

Section V

Statistical Tables

	Page
Table 1(a) : Direct Employees, Freelancers, Part-time Employees, Vacancies and Total Manpower Demand by Sector	49 - 51
Table 1(b) : Direct Employees, Vacancies, Trainees and Employers' Forecast for 2011 by Sector	52 - 54
Table 2 : Comparison of Direct Employees, Freelancers and Part-time Employees in 2007 and 2010 by Sector	55 - 57
Table 3(a) : Preferred Education Level of Direct Employees by Sector	58 - 60
Table 3(b) : Actual Education Level of Direct Employees by Sector	61 - 63
Table 4(a) : Preferred Relevant Years of Working Experience of Direct Employees by Sector	64 - 66
Table 4(b) : Actual Relevant Years of Working Experience of Direct Employees by Sector	67 - 69
Table 5(a) : Preferred Vocational Qualification of Direct Employees by Sector	70 - 71
Table 5(b) : Actual Vocational Qualification of Direct Employees by Sector	72 - 73
Table 6 : Types of Training Needs for Employees in the Next 12 Months by Sector	74 - 77
Table 7(a) : Reasons of Recruitment Difficulties in the Past 12 Months by Sector	78 - 79
Table 7(b) : Difficulties encountered in recruitment in the Past 12 Months by Sector	80
Table 8(a) : Number of Employees Deployed to Work in the Mainland by Job Level by Sector	81
Table 8(b) : Number of Employees Deployed to Work in Macau by Job Level by Sector	82
Table 9 : Number of Companies in the Industry by Employment Size	83 - 84
Table 10 : Number of Technical and Non-technical Employees by Company Size by Sector	85 - 86
Table 11 : Response Analysis of the 2010 Manpower Survey	87

Table 1(a): Direct Employees, Freelancers, Part-time Employees, Vacancies and Total Manpower Demand by Sector

Principal Jobs in the Industry	Direct Employees (a)	Freelancers (b)	Part-time Employees (c)	Total (a - c)	Vacancies (d)	Total Manpower Demand (a - d)	Percentage (%)
1. Beauty & Hairdressing School							
Director / Principal (School)	12	0	0	12	0	12	0.0%
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	45	0	10	55	0	55	0.1%
Tutor / Instructor - Beauty Care	146	12	70	228	0	228	0.5%
Tutor / Instructor - Hairdressing	19	1	9	29	0	29	0.1%
Assistant Tutor / Instructor - Beauty Care	38	0	0	38	0	38	0.1%
Administrative Staff	65	0	1	66	1	67	0.1%
Receptionist	27	0	1	28	1	29	0.1%
Sub-total	352	13	91	456	2	458	0.9%
2. Make-up & Nail School							
Director / Principal (School)	14	0	0	14	0	14	0.0%
Senior Tutor / Senior Instructor - Make-up and Nail	30	0	0	30	0	30	0.1%
Tutor / Instructor - Make-up	72	5	16	93	0	93	0.2%
Tutor / Instructor - Nail	13	1	7	21	1	22	0.0%
Assistant Tutor / Instructor - Make-up	22	0	0	22	0	22	0.0%
Assistant Tutor / Instructor - Nail	4	0	0	4	0	4	0.0%
Administrative Staff	57	0	0	57	0	57	0.1%
Receptionist	11	0	0	11	0	11	0.0%
Sub-total	223	6	23	252	1	253	0.5%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	119	0	0	119	14	133	0.3%
Chief Shop Manager / Operation Manager	423	0	0	423	25	448	0.9%
Brand / Sales / Marketing Director / Manager	64	0	0	64	0	64	0.1%
Sales / Marketing Officer	258	0	0	258	11	269	0.5%
Senior Beautician	1,085	32	0	1,117	23	1,140	2.3%
Senior Make-up Artist	23	1	0	24	0	24	0.0%
Slimming Consultant	161	0	0	161	9	170	0.3%
Beautician	9,003	183	240	9,426	332	9,758	19.7%
Assistant to Medical Practitioner (Beauty Care)	53	0	2	55	8	63	0.1%
Make-up Artist	197	121	35	353	6	359	0.7%
Body Therapist	1,144	25	17	1,186	103	1,289	2.6%
Manicurist / Pedicurist	97	1	4	102	0	102	0.2%
Nail Artist	88	0	0	88	0	88	0.2%
Slimming Therapist	631	0	1	632	76	708	1.4%
Beauty Consultant	586	0	0	586	14	600	1.2%
Beauty Assistant	775	0	25	800	138	938	1.9%
Marketing Assistant	112	0	0	112	0	112	0.2%
Promoter	117	0	0	117	0	117	0.2%
Administrative Staff	355	0	25	380	2	382	0.8%
Receptionist	857	0	14	871	53	924	1.9%
Medical Personnel	75	3	2	80	8	88	0.2%
Sub-total	16,223	366	365	16,954	822	17,776	35.9%

Principal Jobs in the Industry	Direct Employees (a)	Freelancers (b)	Part-time Employees (c)	Total (a - c)	Vacancies (d)	Total Manpower Demand (a - d)	Percentage (%)
4. Hairdressing Salon							
Director / General Manager	32	0	0	32	0	32	0.1%
Chief Shop Manager / Operation Manager	66	0	0	66	5	71	0.1%
Art Director	54	0	0	54	0	54	0.1%
Technical Director	12	0	0	12	0	12	0.0%
Senior Hair Stylist	653	148	2	803	29	832	1.7%
Hair Stylist	7,325	585	237	8,147	190	8,337	16.9%
Technician (perm and color)	312	15	0	327	6	333	0.7%
Manicurist / Pedicurist	162	24	4	190	0	190	0.4%
Nail Artist	26	0	25	51	0	51	0.1%
Hairdressing Assistant	4,543	98	203	4,844	399	5,243	10.6%
Administrative Staff	153	0	0	153	0	153	0.3%
Receptionist	375	0	31	406	3	409	0.8%
Sub-total	13,713	870	502	15,085	632	15,717	31.8%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	173	0	0	173	0	173	0.3%
Brand / Sales / Marketing Director / Manager	221	0	0	221	0	221	0.4%
Product / Technical Manager	194	0	0	194	0	194	0.4%
Sales / Marketing Officer	709	0	33	742	0	742	1.5%
Trainer	45	0	0	45	0	45	0.1%
Technical Adviser	60	0	0	60	0	60	0.1%
Sales Representative	1,547	0	16	1,563	1	1,564	3.2%
Marketing Assistant	240	0	0	240	0	240	0.5%
Promoter	332	0	200	532	38	570	1.2%
Administrative Staff	856	0	0	856	0	856	1.7%
Receptionist	72	0	0	72	0	72	0.1%
Sub-total	4,449	0	249	4,698	39	4,737	9.6%
6. Cosmetic Product Company - Retail							
Director / General Manager	54	0	0	54	0	54	0.1%
Corporate & Brand Image Sales Director / Manager	70	0	0	70	0	70	0.1%
Chief Shop Manager / Operation Manager	109	0	0	109	3	112	0.2%
Marketing Manager	90	0	0	90	0	90	0.2%
Product / Technical Manager	45	0	0	45	0	45	0.1%
Sales / Marketing Officer	238	0	0	238	1	239	0.5%
Trainer	77	0	0	77	0	77	0.2%
Buying Officer	95	0	0	95	0	95	0.2%
Shop Manager / Supervisor	699	0	0	699	5	704	1.4%
Technical Adviser	62	0	0	62	0	62	0.1%
Beauty Adviser (Counter)	6,417	0	71	6,488	204	6,692	13.5%
Hair Care Adviser	355	0	0	355	13	368	0.7%
Make-up Artist	72	3	0	75	0	75	0.2%
Marketing Assistant	160	0	3	163	28	191	0.4%
Promoter	139	0	91	230	2	232	0.5%
Administrative Staff	291	0	0	291	1	292	0.6%
Receptionist	50	0	0	50	0	50	0.1%
Sub-total	9,023	3	165	9,191	257	9,448	19.1%

Principal Jobs in the Industry	Direct Employees (a)	Freelancers (b)	Part-time Employees (c)	Total (a - c)	Vacancies (d)	Total Manpower Demand (a - d)	Percentage (%)
7. Nail Salon							
Director / General Manager	13	0	0	13	0	13	0.0%
Chief Shop Manager / Operation Manager	25	0	0	25	0	25	0.1%
Senior Nail Technician (Fingernail / Toenail)	83	0	0	83	20	103	0.2%
Nail Technician (Fingernail / Toenail)	164	24	0	188	24	212	0.4%
Manicurist / Pedicurist	189	0	0	189	0	189	0.4%
Nail Artist	265	0	0	265	41	306	0.6%
Hand and Foot Care Therapist	25	0	0	25	0	25	0.1%
Junior Nail Technician (Fingernail / Toenail)	138	0	0	138	24	162	0.3%
Administrative Staff	6	0	0	6	0	6	0.0%
Receptionist	23	0	0	23	0	23	0.0%
Sub-total	931	24	0	955	109	1,064	2.2%
Total	44,914	1,282	1,395	47,591	1,862	49,453	100.0%

Table 1(b): Direct Employees, Vacancies, Trainees and Employers' Forecast for 2011 by Sector

Principal Jobs in the Industry	Direct Employees (a)	Vacancies (b)	Total Manpower Demand (a - b)	Trainees (c)	Employers' Forecast for 2011 (d)	Comparison of 2011 and 2010	Comparison of 2011 and 2010 (%)
1. Beauty & Hairdressing School							
Director / Principal (School)	12	0	12	0	12	0	0.0%
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	45	0	45	0	45	0	0.0%
Tutor / Instructor - Beauty Care	146	0	146	0	146	0	0.0%
Tutor / Instructor - Hairdressing	19	0	19	0	19	0	0.0%
Assistant Tutor / Instructor - Beauty Care	38	0	38	0	38	0	0.0%
Administrative Staff	65	1	66	0	66	0	0.0%
Receptionist	27	1	28	0	28	0	0.0%
Sub-total	352	2	354	0	354	0	0.0%
2. Make-up & Nail School							
Director / Principal (School)	14	0	14	0	14	0	0.0%
Senior Tutor / Senior Instructor - Make-up and Nail	30	0	30	0	30	0	0.0%
Tutor / Instructor - Make-up	72	0	72	0	72	0	0.0%
Tutor / Instructor - Nail	13	1	14	0	14	0	0.0%
Assistant Tutor / Instructor - Make-up	22	0	22	0	22	0	0.0%
Assistant Tutor / Instructor - Nail	4	0	4	0	4	0	0.0%
Administrative Staff	57	0	57	0	57	0	0.0%
Receptionist	11	0	11	0	11	0	0.0%
Sub-total	223	1	224	0	224	0	0.0%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	119	14	133	0	133	0	0.0%
Chief Shop Manager / Operation Manager	423	25	448	0	448	0	0.0%
Brand / Sales / Marketing Director / Manager	64	0	64	0	64	0	0.0%
Sales / Marketing Officer	258	11	269	0	263	-6	-2.2%
Senior Beautician	1,085	23	1,108	0	1,110	2	0.2%
Senior Make-up Artist	23	0	23	0	23	0	0.0%
Slimming Consultant	161	9	170	0	170	0	0.0%
Beautician	9,003	332	9,335	21	9,365	30	0.3%
Assistant to Medical Practitioner (Beauty Care)	53	8	61	0	61	0	0.0%
Make-up Artist	197	6	203	0	203	0	0.0%
Body Therapist	1,144	103	1,247	0	1,247	0	0.0%
Manicurist / Pedicurist	97	0	97	0	97	0	0.0%
Nail Artist	88	0	88	0	88	0	0.0%
Slimming Therapist	631	76	707	0	708	1	0.1%
Beauty Consultant	586	14	600	0	607	7	1.2%
Beauty Assistant	775	138	913	10	923	10	1.1%
Marketing Assistant	112	0	112	0	112	0	0.0%
Promoter	117	0	117	0	117	0	0.0%
Administrative Staff	355	2	357	0	358	1	0.3%
Receptionist	857	53	910	0	910	0	0.0%
Medical Personnel	75	8	83	0	83	0	0.0%
Sub-total	16,223	822	17,045	31	17,090	45	0.3%

