

2 摘要 Executive Summary

有關就業機會的關注事項

對現時就業的前景的意見

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

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

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

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

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

Concerns on employment opportunities

Perceived prospect of the current employment

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

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

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

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

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

現時就業所面對的挑戰／困難

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

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

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

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

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

最近三年職位要求的轉變

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

Challenges / problems faced by the current employment

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

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

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

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

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

Changes in job requirements in the past three years

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

前緊湊」。

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

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

一九九八年和一九九九年各公司精簡人手的影響

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

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

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

有否急切需要找新工作

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

major changes in job requirements in the past three years.

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

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

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

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

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

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

Whether had a pressing need to find new job

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

由是「失業」、「薪金／人工減少」和「開工不足」。

有否計劃於未來十二個月轉換行業類別

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

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

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

從事經濟活動人士於未來三年最想從事的行業類別

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

對自己創業的冀望

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

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

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

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

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

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

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

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

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

Aspirations for setting up own business

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

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

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

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

於過去十二個月曾參加的與工作有關的培訓／再培訓課程

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

主要行業類別

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

主要職業組別

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

對現時就業的前景的意見

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

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

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

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

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

Major industry sector

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

Major occupation category

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

Perceived prospect of current employment

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

曾參加的課程類型

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

於未來十二個月參加培訓／再培訓課程的計劃

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

主要行業類別

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

主要職業組別

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

對現時就業的前景的意見

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

計劃參加的課程類型

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

Type of courses attended

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

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

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

Major industry sector

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

Major occupation category

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

Perceived prospect of current employment

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

Type of courses to be attended

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

對政府在經濟轉型時期所擔當角色期望

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

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

- 提供多些有關勞工市場的資料，例如職位要求和空缺資料

- 鼓勵僱主多些僱用受影響的人士

- 頒發有關課程所提供的技能的證書

Expectations for the role of the Government under the economic transformation

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

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

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

- to motivate employers to hire more of the affected people

- to issue certificate of skills for the relevant courses