

這份刊物的 PDF 版本的文字是從印刷版掃描而成，再利用光學字符識別軟件轉換成電子格式。由於原印刷版本已印製並保存多年，光學字符識別技術未必能準確地識別某些文字或數字。因此，搜索或複製此 PDF 檔案內的文字時應加以注意。

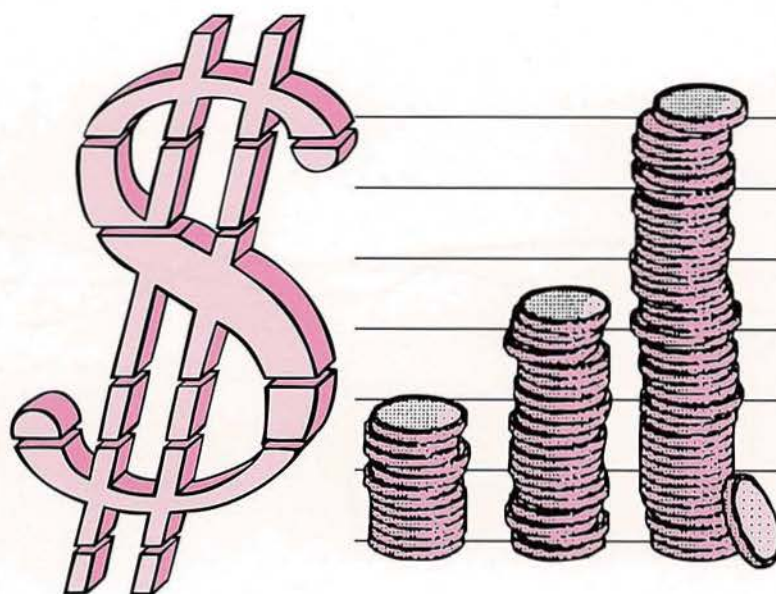
The text of this PDF publication was scanned from its printed version and then converted to electronic text using Optical Character Recognition (OCR) software. Because of the age and condition of the original printed copy, the OCR may not recognise certain characters or figures accurately. Caution should therefore be taken when searching or copying text from this PDF publication.

工資及薪金總額按季統計報告

Quarterly Report of Wage and Payroll Statistics

二零零一年三月

March 2001



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

二零零一年三月
March 2001

有關本刊物的查詢，請聯絡：
政府統計處 工資及勞工成本統計組
地址：中國香港灣仔港灣道十二號灣仔政府大樓二十樓
電話：(852)2582 5083 圖文傳真：(852)2827 2296
電子郵遞：WL_1@censtatd.gov.hk

Enquiries about this publication can be directed to：
Wages and Labour Costs Statistics Section
Census and Statistics Department
Address: 20/F, Wanchai Tower, 12 Harbour Road, Wan Chai, Hong Kong, China.
Tel. No. : (852)2582 5083 Fax No. : (852)2827 2296
E-mail : WL_1@censtatd.gov.hk

政府統計處網站

Website of the Census and Statistics Department
<http://www.info.gov.hk/censtatd/>

		頁數 Page
I. 緒言	Introduction	1
II. 工資率與薪金總額的分別	Differences between Wage Rate and Payroll	2
III. 統計調查結果摘要	Summary of Survey Findings	2
工資統計	<i>Wage Statistics</i>	2
薪金總額統計	<i>Payroll Statistics</i>	4
IV. 註釋	Explanatory Notes	10
工資統計	<i>Wage Statistics</i>	10
薪金總額統計	<i>Payroll Statistics</i>	12
V. 統計表：工資統計	Statistical Tables : Wage Statistics	
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	15
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	17
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	19
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	27
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	35
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	38
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	41
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	44
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	64
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	65

VI. 統計表：薪金總額統計

表 11 按行業類別劃分的就業人士名義平均薪金指數數列

表 12 按行業類別劃分的就業人士實質平均薪金指數數列

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

表 14 按行業類別劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數按季變動

表 15 按行業類別劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數按季變動

Statistical Tables : Payroll Statistics

Table 11 Time Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Sector 67

Table 12 Time Series of Real Indices of Payroll per Person Engaged Analysed by Industry Sector 69

Table 13 Nominal and Real Indices of Payroll per Person Engaged Analysed by 3-Digit Major Industry Group 71

Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Sector 76

Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Sector 78

VII. 統計方法

緒言

行業涵蓋範圍

機構單位涵蓋範圍

僱員涵蓋範圍

職業涵蓋範圍

統計調查方法

抽樣設計

估計方法 - 工資統計

估計方法 - 薪金總額統計

Statistical Methodology

Introduction 80

Industry Coverage 80

Establishment Coverage 82

Employee Coverage 82

Occupational Coverage 83

Survey Method 83

Sample Design 84

Estimation Method - Wage Statistics 84

Estimation Method - Payroll Statistics 86

附錄

「勞工收入統計調查」中「工資統計調查」所包括的行業列表

Appendix

List of Industries Covered in the Wage Enquiry of the Labour Earnings Survey 87

訂閱表格**Subscription Form**

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 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。

1.4 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 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.

1.4 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 二零零一年三月的名義工資指數較上年同期上升 1.4%。

3.2 按行業類別分析，若將二零零一年三月與二零零零年三月的名義工資指數相比，製造業的平均工資率錄得最大增幅，名義增幅為 3.0%，而同期運輸服務業則錄得升幅最少，名義升幅為 0.5%。

3.3 二零零零年三月、二零零零年十二月及二零零一年三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 increased by 1.4% in March 2001 over a year earlier.

3.2 Analysed by industry sector, the manufacturing sector had the highest growth rate in average wage rates in March 2001 as compared with March 2000, at 3.0% in nominal terms. The transport services sector had the lowest rate of increase, at 0.5% in nominal terms over the same period.

3.3 The nominal wage indices for March 2000, December 2000 and March 2001 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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
製造業 Manufacturing	145.8	146.6	150.2	+2.5	+3.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	149.0	150.0	151.2	+0.8	+1.5
運輸服務業 Transport services	148.7	147.0	149.5	+1.7	+0.5
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	155.5	158.6	156.9	-1.1	+0.8
個人服務業 Personal services	154.8	152.6	156.9	+2.9	+1.4
所有行業類別 All industry sectors	149.3	150.2	151.5	+0.8	+1.4

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.

實質工資指數

3.4 二零零一年三月的實質工資指數較上年同期上升 3.6%，與二零零零年十二月相比，則上升 2.1%。

3.5 按行業類別分析，若將二零零一年三月與二零零零年三月的實質工資指數相比，製造業的平均工資率錄得最大增幅，實質增幅為 5.2%，而同期運輸服務業則錄得升幅最少，實質升幅為 2.7%。

3.6 二零零零年三月、二零零零年十二月及二零零一年三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 3.6% in March 2001 over a year earlier and increased by 2.1% when compared with December 2000.

3.5 Analysed by industry sector, the manufacturing sector had the highest growth rate in average wage rates in real terms in March 2001 as compared with March 2000, at 5.2%. The transport services sector had the lowest rate of increase, at 2.7% in real terms over the same period.

3.6 The real wage indices for March 2000, December 2000 and March 2001 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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
製造業 Manufacturing	108.2	109.8	113.9	+3.7	+5.2
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	110.6	112.3	114.6	+2.0	+3.7
運輸服務業 Transport services	110.4	110.1	113.4	+3.0	+2.7
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	115.5	118.8	118.9	+0.1	+3.0
個人服務業 Personal services	114.9	114.3	119.0	+4.1	+3.5
所有行業類別 All industry sectors	110.9	112.5	114.8	+2.1	+3.6

註釋： (1) 自二零零一年起，實質工資指數是以名義工資指數扣除以一九九九至二零零零年為基期的甲類消費物價指數而計算出來。
Notes: 為方便比較，二零零一年以前的實質工資指數經以一九九九至二零零零年為基期的甲類消費物價指數再次編製。
As from 2001, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 1999/2000-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2001 have been re-compiled using the 1999/2000-based 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 二零零一年第一季的就業人士名義平均薪金指數較上年同期上升 2.7%。

3.7 The nominal index of payroll per person engaged increased by 2.7% in the first quarter of 2001 over a year earlier.

3.8 按行業類別分析，若將二零零一年第一季的就業人士名義平均薪金指數與二零零零年同期相比，製造業的名義平均收入錄得最高增幅，增幅為 3.0%。同期社區、社會及個人服務業升幅最少，名義升幅為 0.8%。

3.8 Analysed by industry sector, the manufacturing sector had the highest growth rate in average earnings at 3.0% in nominal terms in the first quarter of 2001 as compared with the same quarter in 2000. The community, social and personal services sector had the lowest rate of increase, at 0.8% in nominal terms over the same period.

3.9 二零零零年第一季、二零零零年第四季及二零零一年第一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 first quarter of 2000, fourth quarter of 2000 and first quarter of 2001 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(一九九九年第一季=100) Index (1st Qtr. 1999=100)			增減百分率 Percentage change	
	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零一年第一 季與二零零零年 第四季比較 1st Qtr. 2001 over 4th Qtr. 2000	二零零一年第一 季與二零零零年 第一季比較 1st Qtr. 2001 over 1st Qtr. 2000
製造業 Manufacturing	100.7	91.8	103.7	+12.9	+3.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	100.3	88.6	102.9	+16.2	+2.6
運輸、倉庫及通訊業 Transport, storage and communications	98.6	99.9	101.4	+1.4	+2.7
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	99.9	97.8	102.4	+4.7	+2.5
社區、社會及個人服務業 Community, social and personal services	99.1	98.1	99.8	+1.8	+0.8
所有行業類別 All industry sectors	100.1	94.8	102.8	+8.4	+2.7

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.

由於薪金總額統計定義有所改變，即再不包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。

With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

就業人士實質平均薪金指數

Real Index of Payroll per Person Engaged

3.10 二零零一年第一季的就業人士實質平均薪金指數較上年同期上升 4.8%。

3.10 The real index of payroll per person engaged increased by 4.8% in the first quarter of 2001 over a year earlier.

3.11 按行業類別分析，若將二零零一年第一季的就業人士實質平均薪金指數與二零零零年同期相比，所有個別行業類別的實質平均收入均錄得升幅。製造業錄得最高升幅，實質升幅為 5.1%。同期社區、社會及個人服務業升幅最少，實質升幅為 2.8%。

3.11 Analysed by industry sector, all individual industry sectors recorded some increases in average earnings in real terms in the first quarter of 2001 as compared with the same period in 2000. The manufacturing sector had the highest growth rate in average earnings at

5.1% in real terms. The community, social and personal services sector had the lowest rate of increase, at 2.8% in real terms over the same period.

3.12 二零零零年第一季度、二零零零年第四季及二零零一年第一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 first quarter of 2000, fourth quarter of 2000 and first quarter of 2001 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(一九九九年第一季=100) Index (1st Qtr. 1999=100)			增減百分率 Percentage change	
	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零一年第一 季與二零零零年 第四季比較 1st Qtr. 2001 over 4th Qtr. 2000	二零零一年第一 季與二零零零年 第一季比較 1st Qtr. 2001 over 1st Qtr. 2000
製造業 Manufacturing	106.0	97.8	111.4	+13.9	+5.1
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	105.6	94.3	110.5	+17.2	+4.7
運輸、倉庫及通訊業 Transport, storage and communications	103.8	106.4	108.9	+2.3	+4.8
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	105.2	104.1	110.0	+5.6	+4.6
社區、社會及個人服務業 Community, social and personal services	104.3	104.4	107.2	+2.7	+2.8
所有行業類別 All industry sectors	105.4	101.0	110.4	+9.4	+4.8

註釋： (1) 自二零零一年起，就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以一九九九至二零零零年為基期的綜合消費物價指數而計算出來。為方便比較，二零零一年以前的就業人士實質平均薪金指數經以一九九九至二零零零年為基期的綜合消費物價指數再次編製。

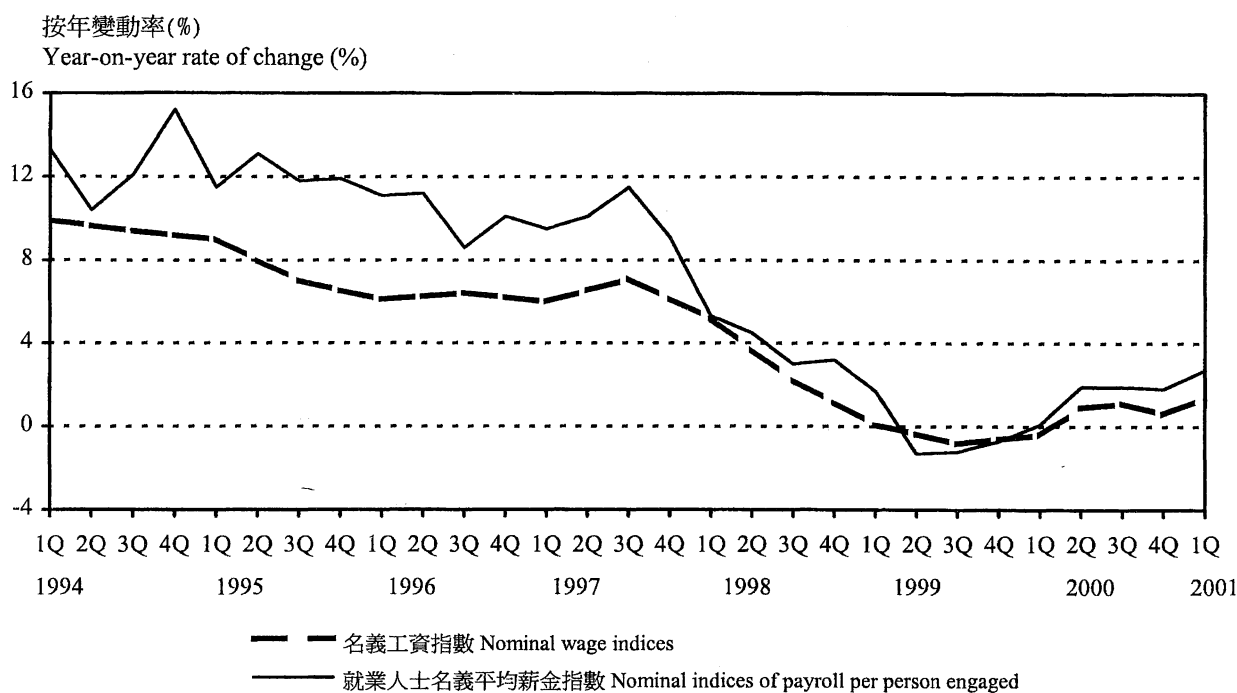
Notes: As from 2001, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 1999/2000-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2001 have been re-compiled using the 1999/2000-based 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.

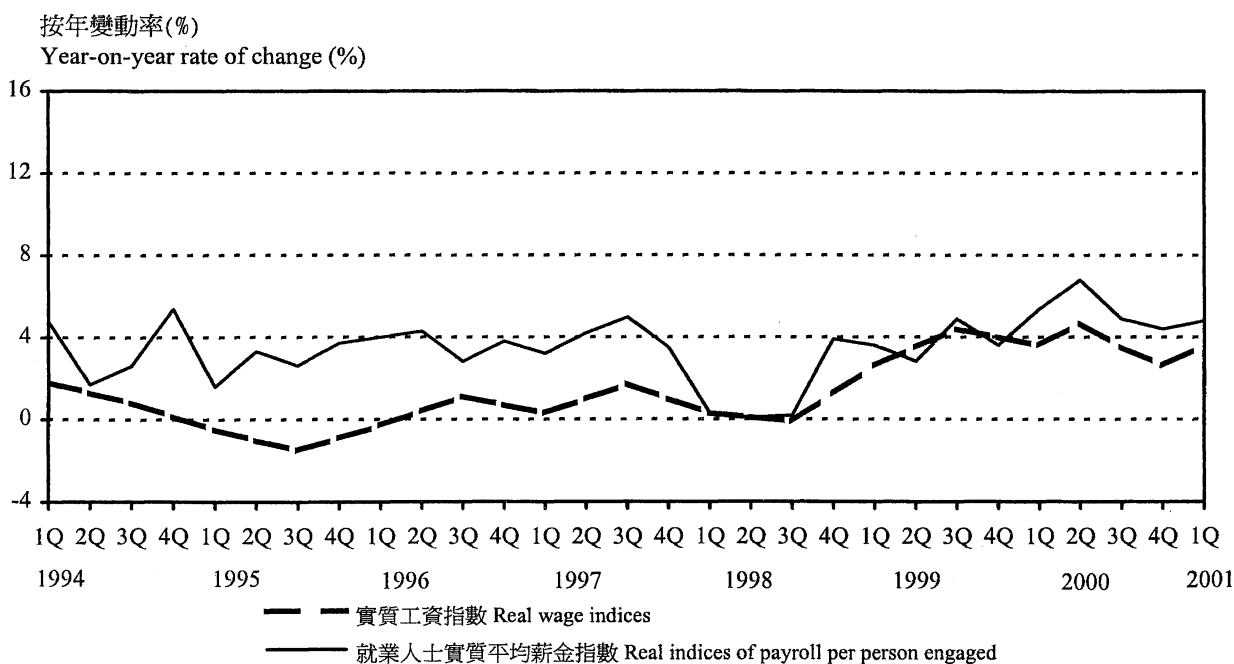
由於薪金總額統計定義有所改變，即再不包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。

With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

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 in 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 in 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 二零零一年第一季經季節性調整的就業人士名義平均薪金指數的按季變動率為0.9%。二零零零年第一季的相應變動率則保持不變。扣除消費物價的跌幅後，二零零零年及二零零一年第一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1.0%及1.4%。

Seasonally Adjusted Index of Payroll per Person Engaged

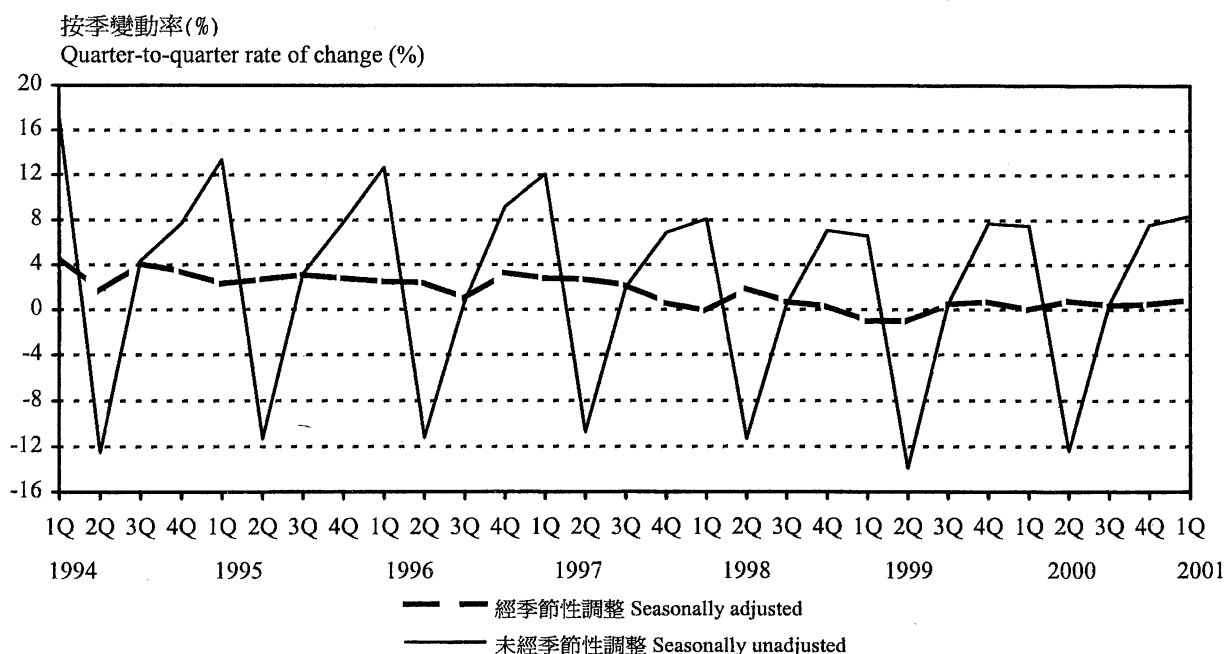
3.13 All the indices of payroll per person engaged quoted in the other sections of this report are not seasonally adjusted. In general, the unadjusted data series are of greater interest to readers because they reflect the quarter-to-quarter movements of earnings actually received by employees.

