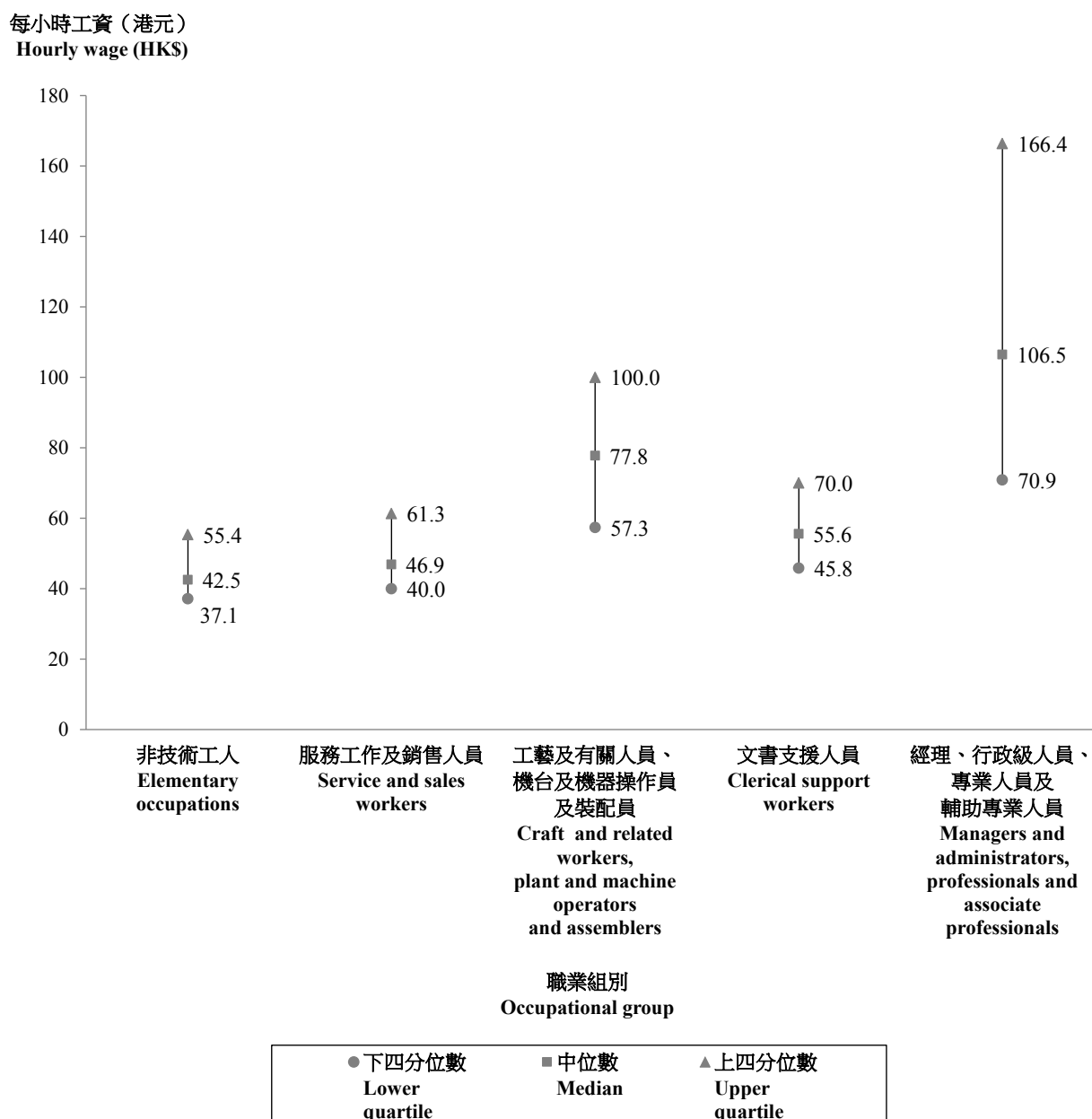
## II. Major Findings of the Survey

### (v) Analysed by occupational group

**2.18** The median hourly wages of employees engaged in (i) elementary occupations; (ii) service and sales workers; (iii) craft and related workers, plant and machine operators and assemblers; (iv) clerical support workers; and (v) managers and administrators, professionals and associate professionals were \$42.5, \$46.9, \$77.8, \$55.6 and \$106.5 respectively. (Chart 13 and Table 16)

圖 13：按職業組別劃分的僱員每小時工資分布

Chart 13: Distribution of hourly wage of employees by occupational group



## II. 統計調查主要結果

### (vi) 按行業主類分析

**2.19** 在各受訪行業當中，從事教育及公共行政（不包括政府）行業的僱員的每小時工資中位數最高，為 \$124.7。從事物業管理、保安及清潔服務行業的僱員的每小時工資中位數則最低，為 \$40.0。（圖 14 及 15 和表 17（甲））

## II. Major Findings of the Survey

### (vi) Analysed by industry section

**2.19** Among the various industries surveyed, the median hourly wage of those engaged in the education and public administration (excluding the Government) industry was the highest, at \$124.7. The median hourly wage of employees working in the estate management, security and cleaning services industry was the lowest, at \$40.0. (Charts 14 and 15 and Table 17(a))

圖 14：每小時工資中位數最高的4個行業主類  
Chart 14: The four industry sections with the highest median hourly wage

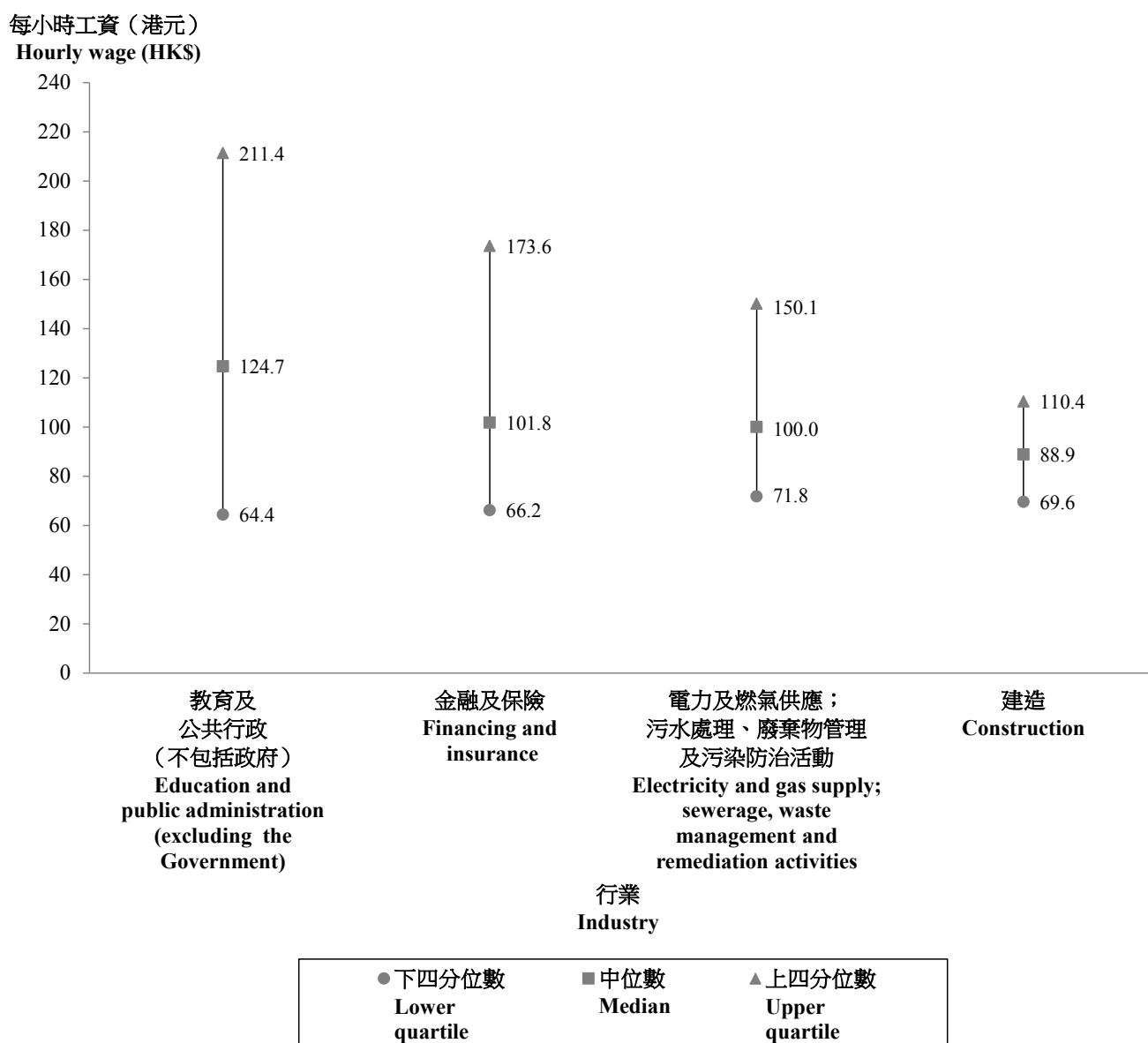
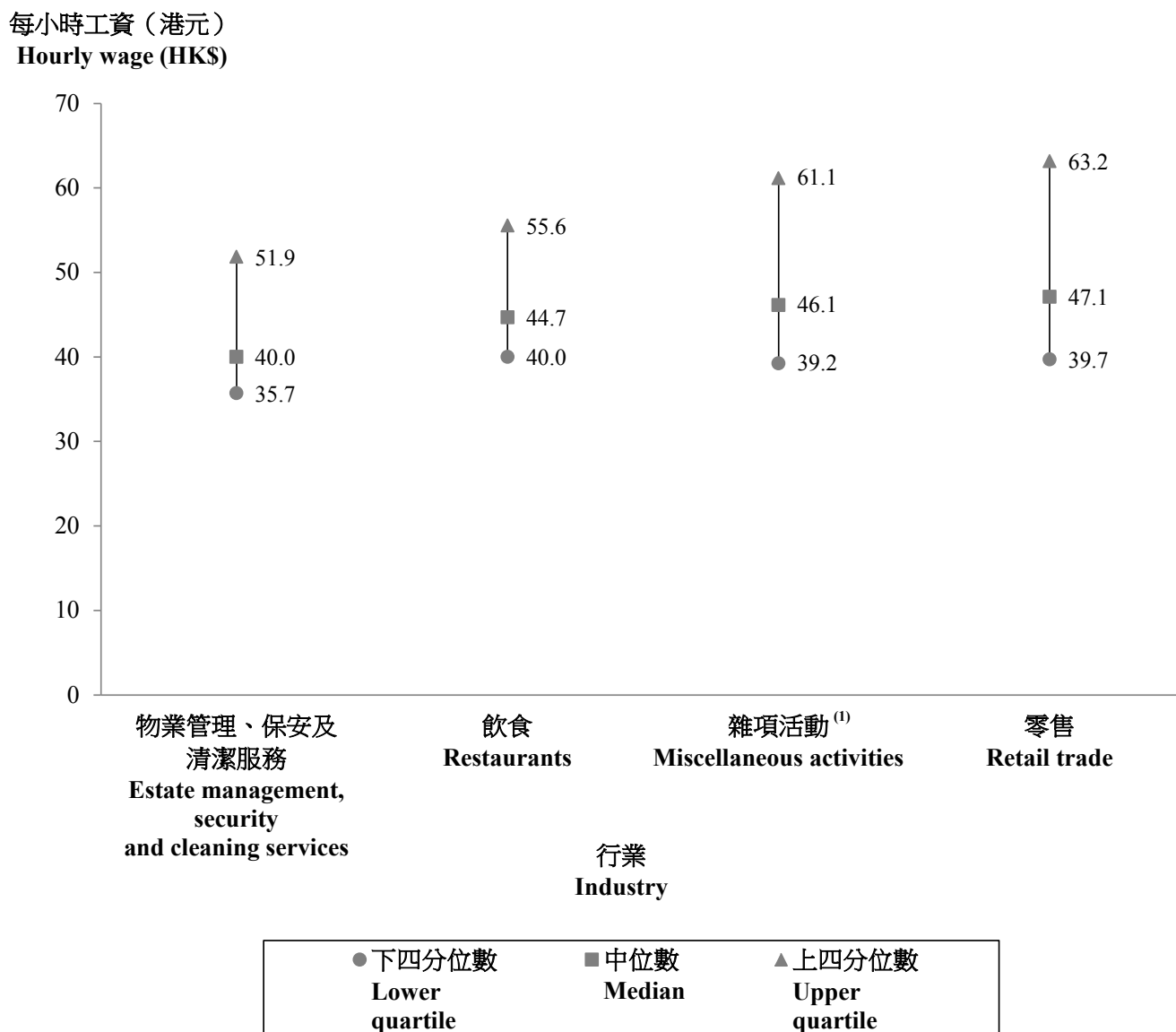


圖 15：每小時工資中位數最低的4個行業主類  
Chart 15: The four industry sections with the lowest median hourly wage



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

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

## II. 統計調查主要結果

### (戊) 每周工作時數中位數

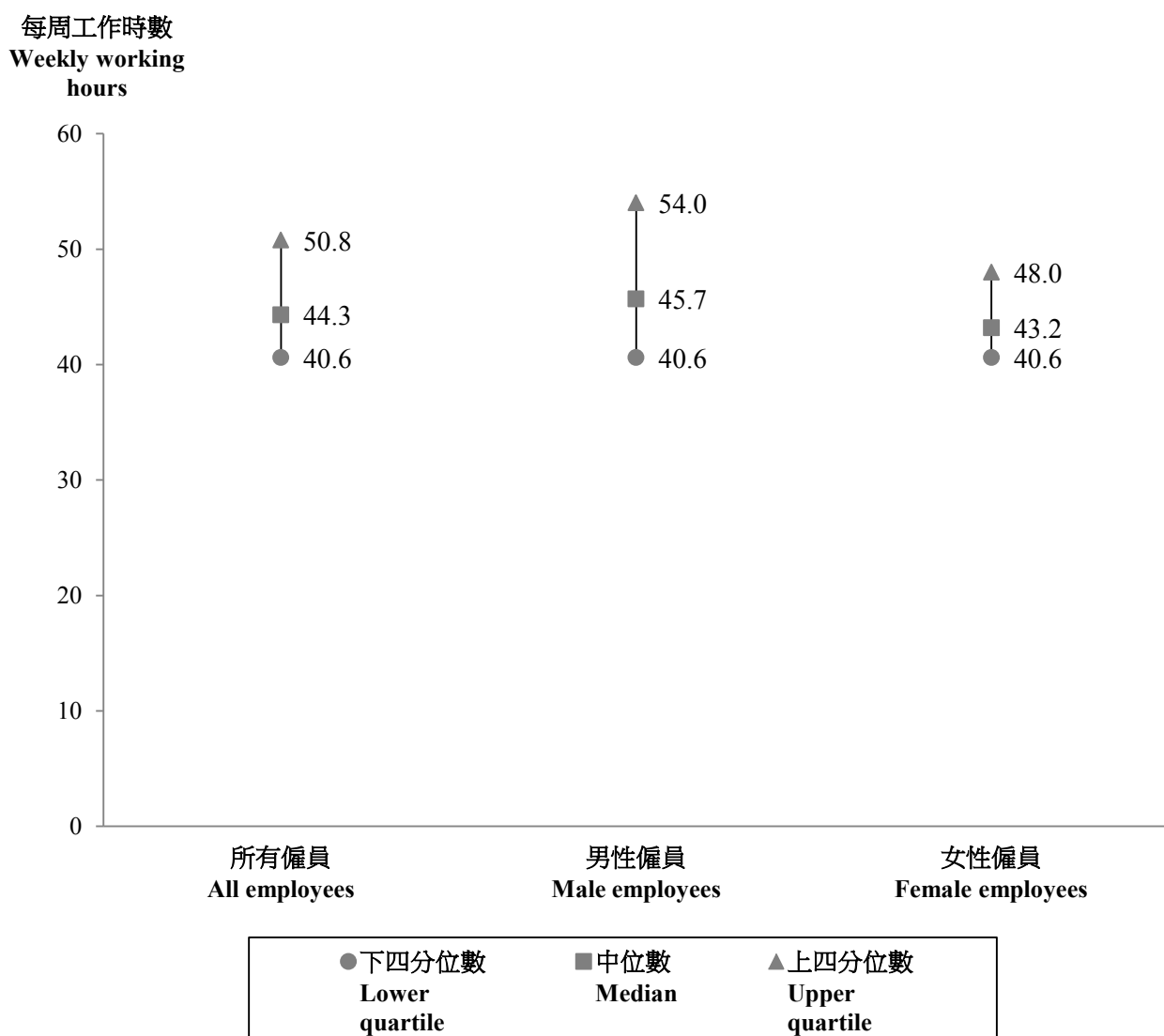
**2.20** 在 2016 年 5 月至 6 月，本港僱員的每周工作時數中位數為 44.3。男性僱員的每周工作時數中位數為 45.7，而女性僱員則為 43.2。至於全職僱員，相關的數字分別為 45.2、46.2 及 44.3。（圖 16 及表 20）

## II. Major Findings of the Survey

### (E) Median weekly working hours

**2.20** In May – June 2016, the median weekly working hours of Hong Kong employees was 44.3. For male employees, the median weekly working hours was 45.7. For female employees, the median was 43.2. For full-time employees, the corresponding figures were 45.2, 46.2 and 44.3 respectively. (Chart 16 and Table 20)

圖 16：按性別劃分的僱員每周工作時數分布  
Chart 16: Distribution of weekly working hours of employees by sex



### III. 統計表

### Tables



**表 1      2016年5月至6月按性別及年齡組別劃分的僱員人數**  
**Table 1    Number of employees analysed by sex and age group, May – Jun 2016**

性別／年齡組別 Sex/Age group	人數 Number ('000)	百分比 Percentage (%)
男性 Male	1 564.9	51.9
15-24	100.1	3.3
25-34	381.1	12.6
35-44	391.9	13.0
45-54	401.8	13.3
≥ 55	290.1	9.6
女性 Female	1 448.0	48.1
15-24	126.6	4.2
25-34	397.0	13.2
35-44	383.4	12.7
45-54	355.9	11.8
≥ 55	185.1	6.1
<b>總計 Overall</b>	<b>3 012.9</b>	<b>100.0</b>
15-24	226.7	7.5
25-34	778.1	25.8
35-44	775.3	25.7
45-54	757.7	25.1
≥ 55	475.2	15.8

**表 2**            **2016年5月至6月按性別及教育程度劃分的僱員人數**  
**Table 2**       **Number of employees analysed by sex and educational attainment,**  
**May – Jun 2016**

性別／教育程度 Sex/Educational attainment	人數 Number ('000)	百分比 Percentage (%)
男性 Male	1 564.9	51.9
小學及以下 Primary and below	172.5	5.7
中一至中三 Secondary 1 to 3	265.4	8.8
中四至中七 Secondary 4 to 7	580.4	19.3
專上教育 Tertiary education	546.5	18.1
女性 Female	1 448.0	48.1
小學及以下 Primary and below	183.7	6.1
中一至中三 Secondary 1 to 3	175.1	5.8
中四至中七 Secondary 4 to 7	573.6	19.0
專上教育 Tertiary education	515.7	17.1
<b>總計</b> <b>Overall</b>	<b>3 012.9</b>	<b>100.0</b>
小學及以下 Primary and below	356.2	11.8
中一至中三 Secondary 1 to 3	440.5	14.6
中四至中七 Secondary 4 to 7	1 154.0	38.3
專上教育 Tertiary education	1 062.2	35.3

**表 3 2016年5月至6月按性別及職業組別劃分的僱員人數**  
**Table 3 Number of employees analysed by sex and occupational group, May – Jun 2016**

性別／職業組別 Sex/Occupational group	人數 Number ('000)	百分比 Percentage (%)
男性 Male	1 564.9	51.9
非技術工人 <i>Elementary occupations</i>	237.2	7.9
服務工作及銷售人員 <i>Service and sales workers</i>	202.0	6.7
工藝及有關人員、機台及機器操作員及裝配員 <i>Craft and related workers, plant and machine operators and assemblers</i>	329.8	10.9
文書支援人員 <i>Clerical support workers</i>	130.6	4.3
經理、行政級人員、專業人員及輔助專業人員 <i>Managers and administrators, professionals and associate professionals</i>	665.4	22.1
女性 Female	1 448.0	48.1
非技術工人 <i>Elementary occupations</i>	233.3	7.7
服務工作及銷售人員 <i>Service and sales workers</i>	308.2	10.2
工藝及有關人員、機台及機器操作員及裝配員 <i>Craft and related workers, plant and machine operators and assemblers</i>	15.1	0.5
文書支援人員 <i>Clerical support workers</i>	369.9	12.3
經理、行政級人員、專業人員及輔助專業人員 <i>Managers and administrators, professionals and associate professionals</i>	521.5	17.3
<b>總計 Overall</b>	<b>3 012.9</b>	<b>100.0</b>
非技術工人 <i>Elementary occupations</i>	<b>470.4</b>	<b>15.6</b>
服務工作及銷售人員 <i>Service and sales workers</i>	<b>510.2</b>	<b>16.9</b>
工藝及有關人員、機台及機器操作員及裝配員 <i>Craft and related workers, plant and machine operators and assemblers</i>	<b>344.9</b>	<b>11.4</b>
文書支援人員 <i>Clerical support workers</i>	<b>500.6</b>	<b>16.6</b>
經理、行政級人員、專業人員及輔助專業人員 <i>Managers and administrators, professionals and associate professionals</i>	<b>1 186.8</b>	<b>39.4</b>

**表 4 2016年5月至6月按行業主類劃分的僱員人數**  
**Table 4 Number of employees analysed by industry section, May – Jun 2016**

行業主類 Industry section	人數 Number ('000)	百分比 Percentage (%)
製造 <sup>(1)</sup> Manufacturing <sup>(1)</sup>	81.6	2.7
電力及燃氣供應；污水處理、廢棄物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	16.4	0.5
建造 Construction	295.7	9.8
進出口貿易 Import and export trade	430.2	14.3
批發 Wholesale	38.7	1.3
零售 Retail trade	277.5	9.2
超級市場及便利店 <i>Supermarkets and convenience stores</i>	43.6	1.4
其他零售店 <i>Other retail stores</i>	233.9	7.8
陸路運輸 Land transport	133.7	4.4
其他運輸、倉庫、郵政及速遞服務 <sup>(2)</sup> Other transportation, storage, postal and courier services <sup>(2)</sup>	117.4	3.9
飲食 Restaurants	220.1	7.3
港式茶餐廳 <i>Hong Kong style tea cafes</i>	22.4	0.7
中式酒樓菜館 <i>Chinese restaurants</i>	72.6	2.4
非中式酒樓菜館 <i>Restaurants, other than Chinese</i>	70.7	2.3
快餐店 <sup>(3)</sup> <i>Fast food cafes</i> <sup>(3)</sup>	54.4	1.8
住宿 <sup>(4)</sup> 及其他膳食服務活動 Accommodation <sup>(4)</sup> and other food service activities	51.4	1.7
資訊及通訊 Information and communications	107.9	3.6
金融及保險 Financing and insurance	218.9	7.3
地產活動 <sup>(5)</sup> Real estate activities <sup>(5)</sup>	39.5	1.3
物業管理、保安及清潔服務 Estate management, security and cleaning services	237.6	7.9
地產保養管理服務 <i>Real estate maintenance management</i>	109.5	3.6
保安服務 <sup>(6)</sup> <i>Security services</i> <sup>(6)</sup>	42.4	1.4
清潔服務 <i>Cleaning services</i>	69.8	2.3
會員制組織 <sup>(7)</sup> <i>Membership organisations</i> <sup>(7)</sup>	15.9	0.5
專業、科學及技術活動 Professional, scientific and technical activities	155.2	5.2

**表 4 2016年5月至6月按行業主類劃分的僱員人數（續）**  
**Table 4 Number of employees analysed by industry section, May – Jun 2016 (cont'd)**

行業主類 Industry section	人數 Number ('000)	百分比 Percentage (%)
行政及支援服務活動 Administrative and support services activities	20.4	0.7
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	21.6	0.7
教育及公共行政（不包括政府） Education and public administration (excluding the Government)	198.4	6.6
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	138.8	4.6
雜項活動 Miscellaneous activities	96.1	3.2
安老院舍 Elderly homes	20.9	0.7
洗滌及乾洗服務 Laundry and dry cleaning services	5.3	0.2
理髮及其他個人服務 Hairdressing and other personal services	42.2	1.4
本地速遞服務 Local courier services	5.0	0.2
食品處理及生產 Food processing and production	22.7	0.8
以上沒有分類的其他活動 Other activities not classified above	115.7	3.8
<b>所有以上行業主類 All industry sections above</b>	<b>3 012.9</b>	<b>100.0</b>

