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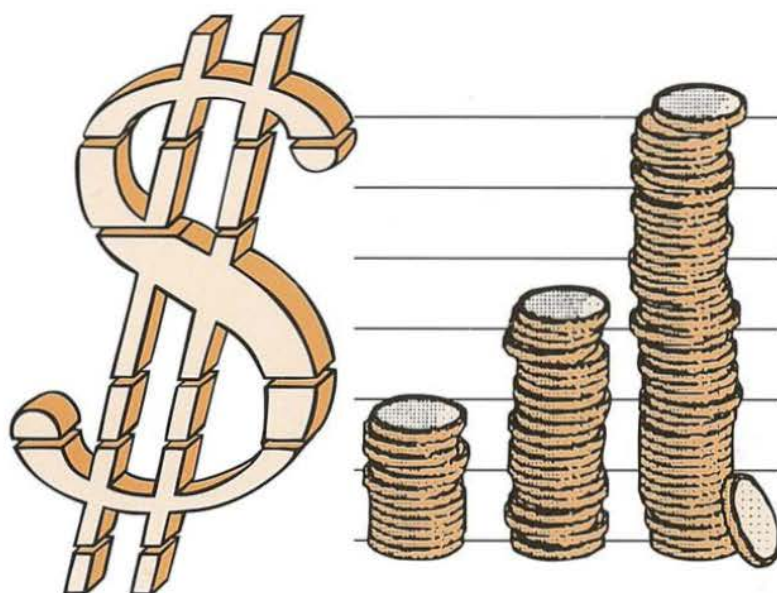
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工資及薪金總額按季統計報告

Quarterly Report of Wage and Payroll Statistics

一九九九年十二月

December 1999



中華人民共和國
香港特別行政區 政府統計處
Census and Statistics Department
Hong Kong Special Administrative Region
People's Republic of China

工資及薪金總額按季統計報告

Quarterly Report of Wage and Payroll Statistics

一九九九年十二月
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I. 緒言

1.1 本報告載列工資及薪金總額的摘要統計數字。這些統計數字是根據政府統計處進行的「勞工收入統計調查」的結果編製而成。本報告亦刊載了各主要行業類別及行業的工資及薪金總額分項統計數字。

1.2 本報告是將以往的《就業、空缺及薪金總額按季統計報告》中的薪金總額統計部分及《工資統計報告》合併而成。讀者若要獲取一九九九年第三季或以前季度的薪金總額統計和工資統計數字，可參閱上述兩本報告。

1.3 在一九九九年前，政府統計處按半年搜集工資統計數字，統計期為每年的三月和九月。從一九九九年起，政府統計處已按季編製工資統計數字，並以三月、六月、九月及十二月作為統計期。由於在一九九九年前沒有搜集十二月份的工資數據，這報告並沒有載列一九九九年十二月工資統計數字的按年變動。報告內的分析主要是比較一九九九年三月、一九九九年九月及一九九九年十二月的工資統計數字。由於這些比較可能會受季節性變異的影響，讀者應小心闡釋有關的數字。

1.4 由於本報告的統計數字並不包括香港所有行業，因此個別行業類別及「所有行業類別」的數字只涉及統計調查所包括的行業。讀者可參考本報告第 VII 部有關行業範圍的說明。

1.5 本報告中所有統計表均採用下列簡寫和代號：

- * = 為使個別機構單位所提供的資料得以保密，數據不予公布。
- # = 變動在 $\pm 0.05\%$ 內。

I. Introduction

1.1 This report presents summary statistics on wage rates and payroll compiled from the findings of the Labour Earnings Survey (LES) conducted by the Census and Statistics Department. Breakdowns of wage and payroll statistics by major industry sectors and industries are also presented.

1.2 This report incorporates the payroll statistics previously contained in the report of "Quarterly Report of Employment, Vacancies and Payroll Statistics" and the wage statistics previously published in the "Report of Wage Statistics" series. Readers may refer to the above two publications for payroll and wage statistics in respect of the reference period of the third quarter of 1999 or earlier.

1.3 Prior to 1999, wage statistics were collected on a half-yearly basis for the reference months of March and September of the year. With effect from 1999, the wage statistics are compiled at quarterly intervals for the reference months of March, June, September and December. As wage figures for December for the years prior to 1999 are not available, no year-on-year comparisons of wage statistics for December 1999 are presented in this report. This report mainly analyses wage statistics for December 1999 in comparison with those for September 1999 and March 1999. These comparisons should be interpreted with care because they can be affected by seasonal variations.

1.4 It should be noted that since the statistics quoted in this report do not cover all industries in Hong Kong, figures at the industry sector level and the "all industry sectors" level relate only to those industries covered by the Labour Earnings Survey. Readers may refer to Part VII of this report for a full description of the industry coverage.

1.5 The following abbreviations and symbols are used in the tables throughout this report :

- * = data not released in order to safeguard confidentiality of information provided by individual establishment.
- # = change within $\pm 0.05\%$.

II. 工資率與薪金總額的分別

2.1 工資率通常視作勞工「價格」。因此，工資率一般以時間比率計算，即正常工作時數所支付的款額，並以時間作為計算單位，例如一小時、一日、一星期或一個月。

2.2 薪金總額則是僱員收入的指標。「收入」涉及實際工作時數，而非正常工作時數，因此，如果僱員超時工作，其收入便會超過工資率。

2.3 由於工資率和薪金總額的概念有所不同，部分為薪金總額涵蓋的員工薪酬組成類別並不包括在工資率內(如超時工作津貼及非固定發放的花紅)。因此，兩項統計數列的趨勢不能直接比較。有關該兩項統計數字所涵蓋的薪酬組成類別，請參考本報告第 IV 部第 4.1、4.9 及 4.10 段。

III. 統計調查結果摘要

工資統計

名義工資指數

3.1 一九九九年十二月的名義工資指數與一九九九年三月相比，下跌 0.5%，與一九九九年九月相比，則下跌 0.1%。

3.2 按行業類別分析，若將一九九九年十二月與一九九九年九月的名義工資指數相比，金融、保險、地產及商用服務業的平均工資率錄得最大增幅，名義增幅為 0.9%，而同期運輸服務業則錄得最大跌幅，名義跌幅為 2.0%。

3.3 一九九九年三月、一九九九年九月及一九九九年十二月選定行業類別的名義工資指數載列於下表：

II. Differences between Wage Rate and Payroll

2.1 *Wage rate* is usually thought of as the “*price*” of labour. As such, wage rates are usually expressed as time rates which refer to the amount of money paid for normal hours of work and relate to a time-unit such as an hour, a day, a week or a month.

2.2 *Payroll* is an indicator of labour *earnings* which relates to the amount of time actually worked and not to the normal time of work. Thus, if overtime is worked, the amount of earnings will exceed the wage rate.

2.3 Given the difference in the concepts of wage rate and payroll, some elements of payments to workers covered by payroll are not under the coverage of wage rate (such as overtime payment and discretionary bonuses). Therefore, the trends of these two series of statistics are not strictly comparable. For more details about their coverages, please refer to paragraphs 4.1, 4.9 and 4.10 in Part IV of this report.

III. Summary of Survey Findings

Wage Statistics

Nominal Wage Indices

3.1 The nominal wage index decreased by 0.5% in December 1999 when compared with March 1999 and decreased by 0.1% when compared with September 1999.

3.2 Analysed by industry sector, the financing, insurance, real estate and business services sector had the highest growth rate in average wage rates in December 1999 as compared with September 1999, at 0.9% in nominal terms. The transport services sector had the largest rate of decrease, at 2.0% in nominal terms over the same period.

3.3 The nominal wage indices for March 1999, September 1999 and December 1999 for selected industry sectors are given in the following table:

表甲：選定行業類別的名義工資指數
Table A: Nominal Wage Indices by Selected Industry Sector

選定行業類別 Selected industry sector	指數(一九九二年九月=100) Index (September 1992 = 100)			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
製造業 Manufacturing	143.7	142.5	143.2	+0.5	-0.3
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	149.1	148.6	148.5	#	-0.4
運輸服務業 Transport services	154.4	153.7	150.5	-2.0	-2.5
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	157.6	157.3	158.7	+0.9	+0.6
個人服務業 Personal services	155.2	154.6	152.1	-1.6	-2.0
所有行業類別 All industry sectors	150.0	149.4	149.3	-0.1	-0.5

註釋： 所有增減百分率按小數後兩個位的指數計算出來。

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

變動在 $\pm 0.05\%$ 內。

Change within $\pm 0.05\%$.

實質工資指數

3.4 一九九九年十二月的實質工資指數與一九九九年三月相比，上升 2.6%，與一九九九年九月相比，則上升 0.8%。

3.5 按行業類別分析，若將一九九九年十二月與一九九九年九月的實質工資指數相比，金融、保險、地產及商用服務業的平均工資率錄得最大增幅，實質增幅為 1.8%，而同期運輸服務業則錄得最大跌幅，實質跌幅為 1.2%。

3.6 一九九九年三月、一九九九年九月及一九九九年十二月選定行業類別的實質工資指數載列於下表：

Real Wage Indices

3.4 The real wage index increased by 2.6% in December 1999 when compared with March 1999 and increased by 0.8% when compared with September 1999.

3.5 Analysed by industry sector, the financing, insurance, real estate and business services sector had the highest growth rate in average wage rates in real terms in December 1999 as compared with September 1999, at 1.8%, while the transport services sector had the largest rate of decrease, at 1.2% in real terms over the same periods.

3.6 The real wage indices for March 1999, September 1999 and December 1999 for selected industry sectors are given in the following table:

表乙：選定行業類別的實質工資指數
Table B: Real Wage Indices by Selected Industry Sector

選定行業類別 Selected industry sector	指數(一九九二年九月=100) Index (September 1992 = 100)			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
製造業 Manufacturing	102.5	103.9	105.3	+1.4	+2.7
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	106.3	108.3	109.2	+0.8	+2.7
運輸服務業 Transport services	110.1	112.0	110.7	-1.2	+0.5
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	112.4	114.6	116.7	+1.8	+3.8
個人服務業 Personal services	110.7	112.7	111.9	-0.7	+1.0
所有行業類別 All industry sectors	107.0	108.9	109.8	+0.8	+2.6

註釋： (1) 實質工資指數是根據名義工資指數扣除甲類消費物價指數變動的影響計算出來。
Notes: The real wage indices are derived by deflating the respective nominal wage indices by the CPI(A).

(2) 所有增減百分率按小數後兩個位的指數計算出來。
All percentage changes are derived from indices rounded to 2 decimal places.

薪金總額統計

Payroll Statistics

就業人士名義平均薪金指數

Nominal Index of Payroll per Person Engaged

3.7 一九九九年第四季的就業人士名義平均薪金指數與一九九八年同期相比，下跌 0.7%。

3.7 The nominal index of payroll per person engaged decreased by 0.7% in the fourth quarter of 1999 when compared with the same period in 1998.

3.8 按行業類別分析，若將一九九九年第四季的就業人士名義平均薪金指數與一九九八年同期相比，所有個別行業類別的名義平均收入均錄得跌幅。運輸、倉庫及通訊業錄得最大跌幅，名義跌幅為 3.9%。同期批發、零售、進出口貿易、飲食及酒店業及金融、保險、地產及商用服務業的跌幅最小，名義跌幅為 0.6%。

3.8 Analysed by industry sector, all individual industry sectors recorded a decrease in average earnings in nominal terms in the fourth quarter of 1999 as compared with the same quarter in 1998. The transport, storage and communications sector had the largest rate of decrease, at 3.9% in nominal terms. The wholesale, retail and import/export trades, restaurants and hotels sector and financing, insurance, real estate and business services sector had the smallest rate of decrease, at 0.6% in nominal terms over the same period.

3.9 一九九八年第四季、一九九九年第三季及一九九九年第四季選定行業類別的就業人士名義平均薪金指數載列於下表：

3.9 The nominal indices of payroll per person engaged for the fourth quarter of 1998, third quarter of 1999 and fourth quarter of 1999 are given in the following table:

表丙：選定行業類別就業人士名義平均薪金指數
Table C: Nominal Indices of Payroll per Person Engaged by Industry Sector

行業類別 Selected industry sector	指數(一九九四年第一季=100) Index (1st Qtr. 94=100)			增減百分率 Percentage change	
	九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99	九九年第四季與 九九年第三季比較 4th Qtr. 99 over 3rd Qtr. 99	九九年第四季與 九八年第四季比較 4th Qtr. 99 over 4th Qtr. 98
製造業 Manufacturing	123.8	117.7	122.6	+4.1	-1.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	119.2	109.8	118.4	+7.8	-0.6
運輸、倉庫及通訊業 Transport, storage and communications	148.3	124.6	142.6	+14.4	-3.9
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	133.3	117.0	132.6	+13.3	-0.6
社區、社會及個人服務業 Community, social and personal services	149.9	151.5	147.6	-2.6	-1.5
所有行業類別 All industry sectors	136.3	125.9	135.4	+7.5	-0.7

註釋： 所有增減百分率按小數後兩個位的指數計算出來。

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

就業人士實質平均薪金指數

3.10 一九九九年第四季的就業人士實質平均薪金指數與一九九八年同期相比，上升 3.6%。

3.11 按行業類別分析，若將一九九九年第四季的就業人士實質平均薪金指數與一九九八年同期相比，金融、保險、地產及商用服務業的平均收入錄得最高增幅，實質增幅為 3.7%，而同期運輸、倉庫及通訊業則錄得最小增幅，實質增幅為 0.3%。

Real Index of Payroll per Person Engaged

3.10 The real index of payroll per person engaged increased by 3.6% in the fourth quarter of 1999 when compared with the same period in 1998.

3.11 Analysed by industry sector, the financing, insurance, real estate and business services sector had the highest growth rate in average earnings at 3.7% in real terms in the fourth quarter of 1999 as compared with the same quarter in 1998, while the transport, storage and communications sector had the lowest growth rate, at 0.3% in real terms over the same period.

3.12 一九九八年第四季、一九九九年第三季及一九九九年第四季選定行業類別的就業人士實質平均薪金指數載列於下表：

3.12 The real indices of payroll per person engaged for the fourth quarter of 1998, third quarter of 1999 and fourth quarter of 1999 are given in the following table:

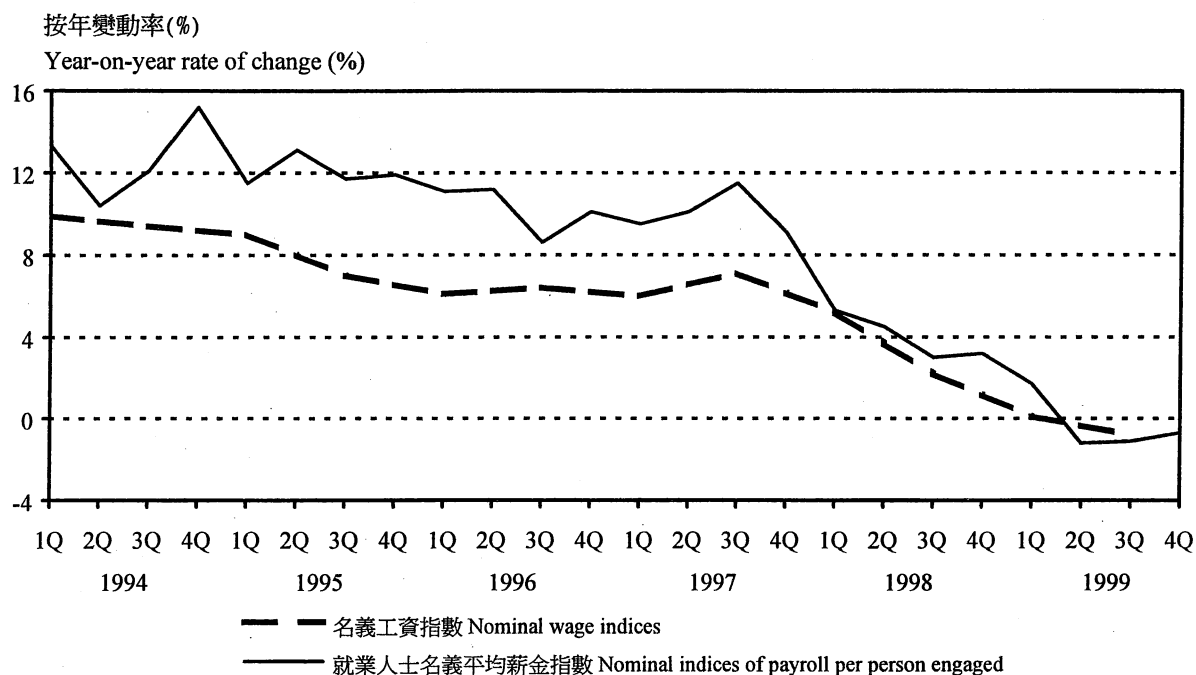
表丁：選定行業類別就業人士實質平均薪金指數
Table D: Real Indices of Payroll per Person Engaged by Industry Sector

行業類別 Selected industry sector	指數(一九九四年第一季=100) Index (1st Qtr. 94=100)			增減百分率 Percentage change	
	九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99	九九年第四季與 九九年第三季比較 4th Qtr. 99 over 3rd Qtr. 99	九九年第四季與 九八年第四季比較 4th Qtr. 99 over 4th Qtr. 98
製造業 Manufacturing	96.0	94.7	99.1	+4.6	+3.2
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	92.4	88.3	95.7	+8.4	+3.6
運輸、倉庫及通訊業 Transport, storage and communications	115.0	100.3	115.3	+15.0	+0.3
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	103.3	94.1	107.2	+13.9	+3.7
社區、社會及個人服務業 Community, social and personal services	116.2	121.9	119.3	-2.1	+2.7
所有行業類別 All industry sectors	105.7	101.3	109.5	+8.1	+3.6

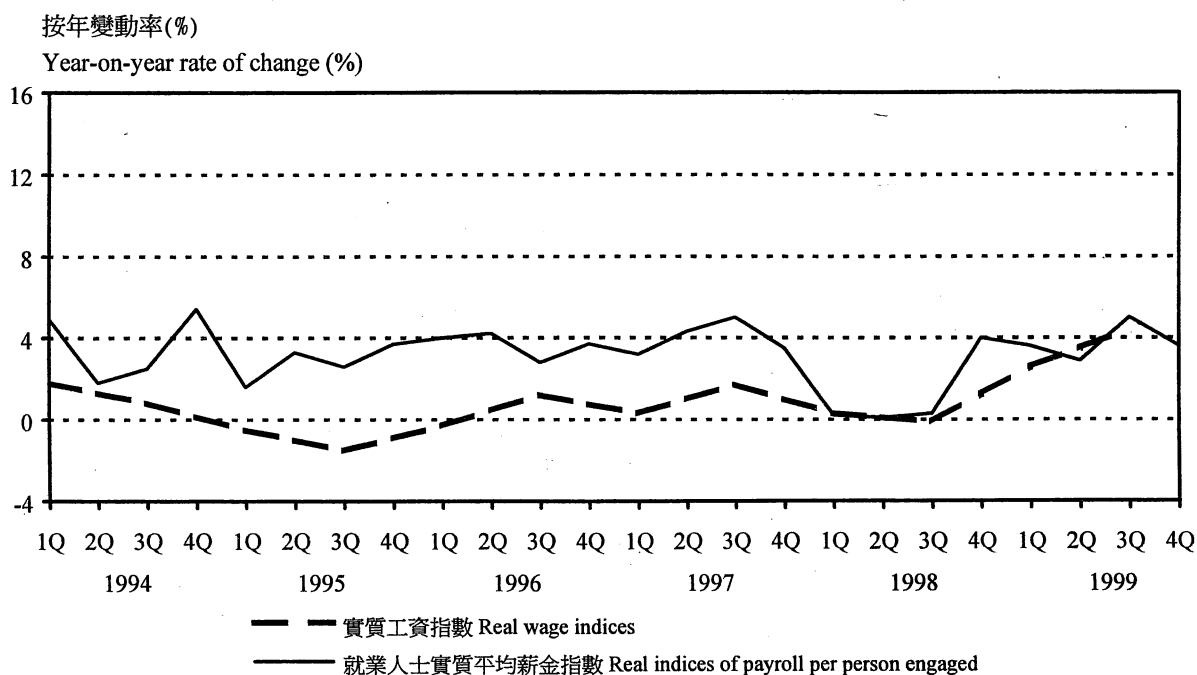
註釋： (1) 就業人士實質平均薪金指數是根據就業人士名義平均薪金指數扣除綜合消費物價指數變動的影響計算出來。
Notes: The real indices of payroll per person engaged are derived by deflating the respective nominal indices of payroll per person engaged by the Composite CPI.

(2) 所有增減百分率按小數後兩個位的指數計算出來。
All percentage changes are derived from indices rounded to 2 decimal places.

圖一 名義工資指數及就業人士名義平均薪金指數的按年變動率
Chart 1 Year-on-Year Rates of Change of Nominal Wage Indices and Nominal Indices of Payroll per Person Engaged



圖二 實質工資指數及就業人士實質平均薪金指數的按年變動率
Chart 2 Year-on-Year Rates of Change of Real Wage Indices and Real Indices of Payroll per Person Engaged



經季節性調整的就業人士平均薪金指數

3.13 本報告其他章節所列出的就業人士平均薪金指數均為未經季節性調整的數字。普遍而言，讀者對未經季節性調整的數據比較感興趣，原因是這些數據反映僱員實際收入的按季變動情況。

3.14 然而，根據原來的就業人士平均薪金指數數列（即未經季節性調整的數列）計算的勞工平均收入按季變動，是會受季節性變異的影響。根據以往統計調查結果顯示，由於年終花紅（例如雙糧）較多在第一季及第四季發放，故該兩季的就業人士平均薪金通常較高。把這些季節性變異從數列中剔除，便可更有意義地比較相連季度的數字，從而更能清楚地反映勞工平均收入的根本趨勢。

3.15 一九九九年第四季就業人士名義平均薪金指數的按季變動率為 0.5%。一九九八年第四季的相應變動率則為 0.3%。扣除消費物價的跌幅後，一九九八年及一九九九年第四季經季節性調整的就業人士實質平均薪金指數按季變動率，分別為 2.6% 及 1.0%。

Seasonally Adjusted Index of Payroll per Person Engaged

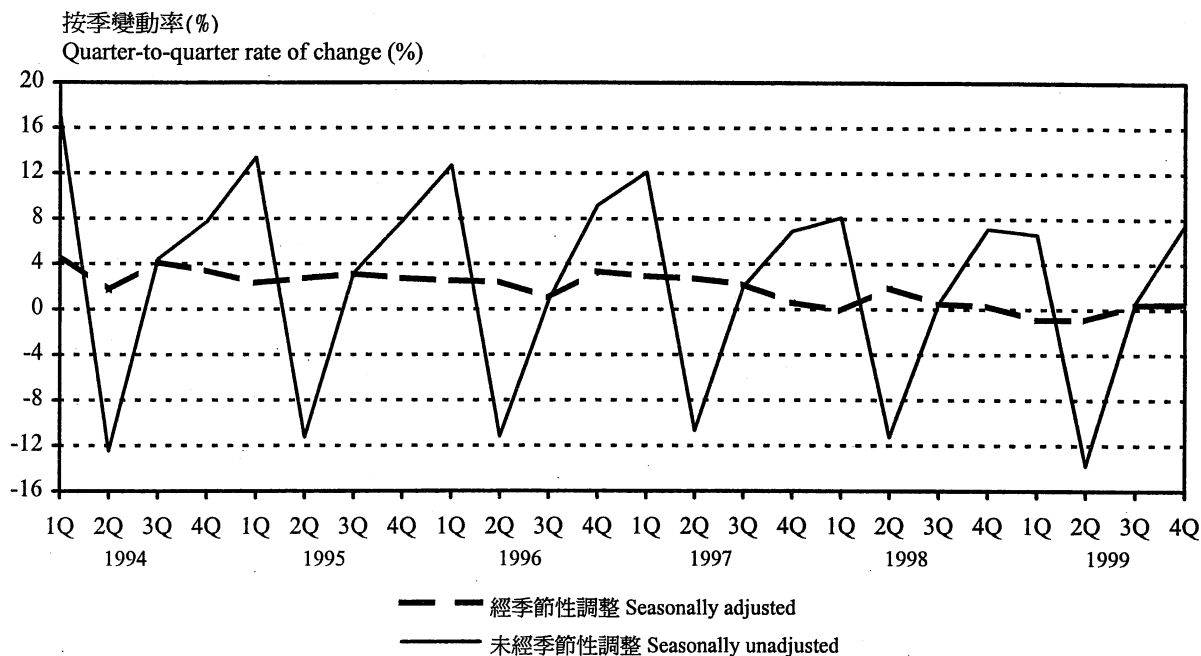
3.13 All the indices of payroll per person engaged quoted in the other sections of this report are not seasonally adjusted. In general, the unadjusted data series are of greater interest to readers because they reflect the quarter-to-quarter movements of earnings actually received by employees.

