

*Manpower Survey of
the Building, Civil Engineering
and Built Environment Industry, 2017*

建築、土木工程及建設環境業
2017 年人力調查

- Survey Report -

- 調查報告 -

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DEFINITION OF TERMS

Average income	“Average income” refers to the monthly income including basic wages, regular overtime pay, cost of living allowance, meal allowance, commission and bonus. It is an average figure among employees engaging in the same principal job.
Employees / workers	“Employees / workers” refer to all full-time personnel engaged (or self-employed) in the principal jobs of Building, Civil Engineering, Building Environment (BCE) and related disciplines at the survey reference date.
General Worker	“General worker” is normally assigned to perform repetitive work requiring only a narrow range of skills and short period of training.
Non-technical manpower	“Non-technical manpower” refers to those people engaged in non-BCE related disciplines such as accounting, IT, human resources, etc.
Professional/technologist	“Professional/technologist” refers to a person who has the qualification and experience equivalent to that required for corporate membership of a professional institution. He/She should be competent in analysing and solving a wide range of technical problems. Furthermore, he/she should be able to assume personal responsibility for the development and application of engineering principles, to exercise original thought and judgment, to keep abreast of technology, to apply the latest techniques and to supervise/develop his/her subordinates.
Semi-skilled Worker	“Semi-skilled worker” refers to a person 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.

Skilled Worker	“Skilled worker” refers to a person who is 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.
Technical manpower	“Technical manpower” refers to those people employed in the principal jobs of the BCE industry.
Technician	“Technician” refers to a person who occupies a position between the professional / technologist and the tradesman / craftsman. His / Her education, training and practical experience enable him / her to apply proven techniques and procedures to carry out technical tasks, normally under the guidance of a professional/technologist.
Trainees	“Trainees” include all trainees receiving any form of training and apprentices under a contract of apprenticeship.
Vacancies	“Vacancies” refer to those unfilled, immediately available job openings for which the establishment is actively trying to recruit personnel at the survey reference date.
Wastage / turnover rate	“Wastage / turnover rate” is defined as the percentage of employees leaving their current jobs out of the total number of BCE employees. Reasons for employees leaving their current jobs may include taking up non-BCE positions, emigrating or others.
Vacancy rate	“Vacancy rate” is defined as the percentage of vacancies out of the total number of BCE employees

詞彙釋義

平均收入	「平均收入」是指從事相同主要職務僱員的平均月薪，包括底薪、恆常發放的超時工作補薪、生活津貼、膳食津貼、佣金及花紅。
僱員	「僱員」是指在統計日期當天，所有從事建築、土木工程及建設環境和相關行業主要職務的全職受僱（或自僱）人員。
普通工人	「普通工人」通常獲派擔任性質重複的工作，要求的技能較少，訓練期亦較短。
非技術人力	「非技術人力」是指並非從事建築、土木工程及建設環境和相關行業職務的人員，例如：會計、資訊科技、人力資源等職務。
專業人士／技師	「專業人士／技師」須具備相當於有關專業學會正式會員所需的資歷及經驗，並能分析及解決各類技術上的問題。此外，亦須負責發展及應用工程原理，具創見和判斷力；熟悉科技發展，應用最新技術，以及督導和培訓下屬。
半熟練工人	「半熟練工人」的技能水平及知識介乎熟練工人與普通工人之間，須持有中級工藝測試證書或同等資歷及經驗。
熟練工人	「熟練工人」能在有限度的指示或督導下，應用業內各種技能及知識；須持有技能測試證書或同等資歷及經驗，亦應具備充足的技術知識，以學習新技能，適應日新月異的科技發展。
技術人力	「技術人力」指受僱擔任建築、土木工程及建設環境業主要職務的人員。
技術員	「技術員」的職級介乎專業人士／技師與技工之間，須具備相當學歷、工作經驗及曾接受訓練，一般可在專業人士／技師的督導下，運用已確立的技術和方法完成工作。
受訓者	「受訓者」包括正在接受各種訓練的人士，以及已簽訂學徒合約的登記學徒。

空缺	「空缺」指在統計日期當天，機構內已懸空、且正積極招聘人手填補的職位。
流失率／流動率	「流失率／流動率」指建築、土木工程及建設環境業離職者在同業僱員總數中所佔的百分率。離職理由可包括轉行、移民或其他原因。
空缺率	「空缺率」指建築、土木工程及建設環境業職位空缺在同業僱員總數中所佔的百分率。

EXECUTIVE SUMMARY

Background

1.1 The Building, Civil Engineering and Built Environment Training Board conducted a survey in June / September 2017 to collect information on manpower structure and training requirements of the building, civil engineering and built environment (BCE) industry.

Survey Coverage

1.2 The survey covers a total of 24 070 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 (998 sites as recorded by the C&SD);
- Branch 2 - all active civil engineering and other construction sites in the public and private sectors (476 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 HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 and 431299 (303 samples from the frame of 2 561 establishments);
- Branch 4 - decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (318 samples from the frame of 11 741 establishments);

- Branch 5 - special trade works contractors, [excluding electrical & mechanical fitting and gas fitting, installation & maintenance] recorded under HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 and 439999 (181 samples from the frame of 5 928 establishments);
- Branch 6 - architectural, surveying and project engineering services firms related to construction activities under HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 and 711900 (94 samples from the frame of 2 253 establishments);
- Branch 7 - estates developers (61 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 (36 departments / offices); and
- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (16 departments) .

HSIC : Hong Kong Standard Industrial Classification

Survey Methodology

1.3 Stratified random sampling method was adopted to select 896 samples out of a total of 22 483 establishments in Branches 3 to 6. Together with the 1 474 active sites in Branches 1 and 2 and the 113 establishments in Branches 7, 8 and 9, a total of 2 483 sites / establishments were visited.

Summary of Survey Findings

Number of Workers Employed

1.4 The Survey revealed that in June / September 2017, 200 554 technical workers (the comparable figure in 2015 survey was 171 893) were employed in the 118 principal jobs of construction and related disciplines and 85 356 persons (vs. 81 393 in 2015) of other disciplines (viz. accounting, personnel, and other administrative / supporting areas) in the BCE industry. When comparing with the 2015 survey, the number of persons engaged in principal jobs had registered an increase of 28 661 employees or a 16.67% increase. The distribution of technical workers by branch by job level is summarised in the table below.

Table 1 Manpower Distribution by Branch by Job Level

Branch Job Level	1	2	3	4	5	6	7	8	9	Total
Professional/ Technologist	2 274	2 817	3 659	1 034	526	8 324	406	1 730	4 470	25 240
Technician	6 124	4 677	4 534	8 438	2 179	7 304	303	1 012	8 748	43 319
Skilled & Semi-Skilled Worker	40 645	12 913	2 114	27 200	6 907	262	24	526	244	90 835
General Worker	21 226	14 796	1 842	2 008	455	-	-	75	758	41 160
Total	70 269	35 203	12 149	38 680	10 067	15 890	733	3 343	14 220	200 554¹

¹ Related information in 2017 Manpower Survey of the Electrical and Mechanical Services Industry are stipulated as follows, for reference:

Distribution of workers according to job level in the Electrical and Mechanical Engineering Sector

Branch	Professional / Technologist	Technician	Tradesman / Craftsman	Semi- Skilled / General Worker	Total
Contracting (E & M)	2 860	4 518	16 448	1 544	25 370
Electrical Fitting with Water Plumbing	129	199	2 816	112	3 256
Servicing (E & M)	4 535	7 139	12 659	612	24 945
Supplementary Samples	2 461	4 108	5 582	872	13 023
Total	9 985	15 964	37 505	3 140	66 594

Number of Vacancies and Trainees

1.5 Employers had reported a total of 5 626 vacancies and 1 618 trainees (5 656 and 2 588 in 2015 respectively), representing about 2.81% and 0.81% respectively (3.29% and 1.51% in 2015 respectively) of the total technical workforce at the time of survey. A summary of the vacancies and trainees by job level is as shown below.

Table 2a Numbers of Vacancies by Job Level

Job Level	Vacancies	% of Total Technical Manpower
Professional/Technologist	533	2.11%
Technician	938	2.17%
Skilled and Semi-Skilled Worker	3 470	3.82%
General Worker	685	1.66%
Total	5 626	2.81%

Table 2b Numbers of Trainees by Job Level

Job Level	Number of Trainees	% of Total Technical Manpower
Professional/Technologist	641	2.54%
Technician	487	1.12%
Skilled and Semi-Skilled Worker	490	0.54%
General Worker	--	--
Total	1 618	2.81%

Future Training Requirement

1.6 Taking into account of 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 forecasts the industry's average annual training demand from 2018 to 2021 by adopting the 'adaptive filtering method' (AFM), stipulated as follows:

Table 3 Annual Training Demand from 2018 to 2021

<u>Job Level</u>	<u>Average Annual Projected Training Requirement</u>
Professional/Technologist	1 700 - 2 100
Technician	2 600 - 3 200
Skilled/Semi-Skilled Worker	7 500 - 9 050

1.7 It is noted that the BCE industry would flourish in the coming years and the corresponding training demand is deemed to be high.

Recommendations

1.8 Based on the short- to medium-term business outlook, and the manpower supply and demand situation derived from the survey results / findings as well as views and comments collected from respondents while conducting the survey / focus group meetings, the Training Board recommends the following measures to all major stakeholders to meet the industry demand:

- (i) Training organisations should continue to train more skilled / semi-skilled, technical and professional workers / practitioners for the BCE industry as well as upgrade the skills and competencies of the existing workforce of the BCE industry in order to tackle the increasingly serious manpower shortage problem in the coming few years.

- (ii) Employers would have to encourage their employees to seize training / educational opportunities in order to build up a highly skilled and capable workforce and to enforce putting on proper uniform at the sites to raise image, enhance workplace efficiency/effectiveness and improve occupational safety.
- (iii) Since 2014, the VTC has introduced the “Earn & Learn” Scheme, which integrate structured vocational education and on-the-job training with clear progression pathways to attract young people to join the industries (including BCE industry) with high manpower demand. The scheme has been very successful. The government and the BCE industry should therefore continue the promotion and publicity activities as well as provide incentives in order to attract more new blood to join the industry, such as informing the general public about the BCE industry’s upcoming opportunities as well as the positive and feasible career pathways. Publicity programmes like skills competitions and forums / programmes / events / competitions targeted at introducing the BCE industry to the public, particularly the younger generation should be organised to promote the industry as well as incubating the culture and practice of life-long learning.
- (iv) The stakeholders of the BCE industry would have to raise the overall images / status of the industry to attract more people with good potential, particularly, the younger generation.
- (v) The stakeholders would have to be aware of occupational safety and health as well as workers’ well-beings.
- (vi) The appropriate authority / organisation would have to emphasise on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vii) Employers would have to 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 CIC.
- (viii) Employers, in particular, the consultant offices would have to provide more support for the internship, e.g. mentorship, job shadowing to enable students / trainees to gain practical working experiences in the workplace.

- (ix) Employees would have to make good use of the various government-subsidised training schemes, e.g. ETSS, ERB and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (x) Training providers would have to be more sensitive to the changing training needs of the industry by providing courses emphasising whole person development, worldwide view and language proficiency, compliance with the prevailing laws and regulations and to equip their graduates with capability to take up local / overseas projects.
- (xi) Training providers would have to increase training places to cope with market needs and to enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics, environmental protection, Building Information Modeling (BIM), Modular Integrated Construction (MIC) as well as the application of robotics.
- (xii) Manpower demand and supply situation of the industry would have to be monitored closely by conducting the next round of Survey.

背景

1.1 建築、土木工程及建造環境訓練委員會於 2017 年 6 月至 9 月為業界進行人力調查，蒐集業內的人力結構以及培訓需求的相關資料。

調查覆蓋範圍

1.2 是次調查涵蓋下列九類建築、土木工程及建設環境業機構，合共 24 070 間，包括建築地盤、辦事處、公司及機構：

- 分類 1 - 所有已動工的公共及私人建築地盤
(根據統計處的記錄，共有 998 個)；
- 分類 2 - 所有已動工的公共及私人土木工程及其他地盤
(根據統計處的記錄，共有 476 個)；
- 分類 3 - 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
(香港標準行業分類 2.0 版: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203, 431299)
(從 2 561 間機構中抽選出 303 間為調查樣本)；
- 分類 4 - 裝修、維修及保養工程承建商
(香港標準行業分類 2.0 版: 439101, 439102, 439199)
(從 11 741 間機構中抽選出 318 間為調查樣本)；
- 分類 5 - 特種工程承建商，但不包括電氣與機械安裝及氣體裝置、安裝與維修承建商
(香港標準行業分類 2.0 版: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918, 439999)
(從 5 928 間機構中抽選出 181 間為調查樣本)；

- 分類 6 - 與建造活動有關的建築、測量及工程服務公司
(香港標準行業分類 2.0 版: 711100, 711200, 711300, 711500, 711600, 711700, 711900)
(從 2 253 間機構中抽選出 94 間為調查樣本);
- 分類 7 - 地產發展商 (61 間);
- 分類 8 - 培訓機構 (相關學系及物業管理處) 以及正進行建築工程或僱有建造業工人的公用事業公司 (共 36 個學系/辦事處); 以及
- 分類 9 - 正進行建築工程或僱有建造業工人的政府部門 (16 個)。

人力調查方法

1.3 本會採用分層隨機抽樣法，從分類三至六合共 22 483 間機構中，挑選出 896 間，連同分類一及二合共 1 474 個地盤，以及分類七至九合共 113 間機構，是次調查的樣本共有 2 483 個地盤/機構。

調查結果概要

僱員總數

1.4 是次調查顯示，2017年6月至9月間，建造業及相關行業內118個主要職務共有200 554名技術僱員（2015年調查時相關行業的技術僱員有171 893名）；此外，有85 356名僱員擔任其他如：會計、人力資源、其他行政及輔助職務（2015年調查時有81 393名）。與2015年調查的人力數據比較，是次調查錄得主要職的僱員增加了28 661人，增幅為16.67%。各分類機構的技術僱員按技能等級劃分的分布情況摘要見下表。

表 1 人力分布情況（按分類機構及技能等級劃分）

分類機構 技能等級	1	2	3	4	5	6	7	8	9	總數
專業人士／技師	2 274	2 817	3 659	1 034	526	8 324	406	1 730	4 470	25 240
技術員	6 124	4 677	4 534	8 438	2 179	7 304	303	1 012	8 748	43 319
熟練及半熟練 技工	40 645	12 913	2 114	27 200	6 907	262	24	526	244	90 835
普通工人	21 226	14 796	1 842	2 008	455	-	-	75	758	41 160
總數	70 269	35 203	12 149	38 680	10 067	15 890	733	3 343	14 220	200 554¹

¹ 下表資料摘錄自《機電工程業 2017 年人力調查報告》，以供參考：

各類機電工程業機構人手分布情況（按技能等級劃分）

分類機構	專業人士 ／技師	技術員	技工	半技術工人 ／普通工人	總數
承造（機電工程）	2 860	4 518	16 448	1 544	25 370
水電工程（電器裝設兼水管 鋪設）	129	199	2 816	112	3 256
服務（機電工程）	4 535	7 139	12 659	612	24 945
補充抽樣	2 461	4 108	5 582	872	13 023
總數	9 985	15 964	37 505	3 140	66 594

職位空缺與受訓者數目

1.5 僱主填報業內共有 5 626 個職位空缺與 1 618 名受訓者，分別佔是次調查時業內技術人力總數的 2.81% 及 0.81% (2015 年時職位空缺有 5 656 個，受訓者 2 588 名，佔當年調查時業內技術人力總數的 3.29% 及 1.51%)。按技能等級劃分的職位空缺及受訓者數目摘錄見下表。

表 2a 職位空缺分布情況 (按技能等級劃分)

空缺額	空缺額	佔技術人力總數百分比
專業人士／技師	533	2.11%
技術員	938	2.17%
熟練／半熟練技工	3 470	3.82%
普通工人	685	1.66%
總數	5 626	2.81%

表 2b 受訓者分布情況 (按技能等級劃分)

技能等級	受訓者人數	佔技術人力總數百分比
專業人士／技師	641	2.54%
技術員	487	1.12%
熟練／半熟練技工	490	0.54%
普通工人	--	--
總數	1 618	2.81%

未來人力培訓需求

1.6 本會採用「調節過濾分析法」[Adaptive Filtering Method, AFM]，因應以往及是次人力調查所得的數據、僱主對未來業務環境變化的看法、基建項目的最新發展、人力流失率及行業前景，預測 2018 至 2021 年業內各技能等級每年的平均培訓需求，結果如下：

表 3 預測每年平均人力培訓需求
(2018 至 2021 年)

技能等級	預測每年人力培訓需求 (人數)
專業人士／技師	1 700 - 2 100
技術員	2 600 - 3 200
熟練／半熟練技工	7 500 - 9 050

1.7 由上表所見，建築、土木工程及建設環境行業未來將蓬勃發展，培訓需求相應龐大。

建議

1.8 本會根據行業的中短期業務前景、調查所得的人力供求情況，以及人力調查／聚焦小組會議所蒐集的意見，建議各主要持份者採取下列措施配合業界的需要：

- (i) 培訓機構應繼續為建築、土木工程及建設環境業培訓更多熟練／半熟練技工、技術員、專業人員和從業員，並提升現職僱員的技術和能力，以應付在未來數年日益嚴重的人手短缺問題。

- (ii) 僱主應鼓勵僱員把握培訓和學習機會，建立幹練的員工團隊，以及執行地盤施工須穿制服的規定，提升行業形象、提高工作效率和施工效益，改善職業安全。
- (iii) 2014年起，VTC推行 Earn & Learn 職學計劃，結合有系統的課堂學習和在職訓練，提供清晰的進階路徑，吸引年輕人投身人力需求殷切的行業（包括建築、土木工程及建設環境業）。推出以來，非常成功，因此政府和業界應該繼續加強推廣和宣傳活動，並提供誘因吸引更多新血入行；可向公眾提供最新的就業資訊，強調以實幹打造事業前景，吸納年輕一代，並舉辦技能比賽和論壇／計劃／活動／競賽等，向公眾（特別是年輕一代）介紹這行業，培養從業員終身學習的風氣，並且付諸實行。
- (iv) 業界持份者應致力提升行業整體的形象／地位，吸引更多具潛質的人才（特別是年輕一代）入行。
- (v) 持份者應關注員工的職業安全和健康，尤其是身心健康問題。
- (vi) 推展大型建築及土木工程項目時，有關當局／機構需將重點放在長遠規劃上，以確保業界能穩定及持續發展。
- (vii) 僱主應鼓勵僱員參加各項技能測試／中級工藝測試，或修讀指定訓練課程，以符合建造業議會的註冊條件。
- (viii) 僱主（特別是顧問公司）應為學生／受訓者提供更多工作實習的支援，例如師友輔導、影子實習，讓他們獲得實際的職場經驗。
- (ix) 僱員應善用政府各項資助培訓計劃（如工程專才進修資助計劃 [ETSS]、僱員再培訓局、持續進修基金提供的資助），提升自身技能，掌握最新的科技發展並認識有關規例。
- (x) 培訓機構需緊貼業界最新的需求，特別針對全人發展、國際視野及語文能力、現行法規等範疇開辦課程，裝備畢業生負責本地／海外的工程項目。
- (xi) 培訓機構需配合市場情況增加培訓名額，並應針對安全程序、質素保證、先進科技、職業道德、環境保護、建築信息模擬、「組裝合成」建築法、機械人應用等範疇，開辦相關課程，提升從業員的技術水平和生產量，加強安全標準。
- (xii) 密切注視本業的人力供求情況，有助下一輪人力調查時用作分析。

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INTRODUCTION

Background

2.1 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, civil engineering and built environment (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 Building, Civil Engineering and Built Environment 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 **Annex 1** and **2** respectively.

Survey Objective

2.2 In pursuance of its terms of reference, the Training Board has been conducting periodic manpower surveys 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.

2.3 The fieldwork of this survey was carried out during the months of June to September 2017 to collect information on:

- (a) The number of **employees**² as at Survey Reference Date,
- (b) The number of existing **vacancies**² as at Survey Reference Date,
- (c) The number of **trainees**² as at Survey Reference Date, and
- (d) The distribution of employees by monthly **average income**² range.

2 Please see DEFINITION OF TERMS in page ii

2.4 The fieldwork cut-off date was in September 2017. Data input was done continually during the fieldwork and data processing and tabulation was completed in December 2017.

2.5 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**.

2.6 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.

Survey Coverage

2.7 The scope of the survey covers all technical employees in a total of 24 070 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 3rd quarter of 2016 to 1st quarter of 2017 for Branches 1 & 2 and HSIC v2.0 for Branches 3-6).

Branch 1 - all active building construction sites in the public and private sectors (998 sites as recorded by the C&SD);

Branch 2 - all active civil engineering and other construction sites in the public and private sectors (476 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 HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 and 431299 (303 samples from the frame of 2 561 establishments);

Branch 4 - decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (318 samples from the frame of 11 741 establishments);

- Branch 5 - special trade works contractors, [excluding electrical & mechanical fitting and gas fitting, installation & maintenance] recorded under HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 and 439999 (181 samples from the frame of 5 928 establishments);

- Branch 6 - architectural, surveying and project engineering services firms related to construction activities under HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 and 711900 (94 samples from the frame of 2 253 establishments);

- Branch 7 - estates developers (61 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 (36 departments / offices); and

- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (16 departments) .

HSIC : Hong Kong Standard Industrial Classification.

2.8 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.

Sample Design

2.9 Stratified random sampling method was adopted in Branches 3 to 6 to select 896 samples out of a total of 22 483 establishments. Together with the 1 474 sites in Branches 1 and 2 and the 113 establishments in Branches 7, 8 and 9, a total of 2 483 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**.

2.10 The survey covers all technical personnel at the **professional / technologist**³ level, the **technician**³ level, the **skilled & semi-skilled worker**³ level and the **general worker**³ 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 118 principal jobs as listed in **Annex 7**. Those employees working in non-related fields were not surveyed: viz. accounting, personnel, and other administrative / supporting areas.

2.11 To avoid double-counting site workers who might work at different sites during the survey period, a Survey Reference Date for all sites was fixed to be 23rd May 2017 which was a fine day without rain. Only those site workers on the 23rd May 2017 log sheet and properly matched with the jobs in the list of principal jobs were included in the survey.

2.12 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 June / September 2017 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.

Data Collection Method

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

2.14 Two weeks before the fieldwork, a survey questionnaire (**Annex 5** or **Annex 6**) together with an explanatory note (**Annex 7**) and a list of principal jobs with job descriptions for the BCE industry (**Annex 8**) 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 performed rather

3 Please see DEFINITION OF TERMS in page ii

than the job titles they held in the establishment.

2.15 During the fieldwork period, responsible staff made telephone contacts with or visited individual establishments to assist respondents in completing questionnaires or to collect completed ones. 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.

2.16 After the fieldwork, the completed questionnaires were scrutinised and, where necessary, verified with the respondents before being processed by the responsible staff. 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 2.7).

2.17 Of the 2 483 sites and establishments surveyed, 1 506 had supplied the required information and 278 had declined to do so. The effective response rate, which is defined as the ratio of respondents who had supplied the required information (fully or partially) to the total number of respondents successfully surveyed (including those who had supplied the information and those who refused to do so), was 84.42% (**Annex 4(b)**). Among the remaining 699 sites / establishments, 538 sites had reported ‘no persons engaged’, 12 establishments had employed no manpower in the list of principal jobs, 2 sites had suspended work, 18 had closed, 13 had not engaged in the specific trade and the remaining 116 establishments either had moved, or were vacant, or were non-contactable, or were of wrong address or with door locked.

Data Projection Method

2.18 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 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 2018 to 2021.

Endorsement and Publishing of Enumeration Results

2.19 The Training Board had endorsed the 2017 manpower survey report for uploading onto the web site of the VTC and for publication in February 2018.

背景

2.1 香港特別行政區政府任命職業訓練局[VTC]成立建築、土木工程及建設環境訓練委員會，負責業界人力及培訓需求相關的事宜，並提供建議配合需求發展。本會成員由主要行業商會、職工會、專業團體、教育／培訓機構及相關政府部門提名出任。本會向VTC提供有關制訂培訓策略的建議，以配合業界對幹練人手的預期需求。本會的成員名單及職權範圍分別載於**附錄 1** 及 **2**。

人力調查目的

2.2 本會按照職權範圍，自 1983 年起定期進行人力調查，目的如下：

- (a) 蒐集建築、土木工程及建設環境業主要職務的最新人力資料；
- (b) 評估業內技術人力結構；
- (c) 預測未來短期的培訓需求；以及
- (d) 向局方提出建議，以便制訂培訓策略配合需求。

2.3 是次調查工作於 2017 年 6 月至 9 月期間進行，以蒐集下列資料：

- (a) 調查期間業內**僱員**²人數；
- (b) 調查期間現有**空缺**²數目；
- (c) 調查期間**受訓者**²人數；以及
- (d) 僱員每月**平均收入**²幅度的分布情況。

2.4 人力調查工作的截止日為 2017 年 9 月，期間亦同步輸入數據；數據整理及圖表編製工作則於 2017 年 12 月完成。

2.5 本會設立人力調查工作小組，與統計處緊密合作，統籌調查的進行情況。工作小組的成員名單載於**附錄 3**。

2.6 調查小組的工作大致可分為四個部分，包括問卷設計、抽樣、數據分析和撰寫報告；調查文件及工作小組草擬的總結報告均經本會通過才採用。

² 見頁 ii 的「詞彙釋義」

調查覆蓋範圍

2.7 是次調查涵蓋政府統計處機構單位記錄庫內下列九類建築、土木工程及建設環境業機構，合共 24 070 間，包括建築地盤、辦事處、公司及機構（分類一及二：資料來自統計處 2016 年第三季至 2017 年第一季的記錄；分類三至六：根據香港標準行業分類 2.0 版 [HSIC v2.0]）。上述地盤／機構的所有技術僱員均包括在調查之內。

- 分類 1 - 所有已動工的公共及私人建築地盤
（根據統計處的記錄，共有 998 個）；
- 分類 2 - 所有已動工的公共及私人土木工程及其他地盤
（根據統計處的記錄，共有 476 個）；
- 分類 3 - 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
（香港標準行業分類 2.0 版: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203, 431299）
（從 2 561 間機構中抽選出 303 間為調查樣本）；
- 分類 4 - 裝修、維修及保養工程承建商
（香港標準行業分類 2.0 版: 439101, 439102, 439199）
（從 11 741 間機構中抽選出 318 間為調查樣本）；
- 分類 5 - 特種工程承建商，但不包括電氣與機械安裝及氣體裝置、安裝與維修承建商
（香港標準行業分類 2.0 版: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918, 439999）
（從 5 928 間機構中抽選出 181 間為調查樣本）；
- 分類 6 - 與建造活動有關的建築、測量及工程服務公司
（香港標準行業分類 2.0 版: 711100, 711200, 711300, 711500, 711600, 711700, 711900）
（從 2 253 間機構中抽選出 94 間為調查樣本）；
- 分類 7 - 地產發展商（61 間）；
- 分類 8 - 培訓機構（相關學系及物業管理處）以及正進行建築工程或僱有建造業工人的公用事業公司（共 36 個學系／辦事處）；以及
- 分類 9 - 正進行建築工程或僱有建造業工人的政府部門（16 個）。

2.8 直接受僱於分類第三至九的機構並通常留駐辦事處工作的僱員，方列入是次調查範圍。分包商的僱員並不計算在內。

抽樣之設計

2.9 本會採用分層隨機抽樣法，從分類三至六合共 22 483 間機構中，挑選出 896 間，連同分類一及二合共 1 474 個地盤，以及分類七至九合共 113 間機構，是次調查的樣本共有 2 483 個地盤／機構。所有調查樣本均按行業及機構規模以示分布情況，見附錄 4 抽樣方案。

2.10 是次調查所涵蓋的技術僱員包括：建築及相關行業承建商及分包商的建築地盤及辦事處內，不同技能等級的僱員（包括專業人士／技師³、技術員³、熟練／半熟練技工³及普通工人³等級的僱員），以及擔任附錄 7 所載 118 項業內主要職務的自僱人士。然而，與本業工種無關的僱員，例如會計、人事、其他行政及支援工作，則不在調查之列。

2.11 由於調查期間業內僱員或會在不同的地盤工作，為避免重複點算，所有地盤的統計日期均定為 2017 年 5 月 23 日（是日天晴無雨）。因此，是次調查只包括於 2017 年 5 月 23 日有開工記錄，而工種又符合主要職務類別的地盤員工。

2.12 同時，為避免重複計算人力，建造業內機電工程承辦及服務行業界別的人力調查由機電工程業訓練委員會於 2017 年 6 月至 9 月期間同步進行；而產業測量師及產業測量員等職務的人力調查則由房地產服務業訓練委員會負責。

數據蒐集方法

2.13 調查展開前，本會籲請業界僱主聯會及專業團體向會員宣傳是次調查。

2.14 調查工作展開前兩周，本會向各選定機構寄出問卷（附錄 5 或附錄 6），並隨函附上問卷附註（附錄 7）和建築、土木工程及建設環境業主要職務的工作說明（附錄 8）。本會邀請僱主提供調查期間所屬機構的人力資料，並根據夾附的職務表，按職務（而非職銜）將技術僱員分類。

2.15 本會先向調查人員重點講解問卷的結構和不同職務的性質，然後由調查人員電話聯絡或造訪各個別機構，協助僱主填報資料或收集填妥的問卷。

2.16 調查工作完成後，負責人員仔細審閱收回的問卷，有需要時與填覆者核實資料。所得數據交由統計處處理，並將分類三至六的調查數據以合適的因子倍大，以反映該四個分類機構的整體人力情況（有關分類詳情，請參閱本章第 2.7 段）。

2.17 在 2 483 個抽樣地盤及機構中，1 506 個提供所需資料，278 個不允提供。是次調查的有效回覆率為 84.42%（有效回覆率是指：提供完整或部分資料者相對於回覆機構總數的比例；提供資訊及不允提供的機構均視作回覆機構）（附錄 4(b)）。至於其餘 699 個地盤／機構中，538 個地盤回覆「沒有技術人員常駐」，12 個地盤／機構報稱沒有僱用主要職務列表上的僱員，2 個地盤暫停施工，18 間機構已結業，13 間並非從事有關行業，其餘 116 間或已搬遷、空置、無法接觸、地址有誤或關門。

³ 見頁 ii 的「詞彙釋義」

推算數據方法

2.18 本會根據過往及今屆調查所蒐集的人力資料、僱主對業務變化的看法、基建項目最新發展、流失率及業務前景，並採用「調節過濾」人力預測方法[AFM]，推算建築、土木工程及建設環境業於 2018 年至 2021 年每年平均的人力培訓需求。

通過出版調查結果

2.19 本會於 2018 年 2 月通過此份《2017 年人力調查報告》，並上載至 VTC 網頁及付印出版。

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SURVEY FINDINGS

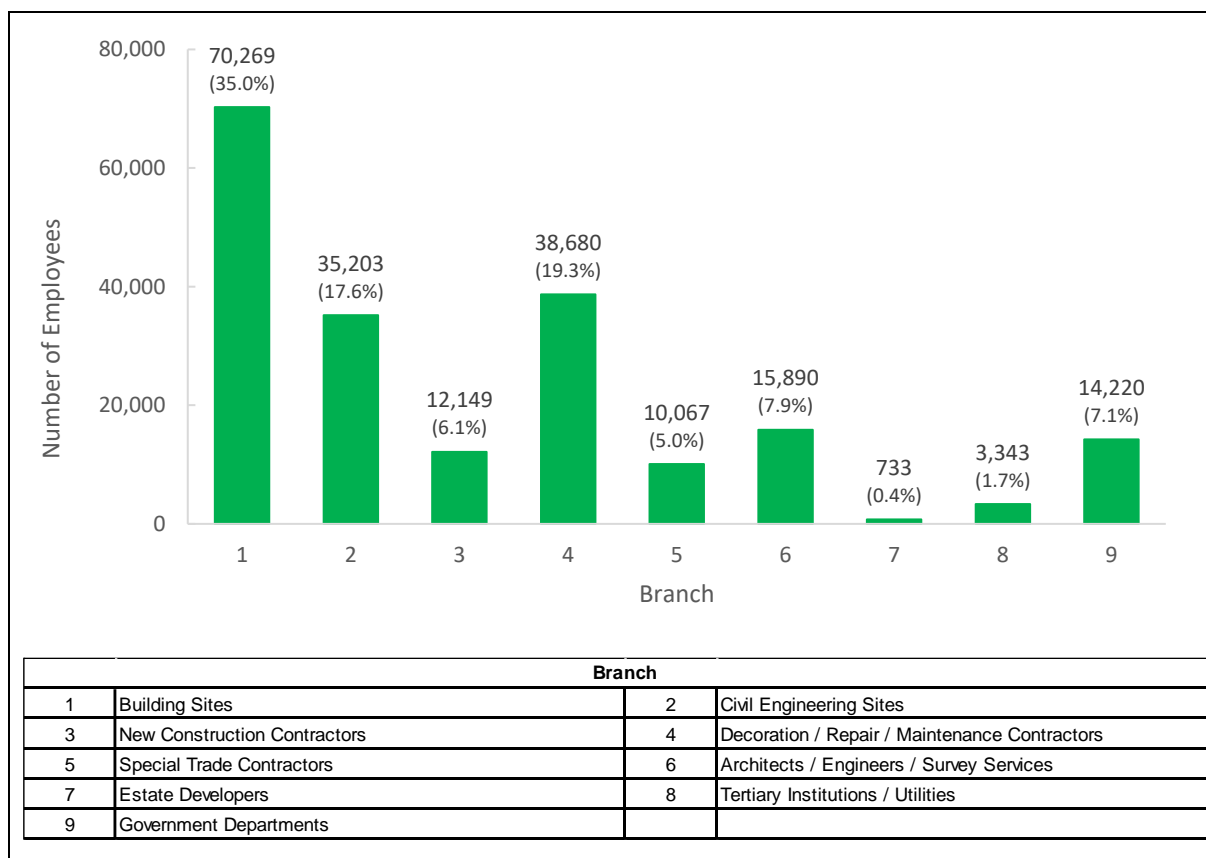
Total Number Employed

3.1 The Survey revealed that in June / September 2017, 200 554 technical workers (the comparable figure in 2015 survey was 171 893) were employed in the 118 principal jobs of construction (both figures did not take into account of the 5 626 vacancies and 1 618 trainees) and related disciplines and 85 356 persons (vs. 81 393 in 2015) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry, i.e. a total of 287 528 persons (including trainees) were employed in the industry at the time of survey.

Distribution of Employees by Branch

3.2 The distribution of technical employees by branch is shown in figure 3.1 below. Among the 200 554 employees, 70 269 (35.04%) worked in active building sites and 35 203 (17.55%) in active civil engineering sites, comprising only about 52.59% of the total technical workforce.