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 seasonally adjusted quarter-to-quarter rate of change of nominal index of payroll per person engaged in the first quarter of 2001 is 0.9%. The corresponding rate of change in the first quarter of 2000 remained unchanged. 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 first quarter of 2000 and 2001 are 1.0% and 1.4% respectively.

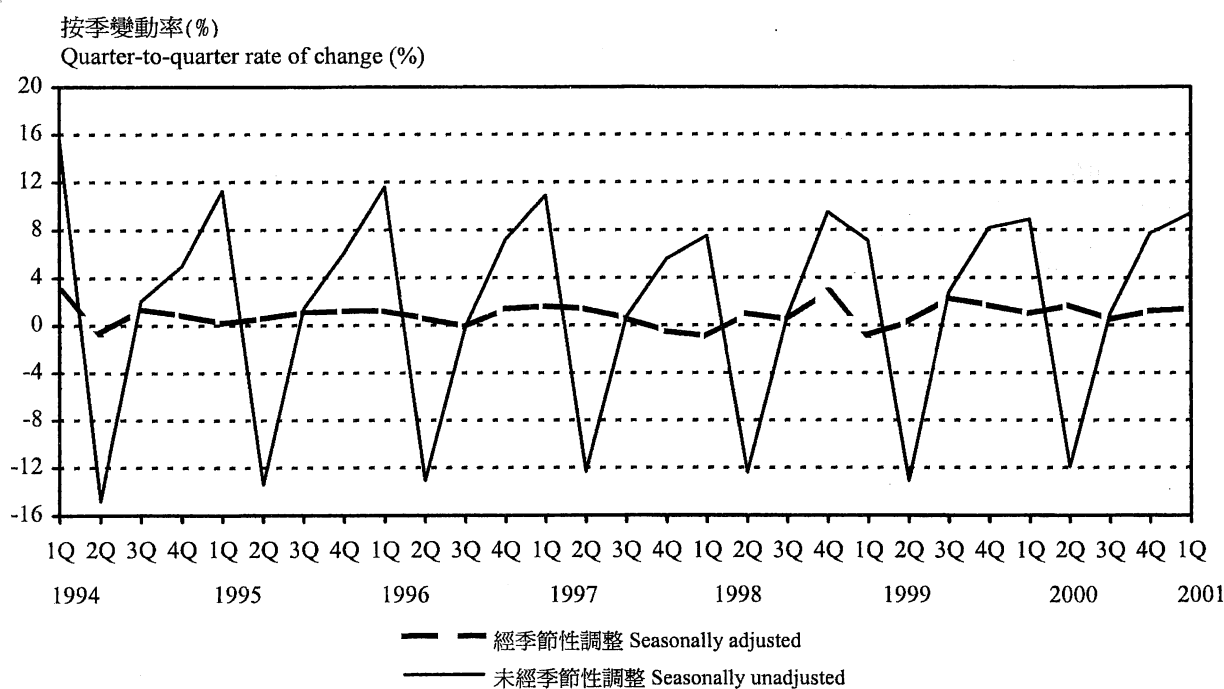
圖三 一九九四年第一季至二零零一年第一季經季節性調整的所有行業類別就業人士名義平均薪金指數按季變動率

Chart 3 Seasonally Adjusted Quarter-to-Quarter Rates of Change in Nominal Indices of Payroll per Person Engaged: All Industry Sectors, First Quarter 1994 – First Quarter 2001



圖四 一九九四年第一季至二零零一年第一季經季節性調整的所有行業類別就業人士實質平均薪金指數按季變動率

Chart 4 Seasonally Adjusted Quarter-to-Quarter Rates of Change in Real Indices of Payroll per Person Engaged: All Industry Sectors, First Quarter 1994 – First Quarter 2001



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 (一九八二年三月=100) (Mar. 1982=100)	轉換因子 Conversion Factor	一九九二年三月 Mar. 1992 (一九九二年九月=100) (Sep. 1992=100)
	(1)	(2)	(1)x(2)
漂染業 Bleaching and dyeing	254.3	100/272.9	93.2
中式餐館及酒樓業 Chinese restaurants	192.2	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；及
- (iv) 補薪。

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一九九九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; and
- (iv) back-pay.

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 concerned with that for 1st quarter 1999, which is taken as 100. The real index of payroll per person engaged is obtained by deflating the respective nominal index by the Composite Consumer Price Index.

4.12 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 拼接不同基期的就業人士平均薪金指數數列 由二零零一年三月開始，就業人士平均薪金指數的基期由一九九四年第一季重訂為一九九九年第一季，原因是刊載的薪金總額統計數字的定義有所改變，即再不包括遣散費及停職費。政府統計處編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。如須就某一指定行業的舊就業人士平均薪金指數數列和新指數數列作比較，可使用拼接法。計算方法是首先根據該行業的新舊兩組指數系列在重疊期（即一九九九年第一季至二零零零年第三季）的數字，計算出一個轉換因子，然後將某指定季度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。下表說明一九九八年第四季各主要行業類別的就業人士名義平均薪金指數，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。

4.12 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 Linking the series of index of payroll per person engaged having different base periods As from March 2001, the indices of payroll per person engaged have been re-based from 1st quarter 1994 to 1st quarter 1999 owing to the revision in the definition of the payroll statistics presented by excluding severance and termination payments. The new 1Q 1999-based series, which starts from 1st quarter 1999, will replace the old series of 1Q 1994-based indices. If one wishes to compare indices of payroll per person engaged of the old series and those of the new series 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 from 1st quarter 1999 to 3rd quarter 2000. Then, the index for a particular quarter 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 index of payroll per person engaged for major industry sectors for 4th quarter 1998 can be converted from the old base period to the new base period.

行業 Industry	一九九八年第四季 4th Quarter 1998 (一九九四年第一季=100) (1st Quarter 1994=100)	轉換因子 Conversion Factor	一九九八年第四季 4th Quarter 1998 (一九九九年第一季=100) (1st Quarter 1999=100)
	(1)	(2)	(1)x(2)
製造業 Manufacturing	123.8	634.26/869.19	90.4
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	119.2	613.83/836.76	87.4
運輸、倉庫及通訊業 Transport, storage and communications	148.3	641.49/933.11	102.0
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	133.3	636.10/885.94	95.7
社區、社會及個人服務業 Community, social and personal services	149.9	683.19/1041.21	98.3
所有行業類別 All industry sectors	136.3	641.64/932.45	93.8

4.14 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。

4.14 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
一九九二年九月 Sep. 1992	100.0 (+10.3)	100.0 (+8.9)	100.0 (+12.1)	100.0 (+9.8)	100.0 (+12.2)	100.0 (+10.2)
一九九三年三月 Mar. 1993	105.1 (+11.3)	105.1 (+8.2)	103.6 (+12.6)	110.2 (+12.1)	104.7 (+8.9)	105.6 (+11.2)
一九九三年九月 Sep. 1993	110.0 (+10.0)	110.3 (+10.3)	110.8 (+10.8)	112.2 (+12.2)	110.4 (+10.4)	110.4 (+10.4)
一九九四年三月 Mar. 1994	115.2 (+9.6)	115.8 (+10.1)	114.7 (+10.8)	119.5 (+8.4)	120.5 (+15.1)	116.1 (+9.9)
一九九四年九月 Sep. 1994	118.9 (+8.1)	121.2 (+9.9)	122.6 (+10.6)	122.2 (+8.8)	123.1 (+11.5)	120.8 (+9.4)
一九九五年三月 Mar. 1995	122.4 (+6.2)	127.5 (+10.1)	124.1 (+8.2)	131.7 (+10.2)	129.8 (+7.7)	126.6 (+9.0)
一九九五年九月 Sep. 1995	125.6 (+5.6)	129.9 (+7.2)	130.8 (+6.7)	132.1 (+8.2)	132.8 (+7.9)	129.3 (+7.0)
一九九六年三月 Mar. 1996	129.3 (+5.6)	134.5 (+5.5)	132.4 (+6.7)	141.5 (+7.4)	140.1 (+8.0)	134.3 (+6.1)
一九九六年九月 Sep. 1996	135.0 (+7.5)	136.4 (+5.0)	139.9 (+7.0)	143.2 (+8.4)	141.0 (+6.1)	137.6 (+6.4)
一九九七年三月 Mar. 1997	138.1 (+6.8)	142.3 (+5.8)	141.2 (+6.6)	149.7 (+5.8)	143.7 (+2.5)	142.4 (+6.0)
一九九七年九月 Sep. 1997	142.2 (+5.3)	147.0 (+7.7)	149.7 (+7.0)	153.8 (+7.4)	149.0 (+5.7)	147.3 (+7.1)
一九九八年三月 Mar. 1998	142.8 (+3.4)	149.0 (+4.7)	151.6 (+7.4)	159.1 (+6.3)	155.3 (+8.1)	149.8 (+5.2)
一九九八年九月 Sep. 1998	143.3 (+0.8)	148.9 (+1.3)	156.2 (+4.3)	160.4 (+4.3)	154.6 (+3.7)	150.6 (+2.2)
一九九九年三月 Mar. 1999	143.7 (+0.6)	149.1 (+0.1)	154.4 (+1.8)	157.6 (-0.9)	155.2 (#)	150.0 (+0.1)
一九九九年六月 Jun. 1999	143.6 (N.A.)	148.3 (N.A.)	154.4 (N.A.)	158.3 (N.A.)	151.1 (N.A.)	149.6 (N.A.)
一九九九年九月 Sep. 1999	142.5 (-0.6)	148.6 (-0.2)	153.7 (-1.6)	157.3 (-1.9)	154.6 (#)	149.4 (-0.8)
一九九九年十二月 Dec. 1999	143.2 (N.A.)	148.5 (N.A.)	150.5 (N.A.)	158.7 (N.A.)	152.1 (N.A.)	149.3 (N.A.)

表 1 按行業類別劃分的名義工資指數數列 --- 續頁
 Table 1 Time Series of Nominal Wage Indices Analysed by Industry Sector --- Cont'd.

(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
二零零零年三月 Mar. 2000	145.8 (+1.5)	149.0 (-0.1)	148.7 (-3.7)	155.5 (-1.3)	154.8 (-0.2)	149.3 (-0.4)
二零零零年六月 Jun. 2000	146.3 (+1.9)	150.4 (+1.4)	149.6 (-3.1)	159.8 (+0.9)	152.9 (+1.2)	150.9 (+0.9)
二零零零年九月 Sep. 2000	145.7 (+2.2)	150.6 (+1.3)	148.9 (-3.1)	160.5 (+2.1)	154.7 (+0.1)	151.0 (+1.1)
二零零零年十二月 Dec. 2000	146.6 (+2.4)	150.0 (+1.0)	147.0 (-2.4)	158.6 (#)	152.6 (+0.3)	150.2 (+0.6)
二零零一年三月 Mar. 2001	150.2 (+3.0)	151.2 (+1.5)	149.5 (+0.5)	156.9 (+0.8)	156.9 (+1.4)	151.5 (+1.4)

註釋： 括號內數字指按年變動百分率。

Notes : Figures in brackets denote year-on-year percentage changes.

@ 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.

N.A. 沒有數字。

Not available.

變動在 ± 0.05%內。

Change within ± 0.05%.

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
一九九二年九月 Sep. 1992	100.0 (+0.4)	100.0 (-0.9)	100.0 (+2.0)	100.0 (-0.1)	100.0 (+2.1)	100.0 (+0.2)
一九九三年三月 Mar. 1993	102.1 (+3.3)	102.2 (+0.4)	100.6 (+4.5)	107.1 (+4.0)	101.7 (+1.1)	102.6 (+3.2)
一九九三年九月 Sep. 1993	101.9 (+1.9)	102.2 (+2.2)	102.7 (+2.7)	104.0 (+4.0)	102.3 (+2.3)	102.4 (+2.4)
一九九四年三月 Mar. 1994	103.7 (+1.5)	104.2 (+2.0)	103.3 (+2.6)	107.6 (+0.4)	108.4 (+6.6)	104.5 (+1.8)
一九九四年九月 Sep. 1994	101.6 (-0.4)	103.5 (+1.3)	104.7 (+1.9)	104.3 (+0.3)	105.1 (+2.7)	103.1 (+0.8)
一九九五年三月 Mar. 1995	100.5 (-3.0)	104.8 (+0.5)	102.0 (-1.2)	108.2 (+0.6)	106.6 (-1.7)	104.0 (-0.5)
一九九五年九月 Sep. 1995	98.7 (-2.8)	102.1 (-1.3)	102.8 (-1.8)	103.9 (-0.4)	104.4 (-0.7)	101.6 (-1.5)
一九九六年三月 Mar. 1996	99.7 (-0.8)	103.8 (-0.9)	102.2 (+0.2)	109.2 (+0.9)	108.1 (+1.4)	103.6 (-0.3)
一九九六年九月 Sep. 1996	100.8 (+2.1)	101.9 (-0.2)	104.5 (+1.7)	106.9 (+2.9)	105.3 (+0.8)	102.8 (+1.1)
一九九七年三月 Mar. 1997	100.8 (+1.1)	103.9 (+0.1)	103.1 (+0.9)	109.3 (+0.1)	104.9 (-3.0)	103.9 (+0.3)
一九九七年九月 Sep. 1997	100.8 (#)	104.2 (+2.3)	106.2 (+1.6)	109.1 (+2.0)	105.7 (+0.4)	104.5 (+1.7)
一九九八年三月 Mar. 1998	99.4 (-1.4)	103.7 (-0.1)	105.6 (+2.5)	110.8 (+1.4)	108.1 (+3.1)	104.3 (+0.3)
一九九八年九月 Sep. 1998	99.4 (-1.4)	103.3 (-0.9)	108.3 (+2.0)	111.2 (+1.9)	107.2 (+1.4)	104.4 (-0.1)
一九九九年三月 Mar. 1999	102.5 (+3.1)	106.3 (+2.5)	110.1 (+4.3)	112.4 (+1.5)	110.7 (+2.4)	107.0 (+2.6)
一九九九年六月 Jun. 1999	103.2 (N.A.)	106.6 (N.A.)	111.0 (N.A.)	113.8 (N.A.)	108.6 (N.A.)	107.5 (N.A.)
一九九九年九月 Sep. 1999	104.0 (+4.6)	108.4 (+4.9)	112.1 (+3.5)	114.7 (+3.1)	112.8 (+5.2)	109.0 (+4.4)
一九九九年十二月 Dec. 1999	105.2 (N.A.)	109.1 (N.A.)	110.6 (N.A.)	116.6 (N.A.)	111.8 (N.A.)	109.7 (N.A.)

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

(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
二零零零年三月 Mar. 2000	108.2 (+5.6)	110.6 (+4.0)	110.4 (+0.3)	115.5 (+2.7)	114.9 (+3.8)	110.9 (+3.6)
二零零零年六月 Jun. 2000	109.1 (+5.7)	112.1 (+5.2)	111.5 (+0.5)	119.2 (+4.7)	114.0 (+5.0)	112.5 (+4.7)
二零零零年九月 Sep. 2000	108.8 (+4.6)	112.4 (+3.7)	111.2 (-0.8)	119.9 (+4.5)	115.6 (+2.5)	112.8 (+3.5)
二零零零年十二月 Dec. 2000	109.8 (+4.4)	112.3 (+3.0)	110.1 (-0.5)	118.8 (+1.9)	114.3 (+2.2)	112.5 (+2.6)
二零零一年三月 Mar. 2001	113.9 (+5.2)	114.6 (+3.7)	113.4 (+2.7)	118.9 (+3.0)	119.0 (+3.5)	114.8 (+3.6)

- 註釋: (1) 自二零零一年起，實質工資指數是以名義工資指數扣除以一九九九至二零零零年為基期的甲類消費物價指數而計算出來。為方便比較，二零零一年以前的實質工資指數經以一九九九至二零零零年為基期的甲類消費物價指數再次編製。
 Notes : As from 2001, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 1999/2000-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2001 have been re-compiled using the 1999/2000-based CPI(A).
- (2) 括號內數字指按年變動百分率。
 Figures in brackets denote year-on-year percentage changes.
- @ 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.
- N.A. 沒有數字。
 Not available.
- # 變動在 ± 0.05%內。
 Change within ± 0.05%.

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
衣物縫製業 Garments					
技工及操作工 Craftsmen and operatives	125.4	126.0	127.3	+1.1	+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	158.1	158.2	160.8	+1.6	+1.7
所有選定職業 All selected occupations	136.4	136.8	138.5	+1.3	+1.6
紡棉紗及梭織棉布業 Cotton spinning and weaving					
技工及操作工 Craftsmen and operatives	164.3	168.8	173.7	+2.9	+5.7
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	160.4	157.7	166.0	+5.2	+3.5
所有選定職業 All selected occupations	162.6	164.5	170.6	+3.7	+4.9
針織棉布及外衣業 Cotton knitting and knit outerwear					
技工及操作工 Craftsmen and operatives	131.4	133.3	144.0	+8.1	+9.6
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	141.6	144.9	140.8	-2.8	-0.5
所有選定職業 All selected occupations	136.4	139.2	140.8	+1.2	+3.3
漂染業 Bleaching and dyeing					
技工及操作工 Craftsmen and operatives	135.5	*	137.0	*	+1.1
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	138.6	*	131.4	*	-5.2
所有選定職業 All selected occupations	137.6	*	136.5	*	-0.8
紙盒及紙袋製造業 Paper boxes and bags					
技工及操作工 Craftsmen and operatives	150.9	152.5	141.9	-6.9	-6.0
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	149.6	146.7	148.0	+0.9	-1.0
所有選定職業 All selected occupations	148.7	148.5	143.5	-3.4	-3.5

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
印刷、出版及有關行業 Printing, publishing and allied industries					
技工及操作工 Craftsmen and operatives	152.1	150.4	156.9	+4.3	+3.2
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	160.9	160.5	177.7	+10.7	+10.4
所有選定職業 All selected occupations	157.2	156.3	168.6	+7.9	+7.2
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	150.9	149.4	147.1	-1.6	-2.6
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	181.3	175.4	168.5	-3.9	-7.0
所有選定職業 All selected occupations	166.2	161.6	156.9	-2.9	-5.6
塑膠玩具製造業 Plastic toys					
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	*	*	*	*	*
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	134.8	126.8	129.2	+1.9	-4.1
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	146.4	149.6	145.5	-2.8	-0.6
所有選定職業 All selected occupations	138.9	135.5	135.6	+0.1	-2.4
電器用具及配件製造業 Electrical appliances and accessories					
技工及操作工 Craftsmen and operatives	133.6	130.0	*	*	*
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	148.5	156.5	*	*	*
所有選定職業 All selected occupations	139.4	141.0	*	*	*

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.

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率 Percentage change	
	名義工資指數 Nominal wage indices			二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001		
電子製品業 Electronics					
技工及操作工 Craftsmen and operatives	160.9	164.5	169.1	+2.8	+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	164.0	169.0	157.1	-7.0	-4.2
所有選定職業 All selected occupations	162.4	166.7	164.8	-1.1	+1.5
攝影及光學用品製造業 Photographic and optical goods					
技工及操作工 Craftsmen and operatives	*	183.8	188.7	+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	*	187.1	208.9	+11.6	*
所有選定職業 All selected occupations	*	189.5	206.8	+9.1	*
鐘錶及其零件製造業 Watches, clocks and parts					
技工及操作工 Craftsmen and operatives	166.0	146.1	173.2	+18.5	+4.3
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	181.1	177.1	183.6	+3.7	+1.4
所有選定職業 All selected occupations	177.0	164.8	181.8	+10.4	+2.7
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	126.2	131.6	129.2	-1.8	+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	139.5	146.1	152.9	+4.7	+9.6
所有選定職業 All selected occupations	129.8	135.7	136.8	+0.8	+5.4
製造業 Manufacturing					
技工及操作工 Craftsmen and operatives	138.4	138.8	142.6	+2.7	+3.0
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	156.9	158.1	161.5	+2.2	+2.9
所有選定職業 All selected occupations	145.8	146.6	150.2	+2.5	+3.0

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.

