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### Replies to initial written questions raised by Legislative Council Members in examining the Estimates of Expenditure 2025-26

**Director of Bureau : Secretary for Labour and Welfare**

**Session No. : 10**

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| <a href="#">LWB(L)179</a> | 3310                       | NG Wing-ka, Jimmy         | 141         | (3) Manpower Development  |
| <a href="#">LWB(L)180</a> | 3724                       | WONG Chun-sek,<br>Edmund  | 141         | (3) Manpower Development<br>(4) Talent Engagement and Support     |
| <a href="#">LWB(L)181</a> | 3985                       | ZHANG Xinyu, Gary         | 141         | (3) Manpower Development  |



**CONTROLLING OFFICER'S REPLY**

**LWB(L)001**

**(Question Serial No. 3142)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Under Programme (4), the provision for 2025-26 is 55.1% higher than the revised estimate for 2024-25. This is mainly due to additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement and a net increase of 23 posts. Please explain the reasons for the significant increase in the number of posts and provide information on the increase in total expenditure.

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 30)

Reply:

In 2024, the Labour Department moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

In 2025-26, there are increases of around \$449.6 million in expenses under Programme (4), including additional expenses of around \$373.9 million for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement, as well as increases of around \$57.8 million in operating expenses and around \$17.9 million in salaries and personnel expenses.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)002**

**(Question Serial No. 3143)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department has since this year relaxed the requirements for joining the Greater Bay Area Youth Employment Scheme to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance to \$12,000 per month per person. Please provide the following information:

- (a) The number of applications and those where allowance was granted in the past year, as well as the expenditure involved; and
- (b) The estimated number of applications for allowance and the estimated expenditure for 2025-26.

Asked by: Hon CHAN Chun-ying (LegCo internal reference no.: 31)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

The regularised scheme for 2024 recorded 417 employed young people. In 2024-25 (as at February 2025), the scheme disbursed HK\$49.99 million of allowance to enterprises.

- (b) In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on the allowance to be disbursed to enterprises under the scheme is HK\$72.92 million, which will cover disbursement of



allowance to subsidy applications from enterprises employing young people during 2023 to 2025.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)003**

**(Question Serial No. 0394)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment agencies (EAs) for foreign domestic helpers (FDHs), please advise this Committee of the following information in the past 3 years:

- (a) The number of EAs providing placement services for FDHs (FDH-EAs);
- (b) The number of complaint cases against FDH-EAs handled in each year; the respective numbers of cases lodged by FDHs and employers; the reasons for complaints;
- (c) The number of staff responsible for conducting inspections to FDH-EAs in each year; the number of inspections and the expenditure; their proportion to the total departmental expenses; and specifically how the inspection and regulation of FDH-EAs will be stepped up and the estimated expenditure in the 2025-26 financial year;
- (d) The number of non-compliance cases identified in inspections in each year; the details of the non-compliances and penalties; and
- (e) The number of prosecutions taken out against non-compliance cases in each year; the details of the prosecutions and penalties.

Asked by: Hon CHAN Kapui, Judy (LegCo internal reference no.: 20)

Reply:

- (a) From 2022 to 2024, there were 1 619, 1 746 and 1 826 employment agencies (EAs) each year respectively providing placement services for foreign domestic helpers (FDHs) (FDH-EAs).
- (b) From 2022 to 2024, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 281, 267 and 255 complaints against FDH-EAs each year respectively, which mainly involved overcharging commission from FDHs, unlicensed operation, non-compliance with the Code of Practice for Employment Agencies (CoP), poor service quality, issues concerning refund of service fees and suspected misconduct

of inducing FDHs to “job-hop”, etc. LD does not keep a breakdown of the said complaints by identity of complainants.

- (c) From 2022 to 2024, the numbers of inspections to FDH-EAs conducted by LD were 1 379, 1 688 and 1 656 each year respectively.

EAA’s staff establishment and expenditure from 2022-23 to 2024-25 are set out at Annex. The staff of EAA are responsible for performing licensing-related duties, conducting inspections to EAs, investigating complaints, and carrying out the related publicity and educational work, etc. Conducting inspections is an integral part of EAA’s work in regulating EAs, and the manpower involved cannot be separately identified.

EAA’s staff establishment for 2025-26 comprises 26 Labour Officer Grade and 9 Clerical Grade posts. The staff cost is \$25.57 million and the operating expenses are \$6.03 million. In 2025-26, EAA will continue to closely monitor the implementation of the CoP, and will, through licensing, inspection and complaint investigation, ensure that EAs comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR) and the requirements and standards as set out in the CoP.

- (d) From 2022 to 2024, 633, 883 and 747 inspections were conducted respectively each year. The irregularities detected from the inspections mainly included failure to comply with the requirements and standards as set out in the CoP, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers, failure to maintain proper records, etc. LD has issued verbal and/or written warnings to all EAs with detected irregularities to urge for rectification. LD will take out prosecution against an EA, or revoke or refuse to issue or renew its licence if there is sufficient evidence to prove that the EA has breached the law or failed to comply with the CoP.
- (e) From 2022 to 2024, LD prosecuted 2, 3 and 6 FDH-EAs respectively. The irregularities mainly involved overcharging commission from FDHs, unlicensed operation of EAs, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers and failure to notify LD of changes in the place of business within the statutory timeframe, etc. All the above 11 cases were convicted, with 1 case resulting in a person sentenced to a community service order by the court for unlicensed operation, while the remaining cases were fined by the court.

**Staff establishment and expenditure of EAA of LD from 2022-23 to 2024-25**

|                                   | <b>2022-23</b> | <b>2023-24</b> | <b>2024-25</b>             |
|-----------------------------------|----------------|----------------|----------------------------|
| No. of Labour Officer Grade staff | 26             | 26             | 26                         |
| No. of Clerical Grade staff       | 9              | 9              | 9                          |
| Staff cost (\$million)            | 23.26          | 23.84          | 24.82                      |
| Operating expenses (\$million)    | 6.75           | 7.59           | 9.63<br>(Revised estimate) |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)004**

**(Question Serial No. 0661)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Programme (4) that provision for 2025-26 is \$449.6 million (55.1%) higher than the revised estimate for 2024-25. This is mainly due to additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA), increased operating expenses, salaries and personnel expenses. There will be a net increase of 23 posts in 2025-26. In this connection, please advise this Committee on the following:

- (a) Details of a breakdown of the estimated additional expenditure;
- (b) Details of the ranks of the net increase of 23 posts and the expenditure on salaries involved; and
- (c) Has LD considered deploying internal manpower to cope with the work for SSA? If yes, what are the details; if not, what are the reasons? Will technology be used to save manpower resources?

Asked by: Hon CHAN Kin-por (LegCo internal reference no.: 23)

Reply:

- (a) In 2025-26, there are increases of around \$449.6 million in expenses under Programme (4), including additional expenses of around \$373.9 million for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA), as well as increases of around \$57.8 million in operating expenses and around \$17.9 million in salaries and personnel expenses.
- (b) In 2024, the Labour Department (LD) moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

- (c) LD is developing the SSA System (the System), including setting up the TransitionEase Portal to facilitate employers' submission of applications, and establishing a back-end administration system to automate part of the workflow for processing applications and disbursing subsidies to employers. The System will commence operation on the same date as the rollout of SSA on 1 May this year. LD will ensure effective implementation of SSA through continual re-prioritisation of work, internal redeployment, streamlining of work processes and application of technology.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)005**

**(Question Serial No. 2070)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department regularly reviews the amounts of compensation payable under the Pneumoconiosis and Mesothelioma (Compensation) Ordinance. In this connection, would the Government advise this Committee of the following:

- (a) Please set out the numbers of new cases of pneumoconiosis (including silicosis, asbestosis and mesothelioma) in the past 3 years;
- (b) Please set out the amounts of compensation paid to persons suffering from pneumoconiosis by the Pneumoconiosis Compensation Fund (PCF) in each of the past 3 years, with a breakdown by type of compensation;
- (c) How much accumulated surplus is in PCF at the moment?
- (d) Although the number of infrastructure projects is expected to increase in future, the number of workers contracting the above occupational diseases may not increase significantly owing to the awareness of workers, publicity and education, and promotion of codes of practice. The Government will adjust the amounts of the relevant compensations in the light of the cumulative rate of price movement as reflected by the Consumer Price Index (A). How much balance will remain in PCF as expected by the Government after one year after calculation of the levy imposed on construction operations and deduction of the compensations paid?
- (e) It is reported that PCF is financially healthy. Has the Government considered amending the legislation so that PCF can be used not only for provision of compensation on the relevant diseases, but also for other construction industry related health funding schemes, support funds etc.? If not, what are the reasons?

Asked by: Hon CHAN Siu-hung (LegCo internal reference no.: 20)

Reply:



- (a) A breakdown of new cases of pneumoconiosis (including silicosis and asbestosis) and mesothelioma as determined according to the Pneumoconiosis and Mesothelioma (Compensation) Ordinance (PMCO) from 2022 to 2024 is at Annex 1.
- (b) A breakdown of the amounts of compensation paid by the Pneumoconiosis Compensation Fund (PCF) to eligible persons suffering from pneumoconiosis and mesothelioma or their family members from 2022 to 2024 by compensation item is at Annex 2.
- (c) As at January 2025, the accumulated balance in PCF is \$3.51 billion (the figure is subject to final auditing).
- (d) The Government regularly reviews the amounts of the compensation items under PMCO mainly in light of the movements as reflected by the Consumer Price Index (A), the Nominal Wage Index and the changes in other relevant factors. The monthly compensation for total incapacity is determined in light of the yearly statistical data on the average daily wages of persons engaged in Government building and construction works of the Census and Statistics Department.

After the calculation of the projected income and expenditure in 2025, the Pneumoconiosis Compensation Fund Board (PCFB) estimates that the accumulated balance in PCF will be \$3.53 billion at the end of 2025.

- (e) PMCO seeks to establish a compensation scheme for compensating persons or their family members in respect of incapacity or death resulting from pneumoconiosis and/or mesothelioma and for purposes connected therewith, while PCFB is responsible for administering PCF which is established under PMCO and vested in PCFB.

PMCO also specifies the purposes for which PCF can be used. PCFB is required to provide compensation to pneumoconiosis and mesothelioma persons; conduct and finance educational, publicity, research and other programmes to prevent pneumoconiosis and mesothelioma; and conduct and finance programmes for the rehabilitation of persons suffering from these diseases. PCFB is required to ensure that the use of PCF is in compliance with the purposes stipulated in PMCO.

The Government currently has no plan to amend PMCO so as to authorise PCF to be used for purposes other than those mentioned above.

**Number of new cases of pneumoconiosis and mesothelioma  
as determined according to PMCO from 2022 to 2024**

|              | No. of cases |           |           |
|--------------|--------------|-----------|-----------|
|              | 2022         | 2023      | 2024      |
| Silicosis    | 79           | 78        | 79        |
| Asbestosis   | 3            | 3         | 3         |
| Mesothelioma | 21           | 17        | 8         |
| <b>Total</b> | <b>103</b>   | <b>98</b> | <b>90</b> |

**Breakdown of amounts of compensation paid to  
eligible persons suffering from pneumoconiosis and mesothelioma or  
their family members by PCF from 2022 to 2024 by compensation item**

| Compensation item  | 2022            | 2023           | 2024*          |
|--|-----------------|----------------|----------------|
|  | Amount (\$'000) |                |                |
| Compensation for death resulting from pneumoconiosis and/or mesothelioma   | 30,995          | 29,424         | 41,714         |
| Compensation for bereavement   | 1,127           | 1,737          | 1,406          |
| Monthly compensation for incapacity, pain, suffering and loss of amenities | 175,938         | 173,427        | 181,108        |
| Compensation for incapacity prior to date of diagnosis                     | 3,945           | 4,375          | 4,047          |
| Compensation for care and attention  | 868             | 830            | 1,540          |
| Funeral expenses   | 5,408           | 6,534          | 6,440          |
| Medical expenses   | 3,078           | 3,906          | 4,741          |
| Expenses for medical appliances  | 1,371           | 976            | 1,349          |
| <b>Total amount<sup>#</sup></b>  | <b>220,518</b>  | <b>220,982</b> | <b>242,346</b> |

\* The figures are subject to final auditing.

# Individual figures of compensation do not add up to the total owing to reversal of provision and rounding.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)006**

**(Question Serial No. 2085)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The provision for 2025-26 under Programme (4) is \$449.6 million (55.1%) higher than the revised estimate for 2024-25. This is mainly due to the additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement. There will also be a net increase of 23 posts in the staff establishment under Programme (4). In this connection, would the Government advise this Committee on the following:

- (a) A detailed breakdown of the increase in the revised estimate;
- (b) Details of duties, ranks and expenditure for the 23 net additional posts under Programme (4).

Asked by: Hon CHAN Siu-hung (LegCo internal reference no.: 35)

Reply:

- (a) In 2025-26, there are increases of around \$449.6 million in expenses under Programme (4), including additional expenses of around \$373.9 million for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement, as well as increases of around \$57.8 million in operating expenses and around \$17.9 million in salaries and personnel expenses.
- (b) In 2024, the Labour Department moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)007**

**(Question Serial No. 2831)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Ensuring that risks to the safety and health of people at work are properly managed by legislation, as well as enforcement, education and publicity efforts is one of the purposes of the Government. In this connection, would the Government advise this Committee of the following:

- (a) What are the expenditure and manpower involved in assisting various small and medium enterprises (SMEs) and labour organisations in enhancing occupational safety and health (OSH) training in the past 3 years;
- (b) Whether the Government has considered allocating additional resources and manpower to assist various SMEs and labour organisations in enhancing OSH training in 2025-26; and
- (c) Will the Government consider incorporating the requirement of applying the concept of "Construction Design and Management" (CDM) in the tender process of public works projects, and giving more weighting to these items during tender evaluation? Or will the Government consider drawing reference from the CDM regulations from overseas and the Mainland's system of "concurrent implementation of design, build and commission" to ascertain the liability of various parties, and mitigate the OSH risks that may arise during construction and maintenance of these projects at source by including the element of safety protection at the design stage of works projects?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 18)

Reply:

- (a)&(b) The Labour Department (LD) has all along been attaching great importance to the education and training work on occupational safety and health (OSH) and actively assisting various organisations (including small and medium enterprises (SMEs) and labour organisations) in raising the OSH level.

Over the past 3 years, LD has been, in light of the changes in OSH risks, organising OSH talks with different themes and various free training courses related to OSH legislation, and deploying its staff to participate in OSH talks organised by different organisations and bodies (including SMEs and labour organisations) to serve as speakers, with a view to facilitating the understanding of the requirements of the statutory provisions and codes of practice among duty holders, thereby enhancing their OSH awareness and performance.

In 2025-26, LD will continue to flexibly deploy resources and manpower to assist in OSH education and training work conducted by SMEs and labour organisations and to promote OSH culture. The provision of education and training to organisations is an integral part of LD's ongoing efforts, hence the expenditure and manpower involved cannot be separately identified.

- (c) The Government has been promoting the adoption of "Design for Safety" in public works projects. The Development Bureau has been systematically promoting the adoption of "Design for Safety" practices since 2006 and formulated guidance notes and worked examples on "Design for Safety", which were subsequently updated in 2016 to clearly demarcate the responsibilities of different stakeholders further at various stages of a works project in adopting "Design for Safety". At present, public works projects exceeding \$500 million are required to implement "Design for Safety". On private buildings, the Buildings Department formulated, pursuant to the Buildings Ordinance (Cap. 123) and relevant subsidiary legislation, the code of practice which stipulates that the design of new private buildings should provide adequate means of access to enable maintenance personnel to carry out maintenance and repair work outside the buildings safely.

To further promote the adoption of "Design for Safety" in private works projects in the construction industry, the Construction Industry Council (CIC) published reference materials on "Design for Safety" in November 2022 to provide the industry with guidance on incorporating safety elements during the design stage and the safety responsibilities of stakeholders during the construction stage, and offered training courses. CIC also rolled out a "Pilot Scheme on Design for Safety" last year with the aim of providing advice and assistance to developers interested in implementing Design for Safety.

LD will also encourage the construction industry to adopt Design for Safety through various channels, including working with different stakeholders (including CIC) in a timely manner to continue to promote the adoption of Design for Safety in the construction industry.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)008**

**(Question Serial No. 2842)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Greater Bay Area Youth Employment Scheme was launched by the Government in 2021 and regularised in 2023. In this connection, would the Government advise this Committee of the following:

- (a) The total number of participating enterprises in each year and the number of jobs offered;
- (b) The number of graduates employed in each year and the range of monthly salary; and
- (c) The total amount of allowance disbursed to enterprises by the Government according to the number of persons employed in each year.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 19)

Reply:

- (a)&(b) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering 3 494, 2 540 and 2 186 job vacancies, as well as 1 091, 718 and 417 employed young people. A breakdown of the number of employed young people by salary level is at Annex.
- (c) As at February 2025, the pilot scheme disbursed \$117.91 million of allowance to enterprises. In 2023-24 and 2024-25 (as at February 2025), the regularised scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises.



**Breakdown of the number of employed young people under  
the Greater Bay Area Youth Employment Scheme by salary level**

| Salary level        | Number of employed young people |            |            |
|---------------------|---------------------------------|------------|------------|
|                     | Pilot scheme                    | 2023       | 2024       |
| \$18,000 - \$21,000 | 969                             | 685        | 384        |
| \$21,001 - \$24,000 | 79                              | 18         | 22         |
| \$24,001 - \$27,000 | 8                               | 13         | 8          |
| \$27,001 - \$30,000 | 6                               | 1          | 2          |
| \$30,001 or above   | 29                              | 1          | 1          |
| <b>Total</b>        | <b>1 091</b>                    | <b>718</b> | <b>417</b> |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)009**

**(Question Serial No. 3267)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) targeting injured employees of the construction industry in September 2022, and widened the coverage of the Pilot Programme to include the “catering and hotel industry” and the “transportation and logistics industry” in the second quarter of 2024. In this connection, would the Government advise this Committee of the following:

- (a) The expenditure involved in the implementation of the Programme and the respective numbers of employees from various industry sectors benefitted from it;
- (b) The average time taken for processing each case; and
- (c) Whether the Government has reviewed the effectiveness of the Programme; if yes, what are the details?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 40)

Reply:

- (a) The estimated total expenditure on the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) from its launch to 2024-25 is about \$157 million, details of which are provided at Annex. As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme, including 1 177 from the construction industry, 305 from the catering and hotel industry, and 321 from the transportation and logistics industry.
- (b) Under the Pilot Programme, each participating injured employee is assigned with a case manager who will follow through the case and provide support until the employee's injury has reached maximum medical improvement (i.e. recovered) and the employee has returned to work, or until two months after the employee has recovered, whichever is earlier. As at the end of February 2025, a total of 1 239 cases under the Pilot Programme had completed the above follow-up, and the average time taken by a case manager to follow through a case is 114 days.

- (c) LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, and compared the data of the participants against that of the injured construction employees who sustained similar work injuries but did not participate in the Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme.

**Estimated Expenditure of the Pilot Programme**

| <b>Item</b>   | <b>Estimated Expenditure of the Pilot Programme since its launch (up to 2024-25)</b> |
|---|--|
| Fixed costs<br>(e.g. expenses on operation, publicity and related information technology) | Around \$75.5 million  |
| Expenditure on rehabilitation treatment services  | Around \$61.2 million  |
| Expenditure on case management services   | Around \$20.3 million  |
| <b>Total expenditure</b>  | Around \$157 million   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)010**

**(Question Serial No. 2223)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: Not Specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD)'s estimate on the establishment ceiling for 2025-26 is \$1,656.8 million, which is higher than \$1,607.2 million for 2024-25 irrespective of a reduction of 14 non-directorate posts. Would the Government inform this Committee of the following:

- (a) The reasons for the increase in the LD's estimate on the establishment ceiling for 2025-26 irrespective of the reduction of non-directorate posts, and on which areas the increased estimated provision will be used;
- (b) Please set out the posts to be deleted, the respective programmes under which the posts to be deleted and the reasons for deletion; and
- (c) What implications will the deletion of posts have on LD's services?

Asked by: Hon CHAN Wing-yan, Joephy (LegCo internal reference no.: 21)

Reply:

- (a) The establishment ceiling of the Labour Department (LD) for 2025-26 reflects the notional annual mid-point salary value calculated on the basis of pay scales in force on 31 December 2024, while the establishment ceiling of LD for 2024-25 is calculated on the basis of pay scales in force on 31 December 2023. Due to the adjustments in notional annual mid-point salary value and staff composition, the estimated expenditure on the establishment ceiling of LD for 2025-26 will increase slightly.
- (b) LD from time to time reviews its manpower resources and having regard to service needs, creates or deletes posts so as to provide services effectively. Changes in the number of LD posts under each Programme in 2025-26 are as follows\*:

|  |                               |
|--|-------------------------------|
| Programme (1) – Labour Relations               | : A net decrease of 32 posts; |
| Programme (2) – Employment Services            | : A net increase of 5 posts;  |
| Programme (3) – Safety and Health at Work      | : A net decrease of 10 posts; |
| Programme (4) – Employees' Rights and Benefits | : A net increase of 23 posts. |

- \* LD redeployed the posts responsible for implementing the abolition of Mandatory Provident Fund offsetting arrangement and the related duties from Programme (1) to Programme (4) in 2024, resulting in a decrease of posts under Programme (1) and an increase of posts under Programme (4). As for Programmes (2) and (3), some of the time-limited posts will lapse automatically upon expiry while some of the posts will be deleted as a result of re-prioritisation of work. At the same time, LD will create posts for handling the applications of the Enhanced Supplementary Labour Scheme.
- (c) LD will, as always, optimise the use of resources for delivering quality and pertinent services to the public.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)011**

**(Question Serial No. 2224)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) provides voluntary conciliation service to help employers and employees resolve their labour disputes and claims. In this connection, would the Government inform this Committee of the following:

- (a) The respective expenditure and staff establishment involved in conciliation service in the past 3 years;
- (b) The respective number of claimants and amount of claims involved in the labour disputes and claims handled by LD in the past 3 years; and
- (c) Regarding the labour disputes and claims handled in 2024, what are the respective number of cases received, the number of cases with conciliation service rendered, and the number and percentage of cases that were resolved through conciliation, broken down by industry (please set out in table form)?

Asked by: Hon CHAN Wing-yan, JoePHY (LegCo internal reference no.: 22)

Reply:

- (a) The Labour Relations Division (LRD) of LD is responsible for maintaining and fostering harmonious labour relations. Its main functions include providing voluntary conciliation service to help employers and employees settle labour disputes and claims; and providing employers and employees with consultation service on matters relating to requirements under the Employment Ordinance (EO) and conditions of employment. In addition, LRD is responsible for reviewing EO and carrying out legislative amendments, etc. As providing conciliation service is only one of the functions of LRD, the related expenditure and manpower cannot be separately identified.
- (b) From 2022 to 2024, the number of claimants and the total amount of claims involved in labour disputes (i.e. cases involving more than 20 employees) and claims (i.e. cases involving 20 or less employees) handled by LD are as follows:



|      | Labour Disputes                    |                                    | Claims                             |                                    |
|------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
|      | Total number of claimants involved | Total amount of claims (\$million) | Total number of claimants involved | Total amount of claims (\$million) |
| 2022 | 15 901                             | 169                                | 14 166                             | 838                                |
| 2023 | 16 796                             | 207                                | 16 825                             | 965                                |
| 2024 | 18 257                             | 498                                | 19 662                             | 1,272                              |

- (c) In 2024, the numbers of labour disputes and claims handled by LD with a breakdown by industry are set out at Annex 1.

In 2024, the numbers of labour disputes and claims with conciliation service rendered by LD as well as the numbers and percentages of cases resolved through conciliation with a breakdown by industry are set out at Annex 2.

**Numbers of labour disputes and claims handled by LD  
in 2024 with a breakdown by industry<sup>#</sup>**

(i) Labour disputes

| Industry   | Number of labour disputes |
|--|---------------------------|
| Manufacturing  | 1                         |
| Construction   | 71                        |
| Import/export, wholesale and retail trades           | 2                         |
| Transportation, storage, postal and courier services | 2                         |
| Accommodation and food service activities            | 9                         |
| Information and communications                       | 1                         |
| Financial and insurance activities                   | 1                         |
| Education  | 1                         |
| Other service activities                             | 1                         |
| Total  | 89                        |

(ii) Claims

| Industry   | Number of claims |
|--|------------------|
| Construction   | 3 414            |
| Import/export, wholesale and retail trades           | 910              |
| Transportation, storage, postal and courier services | 679              |
| Accommodation and food service activities            | 2 485            |
| Administrative and support service activities        | 1 187            |
| Other service activities                             | 1 294            |
| Work activities within domestic households           | 836              |
| Others <sup>*</sup>                                  | 2 135            |
| Total  | 12 940           |

- # Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) of the Census and Statistics Department (C&SD) is adopted for industrial classification.
- \* Including individual industries that account for less than 5% of the total number of claims.

**Numbers of labour disputes and claims with conciliation service rendered by LD in 2024 with a breakdown by industry<sup>#</sup>**

(i) Labour disputes

| Industry   | Number of cases with conciliation service rendered | Number of cases resolved through conciliation (%) |
|--|--|---|
| Manufacturing  | -  | -   |
| Construction   | 64   | 39<br>(60.9%)                                     |
| Import/export, wholesale and retail trades           | -  | -   |
| Transportation, storage, postal and courier services | 1  | 1<br>(100%)                                       |
| Accommodation and food service activities            | 3  | 1<br>(33.3%)                                      |
| Information and communications                       | 1  | -   |
| Financial and insurance activities                   | -  | -   |
| Education  | 1  | -   |
| Other service activities                             | -  | -   |
| Total  | 70   | 41<br>(58.6%)                                     |

(ii) Claims

| Industry   | Number of cases with conciliation service rendered | Number of cases resolved through conciliation (%) |
|--|--|---|
| Construction   | 3 197  | 2 462<br>(77.0%)                                  |
| Import/export, wholesale and retail trades           | 795  | 610<br>(76.7%)                                    |
| Transportation, storage, postal and courier services | 622  | 456<br>(73.3%)                                    |
| Accommodation and food service activities            | 2 074  | 1 602<br>(77.2%)                                  |
| Administrative and support service activities        | 1 144  | 942<br>(82.3%)                                    |

| Industry                                   | Number of cases<br>with conciliation<br>service rendered | Number of cases<br>resolved through<br>conciliation<br>(%) |
|--|--|--|
| Other service activities                   | 1 182  | 864<br>(73.1%)   |
| Work activities within domestic households | 806  | 672<br>(83.4%)   |
| Others*                                    | 1 857  | 1 439<br>(77.5%)   |
| Total                                      | 11 677   | 9 047<br>(77.5%)   |

# HSIC V2.0 of C&SD is adopted for industrial classification.

\* Including individual industries that account for less than 5% of the total number of claims.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)012**

**(Question Serial No. 2791)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the work of the Labour Department (LD) on "Safety and Health at Work" and "Employees' Rights and Benefits", would the Government advise this Committee of the following:

- (a) LD has planned to organise 1 940 talks, lectures and seminars in 2025, which is lower than the target of 2 040 and the actual number of 2 379 in 2024. What are the reasons for the Government to expect that the target cannot be met;
- (b) The number of workplaces currently recorded in the "workplace database" maintained by the Labour Inspection Division of LD, and, among them, the number of workplaces which have not been inspected for more than 3 years or above; and
- (c) In 2024, a total of 15 885 workplaces were found locked, removed or not in operation during the inspections conducted by LD under the Factories and Industrial Undertakings Ordinance and the Occupational Safety and Health Ordinance and a total of 28 304 workplaces were found locked, removed or not in operation during the inspections conducted in relation to matters of "Employees' Rights and Benefits" respectively. In this connection, will the Government consider enhancing the updating mechanism of the "workplace database" for greater efficiency in inspections; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 1)

Reply:

- (a) The number of talks, lectures and seminars planned to be organised by the Labour Department (LD) in 2025 will be less than that in 2024. Having taken into account an increasing demand for online talks in recent years, LD expects an increase in the proportion of online talks among the applications for occupational safety and health (OSH) talks in 2025. As online talks allow staff from different locations and divisions to attend at the same time, it is not necessary for organisations to apply for organising multiple on-site talks, and thus the overall number of talks to be organised is expected

to decrease. In addition, the number of talks, lectures and seminars is subject to change depending on various factors, including public demand for the themes of relevant activities and venue arrangements, etc.

- (b) The Labour Inspection Division (LID) of LD maintains a workplace database from which workplaces are selected for inspections based on a risk-based approach. As at 28 February 2025, 382 290 workplaces were included in the database, 156 762 of which had not been inspected for more than 3 years or above.
- (c) Pursuant to the risk-based principle and keeping close tabs on the OSH risk levels of various industries and their changes, LD has been formulating and adjusting corresponding inspection strategies in a timely manner to prevent accidents. As the occupational safety inspections conducted by LD are surprise inspections, the operational conditions of workplaces during such inspections are unforeseeable. Nevertheless, LD will enhance the inspection mechanism from time to time for greater efficiency of inspections.

In addition, LID from time to time updates the workplace database through information obtained from various channels, such as workplaces identified during enforcement actions, public complaints, and information from shopping malls' websites, etc. Furthermore, LID conducts territory-wide and district-based enforcement campaigns every year to ascertain new workplaces and update the database. LD will continue to strive to maintain a comprehensive and up-to-date workplace database in Hong Kong so as to facilitate inspection work.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)013**

**(Question Serial No. 2809)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the Imported Workers Support Scheme (the Support Scheme) on 2 January 2025 to provide support services for imported workers. In this connection, would the Government advise this Committee of the following:

- (a) The estimated annual expenditure involved for the Government's implementation of the Support Scheme;
- (b) The type and details of the support services provided for imported workers under the Support Scheme; and
- (c) Whether the Government has set any performance indicators for the Support Scheme; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 7)

Reply:

- (a) The estimated expenditure for the implementation of the Imported Workers Support Scheme (the Support Scheme) in 2025-26 is \$3.47 million, including the cost of engaging an organisation to provide the services mentioned under item (b) below and the allowances to be disbursed to imported workers dismissed by their employers.
- (b) The services provided for imported workers under the Support Scheme mainly include case consultation, follow-up and counselling, providing assistance in arranging temporary accommodation and applying for relevant allowances for imported workers dismissed by their employers, as well as organising talks on workplace-related information, labour rights or occupational safety, etc.
- (c) The service provider of the Support Scheme is required to attend all the briefings organised by the Labour Department (LD) on employment rights of imported workers under the Enhanced Supplementary Labour Scheme (ESLS) during the 2-year service period, so as to explain the details of the Support Scheme and provide relevant

information to all imported workers who have arrived to work in Hong Kong under ESLS. The service provider is also required to organise at least 6 talks on workplace-related information, labour rights or occupational safety during the service period. LD will closely monitor the operation of the Support Scheme to ensure that imported workers are provided with appropriate support services.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)014**

**(Question Serial No. 2816)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

According Programme (3), it is mentioned that the Labour Department (LD) will take forward the use of small unmanned aircraft (drones) to inspect workplaces and investigate accidents for law enforcement purposes in 2025-26. In this connection, would the Government advise this Committee of the following:

- (a) The specific measures taken by LD for promoting the use of drones in law enforcement;
- (b) The current number of law enforcement officers in LD, and, among them, the number of officers who have received professional training on drone operation or are holders of the relevant certificates, as well as their percentage in the total number of officers; and
- (c) What are the respective numbers of drone operation training programmes and training hours provided by LD to law enforcement officers since 2024?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 8)

Reply:

- (a) The Labour Department (LD) has planned to start using small unmanned aircraft (drones) to assist in inspections and law enforcement work on a trial basis in the second half of 2025. Drones will be mainly used for aerial photography and videography and generating three-dimensional photo-realistic models from the images captured to assist in occupational safety and health inspections, accident investigation and evidence collection, etc. At present, LD is procuring drones and related equipment, drawing up work procedures and conducting staff training, etc.
- (b) As at the end of 2024, there were 326 law enforcement officers in the Occupational Safety - Operations Divisions of LD. At present, 20 officers have received professional training for remote drone pilot and are holders of the relevant certificates. In addition, another 20 officers are undergoing relevant training, and are expected to complete training and receive the relevant certificates by June 2025. By then, the

officers with the relevant operation certificates will account for about 12% of the total number of officers in the law enforcement team.

- (c) Since 2024 to date, LD has provided 2 training programmes to each law enforcement officer who has to operate drones. The details are as follows:

|   | Programme                                | No. of courses | No. of training hours |
|---|--|----------------|-----------------------|
| 1 | Practical Drone Flight Training          | 3              | 3 hours               |
| 2 | Advanced Training Course for Drone Pilot | 2              | 47 hours              |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)015**

**(Question Serial No. 2850)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the enforcement against wage offences, would the Government inform this Committee of the following:

- (a) The respective staff establishment and strength of the Labour Inspection Division, Employment Claims Investigation Division, Prosecutions Division and Labour Relations Division of the Labour Department (LD) in each of the past 3 years and this year so far, with a breakdown by grade;
- (b) The number of prosecutions taken out by LD against employers suspected of committing the wage offences under the Employment Ordinance (Cap. 57) in each of the past 3 years and this year so far, with a breakdown by industry; and
- (c) The number of cases where employers were convicted of wage offences in the past 3 years and this year so far; the average fine for such cases, the number of employees who are owed wages and the amount of wages in arrears involved.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.:14)

Reply:

- (a) The respective staff establishment and strength of the Labour Inspection Division, Employment Claims Investigation Division, Prosecutions Division and Labour Relations Division of LD from 2022 to 2025 (as at February) with a breakdown by grade are at Annexes 1 to 4.
- (b)&(c) The numbers of summonses heard and the numbers of summonses convicted in respect of wage offences under the Employment Ordinance prosecuted by LD in each year from 2022 to 2025 (as at February) with a breakdown by industry are at Annex 5. The relevant average fine is at Annex 6.

LD in general issues more than 1 summons depending on the number of wage periods involving wage default in respect of each employee, and the amount of wages in arrears is specified on each summons to facilitate the court's

understanding of the wage default situation. As far as prosecution work is concerned, LD does not keep the number of employees who are owed wages and the amount of wages in arrears.

**The staff establishment and strength of the Labour Inspection Division of LD  
with a breakdown by grade from 2022 to 2025 (as at February)**

|                              | 2022                        |            | 2023                        |            | 2024                        |            | 2025<br>(as at February)    |            |
|------------------------------|-----------------------------|------------|-----------------------------|------------|-----------------------------|------------|-----------------------------|------------|
|                              | Staff<br>establish-<br>ment | Strength   | Staff<br>establish-<br>ment | Strength   | Staff<br>establish-<br>ment | Strength   | Staff<br>establish-<br>ment | Strength   |
| Labour<br>Officer<br>Grade   | 8                           | 8          | 8                           | 8          | 8                           | 7          | 8                           | 7          |
| Labour<br>Inspector<br>Grade | 259                         | 242        | 259                         | 239        | 254                         | 225        | 254                         | 221        |
| Clerical<br>Grade            | 56                          | 51         | 56                          | 51         | 55                          | 50         | 55                          | 47         |
| <b>Total</b>                 | <b>323</b>                  | <b>301</b> | <b>323</b>                  | <b>298</b> | <b>317</b>                  | <b>282</b> | <b>317</b>                  | <b>275</b> |

**The staff establishment and strength of the Employment Claims Investigation Division of LD with a breakdown by grade from 2022 to 2025 (as at February)**

|                            | 2022                        |           | 2023                        |           | 2024                        |           | 2025<br>(as at February)    |           |
|----------------------------|-----------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|
|                            | Staff<br>establish-<br>ment | Strength  | Staff<br>establish-<br>ment | Strength  | Staff<br>establish-<br>ment | Strength  | Staff<br>establish-<br>ment | Strength  |
| Labour<br>Officer<br>Grade | 30                          | 26        | 29                          | 28        | 30                          | 28        | 30                          | 28        |
| Clerical<br>Grade          | 9                           | 8         | 9                           | 9         | 9                           | 9         | 9                           | 9         |
| <b>Total</b>               | <b>39</b>                   | <b>34</b> | <b>38</b>                   | <b>37</b> | <b>39</b>                   | <b>37</b> | <b>39</b>                   | <b>37</b> |



**The staff establishment and strength of the Prosecutions Division of LD  
with a breakdown by grade from 2022 to 2025 (as at February)**

|                              | 2022                        |           | 2023                        |           | 2024                        |           | 2025<br>(as at February)    |           |
|------------------------------|-----------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|-----------------------------|-----------|
|                              | Staff<br>establish-<br>ment | Strength  | Staff<br>establish-<br>ment | Strength  | Staff<br>establish-<br>ment | Strength  | Staff<br>establish-<br>ment | Strength  |
| Labour<br>Officer<br>Grade   | 31                          | 31        | 31                          | 31        | 31                          | 31        | 31                          | 31        |
| Labour<br>Inspector<br>Grade | 8                           | 8         | 8                           | 8         | 8                           | 8         | 8                           | 8         |
| Clerical<br>Grade            | 7                           | 7         | 7                           | 7         | 7                           | 7         | 7                           | 7         |
| <b>Total</b>                 | <b>46</b>                   | <b>46</b> | <b>46</b>                   | <b>46</b> | <b>46</b>                   | <b>46</b> | <b>46</b>                   | <b>46</b> |

**The staff establishment and strength of the Labour Relations Division of LD  
with a breakdown by grade from 2022 to 2025 (as at February)**

|                            | 2022                        |            | 2023                        |            | 2024                        |            | 2025<br>(as at February)    |            |
|----------------------------|-----------------------------|------------|-----------------------------|------------|-----------------------------|------------|-----------------------------|------------|
|                            | Staff<br>establish-<br>ment | Strength   | Staff<br>establish-<br>ment | Strength   | Staff<br>establish-<br>ment | Strength   | Staff<br>establish-<br>ment | Strength   |
| Labour<br>Officer<br>Grade | 93                          | 88         | 93                          | 85         | 92                          | 87         | 92                          | 87         |
| Clerical<br>Grade          | 51                          | 50         | 51                          | 49         | 51                          | 50         | 51                          | 51         |
| <b>Total</b>               | <b>144</b>                  | <b>138</b> | <b>144</b>                  | <b>134</b> | <b>143</b>                  | <b>137</b> | <b>143</b>                  | <b>138</b> |

**Numbers of summonses heard and summonses convicted in respect of wage offences prosecuted by LD from 2022 to 2025 (as at February) with a breakdown by industry**

| Industry  | No. of summonses heard |              |              |                             | No. of summonses convicted |            |            |                             |
|---|------------------------|--------------|--------------|-----------------------------|----------------------------|------------|------------|-----------------------------|
|   | 2022                   | 2023         | 2024         | 2025<br>(as at<br>February) | 2022                       | 2023       | 2024       | 2025<br>(as at<br>February) |
| Catering  | 72                     | 262          | 294          | 26                          | 60                         | 219        | 219        | 25                          |
| Financing,<br>insurance,<br>real estate<br>and business<br>services | 139                    | 222          | 259          | 40                          | 106                        | 152        | 196        | 23                          |
| Construction  | 133                    | 203          | 153          | 19                          | 110                        | 142        | 137        | 17                          |
| Community,<br>social and<br>personal<br>services                    | 42                     | 110          | 283          | 17                          | 27                         | 61         | 189        | 4                           |
| Transport,<br>storage and<br>communica-<br>tions                    | 23                     | 114          | 175          | 4                           | 21                         | 105        | 121        | 3                           |
| Wholesale/<br>retail  | 88                     | 133          | 58           | 14                          | 83                         | 82         | 47         | 11                          |
| Import and<br>export<br>trades                                      | 33                     | 39           | 100          | 5                           | 25                         | 29         | 43         | 2                           |
| Manufactur-<br>ing  | 76                     | 12           | 13           | 0                           | 22                         | 12         | 13         | 0                           |
| Hotels  | 0                      | 2            | 1            | 0                           | 0                          | 2          | 1          | 0                           |
| Others  | 0                      | 15           | 30           | 2                           | 0                          | 15         | 30         | 2                           |
| <b>Total</b>  | <b>606</b>             | <b>1 112</b> | <b>1 366</b> | <b>127</b>                  | <b>454</b>                 | <b>819</b> | <b>996</b> | <b>87</b>                   |

**Average fine for the convicted summonses prosecuted by LD  
in respect of wage offences from 2022 to 2025 (as at February)**

|  | 2022    | 2023    | 2024    | 2025<br>(as at February) |
|--|---------|---------|---------|--------------------------|
| Average fine<br>imposed<br>(per summons) | \$3,480 | \$3,732 | \$2,865 | \$3,028                  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)016**

**(Question Serial No. 2859)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Enhanced Supplementary Labour Scheme (ESLS) launched by the Government on 4 September 2023, would the Government advise this Committee of the following:

- (a) The establishment and strength of staff responsible for vetting ESLS applications, as well as the manpower expenditure involved since the launch of ESLS;
- (b) For each month since the launch of ESLS,
  - (i) the number of applications received (and the number of imported workers involved);
  - (ii) the number of applications approved (and the number of imported workers involved);
  - (iii) the number of applications rejected (and the number of imported workers involved); and
  - (iv) the respective numbers of imported workers who have arrived to work in Hong Kong, with breakdowns by
    - (1) the 26 job categories;
    - (2) unskilled or low-skilled posts (including cleaner, security guard, room attendant, etc.); and
    - (3) other posts; the average processing time for each of the applications received; the respective reasons for rejecting the applications;
- (c) Since the launch of ESLS, whether the Government has received complaints about “bogus recruitment” (e.g. employers refusing to employ local job seekers who meet the requirements of the posts applied for on the pretext of their failure to meet the job requirements, in order to apply to the Government for importation of labour), and whether the Government has discovered any “bogus recruitment” cases by employers after taking initiative to investigate; if so, what are the details, including the number and nature of such cases, as well as how the Government followed up;

- (d) It is learnt that the Government will, taking into account the risk of non-compliance, carry out inspections of workplaces of imported workers and the accommodations provided by their employers, and conduct interviews with imported workers individually without the interference of any third parties (including employers) to ensure that the imported workers can lodge complaints about employment issues. Please set out the following since the launch of ESLS
- (i) the manpower deployed for inspections;
  - (ii) the number of inspections conducted each month; and
  - (iii) breakdowns of the numbers of workplaces and accommodations inspected; whether views or complaints from imported workers about their labour rights being undermined were received during inspection; if yes, what are the details, including the number and nature of such cases, as well as the follow-up actions taken by the Government;
- (e) Whether the Government has received complaints at other times from imported workers who have already been working in Hong Kong about their labour rights being undermined, apart from those received during inspection as mentioned in (d); if yes, what are the details, including the number and nature of such cases, as well as how the Government followed up;
- (f) Will the Government consider conducting a detailed survey on the impact of ESLS on local workers engaged in the job categories approved for labour importation (especially the job categories approved for importation of more workers), including their salaries and benefits as well as employment situation; if yes, what are the details; if not, what are the reasons; and
- (g) Whether the Government has any plan to suspend the arrangement for the importation of labour for the 26 job categories as well as unskilled or low-skilled posts under ESLS; if yes, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 17)

Reply:

- (a) The Enhanced Supplementary Labour Scheme (ESLS) is mainly administered by the Supplementary Labour Division (SLD) of the Labour Department (LD). In 2024-25, the staff establishment of SLD comprises 41 Labour Officer Grade posts, 14 Clerical Grade posts and 1 Workman II post (excluding staff temporarily deployed by LD). SLD also employs non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS. The revised estimated expenditure for SLD in 2024-25 is \$80.71 million (including staff cost). As some of the staff responsible for vetting ESLS applications also undertake other duties, the staff expenditure involved cannot be separately identified.
- (b) LD has implemented ESLS since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications involving 51 051 imported workers were approved, while 35 applications involving 216 imported workers were rejected.

Applications were rejected mainly because they failed to meet the requirements of ESLS, such as the ratio of imported workers to local employees. Breakdowns of the numbers of imported workers involved in the applications by the 26 job categories, unskilled or low-skilled posts and other posts are set out at Annex.

Employers approved to import workers under ESLS are required to arrange for their prospective imported workers to submit visa/entry permit applications to the Immigration Department within the periods specified in the approval-in-principle letters (generally within 6 months from the issue dates of the said letters). The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. LD does not maintain the number of imported workers who have arrived to work in Hong Kong under ESLS.

The time required by LD for processing each application is affected by various factors, which include whether the post under application is a common post (for example, waiter/waitress, junior cook, sales assistant, etc.), whether the applicant employer has provided sufficient information, whether the application details have changed during processing, and the time taken by the employer to respond to LD's enquiry or suggestion, etc. In general, upon receipt of all information and documents required for processing and after screening-in of applications, LD can complete the vetting of applications within 3 months, including the time taken by applicant employers to conduct the 4-week local recruitment under ESLS.

- (c) To safeguard the employment priority for local workers, applicant employers of ESLS must undertake local open recruitment and give priority to employing qualified local workers to fill the vacancies. As required under ESLS, the employment terms of local workers recruited through all channels during the local recruitment period for the posts applied (including the entry requirements, monthly salary, hours of work, etc.) must be no less favourable than the recruitment terms agreed by LD. Upon completion of the local recruitment, employers shall report the results to LD. LD will contact each of the local job seekers who is not employed by the employers, and assess whether the employers have sincerity in recruiting local workers. Since the implementation of ESLS, LD has not found any employer suspected of conducting "bogus recruitment" or received any relevant complaint.
- (d) Inspections related to imported workers are mainly conducted by 7 Senior Labour Inspectors and 25 Labour Inspector Is. From September 2023 to February 2025, LD carried out 4 611 workplace inspections and 3 615 accommodation inspections for imported workers. Should suspected deprivation of imported workers' rights and benefits be detected during inspection, the Labour Inspectors will promptly conduct follow-up investigation. LD does not keep the number of complaint cases received during inspection.
- (e) Since the implementation of ESLS on 4 September 2023 and as at 28 February 2025, LD received 111 complaint cases involving imported workers. The complaint items mainly involve wages (including wage rebate and underpayment of wages) and work arrangements. Upon receipt of a complaint case, LD will follow up and conduct investigation immediately, and refer the case to the relevant enforcement department/organisation as appropriate. If sufficient evidence is found during

investigation to substantiate an employer's violation of labour law and the concerned imported worker is willing to act as prosecution witness, prosecution will be taken out by LD. Besides, if the employer has violated labour or immigration laws, requirements of ESLS or the Standard Employment Contract, LD will consider imposing administration sanction including refusal to process applications for labour importation under ESLS and withdrawal of approvals for importation of labour previously granted, etc.

- (f) The Census and Statistics Department regularly conducts different surveys, such as the General Household Survey, the Labour Earnings Survey, and the Annual Earnings and Hours Survey, to gather and analyse statistics about the employment situation and earnings overview of local employees. LD closely monitors the employment market situation and the relevant statistics.
- (g) LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.



**Numbers of imported workers applied for, approved and rejected  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by job category**

| <b>(I) 26 job categories generally excluded from SLS<sup>@</sup></b> | <b>No. of imported workers applied for*</b> | <b>No. of imported workers approved*</b> | <b>No. of imported workers rejected*</b> |
|--|---|--|--|
| 1. Waiter/Waitress   | 14 595                                      | 8 590                                    | -  |
| 2. Junior Cook   | 11 068                                      | 5 773                                    | -  |
| 3. Sales Assistant   | 6 964                                       | 3 745                                    | 3  |
| 4. Warehouse Keeper  | 4 564                                       | 2 138                                    | -  |
| 5. Food Processing Worker  | 2 315                                       | 1 421                                    | -  |
| 6. Clerical Worker   | 2 097                                       | 1 100                                    | -  |
| 7. Receptionist  | 1 751                                       | 950                                      | -  |
| 8. Driver  | 1 741                                       | 597                                      | -  |
| 9. Sales Representative  | 799   | 266                                      | -  |
| 10. Delivery Worker  | 700   | 297                                      | -  |
| 11. Washer   | 595   | 390                                      | -  |
| 12. Cashier  | 451   | 225                                      | -  |
| 13. Telephone Operator   | 431   | 241                                      | -  |
| 14. Hair Stylist   | 311   | 96                                       | -  |
| 15. Presser  | 246   | 129                                      | -  |
| 16. Spray Paint Worker   | 172   | 26                                       | -  |
| 17. Demolition Worker  | 132   | 36                                       | -  |
| 18. Inspection Operative   | 46  | 25                                       | -  |
| 19. Computer/Key Punch Operator                                      | 35  | 4  | -  |
| 20. Leakage Worker   | 27  | 2  | -  |
| 21. Linen Attendant  | 27  | 2  | -  |
| 22. Drain Layer  | 25  | 23                                       | -  |
| 23. Teller   | 24  | 0  | -  |
| 24. Mason  | 14  | 5  | -  |
| 25. Cutter   | 13  | 6  | -  |
| 26. Cutting Room Operative   | 8   | 0  | -  |

| <b>(II) Unskilled or low-skilled posts<sup>@</sup></b> | <b>No. of imported workers applied for<sup>*</sup></b> | <b>No. of imported workers approved<sup>*</sup></b> | <b>No. of imported workers rejected<sup>*</sup></b> |
|--|--|---|---|
| 1. Security Guard                                      | 8 036  | 2 267   | -   |
| 2. Cleaner   | 7 680  | 2 486   | -   |
| 3. Dish Washer   | 4 692  | 2 572   | -   |
| 4. Room Attendant                                      | 815  | 561   | -   |
| 5. Others  | 1 249  | 366   | -   |
| <b>(III) Other posts<sup>@</sup></b>                   |  |   |   |
| 1. Cook  | 8 011  | 5 052   | 9   |
| 2. Bartender/Soda Fountain Captain                     | 1 764  | 854   | -   |
| 3. Delivery Gangleader                                 | 1 487  | 652   | -   |
| 4. Fitter/Mechanical Fitter                            | 1 441  | 987   | -   |
| 5. Gardening Worker                                    | 1 365  | 1 174   | -   |
| 6. Vehicle Mechanic                                    | 560  | 404   | 10  |
| 7. Fish Farm Worker                                    | 387  | 317   | 2   |
| 8. Machine Operator                                    | 361  | 328   | 13  |
| 9. Asphalter   | 25   | 20  | 26  |
| 10. Care Worker (Elderly Service) <sup>^</sup>         | 9  | 254   | 124   |
| 11. Care Worker (Disabled Service)                     | -  | 9   | 3   |
| 12. Others   | 11 032   | 6 661   | 26  |
| <b>Total</b>   | <b>98 065</b>  | <b>51 051</b>                                       | <b>216</b>  |

<sup>@</sup> The classification of job categories may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the numbers of imported workers approved and rejected do not correspond to the number of imported workers applied for during the same period.

<sup>^</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)017**

**(Question Serial No. 2862)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government launched the Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July last year to encourage persons aged 40 or above to re-join the employment market and help unleash the potential labour force. In this connection, would the Government advise this Committee of the following:

- (a) Please set out the manpower and posts arranged by the Labour Department (LD) for implementing the REA Scheme in 2025-26, the expenditure involved in the REA Scheme, and the estimated expenditure for the disbursement of re-employment allowance;
- (b) Please set out the number of registrations received by LD since the launch of the REA Scheme, and the number of successful placements among these registrations, with breakdowns by
  - (i) gender;
  - (ii) age group (i.e. 40-44, 45-49, 50-54, 55-59, 60-64, 65 or above);
  - (iii) industry;
  - (iv) occupation in which the participants were engaged;
  - (v) mode of employment (i.e. full-time or part-time);
  - (vi) monthly salary level; and
  - (vii) educational attainment;
- (c) It is learnt that participants of the REA Scheme who have worked full-time or part-time for 6 consecutive months may apply for the first phase of re-employment allowance. Since the launch of the REA Scheme, what are the numbers of applications for the allowance and approved applications so far? Please provide breakdowns of these approved applications by
  - (i) gender;
  - (ii) age group (i.e., 40-44, 45-49, 50-54, 55-59, 60-64, 65 or above);
  - (iii) industry;
  - (iv) occupation in which the participants were engaged;
  - (v) mode of employment (i.e. full-time or part-time);

- (vi) monthly salary level; and
  - (vii) educational attainment; the amount of allowance involved in these approved applications; and
- (d) It is learnt that employers who employ participants of the REA Scheme may apply for on-the-job training (OJT) allowance under the Employment Programme for the Elderly and Middle-aged. What are the number of preliminary applications for OJT submitted by these employers and the number of these applications with approvals-in-principle issued so far since the launch of the REA Scheme? Among the applications with approvals-in-principle issued, what are the respective numbers and percentages of applications approved and rejected for the above OJT allowance?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 18)

Reply:

- (a) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for 6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time. Each participant can be provided with a maximum allowance of \$20,000 during the implementation of the REA Scheme. LD has coped with the workload for the implementation of the REA Scheme through re-prioritisation of work, streamlining of work procedures, application of technology and employment of contract staff. As the staff concerned also have to undertake other duties at the same time, the manpower involved in the REA Scheme cannot be separately identified. In 2025-26, the estimated expenditure for the REA Scheme is \$186 million, including an estimated expenditure of \$169 million for the disbursement of REA.
- (b) As at February 2025, the REA Scheme already recorded 35 203 participants and 13 670 placements. A breakdown of the number of placements by gender, age, educational attainment of the employed persons, industry and occupation in which they were engaged and their mode of employment is at Annex 1. As participants are not required to report their salary to LD, LD does not keep relevant statistics.
- (c) As at February 2025, LD received 1 425 applications for REA submitted by participants after their 6 months' employment and already processed 591 applications involving \$5.68 million of REA. A breakdown of the number of approved applications for REA by gender, age, educational attainment of the applicants, industry and occupation in which they were engaged and their mode of employment is at Annex 2. As applicants are not required to report their salary to LD, LD does not keep relevant statistics.
- (d) From 15 July 2024 to February 2025, employers of the participants of the REA Scheme submitted a total of 857 preliminary applications for on-the-job training (OJT) allowance under the Employment Programme for the Elderly and Middle-aged, of which a total of 820 cases were given approvals-in-principle. As employees in most of the

cases are undergoing OJT, LD will compile relevant data on the approved applications for OJT allowance in due course.

**Breakdown of the number of placements under the REA Scheme  
by gender, age, educational attainment of the employed persons,  
industry and occupation in which they were engaged and their mode of employment  
from July 2024 to February 2025**

(i) By gender

| <b>Gender</b> | <b>No. of placements</b> |
|---------------|--------------------------|
| Male          | 5 548                    |
| Female        | 8 122                    |
| <b>Total</b>  | <b>13 670</b>            |

(ii) By age

| <b>Age</b>   | <b>No. of placements</b> |
|--------------|--------------------------|
| 40 - 44      | 2 735                    |
| 45 - 49      | 2 568                    |
| 50 - 54      | 2 691                    |
| 55 - 59      | 2 423                    |
| 60 - 64      | 2 159                    |
| 65 or above  | 1 094                    |
| <b>Total</b> | <b>13 670</b>            |

(iii) By educational attainment

| <b>Educational attainment</b> | <b>No. of placements</b> |
|-------------------------------|--------------------------|
| Secondary 3 or below          | 4 480                    |
| Secondary 4-7                 | 5 771                    |
| Diploma and Certificate       | 1 387                    |
| Sub-degree                    | 213                      |
| Bachelor's Degree             | 1 280                    |
| Master's Degree or above      | 539                      |
| <b>Total</b>                  | <b>13 670</b>            |

(iv) By industry

| <b>Industry</b>                         | <b>No. of placements</b> |
|---|--------------------------|
| Real estate and business services       | 4 210                    |
| Community, social and personal services | 3 852                    |
| Construction                            | 878                      |
| Wholesale and retail trades             | 1 288                    |
| Import and export trade                 | 295                      |
| Restaurants and hotels                  | 1 805                    |
| Manufacturing                           | 326                      |
| Transport, storage and communications   | 753                      |
| Others                                  | 263                      |
| <b>Total</b>                            | <b>13 670</b>            |

(v) By occupation

| <b>Occupation</b>                          | <b>No. of placements</b> |
|--|--------------------------|
| Managers and administrators                | 897                      |
| Professionals and associate professionals  | 1 066                    |
| Clerical support workers                   | 2 059                    |
| Service workers                            | 3 404                    |
| Shop sales workers                         | 892                      |
| Skilled agricultural and fishery workers   | 36                       |
| Craft and related workers                  | 436                      |
| Plant and machine operators and assemblers | 709                      |
| Elementary occupations                     | 4 160                    |
| Others                                     | 11                       |
| <b>Total</b>                               | <b>13 670</b>            |

(vi) By mode of employment

| <b>Mode of employment</b> | <b>No. of placements</b> |
|---------------------------|--------------------------|
| Full-time                 | 11 295                   |
| Part-time                 | 1 855                    |
| Qualified casual work     | 520                      |
| <b>Total</b>              | <b>13 670</b>            |

**Breakdown of the number of approved applications for REA  
under the REA Scheme by gender, age, educational attainment of the applicants,  
industry and occupation in which they were engaged and their mode of employment  
from July 2024 to February 2025**

(i) By gender

| <b>Gender</b> | <b>No. of approved applications for<br/>REA</b> |
|---------------|---|
| Male          | 257   |
| Female        | 334   |
| <b>Total</b>  | <b>591</b>                                      |

(ii) By age

| <b>Age</b>   | <b>No. of approved applications for<br/>REA</b> |
|--------------|---|
| 40 - 44      | 132   |
| 45 - 49      | 112   |
| 50 - 54      | 114   |
| 55 - 59      | 99  |
| 60 - 64      | 89  |
| 65 or above  | 45  |
| <b>Total</b> | <b>591</b>                                      |

(iii) By educational attainment

| <b>Educational attainment</b> | <b>No. of approved applications for<br/>REA</b> |
|-------------------------------|---|
| Secondary 3 or below          | 183   |
| Secondary 4-7                 | 222   |
| Diploma and Certificate       | 61  |
| Sub-degree                    | 9   |
| Bachelor's Degree             | 88  |
| Master's Degree or above      | 28  |
| <b>Total</b>                  | <b>591</b>                                      |



(iv) By industry

| <b>Industry</b>                         | <b>No. of placements involved in the approved applications for REA*</b> |
|---|---|
| Real estate and business services       | 163   |
| Community, social and personal services | 203   |
| Construction                            | 47  |
| Wholesale and retail trades             | 58  |
| Import and export trade                 | 17  |
| Restaurants and hotels                  | 47  |
| Manufacturing                           | 23  |
| Transport, storage and communications   | 46  |
| Others                                  | 30  |
| <b>Total</b>                            | <b>634</b>  |

(v) By occupation

| <b>Occupation</b>                          | <b>No. of placements involved in the approved applications for REA*</b> |
|--|---|
| Managers and administrators                | 59  |
| Professionals and associate professionals  | 63  |
| Clerical support workers                   | 135   |
| Service workers                            | 123   |
| Shop sales workers                         | 19  |
| Skilled agricultural and fishery workers   | 1   |
| Craft and related workers                  | 23  |
| Plant and machine operators and assemblers | 43  |
| Elementary occupations                     | 168   |
| <b>Total</b>                               | <b>634</b>  |

(vi) By mode of employment

| <b>Mode of employment</b> | <b>No. of placements involved in the approved applications for REA*</b> |
|---------------------------|---|
| Full-time                 | 558   |
| Part-time                 | 47  |
| Qualified casual work     | 29  |
| <b>Total</b>              | <b>634</b>  |

\* Individual approved applications for REA involved more than 1 placement.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)018**

**(Question Serial No. 2865)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding work safety involving operations of tower cranes and tail lifts, would the Government advise this Committee of the following:

- (a) The number of industrial fatalities involving tower cranes and the number of casualties involved in such accidents recorded by the Government in each of the past 10 years and this year to date, together with breakdowns by
  - (i) type of works (i.e. public works and non-public works); and
  - (ii) type of cases (i.e. fatal cases (the number of fatalities) and non-fatal cases (the number of injuries));
- (b) Regarding the fatal cases mentioned under item (a), the following information on each convicted case arising from contraventions of requirements of the occupational safety and health legislations (including but not limited to the Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations (Cap. 59J), Factories and Industrial Undertakings Ordinance (Cap. 59) and Occupational Safety and Health Ordinance (Cap. 509)) by employers or contractors:
  - (i) date of accidents;
  - (ii) location of accidents;
  - (iii) number of fatalities;
  - (iv) details of non-compliances involved and relevant legislations breached;
  - (v) date of judgment; and
  - (vi) penalties imposed;
- (c) The numbers of inspections conducted by the Government targeting workplaces involving tower crane operations and the following information on the actions taken against employers or contractors involved in non-compliant operations of tower cranes in each of the past 10 years and this year to date:
  - (i) numbers of improvement notices issued;
  - (ii) numbers of suspension notices issued;
  - (iii) numbers of warnings issued; and

- (iv) numbers of prosecutions taken out; of these, the number of convicted cases, details of non-compliances involved, relevant legislations breached and average penalties imposed;
- (d) What measures are in place to strengthen the promotion of the further use of technologies in the construction industry so as to improve work safety related to the operation of tower cranes;
- (e) The number of industrial fatalities involving the operation of tail lifts of goods vehicles recorded by the Government in each of the past 10 years and this year to date, as well as the resultant casualties, with a breakdown by case type (i.e., fatal cases (number of fatalities) and non-fatal cases (number of injuries));
- (f) Regarding the fatal cases mentioned under item (e), the following information on each case in which the employer or contractor was convicted of breaches of the occupational safety and health legislation (including Cap. 59 and Cap. 509, etc.):
  - (i) date of accidents;
  - (ii) location of accidents;
  - (iii) number of fatalities;
  - (iv) details of the non-compliances and relevant legislations breached;
  - (v) date of judgment; and
  - (vi) penalties imposed;
- (g) The numbers of inspections and enforcement actions conducted by the Government targeting the operation of tail lifts of goods vehicles and the following information on the actions taken against employers or contractors involved in unsafe operations of tail lifts of goods vehicles in each of the past 10 years and this year to date:
  - (i) numbers of improvement notices issued;
  - (ii) numbers of suspension notices issued;
  - (iii) numbers of warnings issued; and
  - (iv) numbers of prosecutions taken out; of these, the number of convicted cases, details of the non-compliances involved, relevant legislations breached and average penalties imposed;
- (h) What measures are in place to strengthen the promotion of the further use of technologies (including Artificial Intelligence Tripping Devices) in the transport industry so as to improve work safety involving the operation of tail lifts of goods vehicles; and
- (i) It is mentioned under the “Matters Requiring Special Attention in 2025-26” that the Government will continue to revise the “Code of Practice for Safe Use of Tower Cranes” and the “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts”. How is the progress of the revision and what is the timetable?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 19)

Reply:

- (a) (i) The number of industrial fatalities involving tower cranes from 2015 to 2024 and in 2025 (as at 10 March) is at Annex 1. The Labour Department (LD) does not keep statistics on non-fatal industrial accidents involving tower cranes.
- (ii) A breakdown of industrial fatalities involving tower cranes from 2015 to 2024 and in 2025 (as at 10 March) by type of accident is at Annex 2.
- (b) Information on the convicted cases involving industrial fatalities mentioned under item (a) is at Annex 3.
- (c) LD does not specifically keep the enforcement-related data on tower crane operations. Nevertheless, LD launched a territory-wide special enforcement operation in 2022 targeting the construction sites using tower cranes. A total of 183 construction sites were inspected, with 127 written warnings and 8 improvement notices issued, and 8 prosecutions taken out under the Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations, of which, 4 summonses were convicted, with an average fine of \$5,500.
- (d) LD is revising the “Code of Practice for Safe Use of Tower Cranes”. In addition to enhancing the safety requirements and inspections of metal welding operations, anchorage and foundation, the industry will be required to install video devices and install/use the “Tower Crane Alert System” to enhance work safety involving tower crane operations. LD will provide advice on occupational safety and health legislation for the technological products on tower crane developed by industries to facilitate the introduction and application of such products, thereby reducing workers’ exposure to high-risk work and eliminating or controlling risks at source.
- (e) A breakdown of industrial fatalities involving the operation of tail lifts of goods vehicles from 2015 to 2024 and in 2025 (as at 10 March) by type of accident is at Annex 4. LD does not keep statistics on non-fatal industrial accidents involving the operation of tail lifts of goods vehicles.
- (f) As the cases set out at Annex 4 happened in 2023 and 2024, the legal proceedings of which have not been completed.
- (g) LD does not specifically keep the number of inspections on workplaces involving the operation of tail lifts of goods vehicles and the figures on the relevant enforcement actions.
- (h) To prevent trapping injuries caused by tail lifts of goods vehicles, LD is promoting the installation of tripping device on the tail lifts of goods vehicles in the industry, and Artificial Intelligence (AI) Tripping Device is the newest tripping device developed by the industry spearheaded by LD. LD published the revised “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts” in March 2025 and has included AI Tripping Device as one of the acceptable tripping devices. LD has in tandem written to inform all owners of goods vehicles with tail lifts across the territory of the compliance arrangements for the installation of tripping device. A brief description of various types of tripping devices and information on the suppliers/contractors are provided for the reference of the industry.

- (i) LD is actively revising the “Code of Practice for Safe Use of Tower Cranes”. Consultation will commence upon completion of the drafting work in an effort to publish the revised Code of Practice as early as possible.

As mentioned above, the updated revised edition of the “Guidance Notes on Prevention of Trapping Hazard of Tail Lifts” was published in mid-March 2025.

**Industrial fatalities involving tower cranes from 2015 to 2025**

|                  | 2015     | 2016     | 2017     | 2018     | 2019     | 2020     | 2021     | 2022     | 2023     | 2024     | 2025     |
|------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Public works     | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        | -        |
| Non-public works | -        | -        | 1        | 1        | -        | -        | -        | 3        | -        | -        | -        |
| <b>Total</b>     | <b>-</b> | <b>-</b> | <b>1</b> | <b>1</b> | <b>-</b> | <b>-</b> | <b>-</b> | <b>3</b> | <b>-</b> | <b>-</b> | <b>-</b> |

## Notes:

1. Public works refer to construction sites under Architectural Services Department, Drainage Services Department, Electrical and Mechanical Services Department, Highways Department, Water Supplies Department, and Civil Engineering and Development Department.
2. Industrial fatalities refer to deaths arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
3. The number of industrial accidents is based on the number of casualties.
4. The numbers of industrial fatalities for 2024 and 2025 (as at 10 March) are provisional figures.

**Industrial fatalities involving tower cranes  
from 2015 to 2025 – analysed by type of accident**

| <b>Type of accident</b>                     | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Fall of person from height                  | -           | -           | -           | 1           | -           | -           | -           | -           | -           | -           | -           |
| Striking against or struck by moving object | -           | -           | 1           | -           | -           | -           | -           | -           | -           | -           | -           |
| Trapped by collapsing or overturning object | -           | -           | -           | -           | -           | -           | -           | 3           | -           | -           | -           |
| <b>Total</b>                                | <b>-</b>    | <b>-</b>    | <b>1</b>    | <b>1</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>3</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    |

Notes:

1. Industrial fatalities refer to deaths arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
2. The number of industrial accidents is based on the number of casualties.
3. The numbers of industrial fatalities in 2024 and 2025 (as at 10 March) are provisional figures.

**Conviction records of cases of industrial fatalities  
involving operations of tower cranes  
after completion of court procedures from 2015 to date**

| <b>Serial no.</b> | <b>Date of accident</b> | <b>Location of accident</b> | <b>No. of fatalities</b> | <b>Offence involved (legislation breached)</b>  | <b>Date of judgment</b> | <b>Penalties (fine)</b>  |
|-------------------|-------------------------|-----------------------------|--------------------------|---|-------------------------|--|
| 1.                | 9 December 2017         | Shek Kip Mei                | 1                        | Factories and Industrial Undertakings Ordinance | 9 August 2019           | 1 summons with a fine of \$15,000  |
| 2.                | 20 August 2018          | Lai Chi Kok                 | 1                        | Factories and Industrial Undertakings Ordinance | 22 January 2020         | 2 summonses with a fine of \$30,000 and \$60,000 respectively, making a total fine of \$90,000 |

Note:

1. The legal proceeding of a case happened on 7 September 2022 is still ongoing.



**Industrial fatalities involving tail lift operations by goods vehicles  
from 2015 to 2025 – analysed by type of accident**

| <b>Type of accident</b>                     | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2025</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Fall of person from height                  | -           | -           | -           | -           | -           | -           | -           | -           | 1           | 1           | -           |
| Striking against or struck by moving object | -           | -           | -           | -           | -           | -           | -           | -           | -           | 1           | -           |
| <b>Total</b>                                | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>-</b>    | <b>1</b>    | <b>2</b>    | <b>-</b>    |

Notes:

1. Industrial fatalities refer to deaths arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
2. The number of industrial accidents is based on the number of casualties.
3. The numbers of industrial fatalities in 2024 and 2025 (as at 10 March) are provisional figures.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)019**

**(Question Serial No. 2867)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the prevention of heat stroke of employees at work in Hong Kong, would the Government advise this Committee of the following:

- (a) The respective numbers of heat stroke-related work injury and fatal cases registered to the Labour Department (LD) in each of the past 5 years, with a breakdown by industry sector;
- (b) It is learnt that if an employee sustains an injury as a result of an accident caused by heat stroke at work in the course of employment, the employer shall be liable to pay compensation under the Employees' Compensation Ordinance (Cap. 282) (the Ordinance). Please provide for each of the past 5 years: the number of employees' compensation claims received by LD involving heat stroke-related work injuries, and, among them, the number of claims resolved as well as the amount of compensation involved; the number of cases in which the employees sustaining heart-stroke related work injuries complained about their employers' failure or delay in paying the compensation in accordance with the Ordinance; the number of prosecutions taken out by the Government against the employers involved in these complaint cases; and, among those prosecuted cases, the number of convicted cases and the average penalty involved;
- (c) The number of complaints received by LD relating to employers' failure to take necessary preventive measures against heat stroke for their employees, with a breakdown by type of workplaces (including but not limited to construction sites and outdoor cleansing workplaces) in each of the past 5 years; how the Government followed up on these complaints;
- (d) In each of the past 5 years, as regards the outdoor workplaces with a higher risk of heat stroke inspected by LD,
  - (i) the number of operations;
  - (ii) the number of workplaces inspected;
  - (iii) and the number of warning letters issued during inspection;

- (iv) the number of improvement notices issued; and
  - (v) the number of suspension notices issued, with a breakdown by type of workplaces (including but not limited to construction sites and outdoor cleansing workplaces); the respective irregularities and compliance status mainly involved in those warning letters or notices, and how the Government followed up on whether the employers or duty holders concerned have taken necessary preventive measures against heat stroke for their employees after the issuance of warning letters or notices;
- (e) As there are views pointing out that the current threshold for triggering the Heat Stress at Work Warning (HSWW) is too high, which makes it difficult to safeguard the work safety of frontline workers when they work in a hot environment, whether the Government can explain in detail the respective scientific basis for formulating the existing three levels of HSWW, and whether the Government will consider lowering the threshold for triggering HSWW; and
- (f) Whether the Government will consider enacting legislation on the Guidance Notes on Prevention of Heat Stroke at Work to require employers to formulate necessary preventive measures against heat stroke for their employees so as to strengthen the occupational safety and health protection for frontline workers; if so, what are the details; if not, what are the reasons?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 20)

Reply:

- (a) The numbers of heat stress-related work injury cases registered by the Labour Department (LD) from 2020 to 2024 are tabulated below:

| Year         | 2020  | 2021  | 2022  | 2023  | 2024   |
|--------------|-------|-------|-------|-------|--------|
| No. of cases | 12(0) | 23(0) | 16(1) | 31(0) | 29*(0) |

Figures in brackets ( ) are the numbers of fatal cases among the cases.

\* As some suspected cases are still under investigation, the number of cases in 2024 is provisional and the final figure is subject to change based on the investigation outcome.

- (b) Of the heat stress-related work injury cases mentioned above, a total of 99 were already resolved before February 2025, involving a total amount of compensation of about \$1.206 million. The remaining cases are being followed up by LD.

LD did not receive any cases from 2020 to 2024 in which the employees sustaining heat stroke-related work injuries complained about their employers for non-payment or late payment of compensation in accordance with the Employees' Compensation Ordinance (Cap. 282), and no prosecution was made in this regard.

- (c) The numbers of complaints received by LD relating to the preventive measures against heat stroke from 2020 to 2024 are tabulated below:

| Year         | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------|------|------|------|------|------|
| No. of cases | 48   | 101  | 83   | 169  | 243  |

Upon receipt of complaints, LD will deploy staff to conduct surprise inspections at the workplaces concerned as early as possible, and take necessary follow-up actions depending on the investigation outcome. LD will keep the complaints confidential during the course of investigation.

The distribution ratio of the type of workplaces at which surprise inspections targeting complaints related to the preventive measures against heat stroke were conducted in 2024 is as follows:

| Type of workplaces                       | Percentage (%) |
|--|----------------|
| Construction sites                       | 35%            |
| Security                                 | 15%            |
| Food and beverage services               | 12%            |
| Outdoor cleansing                        | 3%             |
| Horticulture                             | 1%             |
| Others (e.g. factories or airport, etc.) | 34%            |

- (d) The relevant figures on inspections and enforcement actions targeting workplaces with a higher risk of heat stroke (e.g., construction sites, cleansing workplaces) conducted by LD in summer from 2020 to 2024 are as follows:

| Year                             | 2020   | 2021   | 2022   | 2023   | 2024   |
|----------------------------------|--------|--------|--------|--------|--------|
| No. of inspections <sup>#</sup>  | 21 960 | 26 561 | 26 094 | 21 493 | 23 620 |
| No. of warning letters           | 11     | 14     | 97     | 993    | 1 031  |
| No. of improvement notices (INs) | 2      | 2      | -      | -      | -      |
| No. of suspension notices        | -      | -      | -      | -      | -      |

<sup>#</sup> Counted on an officer-times basis. LD has started keeping records of the number of workplaces inspected from 2023 onwards, and the numbers for 2023 and 2024 were 15 537 and 17 309 respectively.

The warning letters issued by LD mainly involved failure to conduct appropriate risk assessments for employees on heat stress at work, failure to keep records of such

assessments, or failure to take corresponding preventive measures, etc. The irregularities for which INs were issued involved failure to provide sufficient potable water for employees at workplaces. The issuance of INs require duty holders to take remedial measures in response to the irregularities within a specified period of time, and LD will deploy staff to conduct follow-up inspections as early as possible after the expiry of the period to ensure the duty holders' compliance with the relevant requirements. Under section 9(5) of the Occupational Safety and Health Ordinance (OSHO), an employer or occupier who, without reasonable excuse, fails to comply with a requirement of an IN commits an offence and is liable on conviction to a fine of \$400,000 and to imprisonment for 12 months.

- (e) To raise the awareness among employers and employees of the hazards of heat stress under very hot weather, LD introduced the "Heat Stress at Work Warning" (HSWW) (coded Amber, Red and Black) based on the Hong Kong Heat Index (HKHI) in 2023 to remind employers and employees to take necessary heat stroke preventive measures with respect to different warning levels. HKHI is a heat stress index jointly developed by the Hong Kong Observatory (HKO) and the Faculty of Medicine of the Chinese University of Hong Kong. The calculation formula for HKHI is similar to that for the Wet Bulb Globe Temperature (WBGT). It includes meteorological data such as environmental temperature, humidity, airflow and solar radiation levels, and is derived from association analysis with the overall hospital admission data in Hong Kong. Therefore, HKHI can appropriately reflect the heat stress and health risks posed by the weather to the general public in Hong Kong.

In response to the comments by various stakeholders, LD enhanced the HSWW system last year, which included the linking of HSWW with HKO's "Extremely Hot Weather" Special Alert. If HKO issues the "Extremely Hot Weather" Special Alert, LD will issue an Amber HSWW even if HKHI has not reached the level for issuing HSWW, so as to remind employers and employees to prevent heat stroke.

- (f) According to the general duty provisions of OSHO, every employer must, so far as reasonably practicable, ensure the safety and health at work of all his/her employees. To assist employers in fulfilling their responsibilities, LD has issued the "Guidance Notes on Prevention of Heat Stroke at Work" (GN) for reference by employers of related industry sectors, so that they can implement appropriate heat stroke preventive measures to safeguard the occupational safety and health (OSH) of employees. If employers are found to have failed to implement the necessary OSH measures in accordance with GN during inspections, LD officers will follow up based on the general duty provisions of the OSH legislation and demand improvements. Corresponding enforcement actions will also be taken depending on the seriousness of the cases and the evidence collected. LD will continue to step up inspections and enforcement actions in summer targeting workplaces with a higher risk of heat stroke to ensure that employers adopt appropriate preventive measures against heat stroke.

In addition, LD encourages stakeholders of different industry sectors to refer to the principles and recommendations provided in its GN having regard to the circumstances of their industries, and adopt a risk-based and consultative approach to devise practical guidelines that are reasonable and mutually agreed by employees and employers, thereby implementing effective measures against heat stroke. LD will monitor the

implementation of GN and conduct inspections at various workplaces so as to ensure that employers adopt appropriate preventive measures against heat stroke to reduce the risks of employees suffering from heat stroke at work.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)020**

**(Question Serial No. 0185)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please set out in table form the top 3 industries that accounted for the largest numbers of applications to the Protection of Wages on Insolvency Fund (PWIF) in each of the past 3 years (i.e. 2022, 2023 and 2024) by amount of payment and number of applications. What was PWIF's financial position in each of the past 3 years and what is its estimated financial position for 2025-26?
- (b) Please provide details on the specific strategies and measures, implementation timetable, manpower required and expenditure involved in taking forward the proposal to improve the coverage of ex gratia payment of severance payment under PWIF.

Asked by: Hon CHEUNG Yu-yan, Tommy (LegCo internal reference no.: 26)

Reply:

- (a) In each year from 2022 to 2024, the 3 industry sectors that accounted for the largest amount of payment made by the Protection of Wages on Insolvency Fund (PWIF) and the 3 industry sectors that accounted for the largest numbers of applications to PWIF are set out at Annex 1 and Annex 2 respectively. PWIF's financial position from 2022-23 to 2024-25 and its estimated financial position for 2025-26 are set out at Annex 3.
- (b) After reviewing the coverage of ex gratia payment of severance payment (SP) under PWIF, the PWIF Board proposed raising the maximum amount of ex gratia payment on SP from \$100,000 plus 50% of excess entitlement to \$200,000 plus 50% of excess entitlement. Both the Labour Advisory Board and the Legislative Council Panel on Manpower supported the proposal. The Secretary for Labour and Welfare moved the relevant resolution under the Protection of Wages on Insolvency Ordinance at the Legislative Council meeting on 20 March 2025. The resolution was passed at the meeting, and the revised maximum amount of ex gratia payment on SP took effect on 21 March 2025.

As the staff of the Labour Department responsible for taking forward the above proposal also have to undertake other duties at the same time, the manpower and expenditure involved cannot be separately identified.



**The 3 industry sectors that accounted for the largest amount of payment  
made by PWIF from 2022 to 2024**

| Year | Industry sector  | Amount of payment<br>(\$million) |
|------|--|----------------------------------|
| 2022 | Construction   | 15.1                             |
|      | Food and beverage service activities                         | 14.8                             |
|      | Printing   | 6.7                              |
| 2023 | Food and beverage service activities                         | 35.0                             |
|      | Construction   | 22.8                             |
|      | Travel agency, reservation service<br>and related activities | 10.9                             |
| 2024 | Food and beverage service activities                         | 45.5                             |
|      | Construction   | 43.6                             |
|      | Publishing activities  | 31.5                             |

**The 3 industry sectors that accounted for the largest numbers of applications to PWIF from 2022 to 2024**

| Year | Industry sector                           | Number of applications |
|------|---|------------------------|
| 2022 | Food and beverage service activities      | 702                    |
|      | Publishing activities                     | 589                    |
|      | Construction                              | 579                    |
| 2023 | Food and beverage service activities      | 815                    |
|      | Construction                              | 515                    |
|      | Postal and courier activities             | 330                    |
| 2024 | Food and beverage service activities      | 1 195                  |
|      | Construction                              | 909                    |
|      | Sports and other entertainment activities | 763                    |

**PWIF's financial position from 2022-23 to 2024-25  
and estimated financial position for 2025-26**

| Year                            | Income<br>(\$million) | Expenditure<br>(\$million) | Surplus/(Deficit)<br>(\$million) |
|---------------------------------|-----------------------|----------------------------|----------------------------------|
| 2022-23                         | 462.1                 | 164.2                      | 297.9                            |
| 2023-24                         | 568.4                 | 219.1                      | 349.3                            |
| 2024-25 <sup>#</sup>            | 296.9*                | 321.0*                     | (24.1)*                          |
| 2025-26(Estimates) <sup>#</sup> | 213.7                 | 326.8                      | (113.1)                          |

<sup>#</sup> To relieve the impact on business due to the increase of business registration (BR) fee as announced in the 2024-25 Budget, the Government waives the BR levy of \$150 payable to PWIF by enterprises for 2 years starting from 1 April 2024.

\* Figures as at February 2025.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)021**

**(Question Serial No. 3227)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated expenditure of the Labour Department (LD) on the education and publicity efforts under Safety and Health at Work in 2025-26 is 4.5% higher than that in 2024-25. Would the Government advise the reasons for the decrease, rather than increase, in the number of promotional visits to workplaces by LD officers from 6 704 in 2024-25 to 5 530 in 2025-26?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 30)

Reply:

The overall estimated expenditure of the Labour Department (LD) on Safety and Health at Work in 2025-26 is \$913.7 million, representing an increase of 4.5% in the overall revised estimated expenditure of \$874 million in 2024-25. This is mainly due to increased operating expenses, salaries, personnel expenses and cash flow requirement for the Pilot Rehabilitation Programme for Employees Injured at Work.

LD planned to arrange officers to conduct 5 730 promotional visits to workplaces in 2024, and the actual number of such visits reached 6 704 which was more than planned. The number of visits planned to be conducted in 2025 is 5 550, which is largely comparable to the original plan for 2024. The slight fine-tuning is a corresponding adjustment in light of staff establishment.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)022**

**(Question Serial No. 3228)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The estimated expenditure of the Labour Department (LD) on the education and publicity efforts under Safety and Health at Work in 2025-26 is 4.5% higher than that in 2024-25. Would the Government advise the reasons why the number of talks, lectures and seminars organised by LD will decrease from 2 379 in 2024-25 to 1 940 in 2025-26?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 31)

Reply:

The overall estimated expenditure of the Labour Department (LD) under Safety and Health at Work in 2025-26 is \$913.7 million, which is 4.5% higher than the revised estimate of \$874 million in 2024-25. This is mainly due to increased operating expenses, salaries, personnel expenses and cash flow requirement for the Pilot Rehabilitation Programme for Employees Injured at Work.

LD expects an increase in the proportion of online talks among this year's applications for occupational safety and health talks due to an increasing demand for online talks in recent years. As online talks allow staff from different locations and divisions to attend at the same time, it is not necessary for organisations to apply for organising multiple on-site talks, hence the number of talks, lectures and seminars planned to be organised in 2025 is expected to be less than that the actual number in 2024. In addition, the number of talks, lectures and seminars is subject to change depending on various factors, including public demand for the themes of relevant activities and venue arrangements, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)023**

**(Question Serial No. 1475)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since the passage of the newly-amended Occupational Safety and Health Ordinance (the Ordinance) in 2023, the maximum fine has been raised to HK\$10 million. However, fatal industrial accidents still happen frequently in the construction industry in recent years. To facilitate the understanding of the implementation and effectiveness of the existing occupational safety and health (OSH) measures, would the Government advise this Committee of the following:

- (a) What are the numbers of inspections of construction sites conducted by the Government, construction sites involved, and prosecutions taken out, as well as the major details of the prosecutions taken out in each of the past 3 financial years?
- (b) What are the staff establishment, strength, salary cost, and total expenditure involved in the inspections of construction sites in each of the past 3 financial years?
- (c) What are the numbers of prosecutions taken out and convicted cases, as well as the average amount of fine imposed for industrial fatalities in each of the past 3 financial years?
- (d) What are the number of cases for which the Government lodged an appeal on the ground that the penalty imposed by the court was too lenient or on other grounds, the number of successful appeals, and the main reasons for unsuccessful appeals in each of the past 3 financial years?
- (e) Does the Government have any plan to step up inspection and safety regulation efforts on construction sites? If yes, what are the specific measures and estimated expenditure? If not, what are the reasons?
- (f) Does the Government have any plan to allocate additional resources and manpower to assist small and medium enterprises and labour organisations in enhancing OSH-related training? If yes, what are the details and estimated expenditure? If not, what are the reasons?

Asked by: Hon HO King-hong, Adrian Pedro (LegCo internal reference no.: 34)

Reply:

The required information is as follows:

- (a) The numbers of inspections of construction sites conducted by the Labour Department (LD), construction sites involved and prosecutions taken out in the 3 financial years from 2021-22 to 2023-24 are tabulated as follows:

|   | Financial Year |                |         |
|---|----------------|----------------|---------|
|   | 2021-22        | 2022-23        | 2023-24 |
| No. of inspections <sup>1</sup>                               | 63 702         | 76 965         | 70 060  |
| No. of inspections counted by construction sites <sup>2</sup> | Not applicable | Not applicable | 43 274  |
| No. of prosecutions   | 1 891          | 2 362          | 2 097   |

Notes:

1. All the occupational safety inspections of construction sites conducted by LD were surprise inspections.
2. LD has started to collect the number of inspections counted by construction sites since January 2023.

A breakdown of the details of the prosecutions taken out is tabulated as follows:

| Details of the prosecutions taken out                                      | Financial Year |              |              |
|--|----------------|--------------|--------------|
|  | 2021-22        | 2022-23      | 2023-24      |
| Unsafe hoists, lifting appliances/gear, goods lifts and lifting operations | 257            | 324          | 216          |
| Unsafe machinery   | 18             | 23           | 23           |
| Unsafe working at height   | 751            | 869          | 774          |
| Unsafe excavation  | 6              | 4            | 3            |
| Not provision /not wearing of personal protective equipment                | 356            | 489          | 433          |
| Non-conformity with fire safety requirements                               | 0              | 3            | 3            |
| Electrical hazards   | 15             | 19           | 47           |
| Hazards caused by chemical/gas/dust  | 3              | 7            | 14           |
| Non-compliance with general duties provisions                              | 373            | 449          | 400          |
| Ventilation/housekeeping/noise/lighting/manual handling issues             | 33             | 47           | 53           |
| Others   | 79             | 128          | 131          |
| <b>Total</b>   | <b>1 891</b>   | <b>2 362</b> | <b>2 097</b> |

- (b) The staff establishment and strength of Occupational Safety – Operations Divisions under the Occupational Safety and Health Branch of LD for carrying out the inspections of construction sites in the past 3 financial years are tabulated as follows :

| Rank                                   | Financial Year      |            |                     |            |                     |            |
|--|---------------------|------------|---------------------|------------|---------------------|------------|
|  | 2021-22             |            | 2022-23             |            | 2023-24             |            |
|  | Staff establishment | Strength   | Staff establishment | Strength   | Staff establishment | Strength   |
| Divisional Occupational Safety Officer | 37                  | 34         | 37                  | 37         | 37                  | 37         |
| Occupational Safety Officer I          | 78                  | 76         | 78                  | 78         | 78                  | 76         |
| Occupational Safety Officer II         | 97                  | 64         | 97                  | 83         | 98                  | 74         |
| <b>Total</b>                           | <b>212</b>          | <b>174</b> | <b>212</b>          | <b>198</b> | <b>213</b>          | <b>187</b> |

As these staff are also required to undertake other duties, separate breakdowns of the salary cost and the total expenditure relating to the inspections of construction sites cannot be provided.

- (c) A breakdown of the number of prosecutions taken out by LD, the number of summonses convicted and the average amount of fine imposed for industrial fatalities in the past 3 financial years are as follows:

| Financial Year | No. of prosecutions | No. of summonses convicted | Average amount of fine imposed (per summons) |
|----------------|---------------------|----------------------------|--|
| <b>2021-22</b> | 187                 | 166 <sup>1</sup>           | \$23,117                                     |
| <b>2022-23</b> | 252                 | 119                        | \$21,332                                     |
| <b>2023-24</b> | 146                 | 115                        | \$24,007                                     |

Notes:

1. Including one defendant who was sentenced to imprisonment for 2 weeks.

- (d) Information on the numbers of cases for which LD lodged a review/appeal on the ground that the penalty by the court was too lenient or on other grounds in the past 3 financial years is as follows:

| Financial Year | No. of reviews/appeals | No. of successful reviews/appeals | Main reason for unsuccessful review/appeal |
|----------------|------------------------|-----------------------------------|--|
| <b>2021-22</b> | 1                      | 1                                 | -  |
| <b>2022-23</b> | 0                      | 0                                 | -  |
| <b>2023-24</b> | 2 <sup>1</sup>         | 0                                 | -  |



Notes:

1. The legal proceedings of these two cases are still in progress.

- (e) Pursuant to the risk-based principle, LD has been keeping close tabs on the OSH level of the construction industry and their changes to formulate and adjust the corresponding strategies of inspection and enforcement in a timely manner to prevent accidents.

In addition to routine inspections and special enforcement operations, LD also launches special inspection operations, safety audit inspections and in-depth surprise inspections targeted at high-risk processes and work sites with poor safety performance. Apart from that, in respect of small-scale repair, maintenance, alteration and addition works, LD conducts area patrols to identify work sites with poor performance and takes enforcement actions against irregularities to curb unsafe work practices.

In addition, LD will enhance the application of technology and use small unmanned aircraft for aerial photography and generating three-dimensional photo-realistic models from the images captured to assist in evidence collection and law enforcement operation, etc. The programme is expected to be launched in the second half of 2025.

As the above preventive and enforcement efforts in respect of occupational safety in the construction industry are an integral part of LD's ongoing efforts, the relevant expenditures cannot be separately identified.

- (f) LD has all along been attaching great importance to the education and training work on OSH and actively assisting various organisations (including small and medium enterprises (SMEs) and labour organisations) in raising the OSH level.

In the past 3 financial years, LD, in light of the changes in OSH risks, organised OSH talks with different themes and various free training courses related to OSH legislation, and deployed its staff to participate in OSH talks organised by different organisations and bodies (including SMEs and labour organisations) by serving as speakers, with a view to facilitating the understanding of the requirements of the statutory provisions and codes of practice among duty holders, thereby enhancing their OSH awareness and performance.

In 2025-26, LD will continue to flexibly deploy resources and manpower to help SMEs and labour organisations in OSH education and training work as well as OSH culture promotion. The provision of education and training to organisations is an integral part of LD's ongoing efforts, and hence the expenditure and manpower involved cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)024**

**(Question Serial No. 1634)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Paragraph 161 of the Budget Speech mentioned that the Labour Department has since this year relaxed the requirements for joining the Greater Bay Area (GBA) Youth Employment Scheme (the scheme) to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. Would the Government advise this Committee of the following:

- (a) The amount of allowance, administrative expenditure and total expenditure for the scheme in the past 3 years;
- (b) The number of participants with a breakdown by age and income level in the past 3 years;
- (c) The number of participants with a breakdown by industry sector and occupation in the past 3 years;
- (d) The numbers of participating enterprises and job vacancies they offered with a breakdown by industry sector in the past 3 years;
- (e) Has the Government compiled statistics on the number of young people who stay in the Mainland cities of the GBA for work upon completion of the scheme?

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 39)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. The expenditures of the scheme in 2023-24 and 2024-25 (as at February 2025) are at Annex.

- (b) to (d) In 2023 and 2024, the regularised scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 young people. A breakdown of the number of job vacancies and relevant enterprises by industry, and breakdowns of the numbers of employed young people by age, salary level, industry and occupational group are at Annex.
- (e) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Enterprises can flexibly deploy young people who have completed on-the-job training to work in Hong Kong or in the Mainland cities according to their business development and needs, and the young people can choose to develop their careers either in Hong Kong or in the Mainland based on their career aspirations. The Labour Department (LD) does not have information on the working locations of young people after completing the scheme. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, LD will compile the relevant data in due course.

**Scheme expenditures;  
breakdown of the number of job vacancies and relevant enterprises by industry; and  
breakdowns of the numbers of employed young people by age, salary level,  
industry and occupational group  
under the Greater Bay Area Youth Employment Scheme**

(i) Scheme expenditures

|  | <b>Expenditure (\$million)</b> |  |
|--|--------------------------------|--|
|  | <b>2023-24</b>                 | <b>2024-25<br/>(as at February 2025)</b> |
| Expenditure on allowance               | \$15.07                        | \$49.99                                  |
| Expenditure on promotion and operation | \$6.66                         | \$10.93                                  |
| Staff cost                             | \$10.25                        | \$10.66                                  |
| <b>Total expenditure</b>               | <b>\$31.98</b>                 | <b>\$71.58</b>                           |

(ii) Breakdown of the number of job vacancies and relevant enterprises by industry

| <b>Industry</b>                 | <b>Number of job vacancies</b> |                    |
|---------------------------------|--------------------------------|--------------------|
|                                 | <b>2023</b>                    | <b>2024</b>        |
| Business services               | 680 (64)                       | 405 (48)           |
| Finance                         | 250 (19)                       | 182 (13)           |
| Educational services            | 318 (18)                       | 414 (19)           |
| Import and export trades        | 133 (28)                       | 127 (25)           |
| Real estate                     | 80 (10)                        | 30 (5)             |
| Communication                   | 59 (8)                         | 31 (8)             |
| Other manufacturing industry    | 120 (23)                       | 98 (16)            |
| Manufacture of electronic parts | 75 (12)                        | 117 (17)           |
| Others                          | 825 (96)                       | 782 (98)           |
| <b>Total</b>                    | <b>2 540 (278)</b>             | <b>2 186 (249)</b> |

\* The number in brackets represents the number of enterprises offering job vacancies.

(iii) Breakdown of the number of employed young people by age

| Age          | Number of employed young people |            |
|--------------|---------------------------------|------------|
|              | 2023                            | 2024       |
| 20-24        | 474                             | 257        |
| 25-29        | 237                             | 151        |
| 30 or above  | 7                               | 9          |
| <b>Total</b> | <b>718</b>                      | <b>417</b> |

(iv) Breakdown of the number of employed young people by salary level

| Salary level        | Number of employed young people |            |
|---------------------|---------------------------------|------------|
|                     | 2023                            | 2024       |
| \$18,000 - \$21,000 | 685                             | 384        |
| \$21,001 - \$24,000 | 18                              | 22         |
| \$24,001 - \$27,000 | 13                              | 8          |
| \$27,001 - \$30,000 | 1                               | 2          |
| \$30,001 or above   | 1                               | 1          |
| <b>Total</b>        | <b>718</b>                      | <b>417</b> |

(v) Breakdown of the number of employed young people by industry

| Industry                        | Number of employed young people |            |
|---------------------------------|---------------------------------|------------|
|                                 | 2023                            | 2024       |
| Business services               | 275                             | 112        |
| Finance                         | 184                             | 87         |
| Educational services            | 39                              | 36         |
| Import and export trade         | 28                              | 20         |
| Real estate                     | 19                              | 17         |
| Communication                   | 19                              | 5          |
| Other manufacturing industry    | 18                              | 16         |
| Manufacture of electronic parts | 13                              | 20         |
| Others                          | 123                             | 104        |
| <b>Total</b>                    | <b>718</b>                      | <b>417</b> |

(vi) Breakdown of the number of employed young people by occupational group

| Occupational group                       | Number of employed young people |            |
|--|---------------------------------|------------|
|  | 2023                            | 2024       |
| Managers and administrators              | 247                             | 119        |
| Professionals                            | 227                             | 110        |
| Associate professionals                  | 146                             | 120        |
| Clerical support workers                 | 92                              | 61         |
| Skilled agricultural and fishery workers | 4                               | 1          |
| Others                                   | 2                               | 6          |
| <b>Total</b>                             | <b>718</b>                      | <b>417</b> |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)025**

**(Question Serial No. 2950)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the occupational safety and health protection of workers, please advise this Committee of the following:

- (a) The numbers of fatal and non-fatal cases of industrial accidents in each of the past 5 years (2020-21 to 2024-25), with the causes of accidents, names of contractors involved and the penalty scheme imposed on relevant contractors set out in detail; and
- (b) The accident rates of fatal and non-fatal industrial accidents (per 1 000 workers) in each of the past 5 years (2020-21 to 2024-25);

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 34)

Reply:

- (a) A breakdown of the numbers of fatal and non-fatal cases of industrial accidents from 2020 to the first 3 quarters of 2024 by type of accidents is at Annex 1.

