

2011 Manpower Survey Report
Building and Civil Engineering Industry

土木工程及建築業
2011年人力調查報告

**Building and Civil Engineering
Training Board**

Vocational Training Council

職業訓練局

土木工程及建築業訓練委員會

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鳴謝

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

ABBREVIATION

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

簡稱對照表

ASc	副學士
BCE	土木工程及建築業
C&SD	政府統計處
CEF	持續進修基金
CIC	建造業議會
CICTA	建造業議會訓練學院
CWRA	建造業工人註冊管理局
EGTS	工科畢業生訓練計劃
ERB	僱員再培訓局
HD	高級文憑
HKIE	香港工程師學會
HSIC	香港標準行業分類
IVE	香港專業教育學院
SUS Plus	新技能提升計劃
UGC	大學教育資助委員會
VTC	職業訓練局

DEFINITION

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

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

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

“Professional/technologist”, ditto.

“Semi-skilled worker”, ditto.

“Skilled worker”, ditto.

“Technical manpower” refers to those people employed in the 104 principal jobs of the BCE and related disciplines; while “non-technical manpower” refers to those people employed in other disciplines such as: accounting, IT, human resources, etc.

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

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

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

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

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

釋 義

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

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

「普通工人」的定義見**附錄 6**之問卷附註。

「專業人士／技師」，同上。

「半熟練技工」，同上。

「熟練技工」，同上。

「技術人力」泛指土木工程及建築業與其他相關範疇內的 104 個主要職務的從業員。「非技術人員」泛指其他範疇的僱員，如會計、資訊科技和人力資源從業員等。

「技術員」的定義見**附錄 6**之問卷附註。

「技術人力總數」泛指技術僱員與空缺的總和。

「學員」包括學徒和以任何形式受訓的人士。

「空缺額」泛指機構在調查期間正積極招聘填補，且能馬上上任的職位空缺。

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

EXECUTIVE SUMMARY

Introduction

The Building and Civil Engineering Training Board conducted a survey in March/May 2011 to collect information on the manpower structure and training requirements by principal job in related disciplines of the building and civil engineering (BCE) industry.

Scope of the Survey

2. The survey covers a total of 20 311 construction sites, offices, firms and institutions in the following 9 branches of the BCE industry:

- Branch 1 - all active building construction sites in the public and private sectors (973 sites as recorded by the C&SD);
- Branch 2 - all active civil engineering and other construction sites in the public and private sectors (474 sites as recorded by the C&SD);
- Branch 3 - new construction works contractors, including site investigation, site formation, foundation works and erection works recorded under HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 and 431299 (220 samples from the frame of 2 506 establishments);
- Branch 4 - decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (283 samples from the frame of 8 998 establishments);
- Branch 5 - special trade works contractors, [excluding electrical and mechanical fitting and gas fitting, installation & maintenance] recorded under HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 and 439999 (384 samples from the frame of 5 514 establishments);
- Branch 6 - architectural, surveying and project engineering services firms related to construction activities under HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 and 711900 (103 samples from the frame of 1 740 establishments);
- Branch 7 - private estates developers (61 establishments);
- Branch 8 - relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers at the time of survey (32 departments/offices); and
- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (13 departments).

3. Stratified random sampling method was adopted to select 990 samples out of a total of 18 758 establishments in Branches 3 to 6. Together with the 1 447 active sites in Branches 1 and 2 and the 106 establishments in Branches 7, 8 and 9, a total of 2 543 sites/establishments were visited.

Number of Workers Employed

4. The Survey revealed that in March/May 2011, 146 135 technical workers (including sub-contractors/self-employed workers for Branch 4 – decoration, repair and maintenance contractors)¹ or 125 664 technical workers (excluding sub-contractors/self-employed workers for Branch 4, the comparable figure in 2009 survey was 105 317) were employed in the 104 principal jobs of construction and related disciplines and 45 435 persons (vs. 44 511 in 2009) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry. When comparing with the 2009 survey, the number of persons engaged in principal jobs had registered an increase of 20 347 employees or an 19.32% increase. The distribution of technical workers by branch by job level is summarized in the table below with further details given in **Appendix 1, Table 2 & 9**.

Table 1 Manpower Distribution by Branch by Job Level

Branch	1	2	3	4	5	6	7	8	9	Total
Job Level										
Professional/ Technologist	1 366	2 194	2 182	678	434	8 154	409	1 256	3 688	20 361
Technician	2 903	3 166	2 740	5 869	3 143	6 128	219	1 061	7 761	32 990
Skilled & Semi-Skilled Worker	19 259	8 011	1 637	9 297	10 534	88	-	423	310	49 559
General Worker	9 592	8 407	1 117	1 581	749	177	1	156	974	22 754
Subtotal	33 120	21 778	7 676	17 425	14 860	14 547	629	2 896	12 733	125 664
Sub-contractors/ Self-employed Workers for Branch 4 (Job Level cannot be identified)	-	-	-	20 471 ²	-	-	-	-	-	20 471
Grand Total	33 120	21 778	7 676	37 896	14 860	14 547	629	2 896	12 733	146 135

¹ Branch 4 employers would have to answer the following supplementary question, “Please fill in total number of employees working in your office and site(s) at the date of survey, including both permanent and casual workers employed by your company, by all your sub-contractors, and the self-employed ones.” The aggregate result for this question would give the total number of: (i) permanent/casual employees employed by Branch 4 employers themselves; and (ii) workers employed by sub-contractors for Branch 4; and (iii) self-employed workers for Branch 4. Therefore, the number of sub-contractors/self-employed workers for Branch 4 could also be estimated by subtracting the number of employees actually employed by Branch 4 employers (equal to 17 425) from this aggregate result (equal to 37 896). Thus, the number of sub-contractors/self-employed workers for Branch 4 estimated from this method would be (37 896 – 17 425) = 20 471.

² Ditto.

Number of Vacancies and Trainees

5. Employers had reported a total of 3 186 vacancies and 1 082 trainees (vs. 943 and 861 in 2009), representing about 2.54% and 0.86% respectively (vs. 0.89% and 0.81% in 2009) of the total technical workforce at the time of survey. A summary of the vacancies and trainees by job level is as shown below with further details given in **Appendix 1, Table 4:**

Table 2 Numbers of Vacancies and Trainees by Job Level

Job Level	Vacancies		Trainees	
	Number	% of Total Technical Manpower	Number	% of Total Technical Manpower
Professional/Technologist	379	1.86%	662	3.25%
Technician	579	1.76%	308	0.93%
Skilled and Semi-Skilled Worker	1 933	3.90%	112	0.23%
General Worker	295	1.30%	0	0.00%
Total	3 186	2.54%	1 082	0.86%

Future Training Requirement

6. Taking into account of the data collected in the present and past manpower surveys, employers' view on the expected change in business situation, latest development of the infrastructure projects, the manpower wastage rates and the business outlook and other considerations affecting the BCE industry, the Training Board forecasts the industry's average annual training demand from 2012 to 2014 by adopting the 'adaptive filtering method' (AFM) stipulated as follows:

Table 3 Annual Training Demand from 2012 to 2014

<u>Job Level</u>	<u>Average Annual Projected Training Requirement</u>
Professional/Technologist	1 198 - 1 464
Technician	2 030 - 2 482
Skilled/Semi-Skilled Worker	3 380 - 4 131

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

Recommendations

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

- (i) The government should seek to provide more training incentives to attract new entrants to join the BCE industry as well as upgrade the skills and competency of the existing workforce of the BCE industry in order to tackle the increasing serious manpower shortage problem in the coming few years.
- (ii) Employers should encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce.
- (iii) The general public should be informed of the industry's upcoming opportunities and positive and feasible career path for new entrants in order to tackle the problem of aging workforce and attract young generation to join the industry. Publicity programmes like skills competitions and forums/programmes/events/competitions targeted at introducing the BCE industry to the public, particularly the younger generation should be organized to promote the industry.
- (iv) Stakeholders of the BCE industry should commit to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation to join the industry.
- (v) The appropriate authority/organization should put emphasis on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vi) More resources should be allocated to provide training for ethnic minority workers to encourage them to join the BCE industry.
- (vii) Employers should encourage their employees to take the various trade tests/intermediate trade tests or attend the specified training courses to meet the requirements for registration with the CWRA.
- (viii) Employees should make good use of the various government-subsidized training schemes, e.g. ERB and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (ix) Training providers should be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, to equip their graduates with capability to take up local/overseas projects.

- (x) Training providers should both seek to increase training places to cope with market needs and to enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics and environmental protection.
- (xi) Manpower demand and supply situation of the industry should be monitored closely by conducting the Survey again in 2013.

報告摘要

引言

土木工程及建築業訓練委員會於 2011 年 3 月／5 月期間進行調查，以業內相關範疇的主要職務為基礎，蒐集本業的人力結構及培訓需求資料。

調查範圍

2. 是次調查範圍涵蓋 20 311 個土木工程及建築業地盤／機構，當中包括建築地盤、辦事處、公司及院校，可劃分為以下九大類別：

- 分類一 - 所有已動工的公共及私人建築地盤（根據統計處的記錄，共有 973 個）；
- 分類二 - 所有已動工的公共及私人土木工程及其他地盤（根據統計處的記錄，共有 474 個）；
- 分類三 - 根據香港標準行業分類 2.0 版[*HSIC v2.0*]第 411000、412000、419100、419200、419300、419900、421000、422000、431100、431201、431202、431203 及 431299 項所記錄的新建造工程承建商，包括從事地盤勘察、地盤平整、地基工程及上蓋建造工程者（從 2 506 間機構中抽選出 220 間為調查樣本）；
- 分類四 - 根據 *HSIC v2.0* 第 439101、439102 及 439199 項所記錄的裝修、維修及保養工程承建商（從 8 998 間機構中抽選出 283 間為調查樣本）；
- 分類五 - 根據 *HSIC v2.0* 第 431204、432202、432203、432299、432999、439901、439902、439903、439904、439905、439906、439907、439908、439911、439912、439913、439914、439915、439916、439917、439918 及 439999 項所記錄的特種工程承建商，但不包括電氣與機械安裝及氣體裝置、安裝與維修承建商（從 5 514 間機構中抽選出 384 間為調查樣本）；
- 分類六 - 根據 *HSIC v2.0* 第 711100、711200、711300、711500、711600、711700 及 711900 項所記錄與建造活動有關的建築、測量及工程服務公司（從 1 740 間機構中抽選出 103 間為調查樣本）；
- 分類七 - 主要私人地產發展商（61 間）；
- 分類八 - 各教育及培訓機構的相關學系和物業管理處，以及調查期間正進行建築工程或僱有建造業工人的公用事業公司（32 個學系／辦事處）；及
- 分類九 - 調查期間正進行建築工程或僱有建造業工人的政府部門（13 個）。

3. 本會採用分層隨機抽樣法，從分類三至六合共 18 758 間機構中，挑選出 990 間為調查樣本，連同分類一及二合共 1 447 個地盤，以及分類七至九合共 106 間機構，是次調查共造訪 2 543 個地盤／機構。

僱員人數

4. 調查顯示，在 2011 年 3 月／5 月期間，從事建築業及相關行業內 104 個主要職務的技術僱員共有 125 664 人（2009 年為 105 317 人）。若將分類四「裝修、維修及保養工程承建商」的分包商僱員／自僱人士也一併計算在內¹，則技術僱員人數將為 146 135 人；而從事業內其他工種，例如會計、人事、其他行政及支援工作的僱員則有 45 435 人（2009 年為 44 511 人）。與 2009 年調查相比，從事業內主要職務的僱員人數增加 20 347 人，增幅為 19.32%。下表摘錄各分類機構不同技能等級技術人力的分布情況，詳情載於附件 1 表 2 及 9。

表 1 各分類機構不同技能等級的人力分布情況

分類 技能等級	1	2	3	4	5	6	7	8	9	總數
專業人士／技師	1 366	2 194	2 182	678	434	8 154	409	1 256	3 688	20 361
技術員	2 903	3 166	2 740	5 869	3 143	6 128	219	1 061	7 761	32 990
熟練及半熟練技工	19 259	8 011	1 637	9 297	10 534	88	-	423	310	49 559
普通工人	9 592	8 407	1 117	1 581	749	177	1	156	974	22 754
小計	33 120	21 778	7 676	17 425	14 860	14 547	629	2 896	12 733	125 664
分類四的分包商僱員 ／自僱人士 (未能劃分技能等級)	-	-	-	20 471 ²	-	-	-	-	-	20 471
總計	33 120	21 778	7 676	37 896	14 860	14 547	629	2 896	12 733	146 135

空缺額及受訓者人數

5. 據僱主報稱，調查期間業內共有 3 186 個空缺及 1 082 名受訓者（2009 年則有 943 個及 861 名），分別佔業內技術人力總數約 2.54% 及 0.86%（2009 年則為 0.89% 及 0.81%）。下表摘錄各技能等級的空缺額及受訓者人數，詳情載於附件 1 表 4：

¹ 是次調查要求分類四的僱主回答以下的補充問題：「請填寫現時在辦公室及地盤工作的總人數，包括貴公司及所有貴公司屬下分包商所僱用的長工、散工、及自僱人士」。由於所填覆的數字（37 896 人）包括：(i) 分類四僱主所僱用的長工／散工僱員人數；(ii) 分類四分包商所僱用的員工人數；以及 (iii) 分類四自僱人士的數目；因此，要計算出分類四分包商僱員／自僱人士的數目，可將該數字（37 896 人）減去分類四僱主所僱用的員工人數（17 425 人）（亦即 37 896 人 - 17 425 人 = 20 471 人）。

² 同上。

表 2 各技能等級的空缺額及受訓者人數

技能等級	空缺		受訓者	
	數目	佔技術人力總數百分比	數目	佔技術人力總數百分比
專業人士／技師	379	1.86%	662	3.25%
技術員	579	1.76%	308	0.93%
熟練及半熟練技工	1 933	3.90%	112	0.23%
普通工人	295	1.30%	0	0.00%
總數	3 186	2.54%	1 082	0.86%

未來培訓需求

6. 本會因應是次及以往人力調查所得的數據、僱主對未來業務環境變化的看法、基建項目的最新發展、人力流失率、業務前景，以及其他可能影響本業發展的因素，決定採用「調節過濾分析法」[Adaptive Filtering Method, AFM]預測 2012 至 2014 年業內每年平均培訓需求，結果如下：

表 3 2012 至 2014 年每年培訓需求

技能等級	預測每年培訓需求（人數）
專業人士／技師	1 198 - 1 464
技術員	2 030 - 2 482
熟練／半熟練技工	3 380 - 4 131

7. 本會認為，未來數年本業將蓬勃發展，故培訓需求亦將高企。

建議

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

- (i) 政府應提供更多鼓勵培訓的措施，務求吸引新血加入本業，同時提升現職僱員的技術及能力，以應付未來數年預期將日益嚴重的人力短缺問題。
- (ii) 僱主應鼓勵屬下僱員把握培訓／學習機會，藉此建立高技術及能幹的員工團隊。
- (iii) 業界應向公眾提供資訊，讓其知悉本業的最新就業機會及可供選擇的事業發展途徑，以紓緩業內勞動人口老化的問題，並吸納年青一代投身本業。另亦應舉辦各類宣傳活動推廣本業，如技能比賽和論壇／計劃／活動／競賽等，向公眾（特別是年青一代）介紹本業。
- (iv) 各持份者應協助提升本業的整體形象／地位，以吸引更多具潛質的人才（特別是年青一代）投身本業。
- (v) 在規劃大型建築及土木工程項目時，有關當局／機構應將重點放在長遠規劃上，以確保本業能穩定及持續發展。
- (vi) 業界應投放更多資源為少數族裔僱員提供培訓，藉此鼓勵他們入行。
- (vii) 僱主應鼓勵僱員參加各種技能測試／中級工藝測試，或修讀指定訓練課程，以達到 CWRA 的註冊要求。
- (viii) 僱員應善用各項政府資助培訓計劃（如 ERB、CEF 提供的資助），藉此提升自身的技能，並掌握最新的科技發展及規例轉變。
- (ix) 培訓機構應緊貼業界的培訓需求轉變，開辦各類強調全人發展、國際視野及語文能力的課程，裝備畢業生，使他們有能力應付本地／海外的工程項目。
- (x) 培訓機構應增加培訓名額，以應付市場需要，並針對安全程序、質素保證、先進科技、專業操守及環保等範疇，開辦相關課程，從而提升從業員的技術、安全標準及生產力。
- (xi) 本會建議於 2013 年再進行人力調查，以密切監察本業的人力供求情況。

SECTION I

INTRODUCTION

The Training Board

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

The Survey

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

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

1.3 The following professional services were also provided by the C&SD: data input, data processing and tabulation. The fieldwork of this survey was carried out during the months of March to May 2011 to collect information on:

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

1.4 To increase the response rate, the fieldwork cut-off date was extended to October 2011. Data input was done continually during the fieldwork and data processing and tabulation was completed by the end of October 2011.

1 Please see DEFINITION in page vii

Working Party on Manpower Survey

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

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

Scope of the Survey

1.7 The scope of the survey covers all technical employees in a total of 20 311 construction sites, offices, firms and institutions in the following nine branches of the BCE industry as recorded by the Central Register of Establishments Section of the C&SD (based on 4th quarter of 2010 for Branches 1 & 2 and 3rd quarter of 2010 for Branches 3-6).

Branch	Trade Description
1	- all active building construction sites in the public and private sectors (973 sites as recorded by the C&SD);
2	- all active civil engineering and other construction sites in the public and private sectors (474 sites as recorded by the C&SD);
3	- new construction works contractors, including site investigation, site formation, foundation works and erection works recorded under HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 and 431299 (220 samples from the frame of 2 506 establishments);
4	- decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (283 samples from the frame of 8 998 establishments);
5	- special trade works contractors, [excluding electrical and mechanical fitting and gas fitting, installation & maintenance] recorded under HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 and 439999 (384 samples from the frame of 5 514 establishments);
6	- architectural, surveying and project engineering services firms related to construction activities under HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 and 711900 (103 samples from the frame of 1 740 establishments);
7	- private estates developers (61 establishments);
8	- relevant teaching departments and estate offices of training/educational institutions, and utility companies undertaking construction work or employing construction workers ² at the time of survey (32 departments/offices); and

2 Please see DEFINITION in page vii

- 9 - government departments undertaking construction work or employing construction workers at the time of survey (13 departments).

HSIC : Hong Kong Standard Industrial Classification.

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

Stratified Random Sampling

1.9 The stratified random sampling method was adopted in Branches 3 to 6 to select 990 samples out of a total of 18 758 establishments. Together with the 1 447 sites in Branches 1 and 2 and the 106 establishments in Branches 7, 8 and 9, a total of 2 543 sites/establishments were visited during the fieldwork period of the survey. The distribution of samples by sector by employment size is shown as the sampling plan in **Annex 4**.

1.10 The survey covers all technical personnel at the **professional/technologist**³ level, the **technician**³ level, the **skilled & semi-skilled worker**³ level and the **general worker**³ level in construction and related disciplines employed by main contractors, sub-contractors as well as self-employed persons in construction sites and offices, matched to the 104 principal jobs as listed in **Annex 7**. Those employees working in non-related fields were not surveyed: viz. accounting, personnel, other administrative and supporting areas.

1.11 To avoid double-counting site workers who might work at different sites during the survey period, a reference date for all sites was fixed to be 14th March 2011 which was a fine day without rain. Only those site workers on the 14th March 2011 log sheet and properly matched with the jobs in the list of principal jobs were included in the survey.

1.12 Likewise, to avoid double counting of the electrical and mechanical contracting and servicing sectors of the construction industry, they were separately covered by another manpower survey simultaneously conducted in March/May 2011 by the Electrical and Mechanical Services Training Board. Similarly, the estate surveyor and the surveying technician (estate) jobs were also covered separately by the Real Estate Services Training Board.

Publicity

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

Method of the Survey

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

3 Please see DEFINITION in page vii

the attached job specifications based on the duties the employees performed rather than the job titles they held in the establishment.

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

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

Response Rate

1.17 Of the 2 543 sites and establishments surveyed, 1 432 had supplied the required information and 40 had declined to do so. The effective response rate was 97.3% (**Annex 4(b)**). Among the remaining 1 071 sites/establishments, 552 sites had reported ‘no persons engaged’, 86 establishments had employed no manpower in the list of principal jobs, 42 sites had suspended work, 15 had closed, 27 had not engaged in the specific trade and the remaining 349 establishments either had moved, or were vacant, or were non-contactable, or were of wrong address or with door locked.

Presentation of Survey Findings

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

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

1.19 The Training Board had endorsed the 2011 manpower survey report for uploading onto the web site of the VTC and for publication on 12 December 2011.

SECTION II

SUMMARY OF SURVEY FINDINGS

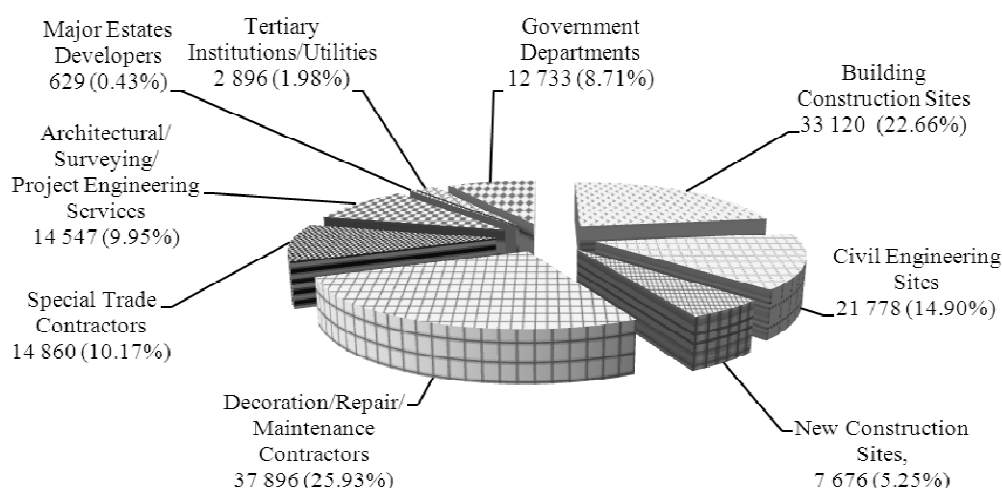
Total Number Employed (Appendix 1, Tables 1, 2, 3 & 9)

2.1 The Survey revealed that in March/May 2011, 146 135 technical workers (including sub-contractors/self-employed workers for Branch 4 – decoration, repair and maintenance contractors)¹ or 125 664 technical workers (excluding sub-contractors/self-employed workers for Branch 4, the comparable figure in 2009 survey was 105 317) were employed in the 104 principal jobs of construction (both figures did not take into account of the 3 186 vacancies and 1 082 trainees) and related disciplines and 45 435 persons (vs. 44 511 in 2009) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry, i.e. a total of 192 652 persons (including trainees) were employed in the industry at the time of survey.

Distribution of Employees by Branch

2.2 The distribution of technical employees by branch is shown in figure 2.1 below. Among the 146 135 employees, 33 120 (22.66%) worked in active building sites and 21 778 (14.90%) in active civil engineering sites, comprising only about 37.56% of the total technical workforce.

Fig 2.1 Distribution of Employees by Branch
(As on 14 March 2011)
Total 146 135



¹ As Branch 4 employers would have to answer the following supplementary question, “Please fill in total number of employees working in your office and site(s) at the date of survey, including both permanent and casual workers employed by your company, by all your sub-contractors, and the self-employed ones.” Since this number comprised the number of: (i) permanent/casual employees employed by Branch 4 employers themselves; (ii) workers employed by sub-contractors for Branch 4; and (iii) self-employed workers for Branch 4. Therefore, subtracting the figure for the total number of employees actually employed by Branch 4 employers, obtained from the main part of the survey (equal to 17 425) from this figure (equal to 37 896) would give the number of sub-contractors/self-employed workers for Branch 4, which is $(37\,896 - 17\,425) = 20\,471$.

2.3 For subsequent analyses involving job levels or comparison with surveys conducted in previous years, sub-contractors/self-employed workers for Branch 4 would be excluded because (i) Job levels of sub-contractors/self-employed workers for Branch 4 could not be identified under the current survey; and (ii) Sub-contractors/self-employed workers for Branch 4 had not been included in previous surveys, this information should also be excluded in the current survey to effect a meaningful comparison.

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

Table 2.1 Manpower Distribution by Branch by Job Level

Job Level	Branch 1	Branch 2	Branch 3	Branch 4	Branch 5	Branch 6	Branch 7	Branch 8	Branch 9	Total (%)
Professional/Technologist (%)	1 366 (6.71)	2 194 (10.78)	2 182 (10.72)	678 (3.33)	434 (2.13)	8 154 (40.05)	409 (2.01)	1 256 (6.17)	3 688 (18.11)	20 361
Technician (%)	2 903 (8.80)	3 166 (9.60)	2 740 (8.31)	5 869 (17.79)	3 143 (9.53)	6 128 (18.58)	219 (0.66)	1 061 (3.22)	7 761 (23.53)	32 990
Skilled & Semi-Skilled Worker (%)	19 259 (38.86)	8 011 (16.16)	1 637 (3.30)	9 297 (18.76)	10 534 (21.26)	88 (0.18)	-	423 (0.85)	310 (0.63)	49 559
General Worker (%)	9 592 (42.16)	8 407 (36.95)	1 117 (4.91)	1 581 (6.95)	749 (3.29)	177 (0.78)	1 (0.00)	156 (0.69)	974 (4.28)	22 754
Subtotal	33 120 (26.36)	21 778 (17.33)	7 676 (6.11)	17 425 (13.87)	14 860 (11.83)	14 547 (11.58)	629 (0.50)	2 896 (2.30)	12 733 (10.13)	125 664 (100)
Sub-contractors for Branch 4 (Job Level cannot be identified) (%)	-	-	-	20 471 (100.00)	-	-	-	-	-	20 471
Total	33 120 (22.66)	21 778 (14.90)	7 676 (5.25)	37 896 (25.93)	14 860 (10.17)	14 547 (9.95)	629 (0.43)	2 896 (2.00)	12 733 (8.71)	146 135 (100)

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

2.5 The ratio of professional/technician/skilled and general workers were 1 : 1.62 : 2.43 : 1.12 in 2011; which was similar to the ratio of 1 : 1.54 : 2.42 : 0.9 in 2009.