Fig 3.1 Distribution of Employees by Branch
(as on 23 May 2017)



3.3 The distribution of employees by job level in the 9 branches of the industry is listed in Table 3.1 below:

Table 3.1: Manpower Distribution by Branch by Job Level

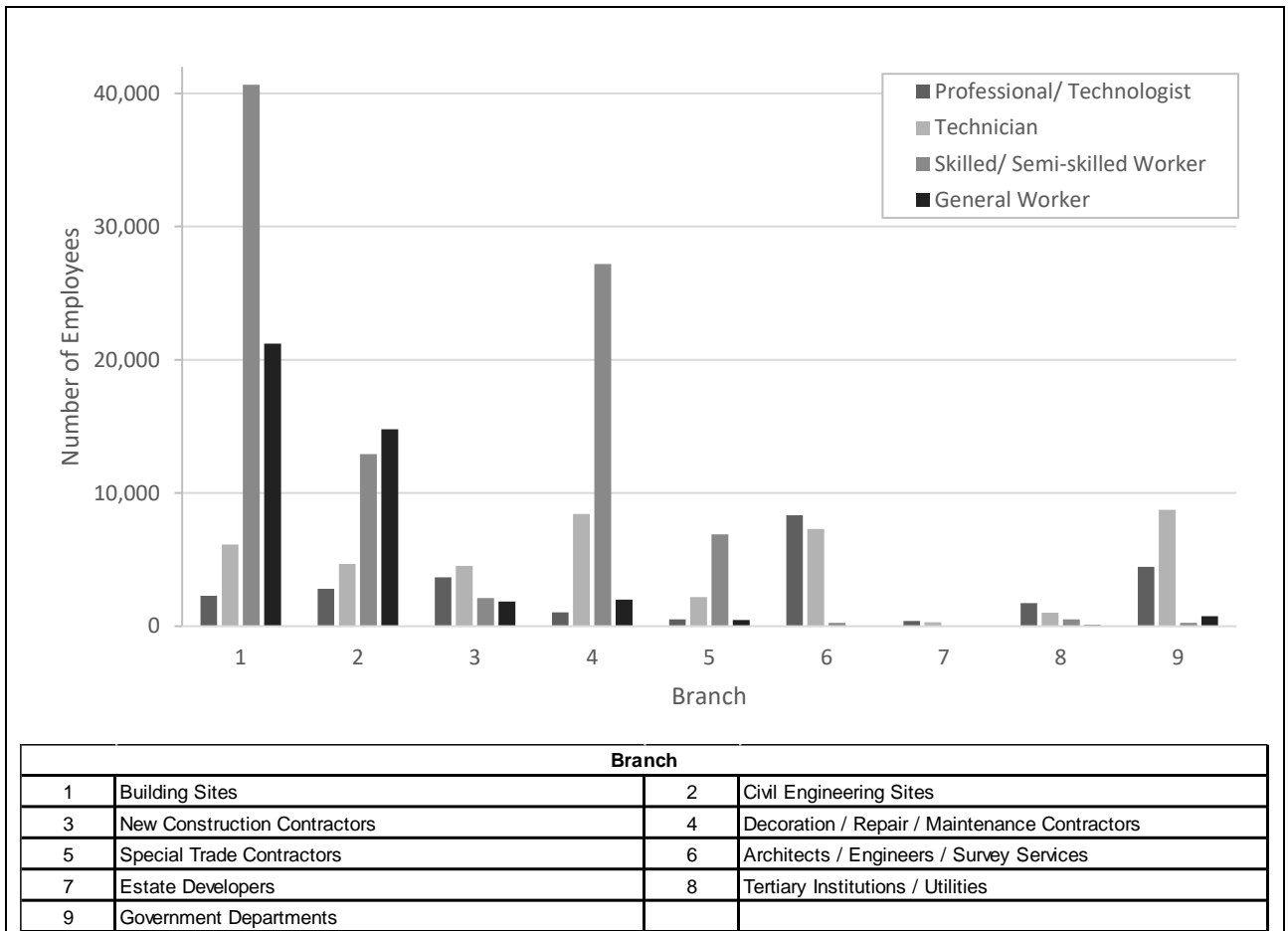
Branch Job Level	1	2	3	4	5	6	7	8	9	Total
Professional / Technologist (%)	2 274 (9.01)	2 817 (11.16)	3 659 (14.50)	1 034 (4.10)	526 (2.08)	8 324 (32.98)	406 (1.61)	1 730 (6.85)	4 470 (17.71)	25 240
Technician (%)	6 124 (9.01)	4 677 (11.16)	4 534 (14.50)	8 438 (4.10)	2 179 (2.08)	7 304 (32.98)	303 (1.61)	1 012 (6.85)	8 748 (17.71)	43 319
Skilled & Semi-Skilled Worker (%)	40 645 (9.01)	12 913 (11.16)	2 114 (14.50)	27 200 (4.10)	6 907 (2.08)	262 (32.98)	24 (1.61)	526 (6.85)	244 (17.71)	90 835
General Worker (%)	21 226 (9.01)	14 796 (11.16)	1 842 (14.50)	2 008 (4.10)	455 (2.08)	- (32.98)	- (1.61)	75 (6.85)	758 (17.71)	41 160
Total (%)	70 269 (9.01)	35 203 (11.16)	12 149 (14.50)	38 680 (4.10)	10 067 (2.08)	15 890 (32.98)	733 (1.61)	3 343 (6.85)	14 220 (17.71)	200 554⁴

⁴ Related information in 2017 Manpower Survey of the Electrical and Mechanical Services Industry are stipulated as follows, for reference:

Distribution of workers according to job level in the Electrical and Mechanical Engineering Sector

Branch	Professional / Technologist	Technician	Tradesman / Craftsman	Semi- Skilled / General Worker	Total
Contracting (E & M)	2 860	4 518	16 448	1 544	25 370
Electrical Fitting with Water Plumbing	129	199	2 816	112	3 256
Servicing (E & M)	4 535	7 139	12 659	612	24 945
Supplementary Samples	2 461	4 108	5 582	872	13 023
Total	9 985	15 964	37 505	3 140	66 594

Fig 3.2: Distribution of Employees by Branch by Job Level



3.4 The ratio of professional / technician / skilled & semi-skilled worker / general worker was 1 : 1.72 : 3.60 : 1.63 in 2017 (vs. 1 : 1.59 : 3.30 : 1.61 in 2015).

Number of Vacancies

3.5 Employers reported a total of 5 626 vacancies of construction and related disciplines at the time of survey, representing only 2.81% of the total technical workforce. A summary of the vacancies by job level is shown below.

Table 3.2: Distribution of Vacancies by Job Level

Job Level	No. of Employees (a)	Number of Vacancies (b)	Percentage (b) / (a) (%)
Professional / Technologist	25 240	533	2.11
Technician	43 319	938	2.17
Skilled and Semi-skilled Worker	90 835	3 470	3.82
General Worker	41 160	685	1.66
Total	200 554	5 626	2.81

3.7 The largest numbers of vacancies were found at the skilled and semi-skilled worker levels, and at Branch 4 – Decoration / Repair / Maintenance Contractors. A summary of the vacancies by branch is shown in Table 3.3 below:

Table 3.3 Numbers of Employees and Vacancies by Branch

Branch	Number of Employees (a)	Number of Vacancies (b)	Percentage (b) / (a) (%)
1. Building Sites	70 269	309	0.44
2. Civil Engineering Sites	35 203	249	0.71
3. New Construction Contractors	12 149	629	5.18
4. Decoration / Repair / Maintenance Contractors	38 680	2 034	5.26
5. Special Trade Contractors	10 067	961	9.55
6. Architects / Engineers / Survey Services	15 890	361	2.27
7. Major Estate Developers	733	40	5.46
8. Tertiary Institutions / Utilities	3 343	87	2.60
9. Government Departments	14 220	956	6.72
All Branches	200 554	5 626	2.81

Number of Trainees⁵

3.8 Employers had reported a total of 1 618 trainees at the time of survey, representing about 0.81% of the total number of employees (excluding sub-contractors/self-employed workers for Branch 4) in the construction and related disciplines. A summary of the trainees by job level is shown below.

Table 3.4 Distribution of Trainees by Job Level

Job Level	Number of Employees (a)	Number of Trainees (b)	Percentage (b) / (a) (%)
Professional / Technologist	25 240	641	2.54
Technician	43 319	487	1.12
Skilled and Semi-skilled Worker	90 835	490	0.54
General Worker	41 160	-	-
Total	200 554	1 618	0.81

3.9 The highest number is recorded in Branch 3 – New Construction Works Contractors and Branch 5 – Special Trade Contractors (425 and 350 out of a total of 1 618, accounting for 26.27% & 21.63% of the total number of trainees respectively). A summary of numbers of trainees by branch is shown in Table 3.5:

⁵ Graduates who aim to enter some specific professions (including architects, engineers and surveyors) must complete some specific training and pass the professional examinations / assessments before they are fully qualified. However, in recent years, it is getting more common for graduates to be employed as assistant professionals (such as assistant architect, assistant engineer or assistant surveyor) while taking up the required training / assessment. However, some of the employers might not consider them as trainees while responding to the survey. To provide a more complete picture for the “trainee position” of the industry, the following additional information is also provided:

- For the profession of architects, number of people who have been enrolled as Graduate Members as in January 2018 is 602.
- For the profession of engineers, number of people who have been enrolled in relevant disciplines (including building services, building, civil, environmental, geotechnical and structural) in Scheme A training in April 2017 is 634.
- For the profession of surveyors, number of people who have been registered as probationers (i.e., those employees yet to be fully qualified) in November 2017 is 2,960.

Table 3.5 Numbers of Employees and Trainees by Branch

Branch	Number of Employees (a)	Number of Trainees (b)	Percentage (b) / (a) (%)
1. Building Sites	70 269	117	0.17
2. Civil Engineering Sites	35 203	294	0.84
3. New Construction Contractors	12 149	425	3.50
4. Decoration / Repair / Maintenance Contractors	38 680	28	0.07
5. Special Trade Contractors	10 067	350	3.48
6. Architects / Engineers / Survey Services	15 890	136	0.86
7. Major Estate Developers	733	2	0.27
8. Tertiary Institutions / Utilities	3 343	12	0.36
9. Government Departments	14 220	254	1.79
All Branches	200 554	1 618	0.81

Distribution of Employees by Monthly Income Range

3.10 A summary of income range by job level is shown in Table 3.6:

Table 3.6: Average Income of Employees

Monthly Average Income Range	Professional / Technologist	Technician	Skilled and Semi-skilled Worker	General Worker	All
\$10,000 or below	-	331	773	226	1 330
\$10,001- \$13,000	3	18	3 968	725	4 714
\$13,001- \$18,000	9	1 928	10 257	11 725	23 919
\$18,001- \$25,000	599	8 555	17 920	6 830	33 904
\$25,001- \$35,000	3 666	14 018	12 391	254	30 329
\$35,001- \$50,000	5 221	8 120	1 827	9	15 177
Over \$50,000	9 498	598	892	-	10 988
Unspecified	6 244	9 751	42 807	21 391	80 193
Total	25 240	43 319	90 835	41 160	200 554

Expected Change in Business Situation for Coming Years

3.11 The survey revealed that 15.55% of the employers had forecasted that business situation would be worse in the coming year and 70.88% forecasted that the situation would be the same in the coming 3 years. The distribution of employers' views of the business situation for the coming year and 3 years are shown in Tables 3.7 and Table 3.8 respectively:

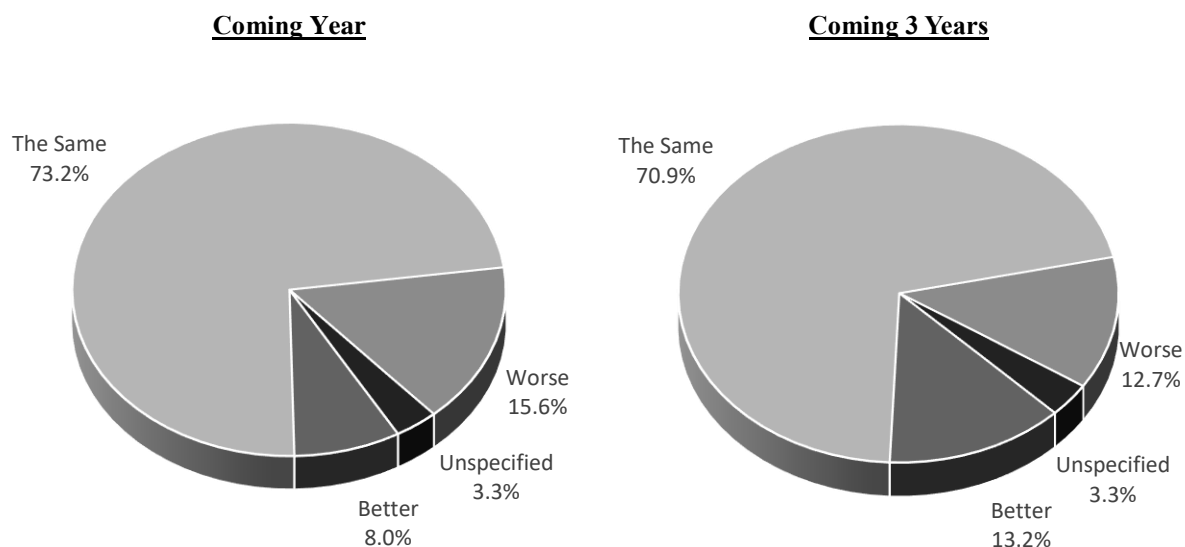
Table 3.7 Expected Change in Business Situation for Coming Year

Establishment Employment Size	No. of Establishments				
	Better (%)	The Same (%)	Worse (%)	Unspecified (%)	Total
1 – 4	1 261 (8.18)	10 853 (70.40)	2 698 (17.50)	604 (3.92)	15 416
5 – 9	51 (2.13)	2 117 (88.43)	226 (9.44)	- (0.00)	2 394
10 - 19	115 (8.64)	1 122 (84.30)	90 (6.76)	4 (0.30)	1 331
20 - 49	116 (18.35)	387 (61.23)	111 (17.56)	18 (2.85)	632
50 - 99	50 (22.22)	149 (66.22)	7 (3.11)	19 (8.44)	225
100 and Over	16 (9.04)	142 (63.11)	6 (2.67)	13 (5.78)	177
TOTAL	1 609 (7.98)	14 770 (73.21)	3 138 (15.55)	658 (3.26)	20 175

Table 3.8 Expected Change in Business Situation for Coming 3 Years

Establishment Employment Size	No. of Establishments				Total
	Better (%)	The Same (%)	Worse (%)	Unspecified (%)	
1 – 4	2 023 (13.12)	10 650 (69.08)	2 139 (13.88)	604 (3.92)	15 416
5 – 9	275 (11.49)	1 928 (80.53)	191 (7.98)	- -	2 394
10 - 19	171 (12.85)	1 127 (84.67)	29 (2.18)	4 (0.30)	1 331
20 - 49	143 (22.63)	340 (53.80)	131 (20.73)	18 (2.85)	632
50 - 99	24 (10.67)	123 (54.67)	59 (26.22)	19 (8.44)	225
100 and Over	25 (14.12)	132 (58.67)	7 (3.11)	13 (5.78)	177
TOTAL	2 661 (13.19)	14 300 (70.88)	2 556 (12.67)	658 (3.26)	20 175

Fig 3.3 Employers' Views of Business Situation for Coming Years



Number of Employees to be Recruited Locally in the Next 12 Months

3.12 The survey revealed that 798 professional / technologist, 2 241 technicians and 4 622 skilled & semi-skilled workers would be recruited locally in the next 12 months. Details of the forecast number of employees to be recruited is summarised in Table 3.9:

Table 3.9 Number of Employees to be Recruited in the Next Year

Job Level	Forecast Number of Recruits (a)	Total Technical Manpower (b)	Percentage (a) / (b) (%)
Professional / Technologist	798	25 240	3.16
Technician	2 241	43 319	5.17
Skilled and Semi-skilled Worker	4 622	90 835	5.09
General Worker	N/A	41 160	N/A
Total	7 661	200 554	3.82

Percentage of Employees with work originated outside Hong Kong

3.13 The survey revealed that 1 055 employees (7.3%) in Branch 6 were handling work originated outside Hong Kong. Comparing with similar statistics of previous survey in 2015, of which 2 621 employees (14.3%) out of were handling work originated outside Hong Kong, the proportion has significantly reduced over the past 2 years.

Table 3.10 Percentage of Employees Engaged in Work Originated from Within and Outside Hong Kong (Branch 6 ONLY)

Year of Survey	Work originated from Hong Kong		Work originated outside Hong Kong		No of employees (excluding refusal)
	No of employees	%	No of employees	%	
2017	13 433	92.7	1 055	7.3	14 488
2015	15 731	85.7	2 621	14.3	18 352

調查結果

僱員總數

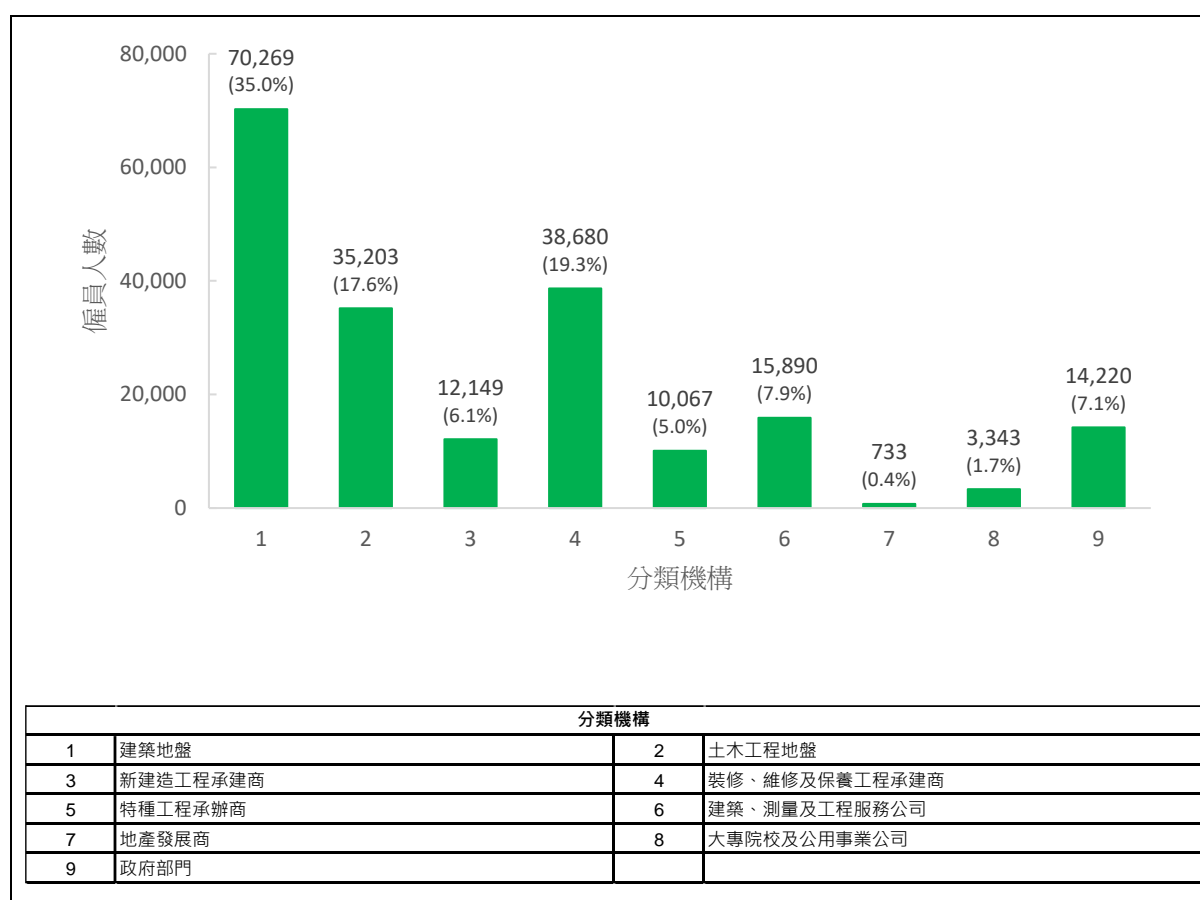
3.1 是次調查顯示，2017年6月至9月間，建造業及相關行業內118個主要職務共有200 554名技術僱員（2015年調查時相關行業的技術僱員有171 893名），兩次調查的技術僱員人數均不包括5 626個職位空缺及1 618名受訓者；此外，有85 356名僱員擔任其他如：會計、人力資源、其他行政及輔助職務（2015年調查時有81 393名）。綜合計算，如把受訓者計算在內，調查期間業內共有僱員287 528人。

僱員分布情況（按分類機構劃分）

3.2 本業各分類機構的技術僱員分布情況見下圖3.1。200 554名僱員之中，有70 269人（35.04%）在建築施工地盤工作，35 203人（17.55%）在土木工程施工地盤工作，合共只佔技術僱員總數大約52.59%。

圖 3.1 僱員分布情況（按分類機構劃分）

（截至2017年5月23日）



3.3 業內 9 個分類機構各技能等級的僱員分布情況見下表 3.1：

表 3.1: 人力分布情況（按分類機構及技能等級劃分）

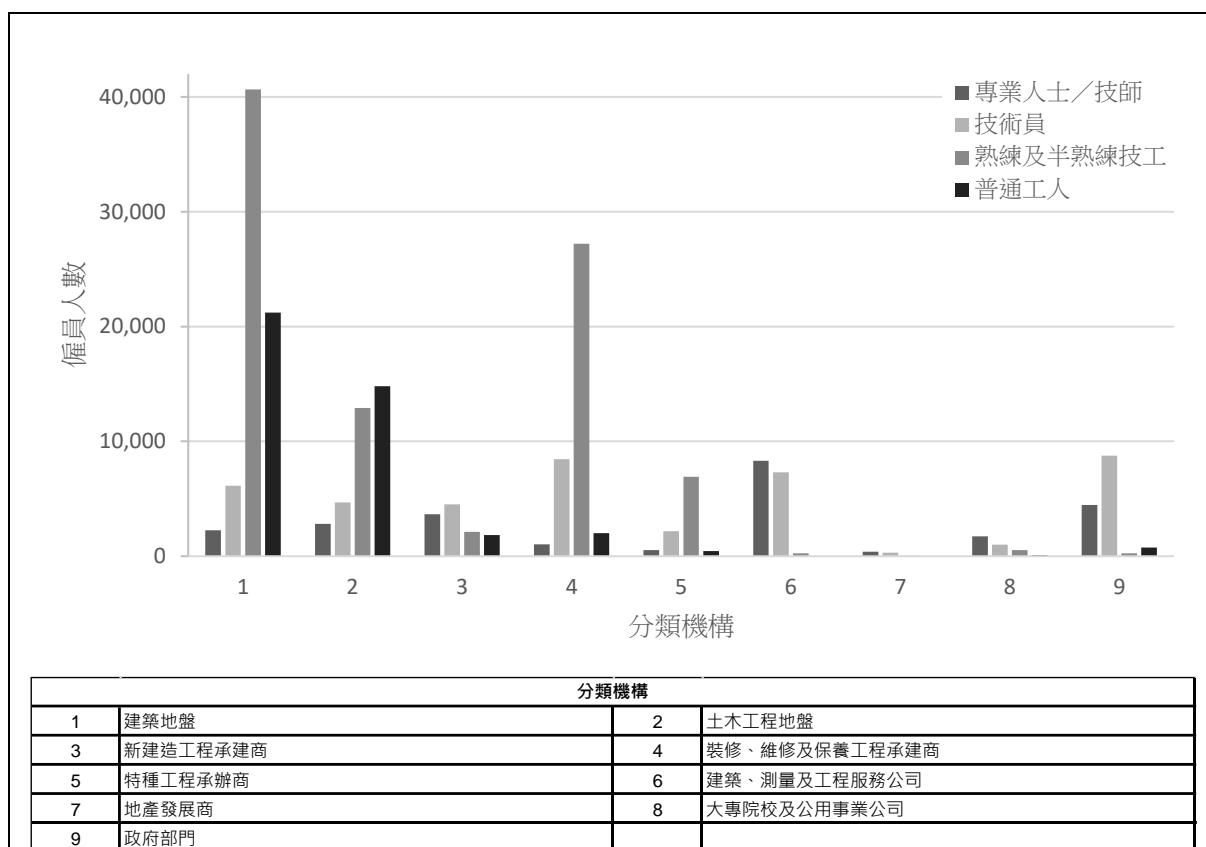
分類機構 技能等級	1	2	3	4	5	6	7	8	9	總數
專業人士/ 技師 (%)	2 274 (9.01)	2 817 (11.16)	3 659 (14.50)	1 034 (4.10)	526 (2.08)	8 324 (32.98)	406 (1.61)	1 730 (6.85)	4 470 (17.71)	25 240
技術員 (%)	6 124 (9.01)	4 677 (11.16)	4 534 (14.50)	8 438 (4.10)	2 179 (2.08)	7 304 (32.98)	303 (1.61)	1 012 (6.85)	8 748 (17.71)	43 319
熟練及半熟 練技工 (%)	40 645 (9.01)	12 913 (11.16)	2 114 (14.50)	27 200 (4.10)	6 907 (2.08)	262 (32.98)	24 (1.61)	526 (6.85)	244 (17.71)	90 835
普通工人 (%)	21 226 (9.01)	14 796 (11.16)	1 842 (14.50)	2 008 (4.10)	455 (2.08)	- (32.98)	- (1.61)	75 (6.85)	758 (17.71)	41 160
(%)	70 269 (9.01)	35 203 (11.16)	12 149 (14.50)	38 680 (4.10)	10 067 (2.08)	15 890 (32.98)	733 (1.61)	3 343 (6.85)	14 220 (17.71)	200 554⁴

⁴ 下表資料摘錄自《機電工程業 2017 年人力調查報告》，以供參考：

各類機電工程業機構人手分布情況（按技能等級劃分）

分類機構	專業人士 /技師	技術員	技工	半技術工人 /普通工人	總數
承造（機電工程）	2 860	4 518	16 448	1 544	25 370
水電工程（電器裝設 兼水管鋪設）	129	199	2 816	112	3 256
服務（機電工程）	4 535	7 139	12 659	612	24 945
補充抽樣	2 461	4 108	5 582	872	13 023
總數	9 985	15 964	37 505	3 140	66 594

圖 3.2：人力分布情況（按分類機構及技能等級劃分）



3.4 2017年，專業人士／技術員／熟練及半熟練技工／普通工人的比率為 1 : 1.72 : 3.60 : 1.63（2015年各技能等級僱員的比率則為 1 : 1.59 : 3.30 : 1.61）。

空缺數目

3.5 僱主填報，調查期間建築及相關行業共有 5 626 個職位空缺，只佔技術人力總數的 2.81%。各技能等級的空缺綜合見下表。

表 3.2： 各技能等級職位空缺分布情況

技能等級	僱員數目 (a)	空缺數目 (b)	百分率 (b) / (a) (%)
專業人士／技師	25 240	533	2.11
技術員	43 319	938	2.17
熟練及半熟練技工	90 835	3 470	3.82
普通工人	41 160	685	1.66
總數	200 554	5 626	2.81

3.7 熟練及半熟練技工的空缺最多，第 4 類機構（裝修、維修及保養工程承建商）的空缺亦最多。各分類機構的空缺情況摘要見下表 3.3：

表 3.3 各分類機構僱員及空缺

分類機構	僱員數目 (a)	空缺數目 (b)	百分率 (b) / (a) (%)
1. 建築地盤	70 269	309	0.44
2. 土木工程地盤	35 203	249	0.71
3. 新建造工程承建商	12 149	629	5.18
4. 裝修、維修及保養工程承建商	38 680	2 034	5.26
5. 特種工程承辦商	10 067	961	9.55
6. 建築、測量及工程服務公司	15 890	361	2.27
7. 地產發展商	733	40	5.46
8. 大專院校及公用事業公司	3 343	87	2.60
9. 政府部門	14 220	956	6.72
分類機構總數	200 554	5 626	2.81

受訓者人數⁵

3.8 僱主填報調查期間共有 1 618 名受訓者，佔建築及相關行業僱員總數 0.81%（第 4 分類機構的分判商／自僱人士並不計算在內）。各技能等級的受訓者人數摘要見下表。

表 3.4 各技能等級受訓者分布情況

技能等級	僱員數目 (a)	受訓者數目 (b)	百分率 (b) / (a) (%)
專業人士／技師	25 240	641	2.54
技術員	43 319	487	1.12
熟練及半熟練技工	90 835	490	0.54
普通工人	41 160	-	-
總數	200 554	1 618	0.81

3.9 業內機構中的第 3 分類（新建造工程承建商）及第 5 分類（特種工程承辦商）錄得的受訓者人數最多（業內總共 1 618 名受訓者，這兩個分類的受訓者分別佔了 425 人和 350 人，即 26.27% 和 21.63%）。各分類機構的受訓者人數摘要見表 3.5：

⁵ 對於某些專業職位（包括建築師、工程師、測量師），僱主會要求畢業生完成指定培訓和參加專業考試／評估，取得及格後，才算符合專業資格。不過，近年僱主在畢業生受訓／專業評估期間聘用他們為輔助專業人員的情況漸趨普遍（如助理建築師、助理工程師、助理測量師）；在填覆調查問卷時，部分僱主可能未必把這類畢業生歸類為受訓者。為了讓讀者更全面了解業內「受訓者所擔任的職務」，是次調查加入以下的額外資料：

- 建築師職務：2018 年 1 月時登記的畢業生會員有 602 人。
- 工程師職務：2017 年 4 月時，相關行業範疇（屋宇設備、建築、土木工程、環境、土力工程、結構工程）Scheme A 的登記受訓者為 634 人。
- 測量師職務：2017 年 11 月時，註冊見習測量師（即未完全取得專業資格者）有 2,960 人。

表 3.5 各分類機構僱員與受訓者數目

分類機構	僱員數目 (a)	受訓者數目 (b)	百分率 (b) / (a) (%)
1. 建築地盤	70 269	117	0.17
2. 土木工程地盤	35 203	294	0.84
3. 新建造工程承建商	12 149	425	3.50
4. 裝修、維修及保養工程承建商	38 680	28	0.07
5. 特種工程承辦商	10 067	350	3.48
6. 建築、測量及工程服務公司	15 890	136	0.86
7. 地產發展商	733	2	0.27
8. 大專院校及公用事業公司	3 343	12	0.36
9. 政府部門	14 220	254	1.79
分類機構總數	200 554	1 618	0.81

僱員分布情況（每月收入幅度）

3.10 各技能等級僱員的每月收入幅度摘要見表 3.6：

表 3.6 僱員平均收入

每月平均收入 幅度	專業人士 ／技師	技術員	熟練及半熟練 技工	普通工人	總數
\$10,000 or below	-	331	773	226	1 330
\$10,001- \$13,000	3	18	3 968	725	4 714
\$13,001- \$18,000	9	1 928	10 257	11 725	23 919
\$18,001- \$25,000	599	8 555	17 920	6 830	33 904
\$25,001- \$35,000	3 666	14 018	12 391	254	30 329
\$35,001- \$50,000	5 221	8 120	1 827	9	15 177
Over \$50,000	9 498	598	892	-	10 988
未有註明	6 244	9 751	42 807	21 391	80 193
總數	25 240	43 319	90 835	41 160	200 554

預測未來業務狀況

3.11 調查反映有 15.55% 的僱主預期來年的業務環境會變差，70.88%預期未來三年的業務會維持現狀。僱主對來年及未來三年業務環境的看法見表 3.7 及表 3.8：

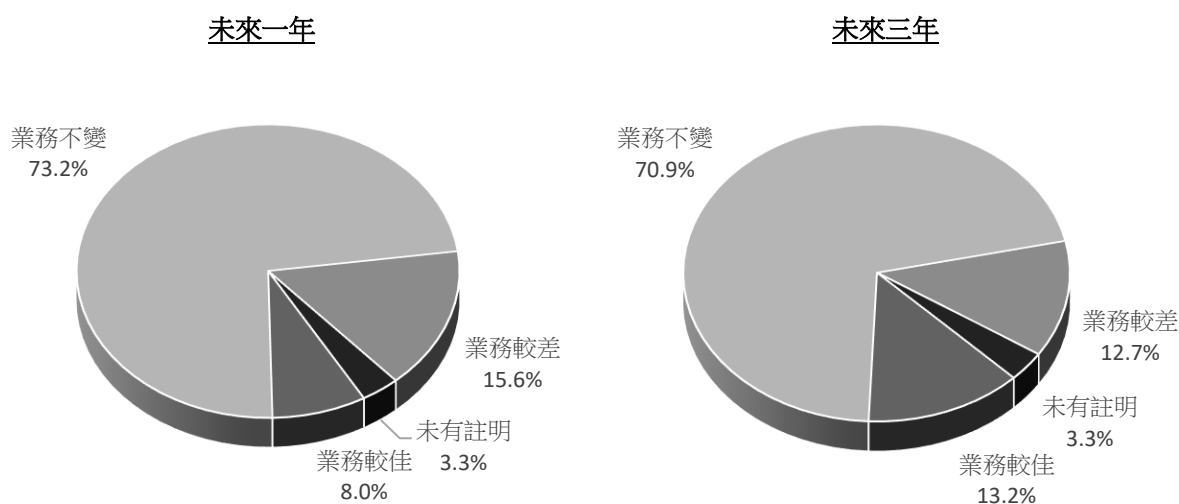
表 3.7 來年業務狀況預測

機構僱員人數	機構數目				總數
	業務較佳 (%)	業務不變 (%)	業務較差 (%)	未有註明 (%)	
1 - 4	1 261 (8.18)	10 853 (70.40)	2 698 (17.50)	604 (3.92)	15 416
5 - 9	51 (2.13)	2 117 (88.43)	226 (9.44)	- (0.00)	2 394
10 - 19	115 (8.64)	1 122 (84.30)	90 (6.76)	4 (0.30)	1 331
20 - 49	116 (18.35)	387 (61.23)	111 (17.56)	18 (2.85)	632
50 - 99	50 (22.22)	149 (66.22)	7 (3.11)	19 (8.44)	225
100 或以上	16 (9.04)	142 (63.11)	6 (2.67)	13 (5.78)	177
總數	1 609 (7.98)	14 770 (73.21)	3 138 (15.55)	658 (3.26)	20 175

表 3.8 未來三年業務狀況預測

機構僱員人數	機構數目				總數
	業務轉好 (%)	業務不變 (%)	業務轉差 (%)	未有註明 (%)	
1 - 4	2 023 (13.12)	10 650 (69.08)	2 139 (13.88)	604 (3.92)	15 416
5 - 9	275 (11.49)	1 928 (80.53)	191 (7.98)	- -	2 394
10 - 19	171 (12.85)	1 127 (84.67)	29 (2.18)	4 (0.30)	1 331
20 - 49	143 (22.63)	340 (53.80)	131 (20.73)	18 (2.85)	632
50 - 99	24 (10.67)	123 (54.67)	59 (26.22)	19 (8.44)	225
100 及以上	25 (14.12)	132 (58.67)	7 (3.11)	13 (5.78)	177
總數	2 661 (13.19)	14 300 (70.88)	2 556 (12.67)	658 (3.26)	20 175

圖 3.3 未來業務狀況預測



未來 12 個月擬在港招聘之僱員數目

3.12 調查顯示，未來 12 個月業內擬在港招聘 798 名專業人士／技師、2 241 名技術員、4 622 名熟練及半熟練技工。預測招聘僱員人數摘要見表 3.9：

表 3.9 來年擬招聘僱員數目

技能等級	預測招聘數目 (a)	技術僱員數目 (b)	百分率 (a) / (b) (%)
專業人士／技師	798	25 240	3.16
技術員	2 241	43 319	5.17
熟練及半熟練技工	4 622	90 835	5.09
普通工人	N/A	41 160	N/A
總數	7 661	200 554	3.82

港外地區工作之僱員

3.13 調查顯示，第 6 分類機構中有 1 055 名僱員 (7.3%) 的工作源自港外地區。2015 年調查錄得 2 621 名 (14.3%)。同類統計數據比較之下，可見兩年間這類僱員的比率大為下降。

表 3.10 工作源自本地與港外地區之僱員數目
(第 6 分類機構)

調查年份	工作源自本地		工作源自港外		僱員數目 (不允回答之機構除外)
	僱員數目	%	僱員數目	%	
2017	13 433	92.7	1 055	7.3	14 488
2015	15 731	85.7	2 621	14.3	18 352

OBSERVATIONS AND CONCLUSIONS

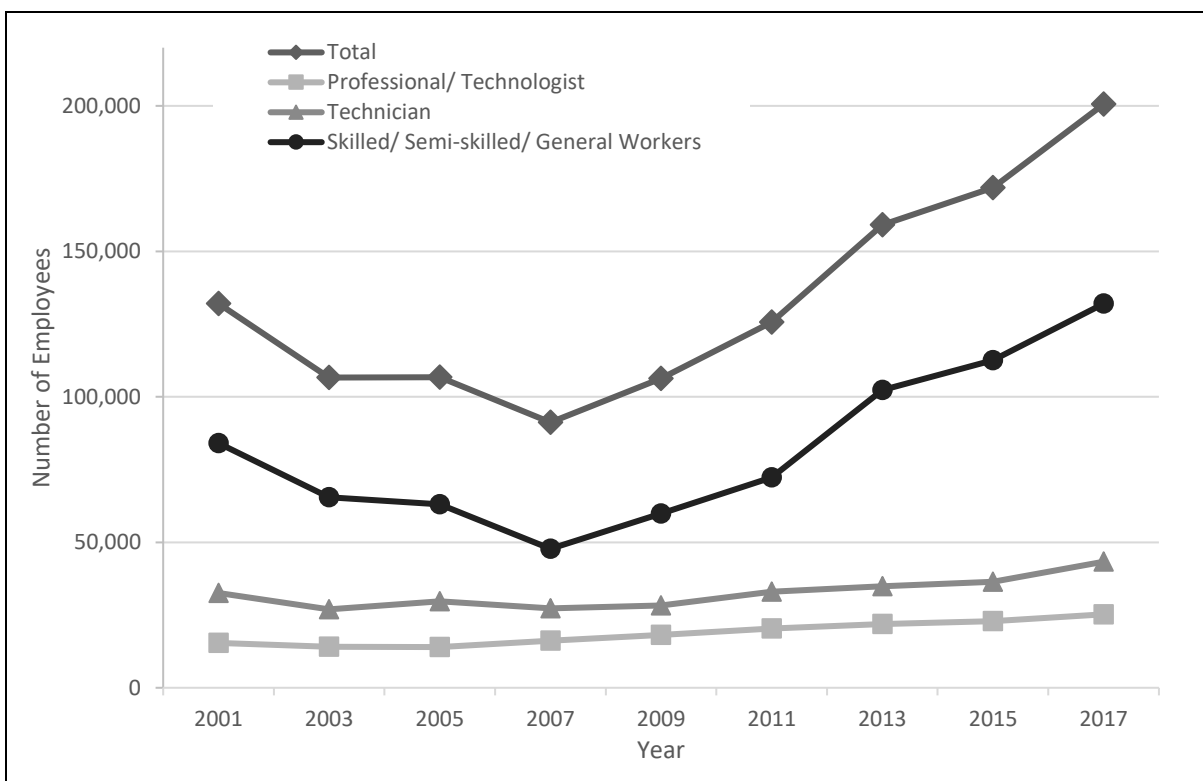
General

4.1 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 Building, Civil Engineering and Built Environment industry at the time of survey.

