

**問卷結果簡要報告：自律與評鑒 - 探討會員承擔**  
**A Concise Report on Questionnaire Findings:**  
**Self-Discipline & Accreditation –**  
**Inquiry into Members' Commitment**

**目錄及頁碼 Table of Contents and Page Numbers**

前言 Preface	2-3
結果概要 Executive Summary of Findings	4-5
第一部份：您的意見 PART I: Your Views	
1. 有關董事行為 On director conduct	6-7
2. 有關董事「持續專業進修」 On Continuing Professional Development for directors	7
3. 有關董事 CPD 活動的界定 On the scope of CPD activities for directors	7-8
4. 有關對會員須實踐 CPD 的時間承擔 On time commitment in CPD practice by members	8-12
5. 有關年度 CPD 評鑒制度的推行 On the implementation of an accreditation scheme with annual CPD requirement	12-13
第二部份：個人及公司背景 PART II: Personal & Company Profile	13-16

**問卷結果簡要報告：自律與評鑒 - 探討會員承擔**  
**A Concise Report on Questionnaire Findings:**  
**Self-Discipline & Accreditation – Inquiry into Members’ Commitment**

## 前言 Preface

### 背景 Background

於 2004 年 9 月 16 日舉行的香港董事學會論壇，會員積極參與討論有關董事勝任能力及專業精神，最終帶出促進自律與會員評鑒的建議，考慮以透過二項條件達成，其一為遵守「行為守則」，其二為履行「持續專業進修」。為跟進討論而搜集意見、辨識上述建議的可行性及認受性，香港董事學會於 2004 年 10-11 月期間向會員進行了一項問卷調查，由於此意見調查亦為推進發展香港董事學會的重要環節，因此歡迎全體會員參與，坦言回覆問卷。此文為回應問卷調查結果的簡要報告。

In a forum organized by The Hong Kong Institute of Directors (“HKIoD”) on Thursday 16 September 2004, members actively participated in the discussion of director competence and professionalism. Ultimately the meeting posed the proposed consideration of invoking self-discipline and membership accreditation through (a) compliance of a Code of Conduct and (b) practice of Continuing Professional Development. In follow-up, HKIoD conducted a questionnaire survey among all members in October-November 2004 to collect views as to whether the proposal is practicable by and acceptable to members. This was a very important exercise that facilitates the development of HKIoD in the way forward. All members were urged to complete and return the questionnaire with candid views. This is a concise report of the findings from the response to the questionnaire.

### 探討問題 Questions Polled

- 有關董事行為：探討覆卷者對董事行為的價值觀。
- 有關董事履行「持續專業進修」(“CPD”)：探討覆卷者對 CPD 範圍的意見。
- 有關對會員須實踐 CPD 的時間承擔。
- 有關香港董事學會要求會員實踐年度 CPD 的執行。
- 有關覆卷者的個人及公司資料，以納入整體統計的數據分析。
  
- Regarding director conduct: values perceived.
- Regarding the pursuit of Continuing Professional Development (“CPD”) by directors: perception of the scope of CPD.
- Regarding the perception of time commitment in CPD by members.
- Regarding the administration of annual CPD requirements for members by HKIoD.
- Regarding personal and company profiles for the compilation of overall demographics.

### 問卷方法 Questionnaire Methodology

語文：為配合香港董事學會的多元文化，問卷採取中英雙語，並於設計問題時盡量採用中立的文句，於適當處更探討非量化答案如理由及選擇等。

調查方式：問卷以郵寄並附貼有郵票的回郵信封直達會員，以鼓勵覆卷及避免重覆。

預評測試：為測試問卷設計是否容易為用者接受，例如覆卷所需時間、問題清晰度、有否不當問題等，預評測試選擇了兩組顧問，其一為自香港董事學會會員資料庫中根據不同會員級別比例挑選 3% 會員，其二為香港董事學會理事會成員。根據他們的回應修訂過的版本為最終徵詢全體會員的問卷。

逸名：回應者可選不記名方式覆卷。所有回覆資料將因應倫理紀律獲嚴格保密，並僅用於綜合數據作為統計分析。覆卷後每位獲贈優惠心意，認領優惠表格與覆卷資料將由香港董事學會分流處理，不作連繫。

Language: In line with HKIoD's multi-cultural environment, the questionnaire was bilingual, in Chinese and English. As far as possible, questions were designed in a neutral tone. Wherever suitable, non-quantitative answers such as reasons and specific preferences were polled.

Polling method: The approach of postal questionnaire enclosing reply-paid envelopes was taken in order to encourage response and to assure non-duplication of response.

Pilot test: A pilot test was conducted among two groups: (1) 3% of the membership sampled in the HKIoD Membership Database in proportion to statistics by membership grades and (2) members of the HKIoD Council. The purpose of the pilot exercise was to test the user-friendliness of the questionnaire, such as the time required for completion, clarity of questions and any objectionable questions. Based on the response, the questionnaire was fine-tuned for the full poll that reached all members.

Anonymity: Respondents had the option of remaining anonymous on the questionnaire. All information supplied was treated in strict confidence, in accordance with ethical disciplines, and used only for tabulating results for statistical analyses. In appreciation of response, a token was offered. HKIoD handled the token-claim forms separately from the processing of the questionnaire.

### **公佈問卷結果 Announcement of Questionnaire Findings**

香港董事學會除為會員傳閱此報告內的【結果概要】外，亦於學會網頁上刊登本【問卷結果簡要報告】的全部細節，以供會員及公眾人士下載，網址為：-

[http://www.hkiod.com/eng/accreditation\\_full\\_report.pdf](http://www.hkiod.com/eng/accreditation_full_report.pdf)

While the Executive Summary of this Concise Report is circulated to members, the entire version of the Concise Report containing more details is available for download by members and the public from the HKIoD web-site:-

[http://www.hkiod.com/eng/accreditation\\_full\\_report.pdf](http://www.hkiod.com/eng/accreditation_full_report.pdf)

### **鳴謝 Acknowledgements**

參與回覆問卷的所有會員 All members who responded to the questionnaire.

全體支持問卷的會員 All members who supported the questionnaire.

