

2009 Manpower Survey Report
Building and Civil Engineering Industry

土木工程及建築業
2009年人力調查報告

**Building and Civil Engineering
Training Board**

Vocational Training Council

職業訓練局

土木工程及建築業訓練委員會

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ABBREVIATION

| | |
|-------|--|
| ASc | Associate Degree |
| BCE | Building and Civil Engineering |
| BEAM | Hong Kong Building Environmental Assessment Method |
| C&SD | Census and Statistics Department |
| CEF | Continuing Education Fund |
| CEPA | Closer Economic Partnership Arrangement |
| CIC | Construction Industry Council |
| CIRC | Construction Industry Review Committee |
| CICTA | Construction Industry Council Training Academy |
| CWRA | Construction Workers Registration Authority |
| EGTS | Engineering Graduate Training Scheme |
| ERB | Employees Retraining Board |
| HD | Higher Diploma |
| HKIE | Hong Kong Institution of Engineers |
| HSIC | Hong Kong Standard Industrial Classification |
| IVE | Institute of Vocational Education |
| SUS | Skills Upgrading Scheme |
| UGC | University Grants Committee |
| VTC | Vocational Training Council |

DEFINITION

“Average income” is the monthly income including basic salary, overtime pay, cost of living allowance, meal allowance, commission and bonus. It is an average figure among employees in the same job.

“Employees” and “workers” refer to all full-time personnel engaged (or self-employed) in the principal jobs of construction and related disciplines at the time of survey.

“Employees stationed in Mainland/Macao/Other Cities” refers to those full-time staff members who have worked there with a permanent post and a job title. It therefore excludes all those full-time staff members who go to the Mainland occasionally, undertaking negotiations/consultancy, and/or attending trade fairs, meetings and business-related entertainment.

“General worker”, please see **Annex 6**, explanatory notes to the questionnaire.

“Professional/technologist”, please see **Annex 6**, explanatory notes to the questionnaire.

“Semi-skilled worker”, ditto.

“Skilled worker”, ditto.

“Technical manpower” refers to those people employed in the 109 principal jobs of the BCE and related disciplines; while “non-technical manpower” refers to those people employed in other disciplines such as: accounting, IT, human resources etc.

“Technician”, please see **Annex 6**, explanatory notes to the questionnaire

“Total technical manpower” refers to the number of technical employees plus vacancies.

“Trainees” includes both apprentices and trainees under any form of training.

“Vacancies” refers to unfilled, immediately available job openings for which the establishment is actively trying to recruit at the time of survey.

“Wastage rate” is defined as the percentage of employees leaving their current jobs and taking up non-BCE positions, emigrating, for other reasons, out of the total number of BCE employees.

EXECUTIVE SUMMARY

Introduction

The Building and Civil Engineering Training Board conducted a survey in March/April 2009 to collect information on the manpower structure and training requirements by principal job in related disciplines of the building and civil engineering (BCE) industry.

Scope of the Survey

2. The survey covers a total of 18 972 construction sites, offices, firms and institutions in the following 9 branches of the BCE industry:

- Branch 1 - all active building construction sites in the public and private sectors (867 sites as recorded by the C&SD);
- Branch 2 - all active civil engineering and other construction sites in the public and private sectors (421 sites as recorded by the C&SD);
- Branch 3 - new construction works contractors, including site investigation, site formation, foundation works and erection works recorded under HSICs 511, 521 and 529 (220 samples from the frame of 2 560 establishments);
- Branch 4 - decoration, repair and maintenance contractors, recorded under HSIC 531 (285 samples from the frame of 8 044 establishments);
- Branch 5 - special trade works contractors, [excluding electrical and mechanical fitting and gas fitting, installation & maintenance] recorded under HSICs 541, 542, 5611, 5612, 5618 and 591 (331 samples from the frame of 5 413 establishments);
- Branch 6 - architectural, surveying and project engineering services firms related to construction activities under HSIC 8334 [excluding HSIC 833404 building services engineering] (109 samples from the frame of 1 554 establishments);
- Branch 7 - private estates developers (68 establishments);
- Branch 8 - relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers at the time of survey (32 departments/offices); and
- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (13 departments).

3. Stratified random sampling method was adopted to select 945 samples out of a total of 17 571 establishments in Branches 3 to 6. Together with the 1 288 active sites in Branches 1 and 2 and the 113 establishments in Branches 7, 8 and 9, a total of 2 346 sites/establishments were visited.

Number of Workers Employed

4. The Survey revealed that in March/April 2009, 105 317 technical workers (versus 90 717 in 2007) were employed in the 106 principal jobs of construction and related disciplines and 44 511 persons (vs. 40 494 in 2007) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry. When comparing with the 2007 survey, the numbers of persons engaged in principal jobs had registered an increase of 14 600 employees or 16.09%. The distribution of technical workers by branch by job level is summarised in the table below with further details given in **Appendix 1, Table 1 and 2.**

Table 1 Manpower Distribution by Branch by Job Level

| Branch Job Level | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Total |
|-------------------------------------|---------------|---------------|--------------|---------------|---------------|---------------|------------|--------------|---------------|----------------|
| Professional/ Technologist | 1 213 | 898 | 2 155 | 659 | 377 | 7 434 | 403 | 1 168 | 3 638 | 17 945 |
| Technician | 2 543 | 1 589 | 2 168 | 5 052 | 2 215 | 6 169 | 245 | 1 223 | 6 484 | 27 688 |
| Skilled & Semi-Skilled Worker | 20 747 | 4 800 | 434 | 8 176 | 8 570 | 72 | 4 | 305 | 356 | 43 464 |
| General Worker | 7 393 | 5 546 | 487 | 692 | 554 | 134 | 1 | 154 | 1 259 | 16 220 |
| Total | 31 896 | 12 833 | 5 244 | 14 579 | 11 716 | 13 809 | 653 | 2 850 | 11 737 | 105 317 |

Number of Vacancies and Trainees

5. Employers had reported a total of 943 vacancies and 861 trainees (vs. 498 and 587 in 2007), representing about 0.89% and 0.81% respectively (vs. 0.55% and 0.64% in 2007) of the total technical workforce at the time of survey. A summary of the vacancies and trainees by job level is as shown below with further details given in **Appendix 1, Table 4:**

Table 2 Numbers of Vacancies and Trainees by Job Level

| Job Level | Vacancies | | Trainees | |
|---------------------------------|------------|-------------------------------|------------|-------------------------------|
| | Number | % of Total Technical Manpower | Number | % of Total Technical Manpower |
| Professional/Technologist | 181 | 1.00 | 559 | 3.08 |
| Technician | 604 | 2.13 | 124 | 0.44 |
| Skilled and Semi-Skilled Worker | 79 | 0.18 | 178 | 0.41 |
| General Worker | 79 | 0.48 | 0 | 0.00 |
| Total | 943 | 0.89 | 861 | 0.81 |

Future Training Requirement

6. Having regard to the data collected in the present and past manpower surveys, employers' view on the expected change in business situation, latest development of the infrastructure projects, the manpower wastage rates and the business outlook and other considerations affecting the BCE industry, the Training Board, by adopting the 'adaptive filtering method' (AFM), forecasts the industry's average annual training demand from 2010 to 2012 to be as follows:

Table 3 Annual Training Demand from 2010 to 2012

| <u>Job Level</u> | <u>Average Annual Projected Training Requirement</u> |
|-----------------------------|--|
| Professional/Technologist | 998 - 1 220 |
| Technician | 1 265 - 1 546 |
| Skilled/Semi-Skilled Worker | 2 305 - 2 817 |

7. In future, arising from the progressive implementation of the infrastructure projects, the training demand may gradually increase.

Recommendations

8. Based on the short- to medium-term business outlook, and the manpower supply and demand situation, the Training Board's recommendations are summarized as below:

- (i) The government should expedite the implementation of urban development programmes to revitalize Hong Kong's BCE industry.
- (ii) Employers should encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce.
- (iii) Employers should encourage their employees to take the various trade tests/intermediate trade tests or attend the specified training courses to meet the requirements for registration with the CWRA.
- (iv) Employees should make good use of the various government-subsidized training schemes, e.g. SUS and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (v) Training providers should be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, to equip their graduates with capability to take up overseas projects.
- (vi) Training providers should enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics and environmental protection.
- (vii) Public should be informed of the industry's upcoming opportunities and positive and feasible career path for new entrants in order to tackle the problem of aging workforce and attract young generation to join the industry. Publicity programmes like skills competitions should be organized to promote the industry.
- (viii) Manpower demand and supply situation of the industry should be monitored closely by conducting the Survey again in 2011.

SECTION I

INTRODUCTION

The Training Board

1.1 The Building and Civil Engineering Training Board of the Vocational Training Council (VTC) is appointed by the Hong Kong Special Administrative Region Government to be responsible for matters pertaining to the manpower and training needs of the building and civil engineering (BCE) industry and to make recommendations on measures to meet such needs. Comprising members nominated by major trade associations, trade unions, professional institutions, education/training organisations and relevant government departments, the Training Board is required, among other duties, to recommend to the Council the development of training strategy to meet the expected demand for trained manpower in the BCE industry. The Training Board's membership and terms of reference are listed in **Annexes 1 and 2** respectively.

The Survey

1.2 In pursuance of its terms of reference and with the assistance of the Census and Statistics Department (C&SD), the Training Board has been conducting manpower surveys on a two-year cycle since 1983, with the following objectives:

- (a) collect up-to-date manpower information by principal job in the BCE industry,
- (b) assess the industry's technical manpower structure,
- (c) forecast training requirements in the near future, and
- (d) recommend to the Council the development of training strategy to meet such needs.

1.3 The following professional services were also provided by the C&SD: data input, data processing and tabulation. The fieldwork of this survey was carried out during the months of March to April 2009 to collect information on:

- (a) The number of **employees**¹ at the date of survey,
- (b) The number of existing **vacancies**¹ at the date of survey,
- (c) The number of **trainees**¹ at the date of survey, and
- (d) The distribution of employees by monthly **average income**¹ range.

1.4 To increase the response rate, the fieldwork cut-off date was extended to 20 August 2009. Data input was done continually during the fieldwork and data processing and tabulation was completed in September 2009.

¹ Please see DEFINITION in page iv

Working Party on Manpower Survey

1.5 Under the Training Board, a Working Party was formed to work closely with the C&SD and oversee the latter's conduct of the manpower survey. The Working Party's membership list is given in **Annex 3**.

1.6 The scope of its work can be broadly divided into four parts: questionnaire design, sampling, data analysis and report writing. The relevant survey documents and the final draft report prepared by the Working Party had been submitted to and approved by the Training Board before they were issued.

Scope of the Survey

1.7 The scope of the survey covers all technical employees in a total of 18 972 construction sites, offices, firms and institutions in the following nine branches of the BCE industry as recorded by the Central Register of Establishments Section of the C&SD (based on 4th quarter of 2008 for Branches 1 & 2 and 3rd quarter of 2008 for Branches 3-6).

| Branch | Trade Description |
|---------------|--|
| 1 | - all active building construction sites in the public and private sectors (867 sites as recorded by the C&SD); |
| 2 | - all active civil engineering and other construction sites in the public and private sectors (421 sites as recorded by the C&SD); |
| 3 | - new construction works contractors, including site investigation, site formation, foundation works and erection works recorded under HSICs 511, 521 and 529 (220 samples from the frame of 2 560 establishments); |
| 4 | - decoration, repair and maintenance contractors, recorded under HSIC 531 (285 samples from the frame of 8 044 establishments); |
| 5 | - special trade works contractors, [excluding electrical and mechanical fitting and gas fitting, installation & maintenance] recorded under HSICs 541, 542, 5611, 5612, 5618 and 591 (331 samples from the frame of 5 413 establishments); |
| 6 | - architectural, surveying and project engineering services firms related to construction activities under HSIC 8334 [excluding HSIC 833404 building services engineering] (109 samples from the frame of 1 554 establishments); |
| 7 | - private estates developers (68 establishments); |
| 8 | - relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers ¹ at the time of survey (32 departments/offices); and |
| 9 | - government departments undertaking construction work or employing construction workers at the time of survey (13 departments). |

HSIC : Hong Kong Standard Industrial Classification.

¹ Please see DEFINITION in page iv

1.8 Workers working in decoration/repair/maintenance sites not registered with the Buildings Department or other government departments were not covered in this survey.

1.9 For the Branch 3 to 9 establishments, only employees directly employed by these establishments and normally stationed in the offices were counted in the survey. Employees employed by subcontractors were not counted.

Stratified Random Sampling

1.10 The stratified random sampling method was adopted in Branches 3 to 6 to select 945 samples out of a total of 17 571 establishments. Together with the 1 288 sites in Branches 1 and 2 and the 113 establishments in Branches 7, 8 and 9, a total of 2 346 sites/establishments were visited during the fieldwork period of the survey. The distribution of samples by sector by employment size is shown as the sampling plan in **Annex 4**.

1.11 The survey covers all technical personnel at the **professional/technologist**¹ level, the **technician**¹ level, the **skilled & semi-skilled worker**¹ level and the **general worker**¹ level in construction and related disciplines employed by main contractors, sub-contractors as well as self-employed persons in construction sites and offices, matched to the 106 principal jobs as listed in **Annex 7**. Those employees working in non-related fields were not surveyed: viz. accounting, personnel, other administrative and supporting areas.

1.12 To avoid double-counting site workers who might work at different sites during the survey period, a reference date for all sites was fixed to be 18 March 2009 which was a fine day without rain. Only those site workers on the 18 March 2009 log sheet and properly matched with the jobs in the list of principal jobs were included in the survey.

1.13 Likewise, to avoid double counting of the electrical and mechanical contracting and servicing sectors of the construction industry, they were separately covered by another manpower survey simultaneously conducted in March/April 2009 by the Electrical and Mechanical Services Training Board. Similarly, the estate surveyor and the surveying technician (estate) jobs were also covered separately by the Real Estate Services Training Board.

Publicity

1.14 Relevant employers' associations and professional institutions were requested to promote the survey among their members prior to the commencement of the survey.

Method of the Survey

1.15 Two weeks before the fieldwork, a survey questionnaire (**Annex 5**) together with an explanatory note (**Annex 6**) and a list of principal jobs with job descriptions for the BCE industry (**Annex 7**) were sent to each prospective respondent for completion. Employers were requested to provide information regarding the manpower situation in their establishments at the time of survey. They were requested to classify their technical employees according to the attached job specifications based on the duties the employees

¹ Please see DEFINITION in page iv

performed rather than the job titles they held in the establishment.

1.16 During the fieldwork period, officers of the C&SD visited every site and every employer by appointment to collect the completed questionnaire and, when requested, assisted the employer to complete the questionnaire. These interviewing officers had been briefed specially about the structure of the questionnaire and the nature of the various jobs before they carried out the fieldwork.

1.17 After the fieldwork, the completed questionnaires were scrutinized and, where necessary, verified with the respondents before being processed by the C&SD. The survey data in Branches 3 to 6 were then scaled up by appropriate factors to reflect the overall manpower situation of these four branches (please refers to para 1.7).

Response Rate

1.18 Of the 2 346 sites and establishments surveyed, 1 239 had supplied the required information and 31 had declined to do so. The effective response rate was 97.5% (**Annex 4(b)**). Among the remaining 1 076 sites/establishments, 531 sites had reported 'no persons engaged', 148 establishments had employed no manpower in the list of principal jobs, 33 sites had suspended work, 33 had closed, 56 had not engaged in the specific trade and the remaining 275 establishments either had moved, or were vacant, or were non-contactable, or were of wrong address or with door locked.

Presentation of Survey Findings

1.19 An Executive Summary of the survey report highlights the key findings (including the manpower and training needs of the BCE industry). The manpower report itself comprises the following four sections:

| | |
|-----------------------------------|---|
| I. Introduction | A brief description of the methodology |
| II. Summary of Survey Findings | Snapshots of the manpower situation at the time of survey |
| III. Observations and Conclusions | An interpretation of the survey findings and conclusions with reference to past trends of the industry and the outlook of the future manpower situation |
| IV. Recommendations | The Training Board's recommendations based on the manpower survey |

1.20 The Training Board had endorsed the 2009 manpower survey report for uploading onto the web site of the VTC and for publication on 11 December 2009.

SECTION II

SUMMARY OF SURVEY FINDINGS

Total Number Employed

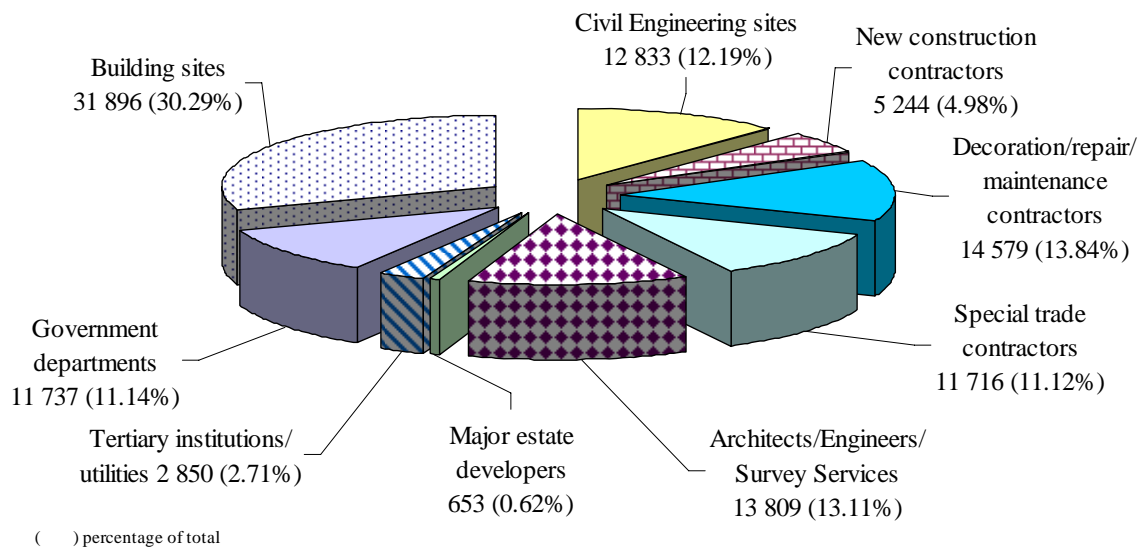
(Appendix 1, Tables 1, 2 & 3)

2.1 The survey reveals that in March/April 2009, 105 317 workers (excluding 943 vacancies and 861 trainees) were employed in the 106 principal jobs of construction and related disciplines and 44 511 persons in other non-technical disciplines in the BCE industry; i.e. a total of 150 689 persons (including trainees) were employed in the industry at the time of survey.

Distribution of Employees by Branch

2.2 The distribution of technical employees by branch is shown in figure 2.1 below. Among the 105 317 employees, 31 896 (30.29%) worked in active building sites and 12 833 (12.19%) in active civil engineering sites, comprising only about 42.48% of the total technical workforce.

Fig. 2.1 Distribution of Employees by Branch
(As on 18 March 2009)
Total 105 317



2.3 The distribution of employees by job level in the 9 branches of the industry is shown in **Appendix 1, Table 2** and summarised in Table 2.1 below:

Table 2.1 Manpower Distribution by Branch by Job Level

| Branch Job Level | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Total (%) |
|--|---------------------------------|---------------------------------|-------------------------------|---------------------------------|---------------------------------|---------------------------------|-----------------------------|-------------------------------|---------------------------------|---------------------------------|
| Professional/ Technologist (%) | 1 213 (3.80) | 898 (7.00) | 2 155 (41.09) | 659 (4.52) | 377 (3.22) | 7 434 (53.84) | 403 (61.72) | 1 168 (40.99) | 3 638 (31.00) | 17 945 (17.04) |
| Technician (%) | 2 543 (7.97) | 1 589 (12.38) | 2 168 (41.34) | 5 052 (34.65) | 2 215 (18.90) | 6 169 (44.67) | 245 (37.52) | 1 223 (42.91) | 6 484 (55.24) | 27 688 (26.29) |
| Skilled & Semi-skilled Worker (%) | 20 747 (65.05) | 4 800 (37.4) | 434 (8.28) | 8 176 (56.08) | 8 570 (73.15) | 72 (0.52) | 4 (0.61) | 305 (10.70) | 356 (3.03) | 43 464 (41.27) |
| General Worker (%) | 7 393 (23.18) | 5 546 (43.22) | 487 (9.29) | 692 (4.75) | 554 (4.73) | 134 (0.97) | 1 (0.15) | 154 (5.40) | 1 259 (10.73) | 16 220 (15.40) |
| Total (%) | 31 896 (30.29) | 12 833 (12.19) | 5 244 (4.98) | 14 579 (13.84) | 11 716 (11.12) | 13 809 (13.11) | 653 (0.62) | 2 850 (2.71) | 11 737 (11.14) | 105 317 (100) |

| | | | |
|-----------------|--|----------|---|
| Branch 1 | Building sites | 6 | Architects/Engineers/Survey Services |
| 2 | Civil Engineering sites | 7 | Major estate developers |
| 3 | New construction contractors | 8 | Tertiary institutions/utilities |
| 4 | Decoration/repair/maintenance contractors | 9 | Government departments |
| 5 | Special trade contractors | | |

2.4 The ratio of professional/technician/skilled and general workers were 1 : 1.54 : 2.42 : 0.9; which was similar to the ratio of 1 : 1.68 : 2.17 : 0.8 in 2007.

2.5 The reasons for the comparatively low number of skilled and semi-skilled workers reported by the Branch 4 establishments could be that considerable amount of these establishments have very small size permanent workers. These establishments usually recruit workers on a needed basis and dismiss on completion of projects. Some establishments have their works contracted out to the subcontractors.

2.6 Table 2.2 below shows that of these 105 317 employees, 71 705 (68.08%) were directly employed by main contractors, 32 529 (30.89%) were employed by sub-contractors and 1 083 (1.03%) were self-employed. Compared with the corresponding figures of 68 083 (75.05%), 21 178 (23.35%) and 1 456(1.6%) in 2007, percentage-wise, more workers were now employed by sub-contractors.

Table 2.2 Distribution of Employees by Job Level

| Employment Method | Professional/Technologist (%) | Technician (%) | Skilled and Semi-skilled Worker (%) | General Worker (%) | Total (%) | |
|-----------------------|---------------------------------|---------------------------------|-------------------------------------|---------------------------------|--------------------------------|-------------------------------|
| | | | | | 2009 | 2007 |
| Direct | 17 587 (24.53) | 27 096 (37.79) | 19 991 (27.88) | 7 031 (9.80) | 71 705 (68.08) | 68 083 (75.05) |
| Sub-contractor | 242 (0.74) | 573 (1.76) | 22 613 (69.52) | 9 101 (27.98) | 32 529 (30.89) | 21 178 (23.35) |
| Self-employed | 116 (10.71) | 19 (1.75) | 860 (79.41) | 88 (8.13) | 1 083 (1.03) | 1 456 (1.6) |
| Sub-total | 17 945 (17.04) | 27 688 (26.29) | 43 464 (41.27) | 16 220 (15.40) | 105 317 (100) | 90 717 (100) |

Number of Vacancies

2.7 Employers reported a total of 943 vacancies of construction and related disciplines at the time of survey, representing only 0.89% of the total technical workforce. A summary of the vacancies by job level is shown below with full distribution by principal job in **Appendix 1, Table 4:**

Table 2.3 Distribution of Vacancies by Job Level

| Job Level | Number of Vacancies (a) | No. of Workers Employed (b) | Total Technical Manpower (c) = (a) + (b) | Percentage of Total Technical Manpower (a) / (c) (%) |
|---------------------------------|-------------------------|-----------------------------|--|--|
| Professional/Technologist | 181 | 17 945 | 18 126 | 1.00 |
| Technician | 604 | 27 688 | 28 292 | 2.13 |
| Skilled and Semi-skilled Worker | 79 | 43 464 | 43 543 | 0.18 |
| General Worker | 79 | 16 220 | 16 299 | 0.48 |
| Total | 943 | 105 317 | 106 260 | 0.89 |

2.8 The largest numbers of vacancies occurred at the technician and the professional/technologist levels, with the Tertiary Institutions/Utilities, the Decoration/Repair/Maintenance Contractors and the Government Departments. A summary of the vacancies by branch is shown in Table 2.4 below:

Table 2.4 Numbers of Employees and Vacancies by Branch

| Branch | Number of Employees at the Date of Survey (a) | Number of Vacancies at the Date of Survey (b) | As % of Number of Employees (b) / (a) (%) |
|--|--|--|--|
| 1. Building Sites | 31 896 | 3 | 0.01 |
| 2. Civil Engineering Sites | 12 833 | 24 | 0.19 |
| 3. New Construction Contractors | 5 244 | 38 | 0.72 |
| 4. Decoration/Repair/Maintenance Contractors | 14 579 | 219 | 1.50 |
| 5. Special Trade Contractors | 11 716 | 54 | 0.46 |
| 6. Architects/Engineers/Survey Services | 13 809 | 147 | 1.06 |
| 7. Major Estate Developers | 653 | 7 | 1.07 |
| 8. Tertiary Institutions/Utilities | 2 850 | 95 | 3.33 |
| 9. Government Departments | 11 737 | 356 | 3.03 |
| All Branches | 105 317 | 943 | 0.89 |

Number of Trainees

2.9 Employers had reported a total of 861 trainees at the time of survey, representing about 0.81% of the total technical workforce in the construction and related disciplines. A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4:**

Table 2.5 Distribution of Trainees by Job Level

| Job Level | Number of Trainees (a) | Total Technical Manpower (b) | Percentage of Total Technical Manpower (a) / (b) (%) |
|---------------------------------|-------------------------------|-------------------------------------|---|
| Professional/Technologist | 559 | 18 126 | 3.08 |
| Technician | 124 | 28 292 | 0.44 |
| Skilled and Semi-skilled Worker | 178 | 43 543 | 0.41 |
| General Worker | - | 16 299 | 0.00 |
| Total | 861 | 106 260 | 0.81 |

2.10 The highest number (35%) of trainees were employed by Architectural/ Engineering/ Surveying Services Firms. A summary of numbers of trainees by branch is shown in Table 2.6:

Table 2.6 Numbers of Employees and Trainees by Branch

| Branch | Number of Employees at the Date of Survey | Number of Trainees at the Date of Survey | As % of Number of Employees (b) / (a) (%) |
|--|--|---|--|
| 1. Building Sites | 31 896 | 95 | 0.30 |
| 2. Civil Engineering Sites | 12 833 | 96 | 0.75 |
| 3. New Construction Contractors | 5 244 | 80 | 1.53 |
| 4. Decoration/Repair/Maintenance Contractors | 14 579 | 100 | 0.69 |
| 5. Special Trade Contractors | 11 716 | 89 | 0.76 |
| 6. Architects/Engineers/Survey Services | 13 809 | 297 | 2.15 |
| 7. Major Estate Developers | 653 | 5 | 0.77 |
| 8. Tertiary Institutions/Utilities | 2 850 | 26 | 0.91 |
| 9. Government Departments | 11 737 | 73 | 0.62 |
| All Branches | 105 317 | 861 | 0.82 |

Distribution of Employees by Monthly Income Range
(Appendix 1, Table 5)

2.11 The distribution of employees by their average monthly income range at each principal job is shown in **Appendix 1, Table 5**. A summary of income range by job level is shown in Table 2.7:

Table 2.7 Average Income of Employees

| Monthly Average Income Range | Professional/Technologist | Technician | Skilled and Semi-skilled Worker | General Worker | All |
|-------------------------------------|----------------------------------|-------------------|--|-----------------------|----------------|
| \$7 000 or below | - | 1 | 94 | 509 | 604 |
| \$7 001 - \$10 000 | - | 296 | 2 434 | 4 846 | 7 576 |
| \$10 001 - \$13 000 | 8 | 2 047 | 8 921 | 5 872 | 16 848 |
| \$13 001 - \$18 000 | 570 | 6 559 | 19 747 | 1 586 | 28 462 |
| \$18 001 - \$25 000 | 1 329 | 6 010 | 2 953 | 391 | 10 683 |
| \$25 001 - \$35 000 | 3 873 | 5 166 | 254 | - | 9 293 |
| \$35 001 - \$50 000 | 4 886 | 2 047 | 11 | - | 6 944 |
| Over \$50 000 | 4 374 | 218 | - | - | 4 592 |
| Unspecified | 2 905 | 5 344 | 9 050 | 3 016 | 20 315 |
| Total | 17 945 | 27 688 | 43 464 | 16 220 | 105 317 |

Employees Stationed outside Hong Kong
(Appendix 1, Tables 6 to 9)

2.12 The survey also asked respondents to report the numbers of their employees working outside Hong Kong. As the survey cannot capture all Hong Kong employees working outside Hong Kong in the categories of self-employment or direct employment by local companies, the statistics are indicative only of the growth/decline manpower trends of the responding establishments over the two-year period under study and should not be compared with official statistics, such as those published by the Macao government of the SAR.

2.13 Table 2.8 shows that 1 414 employees under Hong Kong Company's payroll (or 1.34% of the total 105 317 employees) were deployed to work in Mainland China, Macao or other cities, while 1 692 employees stationed there were paid by subsidiaries, associates or other group companies. A summary of numbers of employees stationed outside Hong Kong by job level in the past 12 months is shown in Table 2.8 with full details given in **Appendix 1, Tables 6 and 7**.