Past Long-Term Trends in Changes in Manpower by Branch

4.2 The Training Board has been conducting biennial manpower surveys since 1983. As shown in Fig. 4.1, the total technical manpower in the BCE Industry was around 100 000 employees prior to 2007. From 2007 onwards, total technical manpower had increased at an average annual growth rate of 7.37 % to reach 200 554 in 2017.

Fig. 4.1 Manpower Trends 2001 to 2017



4.3 Despite the fact that many employers responded they encountered difficulties in recruiting skilled / semi-skilled workers, the number of employees at the skilled / semi-skilled level has been consistently and significantly increasing since 2007. Employers tackled the problem by introduction new technology, such as the application of modular construction technology and the increasing use of structures / components pre-fabricated outside Hong Kong, but the problem still remains acute.

Medium-Term Changes in the Last Seven Years

4.4 The numbers of employees per branch and per job level during the past seven years are shown in Fig 4.2 and Fig 4.3.

Fig. 4.2 Number of Employees by Branch (2011, 2013, 2015 and 2017)

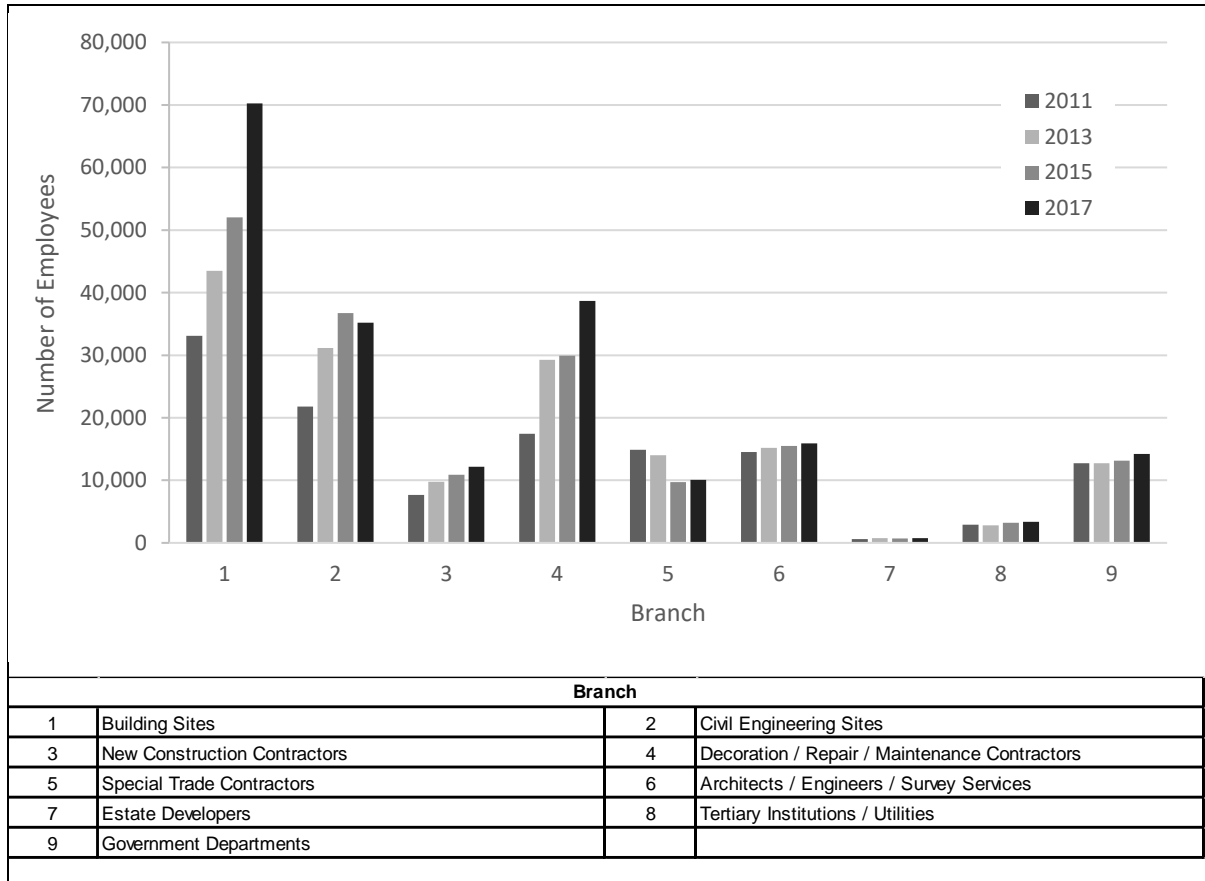
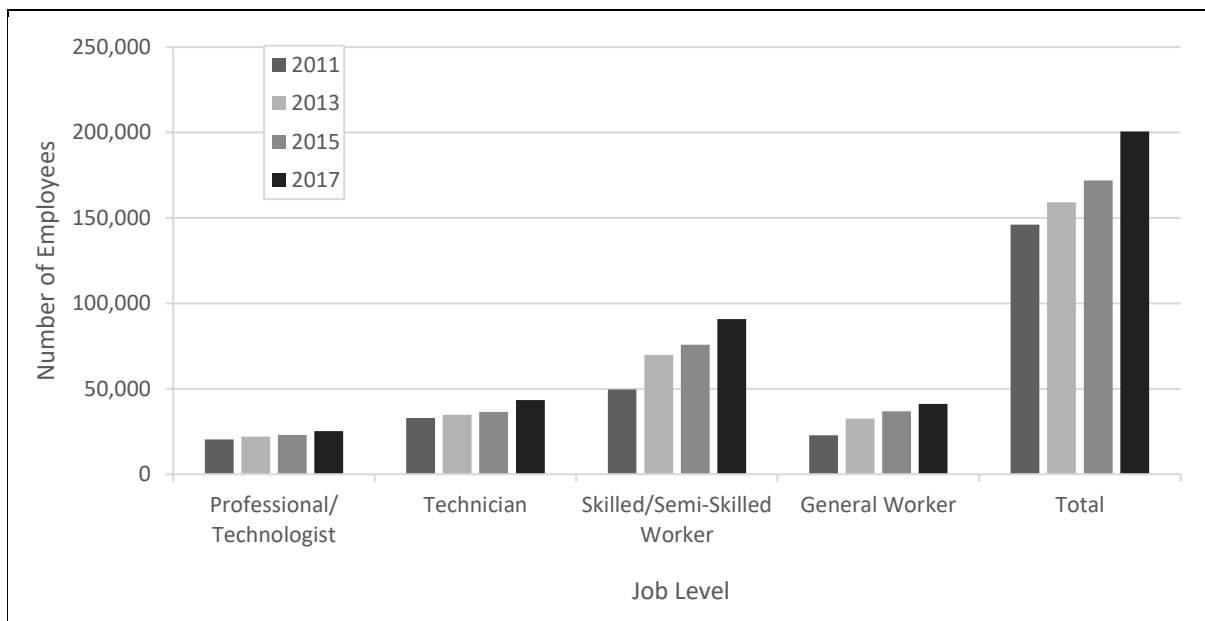


Fig. 4.3 Number of Employees by Job Level (2011, 2013, 2015 and 2017)



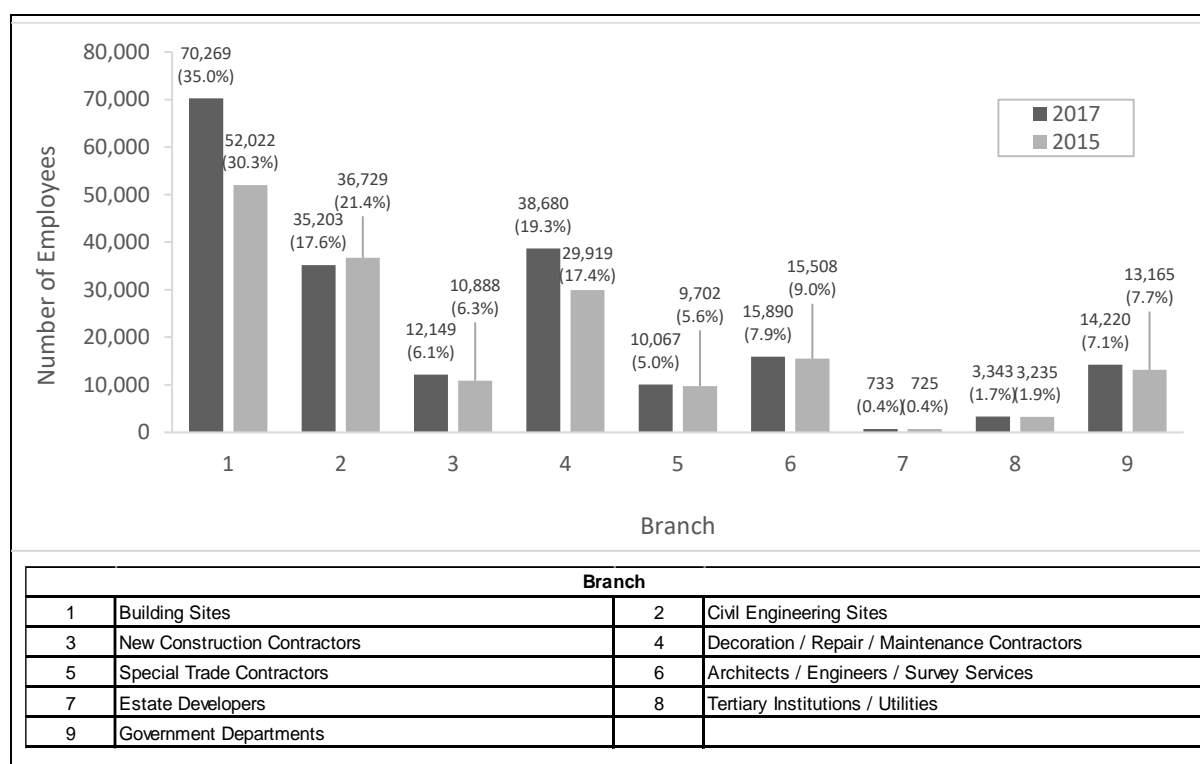
Manpower Changes between 2015 and 2017

4.5 Table 4.1 indicates that total technical manpower increases from 171 893 in 2015 by 28 661 (16.67%) to 200 554 employees in 2017. Nearly all branches have recorded manpower increase, in particular, Building Sites, New Construction Contractors and Decoration / Repair / Maintenance Contractors had increased by more than 10%. Only Civil Engineering Sites recorded decrease, which was probably the result of seasonal fluctuation.

Table 4.1 Changes in the Number of Employees by Branch (2015 – 2017)

Branch	2015 Survey	2017 Survey	Increase/Decrease	% Changes
1. Building Sites	52 022	70 269	18 247	35.08
2. Civil Engineering Sites	36 729	35 203	-1 526	-4.15
3. New Construction Contractors	10 888	12 149	1 261	11.58
4. Decoration / Repair / Maintenance Contractors	29 919	38 680	8 761	29.28
5. Special Trade Contractors	9 702	10 067	365	3.76
6. Architects / Engineers / Survey Services	15 508	15 890	382	2.46
7. Major Estate Developers	725	733	8	1.10
8. Tertiary Institutions / Utilities	3 235	3 343	108	3.34
9. Government Departments	13 165	14 220	1 055	8.01
Total	171 893	200 554	28 661	16.67

Fig. 4.4 Changes in the Number of Employees by Branch (2015 – 2017)



Manpower Changes by Job Level between 2015 and 2017

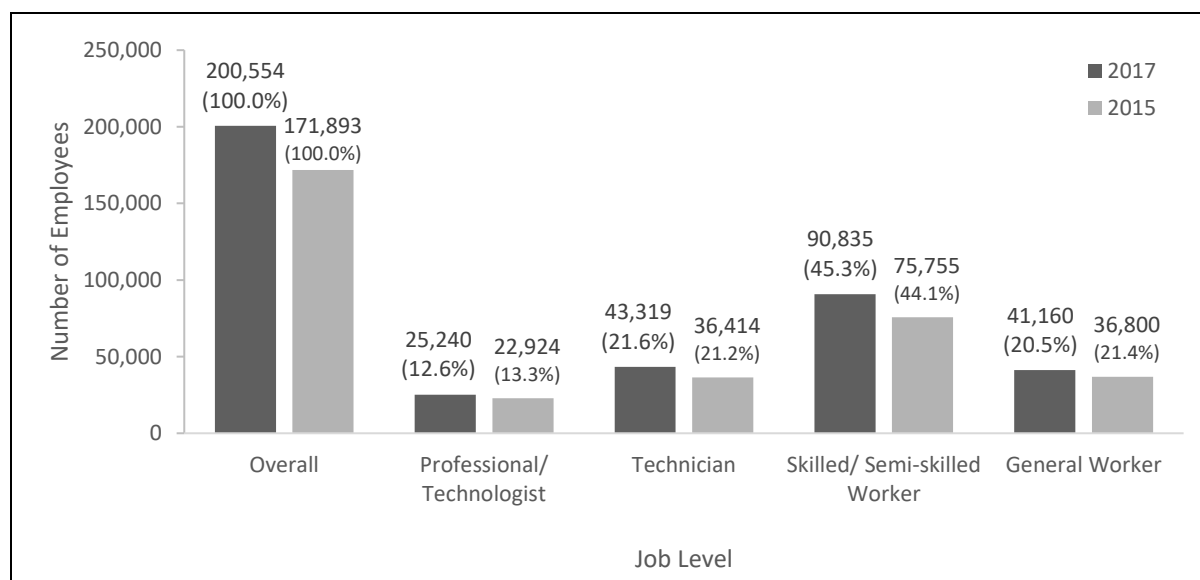
4.6 Table 4.2 shows that among the total manpower of 200 554 in 2017, 25 240 (12.59%) were professional / technologist, 43 319 (21.60%) were technicians, 90 835 (45.29%) were skilled and semi-skilled workers and 41 160 (20.52%) were general workers. All the job levels had reported increase in manpower. A comparison on the manpower structures between the 2015 and 2017 surveys is shown in the following table.

Table 4.2 Changes in the Number of Employees by Job Level (2015 – 2017)

Job Level	March 2015 (%)	May 2017 (%)	Increase/ Decrease	% Changes
Professional / Technologist	22 924 (13.34)	25 240 (12.59)	2 316	10.10
Technician	36 414 (21.18)	43 319 (21.60)	6 905	18.96
Skilled and Semi-skilled worker	75 755 (44.07)	90 835 (45.29)	15 080	19.91
General worker	36 800 (21.41)	41 160 (20.52)	4 360	11.85
Total Technical Workers	171 893 (100.00)	200 554 (100.00)	28 661	16.67
Non-technical workers	81 393	85 356	3 963	4.87

(Note*: Non-technical workers are employees working in other disciplines, viz. accounting, personnel, and other administrative / supporting areas in the BCE industry)

Fig. 4.5 Changes in the Number of Employees by Job Level (2015 – 2017)



4.7 The Training Board observes that the overall increase of 16.67% in the number of technical employees from March 2015 (171 893) to May 2017 (200 554) is generally realistic in reflecting the manpower situation of the sector at the time of survey. Since the last survey in 2015, the labour market of the construction sector was on its upturn with more construction projects locally.

Changes in the Number of Vacancies

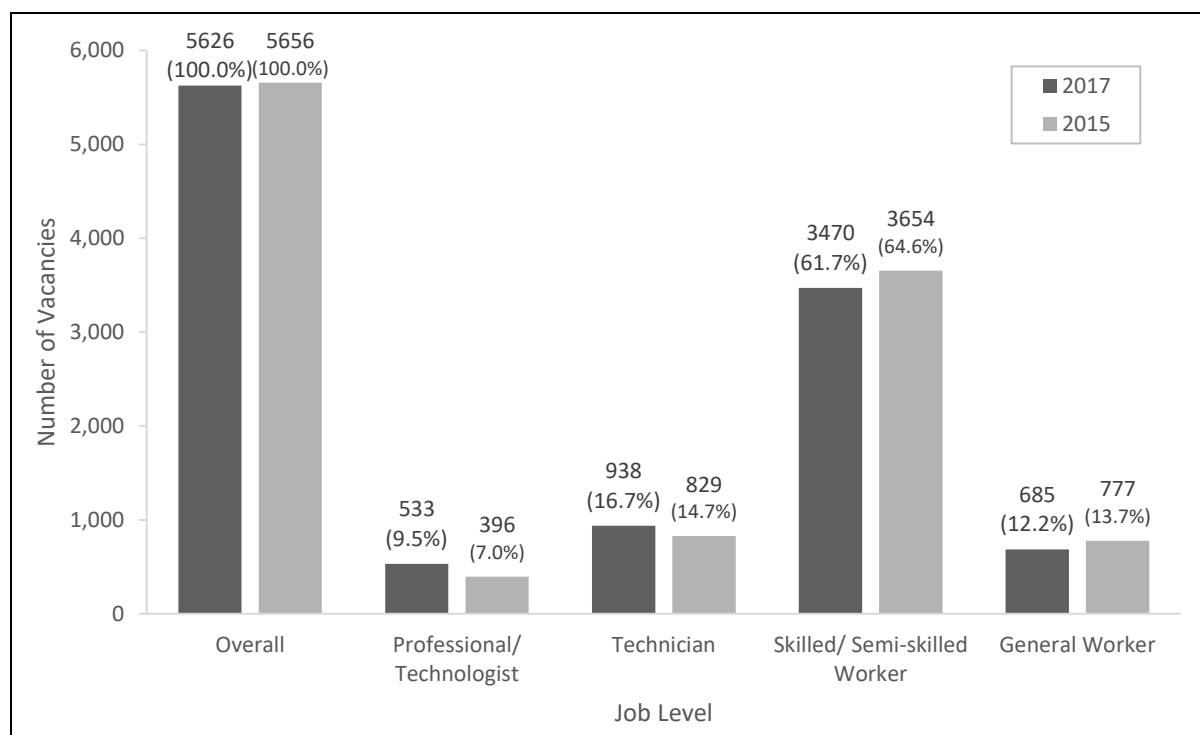
4.8 Employers reported a total of 5 626 (5 656 in 2015) vacancies at the time of survey, representing about 2.81% of the total technical workforce in construction and related disciplines. There were 533 vacancies at professional / technologist level (2.11%), 938 vacancies at technician level (2.17%), 3 470 vacancies at skilled and semi-skilled worker level (3.82%) and 685 vacancies at general worker level (1.66%). A summary of vacancies by job level is shown below.

Table 4.3 Distribution of Job Vacancies by Job Level

Job Level	Number of Vacancies	
	2015 (%)	2017 (%)
Professional / Technologist	396 (1.73)	533 (2.11)
Technician	829 (2.28)	938 (2.17)
Skilled and Semi-skilled Worker	3 654 (4.82)	3 470 (3.82)
General Worker	777 (2.11)	685 (1.66)
Total	5 656 (3.29)	5 626 (2.81)

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

Fig. 4.6 Changes in the Number of Vacancies by Job Level (2015 – 2017)



Changes in the Number of Trainees⁶

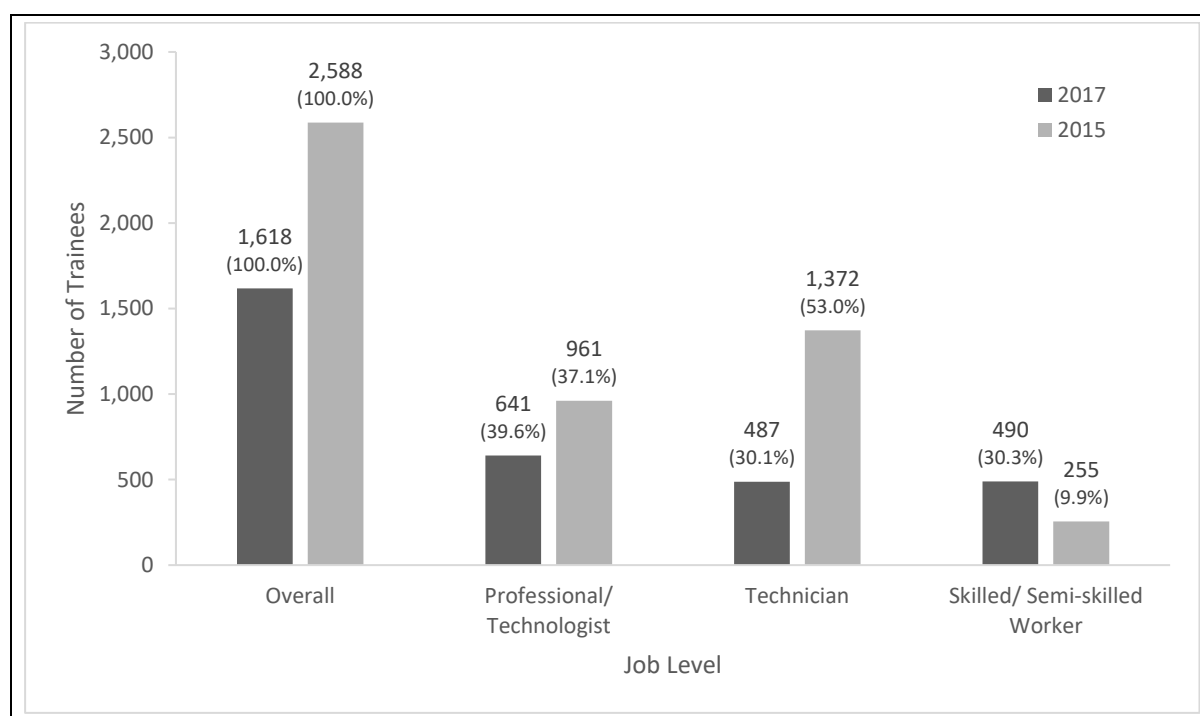
4.9 Employers reported that there were a total of 1 618 (2 588 in 2015) trainees at the time of survey (this figure only represents a “snap shot” measurement of the training situation and should not be confused with the actual number of employees who have received training throughout the year). This figure accounts for about 0.81% of the total workforce in construction and related disciplines. There were 641 trainees at the professional / technologist level (2.54%), 487 trainees at the technician level (1.12%) and 490 trainees at the skilled and semi-skilled worker level (0.54%). A summary of the trainees by job level is shown below.

Table 4.4 Distribution of Trainees by Job Level

Job Level	Number of Trainees	
	2015 (%)	2017 (%)
Professional / Technologist	961 (4.19)	641 (2.54)
Technician	1 372 (3.77)	487 (1.12)
Skilled and Semi-skilled Worker	255 (0.34)	490 (0.54)
General Worker	0 (0.00)	0 (0.00)
Total	2 588 (1.51)	1 618 (0.81)

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

Fig. 4.7 Changes in the Number of Trainees by Job Level (2015 – 2017)



⁶ Please also refer to Section 3.8

Changes in Average Monthly Income

4.10 As shown in Fig. 4.6 (a) to 4.6(d), the mid-point Average Monthly Income (at 50% cumulative percentage point) for all the four curves (except Professional / Technologist, which remained roughly unchanged) in 2017 has surpassed that in 2015 of the employees at the same job level, indicating that the average income for the vast majority of employees at all levels in 2017 is comparatively higher than that in 2015. By comparing their Average Monthly Income at the 75% cumulative percentage point, it is noted that increase in average monthly income is progressively less pronounced for General Workers, Skills & Semi-skilled Worker and Technicians.

Fig. 4.8 (a) Monthly Average Income of Professional / Technologist
by Percentage of Employees

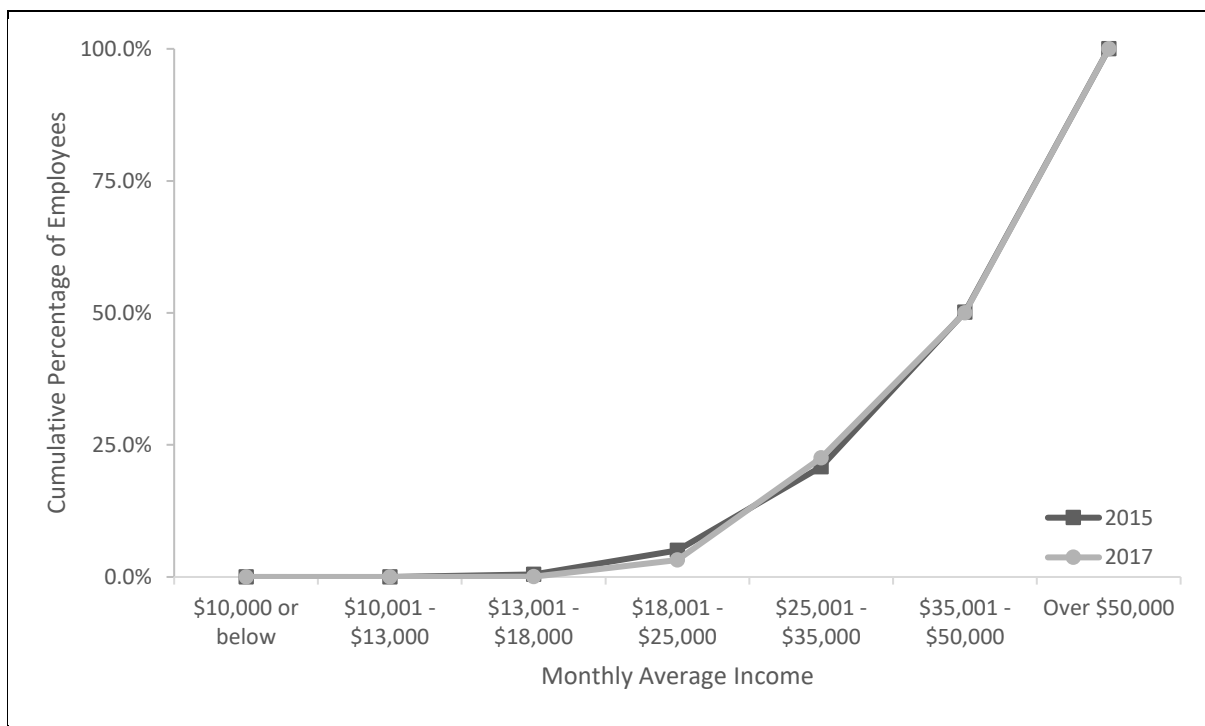


Fig. 4.8 (b) Monthly Average Income of Technician
by Percentage of Employees

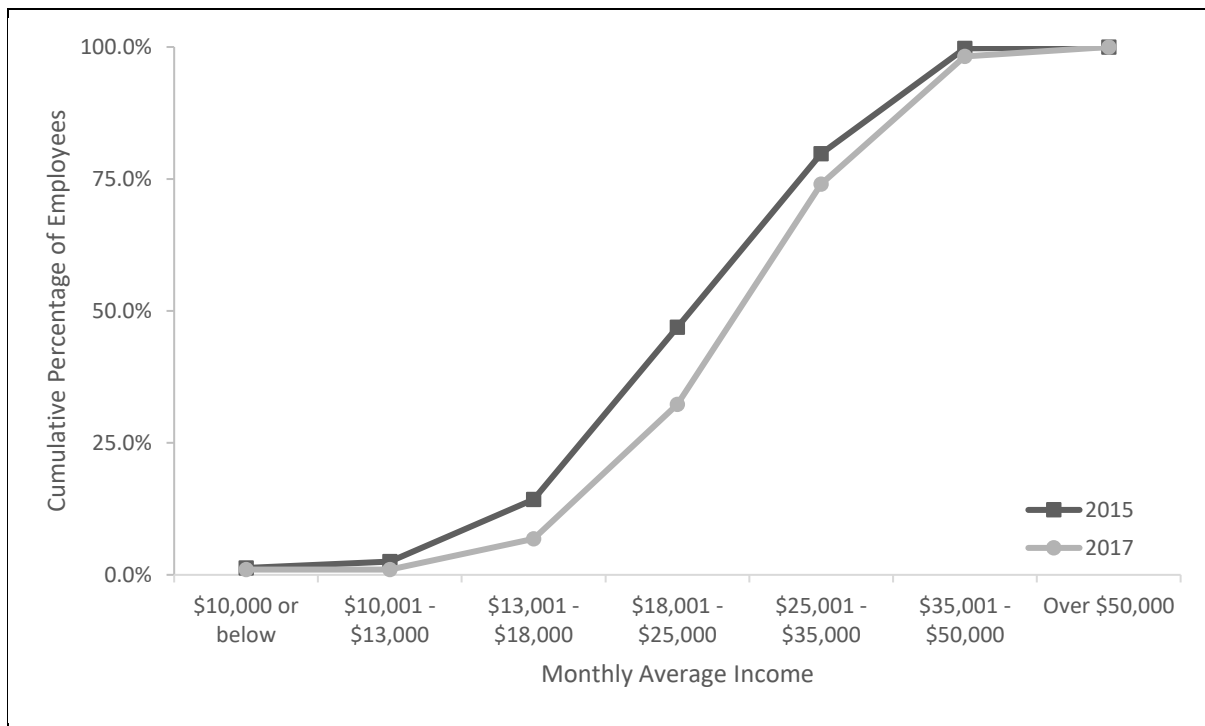


Fig. 4.8 (c) Monthly Average Income of Skilled and Semi-skilled Worker
by Percentage of Employees