Subsequent to the investigations into fatal and serious industrial accidents under the Factories and Industrial Undertakings Ordinance (FIUO), the Occupational Safety and Health Ordinance (OSHO) and their subsidiary regulations, Occupational Safety Officers of the Labour Department (LD) will issue written warnings to duty holders who are required to improve the occupational safety and health (OSH) measures at their workplaces, urging them to make improvement as soon as possible. Rigorous enforcement action will be taken if breaches of the OSH legislation are detected.

The relevant information of convicted cases involving fatal industrial accidents from 2020 to 2024 is at Annex 2. LD does not keep statistics on the contractors involved in non-fatal industrial accidents.

- (b) The fatal and non-fatal industrial accident rates per 1 000 workers from 2020 to the first 3 quarters of 2024 are at Annex 3.

**Fatal and non-fatal cases of industrial accidents  
from 2020 to the first 3 quarters of 2024 - analysed by type of accidents**

| Type of accident                                       | 2020                   |                    | 2021                   |                    | 2022                   |                    | 2023                   |                    | First 3 quarters of 2024 |                    |
|--|------------------------|--------------------|------------------------|--------------------|------------------------|--------------------|------------------------|--------------------|--------------------------|--------------------|
|  | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases | No. of fatal cases | No. of non-fatal cases   | No. of fatal cases |
| Trapped in or between objects                          | 221                    | 2                  | 311                    | 2                  | 287                    | 1                  | 212                    | 2                  | 151                      | 2                  |
| Injured whilst lifting or carrying                     | 1 282                  | -                  | 1 545                  | -                  | 1 280                  | -                  | 1 404                  | -                  | 966                      | -                  |
| Slip, trip or fall on same level                       | 1 679                  | -                  | 2 145                  | -                  | 2 050                  | -                  | 2 149                  | 1                  | 1 535                    | -                  |
| Fall of person from height                             | 283                    | 9                  | 335                    | 10                 | 290                    | 11                 | 327                    | 11                 | 202                      | 2                  |
| Striking against fixed or stationary object            | 716                    | -                  | 775                    | 1                  | 662                    | -                  | 711                    | -                  | 506                      | -                  |
| Striking against or struck by moving object            | 704                    | 2                  | 660                    | 3                  | 624                    | 2                  | 731                    | 2                  | 481                      | 4                  |
| Stepping on object                                     | 20                     | -                  | 38                     | -                  | 37                     | -                  | 62                     | -                  | 27                       | -                  |
| Exposure to or contact with harmful substance          | 48                     | -                  | 73                     | -                  | 54                     | -                  | 53                     | 2                  | 56                       | 2                  |
| Contact with electricity or electric discharge         | 12                     | 1                  | 10                     | -                  | 12                     | -                  | 12                     | 3                  | 9                        | -                  |
| Trapped by collapsing or overturning object            | 28                     | 4                  | 14                     | 3                  | 18                     | 8                  | 9                      | 1                  | 11                       | -                  |
| Struck by falling object                               | 137                    | 1                  | 291                    | 2                  | 333                    | -                  | 242                    | 1                  | 107                      | 3                  |
| Struck by moving vehicle                               | 26                     | -                  | 51                     | -                  | 35                     | -                  | 42                     | -                  | 29                       | 1                  |
| Contact with moving machinery or object being machined | 381                    | 1                  | 428                    | -                  | 338                    | 2                  | 393                    | -                  | 259                      | -                  |
| Drowning   | 1                      | 1                  | -                      | -                  | -                      | -                  | -                      | -                  | -                        | -                  |
| Exposure to fire                                       | 11                     | -                  | 6                      | -                  | 17                     | -                  | 12                     | -                  | 8                        | -                  |
| Exposure to explosion                                  | 1                      | -                  | 2                      | -                  | 3                      | 1                  | 10                     | -                  | 5                        | -                  |
| Injured by hand tool                                   | 721                    | -                  | 969                    | -                  | 790                    | -                  | 781                    | 1                  | 492                      | -                  |
| Asphyxiation   | -                      | -                  | 1                      | 4                  | -                      | -                  | -                      | -                  | -                        | -                  |
| Contact with hot surface or substance                  | 854                    | -                  | 1 015                  | -                  | 806                    | -                  | 866                    | -                  | 596                      | -                  |
| Injured by animal                                      | 17                     | -                  | 24                     | -                  | 27                     | -                  | 24                     | -                  | 11                       | -                  |
| Injured in workplace violence                          | 1                      | -                  | -                      | -                  | -                      | -                  | -                      | -                  | -                        | -                  |
| Others   | 38                     | -                  | 147                    | -                  | 74                     | -                  | 70                     | -                  | 66                       | -                  |
| <b>Total</b>   | <b>7 181</b>           | <b>21</b>          | <b>8 840</b>           | <b>25</b>          | <b>7 737</b>           | <b>25</b>          | <b>8 110</b>           | <b>24</b>          | <b>5 517</b>             | <b>14</b>          |

## Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings in Hong Kong as defined under FIUO.
2. The number of cases of industrial accidents is based on the number of casualties.
3. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2024. The industrial accident statistics for the full year of 2024 will be released in April 2025.



**Conviction records of cases of fatal industrial accident  
after completion of court procedures from 2020 to 2024**

| Serial no. | Date of accident | Location of accident | No. of fatalities | Convicted duty holders (including contractors) | Offence involved (legislation breached)  | Date of judgment  | Penalties (fine) |
|------------|------------------|----------------------|-------------------|--|--|-------------------|------------------|
| 1          | 11 January 2020  | Tseung Kwan O        | 1                 | SHEUNG MOON CONSTRUCTION LIMITED               | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Safety Management) Regulation (FIU(SM)R)</li> </ul>                      | 12 May 2021       | \$30,000         |
| 2          | 13 January 2020  | Quarry Bay           | 1                 | HIP HING CONSTRUCTION COMPANY LIMITED          | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Lifting Appliances and Lifting Gear) Regulations (FIU(LALG)R)</li> </ul> | 11 December 2020  | \$62,000         |
|            |                  |                      |                   | TYSAN FOUNDATION LIMITED                       | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>   | 25 October 2021   | \$46,000         |
|            |                  |                      |                   | KIT KEE ENGINEERING LIMITED                    | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>   | 25 October 2021   | \$46,000         |
| 3          | 23 March 2020    | Kowloon Tong         | 1                 | GEOTECH ENGINEERING LIMITED                    | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● Construction Sites (Safety) Regulations (CSSR)</li> </ul>   | 21 December 2020  | \$42,000         |
|            |                  |                      |                   | SAM'S ENGINEERING LIMITED                      | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 21 December 2020  | \$132,000        |
| 4          | 31 March 2020    | Tseung Kwan O        | 1                 | YONGNAM ENGINEERING (HK) LIMITED               | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>   | 16 September 2021 | \$30,000         |
|            |                  |                      |                   | SIU WAH STEEL WORK COMPANY LIMITED             | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>   | 16 September 2021 | \$30,000         |
| 5          | 13 May 2020      | Central              | 1                 | MTR CORPORATION LIMITED                        | ● OSHO   | 11 June 2021      | \$30,000         |
|            |                  |                      |                   | HOP YUEN CONSTRUCTION LIMITED                  | ● OSHO   | 11 June 2021      | \$20,000         |
|            |                  |                      |                   | INDIVIDUAL                                     | <ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>   | 11 June 2021      | \$30,000         |
| 6          | 1 June 2020      | Yuen Long            | 1                 | INDIVIDUAL                                     | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>   | 23 February 2021  | \$60,000         |
| 7          | 27 June 2020     | Kai Tak              | 1                 | HIP HING CONSTRUCTION COMPANY LIMITED          | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 24 May 2021       | \$165,000        |
|            |                  |                      |                   | GAMMON CONSTRUCTION LIMITED                    | ● FIUO   | 4 February 2022   | \$25,000         |
|            |                  |                      |                   | HOST GLORY ENGINEERING LIMITED                 | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 24 May 2021       | \$113,000        |
|            |                  |                      |                   | INDIVIDUAL                                     | ● FIUO   | 24 May 2021       | \$10,000         |

| Serial no. | Date of accident | Location of accident | No. of fatalities | Convicted duty holders (including contractors)           | Offence involved (legislation breached)   | Date of judgment | Penalties (fine) |
|------------|------------------|----------------------|-------------------|--|---|------------------|------------------|
| 8          | 30 June 2020     | Tung Chung           | 1                 | ZHEN HUA ENGINEERING COMPANY LIMITED                     | ● FIUO  | 24 June 2021     | \$53,000         |
|            |                  |                      |                   | CHINA COMMUNICATIONS CONSTRUCTION COMPANY LIMITED        | ● FIUO  | 24 June 2021     | \$53,000         |
|            |                  |                      |                   | PENSTONE HONG KONG LIMITED                               | ● FIUO  | 24 June 2021     | \$33,000         |
|            |                  |                      |                   | DONG-AH GEOLOGICAL ENGINEERING COMPANY LTD               | ● FIUO  | 11 March 2021    | \$32,000         |
|            |                  |                      |                   | KONE ENGINEERING & CONSTRUCTION COMPANY LIMITED          | ● OSHO  | 24 June 2021     | \$18,000         |
|            |                  |                      |                   | BM HUMAN RESOURCES & CONSTRUCTIONS LIMITED               | ● OSHO  | 13 May 2021      | \$14,000         |
| 9          | 20 July 2020     | Kowloon Bay          | 1                 | AGGRESSIVE CONSTRUCTION COMPANY LIMITED                  | ● Factories and Industrial Undertakings (Electricity) Regulations (FIU(E)R)<br>● FIU(SM)R | 15 April 2021    | \$13,000         |
|            |                  |                      |                   | AGGRESSIVE CIVIL & FOUNDATION ENGINEERING LIMITED        | ● FIUO<br>● FIU(E)R   | 15 April 2021    | \$69,000         |
|            |                  |                      |                   | LEUNG KAI CONSTRUCTION COMPANY LIMITED                   | ● FIUO<br>● FIU(E)R   | 15 April 2021    | \$59,000         |
|            |                  |                      |                   | WING WAI CONSTRUCTION COMPANY LIMITED                    | ● FIUO  | 15 April 2021    | \$30,000         |
| 10         | 21 July 2020     | Kowloon City         | 1                 | GAMMON CONSTRUCTION LIMITED                              | ● FIUO<br>● CSSR<br>● FIU(SM)R  | 8 November 2021  | \$181,000        |
|            |                  |                      |                   | LEUNG KAI ENGINEERING COMPANY LIMITED                    | ● FIUO<br>● CSSR<br>● FIU(SM)R  | 11 October 2021  | \$80,000         |
|            |                  |                      |                   | WELL TECH ENGINEERING & CONSTRUCTION COMPANY LIMITED     | ● FIUO<br>● FIU(SM)R  | 10 May 2021      | \$85,000         |
| 11         | 23 July 2020     | Kai Tak              | 1                 | K. H. FOUNDATIONS LIMITED                                | ● FIUO  | 21 December 2022 | \$100,000        |
|            |                  |                      |                   | RICH MEGA ENGINEERING LIMITED                            | ● FIUO  | 21 December 2022 | \$60,000         |
|            |                  |                      |                   | CHUN HUNG ENGINEERING LIMITED                            | ● FIUO  | 21 December 2022 | \$80,000         |
| 12         | 12 October 2020  | Yau Tong             | 1                 | CHINA CONCRETE COMPANY LIMITED                           | ● FIUO  | 30 July 2021     | \$90,000         |
| 13         | 27 October 2020  | Sau Mau Ping         | 1                 | CHINA STATE CONSTRUCTION ENGINEERING (HONG KONG) LIMITED | ● FIUO<br>● Factories and Industrial Undertakings Regulations (FIUR)                      | 6 April 2023     | \$90,000         |
|            |                  |                      |                   | CITY CONSTRUCTION &                                      | ● FIUO<br>● CSSR  | 6 April 2023     | \$130,000        |

| Serial no. | Date of accident | Location of accident | No. of fatalities | Convicted duty holders (including contractors)           | Offence involved (legislation breached) | Date of judgment | Penalties (fine) |
|------------|------------------|----------------------|-------------------|--|---|------------------|------------------|
|            |                  |                      |                   | PIPING COMPANY LIMITED                                   | ● FIUR                                  |                  |                  |
| 14         | 8 December 2020  | Tai Po               | 1                 | INDIVIDUAL   | ● CSSR                                  | 6 August 2021    | \$72,000         |
|            |                  |                      |                   | INDIVIDUAL   | ● CSSR                                  | 6 August 2021    | \$45,000         |
| 15         | 9 December 2020  | Stanley              | 1                 | KIM HUNG CONSTRUCTION AND ENGINEERING COMPANY LIMITED    | ● FIUO                                  | 29 May 2023      | \$35,000         |
|            |                  |                      |                   | WIN'S ENGINEERING (HK) COMPANY LIMITED                   | ● FIUO                                  | 7 June 2023      | \$60,000         |
| 16         | 10 December 2020 | Aberdeen             | 1                 | LUEN YICK BUILDERS LIMITED                               | ● FIUO<br>● CSSR                        | 9 July 2021      | \$104,000        |
|            |                  |                      |                   | WAI YIU PROFESSIONAL ENGINEERING LIMITED                 | ● FIUO<br>● CSSR                        | 9 July 2021      | \$94,000         |
|            |                  |                      |                   | INDIVIDUAL   | ● FIUO<br>● CSSR                        | 9 July 2021      | \$94,000         |
|            |                  |                      |                   | INDIVIDUAL   | ● FIUO<br>● CSSR                        | 9 July 2021      | \$100,000        |
| 17         | 15 December 2020 | Wan Chai             | 1                 | WIDE HOPE ENGINEERING LIMITED                            | ● FIUO<br>● CSSR                        | 12 July 2021     | \$123,000        |
|            |                  |                      |                   | CHUNG TIN BUILDING MATERIALS AND ENGINEERING LIMITED     | ● FIUO<br>● CSSR                        | 12 July 2021     | \$123,000        |
| 18         | 23 February 2021 | Fanling              | 1                 | HIP HING ENGINEERING COMPANY LIMITED                     | ● FIUO<br>● CSSR                        | 30 November 2021 | \$60,000         |
|            |                  |                      |                   | TAI WAH ALUMINIUM ENGINEERING LIMITED                    | ● FIUO<br>● CSSR<br>● FIU(SM)R          | 30 November 2021 | \$140,000        |
| 19         | 15 March 2021    | Wong Tai Sin         | 1                 | KA WAH DECORATION LIMITED                                | ● FIUO<br>● CSSR<br>● FIUR              | 4 October 2021   | \$81,000         |
|            |                  |                      |                   | HUNG TO AIR CONDITION WORKS LIMITED                      | ● FIUO<br>● CSSR<br>● FIUR              | 4 October 2021   | \$71,000         |
| 20         | 20 March 2021    | Tai Po               | 1                 | POINT LIVING DESIGN LIMITED                              | ● FIUO<br>● CSSR                        | 9 December 2022  | \$122,000        |
| 21         | 3 April 2021     | Kwun Tong            | 1                 | MEI WAH ENGINEERING CO., LIMITED                         | ● CSSR                                  | 23 December 2021 | \$97,000         |
| 22         | 14 April 2021    | Kai Tak              | 1                 | KWONG LUEN ENGINEERING LIMITED                           | ● FIUO<br>● FIU(LALG)R<br>● FIU(SM)R    | 22 February 2023 | \$120,000        |
|            |                  |                      |                   | YOUNG GENERATION ENGINEERING LIMITED                     | ● FIUO<br>● FIU(LALG)R                  | 22 February 2023 | \$128,000        |
| 23         | 21 April 2021    | Ngau Tau Kok         | 1                 | BOUYGUES TRAVAUX PUBLICS                                 | ● FIUO                                  | 17 January 2024  | \$36,000         |
|            |                  |                      |                   | KAM LEE CONSTRUCTION DECORATION ENGINEERING CO., LIMITED | ● FIUO<br>● FIU(LALG)R                  | 17 January 2024  | \$87,000         |
|            |                  |                      |                   | CHAN HARK TRANSPORTATION                                 | ● FIU(LALG)R                            | 17 January 2024  | \$28,000         |

| Serial no. | Date of accident  | Location of accident | No. of fatalities | Convicted duty holders (including contractors)         | Offence involved (legislation breached)   | Date of judgment  | Penalties (fine) |
|------------|-------------------|----------------------|-------------------|--|---|-------------------|------------------|
|            |                   |                      |                   | ENGINEERING LIMITED                                    |   |                   |                  |
| 24         | 8 May 2021        | Lamma Island         | 1                 | EVER TEAM CONSTRUCTION ENGINEERING LIMITED             | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Loadshifting Machinery) Regulation (FIU(LM)R)</li> </ul>          | 8 May 2023        | \$118,850        |
|            |                   |                      |                   | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LM)R</li> </ul>  | 29 April 2022     | \$37,000         |
| 25         | 25 May 2021       | Yuen Long            | 1                 | HONG CHANG CONSTRUCTION FOUNDATIONS (HOLDINGS) LIMITED | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● Factories and Industrial Undertakings (Gas Welding and Flame Cutting) Regulation (FIU(GWFC)R)</li> </ul> | 7 June 2022       | \$45,000         |
| 26         | 4 June 2021       | Fo Tan               | 1                 | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● CSSR</li> </ul>  | 11 February 2022  | \$56,000         |
| 27         | 8 June 2021       | Tseung Kwan O        | 1                 | KINTONE ENGINEERING LIMITED                            | <ul style="list-style-type: none"> <li>● FIU(SM)R</li> </ul>  | 31 December 2021  | \$6,500          |
| 28         | 6 July 2021       | Fanling              | 1                 | PAUL Y. GENERAL CONTRACTORS LIMITED                    | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>  | 13 September 2022 | \$120,000        |
|            |                   |                      |                   | SHUI WING CONSTRUCTION COMPANY LIMITED                 | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>  | 13 September 2022 | \$130,000        |
|            |                   |                      |                   | SUN LUEN METAL ENGINEERING LIMITED                     | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>  | 13 September 2022 | \$80,000         |
|            |                   |                      |                   | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>  | 13 September 2022 | \$130,000        |
| 29         | 22 July 2021      | Yuen Long            | 1                 | GOOD PRAISE LIMITED                                    | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>  | 23 June 2022      | \$60,000         |
|            |                   |                      |                   | CHICARDO INVESTMENT LIMITED                            | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>  | 23 June 2022      | \$60,000         |
| 30         | 18 August 2021    | North Point          | 1                 | KAN CHEUNG DECORATION COMPANY LIMITED                  | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>  | 19 September 2022 | \$117,000        |
| 31         | 17 September 2021 | Tuen Mun             | 1                 | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>  | 14 April 2022     | \$50,000         |
|            |                   |                      |                   | LI CHUEN SCAFFOLDING LIMITED                           | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>  | 14 April 2022     | \$50,000         |
| 32         | 8 October 2021    | Wan Chai             | 1                 | DRAGON CONSTRUCTION LIMITED                            | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>  | 9 August 2023     | \$75,000         |
|            |                   |                      |                   | YAT FAT ENGINEERING LIMITED                            | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>  | 9 August 2023     | \$65,000         |
| 33         | 19 October 2021   | Ma On Shan           | 1                 | TYSAN FOUNDATION GEOTECHNICAL LIMITED                  | <ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>  | 24 June 2022      | \$37,000         |
| 34         | 24 October 2021   | Tseung Kwan O        | 1                 | GAMMON CONSTRUCTION LIMITED                            | <ul style="list-style-type: none"> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul>  | 24 April 2023     | \$80,000         |

| Serial no. | Date of accident | Location of accident           | No. of fatalities | Convicted duty holders (including contractors)   | Offence involved (legislation breached)   | Date of judgment  | Penalties (fine)   |
|------------|------------------|--------------------------------|-------------------|--|---|-------------------|--|
|            |                  |                                |                   | TSUN FAI CONSTRUCTION ENGINEERING LIMITED  | ● FIUO  | 24 April 2023     | \$30,000   |
| 35         | 18 November 2021 | Siu Ho Wan                     | 1                 | INDIVIDUAL   | ● FIUO<br>● Factories and Industrial Undertakings (Confined Spaces) Regulation (FIU(CS)R) | 7 September 2023  | \$90,000   |
|            |                  |                                |                   | INDIVIDUAL   | ● FIU(CS)R<br>● CSSR  | 8 November 2023   | \$150,000  |
| 36         | 2 December 2021  | Hung Hom                       | 1                 | SHUN LEE ENGINEERING LIMITED   | ● FIUO<br>● CSSR  | 25 July 2022      | \$115,000  |
| 37         | 6 December 2021  | North Point                    | 1                 | WING FAT BUILDING CONSTRUCTION LIMITED<br>(Note: The contractor for the site where the deceased worked on)                             | ● CSSR<br>● FIU(GWFC)R  | 14 August 2023    | \$50,000   |
|            |                  |                                |                   | INDIVIDUAL<br>(Note: The contractor for the site where the deceased worked on)   | ● CSSR<br>● FIU(GWFC)R  | 14 August 2023    | \$59,000   |
|            |                  |                                |                   | KINSWAY CONSTRUCTION COMPANY LIMITED<br>(Note: The contractor for the site adjacent to the one where the deceased worked on)           | ● FIUO<br>● CSSR  | 30 September 2022 | \$62,000   |
|            |                  |                                |                   | HOP YICK MACHINERY ENGINEERING COMPANY LIMITED<br>(Note: The contractor for the site adjacent to the one where the deceased worked on) | ● FIUO<br>● CSSR  | 30 September 2022 | \$43,000   |
| 38         | 22 December 2021 | Chek Lap Kok                   | 2                 | INDIVIDUAL   | ● FIUO<br>● CSSR  | 11 December 2024  | Two months' imprisonment (granted release on \$10,000 cash bail pending appeal)<br>\$2,500 |
| 39         | 16 January 2022  | Tsing Yi                       | 1                 | EDWIN LAI INTERNATIONAL LIMITED  | ● FIUO<br>● CSSR  | 18 May 2023       | \$70,000   |
| 40         | 24 January 2022  | West Kowloon Cultural District | 1                 | TYSAN FOUNDATION LIMITED   | ● FIUO<br>● FIU(SM)R  | 10 March 2023     | \$314,000  |
|            |                  |                                |                   | INDIVIDUAL   | ● FIUO  | 16 December 2022  | \$20,000   |

| Serial no. | Date of accident | Location of accident  | No. of fatalities | Convicted duty holders (including contractors) | Offence involved (legislation breached)  | Date of judgment  | Penalties (fine) |
|------------|------------------|-----------------------|-------------------|--|--|-------------------|------------------|
| 41         | 18 April 2022    | Kai Tak               | 1                 | HIP HING CONSTRUCTION COMPANY LIMITED          | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 5 June 2023       | \$130,000        |
|            |                  |                       |                   | INNOVATIVE CONSTRUCTION (SINO) LIMITED         | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 5 June 2023       | \$80,000         |
|            |                  |                       |                   | CHI KAN WOODWORKS COMPANY LIMITED              | <ul style="list-style-type: none"> <li>● CSSR</li> </ul>   | 5 June 2023       | \$6,000          |
|            |                  |                       |                   | TUNG SHAN CONSTRUCTION COMPANY LIMITED         | <ul style="list-style-type: none"> <li>● CSSR</li> </ul>   | 5 June 2023       | \$3,000          |
| 42         | 27 April 2022    | Tai Po                | 1                 | LIBERAL ENGINEERING LIMITED                    | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 25 November 2022  | \$99,000         |
|            |                  |                       |                   | LEONDA INTERIOR DESIGN COMPANY LIMITED         | <ul style="list-style-type: none"> <li>● CSSR</li> </ul>   | 28 March 2024     | \$25,000         |
| 43         | 7 May 2022       | Yau Ma Tei            | 1                 | INDIVIDUAL                                     | <ul style="list-style-type: none"> <li>● CSSR</li> </ul>   | 8 November 2024   | \$90,000         |
| 44         | 12 May 2022      | Tai Po                | 1                 | AMOY FOOD LIMITED                              | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>   | 2 December 2022   | \$78,500         |
| 45         | 26 May 2022      | Tseung Kwan O         | 1                 | HIP HING ENGINEERING COMPANY LIMITED           | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>   | 18 May 2023       | \$130,000        |
|            |                  |                       |                   | CHI KAN WOODWORKS COMPANY LIMITED              | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> <li>● Factories and Industrial Undertakings (Safety Officers and Safety Supervisors) Regulations</li> </ul> | 20 April 2023     | \$255,000        |
| 46         | 30 May 2022      | Yuen Long             | 1                 | HANKANG RECYCLING LIMITED                      | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LM)R</li> <li>● Factories and Industrial Undertakings (Guarding and Operation of Machinery) Regulations</li> </ul>    | 20 April 2023     | \$131,000        |
| 47         | 4 July 2022      | Tai Hang              | 1                 | INDIVIDUAL                                     | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 3 February 2023   | \$33,000         |
| 48         | 7 July 2022      | Mid-Levels, Hong Kong | 1                 | INDIVIDUAL                                     | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 21 July 2023      | \$124,000        |
| 49         | 26 October 2022  | Sheung Shui           | 1                 | POLY SKY LIMITED                               | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>   | 23 May 2023       | \$70,000         |
| 50         | 3 November 2022  | Yuen Long             | 1                 | HOP CHING MARBLE COMPANY LIMITED               | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>   | 25 July 2023      | \$43,000         |
| 51         | 8 November 2022  | Tai Po                | 1                 | YAU HING MACHINERY LIMITED                     | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>   | 19 September 2024 | \$79,000         |
| 52         | 8 December 2022  | Tuen Mun              | 1                 | SURE ABLE LIMITED                              | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>   | 5 December 2024   | \$83,000         |
|            |                  |                       |                   | INDIVIDUAL                                     | <ul style="list-style-type: none"> <li>● FIU(LALG)R</li> </ul>   | 5 December 2024   | \$80,000         |
| 53         | 13 December 2022 | Ho Man Tin            | 1                 | PRIME ASSET DEVELOPMENT LIMITED                | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>   | 16 October 2023   | \$87,000         |

| Serial no. | Date of accident | Location of accident | No. of fatalities | Convicted duty holders (including contractors)               | Offence involved (legislation breached)  | Date of judgment  | Penalties (fine) |
|------------|------------------|----------------------|-------------------|--|--|-------------------|------------------|
|            |                  |                      |                   | CHUN WAH BAMBOO SCAFFOLDING LIMITED                          | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>                     | 25 September 2023 | \$115,000        |
|            |                  |                      |                   | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>                                     | 25 September 2023 | \$80,000         |
| 54         | 14 December 2022 | Yau Tong             | 1                 | AGGRESSIVE CONSTRUCTION ENGINEERING LIMITED                  | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> <li>● FIU(SM)R</li> </ul> | 31 October 2024   | \$36,000         |
|            |                  |                      |                   | HIGH GRADE ENGINEERING LIMITED                               | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>                     | 31 October 2024   | \$43,000         |
|            |                  |                      |                   | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● CSSR</li> </ul>                     | 31 October 2024   | \$35,000         |
| 55         | 15 December 2022 | Kwai Chung           | 1                 | SMART GRAND ENGINEERING LIMITED                              | <ul style="list-style-type: none"> <li>● OSHO</li> </ul>                                     | 4 July 2024       | \$25,000         |
| 56         | 16 May 2023      | To Kwa Wan           | 1                 | BOUYGUES TRAVAUX PUBLICS                                     | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(SM)R</li> </ul>                 | 6 January 2025    | \$180,000        |
|            |                  |                      |                   | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>                                     | 15 January 2024   | \$30,000         |
| 57         | 17 May 2023      | Tsing Yi             | 1                 | ESSENTIAL WIN LIMITED  | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>                                     | 11 April 2024     | \$50,000         |
|            |                  |                      |                   | THE HONG KONG SHIPYARD LIMITED                               | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>                                     | 11 April 2024     | \$50,000         |
| 58         | 21 November 2023 | Tsim Sha Tsui        | 1                 | ICARE YOU ALL DESIGN PROJECT AND CONTRACTING COMPANY LIMITED | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIUR</li> <li>● CSSR</li> </ul>     | 31 October 2024   | \$25,000         |
| 59         | 28 December 2023 | Yuen Long            | 1                 | YAU SANG GALVANIZING (HOT-DIP) COMPANY LIMITED               | <ul style="list-style-type: none"> <li>● FIUO</li> <li>● FIU(LALG)R</li> </ul>               | 26 November 2024  | \$195,000        |
|            |                  |                      |                   | INDIVIDUAL   | <ul style="list-style-type: none"> <li>● FIUO</li> </ul>                                     | 21 January 2025   | \$20,000         |

**Accident rate of fatal and non-fatal industrial accidents per 1 000 workers  
from 2020 to the first 3 quarters of 2024**

|   | <b>2020</b> | <b>2021</b> | <b>2022</b> | <b>2023</b> | <b>First 3<br/>quarters of<br/>2024</b> |
|---|-------------|-------------|-------------|-------------|---|
| Accident rate of<br>fatal industrial<br>accidents     | 0.036       | 0.043       | 0.043       | 0.041       | 0.031                                   |
| Accident rate of<br>non-fatal industrial<br>accidents | 12.4        | 15.1        | 13.4        | 13.7        | 12.3                                    |

Notes:

1. Industrial accidents refer to non-fatal or fatal cases arising from industrial activities in industrial undertakings in Hong Kong as defined under FIUO.
2. Industrial accident statistics are released on a quarterly basis and the latest available statistics are up to the first 3 quarters of 2024. The industrial accident statistics for the full year of 2024 will be released in April 2025.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)026**

**(Question Serial No. 2288)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) regulates employment agencies (EAs) in Hong Kong through licensing, inspection, complaint investigation and prosecution. Would the Government advise this Committee of the following:

- (a) Details of the handling of the complaints against unscrupulous EAs for placement of foreign domestic helpers in the past 3 years, with the numbers of complaints received and cases opened for investigation set out in table form;
- (b) The number of non-compliant EAs against which enforcement and prosecution actions were taken by LD in the past 3 years, with a tabulated breakdown by type of breaches, such as “overcharging commission from job seekers”;
- (c) The financial expenditure and staff establishment allocated by LD for investigating complaints and prosecuting EAs in Hong Kong in the past 3 years.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 11)

Reply:

- (a) From 2022 to 2024, the Employment Agencies Administration (EAA) of the Labour Department (LD) received 281, 267 and 255 complaints each year respectively against employment agencies (EAs) providing placement services for foreign domestic helpers. EAA investigated all the complaints received. LD will take out prosecution if there is sufficient evidence to prove that an EA has breached Part XII of the Employment Ordinance and the Employment Agency Regulations (EAR). If an EA fails to comply with the Code of Practice for Employment Agencies (CoP), LD may revoke or refuse to issue or renew its licence, or issue warnings to urge for rectification.
- (b) From 2022 to 2024, the figures on enforcement actions taken by LD against non-compliant EAs, with a breakdown by type of breaches, are set out at Annex.

- (c) LD, through licensing, inspection, complaint investigation and prosecution, ensures that EAs comply with the law and the CoP. Investigating complaints against EAs and prosecuting non-compliant EAs are an integral part of LD's work in regulating EAs, and the staff responsible for prosecution work are also required to handle cases involving breaches of other labour legislation, hence the expenditure and manpower involved cannot be separately identified.

**Figures on enforcement actions taken by LD against non-compliant EAs:  
Breakdown by type of breaches**

|  | <b>Type of breaches</b>                  | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|--|--|-------------|-------------|-------------|
| No. of EAs successfully prosecuted                         | Overcharging commission from job seekers | -           | -           | 1           |
|  | Unlicensed operation                     | -           | 2           | 6           |
|  | Other offences*                          | 3           | 2           | 4           |
| No. of licences revoked or refused to be issued or renewed | Overcharging commission from job seekers | -           | -           | 1           |
|  | Unlicensed operation                     | -           | -           | 1           |
|  | Non-compliance with the CoP              | 1           | 1           | 1           |
|  | Other types <sup>@</sup>                 | -           | 1           | -           |
| No. of written warnings issued                             | Non-compliance with the CoP              | 49          | 13          | 7           |

\* Including failure to notify LD of changes in the management or place of business within the statutory timeframe, furnishing to the Commissioner for Labour with information which is known or reasonably ought to be known to be false or misleading in the material particular when submitting an application for renewal of licence, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers, etc.

@ Including a related person of a licensee who has, within the preceding 5 years, been convicted of an offence involving dishonesty.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)027****(Question Serial No. 2289)**Head: (90) Labour DepartmentSubhead (No. & title): ( )Programme: (3) Safety and Health at WorkControlling Officer: Commissioner for Labour (May CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding work safety and health inspections of sites, would the Government provide the following information:

- (a) The number of surprise inspections conducted by the Labour Department (LD), as well as the number of non-compliance cases identified and followed up on in the past 3 years;
- (b) The number of non-surprise inspections conducted by LD, as well as the number of non-compliance cases identified and followed up on in the past 3 years;
- (c) The expenditure and staff establishment of LD for conducting work safety and health inspections of sites in the past 3 years;
- (d) Please set out the number of special enforcement operations conducted at sites, the number of statutory suspension notices issued and the number of prosecutions taken out by LD in the past 3 years, with breakdowns by various areas of inspection (including new construction works; renovation, maintenance, alteration and addition works, etc.).

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 12)

Reply:

- (a)&(b) The numbers of inspections of and prosecutions against construction sites by the Labour Department (LD) from 2022 to 2024 are tabulated below:

| <b>Construction industry</b> | 2022   | 2023   | 2024   |
|------------------------------|--------|--------|--------|
| No. of inspections           | 65 571 | 71 235 | 74 410 |
| No. of prosecutions          | 2 034  | 2 322  | 2 388  |

All the occupational safety inspections of construction sites conducted by LD are surprise inspections.

- (c) The staff establishment of Occupational Safety - Operations Division under the Occupational Safety and Health Branch of LD for inspections of construction sites in the past 3 years is at Annex 1.

As these officers are also required to undertake other duties, separate breakdown of the expenditure cannot be provided.

- (d) The numbers of special enforcement operations on new construction works and repair, maintenance, alteration and addition (RMAA) works conducted by LD and the relevant enforcement figures from 2022 to 2024 are tabulated below:

| <b>New construction works</b>         | 2022 | 2023 | 2024 |
|---------------------------------------|------|------|------|
| No. of special enforcement operations | 2    | 2    | 2    |
| No. of suspension notices             | 6    | 20   | 12   |
| No. of prosecutions                   | 279  | 76   | 52   |

| <b>RMAA works</b>                     | 2022 | 2023 | 2024 |
|---------------------------------------|------|------|------|
| No. of special enforcement operations | 2    | 2    | 2    |
| No. of suspension notices             | 30   | 8    | 12   |
| No. of prosecutions                   | 232  | 194  | 190  |

Staff establishment of LD  
for inspection of construction sites in the past 3 years

| Staff establishment<br>Rank                  | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|--|-------------|-------------|-------------|
| Divisional<br>Occupational Safety<br>Officer | 37          | 37          | 37          |
| Occupational Safety<br>Officer I             | 78          | 78          | 78          |
| Occupational Safety<br>Officer II            | 97          | 98          | 99          |
| Total  | <b>212</b>  | <b>213</b>  | <b>214</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)028**

**(Question Serial No. 2290)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Pilot Rehabilitation Programme for Employees Injured at Work (the Programme), would the Government provide the following information:

- (a) Please set out the number of participants in the Programme from the construction industry, their proportion to the total number of work injuries in the industry, and the proportion of those who returned to work after rehabilitation treatment in each year since the launch of the Programme in September 2022;
- (b) Please set out the numbers of participants in the Programme from the “catering and hotel industry” and the “transportation and logistics industry” so far, their proportions to the total number of work injuries in the industries, and the proportions of those who returned to work after rehabilitation treatment after the extension of the Programme to cover the two industries in May 2024;
- (c) Please set out the details of the expenditure and staff establishment of the Programme since its launch by industry sector;
- (d) Given that the three-year Programme will come to an end in September 2025, will the Government extend the Programme and further expand the coverage of rehabilitation treatment services for work injuries (such as serious work injury) and its coverage among industry sectors?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 13)

Reply:

- (a)&(b) The Labour Department (LD) and the Work Injury Rehabilitation Office (WIRO) established by the service contractor of the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) will, based on the reported work injury cases, preliminarily identify injured employees who are suitable for the Pilot Programme and proactively invite them to participate in the Programme. Starting from 9 May 2024, the industry coverage of the Pilot Programme has been

expanded to the “catering and hotel industry” and the “transportation and logistics industry” in addition to the original construction industry.

As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme, and the details are as follows:

|  | Construction industry | Catering and hotel industry | Transportation and logistics industry |
|--|-----------------------|-----------------------------|---------------------------------------|
| (i) Cases preliminarily identified as suitable for the Pilot Programme               | 5 060                 | 707                         | 758                                   |
| (ii) Participating cases and their percentages (ii/i)                                | 1 177<br>(23%)        | 305<br>(43%)                | 321<br>(42%)                          |
| (iii) Cases that reached maximum medical improvement (i.e. recovered) upon treatment | 912                   | 211                         | 231                                   |
| (iv) Return-to-work cases * and their percentages (iv/iii)                           | 466<br>(51%)          | 114<br>(54%)                | 148<br>(64%)                          |

\* The return-to-work status of some of the recent recovery cases is still being followed up.

- (c) The estimated expenditure of the Pilot Programme since its launch in September 2022 and up to 2024-25 is around \$157 million in total, details of which are set out at Annex. LD does not maintain a breakdown of the expenditure of the Pilot Programme by industry sector.

WIRO is responsible for arranging and co-ordinating the rehabilitation treatment services provided under the Pilot Programme, providing case management and return-to-work facilitation services to participants as well as monitoring and administering the day-to-day operation of the Pilot Programme. As at the end of February 2025, WIRO comprises a total of 10 administrative and professional staff, 11 case managers and 3 clerical support staff.

- (d) At present, LD has no plan to further widen the service scope and industry coverage of the Pilot Programme. LD will continue to closely monitor the operation of the Pilot Programme, collect relevant information and data for analysis and evaluation, draw conclusions on the experiences gained during the implementation of the Pilot Programme and its effectiveness, and consider the direction for future development based on the results.



**Estimated Expenditure of the Pilot Programme**

| <b>Item</b>   | <b>Estimated Expenditure of the Pilot Programme since its launch (up to 2024-25)</b> |
|---|--|
| Fixed costs<br>(e.g. expenses on operation, publicity and related information technology) | Around \$75.5 million  |
| Expenditure on rehabilitation treatment services  | Around \$61.2 million  |
| Expenditure on case management services   | Around \$20.3 million  |
| <b>Total expenditure</b>  | Around \$157 million   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)029**

**(Question Serial No. 2291)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On enhancing the safety of above-ground work in 2025-26, would the Government please provide the following information:

- (a) The estimated expenditure and staff establishment involved in enhancing preventive and enforcement efforts by the Government to eliminate fall-from-height hazards and other work hazards for workers in workplaces;
- (b) How the Government will effectively promote the use of light-duty working platforms and whether a certain amount of subsidy will be provided; if so, what is the estimated expenditure involved in the promotion?
- (c) Given the increase in injuries and deaths related to above-ground work in recent years, what specific preventive and enforcement measures will the Government take to enhance the safety of above-ground work?

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 14)

Reply:

- (a) The Labour Department (LD) has been adopting a multi-pronged strategy involving inspection and enforcement, publicity and promotion, as well as education and training, to enhance occupational safety and health (OSH) across various industry sectors. As preventive and enforcement efforts targeting at high-risk processes (including above-ground work) are an integral part of LD's ongoing efforts, the estimated expenditure and staff establishment involved cannot be separately identified.
- (b) To encourage contractors' workers employed by property management companies or tenants of residential buildings to use suitable working platforms for above-ground work, LD, in collaboration with the Occupational Safety and Health Council (OSHC) and through property management companies, arranges for free lending of light-duty working platforms (step platforms and hop-up platforms) to contractors and workers for conducting above-ground repair, maintenance, alteration and addition (RMAA)

works in estates or residential buildings. In view of the positive response, the scheme will be extended for 2 years from March 2025, with the aim of continuing to promote the use of suitable working platforms for above-ground work. As the promotional work is an integral part of LD's ongoing efforts, the relevant expenditure cannot be separately identified.

- (c) Pursuant to the risk-based principle and keeping close tabs on the OSH risk levels of various industry sectors and the changes, LD has been formulating and adjusting the strategies of inspection and enforcement, publicity and promotion, as well as education and training to prevent accidents.

In respect of inspection and enforcement, apart from routine inspections and special enforcement operations (SEOs), LD will also conduct SEOs, safety audit inspections and in-depth surprise inspections targeting at high-risk processes (including above-ground work) and work sites with poor safety performance. Additionally, for small-scale RMAA works, LD will step up area patrols to identify small-scale work sites with poor safety performance and take law enforcement actions against irregularities to curb unsafe above-ground work.

As regards publicity and promotion, LD co-organises activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with OSHC, trade associations and workers' unions to enhance the OSH awareness of employers and employees. LD also disseminates the latest OSH messages on its webpage and the "OSH 2.0" mobile application, publishes and updates safety guidelines, produces text and animated versions of "Work Safety Alert" and "Systemic Safety Alert", and extensively promotes OSH safety messages (including those related to above-ground work) to stakeholders across various industries through emails, television, radio, newspapers, publicity platforms of major public transport modes, websites and social media frequently used by workers, OSH 2.0 application and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges. Moreover, LD encourages reports on unsafe working environment (particularly in the construction industry, including RMAA works) to strengthen preventive and enforcement efforts. LD also collaborates with OSHC to enhance promotion of the OSH messages among industry stakeholders, owners' corporations, and tenants through the platforms of the Home Affairs Department and Property Management Services Authority.

As for education and training, LD will continue to optimise mandatory safety training courses by reviewing the course contents where necessary and making revisions in a timely manner to ensure they better meet the actual needs of trainees. In the light of the common causes of accidents involving above-ground work and truss-out bamboo scaffolds, LD has enriched the relevant contents in the Mandatory Basic Safety Training Course for the construction industry (i.e. the Construction Green Card) and included the major contents of the revised Code of Practice for Bamboo Scaffolding Safety, including the stipulated requirement for workers who perform erection, addition, alteration, and dismantling of truss-out bamboo scaffolds to hold a valid certificate of "Advanced Level Truss-out Scaffolder Safety Training" or "Intermediate Level Truss-out Scaffolder Safety Training" issued by the Construction Industry Council.

LD will continue to organise free training courses and talks on safety of above-ground work and the relevant requirements under the relevant OSH legislations, and deploy staff to participate and serve as speakers in talks organised by different organisations and bodies, with a view to facilitating the understanding of the requirements of the statutory provisions and codes of practice among duty holders, thereby enhancing their OSH awareness and performance.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)030**

**(Question Serial No. 2292)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government will take forward the use of small unmanned aircraft (drones) to inspect workplaces and investigate accidents for law enforcement purposes. In this connection, would the Government advise this Committee of the following:

- (a) The implementation timetable and scale of application, and whether there is already a pilot scheme;
- (b) The expenditure and manpower deployment already committed by the Government for research and development, testing and application, etc.;
- (c) The estimated expenditure and manpower deployment involved in 2025-26.

Asked by: Hon KWOK Wai-keung (LegCo internal reference no.: 15)

Reply:

- (a) The Labour Department (LD) has planned to start using small unmanned aircraft (drones) to assist in inspections and law enforcement work on a trial basis in the second half of 2025. Drones will be mainly used for aerial photography and videography and generating three-dimensional photo-realistic models from the images captured to assist in occupational safety and health inspections, accident investigation and evidence collection, etc. At present, LD is procuring drones and related equipment, drawing up work procedures and conducting staff training, etc.
- (b)&(c) LD has deployed internal resources to carry out the above work. As the staff responsible for the work are also required to undertake other duties and their staff cost is absorbed within the recurrent operational expenses of LD, the manpower and relevant expenditure involved cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)031**

**(Question Serial No. 2829)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Programme (3) that the Labour Department launched a series of promotional campaigns on heat stroke prevention with the Occupational Safety and Health Council earlier on. In this connection, would the Government advise this Committee of the following:

- (a) The expenditure involved in the implementation of the “Cooling Products Sponsorship Scheme”; under the scheme,
  - (i) the average unit price for the procurement of portable fan, solar-powered floor fan and cooling vest, as well as the respective total procurement quantities;
  - (ii) the number of applications received; and
  - (iii) the number of applications approved for the procurement of relevant subsidised products, with a breakdown by type of applicant organisation (i.e. small and medium enterprises, trade unions, and other organisations);
- (b) The manpower and expenditure involved in setting up and operating the “OSH WhatsApp 24-Hour Hotline for Prevention of Heat Stroke”; and the following information on the enquiries received since the launch of the hotline:
  - (i) the total number;
  - (ii) the types of enquiries; and
  - (iii) the average response time?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 1)

Reply:

- (a) According to the records of the Occupational Safety and Health Council, the average unit price for the procurement and quantities under the “Cooling Products Sponsorship Scheme 2024” are tabulated below:

| <b>Cooling product</b>  | <b>Average unit price for procurement (HK\$)</b> | <b>Procurement quantity (set)</b> |
|-------------------------|--|-----------------------------------|
| Portable fan            | Around \$160                                     | 10 000                            |
| Solar-powered floor fan | Around \$370                                     | 1 000                             |
| Cooling vest            | \$500  | 1 000                             |

The scheme received a total of around 850 applications, of which approximately 780 were from small and medium enterprises (SMEs) and the remaining some 70 were from trade unions and other organisations. There were around 820 approved applications, of which around 750 were from SMEs and the remaining some 70 were from trade unions and other organisations.

- (b) As the “OSH WhatsApp 24-Hour Hotline for Prevention of Heat Stroke” is part of the promotional campaign for “Prevention of Heat Stroke at Work in a Hot Environment”, the expenditure and manpower involved cannot be separately identified. Nearly 4 000 enquiries were received since the launch of the hotline in April 2023. Those about the “Cooling Products Sponsorship Scheme” accounted for over 50% of the enquiries, while the rest included enquiries on registration for receiving heat stroke prevention information and information about cooling products. The hotline gives users immediate replies on common enquiries on the prevention of heat stroke at work and the “Cooling Products Sponsorship Scheme” through a round-the-clock chatbot, and other enquiries are generally answered within 24 hours during office hours.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)032**

**(Question Serial No. 2866)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Registry of Trade Unions (RTU), would the Government advise this Committee of the following:

- (a) The staff establishment, strength and relevant salary costs of RTU in each of the past 3 years;
- (b) The staff establishment and strength of RTU responsible for conducting visits to trade unions in each of the past 3 years;
- (c) In the past 10 years, whether the Registrar of Trade Unions (the Registrar) authorised any person to enter premises occupied by trade unions or any branch thereof, or applied for a warrant from the Court for entry into private premises to inspect the account books and the registers of the members of trade unions under section 37 of the Trade Unions Ordinance (Cap. 332) (TUO); if yes, what are the details; and
- (d) The following information on the enforcement of TUO by RTU in each of the past 10 years:
  - (i) the number of suspected cases of breaches of TUO identified;
  - (ii) the number of warnings issued to trade unions;
  - (iii) the number of prosecutions taken out against breaches of TUO; and
  - (iv) the number of cases convicted for breaches of TUO and the relevant penalties?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 4)

Reply:

- (a) The staff establishment, strength and relevant salary costs of RTU of the Labour Department (LD) from 2022-23 to 2024-25 are at Annex 1.



- (b) The Assistant Registrars of RTU are responsible for the work of conducting visits to trade unions. The staff establishment and strength of the Assistant Registrars concerned from 2022-23 to 2024-25 are at Annex 2.
- (c) In the past 10 years, the Registrar all along authorised staff of RTU to enter non-domestic premises occupied by trade unions or branches thereof to inspect the account books and the registers of the members of trade unions where necessary in accordance with section 37(1) of TUO. During the same period, the Registrar did not apply for a warrant from the Court for entry into domestic premises occupied by trade unions or branches thereof.
- (d) The operation of a trade union must comply with TUO and its regulations, other relevant laws of Hong Kong and the registered rules. If a trade union contravenes the relevant laws or rules, RTU will take follow-up action.

In the past 10 years, there were 3 convicted summonses out of the prosecutions taken out by LD against trade unions suspected of breaching the requirement of furnishing an annual statement of account as stipulated under TUO in 2015. The trade unions involved were fined \$1,000, \$800 and \$500 respectively. RTU does not keep the numbers of suspected breaches of TUO and warnings issued to trade unions.

Breakdowns of the staff establishment, strength and relevant salary costs of RTU  
from 2022-23 to 2024-25

| Financial year                   | Staff establishment | Strength | Salary costs (\$million) |
|----------------------------------|---------------------|----------|--------------------------|
| 2022-23                          | 19                  | 25       | 13.04                    |
| 2023-24                          | 19                  | 22       | 14.85                    |
| 2024-25<br>(as at February 2025) | 19                  | 21       | 13.77                    |

Staff establishment and strength of the Assistant Registrars  
responsible for conducting visits to trade unions from 2022-23 to 2024-25

| Financial year                   | Staff establishment | Strength |
|----------------------------------|---------------------|----------|
| 2022-23                          | 4                   | 5        |
| 2023-24                          | 4                   | 5        |
| 2024-25<br>(as at February 2025) | 4                   | 4        |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)033**

**(Question Serial No. 2889)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding protecting workers' safety and health at work, would the Government advise this Committee of the following:

- (a) The following information on the special enforcement operations launched by the Labour Department (LD) in 2024:
  - (i) number of inspections;
  - (ii) number of non-compliance cases identified;
  - (iii) number of suspension notices issued;
  - (iv) number of improvement notices issued; and
  - (v) number of prosecutions taken out, with a breakdown by type of work (i.e. new construction works; repair, maintenance, alteration and addition works; catering industry activities; and waste management work, etc.);
- (b) The respective numbers of training courses, talks and seminars on occupational safety and health organised by LD in 2024, as well as the number of participants and expenditure involved; and
- (c) Since the Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Ordinance 2023 (the Ordinance) came into effect, how many prosecutions were taken against duty holders involved in fatal industrial accidents by LD under the Ordinance, and what are the penalties imposed on the relevant convicted cases?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 9)

Reply:

- (a) Regarding the special enforcement operations (SEOs) launched by the Labour Department (LD) in 2024, the numbers of inspections on various operations, suspension notices and improvement notices issued, and prosecutions taken out are set out at Annex 1.

- (b) The number of training courses, talks and seminars on occupational safety and health (OSH) organised by LD and the number of participants in 2024 were 2 379 and 137 644 respectively. LD does not keep breakdown by number of training courses, talks and seminars as well as number of participants.

The above-mentioned education and training on OSH is an integral part of LD's ongoing efforts, hence the expenditure involved cannot be separately identified.

- (c) The Occupational Safety and Occupational Health Legislation (Miscellaneous Amendments) Ordinance 2023 (the Ordinance) came into effect on 28 April 2023. As at end-February 2025, LD had taken out 449 prosecutions against 25 fatal industrial accidents under the Ordinance. Among them, 4 cases were convicted after completion of court procedures, details of which are set out at Annex 2.

**Relevant figures on SEOs against various operations launched by LD in 2024**

|  | <b>No. of inspections</b> | <b>No. of improvement notices</b> | <b>No. of suspension notices</b> | <b>No. of prosecutions</b> |
|--|---------------------------|-----------------------------------|----------------------------------|----------------------------|
| New construction works                             | 2 858                     | 189                               | 12                               | 52                         |
| Repair, maintenance, alteration and addition works | 3 193                     | 349                               | 12                               | 190                        |
| Catering industry                                  | 2 168                     | 134                               | 0                                | 120                        |
| Waste management works                             | 641                       | 9                                 | 0                                | 4                          |
| Logistics, cargo and container handling works      | 1 583                     | 13                                | 0                                | 15                         |
| Others <sup>1</sup>                                | 15 582                    | 601                               | 4                                | 286                        |
| <b>Total</b>                                       | <b>24 442</b>             | <b>1 282</b>                      | <b>28</b>                        | <b>652</b>                 |

1. Others refer to SEOs which cannot be grouped under any of the above categories, such as “safety at work during summer and work-at-height safety” and “fire and chemical safety”.

**Conviction records of cases of fatal industrial accident  
after completion of court procedures from 28 April 2023 to end-February 2025**  
(Under the Occupational Safety and Occupational Health Legislation  
(Miscellaneous Amendments) Ordinance 2023)

| <b>Serial no.</b> | <b>Date of accident</b> | <b>Location of accident</b> | <b>No. of fatalities</b> | <b>No. of prosecutions</b> | <b>No. of summonses convicted</b> | <b>Penalties on the duty holders concerned (fine)</b>                              |
|-------------------|-------------------------|-----------------------------|--------------------------|----------------------------|-----------------------------------|--|
| 1.                | 16 May 2023             | To Kwa Wan                  | 1                        | 4                          | 3                                 | A fine of \$30,000 to \$120,000 for each summons, making a total fine of \$210,000 |
| 2.                | 17 May 2023             | Tsing Yi                    | 1                        | 6                          | 4                                 | A fine of \$8,000 to \$42,000 for each summons, making a total fine of \$100,000   |
| 3.                | 21 November 2023        | Tsim Sha Tsui               | 1                        | 3                          | 3                                 | A fine of \$2,500 to \$20,000 for each summons, making a total fine of \$25,000    |
| 4.                | 28 December 2023        | Yuen Long                   | 1                        | 6                          | 6                                 | A fine of \$5,000 to \$80,000 for each summons, making a total fine of \$215,000   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)034**

**(Question Serial No. 2914)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the 2 occupational health clinics of the Labour Department, would the Government advise this Committee of the following:

- (a) The staff establishment and strength of each clinic, as well as the respective manpower and operating expenditure involved in each of the past 5 years and this year so far;
- (b) The total number of patients who sought consultations, the numbers of new and follow-up consultation cases, as well as the average waiting time for new case appointment at each clinic in each of the past 5 years and this year so far;
- (c) Regarding the new cases mentioned in (b), breakdowns of new patients in each of the past 5 years and this year so far by
  - (i) gender;
  - (ii) age;
  - (iii) industry sector in which they were engaged;
  - (iv) the type of jobs in which they were engaged; and
  - (v) type of diseases involved (including injuries);
- (d) The number of patients diagnosed with occupational diseases (i.e., the occupational diseases specified in the Employees' Compensation Ordinance (Cap. 282), the Pneumoconiosis and Mesothelioma (Compensation) Ordinance (Cap. 360), and the Occupational Deafness (Compensation) Ordinance (Cap. 469)) by the clinics and the types of occupational diseases involved in each of the past 5 years and this year so far, and the major industry sectors in which these patients were engaged; and
- (e) Will the Government consider reviewing the occupational diseases specified in the Second Schedule to the Employees' Compensation Ordinance (Cap. 282) to include more diseases related to lower limb strains, so as to enhance protection for employees with lower limb strains?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 20)



Reply:

- (a) The staff establishment and expenditure involved in the provision of clinical services from 2020-21 to 2024-25 are at Annex 1. The 2 occupational health clinics of the Labour Department (LD) comprise a team of Occupational Health Officers (OHOs) and Occupational Health Nurses (OHNs) providing medical consultation and medical examinations on a rotational basis. They are also responsible for non-clinical duties, such as investigating notifications of occupational diseases and gas poisoning accidents, providing medical advice on disputed cases of work injury, and organising occupational health talks. As the provision of clinical services is part of the regular work of the above-mentioned OHOs and OHNs, the relevant staff establishment cannot be separately identified.
- (b) The numbers of consultations at LD's occupational health clinics and the average waiting time for new case appointment from 2020 to 2024 are at Annex 2.
- (c) The breakdowns of new patients by gender, age, industry to which they belonged, occupation, and type of diseases involved in the past 5 years are at Annex 3.
- (d) Among the patients who sought consultations at LD's occupational health clinics from 2020 to 2024, there were respectively 9, 9, 21, 11 and 8 confirmed cases of occupational diseases, including tenosynovitis of the hand or forearm and occupational dermatitis. The number of confirmed cases of (i) occupational diseases specified in the Second Schedule to the Employees' Compensation Ordinance (ECO), (ii) occupational deafness, (iii) silicosis, (iv) asbestosis and (v) mesothelioma during the same period, as well as the major industry sectors in which patients with the above-mentioned diseases were engaged are at Annex 4.
- (e) In considering whether a particular disease should be prescribed as a statutory occupational disease, LD generally makes reference to the criteria set out by the International Labour Organization, including whether a definite causal relationship exists between the disease and certain hazard contact or exposure in specific working environments or work activities, and whether the incidence rate of the disease among the exposed workers is significantly higher than that in the rest of the population, so that the occupational origin of the disease in an exposed worker can be reasonably presumed.

Currently, 6 musculoskeletal diseases (one of which is lower limb disease) caused by certain manual labour, repetitive movements or repetitive use of tools are prescribed as occupational diseases under ECO, since epidemiological evidence indicates that there is a definite causal relationship between these diseases and the industry sectors or occupations which involve the above-mentioned specific factors. As other lower limb musculoskeletal diseases such as knee joint degeneration and plantar fasciitis, etc. involve various factors beyond work-related factors, including age, personal medical history, physical activity, lifestyle and family history, etc., and are common problems among the general public, they do not fall within the definition of occupational diseases.

**Staff establishment and expenditure involved in clinical services  
from 2020-21 to 2024-25**

|   | 2020-21                     |          | 2021-22                     |          | 2022-23                     |          | 2023-24                     |          | 2024-25                       |          |
|---|-----------------------------|----------|-----------------------------|----------|-----------------------------|----------|-----------------------------|----------|-------------------------------|----------|
|   | Staff<br>establish-<br>ment | Strength | Staff<br>establish-<br>ment | Strength | Staff<br>establish-<br>ment | Strength | Staff<br>establish-<br>ment | Strength | Staff<br>establish-<br>ment   | Strength |
| No. of Occupational Health Officers           | 8                           | 8        | 8                           | 7        | 8                           | 7        | 8                           | 7        | 8                             | 7        |
| No. of Occupational Health Nurses             | 9                           | 8        | 9                           | 9        | 9                           | 8        | 9                           | 9        | 9                             | 9        |
| No. of Clerical Grade staff and support staff | 7                           | 5        | 5                           | 5        | 5                           | 4        | 5                           | 5        | 5                             | 4        |
| Staff expenditure (\$million)                 | 15.44                       |          | 14.75                       |          | 13.76                       |          | 15.12                       |          | 15.43                         |          |
| Operating expenditure (\$million)             | 1.62                        |          | 2.98                        |          | 2.98                        |          | 3.65                        |          | 2.88<br>(as at February 2025) |          |

**Numbers of consultations at LD's Occupational Health Clinics and  
the average waiting time for new case appointments from 2020 to 2024**

|                                      | 2020                 |   | 2021                 |   | 2022                 |   | 2023                 |   | 2024                 |   |
|--------------------------------------|----------------------|---|----------------------|---|----------------------|---|----------------------|---|----------------------|---|
|                                      | No. of consultations | Average waiting time for new case appointment | No. of consultations | Average waiting time for new case appointment | No. of consultations | Average waiting time for new case appointment | No. of consultations | Average waiting time for new case appointment | No. of consultations | Average waiting time for new case appointment |
| Kwun Tong Occupational Health Clinic | 3 742<br>(455)       | 2 weeks                                       | 5 947<br>(1 075)     | 6 weeks                                       | 5 728<br>(1 168)     | 2 weeks                                       | 8 320<br>(1 391)     | 1 week  | 8 828<br>(1 209)     | 1 week  |
| Fanling Occupational Health Clinic   | 2 585<br>(275)       | Less than 1 week                              | 4 093<br>(710)       | 3 weeks                                       | 3 449<br>(546)       | 2 weeks                                       | 4 723<br>(647)       | 3 weeks                                       | 4 723<br>(568)       | 2 weeks                                       |
| Total                                | 6 327<br>(730)       |   | 10 040<br>(1 785)    |   | 9 177<br>(1 714)     |   | 13 043<br>(2 038)    |   | 13 551<br>(1 777)    |   |

- Notes: (1) Figures in bracket denote the numbers of consultations provided for new patients.  
 (2) From January to February 2025, the average waiting time for new case appointments of the 2 clinics was about 2 weeks.

**Breakdowns of new patients  
by gender, age, industry to which they belonged, occupation and  
type of diseases for each year from 2020 to 2024#**

## (i) By gender

| Gender | 2020 | 2021  | 2022  | 2023  | 2024  |
|--------|------|-------|-------|-------|-------|
| Female | 474  | 1 141 | 1 072 | 1 245 | 1 104 |
| Male   | 256  | 644   | 642   | 793   | 673   |
| Total  | 730  | 1 785 | 1 714 | 2 038 | 1 777 |

## (ii) By age

| Age group      | 2020 | 2021  | 2022  | 2023  | 2024  |
|----------------|------|-------|-------|-------|-------|
| 20 or below    | 1    | 2     | 3     | 3     | 3     |
| Above 20 to 40 | 157  | 271   | 242   | 308   | 273   |
| Above 40 to 60 | 464  | 1 185 | 1 115 | 1 284 | 1 063 |
| Above 60       | 108  | 327   | 354   | 443   | 438   |
| Total          | 730  | 1 785 | 1 714 | 2 038 | 1 777 |

## (iii) By industry

| Industry  | 2020 | 2021  | 2022  | 2023  | 2024  |
|---|------|-------|-------|-------|-------|
| Public administration, social and personal services                               | 311  | 699   | 611   | 871   | 775   |
| Wholesale, retail and import/export trades, accommodation and food services       | 147  | 367   | 356   | 411   | 364   |
| Financing, insurance, real estate, professional and business services             | 116  | 84    | 301   | 333   | 245   |
| Construction  | 46   | 128   | 153   | 154   | 148   |
| Transportation, storage, postal, courier services, information and communications | 61   | 317   | 128   | 145   | 127   |
| Manufacturing   | 31   | 144   | 69    | 78    | 84    |
| Others  | 18   | 46    | 96    | 46    | 34    |
| Total   | 730  | 1 785 | 1 714 | 2 038 | 1 777 |

## (iv) By occupation

| Occupation  | 2020 | 2021  | 2022  | 2023  | 2024  |
|---|------|-------|-------|-------|-------|
| Services and sales workers  | 218  | 460   | 482   | 595   | 541   |
| Elementary occupations  | 156  | 384   | 369   | 437   | 362   |
| Professionals, technical and associate professionals                          | 100  | 285   | 229   | 272   | 287   |
| Clerical support workers  | 135  | 297   | 251   | 340   | 266   |
| Craft and related trade workers, plant and machinery operators and assemblers | 97   | 279   | 293   | 325   | 266   |
| Others  | 24   | 80    | 90    | 69    | 55    |
| Total   | 730  | 1 785 | 1 714 | 2 038 | 1 777 |

## (v) By type of diseases (including injuries)

| Type of diseases | 2020 | 2021  | 2022  | 2023  | 2024  |
|------------------|------|-------|-------|-------|-------|
| Musculoskeletal  | 627  | 1 558 | 1 492 | 1 771 | 1 563 |
| Injuries         | 64   | 153   | 156   | 189   | 140   |
| Neurological     | 9    | 21    | 18    | 23    | 19    |
| Auditory         | 10   | 6     | 8     | 14    | 18    |
| Skin             | 4    | 8     | 8     | 2     | 7     |
| Respiratory      | 4    | 8     | 4     | 7     | 6     |
| Visual           | 4    | 6     | 3     | 10    | 5     |
| Others           | 8    | 25    | 25    | 22    | 19    |
| Total            | 730  | 1 785 | 1 714 | 2 038 | 1 777 |

Note: #Figures for 2025 are not available for the time being.

**Numbers of confirmed cases of occupational diseases specified in the Second Schedule to ECO, occupational deafness, silicosis, asbestosis and mesothelioma and the major industries in which patients with the above-mentioned occupational diseases were engaged from 2020 to 2024#**

Number of confirmed cases of occupational diseases

| Occupational disease  |                                      | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|--------------------------------------|------|------|------|------|------|
| (i) Occupational diseases specified in the Second Schedule to ECO | Tenosynovitis of the hand or forearm | 17   | 28   | 21   | 14   | 18   |
|   | Tuberculosis                         | 3    | 11   | 2    | 6    | 3    |
|   | Occupational dermatitis              | 2    | 1    | 1    | -    | 1    |
|   | Compressed air illness               | -    | 1    | 1    | 2    | 1    |
|   | Streptococcus suis infection         | -    | -    | -    | 2    | -    |
|   | Occupational asthma                  | 1    | -    | -    | -    | -    |
| (ii) Occupational Deafness  |                                      | 78   | 394  | 330  | 238  | 160  |
| (iii) Silicosis   |                                      | 88   | 67   | 79   | 78   | 79   |
| (iv) Asbestosis   |                                      | 12   | 7    | 3    | 3    | 3    |
| (v) Mesothelioma  |                                      | 12   | 20   | 21   | 17   | 8    |
| Total   |                                      | 213  | 529  | 458  | 360  | 273  |

Note: #Figures for 2025 are not available for the time being.

Major industries in which patients with the above-mentioned occupational diseases were engaged

| Occupational disease                    | Industry in which patients were engaged  |
|---|--|
| Tenosynovitis of the hand or forearm    | Including public administration, social and personal services, accommodation and food services, manufacturing industry, import/export, wholesale and retail trades, professional and business services, etc. |
| Tuberculosis                            | Public administration, social and personal services  |
| Occupational dermatitis                 | Public administration, social and personal services, accommodation and food services   |
| Compressed air illness                  | Public administration, social and personal services, construction industry   |
| Streptococcus suis infection            | Import/export, wholesale and retail trades, manufacturing industry   |
| Occupational asthma                     | Transportation, storage, postal and courier services   |
| Occupational deafness                   | Mainly engaged in construction industry  |
| Silicosis, asbestosis, and mesothelioma | Mainly engaged in construction industry  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)035**

**(Question Serial No. 2915)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work, (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the mental health of employees in workplace, would the Government inform this Committee of the following:

- (a) As it is learnt that under the Employees' Compensation Ordinance (Cap. 282) (ECO), if an employee sustains an injury, including mental impairment, in an accident arising out of and in the course of employment, his/her employer is in general liable to pay compensation under ECO, please provide the number of employees' compensation (EC) claims involving only mental impairment received by the Labour Department (LD) in each of the past 10 years and this year so far, and, among the claims, the number of cases with EC assessment (commonly known as "work injury assessment") arranged; the length of assessed period of absence from work, the percentage of permanent loss of earning capacity and the amount of compensation involved;
- (b) As it is learnt that the occupational health clinics of LD may provide counselling services to patients suspected to be suffering from mental or emotional problems arising from work stress, and refer employees to the Hospital Authority (HA) for follow-up where necessary, please provide the number of attendances for counselling services in each of the past 10 years and this year so far, with breakdowns by patients'
  - (i) industry sector; and
  - (ii) job type, as well as the number of cases in which the patients in need were referred to HA for follow-up;
- (c) As it is learnt that under the general duty provisions of the Occupational Safety and Health Ordinance (Cap. 509), every employer must, so far as reasonably practicable, ensure the safety and health at work of all the employer's employees, including mental health, please provide the number of prosecutions taken out against employers suspected to have failed to ensure employees' mental health in each of the past 10 years and this year so far; please set out in table the details of each convicted case out of the prosecutions taken out, including
  - (i) the date involved;
  - (ii) the industry sector and occupation in which the employee involved was engaged;

- (iii) the details of non-compliance by the employer involved;
  - (iv) the date of judgment; and
  - (v) the penalty imposed; and
- (d) Whether the Government will step up publicity and promotion of mental health in workplace among employers and provide more support services to employees in need, so as to create a mental health-friendly work environment; if yes, what are the details; if not, what are the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 21)

Reply:

- (a) The number of employees' compensation (EC) claims involving only mental impairment, the number of such claims with compensation granted and the amount of compensation involved out of the EC claims received by the Employees' Compensation Division (ECD) of the Labour Department (LD) with EC assessment (commonly known as "work injury assessment") conducted from 2020 to February 2025 are at Annex 1. Some of the claims recently received are pending hearing or judgment by the court, or are being followed up by LD. Among the above EC claims involving only mental impairment, depending on the actual circumstances of individual cases, the assessed periods of absence from work ranged from 0 to 705 days, and the percentage of permanent loss of earning capacity ranged from 0% to 20%.
- (b) The occupational health clinics of LD promote the health of the working population through prevention, diagnosis and treatment of occupational diseases and work-related illnesses. In the past 5 years, the most common illness in new patients who sought consultations at the occupational health clinics was musculoskeletal diseases, while some of them also experienced different degrees of mental distress due to various reasons such as physical symptoms, family or work problems. Occupational health officers will ascertain patients' work and medical conditions (including physical and mental health) in detail to facilitate diagnosis and provision of appropriate treatment, while occupational health nurses will advise the patients on how to manage their conditions by making adjustments to their work and provide them with appropriate health counselling. Where necessary, the clinics will refer the patients to the Hospital Authority (HA) for follow-up and appropriate professional support.

LD does not keep statistics on the provision of health counselling services to patients suspected to be suffering from mental or emotional problems arising from work stress. The number of cases in which patients from the 2 occupational health clinics were referred to HA's psychiatric units for different reasons from 2020 to February 2025 is at Annex 2.

- (c) LD will take out prosecution if there is sufficient evidence that an employer has committed an offence under the general duty provisions of the Occupational Safety and Health Ordinance (Cap. 509). LD does not keep a breakdown by type of occupational safety and health hazards involved in these prosecutions.
- (d) LD has been and will continue to improve employers' and employees' knowledge and ability in preventing and managing mental health issues, promote the creation of a



mental health-friendly working environment and foster mental well-being of employees through various forms of publicity and promotional activities, including organising talks on work stress management, disseminating relevant information publications, and continuing to co-organise activities such as the “Joyful@Healthy Workplace” programme, the “Mental Health Workplace Charter” and the “Occupational Health Award” with the Department of Health and the Occupational Safety and Health Council. Besides, it is mentioned in the Chief Executive’s 2024 Policy Address that an annual promotional theme will be set for the “Mental Health Workplace Charter”, and recognition will be given to participating organisations for achieving targets. Details will be announced in due course.

**Number of claims, number of claims with compensation granted and amount of compensation for EC claims involving only mental impairment out of the EC claims received by ECD of LD with EC assessment conducted from 2020 to February 2025**

| Year                               | No. of claims received with work injury assessment conducted | No. of claims with compensation granted | Amount of compensation (\$'000) |
|------------------------------------|--|---|---------------------------------|
| 2020                               | 9  | 6                                       | 2,969                           |
| 2021                               | 23   | 16                                      | 3,899                           |
| 2022                               | 13   | 4                                       | 433                             |
| 2023                               | 7  | 2                                       | 275                             |
| 2024                               | 4  | 0                                       | 0                               |
| 2025<br>(From January to February) | 0  | 0                                       | 0                               |

**Number of cases in which patients from occupational health clinics were referred to HA's psychiatric units for different reasons from 2020 to February 2025**

| Year                               | No. of cases referred to HA's psychiatric units |
|------------------------------------|---|
| 2020                               | 6   |
| 2021                               | 17  |
| 2022                               | 13  |
| 2023                               | 12  |
| 2024                               | 11  |
| 2025<br>(From January to February) | 3   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)036**

**(Question Serial No. 1003)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department has since this year relaxed the requirements for joining the Greater Bay Area Youth Employment Scheme (the scheme) to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. Would the Government inform this Committee of the following:

- (a) The number of young people participating in the scheme and the total expenditure on allowance in the past 3 years, and their length of stay in the Mainland for employment, with a tabulated breakdown by month;
- (b) The estimated additional expenditure involved as a result of the relaxation; how many more young people are expected to be attracted to participate in the scheme;
- (c) Whether the Government has compiled statistics on the academic background of the youth participants, including whether they graduated from a local, Mainland or overseas institution; if yes, please list the relevant distributions for the past 3 years;
- (d) Will the Government consider introducing additional eligibility criteria, including requiring that the institutions from which the youth participants graduated are located in Hong Kong and imposing restriction on their length of living in the Mainland prior to participation, so as to focus resources on helping young people who have been living and studying in Hong Kong for a long period of time and intend to go to the Mainland for development, thereby better realising the objectives of enhancing the sense of national identity of Hong Kong young people and facilitating their integration into national development?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 25)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023. In 2023 and 2024, an allowance of

HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme.

In 2023 and 2024, the regularised scheme recorded 718 and 417 employed young people in each year respectively. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data on the duration of young people being stationed in the Mainland in due course.

- (b) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme were also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on allowance under the scheme is HK\$72.92 million, with an increase of HK\$7.32 million over the revised estimated expenditure on allowance for 2024-25.
- (c) A breakdown of the employed young people under the regularised scheme for 2023 and 2024 by location of institutions from which they graduated is at Annex.
- (d) LD will continue to closely monitor the implementation of the regularised scheme and formulate enhancement measures in a timely manner to encourage enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA, so as to foster the exchange of talents in the GBA.

**Breakdown of young people employed under the Greater Bay Area Youth Employment Scheme by location of institutions from which they graduated**

| <b>Location of institutions graduated from</b> | <b>Number of employed young people</b> |             |
|--|--|-------------|
|  | <b>2023</b>                            | <b>2024</b> |
| Mainland                                       | 389                                    | 232         |
| Hong Kong                                      | 205                                    | 120         |
| Other regions                                  | 124                                    | 65          |
| <b>Total</b>                                   | <b>718</b>                             | <b>417</b>  |

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)037****(Question Serial No. 1020)**Head: (90) Labour DepartmentSubhead (No. & title): ( )Programme: (2) Employment ServicesControlling Officer: Commissioner for Labour (May CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

As the Youth Employment and Training Programme (YETP) has already been launched for some time, please advise this Committee of the following:

- (a) Please set out in the table below the relevant data since the launch of YETP:

|           | Number of youth participants | Actual amount of government subsidies | Number of participating enterprises |
|-----------|------------------------------|---------------------------------------|-------------------------------------|
| 2021-2022 |                              |                                       |                                     |
| 2022-2023 |                              |                                       |                                     |
| 2023-2024 |                              |                                       |                                     |
| 2024-2025 |                              |                                       |                                     |

- (b) Does the Government have any plan to extend YETP to more regions? If yes, what are the details; if not, what are the reasons?
- (c) What are the data on those who were offered employment after completion of internship programme?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 12)

Reply:

- (a) The Youth Employment and Training Programme (YETP) provides free and dedicated training and employment support services to young people with an educational attainment at sub-degree level or below. In addition to career development services, trainees may choose to participate in training courses, 1-month workplace attachment training and on-the-job training (OJT) for a period of 6 to 12 months. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29. YETP operates on the basis of programme year, running from September each year to August of the following year. In each programme year from 2021/22 to 2024/25 (as at February 2025), there were 3 222, 3 053, 2 839 and 1 572 trainees participating in YETP

respectively. Under YETP, the numbers of cases in which trainees participated in OJT, the amount of OJT allowance granted to employers and the numbers of employers involved from 2021-22 to 2024-25 (as at February 2025) are as follows:

|                                    | Number of OJT cases | Amount of OJT allowance granted to employers (\$million) | Number of employers |
|------------------------------------|---------------------|--|---------------------|
| 2021-2022                          | 1 418               | 51.87  | 500                 |
| 2022-2023                          | 1 473               | 60.72  | 518                 |
| 2023-2024                          | 1 354               | 58.21  | 449                 |
| 2024-2025<br>(As at February 2025) | 899                 | 37.05  | 321                 |

- (b) YETP will launch the Greater Bay Area (GBA) Work Experience Attachment Programme (WEP) in the second quarter of 2025, which will provide young people aged 18 to 29 with 1-month workplace attachment opportunities in the Mainland cities of the GBA. WEP will provide trainees with free accommodation and a training/attachment allowance, enabling them to experience the local work culture and understand the development opportunities in the GBA.
- (c) The Labour Department conducts surveys every year on trainees who have enrolled under YETP and completed the 12-month support services. The survey results for 2021/22 to 2023/24 programme years showed that in each programme year, there were respectively 64.8%, 69.4% and 69.2% of trainees were in employment at the time of the surveys.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)038**

**(Question Serial No. 2473)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department will launch the Youth Employment and Training Programme (YETP) in 2025-26. How is the funding mode of YETP formulated? For example, how will the funding be allocated? Will the funding requirements be adjusted having regard to the financial situation or professional requirements of young people?

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 28)

Reply:

The Youth Employment and Training Programme (YETP) provides free and dedicated training and employment support services to young people with an educational attainment at sub-degree level or below. YETP enables young people to better understand themselves and their work aptitudes while enriching their job skills and experience so as to enhance their employability. Trainees may choose to participate in training courses, 1-month workplace attachment training and on-the-job training (OJT) for a period of 6 to 12 months. The service providers commissioned under YETP provide trainees with 12-month career development services. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29.

YETP, with no pre-set quota, accepts enrolment on a year-round basis and adopts a uniform standard for the disbursement of allowances, regardless of the financial situation or professional requirements of trainees. Trainees who have completed pre-employment training courses organised by YETP or the Employees Retraining Board may receive a training allowance of up to \$333 per day, while trainees who have completed workplace attachment training may receive a workplace attachment training allowance of \$7,300. In addition, employers who engage trainees in full-time or part-time work and offer OJT are entitled to a monthly OJT allowance equivalent to 50% of the monthly salary of the trainee, up to a maximum amount of \$5,000 per month. During the OJT period, the trainee may enrol in relevant off-the-job vocational courses and apply for reimbursement of course and examination fees up to \$4,000.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)039**

**(Question Serial No. 2385)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Paragraph 194 of the Budget Speech mentioned that the Government has raised the age ceiling for participants of the Youth Employment and Training Programme (YETP) to 29 and increased the limit of allowance for enterprises to \$12,000 per month for up to 18 months. Workplace attachment opportunities in the Greater Bay Area will also be introduced to help young people enhance their employability. In this connection, would the Government advise this Committee of the number of enterprises that were disbursed with allowance under YETP and the total expenditure on such allowance. Besides, how effective is YETP for youth participants? Which types of company do they mainly work for and what are the average monthly salaries?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 14)

Reply:

The Youth Employment and Training Programme (YETP) provides free and dedicated training and employment support services for young people with an educational attainment at sub-degree level or below. Starting from January 2025, the enrolment age of YETP participants has been relaxed from 15-24 to 15-29.

Employers who have engaged trainees in full-time or part-time posts under YETP and provided them with on-the-job training (OJT) for 6 to 12 months will be given an OJT allowance of an amount equivalent to 50% of an employee's monthly salary, up to a maximum of \$5,000 per month per trainee. In 2023-24, \$58.21 million of OJT allowance was disbursed to 449 employers under YETP.

The Labour Department conducts surveys every year on trainees who have enrolled under YETP and completed the 12-month career development services. The survey results of the 2023/24 programme year (September 2023 to August 2024) showed that 69.2% of the trainees were in employment at the time of the survey, and 10.3% of the trainees chose to further their studies.

During the same period, the major industry sectors in which the trainees were engaged were the construction industry, the transport, storage and communications industry, and the community, social and personal services industry. The average monthly salary of the trainees was \$12,930.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)040**

**(Question Serial No. 0334)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the 3-year Pilot Rehabilitation Programme for Employees Injured at Work targeting injured employees of the construction industry in September 2022. Would the Government inform this Committee of the following:

- (a) The number of injured construction workers participating in the Programme since its launch, and their proportion to the injured construction workers who needed rehabilitation treatment;
- (b) Has the Government evaluated the effectiveness of the Programme? Have the expected results been achieved?

Asked by: Hon LAM Tzit-yuen, David (LegCo internal reference no.: 13)

Reply:

- (a) The Labour Department (LD) and the Work Injury Rehabilitation Office established by the service contractor of the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) will, based on the reported work injury cases, preliminarily identify injured employees who are suitable for the Pilot Programme and proactively invite them to participate in the Programme. As at the end of February 2025, a total of 1 177 injured construction employees participated in the Pilot Programme<sup>1</sup>, accounting for about 23% of the work injury cases in the construction industry which are preliminarily identified as suitable for participation.

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<sup>1</sup> LD has widened the industry coverage of the Pilot Programme to include the “catering and hotel industry” and the “transportation and logistics industry” in addition to the original construction industry with the aim of benefiting more injured employees. As at the end of February 2025, there was a total of 626 participants from these two industries.

- (b) LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, and compared the data of the participants against that of the injured construction employees who sustained similar work injuries but did not participate in the Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement (i.e. recovered) upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)041**

**(Question Serial No. 3071)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the scheme) since March 2023, encouraging enterprises to employ Hong Kong university graduates and station them to work in the Mainland cities of the GBA. In this connection, would the Government advise this Committee of the following:

- (a) The number of participating enterprises, the types and number of job vacancies provided, as well as the amount of allowance disbursed to enterprises in the past 2 years;
- (b) The number of participants in the scheme, the average salary and average length of employment of the employed young people, the number of those who completed the 18-month on-the-job training, as well as the number of those who continued to be employed by the relevant enterprises after the allowance period in the past 2 years;
- (c) Whether the Government has conducted survey to understand the views of young people after participation in the scheme, including: the reasons for the employed young people not completing the 18-month on-the-job training, and for participants not being further employed by the relevant enterprises after the allowance period; if so, what are the survey results; if not, what are the reasons; and
- (d) Given that the Government has relaxed the academic requirement of the scheme and raised the upper limit of allowance disbursed to enterprises this year, what are the estimated amount of allowance to be disbursed to enterprises and estimated number of young people participating in the scheme this year?

Asked by: Hon LEE Tsz-king, Dominic (LegCo internal reference no.: 38)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young

person was disbursed to enterprises for up to 18 months under the scheme. During the same period, the scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. Breakdowns of the number of job vacancies by occupational group and the number of employed young people by salary level are at Annex. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the data on the length of employment of the employed young people who have completed the scheme and those who have continued to be employed by the enterprises in due course.

- (c) LD has commissioned a consultant to conduct a 3-year “longitudinal study” on the scheme. The study conducts follow-up surveys on the participating enterprises and young people with a view to understanding the employment situation of the young people, and collecting opinions from enterprises and young people on the scheme. The study commenced in March 2024. The consultant will submit an interim report of the study to LD in the second quarter of 2025. LD will review in detail the effectiveness of the scheme upon completion of the “longitudinal study”.
- (d) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person’s monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on the allowance to be disbursed to enterprises under the scheme is HK\$72.92 million, which will cover disbursement of allowance to subsidy applications from enterprises employing young people during 2023 to 2025.

**Breakdowns of the number of job vacancies by occupational group and  
the number of employed young people by salary level  
under the Greater Bay Area Youth Employment Scheme**

(i) Breakdown of the number of job vacancies by occupational group

| <b>Occupational group</b>                | <b>Number of job vacancies</b> |              |
|--|--------------------------------|--------------|
|  | <b>2023</b>                    | <b>2024</b>  |
| Managers and administrators              | 639                            | 514          |
| Professionals                            | 818                            | 669          |
| Associate professionals                  | 748                            | 698          |
| Clerical support workers                 | 314                            | 257          |
| Skilled agricultural and fishery workers | 7                              | 1            |
| Others                                   | 14                             | 47           |
| <b>Total</b>                             | <b>2 540</b>                   | <b>2 186</b> |

(ii) Breakdown of the number of employed young people by salary level

| <b>Salary level</b> | <b>Number of employed young people</b> |             |
|---------------------|--|-------------|
|                     | <b>2023</b>                            | <b>2024</b> |
| \$18,000 - \$21,000 | 685                                    | 384         |
| \$21,001 - \$24,000 | 18                                     | 22          |
| \$24,001 - \$27,000 | 13                                     | 8           |
| \$27,001 - \$30,000 | 1                                      | 2           |
| \$30,001 or above   | 1                                      | 1           |
| <b>Total</b>        | <b>718</b>                             | <b>417</b>  |

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)042**

**(Question Serial No. 2099)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To assist in labour importation for specific industry sectors in Hong Kong, labour service enterprises or their affiliated companies operate local licensed employment agencies (EAs) to arrange Mainland workers to work in Hong Kong. However, some agencies have previously been accused of overcharging intermediary fees under various pretexts. In this connection, would the Government advise this Committee of the following:

- (a) How many labour importation applications for various industry sectors has the Labour Department (LD) received from licensed EAs arranging Mainland workers to work in Hong Kong since the implementation of the scheme? How many of these applications were approved or rejected? (please provide a breakdown by industry sectors)
- (b) How many complaints against licensed EAs arranging Mainland workers to work in Hong Kong has LD received since the implementation of the scheme? How many of these cases involved suspected overcharging?
- (c) Did LD conduct investigations into the above cases? How many of these cases were substantiated through investigations, and what follow-up actions were taken? Has any agency been issued a warning, or has any agency's licence been revoked?

Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 31)

Reply:

- (a) Applicants for the Enhanced Supplementary Labour Scheme (ESLS) must be employers who carrying on business in Hong Kong. Employers may authorise representatives (such as licensed employment agencies in Hong Kong (EAs)) to handle their applications for labour importation. The Labour Department (LD) does not maintain records of the number of applications for labour importation submitted by EAs on behalf of employers.
- (b) ESLS has started accepting applications from 4 September 2023 onwards. As at February 2025, LD had received a total of 13 complaint cases against EAs related to

arranging Mainland workers to work in Hong Kong. Of these, 11 cases involved allegations about EAs having charged job seekers fees exceeding the permissible limit under Part XII of the Employment Ordinance (EO) and the Employment Agency Regulations.

- (c) LD has conducted inspections to the EAs involved in the 13 aforementioned complaint cases, made enquiries with the responsible persons, issued warnings and urged for rectification of the irregularities detected during the inspections. LD has also conducted detailed investigations into the complaints and reviewed the information obtained from inspections to examine whether the EAs have breached Part XII of EO or the Code of Practice for Employment Agencies (CoP) by charging job seekers fees exceeding the legal limit. If there is sufficient evidence to prove that an EA has breached the law or the CoP, LD will take out prosecution, or revoke, refuse to issue or renew its licence.

As at February 2025, LD had issued a total of 7 warnings to the aforementioned EAs. So far, no EA involved in arranging Mainland workers to work in Hong Kong has been prosecuted or has its licence revoked for breaching the law.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)043**

**(Question Serial No. 1435)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the relaxation of the eligibility requirements for joining the Greater Bay Area Youth Employment Scheme (the scheme) to include young people aged 29 or below, would the Government advise this Committee of the following:

- (a) The number of applicants and the total number of applications approved under the scheme in the past 2 years;
- (b) The total number of enterprises participating in the scheme; the total number of job vacancies offered;
- (c) The distribution of industry sectors in which applicants were undertaking internship; the length of the internships;
- (d) The total number of young people who were offered employment or conditional offers by the companies in which they had been employed upon completion of the internships; what is the overall percentage?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 31)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, the regularised scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. The scheme allows enterprises to recruit eligible young people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme.

- (c) Participating enterprises providing on-the-job training for young people may be disbursed with an allowance for up to 18 months by the Government. A breakdown of the number of employed young people under the scheme in 2023 and 2024 by industry is at Annex.
- (d) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) continued to be employed by the enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department will compile the relevant data in due course.

**Breakdown of the number of employed young people employed  
under the Greater Bay Area Youth Employment Scheme by industry**

| <b>Industry</b>                 | <b>Number of employed young people</b> |             |
|---------------------------------|--|-------------|
|                                 | <b>2023</b>                            | <b>2024</b> |
| Business services               | 275                                    | 112         |
| Finance                         | 184                                    | 87          |
| Educational services            | 39                                     | 36          |
| Import and export trades        | 28                                     | 20          |
| Real estates                    | 19                                     | 17          |
| Communication                   | 19                                     | 5           |
| Other manufacturing industry    | 18                                     | 16          |
| Manufacture of electronic parts | 13                                     | 20          |
| Others                          | 123                                    | 104         |
| <b>Total</b>                    | <b>718</b>                             | <b>417</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)044**

**(Question Serial No. 2660)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Programme mentioned that to support young people to grasp the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) development in the long run, the pilot GBA Youth Employment Scheme (the pilot scheme) launched by the Government in 2021 has been regularised in 2023. In this connection, please advise this Committee of the following:

- (a) The number of applicants, with breakdown by the types of academic qualifications obtained in Hong Kong or elsewhere, the statistics on the number of those securing employment, as well as job vacancies, participating enterprises, etc. under the relevant scheme in each year since the launch of the pilot scheme;
- (b) The specific operation and details of the Arrangements for Mainland Youth to Work in Hong Kong to be launched under the enhanced scheme; when will the reciprocal arrangement be introduced; and
- (c) The specific effectiveness of the support services provided to the youth participants of the scheme, the number and details of the support services and activities provided in the past year; what will be the relevant expenditure in the coming year?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 16)

Reply:

- (a) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering 3 494, 2 540 and 2 186 job vacancies, as well as 1 091, 718 and 417 employed young people. The scheme allows enterprises to recruit eligible young

people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme. A breakdown of the number of employed young people by educational attainment is at Annex.

- (b) The Government has implemented the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster talent exchange in the GBA. Enterprises are required to apply to the Immigration Department (ImmD) for entry permits for the Mainland young people under the Admission Scheme for Mainland Talents and Professionals. When submitting the entry permit applications, the Mainland young people concerned must be Chinese residents of the Mainland aged 29 or below with a bachelor's degree or above, and are directly employed by the enterprises with a monthly salary of not less than HK\$18,000. ImmD will provide facilitation measures and assess the eligibility of each case.
- (c) LD has commissioned the HKFTU Greater Bay Area Social Services and the Hong Kong United Youth Association as service providers to provide support for the participating young people in the Mainland. In 2024, the service providers handled 1 415 enquiries and requests for assistance through the telephone hotline and dedicated WeChat groups, as well as organised 16 talks, 6 group activities, 68 team activities, and 3 study exchanges to facilitate young people to adapt to the new environments and establish their social networks. The feedback on the support services from the participating young people was very favourable. The estimated expenditure payable to the service providers commissioned by LD in 2025-26 is HK\$3.57 million.

**Breakdown of the number of employed young people  
under the Greater Bay Area Youth Employment Scheme by educational attainment**

| <b>Educational attainment</b> | <b>Number of employed young people</b> |             |             |
|-------------------------------|--|-------------|-------------|
|                               | <b>Pilot scheme</b>                    | <b>2023</b> | <b>2024</b> |
| Bachelor's Degree             | 883                                    | 547         | 306         |
| Master's Degree               | 205                                    | 170         | 110         |
| Doctorate or above            | 2                                      | 1           | 1           |
| Others                        | 1                                      | 0           | 0           |
| <b>Total</b>                  | <b>1 091</b>                           | <b>718</b>  | <b>417</b>  |

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)045**

**(Question Serial No. 1936)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department implemented the Employment Programme for the Elderly and Middle-aged to encourage employers to engage persons aged 40 or above and provide them with on-the-job training; a three-year Re-employment Allowance Pilot Scheme was launched on 15 July last year. Would the Government advise of the following:

- (a) What are the enrolment situations of the participants in the above two programmes so far? Please set out the information by age group.
- (b) The employment situation of the participants in the above two programmes; please set out the information by age group.

Asked by: Hon LI Sai-wing, Stanley (LegCo internal reference no.: 22)

Reply:

- (a)&(b) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. During the implementation of the REA Scheme, each participant who has worked for 12 consecutive months can receive re-employment allowance of up to \$20,000. As at February 2025, the REA Scheme had recorded 35 203 participants and 13 670 placements. A breakdown of the numbers of participants and placements by age is at Annex 1.

The Employment Programme for the Elderly and Middle-aged (EPEM) encourages employers to engage job seekers aged 40 or above and provide on-the-job training (OJT), while LD grants an OJT allowance to eligible employers. Participating employers are required to register job vacancies at LD and complete the registration procedures under EPEM after the employees have filled the registered vacancies. In 2024 and 2025 (as at February), EPEM recorded 4 443 and 642 placements respectively. A breakdown by age of employees is at Annex 2.

**Breakdown of the numbers of participants and placements  
under the REA Scheme by age  
from July 2024 to February 2025**

|                                | <b>Age</b>   | <b>2024<br/>(July to December)</b> | <b>2025<br/>(as at February)</b> |
|--------------------------------|--------------|------------------------------------|----------------------------------|
| <b>No. of<br/>participants</b> | 40-59        | 22 874                             | 4 141                            |
|                                | 60 or above  | 6 988                              | 1 200                            |
|                                | <b>Total</b> | <b>29 862</b>                      | <b>5 341</b>                     |
| <b>No. of<br/>placements</b>   | 40-59        | 7 224                              | 3 193                            |
|                                | 60 or above  | 2 264                              | 989                              |
|                                | <b>Total</b> | <b>9 488</b>                       | <b>4 182</b>                     |

**Breakdown of the number of placements eligible for joining EPEM  
in 2024 to 2025 by age of employees**

| Age          | No. of eligible placements |                          |
|--------------|----------------------------|--------------------------|
|              | 2024                       | 2025<br>(as at February) |
| 40-59        | 2 911                      | 429                      |
| 60 or above  | 1 532                      | 213                      |
| <b>Total</b> | <b>4 443</b>               | <b>642</b>               |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)046**

**(Question Serial No. 0052)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under the Matters Requiring Special Attention in 2025-26 that the Labour Department (LD) will implement enhancement measures including those for the Greater Bay Area Youth Employment Scheme (the scheme). In this connection, please advise this Committee of the following:

- (a) The number of participants and the amount of allowance disbursed to enterprises participating in the scheme in 2023 and 2024;
- (b) The number and percentage of participants who had fully completed the scheme and the number and percentage of participants who continued to be employed by the same company upon completion of the scheme in each year since its first launch in 2021;
- (c) LD has since this year relaxed the requirements of joining the scheme to young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month. In this connection, has LD evaluated the stimulating effect of the above-mentioned measures on the scheme and will relevant key performance indicators be formulated?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 18)

Reply:

- (a) The Government has regularised the Greater Bay Area Youth (GBA) Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. During the same period, 718 and 417 employed young people were recorded under the scheme in each year respectively. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises.

- (b) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department will compile the relevant data in due course.
- (c) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. The Government expects that the above-mentioned enhancement measures will be conducive to attracting more enterprises to offer job vacancies and more young people to join the scheme. As job vacancies and employment situation of young people are affected by factors such as the economy and labour market, it is not appropriate to formulate "key performance indicators" for the scheme.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)047**

**(Question Serial No. 1114)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The provision for 2025-26 under this Programme is \$1,027.9 million, which is considerably higher than the revised estimate for 2024-25 by 26.6%. According to the Controlling Officer's explanation, the change is mainly due to increased expenditure on the Re-employment Allowance Pilot Scheme (REA Scheme) and other employment programmes. In this connection, will the Government inform this Committee of the reason for the increased expenditure on the REA Scheme and the relevant provisions involved?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 34)

Reply:

The Labour Department launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant having worked for 12 consecutive months can receive a maximum re-employment allowance (REA) of up to \$20,000. The REA Scheme has been well received. As at February 2025, 35 203 participants and 13 670 placements were recorded, far exceeding the original estimate of about 6 000 placements in 3 years. In 2025-26, the provision for the REA Scheme has increased to about \$186 million as compared with the revised estimate of \$23 million in 2024-25, so as to ensure that REA will be disbursed to all eligible participants.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)048**

**(Question Serial No. 1115)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The provision for 2025-26 under this Programme is \$1,264.9 million, which is considerably higher than the revised provision for 2024-25 by 55.1%. According to the Controlling Officer's explanation, the change is mainly due to additional provision required for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement, as well as increased operating expenses, salaries and personnel expenses. There will be a net increase of 23 posts in 2025-26. In this connection, will the Government advise this Committee on the following:

- (a) the manpower and resources allocated for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement; and
- (b) the rank and responsibilities of the 23 posts to be added and the provision for 2025-26 involved?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 35)

Reply:

- (a) In 2025-26, the estimated expenditure for implementing the Subsidy Scheme for Abolition of MPF Offsetting Arrangement (SSA) is about \$376 million. SSA is mainly taken forward by the Employment Benefits Support Division (EBSD) of the Labour Department (LD). As the staff of EBSD are also responsible for other duties, the staff establishment and expenditure involved in SSA cannot be separately identified.
- (b) In 2024, LD moved the posts responsible for implementing the abolition of MPF offsetting arrangement and related duties from Programme (1) to Programme (4), and at the same time some posts under Programme (4) were deleted after re-prioritisation of work. As a result, there is a net increase of 23 posts under Programme (4) in 2025-26. The above-mentioned movement of posts does not involve any additional expenditure.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)049**

**(Question Serial No. 2247)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) is responsible for processing applications under the Enhanced Supplementary Labour Scheme (ESLS). Would the Government advise this Committee of the following:

- (a) Please tabulate the numbers of applications received and approved by LD under ESLS in the past year, with breakdowns by industry, job type, age and average monthly wage;
- (b) Please set out the expenditure and staff establishment involved of LD on following up on ESLS in the past year;
- (c) Information shows that from 4 September 2023 to 31 January 2025, among the number of quotas of imported workers approved under ESLS, 8 159 were for waiter/waitress, 5 443 were for junior cook, 2 398 were for dish washer, and 4 790 were for cook. The catering industry had been granted nearly 21 000 quotas of imported workers while there was a rising trend in the unemployment rate in the local catering industry in the past year. In this connection, will the Government set threshold indicators for the unemployment rates of local job types and suspend labour importation when the threshold levels are exceeded so as to safeguard the employment priority for local workers; and
- (d) In view of the exploitation of imported workers which has affected the local employment market, what specific proposal does the Government have to enhance and review ESLS?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 8)

Reply:

- (a) The Enhanced Supplementary Labour Scheme (ESLS) received 7 266 applications seeking to import 59 300 workers in 2024. During the period, 5 739 applications involving 42 025 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly



wage are at Annex 1 to Annex 3. The Labour Department (LD) does not keep a statistical breakdown of imported workers by age.

