

# 主題性住戶統計調查 第四十二號報告書 **Thematic Household Survey Report No. 42**

## 年齡因素在就業方面的重要性 **Importance of Age Factor in Employment**

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# 1 引言 Introduction

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## 背景

1.1 因應各政策局與政府部門對各類社會事項的統計數據的需求增加，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。政府統計處將各政策局及政府部門就搜集所需社會事項的統計數據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，並外判予私營市場調查公司。

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，並且委託私營市場調查公司進行。政府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，以確保他們所提供的服務素質能夠符合要求的標準。

## 本報告書所包括的專題

1.3 政府統計處在二零零八年十二月至二零零九年二月期間，進行了一項主題性住戶統計調查，其中搜集有關香港居民對年齡因素在就業方面的重要性的意見。本報告書列載「年齡因素在就業方面的重要性」的專題的統計調查主要結果。

## 統計調查方法

1.4 這項統計調查成功訪問了約 8 000 個住戶，回應率為 75%。

## Background

1.1 In view of the growing needs of policy bureaux and government departments for statistical data on selected social issues, the Census and Statistics Department (C&SD) conducts a series of Thematic Household Survey (THS) since 1999. Enquiries for collecting the required statistical data 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. C&SD plays a co-ordination and management role in THS and is responsible for monitoring the work of the contractor to ensure that the required standard of quality of their services can be met.

## Topic included in this report

1.3 A round of THS was conducted during December 2008 to February 2009 to collect, among others, views of Hong Kong residents on the importance of age factor in employment. Major survey findings in respect of the topic on “Importance of age factor in employment” are given in this report.

## Survey method

1.4 In this survey, some 8 000 households were successfully enumerated, constituting a response rate of 75%.

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<sup>(1)</sup> 外籍家庭傭工除外。

<sup>(1)</sup> Excluding foreign domestic helpers.

1.5 在每個受訪住戶中，所有十五歲或以上在統計時在職或在統計前兩年內曾尋找工作的人士<sup>(1)</sup>均被問及他們對較年長 / 年輕僱員工作表現的看法。他們亦被問及有否在統計前兩年內接受招聘面試但沒有被取錄的經歷及他們認為僱主在有關僱傭事宜方面(例如聘請、晉升及解僱)所考慮的主要準則。最後，他們被問及對比在統計前兩年香港僱主在僱傭方面的年齡歧視的情況，以及對政府消除僱傭方面的年齡歧視的宣傳工作的效用的意見。

1.6 有關統計調查所涵蓋的人口範圍及統計調查方法詳情，請參閱本報告書附錄一。

1.7 除了透過住戶統計調查向香港居民搜集意見外，政府統計處亦向非政府機構單位的僱主 / 人力資源事宜的負責人搜集其對年齡因素在僱傭方面的重要性的意見。本報告書附錄二列載有關「僱主對年齡因素在僱傭方面的重要性的觀點」的主要結果，以供參考。

## 數字進位

1.8 由於進位關係，統計圖表內個別項目加起來可能與總數略有出入。統計圖表內有關百分比分布的數字是乃根據未經進位的實際數字計算。

## 代號

1.9 本報告書的統計表內的代號應用如下：

§ 由於抽樣誤差甚大，數目少於 1 000 的估計(包括數值為零的數字)或基於這些估計而編製的相關統計數字(如百分比、比率和中位數)，在本報告書的統計表內不予公布。

1.5 In each enumerated household, all household members<sup>(1)</sup> aged 15 or over who were working at the time of enumeration or had sought work during the two years before enumeration were asked about their views on the work performance of relatively elder / younger employees. They were also asked about whether they had experience of being rejected after having job interview during the two years before enumeration and their perceived main criterion considered by employers in employment related issues (such as recruitment, promotion and dismissal). Finally, they were asked about the situation of age discrimination in employment among Hong Kong's employers as compared with two years before enumeration, and also the effectiveness of Government's publicity for eliminating age discrimination in employment.

1.6 More detailed descriptions of the population coverage and methodology of the survey are given in Appendix 1.

1.7 Apart from views of Hong Kong residents collected in the household survey, views on the importance of age factor in employment were also collected from employers / persons-in-charge of human resources issues in respect of establishments in the non-government sector. The key findings on "Employers' views on importance of age factor in employment" are at Appendix 2 of this report for reference.

## Rounding of figures

1.8 Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in charts and tables. It should also be noted that actual figures without rounding are used in compiling the percentage shares in charts and tables.

## Symbol

1.9 The symbol in the tables of this report is applied as follows:

§ Estimates less than 1 000 (including zero figures) and related statistics derived based on such estimates (e.g. percentages, rates and median) are not released in the tables of this report due to very large sampling errors.

## 2 統計調查結果摘要 Summary of survey findings

主要指標	Key indicators	統計調查結果 Survey findings
對較年長 / 年輕僱員工作表現的看法	Views on the performance of relatively elder / younger employees	
<ul style="list-style-type: none"> <li>十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目（以下簡稱為「目標組別人士」）</li> </ul>	<ul style="list-style-type: none"> <li>Number of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration (hereafter referred to as "persons in the target group")</li> </ul>	3 418 400
<ul style="list-style-type: none"> <li>按對較年長僱員在工作表現上的穩定性的看法劃分的目標組別人士的百分比               <ul style="list-style-type: none"> <li>非常穩定</li> <li>穩定</li> <li>與其他年紀人士沒有分別</li> <li>不穩定</li> <li>非常不穩定</li> <li>沒有意見</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Percentage of persons in the target group by views on the stability of performance of relatively elder employees               <ul style="list-style-type: none"> <li>Very stable</li> <li>Stable</li> <li>No difference as compared to those of other ages</li> <li>Unstable</li> <li>Very unstable</li> <li>No opinion</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>2.6%</li> <li>54.6%</li> <li>30.6%</li> <li>10.6%</li> <li>0.3%</li> <li>1.4%</li> </ul>
<ul style="list-style-type: none"> <li>按對較年長僱員在工作時的專注程度的看法劃分的目標組別人士的百分比               <ul style="list-style-type: none"> <li>非常專注</li> <li>專注</li> <li>與其他年紀人士沒有分別</li> <li>不專注</li> <li>非常不專注</li> <li>沒有意見</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Percentage of persons in the target group by views on the concentration on work of relatively elder employees               <ul style="list-style-type: none"> <li>Very high</li> <li>High</li> <li>No difference as compared to those of other ages</li> <li>Low</li> <li>Very low</li> <li>No opinion</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>2.8%</li> <li>52.8%</li> <li>37.8%</li> <li>5.2%</li> <li>0.1%</li> <li>1.3%</li> </ul>
<ul style="list-style-type: none"> <li>按對較年輕僱員學習新技術的看法劃分的目標組別人士的百分比               <ul style="list-style-type: none"> <li>非常容易</li> <li>容易</li> <li>與其他年紀人士沒有分別</li> <li>困難</li> <li>非常困難</li> <li>沒有意見</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Percentage of persons in the target group by views on the ease of relatively younger employees in learning new skills               <ul style="list-style-type: none"> <li>Very easy</li> <li>Easy</li> <li>No difference as compared to those of other ages</li> <li>Difficult</li> <li>Very difficult</li> <li>No opinion</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>3.6%</li> <li>63.8%</li> <li>25.7%</li> <li>5.6%</li> <li>0.1%</li> <li>1.1%</li> </ul>

主要指標	Key indicators	統計調查結果 Survey findings
<ul style="list-style-type: none"> <li>按對較年輕僱員的工作效率的看法劃分的目標組別人士的百分比               <ul style="list-style-type: none"> <li>非常高</li> <li>高</li> <li>與其他年紀人士沒有分別</li> <li>低</li> <li>非常低</li> <li>沒有意見</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Percentage of persons in the target group by views on the work efficiency of relatively younger employees               <ul style="list-style-type: none"> <li>Very high</li> <li>High</li> <li>No difference as compared to those of other ages</li> <li>Low</li> <li>Very low</li> <li>No opinion</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>1.0%</li> <li>38.1%</li> <li>49.6%</li> <li>9.1%</li> <li>0.2%</li> <li>2.1%</li> </ul>
認為僱主在有關僱傭方面所考慮的準則	Perceived criterion considered by employers in employment related issues	
<ul style="list-style-type: none"> <li>按認為僱主在有關僱傭方面所考慮的主要準則劃分的目標組別人士的百分比               <ul style="list-style-type: none"> <li>工作經驗</li> <li>學歷、專業資格及相關技能</li> <li>工作表現</li> <li>工作態度</li> <li>年齡</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Percentage of persons in the target group by perceived main criterion considered by employers in employment related issues               <ul style="list-style-type: none"> <li>Working experience</li> <li>Educational, professional qualifications and related skills</li> <li>Work performance</li> <li>Work attitude</li> <li>Age</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>37.9%</li> <li>33.8%</li> <li>10.0%</li> <li>7.4%</li> <li>6.4%</li> </ul>
對比在統計前兩年在僱傭方面的年齡歧視情況的意見	Views on the situation of age discrimination in employment as compared with two years before enumeration	
<ul style="list-style-type: none"> <li>按對比統計前兩年香港僱主在僱傭方面的年齡歧視情況的意見劃分的目標組別人士的百分比               <ul style="list-style-type: none"> <li>改善了很多</li> <li>改善了少許</li> <li>沒有改變</li> <li>差了少許</li> <li>差了很多</li> <li>從來都不存在年齡歧視</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Percentage of persons in the target group by views on the situation of age discrimination in employment among Hong Kong's employers as compared with two years before enumeration               <ul style="list-style-type: none"> <li>Had improved a lot</li> <li>Had improved somewhat</li> <li>No change</li> <li>Had worsened somewhat</li> <li>Had worsened a lot</li> <li>Age discrimination had never existed</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>1.0%</li> <li>20.7%</li> <li>37.7%</li> <li>11.7%</li> <li>2.5%</li> <li>3.2%</li> </ul>

主要指標	Key indicators	統計調查結果 Survey findings
<p>政府對消除僱傭方面的年齡歧視的宣傳工作的效用</p> <ul style="list-style-type: none"> <li>認為政府就消除僱傭方面的年齡歧視的選定宣傳工作的效用為有效或一般的人士佔所有曾見過或聽過該類選定宣傳工作的目標組別人士的百分比</li> </ul>	<p>Effectiveness of Government's publicity for eliminating age discrimination in employment</p> <ul style="list-style-type: none"> <li>Percentage of persons who considered that the effectiveness of selected Government's publicity was effective or average in eliminating age discrimination in employment among all persons in the target group who had seen or heard of such type of publicity by the Government</li> </ul>	
<ul style="list-style-type: none"> <li>- 宣傳刊物</li> <li>- 巴士上電視宣傳短片</li> <li>- 港鐵宣傳短片</li> <li>- 電視宣傳短片</li> <li>- 電台宣傳聲帶</li> <li>- 巴士車身廣告</li> </ul>	<ul style="list-style-type: none"> <li>- Printed publicity materials</li> <li>- Advertising on bus television</li> <li>- Advertising on MTR</li> <li>- Advertising on television</li> <li>- Advertising on radio</li> <li>- Advertising on bus bodies</li> </ul>	<ul style="list-style-type: none"> <li>76.7%</li> <li>76.5%</li> <li>75.6%</li> <li>74.5%</li> <li>72.4%</li> <li>70.5%</li> </ul>

## 3 年齡因素在就業方面的重要性 Importance of age factor in employment

### 引言

3.1 是項統計調查中，在經科學方法抽選的樣本內，約 8 000 個住戶接受了訪問，回應率為 75%。在每個受訪住戶內，所有十五歲或以上<sup>(1)</sup>在統計時在職或在統計前兩年內曾尋找工作的人士會被問及有關年齡因素在就業方面的重要性的資料。

3.2 是項專題是首次納入主題性住戶統計調查的系列內。

### 概念及定義

3.3 就是項統計調查而言，「目標組別人士」是指十五歲及以上<sup>(1)</sup>在統計時在職或在統計前兩年內有曾尋找工作的人士。

### 統計調查的主要結果

#### 目標組別人士

3.4 是項統計調查結果顯示，在統計時約有 3 418 400 名目標組別人士。（表 3.1a）

#### 年齡及性別

3.5 在該 3 418 400 名目標組別人士中，57.3%是男性，42.7%是女性。按年齡組別分析，27.4%是四十五至五十四歲人士，27.0%是三十五至四十四歲，而 24.9%為二十五至三十四歲。所有目標組別人士的整體年齡中位數為四十歲，而男性及女性的年齡中位數分別為四十二歲及三十九歲。（表 3.1a）

### INTRODUCTION

3.1 Some 8 000 households within a scientifically selected sample were successfully enumerated in the survey, constituting a response rate of 75%. Within each enumerated household, all persons aged 15 or over<sup>(1)</sup> who were working at the time of enumeration or had sought work during the two years before enumeration were asked about information on importance of age factor in employment.

3.2 This is the first time for the topic to be included in the Thematic Household Survey series.

### CONCEPTS AND DEFINITIONS

3.3 For the purpose of the survey, 'persons in the target group' referred to those persons aged 15 and over<sup>(1)</sup> who were working at the time of enumeration or had sought work during the two years before enumeration.

### MAJOR FINDINGS OF THE SURVEY

#### Persons in the target group

3.4 The survey results showed that there were some 3 418 400 persons in the target group at the time of enumeration. (Table 3.1a)

#### Age and sex

3.5 Of those 3 418 400 persons in the target group, 57.3% were males and 42.7% were females. Analysed by age group, 27.4% were aged 45-54; 27.0%, aged 35-44 and 24.9%, aged 25-34. The overall median age of all persons in the target group was 40, and the median ages for males and females were 42 and 39 respectively. (Table 3.1a)

<sup>(1)</sup> 外籍家庭傭工除外。

<sup>(1)</sup> Excluding foreign domestic helpers.