Table 2.8 No. of Employees Stationed in China/Macao/Others in the past 12 Months

| Job Level | Under Hong Kong Company's Payroll | | | | Not Under Hong Kong Company's Payroll | | | |
|------------------------------------|-----------------------------------|------------|-----------|--------------|---------------------------------------|--------------|----------|--------------|
| | China | Macao | Others | Sub-total | China | Macao | Others | Sub-total |
| Professional/ Technologist | 166 | 51 | 72 | 289 | 21 | 388 | 0 | 409 |
| Technician | 129 | 60 | 4 | 193 | 7 | 158 | 2 | 167 |
| Skilled and Semi-skilled Worker | 78 | 854 | 0 | 932 | 0 | 1 116 | 0 | 1 116 |
| Total | 373 | 965 | 76 | 1 414 | 28 | 1 662 | 2 | 1 692 |

2.14 Employers had also responded that they had planned to station 548 employees in China/Macao/Other Cities in the next 12 months under HK company's payroll; and another 179 employees to be paid by subsidiary, associates or others group companies. **Appendix 1, Tables 8 and 9** were shown the distribution of number of employees to be stationed outside Hong Kong in the next 12 months by branch and by job level. A summary of the number of employees by job level is shown in Table 2.9:

Table 2.9 No. of Employees Stationed in China/Macao/Others in the next 12 months

| Job Level | Under Hong Kong Company's Payroll | | | | Not Under Hong Kong Company's Payroll | | | |
|------------------------------------|-----------------------------------|------------|-----------|------------|---------------------------------------|------------|----------|------------|
| | China | Macao | Others | Sub-total | China | Macao | Others | Sub-total |
| Professional/ Technologist | 177 | 31 | 40 | 248 | 11 | 0 | 0 | 11 |
| Technician | 93 | 46 | 4 | 143 | 3 | 11 | 0 | 14 |
| Skilled and Semi-skilled Worker | 78 | 79 | 0 | 157 | 0 | 154 | 0 | 154 |
| Total | 348 | 156 | 44 | 548 | 14 | 165 | 0 | 179 |

2.15 Regarding the number of Hong Kong construction workers outside Hong Kong, it should be noted that the intention of the Training Board was to obtain information from the respondents the likely impact of developments in these areas on local workers over a short period of two years; therefore statistics presented above should be interpreted with care and should not be taken to represent the overall situation. In particular for China and Macao, the actual figure could be quite different from the number reported by the respondents due to the fact that most construction firms had set up subsidiaries in these places which would employ and pay Hong Kong workers direct. The sole reliance on local respondents' payroll could not reflect the actual employment situation.

Expected Change in Business Situation for Coming Years
(Appendix 1, Table 10)

2.16 The survey revealed that 54.56% of the employers had forecasted that business situation would be worse in the coming year and 59.85% forecasted that the situation would be the same in the coming 3 years. Establishments with larger employment size were more optimistic about the business situation than smaller size establishments. Employers' expected changes in business situation for coming years were shown in **Appendix 1, Table 10**. The distribution of employers' views of the business situation for the coming year and 3 years are shown in Tables 2.10 and Table 2.11 respectively:

Table 2.10 Expected Change in Business Situation for Coming Year

| Establishment Employment Size | No. of Establishments | | | | |
|-------------------------------------|-----------------------|--------------------------|--------------------------|----------------------|-------------------------|
| | Better (%) | The Same (%) | Worse (%) | Unspecified (%) | Total (%) |
| 1-4 | 532 (5.75) | 3 475 (37.56) | 5 244 (56.68) | 1 (0.01) | 9 252 (100) |
| 5-9 | 154 (10.73) | 526 (36.65) | 749 (52.20) | 6 (0.42) | 1 435 (100) |
| 10-19 | 56 (6.48) | 399 (46.18) | 409 (47.34) | 0 (0.00) | 864 (100) |
| 20-49 | 34 (12.36) | 143 (52.00) | 98 (35.64) | 0 (0.00) | 275 (100) |
| 50-99 | 4 (4.55) | 47 (53.41) | 36 (40.91) | 1 (1.14) | 88 (100) |
| Over 100 | 10 (12.35) | 56 (69.14) | 8 (9.88) | 7 (8.64) | 81 (100) |
| Total | 790 (6.59) | 4 646 (38.72) | 6 544 (54.56) | 15 (0.13) | 11 995 (100) |

Table 2.11 Expected Change in Business Situation for Coming 3 Years

| Establishment Employment Size | No. of Establishments | | | | |
|-------------------------------------|--------------------------------|--------------------------------|--------------------------------|----------------------------|-------------------------------|
| | Better (%) | The Same (%) | Worse (%) | Unspecified (%) | Total (%) |
| 1-4 | 1 607 (17.37) | 5 613 (60.67) | 2 020 (21.83) | 12 (0.13) | 9 252 (100) |
| 5-9 | 377 (26.27) | 693 (48.29) | 346 (24.11) | 19 (1.32) | 1 435 (100) |
| 10-19 | 68 (7.87) | 618 (71.53) | 156 (18.06) | 22 (2.55) | 864 (100) |
| 20-49 | 67 (24.36) | 158 (57.45) | 38 (13.82) | 12 (4.36) | 275 (100) |
| 50-99 | 11 (12.50) | 47 (53.41) | 27 (30.68) | 3 (3.41) | 88 (100) |
| Over 100 | 18 (22.22) | 50 (61.73) | 3 (3.70) | 10 (12.35) | 81 (100) |
| Total | 2 148 (17.91) | 7 179 (59.85) | 2 590 (21.59) | 78 (0.65) | 11 995 (100) |

Number of Employees to be Recruited Locally in the Next 12 Months
(Appendix 1, Table 11)

2.17 The survey revealed that 381 professional/technologist, 748 technicians and 1 356 skilled & semi-skilled workers would be recruited locally in the next 12 months. Details of the forecast number of employees to be recruited is shown in **Appendix 1, Table 11** and summarized in Table 2.12:

Table 2.12 Number of Employees to be Recruited in the Next Year

| Job Level | Forecast Number of Recruits (a) | Number of Employees at the Date of Survey (b) | As % of number of Employees (a) / (b) (%) |
|---------------------------------|--|---|--|
| Professional/Technologist | 381 | 17 945 | 2.12 |
| Technician | 748 | 27 688 | 2.70 |
| Skilled and Semi-skilled Worker | 1 356 | 43 464 | 3.12 |
| General Worker | - | 16 220 | 0 |
| Total | 2 485 | 105 317 | 2.36 |

SECTION III

OBSERVATIONS AND CONCLUSIONS

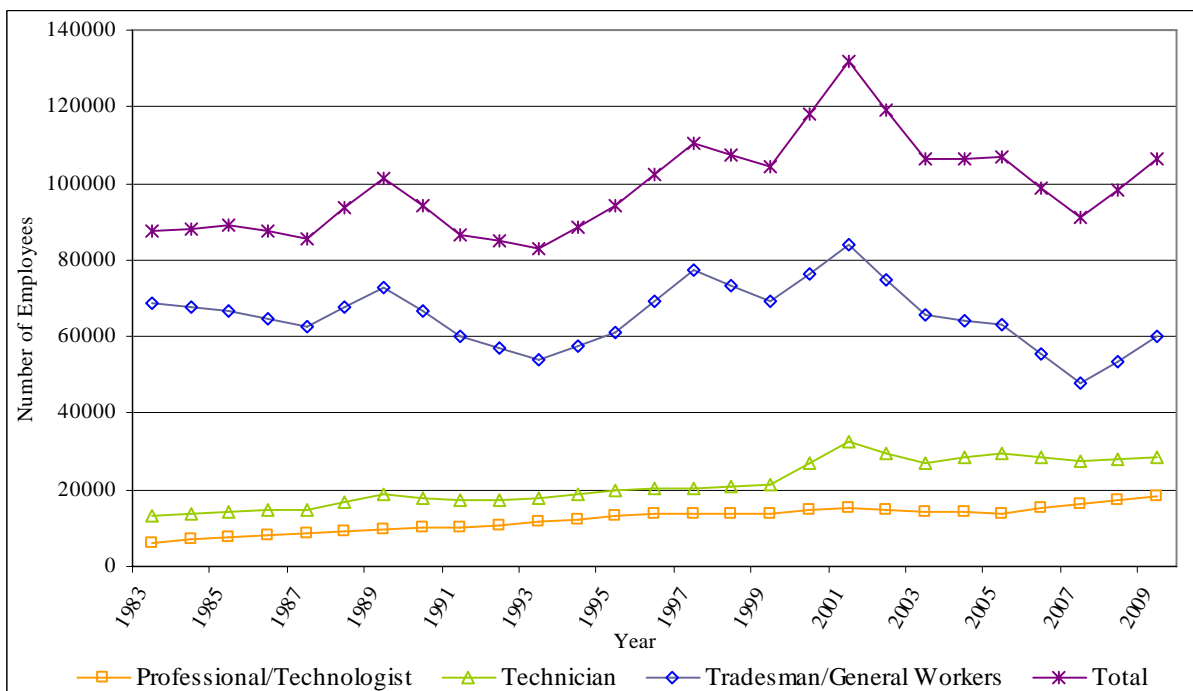
General

3.1 The Training Board has carefully examined the survey findings and is of the opinion that the data collected generally reflect the manpower situation of the BCE industry at the time of survey.

Past Long-Term Trends in Changes in Manpower by Branch

3.2 The Training Board has been conducting biennial manpower surveys since 1983. As shown in Fig. 3.1, the total technical manpower in the BCE Industry was fluctuating around 90 000 employees between 1983 and 1995 until reaching its peak of 130 755 employees in 2001. The trend was then reversed and had been declining until 2007. In the past two years, the technical manpower had registered a growth of 5.9 % to reach 105 317 in 2009.

Fig. 3.1 Manpower Trends 1983 to 2009

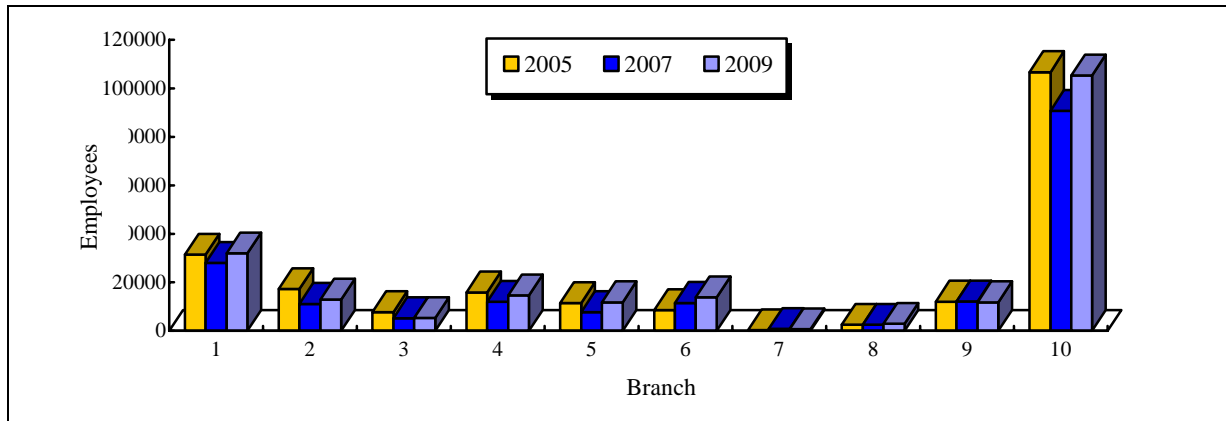


3.3 Contrary to the overall and general trends at other job levels, the demand for employees at the professional/technologist level has been progressively increasing since 1983, indicating that Hong Kong's BCE industry has been transforming to be more knowledge-based. The decline in number of tradesmen/general workers since 2001 was probably attributable to the application of modular construction technology and increased use of structures/components pre-fabricated outside Hong Kong.

Medium-Term Changes in the Last Five Years

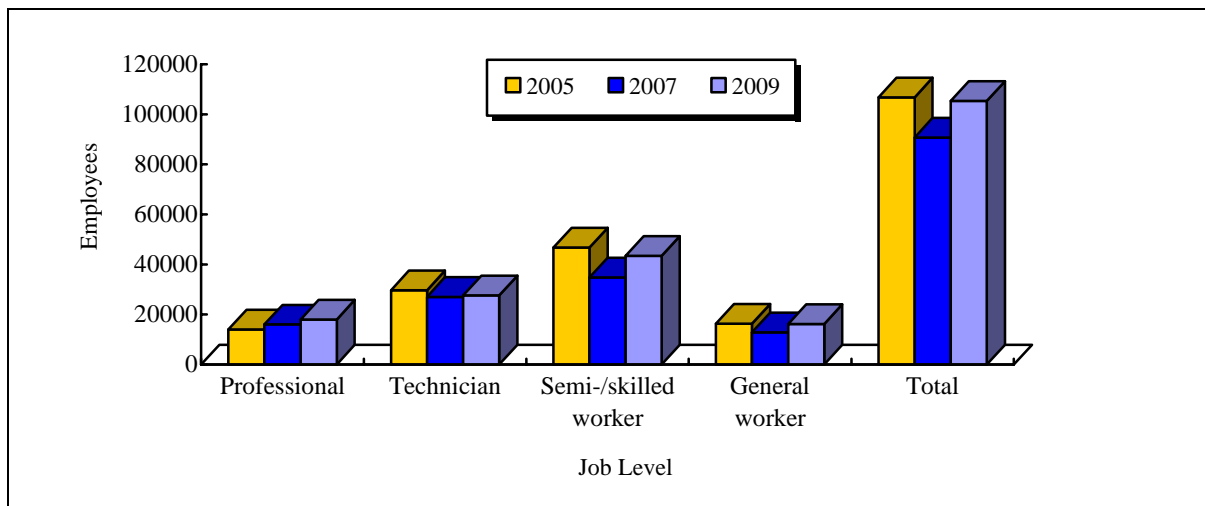
3.4 Fig. 3.2 and Fig. 3.3 show the trends in the number of employees by branch and by job level over the past five years.

Fig. 3.2 Number of Employees by Branch (2005, 2007 and 2009)



| | | | | |
|--------|---|---|----|--------------------------------------|
| Branch | 1 | Building sites | 6 | Architects/Engineers/Survey Services |
| | 2 | Civil Engineering sites | 7 | Major estate developers |
| | 3 | New construction contractors | 8 | Tertiary institutions/utilities |
| | 4 | Decoration/repair/maintenance contractors | 9 | Government departments |
| | 5 | Special trade contractors | 10 | Total |

Fig. 3.3 Number of Employees by Job Level (2005, 2007 and 2009)



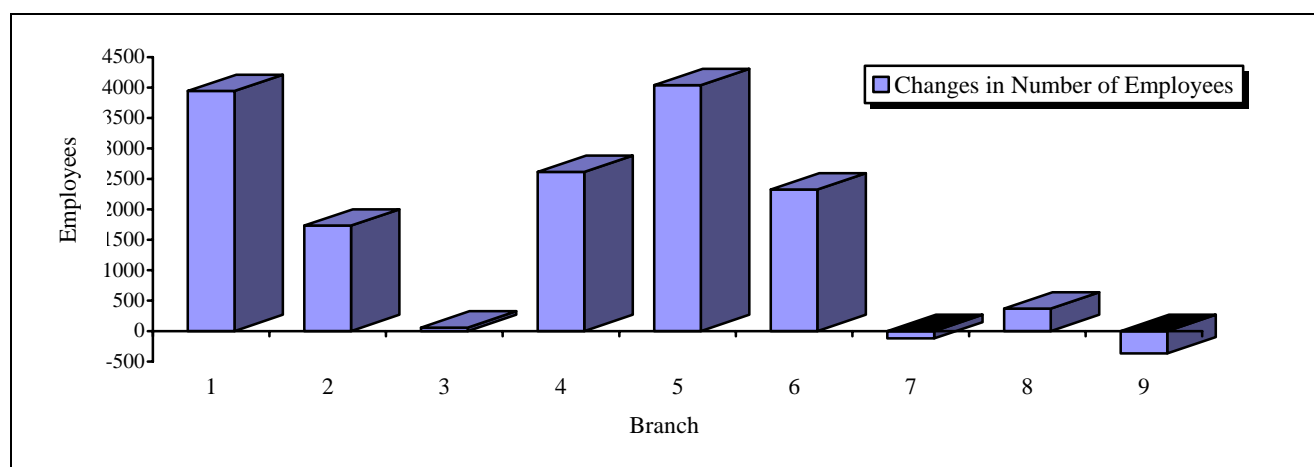
Manpower Changes between 2007 and 2009

3.5 Table 3.1 shows that the total technical manpower had increased from 90 717 in 2007 by 14 600 (16.09%) to 105 317 employees in 2009. Only major estate developers and government departments have recorded decrease in manpower. The manpower in each of the Special Trade Contractors, Decoration/Repair/Maintenance Contractors and Architects/Engineers/Survey Services branch have increased by more than 20%, with Special Trade Contractors having the highest increment 52.6% (4 039 employees).

Table 3.1 Changes in the Number of Employees by Branch (2007 – 2009)

| Branch | 2007 Survey | 2009 Survey | Increase/Decrease | % Changes |
|--|---------------|----------------|-------------------|--------------|
| 1. Building Sites | 27 953 | 31 896 | 3 943 | 14.11 |
| 2. Civil Engineering Sites | 11 100 | 12 833 | 1 733 | 15.61 |
| 3. New Construction Contractors | 5 185 | 5 244 | 59 | 1.14 |
| 4. Decoration/Repair/Maintenance Contractors | 11 965 | 14 579 | 2 614 | 21.85 |
| 5. Special Trade Contractors | 7 677 | 11 716 | 4 039 | 52.61 |
| 6. Architects/Engineers/Survey Services | 11 482 | 13 809 | 2 327 | 20.27 |
| 7. Major Estate Developers | 772 | 653 | -119 | -15.41 |
| 8. Tertiary Institutions/Utilities | 2 481 | 2 850 | 369 | 14.87 |
| 9. Government Departments | 12 102 | 11 737 | -365 | -3.02 |
| Total | 90 717 | 105 317 | 14 600 | 16.09 |

Fig. 3.4 Changes in the Number of Employees by Branch (2007 – 2009)



| | | | | |
|--------|---|---|---|--------------------------------------|
| Branch | 1 | Building sites | 6 | Architects/Engineers/Survey Services |
| | 2 | Civil Engineering sites | 7 | Major estate developers |
| | 3 | New construction contractors | 8 | Tertiary institutions/utilities |
| | 4 | Decoration/repair/maintenance contractors | 9 | Government departments |
| | 5 | Special trade contractors | | |

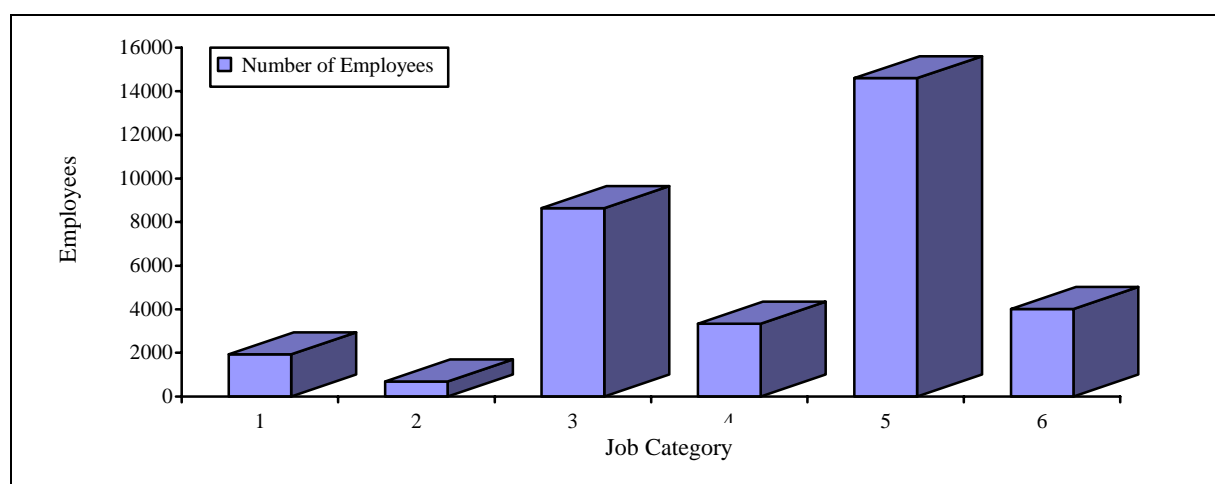
Manpower Changes by Job Category between 2007 and 2009

3.6 Table 3.2 shows that among the total manpower of 105 317 in 2009, 17 945 (17.04%) were professional/technologist, 27 688 (26.29%) were technicians, 43 464 (41.27%) were skilled and semi-skilled workers and 16 220 (15.40%) were general workers. All the job levels had reported an increase in manpower. A comparison on the manpower structures between the 2007 and 2009 surveys is shown in the following table.

Table 3.2 Changes in the Number of Employees by Job Category (2007 – 2009)

| Job Category | March 2007 (%) | March 2009 (%) | Increase/Decrease | % Changes |
|---------------------------------|----------------------|-----------------------|-------------------|--------------|
| Professional/technologist | 16 012 (17.65) | 17 945 (17.04) | 1 933 | 12.07 |
| Technician | 27 002 (29.77) | 27 688 (26.29) | 686 | 2.54 |
| Skilled and Semi-skilled worker | 34 822 (38.39) | 43 464 (41.27) | 8 642 | 24.82 |
| General worker | 12 881 (14.20) | 16 220 (15.40) | 3 339 | 25.92 |
| Total Technical Workers | 90 717 (100%) | 105 317 (100%) | 14 600 | 16.09 |
| Non-technical workers | 40 494 | 44 511 | 4 017 | 9.92 |

Fig. 3.5 Changes in the Number of Employees by Job Category (2007 – 2009)



| | | | | |
|--------------|---|---------------------------------|---|-----------------------------|
| Job category | 1 | Professional/technologist | 4 | General worker |
| | 2 | Technician | 5 | Total Technical Workers |
| | 3 | Skilled and Semi-skilled worker | 6 | Total Non-technical workers |

3.7 The Training Board observes that the overall increase of 16.09% in the number of employees from March 2007 (90 717) to March 2009 (105 317) is generally realistic in reflecting the manpower situation of the sector at the time of survey. Since the last survey in 2007, the labour market of the construction sector was on its upturn with more construction projects locally and in Macau. The global financial crisis in the fourth quarter of 2008 has derailed the upturn of the labour market. More than 20,000 Hong Kong workers working in Macau's construction sector lost their jobs as the financial crisis takes its toll on Macau's tourism industry. The labour market was weakened further in the first quarter of 2009 as the global economic downturn continued to affect the local economy.

Changes in the Number of Vacancies

3.8 Employers had reported a total of 943 (498 in 2007) vacancies at the time of survey, representing about 0.89% of the total technical workforce in construction and related disciplines. There were 181 vacancies at the professional/technologist level (1.00%), 604 vacancies at technician level (2.13%) and only 79 vacancies at the skilled and semi-skilled worker level (0.18%). A summary of the vacancies by job level is shown below with full distribution by principal job in the **Appendix 1, Table 4**.

Table 3.3 Distribution of Job Vacancies by Job Level

| Job Level | Number of Vacancies | |
|---------------------------------|----------------------|----------------------|
| | 2007 (%) | 2009 (%) |
| Professional/Technologist | 161 (1.00) | 181 (1.00) |
| Technician | 272 (1.00) | 604 (2.13) |
| Skilled and Semi-skilled Worker | 34 (0.10) | 79 (0.18) |
| General Worker | 31 (0.24) | 79 (0.48) |
| Total | 498 (0.55) | 943 (0.89) |

Figures in brackets are percentages of the total employees at the same job level in that year

Changes in the Number of Trainees

3.9 Employers had reported a total of 861 (587 in 2007) trainees at the time of survey, representing about 0.81% of the total workforce in construction and related disciplines. There were 559 trainees at the professional/technologist level (3.08%), 124 trainees at the technician level (0.44%) and 178 trainees at the skilled and semi-skilled worker level (0.41%). A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**.

Table 3.4 Distribution of Trainees by Job Level

| Job Level | Number of Trainees | |
|---------------------------------|-----------------------------|-----------------------------|
| | 2007 (%) | 2009 (%) |
| Professional/Technologist | 435 (2.69) | 559 (3.08) |
| Technician | 145 (0.53) | 124 (0.44) |
| Skilled and Semi-skilled Worker | 6 (0.02) | 178 (0.41) |
| General Worker | 1 (0.01) | 0 (0.00) |
| Total | 587 (0.64) | 861 (0.81) |

Figures in brackets are as percentage of the total employees at the same job level in that year

Changes in Monthly Average Income

3.10 As shown in Fig. 3.6 (a) to 3.6(d), the two pairs of curves for 2007 and 2009 are very close together up to 80% of the employees at the same job level, indicating that the average income for the vast majority of employees at all levels in 2009 is about the same as that in 2007. (More details are given in **Appendix 1, Table 5**).