- (b) ESLS is mainly administered by the Supplementary Labour Division (SLD) of LD. In 2024-25, the staff establishment of SLD comprises 41 Labour Officer Grade posts, 14 Clerical Grade posts and 1 Workman II post (excluding staff temporarily deployed by LD). SLD also employs non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS. The revised estimated expenditure for SLD in 2024-25 is \$80.71 million (including staff cost).
- (c)&(d) To safeguard the employment priority for local workers, applicant employers of ESLS must undertake local open recruitment and give priority to employing qualified local workers to fill the vacancies at a salary not lower than the median monthly wage of a comparable position in the market. In tandem, employers approved to import workers are required to sign a Standard Employment Contract with the imported workers and shall pay them a salary not lower than the median monthly wage of a comparable position.

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**Numbers of imported workers applied for and approved  
under ESLS in 2024:  
a breakdown by industry**

| <b>Industry</b>  | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|--|---|--|
| 1. Agriculture and Fisheries   | 1 683   | 1 381  |
| 2. Manufacturing   | 6 036   | 4 089  |
| 3. Construction <sup>+</sup>   | 5   | 274  |
| 4. Import/Export Trades and Wholesale                                    | 1 952   | 1 413  |
| (i) <i>Import/Export Trades</i>  | (904)   | (474)  |
| (ii) <i>Wholesale</i>  | (1 048)   | (939)  |
| 5. Retail, Accommodation and Food Services                               | 28 832  | 25 247                                       |
| (i) <i>Retail</i>  | (3 834)   | (3 107)                                      |
| (ii) <i>Accommodation Services</i>                                       | (816)   | (1 489)                                      |
| (iii) <i>Food and Beverage Services</i>                                  | (24 182)  | (20 651)                                     |
| 6. Transportation, Storage, Information and Communications               | 2 374   | 1 434  |
| 7. Financing, Insurance, Real Estate, Professional and Business Services | 4 742   | 1 986  |
| 8. Public Administration, Social and Personal Services                   | 13 676  | 6 201  |
| <b>Total</b>   | <b>59 300</b>                                   | <b>42 025</b>                                |

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>+</sup> Including applications submitted under the Supplementary Labour Scheme (SLS) prior to the launch of the Labour Importation Scheme for the Construction Sector.

**Numbers of imported workers applied for and approved  
under ESLS in 2024:  
a breakdown by job title**

| <b>Job title</b>                      | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|---------------------------------------|---|--|
| 1. Waiter/Waitress <sup>#</sup>       | 7 762   | 7 682  |
| 2. Junior Cook <sup>#</sup>           | 7 252   | 5 089  |
| 3. Security Guard <sup>^</sup>        | 5 631   | 1 945  |
| 4. Cleaner <sup>^</sup>               | 5 272   | 1 749  |
| 5. Cook                               | 4 291   | 4 293  |
| 6. Sales Assistant <sup>#</sup>       | 3 313   | 2 912  |
| 7. Dish Washer <sup>^</sup>           | 3 067   | 2 209  |
| 8. Warehouse Keeper <sup>#</sup>      | 2 829   | 1 725  |
| 9. Bartender/Soda Fountain<br>Captain | 1 404   | 612  |
| 10. Others                            | 18 479  | 13 809                                       |
| <b>Total</b>                          | <b>59 300</b>                                   | <b>42 025</b>                                |

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

<sup>#</sup> Falling within the 26 job categories generally excluded from labour importation under SLS.

<sup>^</sup> Falling within the unskilled or low-skilled posts generally excluded from labour importation under SLS.

**Numbers of imported workers applied for and approved  
under ESLS in 2024:  
a breakdown by monthly wage**

| <b>Monthly wage</b>        | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|----------------------------|---|--|
| 1. \$8,000 or below        | -   | -  |
| 2. Above \$8,000-\$10,000  | 37  | 5  |
| 3. Above \$10,000-\$12,000 | 5 716   | 2 460  |
| 4. Above \$12,000-\$14,000 | 7 686   | 4 634  |
| 5. Above \$14,000-\$16,000 | 26 614  | 19 557                                       |
| 6. Above \$16,000-\$18,000 | 8 956   | 7 041  |
| 7. Above \$18,000-\$20,000 | 6 080   | 4 955  |
| 8. Above \$20,000          | 4 211   | 3 373  |
| <b>Total</b>               | <b>59 300</b>                                   | <b>42 025</b>                                |

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received towards year-end may be completed in the following year, and hence the number of imported workers approved within the year does not correspond to the number of imported workers applied for in the same year.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)050**

**(Question Serial No. 2248)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding enforcement action against wage offences, would the Government provide the following information:

- (a) Please set out the number of inspections and the average duration of inspection conducted by the Government in the past 3 years with a breakdown by industry;
- (b) On combating various wage offences, please set out the number of reported cases received and the number of prosecutions taken out by the Government in the past 3 years with breakdowns by industry and type of offence;
- (c) Please set out the amount involved in various wage offences prosecuted by the Government in the past 3 years with breakdowns by industry and type of offence; and
- (d) The expenditure and staff establishment of the Government on combating wage offences in the past 3 years.

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 9)

Reply:

- (a) The Labour Department (LD) conducts proactive workplace inspections in various sectors to check employers' compliance with the requirements of relevant labour laws, such as paying wages on time and paying employees no less than the Statutory Minimum Wage rate. The numbers of workplace inspections conducted by Labour Inspectors of LD in each year from 2022 to 2024 with a breakdown by industry is at Annex 1. LD does not keep statistics on the duration of inspection.
- (b) The numbers of reported cases involving wage defaults received by LD in each year from 2022 to 2024 with a breakdown by industry is at Annex 2.

The numbers of summonses heard and the number of summonses convicted in respect of wage offences handled by LD in each year from 2022 to 2024 with a breakdown by industry is at Annex 3.

- (c) The amount of wages in arrears is specified on each summons involving wage offences to facilitate the court's understanding of the wage default situation. As far as prosecution work is concerned, LD does not keep information on the amount of wages in arrears involved in such cases.
- (d) As officers responsible for investigation and prosecution work have to enforce various labour laws at the same time, the expenditure and manpower involved in combating wage offences cannot be separately identified.

**Numbers of workplace inspections conducted by Labour Inspectors of LD  
from 2022 to 2024 with a breakdown by industry**

| <b>Industry</b>   | <b>Numbers of inspections</b> |                |                |
|---|-------------------------------|----------------|----------------|
|   | <b>2022</b>                   | <b>2023</b>    | <b>2024</b>    |
| Wholesale, retail, import/export trades, restaurants and hotels | 63 397                        | 67 067         | 67 661         |
| Financing, insurance, real estate and business services         | 30 823                        | 34 156         | 35 971         |
| Community, social and personal services                         | 20 666                        | 25 250         | 24 961         |
| Transport, storage and communications                           | 8 021                         | 8 542          | 8 867          |
| Manufacturing   | 5 578                         | 5 776          | 6 482          |
| Construction  | 5 199                         | 6 504          | 6 120          |
| Others  | 3 118                         | 2 877          | 2 609          |
| <b>Total</b>  | <b>136 802</b>                | <b>150 172</b> | <b>152 671</b> |

**Numbers of reported cases involving wage defaults received by LD  
from 2022 to 2024 with a breakdown by industry**

| <b>Industry</b>   | <b>Numbers of reported cases involving wage defaults received</b> |             |             |
|---|---|-------------|-------------|
|   | <b>2022</b>   | <b>2023</b> | <b>2024</b> |
| Wholesale, retail, import/export trades, restaurants and hotels | 168   | 186         | 160         |
| Financing, insurance, real estate and business services         | 81  | 101         | 100         |
| Community, social and personal services                         | 129   | 132         | 120         |
| Transport, storage and communications                           | 54  | 59          | 44          |
| Manufacturing   | 16  | 17          | 18          |
| Construction  | 103   | 129         | 147         |
| Others  | 51  | 80          | 69          |
| <b>Total</b>  | <b>602</b>  | <b>704</b>  | <b>658</b>  |



**Numbers of summonses heard and summonses convicted  
in respect of wage offences handled by LD  
from 2022 to 2024 with a breakdown by industry**

| <b>Industry</b>   | <b>Numbers of summonses heard</b> |              |              | <b>Numbers of summonses convicted</b> |             |             |
|---|-----------------------------------|--------------|--------------|---------------------------------------|-------------|-------------|
|   | <b>2022</b>                       | <b>2023</b>  | <b>2024</b>  | <b>2022</b>                           | <b>2023</b> | <b>2024</b> |
| Wholesale, retail, import/export trades, restaurants and hotels | 193                               | 436          | 453          | 168                                   | 332         | 310         |
| Financing, insurance, real estate and business services         | 139                               | 222          | 259          | 106                                   | 152         | 196         |
| Community, social and personal services                         | 42                                | 110          | 283          | 27                                    | 61          | 189         |
| Transport, storage and communications                           | 23                                | 114          | 175          | 21                                    | 105         | 121         |
| Manufacturing   | 76                                | 12           | 13           | 22                                    | 12          | 13          |
| Construction  | 133                               | 203          | 153          | 110                                   | 142         | 137         |
| Others  | 0                                 | 15           | 30           | 0                                     | 15          | 30          |
| <b>Total</b>  | <b>606</b>                        | <b>1 112</b> | <b>1 366</b> | <b>454</b>                            | <b>819</b>  | <b>996</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)051**

**(Question Serial No. 2249)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On combating illegal employment, would the Government provide the following information:

- (a) The number and average duration of inspections conducted by the Government in combating illegal employment in 2024-25;
- (b) The expenditure and staff establishment in combating illegal employment by the Government in 2024-25;
- (c) Please set out the number of reported cases of illegal employment received and the number of targeted combating operations conducted by the Government in 2024-25 with a breakdown by industry sector; and
- (d) The number of publicity activities launched by the Government in combating illegal employment, number of participants, and expenditure and staff establishment involved in 2024-25?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 10)

Reply:

- (a) To deter employers from employing illegal workers, Labour Inspectors (LIs) of the Labour Department (LD) conduct workplace inspections to check the identity documents of employees and the employee records kept by employers. In 2024-25 (as at February), LIs inspected a total of 135 576 workplaces. LD does not keep statistics on the duration of inspections.
- (b) LIs are responsible for the enforcement of various labour laws. As assisting in combating illegal employment is part of their duties, the expenditure and manpower involved in carrying out this duty cannot be separately identified.
- (c) A breakdown of the number of reported cases involving illegal employment received by LD in 2024-25 (as at February) by industry is at Annex. LD has referred all suspected

cases of illegal employment to the Immigration Department (ImmD) and the Hong Kong Police Force (HKPF) for follow-up action.

LD mounts intelligence-based joint operations with ImmD and HKPF to raid establishments suspected to have been involved in illegal employment. In 2024-25 (as at February), LD conducted 36 targeted joint operations with ImmD and HKPF involving industries such as retail, catering and personal services.

- (d) In 2024-25, LD launched publicity activities through various channels, including placing advertisements on public transport network and newspapers, disseminating publicity messages on LD website, etc., with a view to encouraging the public to report suspected cases of employers employing illegal workers. As the publicity activities concerned also involve publicising other enforcement work of LD, the expenditure and manpower involved cannot be separately identified.

**Breakdown of the number of reported cases involving illegal employment  
received by LD in 2024-25 (as at February) by industry**

| <b>Industry</b>  | <b>Number of reports received involving illegal employment</b> |
|--|--|
| Wholesale, retail and import/export trades, restaurants and hotels | 86   |
| Financing, insurance, real estate and business services            | 26   |
| Community, social and personal services                            | 14   |
| Transport, storage and communications                              | 8  |
| Manufacturing  | 4  |
| Construction   | 38   |
| <b>Total</b>   | <b>176</b>   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)052**

**(Question Serial No. 2250)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

On investigating complaints relating to the employment of imported workers, would the Government provide the following information:

- (a) The number of complaint cases from imported workers followed up by the Government and the number of workers involved in the past 3 years with a breakdown by industry;
- (b) The major types of complaints lodged by imported workers about employees' rights and benefits in the past 3 years, with a breakdown of the numbers of cases and workers involved by type of complaints;
- (c) The number of inspections to the workplace of imported workers conducted by Labour Inspectors, the average duration of inspection, as well as the number of complaints received during inspection in the past 3 years with a breakdown by industry;
- (d) The average length of time taken by the Government for investigating complaints from imported workers, the expenditure and manpower involved in the past 3 years; and
- (e) As shown by the relevant indicators, the actual numbers of applications processed under the Supplementary Labour Scheme/Enhanced Supplementary Labour Scheme in 2023 and 2024 were 1 284 and 6 899 respectively, while the actual numbers of cases related to imported workers under the Scheme investigated by the Government in 2023 and 2024 were only 119 and 107 respectively; what are the reasons for the significant disproportionality in the two figures; has the Government evaluated if the data from these investigations can reflect the actual situation?

Asked by: Hon LUK Chung-hung (LegCo internal reference no.: 11)

Reply:

- (a)&(b) The Labour Department (LD) respectively received 26, 72 and 151 complaint cases involving the rights and benefits of imported workers from 2022 to 2024. A breakdown of the above figures by industry is at Annex 1.

The above complaint cases received by LD concerning employees' rights and benefits of imported workers mainly involved wage issues (including wage rebate, late payment or underpayment of wage, etc.) and work arrangements. As most of the complaint cases involved more than one type of complaint issue and the number of workers involved was not specified, the relevant figures cannot be provided.

- (c)&(d) In each year from 2022 to 2024, Labour Inspectors of LD respectively carried out 4 811, 5 695 and 5 417 inspections on workplaces of imported workers and the accommodation in Hong Kong for imported workers provided by employers. A breakdown of the above figures by industry is at Annex 2. Should suspected deprivation of imported workers' rights and benefits be detected, Labour Inspectors will promptly conduct follow-up investigation. LD does not keep the number of complaint cases received during inspection.

Inspections related to imported workers are mainly conducted by 7 Senior Labour Inspectors and 25 Labour Inspector Is. As they have to perform other duties at the same time, the manpower and expenditure involved cannot be separately identified. LD does not keep statistics on the durations of inspections.

- (e) The Government attaches great importance to safeguarding the employment rights of imported workers, and has all along been adopting multi-pronged strategies including the Standard Employment Contract, inspection, enforcement, administrative sanction as well as education and promotion to safeguard the rights and benefits of imported workers. LD conducts investigation and follows up on all suspected cases of non-compliance.

Employers approved to import workers under the Supplementary Labour Scheme/Enhanced Supplementary Labour Scheme are required to engage each prospective imported worker under a Standard Employment Contract, and submit visa/entry permit applications to the Immigration Department. The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. The numbers of imported workers arrived in Hong Kong in 2023 and 2024 only reflected some of the applications approved during the same year. LD continues to enhance measures to protect imported workers, including the launch of the "Imported Workers Support Scheme" in January 2025 to assist imported workers suspected of being exploited to lodge employment claims and to provide relevant support to them.

**Numbers of complaint cases involving imported workers  
received by LD from 2022 to 2024 with a breakdown by industry**

| <b>Industry</b>  | <b>No. of complaint cases</b> |           |            |
|--|-------------------------------|-----------|------------|
|  | 2022                          | 2023      | 2024       |
| Community, social and personal services                          | 19                            | 59        | 66         |
| Wholesale, Retail, Import and Export Trades, Catering and Hotels | 0                             | 3         | 55         |
| Construction   | 0                             | 1         | 12         |
| Manufacturing  | 3                             | 3         | 9          |
| Agriculture and Fisheries  | 4                             | 6         | 1          |
| Transportation, Storage, and Communications                      | 0                             | 0         | 8          |
| Financing, Insurance, Real Estate, and Business Services         | 0                             | 0         | 0          |
| <b>Total</b>   | <b>26</b>                     | <b>72</b> | <b>151</b> |

**Numbers of inspections conducted by LD involving imported workers  
from 2022 to 2024 with a breakdown by industry**

| <b>Industry</b>  | <b>No. of inspections</b> |              |              |
|--|---------------------------|--------------|--------------|
|  | 2022                      | 2023         | 2024         |
| Community, social and personal services                          | 2 335                     | 3 054        | 2 587        |
| Wholesale, Retail, Import and Export Trades, Catering and Hotels | 920                       | 924          | 1 060        |
| Construction   | 248                       | 188          | 311          |
| Manufacturing  | 48                        | 307          | 294          |
| Agriculture and Fisheries  | 930                       | 897          | 739          |
| Transportation, Storage, and Communications                      | 14                        | 17           | 100          |
| Financing, Insurance, Real Estate, and Business Services         | 316                       | 308          | 326          |
| <b>Total</b>   | <b>4 811</b>              | <b>5 695</b> | <b>5 417</b> |

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)053**

**(Question Serial No. 1009)**

Head: (90) Labour Department  
Subhead (No. & title): (000) Operational Expenses  
Programme: (2) Employment Services  
Controlling Officer: Commissioner for Labour (May CHAN)  
Director of Bureau: Secretary for Labour and Welfare

Question:

Paragraph 161 of the Budget Speech indicated that the Labour Department has since this year relaxed the requirements of joining the Greater Bay Area (GBA) Youth Employment Scheme (the scheme) to young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. In this connection, would the Government advise this Committee of the following:

- (a) With the eligibility requirements relaxed to young people aged 29 or below with sub-degree or higher qualifications, what is the estimated number of additional eligible young people?
- (b) Given that the limit of allowance for enterprises has been raised to \$12,000 per month per person for up to 18 months, what is the specific estimated expenditure involved in the adjustment? What is the estimated increase in financial expenditure after the adjustment?
- (c) How will the Government assess the actual effectiveness of the scheme in promoting youth employment in the GBA? Has the Government formulated quantitative indicators for assessment, such as the employment growth ratio, young people's level of satisfaction with career development, etc.?
- (d) Apart from funding support, what other services and resources will the Government provide to assist in matching enterprises with eligible young people? Will the allocation of these services and resources involve additional financial expenditure; if yes, what is the specific estimated expenditure?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 29)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ

Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the regularised scheme. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme were also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

In 2025, the estimated number of employed young people under the regularised scheme is 700. In 2025-26, the estimated expenditure on the allowance under the regularised scheme is HK\$72.92 million, with an increase of HK\$7.32 million over the revised estimated expenditure on allowance for 2024-25.

- (c) The Labour Department (LD) has commissioned a consultant to conduct a 3-year "longitudinal study" on the scheme. The study conducts follow-up surveys on the participating enterprises and young people with a view to understanding the employment situation of the young people, and collecting opinions from enterprises and young people on the scheme. The study commenced in March 2024. The consultant will submit an interim report of the study to LD in the second quarter of 2025. LD will review in detail the effectiveness of the scheme upon completion of the "longitudinal study".
- (d) LD has been carrying out extensive publicity to appeal to enterprises for providing job vacancies and to attract young people to participate in the scheme. LD uploads the job vacancies offered by enterprises to the dedicated webpage of the scheme to facilitate young people's applications to enterprises for jobs. In addition, LD facilitates job matching through organising large-scale job fairs and briefings, and participating in recruitment activities, talks, etc. organised by employers' associations, business associations and tertiary institutions. The estimated expenditure on the promotion and operation of the scheme for 2025-26 is HK\$6.86 million. The required resources will be absorbed by LD.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)054**

**(Question Serial No. 2130)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is learnt that the occupational health clinics of the Labour Department provide services such as diagnosis, treatment and health counselling for in-service personnel suspected of suffering from work-related illnesses. Regarding mental health services of the occupational health clinics, would the Government provide the following information:

- (a) Please set out the staff establishment of mental health professionals (including psychiatrists, nurses, social workers, counsellors, etc.) in the 2 occupational health clinics in the past 3 years;
- (b) The expenditure incurred by the 2 occupational health clinics for providing mental health counselling services in the past 3 years;
- (c) How many cases of requests for assistance from in-service personnel related to mental health did the 2 occupational health clinics receive in the past 3 years?
- (d) Given the significant growth of public demand for mental health services in recent years, will the Government allocate additional resources for mental health services to the 2 occupational health clinics in 2025-26? If so, what are the relevant estimated expenditure and staff establishment? If not, what are the reasons?

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 8)

Reply:

- (a) The occupational health clinics of the Labour Department (LD) promote the health of the working population through prevention, diagnosis and treatment of occupational diseases and work-related illnesses. In each of the past 3 years, there were about 1 700 to 2 000 new patients who sought consultations at the occupational health clinics. The most common illness in those patients is musculoskeletal diseases, while some of them also experienced different degrees of mental distress due to various reasons such as physical symptoms, family or work problems. Occupational health officers will ascertain patients' work and

medical conditions (including physical and mental health) in detail to facilitate diagnosis and provision of appropriate treatment, while occupational health nurses will advise the patients on how to manage their conditions by making adjustments to their work and provide them with appropriate health counselling. The establishment of the occupational health clinics does not include professionals specialised in providing mental health services. Where necessary, the clinics will refer patients to the Hospital Authority for follow-up and appropriate professional support.

- (b)&(c) As treatments for occupational diseases and work-related illnesses often involve managing patients' mental distress, the relevant expenditure incurred for mental health counselling services cannot be separately identified. LD does not keep statistics on the number of mental health-related consultation cases.
- (d) LD does not have any plan to allocate additional resources to the 2 occupational health clinics for mental health services in 2025-26. LD will continue to monitor the utilisation situation of the occupational health clinics and make appropriate adjustments where necessary.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)055**

**(Question Serial No. 2131)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

In the motion on “Protecting the mental health of employees” tabled on 19 February 2025, the Government responded that “there is already a mechanism in place under the Employees’ Compensation Ordinance for handling cases of mental impairment of employees caused by work-related accidents. Compensation was granted to some work injury cases involving mental impairment in the past”. Would the Government provide the following information on the situation:

- (a) What is the mechanism for handling cases of mental impairment of employees caused by work-related accidents under the Employees’ Compensation Ordinance;
- (b) The number of work injury cases involving mental impairment received by the Government in the past 5 years; the number of cases to which compensation was granted and the compensation amount;
- (c) Will the Government ascertain the responsibilities of employers in protecting the mental health of employees under the Occupational Safety and Health Ordinance, enhance employers’ and employees’ understanding of mental health and take effective preventive measures through stepping up publicity and promotion as well as education and training in 2025-26; if yes, what are the details, estimated expenditure and staff establishment involved?

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 9)

Reply:

- (a) Under the Employees’ Compensation Ordinance (ECO), if an employee sustains an injury as a result of an accident arising out of and in the course of employment, his/her employer is generally liable to pay compensation under ECO. Such injuries include both physical injuries and mental impairments. If the mental impairment sustained by an employee could be substantiated to be related to the accident arising out of and in the course of employment and has caused temporary and/or permanent incapacity, the employee would be eligible for work injury compensation under ECO. The procedures

for compensation claims, compensation items and the calculation of compensation amount are the same as those for other work-related injury claims.

- (b) From 2020 to 2024, the Employees' Compensation Division of the Labour Department (LD) received 56 employee compensation claims involving only mental impairment and with compensation assessment (commonly known as "work injury assessment") conducted. Compensation was granted in 28 of these claims, involving a compensation amount of around \$7.576 million in total. As some of the cases are pending hearing or judgment by the court, or are being followed up by LD, the number of claims to which compensation was granted and the related compensation amount stated above do not include cases yet to be resolved.
- (c) To help employers fulfil their responsibilities under the Occupational Safety and Health Ordinance to protect the mental health of their employees, LD has been and will continue to promote the creation of a mental health-friendly working environment and foster the mental well-being of employees through various forms of publicity and promotional activities, including co-organising activities such as the "Joyful@Healthy Workplace" programme, the "Mental Health Workplace Charter" and the "Occupational Health Award" with the Department of Health and the Occupational Safety and Health Council (OSHC). In addition, LD and OSHC will continue to organise talks on work stress management and disseminate relevant information and publications to improve employers' and employees' knowledge and ability in preventing and managing mental health issues. As the above work for improving employees' mental health is an integral part of the regular work of LD in promotion, publicity and education on occupational health, the relevant expenditure and manpower cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)056**

**(Question Serial No. 2132)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is learnt that the Labour Department (LD) and the Occupational Safety and Health Council (OSHC) organise talks and publicity activities relating to work stress and mental health, and produce publications on the information relating to work stress management. Would the Government advise this Committee of the following:

- (a) The numbers of talks and publicity activities relating to work stress and mental health organised by LD and OSHC in the past 3 years, and their proportions to the number of occupational safety and health (OSH) talks; the number of participants; the expenditure involved; the staff establishment;
- (b) The number of copies of publications on the information relating to management of work stress produced by LD and OSHC in the past 3 years, and its proportion to the number of OSH promotional publications; the expenditure; the staff establishment; the distribution of publications;
- (c) Will the Government further strengthen the publicity and promotion of mental health of employees in 2025-26; if yes, what are the details of the plan, estimated expenditure and staff establishment?

Asked by: Hon NG Chau-pei, Stanley (LegCo internal reference no.: 10)

Reply:

- (a) to (c) To improve employers' and employees' knowledge and ability in managing work stress and preventing mental health issues, the Labour Department (LD) organised a total of 145 and 94 thematic talks on "Occupational Stress" and "Happy Workplace" respectively in the past 3 years. The respective total numbers of participants were about 5 600 and 3 100. Meanwhile, LD has incorporated information about work stress management and healthy lifestyle into some of the occupational health talks with different themes.

In addition, LD has been collaborating with the Occupational Safety and Health Council (OSHC) and the Department of Health (DH) to jointly implement the “Joyful@Healthy Workplace” programme and the “Mental Health Workplace Charter” in the past 3 years, in an effort to encourage the participating organisations to create a mental health-friendly working environment and foster mental well-being of employees through organising various types of activities. During the period, OSHC organised a total of 15 public and online talks to promote mental health with around 10 000 attendees. OSHC also organised 457 workshops for the participating organisations on ways to reduce stress with around 13 000 participants, and 44 classes of Mental Health First Aid Training Course with around 720 participants. Besides, OSHC also provided the participating organisations with information on mental health community resources and professional support to assist them in taking forward mental health measures. During the period, OSHC produced a total of 25 informational materials such as videos, social media posts, column articles and leaflets on the themes of mental health, work stress management, relaxation, mindfulness-based stress reduction, etc.

On the other hand, LD has published a “Work and Stress” leaflet, while OSHC has published a “Work Stress Management” DIY kit, providing employers and employees with guidelines on assessing and managing work stress. Besides, DH has also published a “Workplace Mental Health Guide” and co-published a “Healthy Workplace Guide - Mental Health” with LD and OSHC to provide practical ways for preventing and managing work stress and creating a mental health-friendly working environment at personal and organisational levels. In addition to distribution, the above publications are also uploaded to relevant websites for viewing and download by the public.

LD will continue to promote the creation of a mental health-friendly working environment and foster mental well-being of employees through various forms of publicity and promotional activities, including organising talks on work stress management, disseminating relevant information and publications, and continuing to co-organise activities such as the “Joyful@Healthy Workplace” programme, the “Mental Health Workplace Charter” and the “Occupational Health Award” with DH and OSHC. Besides, it is mentioned in the Chief Executive’s 2024 Policy Address that an annual promotional theme will be set for the “Mental Health Workplace Charter”, and recognition will be given to participating organisations for achieving targets. Details will be announced in due course.

As the above work for improving employees’ mental health is an integral part of the overall work of LD, DH and OSHC in health promotion, publicity and education, the relevant expenditure and manpower cannot be separately identified.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)057**

**(Question Serial No. 0257)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (3), the Labour and Welfare Bureau is responsible for formulating and co-ordinating manpower policies and programmes. The Report on 2023 Manpower Projection published by the Government earlier on indicates that Hong Kong is expected to face a manpower shortage of 180 000 by 2028. Due to an ageing workforce and a lack of new entrants, the report also estimates that there would be a projected shortage of 60 000 “skilled technical workers”, accounting for over one-third of the total shortage in 2028. Will the Government consider enhancing the existing Enhanced Supplementary Labour Scheme (ESLS), including streamlining the application procedure and expediting the approval process? If yes, what are the details; if not, what are the reasons? Given that some enterprises have relayed that the costs of participating in ESLS are excessively high, will the Government explore raising the maximum deduction percentage rate for the accommodation costs and removing the rigid requirement on median wage under ESLS? If yes, what are the details; if not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 224)

Reply:

The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories (set out at Annex) as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years.

Since the implementation of ESLS, LD has been continuously improving the workflow of processing applications, including introducing an application form for common posts, deploying staff designated to vet applications submitted by employers, exercising flexibility in the handling of recruitment advertisements placed by employers during the 4-week local recruitment, and organising briefings for employment agencies involved in labour importation matters, etc., so as to expedite the processing of applications.

To safeguard the employment priority for local workers, applicant employers of ESLS must undertake local open recruitment and give priority to employing qualified local workers to fill

the vacancies at a salary not lower than the median monthly wage of a comparable position in the market. In tandem, employers approved to import workers are required to sign a Standard Employment Contract (SEC) with the imported workers and shall pay them a salary not lower than the median monthly wage of a comparable position. Besides, in accordance with SEC, the employer may deduct the actual cost of accommodation in respect of a period that an imported worker occupies the provided accommodation from the wages payable to the worker (excluding overtime pay) for the corresponding period, or 10% of the amount of such wages, whichever is the less.

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**List of job categories generally excluded from SLS**

|                                 |                            |
|---------------------------------|----------------------------|
| 1. Sales Representative         | 14. Presser                |
| 2. Sales Assistant              | 15. Hair Stylist           |
| 3. Waiter/Waitress              | 16. Warehouse Keeper       |
| 4. Receptionist                 | 17. Cutter                 |
| 5. Cashier                      | 18. Cutting Room Operative |
| 6. Junior Cook                  | 19. Inspection Operative   |
| 7. Food Processing Worker       | 20. Delivery Worker        |
| 8. Clerical Worker              | 21. Driver                 |
| 9. Teller                       | 22. Demolition Worker      |
| 10. Computer/Key Punch Operator | 23. Mason                  |
| 11. Telephone Operator          | 24. Spray Paint Worker     |
| 12. Linen Attendant             | 25. Drain Layer            |
| 13. Washer                      | 26. Leakage Worker         |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)058**

**(Question Serial No. 0258)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (3), the Labour and Welfare Bureau will continue to formulate and co-ordinate manpower policies and programmes to meet the changing manpower demands of the economy. The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to enhance the coverage and operation of the previous Supplementary Labour Scheme (SLS), including suspending the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation for 2 years. Will LD explore extending or even regularising ESLS? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 225)

Reply:

The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories (set out at Annex) as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years.

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**List of job categories generally excluded from SLS**

|                                 |                            |
|---------------------------------|----------------------------|
| 1. Sales Representative         | 14. Presser                |
| 2. Sales Assistant              | 15. Hair Stylist           |
| 3. Waiter/Waitress              | 16. Warehouse Keeper       |
| 4. Receptionist                 | 17. Cutter                 |
| 5. Cashier                      | 18. Cutting Room Operative |
| 6. Junior Cook                  | 19. Inspection Operative   |
| 7. Food Processing Worker       | 20. Delivery Worker        |
| 8. Clerical Worker              | 21. Driver                 |
| 9. Teller                       | 22. Demolition Worker      |
| 10. Computer/Key Punch Operator | 23. Mason                  |
| 11. Telephone Operator          | 24. Spray Paint Worker     |
| 12. Linen Attendant             | 25. Drain Layer            |
| 13. Washer                      | 26. Leakage Worker         |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)059**

**(Question Serial No. 0958)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To alleviate the manpower shortage in various industries, the Chief Executive-in-Council endorsed to enhance the coverage and operation of the Supplementary Labour Scheme (SLS) on 13 June 2023. The Enhanced Supplementary Labour Scheme (ESLS) has started accepting applications since 4 September 2023. In this connection, would the Government advise this Committee of the following:

- (a) Please provide information on the applications under ESLS, including numbers of applications and job vacancies received and approved, with breakdowns by industry and job title (please set out whether they fall within the 26 job categories previously excluded from labour importation), wage level, average time taken for approval, and the longest and shortest processing time among the cases;
- (b) Please provide breakdowns of the accommodation of imported workers by the following categories:
  - (i) accommodation provided for imported workers in Hong Kong,
  - (ii) accommodation provided for imported workers on the Mainland, and
  - (iii) imported workers residing in their residential premises on the Mainland; and
- (c) To further enhance the workflow of processing applications, the Labour Department has introduced new measures, including introducing an application form for common posts, organising briefings for employment agencies involved in labour importation matters, etc. How effective are the measures concerned? Will the Government introduce measures to further streamline the application workflow in future?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 16)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025,

ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications involving 51 051 imported workers were approved. Breakdowns of the numbers of imported workers applied for and approved by industry, job title and monthly wage are at Annex 1 to Annex 3.

The time required by LD for processing each application is affected by various factors, which include whether the post under application is a common post (for example, waiter/waitress, junior cook, sales assistant, etc.), whether the applicant employer has provided sufficient information, whether the application details have changed during processing, and the time taken by the employer to respond to LD's enquiry or suggestion, etc. In general, upon receipt of all information and documents required for processing and after screening-in of applications, LD can complete the vetting of applications within 3 months, including the time taken by applicant employers to conduct the 4-week local recruitment under ESLS.

- (b) According to the observation of LD, most employers of the imported workers approved under ESLS have arranged for the imported workers to reside in Hong Kong. LD does not keep statistics on the breakdown of the places of accommodation of imported workers.
- (c) Since the implementation of ESLS, LD has been continuously improving the workflow of processing applications, including introducing an application form for common posts, deploying staff designated to vet applications submitted by employers, exercising flexibility in the handling of recruitment advertisements placed by employers during the 4-week local recruitment, and organising briefings for employment agencies involved in labour importation matters, etc., so as to expedite the processing of applications. The above measures have achieved notable results. The number of applications approved (4 020) in the second half of 2024 (1 July to 31 December) increased by 134%, compared with the number of applications approved (1 719) in the first half of 2024 (1 January to 30 June).

LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by industry**

| <b>Industry<sup>@</sup></b>  | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|--|---|--|
| 1. Agriculture and Fisheries   | 2 213   | 2 042  |
| 2. Manufacturing   | 8 373   | 5 098  |
| 3. Construction <sup>+</sup>   | 27  | 372  |
| 4. Import/Export Trades and Wholesale                                  | 3 946   | 1 832  |
| (i) <i>Import/Export Trades</i>  | (1 533)   | (665)  |
| (ii) <i>Wholesale</i>  | (2 413)   | (1 167)                                      |
| 5. Retail, Accommodation and Food Services                             | 51 046  | 29 344                                       |
| (i) <i>Retail</i>  | (7 308)   | (4 030)                                      |
| (ii) <i>Accommodation Services</i>                                     | (2 207)   | (1 564)                                      |
| (iii) <i>Food and Beverage Services</i>                                | (41 531)  | (23 750)                                     |
| 6. Transportation, Storage, Information and Communications             | 4 517   | 1 827  |
| 7. Finance, Insurance, Real Estate, Professional and Business Services | 6 730   | 2 768  |
| 8. Public Administration, Social and Personal Services <sup>++</sup>   | 21 213  | 7 768  |
| <b>Total</b>   | <b>98 065</b>                                   | <b>51 051</b>                                |

<sup>@</sup> The classification of industries may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>+</sup> Including applications submitted under SLS prior to the launch of the Labour Importation Scheme for the Construction Sector.

<sup>++</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.



**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by job title**

| <b>Job title<sup>@</sup></b>           | <b>No. of imported workers<br/>applied for<sup>*</sup></b> | <b>No. of imported workers<br/>approved<sup>*</sup></b> |
|--|--|---|
| 1. Waiter/Waitress <sup>#</sup>        | 14 595   | 8 590   |
| 2. Junior Cook <sup>#</sup>            | 11 068   | 5 773   |
| 3. Security Guard <sup>^</sup>         | 8 036  | 2 267   |
| 4. Cook                                | 8 011  | 5 052   |
| 5. Cleaner <sup>^</sup>                | 7 680  | 2 486   |
| 6. Sales Assistant <sup>#</sup>        | 6 964  | 3 745   |
| 7. Dish Washer <sup>^</sup>            | 4 692  | 2 572   |
| 8. Warehouse Keeper <sup>#</sup>       | 4 564  | 2 138   |
| 9. Food Processing Worker <sup>#</sup> | 2 315  | 1 421   |
| 10. Others                             | 30 140   | 17 007  |
| <b>Total</b>                           | <b>98 065</b>  | <b>51 051</b>   |

<sup>@</sup> The classification of job titles may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>#</sup> Falling within the 26 job categories generally excluded from labour importation under SLS.

<sup>^</sup> Falling within the unskilled/low-skilled posts generally excluded from labour importation under SLS.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by monthly wage**

| <b>Monthly wage<sup>@</sup></b> | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|---------------------------------|---|--|
| 1. \$8,000 or below             | -   | -  |
| 2. Above \$8,000-\$10,000       | 160   | 6  |
| 3. Above \$10,000-\$12,000      | 8 585   | 3 471  |
| 4. Above \$12,000-\$14,000      | 12 152  | 5 620  |
| 5. Above \$14,000-\$16,000      | 43 424  | 23 229                                       |
| 6. Above \$16,000-\$18,000      | 15 857  | 8 296  |
| 7. Above \$18,000-\$20,000      | 11 383  | 6 171  |
| 8. Above \$20,000               | 6 504   | 4 258  |
| <b>Total</b>                    | <b>98 065</b>                                   | <b>51 051</b>                                |

<sup>@</sup> The classification of monthly wage may be subject to revisions upon verification of information from employers.

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)060**

**(Question Serial No. 0961)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the regulation of job placement services in Hong Kong, please provide the following information:

- (a) The implementation of the Employment (Amendment) Ordinance 2018 (the Ordinance) in the past 3 years, including
  - (i) the number of prosecutions taken out against breaches of the Ordinance;
  - (ii) the type of cases involved;
  - (iii) the number of employment agencies (EAs) involved; and
  - (iv) the details of the penalties;
- (b) How many complaints against EAs providing placement services for foreign domestic helpers (FDH-EAs) did the Labour Department (LD) receive in the past 3 years? What are the respective numbers and results of the cases into which follow up actions were taken and investigations were initiated? Please provide a breakdown of the type of cases involved.
- (c) How many regular and surprise inspections to FDH-EAs were conducted in each of the past 3 years? In addition, the Government indicated in the past that it would continue to step up enforcement and prosecution against unscrupulous EAs. Please provide information on the upcoming work plan and the manpower and amount of expenditure involved; and
- (d) LD promulgated a revised Code of Practice for Employment Agencies (CoP) in May 2024, superseding the CoP promulgated on 9 February 2018. Please provide information on the implementation of the revised CoP, including the number of complaints, the number of enforcement actions, the number and type of breaches, and the penalties involved.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 19)

Reply:

- (a) The relevant figures on prosecutions taken out against employment agencies (EAs) by the Labour Department (LD) from 2022 to 2024 are set out at Annex 1.
- (b) From 2022 to 2024, the Employment Agencies Administration (EAA) of LD received 281, 267 and 255 complaints each year respectively against EAs providing placement services for foreign domestic helpers (FDHs) (FDH-EAs). EAA investigated all the complaints received. The numbers of complaints, with a breakdown by type of complaints, are set out at Annex 2. The numbers of substantiated cases in which FDH-EAs were found in breach of regulations after LD's investigation each year during the same period, with a breakdown by penalty imposed, are set out at Annex 3.
- (c) From 2022 to 2024, the numbers of inspections to FDH-EAs conducted by EAA were 1 379, 1 688 and 1 656 each year respectively, covering both regular and surprise inspections.

EAA will continue to closely monitor the implementation of the Code of Practice for Employment Agencies (CoP), and will, through licensing, inspection and complaint investigation, ensure that EAs (including FDH-EAs) comply with Part XII of the Employment Ordinance, the Employment Agency Regulations (EAR) and the requirements and standards as set out in the CoP. LD will take out prosecution if there is sufficient evidence to prove that an EA has breached the law. If an EA fails to comply with the CoP, LD may revoke or refuse to issue or renew its licence, or issue warnings to urge for rectification.

EAA's staff establishment for 2025-26 comprises 26 Labour Officer Grade and 9 Clerical Grade posts responsible for performing licensing-related duties, conducting inspections to EAs, investigating complaints, and carrying out the related publicity and educational work, etc. The staff cost is \$25.57 million and the operating expenses are \$6.03 million.

- (d) LD promulgated the revised CoP in May 2024 to introduce additional standards which EAs are expected to meet.

From May 2024 to February 2025, EAA received a total of 240 complaints against EAs and conducted a total of 1 514 inspections to EAs, with irregularities detected in 705 inspections. The irregularities detected mainly included failure to comply with the requirements and standards as set out in the CoP, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers, failure to maintain proper records, etc. During the same period, LD successfully prosecuted 5 EAs, revoked or refused to issue or renew the licences of 3 EAs, and issued 3 written warnings.

**Relevant figures on prosecutions taken out against EAs by LD**

|   | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|---|-------------|-------------|-------------|
| No. of summonses involved in successful prosecutions taken out against EAs                    | 3           | 4           | 15          |
| No. of EAs involved   | 3           | 4           | 11          |
| Average fine for offences of overcharging commission from job seekers or unlicensed operation | ^           | \$19,000    | \$14,667@   |
| Average fine for other offences*  | \$1,333     | \$1,500     | \$1,633     |

^ The successful prosecution cases in 2022 did not involve offences of overcharging commission from job seekers or unlicensed operation.

@ Excluding 1 case with non-fine penalty. In 2024, 1 person was convicted of operating an EA without a licence and sentenced to a 120-hour community service order.

\* Including failure to notify LD of changes in the management or place of business within the statutory timeframe, failure to display the licence or the schedule under EAR specifying the maximum commission which may be received from job seekers, furnishing to the Commissioner with information which is known or reasonably ought to be known to be false or misleading in the material particular when submitting an application for renewal of licence, etc.

**Numbers of complaints against FDH-EAs received by LD:  
Breakdown by type of complaints**

|                                   | <b>No. of complaints received</b> |             |             |
|-----------------------------------|-----------------------------------|-------------|-------------|
|                                   | <b>2022</b>                       | <b>2023</b> | <b>2024</b> |
| Overcharging commission from FDHs | 39                                | 24          | 36          |
| Unlicensed operation              | 19                                | 27          | 13          |
| Non-compliance with the CoP       | 138                               | 145         | 142         |
| Others*                           | 85                                | 71          | 64          |
| <b>Total</b>                      | <b>281</b>                        | <b>267</b>  | <b>255</b>  |

\* Including complaints about poor service quality of EAs, issues concerning refund of service fees, EAs suspected of inducing FDHs to “job-hop”, etc.

**Numbers of substantiated cases in which FDH-EAs are found in breach of regulations  
after LD's investigation:  
Breakdown by penalty imposed**

|  | <b>2022</b> | <b>2023</b> | <b>2024</b> |
|--|-------------|-------------|-------------|
| No. of FDH-EAs successfully prosecuted                     | 2           | 3           | 6           |
| No. of licences revoked or refused to be issued or renewed | 1           | 3           | 3           |
| No. of written warnings issued                             | 49          | 13          | 7           |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)061**

**(Question Serial No. 0962)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (1) Labour Relations

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

An employee who has been employed continuously by the same employer for 4 weeks or more, with at least 18 hours worked in each week is regarded as being employed under a “continuous contract”, and is entitled to statutory employment benefits such as paid sick leave. It is learnt that the Labour Advisory Board has reached a consensus that such a requirement will be relaxed by using the aggregate working hours of 4 weeks as a counting unit and setting the 4-week working hour threshold at 68 hours (referred to as the “468” proposal). In this connection, would the Government advise this Committee of the following:

- (a) Please provide the plan and timetable for implementing the “468” proposal, and the expenditure and manpower allocation involved;
- (b) Please provide the total number of employees in Hong Kong in the past 3 years, and of which, how many employees are employed by the same employer for 4 weeks or more with at least 18 hours worked in each week and how many are not, with a breakdown by industry sector and their ratio;
- (c) Please provide an impact assessment on the implementation of the “468” proposal, including the number of affected employees with a breakdown by industry sector, as well as the implications on the labour costs of employers and the labour market after the implementation; and
- (d) It is learnt that after the announcement of the “468” proposal, some employers intend to alter their employees’ working hours which may involve revision of employment contracts. In addition, there may be more disputes involving online platform jobs and self-employed persons, even giving rise to breach of regulation. What measures has the Government put in place to provide support for employers, step up education and enforcement efforts, and assist in mediating and clarifying such disputes?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 20)



Reply:

- (a) Based on the consensus reached by the Labour Advisory Board, the Government is now proceeding with the amendment of the Employment Ordinance to revise the “continuous contract” requirement by using the aggregate working hours of 4 weeks as a counting unit and setting the 4-week working hours threshold at 68 hours (i.e. the “4-68” proposal). The Government has planned to introduce the Employment (Amendment) Bill 2025 into the Legislative Council in April this year.

The Labour Department (LD) created 1 time-limited Senior Labour Officer post in 2023-24 for the review of the “continuous contract” requirement and other related work. The post was deleted on 1 April 2025 and the relevant work has been taken up by officers of other permanent posts. As these officers engaging in the work concerned are also required to undertake other duties at the same time, the manpower and expenditure involved cannot be separately identified. LD will be responsible for implementing and enforcing the amended legislation, including promotion, conciliation, inspection and prosecution, etc., and will absorb the additional workload generated therefrom.

- (b) The number and proportion of employees by industry and whether employed under a “continuous contract” during 2021 to 2023, based on the information provided by the Census and Statistics Department (C&SD), are set out at Annex.
- (c) Based on the data in C&SD’s Thematic Household Survey Report No. 72, it is crudely estimated that about 11 400 employees currently not employed under a “continuous contract” will meet the requirement after it is revised to “4-68” and the potential additional annual cost on business will be about \$190 million. However, it will be difficult to get hold of the actual number of affected employees and the types of industry sectors upon coming into operation of the Amendment Ordinance as these would be affected by various factors. According to the information provided by C&SD under item (b), employees who are currently not employed under a “continuous contract” are more likely engaged in public administration, social and personal services sector; retail, accommodation and food services sector; and financing, insurance, real estate, professional and business services sector. Therefore, it is estimated that the impact on the above-mentioned industry sectors may be relatively larger. In general, the additional cost should be manageable for most businesses. At the same time, the improvements in the rights and benefits of employees with short working hours will help attract more people to join the labour market.
- (d) Under the existing legislation, employers cannot unilaterally vary the employment terms and conditions, including the employment mode and working hours. If an employer unilaterally varies an employment contract, an employee may seek assistance from LD and lodge claims against his/her employer. LD will step up publicity and education efforts to enhance employers’ and employees’ understanding of the revised “continuous contract” and relevant requirements.

LD will continue to promote and publicise the differences between employees and self-employed persons to the general public, provide consultation and conciliation services to persons involved in disputes of “false self-employment”, as well as take enforcement actions to protect the rights and benefits of employees whenever necessary.

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2021**

| Industry   | Employees employed under a “continuous contract” <sup>(2)</sup> |                | Employees not employed under a “continuous contract” <sup>(3)</sup> |                | All employees           |                |
|--|---|----------------|---|----------------|-------------------------|----------------|
|  | No. of employees ('000)   | Percentage (%) | No. of employees ('000)   | Percentage (%) | No. of employees ('000) | Percentage (%) |
| Manufacturing <sup>(4)</sup>   | ‡   | ‡              | ‡   | ‡              | 86.1                    | 3.0            |
| Construction   | 274.0   | 10.1           | 10.6  | 8.2            | 284.6                   | 10.0           |
| Import/export trade and wholesale  | 336.1   | 12.4           | 10.6  | 8.2            | 346.7                   | 12.2           |
| Retail, accommodation and food and beverage services                                 | 417.9   | 15.4           | 32.0  | 24.6           | 449.9                   | 15.8           |
| Transportation, storage, postal and courier services, information and communications | 341.6   | 12.6           | 11.5  | 8.9            | 353.1                   | 12.4           |
| Financing, insurance, real estate, professional and business services                | 723.5   | 26.6           | 28.5  | 21.9           | 752.0                   | 26.4           |
| Public administration, social and personal services                                  | 524.9   | 19.3           | 35.2  | 27.1           | 560.1                   | 19.7           |
| Others   | ‡   | ‡              | ‡   | ‡              | 16.9                    | 0.6            |
| <b>Overall</b>   | <b>2 719.6</b>  | <b>100.0</b>   | <b>129.9</b>  | <b>100.0</b>   | <b>2 849.4</b>          | <b>100.0</b>   |

## Notes:

Figures in the table may not add up to the total due to rounding.

Percentages are derived from unrounded figures.

- (1) Excluding government employees, live-in domestic workers, and student interns and work experience students as exempted by the Minimum Wage Ordinance.
- (2) Referring to employees employed continuously for at least four weeks or more, with at least 18 hours worked in each week.
- (3) Referring to employees employed continuously for less than four weeks, or with less than 18 hours worked in each week.
- (4) Including food processing and production.

‡ Figures are not released due to relatively large sampling error.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2022**

| Industry   | Employees employed under a “continuous contract” <sup>(2)</sup> |                | Employees not employed under a “continuous contract” <sup>(3)</sup> |                | All employees           |                |
|--|---|----------------|---|----------------|-------------------------|----------------|
|  | No. of employees ('000)   | Percentage (%) | No. of employees ('000)   | Percentage (%) | No. of employees ('000) | Percentage (%) |
| Manufacturing <sup>(4)</sup>   | 77.9  | 3.0            | 2.5   | 1.7            | 80.4                    | 2.9            |
| Construction   | 274.7   | 10.5           | 12.8  | 8.8            | 287.5                   | 10.4           |
| Import/export trade and wholesale  | 335.7   | 12.8           | 9.4   | 6.5            | 345.1                   | 12.5           |
| Retail, accommodation and food and beverage services                                 | 404.5   | 15.4           | 41.4  | 28.4           | 445.9                   | 16.1           |
| Transportation, storage, postal and courier services, information and communications | 321.4   | 12.3           | 9.6   | 6.6            | 331.0                   | 12.0           |
| Financing, insurance, real estate, professional and business services                | 687.8   | 26.3           | 23.1  | 15.8           | 710.8                   | 25.7           |
| Public administration, social and personal services                                  | 501.3   | 19.1           | 46.2  | 31.7           | 547.5                   | 19.8           |
| Others   | 16.5  | 0.6            | 0.9   | 0.6            | 17.4                    | 0.6            |
| <b>Overall</b>   | <b>2 619.6</b>  | <b>100.0</b>   | <b>146.0</b>  | <b>100.0</b>   | <b>2 765.6</b>          | <b>100.0</b>   |

Notes:

Figures in the table may not add up to the total due to rounding.

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- (1) Excluding government employees, live-in domestic workers, and student interns and work experience students as exempted by the Minimum Wage Ordinance.
- (2) Referring to employees employed continuously for at least four weeks or more, with at least 18 hours worked in each week.
- (3) Referring to employees employed continuously for less than four weeks, or with less than 18 hours worked in each week.
- (4) Including food processing and production.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

**Number of employees <sup>(1)</sup> by industry and  
whether employed under a “continuous contract”, May - June 2023**

| Industry   | Employees employed under a “continuous contract” <sup>(2)</sup> |                | Employees not employed under a “continuous contract” <sup>(3)</sup> |                | All employees           |                |
|--|---|----------------|---|----------------|-------------------------|----------------|
|  | No. of employees ('000)   | Percentage (%) | No. of employees ('000)   | Percentage (%) | No. of employees ('000) | Percentage (%) |
| Manufacturing <sup>(4)</sup>   | ‡   | ‡              | ‡   | ‡              | 78.9                    | 2.7            |
| Construction   | 291.1   | 10.6           | 11.9  | 9.1            | 303.0                   | 10.5           |
| Import/export trade and wholesale  | 333.8   | 12.1           | 7.2   | 5.5            | 341.0                   | 11.8           |
| Retail, accommodation and food and beverage services                                 | 428.5   | 15.6           | 37.0  | 28.4           | 465.5                   | 16.1           |
| Transportation, storage, postal and courier services, information and communications | 335.3   | 12.2           | 9.8   | 7.5            | 345.0                   | 12.0           |
| Financing, insurance, real estate, professional and business services                | 722.2   | 26.2           | 21.2  | 16.3           | 743.4                   | 25.8           |
| Public administration, social and personal services                                  | 547.8   | 19.9           | 41.5  | 31.9           | 589.2                   | 20.4           |
| Others   | ‡   | ‡              | ‡   | ‡              | 18.8                    | 0.7            |
| <b>Overall</b>   | <b>2 754.7</b>  | <b>100.0</b>   | <b>130.1</b>  | <b>100.0</b>   | <b>2 884.8</b>          | <b>100.0</b>   |

Notes:

Figures in the table may not add up to the total due to rounding.

Percentages are derived from unrounded figures.

- (1) Excluding government employees, live-in domestic workers, and student interns and work experience students as exempted by the Minimum Wage Ordinance.
  - (2) Referring to employees employed continuously for at least four weeks or more, with at least 18 hours worked in each week.
  - (3) Referring to employees employed continuously for less than four weeks, or with less than 18 hours worked in each week.
  - (4) Including food processing and production.
- ‡ Figures are not released due to relatively large sampling error.

Source: Annual Earnings and Hours Survey, Census and Statistics Department

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)062**

**(Question Serial No. 0974)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The 2024 Policy Address mentioned that the Chinese title of the Youth Employment and Training Programme (YETP) will be refined as 「展翅青年就業計劃」, with the age ceiling for participants raised to 29, and that the Greater Bay Area Work Experience Attachment Programme (WEP) will be launched at the same time to encourage trainees to understand and leverage the development opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA). In this connection, would the Government provide this Committee with the following information:

- (a) What are the specific implementation timetables for renaming YETP and raising the upper age limit? How many young people are expected to be benefitted from YETP and WEP respectively each year;
- (b) What are the specific details of WEP, including the types of attachment positions, partner organisations, attachment period and relevant support measures? How will the Government assist young people in understanding and leveraging the development opportunities of GBA, e.g. whether services such as professional training, career advisory service or tailor-made job-matching service will be provided;
- (c) How will the Government evaluate the effectiveness of the above programme, including the placement rate of the participating young people, their long-term career development, and their adaptability to the GBA labour market? What specific indicators or methods are in place; and
- (d) Information has indicated that the number of young people participating in YETP dropped from 3 053 in 2023 to 2 839 in 2024. Has the Government explored the reasons for the decrease in the number of participants? What specific strategies does the Government have to attract more young people to participate in YETP after its renaming and the launch of new measures?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 32)

Reply:

- (a) The Chinese title of the Youth Employment and Training Programme (YETP) was refined in January 2025, while the age ceiling for participants was raised to 29 at the same time. The estimated number of participants of YETP in the 2024/25 programme year (from September 2024 to August 2025) is 3 000. The Greater Bay Area (GBA) Work Experience Attachment Programme (WEP) under YETP will be launched in the second quarter of 2025, and is expected to provide 30 attachment places.
- (b) WEP provides YETP trainees aged 18 to 29 with 1-month workplace attachment opportunities in the Mainland cities of the GBA, during which WEP provides trainees with free accommodation and an attachment allowance, enabling them to experience the local work culture and understand the development opportunities in the GBA. The Labour Department (LD) has appointed the Hong Kong Employment Development Service Limited as the service provider of WEP (the Service Provider) to match trainees with attachment positions, arrange preparatory courses and provide support to trainees during the attachment period. In addition, organisations providing attachment positions are required to appoint experienced staff to coach the trainees in their daily work. WEP also provides advisory services for employment in the Mainland which will give advice to trainees who are interested in developing their careers in the GBA.
- (c) The Service Provider is required to evaluate the effectiveness of WEP and submit reports to LD. LD will also monitor the services provided by the Service Provider and conduct surveys with trainees to understand the effectiveness of services and their employment situation.
- (d) The number of trainees under YETP is affected by factors such as the economy and the labour market situation. The availability of more channels for secondary school graduates to further their studies and receive training as well as the declining youth population also affect the number of trainees participating in YETP. The enhancement measures launched by YETP, including raising the upper age limit for participants to 29, can help encourage more young people to participate in the programme. LD will continue the publicity efforts through various channels, and collaborate with service providers and employers to canvass workplace attachment and on-the-job training positions suitable for trainees, so as to attract more young people in need to participate in YETP.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)063**

**(Question Serial No. 0975)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market, so as to unleash potential labour force. Each eligible participant who has worked for 12 consecutive months can receive a re-employment allowance of up to \$20,000. In this connection, would the Government advise this Committee of the following:

- (a) What are the total number of participants in the REA Scheme and the total amount of allowance disbursed so far? What are the estimated number of participants each year, and the types and number of participating organisations;
- (b) What is the estimated total expenditure of the REA Scheme? What are the specific arrangements for disbursing the allowance of up to \$20,000 to each eligible participant;
- (c) How the Government will assess the effectiveness of the REA Scheme, such as the placement rate of participants, employment stability and contribution to unleashing potential labour force;
- (d) Whether the Government will regularly review the implementation of the REA Scheme and adjust the details of the Scheme having regard to its effectiveness; and
- (e) If the REA scheme is proved to be effective, will the Government consider regularising and further extending it to cover other age groups or employment groups?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 33)

Reply:

- (a)&(b) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for

6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time. Each participant may be provided with a maximum allowance of \$20,000 during the implementation of the REA Scheme.

The REA Scheme has been well received, with 35 203 participants and 13 670 placements recorded as at February 2025. A breakdown of the number of placements by industry is at Annex.

During the same period, LD received 1 425 applications for REA submitted by participants after their 6 months' employment and already processed 591 applications involving \$5.68 million of REA. In 2025, the estimated number of people enrolling in the REA Scheme is 36 000. In 2025-26, the estimated expenditure for the REA Scheme is \$186 million.

- (c) to (e) LD will closely monitor the implementation of the REA Scheme, make timely adjustments to the implementation arrangements, review its effectiveness and map out the way forward in light of the employment market situation and the views of the stakeholders.



**Breakdown of the number of placements under the REA Scheme  
from July 2024 to February 2025 by industry**

| <b>Industry</b>                         | <b>No. of placements</b> |
|---|--------------------------|
| Real estate and business services       | 4 210                    |
| Community, social and personal services | 3 852                    |
| Manufacturing                           | 326                      |
| Wholesale and retail trades             | 1 288                    |
| Import and export trade                 | 295                      |
| Restaurants and hotels                  | 1 805                    |
| Construction                            | 878                      |
| Transport, storage and communications   | 753                      |
| Others                                  | 263                      |
| <b>Total</b>                            | <b>13 670</b>            |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)064**

**(Question Serial No. 0977)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) has widened the coverage of the Pilot Rehabilitation Programme for Employees Injured at Work (the Programme) since 9 May 2024 to include the “catering and hotel industry” and the “transportation and logistics industry” along with the construction industry with the aim of benefitting more injured employees. Participants receive treatments such as physiotherapy and medication in private hospitals at the fees charged by public hospitals, so as to enable the injured employees to receive proper treatment when it is most effective and return to work as soon as possible. In this connection, would the Government advise this Committee of the following:

- (a) The implementation details of the Programme, including the current number of participants, the details of rehabilitation services and the implementation progress; the long-term objectives of the Programme, including how to optimise the capacity of the private healthcare sector while ensuring the quality of rehabilitation services and the fairness in resource allocation;
- (b) How to evaluate the effectiveness of the Programme, such as the rehabilitation progress of injured employees, the percentage of injured employees returning to work and the effectiveness of the support provided to employers and employees;
- (c) Whether the Programme will be further extended to cover all industry sectors in future so as to benefit more injured employees; and
- (d) Whether LD will collaborate with the Hospital Authority to separate the cases of work-injured patients from those of general patients and place them on separate waiting lists, so that the Government can follow up on work injury rehabilitation cases more effectively.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 35)

Reply:

- (a) The Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) adopts a case management approach to provide timely and coordinated private out-patient rehabilitation treatment services to the participating injured employees. The Labour Department (LD) and the Work Injury Rehabilitation Office (WIRO) set up by the service contractor will, based on the reported work injury cases, preliminarily identify injured employees who are suitable for the Pilot Programme and proactively invite them to participate in the Programme, under which medical treatment, physiotherapy, occupational therapy and imaging examination services will be provided by registered medical practitioners, physiotherapists and occupational therapists from the private sector. Each participant is also assigned with a case manager who will follow through their case. As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme, including 1 177 from the construction industry, 305 from the catering and hotel industry, and 321 from the transportation and logistics industry.

LD maintains close contact with WIRO, and adopts a series of quality assurance measures, including reviewing the service reports regularly submitted by the service contractor, performing random checks on the rehabilitation cases, conducting on-site inspections and holding regular management meetings with the service contractor so as to keep in view the operation and effectiveness of the Pilot Programme.

- (b) to (d) LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, and compared the data of the participants against that of the injured construction employees who sustained similar work injuries but did not participate in the Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement (i.e. recovered) upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme. At present, LD has no plan to further extend the Pilot Programme to cover all industry sectors or require the Hospital Authority (HA) to separate the cases of work-injured patients from those of general patients and place them on separate waiting lists. Since the launch of the Pilot Programme, HA has been assisting LD in publicising the services offered under the Pilot Programme, allowing potential participants to obtain relevant information as early as possible and increasing their willingness to participate in the Programme. LD will continue to closely monitor the operation of the Pilot Programme and collect relevant information and data, such as the time required for the injured employees to recover, their extent of recovery, the percentage of return-to-work cases and the time required, as well as the injured employees' opinions about and degree of satisfaction with the Pilot Programme for analysis and evaluation. LD will also draw conclusions on the experience gained during the implementation of the Programme and its effectiveness, and consider the direction for future development based on the results.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)065**

**(Question Serial No. 3074)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

To support young people to grasp the opportunities of the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), the Labour Department has implemented the regularised GBA Youth Employment Scheme (the scheme) since 2023. The Policy Address announced the enhancement of employment services and support for young people, including, starting from this year, relaxing the eligibility requirements for joining the scheme to include young people aged 29 or below with sub-degree or higher qualifications, and increasing the limit of allowance for enterprises to \$12,000 per month for up to 18 months. In this connection, please advise this Committee of the following:

- (a) According to the government information, companies participating in the scheme could apply for a monthly training allowance of HK\$10,000 for each graduate for up to 18 months prior to the introduction of the enhancement measures. Since the launch of the scheme, what is the average cycle time during which participating companies received government allowance? What is the industry sector distribution of companies receiving allowance? What is the average length of employment for Hong Kong youth participants in the recipient companies? What are the working locations, posts, salary distribution and average salary of the youth participants respectively? What are the total number, age and educational attainment distribution of the youth participants?
- (b) How many young people have reported for duty under the scheme so far? How many of them have completed the full length of employment and what is their percentage? How much subsidy has been allocated by the Government?
- (c) To further support youth employment, enhancement measures have been introduced for the scheme since January 2025. What are the preliminary application situation of the scheme and the related changes after the implementation of the enhancement measures? What outcomes does the Government expect the enhancement measures to achieve; and
- (d) The Government has implemented the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong (the Arrangements) since 2025. Under the Arrangements, enterprises which have participated in the

scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster the exchange of talents in the GBA. What are the specific implementation details of the Arrangements? What outcomes does the Government expect the Arrangements to achieve? In addition, does the Government have any plan to provide special support to the participating Mainland young people who work in Hong Kong, such as language training, support for living, cultural adaptation courses or vocational guidance?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 40)

Reply:

- (a)&(b) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (GBA YES) (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 1 091, 718 and 417 employed young people, and disbursed allowance to 199, 122 and 58 enterprises. As at February 2025, the pilot scheme disbursed \$117.91 million of allowance to enterprises. In 2023-24 and 2024-25 (as at February 2025), the regularised scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. The industry distribution of enterprises disbursed with allowance, as well as breakdowns of the employed young people by working location, occupational group, salary level, age and educational attainment are at Annex.

Of the young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. The average duration of enterprises disbursed with allowance for each employed young person was 11.4 months. The average length of employment of the employed young people was 14.2 months. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course. LD does not keep a breakdown of the average salary of the employed young people.

- (c) Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications. In January and February 2025, the regularised scheme recorded 1 043 job vacancies and 36 employed young people in total. LD expects that the above-mentioned enhancement measures will be conducive to attracting more enterprises and young people to participate in the scheme.

- (d) The Government has implemented the GBA Youth Employment Scheme – Arrangements for Mainland Youth to Work in Hong Kong in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster talent exchange in the GBA. Enterprises are required to apply to the Immigration Department (ImmD) for entry permits for the Mainland young people under the Admission Scheme for Mainland Talents and Professionals. When submitting the entry permit applications, the Mainland young people concerned must be Chinese residents of the Mainland aged 29 or below with a bachelor's degree or above, and are directly employed by the enterprises with a monthly salary of not less than HK\$18,000. ImmD will provide facilitation measures and assess the eligibility of each case.

Mainland young people employed to work in Hong Kong are protected by the laws of Hong Kong and may seek assistance from relevant departments or organisations through various channels.

**Industry distribution of enterprises disbursed with allowance;  
breakdowns of employed young people  
by working location, occupational group, salary level, age and educational attainment  
under the Greater Bay Area Youth Employment Scheme**

- (i) Breakdown of the number of enterprises disbursed with allowance by industry sector

| <b>Industry</b>                 | <b>Number of enterprises disbursed with allowance</b> |             |             |
|---------------------------------|---|-------------|-------------|
|                                 | <b>Pilot scheme</b>                                   | <b>2023</b> | <b>2024</b> |
| Business services               | 62  | 45          | 17          |
| Finance                         | 24  | 9           | 6           |
| Educational services            | 10  | 10          | 6           |
| Import and export trades        | 11  | 12          | 2           |
| Real estates                    | 8   | 3           | 2           |
| Communication                   | 5   | 3           | 0           |
| Other manufacturing industry    | 17  | 8           | 3           |
| Manufacture of electronic parts | 18  | 5           | 7           |
| Others                          | 44  | 27          | 15          |
| <b>Total</b>                    | <b>199</b>  | <b>122</b>  | <b>58</b>   |

(ii) Breakdown of the number of employed young people by working location

| Working location                                  | Number of employed young people |            |            |
|---|---------------------------------|------------|------------|
|   | Pilot scheme                    | 2023       | 2024       |
| Shenzhen  | 687                             | 503        | 317        |
| Guangzhou   | 251                             | 144        | 71         |
| Dongguan  | 61                              | 28         | 13         |
| Zhuhai  | 40                              | 22         | 2          |
| Foshan  | 11                              | 7          | 3          |
| Zhongshan   | 12                              | 6          | 2          |
| Huizhou   | 18                              | 4          | 3          |
| Jiangmen  | 4                               | 2          | 5          |
| Zhaoqing  | 4                               | 2          | 1          |
| Not provided by enterprises/employed young people | 3                               | 0          | 0          |
| <b>Total</b>                                      | <b>1 091</b>                    | <b>718</b> | <b>417</b> |

(iii) Breakdown of the number of employed young people by occupational group

| Occupational group                       | Number of employed young people |            |            |
|--|---------------------------------|------------|------------|
|  | Pilot scheme                    | 2023       | 2024       |
| Managers and administrators              | 288                             | 247        | 119        |
| Professionals                            | 484                             | 227        | 110        |
| Associate professionals                  | 250                             | 146        | 120        |
| Clerical support workers                 | 50                              | 92         | 61         |
| Skilled agricultural and fishery workers | 5                               | 4          | 1          |
| Others                                   | 14                              | 2          | 6          |
| <b>Total</b>                             | <b>1 091</b>                    | <b>718</b> | <b>417</b> |



(iv) Breakdown of the number of employed young people by salary level

| Salary level        | Number of employed young people |            |            |
|---------------------|---------------------------------|------------|------------|
|                     | Pilot scheme                    | 2023       | 2024       |
| \$18,000 - \$21,000 | 969                             | 685        | 384        |
| \$21,001 - \$24,000 | 79                              | 18         | 22         |
| \$24,001 - \$27,000 | 8                               | 13         | 8          |
| \$27,001 - \$30,000 | 6                               | 1          | 2          |
| \$30,001 or above   | 29                              | 1          | 1          |
| <b>Total</b>        | <b>1 091</b>                    | <b>718</b> | <b>417</b> |

(v) Breakdown of the number of employed young people by age

| Age          | Number of employed young people |            |            |
|--------------|---------------------------------|------------|------------|
|              | Pilot scheme                    | 2023       | 2024       |
| 20-24        | 722                             | 474        | 257        |
| 25-29        | 330                             | 237        | 151        |
| 30 or above  | 39                              | 7          | 9          |
| <b>Total</b> | <b>1 091</b>                    | <b>718</b> | <b>417</b> |

(vi) Breakdown of the number of employed young people by educational attainment

| <b>Educational attainment</b> | <b>Number of employed young people</b> |             |             |
|-------------------------------|--|-------------|-------------|
|                               | <b>Pilot scheme</b>                    | <b>2023</b> | <b>2024</b> |
| Bachelor's Degree             | 883                                    | 547         | 306         |
| Master's Degree               | 205                                    | 170         | 110         |
| Doctorate or above            | 2                                      | 1           | 1           |
| Others                        | 1                                      | 0           | 0           |
| <b>Total</b>                  | <b>1 091</b>                           | <b>718</b>  | <b>417</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)066**

**(Question Serial No. 3275)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour Department (LD) provides free employment services to all job seekers, including providing assistance and counselling services to the unemployed and persons with disabilities (PWDs); career guidance, pre-employment and on-the-job training to young people; and labour market information to all job seekers, including new arrivals and ethnic minorities (EMs). LD also implements employment programmes with a view to promoting the employment of the elderly, young people and PWDs. In this connection, would the Government advise this Committee of the following:

- (a) Whether LD can provide the details of the assistance or counselling services provided to the unemployed and PWDs in the past 3 years (i.e. from 2022 to 2024), with a breakdown by the following items:
  - (i) the name of each programme;
  - (ii) the service providers responsible for implementing these programmes;
  - (iii) the number of cases involved in each programme;
  - (iv) the amount of fundings involved in each programme; please set out the above information in table form;
- (b) Could LD set out the number of cases in each of the following categories among the above unemployment cases:
  - (i) new arrivals;
  - (ii) EMs;
  - (iii) the elderly and middle-aged;
  - (iv) young people;
  - (v) PWDs; please set out the above information in table form;
- (c) The indicators under Programme (2) show that there was an increase in the number of job seekers with disabilities registered in 2024 compared to that in 2023, while the number of successful placements decreased. Could LD explain the reasons for the situation; and

- (d) Has LD considered formulating additional measures to provide continuous support to various groups of “vulnerable workers”? For example, has LD considered collaborating with enterprises and various sectors of the community to establish a platform supporting employment of vulnerable workers, so as to encourage enterprises to create internship and employment posts suitable for them, with job-matching and support provided by the Government or social welfare organisations?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 41)

Reply:

- (a) The Employment Services Division of the Labour Department (LD) provides diversified and free employment services to job seekers through job centres across the territory, the 3 industry-based recruitment centres for the catering, retail and construction industries, the Telephone Employment Service Centre, the Interactive Employment Service website and its mobile application, etc. LD also liaises with employers in various industries to canvass vacancies suitable for job seekers with different educational backgrounds and working experience, and organises different types of job fairs to expedite the dissemination of employment information. Apart from searching for job vacancies through the above channels, job seekers may also meet employment officers at job centres to obtain personalised employment advisory service, which includes conducting career aptitude assessment to help them match and find suitable jobs. Besides, the Selective Placement Division (SPD) of LD provides job seekers with disabilities who are fit for open employment with personalised employment services, including employment counselling, job matching and referral, and post-placement follow-up services.

LD implements various employment programmes to assist job seekers in securing employment. These programmes include:

- (i) Employment Programme for the Elderly and Middle-aged (EPEM): It encourages employers to engage job seekers aged 40 or above and provide on-the-job training (OJT), while LD grants an OJT allowance to employers. The number of placements under EPEM from 2022 to 2024 and the expenditure from 2022-23 to 2024-25 (as at February 2025) are at Annex 1.
- (ii) Youth Employment and Training Programme (YETP): It provides free and dedicated training and employment support services to young people with an educational attainment at sub-degree level or below. In addition to career development services, trainees may choose to participate in training courses, 1-month workplace attachment training and OJT for a period of 6 to 12 months. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29. The service providers of career development services under YETP and the number of trainees enrolled in YETP for the 3 programme years (running from September each year to August of the following year) from 2021/22 to 2023/24, and the expenditure for YETP from 2022-23 to 2024-25 (as at February 2025) are at Annex 2.
- (iii) Work Orientation and Placement Scheme (WOPS): It encourages employers to engage persons with disabilities (PWDs) who are fit for open employment, and

provide OJT and support, while LD disburses an OJT allowance to employers. The number of placements under WOPS from 2022 to 2024 and the expenditure for WOPS from 2022-23 to 2024-25 (as at February 2025) are at Annex 3.

- (iv) Counselling Scheme for Persons with Disabilities: Registered social workers of the non-governmental organisations (NGOs) engaged by LD, namely the Society of Rehabilitation and Crime Prevention, Hong Kong (from September 2022 to August 2024) and the Baptist Oi Kwan Social Service (since September 2024), provide psychological and emotional counselling service to job seekers with disabilities in need. The number of cases under the Scheme and the expenditure for the Scheme from 2022-23 to 2024-25 (as at February 2025) are at Annex 4.
  - (v) Racial Diversity Employment Programme (RDEP): LD commissioned NGOs, namely the Baptist Oi Kwan Social Service and the Society of Rehabilitation and Crime Prevention, Hong Kong (since November 2023), to provide one-stop employment services to EM job seekers under a case management approach. The number of job seekers served under RDEP from 2022 to 2024 as well as the expenditure for RDEP from 2022-23 to 2024-25 (as at February 2025) are at Annex 5.
  - (vi) Re-employment Allowance Pilot Scheme (REA Scheme): LD launched a 3-year REA Scheme on 15 July 2024 to encourage persons aged 40 or above who have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for 6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time. Each participant can be provided with a maximum allowance of \$20,000 during the implementation of the REA Scheme. The numbers of participants and placements as at December 2024, and the expenditure on approved REAs in 2024-25 (as at February 2025) are at Annex 6.
- (b) The numbers of new arrivals, EMs, and the elderly and middle-aged registered for LD's employment services, as well as the number of job seekers with disabilities registered with SPD of LD for employment services from 2022 to 2024 are at Annex 7. As job seekers who register with LD for employment services are not required to report their employment status, the figures concerned include both job seekers who are working and unemployed. The number of trainees enrolled in YETP from 2021/22 to 2023/24 programme years is at Annex 2.
- (c) In 2023 and 2024, LD recorded registrations for employment services from 2 840 and 3 214 job seekers with disabilities, and 2 06 and 2 300 placements respectively in each year. In 2024, LD liaised with NGOs and schools, etc. to proactively promote the services to more PWDs who are fit for open employment, resulting in an increase in the number of registered job seekers with disabilities as compared to that in 2023, while the number of successful placements is affected by various factors such as the economy and the labour market situation.

- (d) LD provides diversified employment services to support and facilitate job seekers with different backgrounds to join the employment market, and liaises actively with employers to canvass suitable vacancies and expedite the dissemination of employment information. In parallel, LD implements various employment programmes targeting job seekers with special employment needs, and works in collaboration with different groups and organisations, including engaging NGOs, to provide employment support to participants.

LD will continue to monitor the economy and the employment market situation of Hong Kong, and keep under review and make timely adjustments to the employment services and related support measures to meet the needs of different job seekers.

## Employment Programme for the Elderly and Middle-aged

### Number of placements eligible for joining EPEM

| <b>Year</b> | <b>No. of placements</b> |
|-------------|--------------------------|
| 2022        | 2 707                    |
| 2023        | 3 873                    |
| 2024        | 4 443                    |

### Expenditure

| <b>Year</b>                      | <b>Amount (\$million)</b> |
|----------------------------------|---------------------------|
| 2022-23                          | 26.40                     |
| 2023-24                          | 35.40                     |
| 2024-25<br>(as at February 2025) | 33.70                     |

## Youth Employment and Training Programme

### Service providers of career development services

| <b>2021/22 to 2023/24 programme years</b> |   |
|---|---|
| 1   | Methodist Centre  |
| 2   | YMCA of Hong Kong   |
| 3   | New Territories Association Retraining Centre                           |
| 4   | Hong Kong College of Technology   |
| 5   | Hong Kong Young Women's Christian Association                           |
| 6   | H.K.S.K.H. Lady MacLehose Centre  |
| 7   | Hong Kong Employment Development Service Limited                        |
| 8   | The Hong Kong Federation of Trade Unions Occupational Retraining Centre |
| 9   | The Salvation Army  |
| 10  | The Hong Kong Federation of Youth Groups                                |
| 11  | Hong Kong Children and Youth Services                                   |
| 12  | Baptist Oi Kwan Social Service  |
| 13  | The Evangelical Lutheran Church Social Service - Hong Kong              |
| 14  | Hong Kong PHAB Association  |
| 15  | The Federation of Hong Kong & Kowloon Labour Unions                     |

### Number of trainees enrolled in the programme years from 2021/22 to 2023/24

| <b>Programme year</b> | <b>No. of trainees</b> |
|-----------------------|------------------------|
| 2021/22               | 3 222                  |
| 2022/23               | 3 053                  |
| 2023/24               | 2 839                  |

Note: Youth Employment and Training Programme operates on the basis of programme year, running from September each year to August of the following year.

### Expenditure from 2022-23 to 2024-25

| <b>Year</b>                      | <b>Amount (\$million)</b> |
|----------------------------------|---------------------------|
| 2022-23                          | 105.3                     |
| 2023-24                          | 95.03                     |
| 2024-25<br>(as at February 2025) | 67.93                     |



### Work Orientation and Placement Scheme

#### Number of cases

| <b>Year</b> | <b>No. of placements</b> |
|-------------|--------------------------|
| 2022        | 1 228                    |
| 2023        | 1 185                    |
| 2024        | 1 134                    |

#### Expenditure

| <b>Year</b>                      | <b>Amount (\$million)</b> |
|----------------------------------|---------------------------|
| 2022-23                          | 34.09                     |
| 2023-24                          | 35.83                     |
| 2024-25<br>(as at February 2025) | 33.65                     |

### Counselling Scheme for Persons with Disabilities

#### Number of cases

| <b>Year</b>                      | <b>No. of counselling cases</b> |
|----------------------------------|---------------------------------|
| 2022-23                          | 28                              |
| 2023-24                          | 37                              |
| 2024-25<br>(as at February 2025) | 31                              |

#### Expenditure

| <b>Year</b>                      | <b>Amount (\$'000)</b> |
|----------------------------------|------------------------|
| 2022-23                          | 78                     |
| 2023-24                          | 131                    |
| 2024-25<br>(as at February 2025) | 75                     |

### Racial Diversity Employment Programme

#### Number of job seekers served

| <b>Year</b> | <b>No. of job seekers served</b> |
|-------------|----------------------------------|
| 2022        | 344                              |
| 2023        | 255                              |
| 2024        | 475                              |

#### Expenditure

| <b>Year</b>                      | <b>Amount (\$million)</b> |
|----------------------------------|---------------------------|
| 2022-23                          | 2.06                      |
| 2023-24                          | 1.74                      |
| 2024-25<br>(as at February 2025) | 2.87                      |

**Re-employment Allowance Pilot Scheme**  
(launched on 15 July 2024)

Numbers of participants and placements

| <b>Year</b>                | <b>No. of participants</b> | <b>No. of placements</b> |
|----------------------------|----------------------------|--------------------------|
| 2024<br>(July to December) | 29 862                     | 9 488                    |

Expenditure

| <b>Year</b>                        | <b>Amount (\$million)</b> |
|------------------------------------|---------------------------|
| 2024-2025<br>(as at February 2025) | 5.68                      |

**Numbers of new arrivals, EMs and the elderly and middle-aged  
registered with LD for employment services from 2022 to 2024**

| <b>Year</b> | <b>New arrivals</b> | <b>EMs</b> | <b>The elderly and<br/>middle-aged</b> |
|-------------|---------------------|------------|--|
| 2022        | 1 234               | 870        | 17 097                                 |
| 2023        | 2 801               | 953        | 22 691                                 |
| 2024        | 4 522               | 1 566      | 32 073                                 |

Note: Job seekers who registered for employment services may fall under more than one of the above categories.

**Number of PWDs registered with SPD of LD  
for employment services from 2022 to 2024**

| <b>Year</b> | <b>No. of PWDs</b> |
|-------------|--------------------|
| 2022        | 2 570              |
| 2023        | 2 840              |
| 2024        | 3 214              |

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)067**

**(Question Serial No. 2484)**

Head: (90) Labour Department

Subhead (No. & title): (000) Operational Expenses

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Last year, there were at least 30 fatal industrial accidents for the whole year. Of which, 5 fatal cases happened in November alone, which was rare. The situation was particularly serious in the construction industry. As the saying goes, "One single case is far too many". Many members of the public are of the opinion that education and training on occupational safety and promotion of "site safety" messages by the Government are not enough, and that the relevant site personnel only seek to catch up with the period and progress of construction but ignore the safety requirements. In this connection, would the Government advise this Committee of the following:

- (a) How many injured employees have benefited from the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) so far since its launch by the Labour Department earlier? What is the total expenditure?
- (b) Further to the above question, what are the details of the severity of injuries sustained by the participating employees? What is the staff establishment of the department responsible for the Pilot Programme?
- (c) It has been reported some participants complained that they were told that their cases were "closed" before they had fully recovered from injury, leaving them with no choice but to seek out-patient treatment at their own expense or emergency service to obtain a "medical certificate" again. In this connection, will the Government review the Pilot Programme in respect of such cases? If yes, what are the details? If not, what are the reasons?
- (d) Will the Government implement or explore the use of artificial intelligence monitoring system for hazards in operations in future, such as the "Smart Site Safety System", which has already been fully used in quite a number of construction sites? Will the Government consider legislative amendments in future to mandate the use of the "Smart Site Safety System" in all construction sites so as to reduce industrial accidents?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 1)

Reply:

The Labour Department (LD) has all along attached great importance to the publicity and promotion as well as education and training work on occupational safety and health (OSH). LD, Occupational Safety and Health Council (OSHC) and other stakeholders have continued to put in resources to carry out the related work.

As regards publicity and promotion, LD has co-organised activities such as seminars, sponsorship schemes, roving exhibitions and out-reaching promotional visits in collaboration with OSHC, trade associations and workers' unions to enhance the OSH awareness and performance of employers and employees. LD has also disseminated the latest OSH messages on its webpages and the "OSH 2.0" mobile application, published and updated safety guidelines, produced text and animated versions of "Work Safety Alert" and "Systemic Safety Alert", and extensively promoted OSH safety messages to stakeholders through emails, television, radio, newspapers, publicity platforms of major public transport modes, websites and social media frequently used by workers, OSH 2.0 application and conspicuous locations such as external walls of shopping malls and buildings, roadsides and bridges. Moreover, LD has encouraged reports on unsafe working environment (particularly in the construction industry, including repair, maintenance, alteration and addition works) to strengthen preventive and enforcement efforts.

As for education and training, LD has actively assisted various organisations in raising the OSH level. LD has, in light of the changes in OSH risks, organised OSH talks with different themes and various free training courses related to OSH legislation, and deployed its staff to participate in OSH talks organised by different organisations and bodies to serve as speakers, with a view to facilitating the understanding of the requirements of the statutory provisions and relevant codes of practice among duty holders, thereby enhancing their OSH awareness and performance. Besides, LD has continued to enrich the contents of mandatory safety training courses, review the course contents where necessary and make revisions in a timely manner. For example, LD has updated the contents of the Mandatory Basic Safety Training Course for the construction industry (i.e. the Construction Green Card) and the Mandatory Safety Training Course for Confined Spaces in recent years to ensure that the course contents have included the latest safety information and can better meet the actual needs of trainees, with a view to enhancing their awareness of the causes and risks of accidents as well as their ability to manage those risks.

Our reply to the question raised by Hon SHANG is as follows:

- (a) LD launched the Pilot Rehabilitation Programme for Employees Injured at Work (the Pilot Programme) in September 2022. As at the end of February 2025, a total of 1 803 injured employees participated in the Pilot Programme. The estimated total expenditure of the Pilot Programme since its launch up to 2024-25 is around \$157 million, details of which are set out at Annex.
- (b) As at the end of February 2025, participants of the Pilot Programme mainly sustained contusion/bruise, sprain/strain, fracture, etc., accounting for about 80% of all cases. About 70% of the participants have reached maximum medical improvement (i.e. recovered) and most of them have recovered within 5 months after injury. The participants who are yet to recover are primarily injured employees joining the Programme more recently.

Established by the service contractor of the Pilot Programme in September 2022, the Work Injury Rehabilitation Office (WIRO) is responsible for arranging and co-ordinating the rehabilitation treatment services provided under the Pilot Programme, providing case management and return-to-work facilitation services to participants as well as monitoring and administering the day-to-day operation of the Pilot Programme. As at the end of February 2025, WIRO comprises a total of 10 administrative and professional staff, 11 case managers and 3 clerical support staff.

- (c) The services provided under the Pilot Programme are contingent upon the injury and recovery condition of individual injured employee. In general, services will be provided until the employee's injury has reached maximum medical improvement (i.e. recovered) and the employee has returned to work, or until two months after the employee has recovered, whichever is earlier. Whether a participant has reached the maximum medical improvement is a professional medical judgment made by the case doctor having regard to the recovery progress of the injured employee. For injured employees who have reached maximum medical improvement but are still experiencing residual symptoms (e.g. mild pain), the case doctors will refer them to the Hospital Authority for necessary follow-up based on their circumstances.

LD has conducted a preliminary evaluation on the first two years of operation of the Pilot Programme, and compared the data of the participants against that of the injured construction employees who sustained similar work injuries but did not participate in the Programme. The findings show that the participants had a higher rate of reaching maximum medical improvement upon treatment during the evaluation period and the median time required for recovery was also shorter, which met the objective of the Pilot Programme. Besides, the majority of the participants were satisfied with the case management and rehabilitation treatment services provided under the Pilot Programme.

- (d) The Government has been keeping a close watch on the development of promoting the use of technology in local building works. In recent years, various government bureaux and departments have been allocating resources to promote the application of technology to enhance safety in the construction industry.

The Development Bureau requires public works contracts with contract sum exceeding \$30 million to fully adopt the Smart Site Safety System (4S). Additionally, when granting the first approval or approval on major revisions of superstructure plans for private development projects, the Buildings Department requires registered contractors of building works with an estimated cost exceeding \$30 million and involving the use of mobile plants and tower cranes to adopt 4S for such machineries. Moreover, the Government has provided subsidies to contractors of private development projects to adopt 4S through the "Construction Innovation and Technology Fund".

Besides, the Government also assists in, promotes and encourages the wider application of 4S. LD will also further safeguard the OSH of employees by revising the codes of practice on work safety, incorporating the use of technological devices, and promoting measures to optimise the use of technology. We consider that these are the appropriate steps at the present stage.



**Estimated Expenditure of the Pilot Programme**

| <b>Item</b>   | <b>Estimated Expenditure of the Pilot Programme since its launch (up to 2024-25)</b> |
|---|--|
| Fixed costs<br>(e.g. expenses on operation, publicity and related information technology) | Around \$75.5 million  |
| Expenditure on rehabilitation treatment services  | Around \$61.2 million  |
| Expenditure on case management services   | Around \$20.3 million  |
| <b>Total expenditure</b>  | Around \$157 million   |

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)068**

**(Question Serial No. 0510)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) estimates that the number of applications under the Supplementary Labour Scheme (SLS)/the Enhanced Supplementary Labour Scheme (ESLS) to be processed will be 6 400 in 2025, less than the actual number of 6 899 applications processed in 2024. Would the Government advise of the following:

- (a) The reason why the estimated number of applications under SLS/ESLS to be processed in 2025 is less than the actual number of applications processed in 2024;
- (b) The number of applications for labour importation from employers received and approved and the number of imported workers (with a breakdown by industry) since the launch of ESLS;
- (c) The number of applications processed by LD increased since the launch of ESLS on 4 September 2023. Has LD increased the manpower and expenditure to process the applications? If yes, the number of staff concerned and the expenditure involved; if not, the reason for that; and
- (d) The average number of days required for processing the applications under SLS/ESLS at present.

Asked by: Hon SHIU Ka-fai (LegCo internal reference no.: 19)

Reply:

- (a) The Labour Department (LD) processed 6 899 applications under the Supplementary Labour Scheme (SLS)/the Enhanced Supplementary Labour Scheme (ESLS) in 2024, including discontinued or withdrawn applications. With the smooth implementation of ESLS, the number of discontinued or withdrawn applications is expected to drop in 2025. Therefore, the estimated number of applications to be processed under ESLS is lower than the actual number of applications processed in 2024.

- (b) Since its implementation from 4 September 2023 and as at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications (involving 51 051 imported workers) were approved. A breakdown of the numbers of imported workers applied for and approved by industry is at Annex.
- (c) ESLS is administered by the Supplementary Labour Division (SLD) of LD. SLD created 12 Labour Officer Grade posts in 2024-25 and will create 16 time-limited Labour Officer Grade posts for a five-year period in 2025-26. The estimated expenditure for a total of 28 additional posts as mentioned above is \$26.40 million in 2025-26. SLD also employs non-civil service contract staff and post-retirement service contract staff to assist in implementing ESLS.
- (d) The time required by LD for processing each ESLS application is affected by various factors, which include whether the post under application is a common post (for example, waiter/waitress, junior cook, sales assistant, etc.), whether the applicant employer has provided sufficient information, whether the application details have changed during processing, and the time taken by the employer to respond to LD's enquiry or suggestion, etc. In general, upon receipt of all information and documents required for processing and after screening-in of applications, LD can complete the vetting of applications under ESLS within 3 months, including the time taken by applicant employers to conduct the 4-week local recruitment under ESLS.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by industry**

| <b>Industry<sup>@</sup></b>  | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|--|---|--|
| 1. Agriculture and Fisheries   | 2 213   | 2 042  |
| 2. Manufacturing   | 8 373   | 5 098  |
| 3. Construction <sup>+</sup>   | 27  | 372  |
| 4. Import/Export Trades and<br>Wholesale                                       | 3 946   | 1 832  |
| (i) <i>Import/Export Trades</i>  | (1 533)   | (665)  |
| (ii) <i>Wholesale</i>  | (2 413)   | (1 167)                                      |
| 5. Retail, Accommodation and<br>Food Services                                  | 51 046  | 29 344                                       |
| (i) <i>Retail</i>  | (7 308)   | (4 030)                                      |
| (ii) <i>Accommodation<br/>Services</i>   | (2 207)   | (1 564)                                      |
| (iii) <i>Food and Beverage<br/>Services</i>                                    | (41 531)  | (23 750)                                     |
| 6. Transportation, Storage,<br>Information and<br>Communications               | 4 517   | 1 827  |
| 7. Financing, Insurance, Real<br>Estate, Professional and<br>Business Services | 6 730   | 2 768  |
| 8. Public Administration, Social<br>and Personal Services <sup>++</sup>        | 21 213  | 7 768  |
| <b>Total</b>   | <b>98 065</b>                                   | <b>51 051</b>                                |

<sup>@</sup> The classification of industries may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>+</sup> Including applications submitted under SLS prior to the launch of the Labour Importation Scheme for the Construction Sector.

<sup>++</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)069**

**(Question Serial No. 1602)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

With reference to paragraph 161 of the Budget Speech, what is the number of applicants in each year since the implementation of the Greater Bay Area Youth Employment Scheme (the scheme) in 2021? What is the final number of persons employed? And what is the number of enterprises joining the scheme in each year? In addition, what is the Government's expenditure on the scheme since its launch? Please provide a breakdown.

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 4)

Reply:

The Government launched the pilot Greater Bay Area Youth (GBA) Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering job vacancies, as well as 1 091, 718 and 417 employed young people. The expenditures of the pilot scheme as well as the regularised scheme in 2023-24 and 2024-25 (as at February 2025) are at Annex. The scheme allows enterprises to recruit eligible young people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme.

### Breakdown of expenditure of the Greater Bay Area Youth Employment Scheme

|  | Expenditure (\$million)                  |                                      |   |
|--|--|--------------------------------------|---|
|  | Pilot scheme<br>(as at February<br>2025) | Regularised<br>scheme for<br>2023-24 | Regularised<br>scheme for 2024-25<br>(as at February<br>2025) |
| Expenditure on allowance               | 117.91                                   | 15.07                                | 49.99   |
| Expenditure on promotion and operation | 4.7                                      | 6.66                                 | 10.93   |
| Staff cost <sup>Note</sup>             | N/A                                      | 10.25                                | 10.66   |

Note: As the staff of the Labour Department implementing the pilot scheme also undertook other duties, the staff cost involved could not be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)070**

**(Question Serial No. 1603)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

With reference to paragraph 161 of the Budget Speech, how many participants have stayed in employment after completing the 18-month Greater Bay Area Youth Employment Scheme (the scheme) at present? How many participants quitted before completing the 18-month scheme, and what were their reasons? Apart from the measures mentioned in the Budget Speech, will the Government consider making appropriate adjustments on the scheme through reviewing the results, such as extending the duration of the scheme?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 5)

Reply:

The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. The reasons for young people not continuing with their employment included the young people leaving employment pre-maturely, employers not offering employment or the young people declining the job offers. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course.

LD has commissioned a consultant to conduct a 3-year “longitudinal study” on the scheme. The study conducts follow-up surveys on the participating enterprises and young people with a view to understanding the employment situation of young people, and collecting opinions from enterprises and young people on the scheme. The study commenced in March 2024. The consultant will submit an interim report of the study to LD in the second quarter of 2025. LD will review in detail the effectiveness of the scheme upon completion of the “longitudinal study”.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)071**

**(Question Serial No. 1607)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Paragraph 194 of the Budget Speech mentioned that workplace attachment opportunities in the Greater Bay Area (GBA) will be introduced under the Youth Employment and Training Programme (YETP). However, with reference to the Scheme on Corporate Summer Internship on the Mainland and Overseas 2025 (the Scheme), workplace attachment opportunities in the GBA are also involved. In that case, is there any overlap between the new initiative of YETP and the Scheme launched by the Home and Youth Affairs Bureau in terms of nature; if yes, will it result in duplication in the use of financial resources? If not, what are the specific differences?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 9)

Reply:

The Youth Employment and Training Programme (YETP) provides free and dedicated training and career development services to young people with an educational attainment at sub-degree level or below. Trainees may choose to participate in training courses, 1-month workplace attachment training and on-the-job training for a period of 6 to 12 months. The service providers commissioned under YETP provide trainees with 12-month career development services. Since January 2025, the enrolment age of YETP has been relaxed from 15-24 to 15-29, with the introduction of the Greater Bay Area (GBA) Work Experience Attachment Programme (WEP).

