

2009年「收入及工時按年統計調查
簡介

Briefing on 2009 Annual Earnings
and Hours Survey (AEHS)



政府統計處

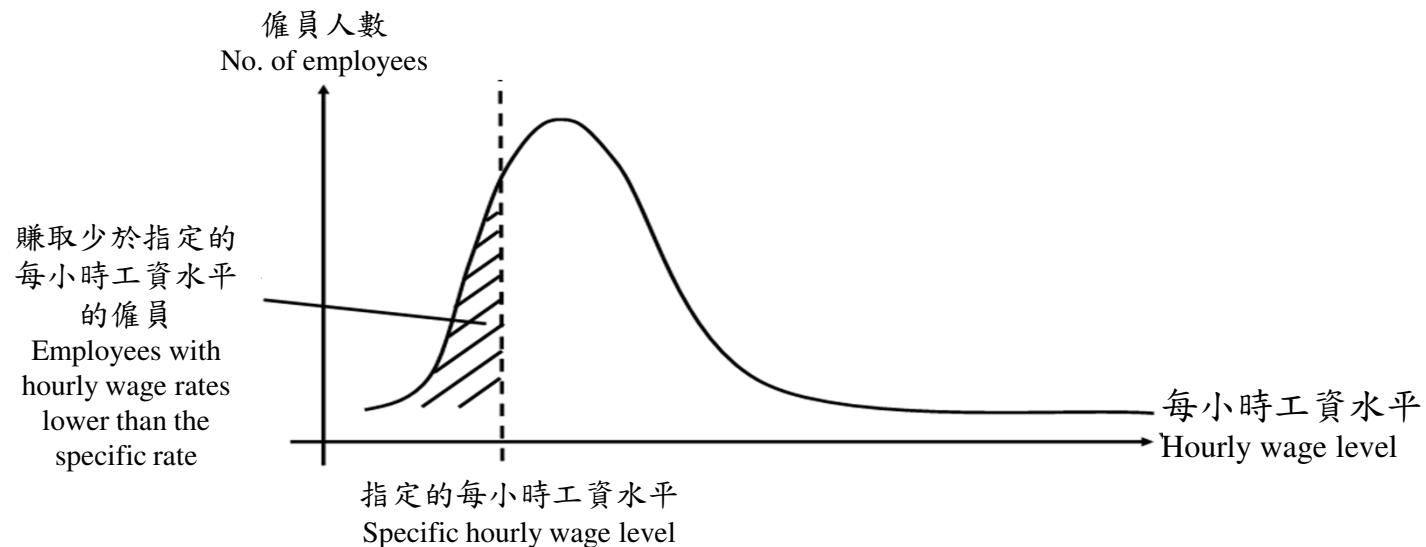
Census and Statistics Department

18.3.2010

統計調查目的

Survey objective

- 搜集僱員的工資、就業及人口特徵資料。
To collect wage, employment and demographic information of employees.
- 提供統計數字，以協助分析賺取少於指定的每小時工資水平的僱員人數，及其就業和人口特徵。
To provide data for supporting analysis on the number as well as employment and demographic characteristics of employees with hourly wage rates lower than a specified rate.





統計調查方法

Survey methodology

(i) 範圍：
Coverage:

- **機構單位範圍：**
Establishment coverage:
 - 所有主要行業，不論其就業人數。
All major industries, irrespective of employment size.
 - 採用「香港標準行業分類2.0版」來劃分機構單位所屬的行業。
The Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) is adopted for classifying the industries of establishments.



統計調查方法（續）

Survey methodology (Cont'd.)

(i) 範圍（續）：

Coverage (Cont'd.):

• 僱員範圍：

Employee coverage:

- 每一獲抽選機構單位內，所有受《僱傭條例》保障的僱員。
All employees in each selected establishment who are under the coverage of the Employment Ordinance (EO).
- 涵蓋所有職業，但不包括留宿家庭傭工及政府僱員。
All occupations are covered, excluding live-in domestic workers and employees in the Government.



統計調查方法（續） Survey methodology (Cont'd.)

- (ii) 統計期：二零零九年第二季
Reference period : Q2 2009

- (iii) 樣本數目：10 598間機構單位
Sample size : 10 598 establishments

- (iv) 回應率：86%
Response rate : 86%



統計調查方法（續）

Survey methodology (Cont'd.)

(v) 樣本設計：
Sample design :

- 採用二階段分層抽樣的設計。
A 2-stage stratified sample design is adopted.
- 第一階段：
First stage :
 - 把統計調查所涵蓋的機構單位，按行業及就業人數劃分成多個分層；
Establishments covered are classified into different strata according to their industries and employment sizes.
 - 從每個分層內隨機抽選機構單位作樣本。
A random sample of establishments is then selected from each stratum.



統計調查方法（續）

Survey methodology (Cont'd.)

(v) 樣本設計（續）： Sample design (Cont'd.):

- 第二階段：
Second stage：
 - 每間獲抽選機構單位的僱員，首先按其職業分成數個組別；
Employees in each selected establishment are classified into a number of occupational groups according to their job duties.
 - 將每個組別內的僱員，按其工資的高低從小至大排序；
Within each group, employees are listed in ascending order of their basic wages.
 - 使用等距抽樣法抽選僱員作隨機樣本。
A random sample of employees is then selected from each group using systematic sampling method.



統計調查方法（續） Survey methodology (Cont'd.)

(vi) 搜集的主要數據項目：
Major data items collected:

- 每名獲抽選僱員的下列資料：
The following attributes of each selected employee:
 - 年齡
Age
 - 性別
Sex
 - 教育程度
Educational attainment
 - 行業
Industry
 - 職業組別
Occupational group
 - 受聘性質
Employment nature
 - 工資
Wage
 - 工作時數
Hours of work



統計調查方法（續） Survey methodology (Cont'd.)

(vii) 工資的定義：

Definition of wage:

- 跟隨《僱傭條例》對工資的定義。
Follows the definition of wages in the Employment Ordinance.
- 包括以下工資項目：
Includes the following wage items:
 - 基本工資／薪金；
Basic wage / salary;
 - 佣金及小費（不屬賞贈性質）；
Commission and tips (not of gratuitous nature);
 - 保證發放的津貼（不包括年終花紅／酬金）；
Guaranteed bonuses and allowances (except year-end bonus/payment) ;
 - 超時工作收入。
Overtime payment.



