

2007 Manpower Survey Report
Building and Civil Engineering Industry

土木工程及建築業
二〇〇七年人力調查報告

**Building and Civil Engineering
Training Board**

Vocational Training Council

職業訓練局

土木工程及建築業訓練委員會

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ABBREVIATION

ASc	Associate Degree
BCE	Building and Civil Engineering
BD	Buildings Department
BEAM	Hong Kong Building Environmental Assessment Method
C&SD	Census and Statistics Department
CEF	Continuing Education Fund
CEPA	Closer Economic Partnership Arrangement
CIC	Construction Industry Council
CIRC	Construction Industry Review Committee
CITA	Construction Industry Training Authority
CWRA	Construction Workers Registration Authority
EGTS	Engineering Graduate Training Scheme
ERB	Employees Retraining Board
ESS	Employers Subsidy Scheme
GDP	Gross Domestic Product
HD	Higher Diploma
HKHS	Hong Kong Housing Society
HKIE	Hong Kong Institution of Engineers
HSIC	Hong Kong Standard Industrial Classification
IVE	Institute of Vocational Education
LegCo	Legislative Council
NTTS	New Technology Training Scheme
PRH	Public Residential Housing
QDII	Qualified Domestic Institutional Investor
SUS	Skills Upgrading Scheme
UGC	University Grants Committee
URA	Urban Renewal Authority
VTC	Vocational Training Council

簡稱對照表

ASc	副學士
BCE	土木工程及建築業
BD	屋宇署
BEAM	香港建築環境評估法
C&SD	政府統計處
CEF	持續進修基金
CEPA	更緊密經貿關係安排
CIC	建造業議會
CIRC	建造業檢討委員會
CITA	建造業訓練局
CWRA	建造業工人註冊管理局
EGTS	工科畢業生訓練計劃
ERB	僱員再培訓局
ESS	資助僱主訓練學徒計劃
GDP	本地生產總值
HD	高級文憑
HKHS	香港房屋協會
HKIE	香港工程師學會
HSIC	香港標準行業分類
IVE	香港專業教育學院
LegCo	立法會
NTTS	新科技培訓計劃
PRH	公共房屋
QDII	合格境內機構投資者
SUS	技能提升計劃
UGC	大學教育資助委員會
URA	市區重建局
VTC	職業訓練局

DEFINITION

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

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

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

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

“Participation rate” in each discipline is the percentage of graduates who will enter into employment in their related field of study or training. Such information is usually obtained from employment surveys of full-time graduates conducted by educational institutions.

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

“Semi-skilled worker”, ditto.

“Skilled worker”, ditto.

“Technical manpower” refers to those people employed in the 101 principal jobs of the BCE and related disciplines; while “non-technical manpower” refers to those people employed in other disciplines such as: accounting, IT, human resources etc.

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

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

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

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

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

釋 義

「平均收入」指包括底薪、超時工資、生活津貼、膳食津貼、佣金和花紅的每月收入，是同一職位的僱員的平均金額。

「僱員」和「工人」泛指在調查期間受僱（或自僱）從事建築業及相關行業主要職務的全職人士。

「常駐中國內地／澳門／其他城市的僱員」，泛指在該地全職擔任非臨時職位的員工，不包括偶爾返回國內進行洽商／顧問工作，或參加貿易展覽、出席會議和與業務有關的酬酢活動的全職員工。

「普通工人」的定義見**附錄 6**之問卷附註。

各學科的「參與率」指畢業生將從事與學習和受訓範疇有關的行業的百分比。有關資料通常來自教育院校的全日制畢業生就業調查。

「專業人士／技師」的定義見**附錄 6**之問卷附註。

「半熟練技工」，同上

「熟練技工」，同上

「技術人力」泛指土木工程及建築業與其他相關範疇內的 101 個主要職務的從業員。「非技術人員」泛指其他範疇的僱員，如會計、資訊科技和人力資源從業員等。

「技術員」的定義見**附錄 6**之問卷附註。

「技術人力總數」泛指技術僱員與空缺的總和。

「受訓者」包括學徒和以任何形式受訓的人士

「空缺額」泛指機構在調查期間正積極招聘填補，且能馬上上任的職位空缺。

「流失率」指僱員離職後從事非土木工程及建築業工作、移民，或因其他理由不再從事本業的僱員百分比。

EXECUTIVE SUMMARY

Introduction

The Building and Civil Engineering Training Board conducted a survey in March/May 2007 to collect information on the manpower structure and training requirements by principal job in related disciplines of the building and civil engineering (BCE) industry.

Scope of the Survey

2. The survey covers a total of 18 890 construction sites, offices, firms and institutions in the following 9 branches of the BCE industry:

- Branch 1 - all active building construction sites in the public and private sectors (829 sites as recorded by the Census & Statistics Department (C&SD));
- Branch 2 - all active civil engineering and other construction sites in the public and private sectors (407 sites as recorded by the C&SD);
- Branch 3 - new construction works contractors including site investigation, site formation, foundation works and erection works recorded under Hong Kong Standard Industrial Classifications (HSICs) 511, 521 and 529 (2 719 establishments);
- Branch 4 - decoration, repair and maintenance contractors recorded under HSIC 531 (7 744 establishments);
- Branch 5 - special trade works contractors [excluding electrical and mechanical fitting and gas fitting, installation and maintenance] recorded under HSICs 541, 542, 5611, 5612, 5618 and 591 (5 582 establishments);
- Branch 6 - architectural, surveying and project engineering services firms related to construction activities under HSIC 8334 [excluding sub-branch HSIC 8334-04: building services engineering] (1 530 establishments);
- Branch 7 - major private estate developers (36 establishments);
- Branch 8 - relevant teaching departments and estate offices of training/ educational institutions, and utility companies undertaking construction work or employing construction workers at the time of survey (30 departments/offices); and
- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (13 departments).

3. Stratified random sampling method was adopted to select 1 061 samples out of a total of 17 575 establishments in Branches 3 to 6. Together with the 1 236 active sites in Branches 1 and 2 and the 80 establishments in Branches 7, 8 and 9, a total of 2 377 sites/establishments were visited.

Number of Workers Employed

4. The Survey reveals that in March/May 2007, 90 717 technical workers (versus 106 702 in 2005) were employed in the 101 principal jobs of construction and related disciplines and 40 494 persons (vs. 38 865 in 2005) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry. When comparing with the 2005 survey, the numbers of persons engaged in principal jobs had registered a decrease of 15 985 employees or 14.98%. The distribution of technical workers by branch by job level is summarised in the table below with further details given in **Appendix 1, Tables 1 and 2.**

Table 1 Manpower Distribution by Branch by Job Level

Branch Job Level	1	2	3	4	5	6	7	8	9	Total
Professional/ Technologist	1 039	692	1 906	896	406	6 077	516	903	3 577	16 012
Technician	2 357	1 081	2 286	5 162	2 580	5 387	256	1 141	6 752	27 002
Skilled & Semi-Skilled Worker	18 986	4 795	588	5 482	4 274	4	0	306	387	34 822
General Worker	5 571	4 532	405	425	417	14	0	131	1 386	12 881
Total	27 953	11 100	5 185	11 965	7 677	11 482	772	2 481	12 102	90 717

Number of Vacancies and Trainees

5. Employers had reported a total of 498 vacancies and 587 trainees (vs. 244 and 1 040 in 2005), representing about 0.55% and 0.64% respectively (vs. 0.23% and 1.0% in 2005) of the total technical workforce at the time of survey. A summary of the vacancies and trainees by job level is as shown below with further details given in **Appendix 1, Table 4:**

Table 2 Numbers of Vacancies and Trainees by Job Level

Job Level	Vacancies		Trainees	
	Number	% of Total Manpower	Number	% of Total Manpower
Professional/Technologist	161	1.00	435	2.69
Technician	272	1.00	145	0.53
Skilled and Semi-Skilled Worker	34	0.10	6	0.02
General Worker	31	0.24	1	0.01
Total	498	0.55	587	0.64

Future Training Requirement

6. Having regard to the data collected in the present and past manpower surveys, the government's policy on land supply, the recovery of the property market, the estimated public expenditure on construction works in coming years, the increasing demand for quality living condition and environment, the manpower wastage rates and other considerations affecting the BCE industry, the Training Board forecasts the industry's likely annual training demand from 2008 to 2012 to be as below:

Table 3 Annual Training Demand from 2008 to 2012

Job Level	Average Annual Projected Training Requirement
Professional/Technologist	598 - 667
Technician	1 024 - 1 173
Skilled and Semi-Skilled Worker	1 190 - 1 450

Recommendations

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

- (i) despite the recent sustained economic recovery, a certain percentage of workers in the BCE industry still face the problems of underemployment, unemployment and stagnant income. The government should expedite the implementation of the various infrastructure and urban development projects not only to sustain or regain the competitiveness of other booming (e.g. tourism) or slowing down (e.g. logistics) economic sectors in Hong Kong, but also to revitalise the local BCE industry. Fortunately, this has become the consensus view of the government, employers, employees, workers' unions and the various interested parties. (In this connection, the Training Board would also like to point out the fact that the demand for professional and technicians is still increasing. This trend is even more pronounced in the recent months after Q1/2007 when the fieldwork for this survey was conducted.)
- (ii) the government, in implementing its strategies specific for the BCE industry, should fulfill its promises of addressing important issues advocated by the profession, e.g. population growth and its concomitant social problems, living standards, heritage conservation, environmental protection, lower development density, wastage management etc., so as to make economic progress while maintaining quality city life.
- (iii) the government, in promoting creative human capital and furthering economic integration with the Mainland, should nourish the concept of and facilitate the exporting of the full spectrum of our professional services in the BCE industry to other developing cities in the region, especially in Mainland China and Macao, which welcome our BCE workers' rich experience of high-rise building and reclamation, professionalism and work ethics.
- (iv) the CIC should follow its mandate and formulate long-term strategies for the BCE industry to cope with the rapid socio-economic changes locally, as well as to revive BCE activities and raise the professional/skill standards of the manpower in the BCE industry.
- (v) employers should provide more training/educational opportunities and assistance to their employees to enable them to upgrade themselves through lifelong learning processes.
- (vi) employers should also encourage their employees to register with the CWRA and take the various necessary trade tests to raise the social status and the overall competency standards of the workforce.

- (vii) employees should enhance their employability through making good use of the various government-subsidized schemes, e.g. SUS and CEF, for continuous personal development to cope with the structural changes in the BCE industry.
- (viii) from the survey findings, Hong Kong is rapidly evolving into a knowledge-based and high value-added economy; course providers should therefore be more responsive to new industry needs, in particular, they should aim at training for jobs all over the world. In this connection, emphasis should also be placed on graduates' worldview and language proficiency, such as English and Putonghua, besides trade knowledge and skills.
- (ix) course providers should design their training programmes and courses to even higher standards in order to improve workers' skills, safety standards and productivity, with more emphasis on quality assurance, use of state-of-the-art technologies, safety procedures, professional ethics and environmental protection.
- (x) as the survey findings provide very useful information on the human capital of the BCE industry, another one should be conducted again in 2009 to assess and update the manpower requirement both in quantity and in quality.
- (xi) as more property developers divert their investments to China and as more BCE-related companies are deploying employees to work on the Mainland either on stationed or travelling basis, relevant information on the impact of Mainland's developments, e.g. CEPA, QDII etc., on business and manpower needs in Hong Kong and on the Mainland should still be collected in future surveys. Nevertheless, the questionnaire should be designed to minimise respondent burden and ensure a high response rate.

報告摘要

緒論

土木工程及建築業訓練委員會於 2007 年 3 月至 5 月期間進行調查，蒐集土木工程及建築業及相關範疇內，主要職務的人力結構和培訓需要的資料。

調查範圍

2. 調查範圍包括土木工程及建築業內以下九個分類的 18 890 個建築地盤、辦事處、機構及院校：

- 分類一： 已動工的公共及私人建築地盤（政府統計處錄得的 829 個地盤）；
- 分類二： 已動工的公共及私人土木工程和其他地盤（政府統計處錄得的 407 個地盤）；
- 分類三： 根據香港標準行業分類第 511、521、529 項錄得的新建造工程承建商，包括從事地盤勘察、地盤平整、地基工程及上蓋建造工程者（2 719 間）；
- 分類四： 根據香港標準行業分類第 531 項錄得的裝修、維修及保養工程承建商（7 744 間）；
- 分類五： 根據香港標準行業分類第 541、542、5611、5612、5618 及 591 項所記錄的特種工程承建商，但不包括電氣與機械安裝及氣體裝置，安裝與維修承建商（5 582 間）；
- 分類六： 根據香港標準行業分類第 8334 項錄得，與建造活動有關的建築、測量及工程服務公司，但不包括第 8334-04 項的屋宇設備工程（1 530 間）；
- 分類七： 大地產發展商（36 間）

分類八： 各教育及培訓機構有關學系和物業管理處，以及調查期間正進行建築工程或僱有建造業人員的公用事業公司（30 個學系／辦事處）；以及

分類九： 調查期間正進行建築工程或僱有建造業人員的政府部門（13 個）

3. 分類三至六採用分層隨機抽樣方法，在 17 575 間公司中挑選 1 061 間。連同分類一及二的 1 236 個地盤，以及分類七、八和九的 80 間公司，實地調查期間共造訪了 2 377 個地盤／公司。

僱員總數

4. 調查顯示，在 2007 年 3 月至 5 月期間，共有 90 717 名技術人員（2005 年為 106 702 人）從事建築業及相關行業的 101 個主要職務，40 494 人（2005 年為 38 865 人）從事土木工程及建築業內其他非技術職務（即會計、人事、其他行政及支援職務）。比較 2005 年的調查，從事主要職務的人數減少 15 985 人，即下降 14.98%。下圖顯示按分類及技能等級的技術人力分布情況，詳細資料見附錄 1，表 1 及 2。

表 1 各分類及技能等級之人力的分布情況

分類 技能等級	一	二	三	四	五	六	七	八	九	總人數
專業人士／技師	1 039	692	1 906	896	406	6 077	516	903	3 577	16 012
技術員	2 357	1 081	2 286	5 162	2 580	5 387	256	1 141	6 752	27 002
技工及半熟練技工	18 986	4 795	588	5 482	4 274	4	0	306	387	34 822
普通工人	5 571	4 532	405	425	417	14	0	131	1 386	12 881
總計	27 953	11 100	5 185	11 965	7 677	11 482	772	2 481	12 102	90 717

空缺額及受訓人數

5. 於調查期間僱主填報業內共有 498 個空缺及 587 名受訓者（2005 年的數字分別為 244 個及 1 040 人），佔調查期間技術人力總數 0.55% 及 0.64%（2005 年為 0.23% 與 1%）。下表顯示各技能等級的職位空缺及受訓人數，詳情見附錄 1 表 4。

表 2 各技能等級職位空缺及受訓人數

技能等級	空缺		受訓者	
	數目	佔僱員總數百分比	人數	佔僱員總數百分比
專業人士／技師	161	1.00	435	2.69
技術員	272	1.00	145	0.53
技工及半熟練技工	34	0.10	6	0.02
普通工人	31	0.24	1	0.01
總計	498	0.55	587	0.64

未來培訓需求

6. 根據是次和以往的人力調查蒐集到的數據、政府的土地供應政策、樓市復甦、未來幾年用於建築工程的公共開支、對優質生活環境的需求上升、人才流失率及其他影響土木工程及建築業的因素後，訓練委員會預期 2008 至 2012 年的每年培訓需求如下：

表 3 2008 至 2012 年的每年培訓需求

技能等級	預期每年培訓需求
專業人士／技師	598 - 667
技術員	1 024 - 1 173
技工及半熟練技工	1 190 - 1 450

建議

7. 根據短期至中期的業務展望及人力供求情況，訓練委員會向所有持份者建議採取以下措施，以滿足業內需求：

- (i) 儘管近期經濟持續復甦，但在土木工程及建築業內，部分工人仍面對開工不足、失業及凍薪問題。政府應迅速落實各個基建及市區發展項目，這樣不但能夠維持或恢復其他經濟領域的競爭力，如發展蓬勃的旅遊業和正在放緩的物流業，同時亦能振興本港的土木工程及建築業。幸好這些都是政府、僱主、僱員、工會及其他有關團體一致的觀點。(關於這方面，訓練委員會亦想指出業界對專業人士和技師的需求仍然正在增加。此趨勢在2007年第一季實地調查進行期間後更為明顯)。
- (ii) 政府在實施針對土木工程及建築業的策略時，應履行對業界所提出重要事項的承諾，例如人口增長及所帶來的社會問題、生活水平、文物保護、環境保護、低密度發展及廢物處理等，既可維持理想的都市生活，同時促進經濟。
- (iii) 政府在培養創意人力資本，以及與內地經濟進一步融合時，應推廣及協助發展土木工程及建築業的專業服務出口至境內其他發展中城市的概念，特別是中國內地和澳門；因上述地方相當重視本地從業員所具備的豐富興建高樓大廈及填海經驗，以及專業態度和職業操守。
- (iv) 建造業議會應盡其職責，制訂長遠策略，令業界能應付本地社會及經濟上的急速轉變，振興土木工程及建築活動，並提升業內人士的專業/技能水平。
- (v) 僱主應向僱員提供更多培訓教育機會，協助他們終生學習，提升技能。
- (vi) 僱主亦應鼓勵僱員向建造業工人註冊管理局註冊，並參加必要的技能測試，以提高僱員的社會地位及整體的能力水平。
- (vii) 僱員應善用各項政府資助計劃，例如技能提升計劃及持續進修基金，持續個人發展以適應行內的結構性轉變，提升其就業能力。

- (viii) 調查結果顯示，香港正急速發展成知識型和高增值經濟，因此課程開辦機構須回應業界的新需求，特別是裝備學員掌握到世界各地工作的能力。除了提供行業知識和技能培訓外，亦應著重培養畢業生的世界觀，同時訓練他們如英語及普通話等語言能力。
- (ix) 課程開辦機構應設計更高水平的培訓課程，以改善工人的技能、安全水準和生產力，亦應加強在質素保證、先進科技應用、安全程序、專業操守和環保方面的培訓。
- (x) 由於調查結果對土木工程及建築業的人力資本狀況提供十分有用的資料，本會將於 2009 年再次進行人力調查，以評估和蒐集有關人力需求質與量方面的資料。
- (xi) 由於愈來愈多地產發展商將投資分散至中國，也有愈來愈多與土木工程及建築業有關的公司派遣僱員往返內地工作，甚至長駐內地，故有必要在未來的調查中蒐集有關內地的發展，如 CEPA 和 QDII 等對香港和內地的業務和人力需求的影響。不過問卷的設計應盡量簡潔，方便填寫，確保高回覆率。

SECTION I

INTRODUCTION

The Training Board

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

The Survey

1.2 In pursuance of its terms of reference and with the assistance of the Census and Statistics Department (C&SD), the Training Board has been conducting manpower surveys on a two-year cycle since 1982, with the following objectives:

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

1.3 The following professional services were also provided by the C&SD: data input, data processing and tabulation. The fieldwork of this survey was carried out during the months of March to May 2007 to collect information on:

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

To increase the response rate, the fieldwork cut-off date was extended to 29 June 2007. Data input was done continually during the fieldwork and data processing and tabulation was completed in early August 2007.

¹ Please see DEFINITION in page v

Working Party on Manpower Survey

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

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

Scope of the Survey

1.6 The scope of the survey covers all technical employees in a total of 18 890 construction sites, offices, firms and institutions in the following nine branches of the BCE industry as recorded by the Central Register of Establishments Section of the C&SD (based on 4th quarter of 2006 for Branches 1 & 2 and 3rd quarter of 2006 for Branches 3-6).

Branch	Trade Description
1	- all active building construction sites in the public and private sectors, (829 sites as recorded by the C&SD);
2	- all active civil engineering and other construction sites in the public and private sectors (407 sites as recorded by the C&SD);
3	- new construction works contractors including site investigation, site formation, foundation works and erection works recorded under HSICs 511, 521 and 529 (2 719 establishments);
4	- decoration, repair and maintenance contractors, recorded under HSIC 531 (7 744 establishments);
5	- special trade works contractors, [excluding electrical and mechanical fitting and gas fitting, installation & maintenance] recorded under HSICs 541-542, 5611, 5612, 5618 and 591 (5 582 establishments);
6	- architectural, surveying and project engineering services firms related to construction activities under HSIC 8334 [excluding HSIC 833404 building services engineering] (1 530 establishments);
7	- private estates developers (36 establishments);
8	- relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers ¹ at the time of survey (30 departments/offices); and
9	- government departments undertaking construction work or employing construction workers at the time of survey (13 departments).

HSIC : Hong Kong Standard Industrial Classification.

1 Please see DEFINITION in page v

Change Made to the 2007 Survey

1.7 As compared with the 2005 survey, a supplementary questionnaire was added to collect information on the impact of economic developments in Mainland China, Macao and other countries on the labour market in our BCE industry.

Stratified Random Sampling

1.8 The stratified random sampling method was adopted in Branches 3 to 6 to select 1 061 samples out of a total of 17 575 establishments. Together with the 1 236 sites in Branches 1 and 2 and the 80 establishments in Branches 7, 8 and 9, a total of 2 377 sites/establishments were visited during the fieldwork period of the survey. The distribution of samples by sector by employment size is shown as the sampling plan in **Annex 4**.

1.9 The survey covers all technical personnel at the **professional/technologist**¹ level, the **technician**¹ level, the **skilled & semi-skilled worker**¹ level and the **general worker**¹ level in construction and related disciplines employed by main contractors, sub-contractors as well as self-employed persons in construction sites and offices, matched to the 101 principal jobs as listed in **Annex 7**. Those employees working in non-related fields were not surveyed: viz. accounting, personnel, other administrative and supporting areas.

1.10 To avoid double-counting site workers who might work at different sites during the survey period, a reference date for all sites was fixed to be 16 March 2007 which was a fine day without rain. Only those site workers on the 16 March 2007 log sheet and properly matched with the jobs in the list of principal jobs were included in the survey.

1.11 Likewise, to avoid double counting of the electrical and mechanical contracting and servicing sectors of the construction industry, they were separately covered by another manpower survey simultaneously conducted in March/May 2007 by the Electrical and Mechanical Services Training Board. Similarly, the estate surveyor and the surveying technician (estate) jobs were also covered separately by the Real Estate Services Training Board.

Publicity

1.12 Prior publicity was given to the local press. Relevant employers' associations and professional institutions were also requested to promote the survey among their members.

Method of the Survey

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

¹ Please see DEFINITION in page v

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

1.15 After the fieldwork, the completed questionnaires were scrutinised and, where necessary, verified with the respondents before being processed by the C&SD. The survey data in Branches 3 to 6 were then scaled up by appropriate factors to reflect the overall manpower situation of these four branches (please refers to para 1.6).

Response Rate

1.16 Of the 2 377 sites and establishments surveyed, 1 246 had supplied the required information and 28 had declined to do so. The effective response rate was 97.8% (**Annex 4(b)**). Among the remaining 1 103 sites/establishments, 509 sites had reported 'no persons engaged', 150 establishments had employed no manpower in the list of principal jobs, 73 sites had suspended work, 34 had closed, 40 had not engaged in the specific trade and the remaining 297 establishments either had moved, or were vacant, or were non-contactable, or were of wrong address or with door locked.

Presentation of Survey Findings

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

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

1.18 The Training Board had endorsed the 2007 manpower survey report for uploading onto the web site of the VTC and for publication on 22 October 2007.

SECTION II

SUMMARY OF SURVEY FINDINGS

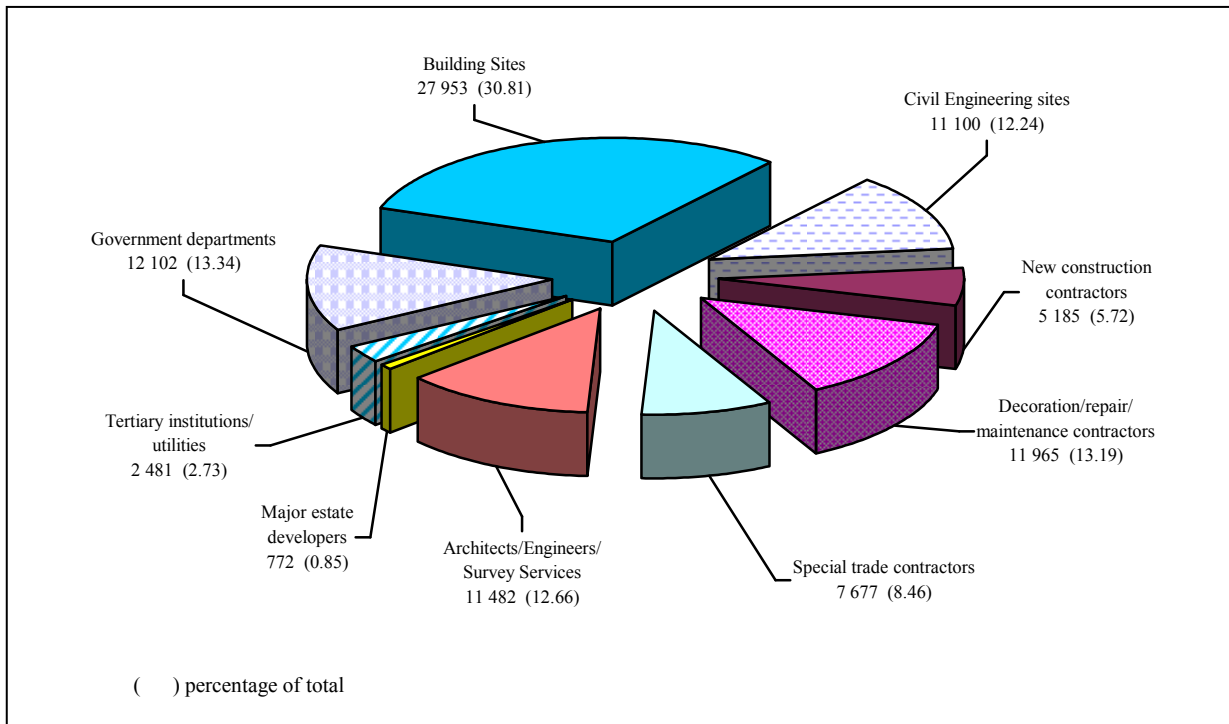
Total Number Employed (Appendix 1, Tables 1, 2 & 5)

2.1 The survey reveals that in March/May 2007, 90 717 workers (excluding 498 vacancies and 587 trainees) were employed in the 101 principal jobs of construction and related disciplines and 40 494 persons in other non-technical disciplines in the BCE industry; i.e. a total of 131 211 persons were employed in the industry at the time of survey.

Distribution of Employees by Branch

2.2 The distribution of technical employees by branch is shown in figure 2.1 below. Among the 90 717 employees, 27 953 (30.81%) worked in active building sites and 11 100 (12.24%) in active civil engineering sites, comprising only about 43.01% of the total technical workforce.

Fig. 2.1 Distribution of Employees by Branch
(As on 16 March 2007)
Total 90 717



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

Table 2.1 Manpower Distribution by Branch by Job Level

Branch Job Level	1	2	3	4	5	6	7	8	9	Total (%)
Professional/ Technologist	1 039	692	1 906	896	406	6 077	516	903	3 577	16 012 (17.65)
Technician	2 357	1 081	2 286	5 162	2 580	5 387	256	1 141	6 752	27 002 (29.77)
Skilled & Semi-Skilled Worker	18 986	4 795	588	5 482	4 274	4	0	306	387	34 822 (38.39)
General Worker	5 571	4 532	405	425	417	14	0	131	1 386	12 881 (14.20)
Total (%)	27 953 (30.81)	11 100 (12.24)	5 185 (5.72)	11 965 (13.19)	7 677 (8.46)	11 482 (12.66)	772 (0.85)	2 481 (2.73)	12 102 (13.34)	90 717 (100)

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

2.4 The ratio of professional/technician/skilled and general workers were 1 : 1.68 : 2.17 : 0.8; compared with the ratios of 1 : 2.12: 3.34 : 1.17 in 2005, it seems that fewer technicians, skilled and semi-skilled and general workers are required when labour-saving devices and processes had been used.

2.5 Table 2.2 below shows that of these 90 717 employees, 68 083 (75.05%) were directly employed by main contractors, 21 178 (23.35%) were employed by sub-contractors and 1 456 (1.60%) were self-employed. Compared with the corresponding figures of 73 325 (68.72%), 33 061 (30.98%) and 316 (0.30%) in 2005, percentage-wise, more workers were now employed directly by the main contractors/employers.

Table 2.2 Distribution of Employees by Job Level

Number of Employees	Professional/ Technologist (%)	Technician (%)	Skilled and Semi-skilled Worker (%)	General Worker (%)	Total (%)	
					2007	2005
Direct	15 886 (23.33)	26 428 (38.82)	17 759 (26.08)	8 010 (11.77)	68 083 (75.05)	73 325 (68.72)
Sub-contractor	126 (0.59)	559 (2.64)	15 739 (74.32)	4 754 (22.45)	21 178 (23.35)	33 061 (30.98)
Self-employed	0 (0)	15 (1.03)	1 324 (90.93)	117 (8.04)	1 456 (1.6)	316 (0.30)
Sub-total	16 012 (17.65)	27 002 (29.77)	34 822 (38.39)	12 881 (14.20)	90 717 (100)	106 702 (100)

Number of Vacancies

2.6 Employers reported a total of 498 vacancies of construction and related disciplines at the time of survey, representing only 0.55% of the total technical workforce. A summary of the vacancies by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**:

Table 2.3 Distribution of Vacancies by Job Level

Job Level	Number of Vacancies (a)	No. of Workers Employed (b)	Total Technical Manpower (c) = (a) + (b)	(a) / (c) (%)
Professional/Technologist	161	16 012	16 173	1.00
Technician	272	27 002	27 274	1.00
Skilled and Semi-skilled Worker	34	34 822	34 856	0.10
General Worker	31	12 881	12 912	0.24
Total	498	90 717	91 215	0.55

2.7 The largest numbers of vacancies occur at the technician and the professional/technologist levels, with the Government Departments and the Decoration/Repair/Maintenance Contractors.

Table 2.4 Numbers of Employees and Vacancies by Branch

Branch	Number of Employees at the Date of Survey	Number of Vacancies at the Date of Survey	As % of Total Technical Manpower
1. Building Sites	27 953	1	0.00
2. Civil Engineering Sites	11 100	0	0.00
3. New Construction Contractors	5 185	3	0.06
4. Decoration/Repair/Maintenance Contractors	11 965	84	0.70
5. Special Trade Contractors	7 677	15	0.20
6. Architects/Engineers/Survey Services	11 482	75	0.65
7. Major Estate Developers	772	39	5.05
8. Tertiary Institutions/Utilities	2 481	29	1.17
9. Government Departments	12 102	252	2.08
All Branches	90 717	498	0.55

Number of Trainees

2.8 Employers had reported a total of 587 trainees at the time of survey, representing about 0.64% of the total technical workforce in the construction and related disciplines. A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4:**

Table 2.5 Distribution of Trainees by Job Level

Job Level	Number of Trainees (a)	Total Technical Manpower (b)	(a)/(b) (%)
Professional/Technologist	435	16 173	2.69
Technician	145	27 274	0.53
Skilled and Semi-skilled Worker	6	34 856	0.02
General Worker	1	12 912	0.01
Total	587	91 215	0.64

2.9 There were 435 trainees at the professional/technologist level (2.69%), 145 at the technician level (0.53%), 6 trainees at the skilled and semi-skilled worker level (0.02%) and only 1 (0.01%) trainee at the general worker level. Most of the trainees are with either the Architectural/Engineering/Surveying Services Firms or Government Departments.

Table 2.6 Numbers of Employees and Trainees by Branch

Branch	Number of Employees at the Date of Survey	Number of Trainees at the Date of Survey	As % of Total Technical Manpower
1. Building Sites	27 953	43	0.15
2. Civil Engineering Sites	11 100	27	0.24
3. New Construction Contractors	5 185	59	1.14
4. Decoration/Repair/Maintenance Contractors	11 965	6	0.05
5. Special Trade Contractors	7 677	1	0.01
6. Architects/Engineers/Survey Services	11 482	260	2.26
7. Major Estate Developers	772	6	0.78
8. Tertiary Institutions/Utilities	2 481	20	0.81
9. Government Departments	12 102	165	1.36
All Branches	90 717	587	0.65

Distribution of Employees by Monthly Income Range
(Appendix 1, Table 3)

2.10 The distribution of monthly **average income**¹ is found to be:

Table 2.7 Average Income of Employees

	Professional/ Technologist	Technician	Skilled and Semi-skilled Worker	General Worker	All
\$7 001 or below	0	51	91	207	349
\$7 001 - \$10 000	0	70	515	4 972	5 557
\$10 001 - \$13 000	2	4 564	9 676	4 086	18 328
\$13 001 - \$18 000	27	7 697	14 699	793	23 216
\$18 001 - \$25 000	2 356	6 823	2 760	12	11 951
\$25 001 - \$35 000	2 955	4 482	281	0	7 718
\$35 001 - \$50 000	4 865	1 256	3	0	6 124
Over \$50 000	3 538	8	0	0	3 546
Unspecified	2 269	2 051	6 797	2 811	13 928
Total	16 012	27 002	34 822	12 881	90 717

Employees Stationed outside Hong Kong
(Appendix 1, Tables 7 to 10)

2.11 As the economy of the Mainland, Macao and the region has made remarkable advancement over the past decades, a supplementary questionnaire was added to ask respondents to report the numbers of their employees working outside Hong Kong. As the survey cannot capture all HK employees there in the categories of self-employment or a direct employment by local companies, the statistics are indicative only of the growth/decline manpower trends in a group of responding establishments over the two-year period under study and should not be compared with official statistics, such as those published by the Macao government of the SAR.

2.12 Table 2.8 shows that only 1 968 employees under Hong Kong Company's payroll (or 2.17% of the total 90 717 employees) were deployed to work in Mainland China, Macao or other cities, while 957 employees stationed there were paid by subsidiaries, associates or other group companies.

¹ Please see DEFINITION in page v

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

Job Level	Under Hong Kong Company's Payroll			Not Under Hong Kong Company's Payroll		
	China	Macao	Others	China	Macao	Others
Professional/Technologist	279	247	18	268	23	0
Technician	117	185	0	326	118	0
Skilled/Semi-skilled Worker	0	1 122	0	179	43	0
Total	396	1 554	18	773	184	0

2.13 Employers had also responded that they had planned to station only 81 additional employees in China/Macao/Other Cities in the next 12 months under HK company's payroll; but none of the employees was paid by subsidiary associates or others group companies:

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

Job Level	Under Hong Kong Company's Payroll			Not Under Hong Kong Company's Payroll		
	China	Macao	Others	China	Macao	Others
Professional/Technologist	46	10	1	0	0	0
Technician	7	17	0	0	0	0
Skilled/Semi-skilled Worker	0	0	0	0	0	0
Total	53	27	1	0	0	0

2.14 The number of employees who have to station in China/Macao/Other Cities by branch is shown in Table 2.10 below.

Table 2.10 Number of Employees Having Been Deployed to Station outside Hong Kong

Branch	No. of Employees Having Been Deployed to Work outside Hong Kong (As in March 2007)		
	Under Hong Kong Company's Payroll	Not Under Hong Kong Company's Payroll	Total
1. Building Sites	0	0	0
2. Civil Engineering Sites	0	0	0
3. New Construction Contractors	356	289	645
4. Decoration/Repair/Maintenance Contractors	1287	578	1 865
5. Special Trade Contractors	91	30	121
6. Architects/Engineers/Survey Services	207	60	267
7. Major Estate Developers	22	0	22
8. Tertiary Institutions/Utilities	5	0	5
9. Government Departments	0	0	0
Total	1 968	957	2 925

2.15 Regarding the number of Hong Kong construction workers outside Hong Kong, it should be noted that the intention of the Training Board was to obtain information from the respondents the likely impact of developments in these areas on local workers over a short period of two years; therefore statistics presented above should be interpreted with care and should not be taken to represent the overall situation (**Appendix 2**). In particular for Macao, the Training Board is of the view that the actual figure should far exceed the number reported by the respondents. The Training Board considers that the variation might be due to the fact that most construction firms had set up subsidiaries in Macao which would employ and pay Hong Kong workers direct. Hence the sole reliance on local respondents' payroll could not reflect the actual employment situation. The aggregate statistics provided by the Macao authority in the **Appendix 2** could better reflect the manpower situation there. The statistics are also consistent with the estimate by the Construction Site Workers General Union that there must now be over 10 000 BCE workers, professional/technologists and technicians included, working in Macao.

SECTION III

OBSERVATIONS AND CONCLUSIONS

General

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

Past Long-Term Trends in Changes in Manpower by Branch

3.2 The Training Board has been conducting biennial manpower surveys since 1983. From the findings of these surveys, it is possible to do some trend analyses of the manpower in the BCE industry. In Fig. 3.1a below, it can be seen that the total technical manpower in the BCE Industry was fluctuating around 90 000 employees between 1983 and 1995 until reaching its peak of 130 755 employees in 2001. Thereafter, the trend reversed and has been declining up to the present.