2.6 Table 2.2a below shows that of these 146 135 employees (including sub-contractors/self-employed worker for Branch 4), 85 597 (58.57%) were directly employed by main contractors, 59 570 (40.76%) were employed by sub-contractors and 968 (0.66%) were self-employed.

Table 2.2b below shows that of the 125 664 employees (excluding sub-contractors/self-employed workers for Branch 4), 85 597 (68.12%) were directly employed by main contractors, 39 099 (31.11%) were employed by sub-contractors and 968 (0.77%) were self-employed. Compared with the corresponding figures in 2009 survey, 71 705 (68.08%), 32 529 (30.89%) and 1 083 (1.03%) were self-employed. Therefore, it was revealed that, percentage-wise, more workers were now employed by the sub-contractors.

Table 2.2a Distribution of Employees by Job Level
(Including Sub-contractors/
Self-employed workers for Branch 4)

Employment Method	Total (%)
Direct	85 597 (58.57)
Sub-contractor	59 570 (40.76)
Self-employed	968 (0.66)
Total	146 135 (100)

Table 2.2b Distribution of Employees by Job Level
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

Employment Method	Professional/Technologist (%)	Technician (%)	Skilled and Semi-skilled Worker (%)	General Worker (%)	Total (%)	
					2011	2009
Direct	20 085 (23.46)	32 331 (37.77)	25 036 (29.25)	8 145 (9.52)	85 597 (68.12)	71 705 (68.08)
Sub-contractor	275 (0.70)	598 (1.53)	23 637 (60.46)	14 589 (37.31)	39 099 (31.11)	32 529 (30.89)
Self-employed	1 (0.10)	61 (6.30)	886 (91.53)	20 (2.07)	968 (0.77)	1 083 (1.03)
Sub-total	20 361 (16.20)	32 990 (26.25)	49 559 (39.44)	22 754 (18.11)	125 664 (100)	105 317 (100)

Number of Vacancies

2.7 Employers reported a total of 3 186 vacancies of construction and related disciplines at the time of survey, representing only 2.47% of the total technical workforce. A summary of the vacancies by job level is shown below with full distribution by principal job in **Appendix 1, Table 4:**

Table 2.3 Distribution of Vacancies by Job Level
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

Job Level	Number of Vacancies (a)	No. of Workers Employed (b)	Total Technical Manpower (c) = (a) + (b)	Percentage of Total Technical Manpower (a) / (c) (%)
Professional/Technologist	379	20 361	20 740	1.83
Technician	579	32 990	33 569	1.72
Skilled and Semi-skilled Worker	1 933	49 559	51 492	3.75
General Worker	295	22 754	23 049	1.28
Total	3 186	125 664	128 850	2.47

2.8 The largest numbers of vacancies occurred at the technician and the skills and semi-skilled worker levels, at Branch 4 – Decoration/Repair/Maintenance Contractors and Branch 5 – Special Trade Contractors and Branch 9 – Government Departments. A summary of the vacancies by branch is shown in Table 2.4 below:

Table 2.4 Numbers of Employees and Vacancies by Branch
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

Branch	Number of Employees at the Date of Survey (a)	Number of Vacancies at the Date of Survey (b)	Percentage of Total Technical Manpower (b) / (a) (%)
1. Building Sites	33 120	4	0.01
2. Civil Engineering Sites	21 778	68	0.31
3. New Construction Contractors	7 676	165	2.15
4. Decoration/Repair/Maintenance Contractors	17 425	1 217	6.98

Branch	Number of Employees at the Date of Survey (a)	Number of Vacancies at the Date of Survey (b)	Percentage of Total Technical Manpower (b) / (a) (%)
5. Special Trade Contractors	14 860	720	4.85
6. Architects/Engineers/Survey Services	14 547	413	2.84
7. Major Estate Developers	629	33	5.25
8. Tertiary Institutions/Utilities	2 896	138	4.77
9. Government Departments	12 733	428	3.36
All Branches	125 664	3 186	2.54

Number of Trainees

2.9 Employers had reported a total of 1 082 trainees at the time of survey, representing about 0.81% of the total technical workforce (excluding sub-contractors/self-employed workers for Branch 4) in the construction and related disciplines. A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4:**

Table 2.5 Distribution of Trainees by Job Level
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

Job Level	Number of Trainees (a)	Total Technical Manpower (b)	Percentage of Total Technical Manpower (a) / (b) (%)
Professional/Technologist	662	20 361	3.25
Technician	308	32 990	0.93
Skilled and Semi-skilled Worker	112	49 559	0.23
General Worker	-	22 754	-
Total	1 082	125 664	0.86

2.10 The highest number (33%, 356 in number out of a total of 1 082) of trainees were employed by Architectural/ Engineering/ Surveying Services Firms. A summary of numbers of trainees by branch is shown in Table 2.6:

Table 2.6 Numbers of Employees and Trainees by Branch
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

Branch	Number of Employees at the Date of Survey (a)	Number of Trainees at the Date of Survey (b)	As % of Total Technical Manpower (b) / (a) (%)
1. Building Sites	33 120	110	0.33
2. Civil Engineering Sites	21 778	180	0.83
3. New Construction Contractors	7 676	3	0.04
4. Decoration/Repair/Maintenance Contractors	17 425	113	0.65
5. Special Trade Contractors	14 860	3	0.02
6. Architects/Engineers/Survey Services	14 547	356	2.45
7. Major Estate Developers	629	8	1.27
8. Tertiary Institutions/Utilities	2 896	11	0.38
9. Government Departments	12 733	298	2.34
All Branches	125 664	1 082	0.86

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

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

Table 2.7 Average Income of Employees
 (Excluding Sub-contractors/
 Self-employed workers for Branch 4)

Monthly Average Income Range	Professional/Technologist	Technician	Skilled and Semi-skilled Worker	General Worker	All
\$7 000 or below	-	-	62	691	753
\$7 001 - \$10 000	-	369	1 208	3 042	4 619
\$10 001 - \$13 000	-	1 164	7 229	8 528	16 921
\$13 001 - \$18 000	187	6 154	18 254	2 598	27 193
\$18 001 - \$25 000	903	7 418	6 692	105	15 118
\$25 001 - \$35 000	3 404	7 576	727	-	11 707
\$35 001 - \$50 000	4 337	780	5	-	5 122
Over \$50 000	5 082	245	3	-	5 330
Unspecified	6 448	9 284	15 379	7 790	38 901
Total	20 361	32 990	49 559	22 754	125 664

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

2.12 The survey revealed that 12.55% of the employers had forecasted that business situation would be worse in the coming year and 53.36% forecasted that the situation would be the same in the coming 3 years. Employers' expected changes in business situation for coming years were shown in **Appendix 1, Table 6**. The distribution of employers' views of the business situation for the coming year and 3 years are shown in Tables 2.8 and Table 2.9 respectively:

Table 2.8 Expected Change in Business Situation for Coming Year

Establishment Employment Size	No. of Establishments				Total
	Better (%)	The Same (%)	Worse (%)	Unspecified (%)	
1-4	2 754 (22.98)	6 951 (58.00)	1 736 (14.48)	544 (4.54)	11 985
5-9	601 (41.08)	713 (48.74)	137 (9.36)	12 (0.82)	1 463
10-19	273 (31.49)	503 (58.02)	79 (9.11)	12 (1.38)	867
20-49	206 (42.56)	265 (54.75)	9 (1.86)	4 (0.83)	484
50-99	32 (38.10)	37 (44.05)	11 (13.09)	4 (4.76)	84
Over 100	30 (32.97)	47 (51.65)	3 (3.29)	11 (12.09)	91
Total	3 896 (26.02)	8 516 (56.87)	1 975 (13.19)	587 (3.92)	14 974

Table 2.9 Expected Change in Business Situation for Coming 3 Years

Establishment Employment Size	No. of Establishments				Total
	Better (%)	The Same (%)	Worse (%)	Unspecified (%)	
1-4	2 301 (19.20)	6 826 (56.95)	1 981 (16.53)	877 (7.32)	11 985
5-9	521 (35.61)	745 (50.92)	104 (7.11)	93 (6.36)	1 463
10-19	266 (30.68)	496 (57.21)	73 (8.42)	32 (3.69)	867
20-49	202 (41.73)	257 (53.10)	15 (3.10)	10 (2.07)	484
50-99	43 (51.19)	31 (36.91)	5 (5.95)	5 (5.95)	84
Over 100	36 (39.56)	39 (42.86)	2 (2.20)	14 (15.38)	91
Total	3 369 (22.50)	8 394 (56.06)	2 180 (14.56)	1 031 (6.88)	14 974

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

2.13 The survey revealed that 1 328 professional/technologist, 2 136 technicians and 5 590 skilled & semi-skilled workers would be recruited locally in the next 12 months. Details of the forecast number of employees to be recruited is shown in **Appendix 1, Table 7** and summarized in Table 2.10:

Table 2.10 Number of Employees to be Recruited in the Next Year
 (Excluding Sub-contractors/
 Self-employed workers for Branch 4)

Job Level	Forecast Number of Recruits (a)	Total Technical Manpower (b)	Percentage of Total Technical Manpower (a) / (b) (%)
Professional/Technologist	1 328	20 361	6.52
Technician	2 136	32 990	6.47
Skilled and Semi-skilled Worker	5 590	49 559	11.28
General Worker	NA	22 754	NA
Total	9 054	125 664	7.20

SECTION III

OBSERVATIONS AND CONCLUSIONS

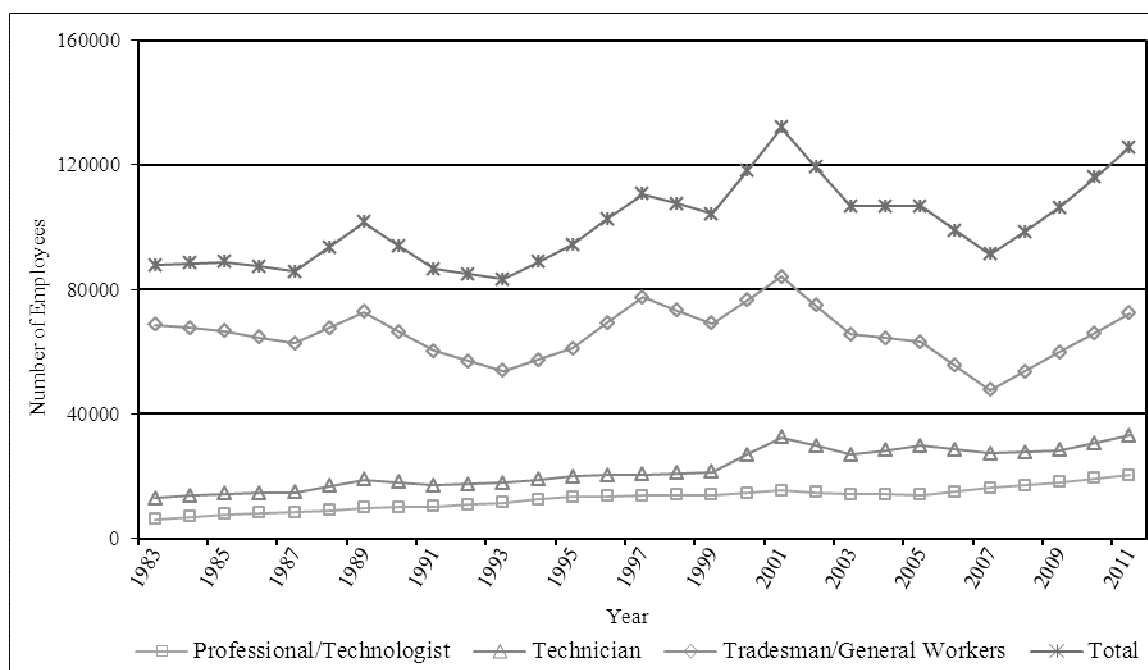
General

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

Past Long-Term Trends in Changes in Manpower by Branch

3.2 The Training Board has been conducting biennial manpower surveys since 1983. As shown in Fig. 3.1, the total technical manpower in the BCE Industry was fluctuating around 90 000 employees between 1983 and 1995 until reaching its peak of 130 755 employees in 2001. The trend was then reversed and had been declining until 2007. In the past four years, the technical manpower had registered an average annual growth rate of 8.3 % to reach 125 664 (excluding sub-contractors/self-employed workers for Branch 4, like previous surveys) in 2011 (if sub-contractors/self-employed workers are included, the figure would become 146 135).

Fig. 3.1 Manpower Trends 1983 to 2011
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

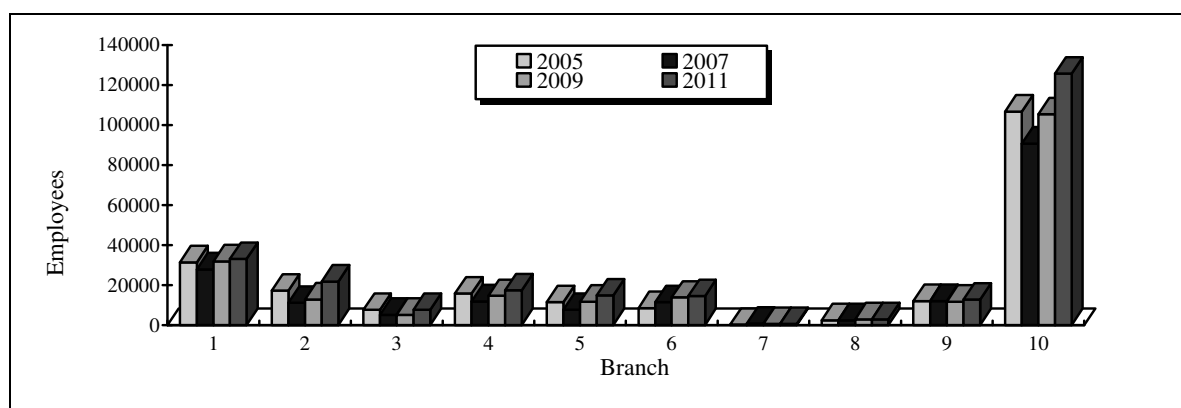


3.3 Contrary to the overall and general trends at other job levels, the demand for employees at the professional/technologist level has been progressively increasing since 1983, indicating that Hong Kong's BCE industry has been transforming to be more knowledge-based. The decline in number of tradesmen/general workers since 2001 was probably attributable to the application of modular construction technology and increased use of structures/components pre-fabricated outside Hong Kong. During the recent years, as the number of the construction projects increases, the number of tradesman/general workers increases as well.

Medium-Term Changes in the Last Seven Years

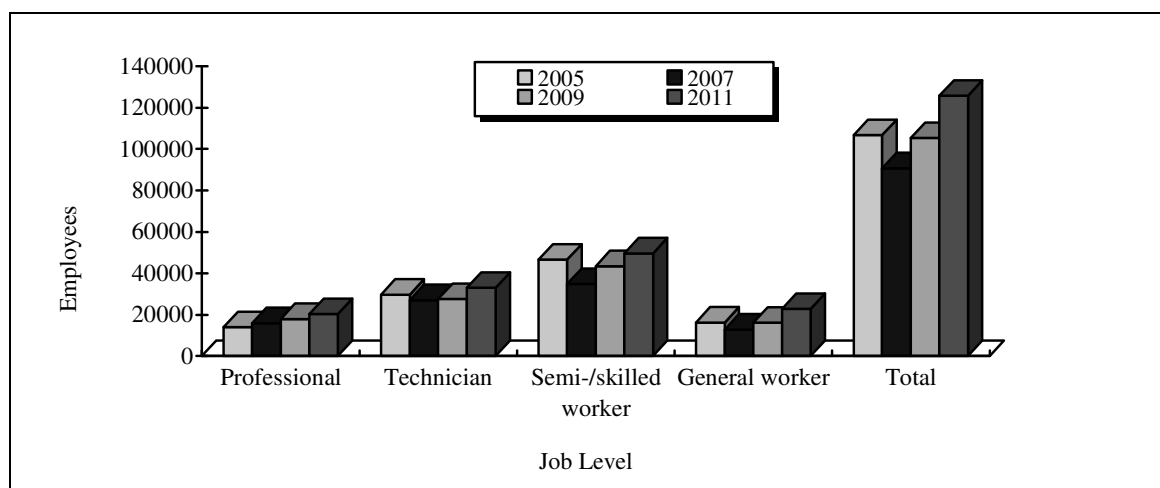
3.4 Fig. 3.2 and Fig. 3.3 show the trends in the number of employees by branch and by job level over the past seven years.

Fig. 3.2 Number of Employees by Branch (2005, 2007, 2009 and 2011)
(Excluding Sub-contractors/Self-employed workers for Branch 4)



Branch	1	Building sites	6	Architects/Engineers/Survey services
	2	Civil engineering sites	7	Major estate developers
	3	New construction contractors	8	Tertiary institutions/Utilities
	4	Decoration/Repair/Maintenance contractors	9	Government departments
	5	Special trade contractors	10	Total

Fig. 3.3 Number of Employees by Job Level (2005, 2007, 2009 and 2011)
(Excluding Sub-contractors/Self-employed workers for Branch 4)



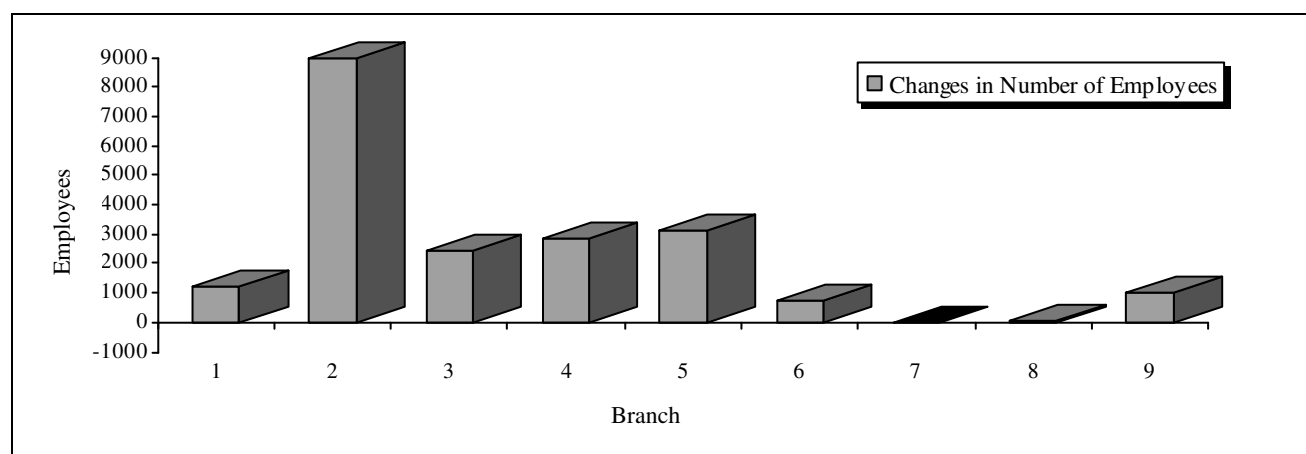
Manpower Changes between 2009 and 2011

3.5 Table 3.1 shows that the total technical manpower had increased from 105 317 in 2009 by 20 347 (19.32%) to 125 664 employees in 2011. Only major estate developers have recorded decrease in manpower. The manpower in each of the Civil Engineering Sites, New Construction Contractors and Special Trade Contractors have increased by more than 20%, with Civil Engineering Sites having the highest increment 69.70% (8 945 employees).

Table 3.1 Changes in the Number of Employees by Branch (2009 – 2011)
(Excluding Sub-contractors/Self-employed workers for Branch 4)

Branch	2009 Survey	2011 Survey	Increase/Decrease	% Changes
1. Building Sites	31 896	33 120	1 224	3.84
2. Civil Engineering Sites	12 833	21 778	8 945	69.70
3. New Construction Contractors	5 244	7 676	2 432	46.38
4. Decoration/Repair/Maintenance Contractors	14 579	17 425	2 846	19.52
5. Special Trade Contractors	11 716	14 860	3 144	26.84
6. Architects/Engineers/Survey Services	13 809	14 547	738	5.34
7. Major Estate Developers	653	629	- 24	-3.68
8. Tertiary Institutions/Utilities	2 850	2 896	46	1.61
9. Government Departments	11 737	12 733	996	8.49
Total	105 317	125 664	20 347	19.32

Fig. 3.4 Changes in the Number of Employees by Branch (2009 – 2011)
(Excluding Sub-contractors/Self-employed workers for Branch 4)



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

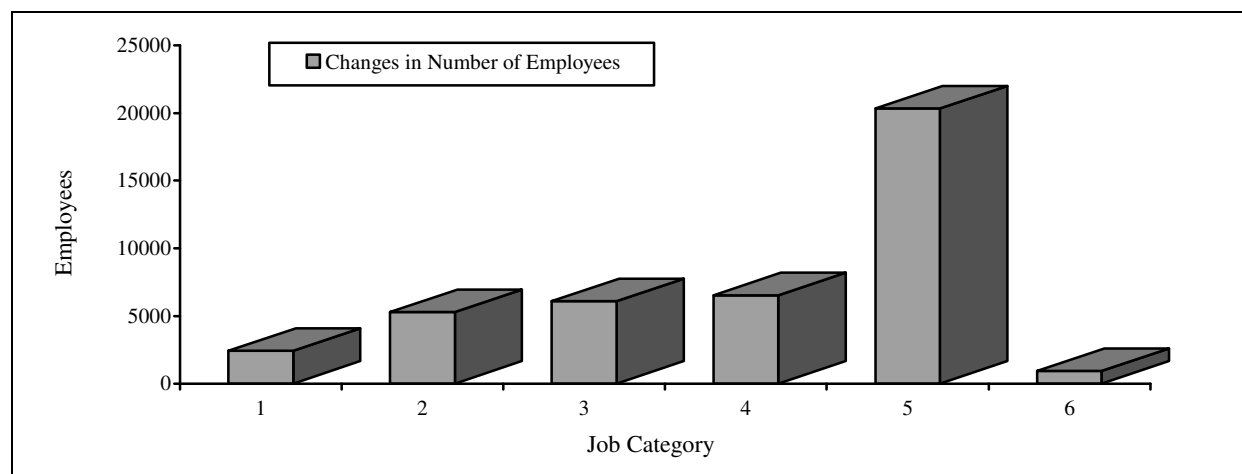
Manpower Changes by Job Category between 2009 and 2011

3.6 Table 3.2 shows that among the total manpower of 125 664 in 2011, 20 361 (16.20%) were professional/technologist, 32 990 (26.25%) were technicians, 49 559 (39.44%) were skilled and semi-skilled workers and 22 754 (18.11%) were general workers. All the job levels had reported an increase in manpower. A comparison on the manpower structures between the 2009 and 2011 surveys is shown in the following table.

Table 3.2 Changes in the Number of Employees by Job Category (2009 – 2011)
(Excluding Sub-contractors/Self-employed workers for Branch 4)

Job Category	March 2009 (%)	March 2011 (%)	Increase/ Decrease	% Changes
Professional/Technologist	17 945 (17.04)	20 361 (16.20)	2 416	13.46
Technician	27 688 (26.29)	32 990 (26.25)	5 302	19.15
Skilled and Semi-skilled worker	43 464 (41.27)	49 559 (39.44)	6 095	14.02
General worker	16 220 (15.40)	22 754 (18.11)	6 534	40.28
Total Technical Workers	105 317 (100.00)	125 664 (100.00)	20 347	19.32
Non-technical workers	44 511	45 435	924	2.08

Fig. 3.5 Changes in the Number of Employees by Job Category (2009 – 2011)
(Excluding Sub-contractors/Self-employed workers for Branch 4)



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

3.7 The Training Board observes that the overall increase of 19.32% in the number of employees from March 2009 (105 317) to March 2011 (125 664) is generally realistic in reflecting the manpower situation of the sector at the time of survey. Since the last survey in 2009, the labour market of the construction sector was on its upturn with more construction projects locally.

Changes in the Number of Vacancies

3.8 Employers had reported a total of 3 186 (943 in 2009) vacancies at the time of survey, representing about 2.54% of the total technical workforce in construction and related disciplines. There were 379 vacancies at the professional/technologist level (1.86%), 579 vacancies at technician level (1.76%), 1 933 vacancies at the skilled and semi-skilled worker level (3.90%) and 295 vacancies at the general worker level (1.30%). A summary of the vacancies by job level is shown below with full distribution by principal job in the **Appendix 1, Table 4**.

Table 3.3 Distribution of Job Vacancies by Job Level
(Excluding Sub-contractors/
Self-employed workers for Branch 4)

Job Level	Number of Vacancies	
	2009 (%)	2011 (%)
Professional/Technologist	181 (1.00)	379 (1.86)
Technician	604 (2.13)	579 (1.76)
Skilled and Semi-skilled Worker	79 (0.18)	1 933 (3.90)
General Worker	79 (0.48)	295 (1.30)
Total	943 (0.89)	3 186 (2.54)

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

Changes in the Number of Trainees

3.9 Employers had reported a total of 1 082 (861 in 2009) trainees at the time of survey, representing about 0.86% of the total workforce in construction and related disciplines. There were 662 trainees at the professional/technologist level (3.25%), 308 trainees at the technician level (0.93%) and 112 trainees at the skilled and semi-skilled worker level (0.23%). A summary of the trainees by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**.

Table 3.4 Distribution of Trainees by Job Level
(Excluding Sub-contractors/Self-employed workers for Branch 4)

Job Level	Number of Trainees	
	2009 (%)	2011 (%)
Professional/Technologist	559 (3.08)	662 (3.25)
Technician	124 (0.44)	308 (0.93)
Skilled and Semi-skilled Worker	178 (0.41)	112 (0.23)
General Worker	0 (0.00)	0 (0.00)
Total	861 (0.81)	1 082 (0.86)

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

Changes in Monthly Average Income

3.10 As shown in Fig. 3.6 (a) to 3.6(d), the curve for 2011 has surpassed that for 2009 until 80% of the employees at the same job level, indicating that the average income for the vast majority of employees at all levels in 2011 is comparatively higher than that in 2009. (More details are given in **Appendix 1, Table 5**).

