

**2009 MANPOWER SURVEY
STATISTICAL REPORT OF
PLASTICS INDUSTRY**

塑 膠 業

二〇〇九年度人力調查統計報告書

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SECTION I

INTRODUCTION

The Plastics Training Board

1.1 The Plastics Training Board of the Vocational Training Council is required by its terms of reference to determine the manpower and training needs of the plastics industry and to make recommendations to the Council for the development of training facilities to meet such needs. The Plastics Training Board comprises members nominated by major trade associations, trade unions, professional bodies, educational/training institutions and government departments. Membership of the Plastics Training Board is at Appendix I.

The Manpower Survey

1.2 In pursuance of its terms of reference, the Training Board conducted a survey of the plastics industry during the period from 17th August to 16th October 2009 to collect up-to-date manpower information with a view to assessing the industry's manpower structure and training needs. The survey was carried out with the assistance of the Census and Statistics Department.

1.3 The following information was collected from the survey:

- (i) the number of employees at the time of the survey;
- (ii) employers' forecast of the total number of employees by October 2010;
- (iii) the number of existing vacancies;
- (iv) the number of employees under training;
- (v) the average monthly income of employees; and
- (vi) employers' views on the preferred education, training mode and training period of employees by job level.

1.4 Employers were also requested to provide information on the number of technologists, technicians and craftsmen who had been deployed to work outside Hong Kong for more than 6 months during the 12 months prior to the survey.

1.5 Employers were further requested to provide information on the number of Mainland workers working in operations in Guangdong Province under their control. Information of the number of Mainland engineers and their forecast number after 12 months in such operations were also requested.

Scope of the Survey

1.6 The survey covered the following sectors of the plastics industry:

I. Sector A : Plastics Manufacturing and Trading

- (i) Manufacture of plastic toys (HSIC 324300);
- (ii) Manufacture of plastic domestic utensils; plastic cases and parts (HSIC 222200 and 222400);
- (iii) Manufacture of plastic bags (except handbags) and plastic products not elsewhere classified (HSIC 222300, 222901, 222902 and 222999);
- (iv) Import & export of toys (HSIC 451444, 451445, 452444, 452445);
- (v) Import and export of plastics products, decorative ornaments and flowers (HSIC 451451, 452451);

(Note: HSIC denotes Hong Kong Standard Industrial Classification.)

II. Sector B : Plastics Manufacturing Services

Testing Centres, major plastic resin suppliers and design firms of plastic products. (These firms are not classified under the HSIC system).

1.7 The Training Board was aware that with the shifting of manufacturing facilities outside Hong Kong, majority of the plastics manufacturing firms had been re-classified as plastics trading firms by the Census and Statistics Department. The Training Board therefore decided to combine the plastics manufacturing sector and the plastics trading sector into the plastics manufacturing and trading sector since its 1997 manpower survey.

Sampling Methodology

Plastics Manufacturing Sector

1.8 According to the information provided by Census & Statistics Department (C & SD), there were 501 establishments in the plastics manufacturing sector at the first quarter of 2009. In view of the limited resources available, only 202 establishments were selected as survey samples by means of a stratified random sampling method.

Plastics Trading Sector

1.9 Based on information from C & SD, a total of 6 858 establishments were recorded for the plastics trading sector. Since it was unlikely that trading firms with employment size below 5 would employ technical staff, it was decided the survey should only cover firms with employment size of 5 or above, and this reduced the total number of establishments in the plastics trading sector to 2 084. Similarly, 582 establishments were selected as survey samples using the stratified random sampling method.

Plastics Manufacturing and Trading Sector

1.10 As pointed out in paragraph 1.7, the Training Board has decided to combine the plastics manufacturing sector and the plastics trading sector into the “Plastics Manufacturing and Trading Sector” for survey analysis.

Plastics Manufacturing Services Sector

1.11 Since there was no specific classification for the plastics manufacturing services sector under the existing Hong Kong Standard Industrial Classification (HSIC) System, reference was made to the Directory of Hong Kong Plastics Industry published by the Plastics Technology Centre of the Hong Kong Productivity Council in selecting testing centres, major resin suppliers and design firms of plastics products to be covered in the survey. As a result, a total of 168 establishments were selected.

Overall

1.12 Based on the above methodology, a total of 952 establishments were selected for the survey to cover all sectors of the plastics industry.

Method of the Survey

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

1.14 After the survey, the completed questionnaires were checked and, where necessary, verified with the respondents before being processed by the Census and Statistics Department. The collected data from the plastics manufacturing and trading sector were statistically grossed up and the data from the plastics manufacturing services sector were added together to give the overall picture of the manpower situation of the plastics industry at the time of the survey.

Response to the Survey

1.15 Of the 952 establishments, 643 supplied the required information. A total of 274 establishments had either closed, moved, merged with other establishments, or no longer engaged in work related to the plastics industry. The remaining 35 establishments had declined to supply any information. The effective response rate was 95%.

Statistical Data

1.16 This report aims at presenting the manpower data collected from the fieldwork. The Training Board will analyze the data together with other economic information with a view to assessing the industry's manpower situation and producing a final report presenting the Training Board's forecast of the manpower needs.

Principal Jobs

1.17 The list of 37 principal jobs adopted in the survey of the plastics industry and their job descriptions are shown in Appendix II.

SECTION II

SUMMARY OF SURVEY FINDINGS

Number of Employees Employed

2.1 The survey revealed that in August/October 2009, a total of 9 371 employees were employed in the principal jobs of the plastics industry in Hong Kong. Their distribution by job level is:

Job Level	Number of Employees	Percentage of Total Employed
Technologist	3 958	42.2%
Technician	3 299	35.2%
Craftsman	415	4.4%
Operative	1 013	10.8%
Unskilled	686	7.3%
Total	9 371	100.0%

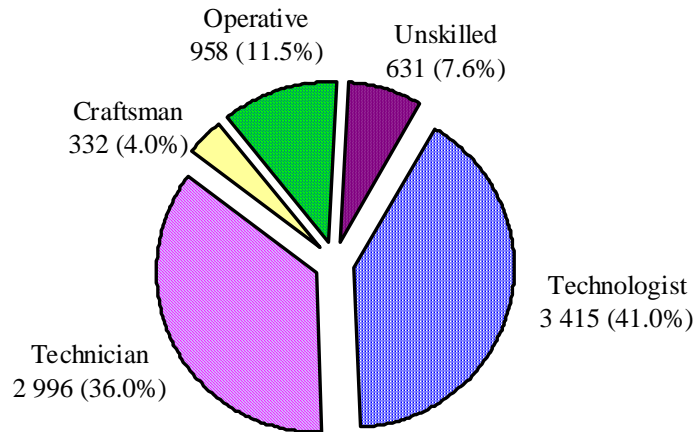
2.2 The distribution of employees by job level and by sector is given in Table A and Figure 1 below:

Table A: Distribution of Employees by Job Level and by Sector

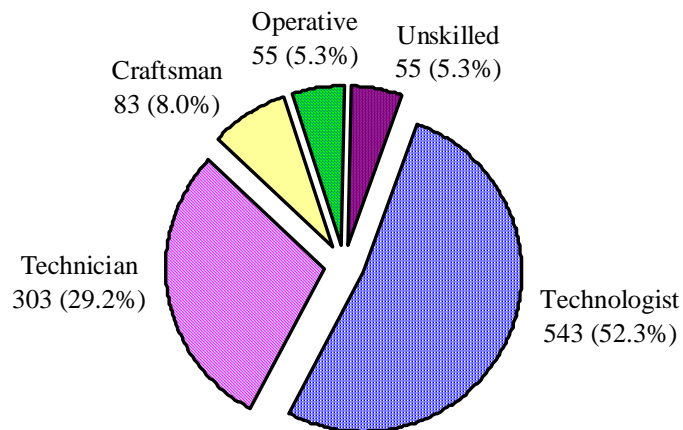
Job Level	<u>Sector A</u> Manufacturing & Trading Sector			<u>Sector B</u> Manufacturing Services Sector	All Sectors
	Manufacturing	Trading	Total		
Technologist	112	3 303	3 415	543	3 958
Technician	184	2 812	2 996	303	3 299
Craftsman	201	131	332	83	415
Operative	891	67	958	55	1 013
Unskilled	251	380	631	55	686
Total	<u>1 639</u>	<u>6 693</u>	<u>8 332</u>	<u>1 039</u>	<u>9 371</u>