Figure 3.1a Manpower Trends 1983 to 2007

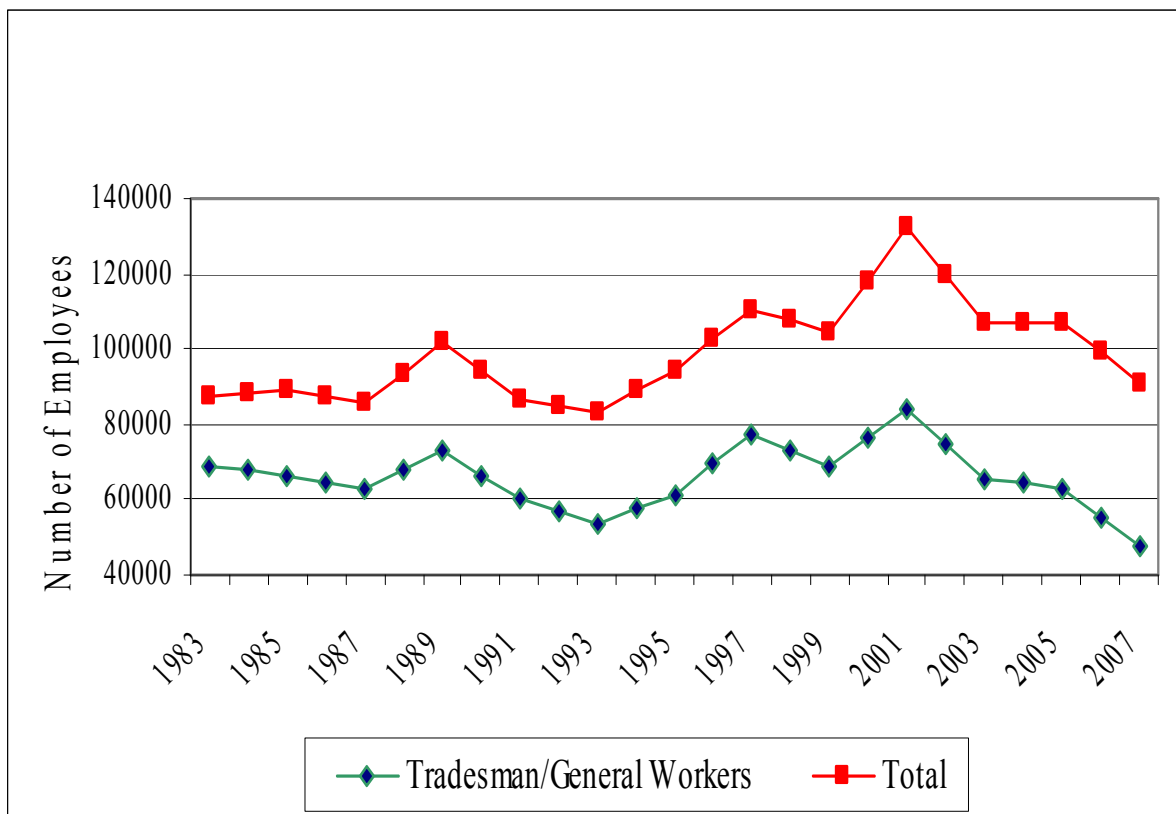
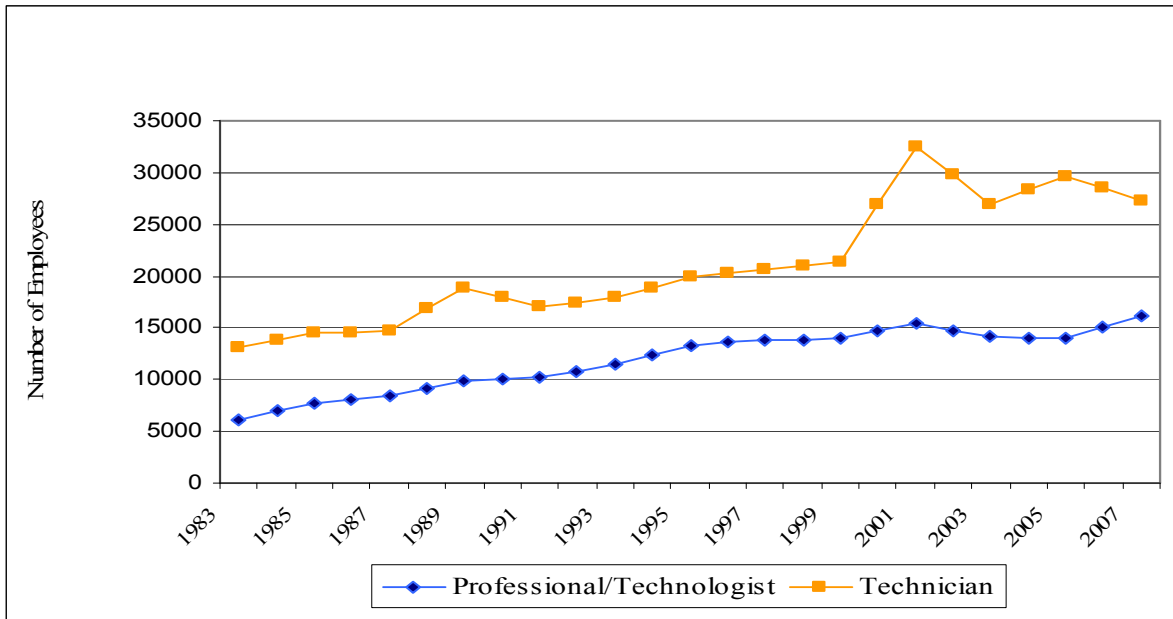


Figure 3.1b Manpower Trends 1983 to 2007



3.3 Contrary to the overall and general trends at other job levels, the demand for employees at the professional/technologist level has been on the increase ever since 1983 (Fig. 3.1b), signaling that Hong Kong’s BCE industry has been becoming more knowledge-based. Therefore, any manpower growth at other job levels after 1998 up to 2001 was probably attributable to the formation of many more small-sized contractor firms in branches 3 to 6 doing some new, decoration, repair, maintenance and specialist trade works (please see paragraph 3.4 below), rather than to increased construction activities.

Medium-Term Changes in the Last Five Years

3.4 Fig. 3.2 and Fig. 3.3 show the changes in the number of employees by branch and by job level over the past five years. Fig. 3.4 shows another notable change that in 2003 more than 50% of the workers (56% to be exact) were working on site; however, in both 2005 and 2007, the percentage of workers at site has dropped to about 45%.

Fig. 3.2 : Changes in the Number of Employees by Branch

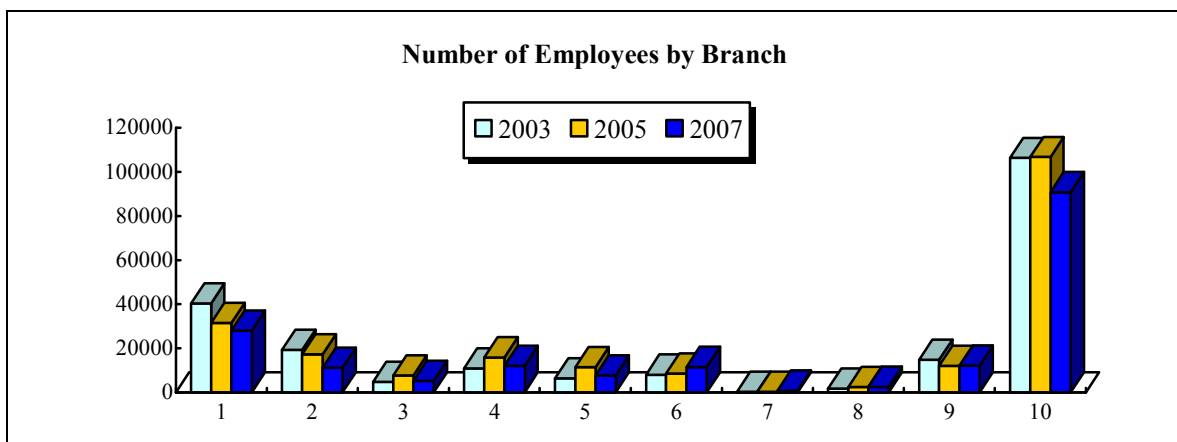


Fig. 3.3 : Changes in the Number of Employees by Job Level

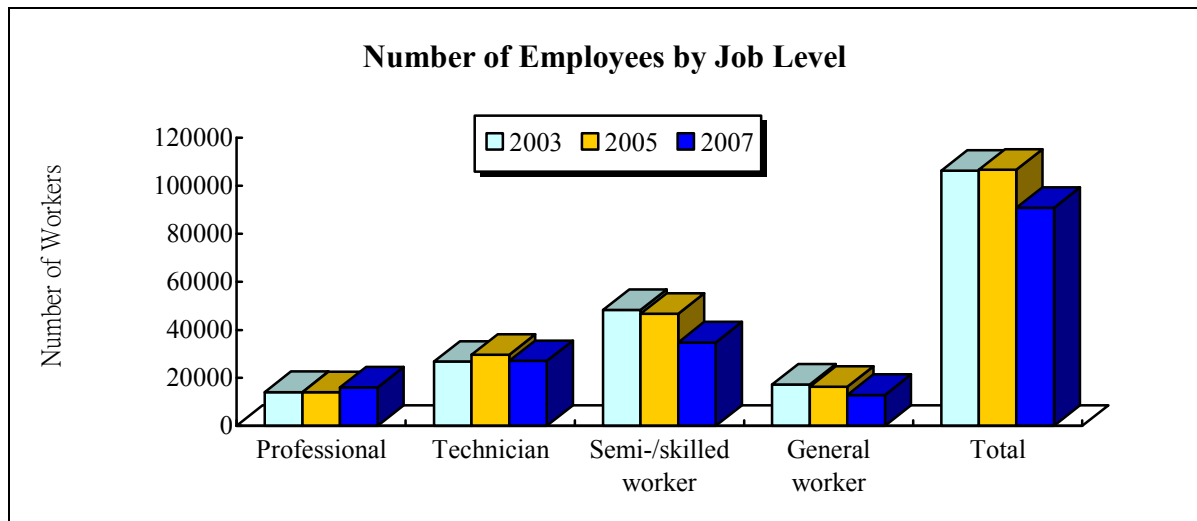
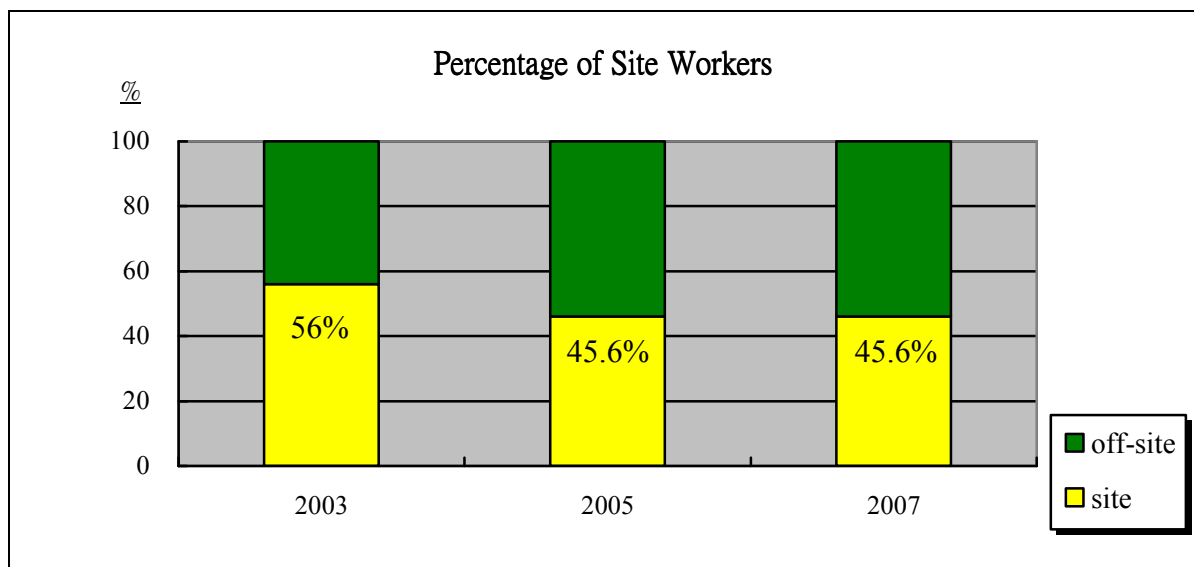


Fig. 3.4 : Manpower Change by Place of Work (2003 – 2007)



Total Number of Establishments
(Appendix 1, Table 6)

3.5 Hong Kong’s construction industry is characterised by a small number of very large companies being usually the main contractors, a large number of very small subcontractors and the presence of overseas contractors. The total number of establishments was found to be 18 890 in 2007 and changes in the distribution of establishments over the years is show in Fig. 3.5 and Table 3.5 below:

Fig. 3.5 : Changes of Establishments by Branch

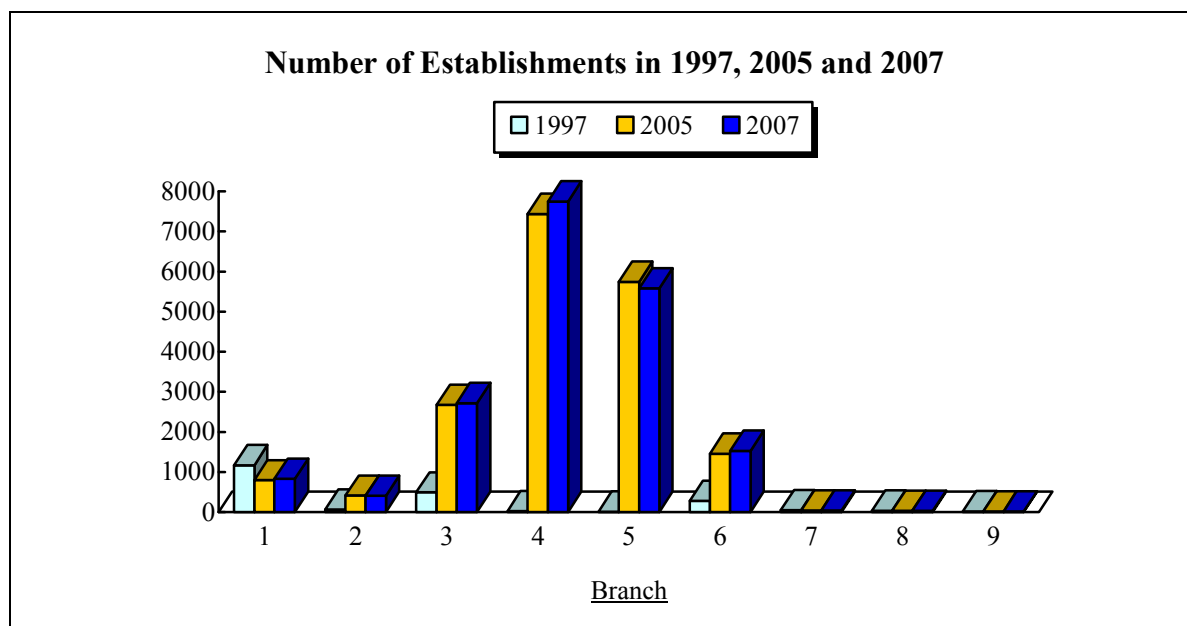


Table 3.1 Changes in the Number of Establishments by Branch

Branch	1997	2005	2007
1. Building Sites	1 172	795	829
2. Civil Engineering Sites	60	413	407
3. New Construction Contractors	492	2 675	2 719
4. Decoration/Repair/Maintenance Contractors	21	7 431	7 744
5. Special Trade Contractors	8	5 743	5 582
6. Architects/Engineers/Survey Services	276	1 460	1 530
7. Major Estate Developers	46	36	36
8. Tertiary Institutions/Utilities	33	31	30
9. Government Departments	16	14	13
Total	2 124	18 598	18 890

3.6 From the above, it can be inferred that the number of establishments in Branches 3 to 6 that have mushroomed over the past ten years have also stabilised over the past few years.

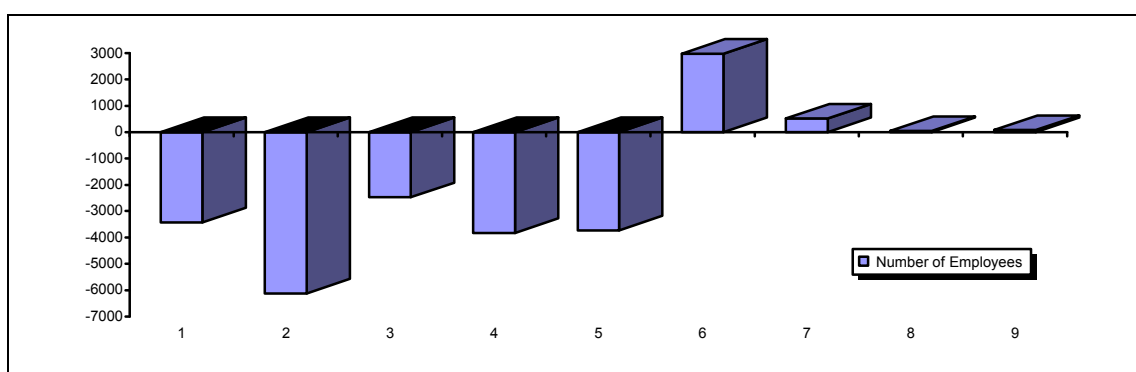
Manpower Changes between 2005 and 2007

3.7 Table 3.2 shows that the total technical manpower had decreased from 106 702 in 2005 by 15 985 (14.98%) to 90 717 employees in 2007. Only Branches 6 to 9 have recorded increase in manpower, with Architects/Engineers/Survey Services firms and Major Estate Developers employing 34.91% (2 971 employees) and 203.94% (518 employees) more than in 2005. The Civil Engineering Sites, the New Construction Contractors and the Special Trade Contractors Branches all experienced a reduction of about 30% in manpower. The Training Board attributes the decrease in manpower partly to the substantial reduction in government expenditure in building and civil works, and partly to the new mode of operations, e.g. use of state-of-the-art labour saving machines, equipment and processes.

Table 3.2 Changes in the Number of Employees by Branch (2005 – 2007)

Branch	2005 Survey	2007 Survey	Increase/ Decrease	% Changes
1. Building Sites	31 384	27 953	-3 431	-10.93
2. Civil Engineering Sites	17 221	11 100	-6 121	-35.54
3. New Construction Contractors	7 659	5 185	-2 474	-32.30
4. Decoration/Repair/Maintenance Contractors	15 799	11 965	-3 834	-24.27
5. Special Trade Contractors	11 415	7 677	-3 738	-32.75
6. Architects/Engineers/Survey Services	8 511	11 482	2 971	34.91
7. Major Estate Developers	254	772	518	203.94
8. Tertiary Institutions/Utilities	2 439	2 481	42	1.72
9. Government Departments	12 020	12 102	82	0.68
Total	106 702	90 717	-15 985	-14.98

Fig. 3.6 : Changes in the Number of Employees by Branch (2005 – 2007)



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

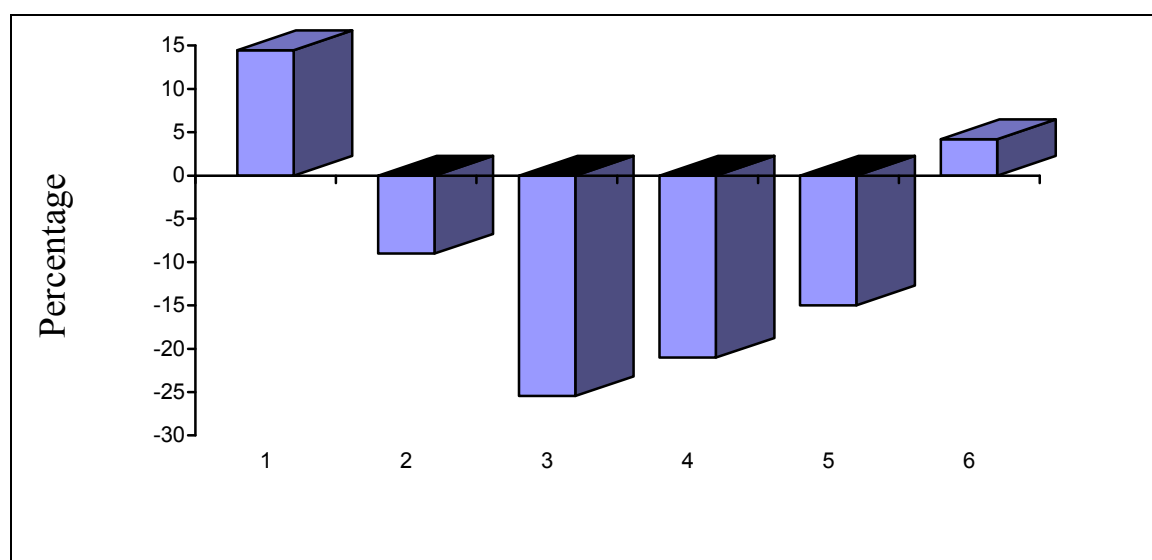
Manpower Changes by Job Category between 2005 and 2007

3.8 Table 3.3 shows that among the total manpower of 90 717 in 2007, 16 012 (17.65%) were professional/technologist, 27 002 (29.77%) were technicians, 34 822 (38.39%) were skilled and semi-skilled workers and 12 881 (14.20%) were general workers. Moreover, only the professional/technologist level had reported an increase of 14.45% in manpower. The manpower at the other three job levels has all reduced. A comparison on the manpower structures between the 2005 and 2007 surveys is shown in the following table.

Table 3.3 Changes in the Number of Employees by Job Category
(2005 – 2007)

Job Category	March 2005 (%)	March 2007 (%)	Increase/ Decrease	% Changes
Professional/technologist	13 991 (13.11)	16 012 (17.65)	2 021	14.45
Technician	29 683 (27.82)	27 002 (29.77)	-2 681	-9.03
Skilled and Semi-skilled worker	46 718 (43.78)	34 822 (38.39)	-11 896	-25.46
General worker	16 310 (15.29)	12 881 (14.20)	-3 429	-21.02
Total Technical Workers	106 702 (100%)	90 717 (100%)	-15 985	-14.98
Non-technical workers	38 865	40 494	1 629	4.19

Figure 3.7 Changes in the Number of Employees by Job Category
(2005 – 2007)



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

3.9 The Training Board observes that the overall reduction of 14.98% in the number of employees from March 2004 (106 702) to March 2006 (90 717) is generally realistic in reflecting the manpower situation of the sector at the time of survey. The Training Board considers that despite economic recovery, the government has practically stopped building more public housing units, the private developers have found land lots in short supply and invested on the Mainland instead, and many infrastructural projects have been delayed or kept on hold either because of political reasons or because of objections from pressure groups (e.g. the Kong Kong-Zhuhai-Macao Bridge, the Western Kowloon and the Tamar Redevelopment Projects). The much lower new construction activities at Branches 1 and 2 sites, particularly during Q1 and Q2 of 2007, have contributed to the negative manpower growth in the BCE sectors.

Changes in the Number Vacancies

3.10 Employers had reported a total of 498 (244 in 2005) vacancies at the time of survey, representing about 0.55% of the total technical workforce in construction and related disciplines. There were 161 vacancies at the professional/technologist level (1.00%), 272 technician trainees (1.00%) and only 34 vacancies at the skilled and semi-skilled worker level (0.10%). A summary of the vacancies by job level is shown below with full distribution by principal job in the **Appendix 1, Table 4**.

Table 3.4 Distribution of Job Vacancies by Job Level

Job Level	Number of Vacancies	
	2005 (%)	2007 (%)
Professional/Technologist	54 (0.39)	161 (1.00)
Technician	137 (0.46)	272 (1.00)
Skilled and Semi-skilled Worker	45 (0.10)	34 (0.10)
General Worker	8 (0.05)	31 (0.24)
Total	244 (0.23)	498 (0.55)

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

Changes in the Number of Trainees

3.11 Employers had reported a total of 587 (1 040 in 2005) trainees at the time of survey, representing about 0.64% of the total workforce in construction and related disciplines. There were 435 trainees at the professional/technologist level (2.69%), 145 technician trainees (0.53%) and only 55 trainees at the skilled and semi-skilled worker level (0.02%). A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**.

Table 3.5 Distribution of Trainees by Job Level

Job Level	Number of Trainees	
	2005 (%)	2007 (%)
Professional/Technologist	723 (5.2)	435 (2.69)
Technician	261 (0.9)	145 (0.53)
Skilled and Semi-skilled Worker	55 (0.1)	6 (0.02)
General Worker	1 (0.01)	1 (0.01)
Total	1 040 (1.0)	587 (0.64)

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

Changes in Monthly Average Income

3.12 The total construction work value has dropped from its peak of \$242.8 billion in 1997 to \$163.9 billion in 2003. As a result, the unemployment rate is around 9% with about 1/3 of its workforce underemployed in 2005 (as estimated by the Construction Site Workers General Union). Nevertheless, Figures 3.8 (a), (b), (c), (d) and (e) show that the two pairs of curves for 2005 and 2007 are very close together up to 80% of the workforce at the same job level, meaning that the average income for the vast majority of workers at all levels is more or less the same as in 2005. (More details are given in **Appendix 1, Table 3**).

Fig. 3. 8 (a) Average Income of Professional/Technologist by Percentage of employees

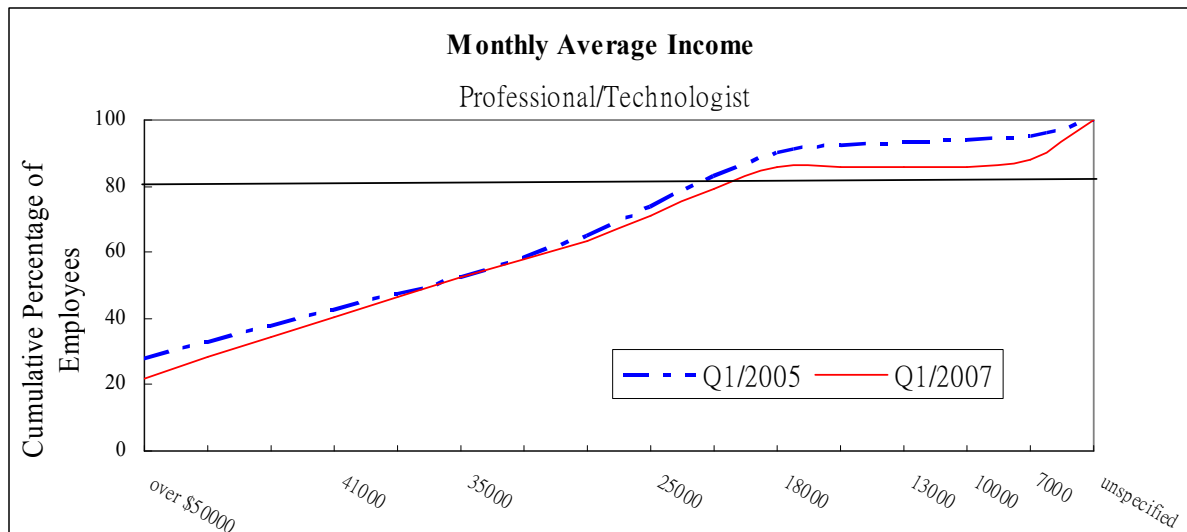


Fig. 3. 8 (b) Average Income of Technician by Percentage of employees

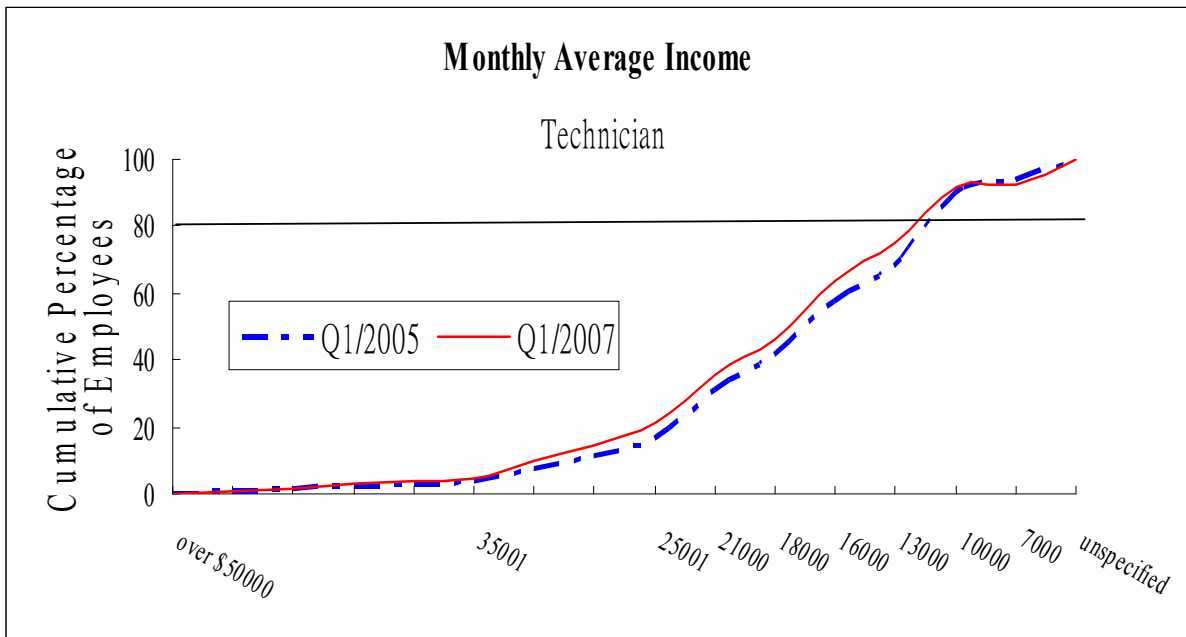


Fig. 3. 8 (c) Average Income of Skilled and Semi-skilled Worker by Percentage of employees

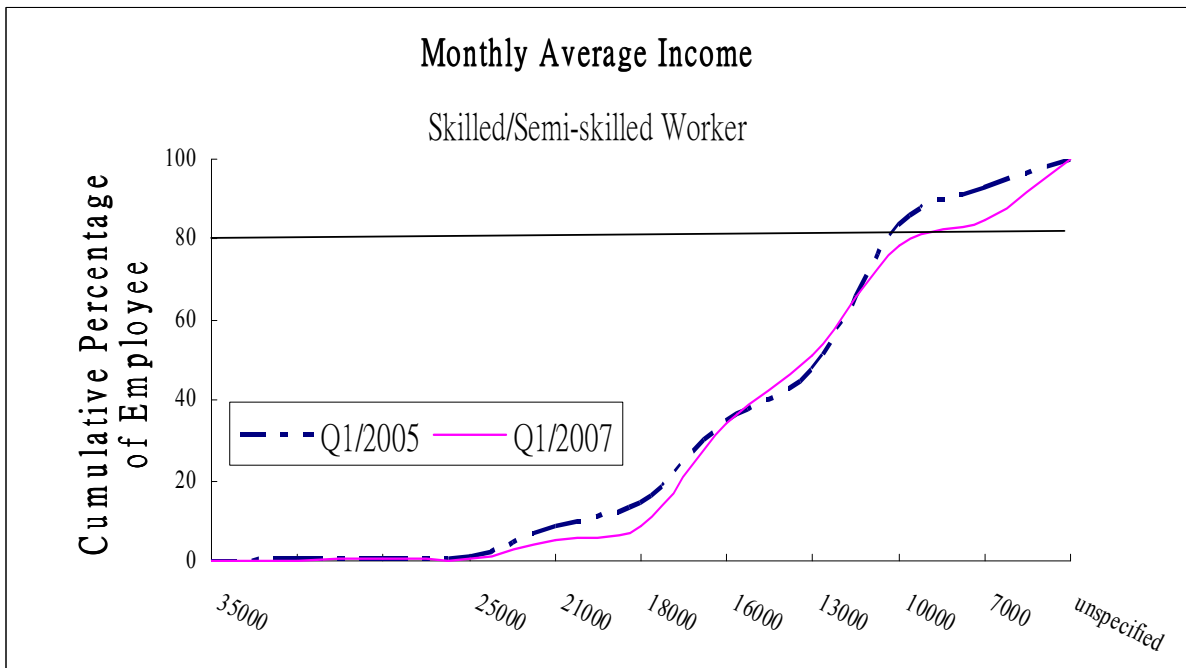


Fig. 3. 8 (d) Average Income of General Worker by Percentage of employees

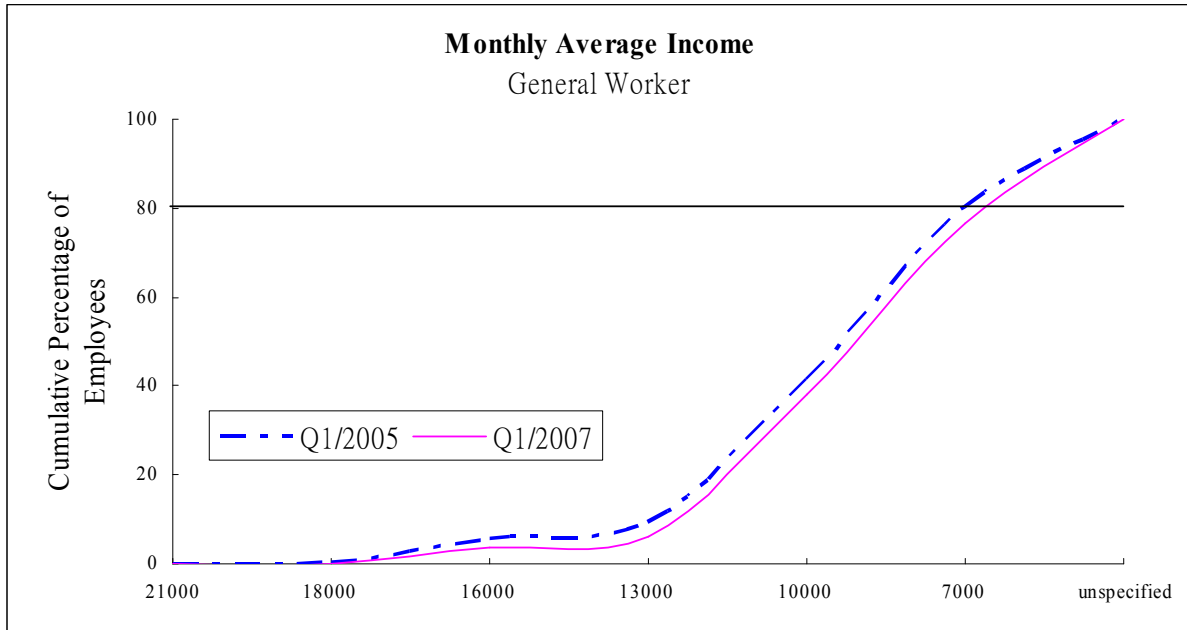
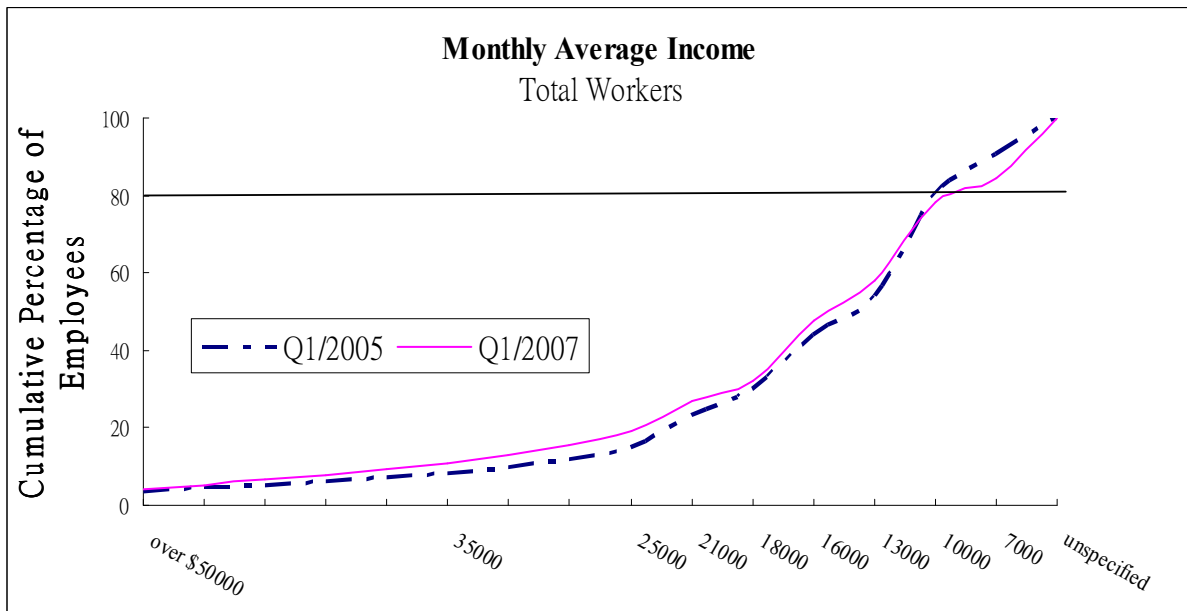


Fig. 3. 8 (e) Average Income of Total Worker by Percentage of employees



Assessment of Manpower Training Needs

3.13 In addition to the manpower trends above, the Training Board has taken into consideration the following important developments and trends when projecting the future manpower training needs of the industry:

General

- 3.13 (a) (i) business opportunities arising from China's 11th Five-year Plan, the rapid growth in foreign direct investment on the Mainland after its accession to the World Trade Organisation, the effective implementation of the various phases of the Closer Economic Partnership Arrangement (CEPA), the 2008 Beijing Olympics and possibly the concept of a Shenzhen/Hong Kong world class mega-metropolis;
- (ii) the government's determination to revitalise the economy, promote employment and improve people's livelihood (as reflected in the Chief Executive's 2007 Policy Address, the Financial Secretary's 2007 Budget Speech and the specific recommendations from the four Focus Groups of the Economic Summit on "China's 11th Five-Year Plan and the Development of Hong Kong" as to how our competitive strengths can be enhanced.);
- (iii) the strong economic recovery from 2003, with GDP leapt by 6.8% in 2006 and with an average annual increase of 7.6% over the past three years, the more broad-based economic growth with 23% growth in total retail sales for 2006 over that in 2003 and 8% growth in overall investment over 2005, an unexpectedly high consolidated public revenue surplus for 2006 – 2007, a total employment reaching the highest 3.5 million mark, a nine-year low unemployment rate of 4.1% in September 2007, and 91% of our GDP being accounted for by the service industries, and despite the sustained economic growth, the moderate rise in the average inflation rate of only 1% in 2005 and of an estimated 2.1% in 2006;
- (iv) optimistic business outlook due to factors such as: our further integration with the Mainland for appreciable synergies, a weak US dollar beneficial to our exports, a pause in the US interest rate increases, an improving employment situation and increasing domestic demand; and the continuous expansion of the Mainland and the Asian economy (e.g. India and Vietnam) with continuous upgrading of their basic infrastructures, port facilities, housing etc. (According to the Asian Development Bank, Asia would require US\$3 trillion or US\$300 billion/year in infrastructure investment over the next decade to ensure economic growth.);
- (v) a number of uncertainties in the external economic environment, viz. the increase in global financial market risks, greater volatility in the US property market and the slowdown in the US economy;
- (vi) political, social and demographic changes, e.g. higher standard of living, natural or policy-driven population growth, mobility of workers within and across the borders, downward or upward shift of the age groups of home buyers, political stability, cultural heritage, environmental protection etc.
- (vii) increased sophistication of property development and construction technique, the adoption of design and build (D&B) practice, IT applications and usage of prefabricated components in the BCE industry;
- (viii) developments in the public and the private property sectors, e.g. buyers' confidence and the polarisation of the residential property market (although changes in the property market trend might be informative, its performance might not highly correlate with manpower in the building and construction industry); and

- (ix) various incentives for employees to pursue lifelong learning: five-day week; Continuous Education Fund and other subsidised training schemes; construction workers' registration, trade testing and related courses.

