

專題文章

Feature Article

2026 年 8 月

August 2026

2025 年就業綜合估計數字

Composite Employment Estimates 2025

2025 年就業綜合估計數字 Composite Employment Estimates 2025

研究就業統計數據時，經常會遇到一種情況，就是從機構單位統計調查獲取的從業數據（即已填補的機構單位職位數目）與從住戶統計調查所獲得的就業數據（即就業人士數目）存有差異。有見及此，政府統計處自 1997 年開始，運用特定的統計方法，協調分別以住戶及機構單位作為基礎的「綜合住戶統計調查」及「僱傭及職位空缺按季統計調查」的結果，從而編製一套「就業綜合估計數字」，以處理上述的情況。

本文提供 2020 年至 2025 年期間各行業的「就業綜合估計數字」，並介紹這套數字的特徵，以及闡釋它與其他就業統計數據的分別和用途。

In studies of employment statistics, the issue of discrepancies observed between the persons engaged data obtained from establishment-based surveys (which refer to occupied posts in establishments) and employment data obtained from household surveys (which refer to persons employed) is common. To tackle this, the Census and Statistics Department has been compiling a set of Composite Employment Estimates (CEE) which reconciles, under a designated statistical framework, the results obtained from the household-based General Household Survey and the establishment-based Quarterly Survey of Employment and Vacancies since 1997.

This article provides the CEE figures in individual industries for 2020 to 2025. It also gives an account of the characteristics of CEE and briefly discusses the differences and usage of CEE vis-à-vis the other employment statistics.

如對本文有任何查詢，請聯絡政府統計處就業統計組

（電話：(852) 2582 4751；電郵：employment@censtatd.gov.hk）。

Enquiries on this article may be directed to the Employment Statistics Section, Census and Statistics Department

(Tel. : (852) 2582 4751; E-mail : employment@censtatd.gov.hk).

2025 年就業綜合估計數字

Composite Employment Estimates 2025

1. 引言

1.1 「就業綜合估計數字」是一套運用特定的統計方法，把政府統計處（統計處）從兩項統計調查（即以住戶為基礎的「綜合住戶統計調查」和以機構單位為基礎的「僱傭及職位空缺按季統計調查」）搜集所得的數據協調而編製的整體就業人數行業分布估計數字。「就業綜合估計數字」自 1997 年首次發表後，每年的最新數字均以專題文章的形式發布。

1.2 本文提供 2020 年至 2025 年期間各行業的「就業綜合估計數字」，並介紹這套數字的特徵，以及闡釋它與其他就業統計數據的分別和用途。

1.3 本文內展示的所有「就業綜合估計數字」均已進位至最接近的百位數，百分比及變動數字則是以未經進位的「就業綜合估計數字」計算。

2. 2025 年整體就業情況

2.1 表 1 載列 2020 年至 2025 年香港「就業綜合估計數字」。

2.2 根據「就業綜合估計數字」，2025 年香港總就業人數為 3 673 200 人，較 2024 年減少 0.6%。錄得較顯著按年跌幅的行業包括「零售業」（減少 4.3% 或 11 200 人）、「進出口貿易業」（減少 4.3% 或 14 600 人）及「建造業」（減少 4.2% 或 14 800 人）。

1. Introduction

1.1 The Composite Employment Estimates (CEE) is a set of estimates on overall employment by industry, which is compiled through reconciling, under a designated statistical framework, the data obtained from two statistical surveys of the Census and Statistics Department (C&SD), namely the household-based General Household Survey (GHS) and the establishment-based Quarterly Survey of Employment and Vacancies (SEV). Since its introduction in 1997, updates of CEE have been provided in the feature articles on an annual basis.

1.2 This article provides the CEE figures in individual industries for the period from 2020 to 2025. It also gives an account of the characteristics of CEE and briefly discusses the differences and usage of CEE vis-à-vis the other employment statistics.

1.3 In this article, all the CEE figures presented are rounded to the nearest hundred, while percentage shares and changes are derived from unrounded CEE figures.

2. Overall employment position for 2025

2.1 The CEE figures for Hong Kong from 2020 to 2025 are presented in Table 1.

2.2 According to CEE, the total employment in Hong Kong in 2025 was 3 673 200 persons, down by 0.6% over 2024. More notable year-on-year decreases were observed in the industries of “Retail trade” (decreased by 4.3% or 11 200 persons), “Import and export trade” (decreased by 4.3% or 14 600 persons), and “Construction” (decreased by 4.2% or 14 800 persons).