*教育程度*

3.6 按教育程度<sup>(2)</sup>分析，在所有目標組別人士中，逾半(60.7%)具中學 / 預科教育程度，其次是專上教育程度(26.5%)。(表 3.1b)

*Educational attainment*

3.6 Analysed by educational attainment<sup>(2)</sup>, over half (60.7%) of all persons in the target group had attained secondary / sixth-form education, followed by post-secondary education (26.5%). (Table 3.1b)

*經濟活動身分*

3.7 按經濟活動身分分析，在所有目標組別人士中，大部分(98.4%)是從事經濟活動人士，而料理家務者約佔 1%。(表 3.1c)

*Economic activity status*

3.7 Analysed by economic activity status, the great majority (98.4%) of all persons in the target group were economically active persons and about 1% were home-makers. (Table 3.1c)

*每月個人入息*

3.8 在所有目標組別人士中，約 10.8%的每月個人入息少於 \$5,000，另 66.2% 為 \$5,000 - \$19,999。他們整體的每月個人入息中位數為 \$15,100。(表 3.1d)

*Monthly personal income*

3.8 Of all persons in the target group, some 10.8% had monthly personal income of less than \$5,000 and another 66.2% had \$5,000-\$19,999. Their overall median monthly personal income was \$15,100. (Table 3.1d)

**對較年長 / 年輕僱員工作表現的看法****Views on performance of relatively elder / younger employees***較年長僱員在工作表現上的穩定性**Stability of performance of relatively elder employees*

3.9 在所有目標組別人士中，逾半(57.2%)認為較年長僱員的工作表現是「非常穩定」或「穩定」。另 30.6%認為「與其他年紀人士沒有分別」。(圖 3.1 及表 3.2a)

3.9 Of all persons in the target group, over half (57.2%) considered that the performance of relatively elder employees were “very stable” or “stable”. Another 30.6% opined that there was “no difference as compared to those of other ages”. (Chart 3.1 and Table 3.2a)

3.10 按年齡組別分析，較大比例的年輕目標組別人士表示較年長僱員的工作表現的穩定性「與其他年紀人士沒有分別」。在十五至二十四歲的目標組別人士中，41.0%持有該意見，而六十五歲及以上人士的相應百分比為 20.4%。另一方面，在六十五歲及以上的目標組別人士中，60.9%表示較年長僱員的工作表現是「非常穩定」或「穩定」，而十五至二十四歲人士的相應比例為 48.5%。(表 3.2a)

3.10 Analysed by age group, a larger proportion of the younger persons in the target group perceived that the stability of performance of relatively elder employees had “no difference as compared to those of other ages”. Among those persons aged 15 – 24 in the target group, 41.0% expressed such view while only 20.4% of those aged 65 and over did so. On the other hand, 60.9% of those persons aged 65 and over in the target group perceived that the relatively elder employees were “very stable” or “stable” in performance, as compared to 48.5% of those persons aged 15-24. (Table 3.2a)

<sup>(2)</sup> 指某人在學校或其他教育機構修讀達到的最高教育水平，不論他 / 她有否完成該課程。

<sup>(2)</sup> Referring to the highest level of education ever attained by a person in school or other educational institution, regardless of whether he / she had completed the course.

*較年長僱員在工作時的專注程度**Concentration on work of relatively elder employees*

3.11 在所有目標組別人士中，逾半(55.6%)認為較年長僱員的工作專注程度是「非常專注」或「專注」。另 37.8%認為「與其他年紀人士沒有分別」。(圖 3.2 及表 3.2b)

3.11 More than half (55.6%) of all persons in the target group perceived that the concentration on work of relatively elder employees were “very high” or “high”. Another 37.8% opined that there was “no difference as compared to those of other ages”. (Chart 3.2 and Table 3.2b)

3.12 按年齡組別分析，認為較年長僱員工作專注的人士的比例隨著受訪者年齡增長而增加。在十五至二十四歲的目標組別人士中，45.7%表示較年長僱員的工作專注程度是「非常專注」或「專注」，而六十五歲及以上的目標組別人士的相應比例則為 63.2%。(表 3.2b)

3.12 Analysed by age group, the proportion of persons who perceived that relatively elder employees were concentrated on work increased with age of respondents. Among those persons aged 15 – 24 in the target group, 45.7% cited that the concentration on work of relatively elder employees were “very high” or “high”. The corresponding proportion for those persons aged 65 and over in the target group was 63.2%. (Table 3.2b)

*較年輕僱員學習新技術**Ease of relatively younger employees in learning new skills*

3.13 在所有目標組別人士中，約三分之二(67.5%)認為較年輕僱員學習新技術是「非常容易」或「容易」，另 25.7%認為「與其他年紀人士沒有分別」。不同年齡組別的人士均擁有類似的觀點。(圖 3.3 及表 3.2c)

3.13 Of all persons in the target group, about two-third (67.5%) perceived that the ease of relatively younger employees in learning new skills was “very easy” or “easy”; while another 25.7% opined that there was “no difference as compared to those of other ages”. Persons of various age groups shared similar views. (Chart 3.3 and Table 3.2c)

*較年輕僱員的工作效率**Work efficiency of relatively younger employees*

3.14 在所有目標組別人士中，約一半(49.6%)認為較年輕僱員的工作效率與其他年紀人士沒有分別。另 39.1%表示較年輕僱員的工作效率是「非常高」或「高」，而 9.2%認為較年輕僱員的工作效率是「低」或「非常低」。(圖 3.4 及表 3.2d)

3.14 About half (49.6%) of all persons in the target group perceived that there was no difference in the work efficiency of relatively younger employees as compared to those of other ages. Another 39.1% expressed that the work efficiency of relatively younger employees was “very high” or “high”; while some 9.2% opined that the work efficiency of relatively younger employees was “low” or “very low”. (Chart 3.4 and Table 3.2d)



在統計前兩年內曾接受招聘面試但沒有被取錄並認為年齡是主要未被取錄的原因的目標組別人士

3.15 在統計時，在所有目標組別人士中，約有 1.4% 在統計前兩年內曾接受招聘面試但沒有被取錄、並認為年齡是其主要未被取錄的原因。(表 3.3a)

#### 年齡及性別

3.16 按年齡組別分析，應注意的是接受招聘面試後認為年齡是主要未被取錄原因的人士佔所有目標人士的比例隨年齡增長而逐步增加，由十五至三十四歲目標組別人士的 0.3% 遞增至五十五歲及以上目標組別人士的 3.7%。按性別分析時亦出現類似情況。(表 3.3a)

#### 未被取錄的申請職位類別

3.17 按未被取錄的申請職位類別分析，在擁有相關經歷的人士中，大部分表示他們當時是申請「非技術工人」的職位，其次是「服務工作及商店銷售人員」。(表 3.3b)

**接受一些職位有實際需要聘用某個特定年齡組別的員工的目標組別人士**

3.18 是項統計調查結果亦顯示，在所有目標組別人士中，34.8% 接受一些職位有實際需要聘用某個特定年齡組別的員工。(表 3.4a)

**Persons in the target group who had the experience of being rejected after job interview during the two years before enumeration and perceived that age factor was the main reason for their being rejected**

3.15 At the time of enumeration, 1.4% of all persons in the target group had an experience of being rejected after job interview during the two years before enumeration and perceived that age factor was the main reason for their being rejected. (Table 3.3a)

#### Age and sex

3.16 Analysed by age group, it is noted that the proportion of persons in the target group who perceived that age factor was the main reason for being rejected after job interview increased progressively with age, from 0.3% for persons aged 15-34 in the target group to 3.7% for persons aged 55 and over in the target group. Similar observation was found when further analysed by sex. (Table 3.3a)

#### Type of position applied at the time of rejection

3.17 Analysed by type of position applied at the time of rejection, most of those persons who had such experience cited that they applied “workers in elementary occupations” when having such experience last time, followed by “services workers and shop sales workers”. (Table 3.3b)

**Persons in the target group who accepted that certain positions had practical need to recruit employees of specified age ranges**

3.18 The survey also revealed that 34.8% of all persons in the target group accepted that certain positions had practical need to recruit employees of specified age ranges. (Table 3.4a)

*年齡及性別**Age and sex*

3.19 在該些接受一些職位有實際需要聘用某個特定年齡組別員工的人士中，28.8%是三十五至四十四歲人士，26.8%是二十五至三十四歲人士及 26.0%是四十五至五十四歲人士。除十五至二十四歲的年齡組別外，接受一些職位有實際需要聘用某個特定年齡組別員工的人士的比率隨著年齡增長而逐步減少。從二十五至三十四歲組別的 37.5%遞減至五十五歲及以上組別的 28.1%。按性別分析亦出現相似情況。

(表 3.4a)

3.19 Of those persons who accepted that certain positions had practical need to recruit employees of specified age ranges, 28.8% were aged 35-44; 26.8%, aged 25-34 and 26.0%, aged 45-54. Other than the age group of 15-24, the rates of accepting certain positions had practical need to recruit employees of specified age ranges decreased progressively with ages, from 37.5% for those persons aged 25-34 to 28.1% for persons aged 55 and over. Similar observation was found when analysed by sex. (Table 3.4a)

*有實際需要的職位類別**Type of position having practical need*

3.20 最普遍提及可以接受有實際需要聘用某個特定年齡組別員工的職位是「服務工作及商店銷售人員」。其次是「非技術工人」及「專業及輔助專業人員」。(表 3.4b)

3.20 The most commonly cited position having the practical need of recruiting employees of specified age ranges was “service workers and shop sales workers”. This was followed by “workers in elementary occupations” and “professionals and associate professionals”. (Table 3.4b)

**認為僱主在有關僱傭事宜方面所考慮的準則****Perceived criteria considered by employers in employment related issues**

3.21 在所有目標組別人士中，有相當比例認為「工作經驗」(37.9%)及「學歷、專業資格及相關技能」(33.8%)是僱主在有關僱傭事宜方面(例如聘請、晉升及解僱)所考慮的主要準則。表示年齡因素是主要準則的人士佔 6.4%。

(圖 3.5 及表 3.5)

3.21 A considerable proportion of all persons in the target group perceived that “working experience” (37.9%) and “educational, professional qualifications and related skills” (33.8%) were the main criteria considered by employers in employment related issues (such as recruitment, promotion and dismissal). Some 6.4% of them cited that age factor was the main criterion. (Chart 3.5 and Table 3.5)

**對比在統計前兩年在僱傭方面的年齡歧視情況的意見****Views on the situation of age discrimination in employment as compared with two years before enumeration**

3.22 與統計前兩年的情況比較，在所有目標組別人士中，21.7%認為香港僱主在僱傭方面的年齡歧視情況有所改善。另 37.7%認為情況沒有改變，而 14.2%則認為情況轉差。此外，3.2%認為香港僱主在僱傭方面從來都沒有存在年齡歧視。(圖 3.6 及表 3.6)

3.22 As compared with the situation two years before enumeration, 21.7% of all persons in the target group regarded that the situation of age discrimination in employment among Hong Kong's employers improved. Another 37.7% considered that the situation had not changed and 14.2% considered that the situation worsened. Separately, 3.2% considered that age discrimination had never existed in employment among Hong Kong's employers. (Chart 3.6 and Table 3.6)

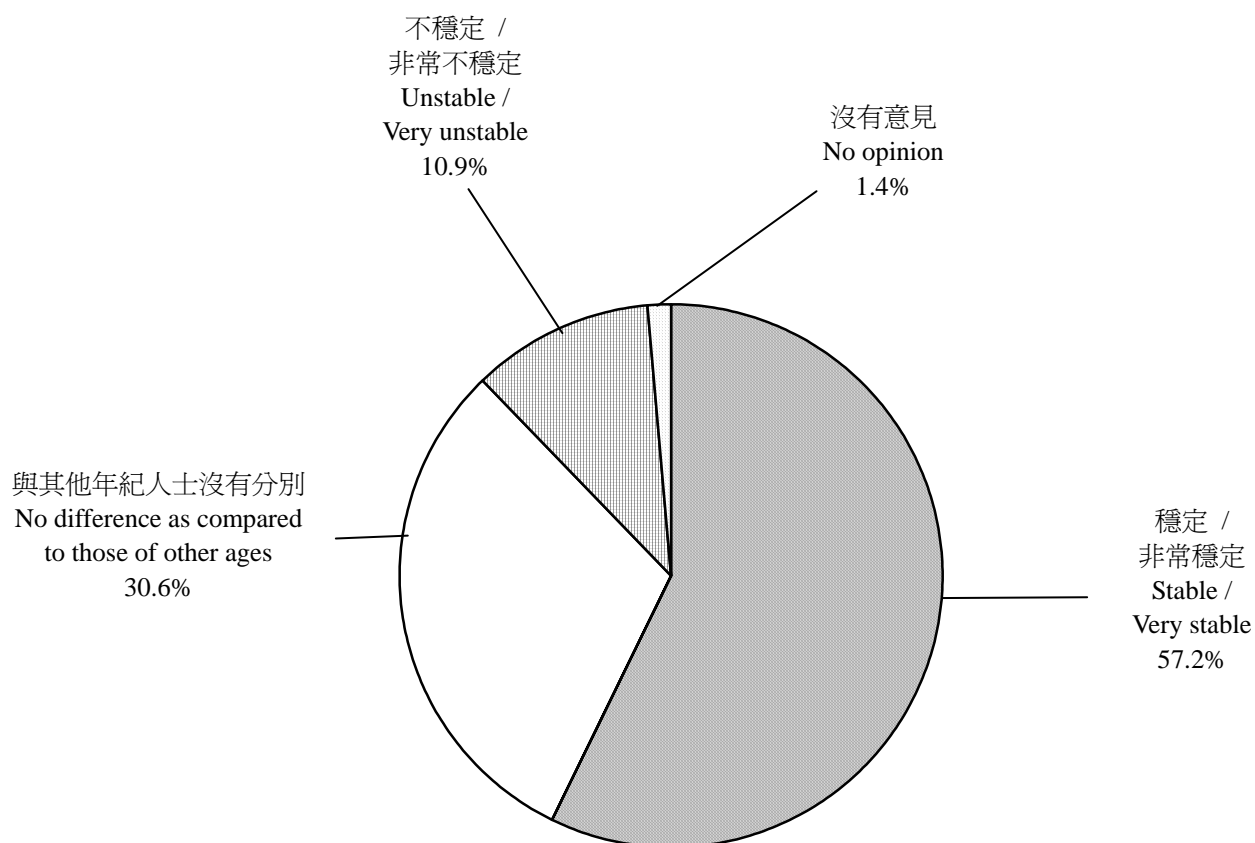
**政府對消除僱傭方面的年齡歧視的宣傳工作的效用**

3.23 就政府消除僱傭方面的年齡歧視而作的宣傳工作而言，在所有目標組別人士中，56.1%曾透過「電視宣傳短片」見過或聽過有關宣傳。當中74.5%認為該宣傳工作的效用為有效或一般。（表3.7）