統計調查方法（續）

Survey methodology (Cont'd.)

(vii) 工資的定義（續）：

Definition of wage (Cont'd.) :

不包括下列工資項目：

Excludes the following wage items:

- 實物津貼，例如由僱主提供的居所、教育、燃料、用水、燈火或醫療福利的價值；
Payments in kind, such as value of any accommodation, education, fuel, water, light or medical care provided by the employer;
- 僱主為退休計劃支付的供款；
Employer's contribution to any retirement scheme;
- 屬賞贈性質或僅由僱主酌情付給的佣金、花紅或津貼；
Commission, bonuses and allowances payable at the discretion of the employer;
- 僱員因其工作所招致的開支，而須發還給該僱員的款項；
Any sum payable to the employee to defray expenses incurred by him/her by the nature of his/her employment ;
- 於僱傭合約完成或終止時付給的特別酬金。
Gratuity payable on completion or termination of a contract of employment.



統計調查方法（續）

Survey methodology (Cont'd.)

(viii) 編製統計數字的方法：

Compilation of statistics:

- 搜集得的原始數據會適當地加權，以編製沒有偏差且能準確反映實際情況的統計結果。
Raw data collected are weighted appropriately so that unbiased survey results which can accurately represent the actual situation are compiled.
- 加權時樣本內每名僱員的權數，是以該僱員獲抽選的機會率的倒數作為準則（即1除以僱員所屬機構單位被抽選的機會率及該僱員本身從該獲選的機構單位內被抽選中的機會率的積）。
Weighting applied to each sampled employee is the reciprocal of the probability of that employee being selected (i.e. 1 divided by the product of the probability of selecting the employee's establishment and the probability of selecting that employee from the establishment).



統計調查方法（續） Survey methodology (Cont'd.)

(ix) 僱員每小時工資的計算方法：
Computation of hourly wage of an employee:

- 僱員每小時工資
Hourly wage of an employee

$$\begin{array}{r} \text{統計期內付給僱員的總工資} \\ \text{Total wage paid to an employee in the survey period} \\ = \frac{\text{統計期內該僱員的總工作時數}^*}{\text{Total number of working hours}^* \text{ of the employee in the survey period}} \end{array}$$

* 即合約／協議工作時數及有償的超時工作時數的總和。
Refers to sum of contractual / agreed hours of work and paid overtime hours.



統計調查方法（續） Survey methodology (Cont'd.)

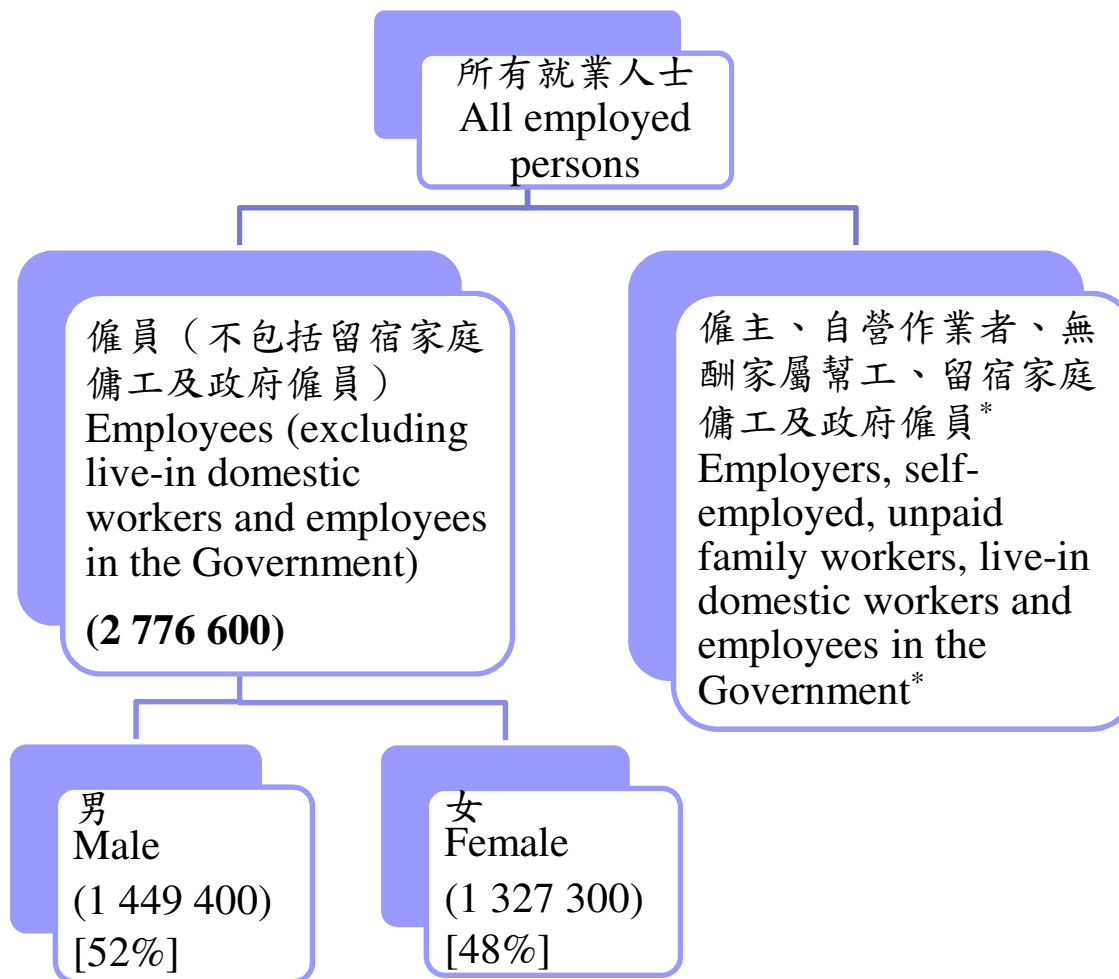
(x) 素質檢定措施：

Quality assurance measures :

- 所有填妥的問卷均會經過外勤主管檢查，辦事處職員詳細審核，以及電腦仔細檢定。
All completed questionnaires were checked by field supervisors, edited by editing staff, and verified by computer validation checks.
- 5%的已填妥問卷由外勤主管透過電話覆核。
5% of completed questionnaires were verified by field supervisors through telephone.
- 另外5%的已填妥問卷由另一隊外勤工作人員再次進行訪問，以核實問卷上的資料。
Another 5% of completed questionnaires were re-enumerated by another field team.