註釋： (1) 不包括食品處理及生產。  
(2) 不包括本地速遞服務。  
(3) 包括外賣店。  
(4) 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。  
(5) 不包括地產保養管理服務。  
(6) 包括偵查活動以及建築物及園境護理服務。  
(7) 包括業主及住客立案法團和街坊福利會等。

Notes: (1) Excluding food processing and production.  
(2) Excluding local courier services.  
(3) Including takeaway shops.  
(4) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.  
(5) Excluding real estate maintenance management.  
(6) Including investigation activities and services to buildings and landscape care activities.  
(7) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 5** **2016年5月至6月按行業主類及受聘性質劃分的僱員人數**  
**Table 5** **Number of employees analysed by industry section and employment nature,**  
**May – Jun 2016**

行業主類	僱員人數 Number of employees ('000)	按全職／兼職僱員分析 Analysed by full-time/part-time employees			
		全職 Full-time		兼職 Part-time	
		人數 Number ('000)	百分比 <sup>(1)</sup> Percentage (%)	人數 Number ('000)	百分比 <sup>(1)</sup> Percentage (%)
製造 <sup>(2)</sup>	81.6	79.9	97.9	1.7	2.1
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動	16.4	*	*	*	*
建造	295.7	284.4	96.2	11.3	3.8
進出口貿易	430.2	414.5	96.4	15.6	3.6
批發	38.7	36.2	93.5	2.5	6.5
零售	277.5	242.5	87.4	34.9	12.6
超級市場及便利店	43.6	34.5	79.3	9.0	20.7
其他零售店	233.9	208.0	88.9	25.9	11.1
陸路運輸	133.7	123.0	92.0	10.6	8.0
其他運輸、倉庫、郵政及速遞服務 <sup>(3)</sup>	117.4	115.5	98.4	1.9	1.6
飲食	220.1	183.1	83.2	37.0	16.8
港式茶餐廳	22.4	20.7	92.6	1.7	7.4
中式酒樓菜館	72.6	68.5	94.3	4.1	5.7
非中式酒樓菜館	70.7	61.4	86.9	9.3	13.1
快餐店 <sup>(4)</sup>	54.4	32.5	59.7	21.9	40.3
住宿 <sup>(5)</sup> 及其他膳食服務活動	51.4	48.6	94.5	2.8	5.5
資訊及通訊	107.9	105.8	98.1	2.0	1.9
金融及保險	218.9	214.8	98.1	4.2	1.9
地產活動 <sup>(6)</sup>	39.5	38.0	96.2	1.5	3.8
物業管理、保安及清潔服務	237.6	218.3	91.9	19.3	8.1
地產保養管理服務	109.5	107.7	98.3	1.9	1.7
保安服務 <sup>(7)</sup>	42.4	41.1	96.8	1.3	3.2
清潔服務	69.8	56.0	80.2	13.8	19.8
會員制組織 <sup>(8)</sup>	15.9	13.6	85.3	2.3	14.7
專業、科學及技術活動	155.2	149.3	96.2	6.0	3.8
行政及支援服務活動	20.4	19.3	94.8	1.1	5.2
旅行代理、代訂服務及相關活動	21.6	*	*	*	*
教育及公共行政（不包括政府）	198.4	168.2	84.8	30.3	15.2
人類保健活動；以及美容及美體護理	138.8	130.9	94.3	8.0	5.7
雜項活動	96.1	87.9	91.4	8.3	8.6
安老院舍	20.9	*	*	*	*
洗滌及乾洗服務	5.3	4.4	82.8	0.9	17.2
理髮及其他個人服務	42.2	38.5	91.3	3.7	8.7
本地速遞服務	5.0	*	*	*	*
食品處理及生產	22.7	20.1	88.4	2.6	11.6
以上沒有分類的其他活動	115.7	102.9	88.9	12.8	11.1
<b>所有以上行業主類</b>	<b>3 012.9</b>	<b>2 800.4</b>	<b>92.9</b>	<b>212.6</b>	<b>7.1</b>

註釋：(1) 表示佔所屬行業主類僱員總人數的百分比。

(2) 不包括食品處理及生產。

(3) 不包括本地速遞服務。

(4) 包括外賣店。

(5) 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。

(6) 不包括地產保養管理服務。

(7) 包括偵查活動以及建築物及園境護理服務。

(8) 包括業主及住客立案法團和街坊福利會等。

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

長期 Permanent		合約 Fixed-term contract		臨時 Casual		Industry section
人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	人數 Number (‘000)	百分比 <sup>(1)</sup> Percentage (%)	
80.4	98.6	*	*	*	*	Manufacturing <sup>(2)</sup>
15.4	93.5	*	*	*	*	Electricity and gas supply; sewerage, waste management and remediation activities
217.7	73.6	36.2	12.2	41.8	14.1	Construction
424.7	98.7	4.9	1.1	0.7	0.2	Import and export trade
37.2	96.0	*	*	*	*	Wholesale
253.6	91.4	11.1	4.0	12.7	4.6	Retail trade
34.2	78.5	2.7	6.1	6.7	15.4	Supermarkets and convenience stores
219.4	93.8	8.5	3.6	6.0	2.6	Other retail stores
116.6	87.2	10.3	7.7	6.8	5.1	Land transport
114.8	97.8	*	*	*	*	Other transportation, storage, postal and courier services <sup>(3)</sup>
205.7	93.5	5.4	2.5	9.0	4.1	Restaurants
21.6	96.4	*	*	*	*	Hong Kong style tea cafes
69.5	95.7	*	*	*	*	Chinese restaurants
65.8	93.0	1.6	2.3	3.3	4.7	Restaurants, other than Chinese
49.0	89.9	0.8	1.5	4.7	8.6	Fast food cafes <sup>(4)</sup>
50.7	98.7	*	*	*	*	Accommodation <sup>(5)</sup> and other food service activities
103.8	96.3	*	*	*	*	Information and communications
215.8	98.6	2.2	1.0	0.9	0.4	Financing and insurance
39.0	98.9	*	*	*	*	Real estate activities <sup>(6)</sup>
206.9	87.1	26.6	11.2	4.2	1.8	Estate management, security and cleaning services
98.3	89.8	*	*	*	*	Real estate maintenance management
39.9	94.0	0.7	1.6	1.9	4.4	Security services <sup>(7)</sup>
57.1	81.8	11.1	16.0	1.6	2.2	Cleaning services
11.6	72.6	*	*	*	*	Membership organisations <sup>(8)</sup>
151.1	97.3	3.0	1.9	1.1	0.7	Professional, scientific and technical activities
18.4	90.4	*	*	*	*	Administrative and support services activities
21.3	98.5	*	*	*	*	Travel agency, reservation service and related activities
121.4	61.2	65.7	33.1	11.3	5.7	Education and public administration (excluding the Government)
116.1	83.6	20.4	14.7	2.3	1.7	Human health activities; and beauty and body prettifying treatment
84.5	87.9	8.3	8.6	3.4	3.5	Miscellaneous activities
15.5	74.0	*	*	*	*	Elderly homes
5.2	98.5	*	*	*	*	Laundry and dry cleaning services
39.1	92.5	1.6	3.9	1.5	3.6	Hairdressing and other personal services
4.9	97.2	*	*	*	*	Local courier services
19.8	87.5	1.3	5.8	1.5	6.7	Food processing and production
85.2	73.7	27.0	23.3	3.5	3.0	Other activities not classified above
<b>2 680.3</b>	<b>89.0</b>	<b>232.8</b>	<b>7.7</b>	<b>99.8</b>	<b>3.3</b>	<b>All industry sections above</b>

Notes: (1) Denotes percentage of the total number of employees in the industry section concerned.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 6**                      **2016年5月至6月按性別劃分的每月工資水平及分布**  
**Table 6**                      **Monthly wage level and distribution analysed by sex, May – Jun 2016**

性別 Sex	僱員 Employees		每月工資（港元） Monthly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
<b><u>所有僱員</u></b> <b><u>All employees</u></b>					
男性 Male	1 564.9	51.9	13,100	18,400	27,600
女性 Female	1 448.0	48.1	10,500	14,100	22,000
<b>男女合計</b> <b>Both sexes</b>	<b>3 012.9</b>	<b>100.0</b>	<b>11,600</b>	<b>16,200</b>	<b>25,400</b>
<b><u>全職僱員</u></b> <b><u>Full-time employees</u></b>					
男性 Male	1 488.5	53.2	13,800	19,000	28,500
女性 Female	1 311.8	46.8	11,300	15,000	23,400
<b>男女合計</b> <b>Both sexes</b>	<b>2 800.4</b>	<b>100.0</b>	<b>12,400</b>	<b>16,900</b>	<b>26,000</b>



**表 7                      2016年5月至6月按年齡組別劃分的每月工資水平及分布**  
**Table 7                Monthly wage level and distribution analysed by age group, May – Jun 2016**

年齡組別 Age group	僱員 Employees		每月工資（港元） Monthly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
<b>所有僱員</b> <b>All employees</b>					
15-24	226.7	7.5	9,600	11,900	14,900
25-34	778.1	25.8	12,800	16,800	24,000
35-44	775.3	25.7	13,300	19,000	31,000
45-54	757.7	25.1	11,500	16,600	26,600
≥ 55	475.2	15.8	10,200	13,400	20,800
所有以上年齡組別 All age groups above	<b>3 012.9</b>	<b>100.0</b>	<b>11,600</b>	<b>16,200</b>	<b>25,400</b>
<b>全職僱員</b> <b>Full-time employees</b>					
15-24	185.9	6.6	10,900	12,500	15,600
25-34	748.2	26.7	13,000	17,000	24,600
35-44	733.4	26.2	14,200	20,000	32,000
45-54	702.2	25.1	12,200	17,500	28,000
≥ 55	430.6	15.4	11,000	14,400	22,000
所有以上年齡組別 All age groups above	<b>2 800.4</b>	<b>100.0</b>	<b>12,400</b>	<b>16,900</b>	<b>26,000</b>

**表 8 2016年5月至6月按教育程度劃分的每月工資水平及分布**  
**Table 8 Monthly wage level and distribution analysed by educational attainment, May – Jun 2016**

教育程度 Educational attainment	僱員 Employees		每月工資（港元） Monthly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
<b>所有僱員</b> <b>All employees</b>					
小學及以下 Primary and below	356.2	11.8	8,600	11,000	14,400
中一至中三 Secondary 1 to 3	440.5	14.6	10,200	12,800	17,300
中四至中七 Secondary 4 to 7	1 154.0	38.3	11,800	15,400	22,000
專上教育 Tertiary education	1 062.2	35.3	16,500	25,600	41,400
<b>所有以上教育程度</b> <b>All educational attainment above</b>	<b>3 012.9</b>	<b>100.0</b>	<b>11,600</b>	<b>16,200</b>	<b>25,400</b>
<b>全職僱員</b> <b>Full-time employees</b>					
小學及以下 Primary and below	303.1	10.8	9,600	11,600	15,300
中一至中三 Secondary 1 to 3	399.5	14.3	11,000	13,100	18,000
中四至中七 Secondary 4 to 7	1 079.5	38.5	12,400	15,900	22,500
專上教育 Tertiary education	1 018.2	36.4	17,000	26,800	42,500
<b>所有以上教育程度</b> <b>All educational attainment above</b>	<b>2 800.4</b>	<b>100.0</b>	<b>12,400</b>	<b>16,900</b>	<b>26,000</b>

**表 9 2016年5月至6月按職業組別劃分的每月工資水平及分布**  
**Table 9 Monthly wage level and distribution analysed by occupational group, May – Jun 2016**

職業組別 Occupational group	僱員 Employees		每月工資（港元） Monthly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
<b>所有僱員</b> <b>All employees</b>					
非技術工人 Elementary occupations	470.4	15.6	8,900	11,100	13,700
服務工作及銷售人員 Service and sales workers	510.2	16.9	10,000	12,400	16,300
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	344.9	11.4	14,600	19,000	24,700
文書支援人員 Clerical support workers	500.6	16.6	11,000	13,500	16,800
經理、行政級人員、專業人員及輔助專業人員 Managers and administrators, professionals and associate professionals	1 186.8	39.4	17,600	26,000	40,100
<b>所有以上職業組別</b> <b>All occupational groups above</b>	<b>3 012.9</b>	<b>100.0</b>	<b>11,600</b>	<b>16,200</b>	<b>25,400</b>
<b>全職僱員</b> <b>Full-time employees</b>					
非技術工人 Elementary occupations	410.8	14.7	9,800	11,700	14,500
服務工作及銷售人員 Service and sales workers	433.9	15.5	11,000	13,000	17,000
工藝及有關人員、機台及機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	331.9	11.9	15,000	19,500	25,400
文書支援人員 Clerical support workers	478.3	17.1	11,300	13,700	17,000
經理、行政級人員、專業人員及輔助專業人員 Managers and administrators, professionals and associate professionals	1 145.4	40.9	18,000	26,000	40,800
<b>所有以上職業組別</b> <b>All occupational groups above</b>	<b>2 800.4</b>	<b>100.0</b>	<b>12,400</b>	<b>16,900</b>	<b>26,000</b>

**表 10 (甲) 2016年5月至6月按行業主類劃分的每月工資水平及分布：所有僱員**  
**Table 10(a) Monthly wage level and distribution analysed by industry section, May – Jun 2016 : All employees**

行業主類 Industry section	僱員 Employees		每月工資（港元） Monthly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
製造 <sup>(1)</sup> Manufacturing <sup>(1)</sup>	81.6	2.7	12,700	15,600	23,500
電力及燃氣供應；污水處理、廢棄 物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	16.4	0.5	18,900	25,800	40,700
建造 Construction	295.7	9.8	16,700	21,200	26,000
進出口貿易 Import and export trade	430.2	14.3	12,500	17,100	26,300
批發 Wholesale	38.7	1.3	10,700	13,800	19,000
零售 Retail trade	277.5	9.2	10,000	12,400	16,600
超級市場及便利店 <i>Supermarkets and convenience stores</i>	43.6	1.4	6,500	10,600	12,900
其他零售店 <i>Other retail stores</i>	233.9	7.8	10,100	12,600	17,300
陸路運輸 Land transport	133.7	4.4	13,500	17,500	25,400
其他運輸、倉庫、郵政及速遞服務 <sup>(2)</sup> Other transportation, storage, postal and courier services <sup>(2)</sup>	117.4	3.9	12,900	16,800	22,500
飲食 Restaurants	220.1	7.3	9,600	11,800	15,900
港式茶餐廳 <i>Hong Kong style tea cafes</i>	22.4	0.7	10,000	11,700	15,500
中式酒樓菜館 <i>Chinese restaurants</i>	72.6	2.4	11,000	13,200	18,000
非中式酒樓菜館 <i>Restaurants, other than Chinese</i>	70.7	2.3	10,400	12,300	16,000
快餐店 <sup>(3)</sup> <i>Fast food cafes</i> <sup>(3)</sup>	54.4	1.8	4,200	8,800	11,400
住宿 <sup>(4)</sup> 及其他膳食服務活動 Accommodation <sup>(4)</sup> and other food service activities	51.4	1.7	11,500	14,400	18,800
資訊及通訊 Information and communications	107.9	3.6	14,200	20,700	31,500
金融及保險 Financing and insurance	218.9	7.3	16,700	26,000	43,800
地產活動 <sup>(5)</sup> Real estate activities <sup>(5)</sup>	39.5	1.3	13,000	20,700	30,800

**表 10 (甲) 2016年5月至6月按行業主類劃分的每月工資水平及分布：所有僱員 (續)**  
**Table 10(a) Monthly wage level and distribution analysed by industry section, May – Jun 2016 : All employees (cont'd)**

行業主類 Industry section	僱員 Employees		每月工資 (港元) Monthly wage (HK\$)		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
物業管理、保安及清潔服務 Estate management, security and cleaning services	237.6	7.9	9,100	11,200	13,800
地產保養管理服務 Real estate maintenance management	109.5	3.6	11,000	12,400	15,200
保安服務 <sup>(6)</sup> Security services <sup>(6)</sup>	42.4	1.4	10,300	11,800	14,000
清潔服務 Cleaning services	69.8	2.3	7,400	8,700	9,800
會員制組織 <sup>(7)</sup> Membership organisations <sup>(7)</sup>	15.9	0.5	9,000	12,300	19,000
專業、科學及技術活動 Professional, scientific and technical activities	155.2	5.2	14,200	21,500	33,500
行政及支援服務活動 Administrative and support services activities	20.4	0.7	11,600	15,800	24,500
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	21.6	0.7	11,400	13,800	19,600
教育及公共行政 (不包括政府) Education and public administration (excluding the Government)	198.4	6.6	13,600	26,800	48,500
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	138.8	4.6	12,900	17,600	37,700
雜項活動 Miscellaneous activities	96.1	3.2	9,700	11,500	15,000
安老院舍 Elderly homes	20.9	0.7	10,800	12,600	15,300
洗滌及乾洗服務 Laundry and dry cleaning services	5.3	0.2	8,000	10,700	14,000
理髮及其他個人服務 Hairdressing and other personal services	42.2	1.4	9,300	11,000	14,500
本地速遞服務 Local courier services	5.0	0.2	7,800	9,500	13,600
食品處理及生產 Food processing and production	22.7	0.8	9,300	11,500	16,500
以上沒有分類的其他活動 Other activities not classified above	115.7	3.8	10,700	14,500	22,600
<b>所有以上行業主類 All industry sections above</b>	<b>3 012.9</b>	<b>100.0</b>	<b>11,600</b>	<b>16,200</b>	<b>25,400</b>

註釋： (1) 不包括食品處理及生產。  
(2) 不包括本地速遞服務。  
(3) 包括外賣店。  
(4) 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。  
(5) 不包括地產保養管理服務。  
(6) 包括偵查活動以及建築物及園境護理服務。  
(7) 包括業主及租客立案法團和街坊福利會等。

Notes: (1) Excluding food processing and production.  
(2) Excluding local courier services.  
(3) Including takeaway shops.  
(4) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.  
(5) Excluding real estate maintenance management.  
(6) Including investigation activities and services to buildings and landscape care activities.  
(7) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 10 (乙) 2016年5月至6月按行業主類劃分的每月工資水平及分布：全職僱員**  
**Table 10(b) Monthly wage level and distribution analysed by industry section, May – Jun 2016 : Full-time employees**

行業主類 Industry section	僱員 Employees		每月工資（港元） Monthly wage (HK\$)		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
製造 <sup>(1)</sup> Manufacturing <sup>(1)</sup>	79.9	2.9	13,000	15,900	23,700
電力及燃氣供應；污水處理、廢棄 物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	*	*	*	*	*
建造 Construction	284.4	10.2	16,800	21,700	26,800
進出口貿易 Import and export trade	414.5	14.8	13,000	17,600	27,000
批發 Wholesale	36.2	1.3	11,500	14,500	19,500
零售 Retail trade	242.5	8.7	10,800	13,000	17,600
超級市場及便利店 Supermarkets and convenience stores	34.5	1.2	10,300	11,100	14,200
其他零售店 Other retail stores	208.0	7.4	11,000	13,400	18,000
陸路運輸 Land transport	123.0	4.4	14,200	18,500	26,000
其他運輸、倉庫、郵政及速遞服務 <sup>(2)</sup> Other transportation, storage, postal and courier services <sup>(2)</sup>	115.5	4.1	12,800	16,800	22,300
飲食 Restaurants	183.1	6.5	11,000	12,600	16,500
港式茶餐廳 Hong Kong style tea cafes	20.7	0.7	10,700	11,900	16,000
中式酒樓菜館 Chinese restaurants	68.5	2.4	11,300	14,000	18,000
非中式酒樓菜館 Restaurants, other than Chinese	61.4	2.2	11,300	13,000	16,500
快餐店 <sup>(3)</sup> Fast food cafes <sup>(3)</sup>	32.5	1.2	10,000	11,000	13,000
住宿 <sup>(4)</sup> 及其他膳食服務活動 Accommodation <sup>(4)</sup> and other food service activities	48.6	1.7	11,800	14,900	19,000
資訊及通訊 Information and communications	105.8	3.8	14,800	21,000	31,600
金融及保險 Financing and insurance	214.8	7.7	16,800	26,100	44,800
地產活動 <sup>(5)</sup> Real estate activities <sup>(5)</sup>	38.0	1.4	14,000	21,000	31,800

**表 10 (乙) 2016年5月至6月按行業主類劃分的每月工資水平及分布：全職僱員 (續)**  
**Table 10(b) Monthly wage level and distribution analysed by industry section, May – Jun 2016 : Full-time employees (cont'd)**

行業主類 Industry section	僱員 Employees		每月工資 (港元) Monthly wage (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
物業管理、保安及清潔服務 Estate management, security and cleaning services	218.3	7.8	9,500	11,600	14,100
地產保養管理服務 Real estate maintenance management	107.7	3.8	11,100	12,400	15,300
保安服務 <sup>(6)</sup> Security services <sup>(6)</sup>	41.1	1.5	10,400	12,000	14,000
清潔服務 Cleaning services	56.0	2.0	8,100	9,000	10,000
會員制組織 <sup>(7)</sup> Membership organisations <sup>(7)</sup>	13.6	0.5	10,400	13,500	20,000
專業、科學及技術活動 Professional, scientific and technical activities	149.3	5.3	15,000	22,000	34,700
行政及支援服務活動 Administrative and support services activities	19.3	0.7	12,000	16,500	25,000
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	*	*	*	*	*
教育及公共行政 (不包括政府) Education and public administration (excluding the Government)	168.2	6.0	17,500	32,600	51,800
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	130.9	4.7	13,600	18,000	38,800
雜項活動 Miscellaneous activities	87.9	3.1	10,000	12,000	15,400
安老院舍 Elderly homes	*	*	*	*	*
洗滌及乾洗服務 Laundry and dry cleaning services	4.4	0.2	9,400	11,500	15,000
理髮及其他個人服務 Hairdressing and other personal services	38.5	1.4	9,800	11,500	15,000
本地速遞服務 Local courier services	*	*	*	*	*
食品處理及生產 Food processing and production	20.1	0.7	10,100	12,000	17,000
以上沒有分類的其他活動 Other activities not classified above	102.9	3.7	12,000	15,300	23,100
<b>所有以上行業主類 All industry sections above</b>	<b>2 800.4</b>	<b>100.0</b>	<b>12,400</b>	<b>16,900</b>	<b>26,000</b>

註釋： (1) 不包括食品處理及生產。  
(2) 不包括本地速遞服務。  
(3) 包括外賣店。  
(4) 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。  
(5) 不包括地產保養管理服務。  
(6) 包括偵查活動以及建築物及園境護理服務。  
(7) 包括業主及租客立案法團和街坊福利會等。

Notes: (1) Excluding food processing and production.  
(2) Excluding local courier services.  
(3) Including takeaway shops.  
(4) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.  
(5) Excluding real estate maintenance management.  
(6) Including investigation activities and services to buildings and landscape care activities.  
(7) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 11 2016年5月至6月每小時工資<sup>(1)</sup>分布：所有僱員**  
**Table 11 Hourly wage<sup>(1)</sup> distribution, May – Jun 2016 : All employees**

百分位數 Percentile	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)	賺取少於該每小時工資 <sup>(1)</sup> 百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage <sup>(1)</sup>
5 <sup>th</sup>	35.6	148 400
10 <sup>th</sup>	38.1	295 800
15 <sup>th</sup>	40.5	451 200
20 <sup>th</sup>	43.3	597 800
25 <sup>th</sup>	46.2	752 300
50 <sup>th</sup>	65.4	1 505 100
75 <sup>th</sup>	103.9	2 259 700
90 <sup>th</sup>	172.7	2 711 200

註釋：上表所載的百分位數的每小時工資，以小數後一個位的港元顯示。因此，賺取少於某個每小時工資的僱員人數，可能與表 13 所載的相關僱員人數會有所不同。

Notes: Percentile hourly wages in the above table are rounded to the nearest ten cents of Hong Kong dollar. Therefore, the number of employees earning less than a particular hourly wage may be different from the corresponding number of employees shown in Table 13.

(1) 每小時工資的計算方法載列於附錄 II。

(1) Please refer to Appendix II for the compilation method of hourly wage.