提供禮物給予回覆問卷者 For the supply of gifts for respondents:-

Tsit Wing Group



如有查詢，請聯絡香港董事學會

For enquiry, please contact The Hong Kong Institute of Directors

香港銅鑼灣謝斐道 414-424 號中望商業中心 8 樓  
8/F Chinaweal Centre, 414-424 Jaffe Road, Causeway Bay, Hong Kong

電話 Tel: (852) 2889 9986

傳真 Fax: (852) 2889 9982

電郵 E-mail: executive@hkiod.com

網頁 Web-site: www.hkiod.com

**問卷結果簡要報告：自律與評鑒 - 探討會員承擔**  
**A Concise Report on Questionnaire Findings:**  
**Self-Discipline & Accreditation – Inquiry into Members’ Commitment**

**結果概要 Executive Summary of Findings**

問卷調查日會員總數 Total No. of Members on Date of Poll: **945**

回覆者 Respondents: 人數 No. **189** 會員人數百分比% of Membership **20%**

- 96.5%**覆卷者贊成董事應遵守一套釐定的專業行為。**92.6%**覆卷者贊成引入會員必須遵守「行為守則」是香港董事學會合適的發展路向。  
**96.5%** of respondents agree that directors should adhere to a defined set of professional conduct and **92.6%** of respondents agree that the introduction of a Code of Conduct for compliance by members is an appropriate move forward for HKIoD.
- 多數覆卷者贊成誠信與倫理、合法合例、肩負問責為董事「行為守則」內應包括的價值觀。  
Majority of the respondents agree that integrity and ethics, legality and compliance and accountability are the main values that should be included in a Code of Conduct for directors.
- 大多數覆卷者選擇香港董事學會培訓課程、香港董事學會演講論壇、其它學會培訓課程為 CPD 活動範圍內應包括的項目。  
The majority of members select HKIoD courses, HKIoD speaker forums and training courses of other professional bodies as their preferences that should be included in the scope of CPD activities for directors.
- 選擇會員實踐 CPD 投入時間概要： -  
Summary of preferences of time commitment in CPD practice by members:-

**大多數選擇 Majority selection:-**

級別 Grades:	資深會員 Fellow		會員 Member		附屬會員 Associate	
CPD 小時 Hours:	Total	Min Formal	Total	Min Formal	Total	Min Formal
<b>2005</b>	<b>10</b>	<b>0</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>10</b>
覆卷者% response	79%	57%	58%	85%	48%	67%
<b>2006</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>
覆卷者% response	62%	81%	56%	66%	64%	70%
<b>2007</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>
覆卷者% response	61%	58%	66%	70%	69%	70%

**八成覆卷者最低時間 80% response threshold:-**

級別 Grades:	資深會員 Fellow		會員 Member		附屬會員 Associate	
CPD 小時 Hours:	Total	Min Formal	Total	Min Formal	Total	Min Formal
<b>2005</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>
<b>2006</b>	<b>10</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>
<b>2007</b>	<b>10</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>

**九成覆卷者最低時間 90% response threshold:-**

級別 Grades:	資深會員 Fellow		會員 Member		附屬會員 Associate	
CPD 小時 Hours:	Total	Min Formal	Total	Min Formal	Total	Min Formal
<b>2005</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>2006</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>2007</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>

Note: Total = 全部時間 ; Min Formal (Minimum Formal Hours) = 最少非正規時間

5. **87.8%**覆卷者願意每年實踐香港董事學會會員 CPD。  
**87.8%** of respondents agree to the practice of CPD by HKIoD members on an annual basis.
6. **86.2%**覆卷者願意每年申報履行 CPD 的時間。  
**86.2%** of respondents agree to declare the CPD time taken on an annual basis.
7. **78.8%**覆卷者贊成行政方式以信任基礎由會員年終申報，輔以隨機抽樣選擇要求會員提供資料。  
**78.8%** of respondents agree to an administration system whereby year-end CPD declarations by members will be taken on an honest basis but will be subject to sample-checking requests for information by random selection.
8. **75.1%**覆卷者贊成引入 CPD 為會員必須承擔的行為是香港董事學會合適的發展路向。  
**75.1%** of respondents agree that the introduction of CPD as a membership commitment is an appropriate move forward for HKIoD.
9. **81%**覆卷者贊成 CPD 承擔將提升香港董事學會會員素質及地位。  
**81%** of respondents agree that a commitment to CPD will enhance the quality and status of HKIoD's membership.
10. 覆卷者背景 Demographics of the respondents:-
 

資深會員、會員、附屬會員比例 Ratios of Fellows to Members to Associates	= 48:45:4
大多數董事年資 Majority of director experience in years	= 4-20 years
女性、男性比例 Ratio of Female to Male	= 14.5:85.5
大多數年齡組別 Majority age group	= 41-60
大多數申報屬於某類專業 Majority claim to belong to a profession.	
主要公司類別 Principal company categories:-	
上市公司 Listed company	= 31.7%
私人公司 Private company	= 58.7%
大多數董事會人數 Board size majority	= / < 10

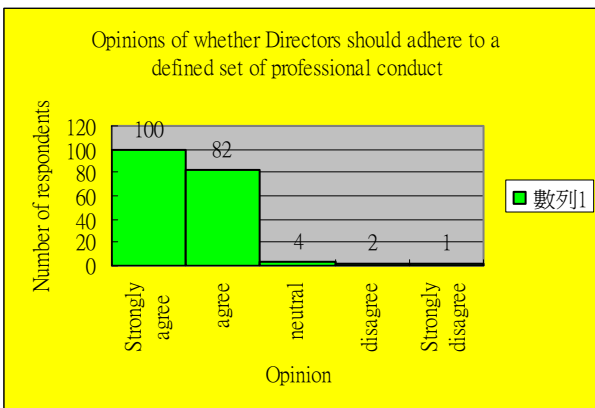
以上背景分析大致與香港董事學會會員資料庫配合。The above demographics generally match the profile of HKIoD's membership database.

**第一部份：您的意見 PART I: Your Views**

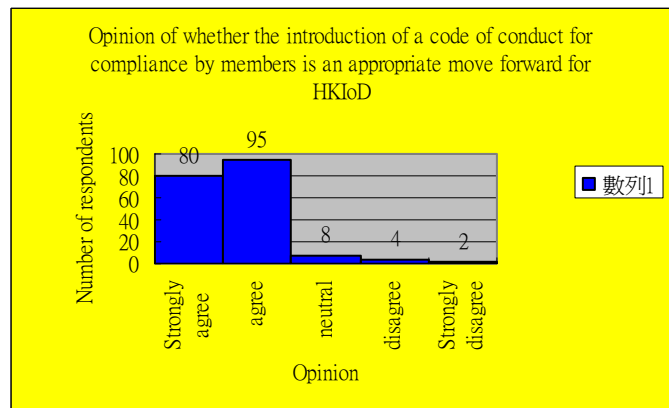
**1. 有關董事行為 On director conduct**

1.1 董事應遵守一套釐定的專業行為？ Directors should adhere to a defined set of professional conduct?		1.2 引入會員必須遵守「行為守則」是香港董事學會合適的發展路向？ The introduction of a Code of Conduct for compliance by members is an appropriate move forward for HKIoD?	
<b>53%</b>	<b>100</b>	(a) 強烈贊成 Strongly agree	<b>80 42.3%</b>
<b>43.5%</b>	<b>82</b>	(b) 贊成 Agree	<b>95 50.3%</b>
<b>2%</b>	<b>4</b>	(c) 無意見 Neutral	<b>8 4.2%</b>
<b>1%</b>	<b>2</b>	(d) 不贊成 Disagree	<b>4 2.1%</b>
<b>0.5%</b>	<b>1</b>	(e) 強烈不贊成 Strongly disagree	<b>2 1.1%</b>

1.1



1.2



**Summary: The majority of respondents agree that directors should adhere to a defined set of professional conduct and that the introduction of a Code of Conduct for compliance by members is an appropriate move forward for HKIoD.**