Government's Strategies for the BCE Industry

- 3.13 (b) (i) the government's pushing ahead with the work of removing barriers so as to improve business environment (In the past year, the Business Facilitation Advisory Committee had put forward a number of recommendations to streamline procedures in respect of the regulation of the construction, real estate and other economic sectors.);
- (ii) more specifically, the government's plan to introduce a Buildings (Amendment) Bill into the LegCo in the 2006-07 legislative session to simplify the statutory requirements and procedures for minor building works, such as the erection of supporting frames for air-conditioners, advertising signboards, and the repair of windows and drainage pipes;
- (iii) in addition, the government's review of the existing regulatory system in respect of drainage systems, lighting and ventilation, building construction and fire safety standards of buildings, and its promulgation of a practice note to provide an alternative to the prescriptive standards on lighting and ventilation requirements in the form of performance-based requirements; and
- (iv) the government's announcement of a proposal to substantially reduce the Frontier Closed Area in the northern New Territories adjoining Shenzhen from about 2 800 to about 800 hectares and the commencement of the planning study to draw up a preliminary proposal on the potential uses of the land to be excised, to be ready for public consultation by the end of 2008.

Local Infrastructural Developments/Projects

- 3.13 (c) (i) the government's pledge to push ahead with ten major infrastructure projects to stimulate the local economy, improve people's living environment and increase employment opportunities (In the second quarter of 2006, gross value of construction work performed by main contractors reached HK\$22.4 billion, up 0.5% year-on-year (YOY). Public sector work accounted for 39.5% of that gross construction work value in the second quarter of 2006, compared to 47.9% a year ago.);
- (ii) The recently established Development Bureau will co-ordinate the 10 large-scale infrastructure projects in order to expand the room necessary for further development and create more employment opportunities for the local construction industry (In the next financial year, a number of major projects will commence construction, including the Tamar development project, the improvement and upgrading works for the 2009 East Asian Games sports facilities, a creative arts centre at the former Shek Kip Mei factory building, Stage 2 of the Replacement and Rehabilitation Programme for Water Mains, and drainage works in various districts. It is expected that these will create about 23 000 jobs for the construction industry.);

- (iii) in addition, the government's plan to introduce some major projects, including the Central-Wan Chai Bypass and Wan Chai Development Phase II, Central Kowloon Route and Kai Tak Development, the South Island Line, which will involve expenditure of \$25.2 billion, \$12.5 billion, \$9.8 billion and \$7 billion respectively (It is expected that their implementation will provide about 14 000 new jobs for the construction industry.);
- (iv) the government's revamped plan of the West Kowloon Cultural District (WKCD) development subject to the approval of the Town Planning Board. (It is expected that their implementation will provide about 11 000 new jobs for the construction industry. At the same time, the government is also planning the development of a Multi-purpose Stadium Complex in South East Kowloon.);
- (v) the government's decision to spend \$20.1 billion over the next nine years on constructing a 8.4 Kilometre, dual-route dual-carriage highway connecting Tuen Mun to the Airport for the further development of the transport logistic industry and the airport;
- (vi) the government's revised Concept Plan for Lantau and plan for New Development Areas (NDAs) at Kwu Tung North, Fanling North, Ping Che, Ta Kwu Ling and Hung Shui Kiu;
- (vii) the government's finalisation of the financial arrangements for other projects with implications for the long-term economic development of Hong Kong; such as the Logistics Park, the Kong Kong-Zhuhai-Macao Bridge and connecting roads, the Kai Tak Redevelopment and Container Terminal 10;
- (viii) the government's budget for about \$3.1 billion to replace the existing air traffic control system and build a new headquarters for the Civil Aviation Department on the Airport Island in order to consolidate Hong Kong's position as an aviation hub (The Airport Authority is now inviting tenders for an additional cargo terminal and assessing the need for a third runway.);
- (ix) the government's continuation to support the build-out of our tourism infrastructure and develop new attractions (Following the completion of Disneyland in late 2005, the opening of the Hong Kong Wetland Park in May 2006 and the Ngong Ping 360 in September 2006, and the redevelopment of Ocean Park started late 2006. By end 2007, tenders for a new cruise terminal situated at Kai Tak will be invited and the first berth is expected to be completed in 2012.);
- (x) the HK\$30 billion redevelopment for Kwun Tong, which will cover a site area of 5.35 hectares, generate 3 390 jobs during the construction stage and boost GDP by 0.11% per year during the 12-year project;
- (xi) both public and private sectors' increased expenditure on more and better environmental protection and improvement including landscaping; and
- (xii) the government's continuation to work closely with the Hong Kong Housing Society (HKHS) and the Urban Renewal Authority (URA) to assist owners of older buildings to properly manage and maintain their buildings (The government will also continue their efforts to enhance building management and maintenance of private housing through public education, publicity and participation of professional bodies.).

Public Housing

- 3.13 (d) (i) the government's continuation to ensure that there is adequate and steady supply of public rental flats to low-income families who cannot afford to rent private housing (The Housing Authority (HKHA) has been provided with land for the construction of a total of about 64 800 public housing units for the four years between 2007/08 and 2010/11. Nevertheless, annual production is expected to drop from 19 600 for 2007/08 to 19 000 for 2010/11.);
- (ii) in the next three years, the HKHA's increased expenditure on capital building and civil engineering works, with \$6.3 billion spent on a Total Maintenance Scheme to carry out territory-wide inspection and maintenance for public housing flats; and a number of improvement measures include a \$100-million programme to fund the provision and improvement of facilities and caring service for visually impaired residents;
- (iii) the government's new design principles to rationalise the provision standard of small flats (The government is also conducting structural condition surveys to assess the feasibility and cost-effectiveness of enhancing the sustainability of our aged PRH (Public Residential Housing) stock on nine PRH estates. In addition, the government has put in place the Housing Construction Management Enterprise System for better project management, planning and budgeting. New technologies, such as grid connection of small scale renewable energy power systems and machine-room-less lifts, were also being tested in pilot projects.); and
- (iv) the government's new requirement of 100% trade tested workers in all existing trades in both building contracts and minor maintenance works,.

Renovation, Renewal and Building Maintenance

- 3.13 (e) (i) the government's plan to introduce Mandatory Building Inspection Scheme to all buildings in Hong Kong and Building Energy Codes by means of legislation;
- (ii) the Building Department's (BD), the HKHA's, the HKHS's and the URA's continuation to implement the Building Management and Maintenance Scheme, the Building Rehabilitation Programme, the Coordinated Maintenance of Buildings Scheme, Building Safety Loan Scheme and other building safety initiatives in order to carry out works voluntarily, or in compliance with statutory orders, including building and slope repairs, maintenance and upgrading works on fire services installations, lift installation, electrical installation and gas risers, regular slope maintenance works, removal of unauthorised building works and to improve the conditions of more buildings in Hong Kong and to regenerate older urban areas;
- (iii) premised on the success of its ten-year Building Management and Maintenance Scheme, the HKHS's support to the government's introduction of a mandatory Building Inspection Scheme and a mandatory Window Inspection Scheme to require private building owners to inspect their buildings and windows regularly, and to carry out the necessary rectification works in order to prevent the problem of building neglect, as well as put in place support measures; and

- (iv) the building rehabilitation programme undertaken by the URA. (Meanwhile, a total of \$830 million has been earmarked to the BD over a period of five years starting from 2006/07 for the purpose of removing over 180 000 unauthorised structures and to promote proper building management and maintenance. Through the Coordinated Maintenance of Buildings Scheme and other building safety initiatives, the BD continues to urge building owners to carry out timely building maintenance and repair.)

The Private Residential Property Market

- 3.13 (f) (i) since repositioning its housing policy in 2002, the government's steadfast commitment to maintaining the policy of minimising intervention in the property market (The past four years have seen steady development of the private residential market under a free and transparent operating environment. From 2003 to 2005, the overall private residential price index went up by almost 40%² and had started to stabilise upon the turn of 2006. As at the end of September 2006, the overall private residential price index dropped slightly by about 2% compared with the same period last year. Overall flat supply has also stabilised. The number of completed residential units dropped from over 30 000 in 2002 to about 17 000 in 2005. Against some 16 000 primary transactions registered in 2005, the balance of supply and demand in the market has basically been restored.);
- (ii) the continuous downward trend of the completion of private residential units (The actual completion of 17 300 private residential units in 2005 down from 26 000 a year ago. The moderate rate of residential production may not generate significant demand for skilled and semi-skilled workers.);
 - (iii) starting from January 2004, the government's resumption of the land sale by the Application List System (Furthermore, the government will continue to release on a regular basis statistics on the supply of private residential units in the primary market to enhance market transparency. This will keep the public up-to-date on the relevant data and provide comprehensive information to facilitate the formulation of residential development plans and the real estate sectors to meet market circumstances and the need of the community;
 - (iv) the government's residential development plans in the real estate sector to meet market circumstances and the needs of the community (For example, to ensure that there would not be any adverse impact on the property market, the government will continue to liaise closely with the two railway corporations through the established mechanism to co-ordinate the timetable for the disposal of railway-property developments.);
 - (v) developers' responsibility for notifying purchasers of any delay in works (The Lands Department has implemented all improvement measures which will promote the smooth operation of the Pre-Sale Consent Scheme.); and
 - (vi) to facilitate the healthy development of the property market, the introduction of the Land Titles (Amendment) Bill and related regulations to give greater security to property interests and simplify conveyancing. In addition, railway property developments will be disposed in an orderly manner.

² Based on information from the Rating and Valuation Department's overall private residential price index

Mainland China & Macao

- 3.13 (g) (i) the leadership of Hong Kong investors in an increasing number of large-scale infrastructure and housing projects in Mainland China and Macao;
- (ii) the continuous export of professional design-and-build services to Mainland China and Macao. (The CEPA II and III provision gives Hong Kong construction enterprises, architects, multi-disciplinary engineers and other technical workers even greater flexibility for entry into the Mainland market.);
- (iii) the rapid infrastructure developments and the increasing demand for affordable housing for the public in Mainland China;
- (iv) despite reversal of government's immigration policy by investment, the buoyant property market in Macao (with 1 000 transactions and 450 tenancy agreements per month in April to June 2007. Statistics from the local government shows that up the 1st Quarter of 2007, the number of foreign workers has reached 71 782, or 6 509 more people than the 4th Quarter of 2006. indicating that the demand for construction workers is still strong.); and
- (v) the great demand in Macao as well as in Mainland China for Hong Kong workers experienced in the timely construction of quality high-rise buildings (The number has reached 7 540 in January 2006, up 560% year-on-year.).

SECTION IV

RECOMMENDATIONS

Overview

4.1 While the Hong Kong economy in general has continued to perform well with both employment and salaries in some sectors (e.g. the financial services) going up steadily, the government's many planned infrastructural and development projects have yet to materialize, and transactions of residential and commercial properties in both the private and the public sectors remain stable at best over the past two years. In this respect, the outlook for the BCE industry appear to be not very promising. On the other hand, once the government' launches its medium- and long-term projects (please refer to para. 3.13 (c) in Section III), it will definitely help maintain or even increase the momentum of BCE activities and provide fuller employment to construction workers.

4.2 In addition to new projects, there will always be substantial overseas projects owned/designed/built by Hong Kong Companies/firms as well as local maintenance work that will require an adequate supply of competently trained technical manpower in a world-class city such as Hong Kong. Taking these and all the relevant factors listed out in Section III into consideration, the Training Board urges employers not to spare their efforts to support training schemes at all four job levels. In particular, the industry should keep on providing up-grading and updating technical, safety and legality training to their employees for upholding our quality standards, quality assurance/public liability and safety at work.

Future Manpower Training Demand

4.3 Not least because of the sustained economic growth, the Training Board concludes that there will be a constant demand for high-calibre manpower at all levels by the BCE industry for the years to come. Using the estimated **wastage rates**¹ at the three job levels of professional/technologist, technician, and skilled and semi-skilled worker, the Training Board forecasts the average annual manpower training requirement by job level from 2008 to 2011 as follows:

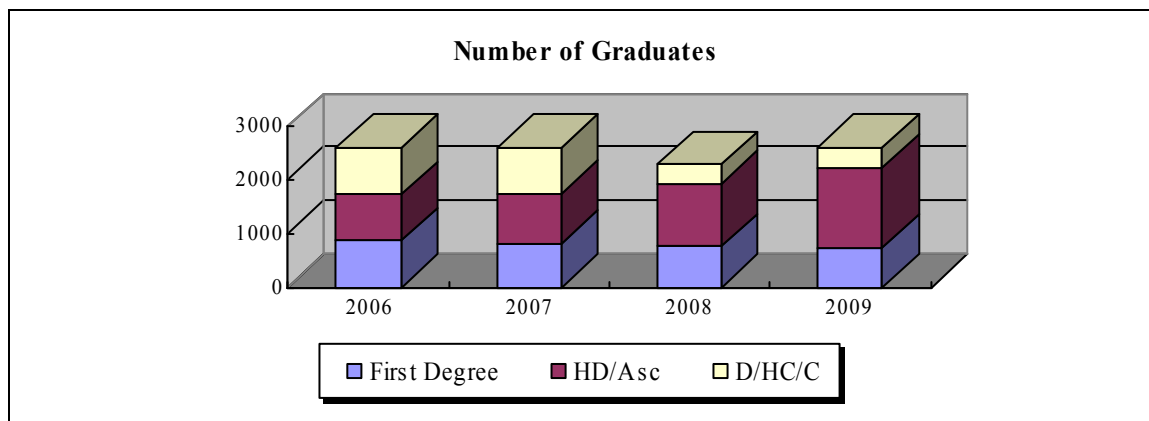
Table 4.1 Projected Average Annual Manpower Training Requirement (from 2008 to 2011)

Job Level	Projected Annual Training Requirement
Professional/technologist	598 – 667
Technician	1 024 – 1 173
Skilled/Semi-skilled Worker	1 190 – 1 450

Manpower Supply and Demand Analysis

4.4 The primary objective of the analysis is to assess the annual additional manpower demand and supply situation of the sector for 2007/09 by educational level as shown in Figure 4.1.

Fig. 4.1 Numbers of Employees and Vacancies by Branch



4.5 From Table 4.2 and Figure 4.1, it can be assumed that with the same participation rate as in previous years, the four local universities and IVE turn out sufficient graduates at the first degree level in architectural, civil engineering, environmental engineering, surveying and related disciplines to meet the demand for 598 - 667 employees at the professional/technologist level. While some of the manpower demand may be met by graduates returning from overseas, not all local graduates will enter into the 101 principal jobs in the construction industry. Some will be absorbed by other sectors and others may pursue further studies.

4.6 The Training Board also observes, as shown in Table 4.1, that the annual supply of graduates of 858 - 1 488 at the Higher Diploma/Associate Degree level and 889 - 364 at the Diploma/Higher Certificate/Certificate level should be able to meet the demand for 1 024 - 1 173 additional manpower at the technician level. It is worth noting that many employees at the technician level are promoted internally from the craftsman level.

Table 4.2 Planned Output of Graduates from UGC/Government-Funded BCE Programmes for the Years 2006/09

Educational level	Year			
	2006	2007	2008	2009
First Degree	866	819	749	745
Higher Diploma/Associate Degree	858	922	1 169	1 488
Diploma/Higher Certificate/Certificate	889	859	370	364
Total	2 613	2 600	2 288	2 597

4.7 The industry will need to recruit annually 1 190 – 1 450 skilled and semi-skilled workers for various jobs. Such demand can be met from the supply of Secondary school leavers, most of whom should receive relevant skill training before they can perform their jobs effectively. Such skill training will be provided mainly by the CITA. Besides, CITA also offers other training programmes for in-service employees:

Table 4.3 Planned Places by CITA for the Years 2006/09

Educational level	Year	2006	2007	2008	2009
FT Basic Craft Cert/Adult Short Courses		1 092	1 045	1 069	1 058
Construction Supervisor/Technician Programme		121	98	110	104
Total		1 213	1 143	1 179	1 162

Training of Professionals/Technologists

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

Engineering Graduates Training Scheme

4.9 The Engineering Graduate Training Scheme (EGTS) is wholly financed by the government with an aim to encouraging employers to provide engineering graduates with practical training of a standard acceptable for Corporate Membership of the Hong Kong Institution of Engineers (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. The Training Board urges employers to contact the VTC's Technologist Training Unit and to join its subsidised scheme to formalise training programmes provided for graduates.

Training of Technicians

4.10 At the technician level, the IVE of the VTC is the major local provider of courses at the Higher Diploma/Associate Degree, the Diploma/Higher Certificate/Certificate levels in full-time, part-time-day and part-time-evening modes in building studies, civil/structural engineering, surveying and construction management.

4.11 It is observed that the output of technician graduates is planned to exceed slightly the demand for technicians because not all the graduates will join the BCE industry. To recruit and retain their employees, employers are encouraged to sponsor their trainees, apprentices and in-service workers to attend relevant courses offered by the CITA and IVE to update and upgrade their skills and knowledge for future career progression.

Training of Skilled and Semi-skilled Workers

4.12 For the coming three years (2007-2009), the total projected output of skilled and semi-skilled workers would not be adequate. The CITA and other training providers should be flexible enough in offering courses to cater to the changing needs of the industry. In this respect, they are advised to constantly review and update their training plan, training programmes and facilities.

Training of General Workers

4.13 As regards general workers, CITA offers full-time induction courses for prospective adult operative and labourer trainees. The typical training period for semi-skilled/general workers is below 6 months. CITA has also organised some off-the-job safety and skill training for in-service workers sponsored by their employers. Supply in this category is therefore adequate.

Relevant Organisations for the BCE Industry

Construction Industry Council (CIC)

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

Registration of Construction Workers

4.15 Despite the fact that manpower supply will slightly exceed the total projected demand at the various job levels in the coming years, the Training Board foresees continuous training needs for in-service workers to update and refresh their knowledge in order to cope with the changing nature of their work, especially in the area of industrial safety.

4.16 In particular, the Construction Workers Registration Authority (CWRA), established on 18 September 2004 under the Construction Workers Registration Ordinance, is responsible for executing and managing the implementation of the construction workers registration system.

4.17 The CWRA had started to register construction workers in Hong Kong on 29 December 2005 to give them statutory recognition in respective trades. The registration system would also provide more reliable data on labour supply, help combat hiring illegal workers, and also help reduce wage disputes between contractors and workers. As at June 2007, the figures of the registered workers are as follows:

(i) Skilled Workers	63 000
(ii) Skilled Workers (Provisional)	4 000
(iii) Semi-skilled Workers	9 500
(iv) Semi-skilled Workers (Provisional)	1 100
(v) General Workers	<u>78 000</u>
Total :	155 600

Employers are encouraged to collect detailed information from the website www.cwra.org.hk.

Construction Industry Training Authority

4.18 CITA operates four training centres to provide industrial training courses for the industry. Three of the training centres, located in Kowloon Bay, Kwai Chung and Sheung Shui respectively are dedicated to the training of construction technicians, craftsmen and operators. The Management Training and Trade Testing Centre at Aberdeen focuses on management and technology courses, which have increasing demand from in-service workers. This fourth Centre also facilitates the organisation of trade tests and intermediate trade tests for skilled and semi-skilled workers and operators.

4.19 In 2006/07, more than 1 100 graduates took one of the 32 different one-year and two-year full-time long and Adult short courses offered by the CITA at the basic craft trainee and the supervisor/technician levels. In addition, about 52 300 in-service construction personnel had participated in one of the part-time courses covering a very comprehensive range at all different job levels. These courses are either refresher, or up-grading, or trade test-related, or safety and management-related or commissioned courses.

4.20 To encourage contractors to take the lead in employing CITA graduates on a monthly basis and retain CITA graduates in the industry, the Authority has implemented the Employers Subsidy Scheme (ESS) since September 1998. Qualified employers who employ graduates of approved courses on monthly basis under an apprenticeship contract could apply to the Authority for a subsidy of HK\$1 800 to \$2 000 per month per apprentice employed for 6 months or 12 months.

The Employees Retraining Board

4.21 The Employees Retraining Board (ERB) administers a wide range of full-time and part-time/evening courses to help the unemployed and eligible workers adjust to changes in the labour market and acquire new or enhanced skills to find alternative employment. Though priority is accorded to unemployed and eligible workers aged 30 or above with no more than lower secondary education, younger unemployed persons and those with higher secondary education may also be enrolled in the retraining programme should they encounter employment difficulties. Persons in employment who wish to acquire basic general skills such as computer application may also apply for part-time or evening retraining courses.

Skill Upgrading Scheme (SUS)

4.22 Skill Upgrading Scheme is a government funded scheme to upgrade the skill level of the low educated workers. The captioned scheme operated by the Education and Manpower Bureau has been conducting courses related to building and construction industry. A working group on Building Maintenance and Decoration has been set up under the SUS to look into the design of the training courses related to the industry (website: www.emb.gov.hk/sus).

Other Post-Secondary Level Courses and Programmes

Continuing Education Fund (CEF)

4.23 In-Service people hoping to upgrade themselves have adequate choices of courses and programmes offered by the Continuing Education Fund (CEF).

Hong Kong Institute of Vocational Education

4.24 Besides the full-time course, the IVE also offer part-time evening courses in building studies, civil/structural engineering, surveying, construction management and maintenance at the Higher Diploma, Diploma, Higher Certificate and Certificate levels.

Headquarters Division Two of the VTC

4.25 In addition to operating the EGTS and NTTS (New Technology Training Scheme), the Headquarters Division 2 of the VTC also assists employers in organising training schemes, in particular, apprenticeship schemes for training technicians and skilled workers. A free apprentice placement service is also provided. The Training Board recommends employers to contact the Division for assistance in setting up training schemes and the recruitment of trainees.

Miscellaneous BCE Bodies

4.26 Moreover, the following organisations also provide upgrading courses for Continual Professional Development in order to facilitate members to keep abreast of current technological and commercial developments in the industry:

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

Recommendations

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

- (i) despite the recent sustained economic recovery, a certain percentage of workers in the BCE industry still face the problems of underemployment, unemployment and stagnant income. The government should expedite the implementation of the various infrastructure and urban development projects not only to sustain or regain the competitiveness of other booming (e.g. tourism) or slowing down (e.g. logistics) economic sectors in Hong Kong, but also to revitalise the local BCE industry. Fortunately, this has become the consensus view of the government, employers, employees, workers' unions and the various interested parties. (In this connection, the Training Board would also like to point out the fact that the demand for professional and technicians is still increasing. This trend is even more pronounced in the recent months after Q1/2007 when the fieldwork for this survey was conducted.)
- (ii) the government, in implementing its strategies specific for the BCE industry, should fulfill its promises of addressing important issues advocated by the profession, e.g. population growth and its concomitant social problems, living standards, heritage conservation, environmental protection, lower development density, wastage management etc., so as to make economic progress while maintaining quality city life.
- (iii) the government, in promoting creative human capital and furthering economic integration with the Mainland, should nourish the concept of and facilitate the exporting of the full spectrum of our professional services in the BCE industry to other developing cities in the region, especially in Mainland China and Macao, which welcome our BCE workers' rich experience of high-rise building and reclamation, professionalism and work ethics.
- (iv) the CIC should follow its mandate and formulate long-term strategies for the BCE industry to cope with the rapid socio-economic changes locally, as well as to revive BCE activities and raise the professional/skill standards of the manpower in the BCE industry.

- (v) employers should provide more training/educational opportunities and assistance to their employees to enable them to upgrade themselves through lifelong learning processes.
- (vi) employers should also encourage their employees to register with the CWRA and take the various necessary trade tests to raise the social status and the overall competency standards of the workforce.
- (vii) employees should enhance their employability through making good use of the various government-subsidized schemes, e.g. SUS and CEF, for continuous personal development to cope with the structural changes in the BCE industry.
- (viii) from the survey findings, Hong Kong is rapidly evolving into a knowledge-based and high value-added economy; course providers should therefore be more responsive to new industry needs, in particular, they should aim at training for jobs all over the world. In this connection, emphasis should also be placed on graduates' worldview and language proficiency, such as English and Putonghua, besides trade knowledge and skills.
- (ix) course providers should design their training programmes and courses to even higher standards in order to improve workers' skills, safety standards and productivity, with more emphasis on quality assurance, use of state-of-the-art technologies, safety procedures, professional ethics and environmental protection.
- (x) as the survey findings provide very useful information on the human capital of the BCE industry, another one should be conducted again in 2009 to assess and update the manpower requirement both in quantity and in quality.
- (xi) as more property developers divert their investments to China and as more BCE-related companies are deploying employees to work on the Mainland either on stationed or travelling basis, relevant information on the impact of Mainland's developments, e.g. CEPA, QDII etc., on business and manpower needs in Hong Kong and on the Mainland should still be collected in future surveys. Nevertheless, the questionnaire should be designed to minimise respondent burden and ensure a high response rate.

第一章

緒論

訓練委員會

1.1 職業訓練局屬下之土木工程及建築業訓練委員會（下稱「訓練委員會」）由香港特別行政區政府委任，負責評估土木工程及建築業的人力培訓需求事宜，並就發展應付有關需求的措施作出建議。本會成員由主要行業聯會、工會、專業團體、教育及培訓機構，以及相關政府部門提名出任；訓練委員會職責之一，是向局方就發展培訓策略提出建議，以滿足行內對技術人力的需求。本會的委員名單及職權範圍載於**附錄 1 及 2**。

人力調查

1.2 本會按照職權範圍規定，在政府統計處協助下，自 1983 年開始每兩年進行一次人力調查。目標如下：

- (a) 蒐集土木工程及建築業主要職務的最新人力資料；
- (b) 評估業內技術人力結構；
- (c) 預測不久將來的培訓需要；以及
- (d) 向局方就發展培訓策略提供建議，務求滿足有關需要。

1.3 政府統計處負責提供其他的專業服務，包括數據輸入、數據處理和製表。是次調查的實地調查工作於 2007 年 3 月至 5 月期間進行，蒐集的資料如下：

- (a) 調查期間業內**僱員人數**¹；
- (b) 調查期間**空缺額**¹；
- (c) 調查期間**受訓人數**¹；以及
- (d) 僱員**平均每月收入**¹分布幅度。

¹見頁 v 的釋義

為增加回覆率，實地調查工作的截止時間須延長至 2007 年 6 月 29 日。數據輸入工作與實地調查工作同步進行，數據處理和製表工作最終於 2007 年 8 月初完成。

人力調查工作小組

1.4 訓練委員會下設工作小組，負責與政府統計處緊密合作，監察人力調查的進行情況。工作小組委員名單載於**附錄 3**。

1.5 調查工作可以廣泛劃分為四大類，包括問卷設計、抽樣、數據分析和撰寫報告等。有關的調查文件和工作小組草擬的報告定稿經呈交訓練委員會通過後才予採用。

調查範圍

1.6 調查範圍根據政府統計處機構記錄組所記錄的土木工程及建築業下列各類已動工地盤、辦事處、機構及院校而定，共分九大類，合共 18 890 個／間（分類一至三根據 2006 年第 4 季記錄，分類四至六根據 2006 年第 3 季記錄）：

分類	行業說明
一：	已動工的公共及私人建築地盤（政府統計處所記錄的 829 個地盤）；
二：	已動工的公共及私人土木工程和其他地盤（政府統計處所記錄的 407 個地盤）；
三：	根據香港標準行業分類第 511、521、529 項所記錄的新建造工程承建商，包括從事地盤勘察、地盤平整、地基工程及上蓋建造工程者（2 719 間）；
四：	根據香港標準行業分類第 531 項所記錄的裝修、維修及保養工程承建商（7 744 間）；
五：	根據香港標準行業分類第 541-542、5611、5612、5618 及 591 項所記錄的特種工程承建商，但不包括電氣與機械安裝及氣體裝置，安裝與維修承建商（5 582 間）；

¹見頁 v 的釋義

- 六： 根據香港標準行業分類第 8334 項所記錄，與建造活動有關的建築、測量及工程服務公司，但不包括第 8334-04 項的屋宇設備工程（1 530 間）；
- 七： 主要私人地產發展商（36 間）
- 八： 各教育及培訓機構有關學系和物業管理處，以及調查期間正進行建築工程或僱有建造業人員的公用事業公司（30 學系／辦事處）；以及
- 九： 調查期間正進行建築工程或僱有建造業人員的政府部門（13 個）

2007 年調查作出的改變

1.7 相對於 2005 年的調查，是次額外加上補充問卷，以蒐集中國內地、澳門和其他國家的經濟發展，對本行業人力市場所構成的影響。

分層隨機抽樣方法

1.8 分類三至六採用分層隨機抽樣方法，在 17 575 間中挑選 1 061 間。連同分類一及二的 1 236 個地盤，以及分類七、八和九的 80 間機構，實地調查期間共造訪 2 377 個地盤。按部門和公司規模的抽樣分布情況見**附錄 4**的抽樣方案。

1.9 調查涵蓋在建築業和相關行業中，受僱於承建商、公司和自僱人士的地盤或辦公室內，工種屬於**附錄 7**列出的 101 個主要職務類別的**專業人士／技師¹級別、技術員¹級別、熟練及半熟練技工¹級別和普通工人¹級別**的所有技術僱員。其他工種與本行無關的員工，即會計、人事、其他行政和支援工作的員工並不在調查範圍內。

1.10 為避免重複點算在調查期間於不同地盤工作的員工，所有地盤的調查參考日期均定為 2007 年 3 月 16 日，當日天晴無雨。換言之，調查只包括在 2007 年 3 月 16 日的工作紙上有記錄，而工種又符合主要職務名單上類別的地盤僱員。

¹見頁 v 的釋義

1.11 同樣地，為避免重複計算建築業內的機電工程承辦與服務機構，機電工程業訓練委員會於 2007 年 3 月至 5 月期間同時進行人力調查；而房地產服務業委員會則負責調查產業測量師及（物業）測量技術員。

宣傳

1.12 調查進行前，訓練委員會透過本地傳媒進行宣傳，並請相關僱主聯會和專業團體呼籲旗下會員支持是次調查。

調查方法

1.13 實地調查工作展開前的兩周，本會向選定機構發出調查問卷（**附錄 5**）、附註（**附錄 6**）及土木工程及建築業主要職務工作說明（**附錄 7**），供他們填寫。僱主須提供有關公司於調查期間的人力資料，並根據附錄的工作說明，按僱員的職務，而非公司內的職銜將技術僱員歸類。

1.14 在實地調查期間，政府統計處調查員經預約後造訪各地盤和僱主，收回填妥的問卷，並在有需要時協助僱主完成問卷。本會在調查員進行實地調查工作前，已詳細向他們解釋問卷的結構和不同工種的性質。

1.15 實地調查工作完成後，填妥的問卷經過整理，並在有需要時與回覆機構複核，然後送交政府統計處處理。分類三至六的調查數據會以統計學方法倍大，以反映這四個分類的整體人力情況（參考第 1.6 段）。

回覆率

1.16 在 2 377 間調查對象和地盤中，1 246 間提供所需資料，28 間拒絕回覆。有效回覆率為 97.8%（**附錄 4(b)**）。在其餘 1 103 個地盤中，509 個地盤回覆「沒有技術人員常駐」，150 間公司並無僱員從事調查範圍內的主要職務，73 個地盤暫停施工，34 間已倒閉，40 間並非從事有關行業，其餘的 297 間公司或已搬遷、空置、無法接觸、地址有誤、或已停業。

調查結果

1.17 報告摘要重點講述人力調查的主要發現（包括土木工程及建築業的人力和培訓需求）。人力調查報告則包括以下四個部分：

I	緒論	簡介調查採用的方法
II	調查結果摘要	概述調查進行期間的人力情況
III	觀察所得及結論	根據業內過往趨勢，分析調查結果和結論，並展望未來的人力情況
IV	建議	訓練委員會根據人力調查結果提出的建議

1.18 訓練委員會已於 2007 年 10 月 22 日通過 2007 年度的人力調查報告，報告已上載至職訓局網頁及付梓。

第二章

調查結果摘要

僱員總數

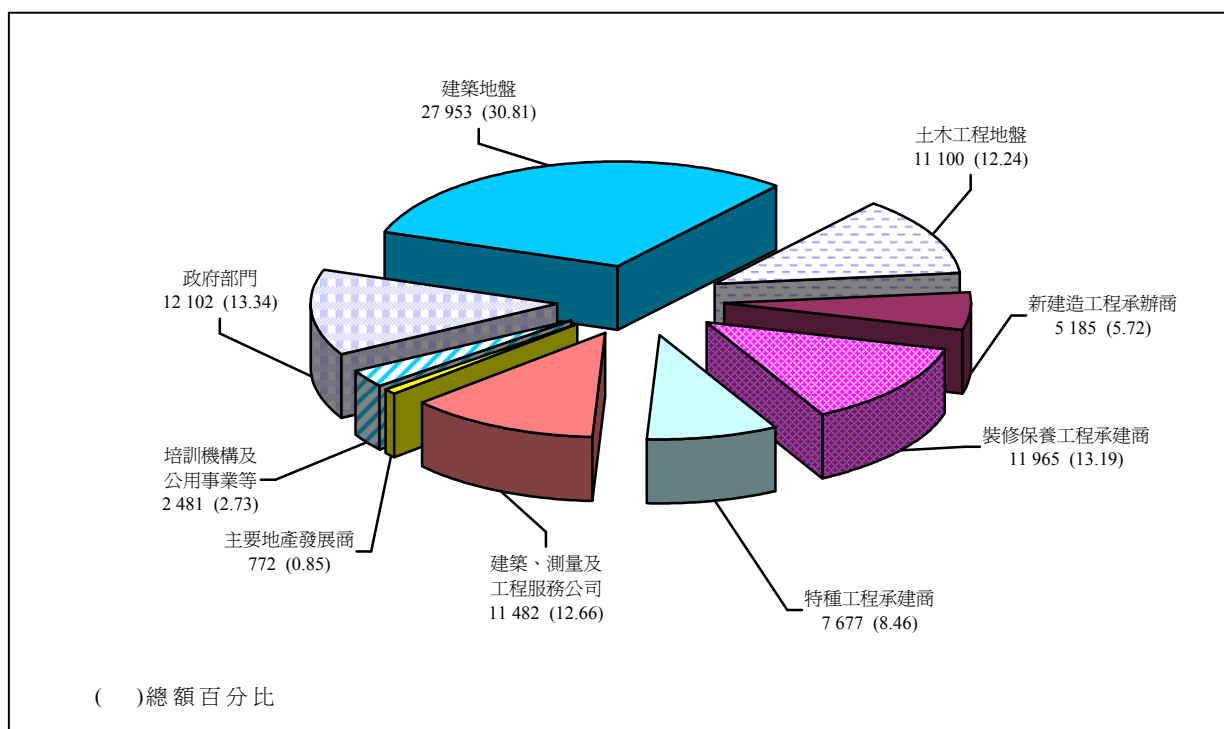
(附錄 1, 表 1、2 及 5)