Fig. 3.6 (a) Monthly Average Income of Professional/Technologist by Percentage of Employees

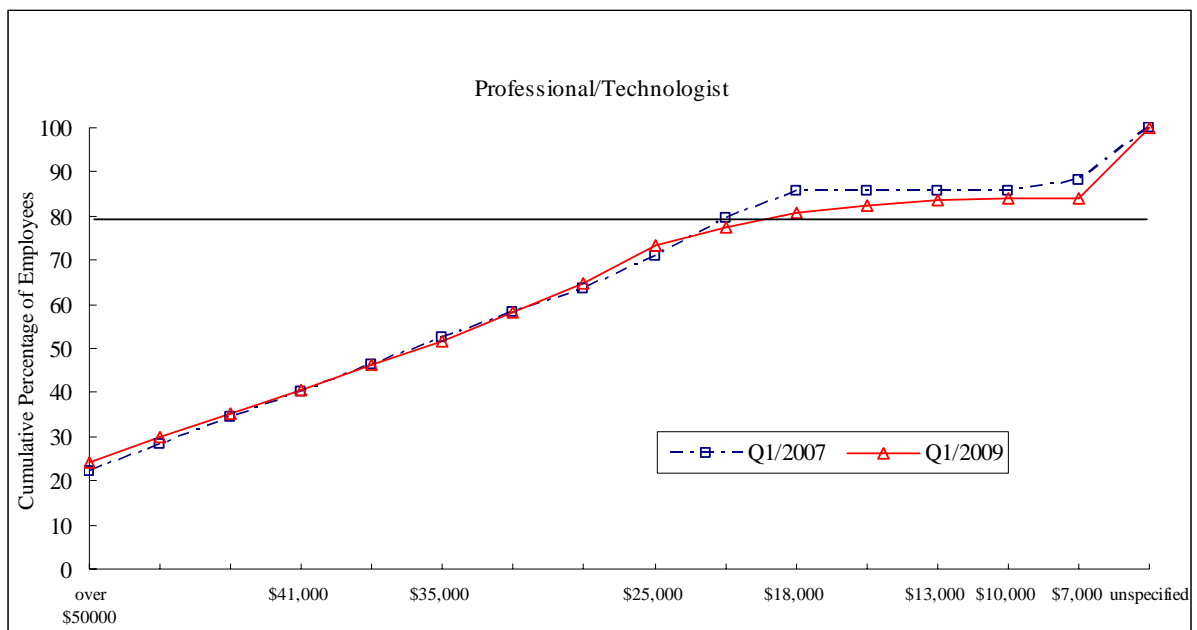


Fig. 3.6 (b) Monthly Average Income of Technician
by Percentage of Employees

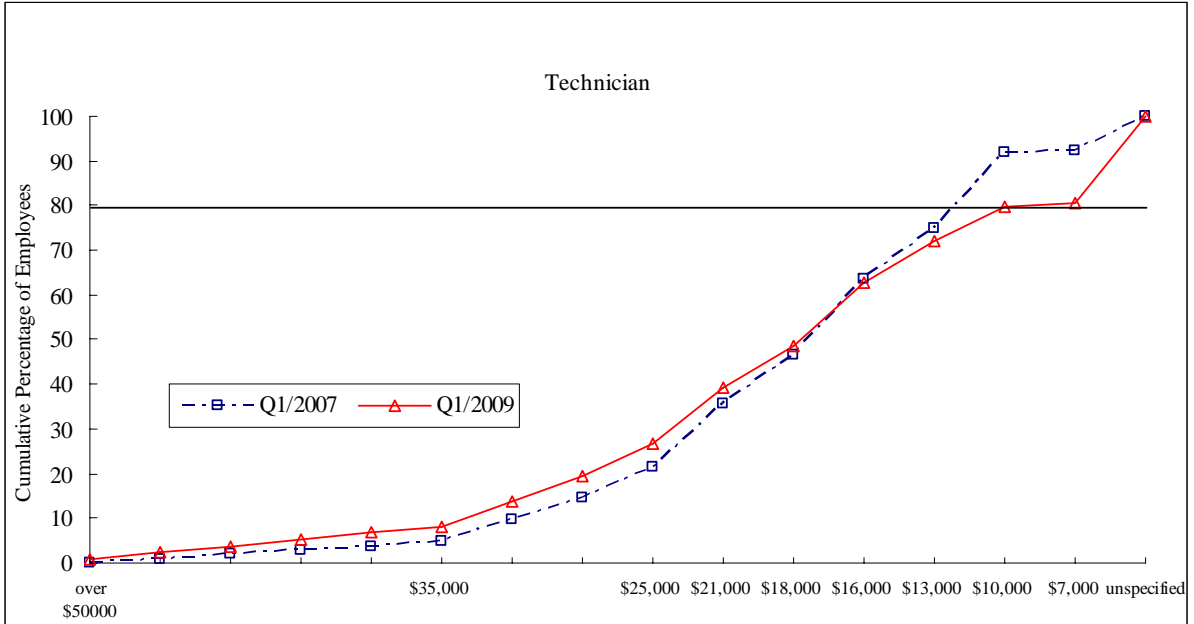


Fig. 3.6 (c) Monthly Average Income of Skilled and Semi-skilled Worker
by Percentage of Employees

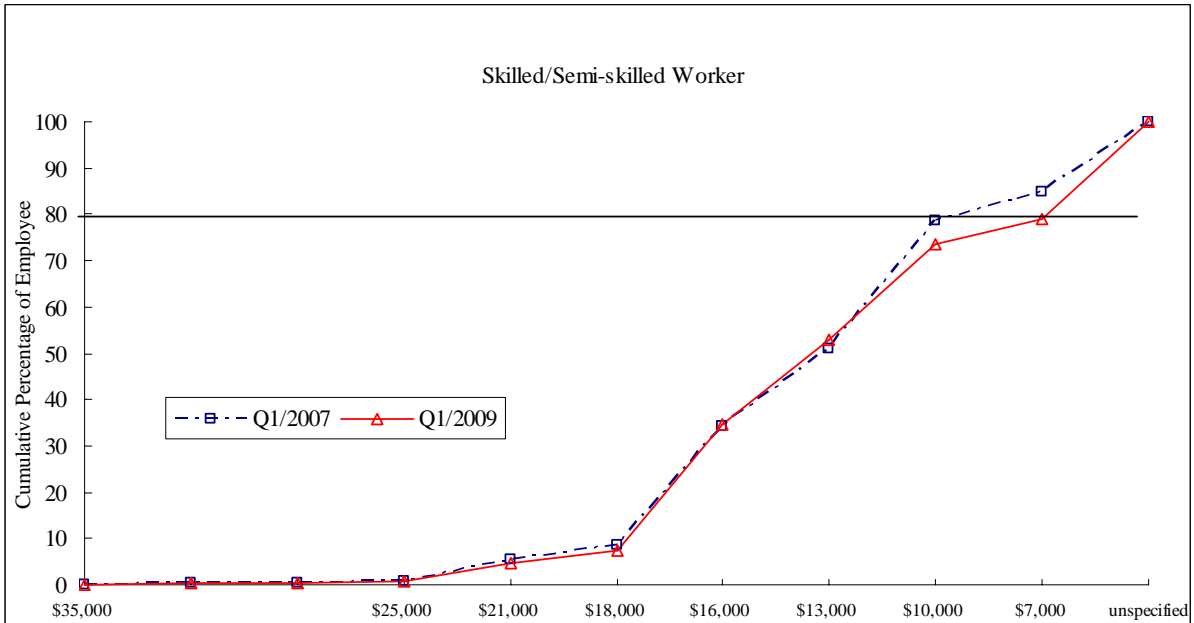


Fig. 3.6 (d) Monthly Average Income of General Worker
by Percentage of employees



Assessment of Manpower Training Needs

3.11 In addition to the manpower trends above, the following important developments and trends had been taken into account in projecting the future manpower training needs of the industry:

General

- 3.11 (a)
- (i) according to the International Monetary Fund, Hong Kong is recovering from the financial tsunami and in 2010 its economy will expand more than initially expected;
 - (ii) overseas economic activities had steadied and the Mainland economy had quickly regained its growth momentum;
 - (iii) business opportunities arising from the rapid growth in foreign direct investment on the Mainland and the effective implementation of the various phases of the Closer Economic Partnership Arrangement (CEPA);
 - (iv) increased sophistication of property development and construction technique, IT applications and usage of prefabricated components in the BCE industry;

Local Infrastructural Developments/Projects

- 3.11 (b) (i) the construction of infrastructure for early development of Kai Tak had commenced in July 2009 while site formation works for the new cruise terminal will commence before the end of 2009 to ensure that the first berth will commence operation in mid-2013;
- (ii) the Government is pressing ahead for the completion and commissioning of the Hong Kong-Zhuhai-Macao Bridge by 2015-16 by finalizing the financing arrangement and completing its preliminary design for commencement of construction in phases by the end of 2009;
- (iii) the government's decision to spend \$20.1 billion on constructing a 8.4 Kilometre, dual-route dual-carriage highway connecting Tuen Mun to the Airport for the further development of the transport logistic industry and the airport;
- (iv) the Government is pursuing vigorously the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, so that construction may start in 2009 with estimated completion in 2015;
- (v) the West Island Line is scheduled for commissioning in 2014;
- (vi) the planning and design of the Shatin to Central Link and the Kwun Tong Line Extension is in progress with a view to commencing construction as soon as practicable;
- (vii) the planning and design of the South Island Line (East) is in progress with a view to commencing construction in 2011;
- (viii) the planning of the Northern Link by the Government in conjunction with the planned developments in the New Territories;
- (ix) to enhance the handling capacity of the Hong Kong International Airport, the Hong Kong Airport Authority will carry out a midfield expansion project to provide additional aircraft stands and apron facilities and a new passenger concourse. Preliminary study of the project will be completed in 2010;
- (x) to shift the trading and logistics sector in Hong Kong to high-value goods and services, a number of permanent sites have been identified around the Kwai Tsing for the development of a logistics cluster. These sites which are close to the container terminals and airport will be made available to the market in phases from 2010 onwards;
- (xi) tenders for the construction of part of Wan Chai Development Phase II (WDII) and the section of the Central-Wan Chai Bypass (CWB) tunnel at Hong Kong Convention and Exhibition Centre were invited in August 2009. The works under the contract are scheduled to commence in December 2009 and will take about 76 months to complete;
- (xii) Government's plan to provide a comprehensive cycle track network in the New Territories by connecting individual sections of existing cycle tracks. The proposed cycle track network would comprise a main artery with a total length of about 82 kilometers. Stage 2 public consultation had been conducted in June 2009;

Public Housing

- 3.11 (c) the government's continuation to ensure that there is adequate and steady supply of public rental flats to low-income families who cannot afford to rent private housing. The Housing Authority (HKHA) has forecasted to produce a total of 57 800 public housing units for the four years between 2009/10 and 2012/13;

Renovation, Renewal and Building Maintenance

- 3.11 (d) (i) the Government is going to release the potential of over 1 000 old industrial buildings and is taking measures to encourage the redevelopment or wholesale conversion of these buildings by their owners;
- (ii) in 2008-09, a \$1 billion budget was earmarked for the "Building Maintenance Grant Scheme for Elderly Owners" which provides financial assistance to elderly owner-occupiers to repair and maintain their buildings and improve building safety. A maximum grant of HK\$40,000 is available for each eligible elderly owner-occupier within a period of five years;
- (iii) the Hong Kong Housing Society and the Urban Renewal Authority, launched a \$2-billion "Operation Building Bright" for two years to provide subsidies and one-stop technical assistance to assist owners of about 2,000 old buildings to carry out repair works;
- (iv) the building rehabilitation programme undertaken by the Urban Renewal Authority;

The Private Residential Property Market

- 3.11 (e) (i) the continuous downward trend of the completion of private residential units (The actual completion of 8 776 private residential units in 2008 down from 10 471 a year ago.);
- (ii) the number of private buildings with consent to commence work (first submission) when compared on yearly basis had dropped by 22.1% in terms of usable floor area;

Mainland China & Macao

- 3.11 (f) (i) Hong Kong investors' investments in a number of large-scale infrastructure and housing projects in Mainland China Macao;
- (ii) the continuous export of professional design-and-build services to Mainland China and Macao;
- (iii) the rapid infrastructure developments and the increasing demand for private housing for the public in Mainland China;

- (iv) the demand in Macao as well as in Mainland China for Hong Kong workers experienced in the timely construction of quality high-rise buildings.

SECTION IV

RECOMMENDATIONS

Overview

4.1 According to the International Monetary Fund, Hong Kong is recovering from the financial tsunami and next year, its economy will expand more than initially expected. With the overseas economic activities being steadied and the Mainland has regained its growth momentum, the economy of Hong Kong will be able to improve further and gradually recover.

4.2 The measures adopted by the government to create large number of job opportunities for the construction industry within a short time started to see its results. Unemployment in the hard-hit construction industry showed signs of improvement. Along with the subsequently launched infrastructure projects, BCE activities have been picking up their momentum. More employment opportunities will be created in the construction industry in the next few years as these projects reach their construction peaks. The outlook for the construction sector in Hong Kong appears to be very promising.

4.3 To assure an adequate supply of competently trained technical manpower to meet the demand of the industry at the construction boom expected to come about in 2013, the Training Board urges employers to support training schemes at all four job levels, namely professional/technologist, technician, skilled/semi-skilled worker and general worker. Particularly, the industry should continue to provide up-grading and updating technical, safety and legal training to their serving workers to cope with the ever increasing stringent requirements on quality standards, quality assurance/public liability and safety at work.

Future Manpower Training Demand

4.4 The Training Board has estimated the **wastage rates**¹ of manpower to be 3% at the three job levels - professional/technologist, technician, and skilled and semi-skilled worker. Those leaving the industry are due to retirement, death, change of jobs or deployment outside Hong Kong.

4.5 Based on the manpower data collected from the past and present surveys, employers' view on the expected change in business situation, latest development of the infrastructure projects, the wastage rates and the business outlook, the Training Board, **by adopting the 'adaptive filtering method' (AFM)**, forecasted the average annual manpower training requirement of the BCE industry by job level from 2010 to 2012 as follows:

¹ Please see DEFINITION in page iv

Table 4.1 Projected Average Annual Manpower Training Requirement (from 2010 to 2012)

| Job Level | Projected Annual Training Requirement |
|-----------------------------|---------------------------------------|
| Professional/technologist | 998 – 1 220 |
| Technician | 1 265 – 1 546 |
| Skilled/Semi-skilled Worker | 2 305 – 2 817 |

4.6 In future, arising from the progressive implementation of the infrastructure projects, the training demand may gradually increase.

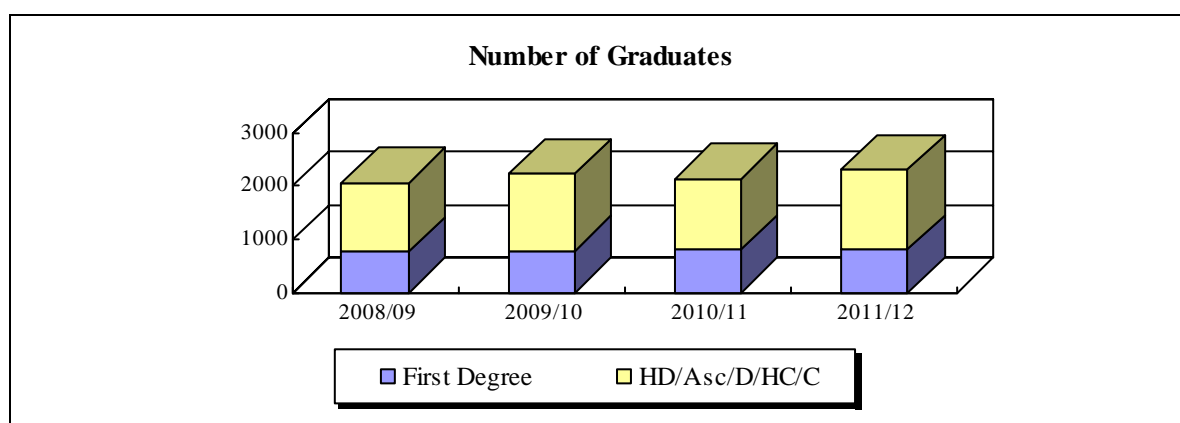
Manpower Supply and Demand Analysis

4.7 The primary objective of the analysis is to assess the annual additional manpower demand and supply situation of the sector for 2010 to 2012 by educational level as shown in Table 4.2 and Figure 4.1.

Table 4.2 Planned Output of Graduates from UGC/Government-Funded BCE Programmes for the Years 2008/09 to 2011/12

| Educational level | Year | | | |
|--|--------------|--------------|--------------|--------------|
| | 2008/09 | 2009/10 | 2010/11 | 2011/12 |
| First Degree | 777 | 788 | 808 | 808 |
| Higher Diploma/Associate Degree/ Diploma/Higher Certificate/Certificate | 1 288 | 1 433 | 1 328 | 1 510 |
| Total | 2 065 | 2 221 | 2 136 | 2 318 |

Fig. 4.1 Numbers of Graduates



4.8 The figures in Table 4.1 and Table 4.2 show that the output of local graduates from degree course is less than the projected training requirement at professional/technologist level. The inadequacy will be supplemented by graduates returning from overseas and workers at technician level who upgrade themselves to professional/technologists by part-time degree courses.

4.9 It is observed that the planned output of technician graduates would match the demand for technicians in the coming three years. However, a proportion of the graduates would proceed for further studies and some would not join the BCE industry. On the other hand, many employees at technician level were promoted internally from the craftsman level.

4.10 The industry will need to recruit annually about 2500 skilled/semi-skilled-worker-level graduates. Such demand can be met from the supply of secondary school leavers and most of them should receive relevant skill training before they can perform their jobs effectively. Such skill training will be provided mainly by the CICTA. CICTA might have to constantly review and update their outputs to meet the changing training requirement of the BCE.

Table 4.3 Planned Places by CICTA for the Years 2008/09 to 2011/12

| Educational level | Year | 2008/09 | 2009/10 | 2010/11 | 2011/12 |
|--|---|------------|--------------|--------------|--------------|
| | FT Basic Craft Cert/Adult Short Courses | | 848 | 1 307 | 1 307 |
| Construction Supervisor/Technician Programme | | 118 | 142 | 142 | 142 |
| Total | | 966 | 1 449 | 1 449 | 1 449 |

Training of Professionals/Technologists

4.11 Professionals/technologists play an important role in bringing about improvement in management and technological innovations. In the construction industry, they are normally trained through the completion of a relevant course in tertiary education followed by a number of years of practical/on-site training and experience in a responsible position.

Engineering Graduate Training Scheme (EGTS)

4.12 To bring about more well-structured practical training opportunities for engineering graduates, the Committee on Technologist Training of the VTC is operating a subsidy scheme in providing engineering graduates with 18 months of practical training of a standard acceptable to the Hong Kong Institution of Engineers for corporate membership. Each graduate receiving training under the scheme is granted a subsidy through his employer as part of his salary. The Technologist Training Unit of the VTC offers a free placement service to help employers recruit graduates and to provide assistance on all other matters concerning the training of engineering graduates. The Training Board strongly recommends employers to make use of the scheme in training their engineers.

Training of Technicians

4.13 For construction technicians, the IVE of the VTC is the major local course provider. It offers Higher Diploma courses in full-time, part-time day course and part-time-evening modes in architectural design and technology, building studies, civil/structural engineering, surveying and construction management. Two other local universities are also providing HD and Associate Degree courses in civil engineering, construction, surveying and related disciplines.

Training of Skilled and Semi-skilled Workers

4.14 Both the CICTA and IVE are offering construction skilled workers courses in various trades. Employers are encouraged to sponsor their trainees, apprentices and in-service workers to attend relevant courses offered by the CICTA and IVE to update and upgrade their skills and knowledge for future career progression.

Training of General Workers

4.15 CICTA offers full-time induction courses for prospective adult operative and labourer trainees. The typical training period for semi-skilled/general workers is below 6 months. CICTA also organizes off-the-job safety and skill training for in-service workers sponsored by their employers. Employers are encouraged to update and upgrade their employees whenever they can spare time and resources.

Relevant Organisations for the BCE Industry

Construction Industry Council (CIC)

4.16 The Construction Industry Council was set up on 1st February 2007, based on the legal framework formulated by the Provisional Construction Industry Co-ordination Board (PCICB) to spearhead industry reforms and to propagate a new culture of change. The CIC will serve as a focal point to co-ordinate efforts in taking forward the Construction Industry Review Committee's (CIRC) recommendations. The CIC will also deliberate on pan-industry strategic issues and function as a primary channel for the government to obtain feedback on construction related policy issues. The Training Board considers that its recommendations on skill development have wide-ranging repercussions on the training of construction workers.

Construction Industry Council Training Academy (CICTA)

4.17 CICTA operates four training centres to provide industrial training courses for the BCE industry. Three of the training centres, located in Kowloon Bay, Kwai Chung and Sheung Shui respectively are dedicated to the training of construction technicians, craftsmen and operators. The Management Training and Trade Testing Centre at Aberdeen focuses on management and technology courses, as well as organizing trade tests and intermediate trade tests for skilled and semi-skilled workers and operators.

4.18 Courses offered by the CICTA including One-year/Two-year Basic Craft Courses, Construction Supervisor/Technician Training Programme and Full-time Adult Short Courses. The total number of graduates in 2008/09 is about 1 000. In addition, over 50 000 in-service construction personnel had participated in the CICTA's part-time courses.

4.19 To cope with the substantial growth in the demand for labours arising from the launching of major infrastructure projects, CICTA introduced the Civil Trades Cooperative Training Scheme to attract suitable personnel to work in the industry. Under this scheme, contractors can provide training to the workers under CICTA's supervision. Upon satisfactory completion of the training by the worker, the contractor will receive a training subsidy on trainer salary, materials and allowance for the workers.

Registration of Construction Workers

4.20 The Construction Workers Registration Authority (CWRA) is responsible for administering the implementation of the construction workers registration system.

4.21 The CWRA started registering construction workers in Hong Kong on 29 December 2005. The registration gives the workers statutory recognition in respective trades. The registration system would also provide more reliable data on labour supply, help combat hiring illegal workers, and also help reduce wage disputes between contractors and workers. As at July 2009, the numbers of registered workers are as follows:

| | |
|---|----------------|
| (i) Skilled Workers | 93 000 |
| (ii) Skilled Workers (Provisional) | 7 900 |
| (iii) Semi-skilled Workers | 14 900 |
| (iv) Semi-skilled Workers (Provisional) | 1 800 |
| (v) General Workers | <u>166 600</u> |
| Total : | 284 200 |

The Employees Retraining Board

4.22 The Employees Retraining Board (ERB) is to provide training to eligible workers to assist them to take on new or enhanced skills so that they can adjust to changes in the economic environment, and have their employability enhanced. A network of training bodies funded by the Employees Retraining Fund is responsible for the provision of training courses. ERB courses were initially focused on displaced workers who experienced difficulties in finding alternative employment as a result of economic restructuring. Since 1 December 2007, the service target has been extended to include unemployed persons aged 15 or above with education attainment of sub-degree or below.

Skills Upgrading Scheme (SUS)

4.23 The Skill Upgrading Scheme is a government funded scheme aimed to upgrade the skill level of workers with secondary education or below. The scheme provides focused skills training to elementary workers to enhance their skills so as to maintain their competitiveness and employability in the labour market. Trainees of the SUS courses would be subsidized 70% of the full fees. A working group on Building Maintenance and Decoration has been set up under the SUS to look into the design of the training courses related to the building and construction industry. Details of the courses can be obtained from the SUS website: www.lwb.gov.hk/sus.

Other Post-Secondary Level Courses and Programmes

Continuing Education Fund (CEF)

4.24 The Continuing Education Fund (CEF) subsidizes adults with learning aspirations to pursue continuing education and training courses. In-Service people hoping to upgrade themselves could find adequate choices of courses and programmes offered by the CEF.

Hong Kong Institute of Vocational Education (IVE)

4.25 Besides the full-time courses, the IVE also offers Higher Diploma part-time evening courses in building studies, surveying and civil engineering.

Apprenticeship Scheme

4.26 The Office of the Director of Apprenticeship of the VTC is operating an apprenticeship scheme for training technicians and skilled workers. The scheme ensures that apprentices are provided with systematic on-the-job training in accordance with the Apprenticeship Ordinance. In addition to the daily practical training, apprentices are sent by their employers to attend relevant technical courses with a view to equip them with both the theoretical knowledge and practical skills when they have completed their apprenticeship training.

4.27 The Office of the Director of Apprenticeship provides free placement service of apprenticeship scheme to employers and young job-seekers. The Training Board recommends employers to contact this office for assistance in setting up apprenticeship schemes and the recruitment of apprentices.

Miscellaneous BCE Bodies

4.28 To facilitate their members to keep abreast of the current technological and commercial developments in the industry, the following organizations also provide upgrading courses for Continual Professional Development for their members:

- (i) The Chartered Institute of Building (Hong Kong) (CIOB);
- (ii) The Hong Kong Institution of Engineers (HKIE); and

- (iii) Hong Kong Institute of Construction Managers (HKICM)

Recommended Focus Areas for Training in the Forthcoming Future

Construction Law and Regulation and Work Practices in China

4.29 More local companies have involved in the mainland construction projects or contract registration. The local employers should look for training opportunities related to China construction law and regulation and more importantly, the related work practices in order to enrich their employees' knowledge in handling the mainland projects. Putonghua language courses should be included in the training priority list.

Environmental Practices and Issues in Building and Construction

4.30 More emphasis will be on environmental practices in building and construction. Builders are encouraged to take into account environmental factors in the selection of building material especially avoiding the use of hazardous materials.

4.31 Since its inception in 1996, HK-BEAM (the Hong Kong Building Environmental Assessment Method) has become the industry standard to measure, improve and label the environmental sustainability of buildings in Hong Kong. It defines over 100 best practice environmental criteria on the key aspects of Hong Kong's buildings and provides a forum for the design/maintenance team to work for the same environmental goal:

- (i) Hygiene, health, comfort and amenity;
- (ii) Land use, site impacts and transport;
- (iii) Use of materials, recycling, and waste management;
- (iv) Water quality, conservation and recycling; and
- (v) Energy use, efficient systems and equipment and energy management.

4.32 The local employers are encouraged to keep abreast of the development of HK-BEAM in order to comply with the industry standard.

Professional Ethics and Behaviour/Work Attitude

4.33 Many accidents that had occurred in the past causing injury and casualty of construction workers/tenants are indeed related to professional ethics and workers' behaviour. Training on this subject should be stressed for the local employers in order to establish reputation or image on the quality of their buildings.

Mandatory Safety Training for Employees in the Construction Industry

4.34 As one of the measures to tackle the high accident rate in the construction industry, the Government has introduced legislation which requires all those employed to work in construction sites to have been trained in construction site safety and issued with a valid certificate. Under this legislation, CICTA is responsible for providing the bulk of this type of training to workers and issuing certificates to persons who have successfully completed the relevant training courses and passed required tests. The Training Board strongly recommends that employers should make suitable arrangements for their workers to receive the necessary training.

Recommendations

4.35 Based on the short- to medium-term business outlook, and the manpower supply and demand situation, the Training Board recommends the following measures to all major stakeholders to meet the industry demand:

- (i) The BCE industry is still facing the problems of underemployment, unemployment and stagnant income. The government should expedite the implementation of the urban development programmes to revitalize the local BCE industry.
- (ii) Employers should build up a highly skilled and capable workforce to support them in facing the challenge of the ever-changing technology and business environment in the BCE industry. In this connection, more training/educational opportunities and assistance should be given to their employees to enable them to upgrade themselves through lifelong learning.
- (iii) To raise the overall competency standard of the workforce and to gain recognition of their skills, employers should encourage their employees to take the various trade tests/intermediate trade tests or attend the specified training courses to meet the requirements for registration with the CWRA.
- (iv) With the ever-changing technology, regulations and employment environment in the BCE industry, employees should enhance their employability through making good use of the various government-subsidized schemes, e.g. SUS and CEF, for continuous personal development to cope with the changes in the industry.
- (v) Hong Kong's BCE industry is progressively transforming into a knowledge-based industry. In this regard, course providers should be more responsive to the new training needs of the industry. They should aim for their graduates capable of taking up jobs worldwide. Apart from training of trade knowledge and skills, emphasis should be placed on graduates' whole person development, worldwide view and language proficiency, such as English and Putonghua.

- (vi) Course providers should design their training programmes and courses to a higher standard in order to improve workers' skills, safety standards and productivity. Safety procedures, quality assurance, uses of state-of-the-art technologies, professional ethics and environmental protection should be focused.
- (vii) The industry has a high ratio of workers at age over 50. If the situation of high quality young generation not willing to join the industry persists, the industry would soon be facing a problem of aging workforce, in particular at the skill/semi-skilled worker level. More publicity activities such as the skills competitions should be organized to promote the industry to the public and to enhance the social status of the BCE workers.
- (viii) The current practice of conducting manpower surveys at a 2-year interval provides useful information in building a series of historical data for comparison and for projecting future manpower requirements. Subsequent to the progressive launching of the major infrastructure projects, the BCE industry manpower structure is expected to change rapidly in the coming years. It is essential that the manpower demand and supply situation be closely monitored so as to meet training requirements of the BCE industry. The next survey should be conducted in 2011.

4.36 The Training Board recommends enhancing the coverage of the survey to include workers employed directly by the Branch 4 establishments or by their subcontractors to work at sites other than the Branch 1 and 2 construction sites, e.g. decoration, maintenance and repair sites.

ANNEX

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Membership of the
Building and Civil Engineering Training Board
土木工程及建築業訓練委員會成員名單
(As at 30 November 2009)
(2009年11月30日)

Chairman
主席

Mr. NG Yau-ye, Peter
伍又宜先生
(nominated by the Hong Kong Institute of
Construction Managers)
(香港營造師學會提名)

Members
委員

Mr. CHAN Yiu-tung, Anthony
陳耀東先生
(nominated by the Hong Kong
Construction Association Ltd.)
(香港建造商會提名)

Mr. CHONG Kin-lit, Paul, M.H.
莊堅烈先生, M.H.
(nominated by the Hong Kong E & M
Contractors Association Ltd.)
(香港機電工程承建商協會提名)

Mr. CHOW Cheuk-tao
周雀圖先生
(nominated by the Hong Kong Plumbing
and Sanitary Ware Trade Association
Ltd.)
(香港水喉潔具業商會有限公司提名)

Ir. CHOY Siu-chung
蔡少聰工程師
(nominated by a civil/structural
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(某土木／結構工程顧問公司提名)

Prof. CHUNG Kwok-fai
鍾國輝教授
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(本地某大專院校提名)

Mr. FU Chin-shing, Ivan
符展成先生
(nominated by the Hong Kong Institute of
Architects)
(香港建築師學會提名)

Mr. HO Chi-wai
何志偉先生
(Ad personam)
(獨立人士)

Mr. NGAI Man-kin
危文健先生
(nominated by a workers union)
(某工會提名)

Prof. TAM Chi Ming
譚志明教授
(nominated by a local tertiary institution)
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Mr. TANG Ki-cheung
鄧琪祥先生
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Surveyors)
(香港測量師學會提名)

| | |
|---------------------------------------|---|
| Mr. WONG Doon-yee, Charles 黃敦義先生 | (nominated by the Construction Industry Council) (建造業議會提名) |
| Mr. WOO Man-king 胡文京先生 | (nominated by a building/civil engineering contracting firm) (某建築／土木工程承建商提名) |
| Mr. YU Shek-man, Ringo 余錫萬先生 | (nominated by the Hong Kong Construction Association Ltd.) (香港建造商會提名) |
| Mr. CHAN Tak-yeung, Thomas 陳特揚先生 | representing the Secretary for Development 發展局局長代表 |
| Dr. CHAN Wan-ching, Lawrence 陳雲青博士 | (representing the Executive Director of the Vocational Training Council) (職業訓練局執行幹事代表) |
| Mr. CHEUNG Kwei-sang, Gary 張貴生先生 | representing for the Director of Housing 房屋署署長代表 |
| Mr. LEE Yun-choi 李潤財先生 | representing for the Director of Buildings 屋宇署署長代表 |
| Mr. YU Yiu-kwong, Alvin 余耀光先生 | representing the Commissioner for Labour 勞工處處長代表 |

In Attendance

列席者

| | |
|-------------------------------------|---|
| Mr. LEE Hung-kwong, Joseph 李鴻光先生 | (Hong Kong Institute of Vocational Education) (香港專業教育學院) |
|-------------------------------------|---|

Secretary

秘書

| | |
|-----------------------------------|--|
| Mr. AU Kwok-kuen, Coogan 區國權先生 | (Vocational Training Council) (職業訓練局) |
|-----------------------------------|--|

**Building and Civil Engineering Training Board
Terms of Reference**

1. To determine the manpower demand of the industry, including the collection and analysis of relevant manpower and student/trainee statistics and information on socio-economic, technological and labour market developments.
2. To assess and review whether the manpower supply for the industry matches with the manpower demand.
3. To recommend to the Vocational Training Council the development of vocational education and training facilities to meet the assessed manpower demand.
4. To advise the Hong Kong Institute of Vocational Education (IVE) and training & development centres on the direction and strategic development of their programmes in the relevant disciplines.
5. To advise on the course planning, curriculum development and quality assurance systems of the IVE and training & development centres.
6. To prescribe job specifications for the principal jobs in the industry defining the skills, knowledge and training required.
7. To advise on training programmes for the principal jobs in the industry specifying the time a trainee needs to spend on each skill elements.
8. To tender advice in respect of skill assessments, trade tests and certification for in-service workers, apprentices and trainees, for the purpose of ascertaining that the specified skill standards have been attained.
9. To advise on the conduct of skill competitions in key trades in the industry for the promotion of vocational education and training as well as participation in international competitions.
10. To liaise with relevant bodies on matters pertaining to the development and promotion of vocational education and training in the industry, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments.
11. To organize seminars/conferences/symposia on vocational education and training for the industry.
12. To advise on the publicity relating to the activities of the Training Board and relevant vocational education and training programmes of the VTC.
13. To submit to the Council an annual report on the Training Board's work and its recommendations on the strategies for programmes in the relevant disciplines.
14. To undertake any other functions delegated by the Council in accordance with Section 7 of the Vocational Training Council Ordinance.