Principal Jobs in the Industry	Direct Employees (a)	Vacancies (b)	Total Manpower Demand (a - b)	Trainees (c)	Employers' Forecast for 2011 (d)	Comparison of 2011 and 2010	Comparison of 2011 and 2010 (%)
4. Hairdressing Salon							
Director / General Manager	32	0	32	0	32	0	0.0%
Chief Shop Manager / Operation Manager	66	5	71	0	66	-5	-7.0%
Art Director	54	0	54	0	56	2	3.7%
Technical Director	12	0	12	0	14	2	16.7%
Senior Hair Stylist	653	29	682	0	679	-3	-0.4%
Hair Stylist	7,325	190	7,515	25	7,583	68	0.9%
Technician (perm and color)	312	6	318	0	320	2	0.6%
Manicurist / Pedicurist	162	0	162	0	162	0	0.0%
Nail Artist	26	0	26	0	26	0	0.0%
Hairdressing Assistant	4,543	399	4,942	0	4,872	-70	-1.4%
Administrative Staff	153	0	153	0	151	-2	-1.3%
Receptionist	375	3	378	0	369	-9	-2.4%
Sub-total	13,713	632	14,345	25	14,330	-15	-0.1%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	173	0	173	0	173	0	0.0%
Brand / Sales / Marketing Director / Manager	221	0	221	0	221	0	0.0%
Product / Technical Manager	194	0	194	0	194	0	0.0%
Sales / Marketing Officer	709	0	709	0	774	65	9.2%
Trainer	45	0	45	0	45	0	0.0%
Technical Adviser	60	0	60	0	60	0	0.0%
Sales Representative	1,547	1	1,548	0	1,561	13	0.8%
Marketing Assistant	240	0	240	0	240	0	0.0%
Promoter	332	38	370	0	370	0	0.0%
Administrative Staff	856	0	856	0	856	0	0.0%
Receptionist	72	0	72	0	72	0	0.0%
Sub-total	4,449	39	4,488	0	4,566	78	1.7%
6. Cosmetic Product Company - Retail							
Director / General Manager	54	0	54	0	51	-3	-5.6%
Corporate & Brand Image Sales Director / Manager	70	0	70	0	70	0	0.0%
Chief Shop Manager / Operation Manager	109	3	112	0	109	-3	-2.7%
Marketing Manager	90	0	90	0	87	-3	-3.3%
Product / Technical Manager	45	0	45	0	45	0	0.0%
Sales / Marketing Officer	238	1	239	0	239	0	0.0%
Trainer	77	0	77	0	77	0	0.0%
Buying Officer	95	0	95	0	95	0	0.0%
Shop Manager / Supervisor	699	5	704	0	701	-3	-0.4%
Technical Adviser	62	0	62	0	62	0	0.0%
Beauty Adviser (Counter)	6,417	204	6,621	0	6,525	-96	-1.4%
Hair Care Adviser	355	13	368	0	358	-10	-2.7%
Make-up Artist	72	0	72	0	72	0	0.0%
Marketing Assistant	160	28	188	0	188	0	0.0%
Promoter	139	2	141	0	141	0	0.0%
Administrative Staff	291	1	292	0	289	-3	-1.0%
Receptionist	50	0	50	0	50	0	0.0%
Sub-total	9,023	257	9,280	0	9,159	-121	-1.3%

Principal Jobs in the Industry	Direct Employees (a)	Vacancies (b)	Total Manpower Demand (a - b)	Trainees (c)	Employers' Forecast for 2011 (d)	Comparison of 2011 and 2010	Comparison of 2011 and 2010 (%)
7. Nail Salon							
Director / General Manager	13	0	13	0	13	0	0.0%
Chief Shop Manager / Operation Manager	25	0	25	0	25	0	0.0%
Senior Nail Technician (Fingernail / Toenail)	83	20	103	0	103	0	0.0%
Nail Technician (Fingernail / Toenail)	164	24	188	0	188	0	0.0%
Manicurist / Pedicurist	189	0	189	0	189	0	0.0%
Nail Artist	265	41	306	0	306	0	0.0%
Hand and Foot Care Therapist	25	0	25	0	25	0	0.0%
Junior Nail Technician (Fingernail / Toenail)	138	24	162	0	162	0	0.0%
Administrative Staff	6	0	6	0	6	0	0.0%
Receptionist	23	0	23	0	23	0	0.0%
Sub-total	931	109	1,040	0	1,040	0	0.0%
Total	44,914	1,862	46,776	56	46,763	-13	0.0%

Table 2: Comparison of Direct Employees, Freelancers and Part-time Employees in 2007 and 2010 by Sector

Principal Jobs in the Industry	2007	2010	Comparison of 2007 and 2010 (%)	2007	2010	Comparison of 2007 and 2010 (%)	2007	2010	Comparison of 2007 and 2010 (%)
	Direct Employees			Freelancers			Part-time Employees		
1. Beauty & Hairdressing School									
Director / Principal (School)	25	12	-52.00%	0	0	N/A	0	0	N/A
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	49	45	-8.16%	0	0	N/A	0	10	N/A
Tutor / Instructor - Beauty Care	119	146	22.69%	11	12	9.09%	33	70	112.12%
Tutor / Instructor - Hairdressing	5	19	280.00%	8	1	-87.50%	15	9	-40.00%
Assistant Tutor / Instructor - Beauty Care	29	38	31.03%	0	0	N/A	0	0	N/A
Assistant Tutor / Instructor - Hairdressing	0	0	N/A	0	0	N/A	0	0	N/A
Administrative Staff	50	65	30.00%	0	0	N/A	0	1	N/A
Receptionist	27	27	0.00%	0	0	N/A	0	1	N/A
Sub-total	304	352	15.79%	19	13	-30.83%	48	91	89.58%
2. Make-up & Nail School									
Director / Principal (School)	6	14	133.33%	0	0	N/A	0	0	N/A
Senior Tutor / Senior Instructor - Make-up and Nail	4	30	650.00%	0	0	N/A	0	0	N/A
Tutor / Instructor - Make-up	17	72	323.53%	10	5	-50.00%	10	16	60.00%
Tutor / Instructor - Nail	6	13	116.67%	12	1	-91.67%	3	7	133.33%
Assistant Tutor / Instructor - Make-up	3	22	633.33%	0	0	N/A	2	0	-100.00%
Assistant Tutor / Instructor - Nail	3	4	33.33%	9	0	-100.00%	0	0	N/A
Administrative Staff	12	57	375.00%	0	0	N/A	1	0	-100.00%
Receptionist	15	11	-26.67%	0	0	N/A	0	0	N/A
Sub-total	66	223	237.88%	31	6	-80.65%	16	23	43.75%
3. Beauty Centre / Health Centre & Spa									
Director / General Manager	83	119	43.37%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	399	423	6.02%	0	0	N/A	0	0	N/A
Brand / Sales / Marketing Director / Manager	34	64	88.24%	0	0	N/A	0	0	N/A
Sales / Marketing Officer	91	258	183.52%	0	0	N/A	0	0	N/A
Senior Beautician	963	1,085	12.67%	0	32	N/A	0	0	N/A
Senior Make-up Artist	22	23	4.55%	0	1	N/A	0	0	N/A
Slimming Consultant	202	161	-20.30%	0	0	N/A	0	0	N/A
Beautician	8,397	9,003	7.22%	160	183	14.38%	169	240	42.01%
Assistant to Medical Practitioner (Beauty Care)	38	53	39.47%	0	0	N/A	0	2	N/A
Make-up Artist	203	197	-2.96%	80	121	51.25%	9	35	288.89%
Body Therapist	880	1,144	30.00%	52	25	-51.92%	32	17	-46.88%
Manicurist / Pedicurist	102	97	-4.90%	7	1	-85.71%	1	4	300.00%
Nail Artist	116	88	-24.14%	0	0	N/A	1	0	-100.00%
Slimming Therapist	614	631	2.77%	4	0	-100.00%	0	1	N/A
Beauty Consultant	549	586	6.74%	0	0	N/A	0	0	N/A
Beauty Assistant	881	775	-12.03%	0	0	N/A	194	25	-87.11%
Marketing Assistant	43	112	160.47%	0	0	N/A	0	0	N/A
Promoter	53	117	120.75%	0	0	N/A	0	0	N/A
Administrative Staff	283	355	25.44%	0	0	N/A	2	25	1150.00%
Receptionist	723	857	18.53%	0	0	N/A	4	14	250.00%
Medical Personnel	59	75	27.12%	0	3	N/A	3	2	-33.33%
Sub-total	14,735	16,223	10.10%	303	366	20.79%	415	365	-12.05%