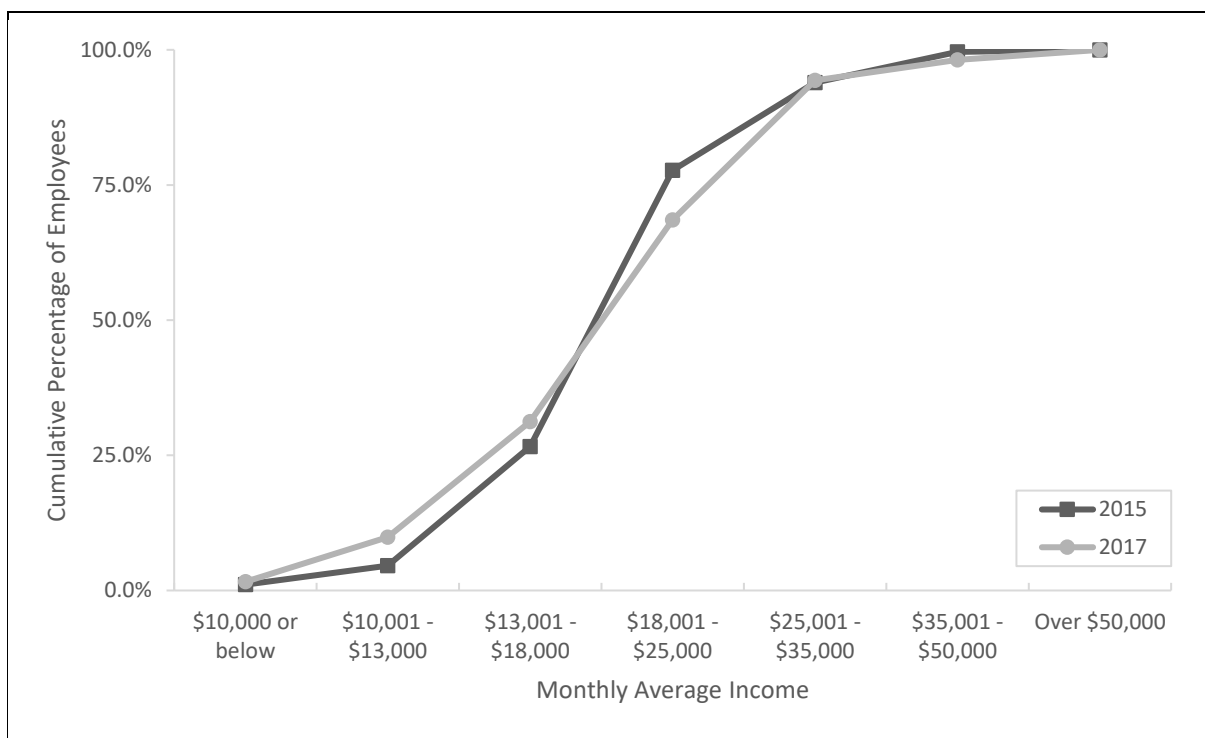
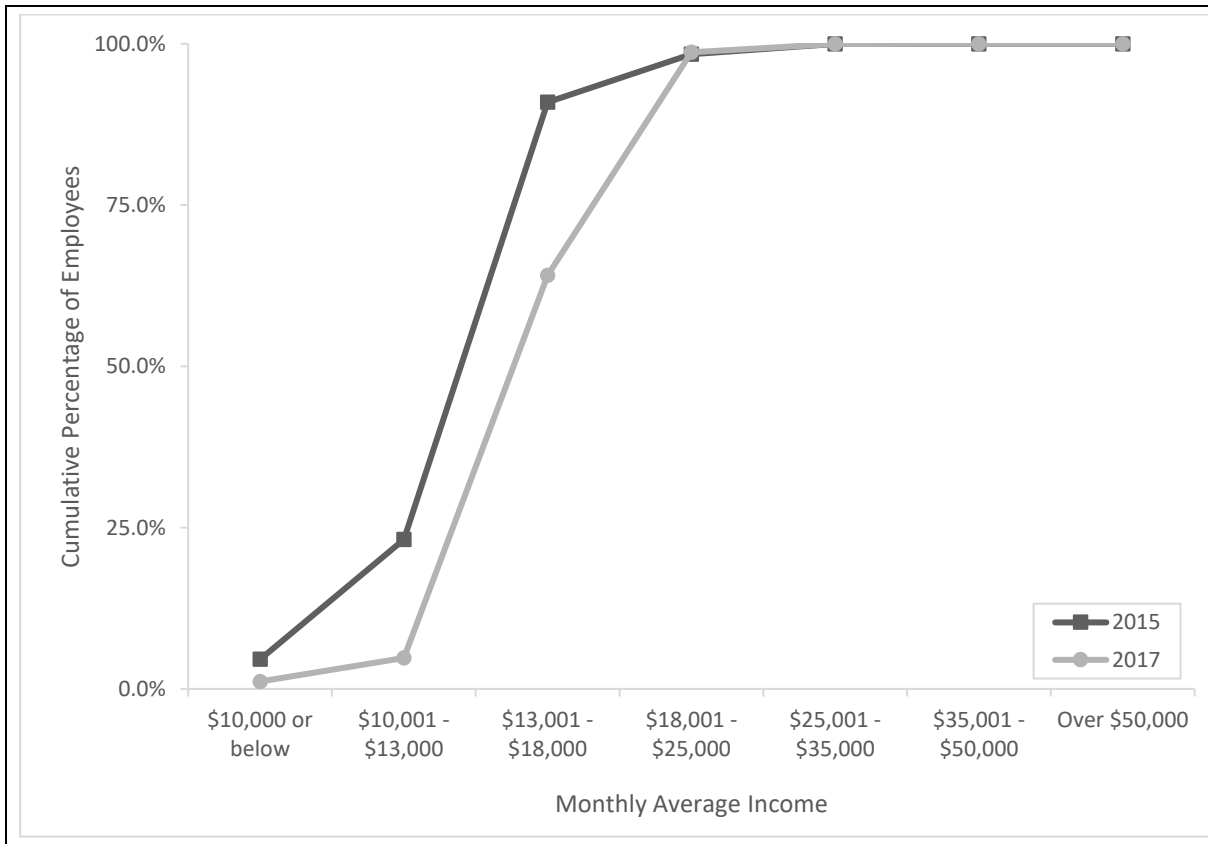


Fig. 4.8 (d) Monthly Average Income of General Worker
by Percentage of employees



Assessment of Manpower Training Needs

4.11 In addition to the above survey findings and results, related focus group interviews with industry experts had been conducted and the latest social and economic trends and developments (as shown in the following paragraphs) had also been taken into account in order to project the future manpower training needs of the industry.

Global and Local Economic Outlook

- 4.11 (a) (i) The global economy is heading towards an uncertainty period. Although the economic conditions in the US are considered stable, the situation in Europe are considered highly volatile and uncertain, for example, withdrawal of the United Kingdom of Great Britain and Northern Ireland from the European Union (EU), which immediately led to downward revisions to growth forecasts for the United Kingdom and several other countries in Europe in 2017. Economic growths in other parts of the world, in particular, the East Asia / Pacific region, are less turbulent and it is expected that the GDP in the East Asia / Pacific region will continue to grow steadily at around 4-5% per annum.
- (ii) On the other hand, the world economy is expected to be getting progressively influenced by Mainland China's economic development. China's economy is currently undergoing structural transformation to putting more focus on developing service industries and it is expected that China's gross domestic product (GDP) would continue to grow at 6% to 8% annually in the coming years. As Hong Kong's economic situations are also largely influenced by Mainland's economic situations, Hong Kong's economic growth is also expected to grow (but at slower pace than before), as a result. In view of the above-mentioned uncertainties in external economic situations, Hong Kong's economic future is forecasted to grow steady at around 3-4%.

Hong Kong Government's devotion to Local Infrastructural and Facilities Developments / Projects

- 4.11 (b) Over the years, the HK government has devoted to invest in massive development projects (over HK\$80 billion per year of capital investment on infrastructural projects), the latest round being the visions from Belt and Road Initiatives and the Guangdong-Hong Kong-Macao Bay Area initiative; the planning of the Third Airport Runway; infrastructural development of Northwest New Territories; enhancement of the road network connecting to the airport; development of the Central Kowloon Route, linking Yau Ma Tai with Kowloon Bay and the Kai Tak Development Area; development of the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link; development of the Central-Wan Chai Bypass, and the development of the Shatin to Central Link.
- 4.11 (c) While implementing large-scale infrastructure projects, the government has also taken forward projects of various scales to meet people's demand for public facilities for everyday life. These projects include schools, hospitals (such as the first and the second "10-Year Hospital Development Plan" respectively involved around HK\$200 and HK\$300 billion as budget), commercial malls / buildings, libraries, sports centres, swimming pools and community halls etc. The government also hopes to provide citizens a better living environment and quality leisure facilities through implementing projects such as parks, cycle tracks and greening works.

Recent Years' Building Environment in Hong Kong

- 4.11 (d) Land supply remains the Government's top policy priority. On the one hand, the Government must ensure flat-supply is sufficient to meet the needs of Hong Kong residents, while on the other hand, the Government must also ensure that a stable and healthy property market is in place. According to the housing demand projections published in December 2016, the total housing supply target for the ten-year period from 2017-18 and 2026-27 is 460 000 units. With a public / private split of 60:40, the supply targets for public and private housing are 280 000 units and 180 000 units respectively. To make sure the above target be met, the Government would continue to carry out land use review and rezoning, increase the development intensity, release brownfield sites, develop new development areas and moderate land reclamation, etc., in order to increase housing land supply in the short, medium and long term.

Related Labour Market Issues

- 4.11 (e) The launch of numerous major public works projects coupled with the need to build a large number of residential, industrial and commercial buildings has generated a keen demand for manpower in the construction industry. In recent years, there have not been enough young people joining the industry, resulting in an acute manpower shortage in certain trades, especially the skilled workers. In response, the Government has allocated funding to the industry continuously which aims to enhance the manpower resources for the construction industry on various fronts. The Government has been enhancing the promotion and publicity as well as the working environment and culture of the industry so that young people could learn more about the construction industry.
- 4.11 (f) Besides, the Government has worked in unison with CIC to promote the provisions stipulated in "Construction Workers Registration Ordinance" for enhancing the quality of construction works and career status of construction workers. The second phase of "Construction Workers Registration Ordinance" has come into full implementation in 2017. Under its provision, termed "designated skills for designated workers", construction workers independently carrying out specific works on construction sites must register as Skilled Workers or Semi-skilled Workers of the related trade divisions.

觀察所得及結論

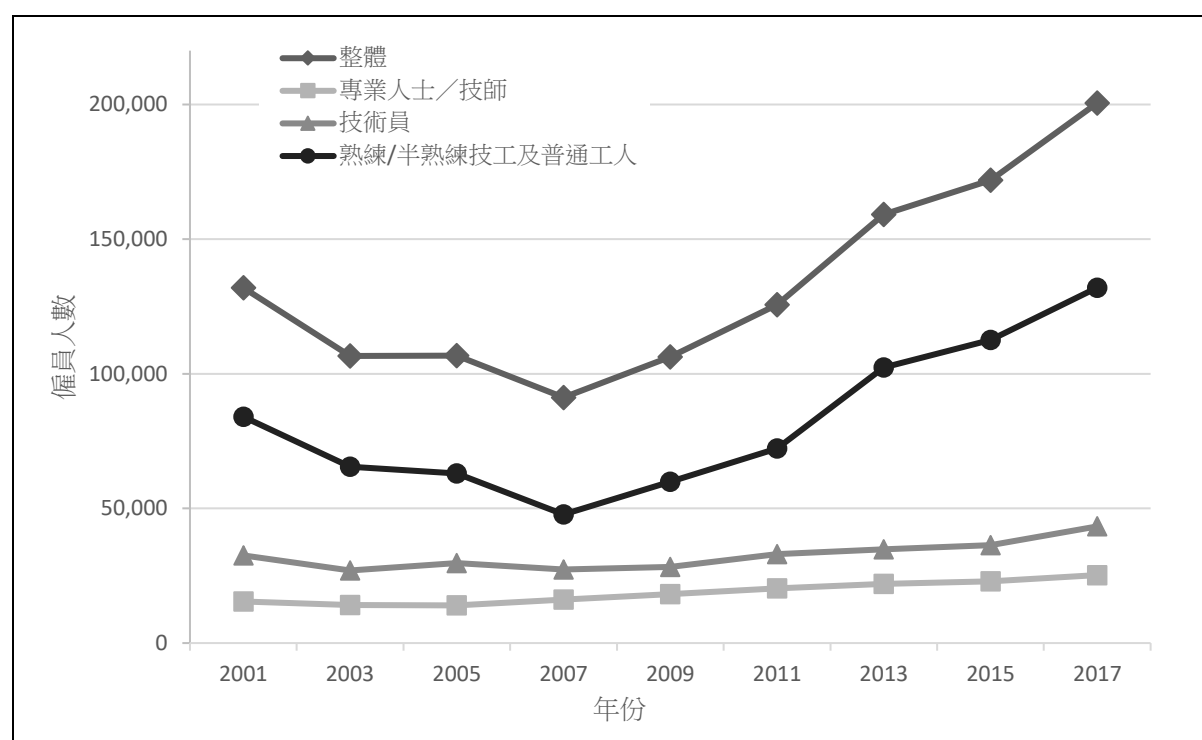
概況

4.1 本會仔細審閱是次調查結果，認為所得資料大致可反映調查期間建築、土木工程及建設環境業的人力情況。

各分類機構人力變化之歷年趨勢

4.2 自 1983 年起，本會每兩年進行一次人力調查。如圖 4.1 所示，在 2007 年以前，建築、土木工程及建設環境業的技術僱員總共約有 100 000 人。從 2007 年起，技術僱員總數平均每年增加 7.37%，並於 2017 年錄得 200 554 人。

圖 4.1 2001 至 2017 年人力趨勢



4.3 儘管很多僱主表示難以招聘熟練/半熟練技工，但從 2007 年至今，這類僱員人數雖然持續錄得顯著升幅。僱主引入新技術，例如採用組件建築技術，以及多用外地預製構件/組件，以解決人手問題。招聘困難的情況仍然嚴峻。

過去七年中期變化

4.4 過去七年各分類機構不同技能等級的僱員人數載於圖 4.2 及圖 4.3。

圖 4.2 各分類僱員人數 (2011、2013、2015 及 2017 年)

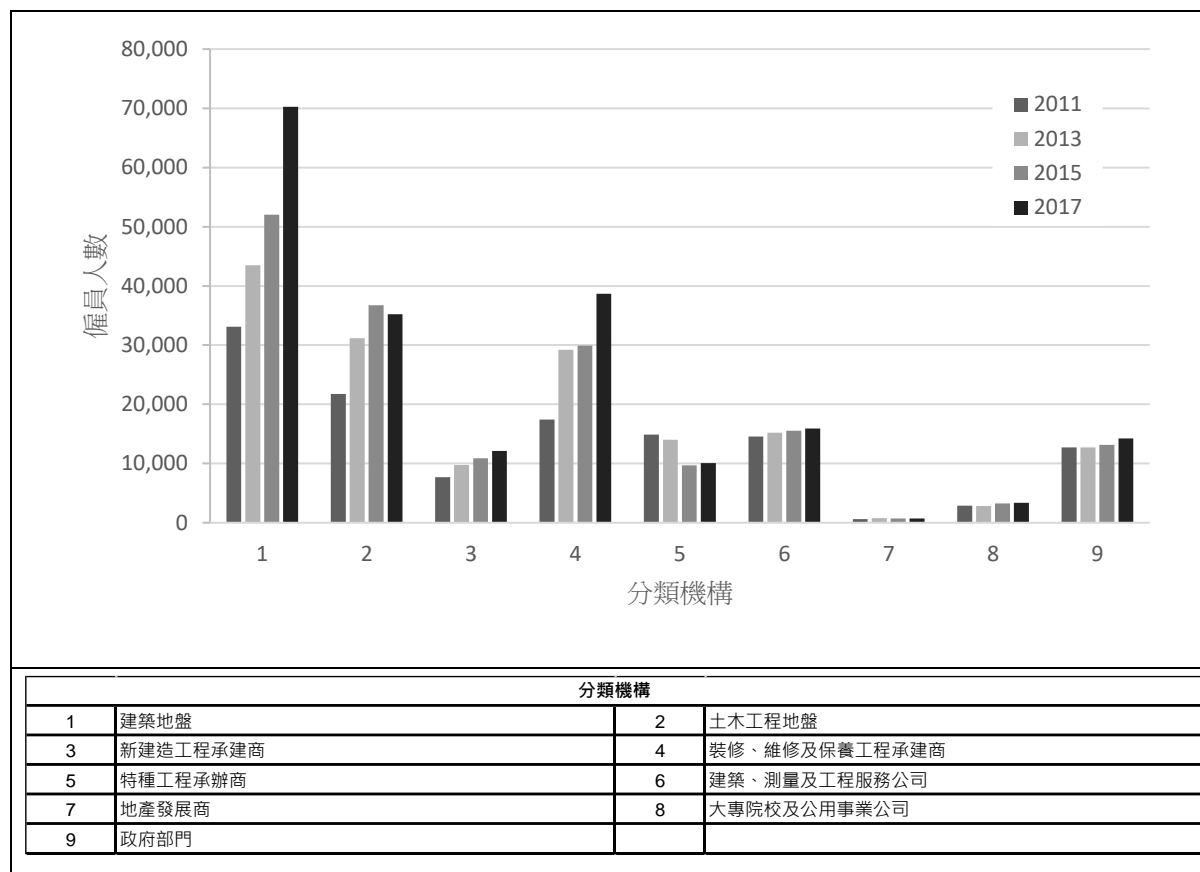
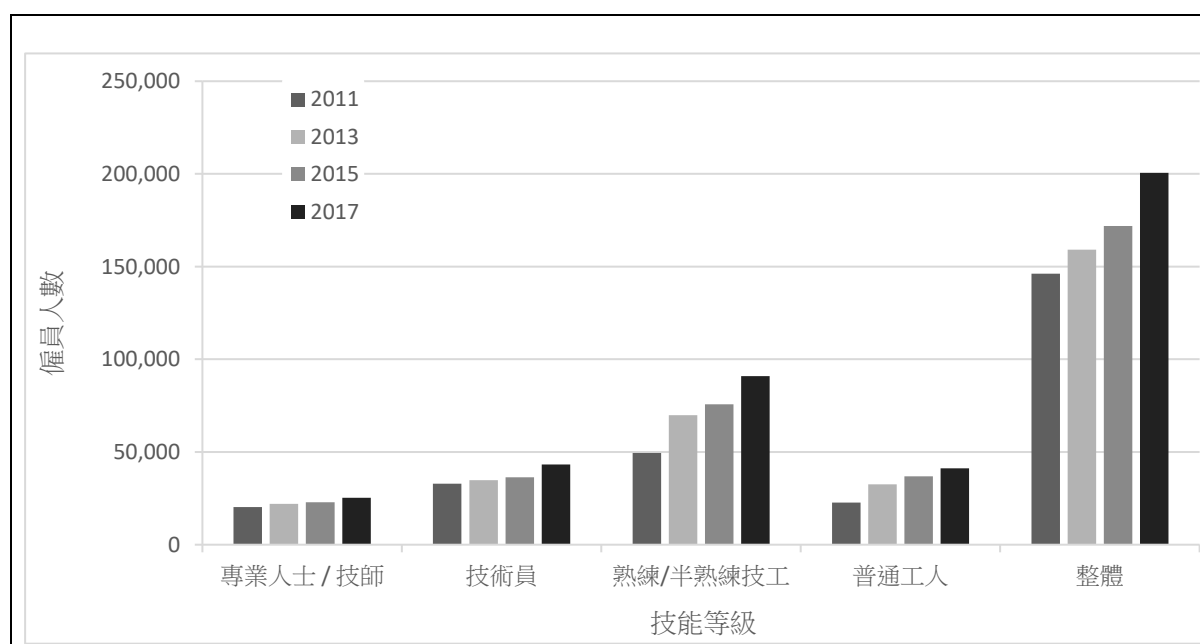


圖 4.3 各技能等級僱員人數 (2011、2013、2015 及 2017 年)



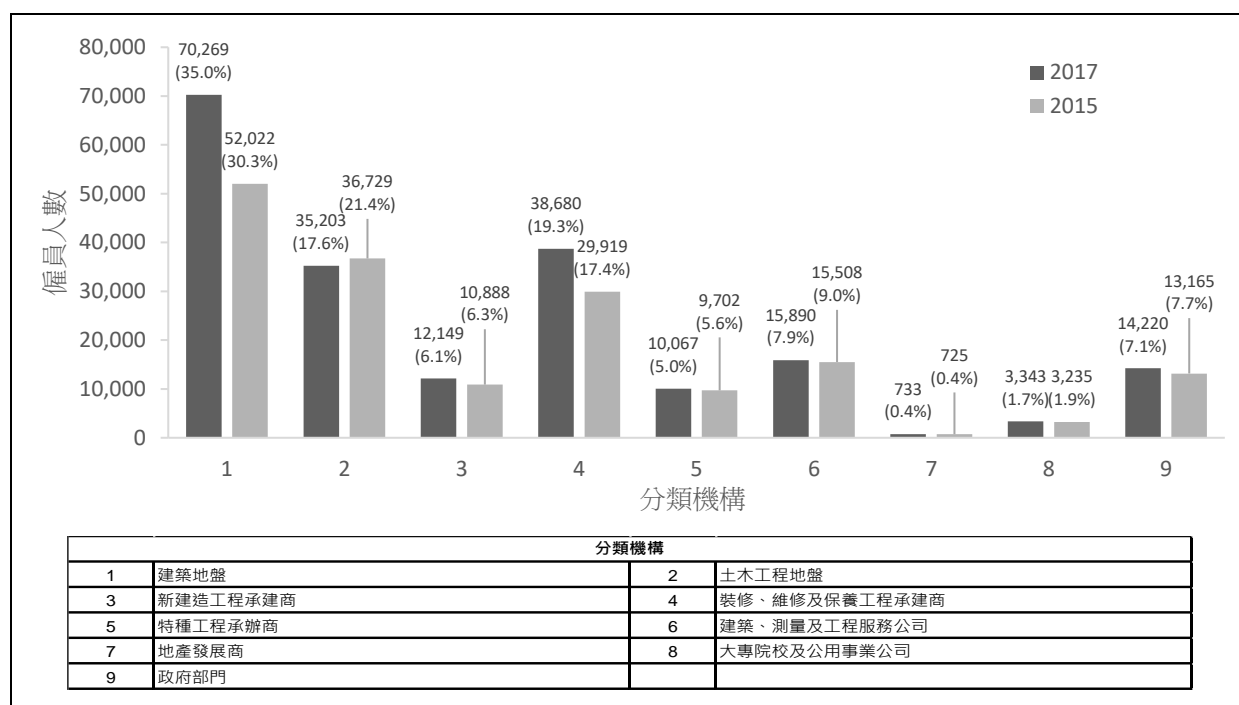
2015年與2017年人力變化

4.5 表 4.1 顯示，業內的技术僱員總數由 2015 年的 171 893 人增至 2017 年的 200 554 人，共增加 28 661 人（增幅為 16.67%）。近乎所有類別的人手均有增加，當中已動工的建築地盤、新建造工程承建商及裝修、維修及保養工程承建商等類別尤為顯著，增幅超過 10%，只有已動工的土木工程地盤錄得人力跌幅，原因可能是季節性波動所致。

表 4.1 2015 年與 2017 年僱員人數變化
(按分類劃分)

分類	2015 年 調查	2017 年 調查	增減	百分比 變化
1. 建築地盤	52 022	70 269	18 247	35.08
2. 土木工程地盤	36 729	35 203	-1 526	-4.15
3. 新建造工程承建商	10 888	12 149	1 261	11.58
4. 裝修、維修及保養工程承建商	29 919	38 680	8 761	29.28
5. 特種工程承建商	9 702	10 067	365	3.76
6. 建築、測量及工程服務公司	15 508	15 890	382	2.46
7. 地產發展商	725	733	8	1.10
8. 大專院校及公用事業公司	3 235	3 343	108	3.34
9. 政府部門	13 165	14 220	1 055	8.01
總數	171 893	200 554	28 661	16.67

圖 4.4 2015 年與 2017 年僱員人數變化
(按分類劃分)



2015 年與 2017 年各技能等級人力變化

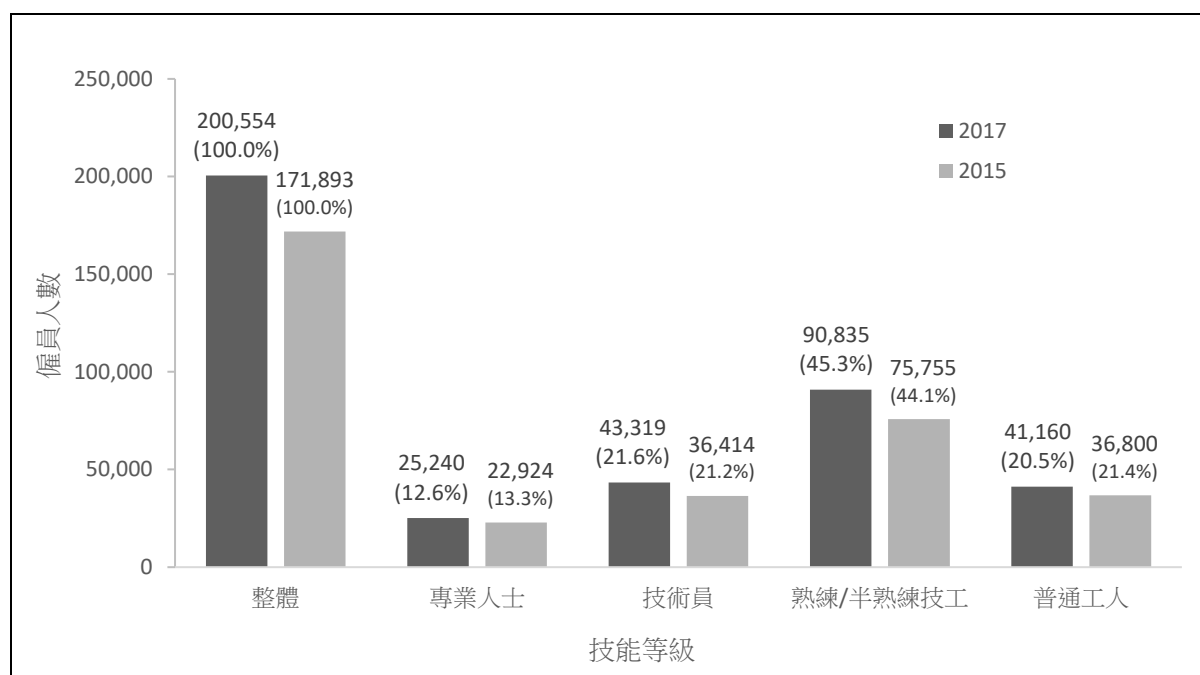
4.6 表 4.2 顯示，2017 年業內總共有僱員 200 554 人，當中 25 240 人(12.59%)為專業人士／技師，43 319 人(21.60%)為技術員，90 835 人(45.29%)為熟練／半熟練技工，41 160 人(20.52%)為普通工人。所有技能等級均錄得人力增長。2015 與 2017 年調查的人力結構比較見下表。

表 4.2 2015 與 2017 年僱員人數變化
(按技能等級劃分)

技能等級	2015 年 3 月 (%)	2017 年 5 月 (%)	增減	百分比變化
專業人士／技師	22 924 (13.34)	25 240 (12.59)	2 316	10.10
技術員	36 414 (21.18)	43 319 (21.60)	6 905	18.96
熟練／半熟練技工	75 755 (44.07)	90 835 (45.29)	15 080	19.91
普通工人	36 800 (21.41)	41 160 (20.52)	4 360	11.85
技術僱員總數	171 893 (100.00)	200 554 (100.00)	28 661	16.67
非技術僱員總數*	81 393	85 356	3 963	4.87

(註*：非技術僱員是服務於建築、土木工程及建設環境業，但從事其他範疇工作的員工，如會計、人事、其他行政及支援工作。)

圖 4.5 2015 年與 2017 年僱員人數變化
(按技能等級劃分)



4.7 據本會觀察所得，業內技術僱員由 2015 年 3 月的 171 893 人，增加至 2017 年 5 月的 200 554 人，增幅為 16.67%，大致能反映出調查期間實際人力情況。自上次（2015 年）調查後，本地有更多建築工程展開，帶動建造業的人力市場發展。

空缺額變化

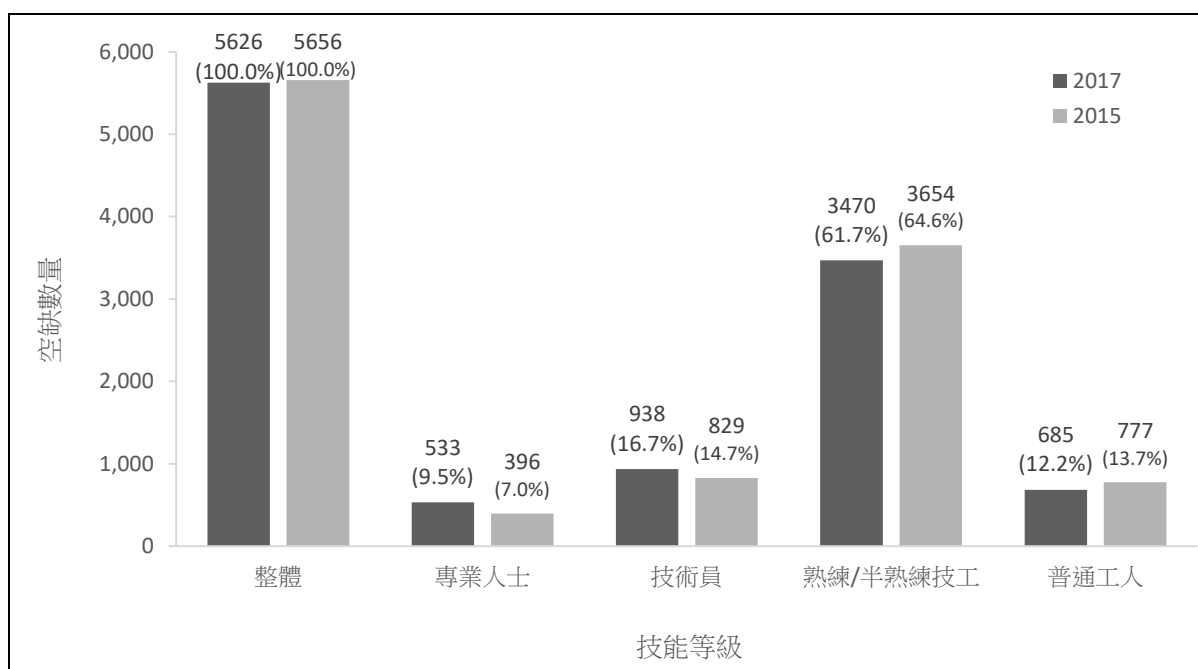
4.8 僱主報稱調查期間建築及相關行業的空缺共有 5 626 個(2015 年有 5 656 個)，佔業內技術人力總數約 2.81%。當中，專業人士／技師空缺有 533 個(2.11%)，技術員空缺有 938 個(2.17%)，熟練／半熟練技工空缺有 3 470 個(3.82%)，而普通工人級空缺則有 685 個(1.66%)。各技能等級的空缺摘要見下表。

表 4.3 空缺分布情況（按技能等級劃分）

技能等級	空缺額	
	2015 年 (%)	2017 年 (%)
專業人士／技師	396 (1.73)	533 (2.11)
技術員	829 (2.28)	938 (2.17)
熟練／半熟練技工	3 654 (4.82)	3 470 (3.82)
普通工人	777 (2.11)	685 (1.66)
總數	5 656 (3.29)	5 626 (2.81)

括號內數字代表佔該年度同一技能等級僱員總數百分比

圖 4.6 2015 年與 2017 年空缺額變化
(按技能等級劃分)



受訓者人數變化⁶

4.9 僱主報稱調查期間建築及相關行業共有 1 618 名受訓者 (2015 年有 2 588 名) (僅代表調查日的概括計算的受訓人數, 不應與全年接受培訓的員工人數混淆), 佔業內僱員總數約 0.81%。當中專業人士/技師級有 641 名受訓者(2.54%), 技術員級共 487 名(1.12%), 而熟練/半熟練技工級則有 490 名(0.54%)。各技能等級受訓者人數摘要見下表。

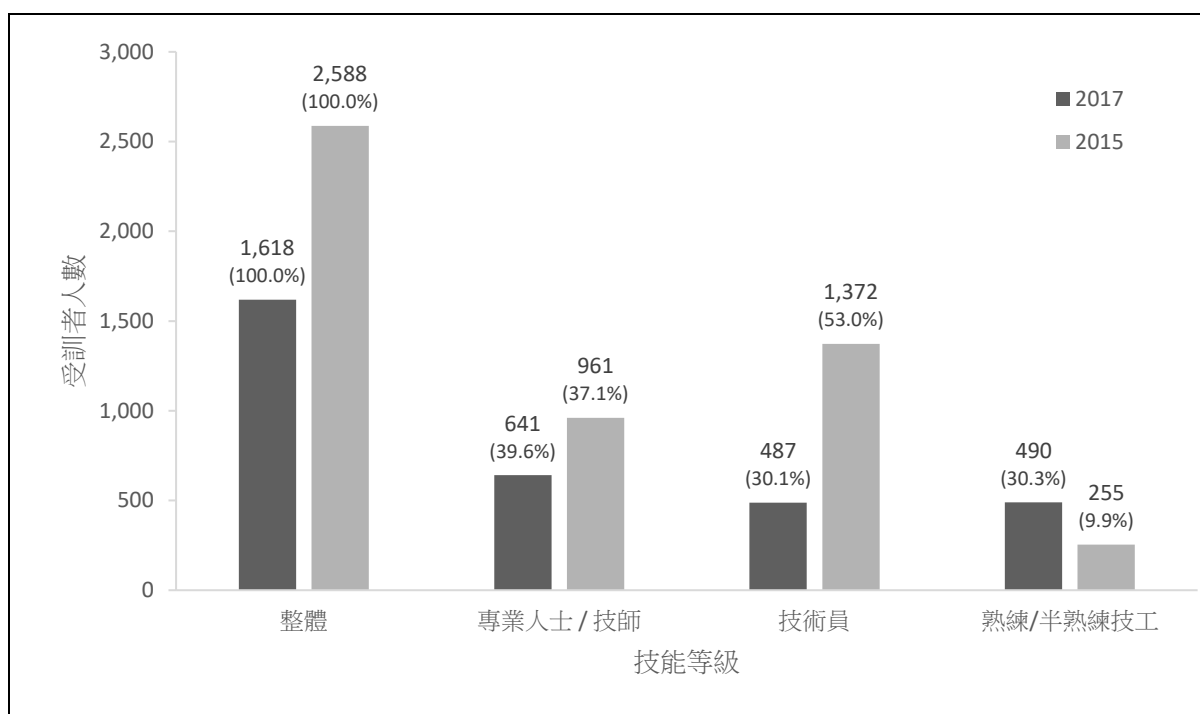
表 4.4 受訓者分布情況 (按技能等級劃分)

技能等級	受訓者人數	
	2015 年 (%)	2017 年 (%)
專業人士/技師	961 (4.19)	641 (2.54)
技術員	1 372 (3.77)	487 (1.12)
熟練/半熟練技工	255 (0.34)	490 (0.54)
普通工人	0 (0.00)	0 (0.00)
總數	2 588 (1.51)	1 618 (0.81)