表 1 2020 年至 2025 年按行業劃分的就業綜合估計數字
Table 1 Composite Employment Estimates (CEE) by industry, 2020 to 2025

行業 Industry	人數 Number of persons						2025 年與下列 年份比較的 變動百分率 ⁽¹⁾ % change in 2025 over the year below ⁽¹⁾	
	2020	2021	2022	2023	2024	2025	2020	2024
製造 Manufacturing	85 200 (2.3%)	80 300 (2.2%)	76 200 (2.1%)	75 700 (2.0%)	75 800 (2.1%)	76 200 (2.1%)	-10.6	+0.5
電力、燃氣和自來水供應及廢棄物管理 Electricity, gas and water supply, and waste management	15 600 (0.4%)	15 800 (0.4%)	16 100 (0.4%)	16 200 (0.4%)	16 800 (0.5%)	17 100 (0.5%)	+9.2	+1.6
電力及燃氣供應 Electricity and gas supply	7 900 (0.2%)	7 900 (0.2%)	8 000 (0.2%)	8 100 (0.2%)	8 600 (0.2%)	8 700 (0.2%)	+10.3	+1.1
自來水供應；污水處理、廢棄物管理及污染 防治服務 Water supply; sewerage, waste management and remediation services	7 800 (0.2%)	7 900 (0.2%)	8 100 (0.2%)	8 100 (0.2%)	8 200 (0.2%)	8 400 (0.2%)	+8.1	+2.2
建造 Construction	310 800 (8.4%)	323 800 (8.8%)	327 400 (9.1%)	345 000 (9.3%)	349 400 (9.5%)	334 600 (9.1%)	+7.6	-4.2
服務行業 Service industries	3 277 500 (88.8%)	3 248 100 (88.5%)	3 191 000 (88.3%)	3 269 800 (88.1%)	3 249 400 (87.9%)	3 242 800 (88.3%)	-1.1	-0.2
進出口貿易、批發及零售 Import/export, wholesale and retail trades	727 900 (19.7%)	699 300 (19.0%)	684 600 (18.9%)	677 900 (18.3%)	642 400 (17.4%)	615 800 (16.8%)	-15.4	-4.1
進出口貿易 Import and export trade	394 500 (10.7%)	374 500 (10.2%)	366 200 (10.1%)	356 600 (9.6%)	339 400 (9.2%)	324 700 (8.8%)	-17.7	-4.3
批發 Wholesale	50 700 (1.4%)	48 200 (1.3%)	49 800 (1.4%)	48 200 (1.3%)	45 100 (1.2%)	44 300 (1.2%)	-12.7	-1.8
零售 Retail trade	282 700 (7.7%)	276 700 (7.5%)	268 600 (7.4%)	273 100 (7.4%)	258 000 (7.0%)	246 800 (6.7%)	-12.7	-4.3
住宿及膳食服務 Accommodation and food services	236 400 (6.4%)	239 400 (6.5%)	240 600 (6.7%)	249 900 (6.7%)	248 900 (6.7%)	244 300 (6.6%)	+3.3	-1.9
運輸、倉庫、郵政及速遞服務 Transportation, storage, postal and courier services	291 900 (7.9%)	289 200 (7.9%)	279 600 (7.7%)	288 700 (7.8%)	289 700 (7.8%)	289 400 (7.9%)	-0.9	-0.1
資訊及通訊 Information and communications	112 000 (3.0%)	108 900 (3.0%)	106 800 (3.0%)	109 900 (3.0%)	110 600 (3.0%)	109 400 (3.0%)	-2.4	-1.1
金融及保險、地產以及專業及商用服務 Financing and insurance, real estate, and professional and business services	831 900 (22.5%)	836 400 (22.8%)	819 100 (22.7%)	833 300 (22.5%)	833 800 (22.6%)	844 800 (23.0%)	+1.5	+1.3
金融及保險 Financing and insurance	276 200 (7.5%)	277 500 (7.6%)	269 700 (7.5%)	269 100 (7.3%)	265 000 (7.2%)	271 900 (7.4%)	-1.5	+2.6
地產 Real estate	146 500 (4.0%)	150 900 (4.1%)	149 500 (4.1%)	151 300 (4.1%)	153 200 (4.1%)	157 300 (4.3%)	+7.4	+2.7
專業及商用服務 Professional and business services	409 200 (11.1%)	408 000 (11.1%)	399 900 (11.1%)	413 000 (11.1%)	415 600 (11.2%)	415 600 (11.3%)	+1.6	\$
專業、科學及技術服務 Professional, scientific and technical services	207 900 (5.6%)	209 400 (5.7%)	206 300 (5.7%)	214 000 (5.8%)	214 700 (5.8%)	215 600 (5.9%)	+3.7	+0.4
行政及支援服務 Administrative and support services	201 300 (5.5%)	198 600 (5.4%)	193 500 (5.4%)	199 000 (5.4%)	200 900 (5.4%)	200 000 (5.4%)	-0.7	-0.5

表 1 (續) 2020 年至 2025 年按行業劃分的就業綜合估計數字
Table 1 (cont'd) Composite Employment Estimates (CEE) by industry, 2020 to 2025

