

Building, Civil Engineering and  
Built Environment Training Board  
建築、土木工程及建設環境訓練委員會



Building, Civil Engineering and  
Built Environment Industries  
Manpower Survey Report

建築、土木工程及建設環境業 • 人力調查報告書

# 2021



**Report of  
2021 Manpower Survey  
Building, Civil Engineering and Built  
Environment Industry**

**建築、土木工程及建造環境業  
2021 年人力調查報告**

**Building, Civil Engineering and Built Environment  
Training Board  
Vocational Training Council**

**職業訓練局**

**建築、土木工程及建造環境業訓練委員會**

## CONTENTS

	<u>Page</u>
<b>Acknowledgement</b>	iii
<b>1. Executive Summary</b>	5
<b>2. Introduction</b>	
2.1-2.3    Background	16
2.4        Objectives	16
2.5        Survey Coverage	17
<b>3. Methodology</b>	
3.1        Sample Design	18
3.2-3.3    Questionnaire Design	18
3.4 -3.5    Data Collection	18
3.6        Data Analysis	19
3.7        Manpower Projection Methodology	19
<b>4. Survey Findings</b>	
4.1-4.3    Number of Employees	20
4.4        Number of Trainees	21
4.5-4.6    Number of Vacancies	22
4.7-4.8    Income	24
4.9-4.10   Preferred Education Level and Years of Experience	24
4.11-4.12  Employees Left and Recruited in the Past 12 Months	25
4.13        Recruitment Difficulties	26
4.14        Future Training Areas	27
4.15        Employers' Views on Business Situation	27

4.16	Statistics Tables	28
<b>5.</b>	<b>Manpower Analysis</b>	
5.1-5.4	Manpower Changes	29
5.5-5.17	Business Outlook	33
5.18-5.21	Manpower Projection and Annual Additional Manpower Requirement	37
5.22-5.24	Manpower Supply and Demand Analysis	38
<b>6.</b>	<b>Recommendation</b>	
6.1 -6.15	Recommendations	40
6.16 -6.36	Relevant Education/Training Institutions and Related Programmes	45
6.37- 6.41	Awareness of Impact of Environmental, Social and Governance within Hong Kong Construction Industry	48
<b>7.</b>	<b>Appendices</b>	
1.	Membership of Building, Civil Engineering and Built Environment Training Board	50
2.	Terms of Reference of Building, Civil Engineering and Built Environment Training Board	51
3.	Membership of Working Party of Manpower Survey	52
4.	Definition of Terms	53
5.	Survey Documents	55
	A. Questionnaire	
	B. Explanatory Notes to the Questionnaire	
	C. Description for the Principal Jobs	
	D. Description for Training Areas	

6.	Quality Control Measures	124
7.	Response Profile	125
8.	Statistical Tables	126

## **Acknowledgement**

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The Building, Civil Engineering and Built Environment Training Board would like to express its gratitude to the Construction Industry Council and relevant trade associations for their cooperation and assistance in conducting the survey as well as to provide valuable professional views on the recommendations and future manpower projection.

# 1. Executive Summary

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## Background

1.1 The Building, Civil Engineering and Built Environment Training Board (Training Board) conducted a manpower survey of the building, civil engineering and built environment industry from June to September 2021, with the reference date on 1 June 2021. This report presents the survey findings of the latest manpower situation of the industry and proposes recommendations in response to the manpower demand and training needs to different stakeholders of the industry including employers, employees and training providers, by making reference to the business outlook.

## Survey Coverage

1.2 The survey covered the building, civil engineering and built environment industry. A total of 1 110 establishments were selected from around 25 000 establishments of the building, civil engineering and built environment industry recorded on the central registrar of the Census and Statistics Department (C&SD) to be included in this survey. An additional 122 supplementary samples recommended by the Training Board and 1 668 construction sites supplied by the Development Bureau were also included. The selected establishments were required to provide manpower information based on the list of the principal jobs, which were defined and considered as significant by the Training Board. According to the level of responsibility, the complexity of jobs and the skills, knowledge and training required, the principal jobs were classified into four levels, namely (a) professional/technologist, (b) technician, (c) skilled/semi-skilled worker, and (d) general worker.

## Methodology

### Survey Methodology

1.3 A stratified random sampling method is adopted to draw 1 110 sampled establishments from the Hong Kong Standard Industrial Classification list of the C&SD and 122 supplementary samples recommended by the Training Board and 1 668 construction sites supplied by the Development Bureau were also included, making a total of 2 900 samples. The selected sample establishments completed a questionnaire which comprised two parts: (i) quantitative manpower information by job levels and by principal jobs and (ii) supplementary information related to manpower situation. The data collection and enumeration processes were closely monitored and data was verified to ensure data quality and accuracy. The effective response rate was 93.0% after enumeration.

## Manpower Projection Methodology

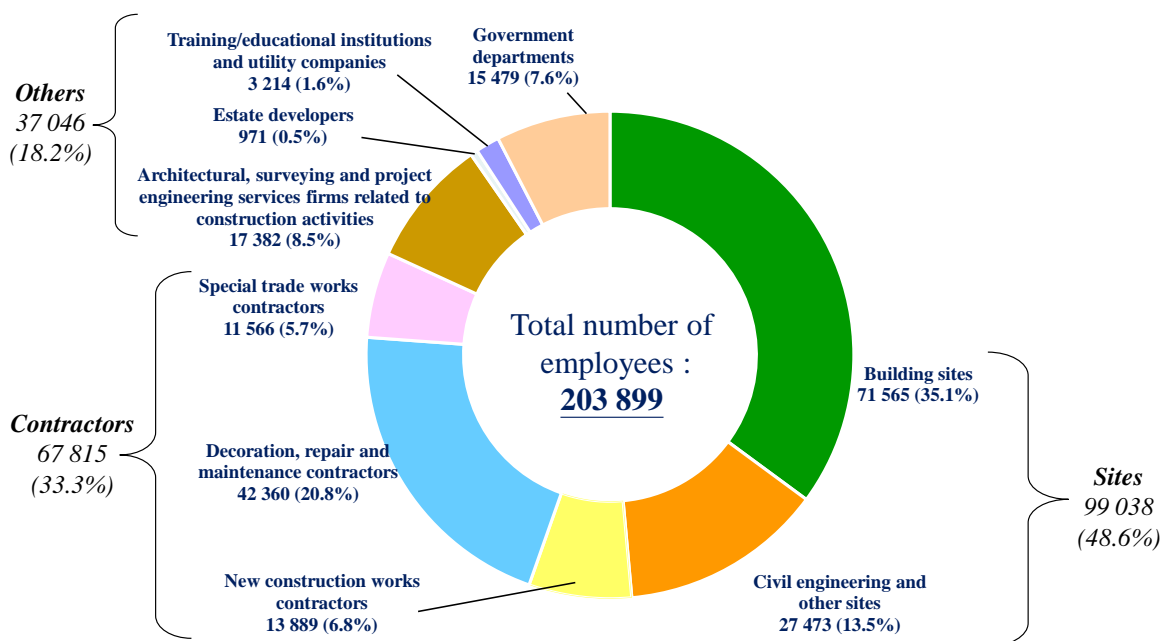
1.4 The Training Board considered to make reference to the Construction Expenditure Forecast for 2021-22 – 2030-31, proposed by the Construction Industry Council, for projecting manpower demand of the building, civil engineering and built environment industry. By applying the annual growth rate of construction expenditure to the actual manpower (sum of employees and vacancies) of 2021 collected from survey, and also taking into account factors such as recent government approved funding for construction works, improved unemployment rates, wastage rate of industry and ageing problem of workers, the annual additional manpower requirement for the period from 2022 to 2025 was derived.

## **Findings**

### Number of Employees and Vacancies

1.5 Among 203 899 employees (including direct employees, sub- contractors' employees and self-employed persons) in the building, civil engineering and built environment industry as of 1 June 2021 (i.e. the reference date of the survey), 48.6% worked in sites viz. building sites (35.1%) and civil engineering and other sites (13.5%), 33.3% in contractor establishments (mainly decoration, repair and maintenance contractor establishments (20.8%)) and 18.2% in other establishments. (Figure 1.1a)

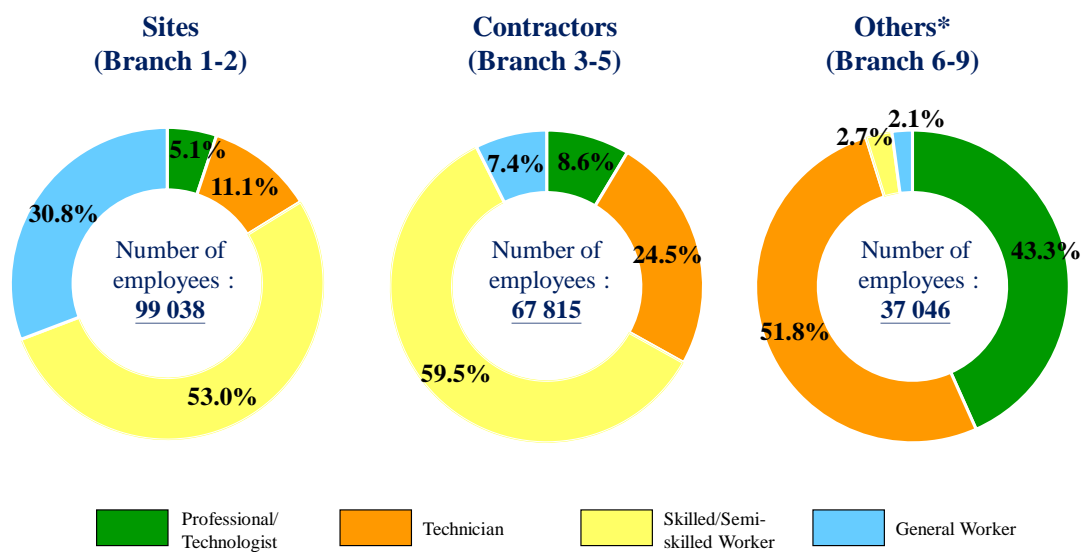
**Figure 1.1a Employees by Branch**





1.6 For those working in sites, 53% were employed at the skilled/semi-skilled worker level while 30.8% at the general worker level. For those working in contractor establishments, 59.5% were employed at the skilled/semi-skilled worker level while 24.5% at the technician level. For those working in other establishments (e.g. architectural firms, surveying firms, government departments, and so on), 51.8% were employed at the technician level while 43.3% were employed at the professional/technologist level. (Figure 1.1b)

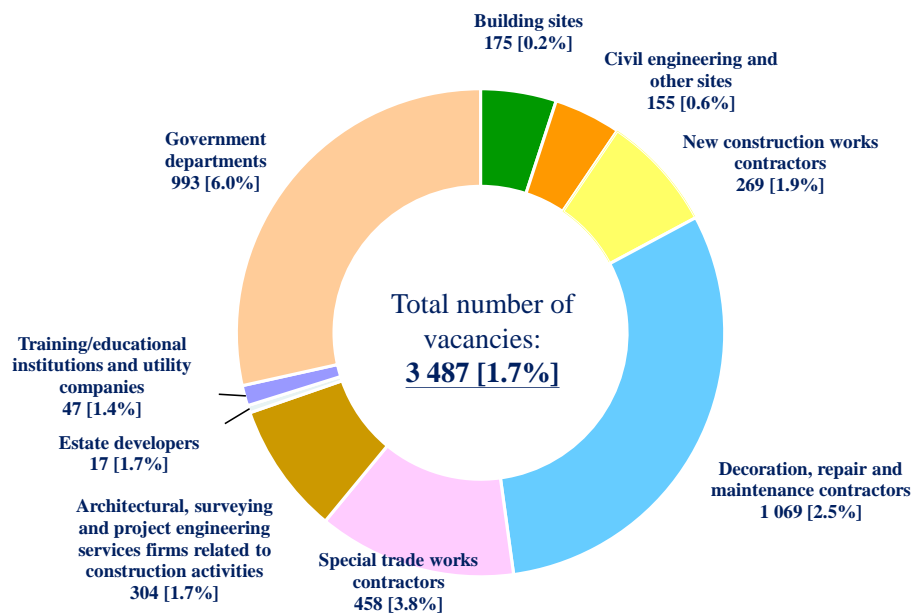
**Figure 1.1b Employees by Job Level**



\* Others refer to architectural firms, surveying firms, estate developers, educational institutions, government departments, and so on.

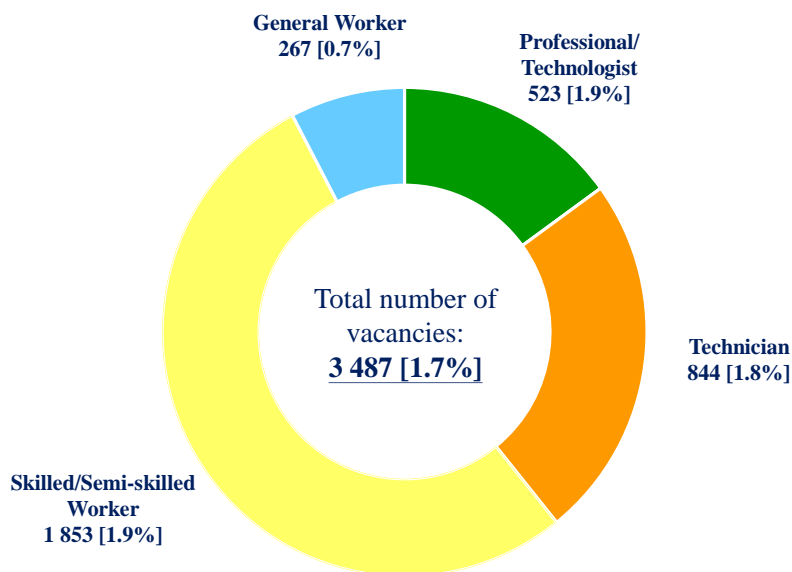
1.7 At the time of survey, there was a total of 3 487 vacancies in the building, civil engineering and built environment industry, representing a vacancy rate of 1.7% of the total number of employees and vacancies of the industry. Most of the vacancies were found in the decoration, repair and maintenance contractor establishments (1 069) and government departments (993), and were concentrated on the skilled/semi-skilled worker level (1 853) as shown in Figures 1.2a and 1.2b.

**Figure 1.2a Vacancies by Branch**



Figures in [ ] brackets indicate the **Vacancy rate** (for a particular branch) =  $\frac{\text{No. of vacancies}}{\text{No. of post (No. of employees + No. of vacancies)}}$

**Figure 1.2b Vacancies by Job Level**



Figures in [ ] brackets indicate the **Vacancy rate** (for a particular job level) =  $\frac{\text{No. of vacancies}}{\text{No. of post (No. of employees + No. of vacancies)}}$

Prominent Principal Jobs

1.8 The prominent principal jobs of the building, civil engineering and built environment industry with most employees are shown in Table 1.1 below.

**Table 1.1 Prominent Principal Jobs**

Job level	Principal job	No. of employees	% of total number of employees
Professional/technologist	◆ Civil Engineer	5 751	2.8%
	◆ Architect	3 715	1.8%
	◆ Quantity Surveyor	3 213	1.6%
Technician	◆ Site Foreman	6 749	3.3%
	◆ Building Services and Engineering Supervisor	6 265	3.1%
	◆ Architectural Technician/ Draughtsman	5 417	2.7%
Skilled & semi-skilled worker	◆ Painter & Decorator	12 162	6.0%
	◆ Repair and Maintenance Workers	10 163	5.0%
	◆ Plasterer	9 418	4.6%
	◆ Joiner	8 660	4.2%
General Worker	◆ Labourer	33 163	16.3%

### Preferred Education Level

1.9 A first degree or above was preferred for employees at the professional/technologist level while sub-degree/diploma/certificate was preferred for employees at the technician level and secondary 4 to 7 for employees at the skilled/semi-skilled worker level as shown in Table 1.2.

**Table 1.2 Preferred Level of Education for Full-time Employees by Job Level**

Job Level	Preferred Education Level					
	Postgraduate Degree	First Degree	Sub-degree	Diploma/Certificate	Secondary 4 to 7	Secondary 3 or below
Professional/technologist	8.6%	86.9%	4.3%	0.2%	0.0%	0.0%
Technician	0.0%	3.8%	18.4%	77.5%	0.4%	0.0%
Skilled & semi-skilled worker	0.0%	0.0%	0.0%	11.1%	59.6%	29.3%

Note: Percentages are calculated on the basis of total number of direct employees of companies

### Turnover

1.10 A total of 14 212 employees have left their companies resulting a turnover rate of 14.4% recorded in the past 12 months. Among the various job levels, employees at the skilled/semi-skilled worker level recorded the highest number of employees left (5 831) in the past 12 months whereas employees at the general worker level registered the highest turnover rate (14.4%) as shown in Table 1.3.

**Table 1.3 Employees Left in the Past 12 Months and Turnover Rate by Job Level**

Job level	Number of Employees Left	Turnover Rate*
Professional/technologist	2 422	10.8%
Technician	4 301	11.8%
Skilled & semi-skilled worker	5 831	16.7%
General worker	1 658	33.0%
<b>Total</b>	<b>14 212</b>	<b>14.4%</b>

Note: (1) The figures do not include persons working at the construction site at the survey reference date

(2) \* Turnover rate = no. of employees left in past 12 months / (no. of direct employees + no. of vacancies of companies)

## Major Areas of Training Required

1.11 Most of the employees at the professional/technologist level and technician level focused on the training of strategic planning and management skills. On the other hand, the employees at the skilled/semi-skilled worker level concentrated on technical skills. The major areas of training required for employees by job level are shown in Table 1.4.

**Table 1.4 Major Training Required for Employees**

Professional / Technologist	Technician	Skilled/Semi-skilled Worker
Project Management (51.5%)	Project Management (38.3%)	Workplace Safety and Health (WSH) Management (53.6%)
Quality Management (32.2%)	Construction Methods (27.0%)	Construction Methods (36.7%)
Analytical Thinking (23.0%)	Workplace Safety and Health (WSH) Management (24.5%)	Maintenance (18.2%)
Technical Drawing (21.0%)	Quality Management (24.3%)	
Building Management (20.2%)	Technical Drawing (17.3%)	

*Note: Percentages are calculated on the basis of total number of companies with such level of staff. May choose up to five options for each job level.*

## Manpower Changes between 2017 and 2021

1.12 The manpower of the building, civil engineering and built environment industry exhibited a growth (+3 345, +1.7%) from 2017 to 2021:

- The manpower increase was accompanied by a notable increase in the number of establishments / sites from 21 590 in 2017 to 26 180 in 2021 (+4 590 establishments / sites).
- The increase in manpower was mainly attributable to the manpower increase in the decoration, repair and maintenance contractors (+3 680). On the other hand, a substantial decrease in manpower was recorded in the civil engineering and other sites (-7 730).
- In terms of job level, an increase in manpower was recorded at the professional/technologist level (+1 719, +6.8%), the technician level (+3 486, +8.0%) and the skilled/semi-skilled worker level (+3 007, +3.3%) while a decrease was showed at the general worker level (-4 867, -11.8%).

## Manpower Projection and Annual Manpower Requirement

1.13 The Annual Additional Manpower Requirement has taken into account the recent government approved funding for construction works, improved unemployment rates, wastage rate of the industry and ageing problem of the workers. The estimated annual additional manpower requirement from 2022 to 2025 is shown in Table 1.5 below.

**Table 1.5 Estimated Annual Additional Manpower Requirement from 2022 to 2025**

<b>Job Level</b>	<b>Estimated Annual Additional Manpower Requirement</b>
Professional / Technologist	1 549
Technician	2 686
Skilled/Semi-skilled Worker	5 633

### Recommendations

1.14 Based on the business outlook, and the manpower supply and demand situation derived from the survey results / findings as well as views and comments collected from various trade associations, the Training Board recommends the following measures to all major stakeholders to meet the industry demand:

#### Government

##### Promoting the use of new technologies and construction methods

1.15 The Government should continue to take the lead to apply the new regulations with the use of new technologies and methodologies in public works projects and strengthen her communication with industry practitioners and relevant trade associations in rolling out new regulations such that the industry would be well prepared for human resource planning in both training and recruitment. In the process, the Government should consider updating the relevant regulations, if necessary, to facilitate the growth of the industry in view of the latest technological advancement. In particular, the government should consolidate views from the industry stakeholders for the implementation of Modular Integrated Construction in the local market as it might affect the demand for some skilled workers in future. In addition, the promotion in the use of new innovation technologies and construction methods i.e. block chain and supply chain, 5G construction methods, big data analysis, Design for Manufacturing and Assembly (DfMA), Multi-trade Integrated Methods Engineering Program (MiMEP), robotic construction methods should be enhanced. In addition, the Government should also consider to provide incentives and support to the start-ups related to the construction technologies in order to enhance the promotion of the adoption of new technologies for the local companies.

### Providing subsidised funding for training

1.16 The Government should encourage the industry practitioners to acquire the new technologies related to the sector by providing funding to subsidise their relevant training. In addition, the scope and coverage of the Construction Innovation and Technology Fund and the CIC Research and Technology Development Fund should be expanded to encourage practitioners to keep abreast of the latest development of the industry as well as to upgrade their technical skills to apply those technologies in their construction projects.

### Providing incentives to employers for offering training places to fresh graduates

1.17 In order to arouse the interests of those graduates of related disciplines to develop their careers in the construction industry, the Government should consider to providing more incentives and salary subsidies to employers who could offer training opportunities to those graduates that could meet the training requirement of the relevant professional bodies leading to professional membership status.

### Enhancing the promotion of the use of digital construction method

1.18 The Government should promote the use of Digital Construction Management Methods (e.g. off-site construction management methods and recognition of drone methods, etc.); and provide incentives for construction industry to adopt innovation techniques in government contract as well as to encourage the use of innovation technologies by giving priority to those proposals in the process of awarding the contracts.

### Increasing the training places for attracting the young new blood to join the industry

1.19 The Government should allocate more resources for increasing the training places for the relevant training programmes of professional, technician and skilled/semi-skilled levels so as to attract more young people to join the industry. In addition, the Government should consider to collaborate with the trade associations and subcontractor associations to provide subsidised training to those potential new entrants.

## Training Institutions

### Closer collaboration with trade associations

1.20 The course providers should collaborate with the trade associations to organise upgrading courses and webinars to in-service practitioners to upgrade their technical knowledge and skills in the latest development of new technologies (e.g. Artificial Intelligence, IoT, Big Data and Geographic Information System (GIS), etc.) as well as legal regulations related to the sector. In addition, more training courses in the use of Building Information Modeling and its integration with GIS for various disciplines should be organised to meet the demand of the industry.

### Soliciting recognition of training qualification provided

1.21 The course providers should liaise with the relevant trade associations and Government Departments to solicit recognition of the training courses to be qualified to meet the various membership requirements and recognition of the Government Departments to perform certain types of duties.

### Clear progression pathway to higher qualification

1.22 The course providers should provide a clear learning pathway for continual learning of the in-service practitioners such that they will have the incentives to retain and develop their career in the industry.

### Offering more related programmes related to the building and construction industry

1.23 More Applied Learning courses should be offered such that students would have a better understanding of the building and construction sector as well as to incorporate elements such as digital construction and other advanced construction methods in the curriculum.

## Industries

### Promotion of the image and prospect of the industry

1.24 Relevant stakeholders of the industries should continue their best efforts to promote the construction industry, with young engineers and professionals visiting primary and secondary schools to deliver message of a promising career prospect with clear progression pathway. A good professional image and high level of job security should be conveyed to the potential young entrants as well as their parents. This will help to raise their awareness on how their contribution relates to the development of Hong Kong and arouse their interest in developing careers in the sector.

### Providing more training places for industrial attachment and internship

1.25 The trade associations should consider to encourage their member companies to provide more training opportunities to the potential new entrants to gain experience in the workplace such that they could have better understanding how to develop their careers in the industry.

## Employers

### Sharing of best practices

1.26 Employers who are pioneers of the adoption of the new technologies should share their best practices and experiences with other practitioners such that the latter could be encouraged to upgrade their technical skills and facilities as well as to reduce their anxieties in the use of new construction technologies. The practices will enable more companies to move forward to adopt the new technologies and build up a cluster of prestigious construction companies in the long run.

### Enhanced collaboration with training institutions

1.27 Employers should strengthen their collaboration with training institutions to provide more advice and recommendations to the curriculum development to meet the demand of the industry; especially on those new construction technologies and methods. Exchange of teaching staff and professional staff between the two parties to enhance their knowledge and skill transfer in order to enable the new technical skills to be applied effectively and efficiently in the industry.



## Employees

### Upskilling and Re-skilling

1.28 Employees would have to make good use of the various government subsidised training schemes, e.g. courses under the Vplus Subsidy Scheme, Employees Retraining Board and Continual Education Fund, to enhance their skills and to keep abreast of the latest technology and regulations.

### Ownership of construction projects

1.29 The employees should develop their positive attitude to be part of the project team that could contribute their expertise in their construction projects and try their best to strive for excellence in their daily operation in order to acquire ownership of the projects that their contribution could lead to successful accomplishment of the projects as well as their future self-development.

## 2. Introduction

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### Background

2.1 The Building, Civil Engineering and Built Environment Training Board (Training Board) of the Vocational Training Council (VTC) is appointed by the HKSAR Government to analyse the manpower situation and training needs of the building, civil engineering and built environment industry. The Training Board comprises members nominated by major trade associations, trade unions, professional bodies, educational and training institutions and government departments. The Working Party on Manpower Survey is formed by the Chairman and selected members of the Training Board. The membership and terms of reference are listed in *Appendices 1, 2 and 3*.

2.2 Starting from 2021, the manpower survey of building, civil engineering and built environment industry is conducted every four years, followed by two periodic manpower updates supplemented with information collected from focus group and desk research to better reflect the changing trends of the technical manpower situation. The employees and manpower in the report refer to those who are expected to apply the industrial knowledge and technical skills required to complete the work assigned.

2.3 Manpower data with respect to survey reference date of 1 June 2021 was collected from June to September 2021. This report presents the survey findings and analysis of the latest manpower situation of the building, civil engineering and built environment industry and proposes recommendations on the manpower development to the different stakeholders of the industry, including employers, employees and training providers.

### Objectives

2.4 The objectives of the manpower survey conducted for the building, civil engineering and built environment industry are:

- (a) To collect up-to-date manpower information by the principal jobs by level and by branch in the industry.
- (b) To assess the industry's technical manpower situation.
- (c) To forecast training requirements in the near future.
- (d) To recommend to the VTC and relevant stakeholders the development of training strategies to meet the needs.

## Survey Coverage

2.5 The survey adopted a stratified random sampling method (by branch and employment size) for selecting establishments to participate in the survey. A total of 1 110 establishments were selected from around 25 000 establishments in the related industry recorded on the central registrar of the Census and Statistics Department (C&SD) for this survey. An additional 122 supplementary samples (recommended by the Training Board) and 1 668 construction sites (supplied by the Development Bureau) were also included. The branches of the building, civil engineering and built environment industry covered in the survey are shown as follows:

- I. Sites
  1. Building sites
  2. Civil engineering and other sites
- II. Contractors
  3. New construction works contractors
  4. Decoration, repair and maintenance contractors
  5. Special trade works contractors
- III. Others
  6. Architectural, surveying and project engineering services firms related to construction activities
  7. Estate developers
  8. Training/educational institutions and utility companies
  9. Government departments

### 3. Methodology

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#### Sample Design

3.1 Based on the Hong Kong Standard Industrial Classification list from the Census and Statistics Department of the HKSAR Government, there were around 25 000 establishments in the building, civil engineering and built environment industry. By adopting the stratified random sampling method and the inclusion of 122 supplementary samples (recommended by the Training Board) and 1 668 construction sites (supplied by the Development Bureau), there were 2 900 sampled establishments/sites selected for the survey.

#### Questionnaire Design

3.2 The questionnaire designed for the survey comprised two parts. Part I collected quantitative manpower information by job levels and by principal jobs, and Part II collected supplementary information related to the manpower situation. The list of principal jobs was defined by the Training Board with detailed job descriptions given for each job, and was classified into four job levels as follows:

- (a) Professional/technologist
- (b) Technician
- (c) Skilled/Semi-skilled worker
- (d) General worker

3.3 While job titles adopted in the establishments might vary with the descriptions of the principal jobs, respondents were required to provide manpower information corresponding to the job descriptions and the skill levels of the principal jobs. The definition of terms and the survey documents including a sample questionnaire, explanatory notes and job descriptions for the principal jobs are given in *Appendices 4 and 5*.

#### Data Collection

3.4 Data collection was carried out between June to September 2021. A pack of survey documents was given to each sampled establishment. The respondents of the establishments were asked to provide manpower information of their establishment at the time of the survey with the reference date on 1 June 2021. During the fieldwork period, enumerators assisted the respondents to complete the questionnaire through phone calls or on-site visits.

3.5 Various measures were taken to assure the quality of the data collection process. These included prior fieldwork preparation, thorough training of fieldwork staff, monitoring of the fieldwork execution, measures to increase the response rate, checking of the completed questionnaires, double data entry and for validation and verification of the collected data. The list of quality control measures is shown in *Appendix 6*.

### **Data Analysis**

3.6 Among the 1 548 valid sampled establishments, 1 440 were successfully enumerated which contributed to an effective response rate of 93.0%.<sup>1</sup> Taking into account (a) the satisfactory response rate of individual branches, (b) the satisfactory response rate from a majority of prominent and sizeable establishments, and (c) the grossing-up of sample results based on the statistically-grounded method, it could be concluded that the survey findings presented in this report contributed to a significant level of representativeness of the industry. The response rate achieved for individual branch was also adequate to produce meaningful breakdown by branch. The response profile is shown in *Appendix 7*.

### **Manpower Projection Methodology**

3.7 The Training Board considered to make reference to the Construction Expenditure Forecast 2021/22 – 2030/31, proposed by the Construction Industry Council, for projecting manpower demand of the building, civil engineering and built environment industry. By applying the annual growth rate of construction expenditure to the actual manpower (sum of employees and vacancies) of 2021 collected from survey, and also taking into account factors such as recent government approved funding for construction works, improved unemployment rates, wastage rate of industry and ageing problem of workers, the annual additional manpower requirement for the period from 2022 to 2025 was derived.

