

主題性住戶統計調查 第一號報告書

Thematic Household Survey Report No.1

就業的關注事項及培訓需要
Employment Concerns and Training Needs

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二零零零年十一月
November 2000

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1 引言 Introduction

背景

1.1 為了應付各決策局與政府部門對各類社會事項的統計數據的需求，政府統計處於一九九九年開始進行一系列的主題性住戶統計調查。統計處將各決策局及政府部門就其所需各類社會事項的統計資料而提議進行的專題訪問結集，組成不同的主題性住戶統計調查，然後外判予私營市場調查公司進行。

1.2 每一輪的主題性住戶統計調查均是獨立及涵蓋全港的統計調查，並且委托私營市場調查公司進行。統計處在這些統計調查中擔任協調及管理的角色，並負責監察承辦商的工作，以確保承辦商所提供的服務能夠符合統計標準。

本報告書所包括的專題

1.3 香港在全球貿易和投資一體化及自由化，與資訊科技和電子商貿快速發展的影響下，正在邁向高增值及知識型經濟。此外，中國即將加入世界貿易組織，這亦會加快香港經濟轉型的步伐。

1.4 有見及此，政府統計處在二零零零年四月至六月期間，進行了一項主題性住戶統計調查，搜集有關勞動人口對其就業的關注事項及培訓需要等資料。調查結果將有助政府在經濟轉型的情況下，制定有關的勞工政策。

統計調查方法簡述

1.5 此項主題性住戶統計調查的外勤工作外判予一間私營市場調查公司進行；而資料處理及分析的工作則由統計處負責。

Background

1.1 In order to meet the requests from policy bureaux and government departments for statistical data on selected social issues, the Census and Statistics Department (C&SD) started a series of Thematic Household Survey (THS) in 1999 such that certain enquiries for statistical information on social topics proposed by individual bureaux / departments would be packaged together to form different rounds of THS and contracted-out to private research firms.

1.2 Each round of THS is an independent, territory-wide survey commissioned to a private research firm. The C&SD plays a co-ordination and management role in the THS and is responsible for monitoring the work of the contractor to ensure that the service delivered by the contractor in connection with the THS is statistically acceptable.

Topic included in this report

1.3 Hong Kong has been undergoing transformation into a higher value added and knowledge-based economy, induced by globalisation and liberalisation of trade and investment, and rapid development of information technology and e-commerce. The impending accession of China to the World Trade Organisation is expected to speed up such a process.

1.4 In light of this, a round of THS on employment concerns and training needs was conducted during April to June 2000 to collect the views of the labour force on their employment concerns and training needs. The survey results will help the Government formulate the relevant labour policies under the economic transformation.

Brief description of survey method

1.5 In this round of THS, the fieldwork was contracted-out to a private research firm while the work of data processing and analysis was carried out by the C&SD.

1.6 在經科學方法抽選的樣本內，約8 100個住戶接受了訪問，回應率為73%。在這些受訪住戶內，對於所有十五歲及以上而界定為從事經濟活動的人士，統計員詢問他們對有關其就業關注事項的意見、對自己創業的冀望、參加培訓/再培訓課程的情況及對政府幫助受經濟轉型影響的勞動人口所扮演角色的期望。

1.7 根據從受訪住戶所搜集的資料，可推論全香港人口的有關情況(有關統計調查方法及所涵蓋的人口範圍，請參閱附錄)。

概念及定義

1.8 從事經濟活動人口，即勞動人口，可分為就業人口及失業人口。勞動人口指十五歲及以上陸上非住院人口，並符合下列就業人口或失業人口定義的人士。入住酒店的旅客和公共機構/社團院舍的住院人士及水上居民並不包括在內。

就業人口

由所有就業人士構成。一名十五歲或以上人士如符合下列情況，可界定為就業人士：

- (a) 統計前七天內從事一些工作賺取薪酬或利潤；**或**
- (b) 有一份正式工作(即該人士持續支取工資或薪金；**或**已獲保證或已有既定日期返回工作崗位或所經營之業務；**或**正支取補償費而無須接受其他工作)。

失業人口

1) 由所有失業人士構成。一名十五歲或以上

1.6 Some 8 100 households within a scientifically selected sample were successfully enumerated, constituting a response rate of 73%. In these households, all persons aged 15 and over classified to be economically active were asked their views on different issues of concern to their employment, their aspirations for setting up own business, their attendance of training / retraining courses and their expectations for the role played by the Government to help the labour force under the economic transformation.

1.7 Based on the information collected from the interviewed households, the situation related to the entire population in Hong Kong can be inferred (please see Appendix for more detailed description of the survey methodology and the survey coverage).

Concepts and definitions

1.8 The economically active population, synonymous with the labour force, comprises the employed population and the unemployed population. The labour force refers to the land-based non-institutional population aged 15 and over who satisfy the criteria for inclusion in the employed population or the unemployed population as defined below. Hotel transients, inmates of institutions and persons living on board vessels are excluded.

The employed population

This comprises all employed persons. For a person aged 15 or over to be classified as employed, that person should :

- (a) be engaged in performing work for pay or profit during the seven days before enumeration; **or**
- (b) have formal job attachment (i.e. that the person has continued receipt of wage or salary; **or** has an assurance or an agreed date of return to job or business; **or** is in receipt of compensation without obligation to accept another job).

The unemployed population

1) This comprises all unemployed persons.

人士如符合下列情況，便界定為失業人士：

- (a) 在統計前七天內並無職位，且並無為賺取薪酬或利潤而工作；**及**
- (b) 在統計前七天內隨時可工作；**及**
- (c) 在統計前三十天內有找尋工作。

另外，一名十五歲或以上的人士，如果他/她符合上述(a)和(b)的條件，但由於相信沒有工作可做而在統計前三十天內沒有找尋工作，亦會被界定為失業，即所謂「因灰心而不求職的人士」。

2) 除上述情況外，下列人士亦視作失業人士：

- (a) 並無職位，有找尋工作，但由於暫時生病而不能工作的人士；**及**
- (b) 並無職位，且隨時可工作，但由於下列原因並無須找尋工作的人士：
 - i) 已為於稍後時間擔當的新工作或開展的業務作出安排；**及**
 - ii) 正期待返回原來的工作崗位(例如散工在有需要時通常會獲通知開工)。

資料的局限

1.9 有關就業人士及失業人士的數目及特徵的估值，可以從這項統計調查及政府統計處進行的綜合住戶統計調查所搜集的資料計算得到。但由於這項統計調查的樣本規模較小及回應率較低，若要研究勞動人口的概況，應參考綜合住戶統計調查所取得的統計數據。

For a person aged 15 or over to be classified as unemployed, that person should :

- (a) not have had a job and should not have performed any work for pay or profit during the seven days before enumeration; **and**
- (b) have been available for work during the seven days before enumeration; **and**
- (c) have sought work during the thirty days before enumeration.

Besides, if a person aged 15 or over fulfils the conditions (a) and (b) above but has not sought work during the thirty days before enumeration because he / she believed that work was not available, he / she is still classified as unemployed, being regarded as a so-called 'discouraged worker'.

2) Notwithstanding the above, the following types of persons are also classified as unemployed :

- (a) persons without a job, have sought work but have not been available for work because of temporary sickness; **and**
- (b) persons without a job, have been available for work but have not sought work because they:
 - i) have made arrangements to take up a new job or to start business at a subsequent date; **or**
 - ii) were expecting to return to their original jobs (e.g. casual workers are usually called back to work when service is needed).

Limitations of the data

1.9 Estimates pertaining to the numbers and general profiles of employed and unemployed persons could be derived from the results of this survey as well as from the results of the General Household Survey (GHS) conducted by the C&SD. Given the constraints that this survey has a much smaller size and lower response rate as compared with the GHS, users of data who wish to study the characteristics of the labour force in general are advised to refer to the statistics obtained from the GHS.

數字進位

1.10 由於進位關係，統計表內個別項目加起來可能與總數略有出入。

代號

1.11 ‘-’ 代表「零」。

Rounding of figures

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

Symbol

1.11 ‘-’ signifies nil.

2 摘要 Executive Summary

有關就業機會的關注事項

對現時就業的前景的意見

2.1 根據統計調查的結果，在統計時的 2 933 400名就業人士當中，36.8%對所從事的行業類別的前景抱樂觀態度，他們預期這些行業類別在未來幾年有快速或穩步的發展。與此同時，35.7%預期有關行業類別有緩慢發展，而 21.2%則預期沒有發展及 6.0%甚至預期有關行業類別會萎縮。

2.2 按主要行業類別分析，金融、保險、地產及商用服務業的就業人士對於有關行業類別在未來幾年的前景最為樂觀，而建造業和製造業的就業人士則較有保留。

2.3 至於就業人士對所從事職業組別的前景的看法，20.3%對其職業組別在未來幾年的前景感到滿意，預期前景非常好或好。另外 64.6%預期前景只屬一般，而 15.1%預期前景差或非常差。

2.4 按主要職業組別分析，較高職業階層的就業人士，包括經理及行政級人員、專業人員與輔助專業人員，相比於較低職業階層的就業人士，對所屬職業組別的前景較樂觀。後者包括機台及機器操作員及裝配員、工藝及有關人員和非技術工人。

2.5 相對而言，年紀較輕和教育程度較高的就業人士對所屬行業類別和職業組別有較佳的期望。

Concerns on employment opportunities

Perceived prospect of the current employment

2.1 It was estimated from the survey findings that of the 2 933 400 employed persons at the time of enumeration, 36.8% were optimistic about the prospect of their respective industry sectors. That is, these sectors were perceived by them to show fast or moderate growth in the next few years. Concurrently, 35.7% anticipated only slow growth in their respective sectors, but 21.2% perceived no growth and 6.0% even foresaw some contraction.

2.2 Analyzed by major industry sector, employed persons in the financing, insurance, real estate and business services sector were most optimistic about the prospect of this sector in the next few years, while those engaged in the construction sector and the manufacturing sector were less so.

2.3 Regarding their perception about the prospect of the occupation category in which they were engaged, 20.3% were content with the prospect of their respective occupation categories in the next few years, describing such prospect as very good or good. Another 64.6% considered their prospect as just average, and the remaining 15.1% as poor or very poor.

2.4 Analyzed by major occupation category, employed persons at the upper segment of the occupational hierarchy, including managers and administrators, professionals and associate professionals, were much more optimistic about the prospect of their own occupation category than those at the lower segment, including plant and machine operators and assemblers, craft and related workers and workers in elementary occupations.

2.5 Relatively speaking, employed persons of younger age and those with higher educational attainment tended to be more sanguine about the prospects of the industry sector and occupation category in which they were engaged.

*現時就業所面對的挑戰／困難**Challenges / problems faced by the current employment*

2.6 大部分就業人士均認為「行業內互相競爭大」是他們所屬行業類別面對的挑戰／困難，其次是「公司精簡人手」和「生意萎縮」。

2.6 A sizeable proportion of employed persons considered that “keen competition amongst companies within the industry” was the challenge / problem faced by the industry sector in which they were engaged. This was followed by “corporate downsizing” and “contraction of business”.

2.7 按主要行業類別分析，「行業內互相競爭大」是從事建造業、批發、零售、進出口貿易、飲食及酒店業、運輸、倉庫及通訊業和金融、保險、地產及商用服務業人士最常提及的挑戰／困難；而從事製造業人士最常提及的挑戰／困難是「生意萎縮」；從事社區、社會及個人服務業人士最常提及的挑戰／困難則為「公司精簡人手」。

2.7 Analyzed by major industry sector, “keen competition amongst companies within the industry” was the challenge / problem most commonly cited by those engaged in the construction sector, wholesale, retail, import/export trades, restaurants and hotels sector, transport, storage and communications sector and financing, insurance, real estate and business services sector. For those engaged in the manufacturing sector, the most commonly cited challenge / problem was “contraction of business”, while that for the community, social and personal services sector was “corporate downsizing”.

2.8 大部分就業人士均指出「薪金／人工減少」是所屬職業組別面對的主要挑戰／困難，其次是「職位要求提高」和「職位數目減少」。

2.8 A significant proportion of the employed persons cited “salary / wage cuts” as the major challenge / problem faced by the occupation category in which they were engaged. This was followed by “higher job requirements” and “reduction in the number of posts”.

2.9 按主要職業組別分析，「增加使用電腦及其他機器／儀器」是經理及行政級人員、專業人員與輔助專業人員和文員最常提及的挑戰／困難。

2.9 Analyzed by major occupation category, “increasing use of computer and machinery /equipment” was the challenge / problem most commonly cited by managers and administrators, professionals and associate professionals and clerks.

2.10 相比之下，「薪金／人工減少」是服務工作及商店銷售人員、工藝及有關人員、機台及機器操作員及裝配員和非技術工人最常提及的挑戰／困難。

2.10 In comparison, “salary / wage cuts” was the challenge / problem most frequently cited by service workers and shop sales workers, craft and related workers, plant and machine operators and assemblers and workers in elementary occupations.

*最近三年職位要求的轉變**Changes in job requirements in the past three years*

2.11 就業人士認為最近三年職位要求的主要轉變是「工作時間更具彈性／更長」、「增加使用電腦及其他機器／儀器」和「工作較以

2.11 “More flexible / longer working hours”, “increasing use of computer and machinery / equipment” and “higher intensity of work” were considered by the employed population as the

前緊湊」。

2.12 在最近三年曾面對職位要求轉變的就業人士當中，20.1%表示能輕易應付有關轉變，另外，76.9%表示他們剛好能應付有關轉變，只有 3.0%表示未能應付有關職位要求的轉變。

2.13 大部分 (69.7%) 在最近三年曾面對職位要求轉變的就業人士均沒有採取行動來應付該些轉變，其餘人士則透過「自我進修」，「參加與工作有關的培訓 / 再培訓課程」、「在職培訓」和「找尋其他適合工作」來應付轉變。

一九九八年和一九九九年各公司精簡人手的影響

2.14 約 18.3% 的就業人士表示曾受一九九八年和一九九九年各公司精簡人手所影響，特別是從事建造業的人士當中，約 24.9% 曾受影響。按主要職業組別分析，工藝及有關人員 (24.0%) 和機台及機器操作員及裝配員 (21.2%) 似乎最受影響。

2.15 一九九八年和一九九九年各公司精簡人手對就業人士的最主要影響，是「工作時間須更具彈性 / 更長」和「薪金 / 人工減少」。

2.16 曾受一九九八年和一九九九年各公司精簡人手影響的人士當中，約 39.8% 因為有關影響而更勤力工作。另外 21.8% 已提升自己的工作能力，而 11.6% 已因為受影響而轉工，約三分之一 (36.2%) 並沒有採取任何行動。

有否急切需要找新工作

2.17 3 125 500 名從事經濟活動人士當中，約 8.4% 表示有急切需要找新工作，主要理

major changes in job requirements in the past three years.

2.12 Of the employed persons who had experienced changes in job requirements in the past three years, 20.1% indicated that they could cope with such changes comfortably. 76.9% indicated that they could just meet the changes. Only 3.0% indicated that they were unable to meet the changes in job requirements.

2.13 The majority (69.7%) of those employed persons who had experienced changes in job requirements in the past three years did not take any measure to deal with the changes. As for the remainder, the measures taken included “self-learning”, “attending job-related training / retraining courses”, “on-the-job training” and “looking for other suitable job”.

Impact of the corporate consolidation in the economy in 1998 and 1999

2.14 Some 18.3% of the employed persons claimed that they had been affected by the corporate consolidation in the economy in 1998 and 1999. In particular, some 24.9% of those engaged in the construction sector were affected. In terms of major occupation category, craft and related workers (24.0%) and plant and machine operators and assemblers (21.2%) were apparently the hardest hit.

2.15 The major impact of the corporate consolidation in 1998 and 1999 on the employed persons were “more flexible / longer working hours” and “salary / wage cuts”.

2.16 Some 39.8% of those affected by the corporate consolidation in 1998 and 1999 had worked harder in response to the impact on them brought about by the corporate consolidation. Another 21.8% had upgraded themselves while 11.6% had changed job in response to such impact. About one-third (36.2%) had not taken any action.

Whether had a pressing need to find new job

2.17 About 8.4% of the 3 125 500 economically active persons indicated a pressing need to find new job. Their major reasons cited

由是「失業」、「薪金／人工減少」和「開工不足」。

有否計劃於未來十二個月轉換行業類別

2.18 約 180 500 人（佔現時正就業或失業但以前曾就業的從事經濟活動人士的 5.8%）有計劃於未來十二個月轉換行業類別。他們當中有 61.6% 表示有急切需要找新工作。

2.19 有計劃於未來十二個月轉換行業類別的人士通常所持的理由是「其他行業較多機會」、「現時這行人工低」和「現時這行沒有前途」。

2.20 然而，有計劃轉換行業類別的人士當中，大部分（66.7%）沒有特別傾向選擇某個行業類別。

從事經濟活動人士於未來三年最想從事的行業類別

2.21 大部分（87.1%）從事經濟活動人士均表示希望留在現時從事的行業類別，主要理由是「不想轉」和「工作較穩定」。

對自己創業的冀望

2.22 約 68 900 名（2.2%）從事經濟活動人士有計劃或意圖於未來十二個月自己創業。相对而言，年紀較輕和教育程度較高的人士有較大的創業傾向。

2.23 此外，那些曾受一九九八年和一九九九年各公司精簡人手所影響的人士有較大可能有計劃或意圖自己創業。

were “unemployment”, “salary / wage cuts” and “slack work”.

Whether had plan to move to another industry sector in the coming 12 months

2.18 Some 180 500 persons (5.8% of all economically active persons who were either currently employed or unemployed but with previous employment) had plan to move to another industry sector in the coming 12 months. Amongst them, 61.6% were those who had a pressing need to find new job.

2.19 The commonly cited reasons for having plan to move to another industry sector in the coming 12 months were “better opportunities in other industries”, “low salary in the current industry” and “no prospect for the current industry”.

2.20 However, the majority (66.7%) of those who had plan to move to another industry sector had no specific preference for which industry sector to move to.

Industry sector which economically active persons would most wish to work in over the next three years

2.21 The majority (87.1%) of the economically active persons indicated that they would prefer to stay in the industry sector in which they were engaged. Their major reasons given were “do not want to change” and “greater job stability”.

Aspirations for setting up own business

2.22 Some 68 900 economically active persons (2.2%) had plan or intention to set up their own business in the coming 12 months. Relatively speaking, younger persons and persons with higher educational attainment had higher tendency of setting up their own business.

2.23 In addition, those who had been affected by the corporate consolidation in the economy in 1998 and 1999 were more likely to have plan or intention to set up their own business.

2.24 「可以賺多些錢」是有計劃或意圖自己創業人士提出的主要理由。其他常被提及的理由是「想有自己的生意／想做老闆」及「難找工」。

2.25 大部分(62.3%)有計劃或意圖自己創業的人士都希望在批發、零售、進出口貿易、飲食及酒店業創業。

於過去十二個月曾參加的與工作有關的培訓／再培訓課程

2.26 約14.6%從事經濟活動人士於過去十二個月曾參加由僱主安排或主動報讀與工作有關的培訓／再培訓課程。由僱主安排參加與工作有關的培訓／再培訓課程的人士佔9.1%；主動報讀與工作有關的培訓／再培訓課程的人士佔7.6%。

主要行業類別

2.27 金融、保險、地產和商用服務業和社區、社會及個人服務業的就業人士有較大比例於過去十二個月曾參加與工作有關的培訓／再培訓課程。

主要職業組別

2.28 相對於其他職業組別，經理及行政級人員、專業人員與輔助專業人員於過去十二個月曾參加與工作有關的培訓／再培訓課程的比例較高。

對現時就業的前景的意見

2.29 大致上，對現時所從事的行業類別和職業組別的前景較樂觀的就業人士，有較大比例於過去十二個月曾參加與工作有關的培訓／再培訓課程。

2.24 “To earn more money” was cited as the major reason of persons having plan or intention to set up own business. Other commonly cited reasons were “want to have own business / want to be an employer” and “hard to find job”.

2.25 The majority (62.3%) of those who had plan or intention to set up own business wanted to set up the business in the wholesale, retail and import / export trades, restaurants and hotels sector.

Job-related training / retraining courses attended in the past 12 months

2.26 About 14.6% of the economically active persons had attended job-related training / retraining courses either arranged by employers or on their own initiative in the past 12 months. 9.1% had attended job-related training / retraining courses arranged by employers, whereas 7.6% had done so on their own initiative.

Major industry sector

2.27 A larger proportion of persons engaged in the financing, insurance, real estate and business services sector and the community, social and personal services sector had attended job-related training / retraining courses in the past 12 months.

Major occupation category

2.28 Compared with other occupation categories, a higher proportion of managers and administrators, professionals and associate professionals had attended job-related training / retraining courses in the past 12 months.

Perceived prospect of current employment

2.29 Generally speaking, employed persons who were more sanguine about the prospects of the industry sector and occupation category in which they were engaged had a higher proportion to attend job-related training / retraining courses in the past 12 months.

曾參加的課程類型

2.30 最受歡迎的課程類型主要與資訊科技技能、管理技能、特定工作技能和語文技能有關。

於未來十二個月參加培訓 / 再培訓課程的計劃

2.31 約 11.4% 從事經濟活動人士有計劃於未來十二個月參加培訓 / 再培訓課程。一般而言，年紀較輕、女性、從未結婚和教育程度較高的人士在這方面有較大傾向。

主要行業類別

2.32 在各主要行業類別之中，金融、保險、地產和商用服務業內有計劃於未來十二個月參加培訓 / 再培訓課程的人士所佔的百分比最高，其次是社區、社會及個人服務業。

主要職業組別

2.33 在各主要職業組別之中，有較大比例的經理及行政級人員、專業人員與輔助專業人員計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程。

對現時就業的前景的意見

2.34 對現時所從事的行業類別和職業組別的前景較樂觀的就業人士，有較大傾向計劃於未來十二個月參加培訓 / 再培訓課程。

計劃參加的課程類型

2.35 最多人計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程，是有關資訊科技技能、管理技能和語文技能的課程。

Type of courses attended

2.30 The most popular types of courses attended by them were mainly related to IT skills, management skills, job-specific skills and communication skills.

Plan for attending training / retraining courses in the coming 12 months

2.31 About 11.4% of the economically active persons had plan to attend training / retraining courses in the coming 12 months. Generally speaking, younger persons, females, never-married persons and persons with higher educational attainment were more likely to have such plan.

Major industry sector

2.32 Amongst all major industry sectors, the financing, insurance, real estate and business services sector had the highest percentage of persons having plan to attend training / retraining courses in the coming 12 months, followed by the community, social and personal services sector.

Major occupation category

2.33 Amongst all major occupation categories, a higher proportion of managers and administrators, professionals and associate professionals had plan to attend job-related training / retraining in the coming 12 months.

Perceived prospect of current employment

2.34 Employed persons who were optimistic about the prospects of the industry sector and occupation category in which they were engaged had relatively greater likelihood of having plan to attend training / retraining courses in the coming 12 months.

Type of courses to be attended

2.35 The most popular types of job-related training / retraining courses to be attended in the coming 12 months were related to IT skills, management skills and language skills.

對政府在經濟轉型時期所擔當角色期望

2.36 從事經濟活動人士認為，政府應提供下列按重要性遞降次序排列的協助予受勞工市場轉型嚴重影響的人士：

- 幫助受影響的人士找工作
- 提供培訓 / 再培訓津貼
- 提供有關的培訓 / 再培訓課程或設施

- 提供多些有關勞工市場的資料，例如職位要求和空缺資料

- 鼓勵僱主多些僱用受影響的人士

- 頒發有關課程所提供的技能的證書

Expectations for the role of the Government under the economic transformation

2.36 The economically active population considered that the Government should, in descending order of perceived importance, provide the following types of assistance to those people seriously affected by the labour market restructuring :

- to help the affected people to find jobs
- to subsidize training / retraining costs
- to provide relevant training / retraining courses or facilities

- to provide more information about the labour market such as job requirements and vacancies

- to motivate employers to hire more of the affected people
- to issue certificate of skills for the relevant courses

3 有關就業機會的關注事項 – 現職情況

Concerns on Employment Opportunities – Current Situation

對所從事行業類別的前景的意見

3.1 根據統計調查的結果，在統計時的 2 933 400 名就業人士當中，36.8%對所從事的行業類別的前景抱樂觀態度，他們預期這些行業類別在未來幾年有快速或穩步的發展。與此同時，35.7%預期有關行業類別有緩慢發展，而 21.2%則預期沒有發展及 6.0%甚至預期有關行業類別會萎縮。（表 3.1a 及圖 3.1）

3.2 就業人士對所從事的行業類別的前景的意見，會根據有關人士不同的特徵而出現差別，如下述分析所顯示。

年齡和性別

3.3 年紀較輕的人士對於所從事行業類別的前景較樂觀。大部分（82.5%）30 歲以下的就業人士認為所從事行業類別在未來幾年會有一定（快速 / 穩步 / 緩慢）發展。這個百分比隨着年齡的增加而下降。30 至 39 歲、40 至 49 歲和 50 歲及以上的就業人士的相應百分比分別是 76.9%、67.6%和 56.8%。按性別分析，男性和女性的模式大致相似。（表 3.1a 和表 3.2b）

教育程度

3.4 教育程度較高的就業人士對所從事行業類別的前景較樂觀。大部分（86.8%）具專上教育程度的就業人士認為所從事行業類別在未來幾年會有所發展。具中學 / 預科教育程度的就業人士的相應百分比是 73.7%，而具小學或以下教育程度的就業人士的相應百分比是 52.1%。（表 3.1c）

Perceived prospect of industry sectors

3.1 It was estimated from the survey findings that of the 2 933 400 employed persons at the time of enumeration, 36.8% were optimistic about the prospect of their respective industry sectors. That is, these sectors were perceived by them to show fast or moderate growth in the next few years. Concurrently, 35.7% anticipated only slow growth in their respective sectors, but 21.2% perceived no growth and 6.0% even foresaw some contraction. (Table 3.1a and Chart 3.1)

3.2 The views of employed persons about the perceived prospect of individual industry sectors varied greatly for persons of different attributes, as presented in the following analysis.

Age and sex

3.3 Younger employed persons were more optimistic about the prospect of the industry sector in which they were engaged. The majority (82.5%) of the employed persons aged below 30 perceived that the industry sector in which they were engaged would have certain growth (fast / moderate / slow growth) in the next few years. This percentage decreased with age. The corresponding percentages for employed persons aged 30 – 39, 40 – 49 and 50 and over were 76.9%, 67.6% and 56.8% respectively. Analyzed by sex, the patterns for males and females were broadly similar. (Tables 3.1a and 3.1b)

Educational attainment

3.4 Employed persons with higher educational attainment were more optimistic about the prospect of the industry sector in which they were engaged. The majority (86.8%) of the employed persons with tertiary educational attainment perceived that the industry sector in which they were engaged would have certain growth in the next few years. The corresponding percentages were 73.7% for employed persons with secondary / matriculation educational attainment and 52.1% for employed persons with primary or lower educational attainment. (Table 3.1c)

主要行業類別

3.5 按主要行業類別分析，金融、保險、地產及商用服務業的就業人士對所從事行業類別的前景較樂觀，他們當中約 84.7% 認為該行業類別在未來幾年會有所發展。相反地，建造業和製造業的就業人士則較有保留，相應百分比分別是 64.4% 和 67.2%。（表 3.1d）

對所從事職業組別的前景的意見

3.6 在 2 933 400 名就業人士當中，20.3% 對其職業組別在未來幾年的前景感到滿意，預期前景非常好或好。另外 64.6% 預期前景只屬一般，而 15.1% 預期前景差或非常差。下文會按就業人士的不同特徵分析他們的意見。（表 3.2a 及圖 3.2）

年齡和性別

3.7 較年輕的就業人士對於所從事的職業組別的前景較樂觀，情況跟按行業類別的分析相似。30 歲以下的就業人士當中，約 25.4% 預期他們所從事的職業組別在未來幾年的前景非常好或好。這個百分比隨着年齡增加而下降。30 至 39 歲就業人士的相應百分比是 23.5%；40 至 49 歲是 17.2%；50 歲及以上是 10.8%。男性和女性的模式大致相似。（表 3.2a 及 3.2b）

教育程度

3.8 受過良好教育的就業人士對於所從事職業組別的前景較樂觀。具專上教育程度的就業人士當中，約 39.8% 預期所從事職業組別的前景非常好或好。具中學 / 預科程度的就業人士當中，只有 18.2% 預期所從事職業組別的前景非常好或好。至於具小學或以下教育程度的就業人士的百分比則更低（6.6%）。（表 3.2c）

Major industry sector

3.5 Analyzed by major industry sector, employed persons in the financing, insurance, real estate and business services sector were most optimistic about the prospect of this sector, with some 84.7% of them perceiving that the sector would have certain growth in the next few years. On the contrary, employed persons in the construction sector and the manufacturing sector were less optimistic. The corresponding percentages were 64.4% and 67.2% respectively. (Table 3.1d)

Perceived prospect of occupation categories

3.6 Of the 2 933 400 employed persons, 20.3% were content with the prospect of their respective occupation categories in the next few years, describing such prospect as very good or good. Another 64.6% considered their prospect as just average, and the remaining 15.1% as poor or very poor. The perception of persons analyzed by different attributes is presented below. (Table 3.2a and Chart 3.2)

Age and sex

3.7 Similar to the situation in respect of industry sectors, younger employed persons were more optimistic about the prospect of the occupation category in which they were engaged. Some 25.4% of the employed persons aged below 30 perceived that the occupation category in which they were engaged would have very good or good prospect in the next few years. This percentage decreased with age. The corresponding figures were 23.5% for employed persons aged 30 – 39, 17.2% for those aged 40 – 49 and 10.8% for those aged 50 and over. The patterns for males and females were broadly similar. (Tables 3.2a and 3.2b)

Educational attainment

3.8 Well-educated employed persons were more optimistic about the prospect of the occupation category in which they were engaged. Some 39.8% of those with tertiary educational attainment perceived that the occupation category in which they were engaged would have very good or good prospect. Amongst those with

主要職業組別

3.9 大致上，較高職業階層的就業人士，相比於較低職業階層的人士，對所屬職業組別的前景較樂觀。經理及行政級人員、專業人員與輔助專業人員當中，37.7%認為所從事職業組別的前景非常好或好。機台及機器操作員及裝配員、工藝及有關人員和非技術工人的相應百分比分別是 7.8%、9.6%和 11.9%。（表 3.2d）

Major occupation category

3.9 Generally speaking, employed persons at the upper segment of the occupational hierarchy were much more optimistic about the prospect of their own occupation category than their counterparts at the lower segment. Amongst managers and administrators, professionals and associate professionals, 37.7% perceived the prospect of the occupation category in which they were engaged as very good or good. The corresponding percentages for plant and machine operators and assemblers, craft and related workers and workers in elementary occupations were 7.8%, 9.6% and 11.9% respectively. (Table 3.2d)

行業類別面對的挑戰 / 困難

3.10 就業人士被問及他們所從事行業類別面對的挑戰 / 困難，他們最常提及的挑戰 / 困難是「行業內互相競爭大」，31.1%的就業人士提及此挑戰 / 困難。其次是「公司精簡人手」（26.1%）和「生意萎縮」（21.9%）。另外 20.2% 的就業人士認為所從事行業類別沒有面對挑戰 / 困難。（表 3.3a 及圖 3.3）

Challenges / problems faced by industry sectors

3.10 The employed persons were asked about the challenges / problems faced by the industry sector in which they were engaged. The most commonly cited challenge / problem was “keen competition amongst companies within the industry”, as reported by 31.1% of the employed persons. This was followed by “corporate downsizing” (26.1%) and “contraction of business” (21.9%). Another 20.2% of the employed persons reported that no challenge / problem was faced by the industry sector in which they were engaged. (Table 3.3a and Chart 3.3)

主要行業類別

3.11 按主要行業類別分析，社區、社會及個人服務業中約 36.5% 就業人士認為所從事行業沒有面對挑戰 / 困難。其他主要行業類別的相應百分比介乎 12.0% 至 18.1% 之間。（表 3.3a）

Major industry sector

3.11 Analyzed by major industry sector, some 36.5% of the employed persons in the community, social and personal services sector considered that no challenge / problem was faced by the sector. The corresponding percentages for the other major industry sectors ranged from 12.0% to 18.1%. (Table 3.3a)

3.12 「行業內互相競爭大」是從事建造業、批發、零售、進出口貿易、飲食及酒店業、運

3.12 “Keen competition amongst companies within the industry” was the challenge / problem

輸、倉庫及通訊業和金融、保險、地產及商用服務業人士最常提及的挑戰／困難，分別被這些行業類別內的 35.3%、32.9%、34.8% 及 44.6% 的就業人士所提及。（表 3.3a）

3.13 至於製造業的就業人士最常提及的挑戰／困難是「生意萎縮」（30.0%），而社區、社會及個人服務業的就業人士最常提及的挑戰／困難則是「公司精簡人手」（27.1%）。（表 3.3a）

對所從事行業類別的前景的意見

3.14 預期所從事行業類別在未來幾年有快速發展的就業人士當中，56.4%認為「行業內互相競爭大」是有關行業類別面對的主要挑戰／困難。至於預期所從事行業類別有穩步或緩慢發展的人士，相應百分比分別是 38.1% 和 29.5%。（表 3.3b）

3.15 預期所從事行業類別沒有發展的就業人士最常提及的挑戰／困難是「生意萎縮」（27.7%）和「公司精簡人手」（27.2%）。（表 3.3b）

職業組別面對的挑戰／困難

3.16 就業人士被進一步問及他們所從事職業組別面對的挑戰／困難。他們當中，28.9%提及「薪金／人工減少」是所從事職業組別面對的主要挑戰／困難。其次是「職位要求提高」（21.4%）和「職位數目減少」（20.6%）。另外 23.6%認為所從事職業組別沒有面對挑戰／困難。（表 3.4a 及圖 3.4）

most commonly cited by those engaged in the construction sector, wholesale, retail and import/export trades, restaurants and hotels sector, transport, storage and communications sector and financing, insurance, real estate and business services sector. In these sectors, there were respectively 35.3%, 32.9%, 34.8% and 44.6% of the employed persons mentioning this challenge / problem. (Table 3.3a)

3.13 For the employed persons in the manufacturing sector, the most commonly cited challenge / problem was “contraction of business” (30.0%), while that for the community, social and personal services sector was “corporate downsizing” (27.1%). (Table 3.3a)

Perceived prospect of industry sectors

3.14 Of those who perceived the industry sector in which they were engaged would have fast growth in the next few years, 56.4% cited “keen competition amongst companies within the industry” as the main challenge / problem faced by the industry sector. The corresponding percentages for those who perceived the growth of the industry sector in which they were engaged as moderate and slow were 38.1% and 29.5% respectively. (Table 3.3b)

3.15 Amongst those who perceived no growth in regard to the prospect of the industry sector in which they were engaged, the most commonly cited challenges / problems were “corporate downsizing” (27.7%) and “contraction of business” (27.2%). (Table 3.3b)

Challenges / problems faced by occupation categories

3.16 The employed persons were further asked about the challenges / problems faced by the occupation category in which they were engaged. 28.9% of them reported “salary / wage cuts” as the major challenge / problem. This was followed by “higher job requirements” (21.4%) and “reduction in the number of posts” (20.6%). Another 23.6% considered that no challenge / problem was faced by the occupation category in which they were engaged. (Table 3.4a and Chart 3.4)

主要職業組別

3.17 按主要職業組別分析，「增加使用電腦及其他機器／儀器」是經理及行政級人員、專業人員與輔助專業人員(32.6%)和文員(30.7%)最常提及的挑戰／困難(32.6%)。(表3.4a)

