

MANPOWER SURVEY STATISTICAL REPORT 2012

二〇一二年度人力調查統計報告書

AUTOMOBILE INDUSTRY

職業訓練局汽車業訓練委員會

AUTOMOBILE TRAINING BOARD

VOCATIONAL TRAINING COUNCIL

汽車業



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SECTION I

INTRODUCTION

The Automobile Training Board

1.1 The Automobile Training Board of the Vocational Training Council is required by its terms of reference to determine the manpower and training needs of the automobile industry and to make recommendations to the Council for the development of training facilities to meet the needs. Membership of the Automobile 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 automobile industry during the period from 22nd February to 8th June 2012 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 (C&SD).

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 April 2013;
- (iii) the number of existing vacancies;
- (iv) the number of employees under training;
- (v) the average monthly income of employees;
- (vi) employers' views on the preferred education, experience, training mode and training period of employees by job level; and
- (vii) the turnover rate of employees; and
- (viii) employers' views on different kinds of training that front-line sales persons should acquire.

Scope of the Survey

1.4 The survey scope covered both the vehicle servicing and the vehicle/auto-parts retail sectors of the automobile industry in this round of survey. Establishments covered by the survey were divided into 6 branches. Their lists were extracted from C&SD's HSIC database as well as the supplementary samples provided by the Training Board.

<u>Branch</u>	<u>Type of Business</u>	<u>Number of Establishments</u>
(i)	Body assembly of motor vehicles (HSIC 290000);	70
(ii)	Servicing and repairing of motor vehicles and motorcycles (HSIC 951000);	2 813
(iii)	Retail sale of motor vehicles (HSIC 477301);	646
(iv)	Retail sale of motorcycles (HSIC 477302);	33
(v)	Retail sale of motor vehicle and motorcycles parts and accessories (HSIC 477303)	464
(vi)	Supplementary samples covered government departments, public utilities, companies maintaining fleet of vehicles and education institutes (HSIC 600000).	47

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

1.5 According to the information provided by C&SD, there were totally 4 026 establishments in Branch 1 to Branch 5 as at the third quarter of 2011. In view of the limited resources available, a stratified random sampling method was adopted to select 477 establishments from these branches. After including 47 establishments from the supplementary list, the total sampling size of the survey was 524.

Method of the Survey

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

1.7 Each establishment received two questionnaires – one for the vehicle servicing sector; another for the vehicle/auto-parts retail sector. Depending on the business nature, an employer might fill in either one or both of these two questionnaires.

1.8 After the survey, the completed questionnaires were checked and, where necessary, verified with the respondents before being processed by the C&SD. The survey data were statistically grossed up to give the overall picture of the manpower situation of the automobile industry at the time of the survey.

Response to the Survey

1.9 Of the 524 establishments, 420 supplied the required information. A total of 20 establishments were no longer engaged in the automobile trade or did not have technical manpower. 44 establishments had closed, merged or temporarily ceased operation. 16 establishments did not provide suitable persons to complete the questionnaires. 17 establishments could not be contacted due to change in addresses. 5 establishments partially responded. 2 establishments declined to supply any information. The effective response rate was 99.5%.

The Report

1.10 This report presents 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 full report presenting the Training Board's forecast of the manpower needs. In the report, the terms 'manpower', 'employees' and 'workers' refer to the total number of persons (excluding trainees and apprentices) employed in the 39 principal jobs of the automobile industry; the term 'trainees' means all persons receiving any form of training including those under a contract of apprenticeship. As to be in line with the Electrical and Mechanical Services Department's Voluntary Registration Scheme for Vehicle Mechanics, a few principal jobs of craftsman level of vehicle servicing sector have been classified under specific services level. Meanwhile, 5 principal jobs are newly included in the specific services level. The list of 39 principal jobs adopted in the survey of the automobile industry and their job descriptions are shown in Appendix II.

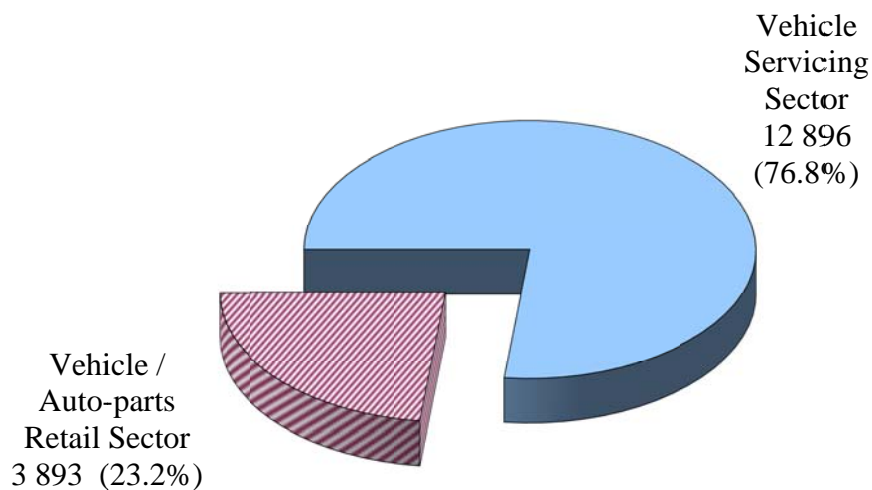
SECTION II

SUMMARY OF SURVEY FINDINGS

Number of Employees Employed

2.1 The survey revealed that at the time of survey, a total of 16 789 employees were employed in the principal jobs of the automobile industry in Hong Kong. Of the 16 789 employees, 12 896 (76.8%) were employed in the vehicle servicing sector, 3 893 (23.2%) in the vehicle / auto-parts retail sector. The distribution of employees by sector is shown in Figure 1.

Figure 1 Distribution of Automobile Employees by Sector



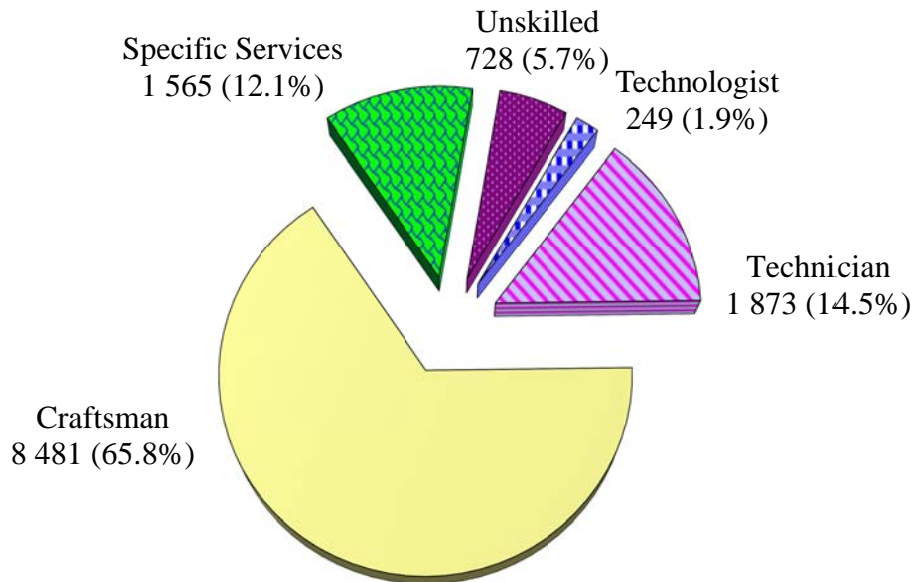
Vehicle Servicing Sector

2.2 The distribution of employees (excluding trainees) by job level of the vehicle servicing sector is given in Table A and Figure 2 below:

Table A Distribution of Employees by Job Level of the Vehicle Servicing Sector

Job Level	Number of Employees	Percentage of Total Employed
Technologist	249	1.9%
Technician	1 873	14.5%
Craftsman	8 481	65.8%
Specific Services	1 565	12.1%
Unskilled	728	5.7%
Total	12 896	100.0%

Figure 2 Distribution of Employees by Job Level of the Vehicle Servicing Sector



2.3 At the time of the survey, there were 602 trainees in the vehicle servicing sector, amounting to 4.7% of the total employees. Their distribution by job level is given in Table B below.

Table B Distribution of Trainees by Job Level of the Vehicle Servicing Sector

Job Level	Number of Trainees	Percentage of Total Employed at the Same Level
Technologist	4	1.6%
Technician	7 (19)	0.4%
Craftsman	572 (547)	6.7%
Specific Services	19 (31)	1.2%
Unskilled	0	0%
Total	602	4.7%

Note: The numbers in brackets are employers' estimate on the number of apprentices to be recruited in the coming 12 months.

2.4 Employers reported a total of 543 vacancies, representing about 4.2% of the total manpower of the vehicle servicing sector at the time of the survey. The distribution of the vacancies by job level is shown in Table C below.

Table C Distribution of Vacancies by Job Level of the Vehicle Servicing Sector

Job Level	Number of Vacancies	Percentage of Total Employed at the Same Level
Technologist	5	2.0%
Technician	21	1.1%
Craftsman	355	4.2%
Specific Services	124	7.9%
Unskilled	38	5.2%
Total	543	4.2%

2.5 Employers forecasted a total of 13 632 employees (excluding trainees) by April 2013 in the vehicle servicing sector, indicating a view of a marginal increase of 1.44%. Their distribution by job level is shown in Table D below:

Table D Forecasted Number of Employees by Job Level of the Vehicle Servicing Sector

Job Level	Number of Employees Plus Vacancies at Time of Survey	Employers' Forecast on Number of Employees by April 2013
Technologist	254	252
Technician	1 894	1 886
Craftsman	8 836	9 042
Specific Services	1 689	1 701
Unskilled	766	751
Total	13 439	13 632

2.6 The distribution of employees by monthly income ranges by job level of the vehicle servicing sector is detailed in Table E below, and by principal job in Table 3 of Appendix III.

Table E Distribution of Employees by Monthly Income Range by Job Level of the Vehicle Servicing Sector

Monthly Income Range	Technologist	Technician	Craftsman	Specific Services	Unskilled	All
Under \$8,001	0	0	29	1	222	252
\$8,001 - \$10,000	0	3	611	421	460	1 495
\$10,001 - \$15,000	0	370	5 159	863	30	6 422
\$15,001 - \$20,000	5	854	2 143	167	0	3 169
\$20,001 - \$25,000	13	474	259	1	0	747
Over \$25,000	210	104	0	0	0	314
Unspecified	21	68	280	112	16	497
Total	249	1 873	8 481	1 565	728	12 896

2.7 The views of employers on the preferred education, training mode and training period for their employees at the technologist, technician, craftsman and specific services levels are given in Figure 3 to Figure 5.

Figure 3 Employers' Views on Preferred Education by Job Level of the Vehicle Servicing Sector

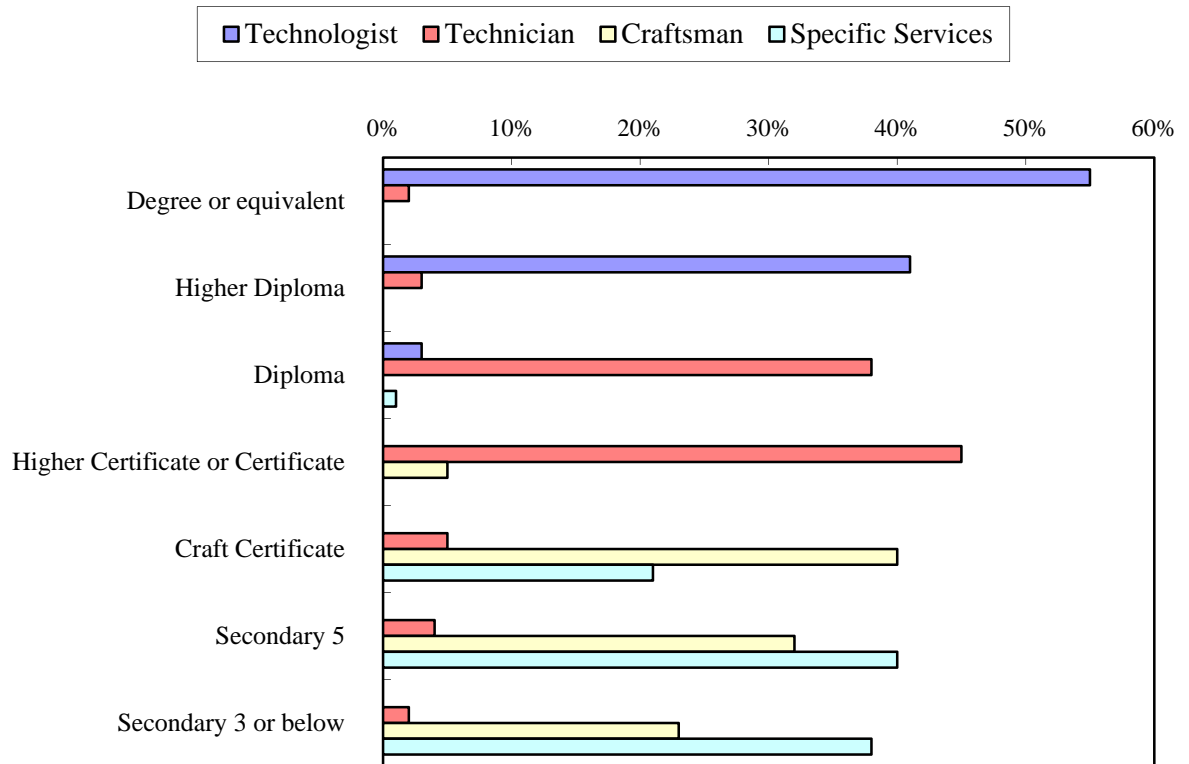


Figure 4 Employers' Views on Preferred Training Mode by Job Level of the Vehicle Servicing Sector