WEP, which does not have a minimum educational requirement, provides trainees aged 18 to 29 with 1-month workplace attachment opportunities in the Mainland cities of the GBA to experience the local work culture and understand the development opportunities in the GBA. WEP also provides advisory services for employment in the Mainland which will give advice to trainees who are interested in developing their careers in the GBA. The objectives and service targets of WEP are different from those of the Scheme on Corporate Summer Internship on the Mainland and Overseas launched by the Home and Youth Affairs Bureau, and hence there is no duplication in the use of financial resources.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)072**

**(Question Serial No. 0876)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department implemented the regularised Greater Bay Area Youth Employment Scheme (the scheme) in 2023 to encourage enterprises to employ Hong Kong young people to work in the Mainland cities of the GBA. Would the Government advise this Committee of the following:

- (a) The numbers of employers participating in the scheme, job vacancies offered by the employers, and young people successfully placed into employment, as well as the amount of allowance disbursed to employers in the past 3 years; and the estimated amount of allowance under the scheme in 2025-26;
- (b) Given that the limit on the allowance period is 18 months, whether the Government has compiled statistics on the rate of the employed young people staying in employment after the allowance period; whether the Government has considered adjusting the 18-month allowance period; if so, of the details; if not, the reasons for that;
- (c) The numbers of complaints under the scheme and non-compliance cases by employers in the past 3 years;
- (d) Given that the scheme includes provision of support to participating young people by service providers, please provide information on the details of the support programmes, the fees payable to service providers in the past 3 years and the estimated fees payable in 2025-26 as well as the relevant standards, and whether key performance indicators (KPIs) have been formulated for the services provided by service providers;
- (e) Whether the Government has assessed the impact of the Arrangements for Mainland Youth to Work in Hong Kong launched since 2025 on local young people or graduates; if so, of the details; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 30)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme.

In 2023 and 2024, the regularised scheme respectively recorded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. In 2025-26, the estimated expenditure on allowance is HK\$72.92 million.

- (b) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. Of the 1 091 young people who were employed under the pilot scheme, 632 (57.9%) completed the 18-month on-the-job training. Amongst those who completed the 18-month on-the-job training, 464 (73.4%) young people continued to be employed by the enterprises. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, the Labour Department (LD) will compile the relevant data in due course. LD has been maintaining close liaison with stakeholders. Taking into account their views and the operational experience, LD considers it more appropriate to maintain the allowance period of 18 months. .
- (c) In 2023 and 2024, LD received a total of 37 complaint cases under the scheme. Of the 18 cases for which investigation was completed, 3 employers were found to have violated relevant requirements, including late payment of wages and failure to arrange the young people to work in the Mainland cities of the GBA, etc. These 3 employers have fulfilled the requirements after LD's follow-up. In addition, LD referred 7 cases, which primarily involved suspected provision of false information, forgery or fraud, etc., to the Hong Kong Police Force for follow-up. The remaining 12 cases are still being followed up.
- (d) Since 2023, LD has commissioned service providers to provide support services on working and living in the Mainland to employed young people under the scheme. The services include running a telephone hotline and setting up dedicated WeChat groups to handle enquiries and requests for assistance, organising talks, group activities and study exchanges, and assisting young people who have participated in the scheme in establishing associations to stay connected. In 2023-24 and 2024-25 (as at February 2025), the fees paid to service providers were HK\$1.24 million and HK\$3.15 million respectively. The estimated service fees payable for 2025-26 are HK\$3.57 million. Indicators on the details, frequency, number of participants and time of completion of service, etc. are formulated for each service item under the service contract. The service providers are also required to submit regular reports to the Government for monitoring and evaluating service quality.
- (e) The Government has implemented the GBA Youth Employment Scheme – Arrangements for Mainland Youth to Work in Hong Kong (the Arrangements) in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number

of Mainland young people to work in Hong Kong according to relevant requirements. The Arrangements helps foster talent exchange in the GBA and will not undermine the employment opportunities of local young people.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)073**

**(Question Serial No. 0877)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department launched the Re-employment Allowance Pilot Scheme (the Scheme) in July 2024 to encourage persons aged 40 or above to re-join the employment market. Please inform this Committee of the following:

- (a) Please set out the numbers of registered participants, successful placements, and participants applying for an allowance, as well as the amount of allowance granted in each month as at February 2025, with a breakdown by age group (40-44, 45-49, 50-54, 55-59, 60-64, 65-69 and 70 or above);
- (b) According to the Government's information on open tenders and Contract Award Notices, it appears that unlike the case of other employment programmes (such as the Youth Employment and Training Programme, the Racial Diversity Employment Programme), the Government did not conduct an open tender exercise for the appointment of service providers to assist in implementing the Scheme. Please advise on the appointment procedures for service providers, the fees payable to service providers in the past year and the estimated fees payable in 2025-26 as well as the relevant standards, and whether key performance indicators (KPIs) have been formulated for the services provided by service providers;
- (c) When the Scheme was launched, the Government estimated that the 3-year Scheme would benefit some 6 000 people. The Government indicated earlier that the Scheme had been well received, with the number of registered participants exceeding the original estimate. Given the tight fiscal position, does the Government/service provider have sufficient financial resources and manpower to complete the 3-year Scheme; if yes, what are the details; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 31)

Reply:

- (a) The Labour Department (LD) launched a 3-year Re-employment Allowance Pilot Scheme (REA Scheme) on 15 July 2024 to encourage persons aged 40 or above who

have not been in paid employment for 3 consecutive months or more to join the employment market. Each eligible participant who has worked full-time for 6 consecutive months will be provided with a re-employment allowance (REA) of \$10,000, while those who have worked full-time for 12 consecutive months will be given an additional allowance of \$10,000. Half-rate REA will be given to those who have worked part-time.

The REA Scheme has been well received, with 35 203 participants and 13 670 placements recorded as at February 2025. Breakdowns of the numbers of participants and placements by age are at Annex 1 and Annex 2 respectively. During the same period, LD received 1 425 applications for REA submitted by participants after their 6 months' employment and already possessed 591 applications involving \$5.68 million of REA. A breakdown of the number of applications for REA by age of applicants is at Annex 3. A breakdown of the amount of REA approved by age of applicants is at Annex 4.

- (b) LD has commissioned service providers to assist in providing services under the Youth Employment and Training Programme and the Racial Diversity Employment Programme through open tender. LD appoints service providers for the REA Scheme through direct engagement in accordance with the relevant procurement procedures of the Government to meet the imminent need for the provision of employment support services to participants of the REA Scheme. Services provided by the service providers to the participants include employment assistance, post-placement follow-up, assistance to apply for REA, etc. The service providers also set up 12 service spots across the territory and 2 telephone hotlines of the REA Scheme. The service contract will last for 3 years, involving service fees of around \$7.8 million in total.

Indicators on the details, frequency, number of participants and time of completion of service, etc. are formulated for each service item under the service contract. The service providers are also required to submit regular reports to the Government for monitoring and evaluating service quality. LD will continue to closely monitor the performance of service providers in accordance with the service contract.

- (c) The REA Scheme has been well received since its launch. LD has coped with the workload for the implementation of the REA Scheme through re-prioritisation of work, streamlining of work procedures, application of technology and employment of contract staff. In 2025-26, the provision for the REA Scheme has increased to about \$186 million as compared with the revised estimate of \$23 million in 2024-25, so as to ensure that REA will be disbursed to all eligible participants.

**Breakdown of the number of participants under the REA Scheme  
by age of participants from July 2024 to February 2025**

| <b>Age</b>   | <b>No. of participants</b>     |                              |
|--------------|--------------------------------|------------------------------|
|              | <b>2024 (July to December)</b> | <b>2025 (as at February)</b> |
| 40 to 44     | 6 136                          | 1 088                        |
| 45 to 49     | 5 607                          | 1 046                        |
| 50 to 54     | 5 839                          | 1 074                        |
| 55 to 59     | 5 292                          | 933                          |
| 60 to 64     | 4 472                          | 815                          |
| 65 to 69     | 1 889                          | 306                          |
| 70 or above  | 627                            | 79                           |
| <b>Total</b> | <b>29 862</b>                  | <b>5 341</b>                 |

**Breakdown of the number of placements under the REA Scheme  
by age of employed persons from July 2024 to February 2025**

| <b>Age</b>   | <b>No. of placements</b>       |                              |
|--------------|--------------------------------|------------------------------|
|              | <b>2024 (July to December)</b> | <b>2025 (as at February)</b> |
| 40 to 44     | 1 918                          | 817                          |
| 45 to 49     | 1 788                          | 780                          |
| 50 to 54     | 1 880                          | 811                          |
| 55 to 59     | 1 638                          | 785                          |
| 60 to 64     | 1 497                          | 662                          |
| 65 to 69     | 614                            | 260                          |
| 70 or above  | 153                            | 67                           |
| <b>Total</b> | <b>9 488</b>                   | <b>4 182</b>                 |

**Breakdown of the number of applications for REA  
under the REA Scheme by age of applicants  
from July 2024 to February 2025**

| <b>Age</b>   | <b>No. of applications for REA</b> |
|--------------|------------------------------------|
| 40 to 44     | 313                                |
| 45 to 49     | 264                                |
| 50 to 54     | 261                                |
| 55 to 59     | 224                                |
| 60 to 64     | 239                                |
| 65 to 69     | 100                                |
| 70 or above  | 24                                 |
| <b>Total</b> | <b>1 425</b>                       |



**Breakdown of the amount of REA approved  
under the REA Scheme by age of applicants  
from July 2024 to February 2025**

| <b>Age</b>   | <b>Amount of REA approved (\$'000)</b> |
|--------------|--|
| 40 to 44     | 1,280                                  |
| 45 to 49     | 1,090                                  |
| 50 to 54     | 1,125                                  |
| 55 to 59     | 952                                    |
| 60 to 64     | 822                                    |
| 65 to 69     | 365                                    |
| 70 or above  | 45                                     |
| <b>Total</b> | <b>5,680</b>                           |

Notes: Figures in the table may not add up to the total due to rounding.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)074**

**(Question Serial No. 0878)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the processing of job vacancy information on the Interactive Employment Service (iES) website, would the Government advise this Committee of the following information in the past 3 years:

- (a) The numbers of job vacancy information and vacancies processed each year (please separately set out the relevant figures on recruitment procedures conducted by employers themselves and those facilitated by the job fairs of the Labour Department);
- (b) The staff establishment and ranks, staff cost and related operational expenses of the office responsible for processing job vacancy information;
- (c) The average cost and time required for processing each job vacancy information;
- (d) Whether the Government has evaluated the possibility of replacing manpower with artificial intelligence or other technologies for processing job vacancy information; if yes, what is the plan; if not, what are the reasons;
- (e) The number of page views and registered users (both employers and job seekers) of the iES website in each year;
- (f) The staff establishment and ranks responsible for operating the iES website, as well as the staff cost and related operational expenses;
- (g) Whether the Government has evaluated the possibility of applying artificial intelligence or other technologies on the iES website to assist job seekers in job search and provide job-matching; if yes, what is the plan; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 32)

Reply:

- (a) In each year from 2022 to 2024, the Job Vacancy Processing Centre (JVPC) of the Labour Department (LD) respectively received and processed 1 086 335, 1 171 645 and 815 890 job vacancies from the private sector and posted them on the Interactive Employment Service (iES) website, including 202 795, 352 965 and 286 410 job vacancies, for which recruitment was conducted through district-based and thematic job fairs held by LD's job centres and recruitment centres. In addition, LD organised large-scale job fairs, providing 23 594, 36 870 and 32 900 job vacancies respectively in each year during the same period for job seekers to submit job applications and attend interviews on the spot.
- (b)&(c) From 2022-23 to 2024-25 (as at February 2025), the staff establishment of JVPC was 75, including the Labour Officer Grade and Clerical Grade posts, and the salary costs involved were \$28.32 million, \$28.32 million and \$27.13 million in each year respectively. A breakdown of the relevant staff establishment, grades, and salary costs is at Annex 1. As other operational expenses involved in processing job vacancies have been absorbed within the recurrent operational expenses of LD and cannot be separately identified, the average cost for processing each job vacancy is not available.

In each year from 2022 to 2024, 98%, 99%, and 99% of job vacancy information was respectively processed and posted within 5 working days upon receipt by JVPC.

- (d) JVPC has been improving the workflow of job vacancy processing and enhancing work efficiency through the adoption of information technology (IT), such as optimising the design of the electronic Vacancy Order Form, setting up an online platform for receiving copies of the Business Registration Certificate from employers, etc., so as to save the time and streamline the procedures for staff to process the information. JVPC will continue to keep abreast of the changing circumstance, and improve workflow and efficiency through the application of IT.
- (e) Job seekers, irrespective of whether they have registered accounts, can use the iES website to browse employment information and search for job vacancies, while employers without a registered account can submit a Vacancy Order Form to post job vacancies via the iES website. Registered users are also provided with personalised services. For example, job seekers can be automatically matched with the latest job vacancies based on their pre-set criteria, while employers can be provided with suitably matched job seekers based on their posted job vacancies. In each year from 2022 to 2024, the iES website recorded around 339 million, 390 million, and 429 million page views respectively. In each year during the same period, 12 924, 14 550, and 21 859 job seeker accounts and 15 553, 14 893, and 10 771 employer accounts were registered on the website respectively.
- (f) From 2022-23 to 2024-25 (as at February 2025), the staff establishment of LD responsible for the iES website and mobile application was 14, including the Labour Officer Grade and Clerical Grade posts, and the salary costs involved were \$9 million, \$9 million, and \$8.59 million respectively. Other operational expenses and IT staff costs have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- (g) The iES website and mobile application have been making use of IT to enable job seekers to select job vacancies, match with the latest job vacancies automatically, and submit job applications online; and enable employers to match their vacancies with suitable job seekers via the website, thereby enhancing the efficiency of job matching. LD will continue to review the operation of the iES website, and, in light of the employment market situation and service needs, enhance relevant services and improve efficiency through the application of IT.

**Breakdown of staff establishment, grades, and salary costs  
of JVPC of LD from 2022-23 to 2024-25**

|                      | <b>Year</b>                    |                             |                                |                             |                                |                             |
|----------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|
|                      | <b>2022-23</b>                 |                             | <b>2023-24</b>                 |                             | <b>2024-25</b>                 |                             |
|                      |                                |                             |                                |                             | <b>(as at February 2025)</b>   |                             |
|                      | <b>Staff<br/>establishment</b> | <b>Salary<br/>costs(\$)</b> | <b>Staff<br/>establishment</b> | <b>Salary<br/>costs(\$)</b> | <b>Staff<br/>establishment</b> | <b>Salary<br/>costs(\$)</b> |
| Labour Officer Grade | 19                             | 12.11 million               | 19                             | 12.11 million               | 19                             | 11.58 million               |
| Clerical Grade       | 56                             | 16.21 million               | 56                             | 16.21 million               | 56                             | 15.55 million               |
| <b>Total</b>         | <b>75</b>                      | <b>28.32 million</b>        | <b>75</b>                      | <b>28.32 million</b>        | <b>75</b>                      | <b>27.13 million</b>        |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)075**

**(Question Serial No. 0879)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services, (3) Safety and Health at Work,  
(4) Employees' Rights and Benefits

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the prosecution work of the Labour Department, please advise this Committee of the following information in the past 3 years:

- (a) Among the prosecution cases, the numbers of cases/summonses, the numbers of convicted cases/summonses, the average and maximum penalties with a breakdown by the offence involved;
- (b) The staff establishment and ranks, staff cost and related operational expenses involved in handling the prosecution work.

Asked by: Hon TANG Fei (LegCo internal reference no.:33)

Reply:

- (a) The breakdowns of the numbers of prosecutions taken out by the Labour Department (LD) under Programme (3) in accordance with the Factories and Industrial Undertakings Ordinance (FIUO), the Occupational Safety and Health Ordinance (OSHO) and the Boilers and Pressure Vessels Ordinance (BPVO) and their subsidiary regulations, as well as the numbers of convicted summonses and the fines from 2022 to 2024 are set out at Annexes 1 and 2.

Among the prosecutions taken out by LD under Programme (4), the numbers of summonses heard, the numbers of summonses convicted and the related fines from 2022 to 2024 with a breakdown by the offence involved are set out at Annexes 3 and 4.

- (b) The staff establishment and expenditure of the Legal Services Division (LSD) under Programme (3) as well as the Prosecutions Division (PD) under Programme (4) of LD from 2022-23 and 2024-25 are set out at Annexes 5 and 6.

**Breakdowns of the numbers of summonses for prosecutions  
taken out by LD against the offence involved from 2022-24 under Programme (3)  
and the numbers of convicted summonses**

| Prosecution for<br>breach of<br>occupational<br>safety and health<br>(OSH) legislation | No. of prosecution summonses |       |       | No. of convicted summonses |       |        |
|--|------------------------------|-------|-------|----------------------------|-------|--------|
|  | 2022                         | 2023  | 2024  | 2022                       | 2023  | 2024   |
| FIUO   | 2 573                        | 2 987 | 2 972 | 1 678                      | 2 396 | 2 147* |
| OSHO   | 137                          | 208   | 177   | 135                        | 160   | 154    |
| BPVO   | 6                            | 6     | 10    | 2                          | 5     | 7      |
| Total  | 2 716                        | 3 201 | 3 159 | 1 815                      | 2 561 | 2 308  |

\* Including a defendant who was sentenced to 2 months of imprisonment.

Note: The hearing proceedings involved in the prosecution summonses taken out each year may not be completed in the same year. As a result, the number of convicted summonses within the year does not correspond to the number of prosecution summonses in the same year.

**Average fine and maximum fine for the convicted summonses for prosecutions  
taken out by LD under Programme (3) from 2022 to 2024**

| Prosecution for<br>breach of OSH<br>legislation | Average fine imposed<br>(per summons) |          |          | Maximum fine imposed<br>(per summons) |           |           |
|---|---------------------------------------|----------|----------|---------------------------------------|-----------|-----------|
|   | 2022                                  | 2023     | 2024     | 2022                                  | 2023      | 2024      |
| FIUO  | \$7,941                               | \$8,113  | \$8,479  | \$100,000                             | \$100,000 | \$200,000 |
| OSHO  | \$9,608                               | \$10,801 | \$18,291 | \$35,000                              | \$100,000 | \$450,000 |
| BPVO  | \$3,600                               | \$4,120  | \$3,157  | \$4,000                               | \$5,000   | \$5,000   |



**Numbers of summonses heard and summonses convicted  
under Programme (4) of LD from 2022 to 2024  
with a breakdown by the offence involved**

| Offence involved<br>in prosecution   | No. of summonses heard |              |              | No. of summonses convicted |                  |                  |
|--|------------------------|--------------|--------------|----------------------------|------------------|------------------|
|  | 2022                   | 2023         | 2024         | 2022                       | 2023             | 2024             |
| Failure to take out employees' compensation insurance  | 1 043                  | 1 330        | 1 282        | 1 015                      | 1 300            | 1 239            |
| Wage offences  | 606                    | 1 112        | 1 366        | 454                        | 819 <sup>#</sup> | 996 <sup>@</sup> |
| Holiday offences   | 386                    | 384          | 537          | 369                        | 334              | 487              |
| Default on awarded payment of the Labour Tribunal (LT) /Minor Employment Claims Adjudication Board (MECAB) | 242                    | 269          | 211          | 201 <sup>*</sup>           | 204 <sup>#</sup> | 150 <sup>@</sup> |
| Failure to pay periodical payments under the Employees' Compensation Ordinance                             | 103                    | 190          | 86           | 96                         | 173              | 38               |
| Failure to keep records of employees   | 7                      | 5            | 14           | 7                          | 2                | 12               |
| Others   | 92                     | 118          | 96           | 69                         | 71               | 67               |
| <b>Total</b>   | <b>2 479</b>           | <b>3 408</b> | <b>3 592</b> | <b>2 211</b>               | <b>2 903</b>     | <b>2 989</b>     |

\* The highest penalty imposed by the court in a single case was 200 hours of community service, involving 1 company director who defaulted on the awarded payment of LT/MECAB.

# The highest penalty imposed by the court in a single case was 12 weeks of imprisonment suspended for 12 months, involving 1 company director who defaulted on wage and the awarded payment of LT/MECAB.

@ The highest penalty imposed by the court in a single case was 2 months of imprisonment suspended for 24 months, involving 1 company director who defaulted on wage and awarded payment of LT/MECAB.

**Average fine and maximum fine for the convicted summonses  
prosecuted by LD under Programme (4) from 2022 to 2024  
with a breakdown by the offence involved**

| Offence involved in prosecution  | Average fine imposed (per summons) |         |         | Maximum fine imposed (per summons) |          |          |
|--|------------------------------------|---------|---------|------------------------------------|----------|----------|
|  | 2022                               | 2023    | 2024    | 2022                               | 2023     | 2024     |
| Failure to take out employees' compensation insurance                          | \$2,274                            | \$2,474 | \$2,444 | \$12,000                           | \$20,000 | \$20,000 |
| Wage offences  | \$3,480                            | \$3,732 | \$2,865 | \$20,000                           | \$12,000 | \$10,000 |
| Holiday offences   | \$1,195                            | \$1,223 | \$1,357 | \$6,000                            | \$10,000 | \$5,000  |
| Default on awarded payment of LT/MECAB   | \$7,046                            | \$7,333 | \$6,238 | \$50,000                           | \$40,000 | \$40,000 |
| Failure to pay periodical payments under the Employees' Compensation Ordinance | \$2,494                            | \$2,574 | \$3,366 | \$5,000                            | \$8,000  | \$5,000  |
| Failure to keep records of employees   | \$1,743                            | \$1,750 | \$1,711 | \$2,000                            | \$2,000  | \$2,380  |

**Staff establishment and expenditure of LSD  
under Programme (3) of LD from 2022-23 to 2024-25**

|  | 2022-23 | 2023-24 | 2024-25                    |
|--|---------|---------|----------------------------|
| No. of Occupational Safety Officer Grade staff | 27      | 27      | 27                         |
| No. of Clerical Grade staff                    | 6       | 6       | 6                          |
| Staff cost (\$million)                         | 25.3    | 25.94   | 27.04                      |
| Operational expenses (\$million)               | 0.62    | 1.12    | 1.42<br>(Revised estimate) |

**Staff establishment and expenditure of PD  
under Programme (4) of LD from 2022-23 to 2024-25**

|                                     | <b>2022-23</b> | <b>2023-24</b> | <b>2024-25</b>             |
|-------------------------------------|----------------|----------------|----------------------------|
| No. of Labour Officer Grade staff   | 31             | 31             | 31                         |
| No. of Labour Inspector Grade staff | 8              | 8              | 8                          |
| No. of Clerical Grade staff         | 7              | 7              | 7                          |
| Staff cost (\$million)              | 34.96          | 35.83          | 37.28                      |
| Operational expenses (\$million)    | 3.06           | 3.29           | 3.38<br>(Revised estimate) |

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)076**

**(Question Serial No. 2189)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Service

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) operates job centres where employment services are provided to the public. Regarding the 11 job centres and the 3 industry-based recruitment centres, would the Government provide information on these 14 centres for the past 3 years in tabular form:

- (a) The operating expenditure and staff establishment of each centre;
- (b) The numbers of visitors, cases of registered job seekers, and placements secured through LD's referrals at each centre;
- (c) A breakdown of the numbers of cases of registered job seekers and placements secured through LD's referrals by age group (15-19, 20-29, 30-39, 40-49, 50-59, and 60 or above);
- (d) The types of ownership (government or privately owned) of the venue of each centre and how much is the rent?

Asked by: Hon TANG Ka-piu (LegCo internal reference no.: 24)

Reply:

- (a)&(d) The staff cost, staff establishment and rental expenditure of each job centre and industry-based recruitment centre (recruitment centre) of the Labour Department (LD) in each year from 2022-23 to 2024-25 (as at February 2025) are at Annexes 1 and 2. Other operating expenditures have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.
- (b)&(c) The numbers of visitors recorded for each job centre and recruitment centre in each year from 2022 to 2024 are at Annex 3.

Currently, the vast majority (99%) of job vacancies advertised through LD are open for direct application to employers by job seekers. Without the need for registration with LD for employment services, job seekers can obtain information on job vacancies through the Interactive Employment Service website, its mobile application, job centres and recruitment centres. From 2022 to 2024, LD recorded 164 713, 153 488 and 121 543 placements respectively in each year. Of these, 160 515, 147 099 and 114 702 placements were secured through job seekers' direct application to employers advertising the vacancies or participation in LD's employment programmes. A breakdown of the numbers of job seekers registered for LD's employment services and placements secured through LD's referrals by age is at Annex 4.

**Breakdowns of staff cost and staff establishment of  
LD's job centres and recruitment centres by year from 2022-23 to 2024-25**

|   | Staff cost and staff establishment |                    |                           |                    |                                  |                    |
|---|------------------------------------|--------------------|---------------------------|--------------------|----------------------------------|--------------------|
|   | 2022-23                            |                    | 2023-24                   |                    | 2024-25<br>(as at February 2025) |                    |
| Staff cost and staff establishment<br>(including job centres and recruitment centres) | Staff cost<br>(\$million)          | Establish<br>-ment | Staff cost<br>(\$million) | Establish<br>-ment | Staff cost<br>(\$million)        | Establish<br>-ment |
|   | 96.27                              | 218                | 96.60                     | 218                | 81.80                            | 192                |
| 1. Job centres  |                                    |                    |                           |                    |                                  |                    |
| Admiralty   | 6.52                               | 14                 | 6.52                      | 14                 | 6.24                             | 14                 |
| North Point   | 4.24                               | 10                 | 4.23                      | 10                 | 5.10                             | 12                 |
| Kowloon East  | 8.64                               | 20                 | 8.64                      | 20                 | 8.27                             | 20                 |
| Kowloon West  | 8.35                               | 20                 | 8.17                      | 19                 | 7.81                             | 19                 |
| Kwun Tong   | 8.69                               | 20                 | 8.69                      | 20                 | 6.29                             | 15                 |
| Sha Tin   | 5.40                               | 12                 | 5.40                      | 12                 | 5.16                             | 12                 |
| Sheung Shui   | 5.16                               | 12                 | 5.16                      | 12                 | 4.93                             | 12                 |
| Tsuen Wan   | 7.89                               | 18                 | 7.89                      | 18                 | 7.55                             | 18                 |
| Tuen Mun  | 6.82                               | 15                 | 6.82                      | 15                 | 6.52                             | 15                 |
| Tung Chung  | 4.63                               | 11                 | 4.63                      | 11                 | 4.42                             | 11                 |
| Yuen Long   | 6.92                               | 15                 | 6.92                      | 15                 | 6.62                             | 15                 |
| Hong Kong West <sup>Note 1</sup>  | 4.00                               | 10                 | 4.00                      | 10                 |                                  |                    |
| Tai Po <sup>Note 1</sup>  | 6.05                               | 13                 | 6.05                      | 13                 |                                  |                    |
| 2. Recruitment centres  |                                    |                    |                           |                    |                                  |                    |
| Construction industry   | 5.98                               | 12                 | 5.97                      | 12                 | 5.71                             | 12                 |
| Catering industry <sup>Note 2</sup>   | 6.98                               | 16                 | 7.51                      | 17                 | 7.18                             | 17                 |
| Retail industry <sup>Note 2</sup>   |                                    |                    |                           |                    |                                  |                    |

<sup>1</sup> As the Hong Kong West Job Centre and the Tai Po Job Centre have respectively merged with job centres in the nearby districts from 2 April 2024, the relevant information for these 2 job centres is not available starting from that year.

<sup>2</sup> As the Recruitment Centre for the Catering Industry and the Recruitment Centre for the Retail Industry share the same office, their staff cost and staff establishment cannot be separately identified.

**Breakdowns of rental expenditure for LD's job centres and recruitment centres  
by year from 2022-23 to 2024-25**

|   | <b>Rental expenditure</b>     |                               |  |
|---|-------------------------------|-------------------------------|--|
|   | <b>2022-23</b><br>(\$million) | <b>2023-24</b><br>(\$million) | <b>2024-25</b><br>(as at February 2025)<br>(\$million) |
| <b>Rental expenditure<br/>(including job centres and<br/>recruitment centres)</b> | 8.36                          | 8.36                          | 8.47   |
| <b>1. Job centres</b>   |                               |                               |  |
| Sheung Shui   | 1.91                          | 1.91                          | 2.02   |
| Tuen Mun  | 0.30                          | 0.30                          | 0.30   |
| Tung Chung  | 0.59                          | 0.59                          | 0.59   |
| Yuen Long   | 2.16                          | 2.16                          | 2.16   |
| <b>2. Recruitment centres</b>   |                               |                               |  |
| Construction industry   | 3.40                          | 3.40                          | 3.40   |

Note: The other job centres and recruitment centres are located in government properties and no rental expenditure is involved.



**Numbers of visitors recorded** <sup>Note 3</sup>  
**for LD's job centres and recruitment centres by year from 2022 to 2024**

|   | No. of visitors of each centre |                         |                          |
|---|--------------------------------|-------------------------|--------------------------|
|   | 2022                           | 2023                    | 2024                     |
| <b>No. of visitors</b><br>(including job centres and recruitment centres) | 137 552                        | 159 275                 | 182 084                  |
| <b>1. Job centres</b>   |                                |                         |                          |
| Admiralty   | 4 749                          | 5 393                   | 8 220                    |
| North Point   | 4 610                          | 7 805                   | 8 488                    |
| Kowloon East  | 9 524                          | 11 854                  | 14 013                   |
| Kowloon West  | 19 168                         | 20 271                  | 18 939                   |
| Kwun Tong   | 21 090                         | 15 017                  | 19 480                   |
| Sha Tin   | 13 372                         | 8 656                   | 7 086                    |
| Sheung Shui   | 9 061                          | 14 556                  | 19 052                   |
| Tsuen Wan   | 7 973                          | 13 218                  | 15 168                   |
| Tuen Mun  | 6 685                          | 9 233                   | 12 767                   |
| Tung Chung  | 5 811                          | 9 332                   | 12 024                   |
| Yuen Long   | 11 490                         | 12 152                  | 11 413                   |
| Hong Kong West  | 3 637                          | 3 988                   | 988 <sup>Note 4</sup>    |
| Tai Po  | 8 703                          | 10 827                  | 2 168 <sup>Note 4</sup>  |
| <b>2. Recruitment centres</b>   |                                |                         |                          |
| Construction industry   | 2 630                          | 7 163                   | 10 234                   |
| Catering industry   | 9 049 <sup>Note 5</sup>        | 9 810 <sup>Note 5</sup> | 22 044 <sup>Note 5</sup> |
| Retail industry   |                                |                         |                          |

<sup>3</sup> The numbers of visitors refer to those recorded by the respective centres on certain working days every month on a sampling basis, and the data of which are used to project the overall full-year figures.

<sup>4</sup> As the Hong Kong West Job Centre and the Tai Po Job Centre have respectively merged with job centres in the nearby districts from 2 April 2024, the numbers of visitors of these 2 job centres throughout the year are lower than those of other job centres.

<sup>5</sup> As the Recruitment Centre for the Catering Industry and the Recruitment Centre for the Retail Industry share the same office, their numbers of visitors cannot be separately identified.

**Breakdown of the numbers of job seekers registered for LD's employment services  
and placements secured through LD's referrals by age from 2022 to 2024**

| Age          | Registered job seekers |               |               |
|--------------|------------------------|---------------|---------------|
|              | 2022                   | 2023          | 2024          |
| 15-19        | 552                    | 513           | 924           |
| 20-29        | 5 090                  | 6 739         | 8 444         |
| 30-39        | 4 259                  | 5 436         | 7 909         |
| 40-49        | 5 639                  | 7 297         | 10 723        |
| 50-59        | 7 314                  | 9 263         | 12 657        |
| 60 or above  | 4 144                  | 6 131         | 8 693         |
| <b>Total</b> | <b>26 998</b>          | <b>35 379</b> | <b>49 350</b> |

| Age          | Placements   |              |              |
|--------------|--------------|--------------|--------------|
|              | 2022         | 2023         | 2024         |
| 15-19        | 48           | 81           | 89           |
| 20-29        | 403          | 548          | 521          |
| 30-39        | 426          | 678          | 698          |
| 40-49        | 922          | 1 396        | 1 499        |
| 50-59        | 1 372        | 1 973        | 2 229        |
| 60 or above  | 1 027        | 1 713        | 1 805        |
| <b>Total</b> | <b>4 198</b> | <b>6 389</b> | <b>6 841</b> |

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)077**

**(Question Serial No. 2039)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The responsibility of the Labour and Welfare Bureau (LWB) is to endeavour to develop and implement targeted labour and welfare policy initiatives. On the labour front, LWB will safeguard the rights and benefits of employees and enhance safety and health at work. In this connection, would the Government advise this Committee of the following:

- (a) The statistics on fatal industrial accidents that happened at public and private sector sites in the past 5 years;
- (b) The number of public sector sites in Hong Kong at present;
- (c) The number of private sector sites in Hong Kong at present;
- (d) The statistics on the public and private sector sites in Hong Kong which adopt Smart Site Safety System (4S) at present;
- (e) Whether there are records of public and private sector sites successfully preventing industrial accidents with the adoption of 4S in the past 5 years; if yes, what are the details; if not, what are the reasons?

Asked by: Hon TIEN Puk-sun, Michael (LegCo internal reference no.: 26)

Reply:

- (a) The numbers of fatal industrial accidents that happened at public and private sector sites from 2020 to 2024 are tabulated below:

|                      | 2020      | 2021      | 2022      | 2023      | 2024      |
|----------------------|-----------|-----------|-----------|-----------|-----------|
| Public sector sites  | 6         | 7         | 1         | 10        | 4         |
| Private sector sites | 12        | 16        | 16        | 10        | 9         |
| <b>Total</b>         | <b>18</b> | <b>23</b> | <b>17</b> | <b>20</b> | <b>13</b> |

Notes:

1. Public sector sites include construction sites under the purview of the Development Bureau (DEVB), Housing Department, Highways Department, Environmental Protection Department, MTR Corporation Limited and Airport Authority Hong Kong.
2. Private sector sites refer to construction sites other than public sector sites, and include superstructures on sites above the MTR Stations.
3. Fatal industrial accidents refer to fatal cases arising from industrial activities in industrial undertakings in Hong Kong as defined under the Factories and Industrial Undertakings Ordinance.
4. Fatal industrial accidents for 2024 are provisional figures as some cases are still under investigation.

(b)&(c) According to the latest quarterly statistics released by the Census and Statistics Department, the number of public sector sites under operation was 860 while the number of private sector sites under operation was 848 in September 2024.

(d)&(e) According to the information provided by DEVB, as at March 2025, the Smart Site Safety System (4S) has been adopted in over 370 public works contracts. 4S collects real-time data to facilitate real-time and remote monitoring of high-risk activities at construction sites, early detection of hazards and timely issuance of alerts, thereby minimising safety risks. According to DEVB, the number of accidents has decreased after adoption of 4S, bringing a positive impact on site safety and providing more comprehensive protection to workers.

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)078**

**(Question Serial No. 2630)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Racial Diversity Employment Programme (RDEP) launched in November 2020, please provide information on the following:

- (a) The estimated annual expenditure in each of the coming 5 financial years;
- (b) The staff establishment of the 3 dedicated teams, the number of ethnic minority (EM) job seekers and the number of employers supporting employment of EMs;
- (c) The number of EMs successfully placed into employment through RDEP at the present stage, the placement rate, the average time taken for job search and details on the successful placements by job type and salary;
- (d) Further to the above question, the proportion of RDEP participants to the total number of EM job seekers.

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 10)

Reply:

- (a) The Labour Department (LD) has commissioned 2 non-governmental organisations (NGOs) to assist in implementing the Racial Diversity Employment Programme (RDEP). The current service contract, which commenced on 1 November 2023, is for a term of 3 years. The total estimated annual expenditure for payment of service fees is \$5 million.
- (b)&(c) Of the 2 NGOs currently commissioned by LD, one has 9 staff members providing services to ethnic minority (EM) job seekers in Hong Kong Island and the New Territories, while the other has 10 staff members providing services to job seekers in Kowloon.

From 2022 to 2024, RDEP provided services to 344, 255 and 475 EM job seekers respectively in each year. During the same period, RDEP liaised with

1 920 employers and achieved 389 placements. Breakdowns of placements by occupation and salary are at Annex. LD does not keep information on the average time spent by RDEP participants on job search.

- (d) RDEP is open for participation by all EM job seekers who are legally employable in Hong Kong. From 2022 to 2024, there were respectively 870, 953 and 1 566 EMs registered with LD for employment services in each year. As RDEP participants are not necessarily registered job seekers of LD at the same time, the two figures are not directly comparable. Hence, the proportion of RDEP participants to the total number of EM job seekers is not available.

**Breakdowns of placements under RDEP from 2022 to 2024  
by occupation and salary**

(i) By occupation

| Occupation                                 | No. of placements |
|--|-------------------|
| Managers and administrators                | 5                 |
| Professionals and associate professionals  | 120               |
| Clerical support workers                   | 45                |
| Service workers                            | 123               |
| Shop sales workers                         | 17                |
| Craft and related workers                  | 3                 |
| Plant and machine operators and assemblers | 3                 |
| Elementary occupations                     | 72                |
| Others                                     | 1                 |
| <b>Total</b>                               | <b>389</b>        |

(ii) By salary

| Monthly salary          | No. of placements |
|-------------------------|-------------------|
| Below \$6,000           | 28                |
| \$6,000-below \$8,000   | 18                |
| \$8,000-below \$10,000  | 12                |
| \$10,000-below \$12,000 | 11                |
| \$12,000-below \$14,000 | 34                |
| \$14,000-below \$16,000 | 60                |
| \$16,000-below \$18,000 | 41                |
| \$18,000 or above       | 89                |
| Figures not available*  | 96                |
| <b>Total</b>            | <b>389</b>        |

\* Some RDEP participants were unable to provide the salary information of their posts due to personal reasons.

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**CONTROLLING OFFICER'S REPLY**

**LWB(L)079**

**(Question Serial No. 0022)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Paragraph 161 of the Budget Speech mentioned that the Labour Department has since this year relaxed the requirements of joining the Greater Bay Area Youth Employment Scheme (the scheme) to young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person for up to 18 months. In this connection, please advise this Committee of the following:

- (a) The number of young people enrolled in each year since the launch of the scheme, the industry sectors involved and the average salaries of the industry sectors concerned;
- (b) The administrative expenses and the amount of allowances involved in each year since the launch of the scheme.

Asked by: Hon TSE Wai-chuen, Tony (LegCo internal reference no.: 26)

Reply:

- (a) The Government launched the pilot Greater Bay Area (GBA) Youth Employment Scheme (the pilot scheme) in 2021 and has regularised the scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. An allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the pilot scheme and the regularised scheme for 2023 and 2024.

The pilot scheme recorded 1 091 employed young people. In 2023 and 2024, the regularised scheme recorded 718 and 417 employed young people in each year respectively. Breakdowns of the number of employed young people by industry and salary level are at Annex.

- (b) The expenditures of the pilot scheme and the regularised scheme in 2023-24 and 2024-25 (as at February 2025) are at Annex.



**Breakdowns of the number of employed young people  
under the Greater Bay Area Youth Employment Scheme  
by industry and salary level and the scheme expenditures**

(i) By industry

| <b>Industry</b>                 | <b>Number of employed young people</b> |             |             |
|---------------------------------|--|-------------|-------------|
|                                 | <b>Pilot scheme</b>                    | <b>2023</b> | <b>2024</b> |
| Business services               | 377                                    | 275         | 112         |
| Finance                         | 286                                    | 184         | 87          |
| Educational services            | 30                                     | 39          | 36          |
| Import and export trades        | 39                                     | 28          | 20          |
| Real estates                    | 36                                     | 19          | 17          |
| Communication                   | 23                                     | 19          | 5           |
| Other manufacturing industry    | 51                                     | 18          | 16          |
| Manufacture of electronic parts | 52                                     | 13          | 20          |
| Others                          | 197                                    | 123         | 104         |
| <b>Total</b>                    | <b>1 091</b>                           | <b>718</b>  | <b>417</b>  |

(ii) By salary level

| Salary level        | Number of employed young people |            |            |
|---------------------|---------------------------------|------------|------------|
|                     | Pilot scheme                    | 2023       | 2024       |
| \$18,000 - \$21,000 | 969                             | 685        | 384        |
| \$21,001 - \$24,000 | 79                              | 18         | 22         |
| \$24,001 - \$27,000 | 8                               | 13         | 8          |
| \$27,001 - \$30,000 | 6                               | 1          | 2          |
| \$30,001 or above   | 29                              | 1          | 1          |
| <b>Total</b>        | <b>1 091</b>                    | <b>718</b> | <b>417</b> |

(iii) Scheme Expenditures

|  | Expenditure (\$million)               |         |                                  |
|--|---------------------------------------|---------|----------------------------------|
|  | Pilot scheme<br>(as at February 2025) | 2023-24 | 2024-25<br>(as at February 2025) |
| Expenditure on allowance               | 117.91                                | 15.07   | 49.99                            |
| Expenditure on promotion and operation | 4.7                                   | 6.66    | 10.93                            |
| Staff cost <sup>Note</sup>             | N/A                                   | 10.25   | 10.66                            |

Note: As the staff of the Labour Department launching the pilot scheme also undertook other duties, the staff cost involved could not be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)080**

**(Question Serial No. 1183)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Greater Bay Area (GBA) Youth Employment Scheme (the scheme) has been regularised since 2023. The Budget Speech mentioned that the Labour Department has since this year relaxed the requirements for joining the scheme to include young people aged 29 or below with sub-degree or higher qualifications, and increased the limit of allowance for enterprises to \$12,000 per month per person. In this connection, would the Government advise this Committee of the following:

- (a) The amount of allowance disbursed and the number of young people involved with breakdowns by year after the regularisation of the scheme;
- (b) The total number of participating enterprises, the number of job vacancies offered, the number of job applicants and the number of people receiving job offers in each year after the regularisation of the scheme;
- (c) The industry sectors, job types and ranges of monthly salaries of the employed persons;
- (d) It is learnt that the number of job vacancies offered by enterprises far exceeds the number of people employed. What are the reasons;
- (e) The number of requests for assistance in resolving labour disputes (such as wage default or unreasonable work arrangements) under the regularised scheme;
- (f) What measures are in place to further help Hong Kong youth participants adapt to working and living in the Mainland cities of the GBA, and encourage enterprises to continue to employ these young people beyond the allowance period; and
- (g) What measures are in place to support Mainland youth participating in the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong to adapt to work and life in Hong Kong?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 3)

Reply:

- (a)&(b) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young person was disbursed to enterprises for up to 18 months under the scheme. During the same period, the scheme respectively recoded 278 and 249 enterprises offering 2 540 and 2 186 job vacancies, as well as 718 and 417 employed young people. In 2023-24 and 2024-25 (as at February 2025), the scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. The scheme allows enterprises to recruit eligible young people directly through various channels. Hence, the Government does not have information on the number of young people who have applied for the vacancies under the scheme.
- (c) Breakdowns of the young people employed under the scheme in 2023 and 2024 by industry, occupational group, and salary level are at Annex.
- (d) As youth employment situation is affected by factors such as the economy and labour market, direct comparison cannot be made between the number of job vacancies and the number of employed young people. The Labour Department (LD) will continue to step up publicity and promotion to encourage more enterprises and young people to participate in the scheme.
- (e) LD has commissioned service providers to provide support services on working and living in the Mainland to employed young people under the scheme, and the service providers will also refer requests for assistance involving employment matters (e.g. employment contract-related issues, leave arrangement, wage arrangement, etc.) to LD for follow-up. In 2023 and 2024, the service providers referred a total of 28 cases to LD for follow-up and assistance.
- (f) The support services provided by the service providers commissioned by LD under the scheme include running a telephone hotline and setting up dedicated WeChat groups to handle enquiries and requests for assistance, organising talks, group activities and study exchanges, and assisting young people who have participated in the scheme in establishing associations to stay connected, so as to strengthen their social networks and promote the sustainable development of their careers. In addition, LD has established a dedicated webpage to provide details on the scheme and a practical guide on working and living in the GBA, and has maintained close contact with the governments of Guangdong Province and the GBA Mainland cities to enhance the promotion of the scheme and the support for young people. During their participation in the scheme, young people can acquire work experience and relevant knowledge in the GBA Mainland cities, establish social networks, and enhance their knowledge of the Mainland market and business environment, which will be conducive to their career development in both Hong Kong and the Mainland.
- (g) The Government has implemented the GBA Youth Employment Scheme - Arrangements for Mainland Youth to Work in Hong Kong in 2025. Enterprises which have participated in the regularised scheme and employed Hong Kong

young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements. Relevant information has been made available on the dedicated webpage of the scheme. Mainland young people employed to work in Hong Kong are protected by the laws of Hong Kong and may seek assistance from relevant departments or organisations through various channels.

**Breakdowns of young people employed  
under the Greater Bay Area Youth Employment Scheme  
by industry, occupational group, and salary level**

(i) By industry

| Industry                        | Number of employed young people |            |
|---------------------------------|---------------------------------|------------|
|                                 | 2023                            | 2024       |
| Business services               | 275                             | 112        |
| Finance                         | 184                             | 87         |
| Education services              | 39                              | 36         |
| Import and export trades        | 28                              | 20         |
| Real estates                    | 19                              | 17         |
| Communication                   | 19                              | 5          |
| Other manufacturing industry    | 18                              | 16         |
| Manufacture of electronic parts | 13                              | 20         |
| Others                          | 123                             | 104        |
| <b>Total</b>                    | <b>718</b>                      | <b>417</b> |

(ii) By occupational group

| Occupational group                       | Number of employed young people |            |
|--|---------------------------------|------------|
|  | 2023                            | 2024       |
| Managers and administrators              | 247                             | 119        |
| Professionals                            | 227                             | 110        |
| Associate professionals                  | 146                             | 120        |
| Clerical support workers                 | 92                              | 61         |
| Skilled agricultural and fishery workers | 4                               | 1          |
| Others                                   | 2                               | 6          |
| <b>Total</b>                             | <b>718</b>                      | <b>417</b> |

(iii) By salary level

| Salary level        | Number of employed young people |            |
|---------------------|---------------------------------|------------|
|                     | 2023                            | 2024       |
| \$18,000 - \$21,000 | 685                             | 384        |
| \$21,001 - \$24,000 | 18                              | 22         |
| \$24,001 - \$27,000 | 13                              | 8          |
| \$27,001 - \$30,000 | 1                               | 2          |
| \$30,001 or above   | 1                               | 1          |
| <b>Total</b>        | <b>718</b>                      | <b>417</b> |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)081**

**(Question Serial No. 2567)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government launched the Enhanced Supplementary Labour Scheme (ESLS) last year to alleviate the manpower shortage in various industry sectors. In this connection, please advise this Committee of the following:

- (a) Since the implementation of ESLS, what are the respective numbers of applications received and approved by the Government as well as the number of workers involved; and will the Government keep statistics on/estimate the number of workers who have already arrived to work in Hong Kong; what are the details of the above information on the 26 job categories generally excluded from the Supplementary Labour Scheme;
- (b) Since the implementation of ESLS, what are the respective numbers of applications received from the sectors of hotels, guesthouses and travel agents, those under processing, approved and rejected by the Government, as well as the job types involved; will the Government keep statistics on/estimate the number of workers who have already arrived to work in Hong Kong?

Asked by: Hon YIU Pak-leung (LegCo internal reference no.: 41)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers, including 71 623 workers intended to take up posts which were generally excluded from labour importation before (49 151 and 22 472 respectively for the 26 job categories and unskilled or low-skilled posts). During the period, 7 380 applications involving 51 051 imported workers were approved, including 34 339 workers approved to take up posts which were generally excluded from labour importation in the past (26 087 and 8 252 respectively for the 26 job categories and unskilled or low-skilled posts). A



breakdown of the numbers of imported workers applied for and approved by the above-mentioned 26 job categories is at Annex.

Employers approved to import workers under ESLS are required to arrange for their prospective imported workers to submit visa/entry permit applications to the Immigration Department within the periods specified in the approval-in-principle letters (generally within 6 months from the issue dates of the said letters). The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. LD does not maintain the number of imported workers who have arrived to work in Hong Kong under ESLS.

- (b) As at 28 February 2025, ESLS received 160 applications from employers in the accommodation services industry (including the hotel and guesthouse sectors). Of which, 119 applications were approved, 18 were discontinued, 23 were under processing, and no application was rejected. Applications from the accommodation services industry primarily involved posts such as room attendant, waiter/waitress and receptionist. LD does not maintain a breakdown of relevant numbers related to the travel agent sector.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by the 26 job categories**

| <b>26 job categories generally excluded from SLS<sup>@</sup></b> | <b>No. of imported workers applied for*</b> | <b>No. of imported workers approved*</b> |
|--|---|--|
| 1. Waiter/Waitress   | 14 595                                      | 8 590                                    |
| 2. Junior Cook   | 11 068                                      | 5 773                                    |
| 3. Sales Assistant   | 6 964                                       | 3 745                                    |
| 4. Warehouse Keeper  | 4 564                                       | 2 138                                    |
| 5. Food Processing Worker  | 2 315                                       | 1 421                                    |
| 6. Clerical Worker   | 2 097                                       | 1 100                                    |
| 7. Receptionist  | 1 751                                       | 950                                      |
| 8. Driver  | 1 741                                       | 597                                      |
| 9. Sales Representative  | 799   | 266                                      |
| 10. Delivery Worker  | 700   | 297                                      |
| 11. Washer   | 595   | 390                                      |
| 12. Cashier  | 451   | 225                                      |
| 13. Telephone Operator   | 431   | 241                                      |
| 14. Hair Stylist   | 311   | 96                                       |
| 15. Presser  | 246   | 129                                      |
| 16. Spray Paint Worker   | 172   | 26                                       |
| 17. Demolition Worker  | 132   | 36                                       |
| 18. Inspection Operative   | 46  | 25                                       |
| 19. Computer/Key Punch Operator                                  | 35  | 4  |
| 20. Leakage Worker   | 27  | 2  |
| 21. Linen Attendant  | 27  | 2  |
| 22. Drain Layer  | 25  | 23                                       |
| 23. Teller   | 24  | 0  |
| 24. Mason  | 14  | 5  |
| 25. Cutter   | 13  | 6  |
| 26. Cutting Room Operative                                       | 8   | 0  |
| <b>Total</b>   | <b>49 151</b>                               | <b>26 087<sup>#</sup></b>                |

<sup>@</sup> The classification of job categories may be subject to revisions upon verification of information from employers.

\* LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>#</sup> Apart from the 26 087 imported workers approved to take up posts under the 26 job categories listed above, 8 252 imported workers were also approved to take up unskilled or low-skilled posts (such as room attendant, security guard and cleaner).

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)082**

**(Question Serial No. 2975)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Greater Bay Area Youth Employment Scheme (the scheme), please advise this Committee of the following:

- (a) Whether there are other specific enhancement measures for the scheme in 2025-26 apart from relaxing the eligibility requirements for joining the scheme to include young people aged 29 or below and increasing the amount of allowance for enterprises;
- (b) Given that the monthly allowance disbursed to enterprises by the Government for each young person under the scheme has been raised from HK\$10,000 to HK\$12,000, while the minimum monthly salary of those employed under the scheme remains at HK\$18,000, what are the reasons and justification, as well as the estimated additional expenditure required;
- (c) Please tabulate the distribution of industry sectors of participating enterprises, the total number of job vacancies offered by them, and the number of people successfully matched with and placed into employment in each year since the launch of the scheme in 2021; and
- (d) Is there any cap on the number of job vacancies offered by enterprises each year under the scheme? What is the average number of job vacancies offered by enterprises and the total amount of allowance since the launch of the scheme? What are the number of job vacancies offered by and the total amount of allowance disbursed to the enterprise receiving the largest aggregate amount of allowance?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 7)

Reply:

- (a) The Government has regularised the Greater Bay Area (GBA) Youth Employment Scheme (the regularised scheme) since 2023, encouraging enterprises to employ Hong Kong young people and station them to work in the Mainland cities of the GBA. In 2023 and 2024, an allowance of HK\$10,000 per month per young

person was disbursed to enterprises for up to 18 months under the scheme. Starting from January 2025, the allowance limit of the regularised scheme has increased to HK\$12,000 per month per young person, or 60% of the young person's monthly salary, whichever is lower. The eligibility requirements for joining the scheme are also relaxed to include young people aged 29 or below with sub-degree or higher qualifications.

Besides, the Government has implemented the GBA Youth Employment Scheme – Arrangements for Mainland Youth to Work in Hong Kong in January 2025. Enterprises which have participated in the scheme and employed Hong Kong young people to work in the GBA Mainland cities may apply for the same number of Mainland young people to work in Hong Kong according to relevant requirements, so as to foster talent exchange in the GBA.

- (b) The Labour Department (LD) has been maintaining close liaison with stakeholders on the regularised scheme. Having taken into account the views of stakeholders and the operational experience from the scheme, LD considers it appropriate to maintain the minimum monthly salary for the young university graduates at \$18,000. To enable enterprises to have more flexibility in employing suitable young people and attract more enterprises and young people to participate in the scheme, the allowance level has been standardised at 60% of a young person's monthly salary with the upper limit increased to \$12,000 starting from January 2025. Enterprises which have increased the monthly salary of the young people employed to \$20,000 or above may receive the full amount of allowance.
- (c)&(d) The Government launched the pilot GBA Youth Employment Scheme (the pilot scheme) in 2021. The pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 417, 278 and 249 enterprises offering 3 494, 2 540 and 2 186 job vacancies, and the average numbers of job vacancies from each enterprise were 8.4, 9.1 and 8.8. During the same period, the pilot scheme and the regularised scheme for 2023 and 2024 respectively recorded 1 091, 718 and 417 employed young people. LD welcomes eligible enterprises to support the regularised scheme and provide job vacancies without setting a ceiling. A breakdown of the number of job vacancies and relevant enterprises by industry, and a breakdown of the number of employed young people by industry are at Annex.

As at February 2025, the pilot scheme disbursed \$117.91 million of allowance to enterprises. In 2023-24 and 2024-25 (as at February 2025), the regularised scheme respectively disbursed HK\$15.07 million and HK\$49.99 million of allowance to enterprises. The enterprise which was disbursed with the largest amount of allowance of around HK\$16.22 million under the pilot scheme had employed a total of 97 young people. As some young people employed under the regularised scheme for 2023 and 2024 are still undergoing on-the-job training, LD will compile the relevant data as and when appropriate.

**Breakdown of the number of job vacancies and relevant enterprises by industry and  
breakdown of the numbers of employed young people by industry  
under the Greater Bay Area Youth Employment Scheme**

(i) A breakdown of the number of job vacancies and relevant enterprises by industry

| <b>Industry</b>                 | <b>Number of job vacancies</b> |                    |                    |
|---------------------------------|--------------------------------|--------------------|--------------------|
|                                 | <b>Pilot scheme</b>            | <b>2023</b>        | <b>2024</b>        |
| Business services               | 919 (115)                      | 680 (64)           | 405 (48)           |
| Finance                         | 400 (34)                       | 250 (19)           | 182 (13)           |
| Educational services            | 115 (17)                       | 318 (18)           | 414 (19)           |
| Import and export trades        | 263 (41)                       | 133 (28)           | 127 (25)           |
| Real estates                    | 120 (10)                       | 80 (10)            | 30 (5)             |
| Communication                   | 164 (19)                       | 59 (8)             | 31 (8)             |
| Other manufacturing industry    | 504 (35)                       | 120 (23)           | 98 (16)            |
| Manufacture of electronic parts | 415 (37)                       | 75 (12)            | 117 (17)           |
| Others                          | 594 (109)                      | 825 (96)           | 782 (98)           |
| <b>Total</b>                    | <b>3 494 (417)</b>             | <b>2 540 (278)</b> | <b>2 186 (249)</b> |

\* The number in brackets represents the number of enterprises offering job vacancies.

(ii) A breakdown of the number of employed young people by industry

| <b>Industry</b>                 | <b>Number of employed young people</b> |             |             |
|---------------------------------|--|-------------|-------------|
|                                 | <b>Pilot scheme</b>                    | <b>2023</b> | <b>2024</b> |
| Business services               | 377                                    | 275         | 112         |
| Finance                         | 286                                    | 184         | 87          |
| Educational services            | 30                                     | 39          | 36          |
| Import and export trades        | 39                                     | 28          | 20          |
| Real estates                    | 36                                     | 19          | 17          |
| Communication                   | 23                                     | 19          | 5           |
| Other manufacturing industry    | 51                                     | 18          | 16          |
| Manufacture of electronic parts | 52                                     | 13          | 20          |
| Others                          | 197                                    | 123         | 104         |
| <b>Total</b>                    | <b>1 091</b>                           | <b>718</b>  | <b>417</b>  |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)083**

**(Question Serial No. 2977)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has raised the age ceiling for participants of the Youth Employment and Training Programme (YETP) to 29 and introduced workplace attachment opportunities in the Greater Bay Area. The estimated expenditure for YETP next year is around \$100 million. In this connection, please advise this Committee of the following:

- (a) A breakdown of the estimated expenditure for YETP this year. Please also set out the specific allocation of funding, including training subsidy, allowance for enterprises, administrative expenses, etc.;
- (b) The number of participants of YETP this year and the estimated expenditure per participant;
- (c) The rate of change in the total estimate for YETP as compared with the actual expenditure of the previous year; please provide a detailed breakdown of the estimate and the actual expenditure by item (e.g. training subsidy, allowance for enterprises, administrative expenses, etc.) and elaborate on the rate of change and the reason for change by item; and
- (d) Whether the Government has assessed the effectiveness of YETP, such as the participants' employment rate, distribution of industry sectors and salary level; if yes, what are the assessment results; if not, what are the reasons?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 9)

Reply:

- (a) The estimated expenditure for the Youth Employment and Training Programme (YETP) in 2025-26 is \$104 million, mainly including \$65 million of on-the-job training (OJT) allowance to be disbursed to employers, \$15 million of fees payable to service providers for career development services, \$10.89 million of administrative expenses and \$7.51 million of expenditures on training services and training allowances, etc.

- (b) The estimated number of youth participants of YETP in the 2024/25 programme year (from September 2024 to August 2025) is 3 000. The commissioned service providers will provide trainees with career development services for 12 months, during which trainees may choose to participate in training courses, 1-month workplace attachment training and OJT of 6 to 12 months. The estimated expenditure for 2025-26 will cover expenses of several programme years. The Labour Department (LD) does not keep the information on the estimated expenditure per trainee.
- (c) The total estimated expenditure for YETP in 2025-26 and the actual expenditure for YETP in 2024-25 (as at February 2025) are as follows:

|   | <b>Expenditure</b>                           |                       |
|---|--|-----------------------|
|   | 2024-25<br>(as at February 2025)<br>(Actual) | 2025-26<br>(Estimate) |
| OJT allowance   | \$37.05 million                              | \$65 million          |
| Fees for career development services  | \$9.48 million                               | \$15 million          |
| Administrative expenses   | \$8.28 million                               | \$10.89 million       |
| Training services and training allowances   | \$3.86 million                               | \$7.51 million        |
| Other (including expenditure on publicity and promotion, workplace attachment allowances, etc.) | \$9.26 million                               | \$5.4 million         |
| <b>Total</b>  | <b>\$67.93 million</b>                       | <b>\$104 million</b>  |

The increase in the estimated expenditure for 2025-26 is mainly due to the need to reserve funds for the rising number of trainees and demand for the related services as a result of the relaxation of the age ceiling, and to earmark provisions for implementing the Greater Bay Area Work Experience Attachment Programme.

- (d) In the 2023/24 programme year (September 2023 to August 2024), the trainees were mainly engaged in OJT positions in the construction industry, the transport, storage and communications industry, and the community, social and personal services industry. The average monthly salary of the trainees was \$12,930. LD conducts surveys every year on trainees who have enrolled under YETP and completed the 12-month career development services. The survey results of the 2023/24 programme year showed that 69.2% of the trainees were in employment at the time of the survey, and 10.3% of the trainees chose to further their studies.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)084**

**(Question Serial No. 2813)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 151 of the Budget Speech that the Government makes every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. In this connection, would the Government inform this Committee of the following:

With regard to attracting international and Mainland legal talents and organisations to settle in Hong Kong, what specific measures will the Government put in place? What is the estimated expenditure? Are there any specific key performance indicators for the next 3 years?

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 8)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments (including but not limited to the legal field) of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.



According to the Department of Justice (DoJ), to tie in with the National 14th Five-Year Plan and to promote the development of the local legal profession, the current Talent List Hong Kong includes the professions of “Legal Professionals (other than Dispute Resolution Professionals)” and “Legal Knowledge Engineers”, with a view to attracting experienced legal professionals with expertise to come to Hong Kong for development.

DoJ is also committed to facilitating international and regional organisations to set up offices in Hong Kong, so as to enhance effective promotion of exchanges and collaboration between these organisations and the Mainland and Hong Kong, and to enhance Hong Kong’s international image. In this connection, the Hong Kong Legal Hub was officially open in 2020 to provide office accommodation for law-related organisations and dispute resolution bodies. The DoJ Project Office for Collaboration with UNCITRAL was established in the Hong Kong Legal Hub in 2020; the Asian-African Legal Consultative Organization (AALCO) Hong Kong Regional Arbitration Centre was formally established in Hong Kong in May 2022; and the inauguration ceremony of the International Organization for Mediation Preparatory Office was held in the Hong Kong Legal Hub in February 2023.

The relevant expenditure on DoJ’s above initiatives will continue to be absorbed within the existing resources of DoJ. There is no breakdown on the expenditure involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)085**

**(Question Serial No. 2885)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 152 of the Budget Speech that the Hong Kong Talent Engage (HKTE) provides comprehensive one-stop support to incoming talents, promotes globally Hong Kong's advantages and attracts talents. The HKTE plans to organise the second "Global Talent Summit • Hong Kong" (GTS) early next year to reinforce Hong Kong's status as an international hub for high-calibre talent. In this connection, would the Government inform this Committee of the following:

- 1) the estimated expenditure and staffing establishment of the HKTE for the next 3 years;
- 2) the expected proportion of international participants in the second GTS; and
- 3) whether key performance indicators (KPIs) for attracting international talents have been set to assess the effectiveness of future talent attraction efforts; if so, the details; if not, the reasons?

Asked by: Hon CHAN Man-ki, Maggie (LegCo internal reference no.: 34)

Reply:

1. The Hong Kong Talent Engage (HKTE) has a staff establishment of 38 positions, including 8 civil service posts. Its overall expenditure in 2025-26 is estimated to be about \$88 million. Related information for 2026-27 and 2027-28 is not yet available.
2. The second Global Talent Summit • Hong Kong (GTS) is currently under planning and its specific details are yet to be finalised. The first GTS received a favourable response. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community. Staging the second GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong.
3. The Government has been implementing various talent admission schemes to actively trawl for talents with diverse academic qualifications, professional backgrounds and work experience from around the world to pursue development in Hong Kong. Since the launch of a series of talent attraction measures at end-2022, about 200 000 talents

have arrived in Hong Kong under various talent admission schemes up to end-February 2025, exceeding the target of admitting a total of 105 000 talents within 3 years. Take the Top Talent Pass Scheme (TTPS) as an example, since its launch on 28 December 2022 and up to 28 February 2025, the TTPS has received over 120 000 applications, of which nearly 99 000 were approved. About 40% of the applicants, whose applications were approved according to their academic qualifications (i.e. Categories B and C), graduated from top-notch universities in the United States, Australia, the United Kingdom, Canada, etc. They are generally young with good academic qualifications and work experience, as well as rich international experience and global perspective. These talents can enrich the local talent pool, thereby injecting new impetus into the high-quality development of the Hong Kong economy.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)086****(Question Serial No. 2796)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

With regard to the operations of the Hong Kong Talent Engage (HKTE), would the Government please inform this Committee of the following:

- (1) the staff establishment, salary expenditure and operating expenditure of the HKTE since its establishment on 30 October 2023; and
- (2) the specific measures taken by the Government to assist and support incoming talents and their families in settling in Hong Kong.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 14)Reply:

- (1) The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. A breakdown of its expenditure by year is as follows:

| (\$'000)              | 2023-24 Actual<br>(30 October 2023 to<br>31 March 2024) | 2024-25<br>Estimate | 2025-26<br>Estimate |
|-----------------------|---|---------------------|---------------------|
| Salary                | 15,500  | 41,800              | 43,500              |
| Operating expenditure | 12,200  | 45,300              | 44,500              |
| Total                 | 27,700  | 87,100              | 88,000              |

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

- (2) The HKTE has been maintaining close liaison with the talents through direct contact with them and analysing their enquiries and requests for supporting services, which are received by the HKTE or designated working partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater for the needs of incoming talents, the HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of living topics such as job

seeking, business start-up, children's education, etc. These include at least 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers. On children's education, the HKTE will continue to co-organise seminars with school sponsoring bodies or school organisations to provide more comprehensive information on local education. As for the housing needs of incoming talents, the HKTE will invite its working partners from accommodation and integrated settlement services to give advice and assistance. In addition, the HKTE will continue to organise Cantonese learning classes and collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. Such work helps facilitate the early integration of incoming talents and their families into the local community and settle in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)087**

**(Question Serial No. 2800)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to the Budget, the Labour and Welfare Bureau will conduct a mid-term update of the 2023 Manpower Projection in late 2025. In this connection, would the Government inform this Committee of the details of the work, the manpower involved and the estimated expenditure?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 15)

Reply:

The Labour and Welfare Bureau (LWB) would commence a mid-term update of the 2023 Manpower Projection in late 2025, adopting the latest situation in 2025 as the base to update the manpower situation for 2028. A sectoral consultation would begin in the fourth quarter of 2025 to gather outlook and opinions from stakeholders on Hong Kong's manpower situation in the coming three years. The findings of the mid-term update are expected to be available in 2026.

The mid-term update will be undertaken by existing staff of LWB, with no additional expenditure involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)088**

**(Question Serial No. 2806)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

One of the aims of the Labour and Welfare Bureau (LWB) in manpower development is to proactively attract the inflow of quality talents to meet the changing manpower demands of the economy and sustain the impetus for Hong Kong's economic development. In this connection, please inform this Committee of the following:

- (1) how many types of talent admission schemes are there in Hong Kong and what were the manpower and financial expenditure involved in taking forward these schemes last year?
- (2) the respective numbers of applications and persons granted entry into Hong Kong under the various talent admission schemes, as well as the respective sources of talents for the applications received under each scheme for the past 3 years; and
- (3) information on the talents who have come to Hong Kong under the talent admission schemes, including occupation and industry distribution, median wages and the average duration of stay for work in Hong Kong.

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 16)

Reply:

- (1) At present, outside talents may be admitted to Hong Kong through the Top Talent Pass Scheme (TTPS), the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Immigration Arrangements for Nonlocal Graduates (IANG), the Technology Talent Admission Scheme (TechTAS), the Quality Migrant Admission Scheme (QMAS) and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG).

The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various immigration policies/schemes in 2024-25 are tabulated below:

| Talent admission scheme |  | 2024-25 |
|-------------------------|--|---------|
| TTPS                    | Staff establishment<br>(Number of posts) | 15      |
|                         | Salary costs*<br>(\$'000)                | 12,380  |
| GEP <sup>&amp;</sup>    | Staff establishment<br>(Number of posts) | 28      |
|                         | Salary costs*<br>(\$'000)                | 21,150  |
| ASMTTP                  | Staff establishment<br>(Number of posts) | 23      |
|                         | Salary costs*<br>(\$'000)                | 15,740  |
| QMAS                    | Staff establishment<br>(Number of posts) | 114     |
|                         | Salary costs*<br>(\$'000)                | 88,710  |
| IANG                    | Staff establishment<br>(Number of posts) | 14      |
|                         | Salary costs*<br>(\$'000)                | 9,150   |
| ASSG                    | Staff establishment<br>(Number of posts) | 9       |
|                         | Salary costs*<br>(\$'000)                | 5,930   |
| TechTAS                 | Staff establishment<br>(Number of posts) | 3       |
|                         | Salary costs*<br>(\$'000)                | 2,600   |

<sup>&</sup> Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

- (2) The numbers of applications received and approved under the various talent admission schemes by region in the past 3 years are tabulated below:



## TTPS

| Region            | 2022-23#                     |                              | 2023-24                      |                              | 2024-25<br>(as at February 2025) |                              |
|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|----------------------------------|------------------------------|
|                   | No. of applications received | No. of applications approved | No. of applications received | No. of applications approved | No. of applications received     | No. of applications approved |
| Mainland China    | 20 215                       | 11 729                       | 52 298                       | 46 753                       | 43 141                           | 34 983                       |
| Canada            | 199                          | 128                          | 605                          | 541                          | 480                              | 355                          |
| The United States | 198                          | 104                          | 628                          | 549                          | 397                              | 263                          |
| Australia         | 167                          | 105                          | 400                          | 347                          | 298                              | 213                          |
| Singapore         | 103                          | 57                           | 210                          | 183                          | 176                              | 117                          |
| Others            | 524                          | 275                          | 1 421                        | 1 058                        | 1 366                            | 854                          |
| <b>Total</b>      | <b>21 406</b>                | <b>12 398</b>                | <b>55 562</b>                | <b>49 431</b>                | <b>45 858</b>                    | <b>36 785</b>                |

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

## GEP

| Region             | 2022-23                      |                              | 2023-24                      |                              | 2024-25<br>(as at February 2025) |                              |
|--------------------|------------------------------|------------------------------|------------------------------|------------------------------|----------------------------------|------------------------------|
|                    | No. of applications received | No. of applications approved | No. of applications received | No. of applications approved | No. of applications received     | No. of applications approved |
| South Korea        | 1 374                        | 1 317                        | 3 436                        | 3 310                        | 4 547                            | 4 409                        |
| Japan              | 1 527                        | 1 488                        | 2 808                        | 2 651                        | 3 400                            | 3 301                        |
| Taiwan, China      | 1 426                        | 1 272                        | 2 828                        | 2 525                        | 3 363                            | 3 246                        |
| The United Kingdom | 1 486                        | 1 437                        | 2 389                        | 2 274                        | 2 495                            | 2 335                        |
| The United States  | 1 254                        | 1 199                        | 2 041                        | 1 908                        | 2 024                            | 1 932                        |
| India              | 1 562                        | 287                          | 2 049                        | 1 373                        | 1 985                            | 1 822                        |
| Thailand           | 331                          | 1 377                        | 1 516                        | 1 758                        | 1 809                            | 1 814                        |
| France             | 936                          | 895                          | 1 125                        | 1 093                        | 1 307                            | 1 218                        |
| The Philippines    | 1 053                        | 951                          | 1 801                        | 1 644                        | 1 145                            | 1 024                        |
| Malaysia           | 658                          | 606                          | 985                          | 907                          | 1 014                            | 942                          |
| Others             | 7 495                        | 6 672                        | 9 871                        | 8 911                        | 10 539                           | 9 557                        |
| <b>Total</b>       | <b>19 102</b>                | <b>17 501</b>                | <b>30 849</b>                | <b>28 354</b>                | <b>33 628</b>                    | <b>31 600</b>                |

### ASMTTP

ASMTTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

| 2022-23                      |                              | 2023-24                      |                              | 2024-25<br>(as at February 2025) |                              |
|------------------------------|------------------------------|------------------------------|------------------------------|----------------------------------|------------------------------|
| No. of applications received | No. of applications approved | No. of applications received | No. of applications approved | No. of applications received     | No. of applications approved |
| 13 282                       | 11 841                       | 24 727                       | 21 875                       | 26 611                           | 23 743                       |

### IANG

| Region            | 2022-23                      |                              | 2023-24                      |                              | 2024-25<br>(as at February 2025) |                              |
|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|----------------------------------|------------------------------|
|                   | No. of applications received | No. of applications approved | No. of applications received | No. of applications approved | No. of applications received     | No. of applications approved |
| Mainland China    | 13 566                       | 12 892                       | 24 285                       | 23 090                       | 24 991                           | 23 650                       |
| South Korea       | 169                          | 166                          | 198                          | 209                          | 182                              | 167                          |
| India             | 190                          | 186                          | 200                          | 194                          | 111                              | 107                          |
| Taiwan, China     | 106                          | 100                          | 141                          | 110                          | 95                               | 95                           |
| Malaysia          | 85                           | 83                           | 103                          | 98                           | 64                               | 62                           |
| Macao SAR         | 51                           | 47                           | 65                           | 63                           | 57                               | 52                           |
| Pakistan          | 63                           | 61                           | 54                           | 51                           | 57                               | 52                           |
| Canada            | 46                           | 39                           | 34                           | 38                           | 24                               | 20                           |
| The United States | 38                           | 37                           | 37                           | 33                           | 26                               | 24                           |
| France            | 18                           | 17                           | 7                            | 7                            | 12                               | 15                           |
| Others            | 574                          | 561                          | 634                          | 619                          | 566                              | 540                          |
| Total             | <b>14 906</b>                | <b>14 189</b>                | <b>25 758</b>                | <b>24 512</b>                | <b>26 185</b>                    | <b>24 784</b>                |

## TechTAS

| Region            | 2022-23                      |                              | 2023-24                      |                              | 2024-25<br>(as at February 2025) |                              |
|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|----------------------------------|------------------------------|
|                   | No. of applications received | No. of applications approved | No. of applications received | No. of applications approved | No. of applications received     | No. of applications approved |
| Mainland China    | 68                           | 64                           | 133                          | 115                          | 119                              | 100                          |
| The United States | 2                            | 2                            | 2                            | 2                            | 3                                | 3                            |
| Malaysia          | 2                            | 2                            | 1                            | 1                            | 0                                | 0                            |
| India             | 0                            | 0                            | 1                            | 1                            | 1                                | 0                            |
| France            | 1                            | 1                            | 1                            | 1                            | 1                                | 0                            |
| Others            | 14                           | 13                           | 4                            | 5                            | 13                               | 11                           |
| <b>Total</b>      | <b>87</b>                    | <b>82</b>                    | <b>142</b>                   | <b>125</b>                   | <b>137</b>                       | <b>114</b>                   |

## QMAS

| Region            | 2022-23                      |                              | 2023-24                      |                              | 2024-25<br>(as at February 2025) |                              |
|-------------------|------------------------------|------------------------------|------------------------------|------------------------------|----------------------------------|------------------------------|
|                   | No. of applications received | No. of applications approved | No. of applications received | No. of applications approved | No. of applications received     | No. of applications approved |
| Mainland China    | 27 784                       | 4 303                        | 81 829                       | 13 427                       | 48 340                           | 9 138                        |
| Australia         | 102                          | 38                           | 221                          | 41                           | 138                              | 43                           |
| Canada            | 110                          | 44                           | 263                          | 42                           | 181                              | 36                           |
| The United States | 98                           | 28                           | 191                          | 38                           | 118                              | 35                           |
| Others            | 638                          | 65                           | 1 083                        | 83                           | 735                              | 75                           |
| <b>Total</b>      | <b>28 732</b>                | <b>4 478</b>                 | <b>83 587</b>                | <b>13 631</b>                | <b>49 512</b>                    | <b>9 327</b>                 |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

ASSG

| Region             | 2022-23                            |                                    | 2023-24                            |                                    | 2024-25<br>(as at February 2025)   |                                    |
|--------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
|                    | No. of<br>applications<br>received | No. of<br>applications<br>approved | No. of<br>applications<br>received | No. of<br>applications<br>approved | No. of<br>applications<br>received | No. of<br>applications<br>approved |
| Canada             | 27                                 | 18                                 | 25                                 | 21                                 | 33                                 | 23                                 |
| The United States  | 20                                 | 13                                 | 33                                 | 23                                 | 31                                 | 14                                 |
| The United Kingdom | 26                                 | 16                                 | 25                                 | 16                                 | 33                                 | 21                                 |
| Australia          | 9                                  | 6                                  | 10                                 | 9                                  | 6                                  | 2                                  |
| The Netherlands    | 3                                  | 4                                  | 3                                  | 3                                  | 3                                  | 2                                  |
| Singapore          | 7                                  | 5                                  | 0                                  | 2                                  | 4                                  | 2                                  |
| The Philippines    | 7                                  | 3                                  | 9                                  | 4                                  | 7                                  | 0                                  |
| Others             | 16                                 | 5                                  | 35                                 | 14                                 | 19                                 | 11                                 |
| <b>Total</b>       | <b>115</b>                         | <b>70</b>                          | <b>140</b>                         | <b>92</b>                          | <b>136</b>                         | <b>75</b>                          |

- (3) The breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration in the past 3 years are tabulated below:

GEP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Academic research and education | 2 353         | 2 788         | 2 420                            |
| Arts/Culture                    | 1 252         | 2 416         | 2 300                            |
| Tourism                         | 300           | 1 861         | 2 020                            |
| Financial services              | 2 517         | 1 864         | 1 924                            |
| Recreation and sports           | 1 524         | 1 215         | 1 627                            |
| Commerce and trade              | 1 651         | 2 463         | 1 562                            |
| Engineering and construction    | 1 368         | 1 545         | 1 268                            |
| Catering services               | 403           | 512           | 485                              |
| Medical and healthcare services | 173           | 335           | 329                              |
| Information technology          | 580           | 514           | 285                              |
| Architecture/Surveying          | 45            | 24            | 174                              |
| Telecommunications              | 89            | 80            | 123                              |
| Legal services                  | 137           | 173           | 104                              |
| Manufacturing industries        | 66            | 100           | 104                              |
| Biotechnology                   | 10            | 12            | 13                               |
| Traditional Chinese medicine    | 0             | 0             | 1                                |
| Others                          | 5 033         | 12 452        | 16 861                           |
| <b>Total</b>                    | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

| Monthly remuneration | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|----------------------|---------------|---------------|----------------------------------|
| Below \$20,000       | 4 863         | 14 142        | 15 955                           |
| \$20,000 - \$39,999  | 5 896         | 7 783         | 8 491                            |
| \$40,000 - \$79,999  | 4 107         | 3 831         | 4 042                            |
| \$80,000 or above    | 2 635         | 2 598         | 3 112                            |
| <b>Total</b>         | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

ASMTF

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Commerce and trade              | 1 902         | 3 511         | 3 979                            |
| Academic research and education | 2 522         | 4 028         | 3 968                            |
| Arts/Culture                    | 399           | 3 906         | 3 752                            |
| Recreation and sports           | 128           | 936           | 3 183                            |
| Engineering and construction    | 1 396         | 2 537         | 2 625                            |
| Financial services              | 2 812         | 3 004         | 2 156                            |
| Information technology          | 1 024         | 1 183         | 1 121                            |
| Tourism                         | 16            | 159           | 288                              |
| Medical and healthcare services | 527           | 165           | 204                              |
| Telecommunications              | 289           | 188           | 182                              |
| Catering services               | 41            | 105           | 153                              |
| Manufacturing industries        | 84            | 164           | 147                              |
| Legal services                  | 115           | 121           | 86                               |
| Biotechnology                   | 78            | 60            | 56                               |
| Architecture/Surveying          | 28            | 152           | 47                               |
| Traditional Chinese medicine    | 2             | 4             | 9                                |
| Others                          | 478           | 1 652         | 1 787                            |
| <b>Total</b>                    | <b>11 841</b> | <b>21 875</b> | <b>23 743</b>                    |

| Monthly remuneration | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|----------------------|---------------|---------------|----------------------------------|
| Below \$20,000       | 2 491         | 7 379         | 10 238                           |
| \$20,000 - \$39,999  | 4 748         | 8 230         | 8 201                            |
| \$40,000 - \$79,999  | 3 082         | 4 693         | 4 084                            |
| \$80,000 or above    | 1 520         | 1 573         | 1 220                            |
| <b>Total</b>         | <b>11 841</b> | <b>21 875</b> | <b>23 743</b>                    |

## TechTAS

| Industry/Sector                     | 2022-23   | 2023-24    | 2024-25<br>(as at February 2025) |
|-------------------------------------|-----------|------------|----------------------------------|
| Artificial intelligence             | 11        | 36         | 39                               |
| Biotechnology                       | 21        | 24         | 10                               |
| Financial technologies              | 18        | 8          | 9                                |
| Cybersecurity                       | 1         | 5          | 9                                |
| Data analytics                      | 5         | 15         | 8                                |
| Microelectronics                    | 0         | 4          | 8                                |
| Green technology                    | 3         | 8          | 6                                |
| Material science                    | 14        | 5          | 6                                |
| Integrated circuit design           | 1         | 3          | 6                                |
| Robotics                            | 0         | 7          | 5                                |
| Advanced communication technologies | 0         | 1          | 5                                |
| Digital entertainment               | 7         | 5          | 2                                |
| The Internet-of-Things              | 1         | 4          | 1                                |
| Quantum technology                  | 0         | 0          | 0                                |
| <b>Total</b>                        | <b>82</b> | <b>125</b> | <b>114</b>                       |

| Monthly remuneration | 2022-23   | 2023-24    | 2024-25<br>(as at February 2025) |
|----------------------|-----------|------------|----------------------------------|
| Below \$20,000       | 0         | 2          | 0                                |
| \$20,000 - \$39,999  | 44        | 73         | 61                               |
| \$40,000 - \$79,999  | 27        | 38         | 44                               |
| \$80,000 or above    | 11        | 12         | 9                                |
| <b>Total</b>         | <b>82</b> | <b>125</b> | <b>114</b>                       |

## QMAS

| Industry/Sector                                       | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|---|--------------|---------------|----------------------------------|
| Financial and accounting services                     | 1 446        | 4 354         | 2 524                            |
| Information technology and telecommunications         | 1 018        | 3 296         | 2 167                            |
| Commerce and trade                                    | 232          | 960           | 941                              |
| Business support and human resources                  | 250          | 984           | 668                              |
| Manufacturing industries                              | 279          | 794           | 638                              |
| Architecture, surveying, engineering and construction | 246          | 626           | 425                              |
| Human health and veterinary services                  | 175          | 538           | 403                              |
| Legal services  | 191          | 498           | 345                              |
| Academic research and education                       | 311          | 504           | 342                              |
| Logistics and transportation                          | 69           | 171           | 135                              |
| Broadcasting and entertainment                        | 46           | 126           | 93                               |
| Sports  | 13           | 40            | 66                               |
| Catering and tourism                                  | 19           | 61            | 61                               |
| Arts and culture                                      | 36           | 106           | 41                               |
| Others  | 147          | 573           | 478                              |
| <b>Total</b>  | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the



industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

ImmD does not maintain other statistics mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)089**

**(Question Serial No. 2815)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Estimates that the Government will monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme (TTPS), in 2025-26. In this connection, would the Government inform this Committee of the following:

- (1) the respective numbers of (i) applications, (ii) approved cases and (iii) rejected cases under Categories A, B and C of the TTPS at present;
- (2) the average processing time for applications under Categories A, B and C of the TTPS respectively;
- (3) the number of successful applicants for a visa under the TTPS who have resided in Hong Kong on a long-term basis, with a breakdown by the number of those who have resided for (i) 1 month, (ii) 2 months, (iii) 3 months, (iv) 4 months, (v) 5 months and (vi) 6 months or more;
- (4) the Government has earlier conducted a questionnaire survey on the applicants who have arrived in Hong Kong for more than 6 months under the TTPS visa and their family members, and the survey results revealed that 48% of the respondents have not taken up employment. In this connection, will the Government consider approving the TTPS applications in a more prudent manner, so as to avoid abuse of the scheme? If yes, what are the details? If not, what are the reasons?
- (5) what measures does the Government take to prevent applicants from using false information for applications or extension of stay?

Asked by: Hon CHAN Wing-kwong (LegCo internal reference no.: 17)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 28 February 2025, the numbers of applications received and approved are as follows:

|                                   | Category A | Category B | Category C | <b>Total</b>   |
|-----------------------------------|------------|------------|------------|----------------|
| Number of applications received # | 37 455     | 60 593     | 24 778     | <b>122 826</b> |
| Number of applications approved   | 25 463     | 52 329     | 20 822     | <b>98 614</b>  |
| Number of applications refused    | 2 581      | 2 141      | 1 129      | <b>5 851</b>   |

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least 3 years of work experience over the past 5 years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past 5 years immediately preceding the date of application with less than 3 years of work experience.

# The total number of applications received includes the number of applications withdrawn or with no follow-up action required.

- (2) The Immigration Department (ImmD) can normally complete the assessments on the applications under TTPS within 4 weeks upon applicants' submission of applications and all the required documents. The processing time required for individual cases depends on whether the applicant meets the relevant application criteria, whether sufficient documentary proof and information have been provided, and the staffing arrangements of ImmD.
- (3) Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years without other conditions of stay upon entry. The Government does not impose any requirement on the duration of stay for persons admitted under TTPS and ImmD does not maintain statistics on the duration of stay for persons admitted under TTPS.
- (4) & (5)

The eligibility and assessment criteria of TTPS are concise and clear. Eligible talents are not required to have secured offers of employment in Hong Kong before applying for visas through TTPS to explore opportunities in Hong Kong. Yet, upon expiry of the first visas, they will have to be employed or have established/joined in business in Hong Kong so that extension of stay can be granted.

ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only persons meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under TTPS are required to provide accurate, complete and true information in their applications, including making declaration of their income, academic qualifications and/or work experience according to their application category as well as any criminal convictions records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. When applying for extension of stay, an applicant is required to provide ImmD with concrete supporting information and documents, including employment contracts, proof and accounts of their business operation, tax demand notes, etc. When processing each application, ImmD will conduct random checks and verification on the information and documents submitted by the applicant as necessary, including verifying the applicant's status with the organisation that issued the document. ImmD will also conduct surprise inspections from time to time, including on-site verifications against the employing company on the operating model, financial status and employee information, so as to determine the authenticity of the information provided by the applicant or his/her employing company when applying for a visa, entry permit or extension of stay.

The Labour and Welfare Bureau will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)090**

**(Question Serial No. 0738)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding “the Hong Kong Talent Engage (HKTE)’s plan to organise the second ‘Global Talent Summit • Hong Kong’ early next year to reinforce Hong Kong’s status as an international hub for high-calibre talent”, would the Government inform this Committee of the following:

- 1) What are the estimated overall expenditure and number of staff involved in the event? Of which, what are the respective percentage shares of promotion and operation? What are the duration and details of the event as estimated by the Government?
- 2) What are the current estimated numbers of guests to be invited from the political, academic, commercial and other sectors around the world and the Mainland? Is there an increase in the numbers as compared to the preceding Summit, and what are the details of the respective percentage shares?
- 3) How will the Government make use of the Summit to trawl for talents from around the world, and what are the complementary measures to be taken under the relevant follow-up plans and the existing talent schemes?

Asked by: Hon CHAN Yung (LegCo internal reference no.: 32)

Reply:

The Hong Kong Talent Engage (HKTE) will stage the second “Global Talent Summit • Hong Kong” (GTS) in the first quarter of 2026. The expenditure and staffing arrangements are estimated to be comparable to those of the first GTS, which is approximately \$13 million, about 15% of which is venue costs and the remainder is the expenditure on production as well as promotion and publicity. Staff members of all the 38 positions under the establishment of the HKTE will have different levels of involvement in the work.

The second GTS is currently under planning and its specific details are yet to be finalised. The first GTS received a favourable response. It successfully promoted Hong Kong’s dual role as an international talent hub and the country’s gateway for talents to the international community. Staging the second GTS will help reinforce Hong Kong’s position as an international hub for high-calibre talents as well as attract global talents and professionals to Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)091**

**(Question Serial No. 2869)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the various talent admission schemes, would the Government inform this Committee of the following:

- (1) the respective establishment, strength and staff expenditures involved in processing the applications under various talent admission schemes (i.e. General Employment Policy, Admission Scheme for Mainland Talents and Professionals, Technology Talent Admission Scheme, Quality Migrant Admission Scheme, Immigration Arrangements for Non-local Graduates, Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents, and Top Talent Pass Scheme (TTPS)) in each of the past 3 years and this year so far;
- (2) the numbers of applications (i) received, (ii) approved, (iii) rejected under various talent admission schemes (with a breakdown by the respective numbers of applications under Categories A, B and C of the TTPS); the average processing time for each application, the reasons for rejection, and the number of persons who have arrived in Hong Kong among the approved applications in each of the past 3 years and this year so far;
- (3) whether any false information or false statement submitted by applicants was detected among the applications under various talent admission schemes; if yes, what are the details, including the number and nature of cases, the talent admission schemes involved and the number of prosecutions made; as well as the number of convictions among the prosecution cases, the talent admission schemes involved and the average penalty imposed;
- (4) among the persons who have arrived in Hong Kong under various talent admission schemes mentioned in (2), the respective numbers of persons who have taken up employment, with a breakdown by the mode of employment (i.e. full-time and part-time employment); and
- (5) regarding the persons who have taken up full-time employment under various talent admission schemes mentioned in (4), their (i) industries or sectors, (ii) job categories and (iii) monthly salaries, with a breakdown by monthly salary of below \$ 20,000, \$20,000 to below \$30,000, \$30,000 to below \$50,000, and \$50,000 or higher; what are the highest, lowest and median monthly salaries of the persons who have taken-up full time employment?

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 21)

Reply:

- (1) The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in the past 3 years are tabulated below:

| Talent admission scheme  |                                       | 2022-23 | 2023-24 | 2024-25 |
|--|---------------------------------------|---------|---------|---------|
| Top Talent Pass Scheme# (TTPS)   | Staff establishment (Number of posts) | 10      | 10      | 15      |
|  | Salary costs* (\$'000)                | 1,930   | 7,920   | 12,380  |
| General Employment Policy (GEP)&   | Staff establishment (Number of posts) | 28      | 28      | 28      |
|  | Salary costs* (\$'000)                | 19,800  | 20,300  | 21,150  |
| Admission Scheme for Mainland Talents and Professionals (ASMTP)                            | Staff establishment (Number of posts) | 24      | 24      | 23      |
|  | Salary costs* (\$'000)                | 14,930  | 15,310  | 15,740  |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | Staff establishment (Number of posts) | 11      | 14      | 14      |
|  | Salary costs* (\$'000)                | 6,110   | 8,760   | 9,150   |
| Technology Talent Admission Scheme (TechTAS)   | Staff establishment (Number of posts) | 3       | 3       | 3       |
|  | Salary costs* (\$'000)                | 2,440   | 2,500   | 2,600   |
| Quality Migrant Admission Scheme (QMAS)  | Staff establishment (Number of posts) | 25      | 30      | 114     |
|  | Salary costs* (\$'000)                | 17,210  | 21,610  | 88,710  |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | Staff establishment (Number of posts) | 12      | 12      | 9       |
|  | Salary costs* (\$'000)                | 6,200   | 6,360   | 5,930   |

# TTPS was launched on 28 December 2022. Officers handling TTPS in 2022-23 were arranged by ImmD through temporary internal deployment, and the salary costs of the manpower involved were calculated on a pro-rata basis. The established posts for TTPS were created in 2023-24.

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.



- (2) The numbers of applications received, approved and refused under the various talent admission schemes in the past 3 years are tabulated below:

| Talent admission scheme |  | 2022-23       | 2023-24        | 2024-25<br>(as at<br>February<br>2025) |
|-------------------------|--|---------------|----------------|--|
| TTPS#                   | Number of applications received        | 21 406        | 55 562         | 45 858                                 |
|                         | Number of applications approved        | 12 398        | 49 431         | 36 785                                 |
|                         | Number of applications refused         | 632           | 3 144          | 2 075                                  |
| GEP                     | Number of applications received        | 19 102        | 30 849         | 33 628                                 |
|                         | Number of applications approved        | 17 501        | 28 354         | 31 600                                 |
|                         | Number of applications refused         | 330           | 486            | 447                                    |
| ASMTF                   | Number of applications received        | 13 282        | 24 727         | 26 611                                 |
|                         | Number of applications approved        | 11 841        | 21 875         | 23 743                                 |
|                         | Number of applications refused         | 153           | 256            | 338                                    |
| IANG                    | Number of applications received        | 14 906        | 25 758         | 26 185                                 |
|                         | Number of applications approved        | 14 189        | 24 512         | 24 784                                 |
|                         | Number of applications refused         | 21            | 17             | 26                                     |
| TechTAS                 | Number of applications received        | 87            | 142            | 137                                    |
|                         | Number of applications approved        | 82            | 125            | 114                                    |
|                         | Number of applications refused         | 0             | 0              | 0                                      |
| QMAS@                   | Number of applications received        | 28 732        | 83 587         | 49 512                                 |
|                         | Number of applications approved        | 4 478         | 13 631         | 9 327                                  |
|                         | Number of applications refused         | 3 034         | 9 811          | 93 344                                 |
| ASSG                    | Number of applications received        | 115           | 140            | 136                                    |
|                         | Number of applications approved        | 70            | 92             | 75                                     |
|                         | Number of applications refused         | 2             | 1              | 1                                      |
| <b>Total</b>            | <b>Number of applications received</b> | <b>97 630</b> | <b>220 765</b> | <b>182 067</b>                         |
|                         | <b>Number of applications approved</b> | <b>60 559</b> | <b>138 020</b> | <b>126 428</b>                         |
|                         | <b>Number of applications refused</b>  | <b>4 172</b>  | <b>13 715</b>  | <b>96 231</b>                          |

Note: Applications approved/refused in a year may not all be received in the same year.  
The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

A breakdown of the numbers of applications received, approved and refused under TTPS by category is tabulated below:

|                                 | 2022-23    |            |            | 2023-24    |            |            | 2024-25<br>(as at February 2025) |            |            |
|---------------------------------|------------|------------|------------|------------|------------|------------|----------------------------------|------------|------------|
|                                 | Category A | Category B | Category C | Category A | Category B | Category C | Category A                       | Category B | Category C |
| Number of applications received | 4 706      | 11 082     | 5 618      | 16 849     | 28 611     | 10 102     | 15 900                           | 20 900     | 9 058      |
| Number of applications approved | 2 015      | 6 271      | 4 112      | 12 567     | 27 856     | 9 008      | 10 881                           | 18 202     | 7 702      |
| Number of applications refused  | 60         | 287        | 285        | 1 538      | 1 162      | 444        | 983                              | 692        | 400        |

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least 3 years of work experience over the past 5 years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past 5 years immediately preceding the date of application with less than 3 years of work experience.

Assessments on the applications for visas/entry permits submitted under TTPS, GEP, ASMT, IANG, TechTAS and ASSG can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under QMAS involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary based on individual circumstances.

In general, the main reasons for refusal of applications for entry visas included that the applicants did not meet the eligibility criteria of individual admission schemes. ImmD does not maintain statistical breakdowns of the main reasons for refusal of applications.

ImmD has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme | 2023          | 2024          | 2025<br>(as at February) |
|-------------------------|---------------|---------------|--------------------------|
| TTPS                    | 35 583        | 39 918        | 6 495                    |
| GEP <sup>#</sup>        | 7 953         | 5 627         | 1 612                    |
| ASMT <sup>#</sup>       | 11 705        | 11 887        | 1 758                    |
| LANG                    | 23 905        | 23 017        | 2 398                    |
| TechTAS                 | 128           | 117           | 21                       |
| QMAS                    | 12 276        | 9 981         | 1 910                    |
| ASSG                    | 81            | 80            | 13                       |
| <b>Total</b>            | <b>91 631</b> | <b>90 627</b> | <b>14 207</b>            |

# The numbers do not include cases of short-term employment.

- (3) ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner, so as to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the various talent admission schemes are required to provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or working experience as well as any criminal conviction records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. ImmD has the power to conduct random checks and verifications on the information and documents submitted by applicants, including verifying the applicants' status with the organisations issuing the documents.

Any person who knowingly and wilfully makes a statement or gives information that he/she knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from refusing such applications, ImmD will also initiate criminal investigations into the cases concerned. Offenders are liable on conviction to a maximum fine of HK\$150,000 and imprisonment for 14 years. In addition, should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her place of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he/she will be subject to removal back to his/her place of origin.

ImmD does not maintain the statistical breakdowns mentioned in the question.

- (4) and (5)

ImmD does not maintain the statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)092**

**(Question Serial No. 2903)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the employment support service on the website of the Hong Kong Talent Engage (HKTE), would the Government inform this Committee of the following:

- (1) the number of employment-related enquiries received under “Supporting Services” on the HKTE website broken down by nature of enquiry in each month over the past 2 years;
- (2) among the enquiries mentioned in (1), the number of cases requiring referral to other government departments for follow-up;
- (3) regarding “Supporting Services” on the HKTE website, the number of cases handled with the assistance of employment-related partner organisations (i.e. (i) Adecco Personnel Limited, (ii) ConnectedGroup Ltd, (iii) Hays Hong Kong, (iv) JobsDB, (v) Leapin Hong Kong, (vi) Michael Page International (Hong Kong) Limited, (vii) OfferToday, (viii) Robert Half, (ix) TechJobAsia, (x) Ambition Hong Kong, (xi) eFinancialCareers, (xii) Hong Kong Gathering Talents Limited, (xiii) KOS International Holdings Limited, (xiv) ManpowerGroup, (xv) Nanfang International Headhunter (Guangzhou) Co., Ltd, (xvi) Randstad Hong Kong Limited, (xvii) Robert Walters Hong Kong, (xviii) Williams (Hong Kong) Limited) broken down by nature of service in each year; and
- (4) the expenditure involved in engaging the partner organisations mentioned in (3) in each of the past 2 years.