**Membership of the
Working Party on 2009 Manpower Survey
of the Building and Civil Engineering Industry**
土木工程及建築業
2009 年人力調查工作小組成員名單

Chairman
主席

Mr. NG Yau-ye, Peter
伍又宜先生
(nominated by the Hong Kong Institute of
Construction Managers)
(香港營造師學會提名)

Members
委員

Mr. CHAN Yiu-tung, Anthony
陳耀東先生
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Secretary

秘書

Mr. AU Kwok-kuen, Coogan
區國權先生

(Vocational Training Council)
(職業訓練局)

2009 Manpower Survey of the Building & Civil Engineering Industry

Sampling Plan

(Based on Q4/2008 for branches 1&2 and Q3/2008 for branches 3-6)

土木工程及建築業 2009 年度人力調查

抽樣方案

(分類一及二根據 2008 年第 4 季記錄，分類三至六根據 2008 年第 3 季記錄)

| <u>Branch</u> 分類 | <u>Industry</u> 行業 | <u>Employment</u> | | <u>Size of</u> | <u>Sampling</u> | <u>Sample</u> |
|----------------------------|---|----------------------------|-----------------------------|-----------------------------|---------------------------------|---------------------------|
| | | <u>Size</u> 僱員人數 | <u>Stratum</u> 分層 | <u>Frame</u> 抽樣範圍 | <u>Fraction</u> 樣本百分比 | <u>Size</u> 樣本量 |
| 1 | Sites - Building Sites 地盤 - 建築地盤 | 100 & over (100 及以上) | 6 | 867 | 1.00 | 867 |
| | | Sub-total 小計 | | 867 | | 867 |
| 2 | Sites - Civil Engineering and Other Sites 地盤 - 土木工程地盤 | 100 & over (100 及以上) | 6 | 421 | 1.00 | 421 |
| | | Sub-total 小計 | | 421 | | 421 |
| 3 | New construction works contractors, including site investigation, site formation, foundation works and erection works (HSIC 511, 521 and 529) 根據 HSIC 511、521 與 529 項 新建造工程承建商，包括從事 地盤勘察、地盤平整、地基工程 及上蓋建造工程者 | 1-4 | 1 | 1424 | 0.03 | 43 |
| | | 5-9 | 2 | 510 | 0.09 | 45 |
| | | 10-19 | 3 | 251 | 0.09 | 23 |
| | | 20-49 | 4 | 232 | 0.13 | 30 |
| | | 50-99 | 5 | 76 | 0.16 | 12 |
| | | 100 & over (100 及以上) | 6 | 67 | 1.00 | 67 |
| | | Sub-total 小計 | | 2560 | | 220 |
| 4 | Decoration, repair and maintenance (HSIC 531) 根據 HSIC 531 所記錄的裝修、 維修及保養工程承建商 | 1-4 | 1 | 6802 | 0.02 | 156 |
| | | 5-9 | 2 | 930 | 0.05 | 49 |
| | | 10-19 | 3 | 194 | 0.10 | 20 |
| | | 20-49 | 4 | 92 | 0.37 | 34 |
| | | 50-99 | 5 | 22 | 1.00 | 22 |
| | | 100 & over (100 及以上) | 6 | 4 | 1.00 | 4 |
| | | Sub-total 小計 | | 8044 | | 285 |

| | | | | | | |
|-----|---|-------------------------|---|------|------|-----|
| 5 | Special trade works contractors, excluding electrical & mechanical fitting and gas fitting, installation & maintenance (HSIC 541, 542, 5611, 5612, 5618 and 591) 根據 HSIC 541、542、5611、5612、 5618 與 591 項所記錄的特種 工程承辦商，但不包括電氣與 機械安裝及氣體裝置、安裝與 維修承建商 | 1-4 | 1 | 3906 | 0.04 | 157 |
| | | 5-9 | 2 | 955 | 0.08 | 76 |
| | | 10-19 | 3 | 326 | 0.06 | 19 |
| | | 20-49 | 4 | 170 | 0.14 | 23 |
| | | 50-99 | 5 | 39 | 1.00 | 39 |
| | | 100 & over (100 及以上) | 6 | 17 | 1.00 | 17 |
| | | Sub-total 小計 | | 5413 | | 331 |
| 6 | Architectural, surveying and project engineering services firms related to construction activities (HSIC 8334 but excluding HSIC 833404: building services engineering) 根據 HSIC 第 8334 項所記錄與 建造活動有關的建築、測量及 工程服務公司，但不包括 第 833404 項的屋宇設備工程 | 1-4 | 1 | 1092 | 0.02 | 22 |
| | | 5-9 | 2 | 217 | 0.03 | 6 |
| | | 10-19 | 3 | 98 | 0.06 | 6 |
| | | 20-49 | 4 | 81 | 0.11 | 9 |
| | | 50-99 | 5 | 25 | 1.00 | 25 |
| | | 100 & over (100 及以上) | 6 | 41 | 1.00 | 41 |
| | | Sub-total 小計 | | 1554 | | 109 |
| 7 * | Estate developers 地產發展商 | 1-4 | 1 | 5 | 1.00 | 5 |
| | | 5-9 | 2 | 6 | 1.00 | 6 |
| | | 10-19 | 3 | 6 | 1.00 | 6 |
| | | 20-49 | 4 | 17 | 1.00 | 17 |
| | | 50-99 | 5 | 5 | 1.00 | 5 |
| | | 100 & over (100 及以上) | 6 | 29 | 1.00 | 29 |
| | | Sub-total 小計 | | 68 | | 68 |
| 8 * | Training/educational institutions and utility companies 培訓機構及公用事業公司 | 20-49 | 4 | 1 | 1.00 | 1 |
| | | 100 & over (100 及以上) | 6 | 31 | 1.00 | 31 |
| | | Sub-total 小計 | | 32 | | 32 |

| | | | | | | |
|-----|--------------------------------|-------------------------|---|----|------|----|
| 9 * | Government departments 政府部門 | 100 & over (100 及以上) | 6 | 13 | 1.00 | 13 |
| | | Sub-total 小計 | | 13 | | 13 |

Total for all branches

所有分類總計

18972

2346

* Supplementary samples provided by VTC

由職訓局提供補充樣本

2009 Manpower Survey of the Building and Civil Engineering Industry
Analysis of Result of Enumeration (ALL Branches)

| Result | All Branches | | | | | | | | | Total |
|---|--------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|-------------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| Response | 419 | 236 | 103 | 167 | 189 | 68 | 16 | 29 | 12 | 1239 |
| Partial Response | | | | 4 | 3 | 4 | 3 | | 1 | 15 |
| Completed Without Manpower | 393 | 138 | | | | | | | | 531 |
| Merged with Other Establishment | 9 | 11 | 1 | 1 | | | | | | 22 |
| Closed | | | 8 | 15 | 8 | 1 | 1 | | | 33 |
| Duplication | 1 | 2 | | | | | | | | 3 |
| Moved, Address Cannot be Located / Untraceable | | | 15 | 24 | 23 | | 1 | | | 63 |
| Not Engaged in Specific Trade | | | 12 | 13 | 18 | 1 | 12 | | | 56 |
| No Technical Manpower | 19 | 24 | 37 | 10 | 36 | 6 | 16 | | | 148 |
| Not Yet Start Operation | 2 | 1 | | | | | | | | 3 |
| Registered Office /Corresponding Address | | | 1 | 1 | 1 | 4 | 5 | | | 12 |
| Suspending Work | 24 | 9 | | | | | | | | 33 |
| Temporary Ceased | | | 20 | 19 | 21 | 4 | 3 | | | 67 |
| Vacant | | | | 1 | 4 | | | | | 5 |
| Non-contact | | | 19 | 22 | 23 | 12 | 7 | 2 | | 85 |
| Refusal | | | 4 | 8 | 5 | 9 | 4 | 1 | | 31 |
| Total | 867 | 421 | 220 | 285 | 331 | 109 | 68 | 32 | 13 | 2346 |

| (A) Job 工作 (See Appendix C) (見附錄 C) | | (B) Average Monthly Income 每月平均 收入 | | (C) Number of Employees at Date of Survey (excl. trainees) 現有僱員人數 (受訓者除外) | | | (D) No. of Vacancies at Date of Survey (excluding trainees) 現有 空缺額 (受訓者 除外) | (E) No. of Trainees at Date of Survey 現有 受訓者 人數 | Column B |
|---|--------------|---|------------|---|-------------------------------|---------------------------|---|--|--|
| Title 職稱 | Rec. Type | Code 編號 | Code 編號 | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | 24-26 | 27-29 | Enter into column B employees' average monthly income range according to the following code: 請將僱員每月平均收入幅度按照 下列編號填入(B)欄內： |
| | | 8-10 | 11 | 12-15 | 16-19 | 20-23 | | | |
| 1 | 2 | | | | | | | | 1. \$7,000 or below 或以下 |
| 2 | 2 | | | | | | | | 2. \$7,001 - \$10,000 |
| 3 | 2 | | | | | | | | 3. \$10,001 - \$13,000 |
| 4 | 2 | | | | | | | | 4. \$13,001 - \$18,000 |
| 5 | 2 | | | | | | | | 5. \$18,001 - \$25,000 |
| 6 | 2 | | | | | | | | 6. \$25,001 - \$35,000 |
| 7 | 2 | | | | | | | | 7. \$35,001 - \$50,000 |
| 8 | 2 | | | | | | | | 8. Over \$50,000 以上 |
| 9 | 2 | | | | | | | | |
| 10 | 2 | | | | | | | | |
| 11 | 2 | | | | | | | | |
| 12 | 2 | | | | | | | | |
| 13 | 2 | | | | | | | | |
| 14 | 2 | | | | | | | | |
| 15 | 2 | | | | | | | | |
| 16 | 2 | | | | | | | | |
| 17 | 2 | | | | | | | | |
| 18 | 2 | | | | | | | | |
| 19 | 2 | | | | | | | | |
| 20 | 2 | | | | | | | | |
| 21 | 2 | | | | | | | | |
| 22 | 2 | | | | | | | | |
| 23 | 2 | | | | | | | | |
| 24 | 2 | | | | | | | | |
| 25 | 2 | | | | | | | | |
| 26 | 2 | | | | | | | | |
| 27 | 2 | | | | | | | | |
| 28 | 2 | | | | | | | | |
| 29 | 2 | | | | | | | | |
| 30 | 2 | | | | | | | | |
| 31 | 2 | | | | | | | | |
| 32 | 2 | | | | | | | | |
| 33 | 2 | | | | | | | | |
| 34 | 2 | | | | | | | | |
| 35 | 2 | | | | | | | | |

Note 1 The term 'trainees' includes all trainees and apprentices.
附註一 「受訓者」包括正在接受各種訓練的人士及學徒。

Note 2 If additional lines are necessary, please tick here and enter on supplementary sheet(s)
附註二 若此頁填滿，請先將 (✓) 號填入此 內，然後在附頁繼續填寫。

VOCATIONAL TRAINING COUNCIL
職業訓練局
THE 2009 MANPOWER SURVEY OF THE
BUILDING AND CIVIL ENGINEERING INDUSTRY
土木工程及建築業2009年人力調查
SUPPLEMENTARY QUESTIONNAIRE
補充調查表

For Official Use Only

此欄毋須填寫

Er. No. _____

Est. No. _____

- (A) Question 1 to 4 collect information on impact on labour market of the industry due to the development of the Mainland, Macau and other cities.
 (甲) 問題 1 至 4 搜集中國/澳門/其他地方的發展對業內人力市場的影響。

1. The total number of employees who have stationed in China/Macau/Other cities for more than half year during the past 12 months from the Date of Survey and who are solely paid **under Hong Kong company's payroll**.
 請填報貴公司於過去十二個月(由問卷調查日起計)被派駐於中國/澳門/其他地方工作超過半年的僱員人數，其全數薪金是由香港公司發放的。

| | China 中國 | Macau 澳門 | Others 其他 (please specify: 請列出:) | |
|---|-------------|-------------|-------------------------------------|------------|
| (a) Professional/Technologist 專業人士/技師 | □□□□ 35 | □□□□ 39 | □□□□ 43 | □□□□ 47 |
| (b) Technician 技術員 | □□□□ 51 | □□□□ 55 | □□□□ 59 | □□□□ 63 |
| (c) Skilled/Semi-skilled Worker 熟練/半熟練技工 | □□□□ 67 | □□□□ 71 | □□□□ 75 | □□□□ 79 |

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2. The total number of employees transferred/recruited and who have stationed in China/Macau/Other cities for more than half year during the past 12 months from the Date of Survey but who are solely paid **under the subsidiaries, associates, or other group companies' payroll**.
 請填報貴公司過去十二個月(由問卷調查日起計)轉職/聘請並安排於中國/澳門/其他地方工作超過半年的僱員人數，但其全數薪金是由中國/澳門/其他地方的附屬公司發放的。

| | China 中國 | Macau 澳門 | Others 其他 (please specify: 請列出:) | |
|---|-------------|-------------|-------------------------------------|-------------|
| (a) Professional/Technologist 專業人士/技師 | □□□□ 86 | □□□□ 90 | □□□□ 94 | □□□□ 98 |
| (b) Technician 技術員 | □□□□ 102 | □□□□ 106 | □□□□ 110 | □□□□ 114 |
| (c) Skilled/Semi-skilled Worker 熟練/半熟練技工 | □□□□ 118 | □□□□ 122 | □□□□ 126 | □□□□ 130 |

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3. Please estimate the total number of employees whom your Hong Kong company would send to station in China/Macau/Other cities for more than half year in the next 12 months and whose salaries would be solely paid **under the Hong Kong company's payroll**.

請估計在其後12個月內貴公司安排於中國/澳門/其他地方工作超過半年的僱員人數，其全數薪金是由香港公司發放的。

| | China 中國 | Macau 澳門 | Others 其他 (please specify: 請列出:) | |
|---|--|--|--|--|
| (a) Professional/Technologist 專業人士/技師 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 137 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 141 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 145 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 149 |
| (b) Technician 技術員 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 153 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 157 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 161 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 165 |
| (c) Skilled/Semi-skilled Worker 熟練/半熟練技工 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 169 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 173 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 177 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 181 |

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|---------------------------------|-----------------------------|-----------------------------|-----------------------------|
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|---------------------------------|-----------------------------|-----------------------------|-----------------------------|

4. Please estimate the total number of employees whom your Hong Kong company planned to transfer/recruit and would send to station in China/Macau/Other cities for more than half year in the coming 12 months but whose salaries would be solely paid **under the subsidiaries, associates, or other group companies' payroll**.

請估計在其後12個月內貴公司計劃轉職/聘請並安排於中國/澳門/其他地方工作超過半年的僱員人數，但其全數薪金是由中國/澳門/其他地方的附屬公司發放的。

| | China 中國 | Macau 澳門 | Others 其他 (please specify: 請列出:) | |
|---|--|--|--|--|
| (a) Professional/Technologist 專業人士/技師 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 188 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 192 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 196 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 200 |
| (b) Technician 技術員 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 204 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 208 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 212 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 216 |
| (c) Skilled/Semi-skilled Worker 熟練/半熟練技工 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 220 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 224 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 228 | <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 232 |

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|---------------------------------|-----------------------------|-----------------------------|-----------------------------|
| For Official Use Only 此欄毋須填寫 | <input type="text"/> 236 | <input type="text"/> 237 | <input type="text"/> 238 |
| Q1-4 | <input type="text"/> 239 | <input type="text"/> 240 | <input type="text"/> 241 |
| | | | <input type="text"/> 242 |

(B) Question 5 and 6 collect information on future development of the industry.
 (乙) 問題 5 及 6 搜集行業未來發展資料。

5. Your company's view on the expected change in business situation (please tick as appropriate).
 貴公司預計對未來業務狀況預期變動的意見 (請在適當的格內填上√號)。

| Coming Year 未來一年 | | | Coming 3 Years 未來三年 | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Better 較佳 | The Same 不變 | Worse 較差 | Better 較佳 | The Same 不變 | Worse 較差 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

6. Please fill in your company's forecast number of employees to be recruited locally in the next 12 months.
 請填寫貴公司預計未來十二個月內將會於本地招聘的僱員人數。

| | | | | | | | | | | | | | | |
|--|-------------------|---|--|--|--|--|--|--|--|--|--|--|--|--|
| Professional/Technologist 專業人士／技師 | Technician 技術員 | Skilled/Semi-skilled Worker 熟練／半熟練技工 | | | | | | | | | | | | |
| <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 243 | | | | | <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 247 | | | | | <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 251 | | | | |
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|---------------------------------|------|--|--|--|----|--|--|--|--|--|
| For Official Use Only 此欄毋須填寫 | Q5 | <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 255 | | | Q6 | <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 257 | | | | |
| | | | | | | | | | | |
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| | Q5-6 | <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 260 | | | | <table border="1" style="display: inline-table; border-collapse: collapse;"> <tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr> </table> 261 | | | | |
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End of questionnaire. Thank you for your co-operation.
 問卷完，多謝合作。

The completed questionnaire will be collected by an officer from the Census and Statistics Department.
 政府統計處會派員收回填妥的調查表。

The 2009 Manpower Survey of the
Building and Civil Engineering Industry
土木工程及建築業二〇〇九年人力調查

Explanatory Notes

附註

1. Before completing the questionnaire, please read carefully the job titles and job descriptions in Appendix C.
填寫調查表前，請先詳閱附錄 C 所列的職稱與工作說明。
2. Please complete the columns ('A' to 'E') of the questionnaire and insert a zero (0) for any column not applicable to your establishment/site.
請填寫表內各欄 ('A' 至 'E')，並在貴機構／地盤不適用的各欄內填入 (0) 符號。
3. Please fill in information as accurate as possible because the information collected from this survey is vital for determining the manpower requirements of the industry in order that the Building and Civil Engineering Training Board can make meaning recommendations to Government on how to meet training needs.
請填入準確的資料，因有關資料對於確定本行業的人力需求極為重要，而土木工程及建築業訓練委員會亦將以此為根據，向政府建議如何應付業內的訓練需求。
4. Job Titles - Column 'A'
職稱－'A' 欄
 - (a) Those job titles together with their appropriate codes of the principal jobs in the Building and Civil Engineering Industry have been pre-printed. Please refer to the job descriptions in Appendix C, and fill information of the columns ('B' to 'E') for those jobs applicable to your establishment/site.
土木工程及建築業主要職務的職稱及其職位編號已預印在表上。請參閱附錄 C 內的工作說明，將適用於貴機構/地盤的職務的有關資料，填入 ('B'至 'E') 各欄內。
 - (b) Please add in column 'A' titles of any jobs not mentioned in Appendix C, briefly describe them and indicate their skill levels.
如貴機構另有技術性職稱未載於附錄 C，請一併填入 'A' 欄內，並扼要說明其工作性質及技能等級。
 - (c) Please classify an employee at the professional/technologist level according to his/her basic training and professional discipline. For example, a civil engineer performing duties such as contract administration, project management or site management should be classified as a civil engineer.

如屬專業人士／技師級僱員，請根據其基本訓練及專業教育分類。例如，某土木工程師雖擔任合約管理、工程管理或地盤管理等職務，仍應列為土木工程師。

- (d) Please classify an employee according to his/her main duty irrespective of any additional secondary duties he may be required to perform (e.g. a technician, who works mainly as a site foreman/forewoman but is also required to perform the work of a draughtsman occasionally, should be classified as a site foreman and not as a draughtsman).

請根據僱員的主要職務分類，而不以其兼任的其他職務分類（例如，某技術員的主要職務為地盤管工，但間中亦須擔任繪圖員的工作，則應歸類為地盤管工，而非繪圖員）。

5. Average Monthly Income Range of Employees - Column 'B'

僱員每月平均收入幅度－‘B’欄

Please enter into this column the average monthly income range code during the past 12 months (1.3.2008 - 28.2.2009) for each type of employees. Monthly income should include basic wages, regular overtime pay, cost of living allowance, meal allowance etc., if any. If you have more than one employee doing the same job, please enter the average figure.

請在‘B’欄填入每類僱員過去十二個月（指二〇〇八年三月一日至二〇〇九年二月二十八日期間）平均每月收入幅度編號；這包括底薪、定期超時工作工資、生活津貼、膳食津貼等。若從事同類工作的僱員多於一名，則請取其平均收入。

6. Number of Employees at Date of Survey (Excluding Trainees) - Column 'C'

現有僱員人數（受訓者除外）－‘C’欄

Direct employee includes both permanent and casual workers directly employed by your establishment. Sub-contractor's employee means those workers employed by your sub-contractors who work in your sites during the period of survey. Self-employed workers are separately entered.

直接僱員包括貴機構直接僱用的長工及散工。分包商僱員則指調查期間分包商所直接僱用在地盤工作的工人。自僱人士包括非直接僱用的人士，請分開填報。

In the case of the office of an establishment, only employees normally stationed in the office need to be filled in. Employees stationed in sites should only be enumerated in the sites.

若為機構辦事處，只須填寫通常在辦事處工作的僱員。駐守地盤的僱員只須在地盤填報時一併呈報。

7. Number of Vacancies at Date of Survey (Excluding Trainees) - Column 'D'

現有空缺額（受訓者除外）－‘D’欄

Please fill in the number of existing vacancies (excluding those for trainees).

請填入貴機構現有的空缺數目（受訓者的空缺額除外）。

‘Existing vacancies’ refer to those unfilled, immediately available job openings for which the establishment is actively trying to recruit personnel at date of survey.

「現有空缺額」是指該職位仍懸空，須立刻填補而現正積極招聘人員填補。

8. Number of Trainees at Date of Survey - Column 'E'

現有受訓者人數—'E' 欄

Please fill in the total number of employees undergoing training. 'Trainees' include all trainees and apprentices.

請填寫正在接受訓練的僱員人數。「受訓者」包括正在接受各種訓練的人士及學徒。

9. Example

例子

To facilitate proper completion, an example is given on the next page for your reference.

為協助閣下填表，現將例子附錄於後，以供參考。

| (A) Job 工作 (See Appendix C) (見附錄 C) | | (B) Average Monthly Income 每月平均 收入 | | (C) Number of Employees at Date of Survey (excl. trainees) 現有僱員人數 (受訓者除外) | | | (D) No. of Vacancies at Date of Survey (excluding trainees) 現有 空缺額 (受訓者 除外) | (E) No. of Trainees at Date of Survey 現有 受訓者 人數 | Column B Enter into column B employees' average monthly income range according to the following code: 請將僱員每月平均收入幅度按照 下列編號填入(B)欄內: | |
|---|--------------|---|-------|---|-------------------------------|---------------------------|---|--|--|--|
| Title 職稱 | Rec. Type | Code 編號 | | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | 24-26 | 27-29 | Code 編號 | Average Monthly Income Range 每月平均收入幅度 |
| | | 8-10 | 11 | 12-15 | 16-19 | 20-23 | | | | |
| 1 Site Foreman | 2 | 2 | 1 1 | 5 | | | | | 1. | \$7,000 or below 或以下 |
| 2 Bricklayer | 2 | 3 | 0 5 | 4 | | | | | 2. | \$7,001 - \$10,000 |
| 3 | 2 | | | | | | | | 3. | \$10,001 - \$13,000 |
| 4 | 2 | | | | | | | | 4. | \$13,001 - \$18,000 |
| 5 | 2 | | | | | | | | 5. | \$18,001 - \$25,000 |
| 6 | 2 | | | | | | | | 6. | \$25,001 - \$35,000 |
| 7 | 2 | | | | | | | | 7. | \$35,001 - \$50,000 |
| 8 | 2 | | | | | | | | 8. | Over \$50,000 以上 |
| 9 | 2 | | | | | | | | | |
| 10 | 2 | | | | | | | | | |
| 11 | 2 | | | | | | | | | |
| 12 | 2 | | | | | | | | | |
| 13 | 2 | | | | | | | | | |
| 14 | 2 | | | | | | | | | |
| 15 | 2 | | | | | | | | | |
| 16 | 2 | | | | | | | | | |

**JOB DESCRIPTIONS FOR PRINCIPAL JOBS
IN THE BUILDING AND CIVIL ENGINEERING INDUSTRY**

土木工程及建築業
主要職務的工作說明

General Definition

定義

Professional/Technologist

專業人士／技師

A professional/technologist is a person who applies his professional skills to a wide range of technical activities and is able to use his knowledge and experience to initiate practical developments. He is expected to accept a high degree of responsibility and, in many cases, to push forward the boundaries of knowledge in his particular field. A professional/ technologist should normally have received education and training equivalent to that required for corporate membership of a professional institution.

專業人士／技師乃指具有專業技能的人員，能將專業技能應用於多項技術活動，且能運用其知識及經驗領導工作發展；此外，亦須肩負重責；經常拓展其本行的知識領域。專業人士／技師一般須具有相當於專業學會正式會員所需的教育和訓練。

Technician

技術員

A technician is one who occupies a position between the professional/ technologist and the tradesman. His education, training and practical experience should enable him to apply proven techniques to solve technical problems. He is expected to carry a measure of technical responsibility, normally under the guidance of a professional/technologist.

技術員乃指技能等級介乎專業人士／技師與技工之間的人員，曾受一定的教育、訓練以及具備實務經驗，能運用已確立的方法解決技術問題；此外，一般能在專業人士／技師的指示下，肩負部分技術責任。

Skilled Worker

熟練技工

A skilled worker should be able to apply a range of skills and knowledge relevant to his trade with minimum direction or supervision. He should hold a trade test certificate or has equivalent qualification and experience such that he should have adequate technical knowledge which enables him to acquire new skills to cope with the changing technologies. Some categories of skilled workers are required by law to hold relevant licences issued by appropriate authorities.

熟練技工乃特定行業的技術工人，能在極少指示及督導下，將有關技術及知識應用於工作上。此外，技工須持有技能測試證書或具備等同的學歷及經驗，以便有足夠的專門知識，學習新技術，配合科技的發展。根據法例，某些建造行業的技工須持有有關機構所發的牌照才可從事指定類別的工作。

Semi-skilled Worker

半熟練技工

A semi-skilled worker is one who possesses skill level and knowledge in between that of a skilled worker and a general worker. He should possess an intermediate trade test certificate or have equivalent qualification and experience. Under certain trades, the semi-skilled worker category is not applicable as some existing legislations only allow a fully qualified worker to carry out the work.

此類工人的技術和知識水平一般介乎熟練技工與普通工人之間。他們須持有中級工藝測試證書或具備等同的學歷及經驗。由於法例規定某些指定工作須由合資格技工執行，該等工作並不設有半熟練技工的類別。

General Worker

普通工人

A general worker normally performs general cleaning, minor excavation work and other simple duties as directed by the skilled worker or other supervisory staff. He should possess simple job related skills which may be acquired on or off the job.

普通工人通常負責技工或其他監督人員指派的簡單職務、一般清潔及小規模的挖掘工作等。普通工人須具備簡單的工作技能，該等技能可透過在職或職外訓練獲得。

Note: All job titles mentioned in this Job Description apply to both male and female workers.