3.18 對於服務工作及商店銷售人員(34.5%)、工藝及有關人員(38.0%)、機台及機器操作員及裝配員(44.0%)和非技術工人(33.3%)而言，最常提及的挑戰／困難是「薪金／人工減少」。(表3.4a)

對所從事職業組別的前景的意見

3.19 預期所從事職業組別在未來幾年的前景非常好或好的就業人士最常提及的挑戰／困難是「職位要求提高」(31.7%)和「增加使用電腦及其他機器／儀器」(31.6%)。(表3.4b)

3.20 相比之下，預期所從事職業組別的前景只屬一般的就業人士當中，大部分(29.6%)表示「薪金／人工減少」是所從事職業組別面對的挑戰／困難。「薪金／人工減少」亦是預期所從事職業組別的前景非常差或差的就業人士所關注的，他們當中差不多半數(48.1%)指出這是他們所從事職業組別面對的挑戰／困難。(表3.4b)

最近三年職位要求的轉變

3.21 就業人士被問及他們在最近三年曾面對的職位要求的轉變。約26.9%就業人士提及「工作時間更具彈性／更長」。其次是「增加使用電腦及其他機器／儀器」(20.1%)和「工作較以前緊湊」(19.2%)。約21.6%就業人士表示在最近三年沒有面對職位要求的轉變。(表3.5a及圖3.5)

Major occupation category

3.17 Analyzed by major occupation category, “increasing use of computer and machinery / equipment” was the challenge / problem most commonly cited by managers and administrators, professionals, and associate professionals (32.6%) and clerks (30.7%). (Table 3.4a)

3.18 For service workers and shop sales workers (34.5%), craft and related workers (38.0%), plant and machine operators and assemblers (44.0%) and workers in elementary occupations (33.3%), “salary / wage cuts” was instead the most frequently cited challenge / problem. (Table 3.4a)

Perceived prospect of occupation categories

3.19 Amongst those who perceived the occupation category in which they were engaged to have very good or good prospect in the next few years, the challenges / problems most commonly cited by them were “higher job requirements” (31.7%) and “increasing use of computer and machinery / equipment” (31.6%). (Table 3.4b)

3.20 In comparison, for those who perceived the prospect of the occupation category in which they were engaged as average, most of them (29.6%) cited “salary / wage cuts” as the challenge / problem faced by the occupation category. “Salary / wage cuts” was also a major concern of those who perceived the prospect of their occupation category as very poor or poor. Nearly half (48.1%) of them mentioned it as the challenge / problem faced by the occupation category. (Table 3.4b)

Changes in job requirements in the past three years

3.21 The employed persons were asked about the changes in job requirements which they had experienced in the past three years. Some 26.9% of the employed persons mentioned “more flexible / longer working hours”. This was followed by “increasing use of computer and machinery / equipment” (20.1%) and “higher intensity of work” (19.2%). Another 21.6% of the employed

主要行業類別

3.22 按主要行業類別分析，「工作時間更具彈性 / 更長」是製造業(26.3%)、建造業(30.8%)、批發、零售、進出口貿易、飲食及酒店業(29.9%)和運輸、倉庫及通訊業(35.4%)的就業人士最常提及的職位要求的轉變。(表 3.5a)

3.23 相比之下，「增加使用電腦及其他機器 / 儀器」則是金融、保險、地產及商用服務業(32.1%)和社區、社會及個人服務業(20.1%)的就業人士最常提及的職位要求的轉變。(表 3.5a)

主要職業組別

3.24 按主要職業組別分析，「工作時間更具彈性 / 更長」是服務工作及商店銷售人員(33.4%)、工藝及有關人員(26.6%)、機台及機器操作員及裝配員(37.8%)和非技術工人(29.0%)最常提及的職位要求的轉變。工藝及有關人員最常提及在過去三年曾面對的另一個職位要求的轉變是「提升技能」(24.2%)。(表 3.5b)

3.25 相比之下，約 34.9%的經理及行政級人員、專業人員與輔助專業人員和 34.5%的文員表示「增加使用電腦及其他機器 / 儀器」是他們最近三年曾面對的職位要求的轉變。(表 3.5b)

最近三年曾面對職位要求轉變的就業人士

3.26 在最近三年曾面對職位要求轉變的 2 292 900 名就業人士當中，20.1%表示能輕易應付有關轉變，約四分三(76.9%)表示他們剛

persons indicated that they had not experienced any change in job requirements in the past three years. (Table 3.5a and Chart 3.5)

Major industry sector

3.22 Analyzed by major industry sector, “more flexible / longer working hours” was most commonly cited as the change in job requirements by the employed persons in the manufacturing sector (26.3%), construction sector (30.8%), wholesale, retail and import / export trades, restaurants and hotels sector (29.9%) and transport, storage and communications sector (35.4%). (Table 3.5a)

3.23 In comparison, “increasing use of computer and machinery / equipment” was most commonly cited by the employed persons in the financing, insurance, real estate and business services sector (32.1%) and community, social and personal services sector (20.1%). (Table 3.5a)

Major occupation category

3.24 Analyzed by major occupation category, “more flexible / longer working hours” was most commonly mentioned by service workers and shop sales workers (33.4%), craft and related workers (26.6%), plant and machine operators and assemblers (37.8%) and workers in elementary occupations (29.0%). For craft and related workers, “skill upgrading” was another common change experienced by them (24.2%) in the past three years. (Table 3.5b)

3.25 In comparison, some 34.9% of managers and administrators, and professionals and associate professionals and 34.5% of clerks reported “increasing use of computer and machinery / equipment” as the change in job requirements in the past three years. (Table 3.5b)

Employed persons who had experienced changes in job requirements in the past three year

3.26 Of the 2 292 900 employed persons who had experienced changes in job requirements in the past three years, 20.1% indicated that they

好能應付有關轉變，而只有 3.0% 表示他們未能應付有關職位要求的轉變。(表 3.6a)

最近三年職位要求的轉變

3.27 在最近三年各項職位要求的轉變當中，就業人士似乎認為「增加使用電腦及其他機器／儀器」和「學歷要求提高」相對較容易應付。約 23.3% 面對「學歷要求提高」這項職位要求轉變的就業人士表示他們能輕易應付有關轉變，至於面對「增加使用電腦及其他機器／儀器」這項轉變的就業人士中，23.1% 能輕易應付。(表 3.6a)

教育程度

3.28 具專上教育程度而在最近三年曾面對職位要求轉變的就業人士當中，29.7% 表示能輕易應付有關轉變。具中學／預科程度和具小學或以下程度的就業人士的相應百分比分別是 18.7% 和 13.2%。(表 3.6b)

面對轉變所採取的行動

3.29 在 2 292 900 名於最近三年曾面對職位要求轉變的就業人士當中，大部分(69.7%)均沒有採取行動來應付該些轉變，其餘人士則透過「自我進修」(19.4%)，「參加與工作有關的培訓／再培訓課程」(6.5%)，「在職培訓」(6.5%)和「找尋其他適合工作」(2.1%)來應付轉變。(表 3.6c)

3.30 能輕易應付轉變的人士當中，有 21.3% 透過自我進修應付轉變，該百分比比較那些剛好能應付轉變(19.0%)和未能應付轉變(15.9%)的就業人士的相應百分比為高。(表 3.6c)

could cope with such changes comfortably. About three-quarters (76.9%) reported that they could just meet the changes. Only 3.0% indicated that they were unable to meet the changes in job requirements. (Table 3.6a)

Changes in job requirements in the past three years

3.27 Amongst all changes in job requirements in the past three years, it appeared that employed persons found “increasing use of computer and machinery / equipment” and “higher academic qualification” relatively easier to cope with. About 23.3% of the employed persons who were facing the change “higher academic qualification” indicated that they could comfortably meet the change, and the corresponding percentage for those who were facing the change “increasing use of computer and machinery / equipment” was 23.1%. (Table 3.6a)

Educational attainment

3.28 Of those employed persons who had tertiary educational attainment and had experienced changes in job requirements in the past three years, 29.7% could meet the changes comfortably. The corresponding percentages for those employed persons who had secondary / matriculation and those with primary or lower educational attainment were 18.7% and 13.2% respectively. (Table 3.6b)

Actions taken to meet the changes

3.29 Of the 2 292 900 employed persons who had experienced changes in job requirements in the past three years, the majority (69.7%) had not taken any measure to deal with the changes. As for the remainder, the measures taken included “self-learning” (19.4%), “attending job-related training / retraining courses” (6.5%), “on-the-job training” (6.5%) and “looking for other suitable job” (2.1%). (Table 3.6c)

3.30 Of those who could meet the changes comfortably, 21.3% met the changes by self-learning, which was relatively higher than the corresponding percentages for those who could just meet the changes (19.0%) and those who were unable to meet the changes (15.9%). (Table 3.6c)

3.31 未能應付轉變的就業人士當中，9.2% 透過找尋另一份合適工作來應付轉變，該百分比稍高於那些能輕易應付轉變(1.9%)和剛好能應付轉變(1.9%)的就業人士。(表 3.6c)

3.31 Of those who were unable to meet the changes, 9.2% met the changes by looking for other suitable job, which was relatively higher than the corresponding percentages for those who could meet the changes comfortably (1.9%) and those who could just meet the changes (1.9%). (Table 3.6c)

有否受一九九八年和一九九九年各公司精簡人手所影響

Whether affected by the corporate consolidation in the economy in 1998 and 1999

3.32 約 18.3% 的就業人士表示曾受一九九八年和一九九九年各公司精簡人手所影響。(表 3.7a)

3.32 Some 18.3% of the employed persons claimed that they had been affected by the corporate consolidation in the economy in 1998 and 1999. (Table 3.7a)

主要行業類別

Major industry sector

3.33 相對而言，建造業的就業人士最受一九九八年和一九九九年各公司精簡人手的影響，該行業內 24.9% 的就業人士受影響。其次是製造業的就業人士(21.3%)。(表 3.7a 及圖 3.6)

3.33 Relatively speaking, employed persons in the construction sector was most affected by the corporate consolidation in the economy in 1998 and 1999, with 24.9% of the employed persons in this sector being so affected. This was followed by employed persons in the manufacturing sector (21.3%). (Table 3.7a and Chart 3.6)

3.34 相反地，社區、社會及個人服務業的就業人士受一九九八年和一九九九年各公司精簡人手的影響最輕微。該行業內只有 14.5% 的就業人士受影響。(表 3.7a)

3.34 On the contrary, employed persons in the community, social and personal services sector was least affected by the corporate consolidation in the economy in 1998 and 1999. Only 14.5% of the employed persons in this sector were affected. (Table 3.7a)

主要職業組別

Major occupation category

3.35 就主要職業組別而言，工藝及有關人員(24.0%)和機台及機器操作員及裝配員(21.2%)似乎最受一九九八年和一九九九年各公司精簡人手所影響。其他主要職業組別的相應百分比介乎 16.7% 至 18.3% 之間。(表 3.7b 及圖 3.7)

3.35 In terms of major occupation category, craft and related workers (24.0%) and plant and machine operators and assemblers (21.2%) were apparently the hardest hit by the corporate consolidation in the economy in 1998 and 1999. For the other major occupation categories, the corresponding percentages ranged from 16.7% to 18.3%. (Table 3.7b and Chart 3.7)

受一九九八年和一九九九年各公司精簡人手所影響的就業人士

Employed persons affected by the corporate consolidation in the economy in 1998 and 1999

年齡和性別

Age and sex

3.36 在 538 100 名受一九九八年和一九九

3.36 Of the 538 100 employed persons who were affected by corporate consolidation in the

九年各公司精簡人手所影響的就業人士當中，65.8%是男性，34.2%是女性。對比所有就業人士的性別分布，有較多男性受一九九八年和一九九九年各公司精簡人手所影響。(表 3.8a)

3.37 按年齡組別分析，在 538 100 名受一九九八年和一九九九年各公司精簡人手所影響的就業人士當中，約 32.6%年齡介乎 30 至 39 歲，另外 29.6%年齡介乎 40 至 49 歲，20.0%年齡介乎 15 至 29 歲，17.8%年齡在 50 歲或以上。對比所有就業人士的年齡分布，有較多年長的就業人士受一九九八年和一九九九年各公司精簡人手所影響。(表 3.8a)

教育程度

3.38 受一九九八年和一九九九年各公司精簡人手所影響的就業人士當中，約 66.0%具中學 / 預科教育程度，另外 18.5%具小學或以下教育程度，15.5%具專上教育程度。(表 3.8b)

對員工的影響

3.39 受一九九八年和一九九九年各公司精簡人手所影響的 538 100 名就業人士當中，40.6%由於公司精簡人手而要面對更具彈性 / 更長的工作時間。另外 33.4%表示薪金 / 人工減少。其他較少被提及的影響包括「開工不足」(15.2%)、「福利減少」(14.9%)、「面臨被遣散 / 解僱危機」(12.6%)和「曾經被遣散 / 解僱」(12.1%)。(表 3.8c)

就影響所採取的行動

3.40 受一九九八年和一九九九年各公司精簡人手所影響的 538 100 名就業人士當中，約 39.8%因為有關影響而更勤力工作。另外 21.8%已提升自己的工作能力，而 11.6%已因為受影響而轉工，約三分之一 (36.2%) 並沒有採取任何行動。(表 3.8d)

economy in 1998 and 1999, 65.8% were males and 34.2% were females. As compared to the sex distribution of all employed persons, relatively more males were affected by the corporate consolidation in the economy in 1998 and 1999. (Table 3.8a)

3.37 Analyzed by age group, some 32.6% of the 538 100 employed persons who were affected by corporate consolidation in the economy in 1998 and 1999 were aged 30 – 39. Another 29.6% were aged 40 – 49, 20.0% aged 15 – 29 and 17.8% aged 50 and over. As compared to the age distribution of all employed persons, relatively more employed persons of older age were affected by the corporate consolidation in the economy in 1998 and 1999. (Table 3.8a)

Educational attainment

3.38 Some 66.0% of the employed persons who were affected by the corporate consolidation in the economy in 1998 and 1999 had secondary / matriculation educational attainment. Another 18.5% had primary or lower educational attainment and 15.5% had tertiary educational attainment. (Table 3.8b)

Impact on workers

3.39 Of the 538 100 employed persons who were affected by the corporate consolidation in the economy in 1998 and 1999, 40.6% had to face more flexible / longer working hours as a result of the corporate consolidation. Another 33.4% mentioned that the amount of their salary / wage had been reduced. Other less common impact on workers included “slack work” (15.2%), “reduction in fringe benefits” (14.9%), “facing the risk of being laid-off / dismissed” (12.6%) and “had ever been laid-off / dismissed” (12.1%). (Table 3.8c)

Actions taken in response to the impact

3.40 Of the 538 100 employed persons who were affected by the corporate consolidation in the economy in 1998 and 1999, 39.8% indicated that they had worked harder in response to the impact on them brought about by the corporate consolidation. Another 21.8% had upgraded themselves while 11.6% had changed job in response to such impact. About one-third (36.2%) had not taken any action. (Table 3.8d)

圖 3.1 按對所從事行業類別的前景的意見劃分的就業人士的百分比分布
Chart 3.1 Percentage distribution of employed persons by perceived prospect of the industry sector in which they were engaged

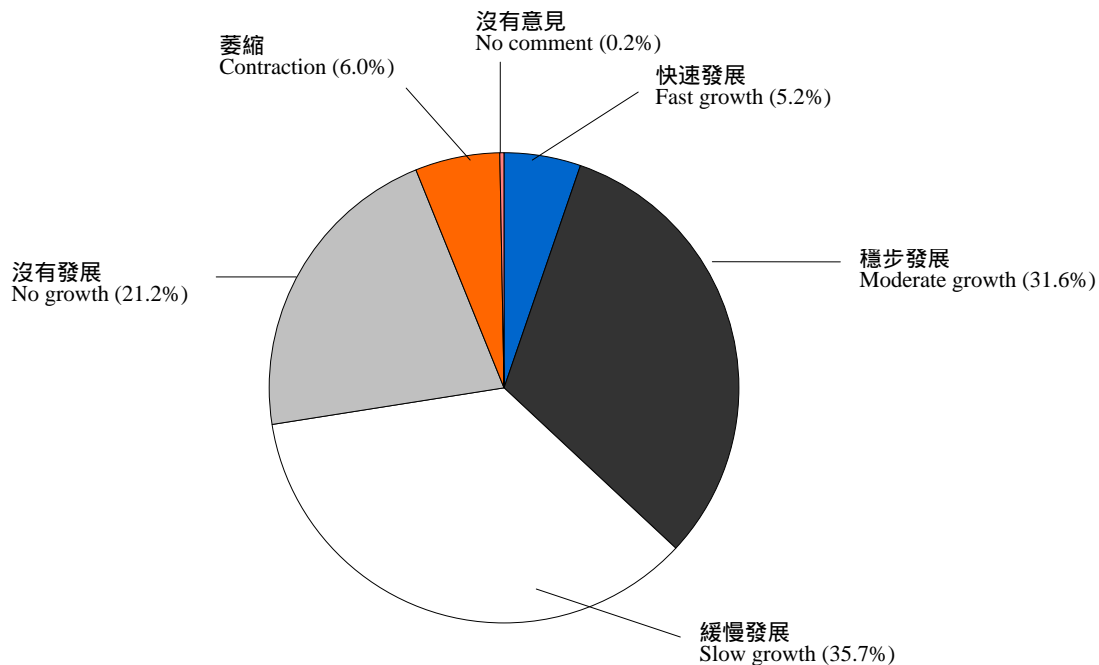


圖 3.2 按對所從事職業組別的前景的意見劃分的就業人士的百分比分布
Chart 3.2 Percentage distribution of employed persons by perceived prospect of the occupation category in which they were engaged

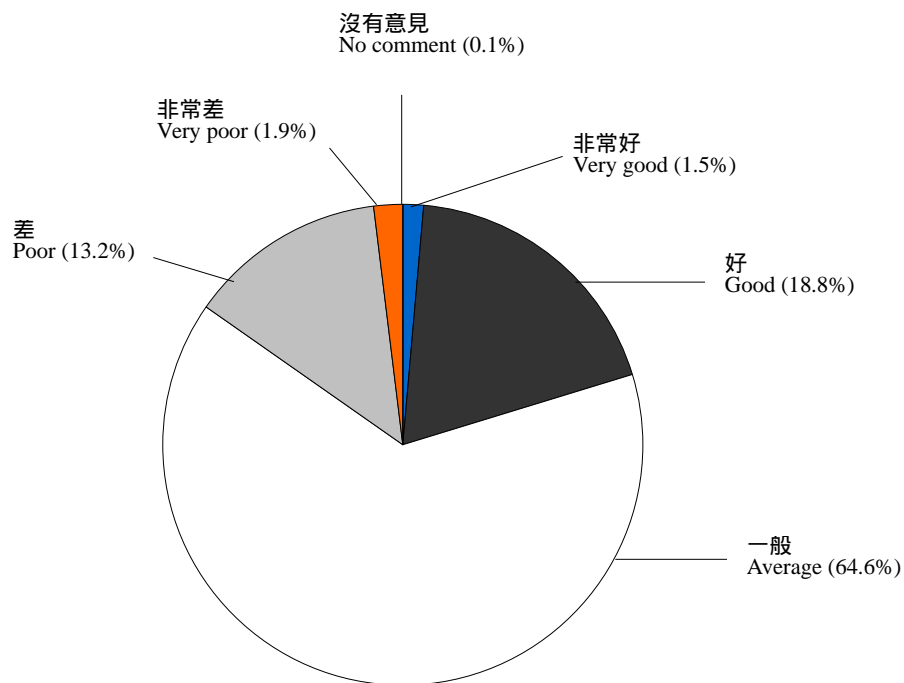
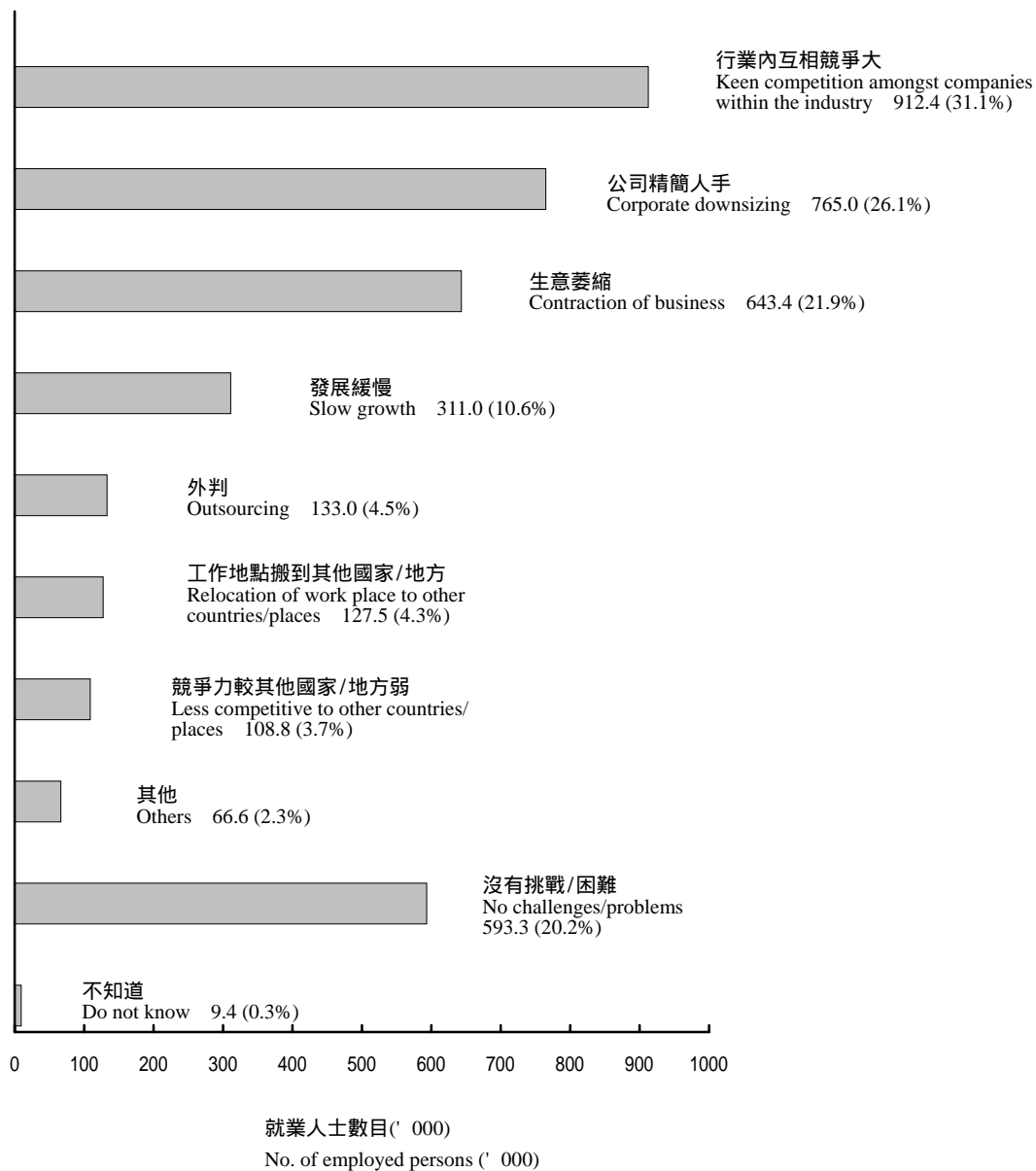


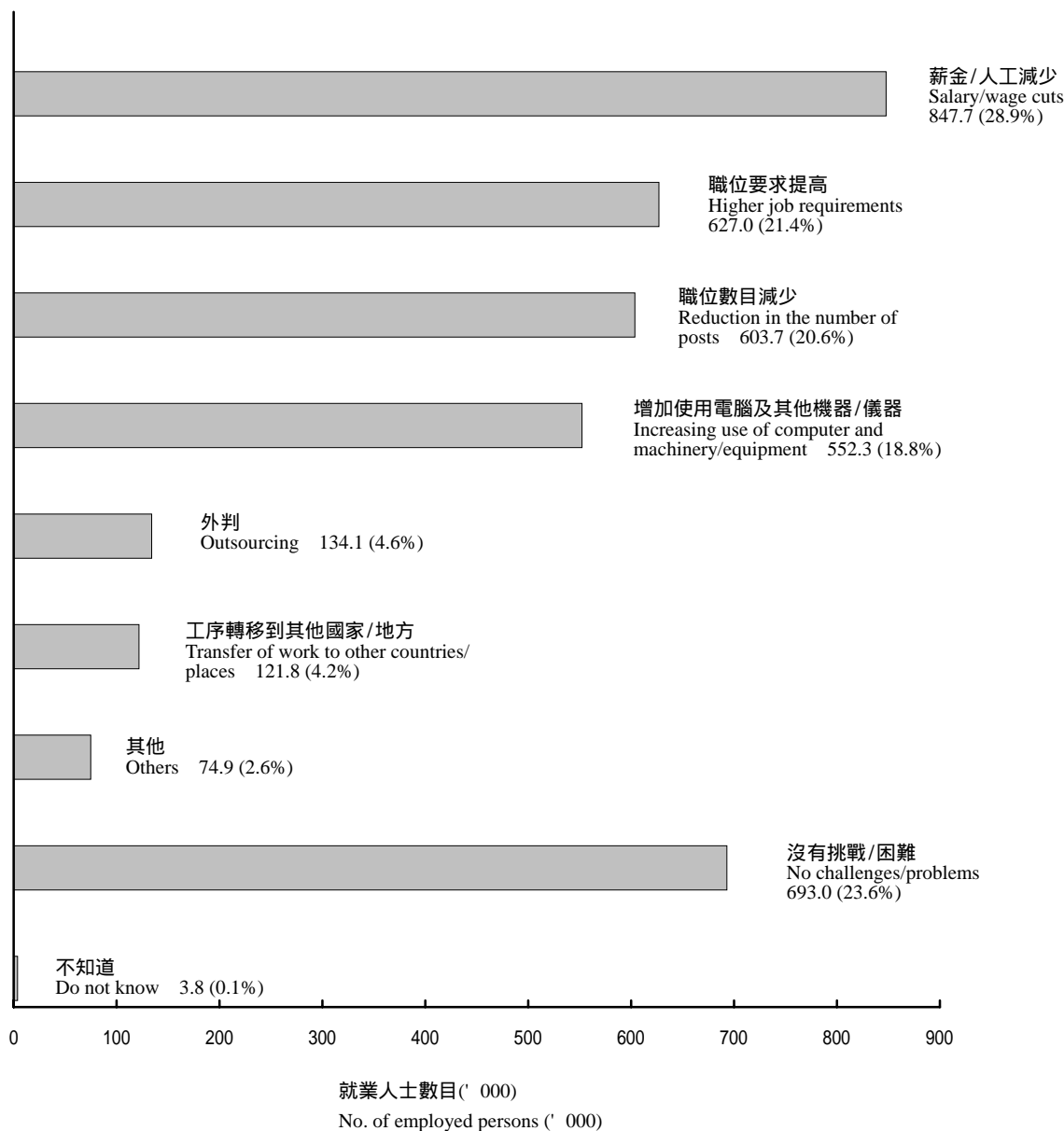
圖 3.3 按所從事行業類別面對的挑戰/困難劃分的就業人士數目
 Chart 3.3 Employed persons by challenge / problem faced by the current industry sector



註釋： 括號內的數字顯示在所有就業人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all employed persons.

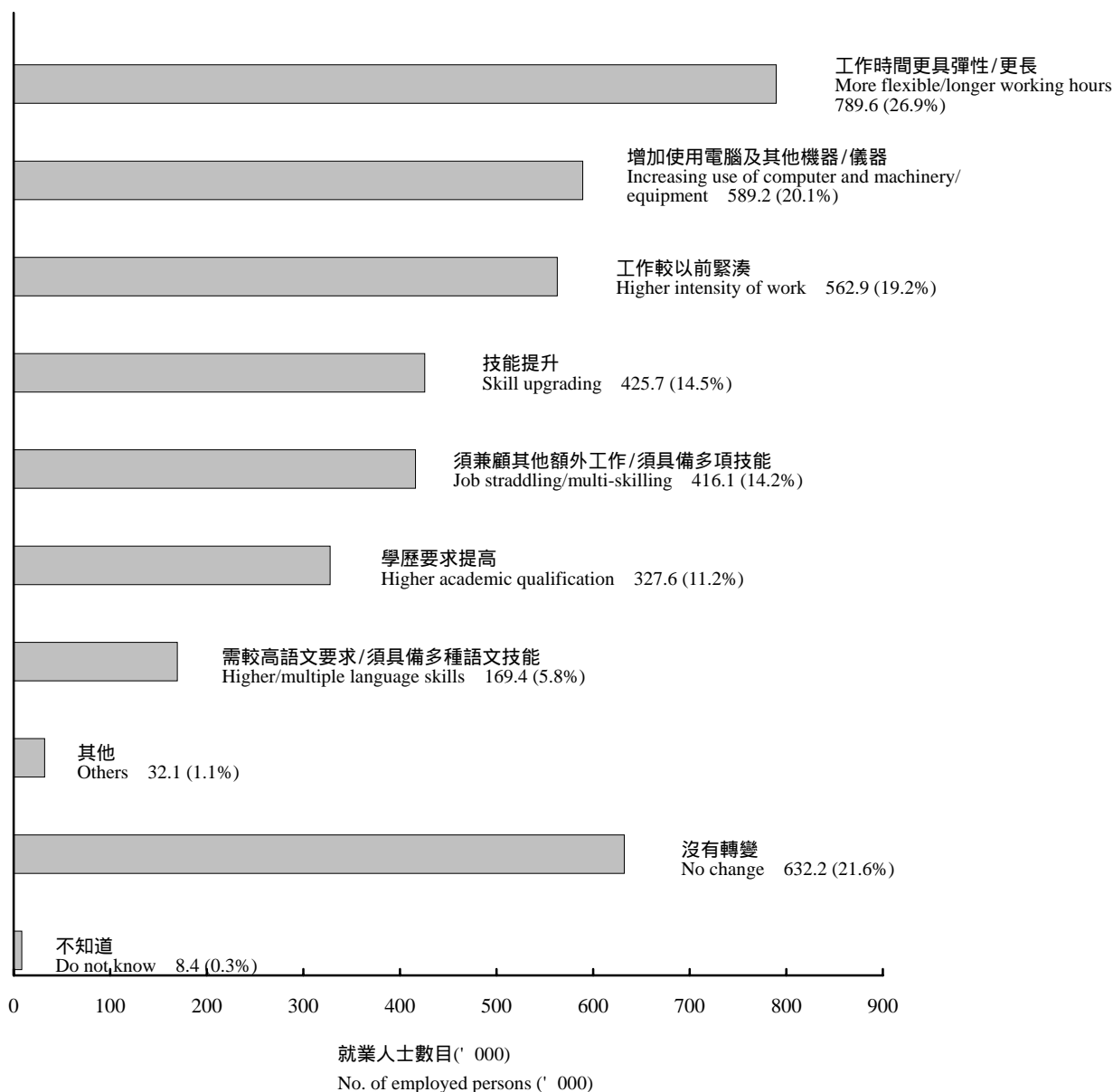
圖 3.4 按所從事職業組別面對的挑戰/困難劃分的就業人士數目
 Chart 3.4 Employed persons by challenge / problem faced by the current occupation category



註釋： 括號內的數字顯示在所有就業人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all employed persons.

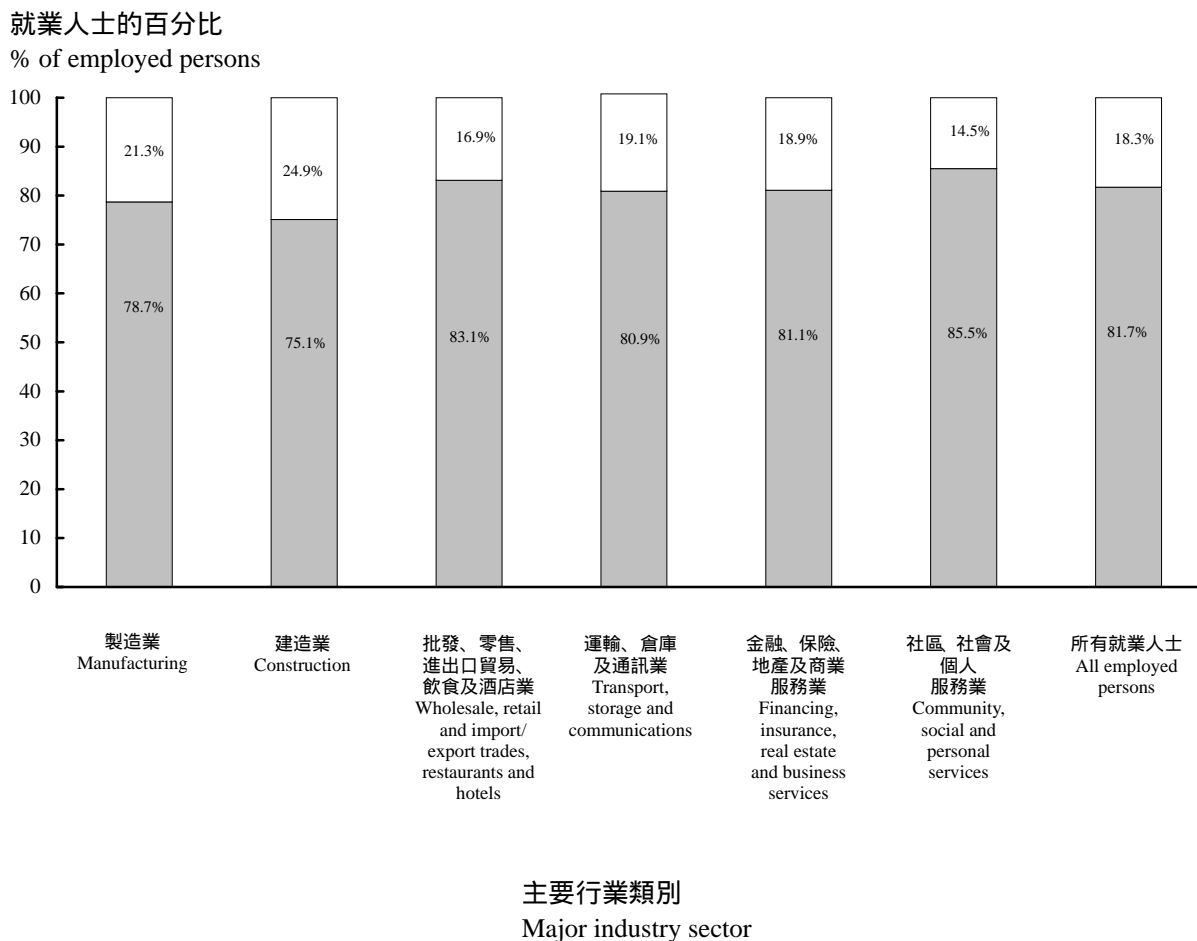
圖 3.5 按最近三年職位要求的轉變劃分的就業人士數目
Chart 3.5 Employed persons by change in job requirements in the past three years



註釋：括號內的數字顯示在所有就業人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all employed persons.