**Effectiveness of Government's publicity for eliminating age discrimination in employment**

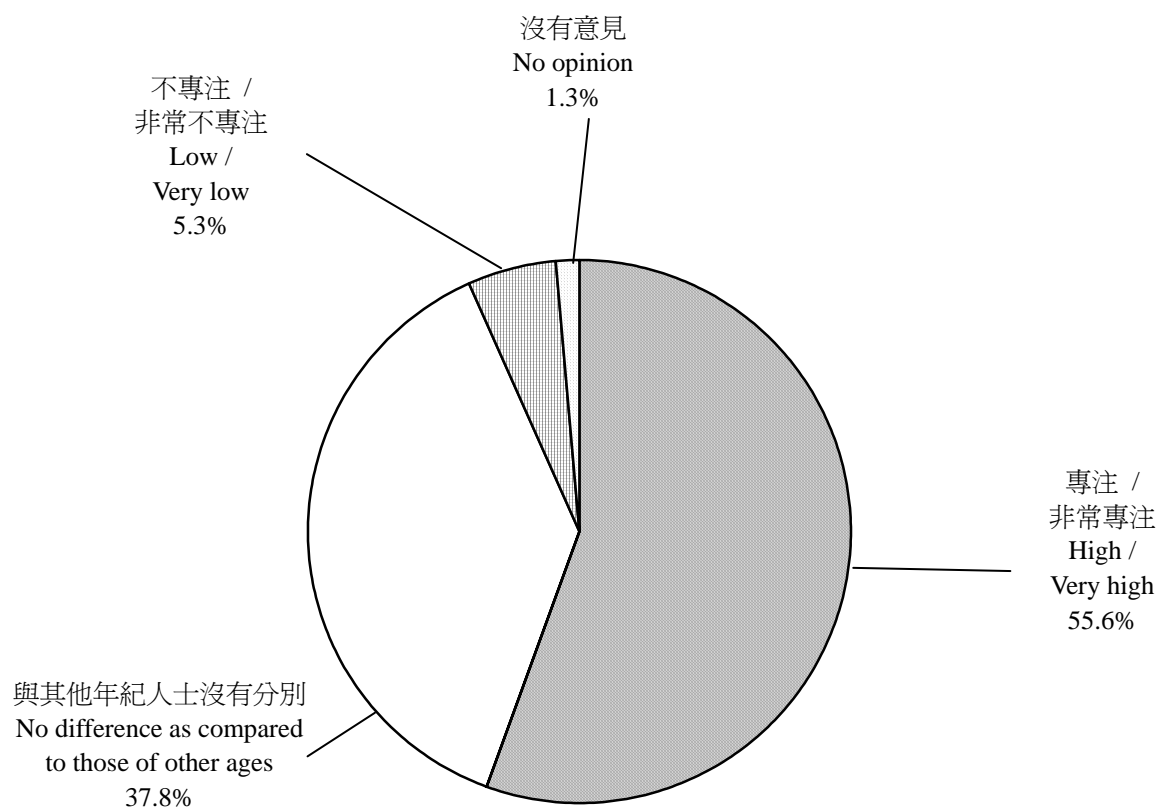
3.23 Regarding the Government's publicity for eliminating age discrimination in employment, 56.1% of all persons in the target group had seen or heard the relevant "advertising on television". Among them, 74.5% considered the effectiveness of the publicity as effective or average. (Table 3.7)

**圖3.1** 按對較年長僱員在工作表現上的穩定性的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比分布  
**Chart 3.1** Percentage distribution of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by views on the stability of performance of relatively elder employees

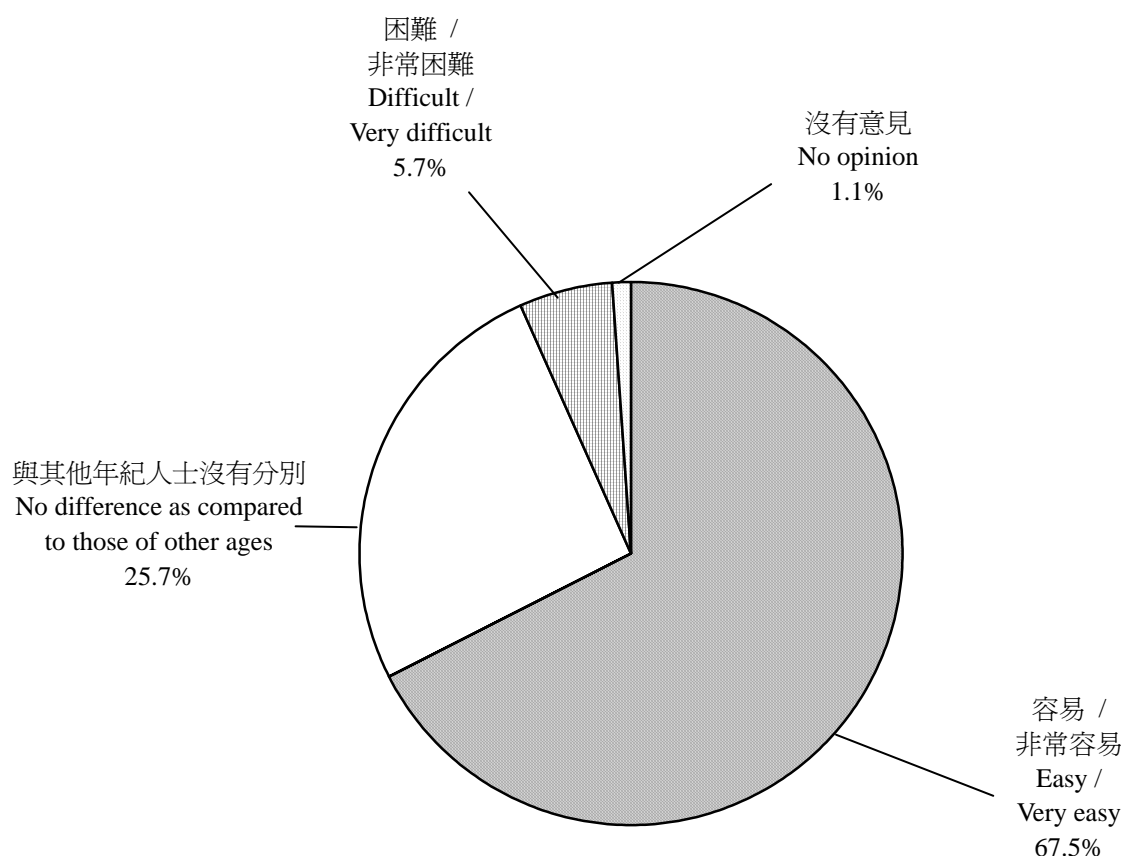


**圖3.2** 按對較年長僱員在工作時的專注程度的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比分布

**Chart 3.2** Percentage distribution of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by views on the concentration on work of relatively elder employees

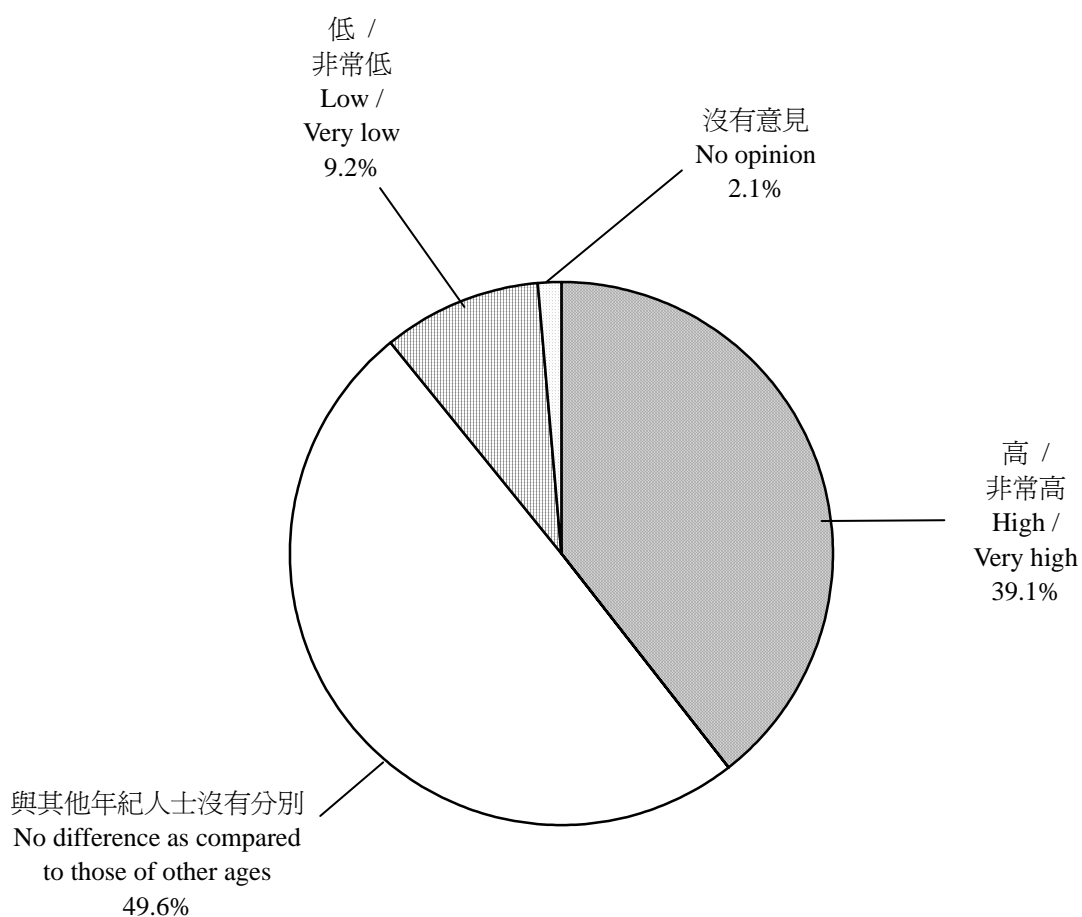


**圖3.3** 按對較年輕僱員學習新技術的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比分布  
**Chart 3.3** Percentage distribution of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by views on the ease of relatively younger employees in learning new skills



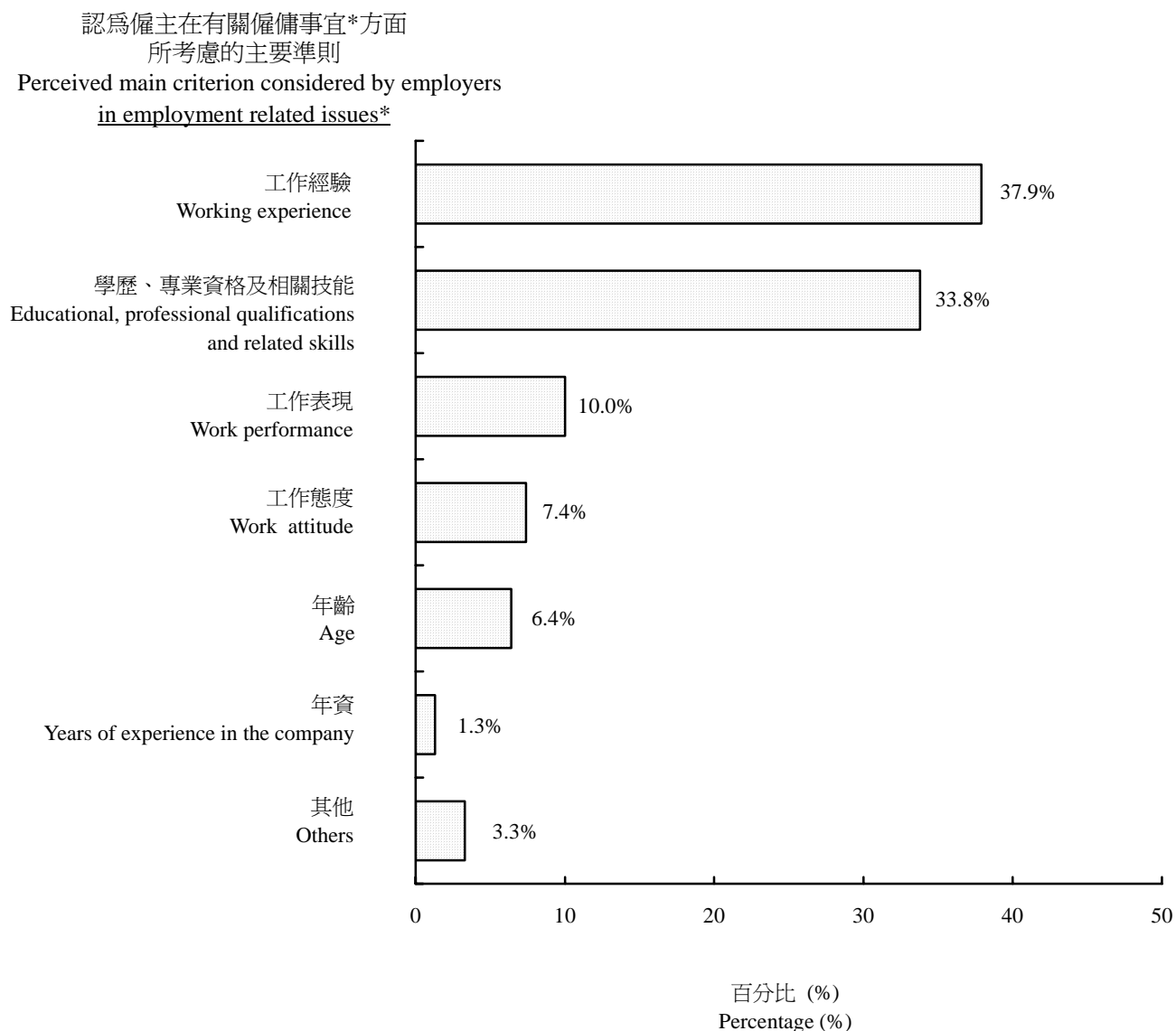
**圖3.4** 按對較年輕僱員的工作效率的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比分布

