Report on 2023 Manpower Projection

Labour and Welfare Bureau

The Government of the Hong Kong Special Administrative Region

14 November 2024

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Executive Summary

The Government has been conducting periodic Manpower Projection (MP) exercises to assess Hong Kong's future manpower supply and requirement trends at a macro level.

2. Amid Hong Kong's gradual recovery from the pandemic, a new round of MP exercise commenced in 2023 (2023 MP) to examine the medium-term manpower needs. 2023 MP consolidated statistics and data collected from Government and open sources as well as sectoral consultations to provide detailed analyses on manpower situation in 17 selected industries, highlighting manpower shortages and skills in demand on a sectoral basis. The projection period for 2023 MP is shortened from 10 years to five years.

3. The 17 selected industries include the eight key areas for the development of Hong Kong as outlined in the National 14th Five-Year Plan (the "eight centres"[1]) and nine significant sectors[2] supporting local services and city operation, covering over 2.8 million workers, representing more than 80% of Hong Kong's workforce and contributing over 70% of the city's Gross Domestic Product (GDP).

Situation in the base year

4. In 2023 (the base year), Hong Kong's economy gradually recovered from the pandemic, which led to an increase in manpower demand. However, the local labour force (excluding foreign domestic helpers) had decreased for three consecutive years during the pandemic period to 3.5 million, causing a tight labour market with a shortage [3] of approximately 50 000 workers.

5. Most of the selected industries experienced manpower shortages at varying degrees, with more notable gaps observed in some labour-intensive industries, such as Construction, City operation, Health services, Accommodation and food, Retail, Tourism, as well as in the Innovation and technology (I&T) Centre that the Government is actively promoting. Each of these industries reported a shortage of over 5 000 workers.

Situation in 2028

6. Looking ahead, Hong Kong's economy is projected to grow at 3.2% annually during the projection period, driving sustained high manpower demand for major industries. By 2028, the local labour force is projected to slightly increase to 3.56 million. The supply of local manpower would nevertheless fall short to meet the rising demand, resulting in a widening manpower shortage to 180 000, an increase of 130 000 from 2023.

7. Due to an ageing workforce and a lack of new entrants, the projection indicates that there would be a severe shortage of "Skilled technical workers", accounting for over one-third of the total shortage in 2028.

8. All selected industries are projected to face manpower shortages at varying degrees. The respective shortage of 10 industries would exceed 10 000 workers (see Figure 1).

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[1] The "eight centres" includes the East-meets-West centre for international cultural exchange, International aviation hub, International financial centre, International innovation and technology centre, International trade centre, International transportation centre, Regional centre for international legal and dispute resolution services as well as Regional intellectual property trading centre.

[2] Significant sectors includes Accommodation and food, City operation, Construction industry, Education, Health services, Manufacturing, Retail, Social services and Tourism.

[3] The manpower shortage has already taken into account the number of unemployed persons and therefore is not the same as the number of job vacancies. For more details, please refer to **Appendix VII**.

9.   Economic   restructuring,
technology   advancement,   business
automation and digitalisation across
industries would alter demand for job
roles and skills in the market.   Even
conventional industries like the legal
services   and   accountancy   are
embracing digital transformation. Some
traditional positions (such as clerical and
administrative roles performing routine
and mundane tasks) may gradually be
replaced by automation.   Meanwhile,
there would be rising demand for new
roles related to digitalised operations
(such as artificial intelligence (AI)
specialists,   data   analysts   and
information technology experts).

10.   As the application of technology
becomes increasingly common across
industries, the future workforce on the
one hand should need to master core
skills being sought in the market (such as
language proficiency, communication
skills, teamwork and problem-solving
abilities), but also need to acquire new
operational skills (such as e-commerce
and AI applications) in response to
industry transformations and changes in
operational models on an ongoing basis.
Therefore,   Hong   Kong   needs   to
establish a flexible and forward-looking
skills-based training system to equip the
local workforce with relevant skills and
knowledge to remain competitive in a
rapidly changing market.

11.   In the face of future manpower
shortages, the Government and all
quarters   of   community   should
collaborate to implement appropriate
measures, including enhancing and
expanding local training, as well as
optimising   recruitment   and   work
arrangements, to enhance the quality
and quantity of the local workforce.
These efforts aim to attract more
potential labour into the market and
ensure the competitiveness of the local
workforce could be maintained. At the
same time, Hong Kong would continue to
import outside talents and labour in an
appropriate   scale   to   address   the
challenge of manpower shortages.

Figure 1: Manpower balance for selected industries in 2028

Eight centres	Manpower balance in 2028
I&T centre	- 18 000 to - 23 000
Aviation hub	- 18 000 to - 23 000
Trade centre	- 11 000 to - 16 000
Transportation centre	- 10 000 to - 15 000
EICE centre	- 5 000 to - 8 000
Financial centre	- 1 500 to - 4 500
IP trading centre	- 1 000 to - 4 000
Legal & ADR centre	§

Nine significant sectors	Manpower balance in 2028
Construction industry	- 45 000 to - 55 000
City operation	- 39 000 to - 44 000
Accommodation and food	- 14 000 to - 19 000
Health services	- 13 000 to - 18 000
Tourism	- 9 000 to - 14 000
Manufacturing	- 9 000 to - 14 000
Retail	- 7 000 to - 10 000
Social services	- 3 500 to - 6 500
Education	- 2 000 to - 5 000

Note: § denotes manpower balance within ± 500.

1 Introduction

Background

To facilitate manpower planning, the Government has been conducting periodic MP exercises since the late 1980s to assess Hong Kong's future manpower supply and requirement trends at a macro level. The Labour and Welfare Bureau (LWB) completed the last MP in 2019, which set out the manpower situation up to 2027.

2023 MP

2. Pursuant to the announcement in the 2022 Policy Address, LWB commenced a new round of MP in 2023. Such 2023 MP was conducted at the juncture of the lapse of the global pandemic. It provides a timely opportunity to examine our manpower needs to boost our impetus for driving recovery, diversified economic growth and high quality development.

3. The results of 2023 MP would facilitate various stakeholders such as the Government, business sector, labour organisations and training institutions in understanding the future manpower requirements to guide concerted efforts in addressing gaps in manpower and skills, down to sectoral-specific contexts.

4. In addition to the conventional analyses rendered in previous MPs, 2023 MP sets out detailed analyses on the selected industries, including the magnitude of the manpower shortage and occupations and skills in demand in individual industries in the projection period. The selected industries include the eight key areas for the development of Hong Kong as outlined in the National 14th Five-Year Plan (the "eight centres") and nine significant sectors supporting local services and city operation. These selected industries collectively covered over 2.8 million workers, representing more than 80% of Hong Kong's workforce, and contributed over 70% of the city's GDP.

Figure 1-1: Selected industries for 2023 MP

Eight Centres

East-meets-West centre for international cultural exchange (EICE centre) [233 800]

International aviation hub (Aviation hub) [56 900]

International financial centre (Financial centre) [269 100]

International innovation and technology centre (I&T centre) [52 400]

International trade centre (Trade centre) [575 100]

International transportation centre (Transportation centre) [238 600]

Regional centre for international legal and dispute resolution services (Legal & ADR centre) [24 600]

Regional intellectual property trading centre (IP trading centre) [57 100]

Nine Significant Sectors

Accommodation and food [249 900]

City operation [540 500]

Construction industry [295 300]

Education [174 000]

Health services [165 700]

Manufacturing [75 700]

Retail [273 100]

Social services [74 500]

Tourism [163 200]

Covering over 2.8 million employed persons, or 80% of the labour force, and contributing more than 70% of the Gross Domestic Product

[ ] Figures in square brackets refer to the employment in 2023 in the relevant industries.

Note: As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.

5. We extensively utilised demographic, economic and labour statistics from Government sources as well as data from other sources. These include manpower studies conducted by various bureaux and departments, public and private organisations (such as the Construction Industry Council and the Vocational Training Council) and big data analytics derived from industry practitioners and recruitment agencies.

6. To gather insights and perspectives from stakeholders in various selected industries, in-depth sectoral consultations with stakeholders were conducted to add market dimension in the analyses.

7. Automation and technology application are accelerating business cycles and driving structural shifts in job types and skills requirements. Therefore, we shortened the projection period from the previous 10 years to five years to better capture short- to medium-term changes affecting manpower demand and supply. 2023 MP covers the period of 2023 to 2028.

8. For comparability with the analyses in previous projections, the projected manpower situation of the 12 conventional economic sectors are also presented as supplementary analyses in this report.

9. Please refer to **Appendix I** for the methodology of 2023 MP.
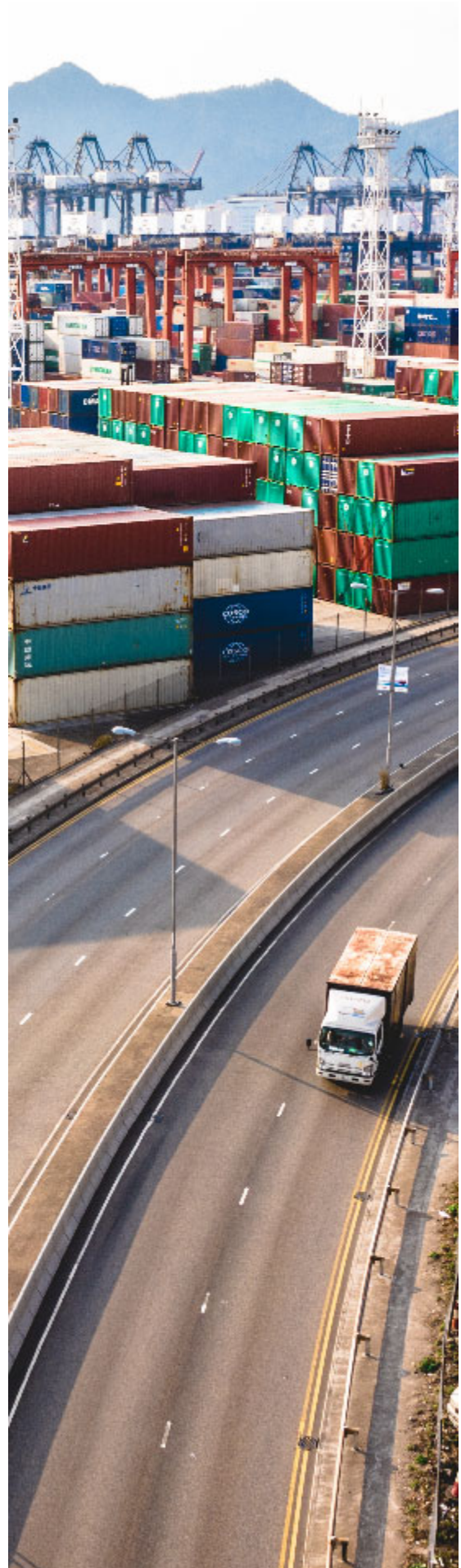
2 Base Year – Manpower Situation in 2023

10.   In 2023, business activities returned to normalcy following the lapse of the pandemic. Businesses resumed hiring, which led to a significant increase in manpower demand across sectors. Against the backdrop of a shrinking local workforce and an increase in job vacancies, the labour market was very tight in 2023. The unemployment rate stood at 2.9%, indicating nearly full employment.

Figure 2-1: Key indicators for the labour market in 2023

		Indicators
$	GDP growth rate (year-on-year)	+ 3.3%
	Labour force^	3.50 million
	Employed persons^	3.39 million
	Vacancy rate	4.6%
	Number of vacancies	160 000
	Unemployment rate	2.9%
	Manpower requirements^	3.55 million

Note: ^ Foreign domestic helpers are excluded.

11.   Taking into account the number of employed and unemployed persons and vacancies in the market, we estimate that there was a manpower shortage of some 50 000 workers in 2023. Manpower shortages were observed across all occupation groups, with more severe shortages found in the "Managers, supervisors and professionals" and "Service industry workers"[4] groups.

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[4] The four occupation groups, as defined and adopted in this report, are as follows:
  1) Managers, supervisors and professionals: Individuals who plan, direct and coordinate organisational activities, typically requiring advanced education or significant experience (e.g. engineers, medical doctors and shop managers);
  2) Service industry workers: Non-managerial level personnel providing essential support or customer-facing services (e.g. clerical workers, flight attendants, cooks and salespersons);
  3) Skilled technical workers: Workers with specialised skills or training to perform tasks related to construction, maintenance, and operation of machinery and structures (e.g. electricians, mechanics and drivers); and
  4) Manual labourers: Individuals who carry out routine tasks that do not require specialised training or significant work experience (e.g. cleaners, kitchen helpers and porters).
  Please refer the detailed definitions of the four occupation groups in **Appendix II**.

Figure 2-2: Manpower balance by occupation group in 2023

Manpower situation in 2023

Manpower supply:
3.50 million

Manpower requirements:
3.55 million

Overall balance:
- 50 000 workers

Manpower balance by occupation group

Managers, supervisors and professionals	- 15 000
Service industry workers	- 24 000
Skilled technical workers	- 10 000
Manual labourers	- 2 000
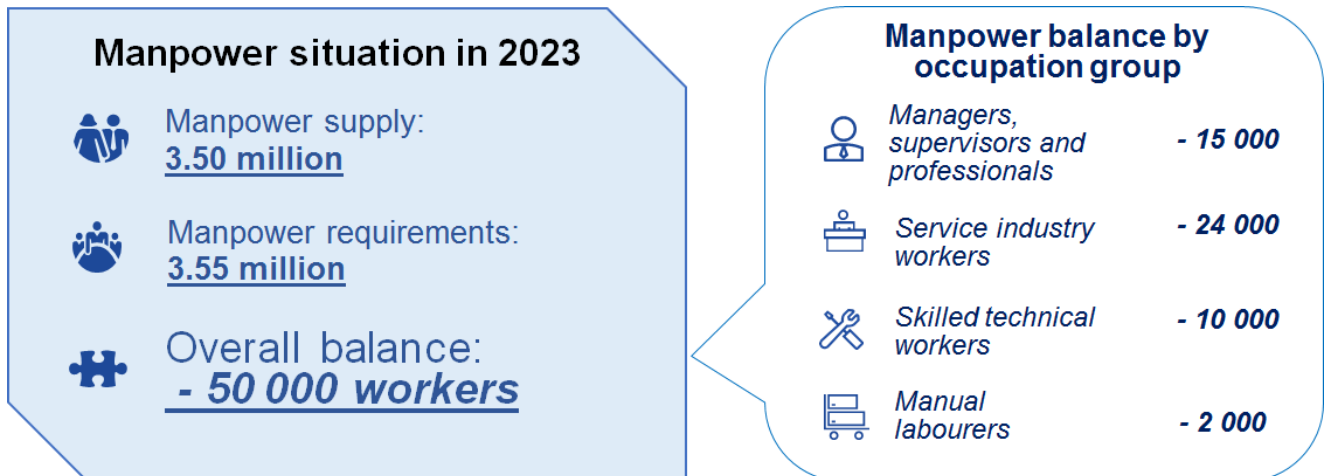
12.   Most of the selected industries experienced manpower shortages in 2023 at varying degrees, with more notable gaps observed in some labour-intensive sectors, such as Construction, City operation, Health services, Accommodation and food, Retail, Tourism, as well as in the I&T Centre that the Government is actively promoting. Each of these industries reported a shortage of over 5 000 workers.

Figure 2-3: Manpower balance for selected industries in 2023

Eight centres	Manpower balance in 2023
I&T centre	- 6 000
Transportation centre	- 4 000
Aviation hub	- 3 000
EICE centre	§
Financial centre	§
IP trading centre	§
Legal & ADR centre	§
Trade centre	+ 5 000

Nine significant sectors	Manpower balance in 2023
Construction industry	- 15 000
City operation	- 9 000
Health services	- 8 000
Accommodation and food	- 7 000
Retail	- 7 000
Tourism	- 5 000
Social services	- 4 000
Education	- 4 000
Manufacturing	+ 1 000

Note: § denotes manpower balance within ± 500.

13.   As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap. For instance, logistics—essential for the movement and storage of goods—is involved in the economic activities under the Trade centre, Transportation centre and Aviation hub. On the other hand, the I&T centre includes I&T professionals and support staff across multiple sectors, with the relevant manpower also counted under the relevant sectors. Detailed coverage of the selected industries are at **Appendix III**. In addition, unemployed persons have been taken into account to assess the manpower balances for the overall economy and selected industries. Therefore, a negative manpower balance (i.e. a manpower shortage) is not the same as the number of vacancies in the labour market.

Box 1: Government Initiatives to Address Manpower Shortages through Talent Admission Schemes

To proactively attract global talents, the Government has implemented a series of measures since late 2022 to enhance the talent admission regime, including the introduction of the Top Talent Pass Scheme targeting high-income earners and graduates from world-renowned universities. The measures have received an enthusiastic response. As of the end of October 2024, over 250 000 applications were approved under various schemes, with over 160 000 talents already having arrived in Hong Kong.

The local labour force registered a continuous decline for four years from 2019 to 2022. The active measures trawling for talents successfully reversed this downward trend in the local workforce. In 2023, the labour force increased by 40 000 to 3.50 million, with half of the increase coming from the 35-44 age group. As most of the arrived talents are in the working age, the inflow of talents also slowed the pace of population ageing. The median age of population rose by just 0.3 year in 2023, compared to annual increases of 0.5 to 0.9 year from 2018 to 2022. Outside talents and imported labour have been playing a crucial role in alleviating manpower shortages across various sectors, and MP has already factored in the impact of existing measures regarding outside talents and imported labour.

Age distribution of labour force

Labour force (million)

	2018	2019	2020	2021	2022	2023
Total	3.68	3.66	3.59	3.54	3.46	3.50
Aged 65 and over	0.14 (4%)	0.16 (4%)	0.16 (4%)	0.17 (5%)	0.19 (6%)	0.21 (6%)
Aged 45-64	1.59 (43%)	1.59 (43%)	1.58 (44%)	1.56 (44%)	1.54 (44%)	1.54 (44%)
Aged 35-44	0.85 (23%)	0.85 (23%)	0.84 (23%)	0.82 (23%)	0.80 (23%)	0.82 (23%)
Aged 15-34	1.09 (30%)	1.07 (29%)	1.02 (28%)	0.98 (28%)	0.93 (27%)	0.92 (26%)

■ Aged 15-34 ■ Aged 35-44 ■ Aged 45-64 ■ Aged 65 and over

| Median age of population | 45.3 | 45.9 | 46.4 | 47.3 | 48.0 | 48.3 |
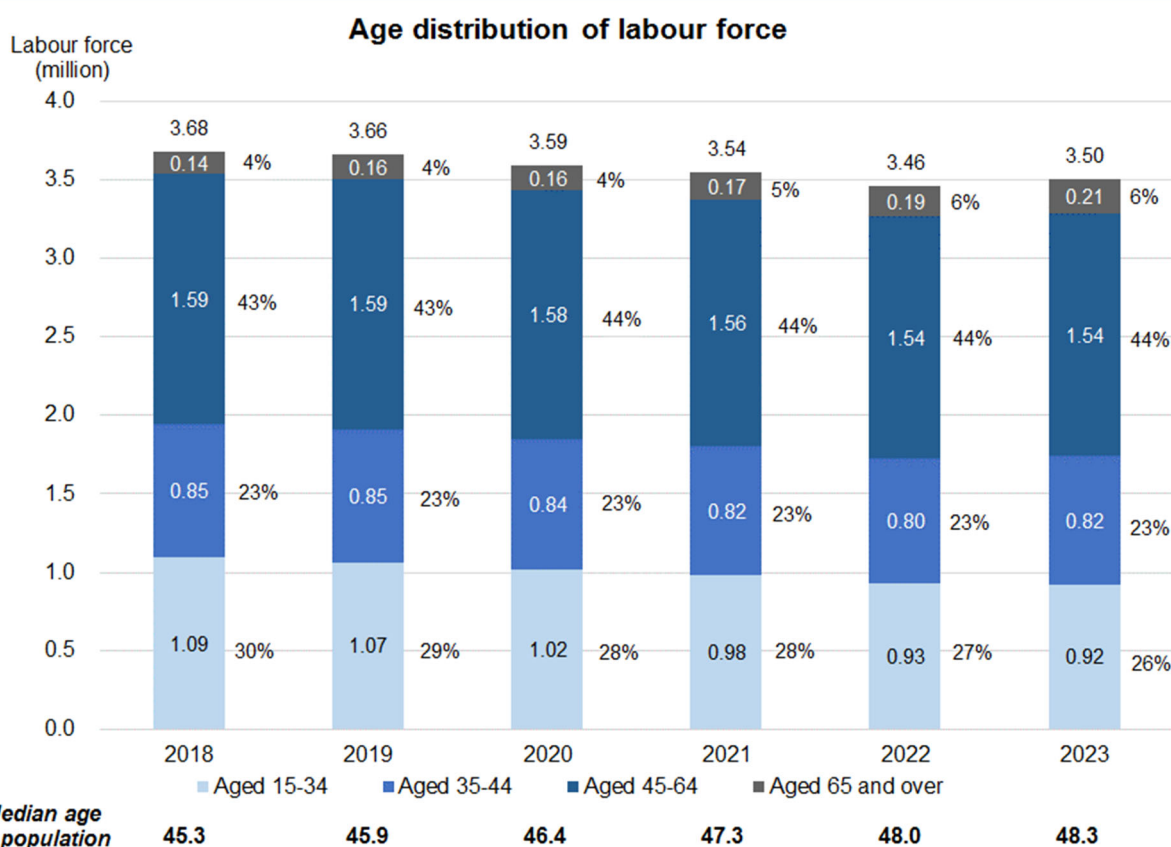
Note: Foreign domestic helpers are excluded in the above figures.
Source: Census and Statistics Department (C&SD)

3 Factors Affecting Manpower Demand and Supply in the Next Five Years

14.   Manpower requirements and labour force are dynamic and subject to changes in demography, Government policy, economic structure and technology applications, etc. The following factors would impact the manpower requirements and workforce supply in the next five years:

Demand side

Domestic economic growth and structural shifts

Government policies and measures for sectoral development

Automation and digitalisation in business operation

National development strategies and integration with the Mainland

Geopolitical tensions and global economy

Supply side

Ageing population

Increasing education level of the labour force
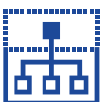
Labour force participation and skills mismatch

Talent and labour movements

Box 2: Ageing Workforce

Like other developed economies, Hong Kong's population is ageing rapidly. According to the population projections using the mid-2021 population as the base by the Census and Statistics Department (C&SD), the proportion of the local population at the age of 65 and over would increase from 23% in 2023 to 28% five years later. At the same time, our median age would rise from 48.3 in 2023 to 50.2 in 2028, making it one of the highest among developed economies globally.

Ageing workforce would constrain labour supply and exacerbate the manpower shortage further down the road. Coupled with the sheer interest of the young generation to join, the manpower supply of the occupations in the groups of "Skilled technical workers" and "Manual labourers" is concerning.

		Occupation group	Median age of employed persons in 2023	Number and proportion of employed persons aged 60 and over
1.		Managers, supervisors and professionals	41	148 000 (10%)
2.		Service industry workers	44	158 000 (14%)
3.		Skilled technical workers	50	104 000 (26%)
4.		Manual labourers	53	102 000 (31%)
Overall			**45**	**513 000 (15%)**

Note: Foreign domestic helpers are excluded in the above figures.

4 Manpower Situation in 2028

Key findings

15. Looking ahead, Hong Kong's economy is projected to grow at 3.2% annually during the projection period, driving sustained high demand for manpower from major sectors. By 2028, the local labour force is projected to slightly increase to 3.56 million. The supply of local manpower would nevertheless fall short to meet the rising demand, resulting in a widening manpower shortage to 180 000, an increase of 130 000 from 2023.

16. Manpower shortages are forecasted to worsen significantly across all occupation groups, with "Skilled technical workers" facing the most severe strain, accounting for more than one-third of the overall shortage in 2028. This is primarily due to an ageing workforce and a lack of new entrants.

17. All selected industries are projected to face manpower shortages at varying degrees. The respective shortage of 10 industries would exceed 10 000 workers.

Figure 4-1: Manpower balance by occupation group in 2028

Manpower projection in 2028

Manpower supply:
3.56 million

Manpower requirements:
3.75 million

Overall balance:
- 180 000 workers

Manpower balance by occupation group

Managers, supervisors and professionals	- 27 000 to - 32 000
Service industry workers	- 43 000 to - 48 000
Skilled technical workers	- 60 000 to - 65 000
Manual labourers	- 44 000 to - 49 000
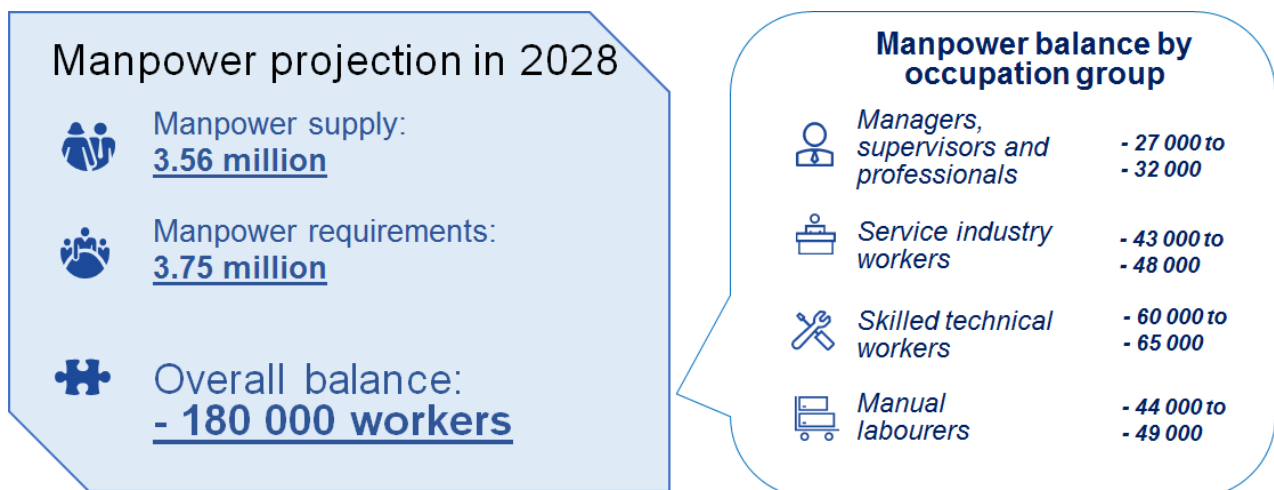
Figure 4-2: Manpower balance for selected key industries in 2028

Eight centres	Manpower balance in 2028	Nine significant sectors	Manpower balance in 2028
I&T centre	- 18 000 to - 23 000	Construction industry	- 45 000 to - 55 000
Aviation hub	- 18 000 to - 23 000	City operation	- 39 000 to - 44 000
Trade centre	- 11 000 to - 16 000	Accommodation and food	- 14 000 to - 19 000
Transportation centre	- 10 000 to - 15 000	Health services	- 13 000 to - 18 000
EICE centre	- 5 000 to - 8 000	Tourism	- 9 000 to - 14 000
Financial centre	- 1 500 to - 4 500	Manufacturing	- 9 000 to - 14 000
IP trading centre	- 1 000 to - 4 000	Retail	- 7 000 to - 10 000
Legal & ADR centre	§	Social services	- 3 500 to - 6 500
		Education	- 2 000 to - 5 000

Note: § denotes manpower balance within ± 500.