僱員的特徵

Profile of employees

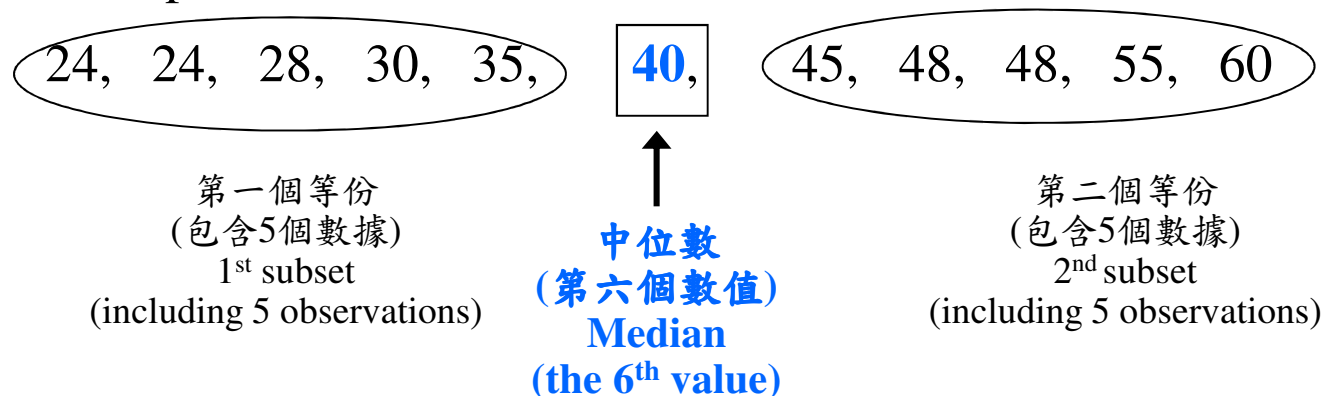


* 不包括在「收入及工時按年統計調查」的範圍內。
Not covered in AEHS.

中位數、四分位數及百分位數的定義

Definitions of median, quartiles and percentiles

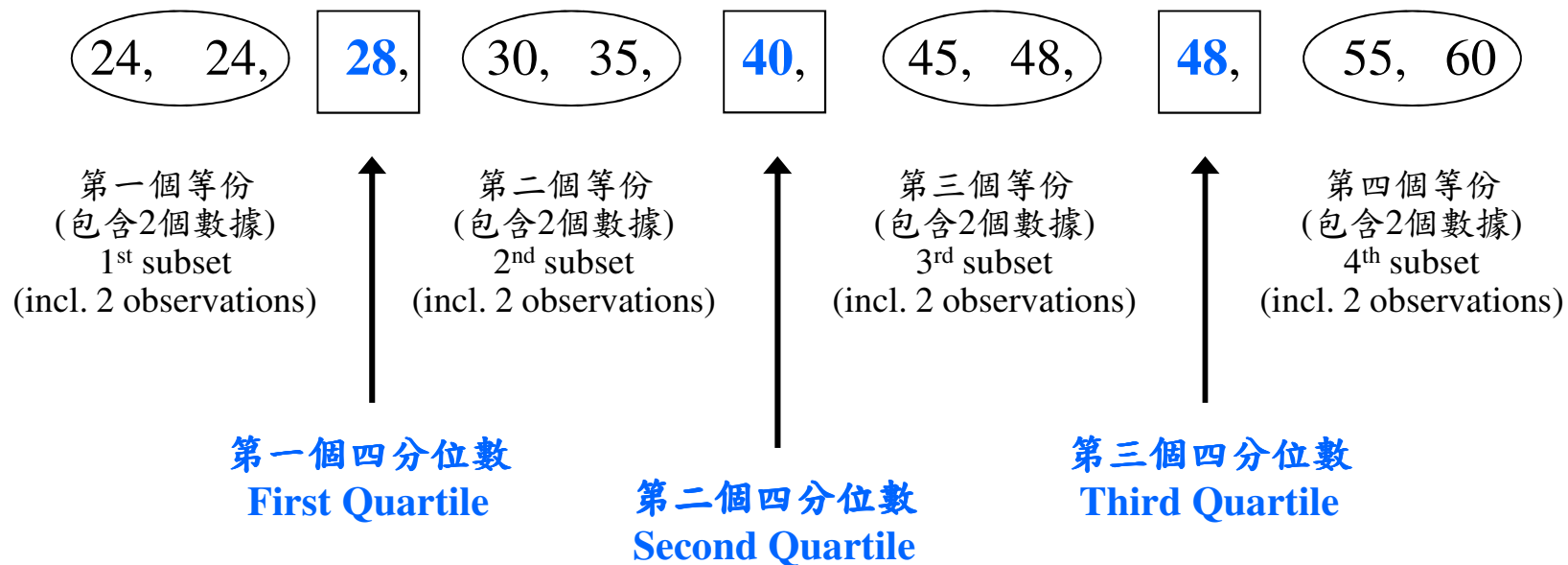
- 把一個數據集內的數據，按其值的大小從小至大排序。
Arrange observations in a data set from the smallest to the largest value.
- 處於這個已排序的數據集的中間位置的數值，即把數據集分成兩個等份（就包含的數據的數目而言）的數值，便是**中位數**。
The value in the middle of this ordered data set, i.e. the value that divides the data set into 2 equal-sized subsets (in terms of number of observations) is the **median**.
- 例子：包含11個數據的數據集
Example: A data set with 11 observations



中位數、四分位數及百分位數的定義 (續)

Definitions of median, quartiles and percentiles (Cont'd.)

- 把一個已排序的數據集分成四個等份的三個數值，便是**四分位數**。
Quartiles are the 3 values that divide an ordered data set into 4 equal-sized subsets.
- 例子：包含11個數據的數據集
Example: A data set with 11 observations



中位數、四分位數及百分位數的定義（續）

Definitions of median, quartiles and percentiles (Cont'd.)