**Chart 3.4** Percentage distribution of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by views on the work efficiency of relatively younger employees



**圖 3.5** 按認為僱主在有關僱傭事宜方面\*所考慮的主要準則劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比

**Chart 3.5** Percentage of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by perceived main criterion considered by employers in employment related issues\*



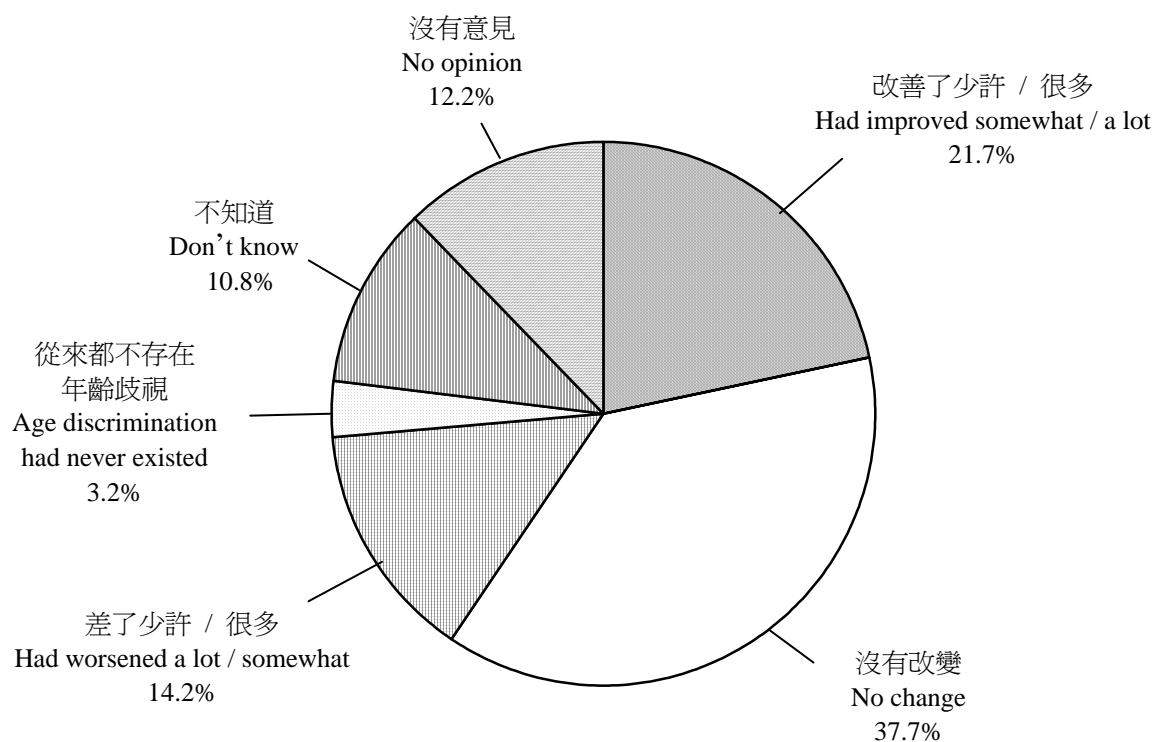
註釋：\* 指有關招聘、待遇、晉升和解僱等事宜。

Note：\* Referring to such issues as recruitment, remuneration, promotion and dismissal.



圖3.6 按對比統計前兩年香港僱主在僱傭方面的年齡歧視情況的意見劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比分布

Chart 3.6 Percentage distribution of persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by views on the situation of age discrimination in employment among Hong Kong's employers as compared with two years before enumeration



**表 3.1a** 按年齡及性別劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.1a** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by age and sex

年齡組別 Age group	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 %
15 - 24	155.9	8.0	141.4	9.7	297.4	8.7
25 - 34	443.5	22.6	407.1	27.9	850.6	24.9
35 - 44	498.7	25.5	423.7	29.0	922.4	27.0
45 - 54	572.0	29.2	363.5	24.9	935.5	27.4
55 - 64	258.0	13.2	118.7	8.1	376.7	11.0
≥ 65	30.1	1.5	5.8	0.4	35.8	1.0
總計* Total*	1 958.2	100.0 (57.3)	1 460.2	100.0 (42.7)	3 418.4	100.0 (100.0)
年齡中位數(歲) Median age (years)	42		39		40	

註釋：\* 括號內的數字顯示在所有十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士中所佔的百分比。

Note: \* Figures in brackets represent the percentages in respect of all persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration.

**表 3.1b** 按教育程度\*劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.1b** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by educational attainment\*

教育程度* Educational attainment*	人數 No. of persons (‘000)	百分比 %
未受教育 / 學前教育 / 小學 No schooling / Pre-primary / Primary	437.5	12.8
中學 / 預科 <sup>#</sup> Secondary / Sixth-form <sup>#</sup>	2 073.3	60.7
專上教育 Post-secondary	907.5	26.5
總計 Total	3 418.4	100.0

註釋： \* 指某人在學校或其他教育機構修讀達到的最高教育水平，不論他 / 她有否完成該課程。

<sup>#</sup> 具中學教育程度的人士包括具中一至中五教育程度的人士，而具預科教育程度的人士則包括具中六及中七教育程度的人士。

Notes : \* Referred to the highest level of education ever attained by a person in school or other educational institution, regardless of whether he / she had completed the course.

<sup>#</sup> Persons with secondary educational attainment include those with Secondary 1 to Secondary 5 educational attainment while persons with sixth-form educational attainment include those with Secondary 6 to Secondary 7 educational attainment.

**表 3.1c** 按經濟活動身分劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.1c** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by economic activity status

經濟活動身分 Economic activity status	人數 No. of persons (‘000)	百分比 %
從事經濟活動* Economically active*	3 362.7	98.4
非從事經濟活動 Economically inactive	55.7	1.6
料理家務者 Home-makers	29.2	0.9
學生 Students	5.3	0.2
退休人士 Retired persons	4.2	0.1
其他 Others	16.9	0.5
總計 Total	3 418.4	100.0

註釋：\* 從事經濟活動人士包括就業人士及失業人士。

Note：\* Economically active persons comprise employed persons and unemployed persons.

**表 3.1d** 按每月個人入息劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.1d** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by monthly personal income

每月個人入息(港元) Monthly personal income (HK\$)	人數 No. of persons (‘000)	百分比 %
< 5,000	370.5	10.8
5,000 - 9,999	1 015.0	29.7
10,000 - 19,999	1 249.4	36.5
20,000 - 29,999	404.1	11.8
30,000 - 39,999	163.0	4.8
≥ 40,000	216.4	6.3
總計 Total	3 418.4	100.0
每月個人入息中位數(港元) Median monthly personal income (HK\$)	15,100	

**表 3.2a** 按年齡及對較年長僱員在工作表現上的穩定性的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.2a** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by age and views on the stability of performance of relatively elder employees

	年齡組別 Age group						合計 Overall
	15 - 24	25 - 34	35 - 44	45 - 54	55 - 64	≥ 65	
對較年長僱員在工作表現上的穩定性的看法 Views on the stability of performance of relatively elder employees	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)
非常穩定 Very stable	6.3 (2.1%)	16.4 (1.9%)	28.8 (3.1%)	23.5 (2.5%)	11.0 (2.9%)	1.4 (3.8%)	87.3 (2.6%)
穩定 Stable	137.9 (46.4%)	434.2 (51.0%)	518.4 (56.2%)	541.9 (57.9%)	214.0 (56.8%)	20.4 (57.1%)	1 866.8 (54.6%)
與其他年紀人士沒有分別 No difference as compared to those of other ages	121.9 (41.0%)	308.5 (36.3%)	271.1 (29.4%)	246.6 (26.4%)	90.8 (24.1%)	7.3 (20.4%)	1 046.1 (30.6%)
不穩定 Unstable	29.5 (9.9%)	77.7 (9.1%)	85.7 (9.3%)	108.8 (11.6%)	54.4 (14.4%)	6.1 (17.2%)	362.2 (10.6%)
非常不穩定 Very unstable	§ (§)	2.2 (0.3%)	2.7 (0.3%)	1.7 (0.2%)	1.8 (0.5%)	§ (§)	9.2 (0.3%)
沒有意見 No opinion	1.0 (0.4%)	11.7 (1.4%)	15.6 (1.7%)	13.0 (1.4%)	4.8 (1.3%)	1.0 (0.4%)	46.7 (1.4%)
總計 Total	297.4 (100.0%)	850.6 (100.0%)	922.4 (100.0%)	935.5 (100.0%)	376.7 (100.0%)	35.8 (100.0%)	3 418.4 (100.0%)

註釋：括號內的數字顯示在個別年齡組別中佔所有在統計時在職或在統計前兩年內曾尋找工作的人士的百分比。

Note: Figures in brackets represent the percentages in respect of all persons in the respective age groups who were working at the time of enumeration or had sought work during the two years before enumeration.

**表 3.2b** 按年齡及對較年長僱員在工作時的專注程度的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.2b** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by age and views on the concentration on work of relatively elder employees

	年齡組別 Age group						合計 Overall
	15 - 24	25 - 34	35 - 44	45 - 54	55 - 64	≥ 65	
對較年長僱員在工作時的專注程度的看法 Views on the concentration on work of relatively elder employees	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)
非常專注 Very high	5.1 (1.7%)	17.8 (2.1%)	27.3 (3.0%)	32.6 (3.5%)	13.0 (3.5%)	1.0 (2.9%)	96.9 (2.8%)
專注 High	130.8 (44.0%)	391.6 (46.0%)	505.3 (54.8%)	533.6 (57.0%)	221.7 (58.8%)	21.6 (60.3%)	1 804.5 (52.8%)
與其他年紀人士沒有分別 No difference as compared to those of other ages	139.3 (46.9%)	377.9 (44.4%)	331.0 (35.9%)	316.6 (33.8%)	116.3 (30.9%)	10.4 (29.1%)	1 291.7 (37.8%)
不專注 Low	18.7 (6.3%)	54.6 (6.4%)	44.4 (4.8%)	39.5 (4.2%)	17.7 (4.7%)	2.7 (7.7%)	177.7 (5.2%)
非常不專注 Very low	§ (§)	§ (§)	§ (§)	1.6 (0.2%)	§ (§)	§ (§)	3.5 (0.1%)
沒有意見 No opinion	3.5 (1.2%)	8.1 (1.0%)	13.4 (1.5%)	11.5 (1.2%)	7.7 (2.0%)	§ (§)	44.1 (1.3%)
總計 Total	297.4 (100.0%)	850.6 (100.0%)	922.4 (100.0%)	935.5 (100.0%)	376.7 (100.0%)	35.8 (100.0%)	3 418.4 (100.0%)

註釋：括號內的數字顯示在個別年齡組別中佔所有在統計時在職或在統計前兩年內曾尋找工作的人士的百分比。

Note : Figures in brackets represent the percentages in respect of all persons in the respective age groups who were working at the time of enumeration or had sought work during the two years before enumeration.

**表 3.2c** 按年齡及對較年輕僱員學習新技術的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.2c** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by age and views on the ease of relatively younger employees in learning new skills

	年齡組別 Age group						合計 Overall
	15 - 24	25 - 34	35 - 44	45 - 54	55 - 64	≥ 65	
對較年輕僱員學習新技術的看法 Views on the ease of relatively younger employees in learning new skills	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)
非常容易 Very easy	14.0 (4.7%)	35.9 (4.2%)	33.0 (3.6%)	28.6 (3.1%)	11.1 (3.0%)	2.0 (5.5%)	124.6 (3.6%)
容易 Easy	191.3 (64.3%)	552.5 (65.0%)	569.8 (61.8%)	604.0 (64.6%)	239.1 (63.5%)	25.4 (70.9%)	2 182.1 (63.8%)
與其他年紀人士沒有分別 No difference as compared to those of other ages	77.3 (26.0%)	211.6 (24.9%)	248.4 (26.9%)	239.3 (25.6%)	97.4 (25.9%)	5.5 (15.3%)	879.5 (25.7%)
困難 Difficult	12.5 (4.2%)	42.7 (5.0%)	58.9 (6.4%)	53.2 (5.7%)	21.4 (5.7%)	1.5 (4.1%)	190.2 (5.6%)
非常困難 Very difficult	§ (§)	1.1 (0.1%)	§ (§)	1.1 (0.1%)	1.1 (0.3%)	§ (§)	4.5 (0.1%)
沒有意見 No opinion	2.0 (0.7%)	6.8 (0.8%)	11.3 (1.2%)	9.2 (1.0%)	6.6 (1.7%)	1.5 (4.2%)	37.4 (1.1%)
總計 Total	297.4 (100.0%)	850.6 (100.0%)	922.4 (100.0%)	935.5 (100.0%)	376.7 (100.0%)	35.8 (100.0%)	3 418.4 (100.0%)

註釋：括號內的數字顯示在個別年齡組別中佔所有在統計時在職或在統計前兩年內曾尋找工作的人士的百分比。

Note : Figures in brackets represent the percentages in respect of all persons in the respective age groups who were working at the time of enumeration or had sought work during the two years before enumeration.



