

香港統計月刊

Hong Kong Monthly Digest of Statistics

2018 年 9 月
September 2018

專題文章
Feature Article

2007 年至 2017 年全職及兼職就業分析
Analysis on Full-time and Part-time Employment,
2007 to 2017

2007 年至 2017 年全職及兼職就業分析 Analysis on Full-time and Part-time Employment, 2007 to 2017

在 2007 年至 2017 年間，兼職就業人數較全職就業人數有較高增幅，因此兼職就業人數佔總就業人數的比例有所上升。本文根據「綜合住戶統計調查」所得的資料，分析這段期間本港全職與兼職就業人士的概況。

During 2007 to 2017, the number of part-time employed persons registered a higher growth rate than that of full-time employed persons, thus part-time employment accounted for an increasing share of total employment. This article provides an analysis on the profiles of full-time and part-time employed persons of Hong Kong over this period, using information obtained from the General Household Survey.

如對本文有任何查詢，請聯絡政府統計處住戶統計分析組
(電話：(852) 2887 5208；電郵：ghs@censtatd.gov.hk)。

Enquiries on this article may be directed to the Household Statistics Analysis Section,
Census and Statistics Department
(Tel. : (852) 2887 5208; E-mail : ghs@censtatd.gov.hk).

2007 年至 2017 年全職及兼職就業分析

Analysis on Full-time and Part-time Employment, 2007 to 2017

1. 引言

1.1 在 2007 年至 2017 年間，兼職就業人數較全職就業人數有較高增幅，因此兼職就業人數佔總就業人數的比例有所上升。本文根據「綜合住戶統計調查」所得的資料，分析這段期間本港全職與兼職就業人士的概況。

2. 數據來源

2.1 本文內的統計數字是根據「綜合住戶統計調查」所搜集的數據編製。「綜合住戶統計調查」是一項政府統計處自 1981 年 8 月開始持續進行的抽樣統計調查，旨在搜集有關勞動人口、就業、失業及就業不足的資料。同時，該統計調查亦有搜集有關人口和社會經濟特徵的資料。

3. 定義

3.1 本文所涵蓋的全職就業人士是指在統計前 7 天內，工作至少 35 小時的人士或因休假或就業不足而工作少於 35 小時的人士。兼職就業人士是指非全職就業人士，即指在統計前 7 天內，因休假及就業不足的原因外，自願地工作少於 35 小時的人士。此外，本文旨在就本地就業人士作分析，因此文中的統計數字並不包括外籍家庭傭工。

1. Introduction

1.1 During 2007 to 2017, the number of part-time employed persons registered a higher growth rate than that of full-time employed persons, thus part-time employment accounted for an increasing share of total employment. This article provides an analysis on the profiles of full-time and part-time employed persons of Hong Kong over this period, using information obtained from the General Household Survey (GHS).

2. Data source

2.1 Statistics in this article are compiled based on data obtained from the GHS. The GHS is a continuous sample survey which has been conducted by the Census and Statistics Department since August 1981. Its main objective is to collect information on labour force, employment, unemployment and underemployment. In addition, information on the demographic and socio-economic characteristics of the population is also collected.

3. Definition

3.1 In this article, full-time employed persons refer to persons working at least 35 hours or those working less than 35 hours due to vacation or underemployment during the 7 days before enumeration. Part-time employed persons are those not working on a full-time basis and thus refer to those working less than 35 hours voluntarily during the 7 days before enumeration for reasons other than vacation and underemployment. Moreover, foreign domestic helpers are excluded in this article which aims to provide analyses on local employed persons.

