

2013 Manpower Survey Report
Building and Civil Engineering Industry

土木工程及建築業
2013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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鳴謝

承蒙有關各界協助此次人力調查工作，土木工程及建築業訓練委員會謹此致意。多謝所有準時填覆問卷的人士、政府統計處 - 監察實地調查工作及處理調查數據、建造業議會 - 為實地調查人員安排簡介。同時，亦多謝以下機構提供重要的人力市場資訊，包括：大學教育資助委員會、香港專業教育學院、建造業議會，以及報告中所提及的多間機構。

ABBREVIATION

ASc	Associate Degree
BCE	Building and Civil Engineering
C&SD	Census and Statistics Department
CEF	Continuing Education Fund
CIC	Construction Industry Council
CWRB	Construction Workers Registration Board
EGTS	Engineering Graduate Training Scheme
ERB	Employees Retraining Board
HD	Higher Diploma
HKIE	Hong Kong Institution of Engineers
HSIC	Hong Kong Standard Industrial Classification
IVE	Institute of Vocational Education
SUS Plus	Skills Upgrading Scheme Plus
UGC	University Grants Committee
VTC	Vocational Training Council

簡稱對照表

ASc	副學士
BCE	土木工程及建築業
C&SD	政府統計處
CEF	持續進修基金
CIC	建造業議會
CWRB	建造業工人註冊委員會
EGTS	工科畢業生訓練計劃
ERB	僱員再培訓局
HD	高級文憑
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
SUS Plus	新技能提升計劃
UGC	大學教育資助委員會
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.

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

“Professional/technologist”, ditto.

“Semi-skilled worker”, ditto.

“Skilled worker”, ditto.

“Technical manpower” refers to those people employed in the 105 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。

「普通工人」的定義見**附錄 6**之問卷附註。

「專業人士／技師」，同上。

「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 105 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。

「學員」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 April/July 2013 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 22 384 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 (1 030 sites as recorded by the C&SD);
- Branch 2 - all active civil engineering and other construction sites in the public and private sectors (487 sites as recorded by the C&SD);
- Branch 3 - new construction works contractors, including site investigation, site formation, foundation works and erection works recorded under HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 and 431299 (307 samples from the frame of 2 632 establishments);
- Branch 4 - decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (267 samples from the frame of 10 584 establishments);
- Branch 5 - special trade works contractors, [excluding electrical & mechanical fitting and gas fitting, installation & maintenance] recorded under HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 and 439999 (182 samples from the frame of 5 613 establishments);
- Branch 6 - architectural, surveying and project engineering services firms related to construction activities under HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 and 711900 (102 samples from the frame of 1 923 establishments);
- Branch 7 - private estates developers (63 establishments);
- Branch 8 - relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers at the time of survey (36 departments/offices); and
- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (16 departments).

3. Stratified random sampling method was adopted to select 858 samples out of a total of 20 752 establishments in Branches 3 to 6. Together with the 1 517 active sites in Branches 1 and 2 and the 115 establishments in Branches 7, 8 and 9, a total of 2 490 sites/establishments were visited.

Number of Workers Employed

4. The Survey revealed that in April/July 2013, 159 142 technical workers (125 664 in 2011) were employed in the 105 principal jobs of construction and related disciplines and 51 196 persons (vs. 45 435 in 2011) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry. When comparing with the 2011 survey, the number of persons engaged in principal jobs had registered an increase of 33 478 employees or an 26.64% increase. The distribution of technical workers by branch by job level is summarized in the table below with further details given in **Appendix 1, Table 2 to 8**.

Table 1 Manpower Distribution by Branch by Job Level

Branch	1	2	3	4	5	6	7	8	9	Total
Job Level										
Professional/ Technologist	1 486	2 330	2 478	897	432	8 258	408	1 440	4 213	21 942
Technician	3 250	3 786	2 914	6 393	3 391	6 644	302	816	7 357	34 853
Skilled & Semi-Skilled Worker	25 936	11 202	2 260	20 283	9 312	80	26	453	316	69 868
General Worker	12 817	13 820	2 098	1 664	900	220	20	105	835	32 479
Total	43 489	31 138	9 750	29 237	14 035	15 202	756	2 814	12 721	159 142

Number of Vacancies and Trainees

5. Employers had reported a total of 4 890 vacancies and 687 trainees (vs. 3 186 and 1 082 in 2011), representing about 3.07% and 0.43% respectively (vs. 2.54% and 0.86% in 2011) of the total technical workforce at the time of survey. A summary of the vacancies and trainees by job level is as shown below with further details given in **Appendix 1, Table 4**:

Table 2 Numbers of Vacancies and Trainees by Job Level

Job Level	Vacancies		Trainees	
	Number	% of Total Technical Manpower	Number	% of Total Technical Manpower
Professional/Technologist	512	2.33%	399	1.82%
Technician	842	2.42%	222	0.64%
Skilled and Semi-Skilled Worker	2 824	4.04%	66	0.09%
General Worker	712	2.19%	0	0.00%
Total	4 890	3.07%	687	0.43%

Future Training Requirement

6. Taking into account of the data collected in the present and past manpower surveys, employers' view on the expected change in business situation, latest development of the infrastructure projects, the manpower wastage rates and the business outlook and other considerations affecting the BCE industry, the Training Board forecasts the industry's average annual training demand from 2014 to 2016 by adopting the 'adaptive filtering method' (AFM) stipulated as follows:

Table 3 Annual Training Demand from 2014 to 2016

<u>Job Level</u>	<u>Average Annual Projected Training Requirement</u>
Professional/Technologist	1 200 - 1 500
Technician	1 500 - 1 800
Skilled/Semi-Skilled Worker	7 000 - 9 000

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

Recommendations

8. 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) Training organizations should continue to train more skilled/semi-skilled workers for the BCE industry as well as upgrade the skills and competencies of the existing workforce of the BCE industry in order to tackle the increasingly serious manpower shortage problem in the coming few years.
- (ii) Employers would have to encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce.
- (iii) In 2011, the Government collaborated with CIC to launch the "Build Up Publicity Campaign" to uplift the image of the construction industry. It has shown results to attract more new entrants to the industry, especially the young people. The industry should continue the promotion and publicity activities in order to attract more new blood to join the industry. The general public should also be informed of the industry's upcoming opportunities as well as the positive and feasible career pathways for new entrants in order to attract young generation to join the industry and to tackle the problem of aging workforce. Publicity programmes like skills competitions and forums/programmes/events/competitions targeted at introducing the BCE industry to the public, particularly the younger generation should be organized to promote the industry.

- (iv) Stakeholders of the BCE industry would have to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation to join the industry.
- (v) The appropriate authority/organization would have to emphasize on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vi) Employers would have to encourage their employees to take the various trade tests/intermediate trade tests or attend the specified training courses to meet the requirements for registration with the CIC.
- (vii) Employees would have to make good use of the various government-subsidized training schemes, e.g. ERB and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (viii) Training providers would have to be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, to equip their graduates with capability to take up local/overseas projects.
- (ix) Training providers would have to increase training places to cope with market needs and to enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics, environmental protection as well as Building Information Modeling.
- (x) Manpower demand and supply situation of the industry would have to be monitored closely by conducting the Survey again in 2015.

報告摘要

引言

土木工程及建築業訓練委員會於 2013 年 4 月／7 月期間進行調查，以業內相關範疇的主要職務為基礎，蒐集本業的人力結構及培訓需求資料。

調查範圍

2. 是次調查範圍共涵蓋 22 384 個土木工程及建築業地盤／機構，當中包括建築地盤、辦事處、公司及院校。劃分為以下九大類別：

- 分類 1 - 所有已動工的公共及私人建築地盤（根據統計處的記錄，共有 1 030 個）；
- 分類 2 - 所有已動工的公共及私人土木工程及其他地盤（根據統計處的記錄，共有 487 個）；
- 分類 3 - 從事香港標準行業分類 2.0 版[*HSIC v2.0*]第 411000、412000、419100、419200、419300、419900、421000、422000、431100、431201、431202、431203 及 431299 項相關業務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（從 2 632 間機構中抽選出 307 間為調查樣本）；
- 分類 4 - 從事 *HSIC v2.0* 第 439101、439102 及 439199 項相關業務的裝修、維修及保養工程承建商（從 10 584 間機構中抽選出 267 間為調查樣本）；
- 分類 5 - 從事 *HSIC v2.0* 第 431204、432202、432203、432299、432999、439901、439902、439903、439904、439905、439906、439907、439908、439911、439912、439913、439914、439915、439916、439917、439918 及 439999 項相關業務的特種工程承建商，但不包括電氣與機械安裝及氣體裝置、安裝與維修承建商（從 5 613 間機構中抽選出 182 間為調查樣本）；
- 分類 6 - 從事 *HSIC v2.0* 第 711100、711200、711300、711500、711600、711700 及 711900 項與建造活動有關的建築、測量及工程服務公司（從 1 923 間機構中抽選出 102 間為調查樣本）；
- 分類 7 - 私人地產發展商（63 間）；
- 分類 8 - 調查期間正進行建築工程或僱有建造業工人的培訓機構（其相關之學系及物業管理處），以及公用事業公司（共 36 個學系／辦事處）；以及
- 分類 9 - 調查期間正進行建築工程或僱有建造業工人的政府部門（16 個）。

3. 本會採用分層隨機抽樣法，從分類三至六合共 20 752 間機構中，挑選出 858 間為調查樣本，連同分類一及二合共 1 517 個地盤，以及分類七至九合共 115 間機構，是次調查共造訪 2 490 個地盤／機構。

僱員人數

4. 調查顯示，在 2013 年 4 月／7 月期間，從事建築業及相關行業內 105 個主要職務的技術僱員共有 159 142 人（2011 年為 125 664 人）。而從事業內其他工種，例如會計、人事、其他行政及支援工作的僱員則有 51 196 人（2011 年為 45 435 人）。與 2011 年調查相比，從事業內主要職務的僱員人數增加 33 478 人，增幅為 26.64%。下表摘錄各分類機構不同技能等級技術人力的分布情況，詳情載於附件 1 表 2 及 8。

表 1 各分類機構不同技能等級的人力分布情況

分類 技能等級	1	2	3	4	5	6	7	8	9	總數
專業人士／技師	1 486	2 330	2 478	897	432	8 258	408	1 440	4 213	21 942
技術員	3 250	3 786	2 914	6 393	3 391	6 644	302	816	7 357	34 853
熟練及半熟練技工	25 936	11 202	2 260	20 283	9 312	80	26	453	316	69 868
普通工人	12 817	13 820	2 098	1 664	900	220	20	105	835	32 479
總計	43 489	31 138	9 750	29 237	14 035	15 202	756	2 814	12 721	159 142

空缺額及受訓者人數

5. 據僱主報稱，調查期間業內共有 4 890 個空缺及 687 名受訓者（2011 年則有 3 186 個及 1 082 名），分別佔業內技術人力總數約 3.07% 及 0.43%（2011 年則為 2.54% 及 0.86%）。下表摘錄各技能等級的空缺額及受訓者人數，詳情載於附件 1 表 4：

表 2 各技能等級的空缺額及受訓者人數

技能等級	空缺		受訓者	
	數目	佔技術人力 總數百分比	數目	佔技術人力總 數百分比
專業人士／技師	512	2.33%	399	1.82%
技術員	842	2.42%	222	0.64%
熟練及半熟練技工	2 824	4.04%	66	0.09%

普通工人	712	2.19%	0	0.00%
總數	4 890	3.07%	687	0.43%

未來培訓需求

6. 本會因應是次及以往人力調查所得的數據、僱主對未來業務環境變化的看法、基建項目的最新發展、人力流失率、業務前景，以及其他可能影響本業發展的因素，決定採用「調節過濾分析法」[*Adaptive Filtering Method, AFM*]預測 2014 至 2016 年業內每年平均培訓需求，結果如下：

表 3 2014 至 2016 年每年培訓需求

技能等級	每年平均 培訓需求推算
專業人士／技師	1 200 - 1 500
技術員	1 500 - 1 800
熟練／半熟練技工	7 000 - 9 000

7. 本會認為，未來數年本業將蓬勃發展，故培訓需求亦將高企。

建議

8. 根據本業的中短期業務前景及人力供求情況，本會建議各主要持份者採取下列措施，以應付業界的需要：

- (i) 培訓機構應繼續培訓土木工程及建築業行業的熟練/半熟練技工及提升現有員工的技術和能力，以應付在未來數年日益嚴重的人手短缺問題。
- (ii) 僱主需鼓勵屬下僱員把握培訓／學習機會，藉此建立高技術及能幹的員工團隊。
- (iii) 在2011年，政府與 CIC 合作，推出了「Build升宣傳計劃」，以提升建造業的形象。結果顯示，不少年輕人被吸引，願意加入這個行業。因此，有關的推廣和宣傳活動應該繼續加強，以吸引更多新血加入這行業。業界亦需向公眾提供有關資訊，讓其知悉本業的最新就業機會及可供選擇的事業發展途徑，以紓緩業內勞動人口老化的問題，並吸納年青一代投身本業。另亦應舉辦各類宣傳活動推廣本業，如技能比賽和論壇／計劃

／活動／競賽等，向公眾（特別是年青一代）介紹這行業。

- (iv) 各持份者需協助提升本業的整體形象／地位，以吸引更多具潛質的人才（特別是年青一代）投身本業。
- (v) 在規劃大型建築及土木工程項目時，有關當局／機構需將重點放在長遠規劃上，以確保本業能穩定及持續發展。
- (vi) 僱主需鼓勵僱員參加各種技能測試／中級工藝測試，或修讀指定訓練課程，以達到 CIC 的註冊要求。
- (vii) 僱員需善用各項政府資助培訓計劃（如ERB、CEF提供的資助），藉此提升自身的技能，並掌握最新的科技發展及規例轉變。
- (viii) 培訓機構需緊貼業界的培訓需求轉變，開辦各類強調全人發展、國際視野及語文能力的課程，裝備畢業生，使他們有能力應付本地／海外的工程項目。
- (ix) 培訓機構需增加培訓名額，以應付市場需要，並針對安全程序、質素保證、先進科技、專業操守及環保等範疇，開辦相關課程，從而提升從業員的技術、安全標準及生產力，並加強建築資訊模型及有關方面的培訓。
- (x) 本會建議於2015年再進行人力調查，以密切監察本業的人力供求情況。

SECTION I

INTRODUCTION

The Training Board

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

The Survey

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

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

1.3 The following professional services were also provided by the C&SD: data input, data processing and tabulation. The fieldwork of this survey was carried out during the months of April to July 2013 to collect information on:

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

1.4 To increase the response rate, the fieldwork cut-off date was extended to October 2013. Data input was done continually during the fieldwork and data processing and tabulation was completed by the end of October 2013.

¹ Please see DEFINITION in page vii

Working Party on Manpower Survey

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

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

Scope of the Survey

1.7 The scope of the survey covers all technical employees in a total of 22 384 construction sites, offices, firms and institutions in the following nine branches of the BCE industry as recorded by the Central Register of Establishments Section of the C&SD (based on 3rd and 4th quarter of 2012 for Branches 1 & 2 and 4th quarter of 2012 for Branches 3-6).

Branch	Trade Description
1	- all active building construction sites in the public and private sectors (1 030 sites as recorded by the C&SD);
2	- all active civil engineering and other construction sites in the public and private sectors (487 sites as recorded by the C&SD);
3	- new construction works contractors, including site investigation, site formation, foundation works and erection works recorded under HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 and 431299 (307 samples from the frame of 2 632 establishments);
4	- decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (267 samples from the frame of 10 584 establishments);
5	- special trade works contractors, [excluding electrical and mechanical fitting and gas fitting, installation & maintenance] recorded under HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 and 439999 (182 samples from the frame of 5 613 establishments);
6	- architectural, surveying and project engineering services firms related to construction activities under HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 and 711900 (102 samples from the frame of 1 923 establishments);
7	- private estates developers (63 establishments);
8	- relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers ² at the time of survey (36 departments/offices); and

2 Please see DEFINITION in page vii

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

HSIC : Hong Kong Standard Industrial Classification.

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

Stratified Random Sampling

1.9 The stratified random sampling method was adopted in Branches 3 to 6 to select 858 samples out of a total of 20 752 establishments. Together with the 1 517 sites in Branches 1 and 2 and the 115 establishments in Branches 7, 8 and 9, a total of 2 490 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**.

1.10 The survey covers all technical personnel at the **professional/technologist**³ level, the **technician**³ level, the **skilled & semi-skilled worker**³ level and the **general worker**³ level in construction and related disciplines employed by main contractors, sub-contractors as well as self-employed persons in construction sites and offices, matched to the 105 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.

1.11 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 10th April 2013 which was a fine day without rain. Only those site workers on the 10th April 2013 log sheet and properly matched with the jobs in the list of principal jobs were included in the survey.

1.12 Likewise, to avoid double counting of the electrical and mechanical contracting and servicing sectors of the construction industry, they were separately covered by another manpower survey simultaneously conducted in March/May 2013 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

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

Method of the Survey

1.14 Two weeks before the fieldwork, a survey questionnaire (**Annex 5**) together with an explanatory note (**Annex 6**) and a list of principal jobs with job descriptions for the BCE industry (**Annex 7**) were sent to each prospective respondent for completion. Employers were requested to provide information regarding the manpower situation in their establishments

3 Please see DEFINITION in page vii

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 establishment.

1.15 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.

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

Response Rate

1.17 Of the 2 490 sites and establishments surveyed, 1 344 had supplied the required information and 39 had declined to do so. The effective response rate, which is defined as the ratio of respondents who had supplied the required information (fully or partially) to the total number of respondents successfully surveyed (including those who had supplied the information and those who refused to do so), was 97.2% (**Annex 4(b)**). Among the remaining 1 107 sites/establishments, 611 sites had reported 'no persons engaged', 98 establishments had employed no manpower in the list of principal jobs, 78 sites had suspended work, 12 had closed, 20 had not engaged in the specific trade and the remaining 288 establishments either had moved, or were vacant, or were non-contactable, or were of wrong address or with door locked.

Presentation of Survey Findings

1.18 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

1.19 The Training Board had endorsed the 2013 manpower survey report for uploading onto the web site of the VTC and for publication on 25 April 2014.

SECTION II

SUMMARY OF SURVEY FINDINGS

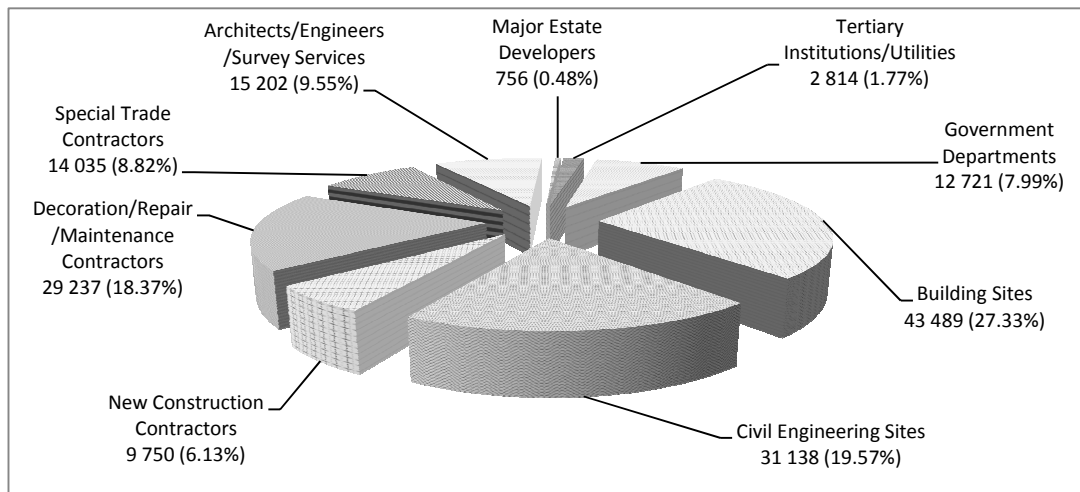
Total Number Employed (Appendix 1, Tables 1, 2, & 3)

2.1 The Survey revealed that in April/July 2013, 159 142 technical workers (the comparable figure in 2011 survey was 125 664) were employed in the 105 principal jobs of construction (both figures did not take into account of the 4 890 vacancies and 687 trainees) and related disciplines and 51 196 persons (vs. 45 435 in 2011) of other disciplines, called non-technical workers (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry, i.e. a total of 210 338 persons (including trainees) were employed in the industry at the time of survey.

Distribution of Employees by Branch

2.2 The distribution of technical employees by branch is shown in figure 2.1 below. Among the 159 142 employees, 43 489 (27.33%) worked in active building sites and 31 138 (19.57%) in active civil engineering sites, comprising only about 46.9% of the total technical workforce.

Fig 2.1 Distribution of Employees by Branch
(As on 10 April 2013)
Total 159 142



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										Total
Job Level	1	2	3	4	5	6	7	8	9	(%)
Professional/ Technologist (%)	1 486 (6.77)	2 330 (10.62)	2 478 (11.29)	897 (4.09)	432 (1.97)	8 258 (37.64)	408 (1.86)	1 440 (6.56)	4 213 (19.20)	21 942
Technician (%)	3 250 (9.32)	3 786 (10.86)	2 914 (8.36)	6 393 (18.34)	3 391 (9.73)	6 644 (19.06)	302 (0.87)	816 (2.34)	7 357 (21.11)	34 853
Skilled & Semi-Skilled Worker (%)	25 936 (37.12)	11 202 (16.03)	2 260 (3.23)	20 283 (29.03)	9 312 (13.33)	80 (0.11)	26 (0.04)	453 (0.65)	316 (0.45)	69 868
General Worker (%)	12 817 (39.46)	13 820 (42.55)	2 098 (6.46)	1 664 (5.12)	900 (2.77)	220 (0.68)	20 (0.06)	105 (0.32)	835 (2.57)	32 479
Total	43 489 (27.33)	31 138 (19.57)	9 750 (6.13)	29 237 (18.37)	14 035 (8.82)	15 202 (9.55)	756 (0.48)	2 814 (1.77)	12 721 (7.99)	159 142 (100.00)

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

2.4 The ratio of professional/technician/skilled & semi-skilled worker/general worker was 1 : 1.59 : 3.18 : 1.48 in 2013 (vs. 1 : 1.62 : 2.43 : 1.12 in 2011).

2.5 Table 2.2 below shows that of the 159 142 employees, 92 064 (57.85%) were directly employed, 57 030 (35.84%) were employed by sub-contractors and 10 048 (6.31%) were self-employed. Compared with the corresponding figures in 2011 survey, 85 597 (68.12%), 39 099 (31.11%) and 968 (0.77%) were self-employed. Therefore, it was revealed that, percentage-wise, more workers were now employed by the sub-contractors.

Table 2.2 Distribution of Employees by Job Level

Employment Method	Professional/Technologist (%)	Technician (%)	Skilled and Semi-skilled Worker (%)	General Worker (%)	Total (%)	
					2013	2011
Direct	21 761 (23.64)	33 462 (36.35)	27 972 (30.38)	8 869 (9.63)	92 064 (57.85)	85 597 (68.12)
Sub-contractor	181 (0.32)	1 074 (1.88)	33 308 (58.40)	22 467 (39.40)	57 030 (35.84)	39 099 (31.11)
Self-employed	-	317 (3.15)	8 588 (85.47)	1 143 (11.38)	10 048 (6.31)	968 (0.77)
Sub-total	21 942 (13.79)	34 853 (21.90)	69 868 (43.90)	32 479 (20.41)	159 142 (100)	125 664 (100)

Number of Vacancies

2.6 Employers reported a total of 4 890 vacancies of construction and related disciplines at the time of survey, representing only 3.07% 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	No. of Employees (a)	Number of Vacancies (b)	Percentage (b) / (a) (%)
Professional/Technologist	21 942	512	2.33
Technician	34 853	842	2.42
Skilled and Semi-skilled Worker	69 868	2 824	4.04
General Worker	32 479	712	2.19
Total	159 142	4 890	3.07

2.7 The largest numbers of vacancies occurred at the technician and the skilled and semi-skilled worker levels, at Branch 2 – Civil Engineering Sites, Branch 4 – Decoration/Repair/Maintenance Contractors and Branch 9 – Government Departments. A summary of the vacancies by branch is shown in Table 2.4 below:

Table 2.4 Numbers of Employees and Vacancies by Branch

Branch	Number of Employees (a)	Number of Vacancies (b)	Percentage (b) / (a) (%)
1. Building Sites	43 489	277	0.64
2. Civil Engineering Sites	31 138	608	1.95
3. New Construction Contractors	9 750	473	4.85
4. Decoration/Repair/Maintenance Contractors	29 237	1 628	5.57
5. Special Trade Contractors	14 035	555	3.95
6. Architects/Engineers/Survey Services	15 202	509	3.35
7. Major Estate Developers	756	29	3.84
8. Tertiary Institutions/Utilities	2 814	62	2.20
9. Government Departments	12 721	749	5.89
All Branches	159 142	4 890	3.07

Number of Trainees¹

2.8 Employers had reported a total of 687 trainees at the time of survey, representing about 0.43% of the total number of employees (excluding sub-contractors/self-employed workers for Branch 4) in the construction and related disciplines. A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**:

Table 2.5 Distribution of Trainees by Job Level

Job Level	Number of Employees (a)	Number of Trainees (b)	Percentage (b) / (a) (%)
Professional/Technologist	21 942	399	1.82
Technician	34 853	222	0.64
Skilled and Semi-skilled Worker	69 868	66	0.09
General Worker	32 479	-	-
Total	159 142	687	0.43

2.9 The highest number is recorded in the Architectural/Engineering/Surveying Services branch (211 out of a total of 687, accounting for 30.71% of the total number of trainees). A summary of numbers of trainees by branch is shown in Table 2.6:

¹ Graduates who aim to enter some specific professions (including architects, engineers and surveyors) must complete some specific training and pass the professional examinations/ assessments before they are fully qualified. However, in recent years, it is getting more common for graduates to be employed as assistant professionals (such as assistant architect, assistant engineer or assistant surveyor) while taking up the required training/assessment. However, some of the employers might not consider them as trainees while responding to the survey. To provide a more complete picture for the “trainee position” of the industry, the following additional information is also provided:

- For the profession of architects, number of people who have been enrolled as Graduate Member in April 2014 is 624.
- For the profession of engineers, number of people who have been enrolled in relevant disciplines (including building services, building, civil, environmental, geotechnical and structural) in Scheme A training in April 2014 is 1,561.
- For the profession of surveyors, number of people who have been registered as probationers (i.e., those employees yet to be fully qualified) in April 2013 and December 2013 are 2,322 and 2,574 respectively.