注意：本工作說明的所有職務名稱均適用於男性或女性工作人員。

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|--|--|--|
| PROFESSIONAL/TECHNOLOGIST 專業人士／技師 | | |
| 101 | Architect 建築師 | <p>Plans, designs and supervises the erection of all types of building in compliance with building ordinance, regulations and requirements of public utilities. He is responsible for all stages and facets of a building project including advice on the brief, feasibility and sketch-planning, estimates, specifications, contract drawing and documents, tender action, contract supervision, and financial control. He also co-ordinates the work of allied disciplines engaged in building projects.</p> <p>根據建築條例、規則及各公用事業公司的規定，策劃、設計及監督各類建築物的興建。負責每一建築計劃各階段及層面的工作，包括就以下事項提供意見：建築概要、可行性及簡圖策劃、預算、章程、承建圖則及文件、投標步驟、工程監督及經費控制。統籌與建築工程有關的工作。</p> |
| 102 | Builder/ Construction Manager 營造師 | <p>Directs and assumes responsibilities for all aspects of construction projects in accordance with the agreed method, procedure, budget and specifications; co-ordinates work of main contractor, sub-contractors, specialist contractors and suppliers; liaises with architects, engineers, surveyors, specialist consultants, contractors and government departments; reviews, inspects, evaluates and reports on the quality, progress and cost of works and adjusts schedule as necessary.</p> <p>按照議定方法、程序、預算及章程，管理建築工程各項工作；協調總承建商、各分包商、專門承造商及供應商負責的工作；與建築師、工程師、測量師、專業顧問、承建商及各政府部門聯絡；對工程的質素、進度及成本進行檢討、視察、評估及提交報告，並在需要時修訂工程進度計劃。</p> |
| 103 | Building/ Maintenance Surveyor 屋宇／保養測量師 | <p>Deals with the planning, administration and co-ordination of all types of works (including maintenance) to buildings and land with particular cognizance of requirements, by relevant public health, planning and building regulations.</p> <p>策劃、管理及協調各類屋宇及土地工程（包括保養工程），並須注意公共衛生、規劃及建築條例的規定。</p> |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
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| PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續） | | |
| 104 | Civil Engineer 土木工程師 | <p>Plans, designs, constructs and supervises the construction of all civil engineering works required for the health, welfare, safety, employment and pleasure of mankind, and for development of natural resources and environmental control. Usually specialises in one or more of the following:</p> <ol style="list-style-type: none"> (1) structural engineering (2) geotechnical engineering (3) hydraulic engineering (4) highway engineering (5) material engineering (6) traffic and transportation engineering (7) railway engineering (8) maritime engineering (9) airport engineering (10) other civil engineering fields <p>策劃、設計、建造及監督所有為人類衛生、福利、安全、就業與娛樂而進行的土木工程，與為天然資源發展及環境控制而設的其他建設、通常專於下列一種或多種工作：</p> <ol style="list-style-type: none"> (1) 結構工程 (2) 土力工程 (3) 水力工程 (4) 公路工程 (5) 材料工程 (6) 交通及運輸工程 (7) 鐵路工程 (8) 海事工程 (9) 機場工程 (10) 其他土木工程 |
| 105 | Construction Plant Engineer 建造機械工程師 | <p>Plans, designs and supervises the construction, utilization, repair and maintenance of construction plants and machinery.</p> <p>策劃，設計及監督建造機械及設備的製造、使用及維修。</p> |
| 106 | Environmental Engineer 環境工程師 | <p>Conceives, designs, appraises, directs, manages and supervises the construction of engineering works for the protection and promotion of public health and for the improvement of man's environments; investigates, improves and rectifies engineering works and other projects that are capable of injuring public health by being faulty in conception, design, direction or management.</p> <p>構想、設計、評估、指導、管理及監督各種工程，以保護及促進公眾衛生與改善人類環境；調查、改良及糾正在構想、設計、指導或管理方面出錯以致損害公眾衛生的各種工程及其他計劃。</p> |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|--|--------------------------------|---|
| PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續） | | |
| 107 | Estate Surveyor 產業測量師 | (Job not applicable in this Survey) |
| 108 | Geotechnical Engineer 土力工程師 | Plans, designs and supervises the construction and maintenance of geotechnical aspects of earth works and foundation works, and the development of natural resources for the construction industry. 策劃、設計及監督土力工程及地基工程土力項目的建造與保養，以及為建造業開發天然資源。 |
| 109 | Interior Designer 室內設計師 | Plans and designs interiors and supervises interior building contracts normally within an existing building. 策劃及設計建築物內部，並監督室內設計建築合約。 |
| 110 | Land Surveyor 土地測量師 | Undertakes the physical measurement of land and collates data for the preparation of plans and maps including cadastral surveying for land registration, topographical surveying, geodetic surveying and hydrographic surveying. 從事土地的實體測量及整理資料以編製圖則及地圖，其工作包括地籍測量、地形測量、大地測量及水文測量。 |
| 111 | Landscape Architect 園景規劃師 | Identifies and advises on construction projects requiring landscaping and other major landscaping projects; designs landscaping; organises and supervises landscaping work; and liaises with relevant authorities and other professionals. 確定需要美化環境的建造工程與其他美化環境主要工程，並提供意見；設計美化環境；組織及督導環境美化工作；以及與有關當局及其他專業人士聯絡。 |
| 112 | Quantity Surveyor 工料測量師 | Deals with the following aspects of building and civil engineering design and construction administration: (1) design cost and cost planning, (2) pre-contract documentation including bills of quantities and/or contract specifications, (3) tendering procedures, contractual agreements and advice on selection of tenders, (4) post-contract services including measurement of work, preparation of interim and final payment certificates and settlement of other contractual claims. 處理下列各方面的屋宇及土木工程設計與建造管理工作： (1) 設計成本及成本策劃， (2) 訂定合約前的文件，包括工程數量單及／或合約章程， (3) 投標手續、合約協定，並就選取投標提供意見， (4) 訂定合約後的服務，包括估量工程、編製中期與末期承建費証書，以及解決其他與合約有關的索償。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|---|-------------------------------------|--|
| PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續） | | |
| 113 | Safety Officer 安全主任 | Assists the employer of a workplace or a construction site in promoting the safety and health of persons employed therein, including the inspection of workplace, plants, equipment or works processes to identify any risks and to advise on preventive measures; investigates accidents and dangerous occurrences and makes recommendations to prevent similar accidents. 協助工作場所或建築地盤的東主從事促進僱員安全及健康的工作，包括視察廠房、設備或一般鑒別工作危險的程序，並就預防措施提供意見；調查意外及危險事故的成因，並就如何避免發生同類意外提供意見。 |
| 114 | Structural Engineer 結構工程師 | Engages in one or more of the following activities (This job title does not refer to a civil engineer engaged in structural engineering work): (1) investigates structural engineering problems, (2) designs and advises on structures of industrial, commercial, public and residential buildings, (3) plans and supervises their erection, maintenance and repair. 從事下列一項或多項工作(從事結構工程的土木工程師並不包括在此工作類別內)： (1) 研究結構工程問題， (2) 設計工業、商業、政府及住宅樓宇的結構，並提供專業意見， (3) 計劃和監督此等樓宇的建造與維修。 |
| 115 | Town Planner 城市設計師 | Prepares and implements town plans at various levels, in the form of maps and planning reports; and undertakes planning studies, for the provision of a satisfactory physical environment in the urban and rural areas with a view to promoting the health, safety, convenience and general welfare of the community. 以地圖及設計報告方式製備及實行各階段的城市設計計劃；從事設計研究，為市區及郊區提供良好自然環境，以促進社會的公眾衛生、安全、利便及福利。 |
| 116 | Engineering Geologist 工程地質學家 | Prepares geological maps; interprets aerial photographs; undertakes terrain evaluation studies; provides an engineering geological advisory service related to landslip studies, quarrying, fill resources, materials testing, emergency services; checks geological aspects of works design and construction. 繪製地質圖；解析空中拍攝的照片；進行地勢分析研究；就有關山泥傾瀉調查、採石工程、填料資源及材料試驗等提供工程地質方面的意見；緊急服務；審核工程設計及施工的地質問題。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|---|--|--|
| PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續） | | |
| 117 | Quality Control/ Assurance Engineer 品質工程師 | Plans, supervises and co-ordinates the quality control and assurance activities alloy technical aspects in all phases of the building construction and civil engineering process to ensure that materials and processes comply with standards, specifications, safety and environmental regulations, especially under the ISO-9000 and ISO-14000 series. 策劃、指導及監督土木工程及建築過程中的各種技術工作的品質管理，確保材料及過程均符合相關標準及規格，尤其是現行 ISO-9000 及 ISO-14000 的規範。 |
| 118 | Building Services Engineer 屋宇設備工程師 | Designs and advises on building services facilities in buildings. Plans, supervises and coordinates their installation, testing, maintenance and repair. 設計屋宇內的屋宇設備、策劃、監督及協調其裝設、測試、保養和修理。 |
| 119 | Electrical Engineer 電機工程師 | Researches into electrical engineering problems; designs and advises on electrical systems and equipment; and plans and supervises their development, construction, manufacture, installation, operation, maintenance and repair. 研究電機工程問題；設計電機系統及設備，並就該方面提供意見；策劃及管理其發展、建造、製造、安裝、操作、保養及修理。 |
| 120 | Mechanical Engineer 機械工程師 | Researches into mechanical engineering problems; designs and advises on mechanical plant and equipment; plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械裝置及設備，並就該方面提供意見；策劃及管理其發展、製造、建造、安裝、操作、保養及修理。 |
| TECHNICIAN 技術員 | | |
| 201 | Architectural Technician/ Draughtsman 建築技術員／ 繪圖員 | Interprets the Architect's initial design concepts and sketches into a practical building solution, and translates this information into submission/contract drawings, taking due account of the constraints imposed by economic, environmental, technological and legislative requirements; coordinates information and works of other disciplines involved including statutory bodies; assists in the checking of shop drawings and prepares site sketches for projects at the construction stage; from sketch designs prepares general and detailed drawing under the supervision of architects, engineers, surveyors or contractors. 考慮到經濟、環境、技術及法例的限制，將建築師的初步設計概念及草圖製成工程繪圖；協調其他行業，包括法定機構的工作；協助查核裝配圖，以及為建築階段工程預備工地草圖；在建築師、工程師、測量師及承建商的監督下根據設計概要繪製一般及明細圖則。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|--------------------------------|---|--|
| TECHNICIAN (Continued) 技術員 (續) | | |
| 202 | Assistant Safety Officer/Safety Supervisor 助理安全主任／安全督導員 | Assists the employer and Safety Officer, where appropriate, in promoting safety and health of persons employed in a workplace or a construction site. Advises employee on safety standards, and supervises the observance of such standards for the promotion of safety at work. 協助東主及安全主任，從事促進工作場所或建築地盤僱員的安全及健康工作；向員工提供有關安全標準的意見，並監督這些標準的切實執行，以促進工作安全。 |
| 203 | Civil/Structural/Geotechnical Engineering Technician 土木／結構／土力工程技術員 | Carries out civil/structural/geotechnical engineering work under the supervision of a civil/structural/geotechnical engineer. 在土木／結構／土力工程師督導下，從事土木／結構／土力工程工作。 |
| 204 | Clerk of Works/Inspector of Works/Works Supervisors 監工 | Acts as the representative of the owner, inspects building and civil engineering construction works (including all maintenance works) to ensure conformity with contracts, drawings, specifications, workmanship standards and relevant legislation. 代表業主視察建築及土木工程（包括所有保養工程）以確保符合合約、圖則、章程、規格及有關法例。 |
| 205 | Construction Plant Technician 建造機械技術員 | Performs tasks contributory to the design, construction, utilisation, repair and maintenance of construction plants and machinery. 協助設計、製造、使用及維修建造機械及設備。 |
| 206 | Construction Purchaser/Storekeeper 建造物料採購員／倉庫管理員 | Purchases construction materials; plans and co-ordinates deliveries of materials to match progress; receives and despatches materials on site and ensures their security. 採購建造物料；策劃及協調物料的運送，以配合工程進展；在地盤負責收發及看管物料。 |
| 207 | Estimator 估價員 | Obtains basic data and calculates from plans and details, the probable cost of construction projects with reference to factors such as materials, labour, equipment, overheads and profit. 取得基本資料，並根據圖則與詳圖，因應材料、人工、設備、雜項及利潤等因素，計算建造工程的大約費用。 |
| 208 | Interior Design Technician 室內設計員 | Plans and designs, under the supervision of an interior designer, the interiors of an existing building. 在室內設計師的督導下，策劃及設計建築物內部。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
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| TECHNICIAN (Continued) 技術員 (續) | | |
| 209 | Laboratory Technician (Construction Materials/Soils) 建築材料試驗員 | Receives, records and tests, in accordance with relevant standard specifications samples of soils, construction materials or components; prepares test reports for certification by the appropriate technologist. 按照有關標準規格收取、記錄與試驗泥土、建築材料或組合件的樣本；編寫試驗報告，以便有關技師簽發證明。 |
| 210 | Site Agent 地盤總管 | Plans, organises, directs and co-ordinates all activities and resources on the construction site through sub-agents and general foremen in accordance with the agreed method, procedure, budget and specifications. 按照議定方法、程序、預算與章程，並在副手及總管工協助下，策劃、組織、管理及協調地盤的全部工作及資源。 |
| 211 | Site Foreman 地盤管工 | Supervises, directs and co-ordinates normally under the general control of the site agent, the activities of workers engaged in construction works and requisitions, receives and inspects materials and supplies. 通常在地盤總管的管轄下，監督、指揮及協調建造工程工人的工作，並負責申領、接收及檢查材料與供應品。 |
| 212 | Surveying Technician (Building) 屋宇測量員 | Assists the building surveyor in the planning, administration and co-ordination of works to buildings and land. 協助屋宇測量師策劃、管理及協調屋宇及土地工程。 |
| 213 | Surveying Technician (Estate) 產業測量員 | (Job not applicable in this Survey) |
| 214 | Surveying Technician (Land) 土地測量員 | Assists the land surveyor in carrying out surveys and setting-out work, and supervises chainmen and survey labourers. 協助土地測量師從事測量，負責開線及確定平水。督導丈量及測量工人。 |
| 215 | Surveying Technician (Quantity) 工料測量員 | Assists the quantity surveyor in preparing bills of quantities by performing taking-off, working-up and abstracting, and measuring and valuating completed works or variations. 協助工料測量師編製工程數量單，量度各項完成工程或更改工程，及計算其價值。 |
| 216 | Surveying Technician (Town Planning) 城市設計員 | Assists the town planner in the preparation and implementation of town plans at various levels and in the undertaking of planning studies. 協助城市設計師製備及實行各階段的城市設計計劃，以及從事設計研究工作。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|--------------------------------|---|---|
| TECHNICIAN (Continued) 技術員 (續) | | |
| 217 | Quality Control/ Assurance Technician 品質控制/ 保證技術員 | Performs technical tasks, normally under the direction of a quality control/assurance engineer, contributory to quality control/assurance of in-coming materials and parts, assembly process, and finished products to ensure compliance with standards and specifications, especially under the ISO-9000 and ISO-14000 series. 通常在品質控制/保證工程師的指導下，擔任技術性工作，如控制/保證交來物料及配件、在裝嵌程序中的半製成品及製成品的品質，俾能符合標準及規格，特別是 ISO-9000 及 ISO-14000 的規範。 |
| 218 | Building Services Technician 屋宇設備技術員 | Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, installation, operation, maintenance and repair of building services systems and equipment. Assists to plan, coordinate and supervise their projects. 單獨或在有資歷工程師的指導下，擔任技術性工作，從事設計、安裝、操作、保養及修理屋宇裝置及設備，並協助工程師策劃、協調及管理有關計劃。 |
| 219 | Electrical Engineering Technician 電機工程技術員 | Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, installation, operation, maintenance and repair of electrical engineering systems and equipment. Assists to plan, coordinate and supervise their projects. 單獨或在有資歷工程師的指導下，擔任技術性工作，從事設計、安裝、操作、保養及修理電機裝置及設備，並協助工程師策劃、協調及管理有關計劃。 |
| 220 | Mechanical Engineering Technician 機械工程技術員 | Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, installation, operation, maintenance and repair of mechanical engineering systems and equipment. Assists to plan, coordinate and supervise their projects. 單獨或在有資歷工程師的指導下，擔任技術性工作，從事設計、安裝、操作、保養及修理機械裝置及設備，並協助工程師策劃、協調及管理有關計劃。 |
| 221 | Building Services and Engineering Supervisor 屋宇設備技術及 工程監督 | Engages mainly in decoration/renovation work and takes an overseeing position. 主要負責監督裝修工程的人員。 |
| 223 | Landscape Technician 園景技術員 | Performs studies, grows, tends and transplants flowers, shrubbery, trees and other plants; prepares landscape drawings. 研究、種植、照顧、移植花、灌木、喬木及其他植物；繪製園景圖則。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
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| SKILLED & SEMI-SKILLED WORKER 技工及半熟練技工 | | |
| 301 | Asphalter (Water Proofing) 瀝青工 (防水) | Lays sheathing felt or paint with primer where required; pours hot asphalt or proprietary waterproofing material on prepared surfaces; spreads and levels hot asphalt or proprietary waterproofing material to fit corners, skirtings, flashings and outlets, etc. 在需要的地方先行鋪設墊紙或塗上瀝青底油；在準備好的表面倒上熱瀝青或專利防水物料；撥勻及推平熱瀝青或專利防水物料以配合角位、牆腳線及洞孔邊緣等。 |
| 302 | Asphalter (Road Construction) 瀝青工 (道路建造) | Mixes, places and compacts bituminous material using vibrating machines; levels and smoothens bituminous material according to specified level marks. 混和、鋪放和用震動器壓實瀝青；按指定平水推平及燙平瀝青。 |
| 303 | Bamboo Scaffolder 竹棚工 | Erects and dismantles bamboo scaffolding required in construction, repair or decoration work; and other forms of structures. 搭建及拆卸用於建造、修理或裝修工程的竹棚及其他各類構築物。 |
| 304 | Bar Bender and Fixer 鋼筋屈紮工 | Cuts, bends and fixes reinforcement steel bars according to drawings and bending schedules. 依照圖則及鋼筋表將鋼筋裁剪，屈曲及紮穩。 |
| 305 | Bricklayer 砌磚工 | Lays bricks and other building blocks, except stone and marble, for construction and repair of walls, partitions, arches, openings and other structures. 鋪砌磚塊（石塊及雲石除外）以建造及修理牆壁、間隔、拱門、洞口及其他構築物。 |
| 306 | Carpenter (Fender) 木工（護木） | Removes, cuts, and erects timber fenders for protection of piers, seawalls, dolphins and landing steps, etc. 移除、切割及架設護木，作保護碼頭、海堤、繫船柱、登岸梯級等用途。 |
| 307 | Carpenter (Formwork) 木模板工 | Erects and strikes timber formwork for building and civil engineering construction works. 架設及拆卸用於樓宇建造或土木工程の木模板。 |
| 308 | Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落) | Repairs substandard or spalled concrete or reinforcement bar using concrete or other approved materials. 利用混凝土或其他經批准的物料，修補不合標準或剝落的混凝土或鋼筋。 |
| 309 | Concretor 混凝土工 | Mixes, places and compacts concrete using vibrating machines; carries out curing, levelling and smoothing of concrete. 混和、澆置及使用震搗機搗實混凝土；養護、平整及燙平混凝土。 |
| 310 | Construction Plant Mechanic 建造機械技工 | Maintains and repairs building and civil engineering plants and machinery. 保養及修理建築及土木工程機械設備。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|---|--|--|
| SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工 (續) | | |
| 311 | Curtain Wall Installer 幕牆工 | Installs metal frames, fixes glass or other material panels for curtain walls. 安裝幕牆金屬架，裝嵌玻璃或其他物料的嵌板。 |
| 312 | Demolition Worker (Building) 清拆工 (建築物) | Demolishes, dismantles and removes buildings or structures of any part thereof. 清拆、拆卸及移除建築物或結構之部份。 |
| 313 | Diver 潛水員 | Performs under-water operations related to inspection, construction and repair of structures and demolition; prepares reports on all the foregoing operations. 執行各項於水底進行有關於檢查、建造與修理及清拆各種構築物的工作；編寫有關上述各種工作的報告。 |
| 314 | Drainlayer 地渠工 | Lays and joins underground drains, constructs manholes, installs pipes and fittings, constructs beds, haunches and surrounds pipes with concrete. 敷設及連接地下渠管、建造沙井，裝設渠管及配件，用混凝土將渠管墊好，或把渠管兩側批斜及四週圍好。 |
| 315 | Electrician (Main Contractor's) 電氣技工 (承建商所僱用) | Installs, tests and maintains electrical wiring, fittings, plants and equipment required for construction activities in construction sites. (This job title refers to electricians employed directly by the main contractor and excludes those employed by the electrical sub-contractor.) 裝設、測試及保養地盤內工程進行所需的電線、電氣配件、機械及設備。 (此職稱乃指由總承建商直接僱用的電工，並不包括由電氣分包商所僱用者。) |
| 316 | Floor Layer 鋪地板工 | Lays timbre, PVC, linoleum and similar flooring materials to floors, stair threads, skirtings, etc. (This job title excludes the laying of marble and granite slabs (or similar stones) on floor.) 將各種木地板、塑料地板、膠地蓆及類似材料鋪放在地面、梯級、牆腳線等處。 (此職稱不包括鋪設雲石、花崗石(或類似石材)地板。) |
| 317 | Gas Plumber 燃氣喉工 | Installs, repairs and maintains gas mains and pipes in buildings supplying consumers from mains or storage tanks. 裝設、修理及保養由總喉管或儲存庫通往大廈用戶的氣管。 |
| 318 | General Welder 普通焊接工 | Carries out general welding or cutting work by electric arc, oxy-acetylene flame or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，執行一般焊接工作或切割。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|--|--|---|
| SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續） | | |
| 319 | Glazier 玻璃工 | Measures, cuts and fixes glass panes with silicone plastic or beads; grinds or rounds edges etc. 量度、切割及安裝玻璃，並利用硅塑料或圓線條安裝玻璃，磨滑玻璃的邊或角。 |
| 320 | Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／鑽孔工 | Sets up and operates drilling plant for ground investigation purposes; takes and stores soil and rock samples or specimen for inspection and logging by engineers or technicians or logging geologists; works with geotechnical field technicians to perform in-situ field tests. 裝置及操縱鑽土機械設備，以作岩土勘探用途；取得及保存岩土樣本，待工程師或技術員或地質學家檢查及記錄；協助地質技術員實地作測試。 |
| 321 | Grouting Worker 灌漿工 | Mixes cement or other materials to carry out underground grouting works. 攪拌英泥或其他材料，進行地下灌漿工作。 |
| 322 | Joiner 細木工 | Carries out all internal and external woodwork (except formwork and fender) using both hand tools and woodworking machinery. 運用手動工具及造木機械處理戶內外一切與木工有關的工作(除模板及護木外)。 |
| 323 | Leveller 平水工 | Reads and interprets drawings; sets up job lines and levels and prepares templates. 閱讀及理解圖則；開線及定平水，並製備模型板。 |
| 324 | Marble Worker 雲石工 | Sets out, measures, cuts and sets marble slabs, granite slabs or similar stones on walls, floors, or other surfaces; grinds and polishes marble, granite or similar stones. 劃線、量度及割切雲石塊、花崗石塊或類似石材，將之鋪砌在牆壁、地面或其他表面上；磨光及擦亮雲石塊、花崗石塊或類似石材。 |
| 325 | Marine Construction Plant Operator 海面建造機械操作工 | Operates one or more types of plant and equipment for construction at sea including derrick, boom-grab bucket and boom-hook. (This job excludes mariners such as coxswain and barge and dredger crew responsible for the operation of the vessel in contrast with construction plant). 操作一類或多類海面建築設備及器材包括吊桿、吊臂(夾吊)及吊臂(鈎吊)。 (此職稱不包括操作船隻(相對於建造機械)的海員，如舵手、駁船及疏浚船的船員)。 |
| 326 | Mason 砌石工 | Splits and shapes stones, and builds and lays stone works to specified thickness, patterns and shapes. 依照指定厚度、款式及形狀，將石塊分割及切鑿，並鋪砌石塊及進行築石工程。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|--|--|--|
| SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續） | | |
| 327 | Metal Scaffolder 金屬棚架工 | Erects, dismantles, maintains and repairs metal scaffolding required in construction, repair or decoration work. 搭建、拆卸及維修用於建造、修葺或裝修工程的金屬棚架。 |
| 328 | Metal Worker 金屬工 | Fits, assembles, welds and forges metal parts; installs non-structural metalwork; operates metalworking machines; makes templates; repairs metal formwork. 打磨、裝配、焊接及鍛冶金屬配件；安裝非結構用的金屬製件；操作金工機器；製作樣板；修理金屬模板。 |
| 329 | Painter & Decorator 髹漆及裝飾工 | Prepares surfaces, fittings and fixtures of buildings and other structures for painting and decorating; applies paints or similar protective and decorative materials; lays out and writes letters, characters and other signs; performs painting by texture-spray method. 處理屋宇及其他構築物配件及設備的表面，以便進行髹漆及裝飾的工作；髹上漆油或同類保護性及裝飾性材料；設計與書寫中英文字體及其他標誌；以噴塗方式噴漆油。 |
| 330 | Piling Operative 打樁工 | Sets up piling rig for driven or bored piles works, with basic knowledge of method, hand signals and geology related to piling. 安裝打樁架以便打樁或造鑽孔樁，對打樁的施工方法、手號及地質有基本的認識。 |
| 331 | Pipelaye 敷喉管工 | Lays water mains, makes pressurised joints by mechanical means, installs pipes and fittings, constructs beds and haunches and surrounds pipes with concrete. 敷設主供水喉管，以機械方式接駁經加壓喉管，裝設喉管及配件，用混凝土將喉管墊好，及把喉管兩側批斜及四週圍好。 |
| 332 | Builder's Lift Operator 建築工地升降機操作員 | Operates builders' lifts (passenger hoist) on construction site. 在建造工地操作建築工地升降機（工人轆）。 |
| 333 | Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械) | Operates one or more types of construction plant and equipment for load shifting including excavator, bull dozer, loader, mini-loader, mini-loader with attachments etc. 操作一類或多類用於負荷物移動的建造機械設備，包括挖掘機、推土機、搬土機、小型裝載機及小型裝載機連配件等。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|---|---|---|
| SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工 (續) | | |
| 334 | Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機) | Operates one or more types of construction plant and equipment for material-handling purposes including crawler-mounted mobile crane, wheeled telescopic mobile crane, tower crane, truck-mounted crane, gantry crane etc. 操作一類或多類建造機械設備以輸送材料,包括履帶式固定吊臂起重機、輪胎式液壓伸縮吊臂起重機、塔式起重機、貨車吊機、及龍門式起重機等。 |
| 335 | Plant and Equipment Operator (Piling) 機械設備操作工 (打樁) | Operates piling machines for driven or bored pile works. 操作打樁機以便作撞擊式打樁或造鑽孔樁。 |
| 336 | Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道) | Operates one or more types of construction plant and equipment inside tunnel including tunnel boring machine, locomotive, jumbo drilling machine and segment erection machine etc. 操作一類或多類用於隧道內的建造機械設備包括鑽挖機械、鑽孔機、機車、拱塊安裝機械等。 |
| 337 | Plasterer 批盪工 | Applies coats of plaster to and renders walls and ceilings to produce a finished surface; screeds floors, staircases and roofs. 將牆壁及天花逐層批盪直至完成表層;盪平地台、樓梯及天台。 |
| 338 | Plumber 水喉工 | Assembles, installs, repairs and maintains pipes, fittings, sanitary fixtures, cold, hot and flush water systems, and soil, waste and rain water drainage systems in buildings. 裝配、安裝及維修屋宇的喉管及其配件系統,冷熱水、糞便、穢水及雨水排洩系統。 |
| 339 | Rock-Breaking Driller 鑽破工 (風炮工) | Operates pneumatic or hydraulic drill to make holes and openings or breaks up concrete, rock or other hard materials 操作氣鑽或油壓鑽鑽孔或將混凝土、石或其他硬物鑽開。 |
| 340 | Prestressing Operative 預應力 (拉力) 工 | Lays and fixes prestressing tendons and ducts ; assembles prestressing couplings and anchorages and performs prestressing operation and grouting of ducts. 敷設及固定預應力鋼筋束及管道;裝嵌管接頭及錨具;施加預應力及執行管道灌漿工作。 |
| 341 | Rigger/Metal Formwork Erector 索具工 (叻嚟) / 金屬模板裝嵌工 | Sets up lifting apparatus and equipment for lifting and lowering of materials, etc; fixes and dismantles large panel metal formwork. 裝設吊升台架及設備,以起落輸送物料;裝嵌及拆除大型金屬模板。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|---|---------------------------------------|---|
| SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工 (續) | | |
| 342 | Shotcretor 噴射混凝土工 | Operates spraying machines to apply shotcrete or gunite. 操作噴射混凝土或噴射水泥沙漿工具進行噴漿工作。 |
| 343 | Shotfirer 爆石工 | Calculates, prepares, loads and detonates explosive charges in mines, quarries, civil engineering and building sites. 在礦場、採石場、土木工程及建築地盤從事計算、準備、安裝及引爆炸藥。 |
| 344 | Slope Maintenance Worker 斜坡修葺工 | Performs slope protective and stabilising works. 執行斜坡防護及鞏固工程。 |
| 345 | Structural Steel Erector 結構鋼架工 | Drills, cuts and shapes steel sections; assembles structural members and erects steel structures by riveting or bolting; operates power shears, flame cutting equipment and other tools. 將鋼材鑽孔、切斷及成型；以鉚釘或螺栓方法將構件裝配及建造鋼架結構；操作電剪、氧乙炔切割設備與其他工具。 |
| 346 | Structural Steel Welder 結構鋼材焊接工 | Cuts or joins structural steel sections including steel water mains or steel gas mains by electric arc, oxy-acetylene flame, or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，切割或焊接結構鋼材，包括水喉或氣體鋼管。 |
| 347 | Tiler 鋪瓦工 | Cuts, shapes and sets tiles on walls, ceilings and floors to specified levels and patterns. 依照指定平水及圖案，切割及鋪砌磚瓦片於牆壁、天花及地台上。 |
| 348 | Trackworker 鋪軌工 | Lays and maintains trackworks for railways or other vehicles. 放置及保養火車或其他車輛使用的路軌。 |
| 349 | Truck Driver 重型車輛駕駛員 (泥頭車司機) | Drives heavy vehicles or special purpose vehicles to transport construction equipment or materials, building debris or excavated materials within or into or out of construction sites. 駕駛重型或特別用途車輛進出建造工地或在工地範圍內，運送建築器材或材料，建築碎料或挖掘出來的沙石。 |
| 350 | Window Frame Installer 窗框工 | Installs window frame and sash and associated water proofing work for buildings or other structures. 為樓宇及其他構築物安裝窗框及窗肉和有關防水工序。 |
| 351 | Tunnel Worker 隧道工 | Carries out general tunnel construction works inside tunnels including installing temporary support and working platform, ventilation duct, packer, protective fencing etc. 在隧道內執行一般隧道建造工程包括安裝臨時支架及工作台、通風喉管、封隔器及護網等工作。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|---|--|---|
| SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工 (續) | | |
| 352 | Asbestos Abatement Worker 清除石棉工 | Carries out asbestos abatement works. 執行清拆石棉的工作。 |
| 353 | Hand-dug Caisson Worker 手挖沉箱工 | Constructs building foundation by hand-dug caisson method. 以手挖沉箱的方法來建造地基。 |
| 354 | Paving Block Layer 地磚鋪砌工 | Lays paving blocks on floor; compacts the base layer with vibrating machines; cuts paving blocks to fit floor layout. 將地磚鋪放在地面;用震搗機壓實基層;鏟切地磚以配合地面狀況。 |
| 355 | Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船) | Operates suspended working platform for carrying persons. 操作載人的吊船。 |
| 356 | Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆) | Operates powered mechanical plant or equipment in demolition works including crane, pneumatic breaker and hammer mounted on backactor etc. 操作以動力推動的機械設備或機器進行清拆工作，包括使用起重機、氣動破石機及裝有鐵鎚的鋤地機等設備。 |
| 357 | Demolition Worker (Unauthorized Building Work) 清拆工(僭建物) | Demolishes, dismantles and removes unauthorized building works. 清拆、拆卸及移除僭建物。 |
| GENERAL WORKER 普通工人 | | |
| 401 | Chainman 測量幫工 | Assists the land surveyor or surveying technician in carrying out survey work in the field; undertakes the care, transport and safeguard of all types of survey equipment. 協助土地測量師或土地測量員執行實地測量工作;搬運、保管及妥善處理各類測量儀器。 |
| 402 | Concreting Labourer 混凝土幫工 | Transports mixed concrete using wheel barrows or other equipment and performs general duties during pouring of concrete. 利用手推車或其他工具運送經拌合的混凝土;在澆置混凝土時執行一般職務。 |

| Code 編號 | Job Title 職 稱 | Job Description 工作說明 |
|-------------------------------------|-------------------------------|--|
| GENERAL WORKER (Continued) 普通工人 (續) | | |
| 403 | Diver's Linesman 潛水員幫工 | Assists the diver and is responsible for communicating with the diver in diving. 協助潛水員；當潛水員執行職務期間，與潛水員聯絡。 |
| 404 | Excavator 挖泥工 | Performs manual excavation work. 擔任人手挖泥工作。 |
| 405 | Heavy Load Labourer 抬重工 | Lifts, handles and transports heavy objects on site using mainly physical strength; generally requiring little skills other than basic manual lifting and handling techniques. 主要以體力抬起、處理及搬運地盤的重物；除基本體力抬重及處理技巧外，通常需要很少技能。 |
| 406 | Labourer 雜工 | Performs simple duties as directed by the tradesman, such as general cleaning or minor excavation work. 按照技工指示，擔任簡單職務、一般清潔，以及小規模的挖掘工作。 |
| 407 | Sewerman 渠務工 | Carries out sewer/drain tracing and flow sampling; gauges, inspects, desilts and clears sewers/drains. 追溯污水及排水渠、取樣本；測度、視察污水及排水渠，清理淤泥及通渠。 |