Box 3: Overview of Eight Centres

3.1 International Innovation and Technology Centre

Under the National 14th Five-Year Plan, Hong Kong is positioned to be an international innovation and technology (I&T) centre. With the opportunities arising from this positioning and the development of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), Hong Kong's I&T sector is poised for significant growth.

In 2022, the Government promulgated the Hong Kong I&T Development Blueprint (I&T Development Blueprint) to establish a clear development path for Hong Kong's I&T development over the next five to 10 years, charting Hong Kong in moving full steam towards the vision of an international I&T centre. The I&T Development Blueprint outlines four broad development directions:

- To enhance the I&T ecosystem and promote 'new industrialisation' in Hong Kong;

- To enlarge the I&T talent pool to create strong impetus for growth;

- To promote digital economy development and develop Hong Kong into a smart city;

- To proactively integrate into the overall development of the country and consolidate our role as a bridge connecting the Mainland and the world.

The Government is prioritising the attraction of leading I&T enterprises in sectors such as life and health technology, artificial intelligence (AI) and data science, advanced manufacturing and new energy technology industries.

Looking forward, Hong Kong's I&T sector is expected to witness an upsurge in start-ups, venture capital investments and initial public offerings from new I&T companies. Breakthroughs in scientific research, research and development (R&D) applications and robust growth in downstream industries are anticipated. With reference to the vision as set out in the I&T Development Blueprint, it is hoped that the ratio of Gross Domestic Expenditure on R&D to GDP, as well as the number of I&T start-ups and practitioners should further increase in the future.

Manpower requirements for the I&T centre is projected to rise from 60 200 in 2023 to 96 400 by 2028, exceeding 100 000 by 2030. A manpower shortage of 18 000 to 23 000 is projected by 2028. Occupations in demand would include project managers, data analysts, as well as I&T specialists and experts in AI, new energy technology, microelectronics and pharmaceuticals, etc.

Manpower requirements for I&T centre
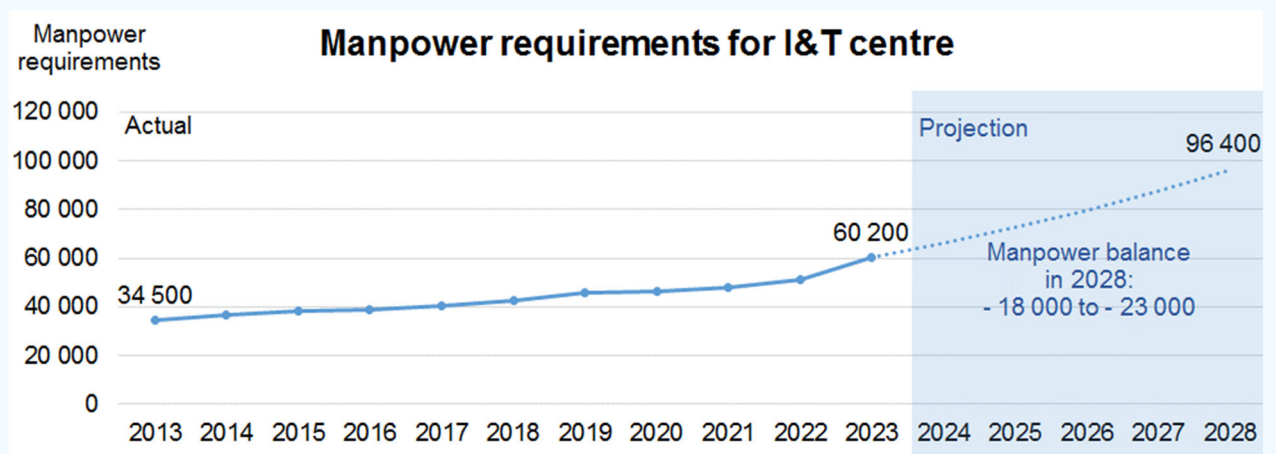
3.2 International Aviation Hub

As of 2023, Hong Kong International Airport (HKIA) remains the world's busiest cargo airport, underscoring its pivotal role in global aviation and logistics. Passenger traffic is recovering, with daily passenger traffic on peak days expected to return to 85% of the pre-pandemic levels by the end of 2024. The newly launched three-runway system to be commissioned this year would enable HKIA to handle up to 120 million passengers and 10 million tonnes of cargo annually by 2035, representing an annual growth rate of 7% to 10% in passenger and cargo volumes from 2023 levels.

Key growth drivers in the sector include the commissioning of the three-runway system, increased integration with GBA through enhanced intermodal connectivity and heightened tourism appeal through promotional campaigns.

Despite advancements in automation, such as self-service check-ins and baggage handling, which are expected to reduce manpower requirements in certain areas, manpower demand in the aviation sector is still projected to grow at 8% over the next five years. A manpower shortage of 18 000 to 23 000 workers is anticipated by 2028. Occupations in demand include cabin crew, customer service officers, pilots, aircraft engineers and maintenance technicians.

Manpower requirements for Aviation hub

Manpower requirements

Actual

Projection

120 000

100 000

89 900

80 000 71 700

62 200

Manpower balance
in 2028:
- 18 000 to - 23 000

60 000

40 000

20 000

0

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028
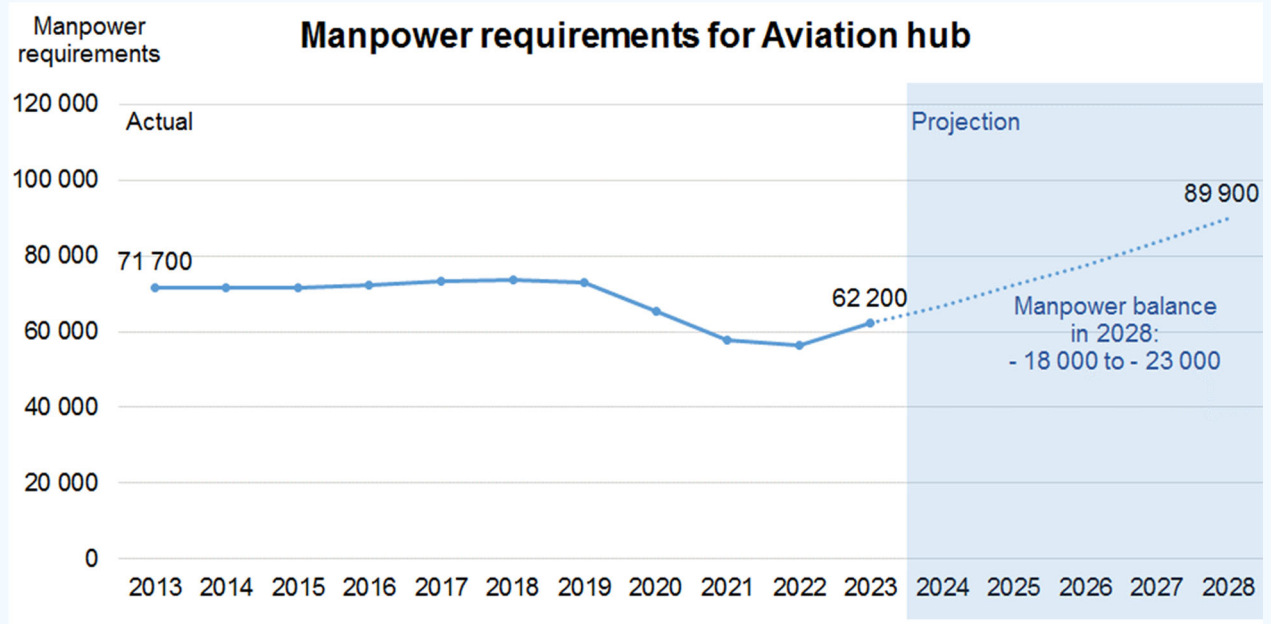
3.3 International Trade Centre

Over the past decade, Hong Kong as an international trade centre has undergone significant transformation driven by global shifts in business models and digitalisation. There has been extensive consolidation of the manpower in this sector, downsizing from over 766 300 in 2013 to around 575 100 in 2023 as a result of the shifts from labour-intensive operation to high-value added trade functions, particularly during the pandemic years. Despite the decline in the workforce, the GDP per employed person has surged by over 20% in the past 10 years, and unemployment rates within the sector remained at a very low level.

Employment and GDP per employed person for Trade centre

GDP per employed person

Year	Employment	GDP per employed person
2013	766 300	0.81
2014	764 800	0.83
2015	746 900	0.84
2016	730 700	0.88
2017	729 500	0.92
2018	722 200	0.97
2019	678 400	0.98
2020	622 600	0.95
2021	608 200	1.14
2022	591 200	1.04
2023	575 100	

Employment   GDP per employed person (in chained (2022) dollars, HK$million)

Note: GDP for the relevant sector in 2023 is not yet available.

As logistics is essential for the movement and storage of goods, economic activities related to logistics are included in Trade centre, Transportation centre and Aviation hub.

In the next five years, Hong Kong would further consolidate its role as an international centre for trade and logistics, reinforced by the Resolution of the Central Committee of the Communist Party of China on Further Deepening Reform Comprehensively to Advance Chinese Modernisation ("the Resolution"). The Trade centre would continue to evolve towards higher-end and tech-driven activities, particularly in areas like e-commerce, online marketing and smart logistics. In line with the trend of Mainland manufacturing enterprises extending their production supply chains abroad, there is a goal to develop Hong Kong into a multinational supply chain management centre.

3.3 International Trade Centre (cont'd)

Manpower requirements for Trade centre

Manpower requirements

1 000 000	Actual ... Projection
800 000	780 800
600 000	586 800 ... 586 800
400 000	Manpower balance in 2028: - 11 000 to - 16 000
200 000	
0	

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028
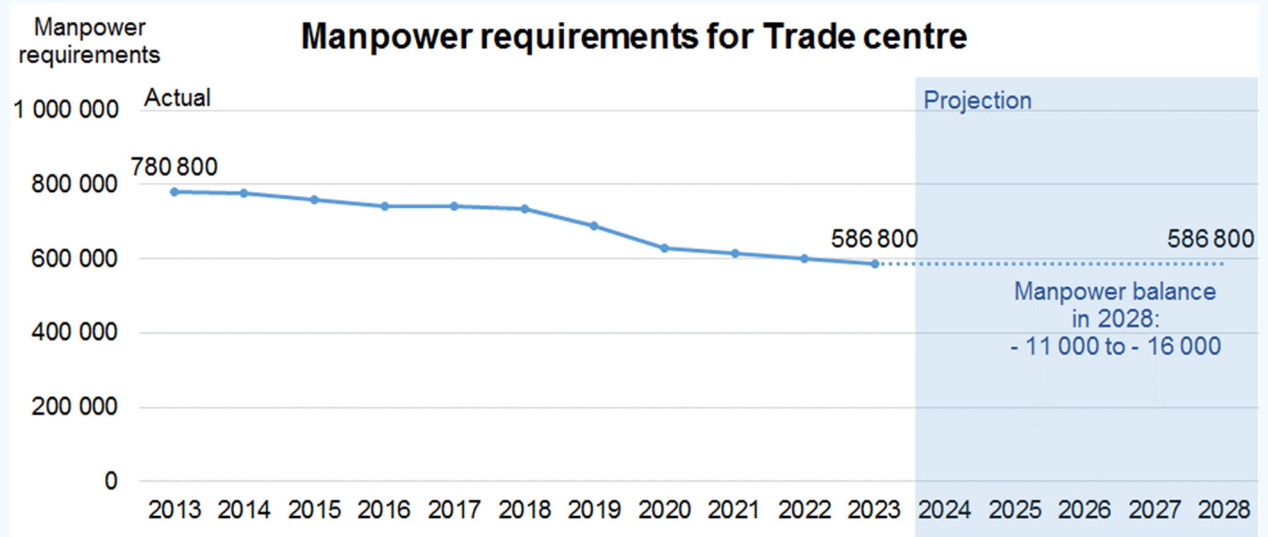
It is projected that the centre would face a manpower shortage of over 10 000 workers by 2028, especially in the groups of "Managers, supervisors and professionals" (such as e-commence professionals and supply chain management system specialists) and "Skilled technical workers" (such as E&M mechanics / technicians for logistics facilities and machinery). Upskilling and reskilling measures would be essential to meet the industry's evolving demands.

3.4 International Transportation Centre

Hong Kong, as an international transportation centre, remains a critical global hub, featuring a world-class public transport system that facilitates over 10 million passenger journeys daily for both local passengers and visitors, and one of the world's top 10 container ports. Hong Kong ranked 4th as an international maritime centre in 2023. Looking ahead, Hong Kong's transportation development would be driven by policies such as integration into GBA and green port and automation initiatives.

Manpower requirements within the sector has remained relatively stable at around 250 000 over the past five years. Land and water logistics services constitute 58% of the workforce, followed by land and water passenger services (42%).

Several factors would shape future manpower requirements, including:

- E-commerce growth: The rise of online shopping is driving higher demand for logistics workers, particularly in warehousing, postal and courier services;

- Technological advancements: The adoption of robotics and digitalisation is reducing the need for some manual labour; and

- Green transformation of transportation: The shift towards electric and liquefied natural gas (LNG) vehicles is boosting the demand for green energy specialists.

By 2028, the manpower requirements for the sector is projected to grow steadily by 2 900 workers (+0.2% per annum), reaching total manpower requirements of 253 000. A manpower shortage of over 10 000 workers is anticipated. However, the actual situation would hinge on the developments of this sector in the coming years, particularly in terms of productivity growth. Taking the situation of the shipping industry in the recent five years as an example, the value-added of the industry has been increasing while employment has been decreasing. Of note is that the timeframe of this report does not cover the effect of timely measures, such as retraining and importation of labour introduced in 2023 that have helped address the prevailing manpower situation.

Based on qualitative information including findings from sectoral consultations, occupations in demand would include E&M mechanics / technicians, IT specialists, drivers, warehouse operative staff and porters. In particular, expertise in logistics automation, robotics, digital platforms and green technologies (e.g. electric and LNG vehicles) would be increasingly important. Knowledge of GBA regulations and sustainable infrastructure would also be crucial as Hong Kong develops its smart port and green transport initiatives.

Manpower requirements

Manpower requirements for Transportation centre

Actual — 400 000, 300 000 — 267 100, 250 100; Projection — 253 000; Manpower balance in 2028: - 10 000 to - 15 000

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028
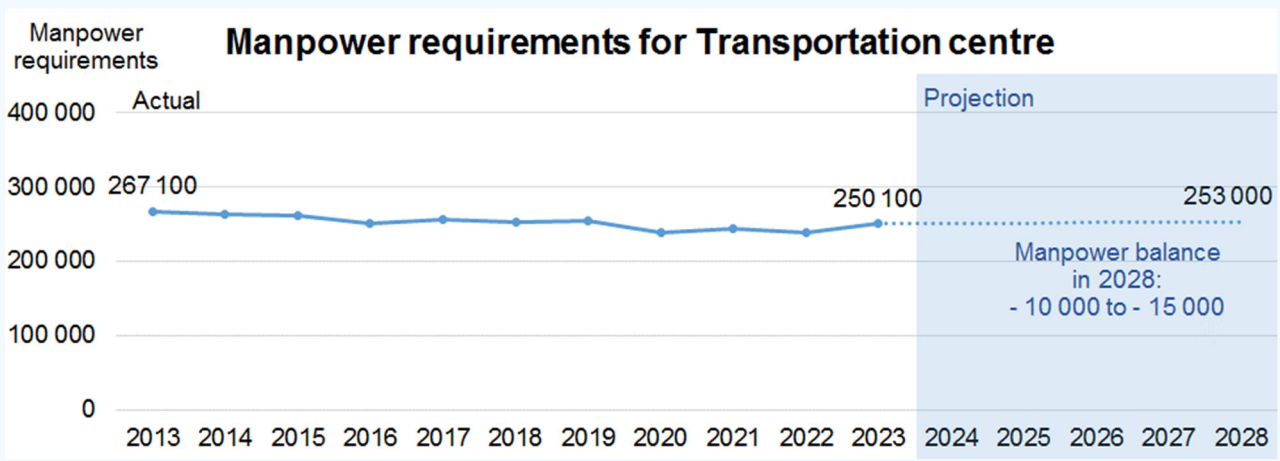
3.5 East-Meets-West Centre for International Cultural Exchange

Cultural and creative industries (CCIs) serve as the core for Hong Kong as an East-meets-West centre for international cultural exchange (EICE centre). These industries encompass activities where creativity and intellectual capital are key inputs, producing goods and services with cultural, artistic and creative content. Key sectors under CCIs include art, antiques and crafts; cultural education, library, archive and museum services; performing arts; film, video and music; television and radio; publishing; software, computer games and interactive media; design; architecture; advertising; and amusement services.

Hong Kong's unique role as a cultural bridge between East and West offers substantial potential for cultural development. The completion of major cultural facilities, such as the West Kowloon Cultural District and Kai Tak Sports Park, would further enhance this potential. The commissioning of such facilities is expected to spur demand for professionals in cultural management, arts curation and cultural exchange.

The art trade, particularly in antiques and auctions, is poised to become a significant growth area for Hong Kong. As a global centre for art trading, the city would require professionals skilled in art appraisal, auction management and cultural marketing. Additionally, the rise of art technology, interactive media and software design would lead to significant increase in demand for experts in digital platforms and immersive experiences.

The manpower requirements for these industries is expected to increase at 1.5% annually over the next five years. Key occupations in demand would include stage and sound technicians, creative directors and art tech specialists, all of whom would play a vital role in strengthening Hong Kong's position as an East-meets-West centre for international cultural exchange. The integration of AI would further increase the demand for digital media professionals who could blend creativity with cutting-edge technology.

Manpower requirements for EICE centre

Manpower requirements

400 000 — Actual — Projection

300 000

265 000

246 300

219 000

Manpower balance in 2028: - 5 000 to - 8 000

200 000

100 000

0

2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028
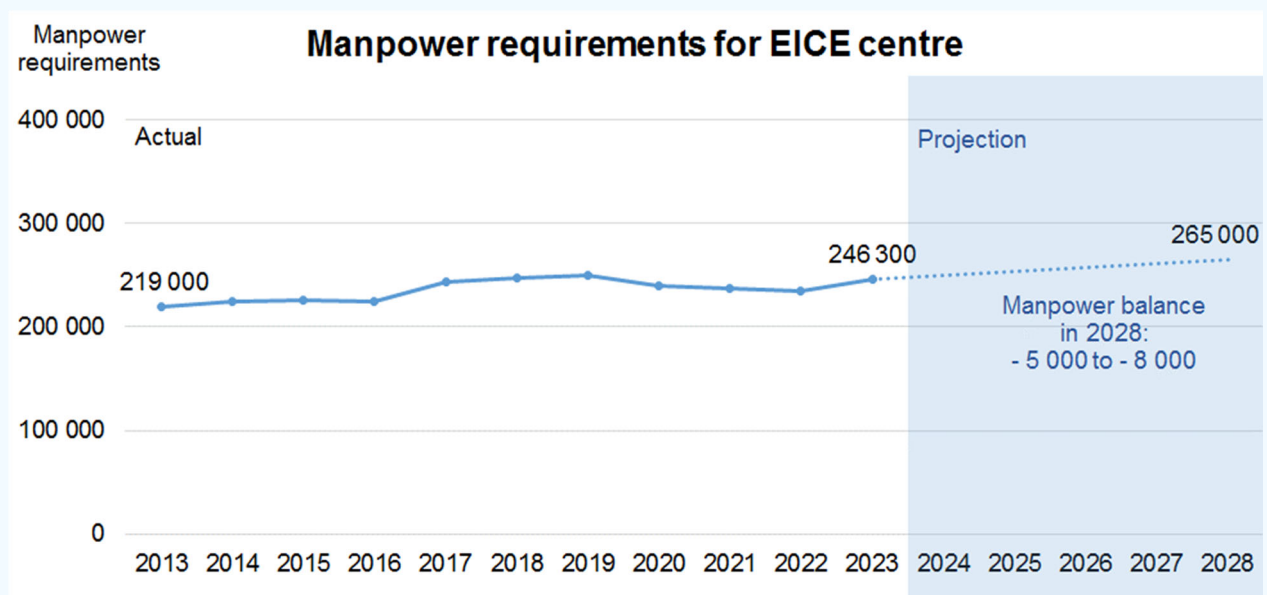
3.6 International Financial Centre

As an international financial centre, Hong Kong's financial sector continues to be one of the key pillars for the city's economy, contributing approximately 20% of its GDP. Over the past decade, the sector experienced annual manpower demand growth of 2.7% before the pandemic. While the financial sector has adjusted in recent years in response to global economic trends, future prospects are strengthened by supportive national policies, particularly the latest measures introduced in late September 2024 and the reaffirmation of support for the financial sector in "the Resolution". Key growth areas include:

- Wealth management: Driven by increased Mainland-Hong Kong market access, Cross-boundary Wealth Management Connect Scheme in the Guangdong-Hong Kong-Macao Greater Bay Area (Cross-boundary WMC) and family office business expansion;

- Green and sustainable finance: Growing demand for professionals in environmental, social and governance (ESG) and compliance, fuelled by Hong Kong's leadership in sustainable debt and green bonds;

- Mainland-related financial markets initiatives: Expansion of Renminbi (RMB) business, Stock Connects, Bond Connect, Cross-boundary WMC and the mutual access between the Mainland and Hong Kong interest rate swap markets (Swap Connects) increase demand for financial services;

- Fintech and digital assets: Fintech innovation (e.g. Regtech, Insurtech) and growing interest in virtual assets would drive demand for tech-savvy professionals in financial services; and

- Insurance sector: Growing need for actuaries, underwriters and IT specialists due to new regulatory regimes (International Financial Reporting Standards 17 Insurance Contract and Risk-based Capital regime) and industry digitalisation. Growing potentials from GBA would also bring development opportunities.

Looking ahead, manpower requirements for the financial sector is expected to grow by approximately 1.8% annually over the next five years, with rapid development anticipated in areas such as insurance, wealth management and fintech innovations including cryptocurrencies. Given the presence of international firms in Hong Kong, many of which could meet manpower demands through internal reallocation, combined with the influx of talents with financial sector expertise brought in by various talent attraction initiatives recently implemented by the Government, the overall manpower shortage is expected to be relatively modest.

It is projected that the centre would face a manpower shortage of around 1 500 to 4 500 workers, particularly in specialised roles such as fintech and blockchain specialists, asset management specialists and insurance professionals including actuaries.

Manpower requirements for Financial centre
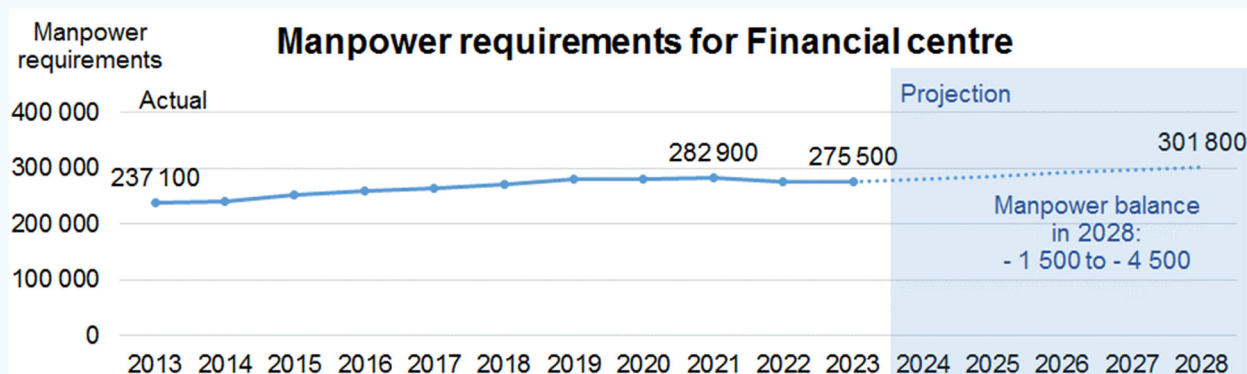
3.7 Regional Intellectual Property Trading Centre

Hong Kong is rapidly establishing itself as a regional intellectual property (IP) trading centre, driven by its robust legal framework, I&T ecosystem and close collaboration with the Mainland. The National 14th Five-year Plan, the Outline Development Plan for the Guangdong-Hong Kong-Macao Greater Bay Area and the key policies promulgated in the Chief Executive's recent Policy Addresses have been instrumental in promoting IP trading.