2.1 調查顯示，在 2007 年 3 月至 5 月期間，有 90 717 名僱員從事建築及相關行業的 101 個主要職務，40 494 人從事土木工程及建築業內其他非技術性職務，即是在調查期間行內共有 131 211 名從業員。

各類僱員的分布情況

2.2 圖 2.1 顯示各類技術僱員的分布情況。在 90 717 名僱員中，27 953 人(30.81%)在建築地盤工作，11 100 人(12.24%)在土木工程地盤工作，佔總技術人數 43.01%。

圖 2.1 各類僱員的分布情況
(2007 年 3 月 16 日)
總人數：90 717



2.3 附錄 1 表 2 列出九個分類內各技能等級僱員分布情況，表 2.1 摘錄有關資料：

表 2.1 各分類及技能等級之人力的分布情況

分類 技能等級	一	二	三	四	五	六	七	八	九	總人數 (%)
專業人士/ 技師	1 039	692	1 906	896	406	6 077	516	903	3 577	16 012 (17.65)
技術員	2 357	1 081	2 286	5 162	2 580	5 387	256	1 141	6 752	27 002 (29.77)
技工及 半熟練技工	18 986	4 795	588	5 482	4 274	4	0	306	387	34 822 (38.39)
普通工人	5 571	4 532	405	425	417	14	0	131	1 386	12 881 (14.20)
總計 (%)	27 953 (30.81)	11 100 (12.24)	5 185 (5.72)	11 965 (13.19)	7 677 (8.46)	11 482 (12.66)	772 (0.85)	2 481 (2.73)	12 102 (13.34)	90 717 (100)

分類	一	建築地盤	六	建築、測量及工程服務公司
	二	土木工程地盤	七	主要地產發展商
	三	新建造工程承建商	八	培訓機構及公用事業等
	四	裝修保養工程承建商	九	政府部門
	五	特種工程承建商		

2.4 專業人士／技術員／技工及半熟練技工與普通工人的比例為 1：1.68：2.17：0.8；相比 2005 年 1：2.12：3.34：1.17 的比例，顯示採用了節省人力的儀器和工序後，相對地需要較少的技術員、技工、半熟練技工及普通工人。

2.5 表 2.2 顯示在 90 717 名僱員中，68 083 人（75.05%）直接受僱於承建商，21 178 人（23.35%）受僱於分包商，1 456 人（1.60%）屬自僱人士。對比 2005 年的數字，即 73 325 人（68.72%）、33 061 人（30.98%）與 316 人（0.30%），以百分比計算，更多員工直接受僱於承建商／僱主。

表 2.2 各技能等級僱員的分布情況

僱員數目	專業人士／ 技師 (%)	技術員 (%)	技工及半熟 練技工 (%)	普通工人 (%)	總人數 (%)	
					2007	2005
直接受僱	15 886 (23.33)	26 428 (38.82)	17 759 (26.08)	8 010 (11.77)	68 083 (75.05)	73 325 (68.72)
分包商	126 (0.59)	559 (2.64)	15 739 (74.32)	4 754 (22.45)	21 178 (23.35)	33 061 (30.98)
自僱	0 (0)	15 (1.03)	1 324 (90.93)	117 (8.04)	1 456 (1.6)	316 (0.30)
小計	16 012 (17.65)	27 002 (29.77)	34 822 (38.39)	12 881 (14.20)	90 717 (100)	106 702 (100)

空 缺 額

2.6 僱主報告於調查期間建築業及相關行業共有 498 個空缺，佔整體技術人力僅 0.55%。各技能等級空缺摘錄如下，各主要職務的詳細分布見附錄 1 表 4：

表 2.3 各技能等級空缺的分布情況

技能等級	空缺額 (a)	僱員人數 (b)	技術人力 總數 (c) = (a) + (b)	(a) / (c) (%)
專業人士／技師	161	16 012	16 173	1.00
技術員	272	27 002	27 274	1.00
技工及半熟練技工	34	34 822	34 856	0.10
普通工人	31	12 881	12 912	0.24
總計	498	90 717	91 215	0.55

2.7 最多空缺出現在政府部門與裝修、維修及保養工程承建商的技術員及專業人士／技師級別。

表 2.4 各類僱員人數及空缺額

	分類	於調查日紀錄的 僱員人數	於調查日紀錄的 空缺額	佔總技術人力 百分比
一	建築地盤	27 953	1	0.00
二	土木工程地盤	11 100	0	0.00
三	新建造工程承建商	5 185	3	0.06
四	裝修保養工程承建商	11 965	84	0.70
五	特種工程承建商	7 677	15	0.20
六	建築、測量及工程服務公司	11 482	75	0.65
七	主要地產發展商	772	39	5.05
八	培訓機構及公用事業等	2 481	29	1.17
九	政府部門	12 102	252	2.08
	所有分類	90 717	498	0.55

受訓者人數

2.8 僱主填報調查期間共有 587 名受訓者，佔整體建築業及相關行業技術人力的 0.64%。各技能等級受訓人數摘錄如下，各主要職務的詳細分布見附錄 1 表 4：

表 2.5 各技能等級受訓人數的分布情況

技能等級	受訓人數 (a)	技術人力總數 (b)	<u>(a)/(b)</u> (%)
專業人士／技師	435	16 173	2.69
技術員	145	27 274	0.53
技工及半熟練技工	6	34 856	0.02
普通工人	1	12 912	0.01
總計	587	91 215	0.64

2.9 共有 435 名（2.69%）受訓專業人士／技師，145 名（0.53%）受訓技術員，6 名（0.02%）技工／半熟練技工，1 名（0.01%）普通工人。大部分受訓者均受僱於建築、工程服務及測量公司或政府部門。

表 2.6 各分類僱員及受訓人數

	分類	於調查日錄得的 僱員人數	於調查日錄得的 受訓人數	佔技術人力 (百分比)
一	建築地盤	27 953	43	0.15
二	土木工程地盤	11 100	27	0.24
三	新建造工程承建商	5 185	59	1.14
四	裝修保養工程承建商	11 965	6	0.05
五	特種工程承建商	7 677	1	0.01
六	建築、測量及工程服務公司	11 482	260	2.26
七	主要地產發展商	772	6	0.78
八	培訓機構及公用事業等	2 481	20	0.81
九	政府部門	12 102	165	1.36
	所有分類	90 717	587	0.65

僱員每月收入分布

(附錄 1 表 3)

2.10 平均月入¹的分布如下：

表 2.7 僱員每月平均收入

	專業人士/ 技師	技術員	技工及 半熟練技工	普通工人	總數
\$7 000 或以下	0	51	91	207	349
\$7 001 - \$10 000	0	70	515	4 972	5 557
\$10 001 - \$13 000	2	4 564	9 676	4 086	18 328
\$13 001 - \$18 000	27	7 697	14 699	793	23 216
\$18 001 - \$25 000	2 356	6 823	2 760	12	11 951
\$25 001 - \$35 000	2 955	4 482	281	0	7 718
\$35 001 - \$50 000	4 865	1 256	3	0	6 124
\$50 000 以上	3 538	8	0	0	3 546
未列明	2 269	2 051	6 797	2 811	13 928
總計	16 012	27 002	34 822	12 881	90 717

¹見頁 v 的釋義

離港工作僱員

(附錄 1, 表 7 至 10)

2.11 隨著內地、澳門和區內其他地區的經濟在過去十年蓬勃發展，調查特別加入補充問卷，請回覆者填報在本港境外工作的員工數字。由於調查未能錄得所有在當地自僱或直接受僱於當地公司的香港僱員，故只能顯示回覆公司在調查中這兩年內的人力增減趨勢，有關數字不宜與官方統計數字作比較，例如由澳門特區政府公布的統計數字。

2.12 表 2.8 顯示只有 1 968 名由香港公司支薪的僱員（只佔 90 717 名僱員中的 2.17%）被派往中國大陸、澳門或其他城市工作。另有 957 名常駐內地的僱員是由子公司、合夥公司或集團內其他公司支付薪金。

表 2.8 過去十二個月常駐中國／澳門／
其他地區的僱員人數

技能等級	香港公司支付薪金			非香港公司支付薪金		
	中國	澳門	其他	中國	澳門	其他
專業人士／技師	279	247	18	268	23	0
技術員	117	185	0	326	118	0
技工及半熟練技工	0	1 122	0	179	43	0
總計	396	1 554	18	773	184	0

2.13 僱主亦表示他們打算在未來十二個月內只增派 81 名由香港公司支薪的員工常駐中國／澳門／其他城市；且不會有由子公司、合夥公司或集團內其他公司支薪的員工。

表 2.9 未來十二個月常駐中國／澳門／
其他地區的僱員人數

技能等級	由香港公司支付薪金			由非香港公司支付薪金		
	中國	澳門	其他	中國	澳門	其他
專業人士／技師	46	10	1	0	0	0
技術員	7	17	0	0	0	0
技工及半熟練技工	0	0	0	0	0	0
總計	53	27	1	0	0	0

2.14 表 2.10 按分類顯示需常駐內地／澳門／其他城市的僱員人數。

表 2.10 被派往香港境外的僱員人數

分類	被派往香港境外工作的僱員人數 (2007年3月)		
	由香港公司 支付薪金	由非香港公司 支付薪金	總數
一 建築地盤	0	0	0
二 土木工程地盤	0	0	0
三 新建造工程承建商	356	289	645
四 裝修保養工程承建商	1287	578	1 865
五 特種工程承建商	91	30	121
六 建築、測量及工程服務公司	207	60	267
七 主要地產發展商	22	0	22
八 培訓機構及公用事業等	5	0	5
九 政府部門	0	0	0
總計	1 968	957	2 925

2.15 在參考香港建築工人於本港境外工作方面的數據時，應注意訓練委員會的目的是向回覆者蒐集資料，了解有關地區的發展對回覆公司由本地工人在這兩年間的影響趨勢；故應小心解讀上述統計數字，不應視為代表整體情況（**附件 2**）。訓練委員會認為特別是澳門，真正人數應遠超回覆者填報的數字，這是由於大部分建築公司都有在澳門成立分公司，直接聘用及支薪予香港工人。因此，單靠本地回覆者的發薪名單並不能反映實際僱用情況。**附件 2** 內由澳門當局提供的合計數字較能反映該地的人力情況。有關數字亦與香港建造業總公會的估計相符。該會估計目前已有超過 10 000 名土木工程及建築業工人，包括專業人士／技師級和技術員級人員在澳門工作。

第三章

觀察所得及結論

概況

3.1 本會仔細研究是次調查結果後，認為所得數據大致能反映調查期間土木工程及建築業的人力情況。

各類人力的長期趨勢

3.2 自 1983 年起，本會一直進行兩年一度的人力調查。根據調查所得，本會可以對土木工程及建築業的人力情況進行趨勢分析。從下圖 3.1a 所見，於 1983 至 1995 年間，土木工程及建築業的總技術人力大約於 90 000 名僱員水平變動，並於 2001 年升達頂點，共有 130 755 人。此後趨勢逆轉，至今仍一直下跌。

圖 3.1a 1983 至 2007 年人力趨勢

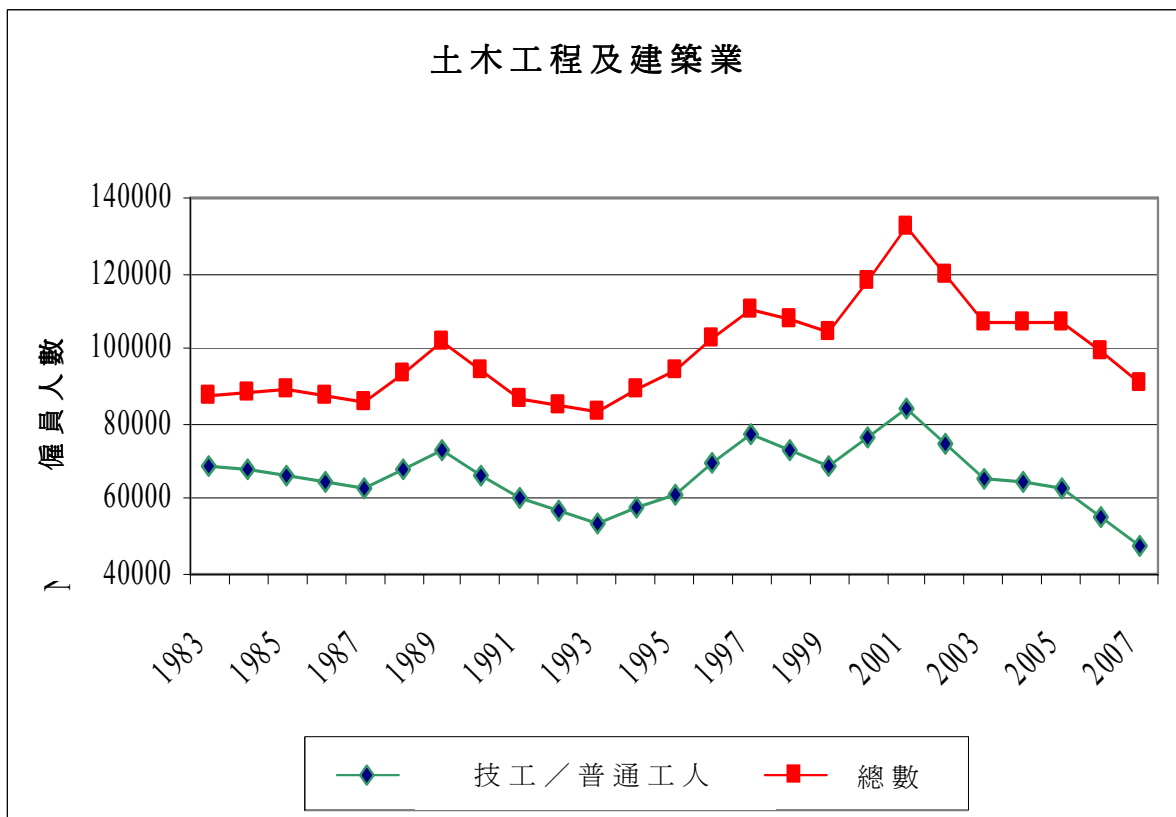
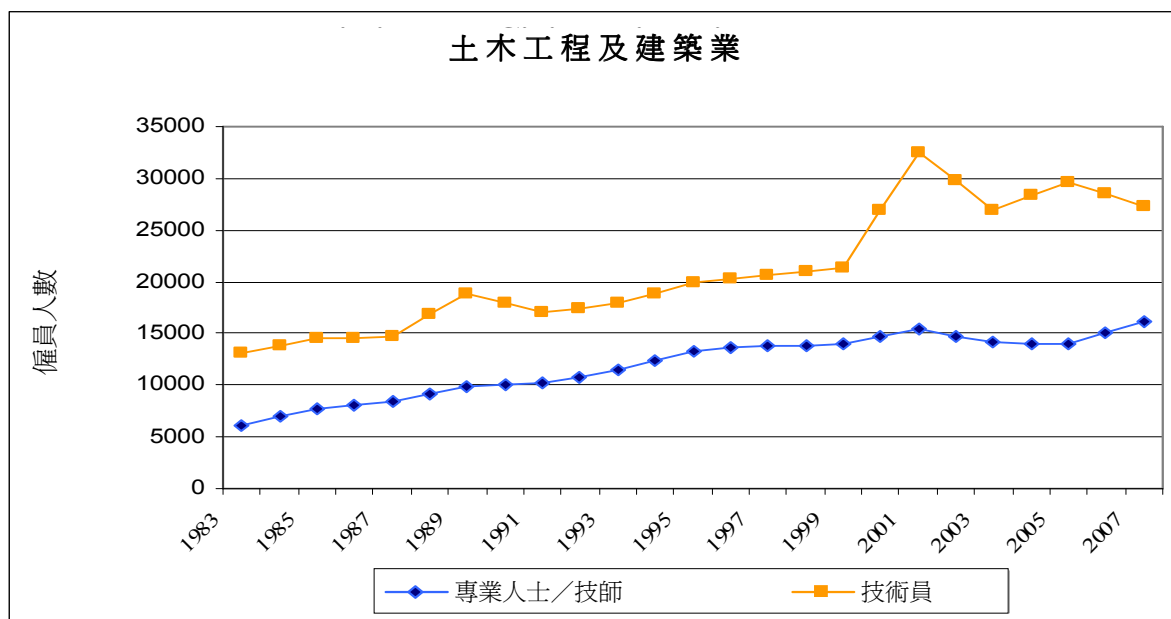


圖 3.1b 1983 至 2007 年人力趨勢



3.3 有別於總體及其他技能等級的一般趨勢，自 1983 年起(圖 3.1b)本業對專業人士／技師級的人力需求一直增加，反映出香港土木工程及建築業已轉為側重行業知識。可見於 1998 年起至 2001 年間其他技能等級的人力增長，大部分是由於分類三至六出現更多小型承建商，主要從事新工程、裝修、修葺、維修及特種工程(詳情見下文 3.5 段)，而並非來自建築工程增加。

過去五年的中期情況轉變

3.4 圖 3.2 及圖 3.3 展示於過去五年各分類及技能等級的僱員人數情況，圖 3.4 則展示另一顯著變化：於 2003 年間多於五成的僱員（實際數字為 56%）於地盤實地工作；然而，於 2005 年及 2007 年，於地盤實地工作的僱員的百分比下跌至約 45%。

圖 3.2 : 各類僱員的人數變化

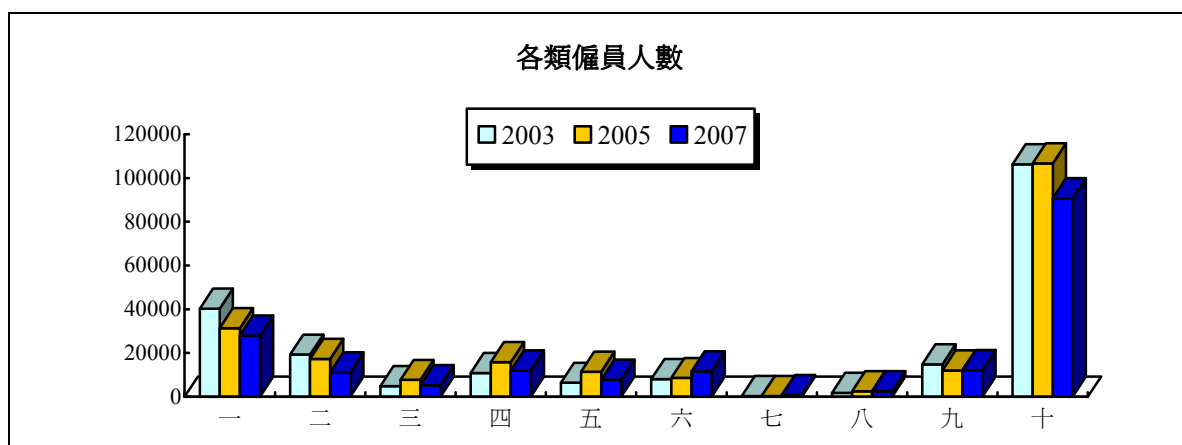


圖 3.3 : 各類技能等級僱員的人數變化

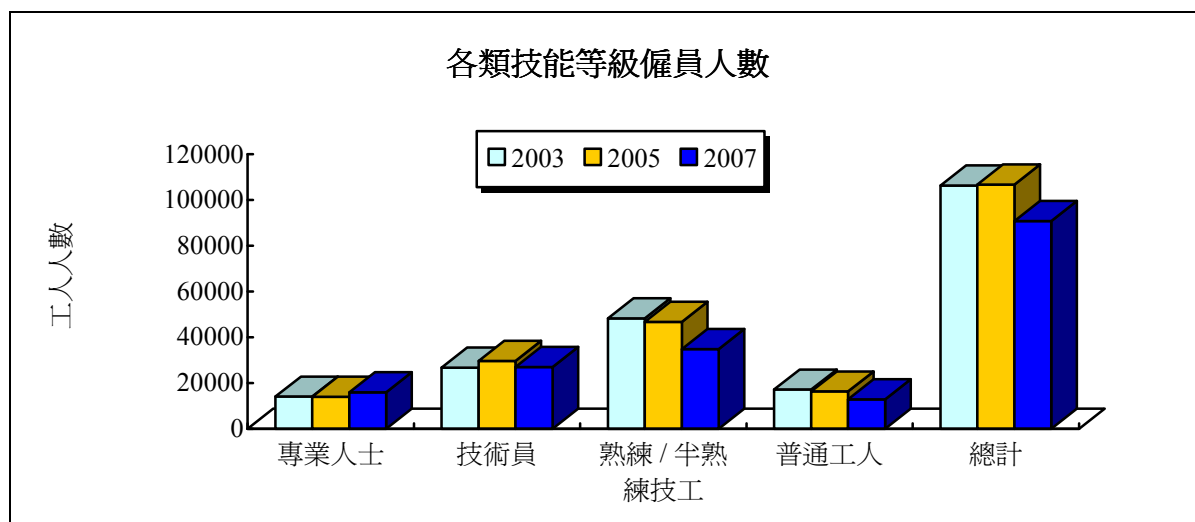
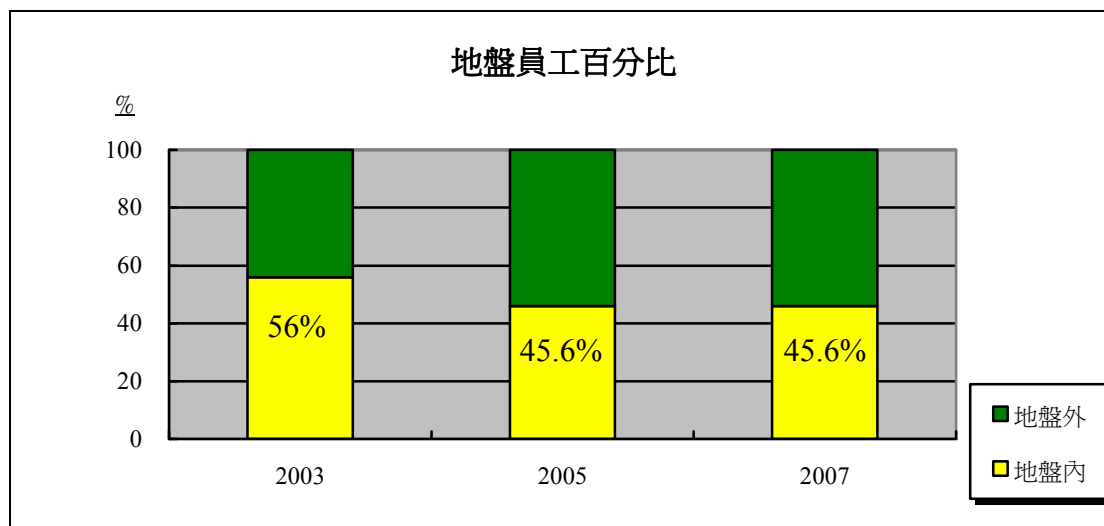


圖 3.4 : 工作地點人力變化(2003 至 2007 年)



機構數目

(附錄 1 表 6)

3.5 香港建築業的特點是由一小撮規模龐大的公司擔任主要承建商，及很多規模細小的分包商和海外承建商。2007 年機構的總數為 18 890 間，機構的分布情況載於圖 3.5 及表 3.1：

圖 3.5：各類機構數目變化

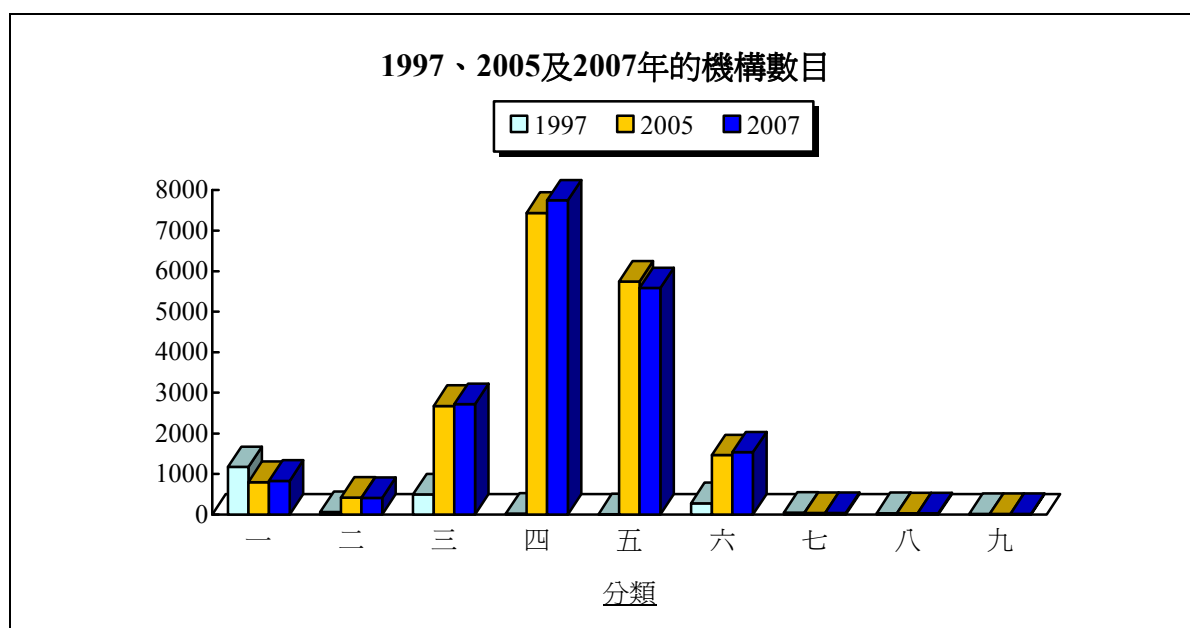


表 3.1 各類機構數目的變化

	分類	1997 年	2005 年	2007 年
一	建築地盤	1 172	795	829
二	土木工程地盤	60	413	407
三	新建造工程承建商	492	2 675	2 719
四	裝修保養工程承建商	21	7 431	7 744
五	特種工程承建商	8	5 743	5 582
六	建築、測量及工程服務公司	276	1 460	1 530
七	主要地產發展商	46	36	36
八	培訓機構及公共事業等	33	31	30
九	政府部門	16	14	13
	總計	2 124	18 598	18 890

3.6 從上表 3.1 可見過去十年蓬勃增長的第三至六類機構數目，亦已於過去數年穩定下來。

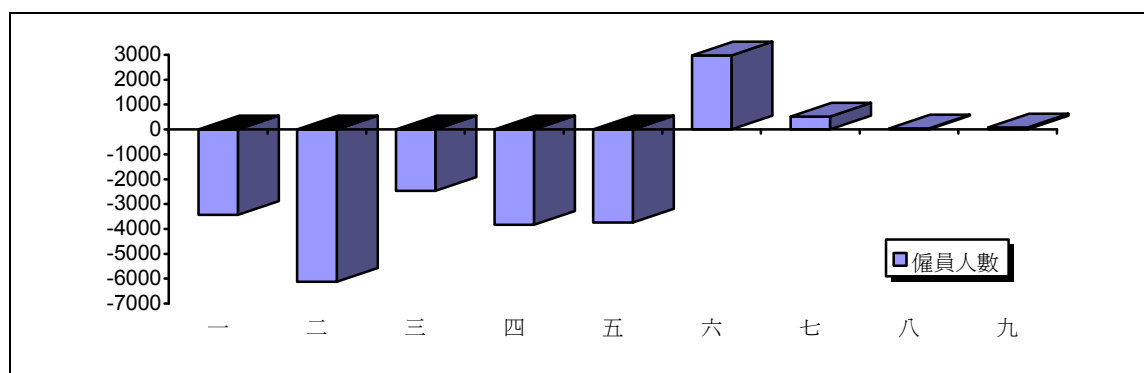
2005 至 2007 年的人力變化

3.7 如表 3.2 所示，技術人力總數由 2005 年的 106 702 人銳減至 2007 年的 90 717 人，減幅達 15 985 人（14.98%）。只有分類六至九錄得僱員人數增加，當中建築／工程／測量服務公司及主要地產發展商僱用 34.91%（2971 人），較 2005 年多 203.94%（518 人）。而土木工程地盤、新建造工程承建商及特種工程承建商分類的僱用人數均減少了大約 30%。訓練委員會認為僱員人數減少，部分是由於政府大量削減投放於建築地盤及土木工程的經費所致，部份是因為業界採用了先進且節省人手的機器、設備及程序。

表 3.2 各分類僱員人數的變化(2005 至 2007 年)

	分類	2005 年調查	2007 年調查	增加／減少	變化百分比
一	建築地盤	31 384	27 953	-3 431	-10.93
二	土木工程地盤	17 221	11 100	-6 121	-35.54
三	新建造工程承建商	7 659	5 185	-2 474	-32.30
四	裝修保養工程承建商	15 799	11 965	-3 834	-24.27
五	特種工程承建商	11 415	7 677	-3 738	-32.75
六	建築、測量及 工程服務公司	8 511	11 482	2 971	34.91
七	主要地產發展商	254	772	518	203.94
八	培訓機構 及公共事業等	2 439	2 481	42	1.72
九	政府部門	12 020	12 102	82	0.68
	總數	106 702	90 717	-15 985	-14.98

圖 3.6：各類僱員人數的變化(2005 至 2007 年)



分類	一	建築地盤	六	建築、測量及工程服務公司
	二	土木工程地盤	七	主要地產發展商
	三	新建造工程承建商	八	培訓機構及公共事業等
	四	裝修保養工程承建商	九	政府部門
	五	特種工程承建商		

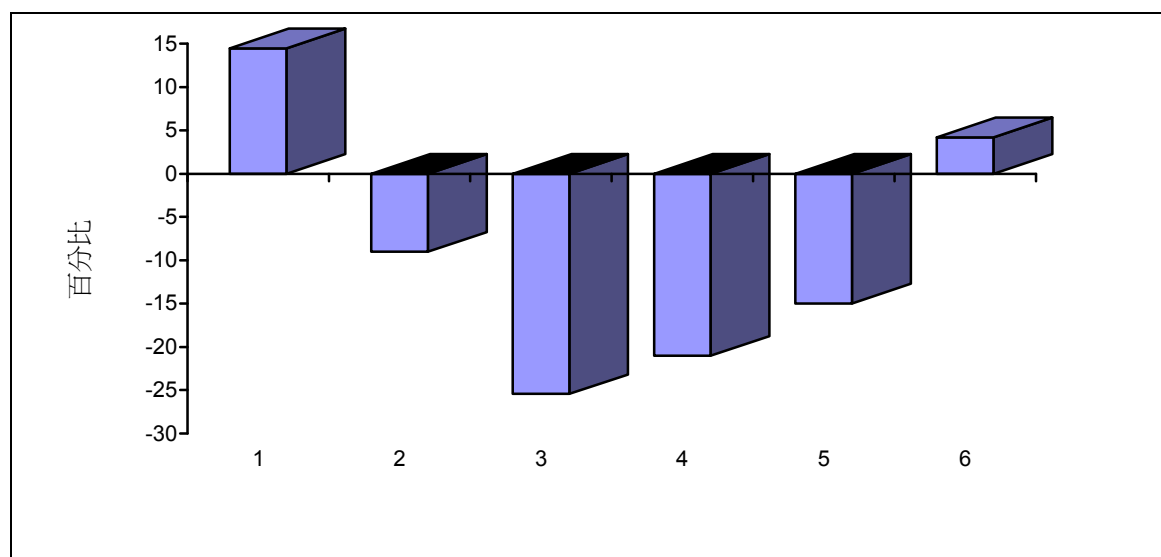
2005 至 2007 年各類職務的人力變化

3.8 如表 3.3 所示，2007 年的僱員總數為 90 717 人，當中 16 012 人（17.65%）為專業人士／技師，27 002 人（29.77%）為技術員，34 822 人（38.39%）為技工／半熟練技工，而 12 881 人（14.20%）則為普通工人。此外，只有專業人士／技師等級錄得 14.45% 的人力增長，其餘三個技能等級的人力均有所減少。下表亦列出 2005 年及 2007 年人力結構的比較。

表 3.3 各類職務僱員人數的變化
(2005 至 2007 年)

職務類別	2005年3月 (%)	2007年3月 (%)	增加/減少	變化百分比
專業人士/技師	13 991 (13.11)	16 012 (17.65)	2 021	14.45
技術員	29 683 (27.82)	27 002 (29.77)	-2 681	-9.03
技工/半熟練技工	46 718 (43.78)	34 822 (38.39)	-11 896	-25.46
普通工人	16 310 (15.29)	12 881 (14.20)	-3 429	-21.02
技術僱員總數	106 702 (100%)	90 717 (100%)	-15 985	-14.98
非技術僱員總數	38 865	40 494	1 629	4.19

圖 3.7 各類職務僱員人數的變化
(2005 至 2007 年)



職務類別	1	專業人士/技師	4	普通工人
	2	技術員	5	技術僱員總數
	3	技工及半熟練技工	6	非技術僱員總數

3.9 訓練委員會認為整體僱員人數由 2004 年 3 月 106 702 人，減少至 2006 年 3 月 90 717 人（減少 14.98%），大致能切實反映出調查期間業內的人力情況。訓練委員會認為，雖然經濟復甦，政府實際上暫停興建更多公共房屋單位，而私人地產發展商基於香港土地供不應求，因而轉為於內地投資，而且不少基建項目（如港珠澳大橋、西九龍及添馬艦發展工程計劃）基於政治原因或受壓力團體反對而須延期或擱置。分類一及二的新地盤建造工程減少，特別於 2007 年首兩季，使土木工程及建築業人力出現負增長。

空缺額

3.10 僱主報稱，調查期間建築及相關行業的空缺共有 498 個（2005 年有 244 個），僅佔業內技術人力總數約 0.55%。當中，專業人士／技師的空缺有 161 個（1.00%），技術員 272 個（1.00%），而技工／半熟練技工只有空缺 34 個（0.10%）。各技能等級的空缺額摘錄如下，主要職務空缺額分布詳情則見附錄 1 表 4。

表 3.4 各技能等級空缺額的分布情況

技能等級	空缺額	
	2005 年 (%)	2007 年 (%)
專業人士／技師	54 (0.39)	161 (1.00)
技術員	137 (0.46)	272 (1.00)
技工／半熟練技工	45 (0.10)	34 (0.10)
普通工人	8 (0.05)	31 (0.24)
總數	244 (0.23)	498 (0.55)

括號內的數字代表佔該年該技能等級僱員總數的百分比

受訓者人數的變化

3.11 僱主報稱，調查期間建築及相關行業共有受訓者 587 名（2005 年有 1040 名），佔業內僱員總數 0.64%。當中專業人士／技師有受訓者 435 名（2.69%），技術員有受訓者 145 名（0.53%），而技工／半熟練技工只有受訓者 55 名（0.02%）。各技能等級受訓者人數摘錄如下，主要職務受訓者分布詳情見附錄 1 表 4。

表 3.5 各技能等級受訓者的分布情況

技能等級	受訓者人數	
	2005 年 (%)	2007 年 (%)
專業人士／技師	723 (5.2)	435 (2.69)
技術員	261 (0.9)	145 (0.53)
技工／半熟練技工	55 (0.1)	6 (0.02)
普通工人	1 (0.01)	1 (0.01)
總數	1 040 (1.0)	587 (0.64)

括號內的數字代表佔該年該技能等級僱員總數的百分比

每月平均收入的變化

3.12 建造工程的總價值由 1997 年 2,428 億元的高位，下降至 2003 年的 1,639 億元。故此，失業率大約為 9%，當中約三分之一的業內僱員在 2005 年出現就業不足的情況（據建築地盤職工總會估計）。然而，按圖 3.8 (a)、(b)、(c)、(d)及(e)所示，2005 年與 2007 年的薪酬水平曲線十分相近，涵蓋有關技能等級僱員 80%，這顯示各等級大部分僱員的平均收入跟 2005 年時差別不大。（詳細資料見附錄 1 表 3）。