Figure 1 : Manpower by Job Level

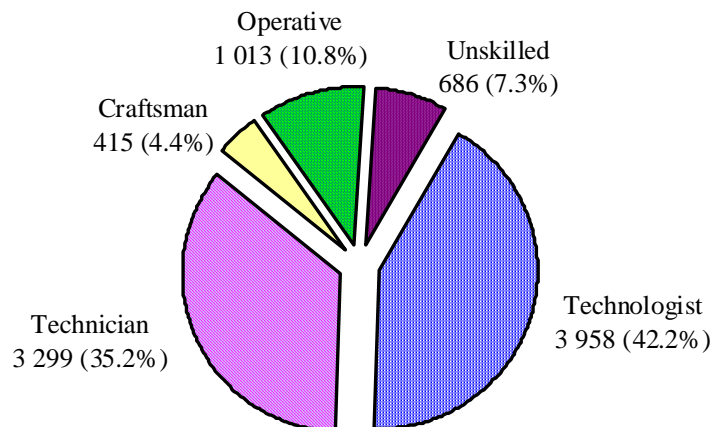
Sector A : Manufacturing and Trading Sector (8 332 employees)



Sector B : Manufacturing Services Sector (1 039 employees)



All Sectors : 9 371 employees



Number of Trainees

2.3 At the time of the survey, there was one technologist trainee among all four job levels.

Table B: Distribution of Trainees by Job Level

Job Level	Number of Trainees	Percentage of Total Employed at the Same Level
Technologist	1	0.025%
Technician	0	0%
Craftsman	0	0%
Operative	0	0%
Total	1	0.01%

Vacancies

2.4 Employers reported a total of 39 vacancies, representing about 0.4% of the total workforce at the time of the Survey:

Table C: Distribution of Vacancies by Job Level

Job Level	Number of Vacancies	Percentage of Total Employed at the Same Level
Technologist	10	0.3%
Technician	23	0.7%
Craftsman	2	0.5%
Operative	2	0.2%
Unskilled	2	0.3%
Total	39	0.4%

Monthly Income Range of Workers

2.5 The distribution of employees by monthly income ranges by job level is detailed in Table D below, and by principal job in Table 4 of Appendix III.

Table D: Distribution of Employees by Monthly Income Range
by Job Level

Job level	Under \$5,001	\$5,001-\$7,500	\$7,501-\$10,000	\$10,001-\$15,000	\$15,001-\$20,000	Over \$20,000	Unspecified	Sub-total
Technologist	0	0	5	129	1 199	2 007	618	3 958
Technician	4	16	236	1 400	947	125	571	3 299
Craftsman	0	42	132	183	8	14	36	415
Operative	19	184	521	107	0	0	182	1 013
Unskilled	14	341	219	40	2	0	70	686
Total	37	583	1 113	1 859	2 156	2 146	1 477	9 371

Preferred Education, Training Mode and Training Period of Employees

2.6 The views of employers on the preferred education, training mode and training period for their employees at the technologist, technician and craftsman levels are given in Table E below:

Table E: Employers' Views on Preferred Education,
Training Mode and Training Period

Job Level	Preferred Education	Preferred Training Mode	Preferred Training Period
Technologist	Degree / Higher Diploma	On-the-job training	4 years or above
Technician	Higher Diploma / Higher Certificate	On-the-job training	from (2 - 3 years) to (3 - 4 years)
Craftsman	Craft Certificate / Secondary 5 to Secondary 7	On-the-job training	from (1 - 2 years) to (3 - 4 years)

Number of Internal Promotions

2.7 In the twelve months prior to the survey, a total of 21 employees were promoted to higher level jobs. The distribution of these employees in each job level is shown in Table F below:

Table F: Internal Promotion within the Establishments

Promotion From	No. of Employees Promoted	% of Employees at the Promoted Level
Technician to Technologist	14	0.4%
Craftsman to Technician	6	0.2%
Operative to Craftsman	1	0.2%
Total	21	

Technical Staff Working Outside Hong Kong

2.8 In the twelve months ending October 2009, 1 026 technologists, 494 technicians and 61 craftsmen had worked for more than 6 months outside Hong Kong. Distribution among the sectors of the plastics industry is shown in Table G below. They represented 26%, 15% and 15% of the total workforce at the respective job levels.

Table G: Technical Staff Working Outside Hong Kong

	Technologist	Technician	Craftsman
Plastics Manufacturing and Trading Sector	972	488	61
Plastics Manufacturing Services Sector	54	6	0
All Sectors	1 026	494	61

Workers Working in Operations in Guangdong Province

2.9 At the time of the survey, among those establishments which employed technical manpower, about half of them informed that they had production operations in Guangdong province. A total of 639 279 Mainland workers were employed in these operations. Among them, 4 705 were engineers. Employers also forecasted the number of such engineers will be increased to 4 764 by October 2010, representing an increase of about 1.3% of the workforce at that job level.

Total Number of Persons Employed by the Plastics Industry in Hong Kong

2.10 At the time of the survey, a total of 18 838 persons of other disciplines were employed by the plastics industry in Hong Kong. They were mainly clerical workers and logistic support workers. Altogether, the plastics industry employed a total of 28 209 persons (i.e. 9 371 in plastics and related disciplines and 18 838 in other disciplines) in Hong Kong at the time of the survey.

Statistical Tables

2.11 The detailed manpower statistics of the plastics industry by sector, by job level and by principal job including number of trainees, vacancies and employers' forecast number of employees by October 2010 are tabulated in Tables 1, 2 and 3 of Appendix III.

第一章

緒 論

塑膠業訓練委員會

1.1 職業訓練局屬下塑膠業訓練委員會須根據職權範圍，確定塑膠業的人力及訓練需求，並就發展訓練設施向局方提出建議，以應付行業所需。塑膠業訓練委員會(下稱本會)委員均由主要商會、工會、專業團體、教育／訓練機構及政府部門提名；委員名單載於附錄 1。

人力調查

1.2 本會根據職權，於二〇〇九年八月十七日至十月十六日期間，進行塑膠業人力調查，收集業內最新的人力資料，以評估本業人力架構及訓練需求。是次調查由政府統計處協助進行。

1.3 調查收集的資料包括：

- (i) 調查期間的僱員人數；
- (ii) 僱主預測二〇一〇年十月時的僱員總數；
- (iii) 現有空缺數目；
- (iv) 受訓僱員人數；
- (v) 僱員每月平均收入；
- (vi) 僱主認為各職務僱員宜有的教育程度、訓練方式及訓練期。

1.4 調查表亦請僱主填報調查前十二個月內，派駐香港以外地區工作超過六個月的技師、技術員及技工人數。

1.5 本會亦請僱主提供其設於廣東省廠房的國內員工人數，包括工程師人數，以及預測十二個月後聘用的國內工程師數目。

調查範圍

1.6 是次調查包括業內下列類別：

I. 類別 A：塑膠產品製造及貿易

- (i) 塑膠玩具製造（HSIC 324300）；
- (ii) 塑膠家庭用具、塑膠外殼及零件製造（HSIC 222200 及 222400）；
- (iii) 塑膠袋（手袋除外）、其他塑膠產品的製造（HSIC 222300，222901，222902 及 222999）；
- (iv) 玩具進出口（HSIC 451444，451445，452444，452445）；
- (v) 塑膠產品、飾物及花卉進出口（HSIC 451451，452451）。