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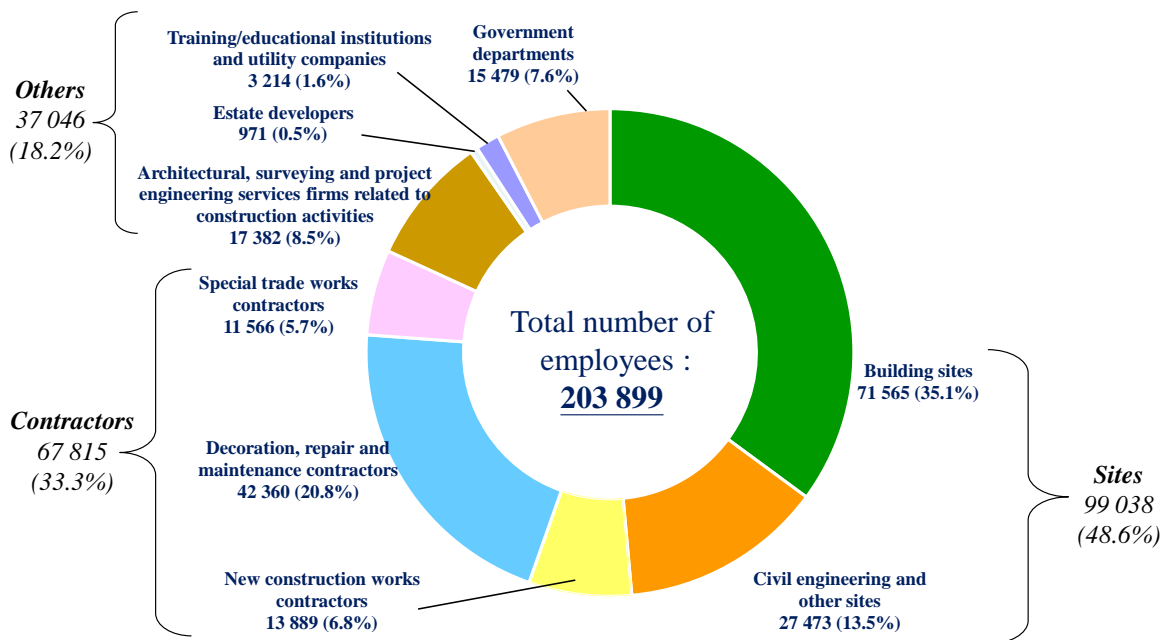
<sup>1</sup> Sampled establishments with suspended operation, change of industry, nil reply to the survey were considered as invalid.

## 4. Survey Findings

### Number of Employees

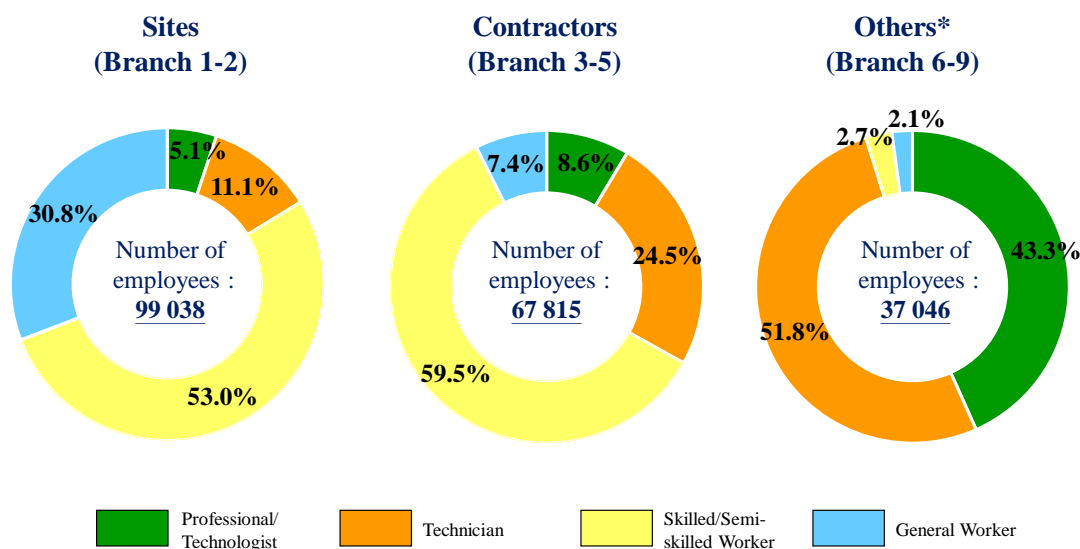
4.1 As of 1 June 2021 (i.e. the reference date of the survey), there was a total of 203 899 employees (including direct employees, sub- contractors' employees and self-employed persons) employed in the building, civil engineering and built environment industry, with 48.6% working in sites viz. building sites (35.1%) and civil engineering and other sites (13.5%), 33.3% in contractor establishments (mainly decoration, repair and maintenance contractor establishments (20.8%)) and 18.2% in other establishments. (Figure 4.1a)

**Figure 4.1a Employees by Branch**



4.2 For those working in sites, 53.0% were employed at the skilled/semi-skilled worker level while 30.8% at the general worker level. For those working in contractor establishments, 59.5% were employed at the skilled/semi-skilled worker level while 24.5% at the technician level. For those working in other establishments (e.g architectural firms, surveying firms, government departments, and so on), 51.8% were employed at the technician level while 43.3% were employed at the professional/technologist level. (Figure 4.1b)

**Figure 4.1b Employees by Job Level**



\* Others refer to architectural firms, surveying firms, estate developers, educational institutions, government departments, and so on.

### Prominent Principal Jobs

4.3 The prominent principal jobs of the building, civil engineering and built environment industry with most employees are shown in Table 4.1 below.

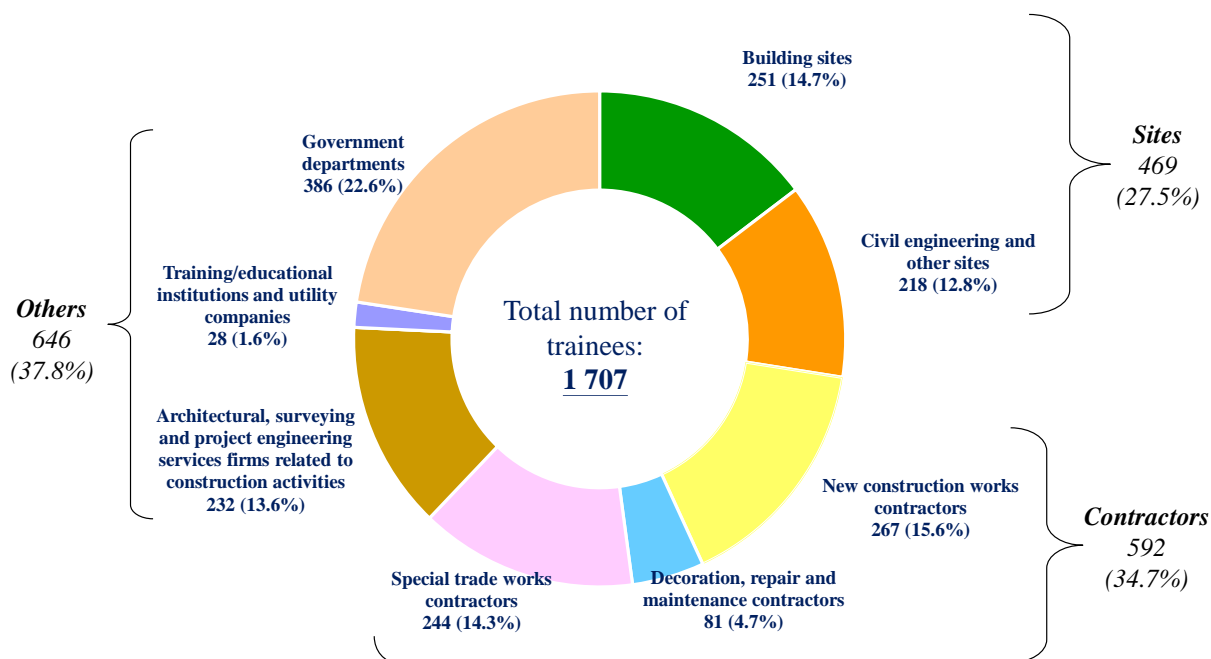
**Table 4.1 Prominent Principal Jobs**

Job level	Principal job	No. of employees	% of total number of employees
Professional/technologist	◆ Civil Engineer	5 751	2.8%
	◆ Architect	3 715	1.8%
	◆ Quantity Surveyor	3 213	1.6%
Technician	◆ Site Foreman	6 749	3.3%
	◆ Building Services and Engineering Supervisor	6 265	3.1%
	◆ Architectural Technician/ Draughtsman	5 417	2.7%
Skilled & semi-skilled worker	◆ Painter & Decorator	12 162	6.0%
	◆ Repair and Maintenance Workers	10 163	5.0%
	◆ Plasterer	9 418	4.6%
	◆ Joiner	8 660	4.2%
General Worker	◆ Labourer	33 163	16.3%

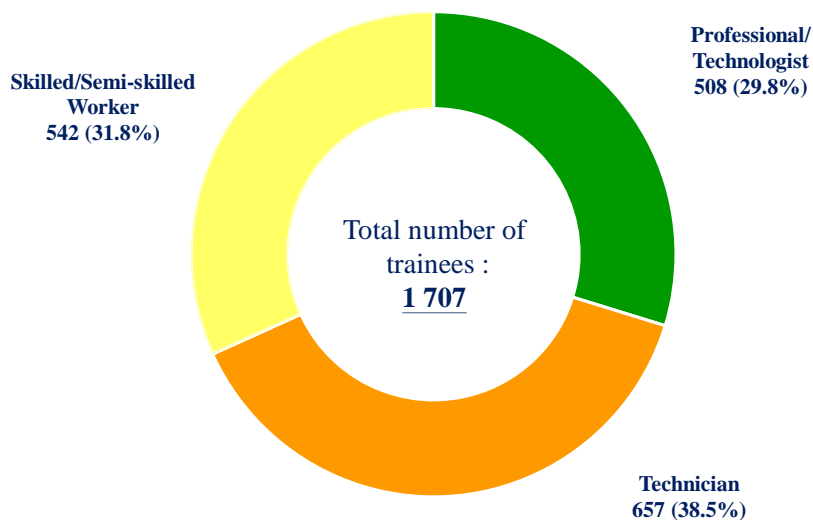
### **Number of Trainees**

4.4 At the time of survey, there was a total of 1 707 trainees in the building, civil engineering and built environment industry, with 37.8% working in other establishments (mainly government departments (22.6%)), 34.7% in contractor establishments and 27.5% in sites viz. building sites (14.7%) and civil engineering and other sites (12.8%). 38.5% were employed at the technician level while 31.8% at the skilled/semi-skilled worker level and 29.8% at the professional/technologist level as shown in Figures 4.2a and 4.2b.

**Figure 4.2a Trainees by Branch**



**Figure 4.2b Trainees by Job Level**

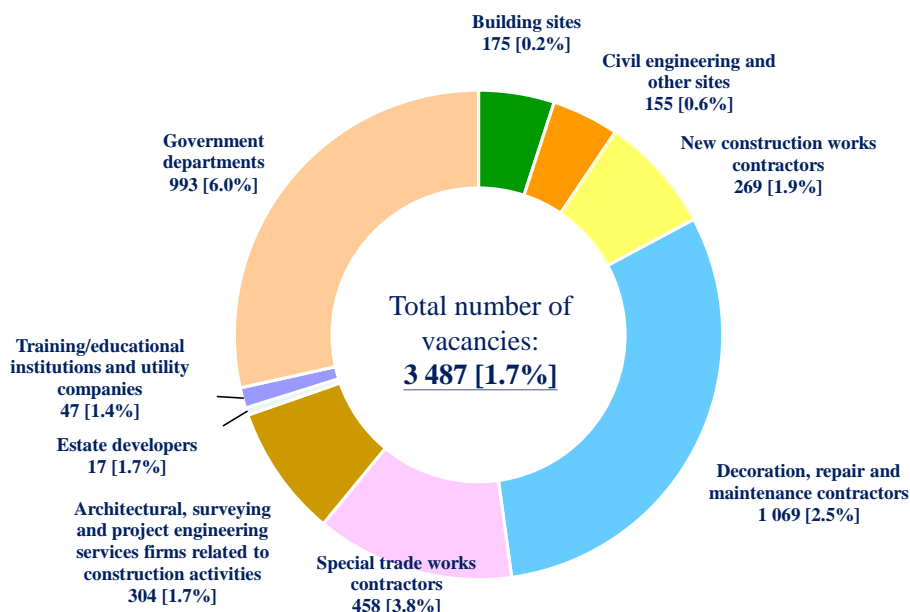


**Number of Vacancies**

4.5 At the time of survey, there was a total of 3 487 vacancies in the building, civil engineering and built environment industry, representing a vacancy rate of 1.7% out of 203 899 vacancies in the industry. Most of the vacancies were found in the decoration, repair and maintenance contractor establishments (1 069) and government departments (993), and were mainly on the skilled/semi-skilled worker level (1 853) as shown in Figures 4.3a and 4.3b.

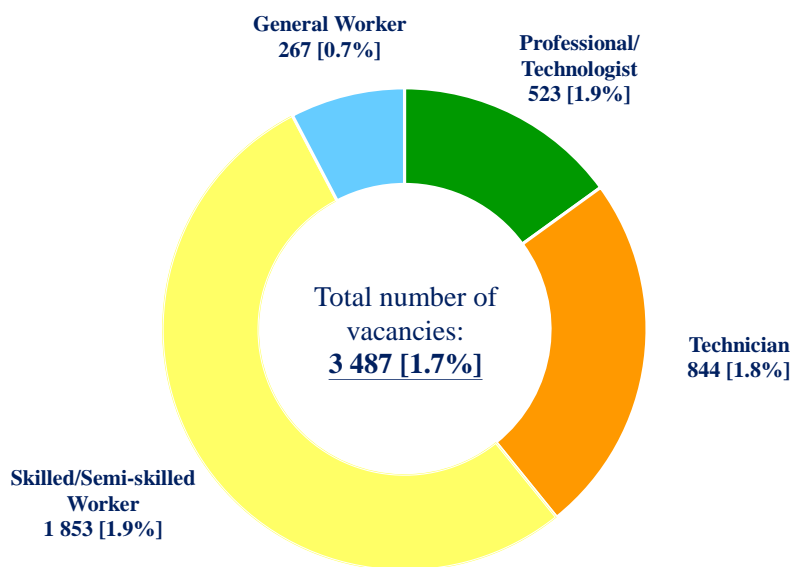


**Figure 4.3a Vacancies by Branch**



Figures in [ ] brackets indicate the **Vacancy rate** (for a particular branch) =  $\frac{\text{No. of vacancies}}{\text{No. of post (No. of employees + No. of vacancies)}}$

**Figure 4.3b Vacancies by Job Level**



Figures in [ ] brackets indicate the **Vacancy rate** (for a particular job level) =  $\frac{\text{No. of vacancies}}{\text{No. of post (No. of employees + No. of vacancies)}}$

### Prominent Vacancies

4.6 The prominent vacancies of the building, civil engineering and built environment industry with most employees are shown in Table 4.2.

**Table 4.2 Prominent Vacancies**

Job level	Principal job	No. of vacancies	% of total number of vacancies
Professional/ technologist	◆ Civil Engineer	219	6.3%
Technician	◆ Works Supervisors	221	6.3%
Skilled & semi-skilled worker	◆ Plasterer	620	17.8%
	◆ Painter & Decorator	367	10.5%
	◆ Joiner	269	7.7%

## Income

4.7 The average monthly income centralised at \$35,001 or above for employees at the professional/technologist level, and \$18,001-\$35,000 for employees at the technician level. The distribution is shown in Table 4.3a.

**Table 4.3a Average Monthly Income of Full-time Employees\* by Job Level**

Job level	Average Monthly Income						
	\$10,000 or below	\$10,001 - \$13,000	\$13,001 - \$18,000	\$18,001 - \$25,000	\$25,001 - \$35,000	\$35,001 - \$50,000	\$50,001 or above
Professional/technologist	0.0%	0.0%	0.0%	0.1%	15.1%	34.2%	50.6%
Technician	0.0%	0.0%	0.2%	32.3%	42.9%	17.8%	6.7%

Note: \* The figures do not include sub-contractor(s)' employees and self-employed persons of the companies

4.8 The average daily wage rate centralised at \$1,001-\$1,600 for employees at the skilled/semi-skilled worker level and \$1,000 or below for employees at the general worker level. The distribution is shown in Table 4.3b. The principal jobs with a high daily wage rate of \$2,000 or below was noted for diver (100%), bar bender and fixer (49.9%), and plant and equipment operator (suspended working platform) (40.0%). The details of the average daily wage rate by individual principal jobs are provided in *Table 4 of Appendix 9*.

**Table 4.3b Average Daily Wage Rate of Full-time Employees\* by Job Level**

Job level	Average Daily Wage					
	\$1,000 or below	\$1,001 - \$1,300	\$1,301 - \$1,600	\$1,601 - \$2,000	\$2,001 - \$2,500	\$2,501 or above
Skilled & semi-skilled worker	6.6%	49.2%	24.9%	14.5%	4.3%	0.5%
General worker	80.9%	17.7%	1.3%	0.1%	0.0%	0.0%

Note: \* The figures do not include sub-contractor(s)' employees and self-employed persons of the companies

## Preferred Education Level and Years of Experience

### Preferred Education Level

4.9 A first degree or above was preferred for employees at the professional/technologist level while diploma/certificate was preferred for employees at the technician level and secondary 4 to 7 for employees at the skilled/semi-skilled worker level as shown in Table 4.4.

**Table 4.4 Preferred Level of Education for Full-time Employees by Job Level**

Job Level	Preferred Education Level					
	Postgraduate Degree	First Degree	Sub-degree	Diploma/Certificate	Secondary 4 to 7	Secondary 3 or below
Professional/technologist	8.6%	86.9%	4.3%	0.2%	0.0%	0.0%
Technician	0.0%	3.8%	18.4%	77.5%	0.4%	0.0%
Skilled & semi-skilled worker	0.0%	0.0%	0.0%	11.1%	59.6%	29.3%

Note: Percentages are calculated on the basis of total number of direct employees of companies

## Preferred Years of Experience

4.10 66.1% of the employees at the professional/technologist level were preferred to have 6 to 10 years of experience. 61.7% of the employees at the technician level were preferred to have 3 to 6 years of experience. 49.4% of the employees at the skilled/semi-skilled worker level were preferred to have 1 to 3 years of experience. The distribution is shown in Table 4.5.

**Table 4.5 Preferred Years of Experience for Full-time Employees by Job Level**

Job level	Preferred Years of Experience					
	No experience	Below 1 year	1 - < 3 years	3 - < 6 years	6 - < 10 years	10 years+
Professional/technologist	0.0%	0.0%	13.5%	15.9%	66.1%	4.5%
Technician	11.8%	1.4%	15.0%	61.7%	9.3%	0.9%
Skilled & semi-skilled worker	3.2%	24.6%	49.4%	20.3%	2.5%	0.0%

*Note: Percentages are calculated on the basis of total number of direct employees of companies*

## **Employees Left and Recruited in the Past 12 Months**

### Employees Left

4.11 A total of 14 212 employees have left their companies giving a turnover rate of 14.4% recorded in the past 12 months. Among the various job levels, employees at the skilled/semi-skilled worker level recorded the highest number of employees left (5 831) whereas employees at the general worker level registered the highest turnover rate (14.4%).

**Table 4.6 Employees Left in the Past 12 Months and Turnover Rate by Job Level**

Job level	Number of Employees Left	Turnover Rate*
Professional/technologist	2 422	10.8%
Technician	4 301	11.8%
Skilled & semi-skilled worker	5 831	16.7%
General worker	1 658	33.0%
<b>Total</b>	<b>14 212</b>	<b>14.4%</b>

*Note: The figures do not include persons working at the construction site at the survey reference date*

*\* Turnover rate = no. of employees left in past 12 months / (no. of direct employees + no. of vacancies of companies)*

### Staff Recruited

4.12 Of the 13 997 new employees recruited in the past 12 months, most of the new recruits were skilled/semi-skilled worker (5 540). For the various job levels, most of the new recruits (50.1% - 87.6%) have experience in the industry.

**Table 4.7 Staff Recruited in the Past 12 Months by Job Level**

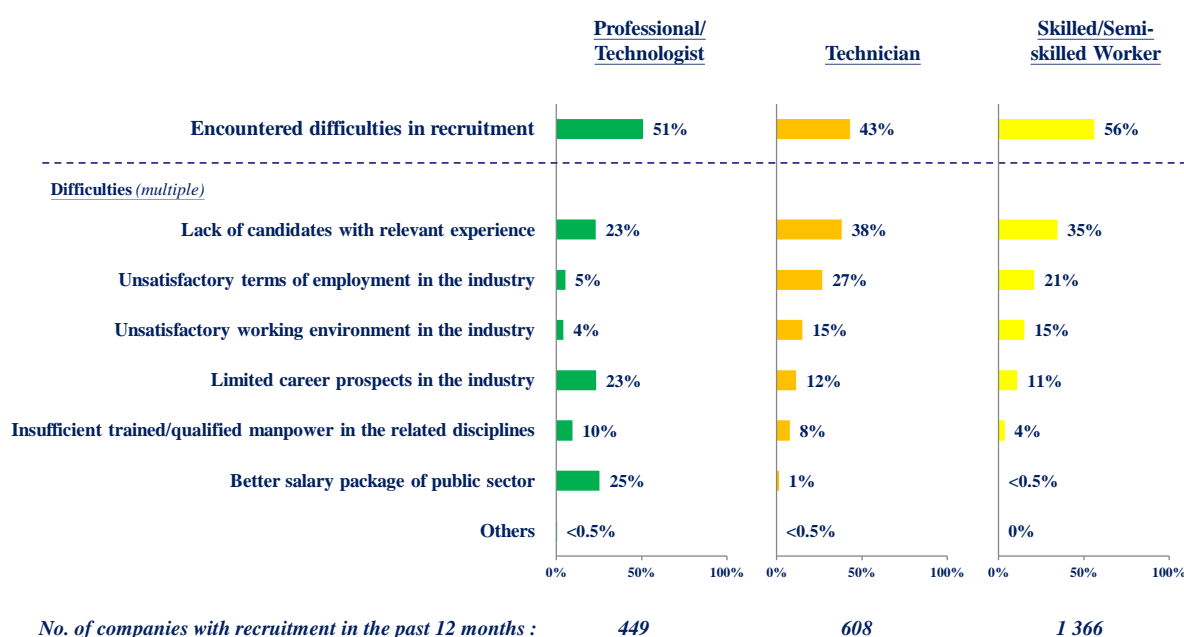
Job level	Number of new recruits with the experience in building, civil engineering or built environment	Number of new recruits who are graduates of 2020 and 2021 from building, civil engineering or built environments	Total number of new recruits
Professional/technologist	2 134 (83.4%)	327 (12.8%)	2 560
Technician	3 736 (85.1%)	294 (6.7%)	4 388
Skilled & semi-skilled worker	4 853 (87.6%)	359 (6.5%)	5 540
General worker	756 (50.1%)	111 (7.4%)	1 509
<b>Overall</b>	<b>11 479 (82.0%)</b>	<b>1 091 (7.8%)</b>	<b>13 997</b>

Note: The figures do not include persons working at the construction site at the survey reference date ( ) As a percentage of total no. of new recruits

### Recruitment Difficulties

4.13 A small number of companies in the building, civil engineering and built environment industry had engaged in the recruitment exercise in the past 12 months. Among those companies engaged in the recruitment exercise, 56% reported that they had encountered difficulties in recruiting employees at the skilled/semi-skilled worker level. The difficulties encountered were mainly referring as “candidates lacked the relevant experience” and “unsatisfactory terms of employment in the industry”. Relatively fewer companies reported that they had encountered difficulties in recruiting employees at the professional/technologist level (51%) and technician level (43%). Details are shown in Figure 4.4.

**Figure 4.4 Difficulties Encountered in Recruitment in the Past 12 Months**



Note: Percentages of difficulties in recruitment are calculated on the basis of companies having the recruitment in particular job level. Respondents are allowed to select more than one difficulty.

## Future Training Areas

4.14 Most of the employees at the professional/technologist level and technician level focused on the training of strategic planning and management skills. On the other hand, the employees at the skilled/semi-skilled worker level concentrated on technical skills. The major areas of training required for employees by job level are shown in Table 4.8.

**Table 4.8 Major Training Required for Employees**

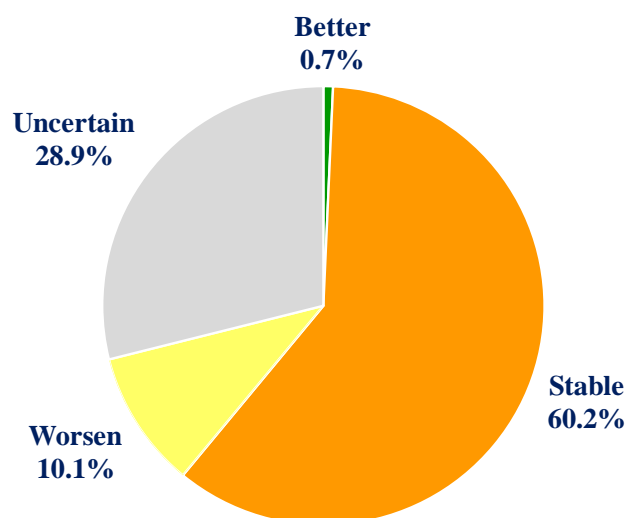
Professional / Technologist	Technician	Skilled/Semi-skilled Worker
Project Management (51.5%)	Project Management (38.3%)	Workplace Safety and Health (WSH) Management (53.6%)
Quality Management (32.2%)	Construction Methods (27.0%)	Construction Methods (36.7%)
Analytical Thinking (23.0%)	Workplace Safety and Health (WSH) Management (24.5%)	Maintenance (18.2%)
Technical Drawing (21.0%)	Quality Management (24.3%)	
Building Management (20.2%)	Technical Drawing (17.3%)	

*Note: Percentages are calculated on the basis of total number of companies with such level of staff. May choose up to five options for each job level.*

## Employers' Views on Business Situation during June 2021 to May 2022

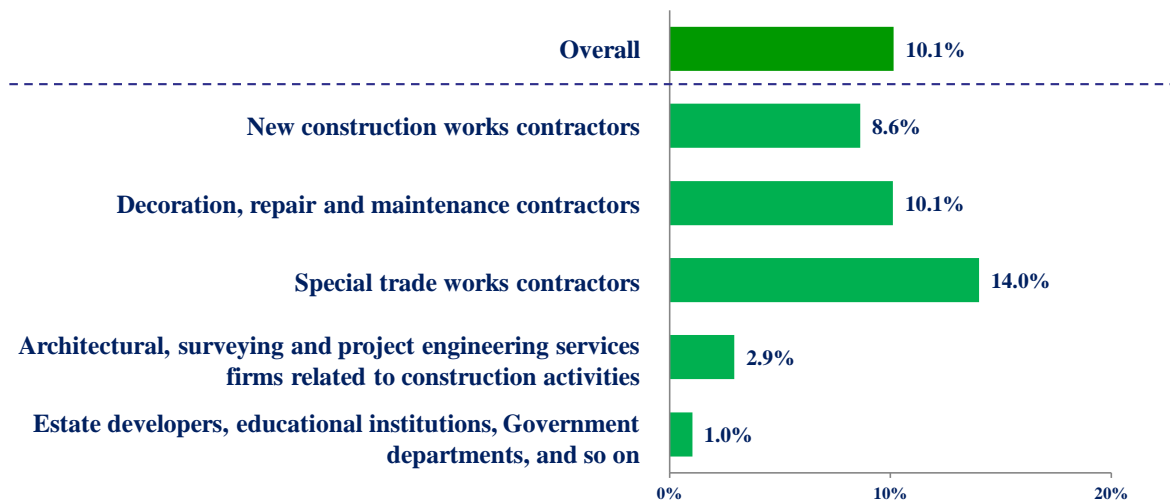
4.15 A total of 60.2% of employers of the building, civil engineering and built environment industry expected the business situation to remain stable; while 10.1% expect the situation to be worsen for the coming year. The pessimistic view was particular popular among the new construction works contractors (8.6%), decoration, repair and maintenance contractors (10.1%), and special trade works contractors (14.0%). Details are shown in Figure 4.5 and 4.6.

**Figure 4.5 Employers' Views on Business Situation during June 2021 to May 2022**



*Note: Percentages are calculated on the basis of total number of companies*

**Figure 4.6 Percentage of companies with expected worsen business situation for the coming year by branch**



### Statistical Tables

4.16 The detailed manpower statistics of the building, civil engineering and built environment industry are tabulated in *Appendix 8*.

## 5. Manpower Analysis

### Manpower Changes between 2017 and 2021

#### Changes in Number of Companies

5.1 The overall number of establishments / sites in the building, civil engineering and built environment industry has increased from 21 590 in 2017 to 26 180 in 2021 (increase of 4 590 establishments / sites), which was mainly attributable to the increase in the number of establishments in the decoration, repair and maintenance contractors (+2 711).

