



Department of Social Work
The Chinese University of Hong Kong
香港中文大學社會工作學系

**The Impact of the Introduction of a Statutory Minimum Wage on
Labour Market Conditions and the Quality of Life
of Vulnerable Groups in Hong Kong**

**設立法定最低工資對香港弱勢社群
勞動力市場狀況及生活質素的影響**

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Background of the Research

- Amid a period of economic growth in Hong Kong, poverty not only remains but is increasing. Between 1996 and 2006, Hong Kong's per capita gross domestic product grew from HKD 189,326 to HKD 199,498, but the number of people living in poverty soared from 835,400 to 1,160,400, an increase of 325,000. In 2006, the poverty rate stood at 18.0 per cent (Wong, 2007a).
- The surge in the number working poor has attracted the most attention of all groups of people living in poverty. Despite economic recovery in 2005 and 2006, the number of working poor has continued to grow. In 2006, 13.1 per cent of the working population (418,600 workers) earned income that was less than half of the median income of the total working population.
- Between 1996 and 2006, the number of working poor, whose earnings were below half the median income of the labour force, increased by 87.9 per cent (Wong, 2007a).
- In order to protect vulnerable groups from exploitation, the HKSAR Government introduced legislation on the Statutory Minimum Wage (SMW) for employees in all industries and trades, in the 2008–09 legislative session.
- There have been heated debates among policymakers and academics about the positive and negative impacts of a minimum wage on vulnerable groups. Many economists oppose the minimum wage system because it will increase unemployment (negative employment effect) among the lowest-skilled workers.
- However, there is also a growing alternative view among economists that the minimum wage offers substantial benefits to low-paid workers by increasing their wages (income effect) without creating a negative employment effect.
- This study uses both quantitative (survey) and qualitative (case study and focus group) methods to measure and assess the impacts of introducing SMW on labour market conditions and on the quality of life of vulnerable groups in Hong Kong.
- Although the implementation of a minimum wage could improve the aggregate employment and increase the average wage level indirectly, the more direct and fundamental goal is to improve the quality of life of the vulnerable groups.
- The theoretical significance of this research is to shift the focus from the economic to the social impacts of establishing a minimum wage. The proposed research also makes methodological advances by using an experimental design to compare the effects on an experimental group and a control group so as to isolate the effects of the introduction of a minimum wage from that of other socio-economic factors.
- The year 2011 was a decisive time during which a longitudinal experimental design could be used to measure the impacts of SMW in Hong Kong. The research can provide both representative data and in-depth evidence for evaluating whether the minimum wage is too low and has no real impact on the quality of life of the vulnerable groups, or whether it is too high and leads to negative effects such as displacement and unemployment among vulnerable groups.

研究背景

- 處在經濟上升期的香港，貧窮問題不僅存在，而且呈現上升趨勢。在1996到2006年間，香港人均本地生產總值從189,326港元增長到199,498港元；但是貧窮住戶數量從835,400戶激增到1,160,400戶，共增長了325,000戶。在2006年，香港貧窮率上升至18% (Wong, 2007a)。
- 在不同類別的貧窮人口中，在職貧窮人口數量的激增引發了社會上越來越多的關注。雖然在2005年及2006年香港經濟逐漸復甦，但在職貧窮人口的數量仍然增長。在2006年，有13.1%的勞動人口（418,600名勞工）入息少於勞動人口入息中位數的一半。
- 由1996到2006年間，在職貧窮人口（即其入息少於勞動人口入息中位數一半）的數量，增長了87.9% (Wong, 2007a)。
- 為了保護弱勢社群免受剝削，香港特區政府在2008-09立法年度為全港所有行業及工種的僱員立法設立「法定最低工資」。
- 香港的政策制訂者與學者一直就有關最低工資對弱勢社群會造成正面還是負面的影響出現熱烈的辯論。很多經濟學家反對最低工資制度，他們認為最低工資會促使最低技術水平的工人失業（負就業效應）。
- 然而，亦有越來越多經濟學家認為最低工資藉著提高工人工資（工資效應）將大大有利於低薪工人，並且不會對就業產生明顯的負面影響。
- 本研究採用量化研究（調查）和質性研究（個案研究和焦點小組）相結合的研究方法，測量並評估最低工資對香港弱勢社群勞動力市場狀況及生活質素的影響。
- 相對於間接地改善整體就業情況及提高平均工資來說，提升弱勢社群的生活質素應是設定最低工資更直接和根本的目的。
- 本研究的理論意義在於將設定最低工資的研究從「經濟」視角轉回「社會」視角。此外，本研究在研究方法上更進一步，通過實驗設計（experimental design）的方法比較最低工資對實驗組和控制組的影響，進而排除其他社會經濟因素而獨立分析最低工資對被訪者的影響。
- 2011年是一個重要的時機，去採用縱向實驗設計（longitudinal experimental design）來測量新實施的最低工資制度對香港的影響。本研究既可以提供具有代表性的數據，又可以提供深度的論證，以評估最低工資是否太低以致對弱勢社群的生活質素並沒有真正影響，或是最低工資太高以致產生負面效應，例如弱勢群體中出現職位被替代和失業。

Research Objectives

1. To examine labour market conditions and quality of life of three vulnerable groups: newly arrived women, Comprehensive Social Security Assistance (CSSA) Scheme recipients, and people with disabilities, before and after the introduction of SMW in Hong Kong;
2. To analyze the impacts of minimum wage legislation on the labour market conditions and the labour process of the vulnerable groups;
3. To assess the positive and negative impacts of the introduction of SMW on the quality of life of the vulnerable groups.

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研究目標

1. 檢視新來港婦女、領取綜援人士和殘疾人士三組弱勢社群在實施最低工資前及實施後勞動力市場狀況及生活質素；
2. 分析最低工資立法對勞動力市場狀況及弱勢社群勞動過程所造成的影響；
3. 評估最低工資立法對弱勢社群生活質素的正面及負面影響。

研究團隊

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Literature Review

- The pros and cons of minimum wage legislation have been hotly debated in Hong Kong. Economists are the major opponents of the minimum wage. Many claim that a minimum wage system will distort the price mechanism of the labour market and will increase unemployment (negative employment effect) among the least-skilled workers (Brown et al., 1982; Brown, 1988; Fowler, 2007; Neumark & Wascher, 2007).
- Moreover, a minimum wage lengthens the duration of a person receiving welfare and causes a negative employment effect among welfare mothers (Brandon, 2008). In short, according to opponents, the introduction of a minimum wage ostensibly helps vulnerable low-paid workers, but in fact it will hurt them.
- However, there is also a growing alternative view among other economists that the minimum wage offers substantial benefits to low-wage workers by increasing their wages (income effect) without a negative employment effect. Recent research has shown that the job loss reported in earlier analyses does not occur when the minimum wage is increased or introduced (Card, 1992a, 1992b; Fox, 2006; Katz & Krueger, 1992; Machin & Wilson, 2004).
- A number of studies conducted in the 1970s and '80s used time-series analyses to explore the relationship between minimum wage and employment. It was found that raising the minimum wage would cause a negative employment effect. However, relatively few statistical controls were used to disentangle the effects of the minimum wage from many other economic changes during the period examined (Fox, 2006).
- In 1992, David Card broke the time-series tradition by using the differences-in-differences methodology. By using this methodology, researchers can control other possible economic factors beyond the minimum wage.
- The difference-indifference approach imitates the design of experimental groups and control groups used in clinical trials. Comparing California with a similar state that did not have a minimum wage, Card found that there was a significant income effect without any significant negative employment effect (Card, 1992a).
- Katz and Krueger (1992) also used the methodology of an experimental group and a control group, similar to what Card did, but they made a firm-level data analysis instead of a state-level analysis. To examine the variations in wages, this study uses a control group firms that had been paying higher-than-minimum wages before the minimum wage increase. This study found a statistically significant positive employment effect (Katz & Krueger, 1992).
- Card and Krueger (1994) later used the natural experiment methodology with firm-level data analysis to examine the minimum wage in New Jersey. The study examined the impacts on fast-food restaurants on both sides of the New Jersey-Pennsylvania state border before and after the increase in the minimum wage in 1992.
- The firms in New Jersey served as experimental groups and those in Pennsylvania as control groups. The authors concluded that the increase in the New Jersey minimum wage did not result in any negative effect on employment.
- In the United Kingdom, the introduction of the National Minimum Wage (NMW) in April 1999 provided a valuable opportunity to examine the impacts of introducing a minimum wage on different industries and different groups.

文獻回顧

- 在香港，社會人士一直激烈地辯論最低工資立法的利弊。經濟學家是最主要的反對者。很多經濟學家認為最低工資制度會破壞勞動力市場的價格機制 (price mechanism)，並且會增加技術水平最低的工人失業—負就業效應 (Brown et al., 1982; Brown, 1988; Fowler, 2007; Neumark and Wascher, 2007)。
- 此外，最低工資還會延長領取福利的時間，並且導致領取福利母親的負就業效應 (Brandon, 2008)。簡言之，反對者的觀點就是實施最低工資表面上是幫助，實則則有害於處於弱勢地位的低薪工人。
- 然而，越來越多的經濟學家認為最低工資藉著提高工人工資 (工資效應) 將大大有利於低薪工人，並且不會對就業產生負面影響。近年的研究發現，早期分析中的失業現象並沒有隨著最低工資的增加或實施而出現。(Card, 1992a, 1992b; Fox, 2006; Katz and Krueger, 1992; Machin and Wilson, 2004)
- 大量在20世紀70、80年代對最低工資的研究採用了時序分析研究 (time-series analysis) 的方法去探索最低工資與就業的關係。當時的研究結果顯示提高最低工資會帶來「負就業效應」。然而，時序分析研究的不足之處在於，他們相對較少採用統計學控制的方法將最低工資帶來的影響從同期其他很多經濟變化帶來的影響中分離出來 (Fox, 2006)。
- 在1992年，David Card打破了時序分析研究的傳統，採用「差異-相同」(difference-in-differences) 研究方法。這項技術保證了研究者能夠控制除最低工資之外的其他有可能影響就業的經濟因素。
- 「差異-相同」(difference-in-differences) 方法是模擬臨床試驗中實驗組和控制組的實驗設計。Card將加利福尼亞州與一個相似的但沒有實施最低工資的州做比較，結果發現了顯著的工資效應，但並沒有顯著的負就業效應 (Card, 1992a)。
- Katz和Krueger (1992) 也採用了和Card相似的實驗組和控制組的研究方法，不過這次他們的分析單位是公司層面 (firm-level)，而不是州層面 (state-level)。通過採用已經在最低工資提高前給付高於最低工資的公司作為控制組，檢測工資的變化，結果發現統計學意義上顯著的正面就業效應 (Katz and Krueger, 1992)。
- Card和Krueger (1994) 隨後採用自然實驗設計的方法，在公司層面研究新澤西州的最低工資。他們檢視在新澤西-賓夕法尼亞州邊界公路的快餐店，於1992年新澤西州最低工資提高前、後的影響。
- 新澤西州的公司作為實驗組，而賓夕法尼亞州的公司作為控制組。他們發現，新澤西州最低工資的提高並沒有對就業產生任何大的負面效應。
- 英國在1999年4月實施國家最低工資，提供了一個研究最低工資對不同行業及不同社群的影響的機會。

- The research of the Low Wage Commission in the UK considered the impacts of a minimum wage on different groups of workers including different age groups, people with disabilities, workers from ethnic minorities, women and migrant workers.
- The commission considers it is important to pay particular attention to these groups, as most have low-paid jobs and work in low-wage sectors. Therefore, they are more likely to be affected by the minimum wage (Low Pay Commission, 2008).
- In conclusion, most studies examining the impact of the minimum wage have focused on economic dimensions, including employment, negative employment effect and income effect. However, few have considered the social dimension, especially the effects on the quality of life of the affected groups.
- From the above literature review, we learned that the methodology used for the research on the minimum wage has shifted from time-series analysis to experimental treatment group and control group comparison, to separate the impacts of the minimum wage from other factors. The unit of analysis also shifted from national aggregate data analysis to enterprise-level or sector-level analysis. However, household-level analysis has not been commonly used in previous research.
- In the local context, the principal investigator of this research, Prof. Wong Hung (1999), discussed the pros and cons of a territory-wide, occupation-based and industry-based minimum wage system in Hong Kong. The study indicated that the public was only concerned about the limits of the minimum wage. This study also expanded the industry-level discussion on the implementation of a minimum wage.
- In a study commissioned by Oxfam Hong Kong, Wong Hung and Lee Kim Ming (2000, 2001) identified that flexible management strategy and a segmented labour market were the factors contributing to the rise in the number of marginal workers who are living in a new form of poverty. Also, this study indicated that the public has gradually become concerned about the deterioration of the working poor.
- Regarding the research on the working poor commissioned by Oxfam Hong Kong, Wong (2007) identified the rise in the number of employed people living in poverty as the major source of poverty in the decade 1996–2005 and examined the different policy alternatives including minimum wage, tax credit, and social assistance in alleviating the situation of the working poor in Hong Kong.
- Referring to international and local studies on the impacts of the minimum wage, this research focused on the social dimension, especially the quality of life of the vulnerable people about whom society lacked concern. The research used the comparison methodology of an experimental group and a control group to separate the impacts of the minimum wage.
- Three vulnerable groups were selected as the main targets: newly arrived women, CSSA recipients and people with disabilities. This research made analyses by comparing the three vulnerable groups (experimental group) with the low-income group (control group). The research also used the pre-test and post-test study methodology, used by the Low Pay Commission in the UK.
- 英國低薪委員會的研究中考慮了最低工資對不同社群，包括不同年齡組別、殘疾人士、少數族裔勞工、婦女及外來勞工的影響。
- 英國低薪委員會認為必須關注這些社群的勞工，因為他們較多工作於低薪部門及職業的勞工，故此他們更容易受到最低工資的影響 (Low Pay Commission, 2008)。
- 總而言之，大多數關於最低工資的研究都集中於其經濟層面，包括就業、負就業和工資效應；然而，較少研究考慮最低工資在社會層面的影響，尤其是對受影響社群的生活質素的影響。
- 從上述的文獻回顧中，可以看到有關最低工資研究的研究者採用的研究方法逐步從時序研究 (time-series) 轉向實驗設計的實驗組與控制組對比研究，從而將最低工資的影響從其他因素中分離出來。分析單位從國家總體數據轉為公司 (enterprise-level) 或部門 (sector-level) 層面。然而，住戶分析 (household-level analysis) 尚未被之前的研究廣泛使用。
- 在本地，本研究的研究員黃洪教授 (1999) 討論了全港以職業和行業為基礎的最低工資的利弊。該研究指出了社會上只關注全港性最低工資制度的局限，並提出了於行業層面實施最低工資制度的討論。
- 受香港樂施會委託，黃洪和李劍明 (2000, 2001) 明確指出靈活的管理策略及分割的勞動力市場是邊緣勞工數目增加的原因；而這些邊緣勞工生活在貧窮中，成為新出現的在職貧窮現象。該研究並指出在職貧窮的惡化受到社會日漸關注。
- 受香港樂施會委託對在職貧窮進行研究，黃洪 (2007) 認為在職貧窮人士的增加已成為 1996–2005 這十年間貧窮增長的主要原因。同時他也討論香港減低貧窮的不同社會政策，包括最低工資、負入息稅 (tax credit) 和社會救助。
- 參考了國際及本地有關最低工資影響的研究，本研究集中於社會層面，尤其是弱勢社群生活質素這個尚未被充分關注的領域，並且採用實驗組和控制組對比的研究方法以便分離出最低工資的影響。
- 本研究選取三組弱勢社群：新來港婦女、領取綜援人士和殘疾人士，作為主要的研究對象 (實驗組) 並與低收入人士 (控制組) 作出對比分析。研究同時採用同樣被英國低薪委員會採用的前測、後測的研究方法進行研究。

Research Method

- To fully find and understand the effects of implementing a minimum wage on vulnerable groups, the study used a longitudinal design. Studies were carried out before and after SMW was implemented, so that the possible changes would be traced and analyzed by the techniques described below. Both qualitative and quantitative methods were included, and the research plan is as follows:

Step 1: Sept 2009–Dec 2009

Time 1 (T1)

Qualitative Research: Case Study

- To explore the difficulties that the vulnerable groups face in employment and daily life; to identify relevant factors that contribute to these difficulties; to provide more information for more comprehensive measurement in the subsequent quantitative study. Three or four cases were selected and interviewed for each of the three vulnerable groups.

Step 2: May 2010–Sept 2010

Time 1 (T1)

Quantitative Research: Quantitative Baseline Survey

- To measure the original level of the studied variables. The groups of respondents that completed the T1 survey are listed in Table 1.

研究方法

- 為了全面掌握和理解實施最低工資對弱勢社群的影響，本研究採用縱向研究設計。因為要追蹤及分析最低工資對弱勢社群的影響，本研究分別在「法定最低工資」實施前、後收集數據。本研究同時採用定量研究和質性研究，研究計劃如下：

第一階段：2009年9月—2009年12月

時序1 (T1)

質性研究：個案研究

- 探索弱勢社群在就業及日常生活所面臨的困難；界定導致這些困難的相關因素；並為之後進行的定量研究綜合測量提供更多訊息。本階段將會分別從三組弱勢社群中抽取3-4個個案進行研究。

第二階段：2010年5月—2010年9月

時序1 (T1)

定量研究：基綫問卷調查

- 測量本研究中各變量的初始水平。在T1時的不同組別被訪者數目如下：

表 1：預計各類對象計劃完成數目及在T1時完成的實際數目
Table 1: Planned and Completed Number of Respondents at T1

對象 Target Groups	被訪者數目 No. of Respondents	
	計劃 Planned	完成 T1 Completed T1
殘疾人士 People with Disabilities	200	217
新來港婦女 Newly Arrived Women	200	199
領取綜援人士 CSSA Recipients	200	73
低收入人士 (控制小組) Low Income (control group)	120	125
總計 Total	720	614

Step 3: Nov 2011–Jan 2012

(six months after the implementation of SMW)

Time 2 (T2)

Quantitative Research: Evaluation Survey

- To measure the same set of variables among the same groups of people 6 months after SMW was implemented. The groups of respondents who completed the T2 survey are listed in Table 2.

第三階段：2011年11月—2012年1月

(「法定最低工資」實施後6個月)

時序2 (T2)

定量研究：評估問卷調查

- 在「法定最低工資」實施6個月後，測量同一社群相同變項的情況。時序2 (T2) 測量中不同組別被訪者數目如下：

表 2：在T2時完成問卷不同類別的被訪者數目及佔完成在T1完成的百分比
Table 2 : Categories of Respondents Completing the Survey at T2 and Percentage of T1

對象 Target Groups	被訪者數目 No. of Respondents	
	完成T2 Completed T2	佔完成T1百分比 % of Completed T1
殘疾人士 People with Disabilities	126	58%
新來港婦女 Newly Arrived Women	131	66%
領取綜援人士 CSSA Recipients	38	52%
低收入人士 (控制小組) Low Income (control group)	84	67%
總計 Total	379	62%

Step 4: March 2012

Time 2 (T2)

Qualitative Research: Focus Group

第四階段：2012年3月

時序2 (T2)

質性研究：焦點小組

- Two focus groups were conducted, one for CSSA recipients and the other for newly arrived women. A deeper and more comprehensive understanding of the findings from the quantitative studies can be had from the perspective of the vulnerable groups.
- 領取綜援人士及新來港婦女各進行一次焦點小組討論。從弱勢社群自身角度，更加深入及全面了解定量研究中的研究結果。

Research Sample

- Six hundred people from the three vulnerable groups were selected to participate in the longitudinal quantitative studies. The planned number of respondents in each group (people with disabilities, CSSA recipients and newly arrived women) was 200. Also, 120 low-income workers (whose monthly income was less than HKD 5000) were selected as the control group.
- A two-stage stratified systematic sampling design was used in this research. In the first stage, residences were selected by random sampling. In those residences, the target respondents were identified through a screening questionnaire. In the second stage, the household member identified was chosen to be the interviewed.
- This research used a multi-wave, two-stage replicated design approach. To reduce bias introduced by the sampling as far as possible, all types of housing were covered in the survey. An initial allocation was of 30 replicates, each comprising about 50 residences. Thus, 1,500 residences were selected. The second round of data collection was adjusted based on the findings of first-round interviews, in order to ensure a sufficient number of respondents: CSSA recipients, newly arrived women and the general public with low income. In addition, a supplementary sample of CSSA recipients was drawn, to increase the number of CSSA cases. These supplementary CSSA respondents were introduced by NGOs serving CSSA recipients.
- With the assistance of NGOs that served people with disabilities, purposeful sampling was used to select respondents with disabilities.

Data Collection Procedure

- The research used a multi-wave and multi-contact approach in order to increase respondents' willingness to participate in surveys and increase the opportunities to contact the sampled persons in the households selected.
- A notification letter was sent to the sampled households before the interview, to explain the purpose of the survey and to reassure the respondents that data collected in the survey would be kept strictly confidential.
- Required information was obtained through face-to-face interview. If the first visit was not successful, interviewers were required to make at least five callbacks, at different times of the day and different days of the week, to minimize non-contact situations.
- In case a refusal was encountered, the fieldwork managers or fieldwork supervisors took over the case. The managers reassigned the case to another interviewer or accompanied the interviewer to make a second attempt, or directly took over the case. This arrangement aimed at ensuring the quality of the interview and minimizing the number of non-responses.

Measures

- The proposed research examines the effects of the minimum wage on both objective and subjective indicators. Therefore, both types of measurement are involved in the research.
- Objective indicators are wage rate, working hours, benefit, individual and household income. Subjective indicators are scale of wage satisfaction, job in general and quality of life.

研究樣本

- 本研究將從三個弱勢社群中抽取600名受訪者參與縱向定量研究。計劃每個弱勢社群（殘疾人士、領取綜援人士及新來港婦女）有200名受訪者。此外，計劃抽取120名低薪勞工（月收入少於5000港元）作為對照組。
- 本研究採用兩階段分層系統抽樣方法。第一階段，以隨機方法抽取住所。在隨機抽取的住所內，目標受訪者通過篩選問卷進行確認。第二階段，選取確認的家庭成員進行訪談。
- 本研究採用多次、兩階段的重複研究設計。為了儘量減少樣本誤差，本研究中的被訪對象包括所有住房類型。最初分佈共有30組替補抽樣，每組替補抽樣約有50個住所，而總共抽出1,500個住所。基於第一輪探訪的原始結果，調整第二輪及之後的數據收集，從而確保有足夠的領取綜援人士、新來港婦女、及普通低收入人士受訪者。此外，為了增加綜援人士的數目，本研究通過服務綜援人士的非政府機構的介紹，增補了一些綜援人士受訪者。
- 在服務殘疾人士的非政府機構的幫助下，本研究採取目的抽樣法選取殘疾人士的受訪者。

數據收集過程

- 為了提高受訪者接受調查的意願及確保與選定住戶中抽樣樣本成功聯絡的機會，本研究採取多次探訪及多次聯絡的數據收集方法。
- 在訪談前，訪問員會向抽樣住戶出示一份知情同意書，解釋本次調查的目的及再次向受訪者保證資料收集過程將會嚴格保密。
- 本研究採用面對面的訪談方式獲取所需要的訊息。如果第一次探訪不成功，本研究要求訪問員要在一天內的不同時間，一周內的不同天內，通過電話，至少與受訪者聯絡5次，從而減少聯絡不到（non-contact）的情況。
- 如果被訪對象拒絕接受調查，調查經理或調查督導將會接手跟進這個個案。調查經理會把這個被訪對象重新分派給其他訪問員，或者陪同訪問員再次尋求被訪對象的同意，或者直接接手跟進這個個案。這樣的安排一是為了保證訪談的質量，二是為了減少研究中拒絕回應的數目。

量度

- 本研究旨在從主觀及客觀兩方面測量最低工資的影響。因此，本研究採用了兩種類型的量度。
- 客觀方面指標包括：工資、工時、福利、個人及家庭入息。主觀方面指標包括：工資滿意度、一般工作量表及生活質素量表。

Measurement of Quality of Life (QoL)

- The World Health Organization Quality of Life (WHOQOL) project was initiated in 1991. The aim was to develop an international cross-culturally comparable quality of life (QoL) assessment instrument. It assesses the individual's perceptions in the context of the culture and value systems, and personal goals, standards and concerns. The WHOQOL instruments were developed collaboratively in a number of centres worldwide and have been widely field-tested (WHO Research Tools website http://www.who.int/substance_abuse/research_tools/whoqolbrief/en/).
- The WHOQOL Group was then formed to develop the instrument. The development process consisted of several stages, and initially 100 items (known as WHOQOL-100) were included in the instrument to assess QoL. After a series of worldwide field trials and validation, a shorter version was devised (known as WHOQOL-BREF).
- This brief version consisted of 2 overall measures and 24 items from 4 domains: physical health, psychological health, social relationships, and the environment. QoL is, as defined by the WHOQOL Group, "individuals' perceptions of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns" (WHO, 1997). Since then, the brief version has been translated into different languages and proceeded a validation test, including a Chinese version (Leung et al., 1997).
- In view of the research objectives, the research team decided to remove one item from the WHOQOL-BREF. The item asks respondents how satisfied they are with their sex life. In Chinese culture, one's sex life is a very private matter, and discussion of it causes unease; hence, it has little relevance to the present research. Therefore, removing this item could eliminate respondents' uneasiness and make the survey more successful.