**1.3 請選擇下列董事「行為守則」內應包括的價值觀(可選一或多項)：**

Please select the following values (one or multiple) that should be included in a Code of Conduct for directors:

- |                                  |                  |   |                  |
|----------------------------------|------------------|---|------------------|
| (a) 行為得當 Becoming Conduct        | <b>113 59.8%</b> | (b) 忠誠視事 Loyalty  | <b>69 36.5%</b>  |
| (c) 合法合例 Legality and Compliance | <b>161 85.2%</b> | (d) 克勤於務 Due Diligence                                  | <b>107 56.6%</b> |
| (e) 肩負問責 Accountability          | <b>144 76.2%</b> | (f) 誠信倫理 Integrity and Ethics                           | <b>162 85.7%</b> |
| (g) 公正持平 Justice                 | <b>104 55%</b>   | (h) 領導創建及增值 Leadership in Enterprise and Value Creation | <b>78 41.3%</b>  |
| (i) 積極參與 Active Participation    | <b>72 38.1%</b>  | (j) 自評改進 Self Assessment for Improvement                | <b>61 32.3%</b>  |
| (k) 持續進修 Continuing Education    | <b>78 41.3%</b>  | (l) 遵守紀律 Abiding by Disciplines                         | <b>95 50.3%</b>  |
- (m) 建議其它項目 Other elements:-
- (1) continuous learning,
  - (2) fit and proper;
  - (3) healthy;
  - (4) social responsibility;
  - (5) independent thinking and action

**Summary: Many of the respondents agree that (f) integrity and ethics (c) legality and compliance and (e) accountability are the main values that should be included in a Code of Conduct for directors.**

1.4 在問題 1.1 或 1.2 中不選擇贊成的理由 Reasons for not agreeing in Q1.1 or 1.2:-

- (a) 董事非專業 Directors are not professionals: **6**  
 (b) 個別董事已自律 Individual directors are disciplined: **9**

**2. 有關董事「持續專業進修」(簡稱「CPD」) On Continuing Professional Development (“CPD”) for directors**

CPD 有助於董事履行職務? Keeping up with CPD will help directors to perform better?

(a) 強烈贊成 Strongly agree	<b>27</b>	<b>14.3%</b>
(b) 贊成 Agree	<b>120</b>	<b>63.5%</b>
(c) 無意見 Neutral	<b>29</b>	<b>15.3%</b>
(d) 不贊成 Disagree	<b>5</b>	<b>2.6%</b>
(e) 強烈不贊成 Strongly disagree	<b>7</b>	<b>3.7%</b>

**3. 有關董事 CPD 活動的界定 On the scope of CPD activities for directors**

請在下列清單中選擇那些合理項目應臚列在董事 CPD 活動範圍內 (可選一或多項):

Please select from the following lists the reasonable items (one or multiple) that should be included in the scope of CPD activities for directors:

3.1 「正規 CPD」, 即指參與培訓課程、活動、專案項目、任務項目等, 其主題必需有助於履行董事職責。

**Formal CPD**, referring to participation in a training course or an event or a project or a task, on a subject of help to fulfilling director responsibilities.

(a) 香港董事學會培訓課程 HKIoD training courses	<b>154</b>	<b>81.5%</b>	(b) 香港董事學會演講論壇 HKIoD speaker forums	<b>106</b>	<b>56%</b>
(c) 其它學會培訓課程 Training courses of other professional bodies	<b>117</b>	<b>62%</b>	(d) 其它學會演講論壇 Speaker forums of other professional bodies	<b>75</b>	<b>39.7%</b>
(e) 擔任講者 Delivery of talks/lectures	<b>76</b>	<b>40.2%</b>	(f) 董事工作: 於公司舉行的培訓活動 Director work-based: in-house training	<b>60</b>	<b>31.7%</b>
(g) 董事工作: 帶領推行新技巧或規律 Director work-based: leading a new technique or discipline	<b>66</b>	<b>34.9%</b>	(h) 董事工作: 闡述研究結果報告 Director work-based: making a presentation after research	<b>45</b>	<b>23.8%</b>
(i) 董事工作: 指導或輔導 Director work-based: coaching or mentoring	<b>66</b>	<b>34.9%</b>	(j) 服務: 參與香港董事學會委員會工作 Service: HKIoD committee work	<b>34</b>	<b>18%</b>
(k) 服務: 參與公共服務委員會工作 Service: board work in public duties	<b>53</b>	<b>28%</b>	(l) 建議其它活動 Other elements:- (1) to build a library for self study and reference purpose (2) self study (3) 應搞些文體活動 (cultural and recreational activities) (4) briefing updating by regulatory bodies, experience sharing		

**Summary: The majority of members select HKIoD courses, HKIoD speaker forums and training courses of other professional bodies as their preferences that should be included in the scope of CPD activities for directors.**

3.2 有關以上(c)或(d), 參與其它學會活動應佔正規 CPD 小時的合理最高% :

For (c) or (d) above, the reasonable upper limit of % Formal CPD hours in events of another professional body:-

(1) 10%	7	6.6%		(6) 60%	2	1.9%
(2) 20%	35	32.6%		(7) 80%	1	1%
(3) 30%	35	32.6%		(8) 100%	4	3.7%
(4) 40%	20	18.7%		(9) UNLIMITED	2	1.9%
(5) 50%	1	1%				

3.3 「非正規 CPD」, 即指不透過與人即時互動的形式, 自學有助董事職責的主題。

Informal CPD, referring to self-learning involving no human interaction on a subject of help to fulfilling director responsibilities.

- (a) 透過書籍/視聽資料/電子資料等自學 **146 77.2%** (b) 編寫文件或文章 **15 8%**  
 Knowledge from reading or audio/video materials or e-learning Authoring a paper or article
- (c) 建議其它活動 Other elements:-
- (1) E-forum, topic studies , library research, self study programmes
  - (2) Attending seminars
  - (3) Preparing responses to government consultation papers
  - (4) Forums organised by e.g the general chamber
  - (5) Problem solving / company networking
  - (6) It is very simple to participate in the company board and visit the operations of the company each month.

