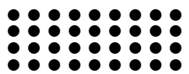


MANPOWER SURVEY STATISTICAL REPORT 2008

二〇〇八年度人力調查統計報告書



# AUTOMOBILE INDUSTRY

職業訓練局汽車業訓練委員會  
AUTOMOBILE TRAINING BOARD  
VOCATIONAL TRAINING COUNCIL

汽車業



**2008 MANPOWER SURVEY  
STATISTICAL REPORT  
OF THE  
AUTOMOBILE INDUSTRY**

汽車業

二〇〇八年度人力調查統計報告書

## CONTENTS

<u>Section</u>		<u>Paragraph</u>	<u>Page</u>
I	Introduction	1.1 – 1.9	1 – 2
II	Summary of Survey Findings	2.1 – 2.5	3 – 4
 <u>Appendix 1</u>			
1	Membership of Automobile Training Board		5 – 6
2	Manpower Statistics – Automobile Industry (May 2008)		7 – 8

## 目錄

<u>章數</u>		<u>段數</u>	<u>頁數</u>
第一章	緒論	1.1 – 1.9	9 – 10
第二章	調查結果摘要	2.1 – 2.5	11 – 12
 <u>附錄</u>			
1	汽車業訓練委員會委員名單		13
2	汽車業內的僱員統計數字 (2008年5月)		14 – 15

## SECTION I

### INTRODUCTION

#### **The Automobile Training Board**

1.1 The Automobile Training Board of the Vocational Training Council is appointed by the HKSAR Government to be responsible for determining the training needs in the automobile industry and to recommend to the Vocational Training Council measures to meet the needs. Membership of the Automobile Training Board is at Appendix 1.

#### **The Manpower Survey**

1.2 The manpower survey of the automobile industry was conducted by the Automobile Training Board during the period from 3rd March 2008 to 2nd May 2008. The aim of the survey is to collect up-to-date manpower information in the principal jobs of the automobile industry. The survey was carried out with the assistance of the Census and Statistics Department.

1.3 The following information was collected from the survey:

- (i) the number of employees at the time of the survey;
- (ii) employers' forecast of the total number of employees by May 2009;
- (iii) the number of existing vacancies;
- (iv) the number of employees under training;
- (v) the average monthly income of employees; and
- (vi) employers' views on the preferred education, training mode and training period of employees by principal job levels.

#### **Scope of the Survey**

1.4 The survey covered the following branches/sectors of the automobile industry:

- (a) establishments engaged in the manufacture, servicing and repair of motor vehicles and recorded by the Census and Statistics Department under HSIC 3884 and HSIC 9513;

(Note: HSIC denotes Hong Kong Standard Industrial Classification)

- (b) establishments recorded by the office of the Director of Apprenticeship of the Vocational Training Council;
- (c) establishments maintaining a fleet of vehicles and having their own repairing facilities; and
- (d) government departments and educational institutions.

### **Method of the Survey**

1.5 In view of the limited resources, a stratified random sampling method was adopted to select 435 samples out of 2 211 establishments in the specified frame.

1.6 Two weeks before the survey, the survey questionnaires and supporting documents were sent to the selected establishments. During the fieldwork, interviewers from the Census and Statistics Department visited the selected establishments to collect the completed questionnaires and, where necessary, assist the employers in completing them.

1.7 After the survey, the completed questionnaires were checked and, where necessary, verified with the respondents before being processed by the Census and Statistics Department. The collected data were statistically grossed up to give the overall picture of the manpower situation of the automobile industry at the time of the survey.

### **Response to the Survey**

1.8 Of the 435 establishments selected for the survey, 349 had supplied the required information. A total of 9 establishments were found to be either closed or ceased in operation. Another 17 establishments could not be contacted due to the change in address. The remaining 60 establishments were no longer engaged in the automobile trade.

### **Statistical Data**

1.9 This report aims at presenting the vital manpower data collected from the fieldwork. This statistics should be read with care as they are initial data and subject to amendment. The Automobile Training Board will analyse the data and publish a full report on the survey in due course.

## SECTION II

### SUMMARY OF SURVEY FINDINGS

#### Number of Persons/Workers Engaged/Employed

2.1 The survey revealed that in May 2008, a total of 11 750 workers were employed in the principal jobs of the automobile industry in Hong Kong.

2.2 The distribution of workers according to the job level in the branches/sectors was as follows:

Job Level	Number of Workers	Percentage of Total Manpower
Technologist	246	2.1%
Technician	1832	15.6%
Craftsman	9147	77.8%
Unskilled	525	4.5%
Total	11 750	100%

#### Number of Trainees

2.3 At the time of the survey, there were 443 trainees and their distribution by job level is given in Table B below.

Table B: Distribution of Trainees by Job Level

Job Level	Number of Trainees	Percentage of Total Employed at the Same Level
Technologist	2	0.8%
Technician	68	3.7%
Craftsman	373	4.1%
Unskilled	0	0.0%
Total	443	3.8%

## **Vacancies**

2.4 Employers reported a total of 423 vacancies, representing about 3.6% of the total workforce at the time of the Survey:

Job Level	Number of Vacancies	Percentage of Workers Employed at the Same Job Level
Technologist	3	1.2%
Technician	8	0.4%
Craftsman	377	4.1%
Unskilled	35	6.7%
Total	423	3.6%

## **Statistical Tables**

2.5 Detailed manpower statistics analyzed by principal jobs including the number of vacancies are tabulated in Appendix 2.