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率	
	名義工資指數 Nominal wage indices			Percentage change	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
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	149.2	148.3	145.6	-1.8	-2.4
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	148.9	147.0	151.4	+3.0	+1.7
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	161.4	158.3	157.8	-0.4	-2.3
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	157.2	163.5	164.1	+0.4	+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	158.3	158.7	155.9	-1.8	-1.5
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	159.7	158.3	158.6	+0.2	-0.7
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	163.0	163.4	172.1	+5.3	+5.6
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	145.9	149.7	152.9	+2.2	+4.8

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
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	185.5	175.9	174.6	-0.8	-5.9
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	135.3	136.5	136.5	#	+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	134.2	135.1	135.7	+0.5	+1.1
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	133.1	131.3	129.5	-1.3	-2.7
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	161.9	160.1	165.8	+3.6	+2.4
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	149.0	150.0	151.2	+0.8	+1.5
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	111.9	109.6	114.4	+4.4	+2.3
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	126.2	136.9	130.4	-4.8	+3.3
所有選定職業 All selected occupations	110.9	111.8	112.8	+0.8	+1.8

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
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	151.2	150.0	155.0	+3.3	+2.5
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	162.7	154.8	166.9	+7.8	+2.6
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	148.7	140.9	143.1	+1.6	-3.8
運輸服務業 Transport services					
技工及操作工 Craftsmen and operatives	143.0	142.6	143.7	+0.8	+0.5
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	154.6	151.7	155.5	+2.5	+0.6
所有選定職業 All selected occupations	148.7	147.0	149.5	+1.7	+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	150.0	154.8	153.8	-0.7	+2.5
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	178.2	174.7	187.5	+7.3	+5.2
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	153.0	155.7	158.0	+1.5	+3.3

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
地產租賃業 Real estate leasing					
技工及操作工 Craftsmen and operatives	161.5	164.8	172.6	+4.8	+6.9
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	160.6	153.6	152.8	-0.5	-4.8
所有選定職業 All selected occupations	162.4	156.2	156.1	#	-3.9
地產保養管理服務業 Real estate maintenance management					
技工及操作工 Craftsmen and operatives	143.4	144.9	150.4	+3.8	+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	162.7	160.5	163.2	+1.7	+0.3
所有選定職業 All selected occupations	161.6	159.9	162.9	+1.9	+0.8
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	151.5	153.2	156.7	+2.3	+3.5
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	147.6	154.2	139.2	-9.7	-5.7
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	146.3	148.0	153.7	+3.9	+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	155.6	158.7	156.8	-1.2	+0.7
所有選定職業 All selected occupations	155.5	158.6	156.9	-1.1	+0.8
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	152.5	148.4	155.6	+4.9	+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	
	二零零零年 三月	二零零零年 十二月	二零零一年 三月	二零零一年三月 與二零零零年 十二月比較	二零零一年三月 與二零零零年 三月比較
	Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2001 over Dec. 2000	Mar. 2001 over Mar. 2000
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	144.8	143.9	151.3	+5.1	+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	153.9	157.1	160.4	+2.1	+4.2
所有選定職業 All selected occupations	148.8	149.8	155.3	+3.7	+4.4
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	168.8	167.7	161.9	-3.4	-4.1
個人服務業 Personal services					
技工及操作工 Craftsmen and operatives	144.8	143.9	151.3	+5.1	+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	156.2	153.6	157.5	+2.6	+0.8
所有選定職業 All selected occupations	154.8	152.6	156.9	+2.9	+1.4
所有選定行業@ All selected industries					
技工及操作工 Craftsmen and operatives	139.3	139.4	142.3	+2.1	+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	151.8	152.8	153.8	+0.7	+1.3
所有選定職業 All selected occupations	149.3	150.2	151.5	+0.8	+1.4

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4.14段)。

(see paragraph 4.14 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

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率 Percentage change	
	實質工資指數 Real wage indices			二零零一年三月 與二零零零年 十二月比較	二零零一年三月 與二零零零年 三月比較
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	Mar. 2001 over Dec. 2000	Mar. 2001 over Mar. 2000
衣物縫製業 Garments					
技工及操作工 Craftsmen and operatives	93.1	94.4	96.5	+2.3	+3.7
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	117.4	118.5	121.9	+2.9	+3.8
所有選定職業 All selected occupations	101.3	102.4	105.0	+2.5	+3.7
紡棉紗及梭織棉布業 Cotton spinning and weaving					
技工及操作工 Craftsmen and operatives	122.0	126.4	131.7	+4.1	+7.9
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	119.1	118.1	125.8	+6.5	+5.7
所有選定職業 All selected occupations	120.7	123.3	129.4	+4.9	+7.1
針織棉布及外衣業 Cotton knitting and knit outerwear					
技工及操作工 Craftsmen and operatives	97.6	99.8	109.2	+9.4	+11.9
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	105.1	108.5	106.8	-1.6	+1.6
所有選定職業 All selected occupations	101.2	104.2	106.8	+2.4	+5.5
漂染業 Bleaching and dyeing					
技工及操作工 Craftsmen and operatives	100.6	*	103.9	*	+3.3
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	102.9	*	99.6	*	-3.2
所有選定職業 All selected occupations	102.2	*	103.5	*	+1.3
紙盒及紙袋製造業 Paper boxes and bags					
技工及操作工 Craftsmen and operatives	112.0	114.2	107.6	-5.8	-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	111.0	109.9	112.2	+2.1	+1.1
所有選定職業 All selected occupations	110.4	111.2	108.8	-2.2	-1.4

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
印刷、出版及有關行業 Printing, publishing and allied industries					
技工及操作工 Craftsmen and operatives	112.9	112.7	118.9	+5.6	+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	119.4	120.2	134.7	+12.1	+12.8
所有選定職業 All selected occupations	116.7	117.1	127.8	+9.2	+9.5
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	112.1	111.9	111.5	-0.4	-0.5
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	134.6	131.4	127.8	-2.7	-5.1
所有選定職業 All selected occupations	123.4	121.0	119.0	-1.7	-3.6
塑膠玩具製造業 Plastic toys					
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	*	*	*	*	*
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	100.1	95.0	98.0	+3.1	-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	108.7	112.1	110.3	-1.6	+1.5
所有選定職業 All selected occupations	103.1	101.5	102.8	+1.3	-0.4
電器用具及配件製造業 Electrical appliances and accessories					
技工及操作工 Craftsmen and operatives	99.2	97.3	*	*	*
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	110.2	117.2	*	*	*
所有選定職業 All selected occupations	103.5	105.6	*	*	*

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.

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	
	二零零零年 三月	二零零零年 十二月	二零零一年 三月	二零零一年三月 與二零零零年 十二月比較	二零零一年三月 與二零零零年 三月比較
	Mar. 2000	Dec. 2000	Mar. 2001	Mar. 2001 over Dec. 2000	Mar. 2001 over Mar. 2000
電子製品業 Electronics					
技工及操作工 Craftsmen and operatives	119.5	123.2	128.2	+4.0	+7.3
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	121.8	126.6	119.1	-5.9	-2.2
所有選定職業 All selected occupations	120.6	124.9	125.0	+0.1	+3.6
攝影及光學用品製造業 Photographic and optical goods					
技工及操作工 Craftsmen and operatives	*	137.7	143.1	+3.9	*
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	*	140.2	158.4	+13.0	*
所有選定職業 All selected occupations	*	141.9	156.8	+10.4	*
鐘錶及其零件製造業 Watches, clocks and parts					
技工及操作工 Craftsmen and operatives	123.2	109.5	131.3	+19.9	+6.5
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	134.4	132.7	139.2	+4.9	+3.5
所有選定職業 All selected occupations	131.4	123.4	137.9	+11.7	+4.9
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	93.7	98.6	98.0	-0.6	+4.6
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	103.6	109.4	115.9	+6.0	+12.0
所有選定職業 All selected occupations	96.3	101.6	103.7	+2.0	+7.6
製造業 Manufacturing					
技工及操作工 Craftsmen and operatives	102.7	104.0	108.1	+4.0	+5.2
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	116.5	118.4	122.4	+3.4	+5.1
所有選定職業 All selected occupations	108.2	109.8	113.9	+3.7	+5.2

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.

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率 Percentage change	
	實質工資指數 Real wage indices				
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
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	110.8	111.1	110.4	-0.6	-0.3
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	110.6	110.1	114.8	+4.3	+3.8
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	119.8	118.6	119.6	+0.8	-0.2
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	116.7	122.4	124.4	+1.6	+6.6
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	117.5	118.9	118.2	-0.6	+0.6
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	118.6	118.5	120.3	+1.4	+1.4
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	121.0	122.4	130.5	+6.6	+7.8
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	108.3	112.1	115.9	+3.4	+7.1

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.

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率 Percentage change	
	實質工資指數 Real wage indices			二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001		
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	137.7	131.8	132.3	+0.4	-3.9
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	100.4	102.3	103.5	+1.2	+3.1
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	99.6	101.2	102.9	+1.7	+3.2
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	98.8	98.3	98.2	-0.1	-0.6
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	120.2	119.9	125.7	+4.8	+4.6
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	110.6	112.3	114.6	+2.0	+3.7
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	83.0	82.1	86.7	+5.6	+4.4
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	93.7	102.6	98.8	-3.6	+5.5
所有選定職業 All selected occupations	82.3	83.8	85.5	+2.1	+3.9

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
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	112.3	112.4	117.5	+4.6	+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	120.8	116.0	126.6	+9.1	+4.8
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	110.4	105.6	108.5	+2.8	-1.7
運輸服務業 Transport services					
技工及操作工 Craftsmen and operatives	106.2	106.8	109.0	+2.0	+2.6
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	114.8	113.6	117.9	+3.7	+2.7
所有選定職業 All selected occupations	110.4	110.1	113.4	+3.0	+2.7
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	111.4	115.9	116.6	+0.5	+4.7
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	132.3	130.9	142.2	+8.7	+7.5
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	113.6	116.6	119.8	+2.7	+5.5

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	
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
地產租賃業 Real estate leasing					
技工及操作工 Craftsmen and operatives	119.9	123.4	130.9	+6.0	+9.2
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	119.2	115.0	115.8	+0.7	-2.8
所有選定職業 All selected occupations	120.6	117.0	118.4	+1.2	-1.8
地產保養管理服務業 Real estate maintenance management					
技工及操作工 Craftsmen and operatives	106.4	108.5	114.0	+5.1	+7.1
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	120.8	120.3	123.7	+2.9	+2.5
所有選定職業 All selected occupations	120.0	119.8	123.5	+3.1	+2.9
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	112.5	114.8	118.8	+3.5	+5.7
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	109.6	115.5	105.6	-8.6	-3.7
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	108.6	110.9	116.5	+5.1	+7.3
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	115.5	118.9	118.8	#	+2.9
所有選定職業 All selected occupations	115.5	118.8	118.9	+0.1	+3.0
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	113.2	111.1	118.0	+6.2	+4.2

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.

行業/主要職業組別 Industry/Broad occupational group	(一九九二年九月=100) (September 1992=100)			增減百分率 Percentage change	
	實質工資指數 Real wage indices				
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零一年三月 與二零零零年 十二月比較 Mar. 2001 over Dec. 2000	二零零一年三月 與二零零零年 三月比較 Mar. 2001 over Mar. 2000
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	107.5	107.8	114.7	+6.4	+6.7
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	114.3	117.7	121.6	+3.3	+6.4
所有選定職業 All selected occupations	110.5	112.2	117.8	+4.9	+6.6
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	125.3	125.6	122.8	-2.3	-2.1
個人服務業 Personal services					
技工及操作工 Craftsmen and operatives	107.5	107.8	114.7	+6.4	+6.7
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	116.0	115.0	119.4	+3.8	+3.0
所有選定職業 All selected occupations	114.9	114.3	119.0	+4.1	+3.5
所有選定行業@ All selected industries					
技工及操作工 Craftsmen and operatives	103.4	104.4	107.9	+3.3	+4.3
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	112.7	114.5	116.6	+1.9	+3.5
所有選定職業 All selected occupations	110.9	112.5	114.8	+2.1	+3.6

註釋: (1) 自二零零一年起, 實質工資指數是以名義工資指數扣除以一九九九至二零零零年為基期的甲類消費物價指數而計算出來。為方便比較, 二零零一年以前的實質工資指數經以一九九九至二零零零年為基期的甲類消費物價指數再次編製。
Notes: As from 2001, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 1999/2000-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2001 have been re-compiled using the 1999/2000-based 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4.14段)。
(see paragraph 4.14 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

(一九九二年九月=100)
(September 1992=100)

行業類別/職業組別 Industry sector/ Occupational group	名義工資指數 Nominal wage indices			實質工資指數 Real wage indices		
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001
製造業 <i>Manufacturing</i>						
督導級及技術員級人員 Supervisory and technical workers	161.3 (+3.4)	161.9 (+3.1)	166.3 (+3.1)	119.7 (+7.7)	121.3 (+5.1)	126.1 (+5.3)
文員級及秘書級人員 Clerical and secretarial workers	154.5 (+0.5)	154.9 (+2.9)	157.7 (+2.1)	114.7 (+4.6)	116.0 (+4.9)	119.5 (+4.2)
技工 Craftsmen	146.5 (+3.0)	146.2 (+1.4)	146.8 (+0.2)	108.8 (+7.2)	109.5 (+3.3)	111.3 (+2.3)
操作工 Operatives	135.0 (-0.1)	136.0 (+2.3)	141.3 (+4.7)	100.2 (+4.0)	101.8 (+4.3)	107.1 (+6.9)
其他非生產級工人 Miscellaneous non-production workers	148.2 (-2.2)	152.1 (+1.0)	153.0 (+3.2)	110.1 (+1.8)	113.9 (+3.0)	116.0 (+5.4)
所有選定職業 All selected occupations	145.8 (+1.5)	146.6 (+2.4)	150.2 (+3.0)	108.2 (+5.6)	109.8 (+4.4)	113.9 (+5.2)
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	155.9 (+1.7)	158.1 (+2.4)	158.5 (+1.7)	115.8 (+5.8)	118.4 (+4.4)	120.2 (+3.8)
文員級及秘書級人員 Clerical and secretarial workers	152.0 (-1.5)	152.4 (+0.9)	154.4 (+1.6)	112.8 (+2.5)	114.1 (+2.8)	117.0 (+3.7)
服務人員 Service workers	138.7 (-1.7)	138.8 (-1.4)	140.0 (+0.9)	102.9 (+2.3)	104.0 (+0.5)	106.1 (+3.1)
其他非生產級工人 Miscellaneous non-production workers	141.2 (-0.2)	141.0 (+0.2)	143.4 (+1.6)	104.8 (+3.8)	105.6 (+2.2)	108.7 (+3.7)
所有選定職業 All selected occupations	149.0 (-0.1)	150.0 (+1.0)	151.2 (+1.5)	110.6 (+4.0)	112.3 (+3.0)	114.6 (+3.7)

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		
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001
運輸服務業 <i>Transport services</i>						
督導級及技術員級人員 Supervisory and technical workers	155.7 (-2.1)	155.5 (-1.0)	156.0 (+0.2)	115.6 (+1.9)	116.5 (+0.9)	118.3 (+2.3)
文員級及秘書級人員 Clerical and secretarial workers	155.4 (-0.8)	152.2 (-4.3)	155.4 (#)	115.3 (+3.3)	114.0 (-2.4)	117.8 (+2.1)
技工 Craftsmen	143.7 (-5.8)	142.6 (-1.4)	144.0 (+0.2)	106.7 (-1.9)	106.8 (+0.6)	109.2 (+2.3)
操作工 Operatives	138.1 (-5.1)	141.0 (+1.8)	140.5 (+1.7)	102.5 (-1.2)	105.6 (+3.8)	106.5 (+3.9)
服務人員 Service workers	135.9 (+17.0)	118.2 (-9.4)	152.1 (+11.9)	100.9 (+21.8)	88.5 (+7.6)	115.3 (+14.3)
其他非生產級工人 Miscellaneous non-production workers	149.0 (-11.6)	149.1 (-8.0)	151.0 (+1.3)	110.7 (-8.0)	111.7 (-6.2)	114.5 (+3.4)
所有選定職業 All selected occupations	148.7 (-3.7)	147.0 (-2.4)	149.5 (+0.5)	110.4 (+0.3)	110.1 (-0.5)	113.4 (+2.7)
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	149.6 (-1.9)	152.7 (-0.8)	152.9 (+2.2)	111.1 (+2.1)	114.4 (+1.1)	115.9 (+4.3)
文員級及秘書級人員 Clerical and secretarial workers	160.8 (-1.6)	164.6 (+2.1)	167.9 (+4.4)	119.3 (+2.4)	123.3 (+4.1)	127.3 (+6.6)
技工 Craftsmen	146.3 (+2.0)	148.0 (+4.0)	153.7 (+5.1)	108.6 (+6.1)	110.9 (+6.0)	116.5 (+7.3)
服務人員 Service workers	145.6 (+1.1)	154.2 (+0.8)	137.9 (-5.3)	108.1 (+5.2)	115.5 (+2.8)	104.6 (-3.3)
其他非生產級工人 Miscellaneous non-production workers	161.1 (-0.7)	156.0 (-3.4)	159.0 (-1.3)	119.6 (+3.4)	116.9 (-1.5)	120.5 (+0.8)
所有選定職業 All selected occupations	155.5 (-1.3)	158.6 (#)	156.9 (+0.8)	115.5 (+2.7)	118.8 (+1.9)	118.9 (+3.0)

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		
	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001	二零零零年 三月 Mar. 2000	二零零零年 十二月 Dec. 2000	二零零一年 三月 Mar. 2001
個人服務業 <i>Personal services</i>						
督導級及技術員級人員 Supervisory and technical workers	162.9 (-1.8)	160.9 (-4.9)	159.0 (-2.4)	120.9 (+2.2)	120.5 (-3.0)	120.5 (-0.3)
文員級及秘書級人員 Clerical and secretarial workers	170.7 (+0.6)	170.0 (-1.0)	167.6 (-1.8)	126.7 (+4.7)	127.3 (+0.9)	127.1 (+0.3)
技工 Craftsmen	144.8 (+1.2)	143.9 (-1.1)	151.3 (+4.5)	107.5 (+5.4)	107.8 (+0.8)	114.7 (+6.7)
服務人員 Service workers	146.2 (+2.8)	148.2 (+0.6)	147.6 (+1.0)	108.5 (+6.9)	111.0 (+2.5)	111.9 (+3.1)
其他非生產級工人 Miscellaneous non-production workers	152.2 (-0.1)	147.5 (+3.5)	156.5 (+2.8)	113.0 (+4.0)	110.5 (+5.5)	118.7 (+5.0)
所有選定職業 All selected occupations	154.8 (-0.2)	152.6 (+0.3)	156.9 (+1.4)	114.9 (+3.8)	114.3 (+2.2)	119.0 (+3.5)
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	156.1 (+0.8)	158.3 (+1.5)	159.0 (+1.8)	115.9 (+4.9)	118.6 (+3.5)	120.5 (+4.0)
文員級及秘書級人員 Clerical and secretarial workers	154.8 (-1.3)	155.5 (+0.8)	157.9 (+2.0)	114.9 (+2.8)	116.5 (+2.7)	119.7 (+4.1)
技工 Craftsmen	144.8 (-1.9)	144.2 (-0.1)	146.0 (+0.8)	107.5 (+2.1)	108.0 (+1.8)	110.7 (+3.0)
操作工 Operatives	134.8 (-0.9)	136.0 (+2.3)	140.6 (+4.3)	100.1 (+3.2)	101.9 (+4.3)	106.6 (+6.5)
服務人員 Service workers	140.8 (-0.7)	141.8 (-1.3)	139.5 (-0.9)	104.6 (+3.3)	106.2 (+0.6)	105.8 (+1.2)
其他非生產級工人 Miscellaneous non-production workers	147.8 (-0.9)	146.4 (-0.3)	149.7 (+1.3)	109.7 (+3.1)	109.6 (+1.7)	113.5 (+3.5)
所有選定職業 All selected occupations	149.3 (-0.4)	150.2 (+0.6)	151.5 (+1.4)	110.9 (+3.6)	112.5 (+2.6)	114.8 (+3.6)

註釋: (1) 自二零零一年起, 實質工資指數是以名義工資指數扣除以一九九九至二零零零年為基期的甲類消費物價指數而計算出來。為方便比較, 二零零一年以前的實質工資指數經以一九九九至二零零零年為基期的甲類消費物價指數再次編製。
Notes: As from 2001, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 1999/2000-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2001 have been re-compiled using the 1999/2000-based CPI(A).

