

2015 Manpower Survey Report
Building and Civil Engineering Industry

土木工程及建築業
2015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
CWRB	Construction Workers Registration Board
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
CWRB	建造業工人註冊委員會
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 114 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 114 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。

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EXECUTIVE SUMMARY

Introduction

The Building and Civil Engineering Training Board conducted a survey in March/July 2015 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 24 050 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 (1 327 sites as recorded by the C&SD);
- Branch 2 - all active civil engineering and other construction sites in the public and private sectors (564 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 (308 samples from the frame of 2 662 establishments);
- Branch 4 - decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (319 samples from the frame of 11 525 establishments);
- Branch 5 - special trade works contractors, [excluding electrical & 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 (161 samples from the frame of 5 800 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 (96 samples from the frame of 2 060 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 (36 departments/offices); and
- Branch 9 - government departments undertaking construction work or employing construction workers at the time of survey (16 departments).

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3. Stratified random sampling method was adopted to select 888 samples out of a total of 22 047 establishments in Branches 3 to 6. Together with the 1 891 active sites in Branches 1 and 2 and the 113 establishments in Branches 7, 8 and 9, a total of 2 892 sites/establishments were visited.

Number of Workers Employed

4. The Survey revealed that in March/July 2015, 171 893 technical workers were employed in the 114 principal jobs of construction and related disciplines and 81 393 persons (vs. 51 196 in 2013) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry. When comparing with the 2013 survey, the number of persons engaged in principal jobs had registered an increase of 12 751 employees or an 8.01% 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 to 8**.

Table 1 Manpower Distribution by Branch by Job Level

Branch	1	2	3	4	5	6	7	8	9	Total
Professional/ Technologist	1 739	2 585	2 613	924	371	8 024	450	1 639	4 579	22 924
Technician	4 721	4 479	3 103	6 146	2 074	7 080	273	1 003	7 535	36 414
Skilled & Semi-Skilled Worker	30 263	13 356	3 027	21 377	6 635	338	2	477	280	75 755
General Worker	15 299	16 309	2 145	1 472	622	66	0	116	771	36 800
Total	52 022	36 729	10 888	29 919	9 702	15 508	725	3 235	13 165	171 893¹

Number of Vacancies and Trainees

5. Employers had reported a total of 5 656 vacancies and 2 588 trainees (vs. 4 890 and 687 in 2013), representing about 3.29% and 1.51% respectively (vs. 3.07% and 0.43% in 2013) 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**:

¹ Related information in 2015 Manpower Survey of the Electrical and Mechanical Services Industry are stipulated as follows, for reference:

The distribution of workers according to job level in the branches of the Electrical and Mechanical Engineering Sector is as below:

Branch	Professional/ Technologist	Technician	Tradesman/ Craftsman	Semi-Skilled / General Worker	Total
Contracting (E & M)	2 784	4 302	16 750	1 790	25 626
Electrical Fitting with Water Plumbing	44	105	2 779	164	3 092
Servicing (E & M)	4 477	7 484	13 299	814	26 074
Supplementary Samples	2 170	3 762	5 189	333	11 454
Total	9 475	15 653	38 017	3 101	66 246

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Table 2a Numbers of Vacancies by Job Level

Job Level	Vacancies	% of Total Technical Manpower
Professional/Technologist	396	1.73%
Technician	829	2.28%
Skilled and Semi-Skilled Worker	3 654	4.82%
General Worker	777	2.11%
Total	5 656	3.29%

Table 2b Numbers of Trainees by Job Level

Job Level	Number of Trainees	% of Total Technical Manpower
Professional/Technologist	961	4.19%
Technician	1 372	3.77%
Skilled and Semi-Skilled Worker	255	0.34%
General Worker	0	0.00%
Total	2 588	1.51%

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 2016 to 2018 by adopting the 'adaptive filtering method' (AFM) stipulated as follows:

Table 3 Annual Training Demand from 2016 to 2018

<u>Job Level</u>	<u>Average Annual Projected Training Requirement</u>
Professional/Technologist	1 000 - 1 250
Technician	1 350 - 1 650
Skilled/Semi-Skilled Worker	6 000 - 7 000

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

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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) Training organizations should continue to train more skilled/semi-skilled, technical and professional workers/practitioners for the BCE industry as well as upgrade the skills and competencies of the existing workforce of the BCE industry in order to tackle the increasingly serious manpower shortage problem in the coming few years.
- (ii) Employers would have to encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce and to enforce putting on proper uniform at the sites to raise image, enhance workplace efficiency/effectiveness and improve occupational safety.
- (iii) In 2011, the Government collaborated with CIC to launch the “Build Up Publicity Campaign” to uplift the image of the construction industry and in 2014, the VTC has introduced the “Earn & Learn” Pilot Scheme, which integrate structured vocational education and on-the-job training with clear progression pathways to attract young people to join the industries (including BCE industry) with keen demand for labour. Both campaigns/schemes have been demonstrating results to attract more new entrants to the industry, especially the young people. The industry should continue the promotion and publicity activities as well as provide incentives in order to attract more new blood to join the industry. The general public should also be informed of the industry’s upcoming opportunities as well as the positive and feasible career pathways for new entrants in order to attract young generation to join the industry and to tackle the problem of aging workforce. 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) The stakeholders of the BCE industry would have to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation.
- (v) The stakeholders would have to be aware of occupational safety and health as well as workers’ well-beings.
- (vi) The appropriate authority/organization would have to emphasize on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vii) Employers would have to 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 CIC.
- (viii) Employers, in particular, the consultant offices would have to provide

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more support for the internship, e.g. mentorship, job shadowing to enable students/trainees to gain practical working experiences in the workplace.

- (ix) Employees would have to 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.
- (x) Training providers would have to be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, compliance with the prevailing laws and regulations and to equip their graduates with capability to take up local/overseas projects.
- (xi) Training providers would have 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, environmental protection as well as Building Information Modeling.
- (xii) Manpower demand and supply situation of the industry would have to be monitored closely by conducting the Survey again in 2017.

報告摘要

引言

土木工程及建築業訓練委員會於 2015 年 3 月／7 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. 是次調查範圍共涵蓋 24 050 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。劃分為以下九大類別：

- 分類 1 - 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 1 327 個）；
- 分類 2 - 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 564 個）；
- 分類 3 - 從事香港標準行業分類 2.0 版[*HSIC v2.0*]第 411000、412000、419100、419200、419300、419900、421000、422000、431100、431201、431202、431203 及 431299 項相關業務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 2 662 間機構中抽選出 308 間為調查樣本）；
- 分類 4 - 從事 *HSIC v2.0* 第 439101、439102 及 439199 項相關業務的裝修、維修及保養工程承建商（從 11 525 間機構中抽選出 319 間為調查樣本）；
- 分類 5 - 從事 *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 項相關業務的特種工程承建商，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 5 800 間機構中抽選出 161 間為調查樣本）；
- 分類 6 - 從事 *HSIC v2.0* 第 711100、711200、711300、711500、711600、711700 及 711900 項與建造活動有關的建築、測量及工程服務公司（從 2 060 間機構中抽選出 96 間為調查樣本）；
- 分類 7 - 私人地產發展商（61 間）；
- 分類 8 - 調查期間正進行建築工程或僱有建造業工人的培訓機構（其相關之學系及物業管理處），以及公用事業公司（共 36 個學系／辦事處）；以及
- 分類 9 - 調查期間正進行建築工程或僱有建造業工人的政府部門（16 個）。

3. 本會採用分層隨機抽樣法，從分類三至六合共 22 047 間機構中，挑選出 888 間為調查樣本，連同分類一及二合共 1 891 個地盤，以及分類七至九合共 113 間機構，是次調查共造訪 2 892 個地盤／機構。

僱員人數

4. 調查顯示，在 2015 年 3 月／7 月期間，從事建築業及相關行業內 114 個主要職務的技術僱員共有 171 893 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 81 393 人（2013 年為 51 196 人）。與 2013 年調查相比，從事業內主要職務的僱員人數增加 12 751 人，增幅為 8.01%。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 8。

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	1 739	2 585	2 613	924	371	8 024	450	1 639	4 579	22 924
技術員	4 721	4 479	3 103	6 146	2 074	7 080	273	1 003	7 535	36 414
熟練及半熟練技工	30 263	13 356	3 027	21 377	6 635	338	2	477	280	75 755
普通工人	15 299	16 309	2 145	1 472	622	66	0	116	771	36 800
總計	52 022	36 729	10 888	29 919	9 702	15 508	725	3 235	13 165	171 893 ¹

空缺額及受訓者人數

5. 據僱主報稱，調查期間業內共有 5 656 個空缺及 2 588 名受訓者（2013 年則有 4 890 個及 687 名），分別佔業內技術人力總數約 3.29% 及 1.51%（2013 年則為 3.07% 及 0.43%）。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 下表摘錄自 2015 年度機電工程業人力調查報告書內的相關資料。

下表摘錄機電工程行業下各門類不同技能等級技術人力的分布情況。

門類	技能等級	專業人士／技師	技術員	技工	半技術工人／普通工人	總計
承造		2 784	4 302	16 750	1 790	25 626
水電工程		44	105	2 779	164	3 092
服務		4 477	7 484	13 299	814	26 074
其他相關機構		2 170	3 762	5 189	333	11 454
	總計	9 475	15 653	38 017	3 101	66 246

表 2a 各技能等級的空缺額人數

技能等級	空缺	佔技術人力總數百分比
專業人士／技師	396	1.73%
技術員	829	2.28%
熟練及半熟練技工	3 654	4.82%
普通工人	777	2.11%
總數	5 656	3.29%

表 2b 各技能等級的受訓者人數

技能等級	受訓者	佔技術人力總數百分比
專業人士／技師	961	4.19%
技術員	1 372	3.77%
熟練及半熟練技工	255	0.34%
普通工人	0	0.00%
總數	2 588	1.51%

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 2016 至 2018 年業內每年平均培訓需求，結果如下：

表 3 2016 至 2018 年每年培訓需求

<u>技能等級</u>	<u>每年平均培訓需求推算</u>
專業人士／技師	1 000 - 1 250
技術員	1 350 - 1 650
熟練及半熟練技工	6 000 - 7 000

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) 培訓機構應繼續培訓土木工程及建築業行業的熟練/半熟練技工、技術員及專業人員/從業者，並致力提升本業現有勞工的技術和能力，以應付在未來數年日益嚴重的人手短缺問題。
- (ii) 僱主需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以及於地盤積極向員工推行穿上適當的工作服，從而提升形象，提高工作效率/效益及改善職業安全。
- (iii) 在2011年，政府與 CIC 合作，推出了「Build升宣傳計劃」，以提升建造業的形象。而在2014年，VTC推出了「職」學創前路先導計劃，結合有系統的課堂學習和在職訓練，提供清晰的進階路徑，助年輕人投身人力需求殷切的行業(包括土木工程及建築業行業)。結果顯示不少人，特別年輕人都被這兩項計劃吸引，願意加入這個行業。因此，有關的推廣和宣傳活動應該繼續加強，以吸引更多新血加入這行業。業界亦需向公眾提供有關資訊，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）介紹這行業。
- (iv) 各持份者需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) 各持份者需要關注職業安全 and 健康，特別是工人的福祉。
- (vi) 在規劃大型建築及土木工程項目時，有關當局／機構需將重點放在長遠規劃上，以確保本業能穩定及持續發展。
- (vii) 僱主需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 CIC 的註冊要求。
- (viii) 僱主，特別是顧問公司需要提供更多支持予實習方面，如提供更多的支持師友，工作見習，讓學生/受訓者能在職場上獲得實際的工作經驗。
- (ix) 僱員需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。

- (x) 培訓機構需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，從而裝備畢業生，令他們有能力根據現有法律及規則應付本地／海外的工程項目。
- (xi) 培訓機構需增加培訓名額，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，並加強建築資訊模型及有關方面的培訓。
- (xii) 本會建議於2017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 July 2015 to collect information on:

- (a) The number of **employees**¹ as at Survey Reference Date,
- (b) The number of existing **vacancies**¹ as at Survey Reference Date,
- (c) The number of **trainees**¹ as at Survey Reference Date, and
- (d) The distribution of employees by monthly **average income**¹ range.

1.4 The fieldwork cut-off date was July 2015. Data input was done continually during the fieldwork and data processing and tabulation was completed in the mid- September 2015.

¹ Please see DEFINITION in page iv

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 24 050 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 3rd quarter of 2014 to 1st quarter of 2015 for Branches 1 & 2 and HSIC v2.0 for Branches 3-6).

Branch	Trade Description
1	- all active building construction sites in the public and private sectors (1 327 sites as recorded by the C&SD);
2	- all active civil engineering and other construction sites in the public and private sectors (564 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 (308 samples from the frame of 2 662 establishments);
4	- decoration, repair and maintenance contractors, recorded under HSIC v2.0: 439101, 439102 and 439199 (319 samples from the frame of 11 525 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 (165 samples from the frame of 5 800 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 (96 samples from the frame of 2 060 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 (36 departments/offices); and

2 Please see DEFINITION in page iv

- 9 - government departments undertaking construction work or employing construction workers at the time of survey (16 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 888 samples out of a total of 22 047 establishments. Together with the 1 891 sites in Branches 1 and 2 and the 113 establishments in Branches 7, 8 and 9, a total of 2 892 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 114 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 Survey Reference Date for all sites was fixed to be 16th March 2015 which was a fine day without rain. Only those site workers on the 16th March 2015 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/July 2015 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

3 Please see DEFINITION in page iv

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 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, staff of the C&SD made telephone contacts with or visited individual establishments to assist respondents in completing questionnaires or to collect completed ones. 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 2 892 sites and establishments surveyed, 1 600 had supplied the required information and 35 had declined to do so. The effective response rate, which is defined as the ratio of respondents who had supplied the required information (fully or partially) to the total number of respondents successfully surveyed (including those who had supplied the information and those who refused to do so), was 97.86% (**Annex 4(b)**). Among the remaining 1 257 sites/establishments, 528 sites had reported ‘no persons engaged’, 105 establishments had employed no manpower in the list of principal jobs, 134 sites had suspended work, 19 had closed, 27 had not engaged in the specific trade and the remaining 444 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 2015 manpower survey report for uploading onto the web site of the VTC and for publication on 29 September 2015.

SECTION II

SUMMARY OF SURVEY FINDINGS

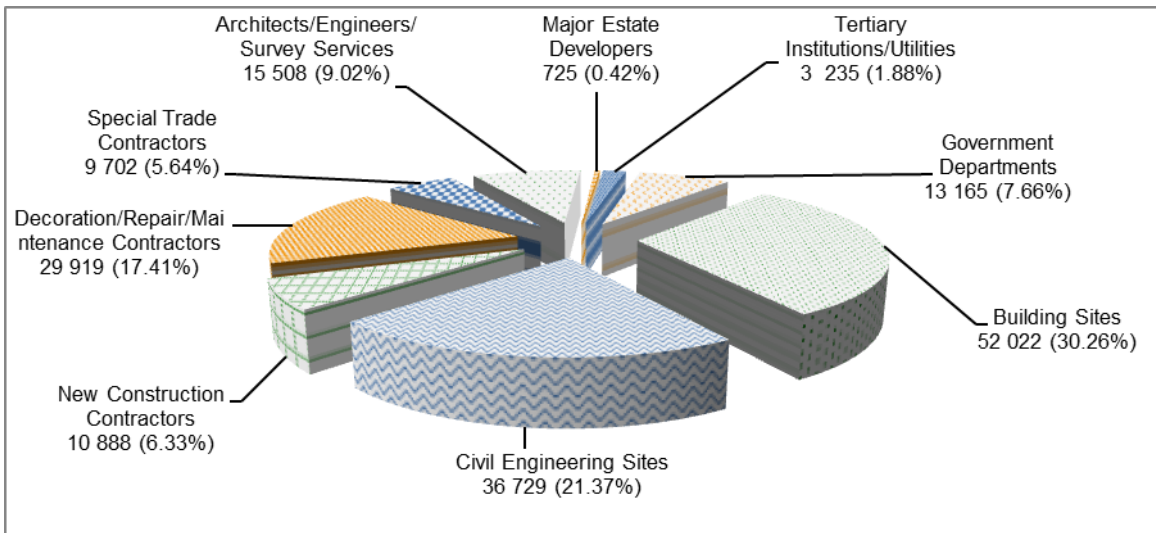
Total Number Employed (Appendix 1, Tables 1, 2, & 3)

2.1 The Survey revealed that in March/July 2015, 171 893 technical workers (the comparable figure in 2013 survey was 159 142) were employed in the 114 principal jobs of construction (both figures did not take into account of the 5 656 vacancies and 2 588 trainees) and related disciplines and 81 393 persons (vs. 51 196 in 2013) of other disciplines (viz. accounting, personnel, other administrative and supporting areas) in the BCE industry, i.e. a total of 253 286 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 171 893 employees, 52 022 (30.26%) worked in active building sites and 36 729 (21.37%) in active civil engineering sites, comprising only about 43.86% of the total technical workforce.

Fig 2.1 **Distribution of Employees by Branch**
(As on 16 March 2015)
Total 171 893



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

Table 2.1 Manpower Distribution by Branch by Job Level

Branch Job Level	1	2	3	4	5	6	7	8	9	Total (%)
Professional/ Technologist (%)	1 739 (7.59)	2 585 (11.28)	2 613 (11.40)	924 (4.03)	371 (1.62)	8 024 (35.00)	450 (1.96)	1 639 (7.15)	4 579 (19.97)	22 924
Technician (%)	4 721 (12.96)	4 479 (12.30)	3 103 (8.52)	6 146 (16.88)	2 074 (5.70)	7 080 (19.44)	273 (0.75)	1 003 (2.75)	7 535 (20.69)	36 414
Skilled & Semi-Skilled Worker (%)	30 263 (39.95)	13 356 (17.63)	3 027 (4.00)	21 377 (28.22)	6 635 (8.76)	338 (0.45)	2 (0.001)	477 (0.63)	280 (0.37)	75 755
General Worker (%)	15 299 (41.57)	16 309 (44.32)	2 145 (5.83)	1 472 (4.00)	622 (1.69)	66 (0.18)	0 (0.00)	116 (0.32)	771 (2.10)	36 800
Total	52 022 (30.26)	36 729 (21.37)	10 888 (6.33)	29 919 (17.41)	9 702 (5.64)	15 508 (9.02)	725 (0.42)	3 235 (1.88)	13 165 (7.66)	171 893 (100.00)

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 | |

2.4 The ratio of professional/technician/skilled & semi-skilled worker/general worker was 1 : 1.59 : 3.30 : 1.61 in 2015 (vs. 1 : 1.59 : 3.18 : 1.48 in 2013).

2.5 Table 2.2 below shows that of the 171 893 employees, 100 785 (58.63%) were directly employed, 64 476 (37.51%) were employed by sub-contractors and 6 632 (3.86%) were self-employed. Compared with the corresponding figures in 2013 survey, 92 064 (57.85%), 57 030 (35.84%) and 10 048 (6.31%) were self-employed. Therefore, it was revealed that, percentage-wise, more workers were now employed by the sub-contractors.

Table 2.2 Distribution of Employees by Job Level

Employment Method	Professional/Technologist (%)	Technician (%)	Skilled and Semi-skilled Worker (%)	General Worker (%)	Total (%)	
					2015	2013
Direct	22 825 (22.65)	35 430 (35.15)	29 542 (29.31)	12 988 (12.89)	100 785 (58.63)	92 064 (57.85)
Sub-contractor	99 (0.15)	984 (1.53)	39 611 (61.44)	23 782 (36.89)	64 476 (37.51)	57 030 (35.84)
Self-employed	-	-	6 602 (99.55)	30 (0.45)	6 632 (3.86)	10 048 (6.31)
Sub-total	22 942 (13.34)	36 414 (21.18)	75 755 (44.07)	36 800 (21.41)	171 893 (100)	159 142 (100)

Number of Vacancies

2.6 Employers reported a total of 5 656 vacancies of construction and related disciplines at the time of survey, representing only 3.29% 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

Job Level	No. of Employees (a)	Number of Vacancies (b)	Percentage (b) / (a) (%)
Professional/Technologist	22 924	396	1.73
Technician	36 414	829	2.28
Skilled and Semi-skilled Worker	75 755	3 654	4.82
General Worker	36 800	777	2.11
Total	171 893	5 656	3.29

2.7 The largest numbers of vacancies occurred at the skilled and semi-skilled worker levels, at Branch 4 – Decoration/ Repair/Maintenance Contractors and Branch 5 – Special trade contractors. A summary of the vacancies by branch is shown in Table 2.4 below:

Table 2.4 Numbers of Employees and Vacancies by Branch

Branch	Number of Employees (a)	Number of Vacancies (b)	Percentage (b) / (a) (%)
1. Building Sites	52 022	497	0.96
2. Civil Engineering Sites	36 729	384	1.05
3. New Construction Contractors	10 888	429	3.94
4. Decoration/Repair/Maintenance Contractors	29 919	1 811	6.05
5. Special Trade Contractors	9 702	1 279	13.18
6. Architects/Engineers/Survey Services	15 508	446	2.88
7. Major Estate Developers	725	90	12.41
8. Tertiary Institutions/Utilities	3 235	35	1.08
9. Government Departments	13 165	685	5.20
All Branches	171 893	5 656	3.29

Number of Trainees¹

2.8 Employers had reported a total of 2 588 trainees at the time of survey, representing about 1.51% of the total number of employees (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

Job Level	Number of Employees (a)	Number of Trainees (b)	Percentage (b) / (a) (%)
Professional/Technologist	22 924	961	4.19
Technician	36 414	1 372	3.77
Skilled and Semi-skilled Worker	75 755	255	0.34
General Worker	36 800	-	-
Total	171 893	2 588	1.51

2.9 The highest number is recorded in Branch 3 – New Construction Works Contractors and Branch 2 – Civil Engineering Sites (708 and 629 out of a total of 2 588, accounting for 27.36% & 24.30% of the total number of trainees respectively). A summary of numbers of trainees by branch is shown in Table 2.6:

¹ Graduates who aim to enter some specific professions (including architects, engineers and surveyors) must complete some specific training and pass the professional examinations/ assessments before they are fully qualified. However, in recent years, it is getting more common for graduates to be employed as assistant professionals (such as assistant architect, assistant engineer or assistant surveyor) while taking up the required training/assessment. However, some of the employers might not consider them as trainees while responding to the survey. To provide a more complete picture for the “trainee position” of the industry, the following additional information is also provided:

- For the profession of architects, number of people who have been enrolled as Graduate Members as at 5 September 2015 is 600.
- For the profession of engineers, number of people who have been enrolled in relevant disciplines (including building services, building, civil, environmental, geotechnical and structural) in Scheme A training in April 2015 is 1,560.
- For the profession of surveyors, number of people who have been registered as probationers (i.e., those employees yet to be fully qualified) as at 31 August 2015 is 2,616.