The manpower requirements for IP-trading related sectors were 58 400 in 2023, with an expected annual growth rate of 1.2% over the next five years, reaching 62 000 in 2028. Driven by development in various areas such as the I&T sector, CCIs, as well as the development of IP-related industries in the Mainland and Hong Kong's original grant patent system, this growth aligns with broader economic trends.

Occupations in demand in relevant sectors include IP managers and IP service professionals. These professionals would need a strong understanding of IP-related fields (e.g. patent drafting, prosecution and analytics; IP protection, management and commercialisation; etc.), coupled with broader knowledge of national and international IP systems as well as national and GBA development strategies and market trends.

Manpower requirements for IP trading centre
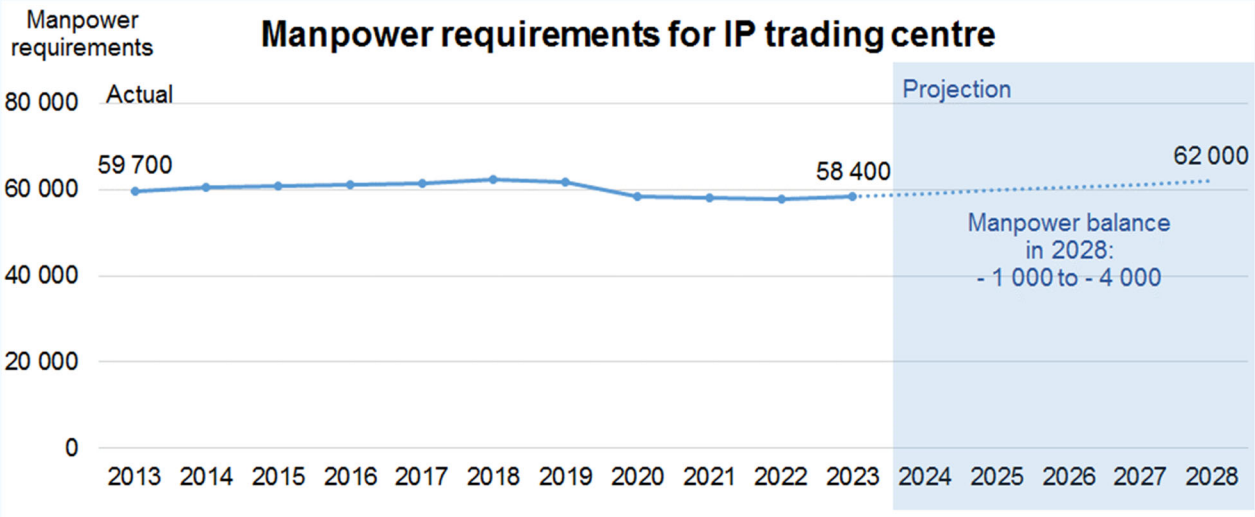
3.8 Regional Centre for International Legal and Dispute Resolution Services

Hong Kong's unique legal system rooted in common law and judicial independence gives it a competitive edge in international legal and dispute resolution services. The decision by the Central Government to establish the headquarters of the International Organisation for Mediation in Hong Kong has further solidified the city's position as a regional centre for international legal and dispute resolution services. With the continuous expansion of regional economic activities, the demand for dispute resolution services will continue to rise, positioning Hong Kong as a potential prime destination for international legal services.

Manpower requirements in the sector is expected to grow steadily at 0.6% annually, from 25 100 in 2023 to 25 800 by 2028. While AI and automation are expected to handle routine tasks such as document processing, specialised roles including alternative dispute resolution experts, legal technology specialists and automation experts would be essential, particularly those with expertise in cross-border commercial arbitration. Hong Kong's strong legal education and training framework would help mitigate talent shortages, ensuring a sustained supply of qualified professionals for the sector.

Manpower requirements for Legal & ADR centre
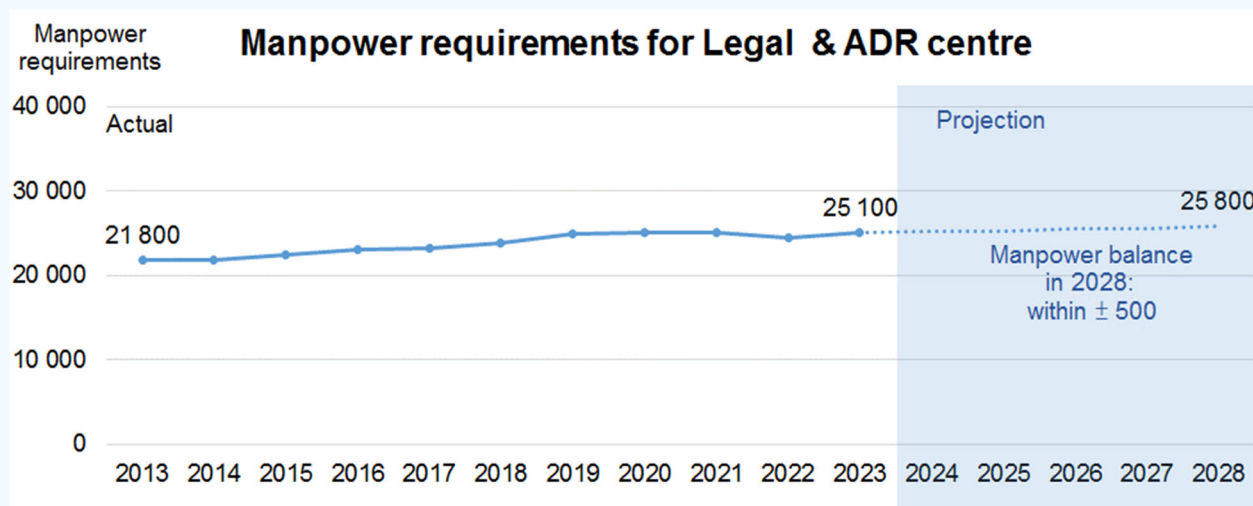
Scenario analysis

18.   Scenario analysis was conducted at the macro-level based on different projected rate of GDP growth in the projection period. Under the baseline scenario as presented in this report, an annualised real GDP growth rate at 3.2% is assumed. High and low case scenarios were developed based on GDP growth variations of ±0.5 percentage points[5] over the projection period. The scenario analysis estimates manpower requirements under different scenarios by referencing the historical statistical relationship between manpower demand and GDP growth rate.

19.   The overall manpower balances in 2028 under the three scenarios are as follows:

Scenario on economic growth	Manpower balance
High-case scenario (GDP growth by 3.7% per annum)	- 220 000
Base-case scenario (GDP growth by 3.2% per annum)	- 180 000
Low-case scenario (GDP growth by 2.7% per annum)	- 150 000

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[5] The range of the real GDP growth rate used in the assumptions under the three scenarios was drawn up with reference to the fluctuations of the real GDP growth rate the past 20 years (excluding the pandemic years).

Occupations, skills and knowledge in demand in the next five years

20.   Hong Kong needs to cultivate a skills-diverse workforce to fill roles and vacancies in the next five years. With economic restructuring, the rapid advancement of AI and digitalisation affecting all sectors of the economy, job roles and skill requirements are expected to undergo significant transformation. Even conventional industries like the legal services and accountancy are embracing digital transformation. While AI and automation are becoming prevalent, efficiency and productivity could be enhanced and traditional positions performing routine and mundane tasks, such as clerical roles and administrative jobs, may gradually be replaced by AI and automation over time. At the same time, new roles, such as AI specialists, data analysts as well as IT and digitalisation experts, would be in rising demand across all sectors as business operations evolve in tandem with the increasing application of technology.

21.   Nine key skills and four essential areas of knowledge have been identified as critical across all sectors. The rise of AI and digitalisation is reshaping skill demands, making digital proficiency essential for the future workforce. Each sector would have specific requirements. For example, workers in the retail sector would need to be equipped with skills in online marketing and e-commerce, while practitioners in the trade sector should have knowledge of digital logistics processes.

22.   As an international city providing professional services to global clients, our workforce should be sensitive and agile in working in multilingual and cross-cultural environments. At the same time, our workforce need to continuously upskill to maintain strengths in core skills including communication, language proficiency and global awareness.

23.   A flexible training strategy is essential to assist our workforce to upskill and reskill. Skills-based learning is a continuous journey for all. All workers would have to pick up new skills and update their knowledge according to the market requirements. This would ensure that Hong Kong's workforce remains competitive and drive development of our economy in a rapidly changing global environment.

Essential skills		
• Adaptability and learning agility	• Critical thinking and problem solving	• Collaboration and teamwork
• Communication skills	• Data analytical skills	• Digital proficiency
• Innovation and creativity	• Resilience and stress management	• Multilingual competence

Essential knowledge	
• Basic digital literacy (including AI application)	• ESG principles
• Cultural awareness and sensitivity	• Mainland and GBA development strategies and market trends

Box 4: Impact of Automation and AI on Our Workforce

The advent of automation and AI has significantly reshaped the global workforce landscape. According to Goldman Sachs Research[#] in 2023, generative AI could raise global GDP by 7% and boost annual productivity growth by 1.5 percentage points over a 10-year period. This transformation presents both opportunities and challenges to the global economy.

Automation and AI are becoming increasingly prevalent for the purpose of enhancing efficiency and productivity. In sectors such as hospitality, retail, aviation and banking, these technologies help perform routine and repetitive tasks, allowing more strategic deployment of the limited human resources. Technology helps save headcounts in some sectors. Some organisations report a reduction in manpower requirements by 10% to 20% upon the adoption of automation and AI.

Additionally, automation and AI catalyse the creation of new roles that require advanced skills. There is growing demand for AI specialists, data scientists and digital transformation experts for development, management and customisation of these technologies. However, certain jobs and occupations may not be easily replaced by the technologies in the short to medium term due to the nature of the work. These include, but are not limited to, the following:

- Chefs and culinary experts
- Creative professionals
- Educators and teachers
- Emergency responders (firemen and policemen, etc)
- Executives and managers (leadership roles)
- Healthcare professionals
- I&T experts
- Personal service specialists (hairdressers and beauticians, etc)
- Skilled trade technicians

Challenges

While global integration of automation and AI streamlines operations and reduces costs, it also poses challenges to the existence of certain job roles. A study by the International Monetary Fund[#] in 2024 suggests that AI would affect nearly 40% of jobs worldwide, particularly in high-skill sectors. While AI could help less experienced workers enhance their productivity, younger workers may find it easier to seize new opportunities, whereas experienced and mature workers may face greater pressure to adapt.

To mitigate these challenges, there is a need for strategic policy development focused on reskilling and upskilling programs by the Government and all quarters of the community. These initiatives would be essential for equipping workers with the competencies needed to thrive in a technology-driven world and ensuring Hong Kong's workforce remains competitive globally. In the long term, it is also necessary to consider integrating the cultivation of digital literacy into foundational education, to better equip the new generation to adapt to the evolving demands of the workforce.

Sources:
1. Goldman Sachs Research Department. (2023). *Generative AI Could Raise Global GDP by 7%.*
2. International Monetary Fund. (2024). *AI Will Transform the Global Economy. Let's Make Sure It Benefits Humanity.*

5 Summary for Selected Industries

24.   A factsheet is prepared for each selected industry. The factsheet summarises the key statistics reflecting the manpower situation of the concerned industry in 2023, the key factors impacting outlook, the projected manpower requirements and anticipated balance by 2028. The key occupations in demand as well as essential skills and knowledge in the next five years are also outlined.

East-meets-West Centre for International Cultural Exchange

Sector coverage

- Art, antiques and crafts
- Cultural education, library, archive and museum services
- Performing arts
- Film, video and music
- Television and radio

- Publishing
- Software, computer games and interactive media
- Design
- Architecture
- Advertising
- Amusement services

Situation in 2023
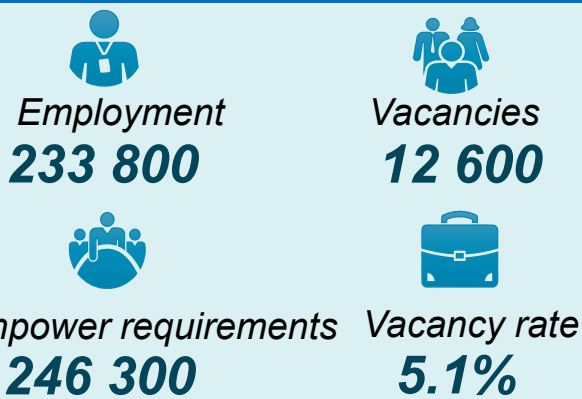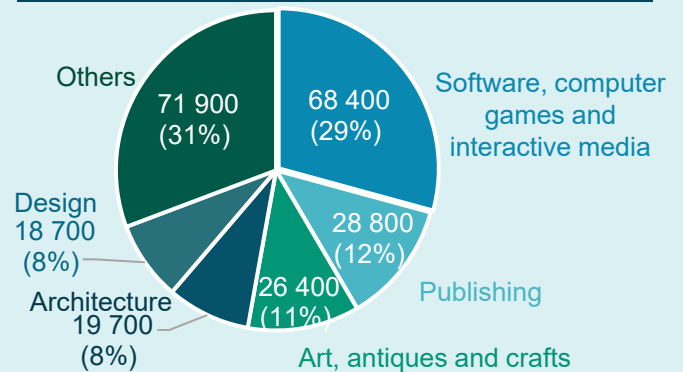
Employment
233 800

Vacancies
12 600

Manpower requirements
246 300

Vacancy rate
5.1%

Distribution of employment by sub-sector

- Others 71 900 (31%)
- Software, computer games and interactive media 68 400 (29%)
- Publishing 28 800 (12%)
- Art, antiques and crafts 26 400 (11%)
- Architecture 19 700 (8%)
- Design 18 700 (8%)

Distribution of manpower requirements by occupation group in 2023

76%	16%	5%	4%
Managers, supervisors and professionals (M)	Service industry workers (S)	Skilled technical workers (T)	Manual labourers (L)
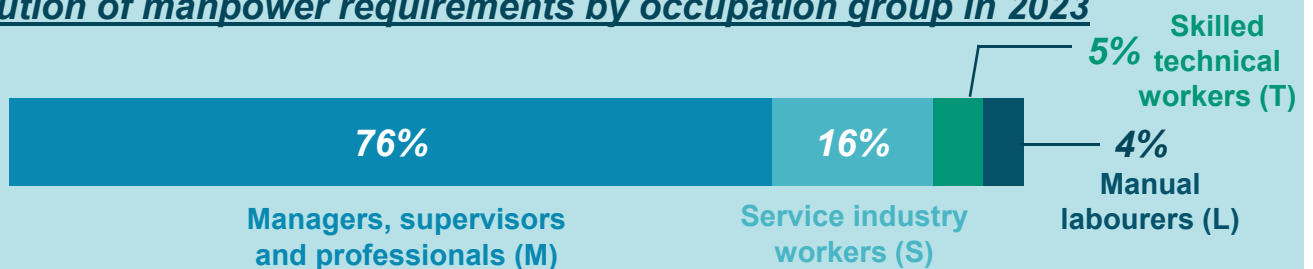
Projection for 2028

Manpower requirements **265 000**

Change from 2023 to 2028

Projected change **+18 600**

Annual change **+1.5%**

Sectoral manpower balance **-5 000 to -8 000**

Key factors impacting outlook

- Integration with GBA
- Development/ operation of new and major cultural facilities
- Policies to promote development of arts and culture
- Technology and AI

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 5 500 to - 7 500	within ± 500	within ± 500	within ± 500

East-meets-West Centre for International Cultural Exchange

Occupations in demand

- Arts administration and management specialists (M)
- Art educators (M)
- Art project financing experts (M)

- Art tech specialists (M)
- Art trading specialists (M)
- Artwork appraisers (M)

- Conservation specialists (M)
- Creative directors (M)
- Cultural intellectual property (IP) experts (M)

- Curators (M)
- IT and digitalisation staff (M&T)
- E&M mechanics / technicians (including stage lighting and sound specialists) (T)

Essential skills

- Adaptability and learning agility
- Business acumen and entrepreneurship
- Collaboration and teamwork

- Communication skills
- Digital proficiency
- Financial management and fundraising acumen

- Innovation and creativity
- Multilingual competence
- Storytelling and content creation

Essential knowledge

- Art technology
- Cultural awareness and sensitivity

- Global and Mainland cultural and creative market development trends
- IP literacy (e.g. IP management and commercialisation)

International Aviation Hub ✈

Sector coverage

Air transport services (including air passenger transport, air freight transport and aircraft maintenance)

Situation in 2023

Employment	Vacancies	Manpower requirements	Vacancy rate
56 900	**5 300**	**62 200**	**8.5%**

Distribution of manpower requirements by occupation group in 2023

41%	38%	11%	10%

Managers, supervisors and professionals (M)

Service industry workers (S)

Skilled technical workers (T)

Manual labourers (L)

Projection for 2028

Manpower requirements   **89 900**

Change from 2023 to 2028

Projected change   **+27 700**

Annual change   **+7.7%**

Sectoral manpower balance   *-18 000 to -23 000*

Key factors impacting outlook

- Commissioning of the Three-Runway System
- Expansion of aviation network
- Expansion of Airport City
- Enhancement in intermodal connectivity for passenger and cargo in GBA
- Increase in tourism appeal of Hong Kong
- Increase in travel demand within GBA

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 5 500 to - 7 000	*- 8 500 to - 10 000*	*- 3 200 to - 4 200*	*- 800 to - 1 800*

International Aviation Hub

Occupations in demand

- Aircraft engineers (M)
- Aircraft pilots (M)
- Aircraft safety officers (M)
- Data analysts (M)
- IT and digitalisation staff (M&T)
- Route development officers (M)
- Customer service officers (S)
- Travel attendants (cabin crew) (S)
- Aircraft maintenance mechanics / technicians (T)
- Airport operational supporting staff (e.g. passenger service officers, ramp service agents, airport tug drivers, tractor drivers, equipment / loader operators as well as E&M mechanics / technicians) (S&T)
- Cleaners / cabin workers (L)
- Warehouse operative staff and porters / cargo handlers (L)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Customer service and complaint handling
- Digital proficiency
- Flight safety and risk management
- Multilingual competence
- Resilience and stress management
- Route development

Essential knowledge

- Aviation regulatory knowledge
- Digital literacy (e.g. customer service bots and flight scheduling apps)
- ESG principles
- National and GBA development strategies and market trends

International Financial Centre

Sector coverage

🏛️ **Banking**　　　🪙 **Stock brokerage and asset management**　　　🔐 **Insurance**
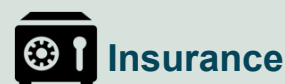
Situation in 2023

👤 *Employment*
269 100

👥 *Vacancies*
6 500

👥 *Manpower requirements*
275 500

💼 *Vacancy rate*
2.3%

Distribution of employment by sub-sector
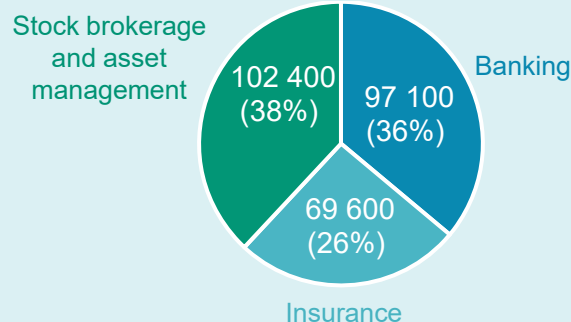
Stock brokerage and asset management
102 400 (38%)

Banking
97 100 (36%)

Insurance
69 600 (26%)

Distribution of manpower requirements by occupation group in 2023

83%	15%	1%	1%
Managers, supervisors and professionals (M)	**Service industry workers (S)**	**Skilled technical workers (T)**	**Manual labourers (L)**
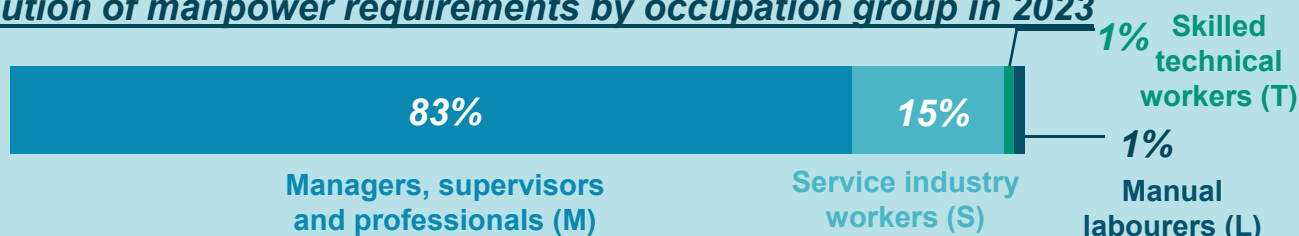
Projection for 2028

Manpower requirements 👥 **301 800**

Change from 2023 to 2028

Projected change
👤 **+26 300**

Annual change
📈 **+1.8%**

Sectoral manpower balance 🧩 **-1 500 to -4 500**

Key factors impacting outlook

- 👤🏛️ ESG awareness
- 🪙 Fintech development
- ↑↓ Mutual market access
- 📋 New listing rules in Hong Kong
- 🌐 Offshore Renminbi hub
- ♻️ Virtual assets ecosystem

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 2 000 to - 3 000	within ± 500	within ± 500	within ± 500

International Financial Centre

Occupations in demand

- Accountants (M)
- Asset and wealth management professionals (M)
- Compliance and risk management professionals (M)

- Data analysts (M)
- ESG analysts / sustainability officers (M)
- Fintech and blockchain specialists (M)

- IT and digitalisation staff (M&T)
- Relationship managers (M)
- Specialist insurance professionals (i.e. underwriters, actuaries, etc.) (M)

- Technical sales (Fintech) (M)
- E&M mechanics / technicians (T)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Critical thinking and problem solving
- Data analytical skills
- Digital proficiency

- Innovation and creativity
- Multilingual competence
- Resilience and stress management

Essential knowledge

- Anti money laundering (AML)
- Blockchain and cryptocurrency
- Digital literacy (e.g. AI application – customer service bots and online banking)

- ESG principles
- Financial and banking related regulatory knowledge
- Green finance

- National and GBA development strategies and market trends

International Innovation and Technology Centre

Sector coverage

- **Life & health technology**
- **AI & data science**
- **Advanced manufacturing and new energy**

Situation in 2023

Employment
52 400

Vacancies
7 800

Manpower requirements
60 200

Vacancy rate
13.0%

Distribution of employment by sub-sector
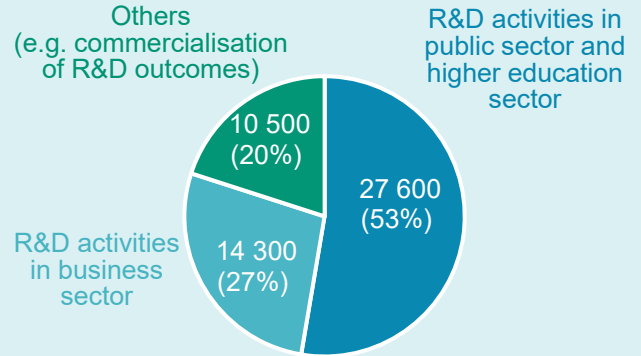
- Others (e.g. commercialisation of R&D outcomes): 10 500 (20%)
- R&D activities in public sector and higher education sector: 27 600 (53%)
- R&D activities in business sector: 14 300 (27%)

Distribution of manpower requirements by occupation group in 2023

- **94%** Managers, supervisors and professionals (M)
- **5%** Service industry workers (S)
- **1%** Skilled technical workers (T)
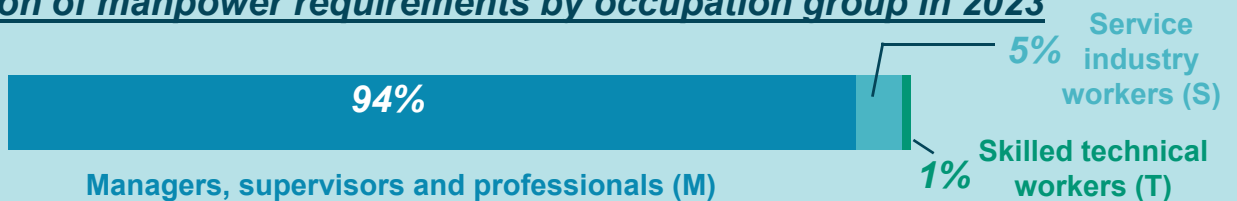
Projection for 2028

Manpower requirements **96 400**

Change from 2023 to 2028

Projected change
+36 100

Annual change
+9.8%

Sectoral manpower balance **-18 000 to -23 000**

Key factors impacting outlook

- I&T ecosystem development
- Development of new industrialisation
- Digitalisation and AI adoption
- Integration with GBA
- Strong policy support

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 17 000 to - 21 000	- 500 to - 1 500	within ± 500	not applicable

International Innovation and Technology Centre

Occupations in demand

Overall

- Data analysts (M)
- Entrepreneurs / startup advisors (M)
- IP experts (M)
- Project managers (M)
- Regulatory affair specialists (M)
- E&M mechanics / technicians (systems/ data centre and network installation) (T)

AI and data science

- AI programmers / specialists (M)
- Business analysts and data scientists (M)
- Cloud infrastructure specialists (M)
- Cyber security specialists (M)
- Digital transformation experts (M)
- Robotics experts (M)
- System architects (M)

Life and health technology

- Medical laboratory technologists (M)
- Pharmaceutical process developing engineers (M)

Advanced manufacturing and new energy

- Electronic engineers (M)
- Microelectronics experts (M)
- New energy experts (M)

Essential skills

- Adaptability and learning agility
- Business acumen and entrepreneurship
- Collaboration and teamwork
- Communication skills
- Critical thinking and problem solving
- Data analytical skills
- Digital proficiency
- Financial management and fundraising acumen
- Innovation and creativity
- Multilingual competence
- R&D project management

Essential knowledge

- Global technology development trends
- ESG principles
- I&T related regulatory knowledge
- Intellectual property (IP) literacy (e.g. IP management and commercialisation)
- National and GBA development strategies and market trends
- User experience (UX) / user interface (UI) design

International Trade Centre

Sector coverage

Trading (import, export and wholesale trades)

Logistics

Situation in 2023

Employment
575 100

Vacancies
11 700

Manpower requirements
586 800

Vacancy rate
2.0%

Distribution of employment by sub-sector
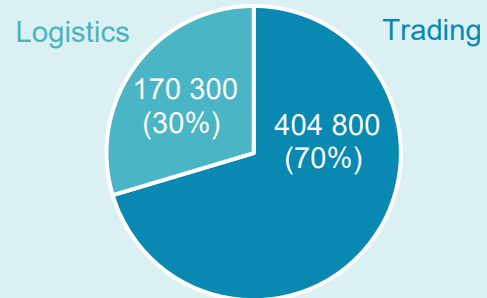
Logistics
170 300 (30%)

Trading
404 800 (70%)

Distribution of manpower requirements by occupation group in 2023

49%	29%	11%	11%
Managers, supervisors and professionals (M)	**Service industry workers (S)**	Skilled technical workers (T)	Manual labourers (L)

Projection for 2028

Manpower requirements
586 800

Change from 2023 to 2028

Projected change
no significant change

Annual change
no significant change

Sectoral manpower balance
-11 000 to -16 000

Key factors impacting outlook

- Offshore trade platforms
- Regional cooperation and Belt and Road Initiative
- Rise of e-commerce
- Transformation to high value-added services

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 2 000 to - 3 000	- 600 to - 1 600	- 4 400 to - 5 400	- 4 000 to - 6 000

International Trade Centre

Occupations in demand

- Data analysts (M)
- Digital marketing professionals (M)
- E-commerce professionals (M)

- ESG analysts / sustainability officers (M)
- Global supply chain management system specialists (M)
- IT and digitalisation staff (M&T)

- E&M mechanics / technicians (T)
- Warehouse operative staff and porters (L)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Critical thinking and problem solving
- Data analytical skills
- Digital marketing

- E-commerce
- Global supply chain management
- Multilingual competence

Essential knowledge

- Digital literacy (e.g. digitalisation of customer and shipping documents)
- ESG principles
- Insights into emerging markets (South East Asia, Middle East, etc.)