3.14 However, quarter-to-quarter rates of change in average labour earnings based on the original payroll per person engaged indices series (i.e. the seasonally unadjusted series) are affected by seasonal variations. Based on past survey results, average payroll per person engaged is usually higher in the first and fourth quarters of a year due to the issue of year-end bonuses during these quarters (e.g. double pay bonuses). By removing these seasonal variations from the series, figures for consecutive quarters can be compared more meaningfully, and hence the underlying trends of the average labour earnings can be reflected more clearly.

3.15 The quarter-to-quarter rate of change of nominal index of payroll per person engaged in the fourth quarter of 1999 is 0.5%. The corresponding rate of change in the fourth quarter of 1998 is 0.3%. After discounting the decreases in consumer prices, the seasonally adjusted quarter-to-quarter rates of change of real index of payroll per person engaged in the fourth quarter of 1998 and 1999 are 2.6% and 1.0% respectively.

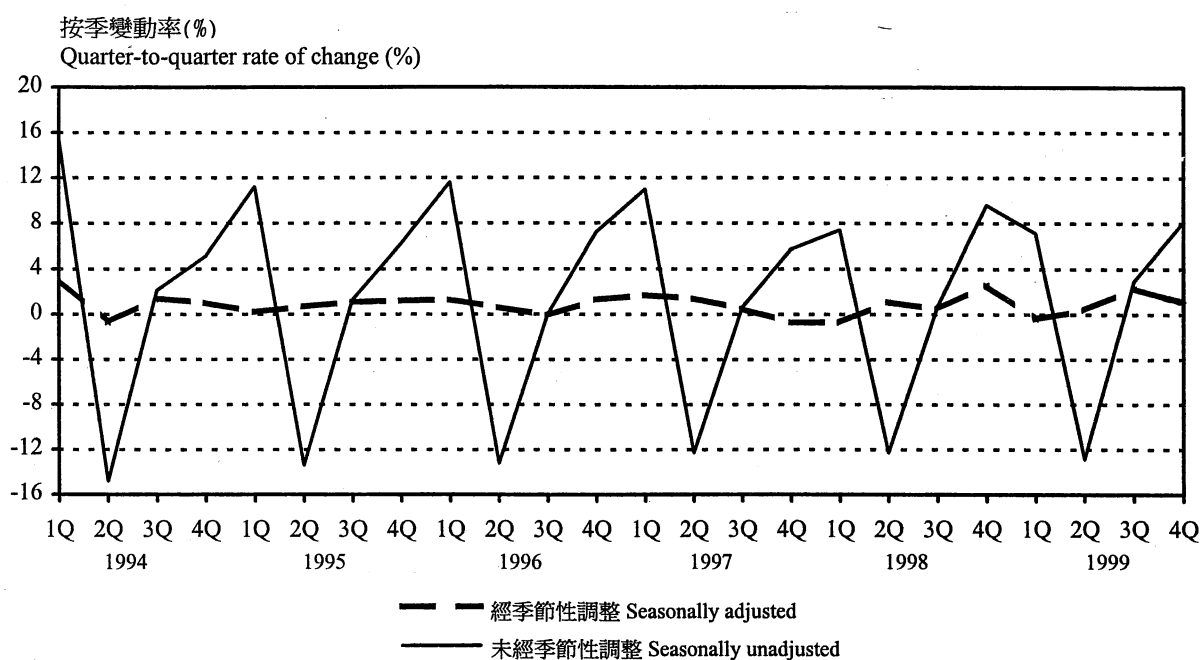
圖三 一九九四年第一季至一九九九年第四季經季節性調整的就業人士名義平均薪金指數按季變動率：所有行業類別

Chart 3 Seasonally Adjusted Quarter-to-Quarter Rates of Change of Nominal Indices of Payroll per Person Engaged: All Industry Sectors, First Quarter 1994 – Fourth Quarter 1999



圖四 一九九四年第一季至一九九九年第四季經季節性調整的就業人士實質平均薪金指數按季變動率：所有行業類別

Chart 4 Seasonally Adjusted Quarter-to-Quarter Rates of Change of Real Indices of Payroll per Person Engaged: All Industry Sectors, First Quarter 1994 – Fourth Quarter 1999



IV. 註釋

工資統計

4.1 工資率包括下列員工薪酬組成類別：

- (i) 基本工資／薪金（包括有薪假期和休假）；
- (ii) 佣金及小費（直接從顧客收取的小費不包括在內）；
- (iii) 輪班津貼；
- (iv) 生活津貼；
- (v) 膳食津貼及膳食福利；
- (vi) 勤工獎；
- (vii) 固定發放的年終花紅；及
- (viii) 其他固定及定期發放的花紅和津貼。

4.2 每日正常工作時數是指「勞工收入統計調查」涵蓋的機構單位的規定工作時數，不包括用膳和休息時間。在該規定的工作時數以外的工作，會按超時補薪率支付，或只屬機構單位規則和慣例上的例外情況。

4.3 每月標準工作日數：如每星期工作 6 日或每月休假 4 日，標準工作日數為 26 日；如每星期工作 5½ 日，標準工作日數為 24 日；如每星期工作五日，而星期六採取長短週方式工作半日，標準工作日數為 23 日；如每星期工作 5 日，標準工作日數為 22 日。

4.4 本報告內載列的工資指數，是將接連兩次統計調查中有關行業、職業及性別方面的勞動人口結構維持不變，從而量度工資率的「純」變動。然而，統計調查不可能將按行業、職位和性別界定的某一僱員類別內的僱員經驗和素質標準化。因此，若僱員經驗和素質組合有所轉變，工資指數的變動仍可能會受影響，在闡釋數據時應予注意。

IV. Explanatory Notes

Wage Statistics

4.1 Wage rate covers the following elements of payments to workers:

- (i) basic wages/salaries (including paid holidays and leave);
- (ii) commission and tips (tips received directly from customers are excluded);
- (iii) shift allowance;
- (iv) cost-of-living allowance;
- (v) meal allowance and meal benefits;
- (vi) good attendance bonus;
- (vii) guaranteed year-end bonus; and
- (viii) other regular and guaranteed bonuses and allowances.

4.2 Number of normal working hours per day refers to the hours of work, excluding meal time and rest time, stipulated by the establishments covered by LES beyond which any time worked is remunerated at overtime rate or forms an exception to the rules and customs of the establishment.

4.3 Number of standard working days per month is taken as 26 days if working 6 days a week or if 4 rest days granted per month; 24 days if working 5½ days a week; 23 days if working 5 days per week with an additional half day on alternate Saturdays; and 22 days if working 5 days per week.

4.4 The wage indices in this report are designed to measure the “pure” changes in wage rates by holding constant the structure of the labour force with respect to industry, occupation and sex between two successive rounds of the survey. However, it is not possible to standardize the experience and quality of workers within a specific group which is defined by an occupation and sex in a particular industry. Hence, caution should be exercised in interpreting the changes in wage indices as changes in composition of workers in terms of experience and quality within the group may affect the movements of the wage indices.

4.5 實質工資指數是根據有關的名義指數，扣除甲類消費物價指數變動的影響而計算出來。選擇甲類消費物價指數，是因為該指數較配合督導級及以下僱員的工資水平。

4.6 工資率的變動 基於計算方法不同，工資率絕對水平的變動可能有別於工資指數的變動。在這種情況下，如需分析工資率的「純」變動，應採用工資指數作為反映工資率變動的指標。

4.7 個別職業工資率的可靠性 在「勞工收入統計調查」中，「工資統計調查」的樣本數目僅為 2 000 間機構單位（見第 VII 部 7.19 段），故本報告內表七至表十所載的按職業及性別分析的工資率詳細統計數字，可能有較大的估計誤差。因此，這些工資率統計數字只可作粗略參考，闡釋時應特別注意。

4.8 拼接不同基期的工資指數數列 由一九九三年三月開始，工資指數的基期由一九八二年三月重訂為一九九二年九月。如須就某一指定行業的舊工資指數數列（即一九八二年三月=100）和新工資指數數列（即一九九二年九月=100）作比較，可使用拼接法。計算方法是首先根據該行業的新舊兩組工資指數系列在重疊期（即一九九二年九月）的數字，計算出一個轉換因子，然後將某指定月份以舊基期為根據的指數乘以轉換因子，便可轉換成為以新基期為根據的指數。下表說明一九九二年三月漂染業和中式餐館或酒樓業的名義工資指數，由以舊基期為根據的指數轉換為以新基期為根據的指數的計算方法。

4.5 The Real Wage Index is obtained by deflating the Nominal Wage Index by the Consumer Price Index (A). The Consumer Price Index (A) is considered more appropriate to be used for deriving the real wage indices for workers up to supervisory level by virtue of their wage levels.

4.6 Changes in wage rates For computational reasons, the movement of the absolute level of wage rates may differ slightly from the movement of the wage indices. Where this happens, the wage indices should be used as the indicator of changes if the "pure" changes in wage rates are being analysed.

4.7 Reliability of wage rates of individual occupations With a total sample size of only 2 000 establishments in the wage enquiry of the LES (see paragraph 7.19 in Part VII), the detailed statistics of wage rates by individual occupation by sex as shown in Tables 7 to 10 are subject to relatively large estimation errors. These wage rate statistics are therefore published for rough reference only and should therefore be interpreted with caution.

4.8 Linking wage index series of different base periods As from March 1993, the wage indices have been re-based from March 1982 to September 1992. If one wishes to compare wage indices of the old series (i.e. March 1982 = 100) and those of the new series (i.e. September 1992 = 100) for a particular industry, a splicing method can be used. First, a conversion factor is to be derived for that industry based on the indices for the overlapping period of September 1992 in both index series. Then, the index for a particular month with the old base period can be converted to the new base period by multiplying the index by the conversion factor. The following illustrates how the nominal wage indices for the bleaching and dyeing industry and chinese restaurants for March 1992 can be converted from the old base period to the new base period.

行業 Industry	一九九二年三月 Mar. 1992 (八二年三月=100) (Mar. 82=100)	一九九二年九月 Sep. 1992 (八二年三月=100) (Mar. 82=100)	一九九二年九月 Sep. 1992 (九二年九月=100) (Sep. 92=100)	轉換因子 Conversion Factor	一九九二年三月 Mar. 1992 (九二年九月=100) (Sep. 92=100)
	(1)	(2)	(3)	(3)/(2)	(1)x(3)/(2)
漂染業 Bleaching and dyeing	254.3	272.9	100	100/272.9	93.2
中式餐館及酒樓業 Chinese restaurants	192.2	197.1	100	100/197.1	97.5

薪金總額統計

4.9 薪金總額包括以下各項員工薪酬組成類別：

- (i) 所有工資率的薪酬組成部分；
- (ii) 非保證發放的現金花紅及津貼（例如紅利及長期服務獎金）；
- (iii) 超時工作津貼；
- (iv) 補薪；及
- (v) 遣散費及停職費。

4.10 薪金總額不包括以下各項：

- (i) 支付予外發工人的薪金；
- (ii) 東主和商業合伙人所賺取的利潤；
- (iii) 實物津貼（例如由機構提供予僱員的住所）；
- (iv) 僱主為僱員支付社會保障和退休金計劃，以及僱員從該等計劃獲得之利益；及
- (v) 退休長俸。

4.11 就業人士名義和實質薪金指數 就業人士平均薪金是將有關統計期的薪金總額除以該統計日期的就業人數而計算出來。就業人士名義平均薪金指數是將有關季度的就業人士每月平均薪金與一九九四年第一季的每月平均薪金作比較，後者並已設定為基數 100。就業人士實質平均薪金指數是根據有關的名義指數，扣除綜合消費物價指數變動的影響而計算出來。

Payroll Statistics

4.9 Payroll covers the following elements of payments to workers:

- (i) all elements covered by wage rate;
- (ii) non-guaranteed or discretionary cash bonuses and allowances (e.g. profit-sharing bonuses and long service bonuses);
- (iii) overtime payment;
- (iv) back-pay; and
- (v) severance payment and termination payment.

4.10 The following elements are excluded from payroll statistics:

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

4.11 Nominal and real indices of payroll per person engaged Payroll per person engaged is derived by dividing the total monthly payroll by the total number of persons engaged as at the survey reference date. The nominal index of payroll per person engaged is obtained by comparing the average monthly payroll per person engaged for the quarter in question with that for 1st Quarter 1994, which is taken as 100. The real index of payroll per person engaged is obtained by deflating the respective nominal index by the Composite Consumer Price Index.

4.12 闡釋就業人士平均薪金 就業人士平均薪金不應被視為完全相等於僱員的平均入息。首先，計算就業人數的統計期和計算每月薪金總額的統計期並不相同。就業人數針對一個指定統計日期，但每月薪金總額是將整個月內所有現金支出合算而成。其次，薪金總額是指給予僱員的支出。但是，就業人數不單只包括僱員，同時還包括在職東主、在職股東及無酬家屬幫工等通常不支薪的人士。最後，就有關入息而言，僱員的入息通常不只限於薪金總額中所反映的現金收入，其整體薪酬還可能包括其他附帶福利或實物津貼。但是，只要就業人數的結構大致保持穩定，就業人士名義及實質平均薪金指數的變動，一般可以顯示僱員平均收入的變動情況。

4.13 統計資料的公布 如果統計數字是從少數機構單位所搜集的資料編製而成，則基於下列理由將不會在本報告內公布：(i)該統計資料不足以提供有意義的統計結果；或(ii)有可能披露個別機構單位的資料。

4.12 Interpretation of payroll per person engaged Payroll per person engaged should not be interpreted strictly as the average income of employees. First, the time period covered by employment figures is not the same as that covered by monthly payroll figures. Employment refers to a reference date, while monthly payroll is obtained by aggregating cash payments made over the whole month. Second, payroll refers to payments to employees, whereas persons engaged include more than just employees. They also include working proprietors, business partners and unpaid family members who normally are not on payroll. Finally, as far as income is concerned, employees' income usually is not just limited to cash payments for work as reflected in payroll figures. There may also be other fringe benefits or payments in kind which form part of the total pay package. However, movements in the nominal and real indices of payroll per person engaged can generally be used to indicate changes in average earnings of employees provided that the employment structure remains relatively stable over time.

4.13 Publication of statistical information Statistics compiled from data collected from only a small number of establishments are not released in this report because either (i) data are insufficient to provide meaningful statistical results, or (ii) there is a possibility of disclosure of individual establishment data.

表 1 按行業類別劃分的名義工資指數數列

Table 1 Time Series of Nominal Wage Indices Analysed by Industry Sector

(一九九二年九月 = 100)

(September 1992 = 100)

月份/年份 Month/Year	製造業 Manufacturing	批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	運輸服務業 Transport services	金融、保險、地 產及商用服務業 Financing, insurance, real estate and business services	個人服務業 Personal services	所有 行業類別@ All industry sectors
九二年九月 Sep. 92	100.0	100.0	100.0	100.0	100.0	100.0
九三年三月 Mar. 93	105.1	105.1	103.6	110.2	104.7	105.6
九三年九月 Sep. 93	110.0	110.3	110.8	112.2	110.4	110.4
九四年三月 Mar. 94	115.2	115.8	114.7	119.5	120.5	116.1
九四年九月 Sep. 94	118.9	121.2	122.6	122.2	123.1	120.8
九五年三月 Mar. 95	122.4	127.5	124.1	131.7	129.8	126.6
九五年九月 Sep. 95	125.6	129.9	130.8	132.1	132.8	129.3
九六年三月 Mar. 96	129.3	134.5	132.4	141.5	140.1	134.3
九六年九月 Sep. 96	135.0	136.4	139.9	143.2	141.0	137.6
九七年三月 Mar. 97	138.1	142.3	141.2	149.7	143.7	142.4
九七年九月 Sep. 97	142.2	147.0	149.7	153.8	149.0	147.3
九八年三月 Mar. 98	142.8	149.0	151.6	159.1	155.3	149.8
九八年九月 Sep. 98	143.3	148.9	156.2	160.4	154.6	150.6
九九年三月 Mar. 99	143.7	149.1	154.4	157.6	155.2	150.0
九九年六月 Jun. 99	143.6	148.3	154.4	158.3	151.1	149.6
九九年九月 Sep. 99	142.5	148.6	153.7	157.3	154.6	149.4
九九年十二月 Dec. 99	143.2	148.5	150.5	158.7	152.1	149.3

註釋: @ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Note: Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

表 2 按行業類別劃分的實質工資指數數列
Table 2 Time Series of Real Wage Indices Analysed by Industry Sector

(一九九二年九月 = 100)
(September 1992 = 100)

月份/年份 Month/Year	製造業 Manufacturing	批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	運輸服務業 Transport services	金融、保險、地 產及商用服務業 Financing, insurance, real estate and business services	個人服務業 Personal services	所有 行業類別@ All industry sectors
九二年九月 Sep. 92	100.0	100.0	100.0	100.0	100.0	100.0
九三年三月 Mar. 93	102.1	102.1	100.6	107.1	101.7	102.6
九三年九月 Sep. 93	101.9	102.2	102.7	104.0	102.3	102.4
九四年三月 Mar. 94	103.7	104.2	103.3	107.6	108.4	104.5
九四年九月 Sep. 94	101.6	103.5	104.7	104.3	105.1	103.1
九五年三月 Mar. 95	100.5	104.8	102.0	108.2	106.6	104.0
九五年九月 Sep. 95	98.6	102.0	102.7	103.8	104.4	101.6
九六年三月 Mar. 96	99.7	103.8	102.2	109.2	108.1	103.6
九六年九月 Sep. 96	100.8	101.9	104.5	106.9	105.3	102.8
九七年三月 Mar. 97	100.8	103.9	103.1	109.3	104.9	103.9
九七年九月 Sep. 97	100.8	104.2	106.2	109.1	105.7	104.5
九八年三月 Mar. 98	99.4	103.7	105.6	110.8	108.1	104.3
九八年九月 Sep. 98	99.3	103.2	108.2	111.1	107.1	104.4
九九年三月 Mar. 99	102.5	106.3	110.1	112.4	110.7	107.0
九九年六月 Jun. 99	103.2	106.6	111.0	113.8	108.6	107.5
九九年九月 Sep. 99	103.9	108.3	112.0	114.6	112.7	108.9
九九年十二月 Dec. 99	105.3	109.2	110.7	116.7	111.9	109.8

註釋： 實質工資指數是根據名義工資指數扣除甲類消費物價指數變動的影響計算出來。

Notes: The Real Wage Indices are derived by deflating the respective Nominal Wage Indices by the CPI(A).

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
衣物縫製業 Garments					
技工及操作工 Craftsmen and operatives	121.3	121.5	121.0	-0.4	-0.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	152.9	157.3	157.1	-0.1	2.8
所有選定職業 All selected occupations	131.8	133.5	133.1	-0.3	1.0
紡棉紗及梭織棉布業 Cotton spinning and weaving					
技工及操作工 Craftsmen and operatives	157.5	159.7	163.8	2.6	4.0
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	154.4	159.0	162.6	2.3	5.4
所有選定職業 All selected occupations	156.1	159.1	163.1	2.5	4.5
針織棉布及外衣業 Cotton knitting and knit outerwear					
技工及操作工 Craftsmen and operatives	134.1	137.4	126.9	-7.6	-5.3
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	145.3	139.3	138.9	-0.3	-4.3
所有選定職業 All selected occupations	139.6	137.8	132.8	-3.6	-4.8
漂染業 Bleaching and dyeing					
技工及操作工 Craftsmen and operatives	126.5	128.9	127.6	-1.0	0.9
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	141.2	135.2	135.8	0.5	-3.8
所有選定職業 All selected occupations	132.2	132.0	131.4	-0.5	-0.6
紙盒及紙袋製造業 Paper boxes and bags					
技工及操作工 Craftsmen and operatives	162.0	151.3	154.7	2.2	-4.5
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	159.1	145.2	148.7	2.4	-6.5
所有選定職業 All selected occupations	159.0	147.3	150.7	2.3	-5.2

表 3 按行業及主要職業組別劃分的名義工資指數 --- 續頁

Table 3 Nominal Wage Indices Analysed by Industry by Broad Occupational Group --- Cont'd.