Table 2.6 Numbers of Employees and Trainees by Branch

Branch	Number of Employees (a)	Number of Trainees (b)	Percentage (b) / (a) (%)
1. Building Sites	52 022	364	0.70
2. Civil Engineering Sites	36 729	629	1.71
3. New Construction Contractors	10 888	708	6.50
4. Decoration/Repair/Maintenance Contractors	29 919	43	0.14
5. Special Trade Contractors	9 702	93	0.96
6. Architects/Engineers/Survey Services	15 508	466	3.00
7. Major Estate Developers	725	0	0.00
8. Tertiary Institutions/Utilities	3 235	1	0.03
9. Government Departments	13 165	284	2.16
All Branches	171 893	2 588	1.51

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

2.10 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

Monthly Average Income Range	Professional/ Technologist	Technician	Skilled and Semi-skilled Worker	General Worker	All
\$10 000 or below	-	342	555	971	1 868
\$10 001 - \$13 000	-	318	1 792	3 946	6 056
\$13 001 - \$18 000	79	3 146	11 314	14 376	28 915
\$18 001 - \$25 000	707	8 703	26 240	1 583	37 233
\$25 001 - \$35 000	2 487	8 768	8 336	330	19 921
\$35 001 - \$50 000	4 596	5 296	2 917	7	12 816
Over \$50 000	7 839	90	188	-	8 117
Unspecified	7 216	9 751	24 413	15 587	56 967
Total	22 924	36 414	75 755	36 800	171 893

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

2.11 The survey revealed that 9.46% of the employers had forecasted that business situation would be worse in the coming year and 71.65% 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	989 (7.83)	9 905 (78.45)	1 421 (11.25)	158 (1.25)	12 626
5-9	238 (10.43)	1 732 (75.90)	124 (5.43)	24 (1.05)	2 282
10-19	240 (19.51)	755 (61.39)	32 (2.60)	34 (2.76)	1 230
20-49	172 (15.93)	543 (50.28)	125 (11.57)	14 (1.30)	1 080
50-99	32 (7.51)	210 (49.30)	5 (1.17)	8 (1.88)	426
100 and Over	44 (10.60)	137 (33.01)	1 (0.24)	7 (1.69)	415
Total	1 715 (9.50)	13 282 (73.55)	1 708 (9.46)	245 (1.36)	18 059

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	1 096 (8.68)	9 725 (77.02)	1 495 (11.84)	158 (1.25)	12 626
5-9	241 (10.56)	1 672 (73.27)	181 (7.93)	24 (1.05)	2 282
10-19	240 (19.51)	656 (53.33)	129 (10.49)	36 (2.93)	1 230
20-49	179 (16.57)	534 (49.44)	127 (11.76)	14 (1.30)	1 080
50-99	25 (5.87)	217 (50.94)	5 (1.17)	8 (1.88)	426
100 and Over	32 (7.71)	135 (32.53)	2 (0.48)	20 (4.82)	415
Total	1 812 (10.03)	12 939 (71.65)	1 939 (10.74)	260 (1.44)	18 059

Number of Employees to be Recruited Locally in the Next 12 Months
(Appendix 1, Table 7 & 8)

2.12 The survey revealed that 512 professional/technologist, 1 399 technicians and 5 759 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 & 8** and summarized in Table 2.10:

Table 2.10 Number of Employees to be Recruited in the Next Year

Job Level	Forecast Number of Recruits (a)	Total Technical Manpower (b)	Percentage of Total Technical Manpower (a) / (b) (%)
Professional/Technologist	512	22 924	2.23
Technician	1 399	36 414	3.84
Skilled and Semi-skilled Worker	5 759	75 755	7.60
General Worker	NA	36 800	NA
Total	7 670	171 893	4.46

Percentage of Employees with work originated outside Hong Kong

2.13 The survey revealed that 2 621 employees (14.3%) in Branch 6 were handling work originated outside Hong Kong, summarized in Table 2.11:

Table 2.11 Percentage of Employees Engaged in Work Originated from Within and Outside Hong Kong (Branch 6 ONLY)

Work originated from Hong Kong		Work originated outside Hong Kong		No of employees (excluding refusal)
No of employees	%	No of employees	%	
15 731	85.7	2 621	14.3	18 352

SECTION III

OBSERVATIONS AND CONCLUSIONS

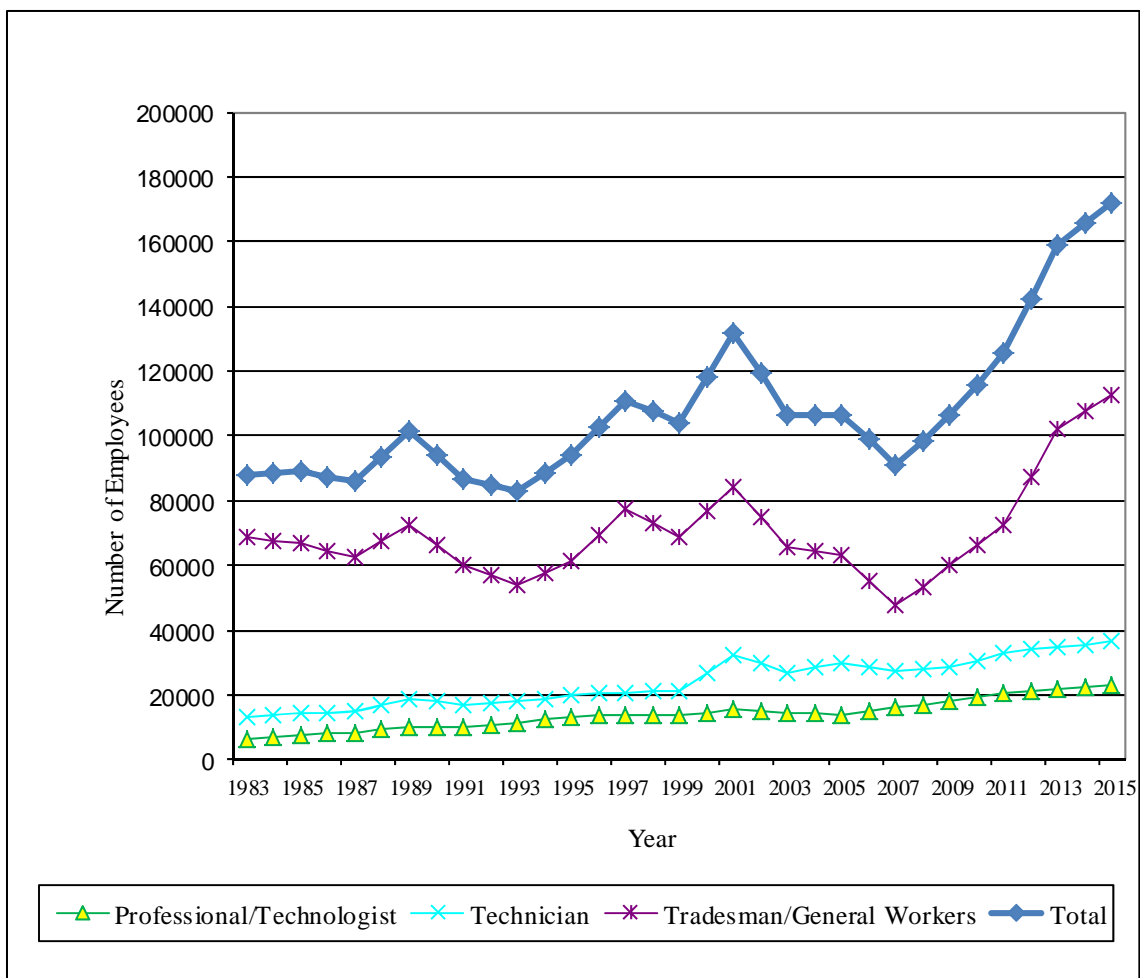
General

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 the peak of 130 755 employees in 2001. The trend was then reversed and total technical manpower had been declining until 2007. From 2007 onwards, total technical manpower had increased at an average annual growth rate of 8.23 % to reach 171 893 in 2015. However, it is noted that the average annual growth rate had staggered in recent years. From 2013 to 2015, the average annual growth rate is recorded at 3.92%.

Fig. 3.1 _____ Manpower Trends 1983 to 2015 _____

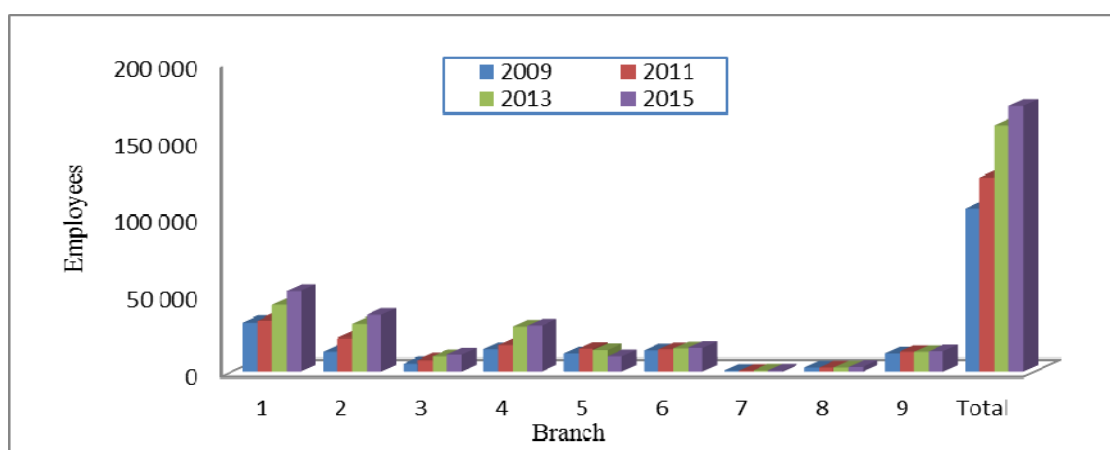


3.3 The demand for employees at the professional/technologist level has been consistently increasing since 1983, indicating that Hong Kong's BCE industry has continuously been transforming itself to become a "knowledge-based" industry. The declining demand of tradesmen/general workers between 2001 and 2007 was mainly caused by the economic downturn as well as lowering of construction output during this period. The other reasons for the declining demand was probably due to the application of modular construction technology and the increasing 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

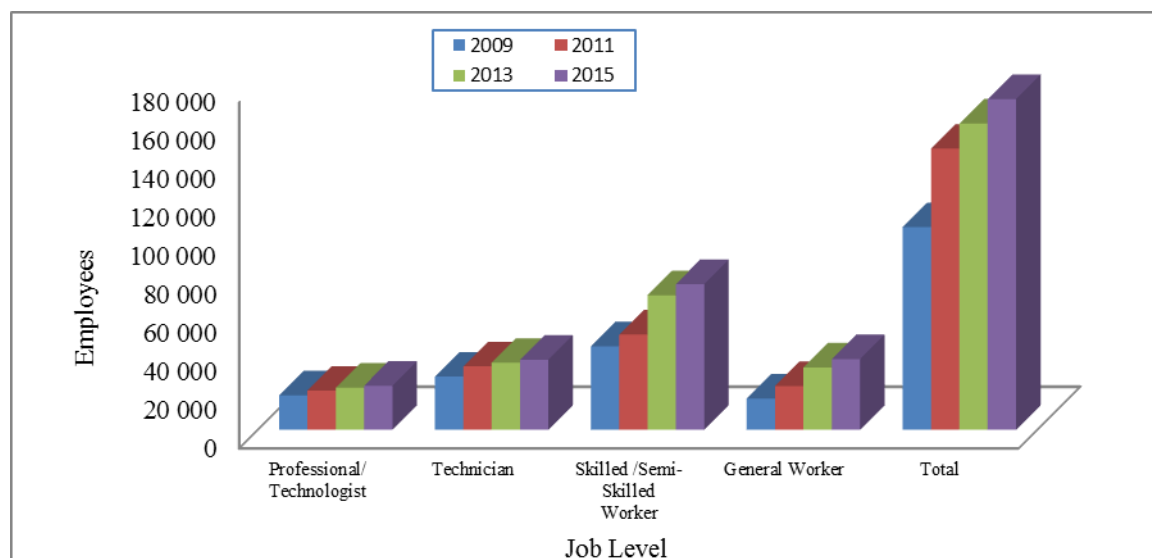
3.4 The numbers of employees per branch and per job level during the past seven years are shown in Fig 3.2 and Fig 3.3.

Fig. 3.2 Number of Employees by Branch (2009, 2011, 2013 and 2015)



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		

Fig. 3.3 Number of Employees by Job Level (2009, 2011, 2013 and 2015)



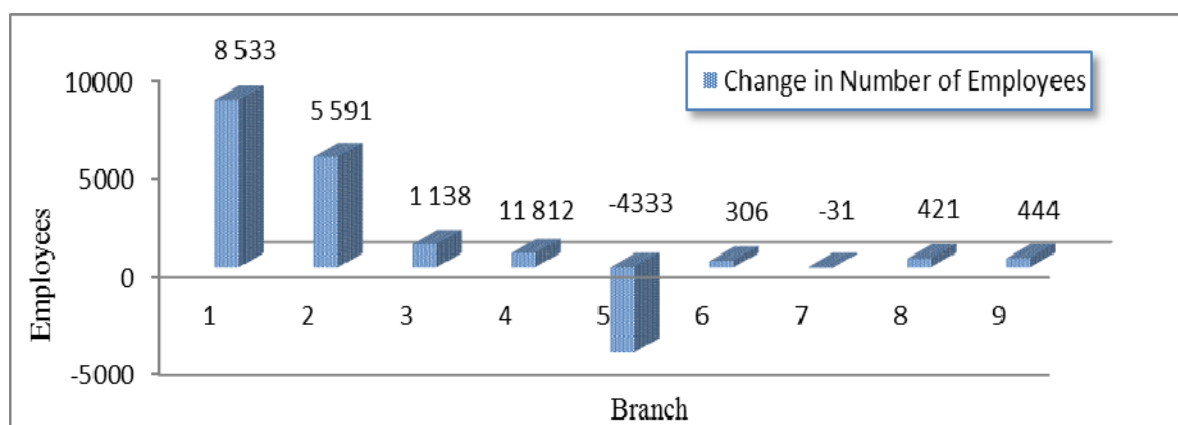
Manpower Changes between 2013 and 2015

3.5 Table 3.1 indicates that total technical manpower increases from 159 142 in 2013 by 12 751 (8.01%) to 171 893 employees in 2015. Only Special Trade Contractors and Major Estate Developers have recorded decreases in manpower. The manpower in each of the Building Sites, Civil Engineering Sites, New Construction Contractors and Tertiary Institutions/Utilities had increased by more than 11%. For the manpower decreases reported in Major Estate Developers and Special Trade Contractors (around 4% and 30% respectively), the major reason is that an increasing number of employees in these two branches had stationed more often at the construction sites than offices (therefore, some of the manpower in these branches had been recorded in the sites, i.e., Branches 1 to 3 instead), probably due to the increasing demand of works at the construction sites in recent years. That also partly accounts for the increase in manpower at the sites (i.e. Branches 1 to 3).

Table 3.1 Changes in the Number of Employees by Branch (2013 – 2015)

Branch	2013 Survey	2015 Survey	Increase/Decrease	% Changes
1. Building Sites	43 489	52 022	8 533	19.62
2. Civil Engineering Sites	31 138	36 729	5 591	17.96
3. New Construction Contractors	9 750	10 888	1 138	11.67
4. Decoration/Repair/Maintenance Contractors	29 237	29 919	682	2.33
5. Special Trade Contractors	14 035	9 702	-4333	-30.87
6. Architects/Engineers/Survey Services	15 202	15 508	306	2.01
7. Major Estate Developers	756	725	-31	-4.10
8. Tertiary Institutions/Utilities	2 814	3 235	421	14.96
9. Government Departments	12 721	13 165	444	3.49
Total	159 142	171 893	12 751	8.01

Fig. 3.4 Changes in the Number of Employees by Branch (2013 – 2015)



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 2013 and 2015

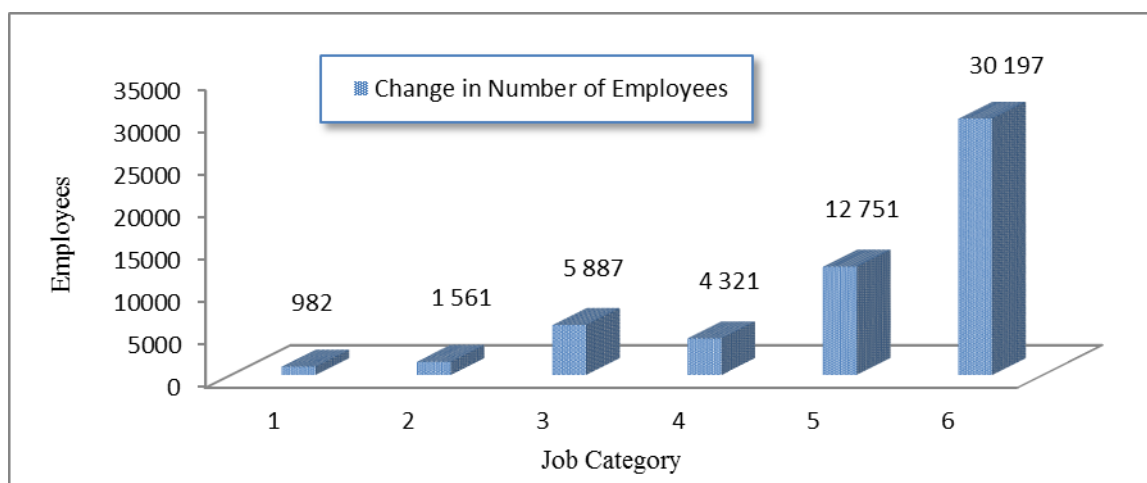
3.6 Table 3.2 shows that among the total manpower of 171 893 in 2015, 22 924 (13.34%) were professional/technologist, 36 414 (21.18%) were technicians, 75 755 (44.07%) were skilled and semi-skilled workers and 36 800 (21.41%) were general workers. All the job levels had reported an increase in manpower. A comparison on the manpower structures between the 2013 and 2015 surveys is shown in the following table.

Table 3.2 Changes in the Number of Employees by Job Category (2013 – 2015)

Job Category	March 2013 (%)	March 2015 (%)	Increase/Decrease	% Changes
Professional/Technologist	21 942 (13.79)	22 924 (13.34)	982	4.48
Technician	34 853 (21.90)	36 414 (21.18)	1 561	4.48
Skilled and Semi-skilled worker	69 868 (43.90)	75 755 (44.07)	5 887	8.43
General worker	32 479 (20.41)	36 800 (21.41)	4 321	13.30
Total Technical Workers	159 142 (100.00)	171 893 (100.00)	12 751	8.01
Non-technical workers	51 196	81 393	30 197	58.98

(Note*: Non-technical workers are employees working in other disciplines, viz. accounting, personnel, other administrative and supporting areas in the BCE industry)

Fig. 3.5 Changes in the Number of Employees by Job Category (2013 – 2015)



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 8.01% in the number of employees from March 2013 (159 142) to March 2015 (171 893) is generally realistic in reflecting the manpower situation of the sector at the time of survey. Since the last survey in 2013, the labour market of the construction sector was on its upturn with more construction projects locally. However, the growth rate tends to be slower than before.

Changes in the Number of Vacancies

3.8 Employers reported a total of 5 656 (4 890 in 2013) vacancies at the time of survey, representing about 3.29% of the total technical workforce in construction and related disciplines. There were 396 vacancies at professional/technologist level (1.73%), 829 vacancies at technician level (2.28%), 3 654 vacancies at skilled and semi-skilled worker level (4.82%) and 777 vacancies at general worker level (2.11%). A summary of vacancies by job level is shown below with full distribution by principal job in **Appendix 1, Table 4**.

Table 3.3 Distribution of Job Vacancies by Job Level

Job Level	Number of Vacancies	
	2013 (%)	2015 (%)
Professional/Technologist	512 (2.33)	396 (1.73)
Technician	842 (2.42)	829 (2.28)
Skilled and Semi-skilled Worker	2 824 (4.04)	3 654 (4.82)
General Worker	712 (2.19)	777 (2.11)
Total	4 890 (3.07)	5 656 (3.29)

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

Changes in the Number of Trainees¹

3.9 Employers reported that there were a total of 2 588 (687 in 2013) trainees at the time of survey (this figure only represents a “snap shot” measurement of the training situation and should not be confused with the actual number of employees who have received training throughout the year). This figure accounts for about 1.51% of the total workforce in construction and related disciplines. There were 961 trainees at the professional/technologist level (4.19%), 1 372 trainees at the technician level (3.77%) and 255 trainees at the skilled and semi-skilled worker level (0.34%). Comparing with the previous survey, the corresponding numbers have all increased, indicating that employers are willing to provide learning/training opportunities for their young employees. A summary of the trainees by job level is shown below (full distribution by principal job is shown in Appendix 1, Table 4).

¹ Please also refer to Section 2.8

Table 3.4 Distribution of Trainees by Job Level

Job Level	Number of Trainees	
	2013 (%)	2015 (%)
Professional/Technologist	399 (1.82)	961 (4.19)
Technician	222 (0.64)	1 372 (3.77)
Skilled and Semi-skilled Worker	66 (0.09)	255 (0.34)
General Worker	0 (0.00)	0 (0.00)
Total	687 (0.43)	2 588 (1.51)

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

Changes in Average Monthly Income

3.10 As shown in Fig. 3.6 (a) to 3.6(d), the mid-point Average Monthly Income (at 50% cumulative percentage point) for all the four curves in 2015 has surpassed that in 2013 of the employees at the same job level, indicating that the average income for the vast majority of employees at all levels in 2015 is comparatively higher than that in 2013. By comparing their Average Monthly Income at the 75% cumulative percentage point, it is noted that increase in average monthly income is progressively less pronounced for Skills & Semi-skilled Worker, Technicians, Professionals/Technologists and General Workers (More details are given in **Appendix 1, Table 5**).

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

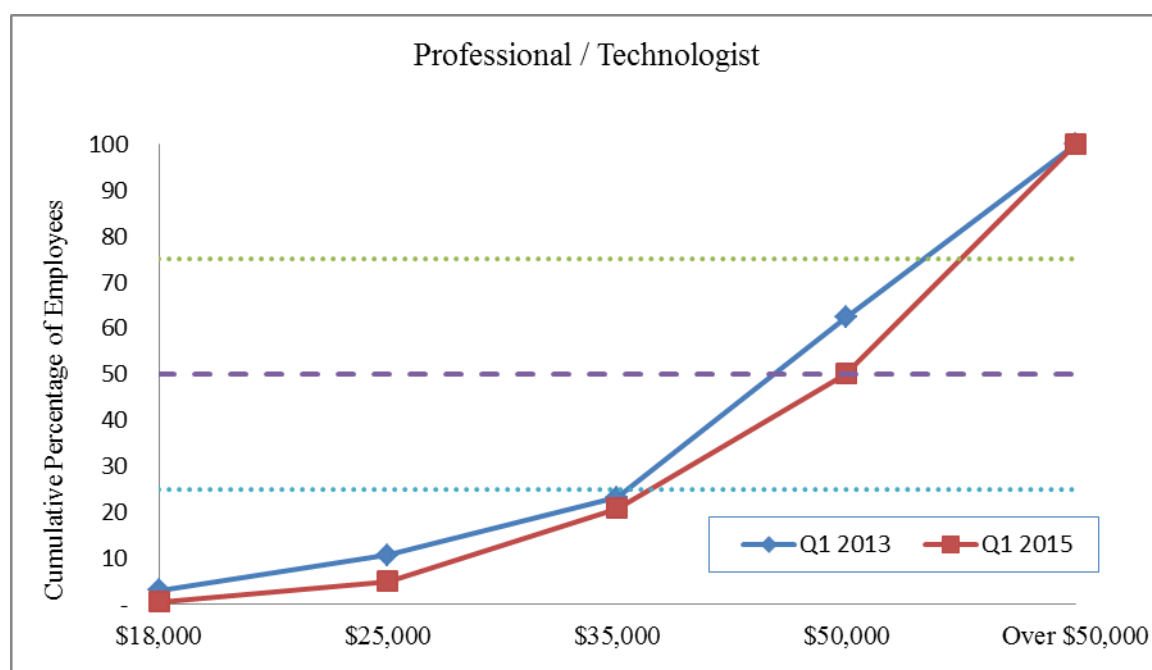


Fig. 3.6 (b) Monthly Average Income of Technician
by Percentage of Employees

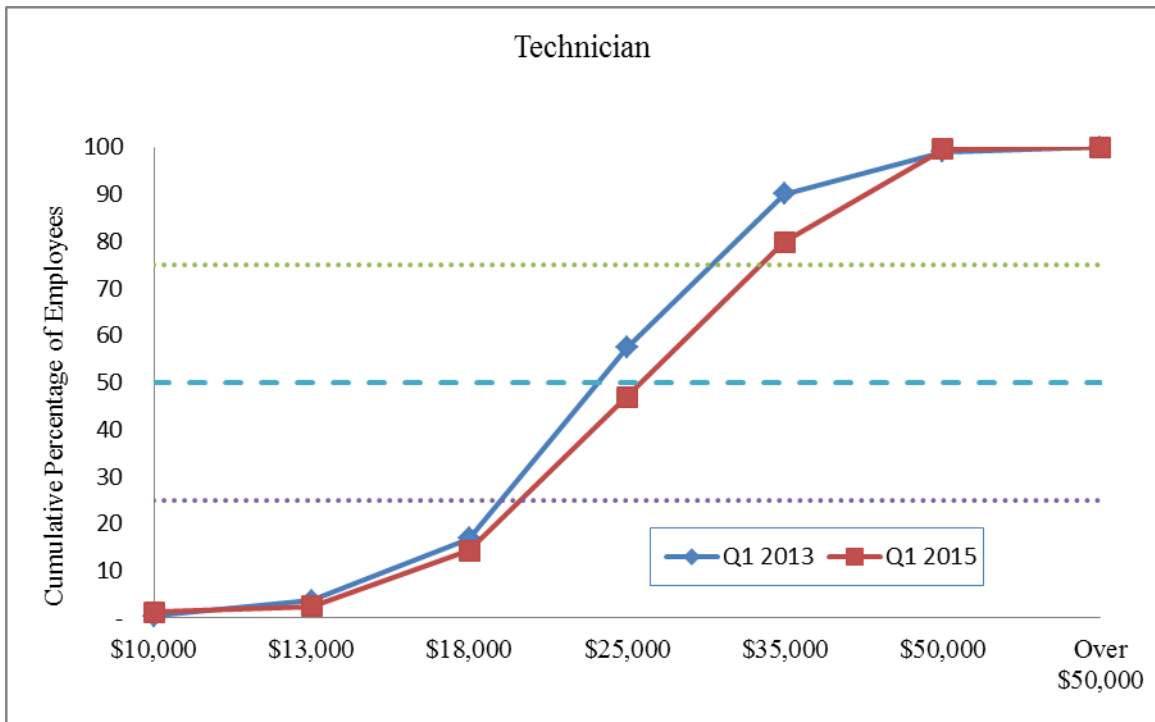


Fig. 3.6 (c) Monthly Average Income of Skilled and Semi-skilled Worker
by Percentage of Employees