Principal Jobs in the Industry	2007	2010	Comparison of 2007 and 2010 (%)	2007	2010	Comparison of 2007 and 2010 (%)	2007	2010	Comparison of 2007 and 2010 (%)
	Direct Employees			Freelancers			Part-time Employees		
4. Hairdressing Salon									
Director / General Manager	37	32	-13.51%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	89	66	-25.84%	0	0	N/A	0	0	N/A
Art Director	33	54	63.64%	0	0	N/A	0	0	N/A
Technical Director	19	12	-36.84%	0	0	N/A	0	0	N/A
Senior Hair Stylist	400	653	63.25%	16	148	825.00%	26	2	-92.31%
Hair Stylist	7,845	7,325	-6.63%	909	585	-35.64%	132	237	79.55%
Technician (perm and color)	229	312	36.24%	10	15	50.00%	0	0	N/A
Manicurist / Pedicurist	117	162	38.46%	36	24	-33.33%	0	4	N/A
Nail Artist	5	26	420.00%	25	0	-100.00%	0	25	N/A
Hairdressing Assistant	5,272	4,543	-13.83%	60	98	63.33%	445	203	-54.38%
Administrative Staff	87	153	75.86%	0	0	N/A	2	0	-100.00%
Receptionist	412	375	-8.98%	0	0	N/A	11	31	181.82%
Sub-total	14,545	13,713	-5.72%	1,056	870	-17.61%	616	502	-18.51%
5. Cosmetic Product Company - Wholesale, Import & Export									
Director / General Manager	232	173	-25.43%	0	0	N/A	0	0	N/A
Brand / Sales / Marketing Director / Manager	306	221	-27.78%	0	0	N/A	0	0	N/A
Product / Technical Manager	281	194	-30.96%	0	0	N/A	0	0	N/A
Sales / Marketing Officer	752	709	-5.72%	0	0	N/A	0	33	N/A
Trainer	102	45	-55.88%	0	0	N/A	0	0	N/A
Technical Adviser	24	60	150.00%	0	0	N/A	0	0	N/A
Sales Representative	1,816	1,547	-14.81%	0	0	N/A	98	16	-83.67%
Marketing Assistant	161	240	49.07%	0	0	N/A	0	0	N/A
Promoter	51	332	550.98%	0	0	N/A	4	200	4900.00%
Administrative Staff	751	856	13.98%	0	0	N/A	16	0	-100.00%
Receptionist	146	72	-50.68%	0	0	N/A	0	0	N/A
Sub-total	4,622	4,449	-3.74%	0	0	N/A	118	249	111.02%
6. Cosmetic Product Company - Retail									
Director / General Manager	76	54	-28.95%	0	0	N/A	0	0	N/A
Corporate & Brand Image Sales Director / Manager	77	70	-9.09%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	126	109	-13.49%	0	0	N/A	0	0	N/A
Marketing Manager	80	90	12.50%	0	0	N/A	0	0	N/A
Product / Technical Manager	37	45	21.62%	0	0	N/A	0	0	N/A
Sales / Marketing Officer	314	238	-24.20%	0	0	N/A	0	0	N/A
Trainer	85	77	-9.41%	0	0	N/A	0	0	N/A
Buying Officer	102	95	-6.86%	0	0	N/A	0	0	N/A
Shop Manager / Supervisor	663	699	5.43%	0	0	N/A	0	0	N/A
Technical Adviser	38	62	63.16%	0	0	N/A	0	0	N/A
Beauty Adviser (Counter)	5,015	6,417	27.96%	0	0	N/A	94	71	-24.47%
Hair Care Adviser	359	355	-1.11%	0	0	N/A	19	0	-100.00%
Make-up Artist	72	72	0.00%	0	3	N/A	14	0	-100.00%
Marketing Assistant	247	160	-35.22%	0	0	N/A	0	3	N/A
Promoter	112	139	24.11%	0	0	N/A	3	91	2933.33%
Administrative Staff	295	291	-1.36%	0	0	N/A	0	0	N/A
Receptionist	74	50	-32.43%	0	0	N/A	0	0	N/A
Sub-total	7,772	9,023	16.10%	0	3	N/A	130	165	26.92%

Principal Jobs in the Industry	2007	2010	Comparison of 2007 and 2010 (%)	2007	2010	Comparison of 2007 and 2010 (%)	2007	2010	Comparison of 2007 and 2010 (%)
	Direct Employees			Freelancers			Part-time Employees		
7. Nail Salon									
Director / General Manager	0	13	N/A	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	36	25	-30.56%	0	0	N/A	0	0	N/A
Nail Consultant (Fingernail / Toenail)	27	0	-100.00%	0	0	N/A	0	0	N/A
Senior Nail Technician (Fingernail / Toenail)	25	83	232.00%	0	0	N/A	0	0	N/A
Nail Technician (Fingernail / Toenail)	128	164	28.13%	0	24	N/A	25	0	-100.00%
Manicurist / Pedicurist	41	189	360.98%	0	0	N/A	0	0	N/A
Nail Artist	112	265	136.61%	0	0	N/A	0	0	N/A
Hand and Foot Care Therapist	0	25	N/A	0	0	N/A	0	0	N/A
Junior Nail Technician (Fingernail / Toenail)	50	138	176.00%	25	0	-100.00%	0	0	N/A
Foot Reflexologist	5	0	-100.00%	0	0	N/A	0	0	N/A
Administrative Staff	4	6	50.00%	0	0	N/A	0	0	N/A
Receptionist	19	23	21.05%	0	0	N/A	0	0	N/A
Sub-total	447	931	108.28%	25	24	-4.00%	25	0	-100.00%
Total	42,491	44,914	5.70%	1,434	1,282	-10.59%	1,368	1,395	1.97%

Table 3(a): Preferred Education of Direct Employees by Sector

Principal Jobs in the Industry	University Degree or above	Associate Degree, Higher Diploma or equivalent	Diploma or equivalent	Certificate, Advanced Certificate or equivalent	Secondary 6-7	Secondary 4-5	Secondary 3 or below	Unspecified	Total
1. Beauty & Hairdressing School									
Director / Principal (School)	6	0	0	3	0	3	0	0	12
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	12	3	7	14	0	9	0	0	45
Tutor / Instructor - Beauty Care	14	3	23	36	1	67	0	2	146
Tutor / Instructor - Hairdressing	0	0	10	9	0	0	0	0	19
Assistant Tutor / Instructor - Beauty Care	0	2	5	17	3	11	0	0	38
Administrative Staff	1	1	0	3	7	49	0	4	65
Receptionist	0	2	0	1	6	17	0	1	27
Sub-total	33	11	45	83	17	156	0	7	352
Percentage by Educational Level (Total: 352)	9.4%	3.1%	12.8%	23.6%	4.8%	44.3%	0.0%	2.0%	100.0%
2. Make-up & Nail School									
Director / Principal (School)	12	1	0	0	0	0	0	1	14
Senior Tutor / Senior Instructor - Make-up and Nail	9	1	5	2	5	8	0	0	30
Tutor / Instructor - Make-up	1	4	3	13	20	26	0	5	72
Tutor / Instructor - Nail	0	0	3	1	0	9	0	0	13
Assistant Tutor / Instructor - Make-up	0	0	2	0	0	20	0	0	22
Assistant Tutor / Instructor - Nail	0	0	0	0	0	4	0	0	4
Administrative Staff	0	0	0	0	3	50	0	4	57
Receptionist	0	0	1	0	0	9	0	1	11
Sub-total	22	6	14	16	28	126	0	11	223
Percentage by Educational Level (Total: 223)	9.9%	2.7%	6.3%	7.2%	12.6%	56.5%	0.0%	4.9%	100.0%
3. Beauty Centre / Health Centre & Spa									
Director / General Manager	31	3	13	0	9	48	4	11	119
Chief Shop Manager / Operation Manager	115	16	79	6	88	95	6	18	423
Brand / Sales / Marketing Director / Manager	48	0	0	4	0	10	0	2	64
Sales / Marketing Officer	38	3	15	46	65	70	0	21	258
Senior Beautician	3	12	117	114	188	503	59	89	1,085
Senior Make-up Artist	0	6	0	11	1	3	0	2	23
Slimming Consultant	50	0	21	6	2	72	3	7	161
Beautician	0	3	248	830	1,287	4,371	1,468	796	9,003
Assistant to Medical Practitioner (Beauty Care)	0	30	3	8	0	12	0	0	53
Make-up Artist	25	0	1	30	12	109	15	5	197
Body Therapist	0	0	20	112	63	728	178	43	1,144
Manicurist / Pedicurist	0	0	20	19	20	25	12	1	97
Nail Artist	0	0	2	8	0	78	0	0	88
Slimming Therapist	20	0	6	95	70	424	0	16	631
Beauty Consultant	20	0	16	134	114	274	2	26	586
Beauty Assistant	0	0	0	12	32	401	310	20	775
Marketing Assistant	1	11	2	17	13	68	0	0	112
Promoter	0	0	0	0	0	52	36	29	117
Administrative Staff	17	12	56	20	52	167	3	28	355

Principal Jobs in the Industry	University Degree or above	Associate Degree, Higher Diploma or equivalent	Diploma or equivalent	Certificate, Advanced Certificate or equivalent	Secondary 6-7	Secondary 4-5	Secondary 3 or below	Unspecified	Total
3. Beauty Centre, Health Centre & Spa (Cont')									
Receptionist	0	5	0	47	163	589	8	45	857
Medical Personnel	60	0	0	0	0	3	0	12	75
Sub-total	428	101	619	1,519	2,179	8,102	2,104	1,171	16,223
<i>Percentage by Educational Level (Total: 16,223)</i>	<i>2.6%</i>	<i>0.6%</i>	<i>3.8%</i>	<i>9.4%</i>	<i>13.4%</i>	<i>49.9%</i>	<i>13.0%</i>	<i>7.2%</i>	<i>100.0%</i>
4. Hairdressing Salon									
Director / General Manager	11	0	3	0	2	13	1	2	32
Chief Shop Manager / Operation Manager	0	25	12	6	3	10	4	6	66
Art Director	0	0	4	4	24	15	0	7	54
Technical Director	0	0	10	0	0	0	0	2	12
Senior Hair Stylist	0	1	0	47	86	276	189	54	653
Hair Stylist	0	0	1	37	354	2,491	3,544	898	7,325
Technician (perm and color)	0	0	0	0	28	168	99	17	312
Manicurist / Pedicurist	0	0	0	0	21	61	28	52	162
Nail Artist	0	0	0	0	0	12	10	4	26
Hairdressing Assistant	0	0	0	8	83	1,001	2,949	502	4,543
Administrative Staff	9	9	0	0	10	83	33	9	153
Receptionist	0	0	0	2	43	227	45	58	375
Sub-total	20	35	30	104	654	4,357	6,902	1,611	13,713
<i>Percentage by Educational Level (Total: 13,713)</i>	<i>0%</i>	<i>0%</i>	<i>0%</i>	<i>1%</i>	<i>5%</i>	<i>32%</i>	<i>50%</i>	<i>12%</i>	<i>100%</i>
5. Cosmetic Product Company - Wholesale, Import & Export									
Director / General Manager	169	0	1	0	0	0	0	3	173
Brand / Sales / Marketing Director / Manager	214	0	0	0	0	0	0	7	221
Product / Technical Manager	152	0	12	20	0	0	0	10	194
Sales / Marketing Officer	284	16	78	34	65	56	0	176	709
Trainer	22	0	16	0	0	3	0	4	45
Technical Adviser	0	0	6	30	0	16	0	8	60
Sales Representative	340	18	92	91	188	524	0	294	1,547
Marketing Assistant	12	0	71	0	4	125	12	16	240
Promoter	0	0	0	0	0	307	0	25	332
Administrative Staff	3	89	92	0	162	466	0	44	856
Receptionist	0	0	0	0	8	24	0	40	72
Sub-total	1,196	123	368	175	427	1,521	12	627	4,449
<i>Percentage by Educational Level (Total: 4,449)</i>	<i>26.9%</i>	<i>2.8%</i>	<i>8.3%</i>	<i>3.9%</i>	<i>9.6%</i>	<i>34.2%</i>	<i>0.3%</i>	<i>14.1%</i>	<i>100.0%</i>
6. Cosmetic Product Company - Retail									
Director / General Manager	29	0	0	0	2	3	0	20	54
Corporate & Brand Image Sales Director / Manager	50	0	4	4	0	0	0	12	70
Chief Shop Manager / Operation Manager	36	7	13	8	1	31	0	13	109
Marketing Manager	44	3	0	0	0	0	0	43	90
Product / Technical Manager	40	0	0	0	0	0	0	5	45
Sales / Marketing Officer	48	8	11	15	0	77	0	79	238
Trainer	32	7	8	4	2	21	0	3	77
Buying Officer	20	0	2	0	4	66	0	3	95
Shop Manager / Supervisor	58	31	175	113	38	196	0	88	699
Technical Adviser	2	0	0	0	0	58	0	2	62
Beauty Adviser (Counter)	0	0	101	482	1,042	4,249	25	518	6,417
Hair Care Adviser	0	0	0	0	0	263	92	0	355