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

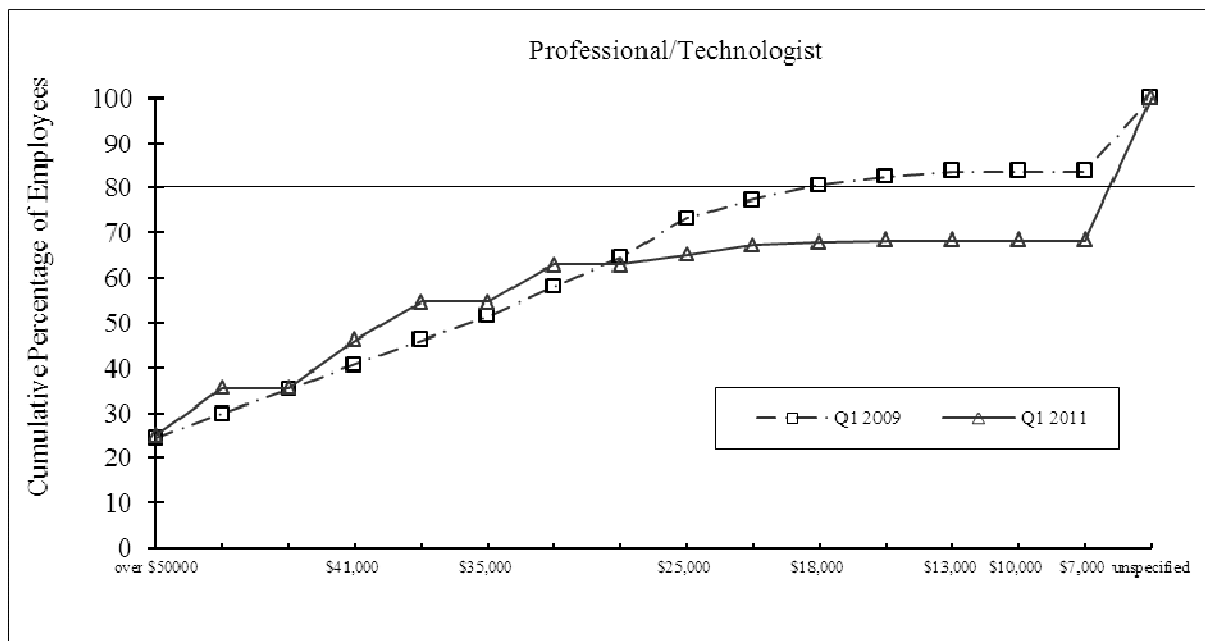


Fig. 3.6 (b) Monthly Average Income of Technician
by Percentage of Employees

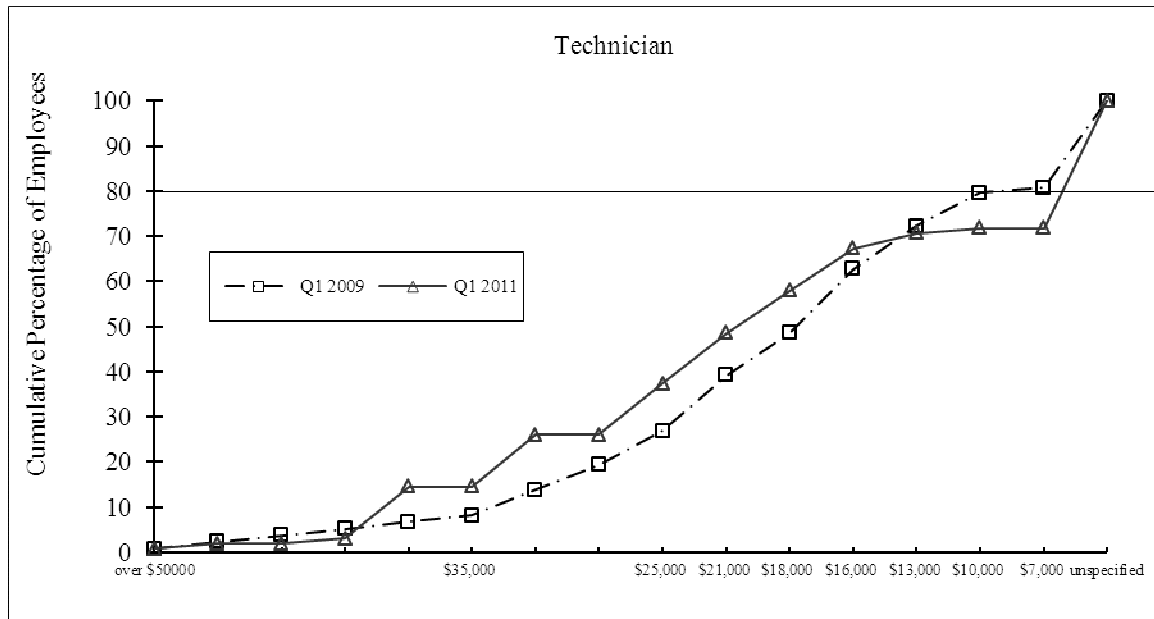


Fig. 3.6 (c) Monthly Average Income of Skilled and Semi-skilled Worker
by Percentage of Employees

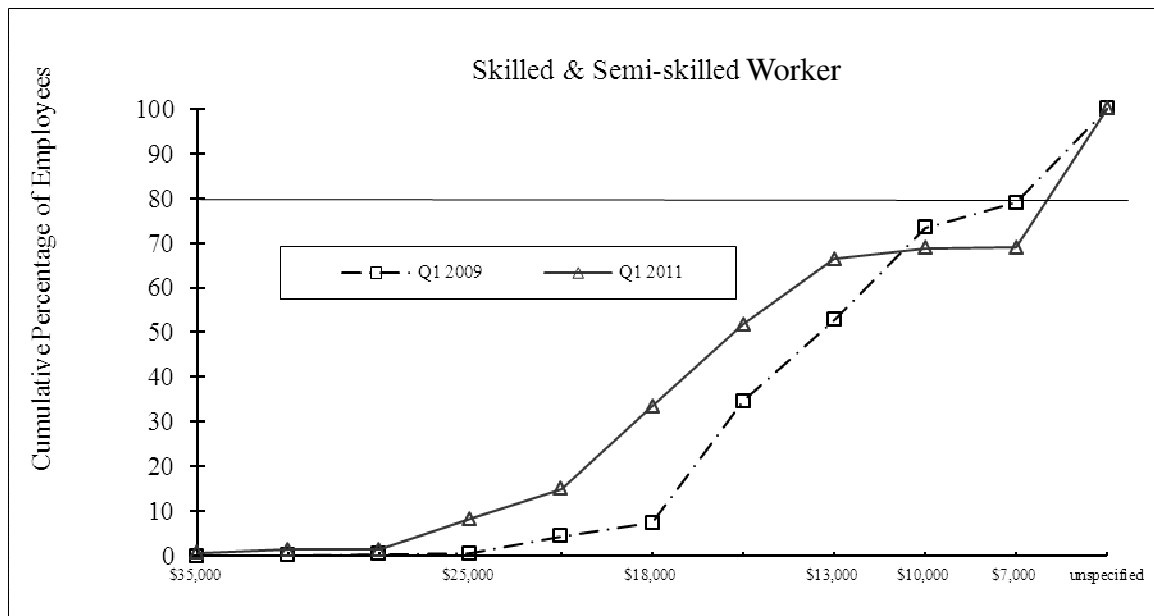
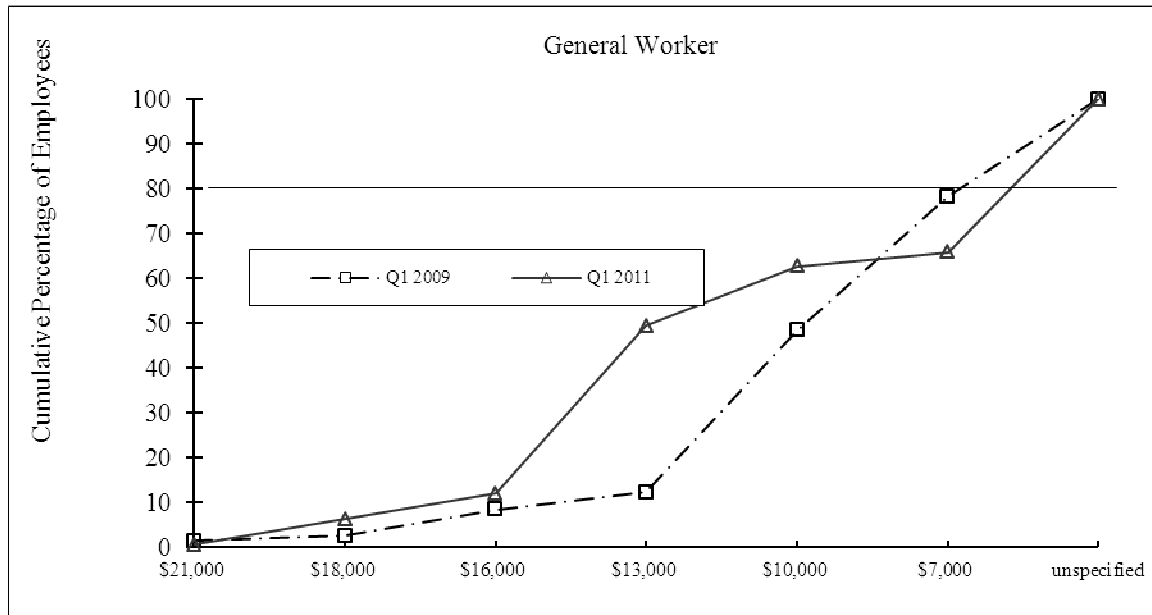


Fig. 3.6 (d) Monthly Average Income of General Worker
by Percentage of employees



Assessment of Manpower Training Needs

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

Global and Local Economic Outlook

- 3.11 (a) (i) The global economy has entered a precarious phase in the coming few years. Global activities have been weakened, confidence has fallen sharply and downside risks are growing. Besides, a number of events have further hard hit the global economy, Japan was struck by earthquake and tsunami. The oil-producing countries were troubled by political unrest. The handover from public to private demand in the US economy has stalled. European countries were devastated by financial turbulence and structural economic problems.
- (ii) Hong Kong has been enjoying modest economic growth during the past two years, stimulated by low unemployment and tourists from China, which have been boosting economic demand. However, in the midst of the above economic crises and a foreseeable large-scale downturn risk for the global economy, Hong Kong economy is expected to be hugely affected as well. The IMF expects Hong Kong's economic growth will start to slow down from 2012 onwards and this downturn trend would continue for a few years.

Local Infrastructural Developments/Projects are Gaining Momentum

- 3.11 (b) The local infrastructure developments/projects initiated by the Government in the 2007 Policy Address have started and have been gaining momentum. It is expected that the BCE industry would be benefited in the coming years owing to such large-scale developments. The followings are summary of the current/planned progress of the infrastructure developments/projects:
- (i) For the South Island Line, construction is expected to commence in 2011 for completion in 2015.
 - (ii) For Sha Tin to Central Link, design and site investigation are underway in parallel with public consultation. The Government plans to start work in 2012.
 - (iii) For Tuen Mun-Chek Lap Kok Ling and Tuen Mun Western Bypass, preliminary design and site investigation would be completed in 2011. The Government aims to synchronise the commissioning of these two projects that of the Hong Kong Zhuhai-Macao Bridge.
 - (iv) For Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, construction had commenced in 2010 and would be completed in 2015.
 - (v) For Hong Kong-Zhuhai-Macao Bridge, construction of the Main Bridge had commenced in December 2009. Reclamation works of the Hong Kong Boundary Crossing Facilities are underway. The Government aims to tally the commissioning of these projects with that of the Main Bridge in 2016.
 - (vi) For Rail connection between the Hong Kong and Shenzhen airports, preliminary feasibility study had been carried out and the technical feasibility of the alignment had been confirmed.
 - (vii) For Lok Ma Chau Loop, the Government aims to consult the public in Hong Kong and Shenzhen on the preliminary outline development plan in 2010 and 2011. The study is scheduled for completion in 2012.
 - (viii) For West Kowloon Cultural District (WKCD), Phase I core arts and cultural facilities are expected to be completed in stages starting from 2015.
 - (ix) For Kai Tak Development, works of the first stage, including public housing, cruise terminal and associated supporting infrastructure, are in progress. The first berth of the cruise terminal had commenced construction in November 2009 and is expected to come into operation in mid-2013, together with the cruise terminal building which will be completed a year earlier than originally scheduled. The second berth is expected to come into operation in 2014.
 - (x) For North East Territories (NENT) New Development Areas (NDAs) and Hung Shui Kiu NDA, construction works are expected to commence in 2016 at the earliest, with a view to competing the first phase of the project for population intake by 2021.

Public Housing

- 3.11 (c) The Government would provide public rental housing and would complete construction of about 75 000 units in the next five years and meet the pledge of an average waiting time of 3 years.

Renovation, Renewal and Building Maintenance

- 3.11 (d) The Government would extend by three years the measures to revitalise industrial buildings and set up an Urban Renewal Trust Fund via the Urban Renewal Authority to support studies and activities to be conducted by the District Urban Renewal Forums, fund the appointment and operation of social service teams and subsidise preservation or revitalization projects.

Enhance Building Safety

- 3.11 (e) The Government would legislate for more stringent control over building safety, e.g. extend the Minor Works Control System to cover building works commonly associated with “sub-divided units”.

New Home Ownership Scheme

- 3.11 (f) The Government would launch the new Home Ownership Scheme and would supply more than 17 000 flats over four years from 2016-17.

The Private Residential Property Market

- 3.11 (g) The Government would supply sufficient land for on average 20 000 private residential flats, 15 000 public rental units and 5 000 new HOS flats a year and would target at a mutli-pronged approach to expand resources, e.g. release industrial land, explore reclamation outside Victoria Harbour and examine the use of “Government, Institution or Community” sites.

SECTION IV

RECOMMENDATIONS

Overview

4.1 The global economy has entered a precarious phase in the coming few years. Global activities have been weakened, confidence has fallen sharply and downside risks are growing. Although Hong Kong has been enjoying modest economic growth during the past two years, nevertheless, influenced by the foreseeable large-scale downturn risk for the global economy, Hong Kong economy is expected to be hugely affected as well. The IMF expects Hong Kong's economic growth will start to slow down from 2012 onwards and this downturn trend would continue for a few years.

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

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

Future Manpower Training Demand

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

4.5 Based on the manpower data collected from the past and present surveys, employers' view on the expected change in business situation, latest development of the infrastructure projects, the wastage rates and the business outlook, the Training Board, **by adopting the 'adaptive filtering method' (AFM)**, forecasted the average annual manpower training requirement of the BCE industry by job level from 2012 to 2014 as follows:

¹ Please see DEFINITION in page vii

Table 4.1 Projected Average Annual Manpower Training Requirement (from 2012 to 2014)

Job Level	Projected Annual Training Requirement
Professional/Technologist	1 198 – 1 464
Technician	2 030 – 2 482
Skilled/Semi-skilled worker	3 380 – 4 131

4.6 In future, arising from the progressive implementation of the infrastructure projects, the training demand may gradually increase.

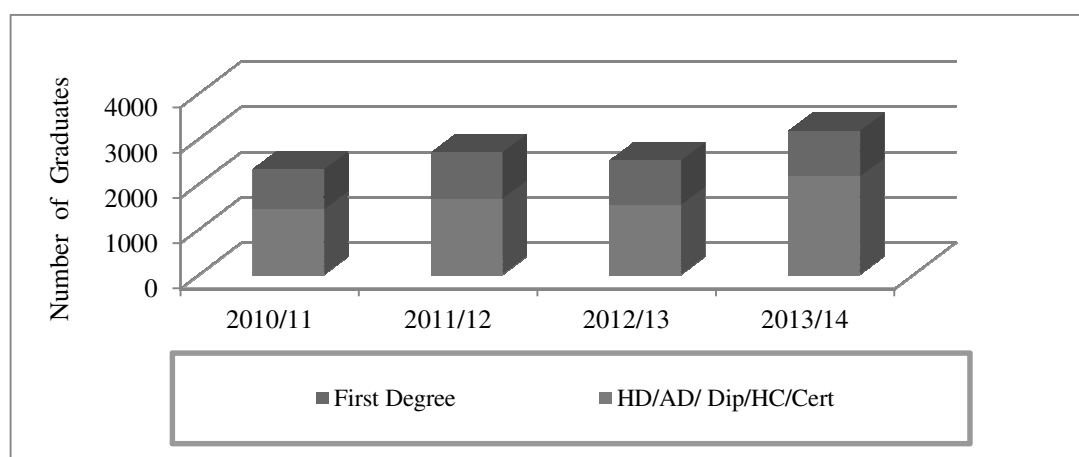
Manpower Supply and Demand Analysis

4.7 The primary objective of the analysis is to assess the annual additional manpower demand and supply situation of the sector for 2010 to 2014 by educational level as shown in Table 4.2 and Figure 4.1.

Table 4.2 Planned Output of Graduates from UGC/Government-Funded BCE Programmes for the Years 2010/11 to 2013/14

Educational level	Year			
	2010/11	2011/12	2012/13	2013/14
First Degree	887	1 033	983	1 007
Higher Diploma/Associate Degree/ Diploma/Higher Certificate/Certificate	1 438	1 668	1 539	2 166
Total	2 325	2 701	2 522	3 173

Fig. 4.1 Numbers of Graduates



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

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

4.10 The industry will need to recruit annually about 3 800 skilled/ semi-skilled-worker-level graduates. Such demand can be met from the supply of secondary school leavers and most of them should receive relevant skill training before they can perform their jobs effectively. Such skill training will be provided mainly by the CICTA. CICTA might have to constantly review and update their outputs to meet the changing training requirement of the BCE.

Table 4.3 Planned Places by CICTA for the Years 2010/11 to 2013/14

Educational level	Year	2010/11	2011/12	2012/13	2013/14
	FT Basic Craft Cert/Adult Short Courses		1 112	2 127	2 127
Construction Supervisor/Technician Programme		153	152	152	152
Total		1 265	2 279	2 279	2 279

Training of Professionals/Technologists

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

Engineering Graduate Training Scheme (EGTS)

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

Training of Technicians

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

Training of Skilled and Semi-skilled Workers

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

4.15 CICTA offers full-time short courses for prospective adult operative and labourer trainees. The training period for semi-skilled workers is ranging from 1 month to 6 months. CICTA also organizes off-the-job safety and skill training for in-service workers sponsored by their employers. Employers are encouraged to update and upgrade their employees whenever they can spare time and resources.

4.16 To cope with the substantial growth in the demand for workers arising from the launching of major infrastructure projects, CICTA introduced the Contractor Cooperative Training Scheme to attract suitable personnel to work in the industry. Under this Scheme, contractors can provide training to their workers on site under CICTA's supervision. The contractor will receive a training subsidy on allowance for workers, trainer salary and materials after the workers completed the training satisfactorily.

Relevant Organisations for the BCE Industry

Construction Industry Council (CIC)

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

Construction Industry Council Training Academy (CICTA)

4.18 Under the CIC, CICTA operates four training centres to provide industrial training courses for the BCE industry. Three of the training centres, located in Kowloon Bay, Kwai Chung and Sheung Shui respectively are dedicated to the training of construction technicians, craftsmen and operators. The Management Training and Trade Testing Centre at Aberdeen focuses on management and technology courses, as well as organizing trade tests and intermediate trade tests for skilled and semi-skilled workers and operators.

4.19 Courses offered by the CICTA including One-year/Two-year Basic Craft Courses, Construction Supervisor/Technician Training Programme and Full-time Adult Short Courses. The total number of graduates in 2010/11 is about 1 300. In addition, over 50 000 in-service construction personnel had participated in the CICTA's part-time courses.

Registration of Construction Workers

4.20 The Construction Workers Registration Authority (CWRA) is responsible for administering the implementation of the construction workers registration system.

4.21 The CWRA started registering construction workers in Hong Kong on 29 December 2005. The registration gives the workers statutory recognition in respective trades. The registration system would also provide more reliable data on labour supply, help combat hiring illegal workers, and also help reduce wage disputes between contractors and workers. As at December 2011, the numbers of registered workers are as follows:

(i) Skilled Workers	91 747
(ii) Skilled Workers (Provisional)	2 401
(iii) Semi-skilled Workers	14 356
(iv) Semi-skilled Workers (Provisional)	174
(v) General Workers	<u>178 425</u>
Total :	287 103

The Employees Retraining Board

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

Skills Upgrading Scheme Plus (SUS Plus)

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

Other Post-Secondary Level Courses and Programmes

Continuing Education Fund (CEF)

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

Hong Kong Institute of Vocational Education (IVE)

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

Apprenticeship Scheme

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

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

Miscellaneous BCE Bodies

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

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

Recommended Focus Areas for Training in the Forthcoming Future

Construction Law and Regulation and Work Practices in China

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

Environmental Practices and Issues in Building and Construction

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

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

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

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

Professional Ethics and Behaviour/Work Attitude

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

Mandatory Safety Training for Employees in the Construction Industry

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

Recommendations

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

- (i) The government should seek to provide more training incentives to attract new entrants to join the BCE industry as well as upgrade the skills and competency of the existing workforce of the BCE industry in order to tackle the increasing serious manpower shortage problem in the coming few years.
- (ii) Employers should encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce.
- (iii) The general public should be informed of the industry's upcoming opportunities and positive and feasible career path for new entrants in order to tackle the problem of aging workforce and attract young generation to join the industry. Publicity programmes like skills competitions and forums/programmes/events/competitions targeted at introducing the BCE industry to the public, particularly the younger generation should be organized to promote the industry.
- (iv) Stakeholders of the BCE industry should commit to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation to join the industry.

- (v) The appropriate authority/organization should put emphasis on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vi) More resources should be allocated to provide training for ethnic minority workers to encourage them to join the BCE industry.
- (vii) Employers should encourage their employees to take the various trade tests/intermediate trade tests or attend the specified training courses to meet the requirements for registration with the CWRA.
- (viii) Employees should make good use of the various government-subsidized training schemes, e.g. ERB and CEF, to enhance their skills and to keep abreast of the latest technology and regulations.
- (ix) Training providers should be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, to equip their graduates with capability to take up local/overseas projects.
- (x) Training providers should both seek to increase training places to cope with market needs and to enhance workers' skills, safety standards and productivity by providing courses with emphasis on safety procedures, quality, new technology, professional ethics and environmental protection.
- (xi) Manpower demand and supply situation of the industry should be monitored closely by conducting the Survey again in 2013.

第一章

緒論

土木工程及建築業訓練委員會

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

人力調查

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

- (a) 蒐集土木工程及建築業主要職務的最新人力資料；
- (b) 評估業內技術人力結構；
- (c) 預測不久將來的培訓需要；以及
- (d) 就發展培訓策略向 VTC 提供建議，以配合有關培訓需求。

1.3 統計處亦負責其他專業工作，包括數據輸入、數據整理及圖表編製。是次調查的實地工作於 2011 年 3 月至 5 月期間進行，以蒐集下列資料：

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

1.4 為提高回覆率，本會將實地調查工作的截止日期延至 2011 年 10 月，期間亦同步進行數據輸入工作；而數據整理及圖表編製工作則於 2011 年 10 月底左右完成。

人力調查工作小組

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

1 見頁viii的「釋義」

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

調查範圍

1.7 是次調查範圍涵蓋下列九類載於政府統計處機構單位記錄庫內的土木工程及建築業地盤／機構，當中包括建築地盤、辦事處、公司及院校，合共 20 311 間（分類一及二的資料來自 2010 年第四季의記錄；而分類三至六的資料則為 2010 年第三季的記錄）。是次調查的對象涵蓋上述地盤／機構的所有技術僱員。

分類	行業說明
一	- 所有已動工的公共及私人建築地盤（根據統計處的記錄，共有 973 個）；
二	- 所有已動工的公共及私人土木工程及其他地盤（根據統計處的記錄，共有 474 個）；
三	- 根據香港標準行業分類 2.0 版[HSIC v2.0]第 411000、412000、419100、419200、419300、419900、421000、422000、431100、431201、431202、431203 及 431299 項所記錄的新建造工程承建商，包括從事地盤勘察、地盤平整、地基工程及上蓋建造工程者（從 2 506 間機構中抽選出 220 間為調查樣本）；
四	- 根據 HSIC v2.0 第 439101、439102 及 439199 項所記錄的裝修、維修及保養工程承建商（從 8 998 間機構中抽選出 283 間為調查樣本）；
五	- 根據 HSIC v2.0 第 431204、432202、432203、432299、432999、439901、439902、439903、439904、439905、439906、439907、439908、439911、439912、439913、439914、439915、439916、439917、439918 及 439999 項所記錄的特種工程承建商，但不包括電氣與機械安裝及氣體裝置、安裝與維修承建商（從 5 514 間機構中抽選出 384 間為調查樣本）；
六	- 根據 HSIC v2.0 第 711100、711200、711300、711500、711600、711700 及 711900 項所記錄與建造活動有關的建築、測量及工程服務公司（從 1 740 間機構中抽選出 103 間為調查樣本）；
七	- 主要私人地產發展商（61 間）；
八	- 各教育及培訓機構的相關學系和物業管理處，以及調查期間正進行建築工程或僱有建造業工人 ² 的公用事業公司（32 個學系／辦事處）；及
九	- 調查期間正進行建築工程或僱有建造業工人的政府部門（13 個）。

HSIC：香港標準行業分類。

2 見頁viii的「釋義」

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

分層隨機抽樣法

1.9 本會採用分層隨機抽樣法，從分類三至六合共 18 758 間機構中，挑選出 990 間為調查樣本，連同分類一及二合共 1 447 個地盤，以及分類七至九合共 106 間機構，是次調查共造訪 2 543 個地盤／機構。**附錄 4** 的抽樣方案按行業及機構規模展示調查樣本的分布情況。

1.10 是次調查所涵蓋的技術僱員包括：所有受僱於建築及相關行業承建商及分包商的建築地盤及辦事處內，不同技能等級的僱員（包括**專業人士／技師**³、**技術員**³、**熟練／半熟練技工**³及**普通工人**³等級的僱員），以及業內自僱人士，他們所擔任的職務亦屬**附錄 7** 所載的 104 種主要職務之列。然而，從事與本業工種無關的僱員，例如會計、人事、其他行政及支援工作的僱員，則不在調查之列。