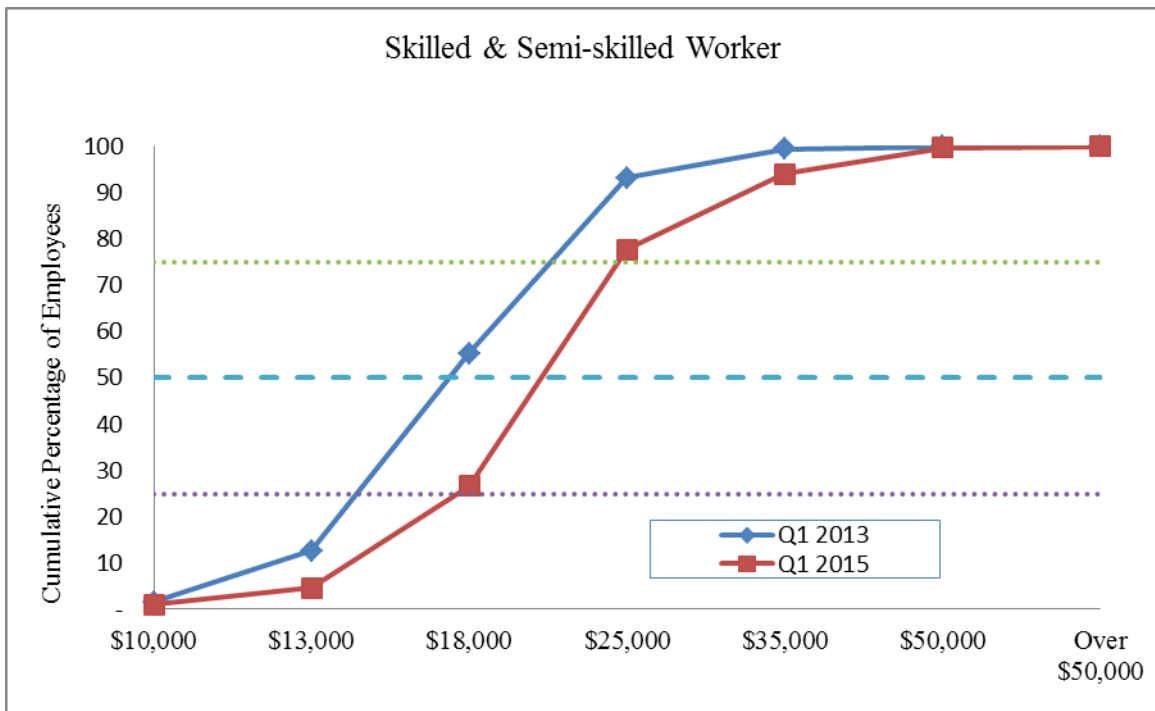
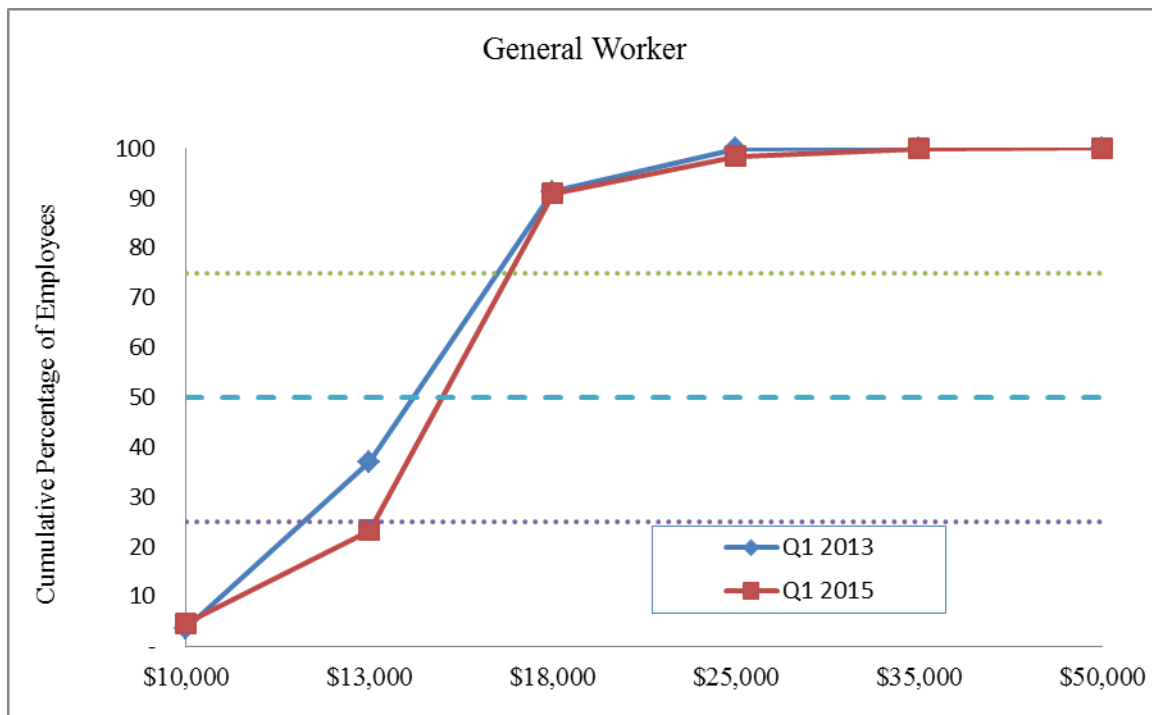


Fig. 3.6 (d) Monthly Average Income of General Worker
by Percentage of employees



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 some uncertainties, 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 is heading towards an uncertainty period. Although the economic conditions in the US are considered stable, the situation in Europe is less promising as signs of deflation are found in Greece and Spain and might possibly spread to other European countries. Moreover, social and political risks, such as the rapid influx of refugees from the Middle East are adding economic uncertainties over Europe. Economic growths in other parts of the world are less turbulent and it is expected that the GDP in the East Asia/Pacific region and Latin American countries will be growing steadily at around 4-5% and 3-4% per annum respectively in the coming years.
- (ii) On the other hand, the world economy is expected to be getting progressively influenced by Mainland China's economic development. China's economy is currently undergoing structural transformation to putting more focus on developing service industries and it is expected that China's gross domestic product (GDP) would be growing at 6% to 8% annually in the coming years, albeit far less than previous

years. As Hong Kong's economic situations are also largely influenced by Mainland's economic situations, Hong Kong's economic growth is also expected to grow (but at slower pace than before), as a result. In view of the above-mentioned uncertainties in external economic situations, Hong Kong's economic future is at best forecasted to be "steady, but with caution".

Hong Kong Government's devotion to Local Infrastructural and Facilities Developments/Projects

- 3.11 (b) Over the years, the HK government has devoted to invest in massive development projects, such as the Ten Major Infrastructure Projects, cross-boundary facilities, and transport infrastructural projects, with a view to expanding our economic hinterland and strengthening the territory's road and railway network. These projects include the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the Hong Kong-Zhuhai-Macao Bridge, the Liantang/Heung Yuen Wai Boundary Control Point, the Central-Wan Chai Bypass, and railway construction works of the South Island Line (East), the Shatin to Central Link and the Kwun Tong Line Extension. Development works for the above projects are progressing at full speed
- 3.11 (c) While implementing large-scale infrastructure projects, the government has also taken forward projects of various scales to meet people's demand for public facilities for everyday life. These projects include schools, hospitals, libraries, sports centres, swimming pools and community halls. The government also hopes to provide citizens a better living environment and quality leisure facilities through implementing projects such as parks, cycle tracks and greening works.

Recent Years' Building Environment in Hong Kong

- 3.11 (d) Land supply remains the Government's top policy priority. On the one hand, the Government must ensure flat-supply is sufficient to meet the needs of Hong Kong residents, while on the other hand, the Government must also ensure that a stable and healthy property market is in place. Therefore, Government has planned to develop 77 100 new public units in the coming 5 years and targeted to provide around 20 000 public units each year.
- 3.11 (e) It is also under the Government's plan that around 80 000 newly-developed "Home Ownership Scheme" units and 188 000 newly-developed private units would be available in the market in 2023.

Related Labour Market Issues

- 3.11 (f) The launch of numerous major public works projects coupled with the need to build a large number of residential, industrial and commercial buildings has generated a keen demand for manpower in the construction industry. In recent years, there have not been enough young people joining the industry, resulting in an acute manpower shortage in certain trades, especially the skilled workers. In response, the Government has allocated funding to the industry continuously which aims to enhance the manpower resources for the

construction industry on various fronts. The Government has been enhancing the promotion and publicity as well as the working environment and culture of the industry so that young people could learn more about the construction industry.

- 3.11 (g) Besides, the Government has worked in unison with CIC to promote the provisions stipulated in “Construction Workers Registration Ordinance” for enhancing the quality of construction works and career status of construction workers. The second phase of “Construction Workers Registration Ordinance” has taken effect from April 2015 and will come into full implementation in 2017. Under its provision, termed “designated skills for designated workers”, construction workers independently carrying out specific works on construction sites must register as Skilled Workers or Semi-skilled Workers of the related trade divisions.

SECTION IV

RECOMMENDATIONS

Overview

4.1 It is noted that the global economy is heading towards an uncertainty period. Although the economic conditions in the US and other parts of the world are relatively stable, the situation in Europe is less promising. On the other hand, China's economy is undergoing structural transformation, though the expected annual GDP growth would still maintain at 6% to 8%. As a result, it is foreseeable that Hong Kong's economic growth and development in the coming years are quite uncertain but challenging.

4.2 However, with the Government's strong devotions to invest in massive development projects, such as the Ten Major Infrastructure Projects, cross-boundary facilities, transport infrastructural projects, the Guangzhou-Shenzhen-Hong Kong Express Rail Link, the Hong Kong-Zhuhai-Macao Bridge, the Liantang/Heung Yuen Wai Boundary Control Point, the Central-Wan Chai Bypass, and railway construction works of the South Island Line (East), the Shatin to Central Link and the Kwun Tong Line Extension etc., as well as the Government's commitments to develop sufficient new public/ private housing units and corresponding facilities for the Hong Kong residents, it is expected the BCE industry would continue to "thrive" in the coming years.

4.3 With the Government's commitments to develop the BCE industry, 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 rather promising.

4.4 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

4.5 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

1 Please see DEFINITION in page iv

worker. Those leaving the industry are due to retirement, death, change of jobs or deployment outside Hong Kong.

4.6 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 2016 to 2018 as follows:

Table 4.1 Projected Average Annual Manpower Training Requirement (from 2016 to 2018)

Job Level	Projected Annual Training Requirement
Professional/Technologist	1 000 – 1 250
Technician	1 350 – 1 650
Skilled/Semi-skilled worker	6 000 – 7 000

4.7 With the onset of major infrastructure projects and other construction works, the construction output will be maintained at a high level.

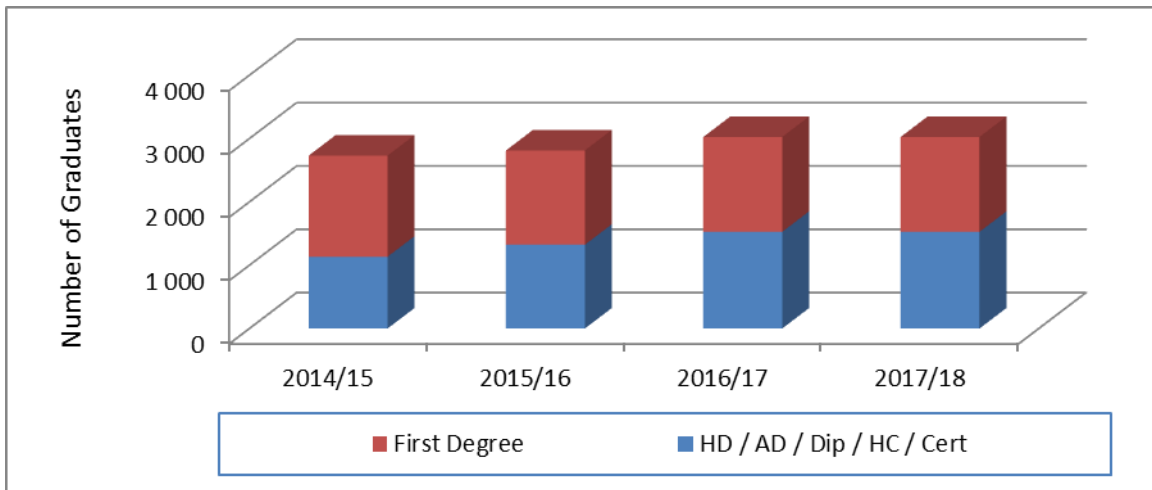
Manpower Supply and Demand Analysis

4.8 The primary objective of the analysis is to assess the annual additional manpower demand and supply situation of the sector for 2014 to 2018 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 2014/15 to 2017/18

Year	2014/15	2015/16	2016/17	2017/18
Educational level				
First Degree	1 134	1 323	1 527	1 527
Higher Diploma/Associate Degree	1 596	1 489	1 497	1 497
Total	2 730	2 812	3 024	3 024

Fig. 4.1 Numbers of Graduates



4.9 Demand/Supply for professional/technologist level : Table 4.1 and Table 4.2 show that the figures for projected training requirement at professional/technologist level are a bit less than the figures for output of local graduates from degree course, as some of the local graduates would pursue further study, while some others might work in related engineering field.

4.10 Demand/Supply for technician level : It is also observed that the planned output of technician graduates would largely 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.

4.11 Demand/Supply for skilled/semi-skilled worker level : In line with the projection stipulated above, CIC also projects that there will be serious shortage in skilled construction workers in the industry and it is expected by CIC that there will be a continuing shortage in the coming five years. To cope with the demand, it is necessary to continue to attract more people including the secondary school leavers to join the industry and train more skill/semi-skilled workers. Such skill training will be provided mainly by CIC. CIC shall constantly review and update their outputs to meet the changing training requirement of the BCE. However, it should be acknowledged that there are limitations and challenges in training, such as training capacities in the light of inadequacy in training instructors, time required to nurture the semi-skilled graduates to become full-fledged skilled workers and loss of productivity for in-service skilled workers to nurture the semi-skilled graduates.

Table 4.3 Planned Training Places provided by CIC for the Years 2015 and 2016

Educational level	Year	2015	2016
	CIC In-house		
FT Basic Craft/Adult Short Courses		5 422	5 335
FT Construction Supervisor/ Technician Programme and Enhanced Construction Supervisor/ Technician Training Scheme		799	680
Collaborative Training Schemes		2 750	2 250
Advanced Construction Manpower Training Scheme		350	650
Total		9 321	8 915

Training of Professionals/Technologists

4.12 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)

4.13 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

4.14 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

4.15 Both CIC 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 CIC and IVE to update and upgrade their skills and knowledge for future career progression.

4.16 CIC has implemented various training initiatives to train semi-skilled workers. Courses offered by CIC including One-year/Two-year Basic Craft Courses, full-time adult short courses and Construction Supervisor/Technician Training Programme.

4.17 To cope with the increasing training demand and diversify the modes of training, CIC introduced various collaborative training schemes with contractors to train more semi-skilled workers for the industry. Under these Schemes, contractors can provide training to their workers on site under CIC's supervision. The trainees will receive monthly training allowance and the contractors will receive a subsidy on trainer salary and related administrative fee. Recently, CIC launches a collaborative new training scheme to train up semi-skilled workers to become skilled workers

Relevant Organisations for the BCE Industry

Construction Industry Council (CIC)

4.18 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. Under CIC, Construction Industry Training Board (CITB) was formed to oversee all training and development activities.

4.19 CIC operates three training centres and a number of training grounds to provide training of construction technicians, craftsmen and operators. The Management & Safety Training Centre at Kowloon Bay offers part-time continuing education courses related to skill enhancement, technology and management and safety for in-service construction personnel. CIC 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. Over 70,000 in-service construction personnel participated in CIC's part-time courses in 2014.

4.20 Apart from organizing various initiatives to train semi-skilled workers as mentioned in paragraphs 2 and 3 above, CIC launches a new training scheme "Advanced Construction Manpower Training Scheme – Pilot Scheme" to train up semi-skilled workers to become skilled workers. The pilot scheme is under support of Development Bureau and it offers 1000 training places from 2015 to 2016 so as to alleviate manpower shortage in

construction industry.

4.21 In addition to providing training courses, CIC organizes trade tests and intermediate trade tests for skilled and semi-skilled workers respectively and certification tests for machineries and cranes operators. Most of trade tests/ intermediate trade tests take place in The Trade Testing Centre at Aberdeen and Tai Po Training Ground.

Registration of Construction Workers

4.22 The Construction Workers Registration Board (CWRB) of the CIC is responsible for administering the implementation of the construction workers registration system.

4.23 The registration of construction workers in Hong Kong was started 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 31 August 2015, the numbers of registered workers are as follows:

(i) Skilled Workers	108 762
(ii) Skilled Workers (Provisional)	485
(iii) Semi-skilled Workers	21 730
(iv) Semi-skilled Workers (Provisional)	82
(v) General Workers	<u>225 024</u>
Total :	356 083

Disclaimer : Out of the registered workers, there are some already leaving the construction industry, some carrying out minor RMAA works not captured in the survey and some not engaging in construction activities on the survey date, etc.

The Employees Retraining Board

4.24 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)

4.25 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)

4.26 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)

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

Apprenticeship Scheme

4.28 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.

4.29 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.

The Earn and Learn Pilot Scheme

4.30 This Chief Executive announced in the 2014 Policy Address that the Government would implement measures to strengthen vocational education, inter alia, the implementation of the Pilot Training and Support Scheme (known as the Earn and Learn Pilot Scheme) by the Vocational Training Council (VTC) to attract and retain talent for industries with a keen demand for labour by integrating structured apprenticeship training programmes with clear career progression pathways. The relevant trades (including certain specialised trades in the construction industry) covered under the industries concerned are very specialised and with a high level of technology contents.

Continual Professional Development

4.31 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

4.32 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

4.33 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.

4.34 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.

4.35 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

4.36 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

4.37 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, CIC 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.

Building Information Modeling (BIM)

4.38 Building Information Modeling (BIM), which is the process and technology of generating three-dimensional, digital representation of building data throughout its life cycle, has been gaining popularity in recent years. It is now being widely used in many large construction projects, for example, the Housing Authority (HA) has started to extensively use BIM since 2006. It is foreseen that BIM might eventually become one of the essential competencies for construction practitioner and therefore, training on this subject would have to be stressed as well.

Recommendations

4.39 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) Training organizations should continue to train more skilled/semi-skilled, technical and professional workers/practitioners for the BCE industry as well as upgrade the skills and competencies of the existing workforce of the BCE industry in order to tackle the increasingly serious manpower shortage problem in the coming few years.
- (ii) Employers would have to encourage their employees to seize training/educational opportunities in order to build up a highly skilled and capable workforce and to enforce putting on proper uniform at the sites to raise image, enhance workplace efficiency/effectiveness and improve occupational safety.
- (iii) In 2011, the Government collaborated with CIC to launch the “Build Up Publicity Campaign” to uplift the image of the construction industry and in 2014, the VTC has introduced the “Earn & Learn” Pilot Scheme, which integrate structured vocational education and on-the-job training with clear progression pathways to attract young people to join the industries (including BCE industry) with keen demand for labour. Both campaigns/schemes have been demonstrating results to attract more new entrants to the industry, especially the young people. The industry should continue the promotion and publicity activities as well as provide incentives in order to attract more new blood to join the industry. The general public should also be informed of the industry’s upcoming opportunities as well as the positive and feasible career pathways for new entrants in order to attract young generation to join the industry and to tackle the problem of aging workforce. 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) The stakeholders of the BCE industry would have to raise the overall images/status of the industry to attract more people with good potential, particularly, the younger generation.
- (v) The stakeholders would have to be aware of occupational safety and health as well as workers’ well-beings.
- (vi) The appropriate authority/organization would have to emphasize on long-term planning regarding the large-scale construction and civil engineering projects in order to maintain the stability and sustainability of the industry.
- (vii) Employers would have to 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 CIC.

- (viii) Employers, in particular, the consultant offices would have to provide more support for the internship, e.g. mentorship, job shadowing to enable students/trainees to gain practical working experiences in the workplace.
- (ix) Employees would have to 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.
- (x) Training providers would have to be more sensitive to the changing training needs of the industry by providing courses emphasizing whole person development, worldwide view and language proficiency, compliance with the prevailing laws and regulations and to equip their graduates with capability to take up local/overseas projects.
- (xi) Training providers would have 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, environmental protection as well as Building Information Modeling.
- (xii) Manpower demand and supply situation of the industry would have to be monitored closely by conducting the Survey again in 2017.