STATISTICAL TABLES

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表 11 : 未來十二個月內將於本地招聘的僱員人數

Table 1
表一

NUMBER EMPLOYED AT DATE OF SURVEY
調查期間僱員人數

| Job Title 職稱 | | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | |
|--|--|--|-------------------------------|---------------------------|-------------|
| | | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 |
| PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級 | | | | | |
| 101 | Architect 建築師 | 2 223 | 5 | - | 2 228 |
| 102 | Builder/Construction Manager 營造師 | 1 255 | 13 | - | 1 268 |
| 103 | Building/Maintenance Surveyor 屋宇／保養測量師 | 510 | 4 | - | 514 |
| 104 | Civil Engineer 土木工程師 | 3 914 | 59 | - | 3 973 |
| 105 | Construction Plant Engineer 建造機械工程師 | 73 | 21 | - | 94 |
| 106 | Environmental Engineer 環境工程師 | 474 | 3 | - | 477 |
| 107 | Estate Surveyor* 產業測量師 | - | - | - | - |
| 108 | Geotechnical Engineer 土力工程師 | 860 | 15 | - | 875 |
| 109 | Interior Designer 室內設計師 | 644 | 2 | 115 | 761 |
| 110 | Land Surveyor 土地測量師 | 609 | 5 | - | 614 |
| 111 | Landscape Architect 園景規劃師 | 186 | 2 | - | 188 |
| 112 | Quantity Surveyor 工料測量師 | 1 829 | 70 | - | 1 899 |

* Covered separately in manpower survey conducted by the Real Estates Services Training Board (RETB)

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | | |
|---|--|-------------------------------|---------------------------|-------------|---------------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 | |
| PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續) | | | | | |
| 113 | Safety Officer 安全主任 | 675 | 16 | - | 691 |
| 114 | Structural Engineer 結構工程師 | 1 813 | 4 | 1 | 1 818 |
| 115 | Town Planner 城市設計師 | 424 | - | - | 424 |
| 116 | Engineering Geologist 工程地質學家 | 115 | 1 | - | 116 |
| 117 | Quality Control/ Assurance Engineer 品質工程師 | 177 | 5 | - | 182 |
| 118 | Building Services Engineer 屋宇設備工程師 | 1 093 | 9 | - | 1 102 |
| 119 | Electrical Engineer 電機工程師 | 312 | 6 | - | 318 |
| 120 | Mechanical Engineer 機械工程師 | 401 | 2 | - | 403 |
| | Sub-total 分級小計 | 17 587 | 242 | 116 | 17 945 |
| TECHNICIAN LEVEL 技術員級 | | | | | |
| 201 | Architectural Technician/ Draughtsman 建築技術員/繪圖員 | 4 035 | 28 | - | 4 063 |
| 202 | Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員 | 254 | 49 | - | 303 |
| 203 | Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員 | 1 849 | 16 | - | 1 865 |
| 204 | Clerk of Works/ Inspector of Works/ Works Supervisor 監工 | 4 091 | 2 | - | 4 093 |

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | | |
|---------------------------------------|--|-------------------------------|---------------------------|-------------|-------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 | |
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | | |
| 205 | Construction Plant Technician 建造機械技術員 | 81 | 16 | - | 97 |
| 206 | Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員 | 387 | 1 | - | 388 |
| 207 | Estimator 估價員 | 934 | - | 14 | 948 |
| 208 | Interior Design Technician 室內設計員 | 1 155 | - | - | 1 155 |
| 209 | Laboratory Technician (Construction Materials/Soils) 建築材料試驗員 | 601 | 11 | - | 612 |
| 210 | Site Agent 地盤總管 | 914 | 43 | - | 957 |
| 211 | Site Foreman 地盤管工 | 3 119 | 308 | - | 3 427 |
| 212 | Surveying Technician (Building) 屋宇測量員 | 552 | 5 | - | 557 |
| 213 | Surveying Technician (Estate)* 產業測量員 | - | - | - | - |
| 214 | Surveying Technician (Land) 土地測量員 | 1 218 | 47 | - | 1 265 |
| 215 | Surveying Technician (Quantity) 工料測量員 | 1 928 | 8 | - | 1 936 |
| 216 | Surveying Technician (Town Planning) 城市設計員 | 206 | - | - | 206 |
| 217 | Quality Control/ Assurance Technician 品質控制/ 保證技術員 | 113 | 3 | - | 116 |

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | | |
|--|--|-------------------------------|---------------------------|-------------|---------------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 | |
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | | |
| 218 | Building Services Technician 屋宇設備技術員 | 1 329 | 10 | 5 | 1 344 |
| 219 | Electrical Engineering Technician 電機工程技術員 | 70 | 9 | - | 79 |
| 220 | Mechanical Engineering Technician 機械工程技術員 | 158 | - | - | 158 |
| 221 | Building Services and Engineering Supervisor 屋宇設備技術及 工程監督 | 3 962 | 11 | - | 3 973 |
| 223 | Landscape Technician 園景技術員 | 140 | 6 | - | 146 |
| | Sub-total 分級小計 | 27 096 | 573 | 19 | 27 688 |
| SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級 | | | | | |
| 301 | Asphalter (Water Proofing) 瀝青工 (防水) | 323 | 222 | - | 545 |
| 302 | Asphalter (Road Construction) 瀝青工 (道路建造) | 63 | 37 | - | 100 |
| 303 | Bamboo Scaffolder 竹棚工 | 442 | 577 | - | 1 019 |
| 304 | Bar Bender and Fixer 鋼筋屈紮工 | 320 | 1 724 | - | 2 044 |
| 305 | Bricklayer 砌磚工 | 129 | 486 | - | 615 |
| 306 | Carpenter (Fender) 木工 (護木) | 22 | 20 | - | 42 |
| 307 | Carpenter (Formwork) 木模板工 | 446 | 2 650 | - | 3 096 |

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | |
|---|--|-------------------------------|---------------------------|-------------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 |
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | |
| 308 Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落) | 12 | 25 | - | 37 |
| 309 Concretor 混凝土工 | 223 | 589 | - | 812 |
| 310 Construction Plant Mechanic 建造機械技工 | 121 | 104 | - | 225 |
| 311 Curtain Wall Installer 幕牆工 | 38 | 571 | - | 609 |
| 312 Demolition Worker (Building) 清拆工(建築物) | 196 | 145 | - | 341 |
| 313 Diver 潛水員 | 222 | 20 | - | 242 |
| 314 Drainlayer 地渠工 | 217 | 280 | - | 497 |
| 315 Electrician (Main Contractor's) 電氣技工 (承建商所僱用) | 270 | 34 | - | 304 |
| 316 Floor Layer 鋪地板工 | 331 | 116 | - | 447 |
| 317 Gas Plumber 煤氣喉工 | 60 | 14 | - | 74 |
| 318 General Welder 普通焊接工 | 480 | 733 | - | 1 213 |
| 319 Glazier 玻璃工 | 551 | 300 | 75 | 926 |
| 320 Ground Investigation Operator/Driller/ Borer 岩土勘探工/鑽井工/ 鑽孔工 | 47 | 58 | - | 105 |
| 321 Grouting Worker 灌漿工 | 3 | 151 | - | 154 |
| 322 Joiner 細木工 | 2 751 | 1 001 | 318 | 4 070 |

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | | |
|--|--|-------------------------------|---------------------------|-------------|-------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 | |
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | |
| 323 | Leveller 平水工 | 429 | 643 | - | 1 072 |
| 324 | Marble Worker 雲石工 | 1 863 | 1 089 | 100 | 3 052 |
| 325 | Marine Construction Plant Operator 海面建造機械操作工 | - | 10 | - | 10 |
| 326 | Mason 砌石工 | 28 | 113 | - | 141 |
| 327 | Metal Scaffolder 金屬棚架工 | 55 | 140 | - | 195 |
| 328 | Metal Worker 金屬工 | 1 678 | 1 478 | - | 3 156 |
| 329 | Painter & Decorator 髹漆及裝飾工 | 3 062 | 1 354 | 100 | 4 516 |
| 330 | Piling Operative 打樁工 | 79 | 258 | - | 337 |
| 331 | Pipelaye 敷喉管工 | 478 | 256 | - | 734 |
| 332 | Builder's Lift Operator 建築工地升降機操作員 | 29 | 7 | - | 36 |
| 333 | Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械) | 362 | 886 | - | 1 248 |
| 334 | Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機) | 205 | 313 | 2 | 520 |
| 335 | Plant and Equipment Operator (Piling) 機械設備操作工(打樁) | 64 | 167 | - | 231 |
| 336 | Plant and Equipment Operator (Tunnelling) 機械設備操作工(隧道) | 4 | - | - | 4 |
| 337 | Plasterer 批盪工 | 2 145 | 2 406 | 131 | 4 682 |

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | | |
|--|--|-------------------------------|---------------------------|-------------|-------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 | |
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | |
| 338 | Plumber 水喉工 | 856 | 1 145 | 104 | 2 105 |
| 339 | Rock-Breaking Driller 鑽破工 (風炮工) | 36 | 89 | - | 125 |
| 340 | Prestressing Operative 預應力 (拉力) 工 | - | 2 | - | 2 |
| 341 | Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工 | 135 | 581 | - | 716 |
| 342 | Shotcretor 噴射混凝土工 | 3 | 11 | - | 14 |
| 343 | Shotfirer 爆石工 | 3 | 2 | - | 5 |
| 344 | Slope Maintenance Worker 斜坡修葺工 | 32 | 45 | - | 77 |
| 345 | Structural Steel Erector 結構鋼架工 | 37 | 164 | - | 201 |
| 346 | Structural Steel Welder 結構鋼材焊接工 | 46 | 78 | - | 124 |
| 347 | Tiler 鋪瓦工 | 217 | 377 | 30 | 624 |
| 348 | Trackworker 鋪軌工 | - | 8 | - | 8 |
| 349 | Truck Driver 重型車輛駕駛員 (泥頭車司機) | 65 | 422 | - | 487 |
| 350 | Window Frame Installer 窗框工 | 794 | 549 | - | 1 343 |
| 351 | Tunnel Worker 隧道工 | 4 | - | - | 4 |
| 352 | Asbestos Abatement Worker 清除石棉工 | - | - | - | - |

| Job Title 職稱 | Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外) | | | | |
|--|--|-------------------------------|---------------------------|-------------|----------------|
| | Direct 直接僱員 | Sub- contractors' 分包商僱員 | Self- employed 自僱人士 | Total 總數 | |
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | |
| 353 | Hand-dug Caisson Worker 手挖沉箱工 | - | - | - | - |
| 354 | Paving Block Layer 地磚鋪砌工 | 1 | 121 | - | 122 |
| 355 | Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船) | 5 | 22 | - | 27 |
| 356 | Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆) | - | 18 | - | 18 |
| 357 | Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物) | 9 | 2 | - | 11 |
| | Sub-total 分級小計 | 19 991 | 22 613 | 860 | 43 464 |
| GENERAL WORKER LEVEL 普通工人級 | | | | | |
| 401 | Chainman 測量幫工 | 792 | 177 | - | 969 |
| 402 | Concreting Labourer 混凝土幫工 | 60 | 143 | - | 203 |
| 403 | Diver's Linesman 潛水員幫工 | - | - | - | - |
| 404 | Excavator 挖泥工 | 154 | 760 | - | 914 |
| 405 | Heavy Load Labourer 抬重工 | 364 | 935 | - | 1 299 |
| 406 | Labourer 雜工 | 5 484 | 6 891 | 88 | 12 463 |
| 407 | Sewerman 渠務工 | 177 | 195 | - | 372 |
| | Sub-total 分級小計 | 7 031 | 9 101 | 88 | 16 220 |
| | GRAND TOTAL 總計 | 71 705 | 32 529 | 1083 | 105 317 |

Table 2
表二

MANPOWER DISTRIBUTION BY BRANCH

各分類的僱員人數

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|---|--|---|---|---|--|---|---|---|---|-------------|-------|
| PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級 | | | | | | | | | | | |
| 101 | Architect 建築師 | 13 | 4 | 57 | 21 | 1 | 1731 | 28 | 141 | 232 | 2 228 |
| 102 | Builder/Construction Manager 營造師 | 145 | 58 | 279 | 155 | 60 | 393 | 111 | 67 | - | 1 268 |
| 103 | Building/Maintenance Surveyor 屋宇／保養測量師 | 7 | - | 25 | 16 | - | 62 | 15 | 35 | 354 | 514 |
| 104 | Civil Engineer 土木工程師 | 149 | 264 | 560 | 10 | 53 | 1 269 | 10 | 234 | 1 424 | 3 973 |
| 105 | Construction Plant Engineer 建造機械工程師 | 22 | 11 | 36 | - | 17 | - | 8 | - | - | 94 |
| 106 | Environmental Engineer 環境工程師 | 13 | 29 | 52 | - | 33 | 270 | 1 | 57 | 22 | 477 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|--|---|---|---|--|---|---|---|---|-------------|-------|
| PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續) | | | | | | | | | | | |
| 107 | Estate Surveyor 產業測量師 | - | - | - | - | - | - | - | - | - | |
| 108 | Geotechnical Engineer 土力工程師 | 10 | 25 | 55 | - | - | 507 | - | 39 | 239 | 875 |
| 109 | Interior Designer 室內設計師 | 2 | - | - | 271 | 26 | 438 | 23 | 1 | - | 761 |
| 110 | Land Surveyor 土地測量師 | 27 | 66 | 117 | 2 | - | 231 | 18 | 47 | 106 | 614 |
| 111 | Landscape Architect 園景規劃師 | 4 | - | 4 | - | 21 | 85 | 3 | 4 | 67 | 188 |
| 112 | Quantity Surveyor 工料測量師 | 231 | 175 | 536 | 86 | 51 | 560 | 65 | 53 | 142 | 1 899 |
| 113 | Safety Officer 安全主任 | 215 | 156 | 76 | 25 | 2 | 4 | 1 | 24 | 188 | 691 |
| 114 | Structural Engineer 結構工程師 | 115 | 23 | 70 | 20 | 43 | 1 137 | 4 | 63 | 343 | 1 818 |
| 115 | Town Planner 城市設計師 | - | - | - | - | - | 161 | - | 12 | 251 | 424 |
| 116 | Engineering Geologist 工程地質學家 | - | 2 | 5 | - | - | 80 | - | - | 29 | 116 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|--|---|---|---|--|---|---|---|---|--------------|---------------|
| PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續) | | | | | | | | | | | |
| 117 | Quality Control/ Assurance Engineer 品質工程師 | 42 | 30 | 57 | 7 | 4 | 30 | - | 12 | - | 182 |
| 118 | Building Services Engineer 屋宇設備工程師 | 174 | 27 | 48 | 46 | 39 | 295 | 109 | 184 | 180 | 1 102 |
| 119 | Electrical Engineer 電機工程師 | 32 | 12 | 76 | - | - | 84 | 6 | 97 | 11 | 318 |
| 120 | Mechanical Engineer 機械工程師 | 12 | 16 | 102 | - | 27 | 97 | 1 | 98 | 50 | 403 |
| | Sub-total 分級小計 | 1 213 | 898 | 2 155 | 659 | 377 | 7 434 | 403 | 1 168 | 3 638 | 17 945 |
| TECHNICIAN LEVEL 技術員級 | | | | | | | | | | | |
| 201 | Architectural Technician/ Draughtsman 建築技術員/繪圖員 | 59 | 27 | 227 | 116 | 232 | 2 308 | 25 | 121 | 948 | 4 063 |
| 202 | Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員 | 138 | 83 | 50 | - | 1 | - | - | 27 | 4 | 303 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|---------------------------------------|---|---|---|---|--|---|---|---|---|-------------|-------|
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | | | | | | | | |
| 203 | Civil/Structural/ Geotechnical Engineering Technician 土木／結構／ 土力工程技術員 | 49 | 108 | 129 | - | 31 | 540 | - | 187 | 821 | 1 865 |
| 204 | Clerk of Works/ Inspector of Works/ Works Supervisor 監工 | 25 | 3 | 122 | 122 | - | 634 | 89 | 107 | 2 991 | 4 093 |
| 205 | Construction Plant Technician 建造機械技術員 | 36 | 7 | 20 | - | 4 | - | - | 30 | - | 97 |
| 206 | Construction Purchaser/Storekeeper 建造物料採購員／ 倉庫管理員 | 42 | 32 | 164 | 32 | 46 | 61 | 7 | 4 | - | 388 |
| 207 | Estimator 估價員 | - | 2 | 408 | 134 | 206 | 190 | 8 | - | - | 948 |
| 208 | Interior Design Technician 室內設計員 | - | - | - | 955 | 33 | 163 | 2 | 2 | - | 1 155 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|---------------------------------------|---|---|---|---|--|---|---|---|---|-------------|-------|
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | | | | | | | | |
| 209 | Laboratory Technician (Construction Materials/Soils) 建築材料試驗員 | 18 | 5 | - | - | - | 464 | - | 29 | 96 | 612 |
| 210 | Site Agent 地盤總管 | 335 | 225 | 154 | 171 | 61 | - | 4 | 7 | - | 957 |
| 211 | Site Foreman 地盤管工 | 1 389 | 709 | 390 | 278 | 620 | 19 | 5 | 12 | 5 | 3 427 |
| 212 | Surveying Technician (Building) 屋宇測量員 | 27 | 8 | 2 | - | 2 | 301 | 3 | 39 | 175 | 557 |
| 213 | Surveying Technician (Estate) 產業測量員 | - | - | - | - | - | - | - | - | - | - |
| 214 | Surveying Technician (Land) 土地測量員 | 89 | 172 | 36 | - | - | 428 | 1 | 18 | 521 | 1 265 |
| 215 | Surveying Technician (Quantity) 工料測量員 | 133 | 112 | 151 | 102 | 270 | 740 | 4 | 19 | 405 | 1 936 |
| 216 | Surveying Technician (Town Planning) 城市設計員 | - | - | - | - | - | 34 | - | 1 | 171 | 206 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|---------------------------------------|---|---|---|---|--|---|---|---|---|--------------|---------------|
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | | | | | | | | |
| 217 | Quality Control/ Assurance Technician 品質控制/ 保證技術員 | 42 | 17 | 13 | 20 | 2 | 11 | - | 11 | - | 116 |
| 218 | Building Services Technician 屋宇設備技術員 | 93 | 16 | 33 | 156 | 43 | 107 | 60 | 489 | 347 | 1 344 |
| 219 | Electrical Engineering Technician 電機工程技術員 | 16 | 12 | 19 | - | 12 | - | 3 | 17 | - | 79 |
| 220 | Mechanical Engineering Technician 機械工程技術員 | 10 | 38 | 19 | - | 58 | 13 | - | 20 | - | 158 |
| 221 | Building Services and Engineering Supervisor 屋宇設備技術及 工程監督 | 42 | 7 | 231 | 2 966 | 536 | 74 | 34 | 83 | - | 3 973 |
| 223 | Landscape Technician 園景技術員 | - | 6 | - | - | 58 | 82 | - | - | - | 146 |
| | Sub-total 分級小計 | 2 543 | 1 589 | 2 168 | 5 052 | 2 215 | 6 169 | 245 | 1 223 | 6 484 | 27 688 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|---|---|---|---|--|---|---|---|---|-------------|-------|
| SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級 | | | | | | | | | | | |
| 301 | Asphalter (Water Proofing) 瀝青工 (防水) | 226 | 2 | - | - | 316 | - | - | 1 | - | 545 |
| 302 | Asphalter (Road Construction) 瀝青工 (道路建造) | 1 | 36 | 56 | - | 7 | - | - | - | - | 100 |
| 303 | Bamboo Scaffolder 竹棚工 | 566 | 36 | - | 4 | 413 | - | - | - | - | 1 019 |
| 304 | Bar Bender and Fixer 鋼筋屈紮工 | 1 652 | 323 | 24 | - | 45 | - | - | - | - | 2 044 |
| 305 | Bricklayer 砌磚工 | 495 | 37 | - | 49 | 25 | - | - | 1 | 8 | 615 |
| 306 | Carpenter (Fender) 木工 (護木) | 27 | 9 | - | - | - | - | - | - | 6 | 42 |
| 307 | Carpenter (Formwork) 木模板工 | 2 408 | 544 | - | 44 | 100 | - | - | - | - | 3 096 |
| 308 | Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落) | 27 | 10 | - | - | - | - | - | - | - | 37 |
| 309 | Concretor 混凝土工 | 556 | 162 | - | - | 82 | - | - | - | 12 | 812 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|---|--|---|---|---|--|---|---|---|---|-------------|------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | | |
| 310 | Construction Plant Mechanic 建造機械技工 | 137 | 50 | 10 | - | 13 | - | - | 15 | - | 225 |
| 311 | Curtain Wall Installer 幕牆工 | 577 | 6 | - | - | 26 | - | - | - | - | 609 |
| 312 | Demolition Worker (Building) 清拆工 (建築物) | 143 | 20 | 58 | 120 | - | - | - | - | - | 341 |
| 313 | Diver 潛水員 | 10 | 12 | - | - | 220 | - | - | - | - | 242 |
| 314 | Drainlayer 地渠工 | 149 | 160 | - | - | 186 | - | - | 2 | - | 497 |
| 315 | Electrician (Main Contractor's) 電氣技工 (承建商所僱用) | 120 | 60 | 49 | 3 | - | 16 | - | 55 | 1 | 304 |
| 316 | Floor Layer 鋪地板工 | 123 | - | - | 87 | 237 | - | - | - | - | 447 |
| 317 | Gas Plumber 煤氣喉工 | 14 | - | - | - | - | - | - | 60 | - | 74 |
| 318 | General Welder 普通焊接工 | 531 | 344 | 1 | 167 | 167 | - | - | 1 | 2 | 1213 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|---|---|---|---|--|---|---|---|---|-------------|-------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | | |
| 319 | Glazier 玻璃工 | 302 | 11 | - | 173 | 439 | - | - | 1 | - | 926 |
| 320 | Ground Investigation Operator/Driller/Borer 岩土勘探工/ 鑽井工/鑽孔工 | 38 | 53 | 14 | - | - | - | - | - | - | 105 |
| 321 | Grouting Worker 灌漿工 | 144 | 10 | - | - | - | - | - | - | - | 154 |
| 322 | Joiner 細木工 | 1 041 | 25 | 44 | 2 865 | 50 | - | 1 | 44 | - | 4 070 |
| 323 | Leveller 平水工 | 887 | 122 | 23 | 2 | 25 | - | - | - | 13 | 1 072 |
| 324 | Marble Worker 雲石工 | 1 121 | 1 | - | 15 | 1 915 | - | - | - | - | 3 052 |
| 325 | Marine Construction Plant Operator 海面建造機械 操作工 | - | 10 | - | - | - | - | - | - | - | 10 |
| 326 | Mason 砌石工 | 86 | 33 | - | - | 14 | - | - | 8 | - | 141 |
| 327 | Metal Scaffolder 金屬棚架工 | 114 | 54 | - | - | 24 | - | - | - | 3 | 195 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|---|---|---|---|--|---|---|---|---|-------------|-------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | | |
| 328 | Metal Worker 金屬工 | 1 345 | 116 | - | 419 | 1 243 | 16 | - | 17 | - | 3 156 |
| 329 | Painter & Decorator 髹漆及裝飾工 | 1 339 | 82 | 44 | 2 540 | 453 | 16 | 1 | 33 | 8 | 4 516 |
| 330 | Piling Operative 打樁工 | 271 | 66 | - | - | - | - | - | - | - | 337 |
| 331 | Pipelayer 敷喉管工 | 166 | 147 | - | - | 130 | - | - | - | 291 | 734 |
| 332 | Builder's Lift Operator 建築工地升降機 操作員 | 34 | 2 | - | - | - | - | - | - | - | 36 |
| 333 | Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械) | 270 | 828 | - | - | 146 | - | - | - | 4 | 1 248 |
| 334 | Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機) | 295 | 123 | 7 | - | 95 | - | - | - | - | 520 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|--|---|---|---|--|---|---|---|---|-------------|-------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | | |
| 335 | Plant and Equipment Operator (Piling) 機械設備操作工 (打樁) | 153 | 66 | 12 | - | - | - | - | - | - | 231 |
| 336 | Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道) | - | 4 | - | - | - | - | - | - | - | 4 |
| 337 | Plasterer 批盪工 | 2 495 | 109 | 66 | 1 318 | 676 | - | - | 12 | 6 | 4 682 |
| 338 | Plumber 水喉工 | 1 121 | 92 | - | 213 | 615 | 16 | 2 | 46 | - | 2 105 |
| 339 | Rock-Breaking Driller 鑽破工(風炮工) | 52 | 40 | - | - | 33 | - | - | - | - | 125 |
| 340 | Prestressing Operative 預應力(拉力)工 | 1 | 1 | - | - | - | - | - | - | - | 2 |
| 341 | Rigger/Metal Formwork Erector 索具工(叻) / 金屬模板裝嵌工 | 370 | 346 | - | - | - | - | - | - | - | 716 |
| 342 | Shotcretor 噴射混凝土工 | 5 | 9 | - | - | - | - | - | - | - | 14 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 |
|---|--|---|---|---|--|---|---|---|---|-------------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | |
| 343 | Shotfirer 爆石工 | - | 5 | - | - | - | - | - | - | 5 |
| 344 | Slope Maintenance Worker 斜坡修葺工 | - | 71 | - | - | - | - | 6 | - | 77 |
| 345 | Structural Steel Erector 結構鋼架工 | 141 | 36 | 24 | - | - | - | - | - | 201 |
| 346 | Structural Steel Welder 結構鋼材焊接工 | 79 | 29 | 2 | - | 14 | - | - | - | 124 |
| 347 | Tiler 鋪瓦工 | 364 | 20 | - | 109 | 129 | - | - | 2 | 624 |
| 348 | Trackworker 鋪軌工 | 8 | - | - | - | - | - | - | - | 8 |
| 349 | Truck Driver 重型車輛駕駛員 (泥頭車司機) | 52 | 433 | - | - | - | - | - | 2 | 487 |
| 350 | Window Frame Installer 窗框工 | 554 | 5 | - | 44 | 732 | 8 | - | - | 1 343 |
| 351 | Tunnel Worker 隧道工 | - | 4 | - | - | - | - | - | - | 4 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|--|--|---|---|---|--|---|---|---|---|-------------|---------------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | | |
| 352 | Asbestos Abatement Worker 清除石棉工 | - | - | - | - | - | - | - | - | - | |
| 353 | Hand-dug Caisson Worker 手挖沉箱工 | - | - | - | - | - | - | - | - | - | |
| 354 | Paving Block Layer 地磚鋪砌工 | 96 | 25 | - | - | - | - | 1 | - | 122 | |
| 355 | Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船) | 21 | 2 | - | 4 | - | - | - | - | 27 | |
| 356 | Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆) | 9 | 9 | - | - | - | - | - | - | 18 | |
| 357 | Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物) | 11 | - | - | - | - | - | - | - | 11 | |
| | Sub-total 分級小計 | 20 747 | 4 800 | 434 | 8 176 | 8 570 | 72 | 4 | 305 | 356 | 43 464 |

| Job Title 職稱 | Br. 1 Bldg Sites 分類一 已動工的 建築地盤 | Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤 | Br. 3 New Cons Contr 分類三 新建造工程 承建商 | Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商 | Br. 5 Spec Trade Contr 分類五 特種工程 承建商 | Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司 | Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商 | Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等 | Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人) | Total 總數 | |
|-----------------------------------|--|---|---|---|--|---|---|---|---|---------------|----------------|
| GENERAL WORKER LEVEL 普通工人級 | | | | | | | | | | | |
| 401 | Chainman 測量幫工 | 188 | 242 | 12 | - | - | 111 | 1 | 10 | 405 | 969 |
| 402 | Concreting Labourer 混凝土幫工 | 139 | 64 | - | - | - | - | - | - | - | 203 |
| 403 | Diver's Linesman 潛水員幫工 | - | - | - | - | - | - | - | - | - | - |
| 404 | Excavator 挖泥工 | 475 | 439 | - | - | - | - | - | - | - | 914 |
| 405 | Heavy Load Labourer 抬重工 | 774 | 523 | - | - | - | - | - | 2 | - | 1 299 |
| 406 | Labourer 雜工 | 5 763 | 4 125 | 431 | 692 | 494 | 23 | - | 142 | 793 | 12 463 |
| 407 | Sewerman 渠務工 | 54 | 153 | 44 | - | 60 | - | - | - | 61 | 372 |
| | Sub-total 分級小計 | 7 393 | 5 546 | 487 | 692 | 554 | 134 | 1 | 154 | 1 259 | 16 220 |
| | GRAND TOTAL 總計 | 31 896 | 12 833 | 5 244 | 14 579 | 11 716 | 13 809 | 653 | 2850 | 11 737 | 105 317 |