圖 3.6 按有否受一九九八年及一九九九年各公司精簡人手所影響及主要行業類別劃分的就業人士的百分比分布
Chart 3.6 Percentage distribution of employed persons by whether affected by the corporate consolidation in the economy in 1998 and 1999 and major industry sector

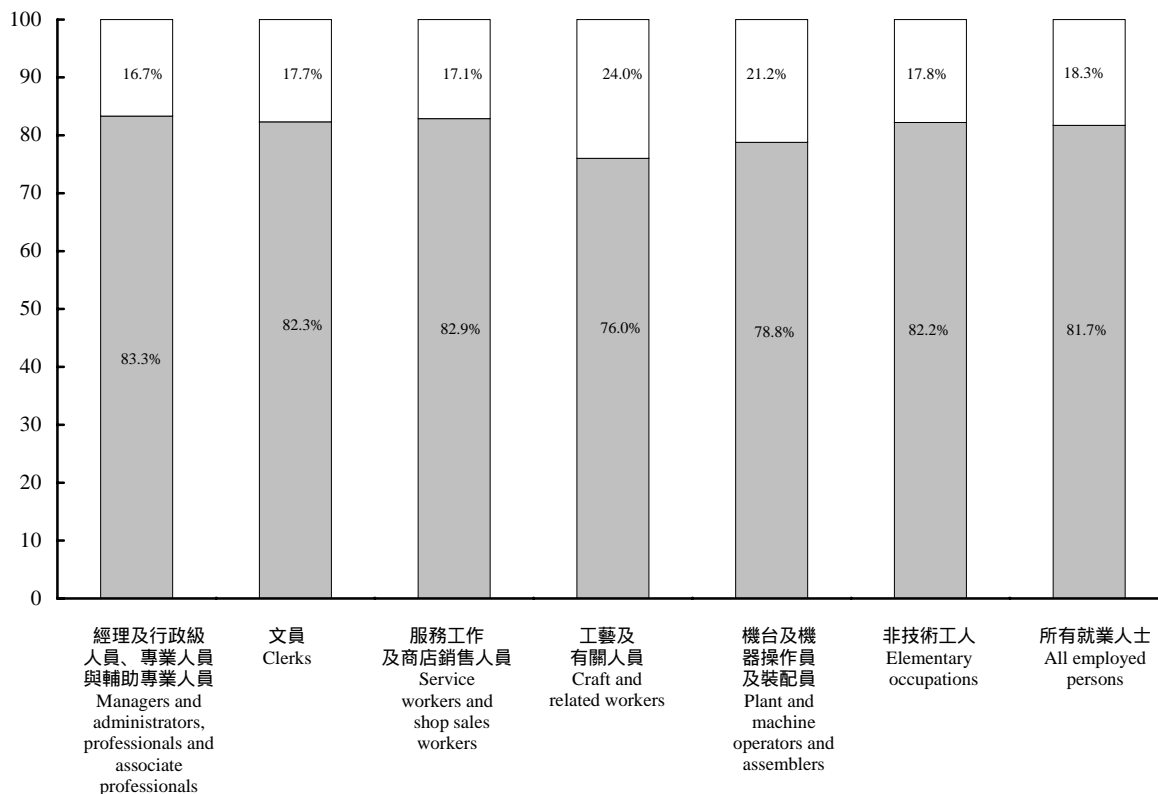


有否受各公司精簡人手所影響：
Whether affected by the corporate consolidation:

- 是
Yes
- 否
No

圖 3.7 按有否受一九九八年及一九九九年各公司精簡人手所影響及主要職業組別劃分的就業人士的百分比分布
Chart 3.7 Percentage distribution of employed persons by whether affected by the corporate consolidation in the economy in 1998 and 1999 and major occupation category

就業人士的百分比
 % of employed persons



主要職業組別
 Major occupation category

有否受各公司精簡人手所影響：
 Whether affected by the corporate consolidation:

- 是
Yes
- 否
No

表 3.1a 按對所從事行業類別的前景的意見及性別劃分的就業人士數目
Table 3.1a Employed persons by perceived prospect of industry sector in which they were engaged and sex

對所從事行業類別的 前景的意見 Perceived prospect of industry sector engaged	男 Male		女 Female		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	98.9	5.5	53.6	4.7	152.5	5.2
穩步發展 Moderate growth	539.6	30.0	388.8	34.2	928.4	31.6
緩慢發展 Slow growth	666.9	37.1	380.9	33.5	1 047.8	35.7
沒有發展 No growth	367.9	20.5	253.8	22.3	621.6	21.2
萎縮 Contraction	121.4	6.8	54.9	4.8	176.3	6.0
沒有意見 No comment	2.4	0.1	4.4	0.4	6.9	0.2
總計 Total	1 797.1	100.0	1 136.3	100.0	2 933.4	100.0

表 3.1b 按對所從事行業類別的前景的意見及年齡劃分的就業人士數目
Table 3.1b Employed persons by perceived prospect of industry sector in which they were engaged and age

對所從事行業類別的前景的意見 Perceived prospect of Industry sector engaged	年齡組別 Age group					
	15 - 29		30 - 39		40 - 49	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	53.9	7.2	59.8	6.5	27.0	3.4
穩步發展 Moderate growth	286.9	38.6	313.3	33.9	222.4	28.1
緩慢發展 Slow growth	272.8	36.7	338.2	36.5	286.1	36.1
沒有發展 No growth	109.9	14.8	163.5	17.7	189.6	24.0
萎縮 Contraction	18.6	2.5	48.6	5.2	64.3	8.1
沒有意見 No comment	1.4	0.2	2.1	0.2	2.1	0.3
總計 Total	743.4	100.0	925.4	100.0	791.4	100.0

表 3.1b(續) 按對所從事行業類別的前景的意見及年齡劃分的就業人士數目
Table 3.1b Employed persons by perceived prospect of industry sector in which they
(Cont'd) were engaged and age

對所從事行業類別的 前景的意見 Perceived prospect of industry sector engaged	年齡組別(續) Age group (Cont'd)			
	≥ 50		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	11.9	2.5	152.5	5.2
穩步發展 Moderate growth	105.8	22.4	928.4	31.6
緩慢發展 Slow growth	150.7	31.9	1 047.8	35.7
沒有發展 No growth	158.6	33.5	621.6	21.2
萎縮 Contraction	44.8	9.5	176.3	6.0
沒有意見 No comment	1.4	0.3	6.9	0.2
總計 Total	473.2	100.0	2 933.4	100.0

表 3.1c 按對所從事行業類別的前景的意見及教育程度劃分的就業人士數目
Table 3.1c Employed persons by perceived prospect of industry sector in which they were engaged and educational attainment

對所從事行業類別的前景的意見 Perceived prospect of industry sector engaged	教育程度 Educational attainment							
	未受教育/ 幼稚園/小學 No schooling/ kindergarten/ primary		中學/預科 Secondary/ matriculation		專上教育 Tertiary		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	5.6	1.1	76.7	4.0	70.2	13.0	152.5	5.2
穩步發展 Moderate growth	84.3	17.3	594.2	31.1	250.0	46.5	928.4	31.6
緩慢發展 Slow growth	164.2	33.7	737.0	38.6	146.6	27.3	1 047.8	35.7
沒有發展 No growth	182.6	37.5	388.1	20.3	50.9	9.5	621.6	21.2
萎縮 Contraction	50.1	10.3	108.1	5.7	18.1	3.4	176.3	6.0
沒有意見 No comment	0.8	0.2	3.9	0.2	2.2	0.4	6.9	0.2
總計 Total	487.5	100.0	1 907.9	100.0	538.0	100.0	2 933.4	100.0

表 3.1d 按對所從事行業類別的前景的意見及主要行業類別劃分的就業人士數目
Table 3.1d Employed persons by perceived prospect of industry sector in which they were engaged and major industry sector

對所從事行業類別的前景的意見 Perceived prospect of industry sector engaged	主要行業類別 Major industry sector							
	製造業 Manufacturing		建造業 Construction		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	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	7.4	2.1	3.8	1.4	27.4	3.3	21.9	5.5
穩步發展 Moderate growth	89.0	25.6	59.5	22.6	243.4	29.5	106.4	26.7
緩慢發展 Slow growth	137.6	39.5	106.6	40.4	339.8	41.2	149.3	37.4
沒有發展 No growth	71.7	20.6	66.3	25.2	171.4	20.8	92.1	23.1
萎縮 Contraction	42.0	12.1	27.1	10.3	40.9	5.0	28.0	7.0
沒有意見 No comment	0.5	0.1	0.5	0.2	1.7	0.2	0.9	0.2
總計 Total	348.1	100.0	263.8	100.0	824.6	100.0	398.6	100.0

表 3.1d(續) 按對所從事行業類別的前景的意見及主要行業類別劃分的就業人士數目
Table 3.1d Employed persons by perceived prospect of industry sector in which they
(Cont'd) were engaged and major industry sector

對所從事行業類別的前景的意見 Perceived prospect of industry sector engaged	主要行業類別(續) Major industry sector (Cont'd)							
	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		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	58.9	13.1	31.7	5.1	1.4	5.6	152.5	5.2
穩步發展 Moderate growth	198.4	44.1	223.9	35.9	7.8	31.0	928.4	31.6
緩慢發展 Slow growth	123.9	27.5	181.6	29.1	9.1	36.1	1 047.8	35.7
沒有發展 No growth	52.9	11.8	162.4	26.1	4.8	19.2	621.6	21.2
萎縮 Contraction	14.9	3.3	21.3	3.4	2.1	8.2	176.3	6.0
沒有意見 No comment	1.1	0.2	2.3	0.4	-	-	6.9	0.2
總數 Total	450.0	100.0	623.1	100.0	25.2	100.0	2 933.4	100.0

表 3.2a 按對所從事職業組別的前景的意見及性別劃分的就業人士數目
Table 3.2a Employed persons by perceived prospect of occupation category in which they were engaged and sex

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	男 Male		女 Female		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	31.0	1.7	11.9	1.1	42.9	1.5
好 Good	335.8	18.7	214.8	18.9	550.6	18.8
一般 Average	1 132.6	63.0	763.4	67.2	1 896.0	64.6
差 Poor	257.9	14.4	128.6	11.3	386.5	13.2
非常差 Very poor	39.0	2.2	16.0	1.4	55.1	1.9
沒有意見 No comment	0.8	~	1.5	0.1	2.3	0.1
總計 Total	1 797.1	100.0	1 136.3	100.0	2 933.4	100.0

註釋： ~ 少於 0.05%。

Note : ~ Less than 0.05%.

表 3.2b 按對所從事職業組別的前景的意見及年齡劃分的就業人士數目
Table 3.2b Employed persons by perceived prospect of occupation category in which they were engaged and age

對所從事職業組別的前景的意見 Perceived prospect of occupation category Engaged	年齡組別 Age group					
	15 - 29		30 - 39		40 - 49	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	13.8	1.9	14.3	1.5	10.7	1.3
好 Good	174.4	23.5	203.7	22.0	125.5	15.9
一般 Average	492.3	66.2	586.9	63.4	508.4	64.2
差 Poor	57.8	7.8	107.1	11.6	127.7	16.1
非常差 Very poor	4.6	0.6	12.6	1.4	18.6	2.3
沒有意見 No comment	0.6	0.1	0.9	0.1	0.5	0.1
總計 Total	743.4	100.0	925.4	100.0	791.4	100.0

表 3.2b(續) 按對所從事職業組別的前景的意見及年齡劃分的就業人士數目
Table 3.2b Employed persons by perceived prospect of occupation category in which
(Cont'd) they were engaged and age

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	年齡組別(續) Age group (Cont'd)			
	≥ 50		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	4.1	0.9	42.9	1.5
好 Good	47.0	9.9	550.6	18.8
一般 Average	308.4	65.2	1 896.0	64.6
差 Poor	93.9	19.8	386.5	13.2
非常差 Very poor	19.4	4.1	55.1	1.9
沒有意見 No comment	0.3	0.1	2.3	0.1
總計 Total	473.2	100.0	2 933.4	100.0

表 3.2c 按對所從事職業組別的前景的意見及教育程度劃分的就業人士數目
Table 3.2c Employed persons by perceived prospect of occupation category in which they were engaged and educational attainment

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	教育程度 Educational attainment							
	未受教育/ 幼稚園/小學 No schooling/ kindergarten/ primary		中學/預科 Secondary/ matriculation		專上教育 Tertiary		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	1.5	0.3	20.3	1.1	21.1	3.9	42.9	1.5
好 Good	30.7	6.3	326.8	17.1	193.2	35.9	550.6	18.8
一般 Average	317.4	65.1	1 292.7	67.8	285.8	53.1	1 896.0	64.6
差 Poor	119.1	24.4	234.6	12.3	32.9	6.1	386.5	13.2
非常差 Very poor	18.5	3.8	32.1	1.7	4.5	0.8	55.1	1.9
沒有意見 No comment	0.3	0.1	1.4	0.1	0.6	0.1	2.3	0.1
總計 Total	487.5	100.0	1 907.9	100.0	538.0	100.0	2 933.4	100.0

表 3.2d 按對所從事職業組別的前景的意見及主要職業組別劃分的就業人士數目
Table 3.2d Employed persons by perceived prospect of occupation category in which they were engaged and major occupation category

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	主要職業組別 Major occupation category							
	經理、 行政級人員、 專業人員與 輔助專業人員 Managers and administrators, professionals and associate professionals		文員 Clerks		服務工作及 商店銷售人員 Service workers and shop sales workers		工藝及 有關人員 Craft and related workers	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	29.2	3.7	4.7	0.9	3.3	0.7	3.0	0.9
好 Good	271.0	34.0	99.7	18.2	72.2	14.8	27.9	8.7
一般 Average	435.7	54.6	393.3	71.7	346.9	71.3	214.4	67.0
差 Poor	53.7	6.7	44.3	8.1	60.3	12.4	61.0	19.1
非常差 Very poor	7.4	0.9	5.7	1.0	4.1	0.8	13.3	4.1
沒有意見 No comment	0.6	0.1	0.6	0.1	-	-	0.5	0.2
總計 Total	797.6	100.0	548.4	100.0	486.9	100.0	320.2	100.0

表 3.2d(續) 按對所從事職業組別的前景的意見及主要職業組別劃分的就業人士數目
Table 3.2d Employed persons by perceived prospect of occupation category in which
(Cont'd) they were engaged and major occupation category

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	主要職位組別(續) Major occupation category (Cont'd)							
	機台及機器操作員及裝配員 Plant and machine operators and assemblers		非技術工人 Elementary occupations		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	0.5	0.2	2.1	0.4	-	-	42.9	1.5
好 Good	19.9	7.6	59.6	11.5	0.2	10.4	550.6	18.8
一般 Average	171.5	65.8	333.2	64.4	1.1	45.3	1 896.0	64.6
差 Poor	61.7	23.7	104.4	20.2	1.0	44.3	386.5	13.2
非常差 Very poor	7.2	2.8	17.3	3.4	-	-	55.1	1.9
沒有意見 No comment	-	-	0.6	0.1	-	-	2.3	0.1
總計 Total	260.8	100.0	517.3	100.0	2.3	100.0	2 933.4	100.0

表 3.3a 按所從事行業類別面對的挑戰/困難及主要行業類別劃分的就業人士數目
Table 3.3a Employed persons by challenge/problem faced by industry sector in which they were engaged and major industry sector

所從事行業類別面對的挑戰/困難 [#] Challenge/problem faced by industry sector engaged [#]	主要行業類別 Major industry sector							
	製造業 Manufacturing		建造業 Construction		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	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
行業內互相競爭大 Keen competition amongst companies within the industry	86.3	24.8	93.0	35.3	271.5	32.9	138.9	34.8
公司精簡人手 Corporate downsizing	83.7	24.0	63.6	24.1	212.1	25.7	102.3	25.7
生意萎縮 Contraction of business	104.4	30.0	71.3	27.0	238.6	28.9	102.0	25.6
發展緩慢 Slow growth	39.6	11.4	32.9	12.5	99.5	12.1	38.7	9.7
外判 Outsourcing	10.6	3.0	53.5	20.3	10.4	1.3	14.5	3.6
工作地點搬到其他國家/地方 Relocation of work place to other countries/places	63.5	18.2	7.7	2.9	28.8	3.5	9.6	2.4
競爭力較其他國家/地方弱 Less competitive to other countries/places	29.2	8.4	6.1	2.3	34.6	4.2	12.7	3.2
其他 Others	3.3	0.9	3.4	1.3	9.6	1.2	8.6	2.1
沒有挑戰/困難 No challenge/problem	51.2	14.7	31.7	12.0	127.7	15.5	68.1	17.1
不知道 Do not know	2.1	0.6	0.5	0.2	1.9	0.2	1.3	0.3
合計 Overall	348.1		263.8		824.6		398.6	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.3a(續) 按所從事行業類別面對的挑戰/困難及主要行業類別劃分的就業人士數目
Table 3.3a Employed persons by challenge/problem faced by industry sector in which
(Cont'd) they were engaged and major industry sector

所從事行業類別面對 的挑戰/困難 [#] Challenge/problem faced by industry sector engaged [#]	主要行業類別(續) Major industry sector (Cont'd)							
	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		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
行業內互相競爭大 Keen competition amongst companies within the industry	200.7	44.6	116.9	18.8	4.9	19.4	912.4	31.1
公司精簡人手 Corporate downsizing	125.6	27.9	168.8	27.1	8.8	35.0	765.0	26.1
生意萎縮 Contraction of business	63.9	14.2	59.3	9.5	3.9	15.5	643.4	21.9
發展緩慢 Slow growth	38.4	8.5	57.2	9.2	4.9	19.2	311.0	10.6
外判 Outsourcing	13.5	3.0	29.2	4.7	1.4	5.6	133.0	4.5
工作地點搬到其他國家/地方 Relocation of work place to other countries/places	8.9	2.0	8.8	1.4	0.3	1.0	127.5	4.3
競爭力較其他國家/地方弱 Less competitive to other countries/places	12.9	2.9	12.4	2.0	0.8	3.2	108.8	3.7
其他 Others	10.8	2.4	30.1	4.8	0.8	3.2	66.6	2.3
沒有挑戰/困難 No challenge/problem	81.3	18.1	227.5	36.5	5.7	22.6	593.3	20.2
不知道 Do not know	1.8	0.4	1.8	0.3	-	-	9.4	0.3
合計 Overall	450.0		623.1		25.2		2 933.4	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.3b 按所從事行業類別面對的挑戰/困難及對所從事行業類別的前景的意見劃分的就業人士數目
Table 3.3b Employed persons by challenge/problem faced by industry sector in which they were engaged and perceived prospect of industry sector in which they were engaged

所從事行業類別面對的挑戰/困難 [#] Challenge/problem faced by industry sector engaged [#]	對所從事行業類別的前景的意見 Perceived prospect of industry sector engaged							
	快速發展 Fast growth		穩步發展 Moderate growth		緩慢發展 Slow growth		沒有發展 No growth	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
行業內互相競爭大 Keen competition amongst companies within the industry	86.0	56.4	353.8	38.1	308.8	29.5	117.1	18.8
公司精簡人手 Corporate downsizing	33.0	21.7	276.5	29.8	239.1	22.8	172.0	27.7
生意萎縮 Contraction of business	8.4	5.5	114.0	12.3	249.2	23.8	169.3	27.2
發展緩慢 Slow growth	3.2	2.1	48.8	5.3	172.0	16.4	67.2	10.8
外判 Outsourcing	6.3	4.1	33.1	3.6	40.3	3.8	36.2	5.8
工作地點搬到其他國家/地方 Relocation of work place to other countries/places	6.7	4.4	34.9	3.8	42.1	4.0	23.6	3.8
競爭力較其他國家/地方弱 Less competitive to other countries/places	11.9	7.8	31.6	3.4	41.5	4.0	13.7	2.2
其他 Others	7.5	4.9	24.5	2.6	15.2	1.4	17.1	2.7
沒有挑戰/困難 No challenge/problem	24.9	16.3	206.8	22.3	211.3	20.2	143.6	23.1
不知道 Do not know	0.5	0.3	3.7	0.4	2.1	0.2	1.8	0.3
合計 Overall	152.5		928.4		1 047.8		621.6	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.3b(續) 按所從事行業類別面對的挑戰/困難及對所從事行業類別的前景的意見劃分的就業人士數目
Table 3.3b Employed persons by challenge/problem faced by industry sector in which they were engaged and perceived prospect of industry sector in which they were engaged

所從事行業類別面對的挑戰/困難 [#] Challenge/problem faced by industry sector engaged [#]	對所從事行業類別的前景的意見(續) Perceived prospect of industry sector engaged (Cont'd)					
	萎縮 Contraction		沒有意見 No comment		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
行業內互相競爭大 Keen competition amongst companies within the industry	45.8	26.0	0.8	12.3	912.4	31.1
公司精簡人手 Corporate downsizing	43.0	24.4	1.4	20.3	765.0	26.1
生意萎縮 Contraction of business	102.0	57.9	0.5	7.9	643.4	21.9
發展緩慢 Slow growth	19.3	10.9	0.5	7.9	311.0	10.6
外判 Outsourcing	16.8	9.5	0.3	4.5	133.0	4.5
工作地點搬到其他國家/地方 Relocation of work place to other countries/places	19.6	11.1	0.6	8.3	127.5	4.3
競爭力較其他國家/地方弱 Less competitive to other countries/places	10.1	5.7	-	-	108.8	3.7
其他 Others	1.8	1.0	0.5	7.4	66.6	2.3
沒有挑戰/困難 No challenge/problem	4.5	2.6	2.2	32.1	593.3	20.2
不知道 Do not know	-	-	1.4	19.9	9.4	0.3
合計 Overall	176.3		6.9		2 933.4	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.4a 按所從事職業組別面對的挑戰/困難及主要職業組別劃分的就業人士數目
Table 3.4a Employed persons by challenge/problem faced by occupation category in which they were engaged and major occupation category

所從事職業組別面對的挑戰/困難# Challenge/problem faced by occupation category engaged#	主要職業組別 Major occupation category							
	經理及 行政級人員、 專業人員與 輔助專業人員 Managers and administrators, professionals and associate professionals		文員 Clerks		服務工作及 商店銷售人員 Service workers and shop sales workers		工藝 及 有關人員 Craft and related workers	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
薪金/人工減少 Salary/wage cuts	139.0	17.4	130.7	23.8	168.2	34.5	121.6	38.0
職位要求提高 Higher job requirements	248.7	31.2	154.5	28.2	90.6	18.6	51.4	16.0
職位數目減少 Reduction in the number of posts	135.5	17.0	114.0	20.8	112.3	23.1	77.6	24.2
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	260.2	32.6	168.2	30.7	56.4	11.6	34.5	10.8
外判 Outsourcing	24.1	3.0	10.1	1.9	6.0	1.2	46.8	14.6
工序轉移到其他國家/地方 Transfer of work to other countries/places	38.5	4.8	16.6	3.0	8.8	1.8	21.3	6.7
其他 Others	18.2	2.3	6.8	1.2	13.9	2.9	11.1	3.5
沒有挑戰/困難 No challenge/problem	163.3	20.5	108.6	19.8	122.2	25.1	55.5	17.4
不知道 Do not know	-	-	0.6	0.1	1.1	0.2	0.3	0.1
合計 Overall	797.6		548.4		486.9		320.2	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.4a(續) 按所從事職業組別面對的挑戰/困難及主要職業組別劃分的就業人士數目
Table 3.4a Employed persons by challenge/problem faced by occupation category in
(Cont'd) which they were engaged and major occupation category

所從事職業組別面對 的挑戰/困難 [#] Challenge/problem faced by occupation category engaged [#]	主要職業組別(續) Major occupation category (Cont'd)							
	機台 及機器操作員 及裝配員 Plant and machine operators and assemblers		非技術工人 Elementary occupations		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
薪金/人工減少 Salary/wage cuts	114.7	44.0	172.0	33.3	1.3	57.3	847.7	28.9
職位要求提高 Higher job requirements	28.3	10.8	53.5	10.3	-	-	627.0	21.4
職位數目減少 Reduction in the number of posts	48.8	18.7	115.5	22.3	-	-	603.7	20.6
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	15.0	5.7	17.7	3.4	0.3	10.8	552.3	18.8
外判 Outsourcing	13.9	5.3	33.2	6.4	-	-	134.1	4.6
工序轉移到其他國家/地方 Transfer of work to other countries/places	21.3	8.2	14.7	2.8	0.5	21.3	121.8	4.2
其他 Others	10.8	4.1	13.6	2.6	0.5	23.0	74.9	2.6
沒有挑戰/困難 No challenge/problem	60.1	23.1	182.4	35.3	0.8	32.3	693.0	23.6
不知道 Do not know	0.5	0.2	1.4	0.3	-	-	3.8	0.1
合計 Overall	260.8		517.3		2.3		2 933.4	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 3.4b 按所從事職業組別面對的挑戰/困難及對所從事職業組別的前景的意見劃分的就業人士數目
Table 3.4b Employed persons by challenge/problem faced by occupation category in which they were engaged and perceived prospect of occupation category in which they were engaged

所從事職業組別面對的挑戰/困難 [#] Challenge/problem faced by occupation category engaged [#]	對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged					
	非常好/好 Very good/good		一般 Average		差/非常差 Poor/very poor	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
薪金/人工減少 Salary/wage cuts	73.7	12.4	561.4	29.6	212.6	48.1
職位要求提高 Higher job requirements	188.0	31.7	385.3	20.3	53.7	12.2
職位數目減少 Reduction in the number of posts	85.2	14.4	398.9	21.0	119.7	27.1
增加使用電腦及其他機器/儀器 Increasing use of computer and machinery/equipment	187.6	31.6	324.6	17.1	40.2	9.1
外判 Outsourcing	10.6	1.8	82.5	4.3	40.7	9.2
工序轉移到其他國家/地方 Transfer of work to other countries/places	14.4	2.4	68.0	3.6	39.3	8.9
其他 Others	11.0	1.8	45.4	2.4	18.5	4.2
沒有挑戰/困難 No challenge/problem	155.9	26.3	479.3	25.3	56.1	12.7
不知道 Do not know	0.8	0.1	2.7	0.1	-	-
合計 Overall	593.5		1 896.0		441.6	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.4b(續) 按所從事職業組別面對的挑戰/困難及對所從事職業組別的前景的意見劃分的就業人士數目
Table 3.4b Employed persons by challenge/problem faced by occupation category in (Cont'd) which they were engaged and perceived prospect of occupation category in which they were engaged

所從事職業組別面對的挑戰/困難 [#] Challenge/problem faced by occupation category engaged [#]	對所從事職業組別的前景的意見(續) Perceived prospect of occupation category engaged (Cont'd)			
	沒有意見 No comment		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
薪金/人工減少 Salary/wage cuts	-	-	847.7	28.9
職位要求提高 Higher job requirements	-	-	627.0	21.4
職位數目減少 Reduction in the number of posts	-	-	603.7	20.6
增加使用電腦及其他機器/儀器 Increasing use of computer and machinery/equipment	-	-	552.3	18.8
外判 Outsourcing	0.3	13.6	134.1	4.6
工序轉移到其他國家/地方 Transfer of work to other countries/places	-	-	121.8	4.2
其他 Others	-	-	74.9	2.6
沒有挑戰/困難 No challenge/problem	1.7	73.5	693.0	23.6
不知道 Do not know	0.3	12.9	3.8	0.1
合計 Overall	2.3		2 933.4	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.5a 按最近三年職位要求的轉變及主要行業類別劃分的就業人士數目
Table 3.5a Employed persons by change in job requirements in the past three years and major industry sector

	主要行業類別 Major industry sector							
	製造業 Manufacturing		建造業 Construction		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	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
最近三年職位要求的轉變 [#] Change in job requirements in the past three years [#]								
工作時間更具彈性/更長 More flexible/longer working hours	91.4	26.3	81.2	30.8	246.9	29.9	141.1	35.4
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	77.1	22.2	25.7	9.7	143.9	17.4	66.0	16.6
工作較以前緊湊 Higher intensity of work	65.1	18.7	61.1	23.2	163.3	19.8	88.0	22.1
技能提升 Skill upgrading	58.5	16.8	46.9	17.8	90.9	11.0	44.3	11.1
須兼顧其他額外工作/須具備 多項技能 Job straddling/multi-skilling	56.1	16.1	51.8	19.7	121.5	14.7	46.0	11.6
學歷要求提高 Higher academic qualification	34.6	9.9	22.5	8.5	79.0	9.6	34.8	8.7
需較高語文要求/須具備多種 語文技能 Higher/multiple language skills	14.6	4.2	4.4	1.7	61.3	7.4	27.3	6.9
其他 Others	2.7	0.8	6.2	2.4	8.9	1.1	4.9	1.2
沒有轉變 No change	72.0	20.7	53.9	20.4	174.8	21.2	76.0	19.1
不知道 Do not know	2.1	0.6	0.3	0.1	1.6	0.2	1.6	0.4
合計 Overall	348.1		263.8		824.6		398.6	

註釋： # 可選擇多項答案。

Note: # Multiple answers were allowed.

表 3.5a(續) 按最近三年職位要求的轉變及主要行業類別劃分的就業人士數目
Table 3.5a Employed persons by change in job requirements in the past three years
(Cont'd) and major industry sector

	主要行業類別(續) Major industry sector (Cont'd)							
	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		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
最近三年職位要求的轉變# Change in job requirements in the past three years#								
工作時間更具彈性/更長 More flexible / longer working hours	102.1	22.7	120.4	19.3	6.4	25.3	789.6	26.9
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	144.5	32.1	125.5	20.1	6.5	25.8	589.2	20.1
工作較以前緊湊 Higher intensity of work	78.8	17.5	102.2	16.4	4.4	17.3	562.9	19.2
技能提升 Skill upgrading	87.3	19.4	93.6	15.0	4.3	17.1	425.7	14.5
須兼顧其他額外工作/須具備 多項技能 Job straddling/multi-skilling	55.2	12.3	81.7	13.1	3.7	14.7	416.1	14.2
學歷要求提高 Higher academic qualification	78.0	17.3	76.7	12.3	1.9	7.6	327.6	11.2
需較高語文要求/須具備多種 語文技能 Higher/multiple language skills	29.8	6.6	30.7	4.9	1.4	5.5	169.4	5.8
其他 Others	2.1	0.5	7.2	1.1	-	-	32.1	1.1
沒有轉變 No change	70.0	15.5	179.4	28.8	6.0	23.8	632.2	21.6
不知道 Do not know	0.8	0.2	2.0	0.3	-	-	8.4	0.3
合計 Overall	450.0		623.1		25.2		2 933.4	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.5b 按最近三年職位要求的轉變及主要職業組別劃分的就業人士數目
Table 3.5b Employed persons by change in job requirements in the past three years and major occupation category

最近三年職位要求的轉變 [#] Change in job requirements in the past three years [#]	主要職業組別 Major occupation category							
	經理及行政級人員、專業人員與 輔助專業人員 Managers and administrators, and professionals and associate professionals		文員 Clerks		服務工作 及 商店銷售人員 Service workers and shop sales workers		工藝 及 有關人員 Craft and related workers	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
工作時間更具彈性/更長 More flexible / longer working hours	181.7	22.8	110.0	20.1	162.9	33.4	85.3	26.6
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	278.3	34.9	189.1	34.5	52.8	10.8	36.7	11.5
工作較以前緊湊 Higher intensity of work	133.2	16.7	86.4	15.8	103.6	21.3	67.4	21.1
技能提升 Skill upgrading	161.6	20.3	80.0	14.6	49.3	10.1	77.3	24.2
須兼顧其他額外工作/須具備 多項技能 Job straddling/multi-skilling	88.5	11.1	72.5	13.2	72.6	14.9	61.6	19.2
學歷要求提高 Higher academic qualification	127.4	16.0	97.8	17.8	41.9	8.6	24.1	7.5
需較高語文要求/須具備多種 語文技能 Higher/multiple language skills	55.2	6.9	40.8	7.4	39.7	8.1	2.9	0.9
其他 Others	6.3	0.8	2.4	0.4	5.9	1.2	4.0	1.3
沒有轉變 No change	126.3	15.8	93.2	17.0	103.5	21.3	66.4	20.7
不知道 Do not know	1.5	0.2	0.9	0.2	1.0	0.2	0.5	0.1
合計 Overall	797.6		548.4		486.9		320.2	

註釋：[#] 可選擇多項答案。

Note: [#] Multiple answers were allowed.

表 3.5b(續) 按最近三年職位要求的轉變及主要職業組別劃分的就業人士數目
Table 3.5b Employed persons by change in job requirements in the past three years
(Cont'd) and major occupation category

最近三年職位要求的轉變 [#] Change in job requirements in the past three years [#]	主要職業組別(續) Major occupation category (Cont'd)							
	機台 及機器操作員 及裝配員 Plant and machine operators and assemblers		非技術工人 Elementary occupations		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
工作時間更具彈性/更長 More flexible / longer working hours	98.7	37.8	150.3	29.0	0.8	35.6	789.6	26.9
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	14.8	5.7	17.3	3.3	0.3	10.8	589.2	20.1
工作較以前緊湊 Higher intensity of work	57.9	22.2	113.6	22.0	0.8	33.4	562.9	19.2
技能提升 Skill upgrading	26.0	10.0	31.4	6.1	-	-	425.7	14.5
須兼顧其他額外工作/須具備 多項技能 Job straddling/multi-skilling	39.2	15.0	81.6	15.8	-	-	416.1	14.2
學歷要求提高 Higher academic qualification	12.2	4.7	24.2	4.7	-	-	327.6	11.2
需較高語文要求/須具備多種 語文技能 Higher/multiple language skills	13.6	5.2	17.3	3.3	-	-	169.4	5.8
其他 Others	5.3	2.0	8.0	1.6	-	-	32.1	1.1
沒有轉變 No change	58.6	22.5	183.2	35.4	1.0	43.3	632.2	21.6
不知道 Do not know	1.3	0.5	3.2	0.6	-	-	8.4	0.3
合計 Overall	260.8		517.3		2.3		2 933.4	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed..