4. 有關對會員須實踐 CPD 的時間承擔 On time commitment in CPD practice by members

假設由 2005 年度開始, 逐年遞增, 請選擇對香港董事學會會員要求每年必須實踐 CPD 的合理時間(以小時計):  
 Assuming commencement in 2005 and increasing thereafter each year, please select the reasonable annual time requirements (in hours) that HKIoD members should attain in CPD practice:-

**Summary: Majority preferences of time commitment in CPD practice by members:-**

Grades:	Fellow		Member		Associate	
CPD Hours:	Total	Min Formal	Total	Min Formal	Total	Min Formal
<b>2005</b>	<b>10</b>	<b>0</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>10</b>
% response	79%	57%	58%	85%	48%	67%
<b>2006</b>	<b>15</b>	<b>5</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>
% response	62%	81%	56%	66%	64%	70%
<b>2007</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>
% response	61%	58%	66%	70%	69%	70%

**Summary: 80% response threshold of time commitment in CPD practice by members:-**

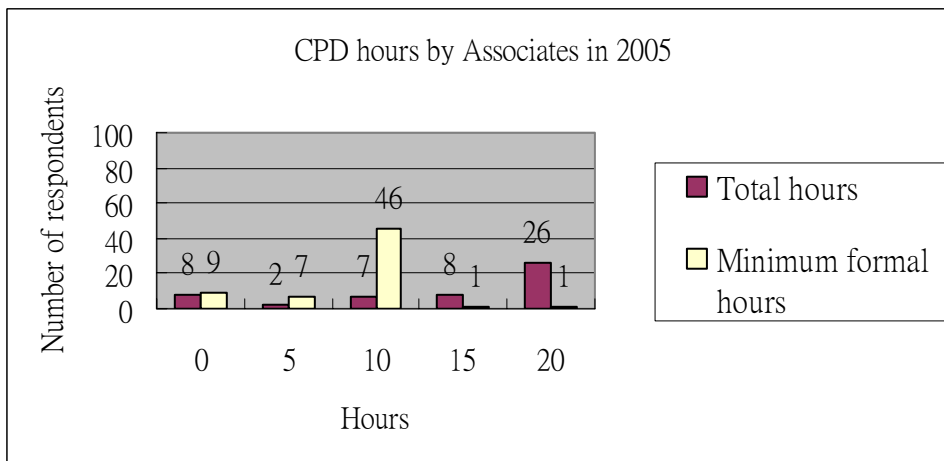
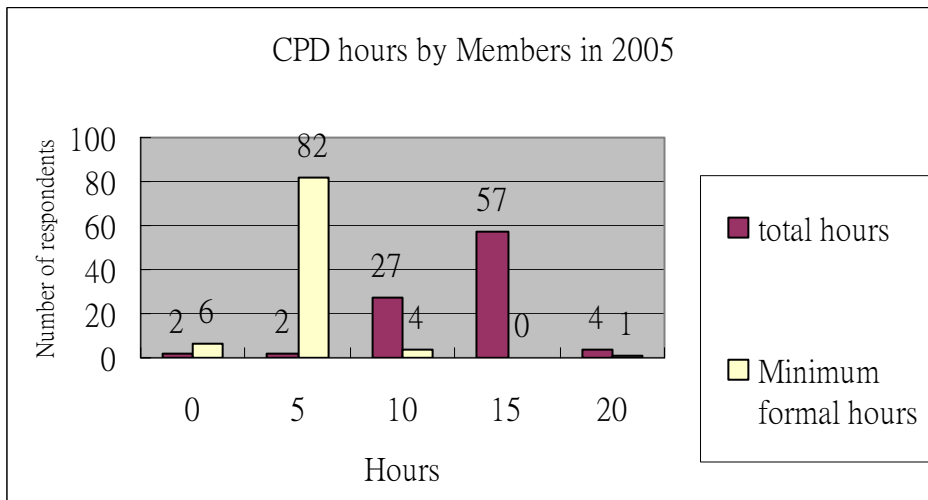
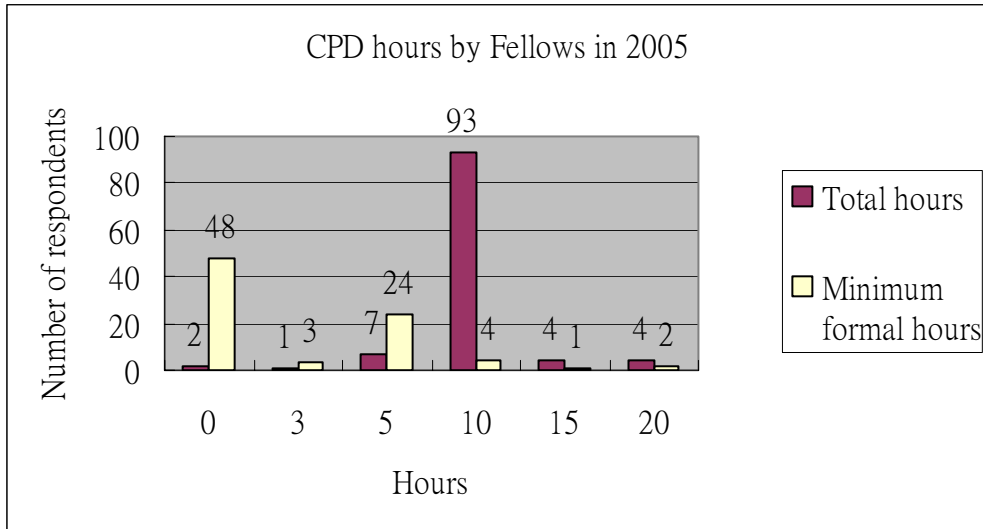
Grades:	Fellow		Member		Associate	
CPD Hours:	Total	Min Formal	Total	Min Formal	Total	Min Formal
<b>2005</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>
<b>2006</b>	<b>10</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>
<b>2007</b>	<b>10</b>	<b>5</b>	<b>10</b>	<b>5</b>	<b>0</b>	<b>0</b>