1.11 由於調查期間業內僱員或會在不同的地盤工作，為避免重複點算，所有地盤的調查參考日均定為 2011 年 3 月 14 日（是日天晴無雨）。因此，是次調查只包括於 2011 年 3 月 14 日的工作紙上有記錄，而工種又符合主要職務所涵蓋類別的地盤員工。

1.12 此外，為避免重複計算建造業內機電工程承辦及服務機構類別的僱員，有關機構的人力調查由機電工程業訓練委員會於 2011 年 3 月／5 月期間同步進行；而產業測量師及產業測量員等職務的人力情況則由房地產服務業訓練委員會另行調查。

宣傳

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

調查方法

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

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

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

3 見頁viii的「釋義」

回覆率

1.17 在 2 543 個抽樣地盤及機構中，1 432 個提供所需資料，40 個拒絕回覆。是次調查的有效回覆率為 97.3% (**附錄 4(b)**)。至於其餘 1 071 個地盤／機構中，552 個地盤回覆「沒有技術人員常駐」，86 個地盤／機構報稱「沒有技術僱員」，42 個地盤暫停施工，15 間機構已結業，27 間並非從事有關行業，其餘 349 間或已搬遷、空置、無法接觸、地址有誤或關門。

報告編排

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

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

1.19 本會已於 2011 年 12 月 12 日通過將《2011 年人力調查報告》上載至 VTC 網頁及付印。

第二章

調查結果概要

僱員總數

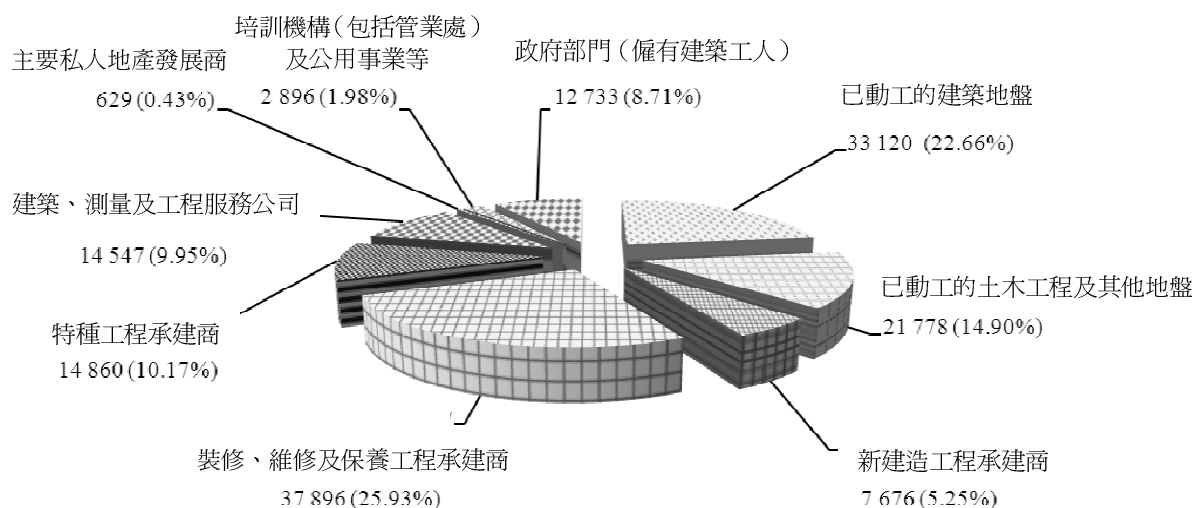
(附件 1 表 1、2、3 及 9)

2.1 調查顯示，在 2011 年 3 月／5 月期間，從事建築業及相關行業內 104 個主要職務的技術僱員共有 125 664 人（2009 年為 105 317 人）。若將分類四「裝修、維修及保養工程承建商」的分包商僱員／自僱人士¹也一併計算在內，則技術僱員人數將為 146 135 人（以上兩個數字均不包括 3 186 個空缺及 1 082 名受訓者在內）；而從事業內其他工種，例如會計、人事、其他行政及支援工作的僱員則有 45 435 人（2009 年為 44 511 人）。總括而言，調查期間業內共有 192 652 名僱員（包括受訓者在內）。

各分類機構僱員的分布情況

2.2 圖 2.1 顯示各分類機構技術僱員的分布情況。在 146 135 名僱員中，33 120 人（22.66%）在已動工的建築地盤工作，21 778 人（14.90%）在已動工的土木工程及其他地盤工作，佔業內總技術人力僅 37.56%左右。

圖 2.1 各分類機構僱員的分布情況
(2011 年 3 月 14 日)
總數：146 135 人



¹ 是次調查要求分類四的僱主回答以下的補充問題：「請填寫現時在辦公室及地盤工作的總人數，包括貴公司及所有貴公司屬下分包商所僱用的長工、散工、及自僱人士」。由於所填覆的數字（37 896 人）包括：(i) 分類四僱主所僱用的長工／散工僱員人數；(ii) 分類四分包商所僱用的員工人數；以及 (iii) 分類四自僱人士的數目；因此，要計算出分類四分包商僱員／自僱人士的數目，只需將該數字（37 896 人）減去分類四僱主所僱用的員工人數（17 425 人）（亦即 37 896 人 - 17 425 人 = 20 471 人）。

2.3 從下文起，若分析涉及技能等級或須與往年的人力調查作比較，則有關分析將不會包括分類四分包商僱員／自僱人士的資料在內，原因為 (i) 是次調查未能取得此類僱員所屬技能等級的資料；此外 (ii) 在過去的人力調查中，此類僱員亦不在調查範圍內；因此，為有效比較調查數據，是次調查將不會分析有關資料。

2.4 附件 1 表 2 及 9 列載本業九個分類機構內不同技能等級僱員的分布情況，下表 2.1 摘錄有關資料：

表 2.1 各分類機構不同技能等級的人力分布情況

分類 技能等級	1	2	3	4	5	6	7	8	9	總數 (%)
專業人士／技師 (%)	1 366 (6.71)	2 194 (10.78)	2 182 (10.72)	678 (3.33)	434 (2.13)	8 154 (40.05)	409 (2.01)	1 256 (6.17)	3 688 (18.11)	20 361
技術員 (%)	2 903 (8.80)	3 166 (9.60)	2 740 (8.31)	5 869 (17.79)	3 143 (9.53)	6 128 (18.58)	219 (0.66)	1 061 (3.22)	7 761 (23.53)	32 990
熟練及半熟練技工 (%)	19 259 (38.86)	8 011 (16.16)	1 637 (3.30)	9 297 (18.76)	10 534 (21.26)	88 (0.18)	-	423 (0.85)	310 (0.63)	49 559
普通工人 (%)	9 592 (42.16)	8 407 (36.95)	1 117 (4.91)	1 581 (6.95)	749 (3.29)	177 (0.78)	1 (0.00)	156 (0.69)	974 (4.28)	22 754
小計	33 120 (26.36)	21 778 (17.33)	7 676 (6.11)	17 425 (13.87)	14 860 (11.83)	14 547 (11.58)	629 (0.50)	2 896 (2.30)	12 733 (10.13)	125 664 (100)
分類四的分包商 僱員（未能劃分技 能等級） (%)	-	-	-	20 471 (100.00)	-	-	-	-	-	20 471
總數	33 120 (22.66)	21 778 (14.90)	7 676 (5.25)	37 896 (25.93)	14 860 (10.17)	14 547 (9.95)	629 (0.43)	2 896 (2.00)	12 733 (8.71)	146 135 (100)

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

2.5 2011 年，專業人士／技師、技術員、熟練及半熟練技工、普通工人的比例為 1 : 1.62 : 2.43 : 1.12；與 2009 年錄得的比例（1 : 1.54 : 2.42 : 0.9）相若。

2.6 表 2.2a 顯示在 146 135 名僱員中（包括分類四的分包商僱員／自僱人士），85 597 人（58.57%）直接受僱於承建商，59 570 人（40.76%）受僱於分包商，968 人（0.66%）屬自僱人士。

表 2.2b 顯示在 125 664 名僱員中（不包括分類四的分包商僱員／自僱人士），85 597 人（68.12%）直接受僱於承建商，39 099 人（31.11%）受僱於分包商，968 人（0.77%）屬自僱人士。與之相比，2009 年調查的數字則分別為 71 705 人（68.08%），32 529 人（30.89%）及 1 083 人（1.03%）。調查顯示，若以百分比計算，則受僱於分包商的僱員人數有所上升。

表 2.2a 僱員分布情況
（包括分類四的分包商僱員／自僱人士）

僱用形式	總數 (%)
直接受僱	85 597 (58.57)
受僱於分包商	59 570 (40.76)
自僱	968 (0.66)
總數	146 135 (100)

表 2.2b 各技能等級僱員的分布情況
（不包括分類四的分包商僱員／自僱人士）

僱用形式	專業人士／技師 (%)	技術員 (%)	熟練及半熟練技工 (%)	普通工人 (%)	總數 (%)	
					2011 年	2009 年
直接受僱	20 085 (23.46)	32 331 (37.77)	25 036 (29.25)	8 145 (9.52)	85 597 (68.12)	71 705 (68.08)
受僱於分包商	275 (0.70)	598 (1.53)	23 637 (60.46)	14 589 (37.31)	39 099 (31.11)	32 529 (30.89)
自僱	1 (0.10)	61 (6.30)	886 (91.53)	20 (2.07)	968 (0.77)	1 083 (1.03)
小計	20 361 (16.20)	32 990 (26.25)	49 559 (39.44)	22 754 (18.11)	125 664 (100)	105 317 (100)

空缺額

2.7 據僱主填報，調查期間建築業及相關行業共有空缺 3 186 個，佔業內總技術人力僅 2.47%。下表摘錄各技能等級的空缺情況，而各主要職務的空缺分布詳情則見附件 1 表 4：

表 2.3

各技能等級的空缺分布情況
(不包括分類四的分包商僱員/
自僱人士)

技能等級	空缺額 (a)	僱員人數 (b)	技術人力 總數 (c) = (a) + (b)	佔技術人力 總數百分比 (a) / (c) (%)
專業人士／技師	379	20 361	20 740	1.83
技術員	579	32 990	33 569	1.72
熟練及半熟練技工	1 933	49 559	51 492	3.75
普通工人	295	22 754	23 049	1.28
總數	3 186	125 664	128 850	2.47

2.8 技術員、熟練及半熟練技工兩個技能等級出現最多空缺，尤見於分類四(裝修、維修及保養工程承建商)、分類五(特種工程承建商)及分類九(政府部門)。各分類的空缺額摘要見表 2.4：

表 2.4

各分類機構的僱員人數及空缺額
(不包括分類四的分包商僱員/
自僱人士)

分類	調查期間 僱員人數 (a)	調查期間 空缺額 (b)	佔技術人力 總數百分比 (b) / (a) (%)
1. 已動工的建築地盤	33 120	4	0.01
2. 已動工的土木工程及其他地盤	21 778	68	0.31
3. 新建造工程承建商	7 676	165	2.15
4. 裝修、維修及保養工程承建商	17 425	1 217	6.98
5. 特種工程承建商	14 860	720	4.85
6. 建築、測量及工程服務公司	14 547	413	2.84
7. 主要私人地產發展商	629	33	5.25
8. 培訓機構(包括管業處)及公用事業等	2 896	138	4.77
9. 政府部門(僱有建築工人)	12 733	428	3.36
所有分類	125 664	3 186	2.54

受訓者人數

2.9 僱主填報調查期間共有 1 082 名受訓者，佔建築業及相關行業總技術人力約 0.81%（不包括分類四的分包商僱員／自僱人士）。各技能等級受訓者人數摘要見下表，而各主要職務的受訓者分布詳情則見**附件 1 表 4**：

表 2.5 各技能等級受訓者的分布情況
(不包括分類四的分包商僱員／
自僱人士)

技能等級	受訓者人數 (a)	技術人力總數 (b)	佔技術人力 總數百分比 (a) / (b) (%)
專業人士／技師	662	20 361	3.25
技術員	308	32 990	0.93
熟練及半熟練技工	112	49 559	0.23
普通工人	-	22 754	-
總數	1 082	125 664	0.86

2.10 建築、測量及工程服務公司僱有最多受訓者（在 1 082 名受訓者中，共僱用 356 人，佔 33%）。各分類的受訓者人數摘要見表 2.6：

表 2.6 各分類的僱員及受訓者人數
(不包括分類四的分包商僱員／自僱人士)

分類	調查期間 僱員人數 (a)	調查期間 受訓者人數 (b)	佔技術人力 總數百分比 (b) / (a) (%)
1. 已動工的建築地盤	33 120	110	0.33
2. 已動工的土木工程及其他地盤	21 778	180	0.83
3. 新建造工程承建商	7 676	3	0.04
4. 裝修、維修及保養工程承建商	17 425	113	0.65
5. 特種工程承建商	14 860	3	0.02
6. 建築、測量及工程服務公司	14 547	356	2.45
7. 主要私人地產發展商	629	8	1.27

8. 培訓機構（包括管業處）及公用事業等	2 896	11	0.38
9. 政府部門（僱有建築工人）	12 733	298	2.34
所有分類	125 664	1 082	0.86

僱員每月收入幅度的分布情況 （附件 1 表 5）

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

表 2.7 僱員每月平均收入
（不包括分類四的分包商僱員／
自僱人士）

每月平均 收入幅度	專業人士／ 技師	技術員	熟練及半熟 練技工	普通工人	總數
\$7 000 或以下	-	-	62	691	753
\$7 001 - \$10 000	-	369	1 208	3 042	4 619
\$10 001 - \$13 000	-	1 164	7 229	8 528	16 921
\$13 001 - \$18 000	187	6 154	18 254	2 598	27 193
\$18 001 - \$25 000	903	7 418	6 692	105	15 118
\$25 001 - \$35 000	3 404	7 576	727	-	11 707
\$35 001 - \$50 000	4 337	780	5	-	5 122
\$50 000 以上	5 082	245	3	-	5 330
未列明	6 448	9 284	15 379	7 790	38 901
總數	20 361	32 990	49 559	22 754	125 664

未來業務情況變化預測 （附件 1 表 6）

2.12 調查顯示，12.55%僱主預期來年的業務情況將轉差，而 53.36%則預期未來三年的業務情況將維持不變。僱主對未來業務情況變化的預測見附件 1 表 6。表 2.8 及 2.9 則分別列載僱主對來年及未來三年業務前景的看法：

表 2.8

來年業務情況的預期變化

僱員人數	機構數目				總數
	較佳 (%)	不變 (%)	較差 (%)	未列明 (%)	
1-4	2 754 (22.98)	6 951 (58.00)	1 736 (14.48)	544 (4.54)	11 985
5-9	601 (41.08)	713 (48.74)	137 (9.36)	12 (0.82)	1 463
10-19	273 (31.49)	503 (58.02)	79 (9.11)	12 (1.38)	867
20-49	206 (42.56)	265 (54.75)	9 (1.86)	4 (0.83)	484
50-99	32 (38.10)	37 (44.05)	11 (13.09)	4 (4.76)	84
100 或以上	30 (32.97)	47 (51.65)	3 (3.29)	11 (12.09)	91
總數	3 896 (26.02)	8 516 (56.87)	1 975 (13.19)	587 (3.92)	14 974

表 2.9

未來三年業務情況的預期變化

僱員人數	機構數目				總數
	較佳 (%)	不變 (%)	較差 (%)	未列明 (%)	
1-4	2 301 (19.20)	6 826 (56.95)	1 981 (16.53)	877 (7.32)	11 985
5-9	521 (35.61)	745 (50.92)	104 (7.11)	93 (6.36)	1 463
10-19	266 (30.68)	496 (57.21)	73 (8.42)	32 (3.69)	867
20-49	202 (41.73)	257 (53.10)	15 (3.10)	10 (2.07)	484
50-99	43 (51.19)	31 (36.91)	5 (5.95)	5 (5.95)	84
100 或以上	36 (39.56)	39 (42.86)	2 (2.20)	14 (15.38)	91
總數	3 369 (22.50)	8 394 (56.06)	2 180 (14.56)	1 031 (6.88)	14 974

未來 12 個月內將於本地招聘的僱員人數
(附件 1 表 7)

2.13 調查顯示，僱主擬於未來 12 個月於本地招聘 1 328 名專業人士／技師，2 136 名技術員，以及 5 590 名熟練及半熟練技工。預期招聘的僱員人數詳見附件 1 表 7，下表 2.10 則摘錄有關資料：

表 2.10 來年擬招聘的僱員人數
(不包括分類四的分包商僱員／自僱人士)

技能等級	擬招聘人數 (a)	技術人力總數 (b)	佔技術人力 總數百分比 (a) / (b) (%)
專業人士／技師	1 328	20 361	6.52
技術員	2 136	32 990	6.47
熟練及半熟練技工	5 590	49 559	11.28
普通工人	NA	22 754	NA
總數	9 054	125 664	7.20

第三章

觀察所得及結論

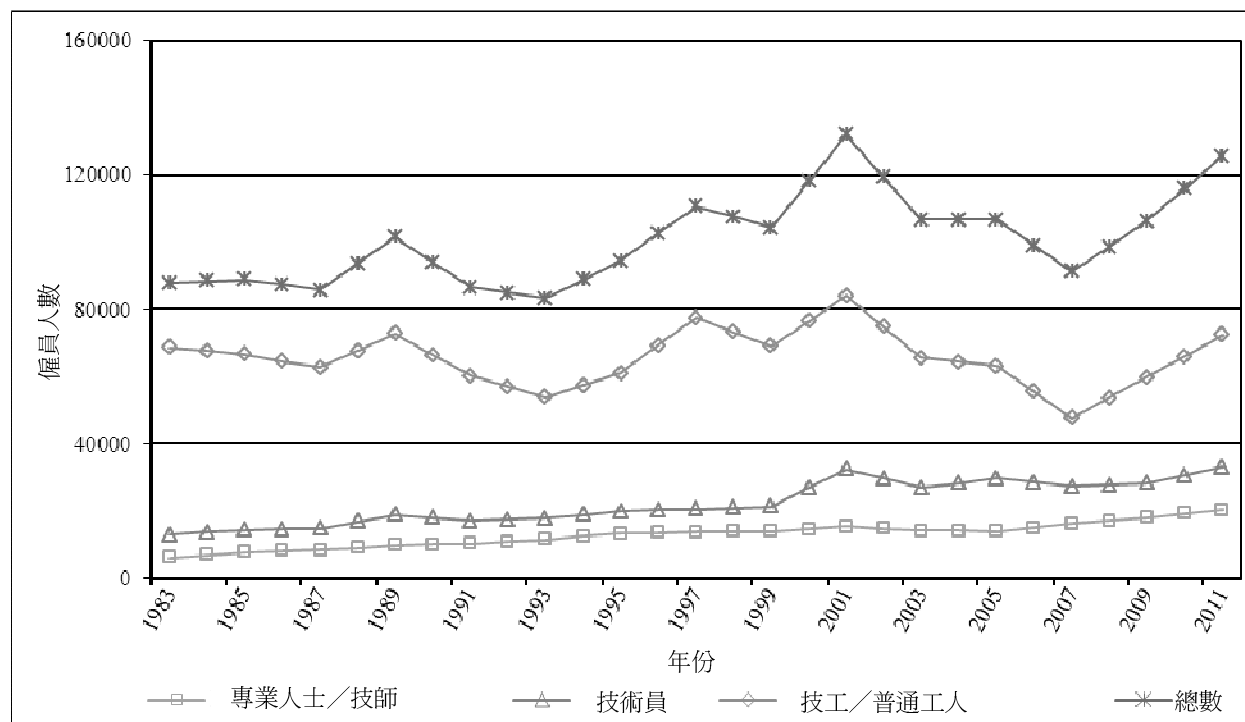
概況

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

各分類機構人力的長期趨勢

3.2 自 1983 年起，本會每兩年進行一次人力調查。如圖 3.1 所示，1983 至 1995 年間，土木工程及建築業的總技術人力徘徊於 90 000 人左右，隨後於 2001 年攀上頂點，錄得 130 755 人。然而，此後升勢逆轉，本業的人力持續下跌，直至 2007 年。過去四年，總技術人力平均每年錄得 8.3%增長；並於 2011 年錄得 125 664 人（跟隨以往調查的做法，此數字並不包括分類四的分包商僱員／自僱人士；若一併計算在內，則總人力將達 146 135 人）。

圖 3.1 1983 至 2011 年人力趨勢
(不包括分類四的分包商僱員／
自僱人士)

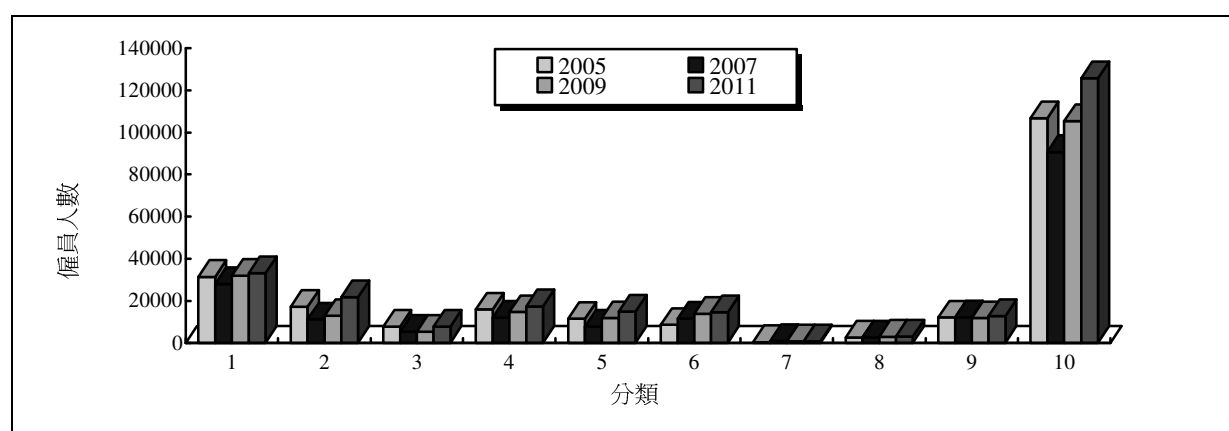


3.3 有別於其他技能等級的總體一般趨勢，自 1983 年起，本業對專業人士／技師級僱員的需求持續增加，反映香港的土木工程及建築業漸漸轉型為知識型行業。相反，技工／普通工人級僱員的人數則自 2001 年起一直下跌，原因大概是本業採用組件建築技術，以及增加使用外地預製的構件／組件。然而，隨著近年建築工程數目增加，業內的技工／普通工人的人數亦同告上升。

過去七年的中期情況轉變

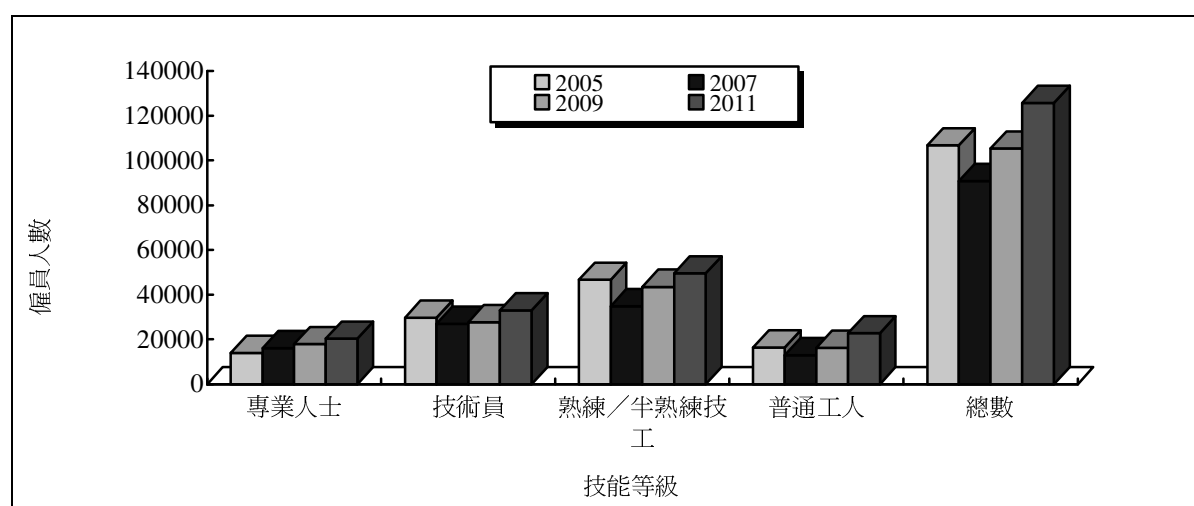
3.4 圖 3.2 及圖 3.3 展示過去七年各分類機構不同技能等級的僱員人數趨勢。

圖 3.2 各分類機構僱員人數（2005、2007、2009 及 2011 年）
（不包括分類四的分包商僱員／自僱人士）



分類	1	已動工的建築地盤	6	建築、測量及工程服務公司
	2	已動工的土木工程及其他地盤	7	主要私人地產發展商
	3	新建造工程承建商	8	培訓機構（包括管業處）及公用事業等
	4	裝修、維修及保養工程承建商	9	政府部門（僱有建築工人）
	5	特種工程承建商	10	總數

