

SECTION II

FINDINGS

A POSITION AS AT Q4/2013

(i) Basic Characteristics

Size

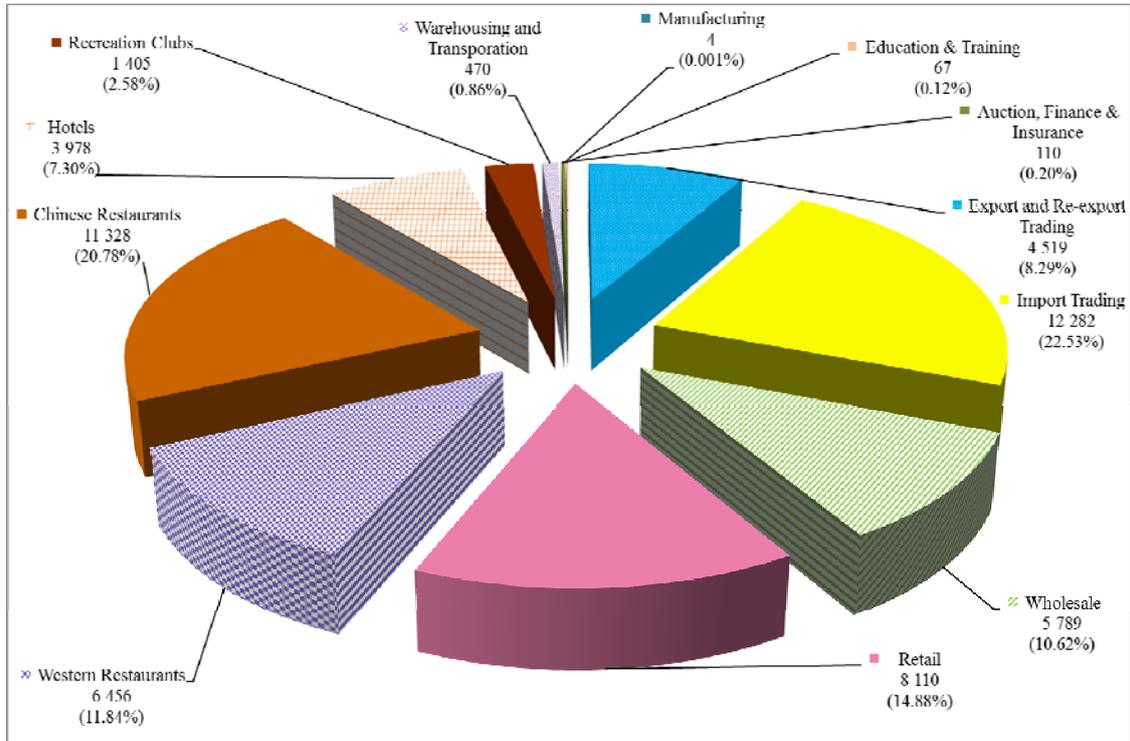
2.1 There were 54 518 FT employees² and 13 654 PT employees³ in the wine industry during the time of survey, making up a total of 68 172 employees. A breakdown by sector is at **Appendix 1**.

2.2 The largest number of FT employees was in the import trading sector (22.5%), followed by Chinese restaurants (20.8%), the retail sector (14.9%), etc. The distribution of FT employees among all sectors is shown in Figure 2.1.

² FT employees refer to those working full-time (i.e. at least four weeks a month, and not less than 18 hours each week) under the payroll of the establishment. They include proprietors and partners working full-time for the establishment, but exclude those working in branch offices of the organisation.

³ PT employees refer to those who work less than 18 hours weekly under the payroll of the establishment. PT employees may be employed on an hourly, daily or monthly basis.

Figure 2.1 Distribution of FT Employees among Sectors
Total: 54 518



2.3 In terms of job level, 42.8% of the FT staff were holding clerical & operative support jobs⁴. The rest were at the managerial⁵ (30.4%) and supervisory⁶ (26.8%) levels. A breakdown for each sector is summarised in Table 2.1.

⁴ To illustrate, taking the import trading sector as an example, clerical & operative supporting jobs include sales representatives, stock / purchasing clerks, promoters, etc.

⁵ Managerial positions include general managers, shipping managers, sales / marketing managers, etc.

⁶ Supervisory positions include sales supervisor, purchasing supervisors, promoter supervisor, etc.

Table 2.1 Distribution of FT Jobs by Job Level and Sector

Sector		Job Level			Total
		Managerial	Supervisory	Clerical and Operative Support	
Export and Re-export Trading	no.	1 888	1 315	1 316	4 519
	%	(41.8)	(29.1)	(29.1)	(8.3)
Import Trading	no.	5 360	2 791	4 131	12 282
	%	(43.6)	(22.7)	(33.6)	(22.5)
Wholesale	no.	2 225	1 840	1 724	5 789
	%	(38.4)	(31.8)	(29.8)	(10.6)
Retail	no.	3 460	1 295	3 355	8 110
	%	(42.7)	(16.0)	(41.4)	(14.9)
Western Restaurants	no.	970	2 033	3 453	6 456
	%	(15.0)	(31.5)	(53.5)	(11.8)
Chinese Restaurants	no.	1 901	2 626	6 801	11 328
	%	(16.8)	(23.2)	(60.0)	(20.8)
Hotels	no.	513	1 990	1 475	3 978
	%	(12.9)	(50.0)	(37.1)	(7.3)
Recreation Clubs	no.	86	501	818	1 405
	%	(6.1)	(35.7)	(58.2)	(2.6)
Warehousing & Transportation	no.	128	181	161	470
	%	(27.2)	(38.5)	(34.3)	(0.9)
Auction, Finance & Insurance	no.	33	30	47	110
	%	(30.0)	(27.3)	(42.7)	(0.2)
Manufacturing	no.	2	--	2	4
	%	(50.0)	--	(50.0)	(0.0)
Education & Training	no.	16	23	28	67
	%	(23.9)	(34.3)	(41.8)	(0.1)
TOTAL	no.	16 582 (30.4)	14 625 (26.8)	23 311 (42.8)	54 518 (100)