4. 2007 年至 2017 年全職及兼職就業的整體趨勢

4.1 兼職就業人數在 2007 年至 2017 年間大幅增長 76.6%（按年平均增長率為 5.9%），而全職就業人數的相應增長則為 4.0%（按年平均增長率為 0.4%）。除了在 2009 年及 2010 年本港經濟受到 2008 年環球金融海嘯的影響外，兼職就業人士在整段期間的按年增長率均明顯超過全職就業人士相應的增長率。（表 1）

4.2 兼職就業人士的按年增長率在 2011 年（+13.6%）、2013 年（+18.1%）及 2015 年（+8.6%）均特別顯著，這可能是由於在 2011 年實施法定最低工資，以及其後在 2013 年與 2015 年上調法定最低工資，提供了較大誘因讓之前工作意欲較低的人士以兼職方式加入勞動市場。（表 1 及圖 1）

4. Overall trend of full-time and part-time employment, 2007 to 2017

4.1 During 2007 to 2017, the number of part-time employed persons increased substantially by 76.6% (average annual increase of 5.9%), as against the corresponding increase of 4.0% (average annual increase of 0.4%) for full-time employed persons. Except in 2009 and 2010 when the Hong Kong economy was affected by the impacts of the 2008 global financial tsunami, the year-on-year growth rates of part-time employed persons during the entire period significantly outpaced that of full-time employed persons. (Table 1)

4.2 More notable year-on-year growth rates in part-time employed persons were observed in 2011 (+13.6%), 2013 (+18.1%) and 2015 (+8.6%), probably due to the implementation of the Statutory Minimum Wage (SMW) in 2011 and the subsequent upratings of SMW in 2013 and 2015, which provided a greater incentive for those who had less intention to work previously to join the labour market on a part-time basis. (Table 1 and Chart 1)

表 1 2007 年至 2017 年按就業方式劃分的就業人數（不包括外籍家庭傭工）
Table 1 Number of employed persons (excluding foreign domestic helpers) by mode of employment, 2007 to 2017

就業方式 Mode of employment	人數 Number										
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
全職就業人士 Full-time employed persons	3 087 500 (+1.6%) [94.7%]	3 096 400 (+0.3%) [94.2%]	3 061 100 (-1.1%) [94.6%]	3 060 400 (§) [94.6%]	3 126 400 (+2.2%) [94.0%]	3 178 700 (+1.7%) [93.7%]	3 198 200 (+0.6%) [92.7%]	3 203 200 (+0.2%) [92.3%]	3 203 700 (§) [91.7%]	3 192 100 (-0.4%) [91.5%]	3 210 900 (+0.6%) [91.3%]
兼職就業人士 Part-time employed persons	172 900 (+8.2%) [5.3%]	191 500 (+10.7%) [5.8%]	174 600 (-8.8%) [5.4%]	174 100 (-0.3%) [5.4%]	197 800 (+13.6%) [6.0%]	213 300 (+7.8%) [6.3%]	252 000 (+18.1%) [7.3%]	265 800 (+5.5%) [7.7%]	288 800 (+8.6%) [8.3%]	298 400 (+3.3%) [8.5%]	305 500 (+2.4%) [8.7%]
就業人士總數 Total employed persons	3 260 500 (+1.9%) [100.0%]	3 287 900 (+0.8%) [100.0%]	3 235 700 (-1.6%) [100.0%]	3 234 600 (§) [100.0%]	3 324 200 (+2.8%) [100.0%]	3 392 000 (+2.0%) [100.0%]	3 450 200 (+1.7%) [100.0%]	3 469 000 (+0.5%) [100.0%]	3 492 500 (+0.7%) [100.0%]	3 490 500 (-0.1%) [100.0%]	3 516 400 (+0.7%) [100.0%]

註釋： § 少於±0.05%。

圓括號內的數字代表個別就業方式的就業人士按年變動百分率。

方括號內的數字代表個別就業方式的就業人士佔就業人士總數的比例。

數字進位至最接近的百位數。

由於四捨五入關係，個別數字加起來可能與總數不符。

Notes: § Less than ±0.05%.

Figures in round brackets refer to year-on-year percentage changes of employed persons of individual modes of employment.

Figures in square brackets refer to the shares of employed persons of individual modes of employment in total employment.

Figures are rounded to the nearest hundred.

Figures may not add up to total due to rounding.