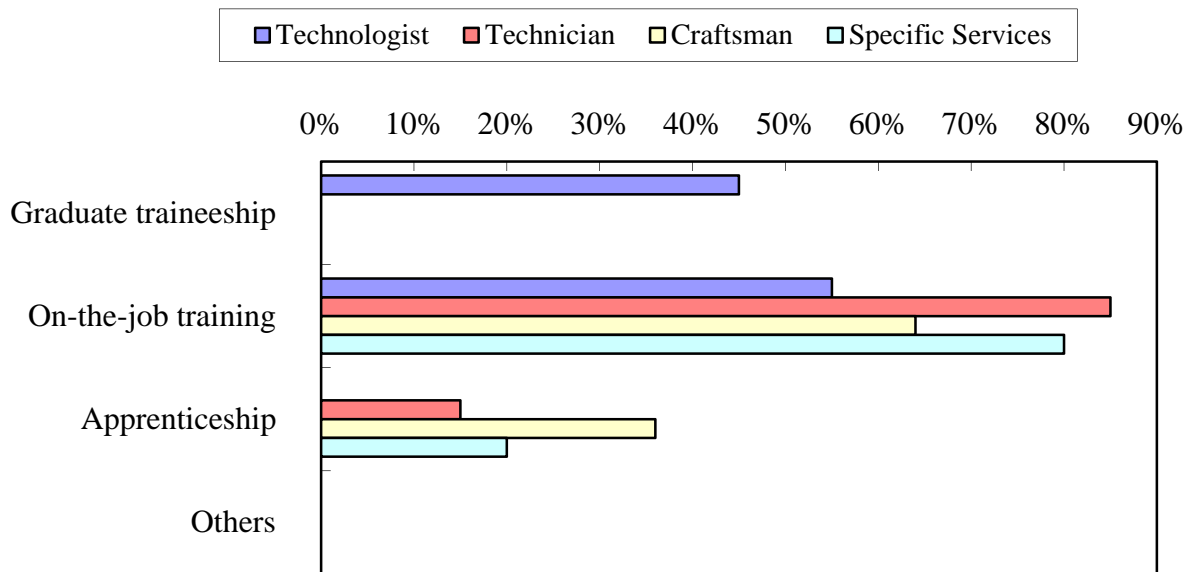
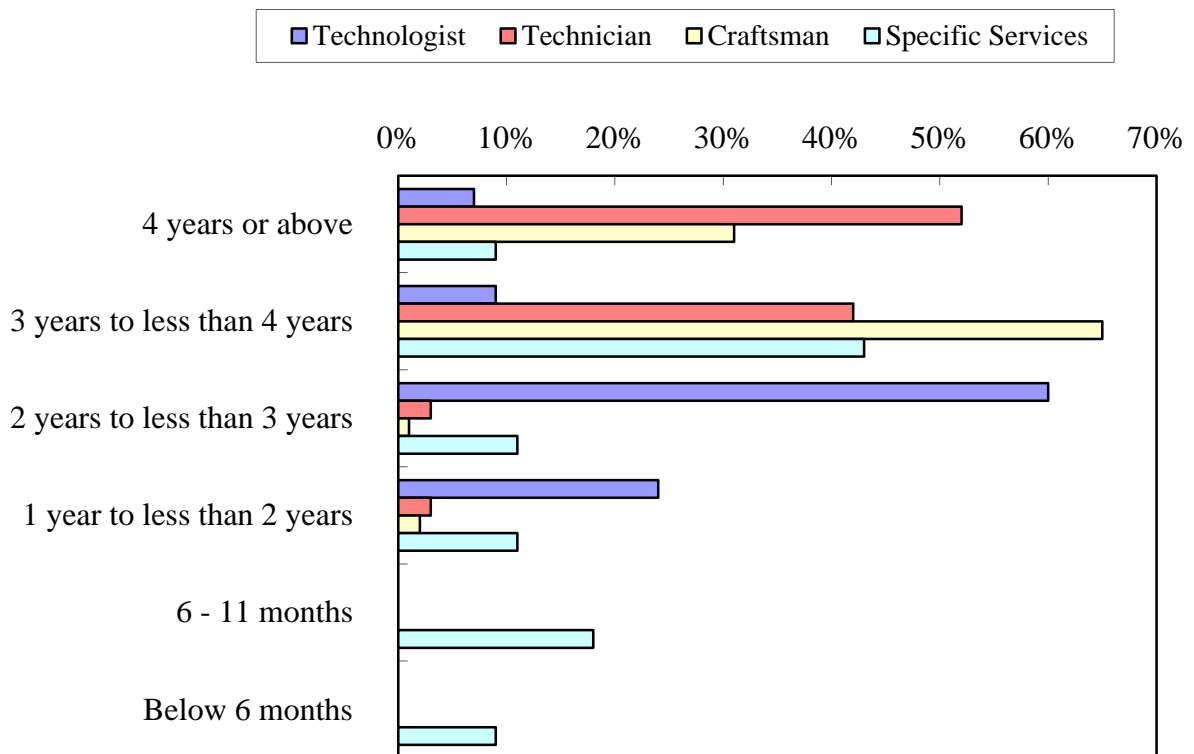
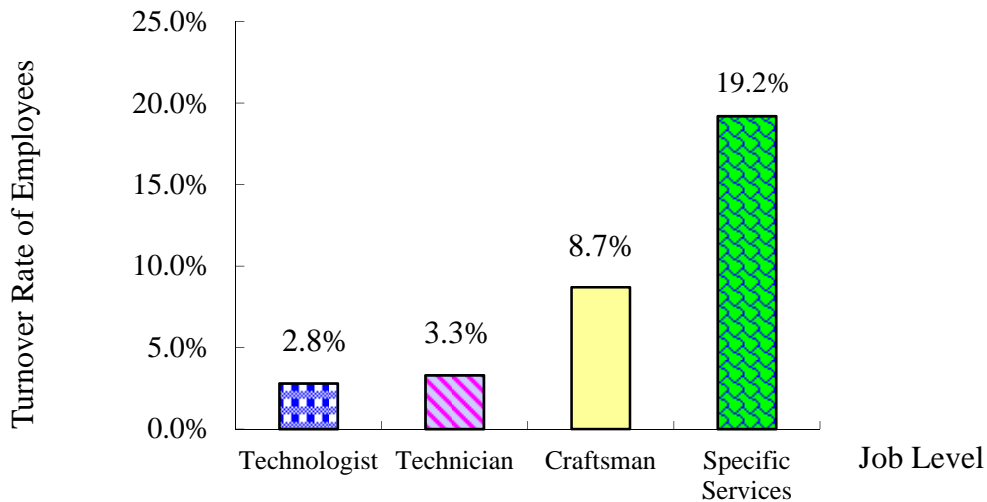


Figure 5 Employers' Views on Preferred Training Period by Job Level of the Vehicle Servicing Sector



2.8 Employers reported that 1 106 technologists, technicians, craftsmen and specific services workers (or 9.1% of the total posts in these job levels) had left within 12 months before the survey. Among them, there were 1 038 craftsmen and specific services workers accounting for the largest portion. The turnover rates of employees of the vehicle servicing sector are shown in Figure 6.

Figure 6 Turnover Rate of Employees of the Vehicle Servicing Sector



2.9 Employers' forecast on the number of employees going to retire within the coming 5 years of the vehicle servicing sector is shown in Table F below.

Table F Estimated number of employees retire within the coming 5 years of the vehicle servicing sector

Job Level	Number of employees at Time of Survey	Employers' forecast on number of employees retire within the coming 5 years	Annual Average Retirement Rate
Technologist	249	32	2.6%
Technician	1 873	197	2.1%
Craftsman	8 481	655	1.5%
Specific Services	1 565	57	0.7%
Total	12 168	941	1.5%

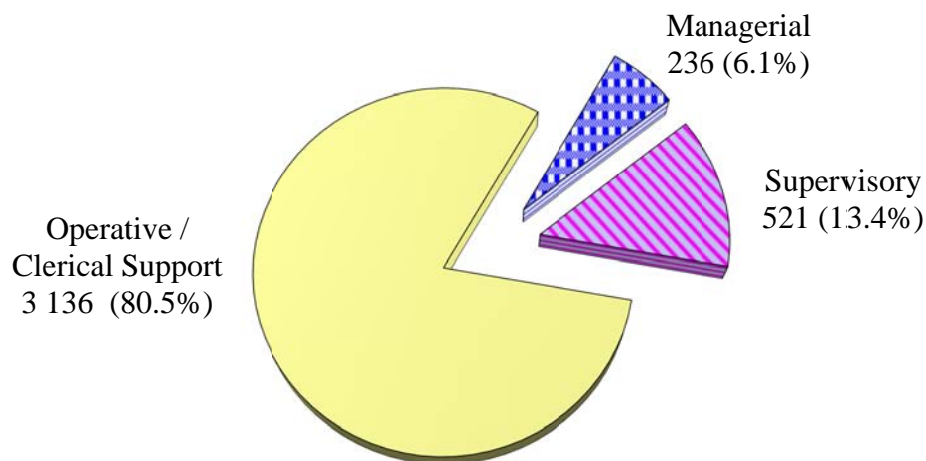
Vehicle / Auto-parts Retail Sector

2.10 The distribution of employees by job level of the vehicle / auto-parts retail sector is given in Table G and Figure 8 below:

Table G Distribution of Employees by Job Level of the Vehicle / Auto-parts Retail Sector

Job Level	Number of Employees	Percentage of Total Employed
Managerial	236	6.1%
Supervisory	521	13.4%
Operative/Clerical Support	3 136	80.5%
Total	3 893	100.0%

Figure 8 Distribution of Employees by Job Level of the Vehicle / Auto-parts Retail Sector



2.11 At the time of the survey, there were no trainees in the vehicle / auto-parts retail sector.

2.12 Employers reported a total of 90 vacancies, representing about 2.3% of the total manpower of the vehicle / auto-parts retail sector at the time of the survey. The distribution of the vacancies by job level is shown in Table H below:

Table H Distribution of Vacancies by Job Level of the Vehicle / Auto-parts Retail Sector

Job Level	Number of Vacancies	Percentage of Total Employed at the Same Level
Managerial	1	0.4 %
Supervisory	2	0.4 %
Operative/Clerical Support	87	2.8 %
Total	90	2.3 %

2.13 Employers forecasted a total of 3 902 employees by April 2013 in the vehicle / auto-parts retail sector, indicating a view of a marginal drop of 2.03%. Their distribution by job level is shown in Table I below:

Table I Distribution of Forecasted Number of Employees in April 2013 by Job Level of the Vehicle / Auto-parts Retail Sector

Job Level	Number of Employees Plus Vacancies at Time of Survey	Employers' Forecast on Number of Employees by April 2013
Managerial	237	235
Supervisory	523	521
Operative/Clerical Support	3 223	3 146
Total	3 983	3 902

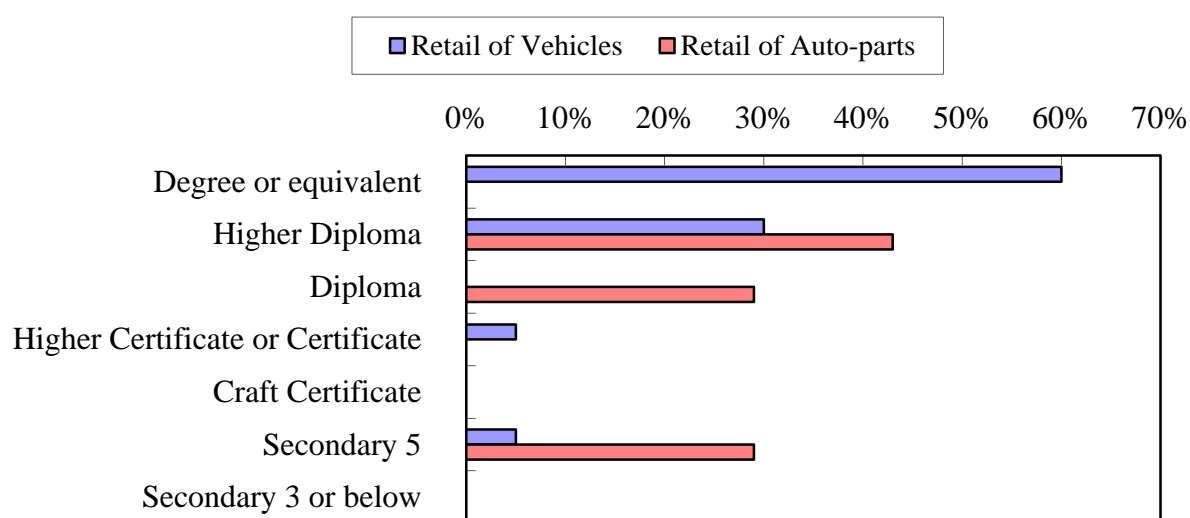
2.14 The distribution of employees by monthly income ranges by job level of the vehicle / auto-parts retail sector is detailed in Table J below, and by branch by principal job in Table 4 of Appendix III.

Table J Distribution of Employees by Monthly Income Range by Job Level of the Vehicle / Auto-parts Retail Sector

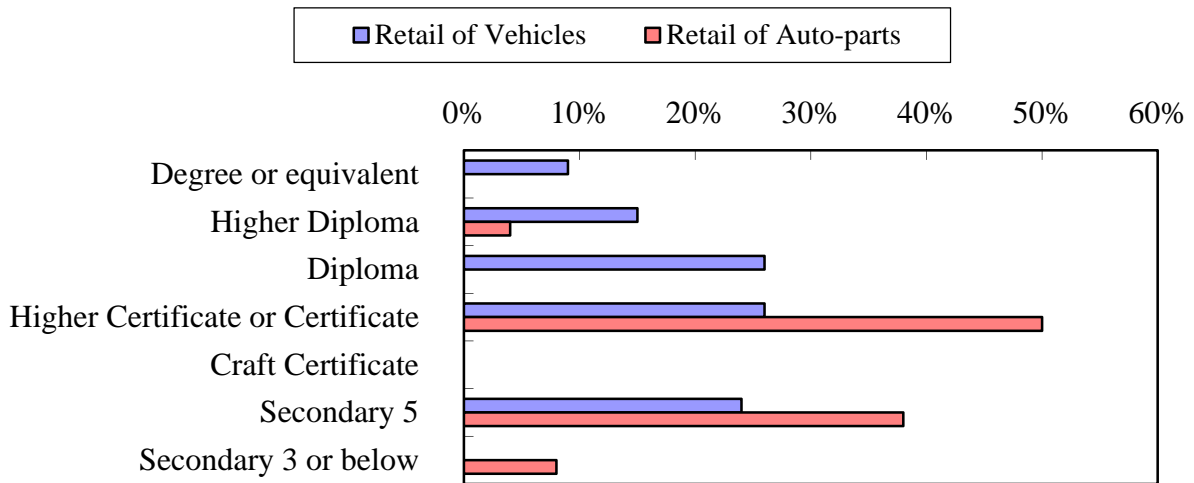
Monthly Income Range	Managerial	Supervisory	Operative/ Clerical Support	All
Under \$8,001	0	0	109	109
\$8,001 - \$10,000	0	0	519	519
\$10,001 - \$15,000	2	107	1 110	1 219
\$15,001 - \$20,000	5	135	725	865
\$20,001 - \$25,000	5	135	64	204
Over \$25,000	139	16	73	228
Unspecified	85	128	536	749
Total	236	521	3 136	3 893

2.15 The views of employers on the preferred education and experience of their employees at the managerial, supervisory and operative/clerical support levels are given in Figure 9 and Figure 10.