圖 3.8 (a) 專業人士／技師的平均收入（按百分比劃分）

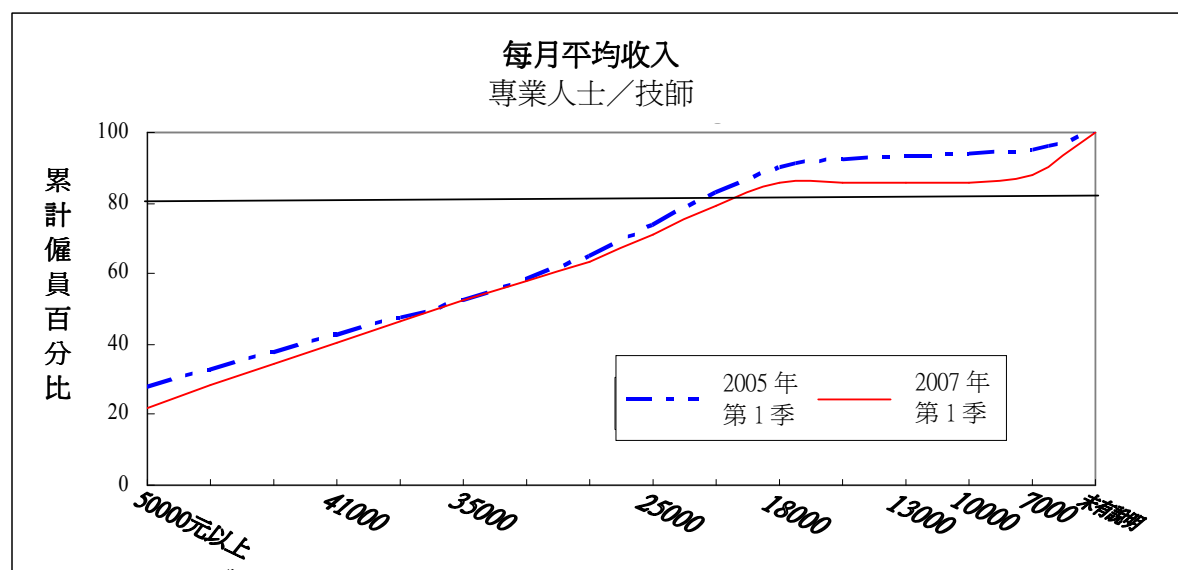


圖 3.8(b) 技術員的平均收入（按百分比劃分）

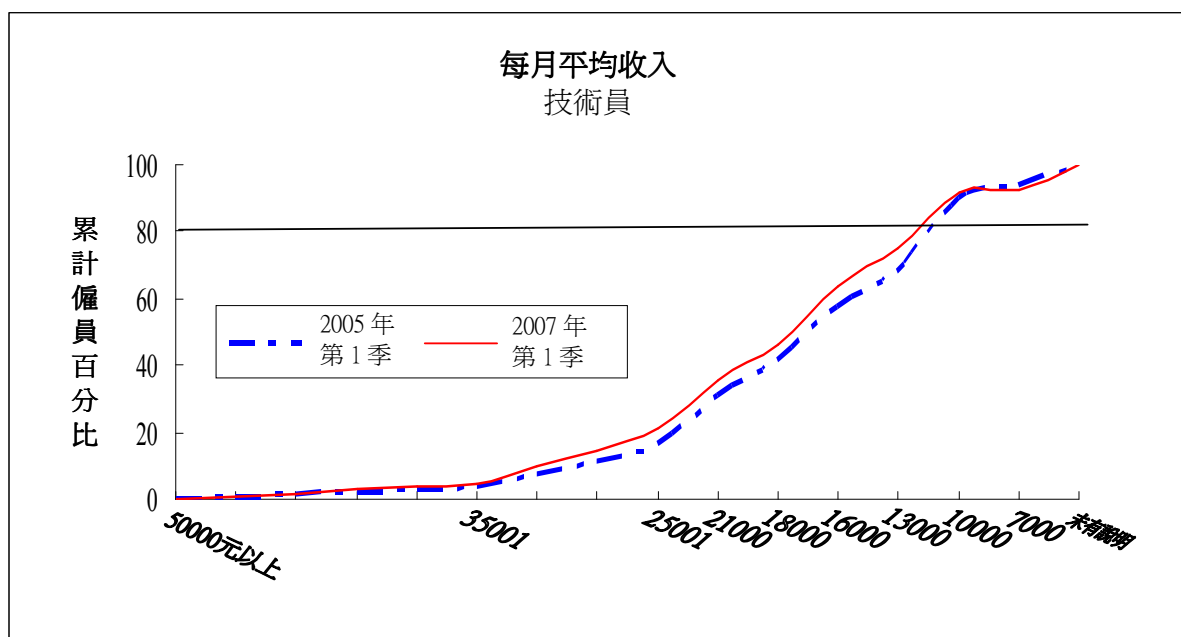


圖 3.8 (c) 技工／半熟練技工的平均收入（按百分比劃分）

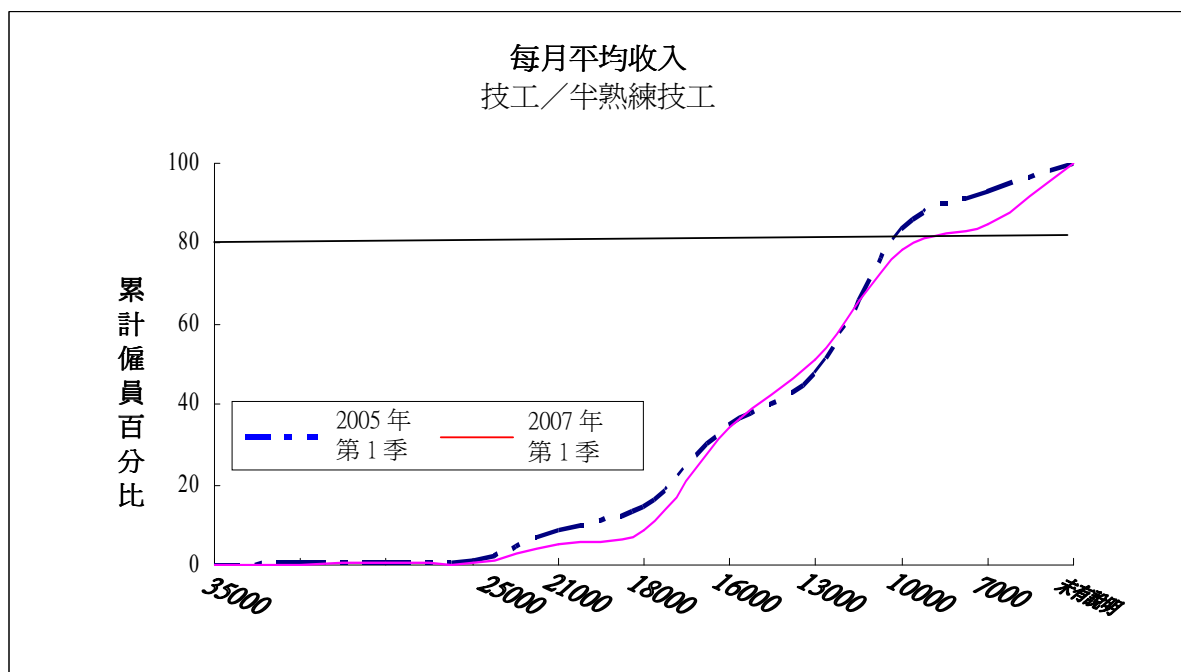


圖 3.8 (d) 普通工人的平均收入（按百分比劃分）

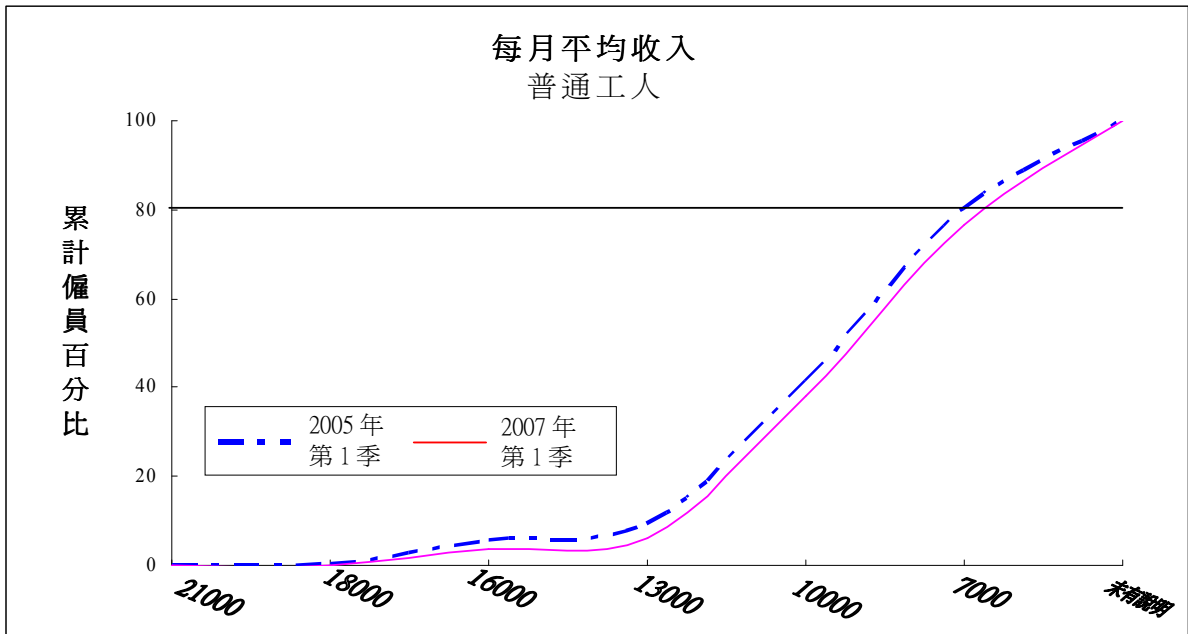
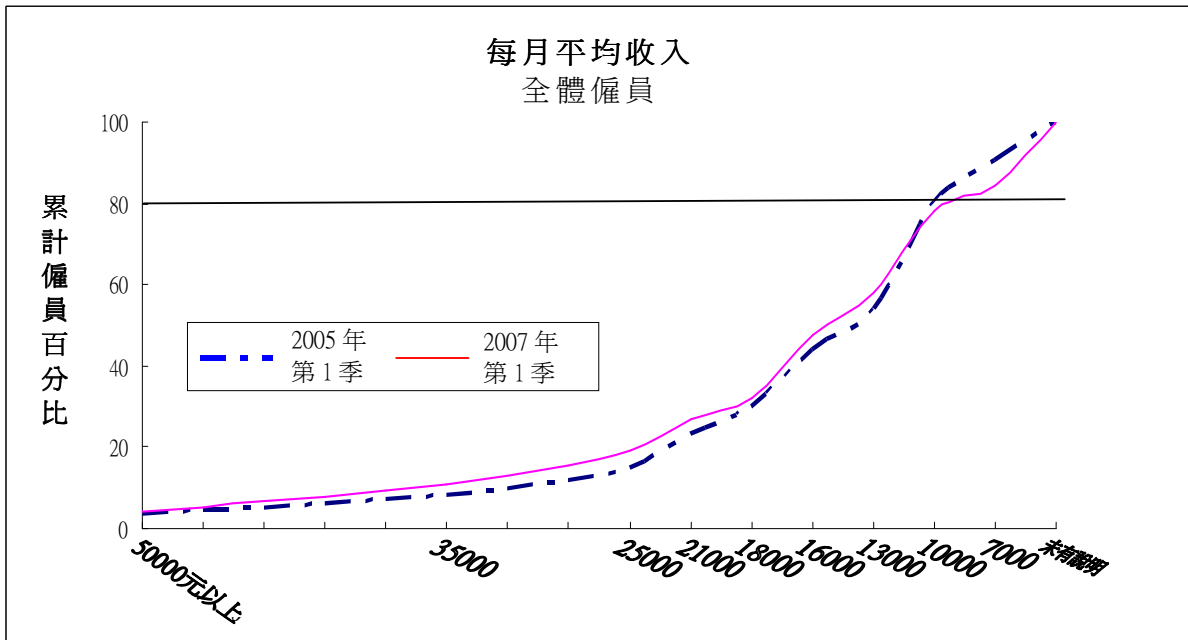


圖 3.8 (e) 全體僱員的平均收入（按百分比劃分）



人力培訓需求評估

3.13 除了以上的人力趨勢外，訓練委員會在推斷未來的人力培訓需求時，考慮到以下重要的發展及趨勢：

概況

- 3.13 (a) (i) 中國的第 11 個五年計劃令商機湧現，隨著中國加入世界貿易組織、直接投資於內地的外商迅速增加，更緊密經貿關係安排(CEPA)的各階段得以有效落實，2008 年北京奧運，以及深港兩地共建國際超級大都會的構思；
- (ii) 政府決意復甦經濟、提高就業率及改善民生(行政長官 2007 年度施政報告、財政司司長 2007 年度財政預算案演詞及《「十一五」與香港發展》經濟高峰會四個專題小組的具體建議，均提出加強香港競爭優勢的方法，反映政府在這幾方面的決心)；
- (iii) 香港經濟自 2003 年起復甦情況顯著，本地生產總值於 2006 年增長 6.8%，過往三年的平均每年增幅為 7.6%；2006 年的零售總額較 2003 年增加 23%，整體投資亦較 2005 年增長 8%；2006 至 2007 年度的綜合公共收入錄得意料之外的高水平盈餘；總就業人數創 350 萬的新高，而 2007 年 9 月錄得 4.1%失業率則屬九年以來的新低；服務業佔香港本地生產總值 91%；以及在經濟持續向好的情況下，平均通脹率於 2005 年僅溫和上升 1%，預期 2006 年亦僅上升 2.1%；
- (iv) 預期業務前景樂觀，由於：香港與內地為發揮更大協同效益而進一步合作，美元疲弱有利香港的出口，美國暫停加息，就業情況日益改善、本地需求持續增加，再加上內地及亞洲（如印度及越南）的經濟持續發展，不斷改善其基建、港口設施及房屋等。(根據亞洲發展銀行的資料，亞洲為保持經濟增長，於未來十年將需要 3 萬億美元（或每年 3 千億美元）用作基建投資)；
- (v) 外在經濟環境的多項不明朗因素，包括環球金融市場風險增加、美國樓市大幅波動及美國經濟放緩；

- (vi) 政治、社會及人口變動，如：生活質素提升、自然或政策使然的人口增長、人力於境內及跨境的流動性、置業人士年齡組別向下或向上移動、政治穩定性、文化傳統、環境保護等；
- (vii) 物業發展及建築技術日趨成熟，加上土木工程及建築業內採用設計連施工的做法，以及應用資訊科技及使用預製組件；
- (viii) 公共房屋及私人物業方面的發展，如：買家信心及住宅樓市兩極化（樓市趨勢變動雖然可作參考，但其表現卻不一定與建造業的人力資源有密切關係）；及
- (ix) 鼓勵僱員終身學習的多項誘因：五天工作制、持續進修基金及其他資助培訓計劃，以及建築工人註冊制度、技能測試及相關課程。

政府有關土木工程及建築業的策略

- 3.13 (b) (i) 政府為改善營商環境而加快清除屏障的工作（去年方便營商諮詢委員會已提出若干建議，以簡化規管建築、房地產和其他經濟行業的程序）；
- (ii) 具體而言，政府計劃於 2006/07 年度的立法會會期向立法會提出建築物（修訂）條例草案，以簡化小型樓宇工程的法定要求和程序，如架設冷氣機支撐架、廣告招牌，以及維修窗戶和排水管等；
- (iii) 此外，政府檢討現行有關排水系統、照明及通風、建築施工及建築物消防安全標準的規管制度，並頒布另一項以實際效能為基準的照明及通風規定，代替規範性的準則；及
- (iv) 政府公布一項建議，把毗鄰深圳的新界北邊境禁區面積從 2 800 公頃大幅削減至約 800 公頃，並展開規劃研究，以就該幅土地的潛在用途草擬一份初步計劃書，預計於 2008 年年底可以作公開諮詢。

本地基建發展／項目

- 3.13 (c) (i) 政府承諾推進十個大型基建項目，以刺激本地經濟、改善民生，並增加就業機會（於 2006 年第二季度，由主要承建商所承辦的建築工程總值達 224 億港元，較前一年上升 0.5%。公營部門工程佔 2006 年第二季度建築工程總值的 39.5%，而一年前則為 47.9%）；
- (ii) 最近成立的發展局將負責統籌十個大型基建項目，以擴大進一步發展的空間，並為本地建造業創造更多就業機會（若干大型項目將於下一個財政年度動工，其中包括添馬艦發展項目、為 2009 年東亞運動會而進行的體育設施改善工程、把石硤尾工廠大廈改建為創意藝術中心、水管更換及修復計劃第 2 階段，以及各區的渠務工程。預計這些項目將可為建造業創造大約 23 000 個新職位）；
- (iii) 此外，政府還計劃推出一些大型項目，包括中環灣仔繞道及第二期灣仔發展計劃、中九龍幹線及啓德發展計劃，以及地鐵南港島線，所涉及的開支分別達 252 億元、125 億元、98 億元及 70 億元（預期有關項目的實施將可為建造業創造大約 14 000 個新職位）；
- (iv) 政府經修改的西九龍文娛藝術區（西九）發展計劃，須待城市規劃委員會審批（預期該項目的實施將可為建造業創造大約 11 000 個新職位；同時，政府亦正計劃在東南九龍興建一個多用途綜合體育館）；
- (v) 為運輸物流業及機場的進一步發展，政府決定在未來九年耗資 201 億元興建一條長達 8.4 公里，連接屯門與機場的雙線雙程分隔車道公路；
- (vi) 政府已修訂大嶼山發展概念計劃，以及古洞北、粉嶺北、坪輦、打鼓嶺及洪水橋新發展區的計劃；
- (vii) 政府就有利香港長遠經濟發展的其他項目敲定財政安排，如物流園、港珠澳大橋及連接道路、啓德重建計劃，以及十號貨櫃碼頭等；

- (viii) 為鞏固香港作為航空樞紐的地位，政府將預留約 31 億元，更換現時的航空交通管理系統，並在機場島興建民航處新總部（機場管理局正為增設新貨運站招標，以及研究是否需要興建第三條跑道）；
- (ix) 政府會繼續發展旅遊基建及開發新的旅遊景點（香港迪士尼樂園於 2005 年下旬落成後，香港濕地公園與「昂坪 360」相繼於 2006 年 5 月及 2006 年 9 月開始啓用，而海洋公園的重新發展計劃亦已於 2006 年下旬動工。位於啓德的新郵輪碼頭將於 2007 年年底進行招標，預期第一個泊位將於 2012 年落成）；
- (x) 地盤面積為 5.35 公頃的觀塘重建計劃，發展成本高達 300 億港元，於施工階段可創造 3 390 個職位，整項工程預計需時 12 年，期間每年可為本地生產總值帶來 0.11% 的增長；
- (xi) 公營及私營機構積極保護及改善環境，包括進行環境美化工程等，令有關開支有所增加；及
- (xii) 政府繼續與香港房屋協會（房協會）及市區重建局（市建局）緊密合作，協助舊樓業主妥善管理及保養樓宇（政府亦會繼續致力透過公眾教育、宣傳及專業團體的參與合作，加強私人樓宇的管理及保養）。

公營房屋

- 3.13 (d) (i) 政府繼續確保為未有能力租賃私人房屋之低收入家庭提供充足及供應穩定的公屋單位（香港房屋委員會（房委會）已獲撥地於 2007/08 至 2010/11 四個年度合共興建約 64 800 個公屋單位。然而，預計每年落成的公屋數量將由 2007/08 年度的 19 600 個減少至 2010/11 年度的 19 000 個）；
- (ii) 在未來三年，房委會將增加基本土木工程及建築項目的開支，包括投放 63 億元於全方位維修計劃以檢驗及維修全港公屋單位，以及多項改善措施，包括一項耗資一億元的計劃，以提供及改善為視障居民而設的設施及服務；

- (iii) 政府採用新設計原則，改善小型公屋單位的設施（政府亦正進行結構狀況調查，以評估保養9個公共屋邨的舊公屋單位的可行性及成本效益。）此外，政府已落實建築發展企業管理系統，務求在項目管理、規劃及預算方面取得更大成效。新技術如小型可再生能源發電系統與電網接駁技術及無機房升降機設施亦已於試驗計劃中試用）；及
- (iv) 政府新規定要求參與建築合約及小型維修工程的現有行業員工均須通過技能測試。

裝修、翻新及樓宇維修

- 3.13 (e) (i) 政府計劃向全港所有樓宇推行強制性檢驗樓宇計劃，並透過立法推行建築物能源守則；
- (ii) 屋宇署、房委會、房協會及市建局繼續推行樓宇管理維修綜合計劃、樓宇復修計劃、樓宇維修統籌計劃、樓宇安全貸款計劃及其他樓宇安全計劃，協助業主自願或遵照法例進行工程，包括樓宇及斜坡維修、防火設備、升降機安裝、電力裝置及煤氣上升總導管的保養及提升、斜坡定期保養工程、清拆僭建物，改善香港樓宇面對的問題，並為舊區增添新活力；
 - (iii) 基於樓宇管理維修綜合計劃於過去十年得以成功推行，房協會協助政府推行強制檢驗樓宇計劃及強制驗窗計劃，規定私人樓宇業主須定期檢驗樓宇及窗戶，並進行必要的維修工程以防止出現疏忽的樓宇問題，並執行支援措施；及
 - (iv) 市區重建局推行樓宇復修計劃。（同時，自2006/07年度起五年間，屋宇署合計獲撥款8.3億元以清拆逾180 000項僭建物及推廣樓宇管理及維修。透過樓宇維修統籌計劃及其他樓宇安全計劃，屋宇署繼續敦促業主適時進行樓宇保養及維修。）

私人住宅物業市場

- 3.13 (f) (i) 自政府於 2002 年重整房屋政策以來，一直堅守盡量減少干預物業市場的承諾(過去四年，私人住宅市場在自由及具高透明度的經營環境下穩健發展。2003 至 2005 年，整體私人住宅價格指數上升幾近 40%¹，並在踏入 2006 年後開始穩定下來。在 2006 年 9 月底，整體私人住宅價格指數較上一年同期輕微下跌約 2%。整體樓宇供應量亦告穩定。已落成住宅單位數目由 2002 年逾 30 000 個減少至 2005 年約 17 000 個。2005 年一手樓宇交易註冊數字約為 16 000 宗，市場的供求基本上已回復均衡水平)；
- (ii) 私人住宅單位落成數目持續下跌(私人住宅單位實際落成數目由 2004 年的 26 000 個銳減至 2005 年的 17 300 個。住宅單位供應速度溫和，使市場對技工及半熟練技工的需求沒有大增)；
- (iii) 自 2004 年 1 月起，政府恢復以勾地形式賣地。(此外，政府繼續定期發放一手市場的私人住宅單位供應數據以提高市場透明度。此舉將為公眾提供最新的相關數據，及為制訂住宅發展計劃提供綜合資訊，以及為房地產業提供資訊以迎合市場環境及社會需要)；
- (iv) 政府因應市場環境及社會需要在房地產界別推行發展計劃，(例如為確保不會對物業市場造成不利影響，政府將繼續透過既定機制與兩鐵公司緊密聯繫，協商出售鐵路沿線物業發展項目的時間表)；
- (v) 發展商有責任知會買家任何的工程延誤(地政總署已制訂所有改善措施以讓預售樓宇同意書制度可更順利進行)；及
- (vi) 為使物業市場更健康發展，政府推出土地業權條例(修訂)草案及相關規例以保障物業權益及簡化轉讓程序。此外，鐵路物業發展項目將按序出售。

¹ 根據來自差餉物業估價署整體私人住宅價格指數的資料。

中國內地與澳門

- 3.13 (g) (i) 在不斷增多的中國內地及澳門大型基建及房屋項目中，香港投資者具領先地位；
- (ii) 持續向中國內地及澳門輸出設計及建造服務業專才(根據更緊密經貿關係安排第II及III項條文，香港建築商、建築師、多技能工程師及其他技術人員在進入內地市場工作方面更具彈性)；
- (iii) 中國內地的基建急速發展及公眾對可負擔房屋的需求增加；
- (iv) 儘管澳門政府取消了投資移民政策，澳門地產市場依然暢旺(2007年4月至6月錄得1 000宗交易及450項租約。當地政府統計數字顯示截至2007年首季，外地人員數目達71 782人，較2006年第4季增加6 509人，顯示市場對建築從業員的需求仍然強大)；及
- (v) 澳門以至中國內地對具備建造優質高樓大廈豐富經驗的香港僱員有強大需求(2006年1月達7 540人，按年增長達560%)。

第四章

建議

概要

4.1 儘管香港經濟普遍持續向好，某些行業（如金融服務）的就業率及薪金穩步上升，可是，不少政府已計劃中的基建及發展項目仍有待落實。公營及私營商住物業之成交過去兩年僅保持平穩，因此土木工程及建築業之前景未見樂觀。然而，一旦政府推出其中長期發展項目（請參考第三章 3.13(c)段），定能有助維持甚至帶動土木工程及建造業增長，並可增加建築工人的就業機會。

4.2 在香港這個世界級城市，除新項目外，亦經常有相當多由香港公司／商行擁有／設計／建造的大型海外項目，以及本地維修工程，這些工程需要大批曾受全面訓練的技術人員協助。考慮到以上所述及第三章所列的所有相關因素後，訓練委員會促請僱主全力支持四個技能等級的訓練計劃。業界尤應持續為僱員提供訓練，以提升及更新技術、及安全及法規知識，以維持行業的質素水平、質素保證／公眾責任及安全性。

未來人力培訓需求

4.3 由於經濟持續增長，訓練委員會認為未來土木工程及建築業對各個等級的幹練人力會持續有所需求。根據專業人士／技師、技術員及技工／半熟練技工三個技能等級的估計**流失率**¹，訓練委員會預測2008至2011年各技能等級每年平均所需人力培訓需求如下：

表4.1 預測每年平均人力的培訓需求（2008至2011年）

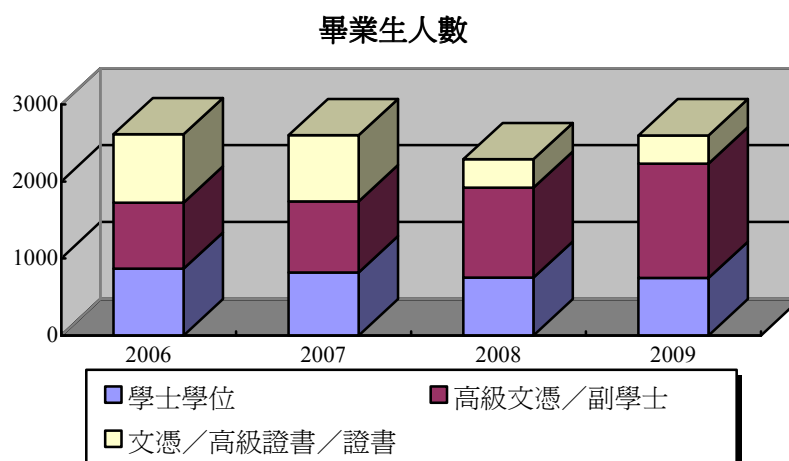
技能等級	預測每年人力培訓需求
專業人士／技師	598-667
技術員	1 024-1 173
技工／半熟練技工	1 190-1 450

¹ 見頁v的釋義

人力供求分析

4.4 此分析的主要目的是按教育程度，評估 2007 至 09 年行業的年度額外人力供求情況。摘要見圖 4.1。

圖 . 4.1 按分類劃分的僱員人數及空缺



4.5 根據表 4.2 及圖 4.1，可假設四間本地大學及專教院按照早年相同的參與率，提供足夠的建築、土木工程、環境工程、測量及有關學系的學士學位畢業生，為行業提供 598-667 名專業人士／技師級人員，滿足有關需求。部份人力需求，或由海外畢業生填補，而本地畢業生亦並非全部投身建築業的 101 種主要職務，部分會由其他行業吸納，其他則可能繼續升學。

4.6 訓練委員會亦注意到高級文憑／副學士學位的 858-1 488 名畢業生，以及文憑／高級證書／證書程度的 889-364 名畢業生，應足夠應付額外所需的 1 024-1 173 名技術員等級人手（如表 4.1 所示）。此外，值得注意的是很多技術員等級員工是由內部的技工級僱員晉升。

表 4.2 2006/09 年教資會／政府資助
土木工程及建築系的預計畢業生人數

教育程度 \ 年份	2006	2007	2008	2009
學士學位	866	819	749	745
高級文憑／副學士	858	922	1 169	1 488
文憑／高級證書／證書	889	859	370	364
總計	2 613	2 600	2 288	2 597

4.7 本業每年需聘請技工或半熟練技工 1 190-1 450 人擔任不同工作。中學畢業生可應付有關技工需求，當中大部分於實際工作前需接受有關技術訓練，而有關訓練主要由建造業訓練局提供，該局亦為從業員提供其他訓練課程。

表 4.3 2006/09 年建造業訓練局計劃提供的訓練名額

教育程度 \ 年份	2006	2007	2008	2009
全日制基本工藝證書課程／ 成年人短期課程	1 092	1 045	1 069	1 058
建造業監工／技術員課程	121	98	110	104
總計	1 213	1 143	1 179	1 162

專業人士／技師訓練

4.8 專業人士／技師在改進管理及技術革新方面擔當重要角色。在建築行業中，專業人士／技師的訓練一般為先修畢相關專上程度課程，再接受幾年的實務／在職訓練，以汲取擔任要職的經驗。

工科畢業生訓練計劃

4.9 工科畢業生訓練計劃（EGTS）由政府提供全面資助，旨在鼓勵僱主給予工科畢業生符合香港工程師學會（HKIE）正式會員資格要求的實務訓練。有意參加工科畢業生訓練計劃之僱主，須預先獲得香港工程師學會批核他們的「A訓練計劃」，再向職訓局登記。訓練委員會促請僱主聯絡職訓局的技師訓練組，參加其資助計劃，為畢業生提供正規訓練。

技術員訓練

4.10 職訓局轄下的專教院是本地開辦建築學、土木／結構工程、測量及施工管理課程的主要機構，提供全日制、日間部分時間制及夜間制高級文憑／副學士、文憑／高級證書／證書程度課程。

4.11 由於並非所有畢業生都會加入土木工程及建築業，預計的技術員畢業生人數將較需求的技術員為高。為聘請及挽留僱員，本會鼓勵僱主保送其見習員、學徒及在職員工參加建造業訓練局及專教院開辦的有關課程，以更新及提升技術及知識，促進他們未來的事業發展。

技工及半熟練技工訓練

4.12 預計未來三年（2007 至 2009年）技工及半熟練技工人數將會供不應求。建造業訓練局及其他培訓機構應彈性地提供課程，配合業內不斷轉變的需求。就此方面而言，本會建議他們定期檢討及更新其訓練計劃、訓練課程內容及設施。

普通工人訓練

4.13 至於普通工人的訓練，建造業訓練局亦為有意擔任操作工及雜工學徒的成年人提供全日制入職先修課程。半熟練技工／普通工人的訓練一般為期六個月以下。建造業訓練局亦為在職工人舉辦由其僱主贊助之工餘安全及技術訓練，故此類訓練供應十分充足。

與土木工程及建築業相關的機構

建造業議會(CIC)

4.14 建造業議會根據臨時建造業統籌委員會規劃的法律框架，於2007年2月1日成立，成為行業改革及推廣改變新文化的先鋒。建造業議會將凝聚業界力量，以協助落實建造業檢討委員會(CIRC)的建議。建造業議會會商討建造業整體發展策略，並成為政府就有關政策徵詢業界意見的主要渠道。訓練委員會認為，建造業議會對技能發展的建議，對建築業僱員訓練事宜有深遠影響。

建造業工人註冊制度

4.15 雖然未來幾年不同等級的人力供應稍微超過預計需求，訓練委員會仍預期在職工人需要接受訓練，以協助他們更新行業知識及溫故知新，從而可應付不斷轉變的工作性質，尤以工業安全的訓練為然。

4.16 此外，在2004年9月18日，建造業工人註冊管理局(管理局)根據建造業工人註冊條例成立，負責執行及管理建造業工人註冊制度的有關工作。

4.17 管理局已從2005年12月29日開始為建造業工人註冊，令他們能夠在不同行業獲得法定認可；註冊制度亦提供更可靠的人力供應數據，既打擊僱用非法勞工，同時亦可減少承建商與工人之間的工資糾紛。以下是截至2007年6月，已註冊工人的數目：

(i) 熟練技工	63 000
(ii) 熟練技工(臨時)	4 000
(iii) 半熟練技工	9 500
(iv) 半熟練技工(臨時)	1 100
(v) 普通工人	78 000
	<hr/>
總數：	155 600

僱主可瀏覽網址 www.cwra.org.hk 取得詳盡資訊。

建造業訓練局

4.18 建造業訓練局共有四間訓練中心提供建造業訓練課程。三間分別位於九龍灣、葵涌、上水的訓練中心專責訓練建造業技術員、技工及操作工。位於香港仔的管理培訓及工藝測試中心主力提供管理及技術課程，應付在職員工對有關課程日增的需求。這間中心亦為熟練技工、半熟練技工及操作工安排工藝測試及中級工藝測試。

4.19 於 2006/07 年度，超過 1 100 名基本工藝學徒及監工／技術員等級的學員，修畢建造業訓練局所開辦的 32 個一年及兩年全日制及成人短期課程。另外約有 52 300 名在職建造業僱員曾修讀涵蓋多個範疇及技能等級的兼讀課程，該等課程屬於在職進修、技能提升、工藝測試備試課程、與安全及管理相關，或是受託開辦的課程。

4.20 為了鼓勵承建商帶頭以按月形式僱用建造業訓練局畢業生及令他們在業內繼續工作，該局自 1998 年 9 月起推出資助僱主訓練學徒計劃；符合資格僱主以學徒合約，及以月薪形式聘用已完成認可課程的畢業生，便可向該局申請每一名受僱學徒每月 1800 至 2000 元的津貼，為期半年或一年。

僱員再培訓局

4.21 僱員再培訓局提供各類全日制、兼讀及夜間課程，幫助待業及合資格僱員適應勞動市場的轉變，讓他們吸收或學習新技能，以便尋找其他工作。雖然 30 歲或以上、低於初中程度的待業及合資格僱員會獲得優先取錄，但年輕及擁有高中程度的待業人士，如遇到就業困難，亦可報讀有關課程。在職人士如希望學習如電腦應用等一般基本技能，可以報讀兼讀或夜間課程。

技能提升計劃

4.22 技能提升計劃是一項由政府資助，並由教育局負責推行的計劃，一直有開辦建造業相關的課程，為低學歷工人提升技能。該計劃成立了大廈維修及裝修業行業小組，設計與業內相關的培訓課程(網址：www.emb.gov.hk/sus)。

其他專上程度課程

持續進修基金

4.23 如在職人士希望自我提升，持續進修基金有大量課程可供選擇。

香港專業教育學院

4.24 專教院除了提供全日制課程外，亦有兼讀制高級文憑、文憑、高級證書或證書等夜間課程，學科包括建築學、土木／結構工程學、測量學、建造管理學及維修保養。

職業訓練局總辦事處二科

4.25 總辦事處二科除了負責工科畢業生訓練計劃及新科技培訓計劃外，亦協助僱主開辦訓練課程，特別是訓練技術人員及熟練工人的學徒計劃，並提供學徒免費轉介服務。訓練委員會建議僱主聯絡總辦事處二科尋求協助，安排培訓計劃及聘請受訓者。

其他土木工程及建築業團體

4.26 除上述機構及學院外，以下團體亦為其會員提供持續專業發展課程，協助他們掌握最新的科技及業務發展：

- (i) 英國特許建造學會（香港）；
- (ii) 香港工程師學會；及
- (iii) 香港營造師學會

建議

4.27 基於人力供求情況及對營商環境的短期至中期展望，訓練委員會提出以下滿足行業需求的建議，供主要相關人士參考：

- (i) 儘管近期經濟持續復甦，但在土木工程及建築業內，部分工人仍面對開工不足、失業及凍薪問題。政府應迅速落實各個基建及市區發展項目，這樣不但能夠維持或恢復其他經濟領域的競爭力，如發展蓬勃的旅遊業和正在放緩的物流業，同時亦能振興本港的土木工程及建築業。幸好政府、僱主、僱員、工會及其他有關團體對此都已有一致的觀點。(關於這方面，訓練委員會亦想指出業界對專業人士和技師的需求仍然正在增加。此趨勢在 2007 年第一季實地調查進行期間更為明顯)。
- (ii) 為了促進經濟及維持理想的都市生活，政府在實施針對土木工程及建築業的策略時，應實踐關注業界所提出重要事項的承諾，例如人口增長及所帶來的社會問題、生活水平、文物保護、環保、降低發展密度及廢物處理等。
- (iii) 政府在培養創意人力資本，以及與內地經濟進一步融合時，應推廣有關概念，促進將土木工程及建築業的專業服務出口至境內其他發展中城市，特別是中國內地和澳門，並協助有關發展；概因上述地方相當重視本地業界員工所具備的豐富興建高樓大廈及填海經驗，以及專業態度和職業操守。
- (iv) 建造業議會應盡其職責，制訂長遠策略，令業界能應付本地急速轉變的社會經濟，振興土木工程及建築活動，並提升業內人士的專業/技能水平。
- (v) 僱主應向僱員提供更多培訓／教育機會，協助他們終生學習，提升技能。
- (vi) 僱主亦應鼓勵僱員向建造業工人註冊管理局註冊，並參加必要的技能測試，以提高僱員的社會地位及整體的能力水平。