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
印刷、出版及有關行業 Printing, publishing and allied industries					
技工及操作工 Craftsmen and operatives	150.5	144.3	148.1	2.6	-1.6
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	156.3	152.3	152.5	0.1	-2.4
所有選定職業 All selected occupations	154.1	148.8	151.1	1.5	-2.0
塑膠製品業(塑膠玩具除外) Plastic products (excluding plastic toys)					
技工及操作工 Craftsmen and operatives	147.5	158.4	143.3	-9.5	-2.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	185.4	182.2	179.4	-1.6	-3.2
所有選定職業 All selected occupations	163.5	170.3	161.2	-5.4	-1.4
塑膠玩具製造業 Plastic toys					
技工及操作工 Craftsmen and operatives	*	159.7	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	*	*	*	*	*
所有選定職業 All selected occupations	*	148.2	*	*	*
雜項金屬製品業(機械及設備除外) Miscellaneous metal products except machinery and equipment					
技工及操作工 Craftsmen and operatives	138.2	136.3	137.7	1.1	-0.3
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	150.7	163.3	150.9	-7.6	0.1
所有選定職業 All selected occupations	142.3	146.2	142.4	-2.6	0.1
電器用具及配件製造業 Electrical appliances and accessories					
技工及操作工 Craftsmen and operatives	143.1	131.7	137.7	4.5	-3.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	139.9	142.3	142.6	0.2	1.9
所有選定職業 All selected occupations	142.5	136.3	139.6	2.4	-2.1

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
電子製品業 Electronics					
技工及操作工 Craftsmen and operatives	167.9	160.4	165.4	3.1	-1.5
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	162.6	164.3	166.0	1.0	2.1
所有選定職業 All selected occupations	165.4	162.2	165.8	2.2	0.2
攝影及光學用品製造業 Photographic and optical goods					
技工及操作工 Craftsmen and operatives	*	*	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	*	*	*	*	*
所有選定職業 All selected occupations	*	*	*	*	*
鐘錶及其零件製造業 Watches, clocks and parts					
技工及操作工 Craftsmen and operatives	154.1	*	153.4	*	-0.4
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	168.8	*	164.9	*	-2.4
所有選定職業 All selected occupations	164.4	*	162.3	*	-1.3
珠寶首飾及有關物品製造業 Jewellery and related articles					
技工及操作工 Craftsmen and operatives	122.5	124.8	130.1	4.2	6.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	136.8	134.8	132.9	-1.4	-2.9
所有選定職業 All selected occupations	127.5	127.7	130.8	2.4	2.5
製造業 Manufacturing					
技工及操作工 Craftsmen and operatives	136.7	134.9	136.2	0.9	-0.4
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	154.1	153.8	153.8	-0.1	-0.2
所有選定職業 All selected occupations	143.7	142.5	143.2	0.5	-0.3

表 3 按行業及主要職業組別劃分的名義工資指數 --- 續頁

Table 3 Nominal Wage Indices Analysed by Industry by Broad Occupational Group --- Cont'd.

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
批發業 Wholesale					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	154.1	146.5	145.4	-0.8	-5.6
零售業 Retail					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	147.2	143.7	144.6	0.6	-1.8
食品進出口貿易業 Import/export of foodstuffs					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	158.0	157.3	158.1	0.5	#
衣服、鞋類及有關製品進出口貿易業 Import/export of clothing, footwear and allied products					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	156.9	157.6	159.0	0.9	1.3
雜項消費品進出口貿易業 Import/export of miscellaneous consumer goods					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	160.9	159.7	156.3	-2.1	-2.8
機器、設備及其零件進出口貿易業 Import/export of machinery, equipment and parts					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	155.2	153.0	156.9	2.5	1.1
雜項耐用品進出口貿易業 Import/export of miscellaneous durable goods					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	157.3	157.1	157.2	#	-0.1
原料及半製成品進出口貿易業 Import/export of raw materials and semi-manufactures					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	151.4	149.0	149.2	0.1	-1.5

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
一般貨品進出口貿易業 Import/export of general commodities					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	166.9	171.0	178.9	4.6	7.2
中式餐館及酒樓業 Chinese restaurants					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	135.6	135.7	136.8	0.9	0.9
非中式餐館業 Restaurants, other than Chinese restaurants					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	138.5	139.3	138.0	-0.9	-0.4
快餐店業(美式快餐店除外) Fast food shops (excluding American style fast food shops)					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	135.1	136.2	133.0	-2.3	-1.6
酒店業 Hotels					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	164.2	163.1	161.6	-0.9	-1.6
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	149.1	148.6	148.5	#	-0.4
貨櫃裝卸及貨櫃租賃服務業 Haulage of containers and containers leasing					
技工及操作工 Craftsmen and operatives	111.1	120.1	115.5	-3.8	4.0
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	144.6	135.8	140.6	3.5	-2.8
所有選定職業 All selected occupations	114.0	119.3	117.0	-1.9	2.6

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
航空公司 Airline companies					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	153.4	152.2	155.8	2.4	1.5
旅行社及票務代理 Travel agents and airline ticket agents					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	154.8	158.4	163.6	3.3	5.7
航空貨運代理業 Air cargo forwarding services					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	159.6	149.4	154.8	3.6	-3.0
運輸服務業 Transport services					
技工及操作工 Craftsmen and operatives	151.5	152.3	143.8	-5.6	-5.1
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	157.3	155.2	157.3	1.4	#
所有選定職業 All selected occupations	154.4	153.7	150.5	-2.0	-2.5
銀行業 Banks					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	155.2	155.0	153.6	-0.9	-1.0
投資及控股公司 Investment and holding companies					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	163.2	170.4	176.8	3.8	8.4
保險業 Insurance					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	162.5	153.7	151.4	-1.5	-6.9

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
地產租賃業 Real estate leasing					
技工及操作工 Craftsmen and operatives	*	172.9	163.3	-5.5	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	167.0	158.3	158.7	0.3	-4.9
所有選定職業 All selected occupations	169.9	161.0	160.8	-0.1	-5.3
地產保養管理服務業 Real estate maintenance management					
技工及操作工 Craftsmen and operatives	139.5	134.5	139.1	3.4	-0.3
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	160.1	160.9	161.8	0.5	1.0
所有選定職業 All selected occupations	158.9	159.1	160.4	0.8	1.0
建築/測量/工程策劃服務業 Architectural/surveying/engineering firms					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	161.9	152.3	158.0	3.8	-2.4
保安及偵探服務業 Security and detective services					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	144.9	148.6	156.6	5.4	8.1
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services					
技工及操作工 Craftsmen and operatives	143.5	138.4	142.3	2.9	-0.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	157.9	157.6	158.9	0.9	0.7
所有選定職業 All selected occupations	157.6	157.3	158.7	0.9	0.6
清潔及同類服務業 Sanitary and similar services					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	152.6	148.8	145.5	-2.2	-4.7

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

(一九九二年九月 = 100)
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行業/主要職業組別 Industry/Broad occupational group	名義工資指數 Nominal wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
汽車及電單車維修服務業 Motor vehicles/cycles repairing and servicing					
技工及操作工 Craftsmen and operatives	143.0	146.9	145.5	-1.0	1.7
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	151.7	153.9	152.3	-1.1	0.4
所有選定職業 All selected occupations	146.9	150.0	148.4	-1.0	1.0
理髮及美容服務業 Barber and beauty shops					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	169.0	176.7	175.9	-0.4	4.1
個人服務業 Personal services					
技工及操作工 Craftsmen and operatives	143.0	146.9	145.5	-1.0	1.7
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	156.7	155.7	153.1	-1.7	-2.3
所有選定職業 All selected occupations	155.2	154.6	152.1	-1.6	-2.0
所有選定行業@ All selected industries					
技工及操作工 Craftsmen and operatives	141.3	140.6	138.3	-1.7	-2.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	152.2	151.6	151.9	0.2	-0.2
所有選定職業 All selected occupations	150.0	149.4	149.3	-0.1	-0.5

註釋： 所有增減百分率按小數後兩個位的指數計算出來。

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

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

* 為使個別公司所提供的資料得以保密，數據不予公布。

Data not released in order to safeguard confidentiality of information provided by individual firms.

(參照本報告第IV部的4.13段)。

(see paragraph 4.13 in Part IV of this report).

變動在±0.05%內。

Change within ±0.05%.

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
衣物縫製業 Garments					
技工及操作工 Craftsmen and operatives	86.5	88.6	89.0	0.5	2.9
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	109.1	114.6	115.5	0.8	6.0
所有選定職業 All selected occupations	94.0	97.3	97.9	0.6	4.1
紡棉紗及梭織棉布業 Cotton spinning and weaving					
技工及操作工 Craftsmen and operatives	112.3	116.4	120.5	3.5	7.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	110.1	115.9	119.6	3.2	8.6
所有選定職業 All selected occupations	111.3	116.0	119.9	3.4	7.7
針織棉布及外衣業 Cotton knitting and knit outerwear					
技工及操作工 Craftsmen and operatives	95.6	100.2	93.3	-6.8	-2.4
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	103.6	101.5	102.2	0.6	-1.4
所有選定職業 All selected occupations	99.6	100.4	97.7	-2.8	-1.9
漂染業 Bleaching and dyeing					
技工及操作工 Craftsmen and operatives	90.2	93.9	93.8	-0.1	4.0
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	100.7	98.6	99.9	1.3	-0.8
所有選定職業 All selected occupations	94.3	96.2	96.6	0.4	2.4
紙盒及紙袋製造業 Paper boxes and bags					
技工及操作工 Craftsmen and operatives	115.5	110.3	113.8	3.1	-1.5
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	113.5	105.9	109.4	3.3	-3.6
所有選定職業 All selected occupations	113.4	107.4	110.8	3.2	-2.3

表 4 按行業及主要職業組別劃分的實質工資指數 --- 續頁

Table 4 Real Wage Indices Analysed by Industry by Broad Occupational Group --- Cont'd.

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
印刷、出版及有關行業 Printing, publishing and allied industries					
技工及操作工 Craftsmen and operatives	107.4	105.2	108.9	3.5	1.4
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	111.5	111.0	112.1	1.0	0.6
所有選定職業 All selected occupations	109.9	108.5	111.1	2.4	1.1
塑膠製品業(塑膠玩具除外) Plastic products (excluding plastic toys)					
技工及操作工 Craftsmen and operatives	105.2	115.4	105.4	-8.7	0.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	132.2	132.8	131.9	-0.7	-0.2
所有選定職業 All selected occupations	116.6	124.1	118.5	-4.5	1.6
塑膠玩具製造業 Plastic toys					
技工及操作工 Craftsmen and operatives	*	116.4	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	*	*	*	*	*
所有選定職業 All selected occupations	*	108.1	*	*	*
雜項金屬製品業(機械及設備除外) Miscellaneous metal products except machinery and equipment					
技工及操作工 Craftsmen and operatives	98.6	99.3	101.3	2.0	2.7
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	107.5	119.0	110.9	-6.8	3.2
所有選定職業 All selected occupations	101.5	106.6	104.7	-1.7	3.2
電器用具及配件製造業 Electrical appliances and accessories					
技工及操作工 Craftsmen and operatives	102.1	96.0	101.2	5.4	-0.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	99.8	103.7	104.9	1.1	5.1
所有選定職業 All selected occupations	101.7	99.3	102.6	3.3	0.9

表 4 按行業及主要職業組別劃分的實質工資指數 --- 續頁

Table 4 Real Wage Indices Analysed by Industry by Broad Occupational Group --- Cont'd.

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
電子製品業 Electronics					
技工及操作工 Craftsmen and operatives	119.8	116.9	121.6	4.0	1.5
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	115.9	119.7	122.1	1.9	5.3
所有選定職業 All selected occupations	118.0	118.2	121.9	3.1	3.3
攝影及光學用品製造業 Photographic and optical goods					
技工及操作工 Craftsmen and operatives	*	*	*	*	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	*	*	*	*	*
所有選定職業 All selected occupations	*	*	*	*	*
鐘錶及其零件製造業 Watches, clocks and parts					
技工及操作工 Craftsmen and operatives	109.9	*	112.8	*	2.7
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	120.4	*	121.2	*	0.7
所有選定職業 All selected occupations	117.3	*	119.3	*	1.7
珠寶首飾及有關物品製造業 Jewellery and related articles					
技工及操作工 Craftsmen and operatives	87.4	91.0	95.6	5.1	9.5
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	97.6	98.2	97.7	-0.5	0.2
所有選定職業 All selected occupations	91.0	93.1	96.1	3.3	5.7
製造業 Manufacturing					
技工及操作工 Craftsmen and operatives	97.5	98.4	100.1	1.8	2.7
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	109.9	112.1	113.1	0.8	2.8
所有選定職業 All selected occupations	102.5	103.9	105.3	1.4	2.7

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
批發業 Wholesale					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	109.9	106.8	106.9	0.1	-2.7
零售業 Retail					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	105.0	104.8	106.3	1.5	1.3
食品進出口貿易業 Import/export of foodstuffs					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	112.7	114.6	116.2	1.4	3.1
衣服、鞋類及有關製品進出口貿易業 Import/export of clothing, footwear and allied products					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	111.9	114.9	116.9	1.8	4.4
雜項消費品進出口貿易業 Import/export of miscellaneous consumer goods					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	114.8	116.4	115.0	-1.2	0.2
機器、設備及其零件進出口貿易業 Import/export of machinery, equipment and parts					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	110.7	111.5	115.4	3.5	4.2
雜項耐用品進出口貿易業 Import/export of miscellaneous durable goods					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	112.2	114.5	115.6	0.9	3.0
原料及半製成品進出口貿易業 Import/export of raw materials and semi-manufactures					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	108.0	108.6	109.7	1.0	1.6

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
一般貨品進出口貿易業 Import/export of general commodities					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	119.1	124.7	131.6	5.5	10.5
中式餐館及酒樓業 Chinese restaurants					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	96.7	98.9	100.6	1.7	4.0
非中式餐館業 Restaurants, other than Chinese restaurants					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	98.8	101.5	101.4	-0.1	2.7
快餐店業(美式快餐店除外) Fast food shops (excluding American style fast food shops)					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	96.4	99.3	97.8	-1.5	1.5
酒店業 Hotels					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	117.1	118.8	118.8	#	1.4
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	106.3	108.3	109.2	0.8	2.7
貨櫃裝卸及貨櫃租賃服務業 Haulage of containers and containers leasing					
技工及操作工 Craftsmen and operatives	79.2	87.5	85.0	-2.9	7.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	103.1	99.0	103.4	4.4	0.2
所有選定職業 All selected occupations	81.3	86.9	86.0	-1.0	5.8

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
航空公司 Airline companies					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	109.4	110.9	114.5	3.3	4.7
旅行社及票務代理 Travel agents and airline ticket agents					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	110.4	115.5	120.3	4.2	8.9
航空貨運代理業 Air cargo forwarding services					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	113.8	108.9	113.8	4.6	#
運輸服務業 Transport services					
技工及操作工 Craftsmen and operatives	108.1	111.0	105.8	-4.7	-2.1
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	112.2	113.1	115.7	2.3	3.1
所有選定職業 All selected occupations	110.1	112.0	110.7	-1.2	0.5
銀行業 Banks					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	110.7	113.0	112.9	#	2.0
投資及控股公司 Investment and holding companies					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	116.4	124.2	130.0	4.7	11.7
保險業 Insurance					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	115.9	112.1	111.3	-0.7	-4.0

表 4 按行業及主要職業組別劃分的實質工資指數 --- 續頁

Table 4 Real Wage Indices Analysed by Industry by Broad Occupational Group --- Cont'd.

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
地產租賃業 Real estate leasing					
技工及操作工 Craftsmen and operatives	*	126.0	120.1	-4.7	*
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	119.1	115.4	116.7	1.1	-2.0
所有選定職業 All selected occupations	121.2	117.4	118.3	0.7	-2.4
地產保養管理服務業 Real estate maintenance management					
技工及操作工 Craftsmen and operatives	99.5	98.0	102.2	4.3	2.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	114.2	117.3	119.0	1.4	4.2
所有選定職業 All selected occupations	113.3	116.0	118.0	1.7	4.1
建築/測量/工程策劃服務業 Architectural/surveying/engineering firms					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	115.5	111.0	116.2	4.7	0.6
保安及偵探服務業 Security and detective services					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	103.4	108.3	115.2	6.3	11.4
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services					
技工及操作工 Craftsmen and operatives	102.4	100.9	104.7	3.8	2.2
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	112.6	114.8	116.9	1.8	3.8
所有選定職業 All selected occupations	112.4	114.6	116.7	1.8	3.8
清潔及同類服務業 Sanitary and similar services					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	108.9	108.5	107.0	-1.4	-1.7

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

(一九九二年九月 = 100)
(September 1992 = 100)

行業/主要職業組別 Industry/Broad occupational group	實質工資指數 Real wage indices			增減百分率 Percentage change	
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年十二月與 九九年九月比較 Dec. 99 over Sep. 99	九九年十二月與 九九年三月比較 Dec. 99 over Mar. 99
汽車及電單車維修服務業 Motor vehicles/cycles repairing and servicing					
技工及操作工 Craftsmen and operatives	102.0	107.0	107.0	-0.1	4.9
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	108.2	112.2	112.0	-0.2	3.5
所有選定職業 All selected occupations	104.8	109.3	109.2	-0.1	4.2
理髮及美容服務業 Barber and beauty shops					
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	120.5	128.8	129.4	0.5	7.4
個人服務業 Personal services					
技工及操作工 Craftsmen and operatives	102.0	107.0	107.0	-0.1	4.9
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	111.8	113.5	112.6	-0.8	0.7
所有選定職業 All selected occupations	110.7	112.7	111.9	-0.7	1.0
所有選定行業@ All selected industries					
技工及操作工 Craftsmen and operatives	100.8	102.5	101.7	-0.8	0.8
督導級、技術員級、文員級及其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers	108.5	110.5	111.7	1.1	2.9
所有選定職業 All selected occupations	107.0	108.9	109.8	0.8	2.6

註釋: (1) 實質工資指數是根據名義工資指數扣除甲類消費物價指數變動的影響計算出來。
Notes: The Real Wage Indices are derived by deflating the respective Nominal Wage Indices by the CPI(A).

(2) 所有增減百分率按小數後兩個位的指數計算出來。
All percentage changes are derived from indices rounded to 2 decimal places.

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。
Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

* 為使個別公司所提供的資料得以保密，數據不予公布。
Data not released in order to safeguard confidentiality of information provided by individual firms.
(參照本報告第IV部的4.13段)。
(see paragraph 4.13 in Part IV of this report).

變動在±0.05%內。
Change within ±0.05%.

表 5 按行業類別及職業組別劃分的名義及實質工資指數

Table 5 Nominal and Real Wage Indices Analysed by Industry Sector by Occupational Group

行業類別/職業組別 Industry sector/ Occupational group	(一九九二年九月 = 100) (September 1992 = 100)					
	名義工資指數 Nominal wage indices			實質工資指數 Real wage indices		
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99
製造業 <i>Manufacturing</i>						
督導級及技術員級人員 Supervisory and technical workers	155.9	156.5	157.0	111.2	114.1	115.5
文員級及秘書級人員 Clerical and secretarial workers	153.7	151.7	150.6	109.6	110.5	110.7
技工 Craftsmen	142.3	139.6	144.3	101.5	101.7	106.1
操作工 Operatives	135.1	133.8	132.8	96.4	97.5	97.7
其他非生產級工人 Miscellaneous non-production workers	151.6	151.1	150.6	108.1	110.1	110.7
所有選定職業 All selected occupations	143.7	142.5	143.2	102.5	103.9	105.3
批發、零售、進出口貿易、飲食及酒店業 <i>Wholesale, retail and import/export trades, restaurants and hotels</i>						
督導級及技術員級人員 Supervisory and technical workers	153.3	154.0	154.4	109.4	112.2	113.5
文員級及秘書級人員 Clerical and secretarial workers	154.3	151.1	151.1	110.0	110.1	111.1
服務人員 Service workers	141.1	141.4	140.7	100.6	103.0	103.5
其他非生產級工人 Miscellaneous non-production workers	141.6	141.3	140.7	101.0	103.0	103.4
所有選定職業 All selected occupations	149.1	148.6	148.5	106.3	108.3	109.2

表 5 按行業類別及職業組別劃分的名義及實質工資指數 --- 續頁

Table 5 Nominal and Real Wage Indices Analysed by Industry Sector by Occupational Group

--- Cont'd.

行業類別/職業組別 Industry sector/ Occupational group	(一九九二年九月 = 100) (September 1992 = 100)					
	名義工資指數 Nominal wage indices			實質工資指數 Real wage indices		
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99
運輸服務業 <i>Transport services</i>						
督導級及技術員級人員 Supervisory and technical workers	159.1	156.9	157.1	113.5	114.4	115.5
文員級及秘書級人員 Clerical and secretarial workers	156.6	155.6	159.0	111.7	113.4	116.9
技工 Craftsmen	152.5	154.3	144.6	108.8	112.5	106.3
操作工 Operatives	145.5	141.2	138.5	103.8	102.9	101.9
服務人員 Service workers	116.1	121.9	130.5	82.8	88.8	95.9
其他非生產級工人 Miscellaneous non-production workers	168.5	156.9	162.0	120.2	114.3	119.1
所有選定職業 All selected occupations	154.4	153.7	150.5	110.1	112.0	110.7
金融、保險、地產及商用服務業 <i>Financing, insurance, real estate and business services</i>						
督導級及技術員級人員 Supervisory and technical workers	152.6	150.5	154.0	108.8	109.7	113.2
文員級及秘書級人員 Clerical and secretarial workers	163.3	163.1	161.3	116.5	118.9	118.6
技工 Craftsmen	143.5	138.4	142.3	102.4	100.9	104.7
服務人員 Service workers	144.0	147.0	152.9	102.7	107.1	112.4
其他非生產級工人 Miscellaneous non-production workers	162.2	163.0	161.4	115.7	118.8	118.7
所有選定職業 All selected occupations	157.6	157.3	158.7	112.4	114.6	116.7

表 5 按行業類別及職業組別劃分的名義及實質工資指數 --- 續頁

Table 5 Nominal and Real Wage Indices Analysed by Industry Sector by Occupational Group

--- Cont'd.

行業類別/職業組別 Industry sector/ Occupational group	(一九九二年九月 = 100) (September 1992 = 100)					
	名義工資指數 Nominal wage indices			實質工資指數 Real wage indices		
	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99	九九年三月 Mar. 99	九九年九月 Sep. 99	九九年十二月 Dec. 99
個人服務業 <i>Personal services</i>						
督導級及技術員級人員 Supervisory and technical workers	165.9	168.8	169.1	118.3	123.0	124.3
文員級及秘書級人員 Clerical and secretarial workers	169.8	163.0	171.8	121.1	118.8	126.3
技工 Craftsmen	143.0	146.9	145.5	102.0	107.0	107.0
服務人員 Service workers	142.2	149.5	147.4	101.5	108.9	108.4
其他非生產級工人 Miscellaneous non-production workers	152.4	147.9	142.5	108.7	107.8	104.8
所有選定職業 All selected occupations	155.2	154.6	152.1	110.7	112.7	111.9
所有選定行業@ <i>All selected industries</i>						
督導級及技術員級人員 Supervisory and technical workers	154.9	154.8	155.9	110.5	112.8	114.6
文員級及秘書級人員 Clerical and secretarial workers	156.8	154.6	154.3	111.8	112.7	113.5
技工 Craftsmen	147.6	147.5	144.4	105.3	107.5	106.2
操作工 Operatives	136.0	134.2	133.0	97.0	97.8	97.8
服務人員 Service workers	141.9	143.1	143.7	101.2	104.3	105.7
其他非生產級工人 Miscellaneous non-production workers	149.2	148.1	146.7	106.4	107.9	107.9
所有選定職業 All selected occupations	150.0	149.4	149.3	107.0	108.9	109.8

註釋： 實質工資指數是根據名義工資指數扣除甲類消費物價指數變動的影響計算出來。

Notes: The Real Wage Indices are derived by deflating the respective Nominal Wage Indices by the CPI(A).

@ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

表 6 按行業、主要職業組別及性別劃分的平均工資率

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

行業/行業類別 Industry/ Industry sector	技工及操作工 Craftsmen and operatives			督導級、技術員級、文員級及 其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers			所有選定職業 All selected occupations		
	每日平均工資 Average daily wages			每月平均薪金 Average monthly salaries			每月平均薪金 Average monthly salaries		
	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall
衣物縫製業 Garments	346	241	251	11,624	10,249	10,639	10,281	7,089	7,572
紡棉紗及梭織棉布業 Cotton spinning and weaving	361	332	345	11,772	8,223	10,321	10,258	8,521	9,386
針織棉布及外衣業 Cotton knitting and knit outerwear	256	257	257	11,023	10,346	10,658	8,889	7,924	8,287
漂染業 Bleaching and dyeing	372	*	367	13,104	10,187	12,169	10,662	9,414	10,500
紙盒及紙袋製造業 Paper boxes and bags	481	*	474	13,932	10,355	12,317	12,856	9,913	12,320
印刷、出版及有關行業 Printing, publishing and allied industries	466	330	445	12,315	11,420	11,903	12,112	10,564	11,646
塑膠製品業(塑膠玩具除外) Plastic products (excluding plastic toys)	396	261	373	12,351	10,915	11,808	10,968	9,368	10,543
雜項金屬製品業(機械及設備除外) Miscellaneous metal products except machinery and equipment	433	*	417	13,965	10,395	12,361	11,788	9,388	11,252
電器用具及配件製造業 Electrical appliances and accessories	*	*	277	12,723	*	10,989	10,454	*	7,911
電子製品業 Electronics	457	288	323	13,910	11,603	12,960	12,517	8,077	9,565
鐘錶及其零件製造業 Watches, clocks and parts	*	264	289	*	11,019	11,928	11,223	8,239	9,057
珠寶首飾及有關物品製造業 Jewellery and related articles	497	358	479	14,538	11,169	12,449	12,267	10,203	11,735
製造業 Manufacturing	421	265	326	12,614	10,755	11,645	11,428	7,976	9,434
批發業 Wholesale	-	-	-	10,821	10,581	10,736	10,821	10,581	10,736
零售業 Retail	-	-	-	9,576	9,513	9,538	9,576	9,513	9,538
食品進出口貿易業 Import/export of foodstuffs	-	-	-	12,612	12,261	12,455	12,612	12,261	12,455

元
\$

表 6 按行業、主要職業組別及性別劃分的平均工資率 --- 續頁

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

--- Cont'd.

元
\$

行業/行業類別 Industry/ Industry sector	技工及操作工 Craftsmen and operatives			督導級、技術員級、文員級及 其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers			所有選定職業 All selected occupations		
	每日平均工資 Average daily wages			每月平均薪金 Average monthly salaries			每月平均薪金 Average monthly salaries		
	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall
衣服、鞋類及有關製品進出口貿易業 Import/export of clothing, footwear and allied products	-	-	-	13,975	13,298	13,522	13,975	13,298	13,522
雜項消費品進出口貿易業 Import/export of miscellaneous consumer goods	-	-	-	13,887	12,417	13,000	13,887	12,417	13,000
機器、設備及其零件進出口貿易業 Import/export of machinery, equipment and parts	-	-	-	14,162	13,563	13,910	14,162	13,563	13,910
雜項耐用品進出口貿易業 Import/export of miscellaneous durable goods	-	-	-	14,914	14,032	14,477	14,914	14,032	14,477
原料及半製成品進出口貿易業 Import/export of raw materials and semi-manufactures	-	-	-	15,023	12,638	13,658	15,023	12,638	13,658
一般貨品進出口貿易業 Import/export of general commodities	-	-	-	15,440	14,776	15,041	15,440	14,776	15,041
中式餐館或酒樓業 Chinese restaurants	-	-	-	12,441	7,623	10,175	12,441	7,623	10,175
非中式餐館業 Restaurants, other than Chinese restaurants	-	-	-	11,671	8,051	10,154	11,671	8,051	10,154
快餐店業(美式快餐店除外) Fast food shops (excluding American style fast food shops)	-	-	-	10,691	6,866	8,410	10,691	6,866	8,410
酒店業 Hotels	-	-	-	10,865	10,856	10,860	10,865	10,856	10,860
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	-	-	-	12,791	10,947	11,816	12,791	10,947	11,816
貨櫃裝卸及貨櫃租賃服務業 Haulage of containers and containers leasing	620	-	620	13,565	9,277	11,760	15,170	9,277	14,281
航空公司 Airline companies	-	-	-	16,023	14,147	14,777	16,023	14,147	14,777
旅行社及票務代理 Travel agents and airline ticket agents	-	-	-	8,887	9,801	9,431	8,887	9,801	9,431
航空貨運代理業 Air cargo forwarding services	-	-	-	12,533	12,212	12,426	12,533	12,212	12,426

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

元
\$

行業/行業類別 Industry/ Industry sector	技工及操作工 Craftsmen and operatives			督導級、技術員級、文員級及 其他非生產級工人 Supervisory, technical, clerical and miscellaneous non-production workers			所有選定職業 All selected occupations		
	每日平均工資 Average daily wages			每月平均薪金 Average monthly salaries			每月平均薪金 Average monthly salaries		
	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall	男 Male	女 Female	合計 Overall
運輸服務業 <i>Transport services</i>	507	*	504	14,578	11,728	13,469	13,737	11,703	13,275
銀行業 Banks	-	-	-	15,847	14,489	15,004	15,847	14,489	15,004
投資及控股公司 Investment and holding companies	-	-	-	14,038	15,210	14,870	14,038	15,210	14,870
保險業 Insurance	-	-	-	13,982	13,274	13,533	13,982	13,274	13,533
地產租賃業 Real estate leasing	510	-	510	10,745	10,541	10,681	10,973	10,541	10,846
地產保養管理服務業 Real estate maintenance management	418	-	418	8,910	9,459	9,000	9,074	9,459	9,132
建築/測量/工程策劃服務業 Architectural/surveying/ engineering firms	-	-	-	16,684	14,230	15,767	16,684	14,230	15,767
保安及偵探服務業 Security and detective services	-	-	-	8,440	7,521	8,351	8,440	7,521	8,351
金融、保險、地產及商用服務業 <i>Financing, insurance, real estate and business services</i>	423	-	423	10,513	13,029	11,333	10,526	13,029	11,324
清潔及同類服務業 Sanitary and similar services	-	-	-	6,313	5,118	5,591	6,313	5,118	5,591
汽車及電單車維修服務業 Motor vehicles/cycles repairing and servicing	533	-	533	13,829	10,068	12,846	12,856	10,068	12,507
理髮及美容服務業 Barber and beauty shops	-	-	-	8,818	11,317	10,034	8,818	11,317	10,034
個人服務業 <i>Personal services</i>	533	-	533	7,664	6,220	6,854	8,302	6,220	7,213
所有選定行業@ <i>All selected industries</i>	471	270	390	12,132	10,875	11,527	12,099	10,352	11,279

註釋: @ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Notes: Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

* 為使個別公司所提供的資料得以保密，數據不予公布。
Data not released in order to safeguard confidentiality of information provided by individual firms.
(參照本報告第IV部的4.13段)。
(see paragraph 4.13 in Part IV of this report).

- 統計調查期內並沒有數據。
Data not available for the survey period.

表 7 按行業及職業劃分的技工及操作工職級的平均每日工資、正常工作時數與標準工作日數
Table 7 Average Daily Wages, Normal Hours of Work and Standard Working Days of Craftsmen and Operatives Analysed by Industry by Occupation

行業/職業	Industry/Occupation	每日平均工資(元) Average daily wages(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
衣物縫製業	Garments					
放樣員/唎架員	Pattern grader/marker maker	479	*	471	8	25
技工	Craftsmen	487	*	480	8	25
品質檢查工	Quality checker	*	227	234	8	25
包裝工	Packer	*	*	237	8	26
平車車工	Lockstitch sewing machine operator	-	248	248	8	25
整熨工	Presser	*	*	343	8	25
執剪工	Cutter	*	*	353	8	26
特種衣車車工	Special purpose sewing machine operator	*	233	232	8	26
全件制車工	Make-through operator	*	233	238	8	24
操作工	Operatives	310	240	246	8	25
技工及操作工	Craftsmen and operatives	346	241	251	8	25
紡棉紗及梭織棉布業	Cotton spinning and weaving					
紡織機械技工	Textile machine mechanic	383	*	382	8	26
技工	Craftsmen	389	*	387	8	26
操作工	Operatives	341	332	335	7	26
技工及操作工	Craftsmen and operatives	361	332	345	7	26
針織棉布及外衣業	Cotton knitting and knit outerwear					
包裝工	Packer	259	*	246	8	26
整熨工	Presser	310	*	297	7	26
修補工	Mender	*	268	205	6	26
縫盤工(針織品)	Linking machine operator (knitwear)	-	289	289	8	25
挑縫工(針織品)	Hand stitcher(knitwear)	-	243	243	8	25
操作工	Operatives	234	257	250	7	26
技工及操作工	Craftsmen and operatives	256	257	257	7	26
漂染業	Bleaching and dyeing					
染色機值車工	Dyeing machine tender	411	-	411	10	27
配色工	Colour matcher	*	*	341	9	26
技工	Craftsmen	411	*	409	9	27
包裝工	Packer	317	*	305	9	26
操作工	Operatives	339	*	335	9	26
技工及操作工	Craftsmen and operatives	372	*	367	9	27
紙盒及紙袋製造業	Paper boxes and bags					
印刷技工	Printing machine operator	548	-	548	8	26
技工	Craftsmen	531	-	531	8	26
操作工	Operatives	413	*	401	8	26
技工及操作工	Craftsmen and operatives	481	*	474	8	26

表 7 按行業及職業劃分的技工及操作工職級的平均每日工資、正常工作時數與標準工作日數 --- 續頁
 Table 7 Average Daily Wages, Normal Hours of Work and Standard Working Days of Craftsmen and Operatives Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每日平均工資(元) Average daily wages(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
印刷、出版及有關行業	Printing, publishing and allied industries					
影版技工/ 分色機操作工	Process camera operator/ scanner	471	*	470	8	26
柯式版製作技工	Offset lithographic platemaker	442	*	440	8	25
柯式平版機印刷技工	Printing machine operator (offset litho)	519	*	519	8	26
英文電腦排字員	English computer-aided typesetter	*	*	425	8	25
技工	Craftsmen	479	395	471	8	26
切紙機操作工	Guillotining machine operator	452	-	452	8	26
操作工	Operatives	389	274	342	8	25
技工及操作工	Craftsmen and operatives	466	330	445	8	26
塑膠製品業(塑膠玩具除外)	Plastic products (excluding plastic toys)					
技工	Craftsmen	456	*	452	9	25
操作工	Operatives	360	261	336	9	26
技工及操作工	Craftsmen and operatives	396	261	373	9	25
雜項金屬製品業 (機械及設備除外)	Miscellaneous metal products except machinery and equipment					
技工	Craftsmen	413	*	412	8	26
操作工	Operatives	466	*	422	8	25
技工及操作工	Craftsmen and operatives	433	*	417	8	26
電器用具及 配件製造業	Electrical appliances and accessories					
操作工	Operatives	*	*	268	8	24
技工及操作工	Craftsmen and operatives	*	*	277	8	24
電子製品業	Electronics					
技工	Craftsmen	548	*	464	8	24
品質檢查工	Quality checker	*	271	286	8	25
機器操作工/看值工	Machine operator/machine attendant	403	308	326	8	25
操作工	Operatives	431	289	314	8	25
技工及操作工	Craftsmen and operatives	457	288	323	8	25
鐘錶及其零件製造業	Watches, clocks and parts					
操作工	Operatives	*	264	275	8	24
技工及操作工	Craftsmen and operatives	*	264	289	8	25

表 7 按行業及職業劃分的技工及操作工職級的平均每日工資、正常工作時數與標準工作日數 --- 續頁
 Table 7 Average Daily Wages, Normal Hours of Work and Standard Working Days of Craftsmen and Operatives Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每日平均工資(元) Average daily wages(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
珠寶首飾及有關物品 製造業	Jewellery and related articles					
電鍍及金屬塗層工	Electroplating and metal coating worker	574	-	574	8	24
鑲石工	Stone setter	557	-	557	8	24
打胚工	Goldsmith	490	*	481	8	24
技工	Craftsmen	503	*	489	8	24
操作工	Operatives	*	*	422	8	24
技工及操作工	Craftsmen and operatives	497	358	479	8	24
製造業	Manufacturing					
技工	Craftsmen	472	355	461	8	25
操作工	Operatives	356	261	283	8	25
技工及操作工	Craftsmen and operatives	421	265	326	8	25
貨櫃裝卸及 貨櫃租賃服務業	Haulage of containers and containers leasing					
貨櫃拖車司機	Container haulage driver	711	-	711	9	26
技工	Craftsmen	695	-	695	9	26
操作工	Operatives	458	-	458	8	25
技工及操作工	Craftsmen and operatives	620	-	620	9	25
運輸服務業	Transport services					
技工	Craftsmen	513	*	510	8	26
操作工	Operatives	476	*	479	8	26
技工及操作工	Craftsmen and operatives	507	*	504	8	26
地產租賃業	Real estate leasing					
電器技工	Electrician	509	-	509	8	26
技工	Craftsmen	510	-	510	8	26
技工及操作工	Craftsmen and operatives	510	-	510	8	26
地產保養管理服務業	Real estate maintenance management					
電器技工	Electrician	417	-	417	8	26
技工	Craftsmen	418	-	418	8	26
技工及操作工	Craftsmen and operatives	418	-	418	8	26
金融、保險、地產 及商用服務業	Financing, insurance, real estate and business services					
技工	Craftsmen	423	-	423	8	26
技工及操作工	Craftsmen and operatives	423	-	423	8	26

表 7 按行業及職業劃分的技工及操作工職級的平均每日工資、正常工作時數與標準工作日數 --- 續頁
Table 7 Average Daily Wages, Normal Hours of Work and Standard Working Days of Craftsmen and Operatives Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每日平均工資(元) Average daily wages(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
汽車及電單車維修 服務業	Motor vehicles/cycles repairing and servicing					
汽車機械工	Vehicle mechanic	502	-	502	8	23
汽車電工/冷氣工	Vehicle electrician/ air-conditioning electrician	536	-	536	8	23
汽車髹漆工	Vehicle painter	580	-	580	8	23
車身修理工	Vehicle body repairer	593	-	593	8	23
技工	<i>Craftsmen</i>	533	-	533	8	23
技工及操作工	<i>Craftsmen and operatives</i>	533	-	533	8	23
個人服務業	<i>Personal services</i>					
技工	<i>Craftsmen</i>	533	-	533	8	23
技工及操作工	<i>Craftsmen and operatives</i>	533	-	533	8	23
所有選定行業@	<i>All selected industries</i>					
技工	<i>Craftsmen</i>	499	374	493	8	25
操作工	<i>Operatives</i>	392	264	301	8	25
技工及操作工	<i>Craftsmen and operatives</i>	471	270	390	8	25

註釋： @ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Notes: Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

* 為使個別公司所提供的資料得以保密，數據不予公佈。

Data not released in order to safeguard confidentiality of information provided by individual firms.

(參照本報告第IV部的4.13段)。

(see paragraph 4.13 in Part IV of this report).

- 統計調查期內並沒有數據。

Data not available for the survey period.

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
衣物縫製業	Garments					
車衣指導員	Clothing operator instructor	*	10,266	10,274	8	26
監督/管工	Supervisor/foreman	12,451	*	12,531	8	25
會計主任	Accounting supervisor	*	15,663	16,602	8	24
商品/採購主任	Merchandiser/buyer	*	13,052	13,565	8	24
督導級及技術員級人員	Supervisory and technical workers	15,027	11,802	12,745	8	25
貨倉/採購文員	Stock/purchasing clerk	*	*	10,037	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,064	10,134	8	25
普通文員	General office clerk	*	8,712	8,655	8	25
出入口文件處理/船務 文員	Documentation/shipping clerk	*	11,369	11,355	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,259	10,220	10,224	8	24
雜工	General worker	6,674	5,797	6,137	8	25
信差/辦公室助理	Messenger/office assistant	*	*	6,765	8	24
其他非生產級工人	Miscellaneous non-production workers	7,447	5,934	6,637	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,624	10,249	10,639	8	25
紡棉紗及梭織棉布業	Cotton spinning and weaving					
監督/管工	Supervisor/foreman	15,551	*	15,348	8	26
督導級及技術員級人員	Supervisory and technical workers	15,731	13,980	15,515	8	26
普通文員	General office clerk	*	8,048	8,159	8	26
文員級及秘書級人員	Clerical and secretarial workers	*	9,039	9,839	8	26
雜工	General worker	7,203	6,601	6,906	8	26
其他非生產級工人	Miscellaneous non-production workers	7,487	6,601	7,098	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,772	8,223	10,321	8	26
針織棉布及外衣業	Cotton knitting and knit outerwear					
監督/管工	Supervisor/foreman	12,519	*	11,547	8	26
商品/採購主任	Merchandiser/buyer	*	*	14,010	8	24
生產部監督	Production supervisor	*	*	13,916	8	26
針織技術員	Knitwear technician	13,143	-	13,143	8	26
督導級及技術員級人員	Supervisory and technical workers	13,099	13,125	13,110	8	25
貨倉/採購文員	Stock/purchasing clerk	*	9,475	9,581	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,259	10,436	8	25
普通文員	General office clerk	*	8,869	8,869	8	25
出入口文件處理/船務 文員	Documentation/shipping clerk	*	12,145	12,288	8	25
文員級及秘書級人員	Clerical and secretarial workers	10,910	10,250	10,404	8	25

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
針織棉布及外衣業(續)	Cotton knitting and knit outerwear (Cont'd.)					
雜工	General worker	7,591	5,554	6,333	8	26
其他非生產級工人	Miscellaneous non-production workers	7,684	5,573	6,836	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,023	10,346	10,658	8	25
漂染業	Bleaching and dyeing					
監督/管工	Supervisor/foreman	17,176	-	17,176	10	27
督導級及技術員級人員	Supervisory and technical workers	16,578	*	15,977	9	27
簿記員/會計文員	Bookkeeper/accounting clerk	*	*	10,884	8	25
普通文員	General office clerk	*	8,666	8,946	8	25
文員級及秘書級人員	Clerical and secretarial workers	*	9,245	9,472	8	25
雜工	General worker	9,638	*	8,646	9	27
其他非生產級工人	Miscellaneous non-production workers	8,653	*	8,171	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,104	10,187	12,169	9	26
紙盒及紙袋製造業	Paper boxes and bags					
普通文員	General office clerk	*	9,341	9,379	8	25
文員級及秘書級人員	Clerical and secretarial workers	*	10,017	10,063	8	25
其他非生產級工人	Miscellaneous non-production workers	10,374	*	9,776	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,932	10,355	12,317	8	25
印刷、出版及有關行業	Printing, publishing and allied industries					
監督/管工	Supervisor/foreman	18,439	*	18,473	8	26
會計主任	Accounting supervisor	15,099	16,914	16,226	8	24
推銷員/營業代表	Salesman/sales representative	14,532	18,210	15,842	8	24
生產策劃員/管理員	Production planner/controller	15,088	*	13,470	8	25
督導級及技術員級人員	Supervisory and technical workers	16,042	16,087	16,058	8	25
貨倉/採購文員	Stock/purchasing clerk	*	*	10,666	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,153	10,465	8	24
普通文員	General office clerk	9,655	9,236	9,343	8	25
私人秘書/速記員	Personal secretary/stenographer	*	17,134	15,569	7	23
接待員/電話接綫生	Receptionist/telephone operator	*	9,123	9,081	7	24
校對員	Proof reader	10,351	9,416	10,001	7	25
文員級及秘書級人員	Clerical and secretarial workers	10,191	10,539	10,441	7	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
印刷、出版及有關行業 (續)	Printing, publishing and allied industries (Cont'd.)					
雜工	General worker	8,024	6,771	7,562	8	25
信差/辦公室助理	Messenger/office assistant	8,049	6,341	7,348	8	24
司機	Driver	10,880	*	10,857	7	26
其他非生產級工人	Miscellaneous non-production workers	8,783	6,653	8,156	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,315	11,420	11,903	8	25
塑膠製品業(塑膠 玩具除外)	Plastic products (excluding plastic toys)					
監督/管工	Supervisor/foreman	15,932	*	15,705	9	25
督導級及技術員級人員	Supervisory and technical workers	14,080	*	13,713	8	25
普通文員	General office clerk	*	9,978	9,906	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	12,417	12,016	8	24
雜工	General worker	*	*	6,815	8	26
其他非生產級工人	Miscellaneous non-production workers	6,705	*	6,745	7	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,351	10,915	11,808	8	25
雜項金屬製品業 (機械及設備除外)	Miscellaneous metal products except machinery and equipment					
普通文員	General office clerk	*	10,572	10,695	8	25
文員級及秘書級人員	Clerical and secretarial workers	*	11,171	11,064	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,965	10,395	12,361	8	26
電器用具及配件製造業	Electrical appliances and accessories					
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,723	*	10,989	8	24
電子製品業	Electronics					
監督/管工	Supervisor/foreman	17,367	12,909	15,541	8	24
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	21,439	*	20,532	8	22
儲物室/貨倉主任	Store/godown supervisor	15,818	*	16,387	8	22

