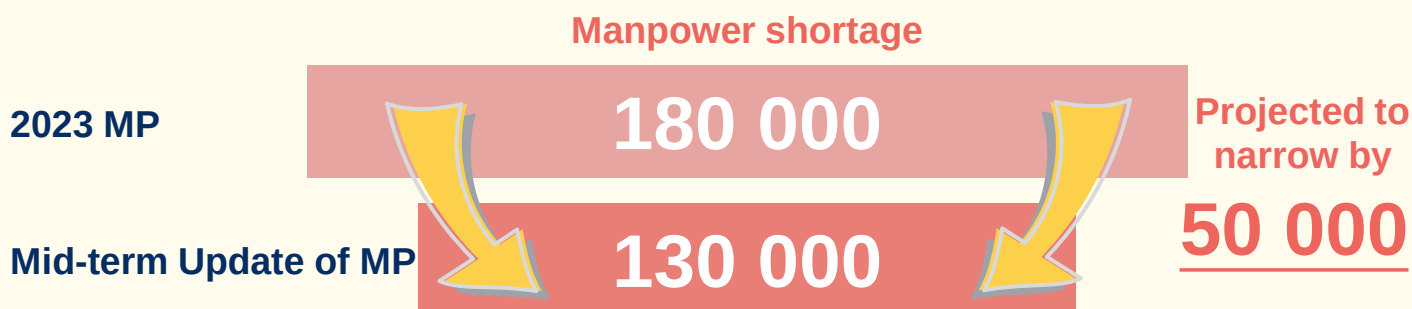


Key Findings of Mid-term Update of Manpower Projection (MP)

1

Overall manpower shortage for Hong Kong is projected to narrow in 2028



Five industries facing more severe manpower shortage in 2028 (each with a projected shortage of 10 000 or more)



Construction industry



City operation



Healthcare services



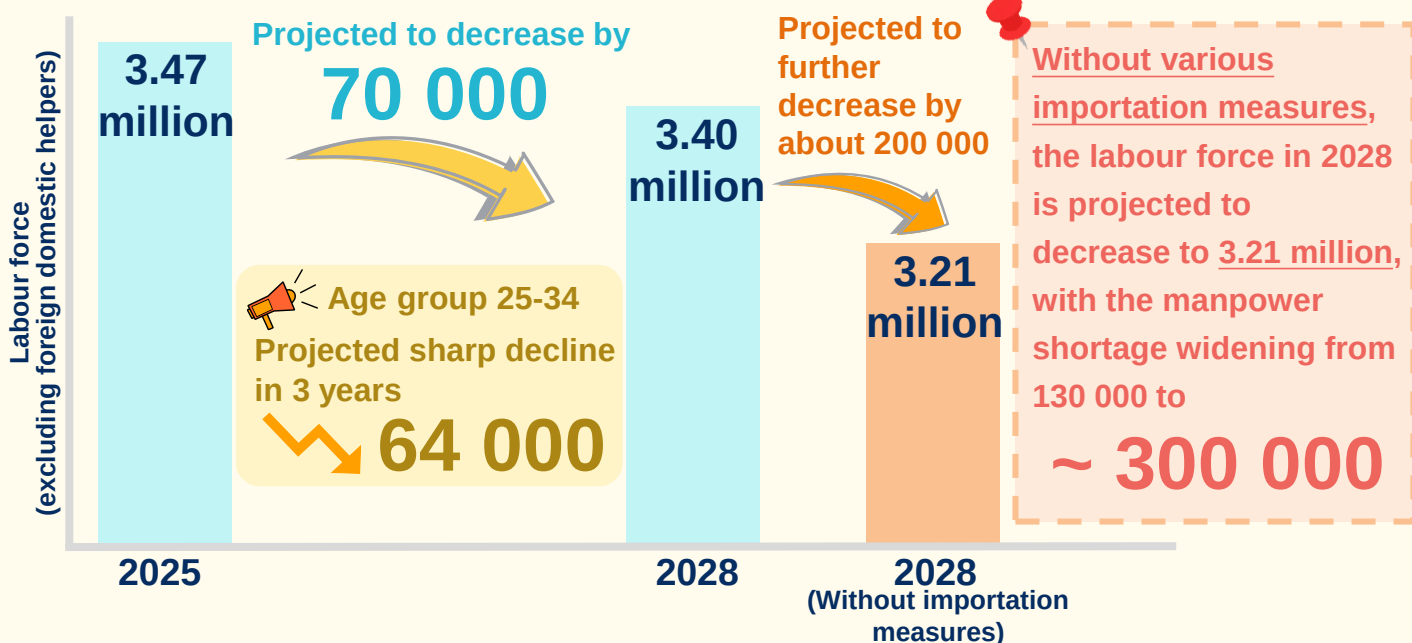
International innovation & technology centre



International aviation hub

2

While the labour force is projected to decline, talent admission and labour importation measures would help alleviate the downward pressure



Manpower shortage projected to narrow, while labour force continues to face downward pressure



Labour and Welfare Bureau
The Government of the
Hong Kong Special Administrative Region
of the People's Republic of China

22 September 2026

Impact of Artificial Intelligence (AI) on Hong Kong's Labour Market



Widespread Adoption



1

Over

70%

of employed persons in Hong Kong use AI tools in daily work

2

Over

90%

of enterprises plan to integrate AI into related workflows

Source:

"AI Readiness in Workplace Survey 2025" by The Hong Kong Productivity Council



Job Transformation in the Coming Three Years



Adoption of AI in applicable roles would boost individual productivity by

20% - 30%

Enterprises primarily adjust manpower resources through natural attrition

Short-term risk of large-scale layoffs remains relatively low



20% - 30%

of job roles would experience significant transformation in daily tasks



More Heavily Affected Industries and Occupations



1

More heavily affected industries:

Import and Export Trade, Finance

2

More heavily affected occupations:

Clerical Support Workers, Associate Professionals



Two Major Groups Facing Challenges



Young graduates

From 2022 to 2025, full-time entry-level job vacancies plunged by

>60%



Middle-aged clerical support workers

Clerical support workers aged 45-54 without post-secondary education qualifications

~70K



Emerging future trends : Human-machine collaboration and AI for All



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