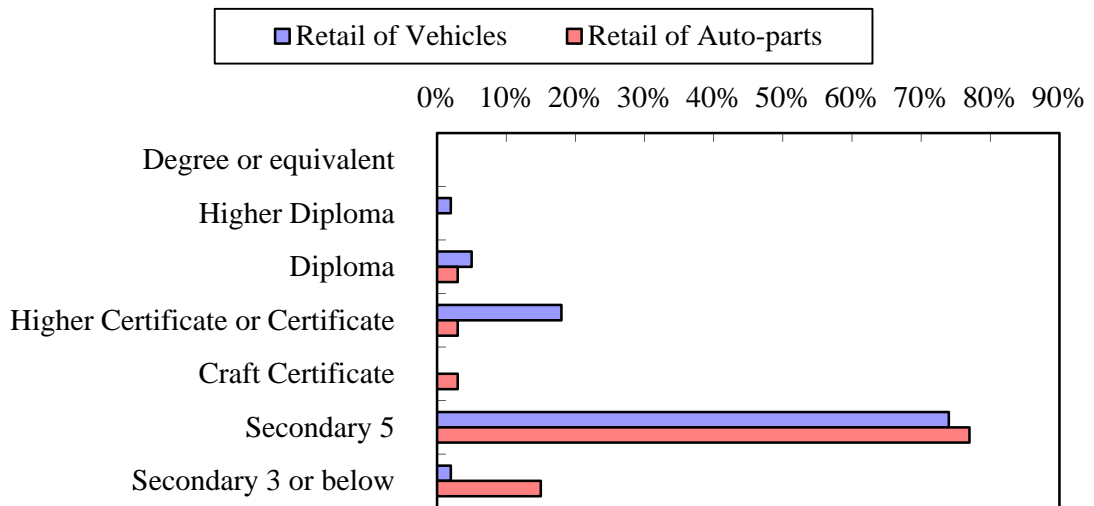
Figure 9 Employers' Views on Preferred Education by Job Level of the Vehicle/Auto-parts Retail Sector



Preferred Education of Employees at Managerial Level

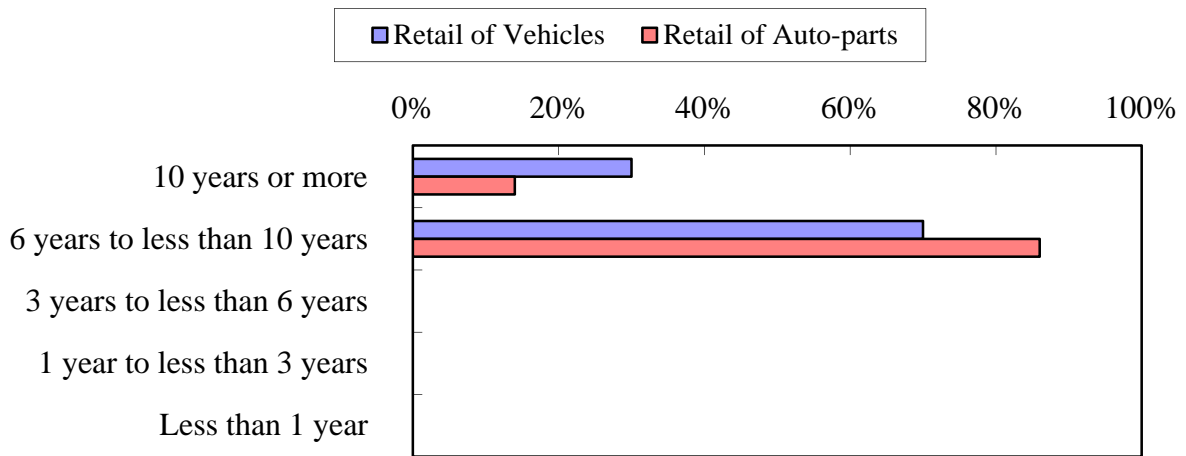


Preferred Education of Employees at Supervisory Level

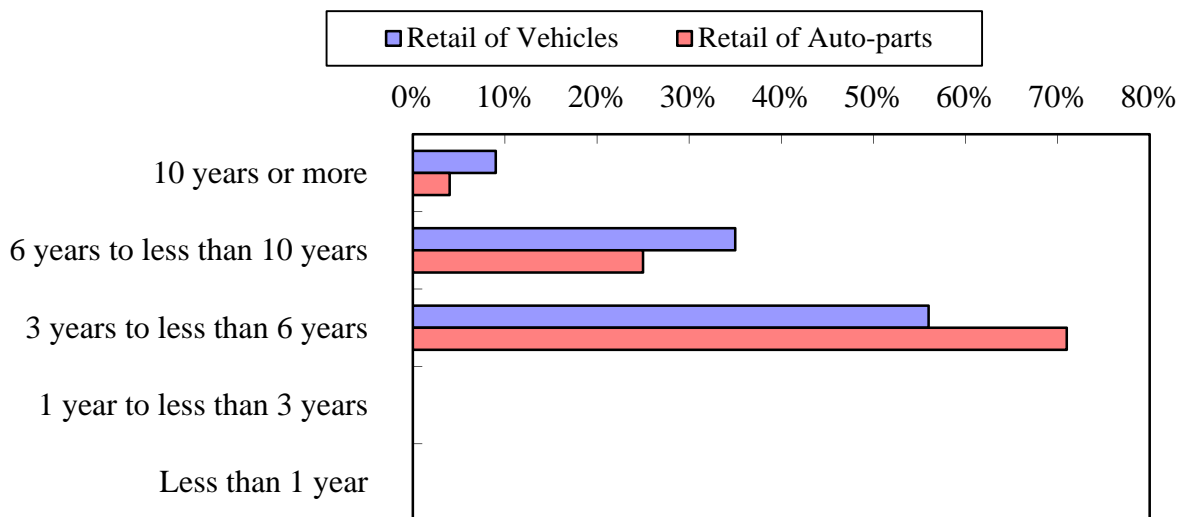


Preferred Education of Employees at Operative / Clerical Support Level

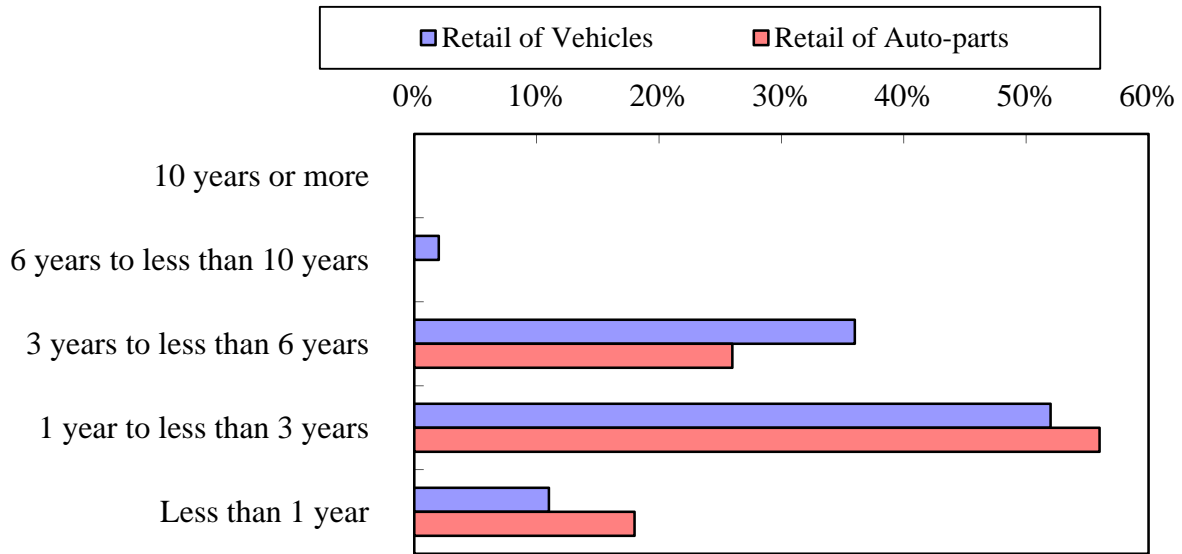
Figure 10 Employers' Views on Preferred Experience
by Job Level of the Vehicle/Auto-parts Retail Sector



Preferred Experience of Employees at Managerial Level



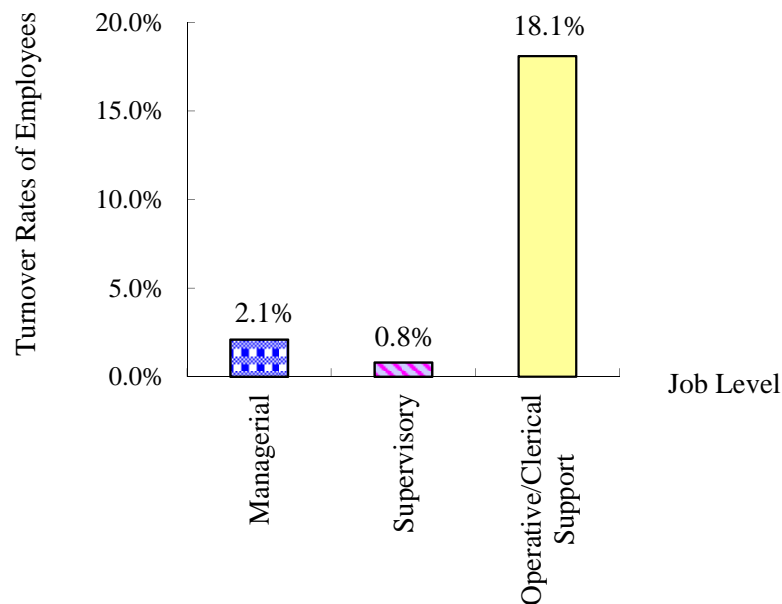
Preferred Experience of Employees at Supervisory Level



Preferred Experience of Employees at Operative/Clerical Support Level

2.16 Employers reported that 577 employees (or 14.8% of the total posts) had left within 12 months before the survey. Among them, there were 568 operative/clerical staff, accounting for the largest portion. The turnover rates of employees of the vehicle / auto-parts retail sector are shown in Figure 11.

Figure 11 Turnover Rate of Employees of the Vehicle / Auto-parts Retail Sector



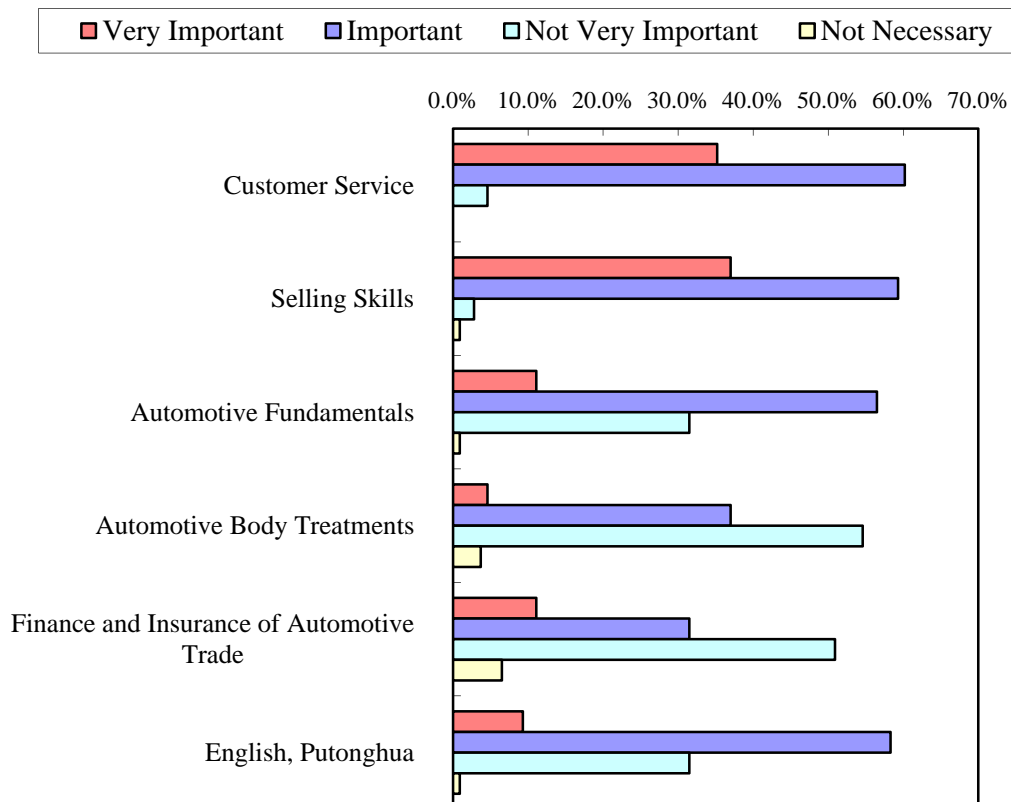
2.17 Employers' forecast on number of employees retire within the coming 5 years of the vehicle / auto-parts retail sector is shown in Table K.

