

Unemployment and Underemployment Situation in Hong Kong

香港的失業和就業不足情況

Unemployment and underemployment statistics reflect changes in the labour market situation in Hong Kong. This article describes the unemployment and underemployment situation in Hong Kong over the past decade.

失業和就業不足的統計數字，可反映香港勞工市場的變動。本文敘述十年來香港的失業和就業不足情況。

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1. Introduction

1.1 Information on the labour force situation of Hong Kong is collected on a continuous basis via the General Household Survey (GHS) conducted by the Census and Statistics Department.

1.2 The GHS is a sample survey which has been in operation since August 1981. Its main objective is to collect data on the labour force, unemployment and underemployment. Some information on the demographic and social characteristics of the population is also obtained.

1.3 The survey covers the land-based civilian non-institutionalized population. It does not cover hotel transients and inmates of institutions; military personnel and their dependents; and persons living on board vessels.

1.4 Each quarter, a sample of some 13 500 living quarters is selected scientifically for enumeration. A rotational sampling design is adopted such that about half of the sample in a month will be enumerated again three months later.

2. Concepts and Definitions

2.1 The definitions used in the GHS for measuring labour force, unemployment and underemployment follow closely those recommended by the International Labour Organisation, with slight modifications to suit the local situation. Some key concepts and definitions adopted are described below.

2.2 The population can be divided into two groups, viz. the economically active population and the economically inactive population.

1. 引言

1.1 有關香港勞動人口狀況的資料，可透過政府統計處持續進行的綜合住戶統計調查蒐集得來。

1.2 綜合住戶統計調查是一項抽樣統計調查，自一九八一年八月開始進行，旨在蒐集有關勞動人口、失業和就業不足的資料。一些有關人口和社會特徵的資料，亦可從而獲得。

1.3 這項統計調查的對象為陸上非住院平民人口，不包括入住酒店的過境旅客和公共機構／社團院舍的住院人士、軍人及其家眷、以及水上居民。

1.4 每季約有13 500個屋宇單位經科學方法獲抽選，構成樣本接受統計調查。此項統計調查採用循環式樣本設計，按照這抽樣方式，某月份被抽中的樣本單位有半數在三個月後再成統計對象。

2. 概念和定義

2.1 綜合住戶統計調查中，計算勞動人口、失業和就業不足數字所採用的定義，基本上遵照國際勞工組織的建議，只稍作修訂，以切合本地情況。現將部分主要概念和定義略述如下。

2.2 人口可劃分為從事經濟活動人口及非從事經濟活動人口。

2.3 The economically active population, synonymous with the labour force, comprises the employed population and the unemployed population. The labour force is made up of land-based civilian non-institutionalized persons aged 15 or over who fulfill the criteria for inclusion in the employed population or the unemployed population.

2.4 The economically inactive population is made up of those persons who have not had a job and have not been at work during the seven days before enumeration, excluding persons who have been on leave/holiday during the seven-day period and persons who are unemployed. Persons such as home-makers, retired persons and all those below the age of 15 are thus included.

2.5 **Employed population** - This comprises all employed persons. For a person aged 15 or over to be classified as employed, that person has to:

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

2.6 **Unemployed population** - This comprises all unemployed persons. For a person aged 15 or over to be classified as unemployed, that person should be one:

- (a) without a job and who has not performed any work for pay or profit during the seven days before enumeration; and
- (b) available for work during the seven days before enumeration; and
- (c) who has sought work during the thirty days before enumeration.

2.3 從事經濟活動人口，即勞動人口，可再分為就業人口及失業人口。勞動人口包括所有年齡十五歲或以上，符合下列就業人口或失業人口定義的陸上非住院平民。

2.4 非從事經濟活動人口包括所有在統計前七天內並無職位而並無工作的人，在這七天內正休假的人士及失業人士除外。而料理家務者、退休人士及年齡十五歲以下人士等則包括在內。

2.5 **就業人口**：由所有就業人士構成。一名十五歲或以上人士如符合下列情況，可界定為就業人士：-

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

2.6 **失業人口**：由所有失業人士構成。一名十五歲或以上人士如符合下列情況，便界定為失業人士：-

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

2.7 Notwithstanding the above, the following are considered as unemployed:

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

2.8 **Underemployed population** - Under-employment is considered as a form of under-utilization of labour resources. In the GHS, employed persons are classified as underemployed if they have involuntarily worked less than 35 hours during the seven days before enumeration and either:

- (a) have been available for additional work during the seven days before enumeration; **or**
- (b) have sought additional work during the thirty days before enumeration.