2.4 For the 13 654 PT staff, they made up 20.0% of the total workforce. Their largest employers were recreation clubs (28.3%), western restaurants (16.6%) and Chinese restaurants (15.8%). The other PT staff were hired by the import/export trading, retail, wholesale, hotel and education sectors. A few sectors did not hire PT staff, namely warehousing & transportation, auction and manufacturing sectors.

2.5 Of all the employees, 44 890 FT and 12 179 PT were engaged in the 93 principal jobs of the industry. The rest were supporting staff responsible for accounting, personnel and other administrative and general matters. Their distribution by sector is at **Appendix 2**.

Box 2.1 – Size of Establishments

Of the 8 477 establishments in the wine industry, 7 667 or 90.4% were small and medium enterprises (SMEs), i.e. those employing fewer than 50 persons for the services sector. Another 306 or 3.6% employed more people. The rest did not declare. A more detailed breakdown is at **Appendix 3**.

Vacancies

2.6 Employers reported a total of 5 009 FT vacancies⁷. The vacancy rate⁸ of the wine industry on the whole stood at 8.4%. The largest number of vacancies were found at the clerical and operative support level (3 234), representing a vacancy rate of 12.2%. A summary of the vacancies and vacancy rates by job level is shown in Table 2.2 below.

Table 2.2 Distribution of FT Vacancies and Vacancy Rate by Job Level

Job level	Number of FT Vacancies (a)	Number of FT Workers Employed (b)	Total Number of FT Posts (c) [= (a) + (b)]	Vacancy Rate [(a)/(c)]
Managerial	860	16 582	17 442	4.9%
Supervisory	915	14 625	15 540	5.9%
Clerical and Operative Support	3 234	23 311	26 545	12.2%
Total	5 009	54 518	59 527	8.4%

2.7 Sectorally speaking, Chinese restaurants had the largest number of vacancies (1 383), while western restaurants had the highest vacancy rate (13.8%). A summary of vacancies and vacancy rates by sector is shown in Table 2.3 below. A breakdown of full-time vacancies by sector is at **Appendix 4**.

⁷ For ease of completion, the questionnaire did not ask about PT vacancies.

⁸ Vacancy rate is defined as the ratio of the number of vacancies to the number of “job opportunities” (i.e. the sum of the number of persons engaged plus the number of vacancies).

Table 2.3 Distribution of FT Vacancies and Vacancy Rate by Sector

Sector	Number of FT Vacancies (a)	Number of FT Workers Employed (b)	Total Number of FT Posts (c) [= (a) + (b)]	Vacancy Rate [(a)/(c)]
Export and re-export Trading	456	4 519	4 975	9.2%
Import Trading	782	12 282	13 064	6.0%
Wholesale	656	5 789	6 445	10.2%
Retail	443	8 110	8 553	5.2%
Western Restaurants	1 031	6 456	7 487	13.8%
Chinese Restaurants	1 383	11 328	12 711	10.9%
Hotels	182	3 978	4 160	4.4%
Recreation Clubs	63	1 405	1 468	4.3%
Warehousing & Transportation	12	470	482	2.5%
Auction, Finance & Insurance	0	110	110	0%
Manufacturing	0	4	4	0%
Education & Training	1	67	68	1.5%
Total	5 009	54 518	59 527	8.4%

2.8 Table 2.4 shows the jobs with the most vacancies. The largest number of vacancies were for “waiter/waitress” (1 945).

Table 2.4 Largest Number of FT Vacancies by Job Level

Job level	Job Title	Sector	Total No. of Vacancies
Managerial	1. Sales and Marketing Manager	<ul style="list-style-type: none"> • Wholesale • Export and Re-export Trading • Retail 	310
	2. General Manager	<ul style="list-style-type: none"> • Export and Re-export Trading • Import Trading • Wholesale 	247
	3. Other Supporting Managers	<ul style="list-style-type: none"> • Chinese restaurants • Hotels • Wholesale • Retail 	68
Supervisory	1. Captain (Food and Beverage Department)	<ul style="list-style-type: none"> • Western Restaurants • Hotels • Recreation Clubs 	294
	2. Sales Supervisor	<ul style="list-style-type: none"> • Import Trading • Wholesale 	176
	3. Captain / Supervisor	<ul style="list-style-type: none"> • Chinese Restaurants • Recreation Clubs 	162
Clerical/ Operative Support	1. Waiter / Waitress	<ul style="list-style-type: none"> • Chinese Restaurants • Western Restaurants • Hotels • Recreation Clubs 	1 945
	2. Salesman / Sales Representative	<ul style="list-style-type: none"> • Wholesale • Export and re-export Trading • Import trading 	561
	3. Stock / Purchasing Clerk	<ul style="list-style-type: none"> • Import Trading • Retail • Wholesale • Chinese Restaurants 	288

2.9 As a related finding, 20.2% of all employers encountered difficulties in recruitment in the 12 months preceding their response to the questionnaire. Recreation clubs (38.7%) and the warehousing & transportation sector (27.3%) had the highest percentage of such establishments. Table 2.5 below sets out by sector the percentage of establishments encountering recruitment difficulties.

