

Section V

Statistical Tables

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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)	26	0	0	26	0	26	0.0%
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	29	0	1	30	0	30	0.1%
Tutor / Instructor - Beauty Care	154	19	72	245	1	246	0.5%
Tutor / Instructor - Hairdressing	10	2	39	51	0	51	0.1%
Assistant Tutor / Instructor - Beauty Care	18	0	0	18	0	18	0.0%
Administrative Staff	60	0	0	60	1	61	0.1%
Receptionist	19	0	0	19	0	19	0.0%
Sub-total	316	21	112	449	2	451	0.8%
2. Make-up & Nail School							
Director / Principal (School)	5	0	0	5	0	5	0.0%
Senior Tutor / Senior Instructor - Make-up and Nail	9	5	5	19	0	19	0.0%
Tutor / Instructor - Make-up	47	3	28	78	0	78	0.1%
Tutor / Instructor - Nail	10	1	12	23	0	23	0.0%
Assistant Tutor / Instructor - Make-up	2	0	0	2	0	2	0.0%
Assistant Tutor / Instructor - Nail	10	0	0	10	0	10	0.0%
Administrative Staff	12	0	0	12	1	13	0.0%
Receptionist	4	0	0	4	0	4	0.0%
Sub-total	99	9	45	153	1	154	0.3%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	154	0	0	154	0	154	0.3%
Chief Shop Manager / Operation Manager	607	0	0	607	16	623	1.2%
Brand / Sales / Marketing Director / Manager	179	0	0	179	0	179	0.3%
Sales / Marketing Officer	279	0	0	279	2	281	0.5%
Senior Beautician	1,261	0	0	1,261	6	1,267	2.4%
Senior Make-up Artist	30	4	0	34	1	35	0.1%
Slimming Consultant	127	0	0	127	1	128	0.2%
Beautician	9,184	186	326	9,696	654	10,350	19.4%
Assistant to Medical Practitioner (Beauty Care)	85	0	4	89	0	89	0.2%
Make-up Artist	269	174	20	463	2	465	0.9%
Body Therapist	1,224	76	70	1,370	60	1,430	2.7%
Manicurist / Pedicurist	83	0	1	84	2	86	0.2%
Nail Artist	86	6	0	92	3	95	0.2%
Slimming Therapist	651	0	2	653	43	696	1.3%
Beauty Consultant	645	2	0	647	44	691	1.3%
Beauty Assistant	786	0	66	852	89	941	1.8%
Marketing Assistant	66	0	0	66	1	67	0.1%
Promoter	112	0	30	142	0	142	0.3%
Administrative Staff	440	0	0	440	3	443	0.8%
Receptionist	788	1	8	797	42	839	1.6%
Medical Personnel	66	13	0	79	1	80	0.2%
Sub-total	17,122	462	527	18,111	970	19,081	35.8%

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	47	0	0	47	2	49	0.1%
Chief Shop Manager / Operation Manager	73	0	0	73	0	73	0.1%
Art Director	50	6	0	56	2	58	0.1%
Technical Director	5	4	0	9	2	11	0.0%
Senior Hair Stylist	635	28	16	679	26	705	1.3%
Hair Stylist	7,436	1,564	146	9,146	272	9,418	17.7%
Technician (perm and color)	271	11	26	308	10	318	0.6%
Manicurist / Pedicurist	125	21	2	148	2	150	0.3%
Nail Artist	36	0	0	36	4	40	0.1%
Hairdressing Assistant	3,955	177	565	4,697	856	5,553	10.4%
Administrative Staff	162	1	12	175	0	175	0.3%
Receptionist	435	0	41	476	30	506	0.9%
Sub-total	13,230	1,812	808	15,850	1,206	17,056	32.0%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	243	0	0	243	0	243	0.5%
Brand / Sales / Marketing Director / Manager	291	0	0	291	0	291	0.5%
Product / Technical Manager	187	0	0	187	0	187	0.4%
Sales / Marketing Officer	738	0	8	746	32	778	1.5%
Trainer	58	0	0	58	0	58	0.1%
Technical Adviser	34	0	0	34	0	34	0.1%
Sales Representative	1,425	36	67	1,528	78	1,606	3.0%
Marketing Assistant	169	0	6	175	0	175	0.3%
Promoter	593	0	3	596	53	649	1.2%
Administrative Staff	840	0	3	843	42	885	1.7%
Receptionist	33	0	9	42	0	42	0.1%
Sub-total	4,611	36	96	4,743	205	4,948	9.3%
6. Cosmetic Product Company - Retail							
Director / General Manager	100	0	0	100	0	100	0.2%
Corporate & Brand Image Sales Director / Manager	30	0	0	30	0	30	0.1%
Chief Shop Manager / Operation Manager	154	0	0	154	0	154	0.3%
Marketing Manager	176	0	0	176	1	177	0.3%
Product / Technical Manager	11	0	0	11	0	11	0.0%
Sales / Marketing Officer	374	0	42	416	16	432	0.8%
Trainer	84	0	0	84	2	86	0.2%
Buying Officer	93	0	0	93	2	95	0.2%
Shop Manager / Supervisor	939	0	0	939	4	943	1.8%
Technical Adviser	62	0	0	62	0	62	0.1%
Beauty Adviser (Counter)	6,174	1	266	6,441	232	6,673	12.5%
Hair Care Adviser	278	0	0	278	8	286	0.5%
Make-up Artist	56	0	0	56	0	56	0.1%
Marketing Assistant	108	0	2	110	1	111	0.2%
Promoter	649	0	0	649	48	697	1.3%
Administrative Staff	204	0	1	205	0	205	0.4%
Receptionist	40	0	0	40	0	40	0.1%
Sub-total	9,532	1	311	9,844	314	10,158	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	5	0	0	5	0	5	0.0%
Chief Shop Manager / Operation Manager	35	0	0	35	0	35	0.1%
Senior Nail Technician (Fingernail / Toenail)	62	0	0	62	0	62	0.1%
Manicurist / Pedicurist	398	0	40	438	126	564	1.1%
Nail Artist	436	0	8	444	36	480	0.9%
Junior Nail Technician (Fingernail / Toenail)	88	0	0	88	18	106	0.2%
Foot Reflexologist	44	48	0	92	8	100	0.2%
Administrative Staff	36	0	0	36	0	36	0.1%
Receptionist	61	0	0	61	0	61	0.1%
Sub-total	1,165	48	48	1,261	188	1,449	2.7%
Total	46,075	2,389	1,947	50,411	2,886	53,297	100.0%

Table 1(b): Direct Employees, Vacancies, Trainees and Employers' Forecast for 2013 by Sector

Principal Jobs in the Industry	Direct Employees (a)	Vacancies (b)	Total Manpower Demand (a - b)	Trainees (c)	Employers' Forecast for 2013 (d)	Comparison of 2013 and 2012	Comparison of 2013 and 2012 (%)
1. Beauty & Hairdressing School							
Director / Principal (School)	26	0	26	0	26	0	0.0%
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	29	0	29	0	29	0	0.0%
Tutor / Instructor - Beauty Care	154	1	155	2	157	2	1.3%
Tutor / Instructor - Hairdressing	10	0	10	0	10	0	0.0%
Assistant Tutor / Instructor - Beauty Care	18	0	18	0	18	0	0.0%
Administrative Staff	60	1	61	0	61	0	0.0%
Receptionist	19	0	19	0	19	0	0.0%
Sub-total	316	2	318	2	320	2	0.6%
2. Make-up & Nail School							
Director / Principal (School)	5	0	5	0	5	0	0.0%
Senior Tutor / Senior Instructor - Make-up and Nail	9	0	9	0	9	0	0.0%
Tutor / Instructor - Make-up	47	0	47	0	47	0	0.0%
Tutor / Instructor - Nail	10	0	10	0	10	0	0.0%
Assistant Tutor / Instructor - Make-up	2	0	2	0	2	0	0.0%
Assistant Tutor / Instructor - Nail	10	0	10	0	10	0	0.0%
Administrative Staff	12	1	13	0	13	0	0.0%
Receptionist	4	0	4	0	4	0	0.0%
Sub-total	99	1	100	0	100	0	0.0%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	154	0	154	0	154	0	0.0%
Chief Shop Manager / Operation Manager	607	16	623	0	623	0	0.0%
Brand / Sales / Marketing Director / Manager	179	0	179	0	179	0	0.0%
Sales / Marketing Officer	279	2	281	0	281	0	0.0%
Senior Beautician	1,261	6	1,267	0	1,233	-34	-2.7%
Senior Make-up Artist	30	1	31	0	31	0	0.0%
Slimming Consultant	127	1	128	0	128	0	0.0%
Beautician	9,184	654	9,838	9	9,813	-25	-0.3%
Assistant to Medical Practitioner (Beauty Care)	85	0	85	0	85	0	0.0%
Make-up Artist	269	2	271	0	271	0	0.0%
Body Therapist	1,224	60	1,284	2	1,286	2	0.2%
Manicurist / Pedicurist	83	2	85	0	85	0	0.0%
Nail Artist	86	3	89	0	89	0	0.0%
Slimming Therapist	651	43	694	0	694	0	0.0%
Beauty Consultant	645	44	689	0	689	0	0.0%
Beauty Assistant	786	89	875	6	881	6	0.7%
Marketing Assistant	66	1	67	0	67	0	0.0%
Promoter	112	0	112	0	112	0	0.0%
Administrative Staff	440	3	443	0	443	0	0.0%
Receptionist	788	42	830	0	830	0	0.0%
Medical Personnel	66	1	67	0	67	0	0.0%
Sub-total	17,122	970	18,092	17	18,041	-51	-0.3%