Table K Estimated number of employees retire within the coming 5 years of the vehicle / auto-parts retail sector

Job Level	Number of employees at Time of Survey	Employers' forecast on number of employees retire within the coming 5 years	Annual Average Retirement Rate
Managerial	236	6	0.5%
Supervisory	521	13	0.5%
Operative / Clerical Support	3 136	155	1.0%
Total	3 893	174	0.9%

2.18 Employers were asked to rate the importance of 6 training areas for front-line sales persons of the vehicle / auto-parts retail sector. Their opinions were shown in Figure 13.

Figure 13 Training Needs of Front-line Sales Persons of the Vehicle / Auto-parts Retail Sector



Statistical Tables

2.19 The detailed manpower statistics of the automobile industry by sector, by job level and by principal job including number of employees employed, trainees, vacancies and employers' forecast number of employees by April 2013 are tabulated in Table 1 and Table 2 of Appendix III.

第一章

緒 論

汽車業訓練委員會

1.1 職業訓練局屬下汽車業訓練委員會須根據職權範圍，確定汽車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。汽車業訓練委員會(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 2012 年 2 月 22 日至 6 月 8 日期間，進行汽車業人力調查，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 2013 年 4 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；

(vii) 僱員流動率；以及

(viii) 僱主認為前線銷售人員應有的培訓。

調查範圍

1.4 是次調查覆蓋汽車維修類別及汽車／零件零售類別；調查的機構分為六個門類，名單是從政府統計處的香港標準行業分類資料庫及本會提供的附加調查機構選出。

<u>門類</u>	<u>業務性質</u>	<u>機構數目</u>
(i)	汽車的裝嵌（HSIC 290000）；	70
(ii)	汽車及電單車維修服務 （HSIC 951000）；	2 813
(iii)	汽車零售店（HSIC 477301）；	646
(iv)	電單車零售店（HSIC 477302）；	33
(v)	汽車及電單車配件及零件零售店 （HSIC 477303）；	464
(vi)	附加調查機構包括政府部門、公共事業、擁有車隊的公司及教育機構 （HSIC 600000）；	47

（註：HSIC 代表香港標準行業分類）

1.5 根據政府統計處的資料，2011 年第三季屬門類一至五機構共有 4 026 間。由於資源有限，本會採用分層隨機抽樣方法，選取了 477 間機構作為調查對象，加上 47 間附加調查機構，合共 524 間機構為調查對象。

調查方法

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

1.7 每間機構會收到汽車維修類別及汽車／零件零售類別的問卷各一份，僱主可根據其業務性質填寫其中一份或兩份問卷。

1.8 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。所得的數字經統計學方法倍大，以反映調查期間本業整體人力情況。

調查回應

1.9 524 間機構中，420 間提供所需資料；20 間不再從事本業，或沒有僱用技術人力；44 間已結業、合併或暫停營業；16 間沒有提供適當人員填寫調查表，17 間搬遷及無法聯絡；5 間只提供部份資料；2 間拒絕提供資料。有效填覆率為 99.5%。

調查報告

1.10 本報告書列載是次調查結果、預測汽車業的人力需求，並就有關需求建議適當措施。報告書內，「人力」、「僱員」及「工人」均指所有在調查期間受僱從事業內 39 個主要職務的人員（受訓者及學徒除外）。「受訓者」指正在接受各種形式訓練，包括簽有學徒合約人士。此外，為配合機電工程署的「車輛維修技工自願註冊計劃」下的服務類別，是次人力調查所包括的 39 個主要職務，其中汽車維修類別技工級的部份職務被列為專項服務工級，並且新增了 5 個職務，這些職務的工作說明，載於附錄 2。

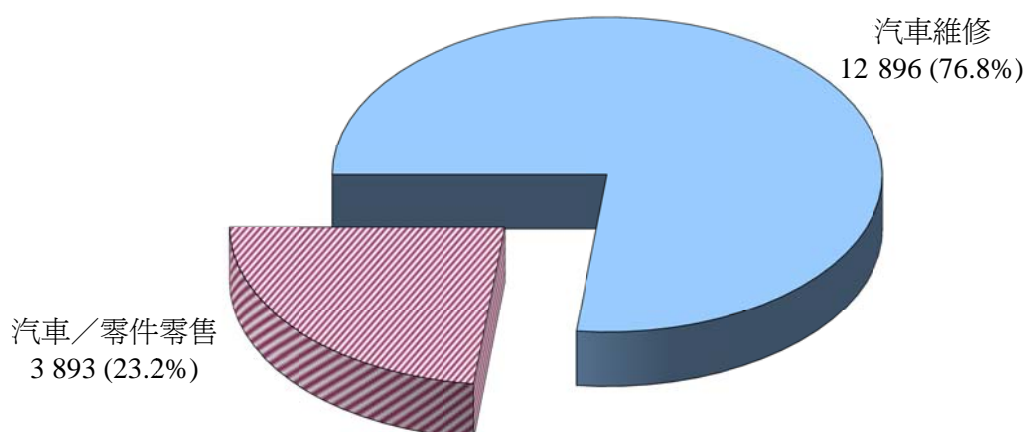
第二章

調查結果摘要

僱員人數

2.1 是次調查顯示，在調查期間，在整個汽車業中，各主要職務共有僱員 16 789 人，其中 12 896（76.8%）屬汽車維修類別，3 893（23.2%）屬汽車／零件零售類別。各類別的僱員分布如下：

圖 1：各類別的僱員分布情況



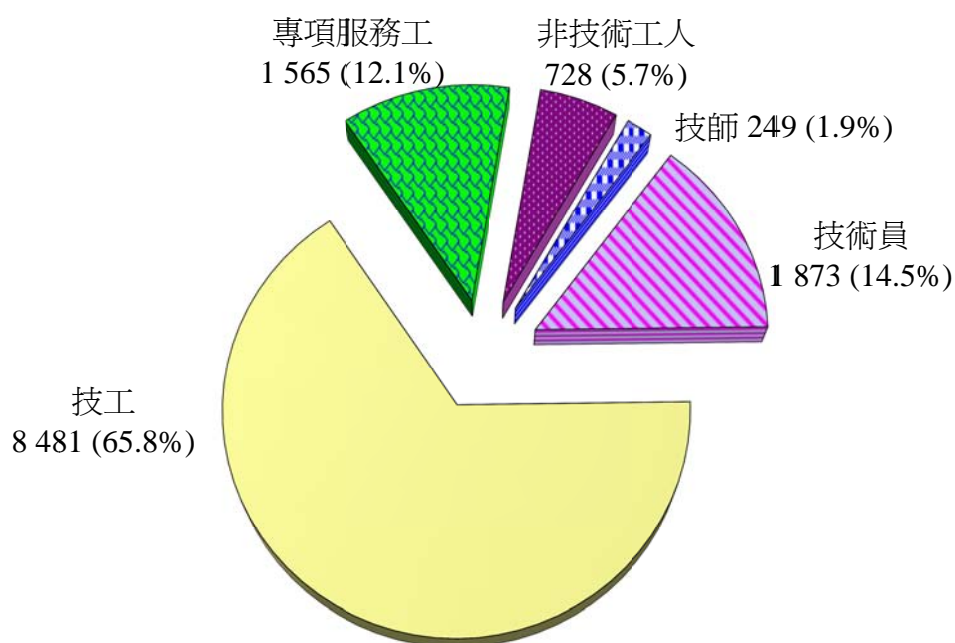
汽車維修類別

2.2 汽車維修類別各技能等級的僱員(受訓者除外)分布情況見下表 A 及圖 2：

表 A：汽車維修類別各技能等級的僱員分布情況

技能等級	僱員人數	佔總人力百分率
技師	249	1.9%
技術員	1 873	14.5%
技工	8 481	65.8%
專項服務工	1 565	12.1%
非技術工人	728	5.7%
總數	12 896	100.0%

圖 2：汽車維修類別各技能等級的僱員分布情況



2.3 調查期間，汽車維修類別有 602 人接受訓練，佔其總人力的 4.7%，各技能等級的分布情況見下表 B：

表 B：汽車維修類別各技能等級的受訓人數

技能等級	調查期間受訓人數	佔同級僱員總數的百分率
技師	4	1.6%
技術員	7 (19)	0.4%
技工	572 (547)	6.7%
專項服務工	19 (31)	1.2%
非技術工人	0	0%
總數	602	4.7%

註：括弧內的數字為僱主預計於未來 12 個月內新招聘的學徒數目

2.4 僱主填報汽車維修類別的空缺有 543 個，佔其總人力的 4.2%，各技能等級的分布情況見下表 C：

表 C：汽車維修類別各技能等級的空缺數目

技能等級	空缺數目	佔同級僱員總數的百分率
技師	5	2%
技術員	21	1.1%
技工	355	4.2%
專項服務工	124	7.9%
非技術工人	38	5.2%
總數	543	4.2%

2.5 僱主預測至 2013 年 4 月時，汽車維修類別將有僱員 13 632 人(受訓者除外)，按年微增 1.44%，各技能等級的分布情況見下表 D：

表 D：汽車維修類別預測僱員人數（按技能等級劃分）

技能等級	調查期間 僱員人數 加空缺數目	僱主預測至 2013年4月時 僱員人數
技師	254	252
技術員	1 894	1 886
技工	8 836	9 042
專項服務工	1 689	1 701
非技術工人	766	751
總數	13 439	13 632

2.6 汽車維修類別各技能等級僱員的每月收入幅度分布情況詳載於表 E；各主要職務的情況則見附錄 3 表三。

表 E：汽車維修類別各技能等級僱員
每月收入幅度分布情況

每月收入幅度	技師	技術員	技工	專項 服務工	非技術 工人	總數
\$8,001 以下	0	0	29	1	222	252
\$8,001 - \$10,000	0	3	611	421	460	1 495
\$10,001 - \$15,000	0	370	5 159	863	30	6 422
\$15,001 - \$20,000	5	854	2 143	167	0	3 169
\$20,001 - \$25,000	13	474	259	1	0	747
\$25,000 以上	210	104	0	0	0	314
未有註明	21	68	280	112	16	497
總數	249	1 873	8 481	1 565	728	12 896

2.7 僱主認為技師、技術員、技工及專項服務工級僱員宜有的教育程度、訓練方式及訓練期見下圖 3 至 5。

圖 3 僱主認為僱員宜有的教育程度
(按汽車維修類別各技能等級)

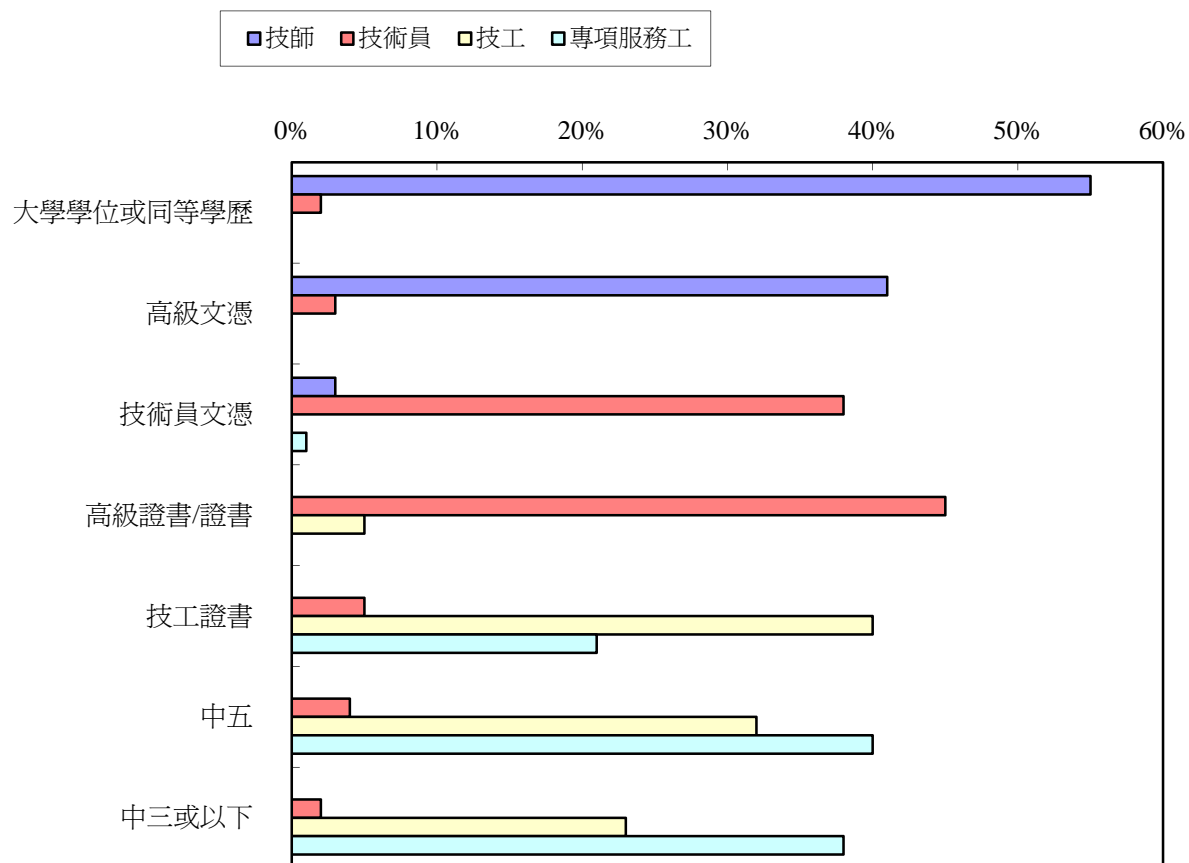


圖 4 僱主認為僱員宜有的訓練方式
(按汽車維修類別各技能等級)