圖 3.3 各技能等級僱員人數（2005、2007、2009 及 2011 年）
（不包括分類四的分包商僱員／自僱人士）



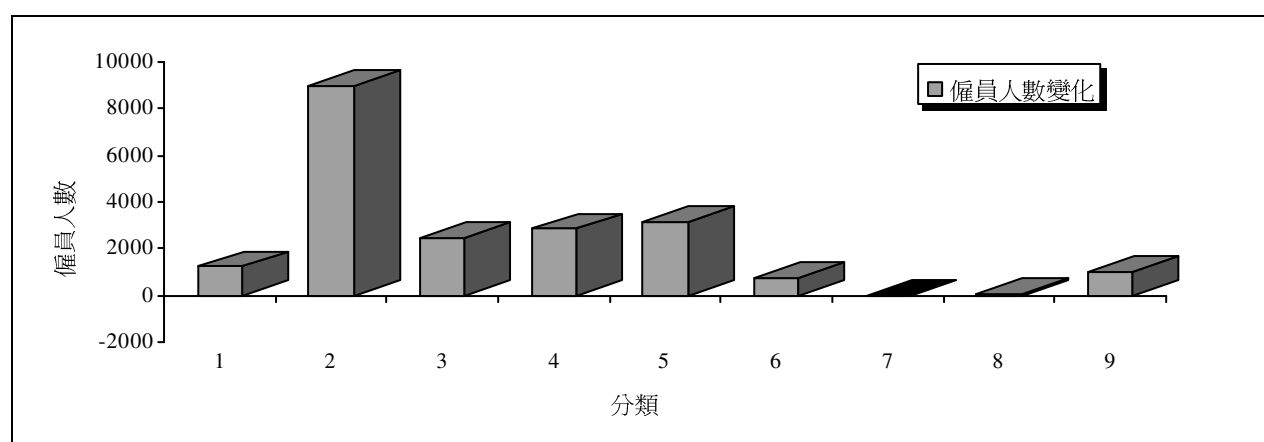
2009 與 2011 年人力變化

3.5 表 3.1 顯示，業內的技術人力總數由 2009 年的 105 317 人增至 2011 年的 125 664 人，共增加 20 347 人（增幅為 19.32%）。各分類機構中，只有主要私人地產發展商的人力錄得跌幅；而已動工土木工程及其他地盤、新建造工程承建商、特種工程承建商的人力則分別增加逾 20%，當中以已動工的土木工程及其他地盤的增幅最高，達 69.70%（增加 8 945 名僱員）。

表 3.1 各分類機構僱員人數變化（2009 年與 2011 年）
（不包括分類四的分包商僱員／自僱人士）

分類	2009 年 調查	2011 年 調查	增加／ 減少	百分比 轉變
1. 已動工的建築地盤	31 896	33 120	1 224	3.84
2. 已動工的土木工程及其他地盤	12 833	21 778	8 945	69.70
3. 新建造工程承建商	5 244	7 676	2 432	46.38
4. 裝修、維修及保養工程承建商	14 579	17 425	2 846	19.52
5. 特種工程承建商	11 716	14 860	3 144	26.84
6. 建築、測量及工程服務公司	13 809	14 547	738	5.34
7. 主要私人地產發展商	653	629	- 24	-3.68
8. 培訓機構（包括管業處）及公用事業等	2 850	2 896	46	1.61
9. 政府部門（僱有建築工人）	11 737	12 733	996	8.49
總數	105 317	125 664	20 347	19.32

圖 3.4 各分類機構僱員人數變化（2009 年與 2011 年）
（不包括分類四的分包商僱員／自僱人士）



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

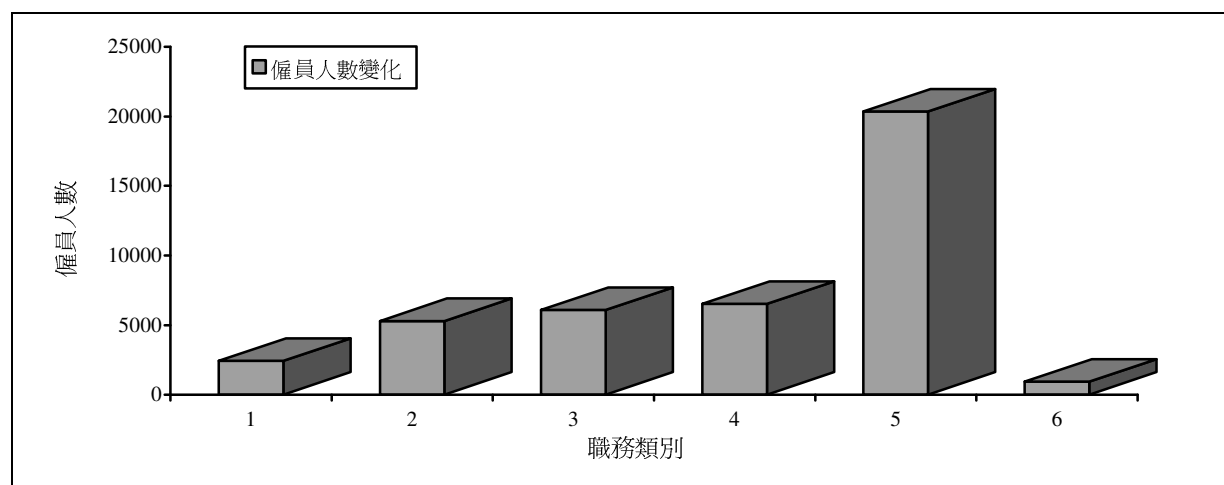
2009 與 2011 年各類職務人力變化

3.6 表 3.2 顯示，2011 年業內的總人力為 125 664 人，當中 20 361 人（16.20%）為專業人士／技師，32 990 人（26.25%）為技術員，49 559 人（39.44%）為熟練／半熟練技工，22 754 人（18.11%）為普通工人。所有技能等級均錄得人力增長。下表比較 2009 與 2011 年調查的人力結構。

表 3.2 各類職務僱員人數變化（2009 年與 2011 年）
（不包括分類四的分包商僱員／自僱人士）

職務類別	2009 年 3 月 (%)	2011 年 3 月 (%)	增加／ 減少	百分比 轉變
專業人士／技師	17 945 (17.04)	20 361 (16.20)	2 416	13.46
技術員	27 688 (26.29)	32 990 (26.25)	5 302	19.15
熟練／半熟練技工	43 464 (41.27)	49 559 (39.44)	6 095	14.02
普通工人	16 220 (15.40)	22 754 (18.11)	6 534	40.28
技術僱員總數	105 317 (100.00)	125 664 (100.00)	20 347	19.32
非技術僱員總數	44 511	45 435	924	2.08

圖 3.5 各類職務僱員人數變化（2009 年與 2011 年）
（不包括分類四的分包商僱員／自僱人士）



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

3.7 據本會觀察所得，業內的僱員人數由 2009 年 3 月 105 317 人，增加至 2011 年 3 月 125 664 人（增幅為 19.32%），大致能反映出調查期間本業的實際人力情況。自上次（2009 年）調查後，由於本地有更多建築工程，使建築業的人力市場向好。

空缺額變化

3.8 據僱主報稱，調查期間建築業及相關行業的空缺共有 3 186 個（2009 年有 943 個），佔業內技術人力總數約 2.54%。當中，專業人士／技師級的空缺有 379 個（1.86%），技術員級空缺有 579 個（1.76%），熟練／半熟練技工級空缺有 1 933 個（3.90%），而普通工人級空缺則有 295 個（1.30%）。各技能等級的空缺摘要見下表，而各主要職務的空缺分布詳情則載於**附件 1 表 4**。

表 3.3 各技能等級的空缺分布情況
（不包括分類四的分包商僱員／
自僱人士）

技能等級	空缺額	
	2009 年 (%)	2011 年 (%)
專業人士／技師	181 (1.00)	379 (1.86)
技術員	604 (2.13)	579 (1.76)
熟練／半熟練技工	79 (0.18)	1 933 (3.90)
普通工人	79 (0.48)	295 (1.30)
總數	943 (0.89)	3 186 (2.54)

括號內的數字代表佔該年度該技能等級僱員總數的百分比

受訓者人數變化

3.9 據僱主報稱，調查期間建築業及相關行業共有 1 082 名受訓者（2009 年有 861 名），佔業內僱員總數約 0.86%。當中，專業人士／技師級受訓者有 662 名（3.25%），技術員級有 308 名（0.93%），而熟練／半熟練技工級則有 112 名（0.23%）。各技能等級受訓者人數摘要見下表，而各主要職務受訓者分布詳情則載於**附件 1 表 4**。

表 3.4 各技能等級受訓者分布情況
(不包括分類四的分包商僱員/
自僱人士)

技能等級	受訓者人數	
	2009 年 (%)	2011 年 (%)
專業人士／技師	559 (3.08)	662 (3.25)
技術員	124 (0.44)	308 (0.93)
熟練／半熟練技工	178 (0.41)	112 (0.23)
普通工人	0 (0.00)	0 (0.00)
總數	861 (0.81)	1 082 (0.86)

括號內的數字代表佔該年度該技能等級僱員總數的百分比

每月平均收入變化

3.10 如圖 3.6(a)至 3.6(d)所示，80%同一技能等級僱員 2011 年的平均月入水平曲線超越 2009 年的曲線，顯示 2011 年各級大部分僱員的平均收入均較 2009 年時高。(詳細資料見附件 1 表 5)。

圖 3.6 (a) 專業人士／技師每月平均收入(按僱員百分比顯示)

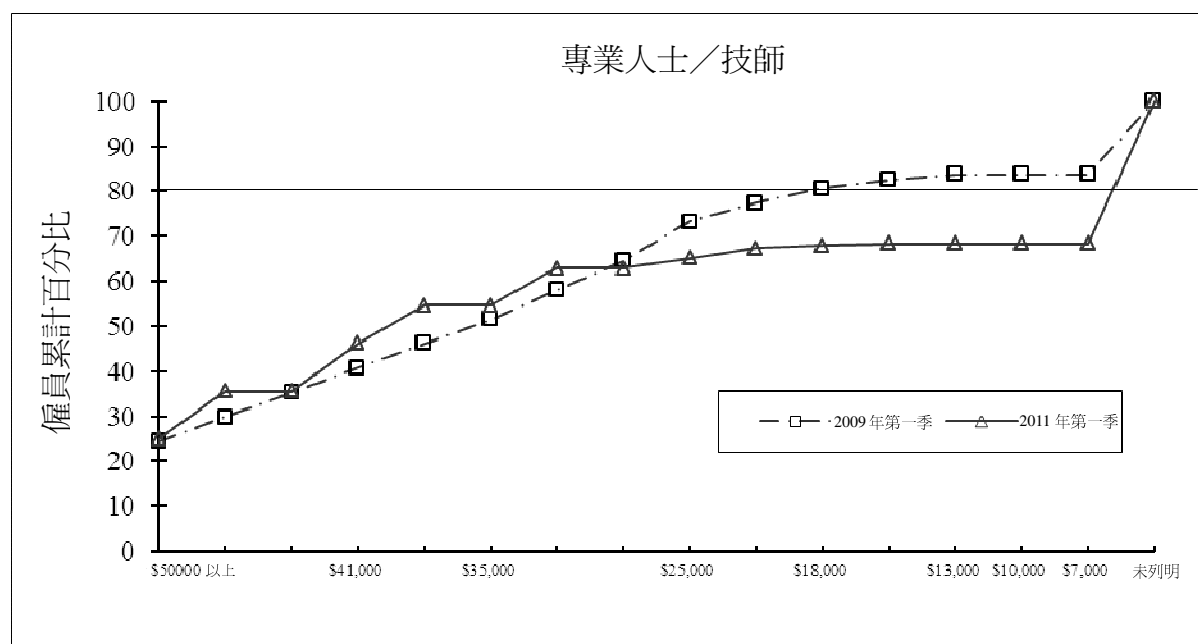


圖 3.6 (b) 技術員每月平均收入
(按僱員百分比顯示)

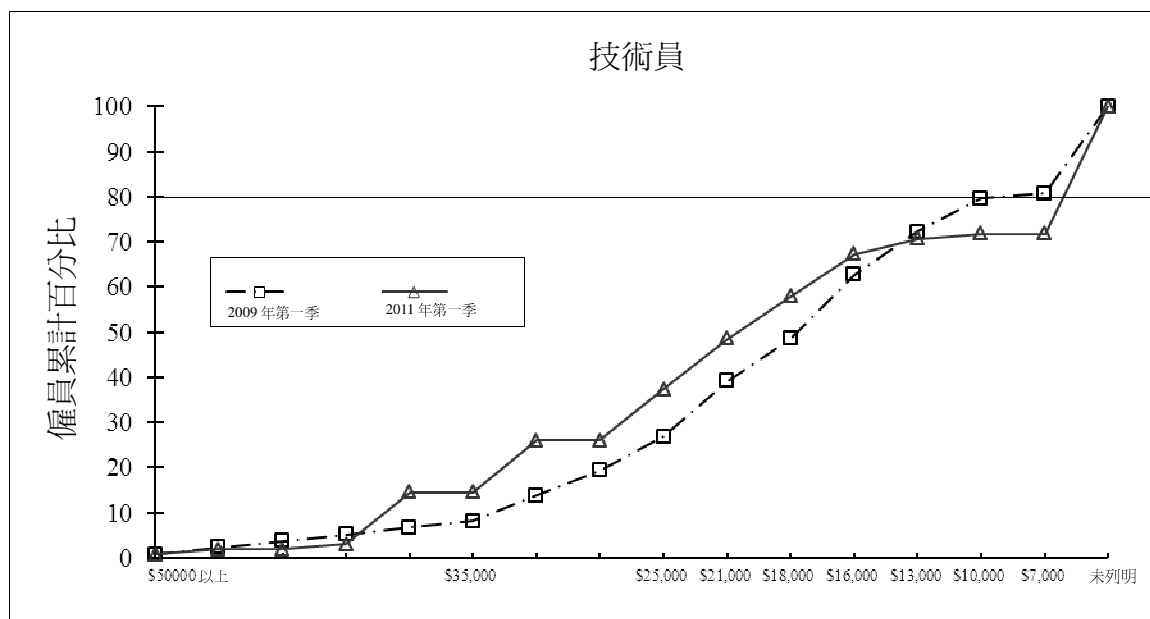


圖 3.6 (c) 熟練／半熟練技工每月平均收入 (按僱員百分比顯示)

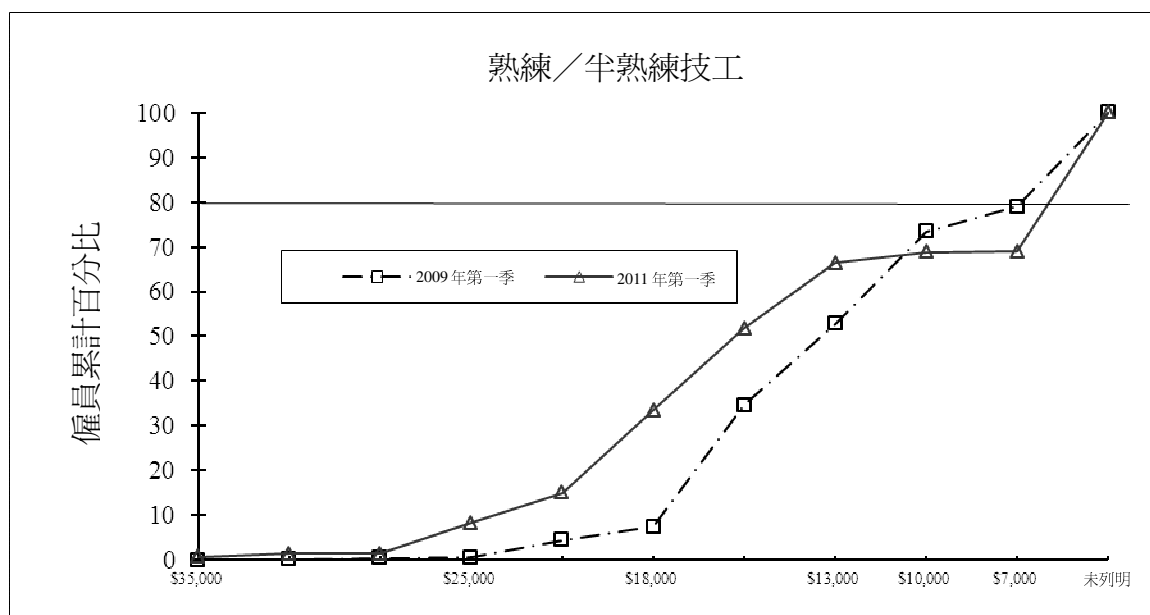
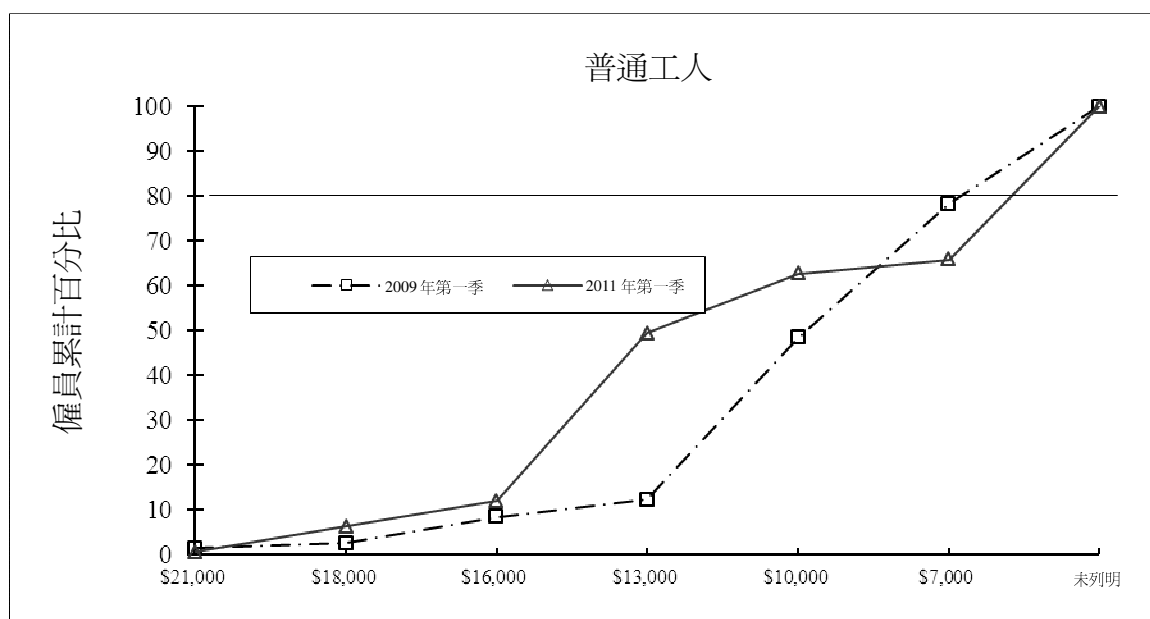


圖 3.6 (d) 普通工人每月平均收入
(按僱員百分比顯示)



人力培訓需求評估

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

環球及本港經濟展望

- 3.11 (a) (i) 未來數年，環球經濟將動盪不穩。全球經濟活動減弱，市場信心大跌，下行風險愈來愈大；加上一連串突發事件（如日本遭受地震及海嘯重擊），更進一步打擊全球經濟。多個石油出產國飽受政治動盪的問題所困擾。美國期望刺激私營投資以減少政府的參與，但有關工作停滯不前；而歐洲各國則因金融市場震盪及結構性經濟問題而備受困擾。
- (ii) 過去兩年，由於失業率低，加上內地旅客湧入，創造經濟需求，因而帶動本地經濟錄得溫和增長。然而，面對上述經濟危機，加上環球經濟存在大規模下滑的風險，故本會預期香港經濟亦將大受影響。國際貨幣基金組織 (IMF) 估計香港的經濟增長將於 2012 年起放緩，而且下滑的趨勢將會持續好幾年。

本地基建發展／項目陸續開展

3.11 (b) 政府於《2007 年施政報告》內提出的本地基建發展／項目已經動工，而且進展理想。預計未來數年，土木工程及建築業將受惠於該些大型發展項目。各基建發展／項目的最新或預期進展摘要如下：

- (i) 港鐵南港島線：工程預計於 2011 年動工，2015 年完竣。
- (ii) 沙田至中環鐵路線：正同步進行公眾諮詢、設計及地盤勘察工作。政府計劃於 2012 年動工。
- (iii) 屯門至赤鱗角連接路及屯門西繞道：初步設計及地盤勘察工作將於 2011 年完成。政府希望這兩個項目可配合港珠澳大橋項目，爭取同步完成。
- (iv) 廣深港高速鐵路香港段工程已於 2010 年展開，預計 2015 年竣工。
- (v) 港珠澳大橋主橋工程已於 2009 年 12 月展開。香港口岸的填海工程現正進行。政府的目標是配合港珠澳大橋主橋於 2016 年完成開通。
- (vi) 深港機場連接鐵路：已進行初步可行性研究，並已確定鐵路走線在技術上可行。
- (vii) 落馬洲河套區研究：政府希望在 2010 及 2011 年就初步發展大綱諮詢港深兩地公眾的意見。整項研究預計於 2012 年完成。
- (viii) 西九文化區第一期核心文化藝術設施，預計於 2015 年起分階段落成。
- (ix) 啓德發展計劃第一階段工程項目現正進行，包括公共房屋發展、郵輪碼頭，以及相關的配套基礎設施。其中郵輪碼頭的首個泊位工程已於 2009 年 11 月動工，連同將較預期早一年完成的郵輪碼頭大樓，可望於 2013 年年中投入服務。第二個泊位將於 2014 年啓用。
- (x) 新界東北新發展區及洪水橋新發展區的建造工程，最快可在 2016 年展開，目標是在 2021 年完成首期建造工程，以容納首批遷入人口。

公營房屋

3.11 (c) 政府將於未來五年建成約 75 000 個公屋單位，並確保平均輪候時間三年的承諾兌現。

樓宇復修、更新及維修保養

3.11 (d) 政府將延長活化工廈措施三年，並經市建局成立「市區更新信託基金」，以資助「市區更新地區諮詢平台」進行研究活動、聘請社區服務隊，以及資助文物保育或地區活化。

提升樓宇安全水平

- 3.11 (e) 政府將立法，加強對樓宇安全的管制，例如把「劏房」通常涉及的工程納入「小型工程監管制度」。

新居屋計劃

- 3.11 (f) 政府將推出「新居屋計劃」，由 2016／17 年起四年內，合共提供超過 17 000 個單位。

私人住宅物業市場

- 3.11 (g) 政府將提供充足的土地，確保每年平均能提供 20 000 個私人單位、15 000 個公屋單位及 5 000 個新居屋單位；此外亦會多管齊下開拓土地，例如釋放工業用地、探討在維港以外進行適度填海，以及檢討「政府、機構或社區」用地。

第四章

建議

概要

4.1 未來數年，環球經濟將動盪不穩。全球經濟活動減弱，市場信心大跌，下行風險愈來愈大。雖然過去兩年，香港經濟錄得溫和增長；然而，鑑於環球經濟存在大規模下滑的風險，故預期香港經濟亦將大受影響。國際貨幣基金組織[IMF]估計香港的經濟增長將於 2012 年起放緩，而且下滑的趨勢將會持續好幾年。

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

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

未來人力培訓需求

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

4.5 本會因應以往及是次人力調查所得的數據、僱主對未來業務環境變化的看法、基建項目的最新發展、人力流失率及本業的業務前景，決定採用「調節過濾分析法」[Adaptive Filtering Method, AFM] 預測 2012 至 2014 年業內各技能等級每年平均培訓需求，結果如下：

表 4.1 預測每年平均人力培訓需求（2012 至 2014 年）

技能等級	預測每年人力培訓需求（人數）
專業人士／技師	1 198 – 1 464
技術員	2 030 – 2 482
熟練／半熟練技工	3 380 – 4 131

1 見頁viii的「釋義」

4.6 未來，隨著各項基建項目陸續開展，培訓需求可能逐漸增加。

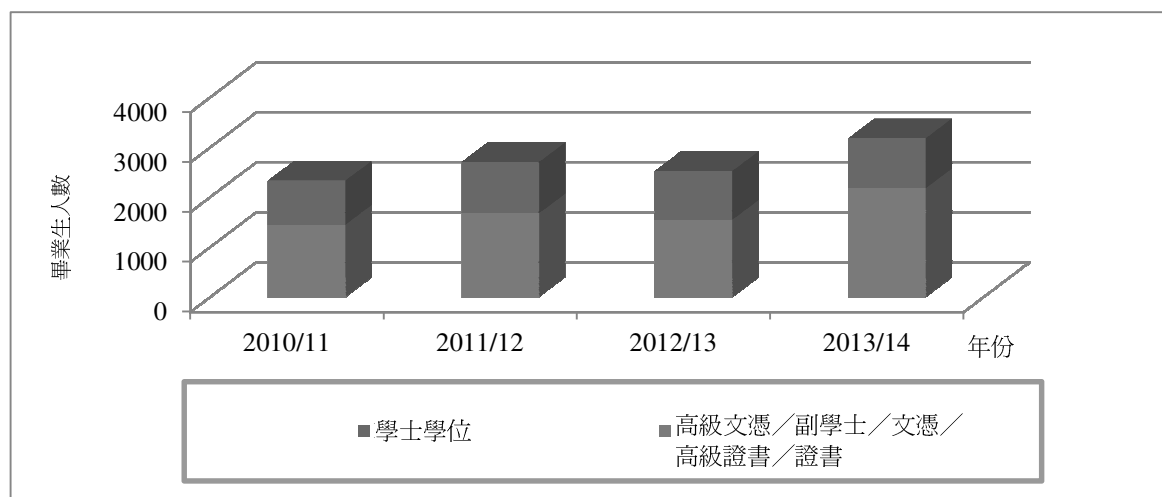
人力供求分析

4.7 以下主要是按教育程度，評估 2010 至 2014 年業內每年的額外人力供求情況，詳情見表 4.2 及圖 4.1。

表 4.2 2010/11 至 2013/14 年度
教資會／政府資助土木工程及建築課程
預計畢業生人數

教育程度	年份			
	2010/11	2011/12	2012/13	2013/14
學士學位	887	1 033	983	1 007
高級文憑／副學士／文憑／高級證書／證書	1 438	1 668	1 539	2 166
總數	2 325	2 701	2 522	3 173

圖 4.1 畢業生人數



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

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

4.10 本業每年需聘請約 3 800 名熟練／半熟練技工級的畢業生，中學離校生應足以應付有關需求，當中大部分於實際工作前需接受相關技能訓練，而該等訓練主要由建造業議會訓練學院[CICTA]提供。CICTA 或需定期檢討及調整其畢業生人數，以應付業界的培訓需求轉變。

表 4.3 2010/11 至 2013/14 年度
CICTA 預計提供的訓練名額

教育程度	年份	2010/11	2011/12	2012/13	2013/14
	全日制基本工藝證書／成年人短期課程		1 112	2 127	2 127
建造業監工／技術員課程		153	152	152	152
總數		1 265	2 279	2 279	2 279

專業人士／技師訓練

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

工科畢業生訓練計劃

4.12 為向工科畢業生提供更有系統的實務訓練，職業訓練局[VTC]轄下的技師訓練委員會推行一項津貼計劃，為工科畢業生提供為期 18 個月的實務訓練，使具備成為香港工程師學會正式會員的資格。參加計劃的受訓畢業生可經由僱主獲得薪金津貼。VTC 轄下的技師訓練組亦提供免費就業服務，協助僱主招聘畢業生，並為有關工科畢業生的培訓事宜提供支援。本會籲請僱主利用該計劃培訓工程師。