（註：HSIC代表香港標準行業分類）

II. 類別 B：塑膠產品製造服務

測試中心，主要塑膠原料供應商、塑膠產品設計公司（HSIC 並沒有包括這些機構）。

1.7 隨著業內的生產工序遷離本港，政府統計處將大部分塑膠產品製造廠重新歸類為貿易機構。有見及此，本會決定自一九九七年人力調查起，將塑膠產品製造及塑膠產品貿易兩個類別，合併為塑膠產品製造及貿易類別。

抽樣方法

塑膠產品製造類別

1.8 根據政府統計處的資料，二〇〇九年第一季塑膠產品製造廠共有 501 家。鑑於資源有限，本會採用分層隨機抽樣方法，選取了 202 家機構作為調查對象。

塑膠產品貿易類別

1.9 根據政府統計處的資料，塑膠產品貿易機構共有 6 858 間。由於擁有少於 5 名僱員的貿易公司甚少會僱用技術人員，本會決定只抽查有 5 名或以上僱員的機構；這類機構有 2 084 家，本會採用分層隨機抽樣方法，選取了其中 582 家作為調查對象。

塑膠產品製造及貿易類別

1.10 根據第 1.7 段，本會決定將塑膠產品製造類別及塑膠產品貿易類別，合併為「塑膠產品製造及貿易類別」，以便進行分析。

塑膠產品製造服務

1.11 鑑於現時香港標準行業分類制度並未包括塑膠產品製造服務類別，本會遂根據香港生產力促進局塑膠科技中心出版的《塑膠業指南》，選取業內的測試中心、主要塑膠原料供應商及塑膠產品設計公司，納入調查範圍。結果，共選出 168 間機構為調查對象。

抽查機構總數

1.12 按照上述方法，是次調查抽選業內各類別共 952 家機構為調查對象。

調查方法

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

1.14 調查完畢後，填覆的問卷均經複核，必要時並與有關機構核實，然後交由政府統計處作資料處理。塑膠產品製造及貿易類別的資料經統計學方法倍大，再加上塑膠產品製造服務類別的數字，以總結出反映調查期間本業整體人力情況的數字。

調查回應

1.15 952 家選定機構中，有 643 家提供所需資料。另有 274 家機構已經結束營業、搬遷、或與其他機構合併，或不再從事塑膠業。其餘 35 家則拒絕提供資料。是次調查的有效回應率為 95%。

人力調查報告

1.16 本報告書列載實地調查所收集的人力數據，本會會將這些數據連同其他行業資料一起進行分析，以評估業內的人力情況，並出版詳盡報告書，預測人力需求。

主要職務

1.17 是次人力調查所包括的 37 個主要職務，以及這些職務的工作說明，載於附錄 2。

第二章

調查結果摘要

僱員人數

2.1 是次調查顯示二〇〇九年八至十月時，本地塑膠業各主要職務共有僱員 9 371 人，按技能等級分布如下：

技能等級	僱員人數	佔總僱員人數百分率
技 師	3 958	42.2%
技術員	3 299	35.2%
技 工	415	4.4%
操作工	1 013	10.8%
非技工	686	7.3%
總 數	9 371	100.0%

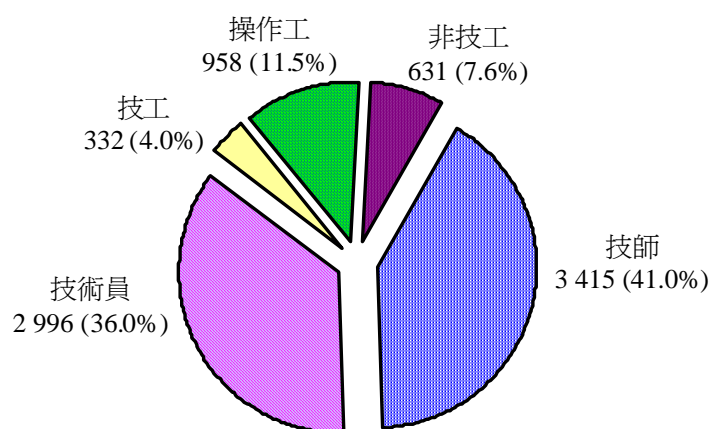
2.2 各類別各技能等級的僱員分布情況載於表 A 及圖 1：

表 A：各類別各技能等級的僱員分布情況

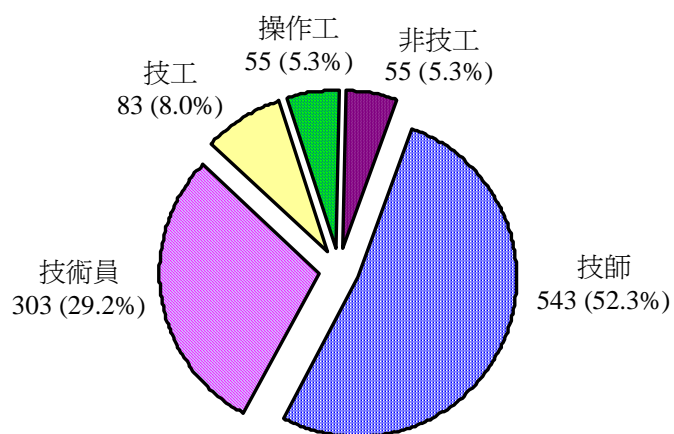
技能等級	<u>類別 A</u> 製造及貿易類別			<u>類別 B</u> 製造服務類別	所有類別
	製造	貿易	總數		
技 師	112	3 303	3 415	543	3 958
技術員	184	2 812	2 996	303	3 299
技 工	201	131	332	83	415
操作工	891	67	958	55	1 013
非技工	251	380	631	55	686
總 數	1 639 =====	6 693 =====	8 332 =====	1 039 =====	9 371 =====

圖 1：各技能等級人力情況

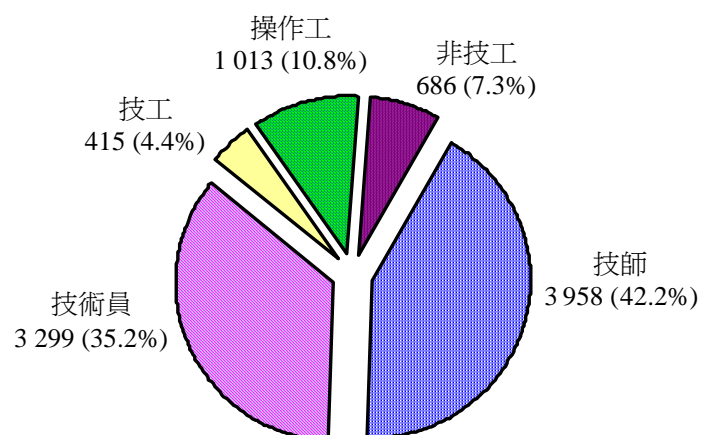
類別 A：製造及貿易類別(8 332 人)



類別 B：製造服務類別(1 039 人)



所有類別：9 371 人



受訓者人數

2.3 調查期間，本業有受訓者 1 人。

表 B：各級受訓人數

技能等級	受訓人數	佔同級僱員總數的百分率
技 師	1	0.025%
技術員	0	0%
技 工	0	0%
操作工	0	0%
總 數	1	0.01%

空缺數目

2.4 僱主報稱，業內共有 39 個空缺，佔調查時僱員總數約 0.4%，詳情如下：

表 C：各級空缺數目

技能等級	空缺數目	佔同級僱員總數的百分率
技 師	10	0.3%
技術員	23	0.7%
技 工	2	0.5%
操作工	2	0.2%
非技工	2	0.3%
總 數	39	0.4%