**Summary: 90% response threshold of time commitment in CPD practice by members:-**

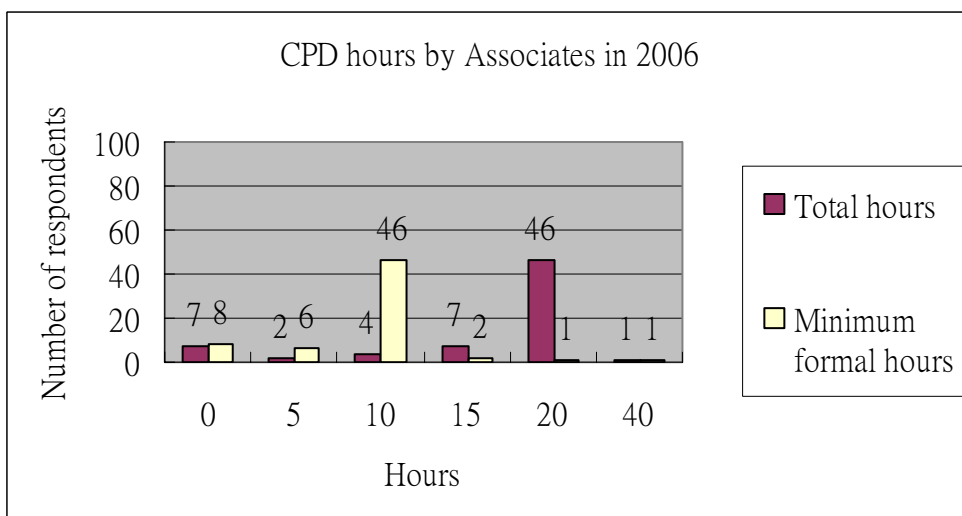
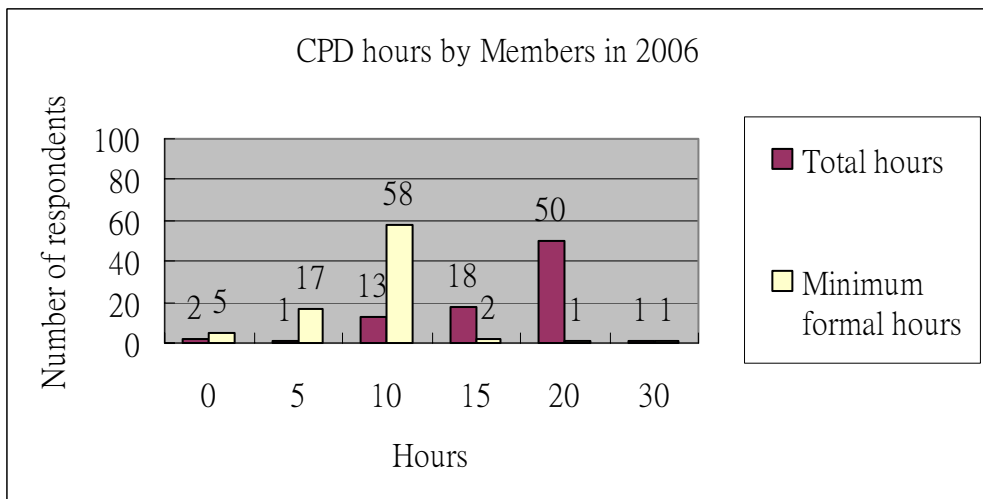
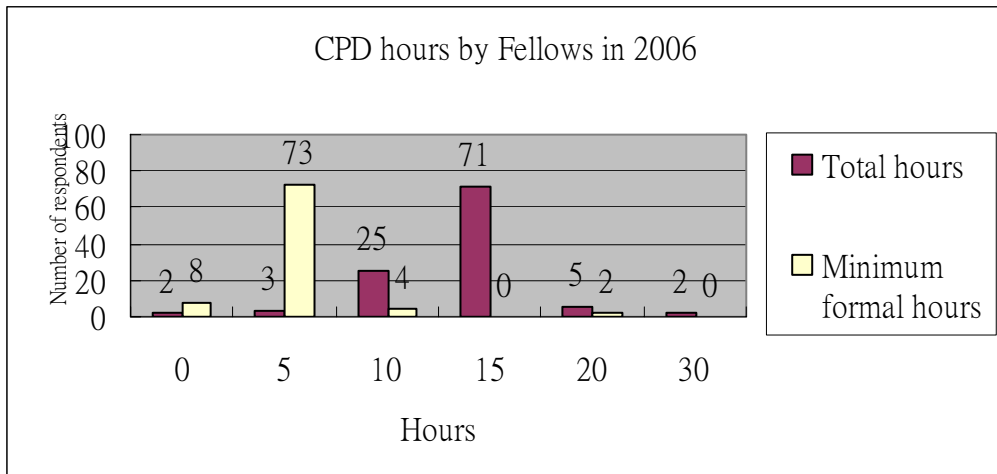
Grades:	Fellow		Member		Associate	
CPD Hours:	Total	Min Formal	Total	Min Formal	Total	Min Formal
<b>2005</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>2006</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>2007</b>	<b>5</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>



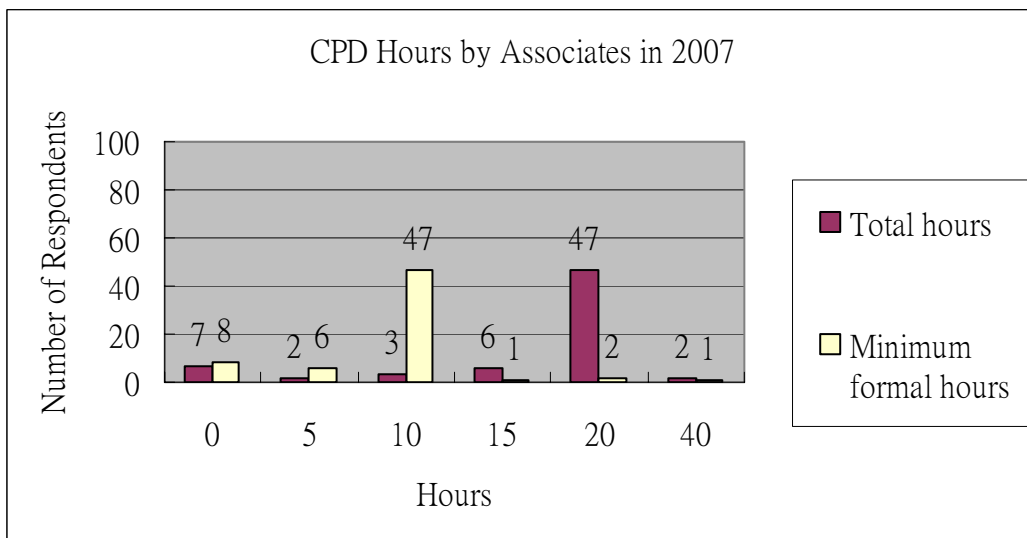
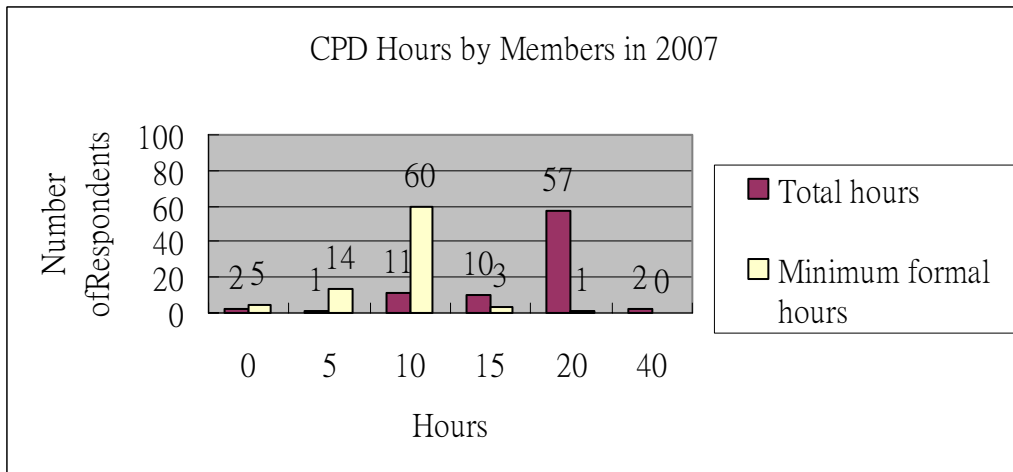
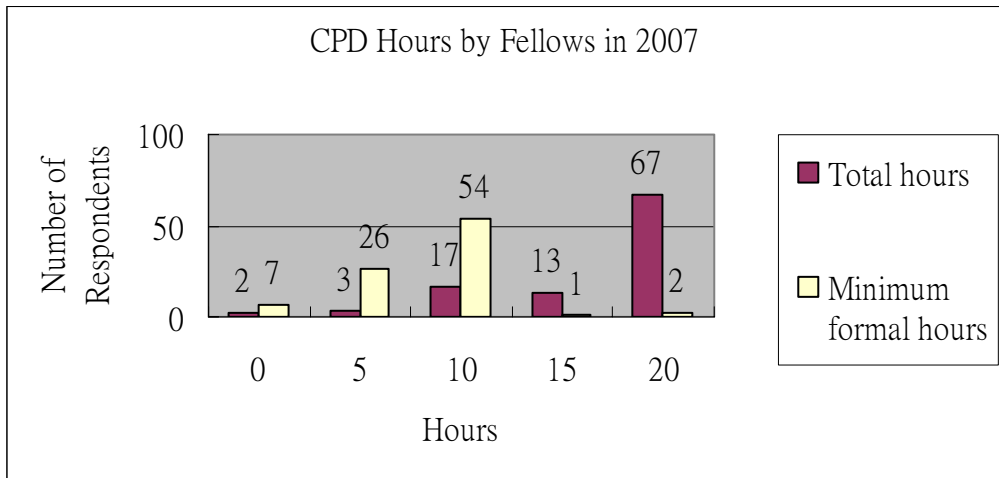
4.1 2005