**表 12 2016年5月至6月按每小時工資<sup>(1)</sup>的百分位數劃分的僱員人數：所有僱員**  
**Table 12 Number of employees analysed by percentile of hourly wage<sup>(1)</sup>, May – Jun 2016 : All employees**

百分位數 Percentile	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)	賺取少於該每小時工資 <sup>(1)</sup> 百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage <sup>(1)</sup>
1 <sup>st</sup>	32.8	28 700
2 <sup>nd</sup>	33.8	60 200
3 <sup>rd</sup>	34.5	90 400
4 <sup>th</sup>	35.1	118 000
5 <sup>th</sup>	35.6	148 400
6 <sup>th</sup>	36.1	177 600
7 <sup>th</sup>	36.8	207 000
8 <sup>th</sup>	37.2	236 000
9 <sup>th</sup>	37.7	270 900
10 <sup>th</sup>	38.1	295 800
11 <sup>th</sup>	38.7	331 400
12 <sup>th</sup>	39.2	361 000
13 <sup>th</sup>	39.8	391 700
14 <sup>th</sup>	40.0	399 100
15 <sup>th</sup>	40.5	451 200
16 <sup>th</sup>	41.0	477 600
17 <sup>th</sup>	41.7	507 600
18 <sup>th</sup>	42.1	537 900
19 <sup>th</sup>	42.8	570 600
20 <sup>th</sup>	43.3	597 800

**表 12 2016年5月至6月按每小時工資<sup>(1)</sup>的百分位數劃分的僱員人數：所有僱員（續）**  
**Table 12 Number of employees analysed by percentile of hourly wage<sup>(1)</sup>, May – Jun 2016 : All employees (cont'd)**

百分位數 Percentile	每小時工資 <sup>(1)</sup> （港元） Hourly wage <sup>(1)</sup> (HK\$)	賺取少於該每小時工資 <sup>(1)</sup> 百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage <sup>(1)</sup>
21 <sup>st</sup>	44.0	631 200
22 <sup>nd</sup>	44.4	648 900
23 <sup>rd</sup>	45.0	682 600
24 <sup>th</sup>	45.5	720 600
25 <sup>th</sup>	46.2	752 300

註釋：上表所載的百分位數的每小時工資，以小數後一個位的港元顯示。因此，賺取少於某個每小時工資的僱員人數，可能與表 13 所載的相關僱員人數會有所不同。

由於數據使用者一般都對工資分布的較低部分較感興趣，因此上表載列了每小時工資分布中的首（即較低）四分一部分的僱員人數分布的較詳細的統計數字。使用者如欲知道整個工資分布的情況，可參閱表 11 及表 19（甲）。

(1) 每小時工資的計算方法載列於附錄 II。

Notes: Percentile hourly wages in the above table are rounded to the nearest ten cents of Hong Kong dollar. Therefore, the number of employees earning less than a particular hourly wage may be different from the corresponding number of employees shown in Table 13.

The numbers of employees at the first (lower) quarter of the hourly wage distribution, which are of greater interest to statistical users in general, are presented in greater detail in the above. Users who are interested in knowing the full hourly wage distribution may refer to Tables 11 and 19(a).

(1) Please refer to Appendix II for the compilation method of hourly wage.

**表 13 2016年5月至6月按每小時工資<sup>(1)</sup>劃分的僱員人數：所有僱員**  
**Table 13 Number of employees analysed by hourly wage<sup>(1)</sup>, May – Jun 2016 : All employees**

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)	涉及的僱員人數 Number of employees involved	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)	涉及的僱員人數 Number of employees involved
\$32.5	22 900		
少於\$33 Less than \$33	31 900	少於\$37 Less than \$37	217 900
少於\$33.5 Less than \$33.5	48 600	少於\$37.5 Less than \$37.5	251 800
少於\$34 Less than \$34	64 900	少於\$38 Less than \$38	279 900
少於\$34.5 Less than \$34.5	90 400	少於\$38.5 Less than \$38.5	315 600
少於\$35 Less than \$35	104 700	少於\$39 Less than \$39	352 700
少於\$35.5 Less than \$35.5	140 600	少於\$39.5 Less than \$39.5	378 200
少於\$36 Less than \$36	169 700	少於\$40 Less than \$40	399 100
少於\$36.5 Less than \$36.5	194 100		

註釋：由於數據使用者一般都對工資分布的較低部分較感興趣，因此上表只載列每小時工資分布中較低部分的僱員人數分布。使用者如欲知道整個工資分布的情況，可參閱表 11 及表 19（甲）。

上表所載的賺取少於某個每小時工資水平的僱員人數，可能與表 11 及表 12 所載的相關僱員人數會有所不同，原因是上表所載的每小時工資是未經進位的確實數字，而表 11 及表 12 所載的百分位數的每小時工資是經進位後的數字。

(1) 每小時工資的計算方法載列於附錄 II。

Notes : The numbers of employees at the lower end of the hourly wage distribution, which are of greater interest to statistical users in general, are presented in the above. Users who are interested in knowing the full hourly wage distribution may refer to Tables 11 and 19(a).

Number of employees earning less than a particular hourly wage shown in the above table may be different from the corresponding number of employees shown in Tables 11 and 12. This is because the hourly wages shown in the above table are exact figures without rounding while the percentile hourly wages shown in Tables 11 and 12 are rounded figures.

(1) Please refer to Appendix II for the compilation method of hourly wage.

**表 14 2016年5月至6月按性別及年齡組別劃分的每小時工資<sup>(1)</sup>水平及分布**  
**Table 14 Hourly wage<sup>(1)</sup> level and distribution analysed by sex and age group, May – Jun 2016**

性別／年齡組別	僱員 Employees		每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5 <sup>th</sup> percentile	第十個 百分位數 10 <sup>th</sup> percentile	第十五個 百分位數 15 <sup>th</sup> percentile
男性	1 564.9	51.9	36.5	39.9	43.5
15-24	100.1	3.3	34.4	35.5	37.6
25-34	381.1	12.6	38.7	42.1	45.7
35-44	391.9	13.0	43.0	49.0	53.7
45-54	401.8	13.3	37.0	39.9	43.7
≥ 55	290.1	9.6	34.5	36.0	38.0
女性	1 448.0	48.1	35.1	37.2	39.1
15-24	126.6	4.2	35.7	37.0	38.1
25-34	397.0	13.2	36.4	40.0	42.7
35-44	383.4	12.7	36.0	38.5	40.7
45-54	355.9	11.8	35.0	36.9	38.7
≥ 55	185.1	6.1	33.3	34.6	35.5
總計	3 012.9	100.0	35.6	38.1	40.5
15-24	226.7	7.5	35.0	36.7	38.0
25-34	778.1	25.8	37.5	40.8	44.3
35-44	775.3	25.7	37.6	41.1	44.5
45-54	757.7	25.1	35.7	37.9	40.0
≥ 55	475.2	15.8	33.9	35.4	36.9

註釋：(1) 每小時工資的計算方法載列於附錄II。

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
第二十個 百分位數 20 <sup>th</sup> percentile	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile	第九十個 百分位數 90 <sup>th</sup> percentile	Sex/Age group
47.3	50.7	73.5	113.6	187.9	Male
38.7	40.0	46.9	58.3	81.5	15-24
49.1	51.8	71.7	106.7	166.7	25-34
58.8	62.6	86.4	136.6	222.2	35-44
47.9	52.2	80.9	120.0	188.9	45-54
40.4	43.9	67.9	100.0	174.0	≥ 55
40.9	43.1	58.5	91.2	156.4	Female
40.0	40.7	48.0	65.4	95.2	15-24
45.8	48.4	64.1	91.7	141.9	25-34
43.1	45.0	65.4	113.1	201.6	35-44
40.0	42.0	56.4	95.3	171.6	45-54
36.9	38.0	45.0	62.5	112.2	≥ 55
<b>43.3</b>	<b>46.2</b>	<b>65.4</b>	<b>103.9</b>	<b>172.7</b>	<b>Overall</b>
<b>39.3</b>	<b>40.2</b>	<b>47.1</b>	<b>61.4</b>	<b>91.7</b>	<b>15-24</b>
<b>47.0</b>	<b>50.0</b>	<b>67.6</b>	<b>98.7</b>	<b>153.0</b>	<b>25-34</b>
<b>48.2</b>	<b>52.0</b>	<b>75.5</b>	<b>126.7</b>	<b>215.1</b>	<b>35-44</b>
<b>42.6</b>	<b>45.4</b>	<b>67.0</b>	<b>110.0</b>	<b>183.4</b>	<b>45-54</b>
<b>38.3</b>	<b>40.0</b>	<b>55.7</b>	<b>86.4</b>	<b>151.9</b>	<b>≥ 55</b>

Note: (1) Please refer to Appendix II for the compilation method of hourly wage.

**表 15 2016年5月至6月按性別及教育程度劃分的每小時工資<sup>(1)</sup>水平及分布**  
**Table 15 Hourly wage<sup>(1)</sup> level and distribution analysed by sex and educational attainment, May – Jun 2016**

性別／教育程度	僱員 Employees		每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number (’000)	百分比 Percentage (%)	第五個 百分位數 5 <sup>th</sup> percentile	第十個 百分位數 10 <sup>th</sup> percentile	第十五個 百分位數 15 <sup>th</sup> percentile
男性	1 564.9	51.9	36.5	39.9	43.5
小學及以下	172.5	5.7	34.0	35.0	36.7
中一至中三	265.4	8.8	34.9	36.8	38.6
中四至中七	580.4	19.3	38.0	41.5	45.2
專上教育	546.5	18.1	43.6	49.3	55.8
女性	1 448.0	48.1	35.1	37.2	39.1
小學及以下	183.7	6.1	33.1	34.0	35.1
中一至中三	175.1	5.8	33.8	35.0	36.0
中四至中七	573.6	19.0	35.8	37.8	39.6
專上教育	515.7	17.1	43.0	48.0	52.4
總計	3 012.9	100.0	35.6	38.1	40.5
小學及以下	356.2	11.8	33.3	34.5	35.6
中一至中三	440.5	14.6	34.2	35.7	37.1
中四至中七	1 154.0	38.3	36.4	39.0	41.5
專上教育	1 062.2	35.3	43.3	48.7	53.9

註釋：(1) 每小時工資的計算方法載列於附錄II。

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					Sex/Educational attainment
第二十個 百分位數 20 <sup>th</sup> percentile	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile	第九十個 百分位數 90 <sup>th</sup> percentile	
47.3	50.7	73.5	113.6	187.9	Male
37.6	39.2	52.6	75.3	95.5	Primary and below
40.0	41.9	56.1	80.6	105.0	Secondary 1 to 3
48.4	51.6	69.2	91.8	125.0	Secondary 4 to 7
63.3	71.5	115.2	190.7	304.5	Tertiary education
40.9	43.1	58.5	91.2	156.4	Female
36.0	37.1	41.2	47.0	62.9	Primary and below
37.0	38.0	42.8	53.1	69.8	Secondary 1 to 3
41.5	43.3	54.1	75.1	104.9	Secondary 4 to 7
58.0	60.9	92.6	155.4	237.3	Tertiary education
<b>43.3</b>	<b>46.2</b>	<b>65.4</b>	<b>103.9</b>	<b>172.7</b>	<b>Overall</b>
<b>37.0</b>	<b>37.7</b>	<b>44.1</b>	<b>60.5</b>	<b>87.5</b>	<b>Primary and below</b>
<b>38.5</b>	<b>40.0</b>	<b>49.0</b>	<b>70.0</b>	<b>93.8</b>	<b>Secondary 1 to 3</b>
<b>44.3</b>	<b>46.6</b>	<b>61.0</b>	<b>85.3</b>	<b>118.6</b>	<b>Secondary 4 to 7</b>
<b>59.6</b>	<b>65.1</b>	<b>104.5</b>	<b>172.4</b>	<b>266.9</b>	<b>Tertiary education</b>

Note: (1) Please refer to Appendix II for the compilation method of hourly wage.

**表 16 2016年5月至6月按職業組別及性別劃分的每小時工資<sup>(1)</sup>水平及分布**  
**Table 16 Hourly wage<sup>(1)</sup> level and distribution analysed by occupational group and sex, May – Jun 2016**

職業組別／性別	僱員 Employees		每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number (’000)	百分比 Percentage (%)	第五個 百分位數 5 <sup>th</sup> percentile	第十個 百分位數 10 <sup>th</sup> percentile	第十五個 百分位數 15 <sup>th</sup> percentile
非技術工人	470.4	15.6	33.3	34.4	35.3
<i>男性</i>	237.2	7.9	33.6	34.9	35.6
<i>女性</i>	233.3	7.7	33.0	34.0	35.0
服務工作及銷售人員	510.2	16.9	34.8	36.3	38.0
<i>男性</i>	202.0	6.7	35.1	37.9	39.0
<i>女性</i>	308.2	10.2	34.1	35.8	37.0
工藝及有關人員、機台及機器操作員及裝配員	344.9	11.4	40.4	46.1	49.5
<i>男性</i>	329.8	10.9	41.3	47.6	50.3
<i>女性</i>	15.1	0.5	34.1	36.7	37.7
文書支援人員	500.6	16.6	37.0	39.6	41.9
<i>男性</i>	130.6	4.3	37.3	39.5	42.0
<i>女性</i>	369.9	12.3	37.0	39.8	41.9
經理、行政級人員、專業人員及輔助專業人員	1 186.8	39.4	45.7	53.3	59.3
<i>男性</i>	665.4	22.1	46.1	53.8	59.6
<i>女性</i>	521.5	17.3	45.3	53.1	59.0
<b>所有以上職業組別</b>	<b>3 012.9</b>	<b>100.0</b>	<b>35.6</b>	<b>38.1</b>	<b>40.5</b>
<i>男性</i>	<b>1 564.9</b>	<b>51.9</b>	<b>36.5</b>	<b>39.9</b>	<b>43.5</b>
<i>女性</i>	<b>1 448.0</b>	<b>48.1</b>	<b>35.1</b>	<b>37.2</b>	<b>39.1</b>

註釋：(1) 每小時工資的計算方法載列於附錄II。



每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
第二十個 百分位數 20 <sup>th</sup> percentile	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile	第九十個 百分位數 90 <sup>th</sup> percentile	Occupational group/Sex
36.2	37.1	42.5	55.4	77.8	Elementary occupations
36.8	37.8	46.2	67.7	85.8	<i>Male</i>
35.7	36.7	40.7	48.5	64.1	<i>Female</i>
38.8	40.0	46.9	61.3	82.1	Service and sales workers
40.1	42.1	51.7	67.3	87.1	<i>Male</i>
38.1	39.2	45.0	55.3	75.0	<i>Female</i>
53.3	57.3	77.8	100.0	132.5	Craft and related workers, plant and machine operators and assemblers
54.5	58.8	80.5	101.2	133.2	<i>Male</i>
39.5	41.3	48.1	61.3	100.0	<i>Female</i>
44.2	45.8	55.6	70.0	91.8	Clerical support workers
44.1	45.6	54.9	69.0	85.7	<i>Male</i>
44.3	45.9	56.0	70.5	93.8	<i>Female</i>
64.8	70.9	106.5	166.4	258.1	Managers and administrators, professionals and associate professionals
65.0	71.1	107.5	172.0	281.3	<i>Male</i>
64.1	70.6	100.8	159.4	237.3	<i>Female</i>
<b>43.3</b>	<b>46.2</b>	<b>65.4</b>	<b>103.9</b>	<b>172.7</b>	<b>All occupational groups above</b>
<b>47.3</b>	<b>50.7</b>	<b>73.5</b>	<b>113.6</b>	<b>187.9</b>	<b><i>Male</i></b>
<b>40.9</b>	<b>43.1</b>	<b>58.5</b>	<b>91.2</b>	<b>156.4</b>	<b><i>Female</i></b>

Note: (1) Please refer to Appendix II for the compilation method of hourly wage.

**表 17 (甲) 2016年5月至6月按行業主類劃分的每小時工資<sup>(1)</sup>水平及分布：所有業務事業單位**  
**Table 17(a) Hourly wage<sup>(1)</sup> level and distribution analysed by industry section, May – Jun 2016 :**  
**All business undertakings**

行業主類	僱員 Employees		每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number (‘000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
製造 <sup>(2)</sup>	81.6	2.7	36.9	41.5	43.5
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動	16.4	0.5	46.0	55.3	62.9
建造	295.7	9.8	45.8	52.5	60.0
進出口貿易	430.2	14.3	38.6	42.9	46.5
批發	38.7	1.3	37.0	39.6	42.3
零售	277.5	9.2	34.8	36.0	37.8
超級市場及便利店	43.6	1.4	34.2	34.4	36.0
其他零售店	233.9	7.8	35.0	36.7	38.3
陸路運輸	133.7	4.4	37.2	41.6	46.4
其他運輸、倉庫、郵政及速遞服務 <sup>(3)</sup>	117.4	3.9	36.2	41.6	43.7
飲食	220.1	7.3	35.4	37.1	38.1
港式茶餐廳	22.4	0.7	36.7	38.5	39.6
中式酒樓菜館	72.6	2.4	35.2	37.3	38.7
非中式酒樓菜館	70.7	2.3	36.1	38.1	39.4
快餐店 <sup>(4)</sup>	54.4	1.8	35.0	36.0	37.0
住宿 <sup>(5)</sup> 及其他膳食服務活動	51.4	1.7	35.8	37.4	39.4
資訊及通訊	107.9	3.6	38.9	44.0	47.8
金融及保險	218.9	7.3	44.1	50.8	56.3
地產活動 <sup>(6)</sup>	39.5	1.3	35.5	40.8	46.6
物業管理、保安及清潔服務	237.6	7.9	32.5	33.6	34.5
地產保養管理服務	109.5	3.6	33.2	34.3	34.9
保安服務 <sup>(7)</sup>	42.4	1.4	32.5	34.2	34.9
清潔服務	69.8	2.3	32.5	33.6	33.7
會員制組織 <sup>(8)</sup>	15.9	0.5	32.5	33.3	34.3
專業、科學及技術活動	155.2	5.2	41.5	46.2	50.8
行政及支援服務活動	20.4	0.7	34.4	37.6	40.0
旅行代理、代訂服務及相關活動	21.6	0.7	36.3	39.9	42.6
教育及公共行政（不包括政府）	198.4	6.6	41.1	45.3	50.9
人類保健活動；以及美容及美體護理	138.8	4.6	37.1	43.0	48.6
雜項活動	96.1	3.2	34.1	35.8	36.6
安老院舍	20.9	0.7	33.8	35.2	36.0
洗滌及乾洗服務	5.3	0.2	*	35.5	36.9
理髮及其他個人服務	42.2	1.4	34.8	36.4	37.0
本地速遞服務	5.0	0.2	*	36.4	37.0
食品處理及生產	22.7	0.8	33.3	35.0	36.6
以上沒有分類的其他活動	115.7	3.8	35.6	37.7	40.7
<b>所有以上行業主類</b>	<b>3 012.9</b>	<b>100.0</b>	<b>35.6</b>	<b>38.1</b>	<b>40.5</b>

註釋：(1) 每小時工資的計算方法載列於附錄II。

(2) 不包括食品處理及生產。

(3) 不包括本地速遞服務。

(4) 包括外賣店。

(5) 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。

(6) 不包括地產保養管理服務。

(7) 包括偵查活動以及建築物及園境護理服務。

(8) 包括業主及住客立案法團和街坊福利會等。

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					Industry section
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
46.3	48.9	63.3	94.9	142.4	Manufacturing <sup>(2)</sup>
71.1	71.8	100.0	150.1	254.6	Electricity and gas supply; sewerage, waste management and remediation activities
65.0	69.6	88.9	110.4	139.6	Construction
49.3	52.9	73.2	111.2	173.0	Import and export trade
44.4	47.0	58.3	77.8	109.7	Wholesale
38.7	39.7	47.1	63.2	94.8	Retail trade
36.7	37.6	42.3	47.0	60.6	<i>Supermarkets and convenience stores</i>
39.3	40.3	48.9	66.0	100.0	<i>Other retail stores</i>
48.3	51.4	73.3	112.8	142.0	Land transport
45.6	47.2	62.1	84.4	139.8	Other transportation, storage, postal and courier services <sup>(3)</sup>
39.2	40.0	44.7	55.6	70.8	Restaurants
40.0	41.0	45.0	55.5	68.5	<i>Hong Kong style tea cafes</i>
40.0	40.8	47.0	63.5	76.9	<i>Chinese restaurants</i>
40.0	41.2	47.3	58.9	70.5	<i>Restaurants, other than Chinese</i>
38.0	38.0	40.6	44.8	53.9	<i>Fast food cafes</i> <sup>(4)</sup>
40.3	41.9	51.7	67.9	95.5	Accommodation <sup>(5)</sup> and other food service activities
52.0	56.5	80.8	124.1	201.6	Information and communications
60.8	66.2	101.8	173.6	322.4	Financing and insurance
51.8	58.8	83.1	132.4	230.7	Real estate activities <sup>(6)</sup>
35.1	35.7	40.0	51.9	73.8	Estate management, security and cleaning services
35.3	35.7	39.7	55.4	87.5	<i>Real estate maintenance management</i>
35.3	35.7	39.4	47.0	62.0	<i>Security services</i> <sup>(7)</sup>
34.4	35.1	39.6	44.0	53.4	<i>Cleaning services</i>
36.3	37.9	50.1	77.4	125.0	<i>Membership organisations</i> <sup>(8)</sup>
55.3	59.0	86.7	144.0	222.2	Professional, scientific and technical activities
43.0	45.2	65.5	101.0	166.1	Administrative and support services activities
43.8	45.5	60.6	81.7	126.6	Travel agency, reservation service and related activities
56.5	64.4	124.7	211.4	304.5	Education and public administration (excluding the Government)
52.4	57.4	81.5	153.0	236.8	Human health activities; and beauty and body prettifying treatment
37.9	39.2	46.1	61.1	81.3	Miscellaneous activities
36.6	37.3	45.4	60.6	80.7	<i>Elderly homes</i>
37.6	38.0	44.2	58.5	67.8	<i>Laundry and dry cleaning services</i>
39.3	42.0	46.9	62.5	80.6	<i>Hairdressing and other personal services</i>
37.7	38.8	45.8	56.5	77.9	<i>Local courier services</i>
38.0	39.4	44.7	62.6	86.9	<i>Food processing and production</i>
43.9	46.8	59.3	93.4	133.6	Other activities not classified above
<b>43.3</b>	<b>46.2</b>	<b>65.4</b>	<b>103.9</b>	<b>172.7</b>	<b>All industry sections above</b>

Notes: (1) Please refer to Appendix II for the compilation method of hourly wage.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

表 17 (乙) 2016年5月至6月按行業主類劃分的每小時工資<sup>(1)</sup>水平及分布：  
就業人數少於50的業務事業單位

Table 17(b) Hourly wage<sup>(1)</sup> level and distribution analysed by industry section, May – Jun 2016 :  
Business undertakings with number of persons engaged less than 50

行業主類	僱員 Employees		每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number (’000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
製造 <sup>(2)</sup>	40.5	2.9	36.8	41.3	43.1
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動	3.5	0.3	*	*	52.6
建造	183.7	13.4	43.1	50.0	56.7
進出口貿易	335.1	24.4	38.6	42.7	46.2
批發	29.9	2.2	36.7	39.6	41.8
零售	137.0	10.0	35.0	36.7	38.0
超級市場及便利店	9.8	0.7	*	35.5	35.5
其他零售店	127.2	9.3	35.0	37.0	38.5
陸路運輸	57.5	4.2	37.5	42.4	44.6
其他運輸、倉庫、郵政及速遞服務 <sup>(3)</sup>	30.4	2.2	39.0	42.1	45.0
飲食	92.8	6.8	35.5	38.0	39.5
港式茶餐廳	15.7	1.1	35.3	38.5	40.0
中式酒樓菜館	19.3	1.4	35.5	37.5	38.7
非中式酒樓菜館	44.1	3.2	36.0	38.5	40.0
快餐店 <sup>(4)</sup>	13.6	1.0	35.0	37.2	38.0
住宿 <sup>(5)</sup> 及其他膳食服務活動	8.8	0.6	*	36.0	38.0
資訊及通訊	38.4	2.8	38.0	43.0	46.6
金融及保險	51.4	3.7	39.7	45.3	49.5
地產活動 <sup>(6)</sup>	18.5	1.3	38.0	44.4	45.9
物業管理、保安及清潔服務	35.2	2.6	32.5	33.0	34.0
地產保養管理服務	8.7	0.6	*	32.5	33.8
保安服務 <sup>(7)</sup>	8.6	0.6	*	35.7	39.3
清潔服務	6.9	0.5	*	34.6	35.0
會員制組織 <sup>(8)</sup>	10.9	0.8	32.5	32.5	33.6
專業、科學及技術活動	80.5	5.9	40.3	45.1	48.5
行政及支援服務活動	11.8	0.9	33.5	39.3	41.7
旅行代理、代訂服務及相關活動	11.5	0.8	37.4	40.9	42.6
教育及公共行政（不包括政府）	59.9	4.4	37.4	41.7	45.0
人類保健活動；以及美容及美體護理	41.7	3.0	37.0	40.7	43.4
雜項活動	49.6	3.6	33.6	35.4	36.0
安老院舍	10.5	0.8	32.7	35.0	35.3
洗滌及乾洗服務	2.6	0.2	*	*	*
理髮及其他個人服務	28.4	2.1	34.7	35.9	38.3
本地速遞服務	2.4	0.2	*	*	*
食品處理及生產	5.6	0.4	*	34.7	35.8
以上沒有分類的其他活動	56.0	4.1	34.3	36.8	40.0
<b>所有以上行業主類</b>	<b>1 373.3</b>	<b>100.0</b>	<b>36.4</b>	<b>39.5</b>	<b>42.3</b>