4.3 隨着兼職就業人數顯著增長，其佔總就業人數的比例有明顯上升趨勢，由 2007 年的 5.3% 上升至 2012 年的 6.3%，然後再上升至 2017 年的 8.7%。（圖 2）

4.3 Amidst the more significant growths, the share for part-time employed persons in the total number of employed persons displayed an apparent uptrend, rising from 5.3% in 2007 to 6.3% in 2012 and further to 8.7% in 2017. (Chart 2)

圖 1 2007 年至 2017 年按就業方式劃分的就業人士按年增長率（不包括外籍家庭傭工）
Chart 1 Year-on-year growth rate of employed persons (excluding foreign domestic helpers) by mode of employment, 2007 to 2017

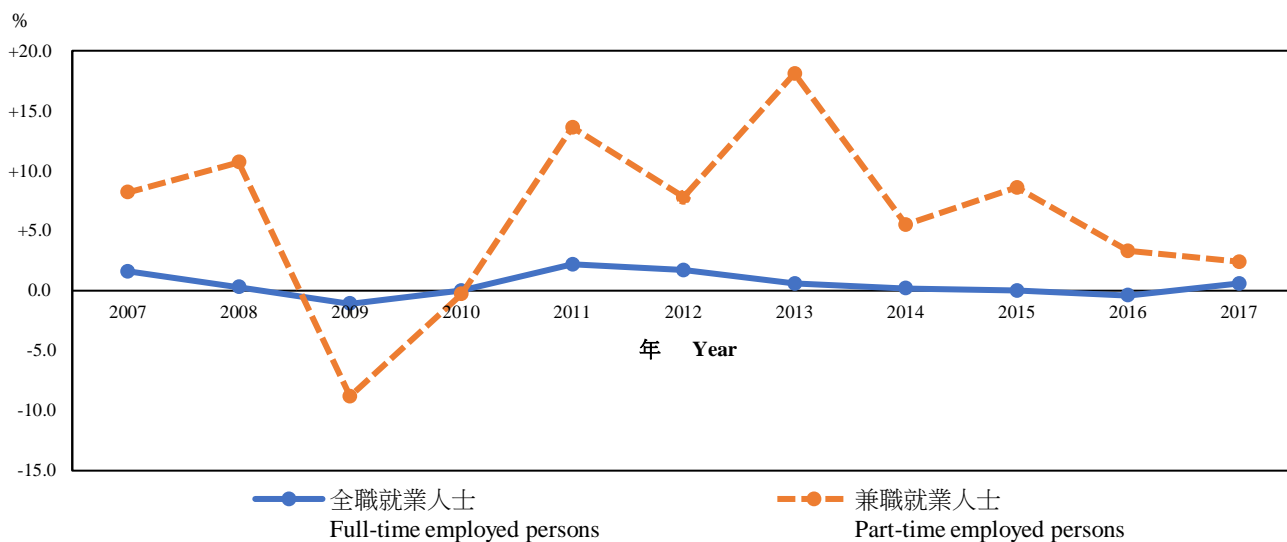
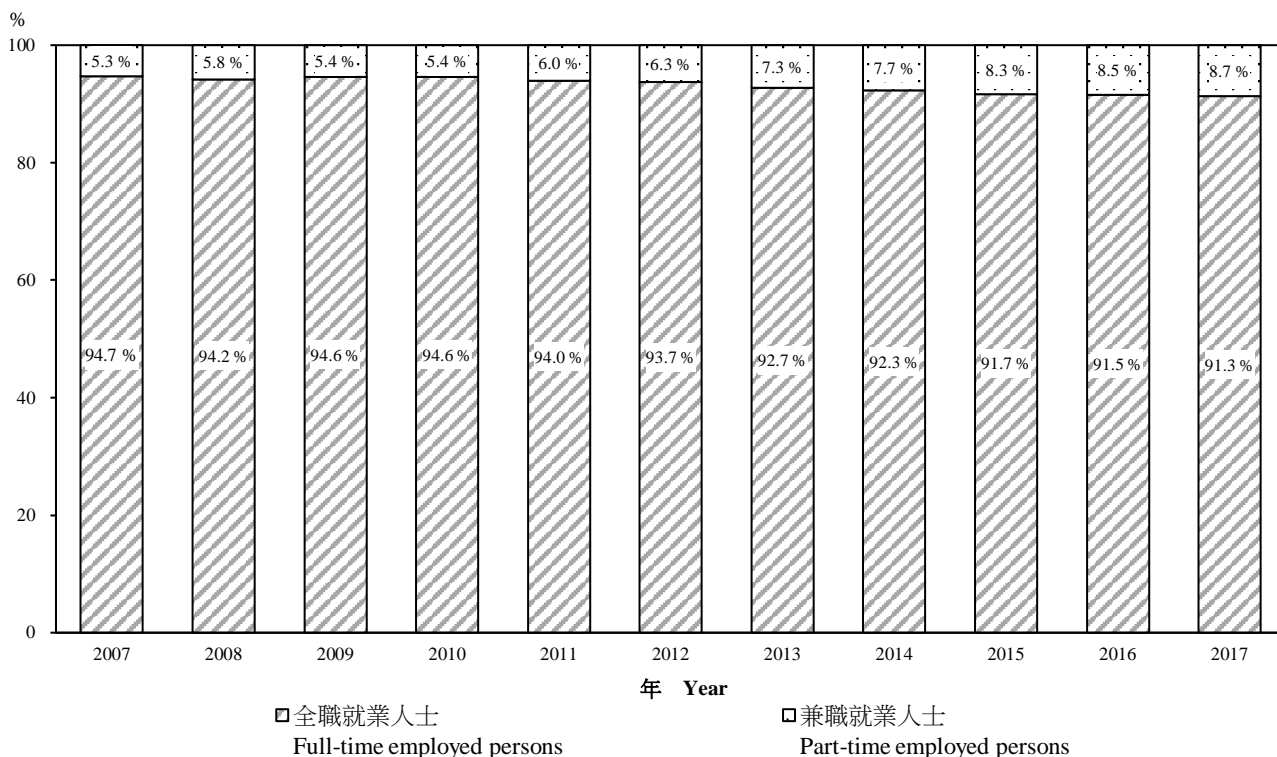