Principal Jobs in the Industry	University Degree or above	Associate Degree, Higher Diploma or equivalent	Diploma or equivalent	Certificate, Advanced Certificate or equivalent	Secondary 6-7	Secondary 4-5	Secondary 3 or below	Unspecified	Total
6. Cosmetic Product Company - Retail (Cont')									
Make-up Artist	0	0	60	0	0	12	0	0	72
Marketing Assistant	16	0	0	3	21	120	0	0	160
Promoter	0	0	0	0	0	91	0	48	139
Administrative Staff	8	5	25	5	129	78	0	41	291
Receptionist	0	0	3	1	1	44	0	1	50
Sub-total	383	61	402	635	1,240	5,309	117	876	9,023
Percentage by Educational Level (Total: 9,023)	4.2%	0.7%	4.5%	7.0%	13.7%	58.8%	1.3%	9.7%	100.0%
7. Nail Salon									
Director / General Manager	4	0	0	0	9	0	0	0	13
Chief Shop Manager / Operation Manager	0	0	0	0	9	16	0	0	25
Senior Nail Technician (Fingernail / Toenail)	0	0	0	0	0	83	0	0	83
Nail Technician (Fingernail / Toenail)	0	0	0	0	0	164	0	0	164
Manicurist / Pedicurist	0	0	0	0	0	189	0	0	189
Nail Artist	0	0	0	0	0	183	82	0	265
Hand and Foot Care Therapist	0	0	0	0	0	25	0	0	25
Junior Nail Technician (Fingernail / Toenail)	0	0	0	0	0	105	33	0	138
Administrative Staff	0	0	0	0	0	6	0	0	6
Receptionist	0	0	0	0	0	20	3	0	23
ALL	4	0	0	0	18	791	118	0	931
Percentage by Educational Level (Total: 931)	0.4%	0.0%	0.0%	0.0%	1.9%	85.0%	12.7%	0.0%	100.0%
Total	2,086	337	1,478	2,532	4,563	20,362	9,253	4,303	44,914
Percentage by Educational Level (Total: 44,914)	4.6%	0.8%	3.3%	5.6%	10.2%	45.3%	20.6%	9.6%	100.0%

Table 3(b): Actual Education of Direct Employees by Sector

Principal Jobs in the Industry	University Degree or above	Associate Degree, Higher Diploma or equivalent	Diploma or equivalent	Certificate, Advanced Certificate or equivalent	Secondary 6-7	Secondary 4-5	Secondary 3 or below	Unspecified	Total
1. Beauty & Hairdressing School									
Director / Principal (School)	6	0	0	3	2	1	0	0	12
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	8	1	8	13	0	9	0	6	45
Tutor / Instructor - Beauty Care	14	7	24	24	2	73	0	2	146
Tutor / Instructor - Hairdressing	0	0	10	3	0	0	0	6	19
Assistant Tutor / Instructor - Beauty Care	0	2	5	12	0	19	0	0	38
Administrative Staff	3	1	0	3	6	48	0	4	65
Receptionist	1	2	0	1	6	16	0	1	27
Sub-total	32	13	47	59	16	166	0	19	352
Percentage by Educational Level (Total: 352)	9.1%	3.7%	13.4%	16.8%	4.5%	47.2%	0.0%	5.4%	100.0%
2. Make-up & Nail School									
Director / Principal (School)	13	0	0	0	0	0	0	1	14
Senior Tutor / Senior Instructor - Make-up and Nail	10	5	5	2	5	3	0	0	30
Tutor / Instructor - Make-up	4	4	6	3	17	33	0	5	72
Tutor / Instructor - Nail	0	0	3	0	0	10	0	0	13
Assistant Tutor / Instructor - Make-up	0	0	2	0	0	20	0	0	22
Assistant Tutor / Instructor - Nail	0	0	0	0	0	4	0	0	4
Administrative Staff	0	0	3	0	0	50	0	4	57
Receptionist	0	0	1	0	0	10	0	0	11
Sub-total	27	9	20	5	22	130	0	10	223
Percentage by Educational Level (Total: 223)	12.1%	4.0%	9.0%	2.2%	9.9%	58.3%	0.0%	4.5%	100.0%
3. Beauty Centre / Health Centre & Spa									
Director / General Manager	23	1	16	0	9	49	0	21	119
Chief Shop Manager / Operation Manager	64	13	74	44	92	93	6	37	423
Brand / Sales / Marketing Director / Manager	14	0	3	31	0	10	0	6	64
Sales / Marketing Officer	34	6	8	16	101	62	0	31	258
Senior Beautician	3	3	156	134	107	524	68	90	1,085
Senior Make-up Artist	0	1	0	4	0	16	0	2	23
Slimming Consultant	50	0	3	24	2	62	13	7	161
Beautician	25	0	607	588	973	5,114	992	704	9,003
Assistant to Medical Practitioner (Beauty Care)	0	30	0	11	12	0	0	0	53
Make-up Artist	50	0	1	22	9	110	0	5	197
Body Therapist	0	0	3	112	60	735	147	87	1,144
Manicurist / Pedicurist	0	0	2	5	20	69	0	1	97
Nail Artist	0	0	2	8	0	78	0	0	88
Slimming Therapist	20	0	6	95	70	424	0	16	631
Beauty Consultant	20	0	0	101	112	277	2	74	586
Beauty Assistant	0	0	3	12	64	508	168	20	775
Marketing Assistant	0	12	21	1	13	65	0	0	112
Promoter	0	0	3	0	0	83	3	28	117
Administrative Staff	17	12	60	20	69	110	3	64	355

Principal Jobs in the Industry	University Degree or above	Associate Degree, Higher Diploma or equivalent	Diploma or equivalent	Certificate, Advanced Certificate or equivalent	Secondary 6-7	Secondary 4-5	Secondary 3 or below	Unspecified	Total
3. Beauty Centre, Health Centre & Spa (Cont')									
Receptionist	0	20	2	41	140	514	33	107	857
Medical Personnel	56	0	0	0	0	0	0	19	75
Sub-total	376	98	970	1,269	1,853	8,903	1,435	1,319	16,223
<i>Percentage by Educational Level (Total: 16,223)</i>	<i>2.3%</i>	<i>0.6%</i>	<i>6.0%</i>	<i>7.8%</i>	<i>11.4%</i>	<i>54.9%</i>	<i>8.8%</i>	<i>8.1%</i>	<i>100.0%</i>
4. Hairdressing Salon									
Director / General Manager	11	0	4	0	5	10	0	2	32
Chief Shop Manager / Operation Manager	0	2	0	10	8	39	0	7	66
Art Director	0	0	0	0	30	16	0	8	54
Technical Director	0	4	0	0	0	8	0	0	12
Senior Hair Stylist	0	1	14	36	68	293	188	53	653
Hair Stylist	0	0	1	61	318	3,064	3,147	734	7,325
Technician (perm and color)	0	0	0	0	20	184	83	25	312
Manicurist / Pedicurist	0	0	0	0	9	101	31	21	162
Nail Artist	0	0	0	0	4	4	8	10	26
Hairdressing Assistant	0	0	0	0	89	1,117	2,873	464	4,543
Administrative Staff	9	0	9	0	18	79	33	5	153
Receptionist	0	0	0	4	14	253	33	71	375
Sub-total	20	7	28	111	583	5,168	6,396	1,400	13,713
<i>Percentage by Educational Level (Total: 13,713)</i>	<i>0.1%</i>	<i>0.1%</i>	<i>0.2%</i>	<i>0.8%</i>	<i>4.3%</i>	<i>37.7%</i>	<i>46.6%</i>	<i>10.2%</i>	<i>100.0%</i>
5. Cosmetic Product Company - Wholesale, Import & Export									
Director / General Manager	111	0	0	0	17	0	0	45	173
Brand / Sales / Marketing Director / Manager	202	0	0	0	0	12	0	7	221
Product / Technical Manager	135	17	12	20	0	0	0	10	194
Sales / Marketing Officer	300	26	80	0	39	127	0	137	709
Trainer	22	0	0	0	0	19	0	4	45
Technical Adviser	0	0	6	30	8	8	0	8	60
Sales Representative	328	18	126	57	192	570	8	248	1,547
Marketing Assistant	12	0	71	0	4	137	0	16	240
Promoter	0	0	0	0	1	306	0	25	332
Administrative Staff	3	89	101	0	185	434	13	31	856
Receptionist	0	0	6	0	2	24	0	40	72
Sub-total	1,113	150	402	107	448	1,637	21	571	4,449
<i>Percentage by Educational Level (Total: 4,449)</i>	<i>25.0%</i>	<i>3.4%</i>	<i>9.0%</i>	<i>2.4%</i>	<i>10.1%</i>	<i>36.8%</i>	<i>0.5%</i>	<i>12.8%</i>	<i>100.0%</i>
6. Cosmetic Product Company - Retail									
Director / General Manager	23	0	0	0	0	8	0	23	54
Corporate & Brand Image Sales Director / Manager	48	0	0	8	0	0	0	14	70
Chief Shop Manager / Operation Manager	15	6	21	12	1	32	0	22	109
Marketing Manager	47	0	0	0	0	0	0	43	90
Product / Technical Manager	36	4	0	0	0	0	0	5	45
Sales / Marketing Officer	48	0	11	0	18	77	0	84	238
Trainer	21	9	7	5	4	19	0	12	77
Buying Officer	16	4	2	0	4	66	0	3	95
Shop Manager / Supervisor	38	9	59	98	67	217	0	211	699
Technical Adviser	2	0	2	0	0	56	0	2	62
Beauty Adviser (Counter)	0	0	101	222	1,007	3,834	25	1,228	6,417
Hair Care Adviser	0	0	0	0	0	343	12	0	355