註釋：(1) 每小時工資的計算方法載列於附錄II。

(2) 不包括食品處理及生產。

(3) 不包括本地速遞服務。

(4) 包括外賣店。

(5) 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。

(6) 不包括地產保養管理服務。

(7) 包括偵查活動以及建築物及園境護理服務。

(8) 包括業主及住客立案法團和街坊福利會等。

每小時工資 <sup>(1)</sup> (港元)					
Hourly wage <sup>(1)</sup> (HK\$)					
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	Industry section
45.2	48.1	62.7	88.1	131.6	Manufacturing <sup>(2)</sup>
58.2	62.5	71.8	78.7	*	Electricity and gas supply; sewerage, waste management and remediation activities
62.9	66.9	87.7	107.5	138.9	Construction
48.9	52.3	71.8	108.0	166.4	Import and export trade
44.0	46.1	57.9	76.9	106.5	Wholesale
39.4	40.3	50.0	66.4	101.2	Retail trade
35.5	36.7	39.4	49.8	53.8	<i>Supermarkets and convenience stores</i>
40.0	41.3	50.2	69.9	104.5	<i>Other retail stores</i>
48.1	50.0	65.0	125.0	133.2	Land transport
47.0	48.5	63.3	87.5	133.3	Other transportation, storage, postal and courier services <sup>(3)</sup>
40.0	41.8	47.9	60.0	73.1	Restaurants
40.0	41.1	47.0	56.7	67.9	<i>Hong Kong style tea cafes</i>
40.0	41.0	48.1	63.2	79.4	<i>Chinese restaurants</i>
40.7	42.0	50.0	61.5	73.3	<i>Restaurants, other than Chinese</i>
40.0	40.6	44.4	52.6	64.6	<i>Fast food cafes</i> <sup>(4)</sup>
38.7	39.9	45.9	58.6	78.4	Accommodation <sup>(5)</sup> and other food service activities
51.6	56.0	76.6	125.9	197.8	Information and communications
55.6	60.9	96.3	192.2	418.4	Financing and insurance
53.6	59.1	83.3	120.2	206.6	Real estate activities <sup>(6)</sup>
35.0	36.2	43.3	64.5	91.5	Estate management, security and cleaning services
33.8	34.0	37.6	55.9	88.9	<i>Real estate maintenance management</i>
40.0	40.3	56.0	68.3	107.1	<i>Security services</i> <sup>(7)</sup>
35.0	35.7	42.3	56.8	72.7	<i>Cleaning services</i>
34.1	35.5	42.6	66.1	93.3	<i>Membership organisations</i> <sup>(8)</sup>
51.7	55.0	77.6	122.2	189.1	Professional, scientific and technical activities
44.4	46.3	67.0	106.1	147.7	Administrative and support services activities
43.6	44.9	58.3	71.5	96.7	Travel agency, reservation service and related activities
50.0	53.5	82.4	143.3	207.1	Education and public administration (excluding the Government)
48.0	48.6	66.7	125.0	262.1	Human health activities; and beauty and body prettifying treatment
37.0	38.3	43.3	53.8	70.7	Miscellaneous activities
35.8	36.0	39.0	48.2	56.8	<i>Elderly homes</i>
35.6	36.3	41.4	48.4	*	<i>Laundry and dry cleaning services</i>
39.3	42.7	43.8	59.3	71.7	<i>Hairdressing and other personal services</i>
*	37.5	48.4	58.3	*	<i>Local courier services</i>
36.6	36.8	42.1	58.3	73.9	<i>Food processing and production</i>
42.9	46.8	61.9	95.4	125.0	Other activities not classified above
<b>45.0</b>	<b>48.0</b>	<b>65.3</b>	<b>96.9</b>	<b>148.5</b>	<b>All industry sections above</b>

Notes: (1) Please refer to Appendix II for the compilation method of hourly wage.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

表 18 2016年5月至6月按行業主類及職業組別劃分的每小時工資<sup>(1)</sup>水平及分布

Table 18 Hourly wage<sup>(1)</sup> level and distribution analysed by industry section and occupational group, May – Jun 2016

行業主類／職業組別	僱員 Employees		每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
製造 <sup>(2)</sup>	81.6	2.7	36.9	41.5	43.5
非技術工人、服務工作及 銷售人員	8.6	0.3	*	35.0	36.0
其他	73.0	2.4	38.7	42.5	45.2
電力及燃氣供應；污水處理、廢棄物 管理以及污染防治活動	16.4	0.5	46.0	55.3	62.9
非技術工人、服務工作及 銷售人員	2.0	0.1	*	*	*
其他	14.5	0.5	51.8	62.0	71.6
建造	295.7	9.8	45.8	52.5	60.0
非技術工人、服務工作及 銷售人員	58.3	1.9	46.8	52.2	53.6
其他	237.3	7.9	45.6	52.9	60.4
進出口貿易	430.2	14.3	38.6	42.9	46.5
非技術工人、服務工作及 銷售人員	25.6	0.8	34.1	35.9	37.4
其他	404.6	13.4	40.0	44.3	48.0
批發	38.7	1.3	37.0	39.6	42.3
非技術工人、服務工作及 銷售人員	9.9	0.3	*	37.0	38.0
其他	28.9	1.0	38.5	41.9	44.4
零售	277.5	9.2	34.8	36.0	37.8
非技術工人、服務工作及 銷售人員	204.3	6.8	34.2	35.5	36.8
其他	73.2	2.4	38.0	40.0	44.3
超級市場及便利店	43.6	1.4	34.2	34.4	36.0
非技術工人、服務工作及 銷售人員	32.9	1.1	34.2	34.4	35.5
其他	10.7	0.4	38.0	39.0	39.8
其他零售店	233.9	7.8	35.0	36.7	38.3
非技術工人、服務工作及 銷售人員	171.4	5.7	34.9	36.0	37.5
其他	62.5	2.1	38.1	40.3	44.8
陸路運輸	133.7	4.4	37.2	41.6	46.4
非技術工人、服務工作及 銷售人員	29.2	1.0	36.1	38.3	40.6
其他	104.4	3.5	37.2	44.4	47.6
其他運輸、倉庫、郵政及速遞服務 <sup>(3)</sup>	117.4	3.9	36.2	41.6	43.7
非技術工人、服務工作及 銷售人員	44.6	1.5	33.5	34.4	40.4
其他	72.8	2.4	40.6	43.7	45.2
飲食	220.1	7.3	35.4	37.1	38.1
非技術工人、服務工作及 銷售人員	196.4	6.5	35.2	37.0	38.0
其他	23.7	0.8	38.0	40.2	43.4

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					Industry section/Occupational group
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
46.3	48.9	63.3	94.9	142.4	Manufacturing <sup>(2)</sup>
37.5	38.5	46.0	59.0	67.5	Elementary occupations, service and sales workers
48.2	51.6	65.0	99.6	149.0	Others
71.1	71.8	100.0	150.1	254.6	Electricity and gas supply; sewerage, waste management and remediation activities
*	46.4	70.8	93.2	*	Elementary occupations, service and sales workers
71.8	73.2	116.3	181.5	254.6	Others
65.0	69.6	88.9	110.4	139.6	Construction
63.0	67.1	77.8	89.0	99.0	Elementary occupations, service and sales workers
65.0	71.8	92.3	118.7	145.7	Others
49.3	52.9	73.2	111.2	173.0	Import and export trade
38.5	39.4	45.0	54.4	74.6	Elementary occupations, service and sales workers
50.8	55.2	75.2	113.6	179.2	Others
44.4	47.0	58.3	77.8	109.7	Wholesale
40.0	40.9	48.2	57.8	71.5	Elementary occupations, service and sales workers
48.1	50.1	62.5	86.3	124.1	Others
38.7	39.7	47.1	63.2	94.8	Retail trade
38.0	38.8	45.0	54.6	74.8	Elementary occupations, service and sales workers
46.5	48.5	61.1	89.6	125.0	Others
36.7	37.6	42.3	47.0	60.6	Supermarkets and convenience stores
36.0	36.7	39.6	45.7	49.6	Elementary occupations, service and sales workers
42.5	45.6	49.8	60.6	82.2	Others
39.3	40.3	48.9	66.0	100.0	Other retail stores
38.5	39.4	45.9	58.0	80.0	Elementary occupations, service and sales workers
47.8	49.0	64.6	96.4	130.2	Others
48.3	51.4	73.3	112.8	142.0	Land transport
43.3	46.4	61.0	88.2	142.0	Elementary occupations, service and sales workers
48.7	53.7	75.8	113.5	142.0	Others
45.6	47.2	62.1	84.4	139.8	Other transportation, storage, postal and courier services <sup>(3)</sup>
42.0	44.7	56.2	73.3	97.0	Elementary occupations, service and sales workers
47.0	49.6	64.1	95.2	159.3	Others
39.2	40.0	44.7	55.6	70.8	Restaurants
39.0	40.0	43.9	53.3	67.3	Elementary occupations, service and sales workers
44.8	46.5	55.6	73.9	95.7	Others

**表 18 2016年5月至6月按行業主類及職業組別劃分的每小時工資<sup>(1)</sup>水平及分布（續）**  
**Table 18 Hourly wage<sup>(1)</sup> level and distribution analysed by industry section and occupational group, May – Jun 2016 (cont'd)**

行業主類／職業組別	僱員 Employees		每小時工資 <sup>(1)</sup> （港元） Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
港式茶餐廳	22.4	0.7	36.7	38.5	39.6
非技術工人、服務工作及 銷售人員	21.1	0.7	36.5	38.5	39.6
其他	1.2	#	*	*	*
中式酒樓菜館	72.6	2.4	35.2	37.3	38.7
非技術工人、服務工作及 銷售人員	63.2	2.1	35.1	37.1	38.2
其他	9.4	0.3	*	41.0	45.8
非中式酒樓菜館	70.7	2.3	36.1	38.1	39.4
非技術工人、服務工作及 銷售人員	63.5	2.1	36.1	37.9	39.3
其他	7.2	0.2	*	42.4	43.5
快餐店 <sup>(4)</sup>	54.4	1.8	35.0	36.0	37.0
非技術工人、服務工作及 銷售人員	48.6	1.6	35.0	36.0	37.0
其他	5.8	0.2	*	39.5	40.2
住宿 <sup>(5)</sup> 及其他膳食服務活動	51.4	1.7	35.8	37.4	39.4
非技術工人、服務工作及 銷售人員	31.7	1.1	34.8	36.2	37.3
其他	19.7	0.7	40.9	43.5	46.6
資訊及通訊	107.9	3.6	38.9	44.0	47.8
非技術工人、服務工作及 銷售人員	7.0	0.2	*	36.8	38.1
其他	100.9	3.3	40.2	45.1	49.9
金融及保險	218.9	7.3	44.1	50.8	56.3
非技術工人、服務工作及 銷售人員	3.7	0.1	*	*	35.4
其他	215.2	7.1	46.5	52.0	57.4
地產活動 <sup>(6)</sup>	39.5	1.3	35.5	40.8	46.6
非技術工人、服務工作及 銷售人員	1.3	#	*	*	*
其他	38.2	1.3	35.5	43.0	48.1
物業管理、保安及清潔服務	237.6	7.9	32.5	33.6	34.5
非技術工人、服務工作及 銷售人員	179.9	6.0	32.5	33.3	34.0
其他	57.8	1.9	35.8	37.6	40.0
地產保養管理服務	109.5	3.6	33.2	34.3	34.9
非技術工人、服務工作及 銷售人員	69.1	2.3	32.5	33.4	34.4
其他	40.4	1.3	35.4	37.3	38.0
保安服務 <sup>(7)</sup>	42.4	1.4	32.5	34.2	34.9
非技術工人、服務工作及 銷售人員	37.4	1.2	32.5	33.7	34.7
其他	5.0	0.2	*	38.4	40.0



每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					Industry section/Occupational group
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
40.0	41.0	45.0	55.5	68.5	Hong Kong style tea cafes
40.0	40.9	44.9	54.8	66.7	Elementary occupations, service and sales workers
*	*	62.8	*	*	Others
40.0	40.8	47.0	63.5	76.9	Chinese restaurants
40.0	40.7	45.5	59.1	74.0	Elementary occupations, service and sales workers
46.5	48.1	58.7	78.6	100.2	Others
40.0	41.2	47.3	58.9	70.5	Restaurants, other than Chinese
40.0	41.0	46.2	57.4	68.5	Elementary occupations, service and sales workers
46.2	47.6	55.3	72.4	92.6	Others
38.0	38.0	40.6	44.8	53.9	Fast food cafes <sup>(4)</sup>
38.0	38.0	40.0	43.0	50.2	Elementary occupations, service and sales workers
43.6	44.0	52.7	69.9	87.0	Others
40.3	41.9	51.7	67.9	95.5	Accommodation <sup>(5)</sup> and other food service activities
38.8	39.6	45.7	55.3	71.6	Elementary occupations, service and sales workers
50.5	53.8	64.8	86.5	138.8	Others
52.0	56.5	80.8	124.1	201.6	Information and communications
39.6	40.0	48.9	95.7	95.7	Elementary occupations, service and sales workers
54.5	57.7	82.5	128.2	210.2	Others
60.8	66.2	101.8	173.6	322.4	Financing and insurance
37.5	38.7	39.8	43.6	*	Elementary occupations, service and sales workers
62.0	67.2	103.9	176.3	325.9	Others
51.8	58.8	83.1	132.4	230.7	Real estate activities <sup>(6)</sup>
*	*	46.9	*	*	Elementary occupations, service and sales workers
53.2	59.4	85.2	135.1	237.4	Others
35.1	35.7	40.0	51.9	73.8	Estate management, security and cleaning services
34.7	35.1	38.1	43.1	53.3	Elementary occupations, service and sales workers
41.9	45.1	60.1	83.4	123.3	Others
35.3	35.7	39.7	55.4	87.5	Real estate maintenance management
34.9	35.1	37.5	41.7	53.3	Elementary occupations, service and sales workers
41.9	44.9	60.9	85.5	111.1	Others
35.3	35.7	39.4	47.0	62.0	Security services <sup>(7)</sup>
35.0	35.7	38.8	44.7	56.1	Elementary occupations, service and sales workers
42.6	44.4	55.0	65.4	111.3	Others

表 18 2016年5月至6月按行業主類及職業組別劃分的每小時工資<sup>(1)</sup>水平及分布（續）

Table 18 Hourly wage<sup>(1)</sup> level and distribution analysed by industry section and occupational group, May – Jun 2016 (cont'd)

行業主類／職業組別	僱員 Employees		每小時工資 <sup>(1)</sup> （港元） Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
清潔服務	69.8	2.3	32.5	33.6	33.7
非技術工人、服務工作及 銷售人員	66.2	2.2	32.5	33.0	33.6
其他	3.5	0.1	*	*	40.3
會員制組織 <sup>(8)</sup>	15.9	0.5	32.5	33.3	34.3
非技術工人、服務工作及 銷售人員	7.2	0.2	*	32.5	32.5
其他	8.8	0.3	*	43.9	47.7
專業、科學及技術活動	155.2	5.2	41.5	46.2	50.8
非技術工人、服務工作及 銷售人員	7.8	0.3	*	35.9	36.6
其他	147.5	4.9	43.2	48.1	53.3
行政及支援服務活動	20.4	0.7	34.4	37.6	40.0
非技術工人、服務工作及 銷售人員	3.3	0.1	*	*	*
其他	17.1	0.6	34.4	37.6	43.0
旅行代理、代訂服務及相關活動	21.6	0.7	36.3	39.9	42.6
非技術工人、服務工作及 銷售人員	5.8	0.2	*	38.8	41.7
其他	15.8	0.5	37.2	40.3	43.3
教育及公共行政（不包括政府）	198.4	6.6	41.1	45.3	50.9
非技術工人、服務工作及 銷售人員	22.2	0.7	35.0	37.3	38.9
其他	176.2	5.8	44.9	51.6	56.8
人類保健活動；以及美容及美體護理	138.8	4.6	37.1	43.0	48.6
非技術工人、服務工作及 銷售人員	32.1	1.1	34.0	35.8	39.4
其他	106.7	3.5	40.9	47.2	50.4
雜項活動	96.1	3.2	34.1	35.8	36.6
非技術工人、服務工作及 銷售人員	69.4	2.3	33.5	35.3	36.4
其他	26.8	0.9	36.3	38.7	41.1
安老院舍	20.9	0.7	33.8	35.2	36.0
非技術工人、服務工作及 銷售人員	16.3	0.5	33.3	35.2	35.6
其他	4.7	0.2	*	*	41.9
洗滌及乾洗服務	5.3	0.2	*	35.5	36.9
非技術工人、服務工作及 銷售人員	4.0	0.1	*	*	35.6
其他	1.3	#	*	*	*

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					Industry section/Occupational group
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	
34.4	35.1	39.6	44.0	53.4	Cleaning services
34.4	35.0	38.6	43.3	53.3	<i>Elementary occupations, service and sales workers</i>
40.7	40.7	43.3	57.8	*	<i>Others</i>
36.3	37.9	50.1	77.4	125.0	Membership organisations <sup>(8)</sup>
32.5	34.0	37.9	46.9	60.2	<i>Elementary occupations, service and sales workers</i>
48.3	51.4	70.8	108.4	175.0	<i>Others</i>
55.3	59.0	86.7	144.0	222.2	Professional, scientific and technical activities
38.0	38.7	47.3	59.9	77.9	<i>Elementary occupations, service and sales workers</i>
57.1	61.0	89.5	146.7	229.6	<i>Others</i>
43.0	45.2	65.5	101.0	166.1	Administrative and support services activities
39.2	40.0	45.1	61.9	*	<i>Elementary occupations, service and sales workers</i>
45.2	48.4	71.6	114.3	182.0	<i>Others</i>
43.8	45.5	60.6	81.7	126.6	Travel agency, reservation service and related activities
42.7	44.2	54.2	75.3	126.7	<i>Elementary occupations, service and sales workers</i>
44.4	46.1	60.8	83.3	114.7	<i>Others</i>
56.5	64.4	124.7	211.4	304.5	Education and public administration (excluding the Government)
40.0	41.9	50.0	68.5	83.3	<i>Elementary occupations, service and sales workers</i>
65.4	75.8	138.3	226.1	312.7	<i>Others</i>
52.4	57.4	81.5	153.0	236.8	Human health activities; and beauty and body prettifying treatment
45.8	48.4	61.6	77.5	87.1	<i>Elementary occupations, service and sales workers</i>
55.4	59.6	106.7	206.4	260.3	<i>Others</i>
37.9	39.2	46.1	61.1	81.3	Miscellaneous activities
37.0	38.0	43.3	55.0	70.0	<i>Elementary occupations, service and sales workers</i>
43.0	44.9	56.7	78.7	113.6	<i>Others</i>
36.6	37.3	45.4	60.6	80.7	Elderly homes
36.0	36.6	41.7	56.4	68.1	<i>Elementary occupations, service and sales workers</i>
43.8	45.5	57.7	92.7	*	<i>Others</i>
37.6	38.0	44.2	58.5	67.8	Laundry and dry cleaning services
36.9	37.9	41.4	50.2	*	<i>Elementary occupations, service and sales workers</i>
*	*	63.4	*	*	<i>Others</i>

表 18 2016年5月至6月按行業主類及職業組別劃分的每小時工資<sup>(1)</sup>水平及分布（續）

Table 18 Hourly wage<sup>(1)</sup> level and distribution analysed by industry section and occupational group, May – Jun 2016 (cont'd)

行業主類／職業組別	僱員 Employees		每小時工資 <sup>(1)</sup> （港元） Hourly wage <sup>(1)</sup> (HK\$)		
	人數 Number ('000)	百分比 Percentage (%)	第五個 百分位數 5th percentile	第十個 百分位數 10th percentile	第十五個 百分位數 15th percentile
理髮及其他個人服務	42.2	1.4	34.8	36.4	37.0
非技術工人、服務工作及 銷售人員	36.4	1.2	34.7	35.9	36.4
其他	5.8	0.2	*	46.6	48.2
本地速遞服務	5.0	0.2	*	36.4	37.0
非技術工人、服務工作及 銷售人員	3.1	0.1	*	*	*
其他	2.0	0.1	*	*	*
食品處理及生產	22.7	0.8	33.3	35.0	36.6
非技術工人、服務工作及 銷售人員	9.7	0.3	*	33.3	34.7
其他	13.0	0.4	34.4	36.6	38.8
以上沒有分類的其他活動	115.7	3.8	35.6	37.7	40.7
非技術工人、服務工作及 銷售人員	37.7	1.2	33.4	35.0	36.0
其他	78.1	2.6	38.0	44.5	47.7
<b>所有以上行業主類</b>	<b>3 012.9</b>	<b>100.0</b>	<b>35.6</b>	<b>38.1</b>	<b>40.5</b>
非技術工人、服務工作及 銷售人員	<b>980.6</b>	<b>32.5</b>	<b>33.8</b>	<b>35.1</b>	<b>36.3</b>
其他	<b>2 032.3</b>	<b>67.5</b>	<b>40.0</b>	<b>45.0</b>	<b>48.9</b>

註釋：(1) 每小時工資的計算方法載列於附錄II。

(2) 不包括食品處理及生產。

(3) 不包括本地速遞服務。

(4) 包括外賣店。

(5) 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。

(6) 不包括地產保養管理服務。

(7) 包括偵查活動以及建築物及園境護理服務。

(8) 包括業主及住客立案法團和街坊福利會等。

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
第二十個 百分位數 20th percentile	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile	第九十個 百分位數 90th percentile	Industry section/Occupational group
39.3	42.0	46.9	62.5	80.6	Hairdressing and other personal services
38.3	40.3	44.7	60.8	70.1	<i>Elementary occupations, service and sales workers</i>
48.2	48.9	66.5	82.1	143.4	<i>Others</i>
37.7	38.8	45.8	56.5	77.9	Local courier services
37.0	37.7	41.7	47.8	*	<i>Elementary occupations, service and sales workers</i>
*	45.5	55.0	66.7	*	<i>Others</i>
38.0	39.4	44.7	62.6	86.9	Food processing and production
36.3	37.5	41.2	47.1	60.6	<i>Elementary occupations, service and sales workers</i>
40.3	41.7	53.3	73.3	92.3	<i>Others</i>
43.9	46.8	59.3	93.4	133.6	Other activities not classified above
37.1	39.2	47.1	56.7	67.1	<i>Elementary occupations, service and sales workers</i>
50.1	53.0	73.9	106.7	159.4	<i>Others</i>
<b>43.3</b>	<b>46.2</b>	<b>65.4</b>	<b>103.9</b>	<b>172.7</b>	<b>All industry sections above</b>
<b>37.5</b>	<b>38.5</b>	<b>45.0</b>	<b>59.9</b>	<b>80.0</b>	<b><i>Elementary occupations, service and sales workers</i></b>
<b>53.0</b>	<b>56.9</b>	<b>81.6</b>	<b>127.2</b>	<b>210.7</b>	<b><i>Others</i></b>