(2) 括號內數字指按年變動百分率。
Figures in brackets denote year-on-year percentage changes.

@ 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.

變動在 ± 0.05% 內。
Change within ± 0.05%.

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	女	合計	男	女	合計	男	女	合計
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
衣物縫製業 Garments	355	254	265	10,441	11,079	10,910	9,793	7,637	7,973
紡棉紗及梭織棉布業 Cotton spinning and weaving	380	348	362	12,058	8,984	10,814	10,736	9,029	9,865
針織棉布及外衣業 Cotton knitting and knit outerwear	332	253	283	11,554	10,640	11,027	10,332	8,818	9,434
漂染業 Bleaching and dyeing	407	*	401	12,619	10,250	12,094	11,215	9,453	11,033
紙盒及紙袋製造業 Paper boxes and bags	436	*	416	*	*	13,726	12,536	*	12,291
印刷、出版及有關行業 Printing, publishing and allied industries	480	363	460	13,600	12,582	13,141	12,781	11,706	12,448
塑膠製品業(塑膠玩具除外) Plastic products (excluding plastic toys)	389	260	333	11,187	10,439	10,911	10,629	8,341	9,712
雜項金屬製品業(機械及設備除外) Miscellaneous metal products except machinery and equipment	405	*	360	*	10,317	11,766	11,074	8,154	10,051
電子製品業 Electronics	406	313	339	12,974	11,769	12,442	11,164	8,471	9,462
攝影及光學用品製造業 Photographic and optical goods	381	302	325	16,401	10,446	12,892	13,939	8,821	10,667
鐘錶及其零件製造業 Watches, clocks and parts	374	321	335	13,659	11,934	12,446	11,569	9,730	10,251
珠寶首飾及有關物品製造業 Jewellery and related articles	506	379	485	17,225	11,643	12,721	13,109	11,198	12,175
製造業 Manufacturing	431	288	349	12,745	11,476	12,075	11,666	8,853	10,111
批發業 Wholesale	-	-	-	10,683	10,347	10,549	10,683	10,347	10,549
零售業 Retail	-	-	-	12,163	9,939	10,568	12,163	9,939	10,568
食品進出口貿易業 Import/export of foodstuffs	-	-	-	11,801	11,994	11,863	11,801	11,994	11,863
衣服、鞋類及有關製品進出口貿易業 Import/export of clothing, footwear and allied products	-	-	-	14,094	13,376	13,603	14,094	13,376	13,603

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
雜項消費品進出口貿易業 Import/export of miscellaneous consumer goods	-	-	-	13,670	12,199	12,779	13,670	12,199	12,779
機器、設備及其零件進出口貿易業 Import/export of machinery, equipment and parts	-	-	-	14,518	13,767	14,209	14,518	13,767	14,209
雜項耐用品進出口貿易業 Import/export of miscellaneous durable goods	-	-	-	16,534	13,826	15,070	16,534	13,826	15,070
原料及半製成品進出口貿易業 Import/export of raw materials and semi-manufactures	-	-	-	14,549	12,866	13,610	14,549	12,866	13,610
一般貨品進出口貿易業 Import/export of general commodities	-	-	-	14,811	15,589	15,269	14,811	15,589	15,269
中式餐館或酒樓業 Chinese restaurants	-	-	-	12,683	7,658	10,139	12,683	7,658	10,139
非中式餐館業 Restaurants, other than Chinese restaurants	-	-	-	11,417	8,067	9,906	11,417	8,067	9,906
快餐店業(美式快餐店除外) Fast food shops (excluding American style fast food shops)	-	-	-	10,309	6,984	8,246	10,309	6,984	8,246
酒店業 Hotels	-	-	-	11,244	11,051	11,143	11,244	11,051	11,143
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	-	-	-	13,134	11,176	12,040	13,134	11,176	12,040
貨櫃裝卸及貨櫃租賃服務業 Haulage of containers and containers leasing	650	*	650	10,797	10,612	10,714	14,696	10,648	13,863
航空公司 Airline companies	-	-	-	15,907	14,732	15,054	15,907	14,732	15,054
旅行社及票務代理 Travel agents and airline ticket agents	-	-	-	9,107	10,628	10,056	9,107	10,628	10,056
航空貨運代理業 Air cargo forwarding services	-	-	-	11,061	11,024	11,052	11,061	11,024	11,052
運輸服務業 Transport services	511	*	508	13,774	12,123	13,143	13,468	12,076	13,146

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
銀行業 Banks	-	-	-	15,289	15,001	15,105	15,289	15,001	15,105
投資及控股公司 Investment and holding companies	-	-	-	18,941	15,827	16,681	18,941	15,827	16,681
保險業 Insurance	-	-	-	15,048	13,119	14,052	15,048	13,119	14,052
地產租賃業 Real estate leasing	517	*	518	10,835	11,088	10,942	11,331	11,109	11,248
地產保養管理服務業 Real estate maintenance management	452	-	452	8,700	8,961	8,736	8,863	8,961	8,876
建築/測量/工程策劃服務業 Architectural/surveying/ engineering firms	-	-	-	15,281	13,316	14,644	15,281	13,316	14,644
保安及偵探服務業 Security and detective services	-	-	-	7,413	7,280	7,400	7,413	7,280	7,400
金融、保險、地產及商用服務業 <i>Financing, insurance, real estate and business services</i>	458	*	458	10,181	13,207	11,146	10,223	13,207	11,158
清潔及同類服務業 Sanitary and similar services	-	-	-	6,591	5,537	5,952	6,591	5,537	5,952
汽車及電單車維修服務業 Motor vehicles/cycles repairing and servicing	549	-	549	13,989	10,323	12,887	13,365	10,323	12,877
理髮及美容服務業 Barber and beauty shops	-	-	-	8,509	10,115	9,210	8,509	10,115	9,210
個人服務業 <i>Personal services</i>	549	-	549	7,567	6,158	6,768	8,077	6,158	7,037
所有選定行業@ <i>All selected industries</i>	481	294	415	11,942	11,015	11,487	11,986	10,653	11,356