- National and GBA development strategies and market trends
- Trade related regulatory knowledge
- Trends in international trade and geopolitical tensions

International Transportation Centre

Sector coverage

🚌 **Land passenger transport**   🚢 **Water passenger transport**   📦 **Land and water logistics services**

Situation in 2023

Employment
238 600

Vacancies
11 600

Manpower requirements
250 100

Vacancy rate
4.6%

Distribution of employment by sub-sector
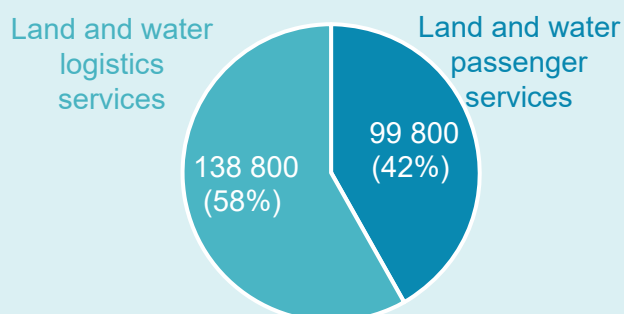
Land and water logistics services
138 800 (58%)

Land and water passenger services
99 800 (42%)

Distribution of manpower requirements by occupation group in 2023

18%	19%	49%	15%
Managers, supervisors and professionals (M)	Service industry workers (S)	Skilled technical workers (T)	Manual labourers (L)
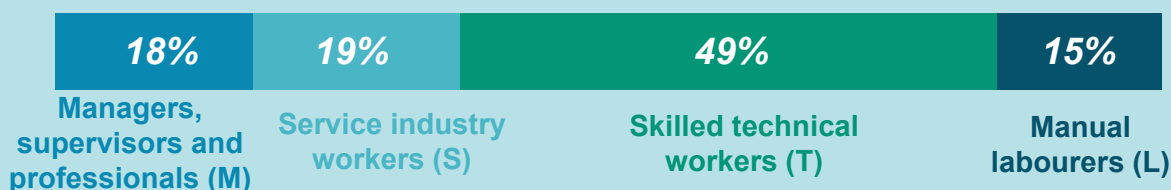
Projection for 2028

Manpower requirements   **253 000**

Change from 2023 to 2028

Projected change
+2 900

Annual change
+0.2%

Sectoral manpower balance   **-10 000 to -15 000**

Key factors impacting outlook

- Green transportation
- Integration with GBA
- Rise of e-commerce
- Technological advancements
- Transport network development

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 500 to - 1 000	- 2 000 to - 3 500	- 4 500 to - 6 500	- 3 000 to - 4 000

International Transportation Centre

Occupations in demand

- Captains/ Chief officers (M)
- Chartered ship surveyors (M)
- Data analysts (M)

- IT and digitalisation staff (M&T)
- Signal engineers (M)
- Cargo controllers (S)

- Customer service officers and service assistants (S)
- Drivers (T)
- E&M mechanics / technicians (including maritime services and vehicle maintenance) (T)

- Seafarers (T)
- Smart logistics facility and machinery operators / technicians (T)
- Warehouse operative staff and porters (L)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Data analytical skills
- Digital marketing
- E-commerce

- Multilingual competence

Essential knowledge

- Digital literacy (e.g. autonomous vehicles and traffic management and smart logistics systems)
- ESG principles

- National and GBA development strategies and market trends
- Transportation related regulatory knowledge

Regional Centre for International Legal and Dispute Resolution Services

Sector coverage

Legal and dispute resolution services

Arbitration and mediation platforms and supporting services

Situation in 2023

Employment
24 600

Vacancies
400

Manpower requirements
25 100

Vacancy rate
1.7%

Distribution of manpower requirements by occupation group in 2023

74%	24%	2%

Managers, supervisors and professionals (M)

Service industry workers (S)

Manual labourers (L)

<1% Skilled technical workers (T)
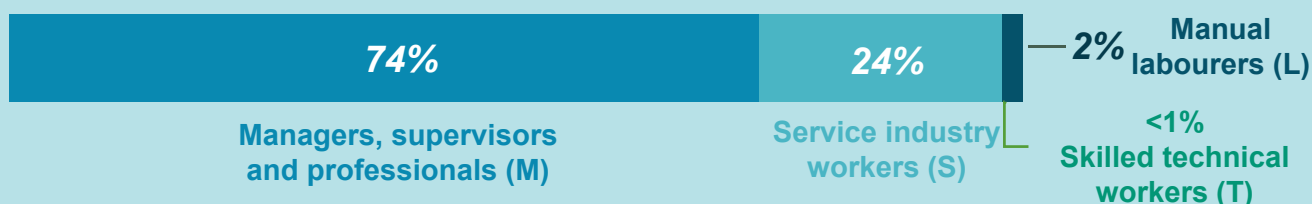
Projection for 2028

Manpower requirements **25 800**

Change from 2023 to 2028

Projected change
+700

Annual change
+0.6%

Key factors impacting outlook

- Financial market rebound
- I&T and IP related legal regime
- Integration with GBA
- Demand for legal services in art, culture and event sectors
- National policies supporting alternative dispute resolution

Sectoral manpower balance
within ± 500

Regional Centre for International Legal and Dispute Resolution Services

Occupations in demand

- Alternative dispute resolution professionals (arbitrators and mediators) (M)

- IT and digitalisation staff (M&T)

- Legal knowledge engineers (M)

- Legal technologists and automation specialists (M)

Essential skills

- Adaptability and learning agility

- Alternative dispute resolution techniques

- Collaboration and teamwork

- Communication skills

- Digital proficiency

- Multilingual competence

Essential knowledge

- Blockchain and virtual assets, and their regulatory framework

- Contract law in events

- Intellectual property law / Patent protection

- Law for art and culture

- Law for I&T and cyber security

- Mainland law

- Maritime law

- National and GBA development strategies and market trends

Note: Some arbitrators and mediators, who might work on a part-time basis and have a primary employment outside the legal and alternative dispute resolution services industry, are not included in the manpower projection based on projection methodology and definitions while constrained by unavailability of robust and reliable information.

Regional Intellectual Property Trading Centre

Sector coverage

Intellectual property (IP) intermediaries

IP intensive industries

Situation in 2023

Employment
57 100

Vacancies
1 300

Manpower requirements
58 400

Vacancy rate
2.2%

Distribution of employment by sub-sector
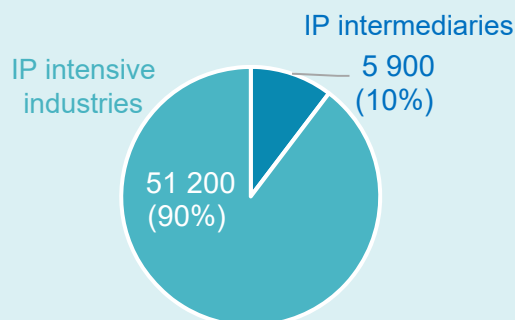
IP intermediaries
5 900
(10%)

IP intensive industries
51 200
(90%)

Distribution of manpower requirements by occupation group in 2023

60%	40%
Managers, supervisors and professionals (M)	Service industry workers (S)
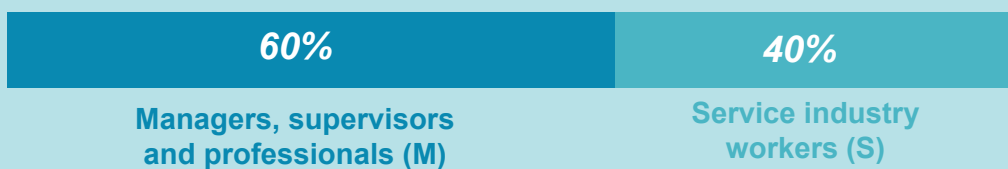
Projection for 2028

Manpower requirements **62 000**

Change from 2023 to 2028

Projected change
+3 600

Annual change
+1.2%

Sectoral manpower balance **-1 000 to -4 000**

Key factors impacting outlook

- I&T ecosystem development
- IP development in the Mainland
- Original grant patent system development in HK
- Policies to promote the development of cultural and creative industries

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 500 to - 2 500	- 500 to - 1 500	not applicable	not applicable

Regional Intellectual Property Trading Centre

Occupations in demand

- IP managers (M)
- IP service professionals (M)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Digital proficiency
- Innovation and creativity
- Multilingual competence

Essential knowledge

- Patent drafting, prosecution and analytics
- Intellectual property (IP) literacy (e.g. IP protection, management and commercialisation)

- Knowledge of national and international patent systems
- National and GBA development strategies and market trends

Accommodation and Food

Sector coverage

Accommodation services

Food services

Situation in 2023

Employment
249 900

Vacancies
19 700

Manpower requirements
269 600

Vacancy rate
7.3%

Distribution of employment by sub-sector
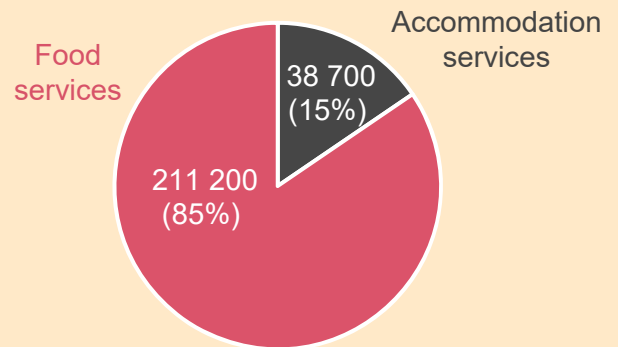
Food services
211 200 (85%)

Accommodation services
38 700 (15%)

Distribution of manpower requirements by occupation group in 2023

| 13% | 72% | 2% | 12% |

Managers, supervisors and professionals (M)

Service industry workers (S)

Skilled technical workers (T)

Manual labourers (L)

Projection for 2028

Manpower requirements
272 500

Changes from 2023 to 2028

Projected change
+2 900

Average annual growth rate
+0.2%

Sectoral manpower balance
-14 000 to -19 000

Key factors impacting outlook

- Change in visitors' preference
- Digitalisation and automation
- Post-pandemic rebound
- Rise in visitor arrivals

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 500 to - 1 500	- 7 000 to - 8 500	- 500 to - 1 500	- 6 000 to - 7 500

Accommodation and Food

Occupations in demand

- Data analysts (M)
- IT and digitalisation staff (M&T)
- Cooks (S)

- Hotel front desk staff (S)
- Reservation clerks (S)
- Waiters / waitresses (S)

- E&M mechanics / technicians (T)
- Dish washers (L)
- Room attendants (L)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Customer service and complaint handling
- E-commerce and data management
- Event planning and execution

- Innovation and creativity
- Multilingual competence
- Social media marketing

Essential knowledge

- Digital literacy (e.g. online order management systems and customer service bots)
- Food safety protocols and regulations

- Hotel / restaurant operation knowledge
- Local consumers' and tourists' preference and requirements

City Operation

Sector coverage

- Automobile
- Beauty care and hairdressing
- Electrical and mechanical services
- Electronics and telecommunications
- Information technology
- Real estate services
- Security services

Situation in 2023

Employment
540 500

Vacancies
34 000

Manpower requirements
574 500

Vacancy rate
5.9%

Distribution of employment by category

Category	Value
Real estate services	139 900
Security services	131 600
Information technology	117 700
Electrical and mechanical services	73 600
Electronics and telecommunications	71 400
Beauty care and hairdressing	57 100
Automobile	16 700

0   50 000 100 000 150 000
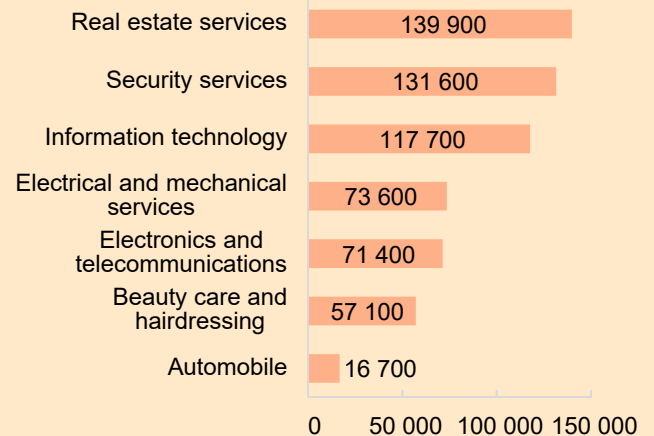
Note: The coverage of different categories within City operation would overlap to some extent. For example, certain security guards are included in both Real estate services and Security services, and some Information technology (IT) personnel are counted under both IT and Electronics and telecommunications. Such overlaps have been deducted from the overall figure.

Distribution of manpower requirements by occupation group in 2023

55%	31%	14%
Managers, supervisors and professionals (M)	**Service industry workers (S)**	**Skilled technical workers (T)**
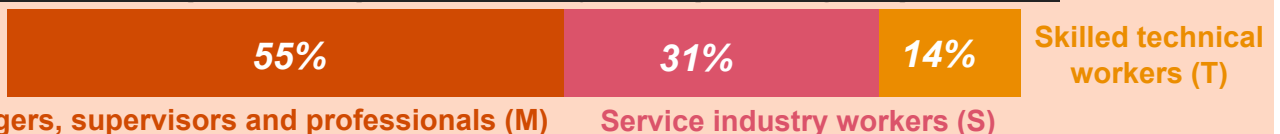
Note: The manpower figures mainly cover trade-specific or related technical personnel for the relevant categories. General non-technical supporting staff and workers (e.g. cleaners) are not included.

Projection for 2028

Manpower requirements **635 600**

Changes from 2023 to 2028

Projected change
+61 100

Average annual growth rate
+2.0%

Manpower balance   **-39 000 to -44 000**

Key factors impacting outlook

- Ageing population
- City development and urban renewal
- Digitalisation and automation
- Integration with GBA

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 16 500 to - 18 500	- 14 500 to - 16 000	- 8 000 to - 9 500	*not applicable*

City Operation

Occupations in demand, essential skills and essential knowledge

Category	Occupations in demand	Essential skills / Essential knowledge
Automobile	• Electric vehicles maintenance workers (T) • Vehicle mechanics (T) • Vehicle painters (T)	**Essential skills** • Computer-aided diagnosis and repair **Essential knowledge** • Customers' preference and requirements • New energy vehicles markets and trends
Beauty care and hairdressing	• Hairdressing assistants (S)	**Essential skills** • Customer service and complaint handling **Essential knowledge** • Beauty care and body care (products and equipments) • Store operation knowledge
Electrical and mechanical services	• Electrical / mechanical engineers (M) • Lift/escalator engineers (M) • E&M mechanics / electricians (T) • Lift /escalator mechanics (T)	**Essential skills** • Project management and design • System maintenance with advanced technology **Essential knowledge** • Relevant trade's ordinances and regulations • Safety awareness
Electronics and telecommunications	• Electronics engineers (M) • IoT solution specialists (M) • Software engineers (M) • Electronics/ telecommunications technicians (T) • Technicians (systems, data centre and network installation) (T)	**Essential skills** • Information and system security • Network technology & management **Essential knowledge** • IoT solution application • Advanced mobile network technology development trends (e.g. 6G development)

City Operation

Occupations in demand, essential skills and essential knowledge

Category	Occupations in demand	Essential skills / Essential knowledge
Information technology	• Cloud infrastructure specialists (M) • Cyber security specialists (M) • Data scientists (M) • IoT solution specialists (M) • IT and digitalisation staff (M&T) • Software engineers (M) • Systems architects (M) • UI/UX designers (M) • Mechanics / technicians (system, data centre and network) (T)	**Essential skills** • Application development tools / programming languages • Information and system security • Project management and design **Essential knowledge** • IoT solution application • User experience (UX/UI design)
Real estate services	• Security guards (S) • E&M mechanics / technicians (T)	**Essential skills** • Artificial intelligence in property and facility management • Customer service and complaint handling **Essential knowledge** • Real estate regulatory knowledge • Sustainable property management
Security services	• Cyber security specialists (M) • Security guards (S)	**Essential skills** • Artificial intelligence in security services • Customer service and complaint handling • Cybersecurity skills **Essential knowledge** • IoT solution application • Security and guarding services regulatory knowledge

Construction Industry

Sector coverage

Professional services (architectural, surveying and project engineering services)

Construction activities

Situation in 2023

Employment	Vacancies	Manpower requirements	Vacancy rate
295 300	**15 500**	**310 800**	**5.0%**

Distribution of manpower requirements by occupation group[1] in 2023

34%	66%
Managers, supervisors and professionals (M)	**Skilled technical workers (T)**
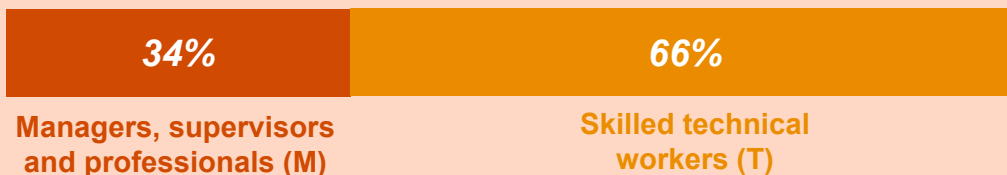
Projection for 2028

Manpower requirements **359 800**

Changes from 2023 to 2028

Projected change **+48 900**

Average annual growth rate **+3.0%**

Sectoral manpower balance[2] **-45 000 to -55 000**

Key factors impacting outlook

- City development and urban renewal
- Digitalisation and automation
- Infrastructure construction projects

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 12 000 to - 17 000	not applicable	- 30 000 to - 40 000	not applicable

Notes:

(1) The occupation group "Managers, supervisors and professionals" covers construction professionals, technicians and site supervisory personnel, while the group "Skilled technical workers" covers skilled / semi-skilled construction workers. The manpower figures mainly cover the above trade-specific / technical personnel for the industry. General supporting staff and workers (e.g. cleaners) are not covered.

(2) The numbers of workers expected to be imported through the Labour Importation Scheme for the Construction Sector have been taken into consideration.

Construction Industry

Occupations in demand

Professionals (M)

- Architects
- Building Information Modelling (BIM) managers
- Building services engineers
- Building surveyors
- Civil and structural engineers
- Construction managers / Site engineers
- Electrical / mechanical engineers
- Environmental engineers
- Geotechnical engineers
- Land surveyors
- Landscape architects
- Quantity surveyors
- Town planners

Technicians / site supervisory personnel (M)

- BIM coordinators
- BIM modellers
- Civil / structural / geotechnical engineering technicians
- Clerk of works / inspectors
- Draftsmen
- E&M engineering technicians
- Environmental technicians
- Fire services technicians
- Landscape technicians
- Lift / escalator technicians
- Project coordinators
- Refrigeration / air-conditioning / ventilation technicians
- Safety officers
- Site agents
- Site foremen
- Site supervisors
- Surveying technicians (building)
- Surveying technicians (land)
- Surveying technicians (quantity)
- Surveying technicians (town planning)
- Technical officers

Skilled / Semi-skilled workers (T)

- Asbestos abatement workers
- Asphalters (road construction)
- Bar benders and fixers
- Blasting workers
- Cement sand mortar workers
- Concrete and grouting workers
- Construction goods vehicle drivers
- Curtain wall and glass panes installers
- Demolition workers
- Divers (construction work)
- Drain and pipe layers
- Electricians
- False ceiling installers
- Fire service mechanics
- Levellers
- Lift and escalator mechanics
- Metal-steel workers
- Overhead linesmen (high voltage)
- Painters and decorators
- Paving block layers
- Piling operatives
- Plant and equipment mechanics (construction work)
- Plant and equipment operators
- Refrigeration / air-conditioning / ventilation mechanics
- Rigger / metal formwork erectors
- Scaffolders
- Tower crane mechanics (erecting, dismantling and height alternation)
- Welders
- Woodworkers

IT and digitalisation staff (M&T)

Construction Industry

Essential skills

- Adaptability and learning agility

- Construction contract and project management

- Digital proficiency

- Building Information Modelling (BIM)

- Critical thinking and problem solving skills

- Multilingual competence

- Collaboration and teamwork

- Design for safety

Essential knowledge

- Digital literacy (e.g. IoT solutions such as sensor data and incident data analysis)

- High productivity construction

- ESG principles

- Sustainable construction

Education

Sector coverage

Kindergartens

School education (Primary and secondary schools)

Tertiary institutions and universities

Situation in 2023

Employment
174 000

Vacancies
7 700

Manpower requirements
181 700

Vacancy rate
4.2%

Distribution of employment by sub-sector
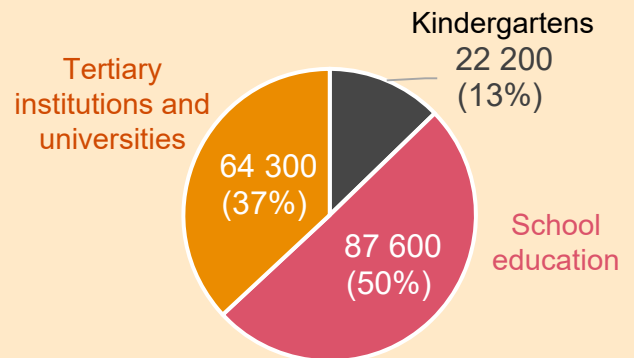
Tertiary institutions and universities
64 300 (37%)

Kindergartens
22 200 (13%)

School education
87 600 (50%)

Distribution of manpower requirements by occupation group in 2023

77%	16%	7%
Managers, supervisors and professionals (M)	Service industry workers (S)	Manual labourers (L)

<1% Skilled technical workers (T)

Projection for 2028

Manpower requirements   **183 900**

Changes from 2023 to 2028

Projected change
+2 200

Average annual growth rate
+0.2%

Key factors impacting outlook

- Digitalisation and automation
- I&T development
- Integration with GBA
- International post-secondary education hub
- Structural decline in school-age population

Sectoral manpower balance   **-2 000 to -5 000**

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 2 000 to - 3 000	+ 500 to + 1 500	within ± 500	- 1 000 to - 2 000

Education

Occupations in demand

- Educational psychologists (M)
- IT and digitalisation staff (M&T)
- Laboratory technicians (M)
- Senior academic staff and research assistants (STEAM-related research) (M)

- Speech therapists (M)
- STEAM educators (M)
- E&M mechanics / technicians (T)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Critical thinking and problem solving skills
- Digital proficiency
- Education technology

- Financial management and fundraising acumen
- Innovation and creativity
- Resilience and stress management

Essential knowledge

- Cultural awareness and sensitivity
- Global, National and GBA education strategies and trends

- Learning styles of students
- Technological pedagogical content knowledge

Health Services

Sector coverage

Hospitals

Other health services
(general and specialised medical clinics, dental clinics, Chinese medicine clinics, radiology, laboratories, and services provided by other allied health practitioners or healthcare personnel)