括號內數字代表佔該年度同一技能等級僱員總數百分比

⁶ 亦請參閱第 3.8 段

圖 4.7 2015 年與 2017 年受訓者人數變化
(按技能等級劃分)



每月平均收入之變化

4.10 如圖 4.6(a)至 4.6(d)的曲線所示，除了專業人士／技師的收入大致不變外，2017 年累計人數至 50%的僱員每月平均收入中位數均超越了 2015 年水平，反映各級大部分僱員的平均收入較 2015 年為高。以累計人數至 75%的僱員比較，普通工人、熟練／半熟練技工、技術員級僱員在兩年間每月平均收入的增幅不太明顯。

圖 4.8 (a)

專業人士／技師每月平均收入
(按僱員百分比顯示)

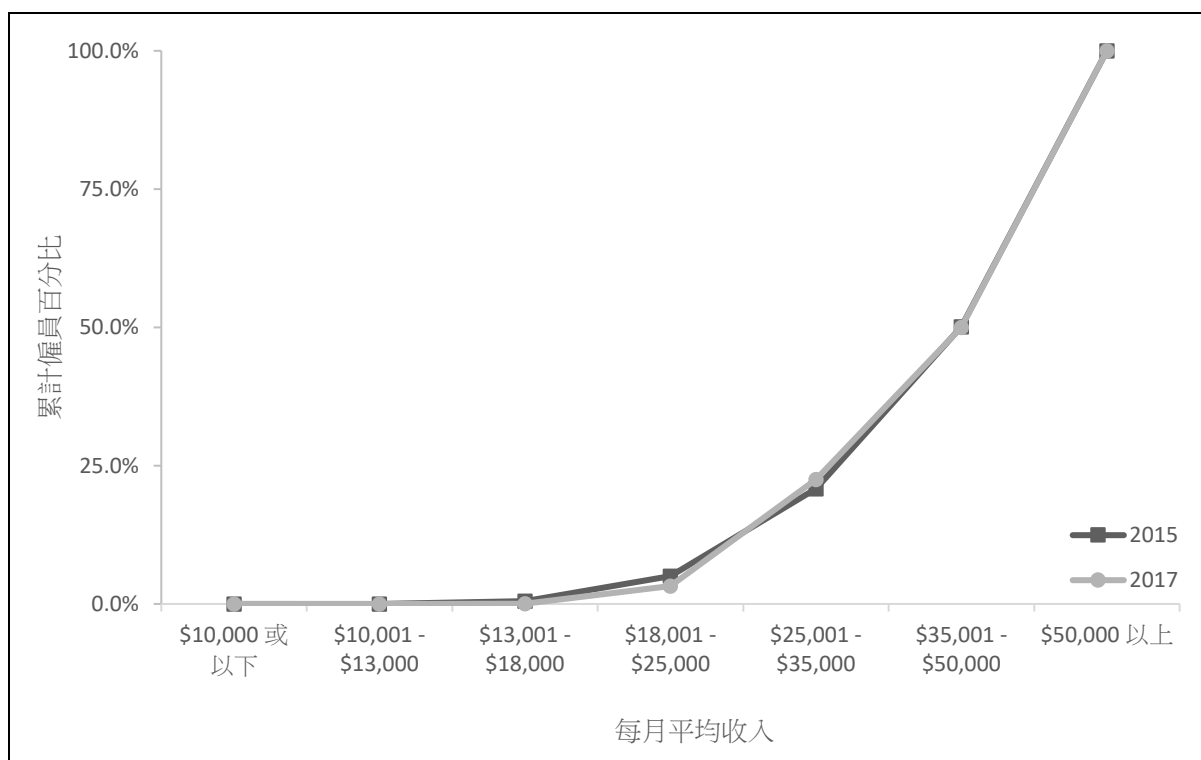


圖 4.8 (b)

技術員每月平均收入
(按僱員百分比顯示)

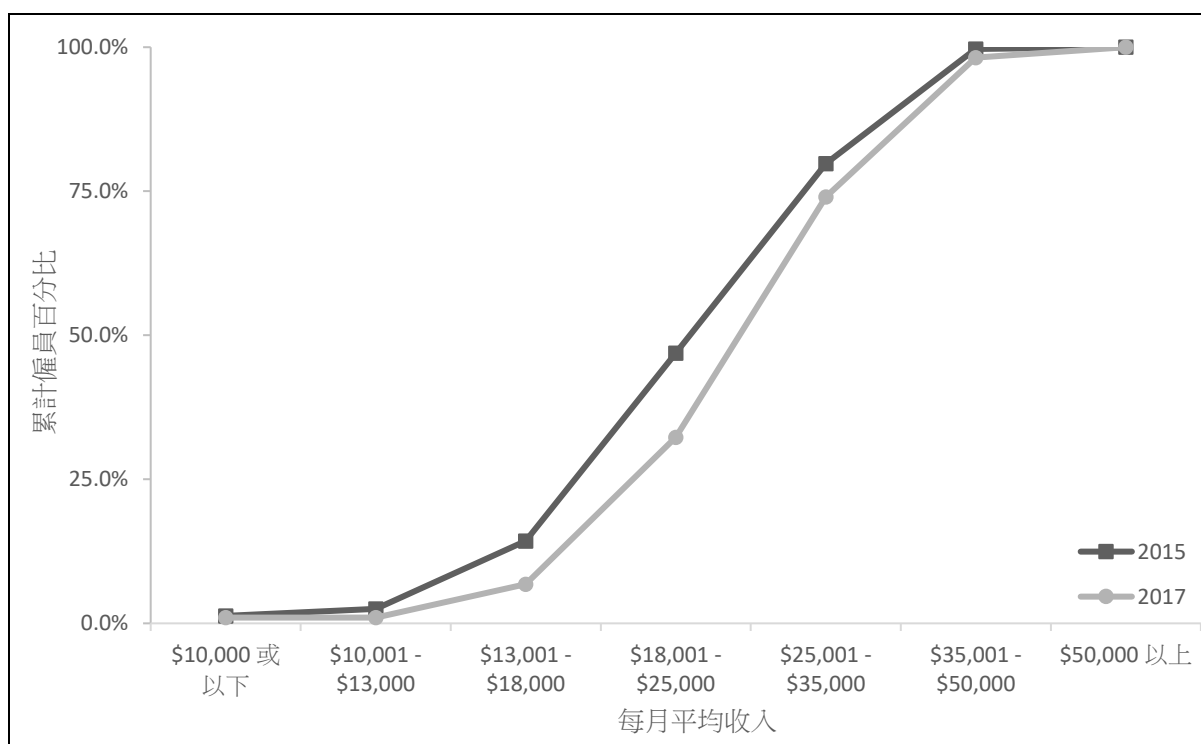


圖 4.8 (c)

熟練／半熟練技工每月平均收入
(按僱員百分比顯示)

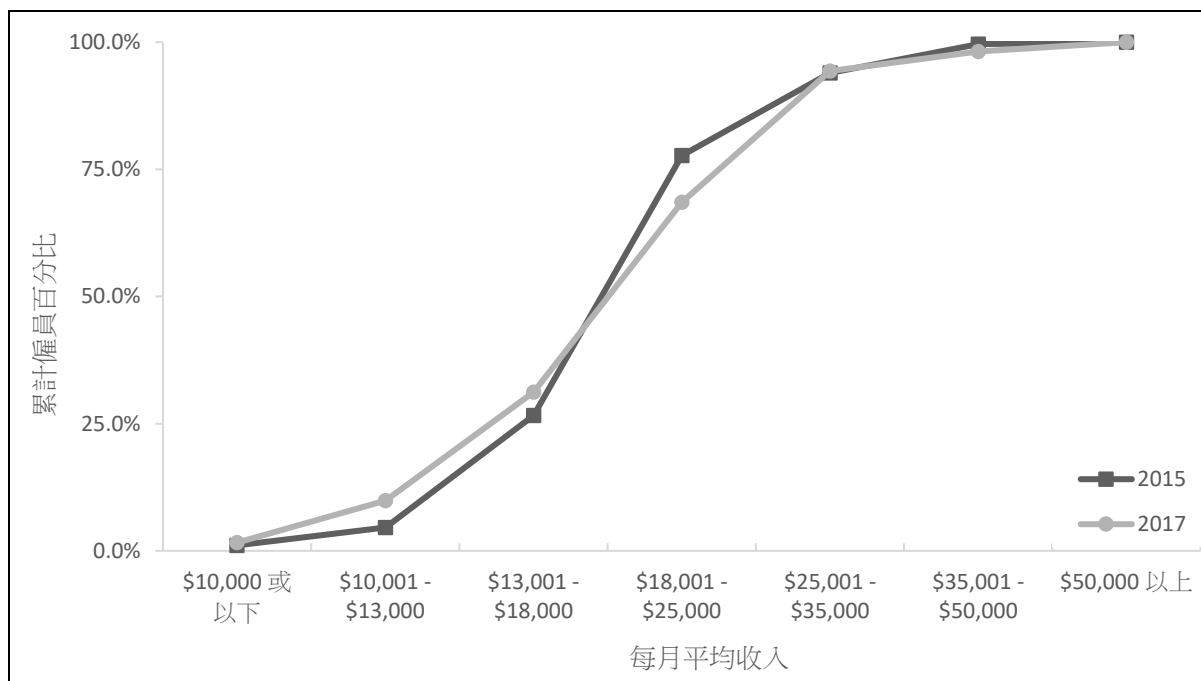
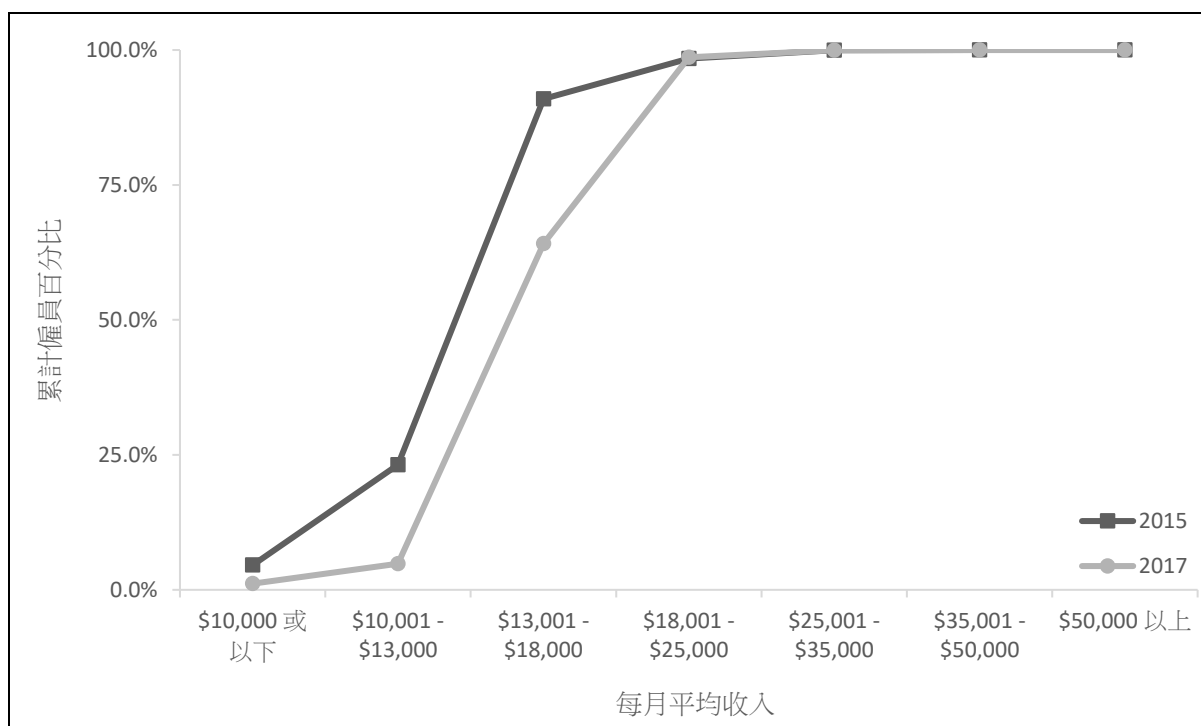


圖 4.8 (d)

普通工人每月平均收入
(按僱員百分比顯示)



人力培訓需求評估

4.11 除了上述調查結果外，本會亦透過聚焦小組與業界專家會談。推算業界未來的人力培訓需求時，已參詳上述的相關資料及下文各段最新的社經趨勢和發展，作出考量。

環球及本港經濟展望

- 4.11 (a) (i) 全球經濟前景漸趨不明朗。雖然美國經濟狀況尚算穩定，但是歐洲經濟卻非常動盪不穩、前景不明，原因包括：英國脫離歐洲聯盟（簡稱「歐盟」）、北愛爾蘭醞釀獨立公投脫離英國，即時令英國及歐洲數國的 2017 年增長預測下調。至於全球其他地區，特別是東亞／太平洋地區，經濟增長相對平穩；預計該區國內生產總值[GDP]每年維持穩定增長約 4 至 5%。
- (ii) 另一方面，預期中國經濟發展會進一步影響世界經濟脈搏。中國經濟結構目前正在轉型，愈趨著重發展服務行業，預計未來數年中國 GDP 仍可維持每年 6 至 8% 的增長。由於香港經濟極受內地經濟形勢影響，預計增長將會持續但略為放緩。惟鑑於上述外圍經濟的不明朗因素，預測香港未來經濟增長平穩，增幅約為 3 至 4%。

政府積極推動本地基建設施發展項目

- 4.11 (b) 多年來，香港政府一直推動發展大型建設項目（每年在基建項目的資本投資超過 800 億港元）。最新一輪是投資包括：「一帶一路」倡議和粵港澳大灣區倡議所帶動的宏圖大計；籌劃第三條機場跑道；新界西北基建發展；改善機場的道路網絡，發展連接油麻地、九龍灣和啟德發展區的中九龍幹線；廣深港高速鐵路香港段；中環灣仔繞道以及沙中線。
- 4.11 (c) 政府落實大型基建項目的同時，亦開展大大小小的地區工程，滿足市民在日常生活中對公共設施的需求。這些項目包括：學校、醫院（例如分別投放 2,000 及 3,000 億港元預算於第一和第二個「十年醫院發展計劃」）、商場／商廈、圖書館、體育館、游泳池和社區會堂。政府也希望透過興建公園、單車徑和綠化計劃等項目，為市民帶來更優質的生活環境和休憩設施。

香港近年建築環境

- 4.11 (d) 土地供應一向是政府首要的施政重點。政府在確保有充足住宅供應以滿足香港市民需求的同時，亦需確保物業市場穩定健全。按照 2016 年 12 月公布的房屋需求推算，政府在 2017-18 至 2026-27 年度十年期的總房屋供應目標為 46 萬個單位，當中公、私營房屋供應比例維持在 60：40，即目標為 28 萬個公營房屋單位和 18 萬個私營房屋單位。為了確實達成上述目標，政府會繼續透過檢討和改劃土地用途、增加發展密度、釋放棕地、開拓新發展區、適度填海等不同方法，增加短、中及長期房屋土地供應。

建造行業勞工市場

- 4.11 (e) 多項大型工務工程相繼展開，加上需要興建大量房屋和工商業樓宇，帶動之下，建造業對人力的需求十分殷切，惟近幾年青年人入行不足，令某些工種的人手極為緊絀。有見及此，政府不斷注資業界，從不同層面增強建造業的人力資源。一直以來，政府亦有加強推廣和宣傳工作，以及優化行業的工作環境和文化，讓青年人能更加了解建造業。
- 4.11 (f) 與此同時，政府一直與建造業議會攜手，推動業界落實《建造業工人註冊條例》的規定，從而提升建造工程質素和建造業工人的行業地位。《建造業工人註冊條例》的第二實施階段已在 2017 年全面生效。根據其「專工專責」規定，建造業工人必須事先註冊為相關工種分項的熟練／半熟練技工，方可於建造工地獨立從事相關技術工作。

RECOMMENDATIONS

Overview

5.1 It is noted that the global economy is heading towards an uncertainty period. Although the economic conditions in the US and other parts of the world are relatively stable, the situation in Europe is volatile and uncertain. On the other hand, China's economy is undergoing structural transformation, though the expected annual GDP growth would still maintain at 6% to 8%. As a result, it is foreseeable that Hong Kong's economic growth and development in the coming years would be steady but challenging.

5.2 However, with the Government's strong devotions to invest in massive development projects, such as the visions from Belt and Road Initiatives and the Guangdong-Hong Kong-Macao Bay Area initiative; the planning of the Third Airport Runway; infrastructural development of Northwest New Territories; enhancement of the road network connecting to the airport; development of the Central Kowloon Route, linking Yau Ma Tai with Kowloon Bay and the Kai Tak Development Area; development of the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link; development of the Central-Wan Chai Bypass, and the development of the Shatin to Central Link.etc., as well as the Government's commitments to develop sufficient new public / private housing units and corresponding facilities for the Hong Kong residents, it is expected the BCE industry would continue to "thrive" in the coming years.

5.3 With the Government's commitments to develop the BCE industry, it is expected more employment opportunities will be created in the BCE industry in the coming few years as the local infrastructure developments / projects initiated by the Government are reaching their construction peaks. The outlook for the BCE sector in Hong Kong appears to be rather promising.

5.4 To assure an adequate supply of competently trained technical manpower to meet the demand of the industry in the coming years, 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

5.5 The Training Board has estimated the **wastage rates**⁷ 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.

5.6 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 2018 to 2021 as follows:

Table 5.1 Projected Average Annual Manpower Training Requirement (from 2018 to 2021)

Job Level	Projected Annual Training Requirement
Professional / Technologist	1 700 – 2 100
Technician	2 600 – 3 200
Skilled / Semi-skilled worker	7 500 – 9 050

5.7 With the onset of major infrastructure projects and other construction works, the construction output will be maintained at a high level.

Manpower Supply and Demand Analysis

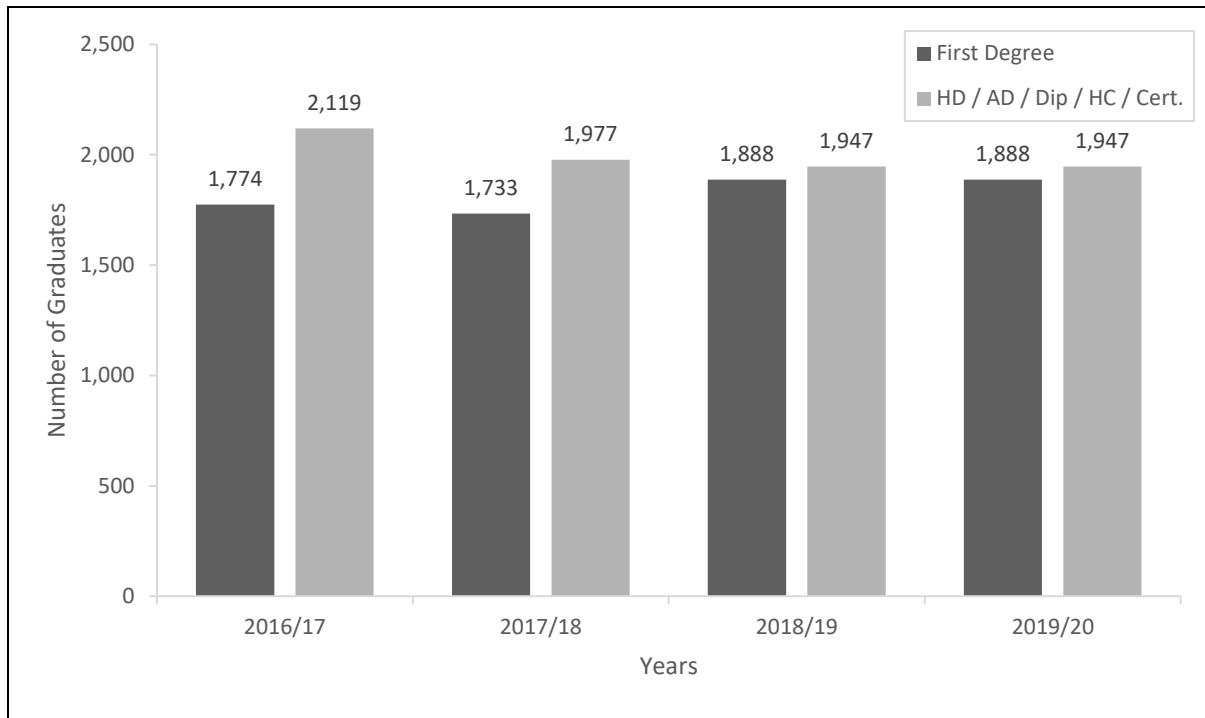
5.8 The primary objective of the analysis is to assess the annual additional manpower demand and supply situation of the sector for 2016 to 2020 by educational level as shown in Table 5.2 and Figure 5.1.

Table 5.2 Planned Output of Graduates from UGC/Government-Funded Full-time BCE Programmes for the Years 2016/17 to 2019/20

Educational level	Year			
	2016/17	2017/18	2018/19	2019/20
First Degree	1 774	1 733	1 888	1 888
Higher Diploma / Associate Degree / Diploma / Higher Certificate / Certificates	2 119	1 977	1 947	1 947
Total	3 893	3 710	3 835	3 835

⁷ Please see DEFINITION OF TERM in page ii

Fig. 5.1 Numbers of Graduates



5.9 Demand / Supply for professional / technologist level : Table 5.1 and Table 5.2 show that the planned output of local graduates from degree courses should be able to meet the demand at professional/technologist in the coming three years.

5.10 Demand / Supply for technician level : It is also observed that the planned output of technician graduates might not be able to meet the demand for technicians in the coming three years. However, quite a number of employees at technician level would be filled by graduates from the part-time courses, in particular, under the apprenticeship training scheme (for reference, in January 2018, the number of registered technician apprentices in the BCE industry is 901) as well as promotion from the craftsman level.

5.11 Demand / Supply for skilled / semi-skilled worker level : In line with the projection stipulated above, it is necessary to continue attracting more new blood, including the secondary school leavers to join the industry, and train more skilled / semi-skilled workers. Such skill trainings are mainly provided by the Construction Industry Council (CIC). To tie in with the changes on training demand of the construction industry in Hong Kong, CIC is determined to have a course revamp and the Hong Kong Institute of Construction (HKIC) was established in 2018. HKIC provides a series of construction training programmes (including full-time and part-time) to the young people, job-changers and experienced construction practitioners, with an intention to provide “knowledgeable” practitioners. However, it would be still hard to minimise the shortage and nurture a large number of semi-skilled workers in a short period of time.

Table 5.3 Planned Training Places provided by CIC
for the Years 2017 and 2018

Educational level	Year	
	2017	2018
HKIC In-house Training - Full-time Courses	5 742	6 118
Collaborative Training Schemes	2 250	2 500
Advanced Construction Manpower Training Scheme – Pilot Scheme	800	800
Courses provided by Centre for Professional Development – Part-time Courses	88 723	92 400
Total	97 515	101 818

Training of Professionals / Technologists

5.12 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)

5.13 To bring about more well-structured practical training opportunities for engineering graduates, the Innovation and Technology Training Board 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

5.14 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

5.15 In order to train more new blood for the construction industry, HKIC of CIC has implemented various training initiatives to train semi-skilled workers. A new Construction Diploma Programmes has been launched and relevant courses will undergo programme validations by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, in order to provide a better progression pathway to the graduates. Other courses offered by HKIC including one-year Basic Craft Courses, full-time Adult Short Courses and Construction Supervisor / Technician Training Programme. HKIC has also launched a series of Skills Enhancement Courses, for example the “Skills Enhancement Course for Construction Workers”, expecting to train 1,000 General Workers to become semi-skilled workers.

5.16 Regarding training for skilled workers, HKIC has also launched programmes on various trades and employers are encouraged to sponsor their trainees, apprentices and in-service workers to attend relevant courses to update and upgrade their skills and knowledge for future career progression. In addition, HKIC has also increased the number of “Skills Enhancement Course for Ethnic Minorities” to 5 trades.

5.17 To cope with the increasing training demand and diversified training modes, CIC also runs various types of Collaborative Training Schemes and conduct training by “First-hire-then-train”. A new scheme named “Construction Tradesman Collaborative Training Scheme” was launched in 2017. CIC provides initial training then followed by practical training conducted by contractors on sites. The trainees receive monthly training allowance whereas the contractors receive subsidies on trainers’ salary and related administrative fee. For the training of skilled workers, CIC has “Advanced Construction Manpower Training Scheme – Pilot Scheme”, including the Structured On-the-job and Skills Enhancement Courses.

Engineering Training Subsidy Scheme (ETSS)

5.18 In order to further encourage continuing education, the HKSAR Government has approved the implementation of a pilot scheme to provide tuition fee subsidy for students admitted designated professional part-time programmes offered by VTC (accredited at Qualifications Framework (QF) Level 3 to 5 by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, excluding Associate Degree and bachelor’s degree programmes), covering programmes in the disciplines of construction and engineering. The scheme targets to encourage working adult learners to pursue higher qualifications which help enhance their upward mobility.

Relevant Organisations for the BCE Industry

Construction Industry Council (CIC)

5.19 The CIC was set up on 1st February 2007 to spearhead industry reforms and to propagate a new culture of change. The CIC serves as a focal point to co-ordinate efforts in taking forward the Construction Industry Review Committee’s recommendations. The CIC also deliberates on development strategy for construction industry and function as a primary channel for the government to obtain feedback on construction related policy issues.

5.20 HKIC operates three campuses and a number of training grounds to provide training for construction technicians, craftsmen and operators. The Centre for Professional Development at Kowloon Bay offers part-time courses related to skills enhancement, technology & management and safety for in-service construction personnel to take at their spare time. Employers are also encouraged to assist their employees to upgrade skills. Over 70,000 in-service construction personnel participated in the relevant part-time courses in 2017.

5.21 In addition to providing training courses, CIC organises trade tests and intermediate trade tests for skilled / semi-skilled workers and certification on loadshifting machine operation and construction crane operation respectively. Most of the tests take place in the Trade Testing Centre at Aberdeen and Tai Po Training Ground.

The Employees Retraining Board

5.22 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 Plus (SUS Plus)

5.23 Starting from July 2009, the Employees Retraining Board (ERB) launches the “Skills Upgrading Scheme Plus” (SUS Plus) with the aim of enhancing industry-specific professional knowledge and skills of workplace trainees. SUS Plus also welcomes applicants who plan to receive vocational training for a change in career. Trainees of the SUS Plus might be subsidised, depending on circumstances such as trainees’ income and other relevant considerations. BCE industry courses have been offered under this scheme. Details of the courses can be obtained from the ERB website: <http://www.erb.org>.

Other Post-Secondary Level Courses and Programmes

Continuing Education Fund (CEF)

5.24 The Continuing Education Fund (CEF) subsidises 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)

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

Apprenticeship Scheme

5.26 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.

5.27 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.

The Earn and Learn Pilot Scheme

5.28 This Chief Executive announced in the 2014 Policy Address that the Government would implement measures to strengthen vocational education, inter alia, the implementation of the Pilot Training and Support Scheme (known as the Earn and Learn Pilot Scheme) by the Vocational Training Council (VTC) to attract and retain talent for industries with a keen demand for labour by integrating structured apprenticeship training programmes with clear career progression pathways. The relevant trades (including certain specialised trades in the construction industry) covered under the industries concerned are very specialised and with a high level of technology contents.

Continual Professional Development

5.29 To facilitate their members to keep abreast of the current technological and commercial developments in the industry, the following organisations 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

5.30 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

5.31 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.

5.32 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.

5.33 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

5.34 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

5.35 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, CIC 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.

Building Information Modeling (BIM)

5.36 Building Information Modeling (BIM), which is the process and technology of generating three-dimensional, digital representation of building data throughout its life cycle, has been gaining popularity in recent years. It is now being widely used in many large construction projects, for example, the Housing Authority (HA) has started to extensively use BIM since 2006. It is foreseen that BIM might eventually become one of the essential competencies for construction practitioner and therefore, training on this subject would have to be stressed as well.

Recommendations

5.37 Based on the short- to medium-term business outlook, and the manpower supply and demand situation derived from the survey results / findings as well as views and comments collected from respondents while conducting the survey / focus group meetings, the Training Board recommends the following measures to all major stakeholders to meet the industry demand:

- (i) Training organisations should continue to train more skilled / semi-skilled, technical and professional workers / practitioners for the BCE industry as well as upgrade the skills and competencies of the existing workforce of the BCE industry in order to tackle the increasingly serious manpower shortage problem in the coming few years.
- (ii) Employers would have to encourage their employees to seize training / educational opportunities in order to build up a highly skilled and capable workforce and to enforce putting on proper uniform at the sites to raise image, enhance workplace efficiency/effectiveness and improve occupational safety.
- (iii) Since 2014, the VTC has introduced the “Earn & Learn” Scheme, which integrate structured vocational education and on-the-job training with clear progression pathways to attract young people to join the industries (including BCE industry) with high manpower demand. The scheme has been very successful. The government and the BCE industry should therefore continue the promotion and publicity activities as well as provide incentives in order to attract more new blood to join the industry, such as informing the general public about the BCE industry’s upcoming opportunities as well as the positive and feasible career pathways. Publicity programmes like skills competitions and forums / programmes / events / competitions targeted at introducing the BCE industry to the public, particularly the younger generation should be organised to promote the industry as well as incubating the culture and practice of life-long learning.

- (iv) The stakeholders of the BCE industry would have to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation.
- (v) The stakeholders would have to be aware of occupational safety and health as well as workers' well-beings.
- (vi) The appropriate authority / organisation would have to emphasise on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vii) Employers would have to 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 CIC.
- (viii) Employers, in particular, the consultant offices would have to provide more support for the internship, e.g. mentorship, job shadowing to enable students/trainees to gain practical working experiences in the workplace.
- (ix) Employees would have to make good use of the various government-subsidised training schemes, e.g. ETSS, ERB and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (x) Training providers would have to be more sensitive to the changing training needs of the industry by providing courses emphasising whole person development, worldwide view and language proficiency, compliance with the prevailing laws and regulations and to equip their graduates with capability to take up local/overseas projects.
- (xi) Training providers would have to increase training places to cope with market needs and to enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics, environmental protection, Building Information Modeling (BIM), Modular Integrated Construction (MIC) as well as the application of robotics.
- (xii) Manpower demand and supply situation of the industry would have to be monitored closely by conducting the next round of Survey.