Working short hours is considered as involuntary if it is due to economic reasons such as slack work, material shortage, mechanical breakdown and inability to find a full-time job.

2.9 Two points may be noted. First, underemployed persons are **employed**, even though **underemployed**. Second, for persons who have been dismissed from their jobs or who have left their jobs for certain reasons, but who have changed to another job within a short period of time (i.e. within seven days), they are not considered to have been in a **state** of unemployment and hence are not counted in the unemployed population.

2.7 除上述情況外，下列人士亦視作失業人士：-

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

2.8 **就業不足人口**：就業不足可視為未充分利用人力資源。就綜合住戶統計調查而言，就業人士如在統計前七天內在非自願情況下工作少於35小時，且符合下列其中一種情況，便界定為就業不足人士：-

- (a) 在統計前七天內可擔任更多工作；**或**
- (b) 在統計前三十天內有找尋更多工作。

若因經濟理由，例如工作不足、原料短缺、機械故障或不能找到全職工作，以致只能工作短時數的人士，可視作非自願情況下將工作時數縮短。

2.9 有兩點請讀者注意。第一，就業不足人士雖然工作量不足，但仍屬就業人士。第二，一些受解僱的人士或因其他理由離職的人士，如果在很短期內(即少於七天)已轉到另一職位上，根據定義，他們並未經歷過「失業」的狀態，故亦不算在失業人口內。

2.10 **Unemployment rate** - This refers to the proportion of unemployed persons in the labour force. It is computed as the number of unemployed persons divided by the size of the labour force and multiplied by 100%.

2.11 **Underemployment rate** - This refers to the proportion of underemployed persons in the labour force. It is computed as the number of underemployed persons divided by the size of the labour force and multiplied by 100%.

2.12 It should be particularly noted that for both the unemployment rate and the underemployment rate, the denominator used for computation is the labour force and **not** the entire population.

2.13 As the latest unemployment and underemployment statistics are only available up to the third quarter of 1994 (Q3 1994), the period of analysis below will be from 1985 to Q3 1994.

3. Changes in unemployment rates

3.1 During 1985 to Q3 1994, the unemployment rate fluctuated between 1.1% and 3.2%. The rate was highest in 1985 and lowest in 1989. In Q3 1994, the unemployment rate was 2.3% (Table 1 and Chart 1).

3.2 The unemployment rates for males and females followed a similar trend. Although the unemployment rate for males was higher than that for females during 1985 to 1986, there was no significant difference between the unemployment rates of the two sexes thereafter (Table 1 and Chart 1).

3.3 Analysed by age, the unemployment rate for the 15-19 age group has always been at a much higher level than those for other age groups throughout the period (Table 2). This situation is quite similar to that noted for other places such as U.K., U.S.A. and Australia.

2.10 失業率：指失業人士在勞動人口中所佔的比例。計算方法是將失業人數除以勞動人口數目，再乘以100%。

2.11 就業不足率：指就業不足人士在勞動人口中所佔的比例。計算方法是將就業不足人數除以勞動人口數目，再乘以100%。

2.12 應特別注意的是，在計算失業率和就業不足率時均以勞動人口作為分母，而非人口總數。

2.13 由於最新的失業和就業不足統計數字只編製至一九九四年第三季，因此下文分析是以一九八五年至一九九四年第三季這段期間為根據。

3. 失業率的變動

3.1 一九八五年至一九九四年第三季期間，失業率在1.1%至3.2%間波動。失業率最高時為一九八五年，而最低時則為一九八九年。一九九四年第三季時，失業率為2.3%（表一及圖一）。