- (vii) 僱員爲了個人的持續發展，應善加利用各項政府資助計劃，例如技能提升計劃及持續進修基金，以適應行內的結構性轉變。
- (viii) 調查結果顯示，香港正急速發展成知識型和高增值經濟，因此課程開辦機構應回應業界的新需求，特別是裝備學員掌握到世界各地工作的能力。故此，除了提供行業知識和技能培訓外，亦應著重培養畢業生的世界觀，同時訓練他們如英語及普通話等語言能力。
- (ix) 課程開辦機構應設計更高水平的培訓課程，以改善工人的技能、安全水準和生產力，亦應加強在質素保證、應用先進科技、安全程序、專業操守和環保方面的培訓。
- (x) 由於調查結果對土木工程及建築業的人力資本狀況提供十分有用的資料，本會將於 2009 年再次進行人力調查，以評估和蒐集有關人力需求質與量方面的資料。
- (xi) 由於愈來愈多地產發展商將投資分散至中國，也有愈來愈多與土木工程及建築業有關的公司派遣僱員往返內地工作，甚至長駐內地，故有必要在未來的調查中蒐集有關內地的發展，如 CEPA 和 QDII 等，對香港和內地的業務和人力需求的影響。不過問卷的設計應盡量簡潔，方便填寫，確保高回覆率。

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Membership of the
Building and Civil Engineering Training Board
土木工程及建築業訓練委員會成員名單
(As at 30 October 2007)
(2007年10月30日)

Chairman

主席

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

委員

Mr CHAN Pak-cheung, Raymond 陳柏翔先生	(nominated by a civil/structural engineering consulting firm) (某土木／結構工程顧問公司提名)
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Mr CHAN Yiu-tung, Anthony 陳耀東先生	(nominated by the Hong Kong Construction Association Ltd.) (香港建造商會提名)
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Mr CHO Wah-fu, Gordon 曹華富先生 up to 20 August 2007	(nominated by the Construction Industry Training Authority) (建造業訓練局提名)
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Mr WONG Doon-ye, Charles 黃敦義先生 (pending gazette)	
--	--

Mr CHONG Kin-lit, Paul 莊堅烈先生	(nominated by the Hong Kong E & M Contractors Association Ltd.) (香港機電工程承建商協會提名)
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Mr CHOW Cheuk-tao 周雀圖先生	(nominated by the Hong Kong Plumbing and Sanitary Ware Trade Association Ltd.) (香港水喉潔具業商會有限公司提名)
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Prof CHUNG Hung-kwan, Barnabas 鍾鴻鈞教授	(nominated by the Hong Kong Institute of Surveyors) (香港測量師學會提名)
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Mr HO Chi-wai 何志偉先生	(Ad personam) (獨立人士)
------------------------	-------------------------

Mr KAN Ming-tung 簡銘東先生	(nominated by a workers union) (某工會提名)
Prof KUANG Jun-shang 鄺君尚教授	(nominated by the Hong Kong University of Science and Technology) (香港科技大學提名)
Mr LAW Wai-tai 羅維弟先生	(nominated by the Hong Kong Construction Association Ltd.) (香港建造商會提名)
Dr NG Shiu-tong, Thomas 吳兆堂博士	(nominated by the University of Hong Kong) (香港大學提名)
Mr Kyran SZE 施家殷先生	(nominated by the Hong Kong Institute of Architects) (香港建築師學會提名)
Mr WOO Man-king 胡文京先生	(nominated by a building/civil engineering contracting firm) (某建築／土木工程承建公司提名)
Dr CHENG Wai-kei, Anthony 鄭偉琪博士	(representing the Executive Director of the Vocational Training Council) (職業訓練局執行幹事代表)
Mr LAM Ho-yin, Ricky 林浩然先生	(representing the Director of Housing) (房屋署署長代表)
Ms LAW Pui-sze, Anny 羅佩施女士	(representing the Secretary for Development (Formerly Environment, Transport and Works)) (發展局(前稱環境運輸及工務局)局長代表)
Mr C.C. Tsang, Jacques 曾祥全先生	(representing the Director of Buildings) (屋宇署署長代表)
Mr YEUNG Kar-lung 楊家龍先生	(representing the Commissioner for Labour) (勞工處處長代表)

In Attendance

列席者

Mr LEE Hung-kwong, Joseph 李鴻光先生	(Hong Kong Institute of Vocational Education (Tsing Yi)) (香港專業教育學院(青衣分校))
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Secretary

秘書

Mr WONG Yuet-yau, Raymond
黃月有先生
up to 26.6.2007

(Vocational Training Council)
(職業訓練局)
至二〇〇七年六月二十六日

Mr AU Kwok-kuen, Coogan
區國權先生
from October 2007

由二〇〇七年十月起

Assistant Secretary

助理秘書

Mr TAM Wing-sing, Vincent
譚榮星先生

(Vocational Training Council)
(職業訓練局)

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

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

土木工程及建築業訓練委員會職權範圍

1. 確定業內的人力需求，包括收集、分析相關的人力和學生／學員統計數字，以及關於社會經濟、科技及人力市場發展的資料。
2. 評估及研究本業的人力供求是否平衡。
3. 就發展業內專業教育及訓練設施應付人力需求，向職業訓練局提供意見。
4. 就相關學科的課程發展方向及策略，向香港專業教育學院(IVE)、訓練及發展中心提出建議。
5. 就 IVE、訓練及發展中心的課程策劃、課程發展及質素保證制度提供意見。
6. 擬訂本業主要職務的工作範圍，界定所需的技能、知識及訓練。
7. 建議本業主要職務訓練方案，訂定每種技能所需的訓練期。
8. 對技術評估、技能測驗及證書頒發制度提供意見，以確定從業員、學徒及見習員的技能水平。
9. 就本業主要行業舉辦技能比賽提供意見，以推廣專業教育與訓練和派員參加國際賽事。
10. 就本業專業教育及訓練的發展與推廣事宜，與僱主、僱主聯會、工會、專業團體、訓練及教育機構、政府部門等聯絡。
11. 為本業舉辦有關專業教育及訓練的研討會與會議。
12. 就業內訓練委員會工作、有關職訓局專業教育及訓練課程的宣傳事宜提供意見。
13. 每年向局方呈交訓練委員會工作報告，以及相關學科課程發展策略建議。
14. 根據《職業訓練局條例》第 7 條，負責局方所委派的其他工作。

**Membership of the
Working Party on 2007 Manpower Survey
of the Building and Civil Engineering Industry
(As at 30 October 2007)
土木工程及建築業
2007年人力調查工作小組成員名單
(2007年10月30日)**

Convener

召集人

Ir Prof MOK Kwok-woo, Peter (Ad personam)
莫國和教授 (獨立人士)

Members

委員

Mr CHO Wah-fu, Gordon (nominated by the Construction Industry
曹華富先生 Training Authority)
up to 20 August 2007 (建造業訓練局提名)

Mr WONG Doon-ye, Charles
黃敦義先生
(pending gazette)

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

Prof CHUNG Hung-kwan, Barnabas (nominated by the Hong Kong Institute of
鍾鴻鈞教授 Surveyors)
(香港測量師學會提名)

Mr KAN Ming-tung (nominated by a workers union)
簡銘東先生 (某工會提名)

Mr LAW Wai-tai (nominated by the Hong Kong Construction
羅維弟先生 Association Ltd.)
(香港建造商會提名)

Dr NG Shiu-tong, Thomas (nominated by a local tertiary institution)
吳兆堂博士 (本地某大專院校提名)

Mr NG Yau-ye, Peter 伍又宜先生	(nominated by the Hong Kong Institute of Construction Managers) (香港營造師學會提名)
Mr Kyran SZE 施家殷先生	(nominated by the Hong Kong Institute of Architects) (香港建築師學會提名)
Mr LEE Hung-kwong, Joseph 李鴻光先生	(Hong Kong Institute of Vocational Education (Tsing Yi)) (香港專業教育學院(青衣分校))
Dr CHENG Wai-kei, Anthony 鄭偉琪博士	(representing the Executive Director of the Vocational Training Council) (職業訓練局執行幹事代表)

Secretary
秘書

Mr WONG Yuet-yau, Raymond 黃月有先生 up to 26.6.2007	(Vocational Training Council) (職業訓練局) 至 2007 年 6 月 26 日
Mr AU Kwok-kuen, Coogan 區國權先生 from October 2007	由 2007 年 10 月起

Assistant Secretary
助理秘書

Mr TAM Wing-sing, Vincent 譚榮星先生	(Vocational Training Council) (職業訓練局)
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2007 Manpower Survey of the Building & Civil Engineering Industry
Sampling Plan (Revised)
(Based on Q4/2006 for branches 1&2 and Q3/2006 for branches 3-6)

土木工程及建築業 2007 年度人力調查
抽樣方案 (修訂版)
(分類一及二根據 2006 年第 4 季記錄，
分類三至六根據 2006 年第 3 季記錄)

<u>Branch</u> 分類	<u>Industry</u> 行業	<u>Employment</u> <u>Size</u> 僱員人數	<u>Stratum</u> 分層	<u>Size of</u> <u>Frame</u> 抽樣範圍	<u>Sampling</u> <u>Fraction</u> 樣本百分比	<u>Sample</u> <u>Size</u> 樣本量
1.	Sites-Building Sites (as at Q306) 地盤 - 建築地盤 (06 年第 3 季)			608	1.00	608
	New Building Sites as at Q406 新建築地盤 (06 年第 4 季)			221	1.00	221
				<u>829</u>		<u>829</u>
2.	Sites-Civil Engineering and Other Sites (as at Q306) 地盤 - 土木工程及其他地盤 (06 年第 3 季)			306	1.00	306
	New Civil Engineering and Other Sites as at Q406 新土木工程及其他地盤 (06 年第 4 季)			101	1.00	101
				<u>407</u>		<u>407</u>
3.	New construction works contractors, including site investigation, site formation, foundation works and erection works (HSIC 511, 521 and 529) 根據 HSIC 511、521 與 529 項 新建造工程承建商， 包括從事地盤勘察、地盤平整、 地基工程及上蓋建造工程者	1-4 5-9 10-19 20-49 50-99 100& over	1 2 3 4 5 6	1 549 547 242 232 75 74	0.02 0.06 0.09 0.27 0.28 1.00	31 33 22 63 21 74
		<u>Sub-total</u> 小計		<u>2 719</u>		<u>244</u>
4.	Decoration, repair and maintenance contractors (HSIC 531) 根據 HSIC 531 所記錄的裝修、 修葺及保養工程承建商	1-4 5-9 10-19 20-49 50-99 100 & over (100 以上)	1 2 3 4 5 6	6 549 926 167 78 20 4	0.02 0.11 0.28 0.15 1.00 1.00	131 102 47 12 20 4
		<u>Sub-total</u> 小計		<u>7 744</u>		<u>316</u>
5.	Special trade works contractors, excluding electrical & mechanical fitting and gas fitting, installation & maintenance (HSIC 541-542 5611, 5612, 5618 and 591) 根據 HSIC 541-542、5611、5612、5618 與 591 項	1-4 5-9 10-19 20-49 50-99	1 2 3 4 5	4 021 987 325 177 55	0.04 0.05 0.09 0.28 1.00	161 49 29 50 55

	所記錄特種工程承辦商 但不包括電氣與機械安裝及氣體裝置 安裝與維修承建商	100 & over (100 人以上)	6	17	1.00	17
		Sub-total 小計		5 582		361
6.	Architectural, surveying and project engineering services firms related to construction activities (HSIC 8334 excluding 8334-04:building services engineering) 與建造活動有關的建築、 測量及工程策劃服務公司， 但不包括第 8334-04 項的屋宇設備工程	1-4 5-9 10-19 20-49 50-99 100 & over (100 人以上)	1 2 3 4 5 6	1 087 206 115 67 19 36	0.03 0.05 0.10 0.34 1.00 1.00	33 10 12 23 19 36
		Sub-total 小計		1 530		133
7.	* Estate developers 地產發展商			36		36
8.	* Training/educational institutions and utility companies 培訓機構及公用事業公司			30		30
9.	* Government departments 政府部門			13		13
	Total for all branches 所有分類總計			18 890		2 369
*	Supplementary samples provided by VTC 由職訓局提供補充樣本					

2007 Manpower Survey of Building and Civil Engineering Industry
Analysis of Result of Enumeration (ALL Branches)
土木工程及建築業 2007 年度人力調查
填報結果分析 (所有分類)

Result 結果	All Branches 所有分類									Total 總數
	1	2	3	4	5	6	7	8	9	
Response 回覆	369	226	129	186	186	94	15	28	13	1246
Partial Response 部分回覆					2		1			3
Completed without PE 填報沒有技術人員常駐	380	129								509
Merge 合併	3	8	1							12
Closed 結業			5	12	15	1	1			34
Duplication 重複		1								1
Moved, address cannot be located/untraceable 已搬遷、無法確定/ 跟查地址			20	37	22	4				83
Not engaged in specific trade 並非從事有關行業			11	10	13	5	1			40
No Technical Manpower 沒有技術人員	8	7	41	22	57	10	5			150
Not yet start operation 仍未開業	1				1					2
Registered office/ Corresponding address 註冊辦公室/ 通訊地址			1	2	1	1	2			7
Suspending Work 停工	49	24								73
Temporary Ceased 暫時停業			18	18	23	2				61

Vacant 空置			1							1
Non-contact 無法接觸	18	11	17	28	36	9	6	2		127
Refusal 拒絕回覆	1	1	3	3	7	7	5	1		28
總計	829	407	247	318	363	133	36	31	13	2377

$$\begin{aligned}
 \text{Effective response rate} = \text{有效回覆率} &= \frac{\text{Response} \text{ 回覆}}{\text{Response} + \text{refusal} \text{ 回覆+拒絕}} = \frac{1246}{1246 + 28} \\
 &= 97.8\% \text{ in } 2007
 \end{aligned}$$

$$\begin{aligned}
 \text{Response rate} = \text{回覆率} &= \frac{\text{Response} \text{ 回覆}}{\text{Total} - \text{response} - \text{non-contact} \text{ 總回覆-無法接觸}} = \frac{1246}{1246 - 7 - 251} \\
 &= 89.4 \text{ in } 2005
 \end{aligned}$$

Analysis of Responses

調查反應分析

Analysis of Results of Enumeration of Construction Sites (Branches 1 and 2) 建築地盤填報結果分析（分類一及二）

No. of Sites 地盤數目	Building Sites 樓宇地盤 (1)			Civil Engineering Sites 土木工程地盤 (2)			Construction Sites 建築地盤 (1)+(2)		
	2005	2007	Change 變更	2005	2007	Change 變更	2005	2007	Change 變更
(a) Reporting with PE 回覆有技術人員常駐	435	372	-14.5%	232	234	+0.9%	667	606	-9.1%
(b) Completed without PE 填報沒有技術人員常駐	289	380	+31.5%	144	129	-10.4%	433	509	+17.6%
<i>Sub-total 小計 (a) + (b)</i>	724	752	+3.9%	376	363	-3.5%	1100	1115	+1.4%
(c) Inactive 並非施工中	71	77	+8.5%	37	44	+18.9%	108	121	+12.0%
Total 總計	795	829	+4.3%	413	407	-1.5%	1208	1236	+2.3%

CONFIDENTIAL	填入數據後即成 機密文件
WHEN ENTERED WITH DATA	

VOCATIONAL TRAINING COUNCIL
職業訓練局

THE 2007 MANPOWER SURVEY OF THE BUILDING AND CIVIL ENGINEERING INDUSTRY
土木工程及建築業二〇〇七年人力調查

QUESTIONNAIRE
調查表

PLEASE READ THE EXPLANATORY NOTES BEFORE COMPLETING THIS QUESTIONNAIRE
填表前，請參閱附註

<u>For Official Use Only:</u> 此欄毋須填寫	Rec. Type	Survey Code	Industry Code	Establishment No.	Enumerator's No.	Editor's No.	Check Digit	No. of Employees Covered by the Questionnaire
	1 1	0 2 2 3	4 5 6 7 8 9	10 11 12 13 14 15	16 17	18 19	20 21 22	23 24 25 26 27

NAME OF ESTABLISHMENT: _____ ADDRESS: _____
機構名稱 地址

NATURE OF WORK: _____ CONTRACT NO. (for Public Works only): _____
工程性質 政府工程合約編號

NAME OF PERSON TO CONTACT: _____ POSITION: _____
聯絡人姓名 28 47 職位

TEL. NO.: _____ - _____ FAX NO.: _____
電話 48 55 56 63 圖文傳真

E-MAIL: _____
電郵 64 98

VTC-BC-01

<u>For Official Use Only:</u> 此欄毋須填寫	Type of end-use : _____				
Rec. Type	Site RI	Project - Starting (yymm)	Project - Ending (yymm)	Project - Type	End-use code
3 1	8 9 10 11 12 13 14 15 16 17 18 19	20 21 22 23	24 25 26 27	28	29 30 31 32 33 34

- Project Type :
- (1) Site formation, piling and related formation work
 - (2) Erection of superstructure including construction of basement
 - (3) Civil engineering

(A) Job 工作 (See Appendix C) (見附錄 C)			(B) Monthly Income 每月 收入	(C) Number of Employees at Date of Survey (excl. trainees) 現有僱員人數 (受訓者除外)			(D) No. of Vacancies at Date of Survey (excluding trainees) 現有 空缺額 (受訓者 除外)	(E) No. of Trainees at Date of Survey 現有 受訓者 人數	Column B	
Title 職稱	Rec. Type	Code No. 編號	Code No. 編號	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	24-26	27-29	Code 編號	Monthly Income Range 每月總收入幅度
		8-10	11	12-15	16-19	20-23				
1	2								1.	Under \$7,001 以下
2	2								2.	\$7,001 - \$10,000
3	2								3.	\$10,001 - \$13,000
4	2								4.	\$13,001 - \$18,000
5	2								5.	\$18,001 - \$25,000
6	2								6.	\$25,001 - \$35,000
7	2								7.	\$35,001 - \$50,000
8	2								8.	Over \$50,000 以上
9	2									
10	2									
11	2									
12	2									
13	2									
14	2									
15	2									
16	2									
17	2									
18	2									
19	2									
20	2									
21	2									
22	2									
23	2									
24	2									
25	2									
26	2									
27	2									
28	2									
29	2									
30	2									
31	2									
32	2									
33	2									
34	2									
35	2									

Note 1 If additional lines are necessary, please tick here and enter on supplementary sheet(s).
附註一 若此頁填滿，請先將 (✓) 號填入此 內，然後在附頁繼續填寫。

Note 2 The term 'trainees' includes all trainees and apprentices.
附註二 「受訓者」包括正在接受各種訓練的人士及學徒。

VOCATIONAL TRAINING COUNCIL
職業訓練局
THE 2007 MANPOWER SURVEY OF THE
BUILDING AND CIVIL ENGINEERING INDUSTRY
土木工程及建築業2007年人力調查
SUPPLEMENTARY QUESTIONNAIRE
補充調查表

For Official Use Only

此欄毋須填寫

Er. No. _____

Est. No. _____

1. The total number of employees who have to station in China/Macau/Other cities in the past 12 months from the Date of Survey and who are paid under Hong Kong company's payroll.

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

	China 中國	Macau 澳門	Others 其他 (please sepcify: 請列出：)	
	_____	_____	_____	_____
(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	_ _ _ _	_ _ _ _	_ _ _ _	_ _ _ _

2. The total number of employees transferred/recruited and who have to station in China/Macau/Other cities in the past 12 months from the Date of Survey but who are paid under the subsidiaries, associates, or other group companies' payroll.

請填報貴公司過去十二個月(由問卷調查日起計)轉職/聘請並安排常駐於中國/澳門/其他地方工作之僱員人數，但其薪金是由中國/澳門/其他地方的附屬公司發放的。

	China 中國	Macau 澳門	Others 其他 (please sepcify: 請列出：)	
	_____	_____	_____	_____
(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	_ _ _ _	_ _ _ _	_ _ _ _	_ _ _ _

3. Please estimate the total number of employees whom your Hong Kong company would send to station in China/Macau/Other cities in the next 12 months and whose salaries would be paid under the Hong Kong company's payroll.
請估計在其後12個月內貴公司安排常駐於中國/澳門/其他地方工作之僱員人數，其薪金是由香港公司發放的。

	China 中國	Macau 澳門	Others 其他 (please sepcify: 請列出：)	
	_____	_____	_____	_____
(a) Professional/Technologist 專業人士/技師	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
(b) Technician 技術員	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
(c) Skilled/Semi-skilled Worker 熟練/半熟練技工	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

4. Please estimate the total number of employees whom your Hong Kong company planned to transfer/recruit and would send to station in China/Macau/Other cities in the coming 12 months but whose salaries would be paid under the subsidiaries, associates, or other group companies' payroll.
請估計在其後12個月內貴公司計劃轉職/聘請並安排常駐於中國/澳門/其他地方工作之僱員人數，但其薪金是由中國/澳門/其他地方的附屬公司發放的。

	China 中國	Macau 澳門	Others 其他 (please sepcify: 請列出：)	
	_____	_____	_____	_____
(a) Professional/Technologist 專業人士/技師	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
(b) Technician 技術員	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
(c) Skilled/Semi-skilled Worker 熟練/半熟練技工	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

For Official Use Only 此欄毋須填寫	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>			

**The 2007 Manpower Survey of the
Building and Civil Engineering Industry
土木工程及建築業二〇〇七年人力調查**

Explanatory Notes

附註

1. Before completing the questionnaire, please read carefully the job titles and job descriptions in Appendix C.
填寫調查表前，請先詳閱附錄 C 所列的職稱與工作說明。
2. Please complete the columns ('A' to 'E') of the questionnaire and insert a zero (0) for any column not applicable to your establishment/site.
請填寫表內各欄 ('A' 至 'E')，並在貴機構／地盤不適用的各欄內填入 (0) 符號。
3. Job Titles - Column 'A'
職稱－'A' 欄
 - (a) Please enter into column 'A' those job titles together with their appropriate code numbers specified in Appendix C, applicable to your establishment/site in order of their skill levels (i.e. professional/technologist level jobs first followed by technician, skilled/semi-skilled and general worker level jobs).
請將附錄 C 內適用於貴機構／地盤的職稱連同編號，按其技能等級，填入 'A' 欄內。(先填專業人士／技師，其後填寫技術員、技工及半技術及普通工人。)
 - (b) Please add in column 'A' titles of any jobs not mentioned in Appendix C, briefly describe them and indicate their skill levels.
如貴機構另有技術性職稱未載於附錄 C，請一併填入 'A' 欄內，並扼要說明其工作性質及技能等級。
 - (c) Please classify an employee at the professional/technologist level according to his/her basic training and professional discipline. For example, a civil engineer performing duties such as contract administration, project management or site management should be classified as a civil engineer.
如屬專業人士／技師級僱員，請根據其基本訓練及專業教育分類。例如，某土木工程師雖擔任合約管理、工程管理或地盤管理等職務，仍應列為土木工程師。

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

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

4. Total Monthly Income Range of Employees - Column 'B'

僱員每月總收入幅度－‘B’欄

Please enter into this column the average monthly income range code during the past 12 months (1.3.2006 - 28.2.2007) for each type of employees. Monthly income should include basic wages, regular overtime pay, cost of living allowance, meal allowance etc., if any. If you have more than one employee doing the same job, please enter the average figure.

請在‘B’欄填入每類僱員過去十二個月（指二〇〇六年三月一日至二〇〇七年二月二十八日期間）平均每月收入幅度編號；這包括底薪、定期超時工作工資、生活津貼、膳食津貼等。若從事同類工作的僱員多於一名，則請取其平均收入。

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

現有僱員人數（受訓者除外）－‘C’欄

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

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

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

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

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

現有空缺額（受訓者除外）－‘D’欄

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

請填入貴機構現有的空缺數目（受訓者的空缺額除外）。

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

「現有空缺額」是指該職位仍懸空，須立刻填補而現正積極招聘人員填補。

7. Number of Trainees at Date of Survey - Column 'E'
現有受訓者人數—'E' 欄

Please fill in the total number of employees undergoing training.
請填寫正在接受訓練的僱員人數。

8. Example
例子

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

為協助閣下填表，現將例子附錄於後，以供參考。

Example 例子

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

**Job Descriptions for Principal Jobs
in the Building and Civil Engineering Industry**

General Definition

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

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

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

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

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

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

土木工程及建築業
主要職務的工作說明

定義

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

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

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

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

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

注意：本工作說明的所有職務名稱均適用於男性或女性工作人員。

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

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

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

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

Code 編號	Job Title 職 稱	Job Description 工作說明
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）		
117	Quality Control/ Assurance Engineer 品質工程師	Plans, supervises and co-ordinates the quality control and assurance activities alloy technical aspects in all phases of the building construction and civil engineering process to ensure that materials and processes comply with standards, specifications, safety and environmental regulations, especially under the ISO-9000 and ISO-14000 series. 策劃、指導及監督土木工程及建築過程中的各種技術工作的品質管理，確保材料及過程均符合相關標準及規格，尤其是現行ISO-9000 及 ISO-14000 的規範。
118	Building Services Engineer 屋宇設備工程師	Designs and advises on building services. Plans, supervises and coordinates their installation, testing, maintenance and repair. It is a multi-discipline job. 設計屋宇設備，策劃、監督及協調其安裝、測試、保養和修理。此為一個多門知識的職務。
TECHNICIAN 技術員		
201	Architectural Technician/ Draughtsman 建築技術員／ 繪圖員	Interprets the Architect's initial design concepts and sketches into a practical building solution, and translates this information into submission/contract drawings, taking due account of the constraints imposed by economic, environmental, technological and legislative requirements; coordinates information and works of other disciplines involved including statutory bodies; assists in the checking of shop drawings and prepares site sketches for projects at the construction stage; from sketch designs prepares general and detailed drawing under the supervision of architects, engineers, surveyors or contractors. 考慮到經濟、環境、技術及法例的限制，將建築師的初步設計概念及草圖製成工程繪圖；協調其他行業，包括法定機構的工作；協助查核裝配圖，以及為建築階段工程預備工地草圖；在建築師、工程師、測量師及承建商的監督下根據設計概要繪製一般及明細圖則。
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。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員 (續)		
203	Civil/Structural/ Geotechnical Engineering Technician 土木／結構／ 土力工程技術員	Carries out civil/structural/geotechnical engineering work under the supervision of a civil/structural/geotechnical engineer. 在土木／結構／土力工程師督導下，從事土木／結構／土力工程工作。
204	Clerk of Works/ Inspector of Works/ Works Supervisors 監工	Acts as the representative of the owner, inspects building and civil engineering construction works (including all maintenance works) to ensure conformity with contracts, drawings, specifications, workmanship standards and relevant legislation. 代表業主視察建築及土木工程（包括所有保養工程）以確保符合合約、圖則、章程、規格及有關法例。
205	Construction Plant Technician 建造機械技術員	Performs tasks contributory to the design, construction, utilisation, repair and maintenance of construction plants and machinery. 協助設計、製造、使用及維修建造機械及設備。
206	Construction Purchaser/ Storekeeper 建造物料採購員 ／倉庫管理員	Purchases construction materials; plans and co-ordinates deliveries of materials to match progress; receives and despatches materials on site and ensures their security. 採購建造物料；策劃及協調物料的運送，以配合工程進展；在地盤負責收發及看管物料。
207	Estimator 估價員	Obtains basic data and calculates from plans and details, the probable cost of construction projects with reference to factors such as materials, labour, equipment, overheads and profit. 取得基本資料，並根據圖則與詳圖，因應材料、人工、設備、雜項及利潤等因素，計算建造工程的大約費用。
208	Interior Design Technician 室內設計員	Plans and designs, under the supervision of an interior designer, the interiors of an existing building. 在室內設計師的督導下，策劃及設計建築物內部。
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	Receives, records and tests, in accordance with relevant standard specifications samples of soils, construction materials or components; prepares test reports for certification by the appropriate technologist. 按照有關標準規格收取、記錄與試驗泥土、建築材料或組合件的樣本；編寫試驗報告，以便有關技師簽發證明。
210	Site Agent 地盤總管	Plans, organises, directs and co-ordinates all activities and resources on the construction site through sub-agents and general foremen in accordance with the agreed method, procedure, budget and specifications. 按照議定方法、程序、預算與章程，並在副手及總管工協助下，策劃、組織、管理及協調地盤的全部工作及資源。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員 (續)		
211	Site Foreman 地盤管工	Supervises, directs and co-ordinates normally under the general control of the site agent, the activities of workers engaged in construction works and requisitions, receives and inspects materials and supplies. 通常在地盤總管的管轄下，監督、指揮及協調建造工程工人的工作，並負責申領、接收及檢查材料與供應品。
212	Surveying Technician (Building) 屋宇測量員	Assists the building surveyor in the planning, administration and co-ordination of works to buildings and land. 協助屋宇測量師策劃、管理及協調屋宇及土地工程。
213	Surveying Technician (Estate) 產業測量員	(Job not applicable in this Survey)
214	Surveying Technician (Land) 土地測量員	Assists the land surveyor in carrying out surveys and setting-out work, and supervises chainmen and survey labourers. 協助土地測量師從事測量，負責開線及確定平水。督導丈量及測量工人。
215	Surveying Technician (Quantity) 工料測量員	Assists the quantity surveyor in preparing bills of quantities by performing taking-off, working-up and abstracting, and measuring and valuating completed works or variations. 協助工料測量師編製工程數量單，量度各項完成工程或更改工程，及計算其價值。
216	Surveying Technician (Town Planning) 城市設計員	Assists the town planner in the preparation and implementation of town plans at various levels and in the undertaking of planning studies. 協助城市設計師製備及實行各階段的城市設計計劃，以及從事設計研究工作。
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。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員 (續)		
218	Building Services Technician/ Electrical Engineering Technician/ Mechanical Engineering Technician 屋宇設備技術員 ／電機工程技術員 ／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 building services systems and equipment, and electrical and mechanical engineering systems and equipment. Assists to plan, coordinate and supervise their projects. This is a multi-discipline job. 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、電機或機械裝置及設備，並協助工程師策劃、協調及管理有關計劃。此為一個多門知識的職務。
219	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。
SKILLED & SEMI-SKILLED WORKER 技工及半熟練技工		
301	Asphalter (Water Proofing) 瀝青工 (防水)	Lays sheathing felt or paint with primer where required; pours hot asphalt or proprietary waterproofing material on prepared surfaces; spreads and levels hot asphalt or proprietary waterproofing material to fit corners, skirtings, flashings and outlets, etc. 在需要的地方先行鋪設墊紙或塗上瀝青底油；在準備好的表面倒上熱瀝青或專利防水物料；撥勻及推平熱瀝青或專利防水物料以配合角位、牆腳線及洞口邊緣等。
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。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
306	Carpenter (Fender) 木工（護木）	Removes, cuts, and erects timber fenders for protection of piers, seawalls, dolphins and landing steps, etc. 移除、切割及架設護木，作保護碼頭、海堤、繫船柱、登岸梯級等用途。
307	Carpenter (Formwork) 木模板工	Erects and strikes timber formwork for building and civil engineering construction works. 架設及拆卸用於樓宇建造或土木工程の木模板。
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 （混凝土剝落）	Repairs substandard or spalled concrete or reinforcement bar using concrete or other approved materials. 利用混凝土或其他經批准的物料，修補不合標準或剝落的混凝土或鋼筋。
309	Concretor 混凝土工	Mixes, places and compacts concrete using vibrating machines; carries out curing, levelling and smoothing of concrete. 混和、澆置及使用震搗機搗實混凝土；養護、平整及燙平混凝土。
310	Construction Plant Mechanic 建造機械技工	Maintains and repairs building and civil engineering plants and machinery. 保養及修理建築及土木工程機械設備。
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，或建築物或結構之部份。
313	Diver 潛水員	Performs under-water operations related to inspection, construction and repair of structures and demolition; prepares reports on all the foregoing operations. 執行各項於水底進行有關於檢查、建造與修理及清拆各種構築物的工作；編寫有關上述各種工作的報告。
314	Drainlayer 地渠工	Lays and joins underground drains, constructs manholes, installs pipes and fittings, constructs beds, haunches and surrounds pipes with concrete. 敷設及連接地下渠管、建造沙井，裝設渠管及配件，用混凝土將渠管墊好，或把渠管兩側批斜及四週圍好。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	Installs, tests and maintains electrical wiring, fittings, plants and equipment required for construction activities in construction sites. (This job title refers to electricians employed directly by the main contractor and excludes those employed by the electrical sub-contractor.) 裝設、測試及保養地盤內工程進行所需的電線、電氣配件、機械及設備。 (此職稱乃指由總承建商直接僱用的電工，並不包括由電氣分包商所僱用者。)
316	Floor Layer 鋪地板工	Lays timbre, PVC, linoleum and similar flooring materials to floors, stair threads, skirtings, etc. (This job title excludes the laying of marble and granite slabs (or similar stones) on floor 將各種木地板、塑料地板、膠地蓆及類似材料鋪放在地面、梯級、牆腳線等處。 (此職稱不包括鋪設雲石、花崗石(或類似石材)地板)
317	Gas Plumber 燃氣喉工	Installs, repairs and maintains gas mains and pipes in buildings supplying consumers from mains or storage tanks. 裝設、修理及保養由總喉管或儲存庫通往大廈用戶的氣管。
318	General Welder 普通焊接工	Carries out general welding or cutting work by electric arc, oxy-acetylene flame or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，執行一般焊接工作或切割。
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紀錄；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。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
322	Joiner 細木工	Carries out all internal and external woodwork (except formwork and fender) using both hand tools and woodworking machinery. 運用手動工具及造木機械處理戶內外一切與木工有關的工作（除模板及護木外）。
323	Leveller 平水工	Reads and interprets drawings; sets up job lines and levels and prepares templates. 閱讀及理解圖則；開線及定平水，並製備模型板
324	Marble Worker 雲石工	Sets out, measures, cuts and sets marble slabs, granite slabs or similar stones on walls, floors, or other surfaces; grinds and polishes marble, granite or similar stones. 劃線、量度及割切雲石塊、花崗石塊或類似石材，將之鋪砌在牆壁、地面或其他表面上；磨光及擦亮雲石塊、花崗石塊或類似石材。
325	Marine Construction Plant Operator 海面建造機械 操作工	Operates one or more types of plant and equipment for construction at sea including derrick, boom-grab bucket and boom-hook. (This job excludes mariners such as coxswain and barge and dredger crew responsible for the operation of the vessel in contrast with construction plant). 操作一類或多類海面建築設備及器材包括吊桿、吊臂(夾吊)及吊臂(鈎吊)。 (此職稱不包括操作船隻(相對於建造機械)的海員，如舵手、駁船及疏浚船的船員)
326	Mason 砌石工	Splits and shapes stones, and builds and lays stone works to specified thickness, patterns and shapes. 依照指定厚度、款式及形狀，將石塊分割及切鑿，並鋪砌石塊及進行築石工程。
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. 處理屋宇及其他構築物配件及設備的表面，以便進行髹漆及裝飾的工作；髹上漆油或同類保護性及裝飾性材料；設計與書寫中英文字體及其他標誌。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
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週圍好。
332	Builder's Lift Operator 建築工地升降機操作員	Operates builders' lifts (passenger hoist) on construction site. 在建造工地操作建築工地升降機（工人轆）。
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工（負荷物移動機械）	Operates one or more types of construction plant and equipment for load shifting including excavator, bull dozer, loader, mini-loader, mini-loader with attachments etc. 操作一類或多類用於負荷物移動的建造機械設備，包括挖掘機、推土機、搬土機、小型裝載機及小型裝載機連配件等。
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。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
337	Plasterer 批盪工	Applies coats of plaster to and renders walls and ceilings to produce a finished surface; screeds floors, staircases and roofs. 將牆壁及天花逐層批盪直至完成表層；盪平地台、樓梯及天台面。
338	Plumber 水喉工	Assembles, installs, repairs and maintains pipes, fittings, sanitary fixtures, cold, hot and flush water systems, and soil, waste and rain water drainage systems in buildings. 裝配、安裝及維修屋宇的喉管及其配件系統，冷熱水、糞便、穢水及雨水排洩系統。
339	Rock-Breaking Driller 鑽破工（風炮工）	Operates pneumatic or hydraulic drill to make holes and openings or breaks up concrete, rock or other hard materials 操作氣鑽或油壓鑽鑽孔或將混凝土、石或其他硬物鑽開。
340	Prestressing Operative 預應力（拉力）工	Lays and fixes prestressing tendons and ducts ; assembles prestressing couplings and anchorages and performs prestressing operation and grouting of ducts. 敷設及固定預應力鋼筋束及管道；裝嵌管接頭及錨具；施加預應力及執行管道灌漿工作。
341	Rigger/Metal Formwork Erector 索具工（叻噪）/ 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, 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。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
347	Tiler 鋪瓦工	Cuts, shapes and sets tiles on walls, ceilings and floors to specified levels and patterns. 依照指定平水及圖案，切割及鋪砌磚瓦片於牆壁、天花及地台上。
348	Trackworker 鋪軌工	Lays and maintains trackworks for railways or other vehicles. 放置及保養火車或其他車輛使用的路軌。
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	Drives heavy vehicles or special purpose vehicles to transport construction equipment or materials, building debris or excavated materials within or into or out of construction sites . 駕駛重型或特別用途車輛進出建造工地或在工地範圍內，運送建築器材或材料，建築碎料或挖掘出來的沙石。
350	Window Frame Installer 窗框工	Installs window frame and sash and associated water proofing work for buildings or other structures. 為樓宇及其他構築物安裝窗框及窗肉和有關防水工序。
351	Tunnel Worker 隧道工	Carries out general tunnel construction works inside tunnels including installing temporary support and working platform, ventilation duct, packer, protective fencing etc. 在隧道內執行一般隧道建造工程包括安裝臨時支架及工作台、通風喉管、封隔器及護網等工作。
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	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 技工及半熟練技工（續）		
356	Plant and Equipment Operator (Demolition) 機械設備操作工（清拆）	Operates powered mechanical plant or equipment in demolition works including crane, pneumatic breaker and hammer mounted on backactor etc. 操作以動力推動的機械設備或機器進行清拆工作，包括使用起重機、氣動破石機及裝有鐵鎚的鋤地機等設備。
357	Demolition Worker (Unauthorized Building Work) 清拆工(僭建物)	Demolishes, dismantles and removes unauthorized building works. 清拆、拆卸及移除僭建物。
GENERAL WORKER 普通工人		
401	Chainman 測量幫工	Assists the land surveyor or surveying technician in carrying out survey work in the field; undertakes the care, transport and safeguard of all types of survey equipment. 協助土地測量師或土地測量員執行實地測量工作；搬運、保管及妥善處理各類測量儀器。
402	Concreting Labourer 混凝土幫工	Transports mixed concrete using wheel barrows or other equipment and performs general duties during pouring of concrete. 利用手推車或其他工具運送經拌合的混凝土；在澆置混凝土時執行一般職務。
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。