Measurement of Job Satisfaction

- The Job in General Scale (JIG) (Ironson, Smith, Brannick, Gibson, & Paul, 1989) was used to measure global job satisfaction. The scale contains 18 items, which allow general evaluation of one's job. The instructions are "Think of your job in general. All in all, what is it like most of the time? In the blank beside each word or phrase below, write 'Y' for Yes if it describes your job, 'N' if it does NOT describe it, '?' if you cannot decide". Sample descriptions are "Undesirable", "Better than most", and "Rotten". Past research has shown satisfactory reliability and validity of the scale (Price, 1997).
- The Job Descriptive Index (JDI) (Smith, Kendall, & Hulin, 1969) is a multidimensional measure of job satisfaction that assesses satisfaction with pay, supervision, promotion, co-workers, etc. Only the Pay Satisfaction Subscale (9 items) was used in this research. The instructions are similar to those in JIG as described above. The sample phrases are "less than I deserve", "insecure", "income adequate for normal expenses", etc. Satisfactory psychometric properties have been reported in previous studies (see Price, 1997).

生活質素之測量

- 世界衛生組織生活質素項目開始於1991年。這個項目旨在發展一套國際的、可跨文化比較的生活質素評估工具。這個量表是評估人們在他們自己的文化及價值系統下，結合個人目標、生活標準及關注的自身生活感受。「世界衛生組織生活質素量表」是由很多全球組織共同研發，並在實踐中廣泛使用的一個測量工具。(世界衛生組織測量工具網站：http://www.who.int/substance_abuse/research_tools/whoqolbrief/en/)。
- 世界衛生組織生活質素小組負責研發生活質素量表。量表產生的過程經歷了很多個階段，最初是由100條問題所組成的測量生活質素量表(即世界衛生組織生活質素-100量表)。後來經過全球範圍內的試測及效度檢驗，精簡出一個簡化版(即世界衛生組織生活質素-簡化版量表)。
- 簡化版生活質素量表是一個包括兩個總體評估及身體健康、心理健康、社會關係及環境4個領域24條問題的量表。世界衛生組織生活質素小組定義生活質素為：在個人生活的文化價值系統下，結合個人目標、期望、標準及關注、個人對他們生活的感受(WHO,1997)。從那以後，簡化版生活質素量表被廣泛翻譯及進行效度檢驗，包括中文版(Leung et al., 1997)。
- 針對本研究的研究目標，本研究團隊刪除了世界衛生組織簡化版生活質素量表中的一條關於被訪者性生活滿意度的問題。在中國文化背景下，性生活是最私密的話題，涉及性生活的問題會造成被訪者緊張，而且這條問題與本研究沒有太大的關係。因此，刪除這條問題可以避免被訪者的緊張，從而使調查更為順利。

工作滿意度量表

- 一般工作量表(Job in General Scale)是用來測量工作滿意度的量表(Ironson, Smith, Brannick, Gibson, & Paul, 1989)。這個量表包括18條問題，用來總體地評估一個人的工作情況。此量表的指導語是「請整體上考慮你的工作，總體來說，你現時的工作情況是什麼樣的？請在每個描述的下方空白處，填上『是』代表它能夠描述你的工作；『否』代表它不能夠描述你的工作；『無法決定』代表無法決定。」此量表中的描述語包括「不是想要的」、「比多數工作好」、「極壞的」等。過去的研究已經表明此量表的信度和效度都比較好(Price, 1997)。
- 工作描述指數(Job Descriptive Index)是一項對工作滿意度多維度的測量工具，包括對工資、督導、晉升及同事的滿意度(Smith, Kendall, & Hulin, 1969)。本研究只採用了工資滿意度量表(包含9條問題)。此量表的指導語與上文提到的工作滿意度量表相似。指導語包括「低於我應得的」、「無保障」、「收入足以應付日常開支」等。之前研究已經驗證了此量表比較好的心理測量學特性。

Characteristics of Respondents

被訪者特徵

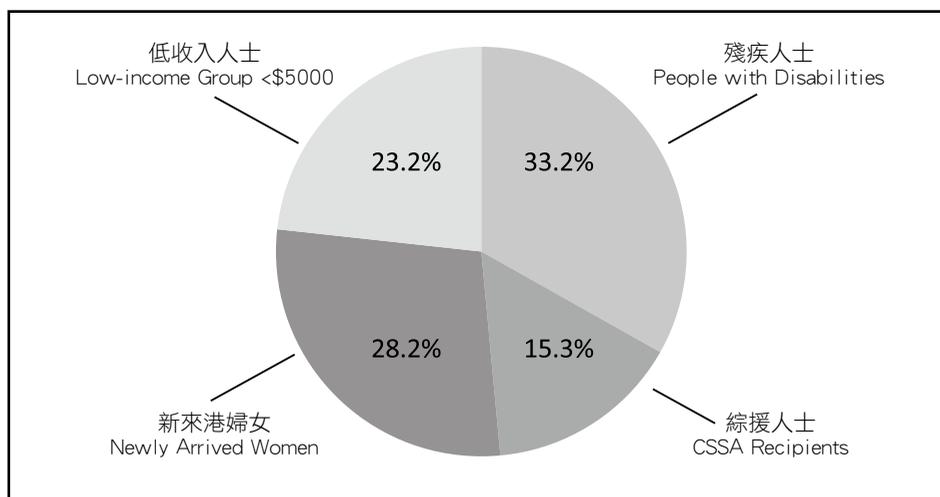
Category of Respondents 被訪者類別

- Of the 379 respondents completing the T1 and T2 survey, people with disabilities, CSSA recipients, and newly arrived women accounted for 33.2%, 15.3%, and 28.2% respectively while the low-income group accounted for 23.2%¹.
- 在379名成功接受兩次訪問的被訪者中，殘疾人士佔33.2%，領取綜援人士佔15.3%，新來港婦女佔28.2%，而作為控制小組的低收入人士則佔23.2%¹。

表3：被訪者類別
Table 3 : Category of Respondents

類別 Category	數目 Number	百分比 Percent (%)
殘疾人士 People with Disabilities	126	33.2
綜援人士 CSSA Recipients	58	15.3
新來港婦女 Newly Arrived Women	107	28.2
低收入人士 Low-income Group <\$5000	88	23.2
總計 Total	379	100.0

圖1：被訪者類別
Figure 1 : Category of Respondents



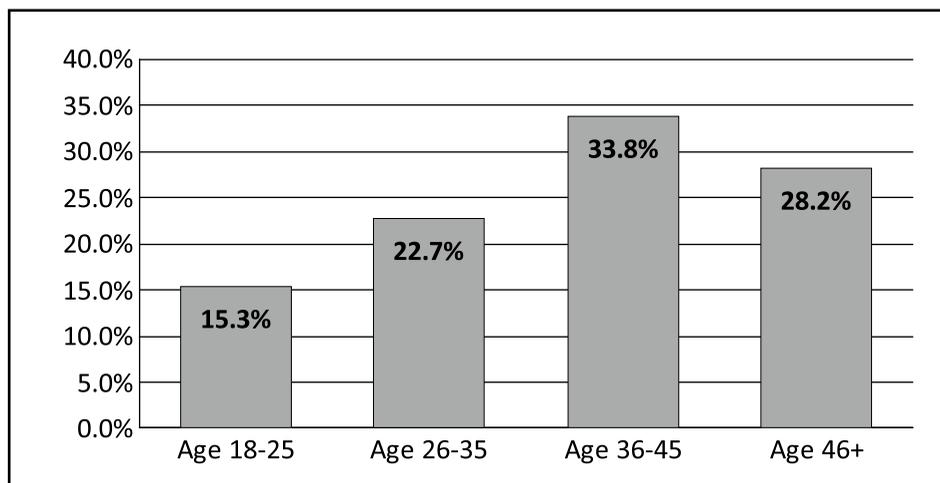
¹ Low income refers to those with a family income less than HKD 5000. In this research, different groups of respondents were ordered and categorized by the marginal condition in the labour market. People with disabilities ranked as the most marginalized group in the labour market, and the low-income group ranked last of the four groups. If a respondent had a disability and was a CSSA recipient, he or she was categorized as a person with a disability. If a respondent was a CSSA recipient and a new arrival, then she was categorized as a CSSA recipient.

¹ 低收入人士指家庭每月收入少於港幣5000元的人士。分類按照不同類別在勞動力市場邊緣化程度來排列及劃分，以殘疾人士邊緣化最高，低收入人士最低，以最高者為準。如該名人士同屬殘疾人士及綜援人士，則列為殘疾人士；如同屬綜援人士及新來港婦女則屬綜援人士，如此類推。

Age 年齡

- The average age of all respondents was 39. About one third (33.8%) were 36–45, and approximately one third (28.2%) were over 45 (see Figure 2)
- 被訪者的年齡平均為39歲。有三分之一 (33.8%) 屬 36 - 45歲年齡組別，另有約三成 (28.2%) 年齡超過45歲 (詳見圖2)。

圖2：被訪者年齡組別
Figure 2 : Age Groups of Respondents



Educational Attainment 教育水平

- Of the respondents 40.6% finished junior secondary school (Forms 1–3), 27.2% finished primary school, and 20.3% finished senior secondary school (Forms 4–5). The percentage of the respondents that completed higher education was very low (see Table 4).
- 有四成 (40.6%) 被訪者的教育水平為初中 (中一至中三)，有約三成 (27.2%) 為小學，另有約兩成 (20.3%) 為高中 (中四至中五)，擁有其他較高教育水平的比例較少 (詳見表4)。

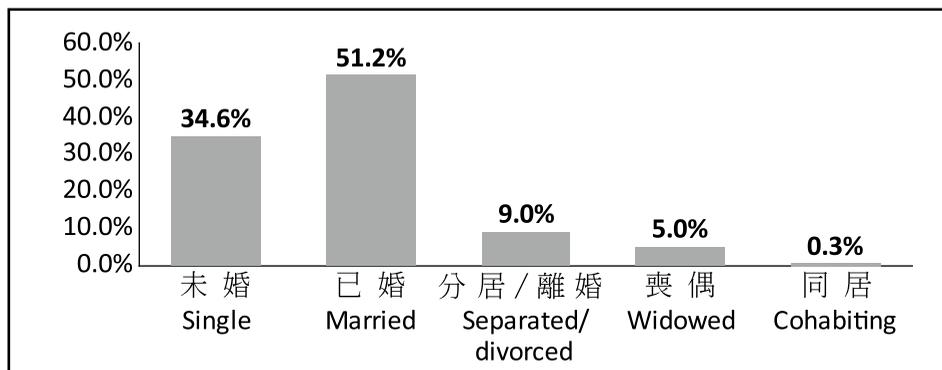
表4：被訪者教育水平
Table 4 : Educational Attainment of Respondents

教育程度 Education Attainment	數目 Number	百分比 Percent (%)
無正式教育/幼稚園 None at all/Kindergarten	7	1.8
小學 Primary school	103	27.2
中學 (中一至中三) Junior secondary (Form 1 - 3)	154	40.6
高中 (中四至中五) Senior secondary (Form 4 - 5)	77	20.3
預科 (中六至中七) Matriculate (Form 6 - 7)	10	2.6
專上教育 (文憑/證書) Tertiary (Diploma/Certificate)	14	3.7
專上教育 (副學位課程) Tertiary (Associate Degree)	3	0.8
專上教育 Tertiary (Degree)	11	2.9
總計 Total	379	100.0

Marital Status 婚姻狀況

- In this research, about half of all respondents (51.2%) were married, one third (34.6%) were single, and 9.0% were currently separated or divorced (see Figure 3) .
- 有半數 (51.2%) 被訪者屬已婚人士，三分一 (34.6%) 屬未婚，亦有約一成 (9.0%) 屬分居及離婚人士 (詳見圖3)。

圖3：婚姻狀況
Figure 3 : Marital Status



People with Disabilities 殘疾狀況

- Over half of the respondents (65.3%) had no disabilities, and those with one or more accounted for about 35%. Of those with disabilities, respondents with mental illness, mental challenges, and physical challenges accounted for 12.0%, 7.5% and 6.1%, respectively (see Table 5) .
- 有六成半 (65.3%) 被訪者為健全人士，三成半為殘疾人士，有一種或以上的殘疾。當中有12.0%患精神病，7.5%為弱智人士，另有6.1%為肢體殘疾人士 (詳見表5)。

表5：不同殘疾類別被訪者
Table 5 : Different Types of Disability of Respondents

殘疾類別 Type (s) of Disability	數目 Number	個案百分比 Case Percent
沒有，健全 None; able-bodied	245	65.3%
聽力受損 Hearing Impairment	4	1.1%
視覺受損 Visual Impairment	15	4.0%
肢體傷殘 Physical Challenge	23	6.1%
言語障礙 Speech Impairment	7	1.9%
弱智 Mental Challenge	28	7.5%
精神病 Mental Illness	45	12.0%
自閉癥 Autism	1	0.3%
器官殘障/長期患病/其他 Visceral Disability/ Chronic Illness/ Other	15	4.0%
注意力不足/過度活躍癥 Attention Deficit/ Hyperactivity Disorder	2	0.5%
特殊學習困難 Specific Learning Difficulties	6	1.6%
回應總計 Response Total	391	104.3%
個案總計 Case Total	375	100.0%

Types of Housing 住屋類型

- The majority of respondents (62.2%) were living in public estates, only a small proportion (14%) lived in private housing, and some (4.8%) lived in the Home Ownership Scheme flat (see Table 6) .
- 有超過六成 (62.2%) 被訪者居住於公共屋邨，一成半 (14%) 居住於私人樓宇，4.8%居住於居屋 (詳見表6) 。

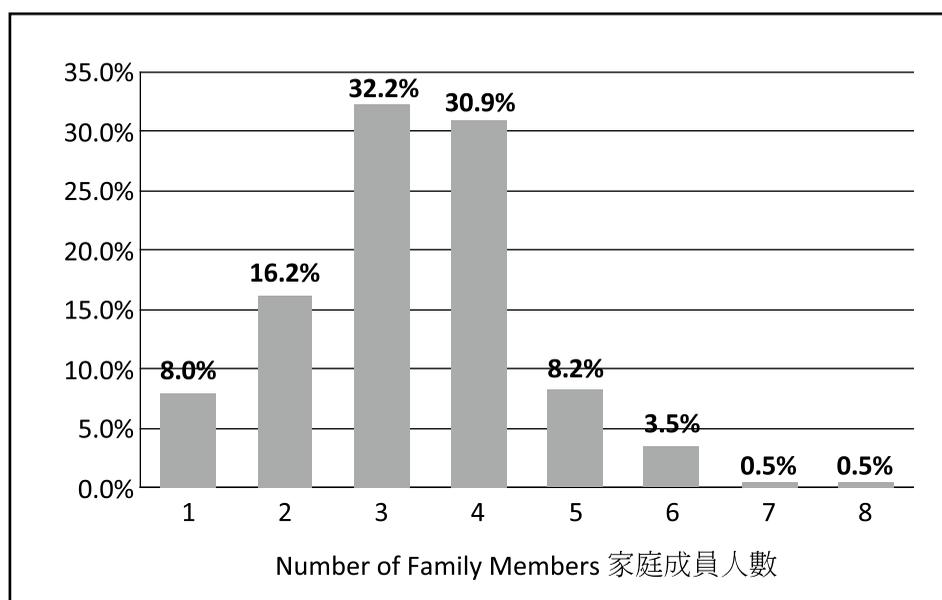
表6：被訪者住屋類型
Table 6 : Types of Housing of Respondents

住屋類型 Type (s) of housing	數目 Number	百分比 Percent (%)
公共屋邨 Public estate	235	62.2
居屋 Home Ownership Scheme flat	18	4.8
私人樓宇 Private housing	53	14.0
村屋 Village house	2	0.5
其他 Other	70	18.5
總計 Total	378	100.0

Number of Family Members 家庭成員數目

- Of the respondents, 8% lived alone, whereas the vast majority lived with family members. Families with two, three or four family members accounted for 16.2%, 32.2%, and 30.9%, respectively (see Figure 4) .
- 有近一成 (8.0%) 被訪者是獨居人士，16.2%為二人同住家庭，32.2%為三人同住家庭及30.9%為四人同住家庭 (詳見圖4) 。

圖4：被訪者的家庭成員人數
Figure 4 : Number of Family Members of Respondents



Source (s) of Family Income 家庭經濟收入來源

- The most common income source for respondents (76.7%) was the respondent her or himself. The work of family members was the next most common income source (61.3%). Nearly a quarter of respondents' families (24.7%) had income from CSSA, and a small proportion (6.9%) had Disability Allowance (see Table 7).
- 有七成半 (76.7%) 被訪者的家庭經濟收入來源包括自己工作，六成 (61.3%) 包括其他家人工作，而約兩成半 (24.7%) 被訪者的家庭有領取綜援，6.9%有領取傷殘津貼 (詳見表7)。

表7：被訪者的家庭經濟收入來源 (可有多項選擇)
Table 7 : Income Source of Households (Numerous Responses)

	數目 Number	佔個案百分比 Percent
自己工作 My work	289	76.7%
其他家人工作 Family members' work	231	61.3%
綜援 Comprehensive Social Security Assistance	93	24.7%
高齡津貼 Old age allowance	7	1.9%
傷殘津貼 Disability allowance	26	6.9%
其他 Other	2	0.5%
回應總計 Response Total	648	171.9%
個案總計 Case Total	377	100.00%

Family Monthly Income 家庭月入息

- The majority of respondents (85%) had a family monthly income below HKD 15,999. The mean family monthly income was HKD 10,686 (standard deviation = HKD 6,806), the median was HKD 9,726 at T1, and the mean was HKD 12,059 at T2 (standard deviation = HKD 7,901), an increase of 12.8%. The median was HKD 10,657, an increase of 9.6%.
- 大部份受訪者 (85%) 家庭月入息在港幣15,999元以下。在T1時，受訪者家庭月入息平均值為港幣10,686元 (標準差=港幣6,806元)，中位數為港幣9,726元；而在T2時，受訪者家庭月入息平均值上升至港幣12,059元 (標準差=港幣7,901元)，增長達12.8%，而中位數為港幣10,657元，增長達9.6%。

圖5：被訪者家庭每月收入
Figure 5 : Monthly Family Income of Respondents

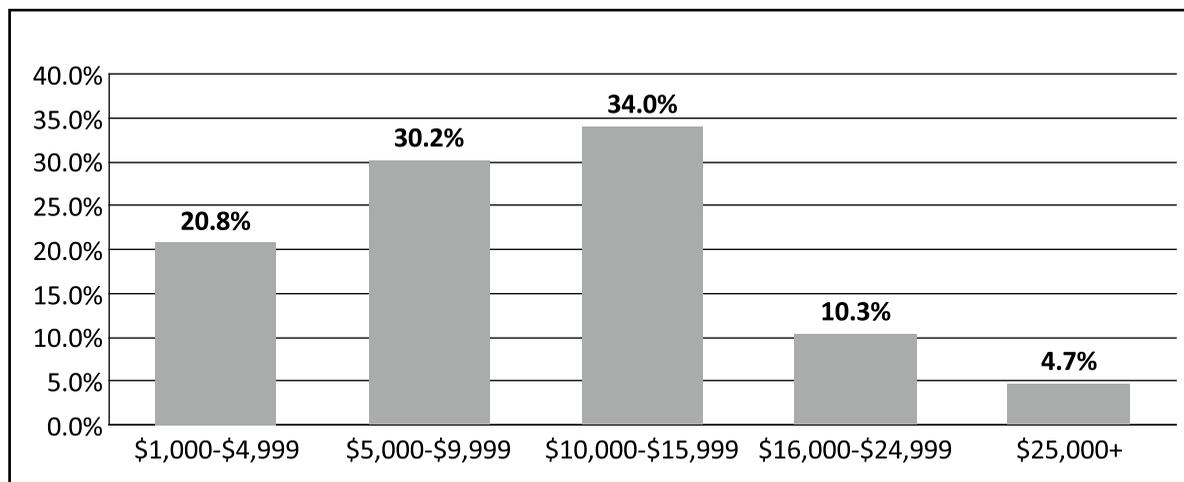


表8：被訪者的家庭月收入 (T1)
Table 8 : Household Monthly Income of Respondents at T1

金額 Amount	數目 Number	百分比 Percent	百分比小計 Percent sub-Total
\$1,000 - \$1,999	2	0.6	0.6
\$2,000 - \$2,999	12	3.5	4.1
\$3,000 - \$3,999	22	6.5	10.6
\$4,000 - \$4,999	35	10.3	20.8
\$5,000 - \$5,999	25	7.3	28.2
\$6,000 - \$6,999	28	8.2	36.4
\$7,000 - \$7,999	22	6.5	42.8
\$8,000 - \$8,999	13	3.8	46.6
\$9,000 - \$9,999	15	4.4	51.0
\$10,000 - \$11,999	55	16.1	67.2
\$12,000 - \$13,999	33	9.7	76.8
\$14,000 - \$15,999	28	8.2	85.0
\$16,000 - \$17,999	13	3.8	88.9
\$18,000 - \$19,999	6	1.8	90.6
\$20,000 - \$24,999	16	4.7	95.3
\$25,000 or above	16	4.7	100.0
總計 Total	341	100.0	

Changes in Employment Situation over Time 受訪者就業狀況變化

- The employment effect of SMW on different vulnerable groups was investigated by comparing the changes from unemployment to employment or vice versa, from T1 to T2, with the low-income control group².
- 要了解最低工資對不同弱勢社群的影響可以透過比較有關社群與低收入人士（控制組）由T1至T2時，就業轉為失業及由失業轉為就業的改變而得知²。

Low-Income Group 低收入人士

- First, we examined the changes in the employment situation of the low-income group (control group). Of the 76 respondents who were working (defined as engaged in any paid work in the last 7 days before the interview) at T1, 16 (18.2%) did not work at T2.
- 首先，參看低收入人士（控制組）就業狀況的變化。有76人在T1時有工作（指在被訪前七天內有有薪工作），其中16人（佔低收入人士的18.2%）在T2變為沒有工作。
- At the same time, 12 of the low-income group did not work at T1, and 9 (10.2% of the low-income group) were working at T2. The percentage of people in the low-income group who were working decreased from 86.4% at T1 to 78.4% at T2 (see Table). A mild negative employment effect on the low-income control group was found.
- 其次，在12名於T1時沒有工作的被訪者中，有9人（佔低收入人士的10.2%）在T2時變為有工作。低收入人士被訪者有工作的比例由T1時的86.4%稍為下降至T2時的78.4%（參看表9），低收入人士出現輕微的負就業效應。

表9：低收入人士—T1及T2是否有工作
Table 9 : Low-income Group: Comparison of Working or Not Working at T1 & T2

				T2: 過去七日是否從事有償工作 T2: Did you do any paid work in the last 7 days?		
				1. 是 Yes	2. 否 No	總計 Total
低收入人士 Low-income Group (Less than HKD 5000)	T1: 過去七日是否從事有償工作? T1: Did you do any paid work in the last 7 days?	1. 是 Yes	數目 Count 佔總數的% % of Total	60 68.2%	16 18.2%	76 86.4%
		2. 否 No	數目 Count 佔總數的% % of Total	9 10.2%	3 3.4%	12 13.6%
	總計 Total			數目 Count 佔總數的% % of Total	69 78.4%	19 21.6%

² In the data analysis of the comparison of the different vulnerable groups with the low-income control group, we selected all respondents with disabilities, CSSA recipients, and newly arrived women in the vulnerable groups to allow more cases for comparison, so the number of respondents in each vulnerable groups is greater than that indicated in Table 1.