3.2 男性及女性失業率的趨勢大致相同，雖然在一九八五至一九八六年期間，男性失業率高於女性失業率，但該段期間後兩性間的失業率已無顯著差距（表一及圖一）。

3.3 按年齡分析，十五至十九歲年齡組別的失業率，通常遠高於其他年齡組別的失業率（表二）。這個情況與其他地方相似，例如英國、美國及澳洲等地。

Table 1 Unemployment by sex — number and rate
表一 按性別劃分的失業統計 — 人數及比率

Period 期間	Male 男		Female 女		Overall 合計	
	Number 人數 (‘000)	Rate 比率 (%)	Number 人數 (‘000)	Rate 比率 (%)	Number 人數 (‘000)	Rate 比率 (%)
1985	58.6	3.5	25.1	2.6	83.6	3.2
1986	51.3	3.0	25.0	2.5	76.2	2.8
1987	29.7	1.7	17.6	1.8	47.4	1.7
1988	24.0	1.4	13.7	1.4	37.7	1.4
1989	19.1	1.1	10.6	1.1	29.7	1.1
1990	23.3	1.3	13.3	1.3	36.6	1.3
1991	33.7	1.9	16.6	1.6	50.3	1.8
1992	35.3	2.0	19.4	1.9	54.6	2.0
1993	36.2	2.0	20.7	2.0	56.9	2.0
Jul - Sep 1994 1994年7至9月	42.9	2.3	24.5	2.2	67.4	2.3