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Table 1
表一

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

Job Title 職稱		Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)			
		Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級					
101	Architect 建築師	1 719	-	-	1 719
102	Builder/Construction Manager 營造師	1 123	13	-	1 136
103	Building/Maintenance Surveyor 屋宇／保養測量師	830	2	-	832
104	Civil Engineer 土木工程師	3 470	28	-	3 498
105	Construction Plant Engineer 建造機械工程師	195	2	-	197
106	Environmental Engineer 環境工程師	365	3	-	368
107	Estate Surveyor* 產業測量師	-	-	-	0
108	Geotechnical Engineer 土力工程師	714	4	-	718
109	Interior Designer 室內設計師	840	-	-	840
110	Land Surveyor 土地測量師	346	6	-	352
111	Landscape Architect 園景規劃師	219	-	-	219
112	Quantity Surveyor 工料測量師	1 855	17	-	1 872

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

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)					
113	Safety Officer 安全主任	505	22	-	527
114	Structural Engineer 結構工程師	1 534	3	-	1 537
115	Town Planner 城市設計師	348	-	-	348
116	Engineering Geologist 工程地質學家	125	1	-	126
117	Quality Control/ Assurance Engineer 品質工程師	236	2	-	238
118	Building Services Engineer 屋宇設備工程師	1 462	23	-	1 485
	Sub-total 分級小計	15 886	126	0	16 012
TECHNICIAN LEVEL 技術員級					
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	3 406	3	-	3 409
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	194	7	-	201
203	Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員	2 575	24	-	2 599
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	4 255	6	-	4 261
205	Construction Plant Technician 建造機械技術員	96	8	-	104

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)					
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	263	8	-	271
207	Estimator 估價員	1 677	-	6	1 683
208	Interior Design Technician 室內設計員	747	-	-	747
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	584	4	5	593
210	Site Agent 地盤總管	658	32	-	690
211	Site Foreman 地盤管工	2 266	391	-	2 657
212	Surveying Technician (Building) 屋宇測量員	707	7	-	714
213	Surveying Technician (Estate)* 產業測量員	-	-	-	0
214	Surveying Technician (Land) 土地測量員	829	20	-	849
215	Surveying Technician (Quantity) 工料測量員	1 850	10	-	1 860
216	Surveying Technician (Town Planning) 城市設計員	201	1	-	202
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	115	6	4	125

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)					
218	Building Services Engineering Technician/ Electrical Engineering Technician/Mechanical Engineering Technician 屋宇設備技術員/ 電機工程技術員/ 機械工程技術員	1 309	11	-	1 320
219	Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	4 696	21	-	4 717
	Sub-total 分級小計	26 428	559	15	27 002
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級					
301	Asphalter (Water Proofing) 瀝青工 (防水)	150	85	150	385
302	Asphalter (Road Construction) 瀝青工 (道路建造)	6	94	-	100
303	Bamboo Scaffolder 竹棚工	275	279	6	560
304	Bar Bender and Fixer 鋼筋屈紮工	840	1 396	1	2 237
305	Bricklayer 砌磚工	143	376	19	538
306	Carpenter (Fender) 木工 (護木)	19	48	-	67
307	Carpenter (Formwork) 木模板工	1 142	1 632	18	2 792
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	81	44	-	125
309	Concretor 混凝土工	483	497	100	1 080

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
310	Construction Plant Mechanic 建造機械技工	91	49	-	140
311	Curtain Wall Installer 幕牆工	78	620	40	738
312	Demolition Worker (Building) 清拆工 (建築物)	236	11	-	247
313	Diver 潛水員	109	3	-	112
314	Drainlayer 地渠工	96	372	3	471
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	174	19	-	193
316	Floor Layer 鋪地板工	182	116	4	302
317	Gas Plumber 煤氣喉工	60	7	-	67
318	General Welder 普通焊接工	428	413	11	852
319	Glazier 玻璃工	171	233	33	437
320	Ground Investigation Operator/Driller/ Borer 岩土勘探工/鑽井工/ 鑽孔工	114	22	8	144
321	Grouting Worker 灌漿工	38	21	8	67
322	Joiner 細木工	2 314	978	132	3 424
323	Leveller 平水工	510	365	1	876
324	Marble Worker 雲石工	413	564	9	986

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
325	Marine Construction Plant Operator 海面建造機械操作工	16	8	-	24
326	Mason 砌石工	37	32	-	69
327	Metal Scaffolder 金屬棚架工	123	149	-	272
328	Metal Worker 金屬工	1 202	893	103	2 198
329	Painter & Decorator 髹漆及裝飾工	2 699	845	390	3 934
330	Piling Operative 打樁工	188	56	-	244
331	Pipelaye 敷喉管工	352	273	6	631
332	Builder's Lift Operator 建築工地升降機操作員	14	7	-	21
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	540	470	-	1 010
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	188	224	-	412
335	Plant and Equipment Operator (Piling) 機械設備操作工(打樁)	51	56	-	107
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工(隧道)	5	-	-	5
337	Plasterer 批盪工	1 265	1 821	216	3 302
338	Plumber 水喉工	987	831	9	1 827

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
339	Rock-Breaking Driller 鑽破工 (風炮工)	8	35	-	43
340	Prestressing Operative 預應力 (拉力) 工	-	32	-	32
341	Rigger/Metal Formwork Erector 索具工 (叻斗) / 金屬模板裝嵌工	554	502	-	1 056
342	Shotcretor 噴射混凝土工	7	19	-	26
343	Shotfirer 爆石工	-	-	-	0
344	Slope Maintenance Worker 斜坡修葺工	6	8	-	14
345	Structural Steel Erector 結構鋼架工	56	159	-	215
346	Structural Steel Welder 結構鋼材焊接工	59	101	-	160
347	Tiler 鋪瓦工	194	267	-	461
348	Trackworker 鋪軌工	15	16	-	31
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	313	303	9	625
350	Window Frame Installer 窗框工	579	320	42	941
351	Tunnel Worker 隧道工	-	-	-	0
352	Asbestos Abatement Worker 清除石棉工	-	-	-	0
353	Hand-dug Caisson Worker 手挖沉箱工	36	4	-	40
354	Paving Block Layer 地磚鋪砌工	51	26	-	77

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	9	20	6	35
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	1	18	-	19
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	51	-	-	51
358	Roller Operator 平地工	-	-	-	0
	Sub-total 分級小計	17 759	15 739	1 324	34 822
GENERAL WORKER LEVEL 普通工人級					
401	Chainman 測量幫工	562	46	-	608
402	Concreting Labourer 混凝土幫工	22	88	-	110
403	Diver's Linesman 潛水員幫工	1	-	-	1
404	Excavator 挖泥工	205	223	5	433
405	Heavy Load Labourer 抬重工	100	40	-	140
406	Labourer 雜工	7 041	4 338	112	11 491
407	Sewerman 渠務工	79	19	-	98
	Sub-total 分級小計	8 010	4 754	117	12 881
	GRAND TOTAL 總計	68 083	21 178	1 456	90 717

Table 2
表二

MANPOWER DISTRIBUTION BY BRANCH
各分類的僱員人數

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級											
101	Architect 建築師	7	3	32	11	-	1 319	35	84	228	1 719
102	Builder/Construction Manager 營造師	171	85	367	173	72	61	151	56	-	1 136
103	Building/Maintenance Surveyor 屋宇／保養測量師	6	7	100	2	2	67	6	46	596	832
104	Civil Engineer 土木工程師	111	193	654	9	81	856	8	256	1 330	3 498
105	Construction Plant Engineer 建造機械工程師	6	14	18	-	7	133	17	2	-	197
106	Environmental Engineer 環境工程師	8	27	9	-	-	211	-	41	72	368

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)											
107	Estate Surveyor 產業測量師	-	-	-	-	-	-	-	-	-	
108	Geotechnical Engineer 土力工程師	5	13	39	-	-	444	-	22	195	718
109	Interior Designer 室內設計師	-	-	5	392	54	360	26	3	-	840
110	Land Surveyor 土地測量師	25	54	53	4	-	45	6	29	136	352
111	Landscape Architect 園景規劃師	-	-	-	-	1	159	-	4	55	219
112	Quantity Surveyor 工料測量師	220	107	350	199	91	571	142	53	139	1 872
113	Safety Officer 安全主任	191	120	68	50	6	43	16	29	4	527
114	Structural Engineer 結構工程師	79	11	41	14	41	893	-	68	390	1 537
115	Town Planner 城市設計師	4	-	-	-	-	96	-	5	243	348
116	Engineering Geologist 工程地質學家	1	4	6	-	-	87	-	-	28	126

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)											
117	Quality Control/ Assurance Engineer 品質工程師	59	25	49	5	5	73	12	10	-	238
118	Building Services Engineer 屋宇設備工程師	146	29	115	37	46	659	97	195	161	1 485
	Sub-total 分級小計	1 039	692	1 906	896	406	6 077	516	903	3 577	16 012
TECHNICIAN LEVEL 技術員級											
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	24	17	203	286	192	1 869	23	68	727	3 409
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	73	46	37	9	10	3	-	20	3	201
203	Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員	89	97	189	9	16	1 012	-	237	950	2 599

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)											
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	86	36	64	118	167	559	115	119	2 997	4 261
205	Construction Plant Technician 建造機械技術員	53	10	6	-	6	-	-	29	-	104
206	Construction Purchaser/Storekeeper 建造物料採購員/ 倉庫管理員	77	17	72	10	68	6	19	2	-	271
207	Estimator 估價員	2	-	607	473	307	269	22	3	-	1 683
208	Interior Design Technician 室內設計員	4	-	-	503	20	211	1	8	-	747
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	8	17	-	-	-	424	-	34	110	593
210	Site Agent 地盤總管	217	138	129	110	58	1	4	33	-	690
211	Site Foreman 地盤管工	1 315	479	221	319	292	5	24	2	-	2 657

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)											
212	Surveying Technician (Building) 屋宇測量員	11	19	-	9	-	168	-	15	492	714
213	Surveying Technician (Estate) 產業測量員	-	-	-	-	-	-	-	-	-	-
214	Surveying Technician (Land) 土地測量員	75	110	10	-	-	116	2	15	521	849
215	Surveying Technician (Quantity) 工料測量員	78	44	219	143	448	472	9	38	409	1 860
216	Surveying Technician (Town Planning) 城市設計員	-	2	-	-	-	20	2	-	178	202
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	26	14	33	9	8	30	-	5	-	125

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
303	Bamboo Scaffolder 竹棚工	331	38	-	-	190	-	-	-	1	560
304	Bar Bender and Fixer 鋼筋屈紮工	1 780	403	4	-	50	-	-	-	-	2 237
305	Bricklayer 砌磚工	468	8	-	59	-	-	-	2	1	538
306	Carpenter (Fender) 木工 (護木)	30	37	-	-	-	-	-	-	-	67
307	Carpenter (Formwork) 木模板工	1 973	698	17	100	-	-	-	1	3	2 792
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	44	6	-	-	75	-	-	-	-	125
309	Concretor 混凝土工	649	198	204	-	25	-	-	-	4	1 080
310	Construction Plant Mechanic 建造機械技工	91	44	-	-	-	3	-	2	-	140
311	Curtain Wall Installer 幕牆工	717	-	-	-	21	-	-	-	-	738

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
312	Demolition Worker (Building) 清拆工 (建築物)	20	1	66	100	60	-	-	-	-	247
313	Diver 潛水員	-	7	105	-	-	-	-	-	-	112
314	Drainlayer 地渠工	390	79	-	-	-	-	-	2	-	471
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	91	49	-	-	-	-	-	49	4	193
316	Floor Layer 鋪地板工	202	-	-	-	100	-	-	-	-	302
317	Gas Plumber 煤氣喉工	14	-	-	-	-	-	-	53	-	67
318	General Welder 普通焊接工	427	300	1	102	21	-	-	1	-	852
319	Glazier 玻璃工	266	20	-	100	50	-	-	1	-	437
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/ 鑽井工/鑽孔工	56	58	30	-	-	-	-	-	-	144

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
337	Plasterer 批盪工	2 129	210	-	586	360	-	-	13	4	3 302
338	Plumber 水喉工	952	47	-	91	679	-	-	55	3	1 827
339	Rock-Breaking Driller 鑽破工 (風炮工)	15	27	-	-	-	-	-	-	1	43
340	Prestressing Operative 預應力 (拉力) 工	32	-	-	-	-	-	-	-	-	32
341	Rigger/Metal Formwork Erector 索具工 (叻嘍) / 金屬模板裝嵌工	643	413	-	-	-	-	-	-	-	1 056
342	Shotcretor 噴射混凝土工	7	19	-	-	-	-	-	-	-	26
343	Shotfirer 爆石工	-	-	-	-	-	-	-	-	-	-
344	Slope Maintenance Worker 斜坡修葺工	6	2	-	-	-	-	-	6	-	14
345	Structural Steel Erector 結構鋼架工	147	18	50	-	-	-	-	-	-	215

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
346	Structural Steel Welder 結構鋼材焊接工	92	68	-	-	-	-	-	-	160	
347	Tiler 鋪瓦工	347	5	-	54	50	-	-	5	461	
348	Trackworker 鋪軌工	15	16	-	-	-	-	-	-	31	
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	95	465	1	-	60	1	-	-	3	625
350	Window Frame Installer 窗框工	533	10	-	50	348	-	-	-	-	941
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	40	-	-	-	-	-	-	-	-	40
354	Paving Block Layer 地磚鋪砌工	16	11	-	-	50	-	-	-	-	77

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修保養 工程承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
GENERAL WORKER LEVEL (Continued) 普通工人級 (續)											
404	Excavator 挖泥工	211	178	12	-	25	-	-	-	7	433
405	Heavy Load Labourer 抬重工	19	25	-	-	92	-	-	4	-	140
406	Labourer 雜工	5 229	4 151	390	425	300	6	-	117	873	11 491
407	Sewerman 渠務工	15	13	-	-	-	-	-	1	69	98
	Sub-total 分級小計	5 571	4 532	405	425	417	14	0	131	1 386	12 881
	GRAND TOTAL 總計	27 953	11 100	5 185	11 965	7 677	11 482	772	2 481	12 102	90 717

Table 3
表三

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

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士/技師級										
101	Architect 建築師	-	-	-	-	27	347	862	287	196
102	Builder/ Construction Manager 營造師	-	-	-	-	178	229	448	178	103
103	Building/ Maintenance Surveyor 屋宇/保養 測量師	-	-	-	1	15	42	591	78	105
104	Civil Engineer 土木工程師	-	-	1	9	496	268	697	1 670	357
105	Construction Plant Engineer 建造機械工程師	-	-	-	-	162	12	10	2	11
106	Environmental Engineer 環境工程師	-	-	-	-	13	107	156	16	76
107	Estate Surveyor 產業測量師	-	-	-	-	-	-	-	-	-
108	Geotechnical Engineer 土力工程師	-	-	-	-	52	129	120	194	223
109	Interior Designer 室內設計師	-	-	-	4	319	261	133	52	71
110	Land Surveyor 土地測量師	-	-	-	-	58	59	47	152	36
111	Landscape Architect 園景規劃師	-	-	-	-	-	119	39	30	31
112	Quantity Surveyor 工料測量師	-	-	-	6	334	551	638	183	160
113	Safety Officer 安全主任	-	-	1	3	136	192	81	15	99
114	Structural Engineer 結構工程師	-	-	-	-	213	177	371	309	467
115	Town Planner 城市設計師	-	-	-	-	10	60	34	222	22
116	Engineering Geologist 工程地質學家	-	-	-	4	31	2	49	30	10

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)										
117	Quality Control/ Assurance Engineer 品質工程師	-	-	-	-	48	79	46	9	56
118	Building Services Engineer 屋宇設備工程師	-	-	-	-	264	321	543	111	246
	Sub-total 分級小計	0	0	2	27	2 356	2 955	4 865	3 538	2 269
TECHNICIAN LEVEL 技術員級										
201	Architectural Technician/ Draughtsman 建築技術員/ 繪圖員	-	34	507	919	1 051	414	134	-	350
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	-	1	40	52	24	67	-	-	17
203	Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員	1	19	610	902	525	396	109	3	34
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	-	-	657	216	540	2 021	503	-	324
205	Construction Plant Technician 建造機械技術員	-	-	6	21	43	28	-	-	6
206	Construction Purchaser/ Storekeeper 建造物料採購員 /倉庫管理員	-	6	33	163	31	6	-	-	32
207	Estimator 估價員	-	-	41	433	774	172	111	5	147
208	Interior Design Technician 室內設計員	-	7	67	466	106	64	-	-	37
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	-	-	225	54	179	132	-	-	3
210	Site Agent 地盤總管	-	-	-	124	146	202	107	-	111
211	Site Foreman 地盤管工	-	1	288	925	892	52	-	-	499

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
TECHNICIAN LEVEL (Continued) 技術員級 (續)										
212	Surveying Technician (Building) 屋宇測量員	-	-	62	613	28	5	-	-	6
213	Surveying Technician (Estate) 產業測量員	-	-	-	-	-	-	-	-	-
214	Surveying Technician (Land) 土地測量員	-	-	47	138	111	505	-	-	48
215	Surveying Technician (Quantity) 工料測量員	-	1	891	350	351	118	131	-	18
216	Surveying Technician (Town Planning) 城市設計員	-	-	10	23	168	1	-	-	-
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	-	-	27	26	53	12	-	-	7
218	Building Services Engineering Technician/ Electrical Engineering Technician/ Mechanical Engineering Technician 屋宇設備技術員 ／電機工程技術 員／機械工程技 術員	-	1	348	393	292	86	154	-	46
219	Building Services and Engineering Supervisor 屋宇設備技術 及工程監督	50	-	705	1 879	1 509	201	7	-	366
	Sub-total 分級小計	51	70	4 564	7 697	6 823	4 482	1 256	8	2 051
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級										
301	Asphalter (Water Proofing) 瀝青工 (防水)	-	-	228	136	-	-	-	-	21
302	Asphalter (Road Construction) 瀝青工 (道路 建造)	-	-	-	23	-	-	-	-	77
303	Bamboo Scaffolder 竹棚工	-	-	131	225	78	6	-	-	120

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
304	Bar Bender and Fixer 鋼筋屈紮工	-	-	514	857	370	48	-	-	448
305	Bricklayer 砌磚工	-	-	69	332	30	13	-	-	94
306	Carpenter (Fender) 木工 (護木)	-	-	5	37	-	-	-	-	25
307	Carpenter (Formwork) 木模板工	-	-	641	1 233	411	16	-	-	491
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	-	-	88	-	-	-	-	-	37
309	Concretor 混凝土工	-	25	425	429	53	5	-	-	143
310	Construction Plant Mechanic 建造機械技工	-	-	25	74	24	-	-	-	17
311	Curtain Wall Installer 幕牆工	-	-	58	197	246	43	-	-	194
312	Demolition Worker (Building) 清拆工 (建築物)	66	-	12	63	100	-	-	-	6
313	Diver 潛水員	-	-	-	-	105	4	3	-	-
314	Drainlayer 地渠工	-	-	67	281	50	8	-	-	65
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	-	-	70	78	35	1	-	-	9
316	Floor Layer 鋪地板工	-	50	25	188	-	5	-	-	34
317	Gas Plumber 煤氣喉工	-	53	3	9	2	-	-	-	-
318	General Welder 普通焊接工	-	5	90	562	62	10	-	-	123
319	Glazier 玻璃工	-	-	172	170	30	8	-	-	57
320	Ground Investigation Operator/Driller/ Borer 岩土勘探工/ 鑽井工/鑽孔工	-	-	63	39	21	-	-	-	21
321	Grouting Worker 灌漿工	-	-	28	25	-	-	-	-	14

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
322	Joiner 細木工	-	21	1 091	1 323	223	18	-	-	748
323	Leveller 平水工	-	7	231	296	84	3	-	-	255
324	Marble Worker 雲石工	-	-	244	321	61	11	-	-	349
325	Marine Construction Plant Operator 海面建造機械 操作工	-	-	1	15	-	8	-	-	-
326	Mason 砌石工	-	-	12	31	3	-	-	-	23
327	Metal Scaffolder 金屬棚架工	-	-	46	202	6	-	-	-	18
328	Metal Worker 金屬工	-	154	558	915	119	7	-	-	445
329	Painter & Decorator 髹漆及裝飾工	25	88	1 543	1 900	30	29	-	-	319
330	Piling Operative 打樁工	-	-	45	74	1	-	-	-	124
331	Pipelaye 敷喉管工	-	-	371	172	7	8	-	-	73
332	Builder's Lift Operator 建築工地升降機 操作員	-	-	15	-	6	-	-	-	-
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機 械)	-	-	238	450	106	-	-	-	216
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	-	-	144	133	55	-	-	-	80
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	-	-	27	55	1	-	-	-	24
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	-	-	-	5	-	-	-	-	-

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
337	Plasterer 批盪工	-	73	1 104	890	236	14	-	-	985
338	Plumber 水喉工	-	35	354	1 128	67	10	-	-	233
339	Rock-Breaking Driller 鑽破工 (風炮工)	-	-	5	18	6	-	-	-	14
340	Prestressing Operative 預應力 (拉力) 工	-	-	-	32	-	-	-	-	-
341	Rigger/Metal Formwork Erector 索具工 (叻斗) / 金屬模板裝嵌工	-	-	79	755	100	-	-	-	122
342	Shotcretor 噴射混凝土工	-	-	11	12	-	-	-	-	3
343	Shotfirer 爆石工	-	-	-	-	-	-	-	-	-
344	Slope Maintenance Worker 斜坡修葺工	-	-	14	-	-	-	-	-	-
345	Structural Steel Erector 結構鋼架工	-	-	53	143	-	-	-	-	19
346	Structural Steel Welder 結構鋼材焊接工	-	-	53	68	3	-	-	-	36
347	Tiler 鋪瓦工	-	-	36	256	4	-	-	-	165
348	Trackworker 鋪軌工	-	-	15	-	-	-	-	-	16
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	-	4	259	158	24	-	-	-	180
350	Window Frame Installer 窗框工	-	-	355	300	1	-	-	-	285
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	-	-	4	-	-	-	-	-	36
354	Paving Block Layer 地磚鋪砌工	-	-	3	74	-	-	-	-	-

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	-	-	-	13	-	6	-	-	16
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	-	-	-	2	-	-	-	-	17
357	Demolition Worker (Unauthorized Building Work) 清拆工(僭建物)	-	-	51	-	-	-	-	-	-
358	Roller Operator 平地工	-	-	-	-	-	-	-	-	-
	Sub-total 分級小計	91	515	9 676	14 699	2 760	281	3	0	6 797
GENERAL WORKER LEVEL 普通工人級										
401	Chainman 測量幫工	5	62	491	22	-	-	-	-	28
402	Concreting Labourer 混凝土幫工	-	13	50	21	-	-	-	-	26
403	Diver's Linesman 潛水員幫工	-	-	-	1	-	-	-	-	-
404	Excavator 挖泥工	-	48	160	90	12	-	-	-	123
405	Heavy Load Labourer 抬重工	-	92	17	11	-	-	-	-	20
406	Labourer 雜工	202	4 750	3 281	648	-	-	-	-	2 610
407	Sewerman 渠務工	-	7	87	-	-	-	-	-	4
	Sub-total 分級小計	207	4 972	4 086	793	12	0	0	0	2 811
	GRAND TOTAL 總計	349	5 557	18 328	23 216	11 951	7 718	6 124	3 546	13 928

Table 4
表 四

NUMBER EMPLOYED AND NUMBER OF VACANCIES AT DATE OF SURVEY
調查期間僱員人數與空缺額

	Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級				
101	Architect 建築師	1 719	65	23
102	Builder/Construction Manager 營造師	1 136	-	9
103	Building/Maintenance Surveyor 屋宇／保養測量師	832	88	10
104	Civil Engineer 土木工程師	3 498	58	28
105	Construction Plant Engineer 建造機械工程師	197	2	4
106	Environmental Engineer 環境工程師	368	12	-
107	Estate Surveyor* 產業測量師	-	-	-
108	Geotechnical Engineer 土力工程師	718	40	15
109	Interior Designer 室內設計師	840	-	11
110	Land Surveyor 土地測量師	352	9	5
111	Landscape Architect 園景規劃師	219	9	4
112	Quantity Surveyor 工料測量師	1 872	37	8
113	Safety Officer 安全主任	527	-	-
114	Structural Engineer 結構工程師	1 537	71	7

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

	Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued)		專業人士/技師級 (續)		
115	Town Planner 城市設計師	348	29	20
116	Engineering Geologist 工程地質學家	126	6	-
117	Quality Control/ Assurance Engineer 品質工程師	238	1	3
118	Building Services Engineer 屋宇設備工程師	1 485	8	14
	Sub-total 分級小計	16 012	435	161
TECHNICIAN LEVEL 技術員級				
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	3 409	15	73
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	201	-	-
203	Civil/Structural/ Geotechnical Engineering Technician 土木/結構/土力工程 技術員	2 599	42	19
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	4 261	-	112
205	Construction Plant Technician 建造機械技術員	104	-	-
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	271	-	-
207	Estimator 估價員	1 683	-	2
208	Interior Design Technician 室內設計員	747	23	11

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額
TECHNICIAN LEVEL (Continued) 技術員級 (續)			
209 Laboratory Technician (Construction Materials/ Soils) 建築材料試驗員	593	9	10
210 Site Agent 地盤總管	690	2	-
211 Site Foreman 地盤管工	2 657	16	-
212 Surveying Technician (Building) 屋宇測量員	714	-	6
213 Surveying Technician (Estate)* 產業測量員	-	-	-
214 Surveying Technician (Land) 土地測量員	849	3	14
215 Surveying Technician (Quantity) 工料測量員	1 860	5	3
216 Surveying Technician (Town Planning) 城市設計員	202	1	1
217 Quality Control/ Assurance Technician 品質控制/保證技術員	125	-	-
218 Building Services Engineering Technician/ Electrical Engineering Technician/Mechanical Engineering Technician 屋宇設備技術員/ 電機工程技術員/ 機械工程技術員	1 320	29	21
219 Building Services and Engineering Supervisor 屋宇設備技術及工程監督	4 717	-	-
Sub-total 分級小計	27 002	145	272

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額	
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級				
301	Asphalter (Water Proofing) 瀝青工(防水)	385	-	-
302	Asphalter (Road Construction) 瀝青工(道路建造)	100	-	-
303	Bamboo Scaffolder 竹棚工	560	-	-
304	Bar Bender and Fixer 鋼筋屈紮工	2 237	-	-
305	Bricklayer 砌磚工	538	-	-
306	Carpenter (Fender) 木工(護木)	67	-	-
307	Carpenter (Formwork) 木模板工	2 792	-	-
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	125	-	-
309	Concretor 混凝土工	1 080	-	-
310	Construction Plant Mechanic 建造機械技工	140	1	-
311	Curtain Wall Installer 幕牆工	738	-	-
312	Demolition Worker Installer 清拆工(建築物)	247	-	-
313	Diver 潛水員	112	-	-
314	Drainlayer 地渠工	471	-	-
315	Electrician (Main Contractor's) 電氣技工(承建商所僱用)	193	-	-
316	Floor Layer 鋪地板工	302	-	-
317	Gas Plumber 煤氣喉工	67	-	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)			
318	General Welder 普通焊接工	852	-
319	Glazier 玻璃工	437	-
320	Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／ 鑽孔工	144	-
321	Grouting Worker 灌漿工	67	-
322	Joiner 細木工	3 424	3
323	Leveller 平水工	876	1
324	Marble Worker 雲石工	986	-
325	Marine Construction Plant Operator 海面建造機械操作工	24	-
326	Mason 砌石工	69	-
327	Metal Scaffolder 金屬棚架工	272	-
328	Metal Worker 金屬工	2 198	-
329	Painter & Decorator 髹漆及裝飾工	3 934	-
330	Piling Operative 打樁工	244	1
331	Pipelayer 敷喉管工	631	-
332	Builder's Lift Operator 建築工地升降機 操作員	21	-
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	1 010	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)			
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	412	-
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	107	-
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	5	-
337	Plasterer 批盪工	3 302	-
338	Plumber 水喉工	1 827	-
339	Rock-Breaking Driller 鑽破工 (風炮工)	43	-
340	Prestressing Operative 預應力 (拉力) 工	32	-
341	Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	1 056	-
342	Shotcretor 噴射混凝土工	26	-
343	Shotfirer 爆石工	-	-
344	Slope Maintenance Worker 斜坡修葺工	14	-
345	Structural Steel Erector 結構鋼架工	215	-
346	Structural Steel Welder 結構鋼材焊接工	160	-
347	Tiler 鋪瓦工	461	-
348	Trackworker 鋪軌工	31	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	625	-
350	Window Frame Installer 窗框工	941	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Trainees at Date of Survey 調查期間 受訓者人數	Number of Vacancies at Date of Survey 調查期間 空缺額
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)			
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	40	-	-
354 Paving Block Layer 地磚鋪砌工	77	-	-
355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	35	-	-
356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	19	-	-
357 Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	51	-	-
358 Roller Operator 平地工	-	-	-
Sub-total 分級小計	34 822	6	34
GENERAL WORKER LEVEL 普通工人級			
401 Chainman 測量幫工	608	-	7
402 Concreting Labourer 混凝土幫工	110	1	-
403 Diver's Linesman 潛水員幫工	1	-	-
404 Excavator 挖泥工	433	-	-
405 Heavy Load Labourer 抬重工	140	-	6
406 Labourer 雜工	11 491	-	18
407 Sewerman 渠務工	98	-	-
Sub-total 分級小計	12 881	1	31
GRAND TOTAL 總 計	90 717	587	498

Table 5
表五

MANPOWER DISTRIBUTION BY 9 BRANCHES AND 4 SKILLS LEVEL
各分類不同技能等級的人力分布情況

Branch 分類		Job Level 技能等級				Total 總數
		Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled & Semi-Skilled Worker 技工及 半熟練技工	General Worker 普通工人	
Br. 1 分類一	Bldg Sites 已動工的建築地盤	1 039	2 357	18 986	5 571	27 953
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	692	1 081	4 795	4 532	11 100
Br. 3 分類三	New Cons Contr 新建造工程承建商	1 906	2 286	588	405	5 185
Br. 4 分類四	Décor Rep Mtn Contr 裝修保養 工程承建商	896	5 162	5 482	425	11 965
Br. 5 分類五	Spec Trade Contr 特種工程承建商	406	2 580	4 274	417	7 677
Br. 6 分類六	Arch, Eng, Surv Serv 建築、測量 及工程服務公司	6 077	5 387	4	14	11 482
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	516	256	-	-	772
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	903	1 141	306	131	2 481
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	3 577	6 752	387	1 386	12 102
TOTAL 總數		16 012	27 002	34 822	12 881	90 717

Table 6
表六

NUMBER OF ESTABLISHMENTS BY BRANCH
各分類的機構數目

Branch 分類		Stratum 階層	Number of Establishments 機構數目
Br. 1 分類一	Bldg Sites 已動工的建築地盤	1 - 4	54
		5 - 9	40
		10 - 19	57
		20 - 49	75
		50 - 99	59
		Over 100 以上	85
		Total 總數	370
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	1 - 4	26
		5 - 9	30
		10 - 19	39
		20 - 49	66
		50 - 99	34
		Over 100 以上	30
		Total 總數	225
Br. 3 分類三	New Cons Contr 新建造工程承建商	1 - 4	1 077
		5 - 9	187
		10 - 19	128
		20 - 49	74
		50 - 99	12
		Over 100 以上	6
		Total 總數	1 484
Br. 4 分類四	Décor Rep Mtn Contr 裝修保養工程承建商	1 - 4	4 871
		5 - 9	600
		10 - 19	107
		20 - 49	39
		50 - 99	11
		Over 100 以上	-
		Total 總數	5 628

Branch 分類		Stratum 階層	Number of Establishments 機構數目
Br. 5 分類五	Spec Trade Contr 特種工程承建商	1 - 4	2 779
		5 - 9	382
		10 - 19	138
		20 - 49	47
		50 - 99	7
		Over 100 以上	1
		Total 總數	3 354
Br. 6 分類六	Arch, Eng. Surv Serv 建築、測量 及工程服務公司	1 - 4	653
		5 - 9	259
		10 - 19	93
		20 - 49	50
		50 - 99	42
		Over 100 以上	34
		Total 總數	1 131
Br. 7 分類七	Major Est Devlprs 主要私人地產發展商	1 - 4	-
		5 - 9	-
		10 - 19	-
		20 - 49	9
		50 - 99	5
		Over 100 以上	13
		Total 總數	27
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	1 - 4	-
		5 - 9	-
		10 - 19	-
		20 - 49	11
		50 - 99	9
		Over 100 以上	11
		Total 總數	31
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	1 - 4	-
		5 - 9	-
		10 - 19	-
		20 - 49	-
		50 - 99	-
		Over 100 以上	13
		Total 總數	13

Branch 分類		Stratum 階層	Number of Establishments 機構數目
	TOTAL 總數	1 - 4	9 460
		5 - 9	1 498
		10 - 19	562
		20 - 49	371
		50 - 99	179
		Over 100 以上	193
		Total 總數	12 263

Table 7
表七

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

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

Branch 分類	Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 1 分類一 Bldg Sites 已動工的建築地盤	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 2 分類二 Civ Eng Sites 已動工的土木工程 及其他地盤	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 3 分類三 New Cons Contr 新建造工程承建商	Professional/Technologist 專業人士/技師	46	162	7
	Technician 新建造工程承建商	13	88	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	40	-
	Total 總數	59	290	7
Br. 4 分類四 Décor Rep Mtn Contr 裝修保養 工程承建商	Professional/Technologist 專業人士/技師	55	64	-
	Technician 新建造工程承建商	77	69	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	1 022	-
	Total 總數	132	1 155	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 5 分類五	Spec Trade Contr 特種工程承建商	Professional/Technologist 專業人士／技師	6	6	-
		Technician 新建造工程承建商	13	6	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	60	-
		Total 總數	19	72	0
Br. 6 分類六	Arch, Eng. Surv Serv 建築、測量 及工程服務公司	Professional/Technologist 專業人士／技師	167	13	11
		Technician 新建造工程承建商	11	5	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	178	18	11
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	Professional/Technologist 專業人士／技師	3	2	-
		Technician 新建造工程承建商	-	17	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	3	19	0
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	Professional/Technologist 專業人士／技師	2	-	-
		Technician 新建造工程承建商	3	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	5	0	0
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
	TOTAL 總數	Professional/Technologist 專業人士／技師	279	247	18
		Technician 新建造工程承建商	117	185	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	1 122	-
		Total 總數	396	1 554	18