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 2015 年 3 月至 7 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 2015 年 7 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 2015 年 9 月中左右完成。

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 24 050 間（分類一及二的資料來自 2014 年第三季至 2015 年第一季的記錄；而分類三至六的資料則根據香港標準行業分類 2.0 版[*HSIC v2.0*]）。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
1	- 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 1 327 個）；
2	- 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 564 個）；
3	- 從事香港標準行業分類 2.0 版[<i>HSIC v2.0</i>]第 411000、412000、419100、419200、419300、419900、421000、422000、431100、431201、431202、431203 及 431299 項相關業務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 2 662 間機構中抽選出 308 間為調查樣本）；
4	- 從事 <i>HSIC v2.0</i> 第 439101、439102 及 439199 項相關業務的裝修、維修及保養工程承建商（從 11 525 間機構中抽選出 319 間為調查樣本）；
5	- 從事 <i>HSIC v2.0</i> 第 431204、432202、432203、432299、432999、439901、439902、439903、439904、439905、439906、439907、439908、439911、439912、439913、439914、439915、439916、439917、439918 及 439999 項相關業務的特種工程承建商，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 5 800 間機構中抽選出 165 間為調查樣本）；
6	- 從事 <i>HSIC v2.0</i> 第 711100、711200、711300、711500、711600、711700 及 711900 項與建造活動有關的建築、測量及工程服務公司（從 2 060 間機構中抽選出 96 間為調查樣本）；
7	- 私人地產發展商（61 間）；
8	- 調查期間正進行建築工程或僱有建造業工人 ² 的培訓機構（其相關之學系及物業管理處），以及公用事業公司（共 36 個學系／辦事處）；以及
9	- 調查期間正進行建築工程或僱有建造業工人的政府部門（16 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 22 047 間機構中，挑選出 888 間為調查樣本，連同分類一及二合共 1 891 個地盤，以及分類七至九合共 113 間機構，是次調查共造訪 2 892 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 114 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 2015 年 3 月 16 日（是日天晴無雨）。因此，是次調查只包括於 2015 年 3 月 16 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 2015 年 3 月／7 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。

3 見頁viii的「釋義」

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）。

回覆率

1.17 在 2 892 個抽樣地盤及機構中，1 600 個提供所需資料，35 個拒絕回覆。是次調查的有效回覆率（成功提供所需資料與成功回覆的比例）為 97.86%（附錄 4(b)）。至於其餘 1 257 個地盤／機構中，528 個地盤回覆「沒有技術人員常駐」，105 個地盤／機構報稱「沒有技術僱員」，134 個地盤暫停施工，19 間機構已結業，27 間並非從事有關行業，其餘 444 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 2015 年 9 月 29 日通過將《2015 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

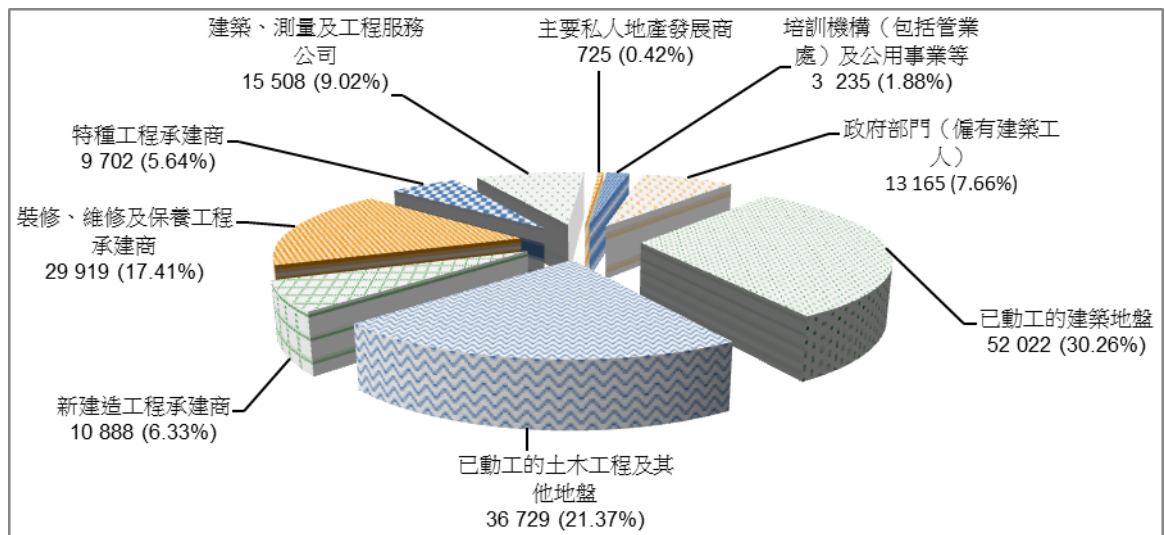
(附件 1 表 1、2 及 3)

2.1 調查顯示，在 2015 年 3 月／7 月期間，從事建造及相關行業的人數，共有 171 893 人（這數字不包括 5 656 個職位空缺及 2 588 名受訓者）（2013 年為 159 142 人）。他們分別於 114 個主要職務工作，統稱為技術僱員。而從事業內其他工種的僱員人數（例如會計、人事、其他行政及支援工作的僱員）則有 81 393 人（2013 年為 51 196 人），統稱為非技術僱員。總括而言，調查期間業內共有 253 286 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 171 893 名僱員中，52 022 (30.26%) 在已動工的建築地盤工作，36 729 (21.37%) 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 43.86% 左右。

圖 2.1 各分類機構僱員的分布情況
(2015 年 3 月 16 日)
總數：171 893 人



2.3 附件 1 表 2 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 (%)	1 739 (7.59)	2 585 (11.28)	2 613 (11.40)	924 (4.03)	371 (1.62)	8 024 (35.00)	450 (1.96)	1 639 (7.15)	4 579 (19.97)	22 924
技術員 (%)	4 721 (12.96)	4 479 (12.30)	3 103 (8.52)	6 146 (16.88)	2 074 (5.70)	7 080 (19.44)	273 (0.75)	1 003 (2.75)	7 535 (20.69)	36 414
熟練及半熟練技工 (%)	30 263 (39.95)	13 356 (17.63)	3 027 (4.00)	21 377 (28.22)	6 635 (8.76)	338 (0.45)	2 (0.001)	477 (0.63)	280 (0.37)	75 755
普通工人 (%)	15 299 (41.57)	16 309 (44.32)	2 145 (5.83)	1 472 (4.00)	622 (1.69)	66 (0.18)	0 (0.00)	116 (0.32)	771 (2.10)	36 800
總數	52 022 (30.26)	36 729 (21.37)	10 888 (6.33)	29 919 (17.41)	9 702 (5.64)	15 508 (9.02)	725 (0.42)	3 235 (1.88)	13 165 (7.66)	171 893 (100.00)

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		

2.4 2015 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 : 1.59 : 3.30 : 1.61（2013 年錄得的比例為 1 : 1.59 : 3.18 : 1.48）。

2.5 表 2.2 顯示在 171 893 名僱員中，100 785 人（58.63%）直接受僱於承建商，64 476 人（37.51%）受僱於分包商，6 632 人（3.86%）屬自僱人士。與之相比，2013 年調查的數字則分別為 92 064 人（57.85%），57 030 人（35.84%）及 10 048 人（6.31%）。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 2.2 各技能等級僱員的分布情況

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 (%)	
					2015 年	2013 年
直接受僱	22 825 (22.65)	35 430 (35.15)	29 542 (29.31)	12 988 (12.89)	100 785 (58.63)	92 064 (57.85)
受僱於分包商	99 (0.15)	984 (1.53)	39 611 (61.44)	23 782 (36.89)	64 476 (37.51)	57 030 (35.84)
自僱	-	-	6 602 (99.55)	30 (0.45)	6 632 (3.86)	10 048 (6.31)
小計	22 942 (13.34)	36 414 (21.18)	75 755 (44.07)	36 800 (21.41)	171 893 (100)	159 142 (100)

空缺額

2.6 據僱主填報，調查期間建築業及相關行業共有空缺 5 656 個，佔業內總技術人力僅 3.29%。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

技能等級	僱員人數 (a)	空缺額 (b)	百分比 (b) / (a) (%)
專業人士／技師	22 924	396	1.73
技術員	36 414	829	2.28
熟練及半熟練技工	75 755	3 654	4.82
普通工人	36 800	777	2.11
總數	171 893	5 656	3.29

2.7 熟練及半熟練技工的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）及分類五（特種工程承建商）。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

分類	僱員人數 (a)	空缺額 (b)	百分比 (b) / (a) (%)
1. 已動工的建築地盤	52 022	497	0.96
2. 已動工的土木工程及其他地盤	36 729	384	1.05
3. 新建造工程承建商	10 888	429	3.94
4. 裝修、維修及保養工程承建商	29 919	1 811	6.05
5. 特種工程承建商	9 702	1 279	13.18
6. 建築、測量及工程服務公司	15 508	446	2.88
7. 主要私人地產發展商	725	90	12.41
8. 培訓機構（包括管業處）及公用事業等	3 235	35	1.08
9. 政府部門（僱有建築工人）	13 165	685	5.20
所有分類	171 893	5 656	3.29

受訓者人數¹

2.8 僱主填報調查期間共有 2 588 名受訓者，佔建築業及相關行業總技術人力約 1.51%（不包括於分類四內受僱於分包商及自僱人士）。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

技能等級	僱員人數 (a)	受訓者人數 (b)	百分比 (b) / (a) (%)
專業人士／技師	22 924	961	4.19
技術員	36 414	1 372	3.77
熟練及半熟練技工	75 755	255	0.34
普通工人	36 800	-	-
總數	171 893	2 588	1.51

2.9 分類三(新建造工程承建商)及分類二(已動工的土木工程及其他地盤)僱有最多受訓者（在 2 588 名受訓者中，共僱用 708 及 629 人，分別佔 27.36%及 24.30%）。各分類的受訓者人數摘要見表 2.6：

¹建造專業（包括建築師，工程師及測量師）大多會要求畢業生在入職後，必須完成一些特定的培訓，並通過專業考試/評估，才正式擁有專業資格。通常僱主會聘用未正式擁有專業資格的畢業生為助理專業人員（如助理建築師，助理工程師，助理測量師等）。而部分僱主在回應調查時，亦沒把這類僱員歸類為正在受訓。為提供業界一個更全面的僱員受訓資料，現附加以下訊息：

- 關於建築師專業：截至 2015 年 9 月 5 號，被錄取為畢業生會員的總人數是 600 人。
- 關於工程師專業：截至 2015 年 4 月，已參加 Scheme A 與建造業有關學科（包括建築服務，建築，土木，環境，岩土工程和結構）的總人數為 1,560 人。
- 關於測量師專業：截至 2015 年 8 月 31 號，已註冊為 Probationer（即那些員工尚未完成特定的培訓，並通過專業考試/評估的人士）的總人數分別為 2,616 人。

表 2.6 各分類的僱員及受訓者人數

分類	僱員人數 (a)	受訓者人數 (b)	百分比 (b) / (a) (%)
1. 已動工的建築地盤	52 022	364	0.70
2. 已動工的土木工程及其他地盤	36 729	629	1.71
3. 新建造工程承建商	10 888	708	6.50
4. 裝修、維修及保養工程承建商	29 919	43	0.14
5. 特種工程承建商	9 702	93	0.96
6. 建築、測量及工程服務公司	15 508	466	3.00
7. 主要私人地產發展商	725	0	0.00
8. 培訓機構(包括管業處)及公用事業等	3 235	1	0.03
9. 政府部門(僱有建築工人)	13 165	284	2.16
所有分類	171 893	2 588	1.51

僱員每月收入幅度的分布情況
(附件 1 表 5)

2.10 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

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
\$10 000 或以下	-	342	555	971	1 868
\$10 001 - \$13 000	-	318	1 792	3 946	6 056
\$13 001 - \$18 000	79	3 146	11 314	14 376	28 915
\$18 001 - \$25 000	707	8 703	26 240	1 583	37 233
\$25 001 - \$35 000	2 487	8 768	8 336	330	19 921
\$35 001 - \$50 000	4 596	5 296	2 917	7	12 816
\$50 000 以上	7 839	90	188	-	8 117
未列明	7 216	9 751	24 413	15 587	56 967
總數	22 924	36 414	75 755	36 800	171 893

未來業務情況變化預測
(附件 1 表 6)

2.11 調查顯示，9.46% 僱主預期來年的業務情況將轉差，而 71.65% 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	989 (7.83)	9 905 (78.45)	1 421 (11.25)	158 (1.25)	12 626
5-9	238 (10.43)	1 732 (75.90)	124 (5.43)	24 (1.05)	2 282
10-19	240 (19.51)	755 (61.39)	32 (2.60)	34 (2.76)	1 230
20-49	172 (15.93)	543 (50.28)	125 (11.57)	14 (1.30)	1 080
50-99	32 (7.51)	210 (49.30)	5 (1.17)	8 (1.88)	426
100 或以上	44 (10.60)	137 (33.01)	1 (0.24)	7 (1.69)	415
總數	1 715 (9.50)	13 282 (73.55)	1 708 (9.46)	245 (1.36)	18 059

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	1 096 (8.68)	9 725 (77.02)	1 495 (11.84)	158 (1.25)	12 626
5-9	241 (10.56)	1 672 (73.27)	181 (7.93)	24 (1.05)	2 282
10-19	240 (19.51)	656 (53.33)	129 (10.49)	36 (2.93)	1 230
20-49	179 (16.57)	534 (49.44)	127 (11.76)	14 (1.30)	1 080
50-99	25 (5.87)	217 (50.94)	5 (1.17)	8 (1.88)	426
100 或以上	32 (7.71)	135 (32.53)	2 (0.48)	20 (4.82)	415
總數	1 812 (10.03)	12 939 (71.65)	1 939 (10.74)	260 (1.44)	18 059

未來 12 個月內將於本地招聘的僱員人數
(附件 1 表 7 及 8)

2.12 調查顯示，僱主擬於未來 12 個月於本地招聘 512 名專業人士／技師，1 399 名技術員，以及 5 759 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 及 8，下表 2.10 則摘錄有關資料：

表 2.10 來年擬招聘的僱員人數

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	512	22 924	2.23
技術員	1 399	36 414	3.84
熟練及半熟練技工	5 759	75 755	7.60
普通工人	NA	36 800	NA
總數	7 670	171 893	4.46

從事來自香港以外工作的員工相對百分比

2.13 調查顯示，於分類六(建築、測量及工程服務公司)中，有 2 621 名 (14.3%) 僱員從事來自香港以外工作，下表 2.11 則摘錄有關資料：

表 2.11 從事來自香港以外工作的員工相對百分比
(只限分類六)

來自香港的工作		來自香港以外的工作		僱員人數 (已扣除拒絕作答的人數)
僱員人數	%	僱員人數	%	
15 731	85.7	2 621	14.3	18 352

第三章

觀察所得及結論

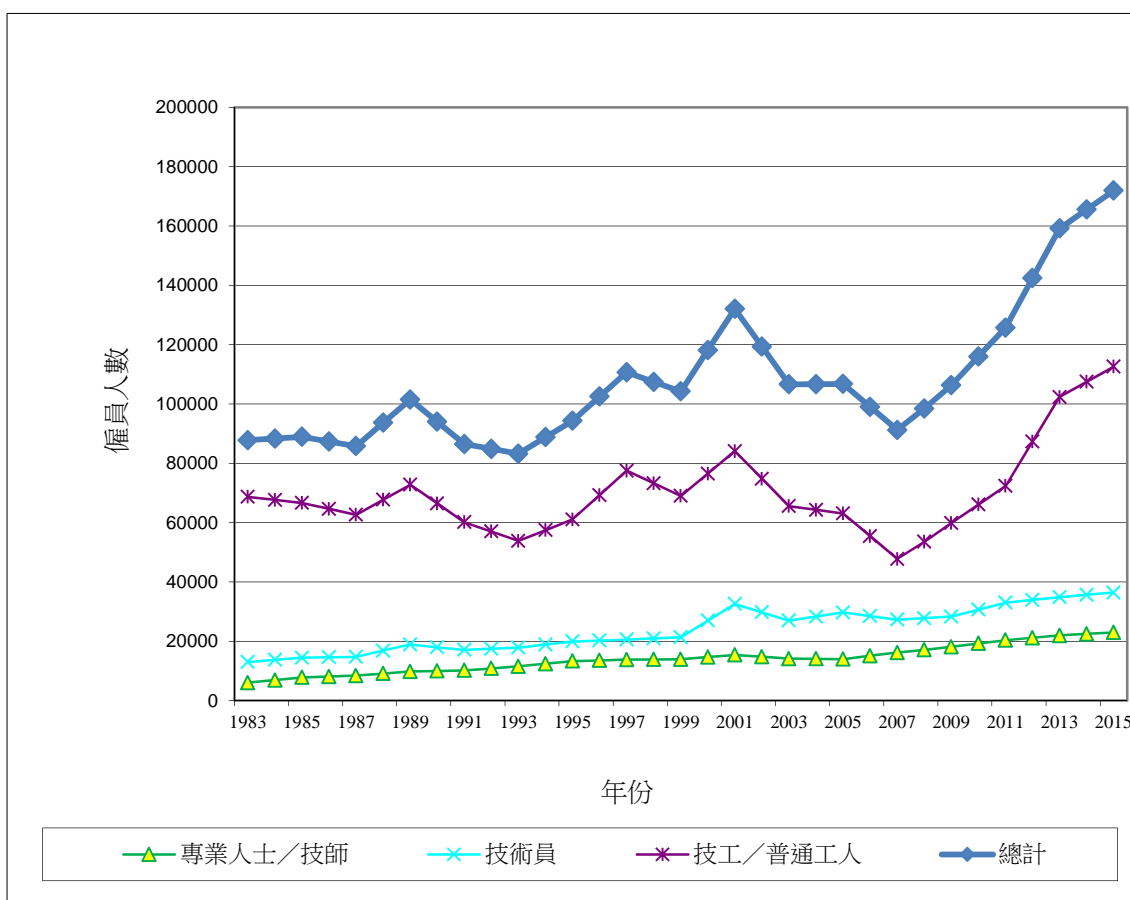
概況

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至 2007 年。但從 2007 年起，總技術人力平均每年錄得 8.23% 增長，並於 2015 年錄得 171 893 人。然而，值得注意的是，最近幾年的增長有些步伐放緩。從 2013 年到 2015 年，每年的平均增長率只錄得 3.92%。

圖 3.1 1983 至 2015 年人力趨勢

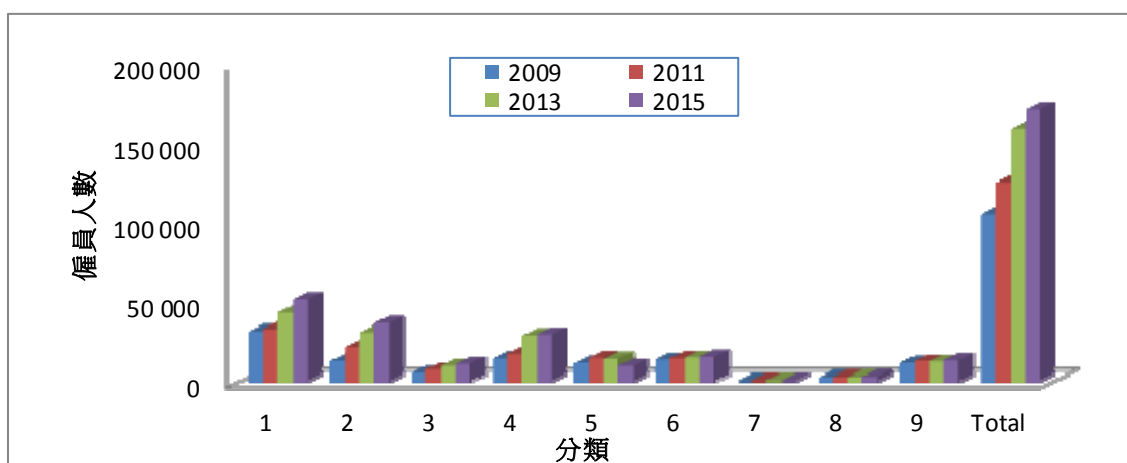


3.3 自 1983 年起，本業對專業人士／技師級僱員的需求持續增加，反映香港的土木工程及建築業漸漸轉型為知識型行業。相反，技工／普通工人級僱員的人數則自 2001 年起至 2007 年止，數目一直下跌。原因包括正值當時經濟下滑引致建造業產品需求下跌，加上本業採用組件建築技術，以及增加使用外地預製的構件／組件。然而，隨著近年建築工程數目增加，業內的技工／普通工人的人數亦同告上升。

過去七年的中期情況轉變

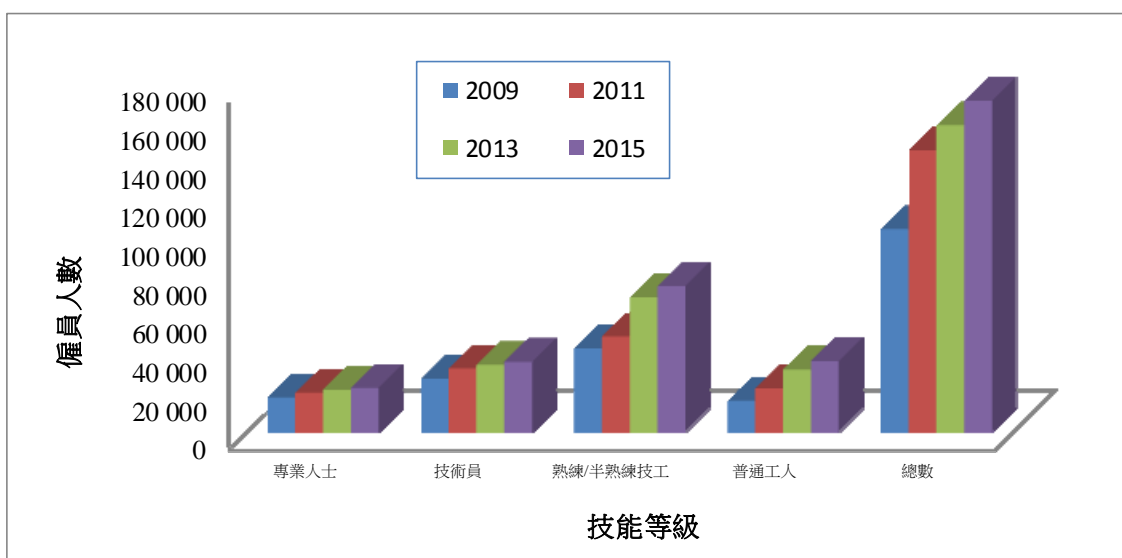
3.4 圖 3.2 及圖 3.3 展示過去七年各分類機構不同技能等級的僱員人數趨勢。

圖 3.2 各分類機構僱員人數（2009、2011、2013 及 2015 年）



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		

圖 3.3 各技能等級僱員人數（2009、2011、2013 及 2015 年）



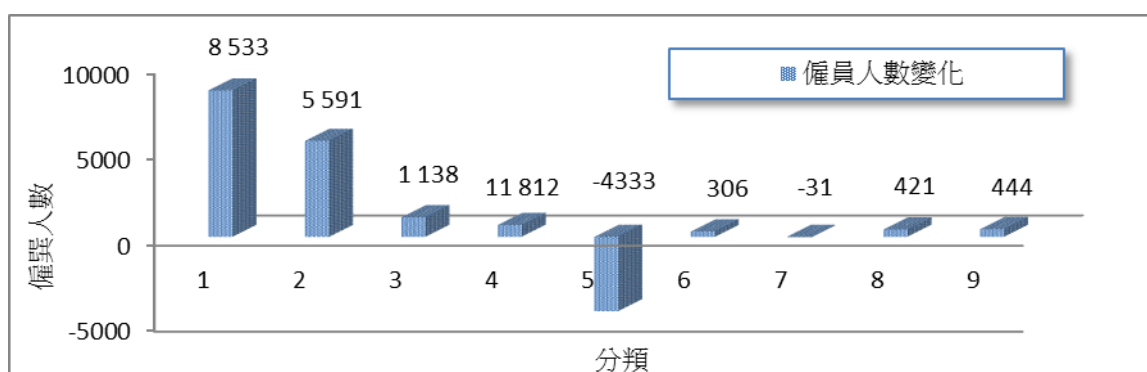
2013 與 2015 年人力變化

3.5 表 3.1 顯示，業內的技術人力總數由 2013 年的 159 142 人增至 2015 年的 171 893 人，共增加 12 751 人（增幅為 8.01%）。各分類機構中，只有特種工程承建商及主要私人地產發展商的人力錄得跌幅；而已動工的建築地盤、已動工的土木工程及其他地盤、新建造工程承建商及培訓機構（包括管業處）及公用事業等的人力則分別增加逾 11%。而錄得人力跌幅的特種工程承建商及主要私人地產發展商（約分別為 4%和 30%），相信主要原因是由於近年來建築地盤的人力需求不斷增加，令到越來越多從事這兩項分類工作的僱員駐守建築地盤的時間比駐守辦公室的時間長（因此，原屬於這些分類的人力便轉移記錄在建築地盤的分類上，即是分類一至三），這也部份解釋了建築地盤（即是分類一至三）人力增加的原因。

表 3.1 各分類機構僱員人數變化（2013 年與 2015 年）

分類	2013 年 調查	2015 年 調查	增加/ 減少	百分比 轉變
1. 已動工的建築地盤	43 489	52 022	8 533	19.62
2. 已動工的土木工程及其他地盤	31 138	36 729	5 591	17.96
3. 新建造工程承建商	9 750	10 888	1 138	11.67
4. 裝修、維修及保養工程承建商	29 237	29 919	682	2.33
5. 特種工程承建商	14 035	9 702	-4333	-30.87
6. 建築、測量及工程服務公司	15 202	15 508	306	2.01
7. 主要私人地產發展商	756	725	-31	-4.10
8. 培訓機構（包括管業處）及公用事業等	2 814	3 235	421	14.96
9. 政府部門（僱有建築工人）	12 721	13 165	444	3.49
總數	159 142	171 893	12 751	8.01

圖 3.4 各分類機構僱員人數變化（2013 年與 2015 年）



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		

2013 與 2015 年各類職務人力變化

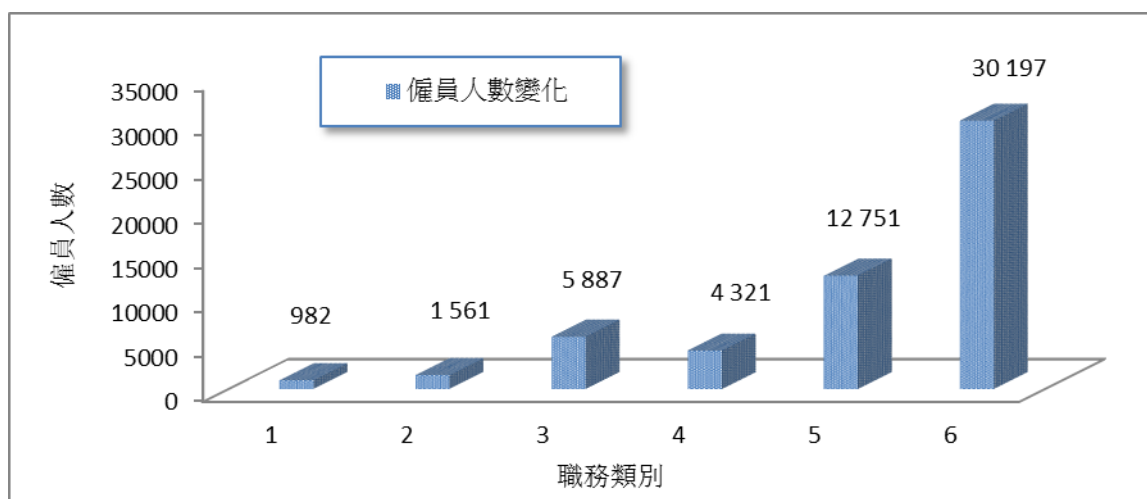
3.6 表 3.2 顯示，2015 年業內的總人力為 171 893 人，當中 22 924 人（13.34%）為專業人士／技師，36 414 人（21.18%）為技術員，75 755 人（44.07%）為熟練／半熟練技工，36 800 人（21.41%）為普通工人。所有技能等級均錄得人力增長。下表比較 2013 與 2015 年調查的人力結構。