Membership List of the Automobile Training Board  
(as on 16 February 2009)

Chairman:

Mr LEE Yiu-pui, Ringo (nominated by the Hong Kong Vehicle Repair Merchants Association Ltd.)

Members:

Mr CHAN Yan-ting, Gordon (nominated by the Hong Kong Auto Parts Industry Association)

Mr CHENG Chung-yan, Ramuel (nominated by a bus company)

Mr LAM Hing-Cheong (nominated by a motor vehicle servicing establishment other than vehicle distributors)

Mr LEUNG Tat-ming (nominated by a motor vehicle distributor)

Ir Kenny PAK (nominated by the Service Managers Association)

Mr TANG Kwok-fai (nominated by the Motor Transport Workers General Union)

Mr TONG Kwok-kei (nominated by a motor vehicle distributor)

Mr YAU Kwok-keung (nominated by a motor vehicle distributor)

Mr YEUNG Kin-fai, Frankie (nominated by a motor vehicle distributor)

Mr KWOK Kai-hing, Daniel (representative of the Executive Director of the Vocational Training Council)

Mr CHIN Chi-pang, Henry (representative of the Director of Environmental Protection)

Mr LI Ying-ming (representative of the Director of Electrical and Mechanical Services)

Mr TSANG Man-wai, David (representative of the Commissioner for Transport)

Mr WU Wai-hung (representative of the Commissioner for Labour)



In-attendance:

Mr LEUNG Tin-yau

(nominated by the Hong Kong Institute of  
Vocational Education)

Mr WONG Chun-keung

(Centre Manager of the Automobile Industry  
Training Centre)

Secretary:

Mr FUNG Ming-kong, Steve

(Vocational Training Council)

**MANPOWER STATISTICS - AUTOMOBILE INDUSTRY (May 2008)**

汽車業內的僱員統計數字（二〇〇八年五月）

Job Title 職稱	Number of Workers Employed (Excluding Trainees) 現有僱員人數 (受訓者除外)	Number of Trainees 現有的受 訓者人數	Number of Vacancies at Date of Survey 調查期間 的空缺額	Forecast of Total Work Force by May 2009 估計二〇〇九年 五月時的僱員總數
<b>TECHNOLOGIST LEVEL 技師級</b>				
Mechanical Engineer (Automotive) 汽車機械工程師	85	2	1	84
Service Manager 維修部經理	161	0	2	155
Sub-total 分類總數	246	2	3	239
<b>TECHNICIAN LEVEL 技術員級</b>				
Service Instructor 維修教導員	48	1	0	55
Motor Vehicle Examiner/Tester 汽車檢查員／測試員	325	0	3	328
Service Supervisor 維修監督	614	3	0	612
Service Adviser/ Receptionist 維修服務員／ 款待員	333	8	1	329
Engineering Technician 工程技術員	363	56	3	364
Parts Supervisor 配件監督	149	0	1	148
Sub-total 分類總數	1 832	68	8	1 836
<b>CRAFTSMAN LEVEL 技工級</b>				
Vehicle Mechanic 汽車機械工	6 150	241	243	6 416
Vehicle Electrician 汽車電工	809	52	7	819
Vehicle Body Repairer 車身修理工	958	40	37	999

Job Title 職稱	Number of Workers Employed (Excluding Trainees) 現有僱員人數 (受訓者除外)	Number of Trainees 現有的受 訓者人數	Number of Vacancies at Date of Survey 調查期間 的空缺額	Forecast of Total Work Force by May 2009 估計二〇〇九年 五月時的僱員總數
<b>CRAFTSMAN LEVEL (Continued) 技工級 (續)</b>				
Vehicle Body Builder 車身建造工	217	4	5	226
Vehicle Painter 汽車噴漆工	622	28	64	698
Vehicle Air-Conditioning Mechanic 汽車冷氣工	162	0	12	174
Vehicle Upholsterer 車內裝飾工	73	0	8	81
Machinist 機床工	86	3	0	89
Industrial Vehicle Mechanic 工業機車技工	70	5	1	71
Sub-total 分類總數	9 147	373	377	9 573
<b>UNSKILLED LEVEL 非技術工人級</b>				
General Worker/ Cleaner/Greaser 雜工/清潔工/ 加滑油工	525	0	35	553
Sub-total 分類總數	525	0	35	553
<b>GRAND TOTAL 總數</b>	<b>11 750</b>	<b>443</b>	<b>423</b>	<b>12 201</b>

# 第一章

## 緒 論

### 汽車業訓練委員會

1.1 職業訓練局屬下汽車業訓練委員會須根據職權範圍，確定業內的人力及訓練需求，並就發展訓練方案向局方提出建議，以應付業內所需。本會委員名單載於附錄 1。

### 人力調查

1.2 本會根據職權，於 2008 年 3 月 3 日至 5 月 2 日期間，進行汽車業人力調查，收集業內最新的主要職務人力資料，以評估本業人力架構及訓練需求。是次調查由政府統計處協助進行。