² 在以下分析各弱勢社群與低收入人士的比較中，所有屬於殘疾人士、領取綜援人士及新來港婦女的受訪者均會包括在該弱勢社群中，以便有較可比較的個案。有關弱勢社群的數目會比表一列出的數目為多。

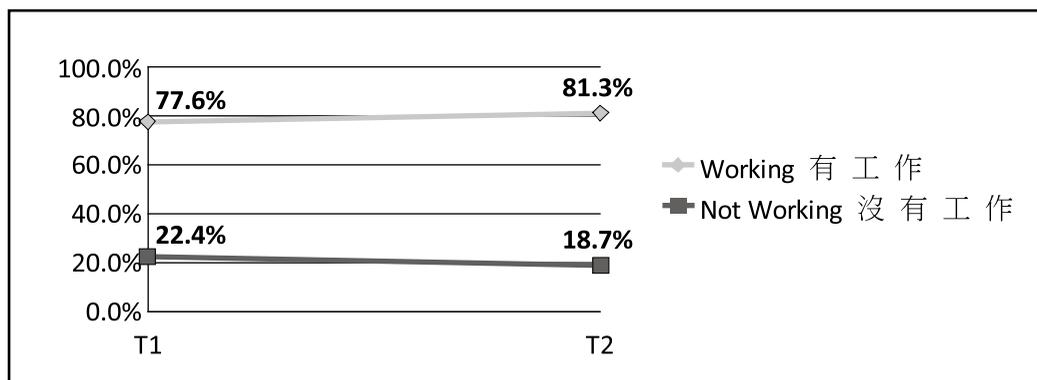
Newly Arrived Women 新來港婦女

- Of the 83 newly arrived women respondents who were working at T1, 11 (10.3%) did not work at T2.
- 新來港婦女而言，有83人在T1時有工作，其中有11人（佔新來港婦女的10.3%）在T2時變為沒有工作。
- At T1, 24 of the newly arrived women did not work, and 15 (14.0%) were working at T2. Those who were working increased from 77.6% at T1 to 81.3% at T2. The employment effect of the minimum wage on newly arrived women is significantly more positive than it is on the low-income control group (see Table 10).
- 在24名於T1時沒有工作的被訪者中，有15人（佔新來港婦女的14.0%）在T2時變為有工作。新來港婦女被訪者有工作的比例由T1時的77.6%上升至T2時的81.3%，可見最低工資對新來港婦女相較低收入人士控制組有較明顯的正面就業效應（參看表10）。

表10：新來港婦女-- T1及T2是否有工作
Table 10 : Newly Arrived Women: Comparison of Working or Not Working at T1& T2

				T2: 過去七日是否從事有償工作 T2: Did you do any paid work in the last 7 days?		
				1. 是 Yes	2. 否 No	總計 Total
新來港婦女 Newly Arrived Women	T1: 過去七日是否從事有償工作? T1: Did you do any paid work in the last 7 days?	1. 是 Yes	數目 Count 佔總數的% % of Total	72 67.3%	11 10.3%	83 77.6%
		2. 否 No	數目 Count 佔總數的% % of Total	15 14.0%	9 8.4%	24 22.4%
	總計 Total		數目 Count 佔總數的% % of Total	87 81.3%	20 18.7%	107 100.0%

圖6：新來港婦女有工作及沒有工作的百分比（T1至T2變化）
Figure 6 : Percentage of Newly Arrived Women Working and Not Working (Changes from T1 to T2)



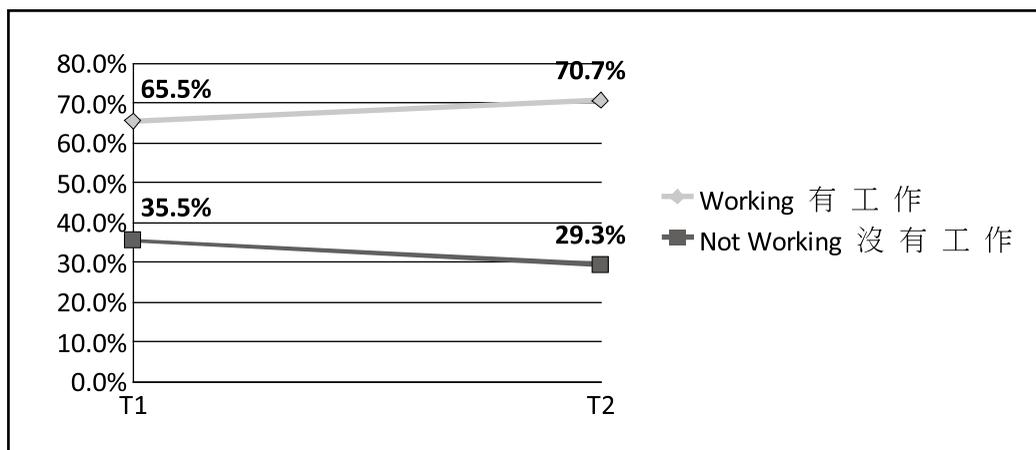
CSSA Recipients 綜援人士

- Of the 38 CSSA recipients who were working at T1, 7 (12.1%) did not work at T2.
- At the same time, 20 of the low-income group did not work at T1, and 10 (17.2% of the CSSA recipients) were working at T2. The percentage of CSSA recipients who were working increased from 65.5% at T1 to 70.7% at T2 (see Table 11). The employment effect of the minimum wage on CSSA recipients is significantly more positive than it is on the low income-control group.
- 而就綜援人士而言，有38人在T1時有工作，其中有7人（佔綜援人士的12.1%）在T2時變為沒有工作。
- 同時，在20名於T1時沒有工作的被訪者中，有10人（佔綜援人士的17.2%）在T2時變為有工作。綜援人士被訪者有工作的比例由T1時的65.5%上升至T2時的70.7%。可見最低工資對綜援人士相較低收入人士控制組有明顯的正面就業效應（參看表11）。

表11：綜援人士-- T1及T2是否有工作
Table 11 : CSSA Recipients: Comparison of Working or Not Working at T1& T2

				T2: 過去七日是否從事有償工作 T2: Did you do any paid work in the last 7 days?		總計 Total
				1. 是 Yes	2. 否 No	
綜援人士 CSSA Recipients	T1: 過去七日是否從事有償工作? T1: Did you do any paid work in the last 7 days?	1. 是 Yes	數目 Count 佔總數的% % of Total	31 53.4%	7 12.1%	38 65.5%
		2. 否 No	數目 Count 佔總數的% % of Total	10 17.2%	10 17.2%	20 34.5%
	總計 Total			數目 Count 佔總數的% % of Total	41 70.7%	17 29.3%

圖7：綜援人士有工作及沒有工作的百分比 (T1至T2變化)
Figure 7 : Percentage of CSSA Recipients Working and Not Working (Changes from T1 to T2)



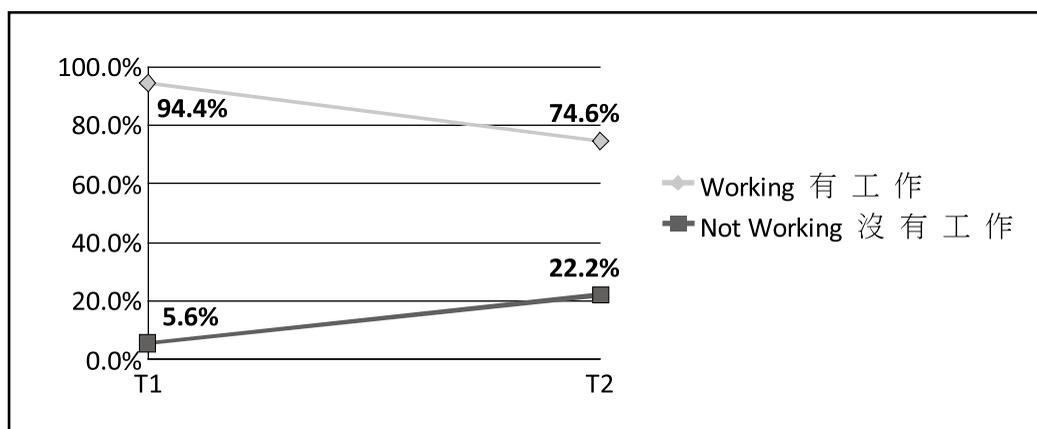
People with Disabilities 殘疾人士

- Of the 119 respondents with disabilities who were working at T1, 28 (22.2%) did not work at T2.
- Of the 7 people with disabilities who were not working at T1, 3 (2.4%) were working at T2. The percentage of those who were working decreased from 94.4% at T1 to 74.6% at T2. The negative employment effect of the minimum wage on people with disabilities was more significant than on the low-income control group (see Table 12).
- 至於殘疾人士，有119人在T1時有工作，其中有28人（佔殘疾人士的22.2%）在T2時變為沒有工作。
- 在7名於T1時沒有工作的殘疾人士被訪者中，有3人（佔殘疾人士的2.4%）在T2時變為有工作。殘疾人士被訪者有工作的比例由T1時的94.4%下降至T2時的74.6%，可見最低工資對殘疾人士相較低收入人士控制組來說有較明顯的負就業效應（參看表12）。

表12：殘疾人士：T1及T2是否有工作
Table 12 : People with Disabilities: Comparison of Working or Not Working at T1& T2

				T2: 過去七日是否從事有償工作 T2: Did you do any paid work in the last 7 days?		
				1. 是 Yes	2. 否 No	總計 Total
殘疾人士 People with Disabilities	T1: 過去七日是否從事有償工作? T1: Did you do any paid work in the last 7 days?	1. 是 Yes	數目 Count 佔總數的% % of Total	91 72.2%	28 22.2%	119 94.4%
		2. 否 No	數目 Count 佔總數的% % of Total	3 2.4%	4 3.2%	7 5.6%
總計 Total			數目 Count 佔總數的% % of Total	94 74.6%	32 25.4%	126 100.0%

圖8：殘疾人士有工作及沒有工作的百分比 (T1至T2變化)
Figure 8 : Percentage of People with Disabilities Working and Not Working (Changes from T1 to T2)



Changes in the Labour Market Conditions of Different Vulnerable Groups

不同弱勢社群勞動力市場狀況的變化

- After analyzing the changes in the employment situation of the vulnerable groups before and after the implementation of SMW, it was found that there was a positive employment effect on both newly arrived women and CSSA recipients, a slight negative employment effect on the low-income group, and a negative employment effect on people with disabilities. Then, we compared the changes in the labour market situation, including hourly rate, weekly working hours and monthly income from the main job of the respondents before the implementation of SMW (T1) and after the implementation of SMW (T2).
- Of the 379 respondents, 257 were working at both T1 and T2. In the following analyses, we focus on the changes of these 257 respondents in the labour market, in order to understand the effects of SMW on different vulnerable groups.
- 分析過不同弱勢社群於最低工資實施前 (T1) 及實施後 (T2) 是否有工作的變化，我們發現新來港婦女及綜援人士出現正就業效應，而低收入人士出現輕微負就業效應，殘疾人士則出現負就業效應。我們接著比較於最低工資實施前 (T1) 及實施後 (T2) 均有工作的被訪者，在勞動力市場狀況包括時薪、每周工時及按月主要工作入息的變化。
- 在379名被訪者中，有257人在T1及T2時均有工作。下列將集中分析這257名被訪者的勞動力市場狀況的變化，以了解最低工資實施對不同弱勢社群的影響。

Hourly Rate 時薪

- The previous monthly salaries before the interview of the respondents are counted as the monthly income including commission, premium, bonus, tips, different allowances, etc. (except MPF provided by employers). We divided the monthly income from the main employment by the monthly total working hours to get the average hourly rate of the respondents. The mean hourly rate of the 257 respondents was HKD 30.74 at T1. It increased to HKD 33.51 at T2, a rate of 9.0%.
- The rise in hourly rate of people with disabilities was the most significant of the three vulnerable groups: the mean hourly rate increased from HKD24.93 to HKD 30.58, 22.7%. The hourly rate of people with disabilities was probably much lower before the implementation of SMW. Newly arrived women had the second highest increase in hourly rate, from HKD29.84 to HKD34.07, or 14.2%. CSSA recipients received the lowest increased rate; their hourly rate increased from HKD29.98 to HKD32.45, or 8.2%.
- The hourly rate of the low-income control group decreased slightly from HKD 38.20 to HKD 36.92, or 3.4%. The reasons for the slight decrease are the changes in the salary calculation method of some monthly paid workers and the increase in number of working hours. However, there should be concern that the hourly rate level of the low-income group was significantly higher than that of the other three vulnerable groups at both T1 and T2.
- 我們以被訪者於受訪前過去一個月主要工作的基本工資加上各項佣金、獎金、花紅、小費及各類津貼等，但不包括僱主供款強積金的部份作為被訪者按月主要工作入息（以下簡稱主要入息）。並將被訪者的主要入息除以受訪前過去一個月主要工作的總工時，計算出有關人士於被訪前一個月的平均時薪（以下簡稱時薪），所有257名被訪者，T1的時薪的平均值為\$30.74，T2的時薪平均值則為\$33.51，上升幅度為9.0%。
- 在三組弱勢社群中，以殘疾人士時薪的增加最為明顯，由24.93元增加至30.58元，增幅高達22.7%，估計原因是由於法例實施前殘疾人士的時薪偏低。其次為新來港婦女，時薪由29.84元增加至34.07元，增幅達14.2%。而綜援人士的增幅最低，時薪由29.98增加至32.45元，增幅為8.2%。
- 低收入人士作為控制組的時薪平均值卻出現輕微下降，由38.20元下降至36.92元，下降幅度為3.4%。低收入人士日薪下降主要原因是由於部份月薪工人的計酬形式改變，以及其工時明顯增加，所以出現時薪輕微下降的情況。但要留意，低收入人士的時薪水平無論於T1及T2時均明顯高於其他三組弱勢社群。

表13：不同弱勢社群的時薪變化
Table 13 : Changes in Hourly Rate for Different Vulnerable Groups

	類別 Category	均值 Mean		標準方差 SD		數目 No.
		T1	T2	T1	T2	
時薪 Hourly Rate (港元 HKD)	新來港婦女 Newly Arrived Women	29.84	34.07	11.64	11.03	82
	綜援人士 CSSA Recipients	29.98	32.45	18.54	9.28	44
	殘疾人士 People with Disabilities	24.93	30.58	15.54	16.40	77
	低收入人士 Low Income Group	38.20	36.92	47.99	27.93	54
	總計 Total	30.74	33.51	23.43	16.16	257

Average Working Hours 每周平均工時

- We divided the total monthly working hours (except unpaid leave and lunch hour) by 4.36 to calculate the average working hours per week (working hours) of the respondents. The number of mean working hours for the 257 respondents was 29.26 at T1, increasing to 32.88 hours at T2, a rate of 12.4%.
- The rise in number of working hours of CSSA recipients was the highest of the three vulnerable groups. Their working hours increased from 22.95 to 26.47, a rate of 15.3%. The second highest increase was that of newly arrived women, whose working hours increased from 28.35 to 31.28, a rate of 10.3%. The working hours of people with disabilities did not change significantly, from 37.27 to 37 hours.
- The mean working hours of the low-income control group increased significantly, from 28.47 to 36.77, or 29.2%. It should be noted the average number of working hours of the low-income group was lower than that of people with disabilities and similar to that of newly arrived women at T1. But at T2, the number of working hours of the low-income group was much higher than that of the newly arrived women, which might be related to the fact that the newly arrived women have to take care of the family and could not significantly increase the number of working hours.
- 我們將被訪者受訪前過去一個月主要工作的總工時（不包括無薪的休息日及用膳時間）除以4.36計算出其每周平均工時（以下簡稱工時）。所有257名被訪者，T1工時的平均值為29.26小時，T2的平均工時為32.88小時，上升幅度為12.4%。
- 在三組弱勢社群中，以綜援人士的工時增幅最高，工時由22.95小時增加至26.47小時，增幅為15.3%。其次為新來港婦女，工時由28.35小時增加至31.28小時，增幅達10.3%；殘疾人士的工時並沒有太大轉變，由37.27小時變成37小時。
- 低收入人士作為控制組的工時平均值出現明顯上升，由28.47小時上升至36.77小時，上升幅度高達為29.2%。但要留意，低收入人士T1的工時平均數低於殘疾人士而與新來港婦女相若；但在T2時，低收入人士的工時大幅高於新來港婦女。這可能與新來港婦女需要照顧家庭而未能大幅增加工時有關。

表 14：不同弱勢社群的每周平均工時變化
Table 14 : Changes in Weekly Average Working Hours for Different Vulnerable Groups

	類別 Category	均值 Mean		標準方差 SD		數目 No.
		T1	T2	T1	T2	
每周平均工時 Average Working Hours Per Week	新來港婦女 Newly Arrived Women	28.35	31.28	16.69	16.98	82
	綜援人士 CSSA Recipients	22.95	26.47	12.97	12.88	44
	殘疾人士 People with Disabilities	37.27	37.00	14.04	12.99	77
	低收入人士 Low Income Group	28.47	36.77	15.75	16.13	54
	總計 Total	29.26	32.88	14.86	14.75	257

Monthly Income from Main Employment 按月主要工作入息

- The average main income of the 257 respondents at T1 was HKD 3,461.96. It increased to HKD 4,787.82 at T2, an increase of 38.3%.
- The rise in main income of the newly arrived women was the highest of the three vulnerable groups, from HKD 3,212.35 to HKD 4,620.50, a huge increase of 43.8%. The second highest increase was for the CSSA recipients, from HKD 2,723.48 to HKD 3,648.70, 34.0%. The increase in the main income of people with disabilities was the lowest. Their main income was originally high at T1 (HKD 4,636.77) and increased to HKD 5,171.42 at T2, only 11.5%.
- The mean main income of the low-income control group showed a tremendous surge, from HKD 3,275.22 to HKD 5,710.67, or 74.36%. It should be noted that the average main income of the low-income group was lower than that of the group with disabilities and similar to that of the newly arrived women. At T2, the main income of the low-income group was much higher than that of the newly arrived women, which might be related to the fact that the low-income control group could increase their working hours significantly but newly arrived women could not because of their family care duties.
- 所有257名被訪者，T1的主要入息平均值為3,461.96元，T2的主要入息平均值為4,787.82元，上升幅度為38.3%。
- 在三組弱勢社群中，以新來港婦女主要入息增幅最多。由T1時的3,212.35元增加至T2時的4,620.50元，增幅高達43.8%。綜援人士的主要入息，則由2,723.48元增加至3,648.70元，增幅亦達34.0%。增幅最少的是殘疾人士，其主要入息在T1時經已處於較高的水平（4,636.77元），至T2時增加至5,171.42元，增幅有11.5%。
- 低收入人士作為控制組的主要入息平均值出現最大的增幅，由3,275.22元大幅上升至5,710.67元，上升幅度高達為74.36%。但要留意，低收入人士T1的主要入息平均數低於殘疾人士而與新來港婦女相若；但於T2時，低收入人士的平均主要入息大幅高於新來港婦女。這一差距可能由於低收入人士能大幅增加工時，但新來港婦女卻需要照顧家庭而未能大幅增加工時所導致。

表15：不同弱勢社群的按月主要工作入息變化
Table 15 : Changes in Monthly Income from Main Employment for Different Vulnerable Groups

	類別 Category	均值 Mean		標準方差 SD		數目 No.
		T1	T2	T1	T2	
上一個月主要工作的總入息(港幣) Total income of the main employment in the last month (HKD)	新來港婦女 Newly Arrived Women	3212.35	4620.50	1376.27	3290.45	82
	綜援人士 CSSA Recipients	2723.48	3648.70	1434.06	1997.18	44
	殘疾人士 People with Disabilities	4636.77	5171.42	3578.49	3306.08	77
	低收入人士 Low Income Group	3275.22	5710.67	1260.51	2889.81	54
	總計 Total	3461.96	4787.82	1912.33	2870.88	257

Job Descriptive Index

- The Job Descriptive Index (JDI) is a multidimensional measure of job satisfaction that assesses satisfaction with pay, supervision, promotion, co-workers, etc. Only the satisfaction with pay subscale (Pay Satisfaction Subscale) was used in this research. It includes 9 items. Each item scores 0 to 2, and the subscale scores 0 to 18. The higher the score in the JDI pay subscale, the higher the satisfaction with the pay.
- The average score of the Pay Satisfaction Subscale of the 257 respondents was 6.43 at T1 and 7.01 at T2, an increase of 9.0%. This shows that respondents' satisfaction with their pay increased after the implementation of SMW.
- The average score of the Pay Satisfaction Subscale of people with disabilities was significantly higher than that of the other two groups at both T1 and T2. The score of people with disabilities increased from 8.43 at T1 to 8.65 at T2, or 2.6%. The score at T1 was very high, which shows that people with disabilities were comparatively satisfied with their pay before the implementation of SMW. Hence, after implementation, there was not much room for an increase.
- The average score of the newly arrived women on the Pay Satisfaction Subscale was lower than that of the other two groups at both T1 and T2. Their average score at T1 was 4.65, which increased to 5.76 at T2, or 23.9%. The low-level score at T1 means newly arrived women were not satisfied with their pay before the implementation of SMW. Even after implementation, there was still a lot of room to improve in that category. Although the scores of newly arrived women improved a lot, they were the lowest of the three groups at T2.
- The average score of the Pay Satisfaction Subscale of CSSA recipients increased from 6.07 at T1 to 6.32 at T2, an increase of 4.1%. This is the smallest rate of increase of the three vulnerable groups and might be related to the smallest increase in hourly rate of the CSSA recipients.
- The average score on the Pay Satisfaction Subscale of the low-income control group increased from 6.57 to 7.30, 11.1%. The rate of increase was lower than that of the newly arrived women but greater than that of CSSA recipients and people with disabilities.
- According to the score, the satisfaction with pay for people with disabilities was the highest. After that is the low-income group, CSSA recipients and newly arrived women, regardless of different rates of increase in the groups at both T1 and T2.

工作描述指數

- 「工作描述指數」(Job Descriptive Index) Smith, Kendall, & Hulin, 1969是一項對「工作滿意度」的多維度測量工具，包括測量對工資、督導、晉升及同事的滿意度。本研究只採用了「工資滿意度子量表」(以下簡稱工資滿意度)，該子量表包含9條問題，每題分數由0分至2分；所以子量表的總分由最低0分至最高18分，分數愈高代表被訪者對工資愈滿意。
- 所有257名被訪者，於T1時的工資滿意度平均值為6.43，T2的平均值為7.01，上升幅度為9.0%，顯示被訪者在最低工資實施後對工資的滿意度增加。
- 在三組弱勢社群中，殘疾人士的工資滿意度的平均分數無論是於T1或T2時均明顯高於其他社群。於T1時殘疾人士工資滿意度的平均分數為8.43，而於T2時平均分數為8.65，上升了2.6%。於T1時有關分數經已處於高水平，顯示殘疾人士在實施最低工資前對工資較為滿意；所以在最低工資實施後，有關滿意度沒有很大的提升空間。
- 與殘疾人士的處境剛好相反，新來港婦女的工資滿意度的平均分數無論是於T1或T2時均明顯低於其他社群。於T1時新來港婦女的平均分數只有4.65，而於T2時平均分數為5.76，上升了23.9%。於T1時工資滿意度分數處於低水平，顯示新來港婦女在實施最低工資前對工資較不滿意；而在最低工資實施後，有關滿意度有很大的改善空間。雖然有很大的改善，但新來港婦女的工資滿意度的水平於T2時仍然是各組別中最低的。
- 綜援人士的工資滿意度則由T1時的6.07增加至T2時的6.32，增幅只有4.1%，增幅是三組弱勢社群中最少的。這可能與綜援人士的時薪增幅是三組弱勢社群中最少相關。
- 作為控制組的低收入人士，其工資滿意度分數則由6.57上升至7.30，上升幅度為11.1%。增幅低於新來港婦女，但高於綜援人士及殘疾人士。
- 以分數水平來量度，對工資最滿意的是殘疾人士，接著是低收入人士、綜援人士及新來港婦女。這排序並沒有因著不同社群工資滿意度分數不同的增幅，而在T1至T2時出現改變。

表16：不同弱勢社群的工作描述指數變化
Table 16 : Changes in Job Descriptive Index for Different Vulnerable Groups

	類別 Category	均值 Mean		標準方差 SD		數目 No.
		T1	T2	T1	T2	
工作描述指數 工資滿意度子量表 Job Descriptive Index- Pay Satisfaction Subscale	新來港婦女 Newly Arrived Women	4.65	5.76	2.64	2.64	82
	綜援人士 CSSA Recipients	6.07	6.32	3.42	2.59	44
	殘疾人士 People with Disabilities	8.43	8.65	3.53	3.27	77
	低收入人士 Low Income Group	6.57	7.30	4.05	3.12	54
	總計 Total	6.43	7.01	3.41	2.91	257

Jobs in Genera

- JIG was used to measure global job satisfaction. The scale contains 18 items, which allow general evaluation of one's job. Each item scores 0 to 2; the subscale scores 0 to 36. A higher score in JIG means higher satisfaction with one's work.
- The average JIG score of the 257 respondents was 19.33 at T1, increasing to 22.06 at T2, or 14.1%. This shows that respondents' job satisfaction increased after the implementation of SMW.
- The average JIG score of people with disabilities was significantly higher than that of the other two groups at both T1 and T2. The JIG score of people with disabilities decreased slightly from 25.81 at T1 to 25.04 at T2, a decrease of 3.0%. The JIG score of people with disabilities was very high at T1, which showed that they were relatively satisfied with their job before the implementation of SMW. However, their job satisfaction decreased after implementation.
- The average JIG score of newly arrived women was lower than that of the other two groups at both T1 and T2. The average JIG score at T1 was 14.56, which increased to 20.01 at T2, an increase of 37.4%. The low JIG score at T1 indicates that newly arrived women were not satisfied with their job before the implementation of SMW, which meant there was room for improvement. Though their JIG score improved significantly, it was the lowest of that of the three groups at T2.
- The average JIG score of CSSA recipients increased from 18.00 at T1 to 20.98 at T2, an increase of 16.6%. This indicates that there was an increase in job satisfaction, but the rate of increase was less than that of the newly arrived women and the low-income group.
- The average JIG score of the low-income control group increased from 18.93 to 22.2, 17.3%. The rate of increase was lower than that of the newly arrived women but greater than that of people with disabilities and CSSA recipients.
- According to the JIG score, the job satisfaction of people with disabilities was the highest. Following them is the low-income group, CSSA recipients and newly arrived women, regardless of different rates of increase among the groups at both T1 and T2.

