

Employment and Income

Name: _____ () Class: _____ Date: _____

Activity 1

Objectives:

1. Explore why different people have different incomes and why income may change over time
2. Describe basic employment laws

Answer the following multiple-choice questions about the employment market and relevant laws to test your understanding of the employment market.

1. Which of the following party(ies) is/are required to contribute to the Mandatory Provident Fund (MPF)?

- (1) Employers
- (2) Employees
- (3) The government

- A. (1) & (2) Only
- B. (1) & (3) Only
- C. (2) & (3) Only
- D. (1) , (2) & (3)

A

2. How is the contribution to the Mandatory Provident Fund deducted?

- A. Deducted from employees' bank account
- B. Deducted before signing the employment contract
- C. Deducted directly from employees' payroll
- D. Deducted at the time of employment separation

C

3. Siu Ming is a clerk with a monthly salary of \$15,000. What is his minimum monthly contribution for the Mandatory Provident Fund?

- A. \$500
- B. \$750
- C. \$1,000
- D. \$1,250

B

4. Which of the following type(s) of employees is/are required to contribute to the Mandatory Provident Fund?

- (1) Full-time employees
- (2) Part-time employees
- (3) Self-employed persons

- A. (1) & (2) Only
- B. (1) & (3) Only
- C. (2) & (3) Only
- D. (1) , (2) & (3)

D

5. Which of the following type(s) of workers is/are covered by the minimum wage?

- (1) Full-time employees
- (2) Part-time employees
- (3) Self-employed persons

- A. (1) & (2) Only
- B. (1) & (3) Only
- C. (2) & (3) Only
- D. (1) , (2) & (3)

A

6. Under the *Employment Ordinance*, children under the age of _____ are not allowed to work in any profession.

- A. 13
- B. 15
- C. 16
- D. 18

A

7. The statutory minimum wage has increased to \$ _____ effective from 1 May 2017.

- A. 30
- B. 32.5
- C. 34.5
- D. 35

C

Result analysis

6-7 points 😊 Market expert! You have a comprehensive understanding of the employment market

3-5 points 😊 You only have a little knowledge of the employment market and need to work harder

1-2 points 😞 You should browse the Labour Department's website to learn about relevant information



Activity 2

Let's guess the income! Divide students into groups, then answer the relevant questions and discuss.

Read the following job recruitment advertisements and answer the questions. Report to the teacher upon completion.

• • • •

Fashion House

• • • •

Wanted

Salesperson

- Responsible for selling clothes to customers, checkout and cleaning the shop
- Form 6 or above
- Speaks fluent Cantonese, fair English and Putonghua
- Friendly and good communication skills
- Previous retail experience is preferred
- Monthly salary of \$8000 plus commission

* The information provided by job applicants will be kept confidential and will be used for recruitment purposes only.

ABC Trading Company

We are hiring

Accounting clerk

- Form 6 or above
- LCC Level 2 or above
- Proficient in Microsoft Word, PowerPoint and Excel, and Chinese word processing (30 words per minute)
- Responsible for data entry and bookkeeping
- 1 year or more relevant work experience
- Monthly salary of \$10,000

Interested parties please send your resume to ABC@abc.com (Applicants not contacted within two months may consider their application unsuccessful. No further notice will be given.)

The information provided by job applicants will be kept confidential and will be used for recruitment purposes only.

XYZ Accountancy Firm

We are hiring

Accountant

- Bachelor degree or above
- Certified Accountant
- Fluent English
- Responsible for audit work
- 4 years or more relevant work experience
- Monthly salary of \$30,000

Interested parties please send your resume to XYZ@xyz.com (Applicants not contacted within two months may consider their application unsuccessful. No further notice will be given.)

The information provided by job applicants will be kept confidential and will be used for recruitment purposes only.

1. What is your ideal job? Why do you like this job?

Open-ended answer. The answers can be related to job nature, salary, working hours, benefits and training opportunities, etc.

Teachers can remind students the importance of setting their career direction as early as possible.

2. What is the relationship between the skills requirements in the above job recruitment advertisements and their job duties?

Job position	Relevant skills
Salesperson	Selling clothes requires language skills and communication skills.
Accounting clerk	Being proficient in Excel facilitates data entry, while being proficient in Chinese word processing and Word facilitates paperwork.
Accountant	Audit work requires professional accounting knowledge. Applicant therefore should be a certified accountant.

3. Estimate the income of different types of jobs in the table below.

Job position	Estimated starting monthly salary* (HKD) (filled in by students)	Starting monthly salary *(HKD) (provided by teachers)
Cashier		\$10,000
Waiter		\$12,000
MTR train captain		\$13,000
Reporter		\$13,000
Cabin crew		\$15,000
Police officer		\$20,525
Nurse		\$25,600
Secondary school teacher		\$26,785
Pilot		\$50,000

*Average starting salary for the industry

4. What is the relationship between the education levels or professional qualifications of employees and their income? Try to explain based on the job recruitment advertisements of the two accounting positions on the previous page.

In general, the higher the education levels or professional qualifications, the higher the income. According to the job recruitment advertisements on the previous page, the accountant's salary is higher than that of the accounting clerk. Employees who have higher education levels or professional qualifications in certain industries (such as a certified accountants) will have a greater chance to find jobs with higher income. Therefore, low-income employees can increase their future income through further studies or obtaining professional qualifications.

5. In addition to education levels and professional qualifications, what other factors may affect an employee's income?

1. Difference in experiences: Wages increase with work experience. Therefore, wages of young people tend to be lower.

2. Difference in industries: Average incomes of jobs in different industries are different.

3. Supply and demand of employees: In industries where the demand for employee is high, companies often attract talents with more generous pay.

Summary

Legislations on protecting employees include:

- ◆ The minimum wage and the Mandatory Provident Fund.
- ◆ Employers must pay contributions to the Mandatory Provident Fund for their employees.
- ◆ The skills of employees are the main factors affecting their income.
- ◆ Employees can improve their education levels or skills through further studies.

Extension activity

Search for your ideal job from one of the job search channels (such as job recruitment advertisements posted outside the stores, newspapers, job recruitment websites or the Labour Department, etc.) and answer the following questions.

Job title:

Monthly salary:

Educational requirements:

Professional qualification requirements (if any):

Other skills requirements:

1. Why does this job have the above educational and skills requirements?

Any reasonable answers. For example, if being a pilot is the ideal job of the student, it is necessary to point out that good command of English is required. To a certain extent, a bachelor degree represents a certain level of English proficiency.

2. How will you meet the requirements of this job and increase your chance of being hired?

Any reasonable answers. For example, work hard to get a bachelor degree, apply for pre-vocational courses, language courses or computer courses, learn professional skills, have a good working attitude and be hard-working, etc.