表 3.2 各類職務僱員人數變化（2013 年與 2015 年）

職務類別	2011 年 3 月 (%)	2013 年 3 月 (%)	增加／減少	百分比轉變
專業人士／技師	21 942 (13.79)	22 924 (13.34)	982	4.48
技術員	34 853 (21.90)	36 414 (21.18)	1 561	4.48
熟練／半熟練技工	69 868 (43.90)	75 755 (44.07)	5 887	8.43
普通工人	32 479 (20.41)	36 800 (21.41)	4 321	13.30
技術僱員總數	159 142 (100.00)	171 893 (100.00)	12 751	8.01
非技術僱員總數*	51 196	81 393	30 197	58.98

（註*：非技術僱員是服務於土木工程及建築業，但從事非土木工程及建築範疇工作的員工，如會計、人事、或其他行政及支援工作的人士。）

圖 3.5 各類職務僱員人數變化 (2013 年與 2015 年)



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 2013 年 3 月 159 142 人，增加至 2015 年 3 月 171 893 人，增幅為 8.01%，大致能反映出調查期間本業的實際人力情況。自上次（2013 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。然而，增長速度漸趨緩慢。

空缺額變化

3.8 據僱主報稱，調查期間建造業及相關行業的空缺共有 5 656 個（2013 年有 4 890 個），佔業內技術人力總數約 3.29%。當中，專業人士／技師級的空缺有 396 個（1.73%），技術員級空缺有 829 個（2.28%），熟練／半熟練技工級空缺有 3 654 個（4.82%），而普通工人級空缺則有 777 個（2.11%）。各技能等級的空缺摘要見下表，而各主要職務的空缺分佈詳情則載於附錄 1 表 4。

表 3.3 各技能等級的空缺分佈情況

技能等級	空缺額	
	2013 年 (%)	2015 年 (%)
專業人士／技師	512 (2.33)	396 (1.73)
技術員	842 (2.42)	829 (2.28)
熟練／半熟練技工	2 824 (4.04)	3 654 (4.82)
普通工人	712 (2.19)	777 (2.11)
總數	4 890 (3.07)	5 656 (3.29)

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¹

3.9 據僱主報稱，調查期間建築業及相關行業共有 2 588 名受訓者（2013 年有 687 名）（這數字僅代表調查日的培訓情況，不應與全年員工的實際受訓者人數混淆），佔業內僱員總數約 1.51%。當中專業人士／技師級的受訓者共 961 名（4.19%），技術員級共 1 372 名（3.77%），而熟練／半熟練技工級則有 255 名（0.34%）。與上次調查相比，相應的數字皆比前增加，反映僱主願意提供更多學習及培訓機會給年輕的僱員。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佈詳情則載於附件 1 表 4。

表 3.4 各技能等級受訓者分佈情況

技能等級	受訓者人數	
	2013 年 (%)	2015 年 (%)
專業人士／技師	399 (1.82)	961 (4.19)
技術員	222 (0.64)	1 372 (3.77)
熟練／半熟練技工	66 (0.09)	255 (0.34)
普通工人	0 (0.00)	0 (0.00)
總數	687 (0.43)	2 588 (1.51)

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，50% 同一技能等級僱員 2015 年的平均月入水準曲線超越 2013 年的曲線，顯示 2015 年各級大部分僱員的平均收入均較 2013 年為高。比較 75% 同一技能等級僱員累積百分點，依收入增幅以遞減次序排列，次序分別為普通工人，技能和半熟練工人，技術人員和專業人士/技師。（詳細資料見附件 1 表 5）。

¹ 亦請參閱分段 2.8 部分

圖 3.6 (a) 專業人士／技師每月平均收入(按僱員百分比顯示)

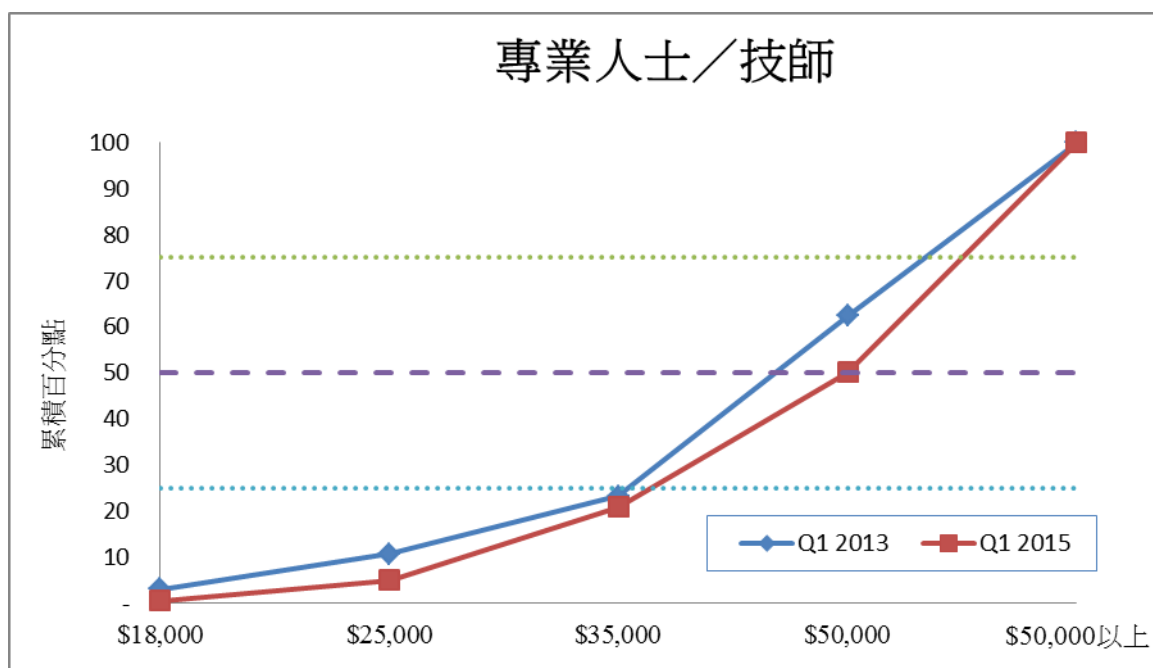


圖 3.6 (b) 技術員每月平均收入(按僱員百分比顯示)

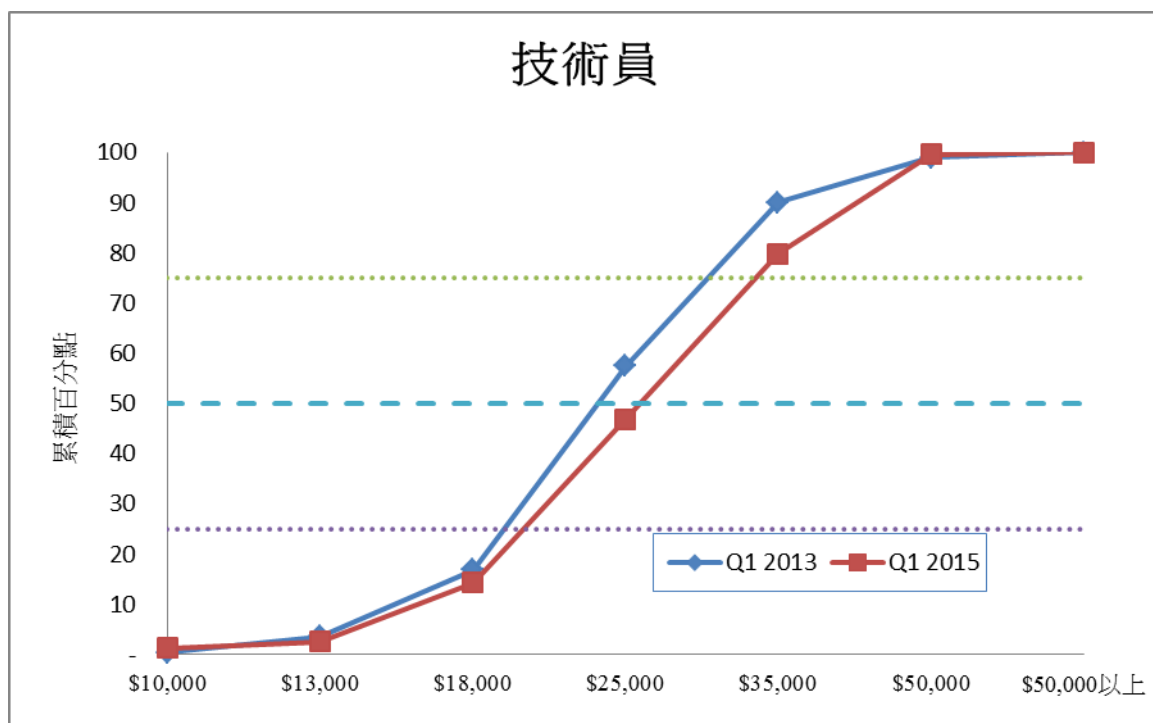


圖 3.6 (c) 熟練／半熟練技工每月平均收入（按僱員百分比顯示）

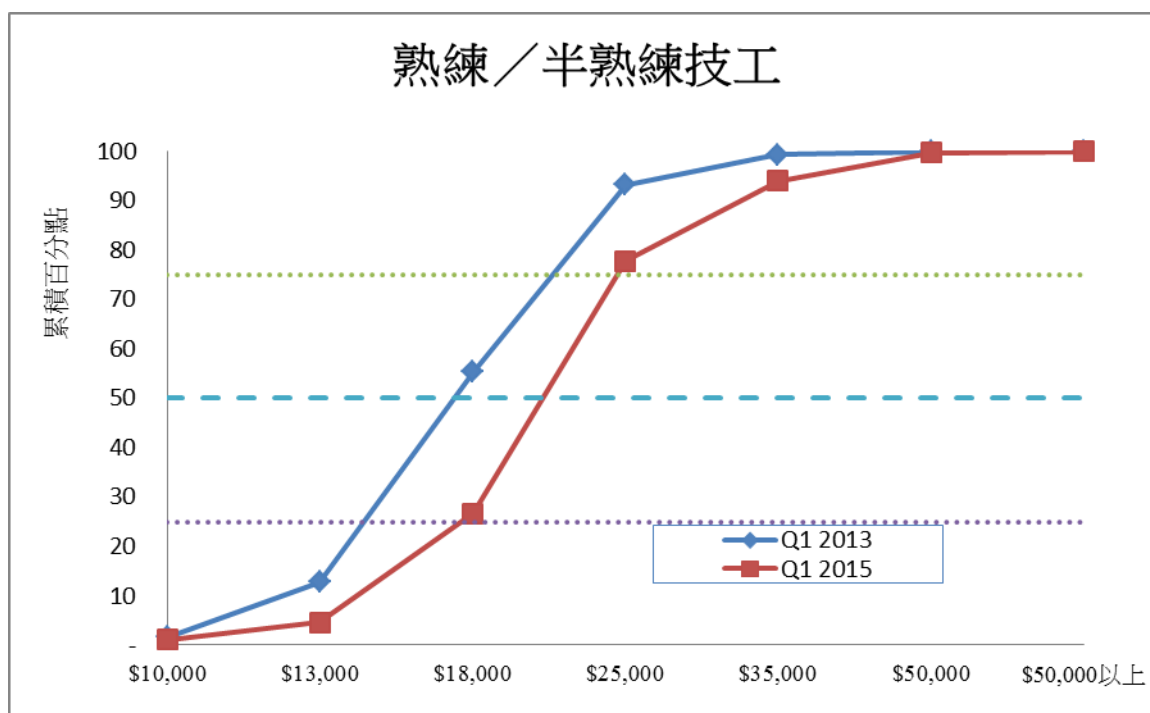
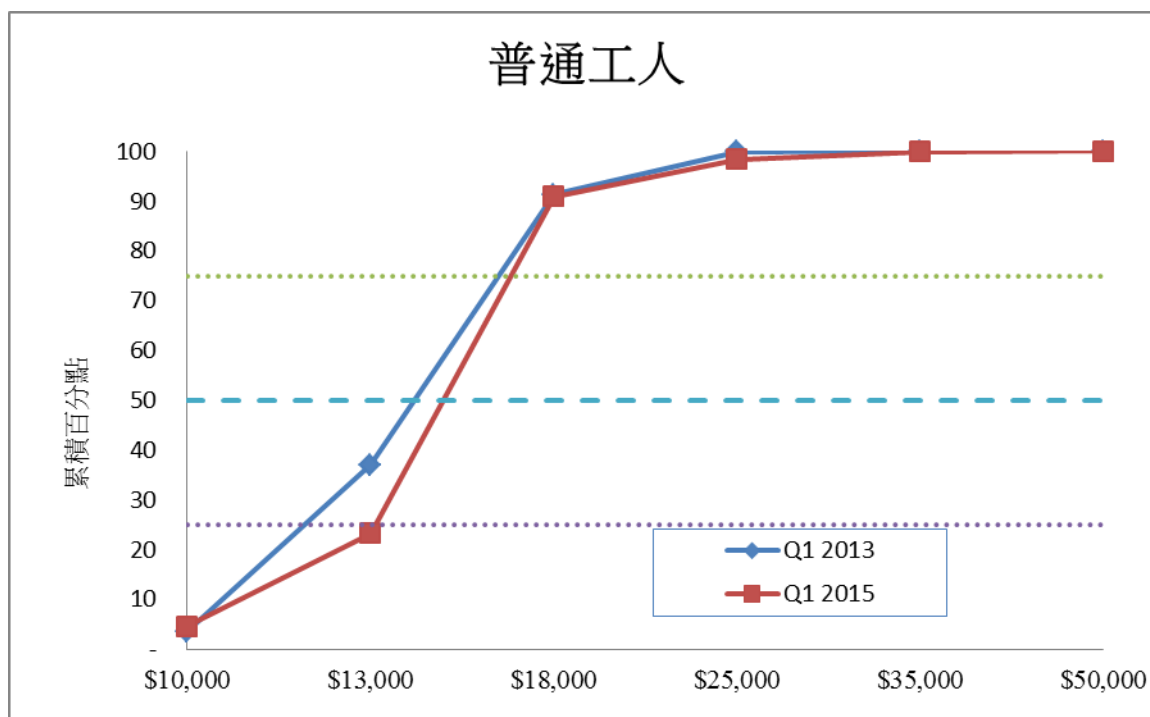


圖 3.6 (d) 普通工人每月平均收入（按僱員百分比顯示）



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，預期環球及本港經濟前景不明朗，但另一方面，香港政府仍一直致力協助本業持續發展，並著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) 全球經濟正步向一個不明確的前景。雖然美國的經濟狀況已漸趨穩定，但是歐元區不但沒有如美國般出現經濟復蘇的局面，反而正飽受通縮的威脅，尤其是希臘和西班牙的情況，至為嚴重。令人擔心的是螺旋式通縮會持續漫延至整個歐元區。此外，社會和政治不穩，如大量中東難民湧入歐洲地區等問題，也延續了歐洲經濟的頹勢。而其他地區，特別是東亞洲/太平洋地區及拉丁美洲等國家，國內生產總值增長率分別估計為每年約 4 - 5% 及 3 - 4%。這些國家相對動盪比較少，故此預計未來兩年的經濟情況會較為穩定。
- (ii) 另一方面，中國在未來數年將進一步帶動世界經濟脈膊，成為全球經濟發展的主要關鍵因素之一。事實上，隨著中國經濟逐步開發，13 億人的巨大內需潛力令中國經濟正面臨一個結構調整性的過渡時期。估計未來中國在發展製造業的同時，會加快其在服務性行業的發展。當前雖然中國經濟出現與昔日高速增長反差明顯的下行趨勢，但未來數年中國國民生產總值（GDP）預計仍可以維持每年 6%~8% 的中速增長。所以，中國經濟發展的前景會是一片光明的。由於香港經濟無可避免是一定會受內地的經濟形勢影響，預計未來數年經濟也將略帶放緩，但仍有可為。惟鑑於上述外圍經濟的不明朗因素，預測香港未來的經濟前景為“穩定，但需謹慎小心”。

香港政府積極進行的本地基建發展項目

- 3.11 (b) 多年來，香港政府一直致力於投資於大規模的開發項目，如十大基建計劃，各項跨境設施和交通基礎設施項目，以擴大香港的經濟腹地，增強香港的公路和鐵路網絡。這些項目包括廣深港高速鐵路(香港段)，港珠澳大橋，蓮塘/香園圍口岸，中環灣仔繞道香港段以及各項港鐵鐵路建設工程，例如南港島線（東段）、沙中線和觀塘線延線。上述各項建造工程的項目現正如火如荼興建中。
- 3.11 (c) 在土地規劃及開發基礎設施項目上，政府現時不停檢視現行空置、作短期租約或其他不同的短期或政府用途的政府土地，並與各界人士，例如專業團體、環保團體、地區人士、青年學生等討論土地及基建發展的策略和可行方案，以配合香港的最新需要。此外，針對市民住屋質素愈來愈下降，狹窄的居住空間以及缺乏各種社福設施等等的問題，政府未來亦會在土地規劃時，根據香港的最新需要興建各種社福設施如學校，醫院，圖書館，體育館，游泳池和社區會堂以應付日益增加的需求。相信未來政府還會希望通過興建公園，自行車道和綠化工程等等的公休閒設施，為市民提供更好的生活環境和質素。

香港近年的建築環境

- 3.11 (d) 近年香港土地供應和社會需要出現嚴重的落差，故此，相信未來政府施政核心都會集中於改變土地長期供不應求的現狀，並就香港的房屋問題推出一連串措施，希望扭轉供求失衡的問題。事實上政府於 2013 年公佈的長遠房屋策略（長策）中已提及未來 5 年，預計共有 77 100 個公屋單位落成，並且未來

10 年亦維持每年平均興建約 20 000 個公屋單位的目標。

- 3.11 (e) 另一方面，為協助中低收入家庭置業，推算港府將銳意加建居屋，估計至 2023 年將會有 80 000 個居屋單位落成。而私人住宅數目估計至 2023 年亦將會新增大約 188 000 個。

與勞動力市場有關的問題

- 3.11 (f) 面對多項大型工務工程的展開，加上需要繼續興建大量房屋和工商業樓宇，建造業對人力的需求十分殷切。但近幾年年青人入行不足。有見及此，過往幾年政府不斷注資於業界，希望增強建造業的人力資源，從而解決技術錯配和新人入行不足的問題。惟部分工種的人力資源非常吃緊，特別是技術工種。估計未來政府除了會繼續加強宣傳推廣工作以及優化行業的工作環境和文化外，更會積極透過修改法例，以便實施專工專責及按技能註冊的要求，確認建造業工人的技術水平，為他們提供清晰的晉升階梯，令從業員擁有事業發展的機會。
- 3.11 (g) 與此同時，政府一直與建造業議會及業界攜手，推動建造業健康發展。隨着《建造業工人註冊條例》在 2014 完成修訂，建造業工人註冊制度將會在 2017 年起落實「專工專責」的規定，建造業技術工人從此須按其技能註冊，有助進一步提升建造工程質素和業界工人的專業形象，並吸引更多新人入行。

第四章

建議

概要

4.1 全球經濟正步向一個不明確的前景。雖然美國及世界多個地區的經濟狀況已漸趨穩定，但歐洲的經濟增長卻仍疲弱。另一方面，雖然中國的全年預計 GDP 增長仍會維持在 6% 至 8%，但經濟結構亦將踏入轉型階段。因此，可以預見香港未來一年的經濟增長和發展不會太明朗。但整體來說，仍具挑戰性。

4.2 然而，香港政府一直致力投資大規模的建設項目，如十大基建、跨境設施、交通基礎設施項目、廣深港高速鐵路、港珠澳大橋、蓮塘/香園圍口岸、中環灣仔繞道以及南港島線（東段）、沙中線和觀塘線延線等。再加以上政府承諾會為香港居民開發足夠的新公屋和私人住宅單位及建造相應的配套設施。預計建造業將繼續在未來幾年內有長足的發展。

4.3 另一方面，政府較早時推出一系列措施，為本業提供大量就業機會。有關措施已初見成效。隨著政府推出的多項本地基建項目陸續進入發展高峰期，本會預測未來數年土木工程及建築業將出現更多就業機會。審慎估計，本業的前景仍相當樂觀。

4.4 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，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日趨重視，要求日益嚴格。業界須不斷為在職僱員提供培訓機會，提升相關的技術、安全及法律知識。

未來人力培訓需求

4.5 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。

4.6 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

¹ 見頁 viii 的「釋義」

濾分析法」[Adaptive Filtering Method, AFM] 預測 2016 至 2018 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（2016 至 2018 年）

技能等級	預測每年人力培訓需求（人數）
專業人士／技師	1 000 – 1 250
技術員	1 350 – 1 650
熟練／半熟練技工	6 000 – 7 000

4.7 隨著大型基建項目及其他建築工程陸續開展，建造工程將長期處於高輸出水平。

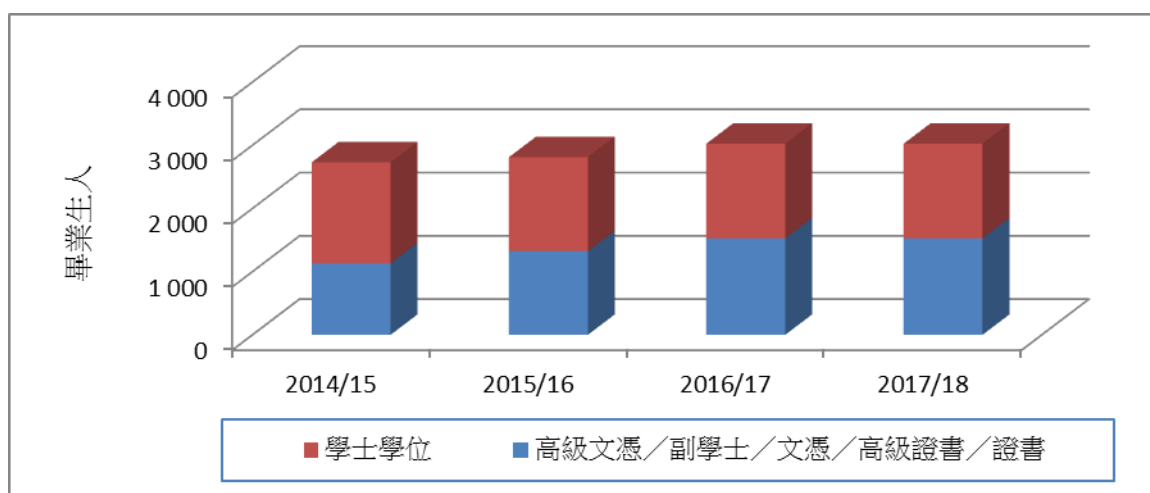
人力供求分析

4.8 以下主要是按教育程度，評估 2014 至 2018 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 2014/15 至 2017/18 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			
	2014/15	2015/16	2016/17	2017/18
學士學位	1 134	1 323	1 527	1 527
高級文憑／副學士／文憑／高級證書／證書	1 596	1 489	1 497	1 497
總數	2 730	2 812	3 024	3 024

圖 4.1 畢業生人數



4.9 專業人士/技師級別供求：從表 4.1 及表 4.2 可見，完成學位課程的本地畢業生人數比本會推算每年在專業人士/技師級別中所需培訓的人數為低。從海外回流的畢業生，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。

4.10 技術員級別供求：本會預計有關畢業生人數應大致可應付未來三年在技術員別的人力需求。惟部分畢業生會繼續進修，另有一部分會投身土木工程及建築業以外行業。不足的需求人數會由內部晉升的技工級僱員填補。

4.11 熟練/半熟練技工級別供求：本會及 CIC 均同時預測未來五年內本業仍將面對人力短缺的問題，尤其是熟練/半熟練技工，將面臨嚴重人力不足。為應付這嚴峻需求，必須不斷吸引及培養更多新血加入這個行業，成為熟練/半熟練工人。中學畢業生將會是主要吸引對象。相關的技能培訓主要由 CIC 提供。CIC 亦須多方面檢討及更新有關課程，以滿足業界日新月異的培訓需求。但要在短期內完全滿足需求，培育出大量熟練技工，有關的培訓仍存在某程度的局限及挑戰，其中包括導師數量、培訓時間（尤其把半熟練技工培訓成為熟練技工的時間）及因調配部分熟練技工培育半熟練技工而引致現有土木工程及建築業從業員的生產力降低等可能出現的問題需面對及處理。

表 4.3 2015 及 2016 年 CIC 預計提供的訓練名額

課程	年份	
	2015	2016
CIC 本部課程		
全日制基本工藝證書/ 成人短期課程	5,422	5,335
全日制建造業監工/ 技術員課程及 強化建造業監工/ 技術員課程	799	680
合作培訓計劃	2,750	2,250
進階工藝培訓計劃—先導計劃	350	650
總數	9,321	8,915