**表 3.2d** 按年齡及對較年輕僱員的工作效率的看法劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.2d** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by age and views on the work efficiency of relatively younger employees

對較年輕僱員的工作 效率的看法 Views on the work efficiency of relatively younger employees	年齡組別 Age group						合計 Overall
	15 - 24	25 - 34	35 - 44	45 - 54	55 - 64	≥ 65	
	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)	人數 No. of persons (‘000)
非常高 Very high	3.1 (1.0%)	11.9 (1.4%)	8.1 (0.9%)	5.6 (0.6%)	3.4 (0.9%)	§ (§)	32.7 (1.0%)
高 High	141.8 (47.7%)	347.0 (40.8%)	325.5 (35.3%)	330.0 (35.3%)	144.0 (38.2%)	15.5 (43.2%)	1 303.9 (38.1%)
與其他年紀人士沒有分別 No difference as compared to those of other ages	135.2 (45.5%)	418.7 (49.2%)	470.1 (51.0%)	482.7 (51.6%)	172.8 (45.9%)	15.0 (41.9%)	1 694.4 (49.6%)
低 Low	14.3 (4.8%)	62.0 (7.3%)	91.2 (9.9%)	94.6 (10.1%)	44.6 (11.8%)	3.7 (10.4%)	310.4 (9.1%)
非常低 Very low	§ (§)	§ (§)	2.8 (0.3%)	2.1 (0.2%)	§ (§)	§ (§)	5.5 (0.2%)
沒有意見 No opinion	2.9 (1.0%)	10.7 (1.3%)	24.8 (2.7%)	20.4 (2.2%)	11.5 (3.1%)	1.1 (3.0%)	71.4 (2.1%)
總計 Total	297.4 (100.0%)	850.6 (100.0%)	922.4 (100.0%)	935.5 (100.0%)	376.7 (100.0%)	35.8 (100.0%)	3 418.4 (100.0%)

註釋：括號內的數字顯示在個別年齡組別中佔所有在統計時在職或在統計前兩年內曾尋找工作的人士的百分比。

Note : Figures in brackets represent the percentages in respect of all persons in the respective age groups who were working at the time of enumeration or had sought work during the two years before enumeration.

**表 3.3a** 按年齡及性別劃分的十五歲及以上在統計前兩年內曾接受招聘面試但沒有被取錄並認為年齡是主要未被取錄的原因的人士數目  
**Table 3.3a** Persons aged 15 and over who had experience of being rejected after job interview during the two years before enumeration and perceived that age factor was the main reason for rejection by age and sex

年齡組別 Age group	男 Male			女 Female			合計 Overall		
	人數 No. of persons (‘000)	百分比 %	比率* Rate*	人數 No. of persons (‘000)	百分比 %	比率* Rate*	人數 No. of persons (‘000)	百分比 %	比率* Rate*
15 - 34	1.7	6.2	0.3	1.2	6.0	0.2	2.9	6.1	0.3
35 - 44	4.5	16.4	0.9	4.3	21.4	1.0	8.8	18.5	1.0
45 - 54	10.0	36.6	1.8	10.6	53.0	2.9	20.7	43.5	2.2
≥ 55	11.2	40.8	3.9	4.0	19.7	3.2	15.1	31.9	3.7
合計# Overall#	27.4	100.0 (57.7)	1.4	20.1	100.0 (42.3)	1.4	47.5	100.0 (100.0)	1.4
年齡中位數(歲) Median age (years)	53			49			50		

註釋：\* 在個別年齡及性別分組中佔所有在統計時在職或在統計前兩年內曾尋找工作的人士的百分比。以所有十五至三十四歲在統計時在職或在統計前兩年內曾尋找工作的人士為例，0.3% 在統計前兩年內曾接受招聘面試但沒有被取錄並認為年齡是主要未被取錄的原因。

# 括號內的數字顯示在所有十五歲及以上在統計前兩年內曾接受面試但沒有被取錄並認為年齡是主要未被取錄的原因的人士中所佔的百分比。

Notes：\* As a percentage of all persons who were working at the time of enumeration or had sought work during the two years before enumeration in the respective age and sex sub-groups. For example, among all males aged 15 to 34 who were working at the time of enumeration or had sought work during the two years before enumeration, 0.3% had experience of being rejected after job interview during the two years before enumeration and perceived that age factor was the main reason for rejection.

# Figures in brackets represent the percentages in respect of all persons aged 15 and over who had experience of being rejected after job interview during the two years before enumeration and perceived that age factor was the main reason for rejection.

**表 3.3b** 按未被取錄的申請職位類別\*劃分的十五歲及以上在統計前兩年內曾接受招聘面試但沒有被取錄並認為年齡是主要未被取錄的原因的人士數目  
**Table 3.3b** Persons aged 15 and over who had experience of being rejected after job interview during the two years before enumeration and perceived that age factor was the main reason for rejection by type of position applied at the time of rejection\*

未被取錄的申請職位類別* Type of position applied at the time of rejection*	人數 No. of persons ('000)	百分比 %
經理及行政級人員、專業及輔助專業人員 Managers and administrators, professionals and associate professionals	5.8	12.1
文員 Clerks	6.2	13.1
服務工作及商店銷售人員 Service workers and shop sales workers	11.4	23.9
工藝及有關人員 Craft and related workers	3.1	6.6
機台及機器操作及裝配員 Plant and machine operators and assemblers	3.2	6.7
非技術工人 Elementary occupations	17.6	37.0
其他 Others	§	§
總計 Total	47.5	100.0

註釋：\* 指在統計前兩年內申請並有接受招聘面試的最後一份工作。

Note：\* Referred to the last job applied which had job interview during the two years before enumeration.

**表 3.4a** 按年齡及性別劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作並接受一些職位有實際需要聘用某個特定年齡組別的員工的人士數目  
**Table 3.4a** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration and accepted that certain positions had practical need to recruit employees of specified age ranges by age and sex

年齡組別 Age group	男 Male			女 Female			合計 Overall		
	人數 No. of persons (‘000)	百分比 %	比率* Rate*	人數 No. of persons (‘000)	百分比 %	比率* Rate*	人數 No. of persons (‘000)	百分比 %	比率* Rate*
15 - 24	55.5	8.3	35.6	48.1	9.2	34.0	103.7	8.7	34.9
25 - 34	164.4	24.6	37.1	154.6	29.6	38.0	319.0	26.8	37.5
35 - 44	185.8	27.8	37.3	157.4	30.1	37.1	343.2	28.8	37.2
45 - 54	183.9	27.5	32.1	125.2	24.0	34.5	309.1	26.0	33.0
≥ 55	78.7	11.8	27.3	37.5	7.2	30.1	116.1	9.7	28.1
合計 <sup>#</sup> Overall <sup>#</sup>	668.3	100.0 (56.1)	34.1	522.8	100.0 (43.9)	35.8	1 191.1	100.0 (100.0)	34.8
年齡中位數(歲) Median age (years)	40			38			39		

註釋：\* 在個別年齡及性別分組中佔所有在統計時在職或在統計前兩年內曾尋找工作人士的百分比。以所有十五至二十四歲在統計時在職或在統計前兩年內曾尋找工作的人士為例，35.6%接受一些職位有實際需要聘用某個特定年齡組別的員工。

Notes：\* As a percentage of all persons who were working at the time of enumeration or had sought work during the two years before enumeration in the respective age and sex sub-groups. For example, among all males aged 15 to 24 who were working at the time of enumeration or had sought work during the two years before enumeration, 35.6% accepted that certain positions had practical need to recruit employees of specified age ranges.

<sup>#</sup> 括號內的數字顯示在所有十五歲及以上在統計時在職或在統計前兩年內曾尋找工作並接受一些職位有實際需要聘用某個特定年齡組別的員工的人士中所佔的百分比。

<sup>#</sup> Figures in brackets represent the percentages in respect of all persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration and accepted that certain positions had practical need to recruit employees of specified age ranges.

**表 3.4b** 按認為有實際需要聘用某個特定年齡組別的職位類別劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作並接受一些職位有實際需要聘用某個特定年齡組別的員工的人士數目

**Table 3.4b** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration and accepted that certain positions had practical need to recruit employees of specified age ranges by type of position perceived having such need

認為有實際需要聘用某個特定年齡組別的職位類別 <sup>#</sup> Type of position perceived having the practical need to recruit employees of specified age ranges <sup>#</sup>	人數 No. of persons (‘000)	百分比 %
經理及行政級人員 Managers and administrators	34.7	2.9
專業及輔助專業人員 Professionals and associate professionals	257.9	21.6
文員 Clerks	32.7	2.7
服務工作及商店銷售人員 Service workers and shop sales workers	490.8	41.2
工藝及有關人員 Craft and related workers	43.6	3.7
機台及機器操作及裝配員 Plant and machine operators and assemblers	126.3	10.6
非技術工人 Elementary occupations	279.0	23.4
其他 Others	10.3	0.9
合計 Overall	1 191.1	

註釋：<sup>#</sup> 可選擇多項答案。

Note: <sup>#</sup> Multiple answers were allowed.

**表 3.5** 按認為僱主在有關僱傭事宜方面\*所考慮的主要準則劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.5** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by perceived main criterion considered by employers in employment related issues\*

認為僱主在有關僱傭事宜方面*所考慮的主要準則 Perceived main criterion considered by employers in employment related issues*	人數 No. of persons ('000)	百分比 %
工作經驗 Working experience	1 294.6	37.9
學歷、專業資格及相關技能 Educational, professional qualifications and related skills	1 153.7	33.8
工作表現 Work performance	340.6	10.0
工作態度 Work attitude	251.4	7.4
年齡 Age	220.0	6.4
年資 Years of experience in the company	43.2	1.3
其他 Others	114.5	3.3
沒有意見 No opinion	§	§
總計 Total	3 418.4	100.0

註釋：\* 指有關招聘、待遇、晉升和解僱等事宜。

Note: \* Referring to such issues as recruitment, remuneration, promotion and dismissal.

**表 3.6** 按對比統計前兩年香港僱主在僱傭方面的年齡歧視情況的意見劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士數目  
**Table 3.6** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration by views on the situation of age discrimination in employment among Hong Kong's employers as compared with two years before enumeration

對比統計前兩年年齡歧視情況的意見 Views on the situation of age discrimination as compared with two years before enumeration	人數 No. of persons ('000)	百分比 %
改善了很多 Had improved a lot	34.3	1.0
改善了少許 Had improved somewhat	709.1	20.7
沒有改變 No change	1 290.1	37.7
差了少許 Had worsened somewhat	398.9	11.7
差了很多 Had worsened a lot	87.0	2.5
從來都不存在年齡歧視 Age discrimination had never existed	109.8	3.2
不知道 Don't know	370.5	10.8
沒有意見 No opinion	418.6	12.2
總計 Total	3 418.4	100.0

**表 3.7** 按政府的宣傳工作效用劃分的十五歲及以上在統計時在職或在統計前兩年內曾尋找工作並曾見過或聽過政府就消除僱傭方面的年齡歧視而作的選定宣傳工作的人士數目

**Table 3.7** Persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration and who had seen or heard of selected types of publicity by the Government for eliminating age discrimination in employment by views on the effectiveness of such publicity

選定的宣傳工作類別 Selected type of publicity	效用的意見 Views on effectiveness							比率* Rate*
	非常有效 Very effective	有效 Effective	一般 Average	不太有效 Not quite effective	完全沒有有效 Not effective at all	沒有意見 No opinion	合計 Overall	
	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	人數 No. of persons ('000)	
電視宣傳短片 Advertising on television	42.6 (2.2)	795.7 (41.5)	590.0 (30.8)	375.6 (19.6)	79.9 (4.2)	32.4 (1.7)	1 916.3 (100.0)	56.1
巴士車身廣告 Advertising on bus bodies	4.1 (1.0)	137.9 (35.5)	132.0 (34.0)	94.8 (24.4)	16.4 (4.2)	3.6 (0.9)	388.8 (100.0)	11.4
電台宣傳聲帶 Advertising on radio	7.1 (1.9)	135.1 (36.7)	123.9 (33.7)	85.8 (23.3)	11.6 (3.2)	4.3 (1.2)	367.7 (100.0)	10.8
巴士上電視宣傳短片 Advertising on bus television	3.0 (0.9)	130.9 (39.4)	120.2 (36.2)	63.3 (19.0)	11.9 (3.6)	3.1 (0.9)	332.4 (100.0)	9.7
港鐵宣傳短片 Advertising on MTR	3.3 (1.8)	71.7 (37.9)	68.2 (36.0)	35.6 (18.8)	7.8 (4.1)	2.8 (1.5)	189.4 (100.0)	5.5
宣傳刊物 Printed publicity materials	2.7 (1.6)	66.0 (38.6)	62.4 (36.5)	34.1 (19.9)	4.6 (2.7)	1.1 (0.7)	171.1 (100.0)	5.0

註釋：括號內的數字顯示在所有十五歲及以上在統計時在職或在統計前兩年內曾尋找工作並曾見過或聽過政府就消除僱傭方面的年齡歧視而作的選定宣傳工作的人士中所佔的百分比。

Notes: Figures in brackets represent the percentages in respect of all persons who were working at the time of enumeration or had sought work during the two years before enumeration and who had seen or heard of selected types of publicity by the Government for eliminating age discrimination in employment.