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常工作時數 Number of normal hours of work per day	每月標準工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
電子製品業(續)	Electronics (Cont'd.)					
辦公室主任/行政主任	Office/administrative supervisor	*	15,295	15,209	8	23
會計主任	Accounting supervisor	*	15,563	17,768	8	23
電子工程技術員	Electronic engineering technician	15,739	*	15,468	8	25
機械工程技術員	Mechanical engineering technician	12,121	*	12,131	8	25
品質控制/保證技術員	Quality control/assurance technician	*	*	12,185	8	23
推銷員/營業代表	Salesman/sales representative	*	*	14,395	8	23
商品/採購主任	Merchandiser/buyer	*	14,584	14,962	8	23
督導級及技術員級人員	Supervisory and technical workers	14,769	13,577	14,498	8	24
貨倉/採購文員	Stock/purchasing clerk	*	12,304	11,472	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	11,582	11,637	8	23
普通文員	General office clerk	*	10,136	10,281	8	23
私人秘書/速記員	Personal secretary/stenographer	-	16,853	16,853	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	9,952	9,952	8	23
文員級及秘書級人員	Clerical and secretarial workers	10,719	11,113	11,041	8	23
雜工	General worker	*	7,018	7,163	8	24
司機	Driver	14,349	-	14,349	8	25
其他非生產級工人	Miscellaneous non-production workers	9,940	7,135	8,896	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,910	11,603	12,960	8	24
鐘錶及其零件製造業	Watches, clocks and parts					
文員級及秘書級人員	Clerical and secretarial workers	*	9,973	9,991	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	*	11,019	11,928	8	24
珠寶首飾及有關物品製造業	Jewellery and related articles					
監督/管工	Supervisor/foreman	18,846	*	18,857	8	24
推銷員/營業代表	Salesman/sales representative	*	*	12,942	8	24
督導級及技術員級人員	Supervisory and technical workers	15,584	14,319	15,151	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	*	11,594	8	24
普通文員	General office clerk	*	10,716	10,728	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	10,599	10,570	8	24
其他非生產級工人	Miscellaneous non-production workers	*	*	7,649	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	14,538	11,169	12,449	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
製造業	Manufacturing					
督導級及技術員級人員	Supervisory and technical workers	15,090	13,165	14,330	8	25
文員級及秘書級人員	Clerical and secretarial workers	10,459	10,526	10,513	8	24
其他非生產級工人	Miscellaneous non-production workers	8,515	6,402	7,694	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,614	10,755	11,645	8	25
批發業	Wholesale					
會計主任	Accounting supervisor	14,428	16,296	15,791	8	24
推銷員/營業代表	Salesman/sales representative	14,225	13,777	14,075	8	25
商品/採購主任	Merchandiser/buyer	*	*	15,668	8	25
營業主任	Sales supervisor	16,785	16,181	16,617	8	25
督導級及技術員級人員	Supervisory and technical workers	14,610	14,732	14,657	8	25
貨倉/採購文員	Stock/purchasing clerk	11,178	*	10,629	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	10,727	10,055	10,214	8	25
普通文員	General office clerk	*	8,459	8,472	8	25
私人秘書/速記員	Personal secretary/stenographer	-	14,433	14,433	8	24
出入口文件處理/船務 文員	Documentation/shipping clerk	*	*	12,150	7	24
售貨員	Sales clerk/shop assistant	9,205	8,709	8,925	8	26
文員級及秘書級人員	Clerical and secretarial workers	10,362	9,518	9,814	8	25
雜工	General worker	9,229	7,954	8,717	8	26
信差/辦公室助理	Messenger/office assistant	8,266	*	7,960	8	24
司機	Driver	10,517	-	10,517	9	26
送貨員	Delivery man	8,837	-	8,837	8	26
其他非生產級工人	Miscellaneous non-production workers	9,581	7,884	9,396	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,821	10,581	10,736	8	25
零售業	Retail					
儲物室/貨倉主任	Store/godown supervisor	12,974	*	12,929	8	25
營業主任	Sales supervisor	10,945	12,596	12,076	9	25
督導級及技術員級人員	Supervisory and technical workers	13,246	12,971	13,102	8	25
貨倉/採購文員	Stock/purchasing clerk	9,103	*	8,966	8	24
普通文員	General office clerk	*	7,728	7,730	8	24
收銀員/出納員	Cashier	*	8,058	7,994	9	26
售貨員	Sales clerk/shop assistant	9,300	9,496	9,446	8	25
文員級及秘書級人員	Clerical and secretarial workers	8,820	8,994	8,949	8	25

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
零售業(續)	Retail (Cont'd.)					
雜工	General worker	*	7,057	7,610	8	25
看更/守衛	Watchman/guard	8,416	*	8,398	9	25
其他非生產級工人	Miscellaneous non-production workers	8,390	7,302	8,250	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	9,576	9,513	9,538	8	25
食品進出口貿易業	Import/export of foodstuffs					
會計主任	Accounting supervisor	*	16,081	16,232	8	23
推銷員/營業代表	Salesman/sales representative	15,797	15,462	15,678	8	23
督導級及技術員級人員	Supervisory and technical workers	17,926	15,363	16,876	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	11,307	11,771	7	23
普通文員	General office clerk	*	8,577	8,578	8	24
私人秘書/速記員	Personal secretary/stenographer	-	17,282	17,282	8	23
文員級及秘書級人員	Clerical and secretarial workers	*	11,672	11,767	8	23
司機	Driver	10,074	*	10,066	8	26
送貨員	Delivery man	8,507	-	8,507	8	25
其他非生產級工人	Miscellaneous non-production workers	9,079	7,026	8,761	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,612	12,261	12,455	8	24
衣服、鞋類及有關製品 進出口貿易業	Import/export of clothing, footwear and allied products					
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	19,016	*	20,135	8	23
儲物室/貨倉主任	Store/godown supervisor	14,712	*	14,582	8	24
辦公室主任/行政主任	Office/administrative supervisor	20,014	20,421	20,264	8	24
會計主任	Accounting supervisor	20,583	17,628	18,272	8	24
品質控制/保證技術員	Quality control/assurance technician	17,314	15,340	16,731	8	24
推銷員/營業代表	Salesman/sales representative	16,780	13,092	14,537	8	24
商品/採購主任	Merchandiser/buyer	15,983	15,393	15,524	8	23
營業主任	Sales supervisor	*	*	18,692	8	24
船務主任	Shipping supervisor	17,351	16,244	16,613	8	23
設計員	Designer/pattern maker	15,072	15,793	15,471	8	24
業務聯絡員	Business co-ordinator	*	12,401	12,868	8	24
督導級及技術員級人員	Supervisory and technical workers	16,806	15,274	15,776	8	24
貨倉/採購文員	Stock/purchasing clerk	10,399	10,403	10,401	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	12,037	11,898	11,915	8	24
普通文員	General office clerk	10,745	9,852	10,057	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
衣服、鞋類及有關製品 進出口貿易業(續)	Import/export of clothing, footwear and allied products (Cont'd.)					
私人秘書/速記員	Personal secretary/stenographer	*	15,969	15,996	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	10,000	10,000	8	23
電腦/數據輸入操作員	Computer/data entry operator	*	10,299	10,154	8	24
出入口文件處理/船務 文員	Documentation/shipping clerk	11,806	11,726	11,747	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,020	11,391	11,299	8	24
雜工	General worker	9,014	6,953	7,946	8	25
信差/辦公室助理	Messenger/office assistant	8,680	7,702	8,107	8	24
司機	Driver	12,105	*	12,062	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,837	7,217	8,817	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,975	13,298	13,522	8	24
雜項消費品進出口 貿易業	Import/export of miscellaneous consumer goods					
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	19,198	26,802	21,232	8	23
儲物室/貨倉主任	Store/godown supervisor	16,344	*	16,003	8	24
辦公室主任/行政主任	Office/administrative supervisor	*	16,831	16,001	8	24
會計主任	Accounting supervisor	20,094	18,135	18,519	8	23
電子工程技術員	Electronic engineering technician	18,193	*	17,635	8	24
機械工程技術員	Mechanical engineering technician	*	*	16,746	8	24
品質控制/保證技術員	Quality control/assurance technician	12,749	*	13,333	7	24
推銷員/營業代表	Salesman/sales representative	16,466	13,371	15,030	8	23
商品/採購主任	Merchandiser/buyer	13,298	14,949	14,341	8	23
營業主任	Sales supervisor	23,089	16,727	19,727	8	23
船務主任	Shipping supervisor	*	17,060	17,275	8	24
設計員	Designer/pattern maker	17,145	15,177	16,151	8	24
業務聯絡員	Business co-ordinator	14,289	13,087	13,368	8	23
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,590	15,108	15,816	8	23
貨倉/採購文員	Stock/purchasing clerk	10,661	10,665	10,663	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	11,356	11,393	11,389	8	24
普通文員	General office clerk	8,592	9,147	9,099	8	24
私人秘書/速記員	Personal secretary/stenographer	*	16,264	16,284	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	9,330	9,330	8	23
電腦/數據輸入操作員	Computer/data entry operator	*	*	8,548	8	23
出入口文件處理/船務 文員	Documentation/shipping clerk	13,007	11,863	11,966	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,679	11,286	11,194	8	24
雜工	General worker	8,625	6,821	7,670	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
雜項消費品進出口貿易業(續)	Import/export of miscellaneous consumer goods (Cont'd.)					
信差/辦公室助理	Messenger/office assistant	8,924	8,013	8,517	8	24
司機	Driver	13,990	-	13,990	8	25
送貨員	Delivery man	8,469	*	8,455	8	25
其他非生產級工人	Miscellaneous non-production workers	10,898	7,299	9,897	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,887	12,417	13,000	8	24
機器、設備及其零件進出口貿易業	Import/export of machinery, equipment and parts					
電子資料處理主任/系統分析員/程序編製員	D.P. supervisor/system analyst/programmer	19,857	*	20,104	8	22
儲物室/貨倉主任	Store/godown supervisor	14,599	*	14,715	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	18,082	18,335	8	23
會計主任	Accounting supervisor	19,860	19,866	19,865	8	23
電子工程技術員	Electronic engineering technician	14,659	*	14,652	8	23
機械工程技術員	Mechanical engineering technician	15,706	*	16,040	8	24
推銷員/營業代表	Salesman/sales representative	15,688	*	15,249	8	23
營業主任	Sales supervisor	22,471	*	22,913	8	23
船務主任	Shipping supervisor	*	18,555	18,608	8	23
業務聯絡員	Business co-ordinator	*	13,518	13,043	8	23
督導級及技術員級人員	Supervisory and technical workers	16,136	17,001	16,327	8	23
貨倉/採購文員	Stock/purchasing clerk	10,485	*	9,789	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	12,090	11,891	8	23
普通文員	General office clerk	*	10,803	10,869	7	23
私人秘書/速記員	Personal secretary/stenographer	-	17,850	17,850	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	11,045	11,045	8	23
出入口文件處理/船務文員	Documentation/shipping clerk	*	11,806	12,599	8	23
文員級及秘書級人員	Clerical and secretarial workers	11,333	12,781	12,583	8	23
雜工	General worker	9,509	8,195	9,222	8	24
信差/辦公室助理	Messenger/office assistant	*	8,649	8,276	7	23
司機	Driver	13,002	-	13,002	8	23
其他非生產級工人	Miscellaneous non-production workers	10,377	8,320	10,087	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	14,162	13,563	13,910	8	23
雜項耐用品進出口貿易業	Import/export of miscellaneous durable goods					
電子資料處理主任/系統分析員/程序編製員	D.P. supervisor/system analyst/programmer	21,132	17,565	20,621	8	23
儲物室/貨倉主任	Store/godown supervisor	13,218	*	14,307	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
雜項耐用用品進出口 貿易業(續)	Import/export of miscellaneous durable goods (Cont'd.)					
辦公室主任/行政主任	Office/administrative supervisor	17,332	19,768	18,960	8	24
會計主任	Accounting supervisor	17,769	18,724	18,598	8	23
電子工程技術員	Electronic engineering technician	14,291	*	14,335	8	23
機械工程技術員	Mechanical engineering technician	13,798	-	13,798	8	23
品質控制/保證技術員	Quality control/assurance technician	13,024	*	13,435	8	24
推銷員/營業代表	Salesman/sales representative	18,795	18,670	18,760	8	23
商品/採購主任	Merchandiser/buyer	*	17,398	17,476	8	23
營業主任	Sales supervisor	21,267	*	20,923	8	24
船務主任	Shipping supervisor	18,559	17,502	17,908	8	23
設計員	Designer/pattern maker	16,924	14,995	16,478	8	23
業務聯絡員	Business co-ordinator	*	11,795	11,983	8	23
督導級及技術員級人員	Supervisory and technical workers	17,042	17,051	17,045	8	23
貨倉/採購文員	Stock/purchasing clerk	11,758	10,977	11,371	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	11,717	11,241	11,322	8	24
普通文員	General office clerk	11,229	10,271	10,486	8	23
私人秘書/速記員	Personal secretary/stenographer	*	17,958	17,794	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	10,572	10,628	8	23
電腦/數據輸入操作員	Computer/data entry operator	*	*	10,236	8	24
出入口文件處理/船務 文員	Documentation/shipping clerk	12,190	13,052	12,914	8	23
文員級及秘書級人員	Clerical and secretarial workers	11,622	12,755	12,534	8	23
雜工	General worker	*	7,374	7,523	8	24
信差/辦公室助理	Messenger/office assistant	8,584	7,560	8,286	8	24
看更/守衛	Watchman/guard	8,721	*	8,968	9	25
司機	Driver	12,265	-	12,265	8	24
送貨員	Delivery man	8,506	-	8,506	8	25
其他非生產級工人	Miscellaneous non-production workers	9,859	7,460	9,304	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	14,914	14,032	14,477	8	23
原料及半製成品進出口 貿易業	Import/export of raw materials and semi-manufactures					
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	19,866	*	20,193	8	23
儲物室/貨倉主任	Store/godown supervisor	14,333	*	14,303	8	24
辦公室主任/行政主任	Office/administrative supervisor	*	20,378	19,390	8	23
會計主任	Accounting supervisor	19,189	19,246	19,230	8	24
電子工程技術員	Electronic engineering technician	10,797	*	10,409	6	23
推銷員/營業代表	Salesman/sales representative	18,148	11,880	16,300	8	24
商品/採購主任	Merchandiser/buyer	*	13,957	14,320	8	24
營業主任	Sales supervisor	24,808	*	23,059	8	23
船務主任	Shipping supervisor	16,186	20,411	18,368	8	23

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
原料及半製成品進出口貿易業(續)	Import/export of raw materials and semi-manufactures (Cont'd.)					
業務聯絡員	Business co-ordinator	*	13,005	13,076	8	23
督導級及技術員級人員	Supervisory and technical workers	18,032	14,799	16,576	8	23
貨倉/採購文員	Stock/purchasing clerk	9,316	12,276	10,720	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	11,941	11,615	11,641	8	24
普通文員	General office clerk	9,126	9,882	9,791	8	24
私人秘書/速記員	Personal secretary/stenographer	-	17,998	17,998	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	9,952	9,942	8	23
電腦/數據輸入操作員	Computer/data entry operator	*	*	10,668	8	23
出入口文件處理/船務文員	Documentation/shipping clerk	*	12,409	12,344	8	23
文員級及秘書級人員	Clerical and secretarial workers	10,128	12,002	11,692	8	23
雜工	General worker	10,158	7,022	8,735	8	24
信差/辦公室助理	Messenger/office assistant	8,972	7,478	8,212	8	23
司機	Driver	12,643	-	12,643	8	24
送貨員	Delivery man	10,684	*	10,674	8	25
其他非生產級工人	Miscellaneous non-production workers	10,713	7,164	9,648	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,023	12,638	13,658	8	23
一般貨品進出口貿易業	Import/export of general commodities					
督導級及技術員級人員	Supervisory and technical workers	17,182	17,236	17,209	8	23
普通文員	General office clerk	*	9,807	9,744	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	12,925	12,645	8	23
其他非生產級工人	Miscellaneous non-production workers	*	*	8,838	8	24
督導級、技術員級、文員級及其他非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,440	14,776	15,041	8	23
中式餐館及酒樓業	Chinese restaurants					
儲物室/貨倉主任	Store/godown supervisor	11,951	*	11,073	8	26
會計主任	Accounting supervisor	*	15,198	14,403	8	25
總出納員	Head cashier	*	10,092	10,706	8	26
樓面部主任	Maitre D'	14,535	14,260	14,477	10	26
總廚師	Chief cook	19,255	-	19,255	10	26
領班	Captain	12,144	11,525	11,955	10	26
督導級及技術員級人員	Supervisory and technical workers	15,169	11,894	14,481	10	26
貨倉/採購文員	Stock/purchasing clerk	9,777	*	9,581	9	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,455	9,415	8	26
收銀員/出納員/帳單處理文員	Cashier/chit clerk	*	7,631	7,534	9	26

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
中式餐館及酒樓業(續)	Chinese restaurants (Cont'd.)					
接待員	Receptionist	-	10,610	10,610	9	26
文員級及秘書級人員	Clerical and secretarial workers	8,730	8,661	8,672	9	26
調酒員	Bartender	11,224	*	11,035	9	26
制服及布草房侍應生	Uniform and linen room attendant	-	6,168	6,168	9	26
廚師	Cook	13,390	*	13,303	10	26
初級廚師	Junior cook	9,239	7,590	8,790	9	26
管事	Steward	*	9,593	9,702	9	26
男/女侍應生	Waiter/waitress	9,602	9,030	9,318	10	26
點心員	Refreshment server	*	5,271	5,299	8	26
初級侍應生	Bus boy	6,729	6,671	6,676	10	26
海鮮料理員	Aquarium attendant	13,304	-	13,304	10	26
服務人員	Service workers	12,151	7,194	10,157	9	26
雜工	General worker	7,085	6,742	6,830	10	26
看更/守衛	Watchman/guard	6,608	*	6,592	10	27
洗碟工	Dishwasher	6,745	6,714	6,717	9	26
洗菜工	Vegetable washer	-	7,692	7,692	10	26
其他非生產級工人	Miscellaneous non-production workers	6,901	6,751	6,782	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,441	7,623	10,175	9	26
非中式餐館業	Restaurants, other than Chinese restaurants					
樓面部主任	Maitre D'	13,306	10,933	12,604	9	26
總廚師	Chief cook	16,807	*	16,813	9	26
領班	Captain	11,691	10,517	11,342	9	26
酒吧主管	Bar supervisor	12,211	*	12,192	9	26
督導級及技術員級人員	Supervisory and technical workers	13,874	10,882	13,281	9	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,809	10,657	8	25
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk	8,068	8,323	8,295	8	26
接待員	Receptionist	*	9,970	9,890	9	26
文員級及秘書級人員	Clerical and secretarial workers	8,510	8,733	8,706	8	26
調酒員	Bartender	11,505	*	11,304	9	26
廚師	Cook	12,724	10,358	12,630	9	26
初級廚師	Junior cook	10,401	8,184	9,893	9	26
男/女侍應生	Waiter/waitress	9,484	8,146	8,759	9	26
初級侍應生	Bus boy	*	*	7,472	9	26
服務人員	Service workers	11,459	8,273	10,584	9	26
雜工	General worker	6,960	7,001	6,983	9	26
洗碟工	Dishwasher	*	7,092	7,075	9	26
其他非生產級工人	Miscellaneous non-production workers	6,843	7,085	7,064	9	26

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
非中式餐館業(續)	Restaurants, other than Chinese restaurants (Cont'd.)					
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	11,671	8,051	10,154	9	26
快餐店業(美式快餐店 除外)	Fast food shops (excluding American style fast food shops)					
領班	Captain	9,738	8,586	9,012	9	26
督導級及技術員級人員	Supervisory and technical workers	9,738	8,552	8,989	9	26
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk	*	7,032	7,031	9	26
文員級及秘書級人員	Clerical and secretarial workers	*	7,054	7,052	9	26
廚師	Cook	12,362	7,898	12,064	9	26
初級廚師	Junior cook	7,956	7,547	7,796	9	26
顧客服務員	Customer services worker	7,260	6,613	6,729	9	26
服務人員	Service workers	10,882	6,969	9,451	9	26
雜工	General worker	*	6,370	6,418	9	26
洗碟及清潔工	Dishwasher/cleaner	*	6,344	6,336	9	26
其他非生產級工人	Miscellaneous non-production workers	*	6,349	6,352	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,691	6,866	8,410	9	26
酒店業	Hotels					
儲物室/貨倉主任	Store/godown supervisor	13,468	-	13,468	8	25
會計主任	Accounting supervisor	15,209	15,025	15,112	7	24
營業主任	Sales supervisor	15,719	15,399	15,482	8	24
收入核數主任	Income auditing supervisor	15,214	14,781	15,069	8	24
人事主任	Personnel supervisor	*	15,217	15,349	7	24
行李主管/行李領班	Bell superintendent/bell captain	11,436	-	11,436	8	26
房口監督員/房口部領班	Floor supervisor/floor housekeeper	13,932	13,656	13,867	8	26
保安主任	Chief security officer	12,906	*	12,594	7	26
電話部主任	Telephone supervisor	*	14,845	14,803	8	26
大堂款接主任	Front office supervisor	15,755	14,898	15,380	8	26
督導級及技術員級人員	Supervisory and technical workers	13,668	14,601	13,977	8	25
貨倉/採購文員	Stock/purchasing clerk	10,678	*	10,673	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	10,597	10,925	10,740	7	24
私人秘書/速記員	Personal secretary/stenographer	*	15,130	15,105	7	24
出納員	Cashier	*	11,320	11,524	8	26
接待員/電話接綫生	Receptionist/telephone operator	11,259	11,400	11,376	8	26
人事文員	Personnel clerk	*	*	11,321	8	24
訂房文員	Reservation clerk	*	11,195	11,197	8	26
大堂款接員	Front office clerk	11,279	11,529	11,421	8	26

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
酒店業(續)	Hotels (Cont'd.)					
團體聯絡員	Tour co-ordinator	*	12,323	12,478	8	25
房口部文員	House-keeping clerk	11,397	10,849	10,981	8	26
文員級及秘書級人員	Clerical and secretarial workers	11,321	12,129	11,861	8	25
保安員	Security officer	10,915	*	10,894	8	25
房間侍應生/房間服務員	Room attendant/houseman	10,677	10,458	10,529	8	26
制服及布草房侍應生	Uniform and linen room attendant	*	8,621	8,643	8	26
布草修補員	Upholsterer	11,020	*	10,319	8	26
洗衣及乾衣部侍應生/ 衣服整理員	Laundry and valet attendant/ sorter	*	9,102	9,405	8	26
熨工	Presser and ironer	9,638	9,129	9,317	8	25
洗衣工人	Washer	10,501	*	10,447	8	25
服務人員	Service workers	10,533	9,997	10,199	8	26
信差/辦公室助理	Messenger/office assistant	*	*	8,855	8	25
看更/守衛	Watchman/guard	10,422	*	10,404	8	25
司機	Driver	10,420	-	10,420	8	26
行李生	Bell boy	7,604	-	7,604	8	26
大門侍應	Doorman	8,620	-	8,620	8	25
公眾地方清潔工	Public area cleaner	8,685	8,535	8,584	8	26
其他非生產級工人	Miscellaneous non-production workers	8,690	8,618	8,664	8	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,865	10,856	10,860	8	26
批發、零售、進出口 貿易、飲食及酒店業	Wholesale, retail and import/export trades, restaurants and hotels					
督導級及技術員級人員	Supervisory and technical workers	16,230	15,100	15,715	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,363	10,895	10,786	8	24
服務人員	Service workers	11,756	7,686	10,221	9	26
其他非生產級工人	Miscellaneous non-production workers	9,571	7,038	8,441	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	12,791	10,947	11,816	8	25
貨櫃裝卸及貨櫃租賃 服務業	Haulage of containers and containers leasing					
調度/裝載策劃員	Despatcher/load planner	17,104	*	14,734	8	25
督導級及技術員級人員	Supervisory and technical workers	17,914	*	15,916	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,505	10,445	8	25
普通文員	General office clerk	*	9,488	9,593	8	25