圖 2 2007 年至 2017 年按就業方式劃分的就業人士分布（不包括外籍家庭傭工）
Chart 2 Distribution of employed persons (excluding foreign domestic helpers) by mode of employment, 2007 to 2017



5. 全職就業及兼職就業人士的概況

年齡及性別

5.1 2017 年兼職就業人士中，有 68.8% 為 25-64 歲人士，這較全職就業人士相應的比例（90.8%）為低。（表 2 及圖 3）

5.2 另一方面，15-24 歲的年輕人佔兼職就業人士可觀的比例。在 2017 年，他們佔兼職就業人士的 20.4%。在全職就業人士中，相應的比例則只有 6.3%。（表 2 及圖 3）

5.3 65 歲或以上的長者亦佔兼職就業人士相當比例。這組別人士所佔的比例在過去 10 年間出現較快速增長，由 2007 年的 4.0% 增加至 2012 年的 5.9%，然後再增加至 2017 年的 10.8%。在這 10 年期間，這個年齡組別的人士在全職就業人士中所佔的比例只輕微增長 1.7 個百分點。（表 2 及圖 3）

5.4 值得注意的是，在兼職就業人士中長者佔比的上升動力，主要是來自那些相對較為年輕（65-74 歲）的長者。這些長者在 2017 年佔所有兼職就業人士的比例為 9.4%，是所有 65 歲或以上從事兼職就業長者的主要部分。（表 2 及圖 3）

5.5 在 2007 年至 2017 年整段期間，女性均佔兼職就業人士較大的比例；相對而言，在全職就業人士中，男性則佔較大的比例。在 2017 年，女性佔兼職就業人士接近三分之二（63.9%），但佔全職就業人士則少於一半（43.5%）。（表 2）