Table 2.5 Percentage of Establishments with Recruitment Difficulties

	Percentage within the Sector (%)
Export and re-export trading	20.0
Import trading	19.2
Wholesale	25.8
Retail	23.5
Western Restaurants	8.1
Chinese Restaurants	18.1
Hotels	21.7
Recreation clubs	38.7
Warehousing & transportation	27.3
Auction, Finance & Insurance	-
Manufacturing	-
Education and training	25.0
Total	20.2*

*% of all establishments

Income

2.10 The questionnaire asked respondents to indicate the average monthly income range⁹ of each kind of FT jobs they offered. The largest number of employees (46.7%) earned within the range of \$10,001-\$20,000. A summary of average income range by job level is shown in Table 2.6:

Table 2.6 Range of Average Income by Job Level

Monthly Average Income Range		Number of Employees			
		Managerial Level	Supervisory Level	Clerical/Operative Support Level	All
Over \$70,000	no.	375	11	0	386
	%	(2.3)	(0.1)	(0)	(0.7)
\$50,001 - \$70,000	no.	368	68	0	436
	%	(2.2)	(0.5)	(0)	(0.8)
\$30,001 - \$50,000	no.	1 659	518	1	2 178
	%	(10.0)	(3.5)	(0)	(4.0)
\$20,001- \$30,000	no.	5 441	986	378	6 805
	%	(32.8)	(6.7)	(1.6)	(12.5)
\$10,001 -\$20,000	no.	3 326	10 226	11 901	25 453
	%	(20.1)	(69.9)	(51.1)	(46.7)
\$8,001 - \$10,000	no.	183	320	5 515	6 018
	%	(1.1)	(2.2)	(23.7)	(11.0)
Under \$8,001	no.	209	196	878	1 283
	%	(1.3)	(1.3)	(3.8)	(2.4)
Unspecified	no.	5 021	2 300	4 638	11 959
	%	(30.3)	(15.7)	(19.9)	(21.9)
TOTAL	no.	16 582	14 625	23 311	54 518
	%	(30.4)	(26.8)	(42.8)	(100)

⁹ Income includes basic salary, overtime pay, cost of living allowance, meal allowance, commission and bonus. The incomes ranges are: (i) over \$70,000; (ii) \$50,001-\$70,000; (iii) \$30,001-\$50,000; (iv) \$20,001-\$30,000; (v) \$10,001-\$20,000; (vi) \$8,001-\$10,000 and (vii) under \$8,001.

2.11 At the managerial level, the largest number of employees (32.8%) earned \$20,001-\$30,000. Over half of supervisory staff (69.9%) and clerical/operative employees (51.1%) earned between \$10,001 and \$20,000 a month.

2.12 By sector, the largest number of managerial employees in hotels (43.7%), warehousing & transportation (40.6%) and recreation clubs (27.9%) earned a monthly income within the range of \$30,001-\$50,000. For the other sectors, the largest number of managerial employees earned \$20,001-\$30,000: western restaurants (50.6%), export & re-export trading (39.4%), import trading (34.4%) wholesale (32.9%) and retail (26.4%), except Chinese restaurants where 32.9% of managers earned between \$10,001 and \$20,000.

2.13 The largest number of supervisory employees earned \$10,001-\$20,000 in the following sectors: western restaurants (88.9%), recreation clubs (87.0%), import trading (76.0%), Chinese restaurants (68.3%), retail (59.0%), hotels (66.2%), wholesale (63.6%), export & re-export trading (52.2%) and education & training (43.5%) (except the auction, finance & insurance as well as the manufacturing sectors whose employees' salaries were unspecified).

2.14 For clerical and operative support employees, the largest number of those worked in the education & training sector (28.6%) received a monthly income between \$20,001 and \$30,000; those in other sectors earned \$10,001-\$20,000 including: recreation clubs (66.7%), retail (60.1%), hotels (57.8%), wholesale (56.7%), import trading (54.1%), Chinese restaurants (46.5%) and export & re-export trading sectors (43.5%). 100% of such employees in the manufacturing sector received between \$8,001 and \$10,000.

2.15 A detailed breakdown by job level and sector is at **Appendix 5**.

(ii) Job Requirements

Relevant Work Experience

2.16 Establishments were also asked about the preferred years of relevant work experience¹⁰ for each kind of jobs they offered. The most preferred range was one to three years (36.4%), followed by three to six (26.6%), less than one year (15%) and six years or more (16.8%). The rest did not specify.

2.17 Employees having three to six years of experience were most sought after at the managerial level (37.7%) and supervisory level (38.1%) and one to three years for clerical/operative support (55.7%) level. The ensuing paragraphs set out the most preferred number of years of relevant work experience for different sectors.

2.18 Nearly half of the managerial employees (45.3%) of Chinese restaurants were preferred to have accumulated at least ten years of experience; six to ten years for hotels (49.7%), recreation club (41.9%) and western restaurants (36.8%); three to six years for the auction, finance & insurance (66.7%), retail (51.5%), wholesale (42.2%), the warehousing & transportation (42.2%), import trading (38.5%) and export and re-export trading (24.3%) sectors.