表 3.6a 按最近三年職位要求的轉變及能否應付轉變劃分的曾於最近三年面對職位要求轉變的就業人士數目
Table 3.6a Employed persons who had experienced changes in job requirements in the past three years by change in job requirements in the past three years and whether could meet the changes

最近三年職位要求的轉變 [#] Change in job requirements in the past three years [#]	能否應付轉變 Whether could meet the changes							
	輕易應付 Met comfortably		剛好能應付 Just met		未能應付 Unable to meet		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
工作時間更具彈性/更長 More flexible / longer working hours	123.6	15.7	646.1	81.8	19.9	2.5	789.6	100.0
增加使用電腦及其他機器/ 儀器 Increasing use of computer and machinery/equipment	135.8	23.1	435.7	74.0	17.6	3.0	589.2	100.0
工作較以前緊湊 Higher intensity of work	122.1	21.7	428.4	76.1	12.4	2.2	562.9	100.0
技能提升 Skill upgrading	81.3	19.1	330.4	77.6	14.1	3.3	425.7	100.0
須兼顧其他額外工作/須具備 多項技能 Job straddling/multi-skilling	60.8	14.6	342.5	82.3	12.8	3.1	416.1	100.0
學歷要求提高 Higher academic qualification	76.2	23.3	238.8	72.9	12.6	3.8	327.6	100.0
需較高語文要求/須具備多種 語文技能 Higher/multiple language skills	29.4	17.3	131.4	77.5	8.7	5.1	169.4	100.0
其他 Others	10.1	31.4	18.2	56.9	3.8	11.7	32.1	100.0
合計 Overall	461.5	20.1	1 763.1	76.9	68.3	3.0	2 292.9	100.0

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.6b 按能否應付轉變及教育程度劃分的曾於最近三年面對職位要求轉變的就業人士數目
Table 3.6b Employed persons who had experienced changes in job requirements in the past three years by whether could meet the changes and educational attainment

能否應付轉變 Whether could meet the changes	教育程度 Educational attainment							
	未受教育/ 幼稚園/小學 No schooling/ kindergarten/ primary		中學/預科 Secondary/ matriculation		專上教育 Tertiary		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
輕易應付 Met comfortably	43.5	13.2	283.2	18.7	134.8	29.7	461.5	20.1
剛好能應付 Just met	268.7	81.7	1 185.0	78.4	309.4	68.3	1 763.1	76.9
未能應付 Unable to meet	16.6	5.0	42.8	2.8	9.0	2.0	68.3	3.0
總計 Total	328.7	100.0	1 511.0	100.0	453.2	100.0	2 292.9	100.0

表 3.6c 按應付最近三年職位轉變所採取的行動及能否應付轉變劃分的曾於最近三年面對職位要求轉變的就業人士數目
Table 3.6c Employed persons who had experienced changes in job requirements in the past three years by action taken to meet the changes in job requirements in the past three years and whether could meet the changes

應付最近三年的職位轉變 所採取的行動 [#] Action taken to meet the changes in job requirements in the past three years [#]	能否應付轉變 Whether could meet the changes							
	輕易應付 Met comfortably		剛好能應付 Just met		未能應付 Unable to meet		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
自我進修 Self-learning	98.4	21.3	335.8	19.0	10.9	15.9	445.1	19.4
在職培訓 On-the-job training	31.4	6.8	112.7	6.4	5.0	7.3	149.1	6.5
參加與工作有關的培訓/ 再培訓課程 Attending job-related training/retraining courses	32.9	7.1	109.8	6.2	5.7	8.4	148.3	6.5
找另一份合適工作 Looking for other suitable job	8.8	1.9	34.0	1.9	6.3	9.2	49.1	2.1
其他 Others	5.8	1.3	24.6	1.4	0.5	0.7	31.0	1.4
沒有行動 No action taken	309.3	67.0	1 243.4	70.5	45.2	66.2	1 598.0	69.7
合計 Overall	461.5		1 763.1		68.3		2 292.9	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 3.7a 按主要行業類別及有否受一九九八年和一九九九年各公司精簡人手所影響劃分的就業人士數目
Table 3.7a Employed persons by major industry sector and whether affected by the corporate consolidation in the economy in 1998 and 1999

主要行業類別 Major industry sector	有否受一九九八年和一九九九年各公司精簡人手所影響 Whether affected by the corporate consolidation in the economy in 1998 and 1999					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	74.1	21.3	274.0	78.7	348.1	100.0
建造業 Construction	65.7	24.9	198.1	75.1	263.8	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	139.6	16.9	685.0	83.1	824.6	100.0
運輸、倉庫及通訊業 Transport, storage and communications	76.2	19.1	322.4	80.9	398.6	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	85.2	18.9	364.8	81.1	450.0	100.0
社區、社會 及個人服務業 Community, social and personal services	90.6	14.5	532.5	85.5	623.1	100.0
其他 Others	6.8	26.9	18.4	73.1	25.2	100.0
合計 Overall	538.1	18.3	2 395.3	81.7	2 933.4	100.0

表 3.7b 按主要職業組別及有否受一九九八年和一九九九年各公司精簡人手所影響劃分的就業人士數目
Table 3.7b Employed persons by major occupation category and whether affected by the corporate consolidation in the economy in 1998 and 1999

主要職業組別 Major occupation category	有否受一九九八年和一九九九年各公司精簡人手所影響 Whether affected by the corporate consolidation in the economy in 1998 and 1999					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
經理及行政級人員、 專業人員與輔助專業人員 Managers and administrators, professionals and associate professionals	133.1	16.7	664.5	83.3	797.6	100.0
文員 Clerks	97.2	17.7	451.2	82.3	548.4	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	83.4	17.1	403.5	82.9	486.9	100.0
工藝及有關人員 Craft and related workers	76.8	24.0	243.3	76.0	320.2	100.0
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	55.4	21.2	205.4	78.8	260.8	100.0
非技術工人 Elementary occupations	92.2	17.8	425.1	82.2	517.3	100.0
其他 Others	-	-	2.3	100.0	2.3	100.0
合計 Overall	538.1	18.3	2 395.3	81.7	2 933.4	100.0

表 3.8a 按年齡/性別劃分的曾受一九九八年和一九九九年各公司精簡人手所影響的就業人士數目
Table 3.8a Employed persons affected by the corporate consolidation in the economy in 1998 and 1999 by age and sex

年齡組別/性別 Age group/sex	曾受一九九八年和一九九九年各公司精簡人手 所影響的就業人士 Employed persons affected by the corporate consolidation in the economy in 1998 and 1999		所有就業人士 All employed persons	
	人數 No. of persons (' 000)	百分比 %	百分比 %	百分比 %
年齡組別 Age group				
15 - 29	107.7	20.0		25.3
30 - 39	175.4	32.6		31.5
40 - 49	159.4	29.6		27.0
≥ 50	95.7	17.8		16.1
性別 Sex				
男 Male	354.2	65.8		61.3
女 Female	183.9	34.2		38.7
總計 Total	538.1	100.0		100.0

表 3.8b 按教育程度劃分的曾受一九九八年和一九九九年各公司精簡人手所影響的就業人士數目
Table 3.8b Employed persons affected by the corporate consolidation in the economy in 1998 and 1999 by educational attainment

教育程度 Educational attainment	曾受一九九八年和一九九九年各公司精簡人手 所影響的就業人士 Employed persons affected by the corporate consolidation in the economy in 1998 and 1999		所有就業人士 All employed persons
	人數 No. of persons (' 000)	百分比 %	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	99.7	18.5	16.6
中學/預科 Secondary/matriculation	354.9	66.0	65.0
專上教育 Tertiary	83.5	15.5	18.3
總計 Total	538.1	100.0	100.0

表 3.8c 按公司精簡人手對員工的影響劃分的曾受一九九八年和一九九九年各公司精簡人手所影響的就業人士數目
Table 3.8c Employed persons affected by the corporate consolidation in the economy in 1998 and 1999 by impact on workers as a result of the corporate consolidation

公司精簡人手對員工的影響 [#] Impact on workers as a result of the corporate consolidation [#]	人數 No. of persons (' 000)	百分比 %
工作時間須更具彈性/更長 More flexible/longer working hours	218.5	40.6
薪金/人工減少 Salary/wage cuts	179.9	33.4
開工不足 Slack work	81.9	15.2
福利減少 Reduction in fringe benefits	80.2	14.9
面臨被遣散/解僱危機 Facing the risk of being laid-off/dismissed	68.1	12.6
曾經被遣散/解僱 Had ever been laid-off /dismissed	65.3	12.1
其他 Others	19.3	3.6
合計 Overall	538.1	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 3.8d 按員工受公司精簡人手所影響而採取的行動劃分的曾受一九九八年和一九九九年各公司精簡人手所影響的就業人士數目

Table 3.8d Employed persons affected by the corporate consolidation in the economy in 1998 and 1999 by action taken in response to the impact on workers as a result of the corporate consolidation

員工受公司精簡人手所影響而採取的行動 [#] Action taken in response to the impact on workers as a result of the corporate consolidation [#]	人數 No. of persons (' 000)	百分比 %
更勤力工作 Worked harder	214.0	39.8
提升自己的工作能力 Upgraded oneself	117.5	21.8
轉工 Changed job	62.5	11.6
轉行 Switched to another industry sector	32.3	6.0
其他 Others	3.9	0.7
沒有行動 No action taken	194.8	36.2
合計 Overall	538.1	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

4 有關就業機會的關注事項 – 對事業的冀望

Concerns on Employment Opportunities – Career Aspirations

4.1 以下的章節載列有關從事經濟活動人口（包括就業和失業人士）的資料。就失業人士而言，所從事的行業類別和職業組別是指他們以前曾從事的行業類別和職業組別。在一些與行業類別和職業組別有關的分析之中，從未就業的失業人士沒有計算在內。

有否急切需要找新工作

4.2 在統計時的 3 125 500 名從事經濟活動人士當中，261 000 人（即 8.4%）表示有急切需要找新工作。（表 4.1a 及圖 4.1）

經濟活動身分

4.3 按經濟活動身分分析，84.7%的失業人士有急切需要找新工作，而就業人士的相應百分比是 3.4%。（表 4.1a）

主要行業類別

4.4 相對而言，在建造業內，有急切需要找新工作的人士的比例（15.4%）最高。其次是從事批發、零售、進出口貿易、飲食及酒店業（9.1%）和製造業（8.2%）的人士。相比之下，社區、社會及個人服務業和金融、保險、地產及商用服務業內有急切需要找新工作的人士的比例較小（分別是 5.0% 和 5.5%）。（表 4.1b）

主要職業組別

4.5 相對而言，工藝及有關人員和服務工作及商店銷售人員當中，有急切需要找新工作的人士的比例較大（分別是 12.8% 和 9.9%）。相反地，經理及行政級人員、專業人員與輔助專業人員有這個需要的比例較低，為 3.8%。（表 4.1c）

4.1 In the following chapters, information pertaining to the economically active population (including employed and unemployed persons) is presented. For unemployed persons, the industry sectors and occupation categories in which they were engaged referred to those of their previous employment. Unemployed persons without previous employment were excluded from certain analyses related to industry sectors and occupation categories.

Whether had a pressing need to find new job

4.2 Of the 3 125 500 economically active persons at the time of enumeration, 261 000 persons (or 8.4%) indicated a pressing need to find new job. (Table 4.1a and Chart 4.1)

Activity status

4.3 Analyzed by activity status, 84.7% of the unemployed persons had a pressing need to find new job. The corresponding percentage for employed persons was 3.4%. (Table 4.1a)

Major industry sector

4.4 Relatively speaking, the construction sector had the highest proportion of persons with a pressing need to find new job (15.4%). This was followed by persons who worked in the wholesale, retail and import / export trades, restaurants and hotels sector (9.1%) and the manufacturing sector (8.2%). In comparison, the community, social and personal services sector and the financing, insurance, real estate and business services sector had relatively smaller proportion of persons with a pressing need to find new job (5.0% and 5.5% respectively). (Table 4.1b)

Major occupation category

4.5 Relatively speaking, craft and related workers and service workers and shop sales workers had the higher proportion of persons with a pressing need to find new job (12.8% and 9.9% respectively). On the contrary, managers and administrators, professionals and associate professionals had the smallest proportion, at 3.8%. (Table 4.1c)

有急切需要找新工作的人士*年齡及性別*

4.6 在 261 000 名有急切需要找新工作的從事經濟活動人士當中，35.5% 年齡介乎 15 至 29 歲、24.7% 年齡介乎 30 至 39 歲、24.4% 年齡介乎 40 至 49 歲，以及 15.4% 年齡在 50 歲及以上。對比整體從事經濟活動人口，有急切需要找新工作的人士相對較年輕。（表 4.2a）

4.7 按性別分析，有急切需要找新工作的從事經濟活動人士當中，67.0% 是男性，33.0% 是女性。對比整體從事經濟活動人口，較多男性有急切需要找新工作。（表 4.2a）

教育程度

4.8 大部分（69.4%）有急切需要找新工作的從事經濟活動人士具中學 / 預科教育程度，另外 21.9% 具小學或以下教育程度，而 8.7% 具專上教育程度。對比整體從事經濟活動人口，具專上教育程度的人士較少有急切需要找新工作。（表 4.2b）

急切需要找新工作的原因

4.9 「失業」是有急切需要找新工作的人士最常提及的原因，在 261 000 名有急切需要找新工作的從事經濟活動人士當中，約 58.1% 提及這個原因。其他被提及的主要原因是「薪金 / 人工減少」（17.7%）和「開工不足」（14.1%）。（表 4.2c 及圖 4.1）

有否計劃於未來十二個月轉換行業類別

4.10 在 3 108 300 名正就業或失業但以前曾就業的從事經濟活動人士當中，180 500 人（即 5.8%）表示有計劃於未來十二個月轉換行業類別。（表 4.3a 及圖 4.2）

Persons who had a pressing need to find new job*Age and sex*

4.6 Of the 261 000 economically active persons who had a pressing need to find new job, 35.5% were aged 15 – 29, 24.7% aged 30 – 39, 24.4% aged 40 – 49 and 15.4% aged 50 and over. As compared to the entire economically active population, those who had a pressing need to find new job were relatively younger. (Table 4.2a)

4.7 Analyzed by sex, 67.0% of the economically active persons who had a pressing need to find new job were males and 33.0% were females. As compared to the entire economically active population, relatively more males had a pressing need to find new job. (Table 4.2a)

Educational attainment

4.8 The majority (69.4%) of the economically active persons who had a pressing need to find new job had secondary / matriculation educational attainment. Another 21.9% had primary or lower educational attainment and 8.7% had tertiary educational attainment. As compared to the entire economically active population, persons with tertiary educational attainment were less likely to have a pressing need to find new job. (Table 4.2b)

Reason of having a pressing need to find new job

4.9 “Unemployment” was the most commonly mentioned reason for persons having a pressing need to find new job, with some 58.1% of the 261 000 economically active persons who had a pressing need to find new job having cited this reason. Other major reasons mentioned were “salary / wage cuts” (17.7%) and “slack work” (14.1%). (Table 4.2c and Chart 4.1)

Whether had plan to move to another industry sector in the coming 12 months

4.10 Of the 3 108 300 economically active persons who were either currently employed or unemployed but with previous employment, 180 500 persons (or 5.8%) indicated that they had

4.11 在該 180 500 名計劃轉換行業類別的人士當中，111 300 名(即 61.6%)亦表示有急切需要找新工作。(表 4.3a)

經濟活動身分

4.12 按經濟活動身分分析，39.9%現正失業但以前曾就業的人士有計劃於未來十二個月轉換行業類別。而就業人士的相應百分比是 3.8%。(表 4.3b)

主要行業類別

4.13 相對而言，建造業和製造業內有計劃於未來十二個月轉換行業類別的人士的百分比較高，分別為 8.7%和 7.3%。而社區、社會及個人服務業的百分比最低，為 4.2%。(表 4.3c)

有計劃於未來十二個月轉換行業類別的人士

年齡和性別

4.14 在該 180 500 名有計劃於未來十二個月轉換行業類別的從事經濟活動人士當中，36.2%年齡介乎 15 至 29 歲，另外 30.9%年齡介乎 30 至 39 歲，21.6%年齡介乎 40 至 49 歲，以及 11.3%年齡在 50 歲及以上。有這個計劃的人士相對整體從事經濟活動人口較為年輕。(表 4.4a)

4.15 在該 180 500 名於未來十二個月有計劃轉換行業類別的從事經濟活動人士當中，58.5%是男性，41.5%是女性。對比整體從事經濟活動人口，較多女性有該計劃。(表 4.4a)

plan to move to another industry sector in the coming 12 months. (Table 4.3a and Chart 4.2)

4.11 Of the 180 500 persons who had plan to move to another industry sector, 111 300 (or 61.6%) also indicated that they had a pressing need to find new job. (Table 4.3a)

Activity status

4.12 Analyzed by activity status, 39.9% of those unemployed persons with previous employment had plan to move to another industry sector in the coming 12 months. The corresponding percentage for employed persons was 3.8%. (Table 4.3b)

Major industry sector

4.13 Relatively speaking, the construction and manufacturing sectors had higher proportion of persons having plan to move to another industry sector in the coming 12 months, with the respective percentages at 8.7% and 7.3%. The community, social and personal services sector had the smallest percentage, at 4.2%. (Table 4.3c)

Persons who had plan to move to another industry sector in the coming 12 months

Age and sex

4.14 Of the 180 500 economically active persons who had plan to move to another industry sector in the coming 12 months, 36.2% were aged 15 – 29. Another 30.9% were aged 30 – 39, 21.6% aged 40 – 49 and 11.3% aged 50 and over. Persons who had such plan were relatively younger than the entire economically active population. (Table 4.4a)

4.15 58.5% of the 180 500 economically active persons who had plan to move to another industry sector in the coming 12 months were males and 41.5% were females. As compared to the entire economically active population, there were more females who had such plan. (Table 4.4a)

*教育程度**Educational attainment*

4.16 按教育程度分析，大部分(71.2%)有計劃於未來十二個月轉換行業類別的從事經濟活動人士具中學／預科教育程度。另外 17.8%具小學或以下教育程度，而 11.0%具專上教育程度。對比整體從事經濟活動人口，較多具中學／預科教育程度的人士有計劃於未來十二個月轉換行業類別，而具專上教育程度的人士中則較少有該計劃。(表 4.4b)

4.16 Analyzed by educational attainment, the majority (71.2%) of the economically active persons who had plan to move to another industry sector in the coming 12 months had secondary / matriculation educational attainment. Another 17.8% of them had primary or lower educational attainment and 11.0% had tertiary educational attainment. As compared to the entire economically active population, relatively more persons with secondary / matriculation educational attainment and less persons with tertiary educational attainment had plan to move to another industry sector in the coming 12 months. (Table 4.4b)

*計劃轉換行業類別的原因**Reason of having plan to move to another industry sector*

4.17 在該 180 500 名有計劃於未來十二個月轉換行業類別的從事經濟活動人士當中，最常提及的理由是「其他行業較多機會」。他們當中約 32.0%表示這是他們計劃於未來十二個月轉換行業類別的理由。其次是「現時這行人工低」(26.1%)和「現時這行沒有前途」(24.9%)。(表 4.4c 及圖 4.2)

4.17 The most common reason mentioned by the 180 500 economically active persons who had plan to move to another industry sector in the coming 12 months was “better opportunities in other industries”. Some 32.0% of these persons indicated that this was their reason of planning to move to another industry sector in the coming 12 months. This was followed by “low salary in the current industry” (26.1%) and “no prospect for the current industry” (24.9%). (Table 4.4c and Chart 4.2)

*希望轉至的行業類別**Intended industry sector to move to*

4.18 有計劃於未來十二個月轉換行業類別的從事經濟活動人士被問及希望轉至甚麼行業類別。大部分(66.7%)表示沒有特別傾向轉至某個特定行業類別。另外 9.5%表示希望轉至金融、保險、地產及商用服務業，而 7.7%希望轉至批發、零售、進出口貿易、飲食及酒店業。(表 4.4d)

4.18 Economically active persons with plan to move to another industry sector in the coming 12 months were asked about the industry sector which they intended to move to. The majority (66.7%) of them had no particular preference for which specific industry sector to move to. Another 9.5% intended to move to the financing, insurance, real estate and business services sector and 7.7%, the wholesale, retail and import / export trades, restaurants and hotels sector. (Table 4.4d)

*是否有需要提升技能及參加培訓／再培訓課程以轉行**Whether skill upgrading and training / retraining would be required for the move*

4.19 在該 180 500 名有計劃於未來十二個月轉換行業類別的從事經濟活動人士當中，90 400 人(即 50.1%)認為有需要提升技能及參加培訓／再培訓課程以轉行。尤其是希望轉

4.19 Of the 180 500 economically active persons who had plan to move to another industry sector in the coming 12 months, 90 400 (or 50.1%) considered that skill upgrading and

至金融、保險、地產及商用服務業的人士當中，84.0%認為有需要提升技能及參加培訓／再培訓課程，以便轉至該行業類別。（表 4.4d）

4.20 在該 90 400 名認為有需要提升技能及參加培訓／再培訓課程以便在未來十二個月轉換行業類別的人士當中，41.3%認為需要有關電腦技能的培訓，25.3%認為需要特定工作技能的培訓及 13.4%需要語文技能的培訓。（表 4.5）

認為沒有需要提升技能及參加培訓／再培訓課程以轉行的原因

4.21 在另外 90 200 名認為沒有需要提升技能及參加培訓／再培訓課程以轉行的人士當中，58.7%認為無需要特定工作技能以轉行，而 16.9%則表示他們會找一份與現職相若的工作。（表 4.6）

從事經濟活動人士於未來三年最想從事的行業類別

4.22 當被問及未來三年最想從事的行業類別時，3 125 500 名從事經濟活動人士中，大部分（87.1%）表示希望留在現時從事的行業類別，主要理由是「不想轉」（表示希望留在現時所從事行業類別的人士當中，70.9%提及這個理由）和「工作較穩定」（29.4%）。（表 4.7a 及 4.7b）

4.23 約 30 100 名從事經濟活動人士表示想在未來三年從事批發、零售、進出口貿易、飲食及酒店業，主要理由是「較容易搵工」（表示希望從事該行業類別的人士當中，40.4%提及這個理由）和「工作較穩定」（25.7%）。（表 4.7b）

training / retraining would be required for the move. In particular, for those who intended to move to the financing, insurance, real estate and business services sector, 84.0% considered that skill upgrading and training / retraining would be required for them to move to this sector. (Table 4.4d)

4.20 Of the 90 400 persons who considered that skill upgrading and training / retraining would be required for them to move to the intended industry sector in the coming 12 months, 41.3% thought that training related to computer skills would be required, 25.3%, training on job-specific skills and 13.4%, training on language skills. (Table 4.5)

Reason of not requiring skill upgrading and training / retraining for the move

4.21 Of another 90 200 persons who considered that skill upgrading and training / retraining would not be required for them to move to the intended industry sector, 58.7% thought that no job-specific skill would be required, while 16.9% indicated that they would look for a job similar to the current one. (Table 4.6)

Industry sector which economically active persons would most wish to work in over the next three years

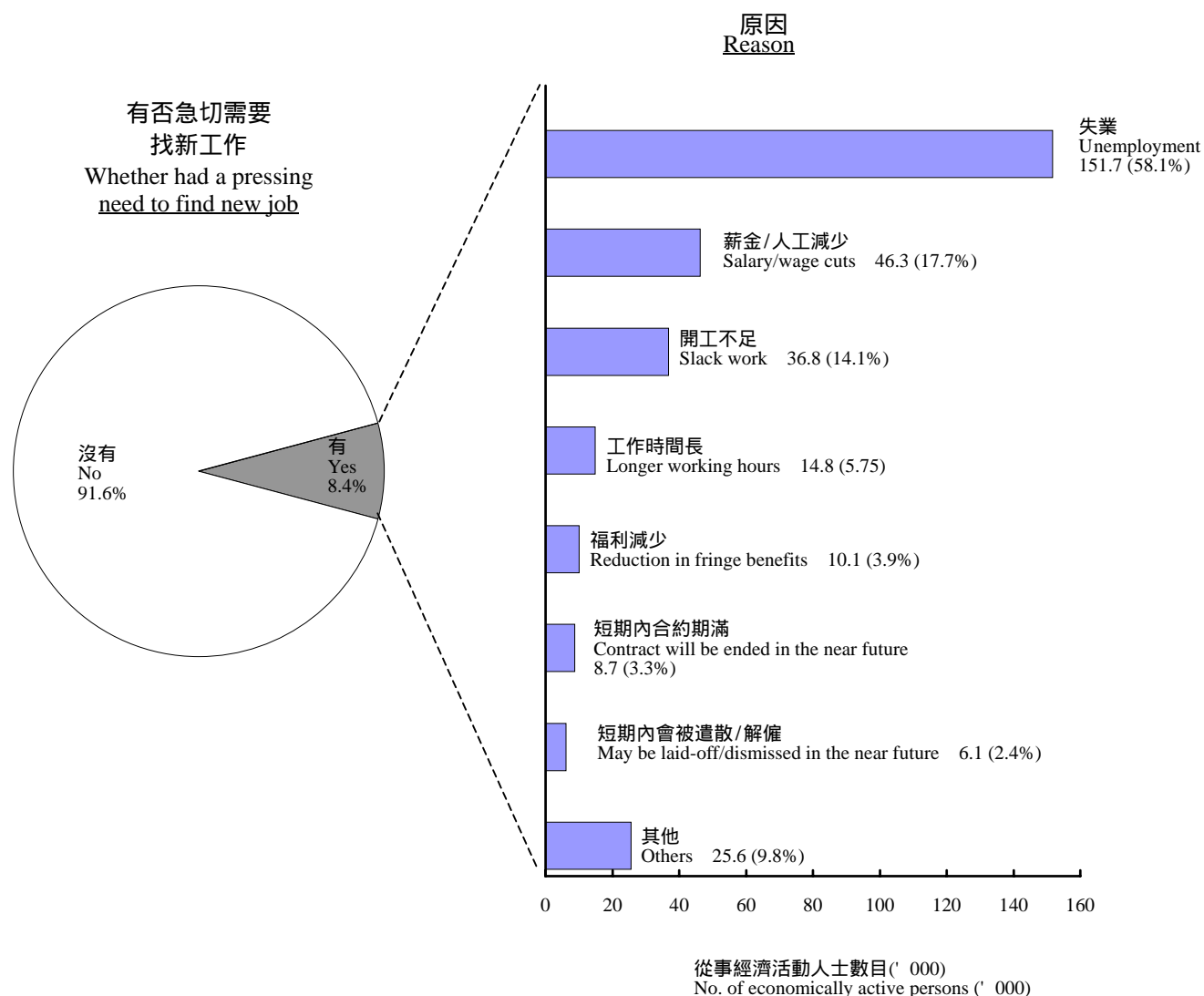
4.22 When asked about the industry sector which they would most wish to work in over the next three year, the majority (87.1%) of the 3 125 500 economically active persons indicated that they would prefer to stay in their currently engaged industry sector. Their major reasons given were “do not want to change” (mentioned by 70.9% of those who would prefer to stay in their currently engaged industry sector) and “greater job stability” (29.4%). (Tables 4.7a and 4.7b)

4.23 Some 30 100 economically active persons would prefer to work in the wholesale, retail and import / export trades, restaurants and hotels sector. Their major reasons were “easier to find job” (mentioned by 40.4% of those who would prefer to work in this industry sector) and “greater job stability” (25.7%). (Table 4.7b)

4.24 另外 30 000 名從事經濟活動人士想從事金融、保險、地產及商用服務業，主要理由是「晉升機會較高／人工較高」（表示希望從事該行業類別的人士當中，56.9%提及這個理由）和「較容易搵工」（29.5%）。（表 4.7b）

4.24 Another 30 000 economically active persons indicated that they would most wish to work in the financing, insurance, real estate and business services sector over the next three years. Their major reasons were “better promotion prospects / higher salary” (mentioned by 56.9% of those who would prefer to work in this industry sector) and “easier to find job” (29.5%). (Table 4.7b)

圖 4.1 按有否急切需要找新工作劃分的從事經濟活動人士的百分比分布及其原因
 Chart 4.1 Percentage distribution of economically active persons by whether had a pressing need to find new job and reason of being so

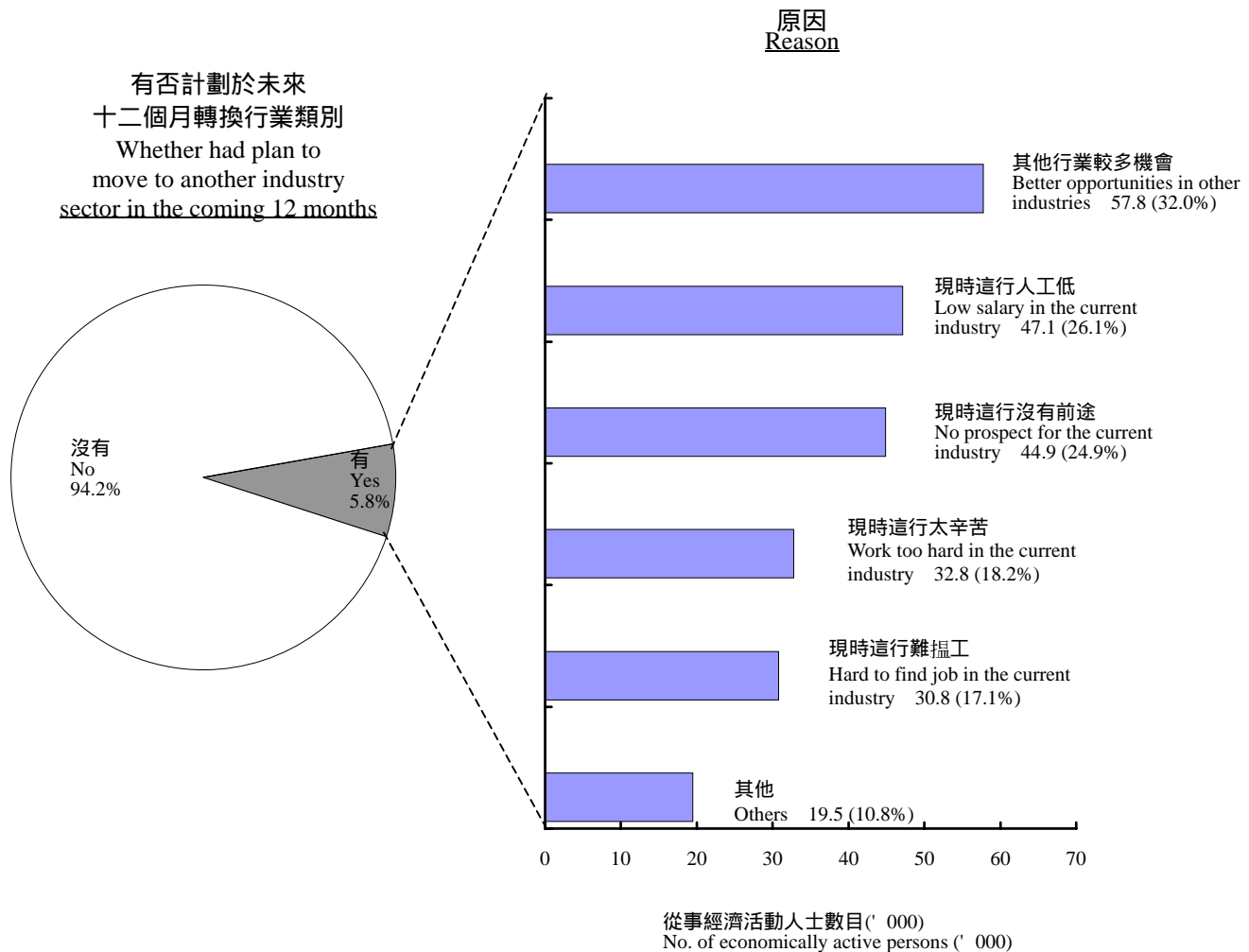


註釋：括號內的數字顯示在所有有急切需要找新工作的從事經濟活動人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all economically active persons who had a pressing need to find new job.

圖 4.2 按有否計劃於未來十二個月轉換行業類別劃分的從事經濟活動人士的百分比分布及其原因*

Chart 4.2 Percentage distribution of economically active persons by whether had plan to move to another industry sector in the coming 12 months and reason of being so*



註釋：* 不包括以前無工作的失業人士。

Notes：* Excluding unemployed persons without previous employment.

括號內的數字顯示在所有有計劃於未來十二個月轉換行業類別的從事經濟活動人士中所佔的百分比。

Figures in brackets represent the percentage of all economically active persons who had plan to move to another industry sector in the coming 12 months.

表 4.1a 按經濟活動身分及有否急切需要找新工作劃分的從事經濟活動人士數目
Table 4.1a Economically active persons by activity status and whether had a pressing need to find new job

經濟活動身分 Activity status	有否急切需要找新工作 Whether had a pressing need to find new job					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
就業 Employed	98.3	3.4	2 835.1	96.6	2 933.4	100.0
失業 Unemployed	162.8	84.7	29.3	15.3	192.1	100.0
合計 Overall	261.0	8.4	2 864.5	91.6	3 125.5	100.0

表 4.1b 按主要行業類別及有否急切需要找新工作劃分的從事經濟活動人士數目⁺
Table 4.1b Economically active persons by major industry sector and whether had a pressing need to find new job⁺

主要行業類別 Major industry sector	有否急切需要找新工作 Whether had a pressing need to find new job					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	30.7	8.2	341.0	91.8	371.7	100.0
建造業 Construction	45.8	15.4	251.8	84.6	297.6	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	81.3	9.1	808.2	90.9	889.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	31.7	7.6	387.7	92.4	419.4	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	25.3	5.5	437.4	94.5	462.7	100.0
社區、社會 及個人服務業 Community, social and personal services	31.9	5.0	610.0	95.0	642.0	100.0
其他 Others	0.3	1.1	25.2	98.9	25.5	100.0
合計 ⁺ Overall ⁺	247.0	7.9	2 861.3	92.1	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 4.1c 按主要職業組別及有否急切需要找新工作劃分的從事經濟活動人士數目⁺
Table 4.1c Economically active persons by major occupation category and whether had a pressing need to find new job⁺

主要職業組別 Major occupation category	有否急切需要找新工作 Whether had a pressing need to find new job					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
經理及行政級人員、專業人員 與輔助專業人員 Managers and administrators, professionals and associate professionals	30.8	3.8	786.4	96.2	817.2	100.0
文員 Clerks	42.0	7.3	536.3	92.7	578.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	52.4	9.9	477.4	90.1	529.7	100.0
工藝及有關人員 Craft and related workers	45.9	12.8	311.3	87.2	357.2	100.0
機台及機器操作員及裝配員 Plant and machine operators and assemblers	24.6	8.9	252.1	91.1	276.7	100.0
非技術工人 Elementary occupations	51.0	9.3	495.5	90.7	546.6	100.0
其他 Others	0.3	11.2	2.3	88.8	2.6	100.0
合計 ⁺ Overall ⁺	247.0	7.9	2 861.3	92.1	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 4.2a 按年齡/性別劃分的有急切需要找新工作的從事經濟活動人士數目
Table 4.2a Economically active persons who had a pressing need to find new job by age/sex

年齡組別/性別 Age group/sex	有急切需要找新工作的從事經濟活動人士 Economically active persons who had a pressing need to find new job		整體從事 經濟活動人口 Entire economically active population	
	人數 No. of persons (' 000)	百分比 %	百分比 %	百分比 %
年齡組別 Age group				
15 - 29	92.7	35.5		26.1
30 - 39	64.5	24.7		31.0
40 - 49	63.6	24.4		26.7
≥ 50	40.3	15.4		16.2
性別 Sex				
男 Male	174.9	67.0		61.8
女 Female	86.1	33.0		38.2
總計 Total	261.0	100.0		100.0

表 4.2b 按教育程度劃分的有急切需要找新工作的從事經濟活動人士數目
Table 4.2b Economically active persons who had a pressing need to find new job by educational attainment

教育程度 Educational attainment	有急切需要找新工作的從事經濟活動人士 Economically active persons who had a pressing need to find new job		整體從事 經濟活動人口 Entire economically active population
	人數 No. of persons (' 000)	百分比 %	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	57.2	21.9	16.9
中學/預科 Secondary/matriculation	181.2	69.4	65.5
專上教育 Tertiary	22.7	8.7	17.6
總計 Total	261.0	100.0	100.0

表 4.2c 按急切需要找新工作的理由劃分的有急切需要找新工作的從事經濟活動人士數目
Table 4.2c Economically active persons who had a pressing need to find new job by reason of having a pressing need to find new job

急切需要找新工作的理由# Reason of having a pressing need to find new job#	人數 No. of persons (' 000)	百分比 %
失業 Unemployment	151.7	58.1
薪金/人工減少 Salary/wage cuts	46.3	17.7
開工不足 Slack work	36.8	14.1
工作時間長 Longer working hours	14.8	5.7
福利減少 Reduction in fringe benefits	10.1	3.9
短期內合約期滿 Contract will be ended in the near future	8.7	3.3
短期內會被遣散/解僱 May be laid-off/dismissed in the near future	6.1	2.4
其他 Others	25.6	9.8
合計 Overall	261.0	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 4.3a 按有否急切需要找新工作及有否計劃於未來十二個月轉換行業類別劃分的
從事經濟活動人士數目⁺
Table 4.3a Economically active persons by whether had a pressing need to find new job
and whether had plan to move to another industry sector in the coming 12
months⁺

有否急切需要找新工作 Whether had a pressing need to find new job	有否計劃於未來十二個月轉換行業類別 Whether had plan to move to another industry sector in the coming 12 months					
	有 Yes		否 No		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
有 Yes	111.3	61.6	135.7	4.6	247.0	7.9
否 No	69.2	38.4	2 792.1	95.4	2 861.3	92.1
總計 ⁺ Total ⁺	180.5	100.0	2 927.8	100.0	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 4.3b 按經濟活動身分及有否計劃於未來十二個月轉換行業類別劃分的從事經濟活動人士數目⁺
Table 4.3b Economically active persons by activity status and whether had plan to move to another industry sector in the coming 12 months⁺

經濟活動身分 Activity status	有否計劃於未來十二個月轉換行業類別 Whether had plan to move to another industry sector in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
就業 Employed	110.8	3.8	2 822.7	96.2	2 933.4	100.0
失業 Unemployed	69.8	39.9	105.1	60.1	174.8	100.0
合計 ⁺ Overall ⁺	180.5	5.8	2 927.8	94.2	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 4.3c 按主要行業類別及有否計劃於未來十二個月轉換行業類別劃分的從事經濟活動人士數目⁺
Table 4.3c Economically active persons by major industry sector and whether had plan to move to another industry sector in the coming 12 months⁺

主要行業類別 Major industry sector	有否計劃於未來十二個月轉換行業類別 Whether had plan to move to another industry sector in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	27.1	7.3	344.5	92.7	371.7	100.0
建造業 Construction	25.8	8.7	271.7	91.3	297.6	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	58.2	6.5	831.2	93.5	889.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	20.3	4.8	399.1	95.2	419.4	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	21.5	4.7	441.2	95.3	462.7	100.0
社區、社會 及個人服務業 Community, social and personal services	26.7	4.2	615.3	95.8	642.0	100.0
其他 Others	0.8	3.0	24.8	97.0	25.5	100.0
合計 ⁺ Overall ⁺	180.5	5.8	2 927.8	94.2	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 4.4a 按年齡及性別劃分的計劃於未來十二個月轉換行業類別的從事經濟活動人士數目
Table 4.4a Economically active persons who had plan to move to another industry sector in the coming 12 months by age and sex

年齡組別/性別 Age group/sex	計劃於未來十二個月轉換行業類別的 從事經濟活動人士 Economically active persons who had plan to move to another industry sector in the coming 12 months		整體從事 經濟活動人口 Entire economically active population
	人數 No. of persons (' 000)	百分比 %	百分比 %
年齡組別 Age group			
15 - 29	65.4	36.2	26.1
30 - 39	55.8	30.9	31.0
40 - 49	39.0	21.6	26.7
≥ 50	20.4	11.3	16.2
性別 Sex			
男 Male	105.6	58.5	61.8
女 Female	74.9	41.5	38.2
合計 Overall	180.5	100.0	100.0

表 4.4b 按教育程度劃分的計劃於未來十二個月轉換行業類別的從事經濟活動人士數目
Table 4.4b Economically active persons who had plan to move to another industry sector in the coming 12 months by educational attainment

教育程度 Educational attainment	計劃於未來十二個月轉換行業類別的 從事經濟活動人士 Economically active persons who had plan to move to another industry sector in the coming 12 months		整體從事 經濟活動人口 Entire economically active population
	人數 No. of persons (' 000)	百分比 %	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	32.1	17.8	16.9
中學/預科 Secondary/matriculation	128.6	71.2	65.5
專上教育 Tertiary	19.9	11.0	17.6
總計 Total	180.5	100.0	100.0

表 4.4c 按計劃轉換行業類別的原因劃分的計劃於未來十二個月轉換行業類別的從事經濟活動人士數目
Table 4.4c Economically active persons who had plan to move to another industry sector in the coming 12 months by reason of having plan to move to another industry sector

計劃轉換行業類別的原因 [#] Reason of having plan to move to another industry sector [#]	人數 No. of persons (' 000)	百分比 %
其他行業較多機會 Better opportunities in other industries	57.8	32.0
現時這行人工低 Low salary in the current industry	47.1	26.1
現時這行沒有前途 No prospect for the current industry	44.9	24.9
現時這行太辛苦 Work too hard in the current industry	32.8	18.2
現時這行難搵工 Hard to find job in the current industry	30.8	17.1
其他 Others	19.5	10.8
合計 Overall	180.5	

註釋：# 可選擇多項答案。

Note：# Multiple answers were allowed.