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 36)

Reply:

- (1) The number of employment-related enquiries received by the Hong Kong Talent Engage (HKTE) on its website in each month since its establishment on 30 October 2023 is tabulated below:

| Month          | Number of employment-related enquiries |
|----------------|--|
| November 2023  | 854                                    |
| December 2023  | 738                                    |
| January 2024   | 1 008                                  |
| February 2024  | 1 284                                  |
| March 2024     | 1 823                                  |
| April 2024     | 960                                    |
| May 2024       | 1 119                                  |
| June 2024      | 839                                    |
| July 2024      | 803                                    |
| August 2024    | 508                                    |
| September 2024 | 839                                    |
| October 2024   | 875                                    |
| November 2024  | 879                                    |
| December 2024  | 949                                    |
| January 2025   | 761                                    |
| February 2025  | 1 259                                  |

The HKTE does not maintain any statistical breakdown of employment-related enquiries by nature.

- (2) The aforesaid employment-related enquiries were all handled by the HKTE or with the assistance of its designated working partners. None of the cases was referred to other government departments for follow-up.
- (3) The numbers of enquiries that were referred to and handled with the assistance of the HKTE's designated working partners listed below in the past 2 years are tabulated as follows:

| Designated working partner                     | 2023-24<br>(30 October 2023 to<br>31 March 2024) | 2024-25<br>(as at end-February<br>2025) |
|--|--|---|
| Adecco Personnel Limited                       | 229  | 269                                     |
| ConnectedGroup Ltd                             | 209  | 260                                     |
| Hays Hong Kong                                 | N/A <sup>#</sup>                                 | 163                                     |
| JobsDB   | 93   | 275                                     |
| Leapin Hong Kong                               | 246  | 276                                     |
| Michael Page International (Hong Kong) Limited | 232  | 271                                     |
| OfferToday                                     | N/A <sup>#</sup>                                 | 150                                     |
| Robert Half                                    | N/A <sup>#</sup>                                 | 155                                     |
| TechJobAsia                                    | N/A <sup>#</sup>                                 | 140                                     |
| Ambition Hong Kong                             | 240  | 294                                     |

| Designated working partner                               | 2023-24<br>(30 October 2023 to<br>31 March 2024) | 2024-25<br>(as at end-February<br>2025) |
|--|--|---|
| eFinancialCareers  | 208  | 252                                     |
| Hong Kong Gathering Talents<br>Limited                   | N/A <sup>#</sup>                                 | 98                                      |
| KOS International Holdings<br>Limited                    | 219  | 258                                     |
| ManpowerGroup  | 182  | 259                                     |
| Nanfang International Headhunter<br>(Guangzhou) Co., Ltd | 4  | 265                                     |
| Randstad Hong Kong Limited                               | 226  | 264                                     |
| Robert Walters Hong Kong                                 | 232  | 277                                     |
| Williams (Hong Kong) Limited                             | N/A <sup>#</sup>                                 | N/A <sup>#</sup>                        |

<sup>#</sup> The organisations concerned were yet to become the HKTE's designated working partner in the relevant year. Williams (Hong Kong) Limited became the HKTE's designated working partner in March 2025 and did not provide assistance in handling any enquiries before then.

The HKTE and its designated working partners do not maintain any statistical breakdown of employment-related enquiries handled by nature.

- (4) The HKTE is not required to pay for establishing partnership with these organisations and no expenditure is involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)093**

**(Question Serial No. 0765)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. In this connection, please advise:

1. What talent categories and talents are targeted for invitation?
2. Which department and which staff members are responsible for devising the invitation list? What criteria and standards are used to determine the fields and sectors from which top and leading talents should be invited to Hong Kong?
3. Which department is responsible for making invitations and taking follow-up actions, including providing various support services for these talents after their arrival in Hong Kong? What are the manpower and expenditure involved in this work?

Asked by: Hon CHIU Duncan (LegCo internal reference no.: 19)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)094**

**(Question Serial No. 1705)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the vocational training subvention provided to the Vocational Training Council (VTC) by the Labour and Welfare Bureau (LWB), would the Government inform this Committee of the following:

- (1) the proportion of the LWB's subvention allocated to different areas, such as instructor employment, expenditure on actual teaching and internal management;
- (2) the percentage of instructors who engage in actual teaching duties among those employed by the VTC with the subvention in the past 3 years; and whether there were cases where instructors were unable or not permitted to engage in teaching during their employment; and
- (3) the details of the average cost and expenditure for each training course.

Asked by: Hon CHU Kwok-keung (LegCo internal reference no.: 18)

Reply:

- (1) & (3) The Labour and Welfare Bureau (LWB) provides subvention to the Vocational Training Council (VTC) for the provision of in-service short courses not leading to formal qualifications, the Apprenticeship Scheme, the Vocational Professionals Admission Scheme (VPAS) and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification. In 2025-26, the LWB will continue to provide additional resources for the VTC to conduct preparatory work for the VPAS, provide registered apprentices with additional training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. The VTC allocates the subvention flexibly to provide the various services mentioned above. Given the wide variety of services, the VTC does not maintain a breakdown of the figures requested in the question.
- (2) Apart from delivery of vocational training courses subvented by the LWB, some VTC teaching staff may also be responsible for teaching courses subvented by the Education Bureau that lead to formal qualifications. Therefore, the VTC does not have the specific figures requested in the question. The VTC is neither aware of

any cases in which instructors were unable or not permitted to engage in teaching during their employment.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)095**

**(Question Serial No. 1877)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In paragraph 151 of the Budget Speech, it is mentioned that the Government will “enhance the Admission Scheme for Mainland Talents and Professionals (ASMTP) and the General Employment Policy (GEP) by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage”. In this connection, please inform this Committee of the following:

1. What are the skilled trades facing manpower shortage mentioned in the paragraph? What is the approximate number of job vacancies?
2. What is the timetable for enhancing the ASMTP and the GEP?
3. What is the estimated time required to fill all vacancies in skilled trades facing manpower shortage?
4. What is the publicity plan and its estimated expenditure?

Asked by: Hon FOK Kai-kong, Kenneth (LegCo internal reference no.: 2)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy and the Admission Scheme for Mainland Talents and Professionals to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out. LWB and the relevant bureaux and departments will make optimal use of their existing resources to promote the new arrangement to local industries/sectors and overseas, without additional publicity expenditure involved.

The manpower situation in different skilled trades is affected over time by such factors as economic restructuring, industrial ecosystem and technological development. It is therefore difficult to estimate when all related vacancies can be filled up. Upon implementation of this admission channel for technical professionals, we will closely monitor the progress and market changes, including gauging the manpower demand and supply through updated Manpower Projection, and conducting timely review of the admission arrangement under the premise of ensuring employment priority for locals.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)096**

**(Question Serial No. 3096)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government once indicated that it would continue to take forward a number of sector-specific talent training programmes to enrich the local talent pool. In this connection, would the Government advise on the following:

1. What talent training programmes and funds have been launched (including completed and ongoing ones) by various government departments in the past 5 years? Please provide relevant information in table form, and set out the financial and manpower provisions as well as the number of participants of the programmes.
2. The 2024-25 Budget highlighted 5 sectors under the section "Nurturing Local Talent", namely innovation and technology (I&T), healthcare, maritime and aviation, patent and international legal sectors. What is the implementation progress of the talent training programmes and funds launched for these 5 sectors over the past year? Will the Government introduce and actively implement talent training programmes for other sectors in the future to meet manpower needs of such sectors or professions?

Asked by: Hon HO King-hong, Adrian Pedro (LegCo internal reference no.: 39)

Reply:

1. The Government will keep up the efforts in nurturing local talent. Different policy bureaux have all along closely liaised with their industries, and formulate corresponding measures in response to the latest industry development and manpower situation, including continuing to take forward a number of sector-specific talent training programmes to enrich the local human resources.

In consultation with various policy bureaux, examples of sector-specific talent training programmes and funds launched by various government departments in the past 5 years (2020-21 to 2024-25), the financial and manpower provisions and the number of participants are set out at **Annex**. Some policy bureaux need time to process the financial and manpower provisions and the number of participants of the relevant

programmes or funds. The annex has not set out all sector-specific talent training programmes and funds launched (including completed and ongoing ones) by government departments.

2. Sector-specific talent training programmes for innovation and technology (I&T), healthcare, maritime and aviation, patents and international legal sectors are overseen by the Innovation, Technology and Industry Bureau, the Health Bureau, the Transport and Logistics Bureau (TLB), the Intellectual Property Department (IPD) and the Department of Justice (DoJ) respectively.

For I&T, the Budget announced that apart from supporting various talent training programmes under new industrialisation development, the Government also implemented the STEM Internship Scheme to encourage university students to participate in I&T-related work. Besides, to better prepare for integration into the knowledge-based economy and development of a digital society, the Government launched a “Knowing More About IT” Programme to enhance primary school students’ interests in information technology and its applications.

For healthcare, the Health Bureau will continue to enhance healthcare-related teaching facilities, while increasing the number of local training places as appropriate.

For maritime and aviation, the Government introduced the Professional Training on Smart and Green Logistics Scheme and the Logistics Promotion Funding Scheme under the Maritime and Aviation Training Fund (MATF) in January 2024. These schemes aim to enhance promotion and talent development in the logistics sector in line with new developments in smart and green logistics. The Government also launched the Aviation Promotion Project Funding Scheme to fund activities organised by local aviation-related organisations and academic institutions, while promoting to different sectors of the community the development of aviation industry and the opportunities available.

For patents, the Commerce and Economic Development Bureau stated that the IPD will arrange for newly recruited patent examiners to attend a 4-month induction examiner training programme provided by the China National Intellectual Property Administration (CNIPA). On-the-job training and work guidance will continue to be provided to the patent examiners by their team heads and in-house solicitors of the IPD, so as to enhance their examination skills and legal knowledge. To further enhance the examination knowledge and capabilities of the patent examiners, the IPD has arranged for them to participate in the short-term attachment programme at the CNIPA Patent Examination Cooperation Center in batches starting from 2024. This will allow them to engage in substantive examination work under the guidance of experienced examiners of the CNIPA, broadening their professional perspectives and experience.

Besides, the IPD launched the IP Manager Scheme for small and medium enterprises (SMEs) in 2015 with a view to enhancing their IP manpower capacity and boosting competitiveness through IP management and commercialisation. To meet the business development needs of enterprises, the IPD launched the IP Manager Scheme PLUS in October 2020 to provide more comprehensive and in-depth IP training courses and practical workshops, the content of which covers management and strategies of patent

commercialisation, management and strategies of technology transfer, etc., for enrolment by practitioners in different sectors engaging in IP trading. The participants of these training programmes were from different sectors, including science and technology, legal service, IP service providers, academia, manufacturing, business services, accounting, financing, insurance, real estate, import and export trading, etc. The IPD will continue to enhance the above Scheme and training courses to provide IP training to different sectors. It is expected that the training courses and practical workshops will continue to attract more than 1 000 participants in the 2025-26 financial year.

For international legal sector, the DoJ officially launched the Hong Kong International Legal Talents Training Academy (the Academy) on 8 November 2024, and organised practical legal courses, seminars, international exchange activities and so forth, by capitalising on Hong Kong's bilingual common law system and its unique status as an international open city.

The Academy is actively cooperating with local, Mainland and international legal professional bodies to organise capacity-building programmes for local, Mainland, and international legal and dispute resolution sectors. In terms of nurturing local talents, the Academy will organise programmes, including a criminal law-related seminar and practical course in Hong Kong for prosecutors from ASEAN member states and the local legal practitioners in late September 2025, and a training course on Mainland's legal practice and specialised legal issues for local legal practitioners within 2025.

Specifically for the pillar and priority industries of Hong Kong, relevant policy bureaux will continue to implement different measures to attract, train and retain talents to meet Hong Kong's economic and social development needs.

**Examples of sector-specific talent training programmes and funds  
launched by various government departments in the past 5 years (2020-21 to 2024-25),  
the financial and manpower provisions and the number of participants**

(1) Commerce and Economic Development Bureau

IP Manager Scheme

| Year    | Financial provision   | Manpower provision | Number of participants |
|---------|---|--------------------|------------------------|
| 2020-21 | As the programme is part of the overall work of the IPD, it is difficult to quantify the resources involved separately. |                    | 879                    |
| 2021-22 |   |                    | 1 238                  |
| 2022-23 |   |                    | 1 618                  |
| 2023-24 |   |                    | 1 551                  |
| 2024-25 |   |                    | 1 916                  |

(2) Department of Justice

As at 1 March 2025, the Academy organised the following capacity building programmes:

| Date                        | Name of training programme  | Target   | Number of participants           | Duration of activities                                 |
|-----------------------------|---|--|----------------------------------|--|
| 6 to 17 January 2025        | Hong Kong Common Law Practical Training Course (co-organised with the Supreme People's Court (SPC))                                   | Judges from the SPC, the High People's Court of Guangdong Province and courts of the 9 Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area                       | 25                               | 2 weeks  |
| 16 February to 1 March 2025 | National Training Course for Talents Handling Foreign-related Arbitration (Hong Kong) (co-organised with the Ministry of Justice)     | Mainland in-house counsel, experienced arbitrators, lawyers and arbitration practitioners  | 79                               | 2 weeks (divided into two classes, one week per class) |
| 14 March 2025               | Conference on Climate Change and International Trade Law (co-organised with the United Nations Commission on International Trade Law) | Academics, judges, government officials, legal and dispute resolution professionals, students, and representatives from international organisations of different jurisdictions | Around 300 (physical and online) | One day  |



As the manpower required and other related expenditures incurred by the Academy in organising legal talents training programmes are absorbed by the existing resources of the DoJ, the estimated expenditure of the activities cannot be separately identified.

The capacity building events organised or supported by the DoJ on training international legal talents in the past 5 years include:

| Year of organisation | Event  |
|----------------------|--|
| 2020                 | <ul style="list-style-type: none"> <li>• A conference co-organised with UNCITRAL to celebrate the 40<sup>th</sup> anniversary of the United Nations Convention on Contracts for the International Sale of Goods</li> <li>• The UNCITRAL Working Group III Pre-Intersessional Meeting</li> <li>• Webinars on related topics hosted in Hong Kong in collaboration with the Asian Academy of International Law (AAIL) with the agreement of the Hague Academy of International Law (HAIL)</li> <li>• The 2<sup>nd</sup> ICC International Commercial Mediation Competition – Hong Kong</li> </ul> |
| 2021                 | <ul style="list-style-type: none"> <li>• The UNCITRAL Working Group III Inter-sessional Meeting</li> <li>• Webinars on related topics hosted in Hong Kong in collaboration with the AAIL with the agreement of the Hague Academy of International Law</li> <li>• 2021/22 Investment Law &amp; Investor-State Mediator Training – the Investment Law Module</li> </ul>  |
| 2022                 | <ul style="list-style-type: none"> <li>• The 1<sup>st</sup> Asia-Pacific Private International Law Summit</li> <li>• Hague Conference on Private International Law (HCCH) Conventions Supporting Transnational Litigation in Civil or Commercial Matters: A Workshop to celebrate the Tenth Anniversary of the Regional Office for Asia and the Pacific</li> <li>• Vision 2030 for Rule of Law International Symposium</li> <li>• 2021/22 Investment Law &amp; Investor-State Mediator Training – the Investor-State Mediation Module</li> </ul>   |
| 2023                 | <ul style="list-style-type: none"> <li>• The HCCH Asia Pacific Week 2023</li> <li>• The Judicial Conference and Judicial Roundtable of the 5<sup>th</sup> UNCITRAL Asia Pacific Judicial Summit</li> <li>• The Legal Forum on Interconnectivity and Development</li> <li>• The 3<sup>rd</sup> Asian-African Legal Consultative Organisation (AALCO) Annual Arbitration Forum</li> <li>• The Hague Academy of International Law's Advanced Course in Hong Kong</li> </ul>   |
| 2024                 | <ul style="list-style-type: none"> <li>• The China-AALCO Exchange and Research Programme on International Law</li> <li>• The Asia-Pacific International Private Law Summit</li> <li>• The 2<sup>nd</sup> edition of the Hague Academy of International Law's Advanced Course in Hong Kong</li> <li>• The Lecture on Foreign Related Rule of Law Education co-organised by the DoJ and the East China University of Political Science and Law pursuant to the Arrangement on Legal Exchange and Co-operation between the Department of Justice of the Hong Kong</li> </ul>                      |

|  |   |
|--|---|
|  | Special Administrative Region and the East China University of Political Science and Law <ul style="list-style-type: none"> <li>• The 2<sup>nd</sup> Legal Forum on Interconnectivity and Development</li> <li>• 2024 Investment Law &amp; Investor-State Mediator Training</li> <li>• The 3<sup>rd</sup> ICC International Commercial Mediation Competition – Hong Kong</li> </ul> |
|--|---|

The overall expenditures on the above measures are absorbed by the existing resources of the DoJ and cannot be separately identified.

### (3) Environment and Ecology Bureau

Environmental Engineering Graduate Training Scheme, Student Summer Internship Programme, Technician Training Scheme of the Electrical and Mechanical Services Department, etc.

### (4) Transport and Logistics Bureau

The Government established the MATF in 2014 to implement training, incentive and promotion schemes aimed at cultivating talents in the maritime, aviation, and logistics industries, supporting industry manpower demands, and enhancing overall competitiveness and professional standards.

#### (a) Maritime

| Year                            | Provision/expenditure (\$ million) | Manpower   | Number of participants |
|---------------------------------|------------------------------------|--|------------------------|
| 2020-21                         | 13.396                             | Provided by the overall resources of the TLB. Specific breakdown figures regarding manpower are not available. | 13 459                 |
| 2021-22                         | 15.332                             |  | 11 691                 |
| 2022-23                         | 18.602                             |  | 16 931                 |
| 2023-24                         | 18.48                              |  | 15 727                 |
| 2024-25<br>(as at January 2025) | 17.043                             |  | 3 134                  |

#### (b) Aviation

| Year                            | Provision/expenditure (\$ million) | Manpower   | Number of participants |
|---------------------------------|------------------------------------|--|------------------------|
| 2020-21                         | 8.954                              | Provided by the overall resources of the TLB. Specific breakdown figures regarding manpower are not available. | 1 084                  |
| 2021-22                         | 7.466                              |  | 830                    |
| 2022-23                         | 10.091                             |  | 1 083                  |
| 2023-24                         | 9.011                              |  | 1 028                  |
| 2024-25<br>(as at January 2025) | 7.853                              |  | 2 332                  |

(c) Logistics

| Year                            | Provision/expenditure<br>(\$ million) | Manpower   | Number of<br>participants |
|---------------------------------|---------------------------------------|--|---------------------------|
| 2020-21                         | 0                                     | Provided by the overall resources of the TLB. Specific breakdown figures regarding manpower are not available. | 0                         |
| 2021-22                         | 0                                     |  | 0                         |
| 2022-23                         | 0                                     |  | 0                         |
| 2023-24                         | 0.964                                 |  | 60                        |
| 2024-25<br>(as at January 2025) | 3.244                                 |  | 629                       |

(5) Innovation, Technology and Industry Bureau

STEM Internship Scheme, Research Talent Hub, New Industrialisation and Technology Training Programme, etc.

(6) Culture, Sports and Tourism Bureau

West Kowloon Cultural District Authority Museum Trainees (Conservation) Programme and Summer Internship Programme

To provide heritage restoration and museum internship opportunities for graduates and full-time students in the West Kowloon Cultural District for 6 financial years starting from 2022-23. Details are as follows:

| Year    | Provision/expenditure (\$) | Number of beneficiaries |
|---------|----------------------------|-------------------------|
| 2022-23 | 10,000                     | 1                       |
| 2023-24 | 520,000                    | 6                       |
| 2024-25 | 970,000                    | 6                       |

(7) Financial Services and the Treasury Bureau

Set Sail for GBA - Scheme for Financial Leaders of Tomorrow, Pilot Programme to Enhance Talent Training for the Asset and Wealth Management Sector, FSDC Talent Development Activities, Future Banking Bridging Programme, Banking Graduate Trainee Programme, Pilot Green and Sustainable Finance Capacity Building Support Scheme, Pilot Programme to Enhance Talent Training for Insurance Sector, Financial Practitioners Fintech Training Programme, Pilot Scheme on Training Subsidy for Fintech Practitioners, GBA Fintech Two-way Internship Scheme for Post-secondary Students, etc.

(8) Labour and Welfare Bureau

Since 2012, the Social Welfare Department (SWD) has implemented a training sponsorship scheme to provide funding support to non-governmental organisations (NGOs) operating subsidised elderly services or rehabilitation services. The purpose is to fully sponsor the tuition fees of students admitted to and completed designated programmes in occupational therapy and physiotherapy, thereby encouraging them to join the social welfare sector. The

Government will continue to implement the scheme to sponsor an additional 750 students to enrol in the above 2 designated programmes in the next 5 years starting from 2023-24, involving an expenditure of about \$447 million. Sponsored students are required to work in NGOs operating subsidised welfare services for at least 2 to 3 years after graduation. As at the end of December 2024, a total of 470 graduates who participated in the scheme have joined the social welfare sector, with 249 in occupational therapy and 221 in physiotherapy.

The SWD has implemented the Enrolled Nurse (General) Training Programme for the Welfare Sector since the 2017/18 academic year to alleviate the shortage of nurses in the social welfare sector and meet the demand for nurses in residential care homes. SWD continues to implement the programme for 5 consecutive academic years from 2023/24 to 2027/28, and subsidises over 1 700 additional students to enrol in the training programme. Students are required to work as Enrolled Nurses (General) in welfare service organisations recognised by SWD for a minimum of 2 or 3 consecutive years after completing the training programme. Details are as follows:

| Academic year | Actual expenditure<br>(\$ million) | Manpower involved   | Total number of<br>subsidised training<br>places |
|---------------|------------------------------------|---|--|
| 2020-21       | 38.6                               | SWD implements<br>the relevant<br>programme by<br>deploying existing<br>manpower. | 200  |
| 2021-22       | 24.3                               |   | 200  |
| 2022-23       | 17.2                               |   | 200  |
| 2023-24       | 91.5                               |   | 427  |
| 2024-25       | 76.8 <sup>Note</sup>               |   | 427  |

<sup>Note</sup> Revised estimate for 2024-25.

The Employees Retraining Board provides around 700 market oriented training courses straddling across 28 industries and generic skills for eligible persons, currently providing more than 100 000 training places each year. Besides, the Labour and Welfare Bureau provides subvention to the Vocational Training Council for the provision of vocational training including in-service short courses, the Apprenticeship Scheme, the Vocational Professionals Admission Scheme and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)097**

**(Question Serial No. 1583)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

1. The respective numbers of applicants, numbers of approved applications and numbers of persons who have come to Hong Kong under various talent admission schemes (namely the Top Talent Pass Scheme, the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals, the Quality Migrant Admission Scheme, the Technology Talent Admission Scheme, the Immigration Arrangements for Non-local Graduates and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents) in the past 5 years.
2. The respective numbers of applicants who have been granted an extension of stay under various talent admission schemes in the past 5 years.

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 8)

Reply:

1. The numbers of applications received and approved under the various talent admission schemes in the past 5 years are tabulated below:

| Talent admission scheme   |                                 | 2020-21        | 2021-22 | 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|---|---------------------------------|----------------|---------|---------|---------|----------------------------------|
| Top Talent Pass Scheme (TTPS)#                                  | Number of applications received | Not applicable |         | 21 406  | 55 562  | 45 858                           |
|   | Number of applications approved |                |         | 12 398  | 49 431  | 36 785                           |
| General Employment Policy (GEP)                                 | Number of applications received | 16 032         | 14 479  | 19 102  | 30 849  | 33 628                           |
|   | Number of applications approved | 13 526         | 13 097  | 17 501  | 28 354  | 31 600                           |
| Admission Scheme for Mainland Talents and Professionals (ASMTP) | Number of applications received | 9 714          | 11 462  | 13 282  | 24 727  | 26 611                           |
|   | Number of applications approved | 7 926          | 10 168  | 11 841  | 21 875  | 23 743                           |
| Immigration Arrangements for Non-local Graduates (IANG)         | Number of applications received | 8 222          | 7 668   | 14 906  | 25 758  | 26 185                           |
|   | Number of applications approved | 7 620          | 7 156   | 14 189  | 24 512  | 24 784                           |
| Technology Talent Admission Scheme (TechTAS)                    | Number of applications received | 130            | 54      | 87      | 142     | 137                              |
|   | Number of applications approved | 122            | 53      | 82      | 125     | 114                              |
| Quality Migrant Admission Scheme (QMAS)@                        | Number of applications received | 4 119          | 6 218   | 28 732  | 83 587  | 49 512                           |
|   | Number of applications approved | 2 173          | 1 980   | 4 478   | 13 631  | 9 327                            |
| Admission Scheme for the Second                                 | Number of applications received | 72             | 65      | 115     | 140     | 136                              |

| Talent admission scheme                                    |  | 2020-21       | 2021-22       | 2022-23       | 2023-24        | 2024-25<br>(as at February 2025) |
|--|--|---------------|---------------|---------------|----------------|----------------------------------|
| Generation of Chinese Hong Kong Permanent Residents (ASSG) | Number of applications approved        | 40            | 40            | 70            | 92             | 75                               |
| <b>Total</b>   | <b>Number of applications received</b> | <b>38 289</b> | <b>39 946</b> | <b>97 630</b> | <b>220 765</b> | <b>182 067</b>                   |
|  | <b>Number of applications approved</b> | <b>31 407</b> | <b>32 494</b> | <b>60 559</b> | <b>138 020</b> | <b>126 428</b>                   |

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

The Immigration Department has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme | 2023          | 2024          | 2025<br>(as at February) |
|-------------------------|---------------|---------------|--------------------------|
| TTPS                    | 35 583        | 39 918        | 6 495                    |
| GEP#                    | 7 953         | 5 627         | 1 612                    |
| ASMTP#                  | 11 705        | 11 887        | 1 758                    |
| IANG                    | 23 905        | 23 017        | 2 398                    |
| TechTAS                 | 128           | 117           | 21                       |
| QMAS                    | 12 276        | 9 981         | 1 910                    |
| ASSG                    | 81            | 80            | 13                       |
| <b>Total</b>            | <b>91 631</b> | <b>90 627</b> | <b>14 207</b>            |

# The numbers do not include cases of short-term employment.

2. The numbers of applications approved for extension of stay under the various talent admission schemes in the past 5 years are tabulated below:

| Talent admission scheme | 2020-21       | 2021-22       | 2022-23       | 2023-24       | 2024-25<br>(as at<br>February<br>2025) |
|-------------------------|---------------|---------------|---------------|---------------|--|
| GEP                     | 19 361        | 18 819        | 15 876        | 15 867        | 13 221                                 |
| ASMTTP                  | 5 198         | 6 710         | 7 847         | 7 430         | 9 682                                  |
| IANG                    | 10 722        | 9 639         | 10 673        | 11 239        | 6 209                                  |
| TechTAS                 | 16            | 48            | 77            | 67            | 67                                     |
| QMAS                    | 310           | 547           | 1 237         | 1 362         | 2 512                                  |
| ASSG                    | 82            | 50            | 62            | 60            | 41                                     |
| <b>Total</b>            | <b>35 689</b> | <b>35 813</b> | <b>35 772</b> | <b>36 025</b> | <b>31 732</b>                          |

The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)098**

**(Question Serial No. 1594)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the labour force and labour force participation rate in Hong Kong, would the Government inform this Committee of the following:

1. the estimated annual changes in the labour force participation rate in Hong Kong in the next 10 years; and
2. the projections of local labour shortages for the next 10 years?

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 19)

Reply:

1. According to the latest labour force projections published by the Census and Statistics Department, the labour force participation rate (excluding foreign domestic helpers) is expected to drop from 54.6% in the fourth quarter of 2024 to 53.0% in 2033. Details are tabulated below:

## Projections on Labour Force Participation Rate and Year-on-year Changes 2024 to 2033

| Year | Labour Force Participation Rate <sup>(1)</sup> |   |
|------|--|---|
|      | (%)  | Year-on-year Change<br>(percentage point) |
| 2024 | 54.6 <sup>(2)</sup>                            | -0.3 <sup>(3)</sup>                       |
| 2025 | 56.0   | +1.4 <sup>(4)</sup>                       |
| 2026 | 55.4   | -0.6                                      |
| 2027 | 54.8   | -0.6                                      |
| 2028 | 54.3   | -0.5                                      |
| 2029 | 53.8   | -0.5                                      |
| 2030 | 53.5   | -0.3                                      |
| 2031 | 53.3   | -0.2                                      |
| 2032 | 53.2   | -0.1                                      |
| 2033 | 53.0   | -0.2                                      |

Notes:

Figures exclude foreign domestic helpers.

- (1) Labour force participation rate refers to the proportion of labour force in the total land-based non-institutional population aged 15 and over. Labour force refers to the land-based non-institutional population aged 15 and over who satisfy the criteria for being classified as employed persons or unemployed persons. Inmates of institutions and persons living on board vessels are excluded.
- (2) The figure refers to the labour force participation rate for the fourth quarter of 2024, whilst the respective figure for the whole year of 2024 is not yet available.
- (3) The figure refers to the change in the labour force participation rate for the fourth quarter of 2024 compared with that for the fourth quarter of 2023.
- (4) The figure refers to the change in the projected labour force participation rate for 2025 compared with that for the fourth quarter of 2024.

2. The Labour and Welfare Bureau completed the 2023 Manpower Projection in 2024 assessing the manpower situation five years ahead (i.e. 2028), with 2023 as the base year. The related report was published in November 2024. According to the projections, Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, with over one-third being “skilled technical workers”.

As automation and technology application are accelerating business cycles and driving structural shifts in job types and skills requirements, we have 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. We would commence a mid-term update of the 2023 Manpower Projection in late 2025, with findings expected to be available in 2026.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)099**

**(Question Serial No. 1254)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The resident population of Hong Kong fluctuated significantly between 2018 and 2023. To cope with the uncertainties brought about by changes in the size and structure of the population, will the Financial Secretary consider setting up a dedicated fund for population contingency, which can be used to address unforeseen population-related problems, such as the pressure on public services brought about by large-scale population movement, and the demand for emergency medical assistance arising from an ageing population? If such a dedicated fund is to be set up, what is the estimated scale, and how will the source of funds and the management mechanism be designed, so as to ensure that the funds can be utilised in a timely and effective manner at critical moments?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 16)

Reply:

The Census and Statistics Department compiles new population projection every five years, including Hong Kong's population scale at various times of the projection period, which provides a common basis for various planning work of the Government. Hong Kong's population was over 7.5 million in mid-2024, and according to the latest projection, may reach 8.19 million in 2046. Excluding foreign domestic helpers, the proportion of elderly persons aged 65 and over is projected to increase to 36% of the population. The labour force participation rate will also gradually decline from approximately 55% in 2023 to around 52% in 2046. The ageing population will exert additional pressure on public services such as social welfare and healthcare services.

To address the challenges brought by changes in the population structure, and continuously align with and promote the long-term development of Hong Kong, the Government needs comprehensive planning across various policy areas, including economic development, infrastructure development, education and training, youth development, housing supply, social welfare, medical services, community support, childcare services, etc. Under the leadership of the Chief Executive, policy bureaux are performing their respective duties with cross-bureau collaboration, and formulating and implementing various population-related policy measures in response to the latest social and demographic conditions.

The Financial Services and the Treasury Bureau indicates that the Government has no plan at present to set up a dedicated population contingency fund. In carrying out the relevant work planning, policy bureaux will apply for additional resources or redeploy the existing ones in accordance with the established mechanism as appropriate and necessary.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)100**

**(Question Serial No. 1255)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Hong Kong is currently facing severe population aging, with slow growth in labour force. The Budget has set out initiatives in areas such as education, healthcare, and talent policy, but the specific implementation effects remain to be assessed. On education, while the Research Matching Grant Scheme and various scholarships can promote academic research and attract some talents, their effectiveness in attracting and retaining high-calibre talents and optimising workforce structure in the face of global talent competition is hard to estimate. On healthcare, the initiatives to increase the number of medical training places and improve healthcare facilities have limited effect in alleviating the pressure on the healthcare sector brought by aging. The great differences in medical needs among different age groups have also posed challenges to resource allocation. As to talent attraction, although many applications have been received under various talent admission schemes, the industry distribution of the approved talents and the extent to which it matches with the demand of industries in Hong Kong is not clear enough, resulting in difficulties in filling the manpower gap effectively. My question is: How can the Budget effect precise adjustments to address these problems so as to optimise Hong Kong's population structure and promote sustainable socio-economic development?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 17)

Reply:

In address the challenges of an ageing population and a decline in the labour force participation rate in Hong Kong, the Government needs comprehensive planning across various policy areas, so as to continuously align with and promote the long-term development of Hong Kong. Among them, the Education Bureau (EDB), the Health Bureau (HHB) and the Labour and Welfare Bureau (LWB) are responsible for the policy initiatives on education, medical services and talent attraction respectively. They will from time to time review the implementation and effectiveness of the relevant measures, and make timely adjustments in the light of factors such as social and demographic changes.

Education is the key to nurturing talent and the Government attaches great importance to it. The goal of the EDB is to build on Hong Kong's strengths to attract more outstanding talents from around the world, provide local students with broader international perspectives, and expand vocational and professional education and training, and thus nurture a diversified pool of talents, with a view to strengthening Hong Kong's momentum of development while contributing to the national development. To improve and enhance the quality of education, the EDB will implement various measures, including, as proposed in the Budget, launching a new round of the Research Matching Grant Scheme totalling \$1.5 billion to attract organisations to support research endeavours of institutions and raise the quota of the Hong Kong PhD Fellowship Scheme to 400 places per year; and setting up the Hong Kong Future Talents Scholarship Scheme for Advanced Studies, etc. The EDB is committed to developing Hong Kong into an international hub for post-secondary education and creating the "Study in Hong Kong" Brand.

On healthcare services, population ageing will exert a heavy toll on the public hospital system in particular. In the face of the pressure brought by an ageing population and chronic diseases, the HHB released the Primary Healthcare Blueprint in December 2022 to formulate the direction of development and strategies for strengthening Hong Kong's primary healthcare system to address the challenges brought about by an ageing population and the increasing prevalence of chronic diseases. The Budget proposed enhancing the public healthcare system and continuous strengthening of the community healthcare system, as well as reviewing the distribution, scale and priority of projects under the Second Hospital Development Plan, taking into account the latest demographic structure, planning and development situation in Hong Kong. It was also announced in the Budget that the number of medical training places will increase to 650 in the 2025/26 academic year. The public healthcare sector will leverage the revised legislative framework to admit non-locally trained healthcare professionals.

Given a lower labour force participation rate for the elderly persons, it will be inevitable for the overall labour force participation rate to drop consequentially. A dwindling labour force will likely impede the potential of economic growth. In this connection, the Government will make every effort to nurture local talents and unleash local workforce. On supporting the employment of older persons, the Labour Department (LD) provides diversified employment services to job seekers including older persons and encourages employers to engage older employees, and launched the three-year Re-employment Allowance Pilot Scheme in July 2024 to encourage older or middle-aged persons aged 40 or above who have not been in paid employment for three consecutive months or more to re-join the labour market. The LD also implements the Employment Programme for the Elderly and Middle-aged to encourage employers to hire persons aged 40 or above and provide them with on-the-job training. In addition, the Employees Retraining Board (ERB) provides around 700 market-oriented training courses straddling across 28 industries and generic skills for eligible persons including older persons. The ERB also provides training courses which gear towards the employment needs of older persons aged 50 or above to encourage the potential workforce to enter the labour market. Apart from general training courses, the ERB organises the Post-50 Internship Programme and the "Hire and Train" Scheme, so as to encourage the potential workforce, including persons who have recently retired, to enter the labour market.

To alleviate manpower shortage, the Government also actively trawls for outside talents to enlarge the local talent pool. The current-term Government has implemented a series of proactive measures to trawl for talents since end-2022 and received positive responses. The talents have brought along their families to settle in Hong Kong, which reversed the decline in the local workforce during the pandemic and effectively replenished the local population and manpower shortfall. As the local economy continues to grow after the pandemic, the labour market is anticipated to remain tight for some time in the future. As announced in the Budget Speech, the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. We will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical skills and experience to come to Hong Kong to join skilled trades facing manpower shortage.

The challenges brought by changes in the population structure involve a number of policy portfolios and require the concerted efforts of the whole Government as well as the entire society to tackle. Various policy bureaux will closely monitor changes in the local demography and manpower situation across industries, and will review and enhance relevant strategies and measures under their purview in a timely manner to meet Hong Kong's economic and social development needs.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)101**

**(Question Serial No. 1258)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy will be enhanced by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. In this connection, would the Government inform this Committee of the following:

- (1) whether the Government has conducted any comprehensive survey on our labour market to assess the actual demand for local skilled trades and the necessity of bringing in non-degree professionals; what are the skilled trades facing manpower shortage that will be open to non-degree professionals;
- (2) given that effective matching of skills is the key to bringing in foreign talents, how will the Government ensure that the skills of these non-degree professionals are in line with the actual demand of Hong Kong; and
- (3) as the policy of bringing in non-degree professionals will inevitably cast impact on the local labour market, how will the Government assess the impact of this policy on local employment, and how will it safeguard the employment opportunities of local workers?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 20)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTF) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.



The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)102**

**(Question Serial No. 1263)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the talent admission schemes of Hong Kong, would the Government inform this Committee of the following:

- (1) the number and industry distribution of talents actually admitted to Hong Kong through various talent admission schemes (e.g. Top Talent Pass Scheme, Quality Migrant Admission Scheme, etc.) with a duration of stay of at least 12 months in the past 3 years by country or region;
- (2) data on these talents' employment in and contribution to Hong Kong, such as their employment rate, the number of enterprises they have established and their contribution to tax revenue;
- (3) data to illustrate the demand for talents in different industries and the effectiveness of talent admission schemes in addressing talent gaps;
- (4) whether the Government has compiled statistics on and analysed the attrition of admitted talents; if so, the rate of and the main reasons for the attrition; how the Government will take measures to reduce the attrition rate of talents and enhance their willingness to stay in Hong Kong, with supporting data and a description of specific measures?

Asked by: Hon KONG Yuk-foon, Doreen (LegCo internal reference no.: 25)

Reply:

- (1) The Immigration Department (ImmD) has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme  | 2023          | 2024          | 2025<br>(as at February) |
|--|---------------|---------------|--------------------------|
| Top Talent Pass Scheme (TTPS)  | 35 583        | 39 918        | 6 495                    |
| General Employment Policy (GEP) <sup>#</sup>   | 7 953         | 5 627         | 1 612                    |
| Admission Scheme for Mainland Talents and Professionals (ASMTP) <sup>#</sup>               | 11 705        | 11 887        | 1 758                    |
| Quality Migrant Admission Scheme (QMAS)  | 12 276        | 9 981         | 1 910                    |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | 23 905        | 23 017        | 2 398                    |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | 81            | 80            | 13                       |
| Technology Talent Admission Scheme (TechTAS)   | 128           | 117           | 21                       |
| <b>Total</b>   | <b>91 631</b> | <b>90 627</b> | <b>14 207</b>            |

<sup>#</sup> The numbers do not include cases of short-term employment.

The breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector in the past 3 years are tabulated below:

GEP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Academic research and education | 2 353         | 2 788         | 2 420                            |
| Arts/Culture                    | 1 252         | 2 416         | 2 300                            |
| Tourism                         | 300           | 1 861         | 2 020                            |
| Financial services              | 2 517         | 1 864         | 1 924                            |
| Recreation and sports           | 1 524         | 1 215         | 1 627                            |
| Commerce and trade              | 1 651         | 2 463         | 1 562                            |
| Engineering and construction    | 1 368         | 1 545         | 1 268                            |
| Catering services               | 403           | 512           | 485                              |
| Medical and healthcare services | 173           | 335           | 329                              |
| Information technology          | 580           | 514           | 285                              |
| Architecture/Surveying          | 45            | 24            | 174                              |
| Telecommunications              | 89            | 80            | 123                              |
| Legal services                  | 137           | 173           | 104                              |
| Manufacturing industries        | 66            | 100           | 104                              |
| Biotechnology                   | 10            | 12            | 13                               |
| Traditional Chinese medicine    | 0             | 0             | 1                                |
| Others                          | 5 033         | 12 452        | 16 861                           |
| <b>Total</b>                    | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

ASMTTP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Commerce and trade              | 1 902         | 3 511         | 3 979                            |
| Academic research and education | 2 522         | 4 028         | 3 968                            |
| Arts/Culture                    | 399           | 3 906         | 3 752                            |
| Recreation and sports           | 128           | 936           | 3 183                            |
| Engineering and construction    | 1 396         | 2 537         | 2 625                            |
| Financial services              | 2 812         | 3 004         | 2 156                            |
| Information technology          | 1 024         | 1 183         | 1 121                            |
| Tourism                         | 16            | 159           | 288                              |
| Medical and healthcare services | 527           | 165           | 204                              |
| Telecommunications              | 289           | 188           | 182                              |
| Catering services               | 41            | 105           | 153                              |
| Manufacturing industries        | 84            | 164           | 147                              |
| Legal services                  | 115           | 121           | 86                               |
| Biotechnology                   | 78            | 60            | 56                               |
| Architecture/Surveying          | 28            | 152           | 47                               |
| Traditional Chinese medicine    | 2             | 4             | 9                                |
| Others                          | 478           | 1 652         | 1 787                            |
| <b>Total</b>                    | <b>11 841</b> | <b>21 875</b> | <b>23 743</b>                    |

TechTAS

| Industry/Sector                           | 2022-23   | 2023-24    | 2024-25<br>(as at February 2025) |
|---|-----------|------------|----------------------------------|
| Artificial intelligence                   | 11        | 36         | 39                               |
| Biotechnology                             | 21        | 24         | 10                               |
| Financial technologies                    | 18        | 8          | 9                                |
| Cybersecurity                             | 1         | 5          | 9                                |
| Data analytics                            | 5         | 15         | 8                                |
| Microelectronics                          | 0         | 4          | 8                                |
| Green technology                          | 3         | 8          | 6                                |
| Material science                          | 14        | 5          | 6                                |
| Integrated circuit design                 | 1         | 3          | 6                                |
| Robotics                                  | 0         | 7          | 5                                |
| Advanced<br>communication<br>technologies | 0         | 1          | 5                                |
| Digital entertainment                     | 7         | 5          | 2                                |
| The Internet-of-Things                    | 1         | 4          | 1                                |
| Quantum technology                        | 0         | 0          | 0                                |
| <b>Total</b>                              | <b>82</b> | <b>125</b> | <b>114</b>                       |

QMAS

| Industry/Sector                                       | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|---|--------------|---------------|----------------------------------|
| Financial and accounting services                     | 1 446        | 4 354         | 2524                             |
| Information technology and telecommunications         | 1 018        | 3 296         | 2167                             |
| Commerce and trade                                    | 232          | 960           | 941                              |
| Business support and human resources                  | 250          | 984           | 668                              |
| Manufacturing industries                              | 279          | 794           | 638                              |
| Architecture, surveying, engineering and construction | 246          | 626           | 425                              |
| Human health and veterinary services                  | 175          | 538           | 403                              |
| Legal services  | 191          | 498           | 345                              |
| Academic research and education                       | 311          | 504           | 342                              |
| Logistics and transportation                          | 69           | 171           | 135                              |
| Broadcasting and entertainment                        | 46           | 126           | 93                               |
| Sports  | 13           | 40            | 66                               |
| Catering and tourism                                  | 19           | 61            | 61                               |
| Arts and culture                                      | 36           | 106           | 41                               |
| Others  | 147          | 573           | 478                              |
| <b>Total</b>  | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform the ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

The breakdowns of the numbers of applications approved under the various talent admission schemes by region in the past 3 years are tabulated below:

### TTPS

| Region            | 2022-23#      | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|---------------|---------------|----------------------------------|
| Mainland China    | 11 729        | 46 753        | 34 983                           |
| Canada            | 128           | 541           | 355                              |
| The United States | 104           | 549           | 263                              |
| Australia         | 105           | 347           | 213                              |
| Singapore         | 57            | 183           | 117                              |
| Others            | 275           | 1 058         | 854                              |
| <b>Total</b>      | <b>12 398</b> | <b>49 431</b> | <b>36 785</b>                    |

# TTPS has been launched from 28 December 2022.



### GEP

| Region             | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|--------------------|---------------|---------------|----------------------------------|
| South Korea        | 1 317         | 3 310         | 4 409                            |
| Japan              | 1 488         | 2 651         | 3 301                            |
| Taiwan, China      | 1 272         | 2 525         | 3 246                            |
| The United Kingdom | 1 437         | 2 274         | 2 335                            |
| The United States  | 1 199         | 1 908         | 1 932                            |
| Thailand           | 287           | 1 373         | 1 822                            |
| India              | 1 377         | 1 758         | 1 814                            |
| France             | 895           | 1 093         | 1 218                            |
| The Philippines    | 951           | 1 644         | 1 024                            |
| Malaysia           | 606           | 907           | 942                              |
| Others             | 6 672         | 8 911         | 9 557                            |
| <b>Total</b>       | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

### ASMTTP

The ASMTTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

| 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|---------|---------|----------------------------------|
| 11 841  | 21 875  | 23 743                           |

IANG

| Region            | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|---------------|---------------|----------------------------------|
| Mainland China    | 12 892        | 23 090        | 23 650                           |
| South Korea       | 166           | 209           | 167                              |
| India             | 186           | 194           | 107                              |
| Taiwan, China     | 100           | 110           | 95                               |
| Malaysia          | 83            | 98            | 62                               |
| Macao SAR         | 47            | 63            | 52                               |
| Pakistan          | 61            | 51            | 52                               |
| The United States | 37            | 33            | 24                               |
| Canada            | 39            | 38            | 20                               |
| France            | 17            | 7             | 15                               |
| Others            | 561           | 619           | 540                              |
| <b>Total</b>      | <b>14 189</b> | <b>24 512</b> | <b>24 784</b>                    |

TechTAS

| Region             | 2022-23   | 2023-24    | 2024-25<br>(as at February 2025) |
|--------------------|-----------|------------|----------------------------------|
| Mainland China     | 64        | 115        | 100                              |
| Taiwan, China      | 2         | 0          | 4                                |
| The United States  | 2         | 2          | 3                                |
| Australia          | 1         | 0          | 2                                |
| Malaysia           | 2         | 1          | 0                                |
| The United Kingdom | 1         | 0          | 0                                |
| South Korea        | 1         | 0          | 0                                |
| Others             | 9         | 7          | 5                                |
| <b>Total</b>       | <b>82</b> | <b>125</b> | <b>114</b>                       |

### QMAS

| Region            | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|--------------|---------------|----------------------------------|
| Mainland China    | 4 303        | 13 427        | 9 138                            |
| Australia         | 38           | 41            | 43                               |
| Canada            | 44           | 42            | 36                               |
| The United States | 28           | 38            | 35                               |
| Others            | 65           | 83            | 75                               |
| <b>Total</b>      | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of applications approved refers to the number of successful cases passing the selection exercise.

### ASSG

| Region             | 2022-23   | 2023-24   | 2024-25<br>(as at February 2025) |
|--------------------|-----------|-----------|----------------------------------|
| Canada             | 18        | 21        | 23                               |
| The United Kingdom | 16        | 16        | 21                               |
| The United States  | 13        | 23        | 14                               |
| Australia          | 6         | 9         | 2                                |
| The Netherlands    | 4         | 3         | 2                                |
| Singapore          | 5         | 2         | 2                                |
| The Philippines    | 3         | 4         | 0                                |
| Others             | 5         | 14        | 11                               |
| <b>Total</b>       | <b>70</b> | <b>92</b> | <b>75</b>                        |

(2) and (3)

The Government has implemented a series of talent admission measures since end-2022 to attract and facilitate talents from all over the world to pursue development in Hong Kong. As at 28 February 2025, we received a total of more than 450 000 applications under the various talent admission schemes and approved over 290 000, among which about 196 000 talents with visas approved have arrived in Hong Kong, exceeding the target of admitting a total of 105 000 talents within 3 years.

The local labour force registered a continuous decline for 4 years from 2019 to 2022. The active measures trawling for talents successfully reversed the downward trend in the local workforce. In 2023, the labour force increased by 40 000 to 3.5 million when compared to that of 2022, with half of the increase coming from the 35-44 age group. As most of the arrived talents are at 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, a significant reduction from the annual increase of 0.5 to 0.9 year from 2018 to

2022. Outside talents have been playing a crucial role in alleviating manpower shortages across various sectors.

The Labour and Welfare Bureau (LWB) completed the 2023 Manpower Projection (MP) in 2024. With 2023 as the base year, the MP projects the manpower situation of selected industries 5 years ahead (i.e. 2028), as well as detailed information such as the occupations in demand. Based on the projection, Hong Kong's economy will continue to grow during the projection period (2023-2028), driving sustained high demand for manpower from major sectors. The overall manpower shortage in Hong Kong is projected to reach 180 000 by 2028, and the 2023 MP has already factored in the impact of the existing measures on admission of outside talents and labour importation. The related report, which was published in November 2024, sets out in detail the projection findings on the future manpower requirements for Hong Kong in overall terms and for 17 selected industries, including the 8 key areas for the development of Hong Kong as outlined in the National 14th Five-Year Plan and the 9 significant sectors supporting local services and city operation.

The data on the overall manpower requirements for Hong Kong with a breakdown by the 17 selected industries in 2023 and 2028 are tabulated below:

| Selected Industry   | Actual manpower requirements in 2023 | Projected manpower requirements in 2028 | Projected change from 2023 to 2028 |                       |
|---|--------------------------------------|---|------------------------------------|-----------------------|
|   | Number of persons                    | Number of persons                       | Number of persons                  | Average annual change |
| <b>Eight Centres</b>  |                                      |   |                                    |                       |
| 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%                |
| <b>Nine Significant Sectors</b>   |                                      |   |                                    |                       |
| 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%                |
| <b>Overall</b>  | <b>3 550 400</b>                     | <b>3 745 500</b>                        | <b>+ 195 100</b>                   | <b>+ 1.1%</b>         |

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

‡ Estimates within  $\pm 100$  or related rates of change derived based on such estimates.

Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making

contribution to the economy of Hong Kong. Among the talent admission schemes, GEP and ASMTP are employment-based schemes under which admitted talents will join the local employment market and bring economic contributions upon arrival in Hong Kong. Besides, the LWB has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, and commerce and trade, etc., which are all key industries of Hong Kong. Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong's economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product. LWB will continually monitor the settlement of incoming talents and their employment status in Hong Kong.

- (4) In addition to “trawling for talents”, the Government also focuses on “retaining talents”. The 2024 Policy Address has thus set a key performance indicator (KPI) of approving at least 50 000 visa extension applications annually for talents admitted through talent admission schemes from 2025 to 2027. The KPI concerned is used to measure the effectiveness of the Government's efforts on “retaining talents”.

On the other hand, the Hong Kong Talent Engage (HKTE) has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To enhance the willingness of talents to stay in Hong Kong, HKTE will strengthen its support service catering to the needs of incoming talents. HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. It is envisaged that such work can help incoming talents and their families to stay in Hong Kong for long-term development.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)103****(Question Serial No. 1317)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): (000) Operational expensesProgramme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

It is mentioned under the Programme that the Government will attract global talents to Hong Kong and provide one-stop facilitation and support to them for long-term settlement. In this connection, would the Government inform this Committee of the following:

- 1) the number of staff and expenditure of the team involved in the publicity and media for enhancing the awareness and brand building of Hong Kong;
- 2) the expenditure to be earmarked by the Hong Kong Talent Engage on talent summits, themed seminars, workshops, job fairs and integration activities as well as their expected outcomes; and
- 3) the annual maintenance fee, update fee and expenditure on management of technical staff for the artificial intelligence chatbot service?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 38)

Reply:

1. In 2024-25 and 2025-26, the estimated expenditure of the Hong Kong Talent Engage (HKTE) for promotion and publicity, and enhancing the awareness and brand building of Hong Kong (including organising the Global Talent Summit • Hong Kong (GTS)) is about \$39 million and about \$36 million respectively. Staff members of all the 38 positions under the establishment of the HKTE have varying degrees of involvement in the work.
2. In 2025-26, the HKTE's estimated expenditure for organising the second GTS, themed seminars/workshops, job fairs and integration activities is tabulated below:

| Activity  | 2025-26<br>Estimated expenditure (\$'000) |
|---|---|
| The second GTS  | 13,000                                    |
| Themed seminars/workshops, job fairs and integration activities | 4,000                                     |

The first GTS received a favourable response. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community. Staging the second GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents and attract global talents and professionals to Hong Kong, whereas organising themed seminars/workshops, job fairs and integration activities covering various living topics such as job seeking, business start-up, children's education, etc., will help incoming talents and their families adapt to the life in Hong Kong and integrate into the local community, thereby enhancing their willingness to stay in Hong Kong for development.

3. A new chatbot function will be added to the online platform of the HKTE to answer in real-time general enquiries on talent admission schemes and settling in Hong Kong. The annual maintenance cost of the chatbot service is around \$35,000, which includes services such as updating of knowledge base, round-the-clock system performance monitoring, reports on user behaviour analysis, etc. As the HKTE staff responsible for the related work are also engaged with other duties, a breakdown of the staff costs is not available.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)104**

**(Question Serial No. 2841)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In connection with the training courses offered by training bodies which are approved by the Employees Retraining Board (ERB), would the Government inform this Committee of the following:

- (1) with regard to (i) the vocational training courses offered by training bodies as commissioned by the ERB in 2023-24, (a) the number of courses conducted, (b) the nature of the courses, (c) the number of enrolments and (d) the number of places available, and (ii) the funding granted for the purpose of offering such courses; and
- (2) with regard to the "Hire and Train" courses launched by the ERB in 2023-24, (i) the number of courses conducted, (ii) the number of places available, (iii) the types of industries involved, (iv) the number of participating trainees, and (v) the number of trainees who have quitted before completing the courses.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 2)

Reply:

- (1) Training courses offered by the Employees Retraining Board (ERB) are classified into 3 categories: placement-tied courses, skills upgrading courses and generic skills courses. The number of training courses offered by each training body and approved by the ERB, the number of intakes and the amount of course funding allocated in 2023-24 are at Annex.
- (2) In 2023-24, the "Hire and Train" Scheme (the Scheme) implemented by the ERB covered the industries of healthcare services, transportation and support services, environmental services and hotel, offering 4 courses with 164 training places. 135 trainees were hired by employers and participated in the Scheme, of whom 5 did not complete the courses.

**Number of training courses offered by each training body and approved by the Employees Retraining Board, number of intakes and course funding allocated to each training body in 2023-24**

|    | Training Body   | Number of Training Courses Approved | Number of Intakes | Funding (\$'000) |
|----|---|-------------------------------------|-------------------|------------------|
| 1  | Yan Oi Tong Limited   | 153                                 | 9 755             | 69,954           |
| 2  | Queen Elizabeth Hospital - Hospital Authority                                       | 2                                   | 114               | 5,155            |
| 3  | Li Fai Centre of Wushu  | 2                                   | 60                | 662              |
| 4  | Logistics Practitioners Union   | 1                                   | -                 | -                |
| 5  | YMCA College of Careers   | 90                                  | 571               | 7,637            |
| 6  | Star Chef Management School operated by Star Chef Management School Company Limited | 8                                   | 141               | 934              |
| 7  | Royal International College   | 16                                  | 756               | 6,353            |
| 8  | Heung To College of Professional Studies  | 82                                  | 2 751             | 27,295           |
| 9  | Hong Kong Manpower Development Centre Limited                                       | 18                                  | 1 427             | 19,802           |
| 10 | Hong Kong Workers' Health Centre Limited  | 2                                   | 11                | 185              |
| 11 | The Hong Kong Federation of Trade Unions  | 265                                 | 12 603            | 46,519           |
| 12 | The Mental Health Association of Hong Kong  | 6                                   | 85                | 425              |
| 13 | Aberdeen Kai-fong Welfare Association Limited                                       | 52                                  | 1 108             | 2,401            |
| 14 | Hong Kong Association for Democracy and People's Livelihood                         | 152                                 | 6 047             | 42,388           |
| 15 | UOW College Hong Kong   | 1                                   | -                 | -                |
| 16 | Hong Kong Federation of Women Limited   | 1                                   | -                 | -                |
| 17 | Hong Kong Association of Gerontology  | 5                                   | 18                | 839              |
| 18 | Caritas - Hong Kong   | 181                                 | 4 840             | 33,373           |
| 19 | The Hong Kong Federation of Youth Groups  | 7                                   | -                 | -                |
| 20 | School of Continuing and Professional Education, City University of Hong Kong       | 91                                  | 895               | 16,842           |
| 21 | Hong Kong Red Cross   | 7                                   | 450               | 5,960            |
| 22 | Hongkong School of Commerce   | 60                                  | 588               | 4,043            |

|    |  |     |        |        |
|----|--|-----|--------|--------|
| 23 | Hong Kong International Aviation Academy Limited   | 2   | -      | -      |
| 24 | Hong Kong Young Women's Christian Association  | 114 | 4 101  | 40,972 |
| 25 | The Young Men's Christian Association of Hong Kong   | 63  | 2 002  | 11,673 |
| 26 | Hong Kong Federation of Women's Centres Limited  | 116 | 6 542  | 37,360 |
| 27 | Research Centre for Gerontology and Family Studies, The Hong Kong Polytechnic University (formerly The Institute of Active Ageing of The Hong Kong Polytechnic University) | 1   | 16     | 87     |
| 28 | The Society of Rehabilitation and Crime Prevention, Hong Kong  | 47  | 1 392  | 12,789 |
| 29 | Hong Kong Rehabilitation Power   | 8   | 50     | 291    |
| 30 | The Hong Kong Society for Rehabilitation   | 25  | 249    | 4,262  |
| 31 | Xianggang Putonghua Yanxishe   | 3   | 255    | 1,444  |
| 32 | The Scout Association of Hong Kong - The Friends of Scouting   | 40  | 1 953  | 6,232  |
| 33 | Hong Kong Federation of Handicapped Youth  | 10  | 118    | 716    |
| 34 | Hong Kong Sheng Kung Hui Lady MacLehose Centre   | 113 | 1 855  | 16,900 |
| 35 | Hong Kong Sheng Kung Hui Welfare Council Limited   | 24  | 220    | 1,838  |
| 36 | Hong Kong St. John Ambulance   | 3   | 425    | 1,594  |
| 37 | Hong Kong Ballroom Dancing Council Limited   | 4   | 164    | 706    |
| 38 | The Hong Kong School of Motoring Limited   | 5   | 32     | 113    |
| 39 | Hong Kong Tour Guides General Union  | 1   | -      | -      |
| 40 | TCHK   | 1   | -      | -      |
| 41 | Hong Kong Electrical & Mechanical College (Evening School)   | 29  | 368    | 1,642  |
| 42 | Hong Kong Employment Development Service Limited   | 117 | 2 061  | 15,313 |
| 43 | Baptist Oi Kwan Social Service   | 158 | 3 882  | 31,202 |
| 44 | The Evangelical Lutheran Church of Hongkong  | 80  | 5 159  | 75,176 |
| 45 | Christian Action   | 135 | 11 962 | 94,855 |
| 46 | Haven of Hope Christian Service  | 2   | 16     | 231    |
| 47 | Methodist Centre   | 169 | 5 764  | 26,048 |

|    |   |     |        |         |
|----|---|-----|--------|---------|
| 48 | Yang Memorial Methodist Social Service  | 9   | 144    | 1,357   |
| 49 | Hong Kong and Kowloon Gold Ornaments and Jewellery Trade Workers' Union                         | 7   | 237    | 713     |
| 50 | The Federation of Hong Kong and Kowloon Labour Unions   | 162 | 15 374 | 91,438  |
| 51 | Hong Kong and Kowloon Electrical Engineering and Appliances Trade Workers Union                 | 9   | 106    | 1,682   |
| 52 | HKCT Group Limited  | 233 | 13 845 | 121,081 |
| 53 | Vassar International Chinese Medical Society Limited  | 32  | 1 239  | 5,748   |
| 54 | Neighbourhood & Worker's Service Centre   | 122 | 3 140  | 23,119  |
| 55 | New Life Psychiatric Rehabilitation Association   | 5   | 56     | 241     |
| 56 | New Territories Association Retraining Centre Limited   | 105 | 4 600  | 26,505  |
| 57 | New Home Association Limited  | 7   | 5      | 1       |
| 58 | S.K.H. Holy Carpenter Church Community Centre   | 58  | 989    | 7,097   |
| 59 | St. James' Settlement   | 79  | 4 193  | 39,987  |
| 60 | KCRA Community Education Enhancement Center Limited   | 167 | 3 657  | 18,508  |
| 61 | Kwai Chung Hospital - Hospital Authority  | 2   | 104    | 3,784   |
| 62 | Youth Centre of The True Word Lutheran Church operated by The True Word Lutheran Church Limited | 13  | -      | -       |
| 63 | Princess Margaret Hospital  | 2   | 100    | 3,503   |
| 64 | Monita Hair & Beauty Academy  | 1   | -      | -       |
| 65 | Clothing Industry Training Authority  | 14  | 385    | 1,314   |
| 66 | The Neighbourhood Advice-Action Council   | 7   | 19     | 155     |
| 67 | The Association of Electrical and Mechanical Engineering (Hong Kong) Limited                    | 23  | 1 119  | 17,400  |
| 68 | Vocational Training Council   | 131 | 5 445  | 74,412  |
| 69 | Hospital & Clinic Nurses Association  | 4   | 40     | 70      |
| 70 | OIWA Limited  | 25  | 736    | 2,392   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)105**

**(Question Serial No. 2907)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the dependants admitted to Hong Kong under various talent admission schemes, would the Government inform this Committee of the following:

- (1) the numbers of dependent children under the age of 18 who were admitted to Hong Kong for the first time as dependants under various talent admission schemes broken down by (i) age group (i.e. 0-2 years old, 3-5 years old, 6-8 years old, 9-11 years old, 12-14 years old, and 15-17 years old) and (ii) talent admission scheme in each of the past 3 years and this year so far;
- (2) the number of education-related enquiries received under “Supporting Services” on the website of Hong Kong Talent Engage (HKTE) broken down by nature of enquiry in each month over the past 2 years;
- (3) among the enquiries mentioned in (2), the number of cases requiring referral to other government departments for follow-up;
- (4) regarding “Supporting Services” on the HKTE website, the number of cases handled with the assistance of education-related partner organisations (i.e. (i) Caritas - Hong Kong, (ii) English Schools Foundation, (iii) ITS Education Asia, (iv) Yew Chung Yew Wah Education Network Limited, (v) CTF Education Group Limited, (vi) Hok Yau Club and (vii) Midland Education Consultancy Limited) broken down by nature of service in each year; and
- (5) the expenditure involved in engaging the partner organisations mentioned in (4) in each of the past 2 years.

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 13)

Reply:

- (1) The numbers of unmarried dependent children under the age of 18 who were admitted to Hong Kong as dependants under various talent admission schemes from 2022 to February 2025 are tabulated below:

| Talent admission schemes  | 2022  | 2023   | 2024   | 2025<br>(as at<br>February<br>2025) |
|---|-------|--------|--------|-------------------------------------|
| Top Talent Pass Scheme (TTPS) #   | 56    | 29 730 | 31 122 | 5 351                               |
| General Employment Policy   | 3 076 | 3 273  | 2 977  | 399                                 |
| Admission Scheme for Mainland Talents and Professionals                             | 2 213 | 6 122  | 5 872  | 938                                 |
| Immigration Arrangements for Non-local Graduates                                    | 979   | 2 627  | 4 112  | 554                                 |
| Technology Talent Admission Scheme  | 57    | 63     | 64     | 10                                  |
| Quality Migrant Admission Scheme  | 3 767 | 15 292 | 11 111 | 2 040                               |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents | 3     | 5      | 3      | 2                                   |

# The TTPS was launched on 28 December 2022.

The Immigration Department does not maintain the other statistical breakdowns mentioned in the question.

- (2) The number of education-related enquiries received by the Hong Kong Talent Engage (HKTE) on its website in each month since its establishment on 30 October 2023 is tabulated below:

| Month         | Number of<br>education-related enquiries |
|---------------|--|
| November 2023 | 5  |
| December 2023 | 8  |
| January 2024  | 3  |
| February 2024 | 4  |
| March 2024    | 4  |
| April 2024    | 4  |
| May 2024      | 4  |
| June 2024     | 2  |
| July 2024     | 9  |
| August 2024   | 7  |

| Month          | Number of education-related enquiries |
|----------------|---------------------------------------|
| September 2024 | 10                                    |
| October 2024   | 16                                    |
| November 2024  | 19                                    |
| December 2024  | 12                                    |
| January 2025   | 9                                     |
| February 2025  | 11                                    |

The HKTE does not maintain any statistical breakdown of education-related enquiries by nature.

- (3) About 50 cases of the above education-related enquiries were referred to the Education Bureau for follow-up.
- (4) The numbers of enquiries that were referred to and handled with the assistance of the HKTE's designated working partners listed below in the past 2 years are tabulated as follows:

| Designated working partner                  | 2023-24<br>(From 30 October 2023 to 31 March 2024) | 2024-25<br>(as at end-February 2025) |
|---|--|--------------------------------------|
| Caritas - Hong Kong                         | N/A <sup>#</sup>                                   | 28                                   |
| English Schools Foundation                  | N/A <sup>#</sup>                                   | 41                                   |
| ITS Education Asia                          | 70   | 57                                   |
| Yew Chung Yew Wah Education Network Limited | N/A <sup>#</sup>                                   | 8                                    |
| CTF Education Group Limited                 | 76   | 59                                   |
| Hok Yau Club                                | 82   | 64                                   |
| Midland Education Consultancy Limited       | 70   | 56                                   |

# The organisations concerned were yet to become the HKTE's designated working partners in that year.

The HKTE and its designated working partners do not maintain any statistical breakdown of education-related enquiries handled by nature.

- (5) The HKTE is not required to pay for establishing partnership with these organisations and no expenditure is involved.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)106**

**(Question Serial No. 2916)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The 2025-26 Budget proposes to charge an application fee of \$600 under various talent and capital investor admission schemes, and to raise the visa fees, to be charged based on the duration of limit of stay, to \$600 or \$1,300 for cost recovery. In this connection, would the Government please inform this Committee of the following:

- (1) the respective numbers of applications processed by the Government under each talent and capital investor admission scheme, the manpower and expenditure involved in processing such applications, as well as the cost recovery rates in each of the past 3 years and this year to date; the Government's estimated cost recovery rate after the application fee is charged and the visa fees raised;
- (2) the specific calculation of the increase in government revenue by about \$620 million per annum brought by the above measures as estimated by the Government; and
- (3) whether the Government would regularly review and adjust the application fee under various talent and capital investor admission schemes to reflect changes in the costs of delivering the services concerned; if so, the details; if not, the reasons?

Asked by: Hon LAM Chun-sing (LegCo internal reference no.: 22)



Reply:

- (1) The numbers of applications under the various talent admission schemes and the New Capital Investment Entrant Scheme (NCIES) in the past 3 years are tabulated below:

| Talent admission scheme  | 2022-23        | 2023-24 | 2024-25<br>(as at February 2025) |
|--|----------------|---------|----------------------------------|
| Top Talent Pass Scheme (TTPS)  | 21 406         | 55 562  | 45 858                           |
| General Employment Policy (GEP)  | 19 102         | 30 849  | 33 628                           |
| Admission Scheme for Mainland Talents and Professionals (ASMTP)                            | 13 282         | 24 727  | 26 611                           |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | 14 906         | 25 758  | 26 185                           |
| Technology Talent Admission Scheme (TechTAS)   | 87             | 142     | 137                              |
| Quality Migrant Admission Scheme (QMAS)  | 28 732         | 83 587  | 49 512                           |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | 115            | 140     | 136                              |
| NCIES#   | Not Applicable | 0       | 386                              |

- # The Capital Investment Entrant Scheme (CIES) has ceased to accept applications since 15 January 2015 and the NCIES has been implemented since 1 March 2024.

The staff establishment and salary costs involved for processing applications under the various talent admission schemes, the CIES and the NCIES in the past 3 years are tabulated below:

| Talent admission scheme |  | 2022-23           | 2023-24 | 2024-25 |
|-------------------------|--|-------------------|---------|---------|
| TTPS†                   | Staff establishment<br>(Number of posts) | 10                | 10      | 15      |
|                         | Salary costs*<br>(\$'000)                | 1,930             | 7,920   | 12,380  |
| GEP                     | Staff establishment<br>(Number of posts) | 28                | 28      | 28      |
|                         | Salary costs*<br>(\$'000)                | 19,800            | 20,300  | 21,150  |
| ASMTF                   | Staff establishment<br>(Number of posts) | 24                | 24      | 23      |
|                         | Salary costs*<br>(\$'000)                | 14,930            | 15,310  | 15,740  |
| IANG                    | Staff establishment<br>(Number of posts) | 11                | 14      | 14      |
|                         | Salary costs*<br>(\$'000)                | 6,110             | 8,760   | 9,150   |
| TechTAS                 | Staff establishment<br>(Number of posts) | 3                 | 3       | 3       |
|                         | Salary costs*<br>(\$'000)                | 2,440             | 2,500   | 2,600   |
| QMAS                    | Staff establishment<br>(Number of posts) | 25                | 30      | 114     |
|                         | Salary costs*<br>(\$'000)                | 17,210            | 21,610  | 88,710  |
| ASSG                    | Staff establishment<br>(Number of posts) | 12                | 12      | 9       |
|                         | Salary costs*<br>(\$'000)                | 6,200             | 6,360   | 5,930   |
| CIES@                   | Staff establishment<br>(Number of posts) | 15                | 15      | 15      |
|                         | Salary costs*<br>(\$'000)                | 9,780             | 10,030  | 10,400  |
| NCIES#                  | Staff establishment<br>(Number of posts) | Not<br>Applicable | 0       | 4       |
|                         | Salary costs*<br>(\$'000)                |                   | 0       | 2,910   |

† The TTPS was launched on 28 December 2022. Officers who handled the scheme in 2022-23 were arranged by the Immigration Department (ImmD) through temporary internal redeployment, and the corresponding salary costs were calculated on a proportional basis. Designated posts for the TTPS were created in 2023-24.

\* Calculated based on the notional annual mid-point salary.

@ The CIES has ceased to accept applications since 15 January 2015 and the ImmD has continued to process received applications in accordance with the approval criteria.

# The NCIES has been implemented since 1 March 2024.

The above costs have been reflected in the estimates of expenditure under Head 70 of the ImmD.

The various admission schemes for talent and capital investors have been well received since their introduction or enhancement. Taking talent admission schemes as an example, the number of applications for different talent admission schemes has soared from around 58 000 in 2022 to more than 221 000 in 2023 and around 208 000 in 2024, representing an increase of more than 250%. Processing such applications involve substantial administrative resources. The Government has therefore decided to introduce a universal application fee and raise the visa/entry permit issuance fees for applications under these admission schemes. The current fee levels are in general pegged to the average administrative costs of processing applications and issuing visas/entry permits, thereby reflecting the “users pay” principle.

- (2) Based on the available statistics of the period from early 2023 to end August 2024, we have estimated the annual caseload of the Applications received and approved in the next three years. On this basis, the estimated additional annual revenue in the next three financial years arising from the new fee structure will be approximately \$620 million, subject to the actual numbers of Applications received and approved.
- (3) Same as other Government fees, the Government will review the relevant fees in accordance with established procedures.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)107****(Question Serial No. 1001)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): (000) Operational expensesProgramme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

Since its establishment in 2023, the Hong Kong Talent Engage (HKTE) has been responsible for formulating and implementing targeted marketing programmes to promote various talent admission schemes as well as reaching out to talents to provide them with support and facilitation through organisation of and participation in a variety of activities. Would the Government inform this Committee of the following:

1. the staff establishment of the HKTE in 2023, 2024 and 2025 and the annual expenditure involved;
2. the specific policy initiatives of the HKTE in providing support for talents and the expenditure involved in each of the initiatives; and
3. the number of talents admitted to Hong Kong with the support from the HKTE, and among which the number of those who have taken up employment in Hong Kong?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 21)Reply:

1. The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. A breakdown of its expenditure by year is as follows:

| (\$'000)              | 2023-24 Actual<br>(30 October 2023 to<br>31 March 2024) | 2024-25<br>Estimate | 2025-26<br>Estimate |
|-----------------------|---|---------------------|---------------------|
| Salary                | 15,500  | 41,800              | 43,500              |
| Operating expenditure | 12,200  | 45,300              | 44,500              |
| Total                 | 27,700  | 87,100              | 88,000              |

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

2. The HKTE has been maintaining close liaison with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by the HKTE or designated working partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater for the needs of incoming talents, the HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of living topics such as job seeking, business start-up, children's education, etc. These include at least 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, the HKTE will continue to co-organise seminars with school sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, the HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. Such work helps facilitate the early integration of incoming talents and their families into the local community and settle in Hong Kong. The estimated expenditure on support services for talents for 2025-26 is about \$4 million.
3. Whether or not talents choose to pursue development in Hong Kong depends on personal factors and various other considerations, and the approval of applications under talent admission schemes varies from case to case. As such, it is not feasible to identify which talents have relocated to Hong Kong through the support of the HKTE and no relevant statistics are maintained. Nevertheless, since its establishment on 30 October 2023, as of end-February 2025, the HKTE has processed about 37 000 enquiries, made referrals for about 11 000 requests for support services, and organised online and offline workshops and seminars with over 70 000 attendances/views in total.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)108**

**(Question Serial No. 1010)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational Expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has stated that it will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. Would the Government inform this Committee of the following:

1. What are the specific measures of and the additional expenditures involved in the Scheme to invite top and leading talents to come to Hong Kong for development?
2. What are the standards or criteria to be adopted by the Government for determining the top and leading talents to be invited?
3. What is the expected time when the Government will implement these measures? Will they be long-term initiatives? How many additional overseas talents are expected to be attracted to Hong Kong for development under these measures?

Asked by: Hon LAM Kin-fung, Jeffrey (LegCo internal reference no.: 22)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

The Government will take the initiative to invite suitable top-notch and leading talents having regard to the development needs of the country and Hong Kong, and will not set a specific target for the number of invitees.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)109****(Question Serial No. 1755)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

To support the long-term economic development of Hong Kong, the Government should attract more talents and help them settle in Hong Kong. Please provide in tabular form the details of expenditure on the various tasks of the Hong Kong Talent Engage under the estimates of Programme (4):Talent Engagement and Support, including publicising and promoting various talent admission schemes, collaborating with various industries in organising online and offline activities to reach out to talents to provide them with support, facilitating talents and their families to settle in Hong Kong, etc. Please also provide information about the numbers of activities, numbers of people engaged and expenditure on each task.

Asked by: Hon LAM Lam, Nixie (LegCo internal reference no.: 13)Reply:

The details of the annual expenditure of the Hong Kong Talent Engage (HKTE) for publicising and promoting various talent admission schemes, as well as organising/collaborating with various industries in organising online and offline talent activities between HKTE's establishment on 30 October 2023 and February 2025 are tabulated below:

|  | 2023-24<br>(From 30 October 2023<br>to 31 March 2024) |                           |                         | 2024-25<br>(as at February 2025) |   |                         |
|--|---|---------------------------|-------------------------|----------------------------------|---|-------------------------|
| Event  | Number<br>of events                                   | Number of<br>participants | Expenditure<br>(\$'000) | Number<br>of events              | Number of<br>participants/<br>viewership <sup>#</sup> | Expenditure<br>(\$'000) |
| The first<br>Global<br>Talent<br>Summit •<br>Hong Kong | -   | -                         | -                       | 1                                | 147 521   | 12,000                  |
| Outreach<br>visit                                      | 14  | 3 010                     | 500                     | 33                               | 16 328  | 5,000                   |



|  | 2023-24<br>(From 30 October 2023<br>to 31 March 2024) |                           |                         | 2024-25<br>(as at February 2025) |   |                         |
|--|---|---------------------------|-------------------------|----------------------------------|---|-------------------------|
| Event  | Number<br>of events                                   | Number of<br>participants | Expenditure<br>(\$'000) | Number<br>of events              | Number of<br>participants/<br>viewership <sup>#</sup> | Expenditure<br>(\$'000) |
| Themed<br>seminar,<br>workshop,<br>job fair and<br>integration<br>activity | 5   | 58 121                    | 200                     | 57                               | 330 748   | 3,200                   |
| Total  | 19  | 61 131                    | 700                     | 89                               | 494 597   | 20,200                  |

<sup>#</sup> The HKTE has offered live webcast and online replay services for themed seminars since April 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)110**

**(Question Serial No. 1571)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in the Budget Speech that the Government will make every effort to trawl for talents and invite top and leading talents to come to Hong Kong for development. In this connection, would the Government please inform this Committee of the following:

1. whether subsidies or interest-free loans will be provided to companies employing international talents with professional backgrounds; if so, the details;
2. whether dedicated funds will be set aside to attract talents in international marine insurance, finance and law; if so, the details; if not, the reasons?

Asked by: Hon LAM San-keung (LegCo internal reference no.: 33)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited may come from a variety of industries or professions. Bureaux and departments participating in the mechanism will deploy existing resources to handle the relevant work, including providing various kinds of support to the invited talents.

Invitations under the new mechanism will be extended to top-notch and leading talents who are keenly sought after by different major enterprises. It is not necessary for the Government to provide additional incentives to the organisations hiring such talents.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)111**

**(Question Serial No. 0288)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

As mentioned in paragraph 151 of the Budget Speech, the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme, and will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy. In this connection, would the Government inform this Committee of the following:

1. the average approval time for various talent admission schemes in the past 3 years, together with the expenditure involved and specific outcomes of each scheme;
2. the total number of family members brought to Hong Kong by successful applicants under the Top Talent Pass Scheme in the past year; and
3. the outcome targets of the enhancement measures under the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy.

Asked by: Hon LAM Shun-chiu, Dennis (LegCo internal reference no.: 5)

Reply:

1. Assessments on the applications for visas/entry permits submitted under the Top Talent Pass Scheme (TTPS), the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Immigration Arrangements for Non-local Graduates (IANG), the Technology Talent Admission Scheme (TechTAS) and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under the Quality Migrant Admission Scheme (QMAS) involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary based on individual circumstances.

The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under various immigration policies/schemes in the past 3 years are tabulated below:

| Talent admission scheme |  | 2022-23 | 2023-24 | 2024-25 |
|-------------------------|--|---------|---------|---------|
| TTPS <sup>#</sup>       | Staff establishment<br>(Number of posts) | 10      | 10      | 15      |
|                         | Salary costs*<br>(\$'000)                | 1,930   | 7,920   | 12,380  |
| GEP <sup>&amp;</sup>    | Staff establishment<br>(Number of posts) | 28      | 28      | 28      |
|                         | Salary costs*<br>(\$'000)                | 19,800  | 20,300  | 21,150  |
| ASMTTP                  | Staff establishment<br>(Number of posts) | 24      | 24      | 23      |
|                         | Salary costs*<br>(\$'000)                | 14,930  | 15,310  | 15,740  |
| IANG                    | Staff establishment<br>(Number of posts) | 11      | 14      | 14      |
|                         | Salary costs*<br>(\$'000)                | 6,110   | 8,760   | 9,150   |
| TechTAS                 | Staff establishment<br>(Number of posts) | 3       | 3       | 3       |
|                         | Salary costs*<br>(\$'000)                | 2,440   | 2,500   | 2,600   |
| QMAS                    | Staff establishment<br>(Number of posts) | 25      | 30      | 114     |
|                         | Salary costs*<br>(\$'000)                | 17,210  | 21,610  | 88,710  |
| ASSG                    | Staff establishment<br>(Number of posts) | 12      | 12      | 9       |
|                         | Salary costs*<br>(\$'000)                | 6,200   | 6,360   | 5,930   |

# TTPS was launched on 28 December 2022. Officers handling TTPS in 2022-23 were arranged by the ImmD through temporary internal deployment, and the salary costs of the manpower involved were calculated on a pro-rata basis. The established posts for TTPS were created in 2023-24.

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

The Government has implemented a series of talent admission measures since end-2022 to attract and facilitate talents from all over the world to come to Hong Kong for development. As at 28 February 2025, we received a total of more than 450 000 applications under the various talent admission schemes, and approved over 290 000, among which around 196 000 talents with visas approved have arrived in Hong Kong, exceeding the target of admitting a total of 105 000 talents within 3 years.

2. In 2024-25 (as at February 2025), a total of 34 162 approved applicants and 43 171 dependants were admitted to Hong Kong under TTPS.
3. According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)112**

**(Question Serial No. 2400)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 151 of the Budget Speech that the Government makes every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. The Admission Scheme for Mainland Talents and Professionals will also be enhanced. In this connection, would the Government inform this Committee of the numbers of incoming talents approved under various schemes so far, the average approval time required under the schemes, the places of origin of the talents, as well as the anticipated economic benefits for Hong Kong?

Asked by: Hon LAM So-wai (LegCo internal reference no.: 29)

Reply:

The Government has since end-2022 implemented a series of talent attraction measures to attract and facilitate talents from all over the world to come to Hong Kong for development. The numbers of applications approved under the various talent admission schemes in the past 3 years are tabulated below:

| Talent admission scheme  | 2022-23       | 2023-24        | 2024-25<br>(as at February 2025) |
|--|---------------|----------------|----------------------------------|
| Top Talent Pass Scheme # (TTPS)  | 12 398        | 49 431         | 36 785                           |
| General Employment Policy (GEP)  | 17 501        | 28 354         | 31 600                           |
| Admission Scheme for Mainland Talents and Professionals (ASMTP)                            | 11 841        | 21 875         | 23 743                           |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | 14 189        | 24 512         | 24 784                           |
| Technology Talent Admission Scheme (TechTAS)   | 82            | 125            | 114                              |
| Quality Migrant Admission Scheme (QMAS) @  | 4 478         | 13 631         | 9 327                            |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | 70            | 92             | 75                               |
| <b>Total</b>   | <b>60 559</b> | <b>138 020</b> | <b>126 428</b>                   |

Note: Applications approved in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

Assessments on the applications for visas/entry permits submitted under TTPS, GEP, ASMTP, IANG, TechTAS and ASSG can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under QMAS involves consultation with the Advisory Committee on Admission of Quality Migrants and Professionals or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary depending on individual circumstances.



The breakdowns of the numbers of applications approved under the various talent admission schemes by region in the past 3 years are tabulated below:

#### TTPS

| Region            | 2022-23#      | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|---------------|---------------|----------------------------------|
| Mainland China    | 11 729        | 46 753        | 34 983                           |
| Canada            | 128           | 541           | 355                              |
| The United States | 104           | 549           | 263                              |
| Australia         | 105           | 347           | 213                              |
| Singapore         | 57            | 183           | 117                              |
| Others            | 275           | 1 058         | 854                              |
| <b>Total</b>      | <b>12 398</b> | <b>49 431</b> | <b>36 785</b>                    |

# TTPS has been launched from 28 December 2022.

#### GEP

| Region             | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|--------------------|---------------|---------------|----------------------------------|
| South Korea        | 1 317         | 3 310         | 4 409                            |
| Japan              | 1 488         | 2 651         | 3 301                            |
| Taiwan, China      | 1 272         | 2 525         | 3 246                            |
| The United Kingdom | 1 437         | 2 274         | 2 335                            |
| The United States  | 1 199         | 1 908         | 1 932                            |
| Thailand           | 287           | 1 373         | 1 822                            |
| India              | 1 377         | 1 758         | 1 814                            |
| France             | 895           | 1 093         | 1 218                            |
| The Philippines    | 951           | 1 644         | 1 024                            |
| Malaysia           | 606           | 907           | 942                              |
| Others             | 6 672         | 8 911         | 9 557                            |
| <b>Total</b>       | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

#### ASMTTP

ASMTTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents.

IANG

| Region            | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|---------------|---------------|----------------------------------|
| Mainland China    | 12 892        | 23 090        | 23 650                           |
| South Korea       | 166           | 209           | 167                              |
| India             | 186           | 194           | 107                              |
| Taiwan, China     | 100           | 110           | 95                               |
| Malaysia          | 83            | 98            | 62                               |
| Macao SAR         | 47            | 63            | 52                               |
| Pakistan          | 61            | 51            | 52                               |
| The United States | 37            | 33            | 24                               |
| Canada            | 39            | 38            | 20                               |
| France            | 17            | 7             | 15                               |
| Others            | 561           | 619           | 540                              |
| <b>Total</b>      | <b>14 189</b> | <b>24 512</b> | <b>24 784</b>                    |

TechTAS

| Region             | 2022-23   | 2023-24    | 2024-25<br>(as at February 2025) |
|--------------------|-----------|------------|----------------------------------|
| Mainland China     | 64        | 115        | 100                              |
| Taiwan, China      | 2         | 0          | 4                                |
| The United States  | 2         | 2          | 3                                |
| Australia          | 1         | 0          | 2                                |
| Malaysia           | 2         | 1          | 0                                |
| The United Kingdom | 1         | 0          | 0                                |
| South Korea        | 1         | 0          | 0                                |
| Others             | 9         | 7          | 5                                |
| <b>Total</b>       | <b>82</b> | <b>125</b> | <b>114</b>                       |

### QMAS

| Region            | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|--------------|---------------|----------------------------------|
| Mainland China    | 4 303        | 13 427        | 9 138                            |
| Australia         | 38           | 41            | 43                               |
| Canada            | 44           | 42            | 36                               |
| The United States | 28           | 38            | 35                               |
| Others            | 65           | 83            | 75                               |
| <b>Total</b>      | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of applications approved refer to the number of successful cases passing the selection exercise.

### ASSG

| Region             | 2022-23   | 2023-24   | 2024-25<br>(as at February 2025) |
|--------------------|-----------|-----------|----------------------------------|
| Canada             | 18        | 21        | 23                               |
| The United Kingdom | 16        | 16        | 21                               |
| The United States  | 13        | 23        | 14                               |
| Australia          | 6         | 9         | 2                                |
| The Netherlands    | 4         | 3         | 2                                |
| Singapore          | 5         | 2         | 2                                |
| The Philippines    | 3         | 4         | 0                                |
| Others             | 5         | 14        | 11                               |
| <b>Total</b>       | <b>70</b> | <b>92</b> | <b>75</b>                        |

Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong. Among the talent admission schemes, GEP and ASMTTP are employment-based schemes under which admitted talents will join the local employment market and bring economic contributions upon arrival in Hong Kong. Besides, the Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong's economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product. LWB will continually monitor the settlement of incoming talents and their employment status in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)113**

**(Question Serial No. 0677)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Hong Kong Talent Engage (HKTE) provides comprehensive one-stop support to incoming talents, promotes globally Hong Kong's advantages and attracts talents. The HKTE plans to organise the second "Global Talent Summit • Hong Kong" early next year to reinforce Hong Kong's status as an international hub for high-calibre talent.

1. What are the overall annual operating budget and staff establishment of the HKTE?
2. What is the estimated expenditure of the second "Global Talent Summit • Hong Kong"? What is the percentage change in expenditure against the first Summit? How are the actual benefits of such activities (e.g. the specific contributions made to the Hong Kong economy and society) evaluated?
3. What was the HKTE's expenditure on promoting globally Hong Kong's advantages and attracting talents (including the figures for overseas promotion, media publicity and staff costs) in the past year?
4. What was the total expenditure on the relevant promotional activities? How does the Government assess the effectiveness of such promotional activities, for example, what indicators (e.g. number of applications for talent admission to Hong Kong, distribution of sectors) does it use to evaluate the success of these activities?

Asked by: Hon LEE Wai-king, Starry (LegCo internal reference no.: 8)

Reply:

1. The Hong Kong Talent Engage (HKTE) has a staff establishment of 38 positions, including 8 civil service posts. Its overall expenditure in 2025-26 is estimated to be about \$88 million, including about \$43.5 million for payroll cost and \$44.5 million for operational expenses. The latter will be used for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.
2. The first Global Talent Summit • Hong Kong (GTS) received a favourable response, with over 13 000 participation times and more than 130 000 views on the live webcast. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community. In view of this, the

HKTE will stage the second GTS in the first quarter of 2026. Comparable to that of the first GTS, the expenditure of the second GTS is estimated to be about \$13 million, an increase of \$1 million (+8%) over that of the first one. The GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong. The specific contributions it makes to the Hong Kong economy and society are immeasurable.

3. In 2024-25, in promoting globally Hong Kong's advantages and talent attraction measures by the HKTE, the expenditure spent on outreach visits and promotional events in the Mainland and overseas was approximately \$7 million, whereas that on publicity on the HKTE's online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) and social media platforms (Facebook, Instagram, LinkedIn, Xiaohongshu, WeChat and YouTube) was approximately \$15 million. As the HKTE staff responsible for the publicity and promotion work also undertake other duties, a breakdown of the staff costs is not available.
4. In 2024-25, the HKTE's total expenditure on relevant promotional events was approximately \$27 million. Whether or not talents will come to Hong Kong depends on personal factors or various other considerations, and there is not a direct correlation with the promotional events. Nevertheless, since the launch of a series of talent attraction measures at end-2022, about 200 000 talents have arrived in Hong Kong under various talent admission schemes up to end-February 2025, exceeding the target of admitting a total of 105 000 talents within 3 years. The HKTE will continue to step up its promotion of Hong Kong's strengths and talent attraction measures to attract more global talents to Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)114**

**(Question Serial No. 3067)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

To implement the policy of “supporting Hong Kong’s position to become an international hub for high-calibre talents” as stated in the Resolution of the Third Plenary Session of the 20th Central Committee of the Communist Party of China and enhance the attractiveness of Hong Kong to talents from both the Mainland and overseas, would the HKSAR Government inform this Committee of the following:

1. the professional background, places of origin and sector distribution of the approved talents since the launch of the Top Talent Pass Scheme, how the Government evaluates the contributions of these talents to Hong Kong’s economy and industry development, and whether the Government will consider making adjustments to the eligibility of the Scheme or expanding the list of eligible institutions having regard to industry needs;
2. the specific strategies to attract international high-calibre talents to Hong Kong for development, such as whether a co-operation mechanism will be established with top-notch universities, research institutes or enterprises around the world;
3. regarding the actual needs of incoming talents in working and living in Hong Kong, what measures are in place to further incentivise them to stay in Hong Kong, such as support for their accommodation, children’s education and career development.

Asked by: Hon LEE Wai-king, Starry (LegCo internal reference no.: 38)

Reply:

1. Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 28 February 2025, a total of 98 614 applications have been approved. A breakdown of the number of approved applications by region is tabulated below:

| Region            | Number of persons |
|-------------------|-------------------|
| Mainland China    | 93 465            |
| Canada            | 1 024             |
| The United States | 916               |
| Australia         | 665               |
| Singapore         | 357               |
| Others            | 2 187             |
| <b>Total</b>      | <b>98 614</b>     |

The Immigration Department adjusted the application procedures on 1 March 2023, requiring applicants with work experience to declare the sectors of their occupations. From 1 March 2023 to 28 February 2025, 79 186 applicants with work experience among the approved applicants declared the industries/sectors of their previous occupations as required, and the breakdown is tabulated below:

| Industry/sector  | Number of persons |
|--|-------------------|
| Financial services   | 13 465            |
| Commerce and trade   | 12 877            |
| Innovation and technology  | 11 653            |
| Information and communication technology services                                    | 8 492             |
| Manufacturing industries   | 4 056             |
| Engineering and Construction   | 3 760             |
| Business support and Human resources   | 3 444             |
| Academic research and education  | 2 937             |
| Medical and healthcare services (including Chinese medicine and veterinary medicine) | 2 324             |
| Marketing/Public relations   | 2 190             |
| Architecture and Surveying   | 1 904             |
| Legal and Dispute resolution services  | 1 857             |
| Accounting services  | 1 696             |
| Arts and culture   | 1 389             |
| Insurance/Brokerage services   | 889               |
| Logistics and Transport  | 807               |
| Environmental technology services  | 790               |

| Industry/sector                         | Number of persons |
|---|-------------------|
| Broadcasting and Entertainment          | 590               |
| Catering services                       | 473               |
| Creative industries and Performing arts | 363               |
| Tourism                                 | 267               |
| Recreation and Sports                   | 235               |
| Government-related                      | 183               |
| Aviation                                | 166               |
| Agriculture                             | 120               |
| Maritime services                       | 95                |
| Religious organisations                 | 5                 |
| Others                                  | 2 159             |
| <b>Total</b>                            | <b>79 186</b>     |

The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation and information technology services, and commerce and trade, etc., which are all key industries of Hong Kong. Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong's economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product.

LWB will learn about TTPS entrants' employment status in Hong Kong through their applications for extension of stay. It will also continue to keep track of the local manpower situation and needs, and review the arrangements under TTPS in a timely manner.

2. To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the Hong Kong Talent Engage (HKTE) has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. Since its establishment in October 2023 up to February 2025, HKTE has conducted 47 outreach visits to the Mainland and overseas, including countries such as the United Kingdom, Germany, Canada, Malaysia, Singapore, South Korea, Vietnam, Saudi Arabia and the United Arab Emirates, etc. During the visits, HKTE would meet with representatives of eligible universities under TTPS and other prominent tertiary institutions, chambers of commerce and trade associations with a view to building a close and extensive network to get across the latest local talent information to target talents in a focused manner. In addition, HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are



also invited to visit their hometowns and share the experience of their development in Hong Kong.

HKTE will continue to expand the network of working partners by collaborating with local and international research institutions (e.g. Hong Kong Science and Technology Youth Federation, Hong Kong Young Scientist Association and TUM.AI, a German innovation and technology institution, etc.), and student associations (e.g. AIESEC global and Young Founders' Club of Germany, etc.). Through these networks, HKTE reaches out to and keeps contact with international high-calibre talents to attract them to pursue development in Hong Kong.

3. HKTE has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for supporting services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater to the needs of incoming talents, HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. As for the housing needs of incoming talents, HKTE will invite its housing and integrated settlement services partners to give advice and assistance. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. It is envisioned that such work can help incoming talents and their families to stay in Hong Kong for long-term development.

The role of the Government is not merely to provide the necessary support for talents, but also to continue the efforts in boosting the economy and the growth of emerging industries so as to provide a favourable environment for the development of local and overseas talents. This would provide concrete support for the establishment of an international hub for high-calibre talents.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)115****(Question Serial No. 1430)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (3) Manpower Development, (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the Quality Migrant Admission Scheme (QMAS), would the Government inform this Committee of the following:

- (1) the total number of applications approved in the past 3 years, and the total number of persons (including dependants) who have arrived in Hong Kong under the QMAS so far;
- (2) the distributions of the nationality, industry engaged, occupation and income of the persons (including applicants and dependants) who have come to Hong Kong under the QMAS;
- (3) on inviting top and leading talents to come to Hong Kong for development, the determining factors for choosing industries and the criteria for selecting talents;
- (4) the trades included in skilled trades facing manpower shortage?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 26)Reply:

- (1) A total of 27 436 applications were approved under the Quality Migrant Admission Scheme (QMAS) in the past 3 years. A breakdown by year is as follows:

| 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|---------|---------|----------------------------------|
| 4 478   | 13 631  | 9 327                            |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

The Immigration Department (ImmD) has been keeping the statistics of talents and dependants admitted to Hong Kong under QMAS since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Persons admitted to Hong Kong under QMAS | 2023          | 2024          | 2025<br>(as at February) |
|--|---------------|---------------|--------------------------|
| Applicant                                | 12 276        | 9 981         | 1 910                    |
| Dependant                                | 21 544        | 18 438        | 3 773                    |
| <b>Total</b>                             | <b>33 820</b> | <b>28 419</b> | <b>5 683</b>             |

- (2) The breakdowns of the numbers of approved applicants under QMAS by region and industry/sector in the past 3 years are tabulated below:

| Region            | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------|--------------|---------------|----------------------------------|
| Mainland China    | 4 303        | 13 427        | 9 138                            |
| Australia         | 38           | 41            | 43                               |
| Canada            | 44           | 42            | 36                               |
| The United States | 28           | 38            | 35                               |
| Others            | 65           | 83            | 75                               |
| <b>Total</b>      | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

| Industry/Sector                                       | 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|---|---------|---------|----------------------------------|
| Financial and accounting services                     | 1 446   | 4 354   | 2 524                            |
| Information technology and telecommunications         | 1 018   | 3 296   | 2 167                            |
| Commerce and trade                                    | 232     | 960     | 941                              |
| Business support and human resources                  | 250     | 984     | 668                              |
| Manufacturing industries                              | 279     | 794     | 638                              |
| Architecture, surveying, engineering and construction | 246     | 626     | 425                              |
| Human health and veterinary services                  | 175     | 538     | 403                              |
| Legal services  | 191     | 498     | 345                              |
| Academic research and education                       | 311     | 504     | 342                              |
| Logistics and transportation                          | 69      | 171     | 135                              |
| Broadcasting and entertainment                        | 46      | 126     | 93                               |
| Sports  | 13      | 40      | 66                               |

| Industry/Sector      | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|----------------------|--------------|---------------|----------------------------------|
| Catering and tourism | 19           | 61            | 61                               |
| Arts and culture     | 36           | 106           | 41                               |
| Others               | 147          | 573           | 478                              |
| <b>Total</b>         | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under the QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain the statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

- (3) The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which QMAS seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.
- (4) According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)116**

**(Question Serial No. 1434)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development  
(4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It has been over 2 years since the launch of the Top Talent Pass Scheme (TTPS). In this connection, would the Government inform this Committee of the following:

- (1) the total numbers of approved applications and incoming talents (together with their dependants) since the launch of the TTPS;
- (2) among those whose first visas have expired, the number of applicants who have successfully renewed their visas, and the average length of stay for the new visas granted; the percentage of successful renewals; the common reasons for denying renewals; and
- (3) whether the Government has compiled any statistics on the employment status of the applicants in Hong Kong; if so, the occupations and income distribution?