2.19 As regards supervisory jobs, 34.8% of export and re-export trading employees would preferably have six to ten years of experience. For those in recreation clubs (86.6%), the warehousing & transportation (50.3%), hotel (49%), wholesale (44.8%) and import trading (44%) sectors, three to six years were preferred. Supervisory employees were preferred to have one to three years of relevant experience in the auction, finance & insurance (60%), western restaurant (48.3%), retail (44.2%) and Chinese restaurant (31.7%) sectors.

¹⁰ The ranges are: (i) 10 years or more; (ii) 6 years to less than 10 years; (iii) 3 years to less than 6 years; (iv) 1 year to less than 3 years; (v) less than 1 year and (vi) Unspecified.

For the sake of simplicity, “less than” in the various options will be omitted in the following paragraphs, e.g. “6 years to less than 10 years” will become “6 to 10 years”.

2.20 For clerical & operative support level jobs, employees with one to three years of experience were preferred for the recreation clubs (77.6%), the import trading (60.8%), western restaurant (59.2%), Chinese restaurant (55.6%), retail (57.6%), export and re-export trading (56.5%) and wholesale sectors (41.8%). Employees were preferred to have less than one year of relevant experience for the auction finance & insurance (61.7%), hotel (44.3%) and warehouse & transportation (43.5%) sectors.

2.21 A detailed breakdown of the preferred level of experience by sector and job level is at **Appendix 6**.

Education Attainment Level

2.22 Establishments were asked about the preferred level of education attainment¹¹ for each kind of jobs they offered. 26.4% of all the jobs preferred Secondary 4-5, followed by Secondary 6-7/Hong Kong Diploma of Secondary Education (HKDSE) (21.4%) or Secondary 3 or below (15.4%) etc.

2.23 The most preferred level was university degree or above for managerial employees (35.5%), and Secondary 4-5 for supervisory (27.7%) and clerical/operative support employees (32.1%). A breakdown by sector is in the ensuing paragraphs.

2.24 For managerial jobs, degree-holding employees were most preferred in the auction, finance & insurance (72.7%), warehousing and transportation (68.8%), retail (56.4%), export and re-export trading (51.5%), hotel (49.7%), education & training (43.8%) and wholesale (36.4%) and import trading (31.3%) sectors. 33.7% of managerial staff of the recreation clubs sector were preferred to hold an associate degree or equivalent. For Chinese restaurants, 51% of managers were preferred to have completed Secondary 6-7/DSE. 46.3% of managerial employees in western restaurants were preferred to have completed Secondary 4-5.

¹¹ The options are: (i) university degree or above; (ii) Associate Degree/Professional Diploma/Higher Diploma/Higher Certificate or equivalent; (iii) Diploma/ Certificate or equivalent; (iv) Secondary 6-7/HKDSE; (v) Secondary 4-5; (vi) Secondary 3 or below and (vii) Others / unspecified.

2.25 At the supervisory level, employees who had a university degree or above were most sought after in the retail (42.6%) and the import trading (34%) sectors. Supervisory employees of the auction, finance & insurance (60%) and hotel (55.7%) sectors were preferred to hold an associate degree or equivalent. Employees finished Secondary 6-7/DSE level education were preferred in the recreation club (66.7%), the warehousing & transportation (48.6%) and the export and re-export trading (47.8%) sectors. Western restaurants (73.3%) and wholesale (24.5%) sectors would preferably have Secondary 4-5 education for supervisory employees. 32.8% supervisory employees of Chinese restaurants were preferred to have Secondary 3 level education.

2.26 For the clerical & operative support level, 63.8% of auction, finance & insurance employees were preferred to hold an associate degree or equivalent. 50.9% of warehousing & transportation employees were preferred to have Diploma/Certificate education. Employees with an education level of Secondary 6-7/DSE were preferred in the recreation club (61%), export & re-export trading (52.2%), hotel (39.4%) and import trading (33.8%) sectors. Employees of the western restaurant (59.2%), wholesale (43.3%), education & training (42.9%) and retail (41.8%) sectors were preferred to have Secondary 4-5 level education. 75.5% of Chinese restaurants' clerical & operative staff were preferred to have Secondary 3 level education.

2.27 A full breakdown of the preferred education attainment level by sector and job level is at **Appendix 7**. Table 2.7 below shows a summary of the preferred level of education attainment as well as years of experience for jobs at all levels and sectors.