第一個四分位數
First Quartile

- 把一個已排序的數據集內最低的25%數據劃分出來的數值
the value that delineates the lowest 25% of observations
- 亦稱下四分位數
also known as the Lower Quartile

第二個四分位數
Second Quartile

- 把一個已排序的數據集內最低的50%數據劃分出來的數值
the value that delineates the lowest 50% of observations
- 等於中位數
equals to the Median

第三個四分位數
Third Quartile

- 把一個已排序的數據集內最低的75%數據劃分出來的數值
the value that delineates the lowest 75% of observations
- 亦稱上四分位數
also known as the Upper Quartile



中位數，四分位數及百分位數的定義（續）

Definitions of median, quartiles and percentiles (Cont'd.)

- 把一個已排序的數據集分成一百個等份的99個數值，便是**百分位數**。
Percentiles are the 99 values that divide an ordered data set into 100 equal-sized subsets.

第5個百分位數
5th Percentile

- 把一個已排序的數據集內最低的5%數據劃分出來的數值
the value that delineates the lowest 5% of observations

第25個百分位數
25th Percentile

- 等於下四分位數
equals to the Lower Quartile

第50個百分位數
50th Percentile

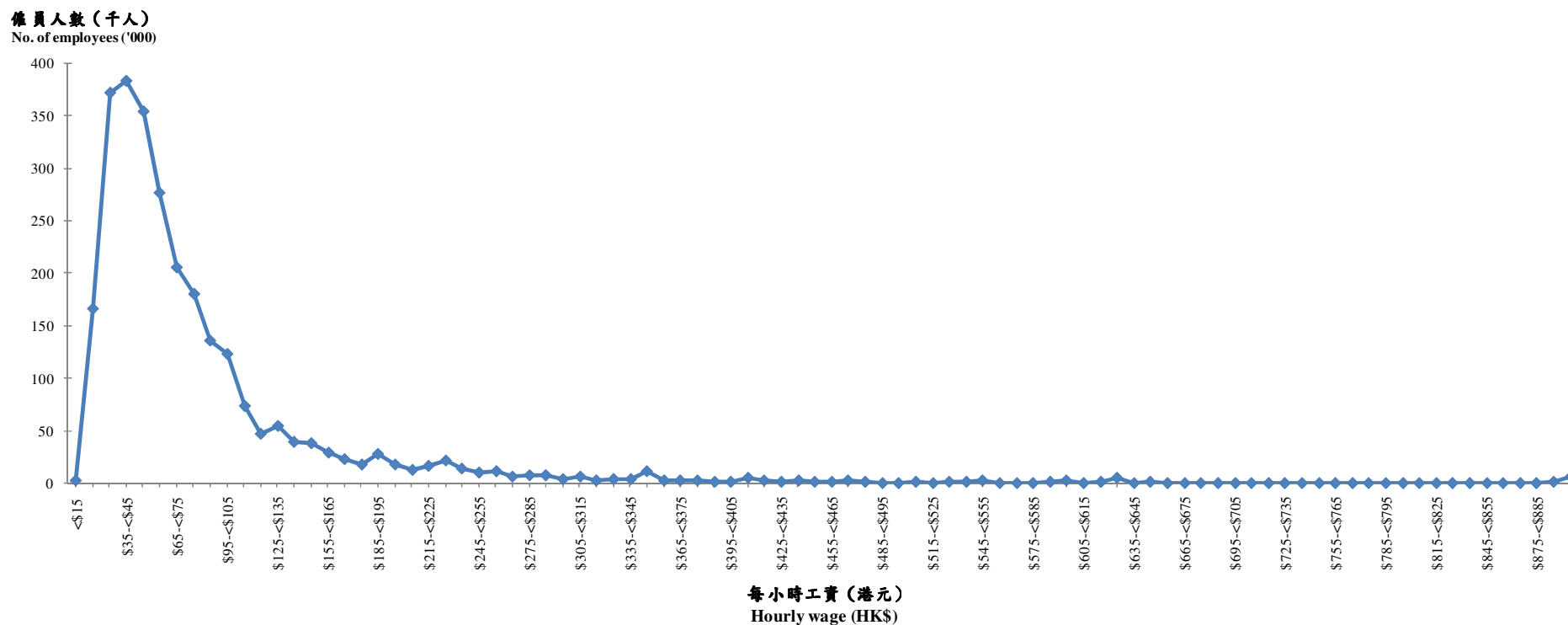
- 等於中位數
equals to the Median

第75個百分位數
75th Percentile

- 等於上四分位數
equals to the Upper Quartile

僱員每小時工資分布：整體情況

Distribution of hourly wage: Overall situation



僱員每小時工資分布：整體情況（續）

Distribution of hourly wage: Overall situation (Cont'd.)

百分位數 Percentile	每小時工資（港元） Hourly wage (HK\$)	賺取少於該每小時工資百分位數的僱員人數 Number of employees earning less than the corresponding percentile hourly wage
5 th	\$24.0	138 200
8 th	\$26.2	221 500
10 th	\$27.0	277 400
12 th	\$28.7	333 200
15 th	\$31.2	416 200
20 th	\$35.3	555 000
25 th	\$38.9	692 700
50 th	\$58.5	1 387 000
75 th	\$96.0	2 082 400
90 th	\$171.8	2 498 800

註：由於每小時工資是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百分位數的僱員人數，可能與第21頁所載的相關僱員人數會有所不同。

Note: Percentile hourly wages are rounded to the nearest ten cents of Hong Kong dollar. Therefore, the number of employees earning less than a particular percentile hourly wage may be different from the corresponding number of employees shown in page 21.

僱員每小時工資分布：整體情況（續）

Distribution of hourly wage: Overall situation (Cont'd.)

