

DOMESTIC HELPERS

家庭傭工

Many households in Hong Kong are employing domestic helpers. This article presents the characteristics of live-in domestic helpers in Hong Kong as at late 1993 and those of households employing them.

本港有不少住戶僱用家庭傭工。本文載述在一九九三年底，本港留宿家庭傭工及僱用留宿家庭傭工住戶的特徵。

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1. Introduction

1.1 In view of a relatively high standard of living of the population and more females participating in the labour force, employment of domestic helpers (DH) has become popular in Hong Kong. Households requiring their service may employ live-in, full-time or part-time DH depending on their own requirements.

1.2 **Live-in DH** stay overnight in their employers' homes while the other two types do not. Full-time and part-time DH are distinguished by the hours of work per week. **Full-time DH** are defined as those working 40 hours or more a week. **Part-time DH** are those working less than 40 hours a week and some of them are remunerated at a fixed hourly rate.

1.3 The main duties of DH include taking care of children or elderly persons, cooking meals, cleaning the house or washing clothes. Many of them are employed to perform a combination of these duties.

1.4 Employment of DH helps to increase the labour supply of the right type by allowing more housewives to join the labour force. Most DH employed by households are live-in DH. The proportion of households employing this type of DH has been increasing in recent years. This article concentrates on the analysis of the characteristics of live-in DH.

1.5 Apart from local live-in DH, households in Hong Kong may also employ foreign domestic helpers (FDH). FDH first started to work in Hong Kong in the late nineteen sixties. Their employment has become popular since the early eighties. They are the major source of live-in DH. Most of them are from the Philippines, Indonesia and Thailand.

1. 引言

1.1 由於香港人的生活水平頗高，加上愈來愈多婦女加入勞動人口，僱用家庭傭工（以下簡稱「家傭」）已相當普及。住戶如需要家傭服務，可視乎住戶的需要僱用留宿、全職或兼職家傭。

1.2 留宿家傭在僱主家裡留宿。全職與兼職家傭則不需留宿，兩者的區別在於每週工作時數。全職家傭每週工作四十小時或以上。兼職家傭每週工作少於四十小時，而他們有些是按固定時薪計酬的。

1.3 家傭的主要職責包括照顧兒童或老人、煮食、清潔住所或洗濯衣服。很多家傭需同時負責數項工作。

1.4 住戶僱用了家傭，可使更多家庭主婦加入勞動人口的行列，因而增加適當勞工的供應。本港住戶所僱用的家傭，大多是留宿傭工，近年來僱用此等家傭的住戶比例不斷上升。本文主要是分析留宿家傭的特徵。

1.5 本港住戶除可聘請本地的留宿家傭外，亦可聘請外籍家傭。外籍家傭在六零年代後期開始在本港工作，自八零年代初，更趨普遍。時至今日，他們已成為留宿家傭的主要來源，大部分來自菲律賓、印尼及泰國。

2. Characteristics of live-in domestic helpers

2.1 Based on the supplementary enquiry on 'Domestic helpers' conducted via the General Household Survey during August to December 1993, there were 98 400 live-in DH in Hong Kong. An analysis on the characteristics of these DH is presented below (Table 1).

2. 留宿家傭的特徵

2.1 政府統計處透過在一九九三年八月至十二月期間進行的綜合住戶統計調查，進行了一項有關「家庭傭工」的專題研究。根據這項統計調查，本港共有98 400名留宿家傭。現將留宿家傭的特徵分析如下（表一）。

Table 1 Number of live-in domestic helpers
表一 留宿家傭數目

Enquiry period	訪問日期	No. ('000) 數目(千人)
Oct - Dec 1987	一九八七年十月至十二月	41.5
Oct - Dec 1988	一九八八年十月至十二月	47.4
Oct - Dec 1989	一九八九年十月至十二月	54.9
Oct - Dec 1990	一九九零年十月至十二月	63.3
Oct - Dec 1991	一九九一年十月至十二月	75.0
Nov 1992 - Feb 1993	一九九二年十一月至一九九三年二月	85.0
Aug - Dec 1993	一九九三年八月至十二月	98.4

2.2 DH might be cooks, baby-sitters or servants taking care of washing, cleaning and other household chores. Gardeners and drivers were, however, not included.

2.2 家傭可以是炊事員、褓姆，或是負責洗衣、清潔及其他家務的傭工。園丁和司機則不包括在內。

2.3 Nearly all live-in DH were females. Males accounted for only 1% of the 98 400 live-in DH. As regarding the age of live-in DH, the majority of them were rather young. Some 44% (or 43 000 persons) were below 30. Another 37% (or 36 400 persons) were aged 30 to 39 (Table 2).