行業 Industry	人數 Number of persons						2025 年與下列 年份比較的 變動百分率 ⁽¹⁾ % change in 2025 over the year below ⁽¹⁾	
	2020	2021	2022	2023	2024	2025	2020	2024
公共行政以及社會及個人服務 Public administration, and social and personal services	1 077 300 (29.2%)	1 074 700 (29.3%)	1 060 200 (29.3%)	1 110 100 (29.9%)	1 123 900 (30.4%)	1 139 200 (31.0%)	+5.7	+1.4
公共行政 Public administration	121 400 (3.3%)	128 600 (3.5%)	126 700 (3.5%)	125 900 (3.4%)	133 600 (3.6%)	130 400 (3.5%)	+7.4	-2.4
教育 Education	220 600 (6.0%)	215 100 (5.9%)	218 300 (6.0%)	234 200 (6.3%)	229 400 (6.2%)	233 800 (6.4%)	+6.0	+1.9
人類保健及社會工作服務 Human health and social work services	218 800 (5.9%)	221 300 (6.0%)	225 400 (6.2%)	236 100 (6.4%)	241 400 (6.5%)	246 200 (6.7%)	+12.5	+2.0
藝術、娛樂及康樂活動 Arts, entertainment and recreation	52 200 (1.4%)	52 000 (1.4%)	50 800 (1.4%)	57 700 (1.6%)	55 800 (1.5%)	55 500 (1.5%)	+6.3	-0.5
其他社會及個人服務 Other social and personal services	464 300 (12.6%)	457 700 (12.5%)	439 000 (12.1%)	456 200 (12.3%)	463 800 (12.6%)	473 400 (12.9%)	+2.0	+2.1
其他 ⁽²⁾ Others ⁽²⁾	2 600 (0.1%)	3 100 (0.1%)	3 500 (0.1%)	3 900 (0.1%)	3 400 (0.1%)	2 600 (0.1%)	\$	-23.2
總就業人數 Total employment	3 691 700 (100.0%)	3 671 100 (100.0%)	3 614 200 (100.0%)	3 710 600 (100.0%)	3 694 700 (100.0%)	3 673 200 (100.0%)	-0.5	-0.6

註釋：「就業綜合估計數字」進位至最接近的百位數。由於數字經四捨五入，分項總和未必與相關的總數相等。

括號內的數字表示該行業佔該年的總就業人數的百分比，以未經進位的「就業綜合估計數字」計算。由於數字經四捨五入，分項總和未必與相關的總數相等。

(1) 變動百分率是以未經進位的「就業綜合估計數字」計算。

(2) 包括「農業、林業及漁業」及「採礦及採石業」。「農業、林業及漁業」的數字是根據「綜合住戶統計調查」的結果及從事漁業的水上居民的估計數字編製而成。由於「綜合住戶統計調查」搜集得的相關樣本數目相對較少，以致有關估計數字的抽樣誤差較大，因此須謹慎闡釋這些數字。

§ 變動在±0.05%之內。

Notes: The CEE figures are rounded to the nearest hundred. They may not add up to the corresponding total due to rounding.

Figures in brackets refer to the percentage shares of the respective industries in total employment of the year, which are derived from unrounded CEE figures. They may not add up to the corresponding total due to rounding.

(1) Percentage changes are derived from unrounded CEE figures.

(2) Including the industries of "Agriculture, forestry and fishing" and "Mining and quarrying". Figures for "Agriculture, forestry and fishing" are compiled based on the results of the General Household Survey (GHS) and the estimates of marine population engaging in fishing. As the numbers of relevant observations found in GHS are relatively small, related figures are subject to relatively large sampling error and therefore should be interpreted with caution.

§ Change within ±0.05%.

2.3 在 2025 年，以就業人數計算，「其他社會及個人服務業」依然是最大的行業，僱用 473 400 人（佔總就業人數 12.9%）。其次是「建造業」，僱用 334 600 人（佔總就業人數 9.1%）。緊隨其後的是「進出口貿易業」、「運輸、倉庫、郵政及速遞服務業」及「金融及保險業」，在 2025 年分別僱用 324 700 人（8.8%）、289 400 人（7.9%）及 271 900 人（7.4%）。

2.4 香港經濟以服務業為主導。各「服務行業」合共佔總就業人數的最大份額，在 2025 年達 88.3%，與 2024 年的數字（87.9%）相若。其他行業（包括「製造業」、「電力、燃氣和自來水供應及廢棄物管理業」、「建造業」及另外數個行業）在 2025 年合共佔 11.7%，而 2024 年的相應數字為 12.1%。個別行業在 2025 年所佔的就業人數百分比，與 2024 年有所不同，但變動的幅度普遍輕微。

3. 2020 年至 2025 年就業趨勢

3.1 由於 2019 冠狀病毒病疫情導致部分行業在 2020 年至 2022 年期間削減人手，所有行業的總就業人數在 2020 年至 2022 年期間減少了 2.1% 或 77 600 人，然後在 2023 年回升，及後在 2024 年及 2025 年大致保持平穩。2025 年的總就業人數較 2022 年增加 1.6% 或 59 000 人。與 2020 年相比，2025 年就業人數錄得較顯著跌幅的行業為「進出口貿易業」（減少 17.7% 或 69 800 人）、「零售業」（減少 12.7% 或 35 900 人）、「批發業」（減少 12.7% 或 6 400 人）及「製造業」（減少 10.6% 或 9 100 人）。

3.2 另一方面，就業人數在 2020 年至 2025 年期間有較高增幅的行業包括「人類保健及社會工作服務業」、「電力、燃氣和自來水供應及廢棄物管理業」、「建造業」、「公共行政」及「地產業」。2020 年至 2025 年選定行業組別的就業人數趨勢見於圖 1。

2.3 In 2025, “Other social and personal services” remained the largest industry in terms of employment size, employing 473 400 persons (12.9% of total employment). The next largest industry group was “Construction”, employing 334 600 persons (9.1% of total employment). They were followed by the industries of “Import and export trade”, “Transportation, storage, postal and courier services” and “Financing and insurance”, employing 324 700 persons (8.8%), 289 400 persons (7.9%) and 271 900 persons (7.4%) respectively in 2025.