Principal Jobs in the Industry	University Degree or above	Associate Degree, Higher Diploma or equivalent	Diploma or equivalent	Certificate, Advanced Certificate or equivalent	Secondary 6-7	Secondary 4-5	Secondary 3 or below	Unspecified	Total
6. Cosmetic Product Company - Retail (Cont')									
Make-up Artist	0	0	60	0	0	6	0	6	72
Marketing Assistant	16	0	0	0	21	120	3	0	160
Promoter	0	0	0	28	0	68	0	43	139
Administrative Staff	16	0	25	0	103	109	0	38	291
Receptionist	2	0	1	0	0	43	0	4	50
Sub-total	328	32	289	373	1,225	4,998	40	1,738	9,023
Percentage by Educational Level (Total: 9,023)	3.6%	0.4%	3.2%	4.1%	13.6%	55.4%	0.4%	19.3%	100.0%
7. Nail Salon									
Director / General Manager	4	0	0	0	9	0	0	0	13
Chief Shop Manager / Operation Manager	0	0	0	0	9	16	0	0	25
Senior Nail Technician (Fingernail / Toenail)	0	0	0	0	0	83	0	0	83
Nail Technician (Fingernail / Toenail)	0	0	0	0	0	139	0	25	164
Manicurist / Pedicurist	0	0	0	0	0	189	0	0	189
Nail Artist	0	0	0	0	0	183	82	0	265
Hand and Foot Care Therapist	0	0	0	0	0	25	0	0	25
Junior Nail Technician (Fingernail / Toenail)	0	0	0	0	0	130	8	0	138
Administrative Staff	0	0	0	0	0	6	0	0	6
Receptionist	0	0	0	0	0	23	0	0	23
Sub-total	4	0	0	0	18	794	90	25	931
Percentage by Educational Level (Total: 931)	0.4%	0.0%	0.0%	0.0%	1.9%	85.3%	9.7%	2.7%	100.0%
Total	1,900	309	1,756	1,924	4,165	21,796	7,982	5,082	44,914
Percentage by Educational Level (Total: 44,914)	4.2%	0.7%	3.9%	4.3%	9.3%	48.5%	17.8%	11.3%	100.0%

Table 4(a): Preferred Relevant Years of Experience of Direct Employees by Sector

Principal Jobs in the Industry	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	Unspecified	Total
1. Beauty & Hairdressing School							
Director / Principal (School)	6	2	0	0	0	4	12
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	8	23	8	1	0	5	45
Tutor / Instructor - Beauty Care	0	35	53	40	0	18	146
Tutor / Instructor - Hairdressing	0	0	19	0	0	0	19
Assistant Tutor / Instructor - Beauty Care	0	0	12	8	0	18	38
Administrative Staff	1	0	18	13	22	11	65
Receptionist	1	0	11	12	2	1	27
Sub-total	16	60	121	74	24	57	352
Percentage by Relevant Years of Experience (Total: 352)	4.5%	17.0%	34.4%	21.0%	6.8%	16.2%	100.0%
2. Make-up & Nail School							
Director / Principal (School)	10	1	0	2	0	1	14
Senior Tutor / Senior Instructor - Make-up and Nail	1	15	4	10	0	0	30
Tutor / Instructor - Make-up	3	5	28	31	0	5	72
Tutor / Instructor - Nail	0	0	3	10	0	0	13
Assistant Tutor / Instructor - Make-up	0	0	2	20	0	0	22
Assistant Tutor / Instructor - Nail	0	0	0	4	0	0	4
Administrative Staff	0	0	20	29	4	4	57
Receptionist	0	0	4	5	1	1	11
Sub-total	14	21	61	111	5	11	223
Percentage by Relevant Years of Experience (Total: 223)	6.3%	9.4%	27.4%	49.8%	2.2%	4.9%	100.0%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	34	11	55	8	0	11	119
Chief Shop Manager / Operation Manager	86	65	211	34	6	21	423
Brand / Sales / Marketing Director / Manager	0	45	1	16	0	2	64
Sales / Marketing Officer	5	63	117	42	0	31	258
Senior Beautician	36	71	378	491	15	94	1,085
Senior Make-up Artist	0	5	16	0	0	2	23
Slimming Consultant	0	9	91	51	3	7	161
Beautician	102	364	2,455	4,729	403	950	9,003
Assistant to Medical Practitioner (Beauty Care)	0	0	37	16	0	0	53
Make-up Artist	25	0	71	87	6	8	197
Body Therapist	20	23	378	622	58	43	1,144
Manicurist / Pedicurist	0	0	24	72	0	1	97
Nail Artist	0	0	81	4	3	0	88
Slimming Therapist	0	3	374	238	0	16	631
Beauty Consultant	25	8	282	228	17	26	586
Beauty Assistant	0	0	7	319	445	4	775
Marketing Assistant	8	3	16	82	2	1	112
Promoter	0	0	4	35	77	1	117

Principal Jobs in the Industry	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	Unspecified	Total
3. Beauty Centre, Health Centre & Spa (Cont')							
Administrative Staff	0	3	60	217	47	28	355
Receptionist	2	0	51	464	247	93	857
Medical Personnel	0	16	4	23	20	12	75
Sub-total	343	689	4,713	7,778	1,349	1,351	16,223
Percentage by Relevant Years of Experience (Total: 16,223)	2.1%	4.2%	29.1%	47.9%	8.3%	8.3%	100.0%
4. Hairdressing Salon							
Director / General Manager	15	2	6	9	0	0	32
Chief Shop Manager / Operation Manager	38	11	13	0	0	4	66
Art Director	20	20	11	0	0	3	54
Technical Director	10	0	2	0	0	0	12
Senior Hair Stylist	151	165	186	91	20	40	653
Hair Stylist	144	644	1,952	3,193	483	909	7,325
Technician (perm and color)	0	3	173	71	48	17	312
Manicurist / Pedicurist	1	1	65	13	30	52	162
Nail Artist	0	0	6	20	0	0	26
Hairdressing Assistant	19	27	356	1,415	2,174	552	4,543
Administrative Staff	1	4	42	67	34	5	153
Receptionist	0	8	52	135	124	56	375
Sub-total	399	885	2,864	5,014	2,913	1,638	13,713
Percentage by Relevant Years of Experience (Total: 13,713)	2.9%	6.5%	20.9%	36.6%	21.2%	11.9%	100.0%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	87	68	1	0	0	17	173
Brand / Sales / Marketing Director / Manager	20	44	111	9	0	37	221
Product / Technical Manager	33	63	21	59	0	18	194
Sales / Marketing Officer	108	43	199	161	0	198	709
Trainer	0	0	37	4	0	4	45
Technical Adviser	0	0	22	30	0	8	60
Sales Representative	61	100	337	747	0	302	1,547
Marketing Assistant	0	0	117	33	14	76	240
Promoter	0	0	39	35	233	25	332
Administrative Staff	33	86	89	555	25	68	856
Receptionist	0	0	0	28	2	42	72
Sub-total	342	404	973	1,661	274	795	4,449
Percentage by Relevant Years of Experience (Total: 4,449)	7.7%	9.1%	21.9%	37.3%	6.2%	17.9%	100.0%
6. Cosmetic Product Company - Retail							
Director / General Manager	23	6	3	0	0	22	54
Corporate & Brand Image Sales Director / Manager	34	20	0	0	0	16	70
Chief Shop Manager / Operation Manager	37	11	40	0	0	21	109
Marketing Manager	5	31	7	0	0	47	90
Product / Technical Manager	5	27	4	0	0	9	45
Sales / Marketing Officer	16	0	59	74	0	89	238
Trainer	6	5	26	22	0	18	77

Principal Jobs in the Industry	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	Unspecified	Total
6. Cosmetic Product Company - Retail (Cont')							
Buying Officer	7	0	8	77	0	3	95
Shop Manager / Supervisor	0	58	437	65	13	126	699
Technical Adviser	0	2	52	6	0	2	62
Beauty Adviser (Counter)	123	0	1,470	3,618	338	868	6,417
Hair Care Adviser	0	0	20	60	275	0	355
Make-up Artist	0	0	66	6	0	0	72
Marketing Assistant	21	0	70	45	24	0	160
Promoter	0	0	12	51	44	32	139
Administrative Staff	10	11	10	190	35	35	291
Receptionist	0	0	8	39	0	3	50
Sub-total	287	171	2,292	4,253	729	1,291	9,023
Percentage by Relevant Years of Experience (Total: 9,023)	3.2%	1.9%	25.4%	47.1%	8.1%	14.3%	100.0%
7. Nail Salon							
Director / General Manager	0	4	0	9	0	0	13
Chief Shop Manager / Operation Manager	0	0	0	25	0	0	25
Senior Nail Technician (Fingernail / Toenail)	0	0	67	16	0	0	83
Nail Technician (Fingernail / Toenail)	0	0	97	67	0	0	164
Manicurist / Pedicurist	0	0	0	75	114	0	189
Nail Artist	0	0	25	212	28	0	265
Hand and Foot Care Therapist	0	0	0	25	0	0	25
Junior Nail Technician (Fingernail / Toenail)	0	0	0	73	65	0	138
Administrative Staff	0	0	0	0	6	0	6
Receptionist	0	0	0	0	23	0	23
Sub-total	0	4	189	502	236	0	931
Percentage by Relevant Years of Experience (Total: 931)	0.0%	0.4%	20.3%	53.9%	25.3%	0.0%	100.0%
Total	1,401	2,234	11,213	19,393	5,530	5,143	44,914
Percentage by Relevant Years of Experience (Total: 44,914)	3.1%	5.0%	25.0%	43.2%	12.3%	11.5%	100.0%

Table 4(b): Actual Relevant Years of Experience of Direct Employees by Sector

Principal Jobs in the Industry	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	Unspecified	Total
1. Beauty & Hairdressing School							
Director / Principal (School)	6	2	0	0	0	4	12
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	12	20	2	0	0	11	45
Tutor / Instructor - Beauty Care	33	37	49	9	0	18	146
Tutor / Instructor - Hairdressing	0	0	13	0	0	6	19
Assistant Tutor / Instructor - Beauty Care	0	1	12	7	0	18	38
Administrative Staff	1	0	36	17	0	11	65
Receptionist	1	1	11	12	1	1	27
Sub-total	53	61	123	45	1	69	352
Percentage by Relevant Years of Experience (Total: 352)	15.1%	17.3%	34.9%	12.8%	0.3%	19.6%	100.0%
2. Make-up & Nail School							
Director / Principal (School)	12	1	0	0	0	1	14
Senior Tutor / Senior Instructor - Make-up and Nail	1	21	6	2	0	0	30
Tutor / Instructor - Make-up	7	8	26	26	0	5	72
Tutor / Instructor - Nail	1	0	3	9	0	0	13
Assistant Tutor / Instructor - Make-up	0	0	2	20	0	0	22
Assistant Tutor / Instructor - Nail	0	0	0	4	0	0	4
Administrative Staff	0	0	23	29	1	4	57
Receptionist	0	0	5	5	1	0	11
Sub-total	21	30	65	95	2	10	223
Percentage by Relevant Years of Experience (Total: 223)	9.4%	13.5%	29.1%	42.6%	0.9%	4.5%	100.0%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	38	11	55	0	0	15	119
Chief Shop Manager / Operation Manager	116	79	167	29	0	32	423
Brand / Sales / Marketing Director / Manager	15	40	1	2	0	6	64
Sales / Marketing Officer	5	63	126	38	0	26	258
Senior Beautician	165	140	468	238	0	74	1,085
Senior Make-up Artist	8	6	7	0	0	2	23
Slimming Consultant	9	43	43	59	0	7	161
Beautician	1,764	855	3,175	2,429	56	724	9,003
Assistant to Medical Practitioner (Beauty Care)	0	34	0	16	3	0	53
Make-up Artist	34	56	50	43	6	8	197
Body Therapist	135	90	404	426	2	87	1,144
Manicurist / Pedicurist	0	13	44	39	0	1	97
Nail Artist	0	0	81	7	0	0	88
Slimming Therapist	0	10	397	208	0	16	631
Beauty Consultant	45	33	295	139	0	74	586
Beauty Assistant	0	0	25	341	405	4	775
Marketing Assistant	8	3	19	79	2	1	112
Promoter	0	2	12	54	49	0	117