一般工作指數

- 一般工作量表Job in General Scale是一廣泛用來測量工作滿意度的量表，用以一般地評估個人對工作的滿意度 (Ironson, Smith, Brannick, Gibson, & Paul, 1989)。這個量表包括 18 條問題，每題分數由 0 分至 2 分，量表的總分由最低 0 分至最高 36 分，分數愈高代表被訪者對工作愈滿意。
- 所有 257 名被訪者，於 T1 時一般工作量表的平均分數為 19.33，T2 的平均值為 22.06，上升幅度為 14.1%，顯示被訪者在最低工資實施後對工作的滿意度增加。
- 在三組弱勢社群中，殘疾人士的一般工作量表的平均分數無論是於 T1 或 T2 時均明顯高於其他社群。於 T1 時殘疾人士的平均分數為 25.81，而於 T2 時平均分數稍減至 25.04，下降了 3.0%。於 T1 時殘疾人士的一般工作量表分數已經處於高水平，顯示殘疾人士在實施最低工資前對工作較為滿意；但在最低工資實施後，有關滿意度反而下降。
- 與殘疾人士的處境剛好相反，新來港婦女的一般工作量表的平均分數無論是於 T1 或 T2 時均明顯低於其他社群。於 T1 時新來港婦女的平均分數只有 14.56，而於 T2 時平均分數為 20.01，上升了 37.4%。於 T1 時一般工作量表處於低水平，顯示新來港婦女在實施最低工資前對工作較不滿意；所以在最低工資實施後，對工作的滿意度有很大的改善空間。然而，雖然有很大的改善，但新來港婦女的一般工作量表於 T2 時仍然是各組社群中最低的。
- 綜援人士的一般工作量表，則由 T1 時的 18.00 增加至 T2 時的 20.98，增幅有 16.6%，顯示綜援人士對工作的滿意度有所增加，但增幅少於新來港婦女及低收入人士。
- 低收入人士一般工作量表分數則由 18.93 上升至 22.20，上升幅度為 17.3%。增幅低於新來港婦女，但高於綜援人士及殘疾人士。
- 以分數來量度，對工作最滿意的是殘疾人士，接著是低收入人士、綜援人士及新來港婦女。這排序並沒有因著不同社群分數不同的增幅而在 T1 至 T2 時出現改變。

表17：不同弱勢社群的一般工作指數變化
Table 17 : Changes in Jobs in General Index for Different Vulnerable Groups

	類別 Category	均值 Mean		標準方差 SD		數目 No.
		T1	T2	T1	T2	
一般工作指數 Job in General Index	新來港婦女 Newly Arrived Women	14.56	20.01	6.22	6.86	82
	綜援人士 CSSA Recipients	18.00	20.98	9.25	7.50	44
	殘疾人士 People with Disabilities	25.81	25.04	7.63	6.44	77
	低收入人士 Low Income Group	18.93	22.20	9.69	6.86	54
	總計 Total	19.33	22.06	8.20	6.92	257

Quality of Life Index

- The WHOQOL-BREF Index consists of 2 overall measures and another 24 items grouped into 4 domains: physical health, psychological health, social relationships, and the environment, to measure the Quality of Life of the respondents. Each item scores 1 to 5, and the scale scores 5 to 120. A higher score in the WHOQOL-BREF Index means a higher quality of life.
- The average WHOQOL-BREF score of the 257 respondents was 52.56 at T1, which increased to 53.58 at T2, an increase of 1.9%. This shows that respondents' quality of life did not change significantly after the implementation of SMW.
- The average WHOQOL-BREF score of the newly arrived women was significantly lower than that of the other two groups at both T1 and T2. The WHOQOL-BREF score of the newly arrived women increased from 48.19 at T1 to 50.96 at T2, an increase of 5.7%. The low WHOQOL-BREF score at T1 indicates that their quality of life was low before the implementation of SMW, which allowed more room for improvement. Their WHOQOL-BREF score improved significantly; however, it was the lowest of the three groups at T2.
- The average WHOQOL-BREF score of people with disabilities was higher than that of the other two groups at both T1 and T2. The average WHOQOL-BREF score at T1 for people with disabilities is 55.84, which increased to 56.09 at T2, or 0.4%. The WHOQOL-BREF score was very high at T1, which showed that their quality of life was relatively high before the implementation of SMW. Hence, there was little room to increase after the implementation of SMW.
- The average WHOQOL-BREF score of CSSA recipients increased from 51.36 at T1 to 52.07 at T2, an increase of 1.4%. This shows that the improvement in quality of life was small and the rate of increase was less than that of the newly arrived women but greater than that of the low-income group.
- The average WHOQOL-BREF score of the low-income control group increased from 54.83 to 55.19, or 0.7%. The rate of increase was lower than that of the newly arrived women and CSSA recipients but higher than that of people with disabilities.
- According to the WHOQOL-BREF score, the quality of life of people with disabilities was the highest. Next is the low-income group, followed by CSSA recipients and newly arrived women, regardless of the different rates of increase in the groups at both T1 and T2.

生活質素指數

- 世界衛生組織簡化版生活質素量表（以下簡稱生活質素量表）是一個包括兩項總體評估及身體健康、心理健康、社會關係及環境4個領域共24條問題的量表。這個量表包括24條問題，每題分數由1分至5分，量表的分數由最低5分至120分，分數愈高代表被訪者的生活質素愈高。
- 所有257名被訪者，於T1時生活質素量表的平均分數為52.56，T2的平均值為53.58，上升幅度為1.9%，顯示被訪者在最低工資實施後生活質素並沒有明顯改變。
- 在三組弱勢社群中，新來港婦女的生活質素量表的平均分數無論是於T1或T2時均明顯低於其他社群。於T1時新來港婦女的平均分數為48.19，而於T2時平均分數稍為上升至50.96，上升5.7%。於T1時生活質素量表處於低水平，顯示新來港婦女在實施最低工資前生活質素較低；所以在最低工資實施後，生活質素有很大的改善空間。然而，雖然有很大的改善，但新來港婦女的生活質素量表於T2時仍然是各社群中最低的。
- 與新來港婦女的處境剛好相反，殘疾人士的生活質素量表的平均分數無論是於T1或T2時均明顯高於其他社群。於T1時殘疾人士的平均分數高達55.84，而於T2時平均分數上升至56.09，只上升了0.4%。於T1時殘疾人士的生活質素量表分數經已處於高水平，顯示殘疾人士在實施最低工資前生活質素相對較高；所以在最低工資實施後，生活質素沒有很大的提升空間。
- 綜援人士的生活質素量表，則由T1時的51.36增加至T2時的52.07，增幅只有1.4%，顯示綜援人士生活素質改善不大，改善幅度少於新來港婦女但高於低收入人士。
- 低收入人士作為控制組的生活質素量表分數則由54.83上升至55.19，上升幅度為0.7%。增幅低於新來港婦女及綜援人士，但高於殘疾人士。
- 以分數來量度，生活質素最高的是殘疾人士，接著是低收入人士、綜援人士及新來港婦女。這排序並沒有因著不同社群分數不同的增幅而在T1至T2時出現改變。

表18：不同弱勢社群的生活質素指數變化
Table 18 : Changes in Quality of Life Index for Different Vulnerable Groups

	類別 Category	均值 Mean		標準方差 SD		數目 No.
		T1	T2	T1	T2	
簡易生活質素量表 Quality of Life Index (WHOQOL-BREF)	新來港婦女 Newly Arrived Women	48.19	50.96	7.10	5.94	82
	綜援人士 CSSA Recipients	51.36	52.07	8.25	6.48	44
	殘疾人士 People with Disabilities	55.84	56.09	7.47	6.11	77
	低收入人士 Low Income Group	54.83	55.19	5.57	5.96	54
	總計 Total	52.56	53.58	7.10	6.12	257

Changes in Groups over Time

- A generalized linear model was used in order to recognize the change in the employment situation, wage, job satisfaction, and quality of life of different vulnerable groups before and after SMW was implemented. Time and group categories are the independent variables used to analyze the effects of dependent variables. Dependent variables include the effects of hourly rate, working hours, monthly income, the Pay Satisfaction Subscale scores (wage satisfaction), JIG scores (job satisfaction), and WHOQOL-BREF scores (quality of life).
- Each vulnerable group (experimental groups) was compared with the low-income group (control group) at both T1 and T2 in every comparison model, to have a comprehensive analysis.

不同弱勢社群的變化趨勢

- 為了解於最低工資實施前後不同弱勢社群在勞動力市場、工資及工作滿意度及生活素質的轉變，我們使用廣義線性模式的統計方法，以時間及社群類別作為自變量 (Independent Variable) 來分析對不同因變量 (Dependent Variable) 的影響。因變量包括時薪、每周工時 (工時)、按月主要工作入息 (入息)、工作描述指數工資滿意度子量表分數 (工資滿意度)、一般工作量表分數 (工作滿意度) 及簡易生活質素分數 (生活質素) 的影響。
- 在每次的比較模式中，我們將其中一組弱勢社群 (實驗組) 與低收入人士 (控制組) 作類別的對比，並對T1及T2兩次不同的時間數據作出綜合分析。

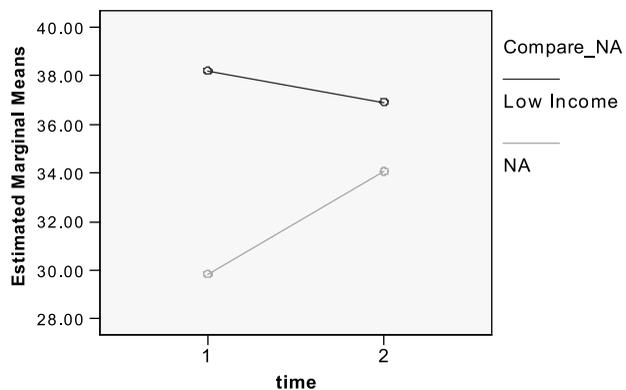
Newly Arrived Women 新來港婦女

- For the change in statistics and explanation of the comparison between newly arrived women and the low-income group with the generalized linear model, please see Table 19. The monthly income, wage satisfaction, job satisfaction, and quality of life of newly arrived women increased significantly after SMW was implemented. However, the rate of increase was not high enough compared with that of the low-income group. There was no significant increase in the hourly rate and working hours of newly arrived women. The working hours, income, and job satisfaction increased significantly for the low-income control group.
- 有關以廣義線性模式對比新來港婦女與低收入人士的變化數據及解釋 (請看表19)。對於新來港婦女來說，最低工資生效前後在按月主要工作入息、工資滿意度、工作滿意度及生活質素有明顯的增長，然而有關增長的幅度並不及低收入人士。新來港婦女在時薪及工時並沒有明顯增長；而作為控制組的低收入人士，則在工時、入息及工作滿意度有明顯的增長。

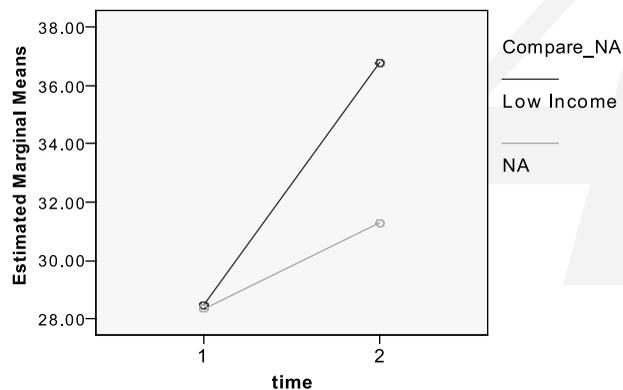
表 19：新來港婦女與低收入人士的變化趨勢對比
Table 19: Changes over Time for Newly Arrived Women

因變量 DV	自變量 IV	顯著性水平 Significance (*=P<0.05)	效果量 Partial Eta2 (Effect Size)	解釋 Interpretation
時薪 Rate	時間 Time	.569	.002	兩組人士時薪均無顯著變化。 No significant changes in hourly rate for both groups.
	時間* 類別 Time * Category	.287	.008	
	類別 Category	.143	.016	
工時 Hours	時間 Time	.000*	.092	低收入人士工時顯著增加。 Working hours increased significantly for low-income group.
	時間* 類別 Time * Category	.079	.023	
	類別 Category	.256	.010	
入息 Income	時間 Time	.000*	.296	兩組人士月入息顯著提高，尤其是低收入人士。 Monthly income increased significantly, particularly among low-income group.
	時間* 類別 Time * Category	.047*	.029	
	類別 Category	.089	.021	
工資滿意度 Wage Satisfaction	時間 Time	.005*	.058	兩組人士對工資滿意度均顯著提高，然而新來港婦女仍然低於低收入人士。 Satisfaction with pay increased significantly among the newly arrived women though it is lower than that of the low-income group.
	時間* 類別 Time * Category	.535	.003	
	類別 Category	.000*	.107	
工作滿意度 Job Satisfaction	時間 Time	.000*	.187	兩組人士對工作滿意度均顯著提高。 Satisfaction with job increased significantly for both groups.
	時間* 類別 Time * Category	.170	.014	
	類別 Category	.002*	.072	
生活質素 QoL	時間 Time	.013*	.045	新來港婦女生活質素顯著提高，然而仍然低於低收入人士。 Quality of life increased significantly among newly arrived women though it remains lower than that of the low-income group.
	時間* 類別 Time * Category	.055	.027	
	類別 Category	.000*	.214	

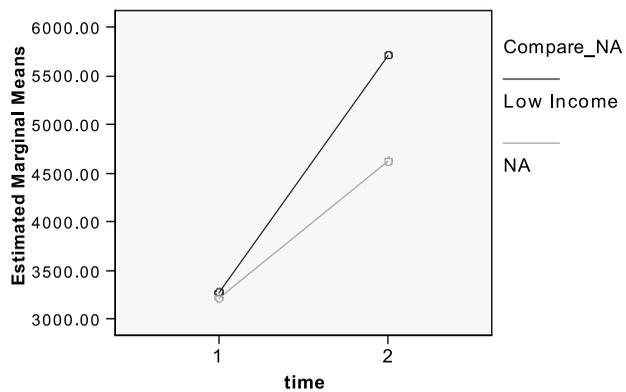
Estimated Marginal Means of rate



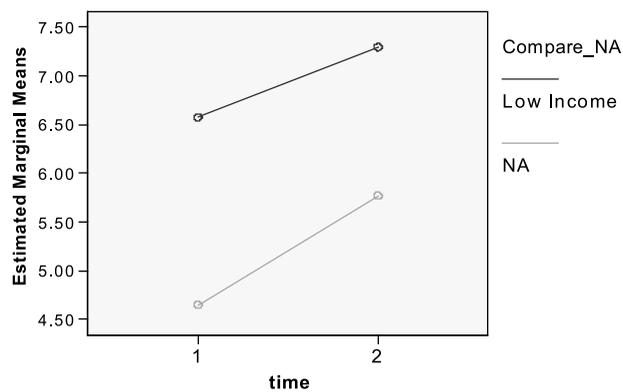
Estimated Marginal Means of hour



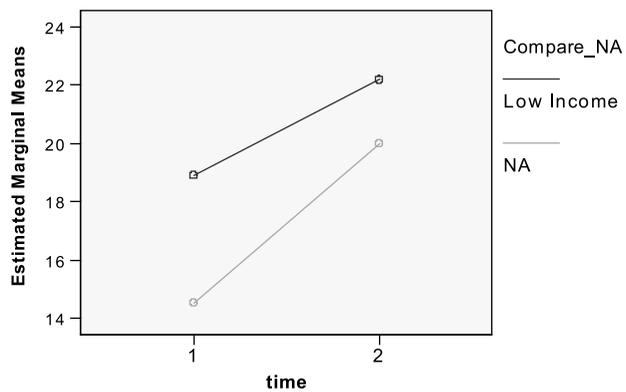
Estimated Marginal Means of income



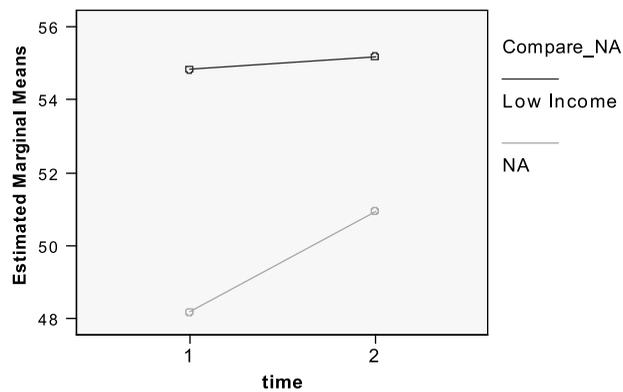
Estimated Marginal Means of jdi



Estimated Marginal Means of jig



Estimated Marginal Means of qol



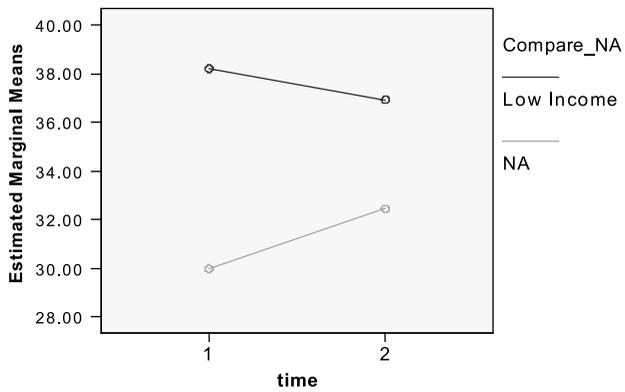
CSSA Recipients 綜援人士

- For the changes in statistics and explanation of the comparison between CSSA recipients and the low-income group with the generalized linear model, please see Table 20. The income and job satisfaction of CSSA recipients increased significantly after SMW was implemented. Working hours, income and job satisfaction increased significantly for the low-income control group.
- 有關以廣義線性模式對比綜援人士與低收入人士的變化數據及解釋，請看表20。對於綜援人士來說，最低工資生效前後入息及工作滿意度有明顯的增長。而作為控制組的低收入人士，則在工時、入息及工作滿意度有明顯的增長。

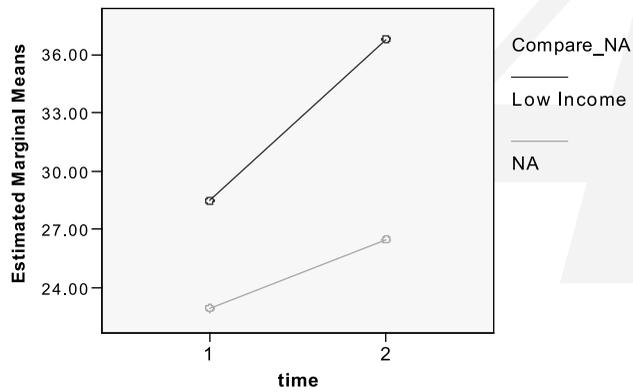
表 20：綜援人士與低收入人士的變化趨勢對比
Table 20 : Changes over Time for CSSA Recipients

因變量 DV	自變量 IV	顯著性水平 Significance (*=P<0.05)	效果量 Partial Eta2 (Effect Size)	解釋 Interpretation
時薪 Rate	時間 Time	.865	.000	在時薪方面，兩組均無顯著變化。 No significant changes in hourly rate for both groups.
	時間* 類別 Time * Category	.591	.003	
	類別 Category	.225	.015	
工時 Hours	時間 Time	.001*	.113	低收入人士工時顯著增加。 Working hours increased significantly for the low-income group.
	時間* 類別 Time * Category	.161	.020	
	類別 Category	.002*	.098	
入息 Income	時間 Time	.000*	.295	兩組人士入息均顯著提高，尤其是低收入人士。 Monthly income increased significantly, particularly among low-income group.
	時間* 類別 Time * Category	.005*	.078	
	類別 Category	.000*	.153	
工資滿意度 Wage Satisfaction	時間 Time	.174	.019	兩組人士對工資滿意度均無顯著變化。 No significant changes in satisfaction with pay for both groups.
	時間* 類別 Time * Category	.508	.005	
	類別 Category	.207	.017	
工作滿意度 Job Satisfaction	時間 Time	.001*	.104	兩組人士對工作滿意度顯著提高。 Satisfaction with job increased significantly for both groups.
	時間* 類別 Time * Category	.873	.000	
	類別 Category	.453	.006	
生活質素 QoL	時間 Time	.465	.006	綜援人士生活質素比低收入人士低。 Quality of life is lower for the CSSA group.
	時間* 類別 Time * Category	.803	.001	
	類別 Category	.004*	.083	

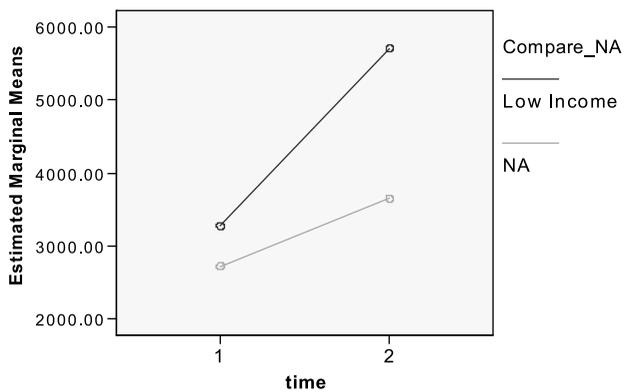
Estimated Marginal Means of rate



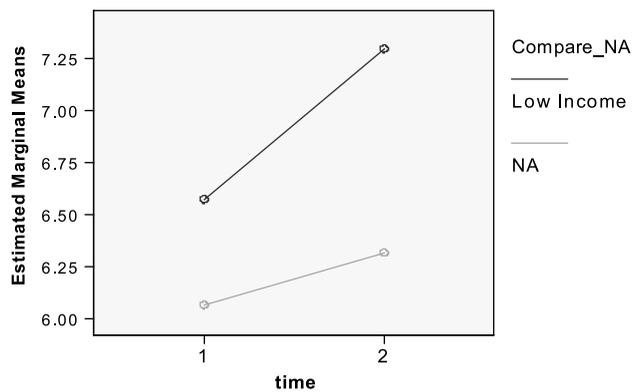
Estimated Marginal Means of hour



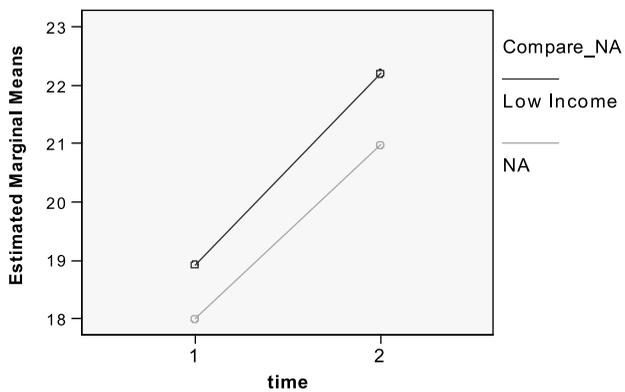
Estimated Marginal Means of income



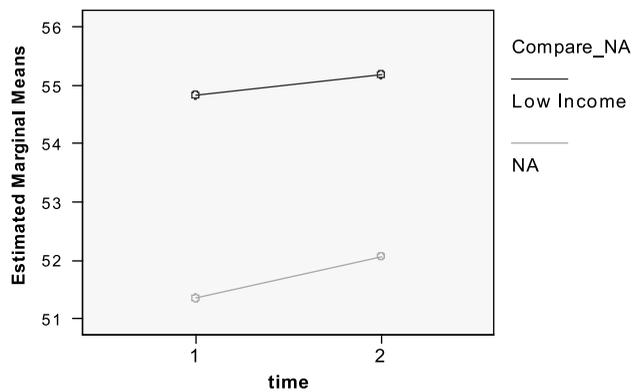
Estimated Marginal Means of jdi



Estimated Marginal Means of jig



Estimated Marginal Means of qol



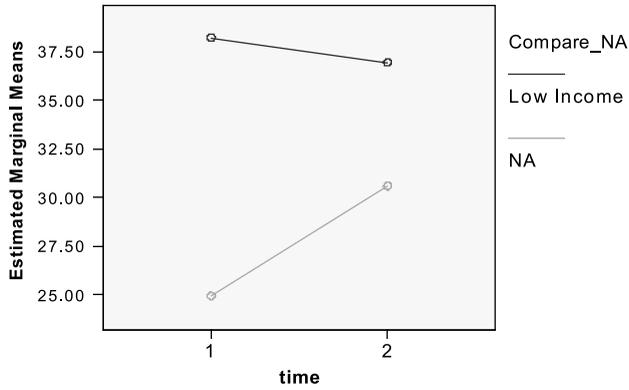
People with Disabilities 殘疾人士

- Regarding the change in statistics and explanation of the comparison between people with disabilities and the low-income group with the generalized linear model, please see Table 21. There was no significant change in the independent variables after SMW was implemented. The working hours, income and job satisfaction increased significantly for the low-income control group.
- 有關以廣義線性模式對比殘疾人士與低收入人士的變化數據及解釋，請看表21。對於殘疾人士來說，最低工資生效後所有自變量並沒有明顯的轉變。而作為控制組的低收入人士，則在工時、入息及工作滿意度有明顯的增長。

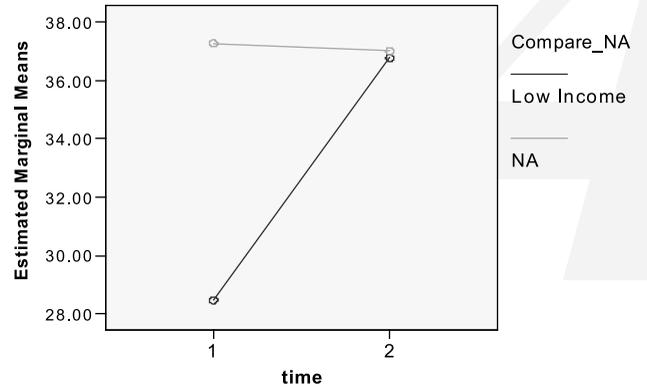
表 21：殘疾人士與低收入人士的變化趨勢對比
Table 21 : Changes over Time for People with Disabilities