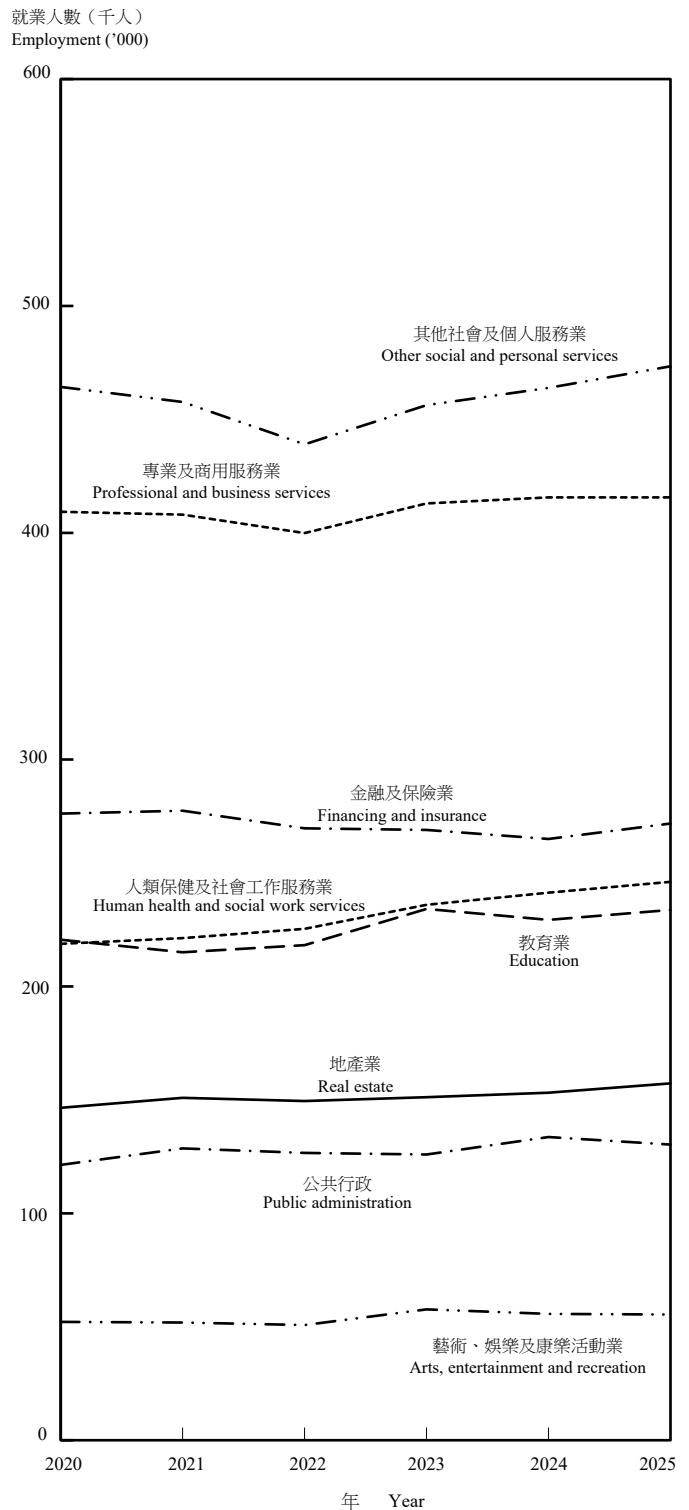
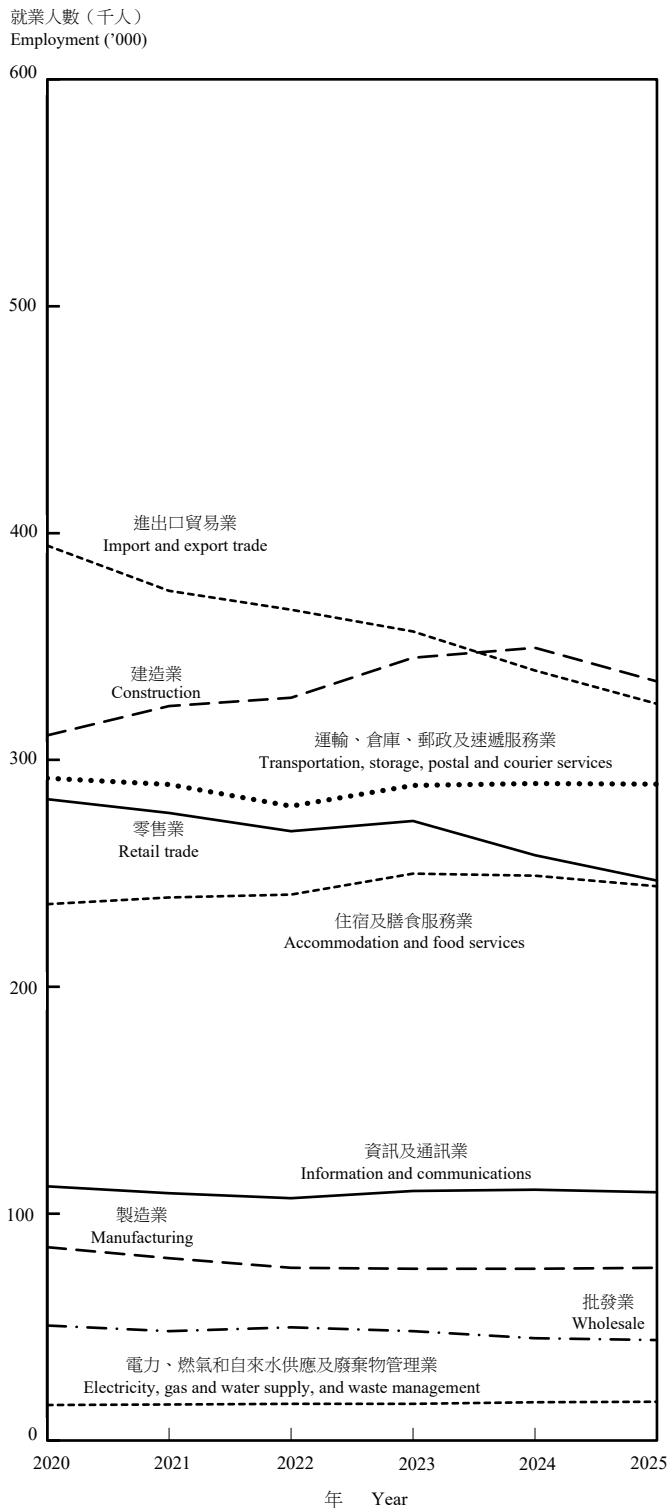
2.4 Hong Kong is a service-oriented economy. Various “Service industries” taken together accounted for the lion’s share of the total employment at 88.3% in 2025, which was close to the figure in 2024 (87.9%). The other industries, including “Manufacturing”, “Electricity, gas and water supply, and waste management”, “Construction” and a few others, had a combined share of 11.7% in 2025, compared to 12.1% in 2024. While there were changes in the employment shares of individual industries in 2025 as compared with 2024, the magnitudes of the changes were generally small.