Table 3
表 三

MANPOWER DISTRIBUTION BY BRANCHES AND SKILLS LEVEL
各分類不同技能等級的人力分布情況

| Branch 分類 | | Job Level 技能等級 | | | | Total 總數 |
|---------------------|--|--|-------------------|---|---------------------------|----------------|
| | | Professional/ Technologist 專業人士/ 技師 | Technician 技術員 | Skilled & Semi-Skilled Worker 技工及 半熟練技工 | General Worker 普通工人 | |
| Br. 1 分類一 | Bldg Sites 已動工的建築地盤 | 1 213 | 2 543 | 20 747 | 7 393 | 31 896 |
| Br. 2 分類二 | Civ Eng Sites 已動工的土木工程 及其他地盤 | 898 | 1 589 | 4 800 | 5 546 | 12 833 |
| Br. 3 分類三 | New Cons Contr 新建造工程承建商 | 2 155 | 2 168 | 434 | 487 | 5 244 |
| Br. 4 分類四 | Décor Rep Mtn Contr 裝修保養 工程承建商 | 659 | 5 052 | 8 176 | 692 | 14 579 |
| Br. 5 分類五 | Spec Trade Contr 特種工程承建商 | 377 | 2 215 | 8 570 | 554 | 11 716 |
| Br. 6 分類六 | Arch, Eng, Surv Serv 建築、測量 及工程服務公司 | 7 434 | 6 169 | 72 | 134 | 13 809 |
| Br. 7 分類七 | Major Est Devlprs 主要私人 地產發展商 | 403 | 245 | 4 | 1 | 653 |
| Br. 8 分類八 | Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等 | 1 168 | 1 223 | 305 | 154 | 2 850 |
| Br. 9 分類九 | Govt Dept 政府部門 (僱有建築工人) | 3 638 | 6 484 | 356 | 1 259 | 11 737 |
| TOTAL 總數 | | 17 945 | 27 688 | 43 464 | 16 220 | 105 317 |

Table 4
表 四

NUMBER OF TRAINEES AND NUMBER OF VACANCIES AT DATE OF SURVEY
調查期間受訓者人數與空缺額

| Job Title 職稱 | | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 |
|---|--|--|--|---|
| PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級 | | | | |
| 101 | Architect 建築師 | 2 228 | 16 | 50 |
| 102 | Builder/Construction Manager 營造師 | 1 268 | 6 | 4 |
| 103 | Building/Maintenance Surveyor 屋宇／保養測量師 | 514 | 23 | 16 |
| 104 | Civil Engineer 土木工程師 | 3 973 | 61 | 318 |
| 105 | Construction Plant Engineer 建造機械工程師 | 94 | 1 | 2 |
| 106 | Environmental Engineer 環境工程師 | 477 | 3 | 15 |
| 107 | Estate Surveyor* 產業測量師 | - | - | - |
| 108 | Geotechnical Engineer 土力工程師 | 875 | 22 | 1 |
| 109 | Interior Designer 室內設計師 | 761 | - | - |
| 110 | Land Surveyor 土地測量師 | 614 | 9 | 25 |
| 111 | Landscape Architect 園景規劃師 | 188 | 2 | 1 |
| 112 | Quantity Surveyor 工料測量師 | 1 899 | 10 | 31 |
| 113 | Safety Officer 安全主任 | 691 | - | 1 |
| 114 | Structural Engineer 結構工程師 | 1 818 | 10 | 27 |

* Covered separately in manpower survey conducted by the Real Estates Services Training Board (RETB)

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 | |
|--|--|--|---|------------|
| PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) | | 專業人士／技師級（續） | | |
| 115 | Town Planner 城市設計師 | 424 | 5 | 21 |
| 116 | Engineering Geologist 工程地質學家 | 116 | - | - |
| 117 | Quality Control/ Assurance Engineer 品質工程師 | 182 | 1 | 3 |
| 118 | Building Services Engineer 屋宇設備工程師 | 1 102 | 7 | 20 |
| 119 | Electrical Engineer 電機工程師 | 318 | 2 | 20 |
| 120 | Mechanical Engineer 機械工程師 | 403 | 3 | 4 |
| | Sub-total 分級小計 | 17 945 | 181 | 559 |
| TECHNICIAN LEVEL 技術員級 | | | | |
| 201 | Architectural Technician/ Draughtsman 建築技術員／繪圖員 | 4 063 | 51 | 17 |
| 202 | Assistant Safety Officer/Safety Supervisor 助理安全主任／ 安全督導員 | 303 | - | - |
| 203 | Civil/Structural/ Geotechnical Engineering Technician 土木／結構／土力工程 技術員 | 1 865 | 71 | 28 |
| 204 | Clerk of Works/ Inspector of Works/ Works Supervisor 監工 | 4 093 | 108 | 8 |
| 205 | Construction Plant Technician 建造機械技術員 | 97 | - | 4 |
| 206 | Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員 | 388 | - | - |
| 207 | Estimator 估價員 | 948 | - | 1 |

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 |
|--|--|--|---|
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | |
| 208 Interior Design Technician 室內設計員 | 1 155 | 172 | - |
| 209 Laboratory Technician (Construction Materials/ Soils) 建築材料試驗員 | 612 | 54 | 2 |
| 210 Site Agent 地盤總管 | 957 | - | 4 |
| 211 Site Foreman 地盤管工 | 3 427 | 18 | 35 |
| 212 Surveying Technician (Building) 屋宇測量員 | 557 | 7 | - |
| 213 Surveying Technician (Estate)* 產業測量員 | - | - | - |
| 214 Surveying Technician (Land) 土地測量員 | 1 265 | 16 | 6 |
| 215 Surveying Technician (Quantity) 工料測量員 | 1 936 | 57 | 7 |
| 216 Surveying Technician (Town Planning) 城市設計員 | 206 | 4 | - |
| 217 Quality Control/ Assurance Technician 品質控制／保證技術員 | 116 | 19 | - |
| 218 Building Services Engineering Technician 屋宇設備技術員 | 1 344 | 23 | 6 |
| 219 Electrical Engineering Technician 電機工程技術員 | 79 | - | - |
| 220 Mechanical Engineering Technician 機械工程技術員 | 158 | - | 1 |
| 221 Building Services and Engineering Supervisor 屋宇設備技術及工程監督 | 3 973 | 4 | 5 |
| 223 Landscape Technician 園景技術員 | 146 | - | - |

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 | |
|--|--|--|---|----|
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | |
| Sub-total 分級小計 | 27 688 | 604 | 124 | |
| SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級 | | | | |
| 301 | Asphalter (Water Proofing) 瀝青工 (防水) | 545 | - | - |
| 302 | Asphalter (Road Construction) 瀝青工 (道路建造) | 100 | - | - |
| 303 | Bamboo Scaffolder 竹棚工 | 1 019 | - | 76 |
| 304 | Bar Bender and Fixer 鋼筋屈紮工 | 2 044 | - | - |
| 305 | Bricklayer 砌磚工 | 615 | 2 | - |
| 306 | Carpenter (Fender) 木工 (護木) | 42 | - | - |
| 307 | Carpenter (Formwork) 木模板工 | 3 096 | - | - |
| 308 | Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落) | 37 | - | - |
| 309 | Concretor 混凝土工 | 812 | - | - |
| 310 | Construction Plant Mechanic 建造機械技工 | 225 | - | - |
| 311 | Curtain Wall Installer 幕牆工 | 609 | - | - |
| 312 | Demolition Worker Installer 清拆工 (建築物) | 341 | - | 1 |
| 313 | Diver 潛水員 | 242 | - | - |
| 314 | Drainlayer 地渠工 | 497 | - | - |
| 315 | Electrician (Main Contractor's) 電氣技工 (承建商所僱用) | 304 | 5 | - |

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 |
|--|--|--|---|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | |
| 316 Floor Layer 鋪地板工 | 447 | - | - |
| 317 Gas Plumber 煤氣喉工 | 74 | - | - |
| 318 General Welder 普通焊接工 | 1213 | 7 | - |
| 319 Glazier 玻璃工 | 926 | 2 | - |
| 320 Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／ 鑽孔工 | 105 | - | - |
| 321 Grouting Worker 灌漿工 | 154 | - | - |
| 322 Joiner 細木工 | 4 070 | - | 50 |
| 323 Leveller 平水工 | 1 072 | 7 | - |
| 324 Marble Worker 雲石工 | 3 052 | 12 | - |
| 325 Marine Construction Plant Operator 海面建造機械操作工 | 10 | - | - |
| 326 Mason 砌石工 | 141 | - | - |
| 327 Metal Scaffolder 金屬棚架工 | 195 | - | - |
| 328 Metal Worker 金屬工 | 3 156 | 4 | - |
| 329 Painter & Decorator 髹漆及裝飾工 | 4 516 | - | 50 |
| 330 Piling Operative 打樁工 | 337 | - | - |
| 331 Pipelayer 敷喉管工 | 734 | 35 | 1 |
| 332 Builder's Lift Operator 建築工地升降機 操作員 | 36 | - | - |

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 | |
|--|--|--|---|---|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | |
| 333 | Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械) | 1 248 | - | - |
| 334 | Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機) | 520 | - | - |
| 335 | Plant and Equipment Operator (Piling) 機械設備操作工 (打樁) | 231 | - | - |
| 336 | Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道) | 4 | - | - |
| 337 | Plasterer 批盪工 | 4 682 | - | - |
| 338 | Plumber 水喉工 | 2 105 | 5 | - |
| 339 | Rock-Breaking Driller 鑽破工 (風炮工) | 125 | - | - |
| 340 | Prestressing Operative 預應力 (拉力) 工 | 2 | - | - |
| 341 | Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工 | 716 | - | - |
| 342 | Shotcretor 噴射混凝土工 | 14 | - | - |
| 343 | Shotfirer 爆石工 | 5 | - | - |
| 344 | Slope Maintenance Worker 斜坡修葺工 | 77 | - | - |
| 345 | Structural Steel Erector 結構鋼架工 | 201 | - | - |
| 346 | Structural Steel Welder 結構鋼材焊接工 | 124 | - | - |
| 347 | Tiler 鋪瓦工 | 624 | - | - |
| 348 | Trackworker 鋪軌工 | 8 | - | - |

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 |
|---|--|--|---|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | |
| 349 Truck Driver 重型車輛駕駛員 (泥頭車司機) | 487 | - | - |
| 350 Window Frame Installer 窗框工 | 1 343 | - | - |
| 351 Tunnel Worker 隧道工 | 4 | - | - |
| 352 Asbestos Abatement Worker 清除石棉工 | - | - | - |
| 353 Hand-dug Caisson Worker 手挖沉箱工 | - | - | - |
| 354 Paving Block Layer 地磚鋪砌工 | 122 | - | - |
| 355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船) | 27 | - | - |
| 356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆) | 18 | - | - |
| 357 Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物) | 11 | - | - |
| Sub-total 分級小計 | 43 464 | 79 | 178 |
| GENERAL WORKER LEVEL 普通工人級 | | | |
| 401 Chainman 測量幫工 | 969 | 48 | - |
| 402 Concreting Labourer 混凝土幫工 | 203 | - | - |
| 403 Diver's Linesman 潛水員幫工 | - | - | - |
| 404 Excavator 挖泥工 | 914 | 2 | - |
| 405 Heavy Load Labourer 抬重工 | 1 299 | - | - |
| 406 Labourer 雜工 | 12 463 | 25 | - |
| 407 Sewerman 渠務工 | 372 | 4 | - |

| Job Title 職稱 | Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外) | Number of Vacancies at Date of Survey 調查期間 空缺額 | Number of Trainees at Date of Survey 調查期間 受訓者人數 | |
|--------------------------------------|--|--|---|------------|
| GENERAL WORKER LEVEL 普通工人級(續) | | | | |
| | Sub-total 分級小計 | 16 220 | 79 | 0 |
| | GRAND TOTAL 總計 | 105 317 | 943 | 861 |

Table 5
表五

DISTRIBUTION OF WORKERS BY MONTHLY INCOME RANGE
按每月收入幅度劃分僱員的分布情況

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 | |
|--|--|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|-----|
| PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士/技師級 | | | | | | | | | | |
| 101 | Architect 建築師 | - | - | - | - | 2 | 176 | 806 | 810 | 434 |
| 102 | Builder/ Construction Manager 營造師 | - | - | - | 1 | 18 | 262 | 486 | 251 | 250 |
| 103 | Building/ Maintenance Surveyor 屋宇/保養 測量師 | - | - | - | - | 10 | 78 | 30 | 307 | 89 |
| 104 | Civil Engineer 土木工程師 | - | - | 5 | 447 | 139 | 289 | 1 199 | 1 623 | 271 |
| 105 | Construction Plant Engineer 建造機械工程師 | - | - | - | - | 6 | 55 | 6 | 4 | 23 |
| 106 | Environmental Engineer 環境工程師 | - | - | - | 2 | 27 | 235 | 58 | 32 | 123 |
| 107 | Estate Surveyor 產業測量師 | - | - | - | - | - | - | - | - | - |
| 108 | Geotechnical Engineer 土力工程師 | - | - | - | 9 | 2 | 284 | 196 | 246 | 138 |
| 109 | Interior Designer 室內設計師 | - | - | - | 5 | 128 | 138 | 46 | 46 | 398 |
| 110 | Land Surveyor 土地測量師 | - | - | - | 40 | 150 | 199 | 78 | 129 | 18 |
| 111 | Landscape Architect 園景規劃師 | - | - | - | - | 10 | 70 | 19 | 75 | 14 |
| 112 | Quantity Surveyor 工料測量師 | - | - | 1 | 27 | 218 | 727 | 484 | 135 | 307 |
| 113 | Safety Officer 安全主任 | - | - | - | 27 | 93 | 403 | 62 | 6 | 100 |
| 114 | Structural Engineer 結構工程師 | - | - | 1 | 7 | 106 | 292 | 812 | 307 | 293 |
| 115 | Town Planner 城市設計師 | - | - | - | - | - | 145 | 24 | 232 | 23 |
| 116 | Engineering Geologist 工程地質學家 | - | - | - | - | 6 | 44 | 32 | 30 | 4 |

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 | |
|---|---|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|--------------|
| PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續) | | | | | | | | | | |
| 117 | Quality Control/ Assurance Engineer 品質工程師 | - | - | 1 | 2 | 32 | 61 | 43 | 6 | 37 |
| 118 | Building Services Engineer 屋宇設備工程師 | - | - | - | 2 | 106 | 286 | 260 | 124 | 324 |
| 119 | Electrical Engineer 電機工程師 | - | - | - | 1 | 161 | 14 | 120 | 9 | 13 |
| 120 | Mechanical Engineer 機械工程師 | - | - | - | - | 115 | 115 | 125 | 2 | 46 |
| | Sub-total 分級小計 | 0 | 0 | 8 | 570 | 1 329 | 3 873 | 4 886 | 4 374 | 2 905 |
| TECHNICIAN LEVEL 技術員級 | | | | | | | | | | |
| 201 | Architectural Technician/ Draughtsman 建築技術員/ 繪圖員 | - | 3 | 158 | 456 | 877 | 1 512 | 169 | - | 888 |
| 202 | Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員 | 1 | 3 | 20 | 82 | 117 | 33 | 4 | - | 43 |
| 203 | Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員 | - | 31 | 9 | 400 | 821 | 176 | 87 | - | 341 |
| 204 | Clerk of Works/ Inspector of Works/ Works Supervisor 監工 | - | - | - | 59 | 427 | 1 438 | 1 333 | 213 | 623 |
| 205 | Construction Plant Technician 建造機械技術員 | - | - | 1 | 38 | 28 | 23 | - | - | 7 |
| 206 | Construction Purchaser/ Storekeeper 建造物料採購員 /倉庫管理員 | - | 10 | 103 | 131 | 60 | 8 | - | - | 76 |
| 207 | Estimator 估價員 | - | 63 | 46 | 306 | 266 | 91 | 7 | - | 169 |
| 208 | Interior Design Technician 室內設計員 | - | 87 | 176 | 463 | 13 | 15 | - | - | 401 |
| 209 | Laboratory Technician (Construction Materials/Soils) 建築材料試驗員 | - | - | 357 | 129 | 11 | 106 | 3 | - | 6 |

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 | |
|--|---|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|--------------|
| TECHNICIAN LEVEL (Continued) 技術員級 (續) | | | | | | | | | | |
| 210 | Site Agent 地盤總管 | - | - | 20 | 157 | 260 | 255 | 87 | 5 | 173 |
| 211 | Site Foreman 地盤管工 | - | 33 | 116 | 1 042 | 1 180 | 408 | 30 | - | 618 |
| 212 | Surveying Technician (Building) 屋宇測量員 | - | - | 194 | 135 | 204 | 15 | - | - | 9 |
| 213 | Surveying Technician (Estate) 產業測量員 | - | - | - | - | - | - | - | - | - |
| 214 | Surveying Technician (Land) 土地測量員 | - | 5 | 59 | 356 | 247 | 529 | 31 | - | 38 |
| 215 | Surveying Technician (Quantity) 工料測量員 | - | 5 | 65 | 846 | 196 | 233 | 116 | - | 475 |
| 216 | Surveying Technician (Town Planning) 城市設計員 | - | - | - | 35 | 167 | - | - | - | 4 |
| 217 | Quality Control/ Assurance Technician 品質控制/ 保證技術員 | - | - | 5 | 51 | 28 | 3 | - | - | 29 |
| 218 | Building Services Technician 屋宇設備技術員 | - | - | 40 | 566 | 56 | 132 | 155 | - | 395 |
| 219 | Electrical Engineering Technician 電機工程技術員 | - | - | 3 | 50 | 23 | 2 | - | - | 1 |
| 220 | Mechanical Engineering Technician 機械工程技術員 | - | - | 16 | 31 | 98 | 2 | - | - | 11 |
| 221 | Building Services and Engineering Supervisor 屋宇設備技術及 工程監督 | - | 56 | 649 | 1206 | 873 | 185 | 25 | - | 979 |
| 223 | Landscape Technician 園景技術員 | - | - | 10 | 20 | 58 | - | - | - | 58 |
| | Sub-total 分級小計 | 1 | 296 | 2 047 | 6 559 | 6 010 | 5 166 | 2 047 | 218 | 5 344 |
| SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級 | | | | | | | | | | |
| 301 | Asphalter (Water Proofing) 瀝青工 (防水) | - | 53 | 234 | 161 | - | - | - | - | 97 |

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 | |
|--|---|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|-------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | |
| 302 | Asphalter (Road Construction) 瀝青工(道路 建造) | - | 8 | 60 | 16 | 15 | - | - | - | 1 |
| 303 | Bamboo Scaffolder 竹棚工 | - | 3 | 107 | 553 | 194 | 6 | - | - | 156 |
| 304 | Bar Bender and Fixer 鋼筋屈紮工 | - | 14 | 83 | 516 | 525 | 160 | - | - | 746 |
| 305 | Bricklayer 砌磚工 | - | 28 | 81 | 350 | 57 | 1 | - | - | 98 |
| 306 | Carpenter (Fender) 木工(護木) | - | - | 26 | 7 | 5 | - | - | - | 4 |
| 307 | Carpenter (Formwork) 木模板工 | - | 39 | 222 | 1 172 | 373 | 42 | - | - | 1 248 |
| 308 | Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落) | - | - | 3 | 32 | 2 | - | - | - | - |
| 309 | Concretor 混凝土工 | - | 16 | 151 | 381 | 53 | 8 | - | - | 203 |
| 310 | Construction Plant Mechanic 建造機械技工 | - | 3 | 37 | 137 | 9 | 2 | - | - | 37 |
| 311 | Curtain Wall Installer 幕牆工 | - | 2 | 37 | 366 | 28 | - | - | - | 176 |
| 312 | Demolition Worker (Building) 清拆工(建築物) | - | 2 | 146 | 170 | - | - | - | - | 23 |
| 313 | Diver 潛水員 | - | - | - | 220 | - | 12 | 9 | - | 1 |
| 314 | Drainlayer 地渠工 | - | 162 | 88 | 180 | 15 | 2 | - | - | 50 |
| 315 | Electrician (Main Contractor's) 電氣技工 (承建商所僱用) | - | 7 | 34 | 103 | 32 | 1 | - | - | 127 |
| 316 | Floor Layer 鋪地板工 | - | 50 | 74 | 228 | 45 | - | - | - | 50 |
| 317 | Gas Plumber 煤氣喉工 | - | - | 60 | 11 | - | - | - | - | 3 |
| 318 | General Welder 普通焊接工 | 94 | 107 | 231 | 502 | 126 | - | - | - | 153 |
| 319 | Glazier 玻璃工 | - | 150 | 399 | 265 | 17 | - | - | - | 95 |

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 |
|--|--|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | |
| 320 | Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／鑽孔工 | - | 11 | 13 | 51 | 11 | - | - | 19 |
| 321 | Grouting Worker 灌漿工 | - | 12 | 7 | 96 | - | - | - | 39 |
| 322 | Joiner 細木工 | - | 327 | 731 | 2451 | 64 | - | - | 497 |
| 323 | Leveller 平水工 | - | 29 | 269 | 460 | 38 | - | - | 276 |
| 324 | Marble Worker 雲石工 | - | - | 281 | 1985 | 34 | - | - | 752 |
| 325 | Marine Construction Plant Operator 海面建造機械操作工 | - | - | - | - | 10 | - | - | - |
| 326 | Mason 砌石工 | - | - | - | 95 | 14 | - | - | 32 |
| 327 | Metal Scaffolder 金屬棚架工 | - | 15 | 54 | 77 | 13 | 3 | - | 33 |
| 328 | Metal Worker 金屬工 | - | 182 | 918 | 1 458 | 44 | 2 | - | 552 |
| 329 | Painter & Decorator 髹漆及裝飾工 | - | 169 | 1 312 | 1 821 | 141 | - | - | 1 073 |
| 330 | Piling Operative 打樁工 | - | 8 | 182 | 132 | 2 | - | - | 13 |
| 331 | Pipelaye 敷喉管工 | - | 66 | 80 | 502 | 46 | 2 | - | 38 |
| 332 | Builder's Lift Operator 建築工地升降機操作員 | - | 3 | 2 | 23 | 3 | - | - | 5 |
| 333 | Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械) | - | - | 286 | 614 | 213 | - | - | 135 |
| 334 | Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機) | - | - | 94 | 214 | 140 | 1 | - | 71 |
| 335 | Plant and Equipment Operator (Piling) 機械設備操作工 (打樁) | - | - | 48 | 161 | 2 | - | - | 20 |

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 | |
|---|---|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|-----|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | |
| 336 | Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道) | - | - | - | 4 | - | - | - | - | - |
| 337 | Plasterer 批盪工 | - | 215 | 1 288 | 1 974 | 243 | 1 | - | - | 961 |
| 338 | Plumber 水喉工 | - | 441 | 433 | 592 | 121 | 9 | - | - | 509 |
| 339 | Rock-Breaking Driller 鑽破工 (風炮工) | - | - | 52 | 26 | 13 | - | - | - | 34 |
| 340 | Prestressing Operative 預應力 (拉力) 工 | - | - | - | - | 1 | - | - | - | 1 |
| 341 | Rigger/Metal Formwork Erector 索具工 (叻嚟) / 金屬模板裝嵌工 | - | 16 | 114 | 356 | 137 | - | - | - | 93 |
| 342 | Shotcretor 噴射混凝土工 | - | - | 1 | 3 | 5 | - | - | - | 5 |
| 343 | Shotfirer 爆石工 | - | - | - | 2 | - | - | 2 | - | 1 |
| 344 | Slope Maintenance Worker 斜坡修葺工 | - | - | 35 | 16 | - | - | - | - | 26 |
| 345 | Structural Steel Erector 結構鋼架工 | - | - | 15 | 163 | 21 | - | - | - | 2 |
| 346 | Structural Steel Welder 結構鋼材焊接工 | - | - | 13 | 64 | 22 | - | - | - | 25 |
| 347 | Tiler 鋪瓦工 | - | 46 | 33 | 344 | 12 | 1 | - | - | 188 |
| 348 | Trackworker 鋪軌工 | - | 8 | - | - | - | - | - | - | - |
| 349 | Truck Driver 重型車輛駕駛員 (泥頭車司機) | - | 23 | 135 | 242 | 7 | - | - | - | 80 |
| 350 | Window Frame Installer 窗框工 | - | 219 | 437 | 381 | 85 | 1 | - | - | 220 |
| 351 | Tunnel Worker 隧道工 | - | - | - | - | 4 | - | - | - | - |
| 352 | Asbestos Abatement Worker 清除石棉工 | - | - | - | - | - | - | - | - | - |
| 353 | Hand-dug Caisson Worker 手挖沉箱工 | - | - | - | - | - | - | - | - | - |

| Job Title 職稱 | Under \$7,000 以下 | \$7,001- \$10,000 | \$10,001- \$13,000 | \$13,001- \$18,000 | \$18,001- \$25,000 | \$25,001- \$35,000 | \$35,001- \$50,000 | Over \$50,000 以上 | Unspecified 未列明 | |
|--|---|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|------------------------|--------------------|---------------|
| SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續) | | | | | | | | | | |
| 354 | Paving Block Layer 地磚鋪砌工 | - | - | 8 | 49 | - | - | - | - | 65 |
| 355 | Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船) | - | - | 4 | 14 | 2 | - | - | - | 7 |
| 356 | Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆) | - | - | 3 | 6 | 9 | - | - | - | - |
| 357 | Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物) | - | - | - | 1 | - | - | - | - | 10 |
| | Sub-total 分級小計 | 94 | 2 434 | 8 921 | 19 747 | 2 953 | 254 | 11 | 0 | 9 050 |
| GENERAL WORKER LEVEL 普通工人級 | | | | | | | | | | |
| 401 | Chainman 測量幫工 | 16 | 138 | 442 | 266 | 18 | - | - | - | 89 |
| 402 | Concreting Labourer 混凝土幫工 | - | 37 | 120 | 13 | 3 | - | - | - | 30 |
| 403 | Diver's Linesman 潛水員幫工 | - | - | - | - | - | - | - | - | - |
| 404 | Excavator 挖泥工 | 13 | 212 | 350 | 89 | - | - | - | - | 250 |
| 405 | Heavy Load Labourer 抬重工 | 31 | 398 | 403 | 68 | 35 | - | - | - | 364 |
| 406 | Labourer 雜工 | 449 | 3 875 | 4 522 | 1 065 | 335 | - | - | - | 2 217 |
| 407 | Sewermain 渠務工 | - | 186 | 35 | 85 | - | - | - | - | 66 |
| | Sub-total 分級小計 | 509 | 4 846 | 5 872 | 1 586 | 391 | 0 | 0 | 0 | 3 016 |
| | GRAND TOTAL 總計 | 604 | 7 576 | 16 848 | 28 462 | 10 683 | 9 293 | 6 944 | 4 592 | 20 315 |