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4.14段)。

(see paragraph 4.14 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					
品質檢查工	Quality checker	*	202	207	8	25
平車車工	Lockstitch sewing machine operator	*	254	255	8	26
特種衣車車工	Special purpose sewing machine operator	*	275	275	8	26
操作工	<i>Operatives</i>	334	254	261	8	26
技工及操作工	<i>Craftsmen and operatives</i>	355	254	265	8	26
紡棉紗及梭織棉布業	Cotton spinning and weaving					
紡織機械技工	Textile machine mechanic	371	*	370	8	26
技工	<i>Craftsmen</i>	386	*	385	8	26
品質檢查工	Quality checker	*	316	323	8	26
接頭工	Warp tying machine operator	339	*	350	7	26
織布工	Weaver	352	322	337	7	26
操作工	<i>Operatives</i>	376	348	357	8	26
技工及操作工	<i>Craftsmen and operatives</i>	380	348	362	8	26
針織棉布及外衣業	Cotton knitting and knit outerwear					
手動針織機織工 (針織品)	Hand knitting machine operator (knitwear)	346	*	345	8	26
縫盤工(針織品)	Linking machine operator (knitwear)	*	294	294	8	26
操作工	<i>Operatives</i>	318	254	276	8	26
技工及操作工	<i>Craftsmen and operatives</i>	332	253	283	8	26
漂染業	Bleaching and dyeing					
染色機值車工	Dyeing machine tender	457	-	457	11	26
技工	<i>Craftsmen</i>	458	*	456	11	26
技工及操作工	<i>Craftsmen and operatives</i>	407	*	401	10	26
紙盒及紙袋製造業	Paper boxes and bags					
技工及操作工	<i>Craftsmen and operatives</i>	436	*	416	8	26
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	470	*	469	8	25
柯式版製作技工	Offset lithographic platemaker	530	*	517	9	26
柯式平版機印刷技工	Printing machine operator (offset litho)	496	*	496	8	26
技工	<i>Craftsmen</i>	493	455	490	8	25
包裝工	Packer	*	*	299	8	26
切紙機操作工	Guillotining machine operator	460	-	460	8	26
操作工	<i>Operatives</i>	402	307	359	8	26
技工及操作工	<i>Craftsmen and operatives</i>	480	363	460	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		
塑膠製品業(塑膠 玩具除外)	Plastic products (excluding plastic toys)					
操作工	<i>Operatives</i>	377	259	319	9	25
技工及操作工	<i>Craftsmen and operatives</i>	389	260	333	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	<i>Craftsmen</i>	432	*	430	8	26
操作工	<i>Operatives</i>	*	*	292	8	25
技工及操作工	<i>Craftsmen and operatives</i>	405	*	360	8	26
電子製品業	Electronics					
技工	<i>Craftsmen</i>	446	*	445	10	25
品質檢查工	Quality checker	*	302	300	8	25
機器操作工/看值工	Machine operator/machine attendant	430	331	350	9	24
操作工	<i>Operatives</i>	384	309	325	9	24
技工及操作工	<i>Craftsmen and operatives</i>	406	313	339	9	24
攝影及光學用品製造業	Photographic and optical goods					
技工及操作工	<i>Craftsmen and operatives</i>	381	302	325	8	23
鐘錶及其零件製造業	Watches, clocks and parts					
操作工	<i>Operatives</i>	*	318	324	8	24
技工及操作工	<i>Craftsmen and operatives</i>	374	321	335	8	24
珠寶首飾及有關物品 製造業	Jewellery and related articles					
鑲石工	Stone setter	550	-	550	8	24
配石工	Stone selector	*	398	407	8	24
打胚工	Goldsmith	482	*	481	8	24
技工	<i>Craftsmen</i>	511	386	493	8	24
操作工	<i>Operatives</i>	*	*	429	8	24
技工及操作工	<i>Craftsmen and operatives</i>	506	379	485	8	24
製造業	Manufacturing					
技工	<i>Craftsmen</i>	477	423	472	8	25
操作工	<i>Operatives</i>	366	281	302	8	25
技工及操作工	<i>Craftsmen and operatives</i>	431	288	349	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	693	*	693	9	25
技工	<i>Craftsmen</i>	686	*	686	9	25
操作工	<i>Operatives</i>	531	-	531	9	26
技工及操作工	<i>Craftsmen and operatives</i>	650	*	650	9	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		
運輸服務業	Transport services					
技工	Craftsmen	512	*	509	8	26
操作工	Operatives	501	*	502	8	26
技工及操作工	Craftsmen and operatives	511	*	508	8	26
地產租賃業	Real estate leasing					
電器技工	Electrician	527	*	529	8	26
技工	Craftsmen	517	*	518	8	26
技工及操作工	Craftsmen and operatives	517	*	518	8	26
地產保養管理服務業	Real estate maintenance management					
電器技工	Electrician	458	-	458	8	26
技工	Craftsmen	452	-	452	8	26
技工及操作工	Craftsmen and operatives	452	-	452	8	26
金融、保險、地產及商用服務業	Financing, insurance, real estate and business services					
技工	Craftsmen	458	*	458	8	26
技工及操作工	Craftsmen and operatives	458	*	458	8	26
汽車及電單車維修服務業	Motor vehicles/cycles repairing and servicing					
汽車機械工	Vehicle mechanic	535	-	535	8	23
汽車電工/冷氣工	Vehicle electrician/ air-conditioning electrician	549	-	549	8	23
汽車髹漆工	Vehicle painter	563	-	563	9	24
車身修理工	Vehicle body repairer	569	-	569	9	24
技工	Craftsmen	549	-	549	8	24
技工及操作工	Craftsmen and operatives	549	-	549	8	24
個人服務業	Personal services					
技工	Craftsmen	549	-	549	8	24
技工及操作工	Craftsmen and operatives	549	-	549	8	24
所有選定行業@	All selected industries@					
技工	Craftsmen	503	422	499	8	25
操作工	Operatives	409	284	323	8	25
技工及操作工	Craftsmen and operatives	481	294	415	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	*	9,464	9,526	8	26
監督/管工	Supervisor/foreman	*	*	11,915	8	25
商品/採購主任	Merchandiser/buyer	*	14,146	13,915	8	24
督導級及技術員級人員	<i>Supervisory and technical workers</i>	12,814	12,995	12,946	8	25
貨倉/採購文員	Stock/purchasing clerk	*	*	10,574	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,480	10,557	8	25
普通文員	General office clerk	*	10,069	10,094	8	25
出入口文件處理/船務 文員	Documentation/shipping clerk	*	11,531	11,982	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	*	10,789	10,790	8	25
雜工	General worker	6,499	6,467	6,476	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	7,065	6,431	6,711	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>	10,441	11,079	10,910	8	25
紡棉紗及梭織棉布業 Cotton spinning and weaving						
監督/管工	Supervisor/foreman	15,290	*	14,964	8	26
會計主任	Accounting supervisor	*	*	17,557	8	25
保養技術員	Maintenance technician	14,572	-	14,572	8	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,207	13,428	14,938	8	26
貨倉/採購文員	Stock/purchasing clerk	*	*	11,687	8	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	12,022	12,166	8	25
普通文員	General office clerk	*	9,366	8,659	8	25
出入口文件處理/船務 文員	Documentation/shipping clerk	*	*	12,940	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,049	10,258	10,490	8	25
雜工	General worker	8,127	7,408	7,711	8	26
看更/守衛	Watchman/guard	7,470	-	7,470	10	26
司機	Driver	10,490	-	10,490	8	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,230	7,408	7,819	8	26
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>	12,058	8,984	10,814	8	26
針織棉布及外衣業 Cotton knitting and knit outerwear						
監督/管工	Supervisor/foreman	13,624	*	12,375	8	26
商品/採購主任	Merchandiser/buyer	*	13,771	13,534	8	24
針織技術員	Knitwear technician	13,100	*	12,513	8	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	13,506	12,963	13,230	8	25
貨倉/採購文員	Stock/purchasing clerk	9,076	*	9,270	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,340	9,458	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.)						
出入口文件處理/船務 文員	Documentation/shipping clerk	*	11,909	12,571	8	25
文員級及秘書級人員	Clerical and secretarial workers	10,074	9,506	9,641	8	25
雜工	General worker	*	5,930	6,152	8	26
其他非生產級工人	Miscellaneous non-production workers	7,615	5,996	6,931	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	11,554	10,640	11,027	8	25
漂染業 Bleaching and dyeing						
雜工	General worker	8,640	*	8,421	10	26
其他非生產級工人	Miscellaneous non-production workers	8,656	*	8,466	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	12,619	10,250	12,094	9	26
紙盒及紙袋製造業 Paper boxes and bags						
文員級及秘書級人員	Clerical and secretarial workers	*	*	11,919	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	*	*	13,726	8	26
印刷、出版及有關行業 Printing, publishing and allied industries						
監督/管工	Supervisor/foreman	17,598	15,492	17,448	8	26
辦公室主任/行政主任	Office/administrative supervisor	*	17,782	18,306	8	24
會計主任	Accounting supervisor	*	20,058	20,508	8	24
推銷員/營業代表	Salesman/sales representative	20,377	21,153	20,638	8	24
生產策劃員/管理員	Production planner/controller	13,935	*	16,003	8	25
督導級及技術員級人員	Supervisory and technical workers	17,902	19,555	18,438	8	25
貨倉/採購文員	Stock/purchasing clerk	*	11,786	10,979	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	11,365	11,438	11,429	8	24
普通文員	General office clerk	8,944	9,583	9,439	8	24
私人秘書/速記員	Personal secretary/stenographer	*	20,215	19,998	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	8,715	8,843	8	24
校對員	Proof reader	12,231	*	11,396	8	25
文員級及秘書級人員	Clerical and secretarial workers	10,728	10,761	10,753	8	24
雜工	General worker	8,155	6,563	7,424	8	26
信差/辦公室助理	Messenger/office assistant	7,111	6,945	7,059	8	25
司機	Driver	12,106	*	12,166	8	25
送貨員	Delivery man	8,742	*	8,494	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		
印刷、出版及有關行業 (續)	Printing, publishing and allied industries (Cont'd.)					
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,318	6,815	8,676	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>	13,600	12,582	13,141	8	25
塑膠製品業(塑膠 玩具除外)	Plastic products (excluding plastic toys)					
監督/管工	Supervisor/foreman	15,954	*	15,902	9	25
督導級及技術員級人員	<i>Supervisory and technical workers</i>	13,416	*	13,178	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,812	9,781	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	*	10,009	9,534	8	24
雜工	General worker	*	*	7,352	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,875	*	8,582	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>	11,187	10,439	10,911	8	25
雜項金屬製品業 (機械及設備除外)	Miscellaneous metal products except machinery and equipment					
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	*	10,464	10,346	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>	*	10,317	11,766	8	25
電子製品業	Electronics					
監督/管工	Supervisor/foreman	17,152	11,364	15,256	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	19,423	*	19,588	8	23
儲物室/貨倉主任	Store/godown supervisor	16,416	*	15,724	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	*	15,726	8	23
會計主任	Accounting supervisor	*	18,810	18,661	8	23
電子工程技術員	Electronic engineering technician	11,814	*	11,644	8	24
機械工程技術員	Mechanical engineering technician	*	*	11,425	8	25
品質控制/保證技術員	Quality control/assurance technician	*	*	11,077	9	25
商品/採購主任	Merchandiser/buyer	*	16,992	16,181	8	23
督導級及技術員級人員	<i>Supervisory and technical workers</i>	13,882	13,920	13,892	8	24
貨倉/採購文員	Stock/purchasing clerk	*	12,919	11,739	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,562	10,685	8	23
普通文員	General office clerk	*	9,704	9,776	8	23
私人秘書/速記員	Personal secretary/stenographer	-	14,745	14,745	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		
電子製品業(續)	Electronics (Cont'd.)					
接待員/電話接綫生	Receptionist/telephone operator	-	10,379	10,379	8	23
出入口文件處理/船務 文員	Documentation/shipping clerk	*	11,613	11,466	8	23
文員級及秘書級人員	Clerical and secretarial workers	10,014	10,994	10,852	8	23
雜工	General worker	*	6,500	7,181	9	25
信差/辦公室助理	Messenger/office assistant	*	*	8,814	8	23
司機	Driver	12,073	-	12,073	9	24
其他非生產級工人	Miscellaneous non-production workers	9,560	6,758	8,689	9	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	12,974	11,769	12,442	8	24
攝影及光學用品製造業	Photographic and optical goods					
督導級及技術員級人員	Supervisory and technical workers	*	*	14,521	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	11,291	11,538	8	24
其他非生產級工人	Miscellaneous non-production workers	*	*	8,687	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	16,401	10,446	12,892	8	24
鐘錶及其零件製造業	Watches, clocks and parts					
督導級及技術員級人員	Supervisory and technical workers	*	13,053	14,526	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	11,613	11,413	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	13,659	11,934	12,446	8	24
珠寶首飾及有關物品 製造業	Jewellery and related articles					
監督/管工	Supervisor/foreman	18,837	*	18,685	8	24
督導級及技術員級人員	Supervisory and technical workers	19,003	12,926	14,513	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	*	*	11,519	8	24
普通文員	General office clerk	*	10,047	10,049	8	24
文員級及秘書級人員	Clerical and secretarial workers	*	10,492	10,548	8	24
雜工	General worker	*	*	6,949	8	24
其他非生產級工人	Miscellaneous non-production workers	*	6,908	7,915	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	17,225	11,643	12,721	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 <i>Manufacturing</i>						
督導級及技術員級人員	<i>Supervisory and technical workers</i>	15,312	14,287	14,880	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,431	10,663	10,615	8	24
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,808	6,796	8,108	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>	12,745	11,476	12,075	8	25
批發業 <i>Wholesale</i>						
會計主任	Accounting supervisor	*	17,995	17,464	8	25
推銷員/營業代表	Salesman/sales representative	13,745	13,861	13,787	8	24
營業主任	Sales supervisor	15,981	*	15,216	8	24
督導級及技術員級人員	<i>Supervisory and technical workers</i>	13,930	14,602	14,223	8	24
貨倉/採購文員	Stock/purchasing clerk	10,211	9,893	10,122	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	10,730	10,797	10,783	8	25
普通文員	General office clerk	*	8,553	8,901	8	24
私人秘書/速記員	Personal secretary/stenographer	*	15,112	14,949	8	23
售貨員	Sales clerk/shop assistant	9,674	8,036	8,531	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,127	9,327	9,576	8	25
雜工	General worker	10,166	7,274	9,472	8	26
信差/辦公室助理	Messenger/office assistant	*	*	7,611	8	24
司機	Driver	10,580	*	10,570	9	26
送貨員	Delivery man	8,776	-	8,776	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,845	7,319	9,645	9	26
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>	10,683	10,347	10,549	8	25
零售業 <i>Retail</i>						
營業主任	Sales supervisor	12,255	12,745	12,568	9	25
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,883	13,510	15,408	9	25
普通文員	General office clerk	*	11,249	11,169	8	25
收銀員/出納員	Cashier	*	8,412	8,358	9	25
售貨員	Sales clerk/shop assistant	9,486	9,404	9,421	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	9,426	9,375	9,385	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	*	*	10,190	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>	12,163	9,939	10,568	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		
食品進出口貿易業 Import/export of foodstuffs						
會計主任	Accounting supervisor	*	16,969	17,379	8	24
推銷員/營業代表	Salesman/sales representative	16,856	*	16,216	8	24
督導級及技術員級人員	<i>Supervisory and technical workers</i>	17,327	14,681	16,599	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	12,442	12,421	8	24
普通文員	General office clerk	*	9,439	9,671	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,306	11,902	11,759	8	24
雜工	General worker	*	*	7,387	8	26
司機	Driver	10,159	*	10,194	8	26
送貨員	Delivery man	8,883	-	8,883	8	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,141	7,901	9,016	8	26
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>	11,801	11,994	11,863	8	25
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	19,613	*	19,602	8	23
儲物室/貨倉主任	Store/godown supervisor	16,197	*	15,363	8	24
辦公室主任/行政主任	Office/administrative supervisor	*	20,172	20,381	8	23
會計主任	Accounting supervisor	21,205	19,615	20,031	8	24
品質控制/保證技術員	Quality control/assurance technician	18,788	12,538	15,892	8	23
推銷員/營業代表	Salesman/sales representative	15,611	12,524	13,703	8	24
商品/採購主任	Merchandiser/buyer	16,441	15,712	15,897	8	23
營業主任	Sales supervisor	*	*	19,167	8	25
船務主任	Shipping supervisor	19,168	16,993	17,621	8	23
設計員	Designer/pattern maker	13,066	16,798	13,957	8	23
業務聯絡員	Business co-ordinator	*	14,367	14,715	8	24
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,757	15,369	15,829	8	23
貨倉/採購文員	Stock/purchasing clerk	12,454	9,987	10,874	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	11,971	12,220	12,195	8	24
普通文員	General office clerk	10,860	10,292	10,394	8	24
私人秘書/速記員	Personal secretary/stenographer	*	16,700	16,720	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	9,283	9,405	8	23
電腦/數據輸入操作員	Computer/data entry operator	*	10,616	11,544	8	23
出入口文件處理/船務 文員	Documentation/shipping clerk	10,994	12,946	12,495	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,724	11,798	11,783	8	24
雜工	General worker	9,861	7,421	8,490	8	24
信差/辦公室助理	Messenger/office assistant	7,120	7,627	7,328	8	23
司機	Driver	12,497	*	12,506	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,533	7,518	8,697	8	24
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>	14,094	13,376	13,603	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	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	18,469	*	18,689	8	23
儲物室/貨倉主任	Store/godown supervisor	16,168	*	15,313	8	24
辦公室主任/行政主任	Office/administrative supervisor	*	15,791	14,936	8	24
會計主任	Accounting supervisor	18,955	18,591	18,670	8	23
機械工程技術員	Mechanical engineering technician	16,275	*	16,272	8	24
品質控制/保證技術員	Quality control/assurance technician	12,821	*	11,787	8	24
推銷員/營業代表	Salesman/sales representative	14,746	13,706	14,313	8	24
商品/採購主任	Merchandiser/buyer	15,745	14,779	15,122	8	23
營業主任	Sales supervisor	20,148	17,969	19,163	8	24
船務主任	Shipping supervisor	*	17,769	17,572	8	23
設計員	Designer/pattern maker	17,375	14,111	16,438	8	24
業務聯絡員	Business co-ordinator	14,419	11,533	12,196	8	24
督導級及技術員級人員	Supervisory and technical workers	15,813	14,680	15,256	8	24
貨倉/採購文員	Stock/purchasing clerk	11,690	10,174	10,784	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	11,156	11,619	11,576	8	24
普通文員	General office clerk	9,228	9,648	9,596	8	24
私人秘書/速記員	Personal secretary/stenographer	*	14,870	14,755	8	23
接待員/電話接線生	Receptionist/telephone operator	*	9,283	9,291	8	24
出入口文件處理/船務 文員	Documentation/shipping clerk	12,939	12,031	12,127	8	24
文員級及秘書級人員	Clerical and secretarial workers	11,102	11,371	11,332	8	24
雜工	General worker	8,984	6,430	7,658	8	25
信差/辦公室助理	Messenger/office assistant	9,406	7,929	8,674	8	24
司機	Driver	13,693	-	13,693	8	24
送貨員	Delivery man	8,661	*	8,655	8	24
其他非生產級工人	Miscellaneous non-production workers	10,699	6,998	9,574	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	13,670	12,199	12,779	8	24
機器、設備及其零件 進出口貿易業	Import/export of machinery, equipment and parts					
儲物室/貨倉主任	Store/godown supervisor	15,235	*	15,425	8	23
會計主任	Accounting supervisor	*	20,681	20,980	8	23
機械工程技術員	Mechanical engineering technician	13,842	*	13,840	8	24
推銷員/營業代表	Salesman/sales representative	20,087	*	19,758	8	23
營業主任	Sales supervisor	*	*	25,905	8	23
船務主任	Shipping supervisor	*	18,600	18,343	8	23
業務聯絡員	Business co-ordinator	*	16,709	17,266	7	23
督導級及技術員級人員	Supervisory and technical workers	16,893	18,239	17,225	8	23
貨倉/採購文員	Stock/purchasing clerk	10,538	*	9,916	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	12,064	11,848	8	23
普通文員	General office clerk	*	10,047	10,109	8	23
私人秘書/速記員	Personal secretary/stenographer	-	16,064	16,064	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		
機器、設備及其零件 進出口貿易業(續)	Import/export of machinery, equipment and parts (Cont'd.)					
接待員/電話接綫生	Receptionist/telephone operator	-	11,206	11,206	8	23
進出口文件處理/船務 文員	Documentation/shipping clerk	*	11,269	11,915	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,060	12,013	11,793	8	23
雜工	General worker	*	7,897	7,499	8	25
信差/辦公室助理	Messenger/office assistant	*	*	8,509	8	23
司機	Driver	10,476	-	10,476	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,327	7,935	8,257	8	24
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>	14,518	13,767	14,209	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	19,685	18,527	19,476	8	23
儲物室/貨倉主任	Store/godown supervisor	14,447	*	14,500	8	24
辦公室主任/行政主任	Office/administrative supervisor	*	19,451	19,569	8	23
會計主任	Accounting supervisor	22,093	20,532	20,806	8	23
電子工程技術員	Electronic engineering technician	16,772	*	16,632	8	23
機械工程技術員	Mechanical engineering technician	13,628	*	13,626	8	23
推銷員/營業代表	Salesman/sales representative	20,449	18,165	19,814	8	23
商品/採購主任	Merchandiser/buyer	17,429	15,709	16,004	8	23
營業主任	Sales supervisor	35,147	28,213	33,892	8	23
船務主任	Shipping supervisor	*	17,813	18,434	8	23
設計員	Designer/pattern maker	18,506	*	17,557	8	23
業務聯絡員	Business co-ordinator	*	12,936	13,762	8	23
督導級及技術員級人員	<i>Supervisory and technical workers</i>	18,954	17,176	18,277	8	23
貨倉/採購文員	Stock/purchasing clerk	11,810	10,870	11,456	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	12,534	12,077	12,097	8	23
普通文員	General office clerk	11,561	11,248	11,277	8	23
私人秘書/速記員	Personal secretary/stenographer	*	18,177	18,207	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	10,675	10,675	8	23
進出口文件處理/船務 文員	Documentation/shipping clerk	10,817	12,526	12,201	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,758	12,639	12,486	8	23
雜工	General worker	8,742	6,881	7,430	8	24
信差/辦公室助理	Messenger/office assistant	9,131	7,268	8,245	8	23
司機	Driver	12,506	-	12,506	8	24
送貨員	Delivery man	10,325	-	10,325	7	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	10,453	7,009	9,205	8	24
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>	16,534	13,826	15,070	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)			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	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	20,746	*	20,497	8	22
儲物室/貨倉主任	Store/godown supervisor	16,716	*	15,724	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	15,749	15,686	8	24
會計主任	Accounting supervisor	18,841	19,170	19,118	8	23
電子工程技術員	Electronic engineering technician	15,103	*	14,785	8	23
推銷員/營業代表	Salesman/sales representative	16,458	14,193	16,189	8	24
商品/採購主任	Merchandiser/buyer	13,789	16,770	15,766	8	24
營業主任	Sales supervisor	21,239	19,309	20,358	8	24
船務主任	Shipping supervisor	19,525	19,551	19,541	8	23
業務聯絡員	Business co-ordinator	17,274	13,438	14,275	8	23
督導級及技術員級人員	Supervisory and technical workers	16,982	15,685	16,452	8	23
貨倉/採購文員	Stock/purchasing clerk	11,207	10,085	10,576	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	12,256	12,148	12,168	8	23
普通文員	General office clerk	9,957	10,402	10,376	8	23
私人秘書/速記員	Personal secretary/stenographer	*	17,370	17,395	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	9,903	10,568	8	23
進出口文件處理/船務文員	Documentation/shipping clerk	11,078	12,898	12,442	8	23
文員級及秘書級人員	Clerical and secretarial workers	11,480	12,082	11,969	8	23
雜工	General worker	9,600	7,572	8,643	8	24
信差/辦公室助理	Messenger/office assistant	9,406	7,607	8,404	8	24
司機	Driver	14,131	-	14,131	8	24
送貨員	Delivery man	9,953	*	9,947	8	24
其他非生產級工人	Miscellaneous non-production workers	10,950	7,585	9,960	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	14,549	12,866	13,610	8	23
一般貨品進出口貿易業	Import/export of general commodities					
商品/採購主任	Merchandiser/buyer	15,463	*	14,039	8	23
督導級及技術員級人員	Supervisory and technical workers	18,103	18,505	18,332	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	*	13,352	13,463	8	22
私人秘書/速記員	Personal secretary/stenographer	*	*	18,586	8	22
進出口文件處理/船務文員	Documentation/shipping clerk	*	12,304	11,873	8	23
文員級及秘書級人員	Clerical and secretarial workers	*	13,032	12,564	8	23
信差/辦公室助理	Messenger/office assistant	10,135	*	9,287	8	23
其他非生產級工人	Miscellaneous non-production workers	10,111	7,490	9,483	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	14,811	15,589	15,269	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		
中式餐館及酒樓業	Chinese restaurants					
儲物室/貨倉主任	Store/godown supervisor	10,852	*	10,621	9	26
總出納員	Head cashier	*	9,050	9,572	9	26
樓面部主任	Maitre D'	13,691	12,831	13,503	10	26
總廚師	Chief cook	19,653	*	19,651	10	26
領班	Captain	11,382	10,546	11,043	10	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	14,876	10,910	13,829	10	26
貨倉/採購文員	Stock/purchasing clerk	9,233	*	9,011	9	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,864	10,102	8	26
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk	*	7,311	7,305	9	26
接待員	Receptionist	-	10,766	10,766	10	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	9,509	8,638	8,696	9	26
調酒員	Bartender	11,111	*	10,793	9	26
制服及布草房侍應生	Uniform and linen room attendant	*	6,228	6,258	10	26
廚師	Cook	13,462	*	13,406	10	26
初級廚師	Junior cook	10,095	7,308	9,021	10	26
管事	Steward	*	9,577	9,588	10	26
男/女侍應生	Waiter/waitress	9,829	8,857	9,208	10	26
點心員	Refreshment server	*	5,518	5,537	9	26
初級侍應生	Bus boy	6,629	6,586	6,592	10	26
海鮮料理員	Aquarium attendant	11,005	-	11,005	10	26
服務人員	<i>Service workers</i>	12,395	7,331	10,209	10	26
雜工	General worker	6,789	6,398	6,524	10	26
看更/守衛	Watchman/guard	6,254	*	6,258	9	26
洗碟工	Dishwasher	*	6,737	6,732	10	26
洗菜工	Vegetable washer	*	7,816	7,719	10	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	6,770	6,699	6,710	10	26
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>	12,683	7,658	10,139	10	26
非中式餐館業	Restaurants, other than Chinese restaurants					
樓面部主任	Maitre D'	13,253	11,492	12,223	9	26
總廚師	Chief cook	17,303	*	17,292	9	26
領班	Captain	11,215	10,166	10,728	9	26
酒吧主管	Bar supervisor	12,474	*	12,499	9	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	14,542	10,755	13,394	9	26
貨倉/採購文員	Stock/purchasing clerk	*	*	12,009	9	26
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk	*	7,798	8,098	9	26
接待員	Receptionist	*	9,799	9,789	8	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,579	8,253	8,590	9	26
調酒員	Bartender	10,597	9,382	10,480	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.)					
廚師	Cook	12,413	10,852	12,353	9	26
初級廚師	Junior cook	8,714	8,126	8,624	9	26
男/女侍應生	Waiter/waitress	9,235	8,230	8,629	9	26
初級侍應生	Bus boy	7,732	7,590	7,647	9	26
服務人員	<i>Service workers</i>	10,954	8,360	10,172	9	26
雜工	General worker	6,911	7,222	7,130	9	26
洗碟工	Dishwasher	*	7,059	7,069	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	7,133	7,072	7,075	9	26
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>	11,417	8,067	9,906	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	10,631	9,662	9,948	9	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	10,971	10,458	10,602	9	26
收銀員/出納員/ 帳單處理文員	Cashier/chit clerk	*	6,763	6,763	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	*	6,904	6,927	9	26
廚師	Cook	12,121	8,468	11,827	9	26
初級廚師	Junior cook	7,804	7,279	7,540	9	26
顧客服務員	Customer services worker	5,612	6,019	5,946	9	26
服務人員	<i>Service workers</i>	10,302	6,703	8,769	9	26
雜工	General worker	*	6,159	6,178	9	26
洗碟及清潔工	Dishwasher/cleaner	*	5,788	5,786	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	*	5,838	5,840	9	26
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>	10,309	6,984	8,246	9	26
酒店業	Hotels					
儲物室/貨倉主任	Store/godown supervisor	14,293	-	14,293	8	25
會計主任	Accounting supervisor	15,343	14,813	15,082	8	24
藝術設計師	Artist	12,809	*	12,938	8	24
營業主任	Sales supervisor	*	15,585	15,203	7	24
收入核數主任	Income auditing supervisor	16,148	*	15,757	8	25
人事主任	Personnel supervisor	*	15,693	15,488	7	24
行李主管/行李領班	Bell superintendent/bell captain	12,102	-	12,102	8	26
房口監督員/房口部領班	Floor supervisor/floor housekeeper	14,338	14,110	14,293	8	26
保安主任	Chief security officer	14,797	*	14,787	8	26
電話部主任	Telephone supervisor	*	15,285	15,337	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.)					
大堂款接主任	Front office supervisor	15,567	14,422	15,039	8	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	14,175	14,851	14,380	8	25
貨倉/採購文員	Stock/purchasing clerk	10,776	*	10,830	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	10,927	10,713	10,807	7	24
私人秘書/速記員	Personal secretary/stenographer	*	15,630	15,602	7	24
出納員	Cashier	*	11,980	11,925	8	26
接待員/電話接綫生	Receptionist/telephone operator	12,442	11,350	11,521	8	26
人事文員	Personnel clerk	*	11,473	11,587	8	24
訂房文員	Reservation clerk	*	11,409	11,409	8	26
大堂款接員	Front office clerk	11,620	11,500	11,546	8	26
機場代表	Airport representative	12,991	*	13,046	8	25
房口部文員	House-keeping clerk	*	11,170	11,277	8	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,728	12,181	12,039	8	25
保安員	Security officer	11,418	*	11,408	8	26
房間侍應生/房間服務員	Room attendant/houseman	10,831	10,539	10,637	8	26
制服及布草房侍應生	Uniform and linen room attendant	*	8,845	8,853	8	26
布草修補員	Upholsterer	*	10,802	11,406	8	26
洗衣及乾衣部侍應生/ 衣服整理員	Laundry and valet attendant/ sorter	*	9,749	9,778	8	26
熨工	Presser and ironer	*	9,332	9,901	8	25
服務人員	<i>Service workers</i>	10,932	10,202	10,479	8	26
信差/辦公室助理	Messenger/office assistant	9,112	*	8,954	7	25
司機	Driver	11,282	-	11,282	8	26
行李生	Bell boy	7,805	*	7,806	8	26
大門侍應	Doorman	9,196	-	9,196	8	25
公眾地方清潔工	Public area cleaner	8,913	9,038	8,989	8	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,072	9,028	9,058	8	26
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>	11,244	11,051	11,143	8	25
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	<i>Supervisory and technical workers</i>	16,561	15,173	15,898	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,000	11,071	11,058	8	24
服務人員	<i>Service workers</i>	11,645	7,863	10,098	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,856	7,029	8,552	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>	13,134	11,176	12,040	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	Haulage of containers and containers leasing					
調度/裝載策劃員	Despatcher/load planner	15,632	11,047	13,804	8	25
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,191	10,992	14,427	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,277	10,322	8	25
普通文員	General office clerk	*	9,682	10,369	8	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	10,301	11,049	10,871	8	25
信差/辦公室助理	Messenger/office assistant	*	*	8,291	8	25
其他非生產級工人	<i>Miscellaneous non-production workers</i>	9,770	*	9,431	9	22
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>	10,797	10,612	10,714	9	23
航空公司	Airline companies					
票務營業代表	Ticketing sales representative	*	*	15,182	8	23
定位部主任	Reservation supervisor	*	*	24,988	8	23
客運營業代表	Passenger sales representative	20,247	17,930	18,518	8	22
督導級及技術員級人員	<i>Supervisory and technical workers</i>	20,452	19,281	19,694	8	22
會計文員	Accounting clerk	*	13,905	14,856	8	22
私人秘書/速記員	Personal secretary/stenographer	-	19,395	19,395	8	22
定位員	Reservation agent	*	13,267	13,250	8	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	13,725	13,305	13,403	8	22
信差/辦公室助理	Messenger/office assistant	*	*	9,676	8	22
其他非生產級工人	<i>Miscellaneous non-production workers</i>	*	*	9,718	8	22
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>	15,907	14,732	15,054	8	22
旅行社及票務代理	Travel agents and airline ticket agents					
會計主任	Accounting supervisor	15,328	17,886	17,206	8	24
推銷員/營業代表	Salesman/sales representative	*	*	13,688	8	24
定位部主任	Reservation supervisor	*	*	14,860	8	24
業務主任	Operation supervisor	16,267	15,625	15,810	8	24
督導級及技術員級人員	<i>Supervisory and technical workers</i>	14,964	15,914	15,538	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	9,643	9,818	9,781	8	24
普通文員	General office clerk	*	8,693	8,837	8	24
私人秘書/速記員	Personal secretary/stenographer	*	13,588	13,605	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	9,627	9,627	8	23
旅行社文員/定位員	Travel agency clerk/reservationist	9,378	10,329	10,039	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	9,399	10,160	9,951	8	24
旅遊團領隊/導遊員 (外地)	Travel guide (outbound)/ tour escort	4,930	5,602	5,229	8	26
旅遊顧問	Travel consultant	14,064	13,790	13,822	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		
旅行社及票務代理(續)	Travel agents and airline ticket agents (Cont'd.)					
服務人員	Service workers	6,487	9,637	8,301	8	25
信差/辦公室助理	Messenger/office assistant	6,981	7,003	6,992	8	24
其他非生產級工人	Miscellaneous non-production workers	8,366	7,021	7,777	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	9,107	10,628	10,056	8	25
航空貨運代理業	Air cargo forwarding services					
儲物室/貨倉主任	Store/godown supervisor	15,473	*	15,457	8	25
會計主任	Accounting supervisor	*	17,266	17,347	8	24
推銷員/營業代表	Salesman/sales representative	16,012	*	15,225	8	24
貨運主任	Air freight operation supervisor	15,591	13,647	15,353	8	24
運輸主管/交通事務控制員	Transport supervisor/traffic controller	*	*	14,261	9	25
督導級及技術員級人員	Supervisory and technical workers	15,933	15,223	15,807	8	24
貨倉/採購文員	Stock/purchasing clerk	9,146	*	9,149	8	25
簿記員/會計文員	Bookkeeper/accounting clerk	10,713	10,518	10,554	8	24
普通文員	General office clerk	*	9,725	10,031	8	24
私人秘書/速記員	Personal secretary/stenographer	-	14,733	14,733	8	24
接待員/電話接綫生	Receptionist/telephone operator	*	10,783	10,844	8	24
出入口文件處理/收發文員	Documentation/receiving clerk	9,600	10,046	9,756	8	24
文員級及秘書級人員	Clerical and secretarial workers	9,610	10,380	9,919	8	24
雜工	General worker	9,251	7,652	9,194	8	24
信差/辦公室助理	Messenger/office assistant	8,865	7,355	8,536	8	24
司機	Driver	10,935	-	10,935	8	25
送貨員	Delivery man	7,864	-	7,864	8	25
其他非生產級工人	Miscellaneous non-production workers	9,285	7,472	9,186	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	11,061	11,024	11,052	8	24
運輸服務業	Transport services					
督導級及技術員級人員	Supervisory and technical workers	18,249	17,588	18,124	8	25
文員級及秘書級人員	Clerical and secretarial workers	10,607	11,619	11,244	8	24
服務人員	Service workers	6,487	9,637	8,301	8	25
其他非生產級工人	Miscellaneous non-production workers	9,538	7,288	9,189	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	13,774	12,123	13,143	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		
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	24,593	23,730	24,328	7	23
辦公室主任/行政主任	Office/administrative supervisor	20,364	19,224	19,514	8	23
會計主任	Accounting supervisor	19,823	18,168	18,653	8	23
授信/放款主任	Credit/loans supervisor	17,390	16,946	17,056	8	23
授信分析員	Credit analyst	17,901	19,310	18,470	8	23
往來部主任/存戶部主任	Cash supervisor/deposit account supervisor	19,185	19,419	19,356	8	23
出納主任/總出納員	Cashier/head teller	*	*	18,356	8	23
出入口部主任	Bills supervisor	17,702	16,848	17,122	8	23
外匯主任	Foreign exchange supervisor	21,935	17,964	19,832	8	23
外匯輔助主任/外匯交收結算主任	Foreign exchange back-up/settlement supervisor	*	17,163	16,905	8	23
稽核主任	Audit supervisor	19,642	20,292	20,007	8	24
人事主任	Personnel supervisor	*	20,329	20,434	8	23
客戶服務主任	Customer services officer	18,566	17,343	17,637	8	23
市場/業務發展主任	Marketing/business development officer	23,421	22,042	22,830	8	23
督導級及技術員級人員	<i>Supervisory and technical workers</i>	20,440	18,469	19,239	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	11,809	11,550	11,619	8	23
私人秘書/速記員	Personal secretary/stenographer	*	19,883	19,849	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	12,903	12,856	8	23
電腦/數據輸入操作員	Computer/data entry operator	14,030	*	13,501	8	23
授信/放款文員	Credit/loans clerk	11,354	12,070	11,942	8	23
往來部文員	Cash clerk	12,052	11,762	11,832	8	23
櫃檯員	Teller	11,774	12,320	12,198	8	23
郵件處理文員	Mailing clerk	*	*	10,389	7	23
出入口部文員	Bills clerk	11,797	12,377	12,220	8	23
外匯文員	Foreign exchange clerk	*	11,741	12,041	8	23
人事文員	Personnel clerk	*	12,081	11,346	8	23
外匯頭寸/交收文員	Position/settlement clerk	12,671	12,366	12,482	8	23
業務拓展部文員	Marketing clerk	14,249	13,166	13,499	7	23
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,436	13,438	13,189	8	23
雜工	General worker	*	6,884	7,388	8	23
信差/辦公室助理	Messenger/office assistant	9,067	8,730	8,956	8	23
司機	Driver	14,004	-	14,004	8	23
其他非生產級工人	<i>Miscellaneous non-production workers</i>	11,173	8,580	10,600	8	23
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>	15,289	15,001	15,105	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	30,650	*	30,539	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		
投資及控股公司(續)	Investment and holding companies (Cont'd.)					
辦公室主任/行政主任	Office/administrative supervisor	*	*	16,227	8	23
會計主任	Accounting supervisor	21,993	19,388	20,310	7	23
人事主任	Personnel supervisor	*	17,807	17,794	8	23
督導級及技術員級人員	Supervisory and technical workers	26,016	19,698	23,028	8	23
簿記員/會計文員	Bookkeeper/accounting clerk	14,300	13,334	13,498	8	23
普通文員	General office clerk	*	11,530	11,195	8	24
私人秘書/速記員	Personal secretary/stenographer	-	21,124	21,124	8	23
接待員/電話接綫生	Receptionist/telephone operator	*	10,354	10,388	7	23
文員級及秘書級人員	Clerical and secretarial workers	12,075	15,671	15,132	8	23
雜工	General worker	*	8,148	8,239	7	23
信差/辦公室助理	Messenger/office assistant	8,467	*	8,196	8	23
其他非生產級工人	Miscellaneous non-production workers	8,565	7,989	8,216	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	18,941	15,827	16,681	8	23
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	22,154	24,346	22,546	8	23
辦公室主任/行政主任	Office/administrative supervisor	*	15,978	16,396	7	23
會計主任	Accounting supervisor	14,532	17,548	16,108	7	22
推銷員	Agents/salesman	*	10,923	13,009	7	23
營業/服務監督	Sales/servicing supervisor	*	*	13,344	7	23
核保監督	Underwriting supervisor	17,819	14,945	15,855	7	23
索賠監督	Claims supervisor	13,098	13,502	13,372	7	23
督導級及技術員級人員	Supervisory and technical workers	15,386	13,772	14,702	7	23
簿記員/會計文員	Bookkeeper/accounting clerk	11,267	11,472	11,436	7	23
普通文員	General office clerk	*	10,765	10,845	8	22
私人秘書/速記員	Personal secretary/stenographer	-	16,973	16,973	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	11,719	11,719	7	23
電腦/數據輸入操作員	Computer/data entry operator	12,244	*	13,353	8	22
核保文員	Underwriting clerk	12,475	11,609	11,737	7	23
索賠文員	Claims clerk	*	11,594	11,607	7	22
文員級及秘書級人員	Clerical and secretarial workers	11,798	12,311	12,229	7	23
信差/辦公室助理	Messenger/office assistant	9,589	9,183	9,354	7	22
司機	Driver	13,304	-	13,304	8	23
其他非生產級工人	Miscellaneous non-production workers	13,953	8,929	12,252	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	15,048	13,119	14,052	7	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		
地產租賃業	Real estate leasing					
會計主任	Accounting supervisor	*	17,058	18,242	7	24
督導級及技術員級人員	Supervisory and technical workers	16,354	15,879	16,206	8	25
會計文員	Accounting clerk	*	11,890	12,063	7	24
普通文員	General office clerk	*	9,481	9,470	8	24
文員級及秘書級人員	Clerical and secretarial workers	11,308	10,816	10,909	8	24
樓宇服務員/看更/守衛	Building attendant/caretaker/guard	8,187	*	8,204	10	26
其他非生產級工人	Miscellaneous non-production workers	8,354	8,520	8,392	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	10,835	11,088	10,942	9	25
地產保養管理服務業	Real estate maintenance management					
會計主任	Accounting supervisor	19,461	17,429	18,156	7	23
保養技術員	Maintenance technician	13,505	*	13,525	9	25
屋邨主任/屋宇事務主任	Estate officer/building services officer	14,436	13,354	14,111	8	24
樓宇主任/保安主任/看更主任	Building/security/caretaker supervisor	11,276	*	11,239	10	26
督導級及技術員級人員	Supervisory and technical workers	12,827	14,160	12,985	9	25
會計文員	Accounting clerk	*	10,709	10,820	7	23
普通文員	General office clerk	9,502	9,324	9,351	8	24
文員級及秘書級人員	Clerical and secretarial workers	10,221	9,865	9,916	8	24
樓宇服務員/看更/守衛	Building attendant/caretaker/guard	7,666	7,043	7,609	10	26
其他非生產級工人	Miscellaneous non-production workers	7,695	7,059	7,630	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	8,700	8,961	8,736	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	*	19,956	19,868	8	23
會計主任	Accounting supervisor	*	21,914	21,129	8	23
繪圖員	Draughtsman	18,258	15,690	17,863	8	23
監工(建築師或工程師所僱用)	Clerk of works/inspector/foreman (Architect's/engineer's)	24,369	*	24,321	8	25
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	12,263	*	12,370	8	25
督導級及技術員級人員	Supervisory and technical workers	15,780	17,544	15,942	8	24
簿記員/會計文員	Bookkeeper/accounting clerk	*	13,460	13,589	8	23
普通文員	General office clerk	*	9,189	9,183	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.)					
私人秘書/速記員	Personal secretary/stenographer	*	15,085	15,089	8	23
接待員/電話接綫生	Receptionist/telephone operator	-	9,835	9,835	8	23
文員級及秘書級人員	Clerical and secretarial workers	10,299	12,842	12,622	8	23
雜工	General worker	*	6,439	6,872	8	23
信差/辦公室助理	Messenger/office assistant	7,346	7,507	7,400	8	23
司機	Driver	12,189	*	12,161	8	23
其他非生產級工人	Miscellaneous non-production workers	9,279	6,948	8,290	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	15,281	13,316	14,644	8	24
保安及偵探服務業	Security and detective services					
保安主任	Security supervisor	10,427	*	10,341	11	26
督導級及技術員級人員	Supervisory and technical workers	10,452	11,430	10,567	11	26
簿記員/會計文員	Bookkeeper/accounting clerk	*	9,477	9,517	8	24
普通文員	General office clerk	*	7,035	7,528	8	24
私人秘書/速記員	Personal secretary/stenographer	-	14,875	14,875	7	24
文員級及秘書級人員	Clerical and secretarial workers	*	8,987	9,147	8	24
守衛	Guard	7,039	6,381	6,983	11	26
服務人員	Service workers	7,071	6,388	7,014	11	26
雜工	General worker	*	*	6,336	8	25
其他非生產級工人	Miscellaneous non-production workers	*	6,220	6,161	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	7,413	7,280	7,400	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	15,402	16,603	15,808	8	24
文員級及秘書級人員	Clerical and secretarial workers	12,133	13,145	12,939	8	23
服務人員	Service workers	7,071	6,388	7,014	11	26
其他非生產級工人	Miscellaneous non-production workers	8,058	7,431	7,977	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	10,181	13,207	11,146	9	25
清潔及同類服務業	Sanitary and similar services					
監督/管工	Supervisor/foreman	9,877	8,868	9,540	8	26
督導級及技術員級人員	Supervisory and technical workers	9,877	8,868	9,540	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		
清潔及同類服務業(續)	Sanitary and similar services (Cont'd.)					
簿記員/會計文員	Bookkeeper/accounting clerk	*	10,996	10,905	7	24
普通文員	General office clerk	*	9,381	9,404	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	*	9,929	9,933	8	24
服務人員	<i>Service workers</i>	6,514	*	5,957	8	26
司機	Driver	12,289	*	12,260	8	26
廁所清潔工	Cleaner (lavatory)	*	5,986	6,301	9	26
一般清潔工	Cleaner (general)	5,881	5,325	5,512	8	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	6,151	5,341	5,626	8	26
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>	6,591	5,537	5,952	8	26
汽車及電單車維修 服務業	Motor vehicles/cycles repairing and servicing					
監督/管工	Supervisor/foreman	18,273	-	18,273	8	23
維修服務員/維修款待員	Service advisor/service receptionist	15,832	*	15,617	8	22
督導級及技術員級人員	<i>Supervisory and technical workers</i>	16,258	*	16,165	8	23
普通文員	General office clerk	*	10,890	11,878	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	13,276	11,413	11,893	8	24
雜工	General worker	*	7,259	7,833	8	23
司機	Driver	9,430	-	9,430	8	22
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,961	7,264	8,412	8	23
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>	13,989	10,323	12,887	8	23
理髮及美容服務業	Barber and beauty shops					
剪髮師傅/髮型師	Barber/stylist	10,252	11,731	10,534	9	26
美容顧問/美容師	Beauty consultant/beautician	-	15,058	15,058	9	26
督導級及技術員級人員	<i>Supervisory and technical workers</i>	10,252	13,553	11,381	9	26
收銀員/出納員/接待員	Cashier/receptionist	*	8,939	8,946	9	26
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	*	9,406	9,605	9	26
修甲師	Manicurist/pedicurist	*	13,315	12,421	9	26
洗頭員	Hair washer	5,978	6,285	6,082	9	26
服務人員	<i>Service workers</i>	6,028	7,342	6,509	9	26
雜工	General worker	*	6,647	6,580	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	*	6,647	6,580	9	26
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>	8,509	10,115	9,210	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>	11,530	11,674	11,571	9	25
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	12,891	10,162	10,495	8	25
服務人員	<i>Service workers</i>	6,310	5,984	6,201	9	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	6,263	5,377	5,694	8	26
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>	7,567	6,158	6,768	8	26
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>	16,269	15,326	15,882	8	24
文員級及秘書級人員	<i>Clerical and secretarial workers</i>	11,197	11,452	11,399	8	24
服務人員	<i>Service workers</i>	9,721	7,763	9,073	10	26
其他非生產級工人	<i>Miscellaneous non-production workers</i>	8,509	6,354	7,647	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>	11,942	11,015	11,487	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 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	396	*	395	9	26
工具製造技工 Tool maker	470	-	470	8	24
操作工 Operatives					
電動壓機操作工 Power press operator	*	*	282	9	26
注塑機操作工 Injection moulding machine operator	383	*	368	9	26
平車車工 Lockstitch sewing machine operator	*	254	255	8	26
整熨工 Presser	321	*	310	8	26
切紙機操作工 Guillotining machine operator	454	*	451	8	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4.14段)。
 (see paragraph 4.14 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	19,555	18,647	18,878	8	23
生產部監督 Production supervisor	14,289	17,157	15,501	8	25
船務主任 Shipping supervisor	18,877	17,620	17,911	8	23
樓面部主任 Maitre D'	13,616	12,146	13,143	10	26
總廚師 Chief cook	18,869	*	18,862	9	26
屋邨主任/屋宇事務主任 Estate officer/building services officer	14,613	13,399	14,257	8	24
酒吧主管 Bar supervisor	12,533	*	12,610	9	26
文員級及秘書級人員 Clerical and secretarial workers					
簿記員/會計員 Bookkeeper/accounting clerk	11,839	11,661	11,684	8	24
普通文員 General office clerk	10,330	9,988	10,041	8	24
接待員/電話接綫生 Receptionist/telephone operator	13,292	9,977	10,076	8	24
出入口文件處理/船務文員 Documentation/shipping clerk	10,962	12,310	11,997	8	23
售貨員 Sales clerk/shop assistant	9,538	9,161	9,244	8	25
人事文員 Personnel clerk	10,078	11,140	10,859	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)	9,696	11,050	10,707	8	24
酒樓或餐館接待員 Receptionist (in restaurants)	*	10,680	10,678	10	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	10,696	9,162	10,541	9	26
制服及布草房侍應生 Uniform and linen room attendant	*	7,896	7,832	9	26
廚師 Cook	13,034	10,053	12,946	9	26
初級廚師 Junior cook	8,984	7,414	8,441	9	26
男/女侍應生 Waiter/waitress	9,528	8,564	8,928	9	26
初級侍應生 Bus boy	6,873	6,649	6,685	10	26
其他非生產級工人 Miscellaneous non-production workers					
信差/辦公室助理 Messenger/office assistant	8,401	7,643	8,086	8	24
送貨員 Delivery man	9,040	*	9,019	8	25
洗碟工 Dishwasher	*	6,733	6,733	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。
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).