3. Employment trend during 2020 to 2025

3.1 Owing to the downsizing in some industries amidst the COVID-19 epidemic during 2020 to 2022, the total employment of all industries during the period from 2020 to 2022 decreased by 2.1% or 77 600 persons, before a rebound occurred in 2023. The situations in 2024 and 2025 had become stable in general. The total employment increased by 1.6% or 59 000 persons in 2025 over 2022. Compared with 2020, more significant decreases in employment in 2025 were observed in the industries of “Import and export trade” (decreased by 17.7% or 69 800 persons), “Retail trade” (decreased by 12.7% or 35 900 persons), “Wholesale” (decreased by 12.7% or 6 400 persons), and “Manufacturing” (decreased by 10.6% or 9 100 persons).

3.2 On the other hand, industries with more notable increases in employment during 2020 to 2025 included “Human health and social work services”, “Electricity, gas and water supply, and waste management”, “Construction”, “Public administration”, and “Real estate”. Chart 1 shows the employment trends in selected industry groups during 2020 to 2025.

圖 1 2020 年至 2025 年選定行業組別的就業人數
Chart 1 Employment in selected industry groups, 2020 to 2025



4. 2020 年與 2025 年的就業分布

4.1 按主要行業組別分析，「公共行政以及社會及個人服務業」在 2020 年至 2025 年期間一直是僱用最多人的主要行業組別，就業人數約 110 萬，佔總就業人數接近 3 成。期間這個行業組別對總就業人數的貢獻逐步增加，由 2020 年佔總就業人數的 29.2%，上升至 2025 年的 31.0%。當中所涵蓋的行業包括「公共行政」（佔 2025 年總就業人數的 3.5%）、「教育業」（6.4%）、「人類保健及社會工作服務業」（6.7%）、「藝術、娛樂及康樂活動業」（1.5%）及「其他社會及個人服務業」（12.9%）。

4.2 在 2025 年，「金融及保險、地產以及專業及商用服務業」保持自 2020 年以來的排名，繼續是第二大的主要行業組別。在 2020 年至 2025 年整段期間，這個組別所僱用的人數均超過 80 萬人，佔總就業人數的百分比由 2020 年的 22.5% 輕微上升至 2025 年的 23.0%。這個主要行業組別涵蓋「金融及保險業」（佔 2025 年總就業人數的 7.4%）、「地產業」（4.3%）及「專業及商用服務業」（11.3%）。