4.2 2006



4.3 2007



4.4 「附屬會員」可以豁免實踐 CPD ? Associates of HKIoD should be exempted from CPD requirements?

	全部回答 Total Respondents		附屬會員答案 Respondents who are Associates	
贊成 Yes	72	39%	4	57.1%
不贊成 No	91	48.1%	2	28.6%
Unanswered	26	13.8%	1	14.3%

5. 有關年度 CPD 評鑒制度的推行 On the implementation of an accreditation scheme with annual CPD requirement

5.1 願意每年實踐香港董事學會會員 CPD ? Agree to the practice of CPD for HKIoD members on an annual basis?

願意 Yes	166	87.8%
不願意 No	17	9%

5.2 願意每年申報履行 CPD 的時間 ? Agree to declare the CPD time taken on an annual basis?

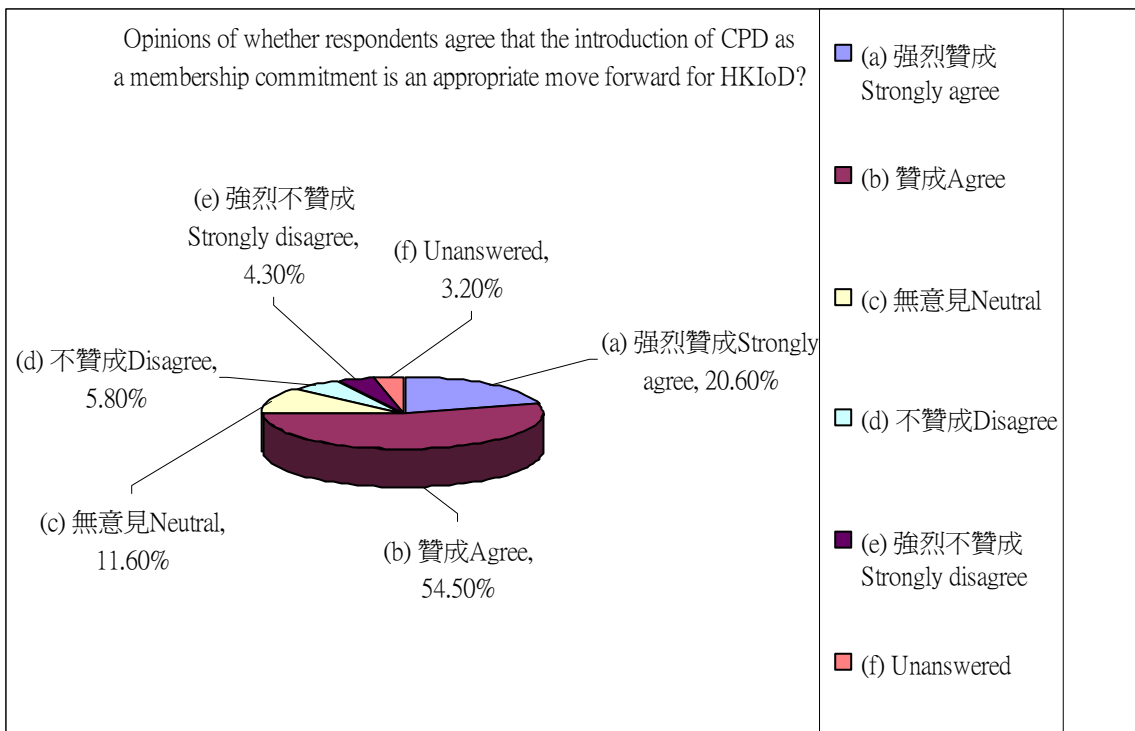
願意 Yes	163	86.2%
不願意 No	19	10%

5.3 贊成行政方式以信任基礎由會員年終申報 輔以隨機抽樣選擇要求會員提供資料 ? Agree to an administration system whereby year-end CPD declarations by members will be taken on an honest basis but will be subject to sample-checking requests for information by random selection?

贊成 Yes	149	78.8%
不贊成 No	28	14.8%

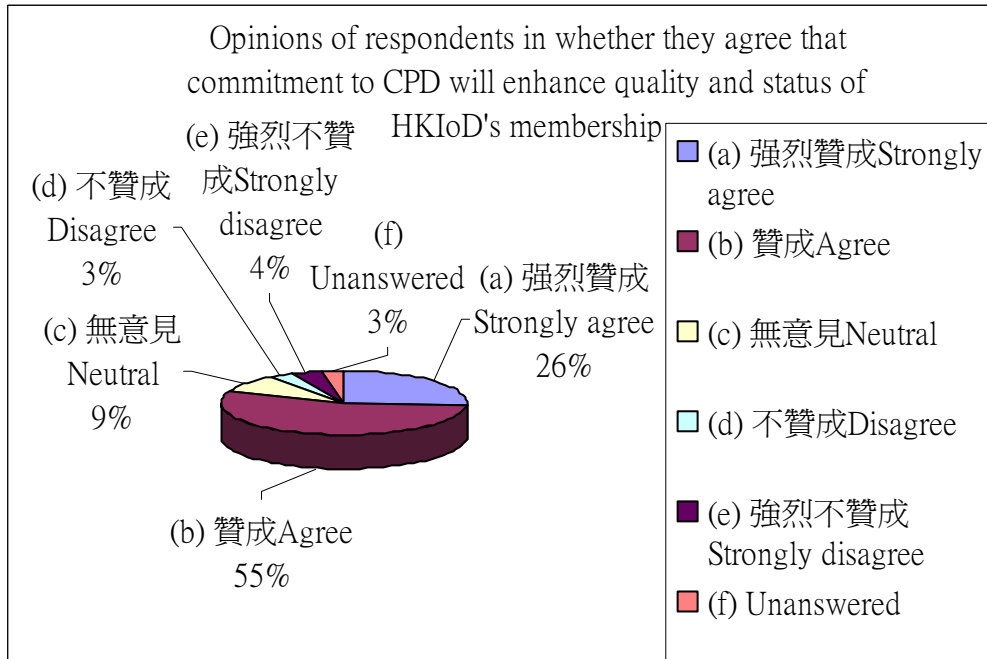
5.4 贊成引入 CPD 為會員必須承擔的行為是香港董事學會合適的發展路向 ? Agree that the introduction of CPD as a membership commitment is an appropriate move forward for HKIoD?