- Notes: (1) Please refer to Appendix II for the compilation method of hourly wage.  
(2) Excluding food processing and production.  
(3) Excluding local courier services.  
(4) Including takeaway shops.  
(5) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.  
(6) Excluding real estate maintenance management.  
(7) Including investigation activities and services to buildings and landscape care activities.  
(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 19 (甲) 2016年5月至6月按行業主類及每小時工資<sup>(1)</sup>劃分的僱員人數：所有僱員**  
**Table 19(a) Number of employees analysed by industry section and hourly wage<sup>(1)</sup>, May – Jun 2016 : All employees**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)				
		\$32.5	>\$32.5 - < \$35	\$35 - < \$40	\$40 - < \$50	\$50 - < \$60
製造 <sup>(2)</sup>	81.6 (100.0)	* *	* *	4.9 (6.0)	15.2 (18.7)	14.3 (17.5)
電力及燃氣供應；污水處理、 廢棄物管理及污染防治活動	16.4 (100.0)	* *	* *	* *	0.9 (5.7)	1.0 (5.8)
建造	295.7 (100.0)	0.6 (0.2)	0.7 (0.2)	5.7 (1.9)	15.3 (5.2)	20.9 (7.1)
進出口貿易	430.2 (100.0)	* *	* *	20.4 (4.7)	61.5 (14.3)	60.6 (14.1)
批發	38.7 (100.0)	* *	* *	3.1 (8.0)	8.0 (20.7)	8.1 (21.0)
零售	277.5 (100.0)	1.5 (0.5)	12.7 (4.6)	56.4 (20.3)	85.0 (30.6)	42.0 (15.1)
超級市場及便利店	43.6 (100.0)	* *	4.5 (10.3)	14.6 (33.6)	16.2 (37.2)	3.4 (7.9)
其他零售店	233.9 (100.0)	* *	8.3 (3.5)	41.8 (17.9)	68.8 (29.4)	38.5 (16.5)
陸路運輸	133.7 (100.0)	* *	* *	9.9 (7.4)	19.7 (14.7)	18.0 (13.5)
其他運輸、倉庫、郵政及 速遞服務 <sup>(3)</sup>	117.4 (100.0)	* *	* *	5.0 (4.3)	26.8 (22.8)	19.4 (16.5)
飲食	220.1 (100.0)	1.1 (0.5)	6.6 (3.0)	41.0 (18.6)	91.2 (41.4)	35.5 (16.1)
港式茶餐廳	22.4 (100.0)	* *	0.6 (2.6)	2.9 (12.9)	10.6 (47.2)	4.0 (17.9)
中式酒樓菜館	72.6 (100.0)	* *	2.9 (3.9)	10.2 (14.0)	28.5 (39.2)	10.6 (14.7)
非中式酒樓菜館	70.7 (100.0)	* *	1.7 (2.4)	9.5 (13.4)	27.7 (39.2)	16.1 (22.7)
快餐店 <sup>(4)</sup>	54.4 (100.0)	0.8 (1.4)	1.4 (2.6)	18.5 (33.9)	24.5 (44.9)	4.8 (8.7)
住宿 <sup>(5)</sup> 及其他膳食服務活動	51.4 (100.0)	* *	1.5 (3.0)	8.0 (15.6)	14.1 (27.3)	9.3 (18.0)
資訊及通訊	107.9 (100.0)	* *	* *	4.9 (4.5)	12.4 (11.5)	14.6 (13.5)
金融及保險	218.9 (100.0)	* *	* *	5.2 (2.4)	13.2 (6.0)	22.6 (10.3)
地產活動 <sup>(6)</sup>	39.5 (100.0)	* *	1.4 (3.4)	* *	3.7 (9.4)	3.5 (9.0)
物業管理、保安及清潔服務	237.6 (100.0)	14.4 (6.1)	27.0 (11.3)	76.5 (32.2)	55.2 (23.2)	23.5 (9.9)
地產保養管理服務	109.5 (100.0)	4.4 (4.0)	12.1 (11.0)	39.0 (35.6)	18.2 (16.6)	11.5 (10.5)
保安服務 <sup>(7)</sup>	42.4 (100.0)	2.2 (5.3)	4.3 (10.1)	15.1 (35.7)	11.4 (26.9)	4.0 (9.5)

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
\$60 - < \$70	\$70 - < \$80	\$80 - < \$90	\$90 - < \$100	≥ \$100	Industry section
11.9 (14.5)	8.1 (9.9)	3.5 (4.3)	3.8 (4.7)	18.1 (22.2)	Manufacturing <sup>(2)</sup>
0.7 (4.4)	3.1 (18.6)	2.1 (12.7)	* *	8.3 (50.3)	Electricity and gas supply; sewerage, waste management and remediation activities
31.3 (10.6)	32.5 (11.0)	46.7 (15.8)	42.5 (14.4)	99.5 (33.7)	Construction
50.3 (11.7)	46.4 (10.8)	34.4 (8.0)	21.7 (5.0)	128.3 (29.8)	Import and export trade
6.3 (16.1)	2.8 (7.2)	2.3 (6.0)	1.9 (4.8)	5.2 (13.4)	Wholesale
23.6 (8.5)	14.3 (5.2)	11.3 (4.1)	7.0 (2.5)	23.7 (8.5)	Retail trade
2.2 (5.0)	0.5 (1.3)	1.8 (4.2)	* *	* *	<i>Supermarkets and convenience stores</i>
21.5 (9.2)	13.8 (5.9)	9.5 (4.0)	* *	* *	<i>Other retail stores</i>
13.1 (9.8)	20.0 (15.0)	12.6 (9.4)	4.3 (3.2)	34.6 (25.9)	Land transport
17.3 (14.7)	11.0 (9.3)	7.1 (6.0)	5.5 (4.7)	20.6 (17.5)	Other transportation, storage, postal and courier services <sup>(3)</sup>
20.6 (9.3)	11.5 (5.2)	6.0 (2.7)	3.1 (1.4)	3.5 (1.6)	Restaurants
2.3 (10.2)	1.3 (6.0)	* *	* *	* *	<i>Hong Kong style tea cafes</i>
8.2 (11.3)	5.6 (7.7)	3.1 (4.3)	1.7 (2.4)	* *	<i>Chinese restaurants</i>
7.8 (11.0)	3.5 (5.0)	1.9 (2.6)	* *	1.5 (2.2)	<i>Restaurants, other than Chinese</i>
2.3 (4.2)	1.1 (2.0)	* *	* *	* *	<i>Fast food cafes<sup>(4)</sup></i>
6.2 (12.0)	3.7 (7.2)	2.6 (5.1)	* *	4.8 (9.3)	Accommodation <sup>(5)</sup> and other food service activities
10.1 (9.3)	8.9 (8.3)	8.1 (7.5)	7.2 (6.7)	40.1 (37.2)	Information and communications
22.1 (10.1)	20.3 (9.3)	13.3 (6.1)	9.8 (4.5)	111.7 (51.0)	Financing and insurance
3.4 (8.5)	4.1 (10.5)	3.7 (9.4)	2.4 (6.0)	15.3 (38.7)	Real estate activities <sup>(6)</sup>
13.2 (5.6)	7.1 (3.0)	5.5 (2.3)	4.1 (1.7)	11.1 (4.7)	Estate management, security and cleaning services
7.3 (6.6)	4.5 (4.1)	3.1 (2.9)	2.7 (2.5)	6.8 (6.2)	<i>Real estate maintenance management</i>
2.7 (6.3)	* *	* *	0.8 (1.8)	1.0 (2.4)	<i>Security services<sup>(7)</sup></i>

**表 19 (甲) 2016年5月至6月按行業主類及每小時工資<sup>(1)</sup>劃分的僱員人數：所有僱員 (續)**  
**Table 19(a) Number of employees analysed by industry section and hourly wage<sup>(1)</sup>, May – Jun 2016 : All employees (cont'd)**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)				
		\$32.5	>\$32.5 - < \$35	\$35 - < \$40	\$40 - < \$50	\$50 - < \$60
清潔服務	69.8 (100.0)	6.3 (9.0)	9.4 (13.5)	19.9 (28.5)	22.9 (32.8)	6.2 (8.9)
會員制組織 <sup>(8)</sup>	15.9 (100.0)	1.6 (9.8)	1.2 (7.3)	2.5 (16.0)	2.7 (16.7)	1.8 (11.2)
專業、科學及技術活動	155.2 (100.0)	* *	* *	5.1 (3.3)	14.4 (9.2)	20.2 (13.0)
行政及支援服務活動	20.4 (100.0)	0.5 (2.6)	0.6 (2.8)	2.0 (9.6)	3.7 (18.1)	2.4 (11.9)
旅行代理、代訂服務及相關活動	21.6 (100.0)	* *	* *	1.5 (7.1)	5.2 (24.0)	2.9 (13.4)
教育及公共行政 (不包括政府)	198.4 (100.0)	* *	* *	5.3 (2.7)	19.5 (9.8)	17.0 (8.6)
人類保健活動；以及美容及美體護理	138.8 (100.0)	* *	* *	7.8 (5.6)	13.1 (9.4)	17.3 (12.5)
雜項活動	96.1 (100.0)	1.3 (1.3)	5.4 (5.6)	19.2 (20.0)	30.9 (32.2)	11.9 (12.4)
安老院舍	20.9 (100.0)	* *	0.9 (4.4)	6.1 (29.2)	4.5 (21.5)	3.3 (15.7)
洗滌及乾洗服務	5.3 (100.0)	* *	* *	1.4 (26.7)	1.5 (27.7)	0.9 (16.6)
理髮及其他個人服務	42.2 (100.0)	* *	2.3 (5.4)	6.2 (14.8)	16.6 (39.4)	3.7 (8.8)
本地速遞服務	5.0 (100.0)	* *	* *	1.3 (26.0)	1.6 (31.5)	0.9 (18.0)
食品處理及生產	22.7 (100.0)	* *	1.9 (8.2)	4.1 (18.2)	6.7 (29.8)	3.1 (13.6)
以上沒有分類的其他活動	115.7 (100.0)	0.9 (0.8)	3.7 (3.2)	11.0 (9.5)	21.7 (18.8)	21.5 (18.6)
<b>所有以上行業主類</b>	<b>3 012.9 (100.0)</b>	<b>22.9 (0.8)</b>	<b>81.8 (2.7)</b>	<b>294.4 (9.8)</b>	<b>530.5 (17.6)</b>	<b>386.5 (12.8)</b>

註釋：括號內數字顯示佔個別行業主類的僱員人數的百分比。

- (1) 每小時工資的計算方法載列於附錄II。
- (2) 不包括食品處理及生產。
- (3) 不包括本地速遞服務。
- (4) 包括外賣店。
- (5) 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。
- (6) 不包括地產保養管理服務。
- (7) 包括偵查活動以及建築物及園境護理服務。
- (8) 包括業主及住客立案法團和街坊福利會等。



每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
\$60 - < \$70	\$70 - < \$80	\$80 - < \$90	\$90 - < \$100	≥ \$100	Industry section
2.0 (2.9)	* *	0.7 (1.1)	* *	1.1 (1.5)	<i>Cleaning services</i>
1.3 (8.0)	1.2 (7.6)	* *	* *	2.2 (13.9)	<i>Membership organisations<sup>(8)</sup></i>
17.1 (11.0)	13.0 (8.4)	10.8 (6.9)	8.1 (5.2)	65.6 (42.3)	Professional, scientific and technical activities
1.7 (8.1)	2.4 (11.9)	0.9 (4.4)	1.1 (5.4)	5.1 (25.3)	Administrative and support services activities
4.0 (18.4)	1.9 (8.6)	1.5 (7.0)	1.0 (4.4)	3.0 (13.9)	Travel agency, reservation service and related activities
12.6 (6.3)	9.5 (4.8)	10.3 (5.2)	10.0 (5.0)	112.4 (56.7)	Education and public administration (excluding the Government)
17.7 (12.8)	10.2 (7.4)	9.9 (7.1)	4.7 (3.4)	56.0 (40.3)	Human health activities; and beauty and body prettifying treatment
11.1 (11.5)	6.3 (6.6)	3.6 (3.7)	1.6 (1.6)	4.9 (5.1)	Miscellaneous activities
2.4 (11.7)	0.9 (4.3)	0.9 (4.1)	* *	1.0 (5.0)	<i>Elderly homes</i>
* *	* *	* *	* *	* *	<i>Laundry and dry cleaning services</i>
5.0 (11.8)	3.9 (9.3)	1.4 (3.2)	* *	2.0 (4.8)	<i>Hairdressing and other personal services</i>
* *	* *	* *	* *	* *	<i>Local courier services</i>
2.4 (10.6)	1.1 (4.9)	1.2 (5.3)	* *	1.4 (6.0)	<i>Food processing and production</i>
12.2 (10.6)	9.2 (7.9)	4.9 (4.2)	5.9 (5.1)	24.6 (21.3)	Other activities not classified above
<b>306.2 (10.2)</b>	<b>246.5 (8.2)</b>	<b>201.0 (6.7)</b>	<b>146.7 (4.9)</b>	<b>796.4 (26.4)</b>	<b>All industry sections above</b>

Notes : Figures in brackets denote the percentage shares of employees in the respective industry sections.

(1) Please refer to Appendix II for the compilation method of hourly wage.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 19 (乙) 2016年5月至6月按行業主類及每小時工資<sup>(1)</sup>劃分的僱員人數：全職僱員**  
**Table 19(b) Number of employees analysed by industry section and hourly wage<sup>(1)</sup>, May – Jun 2016 : Full-time employees**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)				
		\$32.5	>\$32.5 - < \$35	\$35 - < \$40	\$40 - < \$50	\$50 - < \$60
製造 <sup>(2)</sup>	79.9 (100.0)	* *	* *	4.8 (6.0)	14.9 (18.7)	14.1 (17.7)
電力及燃氣供應；污水處理、 廢棄物管理及污染防治活動	* *	* *	* *	* *	* *	* *
建造	284.4 (100.0)	0.6 (0.2)	0.7 (0.3)	5.5 (1.9)	15.2 (5.3)	19.6 (6.9)
進出口貿易	414.5 (100.0)	* *	* *	19.5 (4.7)	57.6 (13.9)	58.0 (14.0)
批發	36.2 (100.0)	* *	* *	2.8 (7.7)	7.1 (19.6)	7.9 (21.8)
零售	242.5 (100.0)	0.5 (0.2)	11.3 (4.6)	49.2 (20.3)	69.9 (28.8)	34.7 (14.3)
超級市場及便利店	34.5 (100.0)	* *	4.3 (12.5)	12.2 (35.3)	12.1 (35.0)	1.2 (3.5)
其他零售店	208.0 (100.0)	* *	6.9 (3.3)	37.0 (17.8)	57.8 (27.8)	33.5 (16.1)
陸路運輸	123.0 (100.0)	* *	* *	9.2 (7.5)	19.3 (15.7)	14.5 (11.8)
其他運輸、倉庫、郵政及 速遞服務 <sup>(3)</sup>	115.5 (100.0)	* *	* *	5.0 (4.3)	26.7 (23.1)	19.3 (16.7)
飲食	183.1 (100.0)	0.5 (0.3)	5.6 (3.0)	31.7 (17.3)	74.9 (40.9)	29.6 (16.2)
港式茶餐廳	20.7 (100.0)	* *	* *	2.7 (13.0)	9.6 (46.5)	3.7 (18.1)
中式酒樓菜館	68.5 (100.0)	* *	2.7 (4.0)	9.7 (14.1)	26.7 (39.0)	9.5 (13.9)
非中式酒樓菜館	61.4 (100.0)	* *	1.6 (2.6)	9.1 (14.8)	23.2 (37.7)	13.3 (21.7)
快餐店 <sup>(4)</sup>	32.5 (100.0)	* *	* *	10.3 (31.6)	15.4 (47.4)	3.1 (9.4)
住宿 <sup>(5)</sup> 及其他膳食服務活動	48.6 (100.0)	* *	1.3 (2.8)	7.5 (15.5)	12.6 (25.9)	8.9 (18.3)
資訊及通訊	105.8 (100.0)	* *	* *	4.5 (4.3)	11.5 (10.9)	14.4 (13.6)
金融及保險	214.8 (100.0)	* *	* *	4.8 (2.2)	12.5 (5.8)	22.2 (10.3)
地產活動 <sup>(6)</sup>	38.0 (100.0)	* *	1.4 (3.6)	* *	3.6 (9.6)	3.3 (8.7)
物業管理、保安及清潔服務	218.3 (100.0)	13.6 (6.2)	25.7 (11.8)	72.9 (33.4)	48.9 (22.4)	21.3 (9.7)
地產保養管理服務	107.7 (100.0)	4.2 (3.9)	11.8 (11.0)	38.6 (35.9)	17.7 (16.5)	11.2 (10.4)
保安服務 <sup>(7)</sup>	41.1 (100.0)	2.2 (5.5)	4.2 (10.3)	15.1 (36.7)	11.3 (27.6)	3.7 (9.0)

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
\$60 - < \$70	\$70 - < \$80	\$80 - < \$90	\$90 - < \$100	≥ \$100	Industry section
11.8 (14.7)	7.9 (9.9)	3.1 (3.9)	3.8 (4.7)	17.8 (22.3)	Manufacturing <sup>(2)</sup>
*	*	*	*	*	Electricity and gas supply; sewerage, waste management and remediation activities
*	*	*	*	*	
30.7 (10.8)	31.9 (11.2)	45.7 (16.1)	42.0 (14.8)	92.6 (32.6)	Construction
48.3 (11.7)	46.4 (11.2)	33.6 (8.1)	21.3 (5.1)	123.9 (29.9)	Import and export trade
6.0 (16.6)	2.7 (7.5)	2.2 (6.1)	1.8 (5.1)	4.7 (12.9)	Wholesale
22.2 (9.2)	14.0 (5.8)	11.2 (4.6)	6.9 (2.8)	22.8 (9.4)	Retail trade
2.1 (6.1)	0.5 (1.6)	1.8 (5.3)	* *	* *	<i>Supermarkets and convenience stores</i>
20.1 (9.7)	13.4 (6.5)	9.3 (4.5)	* *	* *	<i>Other retail stores</i>
10.6 (8.6)	18.6 (15.1)	12.5 (10.2)	4.3 (3.5)	32.5 (26.5)	Land transport
17.3 (14.9)	11.0 (9.5)	7.1 (6.1)	5.5 (4.8)	18.9 (16.4)	Other transportation, storage, postal and courier services <sup>(3)</sup>
17.9 (9.8)	11.2 (6.1)	5.8 (3.2)	2.9 (1.6)	3.0 (1.7)	Restaurants
2.2 (10.8)	1.3 (6.3)	* *	* *	* *	<i>Hong Kong style tea cafes</i>
8.1 (11.8)	5.6 (8.1)	3.0 (4.4)	1.7 (2.4)	* *	<i>Chinese restaurants</i>
6.8 (11.1)	3.4 (5.5)	1.8 (3.0)	* *	1.4 (2.3)	<i>Restaurants, other than Chinese</i>
0.7 (2.2)	0.9 (2.8)	* *	* *	* *	<i>Fast food cafes<sup>(4)</sup></i>
6.0 (12.4)	3.7 (7.6)	2.6 (5.4)	* *	4.8 (9.8)	Accommodation <sup>(5)</sup> and other food service activities
9.9 (9.3)	8.8 (8.3)	8.1 (7.6)	7.2 (6.8)	39.9 (37.7)	Information and communications
21.2 (9.9)	20.3 (9.4)	12.8 (6.0)	9.8 (4.5)	110.4 (51.4)	Financing and insurance
3.2 (8.5)	3.9 (10.2)	3.7 (9.7)	2.4 (6.2)	14.5 (38.1)	Real estate activities <sup>(6)</sup>
11.9 (5.5)	6.4 (2.9)	4.8 (2.2)	3.1 (1.4)	9.7 (4.4)	Estate management, security and cleaning services
7.1 (6.6)	4.5 (4.2)	3.1 (2.9)	2.6 (2.4)	6.7 (6.2)	<i>Real estate maintenance management</i>
2.7 (6.5)	* *	* *	* *	* *	<i>Security services<sup>(7)</sup></i>

**表 19 (乙) 2016年5月至6月按行業主類及每小時工資<sup>(1)</sup>劃分的僱員人數：全職僱員 (續)**  
**Table 19(b) Number of employees analysed by industry section and hourly wage<sup>(1)</sup>, May – Jun 2016 : Full-time employees (cont'd)**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)				
		\$32.5	>\$32.5 - < \$35	\$35 - < \$40	\$40 - < \$50	\$50 - < \$60
清潔服務	56.0 (100.0)	6.0 (10.7)	8.9 (16.0)	17.0 (30.4)	17.2 (30.8)	4.9 (8.8)
會員制組織 <sup>(8)</sup>	13.6 (100.0)	1.2 (8.9)	0.7 (5.4)	2.2 (16.2)	2.5 (18.6)	1.4 (10.5)
專業、科學及技術活動	149.3 (100.0)	* *	* *	4.8 (3.2)	13.8 (9.3)	18.4 (12.3)
行政及支援服務活動	19.3 (100.0)	0.5 (2.7)	0.6 (2.9)	1.9 (9.9)	3.5 (18.3)	2.3 (12.0)
旅行代理、代訂服務及相關活動	* *	* *	* *	* *	* *	* *
教育及公共行政 (不包括政府)	168.2 (100.0)	* *	* *	3.4 (2.0)	14.6 (8.7)	13.8 (8.2)
人類保健活動；以及美容及美體護理	130.9 (100.0)	* *	* *	7.5 (5.7)	12.3 (9.4)	16.0 (12.2)
雜項活動	87.9 (100.0)	0.7 (0.8)	4.7 (5.4)	18.3 (20.8)	28.9 (32.9)	10.5 (11.9)
安老院舍	* *	* *	* *	* *	* *	* *
洗滌及乾洗服務	4.4 (100.0)	* *	* *	1.2 (28.3)	1.1 (25.0)	0.7 (15.9)
理髮及其他個人服務	38.5 (100.0)	* *	1.7 (4.4)	6.2 (16.2)	15.4 (40.0)	3.3 (8.5)
本地速遞服務	* *	* *	* *	* *	* *	* *
食品處理及生產	20.1 (100.0)	* *	1.9 (9.3)	3.6 (17.9)	6.5 (32.5)	2.5 (12.3)
以上沒有分類的其他活動	102.9 (100.0)	* *	* *	9.0 (8.7)	19.0 (18.5)	19.8 (19.3)
<b>所有以上行業主類</b>	<b>2 800.4 (100.0)</b>	<b>19.2 (0.7)</b>	<b>75.8 (2.7)</b>	<b>265.3 (9.5)</b>	<b>472.8 (16.9)</b>	<b>352.3 (12.6)</b>

註釋：括號內數字顯示佔個別行業主類的僱員人數的百分比。

- (1) 每小時工資的計算方法載列於附錄II。
- (2) 不包括食品處理及生產。
- (3) 不包括本地速遞服務。
- (4) 包括外賣店。
- (5) 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。
- (6) 不包括地產保養管理服務。
- (7) 包括偵查活動以及建築物及園境護理服務。
- (8) 包括業主及住客立案法團和街坊福利會等。

每小時工資 <sup>(1)</sup> (港元) Hourly wage <sup>(1)</sup> (HK\$)					
\$60 - < \$70	\$70 - < \$80	\$80 - < \$90	\$90 - < \$100	≥ \$100	Industry section
1.1 (2.0)	*	*	*	*	<i>Cleaning services</i>
1.0 (7.6)	1.1 (8.4)	*	*	1.9 (13.9)	<i>Membership organisations<sup>(8)</sup></i>
16.8 (11.2)	12.8 (8.6)	10.3 (6.9)	8.0 (5.3)	63.3 (42.4)	Professional, scientific and technical activities
1.4 (7.1)	2.3 (11.7)	0.8 (4.2)	1.1 (5.5)	5.0 (25.7)	Administrative and support services activities
*	*	*	*	*	Travel agency, reservation service and related activities
10.8 (6.4)	5.3 (3.2)	8.3 (4.9)	9.0 (5.3)	101.2 (60.2)	Education and public administration (excluding the Government)
17.3 (13.2)	9.9 (7.6)	9.5 (7.2)	4.7 (3.6)	51.8 (39.6)	Human health activities; and beauty and body prettifying treatment
10.4 (11.8)	4.9 (5.6)	3.2 (3.7)	1.5 (1.7)	4.7 (5.3)	Miscellaneous activities
*	*	*	*	*	<i>Elderly homes</i>
*	*	*	*	*	<i>Laundry and dry cleaning services</i>
4.9 (12.7)	2.8 (7.3)	1.3 (3.5)	*	2.0 (5.2)	<i>Hairdressing and other personal services</i>
*	*	*	*	*	<i>Local courier services</i>
2.0 (10.0)	1.0 (5.1)	1.0 (4.7)	*	1.3 (6.3)	<i>Food processing and production</i>
10.8 (10.5)	8.8 (8.6)	4.2 (4.1)	5.6 (5.4)	21.9 (21.3)	Other activities not classified above
<b>289.0 (10.3)</b>	<b>235.7 (8.4)</b>	<b>193.0 (6.9)</b>	<b>142.8 (5.1)</b>	<b>754.4 (26.9)</b>	<b>All industry sections above</b>

Notes : Figures in brackets denote the percentage shares of employees in the respective industry sections.

(1) Please refer to Appendix II for the compilation method of hourly wage.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 20 (甲) 2016年5月至6月按性別及年齡組別劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：所有僱員**  
**Table 20(a) Level and distribution of weekly working hours<sup>(1)</sup> analysed by sex and age group, May – Jun 2016 : All employees**

性別／年齡組別 Sex/Age group	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (’000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
男性 Male	1 564.9	51.9	40.6	45.7	54.0
15-24	100.1	3.3	38.1	44.3	53.1
25-34	381.1	12.6	40.6	44.3	49.9
35-44	391.9	13.0	40.6	44.7	51.0
45-54	401.8	13.3	40.6	48.0	54.0
≥ 55	290.1	9.6	40.6	48.0	57.7
女性 Female	1 448.0	48.1	40.6	43.2	48.0
15-24	126.6	4.2	38.8	43.4	49.4
25-34	397.0	13.2	40.6	42.6	47.6
35-44	383.4	12.7	40.6	43.2	48.0
45-54	355.9	11.8	39.8	43.2	48.0
≥ 55	185.1	6.1	38.8	44.8	52.2
<b>總計 Overall</b>	<b>3 012.9</b>	<b>100.0</b>	<b>40.6</b>	<b>44.3</b>	<b>50.8</b>
15-24	226.7	7.5	38.1	44.3	50.5
25-34	778.1	25.8	40.6	43.6	48.0
35-44	775.3	25.7	40.6	44.3	49.4
45-54	757.7	25.1	40.6	45.2	53.3
≥ 55	475.2	15.8	40.6	48.0	54.0

註釋：(1) 每周工作時數的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of weekly working hours.