概要

5.1 全球經濟前景漸趨不明朗，美國方面尚算穩定，但歐洲經濟非常波動不穩。另一方面，中國經濟結構正在轉型，預計全年 GDP 增長仍會維持在 6%至 8%。因此，可以預見香港未來數年的經濟將會平穩增長和發展，但仍面對挑戰。

5.2 不過，香港政府一直致力投資大型建設項目，如「一帶一路」倡議和粵港澳大灣區倡議所帶動的宏圖大計；籌劃第三條機場跑道；新界西北基建發展；改善機場的道路網絡；發展連接油麻地、九龍灣和啟德發展區的中九龍幹線；廣深港高速鐵路香港段；中環灣仔繞道以及沙中線等。加上政府承諾會為香港居民興建足夠的新公屋和私人住宅單位，以及建設相應的配套設施，預計建造業未來數年會繼續蓬勃發展。

5.3 政府銳意推動建築、土木工程及建設環境業，本地的基建計劃／項目已陸續進入發展高峰期。本會預測，行業在未來數年將創造更多就業機會，前景應相當樂觀。

5.4 本會籲請業內僱主支持各技能等級的訓練計劃（即專業人士／技師、技術員、熟練／半熟練技工及普通工人四個技能等級），以確保市場在未來數年有足夠的幹練技術人力，應付行業需求。此外，鑑於社會對質素標準、質素保證／公眾責任及工作安全方面的要求日益嚴格，業界需繼續為在職僱員提供培訓機會，讓他們能與時並進，更新相關的技術、安全意識及法律知識。

未來人力培訓需求

5.5 本會估計專業人士／技師、技術員及熟練／半熟練技工三個技能等級的流失率⁷為 3%。僱員離職的原因包括退休、去世、轉職或調派離港工作。

5.6 本會採用「調節過濾分析法」[Adaptive Filtering Method, AFM]，因應以往及是次人力調查所得的數據、僱主對未來業務環境變化的看法、基建項目的最新發展、人力流失率及行業前景，預測 2018 至 2021 年業內各技能等級每年的平均培訓需求，結果如下：

⁷見頁 ii 的「詞彙釋義」

表 5.1 預測每年平均人力培訓需求
(2018 至 2021 年)

技能等級	預測每年人力培訓需求 (人數)
專業人士／技師	1 700 – 2 100
技術員	2 600 – 3 200
熟練／半熟練技工	7 500 – 9 050

5.7 隨著大型基建項目及其他建築工程陸續上馬，將會繼續有大批建造工程落成。

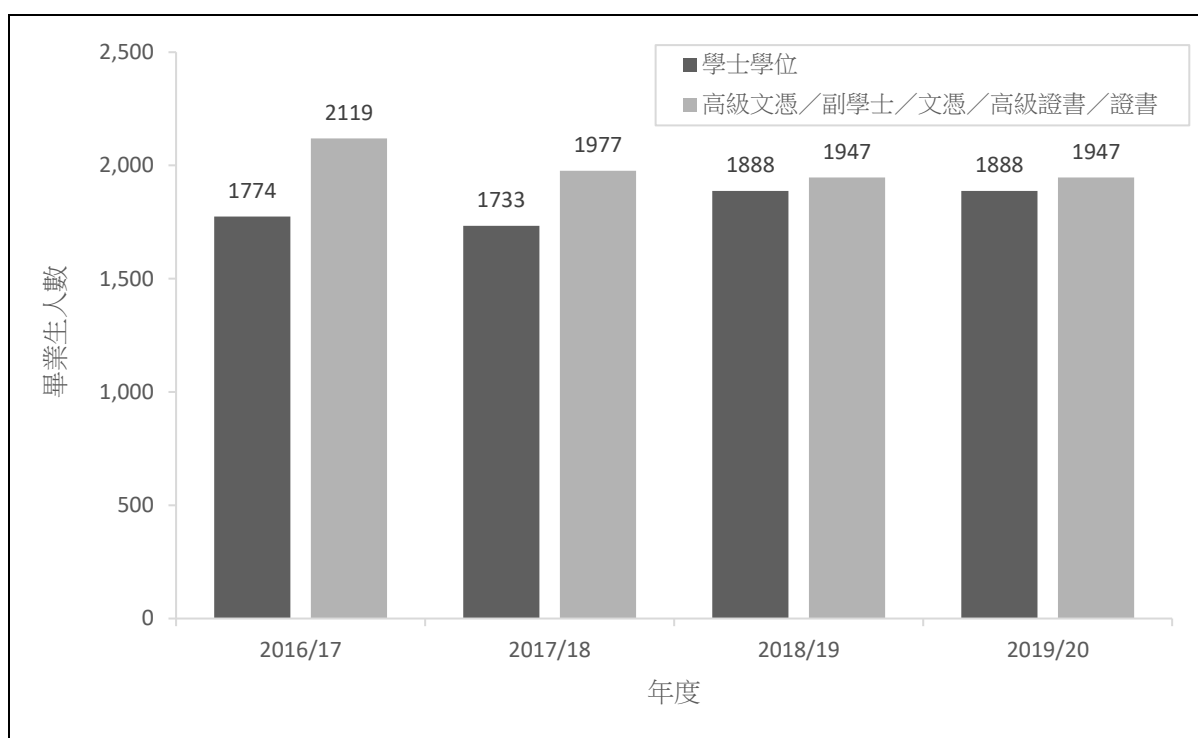
人力供求分析

5.8 以下分析主要是按教育程度，評估 2016 至 2020 年業內每年新增的人力供求情況，詳見表 5.2 及圖 5.1。

表 5.2 2016/17 至 2019/20 年度 教資會／政府資助全日制
建築、土木工程及建設環境課程
預計畢業生人數

教育程度	年份			
	2016/17	2017/18	2018/19	2019/20
學士學位	1 774	1 733	1 888	1 888
高級文憑／副學士／文憑／高級證書／證書	2 119	1 977	1 947	1 947
總數	3 893	3 710	3 835	3 835

圖 5.1 畢業生人數



5.9 專業人士/技師：按表 5.1 及表 5.2 所顯示，本地學位課程的預計畢業生人數應可滿足未來三年專業人士/技師級的人力需求。

5.10 技術員：有關課程的畢業生人數或未能應付未來三年技術員級的人力需求。不過，很多技術員級職位會由兼讀課程畢業生就任，這些畢業生不少更是學徒訓練計劃出身（參考資料：在 2018 年 1 月，建築、土木工程及建設環境業有 901 名註冊技術員學徒）。此外，部分職位會由技工升任。

5.11 熟練/半熟練技工：如同上述其他等級，預計業界亦需要繼續吸引更多新血（包括中學離校生）加入，並培訓更多熟練/半熟練技工。這方面的技能培訓主要由建造業議會[CIC]提供。CIC 亦決心改革課程，並於 2018 年成立香港建造學院[HKIC]，為青年人、轉職者及資深從業員，提供一系列全日制及兼讀制建造業培訓課程，以期培訓出「精通在行」的從業員，滿足業界日新月異的培訓需求。然而，要在短時間內全面緩和人手短缺情況，並培訓出大量半熟練技工，仍是一項十分艱巨的挑戰。

表 5.3 2017 及 2018 年建造業議會課程
預計訓練名額

教育程度	年份	2017	2018
	香港建造學院內部培訓 — 全日制課程		5 742
合作培訓計劃		2 250	2 500
進階工藝培訓計劃 — 先導計劃		800	800
專業發展中心課程 — 兼讀課程		88 723	92 400
總數		97 515	101 818

專業人士／技師訓練

5.12 專業人士／技師在改善管理及革新技術方面擔當重要角色。在建造業中，他們通常需要先修畢與行業相關的大專課程，隨後接受數年的實務／工地訓練，並需有擔任要職的經驗。

工科畢業生訓練計劃

5.13 為向工科畢業生提供更有系統的實務訓練機會，VTC 轄下的創新及科技訓練委員會推行一項津貼計劃，為他們提供為期 18 個月的實務訓練，使他們具備成為香港工程師學會正式會員的資格。參加計劃的受訓畢業生可經由僱主獲得薪金津貼。VTC 轄下技師訓練組亦提供免費就業服務，協助僱主招聘畢業生，並為有關工科畢業生的培訓事宜提供支援。籲請僱主善用該計劃培訓工程師。

技術員訓練

5.14 VTC 轄下香港專業教育學院[IVE]是本地提供建造技術員課程的主要培訓機構，開辦建築設計及科技、建築學、土木／結構工程、測量學及建造工程管理等高級文憑課程，而修讀課程的模式包括全日制、日間／夜間兼讀制。此外，兩間本地大學亦提供土木工程、建築、測量及相關科目的高級文憑及副學士課程。

熟練／半熟練技工訓練

5.15 CIC 轄下 HKIC 開辦多項課程，培訓半熟練技工，為建造業培育更多新血；並開辦一項新的建造文憑課程，相關科目曾經香港學術及職業資歷評審局評審，讓畢業生有更佳的進路。HKIC 提供的其他課程包括：各項一年制基本工藝課程、全日制成年人短期課程、建造業監工／技術員培訓課程。此外，該學院亦開辦了一系列技術提升課程（如「建造工人技術提升課程」）。預計能夠培育 1 000 名普通工人成為半熟練技工。

5.16 至於熟練技工，HKIC 亦為他們開辦不同的工藝課程。本會鼓勵僱主資助受訓者、學徒及現職員工修讀這類課程，以掌握最新的技術及知識，提升水平，幫助他們未來的事業發展。此外，「少數族裔技術提升課程」，涵蓋的工藝已增至五個。

5.17 為應付與日俱增的培訓需求及提供多元化的培訓模式，CIC 亦開辦多類合作培訓計劃，以及採用「先聘請，後培訓」模式，並在 2017 年新推行「建造技工合作培訓計劃」的新企劃。CIC 為學員提供前期培訓，然後讓學員在承建商的工地實習。學員每月會獲發培訓津貼，而承建商會在學員薪金津貼及相關行政費用方面獲得資助。此外，CIC 亦為熟練技工推行「進階工藝培訓計劃 - 先導計劃」，當中包括系統性職內培訓及技術提升課程。

工程專才進修資助計劃

5.18 為進一步鼓勵持續進修，香港特區政府批准撥款推行一項試行計劃，向就讀 VTC 指定兼讀制專業課程的人士提供學費資助。課程涵蓋建築及工程學科，並經香港學術及職業資歷評審局評定屬資歷架構第三至第五級別，但不包括副學士及學士課程。上述計劃旨在鼓勵在職人士爭取更高學歷，協助他們向上流動。

建築、土木工程及建設環境業的相關機構

建造業議會 [CIC]

5.19 CIC 於 2007 年 2 月 1 日成立，旨在推動行業改革，提倡變革的新文化。CIC 肩負起橋樑的角色，凝聚業界力量，落實建造業檢討委員會的建議。此外，CIC 亦會商討建造業的發展策略，為政府擔當主要溝通渠道，聆聽業界對相關政策的意見。

5.20 香港建造學院[HKIC]設有三所院校及多個訓練場，用於訓練建造業技術員、技工及操作員。位於九龍灣的專業發展中心，主力為現職建造業員工開辦兼讀制課程，包括與技能提升、技術及管理 and 安全相關的課程，讓他們於工餘時間進修。HKIC 亦鼓勵僱主協助員工提升技能。在 2017 年，超過七萬名現職建造業從業員參與了 HKIC 的兼讀制課程。

5.21 CIC 不但提供培訓課程，還為熟練／半熟練技工舉辦技能測試（大工）和中級工藝測試（中工），以及為負荷物移動機械操作員和起重機操作員舉辦資歷證明測試。大部分測試於香港仔工藝測試中心及大埔訓練場舉行。

僱員再培訓局

5.22 僱員再培訓局[ERB]為合資格的僱員提供訓練，協助他們掌握嶄新或改良的技術，從而適應經濟環境的轉變，並提升就業能力。由僱員再培訓基金資助的多間訓練機構，則負責提供訓練課程。ERB 課程的主要服務對象，最初為因經濟轉型而難以轉職的待業人士。自 2007 年 12 月 1 日起，已擴大至 15 歲或以上及副學位或以下學歷的待業人士。

新技能提升計劃

5.23 ERB 於 2009 年 7 月開始推行「新技能提升計劃」[SUS Plus]，目的在於提升在職受訓人士的行業專業知識及技能。SUS Plus 亦歡迎有意接受專業培訓以求轉職的人士參加。視乎收入及其他考慮因素，受訓人士或可獲發津貼。計劃亦有開辦建築、土木工程及建設環境課程，詳情可瀏覽 ERB 網址 <http://www.erb.org>。

其他專上程度課程

持續進修基金

5.24 有志進修的成年人士，可申請持續進修基金[CEF]的資助，修讀持續進修及訓練課程。CEF 涵蓋各式各樣的課程，能切合在職人士的進修需要。

香港專業教育學院

5.25 香港專業教育學院[IVE]除提供全日制課程外，亦開辦日間、夜間兼讀制高級文憑課程，包括建築學、屋宇裝備工程學、土木工程及測量課程。

學徒訓練計劃

5.26 VTC 轄下學徒事務署推行學徒訓練計劃，培訓技術員及熟練技工，確保按照《學徒制度條例》，讓學徒接受有系統的職內訓練。學徒除接受日常實務訓練外，亦獲僱主保送修讀相關技術課程，目的使他們在滿師後，能兼具理論知識及實際技能。

5.27 學徒事務署為僱主及青年求職者提供免費的學徒就業服務。建議僱主可就設立學徒訓練計劃及學徒招聘事宜聯絡該署取得支援和協助。

「職」學創前路先導計劃

5.28 行政長官在 2014 年《施政報告》中宣布，政府會採取多項措施以加強職業教育，包括在 VTC 推行職業教育和就業支援先導計劃（亦稱「職」學創前路先導計劃；現稱 VTC Earn & Learn 職學計劃），結合有系統的學徒培訓及清晰的事業晉升路徑，為人力需求殷切的行業吸引和挽留人才，行業的工種（包括建造業某些特別工種）着重專業技能，對從業者的技術要求較高。

持續專業發展

5.29 下列團體亦為會員提供持續專業發展課程，協助他們掌握業內最新的科技及業務發展形勢：

- (i) 英國特許建造學會（香港）[CIOB]
- (ii) 香港工程師學會[HKIE]
- (iii) 香港營造師學會[HKICM]

未來主要訓練範疇建議

中國內地的建築工程法規及執行情況

5.30 愈來愈多本地公司參與內地建築工程項目和簽訂合約。因此，本地僱主應為僱員物色關於中國建造業法規（特別是相關法規的實際執行情況）的培訓課程，增進僱員對於處理內地工程項目的認識。此外，業界應把普通話納入為優先培訓項目。

建築及建造過程中的環保措施

5.31 建築及建造過程中的環保事宜日受重視。本會鼓勵建造商在選擇建材時應顧及環保因素，特別是要避免使用有害物料。

5.32 自 1996 年引入香港建築環境評估法[HK-BEAM]後，業界已劃一採用此評估標準來量度、改善及標示本港樓宇的環保設計及可持續發展能力。HK-BEAM 就本港樓宇下列多個主要範疇訂定逾 100 項優質環保準則，可供樓宇設計／保養人員參照，為實現環保建築的目標盡力：

- (i) 衛生、健康、舒適度及設施；
- (ii) 土地用途、工地影響及運輸；
- (iii) 材料使用、循環再用及廢物管理；
- (iv) 水質、保育用水及循環再造；以及
- (v) 能源應用、高效系統和設備及能源管理。

5.33 本地僱主應密切留意 HK-BEAM 的最新發展，遵循行業標準。

職業道德與行為／工作態度

5.34 過往，不少導致建造業工人／住戶傷亡的工業意外，往往與工人的職業道德及行為有關。本地僱主必需加強僱員在這方面的培訓，為公司名下建築物建立優良的聲譽和形象。

建造業僱員強制性安全訓練

5.35 由於建造業的工業意外頻生，政府已立例規定所有受僱於建築地盤工作的人員，必需先接受建造工地安全訓練，並取得有效證書。此法例所訂的相關培訓大部分由CIC負責提供，成功修畢課程及通過測試的人士會獲頒發證書。這些都是必要的訓練，籲請僱主安排僱員參加。

建築信息模擬

5.36 建築信息模擬[BIM]技術近年漸趨普及，運用數碼模擬技術建立立體數據模型，在建築工程的整個生命周期調控施工程序，目前已廣泛應用於多項大型建築項目。例如：房屋委員會自2006年起已開始廣泛使用BIM。可以預見BIM最終或會成為建造業從業員的必備技能，僱主必需加強這方面的培訓。

建議

5.37 本會根據行業的中短期業務前景、調查所得的人力供求情況，以及人力調查／聚焦小組會議所蒐集的意見，建議各主要持份者採取下列措施配合業界的需要：

- (i) 培訓機構應繼續為建築、土木工程及建設環境業培訓更多熟練／半熟練技工、技術員、專業人員和從業員，並提升現職僱員的技術和能力，以應付在未來數年日益嚴重的人手短缺問題。
- (ii) 僱主應鼓勵僱員把握培訓和學習機會，建立幹練的員工團隊，以及執行地盤施工須穿制服的規定，提升行業形象、提高工作效率和施工效益，改善職業安全。
- (iii) 2014年起，VTC推行Earn & Learn職學計劃，結合有系統的課堂學習和在職訓練，提供清晰的進階路徑，助年輕人投身人力需求殷切的行業（包括建築、土木工程及建設環境業）。推出以來，非常成功，因此政府和業界應該繼續加強推廣和宣傳活動，並提供誘因吸引更多新血入行；可向公眾提供最新的就業資訊，強調以實幹打造事業前景，吸納年輕一代，並舉辦技能比賽和論壇／計劃／活動／競賽等，向公眾（特別是年輕一代）介紹這行業，培養從業員終身學習的風氣，並且付諸實行。

- (iv) 業界持份者應致力提升行業整體的形象／地位，吸引更多具潛質的人才（特別是年輕一代）入行。
- (v) 持份者應關注員工的職業安全和健康，尤其是身心健康問題。
- (vi) 推展大型建築及土木工程項目時，有關當局／機構需將重點放在長遠規劃上，以確保業界能穩定及持續發展。
- (vii) 僱主應鼓勵僱員參加各項技能測試／中級工藝測試，或修讀指定訓練課程，以符合 CIC 的註冊條件。
- (viii) 僱主（特別是顧問公司）應為學生／受訓者提供更多工作實習的支援，例如師友輔導、影子實習，讓他們獲得實際的職場經驗。
- (ix) 僱員應善用政府各項資助培訓計劃（如 ETSS、ERB、CEF 提供的資助），提升自身技能，掌握最新的科技發展並認識有關規例。
- (x) 培訓機構需緊貼業界最新的需求，特別針對全人發展、國際視野及語文能力、現行法規等範疇開辦課程，裝備畢業生負責本地／海外的工程項目。
- (xi) 培訓機構需配合市場情況增加培訓名額，並應針對安全程序、質素保證、先進科技、職業道德、環境保護、建築信息模擬、「組裝合成」建築法、機械人應用等範疇，開辦相關課程，提升從業員的技術水平和生產量，加強安全標準。
- (xii) 密切注視本業的人力供求情況，有助下一輪人力調查時用作分析。

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**Membership of the
Building, Civil Engineering and Built Environment Training Board**
建築、土木工程及建設環境業訓練委員會成員名單

(As at 30 September 2017)

(2017年9月30日)

Chairman

主席

Mr LAM Kin-wing, Eddie
林健榮先生

(nominated by the Hong Kong
Construction Association)
(香港建造商會提名)

Members

委員

Ir CHAN Sau-kit, Allan
陳修杰工程師

(nominated by the Construction Industry
Council)
(建造業議會提名)

Mr CHEN Chi-keung, Stanley
陳志強先生

(nominated by a building / civil
engineering contracting firm)
(建造 / 土木工程承建商提名)

Ir CHEUNG Yiu-sun, Wilson
張耀新工程師

(nominated by a civil / structural
engineering consulting firm)
(土木 / 結構工程顧問公司提名)

Ir Prof CHUA Hong
蔡宏教授、工程師

(nominated by a local tertiary institution)
(本地某大專院校提名)

Mr CHUNG Koon-man, Paul
鍾冠文先生

(nominated by an environmental firm)
(環保公司提名)

Ms HO Wai-ping, Linda
何惠萍女士

(nominated by The Green Council)
(環保促進會提名)

Mr. IP Kai-yin
葉啟賢先生

(nominated by the Hong Kong Federation
of Electrical and Mechanical
Contractors)
(香港機電工程商聯會提名)

Mr KWOK Tung-keung 郭棟強先生	(nominated by the Hong Kong General Building Contractor Association) (香港建築業承建商聯會提名)
Mr MARK Chin-yiu 麥前耀先生	(nominated by the Hong Kong Federation of Electrical and Mechanical Contractors) (香港機電工程商聯會提名)
Sr Dr NG Yau-ye, Peter 伍又宜博士、測量師	(Ad personam) (獨立人士)
Mr Edward SHEN 沈埃迪先生	(nominated by the Hong Kong Institute of Architects) (香港建築師學會提名)
Mr. Kyran SZE, M.H. 施家殷先生	(Ad personam) (獨立人士)
Cr TANG Chi-wang 鄧智宏營造師	(nominated by Hong Kong Institute of Construction Managers) (香港營造師學會提名)
Mr TANG Yu-chi, Alfred 湯毓祺先生	(nominated by the Hong Kong Construction Association) (香港建造商會提名)
Ir Prof Leslie George THAM 譚國煥教授、工程師	(nominated by the Hong Kong Institution of Engineers) (香港工程師學會提名)
Sr WONG Kwok-leung 黃國良測量師	(nominated by the Hong Kong Institute of Surveyors) (香港測量師學會提名)
Mr. WONG Ping 黃平先生	(nominated by a worker union of the industry) (業內某工會提名)
Mr LAW Tak-chi, George 羅德智先生	representing the Secretary for Development 發展局局長代表

Ms PANG Mei-tuan, Pauline
彭美端女士

representing the Director of Buildings
屋宇署署長代表

Mr TUNG Sik-yin, Daniel
董錫賢先生

representing the Director of Housing
房屋署署長代表

Mr YUEN Tsz-lok, Murphy
袁子諾先生

representing the Commissioner for Labour
勞工處處長代表

Ir Dr LAU Chi-keung, Jackson
劉志強博士、工程師

representing the Executive Director of the
Vocational Training Council
職業訓練局執行幹事代表

Secretary
秘書

Mr. HUI Yin-ho, Henry
許賢浩先生

(Vocational Training Council)
(職業訓練局)

Building, Civil Engineering and Built Environment 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 Council) the development of vocational and professional education and training (VPET) facilities to meet the assessed manpower demand.
4. To advise the Council on the strategic development and quality assurance of its programmes in the relevant disciplines.
5. To prescribe job specifications for the principal jobs in the industry defining the skills and knowledge and advise on relevant training programme specifying the time a trainee needs to spend on each skill element.
6. 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.
7. To advise on the conduct of skill competitions in key trades in the industry for the promotion of VPET as well as participation in international competitions.
8. To liaise with relevant bodies, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments, on matters pertaining to the development and promotion of VPET in the industry.
9. To organise seminars/conferences/symposia on VPET for the industry.
10. To advise on the publicity relating to the activities of the Training Board and relevant VPET programmes of the Council.
11. 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.
12. To undertake any other functions delegated by the Council in accordance with Section 7 of the Vocational Training Council Ordinance.

建築、土木工程及建設環境訓練委員會

職權範圍

1. 確定業內的人力需求，包括收集、分析相關的人力和學生／學員統計數字，以及關於社會經濟、科技及人力市場發展的資料。
2. 評估及研究本業的人力供求是否平衡。
3. 就發展業內職業專才教育及訓練設施應付人力需求，向職業訓練局（下稱「局方」）提供意見。
4. 就相關學科的課程發展策略及質素保證，向局方提出建議。
5. 擬訂本業主要職務的工作範圍，界定所需的技能及知識，審議訓練方案，包括訂定每種技能所需的訓練期。
6. 對技術評估、技能測驗及認證制度提供意見，以確定從業員、學徒及見習員的技能水平。
7. 就本業主要行業舉辦技能比賽提供意見，以推廣職業專才教育和派員參加國際賽事。
8. 與僱主、僱主聯會、工會、專業團體、訓練及教育機構、政府部門等聯絡，共商本業職業專才教育的發展與推廣事宜。
9. 為本業舉辦有關職業專才教育的研討會和會議。
10. 就訓練委員會工作和相關職業專才教育課程之推廣宣傳，向局方提供意見。
11. 每年向局方呈交訓練委員會工作報告，以及相關學科課程發展策略建議。
12. 根據《職業訓練局條例》第 7 條，負責局方所委派的其他工作。

**Membership of the
Working Party on 2017 Manpower Survey
of the Building, Civil Engineering and Built Environment Industry
建築、土木工程及建設環境業
2017 年人力調查工作小組成員名單**

Chairman**主席**

Sr Dr NG Yau-ye, Peter (Ad personam)
伍又宜博士、測量師 (獨立人士)

Members**委員**

Mr. IP Kai-yin (Hong Kong Federation of Electrical and
葉啟賢先生 Mechanical Contractors)
(香港機電工程商聯會)

Mr. LAM Kin-wing, Eddie (Hong Kong Construction Association)
林健榮先生 (香港建造商會)

Mr. Kyran SZE (Ad personam)
施家殷先生 (獨立人士)

Mr MARK Chin-yiu (Hong Kong Federation of Electrical and
麥前耀先生 Mechanical Contractors)
(香港機電工程商聯會)

Mr. WONG Ping (a worker union of the industry)
黃平先生 (業內某工會)

Mr TAI Lap-for, Frankie (Development Bureau)
戴立科先生 (發展局)

Ir WONG Hon-ping, Edmond (Hong Kong Institute of Vocational
黃漢平工程師 Education)
(香港專業教育學院)

Secretary**秘書**

Mr. HUI Yin-ho, Henry (Vocational Training Council)
許賢浩先生 (職業訓練局)

2017 Manpower Survey of the Building, Civil Engineering and Built Environment Industry**Sampling Plan****(Based on Q4/2016 for branches 1&2 and HSIC v.2.0 for branches 3-6)****建築、土木工程及建設環境業 2017 年度人力調查抽樣方案****(分類一及二根據 2016 年第 4 季記錄，分類三至六根據香港標準行業分類 2.0 版)**

Branch	Industry	Employment Size	Stratum	Size of Frame	Sampling Fraction	Sample Size
分類	行業	僱員人數	分層	抽樣範圍	樣本百分比	樣本量
1	Sites - Building Sites 地盤 - 建築地盤	-	-	998	1.000	998
		Sub-total 小計		998		998
2	Sites - Civil Engineering and Other Sites 地盤 - 土木工程地盤	-	-	476	1.000	476
		Sub-total 小計		476		476
3	New construction works contractors, including site investigation, site formation, foundation works and erection works 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 (HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 & 431299)	1-4 5-9 10-19 20-49 50-99 100 & over (100 及以上)	1 2 3 4 5 6	1 425 431 318 254 55 78	0.050 0.200 0.066 0.126 0.264 1.000	71 86 21 32 15 78
		Sub-total 小計		2 561		303
4	Decoration, repair and maintenance contractors 裝修、維修及保養工程承建商 (HSIC v2.0: 439101, 439102 & 439199)	1-4 5-9 10-19 20-49 50-99 100 & over (100 及以上)	1 2 3 4 5 6	10 009 1 179 379 142 21 11	0.015 0.035 0.076 0.164 0.644 1.000	148 71 49 26 13 11
		Sub-total 小計		11 741		318
5	Special trade works contractors, excluding electrical & mechanical fitting and gas fitting, installation & maintenance 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 (HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 & 439999)	1-4 5-9 10-19 20-49 50-99 100 & over (100 及以上)	1 2 3 4 5 6	4 235 980 418 228 44 23	0.015 0.034 0.044 0.103 0.424 1.000	65 33 18 23 19 23
		Sub-total 小計		5 928		181

<u>Branch</u>	<u>Industry</u>	<u>Employment Size</u>	<u>Stratum</u>	<u>Size of Frame</u>	<u>Sampling Fraction</u>	<u>Sample Size</u>
分類	行業	僱員人數	分層	抽樣範圍	樣本百分比	樣本量
6	Architectural, surveying and project engineering services firms related to construction activities 與建造活動有關的建築、測量及工程服務公司 (HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 & 711900)	1-4	1	1 650	0.007	12
		5-9	2	289	0.030	9
		10-19	3	147	0.050	7
		20-49	4	95	0.150	14
		50-99	5	30	0.333	10
		100 & over (100 及以上)	6	42	1.000	42
	Sub-total 小計			2 253		94
7 *	Estate developers 地產發展商			61	1.000	61
		Sub-total 小計		61		61
8 *	Training/educational institutions and utility companies 培訓機構及公用事業公司			36	1.000	36
		Sub-total 小計		36		36
9 *	Government departments 政府部門			16	1.000	16
		Sub-total 小計		16		16
Total for all branches 所有分類總計				24 070		2 483
* Supplementary samples provided by VTC 由職訓局提供補充樣本						



CONFIDENTIAL
WHEN ENTERED WITH DATA

填入數據後即成
機密文件

VOCATIONAL TRAINING COUNCIL
職業訓練局

THE 2017 MANPOWER SURVEY OF THE BUILDING, CIVIL ENGINEERING AND BUILT ENVIRONMENT INDUSTRY (CONSTRUCTION SITE)

**建築、土木工程及建設環境業2017年人力調查
(建築地盤)**

The 2017 Manpower Survey of the Building, Civil Engineering and Built Environment (BCE) Industry aims at collecting manpower information of the industry concerned for formulating recommendations on future manpower training. Please kindly provide the information of each construction site as at **23rd May 2017** by answering the questionnaire. Thank you.

建築、土木工程及建設環境業2017年人力調查旨在蒐集業內人力情況的最新資料，並按此為未來人力訓練制訂適當建議。懇請 貴機構根據**2017年5月23日**各施工地盤的人力情況填寫此問卷。多謝合作。

Construction Site Information

地盤資料

NAME OF ESTABLISHMENT: _____
機構名稱

NATURE OF WORK: Building sites
工程性質 Civil engineering and other sites

(For official use)
Industry Code _____

TOTAL NO. OF PERSONS ENGAGED: _____
僱員總人數

CONTRACT NO. / BOO NO.: _____
工程合約編號 / 施工同意書編號

PROJECT TYPE: Site formation, piling and related formation work
 Erection of superstructure including construction of basement
 Civil engineering
 Fitting out, repair and maintenance to existing premises

PROJECT TITLE: _____
工程項目

PROJECT STARTING DATE: _____
工程動工日期

PROJECT ENDING DATE: _____
工程完結日期

% OF PROJECT COMPLETION: _____
工程項目完工率

Details of Contact Person

聯絡人資料

NAME OF PERSON TO CONTACT: _____
聯絡人姓名

POSITION: _____
職位

TEL. NO.: _____ - _____
電話

FAX NO.: _____
圖文傳真

E-MAIL: _____
電郵

Survey Reference Date: 23 May 2017
統計日期：2017年5月23日

Part I – Manpower Information

第一部份 – 人力情況

Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your site.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄 'A' 至 'G'。並在不適用的欄內填零 (0)。

(A) Principal Jobs 主要職務

1. 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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號 1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上	(D) No. of Persons Present at Your Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴地盤工作的總人數 (受訓者# 除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正進 修兼讀課程培 訓人數
			Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
101	Architect 建築師							
102	Builder/ Construction Manager 營造師							
103	Building/ Maintenance Surveyor 屋宇/保養測量師							
104	Civil Engineer 土木工程師							
105	Construction Plant Engineer 建造機械工程師							
106	Environmental Engineer 環境工程師							
108	Geotechnical Engineer 土力工程師							
109	Interior Designer 室內設計師							
110	Land Surveyor 土地測量師							
111	Landscape Architect 園景規劃師							
112	Quantity Surveyor 工料測量師							
113	Safety Officer 安全主任							
114	Structural Engineer 結構工程師							
115	Town Planner 城市設計師							
116	Engineering Geologist 工程地質學家							
117	Quality Control/ Assurance Engineer 品質工程師							
118	Building Services Engineer 屋宇設備工程師							
119	Electrical Engineer 電機工程師							
120	Mechanical Engineer 機械工程師							
121	Arborist 樹藝師							
122	Building Information Modelling Consultant 建築資訊模型顧問							

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.
「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

* This column (G) only includes employer-sponsored training
這欄 (G) 只包括正在接受各種由僱主贊助訓練的僱員。

Annex 5 / 附錄 5

Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your site.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄'A'至'G'。並在不適用的欄內填零(0)。

2. Technician 技術員

A technician is one who occupies a position between the professional/ technologist and the tradesman. His/Her education, training and practical experience should enable him/her to apply proven techniques to solve technical problems. He/She 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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號	(D) No. of Persons Present at Your Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴地盤工作的總人數 (受訓者# 除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正 進修兼讀課 程培訓人數
			Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上						
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/安全督導員							
205	Construction Plant Technician 建造機械技術員							
206	Construction Purchaser/ Storekeeper 建造物料採購員/倉庫管理員							
207	Estimator 估價員							
208	Interior Design Technician 室內設計員							
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員							
211	Site Foreman 地盤管工							
212	Surveying Technician (Building) 屋宇測量員							
214	Surveying Technician (Land) 土地測量員							
215	Surveying Technician (Quantity) 工料測量員							
216	Surveying Technician (Town Planning) 城市設計員							
217	Quality Control/Assurance Technician 品質控制/保證技術員							
218	Building Services Technician 屋宇設備技術員							
219	Electrical Engineering Technician 電機工程技術員							
220	Mechanical Engineering Technician 機械工程技術員							
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督							
223	Landscape Technician 園景技術員							
224	Environmental Technician 環境技術員							
225	Civil Engineering Technician 土木工程技術員							
226	Structural Engineering Technician 結構工程技術員							
227	Geotechnical Engineering Technician 土力工程技術員							
228	Technical Officer 技術主任							
229	Clerk of Works 監工							
230	Inspector of Works 工程檢測員							

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.
「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

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Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your site.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄'A'至'G'。並在不適用的欄內填零(0)。

2. Technician (Continued) 技術員 (續)

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號 1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上	(D) No. of Persons Present at Your Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴地盤工作的總人數 (受訓者# 除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正 進修兼讀課 程培訓人數
			Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
231	Works Supervisors 工程督導員							
232	Site Agent 地盤總管							
233	Project Coordinator 項目統籌							
234	Building Information Modelling Technician 建築資訊模型技術員							
235	Utility Technician 設施技術員							

3. Skilled & Semi-skilled worker 熟練及半熟練技工

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。

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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號 1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上	(D) No. of Persons Present at Your Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴地盤工作的總人數 (受訓者# 除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正 進修兼讀課 程培訓人數
			Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
301	Asphalter (Water Proofing) 瀝青工 (防水)							
302	Asphalter (Road Construction) 瀝青工 (道路建造)							
303	Bamboo Scaffolder 竹棚工							
304	Bar Bender and Fixer 鋼筋屈紮工							
305	Bricklayer 砌磚工							
306	Carpenter (Fender) 木工 (護木)							
307	Carpenter (Formwork) 木工 (模板)							
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)							

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.
「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

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Annex 5 / 附錄 5

Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your site.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄 'A' 至 'G'。並在不適用的欄內填零 (0)。

3. Skilled & Semi-skilled worker (Continued) 熟練及半熟練技工 (續)

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
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			Direct Employees 直接僱員	Sub-contractors' Employees 分包商僱員	Self-employed Persons 自僱人士			
309	Concretor 混凝土工							
310	Construction Plant Mechanic 建造機械技工							
311	Curtain Wall Installer 幕牆工							
312	Demolition Worker (Building) 清拆工 (建築物)							
313	Diver 潛水員							
314	Drainlayer 地渠工							
315	Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)							
316	Floor Layer 鋪地板工							
317	Gas Plumber 燃氣喉工							
318	General Welder 普通焊接工							
319	Glazier 玻璃工							
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/鑽孔工							
321	Grouting Worker 灌漿工							
322	Joiner 細木工							
323	Levelle 平水工							
324	Marble Worker 雲石工							
325	Marine Construction Plant Operator 海面建造機械操作工							
326	Mason 砌石工							
327	Metal Scaffolder 金屬棚架工							
328	Metal Worker 金屬工							
329	Painter & Decorator 髹漆及裝飾工							
330	Piling Operative 打樁工							
331	Pipelaye 敷喉管工							
332	Builder's Lift Operator 建築工地升降機操作員							
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)							
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)							
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)							
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)							

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.
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請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄'A'至'G'。並在不適用的欄內填零(0)。

3. Skilled & Semi-skilled worker (Continued) 熟練及半熟練技工 (續)

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
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			1 \$10,000 or below 或以下	2 \$10,001 - \$13,000	3 \$13,001 - \$18,000			
337	Plasterer 批盪工							
338	Plumber 水喉工							
339	Rock-Breaking Driller 鑽破工(風炮工)							
340	Prestressing Operative 預應力(拉力)工							
341	Rigger/Metal Formwork Erector 索具工(叻噪)/金屬模板裝嵌工							
342	Shotcretor 噴射混凝土工							
343	Shotfirer 爆石工							
344	Slope Maintenance Worker 斜坡修葺工							
345	Structural Steel Erector 結構鋼架工							
346	Structural Steel Welder 結構鋼材焊接工							
347	Tiler 鋪瓦工							
348	Trackworker 鋪軌工							
349	Truck Driver 重型車輛駕駛員(泥頭車司機)							
350	Window Frame Installer 窗框工							
351	Tunnel Worker 隧道工							
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							
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工(吊船)							
356	Plant and Equipment Operator (Demolition) 機械設備操作工(清拆)							
357	Demolition Worker (Unauthorised Building Work) 清拆工(僭建物)							
361	Repair and Maintenance Workers 維修及保養工							
362	Arboricultural Worker 樹藝工人							

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Annex 5 / 附錄 5

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4. 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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。								
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	1	2	3	4	5	6	7	
401	Chainman 測量幫工	\$10,000 or below 或以下	Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士		X	X
402	Concreting Labourer 混凝土幫工	\$10,001 - \$13,000					X	X
403	Diver's Linesman 潛水員幫工	\$13,001 - \$18,000					X	X
404	Excavator 挖泥工	\$18,001 - \$25,000					X	X
405	Heavy Load Labourer 抬重工	\$25,001 - \$35,000					X	X
406	Labourer 雜工	\$35,001 - \$50,000					X	X
407	Sewerman 渠務工	Over \$50,000 以上					X	X
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人						X	X
							X	X
							X	X

(B) Number of non-BCE related staff (incl. Trainees#)

從事非建築、土木工程及建設環境相關的工作人員人數 (包括受訓者#)

000

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「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

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End of questionnaire. Thank you for your co-operation.

問卷完，多謝合作。



CONFIDENTIAL
WHEN ENTERED WITH DATA

填入數據後即成
機密文件

VOCATIONAL TRAINING COUNCIL
職業訓練局

THE 2017 MANPOWER SURVEY OF THE BUILDING, CIVIL ENGINEERING AND BUILT ENVIRONMENT INDUSTRY

建築、土木工程及建設環境業2017年人力調查

The 2017 Manpower Survey of the Building, Civil Engineering and Built Environment (BCE) Industry aims at collecting manpower information of the industry concerned for formulating recommendations on future manpower training. Please kindly provide the information of your establishment as at **23rd May 2017** by answering the questionnaire. Thank you.