表 4.4d 按希望轉至的行業類別及是否有需要提升技能及參加培訓/再培訓課程以轉行劃分的計劃於未來十二個月轉換行業類別的從事經濟活動人士數目
Table 4.4d Economically active persons who had plan to move to another industry sector in the coming 12 months by intended industry sector to move to and whether skill upgrading and training/retraining would be required for the move

希望轉至的行業類別* Intended industry sector to move to*	是否有需要提升技能及參加培訓/再培訓課程以轉行 Whether skill upgrading and training/retraining would be required for the move					
	需要 Required		不需要 Not required		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	3.6	3.9 (45.1)	4.3	4.8 (54.9)	7.9	4.4 (100.0)
建造業 Construction	1.8	2.0 (39.1)	2.8	3.1 (60.9)	4.5	2.5 (100.0)
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	7.5	8.3 (54.2)	6.4	7.1 (45.8)	13.9	7.7 (100.0)
運輸、倉庫及通訊業 Transport, storage and communications	2.4	2.7 (35.3)	4.5	5.0 (64.7)	6.9	3.8 (100.0)
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	14.3	15.9 (84.0)	2.7	3.0 (16.0)	17.1	9.5 (100.0)
社區、社會 及個人服務業 Community, social and personal services	5.0	5.5 (53.9)	4.2	4.7 (46.1)	9.2	5.1 (100.0)
任何行業類別 Any industry sector	55.5	61.4 (46.1)	64.9	72.0 (53.9)	120.5	66.7 (100.0)
退休/沒有意見 Retire/no idea	0.3	0.3 (46.2)	0.3	0.3 (53.8)	0.5	0.3 (100.0)
總計 Total	90.4	100.0 (50.1)	90.2	100.0 (49.9)	180.5	100.0 (100.0)

註釋：* 括號內的數字顯示在各希望轉至的行業類別內的所有人士中所佔的百分比。

Note: * Figures in brackets represent the percentages of all persons in the respective types of intended industry sector to move to.

表 4.5 按需要提升技能及參加培訓/再培訓課程的種類劃分的計劃於未來十二個月轉換行業類別而認為有需要提升技能及參加培訓/再培訓課程以轉行的從事經濟活動人士數目

Table 4.5 Economically active persons who had plan to move to another industry sector in the coming 12 months and considered that skill upgrading and training/retraining would be required for the move by type of skill upgrading and training/retraining required

需要提升技能及參加培訓/再培訓課程的種類 Type of skill upgrading and training/retraining required	人數 No. of persons (' 000)	百分比 %
電腦技能 Computer skills	37.4	41.3
特定工作技能 Job-specific skills	22.9	25.3
語文技能 Language skills	12.1	13.4
入職的基本學歷要求 Basic academic qualification required for entry	11.2	12.4
管理技能 Management skills	3.8	4.3
其他 Others	2.7	3.0
不知道 Do not know	0.3	0.3
總計 Total	90.4	100.0

表 4.6 按沒有需要提升技能及參加培訓/再培訓課程以轉行的理由劃分的計劃於未來十二個月轉換行業類別而認為沒有需要提升技能及參加培訓/再培訓課程以轉行的從事經濟活動人士數目

Table 4.6 Economically active persons who had plan to move to another industry sector in the coming 12 months and considered that skill upgrading and training/retraining would not be required for the move by reason of not requiring skill upgrading and training/retraining for the move

沒有需要提升技能及參加培訓/再培訓課程 以轉行的理由 Reason of not requiring skill upgrading and training/retraining for the move	人數 No. of persons (' 000)	百分比 %
無需要特定工作技能 No job-specific skill required	52.9	58.7
計劃找一份與現職相若的工作 Plan to look for a job similar to the current one	15.2	16.9
無相關的培訓/再培訓課程提供 No relevant training/retraining course available	11.0	12.2
其他 Others	11.0	12.2
總計 Total	90.2	100.0

表 4.7a 按於未來三年最想從事的行業類別劃分的從事經濟活動人士數目
Table 4.7a Economically active persons by industry sector which they would most wish to work in over the next three years

從事經濟活動人士於未來三年最想從事的行業類別 Industry sector which economically active persons would most wish to work in over the next three years	人數 No. of persons (' 000)	百分比 %
現時所從事的行業類別 Industry sector currently engaged in	2 723.3	87.1
任何行業類別 Any industry sector	294.5	9.4
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	30.1	1.0
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	30.0	1.0
社區、社會及個人服務業 Community, social and personal services	15.5	0.5
運輸、倉庫及通訊業 Transport, storage and communications	10.2	0.3
製造業 Manufacturing	9.1	0.3
建造業 Construction	6.6	0.2
其他 Others	0.5	~
退休/沒有意見 Retire/no comment	5.6	0.2
總計 Total	3 125.5	100.0

註釋： ~ 少於 0.05%。

Note : ~ Less than 0.05%.

表 4.7b 按選擇於未來三年最想從事的行業類別的理由及於未來三年最想從事的行業類別劃分的從事經濟活動人士數目
Table 4.7b Economically active persons by reason of choosing the industry sector which they would most wish to work in over the next three years and industry sector which they would most wish to work in over the next three years

從事經濟活動人士選擇於 未來三年最想從事的 行業類別的理由 [#] Reason of choosing the industry sector which economically active persons would most wish to work in over the next three years [#]	從事經濟活動人士於未來三年最想從事的行業類別 Industry sector which economically active persons would most wish to work in over the next three years					
	製造業 Manufacturing		建造業 Construction		批發、零售、 進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
晉升機會較高/人工較高 Better promotion prospects/ higher salary	2.5	26.8	1.8	26.9	6.2	20.7
較容易搵工 Easier to find job	0.8	9.0	1.3	19.6	12.2	40.4
工作較穩定 Greater job stability	2.2	23.9	2.8	41.5	7.7	25.7
不想轉/其他 Do not want to change/others	4.8	52.4	1.3	19.4	6.3	20.8
沒有原因 No reason	-	-	0.3	3.8	0.2	0.8
合計 ⁺ Overall ⁺	9.1		6.6		30.1	

註釋：# 可選擇多項答案。

Notes：# Multiple answers were allowed.

* 不包括在有關於未來三年最想從事的行業類別的問題上答「任何行業類別」或「退休/沒有意見」的人士。

* Excluding persons who answered “Any industry sector” or “Retire/no comment” to the question about the industry sector which they would most wish to work in over the next three years.

表 4.7b(續) 按選擇於未來三年最想從事的行業類別的理由及於未來三年最想從事的行業類別劃分的從事經濟活動人士數目
Table 4.7b Economically active persons by reason of choosing the industry sector (Cont'd) which they would most wish to work in over the next three years and industry sector which they would most wish to work in over the next three years

從事經濟活動人士於未來三年最想從事的行業類別(續) Industry sector which economically active persons would most wish to work in over the next three years (Cont'd)						
從事經濟活動人士選擇於未來三年最想從事的行業類別的理由 [#] Reason of choosing the industry sector which economically active persons would most wish to work in over the next three years [#]	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	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
晉升機會較高/人工較高 Better promotion prospects/ higher salary	3.6	35.3	17.1	56.9	5.0	32.2
較容易搵工 Easier to find job	3.0	28.9	8.9	29.5	1.3	8.7
工作較穩定 Greater job stability	3.3	32.7	5.1	17.0	7.2	46.7
不想轉/其他 Do not want to change/others	2.9	28.6	7.2	24.1	6.0	38.6
沒有原因 No reason	-	-	-	-	-	-
合計 ⁺ Overall ⁺	10.2		30.0		15.5	

註釋： # 可選擇多項答案。

Notes : # Multiple answers were allowed.

⁺ 不包括在有關於未來三年最想從事的行業類別的問題上答「任何行業類別」或「退休/沒有意見」的人士。

⁺ Excluding persons who answered “Any industry sector” or “Retire/no comment” to the question about the industry sector which they would most wish to work in over the next three years.

表 4.7b(續) 按選擇於未來三年最想從事的行業類別的理由及於未來三年最想從事的行業類別劃分的從事經濟活動人士數目
Table 4.7b Economically active persons by reason of choosing the industry sector (Cont'd) which they would most wish to work in over the next three years and industry sector which they would most wish to work in over the next three years

從事經濟活動人士於未來三年最想從事的行業類別(續) Industry sector which economically active persons would most wish to work in over the next three years (Cont'd)						
從事經濟活動人士選擇於未來三年最想從事的行業類別的理由 [#] Reason of choosing the industry sector which economically active persons would most wish to work in over the next three years [#]	現時從事的行業 Industry sector currently engaged in		其他 Others		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
晉升機會較高/人工較高 Better promotion prospects/ higher salary	298.3	11.0	-	-	334.5	11.8
較容易搵工 Easier to find job	157.0	5.8	0.2	53.1	184.7	6.5
工作較穩定 Greater job stability	800.4	29.4	0.5	100.0	829.2	29.3
不想轉/其他 Do not want to change/others	1 932.1	70.9	-	-	1 960.5	69.4
沒有原因 No reason	0.9	~	-	-	1.4	~
合計 ⁺ Overall ⁺	2 723.3		0.5		2 825.4	

註釋： # 可選擇多項答案。

Notes： # Multiple answers were allowed.

+ 不包括在有關於未來三年最想從事的行業類別的問題上答「任何行業類別」或「退休/沒有意見」的人士。

+ Excluding persons who answered “Any industry sector” or “Retire/no comment” to the question about the industry sector which they would most wish to work in over the next three years.

~ 少於 0.05%。

~ Less than 0.05%.

5 對自己創業的冀望 Aspirations for Setting up Own Business

有否計劃 / 意圖於未來十二個月自己創業

5.1 在統計時的 3 125 500 名從事經濟活動人士當中，約 68 900 人(即 2.2%)有計劃 / 意圖於未來十二個月自己創業。(表 5.1a 及圖 5.1)

年齡及性別

5.2 相對而言，年紀較輕的人士有較大傾向計劃或意圖自己創業。在所有從事經濟活動的人士中，有 2.9% 的 30 至 39 歲人士和 2.5% 的 15 至 29 歲人士有計劃或意圖於未來十二個月自己創業。40 至 49 歲和 50 歲及以上的人士的相應百分比分別是 2.0% 和 0.7%。(表 5.1a)

5.3 按性別分析，男性似乎有較大的創業傾向。約 2.5% 從事經濟活動的男性有計劃或意圖於未來十二個月自己創業，女性則只有 1.7%。(表 5.1a)

教育程度

5.4 有計劃或意圖自己創業的從事經濟活動人士的百分比，隨着教育程度提高而增加。具小學或以下教育程度的人士當中，只有 0.7% 表示有計劃或意圖於未來十二個月自己創業。至於具中學 / 預科教育程度的人士及具專上教育程度的人士，相應的百分比為 2.3% 及 3.1%。(表 5.1b)

主要行業類別

5.5 按主要行業類別分析，從事金融、保險、地產及商用服務業的人士有計劃或意圖於未來十二個月自己創業的比例較高(2.9%)。僅隨其後的是從事運輸、倉庫及通訊業(2.5%)和建造業(2.5%)的人士。(表 5.1c)

Whether had plan / intention to set up own business in the coming 12 months

5.1 Of the 3 125 500 economically active persons at the time of enumeration, some 68 900 (or 2.2%) had plan or intention to set up own business in the coming 12 months. (Table 5.1a and Chart 5.1)

Age and sex

5.2 Relatively speaking, a higher proportion of younger persons had plan or intention to set up own business. Some 2.9% of economically active persons aged 30 – 39 and 2.5% of those aged 15 – 29 had plan or intention to set up own business in the coming 12 months. The corresponding figures for those aged 40 – 49 and 50 and over were 2.0% and 0.7% respectively. (Table 5.1a)

5.3 Analyzed by sex, males appeared to have greater inclination to set up own business. Some 2.5% of the economically active males had plan or intention to set up own business in the coming 12 months, as against 1.7% for females. (Table 5.1a)

Educational attainment

5.4 The proportion of economically active persons having plan or intention to set up own business increased with the level of educational attainment. Of those who had primary or lower educational attainment, only 0.7% indicated that they had plan or intention to set up own business in the coming 12 months. This percentage increased to 2.3% for those with secondary / matriculation educational attainment, and 3.1% for those with tertiary educational attainment. (Table 5.1b)

Major industry sector

5.5 Analyzed by major industry sector, those who worked in the financing, insurance, real estate and business services sector had the highest proportion of persons having plan or intention to set up own business in the coming 12 months (2.9%). This was closely followed by persons in the transport, storage and communications sector (2.5%) and the construction sector (2.5%). (Table 5.1c)

主要職業組別

5.6 按主要職業組別分析，3.1%的經理及行政級人員、專業人員與輔助專業人員有計劃或意圖於未來十二個月自己創業，此百分比在所有主要職業組別中最高。其次是服務工作及商店銷售人員(2.7%)。(表 5.1d)

有否受公司精簡人手所影響

5.7 在 538 100 名受一九九八年和一九九九年各公司精簡人手所影響的就業人士當中，約 4.0%表示有計劃或意圖於未來十二個月自己創業。那些沒有受一九九八年和一九九九年各公司精簡人手所影響的就業人士的相應百分比則為 1.7%。(表 5.2)

有計劃 / 意圖自己創業的人士*有計劃 / 意圖自己創業的理由*

5.8 在該 68 900 名有計劃或意圖於未來十二個月自己創業的從事經濟活動人士當中，過半數(55.4%)的理由是「可以賺多些錢」。另外 47.2%「想有自己的生意或想做老闆」，約 14.7%是由於「難找工」。(表 5.3 及圖 5.1)

有意創辦的生意所屬的行業類別

5.9 大部分(62.3%)有計劃或意圖於未來十二個月自己創業的從事經濟活動人士都希望批發、零售、進出口貿易、飲食及酒店業創業。其次是金融、保險、地產及商用服務業(13.0%)、社區、社會及個人服務業(8.5%)和建造業(7.5%)。(表 5.3b)

Major occupation category

5.6 Analyzed by major occupation category, 3.1% of managers and administrators, professionals and associate professionals had plan or intention to set up own business in the coming 12 months, which was the highest amongst all major occupation categories. This was followed by service workers and shop sales workers (2.7%). (Table 5.1d)

Whether had been affected by the corporate consolidation

5.7 Some 4.0% of the 538 100 employed persons who had been affected by the corporate consolidation in the economy in 1998 and 1999 indicated that they had plan or intention to set up own business in the coming 12 months. The corresponding figure for those employed persons who had not been affected by the corporate consolidation in the economy in 1998 and 1999 was only 1.7%. (Table 5.2)

Persons who had plan / intention to set up own business*Reason of having plan / intention to set up own business*

5.8 Of the 68 900 economically active persons who had plan or intention to set up own business in the coming 12 months, over half (55.4%) had such plan or intention because they wanted to earn more money. Another 47.2% indicated that it was because they wanted to have their own business or wanted to be an employer. Some 14.7% planned or intended to set up own business because they considered that it was hard to find job. (Table 5.3a and Chart 5.1)

Major industry sector of the business desired

5.9 The majority (62.3%) of the economically active persons who had plan or intention to set up own business in the coming 12 months desired to set up the business in the wholesale, retail and import / export trades, restaurants and hotels sector. This was followed by the financing, insurance, real estate and business services sector (13.0%), community, social and personal services sector (8.5%) and construction sector (7.5%). (Table 5.3b)

*所需資金的數目和來源**Amount and source of capital required*

5.10 在該 68 900 名有計劃或意圖自己創業的從事經濟活動人士當中，22.6%表示需要 20 至 50 萬元創業，而 21.2%表示需要 100 萬元及以上。所需資金的中位數是 30 萬元。（表 5.3c）

5.10 Of the 68 900 economically active persons who had plan or intention to set up own business, 22.6% indicated that they would need \$ 200,000 - \$ 500,000 to set up their own business desired and 21.2%, \$ 1,000,000 and over. The median amount of capital required was \$ 300,000. (Table 5.3c)

5.11 在該 68 900 名人士當中，過半數（56.5%）會用儲蓄作為所需資金的主要來源。其他普遍的資金來源是「與朋友合資」（37.1%）、「與家人合資」（15.9%）和「向銀行／財務公司借貸」（12.4%）。（表 5.3d）

5.11 Over half (56.5%) of the 68 900 persons would use their savings as the major source of the required capital. Other common sources of capital were “sharing with friends” (37.1%), “sharing with family members” (15.9%) and “borrowing from banks / lending institutions” (12.4%). (Table 5.3d)

*所需的員工數目**Number of employees required*

5.12 在該 68 900 名有計劃或意圖自己創業的從事經濟活動人士當中，54.2%估計他們創業所需的員工數目少於 5 人。另外 19.3%估計需要 5 至 9 個員工，9.0%需要 10 至 19 個員工。然而，11.6%的人士表示不知道自己創業所需要的員工數目。（表 5.3e）

5.12 Of the 68 900 economically active persons who had plan or intention to set up own business, 54.2% estimated that less than five employees would be required for their own business desired. Another 19.3% would require 5 – 9 employees, and 9.0%, 10 – 19 employees. However, 11.6% had no idea of the number of employees required for their own business desired. (Table 5.3e)

*預計自己創業時遇到的困難**Problems anticipated in setting up own business*

5.13 按選擇人數的遞減次序排列，在該 68 900 名從事經濟活動人士當中，最多人預期自己創業時會遇到的困難是「競爭大」（上述人士中 44.4%提及此困難）、「資金不足」（38.0%）、「業務差」（20.4%）和「辦公室／店鋪租金太高」（19.4%）。（表 5.3f）

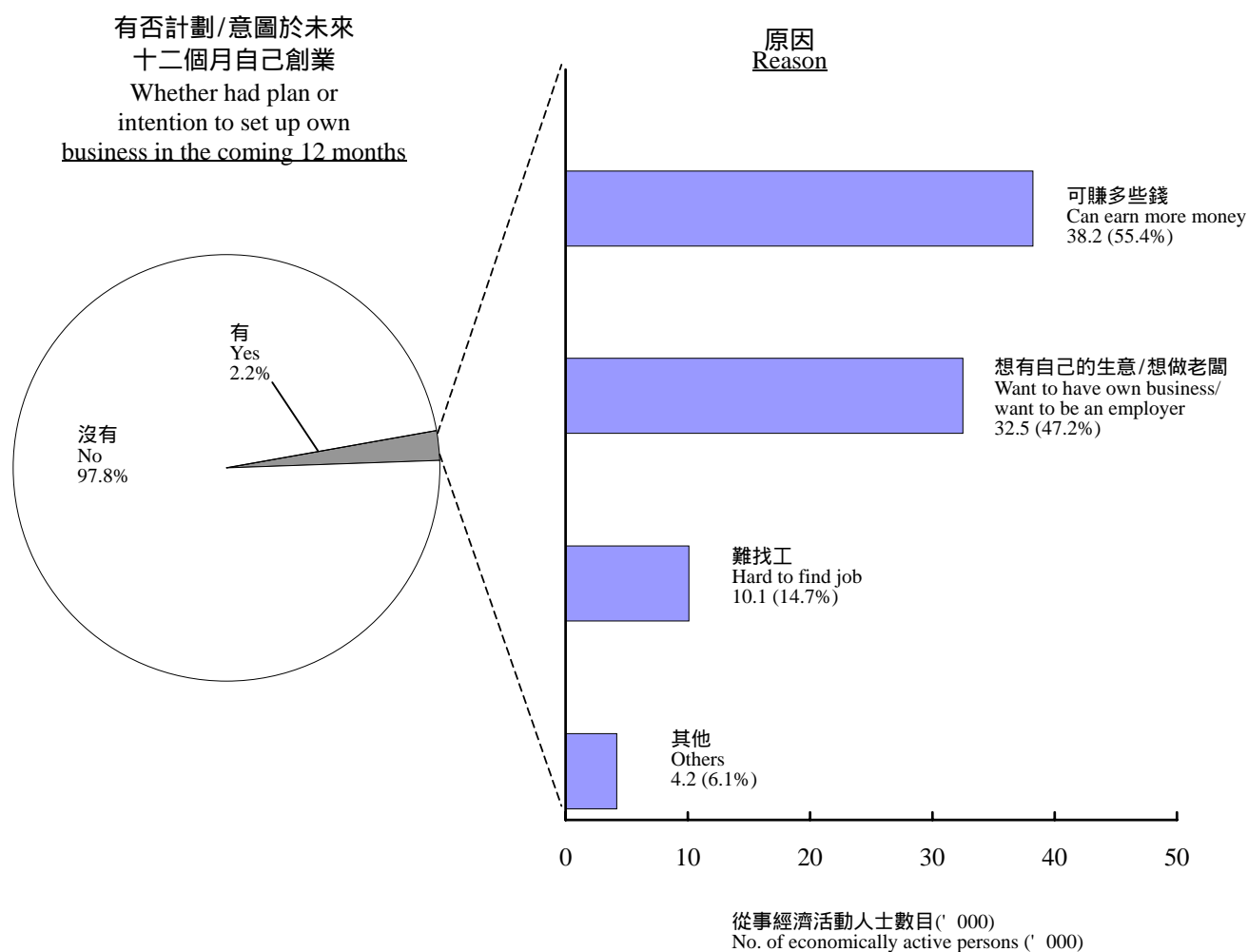
5.13 In descending order of popularity, the most common problems anticipated by these 68 900 economically active persons in setting up own business were “keen competition” (mentioned by 44.4% of these persons), “insufficient capital” (38.0%), “poor business” (20.4%) and “high rental of office / shop” (19.4%). (Table 5.3f)

*自己創業時需要的協助**Assistance required for setting up own business*

5.14 在該 68 900 名有計劃或意圖自己創業的從事經濟活動人士當中，43.4%認為自己創業時需要「市場資訊」。另外 27.3%表示需要「有關市場策略的知識」及 26.9%表示需要「有關業務的可行性研究」。（表 5.3g）

5.14 Of the 68 900 economically active persons who had plan or intention to set up own business, 43.4% considered that “market information” would be required for setting up own business. Another 27.3% mentioned “knowledge of marketing strategies” and 26.9% mentioned “feasibility study on the business concerned”. (Table 5.3g)

圖 5.1 按有否計劃/意圖於未來十二個月自己創業的從事經濟活動人士百分比分布及其原因
Chart 5.1 Percentage distribution of economically active persons by whether had plan or intention to set up own business in the coming 12 months and reason of being so



註釋：括號內的數字顯示在所有有計劃/意圖於未來十二個月自己創業的從事經濟活動人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all economically active persons who had plan / intention to set up own business in the coming 12 months.

表 5.1a 按年齡/性別及有否計劃/意圖於未來十二個月自己創業劃分的從事經濟活動人士數目
 Table 5.1a Economically active persons by age/sex and whether had plan/intention to set up own business in the coming 12 months

年齡組別/性別 Age group/sex	有否計劃/意圖於未來十二個月自己創業 Whether had plan/intention to set up own business in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
年齡組別 Age group						
15 - 29	20.1	2.5	795.3	97.5	815.5	100.0
30 - 39	28.4	2.9	941.3	97.1	969.6	100.0
40 - 49	16.7	2.0	818.1	98.0	834.9	100.0
≥ 50	3.7	0.7	501.9	99.3	505.5	100.0
性別 Sex						
男 Male	48.1	2.5	1 882.3	97.5	1 930.4	100.0
女 Female	20.8	1.7	1 174.4	98.3	1 195.1	100.0
合計 Overall	68.9	2.2	3 056.6	97.8	3 125.5	100.0

表 5.1b 按教育程度及有否計劃/意圖於未來十二個月自己創業劃分的從事經濟活動人士數目
 Table 5.1b Economically active persons by educational attainment and whether had plan/intention to set up own business in the coming 12 months

教育程度 Educational attainment	有否計劃/意圖於未來十二個月創業 Whether had plan/intention to set up own business in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	3.8	0.7	525.2	99.3	529.1	100.0
中學/預科 Secondary/matriculation	47.9	2.3	1 998.6	97.7	2 046.5	100.0
專上教育 Tertiary	17.2	3.1	532.8	96.9	549.9	100.0
合計 Overall	68.9	2.2	3 056.6	97.8	3 125.5	100.0

表 5.1c 按主要行業類別及有否計劃/意圖於未來十二個月自己創業劃分的從事經濟活動人士數目⁺
 Table 5.1c Economically active persons by major industry sector and whether had plan/intention to set up own business in the coming 12 months⁺

主要行業類別 Major industry sector	有否計劃/意圖於未來十二個月自己創業 Whether had plan/intention to set up own business in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	7.2	1.9	364.5	98.1	371.7	100.0
建造業 Construction	7.4	2.5	290.2	97.5	297.6	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	20.7	2.3	868.8	97.7	889.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	10.5	2.5	408.9	97.5	419.4	100.0
金融、保險、地產及 商用服務業 Financing, insurance, real estate and business services	13.3	2.9	449.4	97.1	462.7	100.0
社區、社會 及個人服務業 Community, social and personal services	9.5	1.5	632.5	98.5	642.0	100.0
其他 Others	0.3	1.1	25.2	98.9	25.5	100.0
合計 ⁺ Overall ⁺	68.9	2.2	3 039.4	97.8	3 108.3	100.0

註釋： * 不包括以前無工作的失業人士。

Note : * Excluding unemployed persons without previous employment.

表 5.1d 按主要職業組別及有否計劃/意圖於未來十二個月自己創業劃分的從事經濟活動人士數目⁺
 Table 5.1d Economically active persons by major occupation category and whether had plan/intention to set up own business in the coming 12 months⁺

主要職業組別 Major occupation category	有否計劃/意圖於未來十二個月自己創業 Whether had plan/intention to set up own business in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
經理及行政級人員、 專業人員與輔助專業人員 Managers and administrators, professionals and associate professionals	25.1	3.1	792.1	96.9	817.2	100.0
文員 Clerks	13.5	2.3	564.7	97.7	578.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	14.3	2.7	515.4	97.3	529.7	100.0
工藝及有關人員 Craft and related workers	7.1	2.0	350.1	98.0	357.2	100.0
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	4.9	1.8	271.8	98.2	276.7	100.0
非技術工人 Elementary occupations	4.0	0.7	542.6	99.3	546.6	100.0
其他 Others	-	-	2.6	100.0	2.6	100.0
合計 ⁺ Overall ⁺	68.9	2.2	3 039.4	97.8	3 108.3	100.0

註釋：* 不包括以前無工作的失業人士。

Note: * Excluding unemployed persons without previous employment.