Principal Jobs in the Industry	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	Unspecified	Total
3. Beauty Centre, Health Centre & Spa (Cont')							
Administrative Staff	0	10	105	192	12	36	355
Receptionist	0	10	80	481	179	107	857
Medical Personnel	15	4	4	36	0	16	75
Sub-total	2,357	1,502	5,558	4,856	714	1,236	16,223
Percentage by Relevant Years of Experience (Total: 16,223)	14.5%	9.3%	34.3%	29.9%	4.4%	7.6%	100.0%
4. Hairdressing Salon							
Director / General Manager	23	2	6	1	0	0	32
Chief Shop Manager / Operation Manager	38	9	13	0	0	6	66
Art Director	38	2	11	0	0	3	54
Technical Director	10	2	0	0	0	0	12
Senior Hair Stylist	334	114	104	67	0	34	653
Hair Stylist	3,306	1,414	1,289	649	139	528	7,325
Technician (perm and color)	16	20	174	61	32	9	312
Manicurist / Pedicurist	63	16	24	24	22	13	162
Nail Artist	0	4	6	16	0	0	26
Hairdressing Assistant	476	132	775	1,491	1,271	398	4,543
Administrative Staff	39	53	38	9	9	5	153
Receptionist	18	0	86	134	75	62	375
Sub-total	4,361	1,768	2,526	2,452	1,548	1,058	13,713
Percentage by Relevant Years of Experience (Total: 13,713)	31.8%	12.9%	18.4%	17.9%	11.3%	7.7%	100.0%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	40	73	1	0	0	59	173
Brand / Sales / Marketing Director / Manager	20	56	108	0	0	37	221
Product / Technical Manager	49	106	4	17	0	18	194
Sales / Marketing Officer	264	126	127	36	0	156	709
Trainer	0	6	35	0	0	4	45
Technical Adviser	0	8	14	30	0	8	60
Sales Representative	166	270	289	546	0	276	1,547
Marketing Assistant	0	12	104	48	0	76	240
Promoter	35	21	39	12	200	25	332
Administrative Staff	156	191	73	381	0	55	856
Receptionist	0	0	0	28	2	42	72
Sub-total	730	869	794	1,098	202	756	4,449
Percentage by Relevant Years of Experience (Total: 4,449)	16.4%	19.5%	17.8%	24.7%	4.5%	17.0%	100.0%
6. Cosmetic Product Company - Retail							
Director / General Manager	21	6	3	0	0	24	54
Corporate & Brand Image Sales Director / Manager	24	12	8	0	0	26	70
Chief Shop Manager / Operation Manager	24	37	27	0	0	21	109
Marketing Manager	5	14	12	0	0	59	90
Product / Technical Manager	5	17	4	0	0	19	45
Sales / Marketing Officer	16	0	47	73	0	102	238
Trainer	4	6	21	25	0	21	77

Principal Jobs in the Industry	10 years or above	6 years to less than 10 years	3 years to less than 6 years	1 year to less than 3 years	Less than 1 year	Unspecified	Total
6. Cosmetic Product Company - Retail (Cont')							
Buying Officer	3	4	17	68	0	3	95
Shop Manager / Supervisor	20	43	467	43	0	126	699
Technical Adviser	2	2	50	6	0	2	62
Beauty Adviser (Counter)	88	60	2,094	2,838	59	1,278	6,417
Hair Care Adviser	130	0	20	195	0	10	355
Make-up Artist	0	0	66	6	0	0	72
Marketing Assistant	24	0	72	55	5	4	160
Promoter	0	30	12	65	0	32	139
Administrative Staff	10	0	14	219	8	40	291
Receptionist	2	1	6	36	0	5	50
Sub-total	378	232	2,940	3,629	72	1,772	9,023
Percentage by Relevant Years of Experience (Total: 9,023)	4.2%	2.6%	32.6%	40.2%	0.8%	19.6%	100.0%
7. Nail Salon							
Director / General Manager	4	0	9	0	0	0	13
Chief Shop Manager / Operation Manager	0	0	25	0	0	0	25
Senior Nail Technician (Fingernail / Toenail)	0	0	5	78	0	0	83
Nail Technician (Fingernail / Toenail)	0	0	164	0	0	0	164
Manicurist / Pedicurist	0	0	50	75	64	0	189
Nail Artist	0	0	50	207	0	8	265
Hand and Foot Care Therapist	0	0	0	25	0	0	25
Junior Nail Technician (Fingernail / Toenail)	25	0	0	57	56	0	138
Administrative Staff	0	0	0	6	0	0	6
Receptionist	0	0	0	23	0	0	23
Sub-total	29	0	303	471	120	8	931
Percentage by Relevant Years of Experience (Total: 931)	3.1%	0.0%	32.5%	50.6%	12.9%	0.9%	100.0%
Total	7,929	4,462	12,309	12,646	2,659	4,909	44,914
Percentage by Relevant Years of Experience (Total: 44,914)	17.7%	9.9%	27.4%	28.2%	5.9%	10.9%	100.0%

Table 5(a): Preferred Vocational Qualification of Direct Employees by Sector

Sector	Preferred Vocational Qualification of Employees	Managerial / Technologist (a)	Officer / Technician (b)	Tradesman / Semi-skilled (c)	Total (a + c)
1. Beauty & Hairdressing School					
	Certificates of National Occupation Qualifications of the Mainland	2	2	0	4
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	1	1	0	2
	• Make-up Artist	1	1	0	2
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	2	2	0	4
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	0	0	0
	Certificates of local professional / recognized training courses / qualifications	10	11	1	22
	Certificates of international professional / recognized training courses	18	37	5	60
	Sub-total	34	54	6	94
2. Make-up & Nail School					
	Certificates of National Occupation Qualifications of the Mainland	0	0	0	0
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	0	0	0
	Certificates of local professional / recognized training courses / qualifications	1	2	1	4
	Certificates of international professional / recognized training courses	2	2	1	5
	Sub-total	3	4	2	9
3. Beauty Centre, Health Centre & Spa					
	Certificates of National Occupation Qualifications of the Mainland	4	3	62	69
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	6	20	144	170
	• Make-up Artist	0	5	9	14
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	4	13	74	91
	Certificates of local professional / recognized training courses / qualifications	1	15	194	210
	Certificates of international professional / recognized training courses	51	101	1,343	1,495
	Sub-total	66	157	1,826	2,049
4. Hairdressing Salon					
	Certificates of National Occupation Qualifications of the Mainland	6	4	51	61
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	2	2
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	11	27	75	113
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	7	12	54	73
	Certificates of local professional / recognized training courses / qualifications	0	5	224	229
	Certificates of international professional / recognized training courses	10	10	78	98
	Sub-total	34	58	484	576

Sector	Preferred Vocational Qualification of Employees	Managerial / Technologist (a)	Officer / Technician (b)	Tradesman / Semi-skilled (c)	Total (a + c)
5. Product Company - Wholesale, Import & Export					
	Certificates of National Occupation Qualifications of the Mainland	0	0	0	0
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	0	0	0
	Certificates of local professional / recognized training courses / qualifications	0	46	3	49
	Certificates of international professional / recognized training courses	1	67	6	74
	Sub-total	1	113	9	123
6. Product Company - Retail					
	Certificates of National Occupation Qualifications of the Mainland	0	2	1	3
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	5	7	12	24
	• Make-up Artist	1	1	2	4
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	4	1	5	10
	Certificates of local professional / recognized training courses / qualifications	0	0	0	0
	Certificates of international professional / recognized training courses	7	22	24	53
	Sub-total	17	33	44	94
7. Nail Salon					
	Certificates of National Occupation Qualifications of the Mainland	9	9	0	18
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	0	0	0
	Certificates of local professional / recognized training courses / qualifications	0	24	0	24
	Certificates of international professional / recognized training courses	0	27	25	52
	Sub-total	9	60	25	94
8. Others (Including Bridal Salon and Television & Entertainment Company)					
	Certificates of National Occupation Qualifications of the Mainland	1	1	4	6
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	2	5	7
	• Intense Pulsed Light (IPL) Equipment Operator	0	1	1	2
	• Hairdresser	0	2	3	5
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	2	6	8
	Certificates of local professional / recognized training courses / qualifications	1	2	3	6
	Certificates of international professional / recognized training courses	3	4	29	36
	Sub-total	5	14	51	70
Total		169	493	2,447	3,109

Table 5(b): Present Vocational Qualification Employees Have Acquired by Sector

Sector	Present Vocational Qualification of Employees	Managerial/ Technologist (a)	Officer/ Technician (b)	Tradesman / Semi-skilled (c)	Total (a - c)
1. Beauty & Hairdressing School					
	Certificates of National Occupation Qualifications of the Mainland	2	2	0	4
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	2	3	0	5
	• Make-up Artist	2	3	0	5
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	3	2	0	5
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	2	0	3
	Certificates of local professional / recognized training courses / qualifications	12	11	1	24
	Certificates of international professional / recognized training courses	19	40	4	63
	Sub-total	41	63	5	109
2. Make-up & Nail School					
	Certificates of National Occupation Qualifications of the Mainland	0	0	0	0
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	0	0	0
	Certificates of local professional / recognized training courses / qualifications	1	2	1	4
	Certificates of international professional / recognized training courses	7	8	2	17
	Sub-total	8	10	3	21
3. Beauty Centre, Health Centre & Spa					
	Certificates of National Occupation Qualifications of the Mainland	3	9	104	116
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	3	7	64	74
	• Make-up Artist	0	5	9	14
	• Intense Pulsed Light (IPL) Equipment Operator	0	8	0	8
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	2	10	62	74
	Certificates of local professional / recognized training courses / qualifications	1	23	582	606
	Certificates of international professional / recognized training courses	50	138	1,665	1,853
	Sub-total	59	200	2,486	2,745
4. Hairdressing Salon					
	Certificates of National Occupation Qualifications of the Mainland	5	4	60	69
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	2	2	4
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	6	14	86	106
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	8	5	77	90
	Certificates of local professional / recognized training courses / qualifications	0	10	355	365
	Certificates of international professional / recognized training courses	8	11	263	282
	Sub-total	27	46	843	916

Sector	Present Vocational Qualification of Employees	Managerial/ Technologist (a)	Officer/ Technician (b)	Tradesman / Semi-skilled (c)	Total (a + c)
5. Product Company - Wholesale, Import & Export					
	Certificates of National Occupation Qualifications of the Mainland	0	0	0	0
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	0	0	0
	Certificates of local professional / recognized training courses / qualifications	0	15	3	18
	Certificates of international professional / recognized training courses	2	56	6	64
	Sub-total	2	71	9	82
6. Product Company - Retail					
	Certificates of National Occupation Qualifications of the Mainland	0	3	3	6
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	4	2	11	17
	• Make-up Artist	0	1	2	3
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	4	1	10	15
	Certificates of local professional / recognized training courses / qualifications	0	0	0	0
	Certificates of international professional / recognized training courses	7	20	23	50
	Sub-total	15	27	49	91
7. Nail Salon					
	Certificates of National Occupation Qualifications of the Mainland	9	9	0	18
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	24	0	24
	Certificates of local professional / recognized training courses / qualifications	0	34	34	68
	Certificates of international professional / recognized training courses	0	11	9	20
	Sub-total	9	78	43	130
8. Others (Including Bridal Salon and Television & Entertainment Company)					
	Certificates of National Occupation Qualifications of the Mainland	1	0	3	4
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	0	0
	• Make-up Artist	0	2	5	7
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	2	2	4
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	0	1	4	5
	Certificates of local professional / recognized training courses / qualifications	0	2	7	9
	Certificates of international professional / recognized training courses	2	4	31	37
	Sub-total	3	11	52	66
Total		164	506	3,490	4,160