Table 2.6 Numbers of Employees and Trainees by Branch

Branch	Number of Employees (a)	Number of Trainees (b)	Percentage (b) / (a) (%)
1. Building Sites	43 489	128	0.29
2. Civil Engineering Sites	31 138	149	0.48
3. New Construction Contractors	9 750	19	0.19
4. Decoration/Repair/Maintenance Contractors	29 237	61	0.21
5. Special Trade Contractors	14 035	4	0.03
6. Architects/Engineers/Survey Services	15 202	211	1.39
7. Major Estate Developers	756	8	1.06
8. Tertiary Institutions/Utilities	2 814	7	0.25
9. Government Departments	12 721	100	0.79
All Branches	159 142	687	0.43

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

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

Table 2.7 Average Income of Employees

Monthly Average Income Range	Professional/ Technologist	Technician	Skilled and Semi-skilled Worker	General Worker	All
\$10 000 or below	-	96	747	833	1 676
\$10 001 - \$13 000	-	950	5 363	7 825	14 138
\$13 001 - \$18 000	544	3 824	20 481	12 708	37 557
\$18 001 - \$25 000	1 441	11 723	18 228	2 024	33 416
\$25 001 - \$35 000	2 318	9 415	2 981	4	14 718
\$35 001 - \$50 000	7 261	2 598	303	-	10 162
Over \$50 000	6 980	285	11	-	7 276
Unspecified	3 398	5 962	21 754	9 085	40 199
Total	21 942	34 853	69 868	32 479	159 142

Expected Change in Business Situation for Coming Years
(Appendix 1, Table 6)

2.11 The survey revealed that 15.85% of the employers had forecasted that business situation would be worse in the coming year and 66.35% forecasted that the situation would be the same in the coming 3 years. Employers' expected changes in business situation for coming years were shown in **Appendix 1, Table 6**. The distribution of employers' views of the business situation for the coming year and 3 years are shown in Tables 2.8 and Table 2.9 respectively:

Table 2.8 Expected Change in Business Situation for Coming Year

Establishment Employment Size	No. of Establishments				Total
	Better (%)	The Same (%)	Worse (%)	Unspecified (%)	
1-4	1 906 (13.87)	8 515 (61.95)	2 476 (18.01)	848 (6.17)	13 745
5-9	242 (13.04)	1 254 (67.56)	68 (3.66)	292 (15.73)	1 856
10-19	180 (22.84)	496 (62.94)	81 (10.28)	31 (3.93)	788
20-49	46 (15.97)	197 (68.40)	41 (14.24)	4 (1.39)	288
50-99	19 (20.88)	61 (67.03)	3 (3.30)	8 (8.79)	91
100 and Over	50 (42.74)	58 (49.57)	7 (5.98)	2 (1.71)	117
Total	2 443 (14.47)	10 581 (62.67)	2 676 (15.85)	1 185 (7.02)	16 885

Table 2.9 Expected Change in Business Situation for Coming 3 Years

Establishment Employment Size	No. of Establishments				Total
	Better (%)	The Same (%)	Worse (%)	Unspecified (%)	
1-4	1 344 (9.78)	9 032 (65.71)	2 521 (18.34)	848 (6.17)	13 745
5-9	209 (11.26)	1 301 (70.10)	54 (2.91)	292 (15.73)	1 856
10-19	120 (15.23)	532 (67.51)	86 (10.91)	50 (6.35)	788
20-49	27 (9.38)	215 (74.65)	42 (14.58)	4 (1.39)	288
50-99	16 (17.58)	66 (72.53)	1 (1.10)	8 (8.79)	91
100 and Over	54 (46.15)	58 (49.57)	3 (2.56)	2 (1.71)	117
Total	1 770 (10.48)	11 204 (66.35)	2 707 (16.03)	1 204 (7.13)	16 885

Number of Employees to be Recruited Locally in the Next 12 Months
(Appendix 1, Table 7)

2.12 The survey revealed that 807 professional/technologist, 1 358 technicians and 5 599 skilled & semi-skilled workers would be recruited locally in the next 12 months. Details of the forecast number of employees to be recruited is shown in **Appendix 1, Table 7** and summarized in Table 2.10:

Table 2.10 Number of Employees to be Recruited in the Next Year

Job Level	Forecast Number of Recruits (a)	Total Technical Manpower (b)	Percentage of Total Technical Manpower (a) / (b) (%)
Professional/Technologist	807	21 942	3.68
Technician	1 358	34 853	3.90
Skilled and Semi-skilled Worker	5 599	69 868	8.01
General Worker	NA	32 479	NA
Total	7 764	159 142	4.88

SECTION III

OBSERVATIONS AND CONCLUSIONS

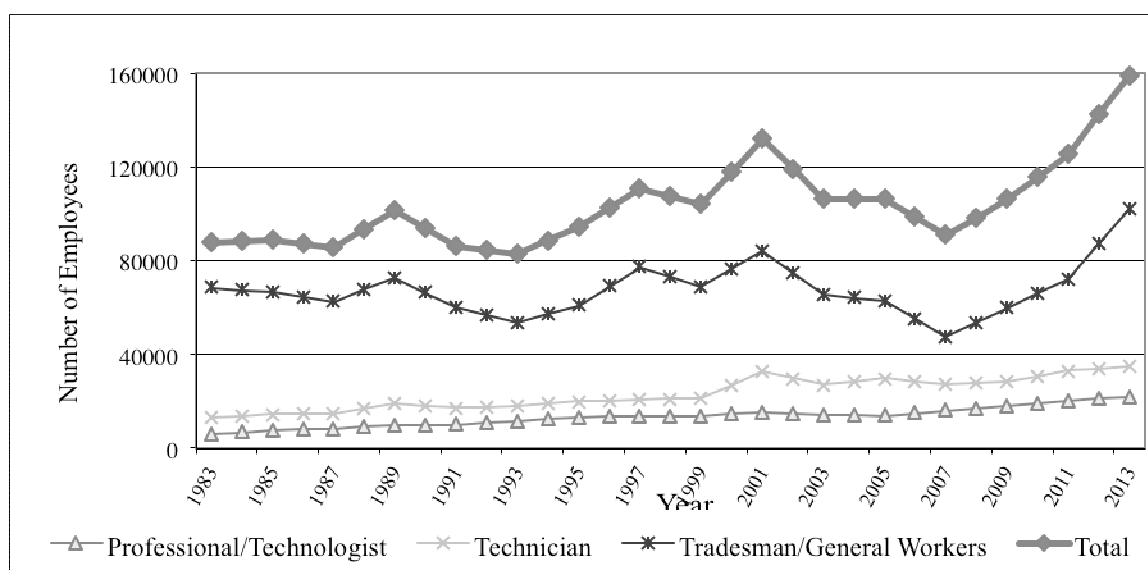
General

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

Past Long-Term Trends in Changes in Manpower by Branch

3.2 The Training Board has been conducting biennial manpower surveys since 1983. As shown in Fig. 3.1, the total technical manpower in the BCE Industry was fluctuating around 90 000 employees between 1983 and 1995 until reaching the peak of 130 755 employees in 2001. The trend was then reversed and total technical manpower had been declining until 2007. From 2007 onwards, total technical manpower has since registered an average annual growth rate of 8.3 % to reach 159 142 in 2013.

Fig. 3.1 Manpower Trends 1983 to 2013

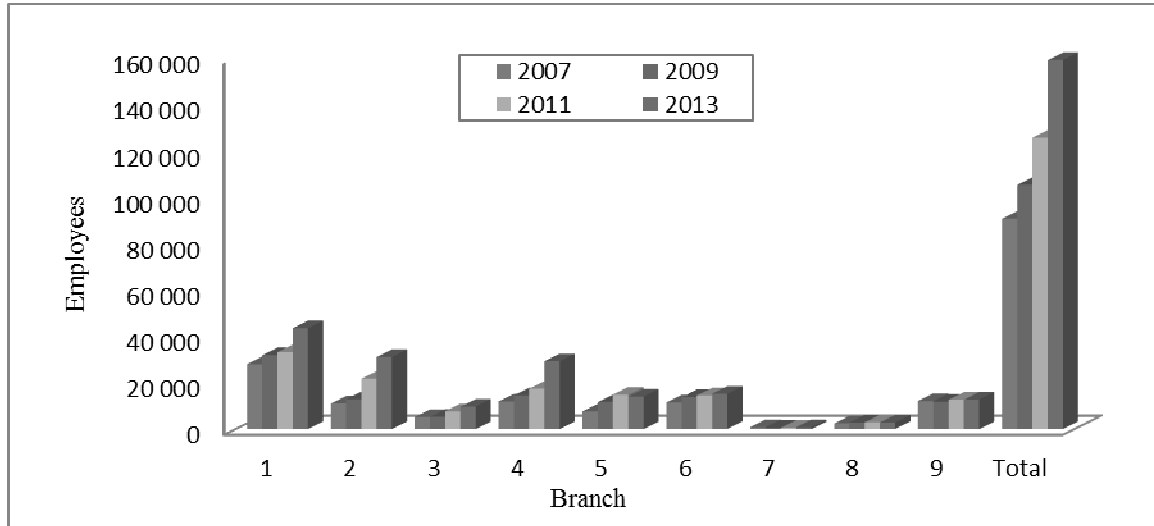


3.3 The demand for employees at the professional/technologist level has been consistently increasing since 1983, indicating that Hong Kong's BCE industry has continuously been transforming itself to become a "knowledge-based" industry. The declining demand of tradesmen/general workers between 2001 and 2007 was mainly caused by the economic downturn as well as lowering of construction output during this period. The other reasons for the declining demand was probably due to the application of modular construction technology and the increasing use of structures/components pre-fabricated outside Hong Kong. During the recent years, as the number of the construction projects increases, the number of tradesman/general workers increases as well.

Medium-Term Changes in the Last Seven Years

3.4 The numbers of employees per branch and per job level during the past seven years are shown in Fig 3.2 and Fig 3.3.

Fig. 3.2 Number of Employees by Branch (2007, 2009, 2011 and 2013)



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		

Fig. 3.3 Number of Employees by Job Level (2007, 2009, 2011 and 2013)



Manpower Changes between 2011 and 2013

3.5 Table 3.1 indicates that total technical manpower increases from 125 664 in 2011 by 33 478 (26.64%) to 159 142 employees in 2013. Only special trade contractors, tertiary institutions/utilities and government departments have recorded decreases in manpower. The manpower in each of the Building Sites, Civil Engineering Sites, New Construction Contractors, Decoration/Repair/Maintenance Contractors and Major Estate Developers have increased by more than 20%. Although total technical manpower in the Decoration/Repair/Maintenance Contractors has the largest increment of 67.79% (11 812 employees), this increase might be caused by the addition of a new job type in the 2013 survey.

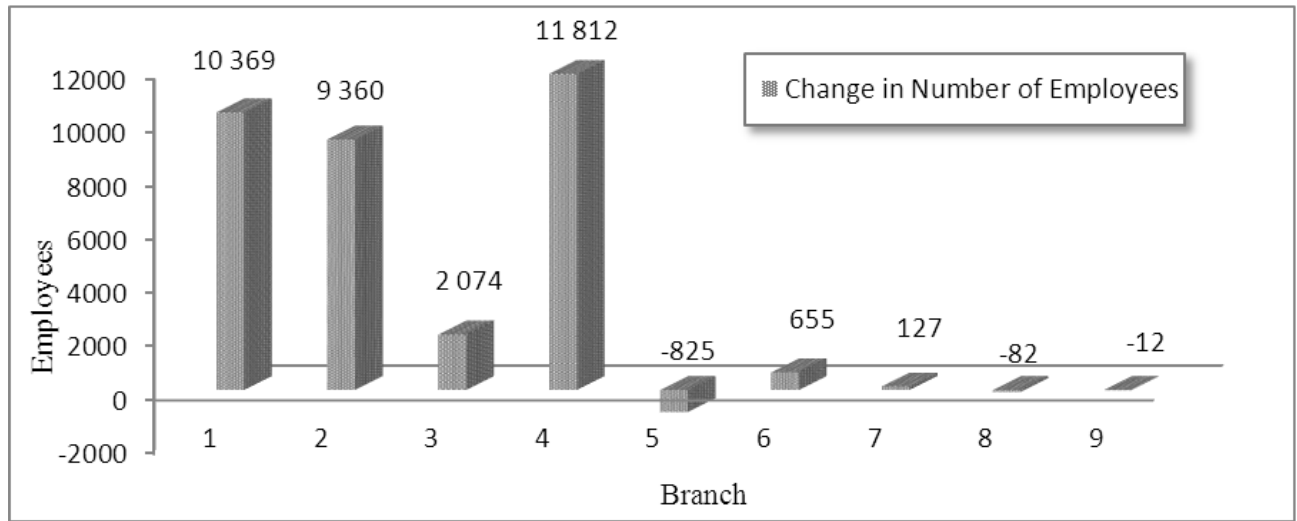
Table 3.1 Changes in the Number of Employees by Branch (2011 – 2013)

Branch	2011 Survey	2013 Survey	Increase/Decrease	% Changes
1. Building Sites	33 120	43 489	10 369	31.31
2. Civil Engineering Sites	21 778	31 138	9 360	42.98
3. New Construction Contractors	7 676	9 750	2 074	27.02
4. Decoration/Repair/Maintenance Contractors	17 425	29 237	11 812	67.79*
5. Special Trade Contractors	14 860	14 035	-825	-5.55
6. Architects/Engineers/Survey Services	14 547	15 202	655	4.50
7. Major Estate Developers	629	756	127	20.19
8. Tertiary Institutions/Utilities	2 896	2 814	-82	-2.83
9. Government Departments	12 733	12 721	-12	-0.09
Total	125 664	159 142	33 478	26.64

(Note*: A new job type,¹ which mainly belongs to Branch 4, is included in the current survey, i.e., 2013 Survey, and that partly accounts for the large increase of the number of employees for Branch 4 in 2013 Survey as compared with that in the 2011 Survey)

¹ An additional job type, “Repair and Maintenance Workers”, which is responsible for carrying out fitting-out, decoration and maintenance works.

Fig. 3.4 Changes in the Number of Employees by Branch (2009 – 2011)



Branch	1	Building sites	6	Architects/Engineers/Survey services
	2	Civil engineering sites	7	Major estate developers
	3	New construction contractors	8	Tertiary institutions/Utilities
	4	Decoration/Repair/Maintenance contractors	9	Government departments
	5	Special trade contractors		

Manpower Changes by Job Category between 2011 and 2013

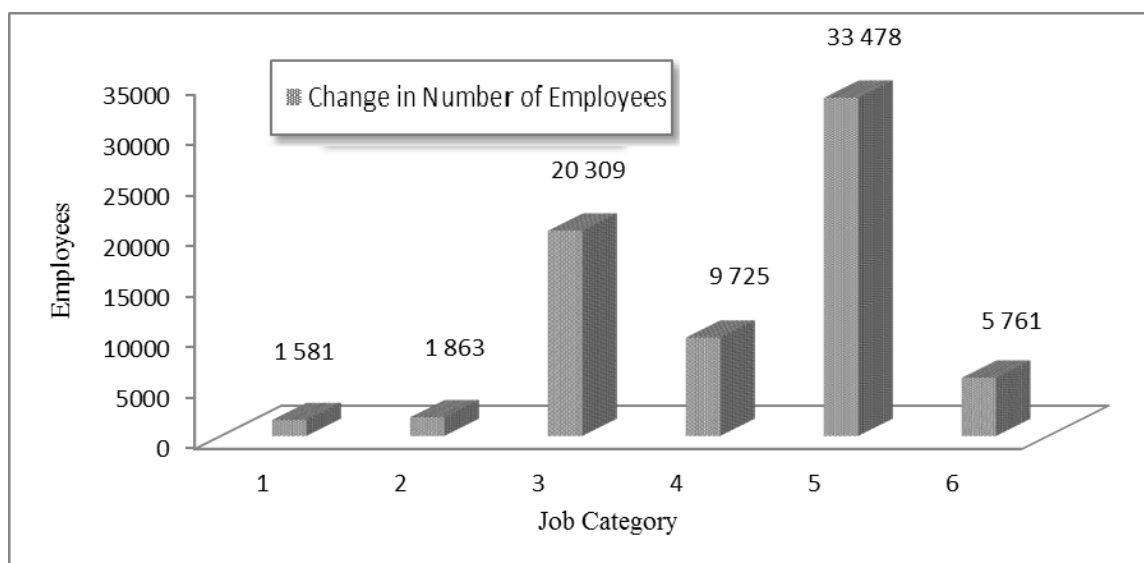
3.6 Table 3.2 shows that among the total manpower of 159 142 in 2013, 21 942 (13.79%) were professional/technologist, 34 853 (21.90%) were technicians, 69 868 (43.90%) were skilled and semi-skilled workers and 32 479 (20.41%) were general workers. All the job levels had reported an increase in manpower. A comparison on the manpower structures between the 2011 and 2013 surveys is shown in the following table.

Table 3.2 Changes in the Number of Employees by Job Category (2011 – 2013)

Job Category	March 2011 (%)	March 2013 (%)	Increase/ Decrease	% Changes
Professional/Technologist	20 361 (16.20)	21 942 (13.79)	1 581	7.76
Technician	32 990 (26.25)	34 853 (21.90)	1 863	5.65
Skilled and Semi-skilled worker	49 559 (39.44)	69 868 (43.90)	20 309	40.98
General worker	22 754 (18.11)	32 479 (20.41)	9 725	42.74
Total Technical Workers	125 664 (100.00)	159 142 (100.00)	33 478	26.64
Non-technical workers*	45 435	51 196	5 761	12.68

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

Fig. 3.5 Changes in the Number of Employees by Job Category (2011 – 2013)



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

3.7 The Training Board observes that the overall increase of 26.64% in the number of employees from March 2011 (125 664) to April 2013 (159 142) is generally realistic in reflecting the manpower situation of the sector at the time of survey. Since the last survey in 2011, the labour market of the construction sector was on its upturn with more construction projects locally.

Changes in the Number of Vacancies

3.8 Employers reported a total of 4 890 (3 186 in 2011) vacancies at the time of survey, representing about 3.07% of the total technical workforce in construction and related disciplines. There were 512 vacancies at professional/technologist level (2.33%), 842 vacancies at technician level (2.42%), 2 824 vacancies at skilled and semi-skilled worker level (4.04%) and 712 vacancies at general worker level (2.19%). A summary of vacancies by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**.

Table 3.3 Distribution of Job Vacancies by Job Level

Job Level	Number of Vacancies	
	2011 (%)	2013 (%)
Professional/Technologist	379 (1.86)	512 (2.33)
Technician	579 (1.76)	842 (2.42)
Skilled and Semi-skilled Worker	1 933 (3.90)	2 824 (4.04)
General Worker	295 (1.30)	712 (2.19)
Total	3 186 (2.54)	4 890 (3.07)

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

Changes in the Number of Trainees²

3.9 Employers reported that there were a total of 687 (1 082 in 2011) trainees at the time of survey (this figure only represents a “snap shot” measurement of the training situation and should not be confused with the actual number of employees who have received training throughout the year). This figure accounts for about 0.43% of the total workforce in construction and related disciplines. There were 399 trainees at the professional/technologist level (1.82%), 222 trainees at the technician level (0.64%) and 66 trainees at the skilled and semi-skilled worker level (0.09%). Comparing with the previous survey, the corresponding numbers have all dwindled. It might indicate that the overall workloads within the construction industry are heavier than before, making it more difficult for the construction workforce to avail themselves to receive training. A summary of the trainees by job level is shown below (full distribution by principal job is shown in **Appendix 1, Table 4**).

Table 3.4 Distribution of Trainees by Job Level

Job Level	Number of Trainees	
	2011 (%)	2013 (%)
Professional/Technologist	662 (3.25)	399 (1.82)
Technician	308 (0.93)	222 (0.64)
Skilled and Semi-skilled Worker	112 (0.23)	66 (0.09)
General Worker	0 (0.00)	0 (0.00)
Total	1 082 (0.86)	687 (0.43)

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

Changes in Average Monthly Income

3.10 As shown in Fig. 3.6 (a) to 3.6(d), the mid-point Average Monthly Income (at 50% cumulative percentage point) for all the four curves in 2013 has surpassed that in 2011 of the employees at the same job level, indicating that the average income for the vast majority of employees at all levels in 2013 is comparatively higher than that in 2011. By comparing their Average Monthly Income at the 80% cumulative percentage point, it is noted that increase in average monthly income is progressively less pronounced for General Workers, Skills & Semi-skilled Worker, Technicians and Professionals/Technologists (More details are given in **Appendix 1, Table 5**).

² Please also refer to Section 2.8

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

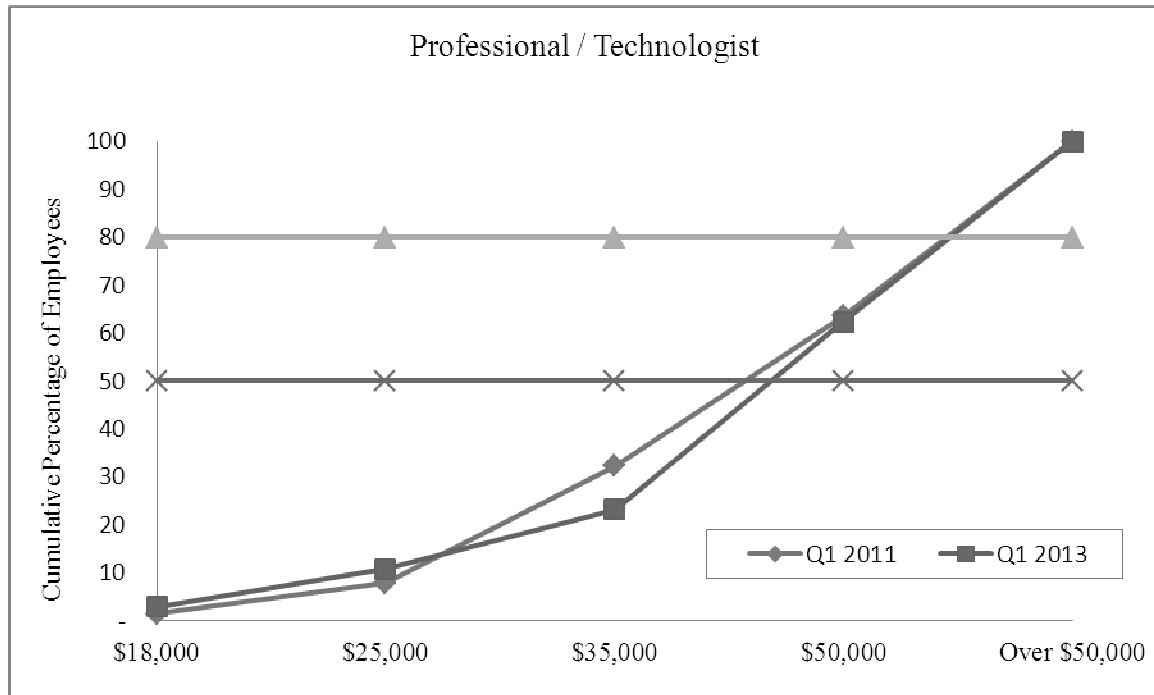


Fig. 3.6 (b) Monthly Average Income of Technician
by Percentage of Employees

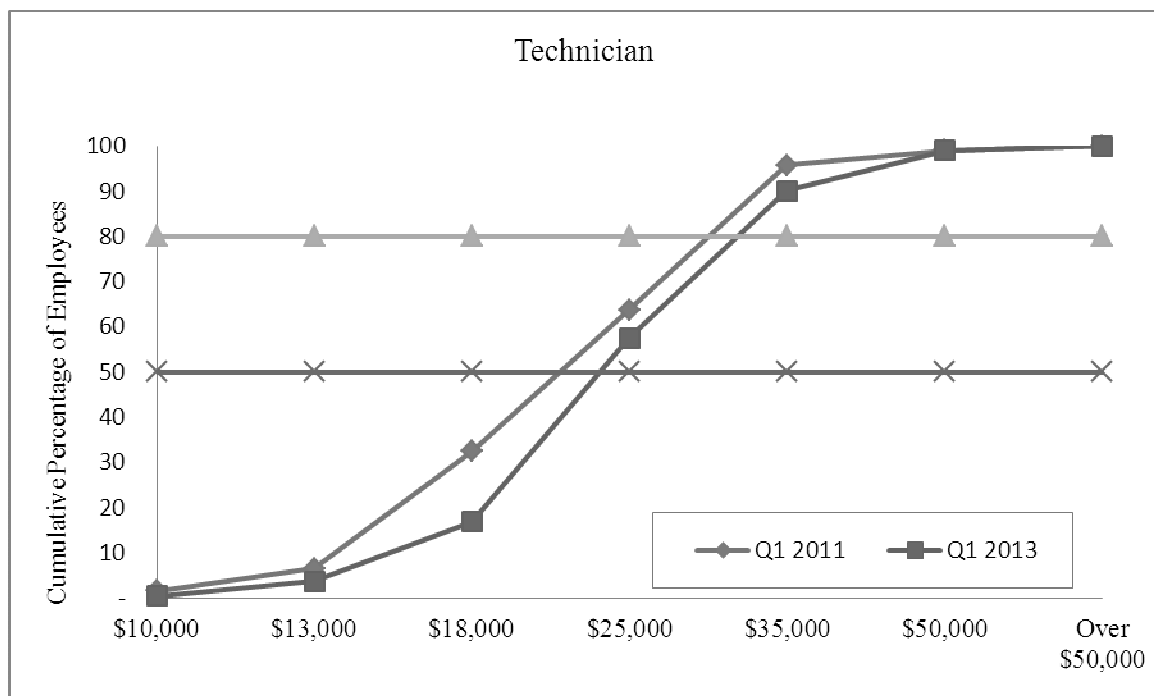
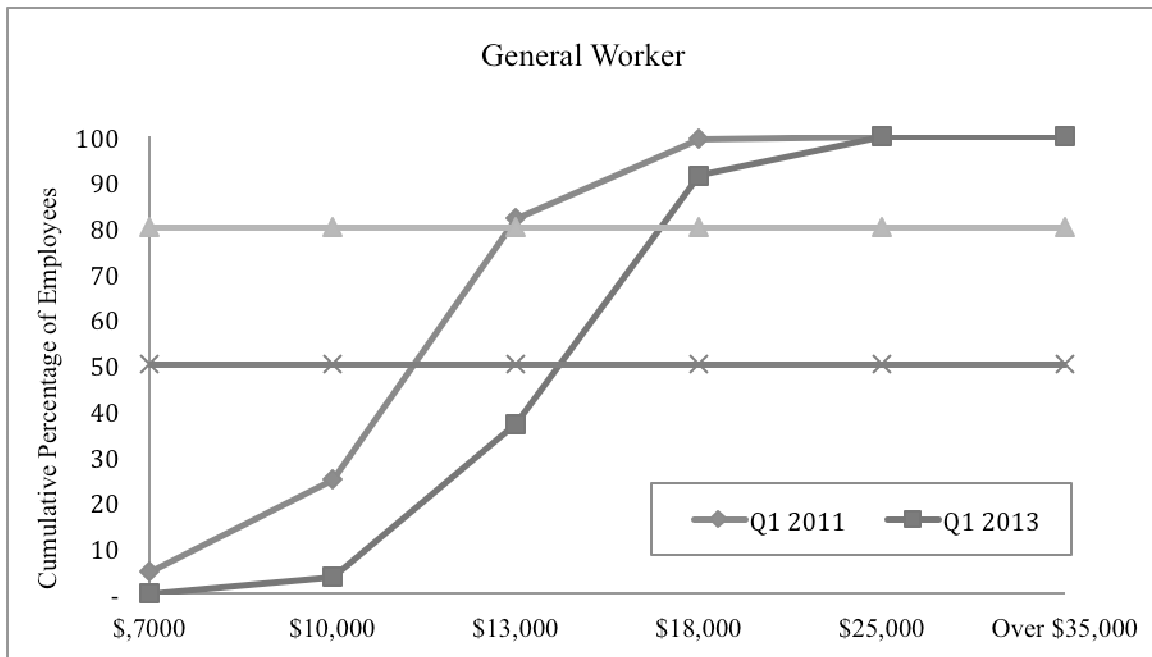