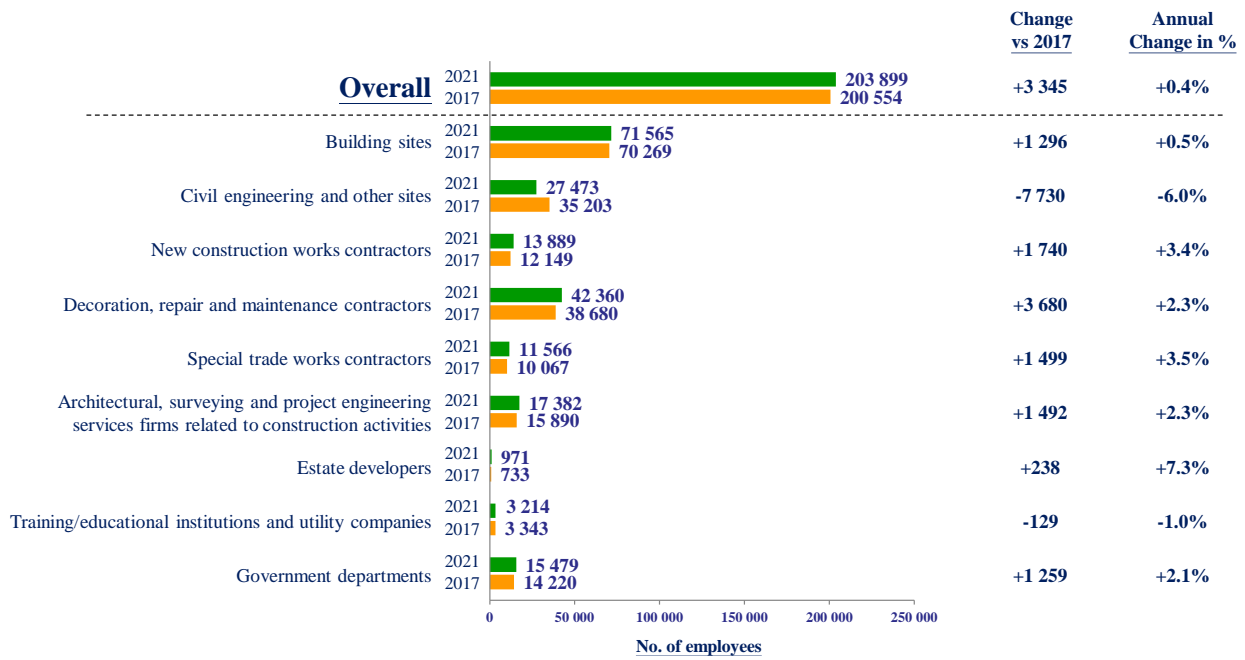
**Table 5.1 Number of Establishments by Branch in 2017 and 2021**

Branch	No. of establishments / sites		
	2017	2021	Diff.
Building sites	960	1 128	+ 168
Civil engineering and other sites	454	512	+ 58
New construction works contractors	2 210	2 658	+ 448
Decoration, repair and maintenance contractors	10 227	12 938	+ 2 711
Special trade works contractors	5 398	6 243	+ 845
Architectural, surveying and project engineering services firms related to construction activities	2 251	2 601	+ 350
Estate developers	40	49	+ 9
Training/educational institutions and utility companies	34	35	+ 1
Government departments	16	16	0
<b>Overall</b>	<b>21 590</b>	<b>26 180</b>	<b>+ 4 590</b>

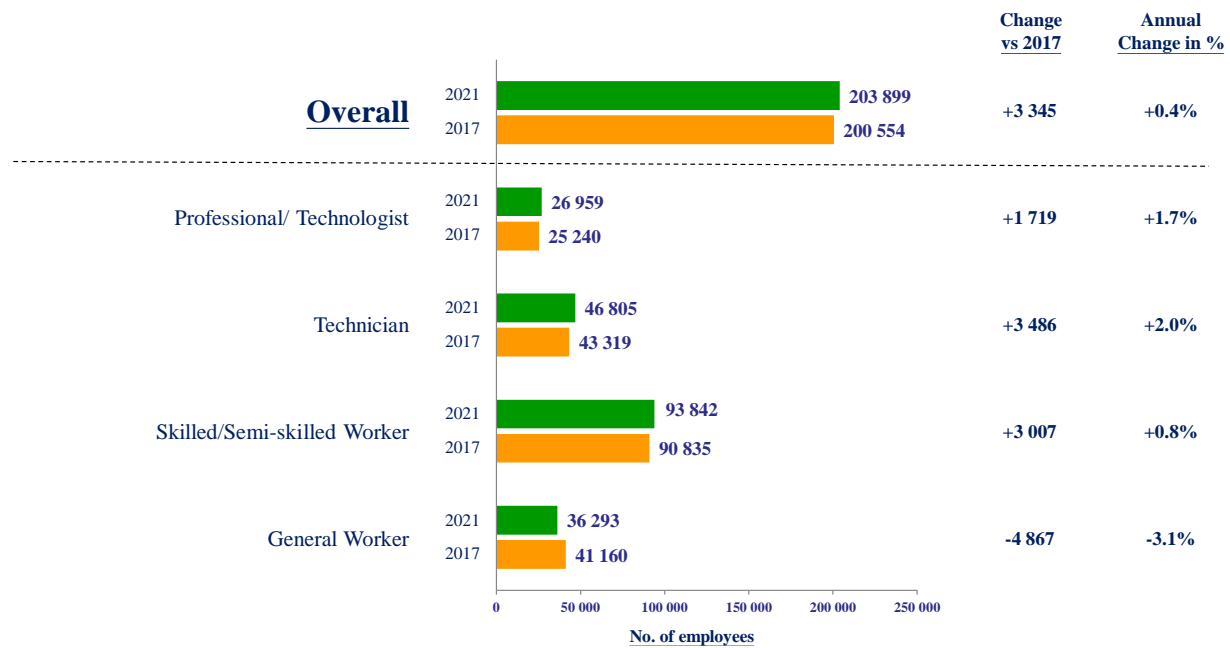
#### Changes in Number of Employees

5.2 The overall manpower of the building, civil engineering and built environment industry showed an increase (+3 345) from 2017 to 2021, which was mainly attributable to the manpower increase in the decoration, repair and maintenance contractors (+3 680). On the other hand, a substantial decrease in manpower was recorded in the civil engineering and other sites (-7 730). In terms of job level, an increase in manpower was recorded at the technician level (+3 486), the skilled/semi-skilled worker level (+3 007) and the professional/technologist level (+1 719) while a decrease was showed at the general worker level (-4 867). The details are shown in Figures 5.1a and 5.1b.

**Figure 5.1a Changes in Employees over 2017 by Branch**



**Figure 5.1b Changes in Employees over 2017 by Job Level**

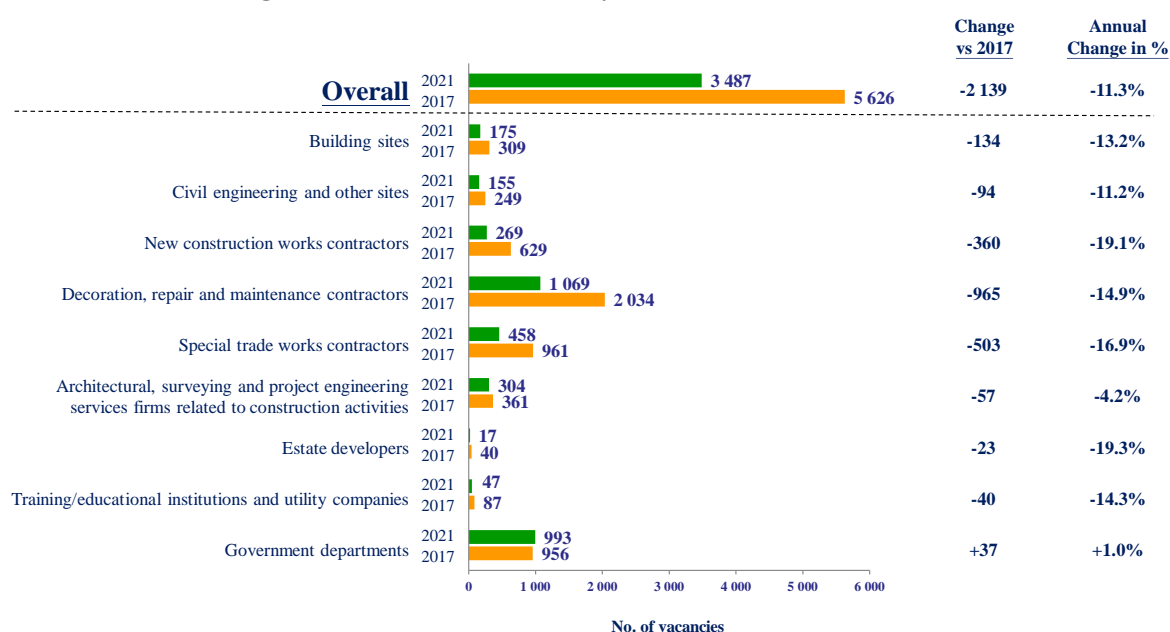




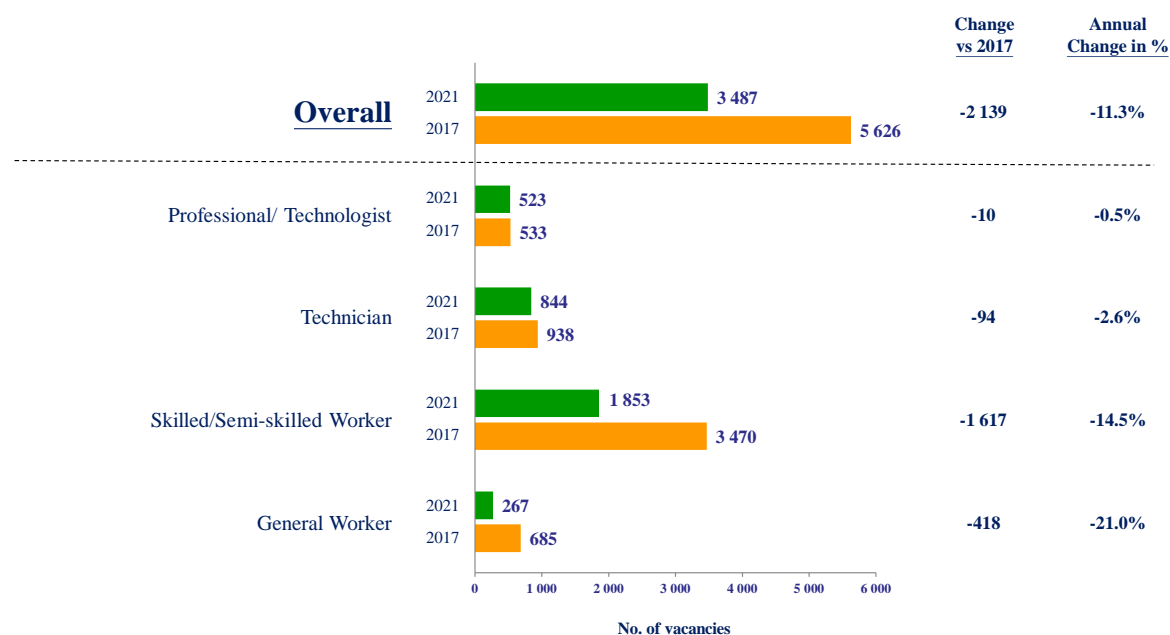
## Changes in Number of Vacancies

5.3 Employers may be conservative for refilling the posts due to pandemic. The overall number of vacancies and the vacancy rate of the building, civil engineering and built environment industry showed a decrease (-2 139) from 2017 to 2021. The decrease in vacancies was recorded across all branches, particularly the decoration, repair and maintenance contractors (-965). In terms of job level, a decrease in vacancies was also recorded in all job levels, i.e. the professional/technologist level (-10), the technician level (-94), the skilled/semi-skilled worker level (-1 617) and the general worker level (-418). The details are shown in Figures 5.2a and 5.2b.

**Table 5.2a Change in Vacancies over 2017 by Branch**

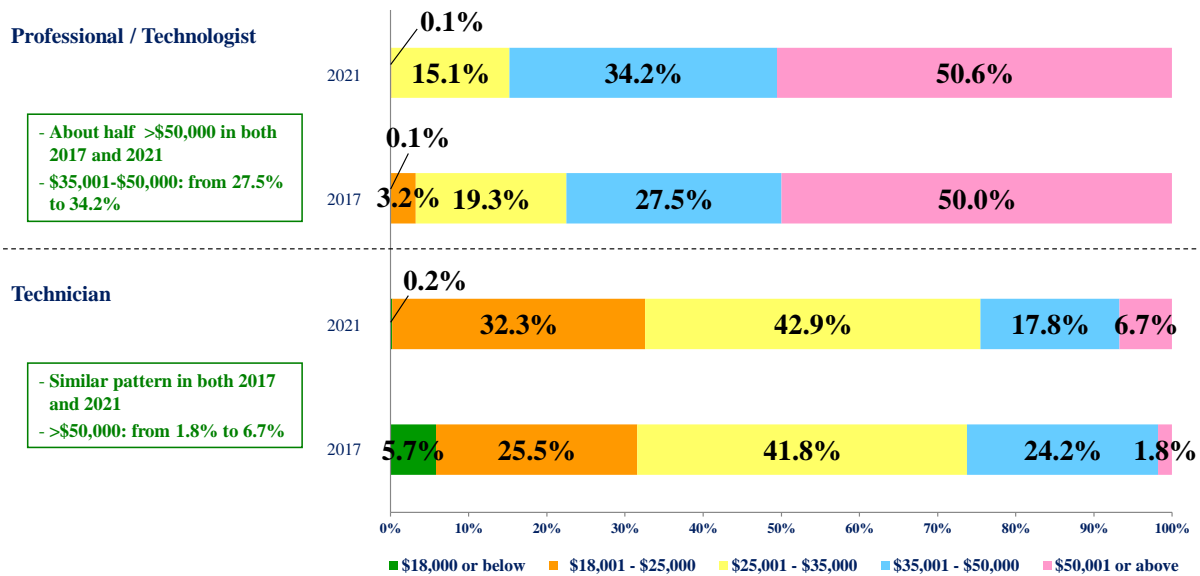


**Table 5.2b Change in Vacancies over 2017 by Job Level**



## Changes in Monthly Income

5.4 Compared with that of 2017, the percentage of employees at the professional/technologist level who had an average monthly income of \$35,001-\$50,000 was increased from 27.5% to 34.2%. The average monthly income of employees at the technician level has rather similar pattern in both 2017 and 2021 except those who had an average monthly income of \$50,000 or above was increased



- About half >\$50,000 in both 2017 and 2021  
 - \$35,001-\$50,000: from 27.5% to 34.2%

- Similar pattern in both 2017 and 2021  
 - >\$50,000: from 1.8% to 6.7%

Notes: (1) Income does not include sub-contractor(s)' employees and self-employed persons of the companies  
 (2) For employees at the skilled/semi-skilled worker and general worker level, no comparison with 2017 survey was available due to the different category of income.

## **Business Outlook**

### Global Economic Outlook

5.5 The global economy rebounded notably in 2021, despite the unprecedented challenges of the more infectious COVID-19 variants, supply disruptions not to mention the rising of energy and commodity prices. Looking ahead, the global economy should continue to recover in 2022, but probably at a more moderate pace. In late January, the International Monetary Fund (IMF) projected the global economy to grow by 4.4% in 2022 after a 5.9% expansion in 2021. IMF stated that the balance of risks remains tilted to the downside. The pandemic remains the most prominent threat. Other risk factors will continue to affect the global economic growth, including the lingering supply bottlenecks, monetary policy tightening by some major central banks, as well as the development of China-US relations and geopolitical tensions.

5.6 The US economy rebounded by 5.7% in 2021, led by a sharp pick-up in private consumption amid strong policy support. The labour market showed notable improvement, laying a foundation for further economic growth. In response to a higher and more broad-based inflation, the Federal Reserve is expected to start raising the interest rates and reducing the size of its balance sheet, though the pace of tightening is subject to uncertainty. Meanwhile, fiscal policy support is expected to diminish in 2022. These policy factors, alongside with the evolving epidemic situation and supply chain bottlenecks, may affect the growth momentum. The development of China-US relations also warrants close attention.

5.7 The euro area economy also witnessed a marked recovery in 2021, though the resurgence of the pandemic in many European countries posed renewed pressure on activity and sentiment. Looking ahead, the market expects the euro area economy to recover further in 2022 with the support from accommodative monetary policy and the Next Generation EU recovery fund. Yet, the evolving pandemic remains a threat to the economic outlook. Supply chain bottlenecks, elevated inflation and geopolitical issues are the other major risk factors.

### Mainland China and Local Development

5.8 The Mainland economy posted accelerated growth of 8.1% in 2021, owing to strong export performance and effective epidemic prevention and control which created favourable conditions for the revival of economic activities. Looking ahead into 2022, the economic development is subject to “triple pressures” stemming from demand contraction, supply shocks and weakening expectations. The fundamentals of the Mainland economy remain sound and resilient.

## The National 14th Five-Year Plan

5.9 The National 14th Five-Year Plan enhance Hong Kong's status as an international aviation hub signified with the ongoing "Three-runway System (3RS) Project" at the Hong Kong International Airport whereby the entire 3RS Project is scheduled for completion in 2024.

## Belt and Road Opportunities

5.10 Hong Kong is renowned for its excellent professional services. Mainland China has invested an estimation of about US\$770 billion into projects along the Belt and Road routes, with over one-third of the investments going to transport infrastructure projects such as ports, railways, roads, and real estate projects. It is expected that the industry can benefit from the ample opportunity brought forth initiated by the Belt and Road Opportunities.

## Closer Economic Partnership Arrangement

5.11 Closer Economic Partnership Arrangement between Hong Kong and the Mainland (CEPA) provides many benefits to Hong Kong's real estate and construction businesses, ranging from greater flexibility in entering the mainland market to mutual qualification recognition. Hong Kong Services Suppliers (HKSS) was granted national treatment to provide various construction and related engineering services across China.

## Local Market Outlook

5.12 Hong Kong's economy expanded by 6.4% year-on-year in real terms in 2021, after a decrease of 6.5% (year-on-year) in 2020. Considering the support from the various Government's measures, the Government forecasts Hong Kong's real GDP growth for 2022 is between 2% to 3.5%.

5.13 Building and construction companies in Hong Kong have gained a reputation over the years for the rapid construction of quality high-rise apartment blocks and office towers. Hong Kong is a regional leader in the industry, as we adopted specialised construction techniques, such as reclamation and design-and-build methods.

## 5.14 Investment in Local Public Infrastructure

5.14.1 Hong Kong's Ten Major Infrastructure Projects are being rolled out in phases and several transport projects are carrying forward in tandem to achieve the objective of promoting economic growth through infrastructural development.

5.14.2 The Hong Kong-Zhuhai-Macao Bridge and Guangzhou-Shenzhen-Hong Kong Express Rail Link were opened in 2018, improving logistics and transport efficiency between Hong Kong and mainland cities. The Rail Gen 2.0 project successfully completed the Tuen Ma Line connection together with setting up two new MTR stations (To Kwa Wan and Sung Wong Toi). Major projects are underway including the MTR's East Rail Line extension to Admiralty, Kai Tak Development and development areas in the northern New Territories. New Development Areas (NDAs) in Kwun Tung North/Fanling North and Hung Shui Kiu/Ha Tsuen in recent years are developing with full support from the government. In addition, the Northern Metropolis will be developed as an international I&T hub, covering the west to the east and linking to the Shenzhen-Hong Kong Boundary Control Points Economic Belt, as well as the deeper hinterlands. It will encompass the mature new towns in Tin Shui Wai, Yuen Long and Fanling /Sheung Shui and their neighbouring rural areas, as well as six NDAs and Development Nodes in different planning and development stages.

5.14.3 As Hong Kong's population is on a strong uptrend with as many as seven land-based boundary control points, the Northern Metropolis will be the most important area in Hong Kong that facilitates the development integration with Shenzhen and connection with the Greater Bay Area.

#### 5.15 10-year Housing Supply Target

5.15.1 The government has been actively identifying land for housing construction by adopting a multi-pronged approach to identify and form land, which is effective to forge ahead increasing land supply in a sustained and all-embracing manner as a solution to help with supplying a sufficient supply of public housing.

5.15.2 Based on the latest projection of the Long Term Housing Strategy (LTHS) as at December 2021, the projected total housing supply target for the 10-year period from 2022-23 to 2031-32 is 422 800 units (rounded up to 430 000 units). To find a middle ground, the public/private split of 70:30 for the next 10-year period from 2022- 23 to 2031-32 will remain. As such, out of the total housing supply target of 430 000 units, the public housing supply target will be 301 000 units and the private housing supply target will be 129 000 units.

#### 5.16 Demand for Green Building

5.16.1 Green City has created a booming demand for green buildings. With the environmental sustainability policy for future urban renewal projects announced by Hong Kong's Urban Renewal Authority and according to the Hong Kong Green Building Council, more than 2,300 buildings are certified by BEAM Plus, a leading initiative in Hong Kong to offer independent assessments of building sustainability performance. The Hong Kong's Children Hospital, which has installed a district

cooling system, solar hot water system and photovoltaic panels on rooftops to reduce energy consumption which is one good example.

5.16.2 A prime example that showcased Hong Kong's outstanding profile in terms of integration and application of technologies and know-how in designing and constructing green buildings is Hong Kong's K11 Atelier King's Road, which is the first building in the world to achieve all platinum levels pre-certifications of the WELL Building Standard, Hong Kong BEAM Plus and the US' LEED. The building has incorporated a number of green technologies such as the use of low e glazing, sensor linked LED lighting system to enhance its sustainability features and equipped with Asia's largest solar photovoltaic thermal (PVT) installation on the rooftop to achieve higher energy savings and efficiency.

## 5.17 Technology Adoption in Construction Industry

5.17.1 It is critical for the construction industry in Hong Kong to promote efficiency and innovation by adopting modern construction methods and techniques to strive in the competitive global environment. Building Information Modeling which incorporated Information technology (IT) and automation technology has increased across the industry, including large scales project owners such as MTR Corp and Airport Authority. The introduction of Construction Industry Council (CIC) Building Information Modeling Standards allows industry participants to manage and assess Building Information Modeling deliverables by architects, engineers, surveyors and contractors. Hong Kong government has set up a HK\$1 billion Construction Innovation and Technology Fund (CITF) to boost technology adoption and to increase productivity via automation and digitisation and to encourage innovative technologies in the construction sector. Examples are categorised funding to include Building Information Modeling, Modular Integrated Construction, prefabricated steel rebar, and other advanced technologies such as automated wall plastering machines.

5.17.2 In sum, the Hong Kong economy is expected to expand further in 2022, but the pandemic remains a key source of uncertainty. Overall, taking into account the supporting effects from the Government's various measures, the Hong Kong economy is forecast to grow by 2% to 3.5% in 2022, following a 6.4% expansion in 2021. The forecast is predicated on the assumptions that the latest wave of local epidemic can be gradually put under control and people flows with the Mainland could be resumed in a gradual and orderly manner later this year, and that there is no abrupt deterioration of the external environment.<sup>2</sup>

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<sup>2</sup> "Real Estate and Construction Services Industry in Hong Kong", TDC Research, September 2021

Chief Executive's Policy Address 2021

Press Release of the Hong Kong SAR Government, 27 October 2021 "2021 Economic Background and 2022 Prospects", OFFICE OF THE GOVERNMENT ECONOMIST FINANCIAL SECRETARY'S OFFICE GOVERNMENT OF THE HONG KONG SPECIAL ADMINISTRATIVE REGION, February 2022

## Manpower Projection and Annual Additional Manpower Requirement

### Manpower Projection

5.18 The Training Board considered to make reference to the Construction Expenditure Forecast 2021/22 – 2030/31, proposed by the Construction Industry Council. Using the average of the lower and upper forecast of Mid-Term Forecast of construction expenditure (2021/22 - 2025/26), the annual growth rate of construction expenditure could be estimated.

5.19 By applying the annual growth rate to the actual manpower (sum of employees and vacancies) of 2021 for respective job level, the projected manpower for 2022-2025 is presented in Table 5.4.

**Table 5.4 Projected Manpower Demand for 2022-2025**

	Actual	Projected			
	2021	2022	2023	2024	2025
Professional/ Technologist	27 482	28 570	29 114	30 202	30 474
Technician	47 649	49 536	50 480	52 367	52 839
Skilled/Semi-skilled Worker	95 695	99 485	101 380	105 170	106 117

### Annual Manpower Requirement

5.20 To estimate the annual additional manpower requirement, the recent government approved funding for construction works, improved unemployment rates, wastage rate of the industry and the ageing problem of the workers have been taken into account. After consultation with the industry, the Training Board considered that an annual rate of 2.8% and 3.0% (“Professional/technologist & Technician” and “Skilled & semi-skilled worker” respectively) in the industry would be appropriate. The estimated annual additional manpower requirement from 2022 to 2025 is shown in Table 5.5 below.

**Table 5.5 Estimated Annual Additional Manpower Requirement from 2022 to 2025**

Job Level	Wastage rate of the industry	Additional Annual Manpower Requirement		
		Manpower trend (a)	Industry leavers (b)	Total (a) + (b)
Professional/technologist	2.8%	748	801	<b>1 549</b>
Technician	2.8%	1 298	1 388	<b>2 686</b>
Skilled & semi-skilled worker	3%	2 606	3 027	<b>5 633</b>

## Manpower Supply and Demand Analysis

### Professional / technologist level

5.21 Table 5.6 shows that the planned output of local graduates from degree courses should be able to meet the demand at professional/technologist in the coming four years. However, it is anticipated that not all graduates will enter into employment and work for the industry. Graduates may also take up other engineering and related jobs in other industries such as electrical and mechanical services, information technology and manufacturing, etc. It is estimated that about 60% of graduates will enter the industry.

### Technician level

5.22 The planned output of technician graduates might not be able to meet the demand for technicians in the coming years as shown in Table 5.7 as about 30% of the graduates will pursue further study. However, quite a number of employees at technician level would be filled by graduates from the part-time courses (e.g. courses under the VPLUS Scheme); in particular, under the apprenticeship training scheme (for reference, in February 2022, the number of registered technician apprentices in the BCE industry is 656) as well as promotion from the skilled worker level.

**Table 5.6 Planned Output of Graduates from Full-time BCE Programmes for the Years 2020/21 to 2023/24**

Educational level	Year			
	2020/21	2021/22	2022/23	2023/24
First Degree	4787	4778	4548	4579
Higher Diploma / Associate Degree / Diploma / Higher Certificate / Certificates	3294	3223	3497	3497

**Table 5.7 Projected No. of Graduates of BCE Related Programmes entering the industry**

Job Level	Average annual no. of graduates in higher institutions	Projected no. of graduates who will enter the industry
Professional / Technologist (Degree holders)	4 673	2 804 (60% anticipated)
Technician (Sub-degree/Diploma/Certificates)	3 378	2 365 (70% anticipated)



## Skilled / Semi-skilled worker level

5.23 In line with the projection stipulated above, it is necessary to continue attracting more new blood, including secondary school leavers to join the industry and train up more skilled / semi-skilled workers. Such skill trainings are mainly provided by the Construction Industry Council (CIC). HKIC under the CIC provides a series of construction training programmes (including full-time and part-time) to the young people, job-changers and experienced construction practitioners, in order to provide “knowledgeable” practitioners. CIC also organises construction related trade tests and intermediate trade tests for skilled / semi-skilled workers as well as certification on Machineries and Crane Operation. As indicated in Table 5.8, more training places should be provided in order to meet the training requirement in the coming years (training places of full time programmes referred).

Table 5.8 Planned Training Places provided by CIC for the Years 2021 and 2022

Programme Category	Year	AY 2021/22	AY 2022/23
HKIC In-house Training – Full Time Programmes		4,905	Quotas to be finalised in Q1 2022
Intermediate Tradesman Collaborative Training Scheme		1225 (2022 quota)	
Advanced Construction Manpower Training Scheme - Pilot Scheme		550 (2022 quota)	
Programmes provided by HKIC for Professional Development – Part Time Programmes		76,536	

## 6 Recommendation

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6.1 Based on the business outlook, and the manpower supply and demand situation derived from the survey results / findings as well as views and comments collected from various trade associations, the Training Board recommends the following measures to all major stakeholders to meet the industry demand:

### **Government**

#### Promoting the use of new technologies and construction methods

6.2 The Government should continue to take the lead to apply the new regulations with the use of new technologies and methodologies in public works projects and strengthen her communication with industry practitioners and relevant trade associations in rolling out new regulations such that the industry would be well prepared for human resource planning in both training and recruitment. In the process, the Government should consider updating the relevant regulations, if necessary, to facilitate the growth of the industry in view of the latest technological advancement. In particular, the government should consolidate views from the industry stakeholders for the implementation of Modular Integrated Construction in the local market as it might affect the demand for some skilled workers in future. In addition, the promotion in the use of new innovation technologies and construction methods i.e. block chain and supply chain, 5G construction methods, big data analysis, Design for Manufacturing and Assembly (DfMA), Multi-trade Integrated Methods Engineering Program (MiMEP), robotic construction methods should be enhanced. In addition, the Government should also consider to provide incentives and support to the start-ups related to the construction technologies in order to enhance the promotion of the adoption of new technologies for the local companies.

#### Subsidised funding for training

6.3 The Government should encourage the industry practitioners to acquire the new technologies related to the sector by providing funding to subsidise their relevant training. In addition, the scope and coverage of the Construction Innovation and Technology Fund and the CIC Research and Technology Development Fund should be expanded to encourage practitioners to keep abreast of the latest development of the industry as well as to upgrade their technical skills to apply those technologies in their construction projects.

### Providing incentives to employers for offering training places to fresh graduates

6.4 In order to arouse the interests of those graduates of related disciplines to develop their careers in the construction industry, the Government should consider to providing more incentives and salary subsidies to employers who could offer training opportunities to those graduates that could meet the training requirement of the relevant professional bodies leading to professional membership status.

### Enhancing the promotion of the use of digital construction method

6.5 The Government should promote the use of Digital Construction Management Methods ( e.g. off-site construction management methods and recognition of drone methods, etc.);and provide incentives for construction industry to adopt innovation techniques in government contract as well as to encourage the use of innovation technologies by giving priority to those proposals in the process of awarding the contracts.