Principal Jobs in the Industry	Direct Employees (a)	Vacancies (b)	Total Manpower Demand (a - b)	Trainees (c)	Employers' Forecast for 2013 (d)	Comparison of 2013 and 2012	Comparison of 2013 and 2012 (%)
4. Hairdressing Salon							
Director / General Manager	47	2	49	0	49	0	0.0%
Chief Shop Manager / Operation Manager	73	0	73	0	72	-1	-1.4%
Art Director	50	2	52	0	52	0	0.0%
Technical Director	5	2	7	0	5	-2	-28.6%
Senior Hair Stylist	635	26	661	0	656	-5	-0.8%
Hair Stylist	7,436	272	7,708	1	7,693	-15	-0.2%
Technician (perm and color)	271	10	281	5	278	-3	-1.1%
Manicurist / Pedicurist	125	2	127	0	127	0	0.0%
Nail Artist	36	4	40	0	40	0	0.0%
Hairdressing Assistant	3,955	856	4,811	36	4,738	-73	-1.5%
Administrative Staff	162	0	162	0	162	0	0.0%
Receptionist	435	30	465	0	459	-6	-1.3%
Sub-total	13,230	1,206	14,436	42	14,331	-105	-0.7%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	243	0	243	0	243	0	0.0%
Brand / Sales / Marketing Director / Manager	291	0	291	0	291	0	0.0%
Product / Technical Manager	187	0	187	0	187	0	0.0%
Sales / Marketing Officer	738	32	770	0	770	0	0.0%
Trainer	58	0	58	0	58	0	0.0%
Technical Adviser	34	0	34	0	34	0	0.0%
Sales Representative	1,425	78	1,503	0	1,503	0	0.0%
Marketing Assistant	169	0	169	0	169	0	0.0%
Promoter	593	53	646	0	646	0	0.0%
Administrative Staff	840	42	882	0	882	0	0.0%
Receptionist	33	0	33	0	33	0	0.0%
Sub-total	4,611	205	4,816	0	4,816	0	0.0%
6. Cosmetic Product Company - Retail							
Director / General Manager	100	0	100	0	100	0	0.0%
Corporate & Brand Image Sales Director / Manager	30	0	30	0	30	0	0.0%
Chief Shop Manager / Operation Manager	154	0	154	0	154	0	0.0%
Marketing Manager	176	1	177	0	177	0	0.0%
Product / Technical Manager	11	0	11	0	11	0	0.0%
Sales / Marketing Officer	374	16	390	0	390	0	0.0%
Trainer	84	2	86	0	86	0	0.0%
Buying Officer	93	2	95	0	95	0	0.0%
Shop Manager / Supervisor	939	4	943	0	943	0	0.0%
Technical Adviser	62	0	62	0	62	0	0.0%
Beauty Adviser (Counter)	6,174	232	6,406	0	6,401	-5	-0.1%
Hair Care Adviser	278	8	286	0	278	-8	-2.8%
Make-up Artist	56	0	56	0	56	0	0.0%
Marketing Assistant	108	1	109	0	109	0	0.0%
Promoter	649	48	697	0	697	0	0.0%
Administrative Staff	204	0	204	0	204	0	0.0%
Receptionist	40	0	40	0	40	0	0.0%
Sub-total	9,532	314	9,846	0	9,833	-13	-0.1%

Principal Jobs in the Industry	Direct Employees (a)	Vacancies (b)	Total Manpower Demand (a - b)	Trainees (c)	Employers' Forecast for 2013 (d)	Comparison of 2013 and 2012	Comparison of 2013 and 2012 (%)
7. Nail Salon							
Director / General Manager	5	0	5	0	5	0	0.0%
Chief Shop Manager / Operation Manager	35	0	35	0	35	0	0.0%
Senior Nail Technician (Fingernail / Toenail)	62	0	62	0	62	0	0.0%
Manicurist / Pedicurist	398	126	524	0	524	0	0.0%
Nail Artist	436	36	472	30	502	30	6.4%
Junior Nail Technician (Fingernail / Toenail)	88	18	106	0	106	0	0.0%
Foot Reflexologist	44	8	52	0	52	0	0.0%
Administrative Staff	36	0	36	0	36	0	0.0%
Receptionist	61	0	61	0	61	0	0.0%
Sub-total	1,165	188	1,353	30	1,383	30	2.2%
Total	46,075	2,886	48,961	91	48,824	-137	-0.3%

Table 2: Comparison of Direct Employees, Freelancers and Part-time Employees in 2010 and 2012 by Sector

Principal Jobs in the Industry	2010	2012	Comparison of 2010 and 2012 (%)	2010	2012	Comparison of 2010 and 2012 (%)	2010	2012	Comparison of 2010 and 2012 (%)
	Direct Employees			Freelancers			Part-time Employees		
1. Beauty & Hairdressing School									
Director / Principal (School)	12	26	116.67%	0	0	N/A	0	0	N/A
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	45	29	-35.56%	0	0	N/A	10	1	-90.00%
Tutor / Instructor - Beauty Care	146	154	5.48%	12	19	58.33%	70	72	2.86%
Tutor / Instructor - Hairdressing	19	10	-47.37%	1	2	100.00%	9	39	333.33%
Assistant Tutor / Instructor - Beauty Care	38	18	-52.63%	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	65	60	-7.69%	0	0	N/A	1	0	-100.00%
Receptionist	27	19	-29.63%	0	0	N/A	1	0	-100.00%
Sub-total	352	316	-10.23%	13	21	61.54%	91	112	23.08%
2. Make-up & Nail School									
Director / Principal (School)	14	5	-64.29%	0	0	N/A	0	0	N/A
Senior Tutor / Senior Instructor - Make-up and Nail	30	9	-70.00%	0	5	N/A	0	5	N/A
Tutor / Instructor - Make-up	72	47	-34.72%	5	3	-40.00%	16	28	75.00%
Tutor / Instructor - Nail	13	10	-23.08%	1	1	0.00%	7	12	71.43%
Assistant Tutor / Instructor - Make-up	22	2	-90.91%	0	0	N/A	0	0	N/A
Assistant Tutor / Instructor - Nail	4	10	150.00%	0	0	N/A	0	0	N/A
Administrative Staff	57	12	-78.95%	0	0	N/A	0	0	N/A
Receptionist	11	4	-63.64%	0	0	N/A	0	0	N/A
Sub-total	223	99	-55.61%	6	9	50.00%	23	45	95.65%
3. Beauty Centre / Health Centre & Spa									
Director / General Manager	119	154	29.41%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	423	607	43.50%	0	0	N/A	0	0	N/A
Brand / Sales / Marketing Director / Manager	64	179	179.69%	0	0	N/A	0	0	N/A
Sales / Marketing Officer	258	279	8.14%	0	0	N/A	0	0	N/A
Senior Beautician	1,085	1,261	16.22%	32	0	-100.00%	0	0	N/A
Senior Make-up Artist	23	30	30.43%	1	4	300.00%	0	0	N/A
Slimming Consultant	161	127	-21.12%	0	0	N/A	0	0	N/A
Beautician	9,003	9,184	2.01%	183	186	1.64%	240	326	35.83%
Assistant to Medical Practitioner (Beauty Care)	53	85	60.38%	0	0	N/A	2	4	100.00%
Make-up Artist	197	269	36.55%	121	174	43.80%	35	20	-42.86%
Body Therapist	1,144	1,224	6.99%	25	76	204.00%	17	70	311.76%
Manicurist / Pedicurist	97	83	-14.43%	1	0	-100.00%	4	1	-75.00%
Nail Artist	88	86	-2.27%	0	6	N/A	0	0	N/A
Slimming Therapist	631	651	3.17%	0	0	N/A	1	2	100.00%
Beauty Consultant	586	645	10.07%	0	2	N/A	0	0	N/A
Beauty Assistant	775	786	1.42%	0	0	N/A	25	66	164.00%
Marketing Assistant	112	66	-41.07%	0	0	N/A	0	0	N/A
Promoter	117	112	-4.27%	0	0	N/A	0	30	N/A
Administrative Staff	355	440	23.94%	0	0	N/A	25	0	-100.00%
Receptionist	857	788	-8.05%	0	1	N/A	14	8	-42.86%
Medical Personnel	75	66	-12.00%	3	13	333.33%	2	0	-100.00%
Sub-total	16,223	17,122	5.54%	366	462	26.23%	365	527	44.38%

Principal Jobs in the Industry	2010	2012	Comparison of 2010 and 2012 (%)	2010	2012	Comparison of 2010 and 2012 (%)	2010	2012	Comparison of 2010 and 2012 (%)
	Direct Employees			Freelancers			Part-time Employees		
4. Hairdressing Salon									
Director / General Manager	32	47	46.88%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	66	73	10.61%	0	0	N/A	0	0	N/A
Art Director	54	50	-7.41%	0	6	N/A	0	0	N/A
Technical Director	12	5	-58.33%	0	4	N/A	0	0	N/A
Senior Hair Stylist	653	635	-2.76%	148	28	-81.08%	2	16	700.00%
Hair Stylist	7,325	7,436	1.52%	585	1,564	167.35%	237	146	-38.40%
Technician (perm and color)	312	271	-13.14%	15	11	-26.67%	0	26	N/A
Manicurist / Pedicurist	162	125	-22.84%	24	21	-12.50%	4	2	-50.00%
Nail Artist	26	36	38.46%	0	0	N/A	25	0	-100.00%
Hairdressing Assistant	4,543	3,955	-12.94%	98	177	80.61%	203	565	178.33%
Administrative Staff	153	162	5.88%	0	1	N/A	0	12	N/A
Receptionist	375	435	16.00%	0	0	N/A	31	41	32.26%
Sub-total	13,713	13,230	-3.52%	870	1,812	108.28%	502	808	60.96%
5. Cosmetic Product Company - Wholesale, Import & Export									
Director / General Manager	173	243	40.46%	0	0	N/A	0	0	N/A
Brand / Sales / Marketing Director / Manager	221	291	31.67%	0	0	N/A	0	0	N/A
Product / Technical Manager	194	187	-3.61%	0	0	N/A	0	0	N/A
Sales / Marketing Officer	709	738	4.09%	0	0	N/A	33	8	-75.76%
Trainer	45	58	28.89%	0	0	N/A	0	0	N/A
Technical Adviser	60	34	-43.33%	0	0	N/A	0	0	N/A
Sales Representative	1,547	1,425	-7.89%	0	36	N/A	16	67	318.75%
Marketing Assistant	240	169	-29.58%	0	0	N/A	0	6	N/A
Promoter	332	593	78.61%	0	0	N/A	200	3	-98.50%
Administrative Staff	856	840	-1.87%	0	0	N/A	0	3	N/A
Receptionist	72	33	-54.17%	0	0	N/A	0	9	N/A
Sub-total	4,449	4,611	3.64%	0	36	N/A	249	96	-61.45%
6. Cosmetic Product Company - Retail									
Director / General Manager	54	100	85.19%	0	0	N/A	0	0	N/A
Corporate & Brand Image Sales Director / Manager	70	30	-57.14%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	109	154	41.28%	0	0	N/A	0	0	N/A
Marketing Manager	90	176	95.56%	0	0	N/A	0	0	N/A
Product / Technical Manager	45	11	-75.56%	0	0	N/A	0	0	N/A
Sales / Marketing Officer	238	374	57.14%	0	0	N/A	0	42	N/A
Trainer	77	84	9.09%	0	0	N/A	0	0	N/A
Buying Officer	95	93	-2.11%	0	0	N/A	0	0	N/A
Shop Manager / Supervisor	699	939	34.33%	0	0	N/A	0	0	N/A
Technical Adviser	62	62	0.00%	0	0	N/A	0	0	N/A
Beauty Adviser (Counter)	6,417	6,174	-3.79%	0	1	N/A	71	266	274.65%
Hair Care Adviser	355	278	-21.69%	0	0	N/A	0	0	N/A
Make-up Artist	72	56	-22.22%	3	0	-100.00%	0	0	N/A
Marketing Assistant	160	108	-32.50%	0	0	N/A	3	2	-33.33%
Promoter	139	649	366.91%	0	0	N/A	91	0	-100.00%
Administrative Staff	291	204	-29.90%	0	0	N/A	0	1	N/A
Receptionist	50	40	-20.00%	0	0	N/A	0	0	N/A
Sub-total	9,023	9,532	5.64%	3	1	-66.67%	165	311	88.48%