5. Profiles of full-time and part-time employed persons

Age and Sex

5.1 In 2017, among part-time employed persons, those aged 25-64 accounted for 68.8%. This was lower than the corresponding proportion observed among full-time employed persons at 90.8%. (Table 2 and Chart 3)

5.2 On the other hand, younger persons aged 15-24 constituted a notable share of part-time employment. They accounted for 20.4% of part-time employed persons in 2017. Their corresponding share among full-time employed persons was only 6.3%. (Table 2 and Chart 3)

5.3 Older persons aged 65 or above also took up a considerable share of part-time employment. In particular, their share registered more rapid increases during the past ten years, rising from 4.0% in 2007 to 5.9% in 2012, and further to 10.8% in 2017. Over the same ten-year period, the corresponding share for this age group among all full-time employed persons registered a much smaller increase of 1.7 percentage points only. (Table 2 and Chart 3)

5.4 It is noteworthy that the momentum of the increasing share for older persons taking up part-time employment arose from those relatively younger ones aged 65-74. In 2017, their share among all part-time employed persons was 9.4%, accounting for majority share of all older part-time employed persons aged 65 or above. (Table 2 and Chart 3)

5.5 During the whole period from 2007 to 2017, females accounted for a larger proportion of part-time employed persons, which was in contrast to a larger share for males among full-time employed persons. In 2017, females accounted for nearly two-third (63.9%) of part-time employed persons, but less than half (43.5%) of full-time employed persons. (Table 2)

表 2 2007 年、2012 年及 2017 年按性別及年齡組別劃分的全職及兼職就業人士分布（不包括外籍家庭傭工）

Table 2 Distribution of full-time and part-time employed persons (excluding foreign domestic helpers) by sex and age group, 2007, 2012 and 2017

性別 Sex	年齡組別 Age group	全職就業人士 Full-time employed persons			兼職就業人士 Part-time employed persons		
		2007 (%)	2012 (%)	2017 (%)	2007 (%)	2012 (%)	2017 (%)
男性 Male	15 - 24	4.7	3.8	3.3	9.9	9.3	8.7
	25 - 49	38.7	34.6	32.4	8.6	8.4	8.2
	50 - 64	14.3	17.7	18.7	8.2	10.2	12.4
	65 歲或以上 65 or above	0.9	1.3	2.1	2.9	4.1	6.9
	小計 Sub-total	58.7	57.4	56.5	29.6	32.1	36.1
女性 Female	15 - 24	4.4	3.6	3.1	12.6	11.2	11.7
	25 - 49	30.0	29.2	28.0	39.6	33.0	25.2
	50 - 64	6.7	9.5	11.7	17.1	21.9	23.1
	65 歲或以上 65 or above	0.2	0.3	0.7	1.1	1.8	4.0
	小計 Sub-total	41.3	42.6	43.5	70.4	67.9	63.9
整體 Overall	15 - 24	9.1	7.4	6.3	22.5	20.5	20.4
	25 - 49	68.8	63.8	60.4	48.2	41.4	33.3
	50 - 64	21.0	27.2	30.4	25.3	32.2	35.5
	65 歲或以上 65 or above	1.1	1.6	2.8	4.0	5.9	10.8
	總計 Total	100.0	100.0	100.0	100.0	100.0	100.0

註釋：由於四捨五入關係，個別數字加起來可能與總數不符。

Note: Figures may not add up to total due to rounding.