\* 佔所有十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比。

\* As a percentage of all persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration.



## 附錄一：統計調查方法

### Appendix 1 : Survey methodology

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#### 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) 公共機構 / 社團院舍的住院人士；及
- (b) 水上居民。

此外，這項統計調查不包括外籍家庭傭工。所以，這項統計調查的涵蓋範圍約佔居港人口(包括常住居民<sup>1</sup>及流動居民<sup>2</sup>)的96%。

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。

#### 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) inmates of institutions; and
- (b) persons living on board vessels.

In addition, this survey did not include foreign domestic helpers. The survey thus covered about 96% of the Hong Kong Resident Population (i.e. including both Usual Residents<sup>1</sup> and Mobile Residents<sup>2</sup>).

2. The THS is based on a sample of quarters selected from 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.

---

<sup>1</sup> 「常住居民」包括兩類人士：(一)在統計時點之前的六個月內，在港逗留最少三個月，又或在統計時點之後的六個月內，在港逗留最少三個月的香港永久性居民，不論在統計時點他們是否身在香港；及(二)在統計時點身在香港的香港非永久性居民。

<sup>2</sup> 至於「流動居民」，是指在統計時點之前的六個月內，在港逗留最少一個月但少於三個月，又或在統計時點之後的六個月內，在港逗留最少一個月但少於三個月的香港永久性居民，不論在統計時點他們是否身在香港。

<sup>1</sup> “Usual Residents” include two categories of people: (1) Hong Kong Permanent Residents who have stayed in Hong Kong for at least three months during the six months before or for at least three months during the six months after the reference time-point, regardless of whether they are in Hong Kong or not at the reference time-point; and (2) Hong Kong Non-permanent Residents who are in Hong Kong at the reference time-point.

<sup>2</sup> As for “Mobile Residents”, they are Hong Kong Permanent Residents who have stayed in Hong Kong for at least one month but less than three months during the six months before or for at least one month but less than three months during the six months after the reference time-point, regardless of whether they are in Hong Kong or not at the reference time-point.

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. 小區檔案庫載有在未建設地區內的小區的紀錄，有關紀錄以一些自然或容易辨識的分界(例如小溪、行人路、小巷及溝渠)來劃分。每個小區約有 8 至 15 個屋宇單位。由於在未建設地區內的屋宇單位未必有明確的地址，以致未能個別識別，故此以小區作為在未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. 問卷旨在搜集有關香港居民對年齡因素在就業方面的重要性的意見。

3. The survey made 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 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.

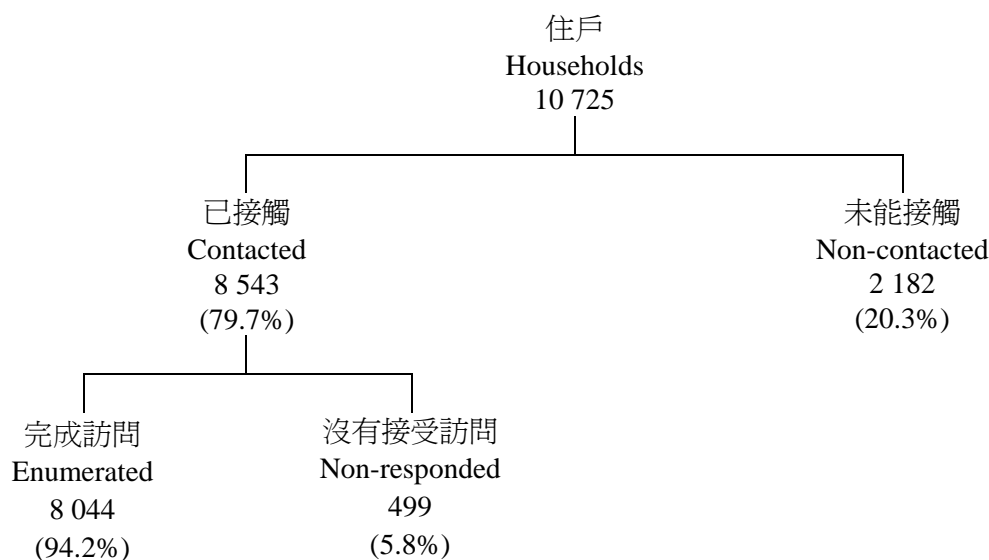
4. The RS contains records of area segments in non-built-up areas which are delineated by some physical or easily identifiable boundaries such as streams, footpaths, lanes, and ditches. Each area segment contains some 8 to 15 quarters. The use of area segments as the sampling unit in non-built-up areas is necessary since the quarters in these areas may not have clear addresses and cannot readily be identified individually.

### Survey questionnaire

5. The questionnaire was designed to collect views of Hong Kong residents on the importance of age factor in employment.

## 訪問結果

6. 在有人居住的 10 440 個屋宇單位中，共有 10 725 個住戶。該 10 725 個住戶中，成功訪問了 8 044 個住戶，回應率為 75%。統計調查的訪問結果概列如下：



## Enumeration experience

6. A total of 10 725 households were found in the sample of 10 440 occupied quarters. Among those 10 725 households, 8 044 households were successfully enumerated, constituting an overall response rate of 75%. The enumeration experience of the survey is summarised below :

## 估計的可靠性

7. 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。本報告書所載的估計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計亦互有差異。「抽樣誤差」正是計算這些差異的統計量數，可用以量度從一個特定樣本所得的估計，在估算總體數據方面的精確程度。

## Reliability of the estimates

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

8. 在比較本報告書所載列各種變數的估計的精確程度時，可採用離中系數。離中系數的計算方法，是將標準誤差除以有關估計，再以百分比表示。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。

8. For comparing the precision of the estimates of various variables in this report, the *coefficient of variation* (CV) can be 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.

9. 本報告書所載列的選定變數的估計的離中系數如下：

9. The CV of the estimates of the selected variables presented in this report are given below :

變數* <u>Variable*</u>	估計 <u>Estimate</u>	離中系數 <u>CV</u> (%)
接受一些職位有實際需要聘用某個特定年齡組別員工的人士佔所有十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比 Percentage of persons who accepted that certain positions had practical need to recruit employees of specified age ranges among all persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration	34.8%	1.3
認為年齡因素是香港僱主在有關僱傭事宜方面所考慮的主要準則的人士佔所有十五歲及以上在統計時在職或在統計前兩年內曾尋找工作的人士的百分比 Percentage of persons who perceived that age factor was the main criterion considered by employers in Hong Kong regarding employment related issues among all persons aged 15 and over who were working at the time of enumeration or had sought work during the two years before enumeration	6.4%	3.5

註釋：\* 所有數字不包括外籍家庭傭工。

Note : \* All figures exclude foreign domestic helpers.

## 附錄二：僱主對年齡因素在僱傭方面的重要性的觀點

### Appendix 2 : Employers' Views on Importance of Age Factor in Employment

#### 引言

1. 政府統計處於二零零八年十二月至二零零九年三月期間，委託一間私營市場調查公司進行了一項主題性統計調查，向僱主 / 負責人<sup>(1)</sup> 搜集其對年齡因素在香港僱傭方面的重要性的觀點。本文概述該些僱主 / 負責人的主要觀點。

2. 是項統計調查隨機抽選了非政府機構單位並成功訪問其約 1 000 位僱主 / 負責人，回應率為 76%。

#### 主要結果

##### 僱主在僱傭方面所考慮的因素

3. 這統計調查的目的是透過聘請、晉升和裁減員工這三方面了解年齡因素在香港僱傭方面的重要性，並根據兩個主要職位組別作分析，分別是「經理及行政級 / 專業 / 技術職位」和「服務及銷售人員 / 文員 / 非技術工人 / 其他職位」。總括而言，「年齡」並不是香港僱主在有關僱傭方面所考慮的主要因素。下文總結有關個別僱傭方面的分析。

##### (i) 聘請員工時的主要考慮因素 (表 1)

###### 經理及行政級 / 專業 / 技術職位

4. 當聘請「經理及行政級 / 專業 / 技術職位」的員工時，僱主 / 負責人最普遍提及的三項主要考慮因素是「工作經驗」(23.3%)、「學歷、專業資格及相關技能」(20.7%)和「工作態度」(9.3%)。

<sup>(1)</sup> 指僱主或人力資源事宜的負責人。他們是從涵蓋差不多所有主要行業的非政府機構單位中隨機抽選出來。

#### INTRODUCTION

1. The Census and Statistics Department commissioned a private research company to conduct a Thematic Survey during December 2008 to March 2009 to collect, among others, views from employers / persons-in-charge<sup>(1)</sup> on the importance of age factor in employment in Hong Kong. This note briefly describes the major views from those employers / persons-in-charge.

2. A total of some 1 000 employers / persons-in-charge in respect of the establishments randomly selected in the non-government sector were successfully enumerated. The response rate was 76%.

#### MAJOR FINDINGS

##### *Employers' considerations in employment*

3. This survey aims at understanding the importance of age factor in employment in Hong Kong through three aspects, namely, recruitment, promotion and layoff of staff. The analyses are performed according to two broad position groups, viz. 'managerial and executive / professional / technical positions' and 'service and sales positions / clericals / elementary occupations / other positions'. Overall speaking, 'age' factor is not a main concern of employers in Hong Kong regarding employment related issues. Analyses for individual aspects of employment are summarised below.

##### (i) *Main considerations when recruiting staff (Table 1)*

###### *Managerial and executive / professional / technical positions*

4. When recruiting staff of 'managerial and executive / professional / technical positions', the three most commonly cited main considerations by the employers / persons-in-charge were 'working experience' (23.3%), 'educational, professional qualifications and related skills' (20.7%) and 'work attitude' (9.3%).

<sup>(1)</sup> Referring to employers / persons-in-charge of human resources matters in respect of a randomly selected sample of establishments covering virtually all major industries in the non-government sector.

服務及銷售人員 / 文員 / 非技術工人  
/ 其他職位

Service and sales positions / clericals /  
elementary occupations / other positions

5. 在聘請「服務及銷售人員 / 文員 / 非技術工人 / 其他職位」的員工時，僱主 / 負責人最普遍提及的主要考慮因素是「工作經驗」(36.1%)、「工作態度」(19.8%)及「學歷、專業資格及相關技能」(14.9%)。

5. The most commonly cited main considerations by employers / persons-in-charge for recruiting staff of 'service and sales positions / clericals / elementary occupations / other positions' were 'working experience' (36.1%), 'work attitude' (19.8%) and 'educational, professional qualifications and related skills' (14.9%).

(ii) 晉升員工時的主要考慮因素 (表2)

(ii) Main considerations when promoting staff  
(Table 2)

經理及行政級 / 專業 / 技術職位

Managerial and executive / professionals /  
technical positions

6. 在晉升「經理及行政級 / 專業 / 技術職位」的員工時，逾三分之一 (37.7%) 的僱主 / 負責人主要考慮「工作表現」，其次是「工作經驗」、「工作態度」及「學歷、專業資格及相關技能」。

6. More than one-third (37.7%) of employers / persons-in-charge considered 'work performance' when promoting staff of 'managerial and executive / professional / technical positions'. This was followed by 'working experience', 'work attitude' and 'educational, professional qualifications and related skills'.

服務及銷售人員 / 文員 / 非技術工人  
/ 其他職位

Service and sales positions / clericals /  
elementary occupations / other positions

7. 與晉升「經理及行政級 / 專業 / 技術職位」的員工時相似，接近一半(46.3%)的僱主 / 負責人考慮「工作表現」來晉升「服務及銷售人員 / 文員 / 非技術工人 / 其他職位」的員工，其次是「工作態度」、「工作經驗」及「學歷、專業資格及相關技能」。

7. Similar to the situation of promoting staff of 'managerial and executive / professional / technical positions', nearly one half (46.3%) of employers / persons in charge considered 'work performance' for promoting staff of 'service and sales positions / clericals / elementary occupations / other positions'. This was followed by 'work attitude', 'working experience' and 'educational, professional qualifications and related skills'.

(iii) 裁減員工時的主要考慮因素 (表3)

(iii) Main considerations when laying off staff  
(Table 3)

經理及行政級 / 專業 / 技術職位

Managerial and executive / professional /  
technical positions

8. 僱主 / 負責人最普遍提及在裁減「經理及行政級 / 專業 / 技術職位」員工時的兩項主要考慮因素是「工作表現」(47.3%)和「工作態度」(8.1%)。

8. The two most commonly cited main considerations of employers / persons-in-charge for laying off staff of 'managerial and executive / professional / technical positions' were 'work performance' (47.3%) and 'work attitude' (8.1%).

服務及銷售人員 / 文員 / 非技術工人  
/ 其他職位

Service and sales positions / clericals /  
elementary occupations / other positions

9. 與裁減「經理及行政級 / 專業 / 技術職位」的員工時相似，僱主 / 負責人最普遍提及有關裁減「服務及銷售人員 / 文員 / 非技術工人 / 其他職位」的員工時的兩項主要考慮因素亦是「工作表現」(62.7%)和「工作態度」(12.7%)。

9. Similar to the main considerations for laying off staff of 'managerial and executive / professional / technical positions', the two most commonly cited main considerations for laying off staff of 'service and sales positions / clericals / elementary occupations / other positions' were also 'work performance' (62.7%) and 'work attitude' (12.7%).

**僱主就香港在僱傭方面的年齡歧視的觀點  
(表4)**

**Employers' views on age discrimination in  
employment in Hong Kong (Table 4)**

**(i) 與統計前兩年的情況比較**

**(i) Situation when compared with two years before  
enumeration**

10. 接近三分之一(31.9%)的僱主 / 負責人認為香港在僱傭方面的年齡歧視與兩年前的情況比較改善了少許或很多。另 27.6% 認為情況沒有改變，而 7.6% 則認為情況差了少許或很多。此外，5.7% 認為香港在僱傭方面從來都沒有存在年齡歧視。

10. Nearly one-third (31.9%) of the employers / persons-in-charge opined that the situation of age discrimination in employment in Hong Kong had improved somewhat or a lot when compared with two years before enumeration. Another 27.6% considered that there was no change in situation and 7.6%, the situation had worsened somewhat or a lot. Separately, 5.7% considered that age discrimination had never existed in employment in Hong Kong.