Chart 1 Unemployment rate by sex
圖一 按性別劃分的失業率

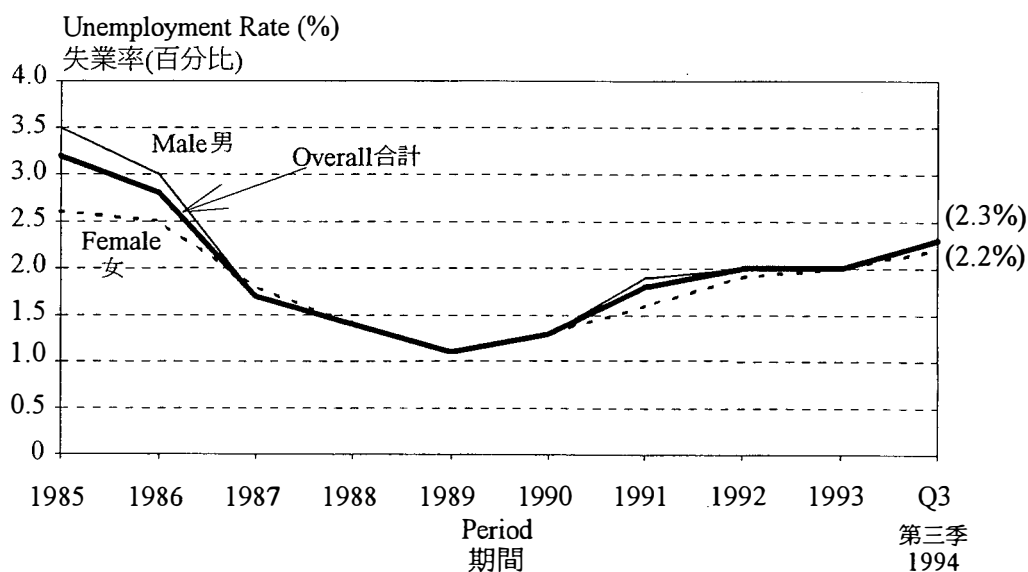


Table 2 Unemployment by age group — number and rate
表二 按年齡組別劃分的失業統計 — 人數及比率

Age group 年齡組別	Period 期間									1994 Third Quarter 第三季
	1985 (‘000)	1986 (‘000)	1987 (‘000)	1988 (‘000)	1989 (‘000)	1990 (‘000)	1991 (‘000)	1992 (‘000)	1993 (‘000)	1994 (‘000)
15-19	16.4 (10.9%)	14.9 (10.3%)	8.8 (6.6%)	7.5 (5.7%)	5.5 (4.4%)	7.4 (6.2%)	9.2 (8.1%)	6.8 (6.6%)	7.7 (8.1%)	8.3 (9.8%)
20-29	33.3 (3.5%)	31.7 (3.3%)	20.2 (2.1%)	17.5 (1.9%)	14.5 (1.6%)	15.8 (1.8%)	19.3 (2.3%)	22.3 (2.7%)	22.7 (2.7%)	28.7 (3.4%)
30-39	12.1 (1.8%)	11.9 (1.7%)	8.1 (1.1%)	6.1 (0.8%)	4.4 (0.6%)	5.9 (0.7%)	9.5 (1.1%)	12.0 (1.4%)	11.9 (1.3%)	15.4 (1.6%)
40-49	8.8 (2.3%)	6.2 (1.6%)	4.1 (1.0%)	3.1 (0.7%)	2.4 (0.5%)	3.9 (0.8%)	6.7 (1.3%)	7.4 (1.3%)	7.3 (1.3%)	8.1 (1.3%)
50-59	9.3 (2.9%)	8.8 (2.7%)	4.6 (1.4%)	2.7 (0.8%)	2.2 (0.7%)	2.9 (1.0%)	4.5 (1.5%)	4.9 (1.7%)	5.6 (1.8%)	5.4 (1.8%)
60 or over 60 歲或以上	3.7 (2.3%)	2.9 (1.9%)	1.5 (0.9%)	0.9 (0.6%)	0.6 (0.4%)	0.8 (0.5%)	1.0 (0.6%)	1.3 (0.8%)	1.6 (1.2%)	1.6 (1.2%)
Overall 合計	83.6 (3.2%)	76.2 (2.8%)	47.4 (1.7%)	37.7 (1.4%)	29.7 (1.1%)	36.6 (1.3%)	50.3 (1.8%)	54.6 (2.0%)	56.9 (2.0%)	67.4 (2.3%)

Note: Figures in bold type refer to number of unemployed persons and bracketed figures are the corresponding unemployment rates.

註釋：粗字體的數字為失業人數，括號內數字則為相應的失業率。

4. Changes in underemployment rates

4.1 During 1985 to Q3 1994, the underemployment rate experienced a relatively narrow range of fluctuation between 0.7% and 2.1%. It decreased from 1.9% in 1985 to 0.7% in 1988, then rose to 2.1% in 1992 before dropping to 1.1% in Q3 1994 (Table 3 and Chart 2).

4.2 The underemployment rate for males was consistently higher than that for females throughout the period. The rates for males and females respectively had trends similar to that of the overall rate (Table 3 and Chart 2).

4. 就業不足率的變動

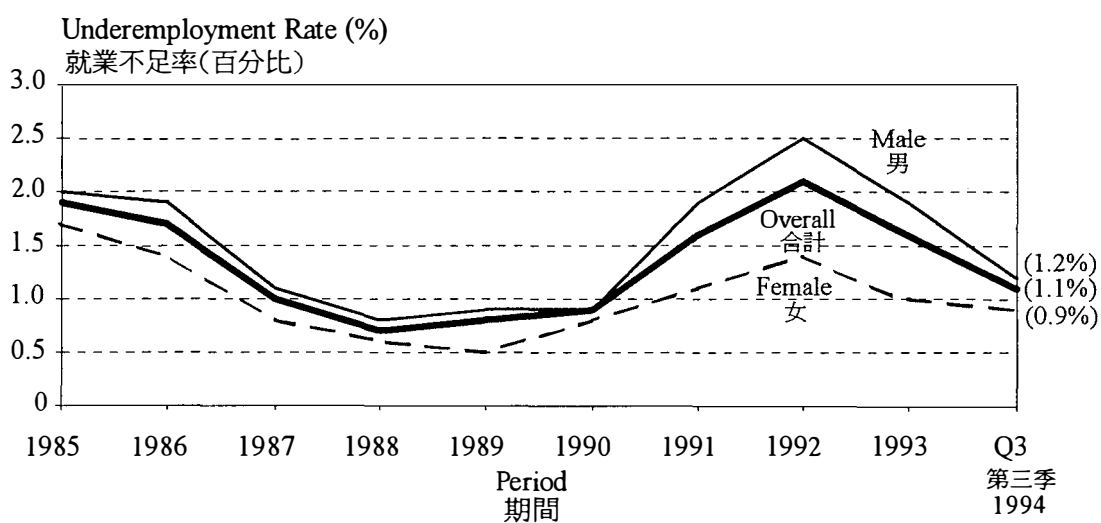
4.1 一九八五年至一九九四年第三季期間，就業不足率變動幅度不大，介乎0.7%與2.1%之間。就業不足率由一九八五年的1.9%降至一九八八年的0.7%，然後於一九九二年回升至2.1%，至一九九四年第三季則回落至1.1%（表三及圖二）。