Asked by: Hon LEUNG Man-kwong (LegCo internal reference no.: 30)

Reply:

- (1) Since the launch of the Top Talent Pass Scheme (TTPS) from 28 December 2022 up to 28 February 2025, a total of 98 614 applications have been approved, among which 81 997 talents have arrived in Hong Kong. During the same period, a total of 111 030 dependants have been approved for admission to Hong Kong under TTPS, of which 93 768 have arrived in Hong Kong.
- (2) The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time. Based on preliminary observations, we consider the status of extension of stay satisfactory.

- (3) Under TTPS, persons admitted to Hong Kong, upon expiry of their first visas, must have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation and information technology services, and commerce and trade, which are all key industries of Hong Kong. Their salaries were generally higher than the average salaries in Hong Kong, with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents were \$100,000 or above, while those of some 10% were even \$200,000 or above.

LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)117**

**(Question Serial No. 3035)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in paragraph 151 of the Budget Speech that the Government makes every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. In this connection, would the Government inform this Committee of the following:

1. What is the specific definition of “top and leading talents”? Will it be focused on fields such as artificial intelligence (AI)? If yes, what are the details? If not, what are the reasons?
2. When will the specific plan be announced?

Asked by: Hon LEUNG Mei-fun, Priscilla (LegCo internal reference no.: 9)

Reply:

The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments (including but not limited to the field of artificial intelligence) of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)118**

**(Question Serial No. 1735)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title):

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The key task of the Electrical and Mechanical Services Department in 2025-26 is to provide support to the Urban Renewal Authority for implementation of the Lift Modernisation Subsidy Scheme, which provides financial incentive and appropriate professional support to eligible owners of private residential or composite (commercial/residential uses) buildings, so as to encourage them to carry out lift modernisation works, thereby enhancing the safety of aged lifts. In light of the shortage of lift workers and increasing number of lift works at present, the Labour and Welfare Bureau (LWB) estimates that the Vocational Training Council will increase the trainee places provided in vocational training from 198 200 in the 2024/25 academic year to 203 090 in the 2025/26 academic year. Would the LWB inform this Committee of the number of additional trainee places to be provided for lift works-related training in the 2025/26 academic year?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 5)

Reply:

The number of trainee places provided under vocational training refers to the quotas for in-service training courses. In the 2025/26 academic year, the Vocational Training Council (VTC) will increase the trainee places under vocational training by 4 890 compared to the revised estimate for the 2024/25 academic year. The increase is mainly due to the provision of short courses on vocational training covering areas such as finance, management, information technology, languages and communications, etc. In the 2025/26 academic year, the VTC plans to offer about 1 100 trainee places for training courses related to the lift/elevator industry, including professional diploma courses as well as foundational and upskilling in-service training courses. The number of places is similar to that of the 2024/25 academic year. When planning the quotas for in-service training courses, the VTC takes into account factors such as market conditions in the lift/escalator engineering industry and the estimated enrolment number. Apart from in-service training courses, the VTC also makes available other training pathways, such as the Apprenticeship Scheme, to meet the local manpower demand in lift/escalator engineering. The VTC will continue to maintain close communication with the industry and adjust the number of places where necessary.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)119**

**(Question Serial No. 2337)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Question: Regarding the training of skilled workers for the local high-end manufacturing industries, would the Bureau please provide the following information:

- (a) Did the Bureau reserve any resources in the estimates for the training of skilled workers for high-end manufacturing industries?
- (b) Did the Bureau estimate the training demand of skilled workers for high-end manufacturing industries for the next few years?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 32)

Reply:

(a) and (b)

According to the report on the 2023 Manpower Projection published by the Labour and Welfare Bureau in 2024, it is projected that by 2028, the manpower demand in the manufacturing industry (including the advanced manufacturing industry) will increase from 78 300 in 2023 to 99 900 in 2028. There will be a shortage of 9 000 to 14 000 workers in the industry, with over half of them being “skilled technical workers”. Occupations of high demand include technicians for the installation and maintenance of advanced manufacturing facilities, automation/robotics engineers, etc. The relevant projection results will help in the planning of policies related to manpower and training.

Currently, the training of technical personnel in the advanced manufacturing industry is mainly funded by the Innovation and Technology Commission (ITC) under the Innovation, Technology and Industry Bureau and the Education Bureau (EDB). To encourage the manufacturing industry (including the advanced manufacturing industry) to upgrade and transform through the use of innovation and technology, and to promote the development of new industrialisation in Hong Kong, the New Industrialisation and Technology Training Programme under the Innovation and Technology Fund subsidises local enterprises on a Government:enterprise (2:1) matching basis to train their staff in advanced technologies,

especially those related to new industrialisation. The ITC anticipates that the number of training sessions to be funded under the training programme will be 2 904 in 2025. The ITC is unable to provide the relevant estimates.

The Vocational Training Council also utilises the recurrent subvention from the EDB to provide the training required by relevant industries, including the Higher Diploma in Mechanical Engineering, Higher Diploma in Artificial Intelligence and Robotics, Higher Diploma in Computer and Data Engineering, and Professional Diploma in Innovative Industrial Engineering, etc. The estimated expenditure involved has been incorporated into the overall accounts, therefore the itemised figures cannot be provided.

In addition, the Office for Attracting Strategic Enterprises (OASES) is dedicated to attracting enterprises from industries of strategic importance to Hong Kong (including the advanced manufacturing industry) to pursue development in Hong Kong. It also actively promotes and encourages these strategic enterprises that have established their presence in Hong Kong to consider participating in the talent training programmes launched by the Government to provide support for talent cultivation. Meanwhile, OASES has also been promoting and encouraging these strategic enterprises to engage with universities and research institutes to discuss potential research collaborations and matters related to talent development, so that there would be more avenues to nurture talents to meet the needs of the enterprises. OASES has a dedicated team of three members for advanced manufacturing and new energy technology. The resources allocated for the salary costs for this team is \$3.2 million in 2025/26. The main tasks of the team are to identify strategic enterprises in the fields of advanced manufacturing and new energy technology around the globe, attract and assist them in establishing and/or expanding their businesses in Hong Kong, such as setting up international regional headquarters, research centres, treasury centres, etc., and to promote talent development and training within the industries.

With the development of technology, advanced industries and “new industrialization”, the market demand for talents and training in the advanced manufacturing industry will continue to rise. The policy bureaux/departments will flexibly utilise the resources and continuously train the talents needed for the advanced manufacturing industry.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)120**

**(Question Serial No. 2338)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the “One Examination, Multiple Certification” (OEMC) arrangement, would the Government please provide the following information:

- (a) the number of Hong Kong residents enrolled for the OEMC examinations, the number and proportion of persons who passed the examinations and obtained the relevant certificates, the number and proportion of persons who secured employment with a breakdown by trade in the past 3 years;
- (b) the expenditure and manpower allocation of the Vocational Training Council (VTC) for the implementation of the OEMC arrangement in the past 3 years;
- (c) starting from 2025-26, the VTC will provide examination fee subsidies to Hong Kong residents who pass the examinations under the OEMC arrangement. Please provide the estimated number of persons benefitting from the initiative and the amount of subsidies in 2025-26, with a breakdown by trade.

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 33)

Reply:

The Labour and Welfare Bureau (LWB) subvents the Vocational Training Council (VTC) to provide various types of vocational training and related services, including the implementation of the “One Examination, Multiple Certification” (OEMC) arrangement for the beauty and hairdressing industries. The day-to-day operation of the implementation of the OEMC arrangement (including the coordination of examination-related matters in the Mainland, Hong Kong and Macao) is mainly handled by an executive assistant of the VTC under the supervision of its management. The VTC has been allocating the subvention flexibly to provide different services and does not keep a breakdown of the expenditure for the implementation of the OEMC arrangement.

Starting from 2025/26, the VTC will provide an examination fee subsidy of \$1,000 each to Hong Kong residents who pass the OEMC examinations of the beauty and hairdressing industries. Assuming that there are 100 candidates passing the examination in each of the two industries, the estimated amount of subsidies to be provided in 2025/26 is about \$200,000. The LWB does not need to provide VTC with additional subvention for this purpose.

No Hong Kong residents have enrolled for the OEMC examinations of the beauty and hairdressing industries in the past three years. The VTC will enhance promotional efforts on the OEMC arrangement and the subsidy arrangement from 2025/26 onwards through various channels such as social media platforms, newspapers, magazines, physical publicity activities (e.g. trade exhibitions, distribution of publicity leaflets to practitioners, etc), with a view to attracting more Hong Kong residents to enroll for the examinations.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)121**

**(Question Serial No. 2340)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Vocational Professionals Admission Scheme can help replenish the manpower of skilled workers. Applications for the two-year scheme will be open upon graduation of the first batch of eligible non-local students enrolled in designated full-time Vocational Training Council Higher Diploma programmes in mid-2026. Has the Government considered expanding the scheme to include more eligible programmes for sectors or trades currently facing shortage in Hong Kong and working out a corresponding estimate?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 35)

Reply:

Education is the key to nurturing talent. The Education Bureau (EDB) supports the Vocational Training Council (VTC) through subvention to provide vocational and professional education and training (VPET), including offering a wide range of full-time and part-time VPET programmes which lead to formal qualifications from post-secondary three up to the Master's degree level. The programmes offered cover a spectrum of disciplines, including business; child care, elderly and community services; design; engineering; health and life sciences; hospitality and information technology, etc. The Labour and Welfare Bureau (LWB) subvents the VTC to offer short-term training courses that do not lead to the formal qualifications, covering industries such as engineering, business, hospitality and information technology, etc.

To implement the Vocational Professionals Admission Scheme (VPAS), the LWB will allocate \$7.7 million to the VTC in 2025/26 for promotion and publicity in the Mainland and other regions, development of information technology systems and administration of the scheme.

The VTC offers a total of 109 full-time Higher Diploma programmes, among which 27 programmes meeting the following three criteria were designated as VPAS eligible programmes (eligible programmes) in the 2024/25 academic year. These programmes (1) relate to the trades essential for sustainable development of Hong Kong, but with acute local

manpower shortage in specific occupations which have to be filled only by trained or even licensed technicians; (2) provide training in technical skills as necessary for occupations mentioned under (1), and (3) encounter difficulties in enrolment of sufficient local students to ensure steady supply of manpower for the relevant technical occupations to meet the market demand. The 27 eligible programmes fall under five technical trades, which are aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime.

As many technical trades are still facing manpower shortage, the Government will increase the number of eligible programmes by adding seven additional technical trades in the 2025/26 academic year, covering environmental conservation, healthcare, life and health technology, laboratory service, e-commerce, property management, and automobile engineering. The number of eligible programmes will be increased to 34 in the 2025/26 academic year. The LWB will closely monitor the implementation of the pilot scheme and review it in the light of actual circumstances.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)122**

**(Question Serial No. 3207)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In view of the current shortage of manpower in multiple industries, there is a need to train more local vocational and professional talents. The Labour and Welfare Bureau's estimated subvention to the Vocational Training Council for 2025-26 is 0.2% less than that for 2024-25. Would the Secretary please advise which items are having a reduction in subvention, and whether vocational and professional training will be affected?

Asked by: Hon LEUNG Tsz-wing, Dennis (LegCo internal reference no.: 37)

Reply:

The Labour and Welfare Bureau (LWB) provides subvention to the Vocational Training Council (VTC) for the provision of vocational training including in-service short courses, the Apprenticeship Scheme, the Vocational Professionals Admission Scheme (VPAS) and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification. In 2025-26, the LWB will continue to provide additional resources for the VTC to conduct preparatory work of the VPAS, provide registered apprentices with additional training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades.

Although the estimated overall subvention to the VTC is slightly lower than that in 2024-25, we are confident that the VTC will flexibly deploy resources and implement strategic measures to enhance cost-effectiveness, thereby ensuring that vocational training services remain unaffected.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)123**

**(Question Serial No. 3245)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Matters Requiring Special Attention that the Government will “monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme, and roll out enhancement measures to reform various aspects of the talent admission regime”. In this connection, would the Government inform this Committee of the following:

1. what are the respective staff establishment and estimated expenditure of the department involved in the related “talent admission schemes” in the coming year?
2. the respective numbers of applications for admission to Hong Kong and approvals under various existing talent admission schemes in the past year in tabular form. What is the employment status of these talents upon arrival in Hong Kong? Has the Government compiled statistics on the distribution of their industries and their monthly salaries?
3. On “monitoring the admission of talents and rolling out enhancement measures to reform various aspects of the talent admission regime” as stated in the Programme, has the Government drawn up a specific timetable? In order to maintain the competitiveness of various talent admission schemes and effectively meet the local manpower needs, has the Government considered relaxing the flexibility of the review mechanism or even introducing random vetting of applicants’ academic qualifications, application purposes and work experience, etc., with a view to minimising different kinds of misuse and utilising the resources of talents admitted properly? If yes, what are the details?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 19)

Reply:

1. The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in 2025-26 are tabulated below:

| Talent admission scheme  |  | 2025-26 |
|--|--|---------|
| Top Talent Pass Scheme (TTPS)  | Staff establishment<br>(Number of posts) | 15      |
|  | Salary costs*<br>(\$'000)                | 12,750  |
| General Employment Policy (GEP)&   | Staff establishment<br>(Number of posts) | 28      |
|  | Salary costs*<br>(\$'000)                | 21,780  |
| Admission Scheme for Mainland Talents and Professionals (ASMTP)                            | Staff establishment<br>(Number of posts) | 23      |
|  | Salary costs*<br>(\$'000)                | 16,210  |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | Staff establishment<br>(Number of posts) | 14      |
|  | Salary costs*<br>(\$'000)                | 9,430   |
| Technology Talent Admission Scheme (TechTAS)   | Staff establishment<br>(Number of posts) | 3       |
|  | Salary costs*<br>(\$'000)                | 2,680   |
| Quality Migrant Admission Scheme (QMAS)  | Staff establishment<br>(Number of posts) | 114     |
|  | Salary costs*<br>(\$'000)                | 91,370  |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | Staff establishment<br>(Number of posts) | 9       |
|  | Salary costs*<br>(\$'000)                | 6,100   |

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

2. The numbers of applications received and approved under the various talent admission schemes in 2024-25 (as at February 2025) are tabulated below:

| Talent admission scheme | Number of applications received | Number of applications approved |
|-------------------------|---------------------------------|---------------------------------|
| TTPS                    | 45 858                          | 36 785                          |
| GEP                     | 33 628                          | 31 600                          |
| ASMTP                   | 26 611                          | 23 743                          |
| IANG                    | 26 185                          | 24 784                          |
| TechTAS                 | 137                             | 114                             |
| QMAS <sup>@</sup>       | 49 512                          | 9 327                           |
| ASSG                    | 136                             | 75                              |
| <b>Total</b>            | <b>182 067</b>                  | <b>126 428</b>                  |

Note: Applications approved in a year may not all be received in the same year.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

GEP

| Industry/Sector                 | Number of persons |
|---------------------------------|-------------------|
| Academic research and education | 2 420             |
| Arts/Culture                    | 2 300             |
| Tourism                         | 2 020             |
| Financial services              | 1 924             |
| Recreation and sports           | 1 627             |
| Commerce and trade              | 1 562             |
| Engineering and construction    | 1 268             |
| Catering services               | 485               |
| Medical and healthcare services | 329               |
| Information technology          | 285               |
| Architecture/Surveying          | 174               |
| Telecommunications              | 123               |
| Legal services                  | 104               |
| Manufacturing industries        | 104               |
| Biotechnology                   | 13                |
| Traditional Chinese medicine    | 1                 |
| Others                          | 16 861            |
| <b>Total</b>                    | <b>31 600</b>     |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 15 955            |
| \$20,000 - \$39,999  | 8 491             |
| \$40,000 - \$79,999  | 4 042             |
| \$80,000 or above    | 3 112             |
| <b>Total</b>         | <b>31 600</b>     |

ASMTTP

| Industry/Sector                 | Number of persons |
|---------------------------------|-------------------|
| Commerce and trade              | 3 979             |
| Academic research and education | 3 968             |
| Arts/Culture                    | 3 752             |
| Recreation and sports           | 3 183             |
| Engineering and construction    | 2 625             |
| Financial services              | 2 156             |
| Information technology          | 1 121             |
| Tourism                         | 288               |
| Medical and healthcare services | 204               |
| Telecommunications              | 182               |
| Catering services               | 153               |
| Manufacturing industries        | 147               |
| Legal services                  | 86                |
| Biotechnology                   | 56                |
| Architecture/Surveying          | 47                |
| Traditional Chinese medicine    | 9                 |
| Others                          | 1 787             |
| <b>Total</b>                    | <b>23 743</b>     |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 10 238            |
| \$20,000 - \$39,999  | 8 201             |
| \$40,000 - \$79,999  | 4 084             |
| \$80,000 or above    | 1 220             |
| <b>Total</b>         | <b>23 743</b>     |

TechTAS

| Industry/Sector                     | Number of persons |
|-------------------------------------|-------------------|
| Artificial intelligence             | 39                |
| Biotechnology                       | 10                |
| Financial technologies              | 9                 |
| Cybersecurity                       | 9                 |
| Data analytics                      | 8                 |
| Microelectronics                    | 8                 |
| Green technology                    | 6                 |
| Material science                    | 6                 |
| Integrated circuit design           | 6                 |
| Robotics                            | 5                 |
| Advanced communication technologies | 5                 |
| Digital entertainment               | 2                 |
| The Internet-of-Things              | 1                 |
| Quantum technology                  | 0                 |
| <b>Total</b>                        | <b>114</b>        |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 0                 |
| \$20,000 - \$39,999  | 61                |
| \$40,000 - \$79,999  | 44                |
| \$80,000 or above    | 9                 |
| <b>Total</b>         | <b>114</b>        |

### QMAS

| Industry/Sector                                       | Number of persons |
|---|-------------------|
| Financial and accounting services                     | 2 524             |
| Information technology and telecommunications         | 2 167             |
| Commerce and trade                                    | 941               |
| Business support and human resources                  | 668               |
| Manufacturing industries                              | 638               |
| Architecture, surveying, engineering and construction | 425               |
| Human health and veterinary services                  | 403               |
| Legal services  | 345               |
| Academic research and education                       | 342               |
| Logistics and transportation                          | 135               |
| Broadcasting and entertainment                        | 93                |
| Sports  | 66                |
| Catering and tourism                                  | 61                |
| Arts and culture                                      | 41                |
| Others  | 478               |
| <b>Total</b>  | <b>9 327</b>      |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

### LANG

At present, over 90% of those coming to or staying in Hong Kong under LANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

3. As announced in the 2024 Policy Address, the Government will reform various aspects of the talent admission regime to build a quality talent pool for development and reinforce Hong Kong's status as an international hub for high-calibre talent. Some of the measures have already been implemented. For example, with effect from November 2024, the list of eligible universities under TTPS has been expanded by adding 13 top Mainland and overseas universities; with effect from the day of announcement in the 2024 Policy Address, the validity period of the first visa of high-income talents under TTPS has been extended to 3 years; and starting from November 2024, the General Point Test under QMAS has been enhanced by adopting a more objective and clear scoring criteria, and streamlining the selection process.

Other enhancement measures will be rolled out progressively to trawl for talents, including the new mechanism soon to be introduced under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong; and the new channels to be provided in the first half of this year under GEP and ASMTTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

In respect of processing of applications, ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the various talent admission schemes must provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or work experience as well as any criminal convictions records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. ImmD has the power to conduct random checks and verifications on the information and documents submitted by applicants, including verifying the applicants' status with the organisations issuing the documents. ImmD will also conduct surprise inspections from time to time, including



on-site verifications against the employing company on the operating model, financial status and employee information, so as to determine the authenticity of the information provided by the applicant or his/her employing company when applying for a visa, entry permit or extension of stay.

Any person who knowingly and wilfully makes a statement or gives information that he/she knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from rejecting such applications, ImmD will also initiate criminal investigations into the cases concerned. Should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her place of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he/she will be subject to removal back to his/her place of origin.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)124**

**(Question Serial No. 0049)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding Matters Requiring Special Attention in 2025-26, the Bureau will enhance the talent admission regime including the Top Talent Pass Scheme (TTPS). In this connection, will the Government advise this Committee of the following:

1. To build Hong Kong into an international hub for high-calibre talents, it is imperative for the city to absorb talents from different countries and backgrounds. According to the information provided by the Government earlier, 32 566 applications from the Mainland were approved under the TTPS in the first 10 months of last year, accounting for about 94.8% of the total number of applications. How will the Government promote the scheme abroad so as to cast a wider net for talents?
2. In order to attract talents to settle down and take root in Hong Kong, it is rather crucial to let them acquire properties, secure employment and bring in their children to pursue studies in Hong Kong. In this connection, has the Government kept track of the TTPS and maintained statistics on the number of persons admitted into Hong Kong under the scheme who have acquired properties, secured employment and brought in their children to pursue studies in Hong Kong since its launch; if so, of the details; if not, the reasons for that?
3. There have been views that the Mainland's foreign exchange controls constitute inconvenience to Mainland talents in the acquisition of Hong Kong properties. Will the Government consider taking this matter into account in enhancing the talent admission regime and discussing it with the Mainland authorities; if so, of the details; if not, the reasons for that?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 11)

Reply:

1. Since its launch on 28 December 2022 up to 28 February 2025, the Top Talent Pass Scheme (TTPS) has received over 120 000 applications, of which nearly 99 000 were approved. About 40% of the applicants, approved according to their academic qualifications (i.e. Categories B and C), graduated from top-notch universities in the United States, Australia, the United Kingdom, Canada, etc. They are generally

younger with good academic qualifications and work experience, as well as rich international experience and global perspective. These talents can enrich the local talent pool and inject new impetus into the high-quality development of the Hong Kong economy.

To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the Hong Kong Talent Engage (HKTE) has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. Since its establishment in October 2023 up to February 2025, HKTE has conducted 47 outreach visits to the Mainland and overseas, including countries such as the United Kingdom, Germany, Canada, Malaysia, Singapore, South Korea, Vietnam, Saudi Arabia and the United Arab Emirates, etc. During the visits, HKTE would meet with representatives of eligible universities or institutions under TTPS, chambers of commerce and trade associations with a view to building a close and extensive network to get across the latest talent information to target talents in a focused manner. In addition, HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are also invited to visit their hometowns and share the experience of their development in Hong Kong.

In addition, HKTE leverages 6 social media platforms (i.e. Facebook, Instagram, LinkedIn, WeChat, Xiaohongshu and YouTube) and news platforms to conduct targeted promotion and timely feature positive news and posts, interesting stories of incoming talents, photos and videos to tell good stories of Hong Kong and trawl for more talents to come to Hong Kong for development.

In 2025, HKTE will continue to organise outreach publicity and promotional activities, and conduct no less than 15 visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities. HKTE will also stage the second Global Talent Summit • Hong Kong in the first quarter of 2026 to consolidate Hong Kong's position as an international hub for high-calibre talents and attract global talents and professionals to Hong Kong.

2. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, commerce and trade, etc., which are all key industries of Hong Kong. Their salaries were generally higher than the average salaries in Hong Kong, with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents were \$100,000 or above, while those of some 10% were even \$200,000 or above. The survey results also showed that the majority of the incoming talents were living in rental properties, while around 5% were living in self-owned properties. Moreover, 79% of the dependent children of TTPS entrants were studying or planned to study in Hong Kong.

LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

3. Relevant bureaux and departments of the Government have been in discussion with financial regulatory authorities in the Mainland on various cross-boundary remittance arrangements, such as how to provide more facilitation arrangements for the convenience and benefit of the public and the business sector while ensuring that the risks are manageable. For cross-boundary remittance arrangements for Mainland talents entering Hong Kong under TTPS, the relevant bureaux and departments will continue to, taking account of their practical needs (e.g. home ownership, setting up companies, investment), proactively explore facilitation arrangements with the Mainland authorities concerned.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)125****(Question Serial No. 1116)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

In Matters Requiring Special Attention in 2025-2026, the Government states that the Hong Kong Talent Engage will “leverage the six social media platforms (i.e. Facebook, Instagram, LinkedIn, WeChat, Xiaohongshu and YouTube) and news platforms to timely feature positive news and posts, interesting stories of incoming talents, photos and videos to tell good stories of Hong Kong, and interviews with industry and opinion leaders to provide authoritative information and insights to talents”. In this connection, will the Government inform this Committee of:

- (a) the manpower and resources allocated for 2024-25 and 2025-26 to execute this task; and
- (b) breakdown of the number of followers in respect of the six social media platforms in 2024 and the expected number in 2025?

Asked by: Hon LOONG Hon-biu, Louis (LegCo internal reference no.: 36)Reply:

- (a) The Hong Kong Talent Engage (HKTE) has 8 dedicated positions that are primarily responsible for publicity and marketing related tasks. They have different levels of involvement in promotional efforts on social media platforms and news platforms. The expenditures on publicity on the online platform ([www.hkengage.gov.hk](http://www.hkengage.gov.hk)) and 6 social media platforms in 2024-25 and 2025-26 are around \$15 million and around \$10 million respectively.
- (b) A breakdown of the number of followers of the 6 social media platforms of HKTE is tabulated as follows:

| Social media platform | 2024 (Actual) | 2025 (Estimate) |
|-----------------------|---------------|-----------------|
| Facebook              | 9 056         | 20 000          |
| Instagram             | 1 296         | 7 000           |
| LinkedIn              | 10 891        | 26 000          |
| Xiaohongshu           | 2 622         | 13 000          |
| WeChat                | 54 405        | 64 000          |
| YouTube               | 307           | 1 000           |

|       |        |         |
|-------|--------|---------|
| Total | 78 577 | 131 000 |
|-------|--------|---------|

Note: Official accounts commenced operation on Facebook, Instagram and YouTube on 5 April 2024, and Xiaohongshu on 6 November 2024.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)126**

**(Question Serial No. 1991)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Among the indicators, the number of trainee places provided under vocational training in the 2025/26 academic year is 8.3% lower than that in the last academic year. In this connection, would the Government inform this Committee of the following:

- a) What are the main reasons for the decrease in trainee places in the relevant year? In which areas of vocational training is the relevant decrease mainly found? What are the details?
- b) The enrolment rate in the 2023/24 academic year was 136% but the completion rate was only 96%, meaning that as much as 40% of the trainees were unable to complete their training despite the high enrolment rate. What are the reasons for that?

Asked by: Hon LUK Hon-man, Benson (LegCo internal reference no.: 15)

Reply:

- a) The number of trainee places for vocational training in the 2025/2026 academic year is 203 090, representing a decrease of 8.3% as compared with 221 570 places in the 2023/24 academic year. The Vocational Training Council (VTC) flexibly adjusts the number and types of training courses on offer to address manpower needs and market changes. In response to market demand, the VTC organised more short-term training sessions such as seminars and workshops in the 2023/24 academic year, covering various areas including health and life sciences, business, design, engineering, hospitality and tourism, and information technology. With an increase in these short-term training sessions, the number of training places in the academic year also rose accordingly. For the 2025/26 academic year, it is anticipated that there will be a significant increase in market demand for longer and more in-depth courses in areas such as health and life sciences, design, and information technology. Consequently, the VTC will offer more of such courses, with the number of trainee places reduced accordingly, but the training hours to be provided will increase by nearly 10% as compared with the 2023/24 academic year.

- b) Enrolment rate refers to the actual number of enrolments in the in-service training courses as a proportion of the target number of enrolments within a specified period. Completion rate refers to the number of trainees who have successfully completed the above courses/training as a proportion of the total number of trainees within a specified period. Enrolment rate and completion rate are not directly comparable. In 2023/24 academic year, the enrolment rate of 136% reflected the high demand for vocational training across sectors, resulting in the actual number of enrolments exceeding the target number, while the completion rate of 96% showed that the vast majority of trainees have completed the courses/training within the specified period.

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)127**

**(Question Serial No. 0882)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraph 249(b) of the Budget Speech that, with immediate effect, an application fee of \$600 will be charged under various talent and capital investor admission schemes. The visa fees, to be charged based on the duration of limit of stay, will be raised to \$600 or \$1,300. It is estimated that government revenue will increase by about \$620 million per annum. In this connection, will the Government inform this Committee of the following:

1. The visa application fee has more than doubled with immediate effect. The Government explained that this measure is put forth due to the substantial administrative resources required in processing visa-related applications. Has the Government calculated the actual administrative cost of processing each type of visa application? If so, please provide the relevant statistics in detail.
2. According to the Government, the fee adjustment was made with reference to overseas practice. Please tabulate the relevant figures of fees charged in overseas jurisdictions that the Government has studied or made reference to, and further elaborate on the specific justifications for raising various visa fees to \$600 or \$1,300?
3. There are views that a substantial increase in visa fees may affect the willingness of some talents to stay in Hong Kong. Will the Government consider reallocating a reasonable amount of the revenue from adjusted visa fees to enhance existing talent support policies, thereby strengthening support for those staying in Hong Kong and assisting in their career development?

Asked by: Hon MA Fung-kwok (LegCo internal reference no.: 5)

Reply:

- (1) The various admission schemes for talent and capital investors have been well received since their introduction or enhancement. Taking talent admission schemes as an example, the number of applications has soared from around 58 000 in 2022 to more than 221 000 in 2023 and around 208 000 in 2024, representing an increase of more than 250%. Processing such applications involved substantial administrative resources. The Government has therefore decided to introduce a universal application fee and increase the visa/entry permit issuance fees for applications under these admission

schemes. The current fee levels are in general pegged to the average administrative costs of processing the applications and issuing visas/entry permits, thereby reflecting the “users pay” principle. Based on the available statistics for the period from early 2023 to end August 2024, we have estimated the annual caseload of the applications received and approved in the next three years. On this basis, the estimated additional revenue arising from the new fee structure will be approximately \$620 million per annum in the coming three financial years, and the exact amount is subject to the actual numbers of applications received and approved.

(2) and (3)

When determining the fee levels, the Government has drawn reference to those for similar applications in overseas jurisdictions including Singapore, the United Kingdom, Australia, New Zealand, etc. Applicants for work or resident visas in these jurisdictions are required to pay fees at different stages of their application process, such as submission and approval of application and/or issuance of visa. The details are set out in the table below:

| Jurisdiction   | Application fee | Visa issuance fee | Other fees   |
|----------------|-----------------|-------------------|--------------|
| Singapore      | ~HK\$600        | ~HK\$1,300        | -            |
| United Kingdom | ~HK\$7,000      | -                 | ~HK\$10,000* |
| Australia      | ~HK\$24,000     | -                 | -            |
| New Zealand    | ~HK\$7,000      | -                 | -            |

\* This refers to the immigration health surcharge.

With reference to the fees charged for similar applications in overseas jurisdictions, we are of the view that the new fee level is modest and certainly affordable to talents and capital investors targeted by our Admission Schemes. Indeed, Hong Kong’s attraction lies not in the low application cost for admission, but our abundant development opportunities as an international city with pivotal institutional strengths and the country’s gateway to the world. The revenue generated from the new fees will be credited to the General Revenue. The Government will allocate resources to various public services and streams of work, including ongoing provision of talent support services, in accordance with established mechanism.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)128**

**(Question Serial No. 3060)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme (4), the Labour and Welfare Bureau has been endeavouring to attract global talents to Hong Kong. It has drawn up the Talent List of Hong Kong for attracting high-quality talents in an effective and focused manner to support Hong Kong's development into a high value-added and diversified economy. Please set out the total number of applications received by the Government, categorised by the 9 industry segments, under the relevant admission schemes in each of the recent 3 years. Among the applications, how many have or have not been approved, and how many are being processed? What is the average time required for processing an application? What are the manpower and expenditure involved in processing the applications this year? With the expansion of the Talent List, will the Government increase the manpower for processing applications under the relevant admission schemes in the coming year? If yes, what are the details? Will the Government consider further expanding the scope of the Talent List by including professions such as artisans and pilot-scale test coordination managers to expedite technology transfer and commercialisation in the midstream and downstream industries of Hong Kong? If yes, what are the details? If not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 227)

Reply:

The Talent List has been applied to the Quality Migrant Admission Scheme (QMAS) since its first promulgation in 2018 and has been extended to the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) since end-2022.

The breakdowns of the numbers of applications that met the eligibility criteria under the Talent List and the numbers of approved applications under the above 3 talent admission schemes by the 9 industry segments since 2023 up to February 2025 are tabulated as follows:

| Industry segment on the List                           |  | 2023 | 2024 | 2025<br>(as at February) |
|--|--|------|------|--------------------------|
| Business Support#                                      | Number of applications that met the eligibility criteria under the Talent List | 8    | 22   | 5                        |
|  | Number of applications approved  | 8    | 22   | 5                        |
| Creative Industries, Arts and Culture, Performing Arts | Number of applications that met the eligibility criteria under the Talent List | 28   | 56   | 39                       |
|  | Number of applications approved  | 28   | 56   | 39                       |
| Development and Construction#                          | Number of applications that met the eligibility criteria under the Talent List | 119  | 133  | 25                       |
|  | Number of applications approved  | 114  | 137  | 25                       |
| Environmental Technology Services                      | Number of applications that met the eligibility criteria under the Talent List | 17   | 27   | 11                       |
|  | Number of applications approved  | 17   | 27   | 11                       |
| Financial Services                                     | Number of applications that met the eligibility criteria under the Talent List | 193  | 150  | 31                       |
|  | Number of applications approved  | 174  | 168  | 31                       |
| Healthcare Services#                                   | Number of applications that met the eligibility criteria under the Talent List | 9    | 54   | 5                        |
|  | Number of applications approved  | 9    | 54   | 5                        |
| Innovation and Technology                              | Number of applications that met the eligibility criteria under the Talent List | 149  | 186  | 21                       |
|  | Number of applications approved  | 133  | 199  | 23                       |
| Legal and Dispute Resolution Services                  | Number of applications that met the eligibility criteria under the Talent List | 13   | 25   | 14                       |
|  | Number of applications approved  | 13   | 25   | 14                       |
| Aviation and Shipping                                  | Number of applications that met the eligibility criteria under the Talent List | 15   | 28   | 9                        |
|  | Number of applications approved  | 14   | 29   | 9                        |

| Industry segment on the List |   | 2023       | 2024       | 2025<br>(as at February) |
|------------------------------|---|------------|------------|--------------------------|
| <b>Total</b>                 | <b>Number of applications that met the eligibility criteria under the Talent List</b> | <b>551</b> | <b>681</b> | <b>160</b>               |
|                              | <b>Number of applications approved</b>  | <b>510</b> | <b>717</b> | <b>162</b>               |

Note1: Applications approved in a year may not all be received in the same year.

Note2: The number of applications approved under QMAS refer to the number of successful cases passing the selection exercise.

# The industry segment was incorporated into the Talent List subsequent to a review in May 2023.

As at end-February 2025, none of the applications that met the eligibility criteria under the Talent List in the above 9 industry segments has been rejected. The Immigration Department (ImmD) does not maintain statistics on the number of applications which claim to fall under the professions on the Talent List but fail to meet the relevant criteria upon verification. Among the applicants who met the eligibility criteria under the Talent List, the applications of 2 QMAS applicants are yet to be discussed by the Advisory Committee on Admission of Quality Migrants and Professionals (Advisory Committee).

Assessments on the applications for visas/entry permits submitted under GEP and ASMTTP can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. The processing of applications under QMAS involves consultation with the Advisory Committee or the Government's Assessment Panel, etc., thus the processing time will be slightly longer and vary depending on individual circumstances.

The staff establishment and salary costs of ImmD in processing applications under GEP, ASMTTP and QMAS in 2024-25 are tabulated below:

| Talent admission scheme |  | 2024-25 |
|-------------------------|--|---------|
| GEP&                    | Staff establishment<br>(Number of posts) | 28      |
|                         | Salary costs*<br>(\$'000)                | 21,150  |
| ASMTTP                  | Staff establishment<br>(Number of posts) | 23      |
|                         | Salary costs*<br>(\$'000)                | 15,740  |
| QMAS                    | Staff establishment<br>(Number of posts) | 114     |
|                         | Salary costs*<br>(\$'000)                | 88,710  |

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

ImmD will continue to closely monitor the demand for application under the relevant schemes and deploy manpower and existing resources as appropriate to handle the relevant work, with a view to continuously providing flexible, highly efficient and quality services.

A new round of review of the Talent List was completed in February this year. The updated Talent List, which has taken effect since 1 March, includes talents required for the development of industries related to the “eight centres”. As a living instrument reflecting the latest market demand for outside talents, the Government will conduct timely reviews in the light of the situation. Relevant industries will be assessed by the bureaux and departments concerned. If it is identified that talents of the specific professions/occupations on the Talent List are readily available in the local employment market, or if there is a shortage of professionals in certain industry segments but not included on the List, the Government will propose modifications to the List after considering relevant factors and confirming that the modifications are fully justified.

For professions/occupations not on the Talent List, employers with proven difficulties in local recruitment may still admit talents from outside Hong Kong to fill vacancies. The relevant bureaux and departments will also closely engage with industry stakeholders and provide them with appropriate support through other measures.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)129**

**(Question Serial No. 0957)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since its establishment in 1992, the Employees Retraining Board (ERB) has been providing comprehensive and diversified training and retraining services for the local workforce. The 2024 Policy Address announced that the Government has accepted the recommendations of a review report to introduce a policy initiative of reforming the ERB and vigorously strengthening the training of local workers. The role and positioning of the ERB will be enhanced from providing employment-related training targeted at low-skilled workers to devising skills-based training programmes and strategies for the entire workforce. Please inform this Committee of the following:

1. the information on the number, age distribution and educational attainment of the trainees enrolled in ERB courses (including placement-tied courses, generic skills courses, courses for special service targets, youth training courses, skills upgrading courses and training courses for ethnic minorities) in the past 5 years and whether the trainees have special educational needs (SEN);
2. the number of in-service trainees by age and educational attainment in the past 5 years; and
3. given that the service target of ERB courses has been expanded to include citizens with higher educational attainment, whether the ERB has any plan to conduct surveys on aspects such as the preferences and training needs of citizens with high educational attainment and the demands in the job market, and to formulate corresponding measures for attracting citizens with high educational attainment to enrol in its courses and providing them with relevant employment support; and whether the ERB has planned to collaborate with academic institutions or higher education institutions in enhancing the recognition of and broadening the reach of its courses; if so, the details; if not, the reasons.

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 15)

Reply:

1. The breakdowns of intakes in the courses of the Employees Retraining Board (ERB) in the past 5 years (i.e. 2020-21 to 2024-25) by age group and educational attainment are as follows:

| Age Group   | Number of Intakes |         |         |         |                                     |
|-------------|-------------------|---------|---------|---------|-------------------------------------|
|             | 2020-21           | 2021-22 | 2022-23 | 2023-24 | 2024-25<br>(as at 28 February 2025) |
| 15 - 19     | 1 017             | 1 237   | 1 018   | 1 538   | 1 848                               |
| 20 - 29     | 8 476             | 10 237  | 8 576   | 7 457   | 7 334                               |
| 30 - 39     | 15 438            | 19 855  | 18 180  | 15 927  | 15 584                              |
| 40 - 49     | 24 774            | 31 686  | 30 244  | 28 490  | 28 139                              |
| 50 - 59     | 35 127            | 45 374  | 43 756  | 40 494  | 39 485                              |
| 60 or above | 28 476            | 41 308  | 48 551  | 52 433  | 54 070                              |
| Total       | 113 308           | 149 697 | 150 325 | 146 339 | 146 460                             |

| Educational Attainment               | Number of Intakes |         |         |                         |                                     |
|--------------------------------------|-------------------|---------|---------|-------------------------|-------------------------------------|
|                                      | 2020-21           | 2021-22 | 2022-23 | 2023-24                 | 2024-25<br>(as at 28 February 2025) |
| Secondary 3 or lower                 | 32 819            | 41 128  | 41 447  | 41 850                  | 40 302                              |
| Secondary 4 to 7                     | 58 540            | 77 634  | 79 028  | 84 229                  | 81 669                              |
| Diploma to sub-degree                | 14 924            | 19 634  | 19 507  | 20 237                  | 20 722                              |
| Above sub-degree <sup>Note (i)</sup> | 7 025             | 11 301  | 10 343  | 23 <sup>Note (ii)</sup> | 3 767                               |
| Total                                | 113 308           | 149 697 | 150 325 | 146 339                 | 146 460                             |

The ERB does not keep information on trainees with special educational needs.

Notes:

- (i) The ERB launched the “Love Upgrading Special Scheme” from 2019-20 to 2022-23 and the “Love IT • Upgrading Scheme” in 2024-25. All eligible persons could participate in the schemes irrespective of their educational attainment. The same applies hereinafter.
- (ii) Prior to the ERB’s expansion of service target in January 2025, its courses targeted persons aged 15 or above with education attainment at sub-degree or below. Applicants with higher educational attainment with genuine difficulties in job seeking or job switching may apply for discretionary approval for admission to ERB courses. The figure is the number of cases granted discretionary approvals for admission. The same applies hereinafter.



2. Trainees who did not indicate their employment status as unemployed or non-engaged in the “Course Application Form” upon application for ERB courses are classified as in-service trainees. Breakdowns of in-service trainees enrolled in ERB courses in the past 5 years (i.e. 2020-21 to 2024-25) by age group and educational attainment are as follows:

| Age Group   | Number of In-service Intakes |         |         |         |                                     |
|-------------|------------------------------|---------|---------|---------|-------------------------------------|
|             | 2020-21                      | 2021-22 | 2022-23 | 2023-24 | 2024-25<br>(as at 28 February 2025) |
| 15 - 19     | 91                           | 138     | 112     | 86      | 112                                 |
| 20 - 29     | 2 266                        | 2 572   | 1 982   | 1 115   | 1 063                               |
| 30 - 39     | 4 028                        | 4 797   | 3 968   | 2 458   | 2 541                               |
| 40 - 49     | 5 582                        | 7 347   | 6 607   | 4 672   | 4 686                               |
| 50 - 59     | 7 252                        | 8 660   | 7 697   | 5 920   | 5 847                               |
| 60 or above | 3 820                        | 4 917   | 5 028   | 4 743   | 4 493                               |
| Total       | 23 039                       | 28 431  | 25 394  | 18 994  | 18 742                              |

| Educational Attainment               | Number of In-service Intakes |         |         |                        |                                     |
|--------------------------------------|------------------------------|---------|---------|------------------------|-------------------------------------|
|                                      | 2020-21                      | 2021-22 | 2022-23 | 2023-24                | 2024-25<br>(as at 28 February 2025) |
| Secondary 3 or lower                 | 5 588                        | 6 645   | 6 060   | 4 589                  | 4 220                               |
| Secondary 4 to 7                     | 11 775                       | 14 711  | 13 477  | 11 258                 | 10 156                              |
| Diploma to sub-degree                | 3 479                        | 4 295   | 3 863   | 3 146                  | 3 230                               |
| Above sub-degree <sup>Note (i)</sup> | 2 197                        | 2 780   | 1 994   | 1 <sup>Note (ii)</sup> | 1 136                               |
| Total                                | 23 039                       | 28 431  | 25 394  | 18 994                 | 18 742                              |

Notes (i) and (ii): Same as those in Part 1 of the reply.

3. The ERB is undertaking reforms in phases to enhance its role and positioning to devising skills-based training programmes and strategies for the entire workforce, with a view to encouraging and supporting people with different backgrounds and educational attainments in pursuing lifelong learning and skills upgrading, thereby enhancing the competitiveness of the local labour force.

Since 1 January 2025, the ERB has lifted the restriction on educational attainment of trainees and expanded the service target to the entire local labour force aged 15 or above. The ERB will strengthen its research capabilities to grasp the trends for prevailing and future skills demands and the manpower needs of different industries (including emerging sectors). The ERB will formulate an appropriate training framework to guide its training bodies to develop suitable courses to meet the upskilling needs of people with different backgrounds and educational attainments (including those with higher educational attainment), including courses on artificial intelligence, technology application, as well as environmental, social and governance, and professional

certification courses. The ERB will strengthen career planning and job matching services and, having regard to its repositioning and expansion of service target, explore ways to enhance the level of its career planning and employment support services, thereby providing more comprehensive career development support for its service target. The ERB will also strengthen collaboration with higher education institutions and leading enterprises to offer more and a wider diversity of courses on skills upgrading.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)130**

**(Question Serial No. 0963)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ( )

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Vocational Professionals Admission Scheme (VPAS) is a pilot scheme launched by the HKSAR Government. It aims to attract non-local students of the Vocational Training Council (VTC) to remain in Hong Kong for employment in the relevant skilled trades upon graduation, thereby filling the talent gaps of skilled talents and promoting industry development. The VPAS will run as a pilot programme for 2 years (i.e. intakes in 2024/25 and 2025/26 academic years) to attract non-local students (including those from the Mainland and other countries/places) to come to Hong Kong to study in eligible VTC full-time (2-year) Higher Diploma programmes in skilled trades as designated by the Government (covering 34 professional programmes in 12 skilled trades) and remain in the city upon graduation for employment in jobs relevant to their expertise and become skilled talents in key trades. In this connection, would the Government inform this Committee of the following:

1. Detailed information on the application and enrolment situation of various programmes, including the number of programme places, student gender profile, countries/places of origin of students, number of applicants, number of final enrolments as well as programme contents. In addition, has the Bureau conducted any assessment on the implementation of the programmes, including the popularity of the programmes, employers' demand for and their feedback on talents in the relevant skilled trades, relevance of the programme contents to the actual needs of the trades, learning performance of students and their adaptation (e.g. language proficiency, cultural adaptation and competence in professional skills), as well as the long-term effectiveness of the programmes (e.g. data on graduate employment rates, trade satisfaction rates, etc.)?
2. Graduates may apply to remain in Hong Kong for employment within a specified period under the VPAS. Has the Bureau assessed how many foreign students will be attracted to study in Hong Kong and remain here for employment upon graduation in the first year of implementation of the scheme? Have relevant policy objectives been set on, for instance, the target number of non-local students to be attracted per year, the target ratio of students remaining in Hong Kong for employment upon graduation as well as the anticipated contributions of the scheme to filling the talent gaps of skilled talents?

Moreover, will the Bureau devise a mechanism to monitor and assess the effectiveness of the scheme continuously and adjust the policies in the light of actual circumstances?

3. What measures will the Bureau adopt to enhance publicity for the scheme so as to attract more elite students to come to Hong Kong for vocational studies? Specifically, does the Bureau have any targeted campaign to conduct focused promotion in Mainland China, Southeast Asian countries and other target regions through social media, education fairs, partnering institutions, etc.; and
4. What measures will the Bureau adopt to strengthen support for students throughout the duration of studies and the job-seeking process after graduation? For example, will the Bureau provide assistance such as subsidies on accommodation, scholarships, language training and support for cultural adaptation? Besides, will the Bureau collaborate with the trades to offer internship opportunities or job matching service to enhance the appeal of the programmes and the career prospects of graduates?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 21)

Reply:

1. The Education Bureau supports the Vocational Training Council (VTC) through subvention to provide vocational and professional education and training (VPET), including offering a wide range of full-time and part-time VPET programmes which lead to formal qualifications from post-secondary three up to the Master's degree level. In the 2024/25 academic year, the VTC offered over 100 full-time VPET Higher Diploma (HD) programmes covering areas such as business; childcare, elderly and community services; innovation and technology, as well as electrical and mechanical engineering. Among them, 27 were designated as eligible programmes under Vocational Professionals Admission Scheme (VPAS) (eligible programmes), covering five skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime. In the past, there were insufficient local students enrolled in these eligible programmes to meet the manpower needs of relevant trades. Upon the Government's announcement about the launch of the VPAS, we notice that the eligible programmes attracted many non-local students aspiring to apply to stay in Hong Kong for development after graduation. The information on the applications for and enrolment of various eligible programmes in the 2024/25 academic year as requested in the question is tabulated at the **Annex**.

The VTC is responsible for running and administering the programmes it offers. It has also put in place mechanisms to ensure that the relevant programmes meet the manpower demand in relevant trades, as well as to assess students' performance and the long-term effectiveness of the programmes (including the employment rates of graduates and the trades' level of satisfaction with the graduates). In addition, the VTC will maintain close liaison with the trades and engage in thorough discussions with the relevant training boards on the above assessment factors to ensure that the curricula and effectiveness of the programmes align with the needs of the trades.

2. The VPAS allows non-local students who have enrolled in eligible programmes in the 2024/25 and 2025/26 academic years to apply for staying in Hong Kong for one year to seek jobs relevant to their disciplines upon graduation. The Government will review the

VPAS after the two-year pilot period. The VPAS will be open for applications only after the 600 non-local students enrolled in eligible programmes in the 2024/25 academic year graduate from mid-2026. Whether non-local students will stay in Hong Kong upon graduation depends on a number of factors, including their personal choices and whether or not they obtain relevant employment opportunities. There is no estimation on the actual number of graduates who will stay and work in Hong Kong.

3. The VTC is launching a publicity campaign to recruit students for the 2025/26 academic year. To widen the student pool, the VTC will visit Mainland China and Southeast Asia to publicise and promote the relevant programmes and the VPAS. Publicity will also be carried out via various media channels, such as online platforms and education fairs. In parallel, the VTC's operation centre in Shenzhen will collaborate with the trades to organise thematic seminars.
4. To support students (local and non-local ones) enrolled in its programmes, the VTC has set up a working group and developed plans to assist students in adapting to the campus life in various aspects such as student recruitment, facilities, teaching, student support (including language training and cultural adaptation support), and support for teaching staff. The VTC will also continue to mobilise its industry network to assist students in taking up internships and graduates in looking for job opportunities. Moreover, the VTC encourages enterprises through the enterprise subsidy scheme to support students' learning by providing internship placements, job offers and scholarships.

**Information on applications for and enrolment of various VPAS eligible programmes  
in the 2024/25 academic year**

|              |   |  |                  |                        | Number of enrolled local students |                           | Number of enrolled non-local students |                            |                              |                           |                          |
|--------------|---|--|------------------|------------------------|-----------------------------------|---------------------------|---------------------------------------|----------------------------|------------------------------|---------------------------|--------------------------|
|              | Skilled trade                                     | VPAS Eligible programmes                         | Number of places | Number of applications | Number of local students          | Male : Female ratio (%:%) | Mainland China, Macao and Taiwan      | Overseas countries/regions | Number of non-local students | Male : Female ratio (%:%) | Total number of students |
| 1.           | Innovation and Technology                         | HD in Software Engineering                       | 460              | 683                    | 414                               | 90% : 10%                 | 25                                    | 6                          | 31                           | 77% : 23%                 | 445                      |
| 2.           |   | HD in Cloud and Data Centre Administration       | 150              | 166                    | 111                               | 87% : 13%                 | 17                                    | 0                          | 17                           | 59% : 41%                 | 128                      |
| 3.           |   | HD in Cybersecurity                              | 180              | 257                    | 89                                | 93% : 7%                  | 14                                    | 0                          | 14                           | 79% : 21%                 | 103                      |
| 4.           |   | HD in AI and Smart Technology                    | 60               | 214                    | 28                                | 93% : 7%                  | 23                                    | 0                          | 23                           | 74% : 26%                 | 51                       |
| 5.           |   | HD in Data Science and AI                        | 90               | 164                    | 49                                | 86% : 14%                 | 29                                    | 1                          | 30                           | 57% : 43%                 | 79                       |
| 6.           |   | HD in AI and Mobile Applications Development     | 90               | 182                    | 77                                | 86% : 14%                 | 12                                    | 1                          | 13                           | 69% : 31%                 | 90                       |
| 7.           |   | HD in Game Software Development                  | 120              | 294                    | 105                               | 87% : 13%                 | 7                                     | 0                          | 7                            | 100% : 0%                 | 112                      |
| 8.           |   | HD in Games and Animation                        | 210              | 406                    | 178                               | 84% : 16%                 | 11                                    | 1                          | 12                           | 50% : 50%                 | 190                      |
| 9.           |   | HD in Multimedia, VR and Interactive Technology  | 150              | 229                    | 125                               | 87% : 13%                 | 26                                    | 0                          | 26                           | 38% : 62%                 | 151                      |
| 10.          |   | HD in Theme Park and Theatre Creative Technology | 60               | 91                     | 41                                | 73% : 27%                 | 10                                    | 0                          | 10                           | 30% : 70%                 | 51                       |
| 11.          | Electrical and Mechanical Services                | HD in Mechanical Engineering                     | 145              | 320                    | 137                               | 96% : 4%                  | 16                                    | 0                          | 16                           | 100% : 0%                 | 153                      |
| 12.          |   | HD in Electrical Engineering                     | 255              | 561                    | 205                               | 96% : 4%                  | 32                                    | 0                          | 32                           | 78% : 22%                 | 237                      |
| 13.          | Building, Civil Engineering and Built Environment | HD in Civil Engineering                          | 260              | 699                    | 244                               | 88% : 12%                 | 5                                     | 0                          | 5                            | 100% : 0%                 | 249                      |
| 14.          |   | HD in Building Studies                           | 140              | 166                    | 83                                | 87% : 13%                 | 8                                     | 0                          | 8                            | 100% : 0%                 | 91                       |
| 15.          |   | HD in Surveying                                  | 170              | 234                    | 96                                | 86% : 14%                 | 11                                    | 1                          | 12                           | 58% : 42%                 | 108                      |
| 16.          |   | HD in Building Services Engineering              | 275              | 436                    | 238                               | 93% : 7%                  | 12                                    | 0                          | 12                           | 83% : 17%                 | 250                      |
| 17.          |   | HD in Architectural Technology and Design        | 60               | 73                     | 25                                | 80% : 20%                 | 6                                     | 0                          | 6                            | 67% : 33%                 | 31                       |
| 18.          |   | HD in Architectural Design                       | 240              | 485                    | 202                               | 62% : 38%                 | 9                                     | 2                          | 11                           | 55% : 45%                 | 213                      |
| 19.          |   | HD in Landscape Architecture                     |                  |                        |                                   |                           |                                       |                            |                              |                           |                          |
| 20.          |   | HD in Geospatial Science and Land Surveying      | 60               | 106                    | 39                                | 74% : 26%                 | 4                                     | 0                          | 4                            | 75% : 25%                 | 43                       |
| 21.          | Aviation, Transport and Logistics                 | HD in Aviation Inflight and Passenger Services   | 90               | 113                    | 32                                | 31% : 69%                 | 11                                    | 0                          | 11                           | 9% : 91%                  | 43                       |
| 22.          |   | HD in Aviation Services and Transport Studies    | 140              | 170                    | 18                                | 72% : 28%                 | 58                                    | 0                          | 58                           | 52% : 48%                 | 76                       |
| 23.          |   | HD in Aviation and Logistics                     | 155              | 427                    | 18                                | 61% : 39%                 | 170                                   | 3                          | 173                          | 57% : 43%                 | 191                      |
| 24.          |   | HD in Airport Operations Management              | 180              | 431                    | 97                                | 60% : 40%                 | 37                                    | 2                          | 39                           | 38% : 62%                 | 136                      |
| 25.          |   | HD in Aviation Systems and Operations            | 85               | 139                    | 31                                | 90% : 10%                 | 22                                    | 2                          | 24                           | 67% : 33%                 | 55                       |
| 26.          |   | HD in Aircraft Maintenance Engineering           | 75               | 272                    | 46                                | 93% : 7%                  | 6                                     | 0                          | 6                            | 83% : 17%                 | 52                       |
| 27.          | Maritime  | HD in Maritime Studies                           | 85               | 70                     | 26                                | 92% : 8%                  | -                                     | -                          | -                            | -                         | 26                       |
| <b>Total</b> |   |  | <b>3 985</b>     | <b>7 388</b>           | <b>2 754</b>                      | <b>85% : 15%</b>          | <b>581</b>                            | <b>19</b>                  | <b>600</b>                   | <b>61% : 39%</b>          | <b>3 354</b>             |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)131**

**(Question Serial No. 0968)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the Labour and Welfare Bureau will “monitor the admission of talents through the enhanced talent admission regime, including the Top Talent Pass Scheme, and roll out enhancement measures to reform various aspects of the talent admission regime, including, for example, providing a new admission channel for young and experienced specialists to join the specific local skilled trades facing acute manpower shortage, with a view to sustaining Hong Kong’s role as an international talent hub”. In this connection, would the Government inform this Committee of the following:

1. regarding the existing talent admission regime, (i) the total number of talent admission schemes; (ii) the numbers of applications and persons granted entry into Hong Kong under each scheme in the preceding year; (iii) the geographical distribution, including countries and regions, of the sources of talents for the applications received under each scheme in the preceding year;
2. regarding talents who have come to Hong Kong under the talent admission schemes, (i) statistics on their occupation and industry distribution; (ii) statistics on median wages; (iii) the average duration of stay for work in Hong Kong;
3. information on how the Government will enhance the talent admission regime in the future, including specific plans, timetable, trades or particular types of persons involved, and the relevant work targets; and
4. the Hong Kong Talent Engage (HKTE) was established on 30 October 2023 to formulate talent attraction strategies and provide support services for incoming talents. Has the Government reviewed the work effectiveness and targets of the HKTE? Apart from promoting various talent admission schemes and building Hong Kong’s image as a key talent hub in the region, does the HKTE have any plans to strengthen support for incoming talents and their children in order to encourage them to settle in Hong Kong?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 26)

Reply:

1. At present, outside talents may be admitted to Hong Kong through the Top Talent Pass Scheme (TTPS), the General Employment Policy (GEP), the Admission Scheme for Mainland Talents and Professionals (ASMTP), the Immigration Arrangements for Non-local Graduates (IANG), the Technology Talent Admission Scheme (TechTAS), the Quality Migrant Admission Scheme (QMAS) and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG).

The numbers of applications received and approved under the various talent admission schemes in 2024-25 (as at February 2025) are tabulated below:

| Talent admission scheme | Number of applications received | Number of applications approved |
|-------------------------|---------------------------------|---------------------------------|
| TTPS                    | 45 858                          | 36 785                          |
| GEP                     | 33 628                          | 31 600                          |
| ASMTP                   | 26 611                          | 23 743                          |
| IANG                    | 26 185                          | 24 784                          |
| TechTAS                 | 137                             | 114                             |
| QMAS <sup>@</sup>       | 49 512                          | 9 327                           |
| ASSG                    | 136                             | 75                              |
| <b>Total</b>            | <b>182 067</b>                  | <b>126 428</b>                  |

Note: Applications approved in a year may not all be received in the same year.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

The breakdowns of the numbers of applications approved under the various talent admission schemes by region in 2024-25 (as at February 2025) are tabulated below:

TTPS

| Region            | Number of persons |
|-------------------|-------------------|
| Mainland China    | 34 983            |
| Canada            | 355               |
| The United States | 263               |
| Australia         | 213               |
| Singapore         | 117               |
| Others            | 854               |
| <b>Total</b>      | <b>36 785</b>     |



### GEP

| Region             | Number of persons |
|--------------------|-------------------|
| South Korea        | 4 409             |
| Japan              | 3 301             |
| Taiwan, China      | 3 246             |
| The United Kingdom | 2 335             |
| The United States  | 1 932             |
| Thailand           | 1 822             |
| India              | 1 814             |
| France             | 1 218             |
| The Philippines    | 1 024             |
| Malaysia           | 942               |
| Others             | 9 557             |
| <b>Total</b>       | <b>31 600</b>     |

### ASMTTP

The ASMTTP is applicable to Mainland residents only. Therefore, all applicants are Mainland residents. In 2024-25 (as at February 2025), there were 23 743 applications approved under the ASMTTP.

### LANG

| Region                                    | Number of persons |
|---|-------------------|
| Mainland China                            | 23 650            |
| South Korea                               | 167               |
| Indonesia                                 | 136               |
| India                                     | 107               |
| Taiwan, China                             | 95                |
| Malaysia                                  | 62                |
| Macao Special Administrative Region (SAR) | 52                |
| Pakistan                                  | 52                |
| The United States                         | 24                |
| Canada                                    | 20                |
| Others                                    | 419               |
| <b>Total</b>                              | <b>24 784</b>     |

### TechTAS

| Region            | Number of persons |
|-------------------|-------------------|
| Mainland China    | 100               |
| Taiwan, China     | 4                 |
| The United States | 3                 |
| Australia         | 2                 |
| Macao SAR         | 2                 |
| Others            | 3                 |
| <b>Total</b>      | <b>114</b>        |

### QMAS

| Region            | Number of persons |
|-------------------|-------------------|
| Mainland China    | 9 138             |
| Australia         | 43                |
| Canada            | 36                |
| The United States | 35                |
| Others            | 75                |
| <b>Total</b>      | <b>9 327</b>      |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

### ASSG

| Region             | Number of persons |
|--------------------|-------------------|
| Canada             | 23                |
| The United Kingdom | 21                |
| The United States  | 14                |
| Brazil             | 3                 |
| Australia          | 2                 |
| The Netherlands    | 2                 |
| Singapore          | 2                 |
| Others             | 8                 |
| <b>Total</b>       | <b>75</b>         |

2. In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

**GEP**

| Industry/Sector                 | Number of persons |
|---------------------------------|-------------------|
| Academic research and education | 2 420             |
| Arts/Culture                    | 2 300             |
| Tourism                         | 2 020             |
| Financial services              | 1 924             |
| Recreation and sports           | 1 627             |
| Commerce and trade              | 1 562             |
| Engineering and construction    | 1 268             |
| Catering services               | 485               |
| Medical and healthcare services | 329               |
| Information technology          | 285               |
| Architecture/Surveying          | 174               |
| Telecommunications              | 123               |
| Legal services                  | 104               |
| Manufacturing industries        | 104               |
| Biotechnology                   | 13                |
| Traditional Chinese medicine    | 1                 |
| Others                          | 16 861            |
| <b>Total</b>                    | <b>31 600</b>     |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 15 955            |
| \$20,000 - \$39,999  | 8 491             |
| \$40,000 - \$79,999  | 4 042             |
| \$80,000 or above    | 3 112             |
| <b>Total</b>         | <b>31 600</b>     |

ASMTF

| Industry/Sector                 | Number of persons |
|---------------------------------|-------------------|
| Commerce and trade              | 3 979             |
| Academic research and education | 3 968             |
| Arts/Culture                    | 3 752             |
| Recreation and sports           | 3 183             |
| Engineering and construction    | 2 625             |
| Financial services              | 2 156             |
| Information technology          | 1 121             |
| Tourism                         | 288               |
| Medical and healthcare services | 204               |
| Telecommunications              | 182               |
| Catering services               | 153               |
| Manufacturing industries        | 147               |
| Legal services                  | 86                |
| Biotechnology                   | 56                |
| Architecture/Surveying          | 47                |
| Traditional Chinese medicine    | 9                 |
| Others                          | 1 787             |
| <b>Total</b>                    | <b>23 743</b>     |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 10 238            |
| \$20,000 - \$39,999  | 8 201             |
| \$40,000 - \$79,999  | 4 084             |
| \$80,000 or above    | 1 220             |
| <b>Total</b>         | <b>23 743</b>     |

TechTAS

| Industry/Sector                     | Number of persons |
|-------------------------------------|-------------------|
| Artificial intelligence             | 39                |
| Biotechnology                       | 10                |
| Cybersecurity                       | 9                 |
| Financial technologies              | 9                 |
| Data analytics                      | 8                 |
| Microelectronics                    | 8                 |
| Green technology                    | 6                 |
| Integrated circuit design           | 6                 |
| Material science                    | 6                 |
| Advanced communication technologies | 5                 |
| Robotics                            | 5                 |
| Digital entertainment               | 2                 |
| The Internet-of-Things              | 1                 |
| Quantum technology                  | 0                 |
| <b>Total</b>                        | <b>114</b>        |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 0                 |
| \$20,000 - \$39,999  | 61                |
| \$40,000 - \$79,999  | 44                |
| \$80,000 or above    | 9                 |
| <b>Total</b>         | <b>114</b>        |

### QMAS

| Industry/Sector                                       | Number of persons |
|---|-------------------|
| Financial and accounting services                     | 2 524             |
| Information technology and telecommunications         | 2 167             |
| Commerce and trade                                    | 941               |
| Business support and human resources                  | 668               |
| Manufacturing industries                              | 638               |
| Architecture, surveying, engineering and construction | 425               |
| Human health and veterinary services                  | 403               |
| Legal services  | 345               |
| Academic research and education                       | 342               |
| Logistics and transportation                          | 135               |
| Broadcasting and entertainment                        | 93                |
| Sports  | 66                |
| Catering and tourism                                  | 61                |
| Arts and culture                                      | 41                |
| Others  | 478               |
| <b>Total</b>  | <b>9 327</b>      |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. The Immigration Department (ImmD) does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

### LANG

At present, over 90% of those coming to or staying in Hong Kong under LANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

ImmD does not maintain other statistics mentioned in the question.

3. As announced in the 2024 Policy Address, the Government will reform various aspects of the talent admission regime to build a quality talent pool for development and reinforce Hong Kong's status as an international hub for high-calibre talent. Some of the enhancement measures on talent attraction have been implemented already while other measures will be rolled out progressively.

The Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which QMAS seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

In addition, according to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage. The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades,

including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

4. The work of the Hong Kong Talent Engage (HKTE) mainly includes formulating targeted recruitment and publicity strategies for different talent groups, carrying out proactive external promotions of Hong Kong's strengths and talent attraction measures, attracting global talents with diverse backgrounds to come to Hong Kong, and collaborating with partners from various sectors in assisting incoming talents in their long-term development in Hong Kong by providing them with comprehensive one-stop support services. The key performance indicators (KPIs) of HKTE are as follows:

| KPI   | 2024<br>(Actual) | 2025<br>(Estimate) |
|---|------------------|--------------------|
| <b>Awareness and Brand Building</b>   |                  |                    |
| number of www.hkengage.gov.hk page views  | 5 927 495Ψ       | 6 200 000φ         |
| number of social media platforms  | 6                | 6                  |
| number of social media post impressions   | 74 217 148Ψ      | 45 000 000μ        |
| number of social media followers<br>(as at end of the year)                         | 78 577           | 131 000            |
| number of media coverage@   | N.A.             | 300                |
| <b>Engagement and Support Services</b>  |                  |                    |
| number of industry and working partners   | 82               | 90                 |
| number of outreach initiatives  | 84               | 130                |
| number of themed workshops, seminars and job fairs                                  | 50               | 55                 |
| percentage of online and in-person enquiry services to be responded within 48 hours | 99               | 95                 |

Ψ The numbers of page views and social media impressions in 2024 are partly attributable to the publicity efforts relating to the first Global Talent Summit • Hong Kong (GTS).

φ The estimated increase in the number of page views is based on the annual projection after netting out the effects of GTS but taking into account the anticipated increase in visits to the website following its upgrading.

μ The estimated decrease in the number of social media post impressions is based on the annual projection after netting out the effects of GTS.

@ New indicator as from 2025.



HKTE has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To cater to the needs of incoming talents, HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. HKTE envisions that such work can help incoming talents and their families integrate into the local community and settle in Hong Kong as early as possible.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)132**

**(Question Serial No. 0973)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the 2025 Budget Speech that the Government will enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. Would the Government provide this Committee with specific details and implementation progress of the relevant policies, including details of the enhancement measures, policy objectives, expected outcomes, the types of skilled trades covered, and the potential impact on the local labour market?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 31)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTTP, at the time of application, they must have secured offers of

employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)133**

**(Question Serial No. 2496)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Over the past few years, many incoming talents, including top talents, quality migrants and professional talents, have paid their taxes in full and made significant contributions to the economic development of Hong Kong. However, the benefits they enjoy in Hong Kong are rather limited, especially in terms of healthcare, education and social security, which are not comparable to those of local citizens. In this year's Budget, the Government plans to substantially raise visa fees by nearly sixfold to \$600 or \$1300 based on the length of the limit of stay, which undoubtedly aggravates the burden of these talents. In this connection, would the Government inform this Committee of the following:

1. This increase in visa fees by the Government is primarily to address the pressure on public finances. Although these talents have made continuous contributions to the Hong Kong economy, they face a substantial increase in visa fees when renewing their visas. Could the Government guarantee that the visa fees will be reduced or restored to the original level once the public finance crisis is resolved, so as to ease the burden on these talents?
2. The Government announced in January 2023 that there were 5 799 approved applications from talents for entry into Hong Kong. Of these applications, what was the percentage of the Top Talent Pass Scheme (TTPS)? The Government also announced in March 2025 that the number of visa renewals in February was 300. Of these renewals, what was the percentage of the TTPS?
3. The Government has previously estimated that the various talent admission schemes would bring about some \$34 billion of economic benefits to Hong Kong, but no further elaboration was given in this year's Budget. Is the estimate still valid? Is there a more specific and concrete evaluation or adjustment to the estimate over time?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 13)

Reply:

1. Many overseas jurisdictions charge applicants for employment or residence visa at different stages of the application process. The introduction of application fees and increase in visa fees seek to reflect the administrative costs involved in the relevant work and uphold the “user pays” principle. As compared with the charges on foreigners in other jurisdictions, the new fees are affordable for talents and capital investors under the specified admission schemes and will not affect the appeal of Hong Kong to incoming talents. As with other government fees and charges, we will conduct regular reviews on the relevant application fees and visa fees based on the “user pays” principle in accordance with the mechanism.
2. A total of 5 799 applications were approved in the first month since the launch of the Top Talent Pass Scheme (TTPS), i.e. from 28 December 2022 to 27 January 2023.

As it generally takes time for talents to make preparations before moving to Hong Kong, not many talents arrived in Hong Kong to activate their visas within the first month since the launch of TTPS. Since the limit of stay of the visas under TTPS is counted from the date of visa activation upon arrival of the approved talents, as at end-January 2023, the visas of only about 300 TTPS entrants has expired. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time. Based on preliminary observations, we consider the number of extension of stay satisfactory.

3. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong’s economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product. LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)134**

**(Question Serial No. 2508)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Since its establishment, the Hong Kong Talent Engage (HKTE) strives to provide comprehensive one-stop support to incoming talents and carry out proactive outreach promotion of Hong Kong's strengths to attract high-calibre talents from all over the world. Furthermore, the HKTE plans to organise the second "Global Talent Summit • Hong Kong" early next year to further reinforce Hong Kong's status as an international talent hub. These initiatives are of significant importance for enhancing Hong Kong's competitiveness and promoting economic development. In this connection, would the Government inform this Committee of:

1. On the services for newly-arrived talents, please set out in tabular form the specific policies and measures launched by the HKTE since its establishment. How did these measures assist incoming talents in better integrating into the local community and making full use of their professional competencies?
2. Will the Government introduce new policies and measures in respect of the services for the new arrivals? For instance, how will the support services on housing, education, healthcare, etc. be further optimised to attract more talents to Hong Kong?
3. On promoting globally Hong Kong's strengths and attracting talents, what specific plans or measures does the HKTE have in place? For example, how will the HKTE strengthen co-operation with international organisations, enterprises and professional bodies so as to enhance Hong Kong's attractiveness in the global talent market?
4. As the HKTE plans to organise the second "Global Talent Summit • Hong Kong" early next year, please introduce the relevant situation and contents of the Summit, such as its theme, objectives and anticipated outcomes, and how will the Summit further boost Hong Kong's status as an international talent hub?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 25)

Reply:

1. Since its establishment on 30 October 2023, the Hong Kong Talent Engage (HKTE) strives to provide comprehensive one-stop support to talents. As at February 2025, the support services provided to incoming talents and their families by the HKTE are tabulated below:

| Support service   | Details  |
|---|--|
| Online and offline themed seminar and workshop/Cantonese learning class | The HKTE has organised 28 themed seminars and 22 Cantonese learning classes. To cater for the needs of incoming talents, the themed seminars invited leaders from various industries and admitted talents to share career information and tips on starting a business. Representatives from different education organisations and school principals also shared information on local education. Apart from attending the seminars in person, talents can also watch live webcast or replay via the online platform/social media platforms of the HKTE. Meanwhile, Cantonese learning classes will help enhance the Cantonese speaking and listening skills of incoming talents, and help them understand the local culture and customs, thereby expediting their integration into the Hong Kong society. |
| Job fair  | The HKTE has organised, co-organised and participated in 10 job fairs to directly match job-seeking talents with employers. The job fairs help incoming talents or those who are interested in coming to Hong Kong look for jobs based on their skills, so as to make better use of their professional competencies.   |
| Integration activity  | The HKTE has, in collaboration with volunteer groups, organised 2 integration activities for incoming talents to participate in volunteer services, so as to strengthen the connection and exchange between talents and the local community, thereby facilitating better integration of talents into the local society.  |
| Enquiry   | The HKTE's online platform ( <a href="http://www.hkengage.gov.hk">www.hkengage.gov.hk</a> ) has processed about 37 000 enquiries, mainly involving matters such as talent schemes, visa and job seeking.   |
| Support matching service  | The HKTE's online platform currently connects with over 80 designated working partners to provide talents with advice and services in respect of job matching, accommodation, education, banking and insurance services, business and corporate services, integrated settlement services as well as networking and community through online matching services. Around 11 000 referrals of support service requests have been made so far.  |

2. The HKTE has been maintaining close and direct contact with talents, and analysing their enquiries and requests for support services, which are received by the HKTE or designated working partners on the online platform, so as to understand and follow up on their development and needs in Hong Kong. To cater for the needs of incoming

talents, the HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of living topics such as job seeking, business start-up, children's education, etc. These include at least 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers. On children's education, the HKTE will continue to co-organise seminars with school sponsoring bodies or school organisations to provide more comprehensive information on local education. As for the housing needs of incoming talents, the HKTE will invite its working partners from accommodation and integrated settlement services to give advice and assistance. In addition, the HKTE will continue to organise Cantonese learning classes, and collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. Such work can help incoming talents and their families integrate into the local community as early as possible, with a view to attracting more talents to Hong Kong.

3. To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the HKTE has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. Since its establishment on 30 October 2023 and up to February 2025, the HKTE has conducted 47 outreach visits to the Mainland and overseas, including countries such as the United Kingdom, Germany, Canada, Malaysia, Singapore, South Korea, Vietnam, Saudi Arabia and the United Arab Emirates. During the visits, the HKTE will meet with representatives of eligible universities under the Top Talent Pass Scheme and other renowned higher education institutions, chambers of commerce and trade associations, so as to build a strong and close network to get across the latest talent information in Hong Kong to target talents in a focused manner. In addition, the HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, as well as to promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are also invited to visit their hometowns and share the experience of their development in Hong Kong.

The HKTE will continue to expand the network of working partners by collaborating with local and international research institutions (e.g. Hong Kong Science and Technology Youth Federation, Hong Kong Young Scientist Association and TUM.AI, a German innovation and technology institution), and student associations (e.g. AIESEC global and Young Founders' Club of Germany). Through these networks, the HKTE reaches out to and keeps contact with international high-calibre talents to attract them to pursue development in Hong Kong.

Moreover, to enhance the awareness and brand building of Hong Kong to promote globally Hong Kong's strengths, the HKTE hosted the inaugural Global Talent Summit • Hong Kong (GTS) in early May 2024, which received a favourable response. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community.

In 2025, the HKTE will continue to organise outreach publicity and promotional activities, and conduct at least 15 visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities. The



HKTE will also stage the second GTS in the first quarter of 2026 to reinforce Hong Kong's position as an international hub for high-calibre talents and enhance Hong Kong's attractiveness in the global talent market.

4. The expenditure of the second GTS hosted by the HKTE is estimated to be comparable to that of the first GTS, which is approximately \$13 million. The second GTS is currently under planning and its specific details are yet to be finalised. Staging the second GTS will help consolidate Hong Kong's position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)135**

**(Question Serial No. 2509)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Government has been actively implementing strategies to “trawl for talents” in recent years. The Financial Secretary has announced in this year’s Budget Speech that the Government will invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme, and will also enhance the Admission Scheme for Mainland Talents and Professionals (ASMTP) and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. These initiatives are of great significance in alleviating the city’s talent shortage and enhancing its competitiveness. In this connection, would the Government inform this Committee of the following:

1. What are the specific achievements made by the Government so far regarding “inviting top and leading talents to come to Hong Kong for development”? For instance, how many such talents have been attracted to Hong Kong and what contributions have they made to the local economy and society?
2. What is the specific definition of “top and leading talents”? Would the Government disclose the specific number of such talents and their industry distribution, i.e. the proportion of talents in the fields of technology, finance, innovation, etc.?
3. Regarding the enhancement of the ASMTP, what specific policies have been introduced by the Government? For instance, what improvements have been made in terms of application requirements, approval procedures and support measures?
4. Has the Government compiled statistics to identify the professional fields and skilled trades facing manpower shortages currently? Would it announce the relevant list regularly to help industries and the public keep abreast of the actual demand for talents in Hong Kong?

Asked by: Hon SHANG Hailong (LegCo internal reference no.: 26)

Reply:

1. & 2. The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

Top-notch talents invited under the new mechanism may come from a variety of industries or professions. The Government will take the initiative to invite suitable top-notch and leading talents having regard to the development needs of the country and Hong Kong, and will not set a specific target for the number of invitees.

3. & 4. The Government has since end-2022 streamlined the processes for the Admission Scheme for Mainland Talents and Professionals (ASMT) and the General Employment Policy (GEP) and extended the limit of stay of relevant visas. Employers can now apply directly under ASMT or GEP for hiring eligible outside talents falling under the 60 professions on the Talent List without the need to prove their difficulties in local recruitment, thus shortening the time to recruit outside talents. Assessments on the applications can normally be completed within 4 weeks upon applicants' submission of all the required information and supporting documents. Furthermore, the Immigration Department has implemented a series of facilitation measures for eligible employing companies and applicants, including simplifying the requirements of supporting documents.

The Labour and Welfare Bureau (LWB) completed the 2023 Manpower Projection (MP) in 2024. With 2023 as the base year, the MP projects the manpower situation of selected industries 5 years ahead (i.e. 2028), as well as detailed information such as the occupations in demand. The report was published in November 2024. LWB plans to commence a mid-term update of the 2023 MP by end-2025, with results expected to be available in 2026.

According to the 2023 MP, Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland

Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs.

LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)136**

**(Question Serial No. 1599)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

On fostering a caring and inclusive community, the Continuing Education Fund (CEF) was established in 2002 to encourage local residents to pursue continuing education. Currently, the maximum subsidy for each eligible applicant is \$25,000. Among all applicants, what is the percentage of those who have used up the maximum subsidy? Does the Government have any plans to review and adjust the scheme, and progressively increase the subsidy amount under the CEF?

Asked by: Hon SO Cheung-wing (LegCo internal reference no.: 1)

Reply:

As at 31 January 2025, there were about 940 000 accounts under the Continuing Education Fund (CEF), among which about 6 900 account holders fully used up the subsidy of \$25,000, representing less than 1% of the total number of accounts. About 87% of the accounts under the CEF had an unused balance of \$15,000 or above, enabling learners to take around two CEF courses given the current median CEF course fee of \$7,800. The Government considers that the current CEF subsidy ceiling of \$25,000 could satisfy the demand. The Government will continue to keep in view the operation of the CEF and the views of stakeholders, and consider the need to review the existing arrangements as appropriate.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)137**

**(Question Serial No. 1007)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programmes 3 and 4, the Labour and Welfare Bureau (LWB) aims to develop a well-trained and adaptable workforce and proactively attract the inflow of quality talents to meet the changing manpower demands of the economy and sustain the impetus for Hong Kong's economic development; attract global talents to Hong Kong, and provide one-stop facilitation and support to them for long-term settlement. In this connection, would the Government inform this Committee of the following:

1. There are views that the LWB's aims are not duly reflected in the key performance indicator under item 10 of Programme 3, i.e. the number of talents admitted through various talent admission schemes with an intended duration of stay of at least 12 months and the number of approved applications for visa extension under various talent admission schemes. Will the LWB review and update the indicator to better achieve its aims? If not, what are the reasons?
2. It is stated in paragraph 15 of Programme 4 that the Hong Kong Talent Engage (HKTE) will co-organise job fairs with the industries and employer organisations to directly match job-seeking talents with employers. Will the LWB build on the experience of the existing job fairs and keep abreast of the times by enhancing the "Jobs and Salaries" function on the HKTE website and establishing an online "job matching platform" for incoming high-calibre talents and professionals to facilitate employers and employees in identifying quality talents and positions quickly in the corresponding professions, so that talents may take up their new jobs right upon their arrival in Hong Kong, thereby meeting the manpower demand of different enterprises, business associations and quasi-government organisations? If not, what are the reasons?

Asked by: Hon TAN Sunny (LegCo internal reference no.: 5)

Reply:

1. Since the implementation of a series of talent admission measures in end-2022, the various talent admission schemes have been well-received by outside talents. As at 28 February 2025, over 450 000 applications were received under the various talent admission schemes, with more than 290 000 applications approved. During the same period, around 196 000 talents arrived in Hong Kong through various talent admission schemes, exceeding the target of attracting altogether 105 000 talents in 3 years from 2023 to 2025.

In addition to “trawling for talents” successfully, the Government also focuses on “retaining talents” and has thus set a key performance indicator of approving at least 50 000 visa extension applications annually for talents from 2025 to 2027. The talents seeking visa extension should have settled in and made contribution to Hong Kong, such as taking up employment or establishing/joining in business in Hong Kong. Therefore, the new indicator clearly aligns with the aim under Programme (3) regarding manpower development, viz. enriching the local talent pool through “retaining talents” to meet the changing manpower demands of the economy and sustain the impetus for Hong Kong’s economic development.

2. The job matching services rendered by the Hong Kong Talent Engage (HKTE) mainly include the provision of job vacancy information through the website and organising online and in-person job fairs. At present, about 5 000 real-time quality job opportunities are featured daily on HKTE’s online platform, through which talents can submit their curricula vitae directly to apply for the jobs. In addition, HKTE will organise at least 12 online and in-person job fairs with the industries and employer organisations in 2025, covering different professional services such as financial, technology, legal and engineering services, to provide a platform for employers to reach out to job-seeking talents directly, with a view to enhancing the effectiveness of job matching.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)138**

**(Question Serial No. 2599)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the various talent admission schemes mentioned in the Programme, please inform this Committee of the following:

- (1) What are the estimated expenditure and staff establishment for the various talent admission schemes in the coming year?
- (2) What were the numbers of incoming talents and their dependants admitted to Hong Kong under various talent admission schemes in the past 3 years?
- (3) What were the numbers of applications for visa extension approved under various talent admission schemes and the industry distribution of these approved cases in the past 3 years?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 7)

Reply:



- (1) The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in 2025-26 are tabulated below:

| Talent admission scheme   |  | 2025-26 |
|---|--|---------|
| Top Talent Pass Scheme (TTPS)   | Staff establishment<br>(Number of posts) | 15      |
|   | Salary costs*<br>(\$'000)                | 12,750  |
| General Employment Policy<br>(GEP)&   | Staff establishment<br>(Number of posts) | 28      |
|   | Salary costs*<br>(\$'000)                | 21,780  |
| Admission Scheme for Mainland<br>Talents and Professionals<br>(ASMTP)                               | Staff establishment<br>(Number of posts) | 23      |
|   | Salary costs*<br>(\$'000)                | 16,210  |
| Immigration Arrangements for<br>Non-local Graduates (IANG)  | Staff establishment<br>(Number of posts) | 14      |
|   | Salary costs*<br>(\$'000)                | 9,430   |
| Technology Talent Admission<br>Scheme (TechTAS)   | Staff establishment<br>(Number of posts) | 3       |
|   | Salary costs*<br>(\$'000)                | 2,680   |
| Quality Migrant Admission<br>Scheme (QMAS)  | Staff establishment<br>(Number of posts) | 114     |
|   | Salary costs*<br>(\$'000)                | 91,370  |
| Admission Scheme for the<br>Second Generation of Chinese<br>Hong Kong Permanent Residents<br>(ASSG) | Staff establishment<br>(Number of posts) | 9       |
|   | Salary costs*<br>(\$'000)                | 6,100   |

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

- (2) ImmD has been keeping the statistics of talents and dependants admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme | 2023                                    |  | 2024                                    |  | 2025<br>(as at February)                |  |
|-------------------------|---|--|---|--|---|--|
|                         | Number of talents admitted to Hong Kong | Number of dependants admitted to Hong Kong | Number of talents admitted to Hong Kong | Number of dependants admitted to Hong Kong | Number of talents admitted to Hong Kong | Number of dependants admitted to Hong Kong |
| TTPS                    | 35 583                                  | 35 931                                     | 39 918                                  | 48 936                                     | 6 495                                   | 8 901                                      |
| GEP#                    | 7 953                                   | 5 608                                      | 5 627                                   | 5 377                                      | 1 612                                   | 780  |
| ASMT#                   | 11 705                                  | 10 121                                     | 11 887                                  | 9 224                                      | 1 758                                   | 1 605                                      |
| IANG                    | 23 905                                  | 4 640                                      | 23 017                                  | 6 844                                      | 2 398                                   | 1 013                                      |
| TechTAS                 | 128                                     | 100  | 117                                     | 108  | 21                                      | 24   |
| QMAS                    | 12 276                                  | 21 544                                     | 9 981                                   | 18 438                                     | 1 910                                   | 3 773                                      |
| ASSG                    | 81                                      | 6  | 80                                      | 7  | 13                                      | 0  |
| <b>Total</b>            | <b>91 631</b>                           | <b>77 950</b>                              | <b>90 627</b>                           | <b>88 934</b>                              | <b>14 207</b>                           | <b>16 096</b>                              |

# The numbers do not include cases of short-term employment.

- (3) The numbers of applications approved for extension of stay under the various talent admission schemes in the past 3 years are tabulated below:

| Talent admission scheme | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|-------------------------|---------------|---------------|----------------------------------|
| GEP                     | 15 876        | 14 688        | 13 221                           |
| ASMT#                   | 7 847         | 7 430         | 9 682                            |
| QMAS                    | 1 237         | 1 362         | 2 512                            |
| IANG                    | 10 673        | 11 239        | 6 209                            |
| ASSG                    | 62            | 60            | 41                               |
| TechTAS                 | 77            | 67            | 67                               |
| <b>Total</b>            | <b>35 772</b> | <b>34 846</b> | <b>31 732</b>                    |

Note: Applications approved in a year may not all be received in the same year.

The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics

after a certain number of applications for extension of stay have accumulated and release them at an opportune time.

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong that are at the levels commonly taken up by degree holders and the remuneration packages are on par with market level. For those who have established or joined in business in Hong Kong, they are required to produce proof of their business upon application for extension of stay.

The breakdown of the numbers of approved applications for extension of stay under IANG by industry/sector are tabulated below:

| Industry/sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Financial services              | 4 394         | 4 413         | 2 668                            |
| Academic research and education | 1 393         | 1 856         | 786                              |
| Commerce and trade              | 1 606         | 1 419         | 746                              |
| Information technology          | 508           | 471           | 211                              |
| Telecommunications              | 211           | 339           | 208                              |
| Engineering and construction    | 217           | 279           | 165                              |
| Legal services                  | 158           | 207           | 100                              |
| Medical and healthcare services | 119           | 145           | 89                               |
| Architecture/Surveying          | 84            | 117           | 57                               |
| Manufacturing industries        | 33            | 73            | 46                               |
| Tourism                         | 26            | 48            | 44                               |
| Catering services               | 29            | 44            | 22                               |
| Arts/Culture                    | 49            | 47            | 18                               |
| Recreation and sports           | 25            | 19            | 14                               |
| Traditional Chinese medicine    | 9             | 15            | 12                               |
| Biotechnology                   | 33            | 37            | 9                                |
| Others                          | 1 779         | 1 710         | 1 014                            |
| <b>Total</b>                    | <b>10 673</b> | <b>11 239</b> | <b>6 209</b>                     |

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have taken up employment in Hong Kong that are at the levels commonly taken up by degree holders and the remuneration packages are on par with market level. For those who have established or joined in business in Hong Kong, they are required to produce proof of their business upon application for extension of stay.

The breakdown of the numbers of approved applications for extension of stay under ASSG by industry/sector are tabulated below:

| Industry/sector                 | 2022-23   | 2023-24   | 2024-25<br>(as at February 2025) |
|---------------------------------|-----------|-----------|----------------------------------|
| Financial services              | 13        | 7         | 7                                |
| Commerce and trade              | 7         | 4         | 3                                |
| Academic research and education | 5         | 6         | 4                                |
| Engineering and construction    | 3         | 4         | 3                                |
| Information technology          | 1         | 3         | 0                                |
| Manufacturing                   | 1         | 2         | 4                                |
| Telecommunications              | 0         | 0         | 1                                |
| Legal services                  | 1         | 0         | 0                                |
| Arts/Culture                    | 0         | 0         | 0                                |
| Architecture/Surveying          | 1         | 0         | 0                                |
| Others                          | 30        | 34        | 19                               |
| <b>Total</b>                    | <b>62</b> | <b>60</b> | <b>41</b>                        |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)139**

**(Question Serial No. 2600)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Estimates that during 2025-26, the Hong Kong Talent Engage (HKTE) will conduct outreach visits to various regions and countries for organising promotional activities to attract talents. In this connection, would the Government provide this Committee with details of the promotional plan and the estimated expenditure involved?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 8)

Reply:

To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the Hong Kong Talent Engage (HKTE) has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. In 2025-26, the HKTE will conduct outreach visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise promotional activities to attract talents. During the visits, the HKTE will meet with representatives of eligible universities or institutions under the Top Talent Pass Scheme, chambers of commerce and trade associations with a view to building a close and extensive network to get across the latest talent information to target talents in a focused manner. In addition, the HKTE will participate in the key job fairs, exhibitions and conventions, and organise events and forums locally to attract global talents from various professions proactively, as well as to promote the boundless opportunities and talent attraction measures of Hong Kong. Talents who have settled in Hong Kong are also invited to visit their hometowns and share the experience of their development in Hong Kong.

In 2025-26, the HKTE's expenditure on outreach visits and promotional activities in the Mainland and overseas is estimated to be about \$7 million. Outreach visits are still under planning and concrete details have yet to be finalised. A visit to Kuala Lumpur, Malaysia in mid-April has been confirmed to conduct talent engagement activities in conjunction with Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) and the Macao Special Administrative Region to promote the development opportunities in the GBA.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)140**

**(Question Serial No. 2609)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

On trawling for talents, please inform this Committee of the following: the Government will enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. How does the Government evaluate the practical skills of these non-degree talents with professional and technical qualifications, and how does it ensure their smooth integration into Hong Kong's labour market? Will the admission of non-degree talents have an impact on the employment opportunities of the local workforce?

Asked by: Hon TAN Yueheng (LegCo internal reference no.: 16)

Reply:

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTTP, at the time of application, they must have secured offers of

employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)141****(Question Serial No. 0873)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

Attracting global talents to Hong Kong is conducive to enhancing its competitiveness worldwide. Regarding the work of the Hong Kong Talent Engage (HKTE), would the Government inform this Committee of the following:

1. the annual budget, expenditure and projects involved since the establishment of the HKTE in 2023;
2. the administrative structure, staff establishment and salary expenditure of the HKTE;
3. how can it be ascertained that there is no overlapping of the functions of the HKTE with those of similar organisations (such as the Invest Hong Kong and the Office for Attracting Strategic Enterprises) to ensure prudent use of resources?
4. whether there is any key performance indicator (KPI) for the HKTE's work to measure its effectiveness. If yes, what are the details; if not, what are the reasons?

Asked by: Hon TANG Fei (LegCo internal reference no.: 27)Reply:

1. and 2. The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. A breakdown of its expenditure by year is as follows:

| (\$'000)              | 2023-24 Actual<br>(30 October 2023 to<br>31 March 2024) | 2024-25<br>Estimate | 2025-26<br>Estimate |
|-----------------------|---|---------------------|---------------------|
| Salary                | 15,500  | 41,800              | 43,500              |
| Operating expenditure | 12,200  | 45,300              | 44,500              |
| Total                 | 27,700  | 87,100              | 88,000              |

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.



3. The major tasks of the HKTE include formulating targeted recruitment and publicity strategies for different talent groups and carrying out proactive outreach promotion of Hong Kong's strengths and opportunities with a view to attracting more talents to come to Hong Kong to pursue development, as well as collaborating with partners from various sectors to provide incoming talents with comprehensive one-stop support services and assist them in their long-term development in Hong Kong.

The HKTE maintains close liaison with the Dedicated Teams for Attracting Businesses and Talents in the Mainland Offices and overseas Economic and Trade Offices, Office for Attracting Strategic Enterprises, Invest Hong Kong, Belt and Road Office, etc. to form a strong Hong Kong team, in which each party leverages its respective strengths without any overlapping of work. By collaborating with each other, they will achieve synergy for promoting Hong Kong's strengths and opportunities together, thereby attracting enterprises and talents to settle in the city.

4. The key performance indicators (KPIs) of the HKTE are as follows:

| KPI   | 2024<br>(Actual) | 2025<br>(Estimate) |
|---|------------------|--------------------|
| <b>Awareness and Brand Building</b>   |                  |                    |
| Number of www.hkengage.gov.hk page views  | 5 927 495Ψ       | 6 200 000φ         |
| Number of social media platforms  | 6                | 6                  |
| Number of social media post impressions   | 74 217 148Ψ      | 45 000 000μ        |
| Number of social media followers (as at end of the year)                            | 78 577           | 131 000            |
| Number of media coverage@   | N/A              | 300                |
| <b>Engagement and Support Services</b>  |                  |                    |
| Number of industry and working partners   | 82               | 90                 |
| Number of outreach initiatives  | 84               | 130                |
| Number of themed workshops, seminars and job fairs                                  | 50               | 55                 |
| Percentage of online and in-person enquiry services to be responded within 48 hours | 99               | 95                 |

Ψ The numbers of page views and social media impressions in 2024 are mainly attributable to the publicity efforts relating to the first Global Talent Summit • Hong Kong (GTS).

φ The estimated increase in the number of page views is based on the annual projection after netting out the effects of the GTS but taking into account the anticipated increase in visits to the website following its upgrading.

- μ The estimated decrease in the number of social media post impressions is based on the annual projection after netting out the effects of the GTS.
- @ New indicator as from 2025.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)142****(Question Serial No. 0874)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (3) Manpower Development, (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

Regarding the statistics on talents admitted to Hong Kong, please inform this Committee of the following:

1. the number of applications for various talent admission schemes (and the number of persons involved) and the number of approved applications (and the number of persons involved) in the past 3 years;
2. the industry distribution of the admitted talents and the number of persons involved;
3. whether the Government has assessed the actual contribution of the admitted talents to Hong Kong's economy, such as the impact on Hong Kong's GDP, tax revenue and employment market; if yes, the details; if not, the reasons.

Asked by: Hon TANG Fei (LegCo internal reference no.: 28)Reply:

1. A breakdown of the numbers of applications received and approved under the various talent admission schemes in the past 3 years is tabulated below:

| Talent admission scheme         |                              | 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|---------------------------------|------------------------------|---------|---------|----------------------------------|
| Top Talent Pass Scheme (TTPS) # | No. of applications received | 21 406  | 55 562  | 45 858                           |
|                                 | No. of applications approved | 12 398  | 49 431  | 36 785                           |
| General Employment Policy (GEP) | No. of applications received | 19 102  | 30 849  | 33 628                           |
|                                 | No. of applications approved | 17 501  | 28 354  | 31 600                           |

| Talent admission scheme  |                                     | 2022-23       | 2023-24        | 2024-25<br>(as at February 2025) |
|--|-------------------------------------|---------------|----------------|----------------------------------|
| Admission Scheme for Mainland Talents and Professionals (ASMP)                             | No. of applications received        | 13 282        | 24 727         | 26 611                           |
|  | No. of applications approved        | 11 841        | 21 875         | 23 743                           |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | No. of applications received        | 14 906        | 25 758         | 26 185                           |
|  | No. of applications approved        | 14 189        | 24 512         | 24 784                           |
| Technology Talent Admission Scheme (TechTAS)   | No. of applications received        | 87            | 142            | 137                              |
|  | No. of applications approved        | 82            | 125            | 114                              |
| Quality Migrant Admission Scheme (QMAS) @  | No. of applications received        | 28 732        | 83 587         | 49 512                           |
|  | No. of applications approved        | 4 478         | 13 631         | 9 327                            |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | No. of applications received        | 115           | 140            | 136                              |
|  | No. of applications approved        | 70            | 92             | 75                               |
| <b>Total</b>   | <b>No. of applications received</b> | <b>97 630</b> | <b>220 765</b> | <b>182 067</b>                   |
|  | <b>No. of applications approved</b> | <b>60 559</b> | <b>138 020</b> | <b>126 428</b>                   |

Note 1: Applications approved in a year may not all be received in the same year.