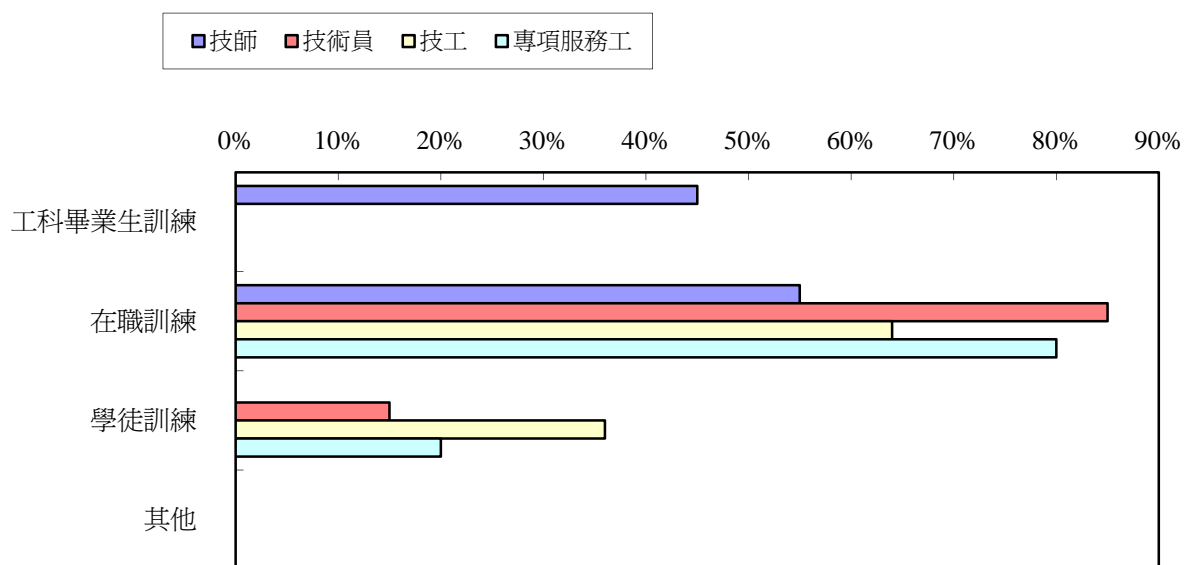
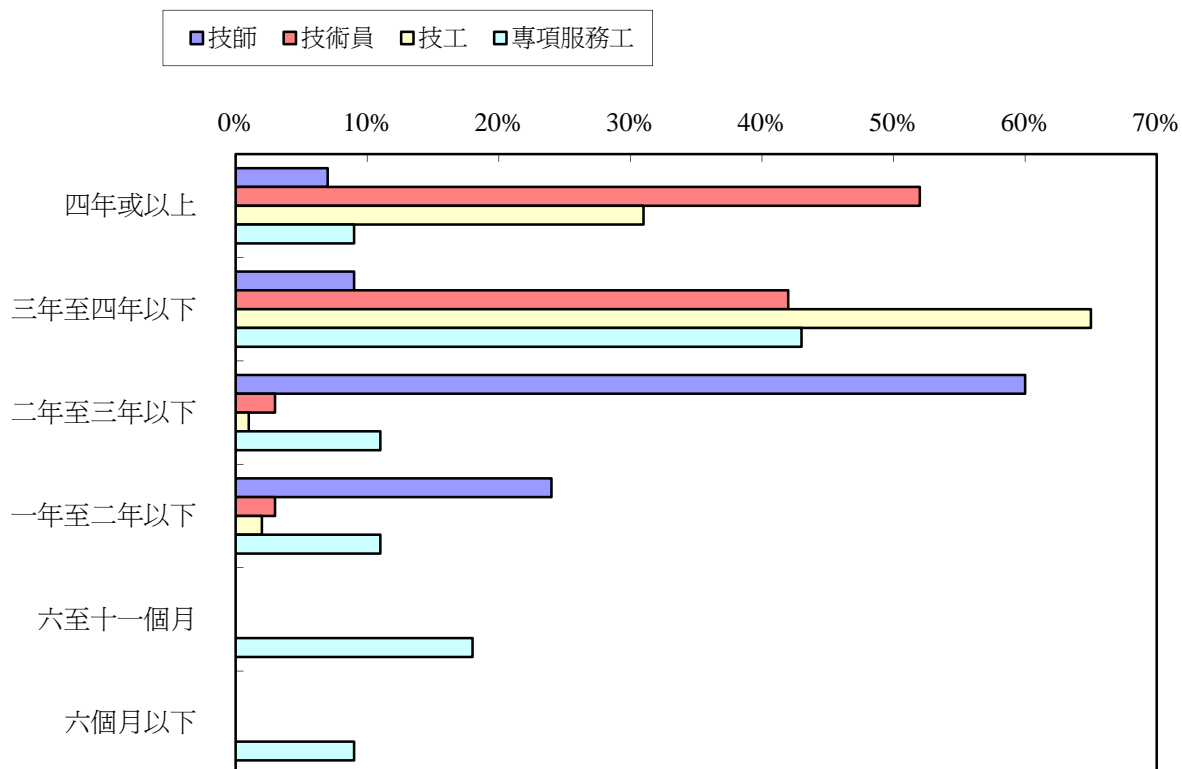
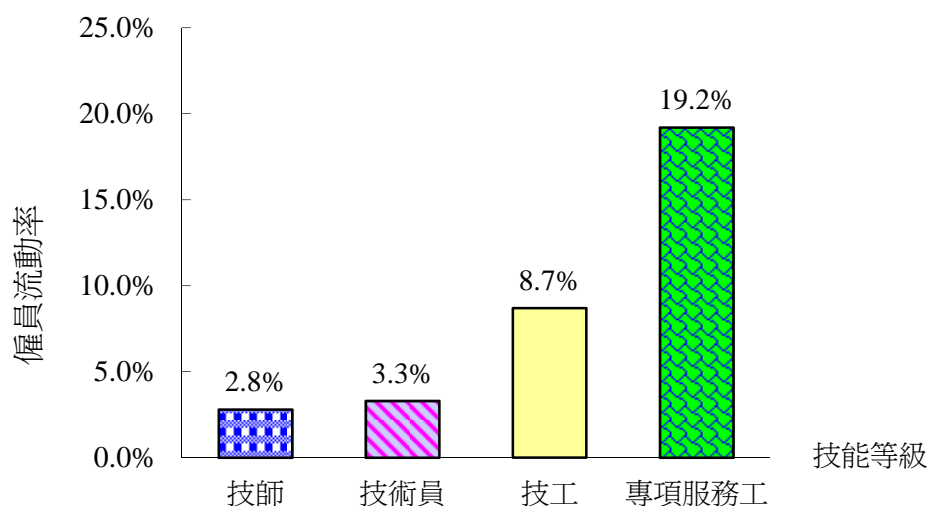


圖 5 僱主認為僱員宜有的訓練期
(按汽車維修類別各技能等級)



2.8 僱主報稱，撇除非技術工人，過去 12 個月離職的汽車維修類別僱員有 1 106 名（相當於有關職位總數的 9.1%），其中，技工及專項服務工離職人數最多，共錄得 1 038 人。各技能等級僱員流動率見下圖 6：

圖 6：汽車維修類別各技能等級僱員流動率



2.9 僱主預計未來 5 年內，汽車維修類別退休人數如表 F：

表 F：汽車維修類別未來 5 年退休人數

技能等級	調查期間僱員人數	僱主預計未來 5 年內退休人數	平均每年退休率
技師	249	32	2.6%
技術員	1 873	197	2.1%
技工	8 481	655	1.5%
專項服務工	1 565	57	0.7%
總數	12 168	941	1.5%

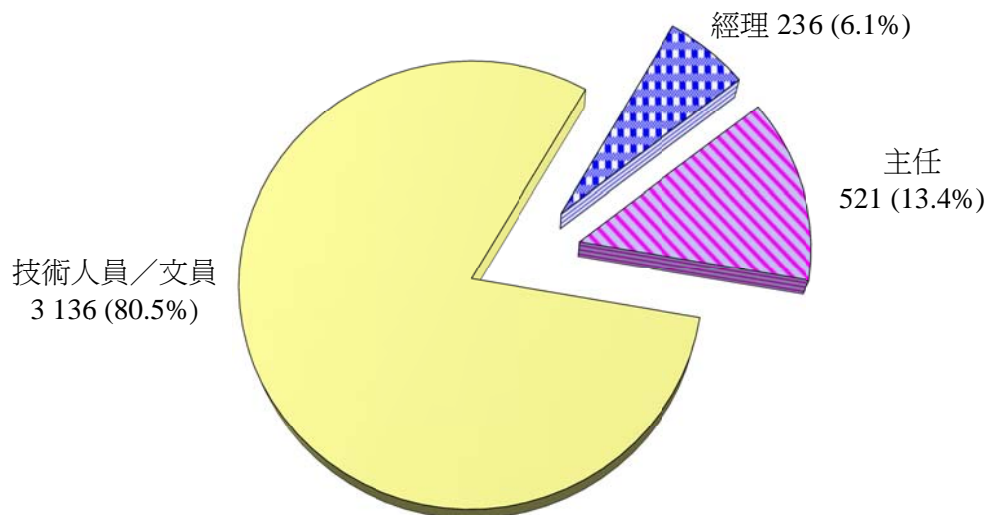
汽車／零件零售類別

2.10 汽車／零件零售類別各技能等級的僱員分布情況見下表 G 及圖 8：

表 G：汽車／零件零售類別各技能等級的僱員分布情況

技能等級	僱員人數	佔總人力百分率
經理	236	6.1%
主任	521	13.4%
技術人員／文員	3 136	80.5%
總數	3 893	100.0%

圖 8：汽車／零件零售類別各技能等級的僱員分布情況



2.11 調查期間，汽車／零件零售類別未有僱用受訓員工。

2.12 僱主填報汽車／零件零售類別的空缺有 90 個，佔其總人力的 2.3%，各技能等級的分布情況見下表 H：

表 H：汽車／零件零售類別各技能等級的空缺數目

技能等級	空缺數目	佔同級僱員總數的百分率
經理	1	0.4%
主任	2	0.4%
技術人員／文員	87	2.8%
總數	90	2.3%

2.13 僱主預測至 2013 年 4 月時，汽車／零件零售類別將有僱員 3 902 人，按年微降 2.03%，各技能等級的分布情況見下表 I：

表 I：汽車／零件零售類別預測僱員人數（按技能等級劃分）

技能等級	調查期間 僱員人數 加空缺數目	僱主預測至 2013 年 4 月時 僱員人數
經理	237	235
主任	523	521
技術人員／文員	3 223	3 146
總數	3 983	3 902

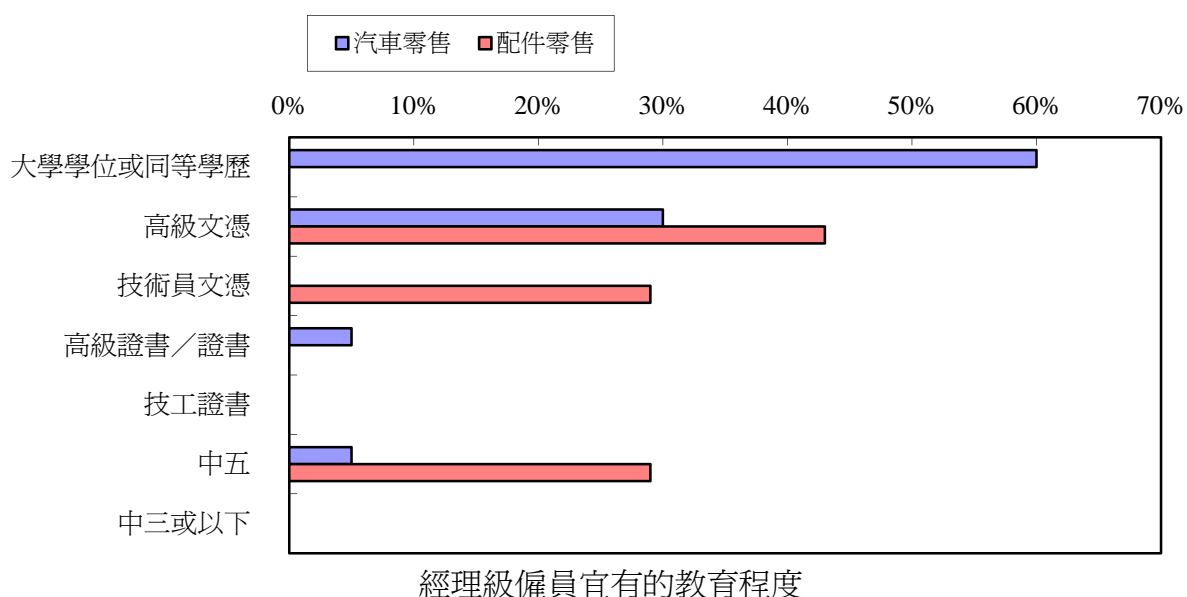
2.14 汽車／零件零售類別各技能等級僱員的每月收入幅度分布情況詳載於表 J；各主要職務（按汽車／電單車零售和汽車及電單車配件及零件零售劃分）的情況則見附錄 3 表四。

表 J：汽車／零件零售類別各技能等級僱員
每月收入幅度分布情況

每月收入幅度	經理	主任	技術人員／ 文員	總數
\$8,001 以下	0	0	109	109
\$8,001 - \$10,000	0	0	519	519
\$10,001 - \$15,000	2	107	1 110	1 219
\$15,001 - \$20,000	5	135	725	865
\$20,001 - \$25,000	5	135	64	204
\$25,000 以上	139	16	73	228
未有註明	85	128	536	749
總數	236	521	3 136	3 893

2.15 僱主認為經理、主任及技術人員／文員級僱員宜有的教育程度及年資見下圖 9 至 10。

圖 9 僱主認為僱員宜有的教育程度
(按汽車／零件零售類別各技能等級)