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
貨櫃裝卸及貨櫃租賃 服務業(續)	Haulage of containers and containers leasing (Cont'd.)					
管理文員	Control clerk	*	*	12,000	8	25
文員級及秘書級人員	Clerical and secretarial workers	12,237	9,798	10,506	8	25
雜工	General worker	*	*	11,792	9	26
信差/辦公室助理	Messenger/office assistant	*	*	7,480	8	25
其他非生產級工人	Miscellaneous non-production workers	11,995	*	11,058	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,565	9,277	11,760	8	25
航空公司	Airline companies					
督導級及技術員級人員	Supervisory and technical workers	21,056	18,898	19,820	8	22
文員級及秘書級人員	Clerical and secretarial workers	14,321	13,043	13,425	8	22
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	16,023	14,147	14,777	8	22
旅行社及票務代理	Travel agents and airline ticket agents					
會計主任	Accounting supervisor	*	16,775	16,398	7	23
推銷員/營業代表	Salesman/sales representative	11,751	*	11,890	8	24
定位部主任	Reservation supervisor	*	14,147	14,517	8	24
業務主任	Operation supervisor	15,681	15,585	15,624	8	24
督導級及技術員級人員	Supervisory and technical workers	14,498	15,162	14,882	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	10,970	10,123	10,314	8	24
普通文員	General office clerk	*	9,429	9,871	8	24
私人秘書/速記員	Personal secretary/stenographer	-	14,591	14,591	7	23
接待員/電話接綫生	Receptionist/telephone operator	-	9,822	9,822	7	23
旅行社文員/定位員	Travel agency clerk/reservationist	10,452	10,335	10,368	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,561	10,468	10,492	8	24
旅遊團領隊/導遊員 (外地)	Travel guide (outbound)/ tour escort	2,610	*	2,471	8	26
旅遊顧問	Travel consultant	*	12,191	12,939	8	23
服務人員	Service workers	5,304	6,198	5,740	8	25
信差/辦公室助理	Messenger/office assistant	8,055	7,101	7,479	8	24
其他非生產級工人	Miscellaneous non-production workers	10,195	7,110	8,775	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,887	9,801	9,431	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常工作時數 Number of normal hours of work per day	每月標準工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
航空貨運代理業	Air cargo forwarding services					
電子資料處理主任/系統分析員/程序編製員	D.P. supervisor/system analyst/ programmer	16,754	*	16,523	8	24
儲物室/貨倉主任	Store/godown supervisor	14,175	*	14,153	8	24
會計主任	Accounting supervisor	*	17,666	18,008	8	24
推銷員/營業代表	Salesman/sales representative	17,807	*	17,568	8	24
貨運主任	Air freight operation supervisor	15,422	14,355	15,197	8	24
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,617	16,257	16,532	8	24
貨倉/採購文員	Stock/purchasing clerk	8,984	*	9,160	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	14,119	10,690	11,416	8	24
私人秘書/速記員	Personal secretary/stenographer	-	14,023	14,023	8	24
接待員/電話接綫生	Receptionist/telephone operator	*	11,006	11,036	8	24
出入口文件處理/收發文員	Documentation/receiving clerk	10,529	10,675	10,577	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,414	11,248	10,809	8	24
雜工	General worker	*	*	9,315	8	24
信差/辦公室助理	Messenger/office assistant	9,097	7,390	8,514	8	24
司機	Driver	11,766	-	11,766	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,624	8,041	9,441	8	25
督導級、技術員級、文員級及其他非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	12,533	12,212	12,426	8	24
運輸服務業	Transport services					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	18,320	17,083	18,095	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,701	11,756	11,736	8	24
服務人員	<i>Service workers</i>	5,304	6,198	5,740	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,679	7,380	9,914	8	25
督導級、技術員級、文員級及其他非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	14,578	11,728	13,469	8	25
銀行業	Banks					
電子資料處理主任/系統分析員/程序編製員	D.P. supervisor/system analyst/ programmer	23,106	24,011	23,352	8	23
辦公室主任/行政主任	Office/administrative supervisor	19,082	19,232	19,170	8	23
會計主任	Accounting supervisor	21,395	19,883	20,489	8	23
授信/放款主任	Credit/loans supervisor	18,204	17,908	18,029	8	23
授信分析員	Credit analyst	21,427	19,912	20,722	8	23
往來部主任/存戶部主任	Cash supervisor/deposit account supervisor	19,419	18,631	18,941	8	23
出納主任/總出納員	Cashier/head teller	23,137	17,796	20,576	8	23

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
銀行業(續)	Banks (Cont'd.)					
出入口部主任	Bills supervisor	19,065	18,598	18,788	8	23
外匯主任	Foreign exchange supervisor	20,365	17,937	19,052	8	23
外匯輔助主任/外匯 交收結算主任	Foreign exchange back-up/ settlement supervisor	19,858	19,323	19,575	8	23
稽核主任	Audit supervisor	20,814	19,074	19,998	8	23
人事主任	Personnel supervisor	22,084	21,183	21,324	8	23
客戶服務主任	Customer services officer	19,042	17,853	18,051	8	23
市場/業務發展主任	Marketing/business development officer	21,543	18,324	20,101	8	23
督導級及技術員級人員	Supervisory and technical workers	20,925	19,114	19,952	8	23
貨倉/採購文員	Stock/purchasing clerk	11,483	*	11,916	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	12,145	12,636	12,484	8	23
私人秘書/速記員	Personal secretary/stenographer	*	19,602	19,568	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	11,485	12,133	8	23
電腦/數據輸入操作員	Computer/data entry operator	12,674	*	12,492	8	23
授信/放款文員	Credit/loans clerk	11,256	11,549	11,480	8	23
往來部文員	Cash clerk	11,722	11,465	11,540	8	23
櫃檯員	Teller	11,954	12,270	12,209	8	23
郵件處理文員	Mailing clerk	*	9,920	10,428	8	23
出入口部文員	Bills clerk	11,463	11,548	11,522	8	23
出口文件核對員	Bills checker	15,579	15,403	15,459	8	23
外匯文員	Foreign exchange clerk	11,357	11,724	11,614	8	23
人事文員	Personnel clerk	11,935	12,281	12,215	8	23
外匯頭寸/交收文員	Position/settlement clerk	12,389	12,411	12,404	8	23
業務拓展部文員	Marketing clerk	11,984	12,401	12,329	8	23
文員級及秘書級人員	Clerical and secretarial workers	12,077	12,622	12,471	8	23
雜工	General worker	*	7,743	7,983	8	23
信差/辦公室助理	Messenger/office assistant	9,068	9,519	9,289	8	23
看更/守衛	Watchman/guard	10,773	*	10,635	9	24
司機	Driver	13,168	-	13,168	8	23
其他非生產級工人	Miscellaneous non-production workers	10,898	9,153	10,273	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	15,847	14,489	15,004	8	23
投資及控股公司	Investment and holding companies					
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	20,699	*	20,319	8	24
辦公室主任/行政主任	Office/administrative supervisor	*	18,144	17,621	8	23
會計主任	Accounting supervisor	18,483	24,835	22,264	7	23
人事主任	Personnel supervisor	*	22,308	22,263	8	23
督導級及技術員級人員	Supervisory and technical workers	19,543	22,468	21,084	7	23
簿記員/會計文員	Bookkeeper/accounting clerk	11,044	11,212	11,183	7	24
普通文員	General office clerk	12,806	10,315	11,531	7	23
私人秘書/速記員	Personal secretary/stenographer	-	20,138	20,138	7	23
接待員/電話接綫生	Receptionist/telephone operator	*	9,783	9,815	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
投資及控股公司(續)	Investment and holding companies (Cont'd.)					
文員級及秘書級人員	Clerical and secretarial workers	12,161	14,945	14,387	7	24
雜工	General worker	*	7,961	8,005	8	24
信差/辦公室助理	Messenger/office assistant	8,473	*	8,297	7	24
其他非生產級工人	Miscellaneous non-production workers	8,508	7,941	8,160	8	24
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	14,038	15,210	14,870	7	24
保險業	Insurance					
電子資料處理主任/系統 分析員/程序編製員	D.P. supervisor/system analyst/ programmer	20,338	21,310	20,631	7	22
辦公室主任/行政主任	Office/administrative supervisor	*	18,530	18,748	8	22
會計主任	Accounting supervisor	*	18,477	18,193	7	23
推銷員	Agents/salesman	11,230	10,798	11,028	8	23
營業/服務監督	Sales/servicing supervisor	20,223	17,590	18,571	7	23
核保監督	Underwriting supervisor	17,786	17,290	17,447	7	23
索賠監督	Claims supervisor	19,200	17,920	18,367	7	22
督導級及技術員級人員	Supervisory and technical workers	15,137	15,938	15,499	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	11,826	11,432	11,500	7	23
普通文員	General office clerk	11,588	10,354	10,592	8	22
私人秘書/速記員	Personal secretary/stenographer	-	17,020	17,020	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	10,837	10,837	7	23
核保文員	Underwriting clerk	11,185	10,781	10,857	7	23
索賠文員	Claims clerk	11,652	11,375	11,454	8	23
文員級及秘書級人員	Clerical and secretarial workers	11,702	12,081	12,016	7	23
信差/辦公室助理	Messenger/office assistant	8,919	9,970	9,373	7	23
司機	Driver	13,912	-	13,912	8	23
其他非生產級工人	Miscellaneous non-production workers	10,553	9,507	10,170	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,982	13,274	13,533	7	23
地產租賃業	Real estate leasing					
會計主任	Accounting supervisor	*	*	20,100	7	24
屋邨主任/屋宇事務主任	Estate officer/building services officer	17,549	*	17,126	8	24
樓宇主任/保安主任/ 看更主任	Building/security/ caretaker supervisor	13,845	*	13,860	9	26
督導級及技術員級人員	Supervisory and technical workers	16,198	17,559	16,449	8	25
會計文員	Accounting clerk	*	10,316	10,886	7	24
普通文員	General office clerk	*	9,629	9,774	7	24
文員級及秘書級人員	Clerical and secretarial workers	12,812	9,932	10,307	7	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
地產租賃業(續)	Real estate leasing (Cont'd.)					
樓宇服務員/看更/守衛	Building attendant/caretaker/guard	9,130	*	9,152	10	26
其他非生產級工人	Miscellaneous non-production workers	9,148	8,694	9,119	10	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,745	10,541	10,681	9	25
地產保養管理服務業	Real estate maintenance management					
會計主任	Accounting supervisor	*	17,772	18,197	7	23
保養技術員	Maintenance technician	14,107	*	14,112	8	25
屋邨主任/屋宇事務主任	Estate officer/building services officer	12,970	13,043	12,994	8	24
樓宇主任/保安主任/ 看更主任	Building/security/ caretaker supervisor	10,672	9,991	10,636	9	26
督導級及技術員級人員	Supervisory and technical workers	12,166	13,315	12,343	9	25
會計文員	Accounting clerk	11,684	10,848	10,979	7	23
普通文員	General office clerk	9,372	9,235	9,259	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,103	9,791	9,844	8	24
樓宇服務員/看更/守衛	Building attendant/caretaker/guard	7,855	7,755	7,849	10	26
園丁	Gardener	9,071	*	8,714	8	26
其他非生產級工人	Miscellaneous non-production workers	7,877	7,232	7,812	10	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,910	9,459	9,000	10	26
建築/測量/工程策劃 服務業	Architectural/surveying/ engineering firms					
辦公室主任/行政主任	Office/administrative supervisor	*	19,054	18,851	8	23
會計主任	Accounting supervisor	*	20,361	20,767	8	22
繪圖員	Draughtsman	17,750	15,388	17,594	8	24
監工(建築師或工程師 所僱用)	Clerk of works/inspector/foreman (Architect's/engineer's)	29,276	*	28,756	8	23
土地測量員/工料測量員 /產業及城市設計 測量員	Land surveying/Q.S./ valuation and planning technician	12,684	*	12,843	8	25
督導級及技術員級人員	Supervisory and technical workers	17,560	18,902	17,742	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	11,414	11,425	8	22
普通文員	General office clerk	8,779	8,296	8,365	8	23
私人秘書/速記員	Personal secretary/stenographer	-	16,009	16,009	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	10,262	10,262	8	23
文員級及秘書級人員	Clerical and secretarial workers	9,153	13,447	13,328	8	23

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
建築/測量/工程策劃 服務業(續)	Architectural/surveying/ engineering firms (Cont'd.)					
雜工	General worker	*	7,140	7,479	8	23
信差/辦公室助理	Messenger/office assistant	7,608	7,526	7,580	8	23
司機	Driver	11,376	*	11,370	8	23
其他非生產級工人	Miscellaneous non-production workers	9,008	7,353	8,427	8	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	16,684	14,230	15,767	8	23
保安及偵探服務業	Security and detective services					
保安主任	Security supervisor	12,694	11,822	12,651	11	26
督導級及技術員級人員	Supervisory and technical workers	12,694	12,302	12,671	11	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,260	10,065	8	24
普通文員	General office clerk	*	8,328	8,530	8	24
私人秘書/速記員	Personal secretary/stenographer	-	13,850	13,850	8	24
文員級及秘書級人員	Clerical and secretarial workers	9,026	9,844	9,724	8	24
守衛	Guard	7,808	6,867	7,721	11	26
服務人員	Service workers	7,876	6,867	7,783	11	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,440	7,521	8,351	11	26
金融、保險、地產及 商用服務業	Financing, insurance, real estate and business services					
督導級及技術員級人員	Supervisory and technical workers	15,741	17,935	16,394	8	24
文員級及秘書級人員	Clerical and secretarial workers	11,855	12,656	12,488	8	23
服務人員	Service workers	7,876	6,867	7,783	11	26
其他非生產級工人	Miscellaneous non-production workers	8,188	7,817	8,131	10	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	10,513	13,029	11,333	9	25
清潔及同類服務業	Sanitary and similar services					
監督/管工	Supervisor/foreman	10,683	8,863	9,961	8	25
督導級及技術員級人員	Supervisory and technical workers	10,683	8,863	9,961	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,699	10,421	8	24
普通文員	General office clerk	*	10,327	10,513	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	10,914	10,845	8	24

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
清潔及同類服務業 (續)	Sanitary and similar services (Cont'd.)					
服務人員	Service workers	6,094	5,167	5,664	8	26
雜工	General worker	5,104	4,090	4,410	8	26
司機	Driver	9,293	*	9,305	8	26
廁所清潔工	Cleaner (lavatory)	*	4,593	4,654	8	26
一般清潔工	Cleaner (general)	5,519	4,852	5,095	8	25
其他非生產級工人	Miscellaneous non-production workers	5,644	4,719	5,062	8	25
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	6,313	5,118	5,591	8	25
汽車及電單車維修 服務業	Motor vehicles/cycles repairing and servicing					
汽車機器檢查員	Motor vehicle/mechanical inspector	14,532	-	14,532	8	24
監督/管工	Supervisor/foreman	17,174	-	17,174	8	23
維修服務員/維修款待員	Service advisor/service receptionist	13,766	*	13,804	8	23
配件員	Partsman	15,157	-	15,157	8	23
督導級及技術員級人員	Supervisory and technical workers	15,913	*	15,890	8	23
普通文員	General office clerk	*	11,775	12,412	8	23
文員級及秘書級人員	Clerical and secretarial workers	*	11,938	12,077	8	23
雜工	General worker	8,665	6,815	7,651	9	23
司機	Driver	9,356	-	9,356	8	22
其他非生產級工人	Miscellaneous non-production workers	9,022	6,831	8,262	9	23
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	13,829	10,068	12,846	8	23
理髮及美容服務業	Barber and beauty shops					
剪髮師傅/髮型師	Barber/stylist	10,752	13,046	11,118	10	26
美容顧問/美容師	Beauty consultant/beautician	-	18,348	18,348	9	26
督導級及技術員級人員	Supervisory and technical workers	10,752	16,735	13,049	9	26
收銀員/出納員/接待員	Cashier/receptionist	-	9,536	9,536	9	26
文員級及秘書級人員	Clerical and secretarial workers	*	9,645	9,891	9	26
修甲師	Manicurist/pedicurist	-	16,432	16,432	9	26
洗頭員	Hair washer	5,700	6,325	5,984	10	26
服務人員	Service workers	5,755	7,185	6,410	10	26
雜工	General worker	*	6,671	6,660	9	26
其他非生產級工人	Miscellaneous non-production workers	*	6,671	6,660	9	26
督導級、技術員級、 文員級及其他 非生產級工人	Supervisory, technical, clerical and miscellaneous non-production workers	8,818	11,317	10,034	9	26

表 8 按行業及職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 8 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-Production Workers Analysed by Industry by Occupation --- Cont'd.

行業/職業	Industry/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常 工作時數 Number of normal hours of work per day	每月標準 工作日數 Number of standard working days per month
		男 Male	女 Female	合計 Overall		
個人服務業	<i>Personal services</i>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	12,076	13,518	12,540	9	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,205	10,698	10,936	8	24
服務人員	<i>Service workers</i>	5,906	6,273	6,075	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	5,813	4,788	5,172	8	25
督導級、技術員級、 文員級及其他 非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	7,664	6,220	6,854	8	25
所有選定行業@	<i>All selected industries</i>					
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,241	15,315	15,877	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,941	11,250	11,182	8	24
服務人員	<i>Service workers</i>	10,218	7,482	9,353	10	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,629	6,349	7,692	9	25
督導級、技術員級、 文員級及其他 非生產級工人	<i>Supervisory, technical, clerical and miscellaneous non-production workers</i>	12,132	10,875	11,527	8	25

註釋： @ 指工資統計調查涵蓋的所有行業，包括並沒有列出其統計數字的電力及燃氣業。

Notes: Refers to all industries covered by the Wage Enquiry, including the electricity and gas sector whose statistics are not separately shown.

* 為使個別公司所提供的資料得以保密，數據不予公布。

Data not released in order to safeguard confidentiality of information provided by individual firms.

(參照本報告第IV部的4.13段)。

(see paragraph 4.13 in Part IV of this report).

- 統計調查期內並沒有數據。

Data not available for the survey period.

表 9 按選定一般職業劃分的技工及操作工職級的平均每日工資、正常工作時數與標準工作日數
Table 9 Average Daily Wages, Normal Hours of Work and Standard Working Days of Craftsmen and Operatives by Selected Common Occupation

職業類別/職業 Occupational group/Occupation	每日平均工資(元) Average daily wages(\$)			每日正常工作時數 Number of normal hours of work per day	每月標準工作日數 Number of standard working days per month
	男 Male	女 Female	合計 Overall		
技工 Craftsmen					
機床技工 Machinist	403	*	388	8	25
工具製造技工 Tool maker	537	-	537	9	24
操作工 Operatives					
注塑機操作工 Injection moulding machine operator	387	*	386	10	26
平車車工 Lockstitch sewing machine operator	-	248	248	8	25
整熨工 Presser	343	*	323	8	26
切紙機操作工 Guillotining machine operator	452	-	452	8	26
修補工 Mender	*	273	239	6	26

註釋： * 為使個別公司所提供的資料得以保密，數據不予公布。

Notes : Data not released in order to safeguard confidentiality of information provided by individual firms.
 (參照本報告第IV部的4.13段)。
 (see paragraph 4.13 in Part IV of this report).

- 統計調查期內並沒有數據。
 Data not available for the survey period.

表 10 按選定一般職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數

Table 10 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-production workers by Selected Common Occupation

職業類別/職業 Occupational group/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常工作時數 Number of normal hours of work per day	每月標準工作日數 Number of standard working days per month
	男 Male	女 Female	合計 Overall		
督導級及技術員級人員 Supervisory and technical workers					
會計主任 Accounting supervisor	18,921	18,257	18,422	8	24
生產部監督 Production supervisor	15,542	11,938	14,062	8	25
船務主任 Shipping supervisor	17,395	17,235	17,285	8	23
樓面部主任 Maitre D'	14,175	12,946	13,883	9	26
總廚師 Chief cook	18,612	*	18,611	9	26
屋邨主任/屋宇事務主任 Estate officer/building services officer	13,187	13,033	13,138	8	24
酒吧主管 Bar supervisor	12,359	*	12,343	9	26
文員級及秘書級人員 Clerical and secretarial workers					
簿記員/會計員 Bookkeeper/accounting clerk	11,701	11,123	11,205	8	24
普通文員 General office clerk	10,055	9,442	9,549	8	24
接待員/電話接綫生 Receptionist/telephone operator	12,924	10,067	10,145	8	24
出入口文件處理/船務文員 Documentation/shipping clerk	11,638	12,000	11,923	8	24
售貨員 Sales clerk/shop assistant	9,278	9,402	9,367	8	25
人事文員 Personnel clerk	11,849	11,710	11,735	8	23
酒店訂房、航空公司或旅行社的定位文員 Reservation clerk (in hotels, airline and travel agents)	10,692	10,916	10,860	8	24
酒樓或餐館接待員 Receptionist (in restaurants)	*	10,532	10,517	9	26

表 10 按選定一般職業劃分的督導級、技術員級、文員級及其他非生產級工人職級的平均每月薪金、正常工作時數與標準工作日數 --- 續頁

Table 10 Average Monthly Salaries, Normal Hours of Work and Standard Working Days of Supervisory, Technical, Clerical and Miscellaneous Non-production workers by Selected Common Occupation --- Cont'd.

職業類別/職業 Occupational group/Occupation	每月平均薪金(元) Average monthly salaries(\$)			每日正常工作時數 Number of normal hours of work per day	每月標準工作日數 Number of standard working days per month
	男 Male	女 Female	合計 Overall		
服務人員 Service workers					
調酒員 Bartender	11,466	*	11,266	9	26
制服及布草房侍應生 Uniform and linen room attendant	*	7,491	7,546	8	26
廚師 Cook	13,103	9,316	12,988	9	26
初級廚師 Junior cook	9,379	7,741	8,904	9	26
男/女侍應生 Waiter/waitress	9,554	8,633	9,079	9	26
初級侍應生 Bus boy	6,743	6,741	6,741	10	26
其他非生產級工人 Miscellaneous non-production workers					
信差/辦公室助理 Messenger/office assistant	8,597	7,841	8,264	8	24
送貨員 Delivery man	8,877	*	8,873	8	25
洗碟工 Dishwasher	6,670	6,793	6,785	9	26

註釋: * 為使個別公司所提供的資料得以保密, 數據不予公布。
 Note: Data not released in order to safeguard confidentiality of information provided by individual firms.
 (參照本報告第IV部的4.13段)。
 (see paragraph 4.13 in Part IV of this report).