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

(一九九九年第一季=100)
 (1st Qtr. 1999=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
一九九四年第一季 1st Qtr. 1994	73.0 (+10.7)	73.4 (+11.2)	68.8 (+2.9)	71.8 (+9.9)	65.6 (+18.7)	68.8 (+13.3)
一九九四年第二季 2nd Qtr. 1994	61.8 (+9.2)	60.6 (+8.6)	63.0 (+4.4)	62.5 (+3.9)	65.5 (+19.4)	60.2 (+10.4)
一九九四年第三季 3rd Qtr. 1994	63.2 (+12.7)	61.2 (+4.5)	68.2 (+13.0)	62.8 (+10.0)	70.3 (+14.0)	62.9 (+12.1)
一九九四年第四季 4th Qtr. 1994	66.8 (+16.2)	68.4 (+12.6)	78.1 (+25.7)	68.4 (+2.7)	68.3 (+14.6)	67.7 (+15.2)
一九九五年第一季 1st Qtr. 1995	81.1 (+11.1)	80.4 (+9.6)	77.7 (+13.0)	79.5 (+10.7)	72.1 (+9.8)	76.8 (+11.5)
一九九五年第二季 2nd Qtr. 1995	68.3 (+10.5)	68.1 (+12.5)	71.8 (+14.0)	71.7 (+14.8)	70.6 (+7.8)	68.1 (+13.1)
一九九五年第三季 3rd Qtr. 1995	71.3 (+12.9)	68.2 (+11.5)	76.0 (+11.4)	70.7 (+12.7)	77.9 (+10.9)	70.2 (+11.8)
一九九五年第四季 4th Qtr. 1995	72.6 (+8.6)	77.8 (+13.7)	86.1 (+10.2)	79.1 (+15.7)	75.6 (+10.7)	75.7 (+11.9)
一九九六年第一季 1st Qtr. 1996	86.3 (+6.4)	89.6 (+11.5)	87.2 (+12.2)	90.0 (+13.2)	78.5 (+8.9)	85.3 (+11.1)
一九九六年第二季 2nd Qtr. 1996	75.5 (+10.5)	74.3 (+9.0)	81.5 (+13.5)	78.6 (+9.7)	78.7 (+11.4)	75.7 (+11.2)
一九九六年第三季 3rd Qtr. 1996	74.5 (+4.4)	75.6 (+10.8)	81.0 (+6.6)	76.5 (+8.1)	84.5 (+8.4)	76.3 (+8.6)
一九九六年第四季 4th Qtr. 1996	79.5 (+9.6)	82.5 (+6.1)	93.7 (+8.8)	87.4 (+10.5)	83.0 (+9.8)	83.3 (+10.1)
一九九七年第一季 1st Qtr. 1997	92.0 (+6.7)	96.9 (+8.1)	92.5 (+6.1)	100.5 (+11.7)	87.1 (+11.0)	93.4 (+9.5)
一九九七年第二季 2nd Qtr. 1997	81.9 (+8.5)	79.1 (+6.5)	87.0 (+6.8)	88.3 (+12.3)	88.2 (+12.2)	83.4 (+10.1)
一九九七年第三季 3rd Qtr. 1997	79.4 (+6.6)	80.0 (+5.8)	87.9 (+8.6)	87.3 (+14.1)	94.5 (+11.8)	85.1 (+11.5)
一九九七年第四季 4th Qtr. 1997	88.3 (+11.1)	84.0 (+1.8)	101.9 (+8.8)	98.2 (+12.3)	92.3 (+11.1)	90.9 (+9.1)
一九九八年第一季 1st Qtr. 1998	99.0 (+7.6)	97.3 (+0.4)	100.3 (+8.5)	103.1 (+2.5)	95.3 (+9.5)	98.3 (+5.3)
一九九八年第二季 2nd Qtr. 1998	87.7 (+7.1)	82.5 (+4.4)	89.2 (+2.5)	87.5 (-1.0)	93.9 (+6.4)	87.2 (+4.5)