Principal Jobs in the Industry	2010	2012	Comparison of 2010 and 2012 (%)	2010	2012	Comparison of 2010 and 2012 (%)	2010	2012	Comparison of 2010 and 2012 (%)
	Direct Employees			Freelancers			Part-time Employees		
7. Nail Salon									
Director / General Manager	13	5	-61.54%	0	0	N/A	0	0	N/A
Chief Shop Manager / Operation Manager	25	35	40.00%	0	0	N/A	0	0	N/A
Nail Consultant (Fingernail / Toenail)	0	0	N/A	0	0	N/A	0	0	N/A
Senior Nail Technician (Fingernail / Toenail)	83	62	-25.30%	0	0	N/A	0	0	N/A
Nail Technician (Fingernail / Toenail)	164	0	-100.00%	24	0	-100.00%	0	0	N/A
Manicurist / Pedicurist	189	398	110.58%	0	0	N/A	0	40	N/A
Nail Artist	265	436	64.53%	0	0	N/A	0	8	N/A
Hand and Foot Care Therapist	25	0	-100.00%	0	0	N/A	0	0	N/A
Junior Nail Technician (Fingernail / Toenail)	138	88	-36.23%	0	0	N/A	0	0	N/A
Foot Reflexologist	0	44	N/A	0	48	N/A	0	0	N/A
Administrative Staff	6	36	500.00%	0	0	N/A	0	0	N/A
Receptionist	23	61	165.22%	0	0	N/A	0	0	N/A
Sub-total	931	1,165	25.13%	24	48	100.00%	0	48	N/A
Total	44,914	46,075	2.58%	1,282	2,389	86.35%	1,395	1,947	39.57%

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)	9	0	4	3	2	2	0	6	26
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	15	2	5	0	0	5	0	2	29
Tutor / Instructor - Beauty Care	9	7	38	36	7	41	0	16	154
Tutor / Instructor - Hairdressing	0	0	10	0	0	0	0	0	10
Assistant Tutor / Instructor - Beauty Care	0	6	2	8	0	0	0	2	18
Administrative Staff	2	0	5	17	14	10	0	12	60
Receptionist	0	0	2	0	7	8	0	2	19
Sub-total	35	15	66	64	30	66	0	40	316
Percentage by Educational Level (Total: 316)	11.1%	4.7%	20.9%	20.3%	9.5%	20.9%	0.0%	12.7%	100.0%
2. Make-up & Nail School									
Director / Principal (School)	2	0	1	0	1	0	0	1	5
Senior Tutor / Senior Instructor - Make-up and Nail	3	0	1	0	2	3	0	0	9
Tutor / Instructor - Make-up	4	0	13	0	0	17	0	13	47
Tutor / Instructor - Nail	0	0	0	4	0	6	0	0	10
Assistant Tutor / Instructor - Make-up	0	0	2	0	0	0	0	0	2
Assistant Tutor / Instructor - Nail	0	0	0	4	0	6	0	0	10
Administrative Staff	1	1	0	1	0	6	0	3	12
Receptionist	0	0	1	0	0	3	0	0	4
Sub-total	10	1	18	9	3	41	0	17	99
Percentage by Educational Level (Total: 99)	10.1%	1.0%	18.2%	9.1%	3.0%	41.4%	0.0%	17.2%	100.0%
3. Beauty Centre / Health Centre & Spa									
Director / General Manager	53	12	20	30	11	9	2	17	154
Chief Shop Manager / Operation Manager	94	47	319	47	34	27	0	39	607
Brand / Sales / Marketing Director / Manager	66	20	16	19	2	54	0	2	179
Sales / Marketing Officer	10	8	49	37	9	140	1	25	279
Senior Beautician	6	17	262	153	83	679	0	61	1,261
Senior Make-up Artist	2	5	0	10	0	3	0	10	30
Slimming Consultant	46	3	4	55	2	15	2	0	127
Beautician	27	0	599	1,327	449	6,038	406	338	9,184
Assistant to Medical Practitioner (Beauty Care)	0	0	16	17	0	48	0	4	85
Make-up Artist	0	0	0	53	46	155	0	15	269
Body Therapist	9	40	102	126	24	847	40	36	1,224
Manicurist / Pedicurist	0	0	0	10	4	64	0	5	83
Nail Artist	0	0	2	43	0	23	0	18	86
Slimming Therapist	24	0	3	260	65	289	0	10	651
Beauty Consultant	0	0	80	199	97	234	0	35	645
Beauty Assistant	0	0	0	53	2	661	60	10	786
Marketing Assistant	7	2	0	0	0	32	0	25	66
Promoter	0	0	0	0	0	112	0	0	112
Administrative Staff	0	44	42	36	106	175	0	37	440

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	12	20	61	9	241	365	4	76	788
Medical Personnel	24	1	28	4	0	8	0	1	66
Sub-total	380	219	1,603	2,488	1,175	9,978	515	764	17,122
<i>Percentage by Educational Level (Total: 17,122)</i>	<i>2.2%</i>	<i>1.3%</i>	<i>9.4%</i>	<i>14.5%</i>	<i>6.9%</i>	<i>58.3%</i>	<i>3.0%</i>	<i>4.5%</i>	<i>100.0%</i>
4. Hairdressing Salon									
Director / General Manager	6	11	2	6	6	12	0	4	47
Chief Shop Manager / Operation Manager	9	4	2	8	16	28	0	6	73
Art Director	0	4	12	6	9	6	0	13	50
Technical Director	0	0	0	1	0	4	0	0	5
Senior Hair Stylist	0	0	33	70	68	422	4	38	635
Hair Stylist	0	0	0	162	246	5,054	1,708	266	7,436
Technician (perm and color)	0	0	0	9	0	212	9	41	271
Manicurist / Pedicurist	0	0	0	1	3	79	30	12	125
Nail Artist	0	0	0	0	0	36	0	0	36
Hairdressing Assistant	0	0	0	0	0	2,521	1,285	149	3,955
Administrative Staff	1	0	0	0	81	68	4	8	162
Receptionist	0	0	0	3	17	342	41	32	435
Sub-total	16	19	49	266	446	8,784	3,081	569	13,230
<i>Percentage by Educational Level (Total: 13,230)</i>	<i>0.1%</i>	<i>0.1%</i>	<i>0.4%</i>	<i>2.0%</i>	<i>3.4%</i>	<i>66.4%</i>	<i>23.3%</i>	<i>4.3%</i>	<i>100%</i>
5. Cosmetic Product Company - Wholesale, Import & Export									
Director / General Manager	155	43	9	0	4	25	0	7	243
Brand / Sales / Marketing Director / Manager	122	96	7	44	15	2	0	5	291
Product / Technical Manager	49	1	1	68	2	28	0	38	187
Sales / Marketing Officer	60	28	185	79	133	244	0	9	738
Trainer	0	38	2	0	14	4	0	0	58
Technical Adviser	0	3	0	0	0	0	0	31	34
Sales Representative	30	40	42	356	309	648	0	0	1,425
Marketing Assistant	0	4	0	24	102	32	0	7	169
Promoter	0	0	23	0	24	457	24	65	593
Administrative Staff	0	9	114	28	182	507	0	0	840
Receptionist	0	3	0	4	19	4	0	3	33
Sub-total	416	265	383	603	804	1,951	24	165	4,611
<i>Percentage by Educational Level (Total: 4,611)</i>	<i>9.0%</i>	<i>5.7%</i>	<i>8.3%</i>	<i>13.1%</i>	<i>17.4%</i>	<i>42.3%</i>	<i>0.5%</i>	<i>3.6%</i>	<i>100.0%</i>
6. Cosmetic Product Company - Retail									
Director / General Manager	65	3	0	24	0	0	0	8	100
Corporate & Brand Image Sales Director / Manager	17	0	0	8	0	0	0	5	30
Chief Shop Manager / Operation Manager	48	13	18	15	40	14	0	6	154
Marketing Manager	128	31	4	3	0	1	0	9	176
Product / Technical Manager	6	0	4	0	0	0	0	1	11
Sales / Marketing Officer	209	0	31	0	11	73	50	0	374
Trainer	33	14	4	14	0	16	0	3	84
Buying Officer	26	0	0	25	27	15	0	0	93
Shop Manager / Supervisor	38	36	232	255	154	147	0	77	939
Technical Adviser	0	0	0	0	0	60	0	2	62
Beauty Adviser (Counter)	0	0	53	60	2,212	2,977	120	752	6,174
Hair Care Adviser	0	0	0	19	0	127	0	132	278
Make-up Artist	0	0	18	7	21	0	0	10	56
Marketing Assistant	4	40	0	2	44	18	0	0	108
Promoter	0	0	0	0	35	431	181	2	649
Administrative Staff	1	6	22	6	136	28	0	5	204
Receptionist	0	1	0	1	27	11	0	0	40
Sub-total	575	144	386	439	2,707	3,918	351	1,012	9,532
<i>Percentage by Educational Level (Total: 9,532)</i>	<i>6.0%</i>	<i>1.5%</i>	<i>4.0%</i>	<i>4.6%</i>	<i>28.4%</i>	<i>41.1%</i>	<i>3.7%</i>	<i>10.6%</i>	<i>100.0%</i>