### Increasing the training places for attracting the young new blood to join the industry

6.6 The Government should allocate more resources for increasing the training places for the relevant training programmes of professional, technician and skilled/semi-skilled levels so as to attract more young people to join the industry. In addition, the Government should consider to collaborate with the trade associations and subcontractor associations to provide subsidised training to those potential new entrants.<sup>3</sup>

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<sup>3</sup> The above recommendations are in line with the initiatives in the recently announced 2022 Government Budget Speech including the expansion of the CIF and the promotion of using Modular Integrated Construction.

## **Training Institutions**

### Closer collaboration with trade associations

6.7 The course providers should collaborate with the trade associations to organise upgrading courses and webinars to in-service practitioners to upgrade their technical knowledge and skills in the latest development of new technologies (e.g. Artificial Intelligence, IoT, Big Data and Geographic Information System (GIS), etc.) as well as legal regulations related to the sector. In addition, more training courses in the use of Building Information Modeling and its integration with GIS for various disciplines should be organised to meet the demand of the industry.

### Soliciting recognition of training qualification provided

6.8 The course providers should liaise with the relevant trade associations and Government Departments to solicit recognition of the training courses to be qualified to meet the various membership requirements and recognition of the Government Departments to perform certain types of duties.

### Clear progression pathway to higher qualification

6.9 The course providers should provide a clear learning pathway for continual learning of the in-service practitioners such that they will have the incentives to retain and develop their career in the industry.

### Offering more related programmes related to the building and construction industry

6.10 More Applied Learning courses should be offered such that students would have a better understanding of the building and construction sector as well as to incorporate elements such as digital construction and other advanced construction methods in the curriculum.

## **Industries**

### Promotion of the image and prospect of the industry

6.11 Relevant stakeholders of the industries should continue their best efforts to promote the construction industry, with young engineers and professionals visiting primary and secondary schools to deliver message of a promising career prospect with clear progression pathway. A good professional image and high level of job security should be conveyed to the potential young entrants as well as their parents. This will help to raise their awareness on how their contribution relates to the development of Hong Kong and arouse their interest in developing careers in the sector.

## Providing more training places for industrial attachment and internship

6.12 The trade associations should consider to encourage their member companies to provide more training opportunities to the potential new entrants to gain experience in the workplace such that they could have better understanding how to develop their careers in the industry.

## **Employers**

### Sharing of best practices

6.13 Employers who are pioneers of the adoption of the new technologies should share their best practices and experiences with other practitioners such that the latter could be encouraged to upgrade their technical skills and facilities as well as to reduce their anxieties in the use of new construction technologies. The practices will enable more companies to move forward to adopt the new technologies and build up a cluster of prestigious construction companies in the long run.

### Enhanced collaboration with training institutions

6.14 Employers should strengthen their collaboration with training institutions to provide more advice and recommendations to the curriculum development to meet the demand of the industry; especially on those new construction technologies and methods. Exchange of teaching staff and professional staff between the two parties to enhance their knowledge and skill transfer in order to enable the new technical skills to be applied effectively and efficiently in the industry.

## **Employees**

### Upskilling and Re-skilling

6.15 Employees would have to make good use of the various government subsidised training schemes, e.g. courses under the Vplus Subsidy Scheme, Employees Retraining Board and Continual Education Fund, to enhance their skills and to keep abreast of the latest technology and regulations.

### Ownership of construction projects

6.16 The employees should develop their positive attitude to be part of the project team that could contribute their expertise in their construction projects and try their best to strive for excellence in their daily operation in order to acquire ownership of the projects that their contribution could lead to successful accomplishment of the projects as well as their future self-development.

## **Relevant Education/Training Institutions and related programmes**

### Construction Industry Council (CIC)

6.17 The Government proposed “Construction 2.0” in 2018 Policy Address to lead the industry to make changes, capitalise on future development opportunities and scale new heights. Hong Kong Institute of Construction (HKIC) has successfully revamped its basic craft training programmes by injecting new technology elements into the training curriculum, established a new Safety Experience Training Centre to increase the industry awareness on construction safety, enhanced the collaborative training schemes and apprenticeship training programmes with industry stakeholders for upskilling semi-skilled workers to skilled workers and restructured the continuous professional development programmes for training in-services professionals on technology and management.

6.18 HKIC has established a full-train, dual-track articulation pathway for HKIC graduates to progress further in their construction careers. HKIC has various full-time and part-time programmes covering different trade skills enhancement, construction machines operations, building repairs and maintenance and safety related programmes.

6.19 CIC also offers a variety of collaborative training schemes to respond to the demand for construction skilled workers and provide systematic and comprehensive craft training for construction practitioners.

6.20 CIC is cooperated with the main contractors, sub-contractors and trade unions to include more trades in Construction Tradesman Collaborative Training Scheme to meet the construction market demands.

6.21 In the form of apprenticeship training, the Construction Industry Council Approved Technical Talents Training Programme (CICATP) adopts dual-track approach by combining on-the-job training and skill assessments and enrichment programme in safety training, soft skills, innovation and technology provided by HKIC.

6.22 The Employees Retraining Board is also provide training to assist eligible workers to take on new or enhanced skills so that they can adjust to changes in the economic environment, and have their employability enhanced.

6.23 Starting from July 2009, Employees Retraining Board 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 Employees Retraining Board website: <http://www.erb.org>.

### Apprenticeship Scheme

6.24 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 equipping them with both theoretical knowledge and practical skills when they have completed their apprenticeship training.

6.25 Free services are offered to help employers to organise the statutory apprenticeship training schemes through which technicians and craftsmen can be effectively trained to meet the needs of the electronics and telecommunications industries. The Training Board recommends employers to contact ODA for assistance in setting up training schemes and recruiting apprentices.

6.26 VTC Earn & Learn Scheme aims to attract and retain talents by integrating structured apprenticeship training programmes and clear career progression pathways. Apprenticeship training for targeted industries will be provided to students alongside a guaranteed level of salary and incentive allowance.

6.27 The Scheme would help:

- a. the industry is facing labour shortage and/or ageing problems, and it has difficulties in hiring and retaining young people;
- b. the relevant trades covered under the industry are very specialized and with a high level of technology contents; and
- c. the industry is committed to providing allowance or subsidies to trainees and to offer a certain salary level to trainees who have completed the apprenticeship training and are willing to join relevant industries.

6.28 The Scheme has been well received by industries and trainees and regularised in AY 2019/20. The Scheme has successfully enrolled 5,712 students as at end of August 2020. The regularised Scheme has an annual quota of 1,200 trainees and an average monthly allowance of \$2,500 for a maximum of 3 years during the period of apprenticeship. An upper limit of \$90,000 will be received by each student in three years.



6.29 The Government also offered a Pilot Incentive Scheme to Employers (PISE) to encourage Earn & Learn employers to join hand with VTC to implement Workplace Learning and Assessment (WLA). The aims of WLA was to engage employers in assessment of the competencies and performance of the trainees in the workplace, which makes learning more effective.

6.30 Implementation of WLA under Earn & Learn programmes starts from cohort AY 2019/20. For the first cohort of PISE implementation, 71 Earn & Learn employers have conducted WLA for some 305 trainees as at 31 August 2020. To encourage employers' participation, the Government would provide an amount of HK\$3,000 per month for each trainee, with a maximum of HK\$36,000 to those participated employers after the assessment tasks were completed.

### Continual Professional Development

6.31 The following organisations also provide upgrading courses for Continual Professional Development for their members to facilitate them to keep abreast of the current technological and commercial developments

- (i) The Chartered Institute of Building (Hong Kong);
- (ii) The Hong Kong Institution of Engineers; (HKIE) and
- (iii) Hong Kong Institute of Construction Managers.

### Vplus Subsidy Scheme - Vplus Engineering

6.32 Vplus Engineering, formerly named "Engineering Training Subsidy Scheme", was launched in AY2016/17 to encourage working adults in designated industries to pursue higher qualifications and enhance upward mobility. Students pursuing the designated professional part-time programmes offered by VTC, covering programmes of Construction, Engineering, and Technology in the Engineering discipline, would be refunded 60% of the tuition fees, subject to a maximum of HK\$45,000 for not more than two programmes.

6.33 The designated programmes are accredited at Qualifications Framework Level 3 to 5 by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, excluding Associate Degree and bachelor's degree programmes; and within the area of study/training in "Architecture and Town Planning" and "Engineering and Technology" under the classification of the Hong Kong Qualifications Register.

### Engineering Graduate Training Scheme (EGTS)

6.34 To bring about more training opportunities to engineering graduates to help them meet the training requirements of the HKIE and obtain professional status as an engineer, the Innovation and Technology Training Board of the Vocational Training Council (VTC) is responsible for administering the EGTS. Employers participating in the EGTS are required to provide up to 18 months practical training of a standard acceptable for Corporate Membership of the HKIE. Employers wishing to participate in the EGTS have to register their training programmes pre-approved by the HKIE under its Scheme “A” training with the VTC.

6.35 Each trainee being trained under the EGTS is granted a subsidy to be paid through his employer as part of his/her salary. The subsidy period is up to a maximum of 18 months.

### Reindustrialisation and Technology Training Programme (RTTP)

6.36 The HKSAR Government launched the RTTP in August 2018 under the Innovation and Technology Fund. It aims at subsidising local companies on a 2:1 matching basis to train their staff in advanced technologies. The RTTP supports local and non-local training in advanced technologies, in particular those related to “Industry 4.0”. These technologies should be advanced in nature and not yet widely adopted in Hong Kong. The adoption of such technologies should also benefit the economy of Hong Kong.

6.37 While collaborating with trade associations to hold webinars can always be organised, we consider that the most effective way is for the training institutions to adjust their curriculum to accommodate the new skill sets that the industry is looking for. In this respect, the VTC is more flexible than others.

### **Awareness of Impact of Environmental, Social and Governance within the Hong Kong Construction Industry**

6.38 The combination of the COVID-19 pandemic and the United Nation Climate Change Conference in Glasgow (COP26) has accelerated the pace for many companies considering and taking ambitious actions on sustainability issues with special emphases on environmental sustainability, workforce health and safety, and transparent governance. Investors have also taken Environmental, Social and Governance, popularly known as ESG, as a primary consideration to measure the overall progress of companies in addition to traditional growth and profit. However, to date, only a few corporations in the construction industry have begun demonstrating commitment, action and/or long-term vision in working towards sustainability or net-zero carbon. Shared environmental responsibility and management are critical.

6.39 The construction industry is one of the major sectors contributing to unacceptable and dangerous greenhouse gas emission levels. Emissions are generated and released throughout the whole life cycle of buildings including the embodied carbon in materials & construction processes and operational carbon as buildings become and remain operational. Currently, building design is usually driven by gross floor area (GFA) concession or profitability rather than by environmental or low-carbon criteria attention. Application of recycled materials, ecolabels, sustainable procurement, prefabrication and life cycle thinking is still uncommon or understood within the industry. Unless this changes quickly and substantially, homeowners, society at large and the environment will be greatly suffered.

Social considerations recognise and address the health and safety of workers

6.40 People are the most important resource of all industries. However, the number of fatal industrial accidents and the industrial accident rate per 1 000 workers of the construction industry have been the highest amongst all industries. While companies have contemplated commitment to and efforts towards “net zero” in response to climate change, industry leaders should also address and commit to “zero accident” goals and actions to avoid and/or eliminate high rates. Fortunately, appropriate safety training services and materials are already in place. As well, model occupational health and safety management systems can and should be identified and shared for guidance. Other guidance and support services exist but are not being sought and used. Lastly, there are also certain awards in place to recognise outstanding Health, Safety and Environment construction performance.

Governance involves appropriate and effective management and operational systems

6.41 The high volume of corruption instances and complaints in the construction industry make it one of the top three subsectors for complaints received by the ICAC. To reduce and/or avoid problems and complaints, as well as to address internal and external reputation, respect and trust, industry leaders can and should enhance their corporate governance and control through integrity policy, training and risk management.

Conclusion

6.42 Strong and sustained awareness-raising and attention by the United Nations and affiliated international agencies and organisations, along with an expanding and strengthening wave of ESG performance evaluation by customers and investors has begun to and will significantly impact all industries. Consequently, construction sector leaders should immediately and comprehensively review their circumstances and at the same time formulate and adopt strategies, practices and solutions to enhance their ESG efforts and accomplishments.

## **Membership**

### **Building, Civil Engineering and Built Environment Training Board**

Chairman	: Cr TANG Chi-wang
Members	: Mr CHEN Chi-keung, Stanley Mr FUNG Chi-hing Ms HO Wai-ping, Linda Mr William HO Ir HUNG Cheung-shew, Danny Ir David HUNG Mr James LEE Hang-wing Ir LEUNG Chi-suen Mr NG Choi-wah, Terence Ir Prof POON Chi-sun, J.P. Mr SHUM Hau-tak Mr Martin TAM Tin-fong Mr TUNG Wang-kei, Edwin Ir Dr WONG Ho-fai, Simon Sr WONG Kwok-leung, Paul Ir YUNG Chun-tang Cr Tony ZA Wai-gin Mr Chris YEUNG Ms CHAN Yuen-ming, Mary Mr TUNG Sik-yin, Daniel Mr CHENG Kam Tong Dr YAN Ting Kwan, Daniel
Secretary	: Mr LEUNG Wing-kwan, Freddy

**Terms of Reference of Building, Civil Engineering and Built Environment  
Training Board**

*(w.e.f. 1 April 2017)*

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.

## **Membership**

### **Working Party on Manpower Survey**

Convener : Sr WONG Kwok-leung, Paul

Members : Mr William HO  
Mr FUNG Chi-hing  
Ir HUNG Cheung-shew, Danny  
Cr TANG Chi-wang  
Ir LEUNG Chi-Suen  
Cr SHUM Hau-tak  
Mr TAM Tin Fong, Martin  
Ir YUNG Chun-tang  
Mr NG Choi-wah  
Mr YEUNG Shiu Wing, Chris  
Dr Daniel YAN Ting Kwan  
Ir WONG Hon-ping, Edmond  
Dr James WONG

Secretary : Mr LEUNG Wing-kwan, Freddy

### **Definition of Terms**

Average monthly income	The monthly income, including the basic wage, 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.
Average Daily Wage	The worker earns the wage at survey reference date. It is an average figure among employees engaging in the same principal job.
Construction Site	A construction site refers to a demarcated locality where one or more stages of construction work are being carried on. It is classified into either a building site (such as residential buildings, commercial buildings and general superstructure erection) or a civil engineering site (such as railways, roads, water works, drainage, reclamation and excavation works) depending on its nature of work or the end-use of the construction project.
Direct Employees	All personnel who are directly paid by the company and who are either at work or temporarily absent from work, viz sick leave, maternity leave, annual vacation, casual leave or on strike. They include all full-time personnel (excluding trainees) who are engaged in principal jobs related to various job levels.
Diploma/Certificate	Technical and vocational education programmes, including Diploma/Certificate courses, Diploma of Foundation Studies, Diploma of Vocational Education and programmes at the craft level or equivalent.
Employees	Direct employees, sub-contractors' employees and self-employed persons are included regardless of whether they are working at construction site or not on the survey reference date.
First degree	The first degree(s) offered by local or non-local education institutions, or equivalent.
Postgraduate degree	A higher degree(s) (e.g. master degree) offered by local or non-local education institutions, or equivalent.

Secondary 4 to 7	The education programmes under the Hong Kong Certificate of Education Examination (HKCEE), the Hong Kong Diploma of Secondary Education (HKDSE) Examination, Diploma Yi Jin, or equivalent.
Sub-degree	The Associate Degree, Higher Diploma, Professional Diploma, Higher Certificate, Endorsement Certificate, Associateship or equivalent programmes offered by local or non-local institutions.
Trainees	Trainees includes all employee receiving any form of training and apprentices under a contract of apprenticeship.
Vacancies	The unfilled, immediately available job openings for which the establishment is actively trying to recruit personnel at the time of survey.



Serial No.



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**機密文件**

**VOCATIONAL TRAINING COUNCIL**  
**職業訓練局**

**THE 2021 MANPOWER SURVEY OF THE BUILDING, CIVIL ENGINEERING AND BUILT ENVIRONMENT INDUSTRY**

**建築、土木工程及建設環境業2021年人力調查**

The 2021 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 **1st June 2021** by answering the questionnaire. Thank you.

建築、土木工程及建設環境業2021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**2021年6月1日**的人力情況填寫此問卷。多謝合作。

**Establishment Information**

**機構資料**

TYPE OF SERVICE: \_\_\_\_\_  
服務性質

(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

\* *The information provided will be used for the purpose of this and subsequent manpower surveys.*  
所提供資料將用作是次及日後人力調查之用。

## Part I – Manpower Information

## 第一部份 – 人力情況

Please complete columns 'B' to 'E' of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內各欄 'B' 至 'E'。

## Principal Jobs (Full-time employees) 主要職務(全職僱員)

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at your Office / Minor works* site as at Survey Reference Date (Excl. trainees*)  在統計日期在貴機構的辦公室或小型 工程*的工地之工作人員數目 (受訓者*除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees*)  在統計日期 的空缺額 (受訓者*除 外)	(D) No. of Trainees# as at Survey Reference Date  在統計日期 的受訓者# 人數	(E) Average Monthly Remuneration Package of Employees (include overtime pay, allowances, commission and bonus, etc.)  僱員之每月平均薪酬(包括逾時 工作薪酬、津貼、佣金及花紅等等)  Code 編號	
		Direct employees 貴機構 僱員	Sub- contractors' employees 分包商僱員	Self- employed Persons 自僱人士				1 \$10,000 or below或以下
		Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺,請在方格內填入'0'。						2 \$10,001 - \$13,000
e.g: 例子	Job Title A (3 direct employees working at office, 2 persons from sub- contractors and working at your minor works site, 1 trainee, 2 vacancies) 職位甲(3名貴機構僱員, 2名來自分包商的人員在貴小型工程的工地工作, 1名受訓者, 2個空缺)	3	2	0	2	1	5	
	<b>Professional/Technologist 專業人士/技師</b> A professional/ technologist is 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. 「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。							
101	Architect 建築師							
102	Construction Manager/ Project Manager 營造師/項目經理							
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 Manager 建築信息模擬經理							

# "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.

「受訓者」指正在接受各種形式訓練的僱員,包括受訓者及根據學徒合約受聘的學徒。

\* "Minor works" refer to construction projects for small houses in the New Territories, and minor alterations, repairs, maintenance and interior decoration of existing buildings. Term maintenance contracts and term contracts for maintenance work or repair are also included. However, construction sites are not included.

「小型工程」指新界小型屋宇建造工程及現有建築物的小規模改建、修葺、保養和室內裝修等工程,而保養或修葺的定期合約亦包括在內,但是建築地盤則不包括在內。

	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at your Office / Minor works* site as at Survey Reference Date (Excl. trainees#) 在統計日期在貴機構的辦公室或小型工程*的工地之工作人員數目 (受訓者#除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees#) 在統計日期的空缺額 (受訓者#除外)	(D) No. of Trainees# as at Survey Reference Date 在統計日期的受訓者#人數	(E) Average Monthly Remuneration Package of Employees (include overtime pay, allowances, commission and bonus, etc.) 僱員之每月平均薪酬(包括逾時工作薪酬、津貼、佣金及花紅等等) Code 編號
		Direct employees 貴機構僱員	Sub-contractors' employees 分包商僱員	Self-employed Persons 自僱人士			
		Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺,請在方格內填入'0'。					
	<b>Technician 技術員</b> A technician is a person who occupies a position between the professional/ technologist and the skilled worker. 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 technologist. 「技術員」的職級介乎專業人士/技師與熟練工人之間,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。						
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						
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 Coordinator/Modeller 建築信息模擬協調員						
235	Utility Technician 設施技術員						
236	Geographic Information System (GIS) Technician 地理信息系統技術員						

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Job Code  
職位  
編號

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at your Office / Minor works* site as at Survey Reference Date (Excl. trainees#) 在統計日期在貴機構的辦公室或小型工程*的工地之工作人員數目 (受訓者#除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees#) 在統計日期的空缺額 (受訓者#除外)	(D) No. of Trainees# as at Survey Reference Date 在統計日期的受訓者# 人數	(E) Average Daily Wage Rate of Employees 僱員之平均日薪  Code 編號
	Direct employees 貴機構 僱員	Sub-contractors' employees 分包商僱員	Self-employed Persons 自僱人士	Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺,請在方格內填入'0'。	A \$1,000 or below或以下 B \$1,001 - \$1,300 C \$1,301 - \$1,600 D \$1,601 - \$2,000 E \$2,001 - \$2,500 F \$2,501 or above或以上	

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

A skilled worker is 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.

A semi-skilled worker is 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.

「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。

「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。

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)					
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	Leveller 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					

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					B \$1,001 - \$1,300	

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

330	Piling Operative 打樁工					
331	Pipelay 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)					
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					
363	Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員					
364	Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員					

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		Direct employees 貴機構 僱員	Sub- contractors' employees 分包商僱員	Self- employed Persons 自僱人士			
		Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。					
<b>General Worker 普通工人</b>							
A general worker is normally assigned to perform repetitive work requiring only a narrow range of skills and short period of training. 「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。							
401	Chainman 測量幫工						
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>OTHER RELATED STAFF 其他相關員工</b>							

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**Part II**  
第二部份

**Business Environment**

行業概況

1. Please indicate your views on the expected change in business situation of your establishment **in the next 12 months** (Please tick in the box as appropriate) and indicate the reasons leading to the **better or worse.**

請指出 貴機構在未來十二個月業務狀況的變化 (請在適當的格內填上“✓”號)及引起較佳或較差的原因。

- Better (Please state reasons  
較佳 (請說明原因) \_\_\_\_\_ )
- Stable  
穩定
- Worsen (Please state reasons  
較差 (請說明原因) \_\_\_\_\_ )
- Uncertain  
不肯定

**New Recruitment**

新聘僱員

2. Number of full-time employees **newly recruited** in the **past 12 months.**

過去十二個月內，貴機構新招聘的全職僱員人數。

	<u>Professional/ Technologist</u> 專業人士/ 技師	<u>Technician</u> 技術員	<u>Skilled/Semi- skilled Worker</u> 熟練/半熟練 技工	<u>General Worker</u> 普通工人
(a) Total new recruits 新招聘總人數				
(b) Number of new recruits <b>with</b> the experience in building, civil engineering or built environment 新招聘僱員中， <u>具</u> 建築、土木工程或建設環境的相關經驗				
(c) Number of new recruits who are <b>graduates of 2020 and 2021</b> from building, civil engineering or built environment programmes 新招聘僱員中，相關建築、土木工程或建設環境之課程 <u>於2020及2021</u> 畢業生人數				

**Employees Leaving the Establishment**

僱員離職

3. Number of full-time employees left in the **past 12 months:**

過去十二個月內離職的全職僱員人數：

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

**Preferred Education level and Year of Experience****宜有的教育程度及相關年資**

4. Please provide **preferred** education level and year of experience of full-time employees (should tick one “✓” only for each job level).

請提供全職僱員**宜有**的教育程度及相關年資（每職級只可剔“✓”選一個）。

	<u>Professional/ Technologist</u> 專業人士／技師	<u>Technician</u> 技術員	<u>Skilled/Semi-skilled Worker</u> 熟練／半熟練技工
<b>A. Education Level 教育程度</b>			
(i) Postgraduate Degree 研究生學位	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) First Degree 學士學位	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Sub-degree (e.g. Higher Diploma) 副學位（例如高級文憑）	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Diploma/Certificate 文憑／證書	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Secondary 4 – 7 中四至中七	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Secondary 3 or below 中三或以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Year of Experience 相關年資</b>			
(i) 10 years or more 十年或以上	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) 6 years to less than 10 years 六年至十年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) 3 years to less than 6 years 三年至六年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) 1 year to less than 3 years 一年至三年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Less than 1 year 一年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) No experience 無經驗	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No such level of staff 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**Major Difficulties Encountered in Recruitment**  
**主要招聘困難**

5. Please indicate the difficulties encountered in recruitment of full-time employees of your establishment **in past 12 months**.  
 請指出 貴機構在過去十二個月招聘全職僱員時所遇到的困難。

<u>Reasons</u> 原因	<u>Professional/ Technologist</u> 專業人士/ 技師	<u>Technician</u> 技術員	<u>Skilled/ Semi-skilled Worker</u> 熟練/半熟 練技工
(a) No recruitment was taken place 沒有招聘	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Recruitment was taken place and the difficulties encountered were: (You may tick “✓” one or more options.) 有招聘，所遇到的困難是：（可剔“✓”選多於一項。）			
(i) Lack of candidates with relevant experience 缺乏具相關經驗求職者	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Unsatisfactory terms of employment in the industry 行業的聘用條件不理想	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Unsatisfactory working environment in the industry 行業的工作環境不理想	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Limited career prospects in the industry 行業的晉升機會有限	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Insufficient trained/qualified manpower in the related disciplines 缺乏具相關訓練/資歷的人力資源	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Better salary package of public sector 公營機構條件較佳	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vii) Others (please specify) 其他（請說明）_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(viii) Did not encounter difficulties 沒有遇上困難	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Please indicate the future training areas for full-time employees in order to meet the emerging trend of the industry.  
(You may wish to tick “✓” more than 1 training area for each job level)

請指出 貴機構的全職僱員未來需要加強培訓的範疇，以配合行業的新興趨勢。（每職級可剔“✓”選多個培訓範疇）

<u>Training Area</u> 培訓範疇	<u>Professional/ Technologist</u> 專業人士／技師	<u>Technician</u> 技術員	<u>Skilled/Semi-skilled Worker</u> 熟練／半熟練技工
<b>A. Strategic Planning and Management Skill</b> 策略規劃及管理技巧			
(i) Business and Project Finance 商業和項目財務	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Business and Risk Management 業務和風險管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Contract Management 合同管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Project Management 項目管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Quality Management 質量管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Technical Skills</b> 技術性技能			
(i) Building Management 建築物管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Construction Methods 施工方法	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Discipline Engineering Specialisation 學科工程專業化	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Engineering Design Management 工程設計管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Environment Management 環境管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Maintenance 維護	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vii) Technical Drawing 技術繪圖	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(viii) Technology Management 技術管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ix) Workplace Safety and Health (WSH) Management 工作場所安全與健康管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. Generic and Soft Skills</b> 通用技能及軟性技巧			
(i) Analytical Thinking 分析思維	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Information Technology Management 信息技術管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) People Development and Management 人才發展與管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

No such level of staff 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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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 2021 MANPOWER SURVEY OF THE BUILDING, CIVIL ENGINEERING AND BUILT ENVIRONMENT INDUSTRY**

**建築、土木工程及建設環境業2021年人力調查**

The 2021 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 **1st June 2021** by answering the questionnaire. Thank you.

建築、土木工程及建設環境業2021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**2021年6月1日**的人力情況填寫此問卷。多謝合作。

**E Establishment Information****機構資料**

TYPE OF SERVICE: \_\_\_\_\_

服務性質

(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

\* *The information provided will be used for the purpose of this and subsequent manpower surveys.  
所提供資料將用作是次及日後人力調查之用。*

## Part I – Manpower Information

## 第一部份 – 人力情況

Please complete columns 'B' to 'E' of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內各欄 'B' 至 'E'。

## Principal Jobs (Full-time employees) 主要職務 (全職僱員)

Job Code 職位 編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of <b>Employees</b> as at Survey Reference Date (Excl. employees working at construction site and trainees <sup>#</sup> )  在統計日期的 <b>僱員</b> 人數 ( <b>僱員在建築地盤工作</b> 及受訓者 <sup>#</sup> 除外)	(C) No. of <b>Vacancies</b> as at Survey Reference Date (Excl. trainees <sup>#</sup> )  在統計日期的 <b>空缺額</b> (受訓者 <sup>#</sup> 除外)	(D) No. of <b>Trainees</b> <sup>#</sup> as at Survey Reference Date  在統計日期的 <b>受訓者</b> <sup>#</sup> 人數	(E) Average Monthly Remuneration Package of <b>Employees</b> (include overtime pay, allowances, commission and bonus, etc.)  <b>僱員</b> 之每月平均薪酬 (包括逾時 工作薪酬、津貼、佣金及花紅等等) Code 編號
		Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺，請在方格內 填入 '0'。			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 \$50,001 or above 或以上
e.g. 例子	Job Title A (3 employees but 1 working at construction site, 1 Trainee and 2 vacancies) 職位甲(3名僱員但有1名在建築地盤工作, 1名受訓者及2個空缺)	2	2	1	5
	<b>Professional/Technologist 專業人士/技師</b> A professional/ technologist is 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. 「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。				
101	Architect 建築師				
102	Construction Manager/ Project Manager 營造師/ 項目經理				
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 Manager 建築信息模擬經理				

<sup>#</sup> "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.  
「受訓者」指正在接受各種形式訓練的僱員，包括受訓者及根據學徒合約受聘的學徒。

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of <b>Employees</b> as at Survey Reference Date (Excl. employees working at construction site and trainees#)  在統計日期的僱員人數 (僱員在建築地盤工作 及受訓者#除外)	(C) No. of <b>Vacancies</b> as at Survey Reference Date (Excl. trainees#)  在統計日期的 空缺額 (受訓者#除外)	(D) No. of <b>Trainees</b> # as at Survey Reference Date  在統計日期的 受訓者#人數	(E) Average Monthly Remuneration Package of <b>Employees</b> (include overtime pay, allowances, commission and bonus, etc.)  僱員之每月平均薪酬(包括逾時 工作薪酬、津貼、佣金及花紅等等) 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 \$50,001 or above或以上
Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。				

**Technician 技術員**

A technician is a person who occupies a position between the professional/ technologist and the skilled worker. 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 technologist.