Fig. 3.6 (c) Monthly Average Income of Skilled and Semi-skilled Worker by Percentage of Employees



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



Assessment of Manpower Training Needs

3.11 In addition to the manpower trends above, the following important developments and trends had been taken into account in projecting the future manpower training needs of the industry. In summary, while it is expected that the global and local economies would experience some uncertainties, but on the other hand, the Hong Kong Government has been making good effort to help the BCE industry to sustain, further develop as well as boost the overall quality and standard of the industry:

Global and Local Economic Outlook

- 3.11 (a) (i) The global economy is heading towards a period of more stable, but slower growth. Global gross domestic product (GDP), is still recovering after the recent years' economic downturn. Financial conditions in high-income countries have improved and risks are down, but growth remains subdued, especially in Europe. The recovery is more solid in the United States. However, a fairly robust private sector recovery is being held back, but not extinguished, by fiscal tightening. In Japan, a dramatic relaxation of macroeconomic policy has sparked an uptick in activity, at least over the short term. For the developing countries, the fast-paced economic growth in the aftermath of the 2008 financial crisis has slowed down. It is expected, the GDP in the East Asia/Pacific region and Latin American countries will be growing at around 7.5% and 3.3% respectively.
- (ii) As the Mainland economy picked up its growth and the European and the US economies began to stabilise after the financial tsunami, the Hong Kong economy has also embarked on a full-fledged recovery in 2010, followed by a couple of quarters of above-trend year-on-year growth. However, as exports of goods went down since mid-2011 as a result of the unstable economic recovery in Europe and the US and the worsening sovereign debt crisis in the Eurozone, economic growth in Hong Kong has also slowed down. On the other hand, Hong Kong's domestic demand remains resilient over the years, thereby rendering a key driving force of overall economic growth. Riding on an improving employment situation and rising incomes, private consumption expenditure maintained our growth momentum in all four quarters of last year. Overall investment also continued to expand last year. Nevertheless, the highly uncertain external environment has weighed on business confidence. Enterprises have become more cautious recently.

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

- 3.11 (b) The HK government has devoted to invest in massive projects during the recent years, such as the Ten Major Infrastructure Projects, cross-boundary facilities, and transport infrastructural projects, with a view to expanding our economic hinterland and strengthening the territory's road and railway network. These projects include the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the Hong Kong-Zhuhai-Macao Bridge, the Liantang/Heung Yuen Wai Boundary Control Point, the Central-Wan Chai Bypass, and railway construction works of the South Island Line (East) and the West Island Line. The government also plan to launch the construction works for the Shatin to Central Link.

- 3.11 (c) While implementing large-scale infrastructure projects, the government has also taken forward projects of various scales to meet people's demand for public facilities for everyday life. These projects include schools, hospitals, libraries, sports centres, swimming pools and community halls. The government also hopes to provide citizens a better living environment and quality leisure facilities through implementing projects such as parks, cycle tracks and greening works.
- 3.11 (d) Upon completion of the on-going and approved waterfront promenade projects at Central, Quarry Bay, Kwun Tong and Kai Tak, the length of the water promenade open for public use will be extended by two kilometres. Besides taking forward individual projects to construct waterfront promenades, the Development Bureau is exploring with the Harbourfront Commission on the establishment of a statutory and dedicated harbourfront authority, which will push ahead with the design, construction, operation and management of harbourfront projects.

Recent Years' Building Environment in Hong Kong

- 3.11 (e) While the Government's various counter-cyclical measures introduced over the past few years have helped manage demand, the residential property market is rather quiet and the commercial and industrial property markets also slow down further.
- 3.11 (f) However, since increasing land supply remains the Government's top policy priority in ensuring a healthy and stable development of the property market, it is expected flat supply will be on the rise. Indeed, total flat supply in the coming few years will rise to 71 000 units, which is the highest level since September 2006. Besides, it is also planned that over the coming five years, about 210 000 public and private units are expected to be available.
- 3.11 (g) To increase land supply, the government has been planning/conducting infrastructure works for commercial/business use, e.g., revitalization of industrial building, rezoning of industrial sites, conversion of Government Institute or Community sites in core business districts for commercial use, planning of new Central harbourfront, planning for the Kai Tak development, implementing the relocation and integration of the existing government facilities in two action areas of Kowloon East on Kwun Tong waterfront and in Kowloon Bay and conducting public consultation and pilot study on the development of urban underground space.

Related Labour Market Issues

- 3.11 (h) Heavy investment in infrastructure projects by this Government has brought about a substantial increase in demand for construction workers, and the employment situation has been improving in the industry. The unemployment rate for the construction sector was about 4 per cent in late 2013/early 2014, which is far below the post-tsunami peak of 12.8 per cent in 2008. Besides, the VTC would launch a pilot training and support scheme to attract new entrances for industries with keen demand for labour, which would probably include the BCE industry.

SECTION IV

RECOMMENDATIONS

Overview

4.1 The global economy is heading towards a period of more stable, but slower growth. Global gross domestic product (GDP), is still recovering after the recent years' economic downturn. Financial conditions in high-income countries have improved and risks are down, but growth remains subdued, especially in Europe. The recovery is more solid in the United States. However, a fairly robust private sector recovery is being held back, but not extinguished, by fiscal tightening. In Japan, a dramatic relaxation of macroeconomic policy has sparked an uptick in activity, at least over the short term. For the developing countries, the fast-paced economic growth in the aftermath of the 2008 financial crisis has slowed down. It is expected, the GDP in the East Asia/Pacific region and Latin American countries will be growing at around 7.5% and 3.3% respectively.

4.2 As the Mainland economy picked up its growth and the European and the US economies began to stabilise after the financial tsunami, the Hong Kong economy has also embarked on a full-fledged recovery in 2010, followed by a couple of quarters of above-trend year-on-year growth. However, as exports of goods went down since mid-2011 as a result of the unstable economic recovery in Europe and the US and the worsening sovereign debt crisis in the Eurozone, economic growth in Hong Kong has also slowed down. On the other hand, Hong Kong's domestic demand remains resilient over the years, thereby rendering a key driving force of overall economic growth. Riding on an improving employment situation and rising incomes, private consumption expenditure maintained our growth momentum in all four quarters of last year. Overall investment also continued to expand last year. Nevertheless, the highly uncertain external environment has weighed on business confidence. Enterprises have become more cautious recently.

4.3 On the other hand, the measures adopted by the government to create large number of job opportunities for the BCE industry started to see its results. It is expected more employment opportunities will be created in the BCE industry in the coming few years as the local infrastructure developments/projects initiated by the Government are reaching their construction peaks. The outlook for the BCE sector in Hong Kong appears to be cautiously optimistic.

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

Future Manpower Training Demand

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

4.6 Based on the manpower data collected from the past and present surveys, employers' view on the expected change in business situation, latest development of the infrastructure projects, the wastage rates and the business outlook, the Training Board, **by adopting the 'adaptive filtering method' (AFM)**, forecasted the average annual manpower training requirement of the BCE industry by job level from 2014 to 2016 as follows:

Table 4.1 Projected Average Annual Manpower Training Requirement (from 2014 to 2016)

Job Level	Projected Annual Training Requirement
Professional/Technologist	1 200 – 1 500
Technician	1 500 – 1 800
Skilled/Semi-skilled worker	7 000 – 9 000

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

Manpower Supply and Demand Analysis

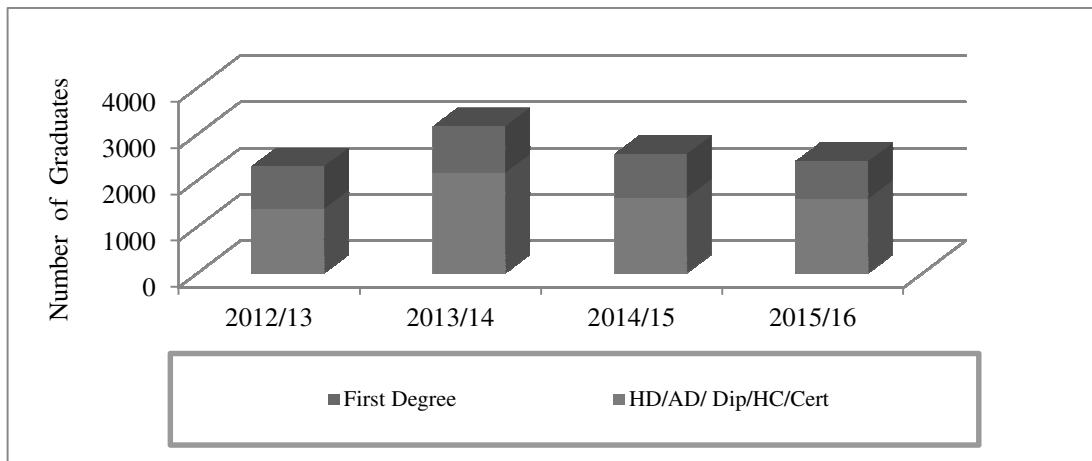
4.8 The primary objective of the analysis is to assess the annual additional manpower demand and supply situation of the sector for 2012 to 2016 by educational level as shown in Table 4.2 and Figure 4.1.

Table 4.2 Planned Output of Graduates from UGC/Government-Funded BCE Programmes for the Years 2012/13 to 2015/16

Year	2012/13	2013/14	2014/15	2015/16
Educational level				
First Degree	922	1 010	947	818
Higher Diploma/Associate Degree/ Diploma/Higher Certificate/Certificate	1 382	2 160	1 622	1 596
Total	2 304	3 170	2 569	2 414

¹ Please see DEFINITION in page iv

Fig. 4.1 Numbers of Graduates



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

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

4.11 The industry will need to recruit annually about 8 000 skilled/semi-skilled-worker-level graduates. To cope with the demand, it is necessary to continue to attract more people including the secondary school leavers to join the industry and train more skill/semi-skilled workers. Such skill training will be provided mainly by CIC. CIC might have to constantly review and update their outputs to meet the changing training requirement of the BCE. However, it should be acknowledged that there are limitations in training, such as training capacities in the light of inadequacy in training instructors, time required to nurture the semi-skilled graduates to become full-fledged skilled workers and loss of productivity for in-service skilled workers to nurture the semi-skilled graduates.

Table 4.3 Actual/Planned Training Places by CIC for the Years 2012/13 to 2014/15

Educational level	Year	2012/13	2013/14	2014/15*
	CIC In-house			
FT Basic Craft/Adult Short Courses		4 327	5 207	5 200
FT Construction Supervisor/ Technician Programme and Enhanced Construction Supervisor/ Technician Training Scheme		383	647	527

Collaborative Training Schemes	2 532	2 016	2 800
Total	7 242	7 870	8 527

*Subject to review

Training of Professionals/Technologists

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

Engineering Graduate Training Scheme (EGTS)

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

Training of Technicians

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

Training of Skilled and Semi-skilled Workers

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

4.16 CIC has implemented various training initiatives to train semi-skilled workers. Courses offered by CIC including One-year/Two-year Basic Craft Courses, full-time adult short courses and Construction Supervisor/Technician Training Programme. The full-time adult short courses include regular courses provided by CIC and the courses partially funded by the Government under the ECMTS.

4.17 To cope with the increasing training demand and diversify the modes of training, CIC introduced various collaborative training schemes with contractors to train more semi-skilled workers for the industry. Under these Schemes, contractors can provide training to their workers on site under CIC's supervision. The trainees will receive monthly training allowance and the contractors will receive a subsidy on trainer salary and related administrative fee.

Relevant Organisations for the BCE Industry

Construction Industry Council (CIC)

4.18 The Construction Industry Council was set up on 1st February 2007 to spearhead industry reforms and to propagate a new culture of change. The CIC will serve as a focal point to co-ordinate efforts in taking forward the Construction Industry Review Committee's (CIRC) recommendations. The CIC will also deliberate on pan-industry strategic issues and function as a primary channel for the government to obtain feedback on construction related policy issues. Under CIC, Construction Industry Training Board (CITB) was formed to oversee all training and development activities.

4.19 CIC operates four training centres and a number of training grounds to provide training of construction technicians, craftsmen and operators. The Management Training and Trade Testing Centre at Aberdeen focuses on management and technology courses, as well as organizing trade tests and intermediate trade tests for skilled and semi-skilled workers and certification tests for machineries and cranes operators.

4.20 Apart from organizing various initiatives to train semi-skilled workers as mentioned in paragraph 4.18 above, CIC runs part-time continuing education courses related to skill enhancement, technology and supervision, certification-test and safety for in-service construction personnel. CIC also organizes off-the-job safety and skill training for in-service workers sponsored by their employers. Employers are encouraged to update and upgrade their employees whenever they can spare time and resources. Over 50 000 in-service construction personnel had participated in CIC's part-time courses.

Registration of Construction Workers

4.21 The Construction Workers Registration Board (CWRB) of the CIC is responsible for administering the implementation of the construction workers registration system.

4.22 The registration of construction workers in Hong Kong was started on 29 December 2005. The registration gives the workers statutory recognition in respective trades. The registration system would also provide more reliable data on labour supply, help combat hiring illegal workers, and also help reduce wage disputes between contractors and workers. As at December 2013, the numbers of registered workers are as follows:

(i) Skilled Workers	95 668
(ii) Skilled Workers (Provisional)	820
(iii) Semi-skilled Workers	17 560
(iv) Semi-skilled Workers (Provisional)	99

(v) General Workers

208 330

Total : 322 477

Disclaimer : Out of the registered workers, there are some already leaving the construction industry, some carrying out minor RMAA works not captured in the survey and some not engaging in construction activities on the survey date, etc.

The Employees Retraining Board

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

Skills Upgrading Scheme Plus (SUS Plus)

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

Other Post-Secondary Level Courses and Programmes

Continuing Education Fund (CEF)

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

Hong Kong Institute of Vocational Education (IVE)

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

Apprenticeship Scheme

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

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

Miscellaneous BCE Bodies

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

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

Recommended Focus Areas for Training in the Forthcoming Future

Construction Law and Regulation and Work Practices in China

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

Environmental Practices and Issues in Building and Construction

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

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

the design/maintenance team to work for the same environmental goal:

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

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

Professional Ethics and Behaviour/Work Attitude

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

Mandatory Safety Training for Employees in the Construction Industry

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

Building Information Modeling (BIM)

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

Recommendations

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

- (i) The training organizations should continue to train more skilled/semi-skilled workers for the BCE industry as well as upgrade the skills and competency of the existing workforce of the BCE industry in order to tackle the increasing serious manpower shortage problem in the coming few years.
- (ii) Employers would have to encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce.
- (iii) In 2011, the Government collaborated with CIC to launch the “Build Up Publicity Campaign” to uplift the image of the construction industry. It has shown results to attract more new entrants to the industry, especially the young people. The industry should continue the promotion and publicity activities in order to attract more new blood to join the industry. The general public can be informed of the industry’s upcoming opportunities as well as the positive and feasible career pathways for new entrants in order to attract young generation to join the industry and to tackle the problem of aging workforce. Publicity programmes like skills competitions and forums/programmes/events/competitions targeted at introducing the BCE industry to the public, particularly the younger generation should be organized to promote the industry.
- (iv) Stakeholders of the BCE industry would have to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation to join the industry.
- (v) The appropriate authority/organization would have to emphasize on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vi) Employers would have to encourage their employees to take the various trade tests/intermediate trade tests or attend the specified training courses to meet the requirements for registration with the CIC.
- (vii) Employees would have to make good use of the various government-subsidized training schemes, e.g. ERB and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (viii) Training providers would have to be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, to equip their graduates with capability to take up local/overseas projects.

- (ix) Training providers would have to increase training places to cope with market needs and to enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics. environmental protection as well as Building Information Modeling.
- (x) Manpower demand and supply situation of the industry would have to be monitored closely by conducting the Survey again in 2015.

第一章

緒論

土木工程及建築業訓練委員會

1.1 土木工程及建築業訓練委員會隸屬職業訓練局[VTC]，成員由香港特別行政區政府委任，負責土木工程及建築業人力及培訓需求相關的事宜，並就如何應付需求提供建議。訓練委員會的成員由主要行業商會、職工會、專業團體、教育／培訓機構及相關政府部門提名出任。本會職責之一，是向 VTC 提供有關發展培訓策略的建議，以應付業界對幹練人手的需求。本會的成員名單及職權範圍分別載於**附錄 1**及**2**。

人力調查

1.2 本會按照職權規定，在政府統計處[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) 就發展培訓策略向 VTC 提供建議，以配合有關培訓需求。

1.3 統計處亦負責其他專業工作，包括數據輸入、數據整理及圖表編製。是次調查的實地工作於 2013 年 4 月至 7 月期間進行，以蒐集下列資料：

- (a) 調查期間業內的**僱員**¹人數；
- (b) 調查期間的**空缺額**¹；
- (c) 調查期間的**受訓者**¹人數；以及
- (d) 僱員每月**平均收入**¹幅度的分布情況。

1.4 為提高回覆率，本會將實地調查工作的截止日期延至 2013 年 10 月，期間亦同步進行數據輸入工作；而數據整理及圖表編製工作則於 2013 年 10 月底左右完成。

人力調查工作小組

1.5 本會設立人力調查工作小組，與統計處緊密合作，並監察後者的人力調查進行情況。工作小組的成員名單載於**附錄 3**。

1 見頁viii的「釋義」

1.6 調查小組的工作大致可分為四個部分，包括問卷設計、抽樣、數據分析和撰寫報告，而相關的調查文件及工作小組草擬的報告定稿均先呈交本會，待通過後方予採用。

調查範圍

1.7 是次調查範圍涵蓋下列九類載於政府統計處機構單位記錄庫內的土木工程及建築業地盤／機構，當中包括建築地盤、辦事處、公司及院校，合共 22 384 間（分類一及二的資料來自 2012 年第三季及第四季的記錄；而分類三至六的資料則為 2012 年第四季記錄）。是次調查的對象涵蓋上述地盤／機構的所有技術僱員。

分類	行業說明
1	- 所有已動工的公共及私人建築地盤（根據統計處的記錄，共有 1 030 個）；
2	- 所有已動工的公共及私人土木工程及其他地盤（根據統計處的記錄，共有 487 個）；
3	- 從事香港標準行業分類 2.0 版[HSIC v2.0]第 411000、412000、419100、419200、419300、419900、421000、422000、431100、431201、431202、431203 及 431299 項相關業務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（從 2 632 間機構中抽選出 307 間為調查樣本）；
4	- 從事 HSIC v2.0 第 439101、439102 及 439199 項相關業務的裝修、維修及保養工程承建商（從 10 584 間機構中抽選出 267 間為調查樣本）；
5	- 從事 HSIC v2.0 第 431204、432202、432203、432299、432999、439901、439902、439903、439904、439905、439906、439907、439908、439911、439912、439913、439914、439915、439916、439917、439918 及 439999 項相關業務的特種工程承建商，但不包括電氣與機械安裝及氣體裝置、安裝與維修承建商（從 5 613 間機構中抽選出 182 間為調查樣本）；
6	- 從事 HSIC v2.0 第 711100、711200、711300、711500、711600、711700 及 711900 項與建造活動有關的建築、測量及工程服務公司（從 1 923 間機構中抽選出 102 間為調查樣本）；
7	- 私人地產發展商（63 間）；
8	- 調查期間正進行建築工程或僱有建造業工人 ² 的培訓機構（其相關之學系及物業管理處），以及公用事業公司（共 36 個學系／辦事處）；以及
9	- 調查期間正進行建築工程或僱有建造業工人的政府部門（16 個）。

HSIC：香港標準行業分類。

1.8 分類三至九的機構中，只有直接受僱於該些機構，並經常留駐辦事處工作的僱員，方列入是次調查範圍中。分包商的僱員並不計算在內。

分層隨機抽樣法

1.9 本會採用分層隨機抽樣法，從分類三至六合共 20 752 間機構中，挑選出 858 間為調查樣本，連同分類一及二合共 1 517 個地盤，以及分類七至九合共 115 構，是次調查共造訪 2 490 個地盤／機構。**附錄 4** 的抽樣方案按行業及機構規模展示調查樣本的分布情況。

1.10 是次調查所涵蓋的技術僱員包括：所有受僱於建築及相關行業承建商及分包商的建築地盤及辦事處內，不同技能等級的僱員（包括**專業人士／技師**³、**技術員**³、**熟練／半熟練技工**³及**普通工人**³等級的僱員），以及業內自僱人士，他們所擔任的職務亦屬**附錄 7** 所載的 105 主要職務之列。然而，從事與本業工種無關的僱員，例如會計、人事、其他行政及支援工作的僱員，則不在調查之列。

1.11 由於調查期間業內僱員或會在不同的地盤工作，為避免重複點算，所有地盤的調查參考日均定為 2013 年 4 月 10 日（是日天晴無雨）。因此，是次調查只包括於 2013 年 4 月 10 日的工作紙上有記錄，而工種又符合主要職務所涵蓋類別的地盤員工。

1.12 此外，為避免重複計算建造業內機電工程承辦及服務機構類別的僱員，有關機構的人力調查由機電工程業訓練委員會於 2013 年 3 月／5 月期間同步進行；而產業測量師及產業測量員等職務的人力情況則由房地產服務業訓練委員會另行調查。

宣傳

1.13 調查展開前，本會籲請各相關僱主聯會及專業團體向其會員宣傳是次調查。

調查方法

1.14 實地調查工作展開前兩周，本會向各選定機構寄出問卷（**附錄 5**），並隨函附上問卷附註（**附錄 6**）和土木工程及建築業主要職務的工作說明（**附錄 7**）。本會邀請僱主提供調查期間其所屬機構內的人力資料，並根據夾附的工作範圍說明，按其僱員的職務（而非職銜）將技術僱員分類。

1.15 實地調查工作進行期間，統計處人員預約造訪各地盤及僱主，收回已填妥的問卷，並於有需要時協助僱主填報資料。在實地調查工作展開前，本會已向調查人員詳細解釋問卷的結構和不同職務的性質。

3 見頁viii的「釋義」

1.16 實地調查工作完成後，負責人員仔細檢閱收回的問卷，並於有需要時與填覆機構核實資料。統計處隨後處理所得數據，並將分類三至六的調查數據以合適的因子倍大，以反映該四個分類機構的整體人力情況（有關分類詳情，請參閱本章第 1.7 段）。

回覆率

1.17 在 2 490 個抽樣地盤及機構中，1 344 個提供所需資料，39 個拒絕回覆。是次調查的有效回覆率（成功提供所需資料與成功回覆的比例）為 97.2%（**附錄 4(b)**）。至於其餘 1 107 個地盤／機構中，611 個地盤回覆「沒有技術人員常駐」，98 個地盤／機構報稱「沒有技術僱員」，78 個地盤暫停施工，12 間機構已結業，20 間並非從事有關行業，其餘 288 間或已搬遷、空置、無法接觸、地址有誤或關門。

報告編排

1.18 本報告附有「報告摘要」一章，重點講述是次人力調查的主要發現（包括本業的人力及培訓需求）；而主要的報告內容則見於以下四個章節：

- | | |
|--------------|---------------------------------|
| I. 緒論 | 簡述是次調查的方法 |
| II. 調查結果概要 | 概述調查期間業內的人力情況 |
| III. 觀察所得及結論 | 根據業內過往的人力趨勢及未來的人力展望，分析調查結果並作出結論 |
| IV. 建議 | 訓練委員會按照調查結果而提出的建議 |