Table 6
表六

NUMBER OF EMPLOYEES STATIONED IN CHINA/MACAO/OTHERS
IN THE PAST 12 MONTHS FROM THE DATE OF SURVEY
(UNDER HONG KONG COMPANY'S PAYROLL)

於過去十二個月(由問卷調查日起計)
安排常駐於中國/澳門/其他地方工作之僱員人數
(其薪金是由香港公司發放的)

| Branch 分類 | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|---|---|-------------|-------------|--------------|
| Br. 1 分類一 Building Sites 已動工的建築地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 2 分類二 Civil Engineering Sites 已動工的土木工程 及其他地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 3 分類三 New Construction Contractors 新建造工程承建商 | Professional/Technologist 專業人士/技師 | 22 | 10 | 32 |
| | Technician 技術員 | - | 5 | 4 |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 22 | 15 | 36 |
| Br. 4 分類四 Decoration/Repair/ Maintenance Contractors 裝修保養 工程承建商 | Professional/Technologist 專業人士/技師 | 4 | 25 | - |
| | Technician 技術員 | 4 | 15 | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | 4 | - |
| | Total 總數 | 8 | 44 | - |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|---|---|-------------|-------------|--------------|
| Br. 5 分類五 | Special Trade Contractors 特種工程承建商 | Professional/Technologist 專業人士／技師 | 2 | - | - |
| | | Technician 技術員 | - | 7 | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | 78 | 850 | - |
| | | Total 總數 | 80 | 857 | - |
| Br. 6 分類六 | Architects/Engineers/ Survey Services 建築、測量 及工程服務公司 | Professional/Technologist 專業人士／技師 | 72 | 16 | 34 |
| | | Technician 技術員 | 113 | 33 | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 185 | 49 | 34 |
| Br. 7 分類七 | Major Estate Developers 主要私人 地產發展商 | Professional/Technologist 專業人士／技師 | 42 | - | - |
| | | Technician 技術員 | 12 | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 54 | - | - |
| Br. 8 分類八 | Tertiary Institutions/Utilities 培訓機構 (包括管業處) 及公用事業等 | Professional/Technologist 專業人士／技師 | 24 | - | 6 |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 24 | - | 6 |
| Br. 9 分類九 | Government Departments 政府部門 (僱有建築工人) | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | - | - | - |

| Branch 分類 | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------------|--|-------------|-------------|--------------|
| TOTAL 總數 | Professional/Technologist 專業人士／技師 | 166 | 51 | 72 |
| | Technician 技術員 | 129 | 60 | 4 |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | 78 | 854 | - |
| | Total 總數 | 373 | 965 | 76 |

Table 7
表七

NUMBER OF EMPLOYEES STATIONED IN CHINA/MACAO/OTHERS
IN THE PAST 12 MONTHS FROM THE DATE OF SURVEY
(UNDER THE SUBSIDIARIES, ASSOCIATES, OR OTHER GROUP COMPANIES' PAYROLL)

於過去十二個月(由問卷調查日起計)
安排常駐於中國/澳門/其他地方工作之僱員人數
(其薪金是由中國/澳門/其他地方的附屬公司發放的)

| Branch 分類 | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|---|---|-------------|-------------|--------------|
| Br. 1 分類一 Building Sites 已動工的建築地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 2 分類二 Civil Engineering Sites 已動工的土木工程 及其他地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 3 分類三 New Construction Contractors 新建造工程承建商 | Professional/Technologist 專業人士/技師 | - | 3 | - |
| | Technician 技術員 | - | 13 | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | 132 | - |
| | Total 總數 | 0 | 148 | 0 |
| Br. 4 分類四 Decoration/Repair/ Maintenance Contractors 裝修保養 工程承建商 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|---|---|-------------|--------------|--------------|
| Br. 5 分類五 | Special Trade Contractors 特種工程承建商 | Professional/Technologist 專業人士／技師 | - | 42 | - |
| | | Technician 技術員 | - | 69 | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | 984 | - |
| | | Total 總數 | 0 | 1 095 | 0 |
| Br. 6 分類六 | Architects/Engineers/ Survey Services 建築、測量 及工程服務公司 | Professional/Technologist 專業人士／技師 | 21 | 343 | - |
| | | Technician 技術員 | 7 | 76 | 2 |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 28 | 419 | 2 |
| Br. 7 分類七 | Major Estate Developers 主要私人 地產發展商 | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |
| Br. 8 分類八 | Tertiary Institutions/Utilities 培訓機構 (包括管業處) 及公用事業等 | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |
| Br. 9 分類九 | Government Departments 政府部門 (僱有建築工人) | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|--------------------|--|-------------|--------------|--------------|
| | TOTAL 總數 | Professional/Technologist 專業人士／技師 | 21 | 388 | - |
| | | Technician 技術員 | 7 | 158 | 2 |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | 1 116 | - |
| | | Total 總數 | 28 | 1 662 | 2 |

Table 8
表八

ESTIMATED NUMBER OF EMPLOYEES WILL STATION
IN CHINA/MACAO/OTHERS IN THE NEXT 12 MONTHS
(UNDER HONG KONG COMPANY'S PAYROLL)

估計在其後十二個月內將安排
常駐於中國/澳門/其他地方工作
之僱員人數(其薪金是由香港公司發放的)

| Branch 分類 | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|---|---|-------------|-------------|--------------|
| Br. 1 分類一 Building Sites 已動工的建築地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 2 分類二 Civil Engineering Sites 已動工的土木工程 及其他地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 3 分類三 New Construction Contractors 新建造工程承建商 | Professional/Technologist 專業人士/技師 | 23 | 10 | 28 |
| | Technician 技術員 | - | 5 | 4 |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 23 | 15 | 32 |
| Br. 4 分類四 Decoration/Repair/ Maintenance Contractors 裝修保養 工程承建商 | Professional/Technologist 專業人士/技師 | 2 | 5 | - |
| | Technician 技術員 | 5 | 15 | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | 4 | - |
| | Total 總數 | 7 | 24 | 0 |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|---|---|-------------|-------------|--------------|
| Br. 5 分類五 | Special Trade Contractors 特種工程承建商 | Professional/Technologist 專業人士／技師 | 2 | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | 78 | 75 | - |
| | | Total 總數 | 80 | 75 | 0 |
| Br. 6 分類六 | Architects/Engineers/ Survey Services 建築、測量 及工程服務公司 | Professional/Technologist 專業人士／技師 | 72 | 16 | 6 |
| | | Technician 技術員 | 76 | 26 | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 148 | 42 | 6 |
| Br. 7 分類七 | Major Estate Developers 主要私人 地產發展商 | Professional/Technologist 專業人士／技師 | 42 | - | - |
| | | Technician 技術員 | 12 | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 54 | 0 | 0 |
| Br. 8 分類八 | Tertiary Institutions/Utilities 培訓機構 (包括管業處) 及公用事業等 | Professional/Technologist 專業人士／技師 | 36 | - | 6 |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 36 | 0 | 6 |
| Br. 9 分類九 | Government Departments 政府部門 (僱有建築工人) | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|--------------------|--|-------------|-------------|--------------|
| | TOTAL 總數 | Professional/Technologist 專業人士／技師 | 177 | 31 | 40 |
| | | Technician 技術員 | 93 | 46 | 4 |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | 78 | 79 | - |
| | | Total 總數 | 348 | 156 | 44 |

Table 9
表九

ESTIMATED NUMBER OF EMPLOYEES WILL STATION
IN CHINA/MACAO/OTHERS IN THE NEXT 12 MONTHS
(UNDER THE SUBSIDIARIES, ASSOCIATES, OR OTHER GROUP COMPANIES' PAYROLL)

估計在其後十二個月內將安排
常駐於中國/澳門/其他地方工作之僱員人數
(其薪金是由中國/澳門/其他地方的附屬公司發放的)

| Branch 分類 | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|---|---|-------------|-------------|--------------|
| Br. 1 分類一 Building Sites 已動工的建築地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 2 分類二 Civil Engineering Sites 已動工的土木工程 及其他地盤 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |
| Br. 3 分類三 New Construction Contractors 新建造工程承建商 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | 11 | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | 0 | 154 | - |
| | Total 總數 | 0 | 165 | - |
| Br. 4 分類四 Decoration/Repair/ Maintenance Contractors 裝修保養 工程承建商 | Professional/Technologist 專業人士/技師 | - | - | - |
| | Technician 技術員 | - | - | - |
| | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | Total 總數 | 0 | 0 | 0 |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|---|---|-------------|-------------|--------------|
| Br. 5 分類五 | Special Trade Contractors 特種工程承建商 | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |
| Br. 6 分類六 | Architects/Engineers/ Survey Services 建築、測量 及工程服務公司 | Professional/Technologist 專業人士／技師 | 11 | - | - |
| | | Technician 技術員 | 3 | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 14 | - | - |
| Br. 7 分類七 | Major Estate Developers 主要私人 地產發展商 | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |
| Br. 8 分類八 | Tertiary Institutions/Utilities 培訓機構 (包括管業處) 及公用事業等 | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |
| Br. 9 分類九 | Government Departments 政府部門 (僱有建築工人) | Professional/Technologist 專業人士／技師 | - | - | - |
| | | Technician 技術員 | - | - | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | - | - |
| | | Total 總數 | 0 | 0 | 0 |

| Branch 分類 | | Job Level 技能等級 | China 中國 | Macao 澳門 | Others 其他 |
|--------------|--------------------|--|-------------|-------------|--------------|
| | TOTAL 總數 | Professional/Technologist 專業人士／技師 | 11 | - | - |
| | | Technician 技術員 | 3 | 11 | - |
| | | Skilled & Semi-Skilled Worker 技工及半熟練技工 | - | 154 | - |
| | | Total 總數 | 14 | 165 | 0 |

Table 10
表十

DISTRIBUTION OF EMPLOYERS' VIEW ON THE BUSINESS SITUATION IN THE COMING YEARS

僱主對未來業務情況的看法

| Employment Size 僱員人數 | Business Situation in Coming Year 對未來一年業務情況的看法 | | | | | Business Situation in Coming 3 Years 對未來三年業務情況的看法 | | | | |
|-------------------------|---|----------------|--------------|--------------------|---------------|--|----------------|--------------|--------------------|---------------|
| | Better 較佳 | The Same 不變 | Worse 較差 | Unspecified 未列明 | Total 總數 | Better 較佳 | The Same 不變 | Worse 較差 | Unspecified 未列明 | Total 總數 |
| 1 - 4 | 532 | 3 475 | 5 244 | 1 | 9 252 | 1 607 | 5 613 | 2 020 | 12 | 9 252 |
| 5 - 9 | 154 | 526 | 749 | 6 | 1 435 | 377 | 693 | 346 | 19 | 1 435 |
| 10 - 19 | 56 | 399 | 409 | 0 | 864 | 68 | 618 | 156 | 22 | 864 |
| 20 - 49 | 34 | 143 | 98 | 0 | 275 | 67 | 158 | 38 | 12 | 275 |
| 50 - 99 | 4 | 47 | 36 | 1 | 88 | 11 | 47 | 27 | 3 | 88 |
| Over 100 以上 | 10 | 56 | 8 | 7 | 81 | 18 | 50 | 3 | 10 | 81 |
| TOTAL 總數 | 790 | 4 646 | 6 544 | 15 | 11 995 | 2 148 | 7 179 | 2 590 | 78 | 11 995 |

Table 11
表 十一

NUMBER OF EMPLOYEES TO BE RECRUITED LOCALLY IN THE NEXT 12 MONTHS
未來十二個月內將於本地招聘的僱員人數

| Branch 分類 | | Job Level 技能等級 | | | |
|---------------------|--|--|-------------------|---|--------------|
| | | Professional/ Technologist 專業人士/ 技師 | Technician 技術員 | Skilled & Semi-Skilled Worker 技工及 半熟練技工 | Total 總數 |
| Br. 1 分類一 | Bldg Sites * 已動工的建築地盤 * | - | - | - | - |
| Br. 2 分類二 | Civ Eng Sites * 已動工的土木工程及其他 地盤 * | - | - | - | - |
| Br. 3 分類三 | New Cons Contr 新建造工程承建商 | 30 | 69 | 172 | 271 |
| Br. 4 分類四 | Décor Rep Mtn Contr 裝修保養 工程承建商 | 6 | 160 | 29 | 195 |
| Br. 5 分類五 | Spec Trade Contr 特種工程承建商 | 6 | 44 | 1 090 | 1 140 |
| Br. 6 分類六 | Arch, Eng, Surv Serv 建築、測量 及工程服務公司 | 106 | 210 | 10 | 326 |
| Br. 7 分類七 | Major Est Devlprs 主要私人 地產發展商 | 16 | 1 | 0 | 17 |
| Br. 8 分類八 | Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等 | 69 | 10 | 10 | 89 |
| Br. 9 分類九 | Govt Dept 政府部門 (僱有建築工人) | 148 | 254 | 45 | 447 |
| TOTAL 總數 | | 381 | 748 | 1 356 | 2 485 |

* Establishments of Branch 1 & 2 were not required to response on these issues.

*分類一及二之機構無須回應這些項目。

SECONDARY STATISTICS
輔助統計資料

- I. Private Residential Units
私人住宅

- II. Housing Authority Rental Flats Newly Completed
新落成房屋委員會租住單位

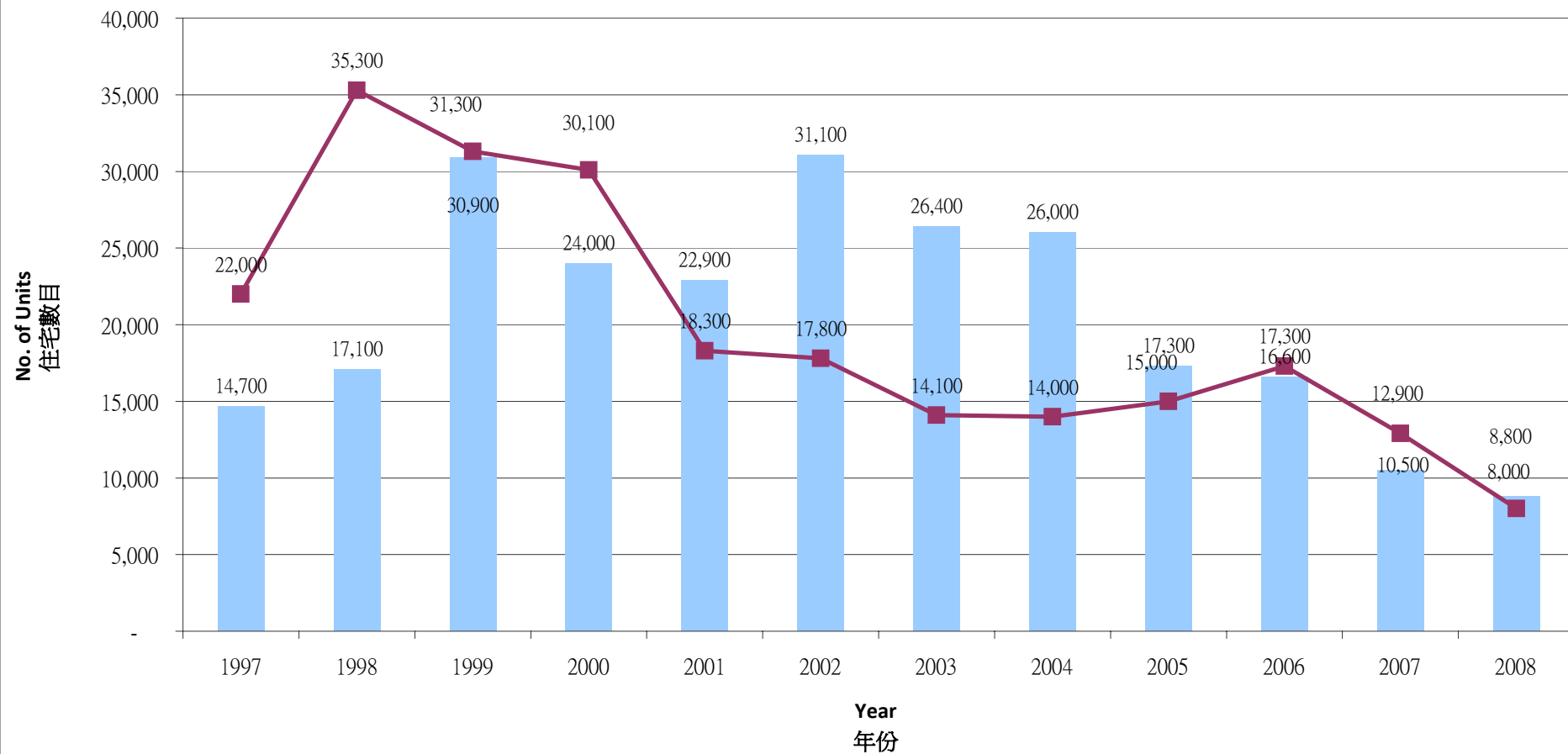
- III. Public Expenditure on Housing
房屋方面的公共開支

- IV. Construction Sites (manual workers only)
建築地盤（只限地盤工人）

- V. 10 Major Infrastructure Projects - Extract from the Chief Executive's
2007 Policy Address
十大基建 - 2007 施政報告摘錄

I. Private Residential Units

私人住宅



Remark: Excluding village housing

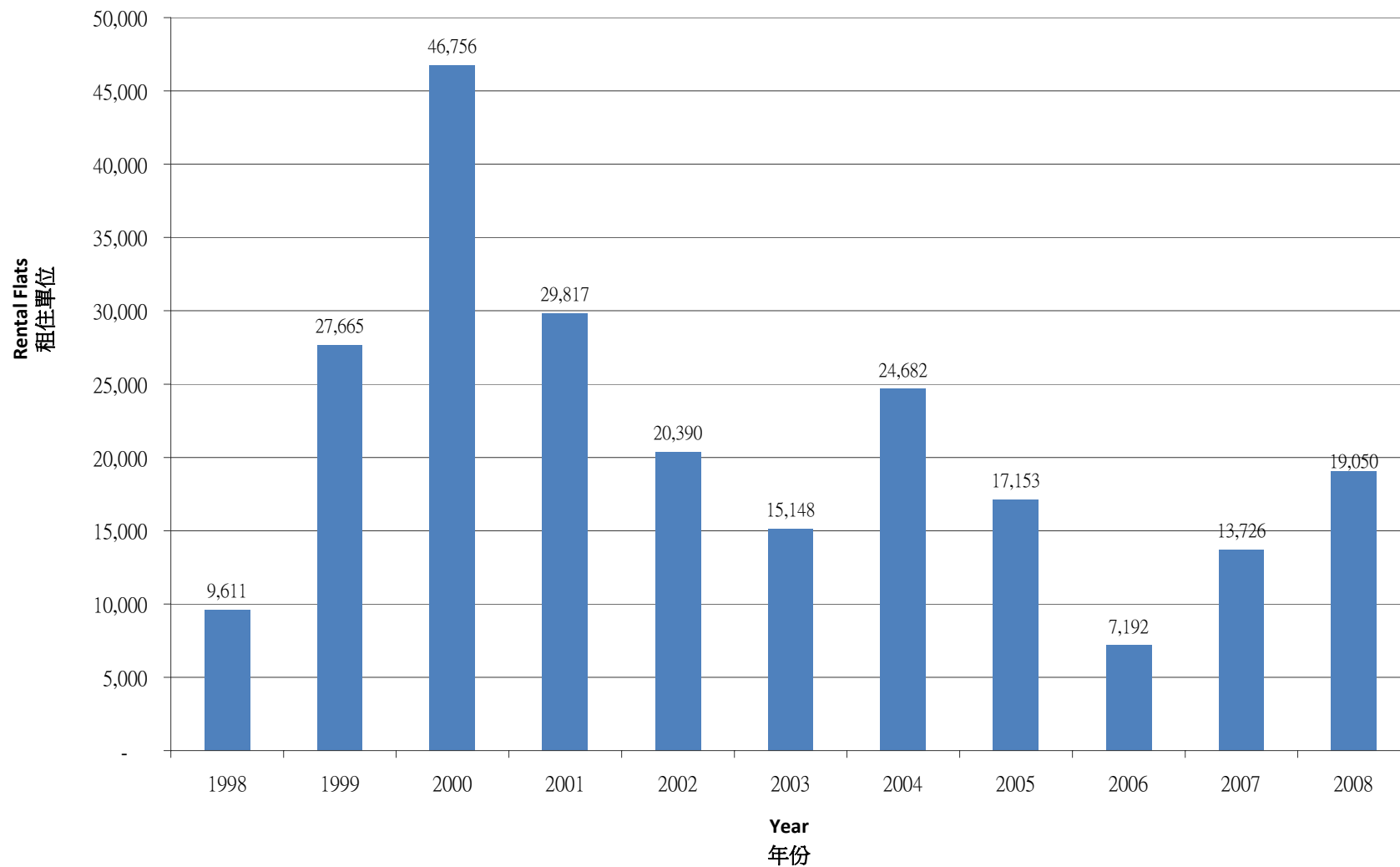
註:不包括村屋

Completion
落成

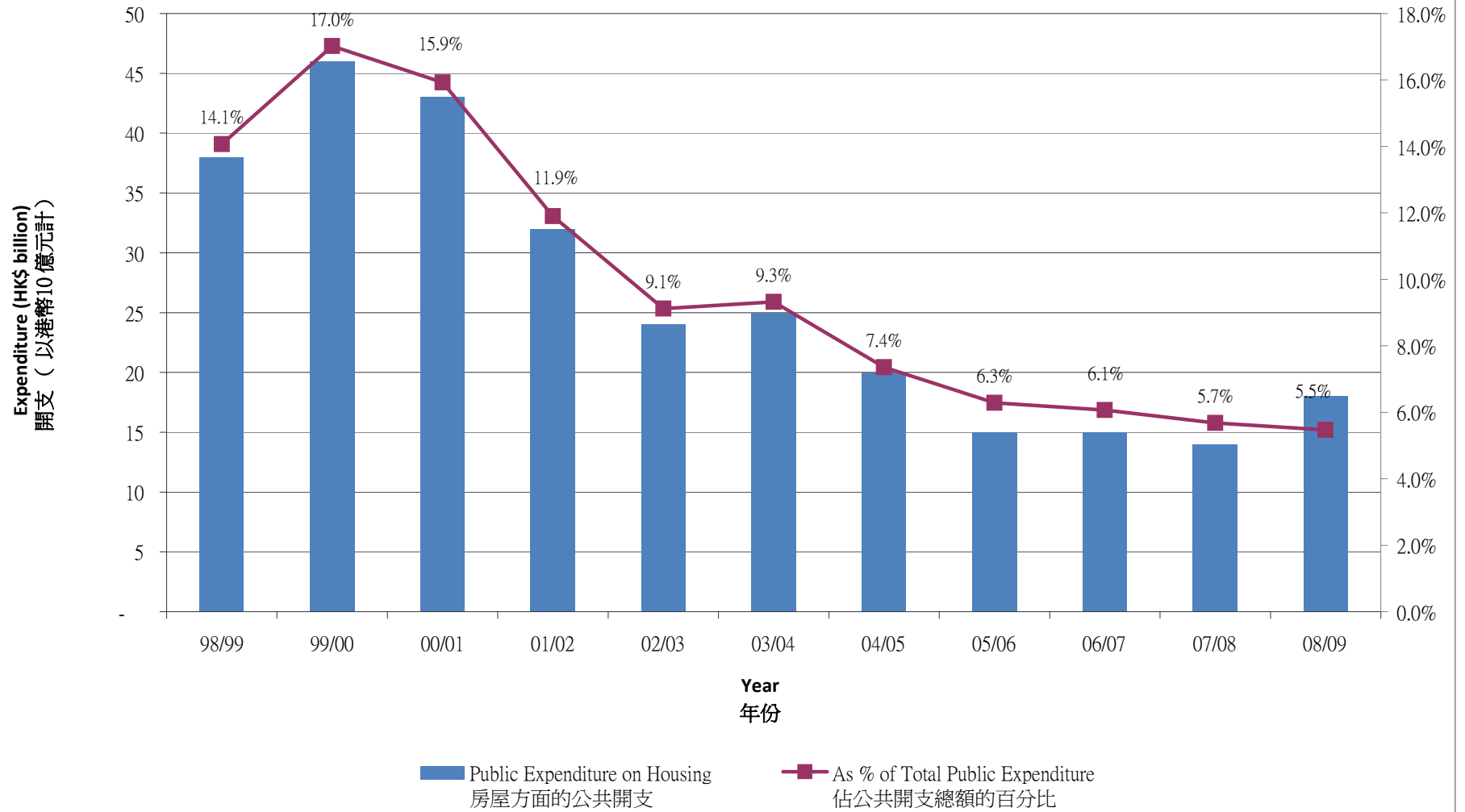
Construction
施工

II. Housing Authority Rental Flats Newly Completed

新落成房屋委員會租住單位



III. Public Expenditure on Housing 房屋方面的公共開支



IV. Construction sites (manual workers only)

建築地盤 (只包括地盤工人)

| Year 年 | Month 月 | No. of Establishments 機構數目 | No. of Persons engaged 就業人數 | | Total 總計 | No. of Vacancies 職位空缺數目 |
|-----------|------------|----------------------------------|--------------------------------|-------------|-------------|-------------------------------|
| | | | Male 男 | Female 女 | | |
| 2006 | | 911 | 47 621 | 3 383 | 51 004 | 16 |
| 2007 | | 946 | 46 273 | 3 830 | 50 103 | 15 |
| 2008 | 6 | 1 014 | 45 600 | 3 956 | 49 556 | 30 |
| 2008 | 9 | 1 012 | 44 367 | 3 777 | 48 144 | 41 |
| 2008 | 12 | 986 | 46 146 | 3 302 | 49 448 | 11 |
| 2009 | 3 | 970 | 47 633 | 4 311 | 51 944 | 3 |
| 2009 | 6 | 954 | 45 820 | 3 122 | 48 942 | 4 |

Sources: Hong Kong Monthly Digest of Statistics November 2009

來源：香港統計月刊 2009 年 11 月

**V. 10 Major Infrastructure Projects –
Extract from the Chief Executive’s 2007 Policy Address**

B. Undertaking 10 Major Infrastructure Projects for Economic Growth

19*. In promoting infrastructure development, our overall expenditure on infrastructure for this year may well be the lowest in recent years. To address this problem, the recently established Development Bureau in the reorganised Government Secretariat will co-ordinate major infrastructure projects.

20*. A rough estimate of the added value to our economy brought about by these projects, from commissioning to a mature stage, would be more than \$100 billion annually, amounting to some 7% of our GDP in 2006. In addition, some 250 000 additional jobs would be created. Details of the projects are:

Transport Infrastructure

(1) **South Island Line** Construction of the seven-kilometre rail line will start in 2011 and cost more than \$7 billion. The South Island Line will be commissioned no later than 2015.

(2) **The Sha Tin to Central Link** will connect the Northeast New Territories and Hong Kong Island via East Kowloon. The Government expect construction work to start in 2010.

(3) **The Tuen Mun Western Bypass and Tuen Mun-Chek Lap Kok Link** at a cost of over \$20 billion with completion in 2016.

Cross-boundary Infrastructure Projects

(4) **The Guangzhou-Shenzhen-Hong Kong Express Rail Link:** Our target is to complete the planning and design processes within next year, so that construction will commence in 2009.

(5) **Hong Kong-Zhuhai-Macao Bridge.** We aim to complete the financial arrangements in the near future and discuss specific investment and financing arrangements by the three governments at the next stage.

(6) **Hong Kong-Shenzhen Airport Co-operation.** A rail link can forge even closer ties. To further co-operation, the two governments will form a joint task force. We hope that specific work plans can be drawn up early next year.

(7) **Hong Kong-Shenzhen Joint Development of the Lok Ma Chau Loop** A high-level co-ordinating mechanism will be established to steer further research and planning work on other cross-boundary issues.

New Urban Development Areas

(8) **West Kowloon Cultural District** represents a major investment in our cultural and arts infrastructure.

(9) **Kai Tak Development Plan.** Statutory procedures to amend the Kai Tak Outline Zoning Plan are almost finished, after which the project will enter the implementation stage. The first berth of a new cruise terminal is expected to be operational in 2012.

(10) **New Development Areas (NDAs)** will provide land for various uses such as housing, employment, high value-added and non-polluting industries. The NDAs are Kwu Tung North, Fanling North, Ping Che and Ta Kwu Ling and Hung Shui Kiu.

* All paragraph numbers are as given in the Policy Address