技術員訓練

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

熟練／半熟練技工訓練

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

4.15 CICTA 亦為有意受訓擔任操作工及雜工的成年人提供全日制短期課程，半熟練技工的訓練一般為期 1 至 6 個月。此外，CICTA 亦為從業員提供職外安全及技術訓練，費用由僱主資助。若時間及資源允許，僱主應盡量協助更新及提升屬下僱員的技能及知識。

4.16 隨著多項大型基建項目推出，市場對建造業人手的需求劇增，為應付有關情況，CICTA 推出「承建商合作培訓計劃」，吸納合適人才投身業界。根據此計劃，承建商可在 CICTA 的監督下培訓其地盤工人。若工人受訓完畢且表現理想，承建商可獲發培訓資助，包括工人培訓津貼、培訓人員的薪津及材料費。

與土木工程及建築業相關的機構

建造業議會

4.17 建造業議會[CIC]於 2007 年 2 月 1 日成立，旨在推動行業改革及提倡變革的新文化。CIC 肩負起橋樑的角色，負責集結業界的力量，以協助落實建造業檢討委員會[CIRC]的建議。此外，CIC 亦會商討建造業的整體發展策略事宜，並成為主要溝通渠道，讓政府可就相關政策諮詢業界的意見。本會認為，CIC 就技能發展所提出的建議，對培訓業內僱員有廣泛的影響。

建造業議會訓練學院

4.18 CIC 轄下的建造業議會訓練學院[CICTA]共有四間訓練中心，開辦各式各樣的土木工程及建築業訓練課程，其中三間訓練中心分別位於九龍灣、葵涌和上水，專責訓練建造業技術員、技工及操作工；而位於香港仔的管理培訓及工藝測試中心，則主力提供管理及技術課程，並為熟練及半熟練技工與操作工安排技能測試及中級工藝測試。

4.19 CICTA 開辦的課程包括一年制／兩年制基本工藝課程、建造業監工／技術員訓練課程，以及全日制成年人短期課程。2010/11 年度的畢業生總數約為 1 300 人。此外，逾 50 000 名現職從業員曾修讀 CICTA 的兼讀課程。

建造業工人註冊制度

4.20 建造業工人註冊管理局[CWRA]負責執行建造業工人註冊制度。

4.21 CWRA 於 2005 年 12 月 29 日開始為本港的建造業工人註冊，使他們能夠在所屬行業獲得法定認可的資格。此外，註冊制度亦可提供更可靠的人力供應數據，有助打擊僱用非法勞工，同時亦可減少承建商與工人之間的工資糾紛。截至 2011 年 12 月，已註冊工人的數目如下：

(i) 熟練技工	91 747
(ii) 熟練技工（臨時）	2 401
(iii) 半熟練技工	14 356
(iv) 半熟練技工（臨時）	174
(v) 普通工人	<u>178 425</u>
總數：	287 103

僱員再培訓局

4.22 僱員再培訓局[*ERB*]為合資格的僱員提供訓練，協助他們掌握嶄新或改良的技術，從而適應經濟環境的轉變，並提升就業能力。由僱員再培訓基金資助的多間訓練機構，則負責提供訓練課程。*ERB* 開辦的課程，最初以因經濟轉型而難以轉職的失業人士為主要服務對象。自 2007 年 12 月 1 日起，服務對象已延伸至 15 歲或以上、屬副學位或以下程度的失業人士。

新技能提升計劃

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

其他專上程度課程

持續進修基金

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

香港專業教育學院

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

學徒訓練計劃

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

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

其他土木工程及建築業團體

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

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

未來主要訓練範疇建議

中國內地的建造業法例、規例及執行情況

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

建築及建造過程中的環保作業

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

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

- (i) 衛生、健康、舒適度及設施；
- (ii) 土地用途、土地影響及運輸；
- (iii) 材料使用、循環再用及廢物管理；

- (iv) 水質、節約及循環再用；以及
- (v) 能源應用、高效系統和設備及能源管理。

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

專業操守與行爲／工作態度

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

建築業僱員強制性安全訓練

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

建議

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

- (i) 政府應提供更多鼓勵培訓的措施，務求吸引新血加入本業，同時提升現職僱員的技術及能力，以應付未來數年預期將日益嚴重的人力短缺問題。
- (ii) 僱主應鼓勵屬下僱員把握培訓／學習機會，藉此建立高技術及能幹的員工團隊。
- (iii) 業界應向公眾提供資訊，讓其知悉本業的最新就業機會及可供選擇的事業發展途徑，以紓緩業內勞動人口老化的問題，並吸納年青一代投身本業。另亦應舉辦各類宣傳活動推廣本業，如技能比賽和論壇／計劃／活動／競賽等，向公眾（特別是年青一代）介紹本業。
- (iv) 各持份者應協助提升本業的整體形象／地位，以吸引更多具潛質的人才（特別是年青一代）投身本業。
- (v) 在規劃大型建築及土木工程項目時，有關當局／機構應將重點放在長遠規劃上，以確保本業能穩定及持續發展。
- (vi) 業界應投放更多資源爲少數族裔僱員提供培訓，藉此鼓勵他們入行。

- (vii) 僱主應鼓勵僱員參加各種技能測試／中級工藝測試，或修讀指定訓練課程，以達到 CWRA 的註冊要求。
- (viii) 僱員應善用各項政府資助培訓計劃（如 ERB、CEF 提供的資助），藉此提升自身的技能，並掌握最新的科技發展及規例轉變。
- (ix) 培訓機構應緊貼業界的培訓需求轉變，開辦各類強調全人發展、國際視野及語文能力的課程，裝備畢業生，使他們有能力應付本地／海外的工程項目。
- (x) 培訓機構應增加培訓名額，以應付市場需要，並針對安全程序、質素保證、先進科技、專業操守及環保等範疇，開辦相關課程，從而提升從業員的技術、安全標準及生產力。
- (xi) 本會建議於 2013 年再進行人力調查，以密切監察本業的人力供求情況。

ANNEX

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Membership of the
Building and Civil Engineering Training Board
土木工程及建築業訓練委員會成員名單
(As at 30 November 2011)
(2011 年 11 月 30 日)

Chairman
主席

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

Members
委員

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

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

Mr. CHONG Kin-lit, Paul, M.H.
莊堅烈先生, M.H.
(nominated by the Hong Kong Federation
of Electrical and Mechanical
Contractors Ltd.)
(香港機電工程商聯會提名)

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

Mr. CHU Yin-lin
朱延年先生
(nominated by the Construction Industry
Council)
(建造業議會提名)

Prof. CHUNG Kwok-fai
鍾國輝教授
(nominated by a local tertiary institution)
(本地某大專院校提名)

Mr. FUNG Kin-chung
馮健中先生
(nominated by a workers union)
(某工會提名)

Mr. HO Chi-wai
何志偉先生
(Ad personam)
(獨立人士)

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

Ir. MAK Shu-hei 麥樹熹工程師	(nominated by the Hong Kong Institution of Engineers) (香港工程師學會提名)
Prof. TAM Chi-ming 譚志明教授	(nominated by a local tertiary institution) (本地某大專院校提名)
Mr. TANG Ki-cheung 鄧琪祥先生	(nominated by the Hong Kong Institute of Surveyors) (香港測量師學會提名)
Ir. TSUI Wai-tim 徐偉添工程師	(nominated by the Hong Kong Construction Association Ltd.) (香港建造商會提名)
Mr. WOO Man-king 胡文京先生	(nominated by a building/civil engineering contracting firm) (某建築/土木工程承建商提名)
Mr. CHAN Tak-yeung, Thomas 陳特揚先生	representing the Secretary for Development 發展局局長代表
Dr. CHAN Wan-ching, Lawrence 陳雲青博士	representing the Executive Director of the Vocational Training Council 職業訓練局執行幹事代表
Mr. CHEUNG Kwei-sang, Gary 張貴生先生	representing the Director of Housing 房屋署署長代表
Mr. LEUNG Siu-man 梁少文先生	representing the Director of Buildings 屋宇署署長代表
Mr. TSOI Wai-shing 蔡偉成先生	representing the Commissioner for Labour 勞工處處長代表

In Attendance
列席者

Ir. LEE Hung-kwong, Joseph 李鴻光先生	(Hong Kong Institute of Vocational Education) (香港專業教育學院)
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Secretary
秘書

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

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

**土木工程及建築業訓練委員會
職權範圍**

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

**Membership of the
Working Party on 2011 Manpower Survey
of the Building and Civil Engineering Industry**
土木工程及建築業
2011 年人力調查工作小組成員名單

Chairman
主席

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

Members
委員

Mr. CHAN Yiu-tung, Anthony
陳耀東先生
(nominated by the Hong Kong
Construction Association Ltd.)
(香港建造商會提名)

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

Prof. CHUNG Kwok-fai
鍾國輝教授
(nominated by a local tertiary institution)
(本地某大專院校提名)

Mr. FU Chin-shing, Ivan
符展成先生
(nominated by the Hong Kong Institute of
Architects)
(香港建築師學會提名)

Mr. NGAI Man-kin
危文健先生
(nominated by a workers union)
(某工會提名)

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

Prof. TAM Chi-ming
譚志明教授
(nominated by a local tertiary institution)
(本地某大專院校提名)

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

Mr. WONG Doon-ye, Charles
黃敦義先生
(nominated by the Construction Industry
Council)
(建造業議會提名)

In Attendance

列席者

Ir. LEE Hung-kwong, Joseph
李鴻光先生

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

Secretary

秘書

Mr. HUI Yin-ho, Henry
許賢浩先生

(Vocational Training Council)
(職業訓練局)

2011 Manpower Survey of the Building & Civil Engineering Industry

Sampling Plan

(Based on Q4/2010 for branches 1&2 and Q3/2010 for branches 3-6)

土木工程及建築業 2011 年度人力調查

抽樣方案

(分類一及二根據 2010 年第 4 季記錄，分類三至六根據 2010 年第 3 季記錄)

<u>Branch</u> 分類	<u>Industry</u> 行業	<u>Employment</u> <u>Size</u> 僱員人數	<u>Stratum</u> 分層	<u>Size of</u> <u>Frame</u> 抽樣範圍	<u>Sampling</u> <u>Fraction</u> 樣本 百分比	<u>Sample</u> <u>Size</u> 樣本量
1	Sites - Building Sites 地盤 - 建築地盤	100 & over (100 及以上)	6	973	1.00	973
		Sub-total 小計		973		973
2	Sites - Civil Engineering and Other Sites 地盤 - 土木工程地盤	100 & over (100 及以上)	6	474	1.00	474
		Sub-total 小計		474		474
3	New construction works contractors, including site investigation, site formation, foundation works and erection works 新建造工程承建商，包括從事 地盤勘察、地盤平整、地基工程及 上蓋建造工程者 (HSIC v2.0: 411000, 412000, 419100, 419200, 419300, 419900, 421000, 422000, 431100, 431201, 431202, 431203 & 431299)	1-4	1	1400	0.034	49
		5-9	2	492	0.08	39
		10-19	3	261	0.10	29
		20-49	4	223	0.153	35
		50-99	5	73	0.155	11
		100 & over (100 及以上)	6	57	1.00	57
Sub-total 小計				2506	220	
4	Decoration, repair and maintenance contractors 裝修、維修及保養工程承建商 (HSIC v2.0: 439101, 439102 & 439199)	1-4	1	7705	0.02	145
		5-9	2	972	0.05	53
		10-19	3	205	0.13	27
		20-49	4	92	0.37	34
		50-99	5	19	1.00	19
		100 & over (100 及以上)	6	5	1.00	5
Sub-total 小計				8998	283	
5	Special trade works contractors, excluding electrical & mechanical fitting and gas fitting, installation & maintenance 特種工程承辦商，但不包括電氣與 機械安裝及氣體裝置、安裝與維修 承建商 (HSIC v2.0: 431204, 432202, 432203, 432299, 432999, 439901, 439902, 439903, 439904, 439905, 439906, 439907, 439908, 439911, 439912, 439913, 439914, 439915, 439916, 439917, 439918 & 439999)	1-4	1	4021	0.05	204
		5-9	2	936	0.08	75
		10-19	3	331	0.071	28
		20-49	4	178	0.156	29
		50-99	5	39	1.00	39
		100 & over (100 及以上)	6	9	1.00	9
Sub-total 小計				5514	384	

<u>Branch</u> 分類	<u>Industry</u> 行業	<u>Employment</u> <u>Size</u> 僱員人數	<u>Stratum</u> 分層	<u>Size of</u> <u>Frame</u> 抽樣範圍	<u>Sampling</u> <u>Fraction</u> 樣本 百分比	<u>Sample</u> <u>Size</u> 樣本量
6	Architectural, surveying and project engineering services firms related to construction activities 與建造活動有關的建築、測量及 工程服務公司 (HSIC v2.0: 711100, 711200, 711300, 711500, 711600, 711700 & 711900)	1-4	1	1263	0.017	23
		5-9	2	232	0.028	6
		10-19	3	107	0.055	6
		20-49	4	79	0.114	9
		50-99	5	22	1.00	22
		100 & over (100 及以上)	6	37	1.00	37
	Sub-total 小計			1740		103
7 *	Estate developers 地產發展商	1-4	1	12	1.00	12
		5-9	2	3	1.00	3
		10-19	3	6	1.00	6
		20-49	4	19	1.00	19
		50-99	5	7	1.00	7
		100 & over (100 及以上)	6	14	1.00	14
	Sub-total 小計			61		61
8 *	Training/educational institutions and utility companies 培訓機構及公用事業公司	10-19	3	9	1.00	9
		20-49	4	10	1.00	10
		50-99	5	3	1.00	3
		100 & over (100 及以上)	6	10	1.00	10
	Sub-total 小計			32		32
9 *	Government departments 政府部門	100 & over (100 及以上)	6	13	1.00	13
		Sub-total 小計			13	
Total for all branches 所有分類總計				20311		2543

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

2011 Manpower Survey of the Building and Civil Engineering Industry

Analysis of Result of Enumeration (ALL Branches)

土木工程及建築業2011年度人力調查

各分類細目結果分析

Result 結果	All Branches 所有分類									Total 總數
	1	2	3	4	5	6	7	8	9	
Response 填覆	450	280	136	216	250	53	14	20	13	1432
Partial Response 部分填覆			5	1	2	3	1	2		14
Completed Without Manpower 沒有技術人員常駐	418	134								552
Merged with Other Establishment 與其他公司合併	27	7								34
Closed 結業			3	5	6	1				15
Moved, Address Cannot be Located / Untraceable 已搬遷／無法確定地址			7	10	19					36
Not Engaged in Specific Trade 並非從事有關行業			3	4	14	3	2	1		27
No Technical Manpower 沒有技術僱員	36	25	4	2	2	3	14			86
Not Yet Start Operation 仍未開業		1			1					2
Registered Office/Corresponding Address 註冊辦事處／通訊地址			1	4			3			8
Suspending Work 暫停施工	28	14								42
Temporary Ceased 暫時停業			22	16	34	2				74
Non-contact 無法接觸	11	12	32	23	49	28	19	7		181
Refusal 拒絕回覆	3	1	7	2	7	10	8	2		40
Total 總數	973	474	220	283	384	103	61	32	13	2543

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

THE 2011 MANPOWER SURVEY OF THE BUILDING AND CIVIL ENGINEERING INDUSTRY

土木工程及建築業二〇一一年人力調查

QUESTIONNAIRE
調查表

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

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

NAME OF ESTABLISHMENT: _____
機構名稱

ADDRESS: _____
地址

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

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

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

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

E-MAIL: _____
電郵 64 98

VTC-BC-01

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

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

(A) Job 工作 (See Appendix C) (見附錄 C)		(B) Average Monthly Income 每月平均 收入		(C) Number of Employees at Date of Survey (excl. trainees) 現有僱員人數 (受訓者除外)			(D) No. of Vacancies at Date of Survey (excluding trainees) 現有 空缺額 (受訓者 除外)	(E) No. of Trainees at Date of Survey 現有 受訓者 人數	Column B
Title 職稱	Rec. Type	Code 編號	Code 編號	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	24-26	27-29	Enter into column B employees' average monthly income range according to the following code: 請將僱員每月平均收入幅度按照下列 編號填入 (B) 欄內:
		8-10	11	12-15	16-19	20-23			
1	2								1. \$7,000 or below 或以下
2	2								2. \$7,001 - \$10,000
3	2								3. \$10,001 - \$13,000
4	2								4. \$13,001 - \$18,000
5	2								5. \$18,001 - \$25,000
6	2								6. \$25,001 - \$35,000
7	2								7. \$35,001 - \$50,000
8	2								8. Over \$50,000 以上
9	2								
10	2								
11	2								
12	2								
13	2								
14	2								
15	2								
16	2								
17	2								
18	2								
19	2								
20	2								
21	2								
22	2								
23	2								
24	2								
25	2								
26	2								
27	2								
28	2								
29	2								
30	2								
31	2								
32	2								
33	2								
34	2								
35	2								

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

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

VOCATIONAL TRAINING COUNCIL
職業訓練局
THE 2011 MANPOWER SURVEY OF THE
BUILDING AND CIVIL ENGINEERING INDUSTRY
土木工程及建築業二〇一一年人力調查
SUPPLEMENTARY QUESTIONNAIRE
補充調查表

For Official Use Only

此欄毋須填寫

Er. No. _____

Est. No. _____

Questions 1 and 2 collect information on future development of the industry. (Not applicable to sites)

問題 1 及 2 搜集行業未來發展資料。(不適用於調查對象為地盤)

1. Your company's view on the expected change in business situation (please tick as appropriate).

貴公司對未來業務狀況預期變動的意見(請在適當的格內填上✓號)。

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

2. Please fill in your company's forecast number of employees to be recruited locally in the next 12 months.

請填寫貴公司未來十二個月內將會於本地招聘的僱員人數。

Professional/Technologist

專業人士/技師

8			

Technician

技術員

12			

Skilled/Semi-skilled Worker

熟練/半熟練技工

16			

Question 3 collects total number of employees working in office and sites. (Only applicable to decoration, repair and maintenance contractors)

問題 3 搜集在辦公室及地盤工作的總人數。(只適用於調查對象為裝修、修葺、及保養工程承建商)

3. Please fill in total number of employees working in your office and site(s) at the date of survey, including both permanent and casual workers employed by your company, by all your sub-contractors, and the self-employed ones.

請填寫現時在辦公室及地盤工作的總人數，包括貴公司及所有貴公司屬下分包商所僱用的長工、散工、及自僱人士。

20			

For Official Use Only 此欄毋須填寫	Q1	<table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td colspan="2" style="text-align: center;">24</td> </tr> </table>			24		Q2	<table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td colspan="4" style="text-align: center;">26</td> </tr> </table>					26			
24																
26																
	Q1-3	<table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">29</td> </tr> </table>		29	<table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">30</td> </tr> </table>		30	<table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border: 1px solid black; width: 20px; height: 20px;"></td> </tr> <tr> <td style="text-align: center;">31</td> </tr> </table>		31						
29																
30																
31																

End of questionnaire. Thank you for your co-operation.

問卷完，多謝合作。

The 2011 Manpower Survey of the
Building and Civil Engineering Industry
土木工程及建築業二〇一一年人力調查

Explanatory Notes

附註

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

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

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

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

僱員每月平均收入幅度－‘B’欄

Please enter into this column the average monthly income range code during the past 12 months (1.3.2010 - 28.2.2011) for each type of employees. Average monthly income should include basic wages, regular overtime pay, cost of living allowance, meal allowance etc., if any. If you have more than one employee doing the same job, please enter the average figure.

請在‘B’欄填入每類僱員過去十二個月（指二〇一〇年三月一日至二〇一一年二月二十八日期間）平均每月收入幅度編號；這包括底薪、定期超時工作工資、生活津貼、膳食津貼等。若從事同類工作的僱員多於一名，則請取其平均收入。

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

現有僱員人數（受訓者除外）－‘C’欄

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

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

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

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

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

現有空缺額（受訓者除外）－‘D’欄

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

請填入貴機構現有的空缺數目（受訓者的空缺額除外）。

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

「現有空缺額」是指該職位仍懸空，須立刻填補而現正積極招聘人員填補。

7. Number of Trainees at Date of Survey - Column 'E'

現有受訓者人數－‘E’ 欄

Please fill in the total number of employees undergoing training.

請填寫正在接受訓練的僱員人數。

8. Example

例子

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

為協助閣下填表，現將例子附錄於後，以供參考。

	(A) Job 工作 (See Appendix C) (見附錄 C)			(B) Average Monthly Income 每月平均 收入	(C) Number of Employees at Date of Survey (excl. trainees) 現有僱員人數 (受訓者除外)			(D) No. of Vacancies at Date of Survey (excluding trainees) 現有 空缺額 (受訓者 除外)	(E) No. of Trainees at Date of Survey 現有 受訓者 人數	<u>Column B</u> Enter into column B employees' average monthly income range according to the following code: 請將僱員每月平均收入幅度按照下列 編號填入 (B) 欄內:		
	Title 職稱	Rec. Type	Code 編號	Code 編號	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	24-26	27-29		Code 編號	Average Monthly Income Range 每月平均收入幅度
			8-10	11	12-15	16-19	20-23				1.	\$7,000 or below 或以下
1	Site Foreman	2	2 1 1	5	2	0	1 5	1	1	2.	\$7,001 - \$10,000	
2	Bricklayer	2	3 0 5	4	0	2 0	1 0	3	3	3.	\$10,001 - \$13,000	
3		2								4.	\$13,001 - \$18,000	
4		2								5.	\$18,001 - \$25,000	
5		2								6.	\$25,001 - \$35,000	
6		2								7.	\$35,001 - \$50,000	
7		2								8.	Over \$50,000 以上	
8		2										
9		2										
10		2										
11		2										
12		2										
13		2										
14		2										
15		2										
16		2										

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

土木工程及建築業
主要職務的工作說明

General Definition

定義

Professional/Technologist

專業人士／技師

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

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

Technician

技術員

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

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

Skilled Worker

熟練技工

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

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

Semi-skilled Worker

半熟練技工

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

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

General Worker

普通工人

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

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

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

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

Code 編號	Job Title 職 稱	Job Description 工作說明										
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）												
104	Civil Engineer 土木工程師	<p>Plans, designs, constructs and supervises the construction of all civil engineering works required for the health, welfare, safety, employment and pleasure of mankind, and for development of natural resources and environmental control. Usually specialises in one or more of the following:</p> <ol style="list-style-type: none"> (1) structural engineering (2) geotechnical engineering (3) hydraulic engineering (4) highway engineering (5) material engineering (6) traffic and transportation engineering (7) railway engineering (8) maritime engineering (9) airport engineering (10) other civil engineering fields <p>策劃、設計、建造及監督所有為人類衛生、福利、安全、就業與娛樂而進行的土木工程，與為天然資源發展及環境控制而設的其他建設。通常專於下列一種或多種工作：</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">(1) 結構工程</td> <td style="width: 50%;">(6) 交通及運輸工程</td> </tr> <tr> <td>(2) 土力工程</td> <td>(7) 鐵路工程</td> </tr> <tr> <td>(3) 水力工程</td> <td>(8) 海事工程</td> </tr> <tr> <td>(4) 公路工程</td> <td>(9) 機場工程</td> </tr> <tr> <td>(5) 材料工程</td> <td>(10) 其他土木工程</td> </tr> </table>	(1) 結構工程	(6) 交通及運輸工程	(2) 土力工程	(7) 鐵路工程	(3) 水力工程	(8) 海事工程	(4) 公路工程	(9) 機場工程	(5) 材料工程	(10) 其他土木工程
(1) 結構工程	(6) 交通及運輸工程											
(2) 土力工程	(7) 鐵路工程											
(3) 水力工程	(8) 海事工程											
(4) 公路工程	(9) 機場工程											
(5) 材料工程	(10) 其他土木工程											
105	Construction Plant Engineer 建造機械工程師	<p>Plans, designs and supervises the construction, utilization, repair and maintenance of construction plants and machinery.</p> <p>策劃、設計及監督建造機械及設備的製造、使用及維修。</p>										
106	Environmental Engineer 環境工程師	<p>Conceives, designs, appraises, directs, manages and supervises the construction of engineering works for the protection and promotion of public health and for the improvement of man's environments; investigates, improves and rectifies engineering works and other projects that are capable of injuring public health by being faulty in conception, design, direction or management.</p> <p>構想、設計、評估、指導、管理及監督各種工程，以保護及促進公眾衛生與改善人類環境；調查、改良及糾正在構想、設計、指導或管理方面出錯以致損害公眾衛生的各種工程及其他計劃。</p>										

Code 編號	Job Title 職 稱	Job Description 工作說明
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）		
108	Geotechnical Engineer 土力工程師	Plans, designs and supervises the construction and maintenance of geotechnical aspects of earth works and foundation works, and the development of natural resources for the construction industry. 策劃、設計及監督土力工程及地基工程土力項目的建造與保養，以及為建造業開發天然資源。
109	Interior Designer 室內設計師	Plans and designs interiors and supervises interior building contracts normally within an existing building. 策劃及設計建築物內部，並監督室內設計建築合約。
110	Land Surveyor 土地測量師	Undertakes the physical measurement of land and collates data for the preparation of plans and maps including cadastral surveying for land registration, topographical surveying, geodetic surveying and hydrographic surveying. 從事土地的實體測量及整理資料以編製圖則及地圖，其工作包括地籍測量、地形測量、大地測量及水文測量。
111	Landscape Architect 園景規劃師	Identifies and advises on construction projects requiring landscaping and other major landscaping projects; designs landscaping; organises and supervises landscaping work; and liaises with relevant authorities and other professionals. 確定需要美化環境的建造工程與其他美化環境主要工程，並提供意見；設計美化環境；組織及督導環境美化工作；以及與有關當局及其他專業人士聯絡。
112	Quantity Surveyor 工料測量師	Deals with the following aspects of building and civil engineering design and construction administration: (1) design cost and cost planning, (2) pre-contract documentation including bills of quantities and/or contract specifications, (3) tendering procedures, contractual agreements and advice on selection of tenders, (4) post-contract services including measurement of work, preparation of interim and final payment certificates and settlement of other contractual claims. 處理下列各方面的屋宇及土木工程設計與建造管理工作： (1) 設計成本及成本策劃， (2) 訂定合約前的文件，包括工程數量單及／或合約章程， (3) 投標手續、合約協定，並就選取投標提供意見， (4) 訂定合約後的服務，包括估量工程、編製中期與末期承建費証書，以及解決其他與合約有關的索償。