1.19 本會已於 2014 年 4 月 25 日通過將《2013 年人力調查報告》上載至 VTC 網頁及付印。

第二章

調查結果概要

僱員總數

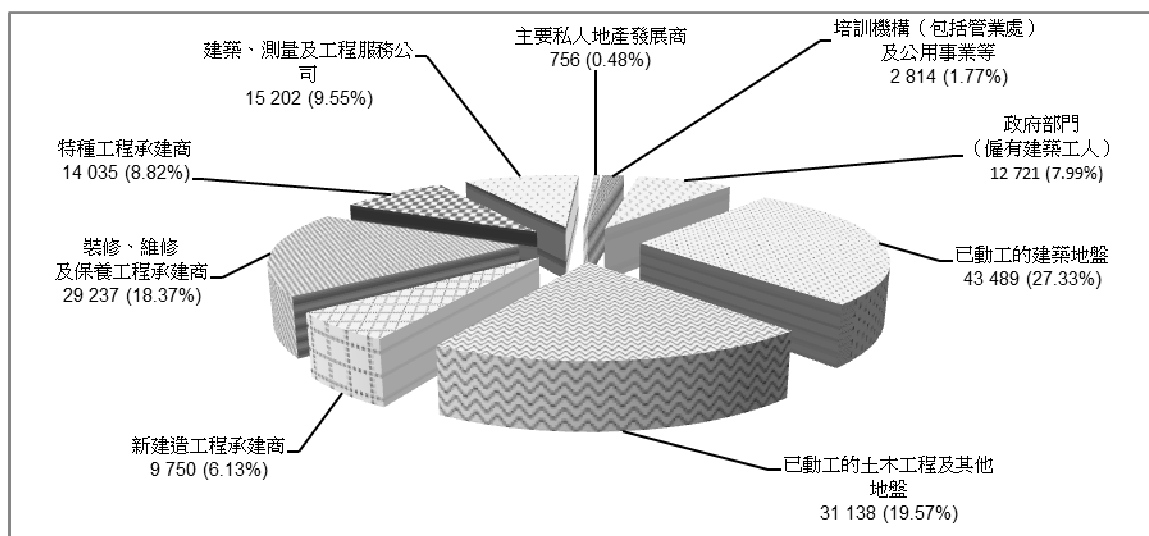
(附件 1 表 1、2 及 3)

2.1 調查顯示，在 2013 年 4 月／7 月期間，從事建造及相關行業的人數，共有 159 142 人（這數字不包括 4 890 個職位空缺及 687 名受訓者）（2011 年為 125 664 人）。他們分別於 105 個主要職務工作，統稱為技術僱員。而從事業內其他工種的僱員人數（例如會計、人事、其他行政及支援工作的僱員）則有 51 196 人（2011 年為 45 435 人），統稱為非技術僱員。總括而言，調查期間業內共有 210 338 名僱員（包括受訓者在內）。

各分類機構僱員的分布情況

2.2 圖 2.1 顯示各分類機構技術僱員的分布情況。在 159 142 名僱員中，43 489 (27.33%) 在已動工的建築地盤工作，31 138 (19.57%) 在已動工的土木工程及其他地盤工作，佔業內總技術人力僅 46.9% 左右。

圖 2.1 各分類機構僱員的分布情況
(2013 年 4 月 10 日)
總數：159 142 人



2.3 附件 1 表 2 列載本業九個分類機構內不同技能等級僱員的分布情況，下表 2.1 摘錄有關資料：

表 2.1 各分類機構不同技能等級的人力分布情況

分類 技能等級	1	2	3	4	5	6	7	8	9	總數 (%)
專業人士／技師 (%)	1 486 (6.77)	2 330 (10.62)	2 478 (11.29)	897 (4.09)	432 (1.97)	8 258 (37.64)	408 (1.86)	1 440 (6.56)	4 213 (19.20)	21 942
技術員 (%)	3 250 (9.32)	3 786 (10.86)	2 914 (8.36)	6 393 (18.34)	3 391 (9.73)	6 644 (19.06)	302 (0.87)	816 (2.34)	7 357 (21.11)	34 853
熟練及半熟練技工 (%)	25 936 (37.12)	11 202 (16.03)	2 260 (3.23)	20 283 (29.03)	9 312 (13.33)	80 (0.11)	26 (0.04)	453 (0.65)	316 (0.45)	69 868
普通工人 (%)	12 817 (39.46)	13 820 (42.55)	2 098 (6.46)	1 664 (5.12)	900 (2.77)	220 (0.68)	20 (0.06)	105 (0.32)	835 (2.57)	32 479
總數	43 489 (27.33)	31 138 (19.57)	9 750 (6.13)	29 237 (18.37)	14 035 (8.82)	15 202 (9.55)	756 (0.48)	2 814 (1.77)	12 721 (7.99)	159 142 (100.00)

- | | | | |
|------|---------------|---|-------------------|
| 分類 1 | 已動工的建築地盤 | 6 | 建築、測量及工程服務公司 |
| 2 | 已動工的土木工程及其他地盤 | 7 | 主要私人地產發展商 |
| 3 | 新建造工程承建商 | 8 | 培訓機構（包括管業處）及公用事業等 |
| 4 | 裝修、維修及保養工程承建商 | 9 | 政府部門（僱有建築工人） |
| 5 | 特種工程承建商 | | |

2.4 2013 年，專業人士／技師、技術員、熟練及半熟練技工、普通工人的比例為 1 : 1.59 : 3.18 : 1.48（2011 年錄得的比例為 1 : 1.62 : 2.43 : 1.12）。

2.5 表 2.2 顯示在 159 142 名僱員中，92 064 人（57.85%）直接受僱於承建商，57 030 人（35.84%）受僱於分包商，10 048 人（6.31%）屬自僱人士。與之相比，2011 年調查的數字則分別為 85 597 人（68.12%），39 099 人（31.11%）及 968 人（0.77%）。調查顯示，若以百分比計算，則受僱於分包商的僱員人數有所上升。

表 2.2 各技能等級僱員的分布情況

僱用形式	專業人士／ 技師 (%)	技術員 (%)	熟練及半熟 練技工 (%)	普通工人 (%)	總數 (%)	
					2013 年	2011 年
直接受僱	21 761 (23.64)	33 462 (36.35)	27 972 (30.38)	8 869 (9.63)	92 064 (57.85)	85 597 (68.12)
受僱於分包商	181 (0.32)	1 074 (1.88)	33 308 (58.40)	22 467 (39.40)	57 030 (35.84)	39 099 (31.11)
自僱	-	317 (3.15)	8 588 (85.47)	1 143 (11.38)	10 048 (6.31)	968 (0.77)
小計	21 942 (13.79)	34 853 (21.90)	69 868 (43.90)	32 479 (20.41)	159 142 (100)	125 664 (100)

空缺額

2.6 據僱主填報，調查期間建築業及相關行業共有空缺 4 890 個，佔業內總技術人力僅 3.07%。下表摘錄各技能等級的空缺情況，而各主要職務的空缺分布詳情則見附件 1 表 4：

表 2.3 各技能等級的空缺分布情況

技能等級	僱員人數 (a)	空缺額 (b)	百分比 (b) / (a) (%)
專業人士／技師	21 942	512	2.33
技術員	34 853	842	2.42
熟練及半熟練技工	69 868	2 824	4.04
普通工人	32 479	712	2.19
總數	159 142	4 890	3.07

2.7 技術員、熟練及半熟練技工兩個技能等級出現最多空缺，尤見於分類二（已動工的土木工程及其他地盤）、分類四（裝修、維修及保養工程承建商）及分類九（政府部門）。各分類的空缺額摘要見表 2.4：

表 2.4 各分類機構的僱員人數及空缺額

分類	僱員人數 (a)	空缺額 (b)	百分比 (b) / (a) (%)
1. 已動工的建築地盤	43 489	277	0.64
2. 已動工的土木工程及其他地盤	31 138	608	1.95
3. 新建造工程承建商	9 750	473	4.85
4. 裝修、維修及保養工程承建商	29 237	1 628	5.57
5. 特種工程承建商	14 035	555	3.95
6. 建築、測量及工程服務公司	15 202	509	3.35
7. 主要私人地產發展商	756	29	3.84
8. 培訓機構（包括管業處）及公用事業等	2 814	62	2.20
9. 政府部門（僱有建築工人）	12 721	749	5.89
所有分類	159 142	4 890	3.07

受訓者人數¹

2.8 僱主填報調查期間共有 687 名受訓者，佔建築業及相關行業總技術人力約 0.43%。各技能等級受訓者人數摘要見下表，而各主要職務的受訓者分布詳情則見附件 1 表 4：

表 2.5 各技能等級受訓者的分布情況

技能等級	僱員人數 (a)	受訓者人數 (b)	百分比 (b) / (a) (%)
專業人士／技師	21 942	399	1.82
技術員	34 853	222	0.64
熟練及半熟練技工	69 868	66	0.09
普通工人	32 479	-	-
總數	159 142	687	0.43

2.9 建築、測量及工程服務公司僱有最多受訓者（在 687 名受訓者中，共僱用 211 人，佔 30.71%）。各分類的受訓者人數摘要見表 2.6：

¹建造專業（包括建築師，工程師及測量師）大多會要求畢業生入職後，必須完成一些特定的培訓，並通過專業考試評估，才正式擁有專業資格。通常僱主會聘用未正式擁有專業資格的畢業生為助理專業人員（如助理建築師，助理工程師，助理測量師等）。而部分僱主在回應調查時，亦沒把這類僱員歸類為正在受訓。為提供業界一個更全面的僱員受訓資料，現附加以下訊息：

- 關於建築師專業：截至 2014 年 4 月，被錄取為畢業生會員的總人數是 624 人。
- 關於工程師專業：截至 2014 年 4 月，已參加 Scheme A 與建造業有關學科（包括建築服務，建築，土木，環境，岩土工程和結構）的總人數為 1,561 人。
- 關於測量師專業：截至 2013 年 4 月和 2013 年 12 月，已註冊為 Probationer（即那些員工尚未完成特定的培訓，並通過專業考試/評估的人士）的總人數分別為 2,322 和 2,574 人。

表 2.6 各分類的僱員及受訓者人數

分類	僱員人數 (a)	受訓者人數 (b)	百分比 (b) / (a) (%)
1. 已動工的建築地盤	43 489	128	0.29
2. 已動工的土木工程及其他地盤	31 138	149	0.48
3. 新建造工程承建商	9 750	19	0.19
4. 裝修、維修及保養工程承建商	29 237	61	0.21
5. 特種工程承建商	14 035	4	0.03
6. 建築、測量及工程服務公司	15 202	211	1.39
7. 主要私人地產發展商	756	8	1.06
8. 培訓機構(包括管業處)及公用事業等	2 814	7	0.25
9. 政府部門(僱有建築工人)	12 721	100	0.79
所有分類	159 142	687	0.43

僱員每月收入幅度的分布情況
(附件 1 表 5)

2.10 各主要職務僱員的平均收入幅度分布見附件 1 表 5。各技能等級的收入幅度摘要見表 2.7：

表 2.7 僱員每月平均收入

每月平均 收入幅度	專業人士/ 技師	技術員	熟練及半熟 練技工	普通工人	總數
\$10 000 或以下	-	96	747	833	1 676
\$10 001 - \$13 000	-	950	5 363	7 825	14 138
\$13 001 - \$18 000	544	3 824	20 481	12 708	37 557
\$18 001 - \$25 000	1 441	11 723	18 228	2 024	33 416
\$25 001 - \$35 000	2 318	9 415	2 981	4	14 718
\$35 001 - \$50 000	7 261	2 598	303	-	10 162
\$50 000 以上	6 980	285	11	-	7 276
未列明	3 398	5 962	21 754	9 085	40 199
總數	21 942	34 853	69 868	32 479	159 142

未來業務情況變化預測
(附件 1 表 6)

2.11 調查顯示，15.85% 僱主預期來年的業務情況將轉差，而 66.35% 則預期未來三年的業務情況將維持不變。僱主對未來業務情況變化的預測見附件 1 表 6。表 2.8 及 2.9 則分別列載僱主對來年及未來三年業務前景的看法：

表 2.8 來年業務情況的預期變化

僱員人數	機構數目				總數
	較佳 (%)	不變 (%)	較差 (%)	未列明 (%)	
1-4	1 906 (13.87)	8 515 (61.95)	2 476 (18.01)	848 (6.17)	13 745
5-9	242 (13.04)	1 254 (67.56)	68 (3.66)	292 (15.73)	1 856
10-19	180 (22.84)	496 (62.94)	81 (10.28)	31 (3.93)	788
20-49	46 (15.97)	197 (68.40)	41 (14.24)	4 (1.39)	288
50-99	19 (20.88)	61 (67.03)	3 (3.30)	8 (8.79)	91
100 或以上	50 (42.74)	58 (49.57)	7 (5.98)	2 (1.71)	117
總數	2 443 (14.47)	10 581 (62.67)	2 676 (15.85)	1 185 (7.02)	16 885

表 2.9 未來三年業務情況的預期變化

僱員人數	機構數目				總數
	較佳 (%)	不變 (%)	較差 (%)	未列明 (%)	
1-4	1 344 (9.78)	9 032 (65.71)	2 521 (18.34)	848 (6.17)	13 745
5-9	209 (11.26)	1 301 (70.10)	54 (2.91)	292 (15.73)	1 856
10-19	120 (15.23)	532 (67.51)	86 (10.91)	50 (6.35)	788
20-49	27 (9.38)	215 (74.65)	42 (14.58)	4 (1.39)	288
50-99	16 (17.58)	66 (72.53)	1 (1.10)	8 (8.79)	91
100 或以上	54 (46.15)	58 (49.57)	3 (2.56)	2 (1.71)	117
總數	1 770 (10.48)	11 204 (66.35)	2 707 (16.03)	1 204 (7.13)	16 885

未來 12 個月內將於本地招聘的僱員人數
(附件 1 表 7)

2.12 調查顯示，僱主擬於未來 12 個月於本地招聘 807 名專業人士／技師，1 358 名技術員，以及 5 599 名熟練及半熟練技工。預期招聘的僱員人數詳見附件 1 表 7，下表 2.10 則摘錄有關資料：

表 2.10 來年擬招聘的僱員人數

技能等級	擬招聘人數 (a)	技術人力總數 (b)	佔技術人力 總數百分比 (a) / (b) (%)
專業人士／技師	807	21 942	3.68
技術員	1 358	34 853	3.90
熟練及半熟練技工	5 599	69 868	8.01
普通工人	NA	32 479	NA
總數	7 764	159 142	4.88

第三章

觀察所得及結論

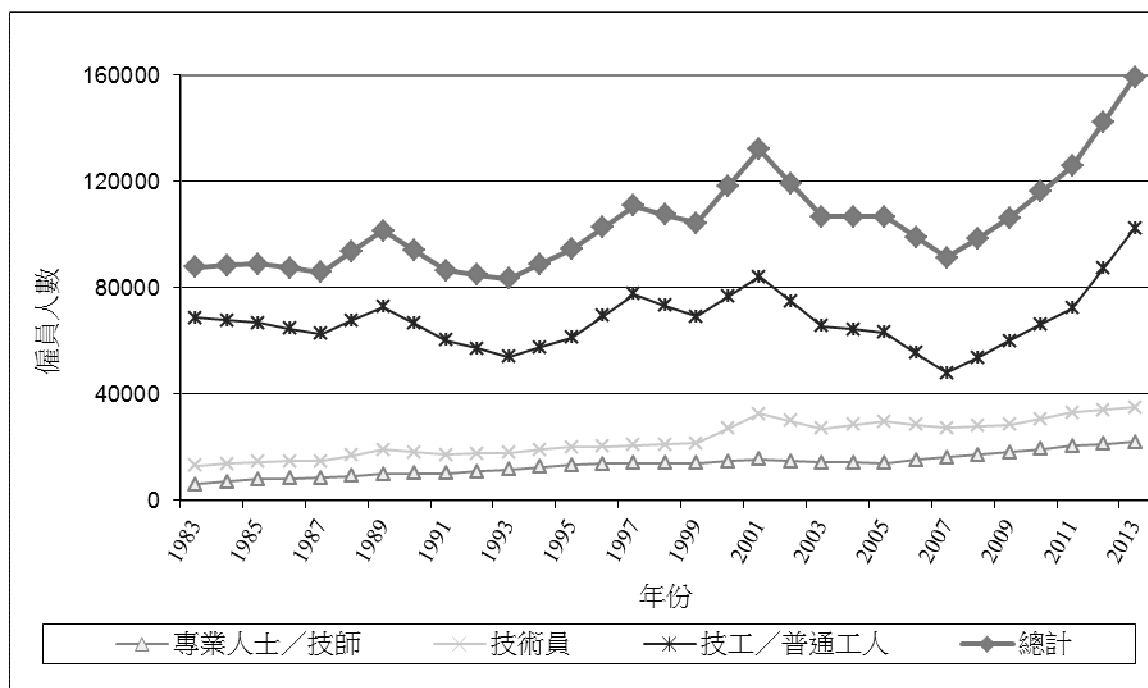
概況

3.1 本會仔細審閱是次調查結果，認為所得資料大致可反映調查期間土木工程及建築業的人力情況。

各分類機構人力的長期趨勢

3.2 自 1983 年起，本會每兩年進行一次人力調查。如圖 3.1 所示，1983 至 1995 年間，土木工程及建築業的總技術人力徘徊於 90 000 人左右，隨後於 2001 年攀上頂點，錄得 130 755 人。然而，此後升勢逆轉，本業的人力持續下跌至 2007 年。但從 2007 年起，過去六年，總技術人力平均每年錄得 8.3% 增長，並於 2013 年錄得 159 142 人。

圖 3.1 1983 至 2013 年人力趨勢

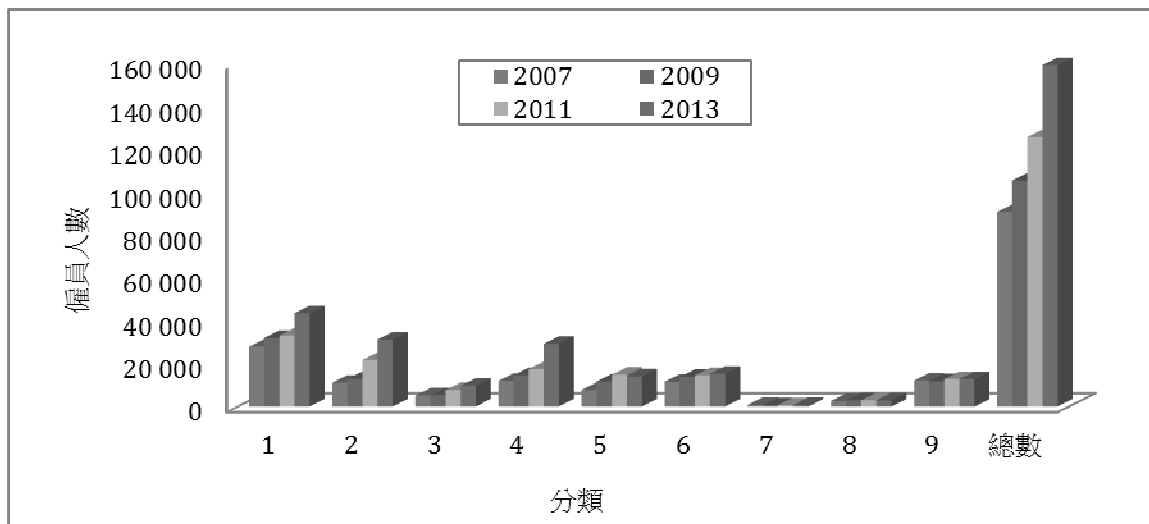


3.3 自 1983 年起，本業對專業人士／技師級僱員的需求持續增加，反映香港的土木工程及建築業漸漸轉型為知識型行業。相反，技工／普通工人級僱員的人數則自 2001 年起至 2007 年止，數目一直下跌。原因包括正值當時經濟下滑引致建造業產品需求下跌，加上本業採用組件建築技術，以及增加使用外地預製的構件／組件。然而，隨著近年建築工程數目增加，業內的技工／普通工人的人數亦同告上升。

過去七年的中期情況轉變

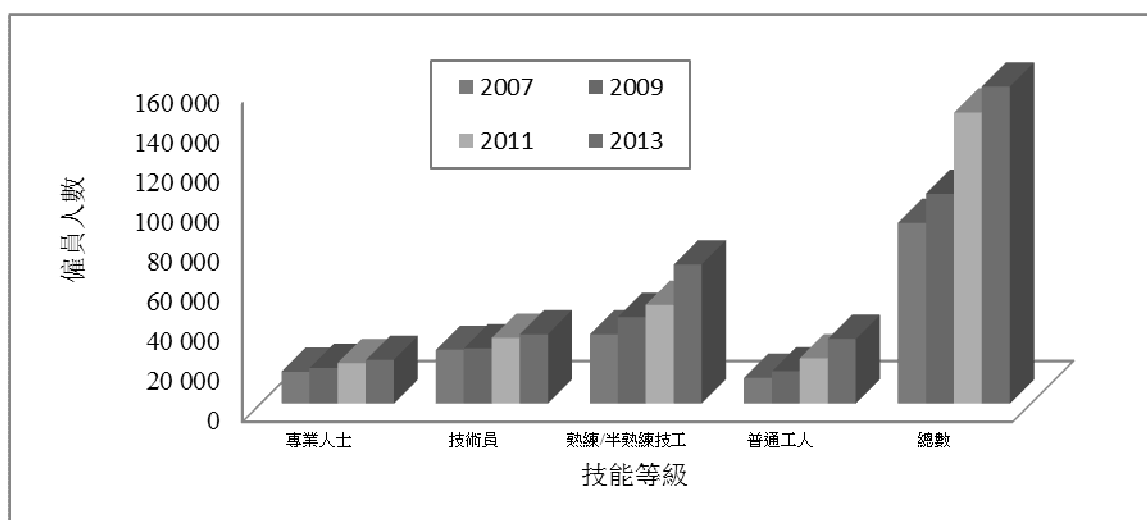
3.4 圖 3.2 及圖 3.3 展示過去七年各分類機構不同技能等級的僱員人數趨勢。

圖 3.2 各分類機構僱員人數 (2007、2009、2011 及 2013 年)



分類	1	已動工的建築地盤	6	建築、測量及工程服務公司
	2	已動工的土木工程及其他地盤	7	主要私人地產發展商
	3	新建造工程承建商	8	培訓機構 (包括管業處) 及公用事業等
	4	裝修、維修及保養工程承建商	9	政府部門 (僱有建築工人)
	5	特種工程承建商		

圖 3.3 各技能等級僱員人數 (2007、2009、2011 及 2013 年)



2011 與 2013 年人力變化

3.5 表 3.1 顯示，業內的技術人力總數由 2011 年的 125 664 人增至 2013 年的 159 142 人，共增加 33 478 人（增幅為 26.64%）。各分類機構中，只有特種工程承建商、培訓機構（包括管業處）及公用事業等、及政府部門（僱有建築工人）的人力錄得跌幅；而已動工的建築地盤、已動工土木工程及其他地盤、新建造工程承建商、裝修、維修及保養工程承建商及主要私人地產發展商的人力則分別增加逾 20%，當中以裝修、維修及保養工程承建商的增幅最高，達 67.79%（增加 11 812 名僱員）。這大幅增長主要是由於這分類加入了一個新的工種所造成。

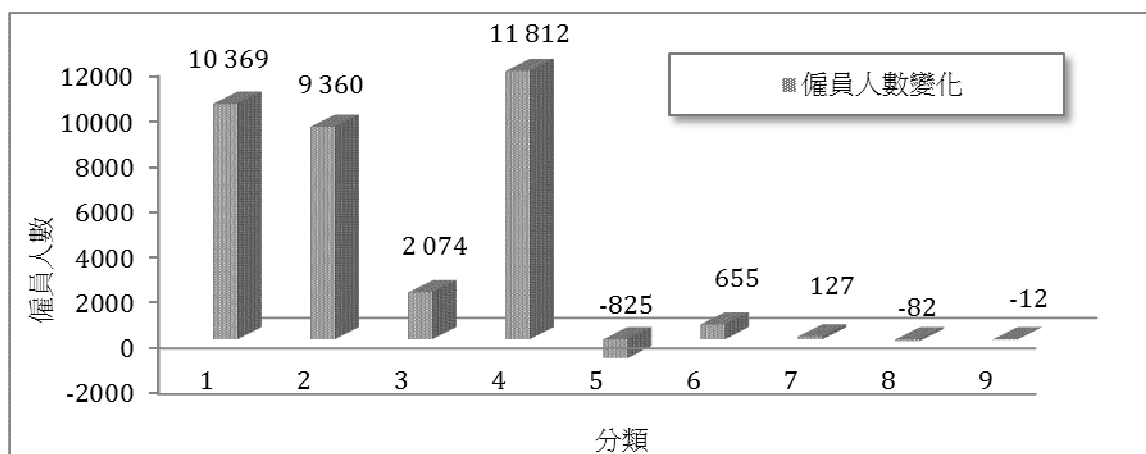
表 3.1 各分類機構僱員人數變化（2011 年與 2013 年）

分類	2011 年 調查	2013 年 調查	增加/ 減少	百分比 轉變
1. 已動工的建築地盤	33 120	43 489	10 369	31.31
2. 已動工的土木工程及其他地盤	21 778	31 138	9 360	42.98
3. 新建造工程承建商	7 676	9 750	2 074	27.02
4. 裝修、維修及保養工程承建商	17 425	29 237	11 812	67.79*
5. 特種工程承建商	14 860	14 035	-825	-5.55
6. 建築、測量及工程服務公司	14 547	15 202	655	4.50
7. 主要私人地產發展商	629	756	127	20.19
8. 培訓機構（包括管業處）及公用事業等	2 896	2 814	-82	-2.83
9. 政府部門（僱有建築工人）	12 733	12 721	-12	-0.09
總數	125 664	159 142	33 478	26.64

（註*：由於在 2013 年的調查當中，加進了一個主要屬於分類 4 的**新工種**¹，引致分類 4 的員工數目在是次調查比起過往調查大幅增加。）

¹在 2013 年的調查當中，加進了一個主要屬於分類 4 的新工種。這工種的名稱是：「維修及保養工」，負責於現存的建築物內進行維修及保養工程及一項或多項小型裝修工程。

圖 3.4 各分類機構僱員人數變化（2011 年與 2013 年）



分類	1	已動工的建築地盤	6	建築、測量及工程服務公司
	2	已動工的土木工程及其他地盤	7	主要私人地產發展商
	3	新建造工程承建商	8	培訓機構（包括管業處）及公用事業等
	4	裝修、維修及保養工程承建商	9	政府部門（僱有建築工人）
	5	特種工程承建商		