僱員每月收入幅度

2.5 各技能等級僱員每月收入幅度分布情況詳載於表 D；各職務的情況則見附錄 3 表四。

表 D：各級僱員每月收入幅度分布情況

技能等級	\$5,001 以下	\$5,001- \$7,500	\$7,501- \$10,000	\$10,001- \$15,000	\$15,001- \$20,000	\$20,000 以上	未有註明	小計
技師	0	0	5	129	1 199	2 007	618	3 958
技術員	4	16	236	1 400	947	125	571	3 299
技工	0	42	132	183	8	14	36	415
操作工	19	184	521	107	0	0	182	1 013
非技工	14	341	219	40	2	0	70	686
總數	37	583	1 113	1 859	2 156	2 146	1 477	9 371

僱員宜有的教育程度、訓練方式及訓練期

2.6 僱主認為技師、技術員及技工級僱員宜有的教育程度、訓練方式及訓練期載於表 E。

表 E：僱主認為僱員宜有的教育程度、
訓練方式及訓練期

技能等級	宜有教育程度	宜有訓練方式	宜有訓練期
技 師	大學學位/高級文憑	在職訓練	4 年或以上
技術員	高級文憑/高級證書	在職訓練	2 至 3 年或 3 至 4 年
技 工	技工證書 / 中五 - 中七	在職訓練	1 至 2 年到 3 至 4 年

內部晉升人數

2.7 調查進行前十二個月內，本業共有 21 名僱員晉升至較高技能等級的職位。各技能等級獲晉升的僱員人數載於表 F。

表 F：內部晉升人數

晉升等級	晉升人數	佔該較高等級僱員 人數的百分率
技術員升至技師	14	0.4%
技工升至技術員	6	0.2%
操作工升至技工	1	0.2%
總數	21	

在香港以外地區工作的技術人員

2.8 二〇〇九年十月前的十二個月內，本業共有 1 026 名技師、494 名技術員及 61 名技工曾在香港以外地區工作超過六個月，分別佔所屬技能等級僱員總數的 26%、15% 及 15%。兩個類別的在外工作僱員分布情況載於表 G。

表 G：在香港以外地區工作的技術人員

	技師	技術員	技工
塑膠產品製造及貿易類別	972	488	61
塑膠產品製造服務類別	54	6	0
所有類別	1 026	494	61

廣東省廠房的僱員

2.9 調查期間，在僱有技術人員的公司中，約有一半報稱在廣東省設有廠房，並共僱用 639 279 名內地僱員，其中 4 705 人爲工程師。僱主亦預測二〇一〇年十月時，這類工程師的人數會增至 4 764 人，增幅約爲該技能等級人力總數的 1.3%。

本港塑膠業的僱員總數

2.10 調查期間，本港塑膠業共僱有 18 838 名其他範疇的人員，主要爲文員及後勤支援人員。因此，調查期間，本港塑膠業的僱員總數爲 28 209 人（塑膠及相關範疇有 9 371 人；其他範疇有 18 838 人）。

統計表

2.11 塑膠業各類別各主要職務的人力統計數據詳情（包括受訓者人數、空缺數目，以及僱主預測二〇一〇年十月時的僱員人數），分別載於附錄 3 表一、表二及表三。

PLASTICS TRAINING BOARD

Membership
(As at 31st December 2009)

Chairman:

Mr CHU Kwan-lam, Locky, MH 朱鈞林先生, MH	nominated by a plastics mould manufacturing company
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Members:

Mr AU Alfred 歐傑豪先生	nominated by the Hong Kong Mould & Die Council
Mr CHAN Hoo-wai, Edward 陳浩偉先生	nominated by a SME company
Mr CHAN Wai-man, Raymond 陳偉文先生	nominated by the Chinese Manufacturers' Association of Hong Kong
Mr CHENG Wai-man 鄭惠民先生	nominated by a plastics product trading company
Mrs CHEUNG Augusta 張崔賢愛女士	nominated by the Hong Kong Plastics Manufacturers Association Ltd.
Mr HUNG Sze-wai 洪思偉先生	nominated by the Hong Kong and Kowloon Plastic Products Merchants United Association Ltd.
Mr IP Ki cheung, Herbert 葉紀章先生	Ad Personam
Professor LAM Chuen-chun, David 林銓振教授	nominated by a Local University
Mr LEUNG Wing-cheung 梁永祥先生	nominated by a plastics machinery manufacturing company
Dr LI Chung-lun, Eric 李仲麟博士	nominated by a Local University
Mr LI Li-man 李利民先生	nominated by the Hong Kong Productivity Council

Mr LUK Bondi
陸百勝先生

nominated by the Federation of Hong Kong
Industries

Mr NG Ping-hong
吳炳康先生

nominated by the Hong Kong and Kowloon
Rubber and Plastic Workers General
Union

Mr WONG Ka-ho
黃家豪先生

nominated by the Chiu Chau Plastic
Manufacturers Association Company Ltd.

Mr LAU Kam-po
劉鑑波先生

representative of the Commissioner for
Labour

Ms TING Mui-yee, Judy
丁梅綺女士

representative of the Director-General of
Trade and Industry

Dr CHAN Wan-ching, Lawrence
陳雲青博士

representative of the Executive Director,
Vocational Training Council

Adviser:

Mr CHEUNG Tat-choi, Stanley
張達材先生

In Attendance:

Dr HO Shiu-hin, Sidney
何紹憲博士

representative of the Hong Kong Institute of
Vocational Education

Mr YEUNG Kai-tai
楊啓泰先生

Centre Manager, Plastics and Tooling
Technology Development Centre

Secretary:

Mr FUNG Ming-kong
馮明港先生

Vocational Training Council

塑膠業訓練委員會委員名單
(二〇〇九年十二月三十一日)

主席：

朱鈞林先生，MH (某塑膠模具製造廠提名)

委員：

歐傑豪先生	(香港模具協會提名)
陳浩偉先生	(某中小型企業公司提名)
陳偉文先生	(香港中華廠商聯合會提名)
鄭惠民先生	(某塑膠產品貿易公司提名)
張崔賢愛女士	(香港塑膠業廠商會提名)
洪思偉先生	(港九塑膠製造商聯合會提名)
葉紀章先生	(獨立人士)
林銓振教授	(本地某大學提名)
梁永祥先生	(某塑膠機械製造公司提名)
李仲麟博士	(本地某大學提名)
李利民先生	(香港生產力促進局提名)
陸百勝先生	(香港工業總會提名)
吳炳康先生	(港九樹膠業總工會提名)
黃家豪先生	(潮僑塑膠廠商會提名)
劉鑑波先生	(勞工處處長代表)
丁梅綺女士	(工業貿易署署長代表)
陳雲青博士	(職業訓練局執行幹事代表)

顧問：

張達材先生

列席：

何紹憲博士	(香港專業教育學院代表)
楊啓泰先生	(塑膠與模具科技發展中心主任)

秘書：

馮明港先生 (職業訓練局)