Situation in 2023

Employment

165 700

Vacancies

12 400

Manpower requirements

178 100

Vacancy rate

6.9%

Distribution of manpower requirements by occupation group in 2023

63%	32%		1%
Managers, supervisors and professionals (M)	Service industry workers (S)	5% Manual labourers (L)	Skilled technical workers (T)
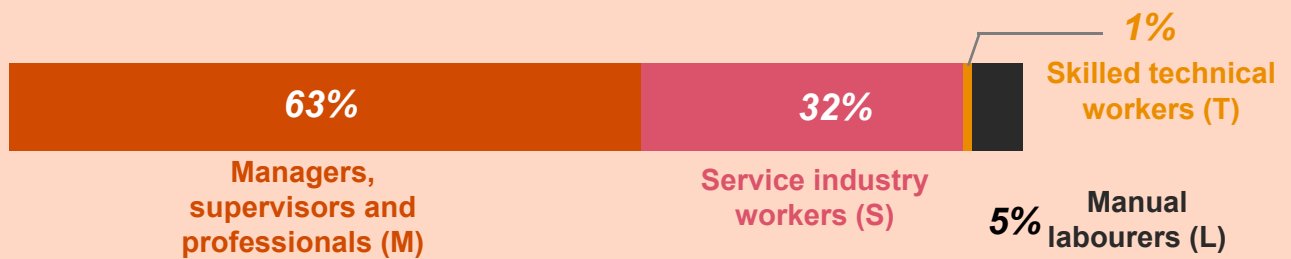
Projection for 2028

Manpower requirements **209 400**

Changes from 2023 to 2028

Projected change
+31 400

Average annual growth rate
+3.3%

Sectoral manpower balance -13 000 to -18 000

Key factors impacting outlook

- Ageing population
- Integration with GBA
- Medical tourism
- Population growth
- Prevalence of chronic diseases

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 8 000 to - 9 500	- 3 200 to - 5 200	within ± 500	- 1 800 to - 3 300

Health Services

Occupations in demand

- Thirteen types of professionals (M)
    - Chinese medicine practitioners
    - Chiropractors
    - Dental hygienists
    - Dentists
    - Doctors
    - Medical laboratory technologists
    - Midwives
    - Nurses (general/psychiatric)
    - Occupational therapists
    - Optometrists
    - Pharmacists
    - Physiotherapists
    - Radiographers

- IT and digitalisation staff (M&T)
- E&M mechanics / technicians (T)
- Care workers (S)
- Ward attendants (S)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Critical thinking and problem solving skills
- Digital proficiency
- Multilingual competence

- Resilience and stress management

Essential knowledge

- Health related regulatory knowledge
- National and GBA health market trends and regulations

Manufacturing

Sector coverage

All manufacturing activities

Situation in 2023

Employment	Vacancies	Manpower requirements	Vacancy rate
75 700	**2 500**	**78 300**	**3.3%**

Distribution of manpower requirements by occupation group in 2023

40%	11%	34%	15%
Managers, supervisors and professionals (M)	**Service industry workers (S)**	**Skilled technical workers (T)**	**Manual labourers (L)**
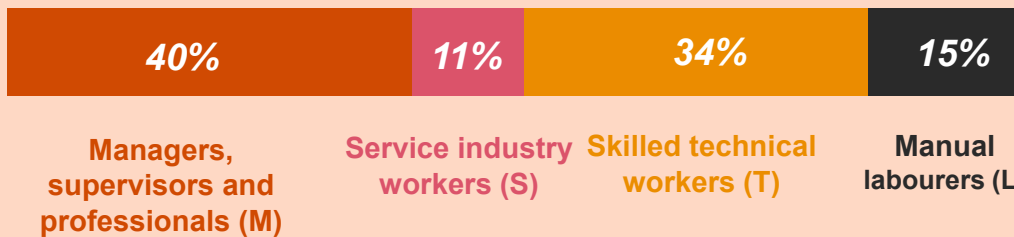
Projection for 2028

Manpower requirements **99 900**

Changes from 2023 to 2028

Projected change	Average annual growth rate
+21 600	**+5.0%**

Sectoral manpower balance **-9 000 to -14 000**

Key factors impacting outlook

- Digitalisation and automation
- Integration with GBA
- Strong policy support

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 2 500 to - 4 500	- 500 to - 1 500	- 6 000 to - 8 000	within ± 500

Manufacturing

Occupations in demand

- Automation/ robotics engineers (M)

- Data analysts (M)

- IT and digitalisation staff (M&T)

- E&M mechanics / technicians (including installation and maintenance of advanced manufacturing facilities) (T)

Essential skills

- Adaptability and learning agility

- Collaboration and teamwork

- Communication skills

- Data analytical skills

- Digital proficiency

- Innovation and creativity

- Multilingual competence

- Product design

- Smart production

Essential knowledge

- Digital literacy (e.g. IoT solutions and sensor data analysis)

- ESG principles

- Global advanced manufacturing development trends

- Intellectual property literacy (e.g. IP management and commercialisation)

- Safety protocols and regulations

Retail

Sector coverage

All forms of retail trade

Situation in 2023

Employment	Vacancies	Manpower requirements	Vacancy rate
273 100	**17 400**	**290 500**	**6.0%**

Distribution of manpower requirements by occupation group in 2023

19%	72%	3%	5%
Managers, supervisors and professionals (M)	Service industry workers (S)	Skilled technical workers (T)	Manual labourers (L)
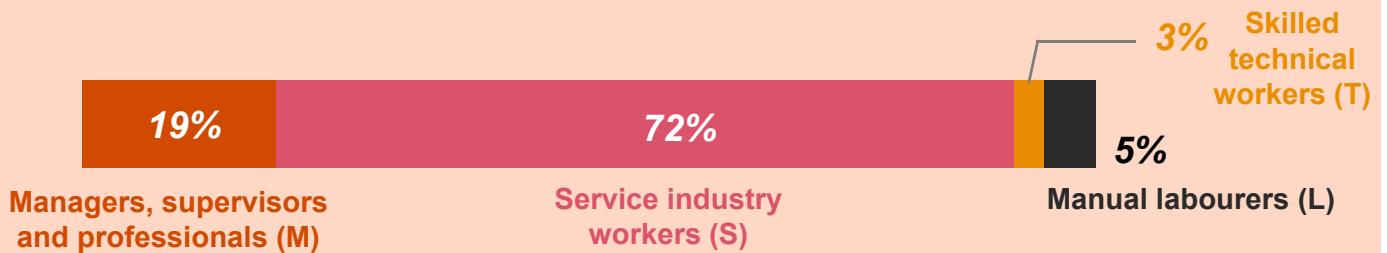
Projection for 2028

Manpower requirements **293 000**

Changes from 2023 to 2028

Projected change	Average annual growth rate
+2 600	**+0.2%**

Sectoral manpower balance **-7 000 to -10 000**

Key factors impacting outlook

- Change in visitors' preferences
- E-commerce
- Post-pandemic rebound
- Rise in visitor arrivals

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
within ± 500	- 6 000 to - 7 000	- 500 to - 1 500	- 500 to - 1 500

Retail

Occupations in demand

- Data analysts (M)

- Social media specialists (M)

- E-commerce professionals (M)

- Salespersons (S)

- IT and digitalisation staff (M&T)

- Warehouse operative staff and porters (L)

Essential skills

- Adaptability and learning agility

- Customer service and complaint handling

- Inventory management

- Collaboration and teamwork

- Data analytical skills

- Multilingual competence

- Communication skills

- E-commerce and live commerce expertise (including social media marketing)

Essential knowledge

- Cultural awareness and sensitivity

- Digital literacy (e.g. order management systems and customer service bots)

- Local consumers' and tourists' preference and requirements

Social Services

Sector coverage

Residential care services

Non-residential social services

Situation in 2023

Employment

74 500

Vacancies

7 300

Manpower requirements

81 800

Vacancy rate

8.9%

Distribution of manpower requirements by occupation group in 2023

50%	41%	8%	2%

Managers, supervisors and professionals (M)

Service industry workers (S)

Manual labourers (L)

Skilled technical workers (T)

Projection for 2028

Manpower requirements

93 300

Changes from 2023 to 2028

Projected change

+11 400

Average annual growth rate

+2.6%

Sectoral manpower balance

-3 500 to -6 500

Key factors impacting outlook

- Ageing population
- Gerontechnology adoption
- Integration with GBA
- Investment towards social services
- Population growth

Manpower balance by occupation group

Managers, supervisors and professionals

- 500 to - 2 000

Service industry workers

- 1 000 to - 3 000

Skilled technical workers

within ± 500

Manual labourers

- 1 000 to - 2 500

Social Services

Occupations in demand

- Audiologists (M)
- Clinical psychologists (M)
- IT and digitalisation staff (M&T)
- Nurses (M)
- Occupational therapists (M)
- Physiotherapists (M)
- Social workers (degree posts) (M)
- Speech therapists (M)
- Care workers (S)
- Service project officers (S)
- Cleaners and labourers (L)

Essential skills

- Ageing and chronic disease management
- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills
- Customer service and complaint handling
- Digital proficiency
- Event and activity planning and execution
- Financial management and fundraising acumen
- Multilingual competence
- Resilience and stress management

Essential knowledge

- Changes in Hong Kong demographics and requirements for social services
- Digital literacy (e.g. gerontechnology, etc.)
- Social services related regulatory knowledge

Tourism

Sector coverage

📄 **Travel agency, reservation service and related activities**

☀️🌿 **Other services related to tourism** (such as retail, accommodation and food, and transport)

Situation in 2023

👤 *Employment*
163 200

👥 *Vacancies*
12 600

👥 *Manpower requirements*
175 800

💼 *Vacancy rate*
7.2%

Distribution of employment by sub-sector
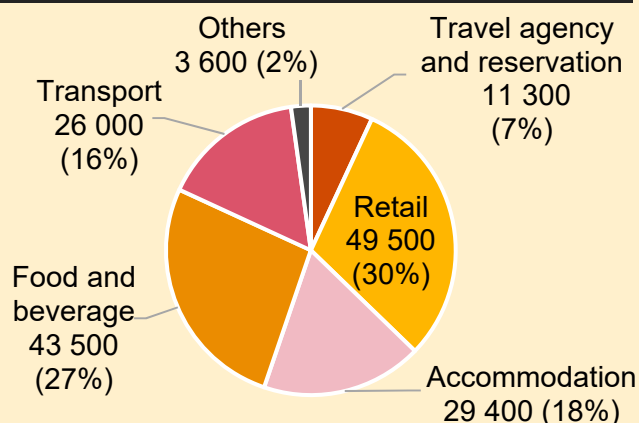
- Others 3 600 (2%)
- Travel agency and reservation 11 300 (7%)
- Transport 26 000 (16%)
- Retail 49 500 (30%)
- Food and beverage 43 500 (27%)
- Accommodation 29 400 (18%)

Distribution of manpower requirements by occupation group in 2023

23%	61%	8%	8%
Managers, supervisors and professionals (M)	**Service industry workers (S)**	**Skilled technical workers (T)**	**Manual labourers (L)**
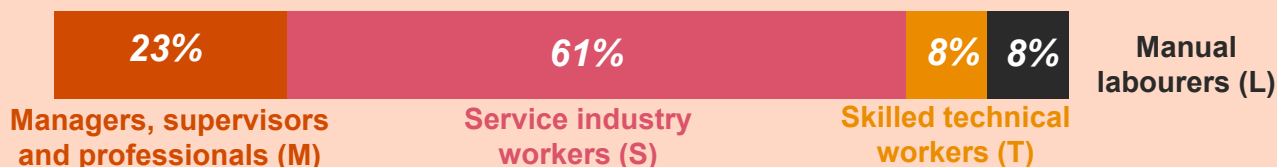
Projection for 2028

Manpower requirements 👥 **215 400**

Changes from 2023 to 2028

Projected change
👤 **+39 600**

Average annual growth rate
📈 **+4.1%**

Sectoral manpower balance 🧩 **-9 000 to -14 000**

Key factors impacting outlook

- 🧳 Change in visitors' preferences
- 🏯 Increase in Hong Kong's tourism appeal
- 😷 Post-pandemic rebound
- 📈 Rise in visitor arrivals

Manpower balance by occupation group

Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers
- 2 500 to - 3 500	- 5 500 to - 7 500	- 500 to - 1 500	- 500 to - 1 500

Tourism

Occupations in demand

- Green and conservation tour guides (inbound/outbound) (M&S)
- IT and digitalisation staff (M&T)
- Customer service officers (S)

Essential skills

- Adaptability and learning agility
- Collaboration and teamwork
- Communication skills

- Customer service and complaint handling
- Local tour-guiding (such as local culture and history)
- Multilingual competence

- Outbound product development
- Social media marketing
- Storytelling and content creation

Essential knowledge

- Cultural awareness and sensitivity
- Hong Kong's culture, tourist attractions and activities
- Local consumers' and tourists' preference and requirements

6 Mid-term Update and Next Round MP

25.   LWB would conduct a mid-term update of the MP in late 2025. The updated results are expected to be available in 2026.

26.   The next round of MP would commence in 2028.

Appendix I: Methodology of 2023 MP

The projection methodology for 2023 MP builds on the approaches and frameworks adopted in previous MPs, augmented by the introduction of enhanced elements. It involves extensive data collection from the Government and open sources as well as sectoral consultations. Detailed analyses of the 17 selected industries were conducted to assess manpower shortages and skills in demand on a sectoral basis. The projection period was shortened to five years to more accurately reflect market changes in the short- to medium-term.

2. The findings of the Manpower Supply Projection (MSP) and Manpower Requirement Projection (MRP) are compiled independently of each other, with no pre-defined interconnection between the two. The results of these projections do not influence each other. This framework is intended to fully reflect the potential job opportunities that may emerge in the labour market during the projection period. Attention should be paid to the concept of unconstrained manpower requirements when interpreting manpower balance. However, the manpower requirements of an economy should ultimately be constrained by, inter alia, its manpower supply in reality.

3. The projection methodologies for the overall economy and selected industries are discussed in the following paragraphs. New components introduced in 2023 MP are highlighted in blue.

Classification of Economic Sectors/Selected Industries

12 Conventional Economic Sectors
4. To facilitate comparison with the results of previous MPs, the actual and projected manpower supply and requirements for 12 conventional economic sectors were compiled. The classification of these economic sectors is based on the Hong Kong Standard Industrial Classification Version 2.0[6]. By aggregating the statistics from these sectors, the manpower situation of the entire economy was derived.

17 Selected Industries
5. The 17 selected industries include the eight key areas for the development of Hong Kong as outlined in the National 14th Five-Year Plan ("eight centres") and nine significant sectors supporting local services and city operation. These selected industries collectively covered more than 80% of Hong Kong's workforce and contributed over 70% of the city's GDP. The selected industries are listed below.

Eight centres:-
- East-meets-West centre for international cultural exchange;
- International aviation hub;
- International financial centre;
- International innovation and technology centre;
- International trade centre;
- International transportation centre;

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[6] The classification is devised by the Census and Statistics Department (C&SD) by modelling on the latest "International Standard Industrial Classification of All Economic Activities Revision 4" promulgated by the United Nations. C&SD adopts such classification in the compilation of labour and economic statistics in Hong Kong. 12 conventional economic sectors together constitute the entire economy.

- Regional centre for international legal and dispute resolution services; and
- Regional intellectual property trading centre.

Nine significant sectors:-
- Accommodation and food;
- City operation;
- Construction industry;
- Education;
- Health services;
- Manufacturing;
- Retail;
- Social services; and
- Tourism.

Manpower Supply Projection

6.　Manpower supply[7] to the labour market was projected by age group, sex, education level, occupation group and economic sector/industry, during the period from 2023 to 2028.

Actual Manpower Supply in the Base Year

7.　The actual manpower for the base year of 2023, by education level, occupation group and economic sector/industry, was compiled from various sources, including: (i) the Census and Statistics Department (C&SD)'s General Household Survey and Composite Employment Estimates; (ii) manpower studies conducted by various bureaux and departments (B/Ds) and major organisations such as the Vocational Training Council (VTC) and Construction Industry Council (CIC); (iii) sectoral consultations and surveys; and (iv) big data analytics on practitioners' and recruitment agencies' data. These data has also, provided in-depth insights into the distributions of occupations and industries.

Projected Manpower Supply to 2028

8.　The manpower supply for 2028 was projected by referencing a wide range of statistics and information from the following sources:

(i)　Hong Kong Population Projections 2022–2046 (from C&SD): These projections provide detailed data and information on the future size of Hong Kong's population, taking into account births, deaths, and population movements during the projection period. They are based on the findings from the 2021 Population Census and are analysed by age and sex.

(ii)　Hong Kong Labour Force Projections for 2022–2046 (from C&SD): These projections offer statistics and information on the future labour force (or manpower supply) in Hong Kong, with breakdowns by age group and sex. Statistically, the relationship between the labour force and the population is measured by the age-sex-specific labour force participation rate.

(iii)　Education statistics: Two major sets of education statistics were used to estimate the education profile of the projected manpower supply, including (i) students in education programmes at different academic levels, and (ii) working individuals upgrading their academic qualifications through continuing education. These statistics are primarily sourced from C&SD, the University Grants Committee (UGC) and the Education Bureau.

(iv)　Statistics on Holders of Permits for Proceeding to Hong Kong and Macao (commonly known as One-Way Permit Holders (OWPHs)): The number of OWPHs projected to arrive

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[7] Excludes foreign domestic helpers.

from the Mainland and reside in Hong Kong during the period from 2023 to 2028 is reflected in C&SD's population projections. The education levels of OWPHs, at the time of their arrival, are sourced from demographic and social characteristics data collected by the Immigration Department (ImmD), and their employment profiles have been referenced from the relevant findings of C&SD's Population Census.

(v)   Statistics on admitted talents and imported workers: Their demographic (age group, sex and education level), industry and occupation profiles were estimated using statistics and administrative records from C&SD, ImmD and the Labour Department.

(vi)   Manpower studies conducted by various B/Ds and major organisations (e.g. VTC, CIC and UGC): These studies provide valuable insights into sector-specific manpower supply and future workforce trends, as well as employment profiles of graduates from tertiary institutions.

(vii) Sectoral consultations and surveys: Over 170 consultation sessions were held with more than 1 000 stakeholders from a wide range of industries, representing over 60 000 organisations or industry representations. These consultations focused on the career prospects across industries and critical topics such as retirement ages, wastage rates, shifts in occupations and industries, as well as the working preferences of the local workforce.

(viii) Big data analytics on practitioners' and recruitment agencies' data: We utilised a variety of market data sources, including data from online recruitment advertisements and analytics from recruitment websites and professional social networking platforms.

Industry and Occupation Distributions

9.   For the first time, the MSP model was expanded to project the distribution of the local workforce by occupation and industry, using a component method. This approach considers key factors such as wastage rates, retirement percentages and inter-industry mobility. The five major components includes:

- Existing labour force;
- Graduates from local institutions;
- Entry of working OWPHs;
- Net inflow of admitted talents and imported workers; and
- Anticipated new entrants/re-entrants to the labour force.

Figure A1-1: Schema on Compilation of Manpower Supply Projection

Base Year (i.e. 2023)

Actual manpower supply in 2023
- by education level
- by conventional economic sector
- by occupation group
- by selected industry

C&SD's surveys

Sectoral consultations and surveys

Manpower studies by various Government B/Ds and major organisations (e.g. VTC and CIC)

Big data analytics on practitioners' and recruitment agencies' data

Projections for 2028

Population and labour force by age and sex in 2028

C&SD's Hong Kong Population Projection and Labour Force Projections 2022 - 2046

Education profiles of Hong Kong's labour force, including:
- Students in education programmes at different academic levels;
- Working individuals upgrading their academic qualifications through continuing education; and
- Other major demographic changes by cohort analyses, including OWPHs, admitted talents and imported workers.

Industry and occupation profiles of the labour force, including:
- Existing labour force;
- Graduates from local institutions;
- Entry of working OWPHs;
- Admitted talents and imported workers; and
- Anticipated new entrants/re-entrants to the labour force.

Qualitative and quantitative information from manpower studies and sectoral consultations on the labour market, including factors such as retirement ages, wastage rates and shifts in occupations and industries, among others

Projected manpower supply in 2028
- for overall economy by age, sex, education level and occupation group
- for 17 selected industries by occupation group

Abbreviations:
B/Ds: Bureaux and Departments
C&SD: Census and Statistics Department
CIC: Construction Industry Council
OWPHs: One-Way Permit Holders
VTC: Vocational Training Council

Note : New components for 2023 MP are denoted in blue.

Manpower Requirement Projection

10.   Manpower requirements is regarded as job opportunities in various industries and economic sectors available in Hong Kong. The actual manpower requirements for the base year of 2023 was calculated as the sum of employed persons and job vacancies across various economic sectors. The vacancy rate in 2023 adopted a broader definition, referring to the ratio of job vacancies to total manpower demand, and this definition not only encompasses data on job openings that were being actively recruited as of the reference date of C&SD's relevant statistical surveys, but also includes estimates from sectoral consultations regarding vacancies that have yet to be actively filled under staffing plan. The broader definition aims to provide a more holistic picture of potential job vacancies in the market.

11.   The sectoral manpower requirements together with occupations in demand were projected using a four-step statistical process, covering 12 conventional economic sectors and 17 selected industries. The results were then aggregated to provide the overall projected manpower requirements for the entire economy.

Four-step Statistical Process

- *Step One − Fitting of Statistical Models for Preliminary Results*
  Based on manpower statistics from C&SD, manpower studies conducted by various B/Ds and major organisations, we first established the actual manpower requirements for each economic sector/industry in the base year and previous years. Time series models were then applied to analyse historical data and project future trends, thereby deriving preliminary estimates of the manpower requirements for 2028.

- *Step Two − Review of Preliminary Results with Regard to Consultation Findings, Survey Results and Other Intelligence*
  The preliminary projection results were reviewed and fine-tuned by considering a wide range of data and information, including views gathered through consultations and surveys from over 1 000 stakeholders in selected industries, such as chambers, public organisations, professional bodies, business representatives and relevant advisory committee members. Participants were engaged through interviews, focus groups, stakeholder forums, and electronic surveys, and were provided with industry factsheets to help them articulate their insights into the future manpower requirements of various sectors in a more focused manner. Discussions covered topics such as vacancy rates, anticipated positions to be filled, the impact of automation and digitalisation on business operations, expected new opportunities (such as integration with the Mainland) and challenges, occupations in demand and essential skills for the future. Additional sources of reference included big data analytics on practitioners' and recruitment agencies' data and a literature review on emerging job market mega-trends.

  This review was crucial, particularly given the rapid advancements in AI and digitalisation, ongoing economic changes, and the emergence of new opportunities and challenges.

- *Step Three – Compilation of Projected Figures by Occupation Group*
  For each sector/selected industry, statistical models based on historical trends in manpower requirements by occupation group were developed by incorporating both qualitative and quantitative data, such as consultation findings and market trends. These models were further calibrated by considering factors such as anticipated inter-occupation group mobility to project the occupational distribution for the overall economy and individual sectors/industries in 2028.

- *Step Four − In-demand Occupation and Essential Skills for 17 Selected Industries*
  Occupations in demand and the essential skills required in the 17 selected industries were identified based on both quantitative and qualitative data, as well as big data analytics on practitioners' and recruitment agencies' data. This analysis aimed to project the emerging occupations and essential skills/knowledge for each industry by 2028.

Manpower Balance for Overall Hong Kong Economy and 17 Selected Industries
12.   By considering both the projected manpower supply and the projected manpower requirements, the projected manpower balance was derived for the overall Hong Kong economy and the 17 selected industries. This balance was further broken down by occupation group, providing a clearer view of potential shortages or surpluses in the labour market by 2028. Additionally, further analyses of the educational requirements for anticipated manpower shortages were conducted to obtain the breakdown of education distribution of the manpower shortage for the overall economy.

Figure A1-2: Schema on Compilation of Manpower Requirement Projection

Base Year (i.e. 2023)

Actual manpower requirements in 2023
- by education level
- by conventional economic sector
- by occupation group
- by selected industry

Manpower balance in 2023
- for overall economy by education level and occupation group
- for 17 selected industries by occupation group

C&SD's Composite Employment Estimates, General Household Survey and other statistics on employment and manpower

Statistics on employment and vacancies from studies by various Government B/Ds and major organisations (e.g. VTC and CIC)

Sectoral consultations and surveys, and big data analytics on industry practitioners' and recruitment agencies' data

Projections for 2028

Projected manpower requirements in 2028
- for 12 conventional economic sectors
- for 17 selected industries

Occupation group breakdown for projected manpower requirements in 2028
- for 12 conventional economic sectors
- for 17 selected industries

Projected manpower balance in 2028
- for overall economy by education level and occupation group
- for 17 selected industries by occupation group

- Essential skills and knowledge for future workforce
- In-demand occupations and skills for 17 selected industries

Sectoral trend analyses and statistical projection models based on historical data from C&SD and public sources

Occupational trend analyses and statistical projection models based on historical data from C&SD and public sources

Education level trend analyses based on historical data from C&SD and public sources

Desktop research on the future mega trends

Studies/forecasts by various Government B/Ds and major organisations (e.g. VTC and CIC)

Findings from in-depth sectoral consultations and big data analytics derived from industry practitioners and recruitment agencies

Abbreviations:
B/Ds: Bureaux and Departments
C&SD: Census and Statistics Department
CIC: Construction Industry Council
VTC: Vocational Training Council

Note : New components for 2023 MP are denoted in blue.

Appendix II: Definition of Four Occupation Groups

The classification of occupation groups adopted in the 2023 MP includes four categories based on job functions, skill levels and education levels by referring to the relevant definitions of occupation groups in the International Standard Classification of Occupations published by the International Labour Organisation in 2008.