「技術員」的職級介乎專業人士/技師與熟練工人之間, 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。

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				
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 Coordinator/Modeller 建築信息模擬協調員				
235	Utility Technician 設施技術員				
236	Geographic Information System (GIS) Technician 地理信息系統技術員				

# "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.

「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

Job Code  
職位  
編號

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of <b>Employees</b> as at Survey Reference Date (Excl. employees working <u>at construction site and</u> trainees#)  在統計日期的 <b>僱員</b> 人數 ( <b>僱員在建築地盤工作</b> 及 <b>受訓者</b> #除外)	(C) No. of <b>Vacancies</b> as at Survey Reference Date (Excl. trainees#)  在統計日期的 <b>空缺額</b> ( <b>受訓者</b> #除外)	(D) No. of <b>Trainees</b> # as at Survey Reference Date  在統計日期的 <b>受訓者</b> #人數	(E) Average <b>Daily</b> Wage Rate of <b>Employees</b>  <b>僱員</b> 之平均日薪  Code 編號 A \$1,000 or below或以下 B \$1,001 - \$1,300 C \$1,301 - \$1,600 D \$1,601 - \$2,000 E \$2,001 - \$2,500 F \$2,501 or above或以上
Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。				

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

A skilled worker is 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.

A semi-skilled worker is 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.

「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。

「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。

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)				
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	Leveller 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				

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Job  
Code  
職位  
編號

<p>(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)</p>	<p>(B) No. of <b>Employees</b> as at Survey Reference Date (Excl. employees working at construction site and trainees<sup>#</sup>)  在統計日期的僱員人數 (僱員在建築地盤工作 及受訓者<sup>#</sup>除外)  Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。</p>	<p>(C) No. of <b>Vacancies</b> as at Survey Reference Date (Excl. trainees<sup>#</sup>)  在統計日期的 <b>空缺額</b> (受訓者<sup>#</sup>除外)</p>	<p>(D) No. of <b>Trainees</b><sup>#</sup> as at Survey Reference Date  在統計日期的 <b>受訓者</b><sup>#</sup>人數</p>	<p>(E) Average <b>Daily</b> Wage Rate of <b>Employees</b>  僱員之平均日薪  Code 編號 A \$1,000 or below或以下 B \$1,001 - \$1,300 C \$1,301 - \$1,600 D \$1,601 - \$2,000 E \$2,001 - \$2,500 F \$2,501 or above或以上</p>
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**Skilled & Semi-skilled worker (Continued) 熟練及半熟練技工 (續)**

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)				
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 (暫建物)				
361	Repair and Maintenance Workers 維修及保養工				
362	Arboricultural Worker 樹藝工人				
363	Modular Integrated Construction (MiC) Unit Installer 組裝成組件安裝員				
364	Modular Integrated Construction (MiC) Unit Driver 組裝成組件車輛駕駛員				

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Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of <b>Employees</b> as at Survey Reference Date (Excl. employees working at construction site and trainees#)  在統計日期的僱員人數 (僱員在建築地盤工作及受訓者#除外)	(C) No. of <b>Vacancies</b> as at Survey Reference Date (Excl. trainees#)  在統計日期的空缺額 (受訓者#除外)	(D) No. of <b>Trainees</b> # as at Survey Reference Date  在統計日期的受訓者#人數	(E) Average <b>Daily</b> Wage Rate of <b>Employees</b>  僱員之平均日薪
	Please enter a zero '0' in the box if no employee/ trainee/ vacancy. 如沒有僱員/受訓者/空缺，請在方格內 填入 '0'。				Code 編號 A \$1,000 or below或以下 B \$1,001 - \$1,300 C \$1,301 - \$1,600 D \$1,601 - \$2,000 E \$2,001 - \$2,500 F \$2,501 or above或以上
<b>General Worker 普通工人</b>					
A general worker is normally assigned to perform repetitive work requiring only a narrow range of skills and short period of training. 「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。					
401	Chainman 測量幫工				
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>OTHER RELATED STAFF 其他相關員工</b>					

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**Part II**  
第二部份

**Business Environment**

行業概況

1. Please indicate your views on the expected change in business situation of your establishment **in the next 12 months** (Please tick in the box as appropriate) and indicate the reasons leading to the **better or worse**.

請指出 貴機構在未來十二個月業務狀況的變化 (請在適當的格內填上“✓”號)及引起較佳或較差的原因。

- Better (Please state reasons  
較佳 (請說明原因) \_\_\_\_\_ )
- Stable  
穩定
- Worsen (Please state reasons  
較差 (請說明原因) \_\_\_\_\_ )
- Uncertain  
不肯定

**New Recruitment**

新聘僱員

2. Number of full-time employees **newly recruited** in the **past 12 months**.

過去十二個月內，貴機構新招聘的全職僱員人數。

	<u>Professional/ Technologist</u> 專業人士/ 技師	<u>Technician</u> 技術員	<u>Skilled/Semi- skilled Worker</u> 熟練/半熟練 技工	<u>General Worker</u> 普通工人
(a) Total new recruits 新招聘總人數				
(b) Number of new recruits <b>with</b> the experience in building, civil engineering or built environment 新招聘僱員中， <u>具</u> 建築、土木工程或建設環境的相關經驗				
(c) Number of new recruits who are <b>graduates of 2020 and 2021</b> from building, civil engineering or built environment programmes 新招聘僱員中，相關建築、土木工程或建設環境之課程 <u>於2020及2021</u> 畢業生人數				

**Employees Leaving the Establishment**

僱員離職

3. Number of full-time employees left in the **past 12 months**:

過去十二個月內離職的全職僱員人數：

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

**Preferred Education level and Year of Experience****宜有的教育程度及相關年資**

4. Please provide **preferred** education level and year of experience of full-time employees (should tick one “✓” only for each job level).

請提供全職僱員**宜有**的教育程度及相關年資（每職級只可剔“✓”選一個）。

	<u>Professional/ Technologist</u> 專業人士／技師	<u>Technician</u> 技術員	<u>Skilled/Semi-skilled Worker</u> 熟練／半熟練技工
<b>A. Education Level 教育程度</b>			
(i) Postgraduate Degree 研究生學位	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) First Degree 學士學位	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Sub-degree (e.g. Higher Diploma) 副學位（例如高級文憑）	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Diploma/Certificate 文憑／證書	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Secondary 4 – 7 中四至中七	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Secondary 3 or below 中三或以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Year of Experience 相關年資</b>			
(i) 10 years or more 十年或以上	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) 6 years to less than 10 years 六年至十年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) 3 years to less than 6 years 三年至六年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) 1 year to less than 3 years 一年至三年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Less than 1 year 一年以下	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) No experience 無經驗	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No such level of staff 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Major Difficulties Encountered in Recruitment****主要招聘困難**

5. Please indicate the difficulties encountered in recruitment of full-time employees of your establishment **in past 12 months**.  
請指出 貴機構在過去十二個月招聘全職僱員時所遇到的困難。

<u>Reasons</u> 原因	<u>Professional/ Technologist</u> 專業人士/ 技師	<u>Technician</u> 技術員	<u>Skilled/ Semi-skilled Worker</u> 熟練/半熟 練技工
(a) No recruitment was taken place 沒有招聘	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Recruitment was taken place and the difficulties encountered were: (You may tick “✓” one or more options.) 有招聘，所遇到的困難是：（可剔“✓”選多於一項。）			
(i) Lack of candidates with relevant experience 缺乏具相關經驗求職者	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Unsatisfactory terms of employment in the industry 行業的聘用條件不理想	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Unsatisfactory working environment in the industry 行業的工作環境不理想	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Limited career prospects in the industry 行業的晉升機會有限	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Insufficient trained/qualified manpower in the related disciplines 缺乏具相關訓練/資歷的人力資源	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Better salary package of public sector 公營機構條件較佳	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vii) Others (please specify) 其他（請說明）_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(viii) Did not encounter difficulties 沒有遇上困難	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Please indicate the future training areas for full-time employees in order to meet the emerging trend of the industry.

(You may wish to tick “✓” more than 1 training area for each job level)

請指出 貴機構的全職僱員未來需要加強培訓的範疇，以配合行業的新興趨勢。（每職級可剔“✓”選多個培訓範疇）

Training Area 培訓範疇	Professional/ Technologist 專業人士/技師	Technician 技術員	Skilled/Semi-skilled Worker 熟練/半熟練技工
<b>A. Strategic Planning and Management Skill</b> 策略規劃及管理技巧			
(i) Business and Project Finance 商業和項目財務	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Business and Risk Management 業務和風險管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Contract Management 合同管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Project Management 項目管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Quality Management 質量管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>B. Technical Skills</b> 技術性技能			
(i) Building Management 建築物管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Construction Methods 施工方法	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) Discipline Engineering Specialisation 學科工程專業化	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iv) Engineering Design Management 工程設計管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(v) Environment Management 環境管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vi) Maintenance 維護	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(vii) Technical Drawing 技術繪圖	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(viii) Technology Management 技術管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ix) Workplace Safety and Health (WSH) Management 工作場所安全與健康管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>C. Generic and Soft Skills</b> 通用技能及軟性技巧			
(i) Analytical Thinking 分析思維	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(ii) Information Technology Management 信息技術管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(iii) People Development and Management 人才發展與管理	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No such level of staff 沒有相關職級員工	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**(ONLY applicable to companies engaging in construction/real estate-related architectural, surveying and project engineering services)**

(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)

**Proportion of Origin of Work**

工作來源地的比例

7. Please indicate the relative percentage of manpower engaging in **work outside Hong Kong** in your company:

請填寫貴機構的僱員，參與**香港以外工作**相對的百分比：

%
---

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

問卷完，多謝合作。

Serial No.



**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2021年人力調查**  
**(建築地盤)**

The 2021 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 **1st June 2021** by answering the questionnaire. Thank you.

建築、土木工程及建設環境業2021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**2021年6月1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**

- NATURE OF WORK:  Building sites  
工程性質 建築地盤
- Civil engineering and other sites  
土木工程及其他地盤

- PROJECT TYPE:  Site formation, piling and related foundation work  
工程類型 地盤開拓、打樁及相關地基工程
- Erection of superstructure including construction of basement  
包括地庫建設的樓宇上蓋建設
- Civil engineering  
土木工程
- Fitting out, repair and maintenance to existing premises  
現有樓宇之裝修、維修和保養工程

TOTAL NO. OF PERSONS AT CONSTRUCTION SITE:  
在建築地盤工作的人數 \_\_\_\_\_

(For official use)  
Industry Code \_\_\_\_\_

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

\* The information provided will be used for the purpose of this and subsequent manpower surveys.  
所提供資料將用作是次及日後人力調查之用。

Manpower Information

人力情況

Please complete columns 'B' to 'E' of the questionnaire according to the list of principal jobs by referring to Appendix B for job description of individual job.

請根據列表中的主要職務，並參考附錄B有關各種職務的工作說明來填寫表內各欄 'B' 至 'E'。

Engaged in Construction, Civil Engineering and Built Environment  
從事建築、土木工程和建築環境

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees <sup>#</sup> ) 在統計日期在建築地盤工作的 人數 (受訓者 <sup>#</sup> 除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees <sup>#</sup> ) 在統計日期 的空缺額 (受訓者 <sup>#</sup> 除 外)	(D) No. of Trainees <sup>#</sup> as at Survey Reference Date 在統計日期的 受訓者 <sup>#</sup> 人數	(E) Average Monthly Remuneration Package of Persons work at Construction Site (include overtime pay, allowances, commission and bonus, etc.) 建築地盤工作人員之 每月平均薪酬 (包括逾時 工作薪酬、津貼、佣金及花紅等等) Code 編號
		Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商 僱員	Self- employed Persons 自僱人士			
		Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。					
e.g: 例子	Job Title A (1 Main contractors' employee, 2 Sub-contractors' employees and 1 vacancies) 職位甲(1名總承建商僱員, 2分包商僱員及1個空缺)	1	2	0	1	0	5
<b>Professional/Technologist 專業人士/技師</b>							
A professional/ technologist is 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. 「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。							
101	Architect 建築師						
102	Construction Manager/ Project Manager 營造師/ 項目經理						
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 Manager 建築信息模擬經理						

<sup>#</sup> "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.

「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

Job Code  
職位  
編號

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees*)  在統計日期在建築地盤工作的 人數 (受訓者*除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees*)  在統計日期 的空缺額 (受訓者*除 外)	(D) No. of Trainees* as at Survey Reference Date  在統計日期的 受訓者*人數	(E) Average Monthly Remuneration Package of Persons work at Construction Site (include overtime pay, allowances, commission and bonus, etc.)  建築地盤工作人員之 每月平均薪酬 (包括逾時 工作薪酬、津貼、佣金及花紅等等)
	Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商 僱員	Self- employed Persons 自僱人士			
	Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。					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 \$50,001 or above 或以上

**Technician 技術員**  
A technician is a person who occupies a position between the professional/ technologist and the skilled worker. 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 technologist.  
「技術員」的職級介乎專業人士/技師與熟練工人之間, 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。

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					
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 Coordinator/ Modeller 建築信息模擬協調員					
235	Utility Technician 設施技術員					
236	Geographic Information System (GIS) Technician 地理信息系統技術員					

\* "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.  
「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees <sup>#</sup> )  在統計日期在建築地盤工作的 人數 (受訓者 <sup>#</sup> 除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees <sup>#</sup> )  在統計日期 的空缺額 (受訓者 <sup>#</sup> 除 外)	(D) No. of Trainees <sup>#</sup> as at Survey Reference Date  在統計日期的 受訓者 <sup>#</sup> 人數	(E) Average Daily Wage Rate of Persons work at Construction Site 建築地盤工作人員之平均日薪  Code 編號
	Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商 僱員	Self- employed Persons 自僱人士			A \$1,000 or below或以下 B \$1,001 - \$1,300 C \$1,301 - \$1,600 D \$1,601 - \$2,000 E \$2,001 - \$2,500 F \$2,501 or above或以上
	Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺,請在方格內 填入 '0'。					

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

A skilled worker is 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.

A semi-skilled worker is 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.

「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。

「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。

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)					
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	Leveller 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					

<sup>#</sup> "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.

「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。



(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees <sup>#</sup> )  在統計日期在建築地盤工作的 人數 (受訓者 <sup>#</sup> 除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees <sup>#</sup> )  在統計日期 的空缺額 (受訓者 <sup>#</sup> 除 外)	(D) No. of Trainees <sup>#</sup> as at Survey Reference Date  在統計日期的 受訓者 <sup>#</sup> 人數	(E) Average Daily Wage Rate of Persons work at Construction Site 建築地盤工作人員之平均日薪  Code 編號
	Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商 僱員	Self- employed Persons 自僱人士			A \$1,000 or below或以下 B \$1,001 - \$1,300 C \$1,301 - \$1,600 D \$1,601 - \$2,000 E \$2,001 - \$2,500 F \$2,501 or above或以上
	Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。					

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

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)					
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 (暫建物)					
361	Repair and Maintenance Workers 維修及保養工					
362	Arboricultural Worker 樹藝工人					
363	Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員					
364	Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員					

# "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.  
「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees#)  在統計日期在建築地盤工作的 人數 (受訓者#除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees#)  在統計日期 的空缺額 (受訓者#除 外)	(D) No. of Trainees# as at Survey Reference Date  在統計日期的 受訓者#人數	(E) Average Daily Wage Rate of Persons work at Construction Site 建築地盤工作人員之平均日薪  Code 編號
		Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商僱 員	Self- employed Persons 自僱人士			
		Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。					
<b>General Worker 普通工人</b>							
A general worker is normally assigned to perform repetitive work requiring only a narrow range of skills and short period of training. 「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。							
401	Chainman 測量幫工						
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	Sewer 渠務工						
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人						
<b>OTHER RELATED STAFF 其他相關員工</b>							

# "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.  
「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

**Engaged in Electrical and Mechanical Engineering**  
**從事機電工程**

Job Code 職位編號	(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees <sup>#</sup> ) 在統計日期在建築地盤工作的人數 (受訓者 <sup>#</sup> 除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees <sup>#</sup> ) 在統計日期的空缺額 (受訓者 <sup>#</sup> 除外)	(D) No. of Trainees <sup>#</sup> as at Survey Reference Date 在統計日期的受訓者 <sup>#</sup> 人數	(E) Average Monthly Remuneration Package of Persons work at Construction Site (include overtime pay, allowances, commission and bonus, etc.) 建築地盤工作人員之每月平均薪酬 (包括逾時工作薪酬、津貼、佣金及花紅等等) Code 編號
		Main contractors' Employees 總承建商僱員	Sub-contractors' Employees 分包商僱員	Self-employed Persons 自僱人士			
e.g. 例子	Job Title A (1 Main contractors' employee, 2 Sub-contractors' employees and 1 vacancies) 職位甲(1名總承建商僱員, 2分包商僱員及1個空缺)	1	2	0	1	0	5
<b>Professional/Technologist 專業人士/技師</b>							
A professional/ technologist is 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. 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; 與科技發展並進, 應用最新技術, 以及督導和培訓下屬。							
501	Building Services Engineer 屋宇設備工程師						
502	Electrical Engineer 電機工程師						
503	Refrigeration/Air-conditioning/ Ventilation Engineer 冷凝/空氣調節/通風設備工程師						
504	Mechanical Engineer 機械工程師						
505	Plumbing and Drainage Engineer 水喉及渠務工程師						
506	Lift/Escalator Engineer 升降機/自動梯工程師						
507	Fire Services Engineer 消防設備工程師						
508	Electronics Engineer 電子工程師						
509	Control and Instrumentation Engineer 控制及儀器工程師						
510	Engineering Manager 工程經理						
511	Safety Officer 安全主任						
<b>Technician 技術員</b>							
A technician is 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 technologist. 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。							
601	Supervisor 監督						
602	Building Services Technician 屋宇設備技術員						
603	Draughtsman 繪圖員						
604	Electrical Engineering Technician 電機工程技術員						
605	Refrigeration/Air-conditioning/ Ventilation Technician 冷凝/空氣調節/通風設備技術員						
606	Mechanical Engineering Technician 機械工程技術員						
607	Lift/Escalator Technician 升降機/自動梯技術員						
608	Fire Services Technician 消防設備技術員						
609	Electrical Instrument and Meter Technician 電工儀器技術員						
610	Electronics Technician 電子技術員						
611	Telecommunication Technician 電訊技術員						
613	Assistant Safety Officer/Safety Supervisor 助理安全主任/安全督導員						

<sup>#</sup> "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.

「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

Job Code  
職位編號

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees#)  在統計日期在建築地盤工作的 人數 (受訓者# 除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees#)  在統計日期 的空缺額 (受訓者# 除 外)	(D) No. of Trainees# as at Survey Reference Date  在統計日期的 受訓者# 人數	(E) Average Monthly Remuneration Package of Persons work at Construction Site (include overtime pay, allowances, commission and bonus, etc.)  建築地盤工作人員之 每月平均薪酬 (包括逾時 工作薪酬、津貼、佣金及花紅等等)
	Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商 僱員	Self- employed Persons 自僱人士			
	Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。					

Code  
編號

1	\$12,000 or below 或以下
2	\$12,001 - \$15,000
3	\$15,001 - \$18,000
4	\$18,001 - \$25,000
5	\$25,001 - \$35,000
6	\$35,001 - \$45,000
7	\$45,001 - \$60,000
8	\$60,001 or above 或以上

### Tradesman/ Craftsman 技工

A tradesman/ craftsman is a skilled worker who is able to apply his/her skills to a wide range of jobs within his/her trade, with minimum direction and supervision. A tradesman/ craftsman possesses not only practical skills but also related theoretical knowledge which enables him/her to adapt himself/herself to new technologies.  
技工是指熟練工人, 能在有限度的指示及督導下, 應用各種技能執行個別行業的職務。技工除須具備實際技能外, 亦需有相關的理論知識, 以便能適應日新月異的科技发展。

703	Electrical Fitter 電氣裝配工					
704	Control Panel Assembler 控制板裝配工					
705	Electrical Wireman 電氣佈線工					
726	Refrigeration/Air-conditioning/Ventilation Mechanic (Master) 空調製冷設備技工(全科)					
706	Refrigeration/Air-conditioning/Ventilation Mechanic (Electrical Control) 空調製冷設備技工(電力控制)					
707	Refrigeration/Air-conditioning/ Ventilation Mechanic (Unitary System) 空調製冷設備技工(獨立系統)					
708	Refrigeration/Air-conditioning/ Ventilation Mechanic (Air System)/ Sheet Metal Worker 空調製冷設備技工(送風系統)/ 薄片金屬構造工					
709	Refrigeration/Air-conditioning/Ventilation Mechanic (Thermal Insulation)/ Thermal Insulation Craftsman 空調製冷設備技工(保溫)/ 保溫技工					
710	Refrigeration/Air-conditioning/ Ventilation Mechanic (Water System) 空調製冷設備技工(水系統)					
732	Drain and Pipe Layer (Master) 地渠及喉管工(全科)					
733	Drainlayer 地渠工					
734	Plumber 水喉工					
735	Pipelayer 敷喉管工					
712	Mechanical Fitter 機械打磨裝配工					
736	Lift and Escalator Mechanic (Master) 升降機及自動梯技工(全科)					
713	Lift Mechanic 升降機技工					
714	Escalator Mechanic 自動梯技工					
727	Fire Service Mechanic (Master) 消防設備技工(全科)					
715	Fire Services Electrical Fitter 消防電氣裝配工					
716	Fire Services Mechanical Fitter 消防機械裝配工					
728	Fire Service Portable Equipment Fitter 手提消防設備裝配工					
717	Cable Jointer (Power) 強電流電纜接駁技工					
737	Cable Jointer (Low Voltage) 強電流電纜接駁技工 (低壓)					
718	Overhead Linesman 架空電線技工					

# "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.  
「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

Job Code  
職位  
編號

(A) Principal Job 主要職務  (See Appendix B) (參閱附錄 B)	(B) No. of Persons working at Construction Site as at Survey Reference Date (Excl. trainees#)  在統計日期在建築地盤工作的 人數 (受訓者#除外)			(C) No. of Vacancies as at Survey Reference Date (Excl. trainees#)  在統計日期 的空缺額 (受訓者#除 外)	(D) No. of Trainees# as at Survey Reference Date  在統計日期的 受訓者#人數	(E) Average Monthly Remuneration Package of Persons work at Construction Site (include overtime pay, allowances, commission and bonus, etc.)  建築地盤工作人員之 每月平均薪酬 (包括逾時 工作薪酬、津貼、佣金及花紅等等)
	Main contractors' Employees 總承建商 僱員	Sub- contractors' Employees 分包商僱 員	Self- employed Persons 自僱人士	Please enter a zero '0' in the box if no employee/ trainees/ vacancy. 如沒有僱員/受訓者/空缺, 請在方格內 填入 '0'。		Code 編號
						1 \$12,000 or below 或以下 2 \$12,001 - \$15,000 3 \$15,001 - \$18,000 4 \$18,001 - \$25,000 5 \$25,001 - \$35,000 6 \$35,001 - \$45,000 7 \$45,001 - \$60,000 8 \$60,001 or above 或以上

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

719	Electrical Appliances Service Mechanic 電器用具服務技工					
720	General Welder 普通焊接工					
738	Electronic Equipment Mechanic (Construction Work) (Master) 電子設備技工(建造工作)(全科)					
724	Building Security System Mechanic 建築物防盜系統技工					
725	Communication System Mechanic 電訊系統裝配工					
778	Gas Installer 氣體裝置技工					

**Semi-skilled / General Worker 半技術工人/普通工人**

A semi-skilled/general worker is normally assigned to perform repetitive work requiring only a narrow range of skills and short period of training.  
半技術工人/普通工人通常獲指派擔任性質重複的工作, 要求的技能較少, 訓練時間亦較短。

801	General Worker 普通工人					
802	Semi-skilled Worker 半技術工					

**OTHER STAFF RELATED TO ELECTRICAL AND MECHANICAL ENGINEERING 其他機電工程相關的員工**


# "Trainees" refer to those employees undergoing any form of training, and includes trainees and apprentices under a contract of apprenticeship.  
「受訓者」指正在接受各種形式訓練的僱員, 包括受訓者及根據學徒合約受聘的學徒。

**End of questionnaire. Thank you for your co-operation.**  
問卷完, 多謝合作。

**The 2021 Manpower Survey of the Building, Civil Engineering and  
Built Environment Industry**  
建築、土木工程及建設環境業 2021 年人力調查

Explanatory Notes  
附註

**Part I**  
第一部份

1. Principal Jobs - Column 'A'  
主要職務——‘A’欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your establishment. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽‘A’欄，選取適用於貴機構的主要職務。有關詳細的工作說明，請參閱附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your establishment. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event where an employee's duties in your establishment are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them in respect of the appropriate job categories.  
如貴機構另有建築、土木工程及建設環境業的主要職務未載於工作說明(附錄 B)，請一併填入‘A’欄內，並簡述其所屬的職務類別及等級。

2. Number of Employees working at Office / Minor work site as at Survey Reference Date (Excl. trainees) - Column 'B'  
在統計日期在辦公室或小型工程的工地工作之僱員人數（受訓者除外）——‘B’欄

For each principal job, please fill in the total number of full-time employees (excluding trainees) working at office / minor work site (excluding building and civil engineering sites) as at survey reference date.

請填寫貴機構於統計日期在辦公室或小型工程的工地（不包括建築地盤）工作之每個主要職務的全職僱員總數（受訓者除外）。

Under normal circumstances, the types of employees included in different scenarios are as follows:  
通常情況下，僱員應包括：

	Your establishment <u>involved</u> in minor works 貴機構 <u>涉及</u> 小型工程		<u>No involvement</u> in minor works 貴機構 <u>沒有</u> 涉及小型工程
	Role: Main Contractor 角色：主承建商	Role: Sub-contractor 角色：分包商	
Your employees:- 貴機構僱員			
(i) working at office 在辦公室工作	✓	✓	✓
(ii) working at minor works site 在小型工程的工地工作	✓	✗	✗
Sub-contractor(s)' employees or self-employed persons working at your minor works site 在貴機構小型工程的工地工作的分包商僱員及自僱人士	✓	✗	✗

“Full Time Employees” refer to those working full-time (i.e. at least 4 weeks a month, and not less than 18 hours in each week) under the payroll of the establishment. These include proprietors and partners working full-time for the establishment. These definitions also apply to ‘full-time employee(s)’ appearing in other parts of the questionnaire. 「全職僱員」指在 貴機構內全職工作（即每月最少四週、每週不少於十八小時）的受薪人員，其中包括在機構內全職工作的東主及合夥人。調查表內所出現的「全職僱員」等詞，定義亦同。

“Office” generally refers to head office and branch office but not include construction sites. 「辦公室」一般是指機構的總公司及其附屬辦公室，但不包括建築及土木工程工地。

“Minor works” refer to construction projects for small houses in the New Territories, and minor alterations, repairs, maintenance and interior decoration of existing buildings. Term maintenance contracts and term contracts for maintenance work or repair are also included. However, construction sites are not included. 「小型工程」指新界小型屋宇建造工程及現有建築物的小規模改建、修葺、保養和室內裝修等工程，而保養或修葺的定期合約亦包括在內，但是建築地盤則不包括在內。

3. Number of Vacancies as at Survey Reference Date - Column ‘C’  
在統計日期的空缺額 —— ‘C’ 欄

Please fill in the number of existing full time vacancies as at Survey Reference Date. ‘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.

請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

4. Number of Trainees as at Survey Reference Date – Column ‘D’  
在統計日期的受訓者人數 —— ‘D’ 欄

Please fill in the total number of employees undergoing any form of training. This includes trainees and apprentices under a contract of apprenticeship.

請填寫正在接受各種形式訓練的僱員總數，包括受訓者及根據見習員合約受聘的見習員。

5. Average Monthly Remuneration Package / Hourly Wage Range of Employees- Column ‘E’  
僱員之每月平均薪酬／平均日薪 —— ‘E’ 欄

(a) Average Monthly Remuneration Package  
每月平均薪酬

Please enter the code of average monthly remuneration package during the past 12 months for each principal job of full time employee(s) (including staff from sub-contractor and self- employed persons) as at survey reference date. This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在 ‘E’ 欄填入每個主要職務的全職僱員（包括 分包商僱員及自僱人士）在統計日期過去 12 個月每月平均薪酬的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如 貴機構有多於一名僱員擔任同一主要職務，則請取平均收入。

(b) Average Hourly Wage Range  
平均日薪

Please enter the code of average hourly wage for each principal job of employees (including staff from sub-contractor and self- employed persons) as at survey reference date. If you have more than one employee doing the same job, please enter the average range.

請在 ‘E’ 欄填入請填寫每個主要職務的全職僱員（包括 分包商僱員及自僱人士）在統計日期的平均日薪的編號。如 貴機構有多於一名僱員擔任同一主要職務，則請取平均收入。

## Part II 第二部份

### 6. Question 1 – Business Environment

問題 1 —— 行業概況

Please indicate your views on the expected change in business situation of your establishment in the next 12 months and indicate the reasons leading to the better or worse.

請指出 貴機構在未來十二個月業務狀況的變化及引起較佳或較差的原因。

### 7. Question 2 – New Recruitment

問題 2 —— 新聘僱員

- (a) Please fill in the number of new recruits in the past 12 months.  
請填入在過去十二個月 貴機構新招聘的僱員人數。
- (b) Please fill in the number of new recruits with the experience in building, civil engineering or built environment.  
請填入 貴機構的新招聘中，具建築、土木工程或建設環境的相關經驗的人數。
- (c) Please fill in the number of new recruits who are graduates of 2020 and 2021 from building, civil engineering or built environment programmes, including graduates of the apprenticeship scheme.  
請填入 貴機構的新招聘中，相關建築、土木工程或建設環境之課程於 2020 及 2021 畢業生人數，包括學徒訓練計劃之畢業生。

### 8. Question 3 – Employees Leaving the Establishment

問題 3 —— 僱員離職

Please fill in the number of different levels of full time employees left employment in the past 12 months.

請填上過去十二個月內在 貴機構離職的各級全職僱員人數。

### 9. Question 4 – Preferred Education Level and Year of Experience

問題 4 —— 宜有的教育程度及相關年資

Please tick the boxes the preferred education level and year of experience which an employer prefers his full time employees to have.