每小時工資（港元） Hourly wage (HK\$)	賺取少於該每小時工資 的僱員人數 Number of employees earning less than the specified hourly wage	佔僱員總人數的百分比 % of total number of employees
\$22	67 900	2.4%
\$23	97 000	3.5%
\$24	130 200	4.7%
\$25	169 200	6.1%
\$26	213 600	7.7%
\$27	270 000	9.7%
\$28	314 600	11.3%
\$29	347 800	12.5%
\$30	374 800	13.5%
\$31	411 700	14.8%
\$32	439 000	15.8%
\$33	469 400	16.9%
\$34	507 800	18.3%
\$35	540 800	19.5%

註： 上表所載的每小時工資數字是未經進位的確實數字。

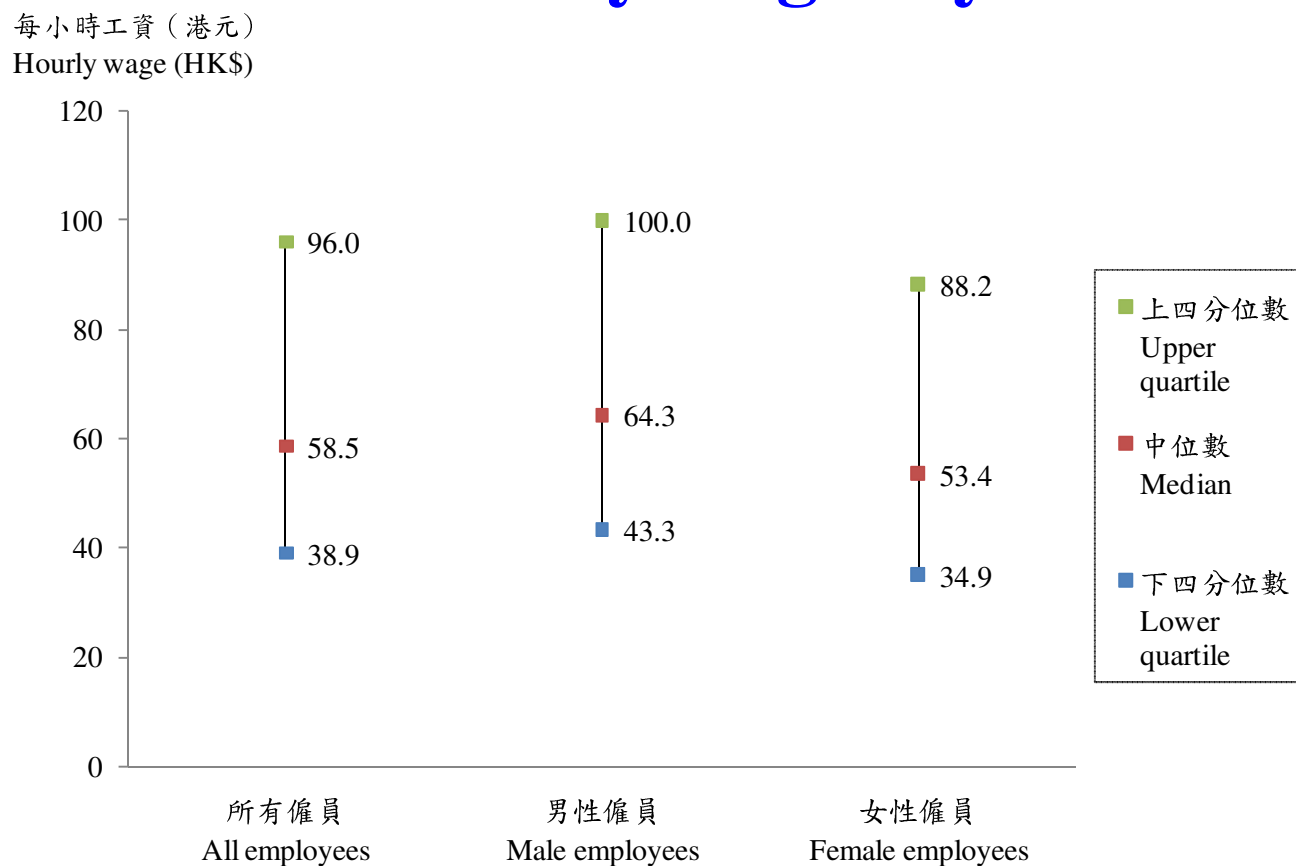
Note: Hourly wage figures shown in the above table are exact figures without rounding.

僱員每小時工資分布：就業人數少於50的機構單位 Distribution of hourly wage: establishments with persons engaged less than 50

百分位數 Percentile	每小時工資(港元) Hourly wage (HK\$)	賺取少於該每小時工資 百分位數的僱員人數 No. of employees earning less than the corresponding percentile hourly wage	「所有機構單位」的 每小時工資百分位數 Percentile hourly wage of “all establishments”
5 th	\$24.0	69 500	\$24.0
8 th	\$26.0	111 200	\$26.2
10 th	\$27.0	136 200	\$27.0
12 th	\$28.5	166 800	\$28.7
15 th	\$30.4	207 400	\$31.2
20 th	\$33.9	277 700	\$35.3
25 th	\$37.5	346 500	\$38.9
50 th	\$52.4	694 800	\$58.5
75 th	\$81.5	1 042 300	\$96.0
90 th	\$122.1	1 251 000	\$171.8