Occupation group	Description	Examples
Managers, supervisors and professionals	Individuals who plan, direct and coordinate organisational activities, typically requiring advanced education or significant experience.	• Corporate management personnel • Researchers and academics (e.g. scientists, university professors) • Professionals (e.g. doctors, accountants, architects, engineers, teachers)
Service industry workers	Non-managerial level personnel providing essential support or customer-facing services.	• Cooks • Salespersons • Security guards • Flight attendants • Administrative clerks
Skilled technical workers	Workers with specialised skills or training to perform tasks related to construction, maintenance and operation of machinery and structures.	• E&M mechanics / electricians • Lift /escalator mechanics • Aircraft maintenance technicians • Skilled construction workers • Telecommunications technicians
Manual labourers	Individuals who carry out routine tasks that do not require specialised training or significant work experience.	• Cleaners • Hotel room attendants • Kitchen helpers • Warehouse operative staff and porters

Appendix III: Coverage for Selected Industries

Eight centres

They refer to the eight areas supported in the National 14th Five-Year Plan for the development of Hong Kong. The definitions and coverage for each of the eight centres are listed below:-

Centre	Coverage
East-meets-West centre for international cultural exchange	It involves activities that use creativity and intellectual capital as primary inputs to produce and deliver goods and services with cultural, artistic and creative elements. It covers areas such as art, antiques and crafts; cultural education and library, archive and museum services; performing arts; film, video and music; television and radio; publishing; software, computer games and interactive media; design; architecture; advertising; and amusement services. This definition aligns with the "Cultural and Creative Industries" as recognised in Government official statistics, representing cultural and creative economic activities.
International aviation hub	It includes all services related to air passengers, freight and transportation. This encompasses Hong Kong-based airline and helicopter companies, local offices of overseas airlines, air cargo forwarding services, aircraft maintenance and repairs, the assembly and manufacture of aviation transport equipment and machinery and services incidental to air transportation.
International financial centre	It covers a wide range of financial services including banking, insurance, stock brokerage, asset management, financial leasing, and investment and holding companies etc.
International innovation and technology centre	It comprises activities directly involved in innovation activities, i.e. research and development (R&D) activities, commercialisation of R&D outcomes and business process innovation activities. It covers I&T practitioners and trade-specific supporting staff across various fields, such as life and health technology, artificial intelligence (AI) and data science, advanced manufacturing and new energy technologies, spanning the public, business, and higher education sectors.
International trade centre	It covers trading and logistics services, including import and export trade, wholesale, freight services (including land, water and air freight services), warehousing and storage, and postal and courier services.
International transportation centre	It covers land and water passenger and freight services, as well as warehousing and storage, and postal and courier services. Air freight and related services are not included.

Centre	Coverage
Regional centre for international legal and dispute resolution services	It covers establishments providing legal services and alternative dispute resolution (ADR) services. This includes law firms and counsel chambers, as well as organisations offering services, platforms and trainings to support the operation of legal and ADR services. Some arbitrators and mediators, who might work on a part-time basis and have a primary employment outside the legal and ADR services industry, are not included in the manpower projection based on projection methodology and definitions due to the unavailability of robust and reliable information.
Regional intellectual property trading centre	It covers activities related to the protection, management and commercialisation of intellectual properties (IPs), such as patents, trade marks, designs and copyright, undertaken by various industries, in particular the IP-intensive industries[8], as well as the IP intermediary services that facilitate or support IP protection, management and commercialisation, such as registration, consultation, due diligence, valuation, insurance, financing, matching, litigation, arbitration and mediation related to IP.

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[8] In the "Study Report on Contribution of Intellectual Property-Intensive Industries to Hong Kong Economy" published by the Intellectual Property Department in 2023, IP-intensive industries refer to those industries in Hong Kong with higher-than-average ownership and use of IP rights. A total of 196 industries were identified as IP-intensive industries.

Nine significant sectors

The definitions and coverage for each of the nine significant sectors supporting local services and the city's operation are provided below:-

Sector	Coverage
Accommodation and food	It include hotels, guesthouses and other short-term accommodation providers, as well as restaurants, fast food shops, cafes, takeaway food services, bars and catering services.
City operation	It refers to the positions that support the city's daily functioning and management. This includes seven specific categories: automobile, beauty care and hairdressing, electrical and mechanical services, electronics and telecommunications, information technology, real estate services, and security services. General workers without specific industry-related training are excluded.
Construction industry	It includes all trade-specific practitioners involved in construction activities, civil engineering works and related professional services (e.g. architectural, surveying and project engineering services), such as technical professionals, site supervisory personnel, technicians and skilled or semi-skilled workers, as covered by the Manpower Forecast by the Construction Industry Council. General workers without specific industry-related training are excluded. The manpower projection figures for construction industry in MP are aggregated from data sourced from the report on Manpower Forecast for Construction Industry released by the Construction Industry Council in 2023.
Education	It includes kindergartens, primary schools, secondary schools, special schools, tertiary institutions and universities.
Health services	It includes public and private hospitals, general and specialised medical clinics, dental clinics, Chinese medicine clinics, radiology, laboratories and other allied health practitioners and other healthcare personnel-provided services.
Retail	It refers to the sale of new or used goods to the general public, such as shops, supermarkets, department stores, stalls and local online platforms.
Manufacturing	It includes all economic activities within the manufacturing industry, including advanced manufacturing related to I&T development.

Sector	Coverage
Social services	It includes both residential and non-residential social services. Residential services cover facilities like care homes for the elderly, people with disabilities, children and drug rehabilitation centres, etc. Non-residential social services include neighbourhood elderly centres, day care units, family and youth service centres, child care centres, support centres for people with disabilities and mental wellness centres, etc.
Tourism	Tourism industry includes both inbound tourism and outbound tourism. Inbound tourism involves services provided to tourists, such as retail, accommodation, food and beverage, transport and personal services. Outbound tourism focuses on services for Hong Kong residents traveling abroad, including cross-boundary passenger transport, travel agency services and reservation-related activities.

Appendix IV: Supplementary Statistical Tables

1. Labour Force and Labour Force Participation Rate by Sex and Age Group, 2023 and 2028

2. Number of Employed Persons by Occupation Group, 2023

3. Number of Employed Persons by Selected Industry and Occupation Group, 2023

4. Manpower Requirements by Occupation Group, 2023 and 2028

5. Manpower Requirements by Selected Industry, 2023 and 2028

6. Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028

7. Manpower Requirements by Conventional Economic Sector, 2023 and 2028

8. Manpower Requirements by Conventional Economic Sector and Occupation Group, 2023 and 2028

9. Manpower Balance by Occupation Group, 2023 and 2028

10. Manpower Balance by Selected Industry, 2023 and 2028

11. Manpower Balance by Selected Industry and Occupation Group, 2028

12. Manpower Supply by Sex, Age Group and Education Level (Highest Level Completed), 2023 and 2028

13. Manpower Balance by Education Level (Highest Level Completed), 2023 and 2028

Rounding of figures

Figures in the tables may not add up to the respective totals due to rounding. Projected changes and growth rates are derived from unrounded figures.

Symbols

n.a.   Not applicable / not covered in the study.

‡   Estimates within ± 100 or related rates of change derived based on such estimates.

§   Manpower balance within ± 500.

Table 1   Labour Force and Labour Force Participation Rate (LFPR) by Sex and Age Group, 2023 and 2028

Sex / Age group	2023 (Actual)		2028 (Projection)		Projected change (2023 to 2028)	
	Labour force	LFPR (%)	Labour force	LFPR (%)	Labour force	LFPR (% point)
Male						
15 - 24	93 000	30.1	115 000	34.5	+ 22 000	+ 4.4
25 - 34	389 000	90.7	359 000	94.9	- 30 000	+ 4.2
35 - 44	440 000	94.5	461 000	96.3	+ 20 000	+ 1.8
45 - 54	435 000	91.2	453 000	92.6	+ 18 000	+ 1.4
55 - 64	397 000	70.6	365 000	73.8	- 32 000	+ 3.2
65 and over	144 000	19.4	164 000	18.0	+ 20 000	- 1.3
15 and over	**1 898 000**	**63.6**	**1 917 000**	**62.2**	**+ 19 000**	**- 1.4**
Female						
15 - 24	89 000	30.2	107 000	34.7	+ 17 000	+ 4.5
25 - 34	350 000	80.2	330 000	84.3	- 20 000	+ 4.1
35 - 44	380 000	70.3	400 000	75.5	+ 20 000	+ 5.3
45 - 54	405 000	67.7	422 000	71.9	+ 17 000	+ 4.2
55 - 64	308 000	47.3	309 000	49.9	+ 1 000	+ 2.6
65 and over	69 000	8.3	77 000	7.3	+ 7 000	- 0.9
15 and over	**1 601 000**	**47.7**	**1 645 000**	**47.3**	**+ 43 000**	**- 0.4**
Both sexes						
15 - 24	182 000	30.2	222 000	34.6	+ 40 000	+ 4.5
25 - 34	739 000	85.4	689 000	89.5	- 50 000	+ 4.1
35 - 44	820 000	81.5	861 000	85.4	+ 41 000	+ 3.9
45 - 54	840 000	78.1	875 000	81.3	+ 36 000	+ 3.2
55 - 64	705 000	58.1	674 000	60.5	- 31 000	+ 2.4
65 and over	214 000	13.5	241 000	12.3	+ 27 000	- 1.2
15 and over	**3 499 000**	**55.2**	**3 562 000**	**54.3**	**+ 62 000**	**- 0.9**

Table 2   Number of Employed Persons by Occupation Group, 2023

Occupation group	Employment in 2023
Managers, supervisors and professionals	1 525 000
Service industry workers	1 126 600
Skilled technical workers	401 300
Manual labourers	333 800
Overall	**3 386 700**

Table 3 Number of Employed Persons by Selected Industry and Occupation Group, 2023

Selected industry	Employment in 2023				
	Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers	Overall
Eight Centres					
East-meets-West centre for international cultural exchange	**177 100**	**36 900**	**10 700**	**9 100**	**233 800**
International aviation hub	**23 400**	**21 500**	**6 300**	**5 700**	**56 900**
International financial centre	**223 800**	**40 700**	**2 300**	**2 400**	**269 100**
Banking	*76 700*	*18 900*	*600*	*900*	*97 100*
Stock brokerage and asset management	*86 700*	*13 200*	*1 400*	*1 100*	*102 400*
Insurance	*60 400*	*8 600*	*300*	*400*	*69 600*
International innovation and technology centre	**49 400**	**2 600**	**400**	**n.a.**	**52 400**
International trade centre	**284 400**	**168 000**	**62 000**	**60 700**	**575 100**
Trading	*244 700*	*122 800*	*13 400*	*23 900*	*404 800*
Logistics	*39 600*	*45 300*	*48 600*	*36 800*	*170 300*
International transportation centre	**42 600**	**46 100**	**114 700**	**35 200**	**238 600**
Land and water passenger services	*15 400*	*13 600*	*68 100*	*2 700*	*99 800*
Land and water logistics services	*27 200*	*32 500*	*46 600*	*32 500*	*138 800*
Regional centre for international legal and dispute resolution services	**18 400**	**5 800**	**‡**	**400**	**24 600**
Regional intellectual property trading centre	**34 400**	**22 700**	**n.a.**	**n.a.**	**57 100**

Table 3   Number of Employed Persons by Selected Industry and Occupation Group, 2023 (cont'd)

Selected industry	Employment in 2023				
	Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers	Overall
Nine Significant Sectors					
Accommodation and food	**35 000**	**179 400**	**5 500**	**30 100**	**249 900**
Accommodation	*13 300*	*18 700*	*2 700*	*4 000*	*38 700*
Food	*21 700*	*160 600*	*2 800*	*26 100*	*211 200*
City operation	**295 700**	**169 800**	**75 000**	**n.a.**	**540 500**
Automobile	*3 000*	*3 000*	*10 700*	*n.a.*	*16 700*
Beauty care and hairdressing	*9 600*	*43 100*	*4 500*	*n.a.*	*57 100*
Electrical and mechanical services	*33 500*	*n.a.*	*40 100*	*n.a.*	*73 600*
Electronics and telecommunications	*58 000*	*n.a.*	*13 400*	*n.a.*	*71 400*
Information technology	*117 700*	*n.a.*	*n.a.*	*n.a.*	*117 700*
Real estate services	*54 600*	*77 400*	*7 800*	*n.a.*	*139 900*
Security services	*22 900*	*108 700*	*n.a.*	*n.a.*	*131 600*
Construction industry	**99 100**	**n.a.**	**196 200**	**n.a.**	**295 300**
Education	**134 200**	**26 700**	**800**	**12 300**	**174 000**
Health services	**104 900**	**52 300**	**1 200**	**7 300**	**165 700**
Manufacturing	**30 900**	**8 800**	**24 900**	**11 100**	**75 700**
Retail	**53 600**	**195 700**	**8 900**	**14 900**	**273 100**
Social services	**38 200**	**29 600**	**1 300**	**5 500**	**74 500**
Tourism	**37 000**	**100 100**	**13 200**	**12 800**	**163 200**

Notes:

(1) As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.

(2) For the International innovation and technology centre, Regional intellectual property trading centre, City operation and Construction industry, the manpower figures mainly cover trade-specific or related technical personnel for the relevant industries. General supporting personnel and workers (e.g. cleaners) are generally not covered.

(3) The coverage of different categories within City operation would overlap to some extent. For example, certain security guards are included in both Real estate services and Security services, and some Information technology (IT) personnel are counted under both IT and Electronics and telecommunications. Such overlaps have been deducted from the overall figure.

Table 4   Manpower Requirements by Occupation Group, 2023 and 2028

Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Managers, supervisors and professionals	1 579 100	1 709 600	+ 130 500	+ 1.6%
Service industry workers	1 194 100	1 224 400	+ 30 300	+ 0.5%
Skilled technical workers	426 500	458 300	+ 31 800	+ 1.4%
Manual labourers	350 700	353 200	+ 2 400	+ 0.1%
Overall	**3 550 400**	**3 745 500**	**+ 195 100**	**+ 1.1%**

Table 5   Manpower Requirements by Selected Industry, 2023 and 2028

Selected industry	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Eight Centres				
East-meets-West centre for international cultural exchange	246 300	265 000	+ 18 600	+ 1.5%
International aviation hub	62 200	89 900	+ 27 700	+ 7.7%
International financial centre	275 500	301 800	+ 26 300	+ 1.8%
International innovation and technology centre	60 200	96 400	+ 36 100	+ 9.8%
International trade centre	586 800	586 800	‡	‡
International transportation centre	250 100	253 000	+ 2 900	+ 0.2%
Regional centre for international legal and dispute resolution services	25 100	25 800	+ 700	+ 0.6%
Regional intellectual property trading centre	58 400	62 000	+ 3 600	+ 1.2%
Nine Significant Sectors				
Accommodation and food	269 600	272 500	+ 2 900	+ 0.2%
City operation	574 500	635 600	+ 61 100	+ 2.0%
Construction industry	310 800	359 800	+ 48 900	+ 3.0%
Education	181 700	183 900	+ 2 200	+ 0.2%
Health services	178 100	209 400	+ 31 400	+ 3.3%
Manufacturing	78 300	99 900	+ 21 600	+ 5.0%
Retail	290 500	293 000	+ 2 600	+ 0.2%
Social services	81 800	93 300	+ 11 400	+ 2.6%
Tourism	175 800	215 400	+ 39 600	+ 4.1%

Note: As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.

Table 6   Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028

Selected industry / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Eight Centres				
East-meets-West centre for international cultural exchange				
Managers, supervisors and professionals	186 700	205 600	+ 19 000	+ 2.0%
Service industry workers	38 900	38 900	‡	‡
Skilled technical workers	11 300	12 100	+ 800	+ 1.4%
Manual labourers	9 600	8 400	- 1 100	- 2.5%
Overall	**246 300**	**265 000**	**+ 18 600**	**+ 1.5%**
International aviation hub				
Managers, supervisors and professionals	25 300	37 000	+ 11 700	+ 7.9%
Service industry workers	23 500	34 600	+ 11 100	+ 8.0%
Skilled technical workers	6 900	9 800	+ 2 900	+ 7.3%
Manual labourers	6 400	8 400	+ 2 000	+ 5.6%
Overall	**62 200**	**89 900**	**+ 27 700**	**+ 7.7%**
International financial centre				
Managers, supervisors and professionals	229 400	254 500	+ 25 000	+ 2.1%
Service industry workers	41 300	42 500	+ 1 200	+ 0.6%
Skilled technical workers	2 300	2 400	‡	‡
Manual labourers	2 500	2 500	‡	‡
Overall	**275 500**	**301 800**	**+ 26 300**	**+ 1.8%**

Table 6   Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Eight Centres (cont'd)				
International innovation and technology centre				
Managers, supervisors and professionals	56 800	91 500	+ 34 700	+ 10.0%
Service industry workers	3 000	4 000	+ 1 000	+ 5.7%
Skilled technical workers	400	900	+ 400	+ 14.7%
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	**60 200**	**96 400**	**+ 36 100**	**+ 9.8%**
International trade centre				
Managers, supervisors and professionals	287 700	296 700	+ 9 100	+ 0.6%
Service industry workers	171 200	165 100	- 6 000	- 0.7%
Skilled technical workers	64 800	64 300	- 500	- 0.2%
Manual labourers	63 100	60 600	- 2 500	- 0.8%
Overall	**586 800**	**586 800**	**‡**	**‡**
International transportation centre				
Managers, supervisors and professionals	44 100	45 700	+ 1 600	+ 0.7%
Service industry workers	47 600	47 800	+ 300	+ 0.1%
Skilled technical workers	121 700	122 000	‡	‡
Manual labourers	36 700	37 500	+ 800	+ 0.4%
Overall	**250 100**	**253 000**	**+ 2 900**	**+ 0.2%**

Table 6   Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Eight Centres (cont'd)				
Regional centre for legal and dispute resolution services				
Managers, supervisors and professionals	18 600	19 900	+ 1 300	+ 1.3%
Service industry workers	5 900	5 300	- 600	- 2.1%
Skilled technical workers	‡	‡	‡	‡
Manual labourers	400	500	‡	‡
Overall	**25 100**	**25 800**	**+ 700**	**+ 0.6%**
Regional intellectual property trading centre				
Managers, supervisors and professionals	35 100	37 300	+ 2 200	+ 1.2%
Service industry workers	23 200	24 700	+ 1 400	+ 1.2%
Skilled technical workers	n.a.	n.a.	n.a.	n.a.
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	**58 400**	**62 000**	**+ 3 600**	**+ 1.2%**

Table 6   Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Nine Significant Sectors				
Accommodation and food				
Managers, supervisors and professionals	36 100	36 600	+ 500	+ 0.3%
Service industry workers	194 800	196 800	+ 1 900	+ 0.2%
Skilled technical workers	6 000	6 100	‡	‡
Manual labourers	32 700	33 000	+ 300	+ 0.2%
Overall	**269 600**	**272 500**	**+ 2 900**	**+ 0.2%**
City operation				
Managers, supervisors and professionals	314 300	358 900	+ 44 700	+ 2.7%
Service industry workers	180 500	190 000	+ 9 500	+ 1.0%
Skilled technical workers	79 700	86 600	+ 6 900	+ 1.7%
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	**574 500**	**635 600**	**+ 61 100**	**+ 2.0%**
Construction industry				
Managers, supervisors and professionals	104 300	121 200	+ 16 900	+ 3.0%
Service industry workers	n.a.	n.a.	n.a.	n.a.
Skilled technical workers	206 500	238 500	+ 32 000	+ 2.9%
Manual labourers	n.a.	n.a.	n.a.	n.a.
Overall	**310 800**	**359 800**	**+ 48 900**	**+ 3.0%**

Table 6   Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	**Number**	**Number**	**Annual change**
Nine Significant Sectors (cont'd)				
Education				
Managers, supervisors and professionals	139 600	143 100	+ 3 400	+ 0.5%
Service industry workers	28 200	28 200	‡	‡
Skilled technical workers	800	800	‡	‡
Manual labourers	13 000	11 800	- 1 200	- 1.9%
Overall	**181 700**	**183 900**	**+ 2 200**	**+ 0.2%**
Health services				
Managers, supervisors and professionals	111 600	131 500	+ 19 900	+ 3.3%
Service industry workers	57 100	67 800	+ 10 700	+ 3.5%
Skilled technical workers	1 300	1 400	‡	‡
Manual labourers	8 000	8 800	+ 700	+ 1.8%
Overall	**178 100**	**209 400**	**+ 31 400**	**+ 3.3%**
Manufacturing				
Managers, supervisors and professionals	31 600	50 300	+ 18 700	+ 9.8%
Service industry workers	9 000	8 100	- 900	- 2.1%
Skilled technical workers	26 200	31 600	+ 5 300	+ 3.8%
Manual labourers	11 500	10 000	- 1 500	- 2.8%
Overall	**78 300**	**99 900**	**+ 21 600**	**+ 5.0%**

Table 6   Manpower Requirements by Selected Industry and Occupation Group, 2023 and 2028 (cont'd)

Selected industry / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Nine Significant Sectors (cont'd)				
Retail				
Managers, supervisors and professionals	55 000	55 800	+ 800	+ 0.3%
Service industry workers	210 300	211 900	+ 1 600	+ 0.2%
Skilled technical workers	9 500	9 600	+ 200	+ 0.3%
Manual labourers	15 700	15 700	‡	‡
Overall	**290 500**	**293 000**	**+ 2 600**	**+ 0.2%**
Social services				
Managers, supervisors and professionals	40 800	46 800	+ 6 000	+ 2.8%
Service industry workers	33 300	38 100	+ 4 700	+ 2.7%
Skilled technical workers	1 400	1 500	‡	‡
Manual labourers	6 300	6 900	+ 600	+ 1.9%
Overall	**81 800**	**93 300**	**+ 11 400**	**+ 2.6%**
Tourism				
Managers, supervisors and professionals	39 800	50 700	+ 10 900	+ 4.9%
Service industry workers	107 900	132 600	+ 24 700	+ 4.2%
Skilled technical workers	14 300	16 400	+ 2 100	+ 2.8%
Manual labourers	13 800	15 700	+ 1 800	+ 2.5%
Overall	**175 800**	**215 400**	**+ 39 600**	**+ 4.1%**

Note: As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.

Table 7   Manpower Requirements by Conventional Economic Sector, 2023 and 2028

Conventional sector	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Agriculture, fishing and quarrying	4 000	3 900	‡	‡
Manufacturing	78 300	99 900	+ 21 600	+ 5.0%
Electricity, gas, water and waste management	17 100	17 800	+ 800	+ 0.9%
Construction (see Note (2))	364 200	409 200	+ 45 000	+ 2.4%
Import and export, wholesale and retail trades	699 200	686 500	- 12 700	- 0.4%
Accommodation and food	269 600	272 500	+ 2 900	+ 0.2%
Transportation, storage, postal and courier services	304 900	332 800	+ 27 800	+ 1.8%
Information and communications	119 000	136 200	+ 17 200	+ 2.7%
Financial services	275 500	301 800	+ 26 300	+ 1.8%
Real estate	160 000	166 100	+ 6 100	+ 0.7%
Professional and business services	427 300	439 900	+ 12 500	+ 0.6%
Social and personal services	831 300	878 900	+ 47 600	+ 1.1%
Overall Economy	**3 550 400**	**3 745 500**	**+ 195 100**	**+ 1.1%**

Notes:

(1)   This table provides breakdown of economic activities based on the Hong Kong Standard Industry Classification (HSIC) version 2.0 adopted by the Census and Statistics Department (C&SD). The 12 conventional sectors together constitute the entire economy.

(2)   The coverage of "Construction sector" under the 12 conventional sectors follows HSIC version 2.0 adopted by C&SD and is thus different from that of the "Construction industry" under the nine significant sectors, which follows the coverage of Manpower Forecast by the Construction Industry Council.