Table 2.7 Most Preferred Education Attainment Level & Years of Experience

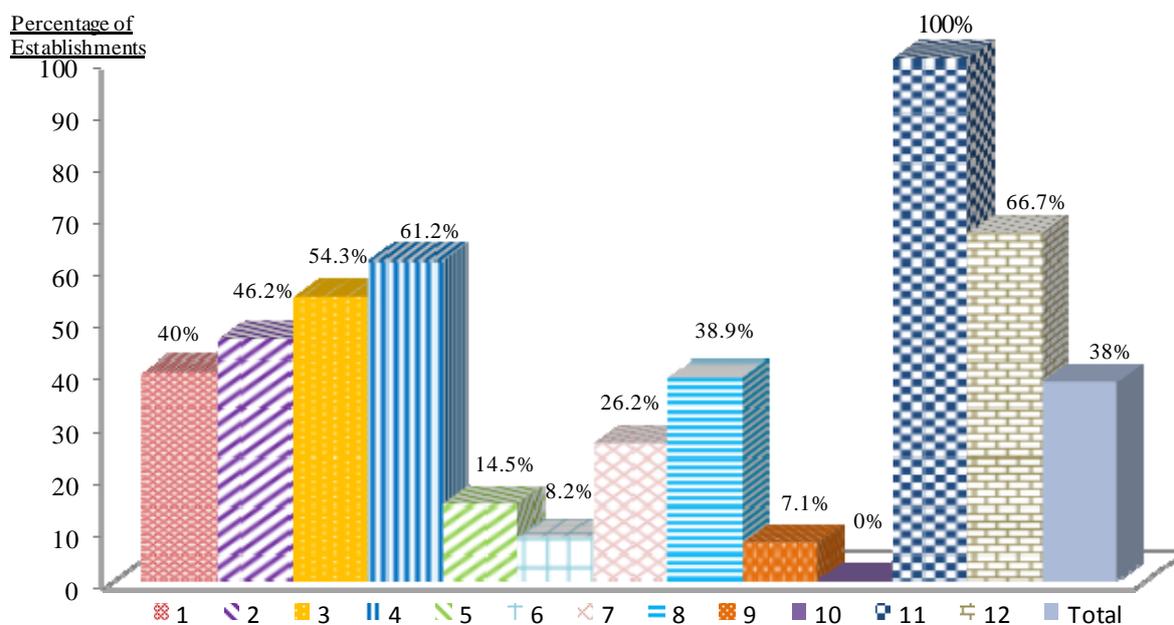
Sector	Job Level	Most Preferred Level of Education Attainment	Most Preferred Years of Experience
Export and Re-export Trading	Managerial	Degree or above	3 - 6
	Supervisory	S6-S7/HKDSE	6 - 10
	Clerical/Operative	S6-S7/HKDSE	1 - 3
Import Trading	Managerial	Degree or above	3 - 6
	Supervisory	Degree or above	3 - 6
	Clerical/Operative	S6-S7/HKDSE	1 - 3
Wholesale	Managerial	Degree or above	3 - 6
	Supervisory	S4-S5	3 - 6
	Clerical/Operative	S4-S5	1 - 3
Retail	Managerial	Degree or above	3 - 6
	Supervisory	Degree or above	1 - 3
	Clerical/Operative	S4-S5	1 - 3
Western Restaurants	Managerial	S4-S5	6 - 10
	Supervisory	S4-S5	1 - 3
	Clerical/Operative	S4-S5	1 - 3
Chinese Restaurants	Managerial	S6-S7/HKDSE	> 10
	Supervisory	S3 or below	1 - 3
	Clerical/Operative	S3 or below	1 - 3
Hotels	Managerial	Degree or above	6 - 10
	Supervisory	AD/Pro Dip./HD/HC	3 - 6
	Clerical/Operative	S6-S7/HKDSE	< 1
Recreation Clubs	Managerial	AD/Pro Dip./HD/HC	6 - 10
	Supervisory	S6-S7/HKDSE	3 - 6
	Clerical/Operative	S6-S7/HKDSE	1 - 3
Warehousing & Transportation	Managerial	Degree or above	3 - 6
	Supervisory	S6-S7/HKDSE	3 - 6
	Clerical/Operative	Dip/Cert.	< 1
Auction, Finance & Insurance	Managerial	Degree or above	3 - 6
	Supervisory	AD/Pro Dip./HD/HC	1 - 3
	Clerical/Operative	AD/Pro Dip./HD/HC	< 1
Manufacturing	Managerial	Dip/Cert.	1 - 3
	Supervisory	--	--
	Clerical/Operative	S4-S5	< 1
Education & Training	Managerial	Degree or above	6 - 10
	Supervisory	Degree or above	3 - 6
	Clerical/Operative	S4-S5	3 - 6

Professional and Vocational Qualifications

2.28 38.0% of all the establishments had local employees who possessed wine-related professional / vocational qualifications, and 3.5% hired overseas employees with such qualifications.

2.29 For local employees possessing wine-related qualifications, the percentage was highest in the manufacturing sector (100%). A bar-chart showing a sectoral breakdown is at Figure 2.2. More information is at **Appendix 8**.

Figure 2.2 Percentage of Establishments with Local Employees Possessing Professional / Vocational Qualifications



Sector 1 Export & Re-export Trading
2 Import Trading
3 Wholesale
4 Retail
5 Western Restaurants
6 Chinese Restaurants

7 Hotels
8 Recreation Clubs
9 Warehousing & Transportation
10 Auction, Finance & Insurance
11 Manufacturing
12 Education & Training

2.30 Among all FT local employees at the managerial and supervisory levels ¹², 5.1% possessed professional/vocational qualifications. The percentage of such employees was highest in the manufacturing (50%) as well as education and training (46.3%) sectors. Please refer to Table 2.8 below for all sectors. A further breakdown by job level and sector is at **Appendix 9**. The bulk (78.8%) of the professional/ vocational qualifications in question were those granted by the Wine & Spirit Educational Trust (WSET). Table 2.9 tabulates all the relevant qualifications.