4.3 在 2025 年，「進出口貿易、批發及零售業」為第三大主要行業組別，與 2020 年至 2024 年期間的排名相同。這個組別在 2025 年僱用約 60 萬人，相比 2020 年的就業人數（約 70 萬人）減少 15.4%。與上述兩個最大的主要行業組別的情況相反，「進出口貿易、批發及零售業」在總就業人數中所佔的比重，由 2020 年的 19.7% 逐步遞減至 2025 年的 16.8%。這個主要行業組別由「進出口貿易業」（佔 2025 年總就業人數的 8.8%）、「批發業」（1.2%）及「零售業」（6.7%）組成。

4. Employment distribution in 2020 to 2025

4.1 Analysed by major industry group, “Public administration, and social and personal services” was the largest employer throughout 2020 to 2025, employing around 1.1 million persons or about 30% of the total number of persons employed. During the period, its contribution to total employment saw a gradual increase from 29.2% in 2020 to 31.0% in 2025. This major industry group comprised the industries of “Public administration” (accounting for 3.5% of total employment in 2025), “Education” (6.4%), “Human health and social work services” (6.7%), “Arts, entertainment and recreation” (1.5%), and “Other social and personal services” (12.9%).

4.2 In 2025, “Financing and insurance, real estate, and professional and business services” maintained its position as the second largest major industry group since 2020. Throughout the whole period from 2020 to 2025, it employed more than 0.8 million persons, with its employment share rising slightly from 22.5% in 2020 to 23.0% in 2025. This major industry group covered “Financing and insurance” (accounting for 7.4% of total employment in 2025), “Real estate” (4.3%), and “Professional and business services” (11.3%).

4.3 In 2025, “Import/export, wholesale and retail trades” was the third largest major industry group, the same as in 2020 to 2024. It employed around 0.6 million persons in 2025, which was 15.4% less than the employment (around 0.7 million persons) in 2020. Contrary to the two largest major industry groups mentioned above, the share of “Import/export, wholesale and retail trades” in the total employment progressively lessened from 19.7% in 2020 to 16.8% in 2025. This major industry group was made up of “Import and export trade” (accounting for 8.8% of total employment in 2025), “Wholesale” (1.2%), and “Retail trade” (6.7%).

4.4 所有「服務行業」合共佔整體就業人數的比重，從 2020 年的 88.8% 輕微下降至 2025 年的 88.3%，而「製造業」的比重亦在同期間由 2.3% 減少至 2.1%。然而，「建造業」的比重則由 8.4% 上升至 9.1%。圖 2 顯示 2020 年及 2025 年各個主要行業組別的就業人數比重。

5. 就業綜合估計數字的特徵

5.1 統計處經由不同的統計調查及資料來源，編製多項不同的就業統計數據。其中，經由「綜合住戶統計調查」和「僱傭及職位空缺按季統計調查」所編製的就業統計數據，最常被引用。這兩項數據各有用途和優點，但是就反映按行業劃分的本地整體就業分布情況而言，兩者都各有局限，因此有需要編製一套「就業綜合估計數字」，以作一些特定用途。

5.2 相對於「綜合住戶統計調查」和「僱傭及職位空缺按季統計調查」的就業統計數據，運用特定的統計方法把這兩套數據協調而編製的「就業綜合估計數字」，能較完整及準確地反映按行業劃分的本地整體就業分布情況。相對於「綜合住戶統計調查」，「就業綜合估計數字」按行業分類的數字更為可靠；而相對於「僱傭及職位空缺按季統計調查」，「就業綜合估計數字」所涵蓋的就業人士範圍亦更為完整。

5.3 由於所涵蓋的就業人士範圍較完整，「就業綜合估計數字」可反映個別行業的就業人數佔整體就業人數的百分比。

4.4 The employment share of all “Service industries” taken together decreased slightly from 88.8% in 2020 to 88.3% in 2025, while that of “Manufacturing” also went down from 2.3% to 2.1% over the same period. On the other hand, the share of “Construction” went up from 8.4% to 9.1%. Chart 2 illustrates the employment share by major industry group for 2020 and 2025.