Job Descriptions for Principal Jobs
in the Plastics Industry

塑膠業主要職務工作說明

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNOLOGIST LEVEL 技 師 級		
101	Product Engineer (Plastics) 產 品 工 程 師 (塑 膠 業)	Originates and directs the design, modification and development of plastics products, harmonising technical, aesthetic and economic features to satisfy client specifications. 擬訂及指導塑膠產品的設計、修改及發展等工作，以符合顧客在技術、美觀及經濟等方面的要求。
102	Manufacturing/Industrial Engineer 製 造 ／ 工 業 工 程 師	Plans and directs programmes of production including production processes, production planning and control, plant layout and maintenance, assembly tooling design and fabrication, work measurement and utilization of resources to ensure optimum production efficiency and maintenance of specified quality standards. 策劃及指導生產計劃，包括生產過程，生產策劃及管制、廠房佈置及維修、裝配工具設計及製造、工作研究及資源的利用，以發揮最高生產效率及保持品質達到指定的標準。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNOLOGIST LEVEL (Continued) 技 師 級 (續)		
103	CAD-CAM Engineer/ Tooling Engineer 電腦輔助設計－電腦 輔助生產工程師／ 工具工模工程師	<p>Plans and uses CAD/CAM facilities to design and manufacture moulds and dies for production of plastics products and related components. Studies, designs, advises and prepares cost estimates on tools, jigs and fixtures, moulds and dies for manufacture of plastics products and related components; plans and supervises their development, manufacture, operation and modifications.</p> <p>策劃及應用電腦輔助設計／電腦輔助生產設備以設計及製造塑膠工模作生產塑膠產品及其配件之用。研究與設計製造塑膠及附屬產品的工具、夾具及工模，並就此方面提出意見以及編製成本預算，策劃及督導其發展、製造、操作及修改事宜。</p>
104	Project Engineer 策劃及統籌工程師	<p>Plans and co-ordinates the development of plastics products throughout the stages of design, costing, scheduling, tooling, debugging and production. Liaises with customers and coordinates with various departments and suppliers/vendors to ensure the project could meet target requirement.</p> <p>策劃及統籌塑膠產品的開發工作，工作程序包括由設計至成本會計、生產排期、模具開發、產品試產以至大量生產等。亦包括與客人研商及與各部門及供應商聯絡以確保工作能符合要求。</p>

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNOLOGIST LEVEL (Continued) 技 師 級 (續)		
105	Costing Engineer 成 本 工 程 師	Studies and prepares cost estimates for manufacture of plastics products and related components. Discusses with other engineers and makes recommendations on changes in part design, materials and production methods in order to reduce product cost. Studies actual manufacturing costs and updates cost data. 研究與編製生產塑膠產品及其配件的成本預算。與其他工程師共同研究並在產品設計、應用材料及生產工序方面提供建議以減低產品成本。研究製作成本及為成本數據提供最新資料。
106	Q.C./Q.A. Engineer 品 質 管 制 ／ 品 質 保 證 工 程 師	Conducts design review on new products. Plans, directs and supervises the quality control/ quality assurance of, including testing and measurement of, incoming materials and parts, work-in-progress and finished products to ensure compliance with standards and specifications, and in conformance with safety regulations. 檢討新產品設計。策劃、指導及監督品質管制／品質保證工作，其中包括測試及量度交來物料與配件、半製成品及製成品的品質管制／品質保證工作，使產品能符合標準及規格，並符合安全條例。
107	Electronics/Electrical Engineer 電 子 ／ 電 機 工 程 師	Designs electronic/electrical circuitry and systems for use in plastics products, plans and supervises their development and production; advises on the installation, operation and maintenance of electronic/electrical production equipment. 設計應用在塑膠產品上的電子／電機線路及系統，並策劃及監督這些線路系統的發展及生產工作；以及提出有關安裝、操作及保養電子／電機生產設備的意見。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNOLOGIST LEVEL (Continued) 技 師 級 (續)		
108	Technical Services Engineer 技 術 支 援 工 程 師	Provides expertise and technical services relating to one or more of the following aspects for the production of plastics products : (a) the application of plastics resins and additives; (b) the application of relevant technologies for processing and testing. 為下列一項或多項塑膠產品生產工作提供專業意見及技術服務： (a) 塑膠原料及添加劑的應用； (b) 應用有關科技加工及測試。
109	Moulding Engineer 啤 塑 工 程 師	Performs technical tasks related to the application of moulding technology for the manufacture of plastics parts. Optimises moulding systems and moulding conditions to achieve quality requirements. Identifies technical problems related to moulding and performs trouble-shooting to solve problems on moulding defects. Applies advanced technologies to improve the quality and efficiency on moulding. 應用啤塑科技，製造塑膠零件；善用啤塑系統，以及調校啤塑條件，力求達至高品質水平；找出啤塑方面的技術問題，並解決啤塑上的次品問題；以及應用先進技術，改進啤塑工作的品質與效益。
TECHNICIAN LEVEL 技 術 員 級		
201	Supervisor/Foreman 監 督 ／ 管 工	Performs supervisory duties contributory to planning and allocation of tasks to craftsmen and trainees relating to manufacture, inspection, installation, operation, maintenance and repair of plant, tools and equipment or products. 監督、策劃及分配下列工作予技工和受訓者：廠房、工具及設備或產品的製造、檢查、安裝、操作、保養及修理等工作。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNICIAN LEVEL (Continued) 技 術 員 級 (續)		
202	Mechanical Engineering Technician 機 械 工 程 技 術 員	<p>Performs technical tasks, normally under the direction and supervision of an engineer, contributory to design, development, manufacture, installation, operation, maintenance and repair of mechanical plant equipment and tools.</p> <p>通常在工程師的指導及監督下擔任技術工作，如從事設計、發展、製造、安裝、操作、保養與修理廠房機械設備及工具。</p>
203	Electronics/Electrical Engineering Technician 電 子 ／ 電 機 工 程 技 術 員	<p>Performs technical tasks, normally under the direction and supervision of an engineer, contributory to design, development, manufacture, installation, operation, maintenance and repair of electronic devices/electrical systems in plastics products and/or plant equipment.</p> <p>通常在工程師的指導及監督下擔任技術工作，如從事設計、發展、製造、安裝、操作、保養與修理塑膠產品及／或廠房設備的電子裝置／電氣系統。</p>
204	Q.C./Q.A. Technician 品 質 管 制 ／ 品 質 保 證 技 術 員	<p>Performs technical tasks, normally under the direction and supervision of a quality control/quality assurance engineer, contributory to quality control/quality assurance of incoming materials and parts, work-in-progress, and finished products to ensure compliance with standards and specifications, and in conformance with safety regulations.</p> <p>通常在品質管制／品質保證工程師的督導下擔任技術工作，如參與來料與配件、半製成品及製成品的品質管制／品質保證工作，使產品能符合標準及規格，並符合安全條例。</p>