因變量 DV	自變量 IV	顯著性水平 Significance (*=P<0.05)	效果量 Partial Eta2 (Effect Size)	解釋 Interpretation
時薪 Rate	時間 Time	.420	.005	殘疾人士的時薪低於低收入人士。兩組人士時薪隨時間變化均不顯著。 People with disabilities have a lower hourly rate. No significant change for both groups over time.
	時間* 類別 Time * Category	.201	.013	
	類別 Category	.020*	.041	
工時 Hours	時間 Time	.006*	.057	在T1時，低收入人士工時較短，但從T1到T2，該組人士工時顯著增加。殘疾人士則無變化。 Low-income group had shorter working hours at T1 but increased significantly from T1 to T2. No change for people with disabilities.
	時間* 類別 Time * Category	.004*	.064	
	類別 Category	.037*	.033	
入息 Income	時間 Time	.000*	.217	在T1時，低收入人士入息較低，但從T1到T2，低收入人士入息顯著增加。殘疾人士無顯著變化。 Low-income group had lower monthly income at T1 but increased significantly from T1 to T2. No change for people with disabilities.
	時間* 類別 Time * Category	.000*	.102	
	類別 Category	.386	.006	
工資滿意度 Wage Satisfaction	時間 Time	.151	.016	兩組人士對工資滿意度均無顯著變化。 No significant changes in satisfaction with pay for both groups.
	時間* 類別 Time * Category	.444	.005	
	類別 Category	.003*	.067	
工作滿意度 Job Satisfaction	時間 Time	.087	.023	低收入人士對工作的滿意度更低，從T1到T2有顯著提高。殘疾人士無顯著變化。 Low-income group had lower satisfaction with job but increased significantly from T1 to T2. No change for people with disabilities.
	時間* 類別 Time * Category	.006*	.056	
	類別 Category	.000*	.123	
生活質素 QoL	時間 Time	.645	.002	兩組人士生活質素均無顯著變化。 No significant change in quality of life for both groups.
	時間* 類別 Time * Category	.939	.000	
	類別 Category	.309	.008	

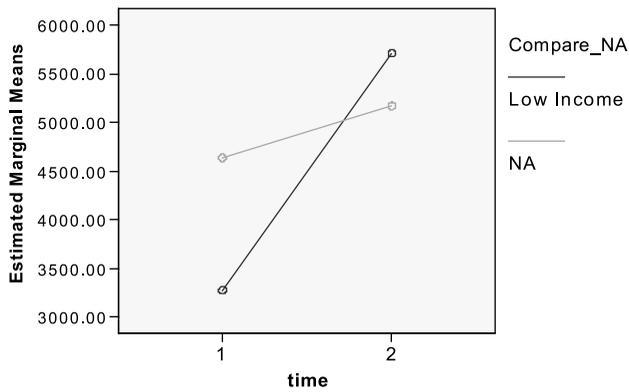
Estimated Marginal Means of rate



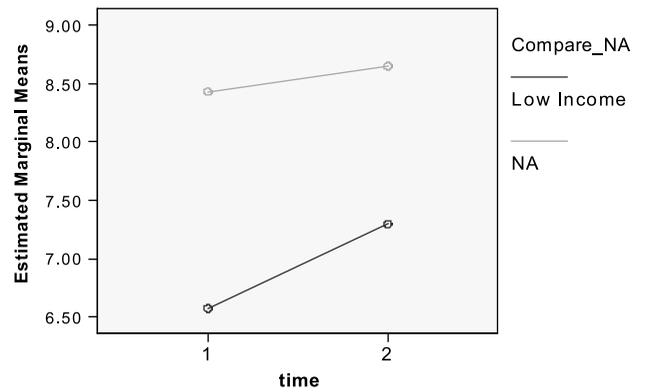
Estimated Marginal Means of hour



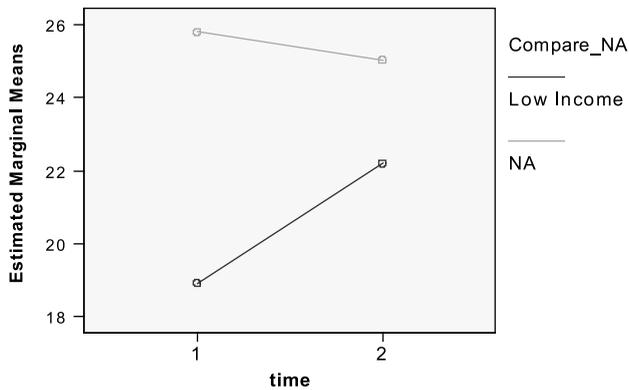
Estimated Marginal Means of income



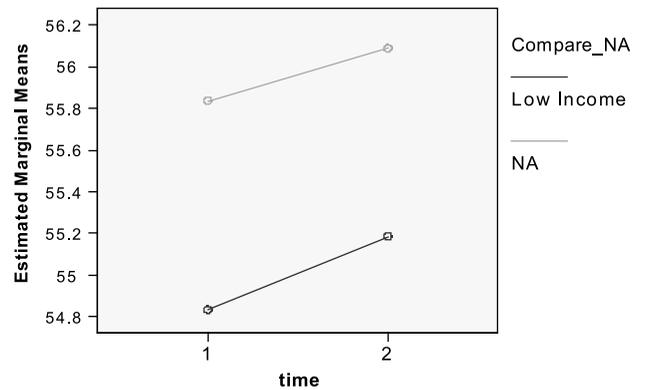
Estimated Marginal Means of jdi



Estimated Marginal Means of jig



Estimated Marginal Means of qol



Newly Arrived Women

新來港婦女

Security Guard: Shuk Fun 保安業固定工：淑芬

Shuk Fun (pseudonym, Case A), a newly arrived woman, works as a security guard. She claimed that the salary increased a little after SMW was implemented, especially for security guards who work three shifts. However, there was an invisible decrease for some security guard companies that had two shifts. She explained:

"The way our salary is paid has shifted from hourly rate to monthly rate, and then there are some differences between 12 working hours and 8 working hours. Before SMW was implemented, working 8 hours per day meant earning HKD 6,500–6,700 per month. Now it has increased to HKD 6,944. However, if I have to work 12 hours per day, then my salary in fact decreases. That is, the calculation of salary is HKD 28 × 12 hours × 27 days = HKD 9,072. The new calculation does not include the original four days' paid leave. For example, if I earned HKD 9,500 before, now I can only earn that much by working 27 days. Canceling the paid leave is an invisible way to decrease my salary."

The security guard company Shuk Fun works for is a contractor providing service to the government; thus, she can work 8 hours per day. However, Shuk Fun told the interviewer that many security guards who work for private estates cannot work 8 hours per day. She also has to have six days as non-paid leave.

淑芬(假名, 個案A)為新來港婦女, 全職從事保安工作。她表示在推行最低工資後, 保安業的工資有所上升, 尤其是三更制8小時工作的從業員。然而, 部份兩更制的公司(即每天工作十二小時)就出現變相減薪的情況。淑芬解釋:

"我地保安業時薪變月薪, 亦要分十二小時同八小時。實施最低工資前, 工作八小時每月收入就由六千五蚊至六千七蚊。而家我加至六千九百四十四蚊。咁做十二個鐘, 就變相減薪。好普遍做呢個廿八蚊乘十二個鐘乘廿七日, 係9,072元呢個數。但無咗四日[有薪]例假[指休息日], 而家係無薪假期[指休息日], 但無違反公司合約。譬如原價係九千五蚊, 而家同你計廿七日, 例假取消所以變相減薪。"

淑芬現時的保安公司是承辦政府的服務, 所以每天工時才有8小時, 但她指很多承辦私人樓宇的保安公司並沒有8小時的工作。但, 她每個月要放6天無薪假期作為她的休息日。

Casual Masseuse: Mui 按摩業零散工：阿梅

Mui (pseudonym, Case B), a newly arrived woman who is a full-time masseuse, was categorized as self-employed. Before the implementation of SMW in 2011, she thought that the industry she worked in had no guarantees, and the wage was getting lower and lower.

"You work, and then you have money. But if you don't work, then nothing. Thus, there is no guarantee in this industry. Furthermore, the demands of the customers are getting increasing, but our wage is decreasing and the payment allocated per job is lower and lower. I heard from the master that working in this industry was better in the past than it is nowadays, and now it is getting worse year by year."

In 2011, when Mui was interviewed the first time, her wage was on the payment allocation system; that is, for a foot massage, Mui could earn HKD 50; for a body massage, Mui could earn HKD 60. On average, she worked 12 hours per day and earned about HKD 100, so in fact her hourly wage was only about HKD 10. As a newly arrived woman, she was not familiar with the labour legislation. Mui thought she was self-employed; thus she had no protection provided by the labour legislation. In this situation, she had a lot of pressure. If she did not work, then she had no money to live on.

"I felt that working in Hong Kong I had no protection due to the long working hours and great pressure. Furthermore, if I am ill, then I cannot work. If I don't work, then I have no money. There is no sick leave or other protection in Hong Kong. However, in the mainland, if I am sick and have a certificate from an authorized doctor, then I can have paid leave. But in Hong Kong, there is no way to have such protection."

Living in hardship, she asked her boss for a raise of HKD 5 per customer. *"It is better for my life although it is just a few hundred dollars per month."* She thought the reasons why she got fewer

梅(假名, 個案B)為新來港婦女, 全職從事按摩工作, 為自僱人士。在2011年最低工資實施前, 她認為她所從事的按摩行業沒有保障, 而且工資亦愈來愈低。

"因為你要做一天, 做了才有, 不做就沒有, 呢行一點保障都沒有。客人的要求越來越高呀, 但是在工資方面, 就越來越低, 拆帳越來越低。聽有些老師傅說呀, 以前呢行比較好賺錢, 現在就一年比一年差。"

在2011年初接受第一次訪問期間, 梅的工資是採用拆帳形式。*"就是做一個腳, 拆帳五十塊; 做一個身, 拆帳六十塊, 就是那樣的拆帳。"*每日平均上班十二小時, 大概有一百多元的收入, 她的實際時薪很低只有10多元一小時。身為新來港婦女, 梅並不熟悉勞工法例。梅以為她屬於「自僱」, 所以不享有任何勞工法例的保障; 而她感到很大的生活壓力, 因為手停口停。

"我覺得在香港工作真的一點保障都沒有, 因為工作時間長, 工作壓力大, 還有這些如果的話有什麼生病呀, 有什麼不舒服的話, 你就沒有辦法去工作了。但是你不工作又沒有收入, 沒有什麼病假呀那些, 在國內真的不可以呀。如果我今天不舒服, 有醫生證明我感冒呀, 什麼不舒服, 可以今天不去上班, 但是有工資的。在香港真的沒有這個, 沒有保障的。"

由於梅生活困難, 所以她向老闆要求加薪, 要求每個客分帳加5元。*"我覺得都好一點喇, 每個月多幾百蚊, 真的。多幾百蚊都好呀。"*她認為她拆帳較其他人低的原因是經驗少、技術不

shared profits than others were lack of experience and skills, language barrier and discrimination faced by new arrivals. "I have just arrived in Hong Kong, really just arrived, and the language is a great barrier when communicating with others. In addition, I am new to this industry and I feel that I am worse than others." Encountering such social discrimination, language barrier, and lack of employment opportunities for newly arrived women, Mui was forced to accept a low-paid job.

Mui's working hours are so long that she just has time to work and sleep every day and without any time for leisure activities. "The working hours are too long. When I get up, except for cooking and buying vegetables, I have to work. After work, I will sleep for a few hours and then continue to work. Every day is a just a repetition of this kind of life."

In addition, not only Mui herself but also her boss and government officers are not clear about whether she is self-employed or an employee. In fact, she has no control over her work. Also, she does not have any right of control in the distribution of profits, so she is probably identified as "falsely self-employed" by the court. In this sense, Mui once made a complaint. However, she said:

"When I started a claim in Small Claims Tribunal, even the Tribunal officers who enforce the law were not clear about whether I was self-employed or an employee; thus I was more confused. Which does our sector belong to? There is a great distinction between being self-employed and being an employee. They can't figure it out, and neither can I."

Before SMW, Mui hoped the minimum wage would be more than HKD 30. She thought, "it would be fine if the minimum wage is a bit higher. Just as you said, HKD 30 per hour would be better...if it is HKD 33, then it will be much better. However, HKD 24 per hour is really very low."

Mui claimed that if the minimum wage was too low, it would be better not to implement it.

"If the minimum wage is too low, it would be better not to implement it. Don't you think so? It would be more flexible for me in this way: if I think the company is not very good, I could reduce the number of working hours and work at other places to earn a bit more. However, if the minimum wage is too low, it would be harmful to many industries."

Mui was very angry with her ex-boss, as he asked the masseuses to solicit customers:

"If we solicit fewer customers than the required quota, our salary will be reduced. For each customer under the quota, we will be fined HKD 100; for 5 customers we will be fined HKD 500. The money deducted is money we earned with sweat and toil... For example, one of my colleagues asked for a three-day leave, and she was fined HKD 600. I think it is unfair. We are self-employed. If we don't want to work, we will earn less, and vice versa. And we have no protection."

However, Mui was also unsatisfied with the payment mode of the basic salary. "Bosses are so calculated that they will exploit us heavily. I have to work harder, as the boss pays the basic salary but demands a heavier workload." She would rather keep the payment allocation system, because "if there are customers, then I could work; if not, I could regard this as a rest. I would feel better in this situation."

Casual workers like Mui had no confidence in the protection provided by SMW, as the minimum wage could exclude them just like other labour legislation does. However, she also agreed with introducing a reasonable minimum wage. Although she is not satisfied with the system of self-employment, she was afraid of changing such a flexible employment pattern.

足，及語言問題亦即新來港婦女面對歧視。「我覺得因為是我剛剛來，真的因為是剛剛來，還有一個語言呀，語言障礙都是一個很大的因素，語言溝通呀和人差好多。還有就是剛剛入呢行呀，還是比人家差一點。」面對社會的歧視及語言的障礙，新來港婦女缺乏就業機會的選擇，所以被迫接受低工資的工作。

梅的工時非常長，基本每日只有工作和睡覺並沒有閒暇的活動及時間。「時間太長呀！早上起來就煮飯，買菜，工作所餘的時間都在那個上面。回家、睡覺，睡幾個鐘；就是上班再回家，每日就是那樣。」

不單梅對自己究竟是自僱人士還是僱員身份並不清楚，連老闆及官員亦不清楚。其實梅對自己的勞動過程並無任何控制權，在分帳中並沒有主導及控制權，有可能被法庭認為是屬「假自僱」的僱員。梅為此曾經作出投訴，但她表示：

「因為我去那個小額錢債處[法庭]呀，去告個個老闆的時候，連佢地都搞唔清楚我係自僱定係僱傭，所以我更搞不清楚。你連執法的都搞不清楚，我更搞不清楚。我哋嗰個行業究竟係屬於自僱人士，還是僱員？因為呢個很大區別。佢哋搞不清楚，我更搞不清楚。」

在最低工資實施前，梅希望最低工資水平能夠有三十多元。她認為「如最低工資的話，如果高一點的話就比較好，比如按照你說一個鐘三十多塊來計算的話就比較好。……如果三十三要好一點。二十四真的很低啊。」

梅認為最低工資水平訂得太低，倒不如不實行：

「如果最低工資太低的話，那不如不實行最低工資。是不呀？好像我哋一樣，我靈活一點，我覺得那間公司，你沒有跟我好的那樣話，我可以減少一點時間，我可以跑多一次，就是說賺多一點。最低工資實行太低的話，對很多行業反而不好。」

梅對前老闆要求她們這些按摩師傅拉生意非常不滿：

「差一個罰100蚊，差5個罰500蚊，我哋呢啲係血汗錢。……有個同事請三天假，真係比佢扣咗600蚊。我覺得好唔公平，我係自僱人士，今天我可以用唔返就搵少啲，動力啲就搵多啲，我一點保障也沒有。」

但是，梅亦不歡迎有些按摩店舖用底薪計算的方法。「老闆都計到好盡，我覺得有底薪仲辛苦。俾得底薪妳，一定要妳做得足。」她情願保留自僱拆帳的形式，「有幾多做幾多，無事情做就當休息一下，這樣的心態會好一些。」

梅這類零散女工而言，她們似乎對最低工資是否能夠保障自己缺乏信心，因為最低工資可以像勞工法例一樣把她們排除在外，但她仍然贊成有一較合理水平的最低工資。而她雖然不滿自僱形式，但亦害怕轉變這零活自僱的受僱形式。

The second interview with Mui was at the beginning of 2012. She had not yet adapted to Hong Kong though she has been living here for two years. *"I have no choice, as my hometown, Chongqing, is so far away from Hong Kong."* During the period of the two interviews, Mui had worked in a canteen as a cashier and a waitress in a restaurant for two months. However, due to her limited ability in Cantonese, it was very difficult for her to communicate with others. At last, she had to take a self-financed intermediate massage course to re-enter the massage industry. Mui claimed that there were many newly arrived women in the massage industry. From their experience, we can learn about the employment barriers faced by newly arrived women. They cannot escape from low wages, having little protection, and having only marginal protection in the labour market.

Mui worked in Cheung Sha Wan first and then transferred to Tsim Sha Tsui. In Cheung Sha Wan, the price of a massage is relatively low, about HKD 100, whereas in Tsim Sha Tsui, the price is relatively high, about HKD 200. However, after the profits her boss took, Mui still had only HKD 50 per customer. In this sense, Mui thought that implementing SMW had little effect on her. She said, *"SMW can't help me and doesn't affect me. I can only earn HKD 50 per customer in this sector. If there are no customers, I will have no money."*

Mui said that the salary of the cleaners in the massage parlour increased from HKD 6,000 to HKD 8,000 after SMW was implemented, so the boss increased the price of services from HKD 100 to HKD 110. She thought, *"the increase in salary of the cleaners is paid by customers and it doesn't affect the boss. However, there was no raise in my salary, and I just earned HKD 50 per customer."*

Mui's current income is not stable. Sometimes she can do 1 to 2 massages per day, and sometimes 7 to 8. The number of customers on weekends is higher than on weekdays. On average, her monthly income is about HKD 6,000–7,000. Instead, Mui complained that SMW caused soaring consumer prices, and this resulted in a negative effect on her. She complained, *"There is no increase in my salary, but the price of almost everything has increased. The minimum wage has increased, so the price of vegetables and almost everything has also soared."*

CSSA Recipients

CSSA Single mother, Supermarket Worker: Kam Fa 綜援單親母親,店務員：金花

Kam Fa (pseudonym, Case C), 47 years old, graduated from primary school. She is a single-mother CSSA recipient. As Kam Fa has to take care of her 17-year-old daughter who is a Form 6 student, she can only do part-time work. She lives in Tuen Mun and works for a contracted out supermarket company in the frozen meat section. She works 5 hours per day, 6 days per week. Her working hours were from 4:00 pm to 9:00 pm, without dinner time. Kam Fa didn't have dinner until she went home every night.

The first interview with Kam Fa was in October 2009. She had been working at this company for more than three years and the hourly rate was the same, a bit more than HKD 20. Her hourly rate increased by HKD 1. In September 2009, it became HKD 23. However, as the restriction on disregarded earnings under the CSSA Scheme, part of Kam Fa's earnings from her part-time job will be deducted.

"The disregarded earnings under the CSSA Scheme are HKD 800; that is, the first HKD 800 of a recipient's monthly earnings

於2012年初，梅接受第二次訪問。當時她來香港經已兩年多，但仍不習慣香港的生活。「都無辦法。鄉下係重慶咁遠。」在第一次至第二次訪問期間，梅曾經當茶餐廳做收銀，去酒樓做了兩個月侍應，但因為廣東話講不好，不能溝通覺得好難做。最後自費修讀按摩中級課程，再重投按摩行業；梅表示在按摩行業中有很多從業員是新來港婦女。從梅的處境，可以看到新來港婦女面對眾多就業的障礙，令她們無法脫離低薪、低保障的邊緣勞工處境。

梅先在長沙灣，再轉到尖沙咀工作。長沙灣的按摩店收費較平，一百元也有，而尖沙咀按摩店收費差不多有200元；但是，梅的收入都是一樣，每個客老闆只給她50元。梅認為實行最低工資對她的影響不大。她說：「最低工資對我來說無乜嘢幫助。我哋呢行都係咁，做一個客仲係收50元，最低工資無影響。妳做先有，無做就無。」

梅表示實施最低工資後按摩店中的清潔女工的人工由6000多元加到8000元，老闆亦因此增加客人的收費由100元至110元。梅認為：「阿姐加咗嘅人工就由客俾。所以對老闆都無乜影響。但我哋按摩做一個客都是50蚊，都唔會多。」

梅現時的收入並不穩定，有時一天只做一、兩個，有時就有七、八個。星期六、日就會多些客，平時就少一點。平均來說，她一個月的收入大約有6000-7000元。梅反而投訴最低工資令物價上升，她受到負面的影響。她說：「我人工（無加）……但買嘢貴咗，都係影響。而家乜都貴了。最低工資加了，而家買嘢、買乜都貴了。」

綜援人士

金花（假名，個案C），女，47歲，小學畢業，是一位領取綜援的單親母親。金花因要照顧就讀中六的17歲女兒，所以只能做兼職的工作。她居住於屯門區，於區內一超級市場從事兼職協助凍肉的零售。她在某一大型超市的外判凍肉公司做助理，每天返工五小時，每星期工作六天。上班時間由下午四時至晚上九時，不包括食飯時間。金花都是每晚下班後才回家食飯。

於2009年10月第一次訪問時，金花在該公司經已工作了三年多，工資一直只有時薪二十元多；在2009年9月才加了一元工資，當時時薪為一小時23元。但由於綜援制度的入息豁免制度的限制，金花部份兼職的收入會於綜援入息中扣除。

「綜援入息豁免額為八百蚊，即工資首八百蚊是不用交給社署的，然後餘下的金額扣除一半給社署，一半係自己的。」

and half of the remaining monthly earnings can be disregarded. The rest will be deducted by the Social Welfare Department. My monthly income is about HKD 2,800–2,900. If there are 30 days in a month, my income would be HKD 2,800; if there are 31 days, I would earn HKD 2,900. After the deductions by the Social Welfare Department, I can get a bit more than HKD 2,000. The total income including salary, CSSA assistance payable and alimony from my ex-husband is about HKD 6,000.”

According to the the restriction on disregarded earnings under the CSSA Scheme, if the salary of CSSA recipients is over HKD 4,200, the disregarded earnings would be up to a maximum of HKD 2,500. Therefore, Kam Fa is not affected by SMW.

“SMW has no effect on me. If our salary is over HKD 4,000, no matter how much, we can get only HKD 2,500.”

Although the increased income is low, Kam Fa thought her income could subsidize the insufficient assistance payable under the CSSA Scheme:

“Anyway, it is good for us to get HKD 2,500 extra. We are CSSA recipients, but the assistance payable alone cannot meet our daily expenses. A bit more income could subsidize our living, and even though it's just a few hundred dollars, it would help.”

Due to the work and extra HKD 2,000, Kam Fa's life on a tight budget has been improved. However, her budget is still very tight.

“I am very frugal. This is my daughter's watch (points to the watch on her wrist). She doesn't want it anymore, so I wear it. If I stay at home, I will spend little. In general, I make breakfast for my daughter in the morning, but I just have oats for breakfast. I just cook one meal for both lunch and dinner. I eat the rest of lunch as my dinner after work at night, but my daughter sometimes makes noodles after school. Most of the time, she just makes noodles.”

Because Kam Fa has to work, she has little time to spend with her daughter, and they do not have dinner together.

“I come home at 9:00 pm after work and my daughter has already had dinner. I can't eat with her. This affects our parent-child relationship.”

In addition to spending so little time with her daughter, Kam Fa felt it was difficult to communicate with her:

“I feel alienated from my daughter. I can't communicate with her and it is difficult to do so. We have different lifestyles. Also, my ability to express myself is low and I don't know how to express myself. Thus, I don't know how to communicate with her. I know little about her. But fortunately, she hasn't become bad.”

Kam Fa is under the double pressure of work and family and hopes the government can provide more social protection for single parents:

“Actually, the time we could spend with the family is decreasing. Why doesn't the government provide more comprehensive social protection for single families? We (single mothers and caregivers) need to work, and so we cannot completely take care of our family. There are fewer family members in a single family and we need to go to work. At least the government should provide social protection until my daughter graduates. It would be better for me to go to work at that time.”

Six months after the implementation of SMW, we interviewed Kam Fa again to know the effect of the minimum wage. At the beginning of the interview, Kam Fa claimed that she was the victim of SMW.