表 5.2 按有否受一九九八年和一九九九年各公司精簡人手所影響及有否計劃/意圖於未來十二個月自己創業劃分的就業人士數目
 Table 5.2 Employed persons by whether had been affected by the corporate consolidation in the economy in 1998 and 1999 and whether had plan/intention to set up own business in the coming 12 months

有否受一九九八年和一九九九年各公司精簡人手所影響 Whether had been affected by the corporate consolidation in the economy in 1998 and 1999	有否計劃/意圖於未來十二個月創業 Whether had plan/intention to set up own business in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
有 Yes	21.5	4.0	516.7	96.0	538.1	100.0
否 No	40.4	1.7	2 354.9	98.3	2 395.3	100.0
合計 Overall	61.9	2.1	2 871.6	97.9	2 933.4	100.0

表 5.3a 按有計劃/意圖自己創業的理由劃分的有計劃/意圖於未來十二個月自己創業的從事經濟活動人士數目
Table 5.3a Economically active persons who had plan/intention to set up own business in the coming 12 months by reason of having plan/intention to set up own business

有計劃/意圖自己創業的理由 [#] Reason of having plan/intention to set up own business [#]	人數 No. of persons (' 000)	百分比 %
可以賺多些錢 Can earn more money	38.2	55.4
想有自己的生意/想做老闆 Want to have own business/want to be an employer	32.5	47.2
難找工 Hard to find job	10.1	14.7
其他 Others	4.2	6.1
合計 Overall	68.9	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 5.3b 按有意創辦的生意所屬的行業類別劃分的於未來十二個月有計劃/意圖自己創業的從事經濟活動人士數目
Table 5.3b Economically active persons who had plan/intention to set up own business in the coming 12 months by major industry sector of the business desired

有意創辦的生意所屬的行業類別 Major industry sector of the business desired	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	1.9	2.7
建造業 Construction	5.1	7.5
批發、零售、進出口貿易、飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	42.9	62.3
運輸、倉庫及通訊業 Transport, storage and communications	3.2	4.7
金融、保險、地產及商用服務業 Financing, insurance, real estate and business services	9.0	13.0
社區、社會及個人服務業 Community, social and personal services	5.8	8.5
任何行業類別 Any industry sector	0.9	1.3
總計 Total	68.9	100.0

表 5.3c 按自己創業所需的資金數目劃分的有計劃/意圖於未來十二個月自己創業的從事經濟活動人士數目
Table 5.3c Economically active persons who had plan/intention to set up own business in the coming 12 months by amount of capital required for own business desired

自己創業所需的資金數目(港元) Amount of capital required for own business desired (HK\$)	人數 No. of persons (' 000)	百分比 %
< 100,000	8.5	12.3
100,000 - < 200,000	12.9	18.8
200,000 - < 500,000	15.6	22.6
500,000 - < 1,000,000	11.1	16.1
≥1,000,000	14.6	21.2
不知道 Do not know	6.2	9.0
總計 Total	68.9	100.0
所需資金數目中位數(港元) Median amount of capital required (HK\$)		300,000

表 5.3d 按自己創業所需資金的主要來源劃分的有計劃/意圖於未來十二個月自己創業的從事經濟活動人士數目
Table 5.3d Economically active persons who had plan/intention to set up own business in the coming 12 months by major source of capital required for own business desired

自己創業所需資金的主要來源 [#] Major source of capital required for own business desired [#]	人數 No. of persons (' 000)	百分比 %
儲蓄 Savings	38.9	56.5
與朋友合資 Sharing with friends	25.6	37.1
與家人合資 Sharing with family members	10.9	15.9
向銀行/財務公司借貸 Borrowing from banks/lending institutions	8.6	12.4
向朋友借貸 Borrowing from friends	3.0	4.3
向家人借貸 Borrowing from family members	2.2	3.3
向政府借貸 Borrowing from the Government	1.6	2.3
其他 Others	1.7	2.4
不知道 Do not know	0.9	1.3
合計 Overall	68.9	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 5.3e 按自己創業所需的員工數目劃分的有計劃/意圖於未來十二個月自己創業的
從事經濟活動人士數目
Table 5.3e Economically active persons who had plan/intention to set up own business
in the coming 12 months by number of employees required for own business
desired

自己創業所需的員工數目 Number of employees required for own business desired	人數 No. of persons (' 000)	百分比 %
< 5	37.3	54.2
5 - 9	13.3	19.3
10 - 19	6.2	9.0
20 - 49	3.0	4.3
≥50	1.1	1.6
不知道 Do not know	8.0	11.6
總計 Total	68.9	100.0

表 5.3f 按預計自己創業時遇到的困難劃分的有計劃/意圖於未來十二個月自己創業的從事經濟活動人士數目
Table 5.3f Economically active persons who had plan/intention to set up own business in the coming 12 months by problem anticipated in setting up own business

預計自己創業時遇到的困難# Problem anticipated in setting up own business#	人數 No. of persons (' 000)	百分比 %
競爭大 Keen competition	30.6	44.4
資金不足 Insufficient capital	26.2	38.0
業務差 Poor business	14.1	20.4
辦公室/店鋪租金太高 High rental of office/shop	13.3	19.4
找不到合適地點作辦公室/店鋪 Cannot find suitable location for office/shop	6.6	9.6
不清楚開展業務的手續 Insufficient knowledge in the procedures of how to set up new business	6.6	9.6
請不到合適員工 Cannot recruit suitable staff	5.6	8.2
其他 Others	1.9	2.7
沒有問題 No problem	0.6	0.8
不知道 Do not know	0.9	1.2
合計 Overall	68.9	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 5.3g 按自己創業時需要的技能及協助類別劃分的有計劃/意圖於未來十二個月自己創業的從事經濟活動人士數目
 Table 5.3g Economically active person who had plan/intention to set up own business in the coming 12 months by type of skills and assistance required for setting up own business

自己創業時需要的技能及協助類別# Type of skills and assistance required for setting up own business#	人數 No. of persons (' 000)	百分比 %
市場資訊 Market information	29.9	43.4
有關市場策略的知識 Knowledge of marketing strategies	18.8	27.3
有關業務的可行性研究 Feasibility study on the business concerned	18.5	26.9
創業技巧上的培訓 Training on entrepreneurial skills	12.8	18.5
有關法律制度、會計制度及僱傭條例等意見 Advice on legal system, accounting system, employment-related ordinance etc.	9.6	13.9
其他 Others	3.6	5.2
不需要 Not required	3.3	4.8
不知道 Do not know	2.0	2.8
合計 Overall	68.9	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

6 曾參加的培訓/再培訓課程 Training/Retraining Courses Attended

6.1 在統計時的 3 125 500 名從事經濟活動人士當中，456 500 人(即 14.6%)於過去十二個月曾參加由僱主安排或主動報讀與工作有關的培訓 / 再培訓課程。(表 6.1 及圖 6.1)

6.1 Of the 3 125 500 economically active persons at the time of enumeration, 456 500 persons (or 14.6%) had attended job-related training / retraining courses either arranged by employers or on own initiative in the past 12 months. (Table 6.1 and Chart 6.1)

曾否參加由僱主安排與工作有關的培訓 / 再培訓課程

Whether had attended job-related training / retraining courses arranged by employers

6.2 至於由僱主安排參加與工作有關的培訓 / 再培訓課程，3 125 500 名從事經濟活動人士中，有 9.1%於過去十二個月曾參加該類培訓 / 再培訓課程。(表 6.2a 及圖 6.1)

6.2 Regarding job-related training / retraining courses arranged by employers, 9.1% of the 3 125 500 economically active persons had attended such training / retraining courses in the past 12 months. (Table 6.2a and Chart 6.1)

年齡及性別

Age and sex

6.3 較年輕的人士中，有較大比例曾參加由僱主安排的培訓 / 再培訓課程。從事經濟活動的 15 至 29 歲人士當中，9.8%在過去十二個月曾參加由僱主安排的培訓 / 再培訓課程。30 至 39 歲人士相應的百分比更高，達 11.0%。40 至 49 歲和 50 歲及以上的從事經濟活動人士的相應百分比，分別是 8.5%和 5.2%。(表 6.2a)

6.3 A higher proportion of younger persons had attended job-related training / retraining courses arranged by employers. Of those economically active persons aged 15 – 29, 9.8% had attended job-related training / retraining course arranged by employers in the past 12 months. An even higher percentage of 11.0% was recorded for those aged 30 – 39. The corresponding figures for those economically active persons aged 40 – 49 and 50 and over were 8.5% and 5.2% respectively. (Table 6.2a)

6.4 按性別分析，男性和女性曾參加由僱主安排與工作有關的培訓 / 再培訓課程的模式大致相若。(表 6.2a)

6.4 Analyzed by sex, males and females had broadly the same pattern in regard to the attendance of job-related training / retraining courses arranged by employers. (Table 6.2a)

教育程度

Educational attainment

6.5 按教育程度分析，具小學或以下教育程度的人士當中，只有 2.3%在過去十二個月曾參加由僱主安排與工作有關的培訓 / 再培訓課程。具中學 / 預科教育程度 (7.8%) 和專上教育程度(20.2%)的人士的百分比比較高。(表 6.2b)

6.5 Analyzed by educational attainment, only 2.3% of those with primary or lower educational attainment had attended job-related training / retraining courses arranged by employers in the past 12 months. Higher percentages were recorded for those with secondary / matriculation educational attainment (7.8%) and tertiary educational attainment (20.2%). (Table 6.2b)

主要行業類別

6.6 在各主要行業類別當中，金融、保險、地產及商用服務業和社區、社會及個人服務業內，於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的人士所佔的百分比最大（分別是 16.5% 和 15.4%）。（表 6.2c）

主要職業組別

6.7 約 18.0% 的經理及行政級人員、專業人員與輔助專業人員於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程，此百分比比較其他主要職業組別為高（個別職業組別的相應百分比介乎 3.5% 至 8.9% 之間）。（表 6.2d）

對所從事行業類別的前景的意見

6.8 那些預期所從事行業類別在未來幾年有快速發展的就業人士當中，約 25.2% 於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程，而預期所從事行業類別有「穩步發展」的就業人士的相應百分比是 12.7%，預期所從事行業類別「緩慢發展」、「沒有發展」或「萎縮」的就業人士的相應百分比約為 6% 至 7%。（表 6.3a）

對所從事職業組別的前景的意見

6.9 同樣地，預期所從事職業組別在未來幾年的前景非常好的就業人士當中，約 23.3% 於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程。至於那些對所從事職業組別的前景較有保留的就業人士，其相應的百分比比較低。（表 6.3b）

Major industry sector

6.6 Amongst the major industry sectors, the financing, insurance, real estate and business services sector and the community, social and personal services sector had the highest proportion of persons (16.5% and 15.4%) having attended job-related training / retraining courses arranged by employers in the past 12 months. (Table 6.2c)

Major occupation category

6.7 Some 18.0% of managers and administrators, professionals and associate professionals had attended job-related training / retraining courses arranged by employers in the past 12 months. This percentage was much higher than those in respect of other major occupation categories (with the respective percentages ranging from 3.5% to 8.9%). (Table 6.2d)

Perceived prospect of industry sectors

6.8 Of those employed persons who perceived that the industry sector in which they were engaged would have fast growth in the next few years, some 25.2% had attended job-related training / retraining courses arranged by employers in the past 12 months. The corresponding percentages were 12.7% for those who perceived “moderate growth”, and around 6% – 7% for those who perceived “slow growth”, “no growth” or “contraction”. (Table 6.3a)

Perceived prospect of occupation categories

6.9 Similarly, of those employed persons who perceived that the occupation category in which they were engaged would have very good prospect in the next few years, some 23.3% had attended training / retraining courses arranged by employers in the past 12 months. For those who were less optimistic about the prospect of the occupation category in which they were engaged, lower percentages were recorded. (Table 6.3b)

於過去十二個月曾參加由僱主安排與工作有關的培訓 / 再培訓課程的人士

Persons who had attended job-related training / retraining courses arranged by employers in the past 12 months

參加有關課程的動機

Incentive for attending the courses

6.10 在 283 700 名於過去十二個月曾參加由僱主安排與工作有關的培訓 / 再培訓課程的人士當中，約 40.5% 是因為「僱主 / 上司指派」而參加，約 37.3% 藉此「令自己可應付現時的工作要求」及 25.5% 藉此「令自己可以應付現職的未來工作要求」。另外 22.8% 表示曾參加課程是為了「增強競爭力 / 提升自己的工作能力」。(表 6.4a)

6.10 Of the 283 700 economically active persons who had attended job-related training / retraining courses arranged by employers in the past 12 months, some 40.5% did so as directed by their employers or supervisors. Some 37.3% wanted to meet the current job requirement and 25.5%, to meet future job requirement of existing employment. Another 22.8% reported that they attended the courses in order to increase their competitiveness or upgrade themselves. (Table 6.4a)

曾參加的課程類型

Type of courses attended

6.11 曾參加與工作有關的培訓 / 再培訓課程的 283 700 人士當中，有關資訊科技技能的課程最受歡迎，曾參加該類課程的人士約佔 30.6%。其次是有關管理技能 (25.2%) 和特定工作技能 (22.0%) 的課程。其餘較普遍的課程包括有關溝通技能 (13.7%) 和語文技能 (8.6%) 的課程。(表 6.4b 及圖 6.2)

6.11 The most prevalent type of job-related training / retraining courses attended by the 283 700 persons was those related to IT skills, having been attended by 30.6% of these persons. This was followed by courses related to management skills (25.2%) and job-specific skills (22.0%). Other common types of courses were related to communication skills (13.7%) and language skills (8.6%). (Table 6.4b and Chart 6.2)

最近一次曾參加的課程的總期間

Total duration of the last attended course

6.12 該 283 700 名人士亦被問及有關最近一次曾參加的課程的資料，包括該課程上課的總期間，上課時間及舉辦機構。他們當中，32.6% 表示在過去十二個月最近一次曾參加的由僱主安排與工作有關的培訓 / 再培訓課程為期 10 至 29 小時，而 27.3% 表示有關課程上課少於 10 小時。整體來說，最近一次曾參加的課程的總期間中位數是 20 小時。(表 6.4c)

6.12 Information on the last attended training / retraining course arranged by employers in the past 12 months was also collected from these 283 700 persons, including total duration, course attending time and organizer of the course. For 32.6% of these persons, their last attended job-related training / retraining course in the past 12 months lasted 10 – 29 hours, while for 27.3%, less than 10 hours. Overall speaking, the median total duration of the last attended course was 20 hours. (Table 6.4c)

最近一次曾參加的課程的上課時間

Course attending time of the last attended course

6.13 至於在過去十二個月曾參加與工作有關的培訓 / 再培訓課程的 283 700 名人士中，大部分 (64.4%) 最近一次曾參加的課程是在辦公

6.13 Regarding their last attended job-related training / retraining course in the past 12 months, the majority (64.4%) of the 283 700 persons attended the course during office hours. Another

時間內上課。另外 33.6%是在非辦公時間內上課。(表 6.4d)

33.6% attended the course after office hours. (Table 6.4d)

最近一次曾參加的課程的舉辦機構

Organizer of the last attended course

6.14 在該 283 700 名人士當中，大部分 (64.6%)最近一次曾參加的課程是由僱主舉辦。另外 13.3%最近一次曾參加的課程是由私人機構舉辦，而 8.9%則是參加由教育機構舉辦的課程。(表 6.4e)

6.14 The majority (64.6%) of the 283 700 persons had their last attended course organized by their own employers. Another 13.3% had attended course run by private institutions and 8.9%, academic institutions in regard to their last attended course arranged by employers in the past 12 months. (Table 6.4e)

有否主動報讀與工作有關的培訓 / 再培訓課程

Whether had attended job-related training / retraining courses on own initiative

6.15 在 3 125 500 名從事經濟活動人士當中，237 800 人(即 7.6%)於過去十二個月曾主動報讀與工作有關的培訓 / 再培訓課程 (表 6.5a 及圖 6.1)

6.15 Of the 3 125 500 economically active persons, 237 800 persons (or 7.6%) had attended job-related training / retraining courses on their own initiative in the past 12 months. (Table 6.5a and Chart 6.1)

性別和年齡

Age and sex

6.16 相對而言，年輕人士有較大比例曾主動報讀與工作有關的培訓 / 再培訓課程。從事經濟活動的 15 至 29 歲人士當中，約 10.2%於過去十二個月曾主動報讀與工作有關的培訓 / 再培訓課程。這個百分比隨着年齡增加而下降，30 至 39 歲人士當中有 9.5%，40 至 49 歲人士當中有 6.1%，而 50 歲及以上人士當中有 2.4%。(表 6.5a)

6.16 Relatively speaking, younger persons had larger proportion to attend job-related training / retraining courses on own initiative. Some 10.2% of economically active persons aged 15 – 29 had attended job-related training / retraining courses on own initiative in the past 12 months. This percentage decreased with age, being 9.5% for those aged 30 – 39, 6.1% for those aged 40 – 49 and 2.4% for those aged 50 and over. (Table 6.5a)

6.17 按性別分析，有較多女性曾主動報讀與工作有關的培訓 / 再培訓課程。9.7%從事經濟活動的女性於過去十二個月曾主動報讀與工作有關的培訓 / 再培訓課程，而男性則只有 6.3%。(表 6.5a)

6.17 Analyzed by sex, relatively more females had attended job-related training / retraining courses on own initiative. 9.7% of the female economically active persons had attended job-related training / retraining courses on own initiative in the past 12 months, as against 6.3% for males. (Table 6.5a)

教育程度

Educational attainment

6.18 按教育程度分析，教育程度較高的人士有較大比例於過去十二個月曾主動報讀與工作有關的培訓 / 再培訓課程。具專上教育程度的人士的有關百分比是 17.3%，具中學 / 預科教育程度人士的百分比是 6.5%，而具小學或以

6.18 Analyzed by educational attainment, a higher proportion of persons with higher educational attainment had attended job-related training / retraining courses on own initiative in the past 12 months. The respective percentages were 17.3% for those with tertiary educational

下教育程度人士的百分比是 1.9%。(表 6.5b)

attainment, 6.5% for those with secondary / matriculation educational attainment and 1.9% for those with primary or lower educational attainment. (Table 6.5b)

婚姻狀況

Marital status

6.19 相對而言，從未結婚人士有較大比例於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程，他們當中約 9.7% 曾這樣做。而已婚和離婚/分居/喪偶的從事經濟活動人士中，則分別只有 6.6% 和 6.7% 曾這樣做。(表 6.5c)

6.19 Relatively speaking, never married economically active persons had larger proportion to attend job-related training / retraining courses on own initiative in the past 12 months. Some 9.7% of them did so, as against 6.6% and 6.7% for those currently married and divorced / separated / widowed economically active persons respectively. (Table 6.5c)

主要行業類別

Major industry sector

6.20 按主要行業類別分析，從事金融、保險、地產及商用服務業的人士當中，13.7% 於過去十二個月曾主動報讀與工作有關的培訓課程，該百分比是各行業類別中最高的。其次是社區、社會及個人服務業(10.3%)。(表 6.5d)

6.20 Analyzed by major industry sector, 13.7% of persons in the financing, insurance, real estate and business services sector had attended job-related training courses on own initiative in the past 12 months, being the highest amongst persons in different sectors. This was followed by the community, social and personal services sector (10.3%). (Table 6.5d)

主要職業組別

Major occupation category

6.21 在各主要職業組別當中，於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的經理及行政級人員、專業人員與輔助專業人員的百分比最高(13.6%)，其次是文員(11.5%)。機台及機器操作員及裝配員的相應百分比是 1.8%，而非技術工人則為 2.7%。(表 6.5e)

6.21 Amongst all major occupation categories, managers and administrators, professionals and associate professionals had the highest percentage (13.6%) of persons having attended job-related training / retraining courses on own initiative in the past 12 months. This was closely followed by clerks (11.5%). The corresponding percentage for plant and machine operators and assemblers was 1.8%, while that for workers in elementary occupations was 2.7%. (Table 6.5e)

有否計劃轉換行業類別

Whether had plan to move to another industry sector

6.22 於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士當中，約 10.1% 於未來十二個月有計劃轉換行業類別。相反地，於過去十二個月沒有主動報讀與工作有關的培訓/再培訓課程的人士當中，只有 5.5% 於未來十二個月有計劃轉換行業類別。(表 6.5f)

6.22 Of the economically active persons who had attended job-related training / retraining courses on own initiative in the past 12 months, some 10.1% had plan to move to another industry sector in the coming 12 months. On the contrary, only 5.5% of those who had not attended any job-related training / retraining courses on own initiative in the past 12 months had plan to move to another industry sector in the coming 12 months. (Table 6.5f)

對所從事行業類別的前景的意見

6.23 那些預期所從事行業類別在未來幾年有快速發展的就業人士當中，有較高百分比(18.5%)在過去十二個月曾主動報讀培訓/再培訓課程。預期所從事行業類別「沒有發展」和「萎縮」的就業人士的相應百分比比較低，分別為4.2%及5.3%。(表6.6a)

對所從事職業組別的前景的意見

6.24 同樣地，認為所從事職業組別在未來幾年的前景非常好的就業人士當中，相對有較大比例(15.1%)於過去十二個月曾主動報讀培訓/再培訓課程。認為所從事職業組別的前景「一般」(6.9%)、「差」(5.7%)和「非常差」(7.0%)的就業人士的相應百分比比較小。(表6.6b)

於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的人士*參加有關課程的動機*

6.25 在237 800名於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的人士當中，約40.6%的理由是「增強競爭力/提升自己的工作能力」。其他常被提及的理由是「令自己可應付現時的工作要求」(27.1%)、「令自己可應付現職的未來工作要求」(25.0%)、「令自己可應付將來的工作要求」(19.0%)和「改善工作表現」(14.2%)。(表6.7a)

Perceived prospect of industry sectors

6.23 Of those employed persons who perceived that the industry sector in which they were engaged would have fast growth in the next few years, a relatively higher percentage of 18.5% had attended training / retraining courses on own initiative in the past 12 months. The corresponding percentages were much lower for those who perceived that the industry sector in which they were engaged would have “no growth” (4.2%) and “contraction” (5.3%). (Table 6.6a)

Perceived prospect of occupation categories

6.24 Similarly, for employed persons who perceived that the occupation category in which they were engaged would have very good prospect in the next few years, a relatively higher proportion (15.1%) of them had attended training / retraining courses on own initiative in the past 12 months. The corresponding percentages were much lower for those who perceived that the prospect of the occupation category in which they were engaged would be “average” (6.9%), “poor” (5.7%) and “very poor” (7.0%). (Table 6.6b)

Persons who had attended job-related training / retraining courses on own initiative in the past 12 months*Incentive for attending the courses*

6.25 Of the 237 800 economically active persons who had attended job-related training / retraining courses on own initiative in the past 12 months, some 40.6% did so because they wanted to increase their competitiveness or upgrade themselves. Other commonly cited reasons were “to meet current job requirement” (27.1%), “to meet future job requirement of existing employment” (25.0%), “to meet job requirement of future employment” (19.0%), and “to improve work performance” (14.2%). (Table 6.7a)

*曾參加的課程類型**Type of courses attended*

6.26 在該 237 800 名人士當中，約 37.3% 於過去十二個月曾主動報讀與資訊科技技能有關的培訓/再培訓課程。另外 21.3% 曾參加與管理技能有關的課程、17.8% 曾參加與特定工作技能有關的課程及 17.1% 曾參加與語文技能有關的課程。（表 6.7b 及圖 6.3）

6.26 Some 37.3% of the 237 800 persons had attended training / retraining courses related to IT skills on own initiative in the past 12 months. Another 21.3% had attended courses on management skills, 17.8% on job-specific skills and 17.1% on language skills. (Table 6.7b and Chart 6.3)

*最近一次曾參加的課程的總期間**Total duration of the last attended course*

6.27 該 237 800 名人士被問及於過去十二個月最近一次曾主動報讀的培訓/再培訓課程的資料，包括該課程上課的總期間、舉辦機構、學費及僱主提供的學費資助。他們當中，26.7% 最近一次曾主動報讀與工作有關的培訓/再培訓課程為期 10 至 29 小時，20.2% 最近一次曾參加的課程為期 30 至 49 小時。他們最近一次曾參加的課程的總期間中位數是 40 小時。（表 6.7c）

6.27 Information on the last training / retraining course attended on own initiative in the past 12 months was also collected from these 237 800 persons, including total duration of the course, organizer, tuition fee and reimbursement. For 26.7% of these persons, their last job-related training / retraining course attended on own initiative lasted 10 – 29 hours, while for 20.2%, 30 – 49 hours. The median total duration of their last attended course was 40 hours. (Table 6.7c)

*最近一次曾參加的課程的舉辦機構**Organizer of the last attended course*

6.28 在該 237 800 名人士當中，約三分之一 (33.7%) 於過去十二個月最近一次曾主動報讀的課程是由教育機構舉辦。另外三分之一 (32.7%) 曾主動報讀由私人機構舉辦的課程。志願團體 / 非牟利團體所舉辦的課程佔 14.4%、職業訓練局佔 9.3%，以及僱員再培訓局佔 6.7%。（表 6.7d）

6.28 About one-third (33.7%) of these 237 800 persons had attended course organized by academic institutions in regard to their last course attended on own initiative in the past 12 months, while another one-third (32.7%) had attended course run by private institutions. Voluntary organizations / non-profit making organizations had a share of 14.4%, Vocational Training Council, 9.3% and Employees Retraining Board, 6.7%. (Table 6.7d)

*最近一次曾參加的課程的學費**Tuition fee of the last attended course*

6.29 在該 237 800 名人士當中，29.5% 於過去十二個月最近一次曾主動報讀與工作有關的培訓/再培訓課程的學費少於 1,000 元，而 37.4% 則介乎 1,000 元至 4,999 元之間。他們最近一次曾主動報讀與工作有關的培訓/再培訓課程的學費中位數是 2,000 元。（表 6.7e）

6.29 For 29.5% of these 237 800 persons, the tuition fee of the last job-related training / retraining course attended on own initiative in the past 12 months was less than \$ 1,000, while for 37.4%, \$ 1,000 – \$ 4,999. The median tuition fee of the last attended job-related training / retraining course was \$ 2,000. (Table 6.7e)

學費資助

6.30 在該 237 800 名從事經濟活動人士當中，約 15.7% 表示僱主有資助他們於過去十二個月最近一次曾主動報讀的培訓 / 再培訓課程的學費，其中過半數人士 (56.2%) 獲得全費資助。(表 6.7f)

於過去十二個月沒有參加由僱主安排或主動報讀與工作有關的培訓 / 再培訓課程的人士

6.31 在 2 669 000 名於過去十二個月沒有參加由僱主安排或主動報讀與工作有關的培訓 / 再培訓課程的人士當中，約 55.1% 表示「太忙，沒有時間參加課程」是他們沒有參加培訓 / 再培訓課程的理由。另外 24.1% 提及「已有足夠技能，無需培訓 / 再培訓」，而 13.3% 提及「太老，不想學新事物」。(表 6.8)

Reimbursement of tuition fee

6.30 Some 15.7% of the 237 800 economically active persons who had attended training / retraining courses on own initiative in the past 12 months had the tuition fee of their last attended course reimbursed from their employers. Full reimbursement was received for over half (56.2%) of such persons. (Table 6.7f)

Persons who had not attended job-related training / retraining courses either arranged by employers or on own initiative in the past 12 months

6.31 Of the 2 669 000 economically active persons who had not attended any job-related training / retraining courses either arranged by employers or on own initiative in the past 12 months, some 55.1% cited “too busy, no time for attending course” as their reason of not attending any training / retraining courses. Another 24.1% mentioned “already have sufficient skill, no need for further training / retraining” and 13.3% “too old to learn new things”. (Table 6.8)

圖 6.1 按於過去十二個月有否參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士的百分比分布
Chart 6.1 Percentage distribution of economically active persons by whether had attended job-related training / retraining courses arranged by employers and / or on own initiative in the past 12 months

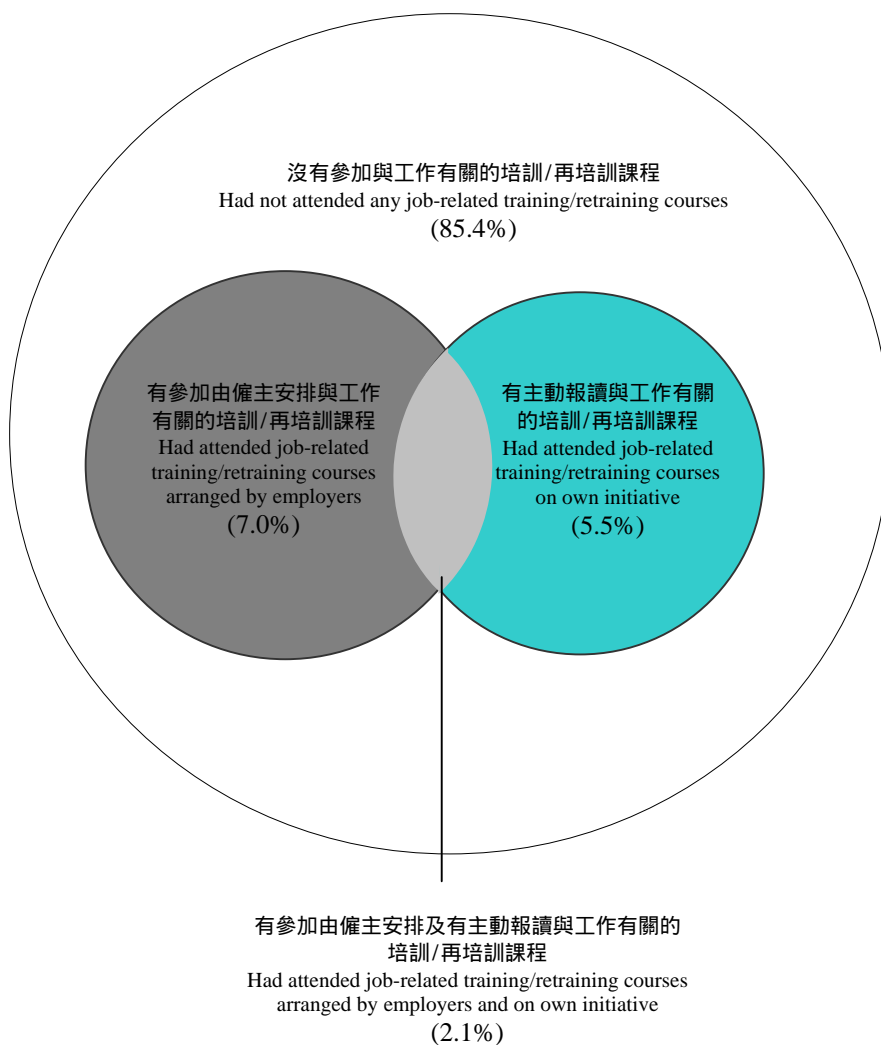
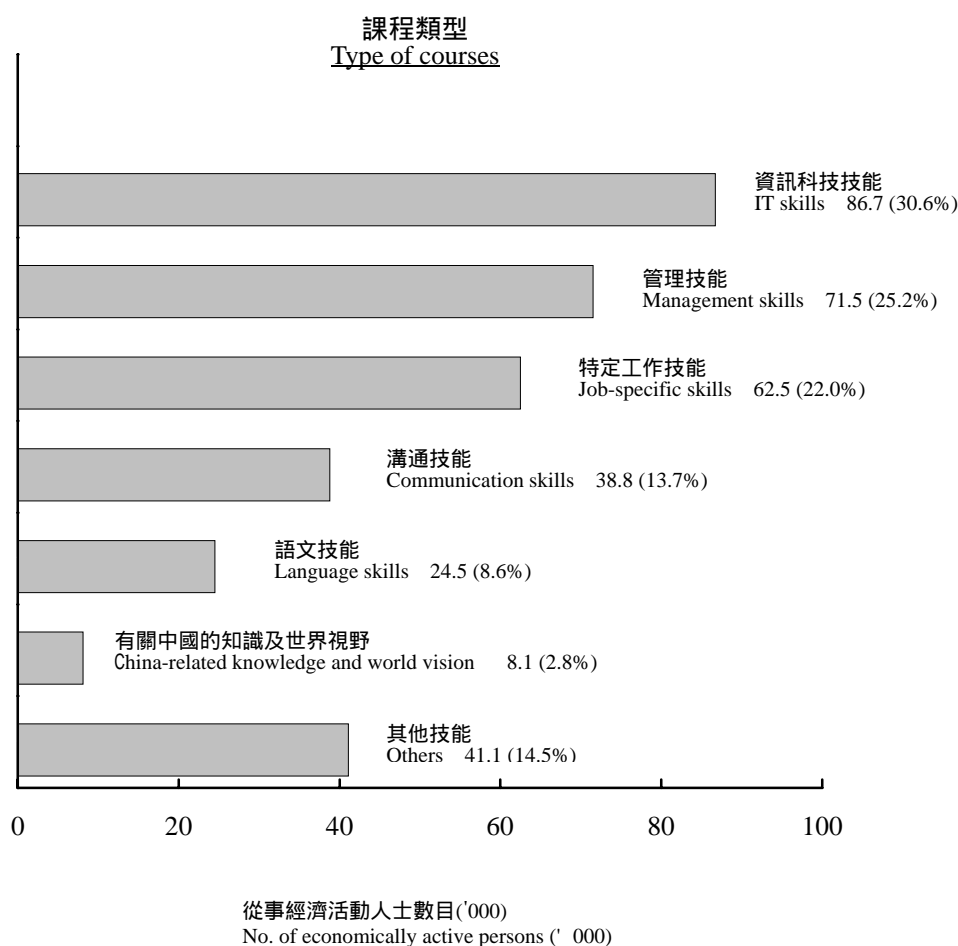


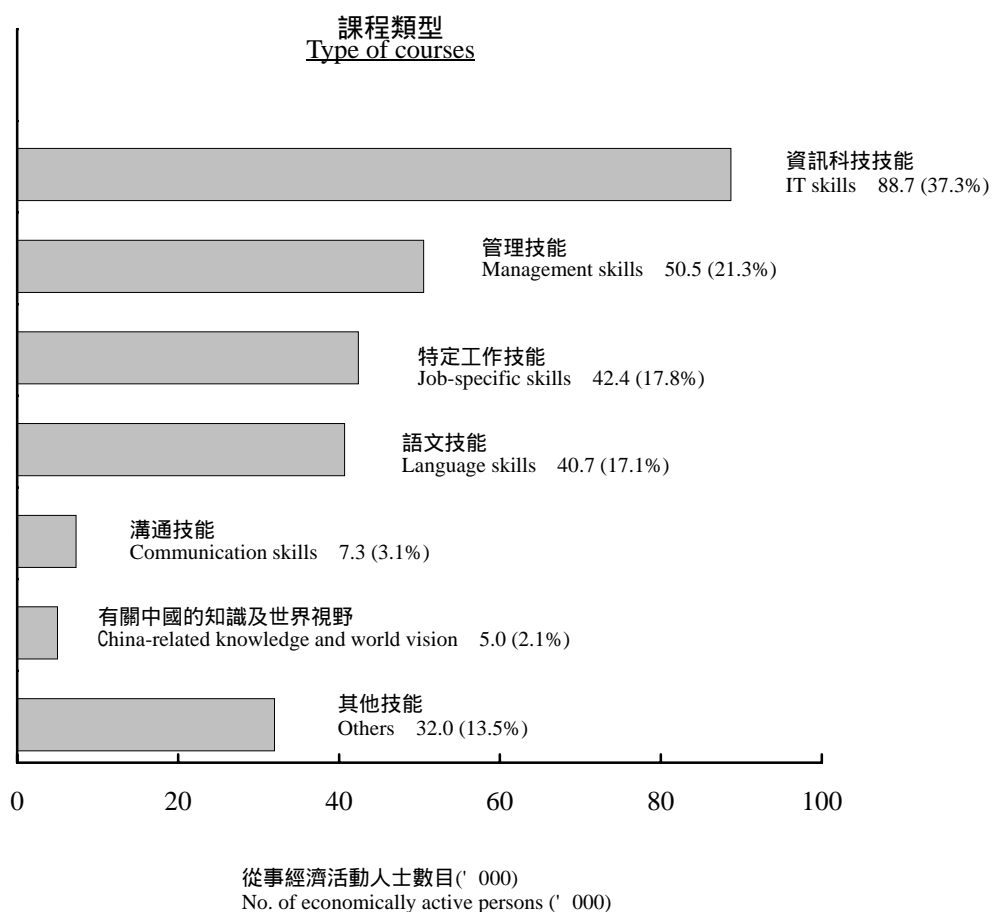
圖 6.2 按曾參加與工作有關的培訓/再培訓課程類型劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目
 Chart 6.2 Economically active persons who had attended job-related training / retraining courses arranged by employers in the past 12 months by type of job-related training / retraining courses attended



註釋：括號內的數字顯示在所有從事經濟活動人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all economically active persons.

圖 6.3 按曾參加與工作有關的培訓/再培訓課程類型劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
 Chart 6.3 Economically active persons who had attended job-related training / retraining courses on own initiative in the past 12 months by type of job-related training/retraining courses attended



註釋：括號內的數字顯示在所有從事經濟活動人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all economically active persons.

表 6.1 按於過去十二個月有否參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
Table 6.1 Economically active persons by whether had attended job-related training/retraining courses arranged by employers and/or on own initiative in the past 12 months

	於過去十二個月有否參加由僱主安排及/或主動報讀與工作有關的培訓/再培訓課程					
	Whether had attended job-related training/retraining courses arranged by employers and/or on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
由僱主安排參加與工作有關的培訓/再培訓課程 Job-related training/retraining courses arranged by employers	283.7	9.1	2 841.8	90.9	3 125.5	100.0
主動報讀與工作有關的培訓/再培訓課程 Job-related training/retraining courses attended on own initiative	237.8	7.6	2 887.7	92.4	3 125.5	100.0
合計 ⁺ Overall ⁺	456.5	14.6	2 669.0	85.4	3 125.5	100.0

註釋：⁺ 一名人士可能於過去十二個月內同時參加過由僱主安排及主動報讀與工作有關的培訓/再培訓課程。

Note：⁺ A person might have attended both the job-related training/retraining courses arranged by employers and those on own initiative in the past 12 months.

表 6.2a 按年齡/性別及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.2a Economically active persons by age/sex and whether had attended job-related training /retraining courses arranged by employers in the past 12 months

年齡組別/性別 Age group/sex	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses arranged by employers in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
年齡組別 Age group						
15 - 29	80.1	9.8	735.4	90.2	815.5	100.0
30 - 39	106.5	11.0	863.2	89.0	969.6	100.0
40 - 49	70.6	8.5	764.2	91.5	834.9	100.0
≥50	26.5	5.2	479.0	94.8	505.5	100.0
性別 Sex						
男 Male	175.6	9.1	1 754.8	90.9	1 930.4	100.0
女 Female	108.1	9.0	1 087.0	91.0	1 195.1	100.0
合計 Overall	283.7	9.1	2 841.8	90.9	3 125.5	100.0

表 6.2b 按教育程度及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.2b Economically active persons by educational attainment and whether had attended job-related training/retraining courses arranged by employers in the past 12 months

	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程					
	Whether had attended job-related training/retraining courses arranged by employers in the past 12 months					
	有 Yes		否 No		總計 Total	
教育程度 Educational attainment	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	11.9	2.3	517.2	97.7	529.1	100.0
中學/預科 Secondary/matriculation	160.5	7.8	1 886.0	92.2	2 046.5	100.0
專上教育 Tertiary	111.3	20.2	438.6	79.8	549.9	100.0
合計 Overall	283.7	9.1	2 841.8	90.9	3 125.5	100.0

表 6.2c 按主要行業類別及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.2c Economically active persons by major industry sector and whether had attended job-related training/retraining courses arranged by employers in the past 12 months

主要行業類別 Major industry sector	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses arranged by employers in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	21.2	5.7	350.4	94.3	371.7	100.0
建造業 Construction	22.1	7.4	275.5	92.6	297.6	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	30.6	3.4	858.8	96.6	889.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	30.2	7.2	389.2	92.8	419.4	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	76.4	16.5	386.3	83.5	462.7	100.0
社區、社會 及個人服務業 Community, social and personal services	98.9	15.4	543.1	84.6	642.0	100.0
其他 Others	4.3	16.9	21.2	83.1	25.5	100.0
合計 ⁺ Overall ⁺	283.7	9.1	2 824.6	90.9	3 108.3	100.0

註釋： + 不包括以前無工作的失業人士。

Note: + Excluding unemployed persons without previous employment.