2.3 幾乎所有留宿家傭均為女性，男性僅佔該98 400名留宿家傭的1%。在年齡方面，大部分留宿家傭頗為年青，約44%（即43 000人）在30歲以下，另外37%（即36 400人）介乎30至39歲之間（表二）。

Table 2 Live-in domestic helpers by sex and age
表二 留宿家傭的性別及年齡

Sex and age	性別及年齡	No. ('000) 數目(千人)	% 百分比
Sex	性別		
Male	男性	1.1	1.1
Female	女性	97.2	98.9
Age	年齡		
Below 25	25 以下	15.0	15.3
25 - 29	25 - 29	28.0	28.4
30 - 34	30 - 34	23.1	23.5
35 - 39	35 - 39	13.3	13.5
40 - 44	40 - 44	8.6	8.8
45 - 49	45 - 49	4.7	4.8
50 - 54	50 - 54	3.2	3.2
55 or over	55 或以上	2.4	2.5
Total	總計	98.4	100.0

2.4 Most of the live-in DH were single. The proportion of single live-in DH was 56% while the proportion of those who were married was 40% (Table 3).

2.4 留宿家傭當中，單身人士佔56%，已婚人士則佔40% (表三)。

Table 3 Live-in domestic helpers by marital status
表三 留宿家傭的婚姻狀況

Marital status	婚姻狀況	No. ('000) 數目(千人)	% 百分比
Never married	從未結婚	55.2	56.1
Married	已婚	39.2	39.9
Widowed/Divorced/Separated	喪偶/離婚/分居	3.9	4.0
Total	總計	98.4	100.0

2.5 By far the great majority (78%) of the live-in DH had received secondary or matriculation education. Some 15% had received tertiary education (Table 4).

2.5 大部份留宿家傭(78%)曾受中學或預科教育，約15%具備大專程度 (表四)。

Table 4 Live-in domestic helpers by educational attainment
表四 留宿家傭的教育程度

Educational attainment	教育程度	No. ('000) 數目(千人)	% 百分比
Primary or below	小學或以下	7.3	7.4
Secondary/Matriculation	中學／預科	76.8	78.1
Tertiary	專上教育		
- Non-degree	- 非學位課程	6.0	6.1
- Degree	- 學位課程	8.3	8.4
Total	總計	98.4	100.0

2.6 The median monthly salary of the live-in DH was \$3,200 over the period August to December 1993. This was the minimum salary as stipulated by Government for FDH at that time. The distribution of their monthly salary was very concentrated, with 74% of them earning exactly \$3,200 per month. There was no specific relationship between monthly household income of the employers and monthly salary of the live-in DH (Table 5).

2.6 一九九三年八月至十二月期間，留宿家傭的月薪中位數為3,200元，這款額是當時政府規定給予外籍家傭的最低月薪。留宿家傭的月薪分佈相當集中，約74%每月正正賺取3,200元，而僱主每月的住戶收入與留宿家傭的月薪額並無顯著關係（表五）。

Table 5 Live-in domestic helpers by monthly salary
表五 留宿家傭的月薪

Monthly salary* (HK\$)	月薪* (港元)	No. ('000) 數目(千人)	% 百分比
Less than 3,200	低於 3,200	2.4	2.5
3,200	3,200	72.5	73.7
3,201 - 3,500	3,201 - 3,500	16.3	16.6
3,501 - 3,800	3,501 - 3,800	3.8	3.8
3,801 or over	3,801 或以上	3.4	3.4
Total	總計	98.4	100.0

Note: * Figures were adjusted for any pay in excess of 12-month salary for the year.
 註釋：* 若其年薪高於十二個月之薪酬，則所列數據經已調整。

3. Characteristics of domestic households employing live-in domestic helpers

3.1 The 98 400 live-in DH were employed by 89 200 households. Some 9% of the households were employing more than one live-in DH (Table 6).

3. 僱用留宿家傭住戶的特徵

3.1 該98 400名留宿家傭是由89 200個住戶所僱用，其中約9%的住戶僱用超過一名家傭（表六）。

Table 6 Domestic households employing live-in domestic helpers by number of live-in domestic helpers employed

表六 僱用留宿家傭的住戶所僱用的留宿家傭數目

Number of live-in domestic helpers employed	僱用留宿家傭數目	No. of domestic households ('000) 住戶數目(千戶)	% 百分比
One	一個	81.1	90.9
Two	兩個	7.1	8.0
Three or over	三個或以上	0.9	1.1
Total	總計	89.2	100.0

3.2 Household income is a significant factor affecting the employment of DH. High income households had a higher rate of employing live-in DH. For households with a monthly household income of \$80,000 and over (excluding income of the live-in DH), 62% employed live-in DH. It decreased steadily to less than 1% for households with a monthly household income of less than \$10,000. The median monthly household income of those households employing live-in DH was \$35,000, while that of those not employing any live-in DH was \$12,600 (Table 7).