2011 與 2013 年各類職務人力變化

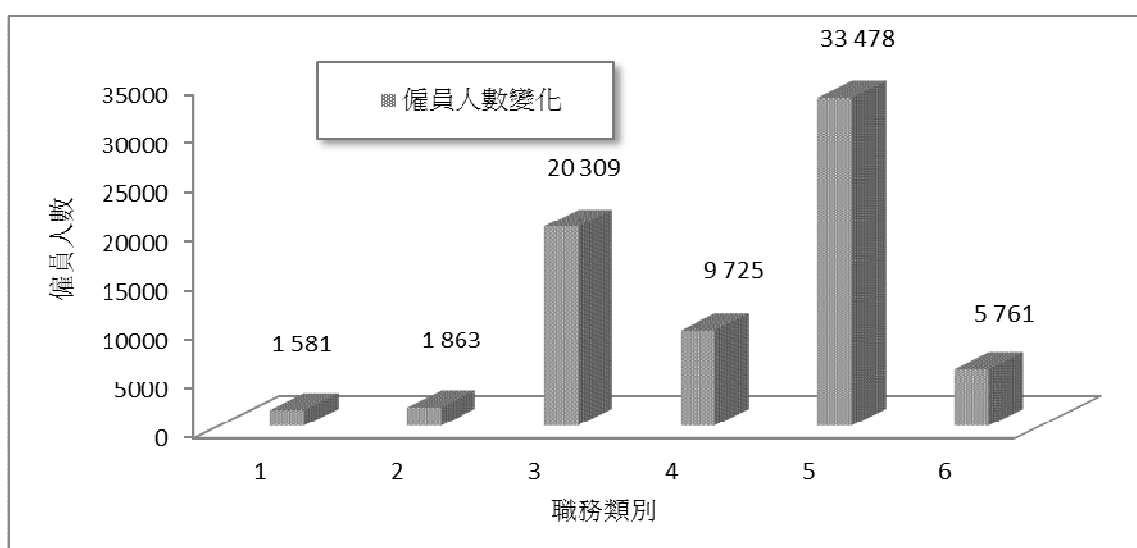
3.6 表 3.2 顯示，2013 年業內的總人力為 159 142 人，當中 21 942 人（13.79%）為專業人士／技師，34 853 人（21.90%）為技術員，69 868 人（43.90%）為熟練／半熟練技工，32 479 人（20.41%）為普通工人。所有技能等級均錄得人力增長。下表比較 2011 與 2013 年調查的人力結構。

表 3.2 各類職務僱員人數變化（2011 年與 2013 年）

職務類別	2011 年 3 月 (%)	2013 年 3 月 (%)	增加／減少	百分比轉變
專業人士／技師	20 361 (16.20)	21 942 (13.79)	1 581	7.76
技術員	32 990 (26.25)	34 853 (21.90)	1 863	5.65
熟練／半熟練技工	49 559 (39.44)	69 868 (43.90)	20 309	40.98
普通工人	22 754 (18.11)	32 479 (20.41)	9 725	42.74
技術僱員總數	125 664 (100.00)	159 142 (100.00)	33 478	26.64
非技術僱員總數*	45 435	51 196	5 761	12.68

（註*：非技術僱員是服務於土木工程及建築業，但從事非土木工程及建築範疇工作的員工，如會計、人事、或其他行政及支援工作的人士。）

圖 3.5 各類職務僱員人數變化（2011 年與 2013 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	熟練／半熟練技工	6	非技術僱員總數

3.7 據本會觀察所得，業內的僱員人數由 2011 年 3 月 125 664 人，增加至 2013 年 4 月 159 142 人，增幅為 26.64%，大致能反映出調查期間本業的實際人力情況。自上次（2011 年）調查後，由於本地有更多建築工程，使建築業的人力市場向好。

空缺額變化

3.8 據僱主報稱，調查期間建造業及相關行業的空缺共有 4 890 個（2011 年有 3 186 個），佔業內技術人力總數約 3.07%。當中，專業人士／技師級的空缺有 512 個（2.33%），技術員級空缺有 842 個（2.42%），熟練／半熟練技工級空缺有 2 824 個（4.04%），而普通工人級空缺則有 712 個（2.19%）。各技能等級的空缺摘要見下表，而各主要職務的空缺分佈詳情則載於附錄 1 表 4。

表 3.3 各技能等級的空缺分佈情況

技能等級	空缺額	
	2011 年 (%)	2013 年 (%)
專業人士／技師	379 (1.86)	512 (2.33)
技術員	579 (1.76)	842 (2.42)
熟練／半熟練技工	1 933 (3.90)	2 824 (4.04)
普通工人	295 (1.30)	712 (2.19)
總數	3 186 (2.54)	4 890 (3.07)

括號內的數字代表佔該年度該技能等級僱員總數的百分比

受訓者人數變化²

3.9 據僱主報稱，調查期間建築業及相關行業共有 687 名受訓者(2011 年有 1 082 名) (這數字僅代表調查日的培訓情況，不應與全年員工的實際受訓者人數混淆)，佔業內僱員總數約 0.43%。當中專業人士／技師級的受訓者共 399 名 (1.82%)，技術員級共 222 名 (0.64%)，而熟練／半熟練技工級則有 66 名 (0.09%)。與上次調查相比，相應的數字皆比前減少。部分原因可能是因為建造行業內的整體工作負荷比以往重，使從業員難以利用工餘時間接受培訓。各技能等級受訓者人數摘要見下表，而各主要職務受訓者分佈詳情則載於附件 1 表 4。

表 3.4 各技能等級受訓者分佈情況

技能等級	受訓者人數	
	2011 年 (%)	2013 年 (%)
專業人士／技師	662 (3.25)	399 (1.82)
技術員	308 (0.93)	222 (0.64)
熟練／半熟練技工	112 (0.23)	66 (0.09)
普通工人	0 (0.00)	0 (0.00)
總數	1 082 (0.86)	687 (0.43)

括號內的數字代表佔該年度該技能等級僱員總數的百分比

每月平均收入變化

3.10 如圖 3.6(a)至 3.6(d)所示，50% 及 80% 同一技能等級僱員 2013 年的平均月入水準曲線超越 2011 年的曲線，顯示 2013 年各級大部分僱員的平均收入均較 2011 年為高。比較 80% 同一技能等級僱員累積百分點，依收入增幅以遞減次序排列，次序分別為普通工人，技能和半熟練工人，技術人員和專業人士/技師。(詳細資料見附件 1 表 5)。

² 亦請參閱分段 2.8 部分

圖 3.6 (a) 專業人士／技師每月平均收入(按僱員百分比顯示)

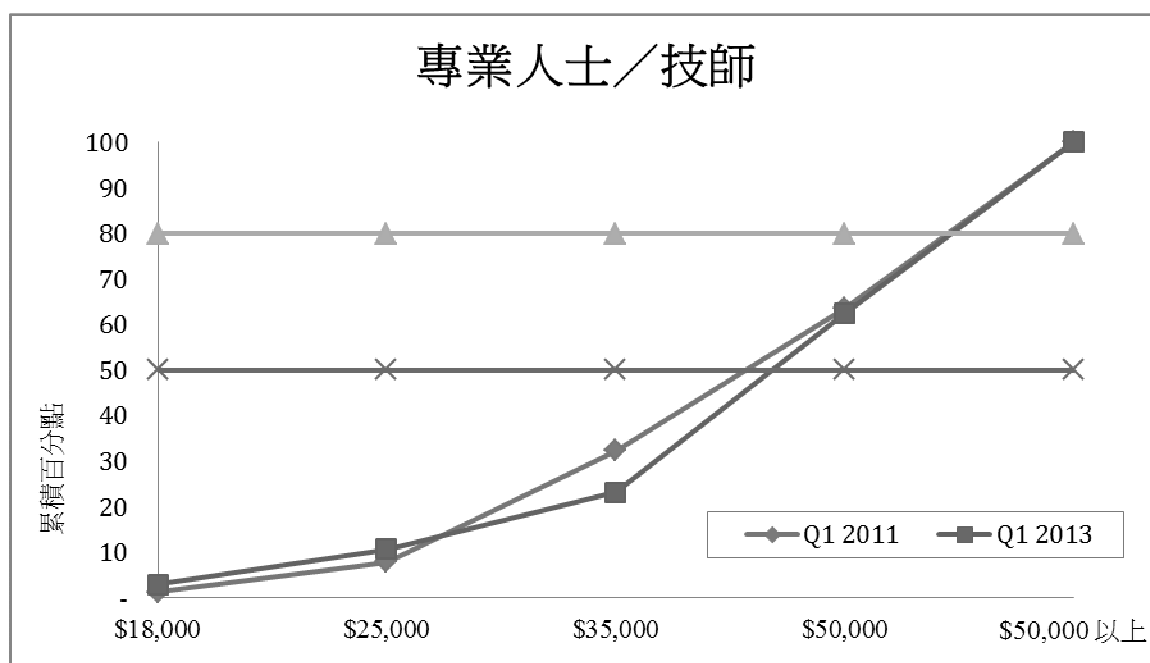


圖 3.6 (b) 技術員每月平均收入
(按僱員百分比顯示)

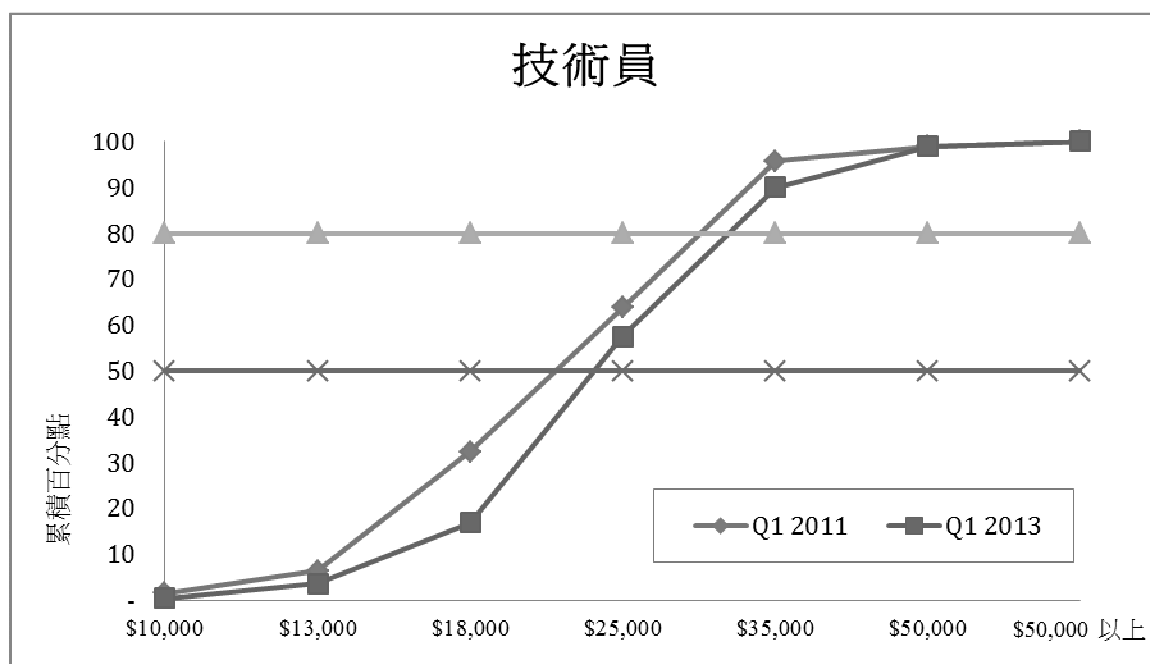


圖 3.6 (c) 熟練／半熟練技工每月平均收入（按僱員百分比顯示）

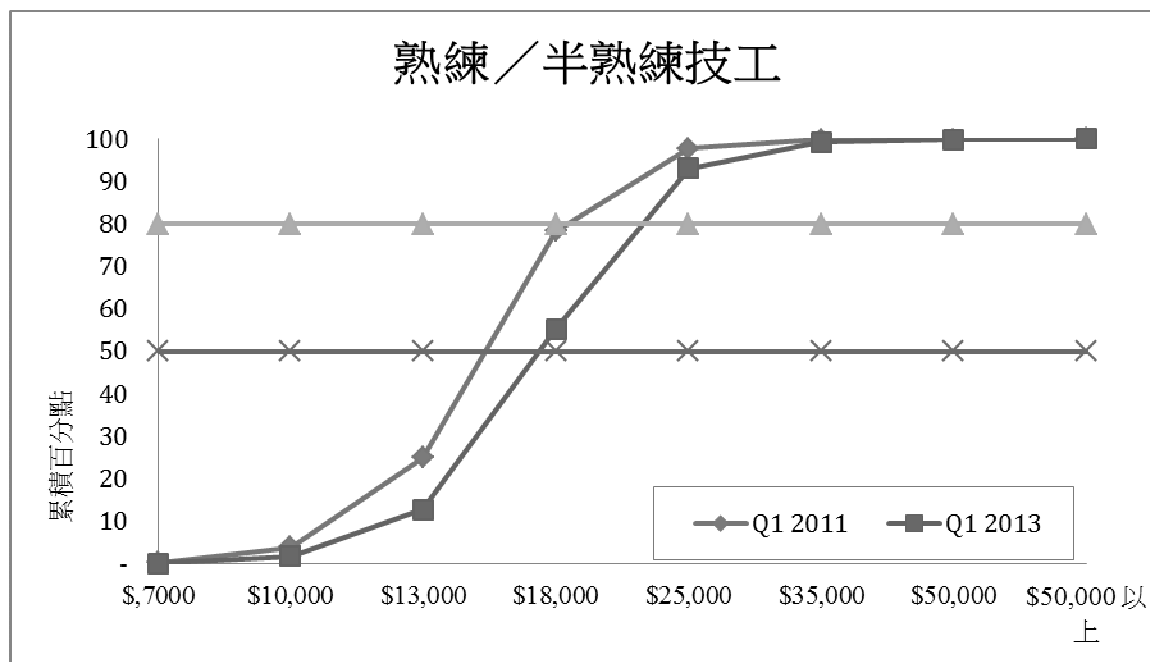
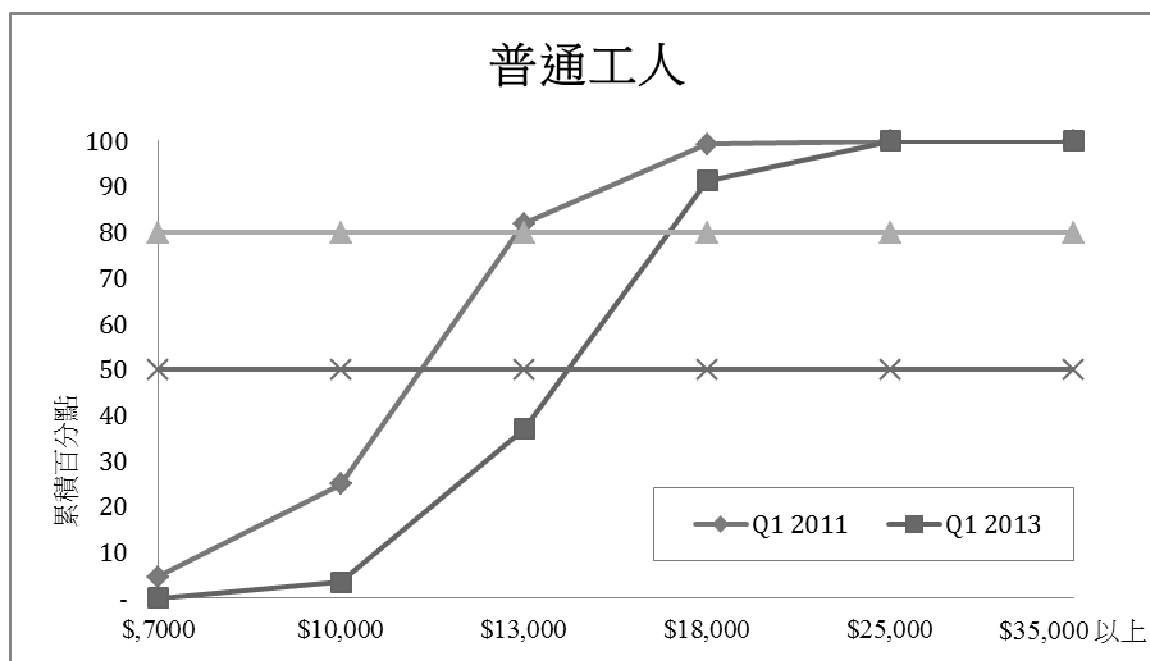


圖 3.6 (d) 普通工人每月平均收入（按僱員百分比顯示）



人力培訓需求評估

3.11 除上述人力趨勢外，本會在推算業界未來的人力培訓需求時，亦考慮下列重要的發展和趨勢。總括而言，預期環球及本港經濟前景不明朗，但另一方面，香港政府仍一直致力協助本業持續發展，並著力提升整個行業的服務質素及標準。

環球及本港經濟展望

- 3.11 (a) (i) 全球經濟現已比前穩定，但增長仍放緩。全球國內生產總值（GDP），經過前幾年的經濟衰退後，現繼續復甦。高收入國家的財政狀況已有所改善，風險普遍下降。如在美國，經濟復甦已比較穩固；但在其他國家，特別是歐洲各國，增長仍然疲弱。況且，大部份國家仍推行財政緊縮政策，因此，期盼中的私營企業全面復甦仍遙遙無期。相反地，近年日本政府令人感到意外地，推行放寬宏觀經濟政策，現已收到一些顯著的成果。至少在短期內，已令日本經濟上揚。至於發展中國家，在 2008 年金融危機後一直錄得急速的經濟增長。但在未來數年，相信亦將放緩。預計東亞/太平洋地區和拉丁美洲國家的國內生產總值增長率，將約分別為每年 7.5% 和 3.3%。
- (ii) 近年內地經濟增長回升，而歐洲和美國的經濟自從經歷金融海嘯後，現已漸趨穩定。香港經濟也在 2010 年起，開始全面復甦。隨後季度增長皆比平均增長為高。然而，自 2011 年中期開始，歐美各國的經濟復甦，開始呈不穩定。而歐元區的債務危機亦有惡化跡象。引致香港的出口貨品銷售亦相應下跌，使香港經濟增長亦同時放緩。另一方面，香港的內銷市場需求仍持續強勁。多年來，這一直是整體經濟增長的主要動力。隨著近年改善就業情況及整體收入增加，零售消費在去年四個季度皆保持增長趨勢。而同期的整體投資亦不斷擴大。然而，最近在外圍經濟環境不明朗的情況下，普遍企業家的信心仍沒完全恢復，投資經營比較謹慎。

香港政府積極進行的本地基建發展項目

- 3.11 (b) 近年來，香港政府一直積極投資本地大型基建發展項目。如十大基建，跨境設施，交通基礎設施等項目，目的是擴大香港的經濟支援及加強香港的公路和鐵路網。這些項目包括廣深港高速鐵路，港珠澳大橋，蓮塘/香園圍口岸，中環灣仔繞道，以及鐵路建設工程香港段南港島線（東段）和西港島線。此外，政府還計劃推出的建造工程，沙田至中環線。
- 3.11 (c) 同時，政府亦發展了多項具規模的項目，滿足市民對日常公共設施的需求。這些項目包括興建學校，醫院，圖書館，體育館，游泳池和社區會堂等。政府亦通過籌建其他多個項目，如公園，單車徑及綠化工程等，為廣大市民提供更好的生活環境和優質的休閒設施。
- 3.11 (d) 發展經中環，鰂魚涌，觀塘和啟德的海濱長廊項目已獲批准。一俟建成後，長廊的長度將延長兩公里，將開放給市民使用。除了推展個別項目，建設海濱長廊外，發展局與海濱事務委員會將探索設立法定和專責的海濱管理局，致力推動優化海濱項目的設計，建設，營運及管理等等事項。

香港近年的建築環境

- 3.11 (e) 過去幾年，政府致力各種反週期措施，這確有助於控制物業市場的需求。因此，近年，住宅物業市場交投比較疏落，商業及工業物業市場亦進一步放緩。
- 3.11 (f) 然而，政府的政策仍著重於增加土地供應，來確保物業市場得到健康及平穩的發展。因此，預期樓宇供應量將上升。事實上，樓宇單位供應總數在未來幾年將上升，預料將達 7 萬 1 千。這是將會是自 2006 年 9 月以來的最高水準。此外，政府也將按照計劃，預計在未來五年中，將有約 210 000 個公共和私營新單位推出市場。
- 3.11 (g) 同時，政府亦已規劃及實施基礎設施工程作商業及商貿用途，來增加土地供應。例如，活化工業大廈、改劃工業用地及改變土地用途、轉變政府機構或位於核心商業區的社區用地轉化作商業用途、規劃中環海濱及發展啟德計劃、並落實現有的政府設施等。在九龍東兩個發展區：觀塘海濱和九龍灣作搬遷和整合，並進行公眾諮詢和試點研究城市地下空間的開發。

與勞動力市場有關的問題

- 3.11 (h) 近年政府帶動大量投資在基礎設施項目上，因此業界對建造工人的需求大幅增加。業界就業情況大大改善。整個建造業界在 2013 年底及 2014 年初的失業率約為 4%，遠低於 2008 年金融海嘯後的高峰期 12.8%。此外，職訓局正推出「職」學創前路先導計劃，結合有系統的學徒培訓及清晰的進階路徑，提供專業培訓課程及在職訓練，以吸引年青人加入對勞動力需求殷切的行業，土木工程及建築業亦將是目標行業之一。

第四章

建議

概要

4.1 環球經濟漸趨穩定，惟增長將放緩。經過前數年的經濟衰退後，全球普遍國內生產總值（GDP）日漸復甦。高收入國家的財政狀況已明顯改善，風險亦已下調。美國的復甦進度較明確，但歐洲的經濟增長卻仍疲弱。然而，現今各國普遍奉行財政緊縮政策，雖未至全面窒息企業之經營，但私營經濟之全面復甦卻遙遙無期。反觀日本，近年卻一反過往的緊縮策略，大量放寬宏觀經濟。起碼在短期內，已顯著的引發全面經濟上揚。而發展中國家在 2008 年金融危機後，所錄得的急速經濟增長亦已放緩。預料未來數年，東亞/太平洋地區及拉丁美洲國家的國內生產總值約分別為 7.5% 及 3.3%。

4.2 近年內地經濟增長持續上調。而歐洲及美國自金融海嘯後，經濟亦漸趨穩定。香港經濟亦步向全面復甦。自 2010 年起，香港按年經濟增長趨勢一直高於平均綫以上。然而，從 2011 年中期開始，歐洲和美國的經濟復甦步伐趨於不穩定。再加上近年歐元區的主權債務危機日趨惡化，香港出口總值亦因應下跌，整體經濟增長亦因此放緩。另一方面，香港的內部需求卻一直保持強勢，成為整體經濟增長的主要動力。加上香港近年就業情況理想，市民的收入增加，消費意欲上升。在去年四個季度的整體消費皆錄得增長，而整體投資亦不斷擴大。但在現今高度不明朗的外圍經濟環境下，企業家皆偏向採取比較謹慎的營商策略。

4.3 另一方面，政府較早前推出措施，助本業創造大量就業機會，有關措施已初見成效。隨著政府推出的多項本地基建發展／項目陸續進入建築高峰期，本會預期未來數年土木工程及建築業將創造更多就業機會。審慎估計，本業的前景尚算樂觀。

4.4 本會籲請業內僱主支持為不同技能等級（即專業人士／技師、技術員、熟練／半熟練技工及普通工人四個技能等級）而設的訓練計劃，以確保未來數年市場有足夠的幹練人力，可應付本業需求。此外，鑑於社會對服務質素標準、質素保證／公眾責任及工作安全方面的要求日趨嚴格，業界應繼續向現職僱員提供相關的技術、安全及法律知識增修訓練。

未來人力培訓需求

4.5 本會估計專業人士／技師、技術員及熟練／半熟練技工三個技能等級的人力流失率¹為 3%。僱員離職的原因包括退休、去世、轉職或被派離港工作。

4.6 本會因應以往及是次人力調查所得的數據、僱主對未來業務環境變化的看法、基建項目的最新發展、人力流失率及本業的業務前景，決定採用「調節過濾分析法」[Adaptive Filtering Method, AFM] 預測 2014 至 2016 年業內各技能等級每年平均培訓需求，結果如下：

表 4.1 預測每年平均人力培訓需求（2014 至 2016 年）

技能等級	預測每年人力培訓需求（人數）
專業人士／技師	1 200 – 1 500
技術員	1 500 – 1 800
熟練／半熟練技工	7 000 – 9 000

4.7 隨著大型基建項目及其他建築工程陸續開展，建造工程將長期處於高輸出水平。

人力供求分析

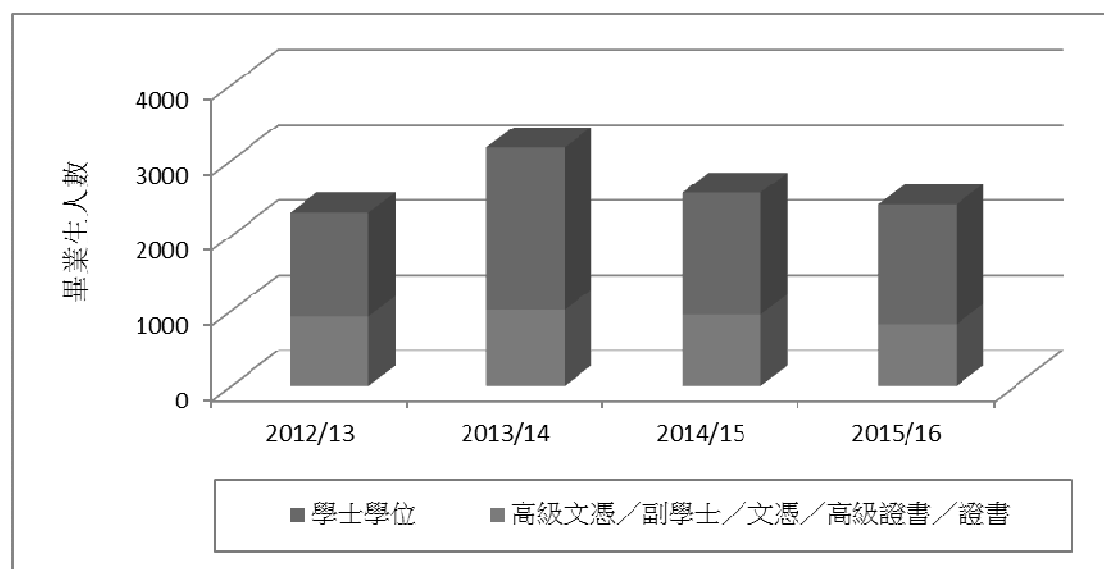
4.8 以下主要是按教育程度，評估 2012 至 2016 年業內每年的額外人力供求情況，詳情見表 4.2 及圖 4.1。