建築、土木工程及建設環境業2017年人力調查旨在蒐集業內人力情況的最新資料，並按此為未來人力訓練制訂適當建議。懇請貴機構根據**2017年5月23日**的人力情況填寫此問卷。多謝合作。

Establishment Information

機構資料

NAME OF ESTABLISHMENT: _____
機構名稱

NATURE OF WORK: _____
工程性質

(For official use)
Industry Code _____

TOTAL NO. OF PERSONS ENGAGED: _____
僱員總人數

Details of Contact Person

聯絡人資料

NAME OF PERSON TO CONTACT: _____
聯絡人姓名

POSITION: _____
職位

TEL. NO.: _____ - _____
電話

FAX NO.: _____
圖文傳真

E-MAIL: _____
電郵

Survey Reference Date: 23 May 2017

統計日期：2017年5月23日

Part I – Manpower Information**第一部份 – 人力情況**

Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your establishment.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄 'A' 至 'G'。並在不適用的欄內填零 (0)。

(A) Principal Jobs 主要職務**1. 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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。									
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號 1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上	(C) No. of Employees as at Survey Reference Date 統計日期 的僱員人數	(D) No. of Persons Present at Your Establishment/Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴機構/地盤工作的 總人數(受訓者#除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正 進修兼讀課 程培訓人數
				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
101	Architect 建築師								
102	Builder/ Construction Manager 營造師								
103	Building/ Maintenance Surveyor 屋宇/保養測量師								
104	Civil Engineer 土木工程師								
105	Construction Plant Engineer 建造機械工程師								
106	Environmental Engineer 環境工程師								
108	Geotechnical Engineer 土力工程師								
109	Interior Designer 室內設計師								
110	Land Surveyor 土地測量師								
111	Landscape Architect 園景規劃師								
112	Quantity Surveyor 工料測量師								
113	Safety Officer 安全主任								
114	Structural Engineer 結構工程師								
115	Town Planner 城市設計師								
116	Engineering Geologist 工程地質學家								
117	Quality Control/ Assurance Engineer 品質工程師								
118	Building Services Engineer 屋宇設備工程師								
119	Electrical Engineer 電機工程師								
120	Mechanical Engineer 機械工程師								
121	Arborist 樹藝師								
122	Building Information Modelling Consultant 建築資訊模型顧問								

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.

「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

* This column (G) only includes employer-sponsored training

這欄 (G) 只包括正在接受各種由僱主贊助訓練的僱員。

Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your establishment.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄 'A' 至 'G'。並在不適用的欄內填零 (0)。

2. Technician 技術員

A technician is one who occupies a position between the professional/ technologist and the tradesman. His/Her education, training and practical experience should enable him/her to apply proven techniques to solve technical problems. He/She 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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。									
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				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員								
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/安全督導員								
205	Construction Plant Technician 建造機械技術員								
206	Construction Purchaser/ Storekeeper 建造物料採購員/倉庫管理員								
207	Estimator 估價員								
208	Interior Design Technician 室內設計員								
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員								
211	Site Foreman 地盤管工								
212	Surveying Technician (Building) 屋宇測量員								
214	Surveying Technician (Land) 土地測量員								
215	Surveying Technician (Quantity) 工料測量員								
216	Surveying Technician (Town Planning) 城市設計員								
217	Quality Control/Assurance Technician 品質控制/保證技術員								
218	Building Services Technician 屋宇設備技術員								
219	Electrical Engineering Technician 電機工程技術員								
220	Mechanical Engineering Technician 機械工程技術員								
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督								
223	Landscape Technician 園景技術員								
224	Environmental Technician 環境技術員								
225	Civil Engineering Technician 土木工程技術員								
226	Structural Engineering Technician 結構工程技術員								
227	Geotechnical Engineering Technician 土力工程技術員								
228	Technical Officer 技術主任								
229	Clerk of Works 監工								
230	Inspector of Works 工程檢測員								

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.

「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

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Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your establishment.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄 'A' 至 'G'。並在不適用的欄內填零 (0)。

2. Technician (Continued) 技術員 (續)

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。									
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號 1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上	(C) No. of Employees as at Survey Reference Date 統計日期 的僱員人數	(D) No. of Persons Present at Your Establishment/Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴機構/地盤工作的 總人數(受訓者# 除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正 進修兼讀課 程培訓人數
				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
231	Works Supervisors 工程督導員								
232	Site Agent 地盤總管								
233	Project Coordinator 項目統籌								
234	Building Information Modelling Technician 建築資訊模型技術員								
235	Utility Technician 設施技術員								

3. Skilled & Semi-skilled worker 熟練及半熟練技工

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。

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。

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				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
301	Asphalter (Water Proofing) 瀝青工 (防水)								
302	Asphalter (Road Construction) 瀝青工 (道路建造)								
303	Bamboo Scaffolder 竹棚工								
304	Bar Bender and Fixer 鋼筋屈紮工								
305	Bricklayer 砌磚工								
306	Carpenter (Fender) 木工 (護木)								
307	Carpenter (Formwork) 木工 (模板)								

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Please complete columns 'A' to 'G' of the questionnaire according to the list of principal jobs by referring to Appendix 2 for job description of individual job. Please insert a zero (0) for any column not applicable to your establishment.

請根據列表中的主要職務，並參考附錄2有關各種職務的工作說明來填寫表內各欄 'A' 至 'G'。並在不適用的欄內填零 (0)。

3. Skilled & Semi-skilled worker (Continued) 熟練及半熟練技工 (續)

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。									
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				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
308	Concrete Repairer (Spalling Concrete) 混凝土修補工(混凝土剝落)								
309	Concretor 混凝土工								
310	Construction Plant Mechanic 建造機械技工								
311	Curtain Wall Installer 幕牆工								
312	Demolition Worker (Building) 清拆工(建築物)								
313	Diver 潛水員								
314	Drainlayer 地渠工								
315	Electrician (Main Contractor's) 電氣技工(總承建商所僱用)								
316	Floor Layer 鋪地板工								
317	Gas Plumber 燃氣喉工								
318	General Welder 普通焊接工								
319	Glazier 玻璃工								
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/鑽孔工								
321	Grouting Worker 灌漿工								
322	Joiner 細木工								
323	Levelle 平水工								
324	Marble Worker 雲石工								
325	Marine Construction Plant Operator 海面建造機械操作工								
326	Mason 砌石工								
327	Metal Scaffolder 金屬棚架工								
328	Metal Worker 金屬工								
329	Painter & Decorator 髹漆及裝飾工								
330	Piling Operative 打樁工								
331	Pipelayer 敷喉管工								
332	Builder's Lift Operator 建築工地升降機操作員								
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工(負荷物移動機械)								
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工(起重機及吊機)								

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3. Skilled & Semi-skilled worker (Continued) 熟練及半熟練技工 (續)

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				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)								
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)								
337	Plasterer 批盪工								
338	Plumber 水喉工								
339	Rock-Breaking Driller 鑽破工 (風炮工)								
340	Prestressing Operative 預應力 (拉力) 工								
341	Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工								
342	Shotcretor 噴射混凝土工								
343	Shotfirer 爆石工								
344	Slope Maintenance Worker 斜坡修葺工								
345	Structural Steel Erector 結構鋼架工								
346	Structural Steel Welder 結構鋼材焊接工								
347	Tiler 鋪瓦工								
348	Trackworker 鋪軌工								
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)								
350	Window Frame Installer 窗框工								
351	Tunnel Worker 隧道工								
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								
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)								
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)								
357	Demolition Worker (Unauthorised Building Work) 清拆工 (僭建物)								
361	Repair and Maintenance Workers 維修及保養工								
362	Arboricultural Worker 樹藝工人								

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4. 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。

Please refer to Appendix 1 for column explanations. 請參考附錄1內各欄的說明。									
Job Code 職位 編號	(A) Principal Jobs 主要職務 (See Appendix 2) (參閱附錄2)	(B) Average Monthly Income Range (Please enter the appropriate code below) 每月平均收入幅度 (請填上下列適當編號) Code 編號	(C) No. of Employees as at Survey Reference Date 統計日期 的僱員人數	(D) No. of Persons Present at Your Establishment/Site as at Survey Reference Date (excl. trainees#) 於統計日期在貴機構/地盤工作的 總人數(受訓者# 除外)			(E) No. of Vacancies as at Survey Reference Date (excl. trainees#) 統計日期 的空缺額 (受訓者# 除外)	(F) No. of Trainees# as at Survey Reference Date 統計日期 的受訓者# 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期正 進修兼讀課 程培訓人數
				Direct Employees 直接僱員	Sub- contractors' Employees 分包商僱員	Self- employed Persons 自僱人士			
401	Chainman 測量幫工	1 \$10,000 or below 或以下 2 \$10,001 - \$13,000 3 \$13,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$50,000 7 Over \$50,000 以上							
402	Concreting Labourer 混凝土幫工								
403	Diver's Linesman 潛水員幫工								
404	Excavator 挖泥工								
405	Heavy Load Labourer 抬重工								
406	Labourer 雜工								
407	Sewerman 渠務工								
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人								

(B) Number of non-BCE related staff (incl. Trainees#)

從事非建築、土木工程及建設環境相關的工作人員人數 (包括受訓者#)

000

The term 'trainees' includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.
「受訓者」包括正在接受各種訓練的人士，以及簽有學徒合約的登記學徒。

* This column (G) only includes employer-sponsored training
這欄 (G) 只包括正在接受各種由僱主贊助訓練的僱員。

Part II
第二部份

1. Your establishment's view on the expected change in business situation (please tick as appropriate).
貴機構對未來業務狀況預期變動的意見（請在適當的格內填上✓號）。

	Better 較佳	The Same 不變	Worse 較差	Please state reasons to expect worse business situation : 請說明預期業務狀況較差原因：
(a) Coming Year 未來一年	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
(b) Coming 3 Years 未來三年	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

2. Please indicate the number of new graduates recruited between 1st May 2017 and 23rd May 2017 (excluding trainees)
請填寫貴機構於2017年5月1日至2017年5月23日期間招聘的畢業生人數。(見習生除外)

(a) Professional/Technologist 專業人士／技師	<input type="text"/>	(b) Technician 技術員	<input type="text"/>
(c) Skilled/Semi-skilled Worker 熟練／半熟練技工	<input type="text"/>	(d) General Worker 普通工人	<input type="text"/>

3. Please fill in your establishment's forecast number of employees to be recruited locally in the next 12 months.
請填寫貴機構未來十二個月內將會於本地招聘的僱員人數。

(a) Professional/Technologist 專業人士／技師	<input type="text"/>	(b) Technician 技術員	<input type="text"/>
(c) Skilled/Semi-skilled Worker 熟練／半熟練技工	<input type="text"/>		

Questions 4 and 5 collect information on the number of qualified Land Surveyors and Landscape Architects.
問題 4 及 5 搜集已註冊為專業會員的土地測量師及園景師數目。

4. Please indicate the number of land surveyors registered in Hong Kong Institute of Surveyors (HKIS) as Professional Grade members (FHKIS/MHKIS) in your establishment.
請列出在貴機構工作已註冊為香港測量師學會（HKIS）專業會員（FHKIS / MHKIS）的土地測量師數目。
5. Please indicate the number of landscape architects registered in the Hong Kong Institute of Landscape Architects (HKILA) as Fellow/Professional members in your establishment.
請列出在貴機構工作已註冊為香港園境師學會（HKILA）資深會員（Fellow Members）或專業會員（Professional Members）的園境師數目。

Question 6 collect relative percentage of the origin of work. (Only applicable to companies engaging in construction/real estate-related architectural, surveying and project engineering services)
問題 6 搜集工作來源地的相對百分比。（只適用於從事建造及地產活動相關的建築、測量及工程服務公司）

6. Please indicate the relative percentage of your firm's manpower who are engaging in work originated from within and outside Hong Kong.
請填寫貴機構員工參與來自香港或香港以外工作之相對百分比：

(a) Work originated from Hong Kong 參與來自香港的工作	<input type="text"/> %
(b) Work originated outside Hong Kong 參與來自香港以外的工作	<input type="text"/> %

End of questionnaire. Thank you for your co-operation.

問卷完，多謝合作。

The 2017 Manpower Survey of the
Building, Civil Engineering and Built Environment Industry
 建築、土木工程及建設環境業 2017 年人力調查

Explanatory Notes

附 註

1. Principal Jobs - Column 'A'

主要職務－‘A’ 欄

- (a) Please enter into column 'A' those principal jobs together with their appropriate code specified in Appendix 2, applicable to your establishment/site in order of their skill levels (i.e. professional/technologist level jobs first followed by technician, skilled/semi-skilled and general worker level jobs).
 請將附錄 2 內適用於貴機構／地盤的主要職務連同編號，按其技能等級，填入‘A’欄內。（先填專業人士／技師，其後填寫技術員、熟練／半熟練技工及普通工人。）
- (b) Please add in column 'A' principal jobs of any technical jobs not mentioned in the job descriptions (Appendix 2); briefly describe them and indicate their skill levels.
 如貴機構另有技術性主要職務未載於工作說明（附錄 2），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 according to his/her principal jobs irrespective of any additional secondary duties he/she 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）。

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

僱員每月平均收入幅度－‘B’ 欄

Please enter the code of the average monthly income range during the past 12 months (1.6.2016 - 31.5.2017) for each principal job of employees. This 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’欄填入每個主要職務僱員過去十二個月（指二〇一六年六月一日至二〇一七年五月三十一日期間）每月平均收入幅度的編號，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。

3. Number of Employees as at Survey Reference Date - Column 'C' (Not applicable to sites)

統計日期的僱員人數－‘C’ 欄（不適用於地盤）

For each job, please fill in the total number of employees for each principal job as at survey reference date. The number should exclude trainees.

請填寫貴機構於統計日期僱用的每個主要職務的員工總數。此總數不包括受訓者人數。

4. Number of Persons Present at Your Establishment/Site as at Survey Reference Date (Excluding Trainees) - Column 'D'

於統計日期在貴機構／地盤工作的總人數（受訓者除外）－‘D’ 欄

The survey is intended to collect the number of persons present on site or at office as at survey reference date (whether they are permanent or casual workers, but excluding trainees).

調查目的在於搜集於統計日期在貴機構的地盤或辦事處工作的總人數（無論是貴機構僱用的長工或散工，但不包括受訓者）。

“Sites” can be classified into two types:

“地盤”可以分為兩種類型：

Type A

類型 A

Those building and civil engineering sites having <a registration number with certain authority> -

擁有註冊編號的建築及土木工程地盤 -

- i. each of these sites will need to complete a questionnaire on its own; and
每個地盤需自行填寫問卷；及
- ii. all direct employees, sub-contractor’s employees and self-employed persons working as at survey reference date should be collected.
於統計日期，所有直接僱員、分包商僱員及自僱人士資料均需搜集。

Type B

類型 B

Sites other than Type A having construction, repair and maintenance activities (e.g. existing premises undergoing fitting out, one-off or term repair and maintenance, and premises having in-house routine maintenance staff, etc.) -

類型 A 以外，其他進行建造、維修及保養工程的地盤（例如：於現存建築物進行的裝修工程、一次性或分階段的維修及保養、以及設有負責內部日常保養的工作人員的樓宇） -

- i. people working on these sites should be included in the questionnaires completed by the main contractor in the case of out-sourced contracts, or the building management company or building owner in the case of in-house routine maintenance staff as at survey reference date; and
主要承建商負責為該地盤填寫問卷時，需包括在統計日期於該地盤進行保養工程所僱用的外判合約的工作人員；或大廈管理公司或大廈業主負責為該地盤填寫問卷時，需包括在調查期間於該地盤進行內部日常保養的工作人員；及
- ii. all direct employees, sub-contractor’s employees and self-employed persons working as at survey reference date should be collected.
在統計日期，所有直接僱員、分包商僱員及自僱人士資料均需搜集。

By the above arrangement, sub-contractors would not need to include people working on site when completing their questionnaires.

根據上述安排，分包商填寫問卷時不需包括在調查期間於上述地盤工作的人士。

“Office” generally refers to head office and branch office but can also include factories and workshops not designated to a specific site.

“辦事處”一般是指機構的總公司及其附屬辦事處，亦包括不位於上述地盤的工場及車間。

Typically, the questionnaire completed by the office of the establishment should:
通常情況下，由貴機構辦事處填寫的問卷應：

- (a) Include persons working at the office.
包括在辦事處工作的人士。
- (b) Exclude persons working at Type A sites.
不包括於類型 A 地盤工作的人士。
- (c) Include persons working at Type B sites when the establishment is the main contractor.
如貴機構為主要承建商，則需包括類型 B 地盤工作的人士。
- (d) Exclude persons working at Type B sites when the establishment is a sub-contractor.
如貴機構為分包商，則不需包括於類型 B 地盤工作的人士。
- (e) Exclude persons working at Type B sites out-sourced to contractors when the establishment is a building management company or building owner.
如貴機構為大廈管理公司或大廈業主，則不需包括在類型 B 地盤工作的外判僱員。
- (f) Include persons working as in-house routine maintenance staff at Type B sites when the establishment is a building management company or building owner.
如貴機構為大廈管理公司或大廈業主，則需包括在類型 B 地盤進行內部日常保養的工作人員。

Please fill in the total number of persons by principal jobs.
請按主要職務分別填寫僱員總人數。

5. Number of Vacancies as at Survey Reference Date (excluding trainees) - Column 'E'
統計日期的空缺額（受訓者除外）－‘E’ 欄

Please fill in the number of existing vacancies as at survey reference date (excluding those for trainees).
請填入貴機構在統計日期的空缺數目（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 as at survey reference date.
「統計日期的空缺額」是指該職位於統計日期仍懸空，須立刻填補，而現正積極招聘人員填補。

6. Number of Trainees as at Survey Reference Date - Column 'F'
統計日期的受訓者人數－‘F’ 欄

Please fill in the total number of employees undergoing training as at survey reference date.
請填寫於統計日期正在接受訓練的僱員人數。

The term ‘trainees’ includes all trainees receiving any form of training and apprentices under a contract of apprenticeship.
「受訓者」包括正在接受各種訓練的人士以及簽有學徒合約的登記學徒。

7. Number of Staff Undergoing Part-time Training as at Survey Reference Date - Column 'G'
統計日期正進修兼讀課程的培訓人數－‘G’ 欄

Please fill in the total number of employees undergoing part-time training as at survey reference date (including part-time day and part-time evening courses/programmes).
請填寫貴機構僱員於統計日期正進修兼讀課程（包括日間或夜間兼讀課程）的總人數。

THE 2017 MANPOWER SURVEY OF THE
BUILDING, CIVIL ENGINEERING AND BUILT ENVIRONMENT INDUSTRY

建築、土木工程及建設環境業2017年人力調查

JOB DESCRIPTIONS FOR THE PRINCIPAL JOBS

主要職務的工作說明

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
1. PROFESSIONAL/TECHNOLOGIST 專業人士／技師		
101	Architect 建築師	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. 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。
102	Builder/ Construction Manager 營造師	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. 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。
103	Building/ Maintenance Surveyor 屋宇／保養測量師	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. 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。
104	Civil Engineer 土木工程師	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: (1) structural engineering (6) traffic and transportation engineering (2) geotechnical engineering (7) railway engineering (3) hydraulic engineering (8) maritime engineering (4) highway engineering (9) airport engineering (5) material engineering (10) other civil engineering fields 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： (1) 結構工程 (6) 交通及運輸工程 (2) 土力工程 (7) 鐵路工程 (3) 水力工程 (8) 海事工程 (4) 公路工程 (9) 機場工程 (5) 材料工程 (10) 其他土木工程
105	Construction Plant Engineer 建造機械工程師	Plans, designs and supervises the construction, utilization, repair and maintenance of construction plants and machinery. 策劃、設計及監督建造機械及設備的製造、使用及維修。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士/技師 (續)		
106	Environmental Engineer 環境工程師	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. 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。
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證書，以及解決其他與合約有關的索償。
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士/技師 (續)		
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。
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, 特別是 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。
121	Arborist 樹藝師	Perform professional tree work, such as tree planting, pruning, topping, felling, cabling and climbing etc.; perform professional flower work, such as flower bed planning, planting and maintenance etc.; carry out tree inspection, develop tree inventory; advise on tree management programs/arborist maintenance program; as well as assign, instruct and direct related works carried out by arboricultural workers. 進行專業的樹木工作, 如種植, 修剪, 砍伐, 佈線和攀爬等; 進行專業花卉工作, 如規劃, 種植和維修等; 進行樹木檢查, 樹木資料庫存; 建議樹木管理/維修方案; 以及指導樹藝工人進行相關工作。
122	Building Information Modelling Consultant 建築資訊模型顧問	Creates the Building Information Models, provides necessary support and advisory services to the operation team, manages BIM technology implementation and assures the quality deliverables on construction projects. 建立建築資訊模型, 支援運作團隊及提供建議, 管理 BIM 技術的實行, 並須確保其質量。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
2. 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; involves in Building Information Modeling (BIM) works, 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；參與建築資訊模型（BIM）工作；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。
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。
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。
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。
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。
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
2. TECHNICIAN (Continued) 技術員 (續)		
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。
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/other plants; prepares landscape drawings. 研究、種植、照顧、移植花/灌木/喬木/其他植物；繪製園景圖則。
224	Environmental Technician 環境技術員	Monitor the environment and investigate sources of pollution by performing laboratory and field tests to solve complex environmental problems that affect public health. 監測環境，並通過執行實驗及測試調查污染源。以解決影響公眾健康的複雜的環境問題。
225	Civil Engineering Technician 土木工程技術員	Carries out civil engineering work under the supervision of a civil engineer. 在土木工程師督導下，從事土木工程工作。
226	Structural Engineering Technician 結構工程技術員	Carries out structural engineering work under the supervision of a structural engineer. 在結構工程師督導下，從事結構工程工作。
227	Geotechnical Engineering Technician 土力工程技術員	Carries out geotechnical engineering work under the supervision of a geotechnical engineer. 在土力工程師督導下，從事土力工程工作。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
2. TECHNICIAN (Continued) 技術員 (續)		
228	Technical Officer 技術主任	Provides technical support for engineers to complete construction works in compliance with contracts, drawings, specifications, workmanship standards and relevant legislation. 提供技術支援，讓工程師能完成符合合同，圖紙，規格，工藝標準和相關法規的建造工程。
229	Clerk of Works 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。
230	Inspector of Works 工程檢測員	Carries out inspection of building and civil engineering construction works (including all maintenance works) to ensure conformity with contracts, drawings, specifications, workmanship standards and relevant legislation. 檢視建築及土木工程（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。
231	Works Supervisors 工程督導員	Plans, manages, instructs and directs staff and construction workers to carry out building and civil engineering construction works (including all maintenance works) to ensure conformity with contracts, drawings, specifications, workmanship standards and relevant legislation. 規劃，管理，指導和指揮員工和建造工人進行建築和土木工程（包括所有保養工程），以確保符合合同，圖紙，規格，工藝標準和相關法規。
232	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。
233	Project Coordinator 項目統籌	Plans, organises, directs and co-ordinates all activities and resources for construction projects 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、管理及協調建造工程項目的全部工作及資源。
234	Building Information Modelling Technician 建築資訊模型技術員	Uses Building Information Modelling (BIM) to perform drawing work, monitor modelling and update drawing 使用建築資訊模型（BIM）來進行繪圖、監測模型和更新圖則等工作。
235	Utility Technician 設施技術員	Performs operation and maintenance of utility equipment and systems, including plant steam systems, HVAC Systems, exhaust systems, hot water heating systems/ hot water heat circulating pumps, humidification systems, chillers / HVAC chilled water systems/ chilled water circulating pumps, compressed air systems, building waste systems, domestic water systems. 負責公用設備和系統的運作和保養，包括：廠房蒸汽系統、暖通空調系統、排氣系統、熱水加熱系統/熱水循環泵、加濕系統、冷卻器/暖通空調冷凍水系統/冷凍水循環泵、空氣壓縮系統、樓宇廢物系統、住宅供水系統。
3. SKILLED & SEMI-SKILLED WORKER 熟練及半熟練技工		
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材料；撥勻及推平熱瀝青或專利防水材料以配合角位、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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
3. SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
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) 木工（模板）	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。
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周圍好。
315	Electrician (Main Contractor's) 電氣技工 （總承建商所僱用）	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 timber, 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	Principal Jobs 主要職務	Job Description 工作說明
3. SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (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一切戶內外有關木工的工作（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、量度及切割雲石塊、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。
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；以噴塗方式噴漆油、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。
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周圍好。
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（工人軌）。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
3. SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
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。
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、樓梯及天台面。
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; 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(叻嘍)／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。
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, oxy-acetylene flame cutting equipment and other tools. 將鋼材鑽孔、切斷及成型；以釘鉚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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
3. SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
348	Trackworker 鋪軌工	Lays and maintains trackworks for railways or other vehicles. 鋪放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。
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；鏢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 (Unauthorised Building Work) 清拆工(僭建物)	Demolishes, dismantles and removes unauthorised building works. 清拆、拆卸及移除僭建物。
361	Repair and Maintenance Workers 維修及保養工	Carries out repair and maintenance works and small scale fitting out works in existing premises, which generally cover more than one trade. 於現存的建築物內進行維修及保養工程及一項或多項小型裝修工程。
362	Arboricultural Worker 樹藝工人	Perform tree work, such as tree planting, pruning, topping, felling, cabling and climbing etc.; and perform flower work, such as flower bed planning, planting and maintenance etc. 進行樹木工作，如種植，修剪，砍伐，佈線和攀爬等；進行專業花卉工作，如規劃，種植和維修等。
4. 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 潛水員幫工	Transports mixed concrete using wheel barrows or other equipment and performs general duties during pouring of concrete. 協助潛水員；當潛水員執行職務期間，與潛水員聯絡。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
4. 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。
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人	Performs tasks involved in the installation of precast concrete, including hollowcore panels, wall panels, beams, columns, bleachers and balconies. 安裝預製組件的工作，包括：中空板、牆板、樑、柱和露臺。

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Table 1
表一

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、維修及 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	55	27	115	6	5	2 800	37	118	364	3 527
102 Builder/Construction Manager 營造師	488	301	285	88	79	39	37	97	-	1 414
103 Building/Maintenance Surveyor 屋宇／保養測量師	89	21	109	6	-	238	30	37	560	1 090
104 Civil Engineer 土木工程師	195	930	1 032	17	40	1 463	3	416	1 566	5 662
105 Construction Plant Engineer 建造機械工程師	38	34	53	-	46	-	2	1	-	174
106 Environmental Engineer 環境工程師	41	58	37	-	-	313	3	39	85	576

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、維修及 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 Devlpers 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)										
108 Geotechnical Engineer 土力工程師	44	56	112	-	-	460	2	32	266	972
109 Interior Designer 室內設計師	4	-	1	602	20	187	38	7	-	859
110 Land Surveyor 土地測量師	76	257	139	2	1	319	2	61	125	982
111 Landscape Architect 園景規劃師	-	1	12	-	-	12	3	-	93	121
112 Quantity Surveyor 工料測量師	247	365	599	124	130	1 045	74	248	178	3 010
113 Safety Officer 安全主任	482	348	473	74	62	62	3	61	29	1 594
114 Structural Engineer 結構工程師	97	77	146	9	34	859	19	30	539	1 810
115 Town Planner 城市設計師	2	-	5	-	-	45	-	12	316	380
116 Engineering Geologist 工程地質學家	5	24	36	-	-	36	-	1	31	133
117 Quality Control/ Assurance Engineer 品質工程師	100	77	76	22	20	84	2	19	-	400

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、維修及 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 Dev/Prs 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)										
118 Building Services Engineer 屋宇設備工程師	190	69	203	77	54	105	145	108	209	1 160
119 Electrical Engineer 電機工程師	96	136	77	7	1	155	3	228	53	756
120 Mechanical Engineer 機械工程師	22	35	118	-	34	89	3	212	54	567
121 Arborist 樹藝師	2	-	17	-	-	10	-	3	2	34
122 Building Information Modelling Consultant 建築資訊模型顧問	1	1	14	-	-	3	-	-	-	19
Sub-total 分級小計	2 274	2 817	3 659	1 034	526	8 324	406	1 730	4 470	25 240
TECHNICIAN LEVEL 技術員級										
201 Architectural Technician/ Draughtsman 建築技術員/繪圖員	218	65	315	345	245	3 388	8	90	697	5 371

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、維修及 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 Dev/Prs 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)										
202 Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	527	283	344	116	176	55	1	23	12	1 537
205 Construction Plant Technician 建造機械技術員	25	8	33	-	23	2	-	-	-	91
206 Construction Purchaser/Storekeeper 建造物料採購員/ 倉庫管理員	139	105	98	10	26	-	-	10	1	389
207 Estimator 估價員	10	17	117	29	28	141	1	-	-	343
208 Interior Design Technician 室內設計員	7	-	3	1 038	6	248	2	4	-	1 308
209 Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	11	18	-	-	-	-	-	45	66	140
211 Site Foreman 地盤管工	2 212	1 697	1 225	870	353	130	2	27	24	6 540

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、維修及 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 Dev/Prs 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)										
212 Surveying Technician (Building) 屋宇測量員	204	34	41	-	8	642	-	30	425	1 384
214 Surveying Technician (Land) 土地測量員	24	512	93	-	2	770	1	61	497	1 960
215 Surveying Technician (Quantity) 工料測量員	118	209	173	140	129	485	3	14	483	1 754
216 Surveying Technician (Town Planning) 城市設計員	-	-	-	-	4	3	-	-	199	206
217 Quality Control/ Assurance Technician 品質控制/ 保證技術員	184	103	35	8	4	-	4	-	-	338
218 Building Services Technician 屋宇設備技術員	133	18	81	147	260	-	79	61	70	849
219 Electrical Engineering Technician 電機工程技術員	98	96	50	119	77	-	-	1	35	476

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TECHNICIAN LEVEL (Continued) 技術員級 (續)										
220 Mechanical Engineering Technician 機械工程技術員	87	44	114	-	143	-	-	6	22	416
221 Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	164	33	220	4 632	207	40	16	15	472	5 799
223 Landscape Technician 園景技術員	1	1	26	-	-	10	-	2	12	52
224 Environmental Technician 環境技術員	22	41	49	-	-	58	-	1	144	315
225 Civil Engineering Technician 土木工程技術員	87	253	234	5	3	573	-	44	271	1 470
226 Structural Engineering Technician 結構工程技術員	190	110	40	74	6	38	-	5	63	526
227 Geotechnical Engineering Technician 土力工程技術員	4	106	-	-	-	210	-	2	164	486

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TECHNICIAN LEVEL (Continued) 技術員級 (續)										
228 Technical Officer 技術主任	9	13	69	7	30	19	25	53	1 073	1 298
229 Clerk of Works 監工	38	27	2	5	30	155	73	27	1 168	1 525
230 Inspector of Works 工程檢測員	3	6	10	-	8	72	22	399	990	1 510
231 Works Supervisors 工程督導員	362	190	110	132	173	138	-	76	1 859	3 040
232 Site Agent 地盤總管	634	413	419	246	84	20	1	3	1	1 821
233 Project Coordinator 項目統籌	607	259	623	495	152	55	65	12	-	2 268
234 Building Information Modelling Technician 建築資訊模型技術員	2	3	10	-	-	48	-	1	-	64
235 Utility Technician 設施技術員	4	13	-	20	2	4	-	-	-	43
Sub-total 分級小計	6 124	4 677	4 534	8 438	2 179	7 304	303	1 012	8 748	43 319

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SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級										
301 Asphalter (Water Proofing) 瀝青工 (防水)	206	23	-	8	626	-	-	-	-	863
302 Asphalter (Road Construction) 瀝青工 (道路建造)	20	117	-	-	-	-	-	-	-	137
303 Bamboo Scaffolder 竹棚工	1 207	34	-	257	160	-	-	8	-	1 666
304 Bar Bender and Fixer 鋼筋屈紮工	3 484	1 063	108	-	420	-	-	37	-	5 112
305 Bricklayer 砌磚工	529	35	-	40	-	-	-	32	-	636
306 Carpenter (Fender) 木工 (護木)	32	24	-	-	100	-	-	-	-	156
307 Carpenter (Formwork) 木工 (模板)	3 887	1 356	14	9	169	-	-	25	-	5 460
308 Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	85	17	-	113	-	-	-	-	-	215
309 Concretor 混凝土工	898	485	229	18	90	-	-	5	-	1 725

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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	212	165	79	-	-	-	-	10	-	466
311 Curtain Wall Installer 幕牆工	1 402	27	-	104	-	-	-	-	-	1 533
312 Demolition Worker (Building) 清拆工 (建築物)	142	36	301	194	-	-	-	-	-	673
313 Diver 潛水員	3	70	20	-	-	-	-	-	-	93
314 Drainlayer 地渠工	112	39	-	12	-	-	-	1	-	164
315 Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	481	387	12	86	-	-	-	16	1	983
316 Floor Layer 鋪地板工	83	-	-	9	-	-	-	-	-	92
317 Gas Plumber 煤氣喉工	212	2	-	-	-	-	-	-	-	214
318 General Welder 普通焊接工	1 309	1 402	26	98	356	-	-	19	7	3 217

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SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
319 Glazier 玻璃工	532	18	-	36	192	-	-	2	-	780
320 Ground Investigation Operator/Driller/Borer 岩土勘探工/ 鑽井工/鑽孔工	166	84	110	-	-	-	-	4	-	364
321 Grouting Worker 灌漿工	117	13	-	-	-	-	-	-	-	130
322 Joiner 細木工	3 273	100	113	4 725	215	-	-	48	-	8 474
323 Leveller 平水工	2 501	429	199	56	-	-	-	31	-	3 216
324 Marble Worker 雲石工	1 954	13	-	212	1 002	-	-	6	-	3 187
325 Marine Construction Plant Operator 海面建造機械 操作工	-	36	-	-	-	-	-	-	-	36
326 Mason 砌石工	54	13	-	-	118	-	-	-	-	185
327 Metal Scaffolder 金屬棚架工	1 033	672	67	70	-	-	-	5	-	1 847

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SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
328 Metal Worker 金屬工	1 866	194	-	74	815	-	-	9	-	2 958
329 Painter & Decorator 髹漆及裝飾工	2 473	165	50	7 871	513	-	-	54	-	11 126
330 Piling Operative 打樁工	407	224	62	-	-	-	-	-	-	693
331 Pipelayer 敷喉管工	635	143	-	72	-	-	-	-	212	1 062
332 Builder's Lift Operator 建築工地升降機 操作員	123	9	-	-	-	-	-	-	-	132
333 Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	642	1 632	4	-	48	-	-	7	-	2 333
334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	334	753	109	-	-	-	-	14	-	1 210