Table 2.8 No. of FT Local Employees Possessing Wine-related Professional / Vocational Qualifications

Sector	No. of Employees*	Percentage within the sector (%)
Export and re-export Trading	13	16.5
Import Trading	35	15.6
Wholesale	74	15.4
Retail	65	16.5
Western Restaurants	11	1.4
Chinese Restaurants	4	0.2
Hotels	65	3.6
Recreation Clubs	55	6.5
Warehousing & Transportation	5	2.5
Auction, Finance & Insurance	0	0
Manufacturing	1	50.0
Education & Training	25	46.3
Total	353	5.1**

* These are actual figures without grossing up.

** Percentage of all establishments

¹² The survey did not ask about the clerical & operative support level.

Table 2.9 Professional/Vocational Qualifications Held by Local Employees

Name of Qualifications	Name of Institute (Place of Issue)	No. of Employees Possessing the Qualification*
WSET	Wine & Spirit Educational Trust (UK)	278
SOPEXA French Wine	SOPEXA (HK)	21
Certified Specialist of Wine	Society of Wine Educators (US)	11
Advanced Certificate in Wine & Bartending Service	Vocational Training Council (HK)	10
Introductory Sommelier	Court of Master Sommeliers (UK)	6
Certificate in Wine Promoter Training	Integrated Vocational Development Centre (HK)	3
Certified Sommelier	Court of Master Sommeliers (UK)	3
Hong Kong Sommelier Association Member	HK Sommelier Association (HK)	3
Certificate in Food and Beverage Operations	Vocational Training Council (HK)	2
Master of Wine	The Institute of Masters of Wine (UK)	2
Sommelier Diploma	International Sommeliers Guild (US)	2
Austria Wine Marketing Board (AWMB) member	AWMB (Austria)	1
Bordeaux Wine School Certificate	Bordeaux Wine Council	1
Diploma in Enology	Niagara College (Canada)	1
Wine Certification	The Culinary Institute of America (US)	1
Not Specified		8

* These are actual figures without grossing up.

2.31 Of all the establishments, a small number of them preferred their managerial employees (5.5%) and supervisory employees (3.4%) to have overseas wine-related qualifications. The qualifications are tabulated in Table 2.10 below. The statistics are at **Appendix 10**.

Table 2.10 Preferred Overseas Wine-related Qualifications

Managerial Level	Supervisory Level
Certified Sommelier	Master of Wine
Diploma in Enology	Qualifications related to Knowledge of Wine and Authenticity Skills
Internationally Accredited Wine-related Qualifications	Sommelier Diploma
Master of Wine	SOPEXA
Qualifications related to Knowledge of Wine and Authenticity Skills	WSET
Sommelier Diploma	
WSET	

Box 2.2 – Overseas Employees

Among all the 8 477 establishments, 555 of them (6.5%) hired employees from overseas. They employed a total of 1 244 such employees. Of them, 76.2% were in the import trading sector. The distribution by sector is at **Appendix 11**. The top three nationalities of these 1 244 employees were British (22.4%), Italian (14.5%) and French (10.4%). A full breakdown is at **Appendix 12**.

(iii) Training

Establishments Providing Wine-related Training Courses

2.32 22.1% of all the establishments provided wine-related training courses. 100% of the establishments under the manufacturing and education and training sectors provided relevant training. Other sectors that also provided training courses were wholesale (44.3%), recreation clubs (33.3%) and hotels (26.2%). Table 2.11 below sets out the number and percentage of establishments within individual sectors that provided wine-related training courses.

Table 2.11 Number and Percentage of Establishments
Providing Wine-related Training Courses within Sector

Sector	No. of Establishments*	Within Sector (%)
Export and re-export trading	4	16.0
Import trading	10	19.2
Wholesale	31	44.3
Retail	19	22.4
Western Restaurants	5	8.1
Chinese Restaurants	1	1.6
Hotels	11	26.2
Recreation clubs	6	33.3
Warehousing & transportation	1	7.1
Auction, Finance & Insurance	0	0
Manufacturing	1	100.0
Education and training	9	100.0
Total	98	22.1**

* Actual figures without grossing up

** Total of all sectors

Wine-related Training Courses and Places on the Market

2.33 There were 193 courses on the market, providing 32 074 training places as at Q4 of 2013. In terms of level, the courses varied from introductory classes to more specialist programmes. 11 courses were indicated a level of the Qualifications Framework (QF)¹³, they were all pegged to level 3¹⁴ (except one on level 4¹⁵).

2.34 Almost all of the 193 courses were on wine tasting. Some covered a range of subjects, including wine serving, making as well as storage and investment. 17 courses focused on wines from France in general and another 11 on Bordeaux wines in particular. A full list of courses and their respective duration and number of training places offered are in **Appendix 13**.

2.35 The duration of the 193 courses ranged from 2 hours to 24 months. Apart from those with duration unspecified, the largest number of courses are below 10 hours (68.5%), followed by 21-30 hours (17.0%), 10-20 hours (8.5%) , 31-100 hours (4.2%) and 100 hours or more (2.4%).

¹³ The QF is a seven-level hierarchy covering qualifications in the academic, vocational and continuing education sectors. It establishes an accessible articulation pathway and multiple entry and exit points to promote lifelong learning, with a view to enhancing the quality, professionalism and diversification of our workforce and to helping individuals pursue their goals according to their own roadmaps.

¹⁴ Broadly equivalent to Secondary 6-7 / HKDSE level.

¹⁵ Broadly equivalent to associate degree / higher diploma level.