Table 8
表八

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

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

Branch 分類	Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 1 分類一 Bldg Sites 已動工的建築地盤	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 2 分類二 Civ Eng Sites 已動工的土木工程 及其他地盤	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 3 分類三 New Cons Contr 新建造工程承建商	Professional/Technologist 專業人士/技師	58	1	-
	Technician 新建造工程承建商	92	60	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	35	43	-
	Total 總數	185	104	0
Br. 4 分類四 Décor Rep Mtn Contr 裝修保養 工程承建商	Professional/Technologist 專業人士/技師	198	20	-
	Technician 新建造工程承建商	216	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	144	-	-
	Total 總數	558	20	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 5 分類五	Spec Trade Contr 特種工程承建商	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	30	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	30	0
Br. 6 分類六	Arch, Eng. Surv Serv 建築、測量 及工程服務公司	Professional/Technologist 專業人士／技師	12	2	-
		Technician 新建造工程承建商	18	28	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	30	30	0
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
	TOTAL 總數	Professional/Technologist 專業人士／技師	268	23	-
		Technician 新建造工程承建商	326	118	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	179	43	-
		Total 總數	773	184	0

Table 9
表九

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

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

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 1 分類一	Bldg Sites 已動工的建築地盤	Professional/Technologist 專業人士/技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	Professional/Technologist 專業人士/技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 3 分類三	New Cons Contr 新建造工程承建商	Professional/Technologist 專業人士/技師	5	-	1
		Technician 新建造工程承建商	-	9	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	5	9	1
Br. 4 分類四	Décor Rep Mtn Contr 裝修保養 工程承建商	Professional/Technologist 專業人士/技師	18	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	18	0	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 5 分類五	Spec Trade Contr 特種工程承建商	Professional/Technologist 專業人士／技師	-	6	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	6	0
Br. 6 分類六	Arch, Eng. Surv Serv 建築、測量 及工程服務公司	Professional/Technologist 專業人士／技師	9	2	-
		Technician 新建造工程承建商	3	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	12	2	0
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	Professional/Technologist 專業人士／技師	14	2	-
		Technician 新建造工程承建商	4	8	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	18	10	0
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
	TOTAL 總數	Professional/Technologist 專業人士／技師	46	10	1
		Technician 新建造工程承建商	7	17	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	53	27	1

Table 10
表十

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

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

Branch 分類	Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 1 分類一 Bldg Sites 已動工的建築地盤	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 2 分類二 Civ Eng Sites 已動工的土木工程 及其他地盤	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 3 分類三 New Cons Contr 新建造工程承建商	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0
Br. 4 分類四 Décor Rep Mtn Contr 裝修保養 工程承建商	Professional/Technologist 專業人士/技師	-	-	-
	Technician 新建造工程承建商	-	-	-
	Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
	Total 總數	0	0	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
Br. 5 分類五	Spec Trade Contr 特種工程承建商	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 6 分類六	Arch, Eng. Surv Serv 建築、測量 及工程服務公司	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0

Branch 分類		Job Level 技能等級	China 中國	Macau 澳門	Others 其他
	TOTAL 總數	Professional/Technologist 專業人士／技師	-	-	-
		Technician 新建造工程承建商	-	-	-
		Skilled & Semi-Skilled Worker 技工及半熟練技工	-	-	-
		Total 總數	0	0	0

SECONDARY STATISTICS
輔助統計資料

- I. Important Events Affecting the Property Market in the Last Decade
過去 10 年影響物業市場的大事

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

- III. Supply/Demand of Private Residential Units
私人住宅供求情況

- IV. Property Transactions 1997 to 2007
1997 至 2007 年的物業轉售情況

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

- VI. Hong Kong Residents Working in Macao
在澳門工作的香港居民

- VII. Hong Kong Residents Working in Mainland China
在中國大陸工作的香港居民

- VIII. Extract from the Chief Executive's Policy Address
施政報告摘錄

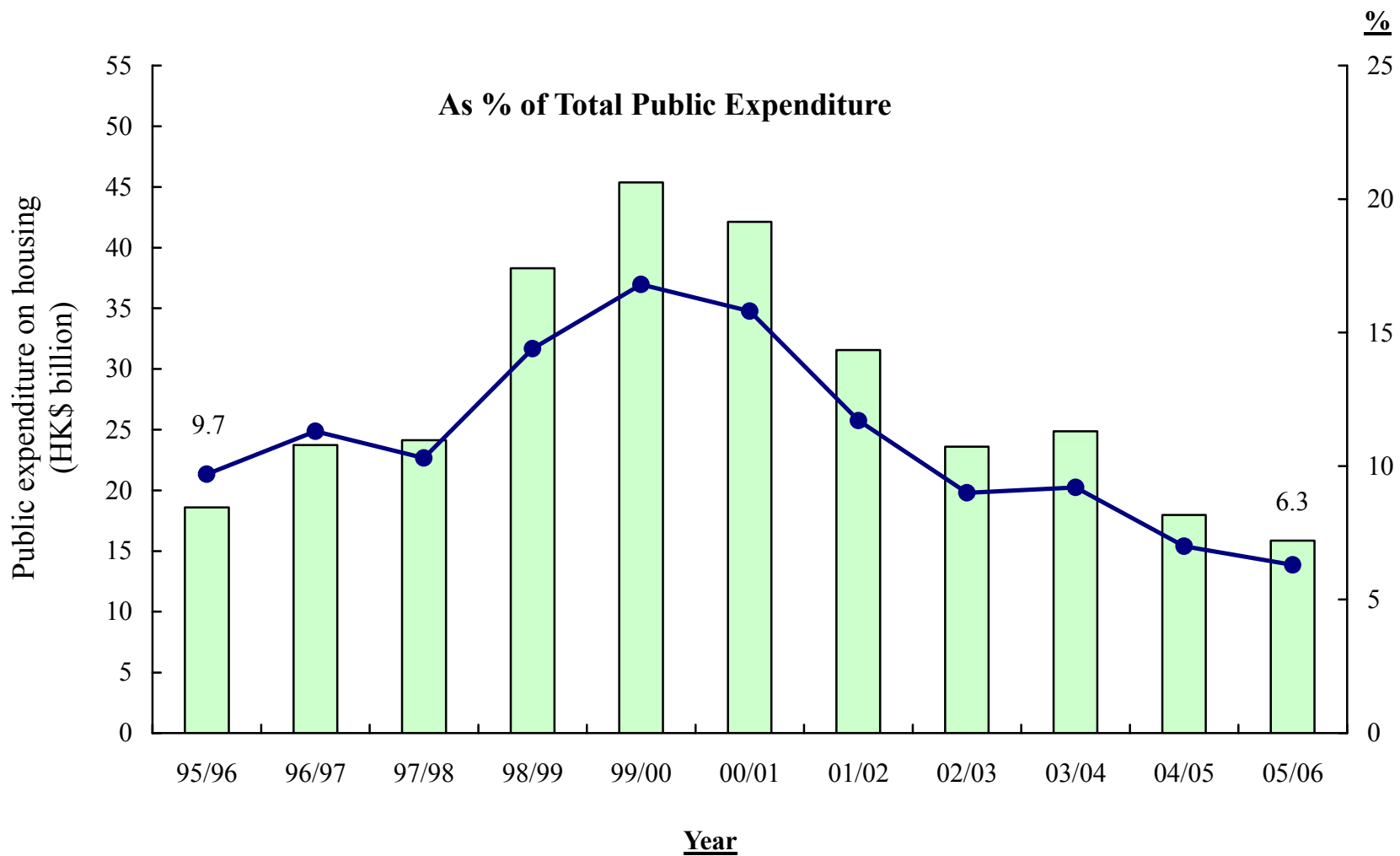
I. Important Events Affecting the Property Market in the Last Decade

(Mid 1994)	Announcement of measures to control property speculation)
October 1997	Government announced to produce 85000 housing units per year Financial Crisis
December 1997	Introduction of the Home Purchase Loan Scheme (HPLS) and the Home Starter Loan Scheme (HSLs)
February/March 1998	Introduction of tax exemption for mortgage payment
May 1998	Abolition of measures to control property speculation
June 1998	Temporary suspension of land auction and tender Increase the quota for the HPLS and the HSLs
August 1998	Relaxation of requirements to tenants of public housing for the HSLs
February 1999	Implementation of the 85% mortgage insurance plan
April 1999	Resumption of land sale
November 1999	China's WTO accession Decision taken to build Disneyland
April 2000	Burst of the dot.com bubble Disappointing results of Land sale
July 2000	Temporary suspension of sales of public housing flats
February 2001	Relaxation on measures to control property speculation
September- October 2001	suspension of sales of public housing for 10 months 100% second mortgage for negative equity 9-11 Terrorist attack in USA
February 2002	Resumption of sales of public housing flats
September 2002	Introduction of the Home Assistance Loan Scheme (HALS) to replace the HPLS and the HSLs
November 2002	Government's introduction of 'nine Housing Policy Measures'
April 2003	SARS outbreak
June- July 2003	Signing of the Closer Economic Partnership Agreement (CEPA) Implementation of the Individual Visitor Scheme
October-November 2003	Implementation of the Capital Investment Entrant Scheme Suspension of production/sale of public subsidised flats
May 2004	Satisfactory first land sale after 2002
June 2005	Government's relaxation of the requirements of the Application List System to resume land sale
July-August 2005	Relaxation of the Restrictions on public housing tenancy Upper limit of mortgage set to be 95%
March 2006	The prime rate after several increases had reached 8.25%
November 2006	Lowering of interest rates by some local banks
December 2006	Land sale for a peak site reached record high price of \$42000/SF
February 2007	The government has lowered the stamp duty to \$100 for properties valued at \$1m to \$2m
May 2007	The US Federal Reserve Bureau had decided not to change the interest rate for the seventh time

I. 過去 10 年影響物業市場的大事

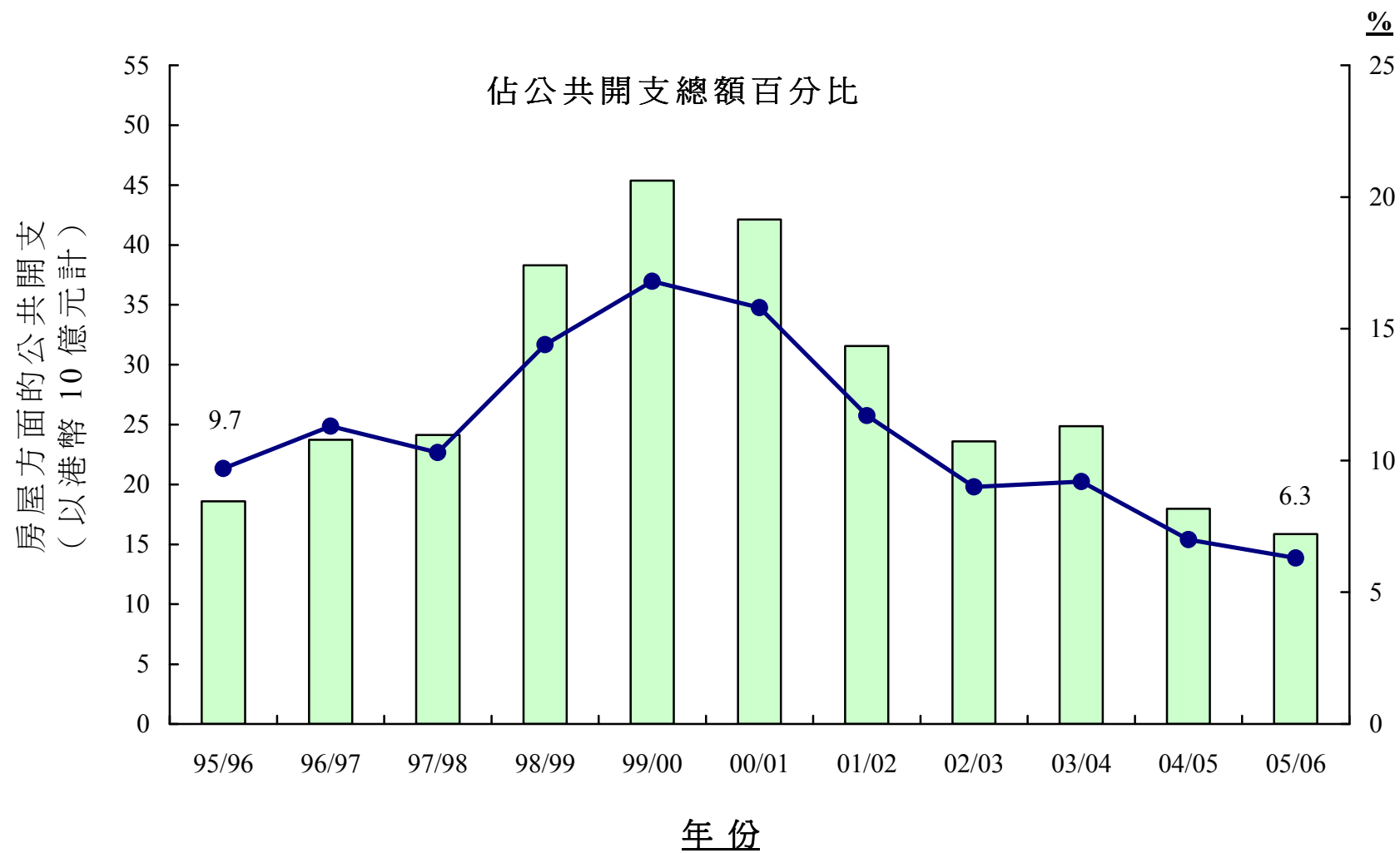
(1994 年中旬)	宣布調控物業投機措施
1997 年 10 月	政府宣布每年推出 85 000 個住屋單位 金融風暴
1997 年 12 月	推出自置居所貸款計劃(HPLS)及首次置業貸款計劃(HSLS)
1998 年 2/3 月	供樓免稅優惠
1998 年 5 月	停止遏抑物業投機買賣措施
1998 年 6 月	暫停賣地和招標 增加自置居所貸款計劃及首次置業貸款計劃名額
1998 年 8 月	放寬公屋租戶申請首次置業貸款條件
1999 年 2 月	推出八成半按揭保險計劃
1999 年 4 月	恢復賣地
1999 年 11 月	中國加入世界貿易組織 決定興建迪士尼樂園
2000 年 4 月	科網股泡沫爆破 賣地成績不理想
2000 年 7 月	暫停出售公屋單位
2001 年 2 月	放寬遏抑物業投機買賣措施
2001 年 9 至 10 月	暫停出售公屋單位 10 個月 為負資產人士提供 100%二按 美國發生 911 恐怖襲擊
2002 年 2 月	恢復出售公屋單位
2002 年 9 月	推出置業資助貸款計劃，取代自置居所貸款計劃及首次置業貸款計劃
2002 年 11 月	政府推出九項房屋政策措施
2003 年 4 月	嚴重急性呼吸系統綜合症（沙士）爆發
2003 年 6 至 7 月	簽訂更緊密經貿關係安排 落實「自遊行」計劃
2003 年 10 至 11 月	落實資本投資者入境計劃 暫停興建／發售居者有其屋計劃
2004 年 5 月	自 2002 年以來首次賣地，成績理想
2005 年 6 月	政府放寬申請售賣土地表（勾地表）要求，恢復賣地
2005 年 7 至 8 月	放寬公屋租賃限制 按揭上限放寬至 95%
2006 年 3 月	最優惠利率增加數次後達 8.25%
2006 年 11 月	部分本地銀行減息
2006 年 12 月	一幅山頂地皮售價高達每平方呎 42 000 元，刷新紀錄
2007 年 2 月	政府將價值港幣 100 萬至 200 萬元物業的印花稅調低至 100 元
2007 年 5 月	美國聯邦儲備局第七次決定維持利率不變

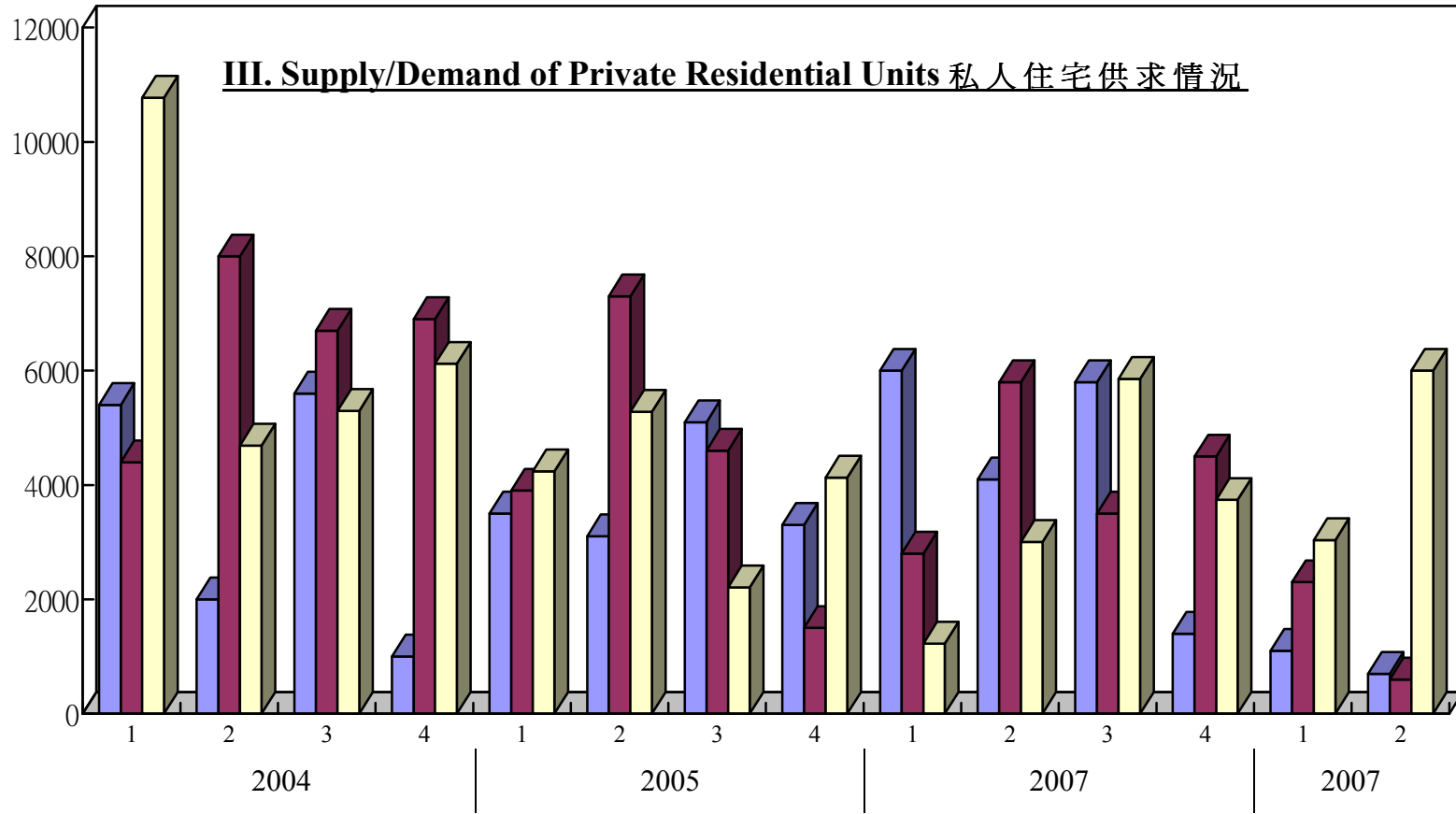
II. Public Expenditure on Housing



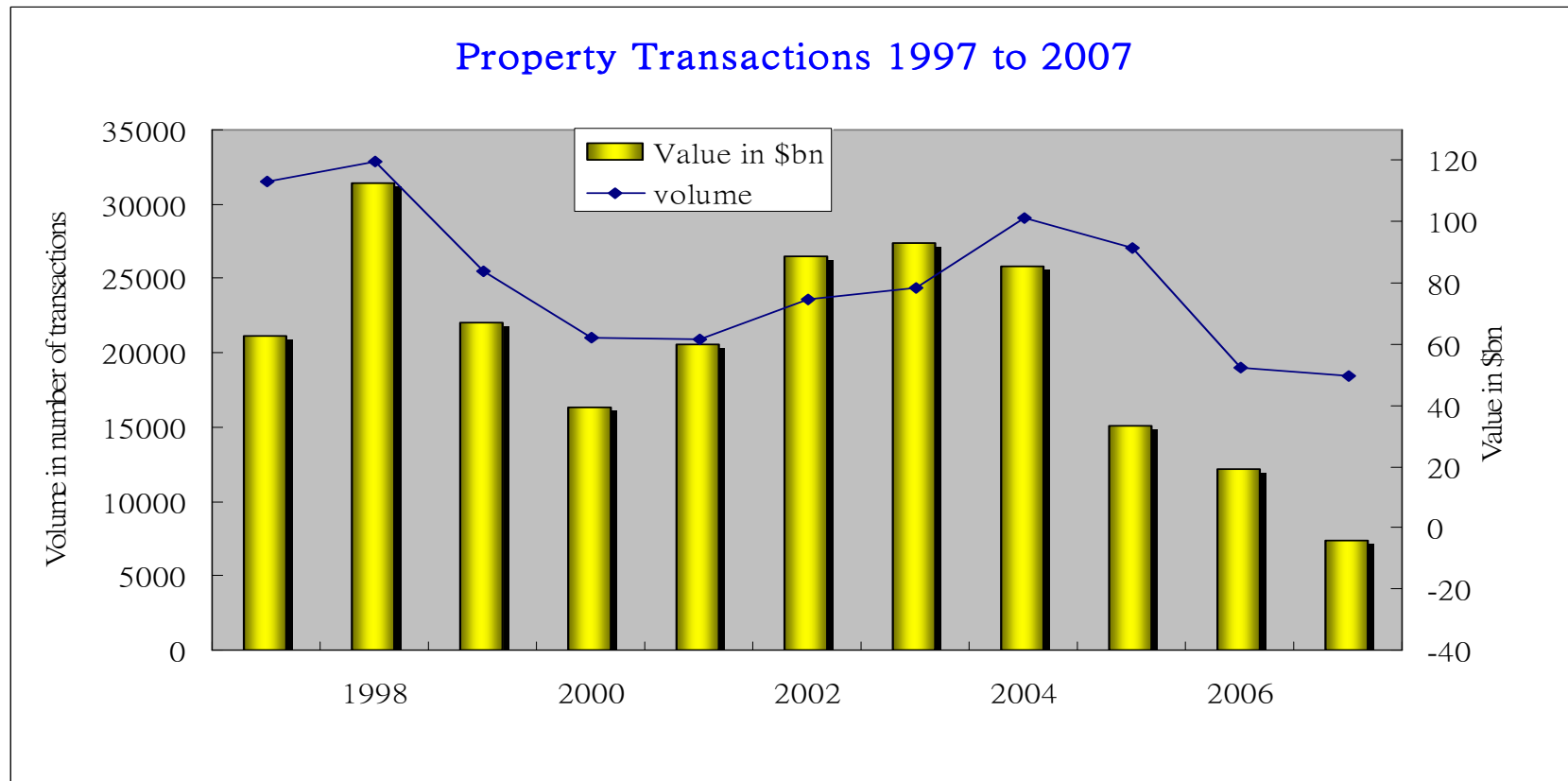
II. Public Expenditure on Housing

房屋方面的公共開支





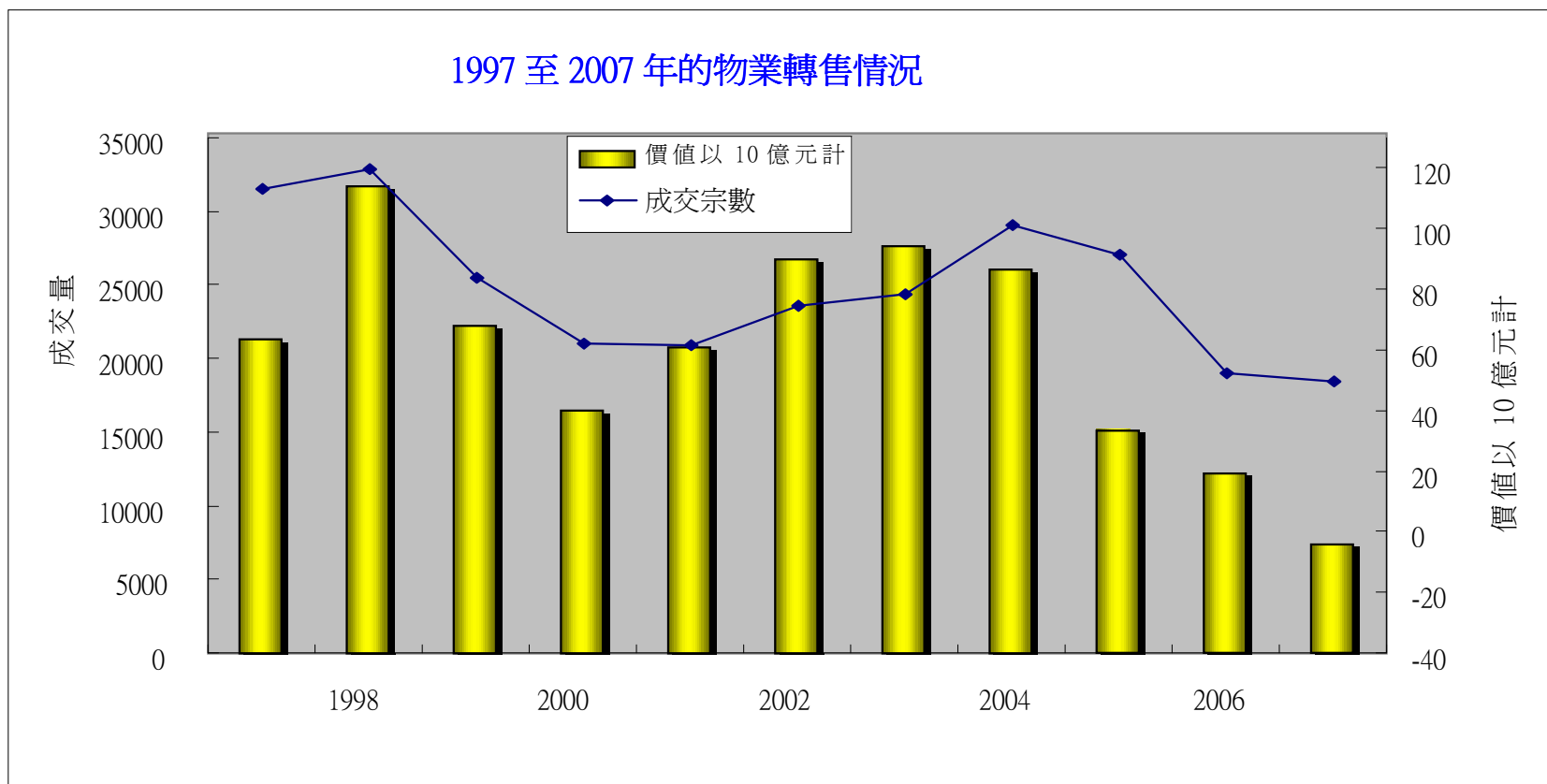
IV. Property Transactions 1997 to 2007



1. properties include all private and public residential units, commercial and industrial units and car parks
2. volume = number of transactions
3. \$1bn = HK\$ 1000m
4. Year 1996/97 = July of 1996 to June 1997 etc.

Sources: Land Registry Land Registry
(<http://www.landreg.gov.hk/>)
and Research Department of Midland

IV. 1997 至 2007 年的物業轉售情況



- 1 包括所有私人與公共住宅單位、商業及工業單位及停車場
2. 成交量 = 物業成交宗數
3. \$1bn = 港幣 10 億元
4. 1996/97 年席 = 1996 年 7 月至 1997 年 6 月等

資料來源：土地註冊處
 (<http://www.landreg.gov.hk/>)
 以及美聯資料研究部

V. Construction sites (manual workers only)

建築地盤 (只包括地盤工人)

Year 年	Month 月	Establishments 機構數目	Persons engaged 就業人數		Total 總計	Vacancies 職位空缺數目
			Male 男	Female 女		
2004		1 010	56 354	4 893	61 247	33
2005		868	49 590	4 866	54 456	21
2006		911	47 621	3 383	51 004	16
2005	12	868	49 590	4 866	54 456	21
2006	3	886	50 540	4 357	54 897	5
2006	6	933	48 120	4 153	52 273	9
2006	9	914	49 272	4 014	53 286	10

Sources: Hong Kong Monthly Digest of Statistics April 2007
來源：香港統計月刊 2007 年 4 月

VI. Hong Kong Residents Working in Macao

The booming economy in Macao has been attracting increasingly large number of Hong Kong employees. The total number of imported workers was 72548 in April 2007, and is expected to reach 100 000 by the end of 2007. Of the 72 548 workers, 14 560 were from Hong Kong, and over 75% of the 14 560 workers were with the local construction and civil engineering industry. For more details, please refer to the following web site:
(<http://www.dsal.gov.mo/chinese/statistic.htm>)

Statistics of Hong Kong Residents Working in Macao 2003 to 2007

最近幾年在澳門工作的香港居民統計數據：

	2003	2004 年	2005 年	2006 年	2007 年 4 月
Total number of imported employees 外地僱員總人數	24 970	27 736	39 411	64 673	72 548
Employees from HK 香港僱員總人數	620	1 030	6 149	12 223	14 560

Source: Statistics & Census Bureau, Macao

資料來源：統計暨普查局（期末數據）

Note that the Statistics & Census Bureau had not conducted their survey to find out the numbers of imported employees by job level. 由於統計暨普查局未有按澳門外地僱員在行業內之職種分佈進行統計，因此未能提供有關的資料。

Other statistics on Hong Kong residents working in Macao may be found in the following website :
其他有關香港人在澳門從事的行業等統計數據，可以瀏覽澳門統計暨普查局網址：
www.dsal.gov.mo (見“統計數據”—勞動範疇數據)以及統計暨普查局的網址：
www.dsec.gov.mo (見《人口統計》季刊)。

VI. 在澳門工作的香港居民

澳門經濟發展蓬勃，吸引愈來愈多香港僱員到該地工作。2007年4月輸入的工人總數達72 548人，預期至2007年底將高達100 000人。在72 548名僱員中，14 560人來自香港，當中超過75%從事當地的建築和土木工程業。詳情請瀏覽以下網址：
(<http://www.dsal.gov.mo/chinese/statistic.htm>)

Statistics of Hong Kong Residents Working in Macao 2003 to 2007
2003至2007年在澳門工作的香港居民統計數據：

	2003	2004年	2005年	2006年	2007年4月
Total number of imported employees 外地僱員總人數	24 970	27 736	39 411	64 673	72 548
Employees from HK 香港僱員總人數	620	1 030	6 149	12 223	14 560

Source: Statistics & Census Bureau, Macao
資料來源：澳門統計暨普查局（期末數據）

Note that the Statistics & Census Bureau had not conducted their survey to find out the numbers of imported employees by job level. 由於統計暨普查局未有按澳門外地僱員在行業內之技能等級進行統計，因此未能提供有關的資料。

Other statistics on Hong Kong residents working in Macao may be found in the following website :
其他有關香港人在澳門就業的統計數據，可以瀏覽澳門統計暨普查局網址：
www.dsal.gov.mo (見“統計數據”-勞動範疇數據)，以及統計暨普查局的網址：
www.dsec.gov.mo (見《人口統計》季刊)。

VII. Hong Kong Residents Working in Mainland China

Statistics on Hong Kong residents working in Mainland China are so fragmented that it is not sufficient to reflect the actual impact on our sector-specific manpower situation; for example, the two extensive survey reports published in 2003 and 2007 by the Federation of Hong Kong Industries concern mainly key statistics about the manufacturing sector. According to the 2007 report, the number of Hong Kong residents working on the Mainland amounts to 237 500 in 2005, of which 87.3% are working in Guangdong, and the remaining 12.7% in Beijing, Shanghai, Fujian or other provinces and municipalities.

The Honourable CY Leung, GBS, JP said that there were around 50 000 members among the 10 professional bodies of: lawyers, barristers, doctors, dentists, accountants, surveyors, engineers, architects, town planning and landscape architects (p. 27, 'Economic Journal Daily 信報', 28 June 2007). Up to the middle of 2006, over 1 400 of them had obtained mutually recognised qualifications under CEPA. Nevertheless, it is interesting to note that Hong Kong architects, town planners and landscape architects now derived about half of their incomes from projects on the Mainland.

According to statistics released by the Manpower Bureau in Shanghai 上海人事局, since the signing of CEPA, the city has recruited 1 759 professionals from Hong Kong for sectors such as Real Estate, Consultancy, Financial Services, Hotel Management and Tourism. Their ages range from 30 to 50, and 90% of them have several years' experience of professional services.

The above information together with our survey findings may infer that the export of Hong Kong workers in the BCE industry to Mainland China would be mainly in the category of professional/technologist.

VII. 在中國大陸工作的香港居民

有關香港居民在中國大陸工作的統計數字十分零碎，不足以反映對本行人力情況構成的真實影響；例如，香港工業總會分別在 2003 和 2007 年出版兩個詳細調查報告，惟內容主要為製造業的重點統計數字。根據 2007 年的報告，2005 年在大陸工作的香港居民人數達 237 500 人，當中 87.3% 在廣東省工作，其餘 12.7% 分別在北京、上海、福建和其他省市工作。

梁振英議員，GBS, JP，指出，本港 10 類專業人士：包括律師、大律師、醫生、牙醫、會計師、測量師、工程師、建築師、城市規劃師和景觀建築師，各自組成專業團體，共有約 50 000 名會員（信報第 27 頁，2007 年 6 月 28 日）。至 2006 年中旬，這些團體超過 1 400 名會員透過 CEPA 取得中港兩地均承認的資格。然而，值得注意的是香港的建築師、城市規劃師和景觀建築師現時半數收入來自內地的工作項目。

根據上海人事局發放的統計數據顯示，自 CEPA 簽訂以來，上海共聘用了 1 759 名來自香港的專才，主要從事地產、顧問、金融服務、酒店管理和旅遊業工作，年齡介乎 30 至 50 歲，當中九成人擁有多多年專業服務經驗。

上述資料配合我們的調查結果，反映土木工程及建築業輸出到內地的主要是專業人士／技師級僱員。

VIII. Extract from the Chief Executive's 2007 Policy Address

B. Undertaking 10 Major Infrastructure Projects for Economic Growth

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

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

Transport Infrastructure

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

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

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

Cross-boundary Infrastructure Projects

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

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

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

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

New Urban Development Areas

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

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

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

* All paragraph numbers are as given in the Policy Address

VIII. 施政報告摘錄

B. 進行十大建設，促進經濟增長

19*. 今年我們為促進基建發展而投放的整體經費可能是近年來最少的。為處理有關問題，最近於重組政府總部時成立的發展局將負責統籌主要基建項目。

20*. 粗略估計，這十大項目從投入服務到成熟階段可為我們的經濟帶來的額外價值，每年超過 1,000 億元，相等於 2006 年本地生產總值百分之七。此外更可創造 250 000 個新職位，項目詳情如下：

交通基建項目

(1) **地鐵南港島線**，路軌全長 7 公里，造價超過港幣 70 億元，於 2011 年動工，最遲於 2015 年投入服務。

(2) **沙田至中區線**將貫穿新界東北、東九龍與香港島。政府預計建築工作將於 2010 年展開。

(3) **屯門西繞道與屯門赤鱸角線**，造價超過 200 億元，將於 2016 年竣工。

跨境基建項目

(4) **廣深港高速鐵路**：我們的目標是明年內完成策劃與設計程序，務求於 2009 年動工。

(5) **港珠澳大橋**：我們期望於不久將來完成財務安排，次階段的工作是三地政府商討投資及具體融資安排。

(6) **港深空港合作**。鐵路有助促進兩地機場連繫。為加強合作，兩地政府將成立聯絡小組。我們期望詳細工作方案可於明年初完成。

(7) **港深共同開發河套區**。建立一個高層的協調機制，督導跨境事宜的研究和規劃工作。

新都市發展項目

(8) **西九龍文化娛樂區**是香港文化藝術基建的重點投資項目。

(9) **啓德發展計劃**。修改啓德分區計劃大綱草圖的法定程序快將完成，然後進入落實階段。預計新郵輪碼頭的首個泊位將於 2012 年啓用。

(10) **規劃新發展區**，提供土地作住屋、就業、高增值及無污染工業等不同用途，新發展區範圍包括古洞北、粉嶺北、坪輦、打鼓嶺及洪水橋。

* 所有段落編號均跟隨施政報告