**(ii) 某些職位有實際需要聘用某個特定年  
齡組別的員工**

**(ii) Practical need to recruit employees of specified  
age ranges**

11. 逾三分之一(34.2%)的僱主 / 負責人認為某些職位有實際需要聘用某個特定年齡組別的員工，而 65.8% 對此不表認同。一些僱主 / 負責人提及有需要聘用某個特定年齡組別的員工的職業例子包括「運輸工人」及「服務工作及商店銷售人員」。

11. More than one-third (34.2%) of the employers / persons-in-charge considered that there was practical need to recruit employees of specified age ranges for some positions; while some 65.8% did not think so. Examples of positions requiring specific age ranges as cited by some of the employers / persons-in-charge included 'transportation workers' and 'service workers and shop sales workers'.

**政府對消除僱傭方面的年齡歧視的宣傳工作  
的效用 (表5)**

**Effectiveness of Government's publicity for  
eliminating age discrimination in employment  
(Table 5)**

12. 就政府消除僱傭方面的年齡歧視而作的宣傳工作而言，在所有僱主 / 負責人中，60.7% 曾透過「電視宣傳短片」見過或聽過有關宣傳。當中 84.7% 認為該宣傳工作的效用為有效或一般。

12. Regarding the Government's publicity for eliminating age discrimination in employment, 60.7% of all the employers / persons-in-charge had seen or heard the relevant "advertising on television". Among them, 84.7% considered the effectiveness of the publicity as effective or average.

**表 1** 按主要職位組別劃分的僱主 / 負責人聘請員工時的主要考慮因素  
**Table 1** Main considerations of employers / persons-in-charge  
when recruiting staff by broad position group

聘請員工時的主要考慮因素 Main considerations when recruiting staff	經理及行政級 / 專業 / 技術職位 Managerial and executive / professional / technical positions	服務及銷售人員 / 文員 / 非技術工人 / 其他職位 Service and sales positions / clericals / elementary occupations / other positions
	百分比* %	百分比* %
工作經驗 Working experience	23.3	36.1
工作態度 Work attitude	9.3	19.8
學歷、專業資格及相關技能 Educational, professional qualifications and related skills	20.7	14.9
禮貌 Politeness	δ	4.9
表達能力 Communication skills	1.5	3.5
語文能力 Language skills	1.5	3.2
其他 Others	δ	δ
沒有意見 No opinion	4.6	4.4
不適用@ Not applicable@	38.8	13.0
總計 Total	100.0	100.0

註釋：\* 在統計調查涵蓋的所有僱主 / 負責人中所佔的百分比。

@ 不適用，原因包括在統計時有關機構單位並沒有該組職位。

δ 由於抽樣誤差甚大，基於細少數目的估計而編製的百分比在本統計表內不予公布。

Notes : \* As a percentage of all employers / persons-in-charge covered by the survey.

@ Not applicable, reasons included the establishments concerned did not have such group of position at the time of enumeration.

δ Percentages derived based on estimates of small value are not released in the table due to very large sampling errors.



**表 2 按主要職位組別劃分的僱主 / 負責人晉升員工時的主要考慮因素**  
**Table 2 Main considerations of employers / persons-in-charge when promoting staff by broad position group**

晉升員工時的主要考慮因素 Main considerations when promoting staff	經理及行政級 / 專業 / 技術職位 Managerial and executive / professional / technical positions	服務及銷售人員 / 文員 / 非技術工人 / 其他職位 Service and sales positions / clericals / elementary occupations / other positions
	百分比* %	百分比* %
工作表現 Work performance	37.7	46.3
工作態度 Work attitude	3.8	9.7
工作經驗 Working experience	4.3	5.3
學歷、專業資格及相關技能 Educational, professional qualifications and related skills	3.5	3.4
其他 Others	2.2	1.9
沒有意見 No opinion	9.7	20.4
不適用@ Not applicable@	38.8	13.0
總計 Total	100.0	100.0

註釋：\* 在統計調查涵蓋的所有僱主 / 負責人中所佔的百分比。

@ 不適用，原因包括在統計時有關機構單位並沒有該組職位。

Notes : \* As a percentage of all employers / persons-in-charge covered by the survey.

@ Not applicable, reasons included the establishments concerned did not have such group of position at the time of enumeration.

**表 3 按主要職位組別劃分的僱主 / 負責人裁減員工時的主要考慮因素**  
**Table 3 Main considerations of employers / persons-in-charge when laying off staff by broad position group**

裁減員工時的主要考慮因素 Main considerations when laying off staff	經理及行政級 / 專業 / 技術職位 Managerial and executive / professional / technical positions	服務及銷售人員 / 文員 / 非技術工人 / 其他職位 Service and sales positions / clericals / elementary occupations / other positions
	百分比* %	百分比* %
工作表現 Work performance	47.3	62.7
工作態度 Work attitude	8.1	12.7
工作經驗 Working experience	δ	1.5
學歷、專業資格及相關技能 Educational, professional qualifications and related skills	1.3	1.3
其他 Others	δ	2.5
沒有意見 No opinion	3.9	6.4
不適用@ Not applicable@	38.8	13.0
總計 Total	100.0	100.0

註釋：\* 在統計調查涵蓋的所有僱主 / 負責人中所佔的百分比。

@ 不適用，原因包括在統計時有關機構單位並沒有該組職位。

δ 由於抽樣誤差甚大，基於細少數目的估計而編製的百分比在本統計表內不予公布。

Notes : \* As a percentage of all employers / persons-in-charge covered by the survey.

@ Not applicable, reasons included the establishments concerned did not have such group of position at the time of enumeration.

δ Percentages derived based on estimates of small value are not released in the table due to very large sampling errors.

**表 4 僱主 / 負責人就香港在僱傭方面的年齡歧視的觀點\***  
**Table 4 Views of employers / persons-in-charge\* on age discrimination in employment in Hong Kong**

(a) 與統計前兩年比較，香港在僱傭方面的年齡歧視的情況 Situation of age discrimination in employment in Hong Kong when compared with two years before enumeration	
改善了少許或很多 Had improved somewhat or a lot	31.9%
沒有改變 No change	27.6%
差了少許或很多 Had worsened somewhat or a lot	7.6%
年齡歧視的情況從來都不存在 Age discrimination has never existed	5.7%
不知道 Don't know	16.4%
沒有意見 No opinion	10.8%
總計 Total	100.0%
(b) 是否接受某些職位有實際需要聘用某個特定年齡組別的員工 Whether accepted that there was practical need to recruit employees of specified age ranges	
可以接受 Accept	34.2%
不可以接受 Not accept	65.8%
總計 Total	100.0%

註釋：\* 在統計調查涵蓋的所有僱主 / 負責人中所佔的百分比。

Note：\* As a percentage of all employers / persons-in-charge covered by the survey.

**表 5 僱主 / 負責人就政府消除僱傭方面的年齡歧視而作的宣傳工作效用的觀點**  
**Table 5 Views of employers / persons-in-charge on the effectiveness of Government's publicity for eliminating age discrimination in employment**

選定的宣傳工作類別 Selected type of publicity	效用的觀點 Views on effectiveness							比率 <sup>#</sup> Rate <sup>#</sup>
	非常有效 Very effective	有效 Effective	一般 Average	不太有效 Not quite effective	完全沒有效 Not effective at all	沒有意見 No opinion	合計 Overall	
	百分比 <sup>*</sup> %	百分比 <sup>*</sup> %	百分比 <sup>*</sup> %	百分比 <sup>*</sup> %	百分比 <sup>*</sup> %	百分比 <sup>*</sup> %	百分比 <sup>*</sup> %	
電視宣傳短片 Advertising on television	4.4%	56.8%	23.6%	12.8%	1.6%	δ	100.0%	60.7
宣傳刊物 Printed publicity materials	6.1%	41.2%	50.4%	2.3%	δ	δ	100.0%	15.7
電台宣傳聲帶 Advertising on radio	4.5%	59.4%	32.9%	3.2%	δ	δ	100.0%	12.2
巴士車身廣告 Advertising on bus bodies	3.6%	41.6%	39.6%	13.7%	δ	1.6%	100.0%	7.7
巴士上電視的宣傳短片 Advertising on bus television	3.5%	55.1%	38.4%	δ	δ	3.0%	100.0%	4.2
註釋： <sup>#</sup> 在統計調查涵蓋的所有僱主 / 負責人中所佔的百分比。				Notes： <sup>#</sup> As a percentage of all employers / persons-in-charge covered by the survey.				
<sup>*</sup> 在所有曾見過或聽過政府就消除僱傭方面的年齡歧視而作的選定宣傳工作的僱主 / 負責人中所佔的百分比。				<sup>*</sup> As a percentage of all employers / persons-in-charge who had seen or heard of the respective type of Government's publicity for eliminating age discrimination in employment.				
δ 由於抽樣誤差甚大，基於細少數目的估計而編製的百分比在本統計表內不予公布。				δ Percentages derived based on estimates of small value are not released in the table due to very large sampling errors.				

## 附錄三：曾出版的主題性住戶統計調查報告書

### Appendix 3 : Previously published Thematic Household Survey Reports

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#### 主題性住戶統計調查第一號報告書

中英文對照版

印刷版：港幣六十元，下載版：免費

(統計期間：4/2000-6/2000)

- 有關就業機會的關注事項
  - 現職情況
- 有關就業機會的關注事項
  - 對事業的冀望
- 對自己創業的冀望
- 曾參加的培訓/再培訓課程
- 計劃參加的培訓/再培訓課程
- 對政府在經濟轉型時期所擔當角色的期望

#### Thematic Household Survey Report No. 1

Bilingual version

Print version: HK\$60, Download version: Free

(Survey period: 4/2000-6/2000)

- Concerns on employment opportunities
  - current situation
- Concerns on employment opportunities
  - career aspirations
- Aspirations for setting up own business
- Training / retraining courses attended
- Plan for attending training / retraining courses
- Expectations for the role of the Government under the economic transformation

#### 主題性住戶統計調查第二號報告書

中英文對照版

印刷版：港幣六十六元，下載版：免費

(統計期間：1/2000-3/2000)

- 個人電腦及互聯網的普及程度
- 個人電腦的使用情況
- 互聯網服務的使用情況
- 對中文輸入法的認識及使用情況
- 電子商業服務的使用情況
- 對「公共服務電子化計劃」的認識
- 對資訊科技發展的意見

#### Thematic Household Survey Report No. 2

Bilingual version

Print version: HK\$66, Download version: Free

(Survey period: 1/2000-3/2000)

- Penetration of personal computer and Internet
- Usage of personal computer
- Usage of Internet service
- Knowledge and usage of Chinese input methods
- Usage of electronic business services
- Awareness of Electronic Service Delivery scheme
- Views on the development of information technology

#### 主題性住戶統計調查第三號報告書

中英文對照版

印刷版：港幣四十四元，下載版：免費

(統計期間：9/1999-11/1999)

- 香港居民的健康狀況
- 就醫情況
- 入住醫院情況
- 牙醫診治情況
- 使用中藥產品和食品情況

#### Thematic Household Survey Report No. 3

Bilingual version

Print version: HK\$44, Download version: Free

(Survey period: 9/1999-11/1999)

- Health status of Hong Kong residents
- Doctor consultation
- Hospitalization
- Dental consultation
- The usage of Chinese medical products and food

**主題性住戶統計調查第四號報告書**

中英文對照版

印刷版：港幣六十六元，下載版：免費

(統計期間：10/1999-1/2000)

- 公眾對樓宇安全檢驗計劃的認識
- 公眾對緊急事故及天災的應變情況
- 公眾對申訴專員公署的認識
- 香港的少數族裔人士的特徵

**Thematic Household Survey Report No. 4**

Bilingual version

Print version: HK\$66, Download version: Free

(Survey period: 10/1999-1/2000)

- Public awareness of the Building Safety Inspection Scheme
- The public's responses to emergency incidents and natural disasters
- Public awareness of the Office of The Ombudsman
- The characteristics of the ethnic minorities in Hong Kong

**主題性住戶統計調查第五號報告書**

中英文對照版

印刷版：港幣五十二元，下載版：免費

(統計期間：10/2000-11/2000)

- 吸煙情況
- 對《基本法》的認識
- 對聘請家庭傭工的意見
- 購買新鮮食品的情況

**Thematic Household Survey Report No. 5**

Bilingual version

Print version: HK\$52, Download version: Free

(Survey period: 10/2000-11/2000)

- Pattern of cigarette smoking
- Understanding of the Basic Law
- Views on employment of domestic helpers
- Pattern of purchasing fresh food produce

**主題性住戶統計調查第六號報告書**

中英文對照版

印刷版：港幣五十四元，下載版：免費

(統計期間：4/2001-6/2001)

- 個人電腦及互聯網的普及程度
- 對使用個人電腦及中文輸入法的認識
- 個人電腦的使用情況
- 互聯網服務的使用情況
- 電子商業服務的使用情況
- 對「公共服務電子化計劃」的認識

**Thematic Household Survey Report No. 6**

Bilingual version

Print version: HK\$54, Download version: Free

(Survey period: 4/2001-6/2001)

- Penetration of personal computer and Internet
- Knowledge of using personal computer and Chinese input methods
- Usage of personal computer
- Usage of Internet service
- Usage of electronic business services
- Awareness of Electronic Service Delivery scheme

**主題性住戶統計調查第七號報告書**

中英文對照版

印刷版：港幣五十二元，下載版：免費

(統計期間：4/2001-6/2001)