Table 8   Manpower Requirements by Conventional Economic Sector and Occupation Group, 2023 and 2028

Conventional sector / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Agriculture, fishing and quarrying				
Managers, supervisors and professionals	700	700	‡	‡
Service industry workers	‡	‡	‡	‡
Skilled technical workers	3 000	3 000	‡	‡
Manual labourers	200	200	‡	‡
Overall	**4 000**	**3 900**	**‡**	**‡**
Manufacturing				
Managers, supervisors and professionals	31 600	50 300	+ 18 700	+ 9.8%
Service industry workers	9 000	8 100	- 900	- 2.1%
Skilled technical workers	26 200	31 600	+ 5 300	+ 3.8%
Manual labourers	11 500	10 000	- 1 500	- 2.8%
Overall	**78 300**	**99 900**	**+ 21 600**	**+ 5.0%**
Electricity, gas, water and waste management				
Managers, supervisors and professionals	7 800	8 200	+ 300	+ 0.8%
Service industry workers	1 900	2 000	‡	‡
Skilled technical workers	4 800	5 200	+ 300	+ 1.3%
Manual labourers	2 500	2 600	‡	‡
Overall	**17 100**	**17 800**	**+ 800**	**+ 0.9%**

Table 8   Manpower Requirements by Conventional Economic Sector and Occupation Group, 2023 and 2028 (cont'd)

Conventional sector / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Construction (see Note(2))				
Managers, supervisors and professionals	99 000	112 500	+ 13 600	+ 2.6%
Service industry workers	18 900	20 400	+ 1 500	+ 1.5%
Skilled technical workers	174 400	198 100	+ 23 700	+ 2.6%
Manual labourers	71 900	78 200	+ 6 300	+ 1.7%
Overall	**364 200**	**409 200**	**+ 45 000**	**+ 2.4%**
Import and export, wholesale and retail trades				
Managers, supervisors and professionals	301 400	304 400	+ 2 900	+ 0.2%
Service industry workers	334 300	324 400	- 9 800	- 0.6%
Skilled technical workers	23 100	22 300	- 900	- 0.8%
Manual labourers	40 300	35 400	- 4 900	- 2.6%
Overall	**699 200**	**686 500**	**- 12 700**	**- 0.4%**
Accommodation and food				
Managers, supervisors and professionals	36 100	36 600	+ 500	+ 0.3%
Service industry workers	194 800	196 800	+ 1 900	+ 0.2%
Skilled technical workers	6 000	6 100	‡	‡
Manual labourers	32 700	33 000	+ 300	+ 0.2%
Overall	**269 600**	**272 500**	**+ 2 900**	**+ 0.2%**

Table 8   Manpower Requirements by Conventional Economic Sector and Occupation Group, 2023 and 2028 (cont'd)

Conventional sector / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Transportation, storage, postal and courier services				
Managers, supervisors and professionals	66 800	79 100	+ 12 300	+ 3.4%
Service industry workers	71 000	82 300	+ 11 300	+ 3.0%
Skilled technical workers	124 500	126 100	+ 1 600	+ 0.3%
Manual labourers	42 600	45 200	+ 2 600	+ 1.2%
Overall	**304 900**	**332 800**	**+ 27 800**	**+ 1.8%**
Information and communications				
Managers, supervisors and professionals	101 600	118 800	+ 17 200	+ 3.2%
Service industry workers	12 200	12 200	‡	‡
Skilled technical workers	3 800	4 000	+ 200	+ 1.1%
Manual labourers	1 500	1 200	- 300	- 3.7%
Overall	**119 000**	**136 200**	**+ 17 200**	**+ 2.7%**
Financial services				
Managers, supervisors and professionals	229 400	254 500	+ 25 000	+ 2.1%
Service industry workers	41 300	42 500	+ 1 200	+ 0.6%
Skilled technical workers	2 300	2 400	‡	‡
Manual labourers	2 500	2 500	‡	‡
Overall	**275 500**	**301 800**	**+ 26 300**	**+ 1.8%**
Real estate				
Managers, supervisors and professionals	69 100	67 200	- 1 900	- 0.5%
Service industry workers	77 200	83 400	+ 6 200	+ 1.5%
Skilled technical workers	9 000	10 500	+ 1 500	+ 3.1%
Manual labourers	4 700	5 000	+ 300	+ 1.2%
Overall	**160 000**	**166 100**	**+ 6 100**	**+ 0.7%**

Table 8   Manpower Requirements by Conventional Economic Sector and Occupation Group, 2023 and 2028 (cont'd)

Conventional sector / Occupation group	Actual manpower requirements in 2023	Projected manpower requirements in 2028	Projected change (2023 to 2028)	
	Number	Number	Number	Annual change
Professional and business services				
Managers, supervisors and professionals	200 800	210 900	+ 10 000	+ 1.0%
Service industry workers	125 200	127 100	+ 1 900	+ 0.3%
Skilled technical workers	14 600	14 400	‡	‡
Manual labourers	86 700	87 500	+ 700	+ 0.2%
Overall	**427 300**	**439 900**	**+ 12 500**	**+ 0.6%**
Social and personal services				
Managers, supervisors and professionals	434 700	466 400	+ 31 700	+ 1.4%
Service industry workers	308 300	325 300	+ 17 000	+ 1.1%
Skilled technical workers	34 600	34 700	‡	‡
Manual labourers	53 700	52 500	- 1 200	- 0.5%
Overall	**831 300**	**878 900**	**+ 47 600**	**+ 1.1%**
Overall economy				
Managers, supervisors and professionals	1 579 100	1 709 600	+ 130 500	+ 1.6%
Service industry workers	1 194 100	1 224 400	+ 30 300	+ 0.5%
Skilled technical workers	426 500	458 300	+ 31 800	+ 1.4%
Manual labourers	350 700	353 200	+ 2 400	+ 0.1%
Overall	**3 550 400**	**3 745 500**	**+ 195 100**	**+ 1.1%**

Notes:

(1)   This table provides breakdown of economic activities based on HSIC version 2.0 adopted by C&SD. The 12 conventional sectors together constitute the entire economy.

(2)   The coverage of "Construction sector" under the 12 conventional sectors follows HSIC version 2.0 adopted by C&SD and is thus different from that of the "Construction industry" under the nine significant sectors, which follows the coverage of Manpower Forecast by the Construction Industry Council.

Table 9   Manpower Balance by Occupation Group, 2023 and 2028

Occupation group	2023	2028
Managers, supervisors and professionals	- 15 000	- 27 000 to - 32 000
Service industry workers	- 24 000	- 43 000 to - 48 000
Skilled technical workers	- 10 000	- 60 000 to - 65 000
Manual labourers	- 2 000	- 44 000 to - 49 000
Overall	**- 50 000**	**- 180 000**

Table 10   Manpower Balance by Selected Industry, 2023 and 2028

Selected industry	2023	2028
Eight Centres		
International innovation and technology centre	- 6 000	- 18 000 to - 23 000
International aviation hub	- 3 000	- 18 000 to - 23 000
International trade centre	+ 5 000	- 11 000 to - 16 000
International transportation centre	- 4 000	- 10 000 to - 15 000
East-meets-West centre for international cultural exchange	§	- 5 000 to - 8 000
International financial centre	§	- 1 500 to - 4 500
Regional intellectual property trading centre	§	- 1 000 to - 4 000
Regional centre for international legal and dispute resolution services	§	§
Nine Significant Sectors		
Construction industry	- 15 000	- 45 000 to - 55 000
City operation	- 9 000	- 39 000 to - 44 000
Accommodation and food	- 7 000	- 14 000 to - 19 000
Health services	- 8 000	- 13 000 to - 18 000
Tourism	- 5 000	- 9 000 to - 14 000
Manufacturing	+ 1 000	- 9 000 to - 14 000
Retail	- 7 000	- 7 000 to - 10 000
Social services	- 4 000	- 3 500 to - 6 500
Education	- 4 000	- 2 000 to - 5 000

Note: As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.

Table 11　Manpower Balance by Selected Industry and Occupation Group, 2028

Selected industry	Managers, supervisors and professionals	Service industry workers	Skilled technical workers	Manual labourers	Overall
Eight Centres					
International innovation and technology centre	- 17 000 to - 21 000	- 500 to - 1 500	§	n.a.	- 18 000 to - 23 000
International aviation hub	- 5 500 to - 7 000	- 8 500 to - 10 000	- 3 200 to - 4 200	- 800 to - 1 800	- 18 000 to - 23 000
International trade centre	- 2 000 to - 3 000	- 600 to - 1 600	- 4 400 to - 5 400	- 4 000 to - 6 000	- 11 000 to - 16 000
International transportation centre	- 500 to - 1 000	- 2 000 to - 3 500	- 4 500 to - 6 500	- 3 000 to - 4 000	- 10 000 to - 15 000
East-meets-West centre for international cultural exchange	- 5 500 to - 7 500	§	§	§	- 5 000 to - 8 000
International financial centre	- 2 000 to - 3 000	§	§	§	- 1 500 to - 4 500
Regional intellectual property trading centre	- 500 to - 2 500	- 500 to - 1 500	n.a.	n.a.	- 1 000 to - 4 000
Regional centre for international legal and dispute resolution services	§	§	§	§	§
Nine Significant Sectors					
Construction industry	- 12 000 to - 17 000	n.a.	- 30 000 to - 40 000	n.a.	- 45 000 to - 55 000
City operation	- 16 500 to - 18 500	- 14 500 to - 16 000	- 8 000 to - 9 500	n.a.	- 39 000 to - 44 000
Accommodation and food	- 500 to - 1 500	- 7 000 to - 8 500	- 500 to - 1 500	- 6 000 to - 7 500	- 14 000 to - 19 000
Health services	- 8 000 to - 9 500	- 3 200 to - 5 200	§	- 1 800 to - 3 300	- 13 000 to - 18 000
Tourism	- 2 500 to - 3 500	- 5 500 to - 7 500	- 500 to - 1 500	- 500 to - 1 500	- 9 000 to - 14 000
Manufacturing	- 2 500 to - 4 500	- 500 to - 1 500	- 6 000 to - 8 000	§	- 9 000 to - 14 000
Retail	§	- 6 000 to - 7 000	- 500 to - 1 500	- 500 to - 1 500	- 7 000 to - 10 000
Social services	- 500 to - 2 000	- 1 000 to - 3 000	§	- 1 000 to - 2 500	- 3 500 to - 6 500
Education	- 2 000 to - 3 000	+ 500 to + 1 500	§	- 1 000 to - 2 000	- 2 000 to - 5 000

Note:　As certain economic activities are pertinent to multiple selected industries, the relevant manpower figures would overlap.

Table 12   Manpower Supply by Sex, Age Group and Education Level (Highest Level Completed), 2023 and 2028

Sex / Age group	Upper secondary and below	Diploma/ sub-degree	First degree	Postgraduate	Overall
2023 (Actual)					
Sex					
Male	1 042 000	216 000	466 000	174 000	1 898 000
Female	828 000	173 000	444 000	156 000	1 601 000
Both sexes	**1 871 000**	**389 000**	**910 000**	**330 000**	**3 499 000**
Age group					
15 - 24	80 000	32 000	65 000	5 000	182 000
25 - 34	209 000	118 000	332 000	81 000	739 000
35 - 44	357 000	101 000	258 000	106 000	820 000
45 - 54	519 000	75 000	164 000	82 000	840 000
55 - 64	532 000	51 000	75 000	48 000	705 000
65 and over	175 000	12 000	17 000	10 000	214 000
15 and over	**1 871 000**	**389 000**	**910 000**	**330 000**	**3 499 000**
2028 (Projection)					
Sex					
Male	910 000	250 000	549 000	209 000	1 917 000
Female	710 000	212 000	530 000	192 000	1 645 000
Both sexes	**1 620 000**	**462 000**	**1 079 000**	**401 000**	**3 562 000**
Age group					
15 - 24	108 000	36 000	72 000	5 000	222 000
25 - 34	139 000	123 000	341 000	86 000	689 000
35 - 44	284 000	125 000	321 000	131 000	861 000
45 - 54	457 000	98 000	217 000	104 000	875 000
55 - 64	452 000	61 000	102 000	59 000	674 000
65 and over	180 000	18 000	27 000	16 000	241 000
15 and over	**1 620 000**	**462 000**	**1 079 000**	**401 000**	**3 562 000**

Table 13   Manpower Balance by Education Level (Highest Level Completed), 2023 and 2028

Education level	2023	2028
Upper secondary and below	- 10 000	- 65 000 to - 70 000
Diploma/sub-degree	- 20 000	- 71 000 to - 76 000
Degree	- 12 000	- 23 000 to - 28 000
Postgraduate	- 8 000	- 16 000 to - 21 000
Overall	**- 50 000**	**- 180 000**

Appendix V: List of Consultees

General

1. Ahsay Systems Corporation Limited
2. Business Facilitation Advisory Committee
3. CLP Power Hong Kong Limited
4. Commerce and Economic Development Bureau
5. Eastern Path Limited
6. Eating Establishment Employees General Union
7. Egon Zehnder International Limited
8. Employers' Federation of Hong Kong
9. Ernst & Young
10. Gammon Construction Limited
11. Hip Shing Hong (Holdings) Company Limited
12. Hong Kong (SME) Economic and Trade Promotional Association
13. Hong Kong Air Cargo Terminals Employees Union
14. Hong Kong Chinese Enterprises Association
15. Hong Kong Clerical and Professional Employees General Union
16. Hong Kong Commerce and Industry Association
17. Hong Kong Construction Industry Employees General Union
18. Hong Kong Federation of Trade Unions
19. Hong Kong General Chamber of Commerce
20. Hong Kong Greater China SME Alliance Association
21. Hong Kong Institute of Human Resource Management
22. Hong Kong Management Association
23. Hong Kong Small and Medium Enterprises Association
24. Hong Kong SME Development Association
25. Hong Kong SME Development Federation Ltd
26. Hotel, Food & Beverage Employees Association
27. Human Resources Planning Commission
28. International Business Committee
29. JobsDB Hong Kong Limited
30. Jones Lang LaSalle Limited
31. Keystone Electric Wire & Cable Co. Ltd.
32. Lau Chor Tak Institute of Global Economics and Finance, The Chinese University of Hong Kong
33. LinkedIn Hong Kong
34. Motor Transport Workers General Union
35. Office for Attracting Strategic Enterprises
36. Office of the Government Economist
37. QBE Hongkong & Shanghai Insurance Limited
38. Randstad Holding NV
39. Roger Kam & Co.
40. Small and Medium Enterprises Committee
41. SME Global Alliance
42. The Australian Chamber of Commerce Hong Kong
43. The British Chamber of Commerce in Hong Kong
44. The Chinese General Chamber of Commerce
45. The Dutch Chamber of Commerce in Hong Kong
46. The European Chamber of Commerce in Hong Kong
47. The Federation of Hong Kong and Kowloon Labour Unions
48. The Federation of Hong Kong Electrical & Mechanical Industries Trade Unions
49. The Federation of Hong Kong Food & Beverage Industries Trade Unions
50. The French Chamber of Commerce in Hong Kong
51. The Hang Seng University of Hong Kong
52. The Spanish Chamber of Commerce in Hong Kong
53. The Staffs and Workers Union of Hong Kong Civil Airlines
54. The Swiss Chamber of Commerce in Hong Kong

East-meets-West Centre for International Culture Exchange

1. 6 Waves
2. Alison Fine Arts
3. Alliance Française de Hong Kong
4. Art and Culture Outreach
5. Art Basel Hong Kong
6. Art Intelligence Global (Hong Kong)
7. Art Mentor International Ltd
8. Asia Art Archive Ltd
9. Asia Society Hong Kong Center
10. Association of Motion Picture Post-Production Professionals
11. Bookazine Limited
12. Breakthrough Ltd
13. British Council Hong Kong
14. Brunswick Group
15. Chartered Society of Designers in Hong Kong
16. Chinachem Group
17. City Chamber Orchestra of Hong Kong
18. City University of Hong Kong
19. CL3 Architects Ltd
20. CoDeCode Limited
21. Consulate General of France in Hong Kong & Macau
22. CoolGranite Ltd
23. Cultural and Creative Industries Development Agency
24. Culture, Sports and Tourism Bureau
25. Edko Films Ltd.
26. Enrich Culture Group
27. Federation of Hong Kong Filmmakers
28. Fine Arts Asia
29. Goods of Desire
30. HASS Lab
31. HK01 Internet Company Limited
32. Hong Kong Arts Administrators Association
33. Hong Kong Arts Centre
34. Hong Kong Arts Development Council
35. Hong Kong Association for Pictures and Sound Production
36. Hong Kong Chapter of Interaction Design Association
37. Hong Kong Chinese Orchestra
38. Hong Kong Comics and Animation Federation
39. Hong Kong Dance Company
40. Hong Kong Design Institute
41. Hong Kong Designers Association
42. Hong Kong Digital Entertainment Association
43. Hong Kong Fashion Designers Association
44. Hong Kong Film Arts Association
45. Hong Kong Film Assistant Directors' Association
46. Hong Kong Film Composers Association
47. Hong Kong Film Development Council
48. Hong Kong Gaudeamus Dunhuang Ensemble
49. Hong Kong Institute of Architects
50. Hong Kong Live Performance and Production Industry Association
51. Hong Kong Metropolitan University
52. Hong Kong Movie Production Executives Association
53. Hong Kong Palace Museum
54. Hong Kong Philharmonic Orchestra
55. Hong Kong Printers Association
56. Hong Kong Publishing Federation
57. Hong Kong Repertory Theatre
58. Hong Kong Screenwriters' Guild
59. Hong Kong Theatres Association Ltd
60. Hong Kong Visual Effects Association
61. Hong Kong Young Industrialists Council
62. Irresistible Films
63. Lan Kwai Fong Group
64. Leisure and Cultural Services Department
65. M+

66. Madison Asia Ltd.

67. MCH Group Asia Ltd.

68. Media and Communications Training Board, Vocational Training Council

69. Mender of Things

70. Mill 6 Foundation Limited

71. Movie Producers and Distributors Association of Hong Kong

72. Mr Donald CHOI, JP, Former Executive Director and CEO, Chinachem Group

73. Mr Johnson CHANG, Veteran curator and dealer of contemporary Chinese art

74. Mr Louis YU, Veteran arts administrator

75. Ms Ada TSE, Member of Advisory Committee on Arts Development

76. Ms Elaine YEUNG, BBS, Former directorate officer of the Leisure and Cultural Services Department

77. Ms Leonie KI, GBS, JP, Member of Culture Commission

78. Ms Tisa HO, Veteran arts administrator

79. MTR Corporation Limited

80. New Arts (consultancy)

81. OMD Hong Kong

82. Peninsula Knitters Ltd

83. PHD Media Hong Kong

84. Phillips

85. Pixio Limited

86. PMQ

87. Print Media and Publishing Training Board, Vocational Training Council

88. Prof. Douglas SO, BBS, JP, Opinion leader in the Creative and Culture Industries

89. Programme and Development Committee

90. Radio Television Hong Kong

91. Red Publish

92. Stage Tech Limited

93. Tai Kwun

94. Taihe Music Group

95. Television Broadcasts Limited

96. Textile Council of Hong Kong

97. TFI Digital Media Limited

98. The Absolutely Fabulous Theatre Connection

99. The Association of Accredited Advertising Agencies of Hong Kong

100. The Chinese University of Hong Kong

101. The Education University of Hong Kong

102. The Hang Seng University of Hong Kong

103. The Hon Bernard Charnwut CHAN, GBM, GBS, JP, Opinion leader in the Creative and Culture Industries

104. The Hon MA Fung-kwok, GBS, JP

105. The Hong Kong Academy of Performing Arts

106. The Hong Kong Federation of Design and Creative Industries

107. The Hong Kong Institute of Planners

108. The Hong Kong Polytechnic University

109. The University of Hong Kong

110. Theatre du Pif

111. TSW Theatre Studio

112. University Museum and Art Gallery, The University of Hong Kong

113. WE Marketing Group

114. West Kowloon Cultural District Authority

115. Wure Area

116. Yangtze Foundation

International Aviation Hub

1. Aerovision Technology Limited

2. Air New Zealand Limited

3. Airport Authority Hong Kong

4. Board of Airline Representatives in Hong Kong

5. Cathay Pacific Airways Limited

6. Civil Aviation Department

7. Greater Bay Airlines Company Limited

8. Hong Kong Air Cargo Terminals Limited

9. Hong Kong Aircraft Engineering Company Limited

10. Hong Kong Airline Service Providers Association

11. Hong Kong Airlines Limited

12. Hong Kong Aviation Industry Association

13. Hong Kong Business Aviation Centre

14. Hong Kong International Airport Services Holdings Ltd.

15. Menzies CNAC Aviation Services

16. Metrojet Limited

17. TAG Aviation Asia Ltd

18. Transport and Logistics Bureau

International Financial Centre

1. Acacia Insurance Solutions Limited
2. Accountancy Training Board, Vocational Training Council
3. AIA International Limited
4. Allied World Assurance Company, Ltd
5. Association of Chartered Certified Accountants - Hong Kong
6. Association of International Certified Professional Accountants
7. AXA China Region Insurance Company (Bermuda) Limited
8. AXA Hong Kong and Macau
9. Bank of China (Hong Kong) Limited
10. Bank of Communications (Hong Kong) Limited
11. Banking and Finance Training Board, Vocational Training Council
12. BDO Limited
13. BOA International Financial Group
14. BOC Group Life Assurance Company Limited
15. China Construction Bank (Asia) Limited
16. China Development Bank
17. China Guangfa Bank Co. Ltd.
18. China Life Insurance (Overseas) Company Limited
19. China Minsheng Banking Corp. Ltd. Hong Kong Branch
20. China Ping An Insurance (Hong Kong) Company Limited
21. China Taiping Life Insurance (Hong Kong) Company Limited
22. Chinese Banking Association in Hong Kong
23. Chiyu Banking Corporation Limited
24. CW CPA
25. Deloitte Touche Tohmatsu
26. Endowus Hong Kong
27. Ernst & Young
28. Financial Services and the Treasury Bureau
29. Financial Services Development Council
30. Forms Syntron Information (HK) Limited
31. FWD Group Holdings Limited
32. GLF Wealth Management Limited
33. Habib Bank Zurich (Hong Kong) Limited
34. Hang Seng Bank Limited
35. Hong Kong Association of Registered Public Interest Entity Auditors
36. Hong Kong Business Accountants Association
37. Hong Kong Cyberport Management Company Limited
38. Hong Kong Exchanges and Clearing Limited
39. Hong Kong Federation of Insurers
40. Hong Kong Fintech Association
41. Hong Kong Institute of Bankers
42. Hong Kong Institute of Certified Public Accountants
43. Hong Kong Insurance Authority
44. Hong Kong Investment Funds Association
45. Hong Kong Monetary Authority
46. Hong Kong Securities Association
47. Hong Leong Insurance (Asia) Ltd
48. Industrial and Commercial Bank of China (Asia) Limited
49. Industrial Bank Co. Ltd. Hong Kong Branch
50. Institute of Financial Planners of Hong Kong
51. Insurance Training Board, Vocational Training Council
52. InvestHK
53. Karrie International Holdings Limited
54. Lockton Companies (Hong Kong) Limited
55. Mainetti Group
56. Mandatory Provident Fund Schemes Authority
57. Marine Insurance Club Ltd.
58. Mirae Asset Global Investments (HK) Limited
59. Nanyang Commercial Bank Ltd.
60. New World Development Company Limited

61. Nomura International (HK) Ltd.

62. Ping An Bank Co. Ltd.

63. Professional Insurance Brokers Association

64. Prudential Hong Kong Limited

65. Securities and Futures Commission

66. Shanghai Commercial Bank Limited

67. Shanghai Pudong Development Bank Co. Ltd. Hong Kong Branch

68. Shinewing Hong Kong

69. Standard Chartered Bank (Hong Kong) Ltd

70. Starr International Insurance (Asia) Ltd

71. Swire Pacific Limited

72. Tahoe Life Insurance Company Limited

73. Taiping Reinsurance Company Limited

74. The Actuarial Society of Hong Kong

75. The DTC Association

76. The Export-Import Bank of China

77. The Hon CHAN Kin-por's LegCo Member's Office

78. The Hon Edmund WONG Chun-sek

79. The Hong Kong Confederation of Insurance Brokers

80. The Hong Kong Mortgage Corporation Limited

81. The Hongkong and Shanghai Banking Corporation Limited

82. The Society of Chinese Accountants and Auditors

83. Transamerica Life Bermuda Ltd.

84. Tsunami Advisors Limited

85. Victory Securities Co. Ltd.

International Innovation and Technology Centre

1. Advanced Biomedical Instrumentation Centre
2. Advanced Manufacturing Training Board, Vocational Training Council
3. Ahsay Systems Corporation Limited
4. Archireef
5. Ascendent Capital Partners
6. Automatic Manufacturing Limited
7. Automotive Platforms and Application Systems R&D Centre
8. Baguio Green Group Limited
9. Beijing-Hong Kong Academic Exchange Centre
10. CATALO Natural Health Foods Limited
11. Centre for Advances in Reliability and Safety
12. Centre for Novostics
13. Centre for Perceptual and Interactive Intelligence
14. Centre for Transformative Garment Production
15. Centre for Translational Stem Cell Biology
16. Centre for Virology, Vaccinology and Therapeutics
17. China Mobile Hong Kong Company Limited
18. China Resources Cement Holdings Limited
19. Cisco Systems (Hong Kong) Limited
20. City University of Hong Kong
21. CMGE Technology Group
22. Committee on Innovation, Technology and Industry Development
23. Communications Association of Hong Kong
24. Dark Lab, PwC
25. Digital Economy Development Committee
26. Digital Policy Office
27. Ecoinno (H.K.) Limited
28. Education and Manpower Committee of The Chinese Manufacturers' Association of Hong Kong
29. Federation of Hong Kong Industries
30. Ferro Resources Ltd.
31. Fortune Industrial Products Limited
32. GS1 Hong Kong
33. HKT Limited
34. Hong Kong Academy of Engineering Sciences
35. Hong Kong Applied Science and Technology Research Institute
36. Hong Kong Baptist University
37. Hong Kong Center for Neurodegenerative Diseases
38. Hong Kong Cloud Security Alliance
39. Hong Kong Computer Society
40. Hong Kong Council for Testing and Certification
41. Hong Kong E-Vehicles Business General Association
42. Hong Kong Innovative Technology Development Association
43. Hong Kong Life Sciences Society
44. Hong Kong New Emerging Technology Education Association
45. Hong Kong Productivity Council
46. Hong Kong Science and Technology Parks Corporation
47. Hong Kong Software Industry Association
48. Huawei Technologies Co. Ltd.
49. InfoTech Services (H.K.) Limited
50. Innovation and Information Technology Committee of The Chinese Manufacturers' Association of Hong Kong
51. Innovation and Technology Commission
52. Innovation and Technology Training Board, Vocational Training Council
53. Innovation, Technology and Industry Bureau
54. Institute of Electrical and Electronics Engineers Inc. Hong Kong Section
55. Institution of Engineering and Technology Hong Kong

56. Jacobson Pharma Corporation Limited
57. Ka Shui Manufactory Co. Ltd.
58. Laboratory for AI-Powered Financial Technologies Limited
59. Laboratory for Synthetic Chemistry and Chemical Biology Limited
60. Laboratory of Artificial Intelligence in Design Limited
61. Laboratory of Data Discovery for Health Limited
62. Lingnan University
63. Logistics and Supply Chain and MultiTech R&D Centre
64. Microsoft Hong Kong Limited
65. Multi-Scale Medical Robotics Center
66. Nan Fung Life Sciences
67. Nissin Foods (HK) Management Co. Ltd.
68. Office of the Communications Authority
69. PCCW Group
70. PHASE Scientific International Limited
71. PlayFourC Innovation Education
72. Pro-Technic Machinery Ltd
73. Roche Hong Kong Limited
74. Smart City Consortium
75. Thales Group
76. The Association of Construction Materials Laboratories
77. The Chinese Manufacturers' Association of Hong Kong
78. The Chinese University of Hong Kong
79. The Education University of Hong Kong
80. The Hon Duncan CHIU
81. The Hon YUNG Hoi-yan, JP
82. The Hong Kong Electronic Industries Association Ltd.
83. The Hong Kong Polytechnic University
84. The Hong Kong University of Science and Technology
85. The Hong Kong Young Academy of Sciences

86. The Hongkong Electric Co. Ltd.
87. The University of Hong Kong
88. Trade and Industry Committee of The Chinese Manufacturers' Association of Hong Kong
89. Veolia Environmental Services Hong Kong Ltd.
90. Yuanhua Robotics, Perception & AI Technologies (HK) Limited

International Trade Centre

1. Carter Industrial Company
2. Commerce and Economic Development Bureau
3. Computer And Technologies Holdings Limited
4. Creative Manufacturing Limited
5. Cross Border E-Commerce Service Group
6. Dandelion Intelligence Ltd.
7. E. Tech Management (HK) Limited
8. Education and Manpower Committee of The Chinese Manufacturers' Association of Hong Kong
9. Eurosia Holdings (China) Limited
10. Golden Resources Development International Limited
11. Hinasia (HK) Industrial Co. Ltd.
12. Hip Shing Hong (Holdings) Company Limited
13. HKI Group
14. Hong Kong Chinese Enterprises Association
15. Hong Kong Committee for Pacific Economic Cooperation
16. Hong Kong Logistics Management Staff Association
17. Hong Kong Shippers' Council
18. Hong Kong Small and Medium Enterprises Association
19. Kolinker Industrial Equipments Limited
20. Lee Lim Ming Metal Works Ltd.
21. Li & Fung (Trading) Ltd.
22. M & C Toy Centre Ltd.
23. Merchandise Trading and E-Commerce Training Board, Vocational Training Council
24. Shun Hing Technology Co. Ltd.
25. Stelix Education Ltd.
26. The Chinese General Chamber of Commerce
27. The Chinese Manufacturers' Association of Hong Kong
28. The Hang Seng University of Hong Kong
29. The Hong Kong General Chamber of Commerce
30. The Hong Kong General Chamber of Small and Medium Business
31. The Hong Kong Polytechnic University
32. Trade and Industry Committee of The Chinese Manufacturers' Association of Hong Kong
33. Wah Ming Hong Limited
34. Wah Yuen Foods (H.K.) Co. Ltd.
35. Wessen Group Limited
36. Whole Win (Group) Ltd.
37. Yick Shun Electronic Toys Manufactory Ltd.