(a) 強烈贊成 Strongly agree	39	20.6%
(b) 贊成 Agree	103	54.5%
(c) 無意見 Neutral	22	11.6%
(d) 不贊成 Disagree	11	5.8%
(e) 強烈不贊成 Strongly disagree	8	4.3%
(f) Unanswered	6	3.2%



5.5 贊成 CPD 承擔將提升香港董事學會會員素質及地位 Agree that a commitment to CPD will enhance the quality and status of HKIoD's membership?

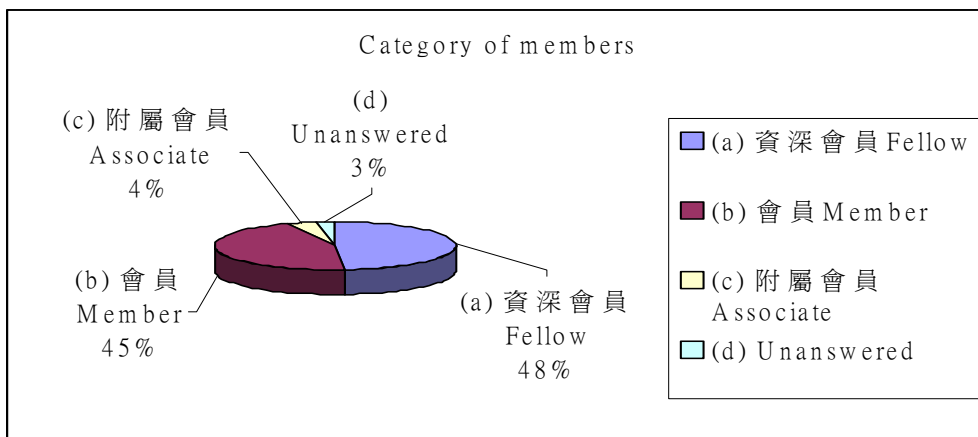
(a) 強烈贊成 Strongly agree	<b>50</b>	<b>26.5%</b>
(b) 贊成 Agree	<b>103</b>	<b>54.5%</b>
(c) 無意見 Neutral	<b>17</b>	<b>9.1%</b>
(d) 不贊成 Disagree	<b>6</b>	<b>3.1%</b>
(e) 強烈不贊成 Strongly disagree	<b>7</b>	<b>3.7%</b>
(f) Unanswered	<b>6</b>	<b>3.1%</b>



**第二部份：個人及公司背景 PART II: Personal & Company Profile**

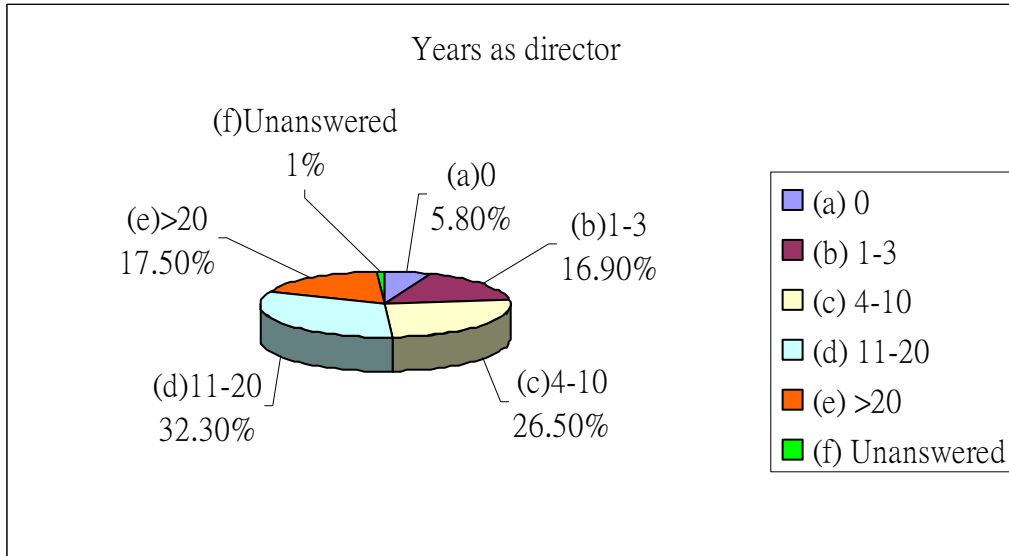
6. 會員級別 Membership Grade :

(a) 資深會員 Fellow	<b>92</b>	<b>48.7%</b>
(b) 會員 Member	<b>85</b>	<b>45%</b>
(c) 附屬會員 Associate	<b>7</b>	<b>3.7%</b>
(d) Unanswered	<b>5</b>	<b>2.6%</b>



7. 董事年資 Years as director :

(a) 0	<b>11</b>	<b>5.8%</b>
(b) 1-3	<b>32</b>	<b>16.9%</b>
(c) 4-10	<b>50</b>	<b>26.5%</b>
(d) 11-20	<b>61</b>	<b>32.3%</b>
(e) >20	<b>33</b>	<b>17.5%</b>
(f) Unanswered	<b>2</b>	<b>1%</b>



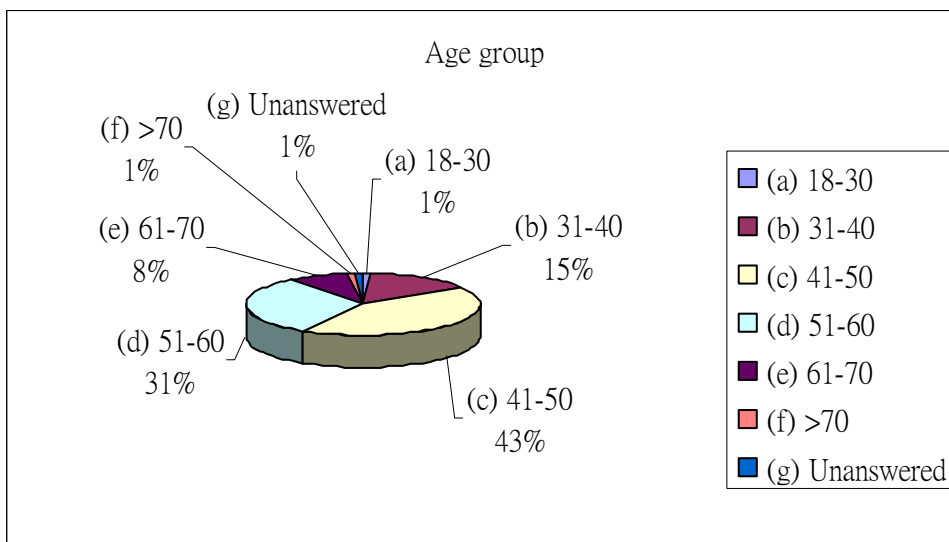
8. 性別 Gender :

(a) 女性 Female **14.5%**

(b) 男性 Male **85.5%**

9. 年齡組別 Age group :

(a) 18-30	<b>2</b>	<b>1%</b>
(b) 31-40	<b>28</b>	<b>14.8%</b>
(c) 41-50	<b>81</b>	<b>42.9%</b>
(d) 51-60	<b>58</b>	<b>30.7%</b>
(e) 61-70	<b>16</b>	<b>8.6%</b>
(f) >70	<b>2</b>	<b>1%</b>
(g) Unanswered	<b>2</b>	<b>1%</b>



10. 本身是否已隸屬專業？ Are you a member of an established profession ?