- 在中國內地居住的意向及情況
- 執行支付贍養費命令的情況

**Thematic Household Survey Report No. 7**

Bilingual version

Print version: HK\$52, Download version: Free

(Survey period: 4/2001-6/2001)

- Aspiration and experience of taking up residence in the mainland of China
- Enforcement of order for payment of alimony

**主題性住戶統計調查第八號報告書**

中英文對照版

印刷版：港幣四十六元，下載版：免費

(統計期間：1/2001-5/2001)

- 香港居民的健康狀況
- 就醫情況
- 入住醫院情況
- 接受牙醫診治情況
- 僱主或機構提供醫療福利予僱員及個人購買醫療保險的情況

**Thematic Household Survey Report No. 8**

Bilingual version

Print version: HK\$46, Download version: Free

(Survey period: 1/2001-5/2001)

- Health status of Hong Kong residents
- Doctor consultation
- Hospitalization
- Dental consultation
- Provision of medical benefits by employers / companies and purchase of medical insurance by individuals

**主題性住戶統計調查第九號報告書**

中英文對照版

印刷版：港幣四十元，下載版：免費

(統計期間：3/2002-5/2002)

- 在香港以外地方就讀的香港學生
- 對家居廢物分類及回收的認識及參與的情況
- 長者的足部健康情況
- 對保險服務的需求及意見

**Thematic Household Survey Report No. 9**

Bilingual version

Print version: HK\$40, Download version: Free

(Survey period: 3/2002-5/2002)

- Hong Kong students studying outside Hong Kong
- Knowledge of and participation in source separation and recycling of domestic wastes
- Foot health of older persons
- Insurance needs and opinions on insurance services

**主題性住戶統計調查第十號報告書**

中英文對照版

印刷版：港幣五十四元，下載版：免費

(統計期間：5/2002-7/2002)

- 個人電腦及互聯網的普及程度
- 對使用個人電腦及中文輸入法的認識
- 個人電腦的使用情況
- 互聯網服務的使用情況
- 電子商業服務的使用情況
- 網上政府服務的使用情況
- 資訊保安

**Thematic Household Survey Report No. 10**

Bilingual version

Print version: HK\$54, Download version: Free

(Survey period: 5/2002-7/2002)

- Penetration of personal computer and Internet
- Knowledge of using personal computer and Chinese input methods
- Usage of personal computer
- Usage of Internet service
- Usage of electronic business services
- Usage of online Government services
- Information security

**主題性住戶統計調查第十一號報告書**

中英文對照版

印刷版：港幣三十六元，下載版：免費

(統計期間：8/2001-10/2001)

- 受供養父母的特徵
- 對改善居所的冀望
- 居所按揭利息款項

**Thematic Household Survey Report No. 11**

Bilingual version

Print version: HK\$36, Download version: Free

(Survey period: 8/2001-10/2001)

- Characteristics of dependent parents
- Aspiration for improvement in accommodation
- Home mortgage interest payment

**主題性住戶統計調查第十二號報告書**

中英文對照版

印刷版：港幣七十五元，下載版：免費

(統計期間：5/2002-7/2002)

- 香港居民的健康狀況
- 就醫情況
- 入住醫院情況
- 接受牙醫診治情況
- 僱主或機構提供醫療福利予僱員及受個人購買的醫療保險保障的情況
- 居於院舍人士的健康狀況及其使用醫護服務的情況

**Thematic Household Survey Report No. 12**

Bilingual version

Print version: HK\$75, Download version: Free

(Survey period: 5/2002-7/2002)

- Health status of Hong Kong residents
- Doctor consultation
- Hospitalization
- Dental consultation
- Provision of medical benefits by employers / companies and coverage of medical insurance purchased by individuals
- Health status of institutional residents and their utilization of medical services

**主題性住戶統計調查第十三號報告書**

中英文對照版

印刷版：港幣五十二元，下載版：免費

(統計期間：7/2002-9/2002)

- 有關就業機會的關注事項 – 現職情況
- 有關就業機會的關注事項 – 對事業的冀望
- 對自己創業的冀望
- 在內地進行與工作有關的業務的情況
- 對在內地工作的冀望
- 曾參加的培訓/再培訓課程
- 參加培訓/再培訓課程的計劃

**Thematic Household Survey Report No. 13**

Bilingual version

Print version: HK\$52, Download version: Free

(Survey period: 7/2002-9/2002)

- Concerns on employment opportunities – current situation
- Concerns on employment opportunities – career aspiration
- Aspiration for setting up own business
- Engagement in job-related business activities in the Mainland
- Aspiration for working in the Mainland
- Training / retraining courses attended
- Plan for attending training / retraining courses

**主題性住戶統計調查第十四號報告書**

中英文對照版

印刷版：港幣六十六元，下載版：免費

(統計期間：12/2001-2/2002)

- 運用時間的模式
- 參與無酬活動的情況
- 參與社交活動的情況
- 家務分擔的情況
- 對料理家務者的意見

**Thematic Household Survey Report No. 14**

Bilingual version

Print version: HK\$66, Download version: Free

(Survey period: 12/2001-2/2002)

- Time use pattern
- Pattern of participation in unpaid activities
- Pattern of participation in social activities
- Sharing of housework
- Views on home-makers



**主題性住戶統計調查第十五號報告書**

中英文對照版

印刷版：港幣八十一元，下載版：免費

(統計期間：5/2003-8/2003)

- 個人電腦及互聯網的普及程度
- 對使用個人電腦及中文輸入法的認識
- 個人電腦的使用情況
- 互聯網服務的使用情況
- 電子商業服務的使用情況
- 網上政府服務的使用情況
- 資訊科技保安

**Thematic Household Survey Report No. 15**

Bilingual version

Print version: HK\$81, Download version: Free

(Survey period: 5/2003-8/2003)

- Penetration of personal computer and Internet
- Knowledge of using personal computer and Chinese input methods
- Usage of personal computer
- Usage of Internet service
- Usage of electronic business services
- Usage of online Government services
- Information technology security

**主題性住戶統計調查第十六號報告書**

中英文對照版

印刷版：港幣五十六元，下載版：免費

(統計期間：11/2002-2/2003)

- 對《基本法》的認識
- 出外旅遊的情況
- 吸煙情況

**Thematic Household Survey Report No. 16**

Bilingual version

Print version: HK\$56, Download version: Free

(Survey period: 11/2002-2/2003)

- Understanding of the Basic Law
- Pattern of outbound travel
- Pattern of smoking

**主題性住戶統計調查第十七號報告書**

中英文對照版

印刷版：港幣五十八元，下載版：免費

(統計期間：3/2003-5/2003)

- 公眾對香港的電力供應的意見
- 公眾對申訴專員公署的工作的認識及看法
- 內地來港定居三年及以下的人士的需要

**Thematic Household Survey Report No. 17**

Bilingual version

Print version: HK\$58, Download version: Free

(Survey period: 3/2003-5/2003)

- Public opinions on electricity supply in Hong Kong
- Public awareness of and perception on the work of the Office of The Ombudsman
- Needs of persons from the Mainland having resided in Hong Kong for 3 years and less

**主題性住戶統計調查第十八號報告書**

中英文對照版

印刷版：港幣五十六元，下載版：免費

(統計期間：5/2003-8/2003)

- 在內地居住的情況
- 在內地自置/租用住宅物業的情況
- 到內地居住的意向
- 在內地自置/租用住宅物業的意向

**Thematic Household Survey Report No. 18**

Bilingual version

Print version: HK\$56, Download version: Free

(Survey period: 5/2003-8/2003)

- Experience of taking up residence in the Mainland
- Pattern of owning / renting residential properties in the Mainland
- Aspiration for taking up residence in the Mainland
- Aspiration for owning / renting residential properties in the Mainland

**主題性住戶統計調查第十九號報告書**

中英文對照版

印刷版：港幣五十元，下載版：免費

(統計期間：9/2003-11/2003)

- 公眾對行人環境的意見
- 公眾對教育改革的意見
- 執行支付贍養費命令的情況

**Thematic Household Survey Report No. 19**

Bilingual version

Print version: HK\$50, Download version: Free

(Survey period: 9/2003-11/2003)

- Public views on pedestrian environment
- Public views on education reform
- Enforcement of order for payment of alimony

**主題性住戶統計調查第二十號報告書**

中英文對照版

印刷版：港幣六十八元，下載版：免費

(統計期間：6/2004-8/2004)

- 個人電腦及互聯網的普及程度
- 對使用個人電腦及中文輸入法的認識
- 個人電腦的使用情況
- 互聯網服務的使用情況
- 電子商業服務的使用情況
- 網上政府服務的使用情況
- 資訊科技保安

**Thematic Household Survey Report No. 20**

Bilingual version

Print version: HK\$68, Download version: Free

(Survey period: 6/2004-8/2004)

- Penetration of personal computer and Internet
- Knowledge of using personal computer and Chinese input methods
- Usage of personal computer
- Usage of Internet service
- Usage of electronic business services
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- Information technology security

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- 修讀高等教育的情況
- 居於家庭住戶的長者的社會與人口狀況、健康狀況及長期護理的需要
- 居於院舍的長者的社會與人口狀況、健康狀況及長期護理的需要

**Thematic Household Survey Report No. 21**

Bilingual version

Print version: HK\$63, Download version: Free

(Survey period: 6/2004-8/2004)

- Pattern of study in higher education
- Socio-demographic profile, health status and long-term care needs of older persons residing in domestic households
- Socio-demographic profile, health status and long-term care needs of older persons residing in institutions

**主題性住戶統計調查第二十二號報告書**

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(售罄。請參考 2007 年香港統計月刊專題文章)

(統計期間：11/2004-1/2005)

- 居住或長期逗留在內地的香港居民的特徵

**Thematic Household Survey Report No. 22**

Bilingual version

(Out of stock. Please refer to the Feature Articles of Hong Kong Monthly Digest of Statistics 2007)

(Survey period: 11/2004-1/2005)

- Characteristics of Hong Kong residents having resided / having stayed substantially in the Mainland

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- 互聯網服務的使用情況
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- 到內地居住的意向
- 在內地自置/租用住宅物業的意向

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- 住戶飼養寵物的情況
- 吸煙情況
- 接受脊醫診治的情況

Thematic Household Survey Report No. 23  
Bilingual version  
Print version: HK\$95, Download version: Free  
(Survey period: 5/2005-8/2005)

- Penetration of personal computer and Internet
- Knowledge of using personal computer and Chinese input methods
- Usage of personal computer
- Usage of Internet service
- Usage of electronic business services
- Usage of electronic Government services
- Information technology security
- Pattern of playing electronic games

Thematic Household Survey Report No. 24  
Bilingual version  
Print version: HK\$42, Download version: Free  
(Survey period: 11/2004-1/2005)

- Pattern of using non-franchised bus services
- Understanding of the Basic Law

Thematic Household Survey Report No. 25  
Bilingual version  
Print version: HK\$67, Download version: Free  
(Survey period: 5/2005-7/2005)

- Experience of taking up residence in the Mainland
- Pattern of owning / renting residential properties in the Mainland
- Aspiration for taking up residence in the Mainland
- Aspiration for owning / renting residential properties in the Mainland

Thematic Household Survey Report No. 26  
Bilingual version  
Print version: HK\$52, Download version: Free  
(Survey period: 2/2005-5/2005)

- Pattern of using health supplements
- Keeping of pets by households
- Pattern of smoking
- Chiropractor consultation

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**Thematic Household Survey Report No. 27**

Bilingual version

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(Survey period: 6/2006-8/2006)

- Penetration of personal computer and Internet
- Usage of personal computer
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- Usage of electronic Government services
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- 長者的認知能力

**Thematic Household Survey Report No. 28**

Bilingual version

Print version: HK\$79, Download version: Free

(Survey period: 10/2005-12/2005)

- Pattern of using non-franchised bus services
- Needs of persons from the Mainland having resided in Hong Kong for less than 7 years
- Cognitive function of older persons

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**Thematic Household Survey Report No. 29**

Bilingual version

Print version: HK\$100, Download version: Free

(Survey period: 11/2005-3/2006 and 6/2006-8/2006)

- Public views on education reform
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**Thematic Household Survey Report No. 30**

Bilingual version

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(Survey period: 11/2005-3/2006)

- Health status of Hong Kong residents
- Doctor consultation
- Hospitalization
- Dental consultation
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- Penetration of personal computer and Internet
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- 使用非專營巴士服務的情況
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**Thematic Household Survey Report No. 33**  
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- Pattern of using non-franchised bus services
- Public awareness of and perception on the work of the Office of The Ombudsman

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**Thematic Household Survey Report No. 35**  
Bilingual version  
Print version: HK\$100, Download version: Free  
(Survey period: 7/2007-9/2007)

- Characteristics of Hong Kong residents having resided / having stayed substantially in the mainland of China

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- 吸煙情況
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**Thematic Household Survey Report No. 36**

Bilingual version

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(Survey period: 12/2007-3/2008)

- Pattern of smoking
- Application of information technology

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- Penetration of personal computer and Internet
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- 在中國內地自置/租用住宅物業的意向

**Thematic Household Survey Report No. 38**

Bilingual version

Print version: HK\$228, Download version: Free

(Survey period: 12/2007-3/2008)

- Experience of taking up residence in the mainland of China
- Pattern of owning / renting residential properties in the mainland of China
- Aspiration for taking up residence in the mainland of China
- Aspiration for owning / renting residential properties in the mainland of China

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- 種族接納

**Thematic Household Survey Report No. 39**

Bilingual version

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(Survey period: 6/2008-8/2008)

- Racial Acceptance

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- 長者的社會與人口狀況、健康狀況及自我照顧能力

**Thematic Household Survey Report No. 40**

Bilingual version

Print version: HK\$50, Download version: Free

(Survey period: 6/2008-8/2008)

- Socio-demographic profile, health status and self-care capability of older persons

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- Health status of Hong Kong residents
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