**表 20 (乙) 2016年5月至6月按性別及年齡組別劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：全職僱員**  
**Table 20(b) Level and distribution of weekly working hours<sup>(1)</sup> analysed by sex and age group, May – Jun 2016 : Full-time employees**

性別／年齡組別 Sex/Age group	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (’000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
男性 Male	1 488.5	53.2	40.6	46.2	54.0
15-24	80.6	2.9	40.6	48.0	54.0
25-34	366.8	13.1	40.6	44.3	50.3
35-44	378.6	13.5	40.6	45.0	51.0
45-54	386.8	13.8	41.5	48.0	54.0
≥ 55	275.7	9.8	42.0	48.0	60.0
女性 Female	1 311.8	46.8	40.6	44.3	48.9
15-24	105.3	3.8	40.6	45.2	51.0
25-34	381.3	13.6	40.6	43.2	48.0
35-44	354.8	12.7	40.6	44.3	48.2
45-54	315.4	11.3	40.6	44.3	49.4
≥ 55	154.9	5.5	41.5	48.0	54.0
<b>總計 Overall</b>	<b>2 800.4</b>	<b>100.0</b>	<b>40.6</b>	<b>45.2</b>	<b>51.5</b>
15-24	185.9	6.6	40.6	45.7	52.6
25-34	748.2	26.7	40.6	44.3	48.0
35-44	733.4	26.2	40.6	44.3	49.9
45-54	702.2	25.1	40.6	45.7	54.0
≥ 55	430.6	15.4	42.0	48.0	55.4

註釋：(1) 每周工作時數的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of weekly working hours.

表 21 (甲) 2016年5月至6月按性別及教育程度劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：  
所有僱員

Table 21(a) Level and distribution of weekly working hours<sup>(1)</sup> analysed by sex and educational attainment, May – Jun 2016 : All employees

性別／教育程度 Sex/Educational attainment	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (’000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
男性 Male	1 564.9	51.9	40.6	45.7	54.0
小學及以下 Primary and below	172.5	5.7	42.0	48.0	60.0
中一至中三 Secondary 1 to 3	265.4	8.8	44.5	51.0	59.1
中四至中七 Secondary 4 to 7	580.4	19.3	41.5	48.0	54.0
專上教育 Tertiary education	546.5	18.1	40.6	41.1	45.7
女性 Female	1 448.0	48.1	40.6	43.2	48.0
小學及以下 Primary and below	183.7	6.1	36.9	48.0	54.0
中一至中三 Secondary 1 to 3	175.1	5.8	40.6	48.0	54.0
中四至中七 Secondary 4 to 7	573.6	19.0	40.6	44.3	48.0
專上教育 Tertiary education	515.7	17.1	39.6	40.6	45.2
總計 Overall	3 012.9	100.0	40.6	44.3	50.8
小學及以下 Primary and below	356.2	11.8	40.6	48.0	56.8
中一至中三 Secondary 1 to 3	440.5	14.6	43.6	48.5	57.0
中四至中七 Secondary 4 to 7	1 154.0	38.3	40.6	45.2	51.0
專上教育 Tertiary education	1 062.2	35.3	40.0	40.6	45.7

註釋：(1) 每周工作時數的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of weekly working hours.



表 21 (乙) 2016年5月至6月按性別及教育程度劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：  
全職僱員

Table 21(b) Level and distribution of weekly working hours<sup>(1)</sup> analysed by sex and educational attainment, May – Jun 2016 : Full-time employees

性別／教育程度 Sex/Educational attainment	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (’000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
男性 Male	1 488.5	53.2	40.6	46.2	54.0
小學及以下 Primary and below	157.7	5.6	45.0	50.8	60.7
中一至中三 Secondary 1 to 3	249.2	8.9	47.3	51.9	60.0
中四至中七 Secondary 4 to 7	552.3	19.7	42.2	48.0	54.0
專上教育 Tertiary education	529.3	18.9	40.6	41.5	45.7
女性 Female	1 311.8	46.8	40.6	44.3	48.9
小學及以下 Primary and below	145.4	5.2	44.3	48.2	56.9
中一至中三 Secondary 1 to 3	150.3	5.4	45.0	49.4	56.0
中四至中七 Secondary 4 to 7	527.2	18.8	40.6	44.3	48.5
專上教育 Tertiary education	488.9	17.5	40.6	40.6	45.7
總計 Overall	2 800.4	100.0	40.6	45.2	51.5
小學及以下 Primary and below	303.1	10.8	45.0	49.6	60.0
中一至中三 Secondary 1 to 3	399.5	14.3	45.7	51.0	58.4
中四至中七 Secondary 4 to 7	1 079.5	38.5	40.6	45.7	51.9
專上教育 Tertiary education	1 018.2	36.4	40.6	41.2	45.7

註釋：(1) 每周工作時數的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of weekly working hours.

表 22 (甲) 2016年5月至6月按職業組別及性別劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：  
所有僱員

Table 22(a) Level and distribution of weekly working hours<sup>(1)</sup> analysed by occupational group and sex, May – Jun 2016 : All employees

職業組別／性別 Occupational group/Sex	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
非技術工人 Elementary occupations	470.4	15.6	42.0	48.0	58.3
男性 Male	237.2	7.9	45.5	51.9	66.0
女性 Female	233.3	7.7	40.3	48.0	54.0
服務工作及銷售人員 Service and sales workers	510.2	16.9	42.0	49.9	56.5
男性 Male	202.0	6.7	44.3	53.6	60.0
女性 Female	308.2	10.2	40.6	48.0	54.5
工藝及有關人員、機台及 機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	344.9	11.4	44.3	48.0	54.5
男性 Male	329.8	10.9	44.3	48.0	54.8
女性 Female	15.1	0.5	42.0	48.0	50.9
文書支援人員 Clerical support workers	500.6	16.6	40.6	42.5	45.7
男性 Male	130.6	4.3	40.6	43.2	47.5
女性 Female	369.9	12.3	39.9	41.8	45.7
經理、行政級人員、專業人員 及輔助專業人員 Managers and administrators, professionals and associate professionals	1 186.8	39.4	40.6	41.2	45.7
男性 Male	665.4	22.1	40.6	41.8	45.7
女性 Female	521.5	17.3	39.8	40.6	45.7
所有以上職業組別 All occupational groups above	3 012.9	100.0	40.6	44.3	50.8
男性 Male	1 564.9	51.9	40.6	45.7	54.0
女性 Female	1 448.0	48.1	40.6	43.2	48.0

註釋： (1) 每周工作時數的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of weekly working hours.

表 22 (乙) 2016年5月至6月按職業組別及性別劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：  
全職僱員

Table 22(b) Level and distribution of weekly working hours<sup>(1)</sup> analysed by occupational group and sex, May – Jun 2016 : Full-time employees

職業組別／性別 Occupational group/Sex	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25 <sup>th</sup> percentile	第五十個 百分位數 50 <sup>th</sup> percentile	第七十五個 百分位數 75 <sup>th</sup> percentile
非技術工人 Elementary occupations	410.8	14.7	45.7	51.0	60.0
男性 Male	219.9	7.9	48.0	54.0	66.0
女性 Female	190.9	6.8	44.3	48.0	55.4
服務工作及銷售人員 Service and sales workers	433.9	15.5	46.6	51.9	57.7
男性 Male	180.3	6.4	48.0	54.0	60.0
女性 Female	253.6	9.1	45.7	51.0	56.1
工藝及有關人員、機台及 機器操作員及裝配員 Craft and related workers, plant and machine operators and assemblers	331.9	11.9	44.5	48.0	55.1
男性 Male	317.7	11.3	44.9	48.0	55.1
女性 Female	14.3	0.5	42.1	48.0	51.9
文書支援人員 Clerical support workers	478.3	17.1	40.6	42.5	45.7
男性 Male	124.4	4.4	40.6	43.8	48.0
女性 Female	353.8	12.6	40.6	42.2	45.7
經理、行政級人員、專業人員 及輔助專業人員 Managers and administrators, professionals and associate professionals	1 145.4	40.9	40.6	41.8	45.7
男性 Male	646.2	23.1	40.6	42.0	46.3
女性 Female	499.2	17.8	40.6	40.8	45.7
所有以上職業組別 All occupational groups above	2 800.4	100.0	40.6	45.2	51.5
男性 Male	1 488.5	53.2	40.6	46.2	54.0
女性 Female	1 311.8	46.8	40.6	44.3	48.9

註釋： (1) 每周工作時數的計算方法載列於附錄 II。

Note: (1) Please refer to Appendix II for the compilation method of weekly working hours.

**表 23 (甲) 2016年5月至6月按行業主類劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：所有僱員**  
**Table 23(a) Level and distribution of weekly working hours<sup>(1)</sup> analysed by industry section, May – Jun 2016 : All employees**

行業主類 Industry section	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number ('000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
製造 <sup>(2)</sup> Manufacturing <sup>(2)</sup>	81.6	2.7	42.0	46.7	49.9
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	16.4	0.5	35.5	40.6	48.0
建造 Construction	295.7	9.8	42.5	48.0	54.0
進出口貿易 Import and export trade	430.2	14.3	40.6	40.6	44.3
批發 Wholesale	38.7	1.3	40.6	44.3	48.0
零售 Retail trade	277.5	9.2	41.5	48.0	55.5
超級市場及便利店 <i>Supermarkets and convenience stores</i>	43.6	1.4	36.9	51.7	59.3
其他零售店 <i>Other retail stores</i>	233.9	7.8	42.0	48.0	55.4
陸路運輸 Land transport	133.7	4.4	39.7	48.0	60.0
其他運輸、倉庫、郵政及速遞服務 <sup>(3)</sup> Other transportation, storage, postal and courier services <sup>(3)</sup>	117.4	3.9	40.6	45.7	50.8
飲食 Restaurants	220.1	7.3	42.0	54.0	60.0
港式茶餐廳 <i>Hong Kong style tea cafes</i>	22.4	0.7	48.0	55.4	62.2
中式酒樓菜館 <i>Chinese restaurants</i>	72.6	2.4	51.0	57.0	62.3
非中式酒樓菜館 <i>Restaurants, other than Chinese</i>	70.7	2.3	45.0	54.0	60.0
快餐店 <sup>(4)</sup> <i>Fast food cafes<sup>(4)</sup></i>	54.4	1.8	24.0	41.6	54.0
住宿 <sup>(5)</sup> 及其他膳食服務活動 Accommodation <sup>(5)</sup> and other food service activities	51.4	1.7	44.3	48.0	52.6
資訊及通訊 Information and communications	107.9	3.6	40.6	40.6	45.7

**表 23 (甲) 2016年5月至6月按行業主類劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：所有僱員（續）**  
**Table 23(a) Level and distribution of weekly working hours<sup>(1)</sup> analysed by industry section, May – Jun 2016 : All employees (cont'd)**

行業主類 Industry section	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
金融及保險 Financing and insurance	218.9	7.3	39.3	40.6	45.7
地產活動 <sup>(6)</sup> Real estate activities <sup>(6)</sup>	39.5	1.3	40.6	44.3	47.0
物業管理、保安及清潔服務 Estate management, security and cleaning services	237.6	7.9	44.3	48.7	66.0
地產保養管理服務 Real estate maintenance management	109.5	3.6	48.0	54.0	69.2
保安服務 <sup>(7)</sup> Security services <sup>(7)</sup>	42.4	1.4	48.0	57.0	72.0
清潔服務 Cleaning services	69.8	2.3	40.3	48.0	54.0
會員制組織 <sup>(8)</sup> Membership organisations <sup>(8)</sup>	15.9	0.5	39.2	44.5	49.9
專業、科學及技術活動 Professional, scientific and technical activities	155.2	5.2	40.6	40.6	44.3
行政及支援服務活動 Administrative and support services activities	20.4	0.7	40.6	40.6	45.7
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	21.6	0.7	41.3	44.3	48.0
教育及公共行政（不包括政府） Education and public administration (excluding the Government)	198.4	6.6	36.0	40.6	44.7
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	138.8	4.6	40.6	44.3	48.0
雜項活動 Miscellaneous activities	96.1	3.2	43.5	48.0	54.0
安老院舍 Elderly homes	20.9	0.7	45.0	54.0	65.1
洗滌及乾洗服務 Laundry and dry cleaning services	5.3	0.2	40.6	48.0	54.0
理髮及其他個人服務 Hairdressing and other personal services	42.2	1.4	42.0	48.0	54.0

**表 23 (甲) 2016年5月至6月按行業主類劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：所有僱員 (續)**  
**Table 23(a) Level and distribution of weekly working hours<sup>(1)</sup> analysed by industry section, May – Jun 2016 : All employees (cont'd)**

行業主類 Industry section	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
本地速遞服務 Local courier services	5.0	0.2	40.6	44.3	49.4
食品處理及生產 Food processing and production	22.7	0.8	43.2	48.0	54.0
以上沒有分類的其他活動 Other activities not classified above	115.7	3.8	39.3	44.3	48.0
<b>所有以上行業主類 All industry sections above</b>	<b>3 012.9</b>	<b>100.0</b>	<b>40.6</b>	<b>44.3</b>	<b>50.8</b>

註釋：(1) 每周工作時數的計算方法載列於附錄 II。

Notes: (1) Please refer to Appendix II for the compilation method of weekly working hours.

(2) 不包括食品處理及生產。

(2) Excluding food processing and production.

(3) 不包括本地速遞服務。

(3) Excluding local courier services.

(4) 包括外賣店。

(4) Including takeaway shops.

(5) 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。

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

(6) 不包括地產保養管理服務。

(6) Excluding real estate maintenance management.

(7) 包括偵查活動以及建築物及園境護理服務。

(7) Including investigation activities and services to buildings and landscape care activities.

(8) 包括業主及租客立案法團和街坊福利會等。

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 23 (乙) 2016年5月至6月按行業主類劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：全職僱員**  
**Table 23(b) Level and distribution of weekly working hours<sup>(1)</sup> analysed by industry section, May – Jun 2016 : Full-time employees**

行業主類 Industry section	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
製造 <sup>(2)</sup> Manufacturing <sup>(2)</sup>	79.9	2.9	42.0	47.0	49.9
電力及燃氣供應；污水處理、廢棄物 管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	*	*	*	*	*
建造 Construction	284.4	10.2	44.3	48.0	54.0
進出口貿易 Import and export trade	414.5	14.8	40.6	40.8	44.3
批發 Wholesale	36.2	1.3	40.6	44.8	49.4
零售 Retail trade	242.5	8.7	44.3	51.0	56.8
超級市場及便利店 Supermarkets and convenience stores	34.5	1.2	48.0	54.0	60.0
其他零售店 Other retail stores	208.0	7.4	44.3	49.9	55.8
陸路運輸 Land transport	123.0	4.4	42.0	49.4	60.0
其他運輸、倉庫、郵政及速遞服務 <sup>(3)</sup> Other transportation, storage, postal and courier services <sup>(3)</sup>	115.5	4.1	40.6	45.7	50.8
飲食 Restaurants	183.1	6.5	49.9	54.1	60.2
港式茶餐廳 Hong Kong style tea cafes	20.7	0.7	51.0	57.0	63.0
中式酒樓菜館 Chinese restaurants	68.5	2.4	51.7	57.0	63.0
非中式酒樓菜館 Restaurants, other than Chinese	61.4	2.2	49.9	54.0	60.2
快餐店 <sup>(4)</sup> Fast food cafes <sup>(4)</sup>	32.5	1.2	46.3	54.0	55.0
住宿 <sup>(5)</sup> 及其他膳食服務活動 Accommodation <sup>(5)</sup> and other food service activities	48.6	1.7	45.7	48.5	53.3
資訊及通訊 Information and communications	105.8	3.8	40.6	40.6	45.7

**表 23 (乙) 2016年5月至6月按行業主類劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：全職僱員（續）**  
**Table 23(b) Level and distribution of weekly working hours<sup>(1)</sup> analysed by industry section, May – Jun 2016 : Full-time employees (cont'd)**

行業主類 Industry section	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
金融及保險 Financing and insurance	214.8	7.7	39.3	40.6	45.7
地產活動 <sup>(6)</sup> Real estate activities <sup>(6)</sup>	38.0	1.4	40.6	44.3	47.0
物業管理、保安及清潔服務 Estate management, security and cleaning services	218.3	7.8	48.0	51.0	66.0
地產保養管理服務 Real estate maintenance management	107.7	3.8	48.0	54.0	69.2
保安服務 <sup>(7)</sup> Security services <sup>(7)</sup>	41.1	1.5	48.0	57.2	72.0
清潔服務 Cleaning services	56.0	2.0	46.7	48.0	54.0
會員制組織 <sup>(8)</sup> Membership organisations <sup>(8)</sup>	13.6	0.5	42.0	45.7	54.0
專業、科學及技術活動 Professional, scientific and technical activities	149.3	5.3	40.6	40.6	44.3
行政及支援服務活動 Administrative and support services activities	19.3	0.7	40.6	40.6	45.7
旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	*	*	*	*	*
教育及公共行政（不包括政府） Education and public administration (excluding the Government)	168.2	6.0	39.6	40.6	45.0
人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	130.9	4.7	40.6	44.5	48.0
雜項活動 Miscellaneous activities	87.9	3.1	45.0	48.0	57.0
安老院舍 Elderly homes	*	*	*	*	*
洗滌及乾洗服務 Laundry and dry cleaning services	4.4	0.2	48.0	48.0	54.0
理髮及其他個人服務 Hairdressing and other personal services	38.5	1.4	45.0	48.0	54.0



**表 23 (乙) 2016年5月至6月按行業主類劃分的僱員每周工作時數<sup>(1)</sup>水平及分布：全職僱員（續）**  
**Table 23(b) Level and distribution of weekly working hours<sup>(1)</sup> analysed by industry section, May – Jun 2016 : Full-time employees (cont'd)**

行業主類 Industry section	僱員 Employees		每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>		
	人數 Number (‘000)	百分比 Percentage (%)	第二十五個 百分位數 25th percentile	第五十個 百分位數 50th percentile	第七十五個 百分位數 75th percentile
本地速遞服務 Local courier services	*	*	*	*	*
食品處理及生產 Food processing and production	20.1	0.7	46.5	49.9	54.6
以上沒有分類的其他活動 Other activities not classified above	102.9	3.7	40.6	44.8	48.2
<b>所有以上行業主類 All industry sections above</b>	<b>2 800.4</b>	<b>100.0</b>	<b>40.6</b>	<b>45.2</b>	<b>51.5</b>

註釋：(1) 每周工作時數的計算方法載列於附錄 II。

Notes: (1) Please refer to Appendix II for the compilation method of weekly working hours.

(2) 不包括食品處理及生產。

(2) Excluding food processing and production.

(3) 不包括本地速遞服務。

(3) Excluding local courier services.

(4) 包括外賣店。

(4) Including takeaway shops.

(5) 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。

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

(6) 不包括地產保養管理服務。

(6) Excluding real estate maintenance management.

(7) 包括偵查活動以及建築物及園境護理服務。

(7) Including investigation activities and services to buildings and landscape care activities.

(8) 包括業主及租客立案法團和街坊福利會等。

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 24 (甲) 2016年5月至6月按行業主類及每周工作時數<sup>(1)</sup>劃分的僱員人數：所有僱員**  
**Table 24(a) Number of employees analysed by industry section and weekly working hours<sup>(1)</sup>, May – Jun 2016 : All employees**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>				
		< 40	40 - < 44	44 - < 48	48 - < 52	52 - < 56
製造 <sup>(2)</sup>	81.6 (100.0)	8.0 (9.8)	18.3 (22.4)	18.0 (22.0)	22.8 (28.0)	6.6 (8.1)
電力及燃氣供應；污水處理、 廢棄物管理及污染防治活動	16.4 (100.0)	6.4 (38.7)	2.7 (16.4)	3.1 (19.0)	2.1 (12.5)	1.3 (8.0)
建造	295.7 (100.0)	28.3 (9.6)	50.5 (17.1)	39.8 (13.5)	75.4 (25.5)	54.9 (18.6)
進出口貿易	430.2 (100.0)	99.5 (23.1)	198.0 (46.0)	84.2 (19.6)	38.3 (8.9)	6.5 (1.5)
批發	38.7 (100.0)	4.8 (12.3)	11.6 (30.0)	7.8 (20.1)	7.2 (18.7)	4.4 (11.2)
零售	277.5 (100.0)	54.2 (19.5)	29.1 (10.5)	37.1 (13.4)	49.7 (17.9)	44.1 (15.9)
超級市場及便利店	43.6 (100.0)	13.6 (31.2)	1.5 (3.4)	1.8 (4.2)	5.4 (12.4)	8.6 (19.8)
其他零售店	233.9 (100.0)	40.6 (17.4)	27.6 (11.8)	35.2 (15.1)	44.3 (19.0)	35.5 (15.2)
陸路運輸	133.7 (100.0)	35.7 (26.7)	13.8 (10.3)	10.8 (8.1)	16.0 (11.9)	13.2 (9.9)
其他運輸、倉庫、郵政及 速遞服務 <sup>(3)</sup>	117.4 (100.0)	16.4 (14.0)	26.7 (22.7)	23.2 (19.8)	27.8 (23.6)	11.2 (9.6)
飲食	220.1 (100.0)	47.3 (21.5)	11.3 (5.1)	6.6 (3.0)	26.8 (12.2)	44.2 (20.1)
港式茶餐廳	22.4 (100.0)	2.6 (11.6)	1.1 (4.8)	0.7 (3.1)	2.6 (11.6)	4.7 (20.9)
中式酒樓菜館	72.6 (100.0)	5.8 (8.0)	3.7 (5.1)	2.1 (2.9)	10.0 (13.8)	12.4 (17.0)
非中式酒樓菜館	70.7 (100.0)	14.4 (20.3)	2.3 (3.3)	2.7 (3.8)	8.4 (11.9)	16.0 (22.6)
快餐店 <sup>(4)</sup>	54.4 (100.0)	24.6 (45.1)	4.2 (7.7)	1.2 (2.2)	5.8 (10.6)	11.1 (20.4)
住宿 <sup>(5)</sup> 及其他膳食服務活動	51.4 (100.0)	3.9 (7.7)	5.9 (11.5)	12.1 (23.5)	16.2 (31.5)	8.1 (15.8)
資訊及通訊	107.9 (100.0)	17.1 (15.8)	56.9 (52.7)	15.1 (14.0)	13.8 (12.8)	3.4 (3.2)
金融及保險	218.9 (100.0)	67.0 (30.6)	88.8 (40.5)	51.6 (23.6)	7.9 (3.6)	1.3 (0.6)
地產活動 <sup>(6)</sup>	39.5 (100.0)	7.2 (18.3)	11.9 (30.0)	11.5 (29.3)	3.7 (9.3)	1.4 (3.5)

每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>					Industry section
56 - < 60	60 - < 64	64 - < 68	68 - < 72	≥ 72	
1.7 (2.1)	3.1 (3.8)	2.1 (2.6)	* *	* *	Manufacturing <sup>(2)</sup>
* *	0.6 (3.8)	* *	* *	* *	Electricity and gas supply; sewerage, waste management and remediation activities
13.6 (4.6)	9.6 (3.2)	11.7 (4.0)	6.4 (2.2)	5.5 (1.9)	Construction
0.6 (0.1)	2.0 (0.5)	0.6 (0.1)	* *	* *	Import and export trade
1.3 (3.3)	1.0 (2.7)	* *	* *	* *	Wholesale
19.4 (7.0)	32.4 (11.7)	6.3 (2.3)	1.4 (0.5)	3.7 (1.3)	Retail trade
2.0 (4.7)	7.7 (17.7)	1.2 (2.7)	0.6 (1.3)	1.1 (2.6)	<i>Supermarkets and convenience stores</i>
17.4 (7.4)	24.7 (10.5)	5.1 (2.2)	0.9 (0.4)	2.5 (1.1)	<i>Other retail stores</i>
6.3 (4.7)	16.1 (12.1)	10.0 (7.5)	9.6 (7.2)	2.2 (1.6)	Land transport
4.7 (4.0)	3.3 (2.8)	* *	* *	2.9 (2.5)	Other transportation, storage, postal and courier services <sup>(3)</sup>
13.5 (6.1)	42.5 (19.3)	17.8 (8.1)	5.2 (2.4)	4.8 (2.2)	Restaurants
1.3 (5.8)	7.9 (35.3)	1.3 (5.6)	* *	* *	<i>Hong Kong style tea cafes</i>
5.1 (7.0)	17.9 (24.7)	11.5 (15.8)	1.8 (2.5)	2.4 (3.2)	<i>Chinese restaurants</i>
4.9 (7.0)	13.9 (19.7)	4.0 (5.7)	2.9 (4.1)	1.2 (1.7)	<i>Restaurants, other than Chinese</i>
2.1 (3.9)	2.8 (5.1)	1.0 (1.9)	* *	* *	<i>Fast food cafes</i> <sup>(4)</sup>
2.2 (4.3)	1.8 (3.5)	0.9 (1.8)	* *	* *	Accommodation <sup>(5)</sup> and other food service activities
1.2 (1.1)	* *	* *	* *	* *	Information and communications
0.7 (0.3)	0.8 (0.3)	0.5 (0.2)	* *	* *	Financing and insurance
3.0 (7.6)	* *	* *	* *	* *	Real estate activities <sup>(6)</sup>