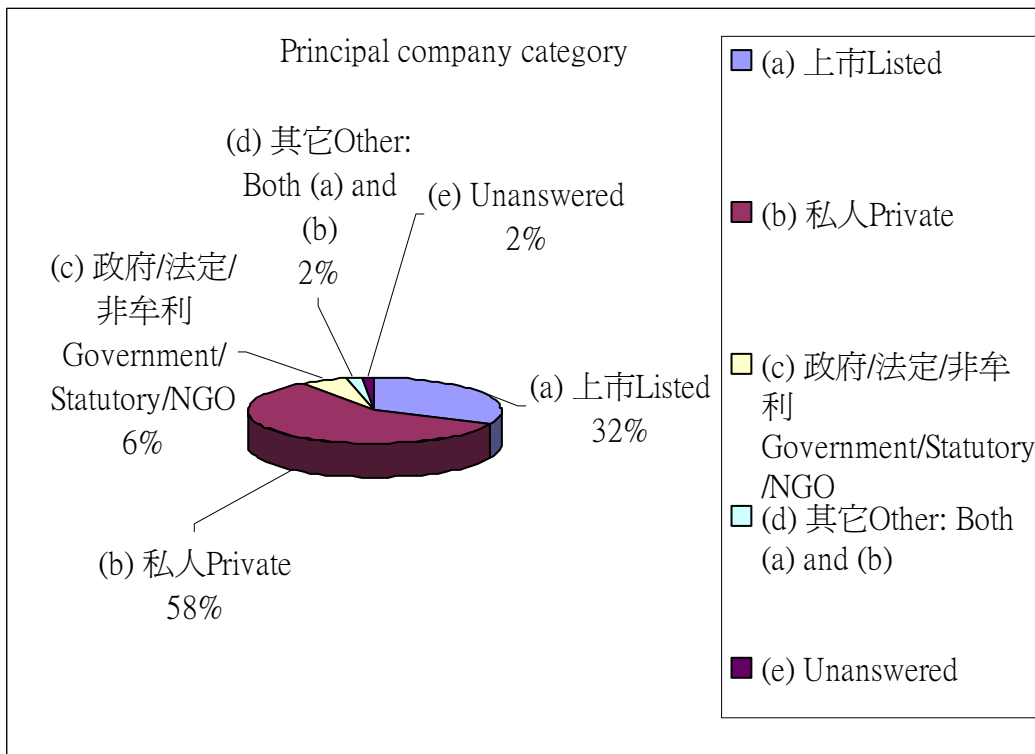
(a) 是 Yes **62%** (b) 否 No **38%** (of those who responded)

(c) 如是，請列明專業 If yes, please specify profession :

(1)會計師 Accountant	<b>46</b>	<b>41.8%</b>
(2)工程師 Engineer	<b>15</b>	<b>13.6%</b>
(3)律師 Lawyer	<b>11</b>	<b>10%</b>
(4) 其它 Other: <b>arbitrator, banker, marketing, security</b>	<b>38</b>	<b>34.5%</b>

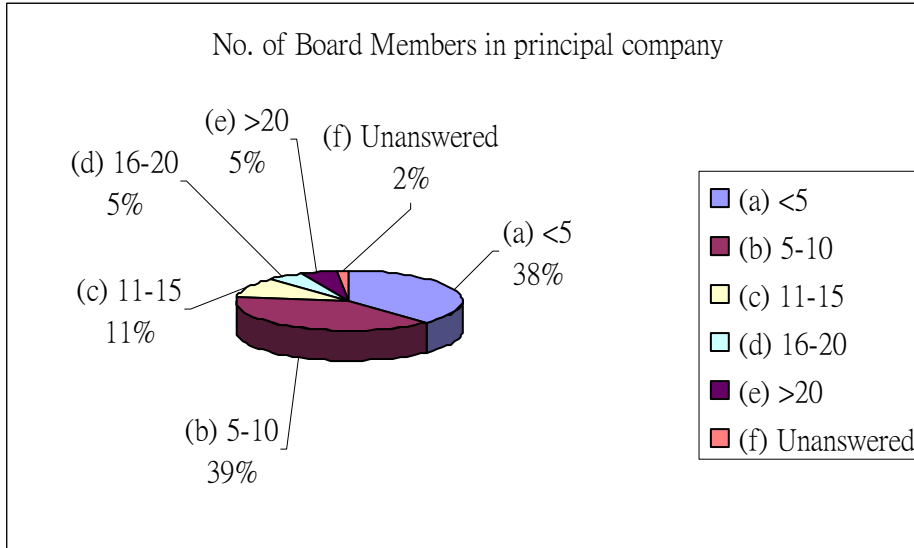
11. 所屬主要公司類別 Principal company category :

(a) 上市 Listed	<b>60</b>	<b>31.7%</b>
(b) 私人 Private	<b>111</b>	<b>58.7%</b>
(c) 政府/法定/非牟利 Government/Statutory/NGO	<b>11</b>	<b>5.8%</b>
(d) 其它 Other: Both (a) and (b)	<b>4</b>	<b>2.2%</b>
(e) Unanswered	<b>3</b>	<b>1.6%</b>



12. 所屬主要公司董事人數 No. of Board Members in principal company :

(a) <5	<b>72</b>	<b>38.1%</b>
(b) 5-10	<b>73</b>	<b>38.6%</b>
(c) 11-15	<b>21</b>	<b>11.1%</b>
(d) 16-20	<b>10</b>	<b>5.3%</b>
(e) >20	<b>10</b>	<b>5.3%</b>
(f) Unanswered	<b>3</b>	<b>1.6%</b>



13. 所屬主要公司僱員人數 No. of employees in principal company :

(a) 1-10	<b>27</b>	<b>14.3%</b>
(b) 11-50	<b>49</b>	<b>25.9%</b>
(c) 51-100	<b>23</b>	<b>12.2%</b>
(d) 101-500	<b>38</b>	<b>20%</b>
(e) 501-1,000	<b>14</b>	<b>7.4%</b>
(f) >1,000	<b>34</b>	<b>18%</b>
(g) Unanswered	<b>4</b>	<b>2.2%</b>