專業人士／技師訓練

4.12 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

4.13 為向工科畢業生提供更有系統的實務訓練機會，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

4.14 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

4.15 CIC 及 IVE 均為土木工程及建築業熟練技工開辦各類工種的課程。鼓勵僱主資助其見習生、學徒及在職員工修讀相關課程，以更新及提升他們的技能及知識，為未來的事業發展鋪路。

4.16 CIC 已實施多項培訓計劃，培訓半熟練工人。CIC 開辦的課程包括一年制基本工藝課程、全日制成入短期課程及建造業監工/技術員培訓課程。

4.17 為應付與日俱增的培訓需求及多元化的培訓模式，CIC 與承建商合作，推出多類合作培訓計劃，以培養更多半熟練工人加入建造行業。合作內容是由承建商在他們工地上提供培訓，並由 CIC 監督下進行。學員每月將獲得培訓津貼，而承建商則獲訓練員的工資及相關行政費用的補貼。CIC 最近開辦新的合作培訓計劃以培訓半熟練技工為熟練技工。

與土木工程及建築業相關的機構

建造業議會

4.18 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，負責集合業界的力量，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。CIC 轄下設立建造業訓練委員會 [CITB]，負責監督所有相關培訓及發展的活動。

4.19 CIC 有三所培訓中心及一些訓練場去訓練建造業技術員、技工及操作員。而位於九龍灣的管理及安全訓練中心，則主力開辦部分時間制的持續進修課程，包括與技能提升、技術及管理 and 安全相關的課程，提供予現建造業從業員。CIC 亦為現建造業技工開辦有關職業安全及技能培訓課程，讓他們於工餘時間學習，而這些課程獲得僱主贊助。同時，CIC 亦極力鼓勵僱主協助員工提升有關技能。在 2014，超過 7 萬現建造業從業員參與 CIC 的部分時間課程。

4.20 CIC 除了舉辦如上文第 2 及 3 段所述關於培訓半熟練工人的各項計劃外，還推出一個新的培訓計劃「進階工藝培訓計劃—先導計劃」，以培訓半熟練技術工人成為熟練技術工人。有關計劃獲發展局的支持及由 2015 至 2016 年共提供 1000 個培訓名額去紓緩建造業技術工人人手不足。

4.21 CIC 不但提供培訓課程，還為熟練及半熟練工人和機械操作員分別舉辦工藝測試、中級工藝測試和機械操作測試。大部分工藝測試和中級工藝測試於香港仔工藝測試中心及大埔訓練場舉行。

建造業工人註冊制度

4.22 CIC 轄下的建造業工人註冊委員會[CWRB]負責執行建造業工人註冊制度。

4.23 本港的建造業工人註冊制度於 2005 年 12 月 29 日開始實行。使建造業工人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 2015 年 8 月，已註冊工人的數目如下：

(i) 熟練技工	108 762
(ii) 熟練技工（臨時）	485
(iii) 半熟練技工	21 730
(iv) 半熟練技工（臨時）	82
(v) 普通工人	225 024
總數：	<u>356 083</u>

免責聲明： 註冊工人當中，有部分已經離開建築行業；另有部分從業員因只參與小型裝修及維修工程，可能不被包括在此調查中；亦有部分從業員因在「調查日」當天沒有開工，因此亦不被包括在此調查內。

僱員再培訓局

4.24 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

4.25 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

4.26 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

4.27 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

4.28 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。

4.29 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。

「職」學創前路先導計劃

4.30 行政長官於 2014 年的施政報告中提出會採取措施加強職業教育，計劃由職業訓練局推出以「先聘請、後培訓」的培訓試點計劃（例如：「職」學創前路先導計劃），希望透過有系統的學徒訓練計劃以及清晰的晉昇階梯，能夠吸引及挽留年輕人加入人手短缺的行業。而培訓試點計劃更特別針對相關行業中講求專業知識及高技能水平的工種（包括土木工程及建築業某些特殊工種），希望

解決行業中專業及熟練技工人手短缺的問題。

其他土木工程及建築業團體

4.31 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

4.32 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

4.33 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。

4.34 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。

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

專業操守與行為／工作態度

4.36 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為有關。本地僱主必須加強僱員在這方面的培訓，為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

4.37 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，CIC 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。

建築資訊模型

4.38 建築資訊模型（BIM）是建築學、工程學及土木工程的新工具。它同時具有建築或工程生命週期管理及3D 幾何模型資料。BIM 推出後備受歡迎，近年來已被廣泛應用在不少大型建築項目上。例如：自2006年起，房屋委員會（房委會）已開始廣泛使用 BIM。可以預見，BIM 必將成為建築業從業員所必需具備的基本能力之一。因此，必須加強有關方面的培訓。

建議

4.39 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) 培訓機構應繼續培訓土木工程及建築業行業的熟練/半熟練技工、技術員及專業人員/從業者，並致力提升本業現有勞工的技術和能力，以應付在未來數年日益嚴重的人手短缺問題。
- (ii) 僱主需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以及於地盤積極向員工推行穿上適當的工作服，從而提升形象，提高工作效率/效益及改善職業安全。
- (iii) 在2011年，政府與 CIC 合作，推出了「Build升宣傳計劃」，以提升建造業的形象。而在2014年，VTC推出了「職」學創前路先導計劃，結合有系統的課堂學習和在職訓練，提供清晰的進階路徑，助年輕人投身人力需求殷切的行業(包括土木工程及建築業行業)。結果顯示不少人，特別年輕人都被這兩項計劃吸引，願意加入這個行業。因此，有關的推廣和宣傳活動應該繼續加強，以吸引更多新血加入這行業。業界亦需向公眾提供有關資訊，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）介紹這行業。
- (iv) 各持份者需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) 各持份者需要關注職業安全和健康，特別是工人的福祉。
- (vi) 在規劃大型建築及土木工程項目時，有關當局／機構需將重點放在長遠規劃上，以確保本業能穩定及持續發展。
- (vii) 僱主需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 CIC 的註冊要求。
- (viii) 僱主，特別是顧問公司需要提供更多支持予實習方面，如提供更多的支持師友，工作見習，讓學生/受訓者能在職場上獲得實際的工作經驗。
- (ix) 僱員需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。

- (x) 培訓機構需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，從而裝備畢業生，令他們有能力根據現有法律及規則應付本地／海外的工程項目。
- (xi) 培訓機構需增加培訓名額，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，並加強建築資訊模型及有關方面的培訓。
- (xii) 本會建議於2017年再進行人力調查，以密切監察本業的人力供求情況。

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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 September 2015)
(2015年9月30日)

Chairman
主席

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

Members
委員

Mr Edward SHEN
沈埃迪先生
(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)
(香港機電工程商聯會提名)

Mr KWOK Tung-keung
郭棟強先生
(nominated by the Hong Kong General
Building Contractor Association)
(香港建築業承建商聯會提名)

Ir. Dr. CHENG Yung-ming
鄭榕明博士、工程師
(nominated by a local tertiary institution)
(本地某大專院校提名)

Ir CHEUNG Yiu-sun, Wilson
張耀新工程師
(nominated by a civil/structural
engineering consulting firm)
(某土木／結構工程顧問公司提名)

Cr. CHUNG Koon-man
鍾冠文營造師
(nominated by the Hong Kong Institute of
Construction Managers)
(香港營造師學會提名)

Mr. IP Kai-yin
葉啟賢先生
(nominated by the Hong Kong Federation
of Electrical and Mechanical
Contractors)
(香港機電工程商聯會提名)

Ir. YIU Chi-sang, Andy
饒智生工程師
(nominated by the Hong Kong
Construction Association)
(香港建造商會提名)

Dr. LO Siu-ming
盧兆明博士
(nominated by a local tertiary institution)
(本地某大專院校提名)

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)
Mr. NG Yau-ye, Peter 伍又宜先生	(Ad personam) (獨立人士)
Ir. Dr. PANG Yat-bond, Derrick 彭一邦博士、工程師	(nominated by the Construction Industry Council) (建造業議會提名)
Mr. Kyran SZE 施家殷先生	(Ad personam) (獨立人士)
Sr KAM Ka-fai, Raymond 甘家輝測量師	(nominated by the Hong Kong Institute of Surveyors) (香港測量師學會提名)
Mr. WONG Kin-sun, Hermes 黃建新先生	(nominated by a building/civil engineering contracting firm) (某建築／土木工程承建商提名)
Mr. WONG Ping 黃平先生	(nominated by a worker union of the industry) (業內某工會提名)
Mr. LAU Ching-kwong, Wallace 劉正光先生	representing the Director of Housing 房屋署署長代表
Ir. TANG Kai-yan, Alan 鄧啟恩工程師	representing the Secretary for Development 發展局局長代表
Mr YUEN Tsz-lok, Murphy 袁子諾先生	representing the Commissioner for Labour 勞工處處長代表
Ms. YU Po-mei, Clarice 余寶美女士	representing the Director of Buildings 屋宇署署長代表
Ir. Dr. CHAN Wan-ching, Lawrence 陳雲青博士、工程師	representing the Executive Director of the Vocational Training Council 職業訓練局執行幹事代表

In Attendance

列席者

Ir. Dr. LAU Chi-keung, Jackson 劉志强博士、工程師	(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 Pro-Act 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 IVE and Pro-Act 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 element.
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, including employers, employers' associations, trade unions, professional institutions, training and educational institutions and government departments, on matters pertaining to the development and promotion of vocational education and training in the industry.
11. To organise 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 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)、卓越培訓發展中心提出建議。
5. 就 IVE、卓越培訓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 2015 Manpower Survey
of the Building and Civil Engineering Industry**
土木工程及建築業
2015 年人力調查工作小組成員名單

Chairman
主席

Mr. NG Yau-ye, Peter (Ad personam)
伍又宜先生 (獨立人士)

Members
委員

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

Ir Dr CHENG Yung-ming (a local tertiary institution)
鄭榕明博士、工程師 (本地某大專院校)

Mr. IP Kai-yin (Hong Kong Federation of Electrical and
葉啟賢先生 Mechanical Contractors)
(香港機電工程商聯會)

Mr. LAM Kin-wing, Eddie (Hong Kong Construction Association)
林健榮先生 (香港建造商會)

Dr Thomas TONG (Construction Industry Council)
湯健麟博士 (建造業議會)

Ir. MAK Shu-hei (Hong Kong Institution of Engineers)
麥樹熹工程師 (香港工程師學會)

Ir HUNG Chun-leung, Venice (Construction Industry Council)
洪進梁工程師 (建造業議會)

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

Sr KAM Ka-fai, Raymond (Hong Kong Institute of Surveyors)
甘家輝測量師 (香港測量師學會)

Ir YIU Chi-sang, Andy (Hong Kong Construction Association)
饒智生工程師 (香港建造商會)

Mr. WONG Ping (a worker union of the industry)
黃平先生 (業內某工會)

Ir. Dr. LAU Chi-keung, Jackson
劉志強博士、工程師

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Secretary

秘書

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2015 Manpower Survey of the Building & Civil Engineering Industry

Sampling Plan

(Based on Q3/2014 to Q1/2015 for branches 1&2 and HSIC v.2.0 for branches 3-6)

土木工程及建築業 2015 年度人力調查

抽樣方案

(分類一及二根據 2014 年第 3 季至 2015 年第 1 季記錄，分類三至六根據香港標準
行業分類 2.0 版)

<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	-	-	1 327	1.000	1 327
		Sub-total 小計		1 327		1 327
2	Sites - Civil Engineering and Other Sites 地盤 - 土木工程地盤	-	-	564	1.000	564
		Sub-total 小計		564		564
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	1 556	0.050	79
		5-9	2	470	0.200	94
		10-19	3	285	0.066	20
		20-49	4	239	0.126	30
		50-99	5	37	0.264	10
		100 & over (100 及以上)	6	75	1.000	75
		Sub-total 小計				2 662
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	9 987	0.014	144
		5-9	2	1 126	0.068	77
		10-19	3	284	0.186	53
		20-49	4	110	0.245	27
		50-99	5	10	1.000	10
		100 & over (100 及以上)	6	8	1.000	8
Sub-total 小計				11 525		319
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	4 253	0.015	64
		5-9	2	954	0.034	32
		10-19	3	368	0.052	19
		20-49	4	181	0.103	19
		50-99	5	35	0.500	22
		100 & over (100 及以上)	6	9	1.000	9
Sub-total 小計				5 800		165

<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	1 491	0.010	15
		5-9	2	263	0.030	8
		10-19	3	141	0.050	8
		20-49	4	95	0.150	14
		50-99	5	29	0.333	10
		100 & over (100 及以上)	6	41	1.000	41
	Sub-total 小計			2 060		96
7 *	Estate developers 地產發展商			61	1.000	61
		Sub-total 小計			61	
8 *	Training/educational institutions and utility companies 培訓機構及公用事業公司			36	1.000	36
		Sub-total 小計			36	
9 *	Government departments 政府部門			16	1.000	16
		Sub-total 小計			16	
Total for all branches 所有分類總計				24 050		2 892

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

2015 ManPower Survey of Building and Civil Engineering Industry
Analysis of Result of Enumeration (ALL Branch)
 土木工程及建築業2015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	665	285	190	224	105	56	19	25	13	1582
Partial Response 部分填覆	6	0	4	1	4	2	0	1	0	18
Completed Without Manpower 沒有技術人員常駐	384	144	0	0	0	0	0	0	0	528
Merged with Other Establishment 與其他公司合併	27	10	0	1	0	0	0	0	0	38
Closed 結業	0	0	9	5	4	1	0	0	0	19
Duplication 重覆	3	0	0	0	0	0	0	0	0	3
Moved, Address Cannot be Located/Untraceable 已搬遷/無法確定地址	0	0	5	15	9	0	0	0	0	29
Not Engaged in Specific Trade 並非從事有關行業	0	0	6	8	8	4	1	0	0	27
No Technical Manpower 沒有技術僱員	33	33	3	5	5	1	21	3	1	105
Not Yet Start Operation 仍未開業	13	1	0	0	0	0	0	0	0	14
Registered Office/Corresponding Address 註冊辦事處/通訊地址	0	0	4	2	1	1	4	0	0	12
Suspending Work 暫停施工	109	25	0	0	0	0	0	0	0	134
Temporary Ceased 暫時停業	0	0	21	19	10	0	1	0	0	51
Non-contact 無法接觸	83	60	61	33	19	21	11	6	2	296
Refusal 拒絕回覆	4	6	5	5	0	10	4	1	0	35
Door-locked 大門上鎖	0	0	0	1	0	0	0	0	0	1
Total 總數	1327	564	308	319	165	96	61	36	16	2892

CONFIDENTIAL	填入數據後即成
WHEN ENTERED WITH DATA	機密文件

VOCATIONAL TRAINING COUNCIL
 職業訓練局

THE 2015 MANPOWER SURVEY OF THE BUILDING AND CIVIL ENGINEERING INDUSTRY
 土木工程及建築業二〇一五年人力調查

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 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: _____ TOTAL NUMBER OF PERSONS ENGAGED: _____
 機構名稱 僱員總人數

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
1 2 3 4 5 6 7 8 9 0	1 2 3 4	1 2 3 4	1	1 2 3 4 5 6 7 8 9 0

- Project Type : (1) Site formation, piling and related formation work
 (2) Erection of superstructure including construction of basement
 (3) Civil engineering
 (4) Fitting out, repair and maintenance to existing premises

(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 as at Survey Reference Date (Not applicable to sites) 統計日期 的僱員人數 (不適用於 地盤)	(D) Number of Persons Engaged at Your Establishment/Site as at Survey Reference Date (excl. trainees) 於統計日期在貴機構/地盤工作的總人數 (受訓者除外)			(E) ¹ No. of Vacancies as at Survey Reference Date (excluding trainees) 統計日期 的空缺額 (受訓者 除外)	(F) ² No. of Trainees as at Survey Reference Date 統計日期 的受訓者 人數	(G) ³ No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期 正進修 兼讀課程 培訓人數	Column B Enter into column B employees' average monthly income range according to the following codes: 請將僱員每月平均收入幅度按照下列 編號填入 (B) 欄內:	
Job Title 職稱	Rec. Type	Code 編號	Code 編號	12-15	16-19	20-23	24-27	28-30	31-33	34-36	Code 編號	Average Monthly Income Range 每月平均收入幅度
		8-10	11									
1	2										1.	\$10,000 or below 或以下
2	2										2.	\$10,001 - \$13,000
3	2										3.	\$13,001 - \$18,000
4	2										4.	\$18,001 - \$25,000
5	2										5.	\$25,001 - \$35,000
6	2										6.	\$35,001 - \$50,000
7	2										7.	Over \$50,000 以上
8	2											
9	2											
10	2											
11	2											
12	2											
13	2											
14	2											
15	2											
16	2											
17	2											
18	2											
19	2											
20	2											
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25	2											
26	2											
27	2											
28	2											
29	2											
30	2											
31	2											
32	2											
33	2											
34	2											
35	2											
36	2											
36	2											
37	2											
38 ⁴	2											

Foot Note:

- Please refer to the survey reference date shown on the front page.
請參閱首頁所示的統計日期
- The term 'trainees' includes all trainees, apprentices and trainees under internship (with employment contracts)
「受訓者」包括正在接受各種訓練的人士、學徒及已簽訂僱傭合約的實習學員。
- This column (G) only includes employer-sponsored training
這欄 (G) 只包括正在接受各種由僱主贊助訓練的僱員。
- If additional lines are necessary, please tick here and enter on supplementary sheet(s).
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 2015 MANPOWER SURVEY OF THE
BUILDING AND CIVIL ENGINEERING INDUSTRY
土木工程及建築業二〇一五年人力調查
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。(不適用於地盤)

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

貴機構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 establishment's forecast number of employees to be recruited locally in the next 12 months.

請填寫貴機構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

Questions 3 and 4 collect information on the number of qualified Land Surveyors and Landscape Architects.

問題 3 及 4 搜集已註冊為專業會員的土地測量師及園境師數目。

3. Please indicate the number of land surveyors registered in Hong Kong Institute of Surveyors (HKIS) as Professional Grade members (FHKIS/MHKIS) in your establishment.

請列出在貴機構工作已註冊為香港測量師學會 (HKIS) 專業會員 (FHKIS / MHKIS) 的土地測量師數目。

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20

4. Please indicate the number of landscape architects registered in the Hong Kong Institute of Landscape Architects (HKILA) as Fellow/Professional members in your establishment.

請列出在貴機構工作已註冊為香港園境師學會 (HKILA) 資深會員 (Fellow Members) 或專業會員 (Professional Members) 的園境師數目。

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24

Question 5 collect relative percentage of the origin of work. (Only applicable to companies engaging in construction/real estate-related architectural, surveying and project engineering services)

問題 5 搜集工作來源地的相對百分比。(只適用於從事建造及地產活動相關的建築、測量及工程服務公司)

5. Please indicate the relative percentage of your firm's manpower who are engaging in work originated from within and outside Hong Kong.

請填寫貴機構參與來自香港及香港以外工作人員的相對百分比：

Work originated from Hong Kong %
來自香港的工作 28

Work originated outside Hong Kong %
來自香港以外的工作 31

For Official Use Only 此欄毋須填寫	Q1	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Q2	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Q5	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
		34		36		39
	Q1-5	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
		41	42	43	44	45

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

問卷完，多謝合作。

The 2015 Manpower Survey of the
Building and Civil Engineering Industry
土木工程及建築業二〇一五年人力調查

Explanatory Notes

附註

1. Please refer to the survey reference date shown on the front page of questionnaire.
請參閱調查表首頁所示的統計日期。
2. 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。
3. Please complete the columns ('A' to 'G') 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 'G')，並在貴機構／地盤不適用的各欄內填入 (0) 符號。
4. Job Title - 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 according to his/her main duty irrespective of any additional secondary duties he/she 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)。

5. 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 (1.3.2014 - 28.2.2015) 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（指二〇一四年三月一日至二〇一五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。

6. Number of Employees as at Survey Reference Date - Column 'C'
統計日期的僱員人數－‘C’ 欄

Please fill in the total number of employees for each job as at survey reference date. The number should exclude trainees. (Not applicable to sites)

請填寫貴機構於統計日期僱用的每個職稱的員工總數。此總數不包括受訓者人數。（不適用於地盤）

7. Number of Persons Engaged at Your Establishment/Site as at Survey Reference Date (Excluding Trainees) - Column 'D'
於統計日期在貴機構／地盤工作的總人數（受訓者除外）－‘D’ 欄

The survey is intended to collect the number of persons engaged on site or at office as at survey reference date (whether they are permanent or casual workers, but excluding trainees).

調查目的在於搜集於統計日期在貴機構的地盤或辦事處工作的總人數（無論是貴機構僱用的長工或散工，但不包括受訓者）。

“Sites” can be classified into two types:

“地盤”可以分為兩種類型：

Type A

類型 A

Those building and civil engineering sites having <a registration number with certain authority> -

擁有註冊編號的建築及土木工程地盤 -

- i. each of these sites will need to complete a questionnaire on its own; and
每個地盤需自行填寫問卷；及
- ii. all direct employees, sub-contractor’s employees and self-employed persons working as at survey reference date should be collected.
於統計日期，所有直接僱員、分包商僱員及自僱人士資料均需搜集。

Type B 類型 B

Sites other than Type A having construction, repair and maintenance activities (e.g. existing premises undergoing fitting out, one-off or term repair and maintenance, and premises having in-house routine maintenance staff, etc.) –

類型 A 以外，其他進行建造、維修及保養工程的地盤（例如：於現存建築物進行的裝修工程、一次性或分階段的維修及保養、以及設有負責內部日常保養的工作人員的樓宇） –

- i. people working on these sites should be included in the questionnaires completed by the main contractor in the case of out-sourced contracts, or the building management company or building owner in the case of in-house routine maintenance staff as at survey reference date; and
主要承建商負責為該地盤填寫問卷時，需包括在統計日期於該地盤進行保養工程所僱用的外判合約的工作人員；或大廈管理公司或大廈業主負責為該地盤填寫問卷時，需包括在調查期間於該地盤進行內部日常保養的工作人員；及
- ii. all direct employees, sub-contractor's employees and self-employed persons working as at survey reference date should be collected.
在統計日期，所有直接僱員、分包商僱員及自僱人士資料均需搜集。

By the above arrangement, sub-contractors would not need to include people working on site when completing their questionnaires.

根據上述安排，分包商填寫問卷時不需包括在調查期間於上述地盤工作的人士。

“Office” generally refers to head office and branch office but can also include factories and workshops not designated to a specific site.

“辦事處”一般是指機構的總公司及其附屬辦事處，亦包括不位於上述地盤的工場及車間。

Typically, the questionnaire completed by the office of the establishment should:
通常情況下，由貴機構辦事處填寫的問卷應：

- (a) Include persons working at the office.
包括在辦事處工作的人士。
- (b) Exclude persons working at Type A sites.
不包括於類型 A 地盤工作的人士。
- (c) Include persons working at Type B sites when the establishment is the main contractor.
如貴機構為主要承建商，則需包括類型 B 地盤工作的人士。
- (d) Exclude persons working at Type B sites when the establishment is a sub-contractor.
如貴機構為分包商，則不需包括於類型 B 地盤工作的人士。

- (e) Exclude persons working at Type B sites out-sourced to contractors when the establishment is a building management company or building owner.
如貴機構為大廈管理公司或大廈業主，則不需包括在類型 B 地盤工作的外判僱員。
- (f) Include persons working as in-house routine maintenance staff at Type B sites when the establishment is a building management company or building owner.
如貴機構為大廈管理公司或大廈業主，則需包括在類型 B 地盤進行內部日常保養的工作人員。

Please fill in the total number of persons by job titles.
請按職稱分別填寫僱員總人數。

8. Number of Vacancies as at Survey Reference Date (Excluding Trainees) - Column 'E'
統計日期的空缺額（受訓者除外）－‘E’ 欄

Please fill in the number of existing vacancies as at survey reference date (excluding those for trainees).
請填入貴機構在統計日期的空缺數目（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 as at survey reference date.