**表 24 (甲) 2016年5月至6月按行業主類及每周工作時數<sup>(1)</sup>劃分的僱員人數：所有僱員 (續)**  
**Table 24(a) Number of employees analysed by industry section and weekly working hours<sup>(1)</sup>, May – Jun 2016 : All employees (cont'd)**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>				
		< 40	40 - < 44	44 - < 48	48 - < 52	52 - < 56
物業管理、保安及清潔服務	237.6 (100.0)	26.8 (11.3)	25.0 (10.5)	16.8 (7.1)	60.4 (25.4)	21.6 (9.1)
地產保養管理服務	109.5 (100.0)	3.9 (3.6)	11.8 (10.8)	9.8 (9.0)	25.5 (23.3)	4.9 (4.4)
保安服務 <sup>(7)</sup>	42.4 (100.0)	1.5 (3.6)	2.3 (5.4)	0.6 (1.3)	10.8 (25.4)	* *
清潔服務	69.8 (100.0)	16.9 (24.2)	8.3 (11.9)	3.8 (5.4)	21.3 (30.5)	12.4 (17.8)
會員制組織 <sup>(8)</sup>	15.9 (100.0)	4.4 (27.7)	2.6 (16.2)	2.7 (16.7)	2.8 (17.4)	* *
專業、科學及技術活動	155.2 (100.0)	36.1 (23.2)	79.3 (51.1)	22.7 (14.6)	10.2 (6.5)	2.3 (1.5)
行政及支援服務活動	20.4 (100.0)	3.3 (16.0)	11.3 (55.3)	2.4 (11.8)	2.0 (9.9)	1.0 (5.1)
旅行代理、代訂服務及相關活動	21.6 (100.0)	2.2 (10.3)	5.5 (25.4)	7.8 (36.1)	2.8 (13.0)	2.3 (10.4)
教育及公共行政 (不包括政府)	198.4 (100.0)	82.1 (41.4)	53.2 (26.8)	37.0 (18.6)	20.0 (10.1)	4.4 (2.2)
人類保健活動；以及美容及美體護理	138.8 (100.0)	29.7 (21.4)	20.5 (14.8)	41.7 (30.1)	30.5 (21.9)	9.8 (7.0)
雜項活動	96.1 (100.0)	12.1 (12.6)	12.6 (13.1)	12.1 (12.6)	22.8 (23.8)	14.0 (14.5)
安老院舍	20.9 (100.0)	1.3 (6.3)	1.4 (6.9)	3.8 (18.0)	2.9 (14.0)	2.6 (12.4)
洗滌及乾洗服務	5.3 (100.0)	1.3 (23.9)	* *	* *	1.7 (31.2)	* *
理髮及其他個人服務	42.2 (100.0)	4.7 (11.0)	7.9 (18.7)	4.3 (10.2)	11.6 (27.4)	6.5 (15.5)
本地速遞服務	5.0 (100.0)	0.9 (17.0)	* *	* *	0.9 (18.7)	* *
食品處理及生產	22.7 (100.0)	4.0 (17.8)	1.8 (8.1)	2.3 (10.0)	5.7 (25.3)	3.9 (17.4)
以上沒有分類的其他活動	115.7 (100.0)	32.5 (28.1)	22.5 (19.5)	21.7 (18.8)	22.0 (19.0)	7.7 (6.6)
<b>所有以上行業主類</b>	<b>3 012.9 (100.0)</b>	<b>620.6 (20.6)</b>	<b>755.3 (25.1)</b>	<b>483.2 (16.0)</b>	<b>478.2 (15.9)</b>	<b>263.7 (8.8)</b>

註釋：括號內數字顯示佔個別行業主類的僱員人數的百分比。

(1) 每周工作時數的計算方法載列於附錄II。

(2) 不包括食品處理及生產。

(3) 不包括本地速遞服務。

(4) 包括外賣店。

(5) 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。

(6) 不包括地產保養管理服務。

(7) 包括偵查活動以及建築物及園境護理服務。

(8) 包括業主及住客立案法團和街坊福利會等。

每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>					Industry section
56 - < 60	60 - < 64	64 - < 68	68 - < 72	≥ 72	
7.2 (3.0)	4.2 (1.8)	27.8 (11.7)	8.2 (3.4)	39.7 (16.7)	Estate management, security and cleaning services
*	*	21.2 (19.4)	6.5 (6.0)	25.3 (23.1)	<i>Real estate maintenance management</i>
3.4 (8.1)	*	5.0 (11.9)	1.5 (3.6)	12.3 (29.1)	<i>Security services</i> <sup>(7)</sup>
3.1 (4.4)	2.3 (3.2)	*	*	1.2 (1.7)	<i>Cleaning services</i>
*	0.8 (5.0)	*	*	0.8 (4.9)	<i>Membership organisations</i> <sup>(8)</sup>
1.0 (0.7)	3.2 (2.0)	*	*	*	Professional, scientific and technical activities
*	*	*	*	*	Administrative and support services activities
*	*	*	*	*	Travel agency, reservation service and related activities
1.0 (0.5)	0.6 (0.3)	*	*	*	Education and public administration (excluding the Government)
3.5 (2.5)	1.5 (1.1)	1.1 (0.8)	*	*	Human health activities; and beauty and body prettifying treatment
3.9 (4.1)	9.7 (10.1)	3.8 (4.0)	1.6 (1.7)	3.5 (3.6)	Miscellaneous activities
*	3.1 (15.0)	1.9 (9.2)	*	3.1 (15.0)	<i>Elderly homes</i>
*	*	*	*	*	<i>Laundry and dry cleaning services</i>
1.8 (4.3)	4.0 (9.5)	0.9 (2.2)	*	*	<i>Hairdressing and other personal services</i>
*	*	*	*	*	<i>Local courier services</i>
1.4 (6.1)	2.2 (9.6)	0.6 (2.8)	*	*	<i>Food processing and production</i>
2.9 (2.5)	3.8 (3.3)	*	*	1.8 (1.5)	Other activities not classified above
<b>88.4 (2.9)</b>	<b>137.3 (4.6)</b>	<b>85.7 (2.8)</b>	<b>34.8 (1.2)</b>	<b>65.8 (2.2)</b>	<b>All industry sections above</b>

Notes: Figures in brackets denote the percentage shares of employees in the respective industry sections.

(1) Please refer to Appendix II for the compilation method of weekly working hours.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

**表 24 (乙) 2016年5月至6月按行業主類及每周工作時數<sup>(1)</sup>劃分的僱員人數：全職僱員**  
**Table 24(b) Number of employees analysed by industry section and weekly working hours<sup>(1)</sup>, May – Jun 2016 : Full-time employees**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>				
		< 40	40 - < 44	44 - < 48	48 - < 52	52 - < 56
製造 <sup>(2)</sup>	79.9 (100.0)	6.3 (7.9)	18.3 (22.9)	18.0 (22.5)	22.8 (28.5)	6.6 (8.3)
電力及燃氣供應；污水處理、 廢棄物管理及污染防治活動	* *	* *	* *	* *	* *	* *
建造	284.4 (100.0)	17.7 (6.2)	50.0 (17.6)	39.8 (14.0)	75.3 (26.5)	54.9 (19.3)
進出口貿易	414.5 (100.0)	83.8 (20.2)	198.0 (47.8)	84.2 (20.3)	38.3 (9.2)	6.5 (1.6)
批發	36.2 (100.0)	2.3 (6.2)	11.6 (32.1)	7.8 (21.5)	7.2 (20.0)	4.4 (12.0)
零售	242.5 (100.0)	19.4 (8.0)	29.1 (12.0)	37.0 (15.3)	49.7 (20.5)	44.1 (18.2)
超級市場及便利店	34.5 (100.0)	4.6 (13.3)	1.5 (4.3)	1.8 (5.3)	5.4 (15.6)	8.6 (24.9)
其他零售店	208.0 (100.0)	14.8 (7.1)	27.6 (13.3)	35.2 (16.9)	44.3 (21.3)	35.5 (17.1)
陸路運輸	123.0 (100.0)	25.0 (20.4)	13.7 (11.2)	10.8 (8.8)	16.0 (13.0)	13.2 (10.7)
其他運輸、倉庫、郵政及 速遞服務 <sup>(3)</sup>	115.5 (100.0)	14.5 (12.6)	26.7 (23.1)	23.2 (20.1)	27.8 (24.0)	11.2 (9.7)
飲食	183.1 (100.0)	11.0 (6.0)	10.9 (6.0)	6.4 (3.5)	26.6 (14.5)	44.2 (24.1)
港式茶餐廳	20.7 (100.0)	0.9 (4.5)	1.1 (5.2)	0.7 (3.3)	2.6 (12.5)	4.7 (22.6)
中式酒樓菜館	68.5 (100.0)	1.7 (2.5)	3.7 (5.3)	2.1 (3.0)	10.0 (14.6)	12.4 (18.1)
非中式酒樓菜館	61.4 (100.0)	5.1 (8.2)	2.3 (3.8)	2.7 (4.3)	8.4 (13.7)	16.0 (26.0)
快餐店 <sup>(4)</sup>	32.5 (100.0)	3.4 (10.3)	3.9 (11.9)	1.0 (3.0)	5.6 (17.3)	11.1 (34.2)
住宿 <sup>(5)</sup> 及其他膳食服務活動	48.6 (100.0)	1.1 (2.4)	5.9 (12.2)	12.1 (24.8)	16.2 (33.4)	8.1 (16.7)
資訊及通訊	105.8 (100.0)	15.1 (14.2)	56.9 (53.7)	15.1 (14.3)	13.8 (13.1)	3.4 (3.2)
金融及保險	214.8 (100.0)	63.3 (29.5)	88.8 (41.3)	51.3 (23.9)	7.8 (3.6)	1.3 (0.6)
地產活動 <sup>(6)</sup>	38.0 (100.0)	5.7 (15.1)	11.8 (31.2)	11.5 (30.4)	3.7 (9.6)	1.4 (3.7)

					Number of employees ('000)
每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>					
56 - < 60	60 - < 64	64 - < 68	68 - < 72	≥ 72	Industry section
1.7 (2.2)	3.1 (3.9)	2.1 (2.6)	* *	* *	Manufacturing <sup>(2)</sup>
* *	* *	* *	* *	* *	Electricity and gas supply; sewerage, waste management and remediation activities
13.6 (4.8)	9.5 (3.3)	11.7 (4.1)	6.4 (2.2)	5.5 (1.9)	Construction
0.6 (0.1)	2.0 (0.5)	0.6 (0.2)	* *	* *	Import and export trade
1.3 (3.5)	1.0 (2.8)	* *	* *	* *	Wholesale
19.4 (8.0)	32.4 (13.4)	6.3 (2.6)	1.4 (0.6)	3.7 (1.5)	Retail trade
2.0 (5.9)	7.7 (22.3)	1.2 (3.4)	0.6 (1.6)	1.1 (3.3)	<i>Supermarkets and convenience stores</i>
17.4 (8.3)	24.7 (11.9)	5.1 (2.5)	0.9 (0.4)	2.5 (1.2)	<i>Other retail stores</i>
6.3 (5.1)	16.1 (13.1)	10.0 (8.1)	9.6 (7.8)	2.2 (1.8)	Land transport
4.7 (4.0)	3.3 (2.9)	* *	* *	2.9 (2.5)	Other transportation, storage, postal and courier services <sup>(3)</sup>
13.5 (7.4)	42.5 (23.2)	17.8 (9.7)	5.2 (2.9)	4.8 (2.6)	Restaurants
1.3 (6.3)	7.9 (38.1)	1.3 (6.1)	* *	* *	<i>Hong Kong style tea cafes</i>
5.1 (7.4)	17.9 (26.2)	11.5 (16.8)	1.8 (2.7)	2.4 (3.4)	<i>Chinese restaurants</i>
4.9 (8.0)	13.9 (22.7)	4.0 (6.5)	2.9 (4.7)	1.2 (1.9)	<i>Restaurants, other than Chinese</i>
2.1 (6.6)	2.8 (8.6)	1.0 (3.2)	* *	* *	<i>Fast food cafes</i> <sup>(4)</sup>
2.2 (4.6)	1.8 (3.7)	0.9 (1.9)	* *	* *	Accommodation <sup>(5)</sup> and other food service activities
1.2 (1.1)	* *	* *	* *	* *	Information and communications
0.7 (0.3)	0.7 (0.3)	0.5 (0.2)	* *	* *	Financing and insurance
3.0 (7.9)	* *	* *	* *	* *	Real estate activities <sup>(6)</sup>

**表 24 (乙) 2016年5月至6月按行業主類及每周工作時數<sup>(1)</sup>劃分的僱員人數：全職僱員 (續)**  
**Table 24(b) Number of employees analysed by industry section and weekly working hours<sup>(1)</sup>, May – Jun 2016 : Full-time employees (cont'd)**

僱員人數 ('000)

行業主類	僱員人數 Number of employees	每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>				
		< 40	40 - < 44	44 - < 48	48 - < 52	52 - < 56
物業管理、保安及清潔服務	218.3 (100.0)	7.6 (3.5)	24.8 (11.4)	16.8 (7.7)	60.4 (27.7)	21.6 (9.9)
地產保養管理服務	107.7 (100.0)	2.1 (1.9)	11.8 (11.0)	9.8 (9.1)	25.5 (23.7)	4.9 (4.5)
保安服務 <sup>(7)</sup>	41.1 (100.0)	* *	2.2 (5.5)	0.6 (1.4)	10.8 (26.3)	* *
清潔服務	56.0 (100.0)	3.2 (5.8)	8.2 (14.6)	3.8 (6.8)	21.3 (38.1)	12.4 (22.2)
會員制組織 <sup>(8)</sup>	13.6 (100.0)	* *	2.6 (19.0)	2.7 (19.6)	2.8 (20.4)	* *
專業、科學及技術活動	149.3 (100.0)	30.1 (20.2)	79.3 (53.2)	22.7 (15.2)	10.2 (6.8)	2.3 (1.6)
行政及支援服務活動	19.3 (100.0)	2.2 (11.4)	11.3 (58.3)	2.4 (12.5)	2.0 (10.5)	1.0 (5.4)
旅行代理、代訂服務及相關活動	* *	* *	* *	* *	* *	* *
教育及公共行政 (不包括政府)	168.2 (100.0)	51.8 (30.8)	53.2 (31.7)	37.0 (22.0)	20.0 (11.9)	4.4 (2.6)
人類保健活動；以及美容及美體護理	130.9 (100.0)	21.8 (16.6)	20.5 (15.7)	41.7 (31.9)	30.5 (23.3)	9.8 (7.5)
雜項活動	87.9 (100.0)	3.9 (4.5)	12.6 (14.3)	12.1 (13.7)	22.8 (26.0)	14.0 (15.9)
安老院舍	* *	* *	* *	* *	* *	* *
洗滌及乾洗服務	4.4 (100.0)	* *	* *	* *	1.7 (37.7)	* *
理髮及其他個人服務	38.5 (100.0)	1.0 (2.6)	7.9 (20.5)	4.3 (11.1)	11.6 (30.0)	6.5 (17.0)
本地速遞服務	* *	* *	* *	* *	* *	* *
食品處理及生產	20.1 (100.0)	1.4 (7.0)	1.8 (9.1)	2.3 (11.3)	5.7 (28.7)	3.9 (19.6)
以上沒有分類的其他活動	102.9 (100.0)	19.7 (19.1)	22.5 (21.9)	21.7 (21.1)	22.0 (21.4)	7.7 (7.5)
<b>所有以上行業主類</b>	<b>2 800.4 (100.0)</b>	<b>410.3 (14.7)</b>	<b>754.2 (26.9)</b>	<b>482.6 (17.2)</b>	<b>477.9 (17.1)</b>	<b>263.7 (9.4)</b>

註釋：括號內數字顯示佔個別行業主類的僱員人數的百分比。

- (1) 每周工作時數的計算方法載列於附錄II。
- (2) 不包括食品處理及生產。
- (3) 不包括本地速遞服務。
- (4) 包括外賣店。
- (5) 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。
- (6) 不包括地產保養管理服務。
- (7) 包括偵查活動以及建築物及園境護理服務。
- (8) 包括業主及住客立案法團和街坊福利會等。



					Number of employees ('000)
每周工作時數 <sup>(1)</sup> Weekly working hours <sup>(1)</sup>					
56 - < 60	60 - < 64	64 - < 68	68 - < 72	≥ 72	Industry section
7.2 (3.3)	4.2 (1.9)	27.8 (12.8)	8.2 (3.7)	39.7 (18.2)	Estate management, security and cleaning services
*	*	21.2 (19.7)	6.5 (6.1)	25.3 (23.5)	<i>Real estate maintenance management</i>
3.4 (8.4)	*	5.0 (12.3)	1.5 (3.8)	12.3 (30.0)	<i>Security services</i> <sup>(7)</sup>
3.1 (5.5)	2.3 (4.0)	*	*	1.2 (2.2)	<i>Cleaning services</i>
*	0.8 (5.8)	*	*	0.8 (5.8)	<i>Membership organisations</i> <sup>(8)</sup>
1.0 (0.7)	3.2 (2.1)	*	*	*	Professional, scientific and technical activities
*	*	*	*	*	Administrative and support services activities
*	*	*	*	*	Travel agency, reservation service and related activities
1.0 (0.6)	0.6 (0.4)	*	*	*	Education and public administration (excluding the Government)
3.5 (2.7)	1.5 (1.1)	1.1 (0.8)	*	*	Human health activities; and beauty and body prettifying treatment
3.9 (4.4)	9.7 (11.0)	3.8 (4.3)	1.6 (1.8)	3.5 (4.0)	Miscellaneous activities
*	*	*	*	*	<i>Elderly homes</i>
*	*	*	*	*	<i>Laundry and dry cleaning services</i>
1.8 (4.8)	4.0 (10.4)	0.9 (2.4)	*	*	<i>Hairdressing and other personal services</i>
*	*	*	*	*	<i>Local courier services</i>
1.4 (6.9)	2.2 (10.9)	0.6 (3.2)	*	*	<i>Food processing and production</i>
2.9 (2.8)	3.8 (3.7)	*	*	1.8 (1.7)	Other activities not classified above
<b>88.3 (3.2)</b>	<b>137.2 (4.9)</b>	<b>85.7 (3.1)</b>	<b>34.7 (1.2)</b>	<b>65.8 (2.4)</b>	<b>All industry sections above</b>

Notes: Figures in brackets denote the percentage shares of employees in the respective industry sections.

(1) Please refer to Appendix II for the compilation method of weekly working hours.

(2) Excluding food processing and production.

(3) Excluding local courier services.

(4) Including takeaway shops.

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

(6) Excluding real estate maintenance management.

(7) Including investigation activities and services to buildings and landscape care activities.

(8) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

## IV. 統計調查方法

### 有關法例

**4.1** 自 2010 年起，「收入及工時按年統計調查」根據《普查及統計條例》（第 316 章）第 III 部進行，屬於強制性統計調查。上述條例規定，個別機構單位提供的資料必須嚴加保密，政府統計處只會發表不顯示個別機構單位情況的整體資料。

### 統計調查範圍

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

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

**4.4** 統計調查涵蓋所有業務事業單位（由所有歸類為同一行業及擁有相同的商業登記號碼首 7 位數字的機構單位組合而成），不論其行業及就業人數規模，除從事農業、林業及漁業（即屬於「香港標準行業分類 2.0 版」的

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### Legislation

**4.1** The AEHS has been conducted as a mandatory survey under Part III of the Census and Statistics Ordinance (Chapter 316) since 2010. The Ordinance stipulates that the collected information relating to individual establishments must be kept in strict confidence. Only aggregate information, which does not reveal details of individual establishments, would be released.

### Survey coverage

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

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

**4.4** The survey covers all business undertakings (formed by grouping all establishments classified under the same industry and with the same first 7 digits of Business Registration Number), irrespective of their employment sizes and industries, except those engaged

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行業主類 A) 的業務事業單位外。具體而言，統計調查涵蓋下列的行業：

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

**4.5** 所有在上述行業的業務事業單位並為《最低工資條例》涵蓋的僱員，均包括在統計調查的涵蓋範圍內。

### 統計期

**4.6** 「2016 年收入及工時按年統計調查」搜集 2016 年 5 月至 6 月的資料。

### 樣本設計

**4.7** 「收入及工時按年統計調查」採用二階段分層抽樣的設計。分層抽樣是一種科學化的抽選樣本方法。統計調查總體會被分成多個組別，稱為「分層」，而每個分層是互不重疊的，即總體內每一單位只歸屬一個分層，然後在每個分層內進行抽樣。分層的一個主要優點

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in agriculture, forestry and fishing activities (i.e. those classified to the HSIC V2.0 industry section A). Specifically, the following industries are covered:

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

**4.5** All employees of business undertakings in the above industries and who are covered under the Minimum Wage Ordinance fall within the scope of the survey.

### Survey reference period

**4.6** Data collected in the 2016 AEHS refer to May – June 2016.

### Sample design

**4.7** A 2-stage stratified sample design was adopted in the AEHS. Stratified sampling is a scientific method of selecting sample. The survey population is divided into groups called “strata”. The strata are mutually exclusive, i.e. every unit in the population is assigned to only one stratum. A sample is then drawn

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是通過適當地構建的分層，可使每個分層內的單位的一致性增加，達致提高調查結果的精確度的效果。

**4.8** 在統計調查第一階段的抽樣，統計調查總體（即由機構單位記錄庫內的機構單位組合而成的業務事業單位）按行業及就業人數劃分成多個分層，並從每個分層內按指定的抽選比率抽選業務事業單位作隨機樣本。選用業務事業單位的行業及就業人數作分層的準則，是由於政府統計處過往進行的機構統計調查的經驗顯示，使用適當的行業及就業人數分類，可增加各分層內的業務事業單位的一致性，從而提高統計調查結果的精確度。此外，有關的分層方法有助編製及分析從事不同行業類別及不同規模的業務事業單位的數據。獲抽選作為「2016 年收入及工時按年統計調查」樣本的業務事業單位共 10 020 間。

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

### 資料搜集及處理

**4.10** 為減輕獲抽選的業務事業單位的填報負擔，在進行第一階段的抽樣時，政府統計處抽選了兩個業務事業單位數目相若的獨立子樣本（兩個子樣本合共包括 10 020 間業務事業單位），然後要求各子樣本內的獲抽選業務

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from within each stratum. A major advantage of stratification is that precision of the survey results will be enhanced if strata are properly constructed such that a greater degree of homogeneity within strata is achieved.

**4.8** In the first stage of sample selection, the survey population (i.e. business undertakings formed from the establishments in CRE) was classified into a number of strata in accordance with their industry and employment size, and a random sample of business undertakings was selected from each stratum in accordance with the pre-set selection fraction. Industry and employment size were used as stratification factors as experience from other surveys on establishments conducted by C&SD indicated that using these two factors with proper categorisation could achieve a greater degree of homogeneity within strata, thus enhancing the precision of the survey results. The stratification could also facilitate data compilation and analysis for business undertakings in different industry groups and employment size groups. Altogether 10 020 business undertakings were selected for enumeration in the 2016 round of AEHS.