(iv) Other Findings

Mainland Businesses

2.36 40.6% of all the establishments had wine businesses on the Mainland. The sector distribution is at Table 2.12. 52.8% of these establishments deployed local employees to work in the Mainland. A detailed breakdown is at **Appendix 14**. Among them, 88.5% provided the staff with transportation support, 87.4% accommodation support and 43.8% with other types of support (unspecified).

Table 2.12 Percentage of Establishments with Mainland Businesses

	Percentage within the Sector (%)	Among Establishments with Mainland Businesses (%)
Export and re-export trading	76.0	31.6
Import trading	30.8	26.0
Wholesale	42.9	11.2
Retail	47.1	24.7
Western Restaurants	16.1	3.0
Chinese Restaurants	11.5	2.0
Hotels	28.3	1.0
Recreation clubs	9.7	0.1
Warehousing & transportation	36.4	0.3
Auction, Finance & Insurance	0	0
Manufacturing	0	0
Education and training	25.0	0.1
Total	40.6	100.0

2.37 In terms of headcount, 6.4% of FT employees were deployed to work on the Mainland. Among them, 14.3% were stationed there. A breakdown by job level is at **Appendix 15**.

Online Trading

2.38 Among all establishments, 30.2% ran online business. 16.6% of them gained 1%-10% of receipts from such business. The sectors that had a higher percentage of establishments with online business were manufacturing (100%), retail (40.0%) and wholesale (32.8%). A detailed breakdown by sector is at **Appendix 16**.

Consumption at Restaurants

2.39 30.9% of restaurants sold all their wines on-trade. The rest also sold their wines both on-trade and off-trade, or did not respond. A detailed breakdown is at **Appendix 17**.

Employees' Whereabouts After Leaving the Company

2.40 According to the employers surveyed, 36.1% of their staff who left in the last 12 months continued with other jobs within the wine industry, 23.4% left the industry for other jobs while 3.1% left for emigration, retirement or further studies. The rest were unknown. A breakdown by job levels is at Table 2.13.

Table 2.13 Percentage of Employees' Whereabouts After Leaving the Company

Job Level	Taking up wine industry related jobs (%)	Taking up non-wine industry related jobs (%)	Emigration, retirement or further studies (%)	Others – No idea (%)
Managerial	43.8	41.3	4.1	10.7
Supervisory	62.0	22.1	-	15.9
Clerical/ Operative Support	27.4	15.4	3.2	54.0
Total	36.1	23.4	3.1	37.4

Internal Promotion

2.41 1 214 employees were promoted to the managerial level and 1 817 were promoted to the supervisory level in the 12 months preceding the survey. 438 were transferred to clerical/operative support level from other positions. The position of promotion by sector and job level is given in **Appendix 18**.

B. FORECAST FOR 2014

(i) Manpower Demand

2.42 According to employers' feedback, the total forecast number of FT posts in the next 12 months would be 47 216.

2.43 By job level, establishments would hire 13 661 FT managerial, 11 985 FT supervisory and 21 570 FT clerical/operative support employees in the next 12 months. Table 2.14 shows the manpower demand by job level in December 2013 and the forecast for the next 12 months.

Table 2.14 Forecast of Manpower Demand in the Next 12 Months by Job Level

Job Level	No. of FT Employees in Dec 2013	No. of FT Vacancies in Dec 2013	Employers' Forecast of FT Posts for Dec 2014
Managerial	16 582	860	13 661
Supervisory	14 625	915	11 985
Clerical/Operative Support	23 311	3 234	21 570
Total	54 518	5 009	47 216

2.44 Sectorally, import trading and Chinese restaurant sectors were forecast to remain the largest employers of FT staff. Table 2.15 shows the manpower demand by sector in December 2013 and the forecast for the next 12 months. Table 2.16 further shows a breakdown by both sector and job level.

Table 2.15 Forecast of Manpower Demand in the Next 12 Months by Sector

Sector	No. of FT Employees in Dec 2013	No. of FT Vacancies in Dec 2013	Employers' Forecast of FT Posts for Dec 2014
Export and Re-export Trading	4 519	456	4 975
Import Trading	12 282	782	9 769
Wholesale	5 789	656	5 582
Retail	8 110	443	5 283
Western restaurants	6 456	1 031	6 129
Chinese Restaurants	11 328	1 383	9 995
Hotels	3 978	182	3 442
Recreation Clubs	1 405	63	1 524
Warehousing & Transportation	470	12	352
Auction, Finance & Insurance	110	0	87
Manufacturing	4	0	4
Education & Training	67	1	74
Total	54 518	5 009	47 216

Table 2.16 Forecast of Manpower Demand in the Next 12 Months by Sector and Job Level