「統計日期的空缺額」是指該職位於統計日期仍懸空，須立刻填補而現正積極招聘人員填補。

9. Number of Trainees as at Survey Reference Date - Column 'F'
統計日期的受訓者人數－‘F’ 欄

Please fill in the total number of employees undergoing training as at survey reference date.
請填寫於統計日期正在接受訓練的僱員人數。

10. Number of Staff Undergoing Part-time Training as at Survey Reference Date - Column 'G'
統計日期正進修兼讀課程的培訓人數－‘G’ 欄

Please fill in the total number of employees undergoing part-time training as at survey reference date (including part-time day and part-time evening courses/programmes).
請填寫貴機構僱員於統計日期正進修兼讀課程（包括日間或夜間兼讀課程）的總人數。

11. 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。

1	(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 as at Survey Reference Date (Not applicable to sites) 統計日期 的僱員人數 (不適用 於地盤)	(D) Number of Persons Engaged at Your Establishment/Site as at Survey Reference Date (excl. trainees) 於統計日期在貴機構/地盤工作的總人數 (受訓者除外)			(E) No. of Vacancies as at Survey Reference Date (excluding trainees) 統計日期 的空缺額 (受訓者 除外)	(F) No. of Trainees as at Survey Reference Date 統計日期 的受訓者 人數	(G) No. of Staff Undergoing Part-time Training as at Survey Reference Date 統計日期 正進修 兼讀課程 培訓人數	Column B Enter into column B employees' average monthly income range according to the following codes: 請將僱員每月平均收入幅度按照下列 編號填入 (B) 欄內: Code 編號 Average Monthly Income Range 每月平均收入幅度
		Code 編號	Code 編號		Direct Employees 直接僱員	Sub-contractors' Employees 分包商僱員	Self-employed Persons 自僱人士				
1	Civil Engineer	2	1 0 4	11	16-19	20-23	24-27	28-30	31-33	34-36	1. \$ 10,000 or below 或以下
2	Site Foreman	2	2 1 1 1	6	1 1 2	1 0	1 0	1 1	1 1	1 1	2. \$ 10,001 - \$13,000
3	Bricklayer	2	3 0 5	4	1 3	1 0	1 1 5	1 1	1 1	1 0	3. \$ 13,001 - \$18,000
4		2			1 2	1 0	1 1 0	1 3	1 3	1 0	4. \$ 18,001 - \$25,000
5		2									5. \$ 25,001 - \$35,000
6		2									6. \$ 35,001 - \$50,000
7		2									7. Over \$50,000 以上
8		2									
9		2									
10		2									
11		2									
12		2									
13		2									
14		2									
15		2									
16 ⁴		2									

Foot Note:

- 1 Please refer to the survey reference date shown on the front page.
請參閱首頁所示的統計日期
- 2 The term 'trainees' includes all trainees, apprentices and trainees under internship (with employment contracts)
「受訓者」包括正在接受各種訓練的人士、學徒及已簽訂僱傭合約的實習學員。
- 3 This column (G) only includes employer-sponsored training
這欄 (G) 只包括正在接受各種由僱主贊助訓練的僱員。
- 4 If additional lines are necessary, please tick here and enter on supplementary sheet(s).
若此頁填滿，請先將 (✓) 號填入此 內，然後在附頁繼續填寫。

**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
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(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。

Code 編號	Job Title 職 稱	Job Description 工作說明
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）		
112	Quantity Surveyor 工料測量師	<p>Deals with the following aspects of building and civil engineering design and construction administration:</p> <ol style="list-style-type: none"> (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. <p>處理下列各方面的屋宇及土木工程設計與建造管理工作：</p> <ol style="list-style-type: none"> (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。
113	Safety Officer 安全主任	<p>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.</p> <p>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。</p>

Code 編號	Job Title 職 稱	Job Description 工作說明
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）		
114	Structural Engineer 結構工程師	<p>Engages in one or more of the following activities (This job title does not refer to a civil engineer engaged in structural engineering work):</p> <ol style="list-style-type: none"> (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. <p>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)：</p> <ol style="list-style-type: none"> (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	<p>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.</p> <p>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。</p>
116	Engineering Geologist 工程地質學家	<p>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.</p> <p>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。</p>
117	Quality Control/ Assurance Engineer 品質工程師	<p>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.</p> <p>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。</p>

Code 編號	Job Title 職 稱	Job Description 工作說明
PROFESSIONAL/TECHNOLOGIST (Continued) 專業人士／技師（續）		
118	Building Services Engineer 屋宇設備工程師	<p>Designs and advises on building services facilities in buildings. Plans, supervises and coordinates their installation, testing, maintenance and repair.</p> <p>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。</p>
119	Electrical Engineer 電機工程師	<p>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.</p> <p>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。</p>
120	Mechanical Engineer 機械工程師	<p>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.</p> <p>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。</p>
121	Arborist 樹藝師	<p>Perform professional tree work, such as tree planting, pruning, topping, felling, cabling and climbing etc.; perform professional flower work, such as flower bed planning, planting and maintenance etc.; carry out tree inspection, develop tree inventory; advise on tree management programs/arborist maintenance program; as well as assign, instruct and direct related works carried out by arboricultural workers.</p> <p>進行專業的樹木工作，如種植，修剪，砍伐，佈線和攀爬等；進行專業花卉工作，如規劃，種植和維修等；進行樹木檢查，樹木資料庫存；建議樹木管理/維修方案；以及指導樹藝工人進行相關工作。</p>

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN 技術員		
201	Architectural Technician/ Draughtsman 建築技術員／ 繪圖員	<p>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; involves in Building Information Modeling (BIM) works, 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.</p> <p>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；參與建築資訊模型（BIM）工作；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。</p>
202	Assistant Safety Officer/Safety Supervisor 助理安全主任／ 安全督導員	<p>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.</p> <p>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。</p>

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員（續）		
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。
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。
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。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員 (續)		
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。
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。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued) 技術員 (續)		
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。
224	Environmental Technician 環境技術員	Monitor the environment and investigate sources of pollution by performing laboratory and field tests to solve complex environmental problems that affect public health. 監測環境，並通過執行實驗及測試調查污染源。以解決影響公眾健康的複雜的環境問題。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued)		技術員 (續)
225	Civil Engineering Technician 土木工程技術員	Carries out civil engineering work under the supervision of a civil engineer. 在土木工程師督導下，從事土木工程工作。
226	Structural Engineering Technician 結構工程技術員	Carries out structural engineering work under the supervision of a structural engineer. 在結構工程師督導下，從事結構工程工作。
227	Geotechnical Engineering Technician 土力工程技術員	Carries out geotechnical engineering work under the supervision of a geotechnical engineer. 在土力工程師督導下，從事土力工程工作。
228	Technical Officer 技術主任	Provides technical support for engineers to complete construction works in compliance with contracts, drawings, specifications, workmanship standards and relevant legislation. 提供技術支援，讓工程師能完成符合合同，圖紙，規格，工藝標準和相關法規的建造工程。
229	Clerk of Works 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。
230	Inspector of Works 工程檢測員	Carries out inspection of building and civil engineering construction works (including all maintenance works) to ensure conformity with contracts, drawings, specifications, workmanship standards and relevant legislation. 檢視建築及土木工程（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。

Code 編號	Job Title 職 稱	Job Description 工作說明
TECHNICIAN (Continued)		技術員 (續)
231	Works Supervisors 工程督導員	Plans, manages, instructs and directs staff and construction workers to carry out building and civil engineering construction works (including all maintenance works) to ensure conformity with contracts, drawings, specifications, workmanship standards and relevant legislation. 規劃、管理、指導和指揮員工和建造工人進行建築和土木工程(包括所有保養工程)，以確保符合合同，圖紙，規格，工藝標準和相關法規。
232	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。
233	Project Coordinator 項目統籌	Plans, organises, directs and co-ordinates all activities and resources for construction projects 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、管理及協調建造工程項目的全部工作及資源。

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の木模板。

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)		
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。
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。

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)		
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。
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。

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)		
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	Pipelayer 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。

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)		
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。
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、樓梯及天台面。

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)		
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。
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。

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)		
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 (Unauthorised Building Work) 清拆工 (僭建物)	Demolishes, dismantles and removes unauthorised 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
SKILLED & SEMI-SKILLED WORKER (Continued) 熟練及半熟練技工 (續)		
361	<p>Repair and Maintenance Workers</p> <p>維修及保養工</p>	<p>Carries out repair and maintenance works and small scale fitting out works in existing premises, which generally cover more than one trade.</p> <p>於現存的建築物內進行維修及保養工程及一項或多項小型裝修工程。</p>
362	<p>Arboricultural Worker</p> <p>樹藝工人</p>	<p>Perform tree work, such as tree planting, pruning, topping, felling, cabling and climbing etc.; and perform flower work, such as flower bed planning, planting and maintenance etc.</p> <p>進行樹木工作，如種植，修剪，砍伐，佈線和攀爬等;進行專業花卉工作，如規劃，種植和維修等。</p>

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 AS AT SURVEY REFERENCE DATE
調查期間僱員人數

Job Title 職稱		Number Employed as at Survey Reference Date (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	2 982	1	-	2 983
102	Builder/Construction Manager 營造師	1 552	14	-	1 566
103	Building/Maintenance Surveyor 屋宇／保養測量師	709	-	-	709
104	Civil Engineer 土木工程師	4 748	13	-	4 761
105	Construction Plant Engineer 建造機械工程師	245	4	-	245
106	Environmental Engineer 環境工程師	566	1	-	567
108	Geotechnical Engineer 土力工程師	939	1	-	940
109	Interior Designer 室內設計師	1 026	-	-	1 026
110	Land Surveyor 土地測量師	916	17	-	933
111	Landscape Architect 園景規劃師	123	-	-	123
112	Quantity Surveyor 工料測量師	2 235	7	-	2 242
113	Safety Officer 安全主任	1 441	13	-	1 454
114	Structural Engineer 結構工程師	2 329	2	-	2 331
115	Town Planner 城市設計師	483	1	-	483

Job Title 職稱	Number Employed as at Survey Reference Date (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)					
116	Engineering Geologist 工程地質學家	187	1	-	187
117	Quality Control/ Assurance Engineer 品質工程師	226	5	-	231
118	Building Services Engineer 屋宇設備工程師	1 021	10	-	1 031
119	Electrical Engineer 電機工程師	615	9	-	624
120	Mechanical Engineer 機械工程師	389	4	-	393
121	Arborist 樹藝師	93	2	-	95
	Sub-total 分級小計	22 825	99	0	22 924
TECHNICIAN LEVEL 技術員級					
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	4 534	4	-	4 538
202	Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	806	39	-	845
205	Construction Plant Technician 建造機械技術員	76	11	-	87
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	427	5	-	432
207	Estimator 估價員	798	-	-	798
208	Interior Design Technician 室內設計員	888	-	-	888

Job Title 職稱	Number Employed as at Survey Reference Date (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)					
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	492	25	-	517
211	Site Foreman 地盤管工	5 490	563	60	6 053
212	Surveying Technician (Building) 屋宇測量員	358	12	-	370
214	Surveying Technician (Land) 土地測量員	1 562	38	-	1 600
215	Surveying Technician (Quantity) 工料測量員	2 259	9	-	2 268
216	Surveying Technician (Town Planning) 城市設計員	312	-	-	312
217	Quality Control/ Assurance Technician 品質控制/ 保證技術員	187	7	-	194
218	Building Services Technician 屋宇設備技術員	730	54	-	784
219	Electrical Engineering Technician 電機工程技術員	197	24	-	221
220	Mechanical Engineering Technician 機械工程技術員	299	27	-	326
221	Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	4 669	-	-	4 669
223	Landscape Technician 園景技術員	186	26	-	212

Job Title 職稱	Number Employed as at Survey Reference Date (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)					
224	Environmental Technician 環境技術員	534	7	-	541
225	Civil Engineering Technician 土木工程技術員	1 835	13	-	1 848
226	Structural Engineering Technician 結構工程技術員	470	1	-	471
227	Geotechnical Engineering Technician 土力工程技術員	238	-	-	238
228	Technical Officer 技術主任	355	2	-	357
229	Clerk of Works 監工	2 254	11	-	2 265
230	Inspector of Works 工程檢測員	1 080	2	-	1 082
231	Works Supervisors 工程督導員	1 964	25	-	1 989
232	Site Agent 地盤總管	1 222	46	-	1 268
233	Project Coordinator 項目統籌	1 208	33	-	1 241
	Sub-total 分級小計	35 430	984	-	36 414
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級					
301	Asphalter (Water Proofing) 瀝青工 (防水)	578	260	-	838
302	Asphalter (Road Construction) 瀝青工 (道路建造)	22	96	-	118
303	Bamboo Scaffolder 竹棚工	217	937	-	1 160
304	Bar Bender and Fixer 鋼筋屈紮工	699	3 253	49	4 001

Job Title 職稱	Number Employed as at Survey Reference Date (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)					
305	Bricklayer 砌磚工	287	420	15	722
306	Carpenter (Fender) 木工 (護木)	12	63	-	75
307	Carpenter (Formwork) 木模板工	414	4 052	49	4 515
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	71	92	-	163
309	Concretor 混凝土工	437	1 036	4	1 477
310	Construction Plant Mechanic 建造機械技工	195	123	-	318
311	Curtain Wall Installer 幕牆工	7	1 276	-	1 283
312	Demolition Worker (Building) 清拆工 (建築物)	730	325	-	1 055
313	Diver 潛水員	42	62	-	104
314	Drainlayer 地渠工	82	587	-	669
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	527	152	1	680
316	Floor Layer 鋪地板工	253	302	82	637
317	Gas Plumber 煤氣喉工	81	106	-	187
318	General Welder 普通焊接工	871	1 702	-	2 573
319	Glazier 玻璃工	706	206	-	912

Job Title 職稱	Number Employed as at Survey Reference Date (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)					
320	Ground Investigation Operator/Driller/Borer 岩土勘探工／鑽井工／鑽孔工	149	209	1	359
321	Grouting Worker 灌漿工	42	113	-	155
322	Joiner 細木工	3 009	1 765	4	4 778
323	Leveller 平水工	789	1 102	17	1 908
324	Marble Worker 雲石工	947	1 877	-	2 824
325	Marine Construction Plant Operator 海面建造機械操作工	42	25	-	67
326	Mason 砌石工	1	103	-	104
327	Metal Scaffolder 金屬棚架工	330	603	-	933
328	Metal Worker 金屬工	1 235	2 195	148	3578
329	Painter & Decorator 髹漆及裝飾工	3 371	2 435	2 537	8 343
330	Piling Operative 打樁工	168	477	-	645
331	Pipelayer 敷喉管工	912	530	-	1 442
332	Builder's Lift Operator 建築工地升降機操作員	31	58	4	93
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	804	1 608	4	2 416

Job Title 職稱	Number Employed as at Survey Reference Date (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)				
334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	722	698	3	1 423
335 Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	174	103	-	277
336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	61	114	-	175
337 Plasterer 批盪工	1 841	4 327	21	6 189
338 Plumber 水喉工	1 277	1 372	224	2 873
339 Rock-Breaking Driller 鑽破工 (風炮工)	112	102	-	214
340 Prestressing Operative 預應力 (拉力) 工	-	10	-	10
341 Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	715	1 086	43	1 844
342 Shotcretor 噴射混凝土工	1	64	-	65
343 Shotfirer 爆石工	19	55	-	74
344 Slope Maintenance Worker 斜坡修葺工	206	79	-	285
345 Structural Steel Erector 結構鋼架工	104	161	-	265
346 Structural Steel Welder 結構鋼材焊接工	145	371	-	516
347 Tiler 鋪瓦工	309	721	30	1 060
348 Trackworker 鋪軌工	44	34	-	78

Job Title 職稱	Number Employed as at Survey Reference Date (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)				
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	365	686	-	1051
350 Window Frame Installer 窗框工	488	840	-	1 328
351 Tunnel Worker 隧道工	135	472	-	607
352 Asbestos Abatement Worker 清除石棉工	-	1	-	1
353 Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-
354 Paving Block Layer 地磚鋪砌工	34	50	-	84
355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	41	50	-	91
356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	162	30	-	192
357 Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	45	20	-	65
361 Repair and Maintenance Workers 維修及保養工	3 398	-	3 360	6 758
362 Arboricultural Worker 樹藝工人	1 083	15	0	1 098
Sub-total 分級小計	29 542	39 611	6 602	75 755
GENERAL WORKER LEVEL 普通工人級				
401 Chainman 測量幫工	911	239	-	1 150
402 Concreting Labourer 混凝土幫工	163	644	-	807

Job Title 職稱	Number Employed as at Survey Reference Date (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	
GENERAL WORKER LEVEL (Continued) 普通工人級 (續)					
403	Diver's Linesman 潛水員幫工	6	68	-	74
404	Excavator 挖泥工	508	2 246	4	2 758
405	Heavy Load Labourer 抬重工	748	1 933	-	2 681
406	Labourer 雜工	10 267	17 833	26	28 126
407	Sewerman 渠務工	385	819	-	1 204
	Sub-total 分級小計	12 988	23 782	30	36 800
	GRAND TOTAL 總 計	100 785	64 476	6 632	171 893

Table 2
表二

MANPOWER DISTRIBUTION BY BRANCH

各分類的僱員人數

		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	34	20	63	6	1	2 267	74	172	346	2 983
102	Builder/Construction Manager 營造師	261	221	390	159	91	203	135	106	-	1 566
103	Building/Maintenance Surveyor 屋宇/保養測量師	17	1	56	2	-	112	9	55	457	709
104	Civil Engineer 土木工程師	213	853	571	28	2	1 079	24	432	1 559	4 761
105	Construction Plant Engineer 建造機械工程師	7	78	144	-	9	-	-	7	-	245
106	Environmental Engineer 環境工程師	29	111	57	4	-	216	15	55	80	567

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)										
108 Geotechnical Engineer 土力工程師	10	44	97	-	-	434	-	57	298	940
109 Interior Designer 室內設計師	9	7	34	475	52	431	15	3	-	1 026
110 Land Surveyor 土地測量師	62	286	13	5	-	353	-	88	126	933
111 Landscape Architect 園景規劃師	9	1	0	-	-	18	1	9	94	123
112 Quantity Surveyor 工料測量師	233	320	423	59	112	829	101	52	113	2 242
113 Safety Officer 安全主任	359	321	152	23	7	110	-	78	404	1 454
114 Structural Engineer 結構工程師	169	82	55	13	32	1 381	15	44	540	2 331
115 Town Planner 城市設計師	0	4	36	-	-	124	-	12	307	483
116 Engineering Geologist 工程地質學家	2	18	43	-	-	99	-	-	25	187
117 Quality Control/ Assurance Engineer 品質工程師	53	73	53	37	-	4	3	8	-	231

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)										
118 Building Services Engineer 屋宇設備工程師	212	33	178	112	24	100	57	178	137	1 031
119 Electrical Engineer 電機工程師	53	80	14	1	-	163	1	261	51	624
120 Mechanical Engineer 機械工程師	15	30	214	-	41	29	-	22	42	393
121 Arborist 樹藝師	1	2	20	-	-	72	-	-	-	95
Sub-total 分級小計	1 739	2 585	2 613	924	371	8 024	450	1 639	4 579	22 924
TECHNICIAN LEVEL 技術員級										
201 Architectural Technician/ Draughtsman 建築技術員/繪圖員	94	95	132	211	205	2 765	33	114	889	4 538
202 Assistant Safety Officer/Safety Supervisor 助理安全主任/ 安全督導員	295	239	120	19	14	134	1	11	12	845

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)										
205 Construction Plant Technician 建造機械技術員	47	28	12	-	-	-	-	-	-	87
206 Construction Purchaser/Storekeeper 建造物料採購員/ 倉庫管理員	76	85	87	76	78	3	14	12	1	432
207 Estimator 估價員	9	0	295	177	237	80	-	-	-	798
208 Interior Design Technician 室內設計員	4	0	1	714	-	140	28	1	-	888
209 Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	6	28	-	-	18	359	-	20	86	517
211 Site Foreman 地盤管工	1 969	1 700	1 312	637	330	84	-	-	21	6 053
212 Surveying Technician (Building) 屋宇測量員	33	1	10	-	-	245	-	28	53	370

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 Dev/Prs 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)										
214 Surveying Technician (Land) 土地測量員	116	393	68	9	-	439	-	56	519	1 600
215 Surveying Technician (Quantity) 工料測量員	241	225	115	275	75	838	6	17	476	2 268
216 Surveying Technician (Town Planning) 城市設計員	1	6	-	-	-	106	-	-	199	312
217 Quality Control/ Assurance Technician 品質控制/ 保證技術員	67	43	8	64	2	-	10	-	-	194
218 Building Services Technician 屋宇設備技術員	221	55	68	176	7	82	71	78	26	784
219 Electrical Engineering Technician 電機工程技術員	44	73	22	-	-	48	-	1	33	221
220 Mechanical Engineering Technician 機械工程技術員	62	19	116	-	-	96	-	9	24	326

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 Devlp/rs 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)										
221 Building Services and Engineering Supervisor 屋宇設備技術及 工程監督	58	4	33	3 283	879	-	-	32	380	4 669
223 Landscape Technician 園景技術員	26	1	5	16	57	91	1	2	13	212
224 Environmental Technician 環境技術員	46	60	21	-	-	279	1	-	134	541
225 Civil Engineering Technician 土木工程技術員	77	497	170	-	-	642	27	58	377	1 848
226 Structural Engineering Technician 結構工程技術員	111	5	40	-	24	70	-	5	216	471
227 Geotechnical Engineering Technician 土力工程技術員	9	18	12	-	-	-	-	2	197	238
228 Technical Officer 技術主任	16	58	0	-	16	66	-	12	189	357

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)										
229 Clerk of Works 監工	129	23	0	13	-	177	75	21	1 827	2 265
230 Inspector of Works 工程檢測員	18	27	40	20	-	-	-	409	568	1 082
231 Works Supervisors 工程督導員	182	161	38	50	76	99	-	113	1 270	1 989
232 Site Agent 地盤總管	434	425	250	158	-	-	-	1	-	1 268
233 Project Coordinator 項目統籌	330	210	128	248	56	237	6	1	25	1 241
	4 721	4 479	3 103	6 146	2 074	7 080	273	1 003	7 535	36 414
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級										
301 Asphalter (Water Proofing) 瀝青工 (防水)	252	14	-	-	572	-	-	-	-	838
302 Asphalter (Road Construction) 瀝青工 (道路建造)	41	77	-	-	-	-	-	-	-	118
303 Bamboo Scaffolder 竹棚工	723	41	-	256	133	-	-	7	-	1 160

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 Dev'lprs 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)										
304 Bar Bender and Fixer 鋼筋屈紮工	2 591	1 149	-	-	230	-	-	31	-	4 001
305 Bricklayer 砌磚工	551	48	90	4	-	-	-	29	-	722
306 Carpenter (Fender) 木工 (護木)	32	35	-	8	-	-	-	-	-	75
307 Carpenter (Formwork) 木模板工	3 248	1 229	12	0	-	-	-	23	3	4 515
308 Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	58	38	50	17	-	-	-	-	-	163
309 Concretor 混凝土工	734	480	116	-	142	-	-	4	1	1 477
310 Construction Plant Mechanic 建造機械技工	101	127	85	-	-	-	-	5	-	318
311 Curtain Wall Installer 幕牆工	1 165	38	-	80	-	-	-	-	-	1 283
312 Demolition Worker (Building) 清拆工 (建築物)	213	89	303	450	-	-	-	-	-	1 055

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 Dev'lprs 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)										
313 Diver 潛水員	1	68	15	-	20	-	-	-	-	104
314 Drainlayer 地渠工	320	344	-	-	-	-	5	-	-	669
315 Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	281	213	166	16	-	-	2	2	-	680
316 Floor Layer 鋪地板工	234	3	65	98	237	-	-	-	-	637
317 Gas Plumber 煤氣喉工	60	95	32	-	-	-	0	-	-	187
318 General Welder 普通焊接工	1 086	1 062	66	336	-	-	15	8	-	2 573
319 Glazier 玻璃工	217	0	30	369	288	-	8	-	-	912
320 Ground Investigation Operator/Driller/Borer 岩土勘探工/ 鑽井工/鑽孔工	159	109	88	-	-	-	3	-	-	359
321 Grouting Worker 灌漿工	97	26	32	-	-	-	-	-	-	155

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
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
322 Joiner 細木工	1 331	25	48	3 163	140	-	-	70	1	4 778
323 Leveller 平水工	1 226	468	161	3	-	24	-	26	-	1 908
324 Marble Worker 雲石工	1 920	15	-	224	660	-	-	5	-	2 824
325 Marine Construction Plant Operator 海面建造機械 操作工	1	26	40	-	-	-	-	-	-	67
326 Mason 砌石工	46	58	-	-	-	-	-	-	-	104
327 Metal Scaffolder 金屬棚架工	247	635	37	-	10	-	-	4	-	933
328 Metal Worker 金屬工	1 869	246	217	384	853	-	-	9	-	3 578
329 Painter & Decorator 髹漆及裝飾工	1 758	87	161	5 625	641	-	-	71	-	8 343
330 Piling Operative 打樁工	345	300	-	-	-	-	-	-	-	645
331 Pipelayer 敷喉管工	344	251	62	236	300	-	-	-	249	1 442

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
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
332 Builder's Lift Operator 建築工地升降機 操作員	47	44	2	-	-	-	-	-	-	93
333 Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	585	1 749	70	-	5	-	-	6	1	2 416
334 Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	445	531	135	-	300	-	7	12	-	1 423
335 Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	167	54	56	-	-	-	-	-	-	277
336 Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	0	175	-	-	-	-	-	-	-	175
337 Plasterer 批盪工	3 461	127	60	2 106	401	-	-	22	12	6 189