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

Code 編號	Job Title 職 稱	Job Description 工作說明
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）		
117	Quality Control/ Assurance Engineer 品質工程師	Plans, supervises and co-ordinates the quality control and assurance activities alloy technical aspects in all phases of the building construction and civil engineering process to ensure that materials and processes comply with standards, specifications, safety and environmental regulations, especially under the ISO-9000 and ISO-14000 series. 策劃、指導及監督土木工程及建築過程中的各種技術工作的品質管理，確保材料及過程均符合相關標準及規格，特別是 ISO-9000 及 ISO-14000 的規範。
118	Building Services Engineer 屋宇設備工程師	Designs and advises on building services facilities in buildings. Plans, supervises and coordinates their installation, testing, maintenance and repair. 設計屋宇內的屋宇設備、策劃、監督及協調其裝設、測試、保養和修理。
119	Electrical Engineer 電機工程師	Researches into electrical engineering problems; designs and advises on electrical systems and equipment; and plans and supervises their development, construction, manufacture, installation, operation, maintenance and repair. 研究電機工程問題；設計電機系統及設備，並就該方面提供意見；策劃及管理其發展、建造、製造、安裝、操作、保養及修理。
120	Mechanical Engineer 機械工程師	Researches into mechanical engineering problems; designs and advises on mechanical plant and equipment; plans and supervises their development, manufacture, construction, installation, operation, maintenance and repair. 研究機械工程問題；設計機械裝置及設備，並就該方面提供意見；策劃及管理其發展、製造、建造、安裝、操作、保養及修理。
TECHNICIAN 技術員		
201	Architectural Technician/ Draughtsman 建築技術員／ 繪圖員	Interprets the Architect's initial design concepts and sketches into a practical building solution, and translates this information into submission/contract drawings, taking due account of the constraints imposed by economic, environmental, technological and legislative requirements; coordinates information and works of other disciplines involved including statutory bodies; assists in the checking of shop drawings and prepares site sketches for projects at the construction stage; from sketch designs prepares general and detailed drawing under the supervision of architects, engineers, surveyors or contractors. 考慮到經濟、環境、技術及法例的限制，將建築師的初步設計概念及草圖製成工程繪圖；協調其他行業，包括法定機構的工作；協助查核裝配圖，以及為建築階段工程預備工地草圖；在建築師、工程師、測量師及承建商的監督下根據設計概要繪製一般及明細圖則。

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

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

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

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

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

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

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

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

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

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

Code 編號	Job Title 職 稱	Job Description 工作說明
GENERAL WORKER		普通工人
401	Chainman 測量幫工	Assists the land surveyor or surveying technician in carrying out survey work in the field; undertakes the care, transport and safeguard of all types of survey equipment. 協助土地測量師或土地測量員執行實地測量工作；搬運、保管及妥善處理各類測量儀器。
402	Concreting Labourer 混凝土幫工	Transports mixed concrete using wheel barrows or other equipment and performs general duties during pouring of concrete. 利用手推車或其他工具運送經拌合的混凝土；在澆置混凝土時執行一般職務。
403	Diver's Linesman 潛水員幫工	Assists the diver and is responsible for communicating with the diver in diving. 協助潛水員；當潛水員執行職務期間，與潛水員聯絡。
404	Excavator 挖泥工	Performs manual excavation work. 擔任人手挖泥工作。
405	Heavy Load Labourer 抬重工	Lifts, handles and transports heavy objects on site using mainly physical strength; generally requiring little skills other than basic manual lifting and handling techniques. 主要以體力抬起、處理及搬運地盤的重物；除基本體力抬重及處理技巧外，通常需要很少技能。
406	Labourer 雜工	Performs simple duties as directed by the tradesman, such as general cleaning or minor excavation work. 按照技工指示，擔任簡單職務、一般清潔，以及小規模的挖掘工作。
407	Sewerman 渠務工	Carries out sewer/drain tracing and flow sampling; gauges, inspects, desilts and clears sewers/drains. 追溯污水及排水渠、取樣本；測度、視察污水及排水渠，清理淤泥及通渠。

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Table 1
表一

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

Job Title 職稱		Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)			
		Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級					
101	Architect 建築師	2 851	-	-	2 851
102	Builder/Construction Manager 營造師	1 395	19	-	1 414
103	Building/Maintenance Surveyor 屋宇／保養測量師	588	2	-	590
104	Civil Engineer 土木工程師	4 220	70	-	4 290
105	Construction Plant Engineer 建造機械工程師	140	-	-	140
106	Environmental Engineer 環境工程師	409	3	-	412
107	Estate Surveyor* 產業測量師	-	-	-	-
108	Geotechnical Engineer 土力工程師	852	16	-	868
109	Interior Designer 室內設計師	947	-	-	947
110	Land Surveyor 土地測量師	786	42	-	828
111	Landscape Architect 園景規劃師	425	-	-	425
112	Quantity Surveyor 工料測量師	2 000	44	-	2 044

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

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士／技師級（續）					
113	Safety Officer 安全主任	826	42	1	869
114	Structural Engineer 結構工程師	2 211	4	-	2 215
115	Town Planner 城市設計師	406	-	-	406
116	Engineering Geologist 工程地質學家	210	2	-	212
117	Quality Control/ Assurance Engineer 品質工程師	214	3	-	217
118	Building Services Engineer 屋宇設備工程師	1 055	10	-	1 065
119	Electrical Engineer 電機工程師	287	14	-	301
120	Mechanical Engineer 機械工程師	263	4	-	267
	Sub-total 分級小計	20 085	275	1	20 361
TECHNICIAN LEVEL 技術員級					
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	4 084	13	61	4 158
202	Assistant Safety Officer/Safety Supervisor 助理安全主任／ 安全督導員	479	26	-	505
203	Civil/Structural/ Geotechnical Engineering Technician 土木／結構／ 土力工程技術員	2 266	73	-	2 339
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	5 307	10	-	5 317

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)					
205	Construction Plant Technician 建造機械技術員	112	2	-	114
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	446	6	-	452
207	Estimator 估價員	977	-	-	977
208	Interior Design Technician 室內設計員	858	-	-	858
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	462	6	-	468
210	Site Agent 地盤總管	1 199	31	-	1 230
211	Site Foreman 地盤管工	4 355	238	-	4 593
212	Surveying Technician (Building) 屋宇測量員	514	9	-	523
213	Surveying Technician (Estate)* 產業測量員	-	-	-	-
214	Surveying Technician (Land) 土地測量員	1 474	44	-	1 518
215	Surveying Technician (Quantity) 工料測量員	2 126	29	-	2 155
216	Surveying Technician (Town Planning) 城市設計員	250	-	-	250
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	171	-	-	171

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)					
218	Building Services Technician 屋宇設備技術員	1 329	27	-	1 356
219	Electrical Engineering Technician 電機工程技術員	90	34	-	124
220	Mechanical Engineering Technician 機械工程技術員	246	30	-	276
221	Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	5 361	3	-	5 364
223	Landscape Technician 園景技術員	225	17	-	242
	Sub-total 分級小計	32 331	598	61	32 990
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級					
301	Asphalter (Water Proofing) 瀝青工 (防水)	579	151	-	730
302	Asphalter (Road Construction) 瀝青工 (道路建造)	43	71	-	114
303	Bamboo Scaffolder 竹棚工	681	456	-	1 137
304	Bar Bender and Fixer 鋼筋屈紮工	287	2 277	4	2 568
305	Bricklayer 砌磚工	97	389	80	566
306	Carpenter (Fender) 木工 (護木)	2	42	-	44
307	Carpenter (Formwork) 木模板工	476	3 190	4	3 670

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	84	26	-	110
309	Concretor 混凝土工	295	902	-	1 197
310	Construction Plant Mechanic 建造機械技工	128	66	-	194
311	Curtain Wall Installer 幕牆工	17	696	-	713
312	Demolition Worker (Building) 清拆工 (建築物)	508	215	-	723
313	Diver 潛水員	101	10	-	111
314	Drainlayer 地渠工	152	435	-	587
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	582	-	-	582
316	Floor Layer 鋪地板工	483	161	-	644
317	Gas Plumber 煤氣喉工	50	12	-	62
318	General Welder 普通焊接工	570	1 127	-	1 697
319	Glazier 玻璃工	541	292	20	853
320	Ground Investigation Operator/Driller/ Borer 岩土勘探工/鑽井工/ 鑽孔工	48	112	-	160
321	Grouting Worker 灌漿工	60	56	-	116
322	Joiner 細木工	1 696	835	120	2 651

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
323	Leveller 平水工	696	730	-	1 426
324	Marble Worker 雲石工	1 176	738	159	2 073
325	Marine Construction Plant Operator 海面建造機械操作工	-	24	-	24
326	Mason 砌石工	57	58	-	115
327	Metal Scaffolder 金屬棚架工	145	159	-	304
328	Metal Worker 金屬工	2 261	1 103	160	3 524
329	Painter & Decorator 髹漆及裝飾工	4 235	934	160	5 329
330	Piling Operative 打樁工	77	185	-	262
331	Pipelaye 敷喉管工	891	298	-	1 189
332	Builder's Lift Operator 建築工地升降機操作員	2	23	-	25
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	528	1 515	-	2 043
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	446	418	-	864
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	84	89	-	173
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	47	23	-	70
337	Plasterer 批盪工	2 163	1 804	160	4 127

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
338	Plumber 水喉工	2 194	952	-	3 146
339	Rock-Breaking Driller 鑽破工 (風炮工)	117	58	3	178
340	Prestressing Operative 預應力 (拉力) 工	30	18	-	48
341	Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	394	740	-	1 134
342	Shotcretor 噴射混凝土工	4	11	-	15
343	Shotfirer 爆石工	28	5	-	33
344	Slope Maintenance Worker 斜坡修葺工	138	62	-	200
345	Structural Steel Erector 結構鋼架工	211	54	-	265
346	Structural Steel Welder 結構鋼材焊接工	170	64	-	234
347	Tiler 鋪瓦工	355	743	-	1 098
348	Trackworker 鋪軌工	-	-	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	127	824	16	967
350	Window Frame Installer 窗框工	587	385	-	972
351	Tunnel Worker 隧道工	157	31	-	188
352	Asbestos Abatement Worker 清除石棉工	-	7	-	7

Job Title 職稱	Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員人數 (受訓者除外)				
	Direct 直接僱員	Sub- contractors' 分包商僱員	Self- employed 自僱人士	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)					
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-
354	Paving Block Layer 地磚鋪砌工	41	37	-	78
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	8	9	-	17
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	144	14	-	158
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	43	1	-	44
	Sub-total 分級小計	25 036	23 637	886	49 559
GENERAL WORKER LEVEL 普通工人級					
401	Chainman 測量幫工	801	226	-	1 027
402	Concreting Labourer 混凝土幫工	58	428	-	486
403	Diver's Linesman 潛水員幫工	1	51	-	52
404	Excavator 挖泥工	573	1 848	-	2 421
405	Heavy Load Labourer 抬重工	494	2 058	-	2 552
406	Labourer 雜工	5 872	9 313	20	15 205
407	Sewerman 渠務工	346	665	-	1 011
	Sub-total 分級小計	8 145	14 589	20	22 754
	GRAND TOTAL 總計	85 597	39 099	968	125 664

Table 2
表二

MANPOWER DISTRIBUTION BY BRANCH

各分類的僱員人數

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級											
101	Architect 建築師	15	1	62	8	1	2 325	25	151	263	2 851
102	Builder/Construction Manager 營造師	209	204	390	64	49	267	145	86	-	1 414
103	Building/Maintenance Surveyor 屋宇／保養測量師	9	3	31	4	-	75	16	61	391	590
104	Civil Engineer 土木工程師	94	776	465	8	21	1 129	19	322	1 456	4 290
105	Construction Plant Engineer 建造機械工程師	11	45	80	-	4	-	-	-	-	140
106	Environmental Engineer 環境工程師	32	82	58	-	20	150	1	62	7	412

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlpers 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士／技師級 (續)											
107	Estate Surveyor 產業測量師	-	-	-	-	-	-	-	-	-	
108	Geotechnical Engineer 土力工程師	12	60	105	-	-	371	-	59	261	868
109	Interior Designer 室內設計師	-	-	-	427	68	427	22	3	-	947
110	Land Surveyor 土地測量師	44	215	112	-	-	273	2	65	117	828
111	Landscape Architect 園景規劃師	3	14	15	-	-	310	-	1	82	425
112	Quantity Surveyor 工料測量師	236	301	425	67	48	693	52	68	154	2 044
113	Safety Officer 安全主任	267	231	58	12	10	144	2	37	108	869
114	Structural Engineer 結構工程師	140	47	92	6	66	1 439	4	48	373	2 215
115	Town Planner 城市設計師	-	6	-	-	-	128	-	15	257	406
116	Engineering Geologist 工程地質學家	-	27	36	-	-	112	-	-	37	212

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)											
117	Quality Control/ Assurance Engineer 品質工程師	51	47	36	31	10	16	1	25	-	217
118	Building Services Engineer 屋宇設備工程師	178	16	78	47	71	201	116	196	162	1 065
119	Electrical Engineer 電機工程師	48	86	40	4	10	60	2	32	19	301
120	Mechanical Engineer 機械工程師	17	33	99	-	56	34	2	25	1	267
	Sub-total 分級小計	1 366	2 194	2 182	678	434	8 154	409	1 256	3 688	20 361
TECHNICIAN LEVEL 技術員級											
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	82	79	224	128	275	2 226	13	124	1 007	4 158
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	123	151	10	61	1	138	-	18	3	505

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)											
203	Civil/Structural/ Geotechnical Engineering Technician 土木／結構／ 土力工程技術員	153	380	271	-	47	630	-	58	800	2 339
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	129	204	192	40	96	771	69	279	3 537	5 317
205	Construction Plant Technician 建造機械技術員	11	48	34	-	17	-	-	4	-	114
206	Construction Purchaser/Storekeeper 建造物料採購員／ 倉庫管理員	41	54	158	39	120	30	1	7	2	452
207	Estimator 估價員	5	16	318	225	302	111	-	-	-	977
208	Interior Design Technician 室內設計員	-	-	20	658	66	111	1	2	-	858

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlpers 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)											
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	7	10	-	-	-	340	9	40	62	468
210	Site Agent 地盤總管	339	339	225	252	67	-	2	6	-	1 230
211	Site Foreman 地盤管工	1 370	1 107	659	463	896	48	1	24	25	4 593
212	Surveying Technician (Building) 屋宇測量員	26	8	1	-	1	216	4	39	228	523
213	Surveying Technician (Estate) 產業測量員	-	-	-	-	-	-	-	-	-	-
214	Surveying Technician (Land) 土地測量員	112	346	41	-	-	436	1	49	533	1 518
215	Surveying Technician (Quantity) 工料測量員	173	264	225	83	326	608	9	28	439	2 155
216	Surveying Technician (Town Planning) 城市設計員	1	-	-	-	-	72	-	1	176	250

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)											
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	53	26	34	10	24	21	-	3	-	171
218	Building Services Technician 屋宇設備技術員	182	16	59	137	77	135	104	293	353	1 356
219	Electrical Engineering Technician 電機工程技術員	36	47	28	-	2	-	-	5	6	124
220	Mechanical Engineering Technician 機械工程技術員	19	46	50	-	139	20	-	2	-	276
221	Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	36	3	167	3 773	687	35	5	78	580	5 364
223	Landscape Technician 園景技術員	5	22	24	-	-	180	-	1	10	242
	Sub-total 分級小計	2 903	3 166	2 740	5 869	3 143	6 128	219	1 061	7 761	32 990

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級											
301	Asphalter (Water Proofing) 瀝青工 (防水)	117	34	-	1	576	-	-	2	-	730
302	Asphalter (Road Construction) 瀝青工 (道路建造)	2	69	42	-	-	-	-	1	-	114
303	Bamboo Scaffolder 竹棚工	395	65	-	-	672	-	-	5	-	1 137
304	Bar Bender and Fixer 鋼筋屈紮工	1 889	484	82	-	103	-	-	10	-	2 568
305	Bricklayer 砌磚工	403	27	24	80	24	-	-	8	-	566
306	Carpenter (Fender) 木工 (護木)	-	44	-	-	-	-	-	-	-	44
307	Carpenter (Formwork) 木模板工	2 648	698	122	144	52	-	-	3	3	3 670
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	26	3	-	19	60	-	-	-	2	110
309	Concretor 混凝土工	717	273	68	6	121	5	-	3	4	1 197

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
310	Construction Plant Mechanic 建造機械技工	72	98	15	-	8	-	-	1	-	194
311	Curtain Wall Installer 幕牆工	692	13	-	-	8	-	-	-	-	713
312	Demolition Worker (Building) 清拆工 (建築物)	178	91	102	352	-	-	-	-	-	723
313	Diver 潛水員	-	11	-	-	100	-	-	-	-	111
314	Drainlayer 地渠工	260	271	24	-	25	-	-	7	-	587
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	240	114	128	19	19	-	-	60	2	582
316	Floor Layer 鋪地板工	166	-	-	86	392	-	-	-	-	644
317	Gas Plumber 煤氣喉工	13	-	-	-	-	-	-	49	-	62
318	General Welder 普通焊接工	526	768	-	124	262	-	-	7	10	1 697

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
319	Glazier 玻璃工	277	17	-	292	265	-	-	2	-	853
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/ 鑽井工/鑽孔工	43	94	23	-	-	-	-	-	-	160
321	Grouting Worker 灌漿工	54	12	50	-	-	-	-	-	-	116
322	Joiner 細木工	849	9	61	1 559	112	-	-	58	3	2 651
323	Leveller 平水工	923	292	38	81	4	78	-	4	6	1 426
324	Marble Worker 雲石工	788	4	12	242	1 022	-	-	5	-	2 073
325	Marine Construction Plant Operator 海面建造機械 操作工	-	24	-	-	-	-	-	-	-	24
326	Mason 砌石工	36	22	18	-	32	5	-	2	-	115
327	Metal Scaffolder 金屬棚架工	160	42	50	-	40	-	-	12	-	304

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
328	Metal Worker 金屬工	1 019	146	-	286	2 059	-	-	14	-	3 524
329	Painter & Decorator 髹漆及裝飾工	897	49	13	3 280	1 046	-	-	40	4	5 329
330	Piling Operative 打樁工	167	95	-	-	-	-	-	-	-	262
331	Pipelaye 敷喉管工	147	208	-	288	280	-	-	-	266	1 189
332	Builder's Lift Operator 建築工地升降機 操作員	16	9	-	-	-	-	-	-	-	25
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	398	1 424	74	-	130	-	-	15	2	2 043
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	196	364	33	-	269	-	-	2	-	864

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
343	Shotfirer 爆石工	-	33	-	-	-	-	-	-	33
344	Slope Maintenance Worker 斜坡修葺工	17	51	120	-	-	-	12	-	200
345	Structural Steel Erector 結構鋼架工	148	17	99	-	-	-	1	-	265
346	Structural Steel Welder 結構鋼材焊接工	76	16	81	-	60	-	1	-	234
347	Tiler 鋪瓦工	726	35	-	60	265	-	11	1	1 098
348	Trackworker 鋪軌工	-	-	-	-	-	-	-	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	112	843	10	-	-	-	-	2	967
350	Window Frame Installer 窗框工	386	7	-	12	566	-	1	-	972
351	Tunnel Worker 隧道工	-	154	34	-	-	-	-	-	188

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)											
352	Asbestos Abatement Worker 清除石棉工	7	-	-	-	-	-	-	-	7	
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-	-	-	-	-	-	
354	Paving Block Layer 地磚鋪砌工	32	5	39	-	-	-	2	-	78	
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	14	1	-	-	-	-	2	-	17	
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	30	28	62	26	12	-	-	-	158	
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	1	-	31	-	12	-	-	-	44	
	Sub-total 分級小計	19 259	8 011	1 637	9 297	10 534	88	-	423	310	49 559

Job Title 職稱	Br. 1 Bldg Sites 分類一 已動工的 建築地盤	Br. 2 Civ Eng Sites 分類二 已動工的 土木工程及 其他地盤	Br. 3 New Cons Contr 分類三 新建造工程 承建商	Br. 4 Décor Rep Mtn Contr 分類四 裝修、維修及 保養工程 承建商	Br. 5 Spec Trade Contr 分類五 特種工程 承建商	Br. 6 Arch, Eng. Surv Serv 分類六 建築、測量 及工程服務 公司	Br. 7 Major Est Devlprs 分類七 主要私人 地產發展商	Br. 8 Tert. Inst. Utilities 分類八 培訓機構 (包括管業處) 及公用事業等	Br. 9 Govt Dept 分類九 政府部門 (僱有建築 工人)	Total 總數	
GENERAL WORKER LEVEL 普通工人級											
401	Chainman 測量幫工	137	263	48	-	-	152	1	-	426	1 027
402	Concreting Labourer 混凝土幫工	344	142	-	-	-	-	-	-	-	486
403	Diver's Linesman 潛水員幫工	-	52	-	-	-	-	-	-	-	52
404	Excavator 挖泥工	516	1 613	234	-	56	-	-	-	2	2 421
405	Heavy Load Labourer 抬重工	1 532	826	125	-	65	-	-	4	-	2 552
406	Labourer 雜工	6 935	4 892	620	1 581	513	25	-	152	487	15 205
407	Sewerman 渠務工	128	619	90	-	115	-	-	-	59	1 011
	Sub-total 分級小計	9 592	8 407	1 117	1 581	749	177	1	156	974	22 754
	GRAND TOTAL 總計	33 120	21 778	7 676	17 425	14 860	14 547	629	2 896	12 733	125 664

Table 3
表三

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

Branch 分類		Job Level 技能等級				Total 總數
		Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled & Semi-Skilled Worker 技工及 半熟練技工	General Worker 普通工人	
Br. 1 分類一	Bldg Sites 已動工的建築地盤	1 366	2 903	19 259	9 592	33 120
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	2 194	3 166	8 011	8 407	21 778
Br. 3 分類三	New Cons Contr 新建造工程承建商	2 182	2 740	1 637	1 117	7 676
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	678	5 869	9 297	1 581	17 425
Br. 5 分類五	Spec Trade Contr 特種工程承建商	434	3 143	10 534	749	14 860
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	8 154	6 128	88	177	14 547
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	409	219	-	1	629
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	1 256	1 061	423	156	2 896
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	3 688	7 761	310	974	12 733
TOTAL 總數		20 361	32 990	49 559	22 754	125 664

Table 4
表 四

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

	Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級				
101	Architect 建築師	2 851	25	100
102	Builder/Construction Manager 營造師	1 414	7	15
103	Building/Maintenance Surveyor 屋宇／保養測量師	590	17	12
104	Civil Engineer 土木工程師	4 290	93	218
105	Construction Plant Engineer 建造機械工程師	140	21	-
106	Environmental Engineer 環境工程師	412	2	32
107	Estate Surveyor* 產業測量師	-	-	-
108	Geotechnical Engineer 土力工程師	868	11	25
109	Interior Designer 室內設計師	947	1	53
110	Land Surveyor 土地測量師	828	3	1
111	Landscape Architect 園景規劃師	425	10	22
112	Quantity Surveyor 工料測量師	2 044	71	21
113	Safety Officer 安全主任	869	28	2
114	Structural Engineer 結構工程師	2 215	31	35

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

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued)		專業人士／技師級 (續)		
115	Town Planner 城市設計師	406	9	33
116	Engineering Geologist 工程地質學家	212	-	8
117	Quality Control/ Assurance Engineer 品質工程師	217	1	4
118	Building Services Engineer 屋宇設備工程師	1 065	41	50
119	Electrical Engineer 電機工程師	301	1	12
120	Mechanical Engineer 機械工程師	267	7	19
	Sub-total 分級小計	20 361	379	662
TECHNICIAN LEVEL 技術員級				
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	4 158	63	108
202	Assistant Safety Officer/Safety Supervisor 助理安全主任／ 安全督導員	505	2	-
203	Civil/Structural/ Geotechnical Engineering Technician 土木／結構／土力工程 技術員	2 339	43	103
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	5 317	145	8
205	Construction Plant Technician 建造機械技術員	114	-	-
206	Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員	452	1	1
207	Estimator 估價員	977	1	1

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
TECHNICIAN LEVEL (Continued) 技術員級 (續)			
208 Interior Design Technician 室內設計員	858	6	-
209 Laboratory Technician (Construction Materials/ Soils) 建築材料試驗員	468	4	-
210 Site Agent 地盤總管	1 230	6	1
211 Site Foreman 地盤管工	4 593	50	49
212 Surveying Technician (Building) 屋宇測量員	523	6	1
213 Surveying Technician (Estate)* 產業測量員	-	-	-
214 Surveying Technician (Land) 土地測量員	1 518	70	6
215 Surveying Technician (Quantity) 工料測量員	2 155	135	19
216 Surveying Technician (Town Planning) 城市設計員	250	-	-
217 Quality Control/ Assurance Technician 品質控制/保證技術員	171	-	-
218 Building Services Engineering Technician 屋宇設備技術員	1 356	26	4
219 Electrical Engineering Technician 電機工程技術員	124	-	3
220 Mechanical Engineering Technician 機械工程技術員	276	-	4
221 Building Services and Engineering Supervisor 屋宇設備技術及工程監督	5 364	21	-
223 Landscape Technician 園景技術員	242	-	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
Sub-total 分級小計	32 990	579	308	
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級				
301	Asphalter (Water Proofing) 瀝青工 (防水)	730	-	-
302	Asphalter (Road Construction) 瀝青工 (道路建造)	114	-	-
303	Bamboo Scaffolder 竹棚工	1 137	80	-
304	Bar Bender and Fixer 鋼筋屈紮工	2 568	2	-
305	Bricklayer 砌磚工	566	6	-
306	Carpenter (Fender) 木工 (護木)	44	-	-
307	Carpenter (Formwork) 木模板工	3 670	5	-
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	110	-	-
309	Concretor 混凝土工	1 197	15	-
310	Construction Plant Mechanic 建造機械技工	194	-	-
311	Curtain Wall Installer 幕牆工	713	-	-
312	Demolition Worker Installer 清拆工 (建築物)	723	104	-
313	Diver 潛水員	111	-	-
314	Drainlayer 地渠工	587	4	-
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	582	7	6