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
7. Nail Salon									
Director / General Manager	4	0	0	0	0	1	0	0	5
Chief Shop Manager / Operation Manager	0	0	1	20	0	14	0	0	35
Senior Nail Technician (Fingernail / Toenail)	0	10	0	10	0	42	0	0	62
Nail Technician (Fingernail / Toenail)	0	0	0	0	0	0	0	0	0
Manicurist / Pedicurist	0	0	0	110	4	262	22	0	398
Nail Artist	0	0	0	0	35	369	0	32	436
Hand and Foot Care Therapist	0	0	0	0	0	0	0	0	0
Junior Nail Technician (Fingernail / Toenail)	0	0	0	0	20	52	16	0	88
Foot Reflexologist	0	0	0	0	0	44	0	0	44
Administrative Staff	0	0	0	30	0	6	0	0	36
Receptionist	0	0	0	0	10	48	3	0	61
ALL	4	10	1	170	69	838	41	32	1,165
<i>Percentage by Educational Level (Total: 1,165)</i>	<i>0.3%</i>	<i>0.9%</i>	<i>0.1%</i>	<i>14.6%</i>	<i>5.9%</i>	<i>71.9%</i>	<i>3.5%</i>	<i>2.7%</i>	<i>100.0%</i>
Total	1,436	673	2,506	4,039	5,234	25,576	4,012	2,599	46,075
<i>Percentage by Educational Level (Total: 46,075)</i>	<i>3.1%</i>	<i>1.5%</i>	<i>5.4%</i>	<i>8.8%</i>	<i>11.4%</i>	<i>55.5%</i>	<i>8.7%</i>	<i>5.6%</i>	<i>100.0%</i>

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)	9	0	4	3	0	4	0	6	26
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	17	2	3	0	0	5	0	2	29
Tutor / Instructor - Beauty Care	9	8	32	38	10	41	0	16	154
Tutor / Instructor - Hairdressing	0	0	10	0	0	0	0	0	10
Assistant Tutor / Instructor - Beauty Care	4	2	2	8	0	0	0	2	18
Administrative Staff	2	0	5	17	14	10	0	12	60
Receptionist	0	0	2	0	7	8	0	2	19
Sub-total	41	12	58	66	31	68	0	40	316
Percentage by Educational Level (Total: 316)	13.0%	3.8%	18.4%	20.9%	9.8%	21.5%	0.0%	12.7%	100.0%
2. Make-up & Nail School									
Director / Principal (School)	2	0	1	0	1	0	0	1	5
Senior Tutor / Senior Instructor - Make-up and Nail	3	0	3	0	0	3	0	0	9
Tutor / Instructor - Make-up	4	0	13	0	0	17	0	13	47
Tutor / Instructor - Nail	0	0	0	4	0	6	0	0	10
Assistant Tutor / Instructor - Make-up	0	0	2	0	0	0	0	0	2
Assistant Tutor / Instructor - Nail	0	0	0	4	0	6	0	0	10
Administrative Staff	1	1	0	1	0	6	0	3	12
Receptionist	0	0	1	0	0	3	0	0	4
Sub-total	10	1	20	9	1	41	0	17	99
Percentage by Educational Level (Total: 99)	10.1%	1.0%	20.2%	9.1%	1.0%	41.4%	0.0%	17.2%	100.0%
3. Beauty Centre / Health Centre & Spa									
Director / General Manager	37	4	22	39	17	20	2	13	154
Chief Shop Manager / Operation Manager	76	28	90	28	54	292	0	39	607
Brand / Sales / Marketing Director / Manager	66	26	9	10	8	58	0	2	179
Sales / Marketing Officer	10	8	71	9	9	146	1	25	279
Senior Beautician	38	2	276	180	12	700	0	53	1,261
Senior Make-up Artist	2	0	5	10	0	3	8	2	30
Slimming Consultant	46	0	0	52	0	27	2	0	127
Beautician	62	8	859	1,660	401	5,424	440	330	9,184
Assistant to Medical Practitioner (Beauty Care)	0	0	6	8	9	58	0	4	85
Make-up Artist	3	0	0	107	48	108	0	3	269
Body Therapist	9	40	68	114	7	920	30	36	1,224
Manicurist / Pedicurist	0	0	0	10	0	60	8	5	83
Nail Artist	0	0	0	38	5	25	0	18	86
Slimming Therapist	24	0	0	250	56	311	0	10	651
Beauty Consultant	0	0	80	168	45	317	0	35	645
Beauty Assistant	0	0	0	48	14	570	144	10	786
Marketing Assistant	7	2	0	0	0	32	0	25	66
Promoter	0	0	0	0	0	112	0	0	112
Administrative Staff	0	44	46	7	129	177	0	37	440

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	12	20	61	81	106	428	4	76	788
Medical Personnel	24	1	28	4	0	8	0	1	66
Sub-total	416	183	1,621	2,823	920	9,796	639	724	17,122
<i>Percentage by Educational Level (Total: 17,122)</i>	<i>2.4%</i>	<i>1.1%</i>	<i>9.5%</i>	<i>16.5%</i>	<i>5.4%</i>	<i>57.2%</i>	<i>3.7%</i>	<i>4.2%</i>	<i>100.0%</i>
4. Hairdressing Salon									
Director / General Manager	6	0	0	6	8	23	0	4	47
Chief Shop Manager / Operation Manager	9	1	1	7	4	37	9	5	73
Art Director	0	0	12	8	11	8	0	11	50
Technical Director	0	0	0	1	0	4	0	0	5
Senior Hair Stylist	0	32	25	66	36	398	60	18	635
Hair Stylist	0	0	5	59	378	4,223	2,623	148	7,436
Technician (perm and color)	0	0	0	9	0	194	31	37	271
Manicurist / Pedicurist	0	0	0	2	0	106	0	17	125
Nail Artist	0	0	0	0	0	36	0	0	36
Hairdressing Assistant	0	0	0	4	0	2,388	1,426	137	3,955
Administrative Staff	1	4	48	6	37	62	4	0	162
Receptionist	0	0	0	0	20	325	74	16	435
Sub-total	16	37	91	168	494	7,804	4,227	393	13,230
<i>Percentage by Educational Level (Total: 13,230)</i>	<i>0.1%</i>	<i>0.3%</i>	<i>0.7%</i>	<i>1.3%</i>	<i>3.7%</i>	<i>59.0%</i>	<i>32.0%</i>	<i>3.0%</i>	<i>100.0%</i>
5. Cosmetic Product Company - Wholesale, Import & Export									
Director / General Manager	111	16	27	0	21	61	0	7	243
Brand / Sales / Marketing Director / Manager	137	79	4	18	31	17	0	5	291
Product / Technical Manager	46	0	57	16	2	28	0	38	187
Sales / Marketing Officer	36	184	36	59	99	315	0	9	738
Trainer	0	38	2	8	0	10	0	0	58
Technical Adviser	0	0	0	3	0	0	0	31	34
Sales Representative	150	40	16	231	191	737	60	0	1,425
Marketing Assistant	0	0	4	3	123	32	0	7	169
Promoter	0	0	23	0	96	385	24	65	593
Administrative Staff	0	9	110	13	242	466	0	0	840
Receptionist	0	3	0	4	18	5	0	3	33
Sub-total	480	369	279	355	823	2,056	84	165	4,611
<i>Percentage by Educational Level (Total: 4,611)</i>	<i>10.4%</i>	<i>8.0%</i>	<i>6.1%</i>	<i>7.7%</i>	<i>17.8%</i>	<i>44.6%</i>	<i>1.8%</i>	<i>3.6%</i>	<i>100.0%</i>
6. Cosmetic Product Company - Retail									
Director / General Manager	64	3	3	24	2	0	0	4	100
Corporate & Brand Image Sales Director / Manager	17	0	0	8	0	0	0	5	30
Chief Shop Manager / Operation Manager	42	15	21	15	3	54	0	4	154
Marketing Manager	148	4	9	3	8	3	0	1	176
Product / Technical Manager	6	0	4	0	0	0	0	1	11
Sales / Marketing Officer	209	0	13	0	8	94	50	0	374
Trainer	33	14	4	14	0	16	0	3	84
Buying Officer	26	0	0	0	27	40	0	0	93
Shop Manager / Supervisor	38	36	150	112	157	369	0	77	939
Technical Adviser	0	0	0	0	0	60	0	2	62
Beauty Adviser (Counter)	0	0	30	146	1,380	3,746	120	752	6,174
Hair Care Adviser	0	0	0	19	0	127	0	132	278