按性別劃分的僱員每小時工資分布

Distribution of hourly wage: by sex

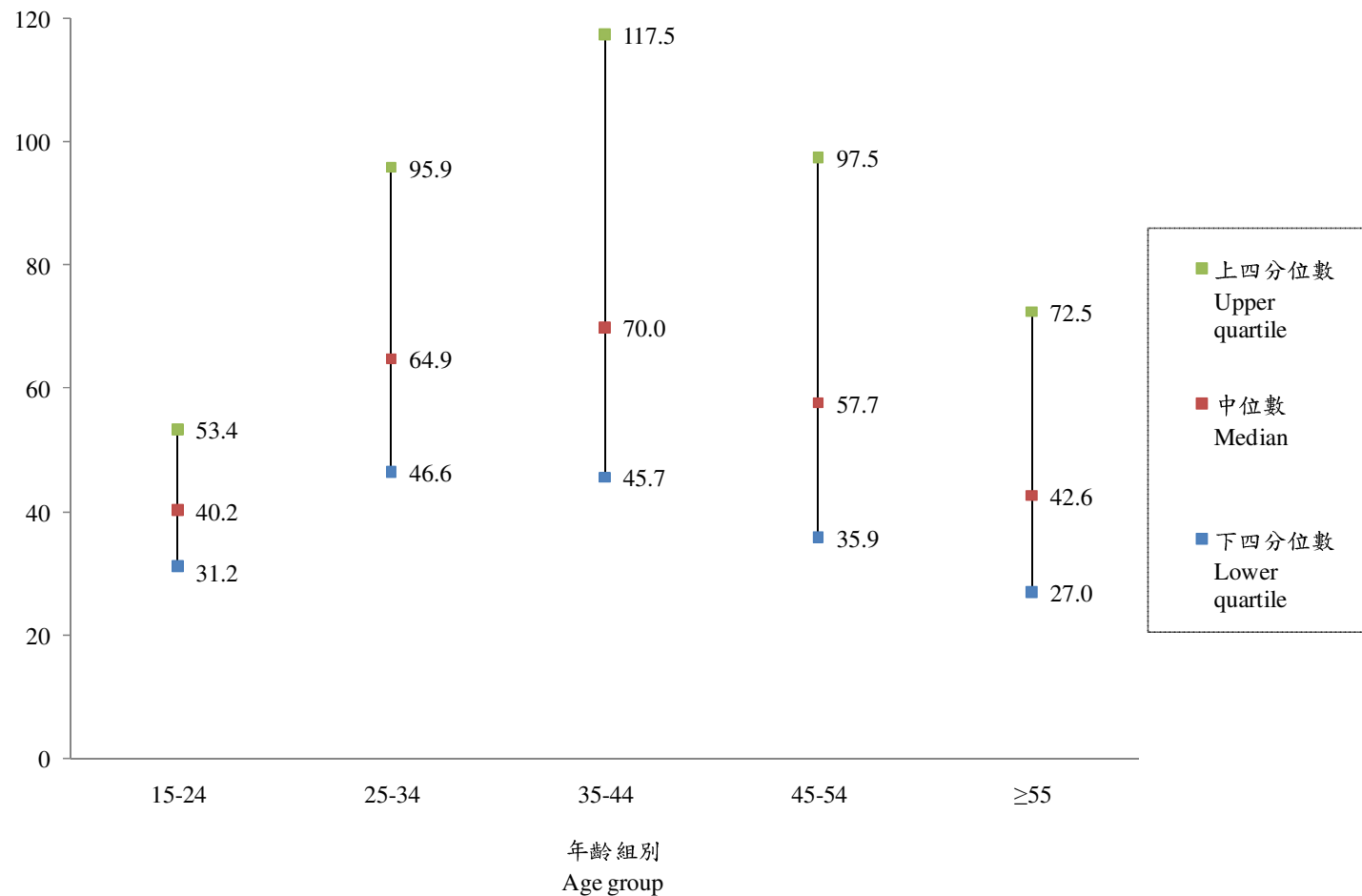


註：男性僱員的每小時工資中位數較女性僱員高，主要是由於男性僱員中已完成中六及以上教育的比例較女性的相應比例為高。

Note: Median hourly wage of male employees was higher than that of female employees mainly because the proportion of male employees who had completed education at Secondary 6 and above level was higher than the corresponding proportion of female employees.

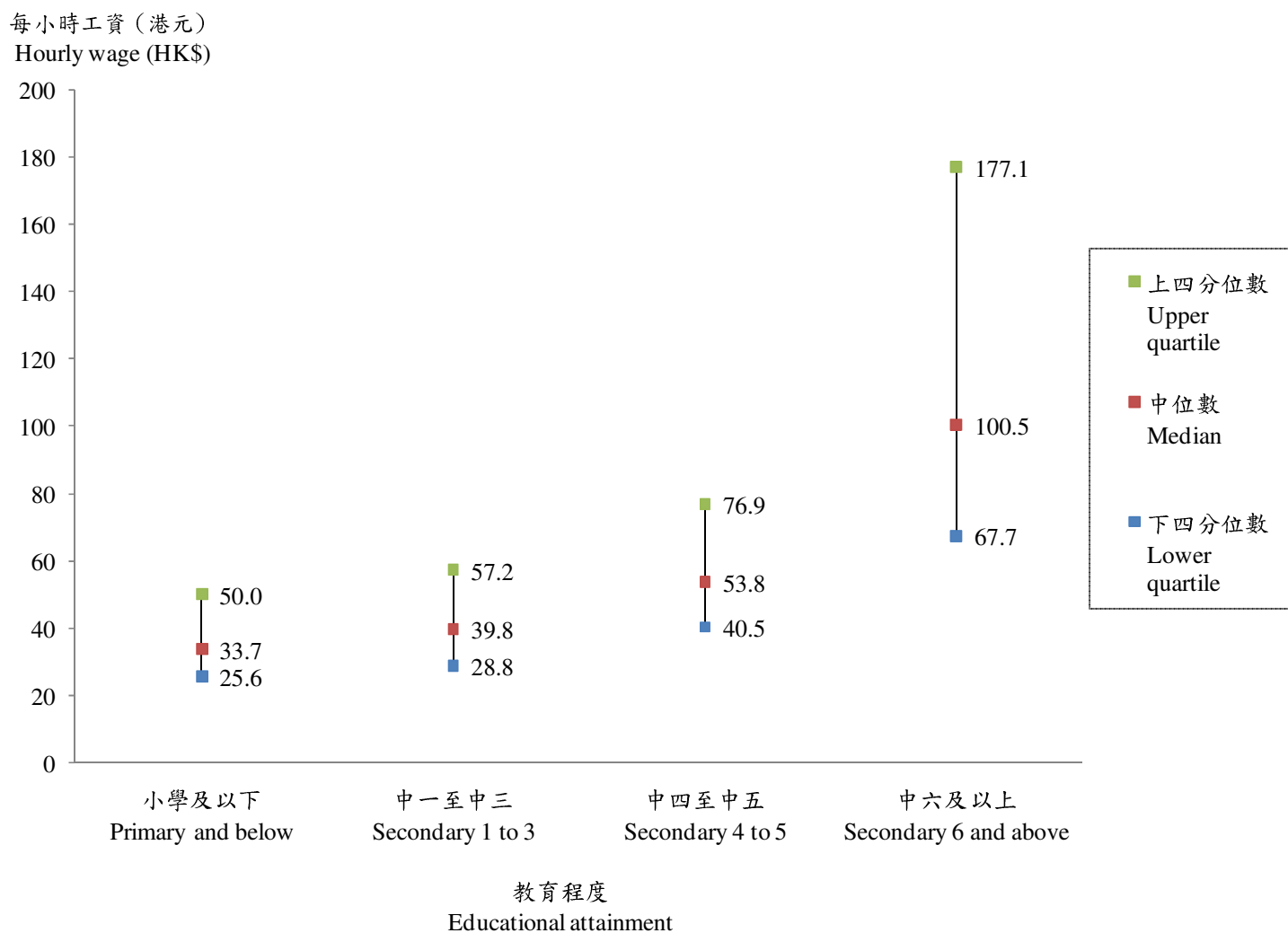
按年齡組別劃分的僱員每小時工資分布 Distribution of hourly wage: by age group