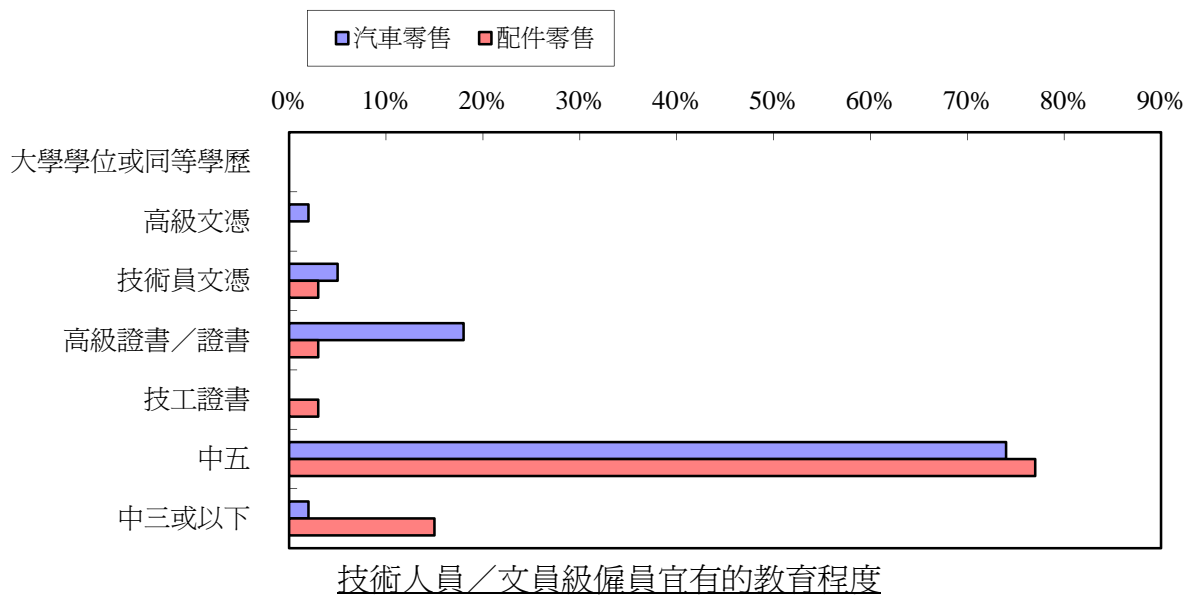
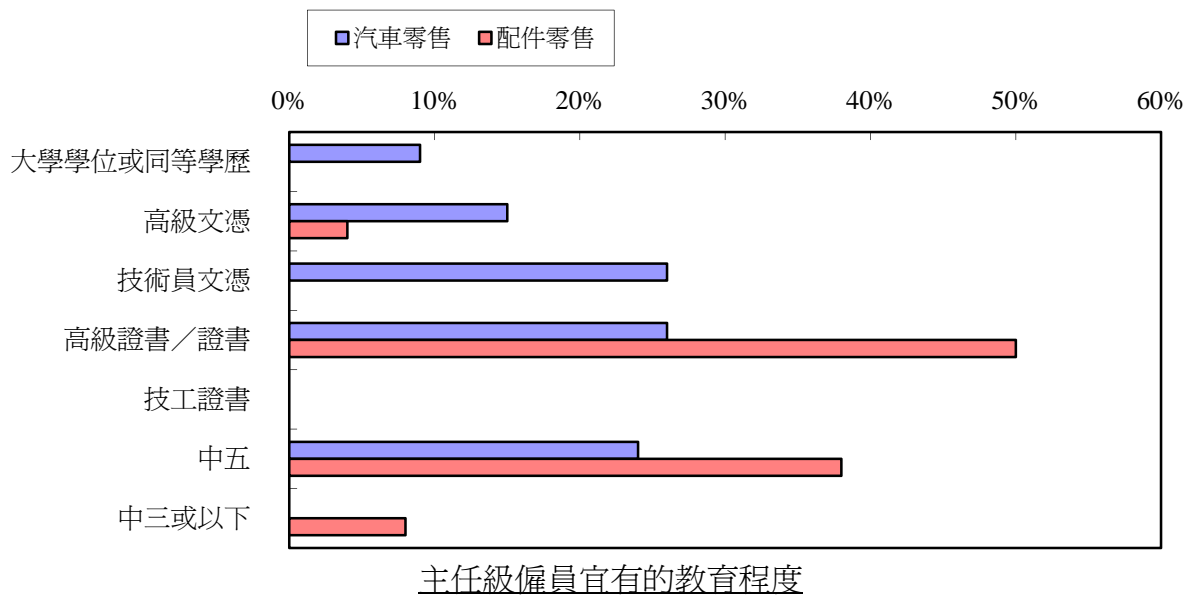
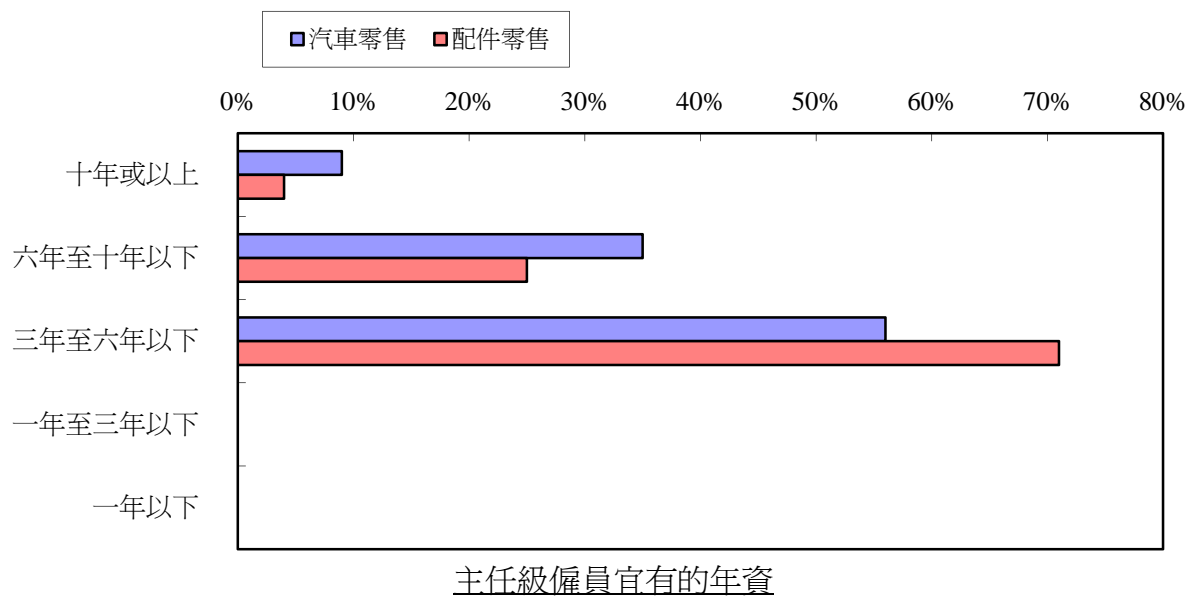
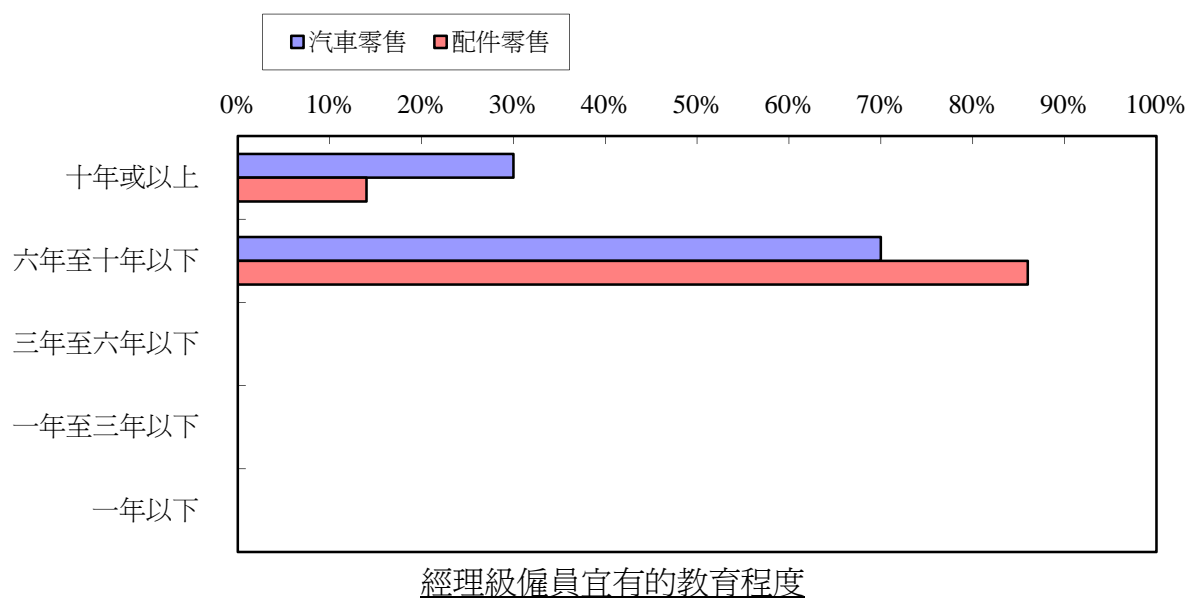
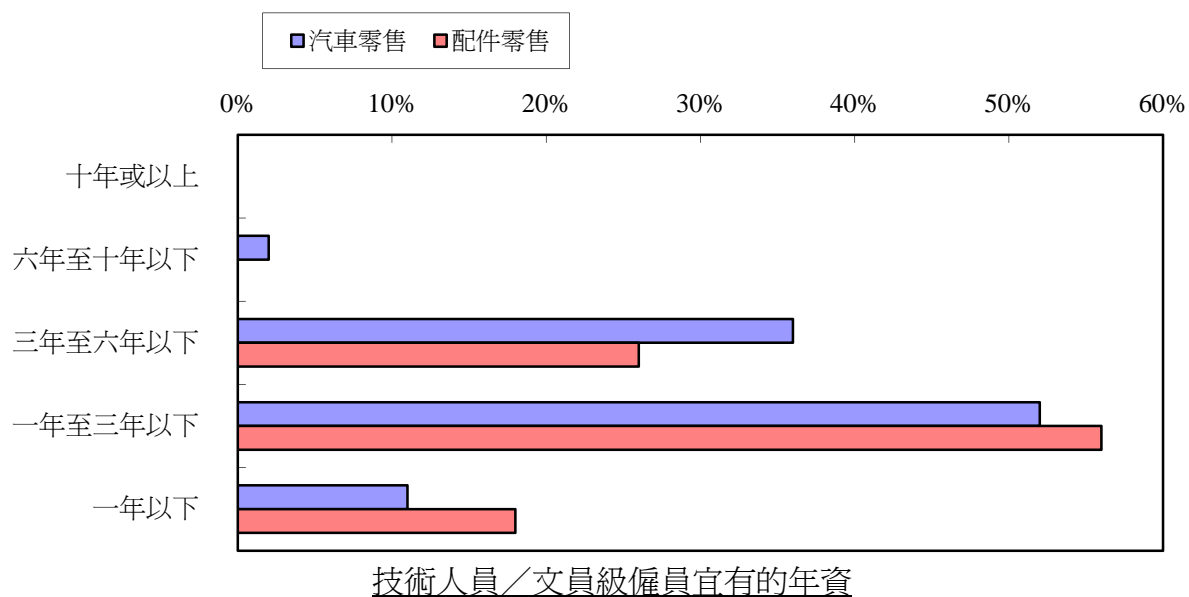


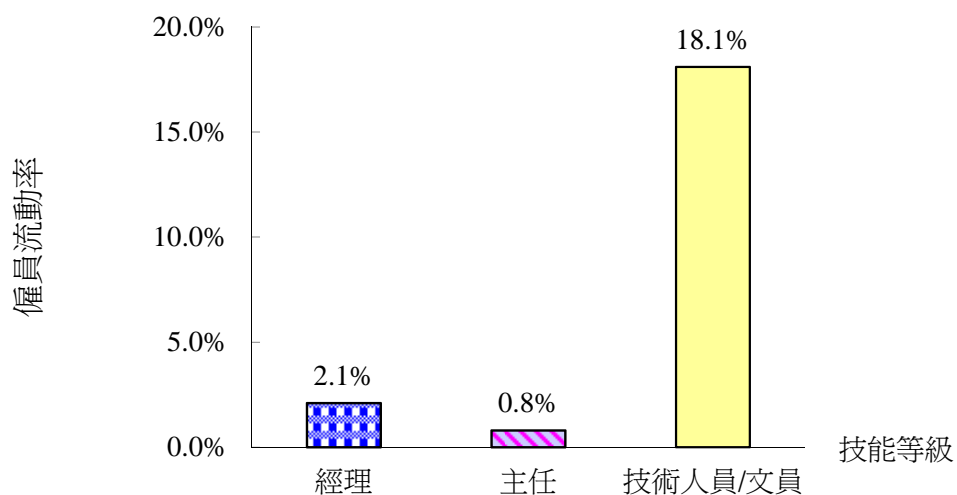
圖 10 僱主認為僱員宜有的年資
 (按汽車／零件零售類別各技能等級)





2.16 僱主報稱，過去 12 個月離職的汽車／零件零售類別僱員有 577 名（相當於職位總數的 14.8%），其中，技術人員/文員錄得 568 人離職，人數最多，各技能等級僱員流動率見下圖 11：