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
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
338 Plumber 水喉工	1 291	143	82	880	402	40	-	35	-	2873
339 Rock-Breaking Driller 鑽破工 (風炮工)	85	129	-	-	-	-	-	-	-	214
340 Prestressing Operative 預應力 (拉力) 工	9	1	-	-	-	-	-	-	-	10
341 Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	814	850	174	2	-	-	-	4	-	1 844
342 Shotcretor 噴射混凝土工	20	45	-	-	-	-	-	-	-	65
343 Shoffirer 爆石工	11	63	-	-	-	-	-	-	-	74
344 Slope Maintenance Worker 斜坡修葺工	10	86	157	-	-	-	-	32	-	285
345 Structural Steel Erector 結構鋼架工	98	83	84	-	-	-	-	-	-	265
346 Structural Steel Welder 結構鋼材焊接工	303	138	75	-	-	-	-	-	-	516

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
SKILLED & SEMI-SKILLED WORKER LEVEL (Continued) 技工及半熟練技工級 (續)										
347 Tiler 鋪瓦工	667	67	-	251	67	-	-	8	-	1 060
348 Trackworker 鋪軌工	0	78	-	-	-	-	-	-	-	78
349 Truck Driver 重型車輛駕駛員 (泥頭車司機)	80	923	33	-	-	12	-	-	3	1 051
350 Window Frame Installer 窗框工	780	8	-	89	451	-	-	-	-	1 328
351 Tunnel Worker 隧道工	0	607	-	-	-	-	-	-	-	607
352 Asbestos Abatement Worker 清除石棉工	0	1	-	-	-	-	-	-	-	1
353 Hand-dug Caisson Worker 手挖沉箱工	0	0	-	-	-	-	-	-	-	-
354 Paving Block Layer 地磚鋪砌工	54	4	-	22	-	-	-	4	-	84

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 Dev'lprs 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)										
355 Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	34	23	-	26	8	-	-	-	-	91
356 Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	11	23	158	-	-	-	-	-	-	192
357 Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	25	0	40	-	-	-	-	-	-	65
361 Repair and Maintenance Workers 維修及保養工	0	0	-	6 732	-	-	2	24	-	6 758
362 Arboricultural Worker 樹藝工人	2	8	25	-	775	262	-	13	-	1 098
Sub-total 分級小計	25 936	13 356	3 027	21 377	6 635	338	2	477	280	75 755
GENERAL WORKER LEVEL 普通工人級										
401 Chainman 測量幫工	155	503	63	-	-	15	-	1	413	1 150

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
GENERAL WORKER LEVEL (Continued) 普通工人級 (續)										
402 Concreting Labourer 混凝土幫工	537	248	20	-	-	-	-	-	2	807
403 Diver's Linesman 潛水員幫工	11	63	-	-	-	-	-	-	-	74
404 Excavator 挖泥工	767	1 844	126	-	20	-	-	-	1	2 758
405 Heavy Load Labourer 抬重工	1 660	811	100	104	0	-	4	-	2	2 681
406 Labourer 雜工	11 948	12 181	1 716	1 368	452	51	111	299	-	28 126
407 Sewermain 渠務工	221	659	120	-	150	-	-	54	-	1 204
Sub-total 分級小計	15 299	16 309	2 145	1 472	622	66	116	771	-	36 800
GRAND TOTAL 總計	52 022	36 729	10 888	29 919	9 702	15 508	3 235	13 165	725	171 893

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	1 739	4 721	30 263	15 299	52 022
Br. 2 分類二	Civ Eng Sites 已動工的土木工程 及其他地盤	2 585	4 479	13 356	16 309	36 729
Br. 3 分類三	New Cons Contr 新建造工程承建商	2 613	3 103	3 027	2 145	10 888
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	924	6 146	21 377	1 472	29 919
Br. 5 分類五	Spec Trade Contr 特種工程承建商	371	2 074	6 635	622	9 702
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	8 024	7 080	338	66	15 508
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	450	273	2	-	725
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	1 639	1 003	477	116	3 235
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	4 579	7 535	280	771	13 165
TOTAL 總數		22 924	36 414	75 755	36 800	171 893

Table 4
表 四

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

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
PROFESSIONAL/TECHNOLOGIST LEVEL 專業人士／技師級				
101	Architect 建築師	2 983	43	44
102	Builder/Construction Manager 營造師	1 566	41	43
103	Building/Maintenance Surveyor 屋宇／保養測量師	709	9	78
104	Civil Engineer 土木工程師	4 761	72	332
105	Construction Plant Engineer 建造機械工程師	245	4	9
106	Environmental Engineer 環境工程師	567	1	35
108	Geotechnical Engineer 土力工程師	940	12	23
109	Interior Designer 室內設計師	1 026	14	4
110	Land Surveyor 土地測量師	923	8	39
111	Landscape Architect 園景規劃師	123	1	6
112	Quantity Surveyor 工料測量師	2 242	64	131
113	Safety Officer 安全主任	1 454	19	9
114	Structural Engineer 結構工程師	2 331	46	78
115	Town Planner 城市設計師	483	9	50
116	Engineering Geologist 工程地質學家	187	1	8

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
PROFESSIONAL/TECHNOLOGIST LEVEL (Continued)		專業人士／技師級 (續)		
117	Quality Control/Assurance Engineer 品質工程師	231	-	1
118	Building Services Engineer 屋宇設備工程師	1 031	40	45
119	Electrical Engineer 電機工程師	624	5	13
120	Mechanical Engineer 機械工程師	393	7	13
121	Arborist 樹藝師	95	-	-
	Sub-total 分級小計	22 924	396	961
TECHNICIAN LEVEL		技術員級		
201	Architectural Technician/ Draughtsman 建築技術員／繪圖員	4 538	61	33
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任／ 安全督導員	845	5	4
205	Construction Plant Technician 建造機械技術員	87	-	-
206	Construction Purchaser/ Storekeeper 建造物料採購員／ 倉庫管理員	432	18	2
207	Estimator 估價員	798	18	2
208	Interior Design Technician 室內設計員	888	37	-
209	Laboratory Technician (Construction Materials/ Soils) 建築材料試驗員	517	30	4
211	Site Foreman 地盤管工	6 053	114	372

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
212	Surveying Technician (Building) 屋宇測量員	370	10	2
214	Surveying Technician (Land) 土地測量員	1 600	38	76
215	Surveying Technician (Quantity) 工料測量員	2 268	57	185
216	Surveying Technician (Town Planning) 城市設計員	312	17	5
217	Quality Control/ Assurance Technician 品質控制／保證技術員	194	1	-
218	Building Services Engineering Technician 屋宇設備技術員	784	59	34
219	Electrical Engineering Technician 電機工程技術員	221	7	48
220	Mechanical Engineering Technician 機械工程技術員	326	12	60
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	4 669	23	11
223	Landscape Technician 園景技術員	212	3	35
224	Environmental Technician 環境技術員	541	2	1
225	Civil Engineering Technician 土木工程技術員	1 848	36	166
226	Structural Engineering Technician 結構工程技術員	471	7	13
227	Geotechnical Engineering Technician 土力工程技術員	238	-	2

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
TECHNICIAN LEVEL (Continued) 技術員級 (續)				
228	Technical Officer 技術主任	357	10	-
229	Clerk of Works 監工	2 265	86	7
230	Inspector of Works 工程檢測員	1 082	20	4
231	Works Supervisors 工程督導員	1 989	49	21
232	Site Agent 地盤總管	1 268	16	1
233	Project Coordinator 項目統籌	1 241	93	284
	Sub-total 分級小計	36 414	829	1 372
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級				
301	Asphalter (Water Proofing) 瀝青工 (防水)	838	-	-
302	Asphalter (Road Construction) 瀝青工 (道路建造)	118	1	-
303	Bamboo Scaffolder 竹棚工	1 160	4	-
304	Bar Bender and Fixer 鋼筋屈紮工	4 001	117	16
305	Bricklayer 砌磚工	722	2	-
306	Carpenter (Fender) 木工 (護木)	75	-	-
307	Carpenter (Formwork) 木模板工	4 515	37	1
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	163	3	1
309	Concretor 混凝土工	1 477	98	-

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
310	Construction Plant Mechanic 建造機械技工	318	5	25
311	Curtain Wall Installer 幕牆工	1 283	103	-
312	Demolition Worker Installer 清拆工 (建築物)	1 055	32	-
313	Diver 潛水員	104	5	8
314	Drainlayer 地渠工	669	4	-
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	680	11	16
316	Floor Layer 鋪地板工	637	-	-
317	Gas Plumber 煤氣喉工	187	-	4
318	General Welder 普通焊接工	2 573	89	5
319	Glazier 玻璃工	912	-	-
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/ 鑽孔工	359	8	-
321	Grouting Worker 灌漿工	155	20	2
322	Joiner 細木工	4 778	264	-
323	Leveller 平水工	1 908	91	18
324	Marble Worker 雲石工	2 824	35	-
325	Marine Construction Plant Operator 海面建造機械操作工	67	-	-
326	Mason 砌石工	104	-	-

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
327	Metal Scaffolder 金屬棚架工	933	-	-
328	Metal Worker 金屬工	3 578	150	-
329	Painter & Decorator 髹漆及裝飾工	8 343	959	30
330	Piling Operative 打樁工	645	14	2
331	Pipelaye 敷喉管工	1 442	77	3
332	Builder's Lift Operator 建築工地升降機 操作員	93	-	-
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	2 416	92	24
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	1 423	69	16
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	277	-	-
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	175	1	-
337	Plasterer 批盪工	6 189	662	-
338	Plumber 水喉工	2 873	76	10
339	Rock-Breaking Driller 鑽破工 (風炮工)	214	1	-
340	Prestressing Operative 預應力 (拉力) 工	10	-	-
341	Rigger/Metal Formwork Erector 索具工 (叻嚟) / 金屬模板裝嵌工	1 844	28	-
342	Shotcretor 噴射混凝土工	65	5	-

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 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)		
343	Shotfirer 爆石工	74	-	-
344	Slope Maintenance Worker 斜坡修葺工	285	26	12
345	Structural Steel Erector 結構鋼架工	265	5	22
346	Structural Steel Welder 結構鋼材焊接工	516	6	-
347	Tiler 鋪瓦工	1 060	18	-
348	Trackworker 鋪軌工	78	-	-
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	1 051	11	-
350	Window Frame Installer 窗框工	1 328	32	-
351	Tunnel Worker 隧道工	607	24	-
352	Asbestos Abatement Worker 清除石棉工	1	-	-
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-
354	Paving Block Layer 地磚鋪砌工	84	-	6
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工 (吊船)	91	-	-
356	Plant and Equipment Operator (Demolition) 機械設備操作工 (清拆)	192	14	34
357	Demolition Worker (Unauthorized Building Work) 清拆工 (僭建物)	65	-	-
361	Repair and Maintenance Workers 維修及保養工	6 758	-	-
362	Arboricultural Worker 樹藝工人	1 098	455	-
	Sub-total 分級小計	75 755	3 654	255

Job Title 職稱		Total Number Employed as at Survey Reference Date (Excluding Trainees) 調查期間僱員總人數 (受訓者除外)	Number of Vacancies as at Survey Reference Date 調查期間 空缺額	Number of Trainees as at Survey Reference Date 調查期間 受訓者人數
GENERAL WORKER LEVEL		普通工人級		
401	Chainman 測量幫工	1 150	48	-
402	Concreting Labourer 混凝土幫工	807	-	-
403	Diver's Linesman 潛水員幫工	74	-	-
404	Excavator 挖泥工	2 758	75	-
405	Heavy Load Labourer 抬重工	2 681	7	-
406	Labourer 雜工	28 126	620	-
407	Sewerman 渠務工	1 204	27	-
	Sub-total 分級小計	36 800	777	-
	GRAND TOTAL 總計	171 893	5 656	2 588

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 \$10,001 以下	\$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	-	-	-	-	267	725	1 421	570
102	Builder/Construction Manager 營造師	-	-	-	-	104	362	390	710
103	Building/Maintenance Surveyor 屋宇/保養測量師	-	-	-	2	20	16	547	124
104	Civil Engineer 土木工程師	-	-	-	27	279	931	2 263	1 261
105	Construction Plant Engineer 建造機械工程師	-	-	-	-	-	12	10	223
106	Environmental Engineer 環境工程師	-	-	-	2	74	80	123	288
108	Geotechnical Engineer 土力工程師	-	-	1	-	18	162	437	322
109	Interior Designer 室內設計師	-	-	74	81	247	365	6	253
110	Land Surveyor 土地測量師	-	-	-	45	53	357	173	305
111	Landscape Architect 園景規劃師	-	-	-	-	-	4	106	13
112	Quantity Surveyor 工料測量師	-	-	1	39	506	304	344	1 048
113	Safety Officer 安全主任	-	-	-	432	168	304	97	453
114	Structural Engineer 結構工程師	-	-	-	3	511	555	633	629
115	Town Planner 城市設計師	-	-	-	-	32	51	309	91
116	Engineering Geologist 工程地質學家	-	-	-	-	40	50	31	66
117	Quality Control/Assurance Engineer 品質工程師	-	-	-	1	48	54	16	112
118	Building Services Engineer 屋宇設備工程師	-	-	2	1	80	139	454	355
119	Electrical Engineer 電機工程師	-	-	1	4	17	64	396	152
120	Mechanical Engineer 機械工程師	-	-	-	-	1	60	93	239
121	Arborist 樹藝師	-	-	-	70	22	1	-	2
	Sub-total 分級小計	-	-	79	707	2 487	4 596	7 839	7 216
TECHNICIAN LEVEL 技術員級									
201	Architectural Technician/ Draughtsman 建築技術員/繪圖員	1	63	508	1 249	1 147	549	33	988

Job Title 職稱	Under \$10,001 以下	\$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)									
202	Assistant Safety Officer/ Safety Supervisor 助理安全主任/安全督導員	5	5	97	144	78	30	-	486
205	Construction Plant Technician 建造機械技術員	-	-	-	25	7	2	-	53
206	Construction Purchaser/ Storekeeper 建造物料採購員/ 倉庫管理員	-	8	55	122	93	1	-	153
207	Estimator 估價員	-	-	168	114	207	21	-	288
208	Interior Design Technician 室內設計員	-	6	486	299	69	-	-	28
209	Laboratory Technician (Construction Materials/Soils) 建築材料試驗員	-	1	45	369	1	87	-	14
211	Site Foreman 地盤管工	-	45	292	1 269	1 329	277	1	2 840
212	Surveying Technician (Building) 屋宇測量員	-	-	52	96	65	138	-	19
214	Surveying Technician (Land) 土地測量員	-	-	141	318	242	379	-	520
215	Surveying Technician (Quantity) 工料測量員	-	7	100	590	375	304	-	892
216	Surveying Technician (Town Planning) 城市設計員	-	-	-	106	194	5	-	7
217	Quality Control/ Assurance Technician 品質控制/保證技術員	-	-	-	8	86	10	-	194
218	Building Services Technician 屋宇設備技術員	-	-	92	149	187	48	1	307
219	Electrical Engineering Technician 電機工程技術員	-	-	3	38	106	-	-	74
220	Mechanical Engineering Technician 機械工程技術員	-	-	6	84	60	3	-	173
221	Building Services and Engineering Supervisor 屋宇設備技術及工程監督	335	132	739	1 404	1 001	636	1	421
223	Landscape Technician 園景技術員	-	33	30	90	37	8	-	14
224	Environmental Technician 環境技術員	-	-	209	12	195	3	-	122
225	Civil Engineering Technician 土木工程技術員	-	15	39	655	414	239	-	486
226	Structural Engineering Technician 結構工程技術員	-	-	-	25	55	223	-	168
227	Geotechnical Engineering Technician 土力工程技術員	-	-	-	-	32	182	-	24
228	Technical Officer 技術主任	-	-	-	180	67	80	-	30

Job Title 職稱	Under \$10,001 以下	\$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)									
229	Clerk of Works 監工	-	-	-	572	739	832	-	122
230	Inspector of Works 工程檢測員	-	-	-	31	17	975	-	59
231	Works Supervisors 工程督導員	-	1	56	358	1 278	11	4	281
232	Site Agent 地盤總管	-	2	-	60	329	195	41	641
233	Project Coordinator 項目統籌	1	-	28	336	358	58	9	451
	Sub-total 分級小計	342	318	3 146	8 703	8 768	5 296	90	9 751
SKILLED & SEMI-SKILLED WORKER LEVEL 技工及半熟練技工級									
301	Asphalter (Water Proofing) 瀝青工 (防水)	-	-	284	343	13	-	-	198
302	Asphalter (Road Construction) 瀝青工 (道路建造)	2	-	-	20	1	1	-	94
303	Bamboo Scaffolder 竹棚工	-	-	-	390	112	43	-	615
304	Bar Bender and Fixer 鋼筋屈紮工	30	-	-	78	1 500	885	17	1 491
305	Bricklayer 砌磚工	-	13	18	163	43	15	-	470
306	Carpenter (Fender) 木工 (護木)	-	-	8	7	26	-	-	34
307	Carpenter (Formwork) 木模板工	-	4	32	242	1 413	995	1	1 828
308	Concrete Repairer (Spalling Concrete) 混凝土修補工 (混凝土剝落)	-	12	51	51	4	11	1	33
309	Concretor 混凝土工	1	3	79	380	173	196	14	631
310	Construction Plant Mechanic 建造機械技工	-	-	22	80	19	5	-	192
311	Curtain Wall Installer 幕牆工	-	-	62	282	81	6	-	852
312	Demolition Worker (Building) 清拆工 (建築物)	111	40	318	277	10	2	-	297
313	Diver 潛水員	-	-	-	6	20	1	-	77
314	Drainlayer 地渠工	-	2	22	129	307	7	2	200
315	Electrician (Main Contractor's) 電氣技工 (承建商所僱用)	-	-	63	73	87	19	7	431
316	Floor Layer 鋪地板工	6	-	35	287	89	25	-	195
317	Gas Plumber 煤氣喉工	-	-	-	64	7	-	-	116
318	General Welder 普通焊接工	-	20	393	684	537	7	-	932
319	Glazier 玻璃工	-	-	255	313	3	22	-	319
320	Ground Investigation Operator/Driller/Borer 岩土勘探工/鑽井工/ 鑽孔工	-	6	4	141	43	4	-	161

Job Title 職稱	Under \$10,001 以下	\$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)									
321	Grouting Worker 灌漿工	-	-	-	41	4	-	2	108
322	Joiner 細木工	-	88	862	2 620	269	2	-	937
323	Leveller 平水工	-	2	161	544	292	32	-	877
324	Marble Worker 雲石工	-	80	326	963	89	-	15	1 351
325	Marine Construction Plant Operator 海面建造機械操作工	-	-	-	40	-	3	-	24
326	Mason 砌石工	-	-	-	43	10	-	-	51
327	Metal Scaffolder 金屬棚架工	-	-	33	290	204	65	-	341
328	Metal Worker 金屬工	-	-	251	1 573	569	11	-	1 174
329	Painter & Decorator 髹漆及裝飾工	25	218	1 586	4 811	342	5	-	1 356
330	Piling Operative 打樁工	-	-	7	223	51	1	-	363
331	Pipelayer 敷喉管工	-	-	909	374	47	5	3	104
332	Builder's Lift Operator 建築工地升降機操作員	-	21	46	7	-	-	-	19
333	Plant and Equipment Operator (Load Shifting) 機械設備操作工 (負荷物移動機械)	-	407	65	852	242	12	13	825
334	Plant and Equipment Operator (Hoist and Crane) 機械設備操作工 (起重機及吊機)	-	-	311	405	170	48	6	483
335	Plant and Equipment Operator (Piling) 機械設備操作工 (打樁)	-	-	-	98	47	3	-	129
336	Plant and Equipment Operator (Tunnelling) 機械設備操作工 (隧道)	-	-	-	95	3	22	-	55
337	Plasterer 批盪工	118	25	746	2 448	404	24	15	2 409
338	Plumber 水喉工	-	-	875	826	140	57	16	959
339	Rock-Breaking Driller 鑽破工 (風炮工)	-	-	82	10	14	10	-	98
340	Prestressing Operative 預應力 (拉力) 工	-	-	-	-	1	-	-	9
341	Rigger/Metal Formwork Erector 索具工 (叻噪) / 金屬模板裝嵌工	-	-	28	403	369	58	22	964
342	Shotcretor 噴射混凝土工	-	-	-	7	10	24	-	24
343	Shotfirer 爆石工	-	-	-	6	3	1	-	64
344	Slope Maintenance Worker 斜坡修葺工	-	-	154	14	4	-	2	111
345	Structural Steel Erector 結構鋼架工	-	-	-	16	18	8	2	221

	Job Title 職稱	Under \$10,001 以下	\$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)									
346	Structural Steel Welder 結構鋼材焊接工	-	-	116	127	122	29	21	101
347	Tiler 鋪瓦工	-	-	50	381	182	27	8	412
348	Trackworker 鋪軌工	-	-	-	50	-	-	-	28
349	Truck Driver 重型車輛駕駛員 (泥頭車司機)	-	203	207	232	30	2	2	375
350	Window Frame Installer 窗框工	-	-	153	586	68	12	-	509
351	Tunnel Worker 隧道工	-	-	10	198	100	206	-	93
352	Asbestos Abatement Worker 清除石棉工	-	-	-	1	-	-	-	-
353	Hand-dug Caisson Worker 手挖沉箱工	-	-	-	-	-	-	-	-
354	Paving Block Layer 地磚鋪砌工	-	-	35	23	10	6	-	10
355	Plant and Equipment Operator (Suspended Working Platform) 機械設備操作工(吊船)	-	-	2	21	-	-	19	49
356	Plant and Equipment Operator (Demolition) 機械設備操作工(清拆)	-	-	-	8	22	-	-	162
357	Demolition Worker (Unauthorized Building Work) 清拆工(僭建物)	-	-	-	64	-	-	-	1
361	Repair and Maintenance Workers 維修及保養工	-	1	2 613	3 696	-	-	-	448
362	Arboricultural Worker 樹藝工人	262	647	40	134	12	-	-	3
	Sub-total 分級小計	555	1 792	11 314	26 240	8 336	2 917	188	24 413
GENERAL WORKER LEVEL 普通工人級									
401	Chainman 測量幫工	3	113	600	87	4	-	-	343
402	Concreting Labourer 混凝土幫工	-	23	384	41	-	4	-	355
403	Diver's Linesman 潛水員幫工	-	-	-	6	-	-	-	68
404	Excavator 挖泥工	-	372	1 213	184	36	3	-	950
405	Heavy Load Labourer 抬重工	-	122	946	174	-	-	-	1 439
406	Labourer 雜工	968	3 239	10 345	1 046	288	-	-	12 240
407	Sewerman 渠務工	-	77	888	45	2	-	-	192
	Sub-total 分級小計	971	3 946	14 376	1 583	330	7	-	15 587
	GRAND TOTAL 總計	1 868	6 056	28 915	37 233	19 921	12 816	8 117	56 967

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	989	9 905	1 421	158	12 473	1 095	9 725	1 495	158	12 473
5 - 9	238	1 732	124	24	2 118	241	1 672	181	24	2 118
10 - 19	240	755	32	34	1 061	240	656	129	36	1 061
20 - 49	172	543	125	14	854	179	534	127	14	854
50 - 99	32	210	5	8	255	25	217	5	8	255
100 and Over 100 及以上	44	137	1	7	189	32	135	2	20	189
TOTAL 總數	1 715	13 282	1 708	245	16 950	1 812	12 939	1 939	260	16 950

* 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	207	339	823	1 369
Br. 4 分類四	Décor Rep Mtn Contr 裝修、維修及保養 工程承建商	24	87	2 701	2 812
Br. 5 分類五	Spec Trade Contr 特種工程承建商	32	219	2 029	2 280
Br. 6 分類六	Architects/Engineers/ Survey Services 建築、測量 及工程服務公司	70	421	56	547
Br. 7 分類七	Major Est Devlprs 主要私人 地產發展商	31	30	-	61
Br. 8 分類八	Tert. Inst. Utilities 培訓機構 (包括管業處) 及公用事業等	21	16	2	39
Br. 9 分類九	Govt Dept 政府部門 (僱有建築工人)	127	287	148	562
TOTAL 總數		512	1 399	5 759	7 670

* 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	10 144	52 022	62 166
Br. 2 分類二	Sites – Civil Engineering and Other Sites 已動工的土木工程及其他地盤	4 557	36 729	41 286
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	8 508	10 888	19 396
Br. 4 分類四	Decoration, Repair and Maintenance Contractors 裝修、維修及保養工程承建商	5 075	29 919	34 994
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	3 627	9 702	13 329
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	6 183	15 508	21 691
Br. 7 分類七	Estate Developers 主要私人地產發展商	6 691	725	7 416
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	21 633	3 235	24 868
Br. 9 分類九	Government Departments 政府部門 (僱有建築工人)	14 975	13 165	28 140
	TOTAL 總數	81 393	171 893	253 286