請選擇 貴機構對全職僱員宜有的教育程度及相關年資。

Definition of Preferred Level of Education:

宜有教育程度的定義：

- ◆ “Postgraduate Degree” refers to higher degrees (e.g. master degrees) offered by local or non-local education institutions, or equivalent.  
「研究生學位」是指本地或非本地教育機構提供的高等學位（如碩士學位），或同等教育程度。
- ◆ “First Degree” refers to first degrees offered by local or non-local education institutions, or equivalent.  
「學士學位」是指本地或非本地教育機構提供的學士學位，或同等教育程度。
- ◆ “Sub-degree” refers to Associate Degrees, Higher Diplomas, Professional Diplomas, Higher Certificates, Endorsement Certificates, Associateship or equivalent programmes offered by local or non-local education institutions.  
「副學位」是指本地或非本地教育機構提供的副學士、高級文憑、專業文憑、高級證書、增修證書、院士銜或同等課程。
- ◆ “Diploma/Certificate” refers to technical and vocational education programmes including Diploma/Certificate courses, Diploma of Foundation Studies, Diploma of Vocational Education and programmes at the craft level, or equivalent.  
「文憑／證書」是指技術及職業教育課程之文憑／證書、基礎課程文憑、職專文憑及技工程度的課程，或同等教育程度。



- ◆ “Secondary 4 to 7” refers to Secondary 4-7, covering the education programmes in relation to the Hong Kong Certificate of Education Examination (HKCEE), the Hong Kong Diploma of Secondary Education (HKDSE) Examination, Diploma Yi Jin, or equivalent.  
「中四至中七」是指中四至中七（包括與香港中學會考、香港中學文憑考試、毅進文憑等相關的教育課程）或同等教育程度。
- ◆ “Secondary 3 or below” refers to Secondary 3 or below, or equivalent.  
「中三或以下」是指中三或以下，或同等教育程度。

10. Question 5 – Major Difficulties Encountered in Recruitment

問題 5 —— 主要招聘困難

Please indicate the difficulties encountered in recruitment of employees of your establishment in the past 12 months.  
請指出 貴機構在過去十二個月在招聘僱員時遇到的困難。

11. Question 6 – Training areas

問題 6 —— 培訓範疇

Please indicate the future training areas for full-time employees in order to meet the emerging trend of the industry.  
請指出 貴機構的全職僱員未來需要加強培訓的範疇，以配合行業的新興趨勢。

**The 2021 Manpower Survey of the Building, Civil Engineering and  
Built Environment Industry**  
建築、土木工程及建設環境業 2021 年人力調查

Explanatory Notes  
附註

**Part I**  
第一部份

1. Principal Jobs - Column 'A'  
主要職務——‘A’欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your establishment. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽‘A’欄，選取適用於貴機構的主要職務。有關詳細的工作說明，請參閱附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your establishment. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event where an employee's duties in your establishment are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them in respect of the appropriate job categories.  
如貴機構另有建築、土木工程及建設環境業的主要職務未載於工作說明(附錄 B)，請一併填入‘A’欄內，並簡述其所屬的職務類別及等級。

2. Number of Employees as at Survey Reference Date (Excl. employees work at construction site and trainees) - Column 'B'  
在統計日期的僱員人數（僱員在建築地盤工作及受訓者除外）——‘B’欄

For each principal job, please fill in the total number of full-time employees (excluding employees work at construction site and trainees) as at survey reference date.  
請填寫貴機構於統計日期每個主要職務的全職僱員總數（僱員在建築地盤工作及受訓者除外）。

“Full Time Employees” refer to those working full-time (i.e. at least 4 weeks a month, and not less than 18 hours in each week) under the payroll of the establishment. These include proprietors and partners working full-time for the establishment. These definitions also apply to ‘full-time employee(s)’ appearing in other parts of the questionnaire.  
「全職僱員」指在貴機構內全職工作（即每月最少四週、每週不少於十八小時）的受薪人員，其中包括在機構內全職工作的東主及合夥人。調查表內所出現的「全職僱員」等詞，定義亦同。

3. Number of Vacancies as at Survey Reference Date - Column 'C'  
在統計日期的空缺額——‘C’欄

Please fill in the number of existing full time vacancies as at Survey Reference Date. ‘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.  
請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

4. Number of Trainees as at Survey Reference Date – Column ‘D’

在統計日期的受訓者人數——‘D’欄

Please fill in the total number of employees undergoing any form of training. This includes trainees and apprentices under a contract of apprenticeship.

請填寫正在接受各種形式訓練的僱員總數，包括受訓者及根據見習員合約受聘的見習員。

5. Average Monthly Remuneration Package / Hourly Wage Range of Employees- Column ‘E’

僱員之每月平均薪酬／平均日薪——‘E’欄

(a) Average Monthly Remuneration Package

每月平均薪酬

Please enter the code of average monthly remuneration package during the past 12 months for each principal job of full time employee(s) as at survey reference date. This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在‘E’欄填入每個主要職務的全職僱員在統計日期過去12個月每月平均薪酬的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如貴機構有多於一名僱員擔任同一主要職務，則請取平均收入。

(b) Average Hourly Wage Range

平均日薪

Please enter the code of average hourly wage for each principal job of employees as at survey reference date. If you have more than one employee doing the same job, please enter the average range.

請在‘E’欄填入請填寫每個主要職務的全職僱員在統計日期的平均日薪的編號。如貴機構有多於一名僱員擔任同一主要職務，則請取平均收入。

## Part II 第二部份

### 6. Question 1 – Business Environment

#### 問題 1 —— 行業概況

Please indicate your views on the expected change in business situation of your establishment in the next 12 months and indicate the reasons leading to the better or worse.

請指出 貴機構在未來十二個月業務狀況的變化及引起較佳或較差的原因。

### 7. Question 2 – New Recruitment

#### 問題 2 —— 新聘僱員

- (a) Please fill in the number of new recruits in the past 12 months.  
請填入在過去十二個月 貴機構新招聘的僱員人數。
- (b) Please fill in the number of new recruits with the experience in building, civil engineering or built environment.  
請填入 貴機構的新招聘中，具建築、土木工程或建設環境的相關經驗的人數。
- (c) Please fill in the number of new recruits who are graduates of 2020 and 2021 from building, civil engineering or built environment programmes, including graduates of the apprenticeship scheme.  
請填入 貴機構的新招聘中，相關建築、土木工程或建設環境之課程於 2020 及 2021 畢業生人數，包括學徒訓練計劃之畢業生。

### 8. Question 3 – Employees Leaving the Establishment

#### 問題 3 —— 僱員離職

Please fill in the number of different levels of full time employees left employment in the past 12 months.

請填上過去十二個月內在 貴機構離職的各級全職僱員人數。

### 9. Question 4 – Preferred Education Level and Year of Experience

#### 問題 4 —— 宜有的教育程度及相關年資

Please tick the boxes the preferred education level and year of experience which an employer prefers his full time employees to have.

請選擇 貴機構對全職僱員宜有的教育程度及相關年資。

Definition of Preferred Level of Education:

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- ◆ “Secondary 3 or below” refers to Secondary 3 or below, or equivalent.  
「中三或以下」是指中三或以下，或同等教育程度。

10. Question 5 – Major Difficulties Encountered in Recruitment

問題 5 —— 主要招聘困難

Please indicate the difficulties encountered in recruitment of employees of your establishment in the past 12 months.  
請指出 貴機構在過去十二個月在招聘僱員時遇到的困難。

11. Question 6 – Training areas

問題 6 —— 培訓範疇

Please indicate the future training areas for full-time employees in order to meet the emerging trend of the industry.  
請指出 貴機構的全職僱員未來需要加強培訓的範疇，以配合行業的新興趨勢。

12. (ONLY applicable to companies engaging in construction/real estate-related architectural, surveying and project engineering services)

(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)

Question 7

問題 7

Please indicate the relative percentage of manpower engaging in work outside Hong Kong in your company.  
請填寫貴機構的僱員，參與香港以外工作相對的百分比。

**The 2021 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 2021 年人力調查  
(建築地盤)**

**Explanatory Notes**  
附註

**Part I**  
第一部份

1. **Principal Jobs - Column 'A'**  
主要職務——‘A’欄

- (a) Please go through column 'A' and mark those principal jobs applicable to your establishment. For detailed job descriptions for principal jobs, please refer to Appendix B.  
請瀏覽‘A’欄，選取適用於貴機構的主要職務。有關詳細的工作說明，請參閱 附錄 B。
- (b) Please note that some of the job titles may not be the same as those used in your establishment. Please classify an employee according to his/her major duty and supply the required information if the jobs have similar or related functions.  
調查表內部分職稱可能有別於貴機構所採用。請根據僱員的主要職責分類。若員工職責與表內某職務的職責相近，可視作相同職務，請提供所需資料。
- (c) In the event where an employee's duties in your establishment are split between two or more job titles, please use the job title that best describes his/her principal responsibility.  
如貴機構有員工身兼多項職責，請選用最能反映其主要職責的職稱。
- (d) Please add in column 'A' titles of any principal jobs not mentioned in job descriptions (Appendix B); briefly describe them in respect of the appropriate job categories.  
如貴機構另有建築、土木工程及建設環境業的主要職務未載於工作說明( 附錄 B )，請一併填入‘A’欄內，並簡述其所屬的職務類別及等級。

2. **Number of Persons working at Construction Site as at Survey Reference Date (Excl. trainees) - Column 'B'**  
在統計日期在建築地盤工作之人數（受訓者除外）——‘B’欄

For each principal job, please fill in the total number of persons (excluding trainees) working at construction site as at survey reference date.

請填寫貴機構於統計日期在建築地盤工作的每個主要職務的人數（受訓者除外）。

Persons work at construction site included:

建築地盤工作的人包括：

- ◆ Main contractors' Employees  
總承建商僱員
- ◆ Sub- contractors' Employees  
分包商僱員
- ◆ Self-employed Persons  
自僱人士

3. Number of Vacancies as at Survey Reference Date - Column 'C'

在統計日期的空缺額 —— 'C' 欄

Please fill in the number of existing full time vacancies as at Survey Reference Date. '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.

請填上在統計日期每一主要職務的全職空缺額。「空缺額」是指該職位於統計參考日期仍懸空，須立刻填補，而現正積極招聘人員填補。

4. Number of Trainees as at Survey Reference Date - Column 'D'

在統計日期的受訓者人數 —— 'D' 欄

Please fill in the total number of employees undergoing any form of training. This includes trainees and apprentices under a contract of apprenticeship.

請填寫正在接受各種形式訓練的僱員總數，包括受訓者及根據見習員合約受聘的見習員。

5. Average Monthly Remuneration Package / Hourly Wage Range of Persons work at Construction Site - Column 'E'

建築地盤工作人員之每月平均薪酬／平均日薪 —— 'E' 欄

(a) Average Monthly Remuneration Package

每月平均薪酬

Please enter the code of average monthly remuneration package during the past 12 months for each principal job of persons work at construction site as at survey reference date. This should include basic salary, overtime pay, cost of living allowance, meal allowance, housing allowance, travel allowance, commission and bonus. If you have more than one employee doing the same job, please enter the average range.

請在 'E' 欄填寫在建築地盤中，每個主要職務的工作人員在統計日期過去 12 個月每月平均薪酬的編號。這包括底薪、逾時工作津貼、生活津貼、膳食津貼、房屋津貼、旅行津貼、佣金及花紅。如 貴機構有多於一名僱員擔任同一主要職務，則請取平均收入。

(b) Average Hourly Wage Range

平均日薪

Please enter the code of average hourly wage for each principal job of persons work at construction site as at survey reference date. If you have more than one employee doing the same job, please enter the average range.

請在 'E' 欄填寫在建築地盤中，每個主要職務的工作人員在統計日期的平均日薪的編號。如 貴機構有多於一名僱員擔任同一主要職務，則請取平均收入。

**2021 Manpower Survey of The Building, Civil Engineering and Built Environment Industry**  
**建築、土木工程及建設環境業2021年人力調查**

Description 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
<b>1. PROFESSIONAL/TECHNOLOGIST 專業人士／技師</b>		
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	Construction Manager/ Project Manager  營造師／項目經理	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
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）</b>		
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証書，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
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士/技師 (續)</b>		
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士/技師 (續)</b>		
122	Building Information Modelling Manager  建築信息模擬經理	Manages BIM technology implementation and assures the quality deliverables on construction projects and is responsible for BIM facilitation, coordinating data-exchange activities, fulfilling pre-defined design specifications and delivery specifications, and overall model quality control. 管理 BIM 技術的實行，並須確保其質量，主要職責包括 BIM 簡化，協調數據交換活動，完成預定義的設計規範和交付規範以及總體模型質量控制。
<b>2. TECHNICIAN 技術員</b>		
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
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。
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都市設計計劃，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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
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。
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 Coordinator/Modeller 建築信息模擬協調員	Uses Building Information Modelling (BIM) to perform drawing work, monitor modelling and update drawing, and is responsible for model management, project information management and process management activities. Model management activities are technical in nature and focus on the generation and delivery of one or more model uses. Project information management activities focus on the inclusion / accuracy / detail of information as to meet contractual requirements. Process management activities focus on facilitating the relationship between project participants by assisting them to select collaboration workflows, delivery standards and communication protocols as best suited for each particular project. 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，並結合模型管理，項目信息管理和流程管理活動在一起。模型管理活動本質上是技術性並專注於一種或多種模型用途的生成和交付。項目信息管理活動側重於信息的包含/準確性/細節，以滿足合同要求。流程管理活動的重點是通過幫助參與者選擇最適合每個特定項目或項目階段的協作工作流，交付標準和通信協議來促進項目參與者之間的關係。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
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。
236	Geographic Information System (GIS) Technician  地理信息系統技術員	Gathers, analyses, interprets and uses geospatial information for applications in natural resources, geology environmental research and land use planning; performs software development and provides support and maintenance services of geospatial data map platform. 收集、分析、闡釋和使用地理空間信息，以用於自然資源，地質環境研究和土地使用規劃。他們進行軟件開發，並提供地理空間數據地圖平台的支援和系統維護服務。
<b>3. SKILLED &amp; SEMI-SKILLED WORKER 熟練及半熟練技工</b>		
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。
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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。
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)。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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	Pipelayer 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（工人輦）。
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。



Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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(叻喺)／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；以鉚釘或螺栓方法將構件裝配及建造鋼架結構；操作電剪、氧乙炔切割設備與其他工具。
346	Structural Steel Welder 結構鋼材焊接工	Cuts or joins structural steel sections including steel water mains or steel gas mains by electric arc, oxy-acetylene flame, or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，切割或焊接結構鋼材，包括水喉或氣體鋼管。
347	Tiler 鋪瓦工	Cuts, shapes and sets tiles on walls, ceilings and floors to specified levels and patterns. 依照指定平水及圖案，切割及鋪砌磚瓦片於牆壁、天花及地台上。
348	Trackworker 鋪軌工	Lays and maintains trackworks for railways or other vehicles. 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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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	Performs 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。
363	Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員	Sets up lifting apparatus and equipment for lifting, lowering and fixing Modular Integrated Construction (MiC) Unit with associated water proofing work for building or structure. 設置用於提升，降低和固定組裝合成組件的起重設施和設備，以及用於建築物或結構的相關防水工作。
364	Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員	Drives special Modular Integrated Construction (MiC) vehicles to transport MiC Units within or into or out of construction sites. 駕駛特殊的組裝合成組件 (MiC) 車輛，將MiC單元運入或運離建築工地。
<b>4. GENERAL WORKER 普通工人</b>		
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。
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。

**2021 Manpower Survey of The Building, Civil Engineering and Built Environment Industry****建築、土木工程及建設環境業2021年人力調查**Construction Sites

## 建築地盤

Description for the Principal Jobs

## 主要職務的工作說明

<b>Engaged in Construction, Civil Engineering and Built Environment</b> <b>從事建築，土木工程和建築環境</b>
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Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>1. PROFESSIONAL/TECHNOLOGIST 專業人士／技師</b>		
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	Construction Manager/ Project Manager  營造師／項目經理	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

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）</b>		
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。
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証書，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
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士/技師 (續)</b>		
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士/技師 (續)</b>		
122	Building Information Modelling Manager  建築信息模擬經理	Manages BIM technology implementation and assures the quality deliverables on construction projects and is responsible for BIM facilitation, coordinating data-exchange activities, fulfilling pre-defined design specifications and delivery specifications, and overall model quality control. 管理 BIM 技術的實行，並須確保其質量，主要職責包括 BIM 簡化，協調數據交換活動，完成預定義的設計規範和交付規範以及總體模型質量控制。
<b>2. TECHNICIAN 技術員</b>		
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
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。
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都市設計計劃，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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
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。
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 Coordinator/ Modeller  建築信息模擬協調員	Uses Building Information Modelling (BIM) to perform drawing work, monitor modelling and update drawing, and is responsible for model management, project information management and process management activities. Model management activities are technical in nature and focus on the generation and delivery of one or more model uses. Project information management activities focus on the inclusion / accuracy / detail of information as to meet contractual requirements. Process management activities focus on facilitating the relationship between project participants by assisting them to select collaboration workflows, delivery standards and communication protocols as best suited for each particular project. 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，並結合模型管理，項目信息管理和流程管理活動在一起。模型管理活動本質上是技術性並專注於一種或多種模型用途的生成和交付。項目信息管理活動側重於信息的包含/準確性/細節，以滿足合同要求。流程管理活動的重點是通過幫助參與者選擇最適合每個特定項目或項目階段的協作工作流，交付標準和通信協議來促進項目參與者之間的關係。



Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
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。
236	Geographic Information System (GIS) Technician  地理信息系統技術員	Gathers, analyses, interprets and uses geospatial information for applications in natural resources, geology environmental research and land use planning; performs software development and provides support and maintenance services of geospatial data map platform. 收集、分析、闡釋和使用地理空間信息，以用於自然資源，地質環境研究和土地使用規劃。他們進行軟件開發，並提供地理空間數據地圖平台的支援和系統維護服務。
<b>3. SKILLED &amp; SEMI-SKILLED WORKER 熟練及半熟練技工</b>		
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。
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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。
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，並利用矽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)。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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	Pipelayer 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（工人輓）。
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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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(叻喺)／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；以鉚釘或螺栓方法將構件裝配及建造鋼架結構；操作電剪、氧乙炔切割設備與其他工具。
346	Structural Steel Welder 結構鋼材焊接工	Cuts or joins structural steel sections including steel water mains or steel gas mains by electric arc, oxy-acetylene flame, or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，切割或焊接結構鋼材，包括水喉或氣體鋼管。
347	Tiler 鋪瓦工	Cuts, shapes and sets tiles on walls, ceilings and floors to specified levels and patterns. 依照指定平水及圖案，切割及鋪砌磚瓦片於牆壁、天花及地台上。
348	Trackworker 鋪軌工	Lays and maintains trackworks for railways or other vehicles. 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。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. SKILLED &amp; SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)</b>		
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	Performs 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。
363	Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員	Sets up lifting apparatus and equipment for lifting, lowering and fixing Modular Integrated Construction (MiC) Unit with associated water proofing work for building or structure. 設置用於提升，降低和固定組裝合成組件的起重設施和設備，以及用於建築物或結構的相關防水工作。
364	Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員	Drives special Modular Integrated Construction (MiC) vehicles to transport MiC Units within or into or out of construction sites. 駕駛特殊的組裝合成組件 (MiC) 車輛，將MiC單元運入或運離建築工地。
<b>4. GENERAL WORKER 普通工人</b>		
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。
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。

**Engaged in Electrical and Mechanical Engineering**  
從事機電工程

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>1. PROFESSIONAL/TECHNOLOGIST 專業人士/技師</b>		
501	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。
502	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。
503	Refrigeration/ Air-conditioning/ Ventilation Engineer 冷凝/空氣調節/ 通風設備工程師	Researches into electrical and mechanical engineering problems related to refrigeration/air-conditioning/ ventilation systems; designs and advises on refrigerating, air-handling and electrical equipment for air-conditioning plant, cold stores and other refrigerating systems; plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究有關冷凝/空調系統的電機及機械工程問題；設計空調廠房、冷藏庫及其他冷藏系統的各項冷凝、空氣處理及電機設備，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。
504	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。
505	Plumbing and Drainage Engineer 水喉及渠務工程師	Researches into plumbing and drainage engineering problems; designs and advises on plumbing and drainage plant and equipment; plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究水喉及渠務工程問題；設計水喉及渠務裝置和設備，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。
506	Lift/Escalator Engineer 升降機/自動梯 工程師	Researches into electrical and mechanical engineering problems related to lift and escalator systems; designs and advises on mechanical and electrical equipment for lift and escalator systems; plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究有關升降機和自動梯系統的電機及機械工程問題；設計升降機和自動梯系統的機械及電機設備，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。
507	Fire Services Engineer 消防設備工程師	Researches into fire service problems; designs and advises on fire services systems and equipment; and plans and supervises their development, construction, manufacture, installation, operation, maintenance and repair. 研究消防設備問題；設計消防系統及設備，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。
508	Electronics Engineer 電子工程師	Researches into the application of electronic techniques in electrical engineering problems; designs and advises on electronic systems and equipment; plans and supervises their development, construction, manufacture, installation, operation, maintenance and repair. 研究電子技術在電機工程問題上的應用；設計電子系統及設備，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。
509	Control and Instrumentation Engineer 控制及儀器工程師	Designs and advises on electrical and mechanical measuring, control and test instruments; and plans and supervises their development, construction, installation, operation and maintenance. 設計電機及機械測量、控制及試驗儀器，並就該方面提供意見；策劃及管理其發展、建造、安裝、操作及保養。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>1. PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）</b>		
510	Engineering Manager  工程經理	Directs and assumes accountabilities for all aspects of electrical and mechanical (E & M) engineering projects or services. The job holder is not normally directly involved in day-to-day work of the engineering projects or services but sometimes offers professional engineering advices and decisions. He/she should have professional qualification and experience in E & M engineering. 管理及負責機電工程或服務。其職務通常不會直接參與工程或服務的日常工作，但會間常提出專業工程建議及決定。此職位需由具備專業資歷的人士擔任。
511	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。
<b>2. TECHNICIAN 技術員</b>		
601	Supervisor  監督	Performs supervisory duties contributory to the planning and allocation of tasks to workers and trainees, and to the manufacture, inspection, quality control, installation, operation, maintenance and repair of equipment and system. 擔任管理職務，如策劃及分配工作予工人及受訓者；管理有關設備及系統的製造、查驗、品質控制、安裝、操作、保養及修理。
602	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。
603	Draughtsman 繪圖員	Prepares detail and assembly drawings and circuit diagrams according to design specifications. 按照設計規格，繪製明細圖、裝配圖及線路圖。
604	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, development, manufacture, installation, operation, maintenance and repair of electrical systems and equipment. 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、發展、製造、安裝、操作、保養及修理電機裝置及設備。
605	Refrigeration/ Air-conditioning/ Ventilation Technician 冷凝／空氣調節／ 通風設備技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, manufacture, construction, installation, efficient operation, maintenance and repair of air-conditioning plant and equipment. 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、發展、製造、建造、安裝、有效操作、保養及修理冷凝空氣調節廠房及設備。
606	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, development, manufacture, construction, installation, efficient operation, maintenance and repair of mechanical plant and equipment. 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、發展、製造、建造、安裝、有效操作、保養及修理機械裝置及設備。
607	Lift/Escalator Technician  升降機／自動梯 技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, manufacture, installation, operation, maintenance and repair of both mechanical and electrical equipment for various types of lifts and escalators. 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、發展、製造、安裝、操作、保養及修理各類升降機及自動梯的機械及電氣設備。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>2. TECHNICIAN (Continued) 技術員 (續)</b>		
608	Fire Services Technician 消防設備技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, manufacture, installation, operation, maintenance and repair of fire services systems, equipment and fire extinguishers. 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、發展、製造、安裝、操作、保養及修理消防系統、設備及滅火筒。
609	Electrical Instrument and Meter Technician 電工儀器技術員	Fits, assembles, repairs, tests and calibrates electrical meters and instruments either independently or under the direction of a qualified engineer. 單獨或在有資歷工程師的指導下，裝配、組合、修理、測試及校準電錶及電工儀器。
610	Electronics Technician 電子技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, construction, installation, operation, maintenance and repair of electronic devices and equipment other than telecommunication systems. 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、發展、建造、安裝、操作、保養及修理電子裝置及設備（電訊系統除外）。
611	Telecommunication Technician 電訊技術員	Performs technical tasks, either independently or under the direction of a qualified engineer, contributory to design, development, installation, operation, maintenance and repair of telecommunication systems and equipment. 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、發展、安裝、操作、保養及修理電訊系統及設備。
613	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. Implementing industrial safety training. 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。推行工業安全訓練。
<b>3. TRADESMAN/CRAFTSMAN 技工</b>		
703	Electrical Fitter 電氣裝配工	Installs, tests and repairs electrical installations including electrical wiring in accordance with regulations and specifications; fits, assembles, erects, installs and repairs electrical plant and equipment other than refrigeration/air-conditioning/ventilation electrical control, low voltage switchboards and control panels. 依據規例及規格安裝、測試和維修電力裝置，包括敷電線；裝配、組合、設置、安裝及修理各類電氣裝置及設備（控制板及空調製冷設備電力控制除外）。
704	Control Panel Assembler 控制板裝配工	Fits, assembles, installs and repairs low voltage switchboards and control panels, for electrical plants and equipment. 裝配、組合、安裝及修理用於電氣裝置及設備的低電壓電線制箱及控制板。
705	Electrical Wireman 電氣佈線工	Installs and lays wiring for electrical systems and equipment. 安裝和敷設用於電氣裝置及設備的電線。
726	Refrigeration/Air-conditioning/Ventilation Mechanic (Master) 空調製冷設備技工（全科）	To fit, assemble, erect, install, commission, maintain and repair — (a) air-conditioning systems including refrigerating, air-handling and ventilation equipment and the associated electrical controls; (b) cold stores, ice-making and other refrigerating equipment; (c) air-conditioning and ventilation equipment forming part of fire services systems. 裝配、組合、設置、安裝、試動、保養和修理— (甲) 空調系統，包括冷凝、空氣處理和通風設備及有關的電力控制； (乙) 冷藏庫、製冰及其他冷凝設備； (丙) 與消防系統有關連的空調系統及通風設備。



Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. TRADESMAN/CRAFTSMAN (Continued) 技工 (續)</b>		
706	Refrigeration/ Air-conditioning/ Ventilation Mechanic (Electrical Control) 空調製冷設備技工 (電力控制)	Fits, assembles, installs, commissions, maintains and repairs electrical control for: (a) air-conditioning systems including refrigerating, air-handling and ventilation equipment; (b) cold stores, ice-making and other refrigerating equipment; (c) air-conditioning and ventilation equipment forming part of fire services systems.  裝配、組合、安裝、試動、保養和修理用於下列設備的電力控制： (甲) 空調系統，包括冷凝、空氣處理及通風設備； (乙) 冷藏庫、製冰及其他冷凝設備； (丙) 與消防系統有關連的空調系統及通風設備等。
707	Refrigeration/ Air-conditioning/ Ventilation Mechanic (Unitary System) 空調製冷設備技工 (獨立系統)	Fits, assembles, installs, commissions, maintains and repairs: (a) unitary air-conditioning systems including refrigerating, air-handling and ventilation equipment; (b) unitary cold stores, ice-making and other refrigerating equipment.  裝配、組合、安裝、試動、保養和修理： (甲) 獨立安裝的空調系統和通風設備； (乙) 獨立安裝的冷藏庫、製冰及其他冷凝設備。
708	Refrigeration/ Air-conditioning/ Ventilation Mechanic (Air System)/ Sheet Metal Worker 空調製冷設備技工 (送風系統)/薄片 金屬構造工	Fabricates, installs and repairs sheet metal assemblies and products (including ventilation ducting, dampers, fire resistant board and fittings).  製造、裝置及修理薄片金屬組合及製品 (包括通風槽、風閘、防火板及有關裝置)。
709	Refrigeration/ Air-conditioning/ Ventilation Mechanic (Thermal Insulation)/ Thermal Insulation Craftsman 空調製冷設備技工 (保溫)/保溫技工	Prepares, fits, fixes and repairs thermal insulations of air-conditioning and refrigeration plants.  準備、裝配、設置和修理空氣調節及冷凝裝置的保溫設備。
710	Refrigeration/ Air-conditioning/ Ventilation Mechanic (Water System) 空調製冷設備技工 (水系統)	Fits, assembles, installs, commissions, maintains and repairs water systems for air-conditioning systems (including air-handling and water condensing equipment).  裝配、組合、安裝、試動、保養和修理用於空調系統 (包括空氣處理及水冷凝設備) 的水系統。
732	Drain and Pipe Layer (Master) 地渠及喉管工 (全 科)	Carries out duties covering that of drainlayer, plumber and pipelayer.  工作範圍包括地渠工、水喉工及敷喉管工的工作。
733	Drainlayer 地渠工	Lays and joints underground drains, constructs manholes, installs pipes and fittings, constructs beds and haunches, and surrounds pipes with concrete.  敷設及連接地下渠道、建造沙井，裝設渠管及配件，用混凝土將渠管的底部墊好，並將渠管兩側批斜及四週圍好。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. TRADESMAN/CRAFTSMAN (Continued) 技工 (續)</b>		
734	Plumber  水喉工	Assemblies, installs and repairs: (a) pipes, pipe-fittings, sanitary fixtures, cold, hot and flush water systems, and soil, waste and rain water drainage systems in buildings; (b) pipes and fittings in premises, and any pipes and fittings between premises and a connection to the mains (including the pipes and pipefittings forming part of a fire service) which are used for the purposes of a supply within the meaning of the Waterworks Ordinance (Cap. 102). 裝配、安裝及修理: (甲) 建築物的喉管及其配件、潔具、冷熱水系統、沖廁系統、糞便、穢水及雨水排水系統; (乙) 《水務設施條例》(第102章) 所指位於處所內及任何位於處所與總水管接駁裝配之間作供水用途的喉管與裝置(包括組成消防供水系統部分的喉管及其配件)。
735	Pipelayer  敷喉管工	Lays water mains, makes pressurized 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, 用混凝土將喉管的底部墊好, 將喉管兩側批斜及四週圍好。
712	Mechanical Fitter  機械打磨裝配工	Fits, assembles, erects, installs, repairs and services mechanical plant and equipment; including emergency generators. 打磨、裝配、裝置、安裝、修理及檢修機械設備; 裝設及操作機械工具, 包括緊急發電機。
736	Lift and Escalator Mechanic (Master) 升降機及自動梯技工 (全科)	Installs, adjusts, services, maintains and repairs various types of lifts and escalators. 安裝、校正、檢修、保養及修理各類升降機及自動梯設備。
713	Lift Mechanic 升降機技工	Installs, adjusts, services, maintains and repairs various types of lifts. 安裝、校正、檢修、保養及修理各類升降機設備。
714	Escalator Mechanic 自動梯技工	Installs, adjusts, services, maintains and repairs various types of escalators. 安裝、校正、檢修、保養及修理各類自動梯設備。
727	Fire Service Mechanic (Master)  消防設備技工 (全科)	(a) Installs, tests, inspects, maintains and repairs fire services piping systems, automatic fire alarm systems, manual fire alarm systems, mechanical or electrical or electronic parts of fire services systems; (b) Maintains, inspects and repairs portable fire services equipment. (甲) 安裝、測試、查驗、保養及修理消防設備喉管、自動及手動警報系統、消防系統的機械、電氣或電子設備; (乙) 保養、查驗及修理手提消防設備。
715	Fire Services Electrical Fitter 消防電氣裝配工	Installs, tests, maintains, repairs and inspects automatic fire alarm (AFA) and manual fire alarm systems, and electrical/electronic parts of fire services systems. 安裝、測試、保養、修理及查驗自動及手動火警警報系統及消防系統電氣和電子設備。
716	Fire Services Mechanical Fitter 消防機械裝配工	Installs, tests, maintains, repairs and inspects fire services piping systems and mechanical parts of fire services systems. 安裝、測試、保養、修理及查驗消防設備喉管及消防系統機械設備。
728	Fire Service Portable Equipment Fitter 手提消防設備裝配工	To maintain, inspect and repair portable fire services equipment 保養、查驗和修理手提消防設備
717	Cable Jointer (Power) 強電流電纜接駁技工	(a) Joints low voltage cables either with the circuits dead or with one or both cables energized. (b) Joint dead cables of voltages not exceeding 11 kV. (甲) 接駁無通電、或其中一條或兩條已通電的低壓電纜; (乙) 接駁無通電的不超過11 千伏特的電壓電纜。