圖 11：汽車／零件零售類別各技能等級僱員流動率



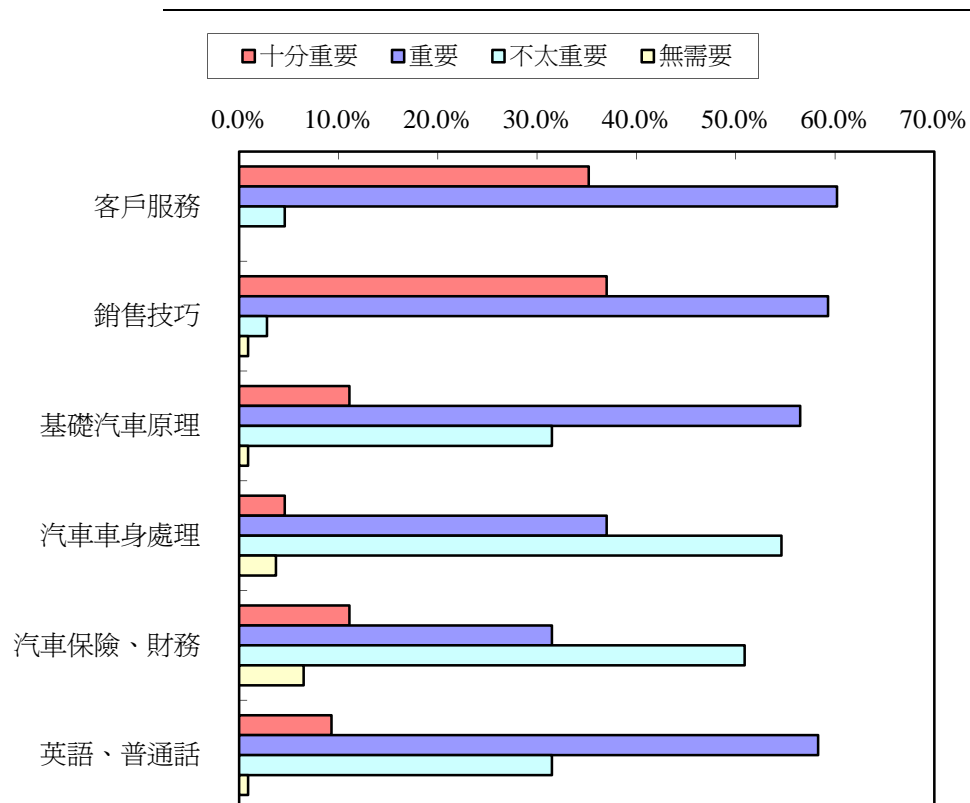
2.17 僱主預計未來 5 年內，汽車／零件零售類別退休人數如表 K：

表 K：汽車／零件零售類別未來 5 年退休人數

技能等級	調查期間 僱員人數	僱主預計未來 5 年內退休人數	平均每年 退休率
經理	236	6	0.5%
主任	521	13	0.5%
技術人員／文員	3 136	155	1.0%
總數	3 893	174	0.9%

2.18 僱主就汽車／零件零售類別前線銷售人員的培訓需求六項訓練範疇作出評估，圖 13 為僱主的意見：

圖 13： 汽車／零件零售類別前線銷售人員的培訓需求



統計表

2.19 汽車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 2013 年 4 月時的僱員人數），分別載於附錄 3 表一及表二。

Automobile Training Board

Membership
(As at 1st April 2012)

Chairman:

Dr LEE Yiu-pui, Ringo (Ad Personam)

Members:

Mr CHAN Yan-ting, Gordon	(nominated by the Hong Kong Auto Parts Industry Association)
Mr FUNG Kwok-chu, Frank	(nominated by a bus company)
Mr LAM Hing-cheong	(nominated by a motor vehicle servicing establishment other than vehicle distributors)
Mr LAM Yat-nam	(nominated by a key vehicle components manufacturer)
Mr LEUNG Tat-ming	(nominated by a motor vehicle distributor)
Mr LAU Hoi-wing	(nominated by the Service Managers Association)
Mr TANG Ka-piu	(nominated by the Motor Transport Workers General Union)
Ir TONG Kwok-kei	(nominated by a motor vehicle distributor)
Mr WONG Kin-fai, Jones	(nominated by a motor vehicle distributor)
Mr WONG Yiu-kwong	(nominated by Hong Kong Vehicle Repair Merchants Association Ltd.)
Mr YAU Kwok-keung	(nominated by a motor vehicle distributor)
Mr CHAN Ka-lai	(representative of the Commissioner for Labour)
Mr LI Ying-ming	(representative of the Director of Electrical and Mechanical Services)
Mr TSANG Man-wai, David	(representative of the Commissioner for Transport)
Mr YAM Yat-shing	(representative of the Director of Environmental Protection)
Dr FUNG Kin-keung, Michael	(representative of the Executive Director of the Vocational Training Council)

In-attendance:

Dr TANG Shung-tse, Alan	(representative of the Hong Kong Institute of Vocational Education)
Mr YUEN Wai-ming	(Manager-in-Charge, Pro-Act Training and Development Centre (Automobile))

Secretary:

Mr FUNG Ming-kong, Steve	(Vocational Training Council)
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汽車業訓練委員會
委員名單
(截至 2012 年 4 月 1 日)

主席：

李耀培博士 (獨立人士)

委員：

陳仁錠先生 (香港汽車零部件工業協會提名)
馮國柱先生 (某巴士公司提名)
林慶昌先生 (某汽車分銷商以外的汽車維修機構提名)
林日南先生 (某主要汽車組件生產商提名)
梁達明先生 (某汽車分銷商提名)
劉海榮先生 (汽車維修管理協會提名)
鄧家彪先生 (汽車交通運輸業總工會提名)
湯國基工程師 (某汽車分銷商提名)
黃健輝先生 (某汽車分銷商提名)
王耀光先生 (香港汽車修理同業商會有限公司提名)
邱國強先生 (某汽車分銷商提名)
陳嘉禮先生 (勞工處處長代表)
李英明先生 (機電工程署署長代表)
曾文瑋先生 (運輸署署長代表)
任日成先生 (環境保護署署長代表)
馮建強博士 (職業訓練局執行幹事代表)

列席者：

鄧崇智博士 (香港專業教育學院代表)
阮偉明先生 (卓越培訓發展中心(汽車業)主管)

秘書：

馮明港先生 (職業訓練局)

Code No. 編號	Job Title 職稱	Job Description 工作說明
TECHNOLOGIST LEVEL (Continued) 技師級 (續)		
		<p>(v) 進行檢查及測試，評估設備性能以及提供技術方面的意見；</p> <p>(vi) 為大型車隊訂定預防性維修計劃；</p> <p>(vii) 負責管理汽車維修機構內一切工程及有關事宜，包括工作安全及員工健康。</p>
102	<p>Service Manager</p> <p>維修部經理</p>	<p>Manages all commercial and technical activities of an organization engaged in motor vehicle repairs and servicing, including safety and health matters.</p> <p>負責管理汽車維修機構內一切業務及技術方面的工作，包括工作安全及員工健康。</p>
TECHNICIAN LEVEL 技術員級		
201	<p>Service Instructor</p> <p>維修教導員</p>	<p>Instructs apprentices, trainees and other employees in motor vehicle servicing and repairs.</p> <p>教導學徒、受訓者及其他僱員有關汽車維修的知識及技能。</p>
202	<p>Motor Vehicle Examiner/Tester</p> <p>汽車檢查員／測試員</p>	<p>Inspects and tests motor vehicles for their conditions and road-worthiness compliance, including inspection before and after repairs, as well as testing in compliance with legal requirements.</p> <p>檢查及測試汽車的狀況和路面行駛性能，包括維修前或維修後檢查或測試有關車輛是否符合法律的規定。</p>
203	<p>Service Supervisor</p>	<p>Performs supervisory duties contributory to:</p> <p>(i) the planning and allocation of tasks to foremen and other employees,</p> <p>(ii) the inspection, servicing and repairs of motor vehicles, and</p> <p>(iii) the installation and maintenance of workshop equipment.</p>

Code No. 編號	Job Title 職稱	Job Description 工作說明
TECHNICIAN LEVEL (Continued) 技術員級 (續)		
	維修監督	執行下列監督工作，以便協助： (i) 策劃及分配工作予管工及其他僱員； (ii) 檢查與維修汽車； (iii) 安裝與維修工場設備。
204	Services Adviser/ Receptionist 維修服務員／款待員	Records customers' requirements, recommends repairs and servicing, advises and liaises with customers regarding progress of work. 記錄顧客的要求，建議適當的維修服務，並與顧客聯絡，知會有關工作的進展。
205	Engineering Technician 工程技術員	Performs technical tasks contributory to the modification or improvement work on vehicles, the design, installation and maintenance of workshop facilities, and technical support for vehicle servicing, either independently or under the direction of a mechanical engineer (automotive) or a service manager. 獨立或在汽車機械工程師／維修部經理的指導下執行技術職務，以協助進行：汽車的改裝或改良；工場設備的設計、安裝及維修；汽車維修方面的技術支援。
CRAFTSMAN LEVEL 技工級		
301	Vehicle Mechanic 汽車機械工 (M, M(b))	Services and repairs all types of vehicles. 維修各類型汽車。
302	Vehicle Electrician 汽車電工(E, E(b))	Services and repairs electrical and electronic systems and components of motor vehicles. 維修汽車電氣、電子系統和組件。
303	Vehicle Body Repairer 車身修理 (B1, B1(b))	Repairs motor vehicle bodies. 修理汽車車身。
305	Vehicle Painter 汽車噴漆 (B2, B2(b))	Prepares and paints vehicle bodies. 負責噴漆前的準備工作以及噴塗車身。

Code No. 編號	Job Title 職稱	Job Description 工作說明
SPECIFIC SERVICES 專項服務		
304	Vehicle Body Builder 車身建造工 (S7)	Constructs and converts motor vehicle bodies. 建造與改裝汽車車身。
306	Vehicle Air-Conditioning Mechanic 汽車冷氣工 (S6)	Installs, services and repairs vehicle air-conditioners. 安裝與維修汽車冷氣機。
307	Vehicle Upholsterer 車內裝飾工	Provides seats, seat covers, floor covers and interior trim in vehicles. 製造及裝設車椅、車椅面、車地板面及車內一切裝飾。
308	Machinist 機床工	Produces and reconditions vehicle components by the use of common or special purpose machine tools. 使用一般或專門的機床生產與整修汽車零件。
309	Industrial Vehicle Mechanic 工業機車技工	Services and repairs all types of industrial vehicles (e.g. fork lift truck, straddle carrier, shovel loader, etc.). 維修各類型工業機車（例如：叉式鏟車、貨櫃搬機車及鏟斗式裝載車等）。
310	Motorcycle Mechanic 電單車機械工 (S1)	Services and repairs motorcycles. 維修電單車。
401	Tyre Worker 輪胎工 (S2)	Replaces and repairs vehicle tyres. 更換及維修汽車輪胎。
402	Battery Worker 電池工 (S3)	Tests and replaces vehicle batteries. 測試及更換汽車電池。
403	Lubrication Worker 更換機油工 (S4)	Replaces lubrication oils for vehicles. 更換汽車機油。

Code No. 編號	Job Title 職稱	Job Description 工作說明
404	Car Accessories Worker 車輛配件工 (S5)	Installs and repairs vehicle accessories, e.g. audio, bugler alarm system, etc. 安裝及維修汽車配件，如音響、防盜系統等。
405	Car Detailing Worker 汽車美容工	Cleans, polishes and waxes vehicles. 為汽車清潔，拋光和打蠟。
UNSKILLED LEVEL 非技術工人級		
501	General Worker/ Cleaner 雜工／清潔工	Performs duties of a general nature not requiring any training or skill, such as cleaning and polishing of motor vehicles after repairs and servicing, and tidying up garage. 擔任不需專門訓練或技能的一般性質工作，例如汽車維修後的清抹，以及車房的清潔工作。

B. Vehicle / Auto-parts Retail 汽車／零件零售類別

Code No. 編號	Job Title 職稱	Job Description 工作說明
MANAGERIAL LEVEL 經理級		
111	Owner/Sole Proprietor/ Working Partner 東主／獨資經營者／ 執行合夥董事	Owns and runs the business. 擁有和經營業務。
112	General Manager 總經理	Assumes total responsibility for retail operations, merchandising, sales and marketing functions. 負責機構內零售業務、採購、銷售和市場推廣所有事宜。
113	Sales Manager 營業經理	Plans, directs and manages sales-related activities aiming at maximizing sales. Directly contacts clients to promote sales. 策劃、指導和管理有關銷售的工作，以盡量提升營業額。直接聯絡客戶，以推廣業務。
114	Marketing Manager 市場推廣經理	Plans, directs and manages marketing functions including advertising, public relations and corporate communications. 策劃、指導和管理市場推廣工作，包括廣告、公共關係及企業傳訊。
115	Customer Services Manager 客戶服務經理	Plans, organizes, directs and controls activities relating to customer services. Contacts customers, liaises with internal departments to ensure provision of high standard customer services. 策劃、組織、指導客戶服務工作。聯絡客戶及公司內部門，確保客戶服務達到理想水平。
116	Merchandising Manager 採購經理	Plans, organizes, directs and controls merchandising or buying activities. Assesses market demand by carrying out market surveys or studies. Contacts suppliers, coordinates with appropriate departments to ensure continuity and quality of merchandise supply. 策劃、組織、監管採購工作。調查和研究市場情況，以釐訂需求。聯絡供應商，協調有關部門工作，確保貨源充足，並符合品質要求。

Code No. 編號	Job Title 職稱	Job Description 工作說明
MANAGERIAL LEVEL (Continued) 經理級 (續)		
117	Logistics / Distribution / Warehouse Manager 物流／運輸／倉庫經理	Plans, directs and manages logistics/distribution/warehousing activities to ensure smooth operation of merchandise flow. 策劃、指導和管理物流／運輸／存倉工作，確保物流順利。
SUPERVISORY LEVEL 主任級		
211	Store / Branch Supervisor 店舖／分店營業主任	Responsible for the sale of a particular merchandise or a range of merchandises in a store/outlet. Checks and studies sales figures, stock and customers' preference and makes subsequent recommendations. Supervises a team of sales staff. 負責某種貨品或數種貨品在一間店舖／經銷店的銷售。查核和研究銷售數字、貨品存貨及顧客要求，然後提出建議。監督一組售貨員的工作。
212	Customer Services Supervisor 客戶服務主任	Supervises and implements activities relating to customer services. Provides services directly to customers. 監督、推行與客戶服務有關的工作。直接向客戶提供服務。
213	Merchandiser/Buyer 採購主任	Responsible for merchandising or buying functions. Liaises and negotiates with suppliers and appropriate departments to ensure continuity and quality of merchandise supply. 負責商品採購工作。與供應商及有關部門聯絡洽商，確保貨源充足，並符合品質要求。
214	Parts / Logistics / Distribution/ Warehouse Supervisor 配件／物流／運輸／倉庫主任	Engaged in promotion and effect of the sales of automotive parts and accessories. Supervises logistics, distribution and warehousing of merchandise to achieve planned levels of services to users and customers. 推銷、出售汽車零件及附件。監督貨品的物流、運輸及存倉工作，以便為使用者及顧客提供有系統服務。