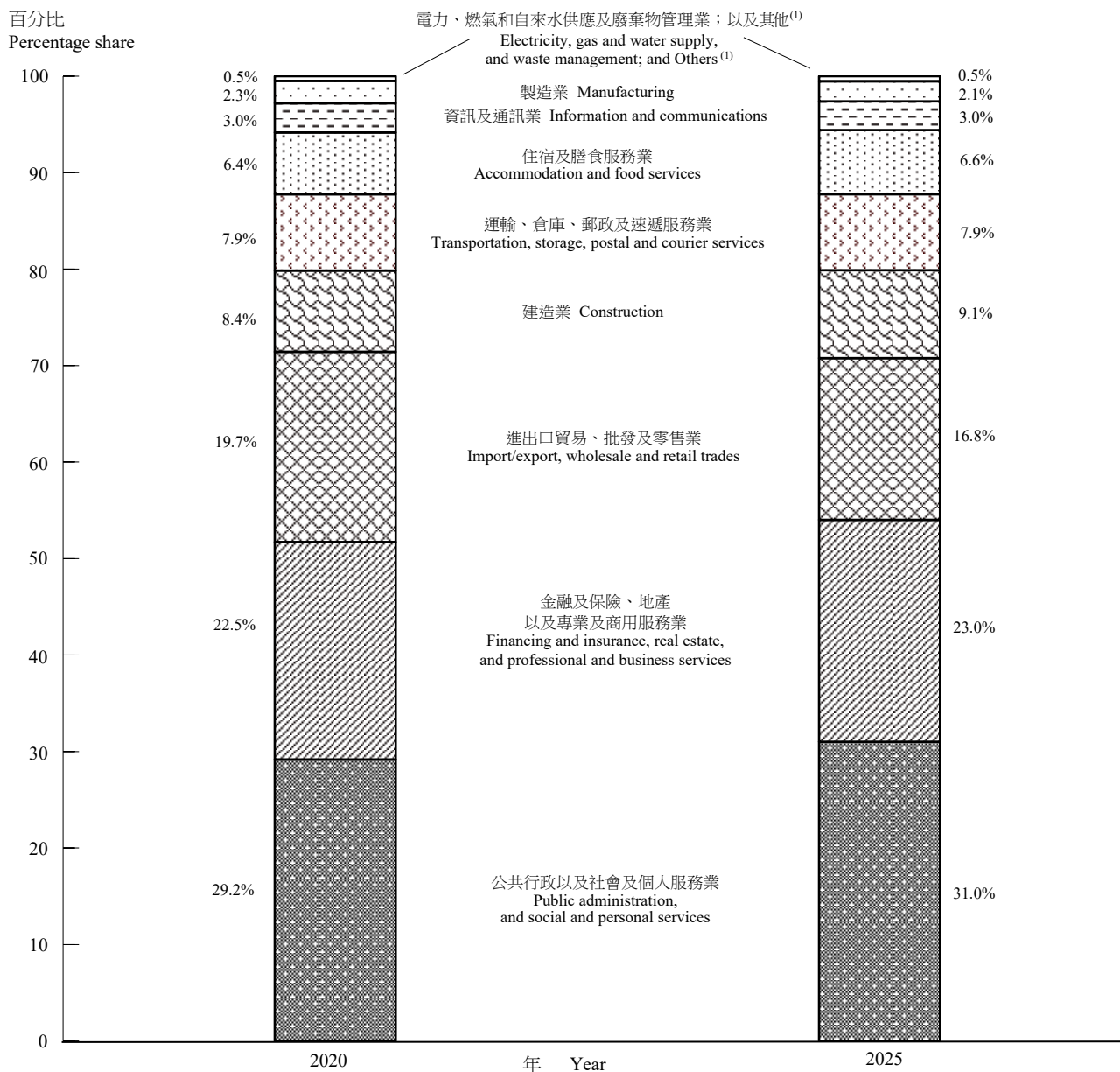
5. Characteristics of CEE

5.1 C&SD has been compiling different sets of employment statistics based on different surveys and data sources. Among these, the employment statistics compiled from GHS and those from SEV are most frequently referred to. While each of them has its own uses and merits, both are subject to some limitations in reflecting the distribution of territory-wide employment by industry. Hence, there is a need to compile the set of CEE to serve some specific applications.

5.2 Derived by reconciling the employment statistics obtained from GHS and SEV under a designated statistical framework, CEE can reflect a more comprehensive and accurate picture of the distribution of territory-wide employment in individual industries when compared to statistics from these two surveys. CEE is superior to the GHS statistics in that the industrial classification in respect of employment figures is more reliable. CEE is also superior to the SEV statistics in that the coverage of employed population is more complete.

5.3 With a more complete coverage of employed population, CEE may also show the employment shares in percentage terms of individual industries.

圖 2 2020 年及 2025 年各個主要行業組別佔總就業人數的百分比
Chart 2 Percentage share in total employment by major industry group, 2020 and 2025



註釋：由於數字經四捨五入，個別百分比數字加起來未必等於 100.0%。

(1) 「其他」包括「農業、林業及漁業」及「採礦及採石業」。「農業、林業及漁業」的數字是根據「綜合住戶統計調查」的結果及從事漁業的水上居民的估計數字編製而成。由於「綜合住戶統計調查」搜集得的相關樣本數目相對較少，以致有關估計數字的抽樣誤差較大，因此須謹慎闡釋這些數字。

Notes: Individual percentage share figures may not add up to 100.0% due to rounding.

(1) "Others" include the industries of "Agriculture, forestry and fishing" and "Mining and quarrying". Figures for "Agriculture, forestry and fishing" are compiled based on the results of the General Household Survey (GHS) and the estimates of marine population engaging in fishing. As the numbers of relevant observations found in GHS are relatively small, related figures are subject to relatively large sampling error and therefore should be interpreted with caution.