3.2 住戶收入是影響住戶僱用家傭的重要因素，高收入住戶僱用留宿家傭的比率較高。每月住戶收入在80,000元或以上(不包括家傭的收入)的住戶，有62%僱用留宿家傭。住戶的每月收入愈低，僱用留宿家傭的比率愈低。每月住戶收入在10,000元以下的住戶，只有少於1%僱用留宿家傭。僱用留宿家傭的住戶，其每月住戶收入中位數為35,000元，而沒有僱用留宿家傭的住戶，其每月住戶收入中位數則為12,600元（表七）。

Table 7 Domestic households employing live-in domestic helpers by monthly household income

表七 僱用留宿家傭住戶的每月收入

Monthly household income # (HK\$)	住戶每月收入# (港元)	No. of domestic households ('000) 住戶數目(千戶)	Rate* 比率*
Less than 10,000	低於10,000	2.6	0.5
10,000 - 14,999	10,000 - 14,999	4.5	1.2
15,000 - 19,999	15,000 - 19,999	7.5	3.0
20,000 - 24,999	20,000 - 24,999	13.1	7.7
25,000 - 29,999	25,000 - 29,999	8.3	8.5
30,000 - 39,999	30,000 - 39,999	14.8	12.8
40,000 - 49,999	40,000 - 49,999	10.1	22.0
50,000 - 79,999	50,000 - 79,999	15.8	36.1
80,000 or over	80,000 或以上	12.4	62.3
Total	總計	89.2	5.3
Median monthly household income (HK\$) 住戶每月收入中位數 (港元)		35,000	

Notes: # Monthly household income refers to the total cash income received in the preceding month by persons who usually lived in the household. However, for households employing live-in domestic helpers, the monthly earnings of the live-in domestic helpers employed were excluded.

* As a percentage of the total number of domestic households in the respective monthly household income sub-group.

註釋: # 住戶每月收入是指其通常家庭成員在上一個月的總現金收入。而有僱用留宿家傭的住戶，其家傭的收入則已扣除。

* 與所屬住戶每月收入組別的住戶總數相比的百分比。

3.3 The rate of employing live-in DH, however, was not directly proportional to the household size. The average household size (excluding the live-in DH) of the 89 200 households was 3.6. Households with a size of four had the highest rate of employing live-in DH, at 8 per 100 households. Single person households had the lowest rate, at 2 per 100 households (Table 8).

3.3 然而，住戶僱用留宿家傭的比率，並非與住戶成員人數成正比，該89 200個住戶的平均住戶人數（不包括留宿家傭）為3.6人。由四名成員組成的住戶僱用留宿家傭的比率最高，每百住戶中便有八戶僱用了家傭。單身人士住戶的比率最低，每百住戶中只有兩戶僱用了留宿家傭（表八）。

Table 8 Domestic households employing live-in domestic helpers by household size

表八 僱用留宿家傭住戶的住戶人數

Household size #	住戶人數#	No. of domestic households ('000) 住戶數目(千戶)	Rate* 比率*
One	一人	3.9	1.8
Two	二人	9.6	3.2
Three	三人	25.0	7.1
Four	四人	33.4	8.1
Five	五人	13.9	5.4
Six or over	六人或以上	3.4	2.2
Total	總計	89.2	5.3
Average household size	平均住戶人數	3.6	

Notes: # Household size refers to the number of persons who usually lived in the household. However, for households employing live-in domestic helpers, the live-in domestic helpers were excluded.

* As a percentage of the total number of domestic households in the respective household size sub-group.

註釋: # 住戶人數是指該住戶的通常家庭成員數目。而僱用留宿家傭的住戶，其家傭則不計在內。

* 與所屬住戶人數組別的住戶總數相比的百分比。

3.4 It was more likely for households with children aged below 12 or those with elderly persons aged 65 or over to employ live-in DH. This was probably because someone had to take care of the elderly or children while the adult members were at work. For these households, the rate of employing live-in DH was 8 per 100 households whereas for households without children or elderly persons, the rate was much lower, at 3 per 100 households (Table 9).

3.4 住戶成員中包括十二歲以下兒童或六十五歲或以上老人的住戶，僱用留宿家傭的機會較大。在這類住戶中，每百戶便有八戶僱用了留宿家傭。相反，在沒有兒童或老人的住戶中，每百戶只有三戶僱用了留宿家傭。這可能由於成年人在外工作時，家中的兒童或老人需要有人照顧（表九）。

Table 9 Domestic households employing live-in domestic helpers by whether with children aged under 12 or elderly persons aged 65 or over
表九 僱用留宿家傭的住戶按是否有十二歲以下兒童或六十五歲或以上老人分類

Whether with children aged under 12 or elderly persons aged 65 or over #	是否有十二歲以下兒童或六十五歲或以上老人#	No. of domestic households ('000) 住戶數目(千戶)	Rate* 比率*
<u>Yes</u>	<u>有</u>	<u>70.0</u>	<u>7.6</u>
With children only	祇有兒童	53.9	11.3
With elderly persons only	祇有老人	8.6	2.4
With both children and elderly persons	有兒童及老人	7.5	8.4
<u>No</u>	<u>沒有</u>	<u>19.1</u>	<u>2.5</u>
Total	總計	89.2	5.3

Notes: # It refers to the persons who usually lived in the household.
 * As a percentage of the total number of domestic households in the respective sub-group.
 註釋: # 是指該住戶的通常家庭成員。
 * 與所屬組別的住戶總數相比的百分比。