而家我每月總收入為二千八、二千九，如每月有三十日的為二千八，每月有三十一日為二千九。扣除給社署的錢後，可得到二千幾。如整體工資加上綜援及前夫[贍養費]，都有六千蚊。」

由於有入息豁免制度的限制，綜援人士的工資水平若超過4,200元，所能領取的入息便會達到2,500元的上限。所以，金花認為實行最低工資對她並沒有很大的影響。

「最低工資對我哋無乜影響，因為過咗四千幾之後，我哋都係攞二千五。但到擲界，過咗界線嘅話呢，你都係攞二千五。」

雖然能增加的入息有限，但金花依然覺得工作帶來的收入可補貼綜援的不足：

「都多二千五蚊洗，其實都好。起碼，始終我哋係攞綜援，嗰d錢根本係應付日常需要嘅嘢，根本多少收入，你都可以補貼自己嘅生活，保障到。如果多幾百蚊，都可以係幾見駛。」

有了工作及額外的二千元收入，金花的生活比從前「繃繃緊」時稍為改善，但是仍然是很緊絀的。

「我好慳，呢隻錶（指住手上隻手錶）我個女唔帶我擺帶，我執佢d野。如果我哋屋企唔出嚟，就好少駛費。我通常朝早煮完早餐俾個女，我自己都係食麥皮，晏晝就兩餐食，晏晝食完就靜番夜晚放工返嚟食。咁我個女夜晚放學佢就有時自己煮麵呀，自己搞掂。佢煮麵多囉。」

由於工作關係，金花表示與女兒相處的時間較少，不會一起食晚飯。

「起碼放咗工，佢就自己食咗嘢，我就同唔到佢食飯。我九點鐘返嚟，咁我就唔可以同佢一齊食嘢。起碼夜晚餐飯同唔倒佢食嘢囉。呢度已經影響咗親子關係。」

除了相處時間減少外，金花亦覺得很難與女兒溝通：

「我同個女好疏離，同佢溝通唔到，好難同佢溝通。佢同我嘅圈子唔同，我自己表達能力又低，又唔係好識講嘢，唔係好識同佢溝通。知佢嘅嘢比較少。不過都慶幸佢自己無學壞到。」

面對要兼顧家庭與工作的壓力，金花表示希望政府加強對單親人士的社會保障：

「其實少咗時間係家庭。政府點解唔可以保障更全面？我哋單親婦女、照顧者出嚟做嘢，就唔可以全面照顧家庭。單親家庭已經人係少架啦，再要出去做嘢。應該保障到個女讀完書出嚟，咁到嗰個階段先返出嚟做嘢，可以保障更好。」

在實施最低工資後半年，我們再次訪問金花，了解最低工資對領取綜援人士的影響。金花在訪談一開始的時候，便透露自己是最低工資的受害者。

"I am one of the victims of SMW. The minimum wage increased to HKD 28, but the working hours are reduced. It means that there is no increase in our income after implementing SMW, and this causes trouble for us. I am a CSSA recipient and I can barely meet the requirement of working 120 hours a month under the CSSA Scheme. ... Now, I have to look for jobs required by the Social Welfare Department. Also, I need to meet employment assistance officers and keep records."

The last time I met the employment assistance officer, he claimed, "we can help you to find jobs like delivering leaflets, but you have to take two jobs." Because of the work requirement under the CSSA Scheme, Kam Fa was considering transferring from a part-time job to a full-time job. "I always think about whether I should quit this part-time job or not and find a permanent part-time job." She has tried to find a job like working as a cleaner in a restaurant or a salesperson in a cake shop. If she stops looking for a job, her income will be reduced. She was asked to look for a job, but she couldn't find a full-time job. She wanted to be a cashier or a security guard because a security guard can work 8 hours a day.

If she works as a security guard, she will lose the qualification to receive CSSA. However, she said, "It is fine to leave the CSSA Scheme. But, my daughter is still studying and pays high tuition fees and the CSSA payment can help. Hence, I decided to find a permanent job after she graduates this year."

Regarding the rigid requirements for working hours for low-income CSSA recipients, Kam Fa said, "It is a bit troublesome and I get more pressure... I have been working at this job for 5 years and indeed I am not unemployed."

Kam Fa understood why her boss reduced her working hours from 5 hours to 4 a day. "If the boss doesn't reduce working hours, he must fire some employees. Now, I work four hours (one hour less), from 4:00 pm to 8:00 pm. The hourly rate increased from HKD 23 to HKD 28, but my monthly income is almost the same as before."

Furthermore, the boss would add to the workload to compensate for the reduced working hours.

"The boss is so mean. Although he reduced our working hours, he asks us to do more packing. I could get off work at 9:00 pm on time before, but now, although I should get off work at 8:00 pm, I have to stay until 8:20 pm to do more packing. Previously, I could start to gather my things at 8:15 pm if I left at 9:00 pm. But now, I gather my things at 8:30 pm."

Kam Fa also complained about the negative effect of SMW on soaring consumer prices. "Although your income has increased, consumer prices have also increased. It implies there is a deduction in your income... Because the boss has to increase your salary, consumer prices are raised in order to compensate for the increased expense of wages."

Kam Fa thought SMW provided limited advantages for employees with flexible working hours like her. "SMW sounds very good, but in fact there are lots of constraints. It is a good idea if the boss pays HKD 28 per hour without reducing working hours and other benefits. However, if the boss pays HKD 28 per hour and reduces working hours, then there are no advantages."

Regarding the requirement for setting standard working hours, Kam Fa expressed her concerns:

"I am afraid that it will be worse. It is good for the workers to have a higher salary without reduced working hours. However, I am worried about whether the boss could accept this or not. If he did it at the expense of raising consumer prices, we are also affected by the soaring prices just like others."

"我就係一個受害者。因為實施最低工資，佢人工係加到廿八蚊，但減咗我地鐘，等於無加我錢。因為我哋係綜援家庭，變咗我哋就唔夠一個月一百二十個鐘。...[現時]被社署要求去搵工，仲要見返個就業主任，上去又要填紀錄。"

在上次與就業主任見面時，主任表示「幫佢睇下有無工派傳單，但就要做兩份工」。金花表示綜援制度這些就業要求，令她考慮是否要由兼職轉全職，「所以我成日諗緊係咪唔做呢份工，因為我哋份係兼職，搵番份長兼職。」她曾經嘗試打電話去找酒樓清潔或餅店的店務員。因為不去找工作，便會被扣人工。她不斷被要求找工作，但實際上又找不到全職。她想做收銀、保安，因為保安有八個鐘工作。

若轉做保安，可能便沒有資格領取綜援。但是，金花表示：「無咩點，幾好甩左綜援。但我個女仲讀緊書，學費好貴。但綜援都幫補到，所以我諗住佢讀埋書今年之後就搵長工。」

對於社署對低收入受助人僵化的工時要求，金花表示「煩d，多咗少少壓力。……本身嗰份工我做咗5年，我唔係無做嘢嘛。」

對於僱主將工作時間由每天5小時減到4小時，她表示理解。「如果你唔cut鐘老細就做唔住，肯定會裁員。依家返四個鐘，返四點至八點，早咗一個鐘頭放工。工資就由23加到28蚊一個鐘。份人工同之前差唔多。」

而且老闆亦會加強員工的勞動強度來補償員工工時的減少。

"老細無死錯人架。佢雖然cut你鐘呀，都要我哋pack多d野出嚟呀。以前收九點就準時收九點，依家收八點，八點四都仲係度，要我哋pack多d嘢出嚟，唔俾咁早放返入去。以前放九點、八點三個字就可以收嘢，依家八點半先可以收嘢，等人哋可以係果度拎。"

金花亦表示最低工資帶來物價上升的負面影響。「D嘢真係貴咗，你人工貴咗。D嘢貴咗等於減咗人工...因為老世要加佢人工，要平衡返工資，咪要D嘢貴D。」

對於只有最低工資，並無標準工時，金花表示這對於她們這類工時較彈性的僱員的得益有限。「最低工資呢個名就好似好好吸引，但係好多制肘，如果老世唔cut鐘數福利，俾返廿八蚊個鐘係好嘅。如果廿八蚊個鐘又要cut鐘就等於無加到，就無咩好處。」

對於要求有工時規管制訂標準工時，金花又表示自己的擔憂：

"果時仲死得人多，咁緊係好啦，人工好咗又唔cut鐘，即係人工高咗對我哋工人黎講梗係好啦。但係又睇另一個角度睇老世頂唔頂得順。佢頂得住但抬高晒D價錢咪又係好似食物鏈咁影響到我哋生活。"

CSSA Recipient, Factory Package Worker: Ching 綜援人士包裝女工：清

Ching (Case D, female, single parent) is another single-mother CSSA recipient. She worked as a package worker in a detergent factory after SMW was implemented in May 2011. The working environment of the factory was very bad and full of the smell of bleach. In addition, her hands were often irritated by bleach. Ching said that workers frequently quit and found another job due to the terrible working environment. Ching works five and a half days per week, 8 hours a day, from 9:00 am to 6:00 pm, including one hour lunchtime. Her hourly rate is HKD 28. Ching said that she often had to have follow-up consultations, so she didn't go to work and therefore was not paid. After deducting MPF, Ching earned only HKD 5,000.80.

Ching has a son who has just graduated from IVE. He had a job, but he had been fired at the time we interviewed Ching. Her daughter is studying in the School of Continuing and Professional Studies of the Chinese University of Hong Kong. Ching said that her CSSA payment ceased on July 31, 2011 because her daughter was studying in university.

"No...No more. Our CSSA payment ceased, as I am a single parent. My son studied for the higher diploma in IVE, and my daughter will graduate with a higher diploma, so our CSSA payment stopped. It was cut. My elder son will graduate in July this year after four years of study for a higher diploma. If he gets a job after graduation, our monthly income could be HKD 8,000-9,000. Moreover, my daughter is studying for a higher diploma, so we can't have CSSA payments."

After their CSSA payment stopped, Ching said, *"I urge my son to get a job."* She said that her son had to apply for a grant and loan provided by the government in order to finish his study for the higher diploma. Thus, they have a lot of debts now and they have to repay them next year. At that time, Ching and her daughter had about a HKD 3,900 CSSA payment. She was a shop assistant; however, she said, *"no matter how much I earn, even if it's HKD 10,000 a month, I can get only HKD 2,500."*

清(個案D, 女, 單親人士)是一曾經領取綜援的單親婦女。清在2011年5月實施最低工資後到一清潔劑工廠做包裝工,工作的環境不佳,廠內充滿漂白水的氣味,她的手部又經常被清潔劑侵蝕。清表示由於工廠的工作環境差,工人經常會轉工離開。清每周工作五日半,朝九晚六,每天工作八小時,再加上一小時食飯時間。人工為時薪28元。清表示由於要經常要覆診,很多時沒有返工亦沒有人工,所以每月月薪扣減強積金,只有5千蚊零8毫子。

清的大兒子剛從香港專業教育學院(IVE)畢業,曾經找到工作,但訪問時他經已被解僱,正在尋找工作。清的二女兒亦正在中大專業進修學院讀書。清表示由於二女兒讀大專,她的綜援經已在2011年7月31日被停止發放。

"冇...完全冇...一分錢都冇。擺完啦,因為我係單親啦,我個仔之前係讀IVE, IVE果D係高級程度,到我個女而家讀埋高級程度咪冇。Cut左。大仔今年7月畢業,讀咗4年高級程度...咁就諗住佢出來做嘢,我同佢兩個人加埋都起碼8,9千蚊,同埋我個女係讀果個高程度,所以咪冇囉!"

清表示在停止領取綜援後,只有「成日催個仔搵工」。清表示在停止發放綜援前,他的兒子要申請政府的資助與貸款,才能完成有關課程。兒子現時欠了政府很多錢,明年開始要還。她當時和女兒兩人的綜援金有3,900元左右。當時清當店務員,她表示:「總之佢扣淨2千5蚊俾你。你搵一萬佢都係扣淨2千幾蚊俾你。」

People with Disabilities

殘疾人士

Formerly Mentally Ill Man, Cleaner: Ar Guang 精神病康復者清潔工：阿光

Ar-Guang (阿光), (Case E, male, formerly mentally ill), is a cleaner who has been working for a contractor in a government department for nine years. His main duty is cleaning toilets in a police station. He has to work 6 days a week, from 7:30 am to 4:30 pm, and his lunch hour is 1 hour 20 minutes. His monthly income increased to HKD 6,900 after the implementation of SMW. It was only HKD 3,500 before that. He is satisfied with the current hourly rate of HKD 28. However, he wouldn't request a working ability assessment for people with disabilities, as he does not know what it is.

阿光(個案E, 男, 精神病康復者)是一名清潔工。他在一間為政府服務的外判清潔公司工作了9年。他主要工作是負責為警署洗廁所。阿光每周工作6天, 每天工作由上午七時半至下午四時半, 期間有1小時20分鐘的食飯時間。在實行最低工資前, 阿光月薪只得3,500元, 實施最低工資後阿光的月薪增加至6,900元, 工資有明顯改善。光對現時時薪28元的水平表示滿意。他對於殘疾人士的工作能力評估並不認識, 所以亦無打算會要求進行。

The Ineffective Assessment System of People with Disabilities

雷聲大、雨點少的殘疾人士評估制度

Mr. Chan (Case F, male) is a social worker who participates in the consultation of the assessment system for people with disabilities. He indicated that there were various comments during the consultation, due to different categories of disability and working ability. Different categories of people with disabilities have different comments. For example, a formerly mentally ill person who had a relatively high working ability claimed that he should be qualified for SMW without any assessment. However, parents of mentally challenged persons hope their children could have job opportunities. Mr. Chan said that there was a need to reach a consensus in the field.

陳先生(個案F, 男)有份參與政府諮詢殘疾人士評估制度的社會福利機構從業員, 他表示在業界諮詢過程中, 由於殘疾人士類別以及工作能力的不同, 不同類別的殘疾人士會提出不同的意見。例如精神病康復者由於工作能力相對比較好, 認為應該要享有最低工資, 無需要任何評估。但智障人士的家長就希望能讓智障子女有工作機會。陳先生表示業界需要在爭論中尋找共識。

"SMW was approved in the field, as the Labour Department promised that a general assessment, including assessment for people with disabilities, would be made within two years after SMW was implemented. In the early phase of SMW, it was believed that a vast group of people with disabilities would be eliminated and lose their jobs on 1 May. However, in light of the current condition, the situation is not so bad."

「最終勞工處承諾當最低工資實行兩年內, 政府會做整體評估, 包括殘疾人士的評估制度, 所以[業界]最終俾佢通過。但法例準備實行的時候, 業界覺得個影響係會有一大堆殘疾人士會在5月1號就會被踢走, 即係冇咗份工。但按現在的情況睇, 又唔係我哋諗得咁差。」

Before the implementation of SMW, plenty of discussions on the working ability assessment mechanism of people with disabilities took place in the field, for the sake of promoting wage protection and providing job opportunities for people with disabilities. The assessment system should be proposed voluntarily by employees. Also, employers cannot force their employees to participate. However, many people with disabilities have opted for a transitional arrangement after SMW was implemented. They chose to request for participation but not to invoke the working ability assessment so that they can keep their hourly rate below HKD 28 during the transition. In November 2011, reacting to the questions raised by Legco members, the Secretary for Labour and Welfare said that there were only 140 employees with disabilities involved in the assessment.

最低工資實施前, 業界討論最多是要設立為殘疾人士而設的工作能力評估制度, 希望能平衡對殘疾人士的工資保障與為殘疾人士提供的工作機會。評估制度須由僱員自願提出, 而僱主不能強迫僱員參與。但最低工資法例實施後, 大量殘疾人士採用過渡安排, 要求進行但不啟動工作能力評估, 便可在過渡期維持原有比法定最低工資\$28時薪低的工資水平。到2011年11月時, 勞工及社會福利局長回應議員提問時, 回應只有一百四十多名殘疾僱員參與工作能力評估。

According to Mr. Chan, the reason why people with disabilities choose to have the assessment but not to invoke it was that they were afraid of losing their jobs, and they would like to observe the assessment.

據陳先生的了解, 不少殘疾人士選擇做工作能力評估, 但又不啟動評估的原因是一方面是擔心失去工作, 亦另一方面亦對評估採觀望的態度。

"According to them, they dare not request the assessment as they might lose their jobs when they do so! They are worried about this. In accordance with the law, employers couldn't lay you off because of your request for assessment, because discrimination might be involved. But, the employees chose not to have the assessment. They kept their existing wage, which was not the minimum wage, so that they could continue the transition. Moreover, they dared not ask for the assessment."

「聽佢地講...我點敢提要做評估呀, 因為我提的時候有機會冇咗份工, 佢地有咁既擔心。雖然法例話, 僱主唔可以因為你提出個評估而炒你, 呢個就牽涉到歧視。但僱員自己本身都過唔啟動。佢地保留返現在的人工, 咁佢地就繼續可以過渡, 即不享用最低工資, 亦都唔啟動評估機制。」

Mr. Chan also indicated that the effects of SMW were different for various categories of people with disabilities:

“SMW may not produce any big effects on those who are visually or hearing impaired. Many of them sought to have their original wage. People with physical challenges had the opportunity to get HKD 28 because their mental ability was the same as that of people with normal ability. Hence, there would be a difference between these two groups. Many formerly mentally ill people wouldn't tell you the situation and so can't be assessed. Thus, the effects were not so obvious.”

Mr. Chan explained that the wage adjustment mechanism in the future was a result of compromise.

“Whether your current wage remains unchanged, or you accept the minimum wage of HKD 28, or you accept the new wage after assessment, that would become your minimum wage. This is different from the performance appraisal system. Your wage may have increased because you have a good performance or your company makes a profit. Therefore, if I choose to keep my wage at HKD 24, I am following the performance appraisal system which allows adjustments. However, the wage cannot be lower than HKD 24, as HKD 24 is my minimum wage. The compromise of SMW is compelled to make. A group of people with chronic illness are quite opposed to the assessment. There is no way. We have different needs.”

Theoretically, the current assessment system in Hong Kong is based on similar systems in Australia and New Zealand. However, Mr. Chan said,

“The main difference in the system between Hong Kong and the other two countries (Australia and New Zealand) is that Hong Kong emphasizes productivity whereas Australia and New Zealand emphasize capability. The area covered by competency is wider than in Hong Kong. Hong Kong emphasizes productivity, which only focuses on output. There are only three standards in the assessment: speed, quantity, and quality. But the so-called quality is how much you have paid and whether it meets the standard or not. This is all about output. It would be different if we emphasized competency.”

陳亦認為對於不同的類別的殘疾人士最低工資會有不同的影響:

「最低工資對聽障、視障人士未必有很大影響，佢地好多會擺返原本的工資。至於肢體殘疾人士，有機會佢地真係會擺到28蚊，因為佢地想法各方面都可以。我諗呢兩者的分別會比較大D。至於精神病康復者，好多唔會話俾你聽，[大家]見唔到個情況。所以影響唔係好明顯。」

陳先生解釋將來殘疾人士的工資調整的機制亦是妥協的結果：

「你維持住現有的人工又好，或者係選擇最低工資28蚊都好，甚至係做評估後定咗最新的人工都好，即係講呢一刻的標準，定咗就係定咗，呢個就係屬於你的最低工資。日後你加人工，無論你係表現好，公司有盈利加，呢個都係考核的制度，係兩樣野來架。所以我今日選擇維持以往24蚊，我都係跟返多核個制度，可以有調節。但係唔可以低過24蚊，因為24已經係我既最低工資。…呢個係業界的妥協，在不能妥協中之中妥協出來。有一班長期病患亦幾反對評估。但係冇辦法啦，大家嘅需要都唔同。」

理論上香港現時評估制度是參考澳洲、紐西蘭相類近的制度，但陳先生表示：

「澳洲、紐西蘭同香港最唔同之處就係港講生產力，但澳洲、紐西蘭就講capability[能力]，佢地包含個覆蓋的範圍係闊好多，香港生產力只係講output。評估裡面來來去去有3個標準，速度、數量，出幾多、同埋佢所謂的質量，就係你出咗幾多，合唔合乎標準。咁都係講緊係output。我地如果用能力。咁就好唔同。」

Conclusions

- We now analyse the effects of SMW on labour market conditions and quality of life of the vulnerable groups, and recommend policies.
- Firstly, regarding the effects of SMW on the employment situation and quality of life of the three vulnerable groups (people with disabilities, newly arrived women, and CSSA recipients), it was found that the overall positive effects are greater than the negative effects. However, the level of positive effects on the vulnerable groups is lower than that on low-income group (control group). Also, there have been significant improvements in the lives of the low-income group since SMW was implemented.
- Secondly, SMW has affected newly arrived women, CSSA recipients, and people with disabilities differently. Findings show that the positive effects of SMW on newly arrived women are the greatest, followed by CSSA recipients. It has the least positive effect on people with disabilities.
- Lastly, to achieve the ultimate goal of SMW, which is to improve the quality of life of vulnerable groups, other relevant social policies and social services should be promoted and improved in order to have an effective implementation of SMW. In other words, a comprehensive SMW policy should not be confined only to the establishment of hourly rates and standard working hours.

Newly Arrived Women 新來港婦女

- Since the implementation of SMW, the living standard of newly arrived women has improved the most of the three vulnerable groups. First, there are positive employment effects. Their employment rate increased slightly, from 77.6% to 81.3%, after the implementation of SMW.
- Second, newly arrived women have the greatest improvement in the employment situation. There have been significant increases in working hours (from 28.4 to 31.3), monthly income (from HKD 3,212 to HKD 4,621), and job satisfaction (from 14.6 marks to 20.0 marks) since the implementation of SMW.
- Nevertheless, it is important to note that, although there are significant increases and improvement in different indices, of all groups, newly arrived women have the lowest wage satisfaction, job satisfaction, and quality of life before and after the implementation of SMW.
- Their original employment situation and quality of life are relatively low. Due to social discrimination, their educational attainment and work experience in mainland China are not recognized by Hong Kong employers. Thus, they have to engage in low-paid and low-skilled jobs.
- Last, as most newly arrived women are family caregivers who have to take care of young children, they often have to take part-time jobs. Although attractive conditions are available in the labour market since the implementation of SMW, there are no corresponding child care services for them. Therefore, the employment ratio and working hours have not been increased substantially. Expanding child care services is the most effective way to increase the positive effects of SMW for newly arrived women.