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	18	7	21	0	0	10	56
Marketing Assistant	30	14	0	2	48	14	0	0	108
Promoter	0	0	0	0	35	456	156	2	649
Administrative Staff	1	6	18	0	103	71	0	5	204
Receptionist	0	1	0	0	25	14	0	0	40
Sub-total	614	93	270	350	1,817	5,064	326	998	9,532
Percentage by Educational Level (Total: 9,532)	6.4%	1.0%	2.8%	3.7%	19.1%	53.1%	3.4%	10.5%	100.0%
7. Nail Salon									
Director / General Manager	4	0	0	0	0	1	0	0	5
Chief Shop Manager / Operation Manager	0	0	1	8	0	26	0	0	35
Senior Nail Technician (Fingernail / Toenail)	0	10	2	8	0	42	0	0	62
Nail Technician (Fingernail / Toenail)	0	0	0	0	0	0	0	0	0
Manicurist / Pedicurist	0	0	60	54	0	229	55	0	398
Nail Artist	0	0	0	5	0	399	0	32	436
Hand and Foot Care Therapist	0	0	0	0	0	0	0	0	0
Junior Nail Technician (Fingernail / Toenail)	0	0	0	20	0	52	16	0	88
Foot Reflexologist	0	0	0	0	0	4	40	0	44
Administrative Staff	0	0	0	30	1	5	0	0	36
Receptionist	0	0	0	10	10	41	0	0	61
Sub-total	4	10	63	135	11	799	111	32	1,165
Percentage by Educational Level (Total: 1,165)	0.3%	0.9%	5.4%	11.6%	0.9%	68.6%	9.5%	2.7%	100.0%
Total	1,581	705	2,402	3,906	4,097	25,628	5,387	2,369	46,075
Percentage by Educational Level (Total: 46,075)	3.4%	1.5%	5.2%	8.5%	8.9%	55.6%	11.7%	5.2%	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)	16	1	3	0	0	6	26
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	11	8	8	0	0	2	29
Tutor / Instructor - Beauty Care	4	35	62	37	0	16	154
Tutor / Instructor - Hairdressing	0	10	0	0	0	0	10
Assistant Tutor / Instructor - Beauty Care	0	0	14	2	0	2	18
Administrative Staff	0	1	9	38	0	12	60
Receptionist	0	0	2	12	3	2	19
Sub-total	31	55	98	89	3	40	316
Percentage by Relevant Years of Experience (Total: 316)	9.8%	17.4%	31.0%	28.2%	0.9%	12.7%	100.0%
2. Make-up & Nail School							
Director / Principal (School)	1	2	1	0	0	1	5
Senior Tutor / Senior Instructor - Make-up and Nail	0	5	3	1	0	0	9
Tutor / Instructor - Make-up	0	5	26	3	0	13	47
Tutor / Instructor - Nail	0	0	10	0	0	0	10
Assistant Tutor / Instructor - Make-up	0	0	0	2	0	0	2
Assistant Tutor / Instructor - Nail	0	0	4	2	4	0	10
Administrative Staff	0	2	3	4	0	3	12
Receptionist	0	0	1	3	0	0	4
Sub-total	1	14	48	15	4	17	99
Percentage by Relevant Years of Experience (Total: 99)	1.0%	14.1%	48.5%	15.2%	4.0%	17.2%	100.0%
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	60	27	28	22	0	17	154
Chief Shop Manager / Operation Manager	87	379	90	9	0	42	607
Brand / Sales / Marketing Director / Manager	91	44	17	25	0	2	179
Sales / Marketing Officer	0	52	124	76	2	25	279
Senior Beautician	145	238	683	134	0	61	1,261
Senior Make-up Artist	0	2	15	5	0	8	30
Slimming Consultant	0	15	81	19	0	12	127
Beautician	133	122	3,602	4,506	469	352	9,184
Assistant to Medical Practitioner (Beauty Care)	0	0	14	58	9	4	85
Make-up Artist	0	0	95	151	9	14	269
Body Therapist	8	5	360	549	266	36	1,224
Manicurist / Pedicurist	0	0	44	34	0	5	83
Nail Artist	0	0	2	61	5	18	86
Slimming Therapist	0	36	251	186	152	26	651
Beauty Consultant	0	6	252	332	20	35	645
Beauty Assistant	0	0	68	397	310	11	786
Marketing Assistant	0	0	0	36	5	25	66
Promoter	0	0	0	96	16	0	112

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	0	93	284	26	37	440
Receptionist	0	0	119	414	171	84	788
Medical Personnel	0	8	16	40	1	1	66
Sub-total	524	934	5,954	7,434	1,461	815	17,122
Percentage by Relevant Years of Experience (Total: 17,122)	3.1%	5.5%	34.8%	43.4%	8.5%	4.8%	100.0%
4. Hairdressing Salon							
Director / General Manager	18	17	8	0	0	4	47
Chief Shop Manager / Operation Manager	5	24	27	11	0	6	73
Art Director	7	8	20	4	0	11	50
Technical Director	3	0	2	0	0	0	5
Senior Hair Stylist	12	135	426	26	0	36	635
Hair Stylist	291	432	3,999	2,455	93	166	7,436
Technician (perm and color)	0	0	88	130	12	41	271
Manicurist / Pedicurist	1	0	58	54	0	12	125
Nail Artist	0	0	9	27	0	0	36
Hairdressing Assistant	0	18	27	2,204	1,557	149	3,955
Administrative Staff	0	1	4	143	6	8	162
Receptionist	0	0	6	252	145	32	435
Sub-total	337	635	4,674	5,306	1,813	465	13,230
Percentage by Relevant Years of Experience (Total: 13,230)	2.5%	4.8%	35.3%	40.1%	13.7%	3.5%	100.0%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	51	102	81	2	0	7	243
Brand / Sales / Marketing Director / Manager	10	162	114	0	0	5	291
Product / Technical Manager	0	17	81	51	0	38	187
Sales / Marketing Officer	16	65	435	213	0	9	738
Trainer	0	0	52	6	0	0	58
Technical Adviser	0	3	0	0	0	31	34
Sales Representative	0	167	307	912	39	0	1,425
Marketing Assistant	0	0	28	134	0	7	169
Promoter	0	0	0	268	260	65	593
Administrative Staff	0	0	210	613	17	0	840
Receptionist	0	0	0	28	2	3	33
Sub-total	77	516	1,308	2,227	318	165	4,611
Percentage by Relevant Years of Experience (Total: 4,611)	1.7%	11.2%	28.4%	48.3%	6.9%	3.6%	100.0%
6. Cosmetic Product Company - Retail							
Director / General Manager	48	11	29	2	0	10	100
Corporate & Brand Image Sales Director / Manager	10	0	10	0	0	10	30
Chief Shop Manager / Operation Manager	62	26	45	6	0	15	154
Marketing Manager	105	30	26	2	0	13	176
Product / Technical Manager	0	3	2	0	0	6	11
Sales / Marketing Officer	0	75	153	83	51	12	374
Trainer	0	17	55	3	0	9	84

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	25	2	65	1	0	0	93
Shop Manager / Supervisor	0	282	395	148	0	114	939
Technical Adviser	0	0	60	0	0	2	62
Beauty Adviser (Counter)	0	20	1,730	2,356	1,316	752	6,174
Hair Care Adviser	19	0	0	0	127	132	278
Make-up Artist	0	0	39	7	0	10	56
Marketing Assistant	0	0	36	62	10	0	108
Promoter	0	0	4	581	62	2	649
Administrative Staff	0	0	110	80	7	7	204
Receptionist	0	0	25	13	0	2	40
Sub-total	269	466	2,784	3,344	1,573	1,096	9,532
Percentage by Relevant Years of Experience (Total: 9,532)	2.8%	4.9%	29.2%	35.1%	16.5%	11.5%	100.0%
7. Nail Salon							
Director / General Manager	0	0	4	1	0	0	5
Chief Shop Manager / Operation Manager	0	1	23	11	0	0	35
Senior Nail Technician (Fingernail / Toenail)	0	14	15	33	0	0	62
Nail Technician (Fingernail / Toenail)	0	0	0	0	0	0	0
Manicurist / Pedicurist	0	0	131	241	26	0	398
Nail Artist	0	0	128	276	0	32	436
Hand and Foot Care Therapist	0	0	0	0	0	0	0
Junior Nail Technician (Fingernail / Toenail)	0	0	0	24	64	0	88
Foot Reflexologist	0	0	40	4	0	0	44
Administrative Staff	0	0	21	15	0	0	36
Receptionist	0	0	2	36	23	0	61
Sub-total	0	15	364	641	113	32	1,165
Percentage by Relevant Years of Experience (Total: 1,165)	0.0%	1.3%	31.2%	55.0%	9.7%	2.7%	100.0%
Total	1,239	2,635	15,230	19,056	5,285	2,630	46,075
Percentage by Relevant Years of Experience (Total: 46,075)	2.7%	5.7%	33.0%	41.4%	11.5%	5.7%	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)	17	3	0	0	0	6	26
Senior Tutor / Senior Instructor - Beauty Care and Hairdressing	13	14	0	0	0	2	29
Tutor / Instructor - Beauty Care	22	22	93	1	0	16	154
Tutor / Instructor - Hairdressing	0	10	0	0	0	0	10
Assistant Tutor / Instructor - Beauty Care	0	0	14	2	0	2	18
Administrative Staff	4	1	12	31	0	12	60
Receptionist	2	0	3	10	2	2	19
Sub-total	58	50	122	44	2	40	316
<i>Percentage by Relevant Years of Experience (Total: 316)</i>	<i>18.4%</i>	<i>15.8%</i>	<i>38.6%</i>	<i>13.9%</i>	<i>0.6%</i>	<i>12.7%</i>	<i>100.0%</i>
2. Make-up & Nail School							
Director / Principal (School)	4	0	0	0	0	1	5
Senior Tutor / Senior Instructor - Make-up and Nail	8	0	1	0	0	0	9
Tutor / Instructor - Make-up	4	17	13	0	0	13	47
Tutor / Instructor - Nail	0	3	7	0	0	0	10
Assistant Tutor / Instructor - Make-up	0	0	0	2	0	0	2
Assistant Tutor / Instructor - Nail	0	0	0	10	0	0	10
Administrative Staff	0	2	3	4	0	3	12
Receptionist	0	0	1	3	0	0	4
Sub-total	16	22	25	19	0	17	99
<i>Percentage by Relevant Years of Experience (Total: 99)</i>	<i>16.2%</i>	<i>22.2%</i>	<i>25.3%</i>	<i>19.2%</i>	<i>0.0%</i>	<i>17.2%</i>	<i>100.0%</i>
3. Beauty Centre / Health Centre & Spa							
Director / General Manager	91	9	24	22	0	8	154
Chief Shop Manager / Operation Manager	325	201	39	0	0	42	607
Brand / Sales / Marketing Director / Manager	110	40	26	1	0	2	179
Sales / Marketing Officer	3	96	157	13	0	10	279
Senior Beautician	437	281	475	15	0	53	1,261
Senior Make-up Artist	10	0	17	3	0	0	30
Slimming Consultant	24	40	35	16	0	12	127
Beautician	2,509	1,292	3,255	1,849	2	277	9,184
Assistant to Medical Practitioner (Beauty Care)	0	4	25	52	0	4	85
Make-up Artist	80	82	33	73	1	0	269
Body Therapist	80	131	542	434	1	36	1,224
Manicurist / Pedicurist	4	8	58	8	0	5	83
Nail Artist	4	0	2	62	0	18	86
Slimming Therapist	54	47	374	150	0	26	651
Beauty Consultant	21	126	230	233	0	35	645
Beauty Assistant	68	24	111	272	301	10	786
Marketing Assistant	0	0	0	36	5	25	66
Promoter	0	0	16	95	1	0	112