表 6.2d 按主要職業組別及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.2d Economically active persons by major occupation category and whether had attended job-related training/retraining courses arranged by employers in the past 12 months

主要職業組別 Major occupation category	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses arranged by employers in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
經理及行政級人員、 專業人員與輔助專業人員 Managers and administrators, professionals and associate professionals	146.7	18.0	670.5	82.0	817.2	100.0
文員 Clerks	51.4	8.9	526.9	91.1	578.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	33.1	6.2	496.7	93.8	529.7	100.0
工藝及有關人員 Craft and related workers	22.9	6.4	334.3	93.6	357.2	100.0
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	10.6	3.8	266.2	96.2	276.7	100.0
非技術工人 Elementary occupations	19.2	3.5	527.4	96.5	546.6	100.0
其他 Others	-	-	2.6	100.0	2.6	100.0
合計 ⁺ Overall ⁺	283.7	9.1	2 824.6	90.9	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 6.3a 按對所從事行業類別的前景的意見及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的就業人士數目
 Table 6.3a Employed persons by perceived prospect of industry sector in which they were engaged and whether had attended job-related training/retraining courses arranged by employers in the past 12 months

對所從事行業類別的前景 的意見 Perceived prospect of industry sector engaged	於過去十二個月有否參加由僱主安排與工作 有關的培訓/再培訓課程 Whether had attended job-related training /retraining courses arranged by employers in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	38.5	25.2	114.0	74.8	152.5	100.0
穩步發展 Moderate growth	117.9	12.7	810.5	87.3	928.4	100.0
緩慢發展 Slow growth	73.1	7.0	974.7	93.0	1 047.8	100.0
沒有發展 No growth	37.6	6.0	584.0	94.0	621.6	100.0
萎縮 Contraction	11.9	6.8	164.4	93.2	176.3	100.0
沒有意見 No comment	1.4	19.9	5.5	80.1	6.9	100.0
合計 Overall	280.4	9.6	2 653.0	90.4	2 933.4	100.0

表 6.3b 按對所從事職業組別的前景的意見及於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程劃分的就業人士數目
 Table 6.3b Employed persons by perceived prospect of occupation category in which they were engaged and whether had attended job-related training/retraining courses arranged by employers in the past 12 months

對所從事職業組別的前景的意見 Perceived prospect of occupation category engaged	於過去十二個月有否參加由僱主安排與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses arranged by employers in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	10.0	23.3	32.9	76.7	42.9	100.0
好 Good	86.1	15.6	464.5	84.4	550.6	100.0
一般 Average	156.0	8.2	1 740.0	91.8	1 896.0	100.0
差 Poor	22.6	5.8	363.9	94.2	386.5	100.0
非常差 Very poor	5.7	10.3	49.4	89.7	55.1	100.0
沒有意見 No comment	-	-	2.3	100.0	2.3	100.0
合計 Overall	280.4	9.6	2 653.0	90.4	2 933.4	100.0

表 6.4a 按參加與工作有關的培訓/再培訓課程的動機劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.4a Economically active persons who had attended job-related training/retraining courses arranged by employers in the past 12 months by incentive for attending the job-related training/retraining courses

參加與工作有關的培訓/再培訓課程的動機 [#] Incentive for attending the job-related training/retraining courses [#]	人數 No. of persons (' 000)	百分比 %
僱主/上司指派 Directed by employer/supervisor	114.9	40.5
令自己可應付現時的工作要求 To meet current job requirement	105.8	37.3
令自己可應付現職的未來工作要求 To meet future job requirement of existing employment	72.4	25.5
增強競爭力/提升自己的工作能力 To increase competitiveness/to upgrade oneself	64.6	22.8
改善工作表現 To improve work performance	33.3	11.7
應付轉變中的勞工市場要求 To cope with the changing labour market	15.1	5.3
其他 Others	0.5	0.2
合計 Overall	283.7	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 6.4b 按曾參加與工作有關的培訓/再培訓課程類型劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.4b Economically active persons who had attended job-related training/retraining courses arranged by employers in the past 12 months by type of job-related training/retraining courses attended

曾參加與工作有關的培訓/再培訓課程類型# Type of job-related training/retraining courses attended #	人數 No. of persons (' 000)	百分比 %
資訊科技技能 IT skills	86.7	30.6
管理技能 Management skill	71.5	25.2
特定工作技能 Job-specific skills	62.5	22.0
溝通技能 Communication skills	38.8	13.7
語文技能 Language skills	24.5	8.6
有關中國知識及世界視野 China-related knowledge and world vision	8.1	2.8
其他技能 Other skills	41.1	14.5
合計 Overall	283.7	

註釋：# 可選擇多項答案。

Note：# Multiple answers were allowed.

表 6.4c 按最近一次曾參加的課程的總期間劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.4c Economically active persons who had attended job-related training/retraining courses arranged by employers in the past 12 months by total duration of the last attended course

最近一次曾參加的課程的總期間(小時) Total duration of the last attended course (hours)	人數 No. of persons (' 000)	百分比 %
1 - 9	77.5	27.3
10 - 29	92.4	32.6
30 - 49	44.3	15.6
50 - 99	26.3	9.3
100 - 199	16.7	5.9
200 - 499	7.3	2.6
≥500	13.0	4.6
不知道 Do not know	5.9	2.1
總計 Total	283.7	100.0
最近一次曾參加的課程的總期間 中位數(小時) Median total duration of the last attended course (hours)		20

表 6.4d 按最近一次曾參加的課程的上課時間劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.4d Economically active persons who had attended job-related training/retraining courses arranged by employers in the past 12 months by course attending time of the last attended course

最近一次曾參加的課程的上課時間 Course attending time of the last attended course	人數 No. of persons (' 000)	百分比 %
辦公時間內 During office hours	182.8	64.4
非辦公時間內 After office hours	95.4	33.6
其他* Others*	5.5	1.9
總計 Total	283.7	100.0

註釋：* 即部分課程的上課時間是在辦公時間內，而其餘部分是在非辦公時間內上課。

Note: * Part of the course was attended during office hours and the remaining part attended after office hours.

表 6.4e 按最近一次曾參加的課程的舉辦機構劃分的於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.4e Economically active persons who had attended job-related training/retraining courses arranged by employers in the past 12 months by organizer of the last attended course

最近一次曾參加的課程的舉辦機構 Organizer of the last attended course	人數 No. of persons (' 000)	百分比 %
僱主舉辦的內部培訓課程 Internal training courses run by employer	183.4	64.6
私人機構 Private institutions	37.8	13.3
教育機構 Academic institutions	25.4	8.9
職業訓練局 Vocational Training Council	18.1	6.4
志願團體/非牟利團體 Voluntary organizations/non-profit making organizations	9.6	3.4
僱員再培訓局 Employees Retraining Board	5.7	2.0
其他 Others	3.7	1.3
總計 Total	283.7	100.0

表 6.5a 按年齡/性別及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.5a Economically active persons by age/sex and whether had attended job-related training/retraining courses on own initiative in the past 12 months

年齡組別/性別 Age group/sex	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
年齡組別 Age group						
15 - 29	83.4	10.2	732.1	89.8	815.5	100.0
30 - 39	91.8	9.5	877.8	90.5	969.6	100.0
40 - 49	50.6	6.1	784.3	93.9	834.9	100.0
≥50	12.0	2.4	493.6	97.6	505.5	100.0
性別 Sex						
男 Male	121.5	6.3	1 808.9	93.7	1 930.4	100.0
女 Female	116.3	9.7	1 078.8	90.3	1 195.1	100.0
合計 Overall	237.8	7.6	2 887.7	92.4	3 125.5	100.0

表 6.5b 按教育程度及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.5b Economically active persons by educational attainment and whether had attended job-related training/retraining courses on own initiative in the past 12 months

教育程度 Educational attainment	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training /retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	9.9	1.9	519.2	98.1	529.1	100.0
中學/預科 Secondary/matriculation	133.0	6.5	1 913.5	93.5	2 046.5	100.0
專上教育 Tertiary	94.9	17.3	455.0	82.7	549.9	100.0
合計 Overall	237.8	7.6	2 887.7	92.4	3 125.5	100.0

表 6.5c 按婚姻狀況及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.5c Economically active persons by marital status and whether had attended job-related training/retraining courses on own initiative in the past 12 months

	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程					
	Whether had attended job-related training /retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
婚姻狀況 Marital status	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
從未結婚 Never married	98.9	9.7	924.0	90.3	1 022.9	100.0
已婚 Currently married	131.8	6.6	1 865.4	93.4	1 997.2	100.0
離婚/分居/喪偶 Divorced/separated/widowed	7.1	6.7	98.2	93.3	105.3	100.0
合計 Overall	237.8	7.6	2 887.7	92.4	3 125.5	100.0

表 6.5d 按主要行業類別及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.5d Economically active persons by major industry sector and whether had attended job-related training/retraining courses on own initiative in the past 12 months

主要行業類別 Major industry sector	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	26.8	7.2	344.9	92.8	371.7	100.0
建造業 Construction	14.3	4.8	283.2	95.2	297.6	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	44.6	5.0	844.9	95.0	889.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	19.6	4.7	399.8	95.3	419.4	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	63.6	13.7	399.1	86.3	462.7	100.0
社區、社會 及個人服務業 Community, social and personal services	66.4	10.3	575.6	89.7	642.0	100.0
其他 Others	1.7	6.5	23.9	93.5	25.5	100.0
合計 ⁺ Overall ⁺	236.9	7.6	2 871.4	92.4	3 108.3	100.0

註釋： + 不包括以前無工作的失業人士。

Note: + Excluding unemployed persons without previous employment.

表 6.5e 按主要職業組別及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.5e Economically active persons by major occupation category and whether had attended job-related training/retraining courses on own initiative in the past 12 months

主要職業組別 Major occupation category	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training/retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
經理及行政級人員、 專業人員與輔助專業人員 Managers and administrators, professionals and associate professionals	111.4	13.6	705.8	86.4	817.2	100.0
文員 Clerks	66.6	11.5	511.6	88.5	578.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	22.5	4.2	507.3	95.8	529.7	100.0
工藝及有關人員 Craft and related workers	16.6	4.6	340.6	95.4	357.2	100.0
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	5.0	1.8	271.7	98.2	276.7	100.0
非技術工人 Elementary occupations	14.8	2.7	531.8	97.3	546.6	100.0
其他 Others	-	-	2.6	100.0	2.6	100.0
合計 ⁺ Overall ⁺	236.9	7.6	2 871.4	92.4	3 108.3	100.0

註釋： + 不包括以前無工作的失業人士。

Note: + Excluding unemployed persons without previous employment.

表 6.5f 按於未來十二個月有否計劃轉換行業類別及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 6.5f Economically active persons by whether had plan to move to another industry sector in the coming 12 months and whether had attended job-related training/retraining courses on own initiative in the past 12 months

於未來十二個月有否計劃 轉換行業類別 Whether had plan to move to another industry sector in the coming 12 months	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training /retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		合計 Overall	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
有 Yes	23.8	10.1	156.7	5.5	180.5	5.8
否 No	213.1	89.9	2 714.7	94.5	2 927.8	94.2
總計 ⁺ Total ⁺	236.9	100.0	2 871.4	100.0	3 108.3	100.0

註釋： + 不包括以前無工作的失業人士。

Note: + Excluding unemployed persons without previous employment.

表 6.6a 按對所從事行業類別的前景的意見及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的就業人士數目
 Table 6.6a Employed persons by perceived prospect of industry sector in which they were engaged and whether had attended job-related training/retraining courses on own initiative in the past 12 months

對所從事行業類別的前景的意見 Perceived prospect of industry sector engaged	於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程 Whether had attended job-related training /retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	28.2	18.5	124.3	81.5	152.5	100.0
穩步發展 Moderate growth	95.3	10.3	833.1	89.7	928.4	100.0
緩慢發展 Slow growth	63.8	6.1	984.0	93.9	1 047.8	100.0
沒有發展 No growth	26.4	4.2	595.3	95.8	621.6	100.0
萎縮 Contraction	9.3	5.3	167.0	94.7	176.3	100.0
沒有意見 No comment	0.8	12.1	6.0	87.9	6.9	100.0
合計 Overall	223.8	7.6	2 709.7	92.4	2 933.4	100.0

表 6.6b 按對所從事職業組別的前景的意見及於過去十二個月有否主動報讀與工作有關的培訓/再培訓課程劃分的就業人士數目
Table 6.6b Employed persons by perceived prospect of occupation category in which they were engaged and whether had attended job-related training/retraining courses on own initiative in the past 12 months

對所從事職業組別的前景 的意見 Perceived prospect of occupation category engaged	於過去十二個月有否主動報讀與工作 有關的培訓/再培訓課程 Whether had attended job-related training /retraining courses on own initiative in the past 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	6.5	15.1	36.4	84.9	42.9	100.0
好 Good	61.2	11.1	489.4	88.9	550.6	100.0
一般 Average	130.2	6.9	1 765.8	93.1	1 896.0	100.0
差 Poor	22.0	5.7	364.5	94.3	386.5	100.0
非常差 Very poor	3.8	7.0	51.2	93.0	55.1	100.0
沒有意見 No comment	-	-	2.3	100.0	2.3	100.0
合計 Overall	223.8	7.6	2 709.7	92.4	2 933.4	100.0

表 6.7 a 按參加與工作有關的培訓/再培訓課程的動機劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.7a Economically active persons who had attended job-related training/retraining courses on own initiative in the past 12 months by incentive for attending the job-related training/retraining courses

參加與工作有關的培訓/再培訓課程的動機 [#] Incentive for attending the job-related training/retraining courses [#]	人數 No. of persons (' 000)	百分比 %
增強競爭力/提升自己的工作能力 To increase competitiveness/to upgrade oneself	96.6	40.6
令自己可應付現時的工作要求 To meet current job requirement	64.4	27.1
令自己可應付現職的未來工作要求 To meet future job requirement of existing employment	59.6	25.0
令自己可應付將來的工作要求 To meet job requirement of future employment	45.2	19.0
改善工作表現 To improve work performance	33.9	14.2
希望可找一份更好的工作 Hoping to find a better job	20.7	8.7
應付轉變中的勞工市場要求 To cope with the changing labour market	14.8	6.2
僱主/上司鼓勵 Encouraged by employer/supervisor	6.3	2.6
其他 Others	6.7	2.8
總計 Total	237.8	

註釋： # 可選擇多項答案。

Note： # Multiple answers were allowed.

表 6.7b 按曾參加與工作有關的培訓/再培訓課程類型劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.7b Economically active persons who had attended job-related training/retraining courses on own initiative in the past 12 months by type of job-related training/retraining courses attended

曾參加與工作有關的培訓/再培訓課程類型# Type of job-related training/retraining courses attended#	人數 No. of persons (' 000)	百分比 %
資訊科技技能 IT skills	88.7	37.3
管理技能 Management skill	50.5	21.3
特定工作技能 Job-specific skills	42.4	17.8
語文技能 Language skills	40.7	17.1
溝通技能 Communication skills	7.3	3.1
有關中國知識及世界視野 China-related knowledge and world vision	5.0	2.1
其他技能 Other skills	32.0	13.5
總計 Total	237.8	

註釋：# 可選擇多項答案。

Note：# Multiple answers were allowed.

表 6.7c 按最近一次曾參加的課程的總期間劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
 Table 6.7c Economically active persons who had attended job-related training/retraining courses on own initiative in the past 12 months by total duration of the last attended course

最近一次曾參加的課程的總期間(小時) Total duration of the last attended course (hours)	人數 No. of persons (' 000)	百分比 %
1 - 9	17.9	7.5
10 - 29	63.4	26.7
30 - 49	48.0	20.2
50 - 99	36.4	15.3
100 - 199	21.3	9.0
200 - 499	22.8	9.6
≥500	20.9	8.8
不定/不知道 Not fixed/do not know	7.1	3.0
總計 Total	237.8	100.0
最近一次曾參加的課程的總期間 中位數(小時) Median total duration of the last attended course (hours)		40

表 6.7d 按最近一次曾參加的課程的舉辦機構劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.7d Economically active persons who had attended job-related training/retraining courses on own initiative in the past 12 months by organizer of the last attended course

最近一次曾參加的課程的舉辦機構 Organizer of the last attended course	人數 No. of persons (' 000)	百分比 %
教育機構 Academic institutions	80.1	33.7
私人機構 Private institutions	77.8	32.7
志願團體/非牟利團體 Voluntary organizations/non-profit making organizations	34.3	14.4
職業訓練局 Vocational Training Council	22.1	9.3
僱員再培訓局 Employees Retraining Board	15.8	6.7
其他 Others	7.6	3.2
總計 Total	237.8	100.0

表 6.7e 按最近一次曾參加的課程的學費劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.7e Economically active persons who had attended job-related training/retraining courses on own initiative in the past 12 months by tuition fee of the last attended course

最近一次曾參加的課程的學費 (港元) Tuition fee of the last attended course (HK\$)	人數 No. of persons (' 000)	百分比 %
< 1,000	70.3	29.5
1,000 – 4,999	88.9	37.4
5,000 – 9,999	31.3	13.2
10,000 – 19,999	21.9	9.2
20,000 - 49,999	16.0	6.7
50,000 - 99,999	4.5	1.9
≥100,000	3.0	1.3
不知道/未完成 Do not know/not finished	2.0	0.8
總計 Total	237.8	100.0
最近一次曾參加的課程的學費中位數(港元) Median tuition fee of the last attended course (HK\$)	2,000	

表 6.7f 按僱主有否資助學費及資助百分比劃分的於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目
 Table 6.7f Economically active persons who had attended job-related training/retraining courses on own initiative in the past 12 months by whether had reimbursement of tuition fee from employers and percentage of reimbursement

僱主有否資助學費及資助百分比 Whether had reimbursement of tuition fee from employers and percentage of reimbursement	人數 No. of persons (' 000)	百分比 %
有 Yes	37.4	15.7
< 25%	1.1	(2.8)
25% - < 50%	2.9	(7.8)
50% - < 75%	9.7	(25.9)
75% - < 100%	1.9	(5.0)
100%	21.0	(56.2)
不知道 Do not know	0.9	(2.3)
否 No	200.4	84.3
總計 Total	237.8	100.0

註釋： 括號內的數字顯示佔所有獲僱主資助學費的人士的百分比。

Note : Figures in brackets represent the percentage of all persons who had reimbursement of tuition fee from employers.

表 6.8 按沒有參加與工作有關的培訓/再培訓課程的原因劃分的於過去十二個月沒有參加與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 6.8 Economically active persons who had not attended job-related training/retraining courses in the past 12 months by reason of not attending job-related training/retraining courses

沒有參加與工作有關的培訓/再培訓課程的原因# Reason of not attending job-related training/retraining courses#	人數 No. of persons (' 000)	百分比 %
太忙，無時間參加課程 Too busy, no time for attending course	1 469.6	55.1
已有足夠技能，無需培訓/再培訓 Already have sufficient skill, no need for further training/retraining	643.8	24.1
太老，不想學新事物 Too old to learn new things	354.5	13.3
無有關的培訓/再培訓課程 No relevant training/retraining courses	183.5	6.9
改善不到聘用條款及條件 Cannot improve the employment terms and conditions	172.5	6.5
無有關的課程資料 Do not have any information about the relevant courses	170.1	6.4
有關課程的時間不合適 Relevant courses are not provided in the appropriate timing	101.5	3.8
有關課程的學費太貴 Relevant courses are too expensive	42.7	1.6
未能達到有關課程的入學要求 Do not fulfil entry requirements of the relevant courses	35.3	1.3
有關課程的上課地點不方便 Relevant courses are not provided in the convenient location	20.4	0.8
由於太多人競爭，以致未能入讀有關課程 Cannot enrol in the relevant courses as there are too many competitors	16.7	0.6
其他 Others	30.5	1.1
沒有原因 No reason	3.1	0.1
合計 Overall	2 669.0	

註釋：# 可選擇多項答案。

Note：# Multiple answers were allowed.

7 計劃參加的培訓/再培訓課程 Plan for Attending Training/Retraining Courses

7.1 在統計時的 3 125 500 名從事經濟活動人士當中，357 400 人(即 11.4%)有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程。(表 7.1a 及圖 7.1)

年齡及性別

7.2 較年輕的從事經濟活動人士當中，有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程的比例較高。在 15 至 29 歲的從事經濟活動人士中，約 14.3% 有該計劃。此百分比隨年齡增加而下降。30 至 39 歲人士的相應百分比是 14.2%，40 至 49 歲是 9.8%，而 50 歲或以上 4.4%。(表 7.1a)

7.3 按性別分析，12.9% 從事經濟活動的女性表示有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程。男性的相應百分比較低，為 10.5%。(表 7.1a)

教育程度

7.4 約 23.0% 具專上教育程度的從事經濟活動人士有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程。具中學 / 預科教育程度的人士的相應百分比是 10.4%，而具小學或以下教育程度人士的相應百分比是 3.3%。(表 7.1b)

婚姻狀況

7.5 按婚姻狀況分析，14.1% 從事經濟活動的從未結婚人士有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程，此百分比為各婚姻狀況組別中最高。已婚人士的相應百分比是 10.1%，而離婚 / 分居 / 喪偶人士的相應百分比是 9.8%。(表 7.1c)

主要行業類別

7.6 在各主要行業類別之中，金融、保險、地產及商用服務業內有計劃於未來十二個月參

7.1 Of the 3 125 500 economically active persons at the time of enumeration, 357 400 persons (or 11.4%) had plan to attend job-related training / retraining courses in the coming 12 months. (Table 7.1a and Chart 7.1)

Age and sex

7.2 A higher proportion of younger economically active persons had plan to attend job-related training / retraining courses in the coming 12 months. Some 14.3% of the economically active persons aged 15 –29 had such plan. This percentage decreased with age. The corresponding figures were 14.2% for those aged 30 – 39, 9.8% for those aged 40 – 49 and 4.4% for those aged 50 and over. (Table 7.1a)

7.3 Analyzed by sex, 12.9% of the female economically active persons indicated that they had plan to attend job-related training / retraining in the coming 12 months. A lower percentage of 10.5% was recorded for their male counterparts. (Table 7.1a)

Educational attainment

7.4 Some 23.0% of economically active persons with tertiary educational attainment had plan to attend training / retraining courses in the coming 12 months. The corresponding figures were 10.4% for those with secondary / matriculation educational attainment and 3.3% for those with primary or lower educational attainment. (Table 7.1b)

Marital status

7.5 Analyzed by marital status, 14.1% of the never married economically active persons had plan to attend training / retraining courses in the coming 12 months, being the highest amongst persons in different marital status groups. The corresponding figures were 10.1% for those currently married and 9.8% for those divorced / separated / widowed. (Table 7.1c)

Major industry sector

7.6 Amongst all major industry sectors, the financing, insurance, real estate and business services sector had the highest percentage (18.2%)

加與工作有關的培訓 / 再培訓課程的人士所佔的百分比最高 (18.2%)，其次是社區、社會及個人服務業 (14.5%)。(表 7.1d)

of persons having plan to attend training / retraining courses in the coming 12 months. This was followed by the community, social and personal services sector (14.5%). (Table 7.1d)

主要職業組別

Major occupation category

7.7 就各主要職業組別而言，經理及行政級人員、專業人員與輔助專業人員和文員中，有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程的人士所佔的百分比比較高，分別為 19.9% 及 15.5%。(表 7.1e)

7.7 Amongst all major occupation categories, a higher proportion of managers and administrators, professionals and associate professionals (19.9%) and clerks (15.5%) had plan to attend job-related training / retraining in the coming 12 months. (Table 7.1e)

有否計劃轉換行業類別

Whether had plan to move to another industry sector

7.8 有計劃於未來十二個月轉換行業類別的 180 500 名從事經濟活動人士當中，約 27.5% 亦有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程。沒有計劃於未來十二個月轉換行業類別的人士的相應百分比是 10.4%。(表 7.1f)

7.8 Of the 180 500 economically active persons with plan to move to another industry sector in the coming 12 months, some 27.5% also had plan to attend job-related training / retraining courses in the coming 12 months. The corresponding percentage was 10.4% for those who had no plan to move to another industry sector in the coming 12 months. (Table 7.1f)

對所從事行業類別的前景的意見

Perceived prospect of industry sectors

7.9 按就業人士對所從事行業類別的前景的意見分析，有計劃於未來十二個月參加培訓 / 再培訓課程的人士所佔的百分比頗參差。預期所從事行業類別在未來幾年有快速發展的就業人士當中，有計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程的人士所佔的百分比比較高 (28.9%)。至於預期所從事行業類別沒有發展的就業人士，相應的百分比下降至 6.5%。(表 7.2a)

7.9 The proportions of employed persons having plan to attend training / retraining courses in the coming 12 months were quite diverse when analyzed by their perceived prospect of the industry sector in which they were engaged. For those who perceived the sector in which they were engaged as having fast growth in the next few year, a much higher proportion (28.9%) had plan to attend job-related training / retraining courses in the coming 12 months. This percentage decreased to 6.5% for those who perceived no growth in the industry sector in which they were engaged. (Table 7.2a)

對所從事職業組別的前景的意見

Perceived prospect of occupation categories

7.10 預期所從事職業組別在未來幾年的前景非常好的就業人士中，於未來十二個月有計劃參加與工作有關的培訓 / 再培訓課程的人士所佔的百分比比較高 (27.4%)。至於預期所從事職業組別的前景差的人士，相應百分比下降至 8.4%。(表 7.2b)

7.10 For employed persons who perceived the occupation category in which they were engaged as having very good prospect in the next few years, a relatively higher percentage (27.4%) had plan to attend job-related training / retraining courses in the coming 12 months. This percentage dropped to 8.4% for those who perceived poor prospect in the occupation

category in which they were engaged. (Table 7.2b)

有計劃於未來十二個月參加培訓 / 再培訓課程的人士

Persons who had plan to attend job-related training / retraining courses in the coming 12 months

有該計劃的動機

Incentive for having such plan

7.11 有計劃於未來十二個月參加培訓 / 再培訓課程的 357 400 名從事經濟活動人士當中，約 41.7% 是因為希望增強競爭力或提升自己的工作能力而有該計劃。其他常被提及的理由是「令自己可應付現職的未來工作要求」(29.3%)、「令自己可應付將來的工作要求」(19.7%) 和「令自己可應付現時的工作要求」(19.1%)。(表 7.3a)

7.11 Of the 357 400 economically active persons having plan to attend training / retraining courses in the coming 12 months, some 41.7% had such plan because they wanted to increase their competitiveness or upgrade themselves. Other commonly cited reasons were “to meet future job requirement of existing employment” (29.3%), “to meet requirement of future employment” (19.7%) and “to meet current job requirement” (19.1%). (Table 7.3a)

將會參加的課程類型

Type of courses to be attended

7.12 在該 357 400 名人士中，約 42.3% 有計劃參加與資訊科技技能有關的課程。另外 21.5% 有計劃參加與管理技能有關的課程，而 21.0% 有計劃參加與語文技能有關的課程。(表 7.3b 及圖 7.1)

7.12 Some 42.3% of the 357 400 persons planned to attend courses related to IT skills. Another 21.5% planned to attend courses on management skills and 21.0%, language skills. (Table 7.3b and Chart 7.1)

參加與工作有關的培訓 / 再培訓課程的選擇排序

Preference for attendance of job-related training / retraining courses

7.13 所有從事經濟活動人士，不論其有否計劃於未來十二個月參加與工作有關的培訓 / 再培訓課程，均須就有關課程的舉辦機構、上課模式和上課地點，分別提供優先次序排名。每個選項均有平均得分，以顯示該選項的優先次序。計算方法是獲選為第一選擇的得 1 分，第二選擇得 2 分，如此類推。換言之，平均得分最少的選項，便是最多人喜愛的選項。

7.13 All economically active persons were asked to rank their preferences for the organizer of the course, mode of attendance and place of study respectively in regard to the attendance of job-related training / retraining courses, irrespective of whether they had plan to attend such courses in the coming 12 months. A mean score indicating their preference was calculated for each of the options by assigning 1 mark to the first choice, 2 to the second choice, and so on. In other words, the option with the lowest mean score was the most preferred one.

舉辦課程機構的選擇排序

Preference for the organizer of the course

7.14 關於舉辦課程的機構，最多人選擇的是「自己的僱主」，約 33.9% 從事經濟活動人士將這項列為第一選擇。「自己的僱主」的平均得分是 2.83，其次是「僱員再培訓局」(3.04)

7.14 Regarding the organizer of the course, the most popular option was “own employer”, with some 33.9% of the economically active persons having ranked it as their first choice. The mean score for “own employer” was 2.83,

和「職業訓練局」(3.11)。(表 7.4a)

followed by Employees Retraining Board (3.04) and Vocational Training Council (3.11). (Table 7.4a)

上課模式的選擇排序

Preference for the mode of attendance

7.15 約半數(47.0%)從事經濟活動人士把「兼讀」列為上課模式的首選,「兼讀」模式的平均得分是 1.85。其次是「日間部分時間給假」(2.28)、「全日制」(2.99)和「遙距學習」(3.00)等模式。(表 7.4b)

7.15 Nearly half (47.0%) of the economically active persons ranked “part-time” as their most preferred mode of attendance. The mean score for “part-time” mode of attendance was 1.85, followed by “part-time day release” (2.28), “full-time” (2.99) and “distance learning” (3.00). (Table 7.4b)

上課地點的選擇排序

Preference for the place of study

7.16 「就近工作地點」和「就近住所」是最多人喜愛的兩個上課地點。從事經濟活動人士當中,分別約有三分之一將這兩項列為第一選擇。「就近工作地點」的平均得分是 2.09,而「就近住所」的平均得分是 2.13。(表 7.4c)

7.16 “Near work place” and “near home” were the top two preferred places of study. Each of them was chosen as the first choice by about one-third of the economically active persons separately. The mean score for “near work place” was 2.09, while that for “near home” was 2.13. (Table 7.4c)

於未來十二個月沒有計劃參加與工作有關的培訓/再培訓課程的人士

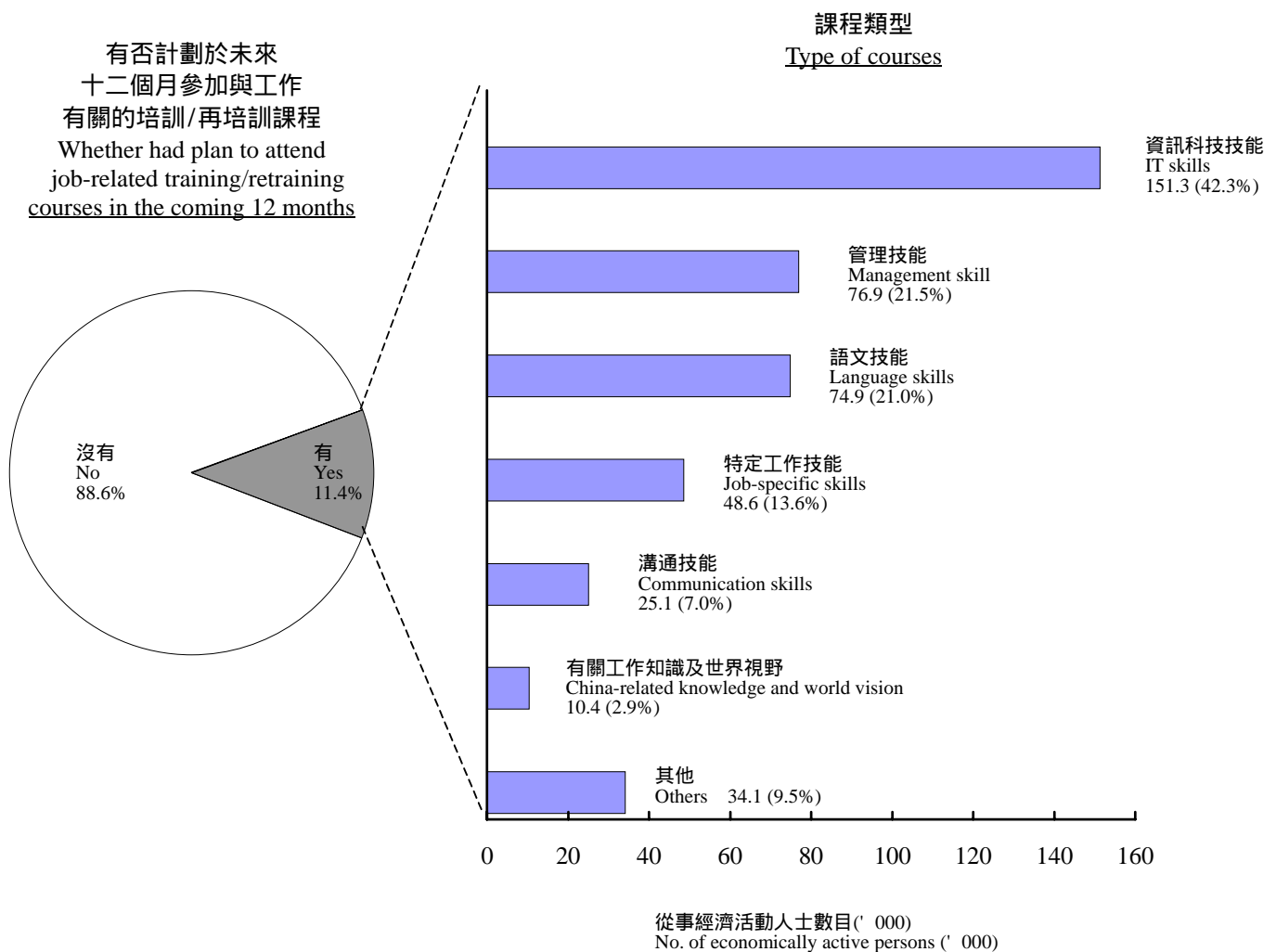
Persons who had no plan to attend job-related training / retraining courses in the coming 12 months

7.17 在 2 768 100 名沒有計劃於未來十二個月參加與工作有關的培訓/再培訓課程的從事經濟活動人士當中,約 55.1%解釋是因為他們「太忙,無時間參加課程」。其他常被提及的理由包括「已有足夠技能,無需培訓/再培訓」(24.9%)和「太老,不想學新事物」(13.2%)。(表 7.5)

7.17 Of the 2 768 100 economically active persons who had no plan to attend job-related training / retraining courses in the coming 12 months, some 55.1% explained that they were too busy or had no time. Other commonly cited reasons included “already have sufficient skill, no need for further training / retraining” (24.9%) and “too old to learn new things” (13.2%). (Table 7.5)

圖 7.1 按有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士的百分比分布及將會參加與工作有關的培訓/再培訓課程類型

Chart 7.1 Percentage distribution of economically active persons by whether had plan to attend job-related training/retraining courses in the coming 12 months and type of job-related training/retraining courses to be attended



註釋：括號內的數字顯示在所有有計劃於未來十二個月參加與工作有關的培訓/再培訓課程的從事經濟活動人士中所佔的百分比。

Note: Figures in brackets represent the percentage of all economically active persons who had plan to attend job-related training/retraining courses in the coming 12 months.