結論

- 以下，綜合問卷調查及個案研究的發現，我們會就實施最低工資對不同弱勢社群的勞動力市場狀況及生活質素的影響作出綜合分析和總結，作為政策改善建議的依據。
- 首先，研究發現實施最低工資對三類弱勢社群（殘疾人士、綜援人士及新來港婦女）的勞動力市場狀況及生活質素，整體而言帶來的影響正面大於負面。然而，對弱勢社群正面的影響幅度不及對低收入人士（控制組）的正面影響；一般低收入人士（不屬於三類弱勢社群）從實施最低工資中能夠獲得更明顯的生活改善。
- 其次，實施最低工資對新來港婦女、綜援人士及殘疾人士帶來不同的影響。研究結果表明實施最低工資對新來港婦女帶來的正面影響最大，綜援人士次之，而對殘疾人士的正面影響最小。
- 最後，本研究表明若要發揮最低工資能改善弱勢社群生活質素的最終目標，必須推展其他社會政策及改善社會服務，並加以配合，最低工資制度方能發揮全部的功效。換言之，最低工資的整全政策不應局限於有關最低工資的時薪水平或標準工時的制訂。
- 在三類弱勢社群中以新來港婦女從實施最低工資中得到最大的生活改善。首先，實施最低工資為新來港婦女帶來正就業效應，其就業率在實施最低工資後出現輕微上升，由77.6%上升至81.3%。
- 其次，新來港婦女的勞動力市場改善幅度最大，無論其工時（28.4小時上升至31.3小時）、按月主要工作入息（3,212元上升至4,621元）及對工作的滿意度（14.6分上升至20.0分）於實施最低工資後均顯著增加。
- 但是，要留意的是，儘管新來港婦女的各指標改善幅度最大及有顯著改善，但是新來港婦女的工資滿意度、工作滿意度及生活質素無論是於最低工資實施前及實施後均是四組中最低的。
- 原因是新來港婦女的勞動力市場條件和生活質素原先的水平偏低。由於面對社會歧視，新來港婦女的學歷不被承認，內地的工作經驗亦不被香港僱主認可，因此必須從事低薪低技術的工。
- 再者，由於新來港婦女多為家庭照顧者，為了要照顧年幼子女，很多時必須從事兼職或半職的工作。雖然現時勞動力市場於最低工資實施後能提供較吸引的條件，但由於托兒及兒童照顧服務並不配套，所以新來港婦女並未能大幅增加就業比例及工作時間。擴展兒童照顧服務應是提高最低工資對新來港婦女正面影響的廣度及深度的最有效辦法。

CSSA Recipients 綜援人士

- CSSA recipients enjoy relatively fewer SMW benefits than newly arrived women do but relatively more than people with disabilities do. Firstly, there is a positive employment effect on CSSA recipients. Their employment rate increased from 65.5% to 70.7% after the implementation of SMW.
- However, the level of improvement of CSSA recipients in the labour market is lower than that of the newly arrived women but higher than that of people with disabilities. Since the implementation of SMW, there has been no significant increase in CSSA recipients' working hours but a significant increase in monthly income (from HKD 2,724 to HKD 3,649) and job satisfaction (from 18.0 to 21.0).
- It is important to note that wage satisfaction, job satisfaction, and quality of life of CSSA recipients are the second lowest of the four groups before and after the implementation of SMW, only higher than that of the newly arrived women but significantly lower than that of the low-income group and people with disabilities.
- Compared with the low-income group, there is no significant increase in the working hours of CSSA recipients, and this is the reason they have had less improvement in their lives as a whole. CSSA recipients find it difficult to increase the number of working hours, probably because the current system of CSSA disregards earnings that do not match SMW.
- Currently, CSSA recipients can go to work only if their family income is less than the maximum level required by the CSSA Scheme. According to the current system of CSSA disregarded earnings, the first HKD 800 of a recipient's monthly earnings from employment can be disregarded and half of the remaining HKD 3,400 can be disregarded. The amount of earnings over that will be deducted, and the remaining monthly earnings can be disregarded up to a maximum of HKD 2,500 (HKD 800 + HKD 3,400/2).
- Three examples of different monthly earnings are given below to explain the current system of CSSA disregarded earnings. Firstly, if the monthly earnings of a CSSA recipient are HKD 3,000, the disregarded earnings would be HKD 1,900 (HKD 800 + HKD 2,200/2) and the remaining HKD 1,100 will be deducted from the CSSA payment. In this case, the monthly income of the CSSA recipient has increased by HKD 1,900 when he or she works.
- Secondly, if the monthly earnings of a CSSA recipient increase to HKD 4,200, the disregarded earnings would be the maximum of HKD 2,500 (HKD 800 + HKD 3,400/2). That means HKD 1,700 (the first HKD 2,500 over the amount of HKD 4,200) will be deducted from the CSSA payment. In this case, the monthly income of the CSSA recipient has increased HKD 2,500 when he or she works.
- Thirdly, if the monthly earnings of a CSSA recipient increase to HKD 5,000, the disregarded earnings would also be the maximum of HKD 2,500 (HKD 800 + HKD 3,400/2). That means HKD 2,500 (the first HKD 2,500 over the amount of HKD 5,000) will be deducted from the CSSA payment. In this case, the monthly income of the CSSA recipient has increased HKD 2,500 when he or she works. This shows that the actual income (including the CSSA payment) of these CSSA recipients would not be higher than that of people whose monthly income is HKD 4,200. Briefly, if the monthly earnings of CSSA recipients exceed HKD 4,200, their actual monthly income would not increase, as the extra earnings would be deducted from the CSSA payment.
- 在三類弱勢社群中，綜援人士在實施最低工資中的得益較新來港婦女少，但較殘疾人士多。首先，實施最低工資為綜援人士帶來正面的就業效應，其就業率在實施最低工資後出現上升，由65.5%上升至70.7%。
- 綜援人士的勞動力市場改善幅度較新來港婦女少，但較殘疾人士多。其工時並無顯著上升，但按月主要工作入息(2,724元上升至3,649元)及對工作的滿意度(18.0分上升至21.0分)於實施最低工資後均顯著增加。
- 值得注意的是綜援人士的工資滿意度，工作滿意度及生活質素無論是於最低工資實施前及實施後均是四組中屬次低的，只高於新來港婦女，但明顯低於低收入人士及殘疾人士。
- 與低收入人士相比，綜援人士的工時在最低工資實施後並沒有顯著增長，這是綜援人士整體生活改善幅度較少的原因。這有可能是由於現時綜援的豁免入息制度並未配合最低工資轉變所致，令綜援人士難以增加工時。
- 現時，只要全家入息少於綜援規定的入息上限，綜援人士可以工作。從工作所得到的入息，按現行的豁免入息制度，綜援人士工作所得的首800元可以全數豁免，其餘3,400元可獲半數豁免，超出金額將會全數被扣除，最高豁免額為2,500元(800元+3,400元/2)。
- 舉三個不同工作收入水平的例子來說明，一個綜援低收入個案，每月收入3,000元，其可獲豁免的限額是(800元+2,200元/2)=1,900元，多出的1,100元入息將會在其綜援中扣減。有關綜援個案實際較不工作時的入息多了1,900元。
- 若綜援人士每月工作收入上升至4,200元，其可獲豁免的限額是(800元+3,400元/2=2,500元)剛好是上限的2,500元。亦即是說，4,200元中超出首2,500元的1,700元將會在綜援中扣除。綜援個案實際較不工作時的入息多了2,500元。
- 若綜援人士每月工作收入上升至5,000元，其可獲豁免的限額同樣是上限的2,500元(800元+3,400元/2)。亦即是說，5,000元中，超出首2,500元的2,500元將會在綜援中扣除，綜援個案實際較不工作時的入息多了2,500元，但實際總收入(入息加上綜援金)不會比工作收入為4,200元的綜援人士多。簡單來說，綜援人士的每月工作收入若超過4,200元，其實際每月總收入不會有任何增加，超出部份將全數在綜援中被扣除。

- According to the above analysis, it is believed that the current system of CSSA disregarded earnings does not encourage CSSA recipients to engage in jobs for that pay a monthly income higher than HKD 4,200. Moreover, the research shows that the monthly income of CSSA recipients increases, but the average monthly income only increases to HKD 3,648 (below the level of HKD 4,200). This could be evidence that the current system of CSSA disregarded earnings is out-of-date. The government did not make any reforms to this system to coordinate with SMW. Also, the government did not take the opportunity of improvement in the labour market to help more CSSA recipients get out of poverty.
- Also, after the implementation of SMW, although the hourly rate for employees increased, some employers reduced the number of working hours per day in order to cut the increasing costs. This would cause able-bodied CSSA recipients to have vast difficulty or be confused, but not general employees. According to the Support for Self-reliance (SFS) Scheme, able-bodied adults who are CSSA recipients age 15-59 must earn not less than HKD 1,755 from work per month and work 120 hours per month. Otherwise, they have to join the SFS Scheme and find at least three jobs within two weeks. Some of the low-income CSSA recipients in the case studies indicated that they were required to participate in the SFS Scheme when their working hours had decreased after the implementation of SMW, and this confused them.
- Finally, there has been a significant increase in the income of the low-income CSSA recipients since the implementation of SMW. It has provided opportunities to increase savings for these families. However, the current asset limits of receiving CSSA are very low (for instance, HKD 33,000 for families with two able-bodied adults/children, HKD 49,500 for families of three able-bodied adults/children). Families receiving CSSA are disqualified if their savings exceed the maximum asset limit. Hence, the savings of these families is very low. A few unemployed and single-parent CSSA recipients had found jobs and left CSSA. But they were forced to receive CSSA again due to having too little savings for emergencies such as re-employment, sickness, and injury on the job. Therefore, it is suggested that corresponding measures should be taken to provide opportunities to increase savings for low-income CSSA recipients and to help them to achieve the goal of permanent departure from the CSSA Scheme.
- It is highly recommended that the current CSSA Scheme be reformed. The current system of CSSA disregarded earnings and relevant restricted working hours must be modified for the sake of motivating CSSA recipients to participate in the labour market again and engage in jobs with higher income. This would increase their opportunities to leave CSSA and rise above poverty. Also, the government should help families receiving CSSA to increase their savings, to help them leave CSSA permanently.
- 從上述的分析，可明白現時綜援的豁免入息制度並不鼓勵綜援人士從事每月收入超過4,200元的工作。是次研究發現綜援人士的每月主要工作收入有所增加，但每月主要收入平均只增加至3,648元的水平，低於4,200元的水平。這可作為現行豁免入息制度不及時宜的佐證--當局並沒有配合最低工資實施而對綜援的豁免入息制度作出改革，因而未能利用有關勞動力市場改善契機來促使更多綜援人士能夠脫貧。
- 此外，於實施最低工資後，在增加時薪的同時，部份僱主為減少成本的增加，會要求僱員減少每天的工時。對一般僱員這並不構成很大的困難，但對健全的成年綜援受助人這可能造成很大的困擾。按現行有關自力更生的規定，15至59歲健全的成年綜援受助人必須每月從工作所賺取的入息不少於1,775元及每月工作120小時，否則必須參與自力更生計劃，需要在兩星期內尋找不少於三份工作。有部份綜援低收入個案，於最低工資實行後工時減少，便被要求參加自力更生計劃，對其造成一定的困擾。
- 最後，實行最低工資後，低收入綜援個案的收入有一定的增加，為這些家庭帶來增加儲蓄的機會。但是，由於現時領取綜援的資產限額非常低（如：二人健全家庭為33,000元，三人健全家庭為49,500元），綜援家庭的儲蓄若超過有關資產上限，便會失去領取綜援的資格；所以綜援家庭的儲蓄水平很低。不少找到工作的失業及單親綜援受助人在脫離綜援後，由於儲蓄太少，而無法應付突發情況如再次失業、生病及工傷，而被迫再次領取綜援。因此，於實施最低工資後，應制訂配套措施，使低收入綜援個案能夠增加儲蓄，以達到促進其持久脫離綜援制度的目的。
- 現行的綜援制度必須進行改革，一方面應修改豁免入息制度以及有關工時的限制，讓綜援人士有更大動力重投勞動力市場及從事更高收入的工作，增加其脫離綜援及貧窮的機會；另一方面，也應促使綜援家庭增加儲蓄，有助長遠脫離綜援。

People with Disabilities 殘疾人士

- Of the three vulnerable groups, people with disabilities have the least benefit from the implementation of SMW. Firstly, there is a negative employment effect on people with disabilities. Their employment rate decreased from 94.4% to 74.6% after SMW was implemented. Approximately 22.2% who had jobs before SMW lost their jobs after the implementation of SMW. In contrast, there is no negative employment effect on newly arrived women and CSSA recipients.
- 在三類弱勢社群中，殘疾人士於實施最低工資中的得益最少。首先，實施最低工資為殘疾人士帶來負就業效應，其就業率於實施最低工資後下降，由94.4%下降至74.6%。有約兩成（22.2%）於最低工資實施前有工作的殘疾人士在實施後失去工作，反觀負就業效應並未出現於新來港婦女及綜援人士。

- Additionally, the level of improvement of people with disabilities in the labour market and quality of life is the lowest of the three vulnerable groups. There is no significant increase in their working hours compared with the low-income group. Also, their monthly income and job satisfaction have not as increased significantly as that of the newly arrived women and CSSA recipients after the implementation of SMW. Briefly, people with disabilities who are working have not experienced significant effects on their working hours, income, and job satisfaction.
- Employed people with disabilities have a relatively higher ability of all people with disabilities. Employment is not only an important source of income but also a crucial way to regain confidence and maintain interaction with society. Therefore, most employed people with disabilities want to continue working. Also, they rated relatively positive towards their current job and life. Their wage satisfaction, job satisfaction, and quality of life are the highest of the four groups. As they rated relatively positive before the implementation of SMW, there is limited room to assess improvement.
- Another reason why there is no significant effect of SMW on people with disabilities is that there is a “back door” for them under the productivity assessment of the current SMW system. Under the current assessment system, employees with disabilities have the right to decide whether they will participate in the assessment or not. They can also choose not to invoke the transitional arrangement of assessment. This has offered a “back door” for people with disabilities who were employed before SMW was implemented, so they can remain at their previous wage. “Before the assessment, they were entitled to wages no less than their current contractual wage level. Adjustment of the SMW rate, if any, in the interim would also be applicable to them” (website of the Labour Department, <http://www.labour.gov.hk/tc/erb/sainfo.html>). Nevertheless, it is apparent that the previous or original wages of most people with disabilities were lower than the SMW of HKD 28.
- According to the Census and Statistics Department, there were more than 40,000 employed people with disabilities in Hong Kong, but only about 140 had participated in the productivity assessment as of November of 2011. The researchers observed that there are three reasons. First, some “hidden” categories of people with disabilities such as formerly mentally ill persons, would not disclose their disability to employers. Also, the hourly rate of some physically challenged persons had exceeded HKD 28 before SMW was implemented. Thus, they did not need to invoke the relevant assessment. Second, it is possible that some of people with disabilities had been laid off before the implementation of SMW and so SMW had a negative employment effect. The remaining employed people with disabilities worried that their employers would close the business under the increasing burden caused by SMW, so they requested participation in the transitional arrangement and took an observation. Third, their employers were willing to retain the previous or original level of wages and introduced the transitional arrangement to relevant employees in order to relieve the increased labour cost.
- In fact, people with disabilities choose to join but not to invoke the transitional arrangement of assessment in order to remain at their current job. In other words, they were forced to choose to do so under limited choices. In fact, this transitional arrangement only delays the actual effects of SMW. If people with disabilities change jobs, they will be confined to the SMW system under which new employers must pay HKD 28 as the minimum wage or people with disabilities have to participate in the productivity assessment voluntarily. As a result of the increasing number of people with disabilities who are changing jobs, the transitional arrangement cannot be retained and the effects of SMW on people with disabilities will continue.
- 殘疾人士的勞動力市場及生活素質改善幅度亦是三組弱勢社群中最少。其工時並未如低收入人士般顯著上升，按月主要工作入息及對工作的滿意度亦未如新來港婦女及綜援人士在實施最低工資後顯著增加。簡單來說，對於仍在勞動力市場的殘疾人士，實行最低工資對他們的工時、入息及對工作的滿意度並未構成明顯的影響。
- 出現上述情況的原因在於在職的殘疾人士屬於殘疾人士中能力較高的一群，工作不單為他們提供重要的經濟來源，對他們尋回自信及維持與社會的接觸亦非常重要。因此，大部份在職殘疾人士非常希望能夠繼續留在勞動力市場工作，對於現時的工作及生活亦持較正面的評價。殘疾人士的工資滿意度、工作滿意度以及生活質素無論是在實施前或後均是四組人士中最高的；由於本來的評價經已很正面，所以評價改善的空間亦有限。
- 最低工資對殘疾人士沒有明顯影響的另一原因可能是與現行法定最低工資制度下殘疾人士生產能力評估所存在的「後門」有關。現行評估制度容許僱員選擇做評估，但可以不啟動評估的「過渡安排」，為在實施最低工資前經已在職的殘疾人士提供了一扇「後門」，令他們可以維持原有工資。「在進行評估前，他們有權獲得不少於現有合約薪酬水平的工資，期間法定最低工資水平的調整（如有的話）亦會適用於他們」（勞工處網頁，<http://www.labour.gov.hk/tc/erb/sainfo.html>）。然而，明顯的，大部份殘疾人士原有工資水平比法定最低工資28元時薪為低。
- 統計署估計香港有超過四萬名在職的殘疾人士，但截至2011年11月只有一百四十多名殘疾僱員參與工作能力的評估。研究員估計有三方面的原因，首先是部份較「隱蔽」的類別如前精神病患者基本不會對僱主公開自己殘疾的情況，亦有部份殘疾人士如肢體殘疾人士的時薪可能於最低工資實施前已超過28元的水平，所以亦無須啟動有關機制。其次，可能在實施最低工資前，部份殘疾人士經已被解僱，出現負就業效應；而留下在勞動力市場的殘疾人士僱員，由於怕僱主未能負擔最低工資的要求而結業，所以要求參與過渡安排，以作觀望。三是殘疾人士的僱主亦樂於維持現行薪金水平，以減輕勞動力成本的增加，因而向有關僱員推介有關的過渡安排。
- 殘疾人士選擇參加但不啟動評估的過渡安排，目的是要保留工作，換言之，他們是被迫在有限的選擇中作選擇。這一過渡安排只是將最低工資的實際影響延後。若殘疾人士轉工，他們將會受到最低工資的規管，新僱主必須支付法定最低工資，又或是殘疾人士須自願接受進行工作能力評估。隨著殘疾人士轉工的情況增加，過渡安排將不能永遠維持；最低工資實施對殘疾人士的影響將會更進一步呈現。

Recommendations

建議

Overall Recommendations 整體建議

1. Since the implementation of SMW, there has been a positive employment effect on newly arrived women and CSSA recipients and a positive income effect on the low-income group. Hence, SMW can directly improve the lives of the working poor and of vulnerable groups. This longitudinal research provides crucial data for assessing the effects of SMW. The government should continue to keep an eye on the problem of the working poor, and the working and living conditions of vulnerable groups. Also, more longitudinal research should be conducted as the basis of establishing SMW and relevant corresponding policies.
 2. Before the implementation of SMW, some people worried that it would cause negative employment effects on vulnerable groups. In fact, this research demonstrates that the negative employment effects do not exist for the low-income group, CSSA recipients, and new arrivals. However, the government should keep paying attention to the negative employment effects of SMW on people with disabilities.
 3. Due to the high inflation after the implementation of SMW, especially for food and housing, some of the vulnerable groups are concerned that the positive effects of SMW are decreasing. The vulnerable groups suffered from pressure caused by the increasing price of goods. Hence, the government should consider implementing effective policies in order to stabilize the sharply rising prices.
 4. Also, the government can consider various policies to alleviate the effect of rising prices on the poor. For instance, it can break the monopoly of the food supply and get more wholesale suppliers involved in the market. In retail, the monopoly of supermarkets should be broken and small businesses can be fostered in poor areas. The government should speed up the construction of public rental housing so as to relieve the rental expense of the poor in private housing.
 5. With regard to the legislation and modification of SMW, the government should establish the basis by allowing the public to have more methodical and systematic discussions. The first legislation on minimum wage lacked sufficient scientific standards because the government just took the number of affected labourers as the reference. According to the recommendations of the International Labour Organization, the standard of minimum wage should be based on the basic living expenses of a worker and his or her family and the considerations for the effects on employers and the whole economy. In this study, some respondents showed an explicit need for SMW to help them to deal with the basic living expenses of the family.
 6. According to the research, the respondents thought the minimum wage was HKD 33 before the implementation of the first SMW and HKD 32.21 after that. Therefore, the majority of low-paid workers and vulnerable groups considered HKD 32-33 the most reasonable current minimum wage. It is suggested that the relevant statistics and the rise of consumer prices before the adjustment of SMW (from May 2011) should be viewed as a reference to the new minimum wage.
1. 實施最低工資對新來港婦女及綜援人士帶來正面就業效應，而對於低收入人士則帶來正面的收入效應，因此對改善在職貧窮以及改善弱勢社群的生活有直接的功效。採用縱向研究的方法，本研究提供重要的數據去評估最低工資所造成的影響，政府應繼續監察在職貧窮及弱勢社群的工作及生活狀況，並作出更多縱向研究，作為制訂最低工資及其他配套政策的依據。
 2. 在實施最低工資前，部份社會人士擔心最低工資會為弱勢社群帶來明顯的負就業效應；本研究的數據表明負就業效應的現象並不存在於低收入人士、綜援人士、及新來港人士社群之中。然而，政府必須繼續監察及關注最低工資對殘疾人士可能造成的負就業效應。
 3. 部份弱勢社群在實施最低工資後面對高通脹，尤其是食物及房屋等必須開支大幅上升，開始感到最低工資帶來的正面影響下降。物價上升對弱勢社群帶來更大生活壓力，所以政府必須考慮有效平抑物價大幅上升的政策。
 4. 政府可考慮以多樣的政策減輕物價上升對貧窮人士的影響。政策可包括打破食物的壟斷供應，讓市場加入更多批發供應商；在零售層面打破超級市場的壟斷，容許小商販在貧窮人士集中的地區重新發展。在房屋政策方面，應加快及增加公共房屋的建設，令居住於私人樓宇的貧窮人士的租金開支可以減少。
 5. 對於最低工資水平的制訂以及修訂，政府應帶領社會作出更科學及有系統的討論，為修訂找出依據。首次最低工資水平的制訂欠缺充分的科學標準，政府多以受影響的勞工數目作為訂立最低工資水平的參考。根據國際勞工組織的建議，應參考一名勞工及其家人要過基本生活的開支水平，作為訂立最低工資水平的基線參考，在此基礎上加上對僱主及整體經濟影響的考慮。本研究中部份受訪者提出最低工資應能讓家庭應付基本的生活支出的明確訴求。
 6. 根據本研究數據，受訪者在首個法定最低工資水平實施前，認為合理的水平是33元，在實施後認為合理的水平是32.21元，可見32-33元是多數低薪工人及弱勢社群認為現階段合理的最低工資水平。建議可參考有關數據加上2011年5月至最低工資調整前的物價升幅，作為第二次最低工資水平的參考。

1. The current CSSA system does not encourage recipients to engage in jobs with a higher salary, which could provide the opportunity to eliminate poverty in the long run. The government should improve the current system of CSSA disregarded earnings by increasing the total amount of disregarded earnings from HKD 800 to HKD 1,500, and half of the remaining HKD 4,000 could be disregarded. That means the maximum disregarded earnings would increase from HKD 2,500 to HKD 3,500. This change can increase recipients' motivation to work at jobs with a higher salary. It can also relieve the extra working expenses of food and transportation caused by the increasing inflation of last year.
 2. The Social Welfare Department should set up "Family Poverty Alleviation Accounts" for employed CSSA recipients and allow them to save the deducted amount of assistance payable in the accounts. The accounts could be managed by the Social Welfare Department. The savings in the accounts with interest would be given to the relevant CSSA family after 24 months or when the savings reached the maximum. The savings should be used for assigned poverty alleviation action or plans such as schooling for children, adult education, driving and learning other skills, establishing a small business, purchasing learning materials, means for profit making, etc. The savings in Family Poverty Alleviation Accounts could provide CSSA families with certain financial materials for eliminating poverty in the long run. Additionally, Family Poverty Alleviation Accounts could boost CSSA recipients' confidence to leave CSSA. It could also help them to make better plans for the future.
 3. The poverty alleviation action or plans should be managed by NGOs. In addition to establishing the relevant policies on savings, financial planning, and poverty alleviation, enhancement of human capital and social capital should be considered. Both case managers and participating families should be involved in the policies in order to give assistance and so have proper planning on poverty.
 4. The savings of poverty alleviation accounts could involve the participation of a third party such as charities. This can boost the amount of savings and the motivation of low-income CSSA recipients by matching those accounts one to one. The maximum savings amount of the account would be the double the CSSA asset limits. For example, HKD 66,000 [HKD 33,000 x 2] for families with two able-bodied adults/children, HKD 99,000 [HKD 49,500 x 2] for families with three able-bodied adults/children. If the savings reach the maximum, the recipients should stop receiving CSSA. However, the government should provide for eligible families from other subsidy schemes, for education, housing, and medical assistance.
 5. To avoid any inconvenience to recipients, the Social Welfare Department should consider modifying additional regulations on receiving CSSA for able-bodied adults. It is suggested that recipients whose monthly income exceeds HKD 1,960 (70 hours x HKD28) and whose working hours exceed 70 do not have to participate in the SFS Scheme. Also, if recipients whose monthly income exceeds HKD 2,800 or working hours exceed 100, they do not have to participate in SFS Scheme.
1. 現行綜援制度未能鼓勵受助人從事較高薪的工作以增加其長遠脫貧的機會。政府應改善綜援的入息豁免制度，將全數豁免額由800元增加至1,500元，餘數的4,000元可豁免一半，即最高入息豁免額由2,500元增加至3,500元。這項改變一方面可增加受助人從事較高薪工作的動機，另一方面亦可減緩去年通脹大增，導致因工作額外的用膳及交通費用大幅上升的影響。
 2. 社會福利署應為有工作的綜援人士設立「家庭脫貧戶口」，容許綜援人士將被政府扣減的綜援金額儲蓄在脫貧戶口內。戶口款項由社會福利署管理，於24個月後或儲蓄到達上限時，連同利息發還給有關綜援家庭。戶口儲蓄須用於指定的脫貧行動或方案，如子女讀書、成人教育、駕駛及其他技能學習、小生意創業、購買學習用品及生財用具等。家庭脫貧戶口，有助脫離綜援家庭有一定財政資源可以達到長遠脫貧的效果；而家庭脫貧戶口一方面可加強受助人脫離綜援的信心，另一方面，亦能令他們對未來作出更好的計劃。
 3. 脫貧行動或方案應交由非政府機構管理，除制訂有關儲蓄、財政計劃及脫貧方案，亦應加入提升人力資本及社會資本的方案，並由個案經理與參與家庭共同制訂合適的脫貧計劃並作出跟進及協助。
 4. 脫貧戶口的儲蓄可考慮加入第三者如慈善基金的配對，以一比一的方式，增加低收入綜援戶儲蓄的金額與動機。戶口儲蓄上限為有關住戶申請綜援資產限額的兩倍，如：二人健全家庭為33,000元x2=66,000元，三人健全家庭為49,500元x2=99,000元。若戶口儲蓄到達上限，有關人士便須停止領取綜援；但政府應為合乎其他政策資助資格的家庭提供教育、房屋及醫療方面的協助。
 5. 為免對受助人造成不便，社會福利署應考慮修改健全成人領取綜援的附加準則，讓每月收入多於1,960港元（70小時x28元）及每月工作多於70小時者無須強制參與自力更生支援計劃。若受助人所賺取入息多於2,800港元或每月工作多於100小時，只要符合其中一項條件亦無須強制參與自力更生支援計劃。