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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)	126	150	-	-	-	-	-	-	-	276
336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	2	119	16	-	-	-	-	-	-	137
337 Plasterer 批盪工	4 846	331	80	3 746	374	-	-	7	-	9 384
338 Plumber 水喉工	1 864	115	18	956	1 353	-	-	35	1	4 342
339 Rock-Breaking Driller 鑽破工(風炮工)	2	30	-	-	-	-	-	-	-	32
340 Prestressing Operative 預應力(拉力)工	12	82	-	-	-	-	-	-	-	94
341 Rigger/Metal Formwork Erector 索具工(叻) / 金屬模板裝嵌工	678	1 125	73	-	-	-	-	5	-	1 881
342 Shotcretor 噴射混凝土工	14	13	-	-	-	-	-	-	-	27

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SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
343 Shotfirer 爆石工	-	13	-	-	-	-	-	-	-	13
344 Slope Maintenance Worker 斜坡修葺工	21	34	190	-	-	-	-	12	-	257
345 Structural Steel Erector 結構鋼架工	355	64	-	-	138	-	-	-	-	557
346 Structural Steel Welder 結構鋼材焊接工	431	60	-	-	86	-	-	-	-	577
347 Tiler 鋪瓦工	412	22	18	72	-	-	-	-	-	524
348 Trackworker 鋪軌工	-	-	-	-	-	-	-	-	-	-
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	155	536	-	-	-	-	-	-	5	696
350 Window Frame Installer 窗框工	764	-	-	-	65	-	-	-	-	829
351 Tunnel Worker 隧道工	-	328	41	-	-	-	-	-	-	369

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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	82	-	18	37	-	-	-	-	-	137
355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	24	24	-	-	65	-	-	-	-	113
356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	11	11	1	-	-	-	-	-	-	23
357 Demolition Worker (Unauthorized Building Work) 清拆工 (暫建物)	6	1	-	8	-	-	-	-	-	15
361 Repair and Maintenance Workers 維修及保養工	395	70	156	8 317	2	-	8	107	18	9 073

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362 Arborticultural Worker 樹藝工人	31	5	-	-	-	262	16	27	-	341
Sub-total 分級小計	40 645	12 913	2 114	27 200	6 907	262	24	526	244	90 835
GENERAL WORKER LEVEL 普通工人級										
401 Chainman 測量幫工	389	370	14	-	-	-	-	1	411	1 185
402 Concreting Labourer 混凝土幫工	356	157	-	-	-	-	-	-	-	513
403 Diver's Linesman 潛水員幫工	-	4	-	-	-	-	-	-	-	4
404 Excavator 挖泥工	680	404	-	-	-	-	-	-	-	1 084
405 Heavy Load Labourer 抬重工	38	450	-	-	-	-	-	2	-	490
406 Labourer 雜工	19 719	13 266	1 828	2 007	455	-	-	72	293	37 640
407 Sewermain 渠務工	44	3	-	1	-	-	-	-	54	102
408 Precast (concrete) Installation Labourer 建築預製件裝嵌工人	-	142	-	-	-	-	-	-	-	142

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Sub-total 分級小計	21 226	14 796	1 842	2 008	455	-	-	75	758	41 160
GRAND TOTAL 總計	70 269	35 203	12 149	38 680	10 067	15 890	733	3 343	14 220	200 554

Table 2
表二

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	2 274	6 124	40 645	21 226	70 269
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	2 817	4 677	12 913	14 796	35 203
Br. 3 分類三	New Cons Contr 新建造工程承建商	3 659	4 534	2 114	1 842	12 149
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	1 034	8 438	27 200	2 008	38 680
Br. 5 分類五	Spec Trade Contr 特種工程承建商	526	2 179	6 907	455	10 067
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	8 324	7 304	262	-	15 890
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	406	303	24	-	733
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	1 730	1 012	526	75	3 343
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	4 470	8 748	244	758	14 220
TOTAL 總數		25 240	43 319	90 835	41 160	200 554

Table 3
表三

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

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級				
101	Architect 建築師	3 527	45	79
102	Builder/Construction Manager 營造師	1 414	11	14
103	Building/Maintenance Surveyor 屋宇／保養測量師	1 090	32	41
104	Civil Engineer 土木工程師	5 662	228	255
105	Construction Plant Engineer 建造機械工程師	174	1	1
106	Environmental Engineer 環境工程師	576	10	28
108	Geotechnical Engineer 土力工程師	972	16	19
109	Interior Designer 室內設計師	859	14	3
110	Land Surveyor 土地測量師	982	8	7
111	Landscape Architect 園景規劃師	121	8	6
112	Quantity Surveyor 工料測量師	3 010	58	25
113	Safety Officer 安全主任	1 594	16	15
114	Structural Engineer 結構工程師	1 810	22	10
115	Town Planner 城市設計師	380	11	47
116	Engineering Geologist 工程地質學家	133	1	8

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued)		專業人士／技師級 (續)		
117	Quality Control/Assurance Engineer 品質工程師	400	5	2
118	Building Services Engineer 屋宇設備工程師	1 160	28	49
119	Electrical Engineer 電機工程師	756	9	15
120	Mechanical Engineer 機械工程師	567	6	17
121	Arborist 樹藝師	34	4	-
122	Building Information Modelling Consultant 建築資訊模型顧問	19	-	-
	Sub-total 分級小計	25 240	533	641
TECHNICIAN LEVEL 技術員級				
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	5 371	63	55
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任／ 安全督導員	1 537	14	10
205	Construction Plant Technician 建造機械技術員	91	2	-
206	Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員	389	7	3
207	Estimator 估價員	343	23	-
208	Interior Design Technician 室內設計員	1 308	10	8
209	Laboratory Technician (Construction Materials/ Soils) 建築材料試驗員	140	1	3

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
211	Site Foreman 地盤管工	6 540	111	152
212	Surveying Technician (Building) 屋宇測量員	1 384	49	1
214	Surveying Technician (Land) 土地測量員	1 960	29	9
215	Surveying Technician (Quantity) 工料測量員	1 754	13	21
216	Surveying Technician (Town Planning) 城市設計員	206	2	-
217	Quality Control/ Assurance Technician 品質控制／保證技術員	338	-	-
218	Building Services Engineering Technician 屋宇設備技術員	849	22	17
219	Electrical Engineering Technician 電機工程技術員	476	8	17
220	Mechanical Engineering Technician 機械工程技術員	416	13	24
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	5 799	70	4
223	Landscape Technician 園景技術員	52	-	-
224	Environmental Technician 環境技術員	315	-	2
225	Civil Engineering Technician 土木工程技術員	1 470	29	134
226	Structural Engineering Technician 結構工程技術員	526	-	1

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
227	Geotechnical Engineering Technician 土力工程技術員	486	1	2
228	Technical Officer 技術主任	1 298	34	-
229	Clerk of Works 監工	1 525	69	4
230	Inspector of Works 工程檢測員	1 510	32	-
231	Works Supervisors 工程督導員	3 040	271	1
232	Site Agent 地盤總管	1 821	19	9
233	Project Coordinator 項目統籌	2 268	44	7
234	Building Information Modelling Technician 建築資訊模型技術員	64	2	3
235	Utility Technician 設施技術員	43	-	-
	Sub-total 分級小計	43 319	938	487
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級				
301	Asphalter (Water Proofing) 瀝青工 (防水)	863	-	-
302	Asphalter (Road Construction) 瀝青工 (道路建造)	137	-	-
303	Bamboo Scaffolder 竹棚工	1 666	1	-
304	Bar Bender and Fixer 鋼筋屈紮工	5 112	602	124
305	Bricklayer 砌磚工	636	16	-
306	Carpenter (Fender) 木工 (護木)	156	20	-

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
307	Carpenter (Formwork) 木工 (模板)	5 460	47	-
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	215	1	-
309	Concretor 混凝土工	1 725	23	3
310	Construction Plant Mechanic 建造機械技工	466	12	27
311	Curtain Wall Installer 幕牆工	1 533	3	-
312	Demolition Worker Installer 清拆工 (建築物)	673	-	-
313	Diver 潛水員	93	20	-
314	Drainlayer 地渠工	164	1	1
315	Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	983	1	6
316	Floor Layer 鋪地板工	92	-	-
317	Gas Plumber 煤氣喉工	214	-	2
318	General Welder 普通焊接工	3 217	20	24
319	Glazier 玻璃工	780	-	120
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/ 鑽孔工	364	113	-
321	Grouting Worker 灌漿工	130	-	-
322	Joiner 細木工	8 474	763	3

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
323	Leveller 平水工	3 216	48	8
324	Marble Worker 雲石工	3 187	5	60
325	Marine Construction Plant Operator 海面建造機械操作工	36	-	-
326	Mason 砌石工	185	2	2
327	Metal Scaffolder 金屬棚架工	1 847	21	82
328	Metal Worker 金屬工	2 958	14	2
329	Painter & Decorator 髹漆及裝飾工	11 126	189	2
330	Piling Operative 打樁工	693	3	-
331	Pipelaye 敷喉管工	1 062	100	-
332	Builder's Lift Operator 建築工地升降機 操作員	132	-	-
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	2 333	27	-
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	1 210	12	16
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	276	25	-
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	137	-	-
337	Plasterer 批盪工	9 384	1 265	2
338	Plumber 水喉工	4 342	12	2

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
339	Rock-Breaking Driller 鑽破工 (風炮工)	32	-	-
340	Prestressing Operative 預應力 (拉力) 工	94	-	-
341	Rigger/Metal Formwork Erector 索具工 (叻) / 金屬模板裝嵌工	1 881	6	-
342	Shotcretor 噴射混凝土工	27	-	-
343	Shotfirer 爆石工	13	-	-
344	Slope Maintenance Worker 斜坡修葺工	257	4	-
345	Structural Steel Erector 結構鋼架工	557	-	-
346	Structural Steel Welder 結構鋼材焊接工	577	-	-
347	Tiler 鋪瓦工	524	33	2
348	Trackworker 鋪軌工	-	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	696	8	-
350	Window Frame Installer 窗框工	829	11	-
351	Tunnel Worker 隧道工	369	2	-
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	137	-	-
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	113	11	-
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	23	-	-

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	15	-	-
361	Repair and Maintenance Workers 維修及保養工	9 073	7	2
362	Arboricultural Worker 樹藝工人	341	22	-
	Sub-total 分級小計	90 835	3 470	490
GENERAL WORKER LEVEL		普通工人級		
401	Chainman 測量幫工	1 185	49	-
402	Concreting Labourer 混凝土幫工	513	1	-
403	Diver's Linesman 潛水員幫工	4	-	-
404	Excavator 挖泥工	1 084	4	-
405	Heavy Load Labourer 抬重工	490	3	-
406	Labourer 雜工	37 640	628	-
407	Sewerman 渠務工	102	-	-
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人	142	-	-
	Sub-total 分級小計	41 160	685	-
	GRAND TOTAL 總計	200 554	5 626	1 618

Table 4
表四

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 \$10,001 以下	\$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	-	3	-	-	93	106	1 793	1 532
102	Builder/Construction Manager 營造師	-	-	-	2	56	112	518	726
103	Building/Maintenance Surveyor 屋宇/保養測量師	-	-	-	-	41	108	675	266
104	Civil Engineer 土木工程師	-	-	2	31	517	1 884	2 634	594
105	Construction Plant Engineer 建造機械工程師	-	-	-	-	39	46	31	58
106	Environmental Engineer 環境工程師	-	-	-	-	238	67	196	75
108	Geotechnical Engineer 土力工程師	-	-	-	21	102	190	488	171
109	Interior Designer 室內設計師	-	-	-	346	231	134	22	126
110	Land Surveyor 土地測量師	-	-	-	17	132	240	456	137
111	Landscape Architect 園景規劃師	-	-	-	-	3	20	95	3
112	Quantity Surveyor 工料測量師	-	-	-	22	456	1 006	565	961
113	Safety Officer 安全主任	-	-	7	21	479	377	108	602
114	Structural Engineer 結構工程師	-	-	-	43	639	233	607	288
115	Town Planner 城市設計師	-	-	-	-	4	46	318	12
116	Engineering Geologist 工程地質學家	-	-	-	16	23	20	54	20
117	Quality Control/Assurance Engineer 品質工程師	-	-	-	2	79	67	43	209
118	Building Services Engineer 屋宇設備工程師	-	-	-	5	204	403	334	214
119	Electrical Engineer 電機工程師	-	-	-	9	186	85	290	186
120	Mechanical Engineer 機械工程師	-	-	-	64	122	48	269	64
121	Arborist 樹藝師	-	-	-	-	21	11	2	-
122	Building Information Modelling Consultant 建築資訊模型顧問	-	-	-	-	1	18	-	-
	Sub-total 分級小計	-	3	9	599	3 666	5 221	9 498	6 244

Job Title 職稱	Under \$10,001 以下	\$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 技術員級									
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	-	1	192	364	2 849	743	11	1 211
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任／安全督導員	-	1	84	314	303	28	3	804
205	Construction Plant Technician 建造機械技術員	-	-	2	21	10	7	-	51
206	Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員	-	-	43	71	79	43	-	153
207	Estimator 估價員	-	-	140	15	50	44	-	94
208	Interior Design Technician 室內設計員	-	-	548	298	94	112	-	256
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	-	-	17	6	13	86	-	18
211	Site Foreman 地盤管工	-	8	149	895	1 770	1 115	3	2 600
212	Surveying Technician (Building) 屋宇測量員	-	-	8	660	479	35	-	202
214	Surveying Technician (Land) 土地測量員	-	-	64	800	593	359	29	115
215	Surveying Technician (Quantity) 工料測量員	-	-	12	640	240	690	-	172
216	Surveying Technician (Town Planning) 城市設計員	-	-	-	-	196	7	-	3
217	Quality Control/ Assurance Technician 品質控制／保證技術員	-	-	1	35	61	-	-	241
218	Building Services Technician 屋宇設備技術員	-	-	18	272	55	101	-	403
219	Electrical Engineering Technician 電機工程技術員	-	-	131	69	68	8	29	171
220	Mechanical Engineering Technician 機械工程技術員	-	-	1	46	222	2	22	123
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	-	-	274	980	3 078	557	1	909
223	Landscape Technician 園景技術員	-	-	-	39	-	12	-	1
224	Environmental Technician 環境技術員	-	4	10	121	170	1	-	9
225	Civil Engineering Technician 土木工程技術員	331	-	60	302	332	177	95	173
226	Structural Engineering Technician 結構工程技術員	-	-	6	13	142	136	-	229
227	Geotechnical Engineering Technician 土力工程技術員	-	-	6	192	118	149	-	21

Job Title 職稱	Under \$10,001 以下	\$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)									
228	Technical Officer 技術主任	-	-	2	84	511	678	-	23
229	Clerk of Works 監工	-	1	4	57	104	1 195	19	145
230	Inspector of Works 工程檢測員	-	-	3	2	99	1 093	313	-
231	Works Supervisors 工程督導員	-	-	65	1 130	1 228	117	-	500
232	Site Agent 地盤總管	-	-	6	434	346	378	23	634
233	Project Coordinator 項目統籌	-	3	81	635	788	245	50	466
234	Building Information Modelling Technician 建築資訊模型技術員	-	-	1	44	17	1	-	1
235	Utility Technician 設施技術員	-	-	-	16	3	1	-	23
	Sub-total 分級小計	331	18	1 928	8 555	14 018	8 120	598	9 751
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級									
301	Asphalter (Water Proofing) 瀝青工 (防水)	354	-	38	292	9	-	-	170
302	Asphalter (Road Construction) 瀝青工 (道路建造)	-	-	-	23	-	-	-	114
303	Bamboo Scaffolder 竹棚工	-	-	20	90	110	15	-	1 431
304	Bar Bender and Fixer 鋼筋屈紮工	-	-	42	464	1 426	386	234	2 560
305	Bricklayer 砌磚工	-	-	21	9	156	16	-	434
306	Carpenter (Fender) 木工 (護木)	-	-	-	2	4	-	-	150
307	Carpenter (Formwork) 木工 (模板)	-	-	27	149	1 285	140	376	3 483
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	-	-	6	67	47	-	-	95
309	Concretor 混凝土工	-	5	285	228	184	38	80	905
310	Construction Plant Mechanic 建造機械技工	-	-	-	44	198	104	-	120
311	Curtain Wall Installer 幕牆工	-	-	-	293	64	8	-	1 168
312	Demolition Worker (Building) 清拆工 (建築物)	-	-	80	251	77	-	-	265
313	Diver 潛水員	-	-	-	36	26	-	3	28
314	Drainlayer 地渠工	-	2	8	4	57	12	-	81
315	Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	-	5	69	99	240	-	-	570
316	Floor Layer 鋪地板工	-	-	9	2	-	-	-	81

Job Title 職稱	Under \$10,001 以下	\$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)									
317	Gas Plumber 煤氣喉工	-	-	-	31	6	-	-	177
318	General Welder 普通焊接工	-	-	21	530	802	305	-	1 559
319	Glazier 玻璃工	-	-	32	8	261	-	-	479
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/ 鑽孔工	35	12	-	117	24	8	-	168
321	Grouting Worker 灌漿工	-	40	50	-	10	8	-	22
322	Joiner 細木工	111	221	934	1 844	1 237	-	-	4 127
323	Leveller 平水工	-	-	91	166	374	43	-	2 542
324	Marble Worker 雲石工	-	2	332	933	168	-	-	1 752
325	Marine Construction Plant Operator 海面建造機械操作工	-	-	-	12	7	3	-	14
326	Mason 砌石工	-	-	118	-	6	-	-	61
327	Metal Scaffolder 金屬棚架工	-	2	2	150	502	-	168	1 023
328	Metal Worker 金屬工	-	303	36	789	117	-	-	1 713
329	Painter & Decorator 髹漆及裝飾工	11	3 107	591	3 773	630	-	-	3 014
330	Piling Operative 打樁工	-	-	114	52	33	6	-	488
331	Pipelayer 敷喉管工	-	-	256	257	47	4	-	498
332	Builder's Lift Operator 建築工地升降機操作員	-	13	3	-	6	-	-	110
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	-	1	50	318	512	292	-	1 160
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	-	1	11	244	506	10	-	438
335	Plant and Equipment Operator (Piling) 機械設備操作工(打樁)	-	-	-	30	110	-	-	136
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工(隧道)	-	-	-	8	25	28	-	76
337	Plasterer 批盪工	-	223	427	2 193	849	27	-	5 665
338	Plumber 水喉工	-	-	377	724	1 121	47	-	2 073
339	Rock-Breaking Driller 鑽破工(風炮工)	-	-	-	-	2	2	16	12
340	Prestressing Operative 預應力(拉力)工	-	-	-	-	82	-	-	12

Job Title 職稱	Under \$10,001 以下	\$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)									
341	Rigger/Metal Formwork Erector 索具工(叻) / 金屬模板裝嵌工	-	-	229	159	542	168	-	783
342	Shotcretor 噴射混凝土工	-	-	-	1	7	-	4	15
343	Shotfirer 爆石工	-	-	-	2	-	3	8	-
344	Slope Maintenance Worker 斜坡修葺工	-	-	12	-	110	-	-	135
345	Structural Steel Erector 結構鋼架工	-	-	138	10	2	-	-	407
346	Structural Steel Welder 結構鋼材焊接工	-	-	12	94	35	28	-	408
347	Tiler 鋪瓦工	-	-	-	86	47	18	-	373
348	Trackworker 鋪軌工	-	-	-	-	-	-	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	-	-	73	233	193	-	-	197
350	Window Frame Installer 窗框工	-	-	63	38	6	-	-	722
351	Tunnel Worker 隧道工	-	-	-	84	101	88	3	93
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	-	-	39	3	-	18	-	77
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工(吊船)	-	-	23	6	-	-	-	84
356	Plant and Equipment Operator (Demolition) 機械設備操作工(清拆)	-	-	-	2	1	2	-	18
357	Demolition Worker (Unauthorized Building Work) 清拆工(僭建物)	-	1	-	13	-	-	-	1
361	Repair and Maintenance Workers 維修及保養工	-	30	5 587	2 953	5	-	-	498
362	Arboricultural Worker 樹藝工人	262	-	31	4	22	-	-	22
	Sub-total 分級小計	773	3 968	10 257	17 920	12 391	1 827	892	42 807
GENERAL WORKER LEVEL 普通工人級									
401	Chainman 測量幫工	-	265	495	68	1	-	-	356
402	Concreting Labourer 混凝土幫工	-	5	129	34	-	-	-	345
403	Diver's Linesman 潛水員幫工	-	-	4	-	-	-	-	-
404	Excavator 挖泥工	-	17	559	129	10	-	-	369
405	Heavy Load Labourer 抬重工	-	19	157	109	-	-	-	205

Job Title 職稱	Under \$10,001 以下	\$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	
GENERAL WORKER LEVEL (Continued) 普通工人級 (續)									
406	Labourer 雜工	226	419	10 259	6 392	243	9	-	20 092
407	Sewerman 渠務工	-	-	72	6	-	-	-	24
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人	-	-	50	92	-	-	-	-
	Sub-total 分級小計	226	725	11 725	6 830	254	9	0	21 391
	GRAND TOTAL 總計	1 330	4 714	23 919	33 904	30 329	15 177	10 988	80 193

Table 4
表四

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 \$10,001 以下	\$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	-	*	-	-	3%	3%	51%	43%
102	Builder/Construction Manager 營造師	-	-	-	*	4%	8%	37%	51%
103	Building/Maintenance Surveyor 屋宇/保養測量師	-	-	-	-	4%	10%	62%	24%
104	Civil Engineer 土木工程師	-	-	*	1%	9%	33%	47%	10%
105	Construction Plant Engineer 建造機械工程師	-	-	-	-	22%	26%	18%	33%
106	Environmental Engineer 環境工程師	-	-	-	-	41%	12%	34%	13%
108	Geotechnical Engineer 土力工程師	-	-	-	2%	10%	20%	50%	18%
109	Interior Designer 室內設計師	-	-	-	40%	27%	16%	3%	15%
110	Land Surveyor 土地測量師	-	-	-	2%	13%	24%	46%	14%
111	Landscape Architect 園景規劃師	-	-	-	-	2%	17%	79%	2%
112	Quantity Surveyor 工料測量師	-	-	-	1%	15%	33%	19%	32%
113	Safety Officer 安全主任	-	-	*	1%	30%	24%	7%	38%
114	Structural Engineer 結構工程師	-	-	-	2%	35%	13%	34%	16%
115	Town Planner 城市設計師	-	-	-	-	1%	12%	84%	3%
116	Engineering Geologist 工程地質學家	-	-	-	12%	17%	15%	41%	15%
117	Quality Control/Assurance Engineer 品質工程師	-	-	-	1%	20%	17%	11%	52%
118	Building Services Engineer 屋宇設備工程師	-	-	-	*	18%	35%	29%	18%
119	Electrical Engineer 電機工程師	-	-	-	1%	25%	11%	38%	25%
120	Mechanical Engineer 機械工程師	-	-	-	11%	22%	8%	47%	11%
121	Arborist 樹藝師	-	-	-	-	62%	32%	6%	-
122	Building Information Modelling Consultant 建築資訊模型顧問	-	-	-	-	5%	95%	-	-
	Sub-total 分級小計	-	*	*	2%	15%	21%	38%	25%

Job Title 職稱	Under \$10,001 以下	\$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 技術員級									
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	-	*	4%	7%	53%	14%	*	23%
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任／安全督導員	-	*	5%	20%	20%	2%	*	52%
205	Construction Plant Technician 建造機械技術員	-	-	2%	23%	11%	8%	-	56%
206	Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員	-	-	11%	18%	20%	11%	-	39%
207	Estimator 估價員	-	-	41%	4%	15%	13%	-	27%
208	Interior Design Technician 室內設計員	-	-	42%	23%	7%	9%	-	20%
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	-	-	12%	4%	9%	61%	-	13%
211	Site Foreman 地盤管工	-	*	2%	14%	27%	17%	*	40%
212	Surveying Technician (Building) 屋宇測量員	-	-	1%	48%	35%	3%	-	15%
214	Surveying Technician (Land) 土地測量員	-	-	3%	41%	30%	18%	1%	6%
215	Surveying Technician (Quantity) 工料測量員	-	-	1%	36%	14%	39%	-	10%
216	Surveying Technician (Town Planning) 城市設計員	-	-	-	-	95%	3%	-	1%
217	Quality Control/ Assurance Technician 品質控制／保證技術員	-	-	*	10%	18%	-	-	71%
218	Building Services Technician 屋宇設備技術員	-	-	2%	32%	6%	12%	-	47%
219	Electrical Engineering Technician 電機工程技術員	-	-	28%	14%	14%	2%	6%	36%
220	Mechanical Engineering Technician 機械工程技術員	-	-	*	11%	53%	*	5%	30%
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	-	-	5%	17%	53%	10%	*	16%
223	Landscape Technician 園景技術員	-	-	-	75%	-	23%	-	2%
224	Environmental Technician 環境技術員	-	1%	3%	38%	54%	*	-	3%
225	Civil Engineering Technician 土木工程技術員	23%	-	4%	21%	23%	12%	6%	12%
226	Structural Engineering Technician 結構工程技術員	-	-	1%	2%	27%	26%	-	44%
227	Geotechnical Engineering Technician 土力工程技術員	-	-	1%	40%	24%	31%	-	4%

Job Title 職稱	Under \$10,001 以下	\$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)									
228	Technical Officer 技術主任	-	-	*	6%	39%	52%	-	2%
229	Clerk of Works 監工	-	*	*	4%	7%	78%	1%	10%
230	Inspector of Works 工程檢測員	-	-	*	*	7%	72%	21%	-
231	Works Supervisors 工程督導員	-	-	2%	37%	40%	4%	-	16%
232	Site Agent 地盤總管	-	-	*	24%	19%	21%	1%	35%
233	Project Coordinator 項目統籌	-	*	4%	28%	35%	11%	2%	21%
234	Building Information Modelling Technician 建築資訊模型技術員	-	-	2%	69%	27%	2%	-	2%
235	Utility Technician 設施技術員	-	-	-	37%	7%	2%	-	53%
	Sub-total 分級小計	1%	*	4%	20%	32%	19%	1%	23%
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級									
301	Asphalter (Water Proofing) 瀝青工 (防水)	41%	-	4%	34%	1%	-	-	20%
302	Asphalter (Road Construction) 瀝青工 (道路建造)	-	-	-	17%	-	-	-	83%
303	Bamboo Scaffolder 竹棚工	-	-	1%	5%	7%	1%	-	86%
304	Bar Bender and Fixer 鋼筋屈紮工	-	-	1%	9%	28%	8%	5%	50%
305	Bricklayer 砌磚工	-	-	3%	1%	25%	3%	-	68%
306	Carpenter (Fender) 木工 (護木)	-	-	-	1%	3%	-	-	96%
307	Carpenter (Formwork) 木工 (模板)	-	-	*	3%	24%	3%	7%	64%
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	-	-	3%	31%	22%	-	-	44%
309	Concretor 混凝土工	-	*	17%	13%	11%	2%	5%	52%
310	Construction Plant Mechanic 建造機械技工	-	-	-	9%	42%	22%	-	26%
311	Curtain Wall Installer 幕牆工	-	-	-	19%	4%	1%	-	76%
312	Demolition Worker (Building) 清拆工 (建築物)	-	-	12%	37%	11%	-	-	39%
313	Diver 潛水員	-	-	-	39%	28%	-	3%	30%
314	Drainlayer 地渠工	-	1%	5%	2%	35%	7%	-	49%
315	Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	-	1%	7%	10%	24%	-	-	58%
316	Floor Layer 鋪地板工	-	-	10%	2%	-	-	-	88%

Job Title 職稱	Under \$10,001 以下	\$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)									
317	Gas Plumber 煤氣喉工	-	-	-	14%	3%	-	-	83%
318	General Welder 普通焊接工	-	-	1%	16%	25%	9%	-	48%
319	Glazier 玻璃工	-	-	4%	1%	33%	-	-	61%
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/ 鑽孔工	10%	3%	-	32%	7%	2%	-	46%
321	Grouting Worker 灌漿工	-	31%	38%	-	8%	6%	-	17%
322	Joiner 細木工	1%	3%	11%	22%	15%	-	-	49%
323	Leveller 平水工	-	-	3%	5%	12%	1%	-	79%
324	Marble Worker 雲石工	-	*	10%	29%	5%	-	-	55%
325	Marine Construction Plant Operator 海面建造機械操作工	-	-	-	33%	19%	8%	-	39%
326	Mason 砌石工	-	-	64%	-	3%	-	-	33%
327	Metal Scaffolder 金屬棚架工	-	*	*	8%	27%	-	9%	55%
328	Metal Worker 金屬工	-	10%	1%	27%	4%	-	-	58%
329	Painter & Decorator 髹漆及裝飾工	*	28%	5%	34%	6%	-	-	27%
330	Piling Operative 打樁工	-	-	16%	8%	5%	1%	-	70%
331	Pipelayer 敷喉管工	-	-	24%	24%	4%	*	-	47%
332	Builder's Lift Operator 建築工地升降機操作員	-	10%	2%	-	5%	-	-	83%
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	-	*	2%	14%	22%	13%	-	50%
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	-	*	1%	20%	42%	1%	-	36%
335	Plant and Equipment Operator (Piling) 機械設備操作工(打樁)	-	-	-	11%	40%	-	-	49%
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工(隧道)	-	-	-	6%	18%	20%	-	55%
337	Plasterer 批盪工	-	2%	5%	23%	9%	*	-	60%
338	Plumber 水喉工	-	-	9%	17%	26%	1%	-	48%
339	Rock-Breaking Driller 鑽破工(風炮工)	-	-	-	-	6%	6%	50%	38%
340	Prestressing Operative 預應力(拉力)工	-	-	-	-	87%	-	-	13%

Job Title 職稱	Under \$10,001 以下	\$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)									
341	Rigger/Metal Formwork Erector 索具工 (叻) / 金屬模板裝嵌工	-	-	12%	8%	29%	9%	-	42%
342	Shotcretor 噴射混凝土工	-	-	-	4%	26%	-	15%	56%
343	Shotfirer 爆石工	-	-	-	15%	-	23%	62%	-
344	Slope Maintenance Worker 斜坡修葺工	-	-	5%	-	43%	-	-	53%
345	Structural Steel Erector 結構鋼架工	-	-	25%	2%	*	-	-	73%
346	Structural Steel Welder 結構鋼材焊接工	-	-	2%	16%	6%	5%	-	71%
347	Tiler 鋪瓦工	-	-	-	16%	9%	3%	-	71%
348	Trackworker 鋪軌工	-	-	-	-	-	-	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	-	-	10%	33%	28%	-	-	28%
350	Window Frame Installer 窗框工	-	-	8%	5%	1%	-	-	87%
351	Tunnel Worker 隧道工	-	-	-	23%	27%	24%	1%	25%
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	-	-	28%	2%	-	13%	-	56%
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	-	-	20%	5%	-	-	-	74%
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	-	-	-	9%	4%	9%	-	78%
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	-	7%	-	87%	-	-	-	7%
361	Repair and Maintenance Workers 維修及保養工	-	*	62%	33%	*	-	-	5%
362	Arboricultural Worker 樹藝工人	77%	-	9%	1%	6%	-	-	6%
	Sub-total 分級小計	1%	4%	11%	20%	14%	2%	1%	47%
GENERAL WORKER LEVEL 普通工人級									
401	Chainman 測量幫工	-	22%	42%	6%	*	-	-	30%
402	Concreting Labourer 混凝土幫工	-	1%	25%	7%	-	-	-	67%
403	Diver's Linesman 潛水員幫工	-	-	100%	-	-	-	-	-
404	Excavator 挖泥工	-	2%	52%	12%	1%	-	-	34%
405	Heavy Load Labourer 抬重工	-	4%	32%	22%	-	-	-	42%

Job Title 職稱	Under \$10,001 以下	\$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	
GENERAL WORKER LEVEL (Continued) 普通工人級 (續)									
406	Labourer 雜工	1%	1%	27%	17%	1%	*	-	53%
407	Sewerman 渠務工	-	-	71%	6%	-	-	-	24%
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人	-	-	35%	65%	-	-	-	-
	Sub-total 分級小計	1%	2%	28%	17%	1%	*	-	52%
	GRAND TOTAL 總計	1%	2%	12%	17%	15%	8%	5%	40%

* Less than 0.5%

Table 5
表五

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	1 261	10 853	2 698	604	15 416	2 023	10 650	2 139	604	15 416
5 - 9	51	2 117	226	-	2 394	275	1 928	191	-	2 394
10 - 19	115	1 122	90	4	1 331	171	1 127	29	4	1 331
20 - 49	116	387	111	18	632	143	340	131	18	632
50 - 99	50	149	7	19	225	24	123	59	19	225
100 and Over 100 及以上	16	142	6	13	177	25	132	7	13	177
TOTAL 總數	1 609	14 770	3 138	658	20 175	2 661	14 300	2 556	658	20 175

* 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。

Table 6
表六

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	288	494	501	1 283
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	92	204	1 333	1 629
Br. 5 分類五	Spec Trade Contr 特種工程承建商	55	916	2 567	3 538
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	171	218	45	434
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	-	1	2	3
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	15	12	48	75
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	177	396	126	699
TOTAL 總數		798	2 241	4 622	7 661

* 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。

Table 7
表七

NUMBER OF TECHNICAL AND NON-TECHNICAL STAFF BY BRANCH OF THE ESTABLISHMENT

調查期間技術員及非技術員的人力分布情況

	Branch 分類	Number of Non- technical Staff 非技術員	Number of Technical Staff 技術員	Total 總數
Br. 1 分類一	Sites – Building Sites 已動工的建築地盤	10 689	70 269	80 958
Br. 2 分類二	Sites – Civil Engineering and Other Sites 已動工的土木工程及其他地盤	4 612	35 203	39 815
Br. 3 分類三	New Construction Works Contractors, including Site Investigation, Site Formation, Foundation Works and Erection Works 新建造工程承建商	9 569	12 149	21 718
Br. 4 分類四	Decoration, Repair and Maintenance Contractors 裝修、維修及保養工程承建商	5 927	38 680	44 607
Br. 5 分類五	Special Trade Works Contractors, excluding Electrical & Mechanical Fitting and Gas Fitting, Installation & Maintenance 特種工程承建商	4 934	10 067	15 001
Br. 6 分類六	Architectural, Surveying and Project Engineering Services Firms Related to Construction Activities 建築、測量 及工程服務公司	6 430	15 890	22 320
Br. 7 分類七	Estate Developers 主要私人地產發展商	5 810	733	6 543
Br. 8 分類八	Tertiary/Educational Institutions and Utility Companies 培訓機構(包括管業處) 及公用事業等	25 611	3 343	28 954
Br. 9 分類九	Government Departments 政府部門 (僱有建築工人)	11 774	14 220	25 994
	TOTAL 總數	85 356	200 554	285 910