4.2 期間男性就業不足率持續高於女性就業不足率，而男性和女性各自的就業不足率，則與整體就業不足率的趨勢大致相同（表三及圖二）。

Table 3 Underemployment by sex — number and rate
表三 按別劃分的就業不足統計 — 人數及比率

Period 期間	Male 男		Female 女		Overall 合計	
	Number 人數 (‘000)	Rate 比率 (%)	Number 人數 (‘000)	Rate 比率 (%)	Number 人數 (‘000)	Rate 比率 (%)
1985	32.7	2.0	16.7	1.7	49.4	1.9
1986	31.9	1.9	13.6	1.4	45.6	1.7
1987	19.0	1.1	8.5	0.8	27.5	1.0
1988	13.6	0.8	5.7	0.6	19.4	0.7
1989	15.4	0.9	5.5	0.5	20.9	0.8
1990	15.8	0.9	7.6	0.8	23.4	0.9
1991	33.4	1.9	11.1	1.1	44.5	1.6
1992	44.0	2.5	14.3	1.4	58.3	2.1
1993	35.3	1.9	10.8	1.0	46.1	1.6
Jul - Sep 1994 1994年7至9月	23.1	1.2	9.5	0.9	32.6	1.1

Chart 2 Underemployment rate by sex
圖二 按性別劃分的就業不足率



4.3 Analysed by age, the underemployment rate has always been lowest for the age groups under 30 and highest for age groups over 49 (Table 4).

4.3 按年齡分析，三十歲以下年齡組別的就業不足率通常最低，而四十九歲以上年齡組別的就業不足率則最高（表四）。

Table 4 Underemployment by age group — number and rate
表四 按年齡組別劃分的就業不足統計 — 人數及比率

Age group 年齡組別	Period 期間									1994 Third Quarter
	1985 (‘000)	1986 (‘000)	1987 (‘000)	1988 (‘000)	1989 (‘000)	1990 (‘000)	1991 (‘000)	1992 (‘000)	1993 (‘000)	第三季 (‘000)
15-19	2.2 (1.4%)	1.7 (1.2%)	1.1 (0.8%)	0.7 (0.5%)	0.7 (0.6%)	0.8 (0.7%)	0.7 (0.6%)	1.0 (1.0%)	0.9 (1.0%)	0.4 (0.5%)
20-29	15.2 (1.6%)	13.1 (1.4%)	7.5 (0.8%)	5.4 (0.6%)	4.7 (0.5%)	5.4 (0.6%)	8.4 (1.0%)	10.2 (1.2%)	7.8 (0.9%)	3.6 (0.4%)
30-39	11.8 (1.8%)	10.7 (1.5%)	7.2 (1.0%)	5.3 (0.7%)	6.3 (0.8%)	7.5 (0.9%)	14.7 (1.7%)	20.7 (2.4%)	16.2 (1.8%)	9.3 (0.9%)
40-49	8.5 (2.2%)	7.8 (2.0%)	4.2 (1.0%)	3.2 (0.7%)	3.5 (0.8%)	4.4 (0.9%)	10.0 (1.9%)	13.4 (2.4%)	11.4 (2.0%)	10.6 (1.7%)
50-59	8.6 (2.7%)	8.5 (2.6%)	5.1 (1.6%)	3.4 (1.0%)	3.8 (1.2%)	3.9 (1.3%)	7.6 (2.5%)	9.4 (3.2%)	6.6 (2.2%)	5.2 (1.8%)
60 or over 60 歲或以上	3.2 (2.0%)	3.8 (2.4%)	2.4 (1.5%)	1.4 (0.9%)	1.8 (1.1%)	1.5 (0.9%)	3.2 (2.0%)	3.7 (2.4%)	3.2 (2.4%)	3.4 (2.7%)
Overall 合計	49.4 (1.9%)	45.6 (1.7%)	27.5 (1.0%)	19.4 (0.7%)	20.9 (0.8%)	23.4 (0.9%)	44.5 (1.6%)	58.3 (2.1%)	46.1 (1.6%)	32.6 (1.1%)

Note: Figures in bold type refer to number of underemployed persons and bracketed figures are the corresponding underemployment rates.

註釋：粗字體的數字為就業不足人數，括號內數字則為相應的就業不足率。

5. Composition of unemployed population and underemployed population

5. 失業人口和就業不足人口的結構

5.1 According to the latest available statistics, the number of unemployed persons in Q3 1994 was 67 400, among which 63.6% were males (Table 1).