Table 6: Types of Training Needs for Employees in the Next 12 Months by Sector

Sector	Areas of Training	Managerial	Technologist	Officer	Technician	Tradesman	Semi-skilled	Total
1. Beauty & Hairdressing School								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	5	10	0	3	0	0	18
	Human Resource Management	4	1	0	0	0	0	5
	Marketing Management	4	2	0	0	0	0	6
	Quality Management	2	10	0	1	0	0	13
	Others	0	0	0	0	0	0	0
	Sub-total (a)	15	23	0	4	0	0	42
	Generic Skills							
	Customer Services	0	2	0	18	5	1	26
	Complaints Handling	0	1	0	8	1	0	10
	Sales & Marketing	0	2	0	6	1	0	9
	Stores Operations	0	2	0	11	3	0	16
	Others	0	1	0	10	0	0	11
	Sub-total (b)	0	8	0	53	10	1	72
	Language Skills							
	Putonghua	0	1	0	4	1	0	6
	Written Chinese	0	1	0	3	0	0	4
	Written English	0	10	0	11	0	0	21
	Spoken English	3	13	0	15	1	0	32
	Others	0	0	0	0	0	0	0
	Sub-total (c)	3	25	0	33	2	0	63
	Total (a - c)	18	56	0	90	12	1	177
2. Make-up & Nail School								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	1	0	0	0	0	0	1
	Human Resource Management	0	0	0	0	0	0	0
	Marketing Management	0	0	0	0	0	0	0
	Quality Management	0	0	0	0	0	0	0
	Others	0	0	0	0	0	0	0
	Sub-total (a)	1	0	0	0	0	0	1
	Generic Skills							
	Customer Services	1	1	0	2	0	0	4
	Complaints Handling	0	0	0	1	0	0	1
	Sales & Marketing	0	0	0	1	0	0	1
	Stores Operations	0	0	0	1	0	0	1
	Others	0	0	0	0	0	0	0
	Sub-total (b)	1	1	0	5	0	0	7
	Language Skills							
	Putonghua	0	1	0	2	0	0	3
	Written Chinese	0	0	0	0	0	0	0
	Written English	1	1	0	1	0	0	3
	Spoken English	0	2	0	3	0	0	5
	Others	0	0	0	0	0	0	0
	Sub-total (c)	1	4	0	6	0	0	11
	Total (a - c)	3	5	0	11	0	0	19

Sector	Areas of Training	Managerial	Technologist	Officer	Technician	Tradesman	Semi-skilled	Total
3. Beauty Centre, Health Centre & Spa								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	38	0	0	10	98	0	146
	Human Resource Management	24	0	0	0	40	0	64
	Marketing Management	36	0	0	0	59	0	95
	Quality Management	39	0	0	10	63	0	112
	Others	0	0	0	0	0	0	0
	Sub-total (a)	137	0	0	20	260	0	417
	Generic Skills							
	Customer Services	40	0	21	181	809	188	1,239
	Complaints Handling	39	0	7	90	227	10	373
	Sales & Marketing	31	0	19	67	485	41	643
	Stores Operations	36	0	10	26	137	133	342
	Others	3	0	0	2	59	25	89
	Sub-total (b)	149	0	57	366	1,717	397	2,686
	Language Skills							
	Putonghua	14	0	3	30	423	1	471
	Written Chinese	11	0	1	7	46	0	65
	Written English	11	0	1	7	70	0	89
	Spoken English	13	0	11	30	439	1	494
	Others	0	0	0	1	1	0	2
	Sub-total (c)	49	0	16	75	979	2	1,121
	Total (a - c)	335	0	73	461	2,956	399	4,224
4. Hairdressing Salon								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	10	3	0	19	9	0	41
	Human Resource Management	6	7	0	12	0	0	25
	Marketing Management	11	6	0	5	0	0	22
	Quality Management	9	7	0	8	0	0	24
	Others	0	0	0	0	0	2	2
	Sub-total (a)	36	23	0	44	9	2	114
	Generic Skills							
	Customer Services	7	10	0	25	356	133	531
	Complaints Handling	9	10	0	21	40	4	84
	Sales & Marketing	5	6	0	6	97	28	142
	Stores Operations	8	7	0	28	74	33	150
	Others	1	1	0	2	47	2	53
	Sub-total (b)	30	34	0	82	614	200	960
	Language Skills							
	Putonghua	9	7	0	18	217	26	277
	Written Chinese	3	2	0	6	6	2	19
	Written English	6	2	0	10	10	9	37
	Spoken English	14	7	0	19	244	45	329
	Others	1	1	0	1	1	1	5
	Sub-total (c)	33	19	0	54	478	83	667
	Total (a - c)	99	76	0	180	1,101	285	1,741

Sector	Areas of Training	Managerial	Technologist	Officer	Technician	Tradesman	Semi-skilled	Total
5. Product Company - Wholesale, Import & Export								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	3	0	9	0	12	0	24
	Human Resource Management	1	0	0	0	0	0	1
	Marketing Management	3	0	5	0	0	0	8
	Quality Management	0	0	0	0	0	0	0
	Others	0	0	0	0	0	0	0
	Sub-total (a)	7	0	14	0	12	0	33
	Generic Skills							
	Customer Services	0	0	1	72	45	0	118
	Complaints Handling	0	0	3	3	0	0	6
	Sales & Marketing	1	0	9	81	37	0	128
	Stores Operations	0	0	12	54	0	0	66
	Others	0	0	0	0	3	0	3
	Sub-total (b)	1	0	25	210	85	0	321
	Language Skills							
	Putonghua	2	0	1	59	70	0	132
	Written Chinese	0	0	1	1	0	0	2
	Written English	1	0	1	1	0	0	3
	Spoken English	1	0	1	50	66	0	118
	Others	0	0	0	0	0	0	0
	Sub-total (c)	4	0	4	111	136	0	255
	Total (a - c)	12	0	43	321	233	0	609
6. Product Company - Retail								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	16	0	15	0	0	0	31
	Human Resource Management	10	0	12	0	0	0	22
	Marketing Management	15	0	4	0	0	0	19
	Quality Management	9	0	10	0	0	0	19
	Others	0	0	0	0	0	0	0
	Sub-total (a)	50	0	41	0	0	0	91
	Generic Skills							
	Customer Services	12	0	35	6	71	8	132
	Complaints Handling	10	0	30	1	59	0	100
	Sales & Marketing	8	0	19	3	76	0	106
	Stores Operations	13	0	13	1	36	4	67
	Others	0	0	2	1	28	4	35
	Sub-total (b)	43	0	99	12	270	16	440
	Language Skills							
	Putonghua	12	0	12	0	25	0	49
	Written Chinese	5	0	4	0	8	0	17
	Written English	8	0	8	0	8	0	24
	Spoken English	6	0	10	0	22	0	38
	Others	1	0	0	0	0	0	1
	Sub-total (c)	32	0	34	0	63	0	129
	Total (a - c)	125	0	174	12	333	16	660

Sector	Areas of Training	Managerial	Technologist	Officer	Technician	Tradesman	Semi-skilled	Total
7. Nail Salon								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	11	0	0	33	0	0	44
	Human Resource Management	9	0	0	24	0	0	33
	Marketing Management	9	0	0	24	0	0	33
	Quality Management	9	0	0	24	0	0	33
	Others	0	0	0	0	0	0	0
	Sub-total (a)	38	0	0	105	0	0	143
	Generic Skills							
	Customer Services	11	0	0	11	60	0	82
	Complaints Handling	9	0	0	9	60	0	78
	Sales & Marketing	9	0	0	0	51	0	60
	Stores Operations	9	0	0	0	51	0	60
	Others	0	0	0	0	0	0	0
	Sub-total (b)	38	0	0	20	222	0	280
	Language Skills							
	Putonghua	9	0	0	33	34	0	76
	Written Chinese	9	0	0	0	0	0	9
	Written English	9	0	0	0	0	0	9
	Spoken English	9	0	0	35	59	0	103
	Others	0	0	0	0	0	0	0
	Sub-total (c)	36	0	0	68	93	0	197
	Total (a - c)	112	0	0	193	315	0	620
8. Others (Including Bridal Salon and Television & Entertainment Company)								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	3	0	0	0	0	0	3
	Human Resource Management	2	0	0	0	0	0	2
	Marketing Management	2	0	0	0	0	0	2
	Quality Management	2	0	0	0	0	0	2
	Others	0	0	0	0	0	0	0
	Sub-total (a)	9	0	0	0	0	0	9
	Generic Skills							
	Customer Services	2	0	1	4	10	0	17
	Complaints Handling	3	0	1	3	5	0	12
	Sales & Marketing	1	0	1	2	6	0	10
	Stores Operations	1	0	1	2	7	0	11
	Others	0	0	0	0	1	0	1
	Sub-total (b)	7	0	4	11	29	0	51
	Language Skills							
	Putonghua	2	1	0	2	7	0	12
	Written Chinese	0	0	0	0	0	0	0
	Written English	0	0	0	0	0	0	0
	Spoken English	0	0	0	2	7	0	9
	Others	0	0	0	0	1	0	1
	Sub-total (c)	2	1	0	4	15	0	22
	Total (a - c)	18	1	4	15	44	0	82
Total		722	138	294	1,283	4,994	701	8,132

Table 7(a): Reasons of Recruitment Difficulties in the Past 12 Months by Sector

Sector	Reasons	Managerial / Technologist (a)	Officer / Technician (b)	Tradesman / Semi-skilled (c)	Total (a + c)
1. Beauty & Hairdressing School					
	Insufficient Trained / Qualified Manpower in Related Disciplines	9	9	1	19
	Lack of Candidates with Relevant Experiences	9	11	1	21
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	1	1	2
	Long Working Hours	0	1	0	1
	Low Status	0	0	0	0
	Others	0	0	0	0
	Sub-total	18	22	3	43
2. Make-up & Nail School					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	0	0	0
	Lack of Candidates with Relevant Experiences	0	0	0	0
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	0	0	0
	Long Working Hours	0	0	0	0
	Low Status	0	0	0	0
	Others	0	0	0	0
	Sub-total	0	0	0	0
3. Beauty Centre, Health Centre & Spa					
	Insufficient Trained / Qualified Manpower in Related Disciplines	3	13	195	211
	Lack of Candidates with Relevant Experiences	4	11	257	272
	High Expectation on Working Conditions / Remuneration Package from Recruits	3	5	187	195
	Long Working Hours	1	2	120	123
	Low Status	0	0	23	23
	Others	0	0	93	93
	Sub-total	11	31	875	917
4. Hairdressing Salon					
	Insufficient Trained / Qualified Manpower in Related Disciplines	3	3	85	91
	Lack of Candidates with Relevant Experiences	6	4	216	226
	High Expectation on Working Conditions / Remuneration Package from Recruits	1	6	327	334
	Long Working Hours	0	0	376	376
	Low Status	0	0	201	201
	Others	0	0	116	116
	Sub-total	10	13	1,321	1,344
5. Product Company - Wholesale, Import & Export					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	34	33	67
	Lack of Candidates with Relevant Experiences	2	71	69	142
	High Expectation on Working Conditions / Remuneration Package from Recruits	2	93	34	129
	Long Working Hours	1	1	1	3
	Low Status	0	66	0	66
	Others	0	0	21	21
	Sub-total	5	265	158	428