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNICIAN LEVEL (Continued) 技 術 員 級 (續)		
205	Product/Packaging Development Technician 產 品 ／ 包 裝 發 展 技 術 員	Assists in design and development of plastics products and/or packaging, harmonising technical, aesthetic and economic features including preparation of product and package drawings and materials specifications. 協助從事塑膠產品及／或包裝的設計及發展，使能符合技術、美觀及經濟等方面的要求，包括編製產品、包裝圖樣及塑料規格。
206	Laboratory/Materials Technician 實 驗 室 ／ 塑 料 技 術 員	Formulates and assists in preparation of plastics materials; assesses quality by laboratory analyses and tests of plastics and related samples in accordance with specifications. 制定及協助製備塑料，按照規格於實驗室內分析及測試塑膠及有關樣本，以評估品質。
207	Manufacturing/Industrial Engineering Technician 製 造 ／ 工 業 工 程 技 術 員	Performs technical tasks, normally under the supervision of a manufacturing/industrial engineer, contributory to the production processes, production planning and control, plant layouts and assurance of quality standards. 通常在製造／工業工程師指導下擔任技術工作，如生產工序、生產策劃及管制、廠房佈置及品質標準保證等。
208	Tooling Technician 工 具 工 模 技 術 員	Performs technical tasks, normally under the direction and supervision of a tooling engineer, contributory to the design, development, manufacture and operation of jigs and fixtures, press tools, and moulds and dies for manufacture of plastics products and related components. 通常在工具工模工程師指導下擔任技術工作，如從事設計、發展、製造及操作夾具及裝置、五金工模及塑膠工模作生產塑膠產品及其配件之用。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
TECHNICIAN LEVEL (Continued) 技 術 員 級 (續)		
209	CAD-CAM Technician (Tooling) 電腦輔助設計－電腦 輔助生產技術員 (工模)	Performs technical tasks, normally under the direction and supervision of a CAD-CAM Engineer/Tooling Engineer, contributory to the design and manufacture of moulds and dies for production of plastics products and related components using CAD/CAM facilities. 通常在電腦輔助設計－電腦輔助生產工程師／工具工模工程師的督導下擔任技術工作，應用電腦輔助設計／電腦輔助生產設備以設計及製造塑膠工模作生產塑膠產品及其配件之用。
210	Production Planner 生產策劃員	Formulates planning work based on capacity and devises and monitors production schedules to meet delivery targets. Performs planning and monitors the progress of supplied materials/parts to cope with production schedules. Negotiates with suppliers/vendors on delivery, price and quality of supplied materials/parts. 根據資源制訂生產計劃；釐定及監察生產進度，確保產品能於交貨期內完成；策劃及監察物料或零件的供應，以配合生產進度；就物料或零件的交貨期、價格及品質事宜，與供應商聯絡。
CRAFTSMAN LEVEL 技 工 級		
301	Leader 組長	Organises, trains and takes charge of a group or groups of operatives in a section. 組織、訓練及監督部門內一組或多組操作工的工作。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
CRAFTSMAN LEVEL (Continued) 技 工 級 (續)		
302	Electrician 電 器 技 工	Installs, tests, services and repairs electrical systems/electronic devices of machinery and equipment; undertakes maintenance of plant electrical wiring systems. 安 裝 、 測 試 、 保 養 及 修 理 機 器 與 廠 房 設 備 的 電 氣 系 統 / 電 子 裝 置 ； 負 責 維 修 廠 房 的 電 線 系 統 。
303	Mould and Die Maker 製 模 技 工	Marks out, machines, fits, assembles and finishes metal parts to make, test, and repair plastics moulds and dies according to drawings and other specifications. 按 照 圖 則 及 其 他 規 格 ， 劃 線 、 車 削 、 打 磨 、 裝 配 及 處 理 金 屬 配 件 ， 以 製 造 、 測 試 及 修 理 塑 膠 模 。
304	Tool and Die Maker 工 具 及 五 金 工 模 工	Marks out, machines, fits and assembles parts to make and repair press tools, jigs and fixtures, gauges and special tools according to drawings and other specifications. 依 照 圖 則 及 其 他 規 格 ， 劃 線 、 車 削 、 打 磨 及 裝 配 配 件 ， 以 製 造 及 修 理 動 力 沖 壓 模 、 夾 具 、 量 規 及 特 別 工 具 。
305	Pattern/Model/ Prototype Maker 樣 本 / 模 型 / 生 產 原 型 製 造 工	Sets up and operates metal working and other processing machines to cut, shape and fit parts to fabricate or modify models, patterns and/or prototypes of plastics products from drawings and other specifications. 依 照 圖 則 及 其 他 規 格 ， 調 校 及 操 作 金 屬 製 造 及 其 他 加 工 機 床 以 切 割 、 鉋 削 及 打 磨 配 件 ， 以 便 構 造 或 修 改 塑 膠 產 品 的 模 型 、 樣 本 及 / 或 生 產 原 型 。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
CRAFTSMAN LEVEL (Continued) 技 工 級 (續)		
306	Plastics Machine Setter 校 機 技 工	Sets up various plastics processing machines such as injection moulding machines, blow moulding machines, film blowing machines, etc., to produce parts to specified tolerances, colour and finish. 調 校 各 種 塑 膠 加 工 機 ， 例 如 壓 注 模 塑 (啤) 機 ， 吹 氣 模 塑 機 ， 吹 膜 機 等 ， 使 加 工 機 能 生 產 符 合 規 定 公 差 、 顏 色 及 光 潔 度 的 配 件 。
307	Tailor (Plastics/Fabric) 裁 剪 技 工 (塑 膠 / 布 料)	Makes master patterns, plans lay, and cuts cloth, plastics or other materials to facilitate sewing operations. 製 造 原 樣 紙 樣 ， 設 計 排 料 圖 ， 剪 裁 布 料 、 塑 膠 料 或 其 他 物 料 ， 以 供 縫 紉 之 用 。
308	Quality Control Inspector 品 質 檢 查 工	Inspects plastics products and related components according to specified instructions to ensure compliance with quality requirement. 依 照 指 示 檢 查 塑 膠 產 品 及 其 配 件 以 保 證 符 合 品 質 要 求 。
OPERATIVE LEVEL 操 作 工 級		
401	Blow Moulding Machine Operator 吹 氣 模 塑 機 工	Operates a blow moulding machine. 操 作 吹 氣 模 塑 機 。
402	Film Blowing Machine Operator 吹 膜 機 工	Operates a film blowing machine. 操 作 塑 膠 吹 膜 機 。
403	Injection Moulding Machine Operator 壓 注 模 塑 機 工	Operates a plastics injection moulding machine. 操 作 壓 注 模 塑 機 。
404	Vacuum Forming Machine Operator 真 空 吸 塑 機 工	Operates a vacuum forming machine. 操 作 真 空 吸 塑 機 。

Title Code 職 稱 編 號	Principal Job Title 主 要 職 稱	Job Description 工 作 說 明
OPERATIVE LEVEL 操 作 工 級 (續)		
405	Other Plastics Processing Machine Operator 其他塑膠加工機 操作工	Operates one or more of the following plastics processing machines: extrusion, calendering, compression moulding, laminating, preheating and drying, tumbling, granulating machine etc., or makes Glass Reinforced Plastics (GRP) parts and products by hand lay-up or spraying method. 操作下列一種或多種塑膠加工機器，例如壓擠機，軋光機，壓縮模塑機，積層壓製機，預熱及烘乾機，混色機及製粒（碎料）機等；或運用手工敷層或噴塗法製造玻璃纖維配件及成品。
406	Power Press Operator 動力沖壓機操作工	Operates a power press to produce sheet metal component parts. 操作動力沖壓機，壓製金屬薄片配件。
407	Printing Operator 印刷工	Prints plastics and related products by operating printing machines such as pad printer, gravure printer, screen printing machines etc. 操作膠墊移印機、凹版機、絲網印刷機等機器，以印刷塑膠及有關產品。
408	Assembler 裝配工	Performs tasks in the assembly of plastics products. 從事塑膠產品的裝配工作。
409	Seamstress/Sewing Machine Operator 縫工	Sews articles of various fabrics by hand or machines. 用手工或衣車縫製各類纖維物品。
GENERAL WORKER (UNSKILLED) LEVEL 雜 工 (非 技 工) 級		
501	General Worker 雜工	Carries out mainly manual work such as loading and unloading goods, sprue removal, stamping, packing etc. 主要擔任粗重工作或雜務，如上落貨物、剪水口、打印及包裝等。

TABLE 1 : PLASTICS INDUSTRY MANPOWER STATISTICS (ALL SECTORS)