Employment Policy Recommendations for People with Disabilities 殘疾人士就業政策建議

1. It is found that there is a negative employment effect on people with disabilities, and a vast majority of them just take observation over the productivity assessment. The main reason is that employed people with disabilities really appreciate the current working opportunities and they are afraid of losing their jobs due to any changes in wage. The government can refer to the employment policies of France and establish an employment quota system and a compensation system. For instance, legislation should be made so that enterprises with over 100 staff should include 5% staff who have disabilities. If the enterprise cannot hire an adequate number of people with disabilities, it has to make up the remaining balance by providing people with disabilities with working subsidies. The subsidies and financial support from government would be called "Employment Fund for People with Disabilities".
 2. It is recommended that people with disabilities should be protected by SMW, but employers could request their employees with disabilities to undergo a productivity assessment. If there was a disparity between required ability and actual ability after assessment, the employers could pay them according to their actual ability. The remaining amount payable would be subsidized by "Employment Fund for People with Disabilities". For example, if a person with a disability has 70% employment competence, the remaining 30% salary would be paid by "Employment Fund for People with Disabilities". A balance can thus be struck between employed people with disabilities and employers, by retaining job opportunities of people with disabilities and considering the burden of employers. Also, their working opportunities would be improved.
1. 殘疾人士中出現負就業效應及有大量殘疾人士對生產力評估制度採取觀望的態度，關鍵的原因是在職殘疾人士非常珍惜現時的工作機會，害怕任何工資的改變會造成工作流失。政府可參考法國對殘疾人士的就業政策，訂立殘疾人士就職限額及補償制度。例如考慮立法規定僱用超過一百人的企業有百分之五員工必須為殘疾人士。若未能聘用足夠數量殘疾人士的企業，便須根據差額支付殘疾人士工作補貼，有關補貼加上政府資助將匯集成為「傷殘人士就業基金」。
 2. 建議殘疾人士將全面接受最低工資的保障，但聘用殘疾人士的僱主可要求殘疾僱員作能力評估；若經評估證實，僱員的能力有差距，僱主將按其實際能力支付薪金，餘額由「傷殘人士就業基金」補貼。如殘疾人士的就業能力被評為7成，其餘3成的薪金，將會由「傷殘人士就業基金」支付。有關建議既能平衡殘疾人士保留工作機會，以及僱主的承擔能力，亦能有效增加殘疾人士的工作機會。

Employment Policy Recommendations for Newly Arrived Women 新來港婦女就業政策建議

1. The improvement in child, youth, and care services is the key to improving the employment situation of newly arrived women. The government should offer subsidies to NGOs to make use of places such as schools, youth centres, and community centres and so provide more neighbourhood child care services and longer service hours. With regard to services of the Mutual Help Child Care Centre, the government should increase the subsidies for giving a certain salary to service providers. All these could help newly arrived women to further increase their working hours and opt for different kinds of jobs so as to boost the positive effects of SMW on newly arrived women.
 2. Newly arrived women are currently at the bottom layer of the labour market. Their wage satisfaction, job satisfaction, and quality of life are still the lowest of the three vulnerable groups. The government should provide more quotas of pre-employment training and on-the-job training programmes for newly arrived women. The training programmes should recognize the educational attainment and working experience in mainland China, to improve the chances of upward occupational mobility of newly arrived women.
 3. As most newly arrived women need to take care of the family, they mostly engage in part-time, temporary, and contract non-standard jobs. In addition, they are more easily exploited than other groups, because they are not familiar with Hong Kong's labour legislation and labour protection. For instance, if they work fewer than 18 hours weekly for the same employer, they will not be protected by the employment ordinance. Also, some of them even become falsely self-employed and are excluded from the labour legislation, including the protection of SMW. The Labour Department and labour unions should strengthen the education of labour rights, particularly the continuous employment contract and false self-employment, in order to reduce the chances of exploitation.
 4. Finally, the government should enact legislation to protect employees who work fewer than 18 hours but more than 6 hours weekly for the same employer. They should be offered proportional leave and other benefits under the employment ordinance. For example, those who work 6–8.9 hours weekly could have 1/3 benefits, 9–11.9 hours weekly 1/2 benefits, 12–17.9 hours 2/3 benefits, etc.
1. 要改善新來港婦女就業的處境，改善幼兒、兒童及少年、的照顧服務是關鍵。政府應資助非政府機構，以利用學校、青少年中心及社區中心提供更長時間、更就近社區的照顧及托管服務。對於互助幼兒中心的服務，政府應增加資助令服務提供者有一定的薪酬回報。這將有助於新來港婦女進一步增加工時及選擇不同的工種，加強最低工資對新來港婦女能產生的正面效應。
 2. 現時新來港婦女處於勞動力市場的底層，其工資滿意度、工作滿意度及生活質素仍然是三組弱勢社群中最低的，政府應為新來港婦女提供更多職前培訓、在職培訓的學額，有關課程應承認內地合規格的學歷及工作資歷，以提高新來港婦女職業向上流動機會。
 3. 由於新來港婦女多要照顧家庭，所以她們多從事兼職、臨時及合約等零散工，加上她們對香港的勞工法例及保障並不熟悉，因此她們較其他群體易於受剝削。如：她們每周為同一僱主工作少於18小時，便不受僱傭條例保障；也有部份新來港婦女甚至成為「假自僱」的勞工，完全不受勞工法例包括最低工資的保障。勞工處及工會應加強新來港婦女對勞工權益尤其是有關連續性僱傭契約以及假自僱的認識，減少她們受剝削的機會。
 4. 政府亦應立法規定每周為同一僱主工作少於18小時，但多於6小時的僱員可按比例獲得僱傭條例有關假期及其他的保障。如：每周工作6-8.9小時，可享1/3保障；工作9-11.9小時，可享1/2保障；工作12-17.9小時，可享2/3保障等。

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Questionnaire

問卷

1訪問員編號： _____

問卷編號： _____

香港中文大學社會工作學系

「設立法定最低工資對香港弱勢社群勞動力市場狀況及生活質素的影響 調查

研究介紹

你好！我係……（訪問員姓名）……，係「設立法定最低工資對香港弱勢社群勞動力市場狀況及生活質素的影響的調查員。這個研究係由香港中文大學社會工作系黃洪博士主辦，他委託政策二十一進行呢個調查。調查之目的係了解最低工資對香港弱勢社群勞動力市場狀況及生活質素的影響，以便政府檢討和制訂更有效的政策。在今次訪問中你所提供的資料均會嚴加保密，亦只會作為本研究之用；有關個別人士的資料，我們保證不會向任何人士及政府部門透露。請你放心！本調查的對象是15歲或以上的人士，而不是就讀於全日制的學生。

A1	與你同住的15歲或以上的家庭成員資料：（每住戶只需第一個受訪成員回答）						
	成員1	成員2	成員3	成員4	成員5	成員6	
與受訪者關係 (a)	受訪者						
年齡 (b)							
性別 (c)	<input type="checkbox"/> 男 <input type="checkbox"/> 女						
種族 (d)	<input type="checkbox"/> 華人 <input type="checkbox"/> 其他_____						
是否在职 (e)	<input type="checkbox"/> 是 <input type="checkbox"/> 否						
是否正尋找工作 (f)	<input type="checkbox"/> 是 <input type="checkbox"/> 否						
是否領取綜援 (g)	<input type="checkbox"/> 是 <input type="checkbox"/> 否						
居港是否少於七年 (h)	<input type="checkbox"/> 是 <input type="checkbox"/> 否						
個人每月收入是否少於\$5000 (i)	<input type="checkbox"/> 是 <input type="checkbox"/> 否 <input type="checkbox"/> 不知道	<input type="checkbox"/> 是 <input type="checkbox"/> 否 <input type="checkbox"/> 不知道	<input type="checkbox"/> 是 <input type="checkbox"/> 否 <input type="checkbox"/> 不知道	<input type="checkbox"/> 是 <input type="checkbox"/> 否 <input type="checkbox"/> 不知道	<input type="checkbox"/> 是 <input type="checkbox"/> 否 <input type="checkbox"/> 不知道	<input type="checkbox"/> 是 <input type="checkbox"/> 否 <input type="checkbox"/> 不知道	
抽樣對象 (j)	<input type="checkbox"/> 是 <input type="checkbox"/> 否						
請以 <input checked="" type="checkbox"/> 表示最近剛過生日之對象 (k)							

A. 選擇住戶

如遇上兩個抽樣對象，以抽樣綜援為先，低收入新來港次之，最後為以生日最近訪問日期為訪問對象。

如抽樣對象不在家，請約時間再上門訪問。

聯絡方法： _____ 下次訪問時間： _____

<按A1所選取的抽樣對象續問個人問卷>

B. 就業/失業狀況

B1. 就業/失業狀況

B1a	你過去七日是否有工作？	1. <input type="checkbox"/> 有工作 (每週工作超過一小時)	B1a __
		2. <input type="checkbox"/> 沒有工作 連續失業多久？__年__月	B1a2__ B1a2a
B1b	你覺唔覺得自己係「失業」？	1. <input type="checkbox"/> 是 2. <input type="checkbox"/> 不是	B1b __

B2 (1). 就業狀況

只問過去七日有工作人士 (B1a條選1的)

B2a1	你過去七日是否有工作？	1. <input type="checkbox"/> 全職 B3 2. <input type="checkbox"/> 兼職 (註) B2a2	B1a1__
B1b	過去七日從事兼職工作 (註)，有幾多份？	_____份 B3	B1a2__

(註) 兼職工作為：

每週通常工作少於5天 (適用於每週有固定工作日數的僱員)；或
每個工作日通常工作少於6小時 (適用於每週有固定工作日數的僱員)；或
每週通常工作少於30小時 (適用於每週有沒固定工作日數的僱員)。

B2 (2) 失業狀況

只問過去七日沒有工作人士 (B1a選2的)

B2a	若有一份合適的工作，你是否可以隨時上工？	1. <input type="checkbox"/> 是 2. <input type="checkbox"/> 不是	B2a __
B2b	在過去三十日你有冇搵過工？	1. <input type="checkbox"/> 有 2. <input type="checkbox"/> 冇	B2b __
B2c	你覺得總體來說，搵得成工的困難程度有幾大？	_____分 (1分完全沒有困難，10分非常困難)	B2fc __
B2b	(根據B1a的答案發問) 你過去三十日有冇工作？	1. <input type="checkbox"/> 有 2. <input type="checkbox"/> 冇 C	B2d __

B3行業及職業

* 請根據B1a及B2d的答案，讀出「過去七日從事工作」或「過去三十日從事的工作」。

B3	你*過去七日/三十日從事什麼行業和職位？	行業 (如飲食業、建造業、零售業等)	職位 (如文員、售貨員、清潔工、雜工等)	B2a __
	a. 主要工作			B3a1 __ B3a2 __
	b. 兼職			B3b1 __ B3b2 __
	c. 兼職			B3c1 __ B3c2 __
	d. 兼職			B3d1 __ B3d2 __
	如有需要，請描述行業和工作性質和職務：_____			
B3e	你主要工作任職的公司/機構是屬於哪一個性質？			B3e__
	1. <input type="checkbox"/> 私人公司 2. <input type="checkbox"/> 政府部門 3. <input type="checkbox"/> 公營機構 4. <input type="checkbox"/> 資助及社會福利機構 5. <input type="checkbox"/> 福利企業 6. <input type="checkbox"/> 個人或家居僱主 7. <input type="checkbox"/> 其他，請註明：_____			

B4 主要工作的僱傭關係穩定性

B4a	你在主要工作中是僱員、僱主還是自僱人士？	1. <input type="checkbox"/> 有工作 (每週工作超過一小時)	B1a __
	1. <input type="checkbox"/> 僱主 B5 2. <input type="checkbox"/> 僱員 B4f	3. <input type="checkbox"/> 自僱人士 B4b 4. <input type="checkbox"/> 不知道 B4b	B4a __

只問自僱人士

B4b	在你的主要工作，是否擁有工作的控制權？ 1. <input type="checkbox"/> 是 2. <input type="checkbox"/> 否 3. <input type="checkbox"/> 不知道 4. <input type="checkbox"/> 有工作 (每週工作超過一小時)	B4b __
B4c	在你的主要工作，你是否需要作出投資及管理，並因此承擔財政風險？ 1. <input type="checkbox"/> 是 2. <input type="checkbox"/> 否 3. <input type="checkbox"/> 不知道	B4c__
B4d	在你的主要工作，是否需要自備生產工具？ 1. <input type="checkbox"/> 是 2. <input type="checkbox"/> 否 3. <input type="checkbox"/> 不知道	B4d__
B4e	在你的主要工作，是否類似自行營商？ 1. <input type="checkbox"/> 是 2. <input type="checkbox"/> 否 3. <input type="checkbox"/> 不知道	B4e__

只問僱員

B4f	請問你長期受僱還是合約僱員？	1. <input type="checkbox"/> 長期受僱 (唔講就繼續有得做)	B4f1__
		2. <input type="checkbox"/> 合約僱員	B4f2__
		a1. <input type="checkbox"/> 書面合約	B4fa1__
		a2. <input type="checkbox"/> 口頭合約	B4fa2__
		b. 合約期為 _____月	B4fb__
		3. <input type="checkbox"/> 臨時及零散工人	B4f3__
B4g	僱主有沒有替你買勞工保險？	1. <input type="checkbox"/> 有 2. <input type="checkbox"/> 沒有 3. <input type="checkbox"/> 不知道	B4g__

B5 主要工作的計酬形式 所有人回答

B5a	你主要的工作嘅計薪形式係點嘅呢？		B5a __
	1. <input type="checkbox"/> 月薪 B6a 2. <input type="checkbox"/> 日薪 B6d 3. <input type="checkbox"/> 時薪 B6g	4. <input type="checkbox"/> 底薪加佣金/獎金/花紅/小費 B6i 5. <input type="checkbox"/> 計件/按完成工作量 B6i 6. <input type="checkbox"/> 其他，請註明：_____	B4f2__

B6 主要工作的工作安排及時間

只問月薪

B6a	過去一個月，每月薪金為多少？	港幣_____元	B6a__
B6b	過去一個月，平均每星期工作幾個鐘？	2. <input type="checkbox"/> 合約僱員	B6b__
B6c	過去一個月，有多少天有薪的休息日 (不包括年假及公眾假期)？	a1. <input type="checkbox"/> 書面合約	B6c__

Appendix 1: 附件一 Questionnaire 問卷

只問日薪

B6d	過去一個月，返幾多日工？	_____ 日	B6d__
B6e	過去一個月，每日返幾個鐘？	_____ 小時	B6e__
B6f	過去一個月，平均每日人工幾多？	港幣_____元	B6f__

只問月薪

B6g	過去一個月，時薪幾多？	港幣_____元	B6g__	
B6h	過去一個月，平均每星期工作幾個鐘？ (請將四星期的工作時數相加，除以四)	_____ 小時	B6h__	
第一個星期	第二個星期	第三個星期	第四個星期	共計
小時	小時	小時	小時	小時

只問底薪加佣金/獎金/花紅/小費的計酬方式

B6i	過去一個月，底薪為多少？	港幣_____元	B6i__
B6j	過去一個月，平均每星期工作幾個鐘？ (請將四星期的工作時數相加，除以四)	_____ 小時	B6j__
B6k	過去一個月，平均每星期工作幾個鐘？	_____ 小時	B6k__

只問件薪/按完成工作量

B6l	過去一個月，平均件薪為多少？	港幣_____元	B6l__
B6m	過去一個月，平均每月可完成多少件工作？	_____ 件	B6m__
B6n	過去一個月，平均每月收入為多少？	_____ 小時	B6n__
B6o	過去一個月，平均每星期工作幾個鐘？	_____ 小時	B6o__

B7 工資及福利

B7a	過去一個月，你的主要工作有什麼員工福利？(可選多項)	B7a__	
	1. <input type="checkbox"/> 醫療津貼 2. <input type="checkbox"/> 交通津貼 3. <input type="checkbox"/> 房屋津貼 4. <input type="checkbox"/> 勤工獎 5. <input type="checkbox"/> 強積金 6. <input type="checkbox"/> 其他，請註明：_____ 7. <input type="checkbox"/> 沒有		
B7b	你過去一個月，主要工作的收入(包括佣金/獎金/花紅/小費/各類津貼等，但不包括僱主強積金)有多少？	港幣_____元	B7b__
B7c	若你有多於一份工作，你過去一個月所有工作的總收入有多少？	港幣_____元	B7c__
B7d	你過去一個月所有工作的總工作時數是多少？	_____ 小時	B7d__

B8 收入與開支

B8a	你認為你現時的工作收入是否足夠應付你及同住家人的基本開支？					B8a__
	_____ 日					
	1非常不足夠 <input type="checkbox"/> B8b	2不足夠 <input type="checkbox"/> B8b	3無意見 <input type="checkbox"/> B9	4足夠 <input type="checkbox"/> B9	5非常足夠 <input type="checkbox"/> B9	
B8b	過去一個月，平均每日人工幾多？			港幣_____元		B8b__

B9 最低工資

B9	你認為法定最低工資的時薪應該是多少？	港幣_____元	B9__
B6j	過去一個月，平均每星期工作幾個鐘？ (請將四星期的工作時數相加，除以四)	_____小時	B6j__
B6k	過去一個月，平均每星期工作幾個鐘？	_____小時	B6k__

B10 工作指數 Job Description Index

現在考慮你主要工作的工資：以下這些詞語(或短語)是否能夠描述你目前工資？
“是”即它能夠表述你的工作；“不是”即它不能描述你的工作；“無法決定”即無法決定。

		是	不是	無法決定	
B10a	收入足以應付日常開支 Income adequate for normal expenses				B10a__
B10b	公平的 Fair				B10b__
B10c	好差 Bad				B10c__
B10d	收入足夠買奢侈品 Income provides luxuries				B10d__
B10e	低於我應得的 Less than I deserve				B10e__
B10f	薪酬優厚 Well paid				B10f__
B10g	工資能維持基本生活 Barely live on income				B10g__
B10h	無保障 Insecure				B10h__
B10i	薪酬過低 Underpaid				B10i__

Appendix 1: 附件一 Questionnaire 問卷

B11 一般工作量表 Job in General

整體上考慮你的主要工作，總體來說，你現時的工作情況：

“是”即它能夠表述你的工作；“不是”即它不能描述你的工作；“無法決定”即無法決定。

		是	不是	無法決定	
B11a	令人愉悅的 Pleasant				B11a__
B11b	差的 Bad				B11b__
B11c	乎合理想 Ideal				B11c__
B11d	浪費時間的 Waste of time				B11d__
B11e	好的 Good				B11e__
B11f	不是想要的 Undesirable				B11f__
B11g	有價值 Worthwhile				B11g__
B11h	比多數工作差 Worse than most				B11h__
B11i	可以接受 Acceptable				B11i__
B11j	優越的 Superior				B11j__
B11k	比多數工作好 Better than most				B11k__
B11l	不合意的 (唔啱心水) Disagreeable				B11l__
B11m	使我滿足的 Makes me content				B11m__
B11n	工作不夠好 Inadequate				B11n__
B11o	非常好 Excellent				B11o__
B11p	極壞的 Rotten				B11p__
B11q	快樂的 Enjoyable				B11q__
B11r	劣的 Poor				B11r__

C. 生活質素

以下各項請按照您最近一個月的生活狀況回答。

		完全 沒有	些少	一般	很大	極其	
C1	您覺得身體疼痛會妨礙您處理需要做的事情嗎？						C1__
C2	您需要靠醫療的幫助應付日常生活嗎？						C2__
C3	您享受生活嗎？						C3__
C4	您覺得自己的生命有意義嗎？						C4__
C5	您能集中注意力嗎？						C5__
C6	在日常生活中，您感覺安全嗎？						C6__
C7	您的生活環境對健康好嗎？						C7__
C8	您有充沛精力去應付日常生活嗎？						C8__
C9	您接受自己的外表嗎？						C9__
C10	您有足夠的金錢應付所需嗎？						C10__
C11	您能夠得到每日生活所需的資訊嗎？						C11__
C12	您有機會進行休閒活動嗎？						C12__
C13	您四處行動的能力好嗎？（即係你指身體係唔係行得走得） <input type="checkbox"/> 1. 非常差 <input type="checkbox"/> 2. 差 <input type="checkbox"/> 3. 一般 <input type="checkbox"/> 4. 好 <input type="checkbox"/> 5. 非常好						C13__

Appendix 1: 附件一 Questionnaire 問卷

		非常 不滿意	不滿意	一般	滿意	非常 滿意	
C14	您滿意自己的睡眠狀況嗎?						C14__
C15	您滿意自己日常活動的能力嗎? (即煮飯、照顧自己等能力)						C15__
C16	您滿意自己的工作能力嗎?						C16__
C17	您對自己滿意嗎?						C17__
C18	您滿意自己的人際關係嗎?						C18__
C19	您滿意朋友給您的支持嗎?						C19__
C20	您滿意自己居住的狀況嗎?						C20__
C21	您滿意醫療服務的方便程度嗎?						C21__
C22	您滿意日常使用的交通運輸情況嗎?						C22__
C23	您常有消極的感受嗎? 如情緒低落、絕望、焦慮、憂鬱等 1. <input type="checkbox"/> 從不 2. <input type="checkbox"/> 很少 3. <input type="checkbox"/> 有時 4. <input type="checkbox"/> 經常 5. <input type="checkbox"/> 不停出現						C23__
C24	整體來說, 您如何評價您的生活質素? 1. <input type="checkbox"/> 非常差 2. <input type="checkbox"/> 差 3. <input type="checkbox"/> 一般 4. <input type="checkbox"/> 好 5. <input type="checkbox"/> 非常好						C24__
C25	整體來說, 您滿意自己的健康嗎? 1. <input type="checkbox"/> 非常唔滿意 2. <input type="checkbox"/> 唔滿意 3. <input type="checkbox"/> 一般 4. <input type="checkbox"/> 滿意 5. <input type="checkbox"/> 非常滿意						C25__
C26	整體來說, 您覺得開心嗎? 1. <input type="checkbox"/> 非常唔開心 2. <input type="checkbox"/> 唔開心 3. <input type="checkbox"/> 一般 4. <input type="checkbox"/> 開心 5. <input type="checkbox"/> 非常開心						

D. 個人及住戶特徵

D1	教育			D1__
	1. <input type="checkbox"/> 無正式教育/幼稚園	4. <input type="checkbox"/> 高中 (中四至中五)	7. <input type="checkbox"/> 專上教育 (副學位課程)	
	2. <input type="checkbox"/> 小學	5. <input type="checkbox"/> 預科 (中六至中七)	8. <input type="checkbox"/> 專上教育 (學位課程)	
	3. <input type="checkbox"/> 初中 (中一至中三)	6. <input type="checkbox"/> 專上教育 (文憑/證書)	9. <input type="checkbox"/> 研究院	
D2	婚姻狀況			D2__
	1. <input type="checkbox"/> 未婚	2. <input type="checkbox"/> 已婚	3. <input type="checkbox"/> 分居/離婚	
	4. <input type="checkbox"/> 喪偶	5. <input type="checkbox"/> 同居		
D3	你有沒有以下的殘疾？(可選多項)			D3__
	1. <input type="checkbox"/> 沒有，健全	5. <input type="checkbox"/> 言語障礙	9. <input type="checkbox"/> 器官殘障/長期病患	
	2. <input type="checkbox"/> 聽覺受損	6. <input type="checkbox"/> 弱智 請註明：_____	3. <input type="checkbox"/> 視覺受損	
	7. <input type="checkbox"/> 精神病	10. <input type="checkbox"/> 注意力不足/過度活躍症	4. <input type="checkbox"/> 肢體傷殘	
	8. <input type="checkbox"/> 自閉症	11. <input type="checkbox"/> 特殊學習困難		
D4	居港年期 _____ 年			D4__
D5	住屋類型			D5__
	1. <input type="checkbox"/> 公共屋邨	3. <input type="checkbox"/> 私人樓宇	5. <input type="checkbox"/> 其他，請註明_____	
	2. <input type="checkbox"/> 居屋	4. <input type="checkbox"/> 村屋		
D6a	一起居住的家庭成員數目 (包括被訪者) _____ 人			D6__
	同住子女數目 _____ 人			
D7	家庭經濟收入的來源 (可選多項)			D7__
D8	1. <input type="checkbox"/> 自己工作	3. <input type="checkbox"/> 綜援	6. <input type="checkbox"/> 其他收入來源 (請註明) : _____	D8__
	2. <input type="checkbox"/> 其他家人工作	4. <input type="checkbox"/> 高齡津貼	5. <input type="checkbox"/> 傷殘津貼	
	2a 共 ____人工作			
D9	你家庭每月大概的總收入約是： _____元 (若不願意回應具體收入，以下表協助)			D9__
	1. <input type="checkbox"/> \$0 - \$999	8. <input type="checkbox"/> \$7,000 - \$7,999	15. <input type="checkbox"/> \$18,000 - \$19,999	
	2. <input type="checkbox"/> \$1,000 - \$1,999	9. <input type="checkbox"/> \$8,000 - \$8,999	16. <input type="checkbox"/> \$20,000 - \$24,999	
	3. <input type="checkbox"/> \$2,000 - \$2,999	10. <input type="checkbox"/> \$9,000 - \$9,999	17. <input type="checkbox"/> \$25,000 - \$29,999	
	4. <input type="checkbox"/> \$3,000 - \$3,999	11. <input type="checkbox"/> \$10,000 - \$11,999	18. <input type="checkbox"/> \$30,000 - \$34,999	
	5. <input type="checkbox"/> \$4,000 - \$4,999	12. <input type="checkbox"/> \$12,000 - \$13,999	19. <input type="checkbox"/> \$35,000 - \$39,999	
	6. <input type="checkbox"/> \$5,000 - \$5,999	13. <input type="checkbox"/> \$14,000 - \$15,999	20. <input type="checkbox"/> \$40,000或以上	
	7. <input type="checkbox"/> \$6,000 - \$6,999	14. <input type="checkbox"/> \$16,000 - \$17,999		



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