Code 編號	Principal Jobs 主要職務	Job Description 工作說明
<b>3. TRADESMAN/CRAFTSMAN (Continued) 技工 (續)</b>		
737	Cable Joiner (Low Voltage) 強電流電纜接駁技工 (低壓)	Joints dead cables of voltages not exceeding 1 kV. 接駁無通電的不超過1千伏特的電壓電纜。
718	Overhead Linesman 架空電線技工	Constructs, maintains and repairs overhead line systems of all voltages on tubular steel, concrete, lattice girder or wood supports. 建造、保養及修理裝於管狀鋼鐵、混凝土、格子桁或木支座上的各級電壓架空電線系統。
719	Electrical Appliances Service Mechanic 電器用具服務技工	Fits and assembles, tests and installs, maintains, services and repairs all commonly used commercial and domestic electrical appliances excluding office, refrigeration and air-conditioning equipment. 裝配及組合、測試及安裝、保養、檢修及修理各類常用的商用及家庭電器用具 (不包括文儀、冷凝及空氣調節設備)。
720	General Welder 普通焊接工	Carries out general welding and cutting by electric arc, oxy-acetylene flame or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，進行普通焊接及切割工作。
738	Electronic Equipment Mechanic (Construction Work) (Master) 電子設備技工 (建造工作) (全科)	(a) Installs, maintains and repairs building security systems including building doorphone systems, CCTV systems, public address systems, security alarm systems, access control systems and building control and monitoring systems. (b) Fits, assembles, installs, maintains and repairs communication equipment and systems including block wiring systems, private automatic branch exchange system, intercom systems, in-building coaxial cable distribution systems, and other wired or wireless signal transmission and reception systems. (甲) 安裝、保養及修理各類建築物防盜系統，包括訪客對講系統、閉路電視系統、擴音系統、防盜警報系統、進出管制系統及建築物監控系統； (乙) 裝配、組合、安裝、保養及修理各類電訊裝置及系統包括電線及光纖的分支及終端接駁系統、專用電話自動接駁系統、內線電話系統、大廈內同軸電纜系統及其他有線或無線的訊號收發系統。
724	Building Security System Mechanic 建築物防盜系統技工	Installs, maintains and repairs building security systems including building doorphone systems, CCTV systems, public address systems and security alarm systems, access control systems and building control and monitoring systems. 安裝、保養及修理各類建築物防盜系統包括訪客對講機系統、閉路電視系統、擴音系統及防盜警報系統、進出管制系統及建築物監控系統。
725	Communication System Mechanic 電訊系統裝配工	Fits, assembles, installs, maintains and repairs communication equipment and systems including block wiring systems, private automatic branch exchange system, intercom systems, in-building coaxial cable distribution systems, and other wired or wireless signal transmission and reception systems. 裝配、組合、安裝、保養及修理各類電訊裝置及系統包括電線及光纖的分支及終端接駁系統、專用電話自動接駁系統、內線電話系統、大廈內同軸電纜系統及其他有線或無線的訊號收發系統。
778	Gas Installer 氣體裝置技工	To install, commission, maintain and repair domestic and non-domestic gas appliance, gas utilisation systems, and gas flow controls and meters connected to gas cylinders or gas supply points. 安裝、試動、保養及修理連接到氣瓶或氣體供應點的住宅或非住宅使用的氣體用具裝置、氣體應用系統、氣體供應控制器件及主錶裝置。
<b>4. SEMI-SKILLED WORKER/GENERAL WORKER 半技術工人/普通工人</b>		
801	Labourer 雜工	Undertakes general labouring work related to electrical and mechanical engineering 擔任與機電工程有關的一般雜務工作。
802	Semi-skilled Worker 半技術工	Assists skilled craftsmen in the Electrical and Mechanical Engineering industry. 協助機電工程業的技工工作。

**The 2021 Manpower Survey of the Building, Civil Engineering and Built Environment Industry**  
**建築、土木工程及建設環境業 2021 年人力調查**

**Description for Training Areas**  
**培訓範疇說明**

<b>Training Areas</b> <b>培訓範疇</b>	<b>Description</b> <b>說明</b>
<b>A. Strategic Planning and Management Skill 策略規劃及管理技巧</b>	
(i) Business and Project Finance 商業和項目財務	Business and Project Finance includes life cycle costing and analysis, measurement of building and construction works and project cost. 商業和項目財務包括生命週期成本和分析、建築物和建築工程的測量以及項目成本。
(ii) Business and Risk Management  業務和風險管理	Business and Risk Management includes audit management, budgeting, business development, business innovation, business needs analysis, business negotiation, business performance management, business process re-engineering, business proposal writing, business risk management, change management, competitive business strategy, engineering management of change, ethical climate, financial management, partnership management, stakeholder management, strategy development, technical presentation and technical writing. 業務和風險管理包括審計管理、預算、業務發展、業務創新、業務需求分析、業務談判、業務績效管理、業務流程再造、編寫商業計劃書、業務風險管理、變更管理、競爭性業務戰略、工程管理變化、道德氛圍、財務管理、夥伴關係管理、持分者管理、戰略制定、技術演示和技術寫作。
(iii) Contract Management 合同管理	Contract Management includes contract administration and management, engineering contract management, inventory management and procurement coordination and policy development. 合同管理包括合同行政和管理、工程合同管理、庫存管理以及採購協調和政策制定。
(iv) Project Management 項目管理	Project Management includes dispute resolution, project management, project risk management and regulatory submission and clearance. 項目管理包括解決爭議、項目管理、項目風險管理及法規提交和審批。
(v) Quality Management  質量管理	Quality Management includes computerised systems validation, materials qualification, process control and monitoring, process validation, product testing, product testing management, quality assurance management, quality control management, quality system management, technical inspection and test planning. 質量管理包括電腦系統驗證、材料鑑定、過程控制及監控、過程驗證、產品測試、產品測試管理、質量保證管理、質量控制管理、質量系統管理、技術檢查和測試計劃。
<b>B. Technical Skills 技術性技能</b>	
(i) Building Management 建築物管理	Building Management includes building management system implementation and control, facilities shut-down and re-start and security surveillance management. 建築物管理包括建築物管理系統的實施和控制、設施的關閉和重新啟動及安全監視管理。
(ii) Construction Methods 施工方法	Construction Methods includes commissioning and start-up management, construction technology and installation and assembly. 施工方法包括調試和啟動管理、施工技術以及安裝和裝配。
(iii) Discipline Engineering Specialisation 學科工程專業化	Discipline Engineering Specialisation includes civil and structural engineering management, geotechnical engineering and structural testing. 學科工程專業化包括土木和結構工程管理、岩土工程和結構測試。

Training Areas 培訓範疇	Description 說明
(iv) Engineering Design Management  工程設計管理	Engineering Design Management includes air conditioning and mechanical ventilation, architecture design, design for maintainability, design for manufacturing and assembly, design for safety, design standards and specification, electrical systems design, façade design, fire protection system design, lifts and escalators systems design, lightning protection systems design and plumbing, sanitary, drainage and gas systems design.  工程設計管理包括空調和機械通風、建築設計、可維護式設計、裝配式設計、安全設計、設計標準和規範、電氣系統設計、立面設計，消防系統設計、升降機和扶手電梯系統設計、防雷系統設計和水暖、衛生、排水和燃氣系統設計。
(v) Environment Management  環境管理	Environment Management includes green building strategy implementation, green facilities management, indoor environmental quality improvement, value analysis and value engineering.  環境管理包括綠色建築戰略實施、綠色設施管理、室內環境質量改善、價值分析和價值工程。
(vi) Maintenance  維護	Maintenance includes air conditioning and mechanical ventilation, asset management, civil structure maintenance, condition-based assets monitoring management, drainage, plumbing and sanitary systems maintenance, electrical and electronic systems maintenance, escalator and traveller systems maintenance and management, fire protection system maintenance, lift systems maintenance and management, maintenance scheduling, maintenance strategy development and smart facilities management.  維護包括空調和機械通風、資產管理、土木結構維護、浮動資產監控管理、排水、水暖 and 衛生系統維護、電氣和電子系統維護，扶手電梯和自動行人道系統維護和管理、消防系統維護、升降機系統維護和管理、維護計劃、維護策略制定以及智能設施管理。
(vii) Technical Drawing  技術繪圖	Technical Drawing includes 3D modelling, design sketching, engineering drawing and design specifications, engineering drawing interpretation and management and technical drawing.  技術繪圖包括3D建模、設計草圖、工程圖和設計規範、工程圖解釋和管理以及技術繪圖。
(viii) Technology Management  技術管理	Technology Management includes applications support and enhancement, artificial intelligence application, augmented reality application, building information modelling application, emerging technology synthesis, integrated digital delivery application, internet of things management, performance management, robotic and automation technology application, systems integration, technology application, technology road mapping and technology scanning.  技術管理包括應用支援和改良、人工智能應用、增強現實應用、建築信息模型應用、新興技術綜合、集成數字交付應用、物聯網管理、性能管理、機器人和自動化技術應用、系統集成、技術應用、技術路線圖和技術掃描。
(ix) Workplace Safety and Health (WSH) Management 工作場所安全與健康管理	Workplace Safety and Health (WSH) Management includes engineering safety standards interpretation, workplace safety and health culture development and workplace safety and health framework development and implementation.  工作場所安全與健康管理包括工程安全標準解釋、工作場所安全與健康文化發展及工作場所安全與健康框架的製定與實施。
<b>C. Generic and Soft Skills 通用技能及軟性技巧</b>	
(i) Analytical Thinking  分析思維	Analytical Thinking includes analytical method validation, analytics and computational modelling, critical thinking, data collection and analysis, design thinking practice, research and information synthesis and systems thinking.  分析思維包括分析方法驗證、分析和計算建模、批判性思維、數據收集和分析、設計思維實踐、研究和信息綜合以及系統思維。
(ii) Information Technology Management 信息技術管理	Information Technology Management includes applications integration, common data environment management and programming and coding.  信息技術管理包括應用程序集成、通用數據環境管理以及編程和編碼。
(iii) People Development and Management 人才發展與管理	People Development and Management includes learning and development, manpower planning and people management.  人才發展與管理包括學習與發展、人力規劃和人員管理。

## **Quality Control Measures**

### Prior to fieldwork preparation

- Collect contact information of the sampled establishments
- Group sampled establishments to the same business organisation

### Thorough training of fieldwork staff

- Industry briefing workshop by VTC
- Intensive briefing and training sessions by MOV in consultation with VTC

### Monitoring of the fieldwork execution

- Well-trained enumerators who are experienced in conducting establishment surveys
- Closely monitor fieldwork progress and work of enumerators
- Debriefing sessions twice a week

### Measures to increase the response rate

- Strategic directions given by VTC
- Assistance from the Training Boards and trade associations, etc.

### Checking of the completed questionnaires

- Sample check of completed questionnaires by an independent team of QC checkers
- 100% vetting of the completed questionnaires by VTC

### Double data entry and data validation

- Double data entry system
- Validation of collected data via computer programming and systems

### Data analysis by VTC

- Comparison of survey findings with last round
- Benchmarking with relevant manpower information (if deemed appropriate)

## Response Profile

<b>Branch</b>	<b>(a) No. of Valid Cases*</b>	<b>(b) No. of Establishments Successfully Enumerated</b>	<b>(b)/(a) Effective Response Rate</b>
1. Building sites	577	523	90.6%
2. Civil engineering and other sites	256	215	84.0%
3. New construction works contractors	187	180	96.3%
4. Decoration, repair and maintenance contractors	241	239	99.2%
5. Special trade works contractors	137	135	98.5%
6. Architectural, surveying and project engineering services firms related to construction activities	87	86	98.9%
7. Estate developers	35	35	100%
8. Training/educational institutions and utility companies	19	18	94.7%
9. Government departments	9	9	100%
Overall	1548	1440	93.0%

Note: \* Invalid cases were referred as those establishments which had been ceased operation, closed, and so on.

## Statistical Tables

Table 1

Manpower Statistics by principal job  
按主要職務劃分的人力統計

Job Level 職級	Principal Job 主要職務	Number of Employees as at Survey Reference Date 在統計日期的僱 員人數	Number of Trainees as at Survey Reference Date 在統計日期的受 訓者人數	Number of Vacancies as at Survey Reference Date 在統計日期的空 缺額
Professional/ Technologist 專業人士／技 師	101 Architect 建築師	3715	90	45
	102 Construction Manager/ Project Manager 營造師／項目經理	1625	2	15
	103 Building/ Maintenance Surveyor 屋宇／保養測量師	1381	53	26
	104 Civil Engineer 土木工程師	5751	136	219
	105 Construction Plant Engineer 建造機械工程師	188	1	0
	106 Environmental Engineer 環境工程師	567	12	2
	108 Geotechnical Engineer 土力工程師	933	12	32
	109 Interior Designer 室內設計師	823	0	1
	110 Land Surveyor 土地測量師	1171	59	11
	111 Landscape Architect 園景規劃師	173	3	15
	112 Quantity Surveyor 工料測量師	3213	50	43
	113 Safety Officer 安全主任	1746	4	2
	114 Structural Engineer 結構工程師	1984	14	46
	115 Town Planner 城市設計師	432	62	20
	116 Engineering Geologist 工程地質學家	152	3	1
	117 Quality Control/ Assurance Engineer 品質工程師	353	1	0
	118 Building Services Engineer 屋宇設備工程師	1251	4	26
	119 Electrical Engineer 電機工程師	712	2	6
	120 Mechanical Engineer 機械工程師	570	0	4
	121 Arborist 樹藝師	103	0	6
	122 Building Information Modelling Manager 建築信息模擬經理	116	0	3
		Sub-total 小計	26,959	508



Job Level 職級	Principal Job 主要職務	Number of Employees as at Survey Reference Date 在統計日期的僱 員人數	Number of Trainees as at Survey Reference Date 在統計日期的受 訓者人數	Number of Vacancies as at Survey Reference Date 在統計日期的空 缺額	
Technician 技術員	201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	5417	58	61
	202	Assistant Safety Officer/Safety Supervisor 助理安全主任／安全督導員	1503	19	7
	205	Construction Plant Technician 建造機械技術員	188	1	2
	206	Construction Purchaser/ Storekeeper 建造物料採購員／倉庫管理員	440	0	1
	207	Estimator 估價員	305	0	3
	208	Interior Design Technician 室內設計員	1390	25	10
	209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	197	2	1
	211	Site Foreman 地盤管工	6749	83	27
	212	Surveying Technician (Building) 屋宇測量員	1633	11	15
	214	Surveying Technician (Land) 土地測量員	1862	22	63
	215	Surveying Technician (Quantity) 工料測量員	2014	56	28
	216	Surveying Technician (Town Planning) 城市設計員	227	0	11
	217	Quality Control/Assurance Technician 品質控制／保證技術員	426	10	1
	218	Building Services Technician 屋宇設備技術員	1076	78	56
	219	Electrical Engineering Technician 電機工程技術員	568	22	15
	220	Mechanical Engineering Technician 機械工程技術員	518	35	3
	221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	6265	25	46
	223	Landscape Technician 園景技術員	255	12	13
	224	Environmental Technician 環境技術員	330	5	0
	225	Civil Engineering Technician 土木工程技術員	1631	43	17
	226	Structural Engineering Technician 結構工程技術員	541	35	13
	227	Geotechnical Engineering Technician 土力工程技術員	526	41	29
	228	Technical Officer 技術主任	1699	2	71
229	Clerk of Works 監工	1664	20	47	
230	Inspector of Works 工程檢測員	1580	0	12	
231	Works Supervisors 工程督導員	3237	26	221	
232	Site Agent 地盤總管	1632	17	11	
233	Project Coordinator 項目統籌	2459	5	36	

Job Level 職級	Principal Job 主要職務	Number of Employees as at Survey Reference Date 在統計日期的僱 員人數	Number of Trainees as at Survey Reference Date 在統計日期的受 訓者人數	Number of Vacancies as at Survey Reference Date 在統計日期的空 缺額
	234 Building Information Modelling Coordinator/ Modeller 建築信息模擬協調員	421	4	24
	235 Utility Technician 設施技術員	33	0	0
	236 Geographic Information System (GIS) Technician 地理信息系統技術員	19	0	0
	Sub-total 小計	46,805	657	844
Skilled & Semi-skilled worker 熟練及半熟練 技工	301 Asphalter (Water Proofing) 瀝青工 (防水)	814	2	0
	302 Asphalter (Road Construction) 瀝青工 (道路建造)	82	0	0
	303 Bamboo Scaffolder 竹棚工	1966	0	1
	304 Bar Bender and Fixer 鋼筋屈紮工	4886	124	124
	305 Bricklayer 砌磚工	616	3	2
	306 Carpenter (Fender) 木工 (護木)	69	2	0
	307 Carpenter (Formwork) 木工 (模板)	5284	31	86
	308 Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	328	0	0
	309 Concretor 混凝土工	1941	16	27
	310 Construction Plant Mechanic 建造機械技工	631	0	0
	311 Curtain Wall Installer 幕牆工	1668	5	12
	312 Demolition Worker (Building) 清拆工 (建築物)	691	3	0
	313 Diver 潛水員	52	0	0
	314 Drainlayer 地渠工	223	0	1
	315 Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	849	12	0
	316 Floor Layer 鋪地板工	262	2	0
	317 Gas Plumber 燃氣喉工	115	2	0
	318 General Welder 普通焊接工	3175	13	59
	319 Glazier 玻璃工	975	54	0
	320 Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/鑽孔工	374	0	2
	321 Grouting Worker 灌漿工	207	0	0
	322 Joiner 細木工	8660	13	269
	323 Leveller 平水工	3228	5	16
	324 Marble Worker 雲石工	2459	40	0

Job Level 職級	Principal Job 主要職務	Number of Employees as at Survey Reference Date 在統計日期的僱 員人數	Number of Trainees as at Survey Reference Date 在統計日期的受 訓者人數	Number of Vacancies as at Survey Reference Date 在統計日期的空 缺額
325	Marine Construction Plant Operator 海面建造機械操作工	46	0	0
326	Mason 砌石工	125	0	0
327	Metal Scaffolder 金屬棚架工	1707	31	30
328	Metal Worker 金屬工	3416	25	52
329	Painter & Decorator 髹漆及裝飾工	12162	45	367
330	Piling Operative 打樁工	671	9	0
331	Pipelaye 敷喉管工	1124	0	18
332	Builder's Lift Operator 建築工地升降機操作員	177	0	0
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工(負荷物移動機械)	2343	0	23
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工(起重機及吊機)	1357	6	9
335	Plant and Equipment Operator (Piling) 機械設備操作工(打樁)	284	1	2
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工(隧道)	195	0	0
337	Plasterer 批盪工	9418	23	620
338	Plumber 水喉工	4517	18	73
339	Rock-Breaking Driller 鑽破工(風炮工)	120	0	0
340	Prestressing Operative 預應力(拉力)工	57	0	0
341	Rigger/Metal Formwork Erector 索具工(叻噪)/金屬模板裝嵌工	1493	2	1
342	Shotcretor 噴射混凝土工	118	10	0
343	Shotfirer 爆石工	24	0	0
344	Slope Maintenance Worker 斜坡修葺工	153	0	8
345	Structural Steel Erector 結構鋼架工	563	20	0
346	Structural Steel Welder 結構鋼材焊接工	581	0	0
347	Tiler 鋪瓦工	559	3	0
348	Trackworker 鋪軌工	24	0	0
349	Truck Driver 重型車輛駕駛員(泥頭車司機)	775	0	10
350	Window Frame Installer 窗框工	937	0	4
351	Tunnel Worker 隧道工	118	0	0
352	Asbestos Abatement Worker 清除石棉工	0	0	0

Job Level 職級	Principal Job 主要職務	Number of Employees as at Survey Reference Date 在統計日期的僱 員人數	Number of Trainees as at Survey Reference Date 在統計日期的受 訓者人數	Number of Vacancies as at Survey Reference Date 在統計日期的空 缺額
	353 Hand-dug Caisson Worker 手挖沉箱工	0	0	0
	354 Paving Block Layer 地磚鋪砌工	159	0	0
	355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	99	0	2
	356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	200	0	0
	357 Demolition Worker (Unauthorised Building Work) 清拆工 (僭建物)	38	0	0
	361 Repair and Maintenance Workers 維修及保養工	10163	22	33
	362 Arboricultural Worker 樹藝工人	422	0	2
	363 Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員	130	0	0
	364 Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員	0	0	0
	Other Skilled & Semi-skilled worker (e.g False Ceiling Installer, Partition (Metal Frame) Installer)	12	0	0
	Sub-total 小計	93,842	542	1,853
General Worker 普通工 人	401 Chainman 測量幫工	905	0	56
	402 Concreting Labourer 混凝土幫工	394	0	0
	403 Diver's Linesman 潛水員幫工	2	0	0
	404 Excavator 挖泥工	786	0	0
	405 Heavy Load Labourer 抬重工	626	0	0
	406 Labourer 雜工	33,163	0	211
	407 Sewerman 渠務工	407	0	0
	408 Precast (concrete) Installation Labourer 建築預製件裝嵌工人	10	0	0
	Sub-total 小計	36,293	0	267
Total 總數		<b>203,899</b>	<b>1,707</b>	<b>3,487</b>

Number of full-time employees at time of survey by branch by principal job  
按門類及主要職務劃分的全職僱員人數

Job Level 職級	Principal Job 主要職務	Branch 門類									
		Overall 總數	1	2	3	4	5	6	7	8	9
Professional/ Technologist 專業人士/技 師	101 Architect 建築師	3,715	37	31	126	8	10	2,998	27	121	357
	102 Construction Manager/ Project Manager 營造師/項目經理	1,625	462	293	299	110	87	197	101	76	0
	103 Building/ Maintenance Surveyor 屋宇/保養測量師	1,381	97	31	128	38	7	336	47	46	651
	104 Civil Engineer 土木工程師	5,751	170	898	1,081	5	25	1,549	10	443	1,570
	105 Construction Plant Engineer 建造機械工程師	188	45	31	65	0	44	0	3	0	0
	106 Environmental Engineer 環境工程師	567	72	51	25	0	1	272	8	53	85
	108 Geotechnical Engineer 土力工程師	933	28	69	92	0	3	321	3	34	383
	109 Interior Designer 室內設計師	823	6	1	14	642	19	108	28	5	0
	110 Land Surveyor 土地測量師	1,171	67	262	175	0	0	411	12	77	167
	111 Landscape Architect 園景規劃師	173	0	1	37	0	0	9	2	20	104
	112 Quantity Surveyor 工料測量師	3,213	322	333	639	145	187	1,122	44	239	182
	113 Safety Officer 安全主任	1,746	481	341	541	97	78	127	6	70	5
	114 Structural Engineer 結構工程師	1,984	113	87	167	18	33	859	19	37	651
	115 Town Planner 城市設計師	432	2	1	11	0	0	37	0	0	381
	116 Engineering Geologist 工程地質學家	152	4	19	49	0	0	39	0	13	28
	117 Quality Control/ Assurance Engineer 品質工程師	353	72	88	72	22	11	67	2	19	0
	118 Building Services Engineer 屋宇設備工程師	1,251	253	73	241	78	55	114	79	116	242
	119 Electrical Engineer 電機工程師	712	84	90	83	15	0	119	4	216	101
	120 Mechanical Engineer 機械工程師	570	18	34	125	5	22	111	0	196	59
	121 Arborist 樹藝師	103	5	0	29	0	0	34	0	5	30
122 Building Information Modelling Manager 建築信息模擬經理	116	3	4	56	0	1	38	7	7	0	
	Sub-total 小計	26,959	2,341	2,738	4,055	1,183	583	8,868	402	1,793	4,996
Technician 技術員	201 Architectural Technician/ Draughtsman 建築技術員/繪圖員	5,417	193	47	257	377	248	3,481	32	91	691
	202 Assistant Safety Officer/Safety Supervisor 助理安全主任/安全督導員	1,503	519	261	237	214	114	98	12	41	7
	205 Construction Plant Technician 建造機械技術員	188	53	41	66	0	28	0	0	0	0
	206 Construction Purchaser/ Storekeeper 建造物料採購員/倉庫管理員	440	128	83	128	30	65	0	4	1	1
	207 Estimator 估價員	305	19	4	112	31	29	106	4	0	0
	208 Interior Design Technician 室內設計員	1,390	20	2	7	1,071	32	239	16	3	0
	209 Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	197	4	16	0	0	16	51	0	36	74
	211 Site Foreman 地盤管工	6,749	2,231	1,594	1,569	869	397	72	2	12	3
	212 Surveying Technician (Building) 屋宇測量員	1,633	135	10	61	49	5	768	26	30	549
	214 Surveying Technician (Land) 土地測量員	1,862	78	394	48	0	0	727	24	66	525
	215 Surveying Technician (Quantity) 工料測量員	2,014	216	245	268	150	173	500	9	16	437
	216 Surveying Technician (Town Planning) 城市設計員	227	0	0	2	0	0	12	0	0	213
	217 Quality Control/Assurance Technician 品質控制/保證技術員	426	146	97	20	75	48	40	0	0	0
	218 Building Services Technician 屋宇設備技術員	1,076	175	152	114	211	132	29	45	59	159
	219 Electrical Engineering Technician 電機工程技術員	568	102	81	25	162	71	10	9	0	108
	220 Mechanical Engineering Technician 機械工程技術員	518	167	69	137	5	91	8	9	9	23

Job Level 職級	Principal Job 主要職務	Branch 門類									
		Overall 總數	1	2	3	4	5	6	7	8	9
	221 Building Services and Engineering Supervisor 屋宇設備技術及工程監督	6,265	204	53	188	5,029	250	80	18	14	429
	223 Landscape Technician 園景技術員	255	3	1	51	0	0	92	10	5	93
	224 Environmental Technician 環境技術員	330	42	57	18	0	3	51	10	5	144
	225 Civil Engineering Technician 土木工程技術員	1,631	103	409	290	4	8	502	14	41	260
	226 Structural Engineering Technician 結構工程技術員	541	94	17	53	19	7	212	14	5	120
	227 Geotechnical Engineering Technician 土力工程技術員	526	15	42	29	0	0	185	4	5	246
	228 Technical Officer 技術主任	1,699	94	16	68	14	18	72	15	69	1,333
	229 Clerk of Works 監工	1,664	101	65	2	34	84	118	58	35	1,167
	230 Inspector of Works 工程檢測員	1,580	27	13	41	11	4	73	21	406	984
	231 Works Supervisors 工程督導員	3,237	343	218	140	245	229	119	8	76	1,859
	232 Site Agent 地盤總管	1,632	608	387	409	93	99	24	2	9	1
	233 Project Coordinator 項目統籌	2,459	578	229	582	483	211	192	156	28	0
	234 Building Information Modelling Coordinator/ Modeller 建築信息模擬協調員	421	3	5	134	0	0	268	10	1	0
	235 Utility Technician 設施技術員	33	1	8	0	0	0	24	0	0	0
	236 Geographic Information System (GIS) Technician 地理信息系統技術員	19	0	0	0	0	0	6	0	0	13
	Sub-total 小計	46,805	6,402	4,616	5,056	9,176	2,362	8,159	532	1,063	9,439
Skilled & Semi-skilled worker 熟練及半熟練 技工	301 Asphalter (Water Proofing) 瀝青工 (防水)	814	323	25	0	29	437	0	0	0	0
	302 Asphalter (Road Construction) 瀝青工 (道路建造)	82	20	62	0	0	0	0	0	0	0
	303 Bamboo Scaffolder 竹棚工	1,966	1,494	79	0	144	241	0	0	8	0
	304 Bar Bender and Fixer 鋼筋屈紮工	4,886	3,738	874	60	0	204	0	0	10	0
	305 Bricklayer 砌磚工	616	371	64	75	98	0	0	0	8	0
	306 Carpenter (Fender) 木工 (護木)	69	32	28	0	0	9	0	0	0	0
	307 Carpenter (Formwork) 木工 (模板)	5,284	4,220	950	14	20	69	0	0	11	0
	308 Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	328	127	14	61	126	0	0	0	0	0
	309 Concretor 混凝土工	1,941	1,174	407	161	25	151	0	0	23	0
	310 Construction Plant Mechanic 建造機械技工	631	459	99	65	0	0	0	0	8	0
	311 Curtain Wall Installer 幕牆工	1,668	1,336	36	15	109	172	0	0	0	0
	312 Demolition Worker (Building) 清拆工 (建築物)	691	382	21	142	146	0	0	0	0	0
	313 Diver 潛水員	52	0	42	10	0	0	0	0	0	0
	314 Drainlayer 地渠工	223	155	31	0	0	29	0	0	8	0
	315 Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	849	573	142	26	97	1	1	0	8	1
	316 Floor Layer 鋪地板工	262	68	0	38	111	45	0	0	0	0
	317 Gas Plumber 燃氣喉工	115	115	0	0	0	0	0	0	0	0
	318 General Welder 普通焊接工	3,175	1,436	1,013	83	110	518	0	0	15	0
	319 Glazier 玻璃工	975	375	8	0	172	420	0	0	0	0
	320 Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/鑽孔工	374	212	98	56	0	0	0	0	8	0
	321 Grouting Worker 灌漿工	207	188	19	0	0	0	0	0	0	0
	322 Joiner 細木工	8,660	2,961	177	42	5,116	334	0	0	30	0
	323 Leveller 平水工	3,228	2,676	416	60	68	0	0	0	8	0
	324 Marble Worker 雲石工	2,459	1,013	31	0	253	1,154	0	0	8	0
	325 Marine Construction Plant Operator 海面建造機械操作工	46	0	46	0	0	0	0	0	0	0