5.6 然而，女性在兼職就業人士的比例在這 10 年期間輕微減少，由 2007 年的 70.4% 減至 2017 年的 63.9%。（表 2）

5.6 Notwithstanding this, the share for females in part-time employment registered a moderate decrease over the ten-year period, from 70.4% in 2007 to 63.9% in 2017. (Table 2)

5.7 進一步按年齡分析，女性在兼職就業人士比例的下降，主要是由於 25-49 歲的女性兼職就業人士所佔比例有較大跌幅。這個年齡組別的比例由 2007 年的 39.6% 下跌至 2012 年的 33.0%，再下跌至 2017 年的 25.2%。儘管如此，這年齡組別女性所佔的比例，仍遠較同齡組別男性所佔的比例為高（2007 年、2012 年及 2017 年分別為 8.6%、8.4% 及 8.2%）。（表 2）

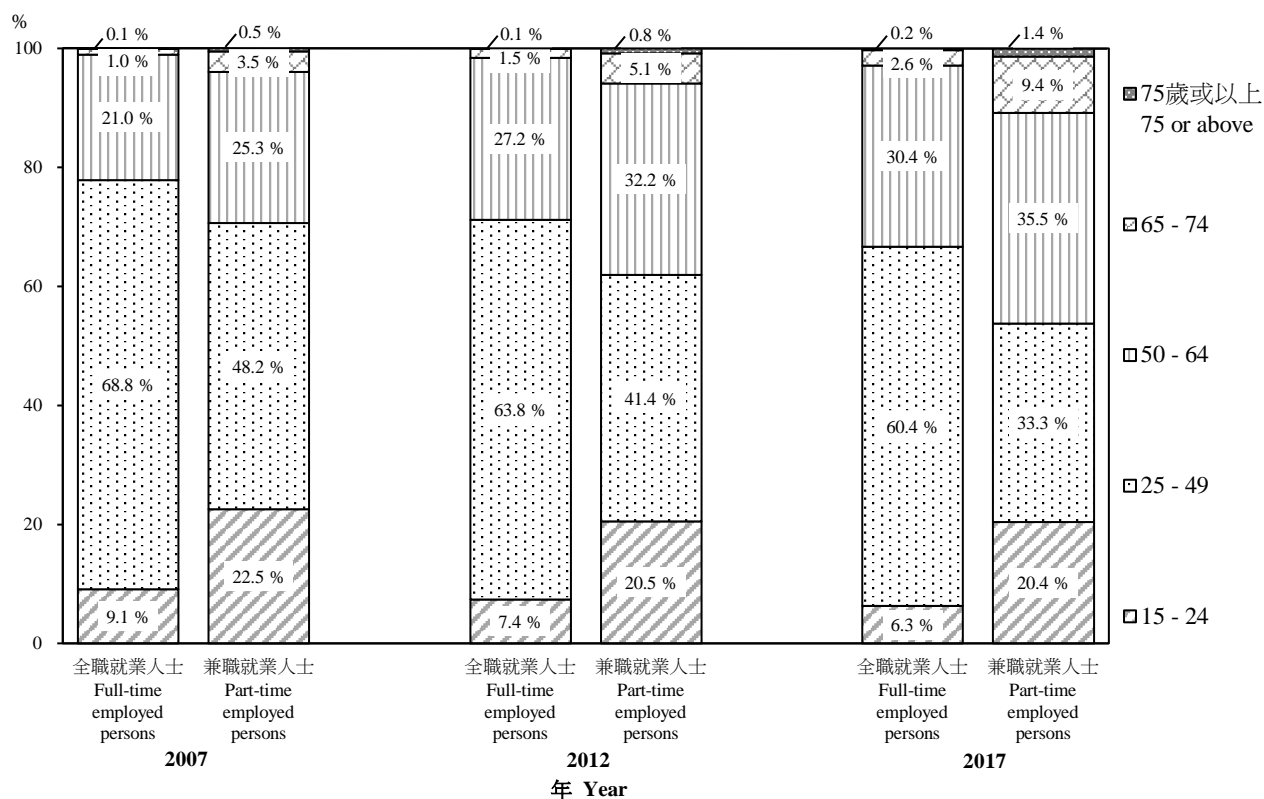
5.7 Analysing further by age, the downward trend of the share for females in part-time employment was mainly due to the larger decrease in the share for female part-time employed persons aged 25-49. The share for this age group dropped from 39.6% in 2007 to 33.0% in 2012, and further to 25.2% in 2017, albeit it was still at a significant higher level when compared to their male counterparts in the same age group (8.6%, 8.4% and 8.2% respectively for 2007, 2012 and 2017). (Table 2)