表 11 按行業類別劃分的就業人士名義平均薪金指數數列

Table 11 Time Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Sector

(一九九四年第一季 = 100)
(1st Qtr. 1994 = 100)

季度/年份 Quarter/Year	製造業 Manufacturing	批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	運輸、倉庫 及通訊業 Transport, storage and communications	金融、保險、地 產及商用服務業 Financing, insurance, real estate and business services	社區、社會及 個人服務業 Community, social and personal services	所有 行業類別 ⁺ All industry sectors
九四年第一季 1st Qtr. 94	100.0	100.0	100.0	100.0	100.0	100.0
九四年第二季 2nd Qtr. 94	84.7	82.6	91.6	87.0	99.8	87.5
九四年第三季 3rd Qtr. 94	86.6	83.4	99.2	87.4	107.1	91.3
九四年第四季 4th Qtr. 94	91.6	93.2	113.6	95.3	104.1	98.3
九五年第一季 1st Qtr. 95	111.1	109.6	113.0	110.7	109.8	111.5
九五年第二季 2nd Qtr. 95	93.6	92.9	104.4	99.9	107.6	99.0
九五年第三季 3rd Qtr. 95	97.7	93.0	110.5	98.5	118.8	102.1
九五年第四季 4th Qtr. 95	99.4	106.0	125.2	110.2	115.3	110.0
九六年第一季 1st Qtr. 96	118.2	122.2	126.8	125.4	119.6	123.9
九六年第二季 2nd Qtr. 96	103.4	101.2	118.5	109.5	119.9	110.0
九六年第三季 3rd Qtr. 96	102.1	103.0	117.8	106.5	128.7	110.9
九六年第四季 4th Qtr. 96	108.9	112.5	136.2	121.8	126.5	121.1
九七年第一季 1st Qtr. 97	126.1	132.1	134.6	140.0	132.7	135.7
九七年第二季 2nd Qtr. 97	112.2	107.8	126.6	123.0	134.5	121.2
九七年第三季 3rd Qtr. 97	108.9	109.0	127.9	121.6	144.0	123.6
九七年第四季 4th Qtr. 97	121.0	114.5	148.3	136.7	140.6	132.1

表 11 按行業類別劃分的就業人士名義平均薪金指數數列 --- 續頁

Table 11 Time Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Sector --- Cont'd.

(一九九四年第一季 = 100)
(1st Qtr. 1994 = 100)

季度/年份 Quarter/Year	製造業 Manufacturing	批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	運輸、倉庫 及通訊業 Transport, storage and communications	金融、保險、地 產及商用服務業 Financing, insurance, real estate and business services	社區、社會及 個人服務業 Community, social and personal services	所有 行業類別 ⁺ All industry sectors
九八年第一季 1st Qtr. 98	135.7	132.6	145.9	143.5	145.2	142.8
九八年第二季 2nd Qtr. 98	120.2	112.5	129.8	121.8	143.1	126.7
九八年第三季 3rd Qtr. 98	117.9	112.4	131.1	118.5	151.0	127.3
九八年第四季 4th Qtr. 98	123.8	119.2	148.3	133.3	149.9	136.3
九九年第一季 1st Qtr. 99	137.3	136.2	145.2	139.1	152.4	145.3
九九年第二季 2nd Qtr. 99	117.3	110.6	124.6	118.9	143.5	125.2
九九年第三季 3rd Qtr. 99	117.7	109.8	124.6	117.0	151.5	125.9
九九年第四季 4th Qtr. 99	122.6	118.4	142.6	132.6	147.6	135.4

註釋： + 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣業。

Note : Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas industry whose statistics are not separately shown.

表 12 按行業類別劃分的就業人士實質平均薪金指數數列

Table 12 Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Sector

(一九九四年第一季 = 100)
(1st Qtr. 1994 = 100)

季度/年份 Quarter/Year	製造業 Manufacturing	批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	運輸、倉庫 及通訊業 Transport, storage and communications	金融、保險、地 產及商用服務業 Financing, insurance, real estate and business services	社區、社會及 個人服務業 Community, social and personal services	所有 行業類別 + All industry sectors
九四年第一季 1st Qtr. 94	100.0	100.0	100.0	100.0	100.0	100.0
九四年第二季 2nd Qtr. 94	82.5	80.4	89.2	84.7	97.2	85.2
九四年第三季 3rd Qtr. 94	82.4	79.4	94.4	83.2	101.9	86.9
九四年第四季 4th Qtr. 94	85.0	86.6	105.5	88.5	96.7	91.3
九五年第一季 1st Qtr. 95	101.2	99.8	102.9	100.8	100.0	101.6
九五年第二季 2nd Qtr. 95	83.2	82.6	92.8	88.8	95.7	88.0
九五年第三季 3rd Qtr. 95	85.4	81.2	96.5	86.1	103.7	89.1
九五年第四季 4th Qtr. 95	85.6	91.2	107.8	94.9	99.2	94.7
九六年第一季 1st Qtr. 96	100.8	104.1	108.1	106.9	101.9	105.7
九六年第二季 2nd Qtr. 96	86.2	84.3	98.8	91.3	99.9	91.7
九六年第三季 3rd Qtr. 96	84.4	85.2	97.3	88.0	106.4	91.6
九六年第四季 4th Qtr. 96	88.3	91.2	110.5	98.7	102.6	98.2
九七年第一季 1st Qtr. 97	101.3	106.1	108.1	112.4	106.6	109.0
九七年第二季 2nd Qtr. 97	88.6	85.1	99.9	97.1	106.1	95.6
九七年第三季 3rd Qtr. 97	84.7	84.8	99.5	94.6	112.0	96.2
九七年第四季 4th Qtr. 97	93.1	88.1	114.1	105.2	108.2	101.7

表 12 按行業類別劃分的就業人士實質平均薪金指數數列 --- 續頁

Table 12 Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Sector --- Cont'd.

(一九九四年第一季 = 100)
(1st Qtr. 1994 = 100)

季度/年份 Quarter/Year	製造業 Manufacturing	批發、零售、進出口 貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	運輸、倉庫 及通訊業 Transport, storage and communications	金融、保險、地 產及商用服務業 Financing, insurance, real estate and business services	社區、社會及 個人服務業 Community, social and personal services	所有 行業類別 ⁺ All industry sectors
九八年第一季 1st Qtr. 98	103.8	101.4	111.6	109.7	111.0	109.2
九八年第二季 2nd Qtr. 98	90.8	85.0	98.1	92.1	108.2	95.7
九八年第三季 3rd Qtr. 98	89.3	85.1	99.3	89.8	114.4	96.4
九八年第四季 4th Qtr. 98	96.0	92.4	115.0	103.3	116.2	105.7
九九年第一季 1st Qtr. 99	107.0	106.1	113.1	108.3	118.7	113.1
九九年第二季 2nd Qtr. 99	92.3	87.0	98.1	93.5	112.9	98.5
九九年第三季 3rd Qtr. 99	94.7	88.3	100.3	94.1	121.9	101.3
九九年第四季 4th Qtr. 99	99.1	95.7	115.3	107.2	119.3	109.5

註釋： 就業人士實質平均薪金指數是根據就業人士名義平均薪金指數扣除綜合消費物價指數變動的影響計算出來。

Notes : The real indices of payroll per person engaged are derived by deflating the respective nominal indices of payroll per person engaged by the Composite CPI.

+ 指薪金總額統計調查涵蓋的所有行業，包括並沒有列出其統計數字的採礦及採石業與電力及燃氣業。

Refers to all industries covered by the Payroll Enquiry, including the mining and quarrying industry and the electricity and gas industry whose statistics are not separately shown.

表 13 按 3 個位主要行業組別劃分的就業人士名義及實質平均薪金指數
Table 13 Nominal and Real Indices of Payroll per Person Engaged
Analysed by 3-digit Major Industry Group

(一九九四年第一季 = 100)
(1st Qtr. 1994 = 100)

香港標準 行業分類 編碼 HSIC codes	行業類別/主要行業組別 Industry sector/Major industry group	名義指數 Nominal indices			實質指數 Real indices		
		九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99	九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99
211	金屬礦開採業 Metal ore mining	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
219	採石及其他採礦業 Mining, n.e.c.	111.7	120.1	120.6	86.6	96.6	97.5
2	採礦及採石業 Mining and quarrying	111.7	120.1	120.6	86.6	96.6	97.5
311-312	食品製造業 Food manufacturing	131.0	128.0	132.8	101.5	103.0	107.4
313	飲品製造業 Beverage industries	169.2	136.4	128.9	131.1	109.7	104.2
314	煙草製品業 Tobacco manufactures	87.8	85.2	110.5	68.1	68.5	89.3
320-322	服裝製品業（鞋類除外） Wearing apparel except footwear	117.4	109.1	112.1	91.0	87.7	90.6
323	皮革製造及皮革製品業（鞋類及服裝製品除外） Leather and leather products, except footwear and wearing apparel	102.9	97.1	92.0	79.8	78.1	74.3
324	鞋類製造業（橡膠、塑膠及木質鞋類除外） Footwear, except rubber, plastic and wooden footwear	89.0	91.0	107.6	69.0	73.2	87.0
325-329	紡織製品業 Textiles	107.2	101.2	105.3	83.1	81.4	85.1
331	木材及水松製品業（傢具除外） Wood and cork products, except furniture	118.9	123.7	118.7	92.2	99.5	96.0
332	傢具及固定裝置製造業（金屬傢具除外） Furniture and fixtures, except primarily of metal	102.5	74.5	77.7	79.5	59.9	62.8
341	紙張及紙品製造業 Paper and paper products	117.8	94.4	115.7	91.3	76.0	93.5
342	印刷、出版及有關行業 Printing, publishing and allied industries	143.0	136.2	145.9	110.8	109.6	118.0
351-352	化學品及化學產品製造業 Chemicals and chemical products	109.5	97.6	112.4	84.9	78.6	90.9
353-354	石油及煤產品製造業 Products of petroleum and coal	131.7	125.3	140.9	102.1	100.8	113.9
355	橡膠製品業 Rubber products	92.7	87.6	84.8	71.9	70.5	68.6

表 13 按 3 個位主要行業組別劃分的就業人士名義及實質平均薪金指數 --- 續頁

Table 13 Nominal and Real Indices of Payroll per Person Engaged
Analysed by 3-digit Major Industry Group --- Cont'd.

(一九九四年第一季 = 100)
(1st Qtr. 1994 = 100)

香港標準 行業分類 編碼 HSIC codes	行業類別/主要行業組別 Industry sector/Major industry group	名義指數 Nominal indices			實質指數 Real indices		
		九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99	九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99
356	塑膠製品業 Plastic products	77.4	71.5	74.7	60.0	57.6	60.4
361-369	非金屬礦產製品業（石油及煤產品除外） Non-metallic mineral products, except products of petroleum and coal	126.2	114.7	131.1	97.8	92.3	106.0
371-372	基本金屬製造業 Basic metal industries	101.6	91.4	102.9	78.8	73.5	83.2
380-381	金屬製品業（機械及設備除外） Fabricated metal products, except machinery and equipment	123.8	113.5	117.1	96.0	91.3	94.6
382	辦公室、會計及計算器材製造業 Office, accounting and computing machinery	101.0	102.0	95.8	78.3	82.1	77.5
383	收音機、電視機及通訊設備與器材製造業 Radio, television & communication equipment and apparatus	115.6	113.2	114.3	89.6	91.0	92.4
384	電子零件製造業 Electronic parts and components	145.2	126.8	146.8	112.5	102.0	118.7
385	家庭電器用具及電子玩具製造業 Electrical appliances & houseware and electronic toys	108.2	93.2	121.4	83.8	75.0	98.1
386-387	其他機械、設備、儀器及零件製造業 Machinery, equipment, apparatus, parts and components, n.e.c.	132.4	118.9	114.2	102.7	95.7	92.3
388	運輸設備製造業 Transport equipment	127.3	111.1	122.0	98.7	89.3	98.7
389	其他專業、科學、量度及控制用的設備， 與攝影及光學用品製造業 Professional & scientific, measuring & controlling equipment, n.e.c., and photographic & optical goods	112.9	90.7	109.0	87.5	72.9	88.2
390-391	其他產品製造業 Manufacturing industries, n.e.c.	60.6	66.6	64.8	47.0	53.6	52.4
3	製造業 Manufacturing	123.8	117.7	122.6	96.0	94.7	99.1
411	電力及燃氣業 Electricity and gas	205.2	158.5	196.5	159.1	127.5	158.8
4	電力及燃氣業 Electricity and gas	205.2	158.5	196.5	159.1	127.5	158.8

表 13 按 3 個位主要行業組別劃分的就業人士名義及實質平均薪金指數 --- 續頁
 Table 13 Nominal and Real Indices of Payroll per Person Engaged
 Analysed by 3-digit Major Industry Group --- Cont'd.

(一九九四年第一季 = 100)
 (1st Qtr. 1994 = 100)

香港標準 行業分類 編碼 HSIC codes	行業類別/主要行業組別 Industry sector/Major industry group	名義指數 Nominal indices			實質指數 Real indices		
		九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99	九八年第四季 4th Qtr. 98	九九年第三季 3rd Qtr. 99	九九年第四季 4th Qtr. 99
611-612	批發業 Wholesale	126.1	111.4	119.9	97.7	89.6	96.9
621	零售業 Retail	111.5	105.8	110.9	86.4	85.1	89.7
631-632	進出口貿易業 Import/export	125.7	117.6	127.4	97.4	94.6	103.0
641	飲食業 Restaurants	100.1	94.8	98.9	77.6	76.3	80.0
651	酒店及旅舍業 Hotels and boarding houses	103.9	93.1	97.1	80.5	74.9	78.5
6	批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	119.2	109.8	118.4	92.4	88.3	95.7
711	陸路客運業 Land passenger transport	142.7	127.2	142.7	110.6	102.3	115.4
713	陸路運輸輔助服務業 Supporting services to land transport	87.8	89.5	90.1	68.1	72.0	72.8
714	遠洋及沿岸海上運輸業 Ocean and coastal water transport	156.0	124.7	148.1	121.0	100.3	119.7
715	港內海上運輸業 Inland water transport	*	107.5	113.6	*	86.5	91.8
716	海上運輸輔助服務業 Supporting services to water transport	155.1	116.5	131.6	120.2	93.7	106.4
717	空運業 Air transport	146.4	117.6	151.4	113.5	94.6	122.4
718	其他與運輸有關的服務業 Services incidental to transport	132.4	117.0	132.8	102.6	94.1	107.4
721	倉庫業 Storage	135.2	120.5	134.5	104.8	97.0	108.8
731	通訊業 Communications	173.0	139.1	158.4	134.1	111.9	128.0
7	運輸、倉庫及通訊業 Transport, storage and communications	148.3	124.6	142.6	115.0	100.3	115.3

表 13 按 3 個位主要行業組別劃分的就業人士名義及實質平均薪金指數 --- 續頁

Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 3-digit Major Industry Group --- Cont'd.

(一九九四年第一季 = 100)

(1st Qtr. 1994 = 100)

香港標準 行業分類 編碼 HSIC codes	行業類別/主要行業組別 Industry sector/Major industry group	名義指數 Nominal indices			實質指數 Real indices		
		九八年第四季	九九年第三季	九九年第四季	九八年第四季	九九年第三季	九九年第四季
		4th Qtr. 98	3rd Qtr. 99	4th Qtr. 99	4th Qtr. 98	3rd Qtr. 99	4th Qtr. 99
811	銀行業 Banking	147.1	125.5	148.7	114.0	101.0	120.2
812	金融及投資公司 Finance and investment companies	183.7	146.1	173.9	142.4	117.5	140.6
813	證券、期貨及金銀經紀、交易與服務業 Stock, commodity and bullion brokers, exchanges and services	96.6	101.4	105.5	74.8	81.6	85.3
819	其他金融機構 Financial institutions, n.e.c.	132.4	123.1	131.6	102.6	99.0	106.4
821	保險業 Insurance	144.4	92.3	135.1	112.0	74.3	109.2
831	地產業 Real estate	105.7	95.2	110.8	81.9	76.6	89.6
832	機械及設備租賃業 Rental of machinery and equipment	148.6	132.5	129.5	115.2	106.6	104.7
833	商用服務業（機械及設備租賃除外） Business services except rental of machinery and equipment	133.1	117.9	134.6	103.2	94.9	108.8
8	金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	133.3	117.0	132.6	103.3	94.1	107.2
921	清潔及同類服務業 Sanitary and similar services	144.6	145.1	140.8	112.1	116.7	113.8
931	教育服務業 Education services	144.9	156.6	148.3	112.3	126.0	119.9
932	研究及科學機構 Research and scientific institutes	144.7	151.4	148.1	112.2	121.8	119.7
933	醫療、牙科及其他保健服務業 Medical, dental and other health services	156.1	156.0	161.8	121.0	125.5	130.8
934	福利機構 Welfare institutions	138.4	143.4	139.9	107.3	115.3	113.1
935	商會 Business associations	169.7	167.4	171.0	131.5	134.7	138.3
939	其他社會及有關社區服務業 Miscellaneous social and related community services	98.5	102.4	101.1	76.3	82.3	81.7

表 13 按 3 個位主要行業組別劃分的就業人士名義及實質平均薪金指數 --- 續頁
 Table 13 Nominal and Real Indices of Payroll per Person Engaged
 Analysed by 3-digit Major Industry Group --- Cont'd.

(一九九四年第一季 = 100)
 (1st Qtr. 1994 = 100)

香港標準 行業分類 編碼 HSIC codes	行業類別/主要行業組別 Industry sector/Major industry group	名義指數 Nominal indices			實質指數 Real indices		
		九八年第四季	九九年第三季	九九年第四季	九八年第四季	九九年第三季	九九年第四季
		4th Qtr. 98	3rd Qtr. 99	4th Qtr. 99	4th Qtr. 98	3rd Qtr. 99	4th Qtr. 99
940-941	電影及其他娛樂服務業 Motion pictures and other entertainment services	124.5	128.6	127.1	96.5	103.4	102.7
942	圖書館、博物館及文化服務業 Libraries, museums and cultural services	177.1	106.7	159.5	137.3	85.8	128.9
949	其他娛樂及康樂服務業 Miscellaneous amusement and recreational services	146.0	115.0	139.6	113.2	92.5	112.9
951	維修服務業 Repair services	111.2	100.5	105.6	86.2	80.9	85.4
952	洗熨、乾洗、衣物修補及有關服務業 Laundry, dry cleaning and garment services	82.3	69.8	63.0	63.8	56.1	50.9
959	其他個人服務業 Miscellaneous personal services	114.9	103.1	104.6	89.1	82.9	84.6
9	社區、社會及個人服務業 Community, social and personal services	149.9	151.5	147.6	116.2	121.9	119.3
	所有上列行業類別 ⁺ All above industry sectors	136.3	125.9	135.4	105.7	101.3	109.5

註釋： 就業人士實質平均薪金指數是根據就業人士名義平均薪金指數扣除綜合消費物價指數變動的影響計算出來。

Notes: The real indices of payroll per person engaged are derived by deflating the respective nominal indices of payroll per person engaged by the Composite CPI.

+ 指薪金總額統計調查涵蓋的所有行業。

Refers to all industries covered by the Payroll Enquiry.

* 為使個別公司所提供的資料得以保密，數據不予公布。

Data not released in order to safeguard confidentiality of information provided by individual firms.

(參照本報告第IV部的4.13段)。

(see paragraph 4.13 in Part IV of this report).

表 14 經季節性調整後所有行業類別的就業人士平均薪金指數數列
Table 14 Time Series of the Seasonally Adjusted Series of Indices of Payroll per Person Engaged: All Industry Sectors⁺

季度/年份 Quarter/Year	就業人士名義平均薪金指數 Nominal Index of Payroll per Person Engaged				就業人士實質平均薪金指數 Real Index of Payroll per Person Engaged			
	未經季節性調整 Seasonally unadjusted		經季節性調整 Seasonally adjusted		未經季節性調整 Seasonally unadjusted		經季節性調整 Seasonally adjusted	
	指數 Index	按季變動率 Qtr-to-qtr change	指數 Index	按季變動率 Qtr-to-qtr change	指數 Index	按季變動率 Qtr-to-qtr change	指數 Index	按季變動率 Qtr-to-qtr change
九四年第一季 1st Qtr. 1994	100.0	17.2	90.5	4.7	100.0	15.4	90.4	3.1
九四年第二季 2nd Qtr. 1994	87.5	-12.5	92.0	1.7	85.2	-14.8	89.8	-0.7
九四年第三季 3rd Qtr. 1994	91.3	4.4	95.7	4.1	86.9	2.1	91.1	1.4
九四年第四季 4th Qtr. 1994	98.3	7.7	99.0	3.4	91.3	5.1	91.9	1.0
九五年第一季 1st Qtr. 1995	111.5	13.4	101.3	2.3	101.6	11.2	92.1	0.2
九五年第二季 2nd Qtr. 1995	99.0	-11.3	104.0	2.7	88.0	-13.4	92.7	0.7
九五年第三季 3rd Qtr. 1995	102.1	3.2	107.2	3.1	89.1	1.3	93.7	1.1
九五年第四季 4th Qtr. 1995	110.0	7.8	110.2	2.7	94.7	6.2	94.8	1.2
九六年第一季 1st Qtr. 1996	123.9	12.7	112.9	2.5	105.7	11.6	96.0	1.3
九六年第二季 2nd Qtr. 1996	110.0	-11.2	115.6	2.4	91.7	-13.2	96.6	0.6
九六年第三季 3rd Qtr. 1996	110.9	0.8	116.7	1.0	91.6	#	96.5	-0.1
九六年第四季 4th Qtr. 1996	121.1	9.2	120.6	3.3	98.2	7.2	97.8	1.3
九七年第一季 1st Qtr. 1997	135.7	12.1	124.0	2.9	109.0	11.0	99.4	1.7
九七年第二季 2nd Qtr. 1997	121.2	-10.7	127.4	2.7	95.6	-12.3	100.8	1.4
九七年第三季 3rd Qtr. 1997	123.6	2.0	130.2	2.2	96.2	0.6	101.3	0.5
九七年第四季 4th Qtr. 1997	132.1	6.9	131.0	0.6	101.7	5.7	100.7	-0.7
九八年第一季 1st Qtr. 1998	142.8	8.1	130.9	-0.1	109.2	7.4	100.0	-0.7
九八年第二季 2nd Qtr. 1998	126.7	-11.3	133.4	1.9	95.7	-12.3	101.1	1.1
九八年第三季 3rd Qtr. 1998	127.3	0.5	134.2	0.5	96.4	0.7	101.6	0.5
九八年第四季 4th Qtr. 1998	136.3	7.1	134.6	0.3	105.7	9.6	104.2	2.6
九九年第一季 1st Qtr. 1999	145.3	6.6	133.3	-0.9	113.1	7.1	103.8	-0.4
九九年第二季 2nd Qtr. 1999	125.2	-13.8	132.2	-0.9	98.5	-12.9	104.2	0.4
九九年第三季 3rd Qtr. 1999	125.9	0.6	132.7	0.4	101.3	2.9	106.6	2.3
九九年第四季 4th Qtr. 1999	135.4	7.5	133.4	0.5	109.5	8.1	107.7	1.0

註釋： + 指薪金總額統計調查涵蓋的所有行業。
 Notes: Refers to all industries covered by the Payroll Enquiry.