¹ 見頁 viii 的「釋義」

表 4.2 2012/13 至 2015/16 年度 教資會／政府資助土木工程及建築課程
預計畢業生人數

教育程度	年份			
	2012/13	2013/14	2014/15	2015/16
學士學位	922	1 010	947	818
高級文憑／副學士／文憑／高級證書／證書	1 382	2 160	1 622	1 596
總數	2 304	3 170	2 569	2 414

圖 4.1 畢業生人數



4.9 從表 4.1 及表 4.2 可見，完成學位課程的本地畢業生人數低於本會所推算的每年在專業人士／技師級別中所需培訓的人力。從海外回港的畢業生，以及修畢兼讀學位課程後獲晉升為專業人士／技師的技術員，將可填補不足之數。

4.10 據本會觀察所得，預計相關畢業生的人數應大致可應付未來三年在技術員級方面的人力需求。惟部分畢業生或會繼續進修，亦有部分未必投身土木工程及建築業。另一方面，許多技術員等級的職位會由內部晉升的技工級僱員擔任。

4.11 業界每年需聘請約 8 000 名熟練／半熟練技工級的畢業生。為應付這需求，必須繼續吸引及培養更多人加入這個行業，成為技能/半熟練工人。當中尤以中學畢業生為主要吸引對象。相關的技能培訓主要由 CIC 提供。CIC 亦多方檢討及更新有關課程，以滿足業界不斷更新變化的培訓需求。但如需短期內完全滿足需求，培育出大量熟練技工，有關的培訓仍存在某程度的局限性，例如導師數量。

表 4.3 2012/13 至 2014/15 年度
CIC 預計提供的訓練名額

教育程度	年份	2012/13	2013/14	2014/15*
	CIC 舉辦課程			
全日制基本工藝證書／成人短期課程		4 327	5 207	5 200
建造業監工／技術員課程及建造業監工／技術員深造課程		383	647	527
合作培訓計劃		2 532	2 016	2 800
總數		7 242	7 870	8 527

*有待檢討

專業人士／技師訓練

4.12 專業人士／技師在改進管理及革新技術方面擔當重要的角色。在建築行業中，他們通常須先修畢與行業相關的大專課程，隨後接受數年的實務／在職訓練，以汲取擔任要職的經驗。

工科畢業生訓練計劃

4.13 為向工科畢業生提供更有系統的實務訓練機會，VTC 轄下的技師訓練委員會推行一項津貼計劃，為工科畢業生提供為期 18 個月的實務訓練使具備成為香港工程師學會正式會員的資格。參加計劃的受訓畢業生可經由僱主獲得薪金

津貼。VTC 轄下的技師訓練組亦提供免費就業服務，協助僱主招聘畢業生，並為有關工科畢業生的培訓事宜提供支援。本會籲請僱主利用該計劃培訓工程師。

技術員訓練

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

熟練／半熟練技工訓練

4.15 CIC 及 IVE 均為建築業熟練技工開辦各類工種的課程。本會鼓勵僱主資助其見習員、學徒及在職員工修讀這兩間機構開辦的相關課程，以更新及提升他們的技能及知識，為未來的事業發展鋪路。

4.16 CIC 已實施多項培訓計劃，培訓半熟練工人。CIC 開辦的課程包括一年/兩年制基本工藝課程、全日製成人短期課程及建造業監工/技術員培訓課程。全日製成人短期課程包括由 CIC 舉辦的定期課程，並由政府依據「強化建造業人力訓練計劃」(ECMTS) 的有關規定作部分資助。

4.17 為應付與日俱增的培訓需求及多元化的培訓模式，CIC 與承包商合作，推出多類合作培訓計劃，以培養更多半熟練工人加入建造行業。合作內容是由承包商在他們工地上提供培訓，並由 CIC 監督下進行。學員每月將獲得培訓津貼，而承包商則獲訓練員的工資及相關行政費用的補貼。

與土木工程及建築業相關的機構

建造業議會

4.18 CIC 於 2007 年 2 月 1 日成立，旨在推動行業改革及提倡變革的新文化。CIC 肩負起橋樑的角色，負責集結業界的力量，以協助落實建造業檢討委員會[CIRC]的建議。此外，CIC 亦會商討建造業的整體發展策略事宜，並成為主要溝通渠道，讓政府可就相關政策諮詢業界的意見。CIC 轄下設立建造業訓練局[CITB]，負責監督所有相關的培訓及發展活動。

4.19 CIC 共有四個培訓中心和一批訓練場地，訓練建造業技術員、技工及操作工。而位於香港仔的管理培訓及工藝測試中心，則主力提供管理及技術課程，並為熟練及半熟練技工與操作工安排技能測試及中級工藝測試。

4.20 CIC 除了舉辦如上文第 4.18 段所述關於培訓半熟練工人的各項計劃外，亦致力發展部分時間制的延續教育課程，包括技能提升，技術與監督，認證及測試、以及與建造業有關的職業安全。CIC 更為在職建造業員工舉辦有關職業安全及技能培訓計劃，讓他們於工餘時間學習。CIC 亦成功邀得僱主贊助這些計劃。同時，CIC 亦極力鼓勵僱主協助員工提升有關技能。有關計劃發展至今，已有 5 萬多在職建造業員工參與。

建造業工人註冊制度

4.21 CIC 轄下的建造業工人註冊委員會[CWRB]負責執行建造業工人註冊制度。

4.22 本港的建造業工人註冊制度於 2005 年 12 月 29 日開始實行。使建造業工人能夠在所屬行業獲得法定認可的資格。此外，註冊制度亦可提供更可靠的人力供應數據，有助打擊僱用非法勞工，同時亦可減少承建商與工人之間的工資糾紛。截至 2013 年 12 月，已註冊工人的數目如下：

91 747	(i) 熟練技工	95 668
2 401	(ii) 熟練技工（臨時）	820
14 356	(iii) 半熟練技工	17 560
174	(iv) 半熟練技工（臨時）	99
178 425	(v) 普通工人	208 330
287 103	總數：	<u>322 477</u>

免責聲明： 註冊工人當中，有部分已經離開建築行業；另有部分從業員因只參與小型裝修及維修工程，可能不被包括在此調查中；亦有部分從業員因在「調查日」當天沒有開工，因此亦不被包括在此調查內。

僱員再培訓局

4.23 ERB 為合資格的僱員提供訓練，協助他們掌握嶄新或改良的技術，從而適應經濟環境的轉變，並提升就業能力。由僱員再培訓基金資助的多間訓練機構，則負責提供訓練課程。ERB 開辦的課程，最初以因經濟轉型而難以轉職的

失業人士為主要服務對象。自 2007 年 12 月 1 日起，服務對象已延伸至 15 歲或以上、屬副學位或以下程度的失業人士。

新技能提升計劃

4.24 ERB 於 2009 年 7 月開始推行「新技能提升計劃」[*SUS Plus*]，目的在於提升在職受訓人士的行業專業知識及技能。SUS Plus 亦歡迎計劃接受專業培訓以求轉職的人士參加。受訓人士或可獲發津貼，惟須視乎個別情況（例如：受訓者的收入），以及其他相關考慮因素而定。計劃亦有開辦土木工程及建築課程，詳情可瀏覽 ERB 網址 <http://www.erb.org>

其他專上程度課程

持續進修基金

4.25 持續進修基金[*CEF*]資助有意持續學習的成人繼續修讀教育及訓練課程。CEF 涵蓋大量不同課程，應可切合在職人士進修的需要。

香港專業教育學院

4.26 香港專業教育學院[*IVE*]除提供全日制課程外，亦開辦夜間兼讀制高級文憑課程，包括建築學、測量及土木工程課程。

學徒訓練計劃

4.27 VTC 轄下的學徒事務署推行學徒訓練計劃，培訓技術員及熟練技工。計劃確保學徒能按《學徒制度條例》的規定，接受有系統的在職訓練。學徒除接受日常實務訓練外，亦獲僱主保送修讀相關技術課程，使他們完成學徒訓練後，能兼具理論知識及實際技能。

4.28 學徒事務署為僱主及青年求職者提供免費的學徒就業服務。本會建議僱主可就設立學徒訓練計劃及學徒招聘事宜聯絡該署，尋求協助。

其他土木工程及建築業團體

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

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

未來主要訓練範疇建議

中國內地的建造業法例、規例及執行情況

4.30 愈來愈多本地公司參與內地建造工程項目或相關合約註冊事宜。因此，本業僱主應為僱員尋找相關的培訓機會，藉此增強他們對中國內地建造業法例及規例的認識，特別是相關法規在內地的實際執行情況，以便更有效推展當地的工程項目。在訂定培訓項目的優次時，應加入普通話訓練課程。

建築及建造過程中的環保作業

4.31 推行環保在建築及建造過程中日受重視。本會鼓勵建造商在選擇建材時應顧及環保因素，特別是要避免使用有害物料。

4.32 自 1996 年引入香港建築環境評估法[HK-BEAM]後，業界已劃一採用此評估標準來量度、改進及標籤本港樓宇的環保設計及可持續發展能力。HK-BEAM 就本港樓宇下列多個主要範疇訂定逾 100 項優質環保準則，供業界設計／保養工作人員作為依據，共同達成環保目標：

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

4.33 本地僱主應密切留意 HK-BEAM 的最新發展，務求符合行業標準。

專業操守與行為／工作態度

4.34 過往，不少導致建造業工人／住戶傷亡的工業意外，往往與工人的專業操守及行為有關。本地僱主必須加強僱員在這方面的培訓，為公司名下建築物建立優質聲譽和形象。

建築業僱員強制性安全訓練

4.35 由於建造業的工業意外頻生，因此政府已立例規定所有受僱於建造地盤工作的人員，必須先接受建造工地安全訓練，並取得有效證書。根據此法例，CIC 會負責開辦大量相關課程，並頒發證書予成功修畢課程及通過測試的人士。本會籲請僱主安排僱員接受這些必要的訓練。

建築資訊模型

4.36 建築資訊模型（BIM）是建築學、工程學及土木工程的新工具。它同時具有建築或工程生命週期管理及3D 幾何模型資料。BIM 推出後備受歡迎，近年來已被廣泛應用在不少大型建築項目上。例如：自2006年起，房屋委員會（房委會）已開始廣泛使用 BIM。可以預見，BIM 必將成為建築業從業員所必需具備的基本能力之一。因此，必須加強有關方面的培訓。

建議

4.37 根據本業的中短期業務前景及人力供求情況，本會建議各主要持份者採取下列措施，以應付業界的需求：

- (i) 培訓機構應繼續培訓土木工程及建築業行業的熟練/半熟練技工及提升現有員工的技術和能力，以應付在未來數年日益嚴重的人手短缺問題。
- (ii) 僱主需鼓勵屬下僱員把握培訓／學習機會，藉此建立高技術及能幹的員工團隊。
- (iii) 在2011年，政府與 CIC 合作，推出了「Build 升宣傳計劃」，以提升建造業的形象。結果顯示，不少年輕人被吸引，願意加入這個行業。因此，有關的推廣和宣傳活動應該繼續加強，以吸引更多新血加入這行業。業界亦需向公眾提供有關資訊，讓其知悉本業的最

新就業機會及可供選擇的事業發展途徑，以紓緩業內勞動人口老化的問題，並吸納年青一代投身本業。另亦應舉辦各類宣傳活動推廣本業，如技能比賽和論壇／計劃／活動／競賽等，向公眾（特別是年青一代）介紹這行業。

- (iv) 各持份者需協助提升本業的整體形象／地位，以吸引更多具潛質的人才（特別是年青一代）投身本業。
- (v) 在規劃大型建築及土木工程項目時，有關當局／機構需將重點放在長遠規劃上，以確保本業能穩定及持續發展。
- (vi) 僱主需鼓勵僱員參加各種技能測試／中級工藝測試，或修讀指定訓練課程，以達到 CIC 的註冊要求。
- (vii) 僱員需善用各項政府資助培訓計劃（如ERB、CEF提供的資助），藉此提升自身的技能，並掌握最新的科技發展及規例轉變。
- (viii) 培訓機構需緊貼業界的培訓需求轉變，開辦各類強調全人發展、國際視野及語文能力的課程，裝備畢業生，使他們有能力應付本地／海外的工程項目。
- (ix) 培訓機構需增加培訓名額，以應付市場需要，並針對安全程序、質素保證、先進科技、專業操守及環保等範疇，開辦相關課程，從而提升從業員的技術、安全標準及生產力，並加強建築資訊模型及有關方面的培訓。
- (x) 本會建議於2015年再進行人力調查，以密切監察本業的人力供求情況。

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Membership of the
Building and Civil Engineering Training Board
土木工程及建築業訓練委員會成員名單
(As at 30 November 2013)
(2013 年 11 月 30 日)

Chairman
主席

Ir. TSUI Wai-tim
徐偉添工程師
(nominated by the Hong Kong
Construction Association)
(香港建造商會提名)

Members
委員

Prof. CHAN Hon-wan, Edwin
陳漢雲教授
(nominated by the Hong Kong Institute of
Architects)
(香港建築師學會提名)

Ir. CHAN Sheung-yan, Kenneth
陳尚仁工程師
(nominated by the Hong Kong Federation
of Electrical and Mechanical
Contractors)
(香港機電工程商聯會提名)

Mr. CHAN Yiu-tung, Anthony
陳耀東先生
(nominated by the Hong Kong General
Building Contractor Association)
(香港建築業承建商聯會提名)

Prof. CHAU Kam-tim
周錦添教授
(nominated by a local tertiary institution)
(本地某大專院校提名)

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

Ir. CHUNG Koon-man
鍾冠文工程師
(nominated by the Hong Kong Institute of
Construction Managers)
(香港營造師學會提名)

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

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

Dr. LO Siu-ming
盧兆明博士
(nominated by a local tertiary institution)
(本地某大專院校提名)

Ir. MAK Shu-hei 麥樹熹工程師	(nominated by the Hong Kong Institution of Engineers) (香港工程師學會提名)
Mr. NG Yau-ye, Peter 伍又宜先生	(Ad personam) (獨立人士)
Ir. PANG Yat-bond, Derrick 彭一邦工程師	(nominated by the Construction Industry Council) (建造業議會提名)
Mr. Kyran SZE 施家殷先生	(Ad personam) (獨立人士)
Mr. TANG Ki-cheung 鄧琪祥先生	(nominated by the Hong Kong Institute of Surveyors) (香港測量師學會提名)
Mr. WONG Kin-sun, Hermes 黃建新先生	(nominated by a building/civil engineering contracting firm) (某建築/土木工程承建商提名)
Mr. WONG Ping 黃平先生	(nominated by a worker union of the industry) (業內某工會提名)
Mr. CHEUNG Kwei-sang, Gary 張貴生先生	representing the Director of Housing 房屋署署長代表
Ir. TANG Kai-yan, Alan 鄧啟恩工程師	representing the Secretary for Development 發展局局長代表
Mr. TSOI Wai-shing 蔡偉成先生	representing the Commissioner for Labour 勞工處處長代表
Ms. YU Po-mei, Clarice 余寶美女士	representing the Director of Buildings 屋宇署署長代表
Ir. Dr. CHAN Wan-ching, Lawrence 陳雲青博士、工程師	representing the Executive Director of the Vocational Training Council 職業訓練局執行幹事代表

In Attendance
列席者

Ir. Dr. LAU Chi-keung, Jackson 劉志強博士、工程師	(Hong Kong Institute of Vocational Education) (香港專業教育學院)
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Secretary
秘書

Mr. HUI Yin-ho, Henry 許賢浩先生	(Vocational Training Council) (職業訓練局)
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**Building and Civil Engineering Training Board
Terms of Reference**

1. To determine the manpower demand of the industry, including the collection and analysis of relevant manpower and student/trainee statistics and information on socio-economic, technological and labour market developments.
2. To assess and review whether the manpower supply for the industry matches with the manpower demand.
3. To recommend to the Vocational Training Council the development of vocational education and training facilities to meet the assessed manpower demand.
4. To advise the Hong Kong Institute of Vocational Education (IVE) and Pro-Act 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 Pro-Act 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)、卓越培訓發展中心提出建議。
5. 就 IVE、卓越培訓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 2013 Manpower Survey
of the Building and Civil Engineering Industry**
土木工程及建築業
2013 年人力調查工作小組成員名單

Chairman
主席

Mr. NG Yau-ye, Peter (Ad personam)
伍又宜先生 (獨立人士)

Members
委員

Prof. CHAN Hon-wan, Edwin (Hong Kong Institute of Architects)
陳漢雲教授 (香港建築師學會)

Ir. CHAN Sheung-yan, Kenneth (Hong Kong Federation of Electrical and
Mechanical Contractors)
陳尚仁工程師 (香港機電工程商聯會)

Prof. CHAU Kam-tim (a local tertiary institution)
周錦添教授 (本地某大專院校)

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

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

Mr. LIU Tat-chiu, Davis (Construction Industry Council)
廖達超先生 (建造業議會)

Ir. MAK Shu-hei (Hong Kong Institution of Engineers)
麥樹熹工程師 (香港工程師學會)

Ir. PANG Yat-bond, Derrick (Construction Industry Council)
彭一邦工程師 (建造業議會)

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

Mr. TANG Ki-cheung (Hong Kong Institute of Surveyors)
鄧琪祥先生 (香港測量師學會)

Ir. TSUI Wai-tim (Hong Kong Construction Association)
徐偉添工程師 (香港建造商會)

Mr. WONG Ping
黃平先生

(a worker union of the industry)
(業內某工會)

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

(Hong Kong Institute of Vocational
Education)
(香港專業教育學院)

In Attendance
列席者

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Mr. FUNG Yan-kin, Kenneth
馮恩健先生

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(政府統計處)

Secretary
秘書

Mr. HUI Yin-ho, Henry
許賢浩先生

(Vocational Training Council)
(職業訓練局)

2013 Manpower Survey of the Building & Civil Engineering Industry

Sampling Plan

(Based on Q3&Q4/2012 for branches 1&2 and Q4/2012 for branches 3-6)

土木工程及建築業 2013 年度人力調查

抽樣方案

(分類一及二根據 2012 年第 3 及第 4 季記錄，分類三至六根據 2012 年第 4 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 地盤 - 建築地盤	-	-	1 030	1.000	1 030
		Sub-total 小計		1 030		1 030
2	Sites - Civil Engineering and Other Sites 地盤 - 土木工程地盤	-	-	487	1.000	487
		Sub-total 小計		487		487
3	New construction works contractors, including site investigation, site formation, foundation works and erection works 新建造工程承建商，包括從事 地盤勘察、地盤平整、地基工程及 上蓋建造工程者 (HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 & 431299)	1-4	1	1 513	0.052	82
		5-9	2	488	0.200	98
		10-19	3	271	0.074	21
		20-49	4	226	0.125	28
		50-99	5	77	0.265	21
		100 & over (100 及以上)	6	57	1.000	57
		Sub-total 小計				2 632
4	Decoration, repair and maintenance contractors 裝修、維修及保養工程承建商 (HSIC v2.0: 439101, 439102 & 439199)	1-4	1	9 182	0.014	128
		5-9	2	1 035	0.044	45
		10-19	3	241	0.191	46
		20-49	4	103	0.243	25
		50-99	5	19	1.000	19
		100 & over (100 及以上)	6	4	1.000	4
		Sub-total 小計				10 584
5	Special trade works contractors, excluding electrical & mechanical fitting and gas fitting, installation & maintenance 特種工程承辦商，但不包括電氣與 機械安裝及氣體裝置、安裝與維修 承建商 (HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 & 439999)	1-4	1	4 110	0.017	72
		5-9	2	930	0.033	31
		10-19	3	336	0.048	16
		20-49	4	193	0.099	19
		50-99	5	37	1.000	37
		100 & over (100 及以上)	6	7	1.000	7
		Sub-total 小計				5 613

<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
6	Architectural, surveying and project engineering services firms related to construction activities 與建造活動有關的建築、測量及 工程服務公司 (HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 & 711900)	1-4	1	1 399	0.010	15
		5-9	2	252	0.030	8
		10-19	3	114	0.050	6
		20-49	4	95	0.100	10
		50-99	5	24	1.000	24
		100 & over (100 及以上)	6	39	1.000	39
	Sub-total 小計			1 923		102
7 *	Estate developers 地產發展商	1-4	1	3	1.000	3
		5-9	2	2	1.000	2
		10-19	3	4	1.000	4
		20-49	4	16	1.000	16
		50-99	5	8	1.000	8
		100 & over (100 及以上)	6	30	1.000	30
	Sub-total 小計			63		63
8 *	Training/educational institutions and utility companies 培訓機構及公用事業公司	10-19	3	8	1.000	8
		50-99	5	7	1.000	7
		100 & over (100 及以上)	6	21	1.000	21
		Sub-total 小計			36	
9 *	Government departments 政府部門	100 & over (100 及以上)	6	16	1.000	16
		Sub-total 小計			16	
Total for all branches 所有分類總計				22 384		2 490

* Supplementary samples provided by VTC
由職訓局提供補充樣本

2013 Manpower Survey of the Building and Civil Engineering Industry
Analysis of Result of Enumeration (ALL Branches)土木工程及建築業2013年度人力調查
各分類細目結果分析

Result 結果	All Branches 所有分類										Total 總數
	1	2	3	4	5	6	7	8	9		
Response 填覆	448	279	171	195	130	66	18	24	13		1344
Partial Response 部分填覆											0
Completed Without Manpower 沒有技術人員常駐	462	149									611
Merged with Other Establishment 與其他公司合併	22	4									26
Closed 結業			5	4	3						12
Duplication 重覆		1									1
Moved, Address Cannot be Located / Untraceable 已搬遷 / 無法確定地址			15	5	9						29
Not Engaged in Specific Trade 並非從事有關行業			7	7	5		1				20
No Technical Manpower 沒有技術僱員	13	17	24	10	5	2	21	6			98
Not Yet Start Operation 仍未開業		1	1								2
Registered Office/Corresponding Address 註冊辦事處 / 通訊地址			8	2	2	2	5				19
Suspending Work 暫停施工	53	25									78
Temporary Ceased 暫時停業			25	22	14	4	1				66
Non-contact 無法接觸	30	11	43	20	12	16	7	5	1		145
Refusal 拒絕回覆	2		8	2	2	12	10	1	2		39
Total 總數	1030	487	307	267	182	102	63	36	16		2490

CONFIDENTIAL WHEN ENTERED WITH DATA	填入數據後即成 機密文件
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VOCATIONAL TRAINING COUNCIL
職業訓練局

THE 2013 MANPOWER SURVEY OF THE BUILDING AND CIVIL ENGINEERING INDUSTRY

土木工程及建築業二〇一三年人力調查

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
	<input type="text" value="1"/> 1	<input type="text" value="0"/> <input type="text" value="2"/> 2 3	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 4 5 6 7 8 9	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 10 11 12 13 14 15	<input type="text"/> <input type="text"/> 16 17	<input type="text"/> <input type="text"/> 18 19	<input type="text"/> <input type="text"/> <input type="text"/> 20 21 22	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 23 24 25 26 27

NAME OF ESTABLISHMENT: _____ TOTAL NUMBER OF PERSONS ENGAGED: _____
機構名稱 僱員總人數

ADDRESS: _____
地址

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

PROJECT TITLE (for sites only): _____
工程項目(地盤)

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: 98
電郵 64

VTC-BC-01

<u>For Official Use Only:</u> 此欄毋須填寫					Type of end-use : _____
Site RI	Project - Starting (yymm)	Project - Ending (yymm)	Project - Type	End-use code	
<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"/> <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"/>	

- Project Type : (1) Site formation, piling and related formation work
(2) Erection of superstructure including construction of basement
(3) Civil engineering
(4) Fitting out, repair and maintenance to existing premises

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

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

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

VOCATIONAL TRAINING COUNCIL
職業訓練局
THE 2013 MANPOWER SURVEY OF THE
BUILDING AND CIVIL ENGINEERING INDUSTRY
土木工程及建築業二〇一三年人力調查
SUPPLEMENTARY QUESTIONNAIRE
補充調查表

For Official Use Only 此欄毋須填寫
Er. No. _____
Est. No. _____

Questions 1 and 2 collect information on future development of the industry. (Not applicable to sites)
問題 1 及 2 搜集行業未來發展資料。(不適用於調查對象為地盤)

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

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

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

Professional/Technologist
專業人士／技師

8			

Technician
技術員

12			

Skilled/Semi-skilled Worker
熟練／半熟練技工

16			

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20																
22																
	Q1-2	<table style="margin: 0 auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">25</td> </tr> </table>		25		<table style="margin: 0 auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">26</td> </tr> </table>		26								
25																
26																

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

The 2013 Manpower Survey of the
Building and Civil Engineering Industry
土木工程及建築業二〇一三年人力調查

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 Title - Column 'A'
職稱－'A' 欄
 - (a) Please enter into column 'A' those job titles together with their appropriate code 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、熟練／半熟練技工及普通工人。)
 - (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 according to his/her main duty irrespective of any additional secondary duties he/she may be required to perform (e.g. a technician, who works mainly as a site foreman/forewoman but is also required to perform the work of a draughtsman occasionally, should be classified as a site foreman and not as a draughtsman).
請根據僱員的主要職務分類，而不以其兼任的其他職務分類 (例如：某技術員的主要職務為地盤管工，但間中亦須擔任繪圖員的工作，則應歸類為地盤管工，而非繪圖員)。

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

僱員每月平均收入幅度－‘B’欄

Please enter into this column the average monthly income range code during the past 12 months (1.3.2012 - 28.2.2013) for each type of employees. Average 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（指二〇一二年三月一日至二〇一三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 Persons Engaged at Your Establishment/Site on Date of Survey (Excluding Trainees) - Column 'C'

調查期間在貴機構／地盤工作的總人數（受訓者除外）－‘C’欄

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

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

“Sites” can be classified into two types:

“地盤”可以分為兩種類型：

Type A

類型 A

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

擁有註冊編號的建築及土木工程地盤 -

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

Type B

類型 B

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

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

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

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

根據上述安排，分包商填寫問卷時不需包括在調查期間於上述地盤工作的人士。

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

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

Typically, the questionnaire completed by the office of the establishment should:

通常情況下，由貴機構辦事處填寫的問卷應：

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

Please fill in the total number of persons by job titles.
請按職稱分別填寫僱員總人數。

6. Number of Vacancies on 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 on 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 on 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。

1	(A) Job 工作 (See Appendix C) (見附錄 C)	(B) Average Monthly Income 每月平均 收入		(C) Number of Persons Engaged at Your Establishment/Site on Date of Survey 調查期間在貴機構/地盤工作的總人數 (受訓者除外)			(D) No. of Vacancies on Date of Survey (excluding trainees) 現有 空缺額 (受訓者 除外)	(E) No. of Trainees on 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 codes: 請將僱員每月平均收入幅度按照下列 編號填入 (B) 欄內: Code 編號 Average Monthly Income Range 每月平均收入幅度		
		Code 編號	Code 編號	Direct Employees 直接僱員	Sub-contractors' Employees 分包商僱員	Self-employed Persons 自僱人士					
1	Site Foreman	2	2 1 1	11	12-15	16-19	20-23	24-26	27-29	1.	\$10,000 or below 或以下
2	Bricklayer	2	3 0 5	4	1 2	2 0	1 0	1 1	1 3	2.	\$10,001 - \$13,000
3		2								3.	\$13,001 - \$18,000
4		2								4.	\$18,001 - \$25,000
5		2								5.	\$25,001 - \$35,000
6		2								6.	\$35,001 - \$50,000
7		2								7.	Over \$50,000 以上
8		2									
9		2									
10		2									
11		2									
12		2									
13		2									
14		2									
15		2									
16		2									

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

土木工程及建築業
主要職務的工作說明

General Definition

定義

Professional/Technologist

專業人士／技師

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

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

Technician

技術員

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

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

Skilled Worker

熟練技工

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

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

Semi-skilled Worker

半熟練技工

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

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

General Worker

普通工人

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

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

Note: All job titles mentioned in this Job Description apply to both male and female workers.
注意：本工作說明的所有職務名稱均適用於男性或女性工作人員。

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

Code 編號	Job Title 職 稱	Job Description 工作說明										
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> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">(1) 結構工程</td> <td style="width: 50%;">(6) 交通及運輸工程</td> </tr> <tr> <td>(2) 土力工程</td> <td>(7) 鐵路工程</td> </tr> <tr> <td>(3) 水力工程</td> <td>(8) 海事工程</td> </tr> <tr> <td>(4) 公路工程</td> <td>(9) 機場工程</td> </tr> <tr> <td>(5) 材料工程</td> <td>(10) 其他土木工程</td> </tr> </table>	(1) 結構工程	(6) 交通及運輸工程	(2) 土力工程	(7) 鐵路工程	(3) 水力工程	(8) 海事工程	(4) 公路工程	(9) 機場工程	(5) 材料工程	(10) 其他土木工程
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(5) 材料工程	(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）		
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都市設計計劃；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，特別是 ISO-9000 及 ISO-14000 的規範。
118	Building Services Engineer 屋宇設備工程師	Designs and advises on building services facilities in buildings. Plans, supervises and coordinates their installation, testing, maintenance and repair. 設計屋宇內的屋宇設備、策劃、監督及協調其裝設、測試、保養和修理。
119	Electrical Engineer 電機工程師	Researches into electrical engineering problems; designs and advises on electrical systems and equipment; and plans and supervises their development, construction, manufacture, installation, operation, maintenance and repair. 研究電機工程問題；設計電機系統及設備，並就該方面提供意見；策劃及管理其發展、建造、製造、安裝、操作、保養及修理。
120	Mechanical Engineer 機械工程師	Researches into mechanical engineering problems; designs and advises on mechanical plant and equipment; plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械裝置及設備，並就該方面提供意見；策劃及管理其發展、製造、建造、安裝、操作、保養及修理。
TECHNICIAN 技術員		
201	Architectural Technician/ Draughtsman 建築技術員／ 繪圖員	Interprets the Architect's initial design concepts and sketches into a practical building solution, and translates this information into submission/contract drawings, taking due account of the constraints imposed by economic, environmental, technological and legislative requirements; coordinates information and works of other disciplines involved including statutory bodies; assists in the checking of shop drawings and prepares site sketches for projects at the construction stage; from sketch designs prepares general and detailed drawing under the supervision of architects, engineers, surveyors or contractors. 考慮到經濟、環境、技術及法例的限制，將建築師的初步設計概念及草圖製成工程繪圖；協調其他行業，包括法定機構的工作；協助查核裝配圖，以及為建築階段工程預備工地草圖；在建築師、工程師、測量師及承建商的監督下根據設計概要繪製一般及明細圖則。

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

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員 (續)		
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	Receives, records and tests, in accordance with relevant standard specifications samples of soils, construction materials or components; prepares test reports for certification by the appropriate technologist. 按照有關標準規格收取、記錄與試驗泥土、建築材料或組合件的樣本；編寫試驗報告，以便有關技師簽發證明。
210	Site Agent 地盤總管	Plans, organises, directs and co-ordinates all activities and resources on the construction site through sub-agents and general foremen in accordance with the agreed method, procedure, budget and specifications. 按照議定方法、程序、預算與章程，並在副手及總管工協助下，策劃、組織、管理及協調地盤的全部工作及資源。
211	Site Foreman 地盤管工	Supervises, directs and co-ordinates normally under the general control of the site agent, the activities of workers engaged in construction works and requisitions, receives and inspects materials and supplies. 通常在地盤總管的管轄下，監督、指揮及協調建造工程工人的工作，並負責申領、接收及檢查材料與供應品。
212	Surveying Technician (Building) 屋宇測量員	Assists the building surveyor in the planning, administration and co-ordination of works to buildings and land. 協助屋宇測量師策劃、管理及協調屋宇及土地工程。
214	Surveying Technician (Land) 土地測量員	Assists the land surveyor in carrying out surveys and setting-out work, and supervises chainmen and survey labourers. 協助土地測量師從事測量，負責開線及確定平水。督導丈量及測量工人。
215	Surveying Technician (Quantity) 工料測量員	Assists the quantity surveyor in preparing bills of quantities by performing taking-off, working-up and abstracting, and measuring and valuating completed works or variations. 協助工料測量師編製工程數量單，量度各項完成工程或更改工程，及計算其價值。
216	Surveying Technician (Town Planning) 城市設計員	Assists the town planner in the preparation and implementation of town plans at various levels and in the undertaking of planning studies. 協助城市設計師製備及實行各階段的城市設計計劃，以及從事設計研究工作。

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

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

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
310	Construction Plant Mechanic 建造機械技工	Maintains and repairs building and civil engineering plants and machinery. 保養及修理建築及土木工程機械設備。
311	Curtain Wall Installer 幕牆工	Installs metal frames, fixes glass or other material panels for curtain walls. 安裝幕牆金屬架、裝嵌玻璃或其他物料的嵌板。
312	Demolition Worker (Building) 清拆工 (建築物)	Demolishes, dismantles and removes buildings or structures of any part thereof. 清拆、拆卸及移除建築物或結構之部份。
313	Diver 潛水員	Performs under-water operations related to inspection, construction and repair of structures and demolition; prepares reports on all the foregoing operations. 執行各項於水底進行有關於檢查、建造與修理及清拆各種構築物的工作；編寫有關上述各種工作的報告。
314	Drainlayer 地渠工	Lays and joins underground drains, constructs manholes, installs pipes and fittings, constructs beds, haunches and surrounds pipes with concrete. 敷設及連接地下渠管、建造沙井、裝設渠管及配件，用混凝土將渠管墊好，或把渠管兩側批斜及四周圍好。
315	Electrician (Main Contractor's) 電氣技工 (總承建商所僱用)	Installs, tests and maintains electrical wiring, fittings, plants and equipment required for construction activities in construction sites. (This job title refers to electricians employed directly by the main contractor and excludes those employed by the electrical sub-contractor.) 裝設、測試及保養地盤內工程進行所需的電線、電氣配件、機械及設備。 (此職稱乃指由總承建商直接僱用的電工，並不包括由電氣分包商所僱用者。)
316	Floor Layer 鋪地板工	Lays timber, PVC, linoleum and similar flooring materials to floors, stair threads, skirtings, etc. (This job title excludes the laying of marble and granite slabs or similar stones on floor.) 將各種木地板、塑料地板、膠地蓆及類似材料鋪放在地面、梯級、牆腳線等處。 (此職稱不包括鋪設雲石、花崗石或類似石材地板。)
317	Gas Plumber 燃氣喉工	Installs, repairs and maintains gas mains and pipes in buildings supplying consumers from mains or storage tanks. 裝設、修理及保養由總喉管或儲存庫通往大廈用戶的氣管。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
318	General Welder 普通焊接工	Carries out general welding or cutting work by electric arc, oxy-acetylene flame or other welding processes. 以電弧、氧乙炔焰或其他焊接工序，執行一般焊接工作或切割。
319	Glazier 玻璃工	Measures, cuts and fixes glass panes with silicone plastic or beads; grinds or rounds edges, etc. 量度、切割及安裝玻璃，並利用硅塑料或圓線條安裝玻璃，磨滑玻璃的邊或角。
320	Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／鑽孔工	Sets up and operates drilling plant for ground investigation purposes; takes and stores soil and rock samples or specimen for inspection and logging by engineers or technicians or logging geologists; works with geotechnical field technicians to perform in-situ field tests. 裝置及操縱鑽土機械設備，以作岩土勘探用途；取得及保存岩土樣本，待工程師或技術員或地質學家檢查及記錄；協助地質技術員實地作測試。
321	Grouting Worker 灌漿工	Mixes cement or other materials to carry out underground grouting works. 攪拌英泥或其他材料，進行地下灌漿工作。
322	Joiner 細木工	Carries out all internal and external woodwork (except formwork and fender) using both hand tools and woodworking machinery. 運用手動工具及造木機械處理一切戶內外有關木工的工作(除模板及護木外)。
323	Leveller 平水工	Reads and interprets drawings; sets up job lines and levels and prepares templates. 閱讀及理解圖則；開線及定平水，並製備模板。
324	Marble Worker 雲石工	Sets out, measures, cuts and sets marble slabs, granite slabs or similar stones on walls, floors, or other surfaces; grinds and polishes marble, granite or similar stones. 劃線、量度及切割雲石塊、花崗石塊或類似石材，將之鋪砌在牆壁、地面或其他表面上；磨光及擦亮雲石塊、花崗石塊或類似石材。
325	Marine Construction Plant Operator 海面建造機械操作工	Operates one or more types of plant and equipment for construction at sea including derrick, boom-grab bucket and boom-hook. (This job excludes mariners such as coxswain and barge and dredger crew responsible for the operation of the vessel in contrast with construction plant). 操作一類或多類海面建築設備及器材包括吊桿、吊臂(夾吊)及吊臂(鈎吊)。 (此職稱不包括操作船隻(相對於建造機械)的海員，如舵手、駁船及疏浚船的船員)。

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
326	Mason 砌石工	Splits and shapes stones, and builds and lays stone works to specified thickness, patterns and shapes. 依照指定厚度、款式及形狀，將石塊分割及切鑿，並鋪砌石塊及進行築石工程。
327	Metal Scaffolder 金屬棚架工	Erects, dismantles, maintains and repairs metal scaffolding required in construction, repair or decoration work. 搭建、拆卸及維修用於建造、修葺或裝修工程的金屬棚架。
328	Metal Worker 金屬工	Fits, assembles, welds and forges metal parts; installs non-structural metalwork; operates metalworking machines; makes templates; repairs metal formwork. 打磨、裝配、焊接及鍛冶金屬配件；安裝非結構用的金屬製件；操作金工機器；製作樣板；修理金屬模板。
329	Painter & Decorator 髹漆及裝飾工	Prepares surfaces, fittings and fixtures of buildings and other structures for painting and decorating; applies paints or similar protective and decorative materials; lays out and writes letters, characters and other signs; performs painting by texture-spray method. 處理屋宇及其他構築物配件及設備的表面，以便進行髹漆及裝飾的工作；以噴塗方式噴漆油、髹上漆油或同類保護性及裝飾性材料；設計與書寫中英文字體及其他標誌。
330	Piling Operative 打樁工	Sets up piling rig for driven or bored piles works, with basic knowledge of method, hand signals and geology related to piling. 安裝打樁架以便打樁或造鑽孔樁，對打樁的施工方法、手號及地質有基本的認識。
331	Pipelaye 敷喉管工	Lays water mains, makes pressurised joints by mechanical means, installs pipes and fittings, constructs beds and haunches and surrounds pipes with concrete. 敷設主供水喉管，以機械方式接駁經加壓喉管，裝設喉管及配件，用混凝土將喉管墊好，及把喉管兩側批斜及四周圍好。
332	Builder's Lift Operator 建築工地升降機操作員	Operates builders' lifts (passenger hoist) on construction site. 在建造工地操作建築工地升降機（工人轆）。
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工（負荷物移動機械）	Operates one or more types of construction plant and equipment for load shifting including excavator, bull dozer, loader, mini-loader, mini-loader with attachments, etc. 操作一類或多類用於負荷物移動的建造機械設備，包括挖掘機、推土機、搬土機、小型裝載機及小型裝載機連配件等。

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

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

Code 編號	Job Title 職 稱	Job Description 工作說明
SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
352	Asbestos Abatement Worker 清除石棉工	Carries out asbestos abatement works. 執行清拆石棉的工作。
353	Hand-dug Caisson Worker 手挖沉箱工	Constructs building foundation by hand-dug caisson method. 以手挖沉箱的方法來建造地基。
354	Paving Block Layer 地磚鋪砌工	Lays paving blocks on floor; compacts the base layer with vibrating machines; cuts paving blocks to fit floor layout. 將地磚鋪放在地面；用震搗機壓實基層；鏢切地磚以配合地面狀況。
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	Operates suspended working platform for carrying persons. 操作載人的吊船。
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	Operates powered mechanical plant or equipment in demolition works including crane, pneumatic breaker and hammer mounted on backactor, etc. 操作以動力推動的機械設備或機器進行清拆工作，包括使用起重機、氣動破石機及裝有鐵鎚的鋤地機等設備。
357	Demolition Worker (Unauthorised Building Work) 清拆工(僭建物)	Demolishes, dismantles and removes unauthorised building works. 清拆、拆卸及移除僭建物。
361	Repair and Maintenance Workers 維修及保養工	Carries out repair and maintenance works and small scale fitting out works in existing premises, which generally cover more than one trade. 於現存的建築物內進行維修及保養工程及一項或多項小型裝修工程。

Code 編號	Job Title 職 稱	Job Description 工作說明
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	2 843	16	-	2 859
102	Builder/Construction Manager 營造師	1 495	17	-	1 512
103	Building/Maintenance Surveyor 屋宇／保養測量師	693	-	-	693
104	Civil Engineer 土木工程師	4 364	50	-	4 414
105	Construction Plant Engineer 建造機械工程師	176	4	-	180
106	Environmental Engineer 環境工程師	488	5	-	493
108	Geotechnical Engineer 土力工程師	923	-	-	923
109	Interior Designer 室內設計師	1 001	-	-	1 001
110	Land Surveyor 土地測量師	947	11	-	958
111	Landscape Architect 園景規劃師	444	-	-	444
112	Quantity Surveyor 工料測量師	2 042	27	-	2 069
113	Safety Officer 安全主任	1 301	28	-	1 329
114	Structural Engineer 結構工程師	2 407	9	-	2 416
115	Town Planner 城市設計師	440	1	-	441

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)					
116	Engineering Geologist 工程地質學家	215	1	-	216
117	Quality Control/ Assurance Engineer 品質工程師	254	2	-	256
118	Building Services Engineer 屋宇設備工程師	1 031	9	-	1 040
119	Electrical Engineer 電機工程師	386	-	-	386
120	Mechanical Engineer 機械工程師	311	1	-	312
	Sub-total 分級小計	21 761	181	0	21 942
TECHNICIAN LEVEL 技術員級					
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	4 436	29	1	4 466
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	679	48	-	727
203	Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員	2 520	34	-	2 554
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	5 532	58	-	5 590
205	Construction Plant Technician 建造機械技術員	141	9	-	150
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	491	18	-	509

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)					
207	Estimator 估價員	981	1	-	982
208	Interior Design Technician 室內設計員	972	-	-	972
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	481	17	-	498
210	Site Agent 地盤總管	1 165	68	-	1 233
211	Site Foreman 地盤管工	4 641	570	60	5 271
212	Surveying Technician (Building) 屋宇測量員	457	12	-	469
214	Surveying Technician (Land) 土地測量員	1 523	50	-	1 573
215	Surveying Technician (Quantity) 工料測量員	2 314	47	-	2 361
216	Surveying Technician (Town Planning) 城市設計員	269	-	-	269
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	253	9	-	262
218	Building Services Technician 屋宇設備技術員	947	32	-	979
219	Electrical Engineering Technician 電機工程技術員	103	26	-	129
220	Mechanical Engineering Technician 機械工程技術員	268	23	-	291

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)					
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	5 031	12	256	5 299
223	Landscape Technician 園景技術員	258	11	-	269
	Sub-total 分級小計	33 462	1 074	317	34 853
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級					
301	Asphalter (Water Proofing) 瀝青工 (防水)	576	208	-	784
302	Asphalter (Road Construction) 瀝青工 (道路建造)	43	62	19	124
303	Bamboo Scaffolder 竹棚工	345	832	-	1 177
304	Bar Bender and Fixer 鋼筋屈紮工	386	3 195	2	3 583
305	Bricklayer 砌磚工	146	463	1	610
306	Carpenter (Fender) 木工 (護木)	7	48	-	55
307	Carpenter (Formwork) 木模板工	523	3 509	-	4 032
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	86	83	-	169
309	Concretor 混凝土工	349	1 142	-	1 491
310	Construction Plant Mechanic 建造機械技工	36	192	-	228
311	Curtain Wall Installer 幕牆工	29	1 161	-	1 190

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)					
312	Demolition Worker (Building) 清拆工 (建築物)	650	234	-	884
313	Diver 潛水員	59	52	2	113
314	Drainlayer 地渠工	65	597	-	662
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	657	16	20	693
316	Floor Layer 鋪地板工	204	223	300	727
317	Gas Plumber 煤氣喉工	44	155	-	199
318	General Welder 普通焊接工	918	1 615	-	2 533
319	Glazier 玻璃工	494	307	59	860
320	Ground Investigation Operator/Driller/ Borer 岩土勘探工/鑽井工/ 鑽孔工	128	136	-	264
321	Grouting Worker 灌漿工	67	84	-	151
322	Joiner 細木工	1 867	1 053	1 769	4 689
323	Leveller 平水工	945	723	100	1 768
324	Marble Worker 雲石工	979	1 601	204	2 784
325	Marine Construction Plant Operator 海面建造機械操作工	3	51	-	54
326	Mason 砌石工	82	44	-	126

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)					
327	Metal Scaffolder 金屬棚架工	60	376	-	436
328	Metal Worker 金屬工	2 106	1 302	235	3 643
329	Painter & Decorator 髹漆及裝飾工	4 010	1 751	2 015	7 776
330	Piling Operative 打樁工	225	456	-	681
331	Pipelayer 敷喉管工	1 010	531	-	1 541
332	Builder's Lift Operator 建築工地升降機操作員	34	27	-	61
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	495	1 599	4	2 098
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	641	563	-	1 204
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	64	106	-	170
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	31	114	-	145
337	Plasterer 批盪工	2 049	2 734	115	4 898
338	Plumber 水喉工	1 509	1 446	240	3 195
339	Rock-Breaking Driller 鑽破工 (風炮工)	80	97	-	177
340	Prestressing Operative 預應力 (拉力) 工	-	6	-	6

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)					
341	Rigger/Metal Formwork Erector 索具工(叻嚟) / 金屬模板裝嵌工	415	1 068	4	1 487
342	Shotcretor 噴射混凝土工	6	40	-	46
343	Shotfirer 爆石工	4	77	-	81
344	Slope Maintenance Worker 斜坡修葺工	177	93	-	270
345	Structural Steel Erector 結構鋼架工	95	178	-	273
346	Structural Steel Welder 結構鋼材焊接工	85	239	-	324
347	Tiler 鋪瓦工	357	744	-	1 101
348	Trackworker 鋪軌工	-	26	-	26
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	252	773	41	1 066
350	Window Frame Installer 窗框工	599	705	-	1 304
351	Tunnel Worker 隧道工	321	274	-	595
352	Asbestos Abatement Worker 清除石棉工	-	3	-	3
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-
354	Paving Block Layer 地磚鋪砌工	3	76	-	79
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工(吊船)	6	69	-	75

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)					
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	133	26	-	159
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	38	23	-	61
361	Repair and Maintenance Workers 維修及保養工	3 479	-	3 458	6 937
	Sub-total 分級小計	27 972	33 308	8 588	69 868
GENERAL WORKER LEVEL 普通工人級					
401	Chainman 測量幫工	946	182	-	1 128
402	Concreting Labourer 混凝土幫工	81	526	-	607
403	Diver's Linesman 潛水員幫工	2	50	-	52
404	Excavator 挖泥工	932	1 263	-	2 195
405	Heavy Load Labourer 抬重工	250	2 186	25	2 461
406	Labourer 雜工	6 240	17 549	1 118	24 907
407	Sewerman 渠務工	418	711	-	1 129
	Sub-total 分級小計	8 869	22 467	1 143	32 479
	GRAND TOTAL 總計	92 064	57 030	10 048	159 142

Table 2
表二

MANPOWER DISTRIBUTION BY BRANCH

各分類的僱員人數

PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士/技師級										
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 新建工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
101 Architect 建築師	27	18	68	10	2	2 207	33	202	292	2 859
102 Builder/Construction Manager 營造師	183	225	414	120	47	266	132	125	-	1 512
103 Building/Maintenance Surveyor 屋宇/保養測量師	15	8	25	-	-	77	8	84	476	693
104 Civil Engineer 土木工程師	208	761	492	34	23	1 024	26	356	1 490	4 414
105 Construction Plant Engineer 建造機械工程師	6	86	82	-	-	-	-	6	-	180
106 Environmental Engineer 環境工程師	28	115	50	2	15	219	-	57	7	493

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)										
108 Geotechnical Engineer 土力工程師	10	56	97	-	-	415	-	61	284	923
109 Interior Designer 室內設計師	2	0	10	466	66	440	12	5	-	1 001
110 Land Surveyor 土地測量師	57	176	180	1	-	324	-	98	122	958
111 Landscape Architect 園景規劃師	1	15	25	-	10	296	-	9	88	444
112 Quantity Surveyor 工料測量師	190	322	424	83	41	705	68	72	164	2 069
113 Safety Officer 安全主任	325	279	115	30	13	148	6	84	329	1 329
114 Structural Engineer 結構工程師	124	81	57	16	66	1 500	6	51	515	2 416
115 Town Planner 城市設計師	3	1	-	-	-	124	-	34	279	441
116 Engineering Geologist 工程地質學家	4	28	39	-	-	109	-	-	36	216
117 Quality Control/ Assurance Engineer 品質工程師	54	42	40	69	3	27	2	19	-	256

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)										
118 Building Services Engineer 屋宇設備工程師	182	14	136	66	77	222	107	117	119	1 040
119 Electrical Engineer 電機工程師	52	99	41	-	3	119	5	56	11	386
120 Mechanical Engineer 機械工程師	15	4	183	-	66	36	3	4	1	312
Sub-total 分級小計	1 486	2 330	2 478	897	432	8 258	408	1 440	4 213	21 942
TECHNICIAN LEVEL 技術員級										
201 Architectural Technician/ Draughtsman 建築技術員/繪圖員	85	110	226	127	252	2 674	13	148	831	4 466
202 Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	201	211	38	70	5	148	2	19	33	727

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
TECHNICIAN LEVEL (Continued) 技術員級 (續)										
203 Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員	115	493	269	6	7	645	27	77	915	2 554
204 Clerk of Works/ Inspector of Works/ Works Supervisor 監工	213	278	191	129	150	613	90	333	3 593	5 590
205 Construction Plant Technician 建造機械技術員	42	45	59	-	-	-	-	4	-	150
206 Construction Purchaser/Storekeeper 建造物料採購員/ 倉庫管理員	40	65	165	77	120	30	4	7	1	509
207 Estimator 估價員	8	2	318	226	305	120	3	-	-	982
208 Interior Design Technician 室內設計員	0	0	45	737	66	114	9	1	-	972

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
TECHNICIAN LEVEL (Continued) 技術員級 (續)										
209 Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	4	16	-	-	-	370	-	13	95	498
210 Site Agent 地盤總管	337	323	223	254	82	-	13	1	-	1 233
211 Site Foreman 地盤管工	1 596	1 477	628	558	980	9	-	-	23	5 271
212 Surveying Technician (Building) 屋宇測量員	19	8	12	36	7	252	2	32	101	469
214 Surveying Technician (Land) 土地測量員	96	349	80	-	-	457	2	65	524	1 573
215 Surveying Technician (Quantity) 工料測量員	125	271	257	108	293	754	36	45	472	2 361
216 Surveying Technician (Town Planning) 城市設計員	0	0	-	-	-	87	-	-	182	269
217 Quality Control/ Assurance Technician 品質控制/ 保證技術員	57	23	59	32	47	38	6	-	-	262

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Dvlpr 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)										
218 Building Services Technician 屋宇設備技術員	190	7	50	148	72	112	95	60	245	979
219 Electrical Engineering Technician 電機工程技術員	38	50	35	-	2	-	-	3	1	129
220 Mechanical Engineering Technician 機械工程技術員	19	42	41	-	167	20	-	2	-	291
221 Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	51	15	149	3 885	836	30	-	4	329	5 299
223 Landscape Technician 園景技術員	14	1	69	-	-	171	-	2	12	269
Sub-total 分級小計	3 250	3 786	2 914	6 393	3 391	6 644	302	816	7 357	34 853
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級										
301 Asphalter (Water Proofing) 瀝青工 (防水)	203	5	-	6	568	-	-	2	-	784