Note 2: The numbers of applications in the table are identical to the numbers of applicants involved.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

2. In the past 3 years, the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector are tabulated below:

GEP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Academic research and education | 2 353         | 2 788         | 2 420                            |
| Commerce and trade              | 1 651         | 2 463         | 1 562                            |
| Arts/Culture                    | 1 252         | 2 416         | 2 300                            |
| Financial services              | 2 517         | 1 864         | 1 924                            |
| Tourism                         | 300           | 1 861         | 2 020                            |
| Engineering and construction    | 1 368         | 1 545         | 1 268                            |
| Recreation and sports           | 1 524         | 1 215         | 1 627                            |
| Information technology          | 580           | 514           | 285                              |
| Catering services               | 403           | 512           | 485                              |
| Medical and healthcare services | 173           | 335           | 329                              |
| Legal services                  | 137           | 173           | 104                              |
| Manufacturing industries        | 66            | 100           | 104                              |
| Telecommunications              | 89            | 80            | 123                              |
| Architecture/Surveying          | 45            | 24            | 174                              |
| Biotechnology                   | 10            | 12            | 13                               |
| Traditional Chinese medicine    | 0             | 0             | 1                                |
| Others                          | 5 033         | 12 452        | 16 861                           |
| <b>Total</b>                    | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

Note: The numbers of applications in the table are identical to the numbers of applicants involved. The same applies to the tables below.

ASMTTP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February<br>2025) |
|---------------------------------|---------------|---------------|-------------------------------------|
| Academic research and education | 2 522         | 4 028         | 3 968                               |
| Arts/Culture                    | 399           | 3 906         | 3 752                               |
| Commerce and trade              | 1 902         | 3 511         | 3 979                               |
| Financial services              | 2 812         | 3 004         | 2 156                               |
| Engineering and construction    | 1 396         | 2 537         | 2 625                               |
| Information technology          | 1 024         | 1 183         | 1 121                               |
| Recreation and sports           | 128           | 936           | 3 183                               |
| Telecommunications              | 289           | 188           | 182                                 |
| Medical and healthcare services | 527           | 165           | 204                                 |
| Tourism                         | 16            | 159           | 288                                 |
| Manufacturing industries        | 84            | 164           | 147                                 |
| Architecture/Surveying          | 28            | 152           | 47                                  |
| Legal services                  | 115           | 121           | 86                                  |
| Catering services               | 41            | 105           | 153                                 |
| Biotechnology                   | 78            | 60            | 56                                  |
| Traditional Chinese medicine    | 2             | 4             | 9                                   |
| Others                          | 478           | 1 652         | 1 787                               |
| <b>Total</b>                    | <b>11 841</b> | <b>21 875</b> | <b>23 743</b>                       |

TechTAS

| Industry/Sector                        | 2022-23   | 2023-24    | 2024-25<br>(as at February<br>2025) |
|--|-----------|------------|-------------------------------------|
| Artificial intelligence                | 11        | 36         | 39                                  |
| Biotechnology                          | 21        | 24         | 10                                  |
| Data analytics                         | 5         | 15         | 8                                   |
| Financial technologies                 | 18        | 8          | 9                                   |
| Robotics                               | 0         | 7          | 5                                   |
| Green technology                       | 3         | 8          | 6                                   |
| Material science                       | 14        | 5          | 6                                   |
| Digital entertainment                  | 7         | 5          | 2                                   |
| Cybersecurity                          | 1         | 5          | 9                                   |
| The Internet-of-Things                 | 1         | 4          | 1                                   |
| Microelectronics                       | 0         | 4          | 8                                   |
| Integrated circuit design              | 1         | 3          | 6                                   |
| Advanced communication<br>technologies | 0         | 1          | 5                                   |
| Quantum technology                     | 0         | 0          | 0                                   |
| <b>Total</b>                           | <b>82</b> | <b>125</b> | <b>114</b>                          |

## QMAS

| Industry/Sector                                       | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|---|--------------|---------------|----------------------------------|
| Financial and accounting services                     | 1 446        | 4 354         | 2 524                            |
| Information technology and telecommunications         | 1 018        | 3 296         | 2 167                            |
| Business support and human resources                  | 250          | 984           | 668                              |
| Commerce and trade                                    | 232          | 960           | 941                              |
| Manufacturing industries                              | 279          | 794           | 638                              |
| Architecture, surveying, engineering and construction | 246          | 626           | 425                              |
| Human health and veterinary services                  | 175          | 538           | 403                              |
| Academic research and education                       | 311          | 504           | 342                              |
| Legal services  | 191          | 498           | 345                              |
| Logistics and transportation                          | 69           | 171           | 135                              |
| Broadcasting and entertainment                        | 46           | 126           | 93                               |
| Arts and culture                                      | 36           | 106           | 41                               |
| Catering and tourism                                  | 19           | 61            | 61                               |
| Sports  | 13           | 40            | 66                               |
| Others  | 147          | 573           | 478                              |
| <b>Total</b>  | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. The Immigration Department (ImmD) does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.



### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain the statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform ImmD when they are employed, or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed, or have established/joined in business in Hong Kong so that an extension of stay can be granted.

3. The Labour and Welfare Bureau (LWB) has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, commerce and trade, etc., which are all key industries of Hong Kong. Their salaries were generally higher than the average salaries in Hong Kong, with median monthly employment earnings of about \$50,000. The monthly employment earnings of around 25% of the incoming talents were \$100,000 or above, while those of some 10% were even \$200,000 or above. Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong.

Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 would contribute directly to Hong Kong's economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product. LWB will continually monitor the settlement of incoming talents in Hong Kong, and learn about their employment status through their applications for extension of stay under TTPS.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)143**

**(Question Serial No. 1966)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

With regard to Hong Kong's talent admission policies, the former Chief Executive and Vice-Chairman of the National Committee of the Chinese People's Political Consultative Conference has issued comments twice, querying "whether the Government has sufficient manpower to ensure the authenticity of the information submitted by applicants". In this connection, would the Government inform this Committee of the following:

1. According to government figures, there were over 400 000 applications under various talent admission schemes in the past 2 years. What were the manpower and resources spent by the SAR Government on verifying the accuracy and authenticity of the information in the talent admission applications in each of the past 2 financial years?
2. Among them, how many cases involving the use of false information and falsified academic qualifications were uncovered and how were they handled?
3. How many talent admission applications does the Government expect to receive in the new financial year? What are the estimated manpower and resources required for verifying the information in the applications?
4. It is announced in the Budget that a new fee will be charged under various talent admission schemes. When will the fee start to be charged? What is the estimated amount of government revenue thus generated?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 15)

Reply:

1, 3 and 4.

The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications (including the verification of information in the applications) under the various talent admission schemes from 2023-24 to 2025-26 are tabulated below:

| Talent admission scheme   |                                       | 2023-24 | 2024-25 | 2025-26 |
|---|---------------------------------------|---------|---------|---------|
| Top Talent Pass Scheme (TTPS)   | Staff establishment (Number of posts) | 10      | 15      | 15      |
|   | Salary costs* (\$'000)                | 7,920   | 12,380  | 12,750  |
| General Employment Policy <sup>&amp;</sup> (GEP)                                    | Staff establishment (Number of posts) | 28      | 28      | 28      |
|   | Salary costs* (\$'000)                | 20,300  | 21,150  | 21,780  |
| Admission Scheme for Mainland Talents and Professionals (ASMTP)                     | Staff establishment (Number of posts) | 24      | 23      | 23      |
|   | Salary costs* (\$'000)                | 15,310  | 15,740  | 16,210  |
| Immigration Arrangements for Non-local Graduates                                    | Staff establishment (Number of posts) | 14      | 14      | 14      |
|   | Salary costs* (\$'000)                | 8,760   | 9,150   | 9,430   |
| Technology Talent Admission Scheme  | Staff establishment (Number of posts) | 3       | 3       | 3       |
|   | Salary costs* (\$'000)                | 2,500   | 2,600   | 2,680   |
| Quality Migrant Admission Scheme (QMAS)   | Staff establishment (Number of posts) | 30      | 114     | 114     |
|   | Salary costs* (\$'000)                | 21,610  | 88,710  | 91,370  |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents | Staff establishment (Number of posts) | 12      | 9       | 9       |
|   | Salary costs* (\$'000)                | 6,360   | 5,930   | 6,100   |

<sup>&</sup> Including Employment Stream and Investment Stream.

\* Calculation based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

It is expected that a total of nearly 180 000 applications will be received under the various talent admission schemes in 2025-26. To peg to the costs and reflect the "user pays" principle, the 2025-26 Budget announced that a new application fee will be introduced under the various admission schemes to attract talents and capital investors, and the visa/entry permit issuance fees for approved applications will be raised based on the length of the limit of stay. The new fees have come into effect since 26 February 2025. The estimated annual revenue thus generated in the next 3 financial years will be about \$700 million, an increase of about \$620 million as compared to that before the

introduction of the new fees, subject to the actual numbers of applications received and approved.

2. ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the various talent admission schemes are required to provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or working experience as well as any criminal conviction records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. ImmD has the power to conduct random checks and verifications on the information and documents submitted by applicants, including verifying the applicants' status with the organisations issuing the documents.

Any person who knowingly and wilfully makes a statement or gives information that he/she knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from refusing such applications, ImmD will also initiate criminal investigations into the cases concerned. Should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her places of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he/she will be subject to removal back to his/her place of origin.

ImmD does not maintain the statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)144**

**(Question Serial No. 1967)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

A state leader was reported to have said that there were Mainlanders taking the opportunity of coming to Hong Kong as “talents” to fulfil their purposes of enrolling their children in schools for Hong Kong people and enjoying tax concessions in the Mainland under the policy of “Hong Kong taxation for Hong Kong people”, all of which went against the original intention of Hong Kong’s talent policies.

Did the SAR Government make any projection on how much local education and social welfare resources of the new financial year will be taken up by the above-mentioned “talents” who do not intend to stay in Hong Kong for their development? How much burden would be placed on Hong Kong taxpayers unreasonably?

Asked by: Hon TSE Wai-chun, Paul (LegCo internal reference no.: 16)

Reply:

Approved applicants under the various talent admission schemes may apply to bring in their spouses and their unmarried dependent children under the age of 18 to Hong Kong under the prevailing dependant policy. Incoming talents and their dependants, like other local residents, are eligible for public healthcare services. Their school-age children may choose to study in aided schools and receive free primary and secondary education. The basic welfare benefits enjoyed by incoming talents and their dependants are comparable to those in other international cities. Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong. These are the key considerations of the Government in making great effort to trawl for talents. The Government will continually monitor the settlement of incoming talents in Hong Kong and refine or adjust the relevant policies as necessary.

It takes time for talents and the local job market to acclimate which is a normal interactive process. Whether a talent can ultimately be granted an extension of stay or chooses to stay in Hong Kong for development depends on his/her own conditions and other different factors.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)145****(Question Serial No. 3246)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (3) Manpower DevelopmentControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

1. What are the respective numbers of talents admitted to Hong Kong under the Top Talent Pass Scheme, the Quality Migrant Admission Scheme and the Admission Scheme for Mainland Talents and Professionals since their implementation?
2. What are the respective numbers of persons who have come to Hong Kong as the dependants of the talents mentioned above? What are their age groups and education levels?

Asked by: Hon WONG Chun-sek, Edmund (LegCo internal reference no.: 46)Reply:

1. The numbers of applications approved under the Top Talent Pass Scheme (TTPS), the Quality Migrant Admission Scheme (QMAS) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) in the past 5 years are tabulated as follows:

| Talent admission scheme | 2020-21        | 2021-22       | 2022-23       | 2023-24       | 2024-25 (as at February 2025) |
|-------------------------|----------------|---------------|---------------|---------------|-------------------------------|
| TTPS <sup>#</sup>       | Not applicable |               | 12 398        | 49 431        | 36 785                        |
| QMAS <sup>@</sup>       | 2 173          | 1 980         | 4 478         | 13 631        | 9 327                         |
| ASMTP                   | 7 926          | 10 168        | 11 841        | 21 875        | 23 743                        |
| <b>Total</b>            | <b>10 099</b>  | <b>12 148</b> | <b>28 717</b> | <b>84 937</b> | <b>69 855</b>                 |

<sup>#</sup> The TTPS has been launched from 28 December 2022.<sup>@</sup> The number of applications approved refers to the number of successful cases passing the selection exercise.

2. The Immigration Department (ImmD) has been keeping the statistics of talents and dependants admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the number of dependants admitted to Hong Kong as at end-February 2025 is tabulated below:

| Talent admission scheme | 2023          | 2024          | 2025 (as at February) |
|-------------------------|---------------|---------------|-----------------------|
| TTPS                    | 35 931        | 48 936        | 8 901                 |
| QMAS                    | 21 544        | 18 438        | 3 773                 |
| ASMTP                   | 10 121        | 9 224         | 1 605                 |
| <b>Total</b>            | <b>67 596</b> | <b>76 598</b> | <b>14 279</b>         |

The ImmD does not maintain other statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)146**

**(Question Serial No. 0224)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Estimates that the Labour and Welfare Bureau will support the Human Resources Planning Commission in advising the Government on policies and measures on human resources. In this connection, will the Government advise this Committee whether the Commission has discussed the impact of the development of artificial intelligence (AI) on the local employment market, including conducting studies on the reduction in manpower demand as a result of the application of AI in various trades and industries; if it has, of the details; if it has not, whether it intends to allocate resources to launch such studies?

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 2)

Reply:

The Human Resources Planning Commission (HRPC) is a high-level policy consultation platform chaired by the Chief Secretary for Administration. The Labour and Welfare Bureau (LWB) sets aside annually administrative expenses for the provision of secretariat support to the HRPC.

The HRPC consolidates resources and efforts of the Government and various sectors to examine and holistically co-ordinate policies and measures on human resources. Relevant bureaux or departments (B/Ds) are responsible for conducting research, implementing policies and measures as necessary, and absorbing the related expenses.

Since its establishment, the HRPC has discussed various issues pertaining to manpower development. Those relating to technological development include the impact of automation on Hong Kong's human resources, promotion of technology application amongst the working population and local enterprises, attraction and retention of technology talents, as well as enhanced development of local technology manpower resources. Recently, the HRPC discussed the 2023 Manpower Projection (2023 MP) published by the LWB in November 2024, which included the impact of artificial intelligence (AI) application and automation on the manpower situation up to 2028.



According to the 2023 MP, the application of automation and AI are becoming increasingly prevalent for the purpose of enhancing efficiency and productivity, covering sectors such as hospitality, retail, aviation and banking. Some sectors estimate a possible reduction in manpower requirements by about 10% to 20% upon the adoption of automation and AI. At the same time, AI and automation increase the demand for roles that require advanced skills, such as AI specialists, data scientists and digital transformation experts. The LWB has set aside resources to commence a mid-term update of the 2023 MP in late 2025 to understand stakeholders' outlook on the manpower situation of Hong Kong in the coming three years, including the impact of AI and business digitisation on manpower requirement. The HRPC will be consulted in the process, and the results are expected to be released in 2026.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)147**

**(Question Serial No. 1686)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Government will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme, and will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. In this connection, would the Government inform this Committee of the following:

1. the fields in which top and leading talents will be invited to come to Hong Kong for development; whether the Government will take the lead in proactively inviting them or collaborate with universities/institutions, public organisations or private enterprises to do so; and
2. the areas covered under “professional and technical” and the specific definition of “young and with experience”?

Asked by: Hon WONG Kam-fai, William (LegCo internal reference no.: 33)

Reply:

1. The HKSAR Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which the Quality Migrant Admission Scheme (QMAS) seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under the QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

2. According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)148**

**(Question Serial No. 1181)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Government will continue to make every effort to trawl for talents. Regarding various talent admission schemes, including the Top Talent Pass Scheme (TTPS), the General Employment Policy, the Admission Scheme for Mainland Talents and Professionals, the Quality Migrant Admission Scheme, the Technology Talent Admission Scheme, the Immigration Arrangements for Non-local Graduates and the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents, would the Government inform this Committee of the following:

- (1) the expenditure on non-social media promotion and marketing since the establishment of the Hong Kong Talent Engage;
- (2) the respective numbers of applicants, successful applicants, rejected applicants and arrivals in Hong Kong under various talent admission schemes (including Categories A, B and C under the TTPS) in the last 3 years;
- (3) for talent admission schemes under which applications can be made for eligible dependent spouses and children to come to Hong Kong, the numbers of such dependant applicants, successful dependant applicants, rejected dependant applicants and dependant arrivals in Hong Kong;
- (4) the statistics on occupation and industry distribution as well as median wages of persons who have come to Hong Kong under various talent admission schemes in 2024-25;
- (5) the number of persons whose visas have expired since the implementation of the TTPS, and, among them, the numbers of applicants for extension of stay, unsuccessful applicants, unsuccessful applicants due to insufficient documents (including proof of academic qualifications issued by a third party and proof of income), as well as those who did not apply for extension of stay upon expiry of their visas; and
- (6) whether suspicious cases have been identified among the applications for extension of stay and referred to law enforcement agencies for follow-up; if so, what are the nature and number of cases involved?

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 1)

Reply:

- (1) The Hong Kong Talent Engage was established on 30 October 2023. Its expenditures on publicity and marketing conducted other than on social media in 2023-24 (from 30 October 2023 to 31 March 2024) and 2024-25 were approximately \$5 million and \$30 million respectively.
- (2) The numbers of applications received, approved and refused under the various talent admission schemes in the past 3 years are tabulated below:

| Talent admission scheme   |                                 | 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|---|---------------------------------|---------|---------|----------------------------------|
| Top Talent Pass Scheme (TTPS)#                                  | Number of applications received | 21 406  | 55 562  | 45 858                           |
|   | Number of applications approved | 12 398  | 49 431  | 36 785                           |
|   | Number of applications refused  | 632     | 3 144   | 2 075                            |
| General Employment Policy (GEP)                                 | Number of applications received | 19 102  | 30 849  | 33 628                           |
|   | Number of applications approved | 17 501  | 28 354  | 31 600                           |
|   | Number of applications refused  | 330     | 486     | 447                              |
| Admission Scheme for Mainland Talents and Professionals (ASMTP) | Number of applications received | 13 282  | 24 727  | 26 611                           |
|   | Number of applications approved | 11 841  | 21 875  | 23 743                           |
|   | Number of applications refused  | 153     | 256     | 338                              |
| Immigration Arrangements for Non-local Graduates (IANG)         | Number of applications received | 14 906  | 25 758  | 26 185                           |
|   | Number of applications approved | 14 189  | 24 512  | 24 784                           |
|   | Number of applications refused  | 21      | 17      | 26                               |
| Technology Talent Admission Scheme (TechTAS)                    | Number of applications received | 87      | 142     | 137                              |
|   | Number of applications approved | 82      | 125     | 114                              |
|   | Number of applications refused  | 0       | 0       | 0                                |
| Quality Migrant Admission Scheme (QMAS)@                        | Number of applications received | 28 732  | 83 587  | 49 512                           |
|   | Number of applications approved | 4 478   | 13 631  | 9 327                            |
|   | Number of applications refused  | 3 034   | 9 811   | 93 344                           |

| Talent admission scheme  |  | 2022-23       | 2023-24        | 2024-25<br>(as at February 2025) |
|--|--|---------------|----------------|----------------------------------|
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | Number of applications received        | 115           | 140            | 136                              |
|  | Number of applications approved        | 70            | 92             | 75                               |
|  | Number of applications refused         | 2             | 1              | 1                                |
| <b>Total</b>   | <b>Number of applications received</b> | <b>97 630</b> | <b>220 765</b> | <b>182 067</b>                   |
|  | <b>Number of applications approved</b> | <b>60 559</b> | <b>138 020</b> | <b>126 428</b>                   |
|  | <b>Number of applications refused</b>  | <b>4 172</b>  | <b>13 715</b>  | <b>96 231</b>                    |

Note: Applications approved/refused in a year may not all be received in the same year. The same applies to the tables below.

# TTPS has been launched from 28 December 2022.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

A breakdown of the numbers of applications received, approved and refused under TTPS by category is tabulated below:

|                                 | 2022-23    |            |            | 2023-24    |            |            | 2024-25<br>(as at February 2025) |            |            |
|---------------------------------|------------|------------|------------|------------|------------|------------|----------------------------------|------------|------------|
|                                 | Category A | Category B | Category C | Category A | Category B | Category C | Category A                       | Category B | Category C |
| Number of applications received | 4 706      | 11 082     | 5 618      | 16 849     | 28 611     | 10 102     | 15 900                           | 20 900     | 9 058      |
| Number of applications approved | 2 015      | 6 271      | 4 112      | 12 567     | 27 856     | 9 008      | 10 881                           | 18 202     | 7 702      |
| Number of applications refused  | 60         | 287        | 285        | 1 538      | 1 162      | 444        | 983                              | 692        | 400        |

Notes:

Category A refers to persons with annual income reaching HK\$2.5 million or above in the year immediately preceding the date of application.

Category B refers to full-time bachelor's degree graduates of the universities/institutions prescribed in the aggregate list of eligible universities (eligible universities/institutions) with at least 3 years of work experience over the past 5 years immediately preceding the date of application.

Category C refers to full-time bachelor's degree graduates of eligible universities/institutions in the past 5 years immediately preceding the date of application with less than 3 years of work experience.

ImmD has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme |            | 2023          | 2024          | 2025<br>(as at February) |
|-------------------------|------------|---------------|---------------|--------------------------|
| TTPS                    | Category A | 9 038         | 12 251        | 1 722                    |
|                         | Category B | 19 568        | 20 255        | 3 656                    |
|                         | Category C | 6 977         | 7 412         | 1 117                    |
| GEP#                    |            | 7 953         | 5 627         | 1 612                    |
| ASMTTP#                 |            | 11 705        | 11 887        | 1 758                    |
| IANG                    |            | 23 905        | 23 017        | 2 398                    |
| TechTAS                 |            | 128           | 117           | 21                       |
| QMAS                    |            | 12 276        | 9 981         | 1 910                    |
| ASSG                    |            | 81            | 80            | 13                       |
| <b>Total</b>            |            | <b>91 631</b> | <b>90 627</b> | <b>14 207</b>            |

# The numbers do not include cases of short-term employment.

- (3) The numbers of dependant visa/entry permit applications received, approved and refused under the various talent admission schemes in the past 3 years are tabulated below:

| Talent admission scheme |                                 | 2022-23 | 2023-24 | 2024-25<br>(as at February 2025) |
|-------------------------|---------------------------------|---------|---------|----------------------------------|
| TTPS#                   | Number of applications received | 17 613  | 62 158  | 55 796                           |
|                         | Number of applications approved | 8 772   | 56 578  | 45 680                           |
|                         | Number of applications refused  | 312     | 3 986   | 2 669                            |
| GEP                     | Number of applications received | 7 208   | 7 055   | 6 373                            |
|                         | Number of applications approved | 6 657   | 6 113   | 5 521                            |
|                         | Number of applications refused  | 67      | 89      | 80                               |
| ASMTTP                  | Number of applications received | 7 331   | 13 113  | 11 467                           |
|                         | Number of applications approved | 5 823   | 10 517  | 9 052                            |
|                         | Number of applications refused  | 134     | 305     | 466                              |
| IANG                    | Number of applications received | 3 086   | 5 899   | 8 124                            |
|                         | Number of applications approved | 2 523   | 4 769   | 6 467                            |
|                         | Number of applications refused  | 4       | 7       | 19                               |

| Talent admission scheme |  | 2022-23       | 2023-24        | 2024-25<br>(as at February 2025) |
|-------------------------|--|---------------|----------------|----------------------------------|
| TechTAS                 | Number of applications received        | 129           | 140            | 118                              |
|                         | Number of applications approved        | 102           | 116            | 97                               |
|                         | Number of applications refused         | 0             | 0              | 0                                |
| QMAS                    | Number of applications received        | 14 868        | 91 867         | 139 907                          |
|                         | Number of applications approved        | 9 930         | 23 191         | 19 890                           |
|                         | Number of applications refused         | 5 554         | 13 630         | 150 807                          |
| ASSG                    | Number of applications received        | 62            | 36             | 41                               |
|                         | Number of applications approved        | 6             | 12             | 4                                |
|                         | Number of applications refused         | 0             | 0              | 1                                |
| <b>Total</b>            | <b>Number of applications received</b> | <b>50 297</b> | <b>180 268</b> | <b>221 826</b>                   |
|                         | <b>Number of applications approved</b> | <b>33 813</b> | <b>101 296</b> | <b>86 711</b>                    |
|                         | <b>Number of applications refused</b>  | <b>6 071</b>  | <b>18 017</b>  | <b>154 042</b>                   |

# TTPS has been launched from 28 December 2022.

ImmD has been keeping the statistics of dependants admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme | 2023          | 2024          | 2025<br>(as at February) |
|-------------------------|---------------|---------------|--------------------------|
| TTPS                    | 35 931        | 48 936        | 8 901                    |
| GEP                     | 5 608         | 5 377         | 780                      |
| ASMTP                   | 10 121        | 9 224         | 1 605                    |
| IANG                    | 4 640         | 6 844         | 1 013                    |
| TechTAS                 | 100           | 108           | 24                       |
| QMAS                    | 21 544        | 18 438        | 3 773                    |
| ASSG                    | 6             | 7             | 0                        |
| <b>Total</b>            | <b>77 950</b> | <b>88 934</b> | <b>16 096</b>            |



- (4) In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

**GEP**

| Industry/Sector                 | Number of persons |
|---------------------------------|-------------------|
| Academic research and education | 2 420             |
| Arts/Culture                    | 2 300             |
| Tourism                         | 2 020             |
| Financial services              | 1 924             |
| Recreation and sports           | 1 627             |
| Commerce and trade              | 1 562             |
| Engineering and construction    | 1 268             |
| Catering services               | 485               |
| Medical and healthcare services | 329               |
| Information technology          | 285               |
| Architecture/Surveying          | 174               |
| Telecommunications              | 123               |
| Legal services                  | 104               |
| Manufacturing industries        | 104               |
| Biotechnology                   | 13                |
| Traditional Chinese medicine    | 1                 |
| Others                          | 16 861            |
| <b>Total</b>                    | <b>31 600</b>     |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 15 955            |
| \$20,000 - \$39,999  | 8 491             |
| \$40,000 - \$79,999  | 4 042             |
| \$80,000 or above    | 3 112             |
| <b>Total</b>         | <b>31 600</b>     |

ASMTTP

| Industry/Sector                 | Number of persons |
|---------------------------------|-------------------|
| Commerce and trade              | 3 979             |
| Academic research and education | 3 968             |
| Arts/Culture                    | 3 752             |
| Recreation and sports           | 3 183             |
| Engineering and construction    | 2 625             |
| Financial services              | 2 156             |
| Information technology          | 1 121             |
| Tourism                         | 288               |
| Medical and healthcare services | 204               |
| Telecommunications              | 182               |
| Catering services               | 153               |
| Manufacturing industries        | 147               |
| Legal services                  | 86                |
| Biotechnology                   | 56                |
| Architecture/Surveying          | 47                |
| Traditional Chinese medicine    | 9                 |
| Others                          | 1 787             |
| <b>Total</b>                    | <b>23 743</b>     |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 10 238            |
| \$20,000 - \$39,999  | 8 201             |
| \$40,000 - \$79,999  | 4 084             |
| \$80,000 or above    | 1 220             |
| <b>Total</b>         | <b>23 743</b>     |

TechTAS

| Industry/Sector                     | Number of persons |
|-------------------------------------|-------------------|
| Artificial intelligence             | 39                |
| Biotechnology                       | 10                |
| Cybersecurity                       | 9                 |
| Financial technologies              | 9                 |
| Data analytics                      | 8                 |
| Microelectronics                    | 8                 |
| Green technology                    | 6                 |
| Integrated circuit design           | 6                 |
| Material science                    | 6                 |
| Advanced communication technologies | 5                 |
| Robotics                            | 5                 |
| Digital entertainment               | 2                 |
| The Internet-of-Things              | 1                 |
| Quantum technology                  | 0                 |
| <b>Total</b>                        | <b>114</b>        |

| Monthly remuneration | Number of persons |
|----------------------|-------------------|
| Below \$20,000       | 0                 |
| \$20,000 - \$39,999  | 61                |
| \$40,000 - \$79,999  | 44                |
| \$80,000 or above    | 9                 |
| <b>Total</b>         | <b>114</b>        |

### QMAS

| Industry/Sector                                       | Number of persons |
|---|-------------------|
| Financial and accounting services                     | 2 524             |
| Information technology and telecommunications         | 2 167             |
| Commerce and trade                                    | 941               |
| Business support and human resources                  | 668               |
| Manufacturing industries                              | 638               |
| Architecture, surveying, engineering and construction | 425               |
| Human health and veterinary services                  | 403               |
| Legal services  | 345               |
| Academic research and education                       | 342               |
| Logistics and transportation                          | 135               |
| Broadcasting and entertainment                        | 93                |
| Sports  | 66                |
| Catering and tourism                                  | 61                |
| Arts and culture                                      | 41                |
| Others  | 478               |
| <b>Total</b>  | <b>9 327</b>      |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

### LANG

At present, over 90% of those coming to or staying in Hong Kong under LANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are

required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

- (5) The first batch of visas under TTPS only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time.
- (6) ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the various talent admission schemes are required to provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or working experience as well as any criminal conviction records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. ImmD has the power to conduct random checks and verifications on the information and documents submitted by applicants, including verifying the applicants' status with the organisations issuing the documents.

Any person who knowingly and wilfully makes a statement or gives information that he/she knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from refusing such applications, ImmD will also initiate criminal investigations into the cases concerned. Offenders are liable on conviction to a maximum fine of HK\$150,000 and imprisonment for 14 years. In addition, should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her places of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he/she will be subject to removal back to his/her place of origin.

ImmD does not maintain the statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)149**

**(Question Serial No. 1182)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Government will allow young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage under the Admission Scheme for Mainland Talents and Professionals (ASMTTP) and the General Employment Policy (GEP). In this connection, would the Government inform this Committee of the following:

- (1) the estimated staff establishment and salary costs involved in the ASMTTP and GEP in 2025-26, and whether manpower has been increased as a result of the said admission schemes for young non-degree talents;
- (2) the “skilled trades facing manpower shortage” that are initially identified;
- (3) the quotas for the schemes;
- (4) the definition of “young” and whether an upper age limit has been initially set;
- (5) how the Government ensures that the professional and technical qualifications of the relevant talents comply with the registration or licensing requirements for practice in Hong Kong;
- (6) whether the trades and staff unions have been fully consulted to keep abreast of the latest supply of and demand for the relevant skilled trades; and
- (7) whether there are specific measures to ensure the priority of local workers in employment, such as requiring that the salaries of the relevant talents must be no less than the median monthly wages of local workers taking up similar positions.

Asked by: Hon WONG Kwok, Kingsley (LegCo internal reference no.: 2)

Reply:

- (1) The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTTP) in 2025-26 are tabulated below:

| Talent admission scheme |  | 2025-26 |
|-------------------------|--|---------|
| GEP&                    | Staff establishment<br>(Number of posts) | 28      |
|                         | Salary costs*<br>(\$'000)                | 21,780  |
| ASMTP                   | Staff establishment<br>(Number of posts) | 23      |
|                         | Salary costs*<br>(\$'000)                | 16,210  |

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, the ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of the ImmD.

(2) to (7)

According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage.

The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc. As currently required under GEP and ASMTP, at the time of application, they must have secured offers of employment from local enterprises, and the remuneration package should commensurate with the prevailing market level for similar jobs. There will be a quota on the number of technical professionals admitted so as to minimise the impact on local technical professionals, in line with the manpower policy of ensuring employment priority for locals.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement,



which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)150**

**(Question Serial No. 2584)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

1. Please provide the numbers of hospitality and tourism-related training courses offered by the Vocational Training Council, the numbers of places available, the numbers of enrolments, the ratios of local to non-local students, and the proportion of graduates who joined the tourism industry after completing the courses in 2024.
2. Please provide the numbers of enrolments and the proportion of non-local students in courses covered by the Vocational Professionals Admission Scheme (VPAS) broken down by skilled trade.
3. When will the Government include the hospitality and tourism industry in the VPAS in response to the demands of the tourism industry?

Asked by: Hon YIU Pak-leung (LegCo internal reference no.: 34)

Reply:

1. The Education Bureau (EDB) supports the Vocational Training Council (VTC) through subvention to provide vocational and professional education and training (VPET), including offering a wide range of full-time and part-time VPET programmes which lead to formal qualifications from post-secondary three up to the Master's degree level. In the 2023/24 academic year, the numbers of full-time subvented programmes relating to hotel, tourism, hospitality and conference and exhibition, the numbers of places and enrolments, and the ratios of local to non-local students are tabulated below:

| Type of programmes | Number of programmes | Number of places | Actual Intake<br>(Percentage of the total intake)(%) |                    |               |
|--------------------|----------------------|------------------|--|--------------------|---------------|
|                    |                      |                  | Local students                                       | Non-local students | Total         |
| Higher Diploma     | 4                    | 260              | 272<br>(99.3%)                                       | 2<br>(0.7%)        | 274<br>(100%) |
| Foundation Diploma | 3                    | 655              | 719<br>(100%)  | 0<br>(0%)          | 719<br>(100%) |
| Diploma            | 1                    | 48               | 43<br>(100%)   | 0<br>(0%)          | 43<br>(100%)  |

The Labour and Welfare Bureau (LWB) subvents the VTC to offer short-term training courses that do not lead to formal qualifications. Such courses aim to upgrade the skills and knowledge of the training targets who are local in-service personnel. In the 2023/24 academic year, there were 19 in-service training courses relating to hospitality and tourism. It was originally planned to offer 481 places, but due to the higher-than-expected enrolment of individual courses, the final total intake was 679. The VTC does not keep a breakdown of local and non-local students.

Some trainees in the in-service training courses are industry practitioners. The VTC does not keep statistics on the percentage of graduates of the above courses joining the tourism sector after completing the courses.

2. To alleviate the manpower shortage in skilled trades, the Government announced in the 2023 Policy Address the pilot implementation of the Vocational Professionals Admission Scheme (VPAS), allowing non-local students enrolled in eligible full-time Higher Diploma (HD) programmes (eligible programmes) offered by the VTC in the 2024/25 and 2025/26 academic years to stay in Hong Kong for one year after graduation to seek jobs relevant to their disciplines. In the 2024/25 academic year, 27 relevant HD programmes were designated as eligible programmes under the VPAS, covering five skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building, civil engineering and built environment; and maritime. The number of students and the percentage of non-local students in the eligible programmes by technical trade are as follows:

| Technical trade                                   | Number of local students | Number of non-local students | Total number of students | Percentage of non-local students (%) |
|---|--------------------------|------------------------------|--------------------------|--------------------------------------|
| Innovation and technology                         | 1 217                    | 183                          | 1 400                    | 13%                                  |
| Electrical and mechanical services                | 342                      | 48                           | 390                      | 12%                                  |
| Building, civil engineering and built environment | 927                      | 58                           | 985                      | 6%                                   |
| Aviation, transport and logistics                 | 242                      | 311                          | 553                      | 56%                                  |
| Maritime services                                 | 26                       | 0                            | 26                       | 0%                                   |
| <b>Total</b>                                      | <b>2 754</b>             | <b>600</b>                   | <b>3 354</b>             | <b>18%</b>                           |

3. In finalising the list of eligible programmes under the VPAS, the Government has taken into account the latest manpower situation in different technical trades and the criteria for inclusion of eligible programmes under the VPAS, including that these programmes:
- (a) relate to the trades essential for sustainable development of Hong Kong, but with acute local manpower shortage in specific occupations which have to be filled only by trained or even licensed technicians;
  - (b) provide training in technical skills as necessary for occupations mentioned under (a), and
  - (c) encounter difficulties in enrolment of sufficient local students to ensure steady supply of manpower for the relevant technical occupations to meet the market demand.

The HD programmes relating to hospitality and tourism do not meet all the criteria above and are therefore not designated as eligible programmes. The LWB will keep a close watch on the implementation of the VPAS and conduct reviews when necessary.

The VPAS is one of the Government's many measures to address the local manpower shortage of skilled trades. The policy bureaux have been closely monitoring the manpower situation of the industries and exploring with the industries on corresponding measures. We are aware of the recently published Development Blueprint for Hong Kong's Tourism Industry 2.0, in which the Culture, Sports and Tourism Bureau has put forward various measures to attract new entrants and nurture professionals to meet the manpower needs of tourism development in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)151****(Question Serial No. 1484)**Head: (141) Government Secretariat: Labour and Welfare BureauSubhead (No. & title): ()Programme: (4) Talent Engagement and SupportControlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)Director of Bureau: Secretary for Labour and WelfareQuestion:

It is mentioned in paragraph 152 of the Budget Speech that the Hong Kong Talent Engage (HKTE) provides comprehensive one-stop support to incoming talents, promotes globally Hong Kong's advantages and attracts talents. The HKTE plans to organise the second "Global Talent Summit • Hong Kong" early next year to reinforce Hong Kong's status as an international hub for high calibre talent. In this connection, would the Government inform this Committee of the following:

1. the staff establishment, total expenditure and breakdown expenditure on various items (including operation, local and overseas publicity, talent support services, talent attraction) of the HKTE in each of the past 2 years; the estimated total expenditure and breakdown of expenditure on various items this year;
2. the respective numbers of promotional activities that the HKTE organised in the Mainland, Asia Pacific, Middle East, Europe and North America regions to attract global talents in the past 2 years; the estimated numbers of promotional activities to be organised in various regions this year;
3. the numbers of themed seminars, workshops and integration activities hosted by the HKTE and the respective numbers of participants in the past 2 years;
4. the numbers of enquiries and referral cases for support services received by the HKTE's online platform in each of the past 2 years, with a breakdown by type of enquiry; and
5. the breakdown of expenditure on various items, number of participating organisations, number of participants and effectiveness of the first Summit held in May last year; and the details, scale and estimated expenditure of the second Summit?

Asked by: Hon YUNG Hoi-yan (LegCo internal reference no.: 34)Reply:

1. The Hong Kong Talent Engage (HKTE) was established on 30 October 2023. It has a staff establishment of 38 positions, including 8 civil service posts. The total expenditure and its breakdown by year are as follows:

| (\$'000) | 2023-24 Actual | 2024-25 Revised | 2025-26 Estimate |
|----------|----------------|-----------------|------------------|
|----------|----------------|-----------------|------------------|

|                          | (30 October 2023 to<br>31 March 2024) |        |        |
|--------------------------|---------------------------------------|--------|--------|
| Salary                   | 15,500                                | 41,800 | 43,500 |
| Operating<br>expenditure | 12,200                                | 45,300 | 44,500 |
| Total                    | 27,700                                | 87,100 | 88,000 |

The operating expenditure is for local and overseas promotion and publicity, organisation of various talent attraction activities, provision of support services for talents, etc.

- To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the HKTE has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. The information on the region and number of visits made by the HKTE in the past 2 years is as follows:

|               | 2023-24<br>(30 October 2023 to<br>31 March 2024) | 2024-25<br>(as at February 2025) |
|---------------|--|----------------------------------|
| Region        | Number of visits                                 | Number of visits                 |
| The Mainland  | 13   | 25                               |
| Asia Pacific  | 1  | 3                                |
| Middle East   | 0  | 1                                |
| Europe        | 0  | 2                                |
| North America | 0  | 2                                |
| Total         | 14   | 33                               |

In 2025, the HKTE will conduct at least 15 visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities.

- The number of online and offline themed seminars, workshops and integration activities organised by the HKTE and the respective number of participants/viewership in the past 2 years are tabulated as follows:

|                         | 2023-24<br>(30 October 2023 to<br>31 March 2024) |                           | 2024-25<br>(as at February 2025) |   |
|-------------------------|--|---------------------------|----------------------------------|---|
| Event                   | Number of<br>event                               | Number of<br>participants | Number of<br>event               | Number of<br>participants/viewership <sup>#</sup> |
| Themed<br>seminar       | 2  | 121                       | 26                               | 71 668  |
| Workshop                | -  | -                         | 22                               | 390   |
| Integration<br>activity | -  | -                         | 2                                | 90  |
| Total                   | 2  | 121                       | 50                               | 72 148  |

<sup>#</sup>The HKTE has offered live webcast and online replay services for themed seminars since April 2024.

4. The number of enquiries and referral cases for support services received by the HKTE in the past 2 years are tabulated as follows:

|                           | 2023-24<br>(30 October 2023 to<br>31 March 2024) |   | 2024-25<br>(as at February 2025)   |   |
|---------------------------|--|---|------------------------------------|---|
| Type                      | Number of<br>enquiries<br>received               | Number of<br>referral cases for<br>support services | Number of<br>enquiries<br>received | Number of<br>referral cases for<br>support services |
| Talent scheme and<br>visa | 5 862  | Not applicable                                      | 6 469                              | Not applicable                                      |
| Employment                | 8 507  | 2 506   | 9 791                              | 4 034   |
| Children's<br>education   | 52   | 298   | 103                                | 313   |
| Accommodation             | 10   | 562   | 13                                 | 659   |
| Others                    | 1 323  | 622   | 4 651                              | 2 006   |
| Total                     | 15 754   | 3 988   | 21 027                             | 7 012   |

5. The HKTE organised the inaugural “Global Talent Summit • Hong Kong” (GTS) in early May 2024. The expenditure was approximately \$12 million, of which about \$1.6 million was venue costs, and the remainder was the expenditure on production as well as promotion and publicity. Some 70 organisations participated in the GTS with over 13 000 participation times and more than 130 000 views on the live webcast. It successfully promoted Hong Kong’s dual role as an international talent hub and the country’s gateway for talents to the international community.

In view of the favourable response received by the first GTS, the HKTE will stage the second GTS in the first quarter of 2026. The GTS will help reinforce Hong Kong’s position as an international hub for high-calibre talents, and attract global talents and professionals to Hong Kong. The expenditure is estimated to be about \$13 million. The second GTS is currently under planning and its specific details are yet to be finalised.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)152**

**(Question Serial No. 2990)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the new indicator, namely the “number of approved applications for visa extension under various talent admission schemes”, the initial target has been set at 50 000 persons. What is the rationale for setting this target? Talent admission schemes have consistently followed an “easy entry, strict renewal” policy, with established standards for visa extensions. If the number of approved applications is set as an indicator, will this exert pressure on the approving authority, leading to a relaxation of visa extension standards in order to meet the target?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 25)

Reply:

In addition to “trawling for talents”, the Government also focuses on “retaining talents”. The 2024 Policy Address has thus set a key performance indicator (KPI) of approving at least 50 000 visa extension applications annually for talents admitted through the talent admission schemes from 2025 to 2027. The Government has set this KPI primarily based on the extension data between 2021 and 2023, and has also drawn reference from the numbers of incoming talents approved under the various talent admission schemes in recent years. The KPI concerned is used to measure the effectiveness of the Government’s efforts on “retaining talents”, rather than as a factor to be considered by the Immigration Department (ImmD) in approving talents’ applications for extension of stay.

ImmD adopts a stringent mechanism for examining each visa, entry permit and extension of stay application under the talent admission schemes. When applying for extension of stay, eligible incoming talents are required to provide ImmD with concrete supporting information and documents, including employment contracts, proof and accounts of their business operation, tax demand notes, etc. If necessary, ImmD will visit the applicants’ reported work and business premises to conduct on-site verification. ImmD will examine each application in detail to see if it meets the eligibility criteria for extension of stay, so as to



ensure that only persons meeting the eligibility criteria will be permitted to stay in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)153**

**(Question Serial No. 2379)**

Head: (173) Working Family and Student Financial Assistance Agency

Subhead (No. & title): ()

Programme: (1) Student Assistance Scheme

Controlling Officer: Head, Working Family and Student Financial Assistance Agency  
(Gilford LAW)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Continuing Education Fund (CEF) under the Programme, please advise on the following:

1. the numbers of accounts under the CEF, the changes in the numbers of accounts, and the distribution of account holders' account balance in the past 2 years;
2. the numbers of the CEF reimbursable courses, the numbers of subsidy recipients, and the average amount of subsidy reimbursed in the past 2 years, with a breakdown by area of study;
3. regarding those areas of study where there are manpower shortage and needs of talent for development, whether the Government will consider including more relevant courses in the list of reimbursable courses or launching special programmes, such as increasing the amount of subsidy and adjusting the co-payment ratios, to attract more people to enrol in such courses and pursue a career in relevant areas; and
4. how the CEF courses dovetailed with the development positioning of Hong Kong and provided corresponding relevant skills, so that people who were interested could easily enrol in the past 2 years. Will the amount of CEF subsidy and the co-payment ratios be reviewed again in future, with special emphasis on tying in with the transformation of industries and the development of emerging industries in Hong Kong, so as to provide training for nurturing working adults?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 37)

Reply:

- 1, 3 & 4. In the past 2 years, there were 913 166 and 940 886 accounts under the Continuing Education Fund (CEF) respectively, which is an increase of 27 720 accounts (3%) during the period. As at 31 January 2025, there were about 940 000 accounts under the CEF, among which about 6 900 account holders had used up the subsidy of \$25,000, representing less than 1% of the total number of accounts. Nearly

87% of the accounts under the CEF had an unused balance of \$15,000 or above, which could be used by learners for enrolment in about 2 CEF courses as the current median course fee of the CEF courses is \$7,800. The Government is of the view that the current CEF subsidy ceiling can satisfy the demand of the learners. The Government will continue to keep track of the operation of the CEF and the views of stakeholders, and consider the need to review the existing arrangements as appropriate.

Applications have been accepted for registration under the CEF in respect of all courses registered under the Qualifications Register, which cover 14 areas of study and training. As at 31 January 2025, over 4 500 CEF courses were offered by over 120 course providers, giving learners a wide range of choices for continuing education. The Government will continue to encourage existing and other course providers to develop new courses, with a view to meeting the latest market trends in professions and skills. As for the manpower supply and needs of individual industries, relevant policy bureaux, industry stakeholders or course providers will conduct relevant research and develop industry-based manpower strategies and specific training courses as needed.

2. Breakdown of the numbers of courses with valid registration under the CEF and subsidy recipients, as well as the average amounts of reimbursement by area of study in the past 2 years are set out at the Annex.

**Number of CEF Courses with Valid Registration, Number of Subsidy Recipients,  
and Average Amount of Reimbursement by Area of Study**

2023-24

| Area of study (Note (i))   | Number of courses with valid registration | Number of subsidy recipients (Note (ii)) | Average amount of reimbursement (\$) |
|--|---|--|--------------------------------------|
| Business Services  | -   | 4 949                                    | 7,126                                |
| Design   |   | 931                                      | 7,009                                |
| Financial Services   |   | 2 992                                    | 6,501                                |
| Languages  |   | 6 188                                    | 8,033                                |
| Logistics  |   | 573                                      | 9,941                                |
| Tourism  |   | 480                                      | 5,855                                |
| Interpersonal and Intrapersonal Skills for the Workplace             |   | 32                                       | 8,164                                |
| Creative Industries  |   | 912                                      | 12,257                               |
| Specification of Competency Standards (SCS)-based (Note (iv))        | 112                                       | 8 228                                    | 4,918                                |
| A01 - Architecture and Town Planning                                 | 144                                       | 949                                      | 9,019                                |
| A02 - Arts, Design and Performing Arts                               | 220                                       | 1 265                                    | 9,744                                |
| A03 - Business and Management  | 1 798                                     | 12 144                                   | 9,160                                |
| A04 - Computer Science and Information Technology                    | 261                                       | 1 685                                    | 6,582                                |
| A05 - Education  | 83  | 1 786                                    | 10,364                               |
| A06 - Engineering and Technology                                     | 432                                       | 3 192                                    | 7,706                                |
| A07 - Humanities   | 143                                       | 998                                      | 10,142                               |
| A08 - Languages and Related Studies                                  | 282                                       | 1 841                                    | 9,622                                |
| A09 - Law  | 79  | 482                                      | 9,012                                |
| A10 - Mass Media and Communications, Journalism and Public Relations | 117                                       | 519                                      | 5,064                                |
| A11 - Medicine, Dentistry and Health Sciences                        | 268                                       | 4 507                                    | 7,553                                |
| A12 - Sciences   | 137                                       | 865                                      | 7,351                                |
| A13 - Services   | 319                                       | 2 310                                    | 8,628                                |
| A14 - Social Sciences  | 300                                       | 2 537                                    | 8,249                                |
| <b>Total</b>   | <b>4 695</b>                              | <b>60 365</b>                            | -                                    |

| Area of study (Note (i))   | Number of courses with valid registration | Number of subsidy recipients (Note (ii)) | Average amount of reimbursement (\$) |
|--|---|--|--------------------------------------|
| Business Services  | -<br>(Note (iii))                         | 701                                      | 10,366                               |
| Design   |   | 137                                      | 14,710                               |
| Financial Services   |   | 223                                      | 4,745                                |
| Languages  |   | 2 808                                    | 7,767                                |
| Logistics  |   | 159                                      | 11,411                               |
| Tourism  |   | 17                                       | 3,958                                |
| Interpersonal and Intrapersonal Skills for the Workplace             |   | -  | -                                    |
| Creative Industries  |   | 207                                      | 15,741                               |
| Specification of Competency Standards (SCS)-based (Note (iv))        | 104                                       | 8 955                                    | 3,389                                |
| A01 - Architecture and Town Planning                                 | 146                                       | 1 015                                    | 8,665                                |
| A02 - Arts, Design and Performing Arts                               | 219                                       | 1 584                                    | 9,853                                |
| A03 - Business and Management  | 1 732                                     | 15 960                                   | 9,180                                |
| A04 - Computer Science and Information Technology                    | 260                                       | 1 908                                    | 6,292                                |
| A05 - Education  | 91  | 1 486                                    | 9,649                                |
| A06 - Engineering and Technology                                     | 426                                       | 2 799                                    | 7,172                                |
| A07 - Humanities   | 111                                       | 806                                      | 9,917                                |
| A08 - Languages and Related Studies                                  | 251                                       | 2 229                                    | 9,184                                |
| A09 - Law  | 80  | 494                                      | 10,192                               |
| A10 - Mass Media and Communications, Journalism and Public Relations | 116                                       | 505                                      | 5,340                                |
| A11 - Medicine, Dentistry and Health Sciences                        | 273                                       | 3 917                                    | 7,692                                |
| A12 - Sciences   | 139                                       | 778                                      | 6,547                                |
| A13 - Services   | 336                                       | 2 301                                    | 8,923                                |
| A14 - Social Sciences  | 245                                       | 2 166                                    | 8,282                                |
| <b>Total</b>   | <b>4 529</b>                              | <b>51 155</b>                            | -                                    |

Note (i) After the introduction of the enhancement measures on 1 April 2019, applications have been accepted for registration under the CEF in respect of all courses registered under the Qualifications Register, including SCS-based courses; Specification of Generic (Foundation) Competencies-based (SGC-based) courses; and non SCS/SGC-based courses which are divided into 14 classified areas of study and training (i.e. A01 - A14).

- Note (ii) A person may claim for reimbursement of one or more CEF courses.
- Note (iii) All CEF courses previously registered under the 8 specified domains have expired after 31 March 2023, and must register under the 14 areas of study and training (i.e. A01 - A14) under the Qualifications Register. For applicants who have enrolled in the CEF courses which were previously registered under the 8 specified domains and commenced on or before 31 March 2023, they may submit applications for fee reimbursement within one year upon the successful completion of the courses (according to the course completion date or the date of the specified language benchmark test / examination (if applicable), whichever is later).
- Note (iv) The scopes of SCS-based industries under the Qualifications Framework include Arboriculture and Horticulture, Automotive, Banking, Beauty and Hairdressing, Catering, Electrical and Mechanical Services, Elderly Care Service, Fashion, Human Resource Management, Import and Export, Information and Communications Technology, Insurance, Jewellery, Logistics, Manufacturing Technology (Tooling, Metals and Plastics), Printing and Publishing, Property Management, Retail, Security Services, Testing, Inspection and Certification, Travel as well as Watch and Clock.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)154****(Question Serial No. 2005)**Head: (173) Working Family and Student Financial Assistance AgencySubhead (No. & title): (700) General non-recurrentProgramme: (1) Student Assistance SchemeControlling Officer: Head, Working Family and Student Financial Assistance Agency  
(Gilford LAW)Director of Bureau: Secretary for Labour and WelfareQuestion:

- Please provide, in tabular form, the number of applications, the number of approved applications for reimbursement and the total amount of reimbursement claim involved under the Continuing Education Fund (CEF) in each of the past 10 years.
- Please provide, in tabular form, the number of new accounts opened by CEF applicants in each of the past 10 years.
- Please present, in graphic form, the number of accounts that have used up 100%, over 80%, over 60%, over 40% and over 20% of their CEF subsidy balance.

Asked by: Hon LUK Hon-man, Benson (LegCo internal reference no.: 29)Reply:

- The number of reimbursement applications, the number of successful applications for reimbursement and the total amount of reimbursement claim under the Continuing Education Fund (CEF) in the past 5 years are tabulated as follows -

|  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> | <b>2023-24</b> | <b>2024-25<br/>(as at 31<br/>January 2025)</b> |
|--|----------------|----------------|----------------|----------------|--|
| Number of reimbursement applications <sup>Note</sup>               | 35 920         | 50 160         | 52 482         | 51 911         | 48 746   |
| Number of successful application for reimbursement <sup>Note</sup> | 30 738         | 47 552         | 52 410         | 49 613         | 42 329   |
| Total amount of reimbursement claim (\$ million)                   | 242.1          | 452.2          | 467.4          | 473.8          | 394.9  |

Note: An application may involve claims for reimbursement with one or more CEF courses.

- b) The number of newly opened CEF accounts in the past 5 years are tabulated as follows

|  | <b>2020-21</b> | <b>2021-22</b> | <b>2022-23</b> | <b>2023-24</b> | <b>2024-25</b><br>(as at 31 January 2025) |
|--|----------------|----------------|----------------|----------------|---|
| <b>Number of newly opened CEF accounts</b> | 17 557         | 27 196         | 30 092         | 29 877         | 27 720                                    |

- c) The current subsidy ceiling for each eligible applicant is \$25,000. As at 31 January 2025, the number of accounts which have received subsidy of \$5,000 (i.e. 20% of the subsidy ceiling) or above since the establishment of CEF are tabulated as follows -

| <b>Amount of subsidy received</b> | <b>Number of CEF accounts</b> |
|-----------------------------------|-------------------------------|
| \$5,000-\$9,999                   | 170 091                       |
| \$10,000-\$14,999                 | 347 310                       |
| \$15,000-\$19,999                 | 31 674                        |
| \$20,000-\$24,999                 | 28 250                        |
| \$25,000 (subsidy ceiling)        | 6 878                         |

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)155**

**(Question Serial No. 3815)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government advise the reasons why the estimated provision of the Labour Department for the Programme of Employment Services for 2025-26 is 15.5% higher than the original estimate for 2024-25?

Asked by: Hon CHOW Ho-ding, Holden (LegCo internal reference no.: 40)

Reply:

In 2025-26, the estimated provision of the Labour Department (LD) for the Programme of Employment Services is 15.5% higher than the original estimate for 2024-25. This is mainly because the Re-employment Allowance Pilot Scheme (REA Scheme) launched by LD on 15 July 2024 was very well received. As at February 2025, 35 203 participants and 13 670 placements were recorded, far exceeding the original estimate of around 6 000 placements in 3 years. In 2025-26, the provision for the REA Scheme has increased to about \$186 million as compared with the revised estimate of \$23 million in 2024-25, so as to ensure that re-employment allowance will be disbursed to all eligible participants.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)156**

**(Question Serial No. 3935)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) Please provide the numbers of applicants and those approved under the Enhanced Supplementary Labour Scheme (ESLS) as well as the number of persons who have come to Hong Kong through ESLS in the past 2 years by industry;
- (b) Please provide the numbers of applicants and those approved under the Special Scheme to Import Care Workers for Residential Care Homes, the Labour Importation Scheme for the Construction Sector and the Labour Importation Scheme for the Transport Sector as well as the number of persons who have come to Hong Kong through these schemes in the past 2 years.

Asked by: Hon HONG Wen, Wendy (LegCo internal reference no.: 8)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories as well as unskilled or low-skilled posts from labour importation under the previous Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025, ESLS received 11 342 applications seeking to import 98 065 workers. During the period, 7 380 applications involving 51 051 imported workers were approved. A breakdown of the numbers of imported workers applied for and approved by industry is at Annex 1.

Employers approved to import workers under ESLS are required to arrange for their prospective imported workers to submit visa/entry permit applications to the Immigration Department within the periods specified in the approval-in-principle letters (generally within 6 months from the issue dates of the said letters). The time of imported workers arriving in Hong Kong depends on the progress of employers' handling of relevant procedures. LD does not maintain the number of imported workers who have arrived to work in Hong Kong under ESLS.

- (b) The Labour and Welfare Bureau launched the Special Scheme to Import Care Workers for Residential Care Homes in June 2023 and provided additional quotas for the scheme in July 2024. The Development Bureau and the Transport and Logistics Bureau also respectively launched labour importation schemes for the construction and transport sectors in July 2023. As at 28 February 2025, the numbers of applications received, imported workers/quotas approved and imported workers who have arrived in Hong Kong under the above labour importation schemes are at Annex 2.

**Numbers of imported workers applied for and approved  
under ESLS from 4 September 2023 to 28 February 2025:  
a breakdown by industry**

| <b>Industry<sup>@</sup></b>  | <b>No. of imported workers<br/>applied for*</b> | <b>No. of imported workers<br/>approved*</b> |
|--|---|--|
| 1. Agriculture and Fisheries   | 2 213   | 2 042  |
| 2. Manufacturing   | 8 373   | 5 098  |
| 3. Construction <sup>+</sup>   | 27  | 372  |
| 4. Import/Export Trades and Wholesale                                  | 3 946   | 1 832  |
| (i) <i>Import/Export Trades</i>  | (1 533)   | (665)  |
| (ii) <i>Wholesale</i>  | (2 413)   | (1 167)                                      |
| 5. Retail, Accommodation and Food Services                             | 51 046  | 29 344                                       |
| (i) <i>Retail</i>  | (7 308)   | (4 030)                                      |
| (ii) <i>Accommodation Services</i>                                     | (2 207)   | (1 564)                                      |
| (iii) <i>Food and Beverage Services</i>                                | (41 531)  | (23 750)                                     |
| 6. Transportation, Storage, Information and Communications             | 4 517   | 1 827  |
| 7. Finance, Insurance, Real Estate, Professional and Business Services | 6 730   | 2 768  |
| 8. Public Administration, Social and Personal Services <sup>++</sup>   | 21 213  | 7 768  |
| <b>Total</b>   | <b>98 065</b>                                   | <b>51 051</b>                                |

<sup>@</sup> The classification of industries may be subject to revisions upon verification of information from employers.

<sup>\*</sup> LD has implemented ESLS since 4 September 2023. The vetting of applications received during the above period may be completed after 28 February 2025, and hence the number of imported workers approved only reflects the results of some of the applications received during the same period. In addition, applications approved during the above period include those submitted under SLS prior to the launch of ESLS. Therefore, the number of imported workers approved does not correspond to the number of imported workers applied for during the same period.

<sup>+</sup> Including applications submitted under SLS prior to the launch of the Labour Importation Scheme for the Construction Sector.

<sup>++</sup> Including applications submitted under SLS prior to the launch of the Special Scheme to Import Care Workers for Residential Care Homes.

**Numbers of applications received, imported workers/quotas approved  
and imported workers who have arrived in Hong Kong  
under labour importation schemes:  
(as at 28 February 2025)**

| <b>Labour importation scheme</b>  | <b>No. of<br/>imported<br/>workers/quotas<br/>applied for</b> | <b>No. of<br/>imported<br/>workers/quotas<br/>approved</b> | <b>No. of imported<br/>workers who<br/>have arrived in<br/>Hong Kong<br/><small>Note(5)</small></b> |
|---|---|--|---|
| Special Scheme to Import Care Workers for Residential Care Homes                        | 11 319 <sup>Note(1)(2)</sup>                                  | 7 188 <sup>Note(2)</sup>                                   | 5 860   |
| Labour Importation Scheme for the Construction Sector                                   | 16 339  | 9 109 <sup>Note(3)</sup>                                   | 8 086   |
| Labour Importation Scheme for the Transport Sector - Aviation Industry                  | 5 924   | 5 823  | 4 109   |
| Labour Importation Scheme for the Transport Sector - Public Light Bus (PLB)/coach trade | 3 074   | 1 700 <sup>Note(4)</sup>                                   | 1 581   |

Note:

- (1) Including 1 132 quotas currently under vetting.
- (2) Including the quotas for contract renewal.
- (3) As at February 2025, there were a total of 9 109 approved and active quotas for imported workers under the Labour Importation Scheme for the Construction Sector. Quota allocation under the scheme is on a rolling basis, i.e. quotas will be released for new applications after the completion of the relevant construction works.
- (4) The Government approved a total of 1 700 quotas for imported drivers (including 900 quotas for PLB drivers and 800 quotas for coach drivers) through 2 rounds of applications in September 2023 and July 2024 respectively. 118 unused quotas approved in the first round of application were carried forward to the second round for allocation.
- (5) Including imported workers who quitted their jobs after arriving in Hong Kong.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)157**

**(Question Serial No. 3457)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

The Labour Department (LD) launched the “Cooling Products Sponsorship Scheme” (the Scheme) in collaboration with the Occupational Safety and Health Council in 2024 to assist small and medium enterprises (SMEs) and workers in taking effective heat stroke preventive measures. In this connection, would the Government advise this Committee of the following:

- (a) The total number of various cooling products approved under the Scheme last year and the amount of subsidy granted (please set out by type);
- (b) What is the source of funding for the subsidy? Does the Scheme subsidise 12 high-risk industry sectors only, if yes, what are these 12 industry sectors; if not, what are the details?
- (c) How effective was the Scheme in 2024? Will the Government re-launch the Scheme in 2025 to assist SMEs and workers in taking effective heat stroke preventive measures?
- (d) How many cases of employees suffering from heat stroke at work did LD receive in the past 3 years?

Asked by: Hon LEUNG Hei, Edward (LegCo internal reference no.: 32)

Reply:

- (a)&(b) The Labour Department (LD) launched the “Cooling Products Sponsorship Scheme” (the Scheme) in collaboration with the Occupational Safety and Health Council (OSHC) in 2024 to subsidise small and medium enterprises (SMEs) from 12 industry sectors with higher risks of heat stress. These industry sectors include construction industry, security, outdoor cleansing, horticulture, recycling industry, container terminal operations, airport apron operations, postal and courier services, electrical and mechanical industry, transport and delivery industry, catering services and laundry industry. In addition, target subsidy recipients also include

charitable institutions, trusts of a public character and owners' corporations with less than 50 employees.

Apart from subsidising the procurement of 10 000 portable fans, the Scheme also provides additional subsidies for procurement of 1 000 cooling vests and 1 000 solar-powered floor fans, so as to enable the SMEs, organisations or groups granted with approval for their subsidy applications to procure cooling products at a concessionary rate. The entire Scheme involves about HK\$2 million, which is borne by LD and OSHC.

- (c) As the Scheme launched in 2024 was much welcomed by the stakeholders and had met with overwhelming response, LD and OSHC will continue to launch the Scheme in 2025 to subsidise SMEs from the 12 industry sectors with higher risks of heat stress and specific organisations or groups to procure improved cooling vests and enhanced solar-powered floor fans.
- (d) According to the records of LD, the numbers of work injury cases related to heat stress from 2022 to 2024 are listed below:

| Year  | 2022 | 2023 | 2024 |
|-------|------|------|------|
| Total | 16   | 31   | 29*  |

\* As some suspected cases are still under investigation, the number of cases in 2024 is provisional and the final figure may be subject to change based on the investigation outcome.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)158**

**(Question Serial No. 3736)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget Speech that the Government relaxed the upper age limit of the participants of the Youth Employment and Training Programme (YETP) to 29 and increased the workplace attachment opportunities in the Greater Bay Area (GBA) to help enhance the employability of young people. The estimated expenditure of YETP in the coming year is around \$100 million. In this connection, would the Government advise the Committee of the following:

- (a) The number of participants in YETP in each of the past 3 years, with breakdowns by age, gender and academic qualification;
- (b) The respective numbers of participants who completed the one-month workplace attachment training and the salaried on-the-job training for a period of 6 to 12 months, and those who secured employment after the completion of YETP in the past 3 years;
- (c) The number of GBA workplace attachment posts expected to be created and the amount of expenditure involved;
- (d) Whether the Government has continuously followed up on the employment situation of the young people who completed YETP so as to understand the implications of YETP on their career planning;
- (e) Will the Government offer special courses and on-the-job training related to the “eight centres”? If so, what is the relevant progress and timetable?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 27)

Reply:

- (a) Breakdowns of the numbers of trainees enrolled in the Youth Employment and Training Programme (YETP) by age, gender and educational attainment in the programme years from 2021/22 to 2023/24 (from September each year to August the following year) are at Annex.



- (b)&(d) There were respectively 220, 198 and 278 cases in which workplace attachment training was completed in the programme years from 2021/22 to 2023/24, while there were respectively 938 and 915 cases in which on-the-job training (OJT) was completed in the programme years from 2021/22 to 2022/23. As some trainees enrolled in the 2023/24 programme year are still undergoing OJT, the Labour Department (LD) will compile the relevant data in due course.

LD conducts surveys every year on trainees who have enrolled in YETP and completed the 12-month career development services. The survey findings for the programme years from 2021/22 to 2023/24 show that 64.8%, 69.4% and 69.2% of the trainees were in employment at the time of survey respectively, and 13.0%, 14.3% and 10.3% of them chose to further their studies respectively.

- (c) The Greater Bay Area Work Experience Attachment Programme (WEP) under YETP will be launched in the second quarter of 2025 and is expected to offer 30 internship placements. The estimated expenditure of WEP is \$789,000, including the payment to be made for commissioning service providers to provide support to trainees, as well as the expenses for providing accommodation and internship allowances to trainees, etc.
- (e) YETP has been actively canvassing OJT vacancies in various industry sectors (including related industries under the “eight centres”) that are suitable for young people, so as to offer trainees with diversified employment opportunities. Registered social workers serving as employment consultants under YETP provide employment counselling for trainees and assist them in enrolling in related courses offered by the Employees Retraining Board. In addition, activities such as seminars, recruitment days for and visits to the related industry sectors are organised under the Youth Employment Start of LD to promote information about related industries including artificial intelligence in business application, aviation and financial industries.

**Breakdowns of the numbers of YETP trainees  
by age, gender and educational attainment  
in the programme years from 2021/22 to 2023/24**

|   | No. of trainees enrolled in YETP |                              |                              |
|---|----------------------------------|------------------------------|------------------------------|
|   | 2021/22<br>Programme<br>year     | 2022/23<br>Programme<br>year | 2023/24<br>Programme<br>year |
| 1. No. of trainees enrolled   | 3 222                            | 3 053                        | 2 839                        |
| 2. Age  |                                  |                              |                              |
| - 15-below 18   | 523                              | 505                          | 519                          |
| - 18-below 21   | 1 166                            | 1 200                        | 1 177                        |
| - 21-below 25   | 1 533                            | 1 348                        | 1 143                        |
| 3. Gender   |                                  |                              |                              |
| - Male  | 2 059                            | 2 034                        | 1 769                        |
| - Female  | 1 163                            | 1 019                        | 1 070                        |
| 4. Educational attainment   |                                  |                              |                              |
| - Below Secondary 3   | 131                              | 125                          | 114                          |
| - Secondary 3   | 437                              | 390                          | 347                          |
| - Secondary 4-5   | 383                              | 394                          | 316                          |
| - Secondary 6-7   | 1 410                            | 1 388                        | 1 379                        |
| - Associate degree  | 118                              | 94                           | 106                          |
| - Diploma   | 649                              | 568                          | 500                          |
| - Others (i.e. secondary school education or equivalent attained from other places) | 94                               | 94                           | 77                           |

Note: YETP operates on the basis of programme year, running from September each year to August of the following year.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)159**

**(Question Serial No. 3742)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Youth Employment Resource Centres mentioned in the Programme, would the Government advise this Committee of the following:

- (a) The number of members of the Youth Employment Start (Y.E.S.) in the past 3 years, with breakdowns by age, educational attainment and employment situation;
- (b) The number of courses, activities and recruitment days organised in each of the past 3 years, as well as the number of participants and expenditure;
- (c) Regarding strengthening support for young people coming to study in Hong Kong and overseas young people coming to stay in Hong Kong for employment, will the Government enhance the one-stop services provided by Y.E.S., including providing information on staying in Hong Kong, as well as career support and value-added training, etc.;
- (d) To tie in with the enhancement measures of the Employees Retraining Board, the Vocational Training Council and the Youth Employment and Training Programme, etc., related to employment and training for local young people, has Y.E.S. updated the information in a timely manner and provided training for relevant staff; and
- (e) Will the Government review and enhance the services provided by Y.E.S., including helping young job seekers and young people seeking job change in accordance with the skills demand projections in future?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 59)

Reply:

- (a) The Labour Department (LD) operates 2 Youth Employment Resource Centres (YERCs) named the Youth Employment Start (Y.E.S.) to provide “one-stop” integrated support services on employment and self-employment for young people

aged 15 to 29. Breakdowns of the numbers of Y.E.S members from 2022 to 2024 by age, educational attainment and employment status are at Annex 1.

- (b) The numbers of courses, activities and recruitment days organised by YERCs and the number of participants concerned in each year from 2022 to 2024 are at Annex 2. LD engaged a non-governmental organisation to assist in operating YERCs. There is no separate breakdown of the expenses in the service fees involved in organising courses, activities and recruitment days. Besides, YERCs procure different types of additional courses for their members. The relevant expenditures in each year from 2022-23 to 2024-25 (as at February 2025) were \$1.19 million, \$1.35 million and \$1.37 million respectively.
- (c)&(d) YERCs provide personalised career guidance services to young people (including students who come to study in Hong Kong and young people coming to Hong Kong who are lawfully employable). Staff of YERCs, in the light of the employment needs of young people and the labour market situation, provide young people with appropriate career guidance advices and referral services, including introducing to them the latest information of the Employees Retraining Board, Vocational Training Board (VTC) and Youth Employment and Training Programme (YETP) for their enrolment in the related job-specific skills courses. Apart from that, YERCs closely monitors the latest development of industry sectors and training programmes and disseminate relevant information to young people, including the latest enhancement measures of the VTC and YETP, etc.
- (e) LD will continue to review and enhance the services of YERCs in a timely manner in the light of social and economic development so as to provide appropriate employment support to young people.

**Breakdowns of the numbers of Y.E.S members from 2022 to 2024  
by age, educational attainment and employment status**

(i) By age

| <b>Age</b>   | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   |
|--------------|---------------|---------------|---------------|
| 15-19        | 4 705         | 4 637         | 6 061         |
| 20-24        | 12 128        | 8 845         | 7 838         |
| 25-29        | 29 734        | 24 709        | 19 912        |
| <b>Total</b> | <b>46 567</b> | <b>38 191</b> | <b>33 811</b> |

(ii) By educational attainment

| <b>Educational attainment*</b> | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   |
|--------------------------------|---------------|---------------|---------------|
| Secondary 3 or below           | 3 381         | 2 658         | 2 124         |
| Secondary 4-7                  | 35 684        | 29 358        | 21 916        |
| Tertiary or above              | 7 260         | 6 027         | 9 670         |
| Others                         | 242           | 148           | 101           |
| <b>Total</b>                   | <b>46 567</b> | <b>38 191</b> | <b>33 811</b> |

(iii) By employment status

| <b>Employment status*</b> | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   |
|---------------------------|---------------|---------------|---------------|
| Employed                  | 2 490         | 2 152         | 1 982         |
| Self-employed             | 376           | 330           | 296           |
| Student                   | 39 240        | 32 438        | 28 813        |
| Unemployed                | 4 461         | 3 271         | 2 720         |
| <b>Total</b>              | <b>46 567</b> | <b>38 191</b> | <b>33 811</b> |

\* The educational attainment and employment status as indicated by members at the time of using services.

**Numbers of courses, activities and recruitment days  
organised by Y.E.S. from 2022 to 2024**

(i) No. of sessions organised

|                 | <b>2022</b>  | <b>2023</b>  | <b>2024</b>  |
|-----------------|--------------|--------------|--------------|
| Course          | 489          | 607          | 655          |
| Event           | 2 722        | 1 652        | 2 008        |
| Recruitment day | 77           | 96           | 69           |
| <b>Total</b>    | <b>3 288</b> | <b>2 355</b> | <b>2 732</b> |

(ii) No. of participants

|                 | <b>2022</b>   | <b>2023</b>   | <b>2024</b>   |
|-----------------|---------------|---------------|---------------|
| Course          | 10 397        | 12 413        | 13 692        |
| Event           | 33 805        | 38 005        | 37 166        |
| Recruitment day | 434           | 455           | 517           |
| <b>Total</b>    | <b>44 636</b> | <b>50 873</b> | <b>51 375</b> |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)160**

**(Question Serial No. 3322)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme 3, the Labour and Welfare Bureau formulates and co-ordinates manpower policies and programmes. The Government has implemented the Sector-specific Labour Importation Schemes to process labour importation applications for specific sectors, which include construction, transport, residential care home sectors, etc. The Report on 2023 Manpower Projection indicates that there will still be a projected shortage of 39 000 to 57 000 in total in accommodation and catering, manufacturing, retail, and tourism sectors in 2028. Will the Government consider including more industries facing manpower shortage for the Sector-specific Labour Importation Schemes, and at the same time increasing the existing labour importation quotas for specific sectors? If yes, what are the details; if not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 226)

Reply:

The Government has been closely monitoring and reviewing the implementation of various labour importation schemes. The importation quota under the Special Scheme to Import Care Workers for Residential Care Homes (RCHs) was capped at 7 000 when launched, including around 4 000 care workers previously imported under the Supplementary Labour Scheme (SLS). The Government, having reviewed the demand for and supply of care workers in the RCH sector, announced in July 2024 that additional 8 000 quotas would be provided in the coming 3 years, with the quota ceiling adjusted to 15 000. The Labour and Welfare Bureau will, taking into consideration the overall demand for and supply of care workers in the RCH sector, make timely adjustments to the number of overall quotas, as well as the number and pace of quotas allotted in each batch, with a view to responding flexibly and swiftly to changes in the manpower supply and demand in the RCH sector. Regarding the Labour Importation Scheme for the Construction Sector, on the premise of ensuring priority for local workers' employment, the Development Bureau will carefully consider the allotment of the remaining quotas based on the labour market condition and construction project needs, and take note of the updates on manpower forecast to continuously monitor the use of quotas. As for the Labour Importation Scheme for the Transport Sector – Aviation Industry, the Transport and Logistics Bureau (TLB) takes into account the latest airport

manpower survey conducted by the Airport Authority Hong Kong, the implementation status of the scheme, stakeholders' views, etc. in considering the way forward of the scheme. Besides, TLB and the Transport Department are reviewing the implementation of the Labour Importation Scheme for the Transport Sector – Public Light Bus/Coach Trade, and assessing the manpower demand of the sector in the coming few years. The Government will announce the way forward of the scheme in good time subject to the review results.

The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 to suspend the general exclusion of the 26 job categories (set out at Annex) as well as unskilled or low-skilled posts from labour importation under the previous SLS for 2 years. As at 28 February 2025, ESLS approved 7 380 applications involving 51 051 imported workers to increase the manpower supply in various industries (including the accommodation services, catering, manufacturing, retail and tourism sectors, etc.). LD is reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will take full account of the views of stakeholders including employer associations and labour organisations, etc. in mapping out the way forward.



**List of job categories generally excluded from SLS**

|                                 |                            |
|---------------------------------|----------------------------|
| 1. Sales Representative         | 14. Presser                |
| 2. Sales Assistant              | 15. Hair Stylist           |
| 3. Waiter/Waitress              | 16. Warehouse Keeper       |
| 4. Receptionist                 | 17. Cutter                 |
| 5. Cashier                      | 18. Cutting Room Operative |
| 6. Junior Cook                  | 19. Inspection Operative   |
| 7. Food Processing Worker       | 20. Delivery Worker        |
| 8. Clerical Worker              | 21. Driver                 |
| 9. Teller                       | 22. Demolition Worker      |
| 10. Computer/Key Punch Operator | 23. Mason                  |
| 11. Telephone Operator          | 24. Spray Paint Worker     |
| 12. Linen Attendant             | 25. Drain Layer            |
| 13. Washer                      | 26. Leakage Worker         |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)161**

**(Question Serial No. 3328)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (3) Safety and Health at Work

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the inspection and enforcement of construction sites undertaken by the Labour Department (LD), would the Government advise this Committee of the following:

- (a) In the past 3 years, what are the numbers of regular and surprise safety inspections conducted by LD? What is the percentage of the sites covered by inspection to all the works sites across the territory? What is the average time from the receipt of suspension notice (SN) and improvement notice (IN) by the person-in-charge to the time of approval to resume work;
- (b) LD has set up Special Task Forces since November 2023 to conduct inspections and enforcement actions targeting construction sites to combat unsafe work activities. Would the Government provide a brief account of the work and the evaluation of effectiveness of the Special Task Forces, including the numbers of inspections, INs or SNs issued, prosecutions taken out, and the type of irregularities involved in the prosecutions; and
- (c) It is mentioned in the Programme under the Matters Requiring Special Attention in 2025-26 that the Government will take forward the use of small unmanned aircraft (drones) to inspect workplaces and investigate accidents for law enforcement purposes. Would the Government explain the details and specific operational arrangements for promoting the use of drones in law enforcement, including the implementation timetable, drone operation and flight safety, training of operators, data processing and privacy protection, enforcement approach, as well as the legislation and powers involved? If the results are satisfactory, will the Government consider introducing more smart enforcement devices at construction sites and workplaces?

Asked by: Hon NGAN Man-yu (LegCo internal reference no.: 42)

Reply:

- (a) The yearly numbers of inspections conducted by the Labour Department (LD) on construction sites in 2022, 2023 and 2024 are tabulated below:

|              | Number of inspections |        |        |
|--------------|-----------------------|--------|--------|
|              | 2022                  | 2023   | 2024   |
| <b>Total</b> | 65 751                | 71 235 | 74 410 |

All the occupational safety inspections of workplaces (including construction sites) conducted by LD were surprise inspections.

LD has been inspecting workplaces across the territory according to the risk-based principle and the established mechanism. As there are no specific sites designated to be covered by inspection, the percentage of the sites covered by inspection to all the works sites across the territory cannot be calculated.

After issuing suspension notices (SNs), LD will take follow-up action in accordance with the established procedures in a timely manner. The duty holders will not be allowed to resume work until LD is satisfied that appropriate measures have been taken to eliminate the hazards concerned. The decision of whether and when to resume work depends on whether the duty holders have eliminated the related hazards proactively and responsibly. LD does not keep statistics on the average time taken for construction sites to be approved to resume work upon receipt of SNs.

After issuing improvement notices (INs), LD will take follow-up action in accordance with the established procedures in a timely manner to ensure early rectification of irregularities. In most of the cases, the duty holders will take appropriate measures to rectify or remove the irregularities. As INs do not require suspension of work at construction sites, there is no mechanism for approving the resumption of work. LD does not keep statistics on the average time taken for construction sites to rectify the irregularities upon receipt of INs.

- (b) The Special Task Forces set up by LD from November 2023 to February 2024 conducted 1 723 inspections on construction sites, issued a total of 782 INs, 6 SNs and took out 345 prosecutions. The prosecutions concerned mainly involved unsafe work-at-height activities, failure to wear personal protective equipment and unsafe lifting operations, etc.
- (c) LD plans to start using small unmanned aircraft (drones) to assist in inspection and law enforcement work on a trial basis in the second half of 2025. Drones will be mainly used for aerial photography and videography and generating three-dimensional photo-realistic models from the images captured to assist in occupational safety and health inspection, accident investigation and evidence collection, etc. LD is currently procuring drones and related equipment, drawing up work procedures and conducting staff training, etc.

LD has developed and obtained the relevant department's acceptance on an operations manual for drones detailing the departmental policies, procedures, safety precautions and risk mitigating measures to ensure safe operations of drones. LD will exercise stringent control and monitoring in the course of enforcing the relevant legislation on the use of drones to ensure safe operation and compliance with the Personal Data (Privacy) Ordinance.

LD will continue to keep abreast of the latest technological developments, as well as update and procure relevant equipment in a timely manner when necessary, with a view to enhancing the effectiveness and efficiency of inspection and enforcement.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)162**

**(Question Serial No. 3974)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

- (a) As there are views that industry sectors such as the clothing retail and hotel sectors in Hong Kong are particularly hard hit by manpower shortage, has the Government considered introducing a more targeted labour importation scheme for the job types that are facing significant manpower shortage, so as to alleviate labour shortage while giving priority to protecting the rights and benefits of local workers?
- (b) Surveys and studies have indicated that quite a number of grassroots women wish to make good use of their leisure time by re-joining the workforce and are inclined to adopt a work pattern with short or fragmented working hours. However, the mainstream job market, which mainly offer regular and regular part-time jobs, cannot meet their employment needs. Will the Government consider starting to create part-time positions, where the work contents are appropriate, with fragmented working hours in public organisations and subvented non-governmental organisations by making reference to the practice of rewarding volunteers based on their hours of service?

Asked by: Hon TAN Sunny (LegCo internal reference no.: 5)

Reply:

- (a) The Labour Department (LD) has implemented the Enhanced Supplementary Labour Scheme (ESLS) since 4 September 2023 so as to suspend the general exclusion of the 26 job categories (set out at Annex) as well as unskilled or low-skilled posts from labour importation under the original Supplementary Labour Scheme (SLS) for 2 years. As at 28 February 2025, ESLS approved 7 380 applications seeking to import 51 051 workers in an effort to assist various industry sectors (including the retail and hotel industry sectors, etc.) in meeting their manpower demand. LD is now reviewing ESLS, including its coverage, operation and implementation arrangements; measures to promote and ensure employment priority for local workers; measures to protect the rights and benefits of imported workers; as well as other requirements and matters relating to ESLS. The Government will map out the way forward, taking full account of the views of stakeholders including employer associations and labour organisations, etc.

- (b) LD has set up a dedicated webpage on part-time vacancies on the Interactive Employment Service website and organises part-time job fairs from time to time to enhance the dissemination of employment information. To further encourage the elderly and middle-aged (including women) to join the labour market, LD launched the 3-year Re-employment Allowance Pilot Scheme on 15 July 2024, covering full-time jobs, part-time jobs and qualified “casual work”. LD has also implemented the Employment Programme for the Elderly and Middle-aged to encourage employers to hire the elderly and middle-aged and provide them with on-the-job training. The 2 schemes complement each other in promoting the flexible employment for the elderly and middle-aged.

In addition, the Government has been promoting the employee-oriented good people management and encouraging employers to implement family-friendly employment practices, including making flexible work arrangements so as to help employees balance their work and family life and help encourage more people (including women) to join the labour market.

**List of job categories generally excluded from SLS**

|                                 |                            |
|---------------------------------|----------------------------|
| 1. Sales Representative         | 14. Presser                |
| 2. Sales Assistant              | 15. Hair Stylist           |
| 3. Waiter/Waitress              | 16. Warehouse Keeper       |
| 4. Receptionist                 | 17. Cutter                 |
| 5. Cashier                      | 18. Cutting Room Operative |
| 6. Junior Cook                  | 19. Inspection Operative   |
| 7. Food Processing Worker       | 20. Delivery Worker        |
| 8. Clerical Worker              | 21. Driver                 |
| 9. Teller                       | 22. Demolition Worker      |
| 10. Computer/Key Punch Operator | 23. Mason                  |
| 11. Telephone Operator          | 24. Spray Paint Worker     |
| 12. Linen Attendant             | 25. Drain Layer            |
| 13. Washer                      | 26. Leakage Worker         |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)163**

**(Question Serial No. 3537)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What are the numbers of ethnic minorities (EMs) receiving services from the Labour Department in the past 5 years?

Further to the above question, what are the numbers of successful EM placements and the placement rates? What are their placement rates in comparison with those of other job seekers?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 65)

Reply:

The Labour Department (LD) provides diversified and free employment services to all job seekers, including ethnic minority (EM) job seekers. In addition, LD has set up special counters and resource corners at job centres, organised employment briefings for EMs as well as large-scale and district-based inclusive job fairs, implemented the Racial Diversity Employment Programme (RDEP), etc., to help EM job seekers secure employment. Breakdowns of the numbers of EMs registered with LD for employment services and participated in RDEP as well as large-scale and district-based inclusive job fairs by year from 2020 to 2024 are at Annex.

From 2020 to 2024, the numbers of placements secured for EM job seekers through LD's referral were 91, 113, 59, 63 and 55 respectively in each year. Currently, the vast majority (99%) of vacancies advertised through LD are open for direct application to employers by job seekers. Job seekers (including EMs) who are placed into employment through direct application are not required to report their employment status to LD. LD therefore does not keep figures on their successful placements.



**EM job seekers registered with LD for employment services from 2020 to 2024**

| <b>Year</b> | <b>No. of registered job seekers</b> |
|-------------|--------------------------------------|
| 2020        | 1 504                                |
| 2021        | 1 372                                |
| 2022        | 870                                  |
| 2023        | 953                                  |
| 2024        | 1 566                                |

**EM job seekers served under RDEP from 2020 to 2024**

| <b>Year</b> | <b>No. of job seekers served</b> |
|-------------|----------------------------------|
| 2020        | 138                              |
| 2021        | 536                              |
| 2022        | 344                              |
| 2023        | 255                              |
| 2024        | 475                              |

**EM job seekers participated in large-scale and district-based inclusive job fairs from 2020 to 2024**

| <b>Year</b> | <b>No. of persons participated in job fairs</b> |
|-------------|---|
| 2020        | 210   |
| 2021        | 275   |
| 2022        | 384   |
| 2023        | 434   |
| 2024        | 650   |

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)164**

**(Question Serial No. 3538)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

What is the unemployment rate of ethnic minorities in the past 5 years? Is the rate higher or lower than the overall unemployment rate of Hong Kong?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 66)

Reply:

The Census and Statistics Department (C&SD) publishes the latest statistics on labour force on a regular basis, but the breakdown of the unemployment rate of ethnic minorities (EMs) is not available. The latest unemployment rate of EMs (referring to persons of non-Chinese ethnicity) provided in the results of the 2021 Population Census conducted by C&SD was 7.3%, excluding foreign domestic helpers. C&SD does not have the relevant statistics for 2020 and 2022 to 2024. The unemployment rate compiled from the Population Census is for reference only and should be interpreted with caution.

The overall unemployment rate of Hong Kong is compiled based on the data of C&SD's General Household Survey. The figure for the second quarter of 2021 was 5.5%. As there are notable differences between the General Household Survey and the Population Census in terms of enumerators' experience, data reference period, etc., it is not appropriate to compare the results of the 2 surveys directly.

- End -

**CONTROLLING OFFICER'S REPLY****LWB(L)165****(Question Serial No. 3539)**Head: (90) Labour DepartmentSubhead (No. & title): ( )Programme: Not SpecifiedControlling Officer: Commissioner for Labour (May CHAN)Director of Bureau: Secretary for Labour and WelfareQuestion:

On how many occasions did the Labour Department use interpretation and translation services in the past 5 years?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 67)

Reply:

A yearly breakdown of the number of occasions on which interpretation and translation services were used by the Labour Department in the past 5 years is tabulated below:

| Financial year         | Number of occasions on which services were used <sup>[1]</sup> |                      |
|------------------------|--|----------------------|
|                        | Interpretation services  | Translation services |
| 2024-25 <sup>[2]</sup> | 459  | 156                  |
| 2023-24                | 595  | 163                  |
| 2022-23                | 653  | 138                  |
| 2021-22                | 460  | 122                  |
| 2020-21                | 365  | 173                  |

Notes: [1] The above table includes the use of outsourced services of interpretation and translation of Chinese Language, English Language and other languages.

[2] As at 28 February 2025.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)166**

**(Question Serial No. 3540)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: Not Specified

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the Administrative Guidelines on Promotion of Racial Equality, what is the estimated annual expenditure for the Labour Department to implement related measures such as staff training, employment of ethnic minorities, interpretation services, etc.?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 68)

Reply:

The Labour Department (LD) has put in place the following measures in accordance with the Government's Administrative Guidelines on Promotion of Racial Equality to ensure ethnic minority (EM) job seekers have equal access to employment support services.

*General employment services*

LD provides diversified and free employment services to job seekers, including EM job seekers. In addition, LD has set up special counters and resource corners at job centres, organised employment briefings for EMs as well as large-scale and district-based inclusive job fairs, etc. to help EM job seekers secure employment. In 2025-26, the estimated expenditure for LD to stage large-scale inclusive job fairs is \$0.49 million.

Starting from June 2023, LD has employed more EMs as Employment Assistants and General Assistants to help strengthen the promotion and provision of employment services and related support to the EM communities, and a total of 23 EMs have been employed for the relevant posts so far. The estimated expenditure for 2025-26 is \$5.46 million.

*Racial Diversity Employment Programme (RDEP)*

LD has commissioned 2 non-governmental organisations (NGOs) to implement RDEP to provide one-stop employment support services for EM job seekers through a case management approach. In 2025-26, the estimated total expenditure for payment of service fees to NGOs is \$5 million.

*Employment Services Ambassador (ESA) Programme for EMs*

LD implements the ESA Programme for EMs, under which trainees of the Youth Employment and Training Programme who can communicate in EM languages are employed as ESAs at job centres, industry-based recruitment centres and job fairs, and undergo on-the-job training (OJT). LD has earmarked \$2.78 million to pay for the expenditure incurred from OJT under the ESA Programme for EMs in 2025-26.

The manpower and estimated expenditure involved in employment services provided to EM job seekers other than the employment programmes and services mentioned above have been absorbed within the recurrent operational expenses of LD and cannot be separately identified.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)167**

**(Question Serial No. 3706)**

Head: (90) Labour Department

Subhead (No. & title): ( )

Programme: (2) Employment Services

Controlling Officer: Commissioner for Labour (May CHAN)

Director of Bureau: Secretary for Labour and Welfare

Question:

How much resources in terms of the type of project items, number of persons and allowances, etc. did the Labour Department allocate to the employment counselling schemes for persons with disabilities in the past 5 years? What will be the resources in terms of the type of project items, number of persons and allowances, etc. to be allocated to the development of the scheme concerned in the coming 5 years?

Asked by: Hon TIK Chi-yuen (LegCo internal reference no.: 234)

Reply:

The Selective Placement Division (SPD) of the Labour Department (LD) provides job seekers with disabilities who are fit for open employment with personalised employment services, including employment counselling, job matching and referral, and post-placement follow-up services. In addition, SPD launches the Work Orientation and Placement Scheme (WOPS) under which on-the-job training (OJT) allowance is disbursed to employers to encourage them to engage persons with disabilities and provide OJT and support; and the Counselling Scheme for Persons with Disabilities under which registered social workers of non-governmental organisations are engaged to provide psychological and emotional counselling service to job seekers with disabilities in need so as to help them in job search and settle into their new jobs.

The staff establishment of SPD from 2020-21 to 2024-25 (as at February 2025) is at Annex 1. The overall annual expenditure of SPD as well as the expenditure on WOPS and the Counselling Scheme for Persons with Disabilities during the same period are at Annex 2.

The estimated expenditure of SPD (including staff costs) in 2025-26 is \$77.15 million. LD will continue to review the employment services provided to job seekers with disabilities and prepare for the estimates of expenditure of SPD in the subsequent years in accordance with the established mechanism.

**Staff establishment of SPD of LD**

## Staff establishment

| <b>Year</b>                      | <b>No. of posts</b> |
|----------------------------------|---------------------|
| 2020-21                          | 47                  |
| 2021-22                          | 47                  |
| 2022-23                          | 47                  |
| 2023-24                          | 47                  |
| 2024-25<br>(as at February 2025) | 47                  |

### Annual expenditure of SPD of LD

(i) Overall annual expenditure (including staff costs)

| <b>Year</b>                      | <b>Actual expenditure (\$million)</b> |
|----------------------------------|---------------------------------------|
| 2020-21                          | 54.22                                 |
| 2021-22                          | 60.09                                 |
| 2022-23                          | 71.91                                 |
| 2023-24                          | 74.42                                 |
| 2024-25<br>(as at February 2025) | 69.26                                 |

(ii) Expenditure on WOPS

| <b>Year</b>                      | <b>Amount (\$million)</b> |
|----------------------------------|---------------------------|
| 2020-21                          | 22.49                     |
| 2021-22                          | 24.64                     |
| 2022-23                          | 34.09                     |
| 2023-24                          | 35.83                     |
| 2024-25<br>(as at February 2025) | 33.65                     |

(iii) Expenditure on the Counselling Scheme for Persons with Disabilities

| <b>Year</b>                      | <b>Amount (\$'000)</b> |
|----------------------------------|------------------------|
| 2020-21                          | 45                     |
| 2021-22                          | 99                     |
| 2022-23                          | 78                     |
| 2023-24                          | 131                    |
| 2024-25<br>(as at February 2025) | 75                     |

- End -



**CONTROLLING OFFICER'S REPLY**

**LWB(L)168**

**(Question Serial No. 3335)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under Matters Requiring Special Attention in 2025-26 that the Hong Kong Talent Engage (HKTE) will stage the second Global Talent Summit • Hong Kong (GTS) in the first quarter of 2026, conduct outreach visits to organise promotional activities to attract global talents, co-organise job fairs with the industries and employer organisations to directly match job-seeking talents with employers, etc. In this connection, would the Government inform this Committee of the following:

1. the details of the existing staff establishment of the HKTE, including the post titles, ranks, job responsibilities, payroll costs, permanent or supernumerary posts, and work descriptions; given that the provision for 2025-26 is \$1.1 million (1.2%) higher than the revised estimate for 2024-25, the details of the usage of the additional provision;
2. the details of the outreach promotional visits conducted by the HKTE in 2024, and the expenditure involved; the estimated expenditure earmarked by the HKTE for outreach visits in 2025, and the countries or regions in which talent recruitment events will be conducted this year; if so, the details; if not, the reasons;
3. the detailed financial expenditure on the first GTS in 2024; the Government's estimated expenditure for the second GTS; whether the Government has evaluated the effectiveness of the activities under the first GTS; if so, the details, the benefits brought to Hong Kong and whether there are any specific key performance indicators; if not, the reasons?

Asked by: Hon CHAN Pui-leung (LegCo internal reference no.: 54)

Reply:

1. The Hong Kong Talent Engage (HKTE) has a staff establishment of 38 positions, including 8 civil service posts and 30 non-civil service/non-civil service contract positions, all of which are supernumerary or time-limited in nature. The estimated payroll costs in 2025-26 are around \$43.5 million. Among the 38 positions, 2 are directorate ones, namely the Director and the Deputy Director<sup>#</sup>, responsible for formulating recruitment and publicity strategies and carrying out external promotions of Hong Kong's strengths and talent attraction measures to attract global talents with diverse backgrounds to Hong Kong, as well as planning support services for incoming

talents to assist in their long-term development in Hong Kong. The remaining 36 are non-directorate positions and the relevant information is as follows:

| Section                         | Posts/ranks and job responsibilities   |
|---------------------------------|--|
| Administration Section          | 1 Chief Executive Officer <sup>#</sup> , 1 Senior Executive Officer <sup>#</sup> , 1 Executive Officer II <sup>#</sup> and 4 clerical and secretarial grade staff* responsible for providing administrative support for the HKTE.  |
| Engagement and Support Section  | 1 Chief Manager, 1 Chief Immigration Officer <sup>#</sup> , 4 Senior Managers, 7 Managers and 5 Assistant Managers responsible for organising outreach promotional activities, providing support services for talents and liaising with industry sectors, working partners, stakeholders, etc. to help recruit global talents and support incoming talents |
| Publicity and Marketing Section | 1 Chief Manager, 1 Senior Manager, 3 Managers and 3 Assistant Managers responsible for media publicity and promotion, brand building and public relation campaigns.  |
| Planning and Insights Section   | 1 Senior Manager, 1 Manager and 1 Assistant Manager responsible for strategic planning and research analysis.  |

<sup>#</sup> Civil service post.