變動在±0.05%內。
 Change within ±0.05%.

VII. 統計方法

緒言

7.1 自一九九四年三月起，政府統計處進行一項「勞工收入統計調查」，這項統計調查是由「工資、薪酬及僱員福利半年度統計調查」及「就業、空缺及薪金總額按季統計調查」中的「薪金總額統計調查」部分合併而成，旨在改良統計調查的運作，提高薪金總額和工資率兩項統計數字的相容性。

7.2 「勞工收入統計調查」包括兩部分：分別為工資統計調查及薪金總額統計調查。在一九九九年前，搜集工資率數據的工作是按半年進行的，統計期為每年的三月和九月。自統計期一九九九年三月起，本處已改為按季搜集工資統計數字，統計期為每年的三月、六月、九月和十二月。

7.3 薪金總額數據的搜集是按季進行的，統計期為每年第一季(一月至三月)；第二季(四月至六月)；第三季(七月至九月)和第四季(十月至十二月)。

7.4 此外，有關僱員應享的各項工資以外附帶福利的資料，本處亦會每二至三年搜集一次。

行業涵蓋範圍

7.5 「勞工收入統計調查」所涵蓋的行業以「香港標準行業分類」作為分類依據。「香港標準行業分類」則是根據聯合國「國際標準產業分類」加以修訂而成，採用分層結構，由以下四個層次構成。

HSIC 層次	編碼	名稱
第一層次	一位數字	行業類別
第二層次	三位數字	主要行業組別
第三層次	四位數字	行業組別
第四層次	六位數字	行業

VII. Statistical Methodology

Introduction

7.1 The Census and Statistics Department has conducted the Labour Earnings Survey (LES) since March 1994 by integrating the former Half-yearly Survey of Wages, Salaries and Employee Benefits with the part of "payroll" enquiry of the former Quarterly Survey of Employment, Vacancies and Payroll. This integration aims at improving the survey operations and enhancing data compatibility between payroll and wage rate statistics.

7.2 The LES consists of two parts: the wage enquiry and the payroll enquiry. Prior to 1999, data on wage rates were collected on a half-yearly basis for the reference periods of March and September of the year. Starting from the reference period of March 1999, data on wage rates have been collected at quarterly intervals for the reference periods of March, June, September and December of the year.

7.3 Data on payroll are collected on a quarterly basis for the reference periods of first quarter (January-March), second quarter (April-June), third quarter (July-September) and fourth quarter (October-December) of the year.

7.4 In addition, information on employees' entitlement to various types of fringe benefits other than the basic wage rate is collected from the LES about once every two or three years.

Industry Coverage

7.5 Industries covered in the LES are classified according to the "Hong Kong Standard Industrial Classification (HSIC)", which is an adapted version of the United Nation's "International Standard Industrial Classification". The HSIC adopts a hierarchical structure with four different levels labelled as follows:

HSIC level	Codes	Description
1st	1-digit	Industry Sector
2nd	3-digit	Major Industry Group
3rd	4-digit	Industry Group
4th	6-digit	Industry/Trade

7.6 工資統計調查的涵蓋下列行業類別中的四十六個主要行業：

- (i) 製造業;
- (ii) 電力及燃氣業;
- (iii) 批發、零售、進出口貿易、飲食及酒店業;
- (iv) 運輸服務業;
- (v) 金融、保險、地產及商用服務業;及
- (vi) 個人服務業。

所有選定行業均由一個或以上的三位、四位或六位數字層次的香港標準行業分類譯碼所界定，詳情請參閱附錄。

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

- (i) 採礦及採石業;
- (ii) 製造業;
- (iii) 電力及燃氣業;
- (iv) 批發、零售、進出口貿易、飲食及酒店業;
- (v) 運輸、倉庫及通訊業;
- (vi) 金融、保險、地產及商用服務業;及
- (vii) 社區、社會及個人服務業。

7.8 薪金總額統計調查並不包括下列經濟活動：

- (i) 農業及漁業;
- (ii) 建造業;
- (iii) 小販及零售攤檔(街市攤檔除外);
- (iv) 的士、公共小巴、貨車、駁船及船上裝卸服務;及
- (v) 公共行政、獸醫服務、宗教組織、作家及其他獨立藝術工作者、家務助理及其他康樂和個人服務。

7.6 The wage enquiry covers 46 principal industries in the following industry sectors:

- (i) Manufacturing;
- (ii) Electricity and Gas;
- (iii) Wholesale, retail and import/export trades, restaurants and hotels;
- (iv) Transport services;
- (v) Financing, insurance, real estate and business services; and
- (vi) Personal services.

A selected industry is defined by one or more HSIC codes at 3-digit, 4-digit or 6-digit level, as shown in the Appendix.

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

- (i) Mining and quarrying;
- (ii) Manufacturing;
- (iii) Electricity and gas;
- (iv) Wholesale, retail and import/export trades, restaurants and hotels;
- (v) Transport, storage and communications;
- (vi) Financing, insurance, real estate and business services; and
- (vii) Community, social and personal services.

7.8 Some economic activities are, however, not covered by the payroll enquiry, including:

- (i) agriculture, hunting, forestry and fishing;
- (ii) construction;
- (iii) hawkers and retail pitches (other than market stalls);
- (iv) taxis, public light buses, goods vehicles, barges, lighters and stevedoring services; and
- (v) public administration, veterinary services, religious organizations, authors and other independent artists, domestic helpers and miscellaneous recreational and personal services.

機構單位涵蓋範圍

7.9 工資統計調查旨在搜集選定職位的工資資料，以編製工資指數。因此，政府統計處在進行統計調查前已界定職位分類及職責說明。我們注意到為數不少的「小型機構單位」，並無清楚界定其僱員的職責範圍，或要求其僱員負責多項職責。因此，統計人員在搜集該些機構單位選定職業的工資時，可能會有實際困難。基於上述理由，工資統計調查只包括僱員人數達一定規模的機構單位(不同行業有不同的規模要求)。政府統計處在顧及各行業特徵後，訂出各選定行業中列入工資統計調查範圍的機構單位僱員人數下限，詳情請參閱附錄。

7.10 薪金總額統計調查包括統計調查涵蓋的所有機構單位，而不論僱員人數的規模。

僱員涵蓋範圍

7.11 工資統計調查包括從事統計調查所涵蓋的選定職業的按時支薪工人及按件支薪工人，但不包括東主、家屬幫工及外發工。這項統計調查亦不包括兼職工人、學徒、見習人員、受訓人員及在試用期的人員，原因是這些人員的工作職務與統計調查所界定的職責說明，可能有所不同。

7.12 薪金總額統計調查包括所有受薪僱員(包括全職和兼職僱員)、無酬家屬幫工和經常參與機構單位業務的在職東主及股東。

Establishment Coverage

7.9 The wage enquiry aims at collecting occupational wage information for compiling wage indices. Thus, occupational classifications and job descriptions are defined in advance of the survey. It is noted that quite a number of "small establishments" do not have clearly defined job duties for their workers, or that the workers of these establishments are required to handle a wide range of duties. It may be difficult to obtain wage information from these establishments in respect of the specific occupations as defined by the survey. Hence, only those establishments with a certain employment size are covered in the wage enquiry (the sizes are different for different industries). Having regard to the characteristics of individual industries, the minimum employment size limits of establishments covered in the wage enquiry are determined for individual industries and are shown in the Appendix.

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

Employee Coverage

7.11 For the wage enquiry, the employees covered include time-rated and piece-rated workers of selected occupations under the coverage of the survey. Proprietors, family workers and out-workers are excluded. Part-time workers, apprentices, learners, trainees and workers on probation are also excluded because their job duties may be different from the job descriptions pre-defined in the survey.

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

職業涵蓋範圍

7.13 工資統計調查搜集為統計調查所涵蓋的個別選定職業的工資資料。統計調查所包括的職業可分為下列職業組別：

督導級、技術員級、文員級及其他非生產級工人

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

技工及操作工

- (i) 技工；及
- (ii) 操作工。

7.14 經理級人員與專業僱員不包括在工資統計調查範圍內。政府統計處會按年進行另外一項統計調查，名為「經理級與專業僱員薪金及僱員福利統計調查(高層管理人員除外)」，以搜集經理級人員與專業僱員的薪金資料。

7.15 薪金總額統計調查並沒有搜集個別職位的數據，只搜集被抽選機構單位內所有人員的整體薪金總額開支。

統計調查方法

7.16 勞工收入統計調查是以機構單位作為統計單位。機構單位是指在單一地點(例如工廠、工場、零售店或寫字樓)，在單一擁有權或控制權下，從事一種或主要一種經濟活動(即生產貨物或服務)的經濟單位。

7.17 每一輪統計調查周期開始時，政府統計處會發出通知書予獲抽選的機構單位，然後派出外勤人員造訪各機構單位，並在有需要的情況下協助受訪者填寫問卷。

7.18 搜集得來的資料會經電腦程序檢定，有問題的個案會由辦事處職員審查，在有需要時再由外勤人員進一步核實。統計調查已採取各種措施，確保取得高素質的數據。

Occupational Coverage

7.13 The wage enquiry collects wage information in respect of individual selected occupations under the coverage of the survey. Occupations covered are classified according to the following occupational groups:

Supervisory, technical, clerical and miscellaneous non-production workers

- (i) Supervisory and technical workers;
- (ii) Clerical and secretarial workers;
- (iii) Service workers; and
- (iv) Miscellaneous non-production workers.

Craftsmen and operatives

- (i) Craftsmen; and
- (ii) Operatives.

7.14 Employees at managerial and professional levels are not included. Salaries of managerial and professional employees are collected from a separate survey called Survey of Salaries and Employee Benefits - Managerial and Professional Employees (Excluding Top Management).

7.15 For the payroll enquiry, information on individual occupations is not separately collected. Instead, the aggregate payroll figure for all personnel in a sampled establishment is collected.

Survey Method

7.16 The unit of enquiry in the LES is an establishment, which is defined as an economic unit (i.e. a unit engaged in the production of goods or services) which engages, under a single ownership or control, in one or predominantly one kind of economic activity at a single physical location, e.g. a factory, workshop, retail shop or office.

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

7.18 The collected data are validated by computer programs and dubious cases are checked by office editors and further verified by field officers if necessary. Various measures are adopted to ensure that the data collected are of good quality.

抽樣設計

7.19 勞工收入統計調查使用政府統計處提供的機構單位記錄庫作為抽樣框。薪金總額統計調查的樣本由約 5 000 間機構單位組成，另由薪金總額統計調查的樣本中抽選約 2 000 間機構單位，作為工資統計調查的樣本。

7.20 勞工收入統計調查採用輪換複樣本抽樣設計。每次統計調查均會更換約四分一的樣本機構單位，以分攤所有獲抽選機構單位的填報負擔。在重新抽選主要樣本的兩年間，每次統計調查開始前亦會抽選補充子樣本，並納入主要樣本內，使新成立或最近才符合統計調查範圍的機構單位，亦可包括在統計調查內。

估計方法 - 工資統計

7.21 平均每日工資 / 每月薪金 如要估計某一指定行業內指定職業的平均工資率，必須估計下列兩項數字：第一項是該類別僱員的工資總額；第二項是該類別僱員的總人數。然後計算估計工資總額與估計僱員總人數的比率，便可得出估計平均工資率。

7.22 名義及實質工資指數 名義工資指數是用來量度在不受接連兩次統計調查的職業和行業結構轉變情況下工資率的變動。採用連鎖拉氏類型指數。下列舉出某一指定行業工資指數的計算公式：

$$I_{o,t} = C_{t-1,t} I_{o,t-1} / 100$$

而
where

$I_{o,t}$ = 以基期 o (即一九九二年九月) 設定為 100 計算，指定行業在 t 期 (例如，是次統計調查) 的工資指數；
wage index for a given industry for period t (say, current round of the survey) with reference to the base period o (i.e. September 1992) taken as 100;

$I_{o,t-1}$ = 以基期 o 設定為 100 計算，該行業在 t-1 期的工資指數；
wage index for that industry for period t-1 with reference to the base period o taken as 100;

Sample Design

7.19 The LES utilizes the Central Register of Establishments kept by the Census and Statistics Department as the sampling frame. The sample for the payroll enquiry consists of around 5 000 establishments. A sub-sample of 2 000 establishments from the payroll enquiry is taken as the sample for the wage enquiry.

7.20 A rotational replicate sample design is adopted for the LES. About one quarter of the sampled establishments are replaced in each round of the survey in order to spread the reporting burden of selected establishments. Supplementary sub-samples are chosen and incorporated into the main sample in each round of the survey to cover those establishments which have newly opened or lately fell into the scope of the survey.

Estimation Method - Wage Statistics

7.21 Average daily wages/monthly salaries To estimate the average wage rate of a particular occupation in a particular industry, it is necessary to estimate first, the total wage bill for that category of employees, and second, the total number of employees in that category. The estimated average wage rate is then given by the ratio of the estimated total wage bill to the estimated total number of employees.

7.22 Nominal and Real Wage Indices The Nominal Wage Index is designed to measure the pure change in wage rates unaffected by changes in occupational and industrial structure between two successive rounds of the survey. A chain Laspeyres index is used. The index formula for a particular industry is shown below :

$C_{t-1,t}$ = t 期(是次統計調查)及 t-1 期(上一次統計調查)比較,該行業平均工資率的增減百分率。
percentage change of average wage rate for that industry for period t (current round of the survey) over that of period t-1 (previous round of the survey).

即,
That is,

$$C_{t-1,t} = \frac{\sum [N_j^{t-1} R_j^t]}{\sum [N_j^{t-1} R_j^{t-1}]} \times 100\%$$

而
where

N_j^{t-1} = 第 j 個僱員類別在 t-1 期的僱員總人數,而僱員類別是指這項統計調查的某一指定行業內某性別和職業的僱員;
total number of employees in the jth category at period t-1, where a category refers to employees of a certain sex and occupation in that particular industry for the present purpose;

R_j^t = 第 j 個僱員類別在 t 期的僱員平均工資率;
average wage rate of employees in the jth category at period t;

R_j^{t-1} = 第 j 個僱員類別在 t-1 期的僱員平均工資率。
average wage rate of employees in the jth category at period t-1.

為方便計算起見, $C_{t-1,t}$ 的公式亦可以下列方式代表:
for computational purpose, the formula for $C_{t-1,t}$ is expressed as :

$$\begin{aligned} C_{t-1,t} &= \frac{\sum [N_j^{t-1} R_j^{t-1} R_j^t / R_j^{t-1}]}{\sum N_j^{t-1} R_j^{t-1}} \times 100\% \\ &= \frac{\sum [W_j^{t-1} R_j^t / R_j^{t-1}]}{\sum W_j^{t-1}} \times 100\% \end{aligned}$$

而
where

$W_j^{t-1} = N_j^{t-1} R_j^{t-1}$ = 在 t-1 期付予第 j 個僱員類別所有僱員的總工資;
total wage bill paid to all employees in the jth category at period t-1;

$\frac{R_j^t}{R_j^{t-1}}$ = 第 j 個僱員類別的僱員在 t 至 t-1 期間的工資率對比。
wage rate relative between periods t and t-1 for employees in the jth category.

因此,該指數成為工資率對比的加權平均數,
Thus the index becomes a weighted average of wage rate relatives,
而第 j 個僱員類別的權數為
where the weight for the jth category is

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

而
and

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

7.23 各行業的實質工資指數，是根據有關的名義工資指數扣除甲類消費物價變動的影響而計算出來（採用甲類消費物價指數，是因為該指數配合工資統計調查所涵蓋人員的工資水平）。實質工資指數可顯示在一段時間內僱員工資金額購買力的轉變。

7.23 The Real Wage Index for each industry is obtained by deflating its nominal counterpart by the Consumer Price Index (A) to discount consumer price changes (Consumer Price Index (A) is used because of the wage level of the workers covered under the wage survey). The real index can be used to indicate changes in the purchasing power of the amount of money earned as wages by workers over a period of time.

估計方法 - 薪金總額統計

Estimation Method - Payroll Statistics

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

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

$$P_t = \frac{\left[\sum F_i^t a_i^t \right] / \left[\sum F_i^t b_i^t \right]}{\left[\sum F_i^0 a_i^0 \right] / \left[\sum F_i^0 b_i^0 \right]} \times 100$$

而
where

P_t = 指定行業在 t 期的就業人士平均薪金指數；
payroll per person engaged index for a given industry for period t;

F_i^t = 第 i 個選定機構單位在 t 期的倍大因子；
grossing-up factor for the ith establishment sampled at period t;

a_i^t = 第 i 個選定機構單位在 t 期的整體薪金總額；
total payroll for the ith establishment sampled at period t;

b_i^t = 第 i 個選定機構單位在 t 期的就業人數；
number of persons engaged in the ith establishment sampled at period t;

F_i^0 = 第 i 個選定機構單位在基期的倍大因子；
grossing-up factor for the ith establishment sampled at base period;

a_i^0 = 第 i 個選定機構單位在基期（即一九九四年第一季）的整體薪金總額；
total payroll for the ith establishment sampled at base period (i.e. first quarter 1994);

b_i^0 = 第 i 個選定機構單位在基期（即一九九四年第一季）的就業人數。
number of persons engaged in the ith establishment sampled at base period (i.e. first quarter 1994).

7.25 就業人士實質平均薪金指數是從名義指數扣除綜合消費物價指數變動的影響計算出來，以顯示購買力的轉變。

7.25 The Real Index of Payroll per Person Engaged is obtained by deflating the nominal index by the Composite Consumer Price Index to adjust for changes in consumer prices.

「勞工收入統計調查」中「工資統計調查」所包括的行業列表
List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey

行業	Industry	香港標準行業 分類譯碼 Hong Kong Standard Industrial Classification codes	規模下限 (以就業人數計算)# Minimum employment size limit (in terms of number of persons engaged)
(A) 製造業		Manufacturing	
1. 衣物縫製業	Garments	3201-2, 3209	20
2. 紡棉紗及梭織棉布業	Cotton spinning and weaving	3252, 3261	50
3. 針織棉布及外衣業	Cotton knitting and knit outerwear	3271, 3276	20
4. 漂染業	Bleaching and dyeing	3284-7	20
5. 紙盒及紙袋製造業	Paper boxes and bags	3412	10
6. 印刷、出版及有關行業	Printing, publishing and allied industries	342	10
7. 塑膠製品業 (塑膠玩具除外)	Plastic products (excluding plastic toys)	3561, 3563-5, 3569	10
8. 塑膠玩具製造業	Plastic toys	3562	10
9. 雜項金屬製品業 (機械及設備除外)	Miscellaneous metal products except machinery and equipment	3819	10
10. 電器用具及配件製造業	Electrical appliances and accessories	3851, 3872	10
11. 電子製品業	Electronics		20
計算及會計器材製造業	Computing machinery and equipment	3822	
晶體收音機製造業	Transistorized radios	3831	
電視機及通訊設備製造業	Television receivers and communication equipment	3832	
唱片、錄音帶及錄影帶製 造業	Records and magnetic tapes	3834	
電子零件製造業	Electronic parts and components	384	
電子玩具製造業	Electronic toys	3852	
工業用電子儀器製造業	Electronic industrial apparatus	3868	
其他電子製品業	Electronic products, n.e.c.	3873	
12. 攝影及光學用品製造業	Photographic and optical goods	3891	20
13. 鐘錶及其零件製造業	Watches, clocks and parts	3892-4	10
14. 珠寶首飾及有關物品製造業	Jewellery and related articles	3902	10
(B) 電力及燃氣業		Electricity and gas	
15. 發電及電力傳送	Electric light and power	4111	
16. 燃氣製造及傳送	Gas manufacture and distribution	4112	
(C) 批發、零售、進出口貿易、 飲食及酒店業		Wholesale, retail and import/export trades, restaurants and hotels	
17. 批發業	Wholesale		10
食品批發業	Foodstuffs	6111	
衣物、鞋類及有關製品批 發業	Clothing, footwear and allied products	6114	
雜項消費品批發業	Miscellaneous consumer goods	6115	
原料及半製成品批發業	Raw materials and semi-manufactures	6121	
18. 零售業	Retail		10
超級市場	Supermarkets	621115	
百貨公司	Department stores	621511	
汽車、電單車及腳踏車零售 (包括配件及零件)	Motor vehicles, motor-cycles and bicycles including accessories and parts	621600	

「勞工收入統計調查」中「工資統計調查」所包括的行業列表
List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey

行業	Industry	香港標準行業 分類譯碼 Hong Kong Standard Industrial Classification codes	規模下限 (以就業人數計算)# Minimum employment size limit (in terms of number of persons engaged)
進出口貿易業	Import/Export		
19. 食品進出口貿易業	Foodstuffs	6311	10
20. 衣物、鞋類及有關製品進出口貿易業	Clothing, footwear and allied products	6314	10
21. 雜項消費品進出口貿易業	Miscellaneous consumer goods	6315	10
22. 機械、設備及其零件進出口貿易業	Machinery, equipment and parts	6316	10
23. 雜項耐用品進出口貿易業	Miscellaneous durable goods	6318	10
24. 原料及半製成品進出口貿易業	Raw materials and semi-manufactures	6321	10
25. 一般貨品進出口貿易業	General commodities	6322	10
26. 中式餐館及酒樓業	Chinese restaurants	6411	20
27. 非中式餐館業	Restaurants, other than Chinese restaurants	6412	10
28. 快餐店業(美式快餐店除外)	Fast food shops(excluding American style fast food shops)	6413 (部分 part)	10
29. 酒店業	Hotels	6511	100
(D) 運輸服務業	Transport services		
30. 公共巴士服務業	Motor buses	7111	
31. 電車服務及鐵路運輸服務業	Tramways and railways	7112	
32. 港海渡輪服務業	Harbour ferries	7151	
33. 貨櫃裝卸及貨櫃租賃服務業	Haulage of containers and containers leasing	716101	10
34. 航空公司	Airline companies	7171	20
35. 旅行社及票務代理	Travel agents and airline ticket agents	7181	10
36. 航空貨運代理業	Air cargo forwarding services	7182	10
(E) 金融、保險、地產及商用服務業	Financing, insurance, real estate and business services		
37. 銀行業	Banks	8111	20
38. 投資及控股公司	Investment and holding companies	8122	10
39. 保險業	Insurance	821	10
40. 地產租賃業	Real estate leasing	8312-3	10
41. 地產保養管理服務業	Real estate maintenance management	8314	20
42. 建築/測量/工程策劃服務業	Architectural/surveying/engineering firms	8334	10
43. 保安及偵探服務業	Security and detective services	833903	20
(F) 個人服務業	Personal services		
44. 清潔及同類服務業	Sanitary and similar services	921	10
45. 汽車及電車維修服務業	Motor vehicles/cycles repairing and servicing	9513	10
46. 理髮及美容服務業	Barber and beauty shops	9591	10

註釋: # 參照本報告第 VII 部的 7.9 段。

Note: See paragraph 7.9 in part VII of this report.



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