Job Level 職級	Principal Job 主要職務	Branch 門類									
		Overall 總數	1	2	3	4	5	6	7	8	9
	326 Mason 砌石工	125	95	30	0	0	0	0	0	0	0
	327 Metal Scaffolder 金屬棚架工	1,707	1,106	522	50	13	8	0	0	8	0
	328 Metal Worker 金屬工	3,416	1,723	193	210	73	1,207	0	0	10	0
	329 Painter & Decorator 髹漆及裝飾工	12,162	2,044	303	247	8,650	884	0	10	24	0
	330 Piling Operative 打樁工	671	466	205	0	0	0	0	0	0	0
	331 Pipelayer 敷喉管工	1,124	463	329	40	0	0	0	0	0	292
	332 Builder's Lift Operator 建築工地升降機操作員	177	160	17	0	0	0	0	0	0	0
	333 Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	2,343	798	1,366	41	0	133	0	0	5	0
	334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	1,357	595	638	119	0	0	0	0	5	0
	335 Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	284	223	61	0	0	0	0	0	0	0
	336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	195	4	191	0	0	0	0	0	0	0
	337 Plasterer 批盪工	9,418	4,434	387	113	4,056	428	0	0	0	0
	338 Plumber 水喉工	4,517	1,780	117	123	1,094	1,380	0	0	22	1
	339 Rock-Breaking Driller 鑽破工 (風炮工)	120	12	108	0	0	0	0	0	0	0
	340 Prestressing Operative 預應力 (拉力) 工	57	12	45	0	0	0	0	0	0	0
	341 Rigger/Metal Formwork Erector 索具工 (叻嘍) / 金屬模板裝嵌工	1,493	730	645	109	0	4	0	0	5	0
	342 Shotcretor 噴射混凝土工	118	111	7	0	0	0	0	0	0	0
	343 Shotfirer 爆石工	24	2	22	0	0	0	0	0	0	0
	344 Slope Maintenance Worker 斜坡修葺工	153	0	35	118	0	0	0	0	0	0
	345 Structural Steel Erector 結構鋼架工	563	331	147	85	0	0	0	0	0	0
	346 Structural Steel Welder 結構鋼材焊接工	581	432	85	63	0	0	1	0	0	0
	347 Tiler 鋪瓦工	559	459	94	0	6	0	0	0	0	0
	348 Trackworker 鋪軌工	24	0	24	0	0	0	0	0	0	0
	349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	775	182	554	34	0	0	0	0	0	5
	350 Window Frame Installer 窗框工	937	700	37	0	14	186	0	0	0	0
	351 Tunnel Worker 隧道工	118	0	118	0	0	0	0	0	0	0
	352 Asbestos Abatement Worker 清除石棉工	0	0	0	0	0	0	0	0	0	0
	353 Hand-dug Caisson Worker 手挖沉箱工	0	0	0	0	0	0	0	0	0	0
	354 Paving Block Layer 地磚鋪砌工	159	84	26	0	44	5	0	0	0	0
	355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	99	62	37	0	0	0	0	0	0	0
	356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	200	84	116	0	0	0	0	0	0	0
	357 Demolition Worker (Unauthorised Building Work) 清拆工 (僭建物)	38	14	0	0	22	2	0	0	0	0
	361 Repair and Maintenance Workers 維修及保養工	10,163	463	98	288	9,137	42	20	7	90	18
	362 Arboricultural Worker 樹藝工人	422	54	10	30	0	0	290	20	18	0
	363 Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員	130	32	98	0	0	0	0	0	0	0
	364 Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員	0	0	0	0	0	0	0	0	0	0
	Other Skilled & Semi-skilled worker (e.g False Ceiling Installer, Partition (Metal Frame) Installer)	12	12	0	0	0	0	0	0	0	0
	Sub-total 小計	93,842	41,115	11,347	2,578	29,733	8,063	312	37	340	317
General Worker 普通工人	401 Chainman 測量幫工	905	291	211	9	0	0	10	0	2	382
	402 Concreting Labourer 混凝土幫工	394	269	125	0	0	0	0	0	0	0

Job Level 職級	Principal Job 主要職務	Branch 門類									
		Overall 總數	1	2	3	4	5	6	7	8	9
403	Diver's Linesman 潛水員幫工	2	2	0	0	0	0	0	0	0	0
404	Excavator 挖泥工	786	505	211	70	0	0	0	0	0	0
405	Heavy Load Labourer 抬重工	626	272	354	0	0	0	0	0	0	0
406	Labourer 雜工	33,163	20,229	7,647	2,121	2,268	558	33	0	16	291
407	Sewermain 渠務工	407	139	214	0	0	0	0	0	0	54
408	Precast (concrete) Installation Labourer 建築預製件裝嵌工人	10	0	10	0	0	0	0	0	0	0
	Sub-total 小計	36,293	21,707	8,772	2,200	2,268	558	43	0	18	727
Total 總數		203,899	71,565	27,473	13,889	42,360	11,566	17,382	971	3,214	15,479

Branch 1: Sites - Building Sites

地盤-屋宇地盤

Branch 2: Sites - Civil Engineering and Other Sites

地盤-土木工程及其他地盤

Branch 3: New construction works contractors, including site investigation, site formation, foundation works and erection works

新建工程承建商，包括地盤勘察、地盤平整、地基工程及上蓋建造工程者

Branch 4: Decoration, repair and maintenance contractors

裝修、維修及保養工程承建商(非配對註冊小型工程承建商)

Branch 5: Special trade works contractors, excluding electrical & mechanical fitting and gas fitting, installation & maintenance

特種工程承建商，不包括電氣與機械安裝及氣體裝置、安裝與維修

Branch 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

Branch 7: Estate developers

地產發展商及相關大型機構

Branch 8: Training/educational institutions and utility companies

培訓/教育機構及公用事業公司

Branch 9: Government departments

政府部門



Percentage distribution of average monthly remuneration package of full-time professional / technologist and technician by principal job  
按主要職務劃分的全職專業人士/技師及技術員之每月平均薪酬的百分比

Job Level 職級	Principal Job 主要職務	Total number of direct employees in Branch 3 - 9 + Persons working at Construction Site 門類3-9的直接僱員及在建築地盤工作的人數	Average Monthly Remuneration Package 每月平均薪酬							Overall 總數
			\$10,000 or below 或以下	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$50,000	\$50,001 or above 或以上	
Professional/ Technologist 專業人士/ 技師	101 Architect 建築師	3,715	0.0%	0.0%	0.0%	0.0%	0.0%	31.5%	68.5%	100.0%
	102 Construction Manager/ Project Manager 營造師/ 項目經理	1,625	0.0%	0.0%	0.0%	0.0%	0.8%	27.5%	71.8%	100.0%
	103 Building/ Maintenance Surveyor 屋宇/保養測量師	1,381	0.0%	0.0%	0.0%	0.0%	9.7%	20.7%	69.6%	100.0%
	104 Civil Engineer 土木工程師	5,751	0.0%	0.0%	0.0%	0.0%	4.1%	28.8%	67.1%	100.0%
	105 Construction Plant Engineer 建造機械工程師	188	0.0%	0.0%	0.0%	1.2%	15.8%	55.8%	27.3%	100.0%
	106 Environmental Engineer 環境工程師	567	0.0%	0.0%	0.0%	0.0%	13.8%	56.2%	29.9%	100.0%
	108 Geotechnical Engineer 土力工程師	933	0.0%	0.0%	0.0%	0.0%	12.7%	32.2%	55.2%	100.0%
	109 Interior Designer 室內設計師	823	0.0%	0.0%	0.0%	0.2%	61.4%	36.1%	2.4%	100.0%
	110 Land Surveyor 土地測量師	1,171	0.0%	0.0%	0.0%	0.1%	25.7%	26.4%	47.8%	100.0%
	111 Landscape Architect 園景規劃師	173	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	100.0%
	112 Quantity Surveyor 工料測量師	3,211	0.0%	0.0%	0.0%	0.8%	24.2%	51.4%	23.6%	100.0%
	113 Safety Officer 安全主任	1,746	0.0%	0.0%	0.0%	0.0%	57.5%	32.3%	10.1%	100.0%
	114 Structural Engineer 結構工程師	1,984	0.0%	0.0%	0.0%	0.0%	28.0%	35.9%	36.0%	100.0%
	115 Town Planner 城市設計師	432	0.0%	0.0%	0.0%	0.0%	3.2%	2.7%	94.1%	100.0%
	116 Engineering Geologist 工程地質學家	152	0.0%	0.0%	0.0%	0.0%	34.5%	16.9%	48.6%	100.0%
	117 Quality Control/ Assurance Engineer 品質工程師	353	0.0%	0.0%	0.0%	0.0%	19.7%	67.0%	13.3%	100.0%
	118 Building Services Engineer 屋宇設備工程師	1,251	0.0%	0.0%	0.0%	0.0%	15.4%	48.4%	36.2%	100.0%
	119 Electrical Engineer 電機工程師	712	0.0%	0.0%	0.0%	0.0%	11.7%	34.3%	54.1%	100.0%
	120 Mechanical Engineer 機械工程師	570	0.0%	0.0%	0.0%	0.0%	1.2%	34.2%	64.5%	100.0%
	121 Arborist 樹藝師	103	0.0%	0.0%	0.0%	0.0%	53.4%	43.7%	2.9%	100.0%
	122 Building Information Modelling Manager 建築信息模擬經理	116	0.0%	0.0%	0.0%	0.0%	30.8%	29.9%	39.3%	100.0%
		Sub-total 小計	26,957	0.0%	0.0%	0.0%	0.1%	15.1%	34.2%	50.6%
Technician 技術員	201 Architectural Technician/ Draughtsman 建築技術員/繪圖員	5,417	0.0%	0.0%	0.0%	32.1%	39.8%	20.2%	7.9%	100.0%
	202 Assistant Safety Officer/Safety Supervisor 助理安全主任/安全督導員	1,503	0.0%	0.0%	0.1%	48.6%	46.6%	4.1%	0.6%	100.0%
	205 Construction Plant Technician 建造機械技術員	188	0.0%	0.0%	0.0%	84.8%	15.2%	0.0%	0.0%	100.0%
	206 Construction Purchaser/ Storekeeper 建造物料採購員/倉庫管理員	440	0.0%	0.0%	1.2%	63.3%	33.6%	1.2%	0.7%	100.0%
	207 Estimator 估價員	305	0.0%	0.0%	0.0%	60.2%	14.5%	22.7%	2.7%	100.0%
	208 Interior Design Technician 室內設計師	1,390	0.0%	0.0%	0.0%	82.3%	17.5%	0.2%	0.0%	100.0%
	209 Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	197	0.0%	0.0%	0.0%	18.4%	33.7%	48.0%	0.0%	100.0%
	211 Site Foreman 地盤管工	6,749	0.0%	0.0%	0.0%	19.0%	52.6%	28.3%	0.1%	100.0%
	212 Surveying Technician (Building) 屋宇測量員	1,633	0.0%	0.0%	0.0%	32.9%	32.5%	32.8%	1.9%	100.0%
	214 Surveying Technician (Land) 土地測量員	1,862	0.0%	0.0%	1.6%	26.2%	53.9%	18.3%	0.1%	100.0%
	215 Surveying Technician (Quantity) 工料測量員	2,014	0.0%	0.0%	0.0%	42.6%	27.6%	17.2%	12.6%	100.0%
	216 Surveying Technician (Town Planning) 城市設計師	227	0.0%	0.0%	0.0%	5.3%	90.2%	0.9%	3.6%	100.0%
	217 Quality Control/Assurance Technician 品質控制/保證技術員	426	0.0%	0.0%	0.9%	44.7%	54.4%	0.0%	0.0%	100.0%
	218 Building Services Technician 屋宇設備技術員	1,076	0.0%	0.0%	0.0%	53.4%	35.3%	11.3%	0.0%	100.0%
	219 Electrical Engineering Technician 電機工程技術員	568	0.0%	0.0%	0.0%	50.6%	48.5%	0.8%	0.0%	100.0%
	220 Mechanical Engineering Technician 機械工程技術員	518	0.0%	0.0%	0.0%	13.4%	75.8%	10.9%	0.0%	100.0%
	221 Building Services and Engineering Supervisor 屋宇設備技術及工程監督	6,265	0.0%	0.0%	0.3%	29.6%	51.8%	12.9%	5.4%	100.0%

Job Level 職級	Principal Job 主要職務	Total number of direct employees in Branch 3 - 9 + Persons working at Construction Site 門類3-9的直接僱員 及在建築地盤工作 的人數	Average Monthly Remuneration Package 每月平均薪酬							
			\$10,000 or below 或以下	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	\$25,001 - \$30,000	\$30,001 - \$50,000	\$50,001 or above 或以上	Overall 總數
223	Landscape Technician 園景技術員	255	0.0%	0.0%	0.0%	61.3%	4.3%	34.4%	0.0%	100.0%
224	Environmental Technician 環境技術員	330	0.0%	0.0%	0.0%	37.0%	62.7%	0.3%	0.0%	100.0%
225	Civil Engineering Technician 土木工程技術員	1,631	0.0%	0.0%	0.4%	28.4%	60.2%	10.8%	0.2%	100.0%
226	Structural Engineering Technician 結構工程技術員	541	0.0%	0.0%	0.2%	80.5%	15.4%	4.0%	0.0%	100.0%
227	Geotechnical Engineering Technician 土力工程技術員	526	0.0%	0.0%	0.6%	44.4%	31.0%	24.1%	0.0%	100.0%
228	Technical Officer 技術主任	1,699	0.0%	0.0%	0.0%	10.3%	25.5%	21.8%	42.5%	100.0%
229	Clerk of Works 監工	1,664	0.0%	0.0%	0.0%	16.5%	3.3%	31.9%	48.3%	100.0%
230	Inspector of Works 工程檢測員	1,580	0.0%	0.0%	0.0%	4.4%	27.6%	56.1%	11.9%	100.0%
231	Works Supervisors 工程督導員	3,237	0.0%	0.0%	1.1%	36.6%	59.0%	3.1%	0.2%	100.0%
232	Site Agent 地盤總管	1,632	0.0%	0.0%	0.0%	15.5%	42.1%	33.1%	9.4%	100.0%
233	Project Coordinator 項目統籌	2,459	0.0%	0.0%	0.0%	45.6%	50.1%	4.1%	0.2%	100.0%
234	Building Information Modelling Coordinator/ Modeller 建築信息模擬協調員	421	0.0%	0.0%	0.0%	17.7%	82.0%	0.2%	0.0%	100.0%
235	Utility Technician 設施技術員	33	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
236	Geographic Information System (GIS) Technician 地理信息系統技術員	19	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
	Sub-total 小計	46,805	0.0%	0.0%	0.2%	32.3%	42.9%	17.8%	6.7%	100.0%
Total 總數		73,762	0.0%	0.0%	0.1%	20.5%	32.7%	23.8%	22.8%	100.0%

Percentage distribution of average daily wage rate of full-time skilled, semi-skilled & general workers by principal job  
按主要職務劃分的全職熟練、半熟練技工及普通工人之平均日薪的百分比

Job Level 職級	Principal Job 主要職務	Total number of direct employees in Branch 3 - 9 + Persons working at Construction Site 門類3-9的直接僱員及在建築地盤工作的人數	Average daily wage rate 平均日薪						Overall 總數	
			\$1,000 or below 或以下	\$1,001 - \$1,300	\$1,301 - \$1,600	\$1,601 - \$2,000	\$2,001 - \$2,500	\$2,501 or above 或以上		
Skilled & Semi-skilled worker 熟練及半熟練技工	301	Asphalter (Water Proofing) 瀝青工 (防水)	812	0.8%	78.7%	12.0%	8.6%	0.0%	0.0%	100.0%
	302	Asphalter (Road Construction) 瀝青工 (道路建造)	82	0.0%	12.2%	41.5%	9.8%	0.0%	36.6%	100.0%
	303	Bamboo Scaffolder 竹棚工	1918	0.6%	8.4%	38.4%	49.5%	0.3%	2.7%	100.0%
	304	Bar Bender and Fixer 鋼筋屈紮工	4873	0.0%	5.4%	1.7%	43.0%	47.2%	2.8%	100.0%
	305	Bricklayer 砌磚工	520	15.7%	39.1%	32.7%	12.5%	0.0%	0.0%	100.0%
	306	Carpenter (Fender) 木工 (護木)	68	0.0%	33.8%	44.1%	0.0%	0.0%	22.1%	100.0%
	307	Carpenter (Formwork) 木工 (模板)	5271	1.8%	7.0%	23.2%	53.6%	10.7%	3.6%	100.0%
	308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	205	5.8%	31.0%	45.8%	17.4%	0.0%	0.0%	100.0%
	309	Concretor 混凝土工	1850	1.7%	30.3%	22.4%	40.0%	4.5%	1.1%	100.0%
	310	Construction Plant Mechanic 建造機械技工	631	5.8%	73.7%	15.9%	2.7%	1.9%	0.0%	100.0%
	311	Curtain Wall Installer 幕牆工	1624	0.1%	52.3%	27.1%	20.5%	0.0%	0.0%	100.0%
	312	Demolition Worker (Building) 清拆工 (建築物)	621	5.0%	55.5%	38.6%	0.9%	0.0%	0.0%	100.0%
	313	Diver 潛水員	42	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
	314	Drainlayer 地渠工	223	0.0%	19.4%	30.0%	49.4%	1.1%	0.0%	100.0%
	315	Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	840	2.6%	53.8%	13.4%	8.5%	21.4%	0.3%	100.0%
	316	Floor Layer 鋪地板工	221	13.8%	59.5%	16.4%	10.3%	0.0%	0.0%	100.0%
	317	Gas Plumber 燃氣喉工	115	0.0%	0.0%	88.3%	11.7%	0.0%	0.0%	100.0%
	318	General Welder 普通焊接工	3139	2.8%	46.2%	36.1%	14.0%	0.9%	0.0%	100.0%
	319	Glazier 玻璃工	957	10.9%	56.3%	18.5%	14.3%	0.0%	0.0%	100.0%
	320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/鑽孔工	356	0.0%	64.9%	28.7%	4.7%	1.8%	0.0%	100.0%
	321	Grouting Worker 灌漿工	207	2.4%	28.0%	44.9%	24.2%	0.5%	0.0%	100.0%
	322	Joiner 細木工	6865	6.9%	48.3%	38.4%	6.0%	0.4%	0.0%	100.0%
	323	Leveller 平水工	3184	13.7%	38.4%	39.6%	8.0%	0.3%	0.0%	100.0%
	324	Marble Worker 雲石工	2130	1.4%	74.1%	19.9%	4.5%	0.0%	0.0%	100.0%
	325	Marine Construction Plant Operator 海面建造機械操作員	46	0.0%	56.3%	43.8%	0.0%	0.0%	0.0%	100.0%
	326	Mason 砌石工	125	4.3%	82.9%	0.0%	12.8%	0.0%	0.0%	100.0%
	327	Metal Scaffolder 金屬棚架工	1674	0.8%	20.4%	61.0%	16.4%	1.5%	0.0%	100.0%
	328	Metal Worker 金屬工	3376	1.4%	66.8%	22.1%	9.4%	0.3%	0.0%	100.0%
	329	Painter & Decorator 髹漆及裝飾工	10096	16.3%	63.5%	18.2%	2.0%	0.0%	0.0%	100.0%
	330	Piling Operative 打樁工	671	0.8%	45.0%	23.4%	30.9%	0.0%	0.0%	100.0%
	331	Pipelayer 敷喉管工	1124	29.1%	23.2%	44.1%	2.3%	1.3%	0.0%	100.0%
	332	Builder's Lift Operator 建築工地升降機操作員	177	11.9%	65.3%	19.9%	2.8%	0.0%	0.0%	100.0%
	333	Plant and Equipment Operator (Load Shifting) 機械設備操作員 (負荷物移動機械)	2335	18.6%	51.9%	20.7%	8.5%	0.3%	0.0%	100.0%
	334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作員 (起重機及吊機)	1318	3.4%	44.5%	42.1%	7.2%	2.9%	0.0%	100.0%
	335	Plant and Equipment Operator (Piling) 機械設備操作員 (打樁)	284	7.6%	21.8%	42.6%	26.4%	1.5%	0.0%	100.0%
	336	Plant and Equipment Operator (Tunnelling) 機械設備操作員 (隧道)	195	8.0%	28.8%	39.2%	24.0%	0.0%	0.0%	100.0%
	337	Plasterer 批盪工	7910	7.0%	48.7%	32.4%	11.9%	0.0%	0.0%	100.0%
	338	Plumber 水喉工	3875	3.2%	37.8%	36.7%	15.3%	7.0%	0.0%	100.0%

Job Level 職級	Principal Job 主要職務	Total number of direct employees in Branch 3 - 9 + Persons working at Construction Site 門類3-9的直接僱員及在建築地盤工作的人數	Average daily wage rate 平均日薪						Overall 總數
			\$1,000 or below 或以下	\$1,001 - \$1,300	\$1,301 - \$1,600	\$1,601 - \$2,000	\$2,001 - \$2,500	\$2,501 or above 或以上	
339	Rock-Breaking Driller 鑽破工(風炮工)	120	0.0%	4.2%	27.5%	68.3%	0.0%	0.0%	100.0%
340	Prestressing Operative 預應力(拉力)工	57	0.0%	23.5%	76.5%	0.0%	0.0%	0.0%	100.0%
341	Rigger/Metal Formwork Erector 索具工(叻噪)/金屬模板裝嵌工	1427	13.1%	58.1%	27.9%	0.8%	0.0%	0.2%	100.0%
342	Shotcretor 噴射混凝土工	118	3.4%	3.4%	11.9%	81.4%	0.0%	0.0%	100.0%
343	Shotfirer 爆石工	24	0.0%	0.0%	8.3%	91.7%	0.0%	0.0%	100.0%
344	Slope Maintenance Worker 斜坡修葺工	75	13.3%	33.3%	53.3%	0.0%	0.0%	0.0%	100.0%
345	Structural Steel Erector 結構鋼架工	558	0.0%	54.4%	39.9%	3.9%	1.8%	0.0%	100.0%
346	Structural Steel Welder 結構鋼材焊接工	578	2.0%	47.8%	36.9%	11.8%	1.6%	0.0%	100.0%
347	Tiler 鋪瓦工	553	6.2%	55.6%	31.5%	6.7%	0.0%	0.0%	100.0%
348	Trackworker 鋪軌工	24	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
349	Truck Driver 重型車輛駕駛員(泥頭車司機)	741	32.4%	50.5%	15.4%	0.3%	1.4%	0.0%	100.0%
350	Window Frame Installer 窗框工	931	13.6%	76.0%	6.2%	4.2%	0.0%	0.0%	100.0%
351	Tunnel Worker 隧道工	118	2.7%	46.9%	31.0%	17.7%	1.8%	0.0%	100.0%
352	Asbestos Abatement Worker 清除石棉工	0	-	-	-	-	-	-	-
353	Hand-dug Caisson Worker 手挖沉箱工	0	-	-	-	-	-	-	-
354	Paving Block Layer 地磚鋪砌工	125	1.7%	76.0%	19.0%	3.3%	0.0%	0.0%	100.0%
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工(吊船)	99	4.6%	0.0%	47.7%	7.7%	40.0%	0.0%	100.0%
356	Plant and Equipment Operator (Demolition) 機械設備操作工(清拆)	200	0.0%	62.3%	37.7%	0.0%	0.0%	0.0%	100.0%
357	Demolition Worker (Unauthorised Building Work) 清拆工(僭建物)	38	0.0%	64.9%	35.1%	0.0%	0.0%	0.0%	100.0%
361	Repair and Maintenance Workers 維修及保養工	9437	1.0%	86.4%	8.3%	4.4%	0.0%	0.0%	100.0%
362	Arboricultural Worker 樹藝工人	422	61.9%	26.2%	0.0%	11.9%	0.0%	0.0%	100.0%
363	Modular Integrated Construction (MiC) Unit Installer 組裝合成組件安裝員	130	0.0%	60.0%	25.5%	14.5%	0.0%	0.0%	100.0%
364	Modular Integrated Construction (MiC) Unit Driver 組裝合成組件車輛駕駛員	0	-	-	-	-	-	-	-
	Other Skilled & Semi-skilled worker (e.g False Ceiling Installer, Partition (Metal Frame) Installer)	12	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%
	Sub-total 小計	85747	6.6%	49.2%	24.9%	14.5%	4.3%	0.5%	100.0%
General Worker 普通工人	401 Chainman 測量幫工	905	69.6%	29.5%	0.9%	0.0%	0.0%	0.0%	100.0%
	402 Concreting Labourer 混凝土幫工	394	53.4%	34.1%	11.2%	1.4%	0.0%	0.0%	100.0%
	403 Diver's Linesman 潛水員幫工	2	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	404 Excavator 挖泥工	786	66.1%	21.5%	9.9%	2.6%	0.0%	0.0%	100.0%
	405 Heavy Load Labourer 抬重工	626	57.8%	37.7%	1.5%	3.0%	0.0%	0.0%	100.0%
	406 Labourer 雜工	32138	82.4%	16.7%	1.0%	0.0%	0.0%	0.0%	100.0%
	407 Sewerman 渠務工	407	61.1%	38.1%	0.9%	0.0%	0.0%	0.0%	100.0%
	408 Precast (concrete) Installation Labourer 建築預製件裝嵌工人	10	-	-	-	-	-	-	-
	Sub-total 小計	35268	80.9%	17.7%	1.3%	0.1%	0.0%	0.0%	100.0%
Total 總數		121015	27.5%	40.3%	18.2%	10.5%	3.1%	0.4%	100.0%

## Percentage distribution and ranking of future training areas for full-time employees by job level

按主要職務劃分的全職熟練、半熟練技工及普通工人之平均日薪的百分比

Training Area 培訓範疇	Percentage 百分比			Ranking 排名		
	Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled/Semi- skilled Worker 熟練/半熟 練技工	Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled/Semi- skilled Worker 熟練/半熟 練技工
<b>A. Strategic Planning and Management Skill 策略規劃及管理技巧</b>						
(i) Business and Project Finance 商業和項目財務	12.3%	6.2%	0.0%	10	14	14
(ii) Business and Risk Management 業務和風險管理	15.2%	7.8%	0.0%	6	12	14
(iii) Contract Management 合同管理	14.8%	11.1%	0.0%	7	10	14
(iv) Project Management 項目管理	51.5%	38.3%	0.0%	1	1	13
(v) Quality Management 質量管理	32.2%	24.3%	0.0%	2	4	10
<b>B. Technical Skills 技術性技能</b>						
(i) Building Management 建築物管理	20.2%	12.2%	0.3%	5	8	9
(ii) Construction Methods 施工方法	8.5%	27.0%	36.7%	12	2	2
(iii) Discipline Engineering Specialisation 學科工程專業化	1.0%	1.4%	0.5%	17	17	8
(iv) Engineering Design Management 工程設計管理	14.4%	11.5%	1.3%	8	9	6
(v) Environment Management 環境管理	10.0%	13.9%	0.7%	11	6	7
(vi) Maintenance 維護	1.1%	10.6%	18.2%	16	11	3
(vii) Technical Drawing 技術繪圖	21.0%	17.3%	2.6%	4	5	4
(viii) Technology Management 技術管理	2.8%	13.0%	2.0%	15	7	5
(ix) Workplace Safety and Health (WSH) Management 工作場所安全與健康管理	3.1%	24.5%	53.6%	14	3	1
<b>C. Generic and Soft Skills 通用技能及軟性技巧</b>						
(i) Analytical Thinking 分析思維	23.0%	6.4%	0.0%	3	13	11
(ii) Information Technology Management 信息技術管理	6.8%	2.9%	0.0%	13	16	11
(iii) People Development and Management 人才發展與管理	12.9%	5.0%	0.0%	9	15	14
<i>No opinion</i> <i>沒有意見</i>	0.2%	1.4%	2.3%			
<b>Number of companies of Branch 3 -9 with such level of staff (excl. Construction Site)</b> <b>門類3-9具有此技能等級員工的公司數量</b>	2,693	8,230	14,530			

**Notes:**

- 1) Percentages are calculated on the basis of total number of companies of Branch 3 -9 with such level of staff
- 2) Respondents are allowed to select more than one training area.

**註：**

百分比是在門類3-9具有相關技能等級的員工的公司數目為基準計算。  
回應的公司可選取多於一個培訓範疇。