1.3 調查收集的資料包括：

- (i) 調查期間的僱員人數；
- (ii) 僱主預測 2009 年 5 月時的僱員總數；
- (iii) 現有空缺數目；
- (iv) 受訓僱員人數；
- (v) 僱員每月平均收入；
- (vi) 僱主認為各主要職務僱員宜有的教育程度、訓練方式及訓練期。

### 調查範圍

1.4 是次調查包括汽車業內各門類／類別：

- (a) 政府統計處紀錄中的汽車製造及維修機構  
(香港標準行業分類 3884、9513) ；
- (b) 職業訓練局屬下學徒事務署紀錄中的機構；
- (c) 擁有龐大車隊並自行負責維修工作的機構；
- (d) 政府部門及教育機構。

## 調查方法

1.5 基於資源所限，本會採用了分層隨機抽樣法，在指定範圍內的 2 211 間機構中，選出 435 間為調查對象。

1.6 調查表連同有關文件於調查前兩星期寄予選定機構。調查期內，政府統計處職員到訪各機構，收取填妥的表格，並於需要時協助僱主填表。

1.7 調查完畢後，填覆的問卷均經複核，必要時並與有關機構核實，然後交由政府統計處作資料處理。搜集所得資料經統計學方法倍大以反映出調查期間本業人力的整體情況。

## 調查回應

1.8 435 間受訪機構中，349 間提供所需資料，其餘有 9 間或已關閉，或已停止商業活動。此外，有 17 間因搬遷而無法聯絡，而另外有 60 間已改為從事非汽車業事務。

## 統計數據

1.9 本報告旨在列出實地調查所得的重要人力數據。不過，有關數據屬初步結果，或會再作修訂。本會隨後會出版另一報告書，詳列分析結果。

## 第二章

### 調查結果摘要

#### 僱員人數

2.1 調查顯示，二〇〇八年五月時，本港汽車業各主要職務共有僱員 11 750 人。

2.2 各門類／類別各技能等級僱員的分布情況如下：

技能等級	僱員人數	佔總人力百分率
技師	246	2.1%
技術員	1832	15.6%
技工	9147	77.8%
非技術工人	525	4.5%
總數	11 750	100%

#### 受訓者人數

2.3 調查期間，本業有受訓者 443 人，各技能等級的分布情況載於表 B。

表B：各級受訓人數

技能等級	受訓者人數	佔同級僱員總人力百分率
技師	2	0.8%
技術員	68	3.7%
技工	373	4.1%
非技術工人	0	0.0%
總數	443	3.8%

## 空缺數目

2.4 調查期間，僱員填報的空缺數目共有 423 個，約佔僱員總數的 3.6%。

技能等級	空缺數目	佔同級僱員總人力百分率
技師	3	1.2%
技術員	8	0.4%
技工	377	4.1%
非技術工人	35	6.7%
總數	423	3.6%

## 統計表

2.5 各主要職務的人力數字（包括空缺數目）詳載於附錄 2。

汽車業訓練委員會

委員名單

(截至二〇〇九年二月十六日時)

主席：

李耀培先生 ( 香港汽車修理同業商會有限公司提名 )

委員：

陳仁錠先生 ( 香港汽車零部件工業協會提名 )

鄭中仁先生 ( 某巴士公司提名 )

林慶昌先生 ( 汽車分銷商以外的汽車維修機構提名 )

梁達明先生 ( 某汽車分銷商提名 )

白正曦先生 ( 汽車維修管理協會提名 )

鄧國輝先生 ( 汽車交通運輸業總工會提名 )

湯國基先生 ( 某汽車分銷商提名 )

邱國強先生 ( 某汽車分銷商提名 )

楊建輝先生 ( 某汽車分銷商提名 )

郭啓興先生 ( 職業訓練局執行幹事代表 )

錢志鵬先生 ( 環境保護署署長代表 )

李英明先生 ( 機電工程署署長代表 )

曾文瑋先生 ( 運輸署署長代表 )

胡偉雄先生 ( 勞工處處長代表 )

列席者：

梁天佑先生 ( 香港專業教育學院提名 )

黃振強先生 ( 汽車業訓練中心主任 )

秘書：

馮明港先生 ( 職業訓練局 )



**MANPOWER STATISTICS - AUTOMOBILE INDUSTRY (May 2008)**

汽車業內的僱員統計數字（二〇〇八年五月）

Job Title 職稱	Number of Workers Employed (Excluding Trainees) 現有僱員人數 (受訓者除外)	Number of Trainees 現有的受 訓者人數	Number of Vacancies at Date of Survey 調查期間 的空缺額	Forecast of Total Work Force by May 2009 估計二〇〇九年 五月時的僱員總數
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<b>GRAND TOTAL 總數</b>	<b>11 750</b>	<b>443</b>	<b>423</b>	<b>12 201</b>