表一：塑膠業人力統計數字（所有類別）

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預計在 二〇一〇年 十月時的 僱員總數
TECHNOLOGIST LEVEL 技師級				
Product Engineer (Plastics) 產品工程師（塑膠業）	771	-	-	771
Manufacturing/Industrial Engineer 製造／工業工程師	555	-	-	555
CAD-CAM Engineer/ Tooling Engineer 電腦輔助設計 — 電腦輔助生產 工程師／工具工模工程師	173	-	-	173
Project Engineer 策劃及統籌工程師	1 340	-	6	1 346
Costing Engineer 成本工程師	155	-	-	155
Q.C./Q.A. Engineer 品質管制／品質保證工程師	368	1	3	372
Electronics/Electrical Engineer 電子／電機工程師	156	-	-	156
Technical Services Engineer 技術支援工程師	399	-	1	400
Moulding Engineer 啤塑工程師	41	-	-	41
Sub-total 分類總數	3 958	1	10	3 969
TECHNICIAN LEVEL 技術員級				
Supervisor/Foreman 監督／管工	198	-	1	199
Mechanical Engineering Technician 機械工程技術員	94	-	-	94
Electronics/Electrical Engineering Technician 電子／電機工程技術員	70	-	-	70
Q.C./Q.A. Technician 品質管制／品質保證技術員	596	-	3	594

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預計在 二〇一〇年 十月時的 僱員總數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
Product/Packaging Development Technician 產品／包裝進展技術員	566	-	-	566
Laboratory/Materials Technician 實驗室／塑料技術員	176	-	2	178
Manufacturing/Industrial Engineering Technician 製造／工業工程技術員	185	-	-	185
Tooling Technician 工具工模技術員	66	-	-	66
CAD-CAM Technician (Tooling) 電腦輔助設計 — 電腦輔助生產 技術員 (工模)	452	-	1	453
Production Planner 生產策劃員	896	-	16	912
Sub-total 分類總數	3 299	0	23	3 317
CRAFTSMAN LEVEL 技工級				
Leader 組長	80	-	1	81
Electrician 電氣技工	28	-	1	29
Mould and Die Maker 製模技工	60	-	-	60
Tool and Die Maker 工具及五金工模工	16	-	-	16
Pattern/Model/Prototype Maker 樣本／模型／生產原型製造工	38	-	-	38
Plastics Machine Setter 校機技工	59	-	-	57
Tailor (Plastics/Fabric) 裁剪技工 (塑膠／布料)	25	-	-	25
Quality Control Inspector 品質檢查工	109	-	-	109
Sub-total 分類總數	415	0	2	415

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預計在 二〇一〇年 十月時的 僱員總數
OPERATIVE LEVEL 操作工級				
Blow Moulding Machine Operator 吹氣模塑機工	18	-	-	18
Film Blowing Machine Operator 吹膜機工	124	-	-	124
Injection Moulding Machine Operator 壓注模塑機工	261	-	2	263
Vacuum Forming Machine Operator 真空吸塑機工	17	-	-	17
Other Plastics Processing Machine Operator 其他塑膠加工機操作工	227	-	-	228
Power Press Operator 動力沖壓機操作工	-	-	-	-
Printing Operator 印刷工	118	-	-	118
Seamstress/Sewing Machine Operator 縫工	205	-	-	205
Assembler 裝配工	43	-	-	43
Sub-total 分類總數	1 013	-	2	1 016
UNSKILLED LEVEL 非技工級				
General Worker 雜工	686	-	2	688
Sub-total 分類總數	686	-	2	688
GRAND TOTAL 五類總數	9 371	1	39	9 405

TABLE 2 : PLASTICS INDUSTRY MANPOWER STATISTICS
(SECTOR A : PLASTICS MANUFACTURING & TRADING)
 表二：塑膠業人力統計數字（塑膠製造及貿易類別）

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預 計在 二〇一〇年 十月時的 僱員總數
TECHNOLOGIST LEVEL 技師級				
Product Engineer (Plastics) 產品工程師（塑膠業）	745	-	-	745
Manufacturing/Industrial Engineer 製造／工業工程師	534	-	-	534
CAD-CAM Engineer/ Tooling Engineer 電腦輔助設計 — 電腦輔助生產 工程師／工具工模工程師	155	-	-	155
Project Engineer 策劃及統籌工程師	1 271	-	5	1 276
Costing Engineer 成本工程師	154	-	-	154
Q.C./Q.A. Engineer 品質管制／品質保證工程師	327	1	-	328
Electronics/Electrical Engineer 電子／電機工程師	153	-	-	153
Technical Services Engineer 技術支援工程師	35	-	-	35
Moulding Engineer 啤塑工程師	41	-	-	41
Sub-total 分類總數	3 415	1	5	3 421
TECHNICIAN LEVEL 技術員級				
Supervisor/Foreman 監督／管工	191	-	-	191
Mechanical Engineering Technician 機械工程技術員	85	-	-	85
Electronics/Electrical Engineering Technician 電子／電機工程技術員	70	-	-	70
Q.C./Q.A. Technician 品質管制／品質保證技術員	565	-	3	563

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預 計在 二〇一〇年 十月時的 僱員總數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
Product/Packaging Development Technician 產品／包裝進展技術員	533	-	-	533
Laboratory/Materials Technician 實驗室／塑料技術員	7	-	-	7
Manufacturing/Industrial Engineering Technician 製造／工業工程技術員	173	-	-	173
Tooling Technician 工具工模技術員	66	-	-	66
CAD-CAM Technician (Tooling) 電腦輔助設計 — 電腦輔助生產 技術員 (工模)	429	-	-	429
Production Planner 生產策劃員	877	-	16	893
Sub-total 分類總數	2 996	0	19	3 010
CRAFTSMAN LEVEL 技工級				
Leader 組長	66	-	-	66
Electrician 電氣技工	23	-	-	23
Mould and Die Maker 製模技工	53	-	-	53
Tool and Die Maker 工具及五金工模工	9	-	-	9
Pattern/Model/Prototype Maker 樣本／模型／生產原型製造工	32	-	-	32
Plastics Machine Setter 校機技工	51	-	-	51
Tailor (Plastics/Fabric) 裁剪技工 (塑膠／布料)	24	-	-	24
Quality Control Inspector 品質檢查工	74	-	-	74
Sub-total 分類總數	332	0	0	332

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預 計在 二〇一〇年 十月時的 僱員總數
OPERATIVE LEVEL 操作工級				
Blow Moulding Machine Operator 吹氣模塑機工	18	-	-	18
Film Blowing Machine Operator 吹膜機工	124	-	-	124
Injection Moulding Machine Operator 壓注模塑機工	259	-	2	261
Vacuum Forming Machine Operator 真空吸塑機工	17	-	-	17
Other Plastics Processing Machine Operator 其他塑膠加工機操作工	174	-	-	175
Power Press Operator 動力沖壓機操作工	-	-	-	-
Printing Operator 印刷工	118	-	-	118
Seamstress/Sewing Machine Operator 縫工	205	-	-	205
Assembler 裝配工	43	-	-	43
Sub-total 分類總數	958	0	2	961
UNSKILLED LEVEL 非技工級				
General Worker 雜工	631	-	-	631
Sub-total 分類總數	631	0	0	631
GRAND TOTAL 五類總數	8 332	1	26	8 355

TABLE 3 : PLASTICS INDUSTRY MANPOWER STATISTICS
(SECTOR B : PLASTICS MANUFACTURING SERVICES)

表三：塑膠業人力統計數字（塑膠製造服務類別）

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預計在 二〇一〇年 十月時的 僱員總數
TECHNOLOGIST LEVEL 技師級				
Product Engineer (Plastics) 產品工程師（塑膠業）	26	-	-	26
Manufacturing/Industrial Engineer 製造／工業工程師	21	-	-	21
CAD-CAM Engineer/ Tooling Engineer 電腦輔助設計 — 電腦輔助生產 工程師／工具工模工程師	18	-	-	18
Project Engineer 策劃及統籌工程師	69	-	1	70
Costing Engineer 成本工程師	1	-	-	1
Q.C./Q.A. Engineer 品質管制／品質保證工程師	41	-	3	44
Electronics/Electrical Engineer 電子／電機工程師	3	-	-	3
Technical Services Engineer 技術支援工程師	364	-	1	365
Moulding Engineer 啤塑工程師	-	-	-	-
Sub-total 分類總數	543	0	5	548
TECHNICIAN LEVEL 技術員級				
Supervisor/Foreman 監督／管工	7	-	1	8
Mechanical Engineering Technician 機械工程技術員	9	-	-	9
Electronics/Electrical Engineering Technician 電子／電機工程技術員	-	-	-	-
Q.C./Q.A. Technician 品質管制／品質保證技術員	31	-	-	31