5.1 根據最新的統計數字，一九九四年第三季的失業人口總數為67 400人，其中63.6%為男性（表一）。

5.2 In Q3 1994, the largest number of unemployed persons was found in the 20-29 age group. They represented about 42.5% of all unemployed persons (Table 2).

5.2 一九九四年第三季，二十至二十九歲年齡組別的失業人士為數最多，約佔所有失業人士的42.5% (表二)。

5.3 Among the unemployed in Q3 1994, 63.9% had attained secondary or matriculation education while 3.0% had kindergarten education or no schooling (Table 5).

5.3 一九九四年第三季的失業人口中，有63.9%具備中學或預科程度，而有3.0%是只達到幼稚園程度或未受教育 (表五)。

Table 5 Unemployed persons by educational attainment
表五 按教育程度劃分的失業人士數目

Educational attainment 教育程度	1994 Third Quarter 第三季	
	Number 人數 ('000)	% 百分比
No schooling/kindergarten 未受教育／幼稚園	2.0	3.0
Primary 小學	12.3	18.3
Secondary/matriculation 中學／預科	43.1	63.9
Tertiary 專上教育		
- non-degree 非學位	3.0	4.5
- degree 學位	7.0	10.3
Total 總計	67.4	100.0

5.4 For unemployed persons who had a previous job, analyses by their previous industry and occupation are given below.

5.4 曾經工作的失業人士，其以前從事的行業及職業分析如下。

5.5 Analysed by the industry in which the unemployed persons had previously been engaged, unemployed persons from the wholesale and retail trade, restaurants and hotels industry constituted the largest number and proportion of unemployed persons who had a previous job, being 21 000 and 37.3% respectively. This was followed by the manufacturing industry at 15 400 or 27.2%. In contrast, unemployed persons who had previously been engaged in the construction industry accounted for 11.9% of all unemployed persons who had a previous job, the lowest among all major industries (Table 6).

5.5 就以前曾經工作的失業人士，按以前從事的行業分析，從事批發及零售、酒樓及酒店業的失業人士在所有失業人士中為數最多，達21 000人，佔所有曾經工作的失業人士的 37.3%。其次是從事製造業人士，達 15 400人，佔 27.2%。相對之下，從事建造業的失業人士佔所有曾經工作的失業人士的 11.9%，在所有主要行業組別中為數最少（表六）。

Table 6 Unemployed persons who had a previous job by previous industry
表六 曾經工作的失業人士數目(按其以前從事的行業劃分)

Previous industry 以前從事的行業	1994 Third Quarter 第三季	
	Number 人數 (‘000)	% 百分比
Manufacturing 製造業	15.4	27.2
Construction 建造業	6.7	11.9
Wholesale and retail trade, restaurants and hotels 批發及零售、酒樓及酒店業	21.0	37.3
Services 服務業	12.7	22.5
Others 其他	0.6	1.1
Total 總計	56.4	100.0

5.6 As for the distribution by previous occupation of the unemployed persons, the number and the proportion of those who had previously been administrative and managerial workers, professionals and associate professionals were 7 400 and 13.1% respectively in Q3 1994, being the lowest among all major occupational groups. On the other hand, those who had previously been sales or service workers constituted the largest group, being 11 200 or 19.9% of all unemployed persons who had a previous job (Table 7).

5.6 就以前曾經工作的失業人士，按以前從事的職業分析，以一九九四年第三季計算，從事行政及經理級人員、專業及輔助專業人員的失業人士有7 400人，佔總數的13.1%，在所有主要職業組別中為數最少。另一方面，從事銷售或服務工作人員的失業人士則為數最多，有11 200人，佔所有曾經工作的失業人士的19.9%（表七）。

Table 7 Unemployed persons who had a previous job by previous occupation
表七 曾經工作的失業人士數目(按其以前從事的職業劃分)

Previous occupation 以前從事的職業	1994 Third Quarter 第三季	
	Number 人數 (‘000)	% 百分比
Administrative and managerial workers, professionals and associate professionals 行政及經理級人員、專業人員及輔助專業人員	7.4	13.1
Clerks 文員	10.1	18.0
Sales/service workers 銷售及服務工作人員	11.2	19.9
Craft and related workers 工藝及有關人員	9.3	16.5
Plant and machine operators and assemblers 機台及機器操作員及裝配員	9.0	16.0
Others 其他	9.3	16.5
Total 總計	56.4	100.0

5.7 As regards underemployed persons, they amounted to 32 600 in Q3 1994. Analysed by sex, male underemployed persons constituted some 23 100 or 70.9% of all underemployed persons (Table 3).