表 7.1a 按年齡/性別及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 7.1a Economically active persons by age/sex and whether had plan to attend job-related training/retraining courses in the coming 12 months

年齡組別/性別 Age group/sex	有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程 Whether had plan to attend job-related training/ retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
年齡組別 Age group						
15 - 29	116.5	14.3	698.9	85.7	815.5	100.0
30 - 39	137.3	14.2	832.4	85.8	969.6	100.0
40 - 49	81.4	9.8	753.5	90.2	834.9	100.0
≥50	22.2	4.4	483.3	95.6	505.5	100.0
性別 Sex						
男 Male	203.2	10.5	1 727.2	89.5	1 930.4	100.0
女 Female	154.3	12.9	1 040.9	87.1	1 195.1	100.0
合計 Overall	357.4	11.4	2 768.1	88.6	3 125.5	100.0

表 7.1b 按教育程度及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目

Table 7.1b Economically active persons by educational attainment and whether had plan to attend job-related training/retraining courses in the coming 12 months

教育程度 Educational attainment	有否計劃於未來十二個月參加與工作 有關的培訓/再培訓課程 Whether had plan to attend job-related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
未受教育/幼稚園/小學 No schooling/kindergarten/ primary	17.4	3.3	511.7	96.7	529.1	100.0
中學/預科 Secondary/matriculation	213.3	10.4	1 833.2	89.6	2 046.5	100.0
專上教育 Tertiary	126.7	23.0	423.3	77.0	549.9	100.0
合計 Overall	357.4	11.4	2 768.1	88.6	3 125.5	100.0

表 7.1c 按婚姻狀況及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目
 Table 7.1c Economically active persons by marital status and whether had plan to attend job-related training/retraining courses in the coming 12 months

	有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程 Whether had plan to attend job-related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
婚姻狀況 Marital status						
從未結婚 Never married	144.5	14.1	878.5	85.9	1 022.9	100.0
已婚 Currently married	202.6	10.1	1 794.6	89.9	1 997.2	100.0
離婚/分居/喪偶 Divorced/separated/widowed	10.3	9.8	95.0	90.2	105.3	100.0
合計 Overall	357.4	11.4	2 768.1	88.6	3 125.5	100.0

表 7.1d 按主要行業類別及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目⁺
 Table 7.1d Economically active persons by major industry sector and whether had plan to attend job-related training/retraining courses in the coming 12 months⁺

主要行業類別 Major industry sector	有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程 Whether had plan to attend job related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
製造業 Manufacturing	38.4	10.3	333.2	89.7	371.7	100.0
建造業 Construction	28.1	9.4	269.5	90.6	297.6	100.0
批發、零售、進出口貿易、 飲食及酒店業 Wholesale, retail and import/export trades, restaurants and hotels	72.9	8.2	816.6	91.8	889.5	100.0
運輸、倉庫及通訊業 Transport, storage and communications	36.5	8.7	382.9	91.3	419.4	100.0
金融、保險、地產 及商用服務業 Financing, insurance, real estate and business services	84.2	18.2	378.5	81.8	462.7	100.0
社區、社會 及個人服務業 Community, social and personal services	92.9	14.5	549.1	85.5	642.0	100.0
其他 Others	2.5	9.6	23.1	90.4	25.5	100.0
合計 ⁺ Overall ⁺	355.4	11.4	2 752.8	88.6	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 7.1e 按主要職業組別及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目⁺
 Table 7.1e Economically active persons by major occupation category and whether had plan to attend job-related training/retraining courses in the coming 12 months⁺

主要職業組別 Major occupation category	有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程 Whether had plan to attend job related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
經理及行政級人員、 專業人員與輔助專業人員 Managers and administrators, professionals and associate professionals	162.8	19.9	654.4	80.1	817.2	100.0
文員 Clerks	89.8	15.5	488.4	84.5	578.2	100.0
服務工作及商店銷售人員 Service workers and shop sales workers	41.1	7.8	488.6	92.2	529.7	100.0
工藝及有關人員 Craft and related workers	28.2	7.9	329.0	92.1	357.2	100.0
機台及機器操作員 及裝配員 Plant and machine operators and assemblers	11.9	4.3	264.8	95.7	276.7	100.0
非技術工人 Elementary occupations	21.6	3.9	525.0	96.1	546.6	100.0
其他 Others	-	-	2.6	100.0	2.6	100.0
合計 ⁺ Overall ⁺	355.4	11.4	2 752.8	88.6	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 7.1f 按有否計劃於未來十二個月轉換行業類別及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的從事經濟活動人士數目

Table 7.1f Economically active persons by whether had plan to move to another industry sector in the coming 12 months and whether had plan to attend job-related training/retraining courses in the coming 12 months

有否計劃於未來十二個月 轉換行業類別 Whether had plan to move to another industry sector in the coming 12 months	有否計劃於未來十二個月參加與工作 有關的培訓/再培訓課程 Whether had plan to attend job-related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
有 Yes	49.7	27.5	130.8	72.5	180.5	100.0
否 No	305.7	10.4	2 622.0	89.6	2 927.8	100.0
合計 ⁺ Overall ⁺	355.4	11.4	2 752.8	88.6	3 108.3	100.0

註釋：⁺ 不包括以前無工作的失業人士。

Note: ⁺ Excluding unemployed persons without previous employment.

表 7.2a 按對所從事行業類別的前景的意見及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的就業人士數目
 Table 7.2a Employed persons by perceived prospect of industry sector in which they were engaged and whether had plan to attend job-related training/retraining courses in the coming 12 months

對所從事行業類別的前景 的意見 Perceived prospect of industry sector engaged	有否計劃於未來十二個月參加與工作 有關的培訓/再培訓課程 Whether had plan to attend job-related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
快速發展 Fast growth	44.0	28.9	108.4	71.1	152.5	100.0
穩步發展 Moderate growth	134.1	14.4	794.3	85.6	928.4	100.0
緩慢發展 Slow growth	85.3	8.1	962.5	91.9	1 047.8	100.0
沒有發展 No growth	40.4	6.5	581.2	93.5	621.6	100.0
萎縮 Contraction	22.3	12.6	154.0	87.4	176.3	100.0
沒有意見 No comment	1.4	20.3	5.5	79.7	6.9	100.0
合計 Overall	327.5	11.2	2 606.0	88.8	2 933.4	100.0

表 7.2b 按對所從事職業組別的前景的意見及有否計劃於未來十二個月參加與工作有關的培訓/再培訓課程劃分的就業人士數目
 Table 7.2b Employed persons by perceived prospect of occupation category in which they were engaged and whether had plan to attend job-related training/retraining courses in the coming 12 months

對所從事職業組別的前景 的意見 Perceived prospect of occupation category engaged	有否計劃於未來十二個月參加與工作 有關的培訓/再培訓課程 Whether had plan to attend job-related training/retraining courses in the coming 12 months					
	有 Yes		否 No		總計 Total	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
非常好 Very good	11.8	27.4	31.2	72.6	42.9	100.0
好 Good	87.4	15.9	463.2	84.1	550.6	100.0
一般 Average	189.0	10.0	1 707.0	90.0	1 896.0	100.0
差 Poor	32.5	8.4	354.0	91.6	386.5	100.0
非常差 Very poor	6.5	11.8	48.6	88.2	55.1	100.0
沒有意見 No comment	0.3	11.3	2.0	88.7	2.3	100.0
合計 Overall	327.5	11.2	2 606.0	88.8	2 933.4	100.0

表 7.3a 按有計劃參加與工作有關的培訓/再培訓課程的動機劃分的有計劃於未來十二個月參加與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 7.3a Economically active persons who had plan to attend job-related training/retraining courses in the coming 12 months by incentive for having plan to attend job-related training/retraining courses

有計劃參加與工作有關的培訓/再培訓課程的動機# Incentive for having plan to attend job-related training/retraining courses #	人數 No. of persons (' 000)	百分比 %
增強競爭力/提升自己的工作能力 To increase competitiveness/to upgrade oneself	149.0	41.7
令自己可應付現職的未來工作要求 To meet future job requirement of existing employment	104.7	29.3
令自己可應付將來的工作要求 To meet requirement of future employment	70.5	19.7
令自己可應付現時的工作要求 To meet current job requirement	68.1	19.1
改善工作表現 To improve work performance	48.9	13.7
希望可找一份更好的工作 Hoping to find a better job	30.4	8.5
應付轉變中的勞工市場要求 To cope with the changing labour market	29.1	8.1
僱主/上司鼓勵 Encouraged by employer/supervisor	16.9	4.7
其他 Others	5.2	1.5
總計 Total	357.4	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

表 7.3b 按將會參加與工作有關的培訓/再培訓課程類型劃分的有計劃於未來十二個月參加與工作有關的培訓/再培訓課程的從事經濟活動人士數目

Table 7.3b Economically active persons who had plan to attend job-related training/retraining courses in the coming 12 months by type of job-related training/retraining courses to be attended

將會參加與工作有關的培訓/再培訓課程類型# Type of job-related training/retraining courses to be attended#	人數 No. of persons (' 000)	百分比 %
資訊科技技能 IT skills	151.3	42.3
管理技能 Management skill	76.9	21.5
語文技能 Language skills	74.9	21.0
特定工作技能 Job-specific skills	48.6	13.6
溝通技能 Communication skills	25.1	7.0
有關中國知識及世界視野 China-related knowledge and world vision	10.4	2.9
其他 Others	34.1	9.5
總計 Total	357.4	

註釋：# 可選擇多項答案。

Note：# Multiple answers were allowed.

表 7.4a 按對與工作有關的培訓/再培訓課程的各類舉辦課程機構的選擇排序劃分的從事經濟活動人士數目
 Table 7.4a Economically active persons by ranking of their preference for individual types of organizer of job-related training/retraining course

從事經濟活動人士對 舉辦課程機構的 選擇排序 Ranking of preference of economically active persons for organizer of the course	舉辦課程機構 Organizer of the course					
	自己的僱主 Own employer		僱員再培訓局 Employees Retraining Board		職業訓練局 Vocational Training Council	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
第一選擇 First choice	1 059.7	33.9	516.9	16.5	497.7	15.9
第二選擇 Second choice	457.8	14.6	797.3	25.5	677.5	21.7
第三選擇 Third choice	466.7	14.9	676.1	21.6	668.9	21.4
第四選擇 Fourth choice	416.1	13.3	465.1	14.9	618.8	19.8
第五選擇 Fifth choice	368.3	11.8	332.3	10.6	410.5	13.1
第六選擇 Sixth choice	297.4	9.5	275.4	8.8	190.0	6.1
不適用 ⁺ Not applicable ⁺	59.5	1.9	62.5	2.0	62.2	2.0
總計 Total	3 125.5	100.0	3 125.5	100.0	3 125.5	100.0
平均得分* Mean score*	2.83		3.04		3.11	

註釋：⁺ 指沒有就個別舉辦課程機構類別作出選擇排序的從事經濟活動人士。

Notes: ⁺ Referring to economically active persons who did not rank their preference for the respective types of organizer of the course.

* 每類舉辦課程機構的平均得分是以第一選擇得 1 分、第二選擇得 2 分等計分方法計算。

* Mean score was calculated by assigning 1 mark to the first choice, 2 to the second choice, and so on, in respect of each type of organizer of the course.

表 7.4a(續) 按對與工作有關的培訓/再培訓課程的各類舉辦課程機構的選擇排序劃分的從事經濟活動人士數目

Table 7.4a Economically active persons by ranking of their preference for individual (Cont'd) types of organizer of job-related training/retraining course

從事經濟活動人士對 舉辦課程機構的 選擇排序 Ranking of preference of economically active persons for organizer of the course	舉辦課程機構(續) Organizer of the course (Cont'd)					
	教育機構 Academic institutions		志願團體/非牟利團體 Voluntary organizations/ non-profit making organizations		私人機構 Private institutions	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
第一選擇 First choice	607.6	19.4	212.9	6.8	174.0	5.6
第二選擇 Second choice	603.5	19.3	315.1	10.1	214.0	6.8
第三選擇 Third choice	562.0	18.0	477.4	15.3	213.2	6.8
第四選擇 Fourth choice	612.2	19.6	688.8	22.0	261.2	8.4
第五選擇 Fifth choice	437.3	14.0	1 062.8	34.0	449.9	14.4
第六選擇 Sixth choice	242.4	7.8	306.0	9.8	1 724.3	55.2
不適用 ⁺ Not applicable ⁺	60.6	1.9	62.5	2.0	88.7	2.8
總計 Total	3 125.5	100.0	3 125.5	100.0	3 125.5	100.0
平均得分* Mean score*	3.13		3.98		4.90	

註釋： + 指沒有就個別舉辦課程機構類別作出選擇排序的從事經濟活動人士。

Notes : + Referring to economically active persons who did not rank their preference for the respective types of organizer of the course.

* 每類舉辦課程機構的平均得分是以第一選擇得 1 分、第二選擇得 2 分等計分方法計算。

* Mean score was calculated by assigning 1 mark to the first choice, 2 to the second choice, and so on, in respect of each type of organizer of the course.

表 7.4b 按對與工作有關的培訓/再培訓課程的各類上課模式的選擇排序劃分的從事經濟活動人士數目
Table 7.4b Economically active persons by ranking of their preference for individual types of mode of attendance of job-related training/retraining course

從事經濟活動人士對 上課模式的選擇排序 Ranking of preference of economically active persons for mode of attendance	上課模式 Mode of attendance					
	兼讀 Part-time		日間部分時間給假 Part-time day release		全日制 Full-time	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
第一選擇 First choice	1 468.9	47.0	717.3	22.9	470.6	15.1
第二選擇 Second choice	801.9	25.7	1 124.1	36.0	551.1	17.6
第三選擇 Third choice	588.0	18.8	872.3	27.9	704.4	22.5
第四選擇 Fourth choice	194.5	6.2	334.6	10.7	1 205.0	38.6
第五選擇 Fifth choice	11.6	0.4	13.2	0.4	130.8	4.2
不適用 ⁺ Not applicable ⁺	60.7	1.9	64.0	2.0	63.6	2.0
總計 Total	3 125.5	100.0	3 125.5	100.0	3 125.5	100.0
平均得分* Mean score*	1.85		2.28		2.99	

註釋：⁺ 指沒有就個別上課模式類別作出選擇排序的從事經濟活動人士。

Notes: ⁺ Referring to economically active persons who did not rank their preference for the respective types of mode of attendance.

* 每類上課模式的平均得分是以第一選擇得 1 分、第二選擇得 2 分等計分方法計算。

* Mean score was calculated by assigning 1 mark to the first choice, 2 to the second choice, and so on, in respect of each type of mode of attendance.

表 7.4b(續) 按對與工作有關的培訓/再培訓課程的各類上課模式的選擇排序劃分的從事經濟活動人士數目

Table 7.4b Economically active persons by ranking of their preference for individual (Cont'd) types of mode of attendance of job-related training/retraining course

從事經濟活動人士對 上課模式的選擇排序 Ranking of preference of economically active persons for mode of attendance	上課模式(續) Mode of attendance (Cont'd)			
	遙距學習 Distance learning		其他(例如透過電腦進行的培訓) Others (e.g. computer-based training)	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
第一選擇 First choice	375.6	12.0	35.5	1.1
第二選擇 Second choice	555.1	17.8	31.6	1.0
第三選擇 Third choice	852.4	27.3	43.4	1.4
第四選擇 Fourth choice	1 239.2	39.6	84.7	2.7
第五選擇 Fifth choice	37.7	1.2	126.0	4.0
不適用 ⁺ Not applicable ⁺	65.6	2.1	2 804.3	89.7
總計 Total	3 125.5	100.0	3 125.5	100.0
平均得分* Mean score*	3.00		3.73	

註釋：⁺ 指沒有就個別上課模式類別作出選擇排序的從事經濟活動人士。

Notes: ⁺ Referring to economically active persons who did not rank their preference for the respective types of mode of attendance.

* 每類上課模式的平均得分是以第一選擇得 1 分、第二選擇得 2 分等計分方法計算。

* Mean score was calculated by assigning 1 mark to the first choice, 2 to the second choice, and so on, in respect of each type of mode of attendance.

表 7.4c 按對與工作有關的培訓/再培訓課程的各類上課地點的選擇排序劃分的從事經濟活動人士數目
Table 7.4c Economically active persons by ranking of their preference for individual types of place of study of job-related training/retraining course

從事經濟活動人士對 上課地點的選擇排序 Ranking of preference of economically active persons for the place of study	上課地點 Place of study					
	就近工作地點 Near work place		就近住所 Near home		在家 At home	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
第一選擇 First choice	979.0	31.3	1 132.2	36.2	492.9	15.8
第二選擇 Second choice	1 222.7	39.1	831.3	26.6	482.3	15.4
第三選擇 Third choice	481.0	15.4	664.6	21.3	930.1	29.8
第四選擇 Fourth choice	372.0	11.9	422.0	13.5	1 144.4	36.6
第五選擇 Fifth choice	6.1	0.2	9.5	0.3	8.1	0.3
不適用 ⁺ Not applicable ⁺	64.8	2.1	65.9	2.1	67.7	2.2
總計 Total	3 125.5	100.0	3 125.5	100.0	3 125.5	100.0
平均得分* Mean score*	2.09		2.13		2.90	

註釋：⁺ 指沒有就個別上課地點類別作出選擇排序的從事經濟活動人士。

Notes：⁺ Referring to economically active persons who did not rank their preference for the respective types of place of study.

* 每類上課地點的平均得分是以第一選擇得 1 分、第二選擇得 2 分等計分方法計算。

* Mean score was calculated by assigning 1 mark to the first choice, 2 to the second choice, and so on, in respect of each type of place of study.

表 7.4c(續) 按對與工作有關的培訓/再培訓課程的各類上課地點的選擇排序劃分的從事經濟活動人士數目

Table 7.4c Economically active persons by ranking of their preference for individual (Cont'd) types of place of study of job-related training/retraining course

從事經濟活動人士對 上課地點的選擇排序 Ranking of preference of economically active persons for the place of study	上課地點(續) Place of study (Cont'd)			
	在工作地點 At work place		其他 Others	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
第一選擇 First choice	451.9	14.5	6.9	0.2
第二選擇 Second choice	519.9	16.6	5.7	0.2
第三選擇 Third choice	975.0	31.2	8.0	0.3
第四選擇 Fourth choice	1 102.3	35.3	13.5	0.4
第五選擇 Fifth choice	9.6	0.3	56.8	1.8
不適用 ⁺ Not applicable ⁺	66.9	2.1	3 034.6	97.1
總計 Total	3 125.5	100.0	3 125.5	100.0
平均得分* Mean score*	2.90		4.18	

註釋：⁺ 指沒有就個別上課地點類別作出選擇排序的從事經濟活動人士。

Notes: ⁺ Referring to economically active persons who did not rank their preference for the respective types of place of study.

* 每類上課地點的平均得分是以第一選擇得 1 分、第二選擇得 2 分等計分方法計算。

* Mean score was calculated by assigning 1 mark to the first choice, 2 to the second choice, and so on, in respect of each type of place of study.

表 7.5 按沒有計劃參加與工作有關的培訓/再培訓課程的原因劃分的於未來十二個月沒有計劃參加與工作有關的培訓/再培訓課程的從事經濟活動人士數目
Table 7.5 Economically active persons who had no plan to attend job-related training/retraining courses in the coming 12 months by reason of not having such plan

沒有計劃參加與工作有關的培訓/再培訓課程的原因# Reason of not having plan to attend job-related training/retraining courses #	人數 No. of persons (' 000)	百分比 %
太忙，無時間參加課程 Too busy, no time for attending course	1 525.2	55.1
已有足夠技能，無需培訓/再培訓 Already have sufficient skill, no need for further training/retraining	688.1	24.9
太老，不想學新事物 Too old to learn new things	365.4	13.2
改善不到聘用條款及條件 Cannot improve the employment terms and conditions	189.8	6.9
無有關的培訓/再培訓課程 No relevant training/retraining courses	179.3	6.5
無有關的課程資料 Do not have any information about the relevant courses	157.1	5.7
有關課程的時間不合適 Relevant courses are not provided in the appropriate timing	95.6	3.5
有關課程的學費太貴 Relevant courses are too expensive	44.7	1.6
未能達到有關課程的入學要求 Do not fulfill entry requirements of the relevant courses	30.3	1.1
有關課程的上課地點不方便 Relevant courses are not provided in the convenient location	19.6	0.7
由於太多人競爭，以致未能入讀有關課程 Cannot enrol in the relevant courses as there are too many competitors	12.5	0.5
其他 Others	43.9	1.6
沒有理由 No reason	3.4	0.1
合計 Overall	2 768.1	

註釋： # 可選擇多項答案。

Note : # Multiple answers were allowed.

對政府在經濟轉型時期所擔當角色的期望

8

Expectations for the Role of the Government under the Economic Transformation

8.1 是項統計調查亦問及從事經濟活動人士期望政府在協助受勞工市場轉型嚴重影響的人士方面所擔當的角色。他們須就下述由政府提供予受影響人士的各项協助表達其認為的重要性：

- 提供有關的培訓 / 再培訓課程或設施
- 幫助受勞工市場轉型嚴重影響的人士找工作
- 提供多些有關勞工市場的資料，例如職位要求和空缺資料
- 鼓勵僱主多些僱用受影響的人士
- 提供培訓 / 再培訓津貼
- 頒發有關課程所提供的技能的證書

8.2 上述每項協助的平均得分的計算方法如下：「十分重要」得 1 分、「重要」得 2 分、「普通」得 3 分、「不太重要」得 4 分及「完全不重要」得 5 分。換言之，平均得分愈低，表示有關人士認為該項協助的重要性愈大。

協助類別

8.3 大部分從事經濟活動人士均認為上述各項協助都相當重要。每一項協助類別均被 3 125 500 名從事經濟活動人士中超過 40% 的人士視為「十分重要」。(表 8.1)

相對重要性平均得分

8.4 各協助類別的相對重要性平均得分十分接近，介乎 1.74 與 1.87 之間。相對而言，「幫助受影響的人士找工作」的平均得分最低，為 1.74，此項被認為是政府應該提供的最重要的協助。其次是「提供培訓 / 再培訓津貼」(1.78) 和「提供有關的培訓 / 再培訓課程或設施」(1.82)。(表 8.1)

8.1 The expectations of the economically active population for the role played by the Government to help people seriously affected by the labour market restructuring were also collected in the survey. Their views were sought about the importance of the following types of assistance rendered by the Government to those affected people:

- to provide relevant training / retraining courses or facilities
- to help those people seriously affected by the labour market restructuring to find jobs
- to provide more information about the labour market such as job requirements and vacancies
- to motivate employers to hire more of the affected people
- to subsidize training / retraining costs
- to issue certificate of skills for the relevant courses

8.2 A mean score for each type of assistance stated above was calculated by assigning 1 mark to the answer “very important”, 2 to “quite important”, 3 to “neutral”, 4 to “not too important” and 5 to “not important at all”. In other words, a lower mean score would mean greater perceived importance attached to a particular type of assistance.

Type of assistance

8.3 All the above-mentioned types of assistance were perceived to be important by most of the economically active persons. Each and every type of assistance was considered to be “very important” by over 40% of the 3 125 500 economically active persons. (Table 8.1)

Mean score of relative importance

8.4 The mean scores of relative importance in respect of various types of assistance were quite close to each other, ranging from 1.74 to 1.87. Relatively speaking, the option “to help the affected people to find jobs”, which scored the lowest score of 1.74, was considered to be the most important type of assistance that should be provided by the Government. This was followed by “to subsidize training / retraining costs” (1.78) and “to provide relevant training / retraining courses or facilities” (1.82). (Table 8.1)

表 8.1 按對政府應向受勞工市場轉型嚴重影響的人士提供的各項協助的重要性排序劃分的從事經濟活動人士數目
Table 8.1 Economically active persons by their ranking of the importance of individual types of assistance that should be provided by the Government to people seriously affected by the labour market restructuring

政府應提供的協助 Assistance that should be provided by the Government	對政府應提供的各項協助的重要性排序 Ranking of the importance of individual types of assistance that should be provided by the Government							
	十分重要 Very important		重要 Quite important		普通 Neutral		不太重要 Not too important	
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %
幫助受勞工市場轉型嚴重影響 的人士找工作 To help those people seriously affected by the labour market restructuring to find jobs	1 484.6	47.5	1 135.7	36.3	302.8	9.7	130.5	4.2
提供培訓/再培訓津貼 To subsidize training/retraining costs	1 417.3	45.3	1 142.9	36.6	354.2	11.3	136.3	4.4
提供有關的培訓/再培訓課程或設施 To provide relevant training/ retraining courses or facilities	1 339.8	42.9	1 210.1	38.7	342.1	10.9	159.1	5.1
提供多些有關勞工市場的資料， 例如職位要求和空缺資料 To provide more information about the labour market such as job requirements and vacancies	1 343.6	43.0	1 129.3	36.1	400.5	12.8	177.6	5.7
鼓勵僱主多些僱用受影響的人士 To motivate employers to hire more of the affected people	1 382.7	44.2	1 082.4	34.6	396.2	12.7	163.2	5.2
頒發有關課程所提供的技能的證書 To issue certificate of skills for the relevant courses	1 371.1	43.9	1 066.0	34.1	402.2	12.9	184.8	5.9
其他 Others	76.2	2.4	36.4	1.2	21.9	0.7	12.2	0.4

表 8.1(續) 按對政府應向受勞工市場轉型嚴重影響的人士提供的各項協助的重要性排序劃分的從事經濟活動人士數目
Table 8.1 Economically active persons by their ranking of the importance of individual types of assistance that should be provided by the Government to people seriously affected by the labour market restructuring

政府應提供的協助 Assistance that should be provided by the Government	對政府應提供的各項協助的重要性排序(續) Ranking of the importance of individual types of assistance that should be provided by the Government (Cont'd)						相對重要性平均 得分* Mean score of relative importance*
	完全不重要 Not important at all		不適用 + Not applicable +		總計 Total		
	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	人數 No. of persons (' 000)	百分比 %	
幫助受勞工市場轉型嚴重影響 的人士找工作 To help those people seriously affected by the labour market restructuring to find jobs	34.8	1.1	37.1	1.2	3 125.5	100.0	1.74
提供培訓/再培訓津貼 To subsidize training/retraining costs	37.4	1.2	37.4	1.2	3 125.5	100.0	1.78
提供有關的培訓/再培訓課程或設施 To provide relevant training/ retraining courses or facilities	37.3	1.2	37.2	1.2	3 125.5	100.0	1.82
提供多些有關勞工市場的資料， 例如職位要求和空缺資料 To provide more information about the labour market such as job requirements and vacancies	37.4	1.2	37.1	1.2	3 125.5	100.0	1.85
鼓勵僱主多些僱用受影響的人士 To motivate employers to hire more of the affected people	63.6	2.0	37.4	1.2	3 125.5	100.0	1.85
頒發有關課程所提供的技能的證書 To issue certificate of skills for the relevant courses	64.3	2.1	37.1	1.2	3 125.5	100.0	1.87
其他 Others	5.9	0.2	2 972.9	95.1	3 125.5	100.0	1.92

註釋： + 指沒有就個別協助類別作出優先次序排名的從事經濟活動人士。

* 每項協助類別的相對重要性平均得分是以「十分重要」的選擇得 1 分、「重要」的選擇得 2 分等計分方法計算。

Notes: + Referring to economically active persons who did not rank their preference for the respective types of assistance.

* Mean score of relative importance was calculated by assigning 1 mark to the option “very important”, 2 to “quite important”, and so on, in respect of each type of assistance.

附錄：統計調查方法

Appendix : Survey Methodology

統計調查的涵蓋範圍及樣本設計

1. 主題性住戶統計調查涵蓋全港陸上非住院人口。以下類別人士並不包括在內：

- (a) 入住酒店的旅客及公共機構/社團院舍的住院人士；及
- (b) 水上居民。

這項統計調查的涵蓋範圍約佔全港總人口的99%。

2. 這項統計調查是以屋宇單位的樣本作依據。該樣本是從全港所有供居住用途及只部分作居住用途的永久性屋宇單位和小區內的屋宇單位的紀錄中，以一個根據科學方法設計的抽樣系統選出。抽樣單位包括在已建設地區內的永久性屋宇單位及在非建設地區內的小區。

3. 主題性住戶統計調查採用政府統計處設立的屋宇單位框作為抽樣框，當中包括兩部分：(i) 屋宇單位檔案庫和 (ii) 小區檔案庫。屋宇單位檔案庫載有在已建設地區內所有永久性屋宇單位地址的電腦化紀錄，包括市區、新市鎮和其他主要發展區。每個屋宇單位均以一個獨有的地址作識別，並詳列街道名稱、大廈名稱、層數和單位號碼。

4. 小區檔案庫載有在非建設地區內的小區的紀錄，有關紀錄以相對較永久和可辨認的標記(例如小徑和河流)來劃分。每個小區約有10個屋宇單位。由於在非建設地區內的屋宇單位未必有明確的地址，以致未能個別識認，故此以小區作為在非建設地區內的抽樣單位的安排是有必要的。

統計調查問卷

5. 問卷旨在搜集勞動人口對各項有關就業的關注事項的意見、對自己創業的冀望、參加培訓/再培訓課程的情況及對政府幫助受經濟

Survey coverage and sample design

1. The Thematic Household Survey (THS) covers the land-based non-institutional population of Hong Kong. The following categories of people are excluded :

- (a) hotel transients and inmates of institutions; and
- (b) persons living on board vessels.

This survey thus covers about 99% of the total population of Hong Kong.

2. The THS is based on a sample of quarters selected from records of all permanent quarters and quarters in segments which are for residential and partially residential purposes in Hong Kong in accordance with a scientifically designed sampling scheme. The sampling units are permanent quarters in built-up areas and segments in non-built-up areas.

3. The THS makes use of the frame of quarters maintained by the Census and Statistics Department as the sampling frame. The frame consists of two parts : (i) Register of Quarters (RQ) and (ii) Register of Segments (RS). The RQ contains computerized records of all addresses of permanent quarters in built-up areas, including urban areas, new towns and other major developed areas. Each unit of quarters is identified by unique address with details such as street name, building name, floor number and flat number.

4. The RS contains records of segments in non-built-up areas which are delineated by relatively permanent and identifiable landmarks such as footpath and river. There are about 10 quarters in each segment. The use of segments as the sampling unit in non-built-up areas is necessary since the quarters in these areas may not have clear addresses and cannot readily be identified individually.

Survey questionnaire

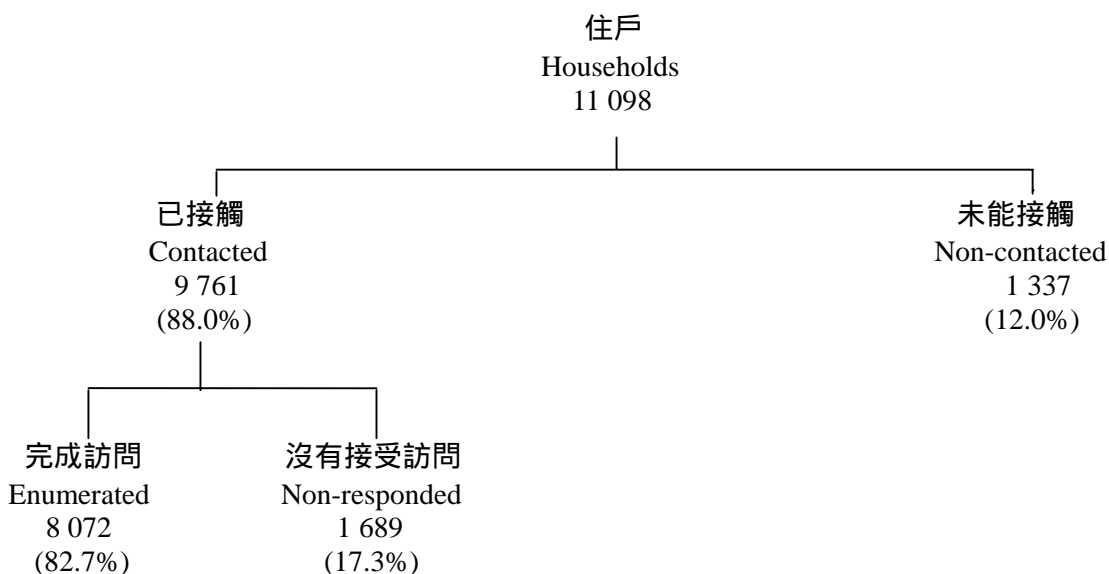
5. The questionnaire is designed to collect information on the views of the labour force on issues of concern to their employment, their

轉型影響的勞動人口所扮演角色的期望等資料。

6. 用以計算勞動人口和失業數字所採用的概念和定義，均遵照國際勞工組織的建議。

訪問結果

7. 在有人居住的 11 022 個屋宇單位中，共有 11 098 個住戶。於該 11 098 住戶中，成功訪問了 8 072 住戶，回應率為 73%。統計調查的訪問結果概如下：



估值的可靠性

8. 主題性住戶統計調查的結果受抽樣誤差和非抽樣誤差的影響。本報告所載的估價是根據一個特定樣本所得的資料編製。以同樣的抽樣方式，可抽選出許多大小相同的可能樣本，而是項統計調查的樣本為眾多樣本的其中之一。由於每次抽選的樣本都會略有不同，因此不同樣本得出的估價亦互有差異。「抽樣誤差」正是計算這些差異的統計量數，可用以量

aspirations for setting up own business, their attendance of training / retraining courses and their expectations for the role played by the Government to help the labour force under the economic transformation.

6. The concepts and definitions used to measure labour force and unemployment follow closely the recommendations of the International Labour Organization (ILO).

Enumeration experience

7. A total of 11 098 households were found in the sample of 11 022 occupied quarters. Among these 11 098 households, 8 072 households had been successfully enumerated, constituting a response rate of 73%. The enumeration experience of the survey is summarized below :-

Reliability of the estimates

8. Results of the THS are subject to sampling error and non-sampling error. The estimates contained in this report were based on information obtained from a particular sample, which was one of a large number of possible samples that could be selected using the same sample design. By chance, estimates derived from different samples would differ from each other. The 'sampling error' is a measure of these variations and is thus a measure of the precision

度從一個特定樣本所得的估值，在估計總體數據方面的精確程度。

9. 由於本報告所載的估值有抽樣誤差，寫作零的數字，可能是一個小數值的數字，而並非是零。

10. 本報告在比較各種變數估值的精確程度時，採用了離中系數。離中系數的計算方法，是將標準誤差除以有關估值，再以百份比表示。標準誤差是根據統計原理所訂的公式計算。一般來說，標準誤差與總體內各元素的變異、樣本規模和樣本設計相關。

11. 本報告所載列的主要變數估值的離中系數如下：

with which an estimate derived from a particular sample would approximate the population parameter to be measured.

9. It should be noted that since all estimates contained in this report are subject to sampling error, a zero figure may mean a non-zero figure of a small magnitude.

10. For comparing the precision of the estimates of various variables in this report, the *coefficient of variation* (CV) is used. CV is obtained by expressing the *standard error* (SE) as a percentage of the estimate to which it refers. In turn, the SE is computed according to a formula which is established on the basis of statistical theory. Generally speaking, the SE is related to the variability of the elements in the population, the size of the sample and the sample design adopted for the survey.

11. The CV of the estimates of the main variables in this report are given below :

變數 <u>Variable</u>	樣本估值 <u>Sample Estimate</u>	離中系數 <u>CV</u> (%)
預期所從事的行業類別在未來幾年有快速/穩步發展的就業人士數目 Number of employed persons who perceived that the industry sector in which they were engaged would have fast / moderate growth in the next few years	1 080 800	1.6
於未來十二個月有計劃或意圖自己創業的從事經濟活動人士數目 Number of economically active persons who had plan or intention to set up own business in the coming 12 months	68 900	6.9
於過去十二個月曾參加由僱主安排與工作有關的培訓/再培訓課程的從事經濟活動人士數目 Number of economically active persons who had attended job-related training / retraining courses arranged by employers in the past 12 months	283 700	3.3
於過去十二個月曾主動報讀與工作有關的培訓/再培訓課程的從事經濟活動人士數目 Number of economically active persons who had attended job-related training / retraining courses on own initiative in the past 12 months	237 800	3.2