Code No. 編號	Job Title 職稱	Job Description 工作說明
OPERATIVE/CLERICAL SUPPORT LEVEL 技術人員／文員級		
511	Senior Sales Representative / Staff 高級營業員 / 售貨員	Sells merchandise, provides customer service, and / or operates cash register in retail store. Typically has more sales experiences and/or good sales records. (If companies do not have their own system of classification, sales staff having 5 years or more relevant experience in the industry will be classified as senior.) 在零售店／經銷店售賣貨品，提供顧客服務及／或負責收銀工作；具較多銷售經驗及／或良好銷售紀錄。（如公司沒有特別說明，具五年或以上相關經驗者為高級售貨員）
512	Junior Sales Representative / Staff 初級營業員 / 售貨員	Sells merchandise, provides customer service, and / or operates cash register in retail store. Usually has less sales experience. (If companies do not have their own system of classification, sales staff having less than 5 years of relevant experience in the industry will be classified as junior.) 在零售店／經銷店售賣貨品，提供顧客服務及／或負責收銀工作；通常銷售經驗較少。（如公司沒有特別說明，具少於五年相關經驗者為初級售貨員）
513	Stock Assistant 存貨助理	Delivers and receives merchandise, arranges storage, fills up shelves in warehouse and / or in stores. 收發貨品，安排儲存，添補貨倉及／或店舖貨架的存貨。
514	Part Time Sales/Service Staff 兼職售貨員／服務員	Employed on part time basis. Sells merchandise, provides customer service, and / or operates cash register in retail store. 以兼職方式受僱。在零售店／經銷店售賣貨品，提供顧客服務及／或負責收銀工作。
515	Other Clerks/Supportive Staff 其他文員／輔助人員 (請說明其職稱)	

TABLE 1 : AUTOMOBILE INDUSTRY MANPOWER STATISTICS

(Sector A: Vehicle Servicing)

表一：汽車業人力統計數字（汽車維修類別）

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 April 2013 預計在 2013年 4月時的 僱員總數
TECHNOLOGIST LEVEL 技師級				
Mechanical Engineer (Automotive) 汽車機械工程師	99	4	2	99
Service Manager 維修部經理	150	0	3	153
Sub-total 分類總數	249	4	5	252
TECHNICIAN LEVEL 技術員級				
Service Instructor 維修教導員	111	0	0	110
Motor Vehicle Examiner/Tester 汽車檢查員／測試員	403	0	0	403
Service Supervisor 維修監督	581	1	0	581
Services Adviser/Receptionist 維修服務員／款待員	475	0	20	490
Engineering Technician 工程技術員	303	6	1	302
Sub-total 分類總數	1 873	7	21	1 886
CRAFTSMAN LEVEL 技工級				
Vehicle Mechanic 汽車機械工 (M, M(b))	6 275	455	315	6 711
Vehicle Electrician 汽車電工 (E, E(b))	721	65	7	777
Vehicle Body Repairer 車身修理工 (B1, B1(b))	907	42	13	955
Vehicle Painter 汽車噴漆工 (B2, B2(b))	578	10	20	599
Sub-total 分類總數	8 481	572	355	9 042

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 April 2013 預計在 2013年 4月時的 僱員總數
SPECIFIC SERVICES LEVEL 專項服務工級				
Vehicle Body Builder 車身建造工 (S7)	216	0	16	232
Vehicle Air-Conditioning Mechanic 汽車冷氣工 (S6)	70	0	14	84
Vehicle Upholsterer 車內裝飾工	62	12	2	71
Machinist 機床工	40	5	0	45
Industrial Vehicle Mechanic 工業機車技工	46	0	0	46
Motorcycle Mechanic 電單車機械工 (S1)	153	2	32	185
Tyre Worker 輪胎工 (S2)	342	0	0	342
Battery Worker 電池工 (S3)	31	0	1	32
Lubrication Worker 更換機油工 (S4)	93	0	0	93
Car Accessories Worker 車輛配件工 (S5)	34	0	0	34
Car Detailing Worker 汽車美容工	478	0	59	537
Sub-total 分類總數	1 565	19	124	1 701
UNSKILLED LEVEL 非技術工人級				
General Worker/Cleaner 雜工/清潔工	728	0	38	751
Sub-total 分類總數	728	0	38	751
GRAND TOTAL 總數	12 896	602	543	13 632

TABLE 2 : AUTOMOBILE INDUSTRY MANPOWER STATISTICS

(Sector B : Vehicle / Auto-parts Retail)

表二：汽車業人力統計數字（汽車／零件零售類別）

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 April 2013 預計在 2013年 4月時的 僱員總數
MANAGERIAL LEVEL		經理級		
Owner/Sole Proprietor/ Working Partner 東主／獨資經營者／ 執行合夥董事	63	0	0	63
General Manager 總經理	36	0	0	36
Sales Manager 營業經理	83	0	0	82
Marketing Manager 市場推廣經理	26	0	1	27
Customer Services Manager 客戶服務經理	7	0	0	7
Merchandising Manager 採購經理	8	0	0	7
Logistics / Distribution / Warehouse Manager 物流／運輸／倉庫經理	13	0	0	13
Sub-total 分類總數	236	0	1	235
SUPERVISORY LEVEL		主任級		
Store / Branch Supervisor 店舖／分店營業主任	289	0	1	288
Customer Services Supervisor 客戶服務主任	73	0	0	73
Merchandiser/Buyer 採購主任	75	0	0	75
Parts / Logistics /Distribution/ Warehouse Supervisor 配件／物流／運輸／倉庫主任	84	0	1	85
Sub-total 分類總數	521	0	2	521

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 April 2013 預計在 2013年 4月時的 僱員總數
OPERATIVE/CLERICAL SUPPORT LEVEL		技術人員／文員級		
Senior Sales Representative / Staff 高級營業員 / 售貨員	1 713	0	28	1 699
Junior Sales Representative / Staff 初級營業員 / 售貨員	418	0	53	437
Stock Assistant 存貨助理	141	0	2	143
Part Time Sales/Service Staff 兼職售貨員／服務員	47	0	3	50
Other Clerks/Supportive Staff 其他文員／輔助人員 (請說明其職稱)	817	0	1	817
Sub-total 分類總數	3 136	0	87	3 146
GRAND TOTAL 總數	3 893	0	90	3 902

TABLE 3: DISTRIBUTION OF EMPLOYEES BY MONTHLY INCOME RANGE

(Sector A: Vehicle Servicing)

表三：根據每月總收入幅度劃分的僱員分布情況（汽車維修類別）

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
TECHNOLOGIST LEVEL 技師級							
Mechanical Engineer (Automotive) 汽車機械工程師	-	-	-	3	2	85	9
Service Manager 維修部經理	-	-	-	2	11	125	12
Sub-total 分類總數	-	-	-	5	13	210	21
TECHNICIAN LEVEL 技術員級							
Service Instructor 維修教導員	-	-	1	20	59	30	1
Motor Vehicle Examiner/Tester 汽車檢查員／測試員	-	-	92	97	189	25	-
Service Supervisor 維修監督	-	-	18	344	155	46	18
Services Adviser/Receptionist 維修服務員／款待員	-	3	208	188	47	-	29
Engineering Technician 工程技術員	-	-	51	205	24	3	20
Sub-total 分類總數	-	3	370	854	474	104	68

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
CRAFTSMAN LEVEL 技工級							
Vehicle Mechanic 汽車機械工 (M, M (b))	14	547	3 921	1 307	241	-	245
Vehicle Electrician 汽車電工 (E, E(b))	-	29	457	220	11	-	4
Vehicle Body Repairer 車身修理工 (B1, B1(b))	15	18	466	384	7	-	17
Vehicle Painter 汽車噴漆工 (B2, B2(b))	-	17	315	232	-	-	14
Sub-total 分類總數	29	611	5 159	2 143	259	-	280
SPECIFIC SERVICES LEVEL 專項服務工級							
Vehicle Body Builder 車身建造工 (S7)	-	-	103	113	-	-	-
Vehicle Air-Conditioning Mechanic 汽車冷氣工 (S6)	-	15	49	5	-	-	1
Vehicle Upholsterer 車內裝飾工	-	6	33	23	-	-	-
Machinist 機床工	-	-	29	11	-	-	-
Industrial Vehicle Mechanic 工業機車技工	-	2	44	-	-	-	-
Motorcycle Mechanic 電單車機械工 (S1)	-	5	95	14	-	-	39
Tyre Worker 輪胎工 (S2)	-	15	269	1	1	-	56

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
SPECIFIC SERVICES LEVEL (Continued) 專項服務工級 (續)							
Battery Worker 電池工 (S3)	-	14	17	-	-	-	-
Lubrication Worker 更換機油工 (S4)	-	43	50	-	-	-	-
Car Accessories Worker 車輛配件工 (S5)	-	-	34	-	-	-	-
Car Detailing Worker 汽車美容工	1	321	140	-	-	-	16
Sub-total 分類總數	1	421	863	167	1	-	112
UNSKILLED LEVEL 非技術工人級							
General Worker/Cleaner 雜工/清潔工	222	460	30	-	-	-	16
Sub-total 分類總數	222	460	30	-	-	-	16

TABLE 4: DISTRIBUTION OF EMPLOYEES BY MONTHLY INCOME RANGE

(Sector B : Vehicle / Auto-parts Retail)

表四：根據每月總收入幅度劃分的僱員分布情況（汽車／零件零售類別）

(a) Retail Sale of Motor Vehicles and Motorcycles 汽車／電單車零售 (HSIC 477301 and 477302)

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
MANAGERIAL LEVEL 經理級							
Owner/Sole Proprietor/ Working Partner 東主／獨資經營者／執行合夥董事	-	-	-	-	1	4	21
General Manager 總經理	-	-	-	-	-	15	3
Sales Manager 營業經理	-	-	-	2	1	51	25
Marketing Manager 市場推廣經理	-	-	-	1	-	15	10
Customer Services Manager 客戶服務經理	-	-	-	-	2	4	1
Merchandising Manager 採購經理	-	-	-	-	-	5	3
Logistics / Distribution / Warehouse Manager 物流／運輸／倉庫經理	-	-	-	-	-	9	3
Sub-total 分類總數	-	-	-	3	4	103	66

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
SUPERVISORY LEVEL 主任級							
Store / Branch Supervisor 店舖／分店營業主任	-	-	17	63	62	15	36
Customer Services Supervisor 客戶服務主任	-	-	6	10	3	1	50
Merchandiser/Buyer 採購主任	-	-	12	4	5	-	16
Parts / Logistics /Distribution/ Warehouse Supervisor 配件／物流／運輸／倉庫主任	-	-	1	16	29	-	17
Sub-total 分類總數	-	-	36	93	99	16	119
OPERATIVE/CLERICAL SUPPORT LEVEL 技術人員／文員級							
Senior Sales Representative / Staff 高級營業員 / 售貨員	-	32	208	556	64	57	217
Junior Sales Representative / Staff 初級營業員 / 售貨員	14	18	90	28	-	-	79
Stock Assistant 存貨助理	1	3	64	-	-	-	13
Part Time Sales/Service Staff 兼職售貨員／服務員	30	-	15	-	-	-	2
Other Clerks/Supportive Staff 其他文員／輔助人員 (請說明其職稱)	-	119	324	38	-	-	96
Sub-total 分類總數	45	172	701	622	64	57	407

(b) Retail Sale of Motor Vehicles and Motorcycles Parts and Accessories 汽車及電單車配件及零件零售 (HSIC 477303)

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
MANAGERIAL LEVEL 經理級							
Owner/Sole Proprietor/ Working Partner 東主／獨資經營者／執行合夥董事	-	-	-	1	-	20	16
General Manager 總經理	-	-	-	-	-	16	2
Sales Manager 營業經理	-	-	2	-	1	-	1
Marketing Manager 市場推廣經理	-	-	-	-	-	-	-
Customer Services Manager 客戶服務經理	-	-	-	-	-	-	-
Merchandising Manager 採購經理	-	-	-	-	-	-	-
Logistics / Distribution / Warehouse Manager 物流／運輸／倉庫經理	-	-	-	1	-	-	-
Sub-total 分類總數	-	-	2	2	1	36	19

Job Title 職稱	Under \$8,001 以下	\$8,001 - \$10,000	\$10,001 - \$15,000	\$15,001 - \$20,000	\$20,001 - \$25,000	Over \$25,000 以上	Unspecified 未列明
SUPERVISORY LEVEL 主任級							
Store / Branch Supervisor 店舖／分店營業主任	-	-	50	7	34	-	5
Customer Services Supervisor 客戶服務主任	-	-	1	1	1	-	-
Merchandiser/Buyer 採購主任	-	-	2	34	1	-	1
Parts / Logistics /Distribution/ Warehouse Supervisor 配件／物流／運輸／倉庫主任	-	-	18	-	-	-	3
Sub-total 分類總數	-	-	71	42	36	-	9
OPERATIVE/CLERICAL SUPPORT LEVEL 技術人員／文員級							
Senior Sales Representative / Staff 高級營業員 / 售貨員	-	192	231	70	-	16	70
Junior Sales Representative / Staff 初級營業員 / 售貨員	64	29	40	32	-	-	24
Stock Assistant 存貨助理	-	29	-	1	-	-	30
Part Time Sales/Service Staff 兼職售貨員／服務員	-	-	-	-	-	-	-
Other Clerks/Supportive Staff 其他文員／輔助人員 (請說明其職稱)	-	97	138	-	-	-	5
Sub-total 分類總數	64	347	409	103	-	16	129