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	1	26	156	230	0	27	440
Receptionist	0	6	263	414	21	84	788
Medical Personnel	8	8	42	6	1	1	66
Sub-total	3,829	2,421	5,880	3,984	333	675	17,122
Percentage by Relevant Years of Experience (Total: 17,122)	22.4%	14.1%	34.3%	23.3%	1.9%	3.9%	100.0%
4. Hairdressing Salon							
Director / General Manager	26	15	2	0	0	4	47
Chief Shop Manager / Operation Manager	20	41	5	2	0	5	73
Art Director	11	10	20	0	0	9	50
Technical Director	3	0	2	0	0	0	5
Senior Hair Stylist	270	201	128	20	0	16	635
Hair Stylist	4,301	1,084	1,511	392	0	148	7,436
Technician (perm and color)	50	34	117	33	0	37	271
Manicurist / Pedicurist	51	11	20	26	0	17	125
Nail Artist	0	4	21	11	0	0	36
Hairdressing Assistant	149	177	682	2,350	460	137	3,955
Administrative Staff	0	42	58	57	1	4	162
Receptionist	53	20	46	260	32	24	435
Sub-total	4,934	1,639	2,612	3,151	493	401	13,230
Percentage by Relevant Years of Experience (Total: 13,230)	37.3%	12.4%	19.7%	23.8%	3.7%	3.0%	100.0%
5. Cosmetic Product Company - Wholesale, Import & Export							
Director / General Manager	166	48	28	0	0	1	243
Brand / Sales / Marketing Director / Manager	111	156	19	0	0	5	291
Product / Technical Manager	12	35	63	39	0	38	187
Sales / Marketing Officer	209	137	340	43	0	9	738
Trainer	0	6	46	6	0	0	58
Technical Adviser	0	0	3	0	0	31	34
Sales Representative	240	264	399	522	0	0	1,425
Marketing Assistant	0	0	31	131	0	7	169
Promoter	0	0	102	426	0	65	593
Administrative Staff	12	94	134	600	0	0	840
Receptionist	0	0	3	27	3	0	33
Sub-total	750	740	1,168	1,794	3	156	4,611
Percentage by Relevant Years of Experience (Total: 4,611)	16.3%	16.0%	25.3%	38.9%	0.1%	3.4%	100.0%
6. Cosmetic Product Company - Retail							
Director / General Manager	89	0	3	2	0	6	100
Corporate & Brand Image Sales Director / Manager	10	0	10	0	0	10	30
Chief Shop Manager / Operation Manager	80	16	42	3	0	13	154
Marketing Manager	108	37	24	0	2	5	176
Product / Technical Manager	0	5	0	0	0	6	11
Sales / Marketing Officer	2	76	224	10	50	12	374
Trainer	23	11	41	0	0	9	84

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	25	2	66	0	0	0	93
Shop Manager / Supervisor	198	264	234	129	0	114	939
Technical Adviser	0	0	60	0	0	2	62
Beauty Adviser (Counter)	0	973	1,225	3,224	0	752	6,174
Hair Care Adviser	19	0	0	127	0	132	278
Make-up Artist	0	0	39	7	0	10	56
Marketing Assistant	26	0	15	67	0	0	108
Promoter	100	0	106	441	0	2	649
Administrative Staff	0	3	132	62	0	7	204
Receptionist	2	2	33	1	0	2	40
Sub-total	682	1,389	2,254	4,073	52	1,082	9,532
Percentage by Relevant Years of Experience (Total: 9,532)	7.2%	14.6%	23.6%	42.7%	0.5%	11.4%	100.0%
7. Nail Salon							
Director / General Manager	0	0	4	1	0	0	5
Chief Shop Manager / Operation Manager	0	1	23	11	0	0	35
Senior Nail Technician (Fingernail / Toenail)	4	10	15	33	0	0	62
Nail Technician (Fingernail / Toenail)	0	0	0	0	0	0	0
Manicurist / Pedicurist	0	30	204	164	0	0	398
Nail Artist	30	56	165	153	0	32	436
Hand and Foot Care Therapist	0	0	0	0	0	0	0
Junior Nail Technician (Fingernail / Toenail)	0	0	0	24	64	0	88
Foot Reflexologist	0	0	40	4	0	0	44
Administrative Staff	0	20	1	15	0	0	36
Receptionist	0	0	12	39	10	0	61
Sub-total	34	117	464	444	74	32	1,165
Percentage by Relevant Years of Experience (Total: 1,165)	2.9%	10.0%	39.8%	38.1%	6.4%	2.7%	100.0%
Total	10,303	6,378	12,525	13,509	957	2,403	46,075
Percentage by Relevant Years of Experience (Total: 46,075)	22.4%	13.8%	27.2%	29.3%	2.1%	5.2%	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	3	12	1	16
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	4	14	0	18
	• Make-up Artist	3	13	0	16
	• Intense Pulsed Light (IPL) Equipment Operator	1	0	0	1
	• Hairdresser	2	1	0	3
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	10	0	11
	Certificates of local professional / recognized training courses / qualifications	1	1	0	2
	Certificates of international professional / recognized training courses	11	19	1	31
	Sub-total	26	70	2	98
2. Make-up & Nail School					
	Certificates of National Occupation Qualifications of the Mainland	1	2	0	3
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	1	1	1	3
	• Make-up Artist	3	2	0	5
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	0	0	1
	Certificates of local professional / recognized training courses / qualifications	1	1	1	3
	Certificates of international professional / recognized training courses	8	5	1	14
	Sub-total	15	11	3	29
3. Beauty Centre, Health Centre & Spa					
	Certificates of National Occupation Qualifications of the Mainland	16	7	103	126
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	72	251	1,152	1,475
	• Make-up Artist	2	8	244	254
	• Intense Pulsed Light (IPL) Equipment Operator	5	44	59	108
	• Hairdresser	1	1	35	37
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	33	133	1,354	1,520
	Certificates of local professional / recognized training courses / qualifications	24	85	194	303
	Certificates of international professional / recognized training courses	126	226	1,011	1,363
	Sub-total	279	755	4,152	5,186
4. Hairdressing Salon					
	Certificates of National Occupation Qualifications of the Mainland	16	13	65	94
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	0	0	25	25
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	26	126	815	967
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	27	83	1,238	1,348
	Certificates of local professional / recognized training courses / qualifications	9	3	113	125
	Certificates of international professional / recognized training courses	17	69	138	224
	Sub-total	95	294	2,394	2,783

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	1	0	0	1
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	12	13	18	43
	• 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	18	12	2	32
	Certificates of local professional / recognized training courses / qualifications	0	13	0	13
	Certificates of international professional / recognized training courses	2	3	18	23
	Sub-total	33	42	40	115
6. Product Company - Retail					
	Certificates of National Occupation Qualifications of the Mainland	6	5	5	16
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	15	24	25	64
	• Make-up Artist	6	14	4	24
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	6	43	23	72
	Certificates of local professional / recognized training courses / qualifications	0	1	4	5
	Certificates of international professional / recognized training courses	2	8	32	42
	Sub-total	35	95	93	223
7. Nail Salon					
	Certificates of National Occupation Qualifications of the Mainland	0	0	10	10
	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	5	1	55	61
	Certificates of local professional / recognized training courses / qualifications	4	5	48	57
	Certificates of international professional / recognized training courses	1	11	56	68
	Sub-total	10	17	169	196
8. Others (Including Bridal Salon and Television & Entertainment Company)					
	Certificates of National Occupation Qualifications of the Mainland	2	1	0	3
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	1	1	2	4
	• Make-up Artist	1	2	9	12
	• Intense Pulsed Light (IPL) Equipment Operator	1	1	0	2
	• Hairdresser	1	2	5	8
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	2	8	11
	Certificates of local professional / recognized training courses / qualifications	2	2	2	6
	Certificates of international professional / recognized training courses	3	3	5	11
	Sub-total	12	14	31	57
Total		505	1,298	6,884	8,687

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	3	2	0	5
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	4	2	0	6
	• Make-up Artist	3	1	0	4
	• Intense Pulsed Light (IPL) Equipment Operator	1	0	0	1
	• Hairdresser	2	0	0	2
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	0	0	1
	Certificates of local professional / recognized training courses / qualifications	2	1	0	3
	Certificates of international professional / recognized training courses	12	21	2	35
	Sub-total	28	27	2	57
2. Make-up & Nail School					
	Certificates of National Occupation Qualifications of the Mainland	3	2	0	5
	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	1	1	3
	Certificates of international professional / recognized training courses	9	6	1	16
	Sub-total	13	9	2	24
3. Beauty Centre, Health Centre & Spa					
	Certificates of National Occupation Qualifications of the Mainland	16	11	125	152
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	23	53	422	498
	• Make-up Artist	1	6	6	13
	• Intense Pulsed Light (IPL) Equipment Operator	1	7	19	27
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	4	17	341	362
	Certificates of local professional / recognized training courses / qualifications	34	159	992	1,185
	Certificates of international professional / recognized training courses	138	291	1,473	1,902
	Sub-total	217	544	3,378	4,139
4. Hairdressing Salon					
	Certificates of National Occupation Qualifications of the Mainland	10	5	104	119
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	4	4	4	12
	• Make-up Artist	0	0	0	0
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	12	32	42	86
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	9	10	274	293
	Certificates of local professional / recognized training courses / qualifications	11	23	800	834
	Certificates of international professional / recognized training courses	18	84	301	403
	Sub-total	64	158	1,525	1,747