5.4 雖然編製「就業綜合估計數字」可在一定程度上減低「綜合住戶統計調查」和「僱傭及職位空缺按季統計調查」的就業統計數據的主要局限，但這套數字本身仍有一些不足之處。「綜合住戶統計調查」的就業人數和「僱傭及職位空缺按季統計調查」的從業人數存在不少固有的分別，如統計調查概念、涵蓋範圍和調查方法（例如點算方法）。具體來說，「綜合住戶統計調查」的就業人數是以「個人」計算，可顯示按行業劃分的就業人數（與「就業綜合估計數字」的概念相同）；而「僱傭及職位空缺按季統計調查」的從業人數是以「職位」計算。因此嚴格來說，把各行業來自這兩項不同統計調查的數據直接相加，以編製「就業綜合估計數字」，只是一個粗略的方法。

5.5 有關上述兩項統計調查的詳細討論及「就業綜合估計數字」的編製方法，請參閱統計處出版的「二零零四年就業綜合估計數字」專題文章。用戶可以在統計處網站 (www.censtatd.gov.hk/tc/EIndexbySubject.html?pcode=FA100023&scode=200) 下載該刊物。

6. 各套就業統計數據的用途

6.1 以上所述三套就業統計數據均非完美，但它們各自有本身的優點，能互補不足。在選擇應用哪套數據時，應取決於涉及的特定用途。

6.2 「就業綜合估計數字」結合了「綜合住戶統計調查」有關人口涵蓋範圍的優點及「僱傭及職位空缺按季統計調查」有關行業分類的優點，從而更能反映按行業劃分的本港**整體**就業分布情況和有關分布隨時間的變化。因此，對於這類分析，採用「就業綜合估計數字」會較為適合。

5.4 Although the compilation of CEE helps reduce the major limitations of both the GHS and SEV employment statistics to a certain extent, it is still subject to certain drawbacks. There are a number of inherent differences between the number of employed persons from GHS and the number of persons engaged from SEV in terms of survey concepts, coverage and methodology (e.g. counting rules). In particular, the number of employed persons from GHS is person-based showing the number of persons by industry (which are similar to CEE in concept). However, the number of persons engaged from SEV is job-based. Strictly speaking, it is a crude method for compiling CEE by adding directly the statistics based on these two different sources across different industries.

5.5 For detailed discussions of GHS and SEV and the CEE compilation methodology, reference can be made to the feature article entitled “Composite Employment Estimates 2004” published by the C&SD. Users can download the publication at the C&SD website (www.censtatd.gov.hk/en/EIndexbySubject.html?pcode=FA100023&scode=200).

6. Uses of different sets of employment statistics

6.1 Among the three sets of employment statistics described above, none of them could be regarded as perfect. They serve to complement each other since each set has its own merits. The selection of any one set for a particular application depends on the specific use it is put to.

6.2 By taking account of the merits of the GHS and SEV employment statistics in respect of population coverage and industrial classification respectively, CEE can better reflect the broad distribution of the **overall** territory-wide employment broken down by industry, and also the change of such industry distribution over time. Application of CEE in this type of analysis is thus deemed more suitable.

6.3 另一方面，「僱傭及職位空缺按季統計調查」的統計數據可顯示統計調查所涵蓋的行業的勞工需求，尤其可提供按行業及地區劃分的詳細從業人士分布，以及不同行業的勞動力投入（以絕對值和相對值計算）的資料。

6.4 在較廣義的層面上，「綜合住戶統計調查」的就業數據，顯示本地的勞動力供應。這些數據可提供勞動人口的就業狀況（即就業、失業或就業不足）和特徵（如年齡及性別分布）的詳細資料，有助從供應面了解本地勞工市場的情況。

6.5 另一點要注意的，就是在採用「綜合住戶統計調查」的數據來分析按行業劃分的勞動人口特徵（例如年齡及性別分布）時，有關「行業」的資料只應視為一項分類變數。有關數字可幫助分析某行業內的勞動人口特徵（如失業率或職業狀況），或比較不同行業的勞動人口特徵，但不應用作顯示個別行業的實際就業人數。

6.3 On the other hand, the SEV statistics are able to indicate the labour demand for the specific industries covered. They are particularly useful for furnishing detailed information on the industrial and geographical distribution of persons engaged and also the labour input (in both absolute and relative terms) to individual industries.

6.4 From a broader perspective, the GHS employment statistics show the local labour supply. They can provide detailed information on the employment status (i.e. being employed, unemployed or underemployed) and the characteristics (e.g. age and sex distribution) of the labour force, thereby facilitating a better understanding of the local labour market situation from the supply side.

6.5 Another point to note when using the GHS statistics in studying the industry-specific labour force characteristics (such as age and sex distribution) is that the information on “industry” should only be taken as a classification variable. While such figures can facilitate analysis of the characteristics of the labour force (e.g. unemployment rate or occupational pattern) in a specific industry or comparison of such characteristics across industries, they should not be taken as the actual number of employed persons in the individual industries.