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

(一九九九年第一季=100)
(1st Qtr. 1999=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
一九九八年第三季 3rd Qtr. 1998	86.0 (+8.3)	82.4 (+3.1)	90.1 (+2.5)	85.1 (-2.5)	99.1 (+4.9)	87.6 (+3.0)
一九九八年第四季 4th Qtr. 1998	90.4 (+2.4)	87.4 (+4.1)	102.0 (#)	95.7 (-2.5)	98.3 (+6.6)	93.8 (+3.2)
一九九九年第一季 1st Qtr. 1999	100.0 (+1.0)	100.0 (+2.8)	100.0 (-0.3)	100.0 (-3.0)	100.0 (+4.9)	100.0 (+1.7)
一九九九年第二季 2nd Qtr. 1999	85.4 (-2.6)	81.1 (-1.7)	85.6 (-4.1)	85.3 (-2.5)	94.1 (+0.2)	86.1 (-1.3)
一九九九年第三季 3rd Qtr. 1999	85.7 (-0.4)	80.3 (-2.6)	85.4 (-5.2)	84.0 (-1.4)	99.4 (+0.3)	86.5 (-1.2)
一九九九年第四季 4th Qtr. 1999	89.3 (-1.2)	86.8 (-0.7)	98.2 (-3.7)	95.0 (-0.7)	96.8 (-1.5)	93.1 (-0.7)
二零零零年第一季 1st Qtr. 2000	100.7 (+0.7)	100.3 (+0.3)	98.6 (-1.4)	99.9 (-0.1)	99.1 (-0.9)	100.1 (+0.1)
二零零零年第二季 2nd Qtr. 2000	86.8 (+1.6)	82.6 (+1.9)	86.3 (+0.9)	86.8 (+1.7)	95.5 (+1.4)	87.7 (+1.9)
二零零零年第三季 3rd Qtr. 2000	86.4 (+0.8)	82.8 (+3.1)	87.4 (+2.4)	85.1 (+1.4)	98.3 (-1.1)	88.1 (+1.9)
二零零零年第四季 4th Qtr. 2000	91.8 (+2.9)	88.6 (+2.0)	99.9 (+1.8)	97.8 (+2.9)	98.1 (+1.3)	94.8 (+1.8)
二零零一年第一季 1st Qtr. 2001	103.7 (+3.0)	102.9 (+2.6)	101.4 (+2.7)	102.4 (+2.5)	99.8 (+0.8)	102.8 (+2.7)

註釋： 括號內數字指按年變動百分率。

Notes: Figures in brackets denote year-on-year percentage changes.

@ 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.

變動在 ± 0.05% 內。

Change within ± 0.05%.

由於薪金總額統計定義有所改變，即再不包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。

With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

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

(一九九九年第一季=100)
 (1st Qtr. 1999=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
一九九四年第一季 1st Qtr. 1994	93.7 (+2.4)	94.2 (+2.9)	88.3 (-4.7)	92.2 (+1.7)	84.2 (+9.9)	88.3 (+4.8)
一九九四年第二季 2nd Qtr. 1994	77.3 (+0.6)	75.7 (#)	78.7 (-3.8)	78.1 (-4.3)	81.9 (+10.0)	75.2 (+1.7)
一九九四年第三季 3rd Qtr. 1994	77.2 (+3.2)	74.8 (-4.3)	83.4 (+3.5)	76.7 (+0.7)	85.9 (+4.4)	76.8 (+2.6)
一九九四年第四季 4th Qtr. 1994	79.6 (+6.2)	81.5 (+3.0)	93.1 (+15.0)	81.5 (-6.1)	81.4 (+4.8)	80.7 (+5.4)
一九九五年第一季 1st Qtr. 1995	94.8 (+1.2)	94.0 (-0.2)	90.9 (+2.9)	93.0 (+0.9)	84.3 (#)	89.8 (+1.6)
一九九五年第二季 2nd Qtr. 1995	78.0 (+0.9)	77.8 (+2.7)	82.0 (+4.1)	81.9 (+4.8)	80.6 (-1.6)	77.7 (+3.3)
一九九五年第三季 3rd Qtr. 1995	80.0 (+3.7)	76.6 (+2.3)	85.3 (+2.3)	79.4 (+3.5)	87.5 (+1.8)	78.8 (+2.6)
一九九五年第四季 4th Qtr. 1995	80.2 (+0.7)	85.9 (+5.4)	95.1 (+2.2)	87.5 (+7.3)	83.6 (+2.6)	83.7 (+3.7)
一九九六年第一季 1st Qtr. 1996	94.4 (-0.5)	98.0 (+4.3)	95.4 (+5.0)	98.5 (+5.9)	85.8 (+1.8)	93.3 (+4.0)
一九九六年第二季 2nd Qtr. 1996	80.8 (+3.6)	79.5 (+2.2)	87.3 (+6.5)	84.2 (+2.9)	84.2 (+4.5)	81.1 (+4.3)
一九九六年第三季 3rd Qtr. 1996	79.1 (-1.2)	80.2 (+4.8)	86.0 (+0.8)	81.2 (+2.3)	89.7 (+2.5)	81.0 (+2.8)
一九九六年第四季 4th Qtr. 1996	82.8 (+3.3)	86.0 (#)	97.6 (+2.5)	91.1 (+4.1)	86.5 (+3.5)	86.8 (+3.8)
一九九七年第一季 1st Qtr. 1997	94.8 (+0.5)	99.9 (+1.9)	95.4 (#)	103.6 (+5.2)	89.8 (+4.6)	96.3 (+3.2)
一九九七年第二季 2nd Qtr. 1997	83.0 (+2.7)	80.1 (+0.8)	88.2 (+1.1)	89.5 (+6.3)	89.4 (+6.2)	84.5 (+4.2)
一九九七年第三季 3rd Qtr. 1997	79.4 (+0.5)	80.0 (-0.4)	87.9 (+2.3)	87.3 (+7.5)	94.5 (+5.3)	85.1 (+5.0)
一九九七年第四季 4th Qtr. 1997	87.2 (+5.4)	83.0 (-3.4)	100.7 (+3.2)	97.0 (+6.5)	91.2 (+5.4)	89.9 (+3.5)
一九九八年第一季 1st Qtr. 1998	97.3 (+2.6)	95.6 (-4.3)	98.6 (+3.3)	101.2 (-2.3)	93.6 (+4.3)	96.6 (+0.3)
一九九八年第二季 2nd Qtr. 1998	85.1 (+2.5)	80.0 (-0.1)	86.6 (-1.8)	84.9 (-5.2)	91.1 (+1.9)	84.5 (+0.1)

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

(一九九九年第一季=100)
(1st Qtr. 1999=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
一九九八年第三季 3rd Qtr. 1998	83.7 (+5.3)	80.2 (+0.3)	87.7 (-0.3)	82.8 (-5.2)	96.4 (+2.0)	85.2 (+0.2)
一九九八年第四季 4th Qtr. 1998	89.9 (+3.1)	87.0 (+4.8)	101.5 (+0.7)	95.2 (-1.8)	97.8 (+7.3)	93.3 (+3.9)
一九九九年第一季 1st Qtr. 1999	100.0 (+2.8)	100.0 (+4.6)	100.0 (+1.5)	100.0 (-1.2)	100.0 (+6.8)	100.0 (+3.6)
一九九九年第二季 2nd Qtr. 1999	86.3 (+1.5)	81.9 (+2.3)	86.4 (-0.2)	86.2 (+1.6)	95.1 (+4.4)	86.9 (+2.8)
一九九九年第三季 3rd Qtr. 1999	88.5 (+5.8)	83.0 (+3.4)	88.2 (+0.6)	86.7 (+4.8)	102.7 (+6.5)	89.4 (+4.9)
一九九九年第四季 4th Qtr. 1999	92.7 (+3.1)	90.2 (+3.7)	101.9 (+0.5)	98.7 (+3.6)	100.6 (+2.8)	96.7 (+3.6)
二零零零年第一季 1st Qtr. 2000	106.0 (+6.0)	105.6 (+5.6)	103.8 (+3.8)	105.2 (+5.2)	104.3 (+4.3)	105.4 (+5.4)
二零零零年第二季 2nd Qtr. 2000	91.8 (+6.4)	87.4 (+6.7)	91.3 (+5.7)	91.8 (+6.6)	101.0 (+6.2)	92.8 (+6.8)
二零零零年第三季 3rd Qtr. 2000	91.9 (+3.8)	88.0 (+6.1)	93.0 (+5.5)	90.6 (+4.4)	104.6 (+1.9)	93.7 (+4.9)
二零零零年第四季 4th Qtr. 2000	97.8 (+5.5)	94.3 (+4.6)	106.4 (+4.4)	104.1 (+5.5)	104.4 (+3.9)	101.0 (+4.4)
二零零一年第一季 1st Qtr. 2001	111.4 (+5.1)	110.5 (+4.7)	108.9 (+4.8)	110.0 (+4.6)	107.2 (+2.8)	110.4 (+4.8)

註釋: (1) 自二零零一年起，就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以一九九九至二零零零年為基期的綜合消費物價指數而計算出來。為方便比較，二零零一年以前的就業人士實質平均薪金指數經以一九九九至二零零零年為基期的綜合消費物價指數再次編製。

Notes: As from 2001, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 1999/2000-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2001 have been re-compiled using the 1999/2000-based Composite CPI.

(2) 括號內數字指按年變動百分率。
Figures in brackets denote year-on-year percentage changes.

@ 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.

變動在 ±0.05%內。
Change within ±0.05%.

由於薪金總額統計定義有所改變，即再不包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。
With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

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

(一九九九年第一季=100)
 (1st Qtr. 1999=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		
		二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001
		211	金屬礦開採業 Metal ore mining	N.A.	N.A.	N.A.	N.A.
219	採石及其他採礦業 Mining, n.e.c.	124.0	107.1	125.0	130.5	114.0	134.2
2	採礦及採石業 Mining and quarrying	124.0	107.1	125.0	130.5	114.0	134.2
311-312	食品製造業 Food manufacturing	87.7	87.6	87.3	92.3	93.3	93.8
313	飲品製造業 Beverage industries	86.6	80.7	89.9	91.2	85.9	96.6
314	煙草製品業 Tobacco manufactures	*	*	*	*	*	*
320-322	服裝製品業 (鞋類除外) Wearing apparel except footwear	101.2	90.8	103.9	106.6	96.7	111.6
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	105.7	90.0	109.3	111.3	95.9	117.4
324	鞋類製造業 (橡膠、塑膠及木質鞋類除外) Footwear, except rubber, plastic and wooden footwear	102.0	75.4	83.1	107.3	80.3	89.2
325-329	紡織製品業 Textiles	85.1	75.8	87.4	89.5	80.7	93.9
331	木材及水松製品業 (傢具除外) Wood and cork products, except furniture	72.5	58.2	60.6	76.3	62.0	65.1
332	傢具及固定裝置製造業 (金屬傢具除外) Furniture and fixtures, except primarily of metal	104.2	106.1	104.7	109.6	113.0	112.4
341	紙張及紙品製造業 Paper and paper products	99.0	95.9	93.1	104.2	102.1	100.0
342	印刷、出版及有關行業 Printing, publishing and allied industries	101.4	98.1	105.8	106.7	104.5	113.7
351-352	化學品及化學產品製造業 Chemicals and chemical products	101.0	88.2	103.9	106.4	94.0	111.6
353-354	石油及煤產品製造業 Products of petroleum and coal	104.5	*	*	110.0	*	*

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

(一九九九年第一季=100)
(1st Qtr.1999=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		
		二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001
		355	橡膠製品業 Rubber products	101.5	73.4	85.9	106.8
356	塑膠製品業 Plastic products	105.1	73.8	106.3	110.6	78.6	114.2
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	107.9	99.9	111.2	113.6	106.4	119.4
371-372	基本金屬製造業 Basic metal industries	100.8	89.1	103.2	106.1	94.9	110.8
380-381	金屬製品業 (機械及設備除外) Fabricated metal products, except machinery and equipment	99.8	93.6	101.7	105.1	99.7	109.2
382	辦公室、會計及計算器材製造業 Office, accounting and computing machinery	115.4	76.5	113.5	121.5	81.5	121.9
383	收音機、電視機及通訊設備與器材製造業 Radio, television & communication equipment and apparatus	99.9	80.5	85.5	105.1	85.7	91.8
384	電子零件製造業 Electronic parts and components	102.1	107.5	103.3	107.4	114.5	111.0
385	家庭電器用具及電子玩具製造業 Electrical appliances & houseware and electronic toys	63.6	75.8	66.9	66.9	80.7	71.9
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.	100.3	76.7	103.2	105.6	81.6	110.9
388	運輸設備製造業 Transport equipment	87.6	93.3	91.0	92.2	99.3	97.7
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	103.2	84.8	108.1	108.6	90.4	116.1
390-391	其他產品製造業 Manufacturing industries, n.e.c.	105.5	79.7	106.7	111.0	84.9	114.6
3	製造業 Manufacturing	100.7	91.8	103.7	106.0	97.8	111.4

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.

(一九九九年第一季=100)
 (1st Qtr.1999=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		
		二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001
411	電力及燃氣業 Electricity and gas	99.2	122.7	97.5	104.5	130.7	104.7
4	電力及燃氣業 Electricity and gas	99.2	122.7	97.5	104.5	130.7	104.7
611-612	批發業 Wholesale	95.5	81.1	94.2	100.6	86.4	101.2
621	零售業 Retail	98.8	86.5	101.1	104.0	92.1	108.6
631-632	進出口貿易業 Import/export	102.5	90.3	105.0	107.8	96.2	112.8
641	飲食業 Restaurants	93.1	85.5	92.0	98.0	91.0	98.8
651	酒店及旅舍業 Hotels and boarding houses	96.3	81.7	99.5	101.4	87.0	106.9
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	100.3	88.6	102.9	105.6	94.3	110.5
711	陸路客運業 Land passenger transport	102.5	103.6	100.5	107.9	110.4	108.0
713	陸路運輸輔助服務業 Supporting services to land transport	96.8	78.1	99.0	101.9	83.1	106.3
714	遠洋及沿岸海上運輸業 Ocean and coastal water transport	97.9	102.8	100.8	103.1	109.5	108.3
715	港內海上運輸業 Inland water transport	81.5	77.9	74.3	85.8	82.9	79.8
716	海上運輸輔助服務業 Supporting services to water transport	101.2	107.7	108.9	106.6	114.7	117.0
717	空運業 Air transport	105.0	105.5	115.5	110.5	112.4	124.0
718	其他與運輸有關的服務業 Services incidental to transport	95.9	89.8	94.0	101.0	95.6	101.0
721	倉庫業 Storage	93.2	93.7	94.6	98.1	99.7	101.6
731	通訊業 Communications	91.3	96.9	93.8	96.1	103.1	100.8

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.

(一九九九年第一季=100)
 (1st Qtr.1999=100)

香港標準 行業分類 編碼	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		
		二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001
7	運輸、倉庫及通訊業 <i>Transport, storage and communications</i>	98.6	99.9	101.4	103.8	106.4	108.9
811	銀行業 Banking	101.3	100.1	108.0	106.6	106.6	116.0
812	金融及投資公司 Finance and investment companies	90.7	90.4	93.7	95.5	96.3	100.6
813	證券、期貨及金銀經紀、交易與服務業 Stock, commodity and bullion brokers, exchanges and services	108.8	110.1	114.3	114.6	117.3	122.8
819	其他金融機構 Financial institutions, n.e.c.	106.3	101.6	111.2	111.9	108.2	119.5
821	保險業 Insurance	89.0	110.5	92.7	93.7	117.7	99.6
831	地產業 Real estate	101.7	97.1	103.5	107.1	103.5	111.2
832	機械及設備租賃業 Rental of machinery and equipment	96.8	83.2	95.1	101.9	88.6	102.2
833	商用服務業（機械及設備租賃除外） Business services except rental of machinery and equipment	99.7	100.2	100.5	104.9	106.7	108.0
8	金融、保險、地產及商用服務業 <i>Financing, insurance, real estate and business services</i>	99.9	97.8	102.4	105.2	104.1	110.0
921	清潔及同類服務業 Sanitary and similar services	99.7	94.4	100.5	104.9	100.6	108.0
931	教育服務業 Education services	101.3	101.2	102.5	106.7	107.8	110.1
932	研究及科學機構 Research and scientific institutes	105.8	126.1	114.8	111.4	134.3	123.3
933	醫療、牙科及其他保健服務業 Medical, dental and other health services	104.6	105.3	106.1	110.1	112.2	113.9
934	福利機構 Welfare institutions	101.8	95.4	102.6	107.2	101.6	110.2
935	商會 Business associations	105.2	105.5	107.3	110.7	112.4	115.3

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

(一九九九年第一季=100)
(1st Qtr.1999=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		
		二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001	二零零零年 第一季 1st Qtr. 2000	二零零零年 第四季 4th Qtr. 2000	二零零一年 第一季 1st Qtr. 2001
		939	其他社會及有關社區服務業 Miscellaneous social and related community services	96.0	89.1	101.3	101.0
940-941	電影及其他娛樂服務業 Motion pictures and other entertainment services	92.5	80.1	99.6	97.3	85.3	107.0
942	圖書館、博物館及文化服務業 Libraries, museums and cultural services	91.1	125.4	95.3	95.9	133.6	102.3
949	其他娛樂及康樂服務業 Miscellaneous amusement and recreational services	94.4	91.3	92.5	99.4	97.3	99.4
951	維修服務業 Repair services	103.0	97.9	105.9	108.4	104.3	113.7
952	洗熨、乾洗、衣物修補及有關服務業 Laundry, dry cleaning and garment services	70.5	65.4	72.6	74.2	69.7	78.0
959	其他個人服務業 Miscellaneous personal services	94.2	93.7	97.2	99.1	99.8	104.5
9	社區、社會及個人服務業 <i>Community, social and personal services</i>	99.1	98.1	99.8	104.3	104.4	107.2
	所有上列行業類別@ <i>All above industry sectors</i>	100.1	94.8	102.8	105.4	101.0	110.4

註釋：自二零零一年起，就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以一九九九年第一季為基期的綜合消費物價指數而計算出來。為方便比較，二零零一年以前的就業人士實質平均薪金指數經以一九九九年第一季為基期的綜合消費物價指數再次編製。

Notes: As from 2001, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 1999/2000-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2001 have been re-compiled using the 1999/2000-based 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4.14段)。

(see paragraph 4.14 in Part IV of this report).