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	12	12	0	24
	• 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	6	2	8
	Certificates of local professional / recognized training courses / qualifications	0	13	0	13
	Certificates of international professional / recognized training courses	2	1	18	21
	Sub-total	14	32	20	66
6. Product Company - Retail					
	Certificates of National Occupation Qualifications of the Mainland	6	5	5	16
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	8	18	10	36
	• Make-up Artist	2	14	4	20
	• Intense Pulsed Light (IPL) Equipment Operator	0	0	0	0
	• Hairdresser	0	0	0	0
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	16	17	34
	Certificates of local professional / recognized training courses / qualifications	0	3	5	8
	Certificates of international professional / recognized training courses	1	10	34	45
	Sub-total	18	66	75	159
7. Nail Salon					
	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	4	0	20	24
	Certificates of local professional / recognized training courses / qualifications	4	5	58	67
	Certificates of international professional / recognized training courses	1	11	66	78
	Sub-total	9	16	144	169
8. Others (Including Bridal Salon and Television & Entertainment Company)					
	Certificates of National Occupation Qualifications of the Mainland	1	1	0	2
	Certificates of trade tests issued by the Beauty Care and Hairdressing Training Board, VTC:				
	• Beautician	1	1	0	2
	• Make-up Artist	1	1	2	4
	• Intense Pulsed Light (IPL) Equipment Operator	0	1	0	1
	• Hairdresser	0	1	2	3
	Certificates of Skills Upgrading Scheme / Employees Retraining Board	1	1	3	5
	Certificates of local professional / recognized training courses / qualifications	2	2	11	15
	Certificates of international professional / recognized training courses	2	2	7	11
	Sub-total	8	10	25	43
Total		371	862	5,171	6,404

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	3	0	1	0	0	9
	Human Resource Management	5	0	0	0	0	0	5
	Marketing Management	5	2	0	1	0	0	8
	Quality Management	4	4	0	3	0	0	11
	Others	0	0	0	0	0	0	0
	Sub-total (a)	19	9	0	5	0	0	33
	Generic Skills							
	Customer Services	5	2	0	6	1	0	14
	Complaints Handling	3	3	0	3	0	0	9
	Sales & Marketing	5	1	0	6	2	0	14
	Stores Operations	5	2	0	3	0	0	10
	Others	0	1	0	1	0	0	2
	Sub-total (b)	18	9	0	19	3	0	49
	Language Skills							
	Putonghua	4	4	0	4	0	0	12
	Written Chinese	2	0	0	1	0	0	3
	Written English	2	0	0	1	0	0	3
	Spoken English	4	2	0	2	0	0	8
	Others	0	0	0	0	0	0	0
	Sub-total (c)	12	6	0	8	0	0	26
	Total (a - c)	49	24	0	32	3	0	108
2. Make-up & Nail School								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	1	2	0	0	0	0	3
	Human Resource Management	1	1	0	0	0	0	2
	Marketing Management	1	2	0	0	0	0	3
	Quality Management	1	3	0	0	0	0	4
	Others	0	1	0	0	0	0	1
	Sub-total (a)	4	9	0	0	0	0	13
	Generic Skills							
	Customer Services	3	3	0	4	2	0	12
	Complaints Handling	1	2	0	1	1	0	5
	Sales & Marketing	2	1	1	1	0	0	5
	Stores Operations	1	1	0	0	0	0	2
	Others	0	0	0	1	1	0	2
	Sub-total (b)	7	7	1	7	4	0	26
	Language Skills							
	Putonghua	2	3	1	4	2	0	12
	Written Chinese	1	1	0	1	0	0	3
	Written English	1	0	0	1	0	0	2
	Spoken English	2	2	0	3	1	0	8
	Others	0	0	0	0	0	0	0
	Sub-total (c)	6	6	1	9	3	0	25
	Total (a - c)	17	22	2	16	7	0	64

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)	70	0	8	5	49	0	132
	Human Resource Management	45	0	10	7	38	0	100
	Marketing Management	63	0	10	42	152	0	267
	Quality Management	61	0	11	18	191	0	281
	Others	0	0	0	0	0	0	0
	Sub-total (a)	239	0	39	72	430	0	780
	Generic Skills							
	Customer Services	94	5	25	147	1270	184	1,725
	Complaints Handling	58	0	26	34	204	42	364
	Sales & Marketing	94	5	27	111	958	108	1,303
	Stores Operations	81	5	13	80	560	3	742
	Others	6	0	2	10	43	6	67
	Sub-total (b)	333	15	93	382	3,035	343	4,201
	Language Skills							
	Putonghua	93	5	11	133	813	124	1,179
	Written Chinese	8	0	5	17	52	2	84
	Written English	18	0	7	51	59	35	170
	Spoken English	60	4	10	84	682	85	925
	Others	0	0	0	0	0	0	0
	Sub-total (c)	179	9	33	285	1,606	246	2,358
	Total (a - c)	751	24	165	739	5,071	589	7,339
4. Hairdressing Salon								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	32	9	0	34	33	0	108
	Human Resource Management	20	0	0	8	0	0	28
	Marketing Management	14	2	0	2	0	0	18
	Quality Management	21	3	0	11	59	0	94
	Others	0	0	0	0	0	0	0
	Sub-total (a)	87	14	0	55	92	0	248
	Generic Skills							
	Customer Services	18	6	0	43	1065	400	1,532
	Complaints Handling	20	1	0	20	171	3	215
	Sales & Marketing	23	4	0	59	697	260	1,043
	Stores Operations	24	2	0	25	365	43	459
	Others	0	0	0	0	171	108	279
	Sub-total (b)	85	13	0	147	2,469	814	3,528
	Language Skills							
	Putonghua	22	5	0	15	743	182	967
	Written Chinese	10	2	0	2	39	7	60
	Written English	6	2	0	2	60	2	72
	Spoken English	22	9	0	25	745	201	1,002
	Others	0	0	0	0	4	4	8
	Sub-total (c)	60	18	0	44	1,591	396	2,109
	Total (a - c)	232	45	0	246	4,152	1,210	5,885

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)	47	0	17	0	0	0	64
	Human Resource Management	40	0	21	0	0	0	61
	Marketing Management	41	0	18	0	0	0	59
	Quality Management	29	0	17	0	0	0	46
	Others	0	0	0	0	0	0	0
	Sub-total (a)	157	0	73	0	0	0	230
	Generic Skills							
	Customer Services	26	0	22	183	8	0	239
	Complaints Handling	22	0	13	8	0	0	43
	Sales & Marketing	39	0	48	201	2	0	290
	Stores Operations	30	0	14	44	0	0	88
	Others	12	0	1	4	0	0	17
	Sub-total (b)	129	0	98	440	10	0	677
	Language Skills							
	Putonghua	26	0	50	124	38	34	272
	Written Chinese	0	0	43	4	0	0	47
	Written English	24	0	44	0	0	0	68
	Spoken English	24	0	48	122	38	34	266
	Others	1	0	1	0	0	0	2
	Sub-total (c)	75	0	186	250	76	68	655
	Total (a - c)	361	0	357	690	86	68	1,562
6. Product Company - Retail								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	22	0	60	0	0	0	82
	Human Resource Management	18	0	50	0	0	0	68
	Marketing Management	24	0	67	0	0	0	91
	Quality Management	22	0	66	0	10	0	98
	Others	0	0	0	0	0	0	0
	Sub-total (a)	86	0	243	0	10	0	339
	Generic Skills							
	Customer Services	15	0	134	0	179	0	328
	Complaints Handling	11	0	79	0	14	0	104
	Sales & Marketing	33	0	136	1	167	0	337
	Stores Operations	30	0	63	0	82	0	175
	Others	2	0	26	0	26	0	54
	Sub-total (b)	91	0	438	1	468	0	998
	Language Skills							
	Putonghua	16	0	81	0	39	0	136
	Written Chinese	4	0	29	0	1	0	34
	Written English	10	0	33	0	2	0	45
	Spoken English	9	0	57	0	31	0	97
	Others	0	0	0	0	0	0	0
	Sub-total (c)	39	0	200	0	73	0	312
	Total (a - c)	216	0	881	1	551	0	1,649

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)	6	0	0	4	15	0	25
	Human Resource Management	0	0	0	0	0	0	0
	Marketing Management	1	0	0	0	0	0	1
	Quality Management	0	0	0	10	0	0	10
	Others	0	0	0	0	0	0	0
	Sub-total (a)	7	0	0	14	15	0	36
	Generic Skills							
	Customer Services	2	0	0	11	52	0	65
	Complaints Handling	0	0	0	0	1	0	1
	Sales & Marketing	5	0	0	5	116	0	126
	Stores Operations	5	0	0	0	21	0	26
	Others	0	0	0	0	1	0	1
	Sub-total (b)	12	0	0	16	191	0	219
	Language Skills							
	Putonghua	0	0	0	33	53	0	86
	Written Chinese	0	0	0	0	0	0	0
	Written English	0	0	0	0	0	0	0
	Spoken English	0	0	0	43	63	0	106
	Others	0	0	0	0	0	0	0
	Sub-total (c)	0	0	0	76	116	0	192
	Total (a - c)	19	0	0	106	322	0	447
8. Others (Including Bridal Salon and Television & Entertainment Company)								
	General Management Skills							
	Principle of Management (e.g. Problem Solving, Decision Making, Leadership, Crisis Management)	0	1	0	0	0	0	1
	Human Resource Management	0	0	0	1	0	0	1
	Marketing Management	0	1	0	1	0	0	2
	Quality Management	1	1	0	1	2	0	5
	Others	0	0	0	0	0	0	0
	Sub-total (a)	1	3	0	3	2	0	9
	Generic Skills							
	Customer Services	0	1	0	3	11	0	15
	Complaints Handling	0	1	0	2	4	0	7
	Sales & Marketing	0	1	1	2	5	0	9
	Stores Operations	0	1	0	1	0	0	2
	Others	1	0	0	1	2	0	4
	Sub-total (b)	1	4	1	9	22	0	37
	Language Skills							
	Putonghua	0	2	0	1	2	0	5
	Written Chinese	0	2	0	2	1	0	5
	Written English	0	1	0	1	0	0	2
	Spoken English	0	1	0	1	2	0	4
	Others	0	0	0	0	0	0	0
	Sub-total (c)	0	6	0	5	5	0	16
	Total (a - c)	2	13	1	17	29	0	62
Total		1,647	128	1,406	1,847	10,221	1,867	17,116