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)			
316 Floor Layer 鋪地板工	644	39	-
317 Gas Plumber 煤氣喉工	62	-	-
318 General Welder 普通焊接工	1 697	76	2
319 Glazier 玻璃工	853	-	-
320 Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／ 鑽孔工	160	-	-
321 Grouting Worker 灌漿工	116	60	-
322 Joiner 細木工	2 651	290	44
323 Leveller 平水工	1 426	94	45
324 Marble Worker 雲石工	2 073	-	-
325 Marine Construction Plant Operator 海面建造機械操作工	24	-	-
326 Mason 砌石工	115	-	-
327 Metal Scaffolder 金屬棚架工	304	-	2
328 Metal Worker 金屬工	3 524	213	-
329 Painter & Decorator 髹漆及裝飾工	5 329	679	6
330 Piling Operative 打樁工	262	-	-
331 Pipelayer 敷喉管工	1 189	46	1
332 Builder's Lift Operator 建築工地升降機 操作員	25	-	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)				
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	2 043	2	-
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	864	24	-
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	173	-	-
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	70	-	-
337	Plasterer 批盪工	4 127	68	6
338	Plumber 水喉工	3 146	108	-
339	Rock-Breaking Driller 鑽破工 (風炮工)	178	2	-
340	Prestressing Operative 預應力 (拉力) 工	48	-	-
341	Rigger/Metal Formwork Erector 索具工 (叻嚟) / 金屬模板裝嵌工	1 134	-	-
342	Shotcretor 噴射混凝土工	15	-	-
343	Shotfirer 爆石工	33	1	-
344	Slope Maintenance Worker 斜坡修葺工	200	-	-
345	Structural Steel Erector 結構鋼架工	265	-	-
346	Structural Steel Welder 結構鋼材焊接工	234	-	-
347	Tiler 鋪瓦工	1 098	6	-
348	Trackworker 鋪軌工	-	-	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)			
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	967	2	-
350 Window Frame Installer 窗框工	972	-	-
351 Tunnel Worker 隧道工	188	-	-
352 Asbestos Abatement Worker 清除石棉工	7	-	-
353 Hand-dug Caisson Worker 手挖沉箱工	-	-	-
354 Paving Block Layer 地磚鋪砌工	78	-	-
355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	17	-	-
356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	158	-	-
357 Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	44	-	-
Sub-total 分級小計	49 559	1 933	112
GENERAL WORKER LEVEL 普通工人級			
401 Chainman 測量幫工	1 027	57	-
402 Concreting Labourer 混凝土幫工	486	-	-
403 Diver's Linesman 潛水員幫工	52	-	-
404 Excavator 挖泥工	2 421	24	-
405 Heavy Load Labourer 抬重工	2 552	-	-
406 Labourer 雜工	15 205	211	-
407 Sewerman 渠務工	1 011	3	-

Job Title 職稱	Total Number Employed at Date of Survey (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies at Date of Survey 調查期間 空缺額	Number of Trainees at Date of Survey 調查期間 受訓者人數	
GENERAL WORKER LEVEL (Continued) 普通工人級(續)				
	Sub-total 分級小計	22 754	295	0
	GRAND TOTAL 總計	125 664	3 186	1 082

Table 5
表五

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

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士/技師級										
101	Architect 建築師	-	-	-	-	127	173	958	631	962
102	Builder/ Construction Manager 營造師	-	-	-	-	43	54	399	360	558
103	Building/ Maintenance Surveyor 屋宇/保養 測量師	-	-	-	-	10	89	94	320	77
104	Civil Engineer 土木工程師	-	-	-	-	73	304	737	2 229	947
105	Construction Plant Engineer 建造機械工程師	-	-	-	-	3	52	45	1	39
106	Environmental Engineer 環境工程師	-	-	-	-	30	123	130	12	117
107	Estate Surveyor 產業測量師	-	-	-	-	-	-	-	-	-
108	Geotechnical Engineer 土力工程師	-	-	-	14	5	81	323	282	163
109	Interior Designer 室內設計師	-	-	-	22	36	544	53	11	281
110	Land Surveyor 土地測量師	-	-	-	1	55	216	156	125	275
111	Landscape Architect 園景規劃師	-	-	-	-	18	185	27	63	132
112	Quantity Surveyor 工料測量師	-	-	-	71	101	521	523	127	701
113	Safety Officer 安全主任	-	-	-	70	36	294	68	113	288
114	Structural Engineer 結構工程師	-	-	-	2	139	151	452	320	1 151
115	Town Planner 城市設計師	-	-	-	-	-	44	11	264	87
116	Engineering Geologist 工程地質學家	-	-	-	-	36	13	11	44	108

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued) 專業人士/技師級 (續)										
117	Quality Control/ Assurance Engineer 品質工程師	-	-	-	-	35	43	25	20	94
118	Building Services Engineer 屋宇設備工程師	-	-	-	7	45	357	279	146	231
119	Electrical Engineer 電機工程師	-	-	-	-	14	73	27	13	174
120	Mechanical Engineer 機械工程師	-	-	-	-	97	87	19	1	63
	Sub-total 分級小計	0	0	0	187	903	3 404	4 337	5 082	6 448
TECHNICIAN LEVEL 技術員級										
201	Architectural Technician/ Draughtsman 建築技術員/ 繪圖員	-	67	129	602	878	1 419	3	11	1 049
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	-	-	95	42	85	83	2	3	195
203	Civil/Structural/ Geotechnical Engineering Technician 土木/結構/ 土力工程技術員	-	2	48	341	878	520	12	-	538
204	Clerk of Works/ Inspector of Works/ Works Supervisor 監工	-	-	-	616	1 339	2 359	277	225	501
205	Construction Plant Technician 建造機械技術員	-	-	-	9	12	15	4	-	74
206	Construction Purchaser/ Storekeeper 建造物料採購員 /倉庫管理員	-	-	35	90	152	21	-	-	154
207	Estimator 估價員	-	-	-	196	348	68	41	1	323
208	Interior Design Technician 室內設計員	-	-	156	268	48	14	-	-	372
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	-	-	-	26	119	71	4	-	248

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
TECHNICIAN LEVEL (Continued) 技術員級 (續)										
210	Site Agent 地盤總管	-	-	3	27	434	240	85	5	436
211	Site Foreman 地盤管工	-	-	37	829	1 435	438	155	-	1 699
212	Surveying Technician (Building) 屋宇測量員	-	-	1	179	234	18	-	-	91
213	Surveying Technician (Estate) 產業測量員	-	-	-	-	-	-	-	-	-
214	Surveying Technician (Land) 土地測量員	-	-	19	171	196	570	-	-	562
215	Surveying Technician (Quantity) 工料測量員	-	4	107	712	224	411	3	-	694
216	Surveying Technician (Town Planning) 城市設計員	-	-	-	1	244	4	-	-	1
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	-	-	6	43	17	4	-	-	101
218	Building Services Technician 屋宇設備技術員	-	-	2	640	121	278	34	-	281
219	Electrical Engineering Technician 電機工程技術員	-	-	5	45	18	2	1	-	53
220	Mechanical Engineering Technician 機械工程技術員	-	-	-	116	57	3	-	-	100
221	Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	-	296	521	1 163	574	1 029	158	-	1 623
223	Landscape Technician 園景技術員	-	-	-	38	5	9	1	-	189
	Sub-total 分級小計	0	369	1 164	6 154	7 418	7 576	780	245	9 284
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級										
301	Asphalter (Water Proofing) 瀝青工 (防水)	-	-	88	161	28	-	-	-	453

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
302	Asphalter (Road Construction) 瀝青工(道路 建造)	-	-	18	43	-	1	-	-	52
303	Bamboo Scaffolder 竹棚工	-	-	119	150	530	5	-	-	333
304	Bar Bender and Fixer 鋼筋屈紮工	-	-	14	218	964	208	-	-	1 164
305	Bricklayer 砌磚工	-	2	69	197	75	8	-	-	215
306	Carpenter (Fender) 木工(護木)	-	-	9	3	31	-	-	-	1
307	Carpenter (Formwork) 木模板工	-	52	93	791	711	128	-	-	1 895
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	-	-	38	72	-	-	-	-	-
309	Concretor 混凝土工	-	7	263	207	162	11	-	-	547
310	Construction Plant Mechanic 建造機械技工	-	-	7	73	58	-	-	-	56
311	Curtain Wall Installer 幕牆工	-	-	77	178	13	-	-	-	445
312	Demolition Worker (Building) 清拆工(建築物)	-	-	18	545	1	-	-	-	159
313	Diver 潛水員	-	-	-	3	-	61	4	3	40
314	Drainlayer 地渠工	-	-	99	217	48	66	-	-	157
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	-	-	177	204	48	14	-	-	139
316	Floor Layer 鋪地板工	20	20	111	143	232	-	-	-	118
317	Gas Plumber 煤氣喉工	-	-	52	-	-	-	-	-	10
318	General Welder 普通焊接工	2	46	86	479	324	58	-	-	702
319	Glazier 玻璃工	-	40	150	235	146	13	-	-	269

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
320	Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／鑽孔工	-	1	30	63	32	7	-	-	27
321	Grouting Worker 灌漿工	-	20	0	43	-	-	-	-	53
322	Joiner 細木工	-	24	411	1 500	52	-	-	-	664
323	Leveller 平水工	-	37	207	455	71	-	-	-	656
324	Marble Worker 雲石工	-	-	261	1 217	58	-	-	-	537
325	Marine Construction Plant Operator 海面建造機械操作工	-	-	-	-	13	5	-	-	6
326	Mason 砌石工	-	-	2	62	-	-	-	-	51
327	Metal Scaffolder 金屬棚架工	-	-	-	88	46	3	-	-	167
328	Metal Worker 金屬工	-	466	685	1 426	99	-	-	-	848
329	Painter & Decorator 髹漆及裝飾工	-	127	1 512	2 289	331	-	-	-	1 070
330	Piling Operative 打樁工	-	-	3	123	32	8	-	-	96
331	Pipelaye 敷喉管工	-	-	261	657	74	-	-	-	197
332	Builder's Lift Operator 建築工地升降機操作員	-	2	-	12	-	-	-	-	11
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	-	-	193	1 145	232	3	-	-	470
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	-	-	15	302	347	21	-	-	179
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	-	-	-	81	42	3	-	-	47

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	-	-	-	26	-	36	-	-	8
337	Plasterer 批盪工	-	169	942	1 202	477	7	-	-	1 330
338	Plumber 水喉工	20	79	452	1 309	575	-	-	-	711
339	Rock-Breaking Driller 鑽破工 (風炮工)	-	-	24	109	13	17	-	-	15
340	Prestressing Operative 預應力 (拉力) 工	-	-	-	21	10	-	-	-	17
341	Rigger/Metal Formwork Erector 索具工 (叻嚟) / 金屬模板裝嵌工	-	-	31	539	329	-	-	-	235
342	Shotcretor 噴射混凝土工	-	-	-	12	1	2	-	-	-
343	Shotfirer 爆石工	-	-	-	21	-	8	1	-	3
344	Slope Maintenance Worker 斜坡修葺工	-	10	169	7	-	-	-	-	14
345	Structural Steel Erector 結構鋼架工	-	-	-	131	92	3	-	-	39
346	Structural Steel Welder 結構鋼材焊接工	-	-	-	113	90	-	-	-	31
347	Tiler 鋪瓦工	-	12	137	403	32	7	-	-	507
348	Trackworker 鋪軌工	-	-	-	-	-	-	-	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	-	8	307	381	111	-	-	-	160
350	Window Frame Installer 窗框工	20	86	18	474	37	-	-	-	337
351	Tunnel Worker 隧道工	-	-	-	20	67	20	-	-	81
352	Asbestos Abatement Worker 清除石棉工	-	-	7	-	-	-	-	-	-
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-	-	-	-	-	-

Job Title 職稱	Under \$7,000 以下	\$7,001- \$10,000	\$10,001- \$13,000	\$13,001- \$18,000	\$18,001- \$25,000	\$25,001- \$35,000	\$35,001- \$50,000	Over \$50,000 以上	Unspecified 未列明	
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
354	Paving Block Layer 地磚鋪砌工	-	-	49	12	15	-	-	-	2
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	-	-	-	2	6	2	-	-	7
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	-	-	13	58	37	2	-	-	48
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	-	-	12	32	-	-	-	-	-
	Sub-total 分級小計	62	1 208	7 229	18 254	6 692	727	5	3	15 379
GENERAL WORKER LEVEL 普通工人級										
401	Chainman 測量幫工	4	58	615	132	2	-	-	-	216
402	Concreting Labourer 混凝土幫工	-	17	109	32	-	-	-	-	328
403	Diver's Linesman 潛水員幫工	-	2	38	2	3	-	-	-	7
404	Excavator 挖泥工	-	469	1 163	244	-	-	-	-	545
405	Heavy Load Labourer 抬重工	20	242	1 031	180	-	-	-	-	1 079
406	Labourer 雜工	667	2 006	5 049	1 865	100	-	-	-	5 518
407	Sewerman 渠務工	-	248	523	143	-	-	-	-	97
	Sub-total 分級小計	691	3 042	8 528	2 598	105	0	0	0	7 790
	GRAND TOTAL 總計	753	4 619	16 921	27 193	15 118	11 707	5 122	5 330	38 901

Table 6
表六

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

Employment Size 僱員人數	Business Situation in Coming Year 對未來一年業務情況的看法					Business Situation in Coming 3 Years 對未來三年業務情況的看法				
	Better 較佳	The Same 不變	Worse 較差	Unspecified 未列明	Total 總數	Better 較佳	The Same 不變	Worse 較差	Unspecified 未列明	Total 總數
1 - 4	2 754	6 951	1 736	544	11 985	2 301	6 826	1 981	877	11 985
5 - 9	601	713	137	12	1 463	521	745	104	93	1 463
10 - 19	273	503	79	12	867	266	496	73	32	867
20 - 49	206	265	9	4	484	202	257	15	10	484
50 - 99	32	37	11	4	84	43	31	5	5	84
Over 100 以上	30	47	3	11	91	36	39	2	14	91
TOTAL 總數	3 896	8 516	1 975	587	14 974	3 369	8 394	2 180	1 031	14 974

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

* 分類一及二之機構無須回應這些項目。

Table 7
表七

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

Branch 分類		Job Level 技能等級			
		Professional/ Technologist 專業人士/ 技師	Technician 技術員	Skilled & Semi-Skilled Worker 技工及 半熟練技工	Total 總數
Br. 1 分類一	Bldg Sites * 已動工的建築地盤 *	-	-	-	-
Br. 2 分類二	Civ Eng Sites * 已動工的土木工程及其他 地盤 *	-	-	-	-
Br. 3 分類三	New Cons Contr 新建造工程承建商	495	594	1 699	2 788
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	25	522	2 356	2 903
Br. 5 分類五	Spec Trade Contr 特種工程承建商	77	67	1 261	1 405
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	193	640	119	952
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	21	13	-	34
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	337	62	35	434
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	180	238	120	538
TOTAL 總數		1 328	2 136	5 590	9 054

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

*分類一及二之機構無須回應這些項目。

Table 8
表八

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

調查期間技術員及非技術員的人力分布情況

	Branch 分類	Number of Non- technical Staff 非技術員	Number of Technical Staff 技術員	Total 總數
Br. 1 分類一	Sites – Building Sites 已動工的建築地盤	5 337	33 120	38 457
Br. 2 分類二	Sites – Civil Engineering and Other Sites 已動工的土木工程及其他地盤	1 767	21 778	23 545
Br. 3 分類三	New Construction Works Contractors, including Site Investigation, Site Formation, Foundation Works and Erection Works 新建造工程承建商	4 353	7 676	12 029
Br. 4 分類四	Decoration, Repair and Maintenance Contractors 裝修、維修及保養工程承建商	4 949	17 425	22 374
Br. 5 分類五	Special Trade Works Contractors, excluding Electrical & Mechanical Fitting and Gas Fitting, Installation & Maintenance 特種工程承建商	3 346	14 860	18 206
Br. 6 分類六	Architectural, Surveying and Project Engineering Services Firms Related to Construction Activities 建築、測量 及工程服務公司	5 297	14 547	19 844
Br. 7 分類七	Estate Developers 主要私人地產發展商	4 424	629	5 053
Br. 8 分類八	Training/Educational Institutions and Utility Companies 培訓機構(包括管業處) 及公用事業等	7 087	2 896	9 983
Br. 9 分類九	Government Departments 政府部門 (僱有建築工人)	8 875	12 733	21 608
	TOTAL 總數	45 435	125 664	171 099

NUMBER OF EMPOLYEES WORKING IN OFFICE AND SITES AT DATE OF SURVEY (BRANCH 4 ONLY)

調查期間在辦公室及地盤工作的僱員總人數（只限分類四）

Branch 分類	Employment Size 僱員人數	With Number of Employees Reported 僱員登記人數		Unspecified 未列明	Total Number of Establishments 公司總數
		Number of Establishments 公司數目	Number of Employees* 僱員人數*	Number of Establishments 公司數目	
Branch 4 分類四 (Decoration, Repair and Maintenance Contractors) (裝修、維修及保養 工程承建商)	1 - 4	6 128	20 233	40	6 168
	5 - 9	384	4 063	1	385
	10 - 19	257	7 005	4	261
	20 - 49	100	3 152	11	111
	50 - 99	7	443	6	13
	Over 100 以上	3	3 000	-	3
	TOTAL 總數	6 879	37 896	62	6 941

* Number of Employees including both permanent and casual workers employed in the company, by the company's sub-contractors, and the self-employed workers.

* 辦公室及地盤工作的僱員包括公司及所有公司屬下分包商所僱用的長工、散工、及自僱人士。

SECONDARY STATISTICS
輔助統計資料

- I. Construction Sites (Manual Workers Only)
建築地盤（只限地盤工人）

- II. Ten Major Infrastructure Projects – Highlights of the 2010-11 Policy Address
十項大型基建項目的進展概覽（2010-11 施政報告重點概覽）

I. Construction Sites (Manual Workers Only)

建築地盤 (只包括地盤工人)

Year 年	Month 月	No. of Establishments 機構數目	No. of Persons engaged 就業人數		Total 總計	No. of Vacancies 職位空缺數目
			Male 男	Female 女		
2006		911	47 621	3 383	51 004	16
2007		946	46 273	3 830	50 103	15
2008	6	1 014	45 600	3 956	49 556	30
2008	9	1 012	44 367	3 777	48 144	41
2008	12	986	46 146	3 302	49 448	11
2009	3	970	47 633	4 311	51 944	3
2009	6	954	45 820	3 122	48 942	4
2009	9	987	44 016	3 949	47 965	18
2009	12	992	49 674	3 480	53 154	30
2010	3	1 006	50 608	3 305	53 913	47
2010	6	1 081	51 603	3 920	55 523	59
2010	9	1 168	52 365	4 137	56 502	72
2010	12	1 101	51 040	4 385	55 425	68
2011	3	1 053	54 338	4 469	58 807	149
2011	6	1 062	54 115	4 494	58 609	302

Sources: Hong Kong Monthly Digest of Statistics, December 2010 & November 2011
資料來源：香港統計月刊 2010 年 12 月及 2011 年 11 月

II. Ten Major Infrastructure Projects **Highlights of the 2010-11 Policy Address**

The 2007-08 Policy Address announced 10 major infrastructure projects to promote economic development in Hong Kong and create employment opportunities. These projects are making good progress as set out below.

(1) **South Island Line**

Progress: The MTR Corporation Limited is working on the detailed planning and design for the project. Construction is expected to commence in 2011 for completion in 2015.

(2) **Sha Tin to Central Link**

Progress: Design and site investigation are underway in parallel with public consultation, which is expected to complete within this year. We plan to gazette the project by early 2011 and seek to start work in 2012.

(3) **Tuen Mun-Chek Lap Kok Link and Tuen Mun Western Bypass**

Progress: Preliminary design and site investigation for the Tuen Mun - Chek Lap Kok Link will be completed in early 2011, while the alignment options for the Tuen Mun Western Bypass are under review and consultation. We aim to synchronise the commissioning of these two projects with that of the Hong Kong-Zhuhai-Macao Bridge.

(4) **Hong Kong Section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link**

Progress: Construction commenced in January 2010 for completion in 2015.

(5) **Hong Kong-Zhuhai-Macao Bridge**

Progress: Construction of the Main Bridge commenced in December 2009. The three governments have established the legal framework for the construction and operation of the Main Bridge, and the financing arrangements with the lead bank are expected to be finalised by the end of 2010. As regards local projects, detailed design and site investigation for the reclamation works of the Hong Kong Boundary Crossing Facilities are underway, while preliminary preparation for the design and construction of the Hong Kong Link Road has just begun. Our aim is to tally the commissioning of these projects with that of the Main Bridge in 2016.

(6) **Rail Connection between the Hong Kong and Shenzhen Airports**

Progress: Preliminary feasibility study has confirmed the technical feasibility of the alignment. Apart from enhancing co-operation between the Hong Kong and Shenzhen airports, another major function of the Hong Kong-Shenzhen Western Express Line is to promote the development of Qianhai and the Northwest New Territories. Its design has to take into consideration and tie in with the planning of these two areas.

(7) **Lok Ma Chau Loop**

Progress: The Hong Kong-Shenzhen Joint Task Force on Boundary District Development, established in 2008, commissioned a joint study on the development of Lok Ma Chau Loop in mid-2009. It aims to consult the public in Hong Kong and Shenzhen on the preliminary outline development plan in late 2010 or early 2011. The study is scheduled for completion in 2012.

(8) **West Kowloon Cultural District (WKCD)**

Progress: The WKCD Authority, established in 2008, is conducting a three-stage public engagement exercise, with a view to formulating a detailed Development Plan for WKCD. Phase I core arts and cultural facilities are expected to be completed in stages starting from 2015.

(9) **Kai Tak Development**

Progress: In November 2007, the Executive Council approved the statutory Kai Tak Outline Zoning Plan. In accordance with the Plan, the Government formulated the Kai Tak Development which is being implemented in stages. Works of the first stage, including public housing, cruise terminal and associated supporting infrastructure, are in progress. The first berth of the cruise terminal commenced construction in November 2009 and is expected to come into operation in mid-2013, together with the cruise terminal building which will be completed a year earlier than originally scheduled. The second berth is expected to come into operation in 2014.

(10) **North East New Territories (NENT) New Development Areas (NDAs) and Hung Shui Kiu NDA**

Progress: The planning and engineering (P&E) study for the NENT NDAs commenced in June 2008 for completion in 2011. Construction works are expected to commence in 2016 at the earliest, with a view to completing the first phase of the project for population intake by 2021. The P&E study for the Hung Shui Kiu NDA, currently under preparation, is expected to commence in 2011.

Source: Website of 2010-11 Policy Address - Highlights of the “Ten Major Infrastructure Projects”

II. 十項大型基建項目的進展概覽

二零一零至二零一一年施政報告重點概覽

二零零七至零八年施政報告，提出發展十個大型基礎設施項目的計劃，以促進香港的經濟發展，創造就業。現時該十個項目進展良好，具體進度見如下。

(1) **港鐵南港島線**

進度：港鐵公司正為項目進行詳細設計及規劃。預計二零一一年動工，二零一五年開始投入服務。

(2) **沙田至中環鐵路線**

進度：正同步進行公眾諮詢、設計以及地盤勘測工作。預計今年內完成諮詢工作。計劃整個項目不遲於明年年初刊憲，並爭取於二零一二年動工。

(3) **屯門至赤鱗角連接路及屯門西繞道**

進度：屯門至赤鱗角連接路的勘測及初步設計將於明年年初完成，而屯門西繞道的走線方案則尚在諮詢評選。我們希望這兩個項目可配合港珠澳大橋項目，爭取同步完成。

(4) **廣深港高速鐵路香港段**

進度：工程已在二零一零年一月展開，預計二零一五年竣工。

(5) **港珠澳大橋**

進度：主橋工程已在二零零九年十二月展開，三地政府亦已落實主橋建設及營運的法律架構，而與牽頭貸款銀行的融資安排預計於今年年底落實。至於本地工程，香港口岸填海的工程現正進行勘察及詳細設計，而香港接線有關設計及建造的前期準備工作則剛展開，目標是配合港珠澳大橋於二零一六年完成開通。

(6) **深港機場連接鐵路研究**

進度：初步可行性研究已確定鐵路走線在技術上可行。除加強港深機場合作外，港深西部快速軌道另一個主要功能是促進前海及新界西北地區的發展，所以鐵路的設計必須以這兩個發展區的規劃先行，再作配合。

(7) **落馬洲河套區研究**

進度：「港深邊界區發展聯合專責小組」在二零零八年成立，並在二零零九年年中展開聯合綜合研究，預計在今年年底或明年年初就初步發展大綱圖諮詢港深兩地公眾的意見。整項聯合綜合研究將於二零一二年完成。

(8) **西九文化區**

進度：西九文化區管理局已在二零零八年成立，並正透過三個階段的公眾參與活動，擬備文化區的詳細發展圖則。文化區的第一期核心文化藝術設施預計於二零一五年起分階段落成。

(9) **啓德發展計劃**

進度：行政會議在二零零七年十一月批准法定的啓德分區計劃大綱圖。按照大綱圖，政府制定了啓德發展計劃，正在分階段落實。第一階段工程項目，包括公共房屋發展、郵輪碼頭，以及相關的配套基礎設施，現正進行，其中郵輪碼頭的首個泊位工程於二零零九年十一月動工，連同較預期早一年完成的郵輪碼頭大樓，可望於二零一三年年中投入服務。第二個泊位會接着在二零一四年啓用。

(10) **新界東北新發展區及洪水橋新發展區**

進度：新界東北新發展區的規劃及工程研究在二零零八年六月展開，預計二零一一年完成。建造工程最快可在二零一六年展開，目標是在二零二一年完成首期建造工程，以容納首批遷入人口。洪水橋新發展區研究現正在籌備階段，預計可於二零一一年展開。

資料來源：二零一零至二零一一年施政報告網頁 - “十項大型基建項目的進展概覽”