5.7 在就業不足人士方面，一九九四年第三季的總人數為32 600人。按性別分析，男性就業不足人數約為23 100人，佔所有就業不足人士的70.9%（表三）。

5.8 In Q3 1994, the largest number and proportion of underemployed persons belonged to the age groups 30-39 and 40-49, the figures being 19 900 and 61.1% respectively for the two age groups combined (Table 4).

5.9 Among all the underemployed in Q3 1994, persons who had attained tertiary education numbered 600 or 1.8%. In contrast, persons who had attained primary education constituted the largest group, being 17 800 or 54.7% of all underemployed persons (Table 8).

5.8 一九九四年第三季，就業不足人口中為數最多的年齡組別為三十至三十九歲及四十至四十九歲，合共19 900人，佔就業不足人口的61.1%（表四）。

5.9 一九九四年第三季，在所有就業不足人口中，已達專上教育程度的有600人，佔1.8%。相對之下，只達到小學程度的為數最多，有17 800人，佔所有就業不足人士的54.7%（表八）。

Table 8 Underemployed persons by educational attainment
表八 按教育程度劃分的就業不足人士數目

Educational attainment 教育程度	1994 Third Quarter 第三季	
	Number 人數 ('000)	% 百分比
No schooling/kindergarten 未受教育／幼稚園	3.4	10.5
Primary 小學	17.8	54.7
Secondary/matriculation 中學／預科	10.8	33.0
Tertiary 專上教育		
- non-degree 非學位	0.4	1.4
- degree 學位	0.1	0.4
Total 總計	32.6	100.0

5.10 Analysed by industry, most of the underemployed persons were in the construction and manufacturing industries which amounted to 25 900 when taken together, or 79.4% of all underemployed persons in Q3 1994. In contrast, the number and the proportion of underemployed persons in the wholesale and retail trade, restaurants and hotels industry were 2 200 and 6.7% respectively, which were the lowest among all major industries (Table 9).

5.10 按行業分析，在一九九四年第三季的就業不足人口中，大部分是從事建造及製造業，共25 900人，佔所有就業不足人口的79.4%。相反，從事批發及零售、酒樓及酒店業的就業不足人士則最少，有 2 200人，佔6.7%（表九）。

Table 9 Underemployed persons by industry
表九 按行業劃分的就業不足人士數目

Industry 行業	1994 Third Quarter 第三季	
	Number 人數 ('000)	% 百分比
Manufacturing 製造業	10.6	32.4
Construction 建造業	15.3	47.0
Wholesale and retail trade, restaurants and hotels 批發及零售、酒樓及酒店業	2.2	6.7
Services 服務業	4.5	13.9
Others 其他	-	-
Total 總計	32.6	100.0

5.11 Analysed by occupation, craft and related workers constituted the largest group of underemployed persons among all major occupational categories, amounting to 11 700 or 35.9% of all underemployed persons in Q3 1994. On the other hand, the number and the proportion of administrative and managerial workers, professionals, associate professionals and clerks were smallest among all major occupational categories, being 600 or 1.8% of all underemployed persons (Table 10).

5.11 根據一九九四年第三季的資料，按職業分析，在所有主要職業組別中，工藝及有關人員在就業不足人口中為數最多，為11 700人，佔35.9%。另一方面，行政及經理級人員、專業人員、輔助專業人員及文員的人數則最少，為600人，佔1.8% (表十)。

Table 10 Underemployed persons by occupation
表十 按職業劃分的就業不足人士數目

Occupation 職業	1994 Third Quarter 第三季	
	Number 人數 ('000)	% 百分比
Administrative and managerial workers, professionals, associate professionals and clerks 行政及經理級人員、專業人員、 輔助專業人員及文員	0.6	1.8
Sales/service workers 銷售及服務工作人員	1.5	4.5
Craft and related workers 工藝及有關人員	11.7	35.9
Plant and machine operators and assemblers 機台及機器操作員及裝配員	8.8	27.0
Others 其他	10.1	30.8
Total 總計	32.6	100.0