由於薪金總額統計定義有所改變，即再不包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

表 14 按行業類別劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數按季變動
Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Sector

(一九九九年第一季=100)
(1st Qtr. 1999=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
一九九四年第一季 1st Qtr. 1994	+5.2 (+26.9)	+3.0 (+20.8)	+8.6 (+10.7)	-2.3 (+7.9)	+7.2 (+10.1)	+4.7 (+17.2)
一九九四年第二季 2nd Qtr. 1994	+2.2 (-15.3)	+1.8 (-17.4)	+2.2 (-8.4)	-0.2 (-13.0)	+4.4 (-0.2)	+1.7 (-12.5)
一九九四年第三季 3rd Qtr. 1994	+3.2 (+2.2)	+1.2 (+1.1)	+6.9 (+8.3)	+5.4 (+0.4)	+0.2 (+7.3)	+4.1 (+4.4)
一九九四年第四季 4th Qtr. 1994	+3.9 (+5.8)	+5.6 (+11.8)	+4.8 (+14.6)	-0.4 (+9.0)	+2.3 (-2.8)	+3.4 (+7.7)
一九九五年第一季 1st Qtr. 1995	+2.1 (+21.3)	+1.1 (+17.5)	-0.7 (-0.6)	+5.4 (+16.2)	+2.9 (+5.5)	+2.3 (+13.4)
一九九五年第二季 2nd Qtr. 1995	+0.7 (-15.7)	+4.1 (-15.3)	+2.4 (-7.6)	+4.2 (-9.8)	+1.7 (-2.0)	+2.7 (-11.3)
一九九五年第三季 3rd Qtr. 1995	+5.8 (+4.4)	+0.4 (+0.1)	+5.2 (+5.8)	+3.1 (-1.3)	+3.8 (+10.4)	+3.1 (+3.2)
一九九五年第四季 4th Qtr. 1995	-1.2 (+1.7)	+7.1 (+14.0)	+2.1 (+13.3)	+1.7 (+11.9)	+2.0 (-3.0)	+2.8 (+7.8)
一九九六年第一季 1st Qtr. 1996	+2.1 (+18.9)	-0.1 (+15.3)	+2.4 (+1.2)	+3.7 (+13.7)	+1.2 (+3.7)	+2.5 (+12.7)
一九九六年第二季 2nd Qtr. 1996	+3.0 (-12.5)	+1.3 (-17.1)	+3.2 (-6.5)	+1.5 (-12.6)	+3.5 (+0.3)	+2.4 (-11.2)
一九九六年第三季 3rd Qtr. 1996	+1.0 (-1.3)	+2.2 (+1.8)	-0.3 (-0.6)	+1.0 (-2.7)	+1.9 (+7.4)	+1.0 (+0.8)
一九九六年第四季 4th Qtr. 1996	+1.9 (+6.7)	+2.4 (+9.2)	+2.5 (+15.7)	+3.1 (+14.3)	+2.6 (-1.7)	+3.3 (+9.2)
一九九七年第一季 1st Qtr. 1997	+1.7 (+15.7)	+2.1 (+17.4)	+0.5 (-1.2)	+5.8 (+15.0)	+2.6 (+4.9)	+2.8 (+12.1)
一九九七年第二季 2nd Qtr. 1997	+3.3 (-11.0)	-0.4 (-18.4)	+4.3 (-5.9)	+2.4 (-12.1)	+4.5 (+1.4)	+2.7 (-10.7)
一九九七年第三季 3rd Qtr. 1997	-0.2 (-3.0)	+1.6 (+1.1)	+1.6 (+1.0)	+2.2 (-1.2)	+2.2 (+7.0)	+2.2 (+2.0)
一九九七年第四季 4th Qtr. 1997	+5.1 (+11.1)	-1.5 (+5.1)	+2.0 (+15.9)	+0.7 (+12.5)	+1.1 (-2.3)	+0.6 (+6.9)
一九九八年第一季 1st Qtr. 1998	-0.1 (+12.2)	+0.8 (+15.8)	-0.3 (-1.6)	-2.4 (+5.0)	+1.3 (+3.3)	-0.1 (+8.1)
一九九八年第二季 2nd Qtr. 1998	+2.3 (-11.4)	+3.5 (-15.2)	-0.1 (-11.1)	-1.0 (-15.1)	+1.7 (-1.4)	+1.9 (-11.3)
一九九八年第三季 3rd Qtr. 1998	+0.6 (-1.9)	+0.3 (-0.1)	+1.1 (+1.0)	+0.2 (-2.7)	+0.9 (+5.5)	+0.7 (+0.5)

表 14 按行業類別劃分的經季節性調整及未經季節性調整的就業人士名義平均薪金指數按季變動 --- 續頁
 Table 14 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Nominal Indices of Payroll per Person Engaged Analysed by Industry Sector --- Cont'd.

(一九九九年第一季=100)
 (1st Qtr. 1999=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
一九九八年第四季 4th Qtr. 1998	-0.7 (+5.0)	-0.4 (+6.0)	-0.7 (+13.2)	-0.1 (+12.5)	+2.2 (-0.7)	+0.3 (+7.1)
一九九九年第一季 1st Qtr. 1999	-1.1 (+10.7)	-0.6 (+14.4)	-1.2 (-1.9)	-1.7 (+4.5)	-0.2 (+1.7)	-1.0 (+6.6)
一九九九年第二季 2nd Qtr. 1999	-0.9 (-14.6)	-1.1 (-18.9)	-2.7 (-14.5)	-0.6 (-14.7)	-2.6 (-5.9)	-1.0 (-13.9)
一九九九年第三季 3rd Qtr. 1999	+1.8 (+0.3)	-0.5 (-0.9)	-0.6 (-0.2)	+1.0 (-1.6)	+1.2 (+5.6)	+0.5 (+0.5)
一九九九年第四季 4th Qtr. 1999	-1.0 (+4.1)	+1.6 (+8.1)	+0.9 (+15.0)	# (+13.2)	-0.2 (-2.5)	+0.7 (+7.7)
二零零零年第一季 1st Qtr. 2000	+0.7 (+12.8)	+0.3 (+15.5)	+0.6 (+0.5)	-0.2 (+5.1)	+0.4 (+2.3)	# (+7.5)
二零零零年第二季 2nd Qtr. 2000	+0.4 (-13.8)	+0.5 (-17.7)	+0.3 (-12.5)	+1.1 (-13.1)	+0.1 (-3.7)	+0.8 (-12.4)
二零零零年第三季 3rd Qtr. 2000	+0.6 (-0.4)	+0.7 (+0.2)	+0.6 (+1.3)	+0.5 (-1.9)	-1.2 (+3.0)	+0.4 (+0.5)
二零零零年第四季 4th Qtr. 2000	+1.3 (+6.3)	+0.4 (+7.0)	+0.4 (+14.3)	+1.3 (+14.9)	+1.9 (-0.3)	+0.5 (+7.6)
二零零一年第一季 1st Qtr. 2001	+0.6 (+12.9)	+0.8 (+16.2)	+1.2 (+1.4)	-0.1 (+4.7)	-0.1 (+1.8)	+0.9 (+8.4)

註釋： 括號內數字指未經季節性調整的按季變動百分率。

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

經季節性調整的數列會因應最新數據的趨勢而作定時調整。

The seasonally adjusted data series is subject to routine revision when more up-to-date figures become available.

@ 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.

變動在 ±0.05%內。

Change within ±0.05%.

由於薪金總額統計定義有所改變，即不再包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。

With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

表 15 按行業類別劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數按季變動
Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Sector

(一九九九年第一季=100)
(1st Qtr. 1999=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
一九九四年第一季 1st Qtr. 1994	+3.0 (+25.0)	+1.5 (+18.9)	+7.0 (+9.0)	-3.7 (+6.2)	+5.2 (+8.4)	+3.0 (+15.4)
一九九四年第二季 2nd Qtr. 1994	+0.4 (-17.5)	-0.4 (-19.6)	+0.1 (-10.8)	-2.3 (-15.3)	+2.0 (-2.8)	-0.6 (-14.8)
一九九四年第三季 3rd Qtr. 1994	+0.4 (-0.1)	-1.5 (-1.2)	+4.2 (+5.9)	+2.7 (-1.8)	-2.1 (+4.9)	+1.4 (+2.1)
一九九四年第四季 4th Qtr. 1994	+1.4 (+3.1)	+2.9 (+9.0)	+2.0 (+11.7)	-2.9 (+6.3)	-0.1 (-5.2)	+0.9 (+5.0)
一九九五年第一季 1st Qtr. 1995	-0.3 (+19.1)	-0.8 (+15.3)	-2.6 (-2.4)	+3.3 (+14.0)	+0.6 (+3.5)	+0.2 (+11.3)
一九九五年第二季 2nd Qtr. 1995	-0.8 (-17.8)	+2.1 (-17.3)	+0.6 (-9.8)	+2.2 (-12.0)	-0.4 (-4.4)	+0.6 (-13.4)
一九九五年第三季 3rd Qtr. 1995	+3.4 (+2.6)	-1.6 (-1.5)	+3.0 (+4.1)	+0.9 (-3.0)	+1.8 (+8.5)	+1.1 (+1.4)
一九九五年第四季 4th Qtr. 1995	-2.5 (+0.2)	+5.4 (+12.2)	+0.4 (+11.5)	+0.2 (+10.2)	+0.6 (-4.5)	+1.2 (+6.1)
一九九六年第一季 1st Qtr. 1996	+0.7 (+17.7)	-1.2 (+14.1)	+1.1 (+0.2)	+2.3 (+12.6)	-0.1 (+2.7)	+1.2 (+11.6)
一九九六年第二季 2nd Qtr. 1996	+1.5 (-14.4)	-0.3 (-18.9)	+1.7 (-8.5)	-0.1 (-14.5)	+1.8 (-1.9)	+0.6 (-13.1)
一九九六年第三季 3rd Qtr. 1996	-0.3 (-2.1)	+1.0 (+0.9)	-1.5 (-1.5)	-0.2 (-3.6)	+0.7 (+6.5)	-0.1 (-0.1)
一九九六年第四季 4th Qtr. 1996	+0.1 (+4.7)	+0.3 (+7.1)	+0.6 (+13.5)	+1.4 (+12.2)	+0.7 (-3.6)	+1.4 (+7.2)
一九九七年第一季 1st Qtr. 1997	+0.3 (+14.6)	+1.0 (+16.2)	-0.9 (-2.2)	+4.2 (+13.8)	+1.3 (+3.8)	+1.6 (+10.9)
一九九七年第二季 2nd Qtr. 1997	+2.1 (-12.5)	-1.6 (-19.8)	+3.2 (-7.5)	+1.3 (-13.6)	+3.3 (-0.4)	+1.4 (-12.3)
一九九七年第三季 3rd Qtr. 1997	-1.8 (-4.2)	# (-0.2)	-0.1 (-0.3)	+0.5 (-2.4)	+0.3 (+5.7)	+0.6 (+0.7)
一九九七年第四季 4th Qtr. 1997	+3.8 (+9.8)	-2.8 (+3.8)	+0.6 (+14.5)	-0.2 (+11.1)	# (-3.5)	-0.5 (+5.6)
一九九八年第一季 1st Qtr. 1998	-0.8 (+11.5)	+0.1 (+15.1)	-1.0 (-2.1)	-3.5 (+4.3)	+0.5 (+2.7)	-0.9 (+7.5)
一九九八年第二季 2nd Qtr. 1998	+1.5 (-12.6)	+2.7 (-16.3)	-0.8 (-12.2)	-1.7 (-16.2)	+1.1 (-2.7)	+1.0 (-12.4)
一九九八年第三季 3rd Qtr. 1998	+0.6 (-1.6)	+0.3 (+0.2)	+1.2 (+1.3)	+0.2 (-2.4)	+0.6 (+5.8)	+0.5 (+0.8)

表 15 按行業類別劃分的經季節性調整及未經季節性調整的就業人士實質平均薪金指數按季變動 --- 續頁
 Table 15 Quarter-to-quarter Rates of Change in the Seasonally Adjusted and Seasonally Unadjusted Series of Real Indices of Payroll per Person Engaged Analysed by Industry Sector --- Cont'd.

(一九九九年第一季=100)
 (1st Qtr. 1999=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
一九九八年第四季 4th Qtr. 1998	+1.4 (+7.4)	+1.8 (+8.5)	+1.3 (+15.7)	+2.5 (+15.1)	+4.7 (+1.5)	+2.9 (+9.5)
一九九九年第一季 1st Qtr. 1999	-0.6 (+11.2)	-0.2 (+15.0)	-0.9 (-1.4)	-1.7 (+5.0)	+0.2 (+2.2)	-0.8 (+7.1)
一九九九年第二季 2nd Qtr. 1999	+0.5 (-13.7)	+0.4 (-18.1)	-1.1 (-13.6)	+0.9 (-13.8)	-1.0 (-4.9)	+0.3 (-13.1)
一九九九年第三季 3rd Qtr. 1999	+3.8 (+2.6)	+1.4 (+1.3)	+1.3 (+2.1)	+3.1 (+0.6)	+2.8 (+8.0)	+2.3 (+2.8)
一九九九年第四季 4th Qtr. 1999	-0.4 (+4.7)	+2.1 (+8.7)	+1.4 (+15.6)	+0.9 (+13.8)	+0.6 (-2.0)	+1.7 (+8.2)
二零零零年第一季 1st Qtr. 2000	+1.9 (+14.4)	+1.5 (+17.1)	+1.7 (+1.9)	+0.5 (+6.5)	+1.6 (+3.7)	+1.0 (+8.9)
二零零零年第二季 2nd Qtr. 2000	+1.3 (-13.4)	+1.5 (-17.2)	+1.5 (-12.0)	+2.0 (-12.7)	+1.2 (-3.1)	+1.7 (-11.9)
二零零零年第三季 3rd Qtr. 2000	+0.8 (+0.1)	+1.0 (+0.7)	+0.7 (+1.9)	+0.8 (-1.4)	-1.5 (+3.6)	+0.5 (+1.0)
二零零零年第四季 4th Qtr. 2000	+1.6 (+6.4)	+0.5 (+7.1)	+0.6 (+14.4)	+1.7 (+15.0)	+2.3 (-0.2)	+1.2 (+7.7)
二零零一年第一季 1st Qtr. 2001	+1.1 (+13.9)	+1.5 (+17.2)	+1.6 (+2.3)	+0.1 (+5.6)	+0.6 (+2.7)	+1.4 (+9.4)

註釋：自二零零一年起，就業人士實質平均薪金指數是以就業人士名義平均薪金指數扣除以一九九九至二零零零年為基期的綜合消費物價指數而計算出來。為方便比較，二零零一年以前的就業人士實質平均薪金指數經以一九九九至二零零零年為基期的綜合消費物價指數再次編製。

Notes: As from 2001, the Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 1999/2000-based Composite CPI. To facilitate comparison, Real Indices of Payroll per Person Engaged prior to 2001 have been re-compiled using the 1999/2000-based Composite CPI.

括號內數字指未經季節性調整的按季變動百分率。

Figures in brackets denote seasonally unadjusted quarter-to-quarter percentage changes.

經季節性調整的數列會因應最新數據的趨勢而作定時調整。

The seasonally adjusted data series is subject to routine revision when more up-to-date figures become available.

@ 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.

變動在 ±0.05% 內。

Change within ±0.05%.

由於薪金總額統計定義有所改變，即再不包括遣散費及停職費，政府統計處已編製了以一九九九年第一季為基期的新的就業人士平均薪金指數數列，以取代以一九九四年第一季為基期的舊數列。新數列由統計期一九九九年第一季開始。

With the revision of the definition of payroll statistics by excluding severance and termination payments, a new 1Q 1999-based index of payroll per person engaged has been compiled, which starts from the reference quarter of 1Q 1999. This new statistical series will replace the old series of 1Q 1994-based payroll indices.

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
1 st	1-digit	Industry Sector
2 nd	3-digit	Major Industry Group
3 rd	4-digit	Industry Group
4 th	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:

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

而
where

- P_t = 指定行業在 t 期的就業人士平均薪金指數；
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^o = 第 i 個選定機構單位在基期的倍大因子；
grossing-up factor for the ith establishment sampled at base period;
- a_i^o = 第 i 個選定機構單位在基期(即一九九九年第一季)的整體薪金總額；
total payroll for the ith establishment sampled at base period (i.e. first quarter 1999);
- b_i^o = 第 i 個選定機構單位在基期(即一九九九年第一季)的就業人數。
number of persons engaged in the ith establishment sampled at base period (i.e. first quarter 1999).

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 <i>Manufacturing</i>			
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 <i>Electricity and gas</i>			
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 <i>Wholesale, retail and import/export trades, restaurants and hotels</i>			
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. 汽車及電單車維修服務業	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.



Subscription Form

Quarterly Report of Wage and Payroll Statistics (2001 Issues)

To : Wages and Labour Costs Statistics Section, Census and Statistics Department
20/F., Wanchai Tower, 12 Harbour Road, Wan Chai, Hong Kong.
(Tel. No. : (852) 2582 5083, Fax : (852) 2827 2296)

Please tick (✓) in the appropriate box (□).

							(HK\$)
	Issue	Date of publication	Price per copy	Local postage	Total price (a)	No. of copies required (b)	Total amount (a) x (b)
<input type="checkbox"/>	Quarterly Report of Wage and Payroll Statistics March 2001 (J55010101B0)	Late Jun. 2001	26.0	9.0	35.0		
<input type="checkbox"/>	Quarterly Report of Wage and Payroll Statistics June 2001 (J55010102B0)	Late Sep. 2001	26.0	9.0	35.0		
<input type="checkbox"/>	Quarterly Report of Wage and Payroll Statistics September 2001 (J55010103B0)	Late Dec. 2001	26.0	9.0	35.0		
<input type="checkbox"/>	Quarterly Report of Wage and Payroll Statistics December 2001 (J55010104B0)	Late Mar. 2002	26.0	9.0	35.0		
TOTAL							

I enclose a cheque * (No. _____) of HK\$ _____ for the payment of the above order.
(Cheque should be crossed and made payable to 'The Government of the Hong Kong Special Administrative Region'.)

Subscriber's Information

Name : _____ Address : _____
Title of Post : _____
Department : _____
Name of : _____ Tel. No. : _____ Fax No. : _____
Organization _____ Date : _____

Major type of business of organization :

- | | |
|---|--|
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Wholesales, retail and import/export trades, restaurants and hotels |
| <input type="checkbox"/> Transport services | <input type="checkbox"/> Financing, insurance, real estate and business services |
| <input type="checkbox"/> Personal services | <input type="checkbox"/> Others, please specify _____ |

Type of readers (more than one choice allowed) :

- | | | |
|--|---|--|
| <input type="checkbox"/> Manager | <input type="checkbox"/> Analyst / researcher | <input type="checkbox"/> Marketing / promotional personnel |
| <input type="checkbox"/> Teaching staff / lecturer | <input type="checkbox"/> Student | <input type="checkbox"/> Others, please specify _____ |

Type of subscriber :

- Organization Individual

Do you want to receive promotional materials of other publications of this department?

- Yes No

* For mailings to addresses outside Hong Kong, please do not send in a cheque now. The required postage will be advised upon receipt of order.

The information provided herein will only be used for processing your order of publications and will not be disclosed to parties which are not involved in the subscription of these publications. You may seek access to or correction of the information by addressing your request to the Data Controlling Officer, Census and Statistics Department, 21/F, Wanchai Tower, 12 Harbour Road, Wan Chai, Hong Kong.



6/2001 J55010101B0 \$26

香港特別行政區政府新聞處設計封面 政府印務局印製
Cover Designed by the Information Services Department
Printed by the Printing Department
Hong Kong Special Administrative Region Government