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
302 Asphalter (Road Construction) 瀝青工 (道路建造)	18	63	43	-	-	-	-	-	-	124
303 Bamboo Scaffolder 竹棚工	821	33	-	-	316	-	-	7	-	1 177
304 Bar Bender and Fixer 鋼筋屈紮工	2 318	985	89	30	139	-	-	22	-	3 583
305 Bricklayer 砌磚工	442	32	10	99	-	-	-	27	-	610
306 Carpenter (Fender) 木工 (護木)	1	50	4	-	-	-	-	-	-	55
307 Carpenter (Formwork) 木模板工	2 806	888	170	154	-	-	-	14	-	4 032
308 Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	58	33	50	28	-	-	-	-	-	169
309 Concretor 混凝土工	747	480	94	-	168	-	-	2	-	1 491
310 Construction Plant Mechanic 建造機械技工	75	143	10	-	-	-	-	-	-	228

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
311 Curtain Wall Installer 幕牆工	1 152	15	14	-	9	-	-	-	-	1 190
312 Demolition Worker (Building) 清拆工 (建築物)	174	94	104	512	-	-	-	-	-	884
313 Diver 潛水員	1	53	19	-	40	-	-	-	-	113
314 Drainlayer 地渠工	330	326	-	-	-	-	6	-	-	662
315 Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	288	142	143	27	19	-	63	11	-	693
316 Floor Layer 鋪地板工	223	0	33	71	400	-	-	-	-	727
317 Gas Plumber 煤氣喉工	69	86	42	-	-	-	2	-	-	199
318 General Welder 普通焊接工	633	1 168	25	383	306	-	8	10	-	2 533
319 Glazier 玻璃工	292	4	12	272	278	-	2	-	-	860

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlpr 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)										
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/ 鑽井工/鑽孔工	99	107	57	-	-	-	1	-	264
321	Grouting Worker 灌漿工	98	13	40	-	-	-	-	-	151
322	Joiner 細木工	930	26	65	3 368	-	1	58	2	4 689
323	Leveller 平水工	1 139	350	53	85	80	18	19	3	1 768
324	Marble Worker 雲石工	1 621	1	-	272	-	-	6	-	2 784
325	Marine Construction Plant Operator 海面建造機械 操作工	8	46	-	-	-	-	-	-	54
326	Mason 砌石工	40	29	20	-	35	-	2	-	126
327	Metal Scaffolder 金屬棚架工	153	188	43	46	-	-	6	-	436
328	Metal Worker 金屬工	1 233	147	33	326	1 890	-	13	1	3 643

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
329 Painter & Decorator 髹漆及裝飾工	1 642	35	83	5 141	824	-	-	51	-	7 776
330 Piling Operative 打樁工	394	287	-	-	-	-	-	-	-	681
331 Pipelayer 敷喉管工	303	255	70	272	354	-	-	-	287	1 541
332 Builder's Lift Operator 建築工地升降機 操作員	32	27	2	-	-	-	-	-	-	61
333 Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	425	1 417	118	-	118	-	-	20	-	2 098
334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	310	492	94	-	294	-	7	7	-	1 204
335 Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	116	54	-	-	-	-	-	-	-	170

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 新建工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlpr 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)										
336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	0	145	-	-	-	-	-	-	-	145
337 Plasterer 批盪工	2 656	137	60	1 324	703	-	-	16	2	4 898
338 Plumber 水喉工	1 341	95	21	813	843	-	-	82	-	3 195
339 Rock-Breaking Driller 鑽破工 (風炮工)	38	92	8	-	39	-	-	-	-	177
340 Prestressing Operative 預應力 (拉力) 工	0	6	-	-	-	-	-	-	-	6
341 Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	615	744	128	-	-	-	-	-	-	1 487
342 Shotcretor 噴射混凝土工	6	40	-	-	-	-	-	-	-	46
343 Shotfirer 爆石工	29	52	-	-	-	-	-	-	-	81
344 Slope Maintenance Worker 斜坡修葺工	41	52	166	-	-	-	-	11	-	270

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlpers 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
345 Structural Steel Erector 結構鋼架工	165	24	84	-	-	-	-	-	-	273
346 Structural Steel Welder 結構鋼材焊接工	115	149	60	-	-	-	-	-	-	324
347 Tiler 鋪瓦工	725	14	22	74	262	-	-	4	-	1 101
348 Trackworker 鋪軌工	0	26	-	-	-	-	-	-	-	26
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	132	913	-	21	-	-	-	-	-	1 066
350 Window Frame Installer 窗框工	721	0	-	20	563	-	-	-	-	1 304
351 Tunnel Worker 隧道工	0	595	-	-	-	-	-	-	-	595
352 Asbestos Abatement Worker 清除石棉工	3	0	-	-	-	-	-	-	-	3
353 Hand-dug Caisson Worker 手挖沉箱工	0	0	-	-	-	-	-	-	-	-

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 新建工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
354 Paving Block Layer 地磚鋪砌工	75	2	-	-	-	-	-	2	-	79
355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	45	28	-	2	-	-	-	-	-	75
356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	12	14	133	-	-	-	-	-	-	159
357 Demolition Worker (Unauthorized Building Work) 清拆工 (暫建物)	23	0	38	-	-	-	-	-	-	61
361 Repair and Maintenance Workers 維修及保養工	0	0	-	6 937	-	-	-	-	-	6 937
	25 936	11 202	2 260	20 283	9 312	80	26	453	316	69 868
GENERAL WORKER LEVEL 普通工人級										
401 Chainman 測量幫工	153	292	50	-	-	190	20	-	423	1 128

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 新建工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng, Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
GENERAL WORKER LEVEL (Continued) 普通工人級 (續)										
402 Concreting Labourer 混凝土幫工	448	125	31	-	-	-	-	-	3	607
403 Diver's Linesman 潛水員幫工	0	52	-	-	-	-	-	-	-	52
404 Excavator 挖泥工	534	1 282	243	-	132	-	-	-	4	2 195
405 Heavy Load Labourer 抬重工	1 511	758	125	-	60	-	4	3	3	2 461
406 Labourer 雜工	9 951	10 759	1 523	1 664	531	30	101	348	-	24 907
407 Sewerman 渠務工	220	552	126	-	177	-	-	54	-	1 129
Sub-total 分級小計	12 817	13 820	2 098	1 664	900	220	105	835	20	32 479
GRAND TOTAL 總計	43 489	31 138	9 750	29 237	14 035	15 202	2 814	12 721	756	159 142

Table 3
表三

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

Branch 分類		Job Level 技能等級				Total 總數
		Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled & Semi-Skilled Worker 技工及 半熟練技工	General Worker 普通工人	
Br. 1 分類一	Bldg Sites 已動工的建築地盤	1 486	3 250	25 936	12 817	43 489
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	2 330	3 786	11 202	13 820	31 138
Br. 3 分類三	New Cons Contr 新建造工程承建商	2 478	2 914	2 260	2 098	9 750
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	897	6 393	20 283	1 664	29 237
Br. 5 分類五	Spec Trade Contr 特種工程承建商	432	3 391	9 312	900	14 035
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	8 258	6 644	80	220	15 202
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	408	302	26	20	756
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	1 440	816	453	105	2 814
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	4 213	7 357	316	835	12 721
TOTAL 總數		21 942	34 853	69 868	32 479	159 142

Table 4
表 四

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

	Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級				
101	Architect 建築師	2 859	41	5
102	Builder/Construction Manager 營造師	1 512	49	20
103	Building/Maintenance Surveyor 屋宇／保養測量師	693	20	35
104	Civil Engineer 土木工程師	4 414	115	127
105	Construction Plant Engineer 建造機械工程師	180	12	1
106	Environmental Engineer 環境工程師	493	8	20
108	Geotechnical Engineer 土力工程師	923	14	18
109	Interior Designer 室內設計師	1 001	8	2
110	Land Surveyor 土地測量師	958	17	7
111	Landscape Architect 園景規劃師	444	11	11
112	Quantity Surveyor 工料測量師	2 069	76	15
113	Safety Officer 安全主任	1 329	31	33
114	Structural Engineer 結構工程師	2 416	26	27
115	Town Planner 城市設計師	441	22	33
116	Engineering Geologist 工程地質學家	216	-	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued)		專業人士／技師級（續）		
117	Quality Control/Assurance Engineer 品質工程師	256	2	-
118	Building Services Engineer 屋宇設備工程師	1 040	19	17
119	Electrical Engineer 電機工程師	386	17	28
120	Mechanical Engineer 機械工程師	312	24	-
	Sub-total 分級小計	21 942	512	399
TECHNICIAN LEVEL 技術員級				
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	4 466	71	31
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任／ 安全督導員	727	5	1
203	Civil/Structural/ Geotechnical Engineering Technician 土木／結構／土力工程 技術員	2 554	92	34
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	5 590	227	10
205	Construction Plant Technician 建造機械技術員	150	7	-
206	Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員	509	12	-
207	Estimator 估價員	982	1	1
208	Interior Design Technician 室內設計員	972	11	20

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
TECHNICIAN LEVEL (Continued) 技術員級 (續)			
209 Laboratory Technician (Construction Materials/ Soils) 建築材料試驗員	498	1	-
210 Site Agent 地盤總管	1 233	35	5
211 Site Foreman 地盤管工	5 271	69	56
212 Surveying Technician (Building) 屋宇測量員	469	-	-
214 Surveying Technician (Land) 土地測量員	1 573	82	5
215 Surveying Technician (Quantity) 工料測量員	2 361	150	12
216 Surveying Technician (Town Planning) 城市設計員	269	2	-
217 Quality Control/ Assurance Technician 品質控制/保證技術員	262	2	-
218 Building Services Engineering Technician 屋宇設備技術員	979	24	41
219 Electrical Engineering Technician 電機工程技術員	129	-	2
220 Mechanical Engineering Technician 機械工程技術員	291	2	-
221 Building Services and Engineering Supervisor 屋宇設備技術及工程監督	5 299	47	4
223 Landscape Technician 園景技術員	269	2	-
Sub-total 分級小計	34 853	842	222

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級				
301	Asphalter (Water Proofing) 瀝青工(防水)	784	-	-
302	Asphalter (Road Construction) 瀝青工(道路建造)	124	-	-
303	Bamboo Scaffolder 竹棚工	1 177	16	-
304	Bar Bender and Fixer 鋼筋屈紮工	3 583	63	4
305	Bricklayer 砌磚工	610	8	-
306	Carpenter (Fender) 木工(護木)	55	-	5
307	Carpenter (Formwork) 木模板工	4 032	116	-
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	169	-	-
309	Concretor 混凝土工	1 491	118	-
310	Construction Plant Mechanic 建造機械技工	228	14	-
311	Curtain Wall Installer 幕牆工	1 190	-	-
312	Demolition Worker Installer 清拆工(建築物)	884	50	-
313	Diver 潛水員	113	-	-
314	Drainlayer 地渠工	662	6	-
315	Electrician (Main Contractor's) 電氣技工(承建商所僱用)	693	26	5
316	Floor Layer 鋪地板工	727	34	-
317	Gas Plumber 煤氣喉工	199	-	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)				
318	General Welder 普通焊接工	2 533	107	4
319	Glazier 玻璃工	860	-	-
320	Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／ 鑽孔工	264	7	-
321	Grouting Worker 灌漿工	151	40	-
322	Joiner 細木工	4 689	313	-
323	Leveller 平水工	1 768	81	17
324	Marble Worker 雲石工	2 784	1	-
325	Marine Construction Plant Operator 海面建造機械操作工	54	-	-
326	Mason 砌石工	126	-	-
327	Metal Scaffolder 金屬棚架工	436	20	2
328	Metal Worker 金屬工	3 643	194	-
329	Painter & Decorator 髹漆及裝飾工	7 776	814	4
330	Piling Operative 打樁工	681	-	12
331	Pipelayer 敷喉管工	1 541	48	5
332	Builder's Lift Operator 建築工地升降機 操作員	61	-	-
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	2 098	35	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)			
334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	1 204	80	6
335 Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	170	-	-
336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	145	-	-
337 Plasterer 批盪工	4 898	304	-
338 Plumber 水喉工	3 195	114	-
339 Rock-Breaking Driller 鑽破工 (風炮工)	177	14	-
340 Prestressing Operative 預應力 (拉力) 工	6	-	-
341 Rigger/Metal Formwork Erector 索具工 (叻嚟) / 金屬模板裝嵌工	1 487	35	2
342 Shotcretor 噴射混凝土工	46	-	-
343 Shotfirer 爆石工	81	1	-
344 Slope Maintenance Worker 斜坡修葺工	270	80	-
345 Structural Steel Erector 結構鋼架工	273	-	-
346 Structural Steel Welder 結構鋼材焊接工	324	10	-
347 Tiler 鋪瓦工	1 101	19	-
348 Trackworker 鋪軌工	26	-	-
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	1 066	10	-
350 Window Frame Installer 窗框工	1 304	-	-
351 Tunnel Worker 隧道工	595	33	-

	Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)				
352	Asbestos Abatement Worker 清除石棉工	3	-	-
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-
354	Paving Block Layer 地磚鋪砌工	79	-	-
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	75	9	-
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	159	-	-
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	61	-	-
361	Repair and Maintenance Workers 維修及保養工	6 937	4	-
	Sub-total 分級小計	69 868	2 824	66
GENERAL WORKER LEVEL 普通工人級				
401	Chainman 測量幫工	1 128	54	-
402	Concreting Labourer 混凝土幫工	607	3	-
403	Diver's Linesman 潛水員幫工	52	-	-
404	Excavator 挖泥工	2 195	37	-
405	Heavy Load Labourer 抬重工	2 461	40	-
406	Labourer 雜工	24 907	544	-
407	Sewerman 渠務工	1 129	34	-
	Sub-total 分級小計	32 479	712	-
	GRAND TOTAL 總 計	159 142	4 890	687

Table 5
表五

DISTRIBUTION OF WORKERS BY MONTHLY INCOME RANGE

按每月收入幅度劃分僱員的分布情況

	Job Title 職稱	Under \$10,001 以下	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級									
101	Architect 建築師	-	-	100	323	66	186	1 701	483
102	Builder/Construction Manager 營造師	-	-	1	21	95	551	456	388
103	Building/Maintenance Surveyor 屋宇／保養測量師	-	-	-	6	71	329	255	32
104	Civil Engineer 土木工程師	-	-	-	59	346	1 134	2 083	792
105	Construction Plant Engineer 建造機械工程師	-	-	-	38	46	15	73	8
106	Environmental Engineer 環境工程師	-	-	-	89	23	88	207	86
108	Geotechnical Engineer 土力工程師	-	-	-	-	29	391	463	40
109	Interior Designer 室內設計師	-	-	70	154	117	563	15	82
110	Land Surveyor 土地測量師	-	-	3	322	154	137	159	183
111	Landscape Architect 園景規劃師	-	-	-	100	22	207	115	-
112	Quantity Surveyor 工料測量師	-	-	2	74	367	707	372	547
113	Safety Officer 安全主任	-	-	340	26	242	323	95	303
114	Structural Engineer 結構工程師	-	-	-	4	121	1 779	331	181
115	Town Planner 城市設計師	-	-	-	-	115	12	281	33
116	Engineering Geologist 工程地質學家	-	-	-	-	31	122	56	7
117	Quality Control/Assurance Engineer 品質工程師	-	-	3	72	38	78	31	34
118	Building Services Engineer 屋宇設備工程師	-	-	-	2	289	326	237	186
119	Electrical Engineer 電機工程師	-	-	-	-	54	293	28	11
120	Mechanical Engineer 機械工程師	-	-	25	151	92	20	22	2
	Sub-total 分級小計	-	-	544	1 441	2 318	7 261	6 980	3 398
TECHNICIAN LEVEL 技術員級									
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	72	189	527	964	1 790	148	11	765
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任／安全督導員	-	15	132	203	142	11	3	221

Job Title 職稱	Under \$10,001 以下	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
TECHNICIAN LEVEL (Continued) 技術員級 (續)									
203	Civil/Structural/Geotechnical Engineering Technician 土木/結構/土力工程 技術員	-	13	365	722	1 077	64	-	313
204	Clerk of Works/Inspector of Works/Works Supervisor 監工	-	28	285	1 274	2 396	1 004	205	398
205	Construction Plant Technician 建造機械技術員	-	1	19	60	29	6	-	35
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	-	30	126	266	10	2	-	75
207	Estimator 估價員	-	-	248	400	23	288	-	23
208	Interior Design Technician 室內設計員	-	152	44	642	41	54	-	39
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	-	-	10	365	93	9	-	21
210	Site Agent 地盤總管	-	1	70	150	232	139	42	599
211	Site Foreman 地盤管工	-	347	509	1 280	1 329	162	-	1 644
212	Surveying Technician (Building) 屋宇測量員	-	20	12	137	43	182	-	75
214	Surveying Technician (Land) 土地測量員	-	6	97	594	664	29	-	183
215	Surveying Technician (Quantity) 工料測量員	-	14	409	522	749	39	-	628
216	Surveying Technician (Town Planning) 城市設計員	-	9	38	213	5	4	-	-
217	Quality Control/ Assurance Technician 品質控制/保證技術員	-	-	49	55	78	18	-	62
218	Building Services Technician 屋宇設備技術員	-	6	151	314	446	22	-	40
219	Electrical Engineering Technician 電機工程技術員	-	-	-	84	2	1	-	42
220	Mechanical Engineering Technician 機械工程技術員	-	60	22	184	7	3	-	15
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	24	59	681	3 102	236	403	24	770
223	Landscape Technician 園景技術員	-	-	30	192	23	10	-	14
	Sub-total 分級小計	96	950	3 824	11 723	9 415	2 598	285	5 962
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級									
301	Asphalter (Water Proofing) 瀝青工 (防水)	-	-	174	450	4	-	-	156
302	Asphalter (Road Construction) 瀝青工 (道路建造)	-	-	58	22	-	-	-	44

Job Title 職稱	Under \$10,001 以下	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)									
303	Bamboo Scaffolder 竹棚工	-	236	38	230	62	3	-	608
304	Bar Bender and Fixer 鋼筋屈紮工	-	-	83	946	660	69	9	1 816
305	Bricklayer 砌磚工	-	-	11	338	42	-	-	219
306	Carpenter (Fender) 木工 (護木)	-	-	9	-	43	-	-	3
307	Carpenter (Formwork) 木模板工	-	-	310	786	678	37	-	2 221
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	-	-	80	51	2	-	-	36
309	Concretor 混凝土工	-	10	103	502	118	16	-	742
310	Construction Plant Mechanic 建造機械技工	-	-	38	77	3	1	-	109
311	Curtain Wall Installer 幕牆工	-	14	143	153	7	-	-	873
312	Demolition Worker (Building) 清拆工 (建築物)	-	365	327	106	8	-	-	78
313	Diver 潛水員	-	-	1	3	64	34	-	11
314	Drainlayer 地渠工	-	-	53	269	30	2	-	308
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	-	123	109	249	34	2	-	176
316	Floor Layer 鋪地板工	3	28	405	164	-	-	-	127
317	Gas Plumber 煤氣喉工	-	-	-	49	-	2	-	148
318	General Welder 普通焊接工	236	11	216	1 422	183	8	-	457
319	Glazier 玻璃工	59	-	359	390	-	-	-	52
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/ 鑽孔工	-	4	125	98	-	-	-	37
321	Grouting Worker 灌漿工	-	58	11	70	-	-	-	12
322	Joiner 細木工	252	196	2 796	984	20	2	-	439
323	Leveller 平水工	-	3	194	946	45	4	-	576
324	Marble Worker 雲石工	-	272	19	1 037	31	-	-	1 425
325	Marine Construction Plant Operator 海面建造機械操作工	-	-	16	7	1	-	-	30
326	Mason 砌石工	-	2	4	120	-	-	-	-
327	Metal Scaffolder 金屬棚架工	-	-	105	211	22	7	-	91
328	Metal Worker 金屬工	117	977	920	482	41	-	-	1 106
329	Painter & Decorator 髹漆及裝飾工	23	1 402	4 137	1 128	40	-	-	1 046

Job Title 職稱	Under \$10,001 以下	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)								
330 Piling Operative 打樁工	-	-	8	550	23	-	-	100
331 Pipelayer 敷喉管工	-	354	663	193	13	-	-	318
332 Builder's Lift Operator 建築工地升降機操作員	-	11	17	1	2	-	-	30
333 Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	-	4	409	976	134	43	-	532
334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	-	16	209	611	101	-	-	267
335 Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	-	3	-	45	60	1	-	61
336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	-	-	6	69	62	-	-	8
337 Plasterer 批盪工	57	267	1 299	1 086	24	2	-	2 163
338 Plumber 水喉工	-	56	1 142	998	26	1	-	972
339 Rock-Breaking Driller 鑽破工 (風炮工)	-	-	51	93	14	2	-	17
340 Prestressing Operative 預應力 (拉力) 工	-	-	-	6	-	-	-	-
341 Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	-	120	196	507	126	4	-	534
342 Shotcretor 噴射混凝土工	-	-	2	12	6	-	-	26
343 Shotfirer 爆石工	-	-	-	39	-	6	2	34
344 Slope Maintenance Worker 斜坡修葺工	-	110	79	19	-	57	-	5
345 Structural Steel Erector 結構鋼架工	-	-	23	95	3	-	-	152
346 Structural Steel Welder 結構鋼材焊接工	-	-	19	200	25	-	-	80
347 Tiler 鋪瓦工	-	23	339	482	12	-	-	245
348 Trackworker 鋪軌工	-	-	-	-	-	-	-	26
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	-	13	290	356	85	-	-	322
350 Window Frame Installer 窗框工	-	-	207	242	116	-	-	739
351 Tunnel Worker 隧道工	-	2	142	244	-	-	-	207
352 Asbestos Abatement Worker 清除石棉工	-	-	-	-	3	-	-	-
353 Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-	-	-	-	-
354 Paving Block Layer 地磚鋪砌工	-	1	2	12	-	-	-	64

Job Title 職稱	Under \$10,001 以下	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)								
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	-	2	2	2	8	-	61
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	-	-	133	3	-	-	23
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	-	-	38	23	-	-	-
361	Repair and Maintenance Workers 維修及保養工	-	680	4 361	74	-	-	1 822
	Sub-total 分級小計	747	5 363	20 481	18 228	2 981	303	21 754
GENERAL WORKER LEVEL 普通工人級								
401	Chainman 測量幫工	186	139	677	5	-	-	121
402	Concreting Labourer 混凝土幫工	3	88	116	96	-	-	304
403	Diver's Linesman 潛水員幫工	-	-	4	42	-	-	6
404	Excavator 挖泥工	15	1 078	576	335	-	-	191
405	Heavy Load Labourer 抬重工	63	279	1 534	276	-	-	309
406	Labourer 雜工	566	5 837	9 137	1 247	-	-	8 120
407	Sewerman 渠務工	-	404	664	23	4	-	34
	Sub-total 分級小計	833	7 825	12 708	2 024	4	-	9 085
	GRAND TOTAL 總 計	1 676	14 138	37 557	33 416	14 718	10 162	40 199

Table 6
表六

DISTRIBUTION OF EMPLOYERS' VIEW ON THE BUSINESS SITUATION IN THE COMING YEARS
僱主對未來業務情況的看法

Employment Size 僱員人數	Business Situation in Coming Year 對未來一年業務情況的看法					Business Situation in Coming 3 Years 對未來三年業務情況的看法				
	Better 較佳	The Same 不變	Worse 較差	Unspecified 未列明	Total 總數	Better 較佳	The Same 不變	Worse 較差	Unspecified 未列明	Total 總數
1 - 4	1 906	8 515	2 476	848	13 745	1 344	9 032	2 521	848	13 745
5 - 9	242	1 254	68	292	1 856	209	1 301	54	292	1 856
10 - 19	180	496	81	31	788	120	532	86	50	788
20 - 49	46	197	41	4	288	27	215	42	4	288
50 - 99	19	61	3	8	91	16	66	1	8	91
100 and Over 100 及以上	50	58	7	2	117	54	58	3	2	117
TOTAL 總數	2 443	10 581	2 676	1 185	16 885	1 770	11 204	2 707	1 204	16 885

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

* 分類一及二之機構無須回應這些項目。

Table 7
表七

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

Branch 分類		Job Level 技能等級			
		Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled & Semi-Skilled Worker 技工及 半熟練技工	Total 總數
Br. 1 分類一	Bldg Sites * 已動工的建築地盤 *	-	-	-	-
Br. 2 分類二	Civ Eng Sites * 已動工的土木工程及其他 地盤 *	-	-	-	-
Br. 3 分類三	New Cons Contr 新建造工程承建商	260	331	1 854	2 445
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	44	40	1 391	1 475
Br. 5 分類五	Spec Trade Contr 特種工程承建商	5	148	2 205	2 358
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	184	271	27	482
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	35	6	-	41
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	55	165	1	221
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	224	397	121	742
TOTAL 總數		807	1 358	5 599	7 764

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

*分類一及二之機構無須回應這些項目。

Table 8
表八

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

調查期間技術員及非技術員的人力分布情況

	Branch 分類	Number of Non- technical Staff 非技術員	Number of Technical Staff 技術員	Total 總數
Br. 1 分類一	Sites – Building Sites 已動工的建築地盤	7 102	43 489	50 591
Br. 2 分類二	Sites – Civil Engineering and Other Sites 已動工的土木工程及其他地盤	2 504	31 138	33 642
Br. 3 分類三	New Construction Works Contractors, including Site Investigation, Site Formation, Foundation Works and Erection Works 新建造工程承建商	6 236	9 750	15 986
Br. 4 分類四	Decoration, Repair and Maintenance Contractors 裝修、維修及保養工程承建商	4 633	29 237	33 870
Br. 5 分類五	Special Trade Works Contractors, excluding Electrical & Mechanical Fitting and Gas Fitting, Installation & Maintenance 特種工程承建商	3 073	14 035	17 108
Br. 6 分類六	Architectural, Surveying and Project Engineering Services Firms Related to Construction Activities 建築、測量 及工程服務公司	4 707	15 202	19 909
Br. 7 分類七	Estate Developers 主要私人地產發展商	6 896	756	7 652
Br. 8 分類八	Training/Educational Institutions and Utility Companies 培訓機構(包括管業處) 及公用事業等	7 136	2 814	9 950
Br. 9 分類九	Government Departments 政府部門 (僱有建築工人)	8 909	12 721	21 630
	TOTAL 總數	51 196	159 142	210 338