International Transportation Centre

1. DHL Global Forwarding (Hong Kong) Limited
2. GEODIS Hong Kong Limited
3. GoGoX Holdings Limited
4. Hong Kong and Kowloon Ferry Limited
5. Hong Kong Association of Freight Forwarding and Logistics Limited
6. Hong Kong Shippers' Council
7. Hongkong International Terminals Limited
8. Hongkong Salvage and Towage Services Limited
9. Hutchison Ports Asia Port Services Limited
10. Kwoon Chung Bus Holdings Limited
11. Maritime Services Training Board, Vocational Training Council
12. Modern Terminals Group
13. MTR Corporation Limited
14. New Lantao Bus Company (1973) Limited
15. Shun Tak-China Travel Ship Management Limited
16. The "Star" Ferry Company, Limited
17. The Chartered Institute of Logistics and Transport in Hong Kong
18. The Hon CHAN Siu-hung, JP
19. The Hon Frankie YICK Chi-ming, GBS, JP
20. The Hong Kong Joint Branch of The Royal Institution of Naval Architects and The Institute of Marine Engineering, Science and Technology
21. Hong Kong Ferry (Holdings) Company Limited
22. The Kowloon Motor Bus Co. (1933) Ltd.
23. Transport and Logistics Bureau
24. Transport and Logistics Training Board, Vocational Training Council
25. Valles Steamship Company, Limited
26. Yun Lee Marine Group Holdings

Regional Centre for International Legal and Dispute Resolution Services

1. Academy of International Dispute Resolution & Professional Negotiation
2. Advisory Committee on Promotion of Arbitration
3. Asia Pacific Centre for Arbitration and Mediation
4. Baker & McKenzie
5. China International Economic and Trade Arbitration Commission Hong Kong Arbitration Center
6. Deacons
7. Dentons
8. Department of Justice
9. eBRAM International Online Dispute Resolution Centre
10. Financial Dispute Resolution Centre
11. Haiwen & Partners
12. Herbert Smith Freehills
13. Hong Kong Centre of International Commercial Arbitration
14. Hong Kong International Arbitration Centre
15. Hong Kong International Mediation Centre
16. Hong Kong Maritime Arbitration Group
17. Hong Kong Mediation Centre
18. International Dispute Resolution and Risk Management Institute
19. International Professional Advocates Association
20. Legal Education Fund Ltd
21. Mainland - Hong Kong Joint Mediation Centre
22. Reed Smith Richards Butler LLP
23. South China International Arbitration Center (HK)
24. Steering Committee on Mediation
25. The Chambers of Anthony Francis Neoh QC, SC, JP
26. The Hon LAM San-keung, JP
27. The Law Society of Hong Kong
28. YYC Legal LLP

Regional Intellectual Property Trading Centre

1. Asian Patent Attorneys Association, Hong Kong Group
2. Automotive Platforms and Application Systems R&D Centre
3. City University of Hong Kong
4. CLT Patent & Trademark (H.K.) Limited
5. Commerce and Economic Development Bureau
6. Deacons
7. Gallant
8. Hogan Lovells
9. Hong Kong Creative Industries Association
10. Hong Kong Design Centre
11. Hong Kong Institute of Patent Attorneys
12. Hong Kong Productivity Council
13. Hong Kong Reprographic Rights Licensing Society
14. Intellectual Property Department
15. King & Wood Mallesons
16. Marks & Clerk
17. OLN IP Service Limited
18. Robin Bridge & John Liu
19. Rouse & Co. International (Overseas) Limited
20. The Hong Kong Chinese Patent Attorneys Association
21. The Hong Kong Institute of Patent Practitioners
22. The Hong Kong University of Science and Technology
23. Universal Music Group
24. Wilkinson & Grist

Accommodation and Food

1. Alva Hotel by Royal
2. Butterfly Hospitality (HK) Limited
3. Cordis, Hong Kong
4. Courtyard by Marriott Hong Kong
5. Crowne Plaza Hong Kong Kowloon East
6. EAST Hong Kong
7. Empire Hotel Hong Kong
8. Four Points by Sheraton Hong Kong Tung Chung
9. Four Seasons Hotel Hong Kong
10. Fuk Yuen Group
11. Gloucester Luk Kwok Hong Kong
12. Gold Coast Yacht & Country Club Limited
13. Grand Hyatt Hong Kong
14. Harbour Grand Hong Kong
15. Harbour Grand Kowloon
16. Harbour Plaza 8 Degrees
17. Holiday Inn Express Hong Kong Causeway Bay
18. Holiday Inn Golden Mile
19. Hong Kong Disneyland Hotel
20. Hong Kong Gold Coast Hotel
21. Hong Kong Hotels Association
22. Hong Kong Ocean Park Marriott Hotel
23. Hotel Alexandra
24. Hotel ICON
25. Hotel Stage
26. Hotel, Catering and Tourism Training Board, Vocational Training Council
27. Hyatt Centric Victoria Harbour Hong Kong
28. Hyatt Hotels & Resorts
29. Hyatt Regency Hong Kong, Sha Tin
30. Hyatt Regency Hong Kong, Tsim Sha Tsui
31. Ibis Hong Kong Central & Sheung Wan
32. Institute of Dining Professionals
33. InterContinental Grand Stanford Hong Kong
34. JEN Hong Kong by Shangri-La
35. JW Marriott Hotel Hong Kong
36. K11 ARTUS
37. Kau Kiu Noodles Ltd
38. Kerry Hotel Hong Kong
39. Kowloon Shangri-la Hotel
40. Lai Sun Dining
41. Lan Kwai Fong Hotel @ Kau U Fong
42. Langham Hospitality Group
43. Le Meridien Hong Kong, Cyberport
44. LH Group Ltd
45. Maxim's Caterers Limited
46. Nathan Hotel Hong Kong
47. Nina Hospitality Company Limited
48. Nina Hotel Kowloon East
49. Novotel Century Hong Kong
50. Novotel Citygate Hong Kong & The Silveri Mgallery
51. Ovolo Hotels Group
52. Panda Hotel
53. Pentahotel Hong Kong, Tuen Mun
54. Prudential Hotel
55. Regal Airport Hotel Hong Kong
56. Regal Hotels International Holdings Limited
57. Renaissance Hong Kong Harbour View Hotel
58. Rosedale Hotel Hong Kong
59. Royal Pacific Hotel
60. Royal Park Hotel
61. Royal Plaza Hotel
62. Sheraton Hong Kong Tung Chung Hotel
63. Sino Land Company Limited
64. Taste of Asia Group Limited
65. The Association for Hong Kong Catering Services Management Ltd.
66. The Cityview
67. The Federation of Hong Kong Hotel Owners Limited
68. The Harbourview
69. The Hon Tommy CHEUNG Yu-yan, GBM, GBS, JP
70. The Kowloon Hotel Hong Kong
71. The Park Lane Hong Kong, a Pullman Hotel
72. The Ritz-Carlton, Hong Kong

City Operation

Training Boards of Vocational Training Council:

1. Automobile Training Board

2. Beauty Care and Hairdressing Training Board

3. Electrical and Mechanical Services Training Board

4. Electronics and Telecommunications Training Board

5. Innovation and Technology Training Board

6. Real Estate Services Training Board

7. Security and Disciplined Services Training Board

City Operation

Construction Industry

1. BIMSONS Limited

2. Building, Civil Engineering, and Built Environment Training Board, Vocational Training Council

3. China Harbour Engineering Company Ltd.

4. Chun Wo Development Holdings Limited

5. Construction Industry Council

6. Development Bureau

7. Kim Hung Construction & Engineering Co. Ltd.

8. Ove Arup & Partners Hong Kong Limited

9. Rider Levett Bucknall Limited

10. The Association of Consulting Engineers of Hong Kong

11. The Hon Tony TSE Wai-chuen, BBS, JP

12. The Hong Kong Institute of Surveyors

13. The Hong Kong Institution of Engineers

Education

1. ABC Pathways Group
2. ABC Pathways International Kindergarten
3. AP School
4. Baptist (Sha Tin Wai) Lui Ming Choi Primary School
5. Baptist Rainbow Primary School
6. Bishop Hall Jubilee School
7. BrainX
8. C.&M.A. Chui Chak Lam Memorial School
9. C.C.C. Cheung Chau Church Kam Kong Primary School
10. Canadian International School of Hong Kong
11. Education Committee, Caritas
12. Caritas Institute of Higher Education (renamed as Saint Francis University, Hong Kong)
13. Caritas Jockey Club Lok Yan School
14. Catholic Diocese of Hong Kong
15. Catholic Education Office
16. CCC Kei Wai Primary School
17. Chan's Creative School (Hong Kong Island)
18. Chinese International School Foundation
19. Chun Tok School
20. City University of Hong Kong
21. Committee on Home-School Cooperation
22. Committee on Special Education Needs
23. Creativekids
24. CTF Education Group
25. Dr Elaine CHAN, Veteran education psychologist
26. Drs Richard Charles and Esther Yewpick Lee Charitable Foundation
27. Education Bureau
28. Employees Retraining Board
29. Ergon Global
30. F.D.B.W.A. Chow Chin Yau School
31. French International School of Hong Kong
32. Fung Kai Liu Yun Sum Memorial School
33. Generation Hong Kong
34. Gratia Christian College
35. Harrow International School Hong Kong
36. Heep Yunn Primary School
37. HKICC Lee Shau Kei School of Creativity
38. HKRSS Tai Po Secondary School
39. HKTA Wun Tsuen Ng Lai Wo Memorial School
40. HKUGA Primary School
41. Hong Chi Morninglight School, Tuen Mun
42. Hong Chi Shiu Pong Morninghope School
43. Hong Kong Aided Primary School Heads Association
44. Hong Kong Association for Computer Education
45. Hong Kong Association of Careers Masters and Guidance Masters
46. Hong Kong Association of Deputy Principals
47. Hong Kong Baptist Convention Primary School
48. Hong Kong College of Technology
49. Hong Kong Council for Accreditation of Academic and Vocational Qualifications
50. Hong Kong Education City
51. Hong Kong Institute of Education for Sustainable Development
52. Hong Kong Institute of Technology
53. Hong Kong International School
54. Hong Kong Kindergarten Association
55. Hong Kong Nang Yan College of Higher Education
56. Hong Kong Shue Yan University
57. Hong Kong Society for Education in Art
58. Hong Kong Special Education School Heads Association
59. Human Resources Division, Vocational Training Council
60. Institute for Higher Education Research & Development, The Hong Kong Polytechnic University

61. JobsDB Hong Kong Limited

62. Ka Ling School of the Precious Blood

63. Kellett School Association Limited

64. Korn Ferry (HK) Limited

65. Kowloon City Baptist Church Hay Nien (Yan Ping) Primary School

66. Lam Tin Methodist Primary School

67. Leung Kui Kau Lutheran Primary School

68. Li Sing Primary School

69. Ling Liang Church Sau Tak Primary School

70. Lutheran Church Hong Kong Synod

71. Mary Rose School

72. Mr Chester TSANG, Veteran L&D professional

73. Mr CHOW Ping Yan, MH, Member of Committee on Professional Development of Teachers and Principals

74. Mr Eugene FONG, Member of Committee on Professional Development of Teachers and Principals

75. Ms Eva NG, Former Head of Cathay Academy

76. Northern Lamma School

77. Our Hong Kong Foundation

78. Our Lady's Primary School

79. Po Leung Kuk

80. Po Leung Kuk Lee Shing Pik College

81. Po Leung Kuk Mrs Chan Nam Chong Memorial Primary School

82. Po Leung Kuk Tin Ka Ping Primary School

83. Po Leung Kuk Vicwood K.T. Chong No.2 Primary School

84. Prof. Anthony CHEUNG, GBS, JP, Former Chairman of Committee on Self-financing Post-secondary Education

85. Prof. CHUI Yat Hung, Member of The Advisory Committee on Gifted Education

86. PTI Group

87. Pui Ling School of the Precious Blood

88. Qurio Education Company Limited

89. Regal Hotels International Limited

90. S.K.H. Bishop Mok Sau Tseng Secondary School

91. S.K.H. Chai Wan St. Michael's Primary School

92. S.K.H. Kei Oi Primary School

93. S.K.H. Kei Tak Primary School

94. S.K.H. Ling Oi Primary School

95. S.K.H. Tin Wan Chi Nam Primary School

96. S.K.H. Tseung Kwan O Kei Tak Primary School

97. S.K.H. Tsing Yi Chu Yan Primary School

98. S.K.H. Yuen Chen Maun Chen Jubliee Primary School

99. SAHK Ko Fook Lu Memorial School

100. Salesian Yip Hon Millennium Primary School

101. School Leadership Academy, CTF Education Group

102. Sha Tau Kok Central Primary School

103. Shatin Public School

104. Singapore International School (Hong Kong)

105. St. Margaret's Co-educational English Secondary and Primary School

106. Tai Po Methodist School

107. Tai Po Old Market Public School (Plover Cove)

108. Tak Sun School

109. The Absolutely Fabulous Theatre Connection

110. The BSD Academy

111. The Chinese University of Hong Kong

112. The Division of Educational Psychology, Hong Kong Psychological Society

113. The Education University of Hong Kong

114. The Hang Seng University of Hong Kong

115. The Hon CHU Kwok-keung

116. The Hon TANG Fei, MH

117. The Hong Kong Academy for Gifted Education

118. The Hong Kong Council of the Church of Christ in China

119. The Hong Kong Polytechnic University

120. The Hong Kong University of Science and Technology

121. The Jockey Club Hong Chi School

122. The Little Flower's Catholic Primary School

123. The Lok Sin Tong Benevolent Society Kowloon

124. The Salvation Army Centaline Charity Fund Queen's Hill School

125. The University of Hong Kong

126. The University of Hong Kong School of Professional and Continuing Education

127. Tung Wah College

128. Tung Wah Group of Hospitals

129. Tung Wan Mok Law Shui Wah School

130. University Grants Committee

131. Victoria Shanghai Academy

132. Vivere Sky Group

133. Vocational Training Council

134. W F Joseph Lee Primary School

135. Xianggang Putonghua Yanxishe Primary School of Science and Creativity

136. Yan Chai Hospital Tung Chi Ying Memorial Secondary School

137. Yew Chung College of Early Childhood Education

138. Yew Chung Education Foundation

139. Yuen Long Po Kok Primary School

Health Services

1. Chan & Hou Medical Laboratories Ltd.
2. Dr the Hon David LAM Tzit-yuen
3. Evangel Hospital
4. Health Bureau
5. Healthcare and Wellness Training Board, Vocational Training Council
6. Hong Kong Adventist Hospital
7. Hong Kong Association of Educational Psychologists
8. Hong Kong Health Food Association
9. Hong Kong Institute of Audiologists
10. Hong Kong Institute of Clinical Psychologists
11. Hong Kong Institute of Speech Therapists
12. Hong Kong Medical and Healthcare Device Industries Association
13. Hong Kong Sanatorium and Hospital
14. Hospital Authority
15. Matilda International Hospital
16. St. Paul's Hospital
17. The Hong Kong Private Hospitals Association
18. Viatris Healthcare Hong Kong Limited

Manufacturing

1. Advanced Manufacturing Training Board, Vocational Training Council

2. Ahsay Systems Corporation Limited

3. Automatic Manufacturing Limited

4. Baguio Green Group Limited

5. City University of Hong Kong

6. Computer And Technologies Holdings Limited

7. E. Tech Management (HK) Limited

8. Education and Manpower Committee of The Chinese Manufacturers' Association of Hong Kong

9. Eurosia Holdings (China) Limited

10. Ferro Resources Ltd.

11. Fortune Industrial Products Limited

12. Hinasia (HK) Industrial Co. Ltd.

13. HKI Group

14. Hong Kong Plastics Manufacturers Association

15. Innovation and Information Technology Committee of The Chinese Manufacturers' Association of Hong Kong

16. Ka Shui Manufactory Co. Ltd.

17. Kolinker Industrial Equipments Limited

18. Lee Kee Group

19. Lee Lim Ming Metal Works Ltd.

20. M & C Toy Centre Ltd.

21. Nissin Foods Company Limited

22. PlayFourC Innovation Education

23. The Chinese Manufacturers' Association of Hong Kong

24. Trade and Industry Committee of The Chinese Manufacturers' Association of Hong Kong

Retail

1. Chevron Hong Kong Limited
2. China Aims Enterprises Limited
3. Chow Sang Sang Holdings International Limited
4. Devialet
5. DFS Group
6. Esquel Group
7. Fortress
8. The Jewellers' and Goldsmiths' Association of Hong Kong Limited
9. Hong Kong Retail Management Association
10. Hong Kong Retail Technology Industry Association
11. Hong Kong TV Shopping Network Company Limited
12. Mikanya & Co.
13. Retail Trade Training Board, Vocational Training Council
14. Sa Sa International Holdings Limited
15. Sensormatic Limited
16. Swire Resources Limited
17. The Hon SHIU Ka-fai, BBS, JP
18. The Lark Group

Social Services

1. Association of Bought Place Elderly Services
2. Bamboos Health Care Holdings Limited
3. Baptist Oi Kwan Social Service
4. Chinese YMCA of Hong Kong
5. Christian Family Service Centre
6. Ebenezer School and Home for the Visually Impaired
7. Elderly Commission
8. Evangelical Lutheran Church Social Service - Hong Kong
9. Fu Hong Society
10. Haven of Hope Christian Service
11. Healthcare and Wellness Training Board, Vocational Training Council
12. Heep Hong Society
13. Hong Chi Association
14. Hong Kong Association of Gerontology
15. Hong Kong Children and Youth Services
16. The Hong Kong Society for Rehabilitation
17. Hong Kong Family Welfare Society
18. Hong Kong Federation of Youth Groups
19. Hong Kong Jockey Club
20. Hong Kong Lutheran Social Service
21. Hong Kong PHAB Association
22. Hong Kong Playground Association
23. Hong Kong Sheng Kung Hui Welfare Council Limited
24. Hong Kong Social Welfare Sector Heart to Heart Joint Action
25. Hong Kong Social Workers Association
26. Hong Kong Society for the Protection of Children
27. Hong Kong Young Women's Christian Association
28. International Social Service Hong Kong Branch
29. Kato (Hong Kong) Holdings Limited
30. Labour and Welfare Bureau
31. Mother's Choice
32. New Life Psychiatric Rehabilitation Association
33. Rehabilitation Advisory Committee
34. Richmond Fellowship of Hong Kong
35. SAHK
36. Senior Citizen Home Safety Association
37. Social Welfare Advisory Committee
38. Social Welfare Department
39. Stewards
40. Suen Mei Speech and Hearing Centre
41. The Boys' and Girls' Clubs Association of Hong Kong
42. The Child Development Centre
43. The Hong Kong Council of Social Service
44. The Hong Kong Council of the Church of Christ in China
45. The Hong Kong Society for the Blind
46. The Hong Kong Society for the Deaf
47. The Hong Kong Student Aid Society Limited
48. The Mental Health Association of Hong Kong
49. The Methodist Church Hong Kong
50. The Neighbourhood Advice-Action Council
51. The Tsung Tsin Mission of Hong Kong Social Service
52. Wai Ji Christian Service
53. Watchdog Limited
54. Yan Chai Hospital
55. Yang Memorial Methodist Social Service

Tourism

1. Hong Kong Association of China Travel Organisers
2. Hong Kong Tourism Board
3. Hongkong International Theme Parks Limited
4. International Chinese Tourist Association
5. Ocean Park Corporation
6. Sin Ma Tours Limited
7. The Federation of Hong Kong Chinese Travel Agents
8. The Hon YIU Pak-leung, MH, JP
9. Tourism Commission
10. Travel Industry Authority
11. Travel Industry Council of Hong Kong
12. Well Contact Travel Company Limited

Others

1. Agriculture, Fisheries and Conservation Department

2. ALBA Integrated Waste Solutions (Hong Kong) Ltd.

3. Civil Service Bureau

4. Electrical and Mechanical Services Department

5. Environment and Ecology Bureau

6. Environmental Protection Department

7. Hong Kong Fishermen Consortium

8. Hong Kong Johnson Holdings Company Limited

9. Hong Kong Recycled Materials & Re-production Business General Association Limited

10. Housing Department

11. Kerry Property Management Services Limited

12. Li Hing Environmental Services Company Limited

13. Smart Farming HK Limited

14. Sunrise Diagnostic Centre Limited

15. Swire Waste Management Limited

16. The Hon Steven HO Chun-yin, BBS, JP

17. The Hong Kong and China Gas Company Limited

18. The Hong Kong Veterinary Association Limited

19. Water Supplies Department

Appendix VI: List of Abbreviations

Abbreviations

AI	Artificial intelligence
Aviation hub	International aviation hub
C&SD	Census and Statistics Department
CCIs	Cultural and creative industries
E&M	Electrical and mechanical services
EICE centre	East-meets-West centre for international cultural exchange
ESG	Environmental, social and governance
FDHs	Foreign domestic helpers
Financial centre	International financial centre
GBA	Guangdong-Hong Kong-Macao Greater Bay Area
GDP	Gross Domestic Product
HSIC v2.0	Hong Kong Standard Industry Classification Version 2.0
I&T	Innovation and technology
I&T centre	International innovation and technology centre
IP trading centre	Regional intellectual property trading centre
IT	Information technology
LWB	Labour and Welfare Bureau
Legal & ADR centre	Regional centre for international legal and dispute resolution services
LFPR	Labour force participation rate
MP	Manpower projection
R&D	Research and development
The Resolution	The Resolution of the Central Committee of the Communist Party of China on Further Deepening Reform Comprehensively to Advance Chinese Modernisation
Trade centre	International trade centre
Transportation centre	International transportation centre

Appendix VII: Definitions and Terms

Education level

The 2023 MP adopts a four-level education classification by considering the highest education level completed, namely 1) Upper secondary and below; 2) Diploma (including craft) and Sub-degree; 3) Degree; and 4) Postgraduate.

Eight centres

They are the eight areas under the National 14th Five-Year Plan for the development of Hong Kong, namely the East-meets-West centre for international cultural exchange (EICE centre); international aviation hub; international financial centre; international innovation and technology centre (I&T centre); international trade centre; international transportation centre, regional centre for international legal and dispute resolution services (Legal & ADR centre); as well as regional intellectual property trading centre (IP trading centre).

Knowledge

Knowledge means the outcome of the assimilation of information through learning. Knowledge is the body of facts, principles, theories and practices related to a field of work or study.

Manpower requirements

Manpower requirements refers to the job opportunities (i.e. employment cum vacancies) in various industries and economic sectors available in Hong Kong and excluding foreign domestic helpers (FDHs).

Manpower supply

Manpower supply is virtually equivalent to the labour force comprising both the employed persons and unemployed persons of our economy and excluding FDHs.

Manpower balance

Manpower balance refers to the difference between manpower supply and requirements. A negative figure indicates manpower shortage, signalling that manpower supply is less than manpower requirements. A positive figure means manpower surplus, with manpower supply exceeding manpower requirements. If manpower supply is more or less the same as manpower requirements, the manpower situation is said to be no shortage or stable. In addition, as unemployed persons have been taken into account to assess the manpower balances, a negative manpower balance (i.e. a manpower shortage) is not the same as the number of vacancies in the labour market.

Nine significant sectors

They refer to sectors supporting local services and city operation, including accommodation and food; city operation; construction; education; health services; manufacturing; retail; social services; and tourism. City operation covers seven specific categories namely automobile; beauty care and hairdressing; electrical and mechanical services; electronics and telecommunications; information technology; real estate services; and security services.

Skill

Skill means the ability to apply knowledge and use know-how to complete tasks and solve problems.

Vacancy rate

It refers to the proportion of job vacancies to the respective manpower requirements. In 2023, a broader definition of the job vacancy rate was adopted. This definition not only encompasses data on job openings that were being actively recruited as of the reference date of C&SD's relevant statistical surveys, but also includes estimates from sectoral consultations regarding vacancies that have yet to be actively filled under staffing plan. The broader definition aims to provide a more holistic picture of potential job vacancies in the market.