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	0	2	0	2
	Lack of Candidates with Relevant Experiences	2	4	0	6
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	2	0	2
	Long Working Hours	0	0	0	0
	Low Status	0	0	0	0
	Others	0	0	0	0
	Sub-total	2	8	0	10
2. Make-up & Nail School					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	0	1	1
	Lack of Candidates with Relevant Experiences	0	1	1	2
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	1	0	1
	Long Working Hours	0	0	0	0
	Low Status	0	0	0	0
	Others	0	0	0	0
	Sub-total	0	2	2	4
3. Beauty Centre, Health Centre & Spa					
	Insufficient Trained / Qualified Manpower in Related Disciplines	5	11	221	237
	Lack of Candidates with Relevant Experiences	6	23	277	306
	High Expectation on Working Conditions / Remuneration Package from Recruits	10	43	414	467
	Long Working Hours	3	20	267	290
	Low Status	0	36	4	40
	Others	1	12	90	103
	Sub-total	25	145	1,273	1,443
4. Hairdressing Salon					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	10	144	154
	Lack of Candidates with Relevant Experiences	0	12	327	339
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	30	491	521
	Long Working Hours	0	17	385	402
	Low Status	8	8	126	142
	Others	0	0	252	252
	Sub-total	8	77	1,725	1,810
5. Product Company - Wholesale, Import & Export					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	40	0	40
	Lack of Candidates with Relevant Experiences	0	48	2	50
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	44	2	46
	Long Working Hours	0	0	0	0
	Low Status	0	0	0	0
	Others	0	0	2	2
	Sub-total	0	132	6	138

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	0	6	36	42
	Lack of Candidates with Relevant Experiences	0	9	27	36
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	23	35	58
	Long Working Hours	0	15	16	31
	Low Status	0	0	3	3
	Others	0	3	32	35
	Sub-total	0	56	149	205
7. Nail Salon					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	4	19	23
	Lack of Candidates with Relevant Experiences	0	4	39	43
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	0	44	44
	Long Working Hours	0	0	20	20
	Low Status	0	0	0	0
	Others	0	0	53	53
	Sub-total	0	8	175	183
8. Others (Including Bridal Salon and Television & Entertainment Company)					
	Insufficient Trained / Qualified Manpower in Related Disciplines	0	1	2	3
	Lack of Candidates with Relevant Experiences	0	1	1	2
	High Expectation on Working Conditions / Remuneration Package from Recruits	0	1	4	5
	Long Working Hours	0	0	0	0
	Low Status	0	1	4	5
	Others	0	0	1	1
	Sub-total	0	4	12	16
	Total	35	432	3,342	3,809

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	6	3	20	5	34
2. Make-up & Nail School	2	1	8	1	12
3. Beauty Centre, Health Centre & Spa	686	178	2,885	67	3,816
4. Hairdressing Salon	1,031	293	2,151	67	3,542
5. Product Company - Wholesale, Import & Export	56	64	861	3	984
6. Product Company - Retail	109	113	199	2	423
7. Nail Salon	113	12	191	5	321
8. Others (Including Bridal Salon and Television & Entertainment Company)	8	3	52	1	64
Total	2,011	667	6,367	151	9,196

Table 8(a): Number of Employees left in the Past 12 Months (31.1.2011 - 31.1.2012)

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	2	56	1	59
2. Make-up & Nail School	0	3	3	6
3. Beauty Centre, Health Centre & Spa	56	584	2,854	3,494
4. Hairdressing Salon	4	127	3,712	3,843
5. Product Company - Wholesale, Import & Export	0	425	8	433
6. Product Company - Retail	3	94	1,474	1,571
7. Nail Salon	0	0	200	200
8. Others (Including Bridal Salon and Television & Entertainment Company)	1	5	21	27
Total	66	1,294	8,273	9,633

Table 8(b): Number of Recruits In the Past 12 Months (31.1.2011 - 31.1.2012)

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	2	8	1	11	2	8	1	11
2. Make-up & Nail School	0	3	1	4	0	3	1	4
3. Beauty Centre, Health Centre & Spa	75	635	2,788	3,498	69	598	2,256	2,923
4. Hairdressing Salon	2	100	2,997	3,099	2	100	2,260	2,362
5. Product Company - Wholesale, Import & Export	0	497	12	509	0	485	8	493
6. Product Company - Retail	3	107	1,364	1,474	3	105	853	961
7. Nail Salon	0	0	170	170	0	0	134	134
8. Others (Including Bridal Salon and Television & Entertainment Company)	1	20	13	34	1	20	12	33
Total	83	1,370	7,346	8,799	77	1,319	5,525	6,921

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

Sector	Number of Employees	Number of Companies
1. Beauty & Hairdressing School		
	1 -- 4	2
	5 -- 9	19
	10 -- 19	7
	20 -- 49	5
	50 -- 99	1
	100 -- 199	0
	200 or above	0
	Sub-total	34
2. Make-up & Nail School		
	1 -- 4	3
	5 -- 9	7
	10 -- 19	1
	20 -- 49	1
	50 -- 99	0
	100 -- 199	0
	200 or above	0
	Sub-total	12
3. Beauty Centre, Health Centre & Spa		
	1 -- 4	3,218
	5 -- 9	301
	10 -- 19	133
	20 -- 49	112
	50 -- 99	27
	100 -- 199	16
	200 or above	9
	Sub-total	3,816
4. Hairdressing Salon		
	1 -- 4	2,422
	5 -- 9	902
	10 -- 19	148
	20 -- 49	51
	50 -- 99	17
	100 -- 199	2
	200 or above	0
	Sub-total	3,542

Sector	Number of Employees	Number of Companies
5. Product Company - Wholesale, Import & Export		
	1 -- 4	661
	5 -- 9	207
	10 -- 19	62
	20 -- 49	28
	50 -- 99	15
	100 -- 199	5
	200 or above	6
	Sub-total	984
6. Product Company - Retail		
	1 -- 4	212
	5 -- 9	71
	10 -- 19	62
	20 -- 49	36
	50 -- 99	21
	100 -- 199	9
	200 or above	12
	Sub-total	423
7. Nail Salon		
	1 -- 4	234
	5 -- 9	60
	10 -- 19	17
	20 -- 49	9
	50 -- 99	1
	100 -- 199	0
	200 or above	0
	Sub-total	321
8. Others (Including Bridal Salon and Television & Entertainment Company)		
	1 -- 4	17
	5 -- 9	12
	10 -- 19	17
	20 -- 49	2
	50 -- 99	2
	100 -- 199	1
	200 or above	13
	Sub-total	64
Total		9,196

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	4	4
	5 -- 9	2	86	88
	10 -- 19	3	71	74
	20 -- 49	4	102	106
	50 -- 99	25	28	53
	100 -- 199	0	0	0
	200 or above	0	0	0
	Sub-total	34	291	325
2. Make-up & Nail School				
	1 -- 4	0	6	6
	5 -- 9	3	47	50
	10 -- 19	0	14	14
	20 -- 49	5	26	31
	50 -- 99	0	0	0
	100 -- 199	0	0	0
	200 or above	0	0	0
	Sub-total	8	93	101
3. Beauty Centre, Health Centre & Spa				
	1 -- 4	69	4,889	4,958
	5 -- 9	112	1,599	1,711
	10 -- 19	195	1,485	1,680
	20 -- 49	229	2,864	3,093
	50 -- 99	50	1,626	1,676
	100 -- 199	371	1,585	1,956
	200 or above	586	2,718	3,304
	Sub-total	1,612	16,766	18,378
4. Hairdressing Salon				
	1 -- 4	50	4,827	4,877
	5 -- 9	17	4,698	4,715
	10 -- 19	24	1,504	1,528
	20 -- 49	51	1,210	1,261
	50 -- 99	35	946	981
	100 -- 199	20	202	222
	200 or above	0	0	0
	Sub-total	197	13,387	13,584

Sector	Number of Employees	Non-technical Manpower (a)	Technical Manpower (b)	Total (a) + (b)
5. Product Company - Wholesale, Import & Export				
	1 -- 4	211	1,011	1,222
	5 -- 9	186	1,287	1,473
	10 -- 19	304	533	837
	20 -- 49	195	462	657
	50 -- 99	438	517	955
	100 -- 199	126	659	785
	200 or above	442	1,022	1,464
	Sub-total	1,902	5,491	7,393
6. Product Company - Retail				
	1 -- 4	0	424	424
	5 -- 9	0	513	513
	10 -- 19	2	665	667
	20 -- 49	103	881	984
	50 -- 99	128	1,250	1,378
	100 -- 199	379	892	1,271
	200 or above	3,996	4,093	8,089
	Sub-total	4,608	8,718	13,326
7. Nail Salon				
	1 -- 4	0	409	409
	5 -- 9	0	300	300
	10 -- 19	0	160	160
	20 -- 49	0	130	130
	50 -- 99	0	56	56
	100 -- 199	0	0	0
	200 or above	0	0	0
	Sub-total	0	1,055	1,055
8. Others (Including Bridal Salon and Television & Entertainment Company)				
	1 -- 4	0	6	6
	5 -- 9	0	12	12
	10 -- 19	2	92	94
	20 -- 49	0	6	6
	50 -- 99	0	11	11
	100 -- 199	0	9	9
	200 or above	0	138	138
	Sub-total	2	274	276
Total		8,363	46,075	54,438

Table 11: Response Analysis of the 2012 Manpower Survey

All Branch* Result	1. Hairdressing Salon	2. Beauty Shop	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	12	2	2	0	0	3	0	0	19
Duplication	0	0	0	0	0	4	0	0	4
Merged	1	3	0	3	1	0	0	0	8
Moved, address cannot be located/untraceable	13	10	2	5	1	1	3	0	35
Non-contact	17	35	4	9	1	2	0	1	69
Not engaged in specific trade	0	6	3	13	0	6	0	0	28
No Technical Manpower	0	2	3	2	0	4	22	1	34
Not yet start operation	0	1	3	0	0	0	0	0	4
Partial Response	7	16	2	5	0	3	0	0	33
Refusal	7	6	4	6	1	2	1	1	28
Registered office/Corresponding address	0	8	3	0	0	0	1	1	13
Response	245	240	63	50	7	51	17	4	677
Temporary Ceased	10	21	5	4	0	3	1	0	44
Vacant	0	0	0	1	0	0	0	0	1
Total	312	350	94	98	11	79	45	8	997

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