Sector	Reasons	Managerial / Technologist (a)	Officer / Technician (b)	Tradesman / Semi-skilled (c)	Total (a + c)
6. Product Company - Retail					
	Insufficient Trained / Qualified Manpower in Related Disciplines	4	8	11	23
	Lack of Candidates with Relevant Experiences	8	15	20	43
	High Expectation on Working Conditions / Remuneration Package from Recruits	8	12	43	63
	Long Working Hours	1	1	16	18
	Low Status	0	0	4	4
	Others	0	0	0	0
	Sub-total	21	36	94	151
7. Nail Salon					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	0	0	0
	Lack of Candidates with Relevant Experiences	0	24	24	48
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	0	2	2
	Long Working Hours	0	0	2	2
	Low Status	0	0	0	0
	Others	0	0	0	0
	Sub-total	0	24	28	52
8. Others (Including Bridal Salon and Television & Entertainment Company)					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	0	4	4
	Lack of Candidates with Relevant Experiences	0	1	5	6
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	1	5	6
	Long Working Hours	0	1	4	5
	Low Status	0	0	3	3
	Others	0	0	0	0
	Sub-total	0	3	21	24
	Total	65	394	2,500	2,959

Table 7(b): Difficulties encountered in recruitment in the Past 12 Months by Sector

Sector	Yes	No	No Recruitment Nor Tried to Recruit	Unspecified/ Refusal	Total
1. Beauty & Hairdressing School	12	12	26	1	51
2. Make-up & Nail School	0	10	3	1	14
3. Beauty Centre, Health Centre & Spa	402	651	2,193	159	3,405
4. Hairdressing Salon	760	578	1,666	241	3,245
5. Product Company - Wholesale, Import & Export	217	72	557	39	885
6. Product Company - Retail	60	71	310	32	473
7. Nail Salon	26	9	221	0	256
8. Others (Including Bridal Salon and Television & Entertainment Company)	6	11	68	7	92
Total	1,483	1,414	5,044	480	8,421

Table 8(a): Number of Employees left in the Past 12 Months (31.1.2009 - 31.1.2010)

Sector	Number of Employees left in the Past 12 Months			
	Managerial / Technologist (a)	Officer / Technician (b)	Tradesman / Semi-skilled (c)	Total (a - c)
1. Beauty & Hairdressing School	0	20	4	24
2. Make-up & Nail School	0	5	22	27
3. Beauty Centre, Health Centre & Spa	28	158	1,922	2,108
4. Hairdressing Salon	18	68	4,004	4,090
5. Product Company - Wholesale, Import & Export	9	377	343	729
6. Product Company - Retail	14	89	1,375	1,478
7. Nail Salon	0	58	76	134
8. Others (Including Bridal Salon and Television & Entertainment Company)	0	3	23	26
Total	69	778	7,769	8,616

Table 8(b): Number of Recruits In the Past 12 Months (31.1.2009 - 31.1.2010)

Sector	Total number of recruits				Total number of recruits have performed services related duties in their last jobs			
	Manager/ Technologist (a)	Officer/ Technician (b)	Tradesman/ Semi-skilled (c)	Subtotal (a - c)	Manager/ Technologist (d)	Officer/ Technician (e)	Tradesman/ Semi-skilled (f)	Subtotal (d - f)
1. Beauty & Hairdressing School	0	26	3	29	0	23	3	26
2. Make-up & Nail School	0	5	22	27	0	5	22	27
3. Beauty Centre, Health Centre & Spa	20	113	1,664	1,797	20	113	1,190	1,323
4. Hairdressing Salon	8	39	3,672	3,719	8	39	1,317	1,364
5. Product Company - Wholesale, Import & Export	0	342	322	664	0	239	244	483
6. Product Company - Retail	13	50	1,125	1,188	5	46	1,003	1,054
7. Nail Salon	0	64	78	142	0	64	68	132
8. Others (Including Bridal Salon and Television & Entertainment Company)	0	3	29	32	0	3	23	26
Total	41	642	6,915	7,598	33	532	3,870	4,435

Table 9: Number of Companies in the Industry by Employment Size

Sector	Number of Employees	Number of Companies
1. Beauty & Hairdressing School		
	1 -- 4	4
	5 -- 9	27
	10 -- 19	14
	20 -- 49	1
	50 -- 99	3
	100 -- 199	0
	200 or above	2
	Sub-total	51
2. Make-up & Nail School		
	1 -- 4	2
	5 -- 9	4
	10 -- 19	6
	20 -- 49	2
	50 -- 99	0
	100 -- 199	0
	200 or above	0
	Sub-total	14
3. Beauty Centre, Health Centre & Spa		
	1 -- 4	2,839
	5 -- 9	276
	10 -- 19	150
	20 -- 49	95
	50 -- 99	25
	100 -- 199	9
	200 or above	11
	Sub-total	3,405
4. Hairdressing Salon		
	1 -- 4	2,138
	5 -- 9	842
	10 -- 19	202
	20 -- 49	34
	50 -- 99	21
	100 -- 199	7
	200 or above	1
	Sub-total	3,245

Sector	Number of Employees	Number of Companies
5. Product Company - Wholesale, Import & Export		
	1 -- 4	571
	5 -- 9	218
	10 -- 19	28
	20 -- 49	50
	50 -- 99	9
	100 -- 199	7
	200 or above	2
	Sub-total	885
6. Product Company - Retail		
	1 -- 4	296
	5 -- 9	67
	10 -- 19	40
	20 -- 49	35
	50 -- 99	9
	100 -- 199	14
	200 or above	12
	Sub-total	473
7. Nail Salon		
	1 -- 4	183
	5 -- 9	58
	10 -- 19	12
	20 -- 49	0
	50 -- 99	3
	100 -- 199	0
	200 or above	0
	Sub-total	256
8. Others (Including Bridal Salon and Television & Entertainment Company)		
	1 -- 4	49
	5 -- 9	15
	10 -- 19	10
	20 -- 49	7
	50 -- 99	0
	100 -- 199	4
	200 or above	7
	Sub-total	92
Total		8,421

Table 10: Number of Technical and Non-technical Employees by Company Size by Sector

Sector	Number of Employees	Non-technical Manpower (a)	Technical Manpower (b)	Total (a) + (b)
1. Beauty & Hairdressing School				
	1 -- 4	0	12	12
	5 -- 9	10	146	156
	10 -- 19	6	124	130
	20 -- 49	2	30	32
	50 -- 99	82	124	206
	100 -- 199	0	0	0
	200 or above	0	14	14
	Sub-total	100	450	550
2. Make-up & Nail School				
	1 -- 4	0	8	8
	5 -- 9	1	30	31
	10 -- 19	1	81	82
	20 -- 49	5	45	50
	50 -- 99	0	0	0
	100 -- 199	0	0	0
	200 or above	0	0	0
	Sub-total	7	164	171
3. Beauty Centre, Health Centre & Spa				
	1 -- 4	38	5,007	5,045
	5 -- 9	44	1,632	1,676
	10 -- 19	75	1,687	1,762
	20 -- 49	248	2,285	2,533
	50 -- 99	111	1,661	1,772
	100 -- 199	278	869	1,147
	200 or above	340	2,536	2,876
	Sub-total	1,134	15,677	16,811
4. Hairdressing Salon				
	1 -- 4	0	3,877	3,877
	5 -- 9	20	4,731	4,751
	10 -- 19	8	2,410	2,418
	20 -- 49	26	765	791
	50 -- 99	64	1,184	1,248
	100 -- 199	57	661	718
	200 or above	0	255	255
	Sub-total	175	13,883	14,058

Sector	Number of Employees	Non-technical Manpower (a)	Technical Manpower (b)	Total (a) + (b)
5. Product Company - Wholesale, Import & Export				
	1 -- 4	26	1,086	1,112
	5 -- 9	184	1,135	1,319
	10 -- 19	40	352	392
	20 -- 49	388	999	1,387
	50 -- 99	280	335	615
	100 -- 199	394	570	964
	200 or above	136	384	520
	Sub-total	1,448	4,861	6,309
6. Product Company - Retail				
	1 -- 4	0	522	522
	5 -- 9	6	419	425
	10 -- 19	4	452	456
	20 -- 49	33	1,205	1,238
	50 -- 99	44	538	582
	100 -- 199	351	1,432	1,783
	200 or above	3,995	4,037	8,032
	Sub-total	4,433	8,605	13,038
7. Nail Salon				
	1 -- 4	0	309	309
	5 -- 9	0	290	290
	10 -- 19	4	116	120
	20 -- 49	0	0	0
	50 -- 99	0	216	216
	100 -- 199	0	0	0
	200 or above	0	0	0
	Sub-total	4	931	935
8. Others (Including Bridal Salon and Television & Entertainment Company)				
	1 -- 4	0	74	74
	5 -- 9	16	27	43
	10 -- 19	11	50	61
	20 -- 49	0	48	48
	50 -- 99	0	0	0
	100 -- 199	79	70	149
	200 or above	0	74	74
	Sub-total	106	343	449
Total		7,407	44,914	52,321

Table 11: Response Analysis of the 2010 Manpower Survey

All Branch* Result	1. Beauty Shop	2. Hairdressing Salon	3. Wholesales and Import / Export of Cosmetics and perfumes	4. Retail of Cosmetics stores	5. Athletic Institute	6. School	7. Wedding Photographic Service	8. Television & Entertainment Company	Total
Closed	8	9	6	1	0	0	2	0	26
Door Locked	0	1	1	0	0	0	0	0	2
Duplication	0	0	0	0	0	0	0	1	1
Merged	1	4	0	0	0	1	0	0	6
Moved, address cannot be located/untraceable	3	16	5	5	0	4	4	0	37
No Technical Manpower	0	0	0	2	0	9	14	2	27
Non-contact	10	23	6	11	2	3	0	1	56
Not engaged in specific trade	0	2	7	10	0	5	2	0	26
Not yet start operation	0	1	2	2	0	1	0	0	6
Partial Response	24	13	3	6	0	2	2	0	50
Refusal	3	9	8	4	0	1	0	0	25
Registered office/ Corresponding address	0	2	2	0	0	0	0	0	4
Response	256	259	45	48	8	59	22	4	701
Temporary Ceased	5	4	3	3	0	5	0	0	20
Vacant	3	3	1	0	1	2	0	0	10
Total	313	346	89	92	11	92	46	8	997

*Branch: Random sampling of registered companies from the database of the Census and Statistics Department.