\* Including 3 civil service posts.

The provision for 2025-26 is \$1.1 million (+1.2%) higher than the revised estimate for 2024-25. The additional provision is mainly used to cover personal emoluments, personnel related expenses and departmental expenses.

- To attract more global talents with diverse backgrounds to pursue development in Hong Kong, the HKTE has been proactively conducting outreach publicity and promotional activities to visit priority markets in the Mainland and overseas. In 2024-25 (as at February 2025), the HKTE has conducted 33 outreach visits with a related expenditure of about \$5 million. Details of the outreach visits are as follows:

|               | 2024-25<br>(as at February 2025) |
|---------------|----------------------------------|
| Region        | Number of visits                 |
| Mainland      | 25                               |
| Asia Pacific  | 3                                |
| Middle East   | 1                                |
| Europe        | 2                                |
| North America | 2                                |
| Total         | 33                               |

In 2025, the HKTE will conduct at least 15 outreach visits to the Mainland, Asia Pacific, Middle East, Europe and North America regions to organise talent promotional activities. Outreach visits are still under planning and concrete details have yet to be

finalised. A visit to Kuala Lumpur, Malaysia in mid-April has been confirmed. Talent engagement activities will be conducted in conjunction with Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area (GBA) and the Macao Special Administrative Region to promote the development opportunities in the GBA. In 2025-26, the HKTE's expenditure on outreach visits and promotional events in the Mainland and overseas is estimated to be about \$7 million.

3. The expenditure of the inaugural "Global Talent Summit • Hong Kong" (GTS) was approximately \$12 million, of which about \$1.6 million was venue costs, and the remainder was the expenditure on production as well as publicity and promotion. Some 70 organisations and over 13 000 participants attended the GTS, with more than 130 000 views on the live webcast. It successfully promoted Hong Kong's dual role as an international talent hub and the country's gateway for talents to the international community, bringing immeasurable benefits to Hong Kong.

In view of the favourable response received by the first GTS, the HKTE will stage the second GTS in the first quarter of 2026. The GTS will help reinforce Hong Kong's position as an international hub for high-calibre talents and attract global talents and professionals to Hong Kong. The expenditure for the second GTS is estimated to be about \$13 million.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)169**

**(Question Serial No. 3826)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: Not Specified

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Regarding the sector-specific talent training programmes, will the Government inform this Committee of:

- 1) the details, manpower, provision/expenditure and number of beneficiaries in respect of each sector-specific talent training programme over the past 5 years (2020-21 to 2024-25) in table form;
- 2) the employment situation of trainees who have completed the training programmes over the past 5 years (2020-21 to 2024-25) by sector in table form;
- 3) the manpower and estimated expenditures for each sector-specific talent training programme in 2025-26 in table form; and
- 4) whether the Government will consider extending the talent training programmes to other sectors with acute manpower shortage; if so, the details; if not, the reasons?

Asked by: Hon KAN Wai-mun, Carmen (LegCo internal reference no.: 45)

Reply:

(1), (2) and (4)

The Government will keep up the efforts in nurturing local talent. Different policy bureaux have all along closely liaised with their industries, and formulated corresponding measures in response to the latest industry development and manpower situation, including continuing to take forward a number of sector-specific talent training programmes to enrich the local human resources.

In consultation with various policy bureaux, examples of talent training programmes launched by various bureaux and departments (B/Ds), the related details, manpower, provision/expenditure and number of beneficiaries as well as the employment situation of

trainees who have completed the training programmes by sector in the past 5 years (2020-21 to 2024-25) are set out at **Annex 1**. As some policy bureaux need time to process information on the manpower, provision/expenditure and number of beneficiaries of the relevant programmes as well as the employment situation of trainees who have completed the training programmes by sector, Annex 1 does not include all relevant talent training programmes.

Specifically for the pillar and priority industries of Hong Kong, relevant policy bureaux will continue to implement different measures to attract, train and retain talents to meet Hong Kong's economic and social development needs. The Education Bureau will also continue to encourage post-secondary institutions to maintain liaison with community stakeholders and provide diversified and quality programmes in response to the changing manpower needs of different industries in the community, and to nurture the talents required for social and economic development. Under the principle of institutional autonomy, post-secondary institutions have the flexibility to develop programmes that meet market needs, and adjust the contents and intake places of relevant programmes.

(3)

In consultation with various policy bureaux, examples of sector-specific talent training programmes in 2025-26 as well as the manpower and estimated expenditure to be involved in each programme are set out at **Annex 2**.

**Examples of talent training programmes launched by various B/Ds,  
the related details, manpower, provision/expenditure and number of beneficiaries  
as well as the employment situation of trainees who have completed the training  
programmes by sector in the past 5 years (2020-21 to 2024-25)**

(1) Commerce and Economic Development Bureau

**Intellectual Property (IP) Manager Scheme**

The Intellectual Property Department (IPD) launched the IP Manager Scheme for small and medium enterprises in May 2015 with a view to enhancing their IP manpower capacity and boosting their competitiveness through IP management and commercialisation. To meet the development needs of the enterprises, the IPD launched the IP Manager Scheme PLUS in October 2020 to provide more comprehensive and in-depth IP training courses and practical workshops.

The participants were from different sectors, including science and technology, legal services, IP service providers, academia, manufacturing, business services, accounting, financing, insurance, real estate, import and export trading, etc. The IPD will continue to enhance the above Scheme and training courses to provide IP training to different sectors.

The statistics for the past 5 years (2020-21 to 2024-25) are as follows:

| <b>Year</b> | <b>Manpower</b>  | <b>Provision/<br/>expenditure</b> | <b>Number of<br/>beneficiaries</b> | <b>Employment<br/>situation of trainees<br/>who have completed<br/>the programme</b> |
|-------------|--|-----------------------------------|------------------------------------|--|
| 2020-21     | Carrying out the above capacity building programmes to promote IP trading is part of the overall work of the IPD, it is therefore difficult to quantify the expenditures and manpower involved separately. |                                   | 879                                | Not applicable   |
| 2021-22     |  |                                   | 1 238                              |  |
| 2022-23     |  |                                   | 1 618                              |  |
| 2023-24     |  |                                   | 1 551                              |  |
| 2024-25     |  |                                   | 1 916                              |  |

(2) Department of Justice (DoJ)

As at 31 March 2025, the Hong Kong International Legal Talents Training Academy (the Academy) organised the following capacity building programmes:

| <b>Date</b>                 | <b>Name of training programme</b>   | <b>Target</b>  | <b>Number of participants</b>    | <b>Duration of activities</b>                      |
|-----------------------------|---|--|----------------------------------|--|
| 6 to 17 January 2025        | Hong Kong Common Law Practical Training Course (co-organised with the Supreme People's Court (SPC))                                   | Judges from the SPC, the High People's Court of Guangdong Province and courts of the 9 Mainland cities in the Guangdong-Hong Kong-Macao Greater Bay Area                       | 25                               | 2 weeks  |
| 16 February to 1 March 2025 | National Training Course for Talents Handling Foreign-related Arbitration (Hong Kong) (co-organised with the Ministry of Justice)     | Mainland in-house counsel, experienced arbitrators, lawyers and arbitration practitioners  | 79                               | 2 weeks (divided into 2 classes, 1 week per class) |
| 14 March 2025               | Conference on Climate Change and International Trade Law (co-organised with the United Nations Commission on International Trade Law) | Academics, judges, government officials, legal and dispute resolution professionals, students, and representatives from international organisations of different jurisdictions | Around 300 (physical and online) | 1 day  |

As the manpower required and other related expenditures incurred by the Academy in organising legal talents training programmes are absorbed by the existing resources of the DoJ, the estimated expenditure of the activities cannot be separately identified.

The capacity building events organised or supported by the DoJ on training international legal talents in the past 5 years include:

| <b>Year of organisation</b> | <b>Event</b>   |
|-----------------------------|--|
| 2020                        | <ul style="list-style-type: none"> <li>• A conference co-organised with UNCITRAL to celebrate the 40th anniversary of the United Nations Convention on Contracts for the International Sale of Goods</li> <li>• The UNCITRAL Working Group III Pre-Intersessional Meeting</li> <li>• Webinars on related topics hosted in Hong Kong in collaboration with the Asian Academy of International Law (AAIL) with the agreement of the Hague Academy of International Law (HAIL)</li> </ul> |

| <b>Year of organisation</b> | <b>Event</b>  |
|-----------------------------|---|
|                             | <ul style="list-style-type: none"> <li>• The 2nd International Chamber of Commerce (ICC) International Commercial Mediation Competition – Hong Kong</li> </ul>  |
| 2021                        | <ul style="list-style-type: none"> <li>• The UNCITRAL Working Group III Inter-sessional Meeting</li> <li>• Webinars on related topics hosted in Hong Kong in collaboration with the AAIL with the agreement of the HAIL</li> <li>• 2021/22 Investment Law &amp; Investor-State Mediator Training – the Investment Law Module</li> </ul>   |
| 2022                        | <ul style="list-style-type: none"> <li>• The 1st Asia-Pacific Private International Law Summit</li> <li>• Hague Conference on Private International Law (HCCH) Conventions Supporting Transnational Litigation in Civil or Commercial Matters: A Workshop to celebrate the Tenth Anniversary of the Regional Office for Asia and the Pacific</li> <li>• Vision 2030 for Rule of Law International Symposium</li> <li>• 2021/22 Investment Law &amp; Investor-State Mediator Training – the Investor-State Mediation Module</li> </ul>   |
| 2023                        | <ul style="list-style-type: none"> <li>• The HCCH Asia Pacific Week 2023</li> <li>• The Judicial Conference and Judicial Roundtable of the 5th UNCITRAL Asia Pacific Judicial Summit</li> <li>• The Legal Forum on Interconnectivity and Development</li> <li>• The 3rd Asian-African Legal Consultative Organisation (AALCO) Annual Arbitration Forum</li> <li>• The HAIL's Advanced Course in Hong Kong</li> </ul>  |
| 2024                        | <ul style="list-style-type: none"> <li>• The China-AALCO Exchange and Research Programme on International Law</li> <li>• The Asia-Pacific International Private Law Summit</li> <li>• The 2nd edition of the HAIL's Advanced Course in Hong Kong</li> <li>• The Lecture on Foreign Related Rule of Law Education co-organised by the DoJ and the East China University of Political Science and Law pursuant to the Arrangement on Legal Exchange and Co-operation between the Department of Justice of the Hong Kong Special Administrative Region and the East China University of Political Science and Law</li> <li>• The 2nd Legal Forum on Interconnectivity and Development</li> <li>• 2024 Investment Law &amp; Investor-State Mediator Training</li> <li>• The 3rd ICC International Commercial Mediation Competition – Hong Kong</li> </ul> |

The overall expenditures on the above measures and the manpower required are absorbed by the existing resources of the DoJ and cannot be separately identified.

### (3) Environment and Ecology Bureau

Environmental Engineering Graduate Training Scheme, Student Summer Internship Programme, Technician Training Scheme of the Electrical and Mechanical Services Department, etc..



(4) Transport and Logistics Bureau (TLB)

Maritime and Aviation Training Fund (MATF)

The Government established the MATF in 2014 for the provision of training, incentives and promotional programmes, aiming at cultivating talents in the maritime, aviation, and logistics industries; supporting industry manpower demands, and enhancing overall competitiveness and professional standards. Over the years, the TLB has collaborated with various institutions and industry associations of the maritime, aviation and logistics sectors and provided support to various training and internship programmes through the MATF with a view to nurturing talents in the 3 above-named sectors.

Details of the talent training programmes, manpower, provision/expenditure, number of beneficiaries as well as the employment situation of trainees who have completed the training programmes in the maritime, aviation and logistics industries for the past 5 years (as at end of January 2025) are as follows:

(a) Maritime

| Year    | Provision/<br>Expenditure (\$'000) | Number of<br>beneficiaries | Employment situation of trainees<br>(number of employed persons) |
|---------|------------------------------------|----------------------------|--|
| 2020-21 | 13,396                             | 13 459 <sup>^</sup>        | 1 353  |
| 2021-22 | 15,332                             | 11 691 <sup>^</sup>        | 1 200  |
| 2022-23 | 18,602                             | 16 931 <sup>^</sup>        | 956  |
| 2023-24 | 18,480                             | 15 727 <sup>^</sup>        | 1 164  |
| 2024-25 | 17,043                             | 3 134 <sup>^</sup>         | 1 006  |

<sup>^</sup> Including the number of participants of the Maritime Promotion Project Funding

(b) Aviation

| Year    | Provision/<br>Expenditure (\$'000) | Number of<br>beneficiaries | Employment situation of trainees<br>(number of employed persons) |
|---------|------------------------------------|----------------------------|--|
| 2020-21 | 8,954                              | 1 084                      | 863  |
| 2021-22 | 7,466                              | 830                        | 663  |
| 2022-23 | 10,091                             | 1 083                      | 790  |
| 2023-24 | 9,011                              | 1 028 <sup>&amp;</sup>     | 560  |
| 2024-25 | 7,853                              | 2 332 <sup>&amp;</sup>     | 411  |

<sup>&</sup> Including the number of participants of the Aviation Promotion Project Funding Scheme

(c) Logistics <sup>@</sup>

| Year    | Provision/<br>Expenditure (\$'000) | Number of<br>beneficiaries | Employment situation of trainees<br>(number of employed persons) |
|---------|------------------------------------|----------------------------|--|
| 2023-24 | 964                                | 60                         | 0  |
| 2024-25 | 3,244                              | 629                        | 14   |

<sup>@</sup> The internship scheme for the logistics sector was included under the MATF in April 2023 while the remaining schemes were launched in January 2024

The administrative support for the aforementioned talent training programmes is provided by the overall resources of the TLB, and therefore, specific breakdown figures regarding

manpower are not available. The details of the training, incentives and promotional programmes in the maritime, aviation, and logistics industries are as follows:

#### Professional Training and Examination Refund Scheme

Practitioners in both the maritime and aviation sectors can apply for refund of 80% of the fees after they have completed an approved course or passed an examination, subject to a cap of \$30,000 per practitioner with a view to encouraging them to pursue continuous career development and obtain professional qualifications.

#### Maritime and Aviation Internship Scheme

Through the tripartite collaboration among the Government, industries and academic institutions, the industries arrange internship positions for secondary six school-leavers and tertiary students and the Government provides subsidy covering up to 75% of an intern's monthly honorarium or \$7,000 (whichever is lower) for an internship period of up to three months. The aim is to provide an early exposure for the students and young people in Hong Kong to a wide spectrum of career opportunities in the maritime and aviation sectors, and encourage them to pursue careers in the maritime and aviation industries after graduation.

#### Sea-going Training Incentive Scheme

A monthly incentive subsidy of \$10,000 is offered to applicants on ocean-going vessels, with a maximum period of 18 months for deck cadets and 12 months for engineer cadets. A monthly subsidy of \$3,000 will be given during the period while the applicants are preparing for the professional examinations ashore after their completion of cadetship for up to nine months. A monthly subsidy of \$6,000 will be given during the period after an applicant has acquired the required professional qualification but is yet to be promoted to officer rank for a maximum of 6 months. Applicants who have successfully passed the Deck Officer/Marine Engineer Officer Class 2 Examination and obtained a Deck Officer/Marine Engineer Officer Class 1 Certificate of Competency (CoC) will receive a one-off \$40,000 and \$80,000 incentive respectively. The scheme aims to entice more local young people to take up sea-going training and to obtain relevant qualifications.

#### Ship Repair Training Incentive Scheme

Eligible graduates of the Vocational Training Council (VTC) who have enrolled for apprenticeship in the ship repair industry are offered a monthly subsidy of \$5,000 for a maximum period of 36 months, aiming to attract new blood to join the ship repair industry.

#### Local Vessel Trade Training Incentive Scheme

To attract more young people to join the local vessel trade, an allowance of up to \$30,000 per person is provided to those who are newly employed by the local vessel trade, as an incentive to them to acquire their first professional qualification as coxswains or engine operators on local vessels.

#### Local Vessel Competency Enhancement Scheme

Individuals who pass the examination and successfully obtain Grade 3 and 2 Local CoC qualification for coxswains or engine operators on local vessels are eligible for a one-off financial incentive of \$12,000 and \$15,000, respectively, aiming to encourage in-service practitioners of the local vessel trade to take examinations for professional qualifications.

#### Hong Kong Nautical and Maritime Scholarship Scheme

Scholarships are provided to selected students enrolled in the International Shipping and Transport Logistics (ISTL) Programme of the Hong Kong Polytechnic University (PolyU). Scholarship recipients have to undertake to work on board of ocean-going vessels or in the maritime-related field in Hong Kong for at least one year upon successful completion of the programme.

#### Hong Kong Maritime and Logistics Scholarship Scheme

Scholarships are provided to selected local, Mainland or overseas students to study the Master of Science in the ISTL Programme of the PolyU. Scholarship recipients have to undertake to work in the maritime-related field in Hong Kong for at least one year upon successful completion of the programme.

#### The University of Hong Kong – Dalian Maritime University Academic Collaboration Scheme

To nurture more professionals who are well-versed in the Hong Kong and Mainland legal systems as well as the specialised field of maritime law, the Government provides scholarship to selected students of Dalian Maritime University (DMU) to undertake the Master of Common Law course at the Hong Kong University (HKU). Scholarship recipients have to undertake to work in the maritime-related field in Hong Kong for at least one year upon successful completion of the programme. Separately, the scheme offers funding for law students of the HKU as well as in-service practitioners in the maritime law field in Hong Kong to undertake summer programmes at the DMU or participate in the professional seminars conducted by the DMU teaching personnel in Hong Kong.

#### The University of Hong Kong – Shanghai Maritime University Academic Collaboration Scheme

To nurture more professionals who are well-versed in the Hong Kong and Mainland legal systems as well as the specialised field of maritime law, the Government provides scholarship to selected students of Shanghai Maritime University to undertake the Master of Common Law course at the HKU. Scholarship recipients have to undertake to work in the maritime-related field in Hong Kong for at least one year upon successful completion of the programme.

#### Overseas Exchange Sponsorship Scheme

Undergraduate students of selected maritime-related disciplines in the Chinese University of Hong Kong and the Hong Kong University of Science and Technology are provided with a financial subsidy of \$30,000 per person to attend one semester of credit-bearing maritime-related courses under the overseas exchange programme, aiming to provide them with the opportunity to learn more about the maritime industry so as to attract them to join the maritime sector upon graduation.

#### Maritime Training Support Scheme

The Hong Kong Sea School is sponsored to deliver a school-based curriculum of Maritime Studies, aiming to enable the students to acquire the necessary knowledge, skills and actual shipboard experience, hence qualify them to sit for the Grade 3 Local CoC examination for coxswain, with a view to providing a steady and sustainable supply of competent new blood to the local vessel trade.

#### Maritime Services Traineeship Scheme – Legal

To incentivise law firms and barristers with maritime business to provide traineeship for those who aspire to a career in maritime law, with a view to nurturing more home-grown maritime lawyers and enhancing Hong Kong's high value-added maritime services. Successful applicants will be provided with a monthly subsidy of \$20,000 in respect of each trainee, subject to a cap of two trainees per applicant. The maximum period of subsidy is 24 months for trainee solicitor and 12 months for pupil.

#### Maritime Promotion Project Funding

The objective is to promote various aspects of the maritime industry and attract more talents to join the industry through different promotion activities organised by the maritime-related organisations or professional bodies.

#### Partial Tuition Refund Scheme for the Specialised Aircraft Maintenance Programme

To return part of the tuition fee to students upon completion of the Higher Diploma in Aircraft Maintenance Engineering or the Diploma in Vocational Education (Aircraft Maintenance) offered by the VTC. Students are required to join the aircraft maintenance industry for at least two years upon completion of the programme.

#### Hong Kong Aviation Scholarship Scheme

To provide scholarship for selected students who have completed aviation-related degree or higher degree programmes. Recipients are required to work in the aviation sector in Hong Kong for at least one year upon completion of the programme.

#### Aviation Operations Training Incentive Scheme

To provide a total amount of study allowance of \$24,000 for registered students of the Diploma in Aviation Operations offered by the Hong Kong International Aviation Academy. Recipients are required to work in the aviation sector in Hong Kong for at least half a year upon completion of the programme.

#### Aviation Promotion Project Funding Scheme

To subsidise aviation-related organisations or academic institutions in Hong Kong to organise different activities and promote various aspects of the aviation industry with a view to attracting more talents to join the aviation industry, subject to a cap of \$250,000.

#### Internship Scheme on Modern Logistics

To encourage tertiary students to join the logistics industry after graduation through providing sponsorship for logistics enterprises to offer internship placements to students, with the Scheme covering up to 75% of an intern's monthly honorarium or \$7,500 (whichever is lower) for an internship period of up to three months.

#### Professional Training on Smart and Green Logistics Scheme

To provide subsidies up to 80% of the course fees for local training courses on modern, smart and green logistics organised by eligible logistics associations and training/education institutions, subject to a cap of \$6,500 for each participant. To diversify course options for logistics industry practitioners, with effect from 4 October 2024, the Scheme has been enhanced to include course that operate on a self-financing basis. Eligible logistics practitioners are refunded 80% of the course fees after completion of a pre-approved course,

subject to a cap of \$30,000 per applicant, so as to encourage logistics practitioners to pursue studies and develop their careers in the relevant industries.

#### Logistics Promotion Funding Scheme

To provide sponsorship up to 100 percent of the total project costs for local promotional campaigns and activities organised by eligible logistics-related organisations and professional bodies, so as to promote the smart, innovative, high-ended and professional image of the logistics industry.

#### (5) Innovation, Technology and Industry Bureau

#### New Industrialisation and Technology Training Programme (NITTP)

NITTP subsidises local enterprises on a 2(Government):1(enterprise) matching basis to train their staff in advanced technologies, especially those related to “New Industrialisation”.

| <b>Year</b> | <b>Manpower</b>   | <b>Provision / expenditure (\$ million)</b> | <b>Number of beneficiaries</b> | <b>Employment situation of trainees who have completed the programme</b>  |
|-------------|---|---|--------------------------------|---|
| 2020-21     | The Innovation and Technology Commission (ITC) has appointed the VTC to serve as the Secretariat for the programme, and the staff cost of the Secretariat has been included in the funding provision for the programme.<br><br>As the ITC staff were also involved in several categories of work under the Commission, a breakdown of the manpower involved is not available. | 14  | about 2 800                    | To provide subsidies for the staff recommended by local enterprises to receive training in advanced technologies. |
| 2021-22     |   | 62  | about 8 000                    |   |
| 2022-23     |   | 200   | about 16 000                   |   |
| 2023-24     |   | 320   | about 17 600                   |   |
| 2024-25     |   | 33  | about 2 600                    |   |

#### Research Talent Hub (RTH)

RTH aims to encourage university graduates to pursue a career in innovation and technology (I&T) after graduation for nurturing I&T talent. RTH provides funding for research and development (R&D) projects funded by the Innovation and Technology Fund, start-up and technology companies conducting R&D activities in Hong Kong, as well as companies funded by the New Industrialisation Acceleration Scheme to recruit bachelor’s/master’s/doctoral degree graduates in STEM-related disciplines awarded by local universities or well-recognised non-local institutions to conduct R&D work.

| <b>Year</b>                           | <b>Manpower</b>   | <b>Total<br/>commitment<br/>Note (1)<br/>(\$ million)</b> | <b>Number of<br/>beneficiaries</b> | <b>Employment situation of<br/>trainees who have<br/>completed the<br/>programme</b>  |
|---------------------------------------|---|---|------------------------------------|---|
| 2020-2021                             | As the staff were also involved in several categories of work under the ITC, a breakdown of the manpower involved is not available. | 666   | 1 373                              | From the evaluation reports collected, more than 90% of the respondents expressed their interests in pursuing a career in R&D field in the future. Amongst them, 60% of the research talents had secured R&D related jobs, while another 25% expressed that they were still searching for jobs or decided to further their studies. |
| 2021-2022                             |   | 943   | 1 835                              |   |
| 2022-2023                             |   | 1,023   | 1 974                              |   |
| 2023-2024                             |   | 1,389   | 1 758                              |   |
| 2024-2025<br>(as at end-January 2025) |   | 1,225   | 1 609                              |   |

Note (1): The amount is the total amount granted for the year. Depending on the tenure of the relevant research talents, the amount may be spread over more than 1 year.

### STEM Internship Scheme

STEM Internship Scheme subsidises undergraduates and post-graduates taking full-time STEM (Science, Technology, Engineering and Mathematics)-related programmes to enrol in short-term internships, with a view to encouraging them to gain I&T-related work experience and fostering their interest early in pursuing careers in I&T after graduation, so as to enlarge the local I&T talent pool.

| <b>Year</b>                         | <b>Manpower</b>   | <b>Provision /<br/>expenditure<br/>Note (2)<br/>(\$ million)</b> | <b>Number of<br/>beneficiaries</b> | <b>Employment situation of<br/>trainees who have completed<br/>the programme</b>  |
|-------------------------------------|---|--|------------------------------------|---|
| 2020-21                             | As the staff were also involved in several categories of work under the ITC, a breakdown of the manpower involved is not available. | 36.4   | 1 685                              | According to the surveys conducted by the participating universities after the end of the student internships, more than 95% of the students expressed upon completion of the internships that they would consider pursuing a career in I&T after graduation. Due to various reasons, such as students participating in the programme in the same year graduating in different years or they may have worked in |
| 2021-22                             |   | 75.4   | 3 038                              |   |
| 2022-23                             |   | 88.4   | 3 524                              |   |
| 2023-24                             |   | 100.8  | 3 845                              |   |
| 2024-25<br>(as at end-January 2025) |   | 105.6  | 4 070                              |   |

|  |  |  |  |  |
|--|--|--|--|--|
|  |  |  |  | more than one job after graduation, etc., it is difficult to track whether students participating in the programme have joined the I&T industry after graduation. The universities have also conducted relevant surveys, but statistics with much reference value are not available due to the unsatisfactory response rate. |
|--|--|--|--|--|

Note (2): Including administrative overheads to implementation agencies such as universities.

#### “IT Innovation Lab in Secondary Schools” and “Knowing More About IT” programmes

The “IT Innovation Lab in Secondary Schools” and “Knowing More About IT” programmes were launched in 2020/21 and 2021/22 school years respectively to provide funding support to all publicly-funded primary and secondary schools in Hong Kong for organising information technology-related extra-curricular activities.

| <b>School year</b>                | <b>Manpower</b>  | <b>Approved amount (\$ million)</b> | <b>Number of student benefited</b> | <b>Employment situation of trainees who have completed the programme</b>       |
|-----------------------------------|--|-------------------------------------|------------------------------------|--|
| 2020/21                           | Implemented by the existing manpower of the Digital Policy Office (DPO). | 46                                  | about 27 000                       | The beneficiaries of the programmes are primary and secondary school students. |
| 2021/22                           |  | 198                                 | about 123 000                      |  |
| 2022/23                           |  | 234                                 | about 168 000                      |  |
| 2023/24                           |  | 156                                 | about 124 000                      |  |
| 2024/25 (as at end-February 2025) |  | 90                                  | about 71 000                       |  |

#### (6) Culture, Sports and Tourism Bureau

##### West Kowloon Cultural District Authority Museum Trainees (Conservation) Programme and Summer Internship Programme

To provide conservation and museum internship opportunities for graduates and full-time students in the West Kowloon Cultural District for 6 financial years starting from 2022-23. Details are as follows:

| <b>Year</b>            | <b>Provision/expenditure (\$)</b> | <b>Number of beneficiaries</b> |
|------------------------|-----------------------------------|--------------------------------|
| 2022-2023 <sup>†</sup> | 10,000                            | 1                              |
| 2023-2024 <sup>†</sup> | 520,000                           | 6                              |
| 2024-2025              | 970,000                           | 6                              |

<sup>†</sup> The Museum Trainees (Conservation) Programme was in recruitment phase for most of the time in the relevant years.

#### (7) Financial Services and the Treasury Bureau

Set Sail for GBA - Scheme for Financial Leaders of Tomorrow, Pilot Programme to Enhance Talent Training for the Asset and Wealth Management Sector, FSDC Talent Development Activities, Future Banking Bridging Programme, Banking Graduate Trainee Programme, Pilot Green and Sustainable Finance Capacity Building Support Scheme, Pilot Programme to Enhance Talent Training for Insurance Sector, Financial Practitioners Fintech Training Programme, Pilot Scheme on Training Subsidy for Fintech Practitioners, GBA Fintech Two-way Internship Scheme for Post-secondary Students, etc..

#### (8) Development Bureau

The three enhanced training programmes for construction workers are: (i) Enhancement Training for Construction Workers; (ii) Further Enhancement of Manpower Training for the Construction Industry; and (iii) Enhancing the Skills Level of Construction Manpower. Another two training programmes are for professionals and technicians respectively: (i) On-the-job Training Subsidy Pilot Scheme for part-time construction-related degree programme; and (ii) Pilot Scheme for Construction Safety Officers Courses. The trainings concerned are mainly provided by the Construction Industry Council (CIC), while other institutions such as the VTC also involved in some of the programmes.

##### (a) Three enhanced training programmes for construction workers:

| <b>Year</b> | <b>Manpower</b>   | <b>Provision/<br/>expenditure<br/>(\$ million)</b> | <b>Number of<br/>beneficiaries<br/>using<br/>government<br/>funding</b> | <b>Overall<br/>employment<br/>rate of<br/>trainees*</b> |
|-------------|---|--|---|---|
| 2020-21     | The Government and the CIC take forward the programmes using the existing internal resources. | 26.0   | 1 170   | Over 80% in the past 5 years                            |
| 2021-22     |   | 32.1   | 947   |   |
| 2022-23     |   | 30.0**   | 5 326   |   |
| 2023-24     |   | 144.0**  | 12 902  |   |
| 2024-25     |   | 61.9***  | 4 016 <sup>#</sup>  |   |

\* The statistic is the overall employment rate of CIC's graduates in each academic year (i.e. from September of each year to August of the following year). Statistic for the 2024-25 academic year is as of February 2025.

\*\* Expenditures related to "Further Enhancement of Manpower Training for the Construction Industry" started from September 2022, and the relevant expenditure has increased significantly in 2023-2024. In addition, the provision for "Enhancing the Skills Level of Construction Manpower" has been fully disbursed in the 2023-24 financial year.



\*\*\*The expenditure in the 2024-25 financial year has reduced due to the change in training needs of the industry (reducing demand for long term on-the-job training which requires more resources). In the 2025-26 financial year, more resources will be allocated for “Enhancement Training for Construction Workers” to upgrade more general workers to the level of semi-skilled and skilled workers, so as to enhance their productivity to meet the manpower demand.

# The CIC has utilised the above government funding and its own resources to significantly increase the training places for skilled workers from 6 000 places in the 2021/22 academic years to at least 12 000 places in each of the academic years between 2022/23 and 2027/28. The actual numbers of beneficiaries in the academic years 2023/24 and 2024/25 (as of February 2025) are 14 700 and 6 000 respectively. The expenditures for “Enhancement Training for Construction Workers” in the 2024-25 financial year (as mentioned in Note\*\*\*) was supported by CIC’s own resources.

(b) Two training programmes for professionals and technicians respectively:

| Year    | Manpower  | Provision/<br>expenditure<br>(\$ million) | Number of<br>beneficiaries | Overall<br>employment<br>rate of trainees  |
|---------|---|---|----------------------------|--|
| 2020-21 | The programmes were not yet launched.   |   |                            |  |
| 2021-22 |   |   |                            |  |
| 2022-23 |   |   |                            |  |
| 2023-24 | The Government and CIC take forward the programmes using the existing internal resources. | 5.0                                       | 627                        | Apart from the trainees who are still under training, the graduates have all secured employment. |
| 2024-25 |   | 17.3                                      | 488                        | Trainees are still under training.   |

(9) Housing Bureau

#### Graduate Training Scheme for training young professionals under the Housing Department (HD)

The HD has been running the Graduate Training Schemes to offer training opportunity for young professionals from different disciplines, including architectural, engineering, landscape architectural, surveying and planning, with a training period of 1 to 3 years.

| <b>Year</b> | <b>Manpower</b>                                    | <b>Provision/<br/>expenditure</b>                   | <b>Number of<br/>beneficiaries</b> | <b>Employment<br/>situation of trainees<br/>who have completed<br/>the programme</b> |
|-------------|--|---|------------------------------------|--|
| 2020-21     | Borne by the<br>existing<br>manpower of the<br>HD. | Borne by the<br>existing<br>resources of the<br>HD. | 91                                 | The HD did not collect<br>the relevant information.                                  |
| 2021-22     |  |   | 125                                |  |
| 2022-23     |  |   | 98                                 |  |
| 2023-24     |  |   | 104                                |  |
| 2024-25     |  |   | 100                                |  |

#### (10) Health Bureau (HHB)

Providing training for doctors, nurses, and allied health professionals has always been one of the main functions of the Hospital Authority (HA) and an important part of its daily operations, with the associated expenses being covered by the overall allocation of funds. Since 2018-19, the Government has provided HA with additional funding of approximately \$200 million in recurrent allocation to enhance medical professional training in the areas of service development, professional development, and operational requirements, which has been included in HA's overall funding allocation.

The Government has been committed to promoting the development of the Chinese medicine (CM) talent pool in Hong Kong to meet future development needs. Among which, since 2019, the Government has been providing subsidies through the Chinese Medicine Development Fund (CMDf) for practicing Chinese Medicine practitioners (CMPs) and CMs personnel to support their continuous education, supporting programme providers to design and organise innovative training projects etc. As of end of February 2025, close to 3 500 CMPs and CMs personnel have received subsidies to attend CM professional training programmes for continuously upskilling their professional knowledge and ability. The CMDf has also supported programme providers to design and organise innovative training projects, benefitting over 41 300 practitioners. The National Administration of Traditional Chinese Medicine (NATCM) and the Health Bureau (HHB) have jointly launched the Hong Kong Chinese Medicine Talent Training Programme since 2023, with funding support from the CMDf. Hong Kong CMPs and CMs professionals are arranged to receive high-quality advanced training at training institutions under the China Academy of Chinese Medical Sciences, focusing on specific clinical areas of CM or specialised CMs techniques. Two editions of short-term training programme (with duration of around one week) and one edition of medium-term training programme (with duration of around one month) have been completed so far, with a total of 85 participants involving an expenditure of approximately \$2.3 million. To dovetail with the phased service commencement of The Chinese Medicine Hospital of Hong Kong at the end of 2025, the CMDf invited organisations to submit applications for six talent training programmes relating to cross-disciplinary collaboration, healthcare administration and management under the Strategic Theme Commissioned Project Funding Programme from mid-2024. The approval process for the relevant commissioned training programmes was completed and the programmes are expected to commence in phases starting from mid-2025. The aforementioned work is part of the overall operations of the Chinese Medicine Unit under the HHB and the CMDf, and therefore, specific breakdown related to manpower and expenditure are not available.

Offering full tuition fee sponsorship to students studying the programmes for dental hygienists and dental therapists

To attract more young people to join the industry, the DH has been offering full tuition fee sponsorship since 2023/24 academic year to students studying the programmes for dental hygienists and dental therapists. Dental hygienists and dental therapists who have received the sponsorship are required to work in DH or other specified non-governmental organisations (NGOs) for at least one year after graduation. The above measures could help provide sufficient manpower in support of dental care services provided by the Government, private institutions and NGOs in future. The manpower, estimated expenditure, number of sponsored training places and employment situation of trainees who have completed the programme are tabulated below:

| Year    | Manpower   | Provision/<br>expenditure<br>(\$ million) | Number of<br>sponsored<br>training<br>places | Employment situation<br>of trainees who have<br>completed the<br>programme   |
|---------|--|---|--|--|
| 2024-25 | As the programmes are part of the overall work of the DH, a breakdown of the manpower involved cannot be provided. | 6.65                                      | 95   | <p>Among the dental hygienist and dental therapist trainees graduated in 2024, 16 dental hygienists and 15 dental therapists received full tuition fee sponsorship.</p> <p><u>Dental hygienist graduates</u></p> <ul style="list-style-type: none"> <li>● 9 graduates continue to study the one-year dental therapist programme</li> <li>● 3 graduates have been hired as dental hygienists by the DH</li> <li>● 4 graduates will be hired as dental hygienists by non-governmental organisations specified by the DH</li> </ul> <p><u>Dental therapist graduates</u></p> <ul style="list-style-type: none"> <li>● 15 graduates have been hired as dental therapists by the DH.</li> </ul> |

(11) Labour and Welfare Bureau (LWB)

Since 2012, the Social Welfare Department (SWD) has implemented a training sponsorship scheme to provide funding support to NGOs operating subsidised elderly services or rehabilitation services. The purpose is to fully sponsor the tuition fees of students admitted to and completed designated programmes in occupational therapy and physiotherapy, thereby encouraging them to join the social welfare sector. The Government will continue to implement the scheme to sponsor an additional 750 students to enrol in the above 2 designated programmes in the next 5 years starting from 2023-24, involving an expenditure of about \$447 million. Sponsored students are required to work in NGOs operating subsidised welfare services for at least 2 to 3 years after graduation. As at the end of December 2024, a total of 470 graduates who participated in the scheme have joined the social welfare sector, with 249 in occupational therapy and 221 in physiotherapy.

The SWD has implemented the Enrolled Nurse (General) Training Programme for the Welfare Sector since the 2017/18 academic year to alleviate the shortage of nurses in the social welfare sector and meet the demand for nurses in residential care homes. The SWD continues to implement the programme for 5 consecutive academic years from 2023/24 to 2027/28, and subsidises over 1 700 additional students to enrol in the training programme. Students are required to work as Enrolled Nurses (General) in welfare service organisations recognised by the SWD for a minimum of 2 or 3 consecutive years after completing the training programme. Details are as follows:

| Academic year | Actual expenditure<br>(\$ million) | Manpower<br>involved   | Total number of<br>subsidised training<br>places |
|---------------|------------------------------------|--|--|
| 2020/21       | 38.6                               | The SWD<br>implemented the<br>relevant programme<br>by deploying<br>existing manpower. | 200  |
| 2021/22       | 24.3                               |  | 200  |
| 2022/23       | 17.2                               |  | 200  |
| 2023/24       | 91.5                               |  | 427  |
| 2024/25       | 76.8 <sup>Note</sup>               |  | 427  |

Note: Revised estimate for 2024-25.

The Employees Retraining Board provides around 700 market-oriented training courses straddling across 28 industries and generic skills for eligible persons, currently providing more than 100 000 training places each year. Besides, the LWB provides subvention to the VTC for the provision of in-service short courses and other vocational services, including the Apprenticeship Scheme and the Engineering Graduate Training Scheme.

**Examples of sector-specific talent training programmes in 2025-26 as well as the manpower and estimated expenditure to be involved in each programme**

| <b>Programme/sector</b>                                 | <b>Estimated manpower</b>   | <b>Estimated expenditure (\$)</b>                        | <b>Policy bureau</b>                       |
|---|---|--|--|
| Work on promotion of intellectual property trading      | As the programme is part of the overall work of the IPD, it is difficult to quantify the resources involved separately.   |  | Commerce and Economic Development Bureau   |
| Maritime and Aviation Training Fund                     | Borne by the overall resources of the TLB.  | 52 million   | TLB  |
| New Industrialisation and Technology Training Programme | <p>The ITC has appointed the VTC to serve as the Secretariat for the programme, and the staff cost of the Secretariat has been included in the funding provision for the programme.</p> <p>As the ITC staff were also involved in several categories of work under the ITC, a breakdown for the manpower involved is therefore not available.</p> | 72 million (including the staff cost of the Secretariat) | Innovation, Technology and Industry Bureau |
| Research Talent Hub                                     | As the staff were also involved in several categories of work under the ITC, a breakdown for the manpower involved is therefore not available.  | 560 million  |  |
| STEM Internship Scheme                                  | As the staff were also involved in several categories of work under the ITC, a breakdown for the manpower involved is therefore not available.  | 112.4 million  |  |

| <b>Programme/sector</b>   | <b>Estimated manpower</b>   | <b>Estimated expenditure (\$)</b> | <b>Policy bureau</b>               |
|---|---|-----------------------------------|------------------------------------|
| IT Innovation Lab in Secondary Schools and Knowing More About IT Programmes   | As the DPO staff were also involved in several categories of work under the DPO, a breakdown for the manpower involved is therefore not available.  | 181 million                       |                                    |
| West Kowloon Cultural District Authority (WKCDA) Museum Trainees (Conservation) Programme and Summer Internship Programme | Implemented by the WKCDA.   | 960,000                           | Culture, Sports and Tourism Bureau |
| Two enhanced training programmes for construction workers   | Implemented by the existing internal resources of the Government and the CIC.   | 216.3 million                     | Development Bureau                 |
| Two training programmes for professionals and technicians respectively  | Implemented by the existing internal resources of the Government and the CIC.   | 34.5 million                      |                                    |
| Graduate training scheme for training young professionals under the HD  | Borne by the existing manpower and resources of the HD.   |                                   | Housing Bureau                     |
| Chinese medicine talent training programmes related to the CMDF   | As the programmes are part of the overall work of the CMU under the HHB and the CMDF, specific breakdown related to manpower and expenditure are therefore not available, and the amount of expenditure is also subject to the supply of courses and the number of applications for reimbursement of subsidy. |                                   | HHB                                |
| Offering full tuition fee sponsorship to students studying the programmes for dental hygienists and dental therapists     | As the programmes are part of the overall work of the DH, a breakdown of the manpower involved cannot be provided.  | 7.42 million                      |                                    |

| <b>Programme/sector</b>  | <b>Estimated manpower</b>  | <b>Estimated expenditure (\$)</b> | <b>Policy bureau</b> |
|--|--|-----------------------------------|----------------------|
| Enrolled Nurse (General) Training Programme for the Welfare Sector                   | The SWD implemented the relevant programme by deploying existing manpower. | About 100 million                 | LWB                  |
| Training Sponsorship Scheme for Programmes in Occupational Therapy and Physiotherapy | The SWD implemented the relevant programme by deploying existing manpower. | 88.9 million                      |                      |

– End –

**CONTROLLING OFFICER'S REPLY**

**LWB(L)170**

**(Question Serial No. 3351)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational Expenses

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that the “number of approved applications for visa extension under various talent admission schemes is 50 000”. It is also mentioned that the Bureau will “put in place a regime on the admission of outside talents and professionals through various admission schemes administered by the Immigration Department and updating of the Talent List”. In this connection, please inform this Committee of the following:

- 1). the distribution of job types among the talents whose applications for visa extension have been approved;
- 2). the specific administrative expenditure involved in putting in place the regime on the admission of outside talents and professionals, as well as the average cost per talent admitted;
- 3). whether the Government will consider introducing a limit of stay under the regime on the admission of outside talents and professionals; if so, of the details; if not, the reasons for that?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 54)

Reply:

- 1). The first batch of visas under the Top Talent Pass Scheme (TTPS) have only started expiring from end-December 2024. At present, only a small number of applications for extension of stay have been processed. There is insufficient relevant data for meaningful statistical analyses. The Government will keep in view the relevant data, and will analyse the relevant statistics after a certain number of applications for extension of stay have accumulated and release them at an opportune time.

At present, over 90% of those coming to or staying in Hong Kong under the Immigration Arrangements for Non-local Graduates (IANG) are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong that are at the levels commonly taken up by degree holders



and the remuneration packages are on par with market level. For those who have established or joined in business in Hong Kong, they are required to produce proof of their business upon application for extension of stay.

The breakdown of the numbers of approved applications for extension of stay under IANG by industry/sector are tabulated below:

| Industry/Sector                 | 2020-21       | 2021-22      | 2022-23       | 2023-24       | 2024-25<br>(as at<br>February<br>2025) |
|---------------------------------|---------------|--------------|---------------|---------------|--|
| Financial services              | 4 999         | 3 924        | 4 394         | 4 413         | 2 668                                  |
| Academic research and education | 1 598         | 1 579        | 1 393         | 1 856         | 786                                    |
| Commerce and trade              | 1 450         | 1 089        | 1 606         | 1 419         | 746                                    |
| Information technology          | 594           | 505          | 508           | 471           | 211                                    |
| Telecommunications              | 294           | 208          | 211           | 339           | 208                                    |
| Engineering and construction    | 390           | 289          | 217           | 279           | 165                                    |
| Legal services                  | 200           | 175          | 158           | 207           | 100                                    |
| Medical and healthcare services | 147           | 132          | 119           | 145           | 89                                     |
| Architecture/Surveying          | 142           | 129          | 84            | 117           | 57                                     |
| Manufacturing industries        | 78            | 35           | 33            | 73            | 46                                     |
| Tourism                         | 40            | 43           | 26            | 48            | 44                                     |
| Catering services               | 49            | 47           | 29            | 44            | 22                                     |
| Arts/Culture                    | 200           | 205          | 49            | 47            | 18                                     |
| Recreation and sports           | 48            | 47           | 25            | 19            | 14                                     |
| Traditional Chinese medicine    | 12            | 5            | 9             | 15            | 12                                     |
| Biotechnology                   | 43            | 38           | 33            | 37            | 9                                      |
| Others                          | 438           | 1 189        | 1 779         | 1 710         | 1 014                                  |
| <b>Total</b>                    | <b>10 722</b> | <b>9 639</b> | <b>10 673</b> | <b>11 239</b> | <b>6 209</b>                           |

Applicants under the Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong that are at the levels commonly taken up by degree holders and the remuneration packages are on par with market level. For those who have established or joined in business in Hong Kong, they are required to produce proof of their business upon application for extension of stay.

The breakdown of the numbers of approved applications for extension of stay under ASSG by industry/sector are tabulated below:

| Industry/Sector                 | 2020-21   | 2021-22   | 2022-23   | 2023-24   | 2024-25<br>(as at<br>February<br>2025) |
|---------------------------------|-----------|-----------|-----------|-----------|--|
| Financial services              | 7         | 10        | 13        | 7         | 7                                      |
| Academic research and education | 6         | 4         | 5         | 6         | 4                                      |
| Manufacturing                   | 6         | 3         | 1         | 2         | 4                                      |
| Commerce and trade              | 11        | 10        | 7         | 4         | 3                                      |
| Engineering and construction    | 7         | 3         | 3         | 4         | 3                                      |
| Telecommunications              | 1         | 0         | 0         | 0         | 1                                      |
| Information technology          | 9         | 5         | 1         | 3         | 0                                      |
| Architecture/Surveying          | 2         | 1         | 1         | 0         | 0                                      |
| Legal services                  | 1         | 1         | 1         | 0         | 0                                      |
| Arts/Culture                    | 3         | 1         | 0         | 0         | 0                                      |
| Others                          | 29        | 12        | 30        | 34        | 19                                     |
| <b>Total</b>                    | <b>82</b> | <b>50</b> | <b>62</b> | <b>60</b> | <b>41</b>                              |

- 2). The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in 2025-26 are tabulated below:

| Talent admission scheme   |  | 2025-26 |
|---|--|---------|
| TTPS  | Staff establishment<br>(Number of posts) | 15      |
|   | Salary costs*<br>(\$'000)                | 12,750  |
| General Employment Policy<br>(GEP)&                                   | Staff establishment<br>(Number of posts) | 28      |
|   | Salary costs*<br>(\$'000)                | 21,780  |
| Admission Scheme for Mainland<br>Talents and Professionals<br>(ASMTP) | Staff establishment<br>(Number of posts) | 23      |
|   | Salary costs*<br>(\$'000)                | 16,210  |
| IANG  | Staff establishment<br>(Number of posts) | 14      |
|   | Salary costs*<br>(\$'000)                | 9,430   |
| Technology Talent Admission<br>Scheme (TechTAS)                       | Staff establishment<br>(Number of posts) | 3       |
|   | Salary costs*<br>(\$'000)                | 2,680   |
| Quality Migrant Admission<br>Scheme (QMAS)                            | Staff establishment<br>(Number of posts) | 114     |
|   | Salary costs*<br>(\$'000)                | 91,370  |
| ASSG  | Staff establishment<br>(Number of posts) | 9       |
|   | Salary costs*<br>(\$'000)                | 6,100   |

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

ImmD does not maintain the statistics of the average cost per talent admitted.

- 3). Among the talent admission schemes, GEP, ASMTP and TechTAS are employment-based schemes under which admitted talents will join the local employment market upon arrival in Hong Kong. As for persons admitted to Hong Kong under TTPS, QMAS, IANG and ASSG, they are not required to have secured offers of employment in Hong

Kong upon submission of their first applications under the aforesaid schemes to come to or stay in Hong Kong to explore opportunities without other conditions of stay. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. The Government does not impose any requirement on the duration of stay for persons admitted under the various talent admission schemes. However, ImmD will take into account factors such as the applicants' duration of stay in Hong Kong when examining their applications for extension of stay.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)171**

**(Question Serial No. 3353)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The new estimate for the Adult Education Subvention Scheme for 2025-26 is HK\$11.27 million (\$11,270,000). In this connection, please inform this Committee of the following:

1. the number of adult education programmes that can be subvented by the HK\$11.27 million (\$11,270,000), the number of trainees to be benefitted and a list of the programmes to be organised along with their respective providers;
2. how the Government will promote lifelong learning, and what are the estimated amount of funding to be injected and the estimated number of additional participants to be benefitted; and
3. whether the scheme requires the submission of learning outcome reports (such as programme completion rates or skills application); if so, of the details; if not, the reasons for that?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 55)

Reply:

- (1) and (3) The Adult Education Subvention Scheme (AESS) provides subvention for charitable institutions to run basic adult education programmes, including basic Chinese/English literacy courses, basic computer courses, special education courses, etc. The 2025/26 AESS will be open for application by eligible organisations from April to May 2025. The number of subvented programmes, the number of participants and the list of programmes and organisations in the year will depend on the actual number of applications received and approved.

Participating organisations are required to run the programmes in accordance with the requirements, including meeting the minimum enrolment and attendance requirements for subvented programmes. Participating organisations which do not meet the relevant requirements may need to cancel the programmes or have their subvention deducted on a pro-rata basis. The Labour and Welfare Bureau (LWB) has put in place a monitoring mechanism for the implementation and effectiveness of the AESS. Participating organisations are required to submit to the LWB a full-year report and a review report after the end of the academic

year to report on the enrolment and average attendance rates of the subvented programmes, course contents, participants' feedback, etc. In addition, the LWB will conduct inspections or surprise visits to the participating organisations to monitor the implementation of the subvented programmes (including attendance records of participants, particulars of teaching staff, participants' feedback, etc.) and ensure the quality of the subvented programmes. If a participating organisation is found to have failed to comply with the relevant requirements, the LWB will, in accordance with established procedures, impose sanctions against the non-compliance, such as withholding/recovering all or part of the subvention. In vetting future applications, the VTC will also make reference to the past performance of the applicant organisations.

- (2) The Government promotes continuing education and lifelong learning through various channels. For example, the LWB provides subsidies to adults who wish to pursue continuing education and training through the Continuing Education Fund. It also allocates funding to the Vocational Training Council for providing in-service training short courses to further upgrading the skills required in various industries. Moreover, the Employees Retraining Board provides training, skills upgrading and retraining courses for the local workforce to promote continuing education for all, with a view to meeting the manpower demand arising from future economic and industry development.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)172**

**(Question Serial No. 3360)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): (000) Operational expenses

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

The subvention to the Vocational Training Council (VTC) for 2025-26 is HK\$280 million (\$280,840,000). In this connection, please inform this Committee of the following:

1. the number of training programmes or projects that can be provided with the HK\$280 million (\$280,840,000) and the estimated number of trainees to be benefitted, with a breakdown by programme type and partner organisation;
2. how the Government will respond to the needs of emerging industries (such as technology and green economy), and what are the estimated amount of resources to be allocated, the number of additional skill training places to be provided and the types of beneficiary industries;
3. whether the VTC is required to submit reports on the relevant plans; if so, the details and if not, the reasons?

Asked by: Hon KWOK Ling-lai, Lillian (LegCo internal reference no.: 56)

Reply:

1. The Labour and Welfare Bureau (LWB) provides subvention to the Vocational Training Council (VTC) for the provision of in-service short courses and other training services, including the Apprenticeship Scheme and the Engineering Graduate Training Scheme, as well as services such as trade and skills testing and certification. In 2025-26, the LWB will continue to provide additional resources for the VTC to conduct preparatory work for the Vocational Professionals Admission Scheme, provide registered apprentices with additional training allowance, and subsidise graduated apprentices in undertaking upskilling courses of relevant trades. The number of trainee places provided under vocational training refers to the quotas for in-service training courses. In the 2025/26 academic year, the VTC's estimated number of trainee places for vocational training is 203 090. The VTC collaborates with its member institutions to offer various types of training courses. These member institutions include the Technological and Higher Education Institute of Hong Kong, the Institute of Professional Education And Knowledge, the School for Higher and Professional

Education, the Institute of Vocational Education, Hong Kong Design Institute, the Hong Kong Institute of Information Technology, the Hotel and Tourism Institute, the Chinese Culinary Institute, the International Culinary Institute, Maritime Services Training Institute, Pro-Act and the Integrated Vocational Development Centre. Due to the large number of courses offered, a comprehensive list cannot be provided. The latest in-service short courses offered by the VTC can be found on the following websites:

<https://www.vtc.edu.hk/admission/tc/parttime/pdpc/>

<https://cpe.vtc.edu.hk/tc>

<https://www.ive.edu.hk/st/cectl/zh/pdpc/index.html>

<https://www.hkdi.edu.hk/tc/peec/>

<https://engineering.vtc.edu.hk/tc/EDiT.php>

<https://www.peak.edu.hk/zh-hant>

2. Policy bureaux have been liaising closely with the industries and formulated corresponding measures in response to the latest industry development and manpower situation. To promote the upgrading and transformation of traditional industries and to actively nurture emerging industries (including green technology industries and emerging technologies industries), relevant policy bureaux have implemented various measures to attract, train and retain talents.

Promoting green economy is conducive to the realisation of sustainable development and helps support the development of green fintech, as well as promotes circular economy and re-industrialisation. A number of local tertiary institutions have been offering undergraduate and postgraduate programmes related to environmental protection to cater for the demand for talents in the environmental and green industries in Hong Kong. To help young people seize the career opportunities brought about by the low-carbon transformation, the Environment and Ecology Bureau and the Environmental Protection Department (EPD) have been organising summer internship and mentorship programmes for years, and actively communicated with the industry to attract fresh graduates to pursue careers related to environmental protection. In addition, the EPD collaborates with various professional institutions and organisations to provide engineering graduates with internship and training opportunities in environmental engineering, as well as professional environmental protection training programmes. The New Industrialisation and Technology Training Programme under the Innovation and Technology Commission subsidises local enterprises on a 2(Government):1(enterprise) matching basis to train their staff in advanced technologies, including training related to environmental protection technologies. Many funded projects are related to environmental protection and sustainable development.

The VTC also utilises the recurrent subvention from the EDB to provide the training required by emerging industries, including the Bachelor of Science in Green Engineering and Sustainability, the Higher Diploma in Computer and Data Engineering, the Higher Diploma in AI and Smart Technology, etc. The estimated expenditure involved has been incorporated into the overall accounts, therefore the itemised figures cannot be provided.



As technology and emerging industries continue to develop, the demand for talents and training in these fields will continue to increase. Relevant policy bureau/departments will continue to implement various measures to attract, train and retain talents to promote the development of emerging industries and meet the needs of Hong Kong's economy.

3. According to the “Vocational Training Council Ordinance” and the “Memorandum of Administrative Arrangements” signed between the Government and the VTC, the VTC is required to submit each year its work plan and estimates of revenue and expenditure for the following year to the Government for approval. The submission must include the work and objectives of the VTC in various areas for the year ahead, including programme summaries, performance indicators, details on resource utilisation, etc.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)173**

**(Question Serial No. 3995)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is stated in paragraph 249 of the Budget Speech that an application fee of \$600 will be charged under various talent and capital investor admission schemes. The visa fees, to be charged based on the duration of limit of stay, will be raised to \$600 or \$1,300. It is estimated that government revenue will increase by about \$620 million per annum. In this connection, would the Government inform this Committee of the following:

- (1) How will the Government assess the impact of such adjustment on talent admission to Hong Kong? Has the relevant impact assessment been conducted?
- (2) Will the Government conduct regular reviews to see if the fee level will affect the desire of talents to come to Hong Kong, and make adjustments accordingly?

Asked by: Hon LAM Shun-chiu, Dennis (LegCo internal reference no.: 33)

Reply:

- (1) Many overseas jurisdictions require applicants for work or residence visa to pay fees at different junctures of the application process. The newly introduced application fee and increase in visa fees peg to the administrative costs involved in the relevant work and reflect the “user pays” principle. The new fee levels are affordable to talents and capital investors targeted by the specified Admission Schemes, and will not affect Hong Kong’s attractiveness to foreign talents as compared with the fees charged on expatriates in other jurisdictions. Indeed, Hong Kong’s institutional strength and abundant development opportunities are the key factors in attracting talents.
- (2) The number of applications has not been affected by the new fee levels since the implementation so far. As with other government fees and charges, we will conduct regular reviews in accordance with the mechanism.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)174**

**(Question Serial No. 3738)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned under the Programme that the Bureau will collaborate with the Employees Retraining Board (ERB) in taking forward the reforms to enhance local manpower training, upskilling and re-skilling. These ERB reforms encompass short to medium-term measures, among which the near-term measures announced in the 2024 Policy Address have commenced in early 2025, such as removing from the eligibility criteria the cap on education level of service recipients, and increasing the annual number of training places by at least 15 000, targeting at the entire workforce. In this connection, would the Government inform this Committee of:

1. the manpower and expenditure involved in implementing the near-term measures;
2. the number of trainees with educational attainment at a level above associate degree in the past 3 years, including the additional number of such trainees upon removal of the cap on education level;
3. the number of additional courses, the types of industries involved and the number of training places after the implementation of the near-term measures;
4. given that the dedicated training courses organised by the ERB for young people include the Youth Training Programme (YTP) and youth featured courses, (i) the number of trainees, (ii) the completion rate and (iii) the salary level upon graduation in respect of the above 2 training programmes in the past 3 years, with a breakdown by course type; and
5. whether the Government will review the YTP and youth featured courses with the departments concerned to enhance the training of local youth; and whether it will collect information on the subsequent development of the trainees who have completed their training or courses to improve the effectiveness of the programmes?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 43)

Reply:

1. The manpower and expenditure involved in implementing the short-term reform measures by the Employees Retraining Board (ERB) have been absorbed within its 2025-26 estimated recurrent expenditure. A breakdown of the expenditure involved is not available.

2. The numbers of intakes in the ERB courses with educational attainment above sub-degree in the past 3 years (2023-23 to 2024-25) were as follows:

| Educational Attainment | Number of Intakes          |                         |                                     |
|------------------------|----------------------------|-------------------------|-------------------------------------|
|                        | 2022-23                    | 2023-24                 | 2024-25<br>(as at 28 February 2025) |
| Above sub-degree       | 10 343 <sup>Note (i)</sup> | 23 <sup>Note (ii)</sup> | 3 767 <sup>Note (iii)</sup>         |

Notes:

- (i) The ERB launched the “Love Upgrading Special Scheme” from 2019-20 to 2022-23. As a special measure in response to the epidemic, all eligible persons could participate in the scheme irrespective of their educational attainment.
- (ii) Prior to the ERB’s expansion of service targets in January 2025, its courses targeted persons aged 15 or above with educational attainment at sub-degree or below. Applicants with higher educational attainment with genuine difficulties in job seeking or job switching may apply for discretionary approval for admission to ERB courses. The figure is the number of cases granted with discretionary approvals for admission.
- (iii) Since 1 January 2025, the ERB lifted the restriction on educational attainment of trainees. From that date up to 28 February, the number of intakes with educational attainment above sub-degree was 1 164.
3. In 2024-25, in view of the lifting of the restriction on educational attainment of trainees from 1 January 2025 onwards, the ERB developed or rolled out 21 courses suitable for people with higher educational attainments. These courses cover such industry categories as import & export, beauty therapy, property management & security, healthcare services, tourism, business, catering, printing & publishing, information & communications technology, wearing apparel & textile and financial services, as well as generic skills training, involving about 1 300 training places. In 2025-26, the ERB will continue to explore the development of more advanced courses and “future skills” courses to meet the upskilling needs of people with different backgrounds and educational attainments (including those with higher educational attainment).
4. The dedicated youth programmes of the ERB (including the Youth Training Programme (YTP) and youth featured courses) offer dedicated training courses for young people aged 15 to 24. The numbers of intakes and attendance rates of the courses in the past 3 years (2022-23 to 2024-25) were as follows:

|                                 | 2022-23 | 2023-24 | 2024-25<br>(up to 28 February 2025) |
|---------------------------------|---------|---------|-------------------------------------|
| Number of Intakes               | 327     | 488     | 597                                 |
| Attendance Rate <sup>Note</sup> | 79%     | 80%     | 84%                                 |

Note: Attendance rate refers to the total number of intakes who have completed the courses (with an attendance rate of 80% or higher) as a percentage to the total number of intakes in the courses.

The average full-time monthly salary of the graduates of dedicated youth programmes was about \$11,000 to \$12,000 in the past 3 years.

Apart from the dedicated programmes, young people can also enrol in over 700 courses of the ERB open for the general public according to their aspirations and qualifications.

5. The ERB regularly reviews the dedicated training programmes for youth to ensure that they align with the latest development and cater for the needs of the youths. The ERB convenes regular meetings of the “Focus Group on Training for Youth” with representatives of employers, youth concern groups, social service sector, training bodies and the relevant government departments (e.g. the Labour Department and the Social Welfare Department) to review the YTP and the youth featured courses. The ERB also collects information on the employment and further studies of the graduates of placement-tied courses, with a view to improving the effectiveness of the relevant programmes and courses.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)175**

**(Question Serial No. 3739)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

In respect of “monitor[ing] the admission of talents ... and roll[ing] out enhancement measures to reform various aspects of the talent admission regime, including, for example, providing a new admission channel for young and experienced specialists” as mentioned in the programme, would the Government inform this Committee of the following:

1. the staff establishment and expenditure of the department involved in talent admission schemes in 2025-26;
2. (i) the number of applications, (ii) the number of applications approved, and (iii) the number of arrivals to Hong Kong (i.e. the number of people who have come to Hong Kong for employment after the approval of applications) in the past year, with a breakdown by talent admission scheme;
3. (i) the distribution of industries, (ii) the salary range and median salary, and (iii) the average duration of stay in Hong Kong for work in the past year, with a breakdown by talent admission scheme;
4. the number of random checks of applicants' qualifications, the number of false declarations found, and the staff establishment and expenditure of the department involved in the random checks in each of the past 3 years;
5. the progress of reforming various aspects of the talent admission regime, including providing a new admission channel for young and experienced specialists, and whether targeted complementary measures for retaining young and experienced specialists would be formulated?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 44)

Reply:

1. The staff establishment and salary costs of the Immigration Department (ImmD) in processing applications under the various talent admission schemes in 2025-26 are tabulated below:

| Talent admission scheme  |  | 2025-26 |
|--|--|---------|
| Top Talent Pass Scheme (TTPS)  | Staff establishment<br>(Number of posts) | 15      |
|  | Salary costs*<br>(\$'000)                | 12,750  |
| General Employment Policy (GEP)&   | Staff establishment<br>(Number of posts) | 28      |
|  | Salary costs*<br>(\$'000)                | 21,780  |
| Admission Scheme for Mainland<br>Talents and Professionals (ASMTP)                               | Staff establishment<br>(Number of posts) | 23      |
|  | Salary costs*<br>(\$'000)                | 16,210  |
| Immigration Arrangements for Non-<br>local Graduates (IANG)                                      | Staff establishment<br>(Number of posts) | 14      |
|  | Salary costs*<br>(\$'000)                | 9,430   |
| Technology Talent Admission<br>Scheme (TechTAS)  | Staff establishment<br>(Number of posts) | 3       |
|  | Salary costs*<br>(\$'000)                | 2,680   |
| Quality Migrant Admission Scheme<br>(QMAS)   | Staff establishment<br>(Number of posts) | 114     |
|  | Salary costs*<br>(\$'000)                | 91,370  |
| Admission Scheme for the Second<br>Generation of Chinese Hong Kong<br>Permanent Residents (ASSG) | Staff establishment<br>(Number of posts) | 9       |
|  | Salary costs*<br>(\$'000)                | 6,100   |

& Including Employment Stream and Investment Stream.

\* Calculated based on the notional annual mid-point salary.

Apart from the staff establishment listed above, ImmD will create 10 posts in 2025-26 for processing applications from non-local technical professionals for employment in Hong Kong under GEP and ASMTP, and the salary costs to be involved are \$7.75 million (in terms of the notional annual mid-point salary). The above costs have been reflected in the estimates of expenditure under Head (70) of ImmD.

2. The numbers of applications received and approved under the various talent admission schemes in 2024-25 (as at February 2025) are tabulated below:

| Talent admission scheme | Number of applications received | Number of applications approved |
|-------------------------|---------------------------------|---------------------------------|
| TTPS                    | 45 858                          | 36 785                          |
| GEP                     | 33 628                          | 31 600                          |
| ASMTP                   | 26 611                          | 23 743                          |
| IANG                    | 26 185                          | 24 784                          |
| TechTAS                 | 137                             | 114                             |
| QMAS <sup>@</sup>       | 49 512                          | 9 327                           |
| ASSG                    | 136                             | 75                              |
| <b>Total</b>            | <b>182 067</b>                  | <b>126 428</b>                  |

Note: Applications approved in a year may not all be received in the same year.

@ The number of approved applications refers to the number of successful cases passing the selection exercise.

ImmD has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers in 2024 is tabulated below:

| Talent admission scheme | Number of incoming talents |
|-------------------------|----------------------------|
| TTPS                    | 39 918                     |
| GEP <sup>#</sup>        | 5 627                      |
| ASMTP <sup>#</sup>      | 11 887                     |
| IANG                    | 23 017                     |
| TechTAS                 | 117                        |
| QMAS                    | 9 981                      |
| ASSG                    | 80                         |
| <b>Total</b>            | <b>90 627</b>              |

<sup>#</sup> The numbers do not include cases of short-term employment.



3. In 2024-25 (as at February 2025), the breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector and their monthly remuneration are tabulated below:

**GEP**

| Industry/Sector                 | Number of applicants |
|---------------------------------|----------------------|
| Academic research and education | 2 420                |
| Arts/Culture                    | 2 300                |
| Tourism                         | 2 020                |
| Financial services              | 1 924                |
| Recreation and sports           | 1 627                |
| Commerce and trade              | 1 562                |
| Engineering and construction    | 1 268                |
| Catering services               | 485                  |
| Medical and healthcare services | 329                  |
| Information technology          | 285                  |
| Architecture/Surveying          | 174                  |
| Telecommunications              | 123                  |
| Legal services                  | 104                  |
| Manufacturing industries        | 104                  |
| Biotechnology                   | 13                   |
| Traditional Chinese medicine    | 1                    |
| Others                          | 16 861               |
| <b>Total</b>                    | <b>31 600</b>        |

| Monthly remuneration | Number of applicants |
|----------------------|----------------------|
| Below \$20,000       | 15 955               |
| \$20,000 - \$39,999  | 8 491                |
| \$40,000 - \$79,999  | 4 042                |
| \$80,000 or above    | 3 112                |
| <b>Total</b>         | <b>31 600</b>        |

ASMTF

| Industry/Sector                 | Number of applicants |
|---------------------------------|----------------------|
| Commerce and trade              | 3 979                |
| Academic research and education | 3 968                |
| Arts/Culture                    | 3 752                |
| Recreation and sports           | 3 183                |
| Engineering and construction    | 2 625                |
| Financial services              | 2 156                |
| Information technology          | 1 121                |
| Tourism                         | 288                  |
| Medical and healthcare services | 204                  |
| Telecommunications              | 182                  |
| Catering services               | 153                  |
| Manufacturing industries        | 147                  |
| Legal services                  | 86                   |
| Biotechnology                   | 56                   |
| Architecture/Surveying          | 47                   |
| Traditional Chinese medicine    | 9                    |
| Others                          | 1 787                |
| <b>Total</b>                    | <b>23 743</b>        |

| Monthly remuneration | Number of applicants |
|----------------------|----------------------|
| Below \$20,000       | 10 238               |
| \$20,000 - \$39,999  | 8 201                |
| \$40,000 - \$79,999  | 4 084                |
| \$80,000 or above    | 1 220                |
| <b>Total</b>         | <b>23 743</b>        |

TechTAS

| Industry/Sector                     | Number of applicants |
|-------------------------------------|----------------------|
| Artificial intelligence             | 39                   |
| Biotechnology                       | 10                   |
| Cybersecurity                       | 9                    |
| Financial technologies              | 9                    |
| Data analytics                      | 8                    |
| Microelectronics                    | 8                    |
| Green technology                    | 6                    |
| Integrated circuit design           | 6                    |
| Material science                    | 6                    |
| Advanced communication technologies | 5                    |
| Robotics                            | 5                    |
| Digital entertainment               | 2                    |
| The Internet-of-Things              | 1                    |
| Quantum technology                  | 0                    |
| <b>Total</b>                        | <b>114</b>           |

| Monthly remuneration | Number of applicants |
|----------------------|----------------------|
| Below \$20,000       | 0                    |
| \$20,000 - \$39,999  | 61                   |
| \$40,000 - \$79,999  | 44                   |
| \$80,000 or above    | 9                    |
| <b>Total</b>         | <b>114</b>           |

### QMAS

| Industry/Sector                                       | Number of applicants |
|---|----------------------|
| Financial and accounting services                     | 2 524                |
| Information technology and telecommunications         | 2 167                |
| Commerce and trade                                    | 941                  |
| Business support and human resources                  | 668                  |
| Manufacturing industries                              | 638                  |
| Architecture, surveying, engineering and construction | 425                  |
| Human health and veterinary services                  | 403                  |
| Legal services  | 345                  |
| Academic research and education                       | 342                  |
| Logistics and transportation                          | 135                  |
| Broadcasting and entertainment                        | 93                   |
| Sports  | 66                   |
| Catering and tourism                                  | 61                   |
| Arts and culture                                      | 41                   |
| Others  | 478                  |
| <b>Total</b>  | <b>9 327</b>         |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

Successful applicants under QMAS are not required to have secured offers of employment before coming to Hong Kong. However, when applying for extension of stay, they are required to have settled in and made contribution to Hong Kong, such as having been employed or having established/joined in business in Hong Kong. ImmD does not maintain statistics on the average remuneration of successful applicants when they first arrived in Hong Kong.

### IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

### ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong.

ImmD does not maintain statistics on the industries engaged by successful applicants and their average remuneration when they first arrived in Hong Kong.

#### TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the validity period of the first visas, the talents are not required to inform ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

ImmD does not maintain other statistical breakdowns mentioned in the question.

4. ImmD has put in place mechanisms for examining each visa, entry permit and extension of stay application under the talent admission schemes in a rigorous manner to ensure that only applicants meeting the eligibility criteria and relevant immigration policies will be permitted to stay in Hong Kong.

Applicants under the various talent admission schemes are required to provide accurate, complete and true information in their applications, including making declaration according to the eligibility criteria of their income, academic qualifications and/or working experience as well as any criminal conviction records, with relevant supporting documents. Moreover, ImmD requires all applicants of Categories B and C under TTPS and QMAS to submit verification proof of academic qualifications issued by designated third-party credential verification organisations or the awarding institutions. ImmD has the power to conduct random checks and verifications on the information and documents submitted by applicants, including verifying the applicants' status with the organisations issuing the documents.

Any person who knowingly and wilfully makes a statement or gives information that he/she knows to be false or does not believe to be true when applying for entry into Hong Kong commits an offence. If such cases are detected, apart from refusing such applications, ImmD will also initiate criminal investigations into the cases concerned. Offenders are liable on conviction to a maximum fine of HK\$150,000 and imprisonment for 14 years. In addition, should any person be found to have illegally obtained his/her visa or entry permit, the visa or entry permit granted will be invalidated according to the laws of Hong Kong, and the person concerned will be subject to removal back to his/her places of origin. Even if the person has obtained the right of abode in Hong Kong, it will be declared invalid according to the law, and he/she will be subject to removal back to his/her place of origin.

The relevant administrative expenditure is absorbed within the recurrent expenses of ImmD and cannot be separately identified.

ImmD does not maintain the statistical breakdowns mentioned in the question.

5. As announced in the 2024 Policy Address, the Government will reform various aspects of the talent admission regime to build a quality talent pool for development and reinforce Hong Kong's status as an international hub for high-calibre talent. Some of the enhancement measures on talent attraction have been implemented already while other measures will be rolled out progressively.

The Government has been implementing various talent admission schemes to proactively trawl for talents with different academic and professional backgrounds to come to Hong Kong, among which QMAS seeks to attract top-notch talents to settle in Hong Kong in order to enhance the city's competitiveness. However, these outstanding talents are sought after worldwide and may not take the initiative to submit entry applications. Therefore, the Government will soon introduce a new mechanism under QMAS to proactively reach out to and invite top-notch and leading talents needed for different developments of the country and Hong Kong to settle in Hong Kong. This is conducive to building a quality talent pool for Hong Kong to play a better role as an international hub for high-calibre talents, thereby contributing to the high quality development of Hong Kong as well as the country. The Government is currently devising the arrangements for the invitation mechanism to be implemented soon.

In addition, according to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are "skilled technical workers". In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. To address the acute manpower shortage in local skilled trades, the Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage. The new channel targets mid-level qualified and experienced non-degree technical professionals of designated skilled trades, and aim to retain them in Hong Kong for settlement in the long run. These non-degree professionals must meet the requirements of the designated skilled trades, including academic qualifications, years of experience, and professional skills (e.g. with registration or licence to practise), etc.

The Government is finalising the list of specific skilled trades facing acute manpower shortage applicable under the new arrangement, with relevant qualifications and requirements to be set out in detail. LWB and the relevant bureaux and departments are consulting stakeholders in different industries and sectors on the new arrangement, which is expected to be implemented in the first half of this year after the relevant details are worked out.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)176**

**(Question Serial No. 3740)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

On “oversee[ing] the implementation of the pilot Vocational Professionals Admission Scheme (VPAS) to attract graduates of the eligible courses of the Vocational Training Council (VTC) to stay and work in Hong Kong” stated in the Programme, would the Government inform this Committee of the following:

1. the numbers of non-local applicants and enrolments in the 2024/25 academic year broken down by the 5 specified professional areas covered by the VPAS, and the number of participants broken down by their regions of origin;
2. the content and number of activities for promoting the VPAS conducted in the past year and the related expenditure, as well as the estimate for the coming year;
3. it is learnt that in order to let non-local students who are interested in staying and working in Hong Kong be better prepared, the VTC will provide appropriate support, including arranging internship opportunities for them during their courses, so that they could understand the local working conditions and environment, and acquire the actual work skills and experience. How many internship places does the Government plan to provide?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 45)

Reply:

1. To alleviate the manpower shortage in skilled trades, the Government announced in the 2023 Policy Address the pilot implementation of the Vocational Professionals Admission Scheme (VPAS), allowing non-local students enrolled in eligible full-time Higher Diploma (HD) programmes (eligible programmes) of the Vocational Training Council (VTC) in the 2024/25 and 2025/26 academic years to stay in Hong Kong for one year after graduation to seek jobs relevant to their disciplines. The VPAS will be open for applications upon the graduation of the first batch of eligible students from mid-2026.

In the 2024/25 academic year, 27 relevant HD programmes were included as eligible programmes under the VPAS, covering five skilled trades, namely aviation, transport and logistics; innovation and technology; electrical and mechanical services; building,

civil engineering and built environment; and maritime services. In the past, there were insufficient local students enrolled in these eligible programmes to meet the manpower needs of relevant trades. Upon the Government's announcement about the launch of the VPAS, we notice that the eligible programmes attracted many non-local students. The number of non-local applications, the number of non-local students admitted and their regions of origin for eligible programmes in the 2024/25 academic year, broken down by skilled trades, are as follows:

| Skilled trade                                     | Number of non-local applications | Number of non-local students admitted |                           |            |
|---|----------------------------------|---------------------------------------|---------------------------|------------|
|   |                                  | Mainland, Macau and Taiwan            | Overseas countries/region | Total      |
| Innovation and technology                         | 330                              | 174                                   | 9                         | 183        |
| Electrical and mechanical services                | 120                              | 48                                    | 0                         | 48         |
| Building, civil engineering and built environment | 151                              | 55                                    | 3                         | 58         |
| Aviation, transport and logistics                 | 730                              | 304                                   | 7                         | 311        |
| Maritime services                                 | 11                               | 0                                     | 0                         | 0          |
| <b>Total</b>                                      | <b>1 342</b>                     | <b>581</b>                            | <b>19</b>                 | <b>600</b> |

2. In the 2024/25 academic year, the VTC made use of the subvention from the Labour and Welfare Bureau (LWB) to promote the VPAS in the Mainland and other regions through various online and offline channels. These efforts included 60 campus events, talks and seminars co-organised with the industries, reaching a total attendance of around 30 000; online promotions which attracted approximately 3.3 million views, involving an expenditure of about \$1.9 million. The LWB will allocate \$7.7 million to the VTC in 2025/26 for promotion and publicity in the Mainland and other regions, development of information technology systems and administration of the VPAS. To widen the student pool for the 2025/26 academic year, the VTC will visit Mainland China and Southeast Asia to publicise and promote the relevant programmes and the VPAS. Publicity will also be carried out via various media channels, such as online platforms and education fairs. In parallel, the VTC's operation centre in Shenzhen will collaborate with the trades to organise thematic seminars.
3. The VTC is responsible for running and administering the programmes it offers, and it provides support for all students (including local and non-local ones) enrolled in its programmes. Among these, the VTC will continue to mobilise its industry network to assist both local and non-local students in taking up internships and support graduates in looking for job opportunities. Moreover, the VTC encourages enterprises through the enterprise subsidy scheme to support students' learning by providing internship



placements, job offers and scholarships. Each year, the VTC arranges approximately 9 000 internship opportunities for students enrolled in the HD and Diploma of Vocational Education programmes.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)177**

**(Question Serial No. 3741)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (7) Subvention: Vocational Training Council (Vocational Training)

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Programme that “the Vocational Training Council will provide examination fee subsidies to Hong Kong residents who pass the examinations under the ‘One Examination, Multiple Certification’ (OEMC) arrangement starting from 2025-26”. In this connection, would the Government inform this Committee of the following:

1. the number of Hong Kong residents who have applied for OEMC and the number of those who have passed the examinations in the past 3 years, as well as the number of examinations held by companies or organisations for their own industries during the same period;
2. the estimated expenditure in 2025-26 for providing examination fee subsidies to Hong Kong residents who pass the examinations;
3. given that the OEMC arrangement is conducive to the development of vocational and professional education and training (VPET), whether there are any plans to tie the OEMC arrangement to VPET courses?

Asked by: Hon LEUNG Yuk-wai, Kenneth (LegCo internal reference no.: 46)

Reply:

- (1) and (2) The Labour and Welfare Bureau (LWB) subvents the Vocational Training Council (VTC) to provide various vocational training and related services, including the implementation of the One Examination, Multiple Certification (OEMC) system for the beauty and hairdressing industries. No Hong Kong resident have enrolled for the relevant examinations in the past three years. To encourage more local practitioners of the relevant industries to take the examinations to acquire vocational competence, the VTC will provide Hong Kong residents passing the OEMC examinations of the beauty and hairdressing industries with an examination fee subsidy of \$1,000 each starting from 2025/26. It will also enhance promotional efforts on the OEMC system and the above subsidy arrangement through social media platforms, newspapers, magazines, physical publicity activities (e.g. trade exhibitions, distribution of publicity leaflets to practitioners, etc.).

The expenditure for the subsidy arrangement depends on the number of Hong Kong residents participating in the system. Assuming that there are 100 candidates passing the examinations in each of the two industries, the amount of subsidy will only be \$200,000. The VTC will flexibly deploy the subvention provided by the LWB to meet the related expenditure.

- (3) At present, the OEMC system is not tied to any particular programmes. However, the VTC utilises the subvention provided by the Education Bureau and the LWB to offer beauty and hairdressing related programmes of various levels, including the Higher Diploma in Beauty and personal Care Products, the Diploma of Vocational Education (Hairdressing), the Certificate in Bridal Hair and Make-up, etc. The VTC will continue to encourage students and graduates of the relevant programmes to participate in the OEMC examinations, and will explore with relevant bureaux and Mainland authorities the inclusion of more job types and industries in the OEMC system, with a view to facilitating the flow of talents in the Greater Bay Area.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)178**

**(Question Serial No. 3909)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

Would the Government inform this Committee of the following:

To develop Hong Kong into an international hub for post-secondary education, it is important that students of different stages of post-secondary education are attracted to come here. The Government relaxed the restrictions on taking up part-time jobs for non-local postgraduate students in 2023, and the relaxation was extended to non-local undergraduate students in November 2024. Would the Government consider the suggestion of further extending the relaxation to other non-local tertiary students? If yes, what are the details? If no, what are the reasons?

Asked by: Hon LO Wai-kwok (LegCo internal reference no.: 30)

Reply:

The Government has temporarily exempted full-time non-local postgraduate students of local programmes from the restrictions on taking up part-time jobs since November 2023, and has extended the temporary exemption measure to full-time non-local undergraduate students from November 2024 onwards. At present, over 60 000 non-local postgraduate and undergraduate students have benefitted from this arrangement, and these non-local students are eligible to apply to stay in Hong Kong for development through the "Immigration Arrangement for Non-local Graduates" after graduation. The arrangement facilitates these non-local students in gaining personal exposure and knowledge for working in Hong Kong, and enhances their incentive to stay in Hong Kong for development after graduation. The Government will review the whole temporary exemption arrangement this year.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)179**

**(Question Serial No. 3310)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

According to Programme 3, the Labour and Welfare Bureau implements the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training. What are the manpower and expenditure involved in vetting the CEF applications this year? Whether it has estimated the number of people who have exhausted the maximum amount of CEF subsidy? To encourage young people to actively pursue further studies, whether it will, in addition to the CEF, introduce more funding schemes, such as a “youth professional development fund”, to provide young people aged 35 or below with other targeted continuing education subsidies for enrolling in professional courses and obtaining professional qualifications? If yes, what are the details; if not, what are the reasons?

Asked by: Hon NG Wing-ka, Jimmy (LegCo internal reference no.: 238)

Reply:

The Office of the Continuing Education Fund (OCEF) under the Working Family and Student Financial Assistance Agency is responsible for vetting applications for reimbursement under the Continuing Education Fund (CEF). In 2024-25 (as at 31 January 2025), there were about 80 staff members in the OCEF, incurring annual salary expenditure of about \$21 million.

As at 31 January 2025, there were about 940 000 accounts under the CEF, among which about 6 900 account holders fully used up the subsidy of \$25,000, representing less than 1% of the total number of accounts. About 87% of the accounts under the CEF had an unused balance of \$15,000 or above, enabling learners to take around two CEF courses given the current median CEF course fee of \$7,800.

All courses registered under the Qualifications Register are eligible for application for registration as CEF courses, covering 14 areas of study and training and including courses for preparation for professional examinations. The Government will continue to encourage existing and other course providers to develop new courses to meet the latest market trends in professions and skills. As for training of individual industries or professions, relevant

policy bureaux, industry stakeholders or course providers would develop specific industry- or profession-based training courses or funding initiatives as needed.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)180**

**(Question Serial No. 3724)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development, (4) Talent Engagement and Support

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

During 2024-25, the Government continues to make every effort to trawl for talents, and will shortly invite top and leading talents to come to Hong Kong for development under the Quality Migrant Admission Scheme. It will also enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy by allowing young non-degree talents with professional and technical qualifications and experience to come to Hong Kong to join skilled trades facing manpower shortage. In this connection, please inform this Committee of the following:

1. the numbers of talents who have arrived in Hong Kong with visas under various talent admission schemes in the past 3 years, as well as the numbers of such talents currently living and working in Hong Kong;
2. the contributions made by new migrant talents to Hong Kong's economy, the respective amounts of the tax revenue they generated and their consumer spending in the past 3 years; and
3. whether the Government has conducted regular follow-ups with this group of people, their occupations in Hong Kong and their preference on visa renewal.

Asked by: Hon WONG Chun-sek, Edmund (LegCo internal reference no.: 55)

Reply:

The Immigration Department (ImmD) has been keeping the statistics of talents admitted to Hong Kong under the various talent admission schemes since 2023. A breakdown of the relevant numbers as at February 2025 is tabulated below:

| Talent admission scheme  | 2023          | 2024          | 2025<br>(as at February) |
|--|---------------|---------------|--------------------------|
| Top Talent Pass Scheme (TPPS)  | 35 583        | 39 918        | 6 495                    |
| General Employment Policy (GEP) <sup>#</sup>   | 7 953         | 5 627         | 1 612                    |
| Admission Scheme for Mainland Talents and Professionals (ASMTP) <sup>#</sup>               | 11 705        | 11 887        | 1 758                    |
| Quality Migrant Admission Scheme (QMAS)  | 12 276        | 9 981         | 1 910                    |
| Immigration Arrangements for Non-local Graduates (IANG)                                    | 23 905        | 23 017        | 2 398                    |
| Admission Scheme for the Second Generation of Chinese Hong Kong Permanent Residents (ASSG) | 81            | 80            | 13                       |
| Technology Talent Admission Scheme (TechTAS)   | 128           | 117           | 21                       |
| <b>Total</b>   | <b>91 631</b> | <b>90 627</b> | <b>14 207</b>            |

<sup>#</sup> The numbers do not include cases of short-term employment.



The breakdowns of the numbers of approved applicants under the various talent admission schemes by industry/sector in the past 3 years are tabulated below:

GEP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Academic research and education | 2 353         | 2 788         | 2 420                            |
| Arts/Culture                    | 1 252         | 2 416         | 2 300                            |
| Tourism                         | 300           | 1 861         | 2 020                            |
| Financial services              | 2 517         | 1 864         | 1 924                            |
| Recreation and sports           | 1 524         | 1 215         | 1 627                            |
| Commerce and trade              | 1 651         | 2 463         | 1 562                            |
| Engineering and construction    | 1 368         | 1 545         | 1 268                            |
| Catering services               | 403           | 512           | 485                              |
| Medical and healthcare services | 173           | 335           | 329                              |
| Information technology          | 580           | 514           | 285                              |
| Architecture/Surveying          | 45            | 24            | 174                              |
| Telecommunications              | 89            | 80            | 123                              |
| Legal services                  | 137           | 173           | 104                              |
| Manufacturing industries        | 66            | 100           | 104                              |
| Biotechnology                   | 10            | 12            | 13                               |
| Traditional Chinese medicine    | 0             | 0             | 1                                |
| Others                          | 5 033         | 12 452        | 16 861                           |
| <b>Total</b>                    | <b>17 501</b> | <b>28 354</b> | <b>31 600</b>                    |

ASMTTP

| Industry/Sector                 | 2022-23       | 2023-24       | 2024-25<br>(as at February 2025) |
|---------------------------------|---------------|---------------|----------------------------------|
| Commerce and trade              | 1 902         | 3 511         | 3 979                            |
| Academic research and education | 2 522         | 4 028         | 3 968                            |
| Arts/Culture                    | 399           | 3 906         | 3 752                            |
| Recreation and sports           | 128           | 936           | 3 183                            |
| Engineering and construction    | 1 396         | 2 537         | 2 625                            |
| Financial services              | 2 812         | 3 004         | 2 156                            |
| Information technology          | 1 024         | 1 183         | 1 121                            |
| Tourism                         | 16            | 159           | 288                              |
| Medical and healthcare services | 527           | 165           | 204                              |
| Telecommunications              | 289           | 188           | 182                              |
| Catering services               | 41            | 105           | 153                              |
| Manufacturing industries        | 84            | 164           | 147                              |
| Legal services                  | 115           | 121           | 86                               |
| Biotechnology                   | 78            | 60            | 56                               |
| Architecture/Surveying          | 28            | 152           | 47                               |
| Traditional Chinese medicine    | 2             | 4             | 9                                |
| Others                          | 478           | 1 652         | 1 787                            |
| <b>Total</b>                    | <b>11 841</b> | <b>21 875</b> | <b>23 743</b>                    |

## TechTAS

| Industry/Sector                     | 2022-23   | 2023-24    | 2024-25<br>(as at February 2025) |
|-------------------------------------|-----------|------------|----------------------------------|
| Artificial intelligence             | 11        | 36         | 39                               |
| Biotechnology                       | 21        | 24         | 10                               |
| Financial technologies              | 18        | 8          | 9                                |
| Cybersecurity                       | 1         | 5          | 9                                |
| Data analytics                      | 5         | 15         | 8                                |
| Microelectronics                    | 0         | 4          | 8                                |
| Green technology                    | 3         | 8          | 6                                |
| Material science                    | 14        | 5          | 6                                |
| Integrated circuit design           | 1         | 3          | 6                                |
| Robotics                            | 0         | 7          | 5                                |
| Advanced communication technologies | 0         | 1          | 5                                |
| Digital entertainment               | 7         | 5          | 2                                |
| The Internet-of-Things              | 1         | 4          | 1                                |
| Quantum technology                  | 0         | 0          | 0                                |
| <b>Total</b>                        | <b>82</b> | <b>125</b> | <b>114</b>                       |

## QMAS

| Industry/Sector                                       | 2022-23      | 2023-24       | 2024-25<br>(as at February 2025) |
|---|--------------|---------------|----------------------------------|
| Financial and accounting services                     | 1 446        | 4 354         | 2 524                            |
| Information technology and telecommunications         | 1 018        | 3 296         | 2 167                            |
| Commerce and trade                                    | 232          | 960           | 941                              |
| Business support and human resources                  | 250          | 984           | 668                              |
| Manufacturing industries                              | 279          | 794           | 638                              |
| Architecture, surveying, engineering and construction | 246          | 626           | 425                              |
| Human health and veterinary services                  | 175          | 538           | 403                              |
| Legal services  | 191          | 498           | 345                              |
| Academic research and education                       | 311          | 504           | 342                              |
| Logistics and transportation                          | 69           | 171           | 135                              |
| Broadcasting and entertainment                        | 46           | 126           | 93                               |
| Sports  | 13           | 40            | 66                               |
| Catering and tourism                                  | 19           | 61            | 61                               |
| Arts and culture                                      | 36           | 106           | 41                               |
| Others  | 147          | 573           | 478                              |
| <b>Total</b>  | <b>4 478</b> | <b>13 631</b> | <b>9 327</b>                     |

Note: The number of approved applications refers to the number of successful cases passing the selection exercise.

## IANG

At present, over 90% of those coming to or staying in Hong Kong under IANG are fresh graduates. They are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have taken up employment in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

## ASSG

Applicants under ASSG are not required to have secured offers of employment in Hong Kong upon application. However, when applying for extension of stay, they are required to have been employed or have established/joined in business in Hong Kong. ImmD does not maintain statistics on the industries engaged by successful applicants when they first arrived in Hong Kong.

## TTPS

Persons admitted to Hong Kong under TTPS will normally be granted an initial stay of 2 or 3 years to explore opportunities without other conditions of stay upon entry. During the

validity period of the first visas, the talents are not required to inform ImmD when they are employed or have established/joined in business in Hong Kong. However, when applying for extension of stay, they are required to provide ImmD with concrete supporting information and documents to prove that they have been employed or have established/joined in business in Hong Kong so that an extension of stay can be granted.

Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong. Among the talent admission schemes, GEP and ASMTP are employment-based schemes under which admitted talents will join the local employment market and bring economic contributions upon arrival in Hong Kong. All incoming talents will spend money in Hong Kong and are required to pay taxes once employed.

Besides, the Labour and Welfare Bureau has conducted a survey on talents who have arrived in Hong Kong under TTPS for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, and commerce and trade, etc., which are all key industries of Hong Kong. Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong's economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product.

The Hong Kong Talent Engage (HKTE) has been maintaining close contact with the talents through direct contact with them and analysing their enquiries and requests for support services, which are received by HKTE or designated partners on the online platform, to understand and follow up on their development and needs in Hong Kong. To enhance the willingness of talents to stay in Hong Kong, HKTE will strengthen its support service catering to the needs of incoming talents. HKTE will, in 2025, organise 55 online and offline workshops, seminars and job fairs, covering a wide range of life-related topics such as job seeking, business start-up, children's education, etc. These include not less than 12 online and offline job fairs co-organised with the industries and employer organisations to directly match job-seeking talents with employers, as well as Cantonese learning classes. On children's education, HKTE will continue to co-organise seminars with sponsoring bodies or school organisations to provide more comprehensive information on local education. In addition, HKTE will continue to collaborate with volunteer groups to encourage incoming talents to actively participate in volunteer services so as to strengthen the connection and exchange between talents and the local community. It is envisaged that such work can help incoming talents and their families stay in Hong Kong for long-term development.

ImmD does not maintain the other statistical breakdowns mentioned in the question.

- End -

**CONTROLLING OFFICER'S REPLY**

**LWB(L)181**

**(Question Serial No. 3985)**

Head: (141) Government Secretariat: Labour and Welfare Bureau

Subhead (No. & title): ()

Programme: (3) Manpower Development

Controlling Officer: Permanent Secretary for Labour and Welfare (Alice LAU)

Director of Bureau: Secretary for Labour and Welfare

Question:

It is mentioned in the Budget that as at the end of last year, various talent admission schemes have received a total of over 430 000 applications and approved more than 270 000, bringing some 180 000 talents to Hong Kong. In addition, the Government also plans to enhance the Admission Scheme for Mainland Talents and Professionals and the General Employment Policy, with a view to attracting non-degree talents with professional and technical qualifications and experience to Hong Kong, so as to address the problem of manpower shortage. In this connection, please advise this Committee:

whether the Government has conducted relevant assessments to gauge the impact of these talents on the local labour market as well as the concrete contributions they have made for economic and industry development in Hong Kong?

Asked by: Hon ZHANG Xinyu, Gary (LegCo internal reference no.: 8)

Reply:

The Government has implemented a series of talent admission measures since end-2022 to attract and facilitate talents from all over the world to come to Hong Kong for development. As at 28 February 2025, we received a total of more than 450 000 applications under the various talent admission schemes, and approved over 290 000, among which around 196 000 talents with visas approved have arrived in Hong Kong, exceeding the target of admitting a total of 105 000 talents within 3 years.

The local labour force registered a continuous decline for 4 years from 2019 to 2022. The active measures for trawling for talents successfully reversed the downward trend in the local workforce. In 2023, the labour force increased by 40 000 to 3.5 million when compared to that of 2022, with half of the increase coming from the 35-44 age group. As most of the arrived talents are at the working age, the inflow of talents also slowed the pace of ageing of the population. The median age of population rose by just 0.3 year in 2023, a significant reduction from the annual increase of 0.5 to 0.9 year from 2018 to 2022.

Outside talents coming to Hong Kong for development can help alleviate manpower shortage, enrich the local talent pool and spur industry development, thereby making contribution to the economy of Hong Kong. Among the talent admission schemes, the General Employment Policy (GEP) and the Admission Scheme for Mainland Talents and Professionals (ASMTP) are employment-based schemes under which admitted talents will join the local employment market and bring economic contributions upon arrival in Hong Kong. According to the Manpower Projection published in November 2024 by the Labour and Welfare Bureau (LWB), Hong Kong is expected to face an overall manpower shortage of 180 000 by 2028, and over one-third of which are “skilled technical workers”. In fact, Hong Kong is facing an ageing workforce and a lack of new entrants to skilled trades, and it is expected that there will be serious shortage of technical workers in various industries. The Government will introduce a new channel under GEP and ASMTP to allow a specified number of young and experienced non-degree talents with relevant professional and technical skills to apply for entry into Hong Kong to join specific skilled trades facing acute manpower shortage, so as to address the acute manpower shortage in local skilled trades. In the long term, the new arrangement will enhance the competitiveness of the relevant skilled trades.

Besides, LWB has conducted a survey on talents who have arrived in Hong Kong under the Top Talent Pass Scheme (TTPS) for more than 6 months. The results showed that over half of the incoming talents have been in employment, mainly in industries such as financial services, innovation, information and communication technology services, and commerce and trade, etc., which are all key industries of Hong Kong. Based on the results of the survey, it is projected that the 30 000-odd TTPS entrants who arrived in Hong Kong in 2023 will contribute directly to Hong Kong’s economy by an amount of some \$34 billion per annum, which is equivalent to about 1.2% of the local Gross Domestic Product. LWB will continually monitor the settlement of incoming talents and their employment status in Hong Kong.

- End -