每小時工資 (港元)
Hourly wage (HK\$)



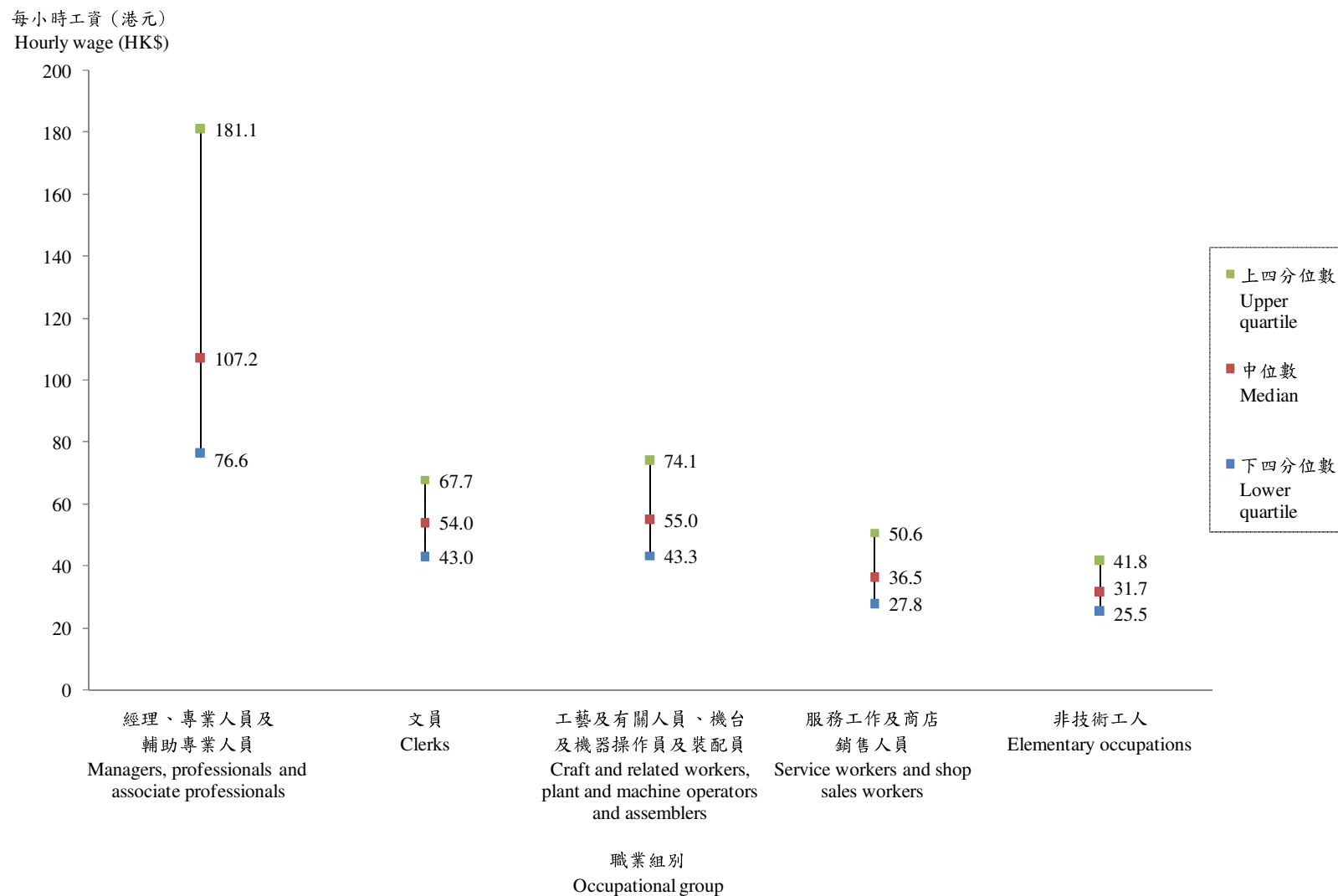
按教育程度劃分的僱員每小時工資分布

Distribution of hourly wage: by educational attainment



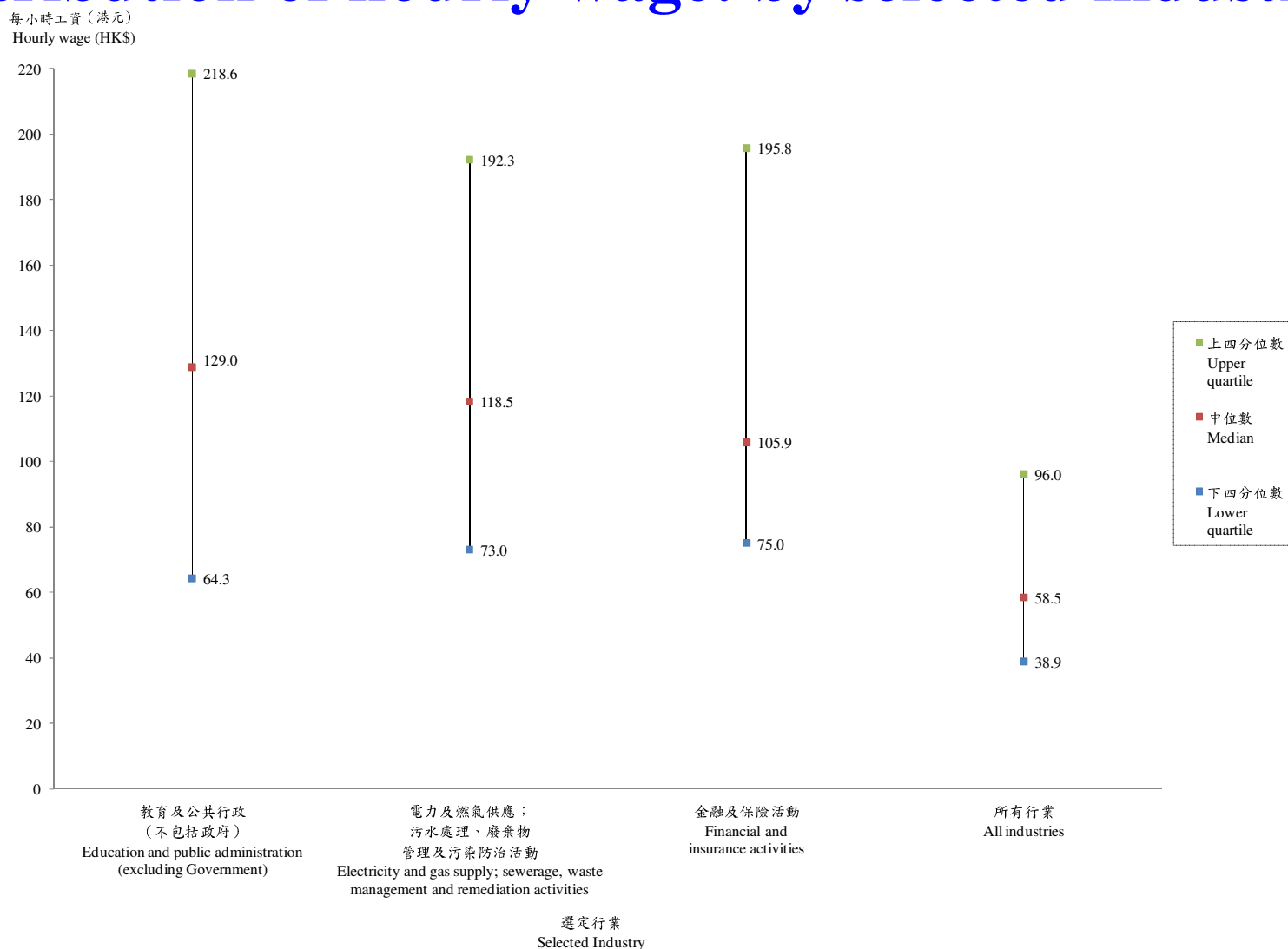
按職業組別劃分的每小時工資分布

Distribution of hourly wage: by occupational group



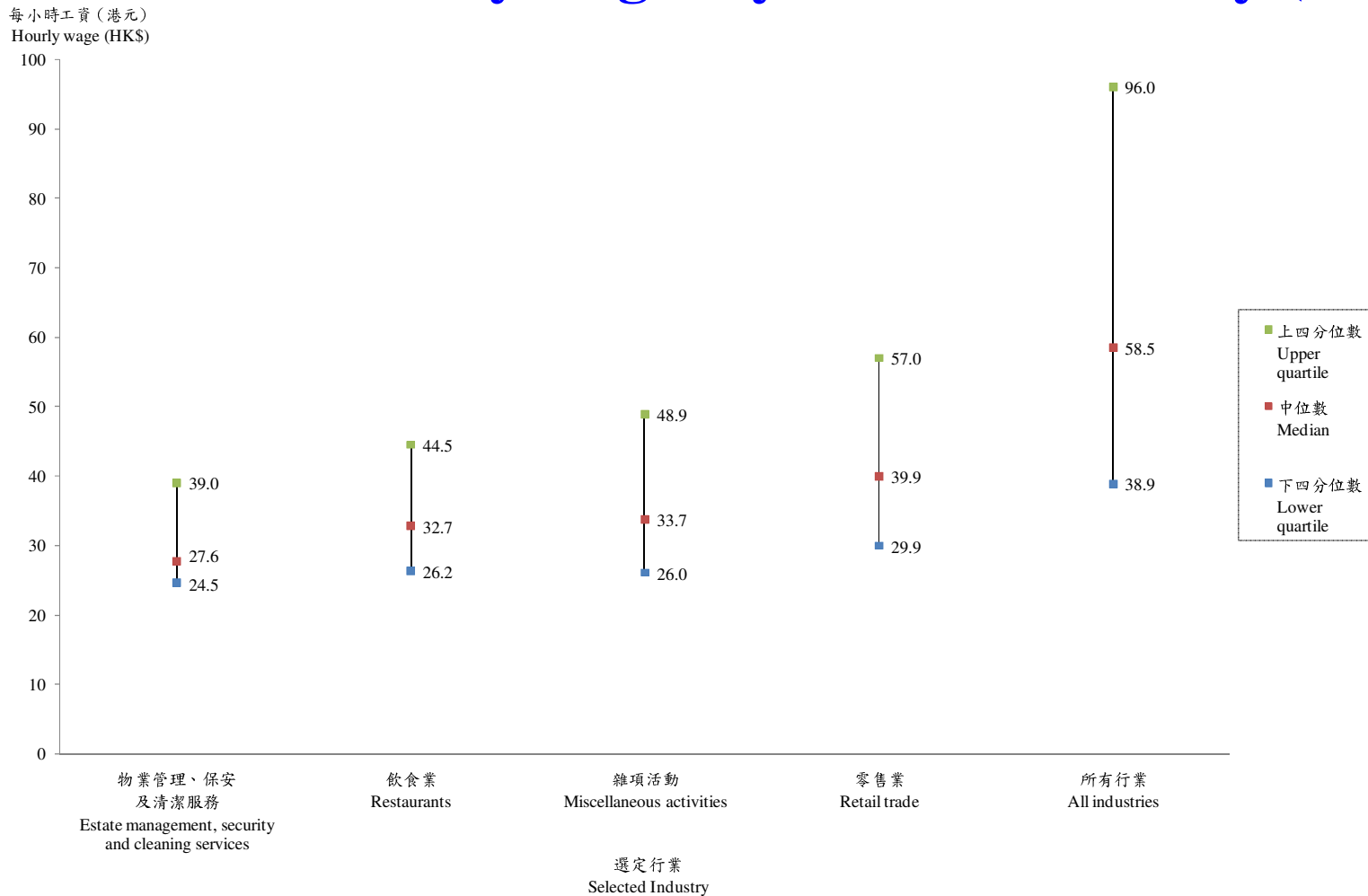
按選定行業劃分的每小時工資分布

Distribution of hourly wage: by selected industry



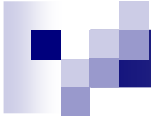
按選定行業劃分的每小時工資分布 (續)

Distribution of hourly wage: by selected industry (Cont'd.)



註：「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: "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.



謝謝

Thank you