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

### Data collection and processing

**4.10** To reduce the reporting burden of the sampled business undertakings, two independent sub-samples of approximately equal size were drawn, each for May and June 2016 (so that the total sample size for all two sub-samples was 10 020 business undertakings) in the

## IV. 統計調查方法

事業單位提供指定月份的資料，即分別為 2016 年 5 月及 6 月的資料。由於統計調查每個月的樣本都是隨機及獨立抽選的，所以搜集得的資料可準確反映該月的整體情況，而且兩個月的子樣本所搜集得的數據可以結合起來，以準確反映 2016 年 5 月至 6 月的整體情況。

**4.11** 上述方法在統計學上可同時達致兩項目的，一方面讓受訪業務事業單位不用提供整個統計期內兩個月的資料，以減輕它們的填報負擔，另一方面使政府統計處可獲取兩個月的資料，從而減少不同月份間的工資波動所帶來的影響。

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

**4.13** 統計調查問卷及註釋分別於 2016 年 6 月初及 7 月初郵寄予獲抽選提供 5 月及 6 月資料的業務事業單位。此外，政府統計處亦製備問卷的電子版本，以供索取應用。外勤人員探訪獲抽選的業務事業單位，解釋統計調查的要求，協助受訪者抽選僱員作資料搜集，並搜集個別獲抽選僱員的工資、就業及人口特徵資料。截至資料搜集期完結時，在 10 020 間獲抽選的業務事業單位中，屬統計調查涵蓋範圍內並成功訪問的業務事業單位有 9 170 間，共搜集得約 60 000 名僱員的資料，回應率為 90%。

## IV. Survey Methodology

first stage of sample selection. The sampled business undertakings in each sub-sample were asked to provide data for the specific month. Because the sample for each month was selected randomly and independently, the data collected from each of them would be representative of the overall situation in that month and could be combined to provide an unbiased picture of the overall situation over May – June of 2016.

**4.11** The above method is statistically sound in achieving the dual purpose, i.e. on the one hand it helps reduce the data reporting efforts of the sampled business undertakings which would otherwise have to provide data for the entire 2-month period covered by the survey reference period and on the other hand, it enables C&SD to obtain data for a period of two months such that month-to-month fluctuations in wage payments could be smoothed out.

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

**4.13** The survey questionnaire together with the explanatory notes were mailed to the business undertakings selected to provide May and June data in early June and early July 2016 respectively. An electronic template of the questionnaire was also available upon request. Field officers paid visits to individual business undertakings to explain the survey requirements, assist the respondents in selecting employees for enumeration, and to collect wage, employment and demographic information pertaining to the selected employees. By the end of the data collection period, among the 10 020 business undertakings selected, 9 170 business undertakings which fell within the scope of the survey were successfully enumerated and data in respect of some 60 000 employees were collected. The response rate was 90%.

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

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

**4.16** 除了第 4.14 及 4.15 段提及的各項審核程序外，政府統計處亦從已填妥的問卷中，隨機抽選 6%，安排另一隊外勤職員向有關業務事業單位覆核問卷的資料，以進一步確保從統計調查搜集得的數據的素質。

### 估計的可靠性

**4.17** 「收入及工時按年統計調查」的結果受抽樣誤差和非抽樣誤差的影響。本報告所載的估値是根據一個特定樣本所得的資料編製。以同樣的抽樣方式，可抽選出許多大小相同的樣本，而是項統計調查的樣本為這眾多樣本的其中之一，不同樣本得出的估値可能互有差異。抽樣誤差是計算這些差異的統計數量，可用以量度從一個特定樣本所得的估値，在估計總體數據方面的精確程度。

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

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

**4.16** As a further step to assure the quality of the data collected, 6% of the completed questionnaires had been randomly selected for verification by a separate field team with the business undertakings concerned, in addition to the various types of checking as mentioned in paragraphs 4.14 and 4.15.

### Reliability of the estimates

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

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

**4.19** 本報告所載列的主要變數估值的離中系數如下：

變數 <u>Variable</u>	估計 <u>Estimate</u>	離中系數 <u>CV (%)</u>
每小時工資第25個百分位數 25 <sup>th</sup> percentile hourly wage	\$46.2	1.26
每小時工資中位數 Median hourly wage	\$65.4	1.60
每小時工資第75個百分位數 75 <sup>th</sup> percentile hourly wage	\$103.9	2.77

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

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

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### Terms and definitions

#### 僱員

**1** 「2016 年收入及工時按年統計調查」包括所有為《最低工資條例》涵蓋的僱員。具體而言，《最低工資條例》涵蓋所有僱員，但下列人士則除外：

- (i) 僱主家屬並與僱主同住的僱員；
- (ii) 《往香港以外地方就業合約條例》所界定的僱員；
- (iii) 根據《商船（海員）條例》所指的船員協議而服務的人，或在並非於香港註冊的船上服務的人；
- (iv) 根據《學徒制度條例》註冊的學徒訓練合約的學徒；
- (v) 《最低工資條例》所豁免的實習學員或工作經驗學員；
- (vi) 留宿家庭傭工；以及
- (vii) 政府僱員。

**2** 統計調查搜集僱員下列的人口及就業特徵作分析用途：

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

#### Employees

**1** The 2016 AEHS covers all employees under the coverage of the Minimum Wage Ordinance. Specifically, the Minimum Wage Ordinance applies to all employees with the following exceptions:

- (i) A family member who lives in the same dwelling as the employer;
- (ii) An employee as defined in the Contracts for Employment Outside Hong Kong Ordinance;
- (iii) A person serving under a crew agreement under the Merchant Shipping (Seafarers) Ordinance, or on board a ship which is not registered in Hong Kong;
- (iv) An apprentice whose contract of apprenticeship has been registered under the Apprenticeship Ordinance;
- (v) A student intern or a work experience student as exempted by the Minimum Wage Ordinance;
- (vi) Live-in domestic workers; and
- (vii) Government employees.

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

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



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3 **教育程度**指僱員已完成的最高教育水平。

4 **行業**指統計期內僱員工作的業務事業單位的經濟活動類別。有關分類按照「香港標準行業分類 2.0 版」。行業列表載於附錄 III。

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

- (i) 非技術工人：主要使用手提工具，並通常需要體力勞動，以進行簡單及常規性的工作。包括清潔工、保安員、樓宇管理員、信差、派遞員、速遞員、洗碟工、貨運工人、電梯操作員、雜工、包裝工人，以及卡片／傳單派發人員。
- (ii) 服務工作及銷售人員：提供與旅遊、餐飲服務，及個人護理有關的個人服務；或在批發或零售店鋪，以及相類似的店鋪，和在貨攤及市場示範及銷售貨品。包括空中服務員及導遊、廚師及侍應生、護理員、理髮師及美容師、個人服務人員、批發及零售商店銷售人員，以及店員。
- (iii) 工藝及有關人員、機台及機器操作員及裝配員：工藝及有關人員的主要職責包括提取及處理原料；製造及修理貨物；以及建設、保養及修葺道路、建築物及機械。包括砌磚工人；木匠及其他建造業工人；機械、電器及電子儀器技工；珠寶工人及手錶製造工人。

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

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

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

- (i) Elementary occupations: mainly use hand-held tools and often some physical effort to carry out simple and routine tasks. Include cleaners; security guards; building caretakers; messengers; delivery workers; couriers; dishwashers; freight handlers; lift operators; labourers/general workers; hand packers; and card/pamphlet distributors.
- (ii) Service and sales workers: provide personal services related to travel, catering, personal care; or demonstrate and sell goods in wholesale or retail shops and similar establishments, as well as at stalls and on markets. Include flight attendants and travel guides; cooks and waiters; care workers; hairdressers and beauticians; personal services workers; wholesale and retail sales persons in shops; and shop assistants.
- (iii) Craft and related workers, plant and machine operators and assemblers: Major duties of craft and related workers are to extract and treat raw materials; to manufacture and repair goods; or construct, maintain and repair roads, structures and machinery. Include bricklayers, carpenters and other construction workers; machinery, electric

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機台及機器操作員及裝配員的主要職責包括操作車輛及其他的機動設備；控制及監察工業用機台及機械的運作；以及根據嚴格的規則及程序將部件裝配成製品。包括司機；食品處理機器操作員；印刷機操作員；以及生產紡織、橡膠及塑膠製品的機器操作員。

and electronic instrument mechanics; jewellery workers and watch makers.

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

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

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

- (v) 經理、行政級人員、專業人員及輔助專業人員。

- (v) Managers and administrators, professionals and associate professionals.

在 2013 年前，分析僱員的職業組別時基本上是按照「國際標準職業分類 1988 年版」（ISCO-88）作分類。從 2013 年起，已採用一套新的分類方法，該分類方法大致以最新的「國際標準職業分類 2008 年版」（ISCO-08）為藍本。由於這兩套分類法在最高層次上只有相對輕微的改動，因此以新和舊分類編製的統計數字仍可作比較。

Before 2013, the classification used for analysing employees at different occupational groups basically followed the International Standard Classification of Occupations 1988 (ISCO-88). Starting from 2013, a new classification which is broadly modelled on the latest version of ISCO 2008 (ISCO-08) is adopted. However, as the changes between these two classifications at the top level are relatively minor, figures compiled based on the new and old classifications are still comparable.

6 若符合下述其中一項條件，有關僱員將被歸類為兼職僱員：

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

- (i) 每周通常工作日數少於 5 天（適用於每周有固定工作日數的人士）；或
- (ii) 每個工作天通常工作時數少於 6 小時（適用於每周有固定工作日數的

- (i) The number of usual days of work per week is less than 5 (for a person with a fixed number of working days per week); or
- (ii) The number of usual hours of work per working day is less than 6 (for a person

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人士)；或

with a fixed number of working days per week); or

- (iii) 每周通常工作時數少於 30 小時 (適用於每周沒有固定工作日數的人士)。

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

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

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

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

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

8 **臨時**僱員指由僱主按日僱用或僱用一段少於 60 天的固定期間的僱員。

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

9 **合約**僱員指簽有為期 60 天或以上僱傭合約的僱員，其合約將於指定日期到達時完結。若僱員的僱傭合約並沒有事前指定合約期限，該僱員將被視作長期僱員，而非合約僱員。

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

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

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

## 工資

## Wages

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

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

- (i) 基本工資；  
(ii) 不屬賞贈性質的佣金及小費；

- (i) Basic wage;  
(ii) Commission and tips not of gratuitous nature;

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(iii) 除保證發放的年終酬金以外的保證發放花紅及津貼（例如輪班津貼、生活津貼、膳食津貼、不屬賞贈性質的勤工獎）；以及

(iv) 超時工作津貼。

**12 基本工資**指未扣除僱員對公積金／強積金供款的工資及按《最低工資條例》支付的額外報酬，但不包括花紅、佣金、超時工作津貼、勤工獎、小費及服務費，以及其他津貼。

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

**14 小費**指業務事業單位先集齊後才分發給各服務員及有關員工的款額。由顧客直接給予服務員工及有關員工的數額，除非獲僱主承認為員工工資的一部分，否則不包括在內。

**15 輪班津貼**指基本工資以外支付給僱員以補償他們輪班工作的津貼。

**16** 本報告內的工資數字不包括：

- (i) 由僱主提供的居所、教育、食物<sup>#</sup>、燃料、用水、燈火或醫療的價值；
- (ii) 僱主為退休計劃支付的供款；

(iii) Guaranteed bonuses and allowances other than end of year payment (e.g. shift premium pay, cost-of-living allowance, meal allowance, good attendance bonus not of gratuitous nature); and

(iv) Overtime allowance.

**12 Basic wage** refers to wage before deducting employee's contribution to provident fund/ Mandatory Provident Fund as well as additional remuneration payable under the Minimum Wage Ordinance; but not including bonus, commission, overtime allowance, good attendance bonus, tips and service charge, and other allowances.

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

**14 Tips** refers to the amount gathered by the business undertaking and then distributed amongst the service or related personnel. The amount paid directly by customers to service or related personnel, apart from those recognised by the employer as part of the employee's wages, is excluded.

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

**16** Wage(s) in this report does not include:

- (i) The value of any accommodation, education, food<sup>#</sup>, fuel, water, light or medical care provided by the employer;
- (ii) Employer's contribution to any retirement scheme;

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(iii) 屬賞贈性質或僅由僱主酌情付給的佣金、勤工津貼或勤工花紅；

(iv) 屬非經常出現性質的交通津貼，或交通特惠的價值，或因工作而由僱員招致的實際開銷而須付給該僱員的交通津貼；

(v) 僱員支付因其工作性質所招致的特別開銷而須付給該僱員的款項；

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

(vii) 於僱傭合約完成或終止時付給的酬金。

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

(iii) Commission, attendance allowance or attendance bonus which is of a gratuitous nature or is payable only at the discretion of the employer;

(iv) Non-recurrent travelling allowance or the value of any travelling concession or travelling allowance for actual expenses incurred by the employment;

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

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

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

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

**17** 除另有註明外，本報告所刊載的僱員每小時工資，是把在工資期內付給僱員的工資，在扣除就休息日及不屬工作時數的用膳時間所支付的款項後，除以在同一工資期內的工作時數，即根據第 22 和 23 段的定義的合約／協議工作時數及在僱主指示下超時工作的時數的總和。

**18** 每小時工資及每月工資的計算方法詳情載列於附錄 II。

**17** Unless otherwise specified, hourly wage of an employee published in this report is derived by dividing the amount of wages paid to an employee in the wage period, with deduction of the payments related to rest days and meal breaks which are not regarded as working hours, by the number of working hours in the same wage period, which is the sum of the contractual/agreed working hours and overtime hours worked at the direction of employers as defined in paragraphs 22 and 23 below.

**18** The methodology for deriving hourly wage and monthly wage is given in greater details in Appendix II.

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工作時數

19 工作時數包括僱員按照僱傭合約、在僱主同意下或根據僱主的指示：

- 留駐僱傭地點當值的時間，而不論當時有否獲派工作或獲提供培訓；或
- 在關乎受僱工作的情況下用於交通的時間，但不包括用於往來居住地方及僱傭地點（位於香港以外的非慣常僱傭地點除外）的交通時間。

20 僱傭地點是指符合以下說明的任何地點：僱員按照僱傭合約、在僱主同意下或根據僱主的指示，為執行工作或接受培訓而留駐該地點當值。

21 一般而言，「2016 年收入及工時按年統計調查」搜集的**工作時數**指以下工作時數的總和：

- (i) 合約／協議工作時數；以及
- (ii) 在僱主指示下超時工作的時數。

22 **合約／協議工作時數**指僱傭合約所載，或經僱主同意或指示下的工作時數。如根據僱傭合約或勞資雙方的協議，用膳時間被視為工作時間；或僱員須按照僱傭合約、或在僱主同意或指示下而留駐僱傭地點當值，則不論僱員在用膳時間內有否獲派工作，有關用膳時間亦會計算在工作時數內。

Working hours

19 Working hours include any time when the employee is, in accordance with the contract of employment or with the agreement or at the direction of the employer:

- in attendance at a place of employment, irrespective of whether he/she is provided with work or training at that time; or
- travelling in connection with his/her employment, excluding travelling (in either direction) between his/her place of residence and his/her place of employment, other than a place of employment that is outside Hong Kong and is not his/her usual place of employment.

20 A place of employment means any place at which the employee is, in accordance with the contract of employment or with the agreement or at the direction of the employer, in attendance for the purpose of doing work or receiving training.

21 Generally speaking, **number of working hours** collected in the 2016 AEHS refers to the sum of:

- (i) Number of contractual/agreed working hours; and
- (ii) Number of overtime hours worked at the direction of employers.

22 **Number of contractual/agreed working hours** is the number of working hours in accordance with the contract of employment, or with the agreement or at the direction of the employer. Meal break is included in the working hours if it is regarded as working hours according to the employment contract or agreement with the employer; or if an employee has to be in attendance at a place of employment during his/her meal breaks in accordance with the employment contract or with the agreement or at the direction of the

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**23** 在僱主指示下**超時工作的時數**指僱員在合約／協議工作時數以外，按照僱傭合約、在僱主同意下或根據僱主的指示，留駐僱傭地點當值的工作時數，而不論有關工作時數是否有償。

### 業務事業單位

**24** **業務事業單位**指一組歸類為同一行業及擁有相同的商業登記號碼首 7 位數字的機構單位。以一間擁有數個零售店鋪的連鎖店為例，整間連鎖店便是一間業務事業單位，而個別的零售店鋪便是該業務事業單位所涵蓋的機構單位。

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

employer, irrespective of whether he/she is provided with work or not during the meal break period.

**23** *Number of overtime hours* worked at the direction of employers is the number of hours (in addition to the contractual/agreed working hours) during which the employee is, in accordance with the contract of employment or with the agreement or at the direction of the employer, in attendance at a place of employment, irrespective of whether the employee is paid for the relevant hours.

### Business undertakings

**24** A *business undertaking* is defined as a group of establishments classified under the same industry and with the same first 7 digits of the Business Registration Number. For example, for a chain store with a number of retail outlets, the chain store is the business undertaking, while individual retail outlets are the establishments covered by the business undertaking.

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

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

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

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

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

3 扣除就休息日 (RD<sub>i</sub>) 及不屬工作時數的用膳時間 (MB<sub>i</sub>) 所支付的款項後，根據《最低工資條例》在工資期內須付給某位僱員 i 的工資 (TW<sub>M</sub><sub>i</sub>) 便是：

$$TW_M_i = BW_i + COM_i + GAL_i + OT_i - RD_i - MB_i$$

4 工資期內某位僱員 i 的總工作時數 (TWH<sub>i</sub>) 為下列組成部分的總和：

- (i) 合約／協議工作時數（不包括用膳時間）(CWH<sub>i</sub>)；
- (ii) 屬工作時數的用膳時間（即根據僱傭合約或勞資雙方的協議，用膳時間被視為工作時間；或僱員須按照僱傭合約、或在僱主同意或指示下留駐僱傭地點當值，而不論僱員在用膳時間內有否獲派工作）(MBWH<sub>i</sub>)；以及

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

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

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

3 After deducting payments related to rest days (RD<sub>i</sub>) and those meal breaks which are not regarded as working hours (MB<sub>i</sub>), wages payable to an employee i in the wage period (TW<sub>M</sub><sub>i</sub>) in accordance with the Minimum Wage Ordinance will become:

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

- (i) Number of contractual/agreed working hours (excluding meal breaks) (CWH<sub>i</sub>);
- (ii) Number of hours of meal breaks which are regarded as working hours (i.e. meal breaks which are regarded as working hours according to the employment contract or agreement with the employer; or if an employee has to be in attendance at a place of employment during his/her meal breaks in accordance with the employment contract or with the agreement or at the direction of the employer, irrespective of whether he/she is provided with work or not during the meal



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break period) (MBWH<sub>i</sub>); and

(iii) 在僱主指示下超時工作的時數 (OWH<sub>i</sub>)。

(iii) Number of overtime hours worked at the direction of employer (OWH<sub>i</sub>).

5 以數學公式顯示，工資期內某位僱員 i 的總工作時數 (TWH<sub>i</sub>) 可利用下列公式計算：

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

$$TWH_i = CWH_i + MBWH_i + OWH_i$$

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

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

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

註釋：2009 及 2010 年的僱員每小時工資是把 TW<sub>i</sub> 除以工作時數而得出。如休息及用膳時間沒有工作或不需工作，有關時間並不包括在工作時數的定義內。

Note: Hourly wage of an employee in 2009 and 2010 was derived by dividing TW<sub>i</sub> by the number of working hours, which was defined to *exclude* hours related to rest time and meal breaks if no work was done or to be done during the time period concerned.

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

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

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

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

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小時工資水平最低的 75% 劃分出來的每小時工資數值。

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

10 若僱員  $i$  的工資期為一個月(即該僱員每月獲發薪一次,是香港最常見的工資期),該僱員的**每月工資**便是在工資期內付給他/她的總工資(即  $TW_i$ )。若僱員的工資期並非為一個月,便須要把在工資期內付給他/她的總工資,乘以一個適當的轉化因子,從而計算每月工資等值。舉例說,若僱員  $i$  的工資期為兩星期,他/她的每月工資便是把  $TW_i$  乘以  $2.17(=26/12)$  計算得出。當計算了每名僱員的每月工資後,所有僱員的**每月工資中位數**便可運用第 7 段的方法編製出來。

11 僱員的**每周工作時數**是根據他/她在工資期內的工作時數(即合約/協議工作時數,屬工作時數的用膳時間,和在僱主指示下超時工作的時數的總和,或  $TWH_i$ ),除以一個適當的轉化因子,從而計算每周工作時數等值。舉例說,若僱員  $i$  的工資期為一個月,他/她的每周工作時數便是把  $TWH_i$  除以  $4.33(=52/12)$  計算得出。當計算了每名僱員的每周工作時數後,所有僱員的**每周工作時數中位數**便可運用第 7 段的方法編製出來。

median hourly wage. The **third (upper) quartile hourly wage** is the hourly wage value that delineates the lowest 75% of all the employees concerned.

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

10 For an employee  $i$  with a monthly wage period (i.e. the employee is paid every month, which is the most common wage period in Hong Kong), his/her **monthly wage** is equal to the total wages paid to him/her in the wage period (i.e.  $TW_i$ ). For an employee with a wage period other than monthly, his/her monthly wage is derived by converting the total wages paid to him/her in the wage period to a monthly equivalent by multiplying it by a relevant conversion factor. For example, the monthly wage of an employee  $i$  with a bi-weekly wage period is derived by multiplying  $TW_i$  by a factor of 2.17 ( $=26/12$ ). After estimating the monthly wages of individual employees, the **median monthly wage** of all the employees concerned can then be compiled using the method described in paragraph 7.

11 An employee's **weekly working hours** is derived by converting his/her total working hours in the wage period (i.e. sum of contractual/agreed working hours, number of hours of meal break which are regarded as working hours, and overtime hours worked at the direction of employer, or  $TWH_i$ ) to a weekly equivalent by dividing it by a relevant conversion factor. For example, for an employee  $i$  with a monthly wage period, his/her weekly working hours is derived by dividing  $TWH_i$  by a factor of 4.33 ( $=52/12$ ). After estimating the weekly working hours of individual employee, the **median weekly working hours** of all the employees concerned can then be compiled using the method described in paragraph 7.

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

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

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

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

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行業 Industry	香港標準行業分類 2.0 版編碼 HSIC V2.0 Code
1. 製造 <sup>(1)</sup> Manufacturing <sup>(1)</sup>	05-09, 13-33
2. 電力及燃氣供應；污水處理、廢棄物管理及污染防治活動 Electricity and gas supply; sewerage, waste management and remediation activities	35-39
3. 建造 Construction	41-43
4. 進出口貿易 Import and export trade	45
5. 批發 Wholesale	46
6. 零售 Retail trade	47
6.1 超級市場及便利店 Supermarkets and convenience stores	471101-2
6.2 其他零售店 Other retail stores	47 (excl. 471101-2)
7. 陸路運輸 Land transport	49
8. 其他運輸、倉庫、郵政及速遞服務 <sup>(2)</sup> Other transportation, storage, postal and courier services <sup>(2)</sup>	50-53 (excl. 5322)
9. 飲食 Restaurants	561
9.1 港式茶餐廳 Hong Kong style tea cafes	561101
9.2 中式酒樓菜館 Chinese restaurants	561109-11
9.3 非中式酒樓菜館 Restaurants, other than Chinese	561103-8, 561199

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行業 Industry	香港標準行業分類 2.0 版編碼 HSIC V2.0 Code
9.4 快餐店 <sup>(3)</sup> Fast food cafes <sup>(3)</sup>	5612, 5619
10. 住宿 <sup>(4)</sup> 及其他膳食服務活動 Accommodation <sup>(4)</sup> and other food service activities	55, 562, 563
11. 資訊及通訊 Information and communications	58-63
12. 金融及保險 Financing and insurance	64-66
13. 地產活動 <sup>(5)</sup> Real estate activities <sup>(5)</sup>	68 (excl. 6822)
14. 物業管理、保安及清潔服務 Estate management, security and cleaning services	6822, 80-81, 949
14.1 地產保養管理服務 Real estate maintenance management	6822
14.2 保安服務 <sup>(6)</sup> Security services <sup>(6)</sup>	80-81 (excl. 812)
14.3 清潔服務 Cleaning services	812
14.4 會員制組織 <sup>(7)</sup> Membership organisations <sup>(7)</sup>	949
15. 專業、科學及技術活動 Professional, scientific and technical activities	69-75
16. 行政及支援服務活動 Administrative and support services activities	77, 78, 82
17. 旅行代理、代訂服務及相關活動 Travel agency, reservation service and related activities	79
18. 教育及公共行政（不包括政府） Education and public administration (excluding the Government)	84, 85
19. 人類保健活動；以及美容及美體護理 Human health activities; and beauty and body prettifying treatment	86, 9602 (excl. 960201)

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

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

- (1) 不包括食品處理及生產。
- (2) 不包括本地速遞服務。
- (3) 包括外賣店。
- (4) 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。
- (5) 不包括地產保養管理服務。
- (6) 包括偵查活動以及建築物及園境護理服務。
- (7) 包括業主及租客立案法團和街坊福利會等。

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

- (1) Excluding food processing and production.
- (2) Excluding local courier services.
- (3) Including takeaway shops.
- (4) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.
- (5) Excluding real estate maintenance management.
- (6) Including investigation activities and services to buildings and landscape care activities.
- (7) Including incorporated owners/tenants committees, kaifong welfare associations, etc.

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