	Manpower Demand in Dec 2013	Employers' Forecast of FT Posts for Dec 2014
Export and Re-export Trading		
Managerial Level	1 888	2 060
Supervisory Level	1 315	914
Clerical/Operative Support Level	1 316	2 001
Import Trading		
Managerial Level	5 360	4 577
Supervisory Level	2 791	2 178
Clerical/Operative Support Level	4 131	3 014
Wholesale		
Managerial Level	2 225	2 032
Supervisory Level	1 840	1 711
Clerical/Operative Support Level	1 724	1 839
Retail		
Managerial Level	3 460	2 249
Supervisory Level	1 295	806
Clerical/Operative Support Level	3 355	2 228
Western Restaurants		
Managerial Level	970	725
Supervisory Level	2 033	1 921
Clerical/Operative Support Level	3 453	3 483
Chinese Restaurants		
Managerial Level	1 901	1 431
Supervisory Level	2 626	2 038
Clerical/Operative Support Level	6 801	6 526
Hotels		
Managerial Level	513	395
Supervisory Level	1 990	1 704
Clerical/Operative Support Level	1 475	1 343
Recreation Clubs		
Managerial Level	86	83
Supervisory Level	501	532
Clerical/Operative Support Level	818	909
Warehousing and Transportation		
Managerial Level	128	70
Supervisory Level	181	138
Clerical/Operative Support Level	161	144
Auction, Finance & Insurance		
Managerial Level	33	21
Supervisory Level	30	18
Clerical/Operative Support Level	47	48
Manufacturing		
Managerial Level	2	2
Supervisory Level	--	0
Clerical/Operative Support Level	2	2
Education and Training		
Managerial Level	16	16
Supervisory Level	23	25
Clerical/Operative Support Level	28	33
Managerial Level	16 582	13 661
Supervisory Level	14 625	11 985
Clerical/Operative Support Level	23 311	21 570
Total	54 518	47 216

(ii) Training

2.45 26.7% of employers on the whole indicated that they planned to provide or sponsor their staff for wine-related training in the next 12 months. The largest proportion of such employers was found in the recreation club (63.3%), warehousing and transportation (59.4%) and hotel (55.0%) sectors. A picture of all sectors is in **Appendix 19**.

2.46 On the whole, employers planned to provide or sponsor 90 057 training “man-times” (referred to as “places” in other parts of this report) for their employees in the next 12 months. By job level, there would be 27 181 training places for managerial staff, 32 218 for supervisory staff and 30 658 for clerical/operative support staff.

2.47 The types of training to be provided / sponsored by employers are set out in Table 2.17 below.

Table 2.17 Types of Training Provided/Sponsored by Most Employers in the Next 12 Months

	Managerial Level	Supervisory Level	Clerical/ Operative Level
Management Skills	Business Development & Management	Management Skills	Supervisory Skills
Trade Specific Skills	Wine-related Knowledge	Wine-related Knowledge, Customer Relationship	Wine Product Knowledge, Wine-related Knowledge
China-related Knowledge and World Vision	China Trade Business	China Trade Business	China Trade Business
Language Skills	Spoken Putonghua	Spoken Putonghua	Spoken English
Personal Development Skills	Interpersonal Communication, Presentation	Interpersonal Communication	Interpersonal Communication

2.48 The largest number of places to be sponsored would be on trade specific skills (60.3%), followed by language skills (12.3%), management skills (10.0%), China-related knowledge and world vision (10.0%) and personal development skills (7.4%).

2.49 Specifically on trade specific skills training, 9.0% of the places were on “wine-related knowledge” and 8.1% on “customer relationship etc.

2.50 A full list of the types of training and their respective number of places by job level is in **Appendix 20**.

2.51 The total number of FT employees possessing professional/ vocational qualifications was forecast to be 392 (not grossed up) in the next 12 months, comprising 221 managerial and 171 supervisory employees¹⁶. By sector, wholesale (86), hotel (62) and retail (61) sectors would continue to have the largest number of employees with professional/ vocational qualifications. Table 2.18 below shows the forecast for all sectors in the next 12 months. A further breakdown by job level (only managerial and supervisory) and sector is at **Appendix 21**.

¹⁶ The survey did not ask about staff at clerical / operative support level.

Table 2.18 No. of FT Employees Currently Possessing Professional / Vocational Qualifications and Employers' Forecast of No. of Employees with Relevant Qualifications in the next 12 Months

Sector	No. of Employees with qualification* (%)**	Forecast No. of Employees with qualification in the next 12 months (+/-%)
Export and re-export Trading	13 (16.5)	41 (+215.4)
Import Trading	35 (15.6)	41 (+17.1)
Wholesale	74 (15.4)	86 (+16.2)
Retail	65 (16.5)	61 (-6.2)
Western Restaurants	11 (1.4)	17 (+54.5)
Chinese Restaurants	4 (0.2)	11 (+175.0)
Hotels	65 (3.6)	62 (-4.6)
Recreation Clubs	55 (6.5)	40 (-27.3)
Warehousing & transportation	5 (2.5)	11 (+120.0)
Auction, Finance & Insurance	0	0
Manufacturing	1 (50.0)	1 (--)
Education & Training	25 (46.3)	21 (-16.0)
Total	353 (5.1)	392 (+11)

* These are actual figures without grossing up.

** As percentage of the total number of employees in the same sector

2.52 The 193 wine-related training courses on the market in 2013 would continue to run in the next 12 months, providing 32 802 places. The full list of the courses and their number of places is in **Appendix 22**.

2.53 These courses would continue to run at different levels and cover a range of varied subjects. The bulk of these courses continued to be generic wine tasting courses (79), providing over 27 000 training places. Also, a series of six professional diploma programmes specialising in different areas would each offer 45 more training places in the next 12 months.

2.54 5.1% of course providers planned to start 19 new courses in the next 12 months. The courses would provide some 325 places. As for existing courses, the 19 new ones would also be offered at various levels and cover different subjects. 10.2% of course providers would recruit Mainland applicants. A full list of the new courses to be provided and the respective training places is in **Appendix 23**.