5.8 另一方面，男性在兼職就業人士的比例有所增加，主要是由於 50 歲或以上的男性兼職就業人士所佔比例有較快增長所致。這個年齡組別的比例由 2007 年的 11.1% 逐漸增加至 2017 年的 19.3%。（表 2）

5.8 On the other hand, the increase of share for males in part-time employment was mainly attributed to the faster increase of the share for male part-time employed persons aged 50 or above. The share for this age group increased progressively from 11.1% in 2007 to 19.3% in 2017. (Table 2)

圖 3 2007 年、2012 年及 2017 年按年齡組別劃分的全職及兼職就業人士分布（不包括外籍家庭傭工）

Chart 3 Distribution of full-time and part-time employed persons (excluding foreign domestic helpers) by age group, 2007, 2012 and 2017



註釋：由於四捨五入關係，個別數字加起來可能不等於 100%。

Note: Figures may not add up to 100% due to rounding.

行業

5.9 在 2017 年，從事公共行政、社會及個人服務業的人士在各行業之中佔兼職就業人士最大的比例（28.3%），其次為佔 27.7% 的零售、住宿及膳食服務業。這兩個行業在全職就業人士中所佔的比例也相對較高（分別為 19.8% 及 17.2%）。（表 3）

Industry

5.9 In 2017, the public administration, social and personal services sector accounted for the largest share (28.3%) of part-time employed persons among all industry sectors. This was followed by the retail, accommodation and food services sector, with a share of 27.7%. The shares for these two industry sectors were also relatively high among full-time employed persons (19.8% and 17.2% respectively). (Table 3)

表 3 2007 年、2012 年及 2017 年按行業劃分的全職及兼職就業人士分布（不包括外籍家庭傭工）

Table 3 Distribution of full-time and part-time employed persons (excluding foreign domestic helpers) by industry, 2007, 2012 and 2017

行業 Industry	全職就業人士 Full-time employed persons			兼職就業人士 Part-time employed persons		
	2007 (%)	2012 (%)	2017 (%)	2007 (%)	2012 (%)	2017 (%)
製造 Manufacturing	6.2	4.0	3.2	4.4	2.8	2.6
建造 Construction	8.7	8.9	10.1	2.8	3.5	6.3
進出口貿易及批發 Import/export trade and wholesale	18.8	17.0	13.3	8.9	9.3	7.4
零售、住宿及膳食服務 Retail, accommodation and food services	16.3	16.8	17.2	24.0	25.2	27.7
運輸、倉庫、郵政及速遞服務、資訊及通訊 Transportation, storage, postal and courier services, information and communications	11.5	12.9	12.9	9.9	11.5	12.1
金融、保險、地產、專業及商用服務 Financing, insurance, real estate, professional and business services	17.3	20.8	22.8	7.9	13.8	15.2
公共行政、社會及個人服務 Public administration, social and personal services	20.5	18.8	19.8	41.5	33.6	28.3
其他行業 Other industries	0.7	0.7	0.6	0.4	0.2	0.3
總計 Total	100.0	100.0	100.0	100.0	100.0	100.0

註釋：由於四捨五入關係，個別數字加起來可能不等於 100%。

2007 年的數字是按照「香港標準行業分類 1.1 版」編製。2012 年及 2017 年的數字是按照「香港標準行業分類 2.0 版」編製。雖然如此，由於新舊行業分類在最高層次上只有相對輕微的改動，因此本統計表內 2007 年、2012 年及 2017 年的數字大致可作比較。

Notes: Figures may not add up to 100% due to rounding.