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預計在 二〇一〇年 十月時的 僱員總數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
Product/Packaging Development Technician 產品／包裝進展技術員	33	-	-	33
Laboratory/Materials Technician 實驗室／塑料技術員	169	-	2	171
Manufacturing/Industrial Engineering Technician 製造／工業工程技術員	12	-	-	12
Tooling Technician 工具工模技術員	-	-	-	-
CAD-CAM Technician (Tooling) 電腦輔助設計 — 電腦輔助生產技術員 (工模)	23	-	1	24
Production Planner 生產策劃員	19	-	-	19
Sub-total 分類總數	303	0	4	307
CRAFTSMAN LEVEL 技工級				
Leader 組長	14	-	1	15
Electrician 電氣技工	5	-	1	6
Mould and Die Maker 製模技工	7	-	-	7
Tool and Die Maker 工具及五金工模工	7	-	-	7
Pattern/Model/Prototype Maker 樣本／模型／生產原型製造工	6	-	-	6
Plastics Machine Setter 校機技工	8	-	-	6
Tailor (Plastics/Fabric) 裁剪技工 (塑膠／布料)	1	-	-	1
Quality Control Inspector 品質檢查工	35	-	-	35
Sub-total 分類總數	83	0	2	83

Job Title 職 稱	Number of Employees Employed 現有僱員 人數	Number of Trainees 現有受訓者 人數	Number of Vacancies at Date of Survey 現有的 空缺額	Forecast of Number Employed by October 2010 預計在 二〇一〇年 十月時的 僱員總數
OPERATIVE LEVEL 操作工級				
Blow Moulding Machine Operator 吹氣模塑機工	-	-	-	-
Film Blowing Machine Operator 吹膜機工	-	-	-	-
Injection Moulding Machine Operator 壓注模塑機工	2	-	-	2
Vacuum Forming Machine Operator 真空吸塑機工	-	-	-	-
Other Plastics Processing Machine Operator 其他塑膠加工機操作工	53	-	-	53
Power Press Operator 動力沖壓機操作工	-	-	-	-
Printing Operator 印刷工	-	-	-	-
Seamstress/Sewing Machine Operator 縫工	-	-	-	-
Assembler 裝配工	-	-	-	-
Sub-total 分類總數	55	0	0	55
UNSKILLED LEVEL 非技工級				
General Worker 雜工	55	-	2	57
Sub-total 分類總數	55	0	2	57
GRAND TOTAL 五類總數	1 039	0	13	1 050

TABLE 4: DISTRIBUTION OF EMPLOYEES BY MONTHLY INCOME RANGE

表四：根據每月總收入幅度劃分的僱員分布情況

Job Title 職稱	Under \$5,001 以下	\$5,001 - \$7,500	\$7,501 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	Over \$20,000 以上	Unspecified 未列明
TECHNOLOGIST LEVEL 技師級							
Product Engineer (Plastics) 產品工程師（塑膠業）	.	.	.	19	207	428	117
Manufacturing/Industrial Engineer 製造／工業工程師	.	.	.	15	136	289	115
CAD-CAM Engineer/Tooling Engineer 電腦輔助設計－電腦輔助生產工程師／ 工具工模工程師	.	.	.	7	30	109	27
Project Engineer 策劃及統籌工程師	.	.	.	78	404	675	183
Costing Engineer 成本工程師	22	98	35
Q.C./Q.A. Engineer 品質管制／品質保證工程師	.	.	5	3	162	158	40
Electronics/Electrical Engineer 電子／電機工程師	.	.	.	3	46	93	14
Technical Services Engineer 技術支援工程師	.	.	.	4	190	122	83
Moulding Engineer 啤塑工程師	2	35	4
Sub-total 分類總數	0	0	5	129	1 199	2 007	618

Job Title 職稱	Under \$5,001 以下	\$5,001 - \$7,500	\$7,501 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	Over \$20,000 以上	Unspecified 未列明
TECHNICIAN LEVEL 技術員級							
Supervisor/Foreman 監督／管工	.	.	26	46	82	24	20
Mechanical Engineering Technician 機械工程技術員	.	.	1	41	32	8	12
Electronics/Electrical Engineering Technician 電子／電機工程技術員	.	.	1	23	19	1	26
Q.C./Q.A. Technician 品質管制／品質保證技術員	4	16	33	261	186	10	86
Product/Packaging Development Technician 產品／包裝進展技術員	.	.	35	181	240	22	88
Laboratory/Materials Technician 實驗室／塑料技術員	.	.	24	134	7	4	7
Manufacturing/Industrial Engineering Technician 製造／工業工程技術員	.	.	11	44	59	7	64
Tooling Technician 工具工模技術員	.	.	4	10	28	6	18
CAD-CAM Technician (Tooling) 電腦輔助設計－電腦輔助生產技術員 (工模)	.	.	33	223	102	14	80
Production Planner 生產策劃員	.	.	68	437	192	29	170
Sub-total 分類總數	4	16	236	1 400	947	125	571

Job Title 職稱	Under \$5,001 以下	\$5,001 - \$7,500	\$7,501 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	Over \$20,000 以上	Unspecified 未列明
CRAFTSMAN LEVEL 技工級							
Leader 組長	.	.	15	52	6	.	7
Electrician 電氣技工	.	.	19	6	2	1	.
Mould and Die Maker 製模技工	.	.	26	31	.	.	3
Tool and Die Maker 工具及五金工模工	.	.	.	9	.	7	.
Pattern/Model/Prototype Maker 樣本／模型／生產原型製造工	.	.	16	20	.	.	2
Plastics Machine Setter 校機技工	.	4	23	26	.	6	.
Tailor (Plastics/Fabric) 裁剪技工（塑膠／布料）	.	.	5	.	.	.	20
Quality Control Inspector 品質檢查工	.	38	28	39	.	.	4
Sub-total 分類總數	0	42	132	183	8	14	36
OPERATIVE LEVEL 操作工級							
Blow Moulding Machine Operator 吹氣模塑機工	.	9	7	2	.	.	.
Film Blowing Machine Operator 吹膜機工	6	9	83	9	.	.	17
Injection Moulding Machine Operator 壓注模塑機工	.	58	141	54	.	.	8

Job Title 職稱	Under \$5,001 以下	\$5,001 - \$7,500	\$7,501 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	Over \$20,000 以上	Unspecified 未列明
OPERATIVE LEVEL (Continued) 操作工級 (續)							
Vacuum Forming Machine Operator 真空吸塑機工	1	12	.	.	.	.	4
Other Plastics Processing Machine Operator 其他塑膠加工機操作工	6	29	134	33	.	.	25
Power Press Operator 動力沖壓機操作工	.	.	.	.	.	.	.
Printing Operator 印刷工	.	8	61	6	.	.	43
Seamstress/Sewing Machine Operator 縫工	6	31	80	3	.	.	85
Assembler 裝配工	.	28	15	.	.	.	.
Sub-total 分類總數	19	184	521	107	0	0	182
UNSKILLED LEVEL 非技工級							
General Worker 雜工	14	341	219	40	2	.	70
Sub-total 分類總數	14	341	219	40	2	0	70

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