Figures for 2007 are compiled based on Hong Kong Standard Industrial Classification (HSIC) Version 1.1. Figures for 2012 and 2017 are compiled based on HSIC Version 2.0. Nevertheless, as the changes between HSIC Version 2.0 and HSIC Version 1.1 at the top level are relatively minor, figures for 2007, 2012 and 2017 presented in this table are broadly comparable.

職業

5.10 按職業分析，2017 年有 31.7% 的兼職就業人士是從事服務工作及銷售人員，在各職業組別中佔最大的比例，其次為佔 23.4% 的非技術工人。在全職就業人士中，這兩個職業組別的比例則明顯較小，分別佔 16.1% 及 12.1%。（表 4）

Occupation

5.10 Analysed by occupation, the largest proportion of part-time employed persons worked as service and sales workers in 2017, at a share of 31.7%. This was followed by those in elementary occupations, at a share of 23.4%. Compared to those full-time employed persons, the share for these two occupation groups were notably smaller, at 16.1% and 12.1% respectively. (Table 4)

表 4 2007 年、2012 年及 2017 年按職業劃分的全職及兼職就業人士分布（不包括外籍家庭傭工）

Table 4 Distribution of full-time and part-time employed persons (excluding foreign domestic helpers) by occupation, 2007, 2012 and 2017

職業 Occupation	全職就業人士 Full-time employed persons			兼職就業人士 Part-time employed persons		
	2007 (%)	2012 (%)	2017 (%)	2007 (%)	2012 (%)	2017 (%)
經理及行政級人員 Managers and administrators	11.2	12.6	14.0	2.6	4.0	4.0
專業人員 Professionals	7.6	8.2	8.5	4.1	4.0	3.8
輔助專業人員 Associate professionals	20.9	21.5	22.6	16.0	15.3	17.5
文書支援人員 Clerical support workers	16.8	15.1	14.5	14.8	10.8	10.3
服務工作及銷售人員 Service and sales workers	15.5	16.6	16.1	29.9	32.8	31.7
工藝及有關人員 Craft and related workers	8.3	7.5	7.3	2.9	3.1	4.2
機台及機器操作員及裝配員 Plant and machine operators and assemblers	6.8	5.4	4.8	4.0	4.1	4.9
非技術工人 Elementary occupations	12.9	13.0	12.1	25.5	25.8	23.4
其他職業 Other occupations	0.1	0.1	0.1	0.3	0.1	0.2
總計 Total	100.0	100.0	100.0	100.0	100.0	100.0

註釋：由於四捨五入關係，個別數字加起來可能不等於 100%。

2007 年的數字是按照「國際標準職業分類 1988 年版」編製。2012 年及 2017 年的數字是按照「國際標準職業分類 2008 年版」編製。雖然如此，由於新舊職業分類在最高層次上只有相對輕微的改動，因此本統計表內 2007 年、2012 年及 2017 年的數字大致可作比較。

Notes: Figures may not add up to 100% due to rounding.

Figures for 2007 are compiled based on International Standard Classification of Occupations 1988 (ISCO-88). Figures for 2012 and 2017 are compiled based on International Standard Classification of Occupations 2008 (ISCO-08). Nevertheless, as the changes between ISCO-08 and ISCO-88 at the top level are relatively minor, figures for 2007, 2012 and 2017 presented in this table are broadly comparable.

6. 結語

6.1 兼職就業佔總就業人數的相對重要性持續增加。兼職就業人士以女性為主。近年，兼職就業人士的增長亦有相當部分為 65 歲或以上的長者。可以想像，這些女性和長者或基於種種原因無意或無法全職工作，卻能以較彈性的兼職方式工作，為本地勞動市場帶來額外的動力。

6. Concluding remark

6.1 The relative importance of part-time employment in total employment continues to increase. Part-time employed persons are mainly females. Elderly people aged 65 or above also accounted for a considerable share of the growth in part-time employed persons in recent years. Conceivably, these females and elderly might have no intention or be unable, for one reason or another, to work on a full-time basis, but can work in a more flexible part-time manner and create additional impetus to the local labour market.